ATLANTE - CERASI
STUDIO NOTARILE ASSOCIATO

Repertorio N. 70217 Raccolta N. 36550

VERBALE DI ASSEMBLEA DI
"POSTE ITALIANE - SOCIETA' PER AZIONI"
REPUBBLICA ITALIANA

L'anno duemilaventiquattro, il giorno trentuno del mese di maggio

(31 maggio 2024)

in Roma, piazzale di Porta Pia 121;
alle ore 17,20
io sottoscritto Dr. Nicola Atlante Notaio in Roma, iscritto al Collegio Notarile di Roma;
su richiesta della dottoressa Silvia Maria Rovere nata a Caraglio (CN) il 26 luglio 1971 domiciliata presso la sede ove appresso, da me personalmente conosciuta, verbalizzo ai sensi dell'art. 2375 c.c. come segue l'Assemblea della società:

"POSTE ITALIANE - SOCIETA' PER AZIONI"

con sede in Roma Viale Europa 190, codice fiscale e registro imprese di Roma 97103880585, Partita Iva 01114601006, R.E.A. di Roma n. 842633, capitale sociale iscritto al registro imprese alla data odierna di Euro 1.306.110.000,00 interamente versati (la Società)
tenutasi in Roma, viale Europa 175, il giorno 31 maggio 2024 con inizio alle ore 14,14 e con chiusura alle ore 15,29.
Io sottoscritto Notaio do atto che il resoconto dello svolgimento della predetta Assemblea, cui io Notaio ho assistito senza soluzione di continuità nel luogo di convocazione sopra indicato e dunque in Roma viale Europa 175, è quello di seguito riportato.

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Essendo le ore 14,14 del giorno 31 maggio 2024, il Presidente rivolge innanzitutto un cordiale benvenuto a tutti anche a nome dell'Amministratore Delegato, degli altri componenti il Consiglio di Amministrazione, del Direttore Generale, del Collegio Sindacale, del Magistrato Delegato della Corte dei Conti e dei dipendenti della Società.
Quale Presidente del Consiglio di Amministrazione di Poste Italiane S.p.A. la dottoressa Silvia Maria Rovere assume la presidenza dell'Assemblea ai sensi dell'art. 12.1 dello Statuto, dichiarandola aperta.
Ricorda preliminarmente che la Società ha deciso di avvalersi della facoltà prevista dall'articolo 106, comma IV, del Decreto Legge 17 marzo 2020, n. 18 - convertito in Legge, con modificazioni, dall'art. 1, comma 1, L. 24 aprile 2020, n. 27, il cui termine finale di applicazione è stato da ultimo prorogato al 31 dicembre 2024 dall'art. 11, comma 2, della Legge 5 marzo 2024, n.21 (nel prosieguo, per brevità, anche "Decreto Cura Italia") - prevedendo nell'avviso di convocazione che:
- l'intervento in assemblea da parte di coloro ai quali

Registrato a Roma 5
il 12/6/2024
N. 5859
Serie 1/T
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spetta il diritto di voto possa avvenire esclusivamente tramite il rappresentante designato ai sensi dell'art. 135-undecies del decreto legislativo 24 febbraio 1998, n. 58 (nel prosieguo, per brevità, anche "Testo Unico della Finanza" o "TUF") e dell'art. 11.5 dello statuto sociale, al quale possono essere conferite anche deleghe o subdeleghe ai sensi dell'articolo 135-novies del TUF, come appresso precisato;

- gli amministratori, i sindaci e gli altri soggetti legittimati, compreso il rappresentante designato, possano intervenire in assemblea mediante mezzi di comunicazione a distanza che ne garantiscano l'identificazione, la partecipazione e l'esercizio del diritto di voto, senza che sia in ogni caso necessario che il Presidente e il Notaio incaricato di procedere alla verbalizzazione si trovino nel medesimo luogo.

Precisa che la Società ha designato - anche ai sensi dell'art. 11.5 dello Statuto sociale - Monte Titoli S.p.A., con sede legale in Milano, quale soggetto a cui i soci possono conferire delega o subdelega con istruzioni di voto su tutte o alcune proposte all'ordine del giorno, ai sensi degli articoli 135-undecies e 135-novies del Testo Unico della Finanza (nel prosieguo, per brevità, anche "Rappresentante Designato" o "Monte Titoli").

Dà atto quindi di essere fisicamente presente presso il luogo di convocazione dell'assemblea, unitamente al Notaio verbalizzante ed al Segretario del Consiglio di Amministrazione, quali di seguito individuati, mentre intervengono a loro volta mediante collegamento audiovideo tutti gli altri partecipanti, di cui ha accertato l'identità e la legittimazione a partecipare all'assemblea, tramite l'ufficio di presidenza, da lei nominato nelle persone di Massimiliano Chiadò Piat, indicato da Monte Titoli S.p.A., Marco Contessa e Fabio Ciammaglichella, esponenti della Società, che assistono alla odierna assemblea mediante mezzi di collegamento audiovideo.

Ai sensi dell'art. 2371, comma 2, e dell'art. 2375 del codice civile, nonché dell'art. 12.2 dello Statuto e dell'art. 4.2 del Regolamento assembleare, conferisce a me Notaio l'incarico di redigere il verbale per atto pubblico, anche per la parte ordinaria della odierna assemblea.

Dà atto che partecipano all'odierna assemblea, mediante mezzi di comunicazione a distanza, i Signori

del Consiglio di Amministrazione:

- Matteo Del Fante, Amministratore Delegato
- Valentina Gemignani
- Paolo Marchioni
- Matteo Petrella
- Patrizia Rutigliano
- Vanda Ternau

del Collegio Sindacale:

- Mauro Lonardo, Presidente
- Gianluigi Fiorendi, Sindaco effettivo
- Serena Gatteschi, Sindaco effettivo

e inoltre

- il Direttore Generale, Giuseppe Lasco;
- il Magistrato Delegato della Corte dei Conti, Francesco Targia;
- per la società di revisione Deloitte & Touche S.p.A., Marco Miccoli

e che è altresì presente fisicamente presso il luogo di convocazione dell'assemblea, il Segretario del Consiglio di Amministrazione, avv. Giancarlo Bianco.

Dà atto che Monte Titoli S.p.A. interviene alla presente assemblea, in qualità di Rappresentante Designato, in persona di Massimiliano Chiadò Piat, nato a Torino il 12/04/1968 all'uopo autorizzato in forza della delega rilasciata in data 26/03/2024, a firma del Dott. Alessio Mottola, Amministratore Delegato e Direttore Generale di Monte Titoli S.p.A. in virtù dei poteri assegnatigli dal Consiglio di Amministrazione.

Conferma che i mezzi di collegamento adottati garantiscono l'identificazione dei partecipanti, la loro partecipazione e l'esercizio del diritto di voto.

Informa preliminarmente che alle domande pervenute per iscritto prima dell'assemblea ai sensi dell'art. 127-ter, comma 1-bis, del Testo Unico della Finanza - entro il termine indicato nell'avviso di convocazione (ossia, entro il 22 maggio 2024) - è stata data risposta mediante pubblicazione in un'apposita sezione del sito internet entro il termine parimenti indicato nell'avviso di convocazione (ossia entro il 28 maggio 2024). Il fascicolo recante le suddette domande e le relative risposte sarà allegato al verbale della presente Assemblea.

Dà quindi atto che:

- a norma dell'art. 125-bis del Testo Unico della Finanza e dell'articolo 9 dello statuto sociale, la presente Assemblea ordinaria e straordinaria degli azionisti, è stata regolarmente convocata per oggi 31 maggio 2024, alle ore 14:00, presso gli uffici della Società siti in Roma, Viale Europa n. 175, in unica adunanza, mediante avviso di convocazione pubblicato (i) in forma integrale sul sito internet della Società, sul sito di Borsa Italiana, nonché presso il meccanismo di stoccaggio autorizzato denominato "eMarket Storage" in data 29 aprile 2024, di cui è stata data altresì notizia mediante comunicato stampa, e (ii) per estratto sul quotidiano "Il Sole 24 Ore" in data 1° maggio 2024, con il seguente ordine del giorno:

Parte ordinaria:

1) Bilancio di esercizio al 31 dicembre 2023. Relazioni del

Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2023.

2) Destinazione dell'utile di esercizio.

3) Relazione sulla politica in materia di remunerazione per l'esercizio 2024.

4) Relazione sui compensi corrisposti nell'esercizio 2023.

5) Piani di incentivazione basati su strumenti finanziari.

6) Autorizzazione all'acquisto e alla disposizione di azioni proprie, a servizio dei piani di incentivazione basati su strumenti finanziari. Deliberazioni inerenti e conseguenti.

Parte straordinaria:

1) Modifica degli artt. 4 (integrazione dell'oggetto sociale), 11 (inserimento della clausola relativa alla facoltà di disporre la partecipazione e l'intervento in assemblea degli aventi diritto esclusivamente tramite il rappresentante designato), 12 (modalità di nomina del segretario dell'assemblea), 14 (denominazione dei comitati endo-consiliari), 16 (convocazione in via di urgenza delle riunioni consiliari) e 20 (denominazione delle funzioni di controllo del Patrimonio Destinato BancoPosta) dello statuto sociale. Deliberazioni relative.

Informa che non sono state presentate da parte degli azionisti che rappresentano, anche congiuntamente, un quarantesimo del capitale sociale richieste di integrazione dell'ordine del giorno dell'assemblea né nuove proposte di deliberazione su materie già all'ordine del giorno, ai sensi e nei termini di cui all'articolo 126-bis, comma 1, primo periodo, del Testo Unico della Finanza, né sono state presentate proposte individuali di deliberazioni da parte degli aventi diritto al voto ai sensi dell'articolo 126-bis, comma 1, terzo periodo, del Testo Unico della Finanza, secondo i termini indicati dalla Società nell'avviso di convocazione.

Precisa, inoltre, che, come indicato nell'avviso di convocazione, (i) il termine raccomandato per il conferimento delle deleghe e/o subdeleghe ordinarie ex art. 135-novies del Testo Unico della Finanza, con le relative istruzioni di voto, era stato indicato nelle ore 18:00 del 30 maggio 2024, mentre (ii) il termine previsto ai sensi di legge per il conferimento delle deleghe al rappresentante designato ex art. 135-undecies del Testo Unico della Finanza, con le relative istruzioni di voto, era stato indicato nel 29 maggio 2024.

Informa che Monte Titoli, in qualità di Rappresentante Designato, ha reso noto di non avere alcun interesse proprio rispetto alle proposte di deliberazione sottoposte al voto; tuttavia, tenuto conto dei rapporti contrattuali in essere tra Monte Titoli e la Società, al fine di evitare eventuali

successive contestazioni connesse alla supposta presenza di circostanze idonee a determinare l'esistenza di un conflitto di interessi di cui all'articolo 135-decies, comma 2, lett. f), del TUF, Monte Titoli ha dichiarato espressamente che, ove dovessero verificarsi circostanze ignote ovvero in caso di modifica od integrazione delle proposte presentate all'assemblea, non intende esprimere un voto difforme da quello indicato nelle istruzioni, anche in relazione a quanto espressamente previsto dall'art. 134 della Deliberazione Consob 14 maggio 1999, n. 11971 e successive modificazioni e integrazioni (nel prosieguo, per brevità, anche "Regolamento Emittenti").

Invita il Rappresentante Designato a rendere ogni dichiarazione richiesta dalla legge

Intervento del rappresentante designato

Nel termine di legge, sono pervenute a Monte Titoli n. 6 deleghe ai sensi dell'art. 135-undecies del TUF per complessive n. 479.164.010 azioni da parte degli aventi diritto, pari al 36,69% delle n. 1.306.110.000 azioni costituenti il capitale sociale e sono altresì pervenute n. 1 delega ai sensi dell'art. 135-novies del TUF per complessive n. 382.127.890 azioni da parte degli aventi diritto, pari al 29,26% delle n. 1.306.110.000 azioni costituenti il capitale sociale e n. 1 subdelega (che a sua volta recepisce n. 2.004 deleghe) ai sensi dell'art. 135-novies del TUF per complessive n. 187.412.818 azioni da parte degli aventi diritto, pari al 14,35% delle n. 1.306.110.000 azioni costituenti il capitale sociale.

Pertanto risultano pervenute complessivamente n. 2.011 deleghe da parte di 1.543 aventi diritto per complessive n. 1.048.704.718 azioni, pari all' 80,29% delle n. 1.306.110.000 azioni costituenti il capitale sociale.

Informa che prima di ogni votazione, comunicherà le azioni per le quali non sono state espresse indicazioni di voto dal delegante.

Comunica che Monte Titoli ha rispettato l'obbligo di riservatezza circa le deleghe/subdeleghe ricevute come da Comunicazione Consob 3/2020 del 10 aprile 2020.

Comunica altresì che il socio Cassa Depositi e Prestiti Spa ha richiesto al Rappresentante Designato quanto segue: "Tenuto conto del Decreto del Ministro dell'economia e delle finanze n. 59627 del 18 giugno 2004, si richiede al Delegato di esprimere il voto in assemblea, in ogni caso, in conformità alle istruzioni di voto che saranno impartite al Delegato dal Ministero dell'economia e delle finanze da cui CDP è controllata".

Riprende la parola il Presidente e precisa che:

- a norma dell'articolo 13.2 dello statuto, l'assemblea ordinaria e straordinaria in unica adunanza si costituisce e delibera con le maggioranze previste dalla legge;

- ai sensi del comma 3 del citato articolo 135-undecies del TUF, le azioni per le quali è stata conferita delega, anche parziale, al Rappresentante Designato, sono computate ai fini della regolare costituzione dell'assemblea, mentre le azioni in relazione alle quali non siano state conferite istruzioni di voto sulle proposte all'ordine del giorno non saranno computate ai fini del calcolo della maggioranza e della quota di capitale richiesta per l'approvazione delle relative delibere;
- il medesimo criterio di computazione è adottato anche con riferimento alle azioni in relazione alle quali non siano state conferite istruzioni di voto sulle proposte all'ordine del giorno, oggetto di delega e/o subdelega ai sensi dell'art. 135-novies del Testo Unico della Finanza;
- in proposito, ribadisce che il Rappresentante Designato dichiarerà – in occasione della comunicazione dei risultati relativi ad ognuna delle votazioni sui punti all'ordine del giorno – le eventuali azioni in relazione alle quali non ha ricevuto istruzioni di voto;
- l'Assemblea, regolarmente convocata, è pertanto validamente costituita in convocazione unica a termini di legge e di statuto e può deliberare sugli argomenti all'ordine del giorno, dal momento che
sono intervenuti per il tramite del Rappresentante Designato n. 1.543 aventi diritto di voto rappresentanti n. 1.048.704.718 azioni pari all'80,292% delle n. 1.306.110.000 azioni costituenti il capitale sociale;
- ai sensi dell'art. 3 del Regolamento assembleare e delle vigenti disposizioni in materia, è stata accertata la legittimazione all'intervento e al diritto di voto in assemblea e, in particolare, è stata verificata la rispondenza alle vigenti norme di legge e di statuto delle deleghe portate dal Rappresentante Designato.
Resta fermo che l'accertamento del capitale sociale presente per delega verrà aggiornato all'inizio della trattazione della parte straordinaria e alla votazione sugli argomenti di parte straordinaria.
Dichiara che:
- non risulta siano state effettuate sollecitazioni di deleghe di voto ai sensi dell'art. 136 e seguenti del Testo Unico della Finanza;
- il capitale sociale sottoscritto e versato alla data odierna è di Euro 1.306.110.000,00 suddiviso in numero 1.306.110.000 azioni ordinarie prive di indicazione del valore nominale;
- alla data odierna la società detiene n. 10.675.798 azioni proprie, pari a circa lo 0,82% del capitale sociale. La Società non detiene ulteriori azioni proprie in portafoglio, neanche per il tramite di società controllate;
e ricorda che, ai sensi dell'art. 2357-ter, comma 2, del

codice civile, le azioni proprie sono computate ai fini del calcolo delle maggioranze e delle quote richieste per la costituzione e per le deliberazioni della presente Assemblea, mentre il relativo diritto di voto risulta sospeso. Pertanto, hanno diritto di voto, escluse le indicate azioni proprie, n. 1.295.434.202 azioni ordinarie; le azioni della Società sono ammesse alle negoziazioni presso il mercato Euronext Milan (già Mercato Telematico Azionario) organizzato e gestito da Borsa Italiana S.p.A.; secondo le risultanze del libro dei soci, integrate dalle comunicazioni ricevute ai sensi dell'art. 120 del Testo Unico della Finanza e da altre informazioni a disposizione, aggiornate alla c.d. record date del 22 maggio 2024, partecipano direttamente o indirettamente, in misura superiore al 3% del capitale sociale sottoscritto da Poste Italiane S.p.A., rappresentato da azioni con diritto di voto, i seguenti soggetti:

Cassa depositi e prestiti S.p.A. (società controllata dal Ministero dell'Economia e delle Finanze) per n. 457.138.500 azioni pari al 35%

Ministero dell'Economia e delle Finanze per n. 382.127.890 azioni pari al 29,3%.

Dà atto che la Società non è a conoscenza dell'esistenza di patti parasociali stipulati tra i soci.

Ricorda che:

- non può essere esercitato il diritto di voto inerente alle azioni per le quali non siano stati adempiuti gli obblighi di comunicazione di cui agli articoli 120 e 122, primo comma, del Testo Unico della Finanza, concernenti rispettivamente le partecipazioni superiori al 3% e i patti parasociali;
- con riferimento agli obblighi di comunicazione di cui all'art. 120 citato, sono considerate partecipazioni anche le azioni in relazione alle quali il diritto di voto spetti in virtù di delega, purché tale diritto possa essere esercitato discrezionalmente in assenza di specifiche istruzioni da parte del delegante;
- ai sensi dell'art. 6.5 dello statuto sociale e dell'art. 3 del D.L. 31 maggio 1994 n. 332, convertito con modificazioni con Legge 30 luglio 1994 n. 474 è previsto un limite al possesso azionario che comporti una partecipazione superiore al 5% (cinque per cento) del capitale sociale. Tale disposizione di cui all'art. 6.5 dello statuto sociale non si applica alla partecipazione al capitale della Società detenuta dal Ministero dell'Economia e delle Finanze, da Enti pubblici o da soggetti da questi controllati.

Il limite massimo di possesso azionario è calcolato anche tenendo conto delle partecipazioni azionarie complessive facenti capo: al controllante, persona fisica o giuridica, ente o società; a tutte le controllate dirette o indirette

nonché alle controllate da uno stesso soggetto controllante; ai soggetti collegati nonché alle persone fisiche legate da rapporti di parentela o di affinità fino al secondo grado o di coniugio, sempre che si tratti di coniuge non legalmente separato. Il controllo ricorre, anche con riferimento a soggetti diversi dalle società, nei casi previsti dall'art. 2359, commi 1 e 2, del codice civile. Il collegamento ricorre nelle ipotesi di cui all'art. 2359, comma 3, del codice civile, nonché tra soggetti che, direttamente o indirettamente, tramite controllate, diverse da quelle esercenti fondi comuni di investimento, aderiscano, anche con terzi, ad accordi relativi all'esercizio del diritto di voto o al trasferimento di azioni o quote di società terze o comunque ad accordi o patti di cui all'art. 122 del Testo Unico della Finanza, in relazione a società terze, qualora tali accordi o patti riguardino almeno il 10% (dieci per cento) del capitale con diritto di voto, se si tratta di società quotate, o il 20% (venti per cento) se si tratta di società non quotate. Ai fini del computo del su riferito limite di possesso azionario si tiene conto anche delle azioni detenute tramite fiduciarie e/o interposta persona e in genere da soggetti interposti.
Il diritto di voto e gli altri diritti aventi contenuto diverso da quello patrimoniale inerenti alle azioni detenute in eccedenza rispetto al limite massimo sopra indicato non possono essere esercitati; nel caso in cui il limite massimo di possesso azionario - calcolato ai sensi del citato articolo 6.5 dello statuto sociale - sia superato da più soggetti, si riduce proporzionalmente il diritto di voto che sarebbe spettato a ciascuno dei soggetti ai quali sia riferibile il limite di possesso azionario, salvo preventive indicazioni congiunte dei soci interessati. In caso di inosservanza, la deliberazione è impugnabile ai sensi dell'art. 2377 del codice civile se la maggioranza richiesta non fosse raggiunta senza i voti in eccedenza rispetto al limite massimo precedentemente indicato.
Le azioni per le quali non può essere esercitato il diritto di voto sono comunque computate ai fini della regolare costituzione dell'assemblea.
Ricorda infine che il Rappresentante Designato ha dichiarato che eserciterà il voto sulla base delle istruzioni impartite dai deleganti.
Dà atto altresì che, in conformità a quanto previsto dalla vigente normativa, la documentazione relativa agli argomenti all'ordine del giorno, è stata depositata presso la sede sociale, nonché pubblicata sul sito internet www.posteitaliane.it, all'interno dell'apposita sezione dedicata alla presente Assemblea, e presso il meccanismo di stoccaggio autorizzato denominato "eMarket Storage" cui la società aderisce; in particolare:

in data 24 aprile 2024, la "Relazione Finanziaria Annuale 2023" - comprensiva del progetto di bilancio d'esercizio (inclusivo del rendiconto del Patrimonio BancoPosta), del bilancio consolidato del Gruppo Poste Italiane, delle relazioni degli amministratori sulla gestione, della dichiarazione consolidata di carattere non finanziario, delle attestazioni di cui all'articolo 154-bis, comma 5, del Testo Unico della Finanza, approvati dal consiglio di amministrazione in data 19 marzo 2024 - unitamente alle relazioni del collegio sindacale e della società di revisione e alla relazione annuale sul governo societario e gli assetti proprietari;

in data 29 aprile 2024, (i) le relazioni illustrative e le proposte di deliberazione su tutti gli argomenti all'ordine del giorno di parte ordinaria e di parte straordinaria, (ii) la "Relazione sulla politica in materia di remunerazione 2024 e sui compensi corrisposti 2023" - predisposta ai sensi dell'art. 123-ter del Testo Unico della Finanza - di cui al terzo e quarto argomento all'ordine del giorno di parte ordinaria, e (iii) il Documento informativo inerente al quinto argomento di parte ordinaria.

In data 14 maggio 2024, sono stati infine depositati presso la sede sociale i bilanci e i prospetti riepilogativi delle società controllate e collegate. Non sussistono nel Gruppo Poste Italiane società controllate rilevanti non appartenenti all'Unione Europea.

Riguardo alla predetta documentazione, sono stati espletati tutti gli adempimenti nei confronti della Consob previsti dalla normativa vigente.

La documentazione sopra elencata viene come di consueto inviata agli azionisti che ne abbiano fatto richiesta.

Informa che:

- i dati personali raccolti in sede di ammissione all'Assemblea e mediante l'impianto di registrazione audiovisiva sono trattati e conservati dalla Società, sia su supporto informatico che cartaceo, ai sensi e per gli effetti del Regolamento (UE) 2016/679, ai fini del regolare svolgimento dei lavori assembleari e per la corretta verbalizzazione degli stessi, nonché per i relativi ed eventuali adempimenti societari e di legge, come meglio specificato nell'informativa privacy resa disponibile sul sito internet aziendale;
- saranno tra l'altro allegati al verbale della presente Assemblea, come parte integrante e sostanziale dello stesso:

• l'elenco nominativo dei partecipanti all'assemblea, per delega/subdelega al Rappresentante Designato, completo di tutti i dati richiesti dalla Consob, con l'indicazione del numero delle azioni per le quali è stata effettuata la comunicazione da parte dell'intermediario all'emittente, ai sensi dell'art. 83-sexies del Testo Unico della Finanza,

nonché

- in relazione a ciascuno dei punti all'ordine del giorno, l'elenco nominativo dei soggetti che hanno espresso voto favorevole, contrario o si sono astenuti, nonché dei non votanti, e il relativo numero di azioni possedute.

Informa - tenuto conto che, come indicato in apertura dei lavori assembleari, l'intervento nella presente Assemblea degli aventi diritto al voto avviene esclusivamente tramite il Rappresentante Designato - che intende disporre, ai sensi dell'art. 5 del Regolamento assembleare, che tutti i punti dell'ordine del giorno rispettivamente di parte ordinaria e di parte straordinaria siano trattati in un'unica soluzione.

La votazione sui singoli punti e argomenti all'ordine del giorno avverrà in forma distinta e separata, a chiusura delle due distinte trattazioni sugli argomenti stessi quali appena indicate.

In fase di apertura (i) della trattazione unica di tutti i punti all'ordine del giorno di parte ordinaria, nonché (ii) della trattazione unica degli argomenti di parte straordinaria, domanderà quindi all'esponente di Monte Titoli presente in assemblea di dichiarare se al Rappresentante Designato siano state impartite dagli aventi diritto al voto - che hanno rilasciato delega e/o subdelega al Rappresentante Designato medesimo ai sensi dell'art. 135-novies del Testo Unico della Finanza - richieste di interventi specifici sui punti all'ordine del giorno. Il testo di tali eventuali interventi verrà allegato al verbale assembleare, ferma rimanendo la facoltà della Società, prima di procedere in tal senso, di valutarne la pertinenza e l'inerenza rispetto ai punti all'ordine del giorno.

Passa quindi a trattare congiuntamente tutti gli argomenti all'ordine del giorno di parte ordinaria della presente Assemblea, in precedenza indicati in fase di apertura dei lavori assembleari.

In considerazione del fatto che la Società ha messo a disposizione del pubblico la documentazione predisposta per la presente Assemblea, che tale documentazione - che sarà allegata al verbale assembleare - è stata trasmessa a coloro che ne hanno fatto richiesta e non essendoci opposizioni, si omette la lettura di tutti i documenti relativi alla presente riunione, limitando la lettura - durante la successiva fase di votazione - alle sole proposte di deliberazione.

Prima di procedere con la trattazione di tutti i punti all'ordine del giorno di parte ordinaria, per quanto riguarda il bilancio, segnala che la società di revisione legale Deloitte & Touche S.p.A., ha espresso un giudizio senza rilievi sia sul bilancio di esercizio al 31 dicembre 2023 sia sul bilancio consolidato alla stessa data di Poste Italiane S.p.A., nonché giudizio di coerenza con il bilancio

e di conformità alle norme di legge della relazione sulla gestione e delle informazioni di cui all'articolo 123-bis, comma 1, lettere c), d), f), l), m) e al comma 2, lettera b), del Testo Unico della Finanza, presentate nella relazione sul governo societario e gli assetti proprietari. La società di revisione ha altresì verificato che siano state fornite le informazioni di cui al comma 2, lett. a), c), d), e d-bis) dell'art. 123-bis del Testo Unico della Finanza, nonché l'avvenuta approvazione da parte degli amministratori della dichiarazione non finanziaria ai sensi del D.Lgs. 254 del 30 dicembre 2016, come risulta dalle relazioni rilasciate in data 4 aprile 2024.
Infine, la stessa società di revisione legale Deloitte & Touche S.p.A. ha rilasciato sempre in data 4 aprile 2024 l'attestazione di conformità sulla dichiarazione non finanziaria.
Dichiara quindi aperta la trattazione unica di tutti i punti all'ordine del giorno di parte ordinaria e domanda all'esponente di Monte Titoli presente in assemblea di dichiarare se al Rappresentante Designato siano state impartite dagli aventi diritto al voto - che hanno rilasciato delega e/o subdelega al Rappresentante Designato medesimo ai sensi dell'art. 135-novies del Testo Unico della Finanza - indicazioni e/o istruzioni relative ad interventi specifici sui punti all'ordine del giorno attualmente in trattazione.
Il Rappresentante Designato dichiara di non avere ricevuto richieste di intervento per la parte ordinaria.
Dichiara quindi chiusa la trattazione unica di tutti i punti all'ordine del giorno di parte ordinaria.
Passa pertanto alla votazione separata su ciascuno dei punti all'ordine del giorno di parte ordinaria.

VOTAZIONE 1° punto all'Ordine del Giorno di parte ordinaria

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sul primo punto all'ordine del giorno di parte ordinaria - Bilancio di esercizio al 31 dicembre 2023. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2023 - conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:
"L'Assemblea di Poste Italiane S.p.A.:
- *esaminato il progetto di bilancio di esercizio al 31 dicembre 2023 con le relative relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione legale;*
- *preso atto della "Dichiarazione consolidata di carattere non finanziario", redatta ai sensi del D.Lgs. 254/16 e*

inclusa nella Relazione sulla gestione al 31 dicembre 2023, con la relativa relazione della Società di revisione legale;

- *preso atto del bilancio consolidato al 31 dicembre 2023 con le relative relazioni del Consiglio di Amministrazione e della Società di revisione legale;*

delibera

di approvare il bilancio di esercizio al 31 dicembre 2023 di Poste Italiane S.p.A., corredato della relativa relazione del Consiglio di Amministrazione e comprendente il Rendiconto separato del Patrimonio BancoPosta."

Dà inizio alle operazioni di voto con riferimento al primo punto all'ordine del giorno di parte ordinaria.

Invita a esprimere il voto sul primo punto all'ordine del giorno di parte ordinaria

Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni.

Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:

- **presenti n. 1.543 azionisti per n. 1.048.704.718 azioni tutte ammesse al voto, pari all'80,292% del capitale sociale;**
- **favorevoli n. 1.048.093.032 azioni pari al 99,942% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 469.728 azioni pari allo 0,045% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 141.958 azioni pari allo 0,014% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

VOTAZIONE 2° punto all'Ordine del Giorno di parte ordinaria

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone la seguente proposta di deliberazione sul secondo punto all'ordine del giorno di parte ordinaria – Destinazione dell'utile di esercizio – conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

"L'Assemblea di Poste Italiane S.p.A., esaminata la relazione illustrativa del Consiglio di Amministrazione,

delibera

1. di destinare l'utile del Patrimonio BancoPosta di 600.344.459 euro come segue:

1.1) a "Riserva di utili" per euro 60.000.000;

1.2) a disposizione della Società per l'eventuale distribuzione per 540.344.459 euro;

2. di destinare l'utile netto dell'esercizio 2023 di Poste Italiane S.p.A., pari a 1.389.505.408 euro come segue:

2.1) a "Riserve di utili" afferenti al Patrimonio BancoPosta per 60.000.000 euro;

2.2) a riserva denominata "Risultati portati a nuovo", quota non disponibile alla distribuzione, per 5.610.306 euro;

2.3) alla distribuzione in favore degli Azionisti, a titolo di dividendo, l'importo di 0,800 euro per ognuna delle azioni ordinarie in circolazione alle date di stacco cedola appresso indicate, escluse le azioni proprie in portafoglio a tali date;

2.4) quanto residuerà a seguito della predetta distribuzione in favore degli Azionisti, alla riserva disponibile denominata "Risultati portati a nuovo";

3. di distribuire il predetto dividendo di 0,800 euro per azione come segue:

- *l'importo di 0,237 euro per ognuna delle azioni ordinarie risultate in circolazione alla data di "stacco cedola", escluse le azioni proprie in portafoglio a tale data, a copertura dell'acconto sul dividendo messo in pagamento a decorrere dal 22 novembre 2023, previo stacco in data 20 novembre 2023 della cedola n. 13 e record date (ossia, data di legittimazione al pagamento del dividendo stesso, ai sensi dell'art. 83-terdecies del Decreto Legislativo 24 febbraio 1998 n. 58 e dell'art. 2.6.6, comma 2, del Regolamento dei Mercati organizzati e gestiti da Borsa Italiana S.p.A.) coincidente con il 21 novembre 2023, per un importo complessivo di 307.017.906 euro;*
- *l'importo di 0,563 euro per ognuna delle azioni ordinarie che risulteranno in circolazione il 24 giugno 2024, data prevista per lo "stacco cedola", escluse le azioni proprie in portafoglio a tale data, a titolo di saldo del dividendo;*

4. di porre in pagamento l'indicato saldo del dividendo dell'esercizio 2023 di 0,563 euro per azione ordinaria – al lordo delle eventuali ritenute di legge – a decorrere dal 26 giugno 2024, con "data stacco" della cedola n. 14 coincidente con il 24 giugno 2024 e record date (ossia, data di legittimazione al pagamento del dividendo stesso, ai sensi dell'art. 83-terdecies del Decreto Legislativo 24 febbraio 1998 n. 58 e dell'art. 2.6.6, comma 2, del Regolamento dei Mercati organizzati e gestiti da Borsa Italiana S.p.A.), coincidente con il 25 giugno 2024."

Dà inizio alle operazioni di voto con riferimento al secondo punto all'ordine del giorno di parte ordinaria.

Invita quindi a esprimere il voto sul secondo punto all'ordine del giorno di parte ordinaria

Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni.

Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:

- **presenti n. 1.543 azionisti per n. 1.048.704.718 azioni tutte ammesse al voto, pari all'80,292% del capitale sociale;**
- **favorevoli n. 1.048.418.418 azioni pari al 99,973% del capitale sociale rappresentato in Assemblea;**

- **contrari n. 276.215 azioni pari allo 0,026% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 10.085 azioni pari allo 0,001% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

Votazione su 3°, 4°, 5° e 6° punto OdG di parte ordinaria

Prima di passare alla votazione separata sul terzo, sul quarto, sul quinto e sul sesto punto all'ordine del giorno di parte ordinaria, ricorda che si tratta di argomenti tra loro strettamente connessi ed inerenti le varie deliberazioni da adottare in merito ai temi di remunerazione.

Ricorda altresì che (i) ai sensi dell'art. 123-ter, comma 3-ter, del Testo Unico della Finanza la deliberazione dell'Assemblea sulla prima sezione della relazione sulla politica di remunerazione - di cui al terzo punto all'ordine del giorno di parte ordinaria - ha carattere vincolante, mentre (ii) ai sensi dell'art. 123-ter, comma 6, del Testo Unico della Finanza la deliberazione dell'Assemblea sulla seconda sezione della relazione sulla politica di remunerazione, concernente i compensi corrisposti nel precedente esercizio - di cui al quarto punto all'ordine del giorno di parte ordinaria - ha carattere non vincolante.

Passa quindi alla votazione separata sul terzo, quarto, quinto e sesto punto all'ordine del giorno di parte ordinaria.

VOTAZIONE 3° punto all'Ordine del Giorno di parte ordinaria

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sul terzo punto all'ordine del giorno di parte ordinaria - Relazione sulla politica in materia di remunerazione per l'esercizio 2024 - conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

"L'Assemblea di Poste Italiane S.p.A.

approva

la relazione sulla politica in materia di remunerazione per l'esercizio 2024 - comprensiva delle linee guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta, riportate in allegato alla relazione sulla politica di remunerazione - che illustra (i) la politica della Società in materia di remunerazione dei componenti degli organi di amministrazione, del direttore generale e degli altri dirigenti con responsabilità strategiche e dei componenti degli organi di controllo, nonché (ii) le procedure utilizzate per l'adozione e l'attuazione di tale politica."

Dà inizio alle operazioni di voto con riferimento al terzo punto all'ordine del giorno di parte ordinaria.

Invita quindi a esprimere il voto sul terzo punto all'ordine del giorno di parte ordinaria.

Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni e comunica altresì che il Ministero dell'Economia e delle Finanze ha delegato il Rappresentante Designato ad esprimere voto favorevole rilasciando la seguente dichiarazione in assemblea: "Il Ministero approva la sezione prima della relazione sulla politica di remunerazione, richiamando, come in occasione della assemblea di approvazione del bilancio per l'anno 2022, il disposto di cui all'articolo 45 del D.L. 4 maggio 2023 n. 48 concernente la adozione di strategie dirette a: a) contenere i costi di gestione; b) privilegiare le componenti variabili direttamente collegate alle performance aziendali e a quelle individuali rispetto a quelle fisse; c) escludere o comunque limitare i casi e l'entità delle indennità e degli emolumenti in qualunque modo denominati corrisposti a causa e in occasione della risoluzione del rapporto di lavoro riconducibili alla volontà del lavoratore e nei casi di fine mandato".

Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:

- presenti n. 1.543 azionisti per n. 1.048.704.718 azioni tutte ammesse al voto, pari all'80,292% del capitale sociale;
- favorevoli n. 1.041.755.679 azioni pari al 99,337% del capitale sociale rappresentato in Assemblea;
- contrari n. 5.438.282 azioni pari allo 0,519% del capitale sociale rappresentato in Assemblea;
- astenuti n. 1.510.757 azioni pari allo 0,144% del capitale sociale rappresentato in Assemblea.

La proposta è approvata.

VOTAZIONE 4° punto all'Ordine del Giorno di parte ordinaria

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sul quarto punto all'ordine del giorno di parte ordinaria - Relazione sui compensi corrisposti nell'esercizio 2023 - conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

"L'Assemblea di Poste Italiane S.p.A.

delibera in senso favorevole

sulla Relazione sui compensi corrisposti nel corso dell'esercizio 2023, che sono riportati (i) nominativamente, per i componenti degli organi di amministrazione e di controllo e il direttore generale, e (ii) in forma aggregata, per i dirigenti con responsabilità strategiche."

Dà inizio alle operazioni di voto con riferimento al quarto punto all'ordine del giorno di parte ordinaria, ricordando nuovamente che, ai sensi dell'art. 123-ter, comma 6, del

TUF, la presente deliberazione non è vincolante.
Invita quindi a esprimere il voto sul quarto punto all'ordine del giorno di parte ordinaria.
Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni.
Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:
- **presenti n. 1.543 azionisti per n. 1.048.704.718 azioni tutte ammesse al voto, pari all'80,292% del capitale sociale;**
- **favorevoli n. 1.048.363.246 azioni pari al 99,967% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 331.387 azioni pari allo 0,032% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 10.085 azioni pari allo 0,001% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

VOTAZIONE 5° punto all'Ordine del Giorno di parte ordinaria

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sul quinto punto all'ordine del giorno di parte ordinaria - Piani di incentivazione basati su strumenti finanziari - conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:
"L'Assemblea di Poste Italiane S.p.A., esaminata la relazione illustrativa del Consiglio di Amministrazione e il documento informativo sui Piani predisposto ai sensi dell'art. 84-bis, comma 1, della Deliberazione Consob 14 maggio 1999, n. 11971 e successive modifiche ed integrazioni,

delibera:

1. di approvare i Piani di incentivazione basati su strumenti finanziari, le cui caratteristiche sono descritte nel documento informativo predisposto ai sensi dell'art. 84-bis, comma 1, della Deliberazione Consob 14 maggio 1999, n. 11971 e successive modifiche ed integrazioni, e messo a disposizione del pubblico presso la sede sociale, sul meccanismo di stoccaggio autorizzato "eMarket STORAGE" (www.emarketstorage.com) e sul sito internet della Società;
2. di attribuire al Consiglio di Amministrazione, con facoltà di subdelega, tutti i poteri occorrenti alla concreta attuazione dei Piani, da esercitare nel rispetto di quanto indicato nel relativo documento informativo."

Dà inizio alle operazioni di voto con riferimento al quinto punto all'ordine del giorno di parte ordinaria.
Invita quindi a esprimere il voto sul quinto punto all'ordine del giorno di parte ordinaria.
Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni.

Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:

- **presenti n. 1.543 azionisti per n. 1.048.704.718 azioni tutte ammesse al voto, pari all'80,292% del capitale sociale;**
- **favorevoli n. 1.044.946.316 azioni pari al 99,642% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 1.806.053 azioni pari allo 0,172% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 1.952.349 azioni pari allo 0,186% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

VOTAZIONE 6° punto all'Ordine del Giorno di parte ordinaria

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sul sesto punto all'ordine del giorno di parte ordinaria - Autorizzazione all'acquisto e alla disposizione di azioni proprie, a servizio dei piani di incentivazione basati su strumenti finanziari. Deliberazioni inerenti e conseguenti - conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

"L'Assemblea di Poste Italiane S.p.A., esaminata la relazione illustrativa del Consiglio di Amministrazione,

delibera

1. di autorizzare il Consiglio di Amministrazione - ai sensi e per gli effetti dell'art. 2357 del codice civile - a procedere all'acquisto di azioni della Società, in una o più volte, per un periodo di diciotto mesi dalla data della presente delibera, per il perseguimento delle finalità di cui alla relazione illustrativa del Consiglio di Amministrazione all'odierna Assemblea relativa al presente punto all'ordine del giorno, nei termini e alle condizioni di seguito precisati:

- *il numero massimo di azioni da acquistare è pari a n. 3,5 milioni di azioni ordinarie della Società, rappresentative del 0,27% circa del capitale sociale di Poste Italiane S.p.A., che ammonta attualmente a euro 1.306.110.000,00 suddiviso in n. 1.306.110.000 azioni ordinarie prive dell'indicazione del valore nominale, per un esborso complessivo fino a 56 milioni di euro; gli acquisti dovranno essere effettuati nei limiti degli utili distribuibili e delle riserve disponibili risultanti dall'ultimo bilancio regolarmente approvato;*
- *gli acquisti dovranno essere effettuati ad un prezzo che sarà individuato di volta in volta, avuto riguardo alla modalità prescelta per l'effettuazione dell'operazione e nel rispetto delle eventuali prescrizioni regolamentari, anche comunitarie, ad un corrispettivo che non sia superiore al prezzo più elevato tra il prezzo dell'ultima operazione*

indipendente e il prezzo dell'offerta indipendente più elevata corrente nelle sedi di negoziazione dove viene effettuato l'acquisto, fermo restando che tale prezzo non dovrà in ogni caso discostarsi in diminuzione o in aumento di oltre il 10% rispetto al prezzo di riferimento registrato dal titolo Poste Italiane S.p.A. nella seduta del Mercato Telematico Azionario, organizzato e gestito da Borsa Italiana S.p.A., del giorno precedente ogni singola operazione;

- *gli acquisti dovranno essere effettuati in modo da assicurare la parità di trattamento tra gli Azionisti e secondo le modalità previste dalla normativa, anche comunitaria, di riferimento e comunque secondo le modalità previste dall'art. 144-bis, comma 1, del Regolamento Emittenti;*

2. di autorizzare il Consiglio di Amministrazione – ai sensi e per gli effetti dell'art. 2357-ter del codice civile – a procedere alla disposizione, in una o più volte, di tutte o parte delle azioni proprie in portafoglio, senza limiti temporali, anche prima di aver esaurito il quantitativo massimo di azioni acquistabile, nonché all'eventuale riacquisto delle azioni stesse in misura tale per cui le azioni proprie detenute dalla Società e, se del caso, dalle società dalla stessa controllate, non superino il limite stabilito dall'autorizzazione di cui al precedente punto 1. Gli atti di disposizione e/o utilizzo delle azioni proprie in portafoglio potranno avvenire per il perseguimento delle finalità di cui alla relazione illustrativa del Consiglio di Amministrazione all'odierna Assemblea relativa al presente punto all'ordine del giorno, nei termini e alle condizioni di seguito precisati:

- *le azioni proprie saranno destinate a servire i piani di incentivazione descritti in narrativa (vale a dire (i) il piano di incentivazione a lungo termine "ILT Performance Share 2024-2026", e (ii) il piano di incentivazione a breve termine 2024, basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta) e tali azioni saranno assegnate con le modalità e nei termini indicati dai regolamenti dei piani stessi;*
- *la vendita o gli altri atti dispositivi delle azioni proprie in portafoglio che dovessero residuare una volta effettuata l'assegnazione prevista dai piani di incentivazione, potranno avvenire secondo i termini e le condizioni di volta in volta stabiliti dal Consiglio di Amministrazione o dai soggetti da esso delegati, con le modalità ritenute più opportune e rispondenti all'interesse della Società, in conformità alle finalità e ai criteri di cui alla presente autorizzazione e in ogni caso, nel rispetto della normativa, anche comunitaria, di riferimento;*

3. di conferire al Consiglio di Amministrazione – e, per

esso, all'Amministratore Delegato, con facoltà di subdelega - ogni potere occorrente per dare esecuzione alle deliberazioni di cui ai punti precedenti, ponendo in essere tutto quanto richiesto, opportuno, strumentale e/o connesso per il buon esito delle stesse, nonché per provvedere all'informativa al mercato richiesta dalla normativa, anche comunitaria, di riferimento."

Dà inizio alle operazioni di voto con riferimento al sesto punto all'ordine del giorno di parte ordinaria.

Invita quindi a esprimere il voto sul sesto punto all'ordine del giorno di parte ordinaria.

Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni.

Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:

- **presenti n. 1.543 azionisti per n. 1.048.704.718 azioni tutte ammesse al voto, pari all'80,292% del capitale sociale;**
- **favorevoli n. 1.047.040.263 azioni pari al 99,841% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 1.654.370 azioni pari allo 0,158% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 10.085 azioni pari allo 0,001% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

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Non essendovi altri argomenti da trattare di parte ordinaria, passa alla trattazione unitaria della

parte straordinaria.

Ricorda che, come detto, in base allo statuto vigente l'assemblea straordinaria si costituisce e delibera con le maggioranze previste dalla legge.

Comunica quindi che

sono intervenuti per il tramite del Rappresentante Designato n. 1.543 aventi diritto di voto rappresentanti n. 1.048.704.718 azioni pari all'80,292% delle n. 1.306.110.000 azioni costituenti il capitale sociale.

Conferma, pertanto, che l'Assemblea è validamente costituita anche per la parte straordinaria.

Dà atto che nessuna delle sei (6) modifiche statutarie proposte all'approvazione della assemblea straordinaria attribuisce il diritto di recesso.

Ricorda che la votazione su ciascuna delle sei (6) modifiche statutarie proposte all'approvazione della assemblea straordinaria avverrà in forma distinta.

Passa quindi a trattare gli argomenti all'ordine del giorno di parte straordinaria della presente Assemblea, in precedenza indicati.

In considerazione del fatto che la Società ha messo a disposizione del pubblico la documentazione predisposta per

la presente Assemblea, l'ha trasmessa a coloro che ne hanno fatto richiesta e non essendoci opposizioni, si omette la lettura di tutti i documenti relativi alla presente riunione, limitando la lettura - durante la successiva fase di votazione - alle sole proposte di deliberazione.
Dichiara quindi aperta la trattazione degli argomenti all'ordine del giorno di parte straordinaria e domanda all'esponente di Monte Titoli presente in assemblea di dichiarare se al Rappresentante Designato siano state impartite dagli aventi diritto al voto - che hanno rilasciato delega e/o subdelega al Rappresentante Designato medesimo ai sensi dell'art. 135-novies del Testo Unico della Finanza - indicazioni e/o istruzioni relative ad interventi specifici sugli argomenti all'ordine del giorno di parte straordinaria attualmente in trattazione.
Il Rappresentante Designato dichiara di non avere ricevuto richieste di intervento per la parte straordinaria.
Dichiara quindi chiusa la trattazione degli argomenti all'ordine del giorno di parte straordinaria.
Passa pertanto alla votazione sulle proposte di modifiche statutarie all'ordine del giorno di parte straordinaria, precisando di nuovo che la votazione su ciascuna delle sei (6) modifiche statutarie proposte all'approvazione della assemblea straordinaria avverrà in forma distinta.

VOTAZIONE prima modifica statutaria (art. 4)

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sulla prima proposta di modifica statutaria - concernente la modifica dell'art. 4 dello Statuto - all'ordine del giorno di parte straordinaria, conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:
"L'Assemblea straordinaria di Poste Italiane S.p.A., esaminata la relazione illustrativa del Consiglio di Amministrazione:

delibera

1. di modificare l'art. 4.1, lett. c), dello Statuto sociale come segue:
- dei servizi di comunicazione postale ed elettronica e dei servizi di telecomunicazione, sia tradizionalmente intesi sia nell'accezione di servizi innovativi e integrati, dei servizi e/o soluzioni digitali e/o ICT (Information Communication Technology) proprie o di terze parti, tra cui a titolo esemplificativo: servizi di notifica, servizi di comunicazione ibrida e digitale, servizi di corrispondenza online, servizi di certificazione digitale e attività di micro logistica;
2. di dare mandato disgiuntamente al Presidente del Consiglio di Amministrazione ed all'Amministratore Delegato di approvare ed introdurre nella presente deliberazione le

modificazioni, aggiunte o soppressioni che dovessero risultare necessarie ai fini della relativa iscrizione nel registro delle imprese."

Dà inizio alle operazioni di voto con riferimento alla prima proposta di modifica statutaria (art. 4) all'ordine del giorno di parte straordinaria.

Invita quindi a esprimere il voto sulla prima proposta di modifica statutaria (art. 4) all'ordine del giorno di parte straordinaria.

Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni.

Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:

- **presenti n. 1.543 azionisti per n. 1.048.704.718 azioni tutte ammesse al voto, pari all'80,292% del capitale sociale;**
- **favorevoli n. 1.048.694.633 azioni pari al 99,999% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 0 azioni pari allo 0% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 10.085 azioni pari allo 0,001% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

VOTAZIONE seconda modifica statutaria (art. 11)

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sulla seconda proposta di modifica statutaria - concernente la modifica dell'art. 11 dello Statuto - all'ordine del giorno di parte straordinaria, conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

"L'Assemblea straordinaria di Poste Italiane S.p.A., esaminata la relazione illustrativa del Consiglio di Amministrazione:

delibera

1. di modificare l'art. 11 dello Statuto sociale inserendo, dopo l'attuale art. 11.5, il seguente nuovo art. 11.6:

11.6 Il Consiglio di Amministrazione può prevedere, di volta in volta in relazione a singole Assemblee, che l'intervento e l'esercizio del voto in Assemblea da parte degli aventi diritto possa avvenire esclusivamente per il tramite del rappresentante designato dalla Società di cui al precedente art. 11.5 del presente Statuto, al quale possono essere conferite anche deleghe o sub-deleghe ai sensi dell'art. 135-novies del TUF, in deroga all'articolo 135-undecies, comma 4, del TUF medesimo. In tal caso, l'avviso di convocazione specificherà, anche mediante il riferimento al sito internet della Società, le modalità di conferimento delle deleghe al rappresentante designato dalla Società.

2. di dare mandato disgiuntamente al Presidente del

Consiglio di Amministrazione ed all'Amministratore Delegato di approvare ed introdurre nella presente deliberazione le modificazioni, aggiunte o soppressioni che dovessero risultare necessarie ai fini della relativa iscrizione nel registro delle imprese."

Dà inizio alle operazioni di voto con riferimento alla seconda proposta di modifica statutaria (art. 11) all'ordine del giorno di parte straordinaria.

Invita quindi a esprimere il voto sulla seconda proposta di modifica statutaria (art. 11) all'ordine del giorno di parte straordinaria.

Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni.

Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:

- **presenti n. 1.543 azionisti per n. 1.048.704.718 azioni tutte ammesse al voto, pari all'80,292% del capitale sociale;**
- **favorevoli n. 869.699.936 azioni pari all'82,931% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 178.994.267 azioni pari al 17,068% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 10.515 azioni pari allo 0,001% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

VOTAZIONE terza modifica statutaria (art. 12)

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sulla terza proposta di modifica statutaria - concernente la modifica dell'art. 12 dello Statuto - all'ordine del giorno di parte straordinaria, conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

"L'Assemblea straordinaria di Poste Italiane S.p.A., esaminata la relazione illustrativa del Consiglio di Amministrazione:

delibera

1. di modificare l'art. 12.2 dello Statuto sociale come segue:

Il Presidente dell'Assemblea è assistito da un Segretario, anche non socio, nominato dall'Assemblea su proposta del Presidente stesso; il Presidente può nominare uno o più scrutatori.

2. di dare mandato disgiuntamente al Presidente del Consiglio di Amministrazione ed all'Amministratore Delegato di approvare ed introdurre nella presente deliberazione le modificazioni, aggiunte o soppressioni che dovessero risultare necessarie ai fini della relativa iscrizione nel registro delle imprese."

Dà inizio alle operazioni di voto con riferimento alla terza

proposta di modifica statutaria (art. 12) all'ordine del giorno di parte straordinaria.
Invita quindi a esprimere il voto sulla terza proposta di modifica statutaria (art. 12) all'ordine del giorno di parte straordinaria.
Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni.
Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:
- **presenti n. 1.543 azionisti per n. 1.048.704.718 azioni tutte ammesse al voto, pari all'80,292% del capitale sociale;**
- **favorevoli n. 1.048.694.633 azioni pari al 99,999% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 0 azioni pari allo 0% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 10.085 azioni pari allo 0,001% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

VOTAZIONE quarta modifica statutaria (art. 14)

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sulla quarta proposta di modifica statutaria - concernente la modifica dell'art. 14 dello Statuto - all'ordine del giorno di parte straordinaria, conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:
"L'Assemblea straordinaria di Poste Italiane S.p.A., esaminata la relazione illustrativa del Consiglio di Amministrazione:

delibera

1. di modificare l'art. 14.6 dello Statuto sociale come segue:
Il consiglio istituisce al proprio interno comitati cui attribuire funzioni consultive e/o propositive, in conformità a quanto al riguardo previsto dalle Disposizioni di Vigilanza e in linea con le raccomandazioni formulate in materia di governo societario dal Codice di Corporate Governance.
2. di dare mandato disgiuntamente al Presidente del Consiglio di Amministrazione ed all'Amministratore Delegato di approvare ed introdurre nella presente deliberazione le modificazioni, aggiunte o soppressioni che dovessero risultare necessarie ai fini della relativa iscrizione nel registro delle imprese."

Dà inizio alle operazioni di voto con riferimento alla quarta proposta di modifica statutaria (art. 14) all'ordine del giorno di parte straordinaria.
Invita quindi a esprimere il voto sulla quarta proposta di modifica statutaria (art. 14) all'ordine del giorno di parte

straordinaria.

Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni.

Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:

- **presenti n. 1.543 azionisti per n. 1.048.704.718 azioni tutte ammesse al voto, pari all'80,292% del capitale sociale;**
- **favorevoli n. 1.048.694.633 azioni pari al 99,999% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 0 azioni pari allo 0% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 10.085 azioni pari allo 0,001% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

VOTAZIONE quinta modifica statutaria (art. 16)

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sulla quinta proposta di modifica statutaria - concernente la modifica dell'art. 16 dello Statuto - all'ordine del giorno di parte straordinaria, conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

"L'Assemblea straordinaria di Poste Italiane S.p.A., esaminata la relazione illustrativa del Consiglio di Amministrazione:

delibera

1. di modificare l'art. 16.3 dello Statuto sociale come segue:

Di regola la convocazione è fatta almeno cinque giorni prima di quello fissato per la riunione. Nei casi di urgenza il termine può essere più breve. Il Consiglio di Amministrazione delibera le modalità di convocazione delle proprie riunioni.

2. di dare mandato disgiuntamente al Presidente del Consiglio di Amministrazione ed all'Amministratore Delegato di approvare ed introdurre nella presente deliberazione le modificazioni, aggiunte o soppressioni che dovessero risultare necessarie ai fini della relativa iscrizione nel registro delle imprese."

Dà inizio alle operazioni di voto con riferimento alla quinta proposta di modifica statutaria (art. 16) all'ordine del giorno di parte straordinaria.

Invita quindi a esprimere il voto sulla quinta proposta di modifica statutaria (art. 16) all'ordine del giorno di parte straordinaria.

Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni.

Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle

informazioni testé pervenute dal Rappresentante Designato:

- **presenti n. 1.543 azionisti per n. 1.048.704.718 azioni tutte ammesse al voto, pari all'80,292% del capitale sociale;**
- **favorevoli n. 960.200.840 azioni pari al 91,561% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 88.493.793 azioni pari all'8,438% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 10.085 azioni pari allo 0,001% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

VOTAZIONE sesta modifica statutaria (art. 20)

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sulla sesta proposta di modifica statutaria - concernente la modifica dell'art. 20 dello Statuto - all'ordine del giorno di parte straordinaria, conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

"L'Assemblea straordinaria di Poste Italiane S.p.A., esaminata la relazione illustrativa del Consiglio di Amministrazione:

delibera

1. di modificare l'art. 20.3, secondo punto elenco, dello Statuto sociale come segue:

- *la nomina e la revoca dei responsabili delle funzioni di controllo del Patrimonio BancoPosta, come identificate dalle Disposizioni di Vigilanza, sentito il parere del Collegio sindacale;*

2. di dare mandato disgiuntamente al Presidente del Consiglio di Amministrazione ed all'Amministratore Delegato di approvare ed introdurre nella presente deliberazione le modificazioni, aggiunte o soppressioni che dovessero risultare necessarie ai fini della relativa iscrizione nel registro delle imprese."

Dà inizio alle operazioni di voto con riferimento alla sesta proposta di modifica statutaria (art. 20) all'ordine del giorno di parte straordinaria.

Invita quindi a esprimere il voto sulla sesta proposta di modifica statutaria (art. 20) all'ordine del giorno di parte straordinaria.

Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni.

Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:

- **presenti n. 1.543 azionisti per n. 1.048.704.718 azioni tutte ammesse al voto, pari all'80,292% del capitale sociale;**
- **favorevoli n. 1.046.634.254 azioni pari al 99,803% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 2.060.379 azioni pari allo 0,196% del**

capitale sociale rappresentato in Assemblea;

- **astenuti n. 10.085 azioni pari allo 0,001% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

Chiusura dei lavori

Non essendovi altri argomenti da trattare dichiara chiusa l'Assemblea alle ore 15,29 ringraziando tutti gli intervenuti.

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Elenco documenti allegati al verbale

Il Presidente mi fa consegnare da parte dell'Ufficio di Presidenza, chiedendo che ne venga fatta allegazione al verbale:

a) presenze alla costituzione dell'Assemblea ordinaria;
b) esito della prima votazione (bilancio) con il dettaglio delle votazioni;
c) esito della seconda votazione (destinazione utile) con il dettaglio delle votazioni;
d) esito della terza votazione (politica remunerazione 2024) con il dettaglio delle votazioni;
e) esito della quarta votazione (compensi 2023) con il dettaglio delle votazioni;
f) esito della quinta votazione (piani di incentivazione) con il dettaglio delle votazioni;
g) esito della sesta votazione (azioni proprie) con il dettaglio delle votazioni;
h) presenze alla costituzione dell'Assemblea straordinaria;
i) esito della settima votazione (art. 4 statuto) con il dettaglio delle votazioni;
l) esito della ottava votazione (art. 11 statuto) con il dettaglio delle votazioni;
m) esito della nona votazione (art. 12 statuto) con il dettaglio delle votazioni;
n) esito della decima votazione (art. 14 statuto) con il dettaglio delle votazioni;
o) esito della undicesima votazione (art. 16 statuto) con il dettaglio delle votazioni;
p) esito della dodicesima votazione (art. 20 statuto) con il dettaglio delle votazioni;
q) elenco dei partecipanti e dei deleganti e giornale presenze in Assemblea;
r) relazioni del Consiglio di Amministrazione sui singoli punti all'ordine del giorno;
s) relazione sulla politica di remunerazione 2024 e sui compensi corrisposti nel 2023;
t) documento informativo relativo al piano di incentivazione di lungo termine 2024;
u) risposte alle domande formulate da alcuni Azionisti ex art. 127-ter del Decreto Legislativo 24 febbraio 1998 n.58;
v) statuto coordinato;

z) provvedimento di accertamento Banca di Italia per modifiche statutarie Patrimonio Destinato BancoPosta;

mentre non si allegano al verbale:

- relazione finanziaria annuale 2023 (comprende tra l'altro: bilancio di esercizio al 31 dicembre 2023 con rispettiva relazione sulla gestione corredato dalla relazione del Collegio Sindacale e dalla relazione della Società di revisione; bilancio consolidato al 31 dicembre 2023 con rispettiva relazione sulla gestione corredato dalla relazione della Società di revisione);
- dichiarazione consolidata di carattere non finanziario relativa all'esercizio 2023;

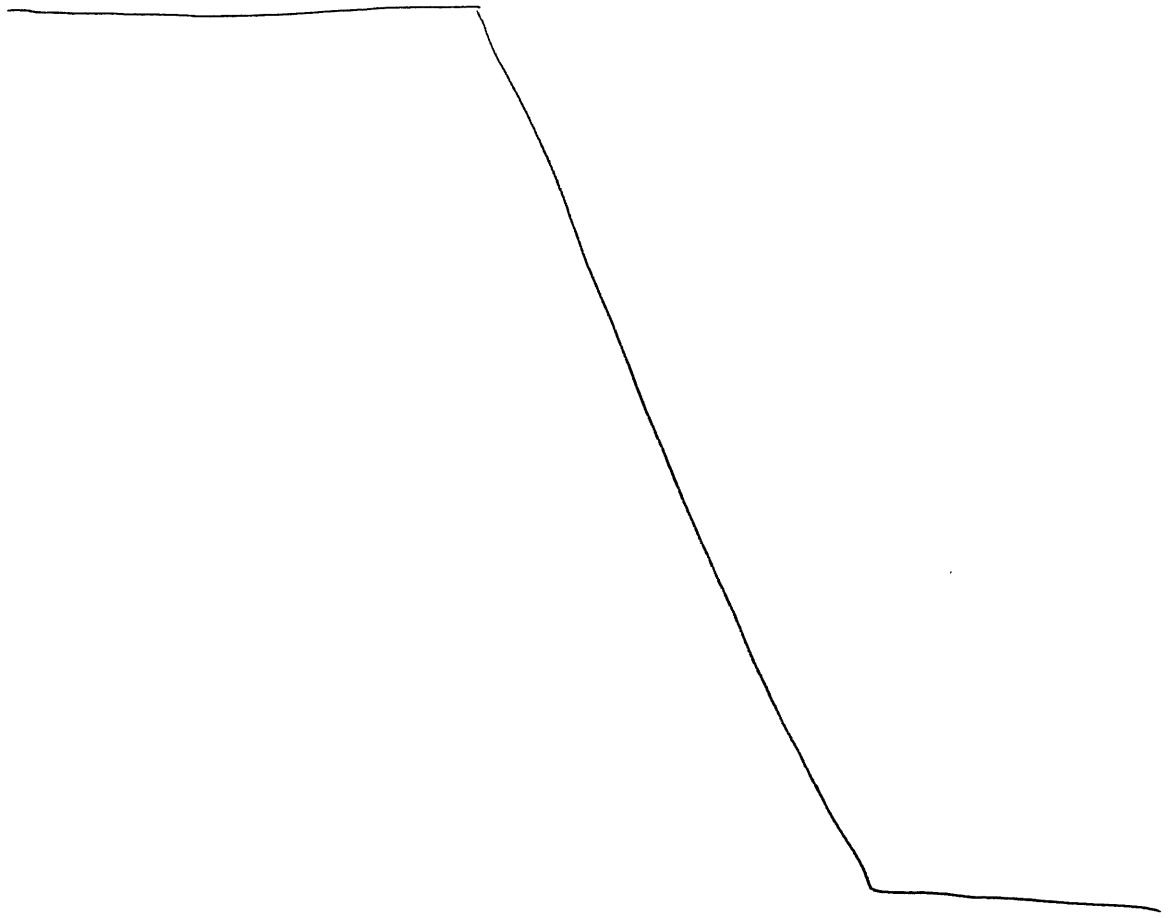
documenti debitamente pubblicati prima della Assemblea a norma di legge che saranno depositati con il verbale nel registro imprese di Roma.

Di che ho redatto il presente verbale, dattiloscritto da persona di mia fiducia e completato di mio pugno su cinquantatre pagine e fin qui della cinquantaquattresima di quattordici fogli.

Sottoscritto da me Notaio alle ore 18,30.

F.to: dr. Nicola Atlante, Notaio.

Segue copia degli allegati A - B - C - D - E - F - G - H - I - L - M - N - O - P - Q - R - S - T - U - V e Z firmati a norma di legge.



POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

COMUNICAZIONE DEL PRESIDENTE

Sono presenti n. **1.543** aventi diritto partecipanti all'Assemblea per il tramite del Rappresentante Designato,

per complessive n. **1.048.704.718** azioni ordinarie, regolarmente depositate ed aventi diritto,

che rappresentano il **80,292%** di n. **1.306.110.000** azioni ordinarie costituenti il capitale sociale.

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ARR. A e
Racc. 36550

All. B a
racc. 36550

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 1 della parte ordinaria

Bilancio di esercizio al 31 dicembre 2023. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2023.

	n. azioni	% azioni rappresentate in assemblea	% del Capitale Sociale
Quorum costitutivo assemblea	1.048.704.718	100%	80,292%
Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo):	1.048.704.718	100,000%	80,292%
Azioni per le quali il RD non dispone di istruzioni:	0	0,000%	0,000%

	n. azioni	% partecipanti al voto	% del Capitale Sociale
Favorevole	1.048.093.032	99,942%	80,245%
Contrario	469.728	0,045%	0,036%
Astenuto	141.958	0,014%	0,011%
Totali	1.048.704.718	100,000%	80,292%

LP

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 1 della parte ordinaria

Bilancio di esercizio al 31 dicembre 2023. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2023.

Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del Dottor Massimiliano Chiadò Piat

Anagrafica	CF/PI	Azioni	% su votanti	Voto
1895 FONDS FGR		16.283	0,002%	F
1975 IRREV TRUST OF C D WEYERHAEUSER		675	0,000%	F
405 MSTV I LP		75.684	0,007%	F
801 INVESTMENTS LLC		4.605	0,000%	F
AA NATIXIS ACTIONS MIN VAR		41.994	0,004%	F
AA SSGA Actions Euro		20.562	0,002%	F
AA SSGA Actions Indice Euro		115.957	0,011%	F
AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO		88.957	0,008%	F
AB COLLECTIVE INVESTMENT TRUST SERIES		6.850	0,001%	F
AB GLOBAL RISK ALLOCATION FUND INC		5.111	0,000%	F
AB SICAV I - ALL MARKET INCOME		175.114	0,017%	F
AB SICAV III - DYNAMIC ALL MAR		997	0,000%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		1.127	0,000%	F
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO		5.015	0,000%	F
ABB PENSION FUND		1.101	0,000%	F
ABN AMRO FUNDS		10.625	0,001%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND		35.611	0,003%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		26.631	0,003%	F
ABU DHABI PENSION FUND		39.857	0,004%	F
ACCIDENT COMPENSATION CORPORATION		282.534	0,027%	F
ACHMEA IM GLOBAL EQ FND EUR		9.899	0,001%	F
ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV		19.083	0,002%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		35.020	0,003%	F
ACS 30:70 GLOBAL EQUITY TRACKER FUND		8.919	0,001%	F
ADVANCE PLANNING LIMITED		1.873	0,000%	F
ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO		39.498	0,004%	F
ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO		90.024	0,009%	F
ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO		111.514	0,011%	F
ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO		173.948	0,017%	F
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO		92.350	0,009%	F
ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO		20.884	0,002%	F
ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		167.203	0,016%	F
ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO		3.715	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		641	0,000%	F
AEGON CUSTODY B.V.		245.994	0,023%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,003%	F
AIB GROUP IRISH PENSION SCHEME		10.077	0,001%	F
AIM EQUITY EUROPE CANTONS MAIN		7.996	0,001%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		83.490	0,008%	F
ALASKA COMMON TRUST FUND		17.333	0,002%	F
ALASKA PERMANENT FUND CORPORATION		190.990	0,018%	F
ALBERTA INVESTMENT MANAGEMENT CORPORATION		33.700	0,003%	F
ALFRED I. DUPONT CHARITABLE TRUST		10.656	0,001%	F
ALLEANZA OBBLIGAZIONARIO		174.508	0,017%	F
ALLIANZ AZIONI ITALIA ALL STARS LL STARS		475.000	0,045%	F
ALLIANZ EUROPEAN PENSION INVESTMENTS		858.042	0,082%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		3.760	0,000%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		16.086	0,002%	F
ALLIANZ ITALIA 50 SPECIAL		30.000	0,003%	F
ALLIANZGI S AKTIEN		178.438	0,017%	F
ALLIANZGI-FONDS GANO 2		8.647	0,001%	F
ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA		323.114	0,031%	F
ALLIANZGI-FONDS TOSCA		2.755	0,000%	F
AMERICAN BUREAU OF SHIPPING		1.128	0,000%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		170.424	0,016%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		7.484	0,001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		8.564	0,001%	F
AMERICAN HEART ASSOCIATION, INC.		1.142	0,000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,001%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,003%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		5.773	0,001%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		82.369	0,008%	F
AMSELECT - HSBC EURO EQUITY VALUE		458.984	0,044%	F
AMUNDI ACTIONS EURO ISR		60.901	0,006%	F
AMUNDI ACTIONS EUROPE ISR		9.386	0,001%	F
AMUNDI AMBITION NET ZERO CARBONE		27.022	0,003%	F
AMUNDI ESG GLOBAL LOW CARBON FUND		66.230	0,006%	F
AMUNDI ESG IMPROVERS EURO		728.649	0,069%	F
Amundi Etf ICAV		16.154	0,002%	F
Amundi Etf ICAV - Amundi S and P 500 Equal Weight Esg Leaders Ucits Etf		23.693	0,002%	F
Amundi Etf ICAV - Amundi SandP 500 Equal Weight Esg Leaders Ucits Etf		23.578	0,002%	F
AMUNDI EURO iSTOXX CLIMATE PARIS ALIGNED PAB		2.977	0,000%	F
Amundi Euro Stoxx Select Dividend 30		202.348	0,019%	F
AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS		530.209	0,051%	F
AMUNDI FTSE MIB		305.441	0,029%	F
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY		4.274	0,000%	F
AMUNDI FUNDS EQUITY EURO RISK PARITY		26.958	0,003%	F
AMUNDI FUNDS GLOBAL PERSPECTIVES		5.440	0,001%	F
AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT		75.477	0,007%	F
AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA		548	0,000%	F
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND		18.023	0,002%	F
AMUNDI INDEX MSCI EMU SRI		112.044	0,011%	F
AMUNDI INDEX MSCI EUROPE		176.151	0,017%	F
Amundi Index MSCI Europe SRI		370.089	0,035%	F
AMUNDI INDEX MSCI WORLD		43.138	0,004%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE		5.100	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL		9.360	0,001%	F
AMUNDI MSCI ACWI SRI PAB UCITS ETF		1.075	0,000%	F
Amundi MSCI EMU ESG CTB Net Zero Ambit		50.570	0,005%	F
AMUNDI MSCI EMU ESG Leaders Select		396.607	0,038%	F
AMUNDI MSCI EUROPE		164.908	0,016%	F
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB		2.713	0,000%	F
AMUNDI MSCI EUROPE EX SWITZERLAND		44.635	0,004%	F
AMUNDI MSCI WORLD		2.906.000	0,277%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB		6.898	0,001%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR		3.448	0,000%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB		3.552	0,000%	F
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT		1.183	0,000%	F
AMUNDI PATRIMOINE PEA		99.683	0,010%	F
AMUNDI PRIME EUROZONE		10.113	0,001%	F
AMUNDI STOXX EUROPE 600		381.560	0,036%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		2.838	0,000%	F
AMUNDI STRATEGIES ACTIONS EURO CORE +		18.689	0,002%	F
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY		614	0,000%	F
ANDRA AP-FONDEN		51.120	0,005%	F
AP ACTIONS 1 EURO		18.066	0,002%	F
APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND		18.964	0,002%	F
AQR ABS RETURN MASTER NON FLIP		1.082.147	0,103%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT LP		123.126	0,012%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		9.874	0,001%	F
AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		6.563	0,001%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.		331.455	0,032%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. C/O AQR CAPITAL MANAGEMENT LL C.		15.223	0,001%	F
AQR FUNDS - AQR GLOBAL EQUITY FUND		56.733	0,005%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		314.883	0,030%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.862	0,076%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		88.686	0,008%	F
AQR FUNDSAQR MULTIASSET FUND		42.319	0,004%	F
AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.		2.906	0,000%	F
AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		787	0,000%	F
AQR INNOVATION FUND L.P.		848	0,000%	F
AQR INNOVATION FUND L.P.- SE RIES		13.116	0,001%	F
AQR INNOVATION FUND, L.P.		1.599	0,000%	F
AQR LUX FUNDS AQR DIVERSIFIED RISK PR		562.436	0,054%	F
AQR LUX FUNDS-AQR DIVERSIFIED RISK PREMIA FUND		713	0,000%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		6.682	0,001%	F
AQR STYLE PREMIA MASTER ACCOUNT L.P..		28.125	0,003%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		26.532	0,003%	F
AQR TAX AWARE TOTAL RETURN FUND LLC		51.643	0,005%	F
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC		772	0,000%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		788.070	0,075%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		7.789	0,001%	F
ARERO - DER WELTFONDS - ESG		10.139	0,001%	F
ARIZONA PSPRS TRUST		96.703	0,009%	F
ARIZONA STATE RETIREMENT SYSTEM		130.874	0,012%	F
ARKWRIGHT, LLC		1.611	0,000%	F
ARR INT EX US ALPHA EXTENSION TRUST FUND		67.768	0,006%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		544.310	0,052%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		104.871	0,010%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		4.360	0,000%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P		11.142	0,001%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP.		13	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUE TRUST FUND		5.815	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND		24.300	0,002%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED		6.630	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.		55	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		14.434	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		2.438	0,000%	F
ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U		148.877	0,014%	F
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI		267.501	0,026%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT.		86	0,000%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED		12.163	0,001%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD		1.230	0,000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		1.277.509	0,122%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		466.760	0,045%	F
ARROWSTREET GLOBAL EQUITY FUND		141.585	0,014%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		10.634	0,001%	F
ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION.		48.582	0,005%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		152.655	0,015%	F
ARROWSTREET US GROUP TRUST		1.551.175	0,148%	F
ARROWSTREET US GROUP TRUST - ARROWST GBL EQU - ALPHA EXT FD		68.624	0,007%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP		103.496	0,010%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET U		43.660	0,004%	F
ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY-		370	0,000%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		387.657	0,037%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		467.397	0,045%	F
ARTEMIS SMARTGARP PARIS-ALIGNED GLOBAL EQUITY		21.346	0,002%	F
ASCENSION ALPHA FUND LLC		5.470	0,001%	F
ASIAN DEVELOPMENT BANK		72.000	0,007%	F
ASR INSTITUT FONDSEN EUR AANDELEN		375.637	0,036%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF.		33.016	0,003%	F
ASSURDIX		41.260	0,004%	F
ATCP-UI-FONDS		1.928	0,000%	F
AURION GLOBAL EQUITY FUND		1.588	0,000%	F
AUSTRALIAN CAPITAL TERRITORY		18.030	0,002%	F
AUSTRALIAN NATIONAL UNIVERSITY		3.890	0,000%	F
AUSTRALIAN RETIREMENT TRUST		413.532	0,039%	F
AUSTRALIANSUPER		5.957	0,001%	F
AUTORIDADE MONETARIA DE MACAU		8.262	0,001%	F
AVADIS FUND-AKTIEN WELT AST 2		10.351	0,001%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,001%	F
AVALON PORTFOLIO II LLC		1.928	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Aviva Investors Funds ACS - AI Balanced Life Fund		829	0,000%	F
Aviva Investors Funds ACS - AI Balanced Pension Fund		14.856	0,001%	F
Aviva Investors Funds ACS - AI Cautious Pension Fund		234	0,000%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,001%	F
Aviva Investors Passive Funds ACS - AI 30:70 Global Equity (Currency Hedged) Index Fund		3.437	0,000%	F
Aviva Investors Passive Funds ACS - AI 50:50 Global Equity Index Fund		4.066	0,000%	F
Aviva Investors Passive Funds ACS - AI 60:40 Global Equity Index Fund		12.856	0,001%	F
Aviva Investors Passive Funds ACS - AI Continental European Equity Index Fund		65.432	0,006%	F
Aviva Investors Passive Funds ACS - AI Developed European ex UK Equity Index Fund		51.040	0,005%	F
Aviva Investors Passive Funds ACS - AI Developed World ex UK Equity Index Fund		14.070	0,001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		163	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		2.413	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		3.277	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		3.251	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,000%	F
Aviva Investors UK Fund Services Limited		63.500	0,006%	F
AVIVA LIFE & PENSIONS IRELAND DAC		30.948	0,003%	F
AVIVA LIFE & PENSIONS UK LIMITED		77.859	0,007%	F
Aviva Life and Pensions UK Limited		4.340	0,000%	F
AWARE SUPER		109.895	0,010%	F
AXA AA DIVERSIFIE INDICIEL 1		33.825	0,003%	F
AXA PEA REGULARITE		1.398.856	0,133%	F
AZ FUND 1 AZ ALLOCATION ITALIAN TREND		123.652	0,012%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30		2.800	0,000%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70		72.700	0,007%	F
AZ FUND 1 AZ ALLOCATION TREND		272.633	0,026%	F
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA		6.300	0,001%	F
AZIMUT CAPITAL MANAGEMENT SGR SPA		10.700	0,001%	F
AZIMUT LIFE DAC		1.279	0,000%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		8.225	0,001%	F
AZL INTERNATIONAL INDEX FUND		33.256	0,003%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		11.588	0,001%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		10.983	0,001%	F
BANK OF BOTSWANA.		3.575	0,000%	F
BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION		51.269	0,005%	F
BANK OF KOREA		83	0,000%	F
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		2.778	0,000%	F
BEAR CREEK INC		9.951	0,001%	F
BEAT DRUGS FUND ASSOCIATION		582	0,000%	F
BEL EQUITY EUROPE ESG		92.625	0,009%	F
BERESFORD FUNDS ICAV		1.832	0,000%	F
BESSEMER TRUST CO CLEARING ACCT		9.300	0,001%	F
Best Investment Corporation		2.881	0,000%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,000%	F
BEVEILIGING MANDAAT SSGA RE AANDELEN		20.073	0,002%	F
BEWAARSTICHTING NNIP I		136.001	0,013%	F
BFT PARTNERS VIA EQUITY EUROPE SRI		39.962	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BG MASTER FUND ICAV		1.092	0,000%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND		180.507	0,017%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		21.462	0,002%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		374.165	0,036%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		13.099	0,001%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		71.213	0,007%	F
BLACKROCK CDN WORLD INDEX FUND		47.274	0,005%	F
BLACKROCK FUND MANAGERS LTD		26.501	0,003%	F
BLACKROCK FUNDS I ICAV		12.949	0,001%	F
BLACKROCK GLOBAL FUNDS		26.612	0,003%	F
BLACKROCK GLOBAL INDEX FUNDS		30.340	0,003%	F
BLACKROCK IG INTERNATIONAL EQUITY POOL		36.945	0,004%	F
BLACKROCK INDEX SELECTION FUND		306.020	0,029%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		100	0,000%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		4.414.316	0,421%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		5.785	0,001%	F
BLACKROCK LIFE LIMITED		17.872	0,002%	F
BLACKROCK LIFE LTD		163.704	0,016%	F
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		87.055	0,008%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		429	0,000%	F
BLACKROCK UCITS CCF		38.809	0,004%	F
BLKB Equity Switzerland Focus		509.323	0,049%	F
BMO DIVERSIFIED INCOME PORTFOLIO		7.176	0,001%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.391	0,000%	F
BMO MSCI EAFE INDEX ETF		155.952	0,015%	F
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED		276.470	0,026%	F
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE		102.160	0,010%	F
BNP PARIBAS EASY - MSCI EUROPE EX CW		148.176	0,014%	F
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED		432.414	0,041%	F
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED		121.332	0,012%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-Series PAB 5 Capped UCITS ETF		3.682	0,000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF		3.573	0,000%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		61.929	0,006%	F
BNP PARIBAS FINANCE EUROPE ISR		162.806	0,016%	F
BNY MELLON INTERNATIONAL EQUITY ETF		14.261	0,001%	F
BNY MELLON INTERNATIONAL STOCK INDEX FUND		8.917	0,001%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		1	0,000%	F
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND		22.256	0,002%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		4.820	0,000%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		4	0,000%	F
BOC PRUDENTIAL EUROPEAN INDEX FUND		34.184	0,003%	F
BRIDGE BUILDER INTERNATIONAL E		26.078	0,002%	F
BRIDGE BUILDER TAX MANAGED		3.267	0,000%	F
BRIDGEWATER ASSOCIATES		4.752	0,000%	F
BRIDGEWATER BLUE PEAK FUND LP.		28	0,000%	F
BRIDGEWATER PURE ALPHA FUND III, LTD		3.651	0,000%	F
BRIDGEWATER PURE ALPHA STERLING FUND LTD		1.382	0,000%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD.		24.955	0,002%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY LTD		2.698	0,000%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.264	0,003%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		682	0,000%	F
BRUCE POWER PENSION PLAN		20.755	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BRUNEI SHELL RETIREMENT BENEFIT FUND		1.127	0,000%	F
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR		12.525	0,001%	F
BT INTERNATIONAL FUND		27.824	0,003%	F
BUILDERS ASSET MANAGEMENT LLC		19.011	0,002%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,000%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		543	0,000%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		1.722	0,000%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		17.159	0,002%	F
BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST		3.434	0,000%	F
BW DMO FUND LTD.		7.418	0,001%	F
BW PASPG LTD		1.894	0,000%	F
BWM PA 24 LTD		2.642	0,000%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		1.061.331	0,101%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		2.802	0,000%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.116	0,002%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.086	0,000%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		582.239	0,056%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,000%	F
CAPULA TAIL RISK MASTER FUND LIMITED		2.313	0,000%	F
CARDANO COMMON CONTRACTUAL FUND		2.143	0,000%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		35.851	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,001%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	43,591%	F
CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	80027390584	18.030.000	1,719%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		5.218	0,000%	F
CATERPILLAR INVESTMENT TRUST.		3.869	0,000%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.443	0,000%	F
CENTRAL BANK OF IRELAND		6.498	0,001%	F
CENTRAL BANK OF IRELAND - MSCI PAB		7.779	0,001%	F
CENTRAL PROVIDENT FUND BOARD		2.778	0,000%	F
CERVURITE INTERNATIONAL LLC		27.240	0,003%	F
CFSIL RE CNEALTH GS FD 16		10.625	0,001%	F
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		53.494	0,005%	F
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1		116.856	0,011%	F
CHCP GLOBAL SECURITIES LP		2.533	0,000%	F
CHEVRON MASTER PENSION TRUST		115.225	0,011%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		7.046	0,001%	F
CI MORNINGSTAR INTERNATIONAL VALUE INDEX ETF		81.595	0,008%	F
CIBC EUROPEAN INDEX FUND		1	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		777	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		667	0,000%	F
CIBC INTERNATIONAL EQUITY PRIVATE POOL		1	0,000%	F
CIBC INTERNATIONAL INDEX FUND		1	0,000%	F
CINDY SPRINGS LLC		42.020	0,004%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T		390.180	0,037%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO		40.041	0,004%	F
CITITRUST LIMITED		6.213	0,001%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		2.634	0,000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		57.239	0,005%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,002%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		30.423	0,003%	F
CITY UNIVERSITY OF NEW YORK		331	0,000%	F
CMAP SRPA FUND LIMITED PORTFOLIO MARGIN ACCTS		29.573	0,003%	F
CMLA INDEXED GLOBAL SHARE FUND		1.678	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CNP ASSUR VALUE ET MOMENTUM		28.689	0,003%	F
CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		724	0,000%	F
COLLEGE RETIREMENT EQUITIES FUND		506.430	0,048%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,001%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		14.448	0,001%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		237.154	0,023%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		4.907	0,000%	F
COMMONWEALTH GLOBAL SHARE FUND 17,		917.736	0,088%	F
COMMONWEALTH GLOBAL SHARE FUND 30.		11.399	0,001%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR		73.284	0,007%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		2.955	0,000%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		77.885	0,007%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		723	0,000%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.796	0,001%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		655	0,000%	F
CONSOLIDATED EDISON RETIREMENT PLAN		9.702	0,001%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,000%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,000%	F
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.		32.775	0,003%	F
COUNSEL DEFENSIVE GLOBAL EQUITY		861	0,000%	F
COV WACHSTUM MF		2.728	0,000%	F
CPPIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD		18.425	0,002%	F
CPR Europe ESG Poche COR		53.094	0,005%	F
CREDIT SUISSE INDEX FUND (IE) ETF ICAV		11.411	0,001%	F
CREDIT SUISSE INDEX FUND (LUX)		521.871	0,050%	F
CRELAN INVEST BALANCED		34.743	0,003%	F
CRELAN INVEST CONSERVATIVE		4.445	0,000%	F
CRELAN INVEST DYNAMIC		16.561	0,002%	F
CSIF CH Equity EMU UBS Fund Management Switzerland AG		18.468	0,002%	F
CSIF CH III Equity World ex CH Climate Change Blue Pension Fund Plus UBS FM Switzerland AG		236	0,000%	F
CSIF CH III Equity World ex CH Value Weighted Pension Fund UBS Fund Management Switzerland AG		3.330	0,000%	F
CSIF4 Credit Suisse Lux Global High Income Fund USD		17.560	0,002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		45.744	0,004%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATI		88.762	0,008%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX		1.159	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		2.126	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		5.356	0,001%	F
DANMARKS GRUNDFORSKNINGFOND		1.576	0,000%	F
Danske Bank Puljer		61.980	0,006%	F
DANSKE INVEST ALLOCATION		40.365	0,004%	F
DEAM FONDS ZDV		5.062	0,000%	F
DEAM-FONDS CPT		5.000	0,000%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		80.940	0,008%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		2.724	0,000%	F
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG		18.332	0,002%	F
DEKA INVESTMENT GMBH GLOBALE AKTIEN		37.259	0,004%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		151.287	0,014%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1 U01		154.225	0,015%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,001%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		515.625	0,049%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF		18.260	0,002%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		4.235	0,000%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		47.410	0,005%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		19.101	0,002%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		43.984	0,004%	F
DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL		10.342	0,001%	F
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS		14.000	0,001%	F
DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF		18.612	0,002%	F
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF		5.471	0,001%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,001%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U04		63.150	0,006%	F
DEKA INVESTMENT GMBH W/SVAM-FONDS		8.459	0,001%	F
DEKA INVESTMENT GMBH W/SVN II-FONDS		4.879	0,000%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		2.018	0,000%	F
DEKA VALUE PLUS		134.730	0,013%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.		34.000	0,003%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHUETTUNGSCONCEPT REGIONAL NACHHALTIG		9.200	0,001%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC AKTIEN GLOBAL		21.000	0,002%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC PROFESSIONELL AKTIEN		12.000	0,001%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		75.571	0,007%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		4.057	0,000%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		33	0,000%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		1.122	0,000%	F
DESTINATIONS INTERNATIONAL EQU		11.163	0,001%	F
DEUTSCHE DCG EQ		1.926	0,000%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,000%	F
DFI LP EQUITY (PASSIVE		532	0,000%	F
DIGNITY PRE ARRANGEMENT LIMITED		2.247	0,000%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,000%	F
DIOCESE OF VENICE PENSION PLAN AND TRUST		206	0,000%	F
DNB BANK ASA		4.485	0,000%	F
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING		22.120	0,002%	F
DWS INVESTMENT GMBH FOR BALOISE-AKTIENFONDS DWS		22.000	0,002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		4.900	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		1.536	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,001%	F
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND		4.616	0,000%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT		71.015	0,007%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO		1.939	0,000%	F
DWS MULTI ASSET PIR FUND		75.000	0,007%	F
DYNASTY INVEST LTD		1.134	0,000%	F
EARNEST INSTITUTIONAL LLC		104	0,000%	F
EATON VANCE EQUITY HARVEST FUNDLLC		11.626	0,001%	F
EFFEPILUX SICAV AZIONARIO EURO		56.122	0,005%	F
EGEPARGNE 2 DIVERSIFIE		25.982	0,002%	F
EMBO-FONDS		14.469	0,001%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		1.533	0,000%	F
EMN ASC FUND LP		8.164	0,001%	F
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		48.611	0,005%	F
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		676	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
EMPOWER ANNUITY INSURANCE COMPANY		85.168	0,008%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		61.814	0,006%	F
ENHANCED INDEX SUSTAINABLE GLOBAL EQUITY FUND I NL		433.313	0,041%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		5.749.190	0,548%	F
Ente nazionale di Previdenza ed Assistenza Medici (E.N.P.A M		200.000	0,019%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG		33.001	0,003%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		21.793	0,002%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		3.905	0,000%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.276	0,001%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		8.341	0,001%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		11.470	0,001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		16.865	0,002%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		47.177	0,004%	F
EQUIPSUPER		8.669	0,001%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.826	0,000%	F
EQUITY FUND WORLD DBI-RDT		17.843	0,002%	F
ERAFP Actions Euro I		979.089	0,093%	F
ERAFP ACTIONS EURO IV		274.204	0,026%	F
ERISA ACTION EUROPE N 2		29.868	0,003%	F
ERISA ACTIONS GRANDES VALEURS		811.766	0,077%	F
ERS TEXAS ARROWSTREET INTERNATIONAL 967825		5.730	0,001%	F
ERSTE ASSET MANAGEMENT GMBH		474.800	0,045%	F
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)		1.335	0,000%	F
EUROPEAN EQUITIES 1		53.036	0,005%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,000%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,001%	F
FAMILY INVESTMENTS CHILD TRUST FUND		9.523	0,001%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		7.919	0,001%	F
FCM INTERNATIONAL LLC		835	0,000%	F
FCP HUMANIS RETRAITE ACTIONS		151.538	0,014%	F
FCP SODIUM I		19.002	0,002%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		15.223	0,001%	F
FGV - ACTIONS EUROPE LM B		332.657	0,032%	F
FGV ACTIONS EUROPE LM A		12.900	0,001%	F
FIDDLER PARTNERS LLC		474	0,000%	F
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND		1.325.877	0,126%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		11.351	0,001%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		67.347	0,006%	F
FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF		221.038	0,021%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		468	0,000%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		43.232	0,004%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		71.220	0,007%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		555.052	0,053%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		223.690	0,021%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		38.569	0,004%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		172.023	0,016%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND		14.771	0,001%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND		774.754	0,074%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		181.704	0,017%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		2.642	0,000%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		6.735	0,001%	F
FINALTIS EFFICIENT BETA EURO		8.721	0,001%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		2.707	0,000%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		451.621	0,043%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		10.325	0,001%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		55.901	0,005%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		367.568	0,035%	F
FISCHER FAMILY TRUST		1.424	0,000%	F
FJARDE AP-FONDEN.		1	0,000%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		9.757	0,001%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		2.622	0,000%	F
FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION		12.378	0,001%	F
FLORIDA GLOBAL EQUITY FUND LLC		6.397	0,001%	F
FLORIDA RETIREMENT SYSTEM		1	0,000%	F
FLORIDA RETIREMENT SYSTEM TRUST FUND		2	0,000%	F
FLOURISH INVESTMENT CORPORATION		33.183	0,003%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,002%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		3.437	0,000%	F
FONDATION BOTNAR..		18.261	0,002%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		1.933	0,000%	F
FONDOPOSTE		24.747	0,002%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,000%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		13.060	0,001%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,000%	F
FOREIGN STOCK INDEX MOTHER FUND		24.593	0,002%	F
FORSTA AP - FONDEN		135.229	0,013%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,001%	F
FRANCIS FAMILY FUND APS		3.127	0,000%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		5.460	0,001%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF		2.832	0,000%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF		1.644	0,000%	F
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG		63.756	0,006%	F
FRANKLIN TEMPLETON ICAV		840	0,000%	F
FUNDACAO CALOUSTE GULBENKIAN		8.073	0,001%	F
FUNDO DE PENSOES		5.355	0,001%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,001%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		83.841	0,008%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		14.298	0,001%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		2.736	0,000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		14.330	0,001%	F
G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES		31.395	0,003%	F
GARD UNIT TRUST		6.700	0,001%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.213	0,000%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		531.629	0,051%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GENERALI SMART FUNDS		15.000	0,001%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		141.100	0,013%	F
GENUS FOSSIL FREE DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		31.700	0,003%	F
GERANA SICAV-SIF, S.A.		18.904	0,002%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		3.916	0,000%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		2.795	0,000%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		366.416	0,035%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,000%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		13.249	0,001%	F
GLOBAL MULTI-FACTOR EQUITY FUND		18.746	0,002%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED		127	0,000%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		20.433	0,002%	F
GMO BENCHMARK-FREE FUND		4.445	0,000%	F
GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND		1.758	0,000%	F
GMO MULTI-ASSET TRUST		6.417	0,001%	F
GODFOND SVERIGE & VARLDEN		4.688	0,000%	F
GOLDMAN SACHS ETF ICAV		69	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E		2.247	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT		395.428	0,038%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		28.702	0,003%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO		21.428	0,002%	F
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF		7.631	0,001%	F
GOLDMAN SACHS FUNDS		7.340	0,001%	F
GOLDMAN SACHS FUNDS III		163.090	0,016%	F
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND		28.270	0,003%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		25.471	0,002%	F
GOVERNMENT PENSION INVESTMENT FUND		2.490.929	0,238%	F
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC		3.964	0,000%	F
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.		3.228	0,000%	F
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND		12.968	0,001%	F
GREAT WEST INTERNATIONAL INDEX FUND		56.701	0,005%	F
GREEN CENTURY MSCI INTERNATION		20.944	0,002%	F
GUIDEMARK WORLD EX-US FUND		19.325	0,002%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		62.817	0,006%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		25.999	0,002%	F
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND		4.837	0,000%	F
HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND		246.925	0,024%	F
HAWTHORN DM LLC		7.505	0,001%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		1.363	0,000%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		367	0,000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		9.738	0,001%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,001%	F
HC RENTE		2.688	0,000%	F
HELVETIA I EUROPA		39.020	0,004%	F
HESTA		254.476	0,024%	F
HI-Aktien-Aktiv-Fundamental-SFonds		70.000	0,007%	F
HI-PNWL-DIVIDENDE-PLUS-FONDS		125.799	0,012%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		321.507	0,031%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND		28.493	0,003%	F
Horizon Business SRI Dyn DBI-RDT		14.779	0,001%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		15.571	0,001%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		44.955	0,004%	F
HRW TESTAMENTARY TRUST NO. 1		3.552	0,000%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,000%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,000%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,000%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,000%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,000%	F
HSBC ACTIONS MONDE		111.572	0,011%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		119.561	0,011%	F
HSBC ETFs Public Limited Company		129	0,000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		8.293	0,001%	F
HSBC ETFs Public Limited Company - HSBC MSCI World UCITS ETF		13.197	0,001%	F
HSBC EURO ACTIONS		362.685	0,035%	F
HSBC GLOBAL INVESTMENT FUNDS		528.510	0,050%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		22.978	0,002%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		18.051	0,002%	F
HSBC INTERNATIONAL EQUITY INDEX FUND		6.327	0,001%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		13.554	0,001%	F
HUMANIS RETRAITE DIVERSIFIE		503.183	0,048%	F
IBM 401(K) PLUS PLAN TRUST		78.149	0,007%	F
IBM PERSONAL PENSION PLAN TRUST		1.358	0,000%	F
IBM RETIREMENT PLAN		1.508	0,000%	F
IF IST - EUROPE INDEX SRI		9.133	0,001%	F
IF IST - GLOBE INDEX		7.690	0,001%	F
IF IST - GLOBE INDEX SRI		1.197	0,000%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		358.791	0,034%	F
ILA - A-ILDSCG		2.038	0,000%	F
ILA - A-ILEZEQG		10.354	0,001%	F
ILA - A-ILGLOEQG		4.718	0,000%	F
ILA - A-ILGLOEQN		852	0,000%	F
ILA-A-ILSDMH		48.484	0,005%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		21.659	0,002%	F
ILA-LA WORLD ESG SCREENED FUND		5.226	0,000%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		136.648	0,013%	F
IMPAX INTERNATIONAL SUSTAINABLE ECONOMY FUND		196.630	0,019%	F
IMPERIAL INTERNATIONAL EQUITY POOL		3	0,000%	F
IMPERIAL OVERSEAS EQUITY POOL		1	0,000%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,298%	F
ING DIRECT FONDO NARANJA CONSERVADOR FI		2.223	0,000%	F
ING DIRECT FONDO NARANJA DINAMICO FI		21.010	0,002%	F
ING DIRECT FONDO NARANJA MODERADO FI		14.644	0,001%	F
ING DIRECT SICAV		21.113	0,002%	F
INSPIRE INTERNATIONAL ETF		115.390	0,011%	F
INSTITUTIONAL RETIREMENT TRUST		7.916	0,001%	F
INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC		2.652	0,000%	F
INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST		103.634	0,010%	F
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN		24.802	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND		62.959	0,006%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		18.189	0,002%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		8.766	0,001%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		793.783	0,076%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		782	0,000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		967	0,000%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		1.000	0,000%	F
INTERNATIONAL MONETARY FUND		30.572	0,003%	F
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT		740	0,000%	F
INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN		3.825	0,000%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		418.881	0,040%	F
Internationale Kapitalanlagegesellschaft mbH		19.866	0,002%	F
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF		69.042	0,007%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		47.358	0,005%	F
INVESCO FUNDS		18.101	0,002%	F
INVESCO GLOBAL BALANCED INDEX FUND UK		11.974	0,001%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		1.449	0,000%	F
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND		218	0,000%	F
INVESCO MARKETS II PLC		22.128	0,002%	F
INVESCO MARKETS III PLC		655	0,000%	F
INVESCO MSCI WORLD SRI INDEX FUND		601	0,000%	F
INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		149.468	0,014%	F
INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL		58.233	0,006%	F
INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL		35.150	0,003%	F
INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL		21.114	0,002%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		6.480	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		7.745	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL		11.862	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		29.269	0,003%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		10.194	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST MIX OFFENSIV PLUS - AKKUMULERENDE KL		2.671	0,000%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL		60.166	0,006%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL		70.869	0,007%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL		46.407	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL		36.728	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL		6.896	0,001%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE		1.796	0,000%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.977	0,000%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI		24.633	0,002%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		39.017	0,004%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		11.754	0,001%	F
INVESTITORI FLEXIBLE EQUITY ESG		8.200	0,001%	F
INVESTITORI PIAZZA AFFARI		33.300	0,003%	F
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM		12.449	0,001%	F
IP ACTIONS EURO		10.036	0,001%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		129.186	0,012%	F
IQ 500 INTERNATIONAL ETF		12.412	0,001%	F
IRISH LIFE ASSURANCE PLC		77.458	0,007%	F
IRISH LIFE ASSURANCE.		43.505	0,004%	F
IRR K LLC		4.519	0,000%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,000%	F
ISHARES BLOCKCHAIN AND TECH ETF		5.332	0,001%	F
ISHARES CORE MSCI EAFE ETF		3.034.609	0,289%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		152.615	0,015%	F
ISHARES CORE MSCI EUROPE ETF		180.161	0,017%	F
ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF		319.134	0,030%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		593.266	0,057%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		2.973	0,000%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		8.479	0,001%	F
ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE		25.657	0,002%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		32.330	0,003%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		5.405	0,001%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		1.513.576	0,144%	F
ISHARES EURO STOXX UCITS ETF (DE)		181.733	0,017%	F
ISHARES II PUBLIC LIMITED COMPANY		1.841.205	0,176%	F
ISHARES III PUBLIC LIMITED COMPANY		949.740	0,091%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		84.191	0,008%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		4.457	0,000%	F
ISHARES IV PUBLIC LIMITED COMPANY		875.979	0,084%	F
ISHARES MSCI ACWI ETF		95.926	0,009%	F
ISHARES MSCI ACWI EX U.S. ETF		82.333	0,008%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		39.344	0,004%	F
ISHARES MSCI EAFE ETF		1.629.428	0,155%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		307.327	0,029%	F
ISHARES MSCI EAFE VALUE ETF		962.883	0,092%	F
ISHARES MSCI EUROPE FINANCIALS ETF		354.707	0,034%	F
ISHARES MSCI EUROPE IMI INDEX ETF		8.658	0,001%	F
ISHARES MSCI EUROZONE ETF		625.362	0,060%	F
ISHARES MSCI GLOBAL MULTIFACTORETF		6.480	0,001%	F
ISHARES MSCI INTL SIZE FACTOR ETF		497	0,000%	F
ISHARES MSCI ITALY ETF		871.561	0,083%	F
ISHARES MSCI KOKUSAI ETF		1.714	0,000%	F
ISHARES MSCI WORLD ETF		26.745	0,003%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		2.244	0,000%	F
ISHARES PUBLIC LIMITED COMPANY		2.706.366	0,258%	F
ISHARES STOXX EUROPE 600 INSURANCE UCITS ETF DE		235.586	0,022%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		297.986	0,028%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		162.053	0,015%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		894.263	0,085%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.123.409	0,202%	F
ISHARES V PUBLIC LIMITED COMPANY		233.630	0,022%	F
ISHARES VI PUBLIC LIMITED COMPANY		116.655	0,011%	F
ISHARES VII PUBLIC LIMITED COMPANY		796.647	0,076%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		63.168	0,006%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,000%	F
ISHARES WORLD EQUITY FACTOR ETF		3.697	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		3.662	0,000%	F
JANA PASSIVE GLOBAL SHARE TRUST		9.246	0,001%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.611.602	0,154%	F
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND		1.011	0,000%	F
JEFFREY LLC		7.080	0,001%	F
JNL INTERNATIONAL INDEX FUND		61.313	0,006%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		7.181	0,001%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		763	0,000%	F
JNL/MELLON MSCI WORLD INDEX FUND		3.130	0,000%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		82.393	0,008%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		12.437	0,001%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		26.868	0,003%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		34.448	0,003%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		28.336	0,003%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		17.679	0,002%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		61.493	0,006%	F
JOSHUA GREEN CORPORATION		3.450	0,000%	F
JPM Multi Income Fund		41.776	0,004%	F
JPMORGAN BETABUILDERS EUROPE ETF		335.919	0,032%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		111.594	0,011%	F
JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND		126.319	0,012%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		72.398	0,007%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		18.759	0,002%	F
JPMorgan Europe Strategic Dividend Fund		3.738	0,000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		8.727	0,001%	F
JPMORGAN FUNDS		407.322	0,039%	F
JPMORGAN GLOBAL ALLOCATION FUND		1.712	0,000%	F
JPMORGAN INCOME BUILDER FUND		119.817	0,011%	F
JPMORGAN INVESTMENT FUNDS		718.366	0,069%	F
JPMorgan Multi Balanced Fund		3.411	0,000%	F
JTW TRUST NO. 1 UAD 9/19/02.		2.645	0,000%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,000%	F
JTW TRUST NO. 3 UAD 9/19/02.		2.827	0,000%	F
JTW TRUST NO. 5 UAD 9/19/02.		1.555	0,000%	F
JUNON ACTIONS OBLIGATIONS		138.783	0,013%	F
K INVESTMENTS SH LIMITED.		45.049	0,004%	F
KAISER FOUNDATION HOSPITALS		6.848	0,001%	F
KAISER PERMANENTE GROUP TRUST		10.051	0,001%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER		3.011	0,000%	F
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III		49.460	0,005%	F
KAPITALFORENINGEN EMD INVEST VERDENSINDEKS		8.758	0,001%	F
KAPITALFORENINGEN INVESTIN PRO - GBL LARGE CAP MARKET NEU EQ C/O AQR CAPITAL MANAGEMENT LLC		528.036	0,050%	F
KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I		17.756	0,002%	F
KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX		15.833	0,002%	F
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS		10.339	0,001%	F
KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER		33.465	0,003%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		162.824	0,016%	F
KATHERINE C MOORE CHARITABLE LEAD ANNUIT		968	0,000%	F
KBC ECO FUND WORLD		19.167	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KBC EQUITY FUND EUROPE		36.601	0,003%	F
KBC EQUITY FUND EUROZONE		614.207	0,059%	F
KBC EQUITY FUND EUROZONE DBI-RDT		45.316	0,004%	F
KBC EQUITY FUND SRI EUROZONE		815.340	0,078%	F
KBC EQUITY FUND SRI WORLD		198.845	0,019%	F
KBC Equity Fund World		172.467	0,016%	F
KBC Equity SRI World DBI-RDT		11.572	0,001%	F
KBC INST FUND EURO EQUITY		43.675	0,004%	F
KBC INST FUND SRI WORLD EQUITY		55.308	0,005%	F
KBC INSTITUTIONAL FUND SRI EURO		55.791	0,005%	F
KBI FUNDS ICAV		30.846	0,003%	F
KBI GLOBAL INVESTMENT FUND		12.196	0,001%	F
KFP MARKETABLE LLC		1.244	0,000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		31.853	0,003%	F
KOKUSAI EQUITY INDEX FUND, A S		14.322	0,001%	F
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP		30.561	0,003%	F
KREBSHILFE-2-FONDS		6.000	0,001%	F
KUTXABANK GESTION SGIIC, S.A.		348.280	0,033%	F
KUTXABANK PENSIONES, S.A., SGFP		175.166	0,017%	F
L AND G ASSUR(PENS MGNT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270		17.523	0,002%	F
L AND G ASSUR(PENS MGNT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495		21.661	0,002%	F
LACERA MASTER OPEB TRUST		11.377	0,001%	F
LAKE AVENUE INVESTMENTS LLC		9.047	0,001%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		154.290	0,015%	F
LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP		8.200	0,001%	F
LAZARD ASSET MANAGEMENT LLC		741	0,000%	F
LAZARD RETIREMENT GLOBAL DYNAMIC MULTI ASSET PORTFOLIO		20.689	0,002%	F
LBPAM 3 MOIS		701.046	0,067%	F
LBPAM ACTIONS DIVIDENDES EUROP		98.113	0,009%	F
LBPAM ISR ACTIONS 80		69.012	0,007%	F
LBPAM ISR ACTIONS EURO LARGE CAP		290.808	0,028%	F
LBPAM ISR ACTIONS EURO MIN VOL		4.991	0,000%	F
LBPAM ISR ACTIONS EUROPE 50		174.899	0,017%	F
LBPAM ISR AVENIR EURO		20.683	0,002%	F
LBPAM ISR STRATEGIE PEA 1		10.834	0,001%	F
LBPAM ISR STRATEGIE PEA 2		14.159	0,001%	F
LCL ACTIONS EURO CORE+		12.674	0,001%	F
LCL ACTIONS MONDE HORS EUROPE EURO		31.895	0,003%	F
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED		3.493	0,000%	F
LEGAL & GENERAL EUROPEAN INDEX TRUST		250.663	0,024%	F
LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I		3.579	0,000%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU		9.143	0,001%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND		30.046	0,003%	F
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND		6.832	0,001%	F
LEGAL & GENERAL ICAV.		155	0,000%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		32.758	0,003%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		30.799	0,003%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		20.092	0,002%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		203.452	0,019%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY		8.793	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		1.358.727	0,130%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		24.797	0,002%	F
LEGAL AND GENERAL CCF		22.767	0,002%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		43.781	0,004%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		485	0,000%	F
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND		11.824	0,001%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		61.961	0,006%	F
LEGAL AND GENERAL UCITS ETF PLC		105.588	0,010%	F
LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF		437.503	0,042%	F
LGIASUPER		37.952	0,004%	F
LGIM MANAGERS (EUROPE) LIMITED		45.699	0,004%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		399	0,000%	F
LIF-LYXOR MSCI WORLD CATHOL PR		4.486	0,000%	F
LMA IRELAND MAP501		3.166	0,000%	F
LMAP IRELAND ICAV - LMAP 909		10.133	0,001%	F
LMAP IRELAND ICAV - LMAP 910		9.135	0,001%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,000%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.503	0,001%	F
LOF TargetNetZero Europe Equity		4.386	0,000%	F
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		36.380	0,003%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		152.159	0,015%	F
LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST		21.601	0,002%	F
LUCENT TECHNOLOGIES INC MASTER PENSION TRUST		1	0,000%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR		804.646	0,077%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA		270.735	0,026%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		446.272	0,043%	F
LUXCELLENCE-HELVETIA EUROP EQUITY		6.430	0,001%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		16.168	0,002%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		206.815	0,020%	F
LVIP SSGA INTERNATIONAL INDEX FUND		82.911	0,008%	F
LYXINDEX FUND - LYXOR MSCI EMU		26.721	0,003%	F
LYXOR CORE MSCI WORLD		41.987	0,004%	F
LYXOR FTSE MIB UCITS ETF		443.557	0,042%	F
LYXOR MSCI EUROPE ESG LEADERS		114.788	0,011%	F
LYXOR MSCI EUROPE UCITS ETF		28.748	0,003%	F
M INTERNATIONAL EQUITY FUND		4.004	0,000%	F
MACK EAFE EQUITY POOL		13.081	0,001%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		16.849	0,002%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		3.653	0,000%	F
MACQUARIE MULTI-FACTOR FUND		6.015	0,001%	F
MAIN I - UNIVERSAL - FONDS		12.933	0,001%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		6.112	0,001%	F
MAN INSIGHT LIMITED		32	0,000%	F
MAN NUMERIC ALTERNATIVE RISK PREMIA VALUE.		52.886	0,005%	F
MANAGED PENSION FUNDS LIMITED		15.663	0,001%	F
MANDARINE EQUITY INCOME		4.876	0,000%	F
MANDARINE IMPROVERS		3.300	0,000%	F
MANDAT ACTION HGAM		215.978	0,021%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		17.974	0,002%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		21.209	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.906	0,000%	F
MARIGOLD TACTICAL STRATEGIES LTD		2.076	0,000%	F
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 130/30 FUND		39.067	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3		22.191	0,002%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5		45.421	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/50 FUND.		79.961	0,008%	F
MARSHALL WACE INV STRAT EUROPEAN TOPS		1.132	0,000%	F
MARSHALL WACE INVESTMENT STRATEGIES-SYSTEMATIC ALPHA PLUS FD C/O MARSHALL WACE LLP		6.877	0,001%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE		171.625	0,016%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND		291.908	0,028%	F
MARSHALL WACE MASTER FDS SPC SP		29.796	0,003%	F
MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND		8.019	0,001%	F
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND		330.467	0,032%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		99.421	0,009%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		15.687	0,001%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,000%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		6.775	0,001%	F
MBB PUBLIC MARKETS I LLC		43.462	0,004%	F
MBB SMART FUND C LLC		14.329	0,001%	F
MBB SMART FUND P LLC		12.148	0,001%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		25.325	0,002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		21.078	0,002%	F
MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU		10.064	0,001%	F
MERCER GE INTERNATIONAL EQUITY FUND		51.950	0,005%	F
MERCER GLOBAL EQUITY FUND		34.419	0,003%	F
MERCER INDEXED INTERNATIONAL SHARES FUND		37.972	0,004%	F
MERCER NONUS CORE EQUITY FUND		262.370	0,025%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		34.338	0,003%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		2.084	0,000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,001%	F
MERCER QIF COMMON CONTRACTUAL FUND		128.071	0,012%	F
MERCER UCITS COMMON CONTRACTUALFUND		31.680	0,003%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		176.540	0,017%	F
MERCER WHOLESALE FUNDS		1.392	0,000%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		111.328	0,011%	F
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE		2.193	0,000%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,001%	F
METROPOLITAN LIFE INSURANCE COMPANY		21.477	0,002%	F
MGI FUNDS PLC		59.781	0,006%	F
MH AMUNDI ACTIONS EURO		118.010	0,011%	F
MICHAEL AND MAIRA CAREN TRUST 930		1.120	0,000%	F
MICHIGAN CATHOLIC CONFERENCE		696	0,000%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,000%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		16.260	0,002%	F
MIDDLETOWN WORKS HOURLY AND SALARIED UNION		706	0,000%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,000%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,000%	F
MIGROS BANK (LUX) FONDS 50		920	0,000%	F
MINE SUPERANNUATION FUND		22.327	0,002%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	36,438%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MINISTRY OF ECONOMY AND FINANCE		249.924	0,024%	F
MISSOURI EDUCATION PENSION TRUST		285.662	0,027%	F
MOA INTERNATIONAL FUND		610.040	0,058%	F
MOBIUS LIFE LIMITED		13.906	0,001%	F
MOMENTUM GLOBAL FUNDS		15.906	0,002%	F
MORELLI FRANCESCO	MRLFNC60D28E716Q	110	0,000%	F
MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND		126	0,000%	F
MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND		182	0,000%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		2.193	0,000%	F
MORGAN STANLEY INVESTMENT FUNDS		9.293	0,001%	F
MORGAN STANLEY PATHWAY FUNDS -		14.934	0,001%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		139	0,000%	F
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		3.441	0,000%	F
MOTHER CABRINI HEALTH FOUNDATION INC		28.842	0,003%	F
MOUNT HATTON INVESTMENTS LIMITED		32.116	0,003%	F
MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND		326	0,000%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,001%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		167.871	0,016%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		30.113	0,003%	F
MUL- LYX FTSE IT ALL CAP PIR 2		11.575	0,001%	F
MUL-LYX NET ZERO 50 SP EUROZ C		254.566	0,024%	F
MULTI UNITS LUX-LYXOR CORE MSC		44.681	0,004%	F
MULTIFLEX SICAV		3.638	0,000%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		200.844	0,019%	F
MWIS TOPS GLOBAL EQUITIES LE FDAC		5.161	0,000%	F
MWIS TOPS World Equities AC		24.414	0,002%	F
NATIONAL BANK FINANCIAL INC		2.386	0,000%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,001%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		135.099	0,013%	F
NATIONAL EMPLOYMENT SAVINGS TRUST		657.819	0,063%	F
NATIONAL TREASURY MANAGEMENT AGCY		6.638	0,001%	F
NATIONWIDE INTERNATIONAL INDEX FUND		26.701	0,003%	F
NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST		30.767	0,003%	F
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST		46.054	0,004%	F
NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST		41.947	0,004%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,000%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		90.516	0,009%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		9.374	0,001%	F
NBIMC EAFE EQUITY INDEX FUND.		1.530	0,000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		57.842	0,006%	F
NEUALT LLC		31.713	0,003%	F
NEW AIRWAYS PENSION SCHEME		310	0,000%	F
NEW YORK STATE COMMON RETIREMENT FUND		47.605	0,005%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		815.452	0,078%	F
NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POW		2.129	0,000%	F
NFS LIMITED		4.962	0,000%	F
NGS SUPER		1.885	0,000%	F
NILUS UNIVERSAL FONDS		35.000	0,003%	F
NMTB/NIK KOKUSAI-NH 935026		19.560	0,002%	F
NORDEA EUROPEAN PASSIVE FUND		8.207	0,001%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
NORDEA GLOBAL PASSIVE FUND		17.185	0,002%	F
NORDEA WORLD PASSIVE FUND		13.513	0,001%	F
NORGES BANK		12.351.678	1,178%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		128.609	0,012%	F
NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.		96.479	0,009%	F
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		33.292	0,003%	F
NORTHERN LIGHTS FUND TRUST IV		21.454	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		17.832	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		24.961	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		23.284	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING		63.404	0,006%	F
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		946.405	0,090%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		516.280	0,049%	F
NORTHERN TRUST UCITS FGR FUND		84.897	0,008%	F
NOW PENSIONS TRUST		7.170	0,001%	F
NSP MINNESEOTA RETAIL PRAIRIE II		4.235	0,000%	F
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,000%	F
NSP MONTICELLO MINNESOTA RETAIL		6.527	0,001%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,000%	F
NTUC INCOME INSURANCE CO OPERATIVE LIMITED		1.919	0,000%	F
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND		22.847	0,002%	F
NV HAGELUNIE		3.804	0,000%	F
NVIT INTERNATIONAL INDEX FUND		38.198	0,004%	F
NZAM EURO STOXX PARIS-ALIGNED		1.162	0,000%	F
OHMAN MARKNAD GLOBAL		14.000	0,001%	F
OLD WESTBURY LARGE CAP STRATEGIES FUND		1.785.400	0,170%	F
ONEMARKETS ITALY ICAV		6.795	0,001%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		19.681	0,002%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL		25.520	0,002%	F
OP CUSTODY LTD		10.628	0,001%	F
OPENWORLD PUBLIC LIMITED COMPANY		405	0,000%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		147.448	0,014%	F
OSSIAM LUX		299.496	0,029%	F
OSTRUM SRI EURO MINVOL EQUITY		19.311	0,002%	F
OSTRUM SRI EUROPE EQUITY		251.393	0,024%	F
PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD		20.043	0,002%	F
PCA TAX SHELTERED ANNUITY PLAN		3.023	0,000%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.082	0,000%	F
PENSIOENFONDS METAAL OFP		44.920	0,004%	F
PENSION BENEFIT GUARANTY CORPORATION		105.235	0,010%	F
PENSION RESERVES INVESTMENT TRUST FUND		52.548	0,005%	F
PEOPLE'S BANK OF CHINA		436.162	0,042%	F
PGGM SPD (DMAEMFGL)PGGM SPD DMAE MULTIFACTOR GLOBAL		108.937	0,010%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.740	0,000%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,000%	F
PICTET - EUROPE INDEX		47.757	0,005%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		28.827	0,003%	F
PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES		5.218	0,000%	F
PICTET CH - GLOBAL EQUITIES		6.137	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		12.635	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL		13.998	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		3.417	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		11.344	0,001%	F
PICTET TOTAL RETURN		110.519	0,011%	F
PICTET TOTAL RETURN DIVERSIFIED ALPHA		113.376	0,011%	F
PICTET-EUROLAND INDEX		30.363	0,003%	F
PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND		1.078	0,000%	F
PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND		9.979	0,001%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		88.207	0,008%	F
PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND		39.153	0,004%	F
PINEBRIDGE GLOBAL FUNDS		20.199	0,002%	F
PINNACLE PLATO GBL LOW CARBON FD		440	0,000%	F
Pirisino Lorenzo		500	0,000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH		3.090	0,000%	F
PK CSG World Equity UBS Fund Management Switzerland AG		10.169	0,001%	F
PLATINUM ARROW TRUST		7.841	0,001%	F
PLATO GLOBAL SHARES INCOME FUND.		26.493	0,003%	F
PLATO INST I FUND EURO EQUITY		11.638	0,001%	F
PLATO INST I FUND EUROPEAN EQUITY		30.635	0,003%	F
Plato Instit Index Fnd World DBI-RDT		3.794	0,000%	F
Plato RI World		2.142	0,000%	F
PLEIADES TRUST		79.666	0,008%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,001%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		71.439	0,007%	F
POOL REINSURANCE CO LTD		5.952	0,001%	F
PRAXIS INTERNATIONAL INDEX FUND		66.474	0,006%	F
prevoyance ne fund prevoyance ne global assets UBS Fund Management Switzerland		924	0,000%	F
PRIME SUPER		1.818	0,000%	F
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX		31.207	0,003%	F
PRINCIPAL FUNDS INC OVERSEAS FUND		14.132	0,001%	F
PriviIEdge - JP Morgan Pan European Flexible Equity		71.538	0,007%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,000%	F
PRO-GEN INVESTMENTS LLC		256	0,000%	F
PROJECT 121/160-70 (P)		970	0,000%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		25.766	0,002%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.797	0,000%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		137	0,000%	F
PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO		1.648	0,000%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		34.067	0,003%	F
PRUDENTIAL HONG KONG LIMITED		543.045	0,052%	F
PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY		54.965	0,005%	F
PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST		19.406	0,002%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		12.317	0,001%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		1.526.137	0,146%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		94.300	0,009%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		12.292	0,001%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		49.437	0,005%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		76.699	0,007%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		209.733	0,020%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		57.446	0,005%	F
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		29.120	0,003%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		2.498	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Putm Authorised Contractual Scheme - Putm Acs European Ex UK Fund		328.246	0,031%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		321.250	0,031%	F
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN		470	0,000%	F
QIC INTERNATIONAL EQUITIES FUND.		5.359	0,001%	F
QUALITY EDUCATION FUND		817	0,000%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,082%	F
RBC QUANT EAFE DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUANT EUROPEAN DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUBE GLOBAL EQUITY FUND		1	0,000%	F
ReAssure Limited		127.852	0,012%	F
RECORD INVEST SCA SICAV RAIF		4.669	0,000%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		19.518	0,002%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		62.196	0,006%	F
RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT		33.161	0,003%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.755	0,000%	F
Reusser Jürg		6.000	0,001%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		328.736	0,031%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		11.915	0,001%	F
RHUMBLINE LOW CARBON INDEX FUNDLLC		18.077	0,002%	F
RLA International Equities Fund		12.400	0,001%	F
ROBECO CAPITAL GROWTH FUNDS		56.960	0,005%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,003%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,000%	F
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND		2.430	0,000%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,001%	F
ROPS EURO P		66.805	0,006%	F
ROPS-SMART INDEX EURO		108.033	0,010%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.436	0,007%	F
RPAQ 2015 FUND LP		6.762	0,001%	F
RT VIF VERSICHERUNG INTERNATIONAL FONDS		43.400	0,004%	F
RTX SAVINGS PLAN MASTER TRUST		148.085	0,014%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		14.482	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND		13.002	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.600	0,001%	F
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND		2.133	0,000%	F
RUSSELL INVESTMENT COMPANY PLC		30.158	0,003%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28		7.081	0,001%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND		87.308	0,008%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROW		13.907	0,001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.797	0,000%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.137	0,000%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		2.680	0,000%	F
Russell Investments Sustainable Global Shares Fund		3.836	0,000%	F
RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL		1.123	0,000%	F
RUTGERS THE STATE UNIVERSITY		7.378	0,001%	F
S. ROBSON WALTON 1999 CHILDRENS TRUST		1.330	0,000%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		1.240	0,000%	F
S. ROBSON WALTON 2010 TRUST		3.114	0,000%	F
SABADELL EUROPA BOLSA ESG, FI		256.009	0,024%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
SAKKARAH 7 FCP		10.871	0,001%	F
SAMSUNG GLOBAL CORE EQUITY FUND		1.721	0,000%	F
SAS TRUSTEE CORPORATION POOLED FUND		215.995	0,021%	F
SBC MASTER PENSION TRUST		8.896	0,001%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		12.618	0,001%	F
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.		2.030	0,000%	F
SCHRODER GLOBAL QUALITY FUND (CANADA)		1.402	0,000%	F
SCHRODER GLOBAL SUSTAINABLE EQUITY FUND		14.977	0,001%	F
SCHRODER GLOBAL VALUE FUND		48.647	0,005%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		3.194	0,000%	F
SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST		270.122	0,026%	F
SCHRODER INTERNATIONAL SELECTION FUND		148.175	0,014%	F
SCHRODER MANAGED BALANCED FUND		3.900	0,000%	F
SCHRODER PENSION MANAGEMENT LIMITED		16.438	0,002%	F
SCHRODER QEP GLOBAL ACTIVE VALUE FUND		24.212	0,002%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		123.145	0,012%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		324.304	0,031%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND		68.515	0,007%	F
SCHWAB INTERNATIONAL EQUITY ETF		820.988	0,078%	F
SCHWAB INTERNATIONAL INDEX FUND		252.540	0,024%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		1.036	0,000%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		5.826	0,001%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		915	0,000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		60.410	0,006%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		57.208	0,005%	F
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND		1.952	0,000%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.522	0,000%	F
SEB AKTIENFONDS		27.731	0,003%	F
SEEYOND		34.829	0,003%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,000%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		28.394	0,003%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND		8.102	0,001%	F
SELECTION EURO ENVIRONNEMENT (MAI 2022)		194.514	0,019%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		277	0,000%	F
SELIGSON AND CO EUROPE INDEX FUND		30.202	0,003%	F
SEMPRA ENERGY PENSION MASTER TRUST		4.628	0,000%	F
SENTINEL INTERNATIONAL FUND		1.046	0,000%	F
SG ACTIONS INTERNATIONALES		16.061	0,002%	F
SGA INTERNATIONAL EQUITY CIT		17.683	0,002%	F
SHELL CANADA 2007 PENSION PLAN		407	0,000%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		3.596	0,000%	F
SHELTON INTERNATIONAL SELECT EQUITY FUND		31.708	0,003%	F
SHERIFFS PENSION AND RELIEF FUND		4.086	0,000%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		80	0,000%	F
SIEMENS BALANCED		12.018	0,001%	F
SIEMENS EMU EQUITIES		37.682	0,004%	F
SIEMENS-FONDS SIEMENS-RENTE		54.879	0,005%	F
SIENNA IRC ACTIONS		92.270	0,009%	F
SIJOITUSRAHASTO UB EUROOPPA AI		8.600	0,001%	F
Simplicity Hedged Global Share Fund		11.335	0,001%	F
Simplicity Unhedged Global Share Fund		7.011	0,001%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		1.032.314	0,098%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		345.556	0,033%	F
SLW PORTFOLIO LLC		256	0,000%	F
SOCIAL PROTECTION FUND		10.509	0,001%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.817	0,000%	F
SPA MANDATE BLACKROCK		19.107	0,002%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		493.857	0,047%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		9.588	0,001%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		8.925	0,001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		664	0,000%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		239.860	0,023%	F
SPDR PORTFOLIO EUROPE ETF		10.254	0,001%	F
SPDR SP WORLD EX AUSTRALIA FUND		5.299	0,001%	F
SPP GENERATION 40-TAL		3.800	0,000%	F
SPP GENERATION 50-TAL		24.909	0,002%	F
SPP GENERATION 60-TAL		15.755	0,002%	F
SPP GENERATION 70-TAL		43.080	0,004%	F
SPP GENERATION 80-TAL		43.477	0,004%	F
SPRING 625		33.482	0,003%	F
SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND		3.465	0,000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		36	0,000%	F
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND		6.755	0,001%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.924	0,033%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		1.959	0,000%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		46.275	0,004%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		128.891	0,012%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		2.051.256	0,196%	F
ST PF STAPLES MANDATE ALLIANCE CAPITAL		2.680	0,000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,000%	F
ST. MARY'S HEALTHCARE		152	0,000%	F
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS		4.301	0,000%	F
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU		5.514	0,001%	F
STANDARD BANK OF SOUTH AFRICA LTD		77.840	0,007%	F
STANLIB FUNDS LIMITED		46.529	0,004%	F
STAR PASTEUR		17.656	0,002%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		22.184	0,002%	F
STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD		34.222	0,003%	F
STATE OF MINNESOTA		197.753	0,019%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		181.175	0,017%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		28.540	0,003%	F
STATE OF WISCONSIN INVESTMENT BOARD		116.229	0,011%	F
STATE OF WYOMING		35.470	0,003%	F
STATE STREET CCF		2.497	0,000%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		3.141	0,000%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		260.988	0,025%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		110.112	0,010%	F
STATE STREET GLOBAL INDEX PLUS TRUST		2.018	0,000%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		94.478	0,009%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		6.100	0,001%	F
STATE STREET IRELAND UNIT TRUST		17.288	0,002%	F
STATE STREET TOTAL RETURN VIS FUND		4.407	0,000%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		746.601	0,071%	F
STATE UNIVERSITIES RETIREMENT SYSTEM		123.670	0,012%	F
STELLAR INSURANCE, LTD.		1.459	0,000%	F
STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND		92.750	0,009%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,000%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET		462	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,007%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR		3.886	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF		23.550	0,002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF		9.146	0,001%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		12.076	0,001%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		154.149	0,015%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		121.122	0,012%	F
STICHTING BPL PENSIOEN MANDAAT BLACKROCK		56.156	0,005%	F
STICHTING CZ FUND DEPOSITARY		7.289	0,001%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		162.949	0,016%	F
STICHTING HEINEKEN PENSIOENFONDS		14.109	0,001%	F
STICHTING ING CDC PENSIOENFONDS		6.407	0,001%	F
STICHTING MN SERVICES		143.651	0,014%	F
STICHTING MN SERVICES AANDELENFO ND		27.094	0,003%	F
STICHTING NN CDC PENSIOENFONDS		1.249	0,000%	F
STICHTING PENSIOENFONDS ABP		851.448	0,081%	F
STICHTING PENSIOENFONDS APF.		13.011	0,001%	F
STICHTING PENSIOENFONDS HOOGOVENS		2.079	0,000%	F
STICHTING PENSIOENFONDS ING		9.697	0,001%	F
STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN		22.345	0,002%	F
STICHTING PENSIOENFONDS NOTARIAAT		2.330	0,000%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		7.031	0,001%	F
STICHTING PENSIOENFONDS PGB		594.536	0,057%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,000%	F
STICHTING PENSIOENFONDS SAGITTARIUS		10.484	0,001%	F
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN		1.747	0,000%	F
STICHTING PENSIOENFONDS UWV		19.417	0,002%	F
STICHTING PENSIOENFONDS VOOR HUISARTSEN		54.699	0,005%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		43.226	0,004%	F
STICHTING PGGM DEPOSITARY		144.494	0,014%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,001%	F
STICHTING PME PENSIOENFONDS		63.943	0,006%	F
STOREBRAND EUROPA		353.836	0,034%	F
STOREBRAND EUROPA PLUS		29.444	0,003%	F
STOREBRAND GLOBAL ALL COUNTRIES		181.885	0,017%	F
STOREBRAND LIVSFORSIKRING AS		273.370	0,026%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,001%	F
STRATEGY SICAV		1.521	0,000%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		3.999	0,000%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.043	0,002%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		659	0,000%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		3.155	0,000%	F
SWISS NATIONAL BANK		1.155.949	0,110%	F
SYCOMORE INCLUSIVE JOBS		239.616	0,023%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		2.839	0,000%	F
T. ROWE PRICE FUNDS SICAV		14	0,000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		26.500	0,003%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		56.915	0,005%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.190	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TANGERINE BALANCED GROWTH PORTFOLIO		7.529	0,001%	F
TANGERINE BALANCED INCOME PORTFOLIO		667	0,000%	F
TANGERINE BALANCED PORTFOLIO		5.023	0,000%	F
TANGERINE EQUITY GROWTH PORTFOLIO		9.862	0,001%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		23.194	0,002%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		309.768	0,030%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		88.474	0,008%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		4.977	0,000%	F
TD EUROPEAN INDEX FUND		2.777	0,000%	F
TD INTERNATIONAL EQUITY INDEX ETF		29.774	0,003%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		271.897	0,026%	F
TEACHERS RETIREMENT ALLOWANCES FUND		1	0,000%	F
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		73.937	0,007%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		364.087	0,035%	F
TELSTRA SUPERANNUATION SCHEME		11.054	0,001%	F
TEXAS PERMANENT SCHOOL FUND CORP		88.534	0,008%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		18.041	0,002%	F
TEXAS UTILITIES QUAL NDT PARTNERSHIP		2.393	0,000%	F
THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO		27.581	0,003%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		140.827	0,013%	F
THE ANNENBERG FOUNDATION.		5.501	0,001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		162.774	0,016%	F
THE ASSOCIATED BRITISH FOODS PENSION SCHEME		128.871	0,012%	F
THE BANK OF KOREA		1.168	0,000%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		98.769	0,009%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		77.518	0,007%	F
THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		61.987	0,006%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		1.719	0,000%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.616	0,000%	F
THE COMMONWEALTH FUND		1.507	0,000%	F
THE DAVID A DUFFIELD TRUST UAD 07/14/88		3.296	0,000%	F
THE ESB PENSION FUND		14.100	0,001%	F
THE FIRST CHURCH OF CHRIST SCIENTIST		1.046	0,000%	F
THE GREATER MANCHESTER PENSION FUND.		51.312	0,005%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		2.359	0,000%	F
THE HKSAR GOVERNMENT SCHOLARSHIP FUND		231	0,000%	F
THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		1.679	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		10.095	0,001%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		674	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		48.514	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		55.376	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		7.495	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		5.850	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: AXA IM GLOBAL EX JAPAN EQUITY MOTHER FUND		41.659	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		221	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129		3.374	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		8.854	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		32.088	0,003%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT T		42.544	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		15.892	0,002%	F
THE MINDEROO FOUNDATION TRUST		2.999	0,000%	F
THE MISSOURI FOUNDATION FOR HEALTH		8.979	0,001%	F
THE MONETARY AUTHORITY OF SINGAPORE		15.315	0,001%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		3.538	0,000%	F
THE NEMOURS FOUNDATION PENSION PLAN		471	0,000%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		15.886	0,002%	F
THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO		483	0,000%	F
THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT		1.909	0,000%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		113.400	0,011%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		577.453	0,055%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND		645.669	0,062%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		12.040	0,001%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		103.074	0,010%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY		8.838	0,001%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,000%	F
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST		8.403	0,001%	F
THEAM QUANT - EQUITY EUROPE DEFI		37.749	0,004%	F
THEAM QUANT - EQUITY EUROZONE DEFI		26.307	0,003%	F
THEAM QUANT - EQUITY WORLD DEFI		11.238	0,001%	F
THEAM QUANT - NEW ENERGY OPPORTUNITIES		5.293	0,001%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		75.506	0,007%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,001%	F
THRIFT SAVINGS PLAN		465.976	0,044%	F
THRIFT SAVINGS PLAN		1.508.162	0,144%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		5.385	0,001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		707.829	0,067%	F
TIMOTHY PLAN INTERNATIONAL ETF.		30.484	0,003%	F
TIMOTHY PLAN MARKET NEUTRAL ETF		13.932	0,001%	F
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST		2.594	0,000%	F
TOCQUEVILLE FINANCE ISR		6.100	0,001%	F
TONI ACTIONS ISR 100		81.674	0,008%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,003%	F
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP		2.795	0,000%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		3.936	0,000%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT		112.646	0,011%	F
TRINITY COLLEGE CAMBRIDGE		9.460	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		2.731	0,000%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		33.091	0,003%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,000%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		18.196	0,002%	F
TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH		4.708	0,000%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		2.989	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC		2	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC. C/O CORPORATION SERVICE COMPANY		15.919	0,002%	F
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		118.704	0,011%	F
TWO SIGMA INTERNATIONAL CORE		36.300	0,003%	F
TWO SIGMA WORLD CORE FUND LP		17.000	0,002%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,000%	F
UBS (IRL) ETF PLC		189.327	0,018%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		835.916	0,080%	F
UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)		143.143	0,014%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		64.205	0,006%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		172.624	0,016%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.681	0,000%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		929	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		447	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		2.958	0,000%	F
UBS ASSET MANAGEMENT LIFE LTD		197.319	0,019%	F
UBS COMMON CONTRACTUAL FUND		19.992	0,002%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		14.826	0,001%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT		103.869	0,010%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUN		18.766	0,002%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		262.625	0,025%	F
UBS FUND MANAGEMENT(LUXEMBOURG) SA		132.092	0,013%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		8.047	0,001%	F
UBS LUX FUND SOLUTIONS		1.107.038	0,106%	F
UI-FONDS BAV RBI AKTIEN		41.907	0,004%	F
UI-S		10.191	0,001%	F
UNIDIVIDENDENASS		26.993	0,003%	F
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY		3.908	0,000%	F
UNIGEST, S.G.I.I.C., S.A.U.		25.140	0,002%	F
UNIGLOBAL DIVIDENDE		52.898	0,005%	F
UNISUPER		6.463	0,001%	F
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE		2.571	0,000%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,000%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH		776.739	0,074%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		19.853	0,002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO UMWELT UND NACHHALTIGKEITS FONDS		6.828	0,001%	F
UNIVERSAL INVESTMENT GMBH		50.500	0,005%	F
Universal-Investment-Gesellschaft mbH		111.835	0,011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		6.504	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR EPX-ASUS-SHARES		38.288	0,004%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		3.377	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		10.218	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		18.344	0,002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		8.097	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/SAI-UNIVERSAL-FONDS SEGMENT (UI491401)		57.034	0,005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		2.790	0,000%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUIFONDS SAA		48.888	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		3.811	0,000%	F
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO		38.899	0,004%	F
UNIVERSITIES SUPERANNUATION SCHEME		4.468	0,000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,001%	F
US LEGACY INCOME COMMON TRUST FUND		109.296	0,010%	F
USAA CASUALTY INSURANCE COMPANY		6.418	0,001%	F
USAA GENERAL INDEMNITY COMPANY		3.500	0,000%	F
UTAH STATE RETIREMENT SYSTEMS		53.430	0,005%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL		35.771	0,003%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SP		23.470	0,002%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		65.033	0,006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		49.236	0,005%	F
VANECK ETFS N.V.		139.969	0,013%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		11.362	0,001%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		3.806.284	0,363%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		11.098	0,001%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		71.158	0,007%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		11.930	0,001%	F
VANGUARD EUROPEAN STOCK INDEX FUND		936.589	0,089%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		78.497	0,007%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		436.973	0,042%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		3.046.914	0,291%	F
VANGUARD FTSE ALL WORLD EX US INDEX FUND		908.668	0,087%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		68.526	0,007%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		4.915	0,000%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		5.989	0,001%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		576.026	0,055%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		174.500	0,017%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		12.045	0,001%	F
VANGUARD INTL HIGH DIV YLD INDEX FD		272.438	0,026%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		499.581	0,048%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		10.404	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD		7.111	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD		10.945	0,001%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		128.461	0,012%	F
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF		12.396	0,001%	F
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF		7.158	0,001%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF		2.277	0,000%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.284.662	0,599%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		259.772	0,025%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		23.947	0,002%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		9.527	0,001%	F
VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE		25.205	0,002%	F
VEBA PARTNERSHIP N LP		13.171	0,001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		19.014	0,002%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS		81.873	0,008%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		11.515	0,001%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		39.787	0,004%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		15.266	0,001%	F
VGV POOLFONDS PA1		14.394	0,001%	F
VIA SMART-EQUITY EUROPE		75.652	0,007%	F
VIA SMART-EQUITY WORLD		30.912	0,003%	F
VICTORY MARKET NEUTRAL INCOMEFUND		497.054	0,047%	F
VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.		7.663	0,001%	F
VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF		18.353	0,002%	F
VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.		22.110	0,002%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		264.683	0,025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		23.971	0,002%	F
VIRGINIA RETIREMENT SYSTEM		93	0,000%	F
VIVACCIO ISR ACTIONS		318.739	0,030%	F
VOYA BALANCED INCOME PORTFOLIO		4.401	0,000%	F
VOYA BALANCED PORTFOLIO		4.459	0,000%	F
VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND		31.401	0,003%	F
VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND		95.786	0,009%	F
VOYA GLOBAL EQUITY FUND		48.828	0,005%	F
VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		102.250	0,010%	F
VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		154.493	0,015%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		32.195	0,003%	F
VOYA VACS INDEX SERIES I PORTFOLIO		43.045	0,004%	F
WASHINGTON STATE INVESTMENT BOARD		434.809	0,041%	F
WBW TRUST NUMBER ONE		814	0,000%	F
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N		1	0,000%	F
WESPATH FUNDS TRUST		5.546	0,001%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		5.466	0,001%	F
WHEELS COMMON INVESTMENT FUND.		456	0,000%	F
WILLIS TOWERS WATSON GROUP TRUST		36.938	0,004%	F
WINDWISE MSCI EAFE INDEX NON LENDING		13.123	0,001%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		41.440	0,004%	F
WISDOMTREE GLOBAL HIGH DIVIDENDFUND		5.687	0,001%	F
WISDOMTREE INTERNATIONAL EQUITYFUND		87.226	0,008%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		69.321	0,007%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND		99.106	0,009%	F
WISDOMTREE ISSUER ICAV		10.939	0,001%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,001%	F
WM POOL - EQUITIES TRUST NO. 75		140.856	0,013%	F
WM POOL - EQUITIES TRUST NO. 76 - ROBECO		1.846	0,000%	F
WM POOL - GLOBAL EQUITIES TRUST NO.6		15.631	0,001%	F
WORLD EQUITIES		951	0,000%	F
WORLD TRADE ORGANIZATION PENSION PLAN		3.985	0,000%	F
WYOMING RETIREMENT SYSTEM		6.594	0,001%	F
XTRACKERS		718.206	0,068%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		519.126	0,050%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		925	0,000%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		2.858	0,000%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.639	0,000%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		156.521	0,015%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		22.189	0,002%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.058	0,000%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		3.361	0,000%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		2.313	0,000%	F
ZEPHYR - OPTIMISED PLUS 2		2.914	0,000%	F
ZURICH INVEST ICAV		58.265	0,006%	F
Zwitserleven Institutionele Beleggingsfondsen - Zwitserleven Duurzaam Index Aandelenfonds Europa		13.062	0,001%	F
ALPHAJET EUROPE IMPACT360		2.000	0,000%	C
CHURCH COMMISSIONERS FOR ENGLAND		6.393	0,001%	C
IRCANTEC PAB AMUNDI		2.011	0,000%	C
La Francaise Systematic European Equities		71.144	0,007%	C
La Francaise Systematic Multi Asset Allocation		2.948	0,000%	C
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		344.602	0,033%	C
STICHTING BLUE SKY LIQUID ASSET FUNDS		40.630	0,004%	C
CITY OF NEW YORK GROUP TRUST		100.077	0,010%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.011	0,000%	A
OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		9.074	0,001%	A
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		31.796	0,003%	A
Totale votanti		**1.048.704.718**	**100%**	

Legenda
F - Favorevole
C - Contrario
A - Astenuto
Lx - Lista x
NV - Non Votante
NE - Non Espresso

All. C e
racc. 36550

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 2 della parte ordinaria

Destinazione dell'utile di esercizio.

	n. azioni	% azioni rappresentate in assemblea	% del Capitale Sociale
Quorum costitutivo assemblea	1.048.704.718	100%	80,292%
Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo):	1.048.704.718	100,000%	80,292%
Azioni per le quali il RD non dispone di istruzioni:	0	0,000%	0,000%

	n. azioni	% partecipanti al voto	% del Capitale Sociale
Favorevole	1.048.418.418	99,973%	80,270%
Contrario	276.215	0,026%	0,021%
Astenuto	10.085	0,001%	0,001%
Totali	1.048.704.718	100,000%	80,292%

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POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 2 della parte ordinaria

Destinazione dell'utile di esercizio.

Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del Dottor Massimiliano Chiadò Piat

Anagrafica	CF/PI	Azioni	% su votanti	Voto
1895 FONDS FGR		16.283	0,002%	F
1975 IRREV TRUST OF C D WEYERHAEUSER		675	0,000%	F
405 MSTV I LP		75.684	0,007%	F
801 INVESTMENTS LLC		4.605	0,000%	F
AA NATIXIS ACTIONS MIN VAR		41.994	0,004%	F
AA SSGA Actions Euro		20.562	0,002%	F
AA SSGA Actions Indice Euro		115.957	0,011%	F
AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO		88.957	0,008%	F
AB COLLECTIVE INVESTMENT TRUST SERIES		6.850	0,001%	F
AB GLOBAL RISK ALLOCATION FUND INC		5.111	0,000%	F
AB SICAV I - ALL MARKET INCOME		175.114	0,017%	F
AB SICAV III - DYNAMIC ALL MAR		997	0,000%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		1.127	0,000%	F
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO		5.015	0,000%	F
ABB PENSION FUND		1.101	0,000%	F
ABN AMRO FUNDS		10.625	0,001%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND		35.611	0,003%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		26.631	0,003%	F
ABU DHABI PENSION FUND		39.857	0,004%	F
ACCIDENT COMPENSATION CORPORATION		282.534	0,027%	F
ACHMEA IM GLOBAL EQ FND EUR		9.899	0,001%	F
ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV		19.083	0,002%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		35.020	0,003%	F
ACS 30:70 GLOBAL EQUITY TRACKER FUND		8.919	0,001%	F
ADVANCE PLANNING LIMITED		1.873	0,000%	F
ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO		39.498	0,004%	F
ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO		90.024	0,009%	F
ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO		111.514	0,011%	F
ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO		173.948	0,017%	F
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO		92.350	0,009%	F
ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO		20.884	0,002%	F
ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		167.203	0,016%	F
ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO		3.715	0,000%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		641	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AEGON CUSTODY B.V.		245.994	0,023%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,003%	F
AIB GROUP IRISH PENSION SCHEME		10.077	0,001%	F
AIM EQUITY EUROPE CANTONS MAIN		7.996	0,001%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		83.490	0,008%	F
ALASKA COMMON TRUST FUND		17.333	0,002%	F
ALASKA PERMANENT FUND CORPORATION		190.990	0,018%	F
ALBERTA INVESTMENT MANAGEMENT CORPORATION		33.700	0,003%	F
ALFRED I. DUPONT CHARITABLE TRUST		10.656	0,001%	F
ALLEANZA OBBLIGAZIONARIO		174.508	0,017%	F
ALLIANZ AZIONI ITALIA ALL STARS LL STARS		475.000	0,045%	F
ALLIANZ EUROPEAN PENSION INVESTMENTS		858.042	0,082%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		3.760	0,000%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		16.086	0,002%	F
ALLIANZ ITALIA 50 SPECIAL		30.000	0,003%	F
ALLIANZGI S AKTIEN		178.438	0,017%	F
ALLIANZGI-FONDS GANO 2		8.647	0,001%	F
ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA		323.114	0,031%	F
ALLIANZGI-FONDS TOSCA		2.755	0,000%	F
ALPHAJET EUROPE IMPACT360		2.000	0,000%	F
AMERICAN BUREAU OF SHIPPING		1.128	0,000%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		170.424	0,016%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		7.484	0,001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		8.564	0,001%	F
AMERICAN HEART ASSOCIATION, INC.		1.142	0,000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,001%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,003%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		5.773	0,001%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		82.369	0,008%	F
AMSELECT - HSBC EURO EQUITY VALUE		458.984	0,044%	F
AMUNDI ACTIONS EURO ISR		60.901	0,006%	F
AMUNDI ACTIONS EUROPE ISR		9.386	0,001%	F
AMUNDI AMBITION NET ZERO CARBONE		27.022	0,003%	F
AMUNDI ESG GLOBAL LOW CARBON FUND		66.230	0,006%	F
AMUNDI ESG IMPROVERS EURO		728.649	0,069%	F
Amundi Etf ICAV		16.154	0,002%	F
Amundi Etf ICAV - Amundi S and P 500 Equal Weight Esg Leaders Ucits Etf		23.693	0,002%	F
Amundi Etf ICAV - Amundi SandP 500 Equal Weight Esg Leaders Ucits Etf		23.578	0,002%	F
AMUNDI EURO iSTOXX CLIMATE PARIS ALIGNED PAB		2.977	0,000%	F
Amundi Euro Stoxx Select Dividend 30		202.348	0,019%	F
AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS		530.209	0,051%	F
AMUNDI FTSE MIB		305.441	0,029%	F
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY		4.274	0,000%	F
AMUNDI FUNDS EQUITY EURO RISK PARITY		26.958	0,003%	F
AMUNDI FUNDS GLOBAL PERSPECTIVES		5.440	0,001%	F
AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT		75.477	0,007%	F
AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA		548	0,000%	F
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND		18.023	0,002%	F
AMUNDI INDEX MSCI EMU SRI		112.044	0,011%	F
AMUNDI INDEX MSCI EUROPE		176.151	0,017%	F
Amundi Index MSCI Europe SRI		370.089	0,035%	F
AMUNDI INDEX MSCI WORLD		43.138	0,004%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE		5.100	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL		9.360	0,001%	F
AMUNDI MSCI ACWI SRI PAB UCITS ETF		1.075	0,000%	F
Amundi MSCI EMU ESG CTB Net Zero Ambit		50.570	0,005%	F
AMUNDI MSCI EMU ESG Leaders Select		396.607	0,038%	F
AMUNDI MSCI EUROPE		164.908	0,016%	F
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB		2.713	0,000%	F
AMUNDI MSCI EUROPE EX SWITZERLAND		44.635	0,004%	F
AMUNDI MSCI WORLD		2.906.000	0,277%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB		6.898	0,001%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR		3.448	0,000%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB		3.552	0,000%	F
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT		1.183	0,000%	F
AMUNDI PATRIMOINE PEA		99.683	0,010%	F
AMUNDI PRIME EUROZONE		10.113	0,001%	F
AMUNDI STOXX EUROPE 600		381.560	0,036%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		2.838	0,000%	F
AMUNDI STRATEGIES ACTIONS EURO CORE +		18.689	0,002%	F
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY		614	0,000%	F
ANDRA AP-FONDEN		51.120	0,005%	F
AP ACTIONS 1 EURO		18.066	0,002%	F
APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND		18.964	0,002%	F
AQR ABS RETURN MASTER NON FLIP		1.082.147	0,103%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT LP		123.126	0,012%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		9.874	0,001%	F
AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		6.563	0,001%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.		331.455	0,032%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. C/O AQR CAPITAL MANAGEMENT LL C.		15.223	0,001%	F
AQR FUNDS - AQR GLOBAL EQUITY FUND		56.733	0,005%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		314.883	0,030%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.862	0,076%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		88.686	0,008%	F
AQR FUNDSAQR MULTIASSET FUND		42.319	0,004%	F
AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.		2.906	0,000%	F
AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		787	0,000%	F
AQR INNOVATION FUND L.P.		848	0,000%	F
AQR INNOVATION FUND L.P.- SE RIES		13.116	0,001%	F
AQR INNOVATION FUND, L.P.		1.599	0,000%	F
AQR LUX FUNDS AQR DIVERSIFIED RISK PR		562.436	0,054%	F
AQR LUX FUNDS-AQR DIVERSIFIED RISK PREMIA FUND		713	0,000%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		6.682	0,001%	F
AQR STYLE PREMIA MASTER ACCOUNT L.P..		28.125	0,003%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		26.532	0,003%	F
AQR TAX AWARE TOTAL RETURN FUND LLC		51.643	0,005%	F
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC		772	0,000%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		788.070	0,075%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		7.789	0,001%	F
ARERO - DER WELTFONDS - ESG		10.139	0,001%	F
ARIZONA PSPRS TRUST		96.703	0,009%	F
ARIZONA STATE RETIREMENT SYSTEM		130.874	0,012%	F
ARKWRIGHT, LLC		1.611	0,000%	F
ARR INT EX US ALPHA EXTENSION TRUST FUND		67.768	0,006%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		544.310	0,052%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		104.871	0,010%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		4.360	0,000%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P		11.142	0,001%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP.		13	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUE TRUST FUND		5.815	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND		24.300	0,002%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED		6.630	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.		55	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		14.434	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		2.438	0,000%	F
ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U		148.877	0,014%	F
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI		267.501	0,026%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT.		86	0,000%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED		12.163	0,001%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD		1.230	0,000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		1.277.509	0,122%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		466.760	0,045%	F
ARROWSTREET GLOBAL EQUITY FUND		141.585	0,014%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		10.634	0,001%	F
ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION.		48.582	0,005%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		152.655	0,015%	F
ARROWSTREET US GROUP TRUST		1.551.175	0,148%	F
ARROWSTREET US GROUP TRUST - ARROWST GBL EQU - ALPHA EXT FD		68.624	0,007%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP		103.496	0,010%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET U		43.660	0,004%	F
ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY-		370	0,000%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		387.657	0,037%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		467.397	0,045%	F
ARTEMIS SMARTGARP PARIS-ALIGNED GLOBAL EQUITY		21.346	0,002%	F
ASCENSION ALPHA FUND LLC		5.470	0,001%	F
ASIAN DEVELOPMENT BANK		72.000	0,007%	F
ASR INSTITUT FONDSEN EUR AANDELEN		375.637	0,036%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF.		33.016	0,003%	F
ASSURDIX		41.260	0,004%	F
ATCP-UI-FONDS		1.928	0,000%	F
AURION GLOBAL EQUITY FUND		1.588	0,000%	F
AUSTRALIAN CAPITAL TERRITORY		18.030	0,002%	F
AUSTRALIAN NATIONAL UNIVERSITY		3.890	0,000%	F
AUSTRALIAN RETIREMENT TRUST		413.532	0,039%	F
AUSTRALIANSUPER		5.957	0,001%	F
AUTORIDADE MONETARIA DE MACAU		8.262	0,001%	F
AVADIS FUND-AKTIEN WELT AST 2		10.351	0,001%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,001%	F
AVALON PORTFOLIO II LLC		1.928	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Aviva Investors Funds ACS - AI Balanced Life Fund		829	0,000%	F
Aviva Investors Funds ACS - AI Balanced Pension Fund		14.856	0,001%	F
Aviva Investors Funds ACS - AI Cautious Pension Fund		234	0,000%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,001%	F
Aviva Investors Passive Funds ACS - AI 30:70 Global Equity (Currency Hedged) Index Fund		3.437	0,000%	F
Aviva Investors Passive Funds ACS - AI 50:50 Global Equity Index Fund		4.066	0,000%	F
Aviva Investors Passive Funds ACS - AI 60:40 Global Equity Index Fund		12.856	0,001%	F
Aviva Investors Passive Funds ACS - AI Continental European Equity Index Fund		65.432	0,006%	F
Aviva Investors Passive Funds ACS - AI Developed European ex UK Equity Index Fund		51.040	0,005%	F
Aviva Investors Passive Funds ACS - AI Developed World ex UK Equity Index Fund		14.070	0,001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		163	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		2.413	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		3.277	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		3.251	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,000%	F
Aviva Investors UK Fund Services Limited		63.500	0,006%	F
AVIVA LIFE & PENSIONS IRELAND DAC		30.948	0,003%	F
AVIVA LIFE & PENSIONS UK LIMITED		77.859	0,007%	F
Aviva Life and Pensions UK Limited		4.340	0,000%	F
AWARE SUPER		109.895	0,010%	F
AXA AA DIVERSIFIE INDICIEL 1		33.825	0,003%	F
AXA PEA REGULARITE		1.398.856	0,133%	F
AZ FUND 1 AZ ALLOCATION ITALIAN TREND		123.652	0,012%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30		2.800	0,000%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70		72.700	0,007%	F
AZ FUND 1 AZ ALLOCATION TREND		272.633	0,026%	F
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA		6.300	0,001%	F
AZIMUT CAPITAL MANAGEMENT SGR SPA		10.700	0,001%	F
AZIMUT LIFE DAC		1.279	0,000%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		8.225	0,001%	F
AZL INTERNATIONAL INDEX FUND		33.256	0,003%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		11.588	0,001%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		10.983	0,001%	F
BANK OF BOTSWANA.		3.575	0,000%	F
BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION		51.269	0,005%	F
BANK OF KOREA		83	0,000%	F
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		2.778	0,000%	F
BEAR CREEK INC		9.951	0,001%	F
BEAT DRUGS FUND ASSOCIATION		582	0,000%	F
BEL EQUITY EUROPE ESG		92.625	0,009%	F
BERESFORD FUNDS ICAV		1.832	0,000%	F
BESSEMER TRUST CO CLEARING ACCT		9.300	0,001%	F
Best Investment Corporation		2.881	0,000%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,000%	F
BEVEILIGING MANDAAT SSGA RE AANDELEN		20.073	0,002%	F
BEWAARSTICHTING NNIP I		136.001	0,013%	F
BFT PARTNERS VIA EQUITY EUROPE SRI		39.962	0,004%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
BG MASTER FUND ICAV		1.092	0,000%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND		180.507	0,017%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		21.462	0,002%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		374.165	0,036%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		13.099	0,001%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		71.213	0,007%	F
BLACKROCK CDN WORLD INDEX FUND		47.274	0,005%	F
BLACKROCK FUND MANAGERS LTD		26.501	0,003%	F
BLACKROCK FUNDS I ICAV		12.949	0,001%	F
BLACKROCK GLOBAL FUNDS		26.612	0,003%	F
BLACKROCK GLOBAL INDEX FUNDS		30.340	0,003%	F
BLACKROCK IG INTERNATIONAL EQUITY POOL		36.945	0,004%	F
BLACKROCK INDEX SELECTION FUND		306.020	0,029%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		100	0,000%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		4.414.316	0,421%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		5.785	0,001%	F
BLACKROCK LIFE LIMITED		17.872	0,002%	F
BLACKROCK LIFE LTD		163.704	0,016%	F
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		87.055	0,008%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		429	0,000%	F
BLACKROCK UCITS CCF		38.809	0,004%	F
BLKB Equity Switzerland Focus		509.323	0,049%	F
BMO DIVERSIFIED INCOME PORTFOLIO		7.176	0,001%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.391	0,000%	F
BMO MSCI EAFE INDEX ETF		155.952	0,015%	F
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED		276.470	0,026%	F
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE		102.160	0,010%	F
BNP PARIBAS EASY - MSCI EUROPE EX CW		148.176	0,014%	F
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED		432.414	0,041%	F
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED		121.332	0,012%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-Series PAB 5 Capped UCITS ETF		3.682	0,000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF		3.573	0,000%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		61.929	0,006%	F
BNP PARIBAS FINANCE EUROPE ISR		162.806	0,016%	F
BNY MELLON INTERNATIONAL EQUITY ETF		14.261	0,001%	F
BNY MELLON INTERNATIONAL STOCK INDEX FUND		8.917	0,001%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		1	0,000%	F
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND		22.256	0,002%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		4.820	0,000%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		4	0,000%	F
BOC PRUDENTIAL EUROPEAN INDEX FUND		34.184	0,003%	F
BRIDGE BUILDER INTERNATIONAL E		26.078	0,002%	F
BRIDGE BUILDER TAX MANAGED		3.267	0,000%	F
BRIDGEWATER ASSOCIATES		4.752	0,000%	F
BRIDGEWATER BLUE PEAK FUND LP.		28	0,000%	F
BRIDGEWATER PURE ALPHA FUND III, LTD		3.651	0,000%	F
BRIDGEWATER PURE ALPHA STERLING FUND LTD		1.382	0,000%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD.		24.955	0,002%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY LTD		2.698	0,000%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.264	0,003%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		682	0,000%	F
BRUCE POWER PENSION PLAN		20.755	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BRUNEI SHELL RETIREMENT BENEFIT FUND		1.127	0,000%	F
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR		12.525	0,001%	F
BT INTERNATIONAL FUND		27.824	0,003%	F
BUILDERS ASSET MANAGEMENT LLC		19.011	0,002%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,000%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		543	0,000%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		1.722	0,000%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		17.159	0,002%	F
BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST		3.434	0,000%	F
BW DMO FUND LTD.		7.418	0,001%	F
BW PASPG LTD		1.894	0,000%	F
BWM PA 24 LTD		2.642	0,000%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		1.061.331	0,101%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		2.802	0,000%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.116	0,002%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.086	0,000%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		582.239	0,056%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,000%	F
CAPULA TAIL RISK MASTER FUND LIMITED		2.313	0,000%	F
CARDANO COMMON CONTRACTUAL FUND		2.143	0,000%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		35.851	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,001%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	43,591%	F
CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	80027390584	18.030.000	1,719%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		5.218	0,000%	F
CATERPILLAR INVESTMENT TRUST.		3.869	0,000%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.443	0,000%	F
CENTRAL BANK OF IRELAND		6.498	0,001%	F
CENTRAL BANK OF IRELAND - MSCI PAB		7.779	0,001%	F
CENTRAL PROVIDENT FUND BOARD		2.778	0,000%	F
CERVURITE INTERNATIONAL LLC		27.240	0,003%	F
CFSIL RE CNEALTH GS FD 16		10.625	0,001%	F
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		53.494	0,005%	F
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1		116.856	0,011%	F
CHCP GLOBAL SECURITIES LP		2.533	0,000%	F
CHEVRON MASTER PENSION TRUST		115.225	0,011%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.393	0,001%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		7.046	0,001%	F
CI MORNINGSTAR INTERNATIONAL VALUE INDEX ETF		81.595	0,008%	F
CIBC EUROPEAN INDEX FUND		1	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		777	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		667	0,000%	F
CIBC INTERNATIONAL EQUITY PRIVATE POOL		1	0,000%	F
CIBC INTERNATIONAL INDEX FUND		1	0,000%	F
CINDY SPRINGS LLC		42.020	0,004%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T		390.180	0,037%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO		40.041	0,004%	F
CITITRUST LIMITED		6.213	0,001%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		2.634	0,000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		57.239	0,005%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,002%	F
CITY OF NEW YORK GROUP TRUST		100.077	0,010%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		30.423	0,003%	F
CITY UNIVERSITY OF NEW YORK		331	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
CMAP SRPA FUND LIMITED PORTFOLIO MARGIN ACCTS		29.573	0,003%	F
CMLA INDEXED GLOBAL SHARE FUND		1.678	0,000%	F
CNP ASSUR VALUE ET MOMENTUM		28.689	0,003%	F
CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		724	0,000%	F
COLLEGE RETIREMENT EQUITIES FUND		506.430	0,048%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,001%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		14.448	0,001%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		237.154	0,023%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		4.907	0,000%	F
COMMONWEALTH GLOBAL SHARE FUND 17,		917.736	0,088%	F
COMMONWEALTH GLOBAL SHARE FUND 30.		11.399	0,001%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR		73.284	0,007%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		2.955	0,000%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		77.885	0,007%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		723	0,000%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.796	0,001%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		655	0,000%	F
CONSOLIDATED EDISON RETIREMENT PLAN		9.702	0,001%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,000%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,000%	F
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.		32.775	0,003%	F
COUNSEL DEFENSIVE GLOBAL EQUITY		861	0,000%	F
COV WACHSTUM MF		2.728	0,000%	F
CPPIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD		18.425	0,002%	F
CPR Europe ESG Poche COR		53.094	0,005%	F
CREDIT SUISSE INDEX FUND (IE) ETF ICAV		11.411	0,001%	F
CREDIT SUISSE INDEX FUND (LUX)		521.871	0,050%	F
CRELAN INVEST BALANCED		34.743	0,003%	F
CRELAN INVEST CONSERVATIVE		4.445	0,000%	F
CRELAN INVEST DYNAMIC		16.561	0,002%	F
CSIF CH Equity EMU UBS Fund Management Switzerland AG		18.468	0,002%	F
CSIF CH III Equity World ex CH Climate Change Blue Pension Fund Plus UBS FM Switzerland AG		236	0,000%	F
CSIF CH III Equity World ex CH Value Weighted Pension Fund UBS Fund Management Switzerland AG		3.330	0,000%	F
CSIF4 Credit Suisse Lux Global High Income Fund USD		17.560	0,002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		45.744	0,004%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATI		88.762	0,008%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX		1.159	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		2.126	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		5.356	0,001%	F
DANMARKS GRUNDFORSKNINGFOND		1.576	0,000%	F
Danske Bank Puljer		61.980	0,006%	F
DANSKE INVEST ALLOCATION		40.365	0,004%	F
DEAM FONDS ZDV		5.062	0,000%	F
DEAM-FONDS CPT		5.000	0,000%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		80.940	0,008%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		2.724	0,000%	F
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG		18.332	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH GLOBALE AKTIEN		37.259	0,004%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		151.287	0,014%	F
DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1 U01		154.225	0,015%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,001%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		515.625	0,049%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF		18.260	0,002%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		4.235	0,000%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		47.410	0,005%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		19.101	0,002%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		43.984	0,004%	F
DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL		10.342	0,001%	F
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS		14.000	0,001%	F
DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF		18.612	0,002%	F
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF		5.471	0,001%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,001%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U04		63.150	0,006%	F
DEKA INVESTMENT GMBH W/SVAM-FONDS		8.459	0,001%	F
DEKA INVESTMENT GMBH W/SVN II-FONDS		4.879	0,000%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		2.018	0,000%	F
DEKA VALUE PLUS		134.730	0,013%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.		34.000	0,003%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHUETTUNGSCONCEPT REGIONAL NACHHALTIG		9.200	0,001%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC AKTIEN GLOBAL		21.000	0,002%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC PROFESSIONELL AKTIEN		12.000	0,001%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		75.571	0,007%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		4.057	0,000%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		33	0,000%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		1.122	0,000%	F
DESTINATIONS INTERNATIONAL EQU		11.163	0,001%	F
DEUTSCHE DCG EQ		1.926	0,000%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,000%	F
DFI LP EQUITY (PASSIVE		532	0,000%	F
DIGNITY PRE ARRANGEMENT LIMITED		2.247	0,000%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,000%	F
DIOCESE OF VENICE PENSION PLAN AND TRUST		206	0,000%	F
DNB BANK ASA		4.485	0,000%	F
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING		22.120	0,002%	F
DWS INVESTMENT GMBH FOR BALOISE-AKTIENFONDS DWS		22.000	0,002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		4.900	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		1.536	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,001%	F
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND		4.616	0,000%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT		71.015	0,007%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO		1.939	0,000%	F
DWS MULTI ASSET PIR FUND		75.000	0,007%	F
DYNASTY INVEST LTD		1.134	0,000%	F
EARNEST INSTITUTIONAL LLC		104	0,000%	F
EATON VANCE EQUITY HARVEST FUNDLLC		11.626	0,001%	F
EFFEPILUX SICAV AZIONARIO EURO		56.122	0,005%	F
EGEPARGNE 2 DIVERSIFIE		25.982	0,002%	F
EMBO-FONDS		14.469	0,001%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		1.533	0,000%	F
EMN ASC FUND LP		8.164	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		48.611	0,005%	F
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		676	0,000%	F
EMPOWER ANNUITY INSURANCE COMPANY		85.168	0,008%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		61.814	0,006%	F
ENHANCED INDEX SUSTAINABLE GLOBAL EQUITY FUND I NL		433.313	0,041%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		5.749.190	0,548%	F
Ente nazionale di Previdenza ed Assistenza Medici (E.N.P.A M		200.000	0,019%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG		33.001	0,003%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		21.793	0,002%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		3.905	0,000%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.276	0,001%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		8.341	0,001%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		11.470	0,001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		16.865	0,002%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		47.177	0,004%	F
EQUIPSUPER		8.669	0,001%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.826	0,000%	F
EQUITY FUND WORLD DBI-RDT		17.843	0,002%	F
ERAFP Actions Euro I		979.089	0,093%	F
ERISA ACTION EUROPE N 2		29.868	0,003%	F
ERISA ACTIONS GRANDES VALEURS		811.766	0,077%	F
ERS TEXAS ARROWSTREET INTERNATIONAL 967825		5.730	0,001%	F
ERSTE ASSET MANAGEMENT GMBH		474.800	0,045%	F
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)		1.335	0,000%	F
EUROPEAN EQUITIES 1		53.036	0,005%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,000%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,001%	F
FAMILY INVESTMENTS CHILD TRUST FUND		9.523	0,001%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		7.919	0,001%	F
FCM INTERNATIONAL LLC		835	0,000%	F
FCP HUMANIS RETRAITE ACTIONS		151.538	0,014%	F
FCP SODIUM I		19.002	0,002%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		15.223	0,001%	F
FGV - ACTIONS EUROPE LM B		332.657	0,032%	F
FGV ACTIONS EUROPE LM A		12.900	0,001%	F
FIDDLER PARTNERS LLC		474	0,000%	F
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND		1.325.877	0,126%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		11.351	0,001%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		67.347	0,006%	F
FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF		221.038	0,021%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		468	0,000%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		43.232	0,004%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		71.220	0,007%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		555.052	0,053%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		223.690	0,021%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		38.569	0,004%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		172.023	0,016%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND		14.771	0,001%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND		774.754	0,074%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		181.704	0,017%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		2.642	0,000%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		6.735	0,001%	F
FINALTIS EFFICIENT BETA EURO		8.721	0,001%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		2.707	0,000%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		451.621	0,043%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		10.325	0,001%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		55.901	0,005%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		367.568	0,035%	F
FISCHER FAMILY TRUST		1.424	0,000%	F
FJARDE AP-FONDEN.		1	0,000%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		9.757	0,001%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		2.622	0,000%	F
FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION		12.378	0,001%	F
FLORIDA GLOBAL EQUITY FUND LLC		6.397	0,001%	F
FLORIDA RETIREMENT SYSTEM		1	0,000%	F
FLORIDA RETIREMENT SYSTEM TRUST FUND		2	0,000%	F
FLOURISH INVESTMENT CORPORATION		33.183	0,003%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,002%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		3.437	0,000%	F
FONDATION BOTNAR..		18.261	0,002%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		1.933	0,000%	F
FONDOPOSTE		24.747	0,002%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,000%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		13.060	0,001%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,000%	F
FOREIGN STOCK INDEX MOTHER FUND		24.593	0,002%	F
FORSTA AP - FONDEN		135.229	0,013%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,001%	F
FRANCIS FAMILY FUND APS		3.127	0,000%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		5.460	0,001%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF		2.832	0,000%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF		1.644	0,000%	F
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG		63.756	0,006%	F
FRANKLIN TEMPLETON ICAV		840	0,000%	F
FUNDACAO CALOUSTE GULBENKIAN		8.073	0,001%	F
FUNDO DE PENSOES		5.355	0,001%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,001%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		83.841	0,008%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		14.298	0,001%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		2.736	0,000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		14.330	0,001%	F
G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES		31.395	0,003%	F
GARD UNIT TRUST		6.700	0,001%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.213	0,000%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		531.629	0,051%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GENERALI SMART FUNDS		15.000	0,001%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		141.100	0,013%	F
GENUS FOSSIL FREE DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		31.700	0,003%	F
GERANA SICAV-SIF, S.A.		18.904	0,002%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		3.916	0,000%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		2.795	0,000%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		366.416	0,035%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,000%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		13.249	0,001%	F
GLOBAL MULTI-FACTOR EQUITY FUND		18.746	0,002%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED		127	0,000%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		20.433	0,002%	F
GMO BENCHMARK-FREE FUND		4.445	0,000%	F
GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND		1.758	0,000%	F
GMO MULTI-ASSET TRUST		6.417	0,001%	F
GODFOND SVERIGE & VARLDEN		4.688	0,000%	F
GOLDMAN SACHS ETF ICAV		69	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E		2.247	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT		395.428	0,038%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		28.702	0,003%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO		21.428	0,002%	F
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF		7.631	0,001%	F
GOLDMAN SACHS FUNDS		7.340	0,001%	F
GOLDMAN SACHS FUNDS III		163.090	0,016%	F
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND		28.270	0,003%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		25.471	0,002%	F
GOVERNMENT PENSION INVESTMENT FUND		2.490.929	0,238%	F
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC		3.964	0,000%	F
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.		3.228	0,000%	F
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND		12.968	0,001%	F
GREAT WEST INTERNATIONAL INDEX FUND		56.701	0,005%	F
GREEN CENTURY MSCI INTERNATION		20.944	0,002%	F
GUIDEMARK WORLD EX-US FUND		19.325	0,002%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		62.817	0,006%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		25.999	0,002%	F
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND		4.837	0,000%	F
HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND		246.925	0,024%	F
HAWTHORN DM LLC		7.505	0,001%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		1.363	0,000%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		367	0,000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		9.738	0,001%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,001%	F
HC RENTE		2.688	0,000%	F
HELVETIA I EUROPA		39.020	0,004%	F
HESTA		254.476	0,024%	F
HI-Aktien-Aktiv-Fundamental-SFonds		70.000	0,007%	F
HI-PNWL-DIVIDENDE-PLUS-FONDS		125.799	0,012%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		321.507	0,031%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND		28.493	0,003%	F
Horizon Business SRI Dyn DBI-RDT		14.779	0,001%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		15.571	0,001%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		44.955	0,004%	F
HRW TESTAMENTARY TRUST NO. 1		3.552	0,000%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,000%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,000%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,000%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,000%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,000%	F
HSBC ACTIONS MONDE		111.572	0,011%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		119.561	0,011%	F
HSBC ETFs Public Limited Company		129	0,000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		8.293	0,001%	F
HSBC ETFs Public Limited Company - HSBC MSCI World UCITS ETF		13.197	0,001%	F
HSBC EURO ACTIONS		362.685	0,035%	F
HSBC GLOBAL INVESTMENT FUNDS		528.510	0,050%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		22.978	0,002%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		18.051	0,002%	F
HSBC INTERNATIONAL EQUITY INDEX FUND		6.327	0,001%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		13.554	0,001%	F
HUMANIS RETRAITE DIVERSIFIE		503.183	0,048%	F
IBM 401(K) PLUS PLAN TRUST		78.149	0,007%	F
IBM PERSONAL PENSION PLAN TRUST		1.358	0,000%	F
IBM RETIREMENT PLAN		1.508	0,000%	F
IF IST - EUROPE INDEX SRI		9.133	0,001%	F
IF IST - GLOBE INDEX		7.690	0,001%	F
IF IST - GLOBE INDEX SRI		1.197	0,000%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		358.791	0,034%	F
ILA - A-ILDSCG		2.038	0,000%	F
ILA - A-ILEZEQG		10.354	0,001%	F
ILA - A-ILGLOEQG		4.718	0,000%	F
ILA - A-ILGLOEQN		852	0,000%	F
ILA-A-ILSDMH		48.484	0,005%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		21.659	0,002%	F
ILA-LA WORLD ESG SCREENED FUND		5.226	0,000%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		136.648	0,013%	F
IMPAX INTERNATIONAL SUSTAINABLE ECONOMY FUND		196.630	0,019%	F
IMPERIAL INTERNATIONAL EQUITY POOL		3	0,000%	F
IMPERIAL OVERSEAS EQUITY POOL		1	0,000%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,298%	F
ING DIRECT FONDO NARANJA CONSERVADOR FI		2.223	0,000%	F
ING DIRECT FONDO NARANJA DINAMICO FI		21.010	0,002%	F
ING DIRECT FONDO NARANJA MODERADO FI		14.644	0,001%	F
ING DIRECT SICAV		21.113	0,002%	F
INSPIRE INTERNATIONAL ETF		115.390	0,011%	F
INSTITUTIONAL RETIREMENT TRUST		7.916	0,001%	F
INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC		2.652	0,000%	F
INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST		103.634	0,010%	F
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN		24.802	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND		62.959	0,006%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		18.189	0,002%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		8.766	0,001%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		793.783	0,076%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		782	0,000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		967	0,000%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		1.000	0,000%	F
INTERNATIONAL MONETARY FUND		30.572	0,003%	F
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT		740	0,000%	F
INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN		3.825	0,000%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		418.881	0,040%	F
Internationale Kapitalanlagegesellschaft mbH		19.866	0,002%	F
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF		69.042	0,007%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		47.358	0,005%	F
INVESCO FUNDS		18.101	0,002%	F
INVESCO GLOBAL BALANCED INDEX FUND UK		11.974	0,001%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		1.449	0,000%	F
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND		218	0,000%	F
INVESCO MARKETS II PLC		22.128	0,002%	F
INVESCO MARKETS III PLC		655	0,000%	F
INVESCO MSCI WORLD SRI INDEX FUND		601	0,000%	F
INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		149.468	0,014%	F
INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL		58.233	0,006%	F
INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL		35.150	0,003%	F
INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL		21.114	0,002%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		6.480	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		7.745	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL		11.862	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		29.269	0,003%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		10.194	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST MIX OFFENSIV PLUS - AKKUMULERENDE KL		2.671	0,000%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL		60.166	0,006%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL		70.869	0,007%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL		46.407	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL		36.728	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL		6.896	0,001%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE		1.796	0,000%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.977	0,000%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI		24.633	0,002%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		39.017	0,004%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,002%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		11.754	0,001%	F
INVESTITORI FLEXIBLE EQUITY ESG		8.200	0,001%	F
INVESTITORI PIAZZA AFFARI		33.300	0,003%	F
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM		12.449	0,001%	F
IP ACTIONS EURO		10.036	0,001%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		129.186	0,012%	F
IQ 500 INTERNATIONAL ETF		12.412	0,001%	F
IRISH LIFE ASSURANCE PLC		77.458	0,007%	F
IRISH LIFE ASSURANCE.		43.505	0,004%	F
IRR K LLC		4.519	0,000%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,000%	F
ISHARES BLOCKCHAIN AND TECH ETF		5.332	0,001%	F
ISHARES CORE MSCI EAFE ETF		3.034.609	0,289%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		152.615	0,015%	F
ISHARES CORE MSCI EUROPE ETF		180.161	0,017%	F
ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF		319.134	0,030%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		593.266	0,057%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		2.973	0,000%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		8.479	0,001%	F
ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE		25.657	0,002%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		32.330	0,003%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		5.405	0,001%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		1.513.576	0,144%	F
ISHARES EURO STOXX UCITS ETF (DE)		181.733	0,017%	F
ISHARES II PUBLIC LIMITED COMPANY		1.841.205	0,176%	F
ISHARES III PUBLIC LIMITED COMPANY		949.740	0,091%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		84.191	0,008%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		4.457	0,000%	F
ISHARES IV PUBLIC LIMITED COMPANY		875.979	0,084%	F
ISHARES MSCI ACWI ETF		95.926	0,009%	F
ISHARES MSCI ACWI EX U.S. ETF		82.333	0,008%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		39.344	0,004%	F
ISHARES MSCI EAFE ETF		1.629.428	0,155%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		307.327	0,029%	F
ISHARES MSCI EAFE VALUE ETF		962.883	0,092%	F
ISHARES MSCI EUROPE FINANCIALS ETF		354.707	0,034%	F
ISHARES MSCI EUROPE IMI INDEX ETF		8.658	0,001%	F
ISHARES MSCI EUROZONE ETF		625.362	0,060%	F
ISHARES MSCI GLOBAL MULTIFACTORETF		6.480	0,001%	F
ISHARES MSCI INTL SIZE FACTOR ETF		497	0,000%	F
ISHARES MSCI ITALY ETF		871.561	0,083%	F
ISHARES MSCI KOKUSAI ETF		1.714	0,000%	F
ISHARES MSCI WORLD ETF		26.745	0,003%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		2.244	0,000%	F
ISHARES PUBLIC LIMITED COMPANY		2.706.366	0,258%	F
ISHARES STOXX EUROPE 600 INSURANCE UCITS ETF DE		235.586	0,022%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		297.986	0,028%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		162.053	0,015%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		894.263	0,085%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.123.409	0,202%	F
ISHARES V PUBLIC LIMITED COMPANY		233.630	0,022%	F
ISHARES VI PUBLIC LIMITED COMPANY		116.655	0,011%	F
ISHARES VII PUBLIC LIMITED COMPANY		796.647	0,076%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		63.168	0,006%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,000%	F
ISHARES WORLD EQUITY FACTOR ETF		3.697	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		3.662	0,000%	F
JANA PASSIVE GLOBAL SHARE TRUST		9.246	0,001%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.611.602	0,154%	F
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND		1.011	0,000%	F
JEFFREY LLC		7.080	0,001%	F
JNL INTERNATIONAL INDEX FUND		61.313	0,006%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		7.181	0,001%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		763	0,000%	F
JNL/MELLON MSCI WORLD INDEX FUND		3.130	0,000%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		82.393	0,008%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		12.437	0,001%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		26.868	0,003%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		34.448	0,003%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		28.336	0,003%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		17.679	0,002%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		61.493	0,006%	F
JOSHUA GREEN CORPORATION		3.450	0,000%	F
JPM Multi Income Fund		41.776	0,004%	F
JPMORGAN BETABUILDERS EUROPE ETF		335.919	0,032%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		111.594	0,011%	F
JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND		126.319	0,012%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		72.398	0,007%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		18.759	0,002%	F
JPMorgan Europe Strategic Dividend Fund		3.738	0,000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		8.727	0,001%	F
JPMORGAN FUNDS		407.322	0,039%	F
JPMORGAN GLOBAL ALLOCATION FUND		1.712	0,000%	F
JPMORGAN INCOME BUILDER FUND		119.817	0,011%	F
JPMORGAN INVESTMENT FUNDS		718.366	0,069%	F
JPMorgan Multi Balanced Fund		3.411	0,000%	F
JTW TRUST NO. 1 UAD 9/19/02.		2.645	0,000%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,000%	F
JTW TRUST NO. 3 UAD 9/19/02.		2.827	0,000%	F
JTW TRUST NO. 5 UAD 9/19/02.		1.555	0,000%	F
JUNON ACTIONS OBLIGATIONS		138.783	0,013%	F
K INVESTMENTS SH LIMITED.		45.049	0,004%	F
KAISER FOUNDATION HOSPITALS		6.848	0,001%	F
KAISER PERMANENTE GROUP TRUST		10.051	0,001%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER		3.011	0,000%	F
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III		49.460	0,005%	F
KAPITALFORENINGEN EMD INVEST VERDENSINDEKS		8.758	0,001%	F
KAPITALFORENINGEN INVESTIN PRO - GBL LARGE CAP MARKET NEU EQ C/O AQR CAPITAL MANAGEMENT LLC		528.036	0,050%	F
KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I		17.756	0,002%	F
KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX		15.833	0,002%	F
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS		10.339	0,001%	F
KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER		33.465	0,003%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		162.824	0,016%	F
KATHERINE C MOORE CHARITABLE LEAD ANNUIT		968	0,000%	F
KBC ECO FUND WORLD		19.167	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KBC EQUITY FUND EUROPE		36.601	0,003%	F
KBC EQUITY FUND EUROZONE		614.207	0,059%	F
KBC EQUITY FUND EUROZONE DBI-RDT		45.316	0,004%	F
KBC EQUITY FUND SRI EUROZONE		815.340	0,078%	F
KBC EQUITY FUND SRI WORLD		198.845	0,019%	F
KBC Equity Fund World		172.467	0,016%	F
KBC Equity SRI World DBI-RDT		11.572	0,001%	F
KBC INST FUND EURO EQUITY		43.675	0,004%	F
KBC INST FUND SRI WORLD EQUITY		55.308	0,005%	F
KBC INSTITUTIONAL FUND SRI EURO		55.791	0,005%	F
KBI FUNDS ICAV		30.846	0,003%	F
KBI GLOBAL INVESTMENT FUND		12.196	0,001%	F
KFP MARKETABLE LLC		1.244	0,000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		31.853	0,003%	F
KOKUSAI EQUITY INDEX FUND, A S		14.322	0,001%	F
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP		30.561	0,003%	F
KREBSHILFE-2-FONDS		6.000	0,001%	F
KUTXABANK GESTION SGIIC, S.A.		348.280	0,033%	F
KUTXABANK PENSIONES, S.A., SGFP		175.166	0,017%	F
L AND G ASSUR(PENS MGNT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270		17.523	0,002%	F
L AND G ASSUR(PENS MGNT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495		21.661	0,002%	F
La Francaise Systematic European Equities		71.144	0,007%	F
La Francaise Systematic Multi Asset Allocation		2.948	0,000%	F
LACERA MASTER OPEB TRUST		11.377	0,001%	F
LAKE AVENUE INVESTMENTS LLC		9.047	0,001%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		154.290	0,015%	F
LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP		8.200	0,001%	F
LAZARD ASSET MANAGEMENT LLC		741	0,000%	F
LAZARD RETIREMENT GLOBAL DYNAMIC MULTI ASSET PORTFOLIO		20.689	0,002%	F
LBPAM 3 MOIS		701.046	0,067%	F
LBPAM ACTIONS DIVIDENDES EUROP		98.113	0,009%	F
LBPAM ISR ACTIONS 80		69.012	0,007%	F
LBPAM ISR ACTIONS EURO LARGE CAP		290.808	0,028%	F
LBPAM ISR ACTIONS EURO MIN VOL		4.991	0,000%	F
LBPAM ISR ACTIONS EUROPE 50		174.899	0,017%	F
LBPAM ISR AVENIR EURO		20.683	0,002%	F
LBPAM ISR STRATEGIE PEA 1		10.834	0,001%	F
LBPAM ISR STRATEGIE PEA 2		14.159	0,001%	F
LCL ACTIONS EURO CORE+		12.674	0,001%	F
LCL ACTIONS MONDE HORS EUROPE EURO		31.895	0,003%	F
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED		3.493	0,000%	F
LEGAL & GENERAL EUROPEAN INDEX TRUST		250.663	0,024%	F
LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I		3.579	0,000%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU		9.143	0,001%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND		30.046	0,003%	F
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND		6.832	0,001%	F
LEGAL & GENERAL ICAV.		155	0,000%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		32.758	0,003%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		30.799	0,003%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		20.092	0,002%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		203.452	0,019%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY		8.793	0,001%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		1.358.727	0,130%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		24.797	0,002%	F
LEGAL AND GENERAL CCF		22.767	0,002%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		43.781	0,004%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		485	0,000%	F
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND		11.824	0,001%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		61.961	0,006%	F
LEGAL AND GENERAL UCITS ETF PLC		105.588	0,010%	F
LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF		437.503	0,042%	F
LGIASUPER		37.952	0,004%	F
LGIM MANAGERS (EUROPE) LIMITED		45.699	0,004%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		399	0,000%	F
LIF-LYXOR MSCI WORLD CATHOL PR		4.486	0,000%	F
LMA IRELAND MAP501		3.166	0,000%	F
LMAP IRELAND ICAV - LMAP 909		10.133	0,001%	F
LMAP IRELAND ICAV - LMAP 910		9.135	0,001%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,000%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.503	0,001%	F
LOF TargetNetZero Europe Equity		4.386	0,000%	F
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		36.380	0,003%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		152.159	0,015%	F
LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST		21.601	0,002%	F
LUCENT TECHNOLOGIES INC MASTER PENSION TRUST		1	0,000%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR		804.646	0,077%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA		270.735	0,026%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		446.272	0,043%	F
LUXCELLENCE-HELVETIA EUROP EQUITY		6.430	0,001%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		16.168	0,002%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		206.815	0,020%	F
LVIP SSGA INTERNATIONAL INDEX FUND		82.911	0,008%	F
LYXINDEX FUND - LYXOR MSCI EMU		26.721	0,003%	F
LYXOR CORE MSCI WORLD		41.987	0,004%	F
LYXOR FTSE MIB UCITS ETF		443.557	0,042%	F
LYXOR MSCI EUROPE ESG LEADERS		114.788	0,011%	F
LYXOR MSCI EUROPE UCITS ETF		28.748	0,003%	F
M INTERNATIONAL EQUITY FUND		4.004	0,000%	F
MACK EAFE EQUITY POOL		13.081	0,001%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		16.849	0,002%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		3.653	0,000%	F
MACQUARIE MULTI-FACTOR FUND		6.015	0,001%	F
MAIN I - UNIVERSAL - FONDS		12.933	0,001%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		6.112	0,001%	F
MAN INSIGHT LIMITED		32	0,000%	F
MAN NUMERIC ALTERNATIVE RISK PREMIA VALUE.		52.886	0,005%	F
MANAGED PENSION FUNDS LIMITED		15.663	0,001%	F
MANDARINE EQUITY INCOME		4.876	0,000%	F
MANDARINE IMPROVERS		3.300	0,000%	F
MANDAT ACTION HGAM		215.978	0,021%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		17.974	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		21.209	0,002%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.906	0,000%	F
MARIGOLD TACTICAL STRATEGIES LTD		2.076	0,000%	F
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 130/30 FUND		39.067	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3		22.191	0,002%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5		45.421	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/50 FUND.		79.961	0,008%	F
MARSHALL WACE INV STRAT EUROPEAN TOPS		1.132	0,000%	F
MARSHALL WACE INVESTMENT STRATEGIES-SYSTEMATIC ALPHA PLUS FD C/O MARSHALL WACE LLP		6.877	0,001%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE		171.625	0,016%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND		291.908	0,028%	F
MARSHALL WACE MASTER FDS SPC SP		29.796	0,003%	F
MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND		8.019	0,001%	F
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND		330.467	0,032%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		99.421	0,009%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		15.687	0,001%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,000%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		6.775	0,001%	F
MBB PUBLIC MARKETS I LLC		43.462	0,004%	F
MBB SMART FUND C LLC		14.329	0,001%	F
MBB SMART FUND P LLC		12.148	0,001%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		25.325	0,002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		21.078	0,002%	F
MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU		10.064	0,001%	F
MERCER GE INTERNATIONAL EQUITY FUND		51.950	0,005%	F
MERCER GLOBAL EQUITY FUND		34.419	0,003%	F
MERCER INDEXED INTERNATIONAL SHARES FUND		37.972	0,004%	F
MERCER NONUS CORE EQUITY FUND		262.370	0,025%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		34.338	0,003%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		2.084	0,000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,001%	F
MERCER QIF COMMON CONTRACTUAL FUND		128.071	0,012%	F
MERCER UCITS COMMON CONTRACTUALFUND		31.680	0,003%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		176.540	0,017%	F
MERCER WHOLESALE FUNDS		1.392	0,000%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		111.328	0,011%	F
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE		2.193	0,000%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,001%	F
METROPOLITAN LIFE INSURANCE COMPANY		21.477	0,002%	F
MGI FUNDS PLC		59.781	0,006%	F
MH AMUNDI ACTIONS EURO		118.010	0,011%	F
MICHAEL AND MAIRA CAREN TRUST 930		1.120	0,000%	F
MICHIGAN CATHOLIC CONFERENCE		696	0,000%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,000%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		16.260	0,002%	F
MIDDLETOWN WORKS HOURLY AND SALARIED UNION		706	0,000%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,000%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,000%	F
MIGROS BANK (LUX) FONDS 50		920	0,000%	F
MINE SUPERANNUATION FUND		22.327	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	36,438%	F
MINISTRY OF ECONOMY AND FINANCE		249.924	0,024%	F
MISSOURI EDUCATION PENSION TRUST		285.662	0,027%	F
MOA INTERNATIONAL FUND		610.040	0,058%	F
MOBIUS LIFE LIMITED		13.906	0,001%	F
MOMENTUM GLOBAL FUNDS		15.906	0,002%	F
MORELLI FRANCESCO	MRLFNC60D28E716Q	110	0,000%	F
MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND		126	0,000%	F
MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND		182	0,000%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		2.193	0,000%	F
MORGAN STANLEY INVESTMENT FUNDS		9.293	0,001%	F
MORGAN STANLEY PATHWAY FUNDS -		14.934	0,001%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		139	0,000%	F
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		3.441	0,000%	F
MOTHER CABRINI HEALTH FOUNDATION INC		28.842	0,003%	F
MOUNT HATTON INVESTMENTS LIMITED		32.116	0,003%	F
MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND		326	0,000%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,001%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		167.871	0,016%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		30.113	0,003%	F
MUL- LYX FTSE IT ALL CAP PIR 2		11.575	0,001%	F
MUL-LYX NET ZERO 50 SP EUROZ C		254.566	0,024%	F
MULTI UNITS LUX-LYXOR CORE MSC		44.681	0,004%	F
MULTIFLEX SICAV		3.638	0,000%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		200.844	0,019%	F
MWIS TOPS GLOBAL EQUITIES LE FDAC		5.161	0,000%	F
MWIS TOPS World Equities AC		24.414	0,002%	F
NATIONAL BANK FINANCIAL INC		2.386	0,000%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,001%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		135.099	0,013%	F
NATIONAL EMPLOYMENT SAVINGS TRUST		657.819	0,063%	F
NATIONAL TREASURY MANAGEMENT AGCY		6.638	0,001%	F
NATIONWIDE INTERNATIONAL INDEX FUND		26.701	0,003%	F
NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST		30.767	0,003%	F
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST		46.054	0,004%	F
NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST		41.947	0,004%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,000%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		90.516	0,009%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		9.374	0,001%	F
NBIMC EAFE EQUITY INDEX FUND.		1.530	0,000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		57.842	0,006%	F
NEUALT LLC		31.713	0,003%	F
NEW AIRWAYS PENSION SCHEME		310	0,000%	F
NEW YORK STATE COMMON RETIREMENT FUND		47.605	0,005%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		815.452	0,078%	F
NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POW		2.129	0,000%	F
NFS LIMITED		4.962	0,000%	F
NGS SUPER		1.885	0,000%	F
NILUS UNIVERSAL FONDS		35.000	0,003%	F
NMTB/NIK KOKUSAI-NH 935026		19.560	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NORDEA EUROPEAN PASSIVE FUND		8.207	0,001%	F
NORDEA GLOBAL PASSIVE FUND		17.185	0,002%	F
NORDEA WORLD PASSIVE FUND		13.513	0,001%	F
NORGES BANK		12.351.678	1,178%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		128.609	0,012%	F
NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.		96.479	0,009%	F
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		33.292	0,003%	F
NORTHERN LIGHTS FUND TRUST IV		21.454	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		17.832	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		24.961	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		23.284	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING		63.404	0,006%	F
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		946.405	0,090%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		516.280	0,049%	F
NORTHERN TRUST UCITS FGR FUND		84.897	0,008%	F
NOW PENSIONS TRUST		7.170	0,001%	F
NSP MINNESEOTA RETAIL PRAIRIE II		4.235	0,000%	F
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,000%	F
NSP MONTICELLO MINNESOTA RETAIL		6.527	0,001%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,000%	F
NTUC INCOME INSURANCE CO OPERATIVE LIMITED		1.919	0,000%	F
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND		22.847	0,002%	F
NV HAGELUNIE		3.804	0,000%	F
NVIT INTERNATIONAL INDEX FUND		38.198	0,004%	F
NZAM EURO STOXX PARIS-ALIGNED		1.162	0,000%	F
OHMAN MARKNAD GLOBAL		14.000	0,001%	F
OLD WESTBURY LARGE CAP STRATEGIES FUND		1.785.400	0,170%	F
ONEMARKETS ITALY ICAV		6.795	0,001%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		19.681	0,002%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL		25.520	0,002%	F
OP CUSTODY LTD		10.628	0,001%	F
OPENWORLD PUBLIC LIMITED COMPANY		405	0,000%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		147.448	0,014%	F
OSSIAM LUX		299.496	0,029%	F
OSTRUM SRI EURO MINVOL EQUITY		19.311	0,002%	F
OSTRUM SRI EUROPE EQUITY		251.393	0,024%	F
PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD		20.043	0,002%	F
PCA TAX SHELTERED ANNUITY PLAN		3.023	0,000%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.082	0,000%	F
PENSIOENFONDS METAAL OFP		44.920	0,004%	F
PENSION BENEFIT GUARANTY CORPORATION		105.235	0,010%	F
PENSION RESERVES INVESTMENT TRUST FUND		52.548	0,005%	F
PEOPLE'S BANK OF CHINA		436.162	0,042%	F
PGGM SPD (DMAEMFGL)PGGM SPD DMAE MULTIFACTOR GLOBAL		108.937	0,010%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.740	0,000%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,000%	F
PICTET - EUROPE INDEX		47.757	0,005%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		28.827	0,003%	F
PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES		5.218	0,000%	F
PICTET CH - GLOBAL EQUITIES		6.137	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		12.635	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL		13.998	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		3.417	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		11.344	0,001%	F
PICTET TOTAL RETURN		110.519	0,011%	F
PICTET TOTAL RETURN DIVERSIFIED ALPHA		113.376	0,011%	F
PICTET-EUROLAND INDEX		30.363	0,003%	F
PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND		1.078	0,000%	F
PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND		9.979	0,001%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		88.207	0,008%	F
PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND		39.153	0,004%	F
PINEBRIDGE GLOBAL FUNDS		20.199	0,002%	F
PINNACLE PLATO GBL LOW CARBON FD		440	0,000%	F
Pirisino Lorenzo		500	0,000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH		3.090	0,000%	F
PK CSG World Equity UBS Fund Management Switzerland AG		10.169	0,001%	F
PLATINUM ARROW TRUST		7.841	0,001%	F
PLATO GLOBAL SHARES INCOME FUND.		26.493	0,003%	F
PLATO INST I FUND EURO EQUITY		11.638	0,001%	F
PLATO INST I FUND EUROPEAN EQUITY		30.635	0,003%	F
Plato Instit Index Fnd World DBI-RDT		3.794	0,000%	F
Plato RI World		2.142	0,000%	F
PLEIADES TRUST		79.666	0,008%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,001%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		71.439	0,007%	F
POOL REINSURANCE CO LTD		5.952	0,001%	F
PRAXIS INTERNATIONAL INDEX FUND		66.474	0,006%	F
prevoyance ne fund prevoyance ne global assets UBS Fund Management Switzerland		924	0,000%	F
PRIME SUPER		1.818	0,000%	F
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX		31.207	0,003%	F
PRINCIPAL FUNDS INC OVERSEAS FUND		14.132	0,001%	F
PrivilEdge - JP Morgan Pan European Flexible Equity		71.538	0,007%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,000%	F
PRO-GEN INVESTMENTS LLC		256	0,000%	F
PROJECT 121/160-70 (P)		970	0,000%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		25.766	0,002%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.797	0,000%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		137	0,000%	F
PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO		1.648	0,000%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		34.067	0,003%	F
PRUDENTIAL HONG KONG LIMITED		543.045	0,052%	F
PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY		54.965	0,005%	F
PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST		19.406	0,002%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		12.317	0,001%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		1.526.137	0,146%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		94.300	0,009%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		12.292	0,001%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM 0F OHIO		49.437	0,005%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		76.699	0,007%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		209.733	0,020%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		57.446	0,005%	F
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		29.120	0,003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PUBLIC SECTOR PENSION INVESTMENT BOARD.		2.498	0,000%	F
Putm Authorised Contractual Scheme - Putm Acs European Ex UK Fund		328.246	0,031%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		321.250	0,031%	F
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN		470	0,000%	F
QIC INTERNATIONAL EQUITIES FUND.		5.359	0,001%	F
QUALITY EDUCATION FUND		817	0,000%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,082%	F
RBC QUANT EAFE DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUANT EUROPEAN DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUBE GLOBAL EQUITY FUND		1	0,000%	F
ReAssure Limited		127.852	0,012%	F
RECORD INVEST SCA SICAV RAIF		4.669	0,000%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		19.518	0,002%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		62.196	0,006%	F
RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT		33.161	0,003%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.755	0,000%	F
Reusser Jürg		6.000	0,001%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		328.736	0,031%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		11.915	0,001%	F
RHUMBLINE LOW CARBON INDEX FUNDLLC		18.077	0,002%	F
RLA International Equities Fund		12.400	0,001%	F
ROBECO CAPITAL GROWTH FUNDS		56.960	0,005%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,003%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,000%	F
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND		2.430	0,000%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,001%	F
ROPS EURO P		66.805	0,006%	F
ROPS-SMART INDEX EURO		108.033	0,010%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.436	0,007%	F
RPAQ 2015 FUND LP		6.762	0,001%	F
RT VIF VERSICHERUNG INTERNATIONAL FONDS		43.400	0,004%	F
RTX SAVINGS PLAN MASTER TRUST		148.085	0,014%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		14.482	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND		13.002	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.600	0,001%	F
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND		2.133	0,000%	F
RUSSELL INVESTMENT COMPANY PLC		30.158	0,003%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28		7.081	0,001%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND		87.308	0,008%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROW		13.907	0,001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.797	0,000%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.137	0,000%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		2.680	0,000%	F
Russell Investments Sustainable Global Shares Fund		3.836	0,000%	F
RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL		1.123	0,000%	F
RUTGERS THE STATE UNIVERSITY		7.378	0,001%	F
S. ROBSON WALTON 1999 CHILDRENS TRUST		1.330	0,000%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		1.240	0,000%	F
S. ROBSON WALTON 2010 TRUST		3.114	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SABADELL EUROPA BOLSA ESG, FI		256.009	0,024%	F
SAKKARAH 7 FCP		10.871	0,001%	F
SAMSUNG GLOBAL CORE EQUITY FUND		1.721	0,000%	F
SAS TRUSTEE CORPORATION POOLED FUND		215.995	0,021%	F
SBC MASTER PENSION TRUST		8.896	0,001%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		12.618	0,001%	F
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.		2.030	0,000%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		344.602	0,033%	F
SCHRODER GLOBAL QUALITY FUND (CANADA)		1.402	0,000%	F
SCHRODER GLOBAL SUSTAINABLE EQUITY FUND		14.977	0,001%	F
SCHRODER GLOBAL VALUE FUND		48.647	0,005%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		3.194	0,000%	F
SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST		270.122	0,026%	F
SCHRODER INTERNATIONAL SELECTION FUND		148.175	0,014%	F
SCHRODER MANAGED BALANCED FUND		3.900	0,000%	F
SCHRODER PENSION MANAGEMENT LIMITED		16.438	0,002%	F
SCHRODER QEP GLOBAL ACTIVE VALUE FUND		24.212	0,002%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		123.145	0,012%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		324.304	0,031%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND		68.515	0,007%	F
SCHWAB INTERNATIONAL EQUITY ETF		820.988	0,078%	F
SCHWAB INTERNATIONAL INDEX FUND		252.540	0,024%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		1.036	0,000%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		5.826	0,001%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		915	0,000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		60.410	0,006%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		57.208	0,005%	F
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND		1.952	0,000%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.522	0,000%	F
SEB AKTIENFONDS		27.731	0,003%	F
SEEYOND		34.829	0,003%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,000%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		28.394	0,003%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND		8.102	0,001%	F
SELECTION EURO ENVIRONNEMENT (MAI 2022)		194.514	0,019%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		277	0,000%	F
SELIGSON AND CO EUROPE INDEX FUND		30.202	0,003%	F
SEMPRA ENERGY PENSION MASTER TRUST		4.628	0,000%	F
SENTINEL INTERNATIONAL FUND		1.046	0,000%	F
SG ACTIONS INTERNATIONALES		16.061	0,002%	F
SGA INTERNATIONAL EQUITY CIT		17.683	0,002%	F
SHELL CANADA 2007 PENSION PLAN		407	0,000%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		3.596	0,000%	F
SHELTON INTERNATIONAL SELECT EQUITY FUND		31.708	0,003%	F
SHERIFFS PENSION AND RELIEF FUND		4.086	0,000%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		80	0,000%	F
SIEMENS BALANCED		12.018	0,001%	F
SIEMENS EMU EQUITIES		37.682	0,004%	F
SIEMENS-FONDS SIEMENS-RENTE		54.879	0,005%	F
SIENNA IRC ACTIONS		92.270	0,009%	F
SIJOITUSRAHASTO UB EUROOPPA AI		8.600	0,001%	F
Simplicity Hedged Global Share Fund		11.335	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Simplicity Unhedged Global Share Fund		7.011	0,001%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		1.032.314	0,098%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		345.556	0,033%	F
SLW PORTFOLIO LLC		256	0,000%	F
SOCIAL PROTECTION FUND		10.509	0,001%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.817	0,000%	F
SPA MANDATE BLACKROCK		19.107	0,002%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		493.857	0,047%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		9.588	0,001%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		8.925	0,001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		664	0,000%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		239.860	0,023%	F
SPDR PORTFOLIO EUROPE ETF		10.254	0,001%	F
SPDR SP WORLD EX AUSTRALIA FUND		5.299	0,001%	F
SPP GENERATION 40-TAL		3.800	0,000%	F
SPP GENERATION 50-TAL		24.909	0,002%	F
SPP GENERATION 60-TAL		15.755	0,002%	F
SPP GENERATION 70-TAL		43.080	0,004%	F
SPP GENERATION 80-TAL		43.477	0,004%	F
SPRING 625		33.482	0,003%	F
SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND		3.465	0,000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		36	0,000%	F
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND		6.755	0,001%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.924	0,033%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		1.959	0,000%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		46.275	0,004%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		128.891	0,012%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		2.051.256	0,196%	F
ST PF STAPLES MANDATE ALLIANCE CAPITAL		2.680	0,000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,000%	F
ST. MARY'S HEALTHCARE		152	0,000%	F
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS		4.301	0,000%	F
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU		5.514	0,001%	F
STANDARD BANK OF SOUTH AFRICA LTD		77.840	0,007%	F
STANLIB FUNDS LIMITED		46.529	0,004%	F
STAR PASTEUR		17.656	0,002%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		22.184	0,002%	F
STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD		34.222	0,003%	F
STATE OF MINNESOTA		197.753	0,019%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		181.175	0,017%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		28.540	0,003%	F
STATE OF WISCONSIN INVESTMENT BOARD		116.229	0,011%	F
STATE OF WYOMING		35.470	0,003%	F
STATE STREET CCF		2.497	0,000%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		3.141	0,000%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		260.988	0,025%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		110.112	0,010%	F
STATE STREET GLOBAL INDEX PLUS TRUST		2.018	0,000%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		94.478	0,009%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		6.100	0,001%	F
STATE STREET IRELAND UNIT TRUST		17.288	0,002%	F
STATE STREET TOTAL RETURN VIS FUND		4.407	0,000%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		746.601	0,071%	F
STATE UNIVERSITIES RETIREMENT SYSTEM		123.670	0,012%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STELLAR INSURANCE, LTD.		1.459	0,000%	F
STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND		92.750	0,009%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,000%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET		462	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,007%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR		3.886	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF		23.550	0,002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF		9.146	0,001%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		12.076	0,001%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		154.149	0,015%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		121.122	0,012%	F
STICHTING BLUE SKY LIQUID ASSET FUNDS		40.630	0,004%	F
STICHTING BPL PENSIOEN MANDAAT BLACKROCK		56.156	0,005%	F
STICHTING CZ FUND DEPOSITARY		7.289	0,001%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		162.949	0,016%	F
STICHTING HEINEKEN PENSIOENFONDS		14.109	0,001%	F
STICHTING ING CDC PENSIOENFONDS		6.407	0,001%	F
STICHTING MN SERVICES		143.651	0,014%	F
STICHTING MN SERVICES AANDELENFO ND		27.094	0,003%	F
STICHTING NN CDC PENSIOENFONDS		1.249	0,000%	F
STICHTING PENSIOENFONDS ABP		851.448	0,081%	F
STICHTING PENSIOENFONDS APF.		13.011	0,001%	F
STICHTING PENSIOENFONDS HOOGOVENS		2.079	0,000%	F
STICHTING PENSIOENFONDS ING		9.697	0,001%	F
STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN		22.345	0,002%	F
STICHTING PENSIOENFONDS NOTARIAAT		2.330	0,000%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		7.031	0,001%	F
STICHTING PENSIOENFONDS PGB		594.536	0,057%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,000%	F
STICHTING PENSIOENFONDS SAGITTARIUS		10.484	0,001%	F
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN		1.747	0,000%	F
STICHTING PENSIOENFONDS UWV		19.417	0,002%	F
STICHTING PENSIOENFONDS VOOR HUISARTSEN		54.699	0,005%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		43.226	0,004%	F
STICHTING PGGM DEPOSITARY		144.494	0,014%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,001%	F
STICHTING PME PENSIOENFONDS		63.943	0,006%	F
STOREBRAND EUROPA		353.836	0,034%	F
STOREBRAND EUROPA PLUS		29.444	0,003%	F
STOREBRAND GLOBAL ALL COUNTRIES		181.885	0,017%	F
STOREBRAND LIVSFORSIKRING AS		273.370	0,026%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,001%	F
STRATEGY SICAV		1.521	0,000%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		3.999	0,000%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.043	0,002%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		659	0,000%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		3.155	0,000%	F
SWISS NATIONAL BANK		1.155.949	0,110%	F
SYCOMORE INCLUSIVE JOBS		239.616	0,023%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		2.839	0,000%	F
T. ROWE PRICE FUNDS SICAV		14	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		26.500	0,003%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		56.915	0,005%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.190	0,000%	F
TANGERINE BALANCED GROWTH PORTFOLIO		7.529	0,001%	F
TANGERINE BALANCED INCOME PORTFOLIO		667	0,000%	F
TANGERINE BALANCED PORTFOLIO		5.023	0,000%	F
TANGERINE EQUITY GROWTH PORTFOLIO		9.862	0,001%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		23.194	0,002%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		309.768	0,030%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		88.474	0,008%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		4.977	0,000%	F
TD EUROPEAN INDEX FUND		2.777	0,000%	F
TD INTERNATIONAL EQUITY INDEX ETF		29.774	0,003%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		271.897	0,026%	F
TEACHERS RETIREMENT ALLOWANCES FUND		1	0,000%	F
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		73.937	0,007%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		31.796	0,003%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		364.087	0,035%	F
TELSTRA SUPERANNUATION SCHEME		11.054	0,001%	F
TEXAS PERMANENT SCHOOL FUND CORP		88.534	0,008%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		18.041	0,002%	F
TEXAS UTILITIES QUAL NDT PARTNERSHIP		2.393	0,000%	F
THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO		27.581	0,003%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		140.827	0,013%	F
THE ANNENBERG FOUNDATION.		5.501	0,001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		162.774	0,016%	F
THE ASSOCIATED BRITISH FOODS PENSION SCHEME		128.871	0,012%	F
THE BANK OF KOREA		1.168	0,000%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		98.769	0,009%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		77.518	0,007%	F
THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		61.987	0,006%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		1.719	0,000%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.616	0,000%	F
THE COMMONWEALTH FUND		1.507	0,000%	F
THE DAVID A DUFFIELD TRUST UAD 07/14/88		3.296	0,000%	F
THE ESB PENSION FUND		14.100	0,001%	F
THE FIRST CHURCH OF CHRIST SCIENTIST		1.046	0,000%	F
THE GREATER MANCHESTER PENSION FUND.		51.312	0,005%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		2.359	0,000%	F
THE HKSAR GOVERNMENT SCHOLARSHIP FUND		231	0,000%	F
THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		1.679	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		10.095	0,001%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		674	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		48.514	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		55.376	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		7.495	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		5.850	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: AXA IM GLOBAL EX JAPAN EQUITY MOTHER FUND		41.659	0,004%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		221	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129		3.374	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		8.854	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		32.088	0,003%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT T		42.544	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		15.892	0,002%	F
THE MINDEROO FOUNDATION TRUST		2.999	0,000%	F
THE MISSOURI FOUNDATION FOR HEALTH		8.979	0,001%	F
THE MONETARY AUTHORITY OF SINGAPORE		15.315	0,001%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		3.538	0,000%	F
THE NEMOURS FOUNDATION PENSION PLAN		471	0,000%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		15.886	0,002%	F
THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO		483	0,000%	F
THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT		1.909	0,000%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		113.400	0,011%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		577.453	0,055%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND		645.669	0,062%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		12.040	0,001%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		103.074	0,010%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY		8.838	0,001%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,000%	F
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST		8.403	0,001%	F
THEAM QUANT - EQUITY EUROPE DEFI		37.749	0,004%	F
THEAM QUANT - EQUITY EUROZONE DEFI		26.307	0,003%	F
THEAM QUANT - EQUITY WORLD DEFI		11.238	0,001%	F
THEAM QUANT - NEW ENERGY OPPORTUNITIES		5.293	0,001%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		75.506	0,007%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,001%	F
THRIFT SAVINGS PLAN		465.976	0,044%	F
THRIFT SAVINGS PLAN		1.508.162	0,144%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		5.385	0,001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		707.829	0,067%	F
TIMOTHY PLAN INTERNATIONAL ETF.		30.484	0,003%	F
TIMOTHY PLAN MARKET NEUTRAL ETF		13.932	0,001%	F
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST		2.594	0,000%	F
TOCQUEVILLE FINANCE ISR		6.100	0,001%	F
TONI ACTIONS ISR 100		81.674	0,008%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,003%	F
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP		2.795	0,000%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		3.936	0,000%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT		112.646	0,011%	F
TRINITY COLLEGE CAMBRIDGE		9.460	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		2.731	0,000%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		33.091	0,003%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,000%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		18.196	0,002%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH		4.708	0,000%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		2.989	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC		2	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC. C/O CORPORATION SERVICE COMPANY		15.919	0,002%	F
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		118.704	0,011%	F
TWO SIGMA INTERNATIONAL CORE		36.300	0,003%	F
TWO SIGMA WORLD CORE FUND LP		17.000	0,002%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,000%	F
UBS (IRL) ETF PLC		189.327	0,018%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		835.916	0,080%	F
UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)		143.143	0,014%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		64.205	0,006%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		172.624	0,016%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.681	0,000%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		929	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		447	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		2.958	0,000%	F
UBS ASSET MANAGEMENT LIFE LTD		197.319	0,019%	F
UBS COMMON CONTRACTUAL FUND		19.992	0,002%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		14.826	0,001%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT		103.869	0,010%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUN		18.766	0,002%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		262.625	0,025%	F
UBS FUND MANAGEMENT(LUXEMBOURG) SA		132.092	0,013%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		8.047	0,001%	F
UBS LUX FUND SOLUTIONS		1.107.038	0,106%	F
UI-FONDS BAV RBI AKTIEN		41.907	0,004%	F
UI-S		10.191	0,001%	F
UNIDIVIDENDENASS		26.993	0,003%	F
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY		3.908	0,000%	F
UNIGEST, S.G.I.I.C., S.A.U.		25.140	0,002%	F
UNIGLOBAL DIVIDENDE		52.898	0,005%	F
UNISUPER		6.463	0,001%	F
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE		2.571	0,000%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,000%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH		776.739	0,074%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		19.853	0,002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO UMWELT UND NACHHALTIGKEITS FONDS		6.828	0,001%	F
UNIVERSAL INVESTMENT GMBH		50.500	0,005%	F
Universal-Investment-Gesellschaft mbH		111.835	0,011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		6.504	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR EPX-ASUS-SHARES		38.288	0,004%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		3.377	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		10.218	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		18.344	0,002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		8.097	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/SAI-UNIVERSAL-FONDS SEGMENT (UI491401)		57.034	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		2.790	0,000%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUIFONDS SAA		48.888	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		3.811	0,000%	F
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO		38.899	0,004%	F
UNIVERSITIES SUPERANNUATION SCHEME		4.468	0,000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,001%	F
US LEGACY INCOME COMMON TRUST FUND		109.296	0,010%	F
USAA CASUALTY INSURANCE COMPANY		6.418	0,001%	F
USAA GENERAL INDEMNITY COMPANY		3.500	0,000%	F
UTAH STATE RETIREMENT SYSTEMS		53.430	0,005%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL		35.771	0,003%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SP		23.470	0,002%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		65.033	0,006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		49.236	0,005%	F
VANECK ETFS N.V.		139.969	0,013%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		11.362	0,001%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		3.806.284	0,363%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		11.098	0,001%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		71.158	0,007%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		11.930	0,001%	F
VANGUARD EUROPEAN STOCK INDEX FUND		936.589	0,089%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		78.497	0,007%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		436.973	0,042%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		3.046.914	0,291%	F
VANGUARD FTSE ALL WORLD EX US INDEX FUND		908.668	0,087%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		68.526	0,007%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		4.915	0,000%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		5.989	0,001%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		576.026	0,055%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		174.500	0,017%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		12.045	0,001%	F
VANGUARD INTL HIGH DIV YLD INDEX FD		272.438	0,026%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		499.581	0,048%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		10.404	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD		7.111	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD		10.945	0,001%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		128.461	0,012%	F
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF		12.396	0,001%	F
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF		7.158	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF		2.277	0,000%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.284.662	0,599%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		259.772	0,025%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		23.947	0,002%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		9.527	0,001%	F
VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE		25.205	0,002%	F
VEBA PARTNERSHIP N LP		13.171	0,001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		19.014	0,002%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS		81.873	0,008%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		11.515	0,001%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		39.787	0,004%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		15.266	0,001%	F
VGV POOLFONDS PA1		14.394	0,001%	F
VIA SMART-EQUITY EUROPE		75.652	0,007%	F
VIA SMART-EQUITY WORLD		30.912	0,003%	F
VICTORY MARKET NEUTRAL INCOMEFUND		497.054	0,047%	F
VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.		7.663	0,001%	F
VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF		18.353	0,002%	F
VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.		22.110	0,002%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		264.683	0,025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		23.971	0,002%	F
VIRGINIA RETIREMENT SYSTEM		93	0,000%	F
VIVACCIO ISR ACTIONS		318.739	0,030%	F
VOYA BALANCED INCOME PORTFOLIO		4.401	0,000%	F
VOYA BALANCED PORTFOLIO		4.459	0,000%	F
VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND		31.401	0,003%	F
VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND		95.786	0,009%	F
VOYA GLOBAL EQUITY FUND		48.828	0,005%	F
VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		102.250	0,010%	F
VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		154.493	0,015%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		32.195	0,003%	F
VOYA VACS INDEX SERIES I PORTFOLIO		43.045	0,004%	F
WASHINGTON STATE INVESTMENT BOARD		434.809	0,041%	F
WBW TRUST NUMBER ONE		814	0,000%	F
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N		1	0,000%	F
WESPATH FUNDS TRUST		5.546	0,001%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		5.466	0,001%	F
WHEELS COMMON INVESTMENT FUND.		456	0,000%	F
WILLIS TOWERS WATSON GROUP TRUST		36.938	0,004%	F
WINDWISE MSCI EAFE INDEX NON LENDING		13.123	0,001%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		41.440	0,004%	F
WISDOMTREE GLOBAL HIGH DIVIDENDFUND		5.687	0,001%	F
WISDOMTREE INTERNATIONAL EQUITYFUND		87.226	0,008%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		69.321	0,007%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND		99.106	0,009%	F
WISDOMTREE ISSUER ICAV		10.939	0,001%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,001%	F
WM POOL - EQUITIES TRUST NO. 75		140.856	0,013%	F
WM POOL - EQUITIES TRUST NO. 76 - ROBECO		1.846	0,000%	F
WM POOL - GLOBAL EQUITIES TRUST NO.6		15.631	0,001%	F
WORLD EQUITIES		951	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
WORLD TRADE ORGANIZATION PENSION PLAN		3.985	0,000%	F
WYOMING RETIREMENT SYSTEM		6.594	0,001%	F
XTRACKERS		718.206	0,068%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		519.126	0,050%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		925	0,000%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		2.858	0,000%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.639	0,000%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		156.521	0,015%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		22.189	0,002%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.058	0,000%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		3.361	0,000%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		2.313	0,000%	F
ZEPHYR - OPTIMISED PLUS 2		2.914	0,000%	F
ZURICH INVEST ICAV		58.265	0,006%	F
Zwitserleven Institutionele Beleggingsfondsen - Zwitserleven Duurzaam Index Aandelenfonds Europa		13.062	0,001%	F
ERAFP ACTIONS EURO IV		274.204	0,026%	C
IRCANTEC PAB AMUNDI		2.011	0,000%	C
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.011	0,000%	A
OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		9.074	0,001%	A
Totale votanti		**1.048.704.718**	**100%**	

Legenda
F - Favorevole
C - Contrario
A - Astenuto
Lx - Lista x
NV - Non Votante
NE - Non Espresso

All. D e
racc. 36550

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 3 della parte ordinaria

Relazione sulla politica in materia di remunerazione per l'esercizio 2024.

	n. azioni	% azioni rappresentate in assemblea	% del Capitale Sociale
Quorum costitutivo assemblea	1.048.704.718	100%	80,292%
Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo):	1.048.704.718	100,000%	80,292%
Azioni per le quali il RD non dispone di istruzioni:	0	0,000%	0,000%

	n. azioni	% partecipanti al voto	% del Capitale Sociale
Favorevole	1.041.755.679	99,337%	79,760%
Contrario	5.438.282	0,519%	0,416%
Astenuto	1.510.757	0,144%	0,116%
Totali	1.048.704.718	100,000%	80,292%

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POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 3 della parte ordinaria

Relazione sulla politica in materia di remunerazione per l'esercizio 2024.

Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del Dottor Massimiliano Chiadò Piat

Anagrafica	CF/PI	Azioni	% su votanti	Voto
1895 FONDS FGR		16.283	0,002%	F
1975 IRREV TRUST OF C D WEYERHAEUSER		675	0,000%	F
405 MSTV I LP		75.684	0,007%	F
801 INVESTMENTS LLC		4.605	0,000%	F
AA NATIXIS ACTIONS MIN VAR		41.994	0,004%	F
AA SSGA Actions Euro		20.562	0,002%	F
AA SSGA Actions Indice Euro		115.957	0,011%	F
AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO		88.957	0,008%	F
AB COLLECTIVE INVESTMENT TRUST SERIES		6.850	0,001%	F
AB GLOBAL RISK ALLOCATION FUND INC		5.111	0,000%	F
AB SICAV I - ALL MARKET INCOME		175.114	0,017%	F
AB SICAV III - DYNAMIC ALL MAR		997	0,000%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		1.127	0,000%	F
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO		5.015	0,000%	F
ABB PENSION FUND		1.101	0,000%	F
ABN AMRO FUNDS		10.625	0,001%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND		35.611	0,003%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		26.631	0,003%	F
ABU DHABI PENSION FUND		39.857	0,004%	F
ACCIDENT COMPENSATION CORPORATION		282.534	0,027%	F
ACHMEA IM GLOBAL EQ FND EUR		9.899	0,001%	F
ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV		19.083	0,002%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		35.020	0,003%	F
ACS 30:70 GLOBAL EQUITY TRACKER FUND		8.919	0,001%	F
ADVANCE PLANNING LIMITED		1.873	0,000%	F
ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO		39.498	0,004%	F
ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO		90.024	0,009%	F
ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO		111.514	0,011%	F
ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO		173.948	0,017%	F
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO		92.350	0,009%	F
ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO		20.884	0,002%	F
ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		167.203	0,016%	F
ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO		3.715	0,000%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		641	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
AEGON CUSTODY B.V.		245.994	0,023%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,003%	F
AIB GROUP IRISH PENSION SCHEME		10.077	0,001%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		83.490	0,008%	F
ALASKA COMMON TRUST FUND		17.333	0,002%	F
ALASKA PERMANENT FUND CORPORATION		190.990	0,018%	F
ALBERTA INVESTMENT MANAGEMENT CORPORATION		33.700	0,003%	F
ALFRED I. DUPONT CHARITABLE TRUST		10.656	0,001%	F
ALLEANZA OBBLIGAZIONARIO		174.508	0,017%	F
AMERICAN BUREAU OF SHIPPING		1.128	0,000%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		170.424	0,016%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		7.484	0,001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		8.564	0,001%	F
AMERICAN HEART ASSOCIATION, INC.		1.142	0,000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,001%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,003%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		5.773	0,001%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		82.369	0,008%	F
AMSELECT - HSBC EURO EQUITY VALUE		458.984	0,044%	F
AMUNDI ACTIONS EURO ISR		60.901	0,006%	F
AMUNDI ACTIONS EUROPE ISR		9.386	0,001%	F
AMUNDI AMBITION NET ZERO CARBONE		27.022	0,003%	F
AMUNDI ESG GLOBAL LOW CARBON FUND		66.230	0,006%	F
AMUNDI ESG IMPROVERS EURO		728.649	0,069%	F
Amundi Etf ICAV		16.154	0,002%	F
Amundi Etf ICAV - Amundi S and P 500 Equal Weight Esg Leaders Ucits Etf		23.693	0,002%	F
Amundi Etf ICAV - Amundi SandP 500 Equal Weight Esg Leaders Ucits Etf		23.578	0,002%	F
AMUNDI EURO iSTOXX CLIMATE PARIS ALIGNED PAB		2.977	0,000%	F
Amundi Euro Stoxx Select Dividend 30		202.348	0,019%	F
AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS		530.209	0,051%	F
AMUNDI FTSE MIB		305.441	0,029%	F
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY		4.274	0,000%	F
AMUNDI FUNDS EQUITY EURO RISK PARITY		26.958	0,003%	F
AMUNDI FUNDS GLOBAL PERSPECTIVES		5.440	0,001%	F
AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT		75.477	0,007%	F
AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA		548	0,000%	F
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND		18.023	0,002%	F
AMUNDI INDEX MSCI EMU SRI		112.044	0,011%	F
AMUNDI INDEX MSCI EUROPE		176.151	0,017%	F
Amundi Index MSCI Europe SRI		370.089	0,035%	F
AMUNDI INDEX MSCI WORLD		43.138	0,004%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE		5.100	0,000%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL		9.360	0,001%	F
AMUNDI MSCI ACWI SRI PAB UCITS ETF		1.075	0,000%	F
Amundi MSCI EMU ESG CTB Net Zero Ambit		50.570	0,005%	F
AMUNDI MSCI EMU ESG Leaders Select		396.607	0,038%	F
AMUNDI MSCI EUROPE		164.908	0,016%	F
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB		2.713	0,000%	F
AMUNDI MSCI EUROPE EX SWITZERLAND		44.635	0,004%	F
AMUNDI MSCI WORLD		2.906.000	0,277%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB		6.898	0,001%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR		3.448	0,000%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB		3.552	0,000%	F

PF

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT		1.183	0,000%	F
AMUNDI PATRIMOINE PEA		99.683	0,010%	F
AMUNDI PRIME EUROZONE		10.113	0,001%	F
AMUNDI STOXX EUROPE 600		381.560	0,036%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		2.838	0,000%	F
AMUNDI STRATEGIES ACTIONS EURO CORE +		18.689	0,002%	F
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY		614	0,000%	F
ANDRA AP-FONDEN		51.120	0,005%	F
AP ACTIONS 1 EURO		18.066	0,002%	F
APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND		18.964	0,002%	F
AQR ABS RETURN MASTER NON FLIP		1.082.147	0,103%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT LP		123.126	0,012%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		9.874	0,001%	F
AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		6.563	0,001%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.		331.455	0,032%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. C/O AQR CAPITAL MANAGEMENT LL C.		15.223	0,001%	F
AQR FUNDS - AQR GLOBAL EQUITY FUND		56.733	0,005%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		314.883	0,030%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.862	0,076%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		88.686	0,008%	F
AQR FUNDSAQR MULTIASSET FUND		42.319	0,004%	F
AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.		2.906	0,000%	F
AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		787	0,000%	F
AQR INNOVATION FUND L.P.		848	0,000%	F
AQR INNOVATION FUND L.P.- SE RIES		13.116	0,001%	F
AQR INNOVATION FUND, L.P.		1.599	0,000%	F
AQR LUX FUNDS AQR DIVERSIFIED RISK PR		562.436	0,054%	F
AQR LUX FUNDS-AQR DIVERSIFIED RISK PREMIA FUND		713	0,000%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		6.682	0,001%	F
AQR STYLE PREMIA MASTER ACCOUNT L.P..		28.125	0,003%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		26.532	0,003%	F
AQR TAX AWARE TOTAL RETURN FUND LLC		51.643	0,005%	F
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC		772	0,000%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		788.070	0,075%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		7.789	0,001%	F
ARERO - DER WELTFONDS - ESG		10.139	0,001%	F
ARIZONA PSPRS TRUST		96.703	0,009%	F
ARIZONA STATE RETIREMENT SYSTEM		130.874	0,012%	F
ARKWRIGHT, LLC		1.611	0,000%	F
ARR INT EX US ALPHA EXTENSION TRUST FUND		67.768	0,006%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		544.310	0,052%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		104.871	0,010%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		4.360	0,000%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P		11.142	0,001%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP.		13	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUE TRUST FUND		5.815	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND		24.300	0,002%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED		6.630	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.		55	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		14.434	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		2.438	0,000%	F
ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U		148.877	0,014%	F
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI		267.501	0,026%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT.		86	0,000%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED		12.163	0,001%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD		1.230	0,000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		1.277.509	0,122%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		466.760	0,045%	F
ARROWSTREET GLOBAL EQUITY FUND		141.585	0,014%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		10.634	0,001%	F
ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION.		48.582	0,005%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		152.655	0,015%	F
ARROWSTREET US GROUP TRUST		1.551.175	0,148%	F
ARROWSTREET US GROUP TRUST - ARROWST GBL EQU - ALPHA EXT FD		68.624	0,007%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP		103.496	0,010%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET U		43.660	0,004%	F
ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY-		370	0,000%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		387.657	0,037%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		467.397	0,045%	F
ARTEMIS SMARTGARP PARIS-ALIGNED GLOBAL EQUITY		21.346	0,002%	F
ASCENSION ALPHA FUND LLC		5.470	0,001%	F
ASIAN DEVELOPMENT BANK		72.000	0,007%	F
ASR INSTITUT FONDSEN EUR AANDELEN		375.637	0,036%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF.		20.584	0,002%	F
ASSURDIX		41.260	0,004%	F
ATCP-UI-FONDS		1.928	0,000%	F
AURION GLOBAL EQUITY FUND		1.588	0,000%	F
AUSTRALIAN CAPITAL TERRITORY		18.030	0,002%	F
AUSTRALIAN NATIONAL UNIVERSITY		3.890	0,000%	F
AUSTRALIAN RETIREMENT TRUST		413.532	0,039%	F
AUSTRALIANSUPER		5.957	0,001%	F
AUTORIDADE MONETARIA DE MACAU		8.262	0,001%	F
AVADIS FUND-AKTIEN WELT AST 2		10.351	0,001%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,001%	F
AVALON PORTFOLIO II LLC		1.928	0,000%	F
Aviva Investors Funds ACS - AI Balanced Life Fund		829	0,000%	F
Aviva Investors Funds ACS - AI Balanced Pension Fund		14.856	0,001%	F
Aviva Investors Funds ACS - AI Cautious Pension Fund		234	0,000%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,001%	F
Aviva Investors Passive Funds ACS - AI 30:70 Global Equity (Currency Hedged) Index Fund		3.437	0,000%	F
Aviva Investors Passive Funds ACS - AI 50:50 Global Equity Index Fund		4.066	0,000%	F
Aviva Investors Passive Funds ACS - AI 60:40 Global Equity Index Fund		12.856	0,001%	F
Aviva Investors Passive Funds ACS - AI Continental European Equity Index Fund		65.432	0,006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Aviva Investors Passive Funds ACS - AI Developed European ex UK Equity Index Fund		51.040	0,005%	F
Aviva Investors Passive Funds ACS - AI Developed World ex UK Equity Index Fund		14.070	0,001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		163	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		2.413	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		3.277	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		3.251	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,000%	F
Aviva Investors UK Fund Services Limited		63.500	0,006%	F
AVIVA LIFE & PENSIONS IRELAND DAC		30.948	0,003%	F
AVIVA LIFE & PENSIONS UK LIMITED		77.859	0,007%	F
Aviva Life and Pensions UK Limited		4.340	0,000%	F
AWARE SUPER		109.895	0,010%	F
AXA AA DIVERSIFIE INDICIEL 1		33.825	0,003%	F
AXA PEA REGULARITE		1.398.856	0,133%	F
AZ FUND 1 AZ ALLOCATION ITALIAN TREND		123.652	0,012%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30		2.800	0,000%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70		72.700	0,007%	F
AZ FUND 1 AZ ALLOCATION TREND		272.633	0,026%	F
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA		6.300	0,001%	F
AZIMUT CAPITAL MANAGEMENT SGR SPA		10.700	0,001%	F
AZIMUT LIFE DAC		1.279	0,000%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		8.225	0,001%	F
AZL INTERNATIONAL INDEX FUND		33.256	0,003%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		11.588	0,001%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		10.983	0,001%	F
BANK OF BOTSWANA.		3.575	0,000%	F
BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION		51.269	0,005%	F
BANK OF KOREA		1	0,000%	F
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		2.778	0,000%	F
BEAR CREEK INC		9.951	0,001%	F
BEAT DRUGS FUND ASSOCIATION		582	0,000%	F
BEL EQUITY EUROPE ESG		92.625	0,009%	F
BERESFORD FUNDS ICAV		1.832	0,000%	F
BESSEMER TRUST CO CLEARING ACCT		9.300	0,001%	F
Best Investment Corporation		2.881	0,000%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,000%	F
BEWAARSTICHTING NNIP I		136.001	0,013%	F
BFT PARTNERS VIA EQUITY EUROPE SRI		39.962	0,004%	F
BG MASTER FUND ICAV		1.092	0,000%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND		180.507	0,017%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		21.462	0,002%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		374.165	0,036%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		13.099	0,001%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		71.213	0,007%	F
BLACKROCK CDN WORLD INDEX FUND		47.274	0,005%	F
BLACKROCK FUND MANAGERS LTD		26.501	0,003%	F
BLACKROCK FUNDS I ICAV		12.949	0,001%	F
BLACKROCK GLOBAL FUNDS		26.612	0,003%	F
BLACKROCK GLOBAL INDEX FUNDS		30.340	0,003%	F
BLACKROCK IG INTERNATIONAL EQUITY POOL		36.945	0,004%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
BLACKROCK INDEX SELECTION FUND		306.020	0,029%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		100	0,000%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		4.414.316	0,421%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		5.785	0,001%	F
BLACKROCK LIFE LIMITED		17.872	0,002%	F
BLACKROCK LIFE LTD		163.704	0,016%	F
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		87.055	0,008%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		429	0,000%	F
BLACKROCK UCITS CCF		38.809	0,004%	F
BLKB Equity Switzerland Focus		509.323	0,049%	F
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED		276.470	0,026%	F
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE		102.160	0,010%	F
BNP PARIBAS EASY - MSCI EUROPE EX CW		148.176	0,014%	F
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED		432.414	0,041%	F
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED		121.332	0,012%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-Series PAB 5 Capped UCITS ETF		3.682	0,000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF		3.573	0,000%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		61.929	0,006%	F
BNP PARIBAS FINANCE EUROPE ISR		162.806	0,016%	F
BNY MELLON INTERNATIONAL EQUITY ETF		14.261	0,001%	F
BNY MELLON INTERNATIONAL STOCK INDEX FUND		8.917	0,001%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		1	0,000%	F
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND		22.256	0,002%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		4.820	0,000%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		4	0,000%	F
BOC PRUDENTIAL EUROPEAN INDEX FUND		34.184	0,003%	F
BRIDGE BUILDER INTERNATIONAL E		26.078	0,002%	F
BRIDGE BUILDER TAX MANAGED		3.267	0,000%	F
BRIDGEWATER ASSOCIATES		4.752	0,000%	F
BRIDGEWATER BLUE PEAK FUND LP.		28	0,000%	F
BRIDGEWATER PURE ALPHA FUND III, LTD		3.651	0,000%	F
BRIDGEWATER PURE ALPHA STERLING FUND LTD		1.382	0,000%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD.		24.955	0,002%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY LTD		2.698	0,000%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.264	0,003%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		682	0,000%	F
BRUCE POWER PENSION PLAN		20.755	0,002%	F
BRUNEI SHELL RETIREMENT BENEFIT FUND		1.127	0,000%	F
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR		12.525	0,001%	F
BT INTERNATIONAL FUND		27.824	0,003%	F
BUILDERS ASSET MANAGEMENT LLC		19.011	0,002%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,000%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		543	0,000%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		1.722	0,000%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		17.159	0,002%	F
BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST		3.434	0,000%	F
BW DMO FUND LTD.		7.418	0,001%	F
BW PASPG LTD		1.894	0,000%	F
BWM PA 24 LTD		2.642	0,000%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		1.061.331	0,101%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		2.802	0,000%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.116	0,002%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.086	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		582.239	0,056%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,000%	F
CAPULA TAIL RISK MASTER FUND LIMITED		2.313	0,000%	F
CARDANO COMMON CONTRACTUAL FUND		2.143	0,000%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		35.851	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,001%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	43,591%	F
CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	80027390584	18.030.000	1,719%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		5.218	0,000%	F
CATERPILLAR INVESTMENT TRUST.		3.869	0,000%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.443	0,000%	F
CENTRAL BANK OF IRELAND		6.498	0,001%	F
CENTRAL BANK OF IRELAND - MSCI PAB		7.779	0,001%	F
CENTRAL PROVIDENT FUND BOARD		2.778	0,000%	F
CERVURITE INTERNATIONAL LLC		27.240	0,003%	F
CFSIL RE CNEALTH GS FD 16		10.625	0,001%	F
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		53.494	0,005%	F
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1		116.856	0,011%	F
CHCP GLOBAL SECURITIES LP		2.533	0,000%	F
CHEVRON MASTER PENSION TRUST		115.225	0,011%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.393	0,001%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		7.046	0,001%	F
CI MORNINGSTAR INTERNATIONAL VALUE INDEX ETF		81.595	0,008%	F
CIBC EUROPEAN INDEX FUND		1	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		777	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		667	0,000%	F
CIBC INTERNATIONAL EQUITY PRIVATE POOL		1	0,000%	F
CIBC INTERNATIONAL INDEX FUND		1	0,000%	F
CINDY SPRINGS LLC		42.020	0,004%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T		390.180	0,037%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO		40.041	0,004%	F
CITITRUST LIMITED		6.213	0,001%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		2.634	0,000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		57.239	0,005%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,002%	F
CITY OF NEW YORK GROUP TRUST		100.077	0,010%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		30.423	0,003%	F
CITY UNIVERSITY OF NEW YORK		331	0,000%	F
CMAP SRPA FUND LIMITED PORTFOLIO MARGIN ACCTS		29.573	0,003%	F
CMLA INDEXED GLOBAL SHARE FUND		1.678	0,000%	F
CNP ASSUR VALUE ET MOMENTUM		28.689	0,003%	F
CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		724	0,000%	F
COLLEGE RETIREMENT EQUITIES FUND		506.430	0,048%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,001%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		14.448	0,001%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		237.154	0,023%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		4.907	0,000%	F
COMMONWEALTH GLOBAL SHARE FUND 17,		917.736	0,088%	F
COMMONWEALTH GLOBAL SHARE FUND 30.		11.399	0,001%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR		73.284	0,007%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		2.955	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		77.885	0,007%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		723	0,000%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.796	0,001%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		655	0,000%	F
CONSOLIDATED EDISON RETIREMENT PLAN		9.702	0,001%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,000%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,000%	F
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.		32.775	0,003%	F
COUNSEL DEFENSIVE GLOBAL EQUITY		861	0,000%	F
COV WACHSTUM MF		2.728	0,000%	F
CPPIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD		18.425	0,002%	F
CPR Europe ESG Poche COR		53.094	0,005%	F
CREDIT SUISSE INDEX FUND (IE) ETF ICAV		11.411	0,001%	F
CREDIT SUISSE INDEX FUND (LUX)		521.871	0,050%	F
CRELAN INVEST BALANCED		34.743	0,003%	F
CRELAN INVEST CONSERVATIVE		4.445	0,000%	F
CRELAN INVEST DYNAMIC		16.561	0,002%	F
CSIF CH Equity EMU UBS Fund Management Switzerland AG		18.468	0,002%	F
CSIF CH III Equity World ex CH Climate Change Blue Pension Fund Plus UBS FM Switzerland AG		236	0,000%	F
CSIF CH III Equity World ex CH Value Weighted Pension Fund UBS Fund Management Switzerland AG		3.330	0,000%	F
CSIF4 Credit Suisse Lux Global High Income Fund USD		17.560	0,002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		45.744	0,004%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATI		88.762	0,008%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX		1.159	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		2.126	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		5.356	0,001%	F
DANMARKS GRUNDFORSKNINGFOND		1.576	0,000%	F
Danske Bank Puljer		61.980	0,006%	F
DANSKE INVEST ALLOCATION		40.365	0,004%	F
DEAM FONDS ZDV		5.062	0,000%	F
DEAM-FONDS CPT		5.000	0,000%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		80.940	0,008%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		2.724	0,000%	F
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG		18.332	0,002%	F
DEKA INVESTMENT GMBH GLOBALE AKTIEN		37.259	0,004%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		151.287	0,014%	F
DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1 U01		154.225	0,015%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,001%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		515.625	0,049%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF		18.260	0,002%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		4.235	0,000%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		47.410	0,005%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		19.101	0,002%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		43.984	0,004%	F
DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL		10.342	0,001%	F
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS		14.000	0,001%	F
DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF		18.612	0,002%	F
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF		5.471	0,001%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,001%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U04		63.150	0,006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH W/SVAM-FONDS		8.459	0,001%	F
DEKA INVESTMENT GMBH W/SVN II-FONDS		4.879	0,000%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		2.018	0,000%	F
DEKA VALUE PLUS		134.730	0,013%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.		34.000	0,003%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHUETTUNGSCONCEPT REGIONAL NACHHALTIG		9.200	0,001%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC AKTIEN GLOBAL		21.000	0,002%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC PROFESSIONELL AKTIEN		12.000	0,001%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		4.057	0,000%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		33	0,000%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		1.122	0,000%	F
DESTINATIONS INTERNATIONAL EQU		11.163	0,001%	F
DEUTSCHE DCG EQ		1.926	0,000%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,000%	F
DFI LP EQUITY (PASSIVE		532	0,000%	F
DIGNITY PRE ARRANGEMENT LIMITED		2.247	0,000%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,000%	F
DIOCESE OF VENICE PENSION PLAN AND TRUST		206	0,000%	F
DNB BANK ASA		4.485	0,000%	F
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING		22.120	0,002%	F
DWS INVESTMENT GMBH FOR BALOISE-AKTIENFONDS DWS		22.000	0,002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		4.900	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		1.536	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,001%	F
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND		4.616	0,000%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT		71.015	0,007%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO		1.939	0,000%	F
DWS MULTI ASSET PIR FUND		75.000	0,007%	F
DYNASTY INVEST LTD		1.134	0,000%	F
EARNEST INSTITUTIONAL LLC		104	0,000%	F
EATON VANCE EQUITY HARVEST FUNDLLC		11.626	0,001%	F
EFFEPILUX SICAV AZIONARIO EURO		56.122	0,005%	F
EGEPARGNE 2 DIVERSIFIE		25.982	0,002%	F
EMBO-FONDS		14.469	0,001%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		1.533	0,000%	F
EMN ASC FUND LP		8.164	0,001%	F
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		48.611	0,005%	F
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		676	0,000%	F
EMPOWER ANNUITY INSURANCE COMPANY		85.168	0,008%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		61.814	0,006%	F
ENHANCED INDEX SUSTAINABLE GLOBAL EQUITY FUND I NL		433.313	0,041%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		5.749.190	0,548%	F
Ente nazionale di Previdenza ed Assistenza Medici (E.N.P.A M		200.000	0,019%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG		33.001	0,003%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		21.793	0,002%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		3.905	0,000%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.276	0,001%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		8.341	0,001%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		11.470	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		16.865	0,002%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		47.177	0,004%	F
EQUIPSUPER		8.669	0,001%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.826	0,000%	F
EQUITY FUND WORLD DBI-RDT		17.843	0,002%	F
ERAFP Actions Euro I		979.089	0,093%	F
ERISA ACTION EUROPE N 2		29.868	0,003%	F
ERISA ACTIONS GRANDES VALEURS		811.766	0,077%	F
ERS TEXAS ARROWSTREET INTERNATIONAL 967825		5.730	0,001%	F
ERSTE ASSET MANAGEMENT GMBH		474.800	0,045%	F
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)		1.335	0,000%	F
EUROPEAN EQUITIES 1		53.036	0,005%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,000%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,001%	F
FAMILY INVESTMENTS CHILD TRUST FUND		9.523	0,001%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		7.919	0,001%	F
FCM INTERNATIONAL LLC		835	0,000%	F
FCP SODIUM I		19.002	0,002%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		15.223	0,001%	F
FGV ACTIONS EUROPE LM A		12.900	0,001%	F
FIDDLER PARTNERS LLC		474	0,000%	F
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND		1.325.877	0,126%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		11.351	0,001%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		67.347	0,006%	F
FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF		221.038	0,021%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		468	0,000%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		43.232	0,004%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		71.220	0,007%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		555.052	0,053%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		223.690	0,021%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		38.569	0,004%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		172.023	0,016%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND		14.771	0,001%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND		774.754	0,074%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		181.704	0,017%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		2.642	0,000%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		6.735	0,001%	F
FINALTIS EFFICIENT BETA EURO		8.721	0,001%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		2.707	0,000%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		451.621	0,043%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		10.325	0,001%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		55.901	0,005%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		367.568	0,035%	F
FISCHER FAMILY TRUST		1.424	0,000%	F
FJARDE AP-FONDEN.		1	0,000%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		9.757	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		2.622	0,000%	F
FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION		12.378	0,001%	F
FLORIDA GLOBAL EQUITY FUND LLC		6.397	0,001%	F
FLORIDA RETIREMENT SYSTEM		1	0,000%	F
FLORIDA RETIREMENT SYSTEM TRUST FUND		2	0,000%	F
FLOURISH INVESTMENT CORPORATION		33.183	0,003%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,002%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		3.437	0,000%	F
FONDATION BOTNAR..		18.261	0,002%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		1.933	0,000%	F
FONDOPOSTE		24.747	0,002%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,000%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		13.060	0,001%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,000%	F
FOREIGN STOCK INDEX MOTHER FUND		24.593	0,002%	F
FORSTA AP - FONDEN		135.229	0,013%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,001%	F
FRANCIS FAMILY FUND APS		3.127	0,000%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		5.460	0,001%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF		2.832	0,000%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF		1.644	0,000%	F
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG		63.756	0,006%	F
FRANKLIN TEMPLETON ICAV		840	0,000%	F
FUNDACAO CALOUSTE GULBENKIAN		8.073	0,001%	F
FUNDO DE PENSOES		5.355	0,001%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,001%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		83.841	0,008%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		14.298	0,001%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		2.736	0,000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		14.330	0,001%	F
G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES		31.395	0,003%	F
GARD UNIT TRUST		6.700	0,001%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.213	0,000%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		531.629	0,051%	F
GENERALI SMART FUNDS		15.000	0,001%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		141.100	0,013%	F
GENUS FOSSIL FREE DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		31.700	0,003%	F
GERANA SICAV-SIF, S.A.		18.904	0,002%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		3.916	0,000%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		2.795	0,000%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		366.416	0,035%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,000%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		13.249	0,001%	F
GLOBAL MULTI-FACTOR EQUITY FUND		18.746	0,002%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED		127	0,000%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		20.433	0,002%	F
GMO BENCHMARK-FREE FUND		4.445	0,000%	F
GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND		1.758	0,000%	F
GMO MULTI-ASSET TRUST		6.417	0,001%	F
GODFOND SVERIGE & VARLDEN		4.688	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GOLDMAN SACHS ETF ICAV		69	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E		2.247	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT		395.428	0,038%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		28.702	0,003%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO		21.428	0,002%	F
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF		7.631	0,001%	F
GOLDMAN SACHS FUNDS		7.340	0,001%	F
GOLDMAN SACHS FUNDS III		163.090	0,016%	F
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND		28.270	0,003%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		25.471	0,002%	F
GOVERNMENT PENSION INVESTMENT FUND		2.490.929	0,238%	F
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC		3.964	0,000%	F
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.		3.228	0,000%	F
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND		12.968	0,001%	F
GREAT WEST INTERNATIONAL INDEX FUND		56.701	0,005%	F
GREEN CENTURY MSCI INTERNATION		20.944	0,002%	F
GUIDEMARK WORLD EX-US FUND		19.325	0,002%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		62.817	0,006%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		25.999	0,002%	F
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND		4.837	0,000%	F
HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND		246.925	0,024%	F
HAWTHORN DM LLC		7.505	0,001%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		1.363	0,000%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		367	0,000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		9.738	0,001%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,001%	F
HC RENTE		2.688	0,000%	F
HELVETIA I EUROPA		39.020	0,004%	F
HESTA		254.476	0,024%	F
HI-Aktien-Aktiv-Fundamental-SFonds		70.000	0,007%	F
HI-PNWL-DIVIDENDE-PLUS-FONDS		125.799	0,012%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		321.507	0,031%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND		28.493	0,003%	F
Horizon Business SRI Dyn DBI-RDT		14.779	0,001%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		15.571	0,001%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		44.955	0,004%	F
HRW TESTAMENTARY TRUST NO. 1		3.552	0,000%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,000%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,000%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,000%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,000%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,000%	F
HSBC ACTIONS MONDE		111.572	0,011%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		119.561	0,011%	F
HSBC ETFs Public Limited Company		129	0,000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		8.293	0,001%	F
HSBC ETFs Public Limited Company - HSBC MSCI World UCITS ETF		13.197	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HSBC EURO ACTIONS		362.685	0,035%	F
HSBC GLOBAL INVESTMENT FUNDS		528.510	0,050%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		22.978	0,002%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		18.051	0,002%	F
HSBC INTERNATIONAL EQUITY INDEX FUND		6.327	0,001%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		13.554	0,001%	F
IBM 401(K) PLUS PLAN TRUST		78.149	0,007%	F
IBM PERSONAL PENSION PLAN TRUST		1.358	0,000%	F
IBM RETIREMENT PLAN		1.508	0,000%	F
IF IST - EUROPE INDEX SRI		9.133	0,001%	F
IF IST - GLOBE INDEX		7.690	0,001%	F
IF IST - GLOBE INDEX SRI		1.197	0,000%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		358.791	0,034%	F
ILA - A-ILDSCG		2.038	0,000%	F
ILA - A-ILEZEQG		10.354	0,001%	F
ILA - A-ILGLOEQG		4.718	0,000%	F
ILA - A-ILGLOEQN		852	0,000%	F
ILA-A-ILSDMH		48.484	0,005%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		21.659	0,002%	F
ILA-LA WORLD ESG SCREENED FUND		5.226	0,000%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		136.648	0,013%	F
IMPAX INTERNATIONAL SUSTAINABLE ECONOMY FUND		196.630	0,019%	F
IMPERIAL INTERNATIONAL EQUITY POOL		3	0,000%	F
IMPERIAL OVERSEAS EQUITY POOL		1	0,000%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,298%	F
ING DIRECT FONDO NARANJA CONSERVADOR FI		2.223	0,000%	F
ING DIRECT FONDO NARANJA DINAMICO FI		21.010	0,002%	F
ING DIRECT FONDO NARANJA MODERADO FI		14.644	0,001%	F
ING DIRECT SICAV		21.113	0,002%	F
INSTITUTIONAL RETIREMENT TRUST		7.916	0,001%	F
INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC		2.652	0,000%	F
INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST		103.634	0,010%	F
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN		24.802	0,002%	F
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND		62.959	0,006%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		18.189	0,002%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		8.766	0,001%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		793.783	0,076%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		782	0,000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		967	0,000%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		1.000	0,000%	F
INTERNATIONAL MONETARY FUND		30.572	0,003%	F
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT		740	0,000%	F
INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN		3.825	0,000%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		418.881	0,040%	F
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF		69.042	0,007%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		47.358	0,005%	F
INVESCO FUNDS		18.101	0,002%	F
INVESCO GLOBAL BALANCED INDEX FUND UK		11.974	0,001%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		1.449	0,000%	F
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND		218	0,000%	F
INVESCO MARKETS II PLC		22.128	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESCO MARKETS III PLC		655	0,000%	F
INVESCO MSCI WORLD SRI INDEX FUND		601	0,000%	F
INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		149.468	0,014%	F
INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL		58.233	0,006%	F
INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL		35.150	0,003%	F
INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL		21.114	0,002%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		6.480	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		7.745	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL		11.862	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		29.269	0,003%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		10.194	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST MIX OFFENSIV PLUS - AKKUMULERENDE KL		2.671	0,000%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL		60.166	0,006%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL		70.869	0,007%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL		46.407	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL		36.728	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL		6.896	0,001%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE		1.796	0,000%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.977	0,000%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI		24.633	0,002%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		39.017	0,004%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,002%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		11.754	0,001%	F
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM		12.449	0,001%	F
IP ACTIONS EURO		10.036	0,001%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		129.186	0,012%	F
IQ 500 INTERNATIONAL ETF		12.412	0,001%	F
IRISH LIFE ASSURANCE PLC		77.458	0,007%	F
IRISH LIFE ASSURANCE.		43.505	0,004%	F
IRR K LLC		4.519	0,000%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,000%	F
ISHARES BLOCKCHAIN AND TECH ETF		5.332	0,001%	F
ISHARES CORE MSCI EAFE ETF		3.034.609	0,289%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		152.615	0,015%	F
ISHARES CORE MSCI EUROPE ETF		180.161	0,017%	F
ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF		319.134	0,030%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		593.266	0,057%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		2.973	0,000%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		8.479	0,001%	F
ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE		25.657	0,002%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		32.330	0,003%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		5.405	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		1.513.576	0,144%	F
ISHARES EURO STOXX UCITS ETF (DE)		181.733	0,017%	F
ISHARES II PUBLIC LIMITED COMPANY		1.841.205	0,176%	F
ISHARES III PUBLIC LIMITED COMPANY		949.740	0,091%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		84.191	0,008%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		4.457	0,000%	F
ISHARES IV PUBLIC LIMITED COMPANY		875.979	0,084%	F
ISHARES MSCI ACWI ETF		95.926	0,009%	F
ISHARES MSCI ACWI EX U.S. ETF		82.333	0,008%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		39.344	0,004%	F
ISHARES MSCI EAFE ETF		1.629.428	0,155%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		307.327	0,029%	F
ISHARES MSCI EAFE VALUE ETF		962.883	0,092%	F
ISHARES MSCI EUROPE FINANCIALS ETF		354.707	0,034%	F
ISHARES MSCI EUROPE IMI INDEX ETF		8.658	0,001%	F
ISHARES MSCI EUROZONE ETF		625.362	0,060%	F
ISHARES MSCI GLOBAL MULTIFACTORETF		6.480	0,001%	F
ISHARES MSCI INTL SIZE FACTOR ETF		497	0,000%	F
ISHARES MSCI ITALY ETF		871.561	0,083%	F
ISHARES MSCI KOKUSAI ETF		1.714	0,000%	F
ISHARES MSCI WORLD ETF		26.745	0,003%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		2.244	0,000%	F
ISHARES PUBLIC LIMITED COMPANY		2.706.366	0,258%	F
ISHARES STOXX EUROPE 600 INSURANCE UCITS ETF DE		235.586	0,022%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		297.986	0,028%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		162.053	0,015%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		894.263	0,085%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.123.409	0,202%	F
ISHARES V PUBLIC LIMITED COMPANY		233.630	0,022%	F
ISHARES VI PUBLIC LIMITED COMPANY		116.655	0,011%	F
ISHARES VII PUBLIC LIMITED COMPANY		796.647	0,076%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		63.168	0,006%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,000%	F
ISHARES WORLD EQUITY FACTOR ETF		3.697	0,000%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		3.662	0,000%	F
JANA PASSIVE GLOBAL SHARE TRUST		9.246	0,001%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.611.602	0,154%	F
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND		1.011	0,000%	F
JEFFREY LLC		7.080	0,001%	F
JNL INTERNATIONAL INDEX FUND		61.313	0,006%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		7.181	0,001%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		763	0,000%	F
JNL/MELLON MSCI WORLD INDEX FUND		3.130	0,000%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		82.393	0,008%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		12.437	0,001%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		26.868	0,003%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		34.448	0,003%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		28.336	0,003%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		17.679	0,002%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		61.493	0,006%	F
JOSHUA GREEN CORPORATION		3.450	0,000%	F
JPM Multi Income Fund		41.776	0,004%	F
JPMORGAN BETABUILDERS EUROPE ETF		335.919	0,032%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		111.594	0,011%	F
JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND		126.319	0,012%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		72.398	0,007%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		18.759	0,002%	F
JPMorgan Europe Strategic Dividend Fund		3.738	0,000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		8.727	0,001%	F
JPMORGAN FUNDS		407.322	0,039%	F
JPMORGAN GLOBAL ALLOCATION FUND		1.712	0,000%	F
JPMORGAN INCOME BUILDER FUND		119.817	0,011%	F
JPMORGAN INVESTMENT FUNDS		718.366	0,069%	F
JPMorgan Multi Balanced Fund		3.411	0,000%	F
JTW TRUST NO. 1 UAD 9/19/02.		2.645	0,000%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,000%	F
JTW TRUST NO. 3 UAD 9/19/02.		2.827	0,000%	F
JTW TRUST NO. 5 UAD 9/19/02.		1.555	0,000%	F
JUNON ACTIONS OBLIGATIONS		138.783	0,013%	F
K INVESTMENTS SH LIMITED.		45.049	0,004%	F
KAISER FOUNDATION HOSPITALS		6.848	0,001%	F
KAISER PERMANENTE GROUP TRUST		10.051	0,001%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER		3.011	0,000%	F
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III		49.460	0,005%	F
KAPITALFORENINGEN EMD INVEST VERDENSINDEKS		8.758	0,001%	F
KAPITALFORENINGEN INVESTIN PRO - GBL LARGE CAP MARKET NEU EQ C/O AQR CAPITAL MANAGEMENT LLC		528.036	0,050%	F
KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I		17.756	0,002%	F
KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX		15.833	0,002%	F
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS		10.339	0,001%	F
KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER		33.465	0,003%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		162.824	0,016%	F
KATHERINE C MOORE CHARITABLE LEAD ANNUIT		968	0,000%	F
KBC ECO FUND WORLD		19.167	0,002%	F
KBC EQUITY FUND EUROPE		36.601	0,003%	F
KBC EQUITY FUND EUROZONE		614.207	0,059%	F
KBC EQUITY FUND EUROZONE DBI-RDT		45.316	0,004%	F
KBC EQUITY FUND SRI EUROZONE		815.340	0,078%	F
KBC EQUITY FUND SRI WORLD		198.845	0,019%	F
KBC Equity Fund World		172.467	0,016%	F
KBC Equity SRI World DBI-RDT		11.572	0,001%	F
KBC INST FUND EURO EQUITY		43.675	0,004%	F
KBC INST FUND SRI WORLD EQUITY		55.308	0,005%	F
KBC INSTITUTIONAL FUND SRI EURO		55.791	0,005%	F
KBI FUNDS ICAV		30.846	0,003%	F
KBI GLOBAL INVESTMENT FUND		12.196	0,001%	F
KFP MARKETABLE LLC		1.244	0,000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		31.853	0,003%	F
KOKUSAI EQUITY INDEX FUND, A S		14.322	0,001%	F
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP		30.561	0,003%	F
KUTXABANK GESTION SGIIC, S.A.		348.280	0,033%	F
KUTXABANK PENSIONES, S.A., SGFP		175.166	0,017%	F
L AND G ASSUR(PENS MGNT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270		17.523	0,002%	F
L AND G ASSUR(PENS MGNT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495		21.661	0,002%	F
La Francaise Systematic European Equities		71.144	0,007%	F
La Francaise Systematic Multi Asset Allocation		2.948	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LACERA MASTER OPEB TRUST		11.377	0,001%	F
LAKE AVENUE INVESTMENTS LLC		9.047	0,001%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		154.290	0,015%	F
LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP		8.200	0,001%	F
LAZARD ASSET MANAGEMENT LLC		741	0,000%	F
LAZARD RETIREMENT GLOBAL DYNAMIC MULTI ASSET PORTFOLIO		20.689	0,002%	F
LCL ACTIONS EURO CORE+		12.674	0,001%	F
LCL ACTIONS MONDE HORS EUROPE EURO		31.895	0,003%	F
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED		3.493	0,000%	F
LEGAL & GENERAL EUROPEAN INDEX TRUST		250.663	0,024%	F
LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I		3.579	0,000%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU		9.143	0,001%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND		30.046	0,003%	F
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND		6.832	0,001%	F
LEGAL & GENERAL ICAV.		155	0,000%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		32.758	0,003%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		30.799	0,003%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		20.092	0,002%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		203.452	0,019%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY		8.793	0,001%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		1.358.727	0,130%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		24.797	0,002%	F
LEGAL AND GENERAL CCF		22.767	0,002%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		43.781	0,004%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		485	0,000%	F
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND		11.824	0,001%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		61.961	0,006%	F
LEGAL AND GENERAL UCITS ETF PLC		105.588	0,010%	F
LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF		437.503	0,042%	F
LGIASUPER		37.952	0,004%	F
LGIM MANAGERS (EUROPE) LIMITED		45.699	0,004%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		399	0,000%	F
LIF-LYXOR MSCI WORLD CATHOL PR		4.486	0,000%	F
LMA IRELAND MAP501		3.166	0,000%	F
LMAP IRELAND ICAV - LMAP 909		10.133	0,001%	F
LMAP IRELAND ICAV - LMAP 910		9.135	0,001%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,000%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.503	0,001%	F
LOF TargetNetZero Europe Equity		4.386	0,000%	F
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		36.380	0,003%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		152.159	0,015%	F
LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST		21.601	0,002%	F
LUCENT TECHNOLOGIES INC MASTER PENSION TRUST		1	0,000%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR		804.646	0,077%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA		270.735	0,026%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		446.272	0,043%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
LUXCELLENCE-HELVETIA EUROP EQUITY		6.430	0,001%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		16.168	0,002%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		206.815	0,020%	F
LVIP SSGA INTERNATIONAL INDEX FUND		82.911	0,008%	F
LYXINDEX FUND - LYXOR MSCI EMU		26.721	0,003%	F
LYXOR CORE MSCI WORLD		41.987	0,004%	F
LYXOR FTSE MIB UCITS ETF		443.557	0,042%	F
LYXOR MSCI EUROPE ESG LEADERS		114.788	0,011%	F
LYXOR MSCI EUROPE UCITS ETF		28.748	0,003%	F
M INTERNATIONAL EQUITY FUND		4.004	0,000%	F
MACK EAFE EQUITY POOL		13.081	0,001%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		16.849	0,002%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		3.653	0,000%	F
MACQUARIE MULTI-FACTOR FUND		6.015	0,001%	F
MAIN I - UNIVERSAL - FONDS		12.933	0,001%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		6.112	0,001%	F
MAN INSIGHT LIMITED		32	0,000%	F
MAN NUMERIC ALTERNATIVE RISK PREMIA VALUE.		52.886	0,005%	F
MANAGED PENSION FUNDS LIMITED		15.663	0,001%	F
MANDARINE EQUITY INCOME		4.876	0,000%	F
MANDARINE IMPROVERS		3.300	0,000%	F
MANDAT ACTION HGAM		215.978	0,021%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		17.974	0,002%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		21.209	0,002%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.906	0,000%	F
MARIGOLD TACTICAL STRATEGIES LTD		2.076	0,000%	F
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 130/30 FUND		39.067	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3		22.191	0,002%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5		45.421	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/50 FUND.		79.961	0,008%	F
MARSHALL WACE INV STRAT EUROPEAN TOPS		1.132	0,000%	F
MARSHALL WACE INVESTMENT STRATEGIES-SYSTEMATIC ALPHA PLUS FD C/O MARSHALL WACE LLP		6.877	0,001%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE		171.625	0,016%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND		291.908	0,028%	F
MARSHALL WACE MASTER FDS SPC SP		29.796	0,003%	F
MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND		8.019	0,001%	F
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND		330.467	0,032%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		99.421	0,009%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		15.687	0,001%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,000%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		6.775	0,001%	F
MBB PUBLIC MARKETS I LLC		43.462	0,004%	F
MBB SMART FUND C LLC		14.329	0,001%	F
MBB SMART FUND P LLC		12.148	0,001%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		25.325	0,002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		21.078	0,002%	F
MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU		10.064	0,001%	F
MERCER GE INTERNATIONAL EQUITY FUND		51.950	0,005%	F
MERCER GLOBAL EQUITY FUND		34.419	0,003%	F
MERCER INDEXED INTERNATIONAL SHARES FUND		37.972	0,004%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
MERCER NONUS CORE EQUITY FUND		262.370	0,025%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		34.338	0,003%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		2.084	0,000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,001%	F
MERCER QIF COMMON CONTRACTUAL FUND		128.071	0,012%	F
MERCER UCITS COMMON CONTRACTUALFUND		31.680	0,003%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		176.540	0,017%	F
MERCER WHOLESALE FUNDS		1.392	0,000%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		111.328	0,011%	F
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE		2.193	0,000%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,001%	F
METROPOLITAN LIFE INSURANCE COMPANY		21.477	0,002%	F
MGI FUNDS PLC		59.781	0,006%	F
MH AMUNDI ACTIONS EURO		118.010	0,011%	F
MICHAEL AND MAIRA CAREN TRUST 930		1.120	0,000%	F
MICHIGAN CATHOLIC CONFERENCE		696	0,000%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,000%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		16.260	0,002%	F
MIDDLETOWN WORKS HOURLY AND SALARIED UNION		706	0,000%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,000%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,000%	F
MIGROS BANK (LUX) FONDS 50		920	0,000%	F
MINE SUPERANNUATION FUND		22.327	0,002%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	36,438%	F
MISSOURI EDUCATION PENSION TRUST		285.662	0,027%	F
MOA INTERNATIONAL FUND		610.040	0,058%	F
MOBIUS LIFE LIMITED		13.906	0,001%	F
MOMENTUM GLOBAL FUNDS		15.906	0,002%	F
MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND		126	0,000%	F
MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND		182	0,000%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		2.193	0,000%	F
MORGAN STANLEY INVESTMENT FUNDS		9.293	0,001%	F
MORGAN STANLEY PATHWAY FUNDS -		14.934	0,001%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		139	0,000%	F
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		3.441	0,000%	F
MOTHER CABRINI HEALTH FOUNDATION INC		28.842	0,003%	F
MOUNT HATTON INVESTMENTS LIMITED		32.116	0,003%	F
MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND		326	0,000%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,001%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		167.871	0,016%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		30.113	0,003%	F
MUL- LYX FTSE IT ALL CAP PIR 2		11.575	0,001%	F
MUL-LYX NET ZERO 50 SP EUROZ C		254.566	0,024%	F
MULTI UNITS LUX-LYXOR CORE MSC		44.681	0,004%	F
MULTIFLEX SICAV		3.638	0,000%	F
MWIS TOPS GLOBAL EQUITIES LE FDAC		5.161	0,000%	F
MWIS TOPS World Equities AC		24.414	0,002%	F
NATIONAL BANK FINANCIAL INC		2.386	0,000%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,001%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		135.099	0,013%	F
NATIONAL EMPLOYMENT SAVINGS TRUST		657.819	0,063%	F
NATIONAL TREASURY MANAGEMENT AGCY		6.638	0,001%	F
NATIONWIDE INTERNATIONAL INDEX FUND		26.701	0,003%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST		30.767	0,003%	F
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST		46.054	0,004%	F
NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST		41.947	0,004%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,000%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		90.516	0,009%	F
NBIMC EAFE EQUITY INDEX FUND.		1.530	0,000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		57.842	0,006%	F
NEUALT LLC		31.713	0,003%	F
NEW AIRWAYS PENSION SCHEME		310	0,000%	F
NEW YORK STATE COMMON RETIREMENT FUND		47.605	0,005%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		815.452	0,078%	F
NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POW		2.129	0,000%	F
NFS LIMITED		4.962	0,000%	F
NGS SUPER		1.885	0,000%	F
NILUS UNIVERSAL FONDS		35.000	0,003%	F
NMTB/NIK KOKUSAI-NH 935026		19.560	0,002%	F
NORDEA EUROPEAN PASSIVE FUND		8.207	0,001%	F
NORDEA GLOBAL PASSIVE FUND		17.185	0,002%	F
NORDEA WORLD PASSIVE FUND		13.513	0,001%	F
NORGES BANK		12.351.678	1,178%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		128.609	0,012%	F
NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.		96.479	0,009%	F
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		33.292	0,003%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		17.832	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		24.961	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		23.284	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING		63.404	0,006%	F
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		946.405	0,090%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		516.280	0,049%	F
NORTHERN TRUST UCITS FGR FUND		84.897	0,008%	F
NOW PENSIONS TRUST		7.170	0,001%	F
NSP MINNESEOTA RETAIL PRAIRIE II		4.235	0,000%	F
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,000%	F
NSP MONTICELLO MINNESOTA RETAIL		6.527	0,001%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,000%	F
NTUC INCOME INSURANCE CO OPERATIVE LIMITED		1.919	0,000%	F
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND		22.847	0,002%	F
NV HAGELUNIE		3.804	0,000%	F
NVIT INTERNATIONAL INDEX FUND		38.198	0,004%	F
NZAM EURO STOXX PARIS-ALIGNED		1.162	0,000%	F
OHMAN MARKNAD GLOBAL		14.000	0,001%	F
OLD WESTBURY LARGE CAP STRATEGIES FUND		1.785.400	0,170%	F
ONEMARKETS ITALY ICAV		6.795	0,001%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		19.681	0,002%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL		25.520	0,002%	F
OP CUSTODY LTD		10.628	0,001%	F
OPENWORLD PUBLIC LIMITED COMPANY		405	0,000%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		147.448	0,014%	F
OSSIAM LUX		299.496	0,029%	F
OSTRUM SRI EURO MINVOL EQUITY		19.311	0,002%	F
OSTRUM SRI EUROPE EQUITY		251.393	0,024%	F
PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD		20.043	0,002%	F
PCA TAX SHELTERED ANNUITY PLAN		3.023	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.082	0,000%	F
PENSIOENFONDS METAAL OFP		44.920	0,004%	F
PENSION BENEFIT GUARANTY CORPORATION		105.235	0,010%	F
PENSION RESERVES INVESTMENT TRUST FUND		52.548	0,005%	F
PEOPLE'S BANK OF CHINA		436.162	0,042%	F
PGGM SPD (DMAEMFGL)PGGM SPD DMAE MULTIFACTOR GLOBAL		108.937	0,010%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.740	0,000%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,000%	F
PICTET - EUROPE INDEX		47.757	0,005%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		28.827	0,003%	F
PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES		5.218	0,000%	F
PICTET CH - GLOBAL EQUITIES		6.137	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		12.635	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL		13.998	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		3.417	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		11.344	0,001%	F
PICTET TOTAL RETURN		110.519	0,011%	F
PICTET TOTAL RETURN DIVERSIFIED ALPHA		113.376	0,011%	F
PICTET-EUROLAND INDEX		30.363	0,003%	F
PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND		1.078	0,000%	F
PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND		9.979	0,001%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		88.207	0,008%	F
PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND		39.153	0,004%	F
PINEBRIDGE GLOBAL FUNDS		20.199	0,002%	F
PINNACLE PLATO GBL LOW CARBON FD		440	0,000%	F
Pirisino Lorenzo		500	0,000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH		3.090	0,000%	F
PK CSG World Equity UBS Fund Management Switzerland AG		10.169	0,001%	F
PLATINUM ARROW TRUST		7.841	0,001%	F
PLATO GLOBAL SHARES INCOME FUND.		26.493	0,003%	F
PLATO INST I FUND EURO EQUITY		11.638	0,001%	F
PLATO INST I FUND EUROPEAN EQUITY		30.635	0,003%	F
Plato Instit Index Fnd World DBI-RDT		3.794	0,000%	F
Plato RI World		2.142	0,000%	F
PLEIADES TRUST		79.666	0,008%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,001%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		71.439	0,007%	F
POOL REINSURANCE CO LTD		5.952	0,001%	F
PRAXIS INTERNATIONAL INDEX FUND		66.474	0,006%	F
prevoyance ne fund prevoyance ne global assets UBS Fund Management Switzerland		924	0,000%	F
PRIME SUPER		1.818	0,000%	F
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX		31.207	0,003%	F
PRINCIPAL FUNDS INC OVERSEAS FUND		14.132	0,001%	F
PrivilEdge - JP Morgan Pan European Flexible Equity		71.538	0,007%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,000%	F
PRO-GEN INVESTMENTS LLC		256	0,000%	F
PROJECT 121/160-70 (P)		970	0,000%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		25.766	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.797	0,000%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		137	0,000%	F
PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO		1.648	0,000%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		34.067	0,003%	F
PRUDENTIAL HONG KONG LIMITED		543.045	0,052%	F
PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY		54.965	0,005%	F
PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST		19.406	0,002%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		12.317	0,001%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		1.526.137	0,146%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		94.300	0,009%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		12.292	0,001%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		49.437	0,005%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		76.699	0,007%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		209.733	0,020%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		57.446	0,005%	F
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		29.120	0,003%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		2.498	0,000%	F
Putm Authorised Contractual Scheme - Putm Acs European Ex UK Fund		328.246	0,031%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		321.250	0,031%	F
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN		470	0,000%	F
QIC INTERNATIONAL EQUITIES FUND.		5.359	0,001%	F
QUALITY EDUCATION FUND		817	0,000%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,082%	F
RBC QUANT EAFE DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUANT EUROPEAN DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUBE GLOBAL EQUITY FUND		1	0,000%	F
ReAssure Limited		127.852	0,012%	F
RECORD INVEST SCA SICAV RAIF		4.669	0,000%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		19.518	0,002%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		62.196	0,006%	F
RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT		33.161	0,003%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.755	0,000%	F
Reusser Jürg		6.000	0,001%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		328.736	0,031%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		11.915	0,001%	F
RHUMBLINE LOW CARBON INDEX FUNDLLC		18.077	0,002%	F
RLA International Equities Fund		12.400	0,001%	F
ROBECO CAPITAL GROWTH FUNDS		56.960	0,005%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,003%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,000%	F
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND		2.430	0,000%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,001%	F
ROPS EURO P		66.805	0,006%	F
ROPS-SMART INDEX EURO		108.033	0,010%	F
RPAQ 2015 FUND LP		6.762	0,001%	F
RT VIF VERSICHERUNG INTERNATIONAL FONDS		43.400	0,004%	F
RTX SAVINGS PLAN MASTER TRUST		148.085	0,014%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		14.482	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND		13.002	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.600	0,001%	F
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND		2.133	0,000%	F
RUSSELL INVESTMENT COMPANY PLC		30.158	0,003%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28		7.081	0,001%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND		87.308	0,008%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROW		13.907	0,001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.797	0,000%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.137	0,000%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		2.680	0,000%	F
Russell Investments Sustainable Global Shares Fund		3.836	0,000%	F
RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL		1.123	0,000%	F
RUTGERS THE STATE UNIVERSITY		7.378	0,001%	F
S. ROBSON WALTON 1999 CHILDRENS TRUST		1.330	0,000%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		1.240	0,000%	F
S. ROBSON WALTON 2010 TRUST		3.114	0,000%	F
SABADELL EUROPA BOLSA ESG, FI		256.009	0,024%	F
SAKKARAH 7 FCP		10.871	0,001%	F
SAMSUNG GLOBAL CORE EQUITY FUND		1.721	0,000%	F
SAS TRUSTEE CORPORATION POOLED FUND		215.995	0,021%	F
SBC MASTER PENSION TRUST		8.896	0,001%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		12.618	0,001%	F
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.		2.030	0,000%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		344.602	0,033%	F
SCHRODER GLOBAL QUALITY FUND (CANADA)		1.402	0,000%	F
SCHRODER GLOBAL SUSTAINABLE EQUITY FUND		14.977	0,001%	F
SCHRODER GLOBAL VALUE FUND		48.647	0,005%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		3.194	0,000%	F
SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST		270.122	0,026%	F
SCHRODER INTERNATIONAL SELECTION FUND		148.175	0,014%	F
SCHRODER MANAGED BALANCED FUND		3.900	0,000%	F
SCHRODER PENSION MANAGEMENT LIMITED		16.438	0,002%	F
SCHRODER QEP GLOBAL ACTIVE VALUE FUND		24.212	0,002%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		123.145	0,012%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		324.304	0,031%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND		68.515	0,007%	F
SCHWAB INTERNATIONAL EQUITY ETF		820.988	0,078%	F
SCHWAB INTERNATIONAL INDEX FUND		252.540	0,024%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		1.036	0,000%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		5.826	0,001%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		915	0,000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		60.410	0,006%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		57.208	0,005%	F
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND		1.952	0,000%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.522	0,000%	F
SEB AKTIENFONDS		27.731	0,003%	F
SEEYOND		34.829	0,003%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,000%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		28.394	0,003%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND		8.102	0,001%	F
SELECTION EURO ENVIRONNEMENT (MAI 2022)		194.514	0,019%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
SELFFINANCING POSTSECONDARY EDUCATION FUND		277	0,000%	F
SELIGSON AND CO EUROPE INDEX FUND		30.202	0,003%	F
SEMPRA ENERGY PENSION MASTER TRUST		4.628	0,000%	F
SENTINEL INTERNATIONAL FUND		1.046	0,000%	F
SG ACTIONS INTERNATIONALES		16.061	0,002%	F
SGA INTERNATIONAL EQUITY CIT		17.683	0,002%	F
SHELL CANADA 2007 PENSION PLAN		407	0,000%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		3.596	0,000%	F
SHELTON INTERNATIONAL SELECT EQUITY FUND		31.708	0,003%	F
SHERIFFS PENSION AND RELIEF FUND		4.086	0,000%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		80	0,000%	F
SIEMENS BALANCED		12.018	0,001%	F
SIEMENS EMU EQUITIES		37.682	0,004%	F
SIEMENS-FONDS SIEMENS-RENTE		54.879	0,005%	F
SIJOITUSRAHASTO UB EUROOPPA AI		8.600	0,001%	F
Simplicity Hedged Global Share Fund		11.335	0,001%	F
Simplicity Unhedged Global Share Fund		7.011	0,001%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		1.032.314	0,098%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		345.556	0,033%	F
SLW PORTFOLIO LLC		256	0,000%	F
SOCIAL PROTECTION FUND		10.509	0,001%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.817	0,000%	F
SPA MANDATE BLACKROCK		19.107	0,002%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		493.857	0,047%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		9.588	0,001%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		8.925	0,001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		664	0,000%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		239.860	0,023%	F
SPDR PORTFOLIO EUROPE ETF		10.254	0,001%	F
SPDR SP WORLD EX AUSTRALIA FUND		5.299	0,001%	F
SPP GENERATION 40-TAL		3.800	0,000%	F
SPP GENERATION 50-TAL		24.909	0,002%	F
SPP GENERATION 60-TAL		15.755	0,002%	F
SPP GENERATION 70-TAL		43.080	0,004%	F
SPP GENERATION 80-TAL		43.477	0,004%	F
SPRING 625		33.482	0,003%	F
SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND		3.465	0,000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		36	0,000%	F
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND		6.755	0,001%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.924	0,033%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		1.959	0,000%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		46.275	0,004%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		128.891	0,012%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		2.051.256	0,196%	F
ST PF STAPLES MANDATE ALLIANCE CAPITAL		2.680	0,000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,000%	F
ST. MARY'S HEALTHCARE		152	0,000%	F
STANDARD BANK OF SOUTH AFRICA LTD		77.840	0,007%	F
STANLIB FUNDS LIMITED		46.529	0,004%	F
STAR PASTEUR		17.656	0,002%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		22.184	0,002%	F
STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD		34.222	0,003%	F
STATE OF MINNESOTA		197.753	0,019%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		181.175	0,017%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		28.540	0,003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STATE OF WISCONSIN INVESTMENT BOARD		116.229	0,011%	F
STATE OF WYOMING		35.470	0,003%	F
STATE STREET CCF		2.497	0,000%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		3.141	0,000%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		260.988	0,025%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		110.112	0,010%	F
STATE STREET GLOBAL INDEX PLUS TRUST		2.018	0,000%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		94.478	0,009%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		6.100	0,001%	F
STATE STREET IRELAND UNIT TRUST		17.288	0,002%	F
STATE STREET TOTAL RETURN VIS FUND		4.407	0,000%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		746.601	0,071%	F
STATE UNIVERSITIES RETIREMENT SYSTEM		123.670	0,012%	F
STELLAR INSURANCE, LTD.		1.459	0,000%	F
STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND		92.750	0,009%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,000%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET		462	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR		3.886	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF		23.550	0,002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF		9.146	0,001%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		12.076	0,001%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		154.149	0,015%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		121.122	0,012%	F
STICHTING BPL PENSIOEN MANDAAT BLACKROCK		56.156	0,005%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		162.949	0,016%	F
STICHTING HEINEKEN PENSIOENFONDS		14.109	0,001%	F
STICHTING ING CDC PENSIOENFONDS		6.407	0,001%	F
STICHTING MN SERVICES		143.651	0,014%	F
STICHTING MN SERVICES AANDELENFO ND		27.094	0,003%	F
STICHTING NN CDC PENSIOENFONDS		1.249	0,000%	F
STICHTING PENSIOENFONDS ABP		851.448	0,081%	F
STICHTING PENSIOENFONDS ING		9.697	0,001%	F
STICHTING PENSIOENFONDS NOTARIAAT		2.330	0,000%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		7.031	0,001%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,000%	F
STICHTING PENSIOENFONDS SAGITTARIUS		10.484	0,001%	F
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN		1.747	0,000%	F
STICHTING PENSIOENFONDS VOOR HUISARTSEN		54.699	0,005%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		43.226	0,004%	F
STICHTING PGGM DEPOSITARY		144.494	0,014%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,001%	F
STICHTING PME PENSIOENFONDS		63.943	0,006%	F
STOREBRAND EUROPA		353.836	0,034%	F
STOREBRAND EUROPA PLUS		29.444	0,003%	F
STOREBRAND GLOBAL ALL COUNTRIES		181.885	0,017%	F
STOREBRAND LIVSFORSIKRING AS		273.370	0,026%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,001%	F
STRATEGY SICAV		1.521	0,000%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		3.999	0,000%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.043	0,002%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		659	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		3.155	0,000%	F
SWISS NATIONAL BANK		1.155.949	0,110%	F
SYCOMORE INCLUSIVE JOBS		239.616	0,023%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		2.839	0,000%	F
T. ROWE PRICE FUNDS SICAV		14	0,000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		26.500	0,003%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		56.915	0,005%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.190	0,000%	F
TANGERINE BALANCED GROWTH PORTFOLIO		7.529	0,001%	F
TANGERINE BALANCED INCOME PORTFOLIO		667	0,000%	F
TANGERINE BALANCED PORTFOLIO		5.023	0,000%	F
TANGERINE EQUITY GROWTH PORTFOLIO		9.862	0,001%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		23.194	0,002%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		309.768	0,030%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		88.474	0,008%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		4.977	0,000%	F
TD EUROPEAN INDEX FUND		2.777	0,000%	F
TD INTERNATIONAL EQUITY INDEX ETF		29.774	0,003%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		271.897	0,026%	F
TEACHERS RETIREMENT ALLOWANCES FUND		1	0,000%	F
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		73.937	0,007%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		31.796	0,003%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		364.087	0,035%	F
TELSTRA SUPERANNUATION SCHEME		11.054	0,001%	F
TEXAS PERMANENT SCHOOL FUND CORP		88.534	0,008%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		18.041	0,002%	F
TEXAS UTILITIES QUAL NDT PARTNERSHIP		2.393	0,000%	F
THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO		27.581	0,003%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		140.827	0,013%	F
THE ANNENBERG FOUNDATION.		5.501	0,001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		162.774	0,016%	F
THE ASSOCIATED BRITISH FOODS PENSION SCHEME		128.871	0,012%	F
THE BANK OF KOREA		1.168	0,000%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		98.769	0,009%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		77.518	0,007%	F
THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		61.987	0,006%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		1.719	0,000%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.616	0,000%	F
THE COMMONWEALTH FUND		1.507	0,000%	F
THE DAVID A DUFFIELD TRUST UAD 07/14/88		3.296	0,000%	F
THE ESB PENSION FUND		14.100	0,001%	F
THE FIRST CHURCH OF CHRIST SCIENTIST		1.046	0,000%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		2.359	0,000%	F
THE HKSAR GOVERNMENT SCHOLARSHIP FUND		231	0,000%	F
THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		1.679	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		10.095	0,001%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		674	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		48.514	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		55.376	0,005%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		7.495	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		5.850	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: AXA IM GLOBAL EX JAPAN EQUITY MOTHER FUND		41.659	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		221	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129		3.374	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		8.854	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		32.088	0,003%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT T		42.544	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		15.892	0,002%	F
THE MINDEROO FOUNDATION TRUST		2.999	0,000%	F
THE MISSOURI FOUNDATION FOR HEALTH		8.979	0,001%	F
THE MONETARY AUTHORITY OF SINGAPORE		15.315	0,001%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		3.538	0,000%	F
THE NEMOURS FOUNDATION PENSION PLAN		471	0,000%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		15.886	0,002%	F
THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO		483	0,000%	F
THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT		1.909	0,000%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		113.400	0,011%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		577.453	0,055%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND		645.669	0,062%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		12.040	0,001%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		103.074	0,010%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY		8.838	0,001%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,000%	F
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST		8.403	0,001%	F
THEAM QUANT - EQUITY EUROPE DEFI		37.749	0,004%	F
THEAM QUANT - EQUITY EUROZONE DEFI		26.307	0,003%	F
THEAM QUANT - EQUITY WORLD DEFI		11.238	0,001%	F
THEAM QUANT - NEW ENERGY OPPORTUNITIES		5.293	0,001%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		75.506	0,007%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,001%	F
THRIFT SAVINGS PLAN		465.976	0,044%	F
THRIFT SAVINGS PLAN		1.508.162	0,144%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		5.385	0,001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		707.829	0,067%	F
TIMOTHY PLAN INTERNATIONAL ETF.		30.484	0,003%	F
TIMOTHY PLAN MARKET NEUTRAL ETF		13.932	0,001%	F
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST		2.594	0,000%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,003%	F
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP		2.795	0,000%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		3.936	0,000%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT		112.646	0,011%	F
TRINITY COLLEGE CAMBRIDGE		9.460	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		2.731	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		33.091	0,003%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,000%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		18.196	0,002%	F
TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH		4.708	0,000%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		2.989	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC		2	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC. C/O CORPORATION SERVICE COMPANY		15.919	0,002%	F
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		118.704	0,011%	F
TWO SIGMA INTERNATIONAL CORE		36.300	0,003%	F
TWO SIGMA WORLD CORE FUND LP		17.000	0,002%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,000%	F
UBS (IRL) ETF PLC		189.327	0,018%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		835.916	0,080%	F
UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)		143.143	0,014%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		64.205	0,006%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		172.624	0,016%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.681	0,000%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		929	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		447	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		2.958	0,000%	F
UBS ASSET MANAGEMENT LIFE LTD		197.319	0,019%	F
UBS COMMON CONTRACTUAL FUND		19.992	0,002%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		14.826	0,001%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT		103.869	0,010%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUN		18.766	0,002%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		262.625	0,025%	F
UBS FUND MANAGEMENT(LUXEMBOURG) SA		132.092	0,013%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		8.047	0,001%	F
UBS LUX FUND SOLUTIONS		1.107.038	0,106%	F
UI-FONDS BAV RBI AKTIEN		41.907	0,004%	F
UI-S		10.191	0,001%	F
UNIDIVIDENDENASS		26.993	0,003%	F
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY		3.908	0,000%	F
UNIGEST, S.G.I.I.C., S.A.U.		25.140	0,002%	F
UNIGLOBAL DIVIDENDE		52.898	0,005%	F
UNISUPER		6.463	0,001%	F
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE		2.571	0,000%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,000%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH		776.739	0,074%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		19.853	0,002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO UMWELT UND NACHHALTIGKEITS FONDS		6.828	0,001%	F
UNIVERSAL INVESTMENT GMBH		50.500	0,005%	F
Universal-Investment-Gesellschaft mbH		111.835	0,011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		6.504	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR EPX-ASUS-SHARES		38.288	0,004%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		3.377	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		10.218	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		18.344	0,002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		8.097	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/SAI-UNIVERSAL-FONDS SEGMENT (UI491401)		57.034	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		2.790	0,000%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUIFONDS SAA		48.888	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		3.811	0,000%	F
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO		38.899	0,004%	F
UNIVERSITIES SUPERANNUATION SCHEME		4.468	0,000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,001%	F
US LEGACY INCOME COMMON TRUST FUND		109.296	0,010%	F
USAA CASUALTY INSURANCE COMPANY		6.418	0,001%	F
USAA GENERAL INDEMNITY COMPANY		3.500	0,000%	F
UTAH STATE RETIREMENT SYSTEMS		53.430	0,005%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL		35.771	0,003%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SP		23.470	0,002%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		65.033	0,006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		49.236	0,005%	F
VANECK ETFS N.V.		139.969	0,013%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		11.362	0,001%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		3.806.284	0,363%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		11.098	0,001%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		71.158	0,007%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		11.930	0,001%	F
VANGUARD EUROPEAN STOCK INDEX FUND		936.589	0,089%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		78.497	0,007%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		436.973	0,042%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		3.046.914	0,291%	F
VANGUARD FTSE ALL WORLD EX US INDEX FUND		908.668	0,087%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		68.526	0,007%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		4.915	0,000%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		5.989	0,001%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		576.026	0,055%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		174.500	0,017%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		12.045	0,001%	F
VANGUARD INTL HIGH DIV YLD INDEX FD		272.438	0,026%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		499.581	0,048%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		10.404	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD		7.111	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD		10.945	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		128.461	0,012%	F
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF		12.396	0,001%	F
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF		7.158	0,001%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF		2.277	0,000%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.284.662	0,599%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		259.772	0,025%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		23.947	0,002%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		9.527	0,001%	F
VEBA PARTNERSHIP N LP		13.171	0,001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		19.014	0,002%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS		81.873	0,008%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		11.515	0,001%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		39.787	0,004%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		15.266	0,001%	F
VIA SMART-EQUITY EUROPE		75.652	0,007%	F
VIA SMART-EQUITY WORLD		30.912	0,003%	F
VICTORY MARKET NEUTRAL INCOMEFUND		497.054	0,047%	F
VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.		7.663	0,001%	F
VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF		18.353	0,002%	F
VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.		22.110	0,002%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		264.683	0,025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		23.971	0,002%	F
VIRGINIA RETIREMENT SYSTEM		93	0,000%	F
VOYA BALANCED INCOME PORTFOLIO		4.401	0,000%	F
VOYA BALANCED PORTFOLIO		4.459	0,000%	F
VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND		31.401	0,003%	F
VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND		95.786	0,009%	F
VOYA GLOBAL EQUITY FUND		48.828	0,005%	F
VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		102.250	0,010%	F
VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		154.493	0,015%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		32.195	0,003%	F
VOYA VACS INDEX SERIES I PORTFOLIO		43.045	0,004%	F
WASHINGTON STATE INVESTMENT BOARD		434.809	0,041%	F
WBW TRUST NUMBER ONE		814	0,000%	F
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N		1	0,000%	F
WESPATH FUNDS TRUST		5.546	0,001%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		5.466	0,001%	F
WHEELS COMMON INVESTMENT FUND.		456	0,000%	F
WILLIS TOWERS WATSON GROUP TRUST		36.938	0,004%	F
WINDWISE MSCI EAFE INDEX NON LENDING		13.123	0,001%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		41.440	0,004%	F
WISDOMTREE GLOBAL HIGH DIVIDENDFUND		5.687	0,001%	F
WISDOMTREE INTERNATIONAL EQUITYFUND		87.226	0,008%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		69.321	0,007%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND		99.106	0,009%	F
WISDOMTREE ISSUER ICAV		10.939	0,001%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,001%	F
WM POOL - EQUITIES TRUST NO. 75		140.856	0,013%	F
WM POOL - EQUITIES TRUST NO. 76 - ROBECO		1.846	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
WM POOL - GLOBAL EQUITIES TRUST NO.6		15.631	0,001%	F
WORLD EQUITIES		951	0,000%	F
WORLD TRADE ORGANIZATION PENSION PLAN		3.985	0,000%	F
WYOMING RETIREMENT SYSTEM		6.594	0,001%	F
XTRACKERS		718.206	0,068%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		519.126	0,050%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		925	0,000%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		2.858	0,000%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.639	0,000%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		156.521	0,015%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		22.189	0,002%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.058	0,000%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		3.361	0,000%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		2.313	0,000%	F
ZEPHYR - OPTIMISED PLUS 2		2.914	0,000%	F
ZURICH INVEST ICAV		58.265	0,006%	F
Zwitserleven Institutionele Beleggingsfondsen - Zwitserleven Duurzaam Index Aandelenfonds Europa		13.062	0,001%	F
AIM EQUITY EUROPE CANTONS MAIN		7.996	0,001%	C
ALLIANZ AZIONI ITALIA ALL STARS LL STARS		475.000	0,045%	C
ALLIANZ EUROPEAN PENSION INVESTMENTS		858.042	0,082%	C
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		3.760	0,000%	C
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		16.086	0,002%	C
ALLIANZ ITALIA 50 SPECIAL		30.000	0,003%	C
ALLIANZGI S AKTIEN		178.438	0,017%	C
ALLIANZGI-FONDS GANO 2		8.647	0,001%	C
ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA		323.114	0,031%	C
ALLIANZGI-FONDS TOSCA		2.755	0,000%	C
ALPHAJET EUROPE IMPACT360		2.000	0,000%	C
ASSET MANAGEMENT EXCHANGE UCITS CCF.		12.432	0,001%	C
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		75.571	0,007%	C
ERAFP ACTIONS EURO IV		274.204	0,026%	C
FCP HUMANIS RETRAITE ACTIONS		151.538	0,014%	C
FGV - ACTIONS EUROPE LM B		332.657	0,032%	C
HUMANIS RETRAITE DIVERSIFIE		503.183	0,048%	C
INSPIRE INTERNATIONAL ETF		115.390	0,011%	C
INVESTITORI FLEXIBLE EQUITY ESG		8.200	0,001%	C
INVESTITORI PIAZZA AFFARI		33.300	0,003%	C
IRCANTEC PAB AMUNDI		2.011	0,000%	C
KREBSHILFE-2-FONDS		6.000	0,001%	C
LBPAM 3 MOIS		701.046	0,067%	C
LBPAM ACTIONS DIVIDENDES EUROP		98.113	0,009%	C
LBPAM ISR ACTIONS 80		69.012	0,007%	C
LBPAM ISR ACTIONS EURO LARGE CAP		290.808	0,028%	C
LBPAM ISR ACTIONS EURO MIN VOL		4.991	0,000%	C
LBPAM ISR ACTIONS EUROPE 50		174.899	0,017%	C
LBPAM ISR AVENIR EURO		20.683	0,002%	C
LBPAM ISR STRATEGIE PEA 1		10.834	0,001%	C
LBPAM ISR STRATEGIE PEA 2		14.159	0,001%	C
MORELLI FRANCESCO	MRLFNC60D28E716Q	110	0,000%	C
NORTHERN LIGHTS FUND TRUST IV		21.454	0,002%	C
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.436	0,007%	C
SIENNA IRC ACTIONS		92.270	0,009%	C
STICHTING BLUE SKY LIQUID ASSET FUNDS		40.630	0,004%	C
TOCQUEVILLE FINANCE ISR		6.100	0,001%	C
TONI ACTIONS ISR 100		81.674	0,008%	C
VIVACCIO ISR ACTIONS		318.739	0,030%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BANK OF KOREA		82	0,000%	A
BEVEILIGING MANDAAT SSGA RE AANDELEN		20.073	0,002%	A
BMO DIVERSIFIED INCOME PORTFOLIO		7.176	0,001%	A
BMO MSCI EAFE ESG LEADERS INDEXETF		3.391	0,000%	A
BMO MSCI EAFE INDEX ETF		155.952	0,015%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.011	0,000%	A
Internationale Kapitalanlagegesellschaft mbH		19.866	0,002%	A
MINISTRY OF ECONOMY AND FINANCE		249.924	0,024%	A
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		200.844	0,019%	A
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		9.374	0,001%	A
OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		9.074	0,001%	A
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS		4.301	0,000%	A
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU		5.514	0,001%	A
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,007%	A
STICHTING CZ FUND DEPOSITARY		7.289	0,001%	A
STICHTING PENSIOENFONDS APF.		13.011	0,001%	A
STICHTING PENSIOENFONDS HOOGOVENS		2.079	0,000%	A
STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN		22.345	0,002%	A
STICHTING PENSIOENFONDS PGB		594.536	0,057%	A
STICHTING PENSIOENFONDS UWV		19.417	0,002%	A
THE GREATER MANCHESTER PENSION FUND.		51.312	0,005%	A
VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE		25.205	0,002%	A
VGV POOLFONDS PA1		14.394	0,001%	A
Totale votanti		**1.048.704.718**	**100%**	

Legenda
F - Favorevole
C - Contrario
A - Astenuto
Lx - Lista x
NV - Non Votante
NE - Non Espresso

All. E a
racc. 36550

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 4 della parte ordinaria

Relazione sui compensi corrisposti nell'esercizio 2023.

	n. azioni	% azioni rappresentate in assemblea	% del Capitale Sociale
Quorum costitutivo assemblea	1.048.704.718	100%	80,292%
Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo):	1.048.704.718	100,000%	80,292%
Azioni per le quali il RD non dispone di istruzioni:	0	0,000%	0,000%

	n. azioni	% partecipanti al voto	% del Capitale Sociale
Favorevole	1.048.363.246	99,967%	80,266%
Contrario	331.387	0,032%	0,025%
Astenuto	10.085	0,001%	0,001%
Totali	1.048.704.718	100,000%	80,292%

100/360

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 4 della parte ordinaria

Relazione sui compensi corrisposti nell'esercizio 2023.

Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del Dottor Massimiliano Chiadò Piat

Anagrafica	CF/PI	Azioni	% su votanti	Voto
1895 FONDS FGR		16.283	0,002%	F
1975 IRREV TRUST OF C D WEYERHAEUSER		675	0,000%	F
405 MSTV I LP		75.684	0,007%	F
801 INVESTMENTS LLC		4.605	0,000%	F
AA NATIXIS ACTIONS MIN VAR		41.994	0,004%	F
AA SSGA Actions Euro		20.562	0,002%	F
AA SSGA Actions Indice Euro		115.957	0,011%	F
AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO		88.957	0,008%	F
AB COLLECTIVE INVESTMENT TRUST SERIES		6.850	0,001%	F
AB GLOBAL RISK ALLOCATION FUND INC		5.111	0,000%	F
AB SICAV I - ALL MARKET INCOME		175.114	0,017%	F
AB SICAV III - DYNAMIC ALL MAR		997	0,000%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		1.127	0,000%	F
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO		5.015	0,000%	F
ABB PENSION FUND		1.101	0,000%	F
ABN AMRO FUNDS		10.625	0,001%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND		35.611	0,003%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		26.631	0,003%	F
ABU DHABI PENSION FUND		39.857	0,004%	F
ACCIDENT COMPENSATION CORPORATION		282.534	0,027%	F
ACHMEA IM GLOBAL EQ FND EUR		9.899	0,001%	F
ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV		19.083	0,002%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		35.020	0,003%	F
ACS 30:70 GLOBAL EQUITY TRACKER FUND		8.919	0,001%	F
ADVANCE PLANNING LIMITED		1.873	0,000%	F
ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO		39.498	0,004%	F
ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO		90.024	0,009%	F
ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO		111.514	0,011%	F
ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO		173.948	0,017%	F
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO		92.350	0,009%	F
ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO		20.884	0,002%	F
ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		167.203	0,016%	F
ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO		3.715	0,000%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		641	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
AEGON CUSTODY B.V.		245.994	0,023%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,003%	F
AIB GROUP IRISH PENSION SCHEME		10.077	0,001%	F
AIM EQUITY EUROPE CANTONS MAIN		7.996	0,001%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		83.490	0,008%	F
ALASKA COMMON TRUST FUND		17.333	0,002%	F
ALASKA PERMANENT FUND CORPORATION		190.990	0,018%	F
ALBERTA INVESTMENT MANAGEMENT CORPORATION		33.700	0,003%	F
ALFRED I. DUPONT CHARITABLE TRUST		10.656	0,001%	F
ALLEANZA OBBLIGAZIONARIO		174.508	0,017%	F
ALLIANZ AZIONI ITALIA ALL STARS LL STARS		475.000	0,045%	F
ALLIANZ EUROPEAN PENSION INVESTMENTS		858.042	0,082%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		3.760	0,000%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		16.086	0,002%	F
ALLIANZ ITALIA 50 SPECIAL		30.000	0,003%	F
ALLIANZGI S AKTIEN		178.438	0,017%	F
ALLIANZGI-FONDS GANO 2		8.647	0,001%	F
ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA		323.114	0,031%	F
ALLIANZGI-FONDS TOSCA		2.755	0,000%	F
AMERICAN BUREAU OF SHIPPING		1.128	0,000%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		170.424	0,016%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		7.484	0,001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		8.564	0,001%	F
AMERICAN HEART ASSOCIATION, INC.		1.142	0,000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,001%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,003%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		5.773	0,001%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		82.369	0,008%	F
AMSELECT - HSBC EURO EQUITY VALUE		458.984	0,044%	F
AMUNDI ACTIONS EURO ISR		60.901	0,006%	F
AMUNDI ACTIONS EUROPE ISR		9.386	0,001%	F
AMUNDI AMBITION NET ZERO CARBONE		27.022	0,003%	F
AMUNDI ESG GLOBAL LOW CARBON FUND		66.230	0,006%	F
AMUNDI ESG IMPROVERS EURO		728.649	0,069%	F
Amundi Etf ICAV		16.154	0,002%	F
Amundi Etf ICAV - Amundi S and P 500 Equal Weight Esg Leaders Ucits Etf		23.693	0,002%	F
Amundi Etf ICAV - Amundi SandP 500 Equal Weight Esg Leaders Ucits Etf		23.578	0,002%	F
AMUNDI EURO iSTOXX CLIMATE PARIS ALIGNED PAB		2.977	0,000%	F
Amundi Euro Stoxx Select Dividend 30		202.348	0,019%	F
AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS		530.209	0,051%	F
AMUNDI FTSE MIB		305.441	0,029%	F
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY		4.274	0,000%	F
AMUNDI FUNDS EQUITY EURO RISK PARITY		26.958	0,003%	F
AMUNDI FUNDS GLOBAL PERSPECTIVES		5.440	0,001%	F
AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT		75.477	0,007%	F
AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA		548	0,000%	F
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND		18.023	0,002%	F
AMUNDI INDEX MSCI EMU SRI		112.044	0,011%	F
AMUNDI INDEX MSCI EUROPE		176.151	0,017%	F
Amundi Index MSCI Europe SRI		370.089	0,035%	F
AMUNDI INDEX MSCI WORLD		43.138	0,004%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE		5.100	0,000%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL		9.360	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI MSCI ACWI SRI PAB UCITS ETF		1.075	0,000%	F
Amundi MSCI EMU ESG CTB Net Zero Ambit		50.570	0,005%	F
AMUNDI MSCI EMU ESG Leaders Select		396.607	0,038%	F
AMUNDI MSCI EUROPE		164.908	0,016%	F
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB		2.713	0,000%	F
AMUNDI MSCI EUROPE EX SWITZERLAND		44.635	0,004%	F
AMUNDI MSCI WORLD		2.906.000	0,277%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB		6.898	0,001%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR		3.448	0,000%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB		3.552	0,000%	F
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT		1.183	0,000%	F
AMUNDI PATRIMOINE PEA		99.683	0,010%	F
AMUNDI PRIME EUROZONE		10.113	0,001%	F
AMUNDI STOXX EUROPE 600		381.560	0,036%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		2.838	0,000%	F
AMUNDI STRATEGIES ACTIONS EURO CORE +		18.689	0,002%	F
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY		614	0,000%	F
ANDRA AP-FONDEN		51.120	0,005%	F
AP ACTIONS 1 EURO		18.066	0,002%	F
APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND		18.964	0,002%	F
AQR ABS RETURN MASTER NON FLIP		1.082.147	0,103%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT LP		123.126	0,012%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		9.874	0,001%	F
AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		6.563	0,001%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.		331.455	0,032%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. C/O AQR CAPITAL MANAGEMENT LL C.		15.223	0,001%	F
AQR FUNDS - AQR GLOBAL EQUITY FUND		56.733	0,005%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		314.883	0,030%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.862	0,076%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		88.686	0,008%	F
AQR FUNDSAQR MULTIASSET FUND		42.319	0,004%	F
AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.		2.906	0,000%	F
AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		787	0,000%	F
AQR INNOVATION FUND L.P.		848	0,000%	F
AQR INNOVATION FUND L.P.- SE RIES		13.116	0,001%	F
AQR INNOVATION FUND, L.P.		1.599	0,000%	F
AQR LUX FUNDS AQR DIVERSIFIED RISK PR		562.436	0,054%	F
AQR LUX FUNDS-AQR DIVERSIFIED RISK PREMIA FUND		713	0,000%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		6.682	0,001%	F
AQR STYLE PREMIA MASTER ACCOUNT L.P..		28.125	0,003%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		26.532	0,003%	F
AQR TAX AWARE TOTAL RETURN FUND LLC		51.643	0,005%	F
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC		772	0,000%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		788.070	0,075%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		7.789	0,001%	F
ARERO - DER WELTFONDS - ESG		10.139	0,001%	F
ARIZONA PSPRS TRUST		96.703	0,009%	F
ARIZONA STATE RETIREMENT SYSTEM		130.874	0,012%	F
ARKWRIGHT, LLC		1.611	0,000%	F
ARR INT EX US ALPHA EXTENSION TRUST FUND		67.768	0,006%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		544.310	0,052%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		104.871	0,010%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		4.360	0,000%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P		11.142	0,001%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP.		13	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUE TRUST FUND		5.815	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND		24.300	0,002%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED		6.630	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.		55	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		14.434	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		2.438	0,000%	F
ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U		148.877	0,014%	F
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI		267.501	0,026%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT.		86	0,000%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED		12.163	0,001%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD		1.230	0,000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		1.277.509	0,122%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		466.760	0,045%	F
ARROWSTREET GLOBAL EQUITY FUND		141.585	0,014%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		10.634	0,001%	F
ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION.		48.582	0,005%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		152.655	0,015%	F
ARROWSTREET US GROUP TRUST		1.551.175	0,148%	F
ARROWSTREET US GROUP TRUST - ARROWST GBL EQU - ALPHA EXT FD		68.624	0,007%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP		103.496	0,010%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET U		43.660	0,004%	F
ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY-		370	0,000%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		387.657	0,037%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		467.397	0,045%	F
ARTEMIS SMARTGARP PARIS-ALIGNED GLOBAL EQUITY		21.346	0,002%	F
ASCENSION ALPHA FUND LLC		5.470	0,001%	F
ASIAN DEVELOPMENT BANK		72.000	0,007%	F
ASR INSTITUT FONDSEN EUR AANDELEN		375.637	0,036%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF.		20.584	0,002%	F
ASSURDIX		41.260	0,004%	F
ATCP-UI-FONDS		1.928	0,000%	F
AURION GLOBAL EQUITY FUND		1.588	0,000%	F
AUSTRALIAN CAPITAL TERRITORY		18.030	0,002%	F
AUSTRALIAN NATIONAL UNIVERSITY		3.890	0,000%	F
AUSTRALIAN RETIREMENT TRUST		413.532	0,039%	F
AUSTRALIANSUPER		5.957	0,001%	F
AUTORIDADE MONETARIA DE MACAU		8.262	0,001%	F
AVADIS FUND-AKTIEN WELT AST 2		10.351	0,001%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,001%	F
AVALON PORTFOLIO II LLC		1.928	0,000%	F
Aviva Investors Funds ACS - AI Balanced Life Fund		829	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Aviva Investors Funds ACS - AI Balanced Pension Fund		14.856	0,001%	F
Aviva Investors Funds ACS - AI Cautious Pension Fund		234	0,000%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,001%	F
Aviva Investors Passive Funds ACS - AI 30:70 Global Equity (Currency Hedged) Index Fund		3.437	0,000%	F
Aviva Investors Passive Funds ACS - AI 50:50 Global Equity Index Fund		4.066	0,000%	F
Aviva Investors Passive Funds ACS - AI 60:40 Global Equity Index Fund		12.856	0,001%	F
Aviva Investors Passive Funds ACS - AI Continental European Equity Index Fund		65.432	0,006%	F
Aviva Investors Passive Funds ACS - AI Developed European ex UK Equity Index Fund		51.040	0,005%	F
Aviva Investors Passive Funds ACS - AI Developed World ex UK Equity Index Fund		14.070	0,001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		163	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		2.413	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		3.277	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		3.251	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,000%	F
Aviva Investors UK Fund Services Limited		63.500	0,006%	F
AVIVA LIFE & PENSIONS IRELAND DAC		30.948	0,003%	F
AVIVA LIFE & PENSIONS UK LIMITED		77.859	0,007%	F
Aviva Life and Pensions UK Limited		4.340	0,000%	F
AWARE SUPER		109.895	0,010%	F
AXA AA DIVERSIFIE INDICIEL 1		33.825	0,003%	F
AXA PEA REGULARITE		1.398.856	0,133%	F
AZ FUND 1 AZ ALLOCATION ITALIAN TREND		123.652	0,012%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30		2.800	0,000%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70		72.700	0,007%	F
AZ FUND 1 AZ ALLOCATION TREND		272.633	0,026%	F
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA		6.300	0,001%	F
AZIMUT CAPITAL MANAGEMENT SGR SPA		10.700	0,001%	F
AZIMUT LIFE DAC		1.279	0,000%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		8.225	0,001%	F
AZL INTERNATIONAL INDEX FUND		33.256	0,003%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		11.588	0,001%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		10.983	0,001%	F
BANK OF BOTSWANA.		3.575	0,000%	F
BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION		51.269	0,005%	F
BANK OF KOREA		83	0,000%	F
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		2.778	0,000%	F
BEAR CREEK INC		9.951	0,001%	F
BEAT DRUGS FUND ASSOCIATION		582	0,000%	F
BEL EQUITY EUROPE ESG		92.625	0,009%	F
BERESFORD FUNDS ICAV		1.832	0,000%	F
BESSEMER TRUST CO CLEARING ACCT		9.300	0,001%	F
Best Investment Corporation		2.881	0,000%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,000%	F
BEVEILIGING MANDAAT SSGA RE AANDELEN		20.073	0,002%	F
BEWAARSTICHTING NNIP I		136.001	0,013%	F
BFT PARTNERS VIA EQUITY EUROPE SRI		39.962	0,004%	F
BG MASTER FUND ICAV		1.092	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BLACKROCK ADVANTAGE INTERNATIONAL FUND		180.507	0,017%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		21.462	0,002%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		374.165	0,036%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		13.099	0,001%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		71.213	0,007%	F
BLACKROCK CDN WORLD INDEX FUND		47.274	0,005%	F
BLACKROCK FUND MANAGERS LTD		26.501	0,003%	F
BLACKROCK FUNDS I ICAV		12.949	0,001%	F
BLACKROCK GLOBAL FUNDS		26.612	0,003%	F
BLACKROCK GLOBAL INDEX FUNDS		30.340	0,003%	F
BLACKROCK IG INTERNATIONAL EQUITY POOL		36.945	0,004%	F
BLACKROCK INDEX SELECTION FUND		306.020	0,029%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		100	0,000%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		4.414.316	0,421%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		5.785	0,001%	F
BLACKROCK LIFE LIMITED		17.872	0,002%	F
BLACKROCK LIFE LTD		163.704	0,016%	F
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		87.055	0,008%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		429	0,000%	F
BLACKROCK UCITS CCF		38.809	0,004%	F
BLKB Equity Switzerland Focus		509.323	0,049%	F
BMO DIVERSIFIED INCOME PORTFOLIO		7.176	0,001%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.391	0,000%	F
BMO MSCI EAFE INDEX ETF		155.952	0,015%	F
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED		276.470	0,026%	F
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE		102.160	0,010%	F
BNP PARIBAS EASY - MSCI EUROPE EX CW		148.176	0,014%	F
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED		432.414	0,041%	F
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED		121.332	0,012%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-Series PAB 5 Capped UCITS ETF		3.682	0,000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF		3.573	0,000%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		61.929	0,006%	F
BNP PARIBAS FINANCE EUROPE ISR		162.806	0,016%	F
BNY MELLON INTERNATIONAL EQUITY ETF		14.261	0,001%	F
BNY MELLON INTERNATIONAL STOCK INDEX FUND		8.917	0,001%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		1	0,000%	F
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND		22.256	0,002%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		4.820	0,000%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		4	0,000%	F
BOC PRUDENTIAL EUROPEAN INDEX FUND		34.184	0,003%	F
BRIDGE BUILDER INTERNATIONAL E		26.078	0,002%	F
BRIDGE BUILDER TAX MANAGED		3.267	0,000%	F
BRIDGEWATER ASSOCIATES		4.752	0,000%	F
BRIDGEWATER BLUE PEAK FUND LP.		28	0,000%	F
BRIDGEWATER PURE ALPHA FUND III, LTD		3.651	0,000%	F
BRIDGEWATER PURE ALPHA STERLING FUND LTD		1.382	0,000%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD.		24.955	0,002%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY LTD		2.698	0,000%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.264	0,003%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		682	0,000%	F
BRUCE POWER PENSION PLAN		20.755	0,002%	F
BRUNEI SHELL RETIREMENT BENEFIT FUND		1.127	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR		12.525	0,001%	F
BT INTERNATIONAL FUND		27.824	0,003%	F
BUILDERS ASSET MANAGEMENT LLC		19.011	0,002%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,000%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		543	0,000%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		1.722	0,000%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		17.159	0,002%	F
BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST		3.434	0,000%	F
BW DMO FUND LTD.		7.418	0,001%	F
BW PASPG LTD		1.894	0,000%	F
BWM PA 24 LTD		2.642	0,000%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		1.061.331	0,101%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		2.802	0,000%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.116	0,002%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.086	0,000%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		582.239	0,056%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,000%	F
CAPULA TAIL RISK MASTER FUND LIMITED		2.313	0,000%	F
CARDANO COMMON CONTRACTUAL FUND		2.143	0,000%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		35.851	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,001%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	43,591%	F
CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	80027390584	18.030.000	1,719%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		5.218	0,000%	F
CATERPILLAR INVESTMENT TRUST.		3.869	0,000%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.443	0,000%	F
CENTRAL BANK OF IRELAND		6.498	0,001%	F
CENTRAL BANK OF IRELAND - MSCI PAB		7.779	0,001%	F
CENTRAL PROVIDENT FUND BOARD		2.778	0,000%	F
CERVURITE INTERNATIONAL LLC		27.240	0,003%	F
CFSIL RE CNEALTH GS FD 16		10.625	0,001%	F
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		53.494	0,005%	F
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1		116.856	0,011%	F
CHCP GLOBAL SECURITIES LP		2.533	0,000%	F
CHEVRON MASTER PENSION TRUST		115.225	0,011%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.393	0,001%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		7.046	0,001%	F
CI MORNINGSTAR INTERNATIONAL VALUE INDEX ETF		81.595	0,008%	F
CIBC EUROPEAN INDEX FUND		1	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		777	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		667	0,000%	F
CIBC INTERNATIONAL EQUITY PRIVATE POOL		1	0,000%	F
CIBC INTERNATIONAL INDEX FUND		1	0,000%	F
CINDY SPRINGS LLC		42.020	0,004%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T		390.180	0,037%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO		40.041	0,004%	F
CITITRUST LIMITED		6.213	0,001%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		2.634	0,000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		57.239	0,005%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,002%	F
CITY OF NEW YORK GROUP TRUST		100.077	0,010%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		30.423	0,003%	F
CITY UNIVERSITY OF NEW YORK		331	0,000%	F
CMAP SRPA FUND LIMITED PORTFOLIO MARGIN ACCTS		29.573	0,003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CMLA INDEXED GLOBAL SHARE FUND		1.678	0,000%	F
CNP ASSUR VALUE ET MOMENTUM		28.689	0,003%	F
CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		724	0,000%	F
COLLEGE RETIREMENT EQUITIES FUND		506.430	0,048%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,001%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		14.448	0,001%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		237.154	0,023%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		4.907	0,000%	F
COMMONWEALTH GLOBAL SHARE FUND 17,		917.736	0,088%	F
COMMONWEALTH GLOBAL SHARE FUND 30.		11.399	0,001%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR		73.284	0,007%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		2.955	0,000%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		77.885	0,007%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		723	0,000%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.796	0,001%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		655	0,000%	F
CONSOLIDATED EDISON RETIREMENT PLAN		9.702	0,001%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,000%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,000%	F
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.		32.775	0,003%	F
COUNSEL DEFENSIVE GLOBAL EQUITY		861	0,000%	F
COV WACHSTUM MF		2.728	0,000%	F
CPPIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD		18.425	0,002%	F
CPR Europe ESG Poche COR		53.094	0,005%	F
CREDIT SUISSE INDEX FUND (IE) ETF ICAV		11.411	0,001%	F
CREDIT SUISSE INDEX FUND (LUX)		521.871	0,050%	F
CRELAN INVEST BALANCED		34.743	0,003%	F
CRELAN INVEST CONSERVATIVE		4.445	0,000%	F
CRELAN INVEST DYNAMIC		16.561	0,002%	F
CSIF CH Equity EMU UBS Fund Management Switzerland AG		18.468	0,002%	F
CSIF CH III Equity World ex CH Climate Change Blue Pension Fund Plus UBS FM Switzerland AG		236	0,000%	F
CSIF CH III Equity World ex CH Value Weighted Pension Fund UBS Fund Management Switzerland AG		3.330	0,000%	F
CSIF4 Credit Suisse Lux Global High Income Fund USD		17.560	0,002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		45.744	0,004%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATI		88.762	0,008%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX		1.159	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		2.126	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		5.356	0,001%	F
DANMARKS GRUNDFORSKNINGFOND		1.576	0,000%	F
Danske Bank Puljer		61.980	0,006%	F
DANSKE INVEST ALLOCATION		40.365	0,004%	F
DEAM FONDS ZDV		5.062	0,000%	F
DEAM-FONDS CPT		5.000	0,000%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		80.940	0,008%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		2.724	0,000%	F
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG		18.332	0,002%	F
DEKA INVESTMENT GMBH GLOBALE AKTIEN		37.259	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		151.287	0,014%	F
DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1 U01		154.225	0,015%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,001%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		515.625	0,049%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF		18.260	0,002%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		4.235	0,000%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		47.410	0,005%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		19.101	0,002%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		43.984	0,004%	F
DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL		10.342	0,001%	F
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS		14.000	0,001%	F
DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF		18.612	0,002%	F
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF		5.471	0,001%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,001%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U04		63.150	0,006%	F
DEKA INVESTMENT GMBH W/SVAM-FONDS		8.459	0,001%	F
DEKA INVESTMENT GMBH W/SVN II-FONDS		4.879	0,000%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		2.018	0,000%	F
DEKA VALUE PLUS		134.730	0,013%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.		34.000	0,003%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHUETTUNGSCONCEPT REGIONAL NACHHALTIG		9.200	0,001%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC AKTIEN GLOBAL		21.000	0,002%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC PROFESSIONELL AKTIEN		12.000	0,001%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		75.571	0,007%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		4.057	0,000%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		33	0,000%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		1.122	0,000%	F
DESTINATIONS INTERNATIONAL EQU		11.163	0,001%	F
DEUTSCHE DCG EQ		1.926	0,000%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,000%	F
DFI LP EQUITY (PASSIVE		532	0,000%	F
DIGNITY PRE ARRANGEMENT LIMITED		2.247	0,000%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,000%	F
DIOCESE OF VENICE PENSION PLAN AND TRUST		206	0,000%	F
DNB BANK ASA		4.485	0,000%	F
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING		22.120	0,002%	F
DWS INVESTMENT GMBH FOR BALOISE-AKTIENFONDS DWS		22.000	0,002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		4.900	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		1.536	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,001%	F
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND		4.616	0,000%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT		71.015	0,007%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO		1.939	0,000%	F
DWS MULTI ASSET PIR FUND		75.000	0,007%	F
DYNASTY INVEST LTD		1.134	0,000%	F
EARNEST INSTITUTIONAL LLC		104	0,000%	F
EATON VANCE EQUITY HARVEST FUNDLLC		11.626	0,001%	F
EFFEPILUX SICAV AZIONARIO EURO		56.122	0,005%	F
EGEPARGNE 2 DIVERSIFIE		25.982	0,002%	F
EMBO-FONDS		14.469	0,001%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		1.533	0,000%	F
EMN ASC FUND LP		8.164	0,001%	F
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		48.611	0,005%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		676	0,000%	F
EMPOWER ANNUITY INSURANCE COMPANY		85.168	0,008%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		61.814	0,006%	F
ENHANCED INDEX SUSTAINABLE GLOBAL EQUITY FUND I NL		433.313	0,041%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		5.749.190	0,548%	F
Ente nazionale di Previdenza ed Assistenza Medici (E.N.P.A M		200.000	0,019%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG		33.001	0,003%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		21.793	0,002%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		3.905	0,000%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.276	0,001%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		8.341	0,001%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		11.470	0,001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		16.865	0,002%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		47.177	0,004%	F
EQUIPSUPER		8.669	0,001%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.826	0,000%	F
EQUITY FUND WORLD DBI-RDT		17.843	0,002%	F
ERAFP Actions Euro I		979.089	0,093%	F
ERISA ACTION EUROPE N 2		29.868	0,003%	F
ERISA ACTIONS GRANDES VALEURS		811.766	0,077%	F
ERS TEXAS ARROWSTREET INTERNATIONAL 967825		5.730	0,001%	F
ERSTE ASSET MANAGEMENT GMBH		474.800	0,045%	F
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)		1.335	0,000%	F
EUROPEAN EQUITIES 1		53.036	0,005%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,000%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,001%	F
FAMILY INVESTMENTS CHILD TRUST FUND		9.523	0,001%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		7.919	0,001%	F
FCM INTERNATIONAL LLC		835	0,000%	F
FCP HUMANIS RETRAITE ACTIONS		151.538	0,014%	F
FCP SODIUM I		19.002	0,002%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		15.223	0,001%	F
FGV - ACTIONS EUROPE LM B		332.657	0,032%	F
FGV ACTIONS EUROPE LM A		12.900	0,001%	F
FIDDLER PARTNERS LLC		474	0,000%	F
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND		1.325.877	0,126%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		11.351	0,001%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		67.347	0,006%	F
FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF		221.038	0,021%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		468	0,000%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		43.232	0,004%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		71.220	0,007%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		555.052	0,053%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		223.690	0,021%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		38.569	0,004%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		172.023	0,016%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND		14.771	0,001%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND		774.754	0,074%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		181.704	0,017%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		2.642	0,000%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		6.735	0,001%	F
FINALTIS EFFICIENT BETA EURO		8.721	0,001%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		2.707	0,000%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		451.621	0,043%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		10.325	0,001%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		55.901	0,005%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		367.568	0,035%	F
FISCHER FAMILY TRUST		1.424	0,000%	F
FJARDE AP-FONDEN.		1	0,000%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		9.757	0,001%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		2.622	0,000%	F
FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION		12.378	0,001%	F
FLORIDA GLOBAL EQUITY FUND LLC		6.397	0,001%	F
FLORIDA RETIREMENT SYSTEM		1	0,000%	F
FLORIDA RETIREMENT SYSTEM TRUST FUND		2	0,000%	F
FLOURISH INVESTMENT CORPORATION		33.183	0,003%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,002%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		3.437	0,000%	F
FONDATION BOTNAR..		18.261	0,002%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		1.933	0,000%	F
FONDOPOSTE		24.747	0,002%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,000%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		13.060	0,001%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,000%	F
FOREIGN STOCK INDEX MOTHER FUND		24.593	0,002%	F
FORSTA AP - FONDEN		135.229	0,013%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,001%	F
FRANCIS FAMILY FUND APS		3.127	0,000%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		5.460	0,001%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF		2.832	0,000%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF		1.644	0,000%	F
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG		63.756	0,006%	F
FRANKLIN TEMPLETON ICAV		840	0,000%	F
FUNDACAO CALOUSTE GULBENKIAN		8.073	0,001%	F
FUNDO DE PENSOES		5.355	0,001%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,001%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		83.841	0,008%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		14.298	0,001%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		2.736	0,000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		14.330	0,001%	F
G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES		31.395	0,003%	F
GARD UNIT TRUST		6.700	0,001%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.213	0,000%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		531.629	0,051%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GENERALI SMART FUNDS		15.000	0,001%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		141.100	0,013%	F
GENUS FOSSIL FREE DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		31.700	0,003%	F
GERANA SICAV-SIF, S.A.		18.904	0,002%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		3.916	0,000%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		2.795	0,000%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		366.416	0,035%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,000%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		13.249	0,001%	F
GLOBAL MULTI-FACTOR EQUITY FUND		18.746	0,002%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED		127	0,000%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		20.433	0,002%	F
GMO BENCHMARK-FREE FUND		4.445	0,000%	F
GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND		1.758	0,000%	F
GMO MULTI-ASSET TRUST		6.417	0,001%	F
GODFOND SVERIGE & VARLDEN		4.688	0,000%	F
GOLDMAN SACHS ETF ICAV		69	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E		2.247	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT		395.428	0,038%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		28.702	0,003%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO		21.428	0,002%	F
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF		7.631	0,001%	F
GOLDMAN SACHS FUNDS		7.340	0,001%	F
GOLDMAN SACHS FUNDS III		163.090	0,016%	F
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND		28.270	0,003%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		25.471	0,002%	F
GOVERNMENT PENSION INVESTMENT FUND		2.490.929	0,238%	F
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC		3.964	0,000%	F
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.		3.228	0,000%	F
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND		12.968	0,001%	F
GREAT WEST INTERNATIONAL INDEX FUND		56.701	0,005%	F
GREEN CENTURY MSCI INTERNATION		20.944	0,002%	F
GUIDEMARK WORLD EX-US FUND		19.325	0,002%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		62.817	0,006%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		25.999	0,002%	F
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND		4.837	0,000%	F
HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND		246.925	0,024%	F
HAWTHORN DM LLC		7.505	0,001%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		1.363	0,000%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		367	0,000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		9.738	0,001%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,001%	F
HC RENTE		2.688	0,000%	F
HELVETIA I EUROPA		39.020	0,004%	F
HESTA		254.476	0,024%	F
HI-Aktien-Aktiv-Fundamental-SFonds		70.000	0,007%	F
HI-PNWL-DIVIDENDE-PLUS-FONDS		125.799	0,012%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		321.507	0,031%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND		28.493	0,003%	F
Horizon Business SRI Dyn DBI-RDT		14.779	0,001%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		15.571	0,001%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		44.955	0,004%	F
HRW TESTAMENTARY TRUST NO. 1		3.552	0,000%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,000%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,000%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,000%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,000%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,000%	F
HSBC ACTIONS MONDE		111.572	0,011%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		119.561	0,011%	F
HSBC ETFs Public Limited Company		129	0,000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		8.293	0,001%	F
HSBC ETFs Public Limited Company - HSBC MSCI World UCITS ETF		13.197	0,001%	F
HSBC EURO ACTIONS		362.685	0,035%	F
HSBC GLOBAL INVESTMENT FUNDS		528.510	0,050%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		22.978	0,002%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		18.051	0,002%	F
HSBC INTERNATIONAL EQUITY INDEX FUND		6.327	0,001%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		13.554	0,001%	F
HUMANIS RETRAITE DIVERSIFIE		503.183	0,048%	F
IBM 401(K) PLUS PLAN TRUST		78.149	0,007%	F
IBM PERSONAL PENSION PLAN TRUST		1.358	0,000%	F
IBM RETIREMENT PLAN		1.508	0,000%	F
IF IST - EUROPE INDEX SRI		9.133	0,001%	F
IF IST - GLOBE INDEX		7.690	0,001%	F
IF IST - GLOBE INDEX SRI		1.197	0,000%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		358.791	0,034%	F
ILA - A-ILDSCG		2.038	0,000%	F
ILA - A-ILEZEQG		10.354	0,001%	F
ILA - A-ILGLOEQG		4.718	0,000%	F
ILA - A-ILGLOEQN		852	0,000%	F
ILA-A-ILSDMH		48.484	0,005%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		21.659	0,002%	F
ILA-LA WORLD ESG SCREENED FUND		5.226	0,000%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		136.648	0,013%	F
IMPAX INTERNATIONAL SUSTAINABLE ECONOMY FUND		196.630	0,019%	F
IMPERIAL INTERNATIONAL EQUITY POOL		3	0,000%	F
IMPERIAL OVERSEAS EQUITY POOL		1	0,000%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,298%	F
ING DIRECT FONDO NARANJA CONSERVADOR FI		2.223	0,000%	F
ING DIRECT FONDO NARANJA DINAMICO FI		21.010	0,002%	F
ING DIRECT FONDO NARANJA MODERADO FI		14.644	0,001%	F
ING DIRECT SICAV		21.113	0,002%	F
INSPIRE INTERNATIONAL ETF		115.390	0,011%	F
INSTITUTIONAL RETIREMENT TRUST		7.916	0,001%	F
INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC		2.652	0,000%	F
INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST		103.634	0,010%	F
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN		24.802	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND		62.959	0,006%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		18.189	0,002%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		8.766	0,001%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		793.783	0,076%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		782	0,000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		967	0,000%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		1.000	0,000%	F
INTERNATIONAL MONETARY FUND		30.572	0,003%	F
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT		740	0,000%	F
INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN		3.825	0,000%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		418.881	0,040%	F
Internationale Kapitalanlagegesellschaft mbH		19.866	0,002%	F
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF		69.042	0,007%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		47.358	0,005%	F
INVESCO FUNDS		18.101	0,002%	F
INVESCO GLOBAL BALANCED INDEX FUND UK		11.974	0,001%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		1.449	0,000%	F
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND		218	0,000%	F
INVESCO MARKETS II PLC		22.128	0,002%	F
INVESCO MARKETS III PLC		655	0,000%	F
INVESCO MSCI WORLD SRI INDEX FUND		601	0,000%	F
INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		149.468	0,014%	F
INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL		58.233	0,006%	F
INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL		35.150	0,003%	F
INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL		21.114	0,002%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		6.480	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		7.745	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL		11.862	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		29.269	0,003%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		10.194	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST MIX OFFENSIV PLUS - AKKUMULERENDE KL		2.671	0,000%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL		60.166	0,006%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL		70.869	0,007%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL		46.407	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL		36.728	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL		6.896	0,001%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE		1.796	0,000%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.977	0,000%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI		24.633	0,002%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		39.017	0,004%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		11.754	0,001%	F
INVESTITORI FLEXIBLE EQUITY ESG		8.200	0,001%	F
INVESTITORI PIAZZA AFFARI		33.300	0,003%	F
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM		12.449	0,001%	F
IP ACTIONS EURO		10.036	0,001%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		129.186	0,012%	F
IQ 500 INTERNATIONAL ETF		12.412	0,001%	F
IRISH LIFE ASSURANCE PLC		77.458	0,007%	F
IRISH LIFE ASSURANCE.		43.505	0,004%	F
IRR K LLC		4.519	0,000%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,000%	F
ISHARES BLOCKCHAIN AND TECH ETF		5.332	0,001%	F
ISHARES CORE MSCI EAFE ETF		3.034.609	0,289%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		152.615	0,015%	F
ISHARES CORE MSCI EUROPE ETF		180.161	0,017%	F
ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF		319.134	0,030%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		593.266	0,057%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		2.973	0,000%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		8.479	0,001%	F
ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE		25.657	0,002%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		32.330	0,003%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		5.405	0,001%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		1.513.576	0,144%	F
ISHARES EURO STOXX UCITS ETF (DE)		181.733	0,017%	F
ISHARES II PUBLIC LIMITED COMPANY		1.841.205	0,176%	F
ISHARES III PUBLIC LIMITED COMPANY		949.740	0,091%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		84.191	0,008%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		4.457	0,000%	F
ISHARES IV PUBLIC LIMITED COMPANY		875.979	0,084%	F
ISHARES MSCI ACWI ETF		95.926	0,009%	F
ISHARES MSCI ACWI EX U.S. ETF		82.333	0,008%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		39.344	0,004%	F
ISHARES MSCI EAFE ETF		1.629.428	0,155%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		307.327	0,029%	F
ISHARES MSCI EAFE VALUE ETF		962.883	0,092%	F
ISHARES MSCI EUROPE FINANCIALS ETF		354.707	0,034%	F
ISHARES MSCI EUROPE IMI INDEX ETF		8.658	0,001%	F
ISHARES MSCI EUROZONE ETF		625.362	0,060%	F
ISHARES MSCI GLOBAL MULTIFACTORETF		6.480	0,001%	F
ISHARES MSCI INTL SIZE FACTOR ETF		497	0,000%	F
ISHARES MSCI ITALY ETF		871.561	0,083%	F
ISHARES MSCI KOKUSAI ETF		1.714	0,000%	F
ISHARES MSCI WORLD ETF		26.745	0,003%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		2.244	0,000%	F
ISHARES PUBLIC LIMITED COMPANY		2.706.366	0,258%	F
ISHARES STOXX EUROPE 600 INSURANCE UCITS ETF DE		235.586	0,022%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		297.986	0,028%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		162.053	0,015%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		894.263	0,085%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.123.409	0,202%	F
ISHARES V PUBLIC LIMITED COMPANY		233.630	0,022%	F
ISHARES VI PUBLIC LIMITED COMPANY		116.655	0,011%	F
ISHARES VII PUBLIC LIMITED COMPANY		796.647	0,076%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		63.168	0,006%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,000%	F
ISHARES WORLD EQUITY FACTOR ETF		3.697	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		3.662	0,000%	F
JANA PASSIVE GLOBAL SHARE TRUST		9.246	0,001%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.611.602	0,154%	F
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND		1.011	0,000%	F
JEFFREY LLC		7.080	0,001%	F
JNL INTERNATIONAL INDEX FUND		61.313	0,006%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		7.181	0,001%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		763	0,000%	F
JNL/MELLON MSCI WORLD INDEX FUND		3.130	0,000%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		82.393	0,008%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		12.437	0,001%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		26.868	0,003%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		34.448	0,003%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		28.336	0,003%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		17.679	0,002%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		61.493	0,006%	F
JOSHUA GREEN CORPORATION		3.450	0,000%	F
JPM Multi Income Fund		41.776	0,004%	F
JPMORGAN BETABUILDERS EUROPE ETF		335.919	0,032%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		111.594	0,011%	F
JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND		126.319	0,012%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		72.398	0,007%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		18.759	0,002%	F
JPMorgan Europe Strategic Dividend Fund		3.738	0,000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		8.727	0,001%	F
JPMORGAN FUNDS		407.322	0,039%	F
JPMORGAN GLOBAL ALLOCATION FUND		1.712	0,000%	F
JPMORGAN INCOME BUILDER FUND		119.817	0,011%	F
JPMORGAN INVESTMENT FUNDS		718.366	0,069%	F
JPMorgan Multi Balanced Fund		3.411	0,000%	F
JTW TRUST NO. 1 UAD 9/19/02.		2.645	0,000%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,000%	F
JTW TRUST NO. 3 UAD 9/19/02.		2.827	0,000%	F
JTW TRUST NO. 5 UAD 9/19/02.		1.555	0,000%	F
JUNON ACTIONS OBLIGATIONS		138.783	0,013%	F
K INVESTMENTS SH LIMITED.		45.049	0,004%	F
KAISER FOUNDATION HOSPITALS		6.848	0,001%	F
KAISER PERMANENTE GROUP TRUST		10.051	0,001%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER		3.011	0,000%	F
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III		49.460	0,005%	F
KAPITALFORENINGEN EMD INVEST VERDENSINDEKS		8.758	0,001%	F
KAPITALFORENINGEN INVESTIN PRO - GBL LARGE CAP MARKET NEU EQ C/O AQR CAPITAL MANAGEMENT LLC		528.036	0,050%	F
KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I		17.756	0,002%	F
KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX		15.833	0,002%	F
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS		10.339	0,001%	F
KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER		33.465	0,003%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		162.824	0,016%	F
KATHERINE C MOORE CHARITABLE LEAD ANNUIT		968	0,000%	F
KBC ECO FUND WORLD		19.167	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KBC EQUITY FUND EUROPE		36.601	0,003%	F
KBC EQUITY FUND EUROZONE		614.207	0,059%	F
KBC EQUITY FUND EUROZONE DBI-RDT		45.316	0,004%	F
KBC EQUITY FUND SRI EUROZONE		815.340	0,078%	F
KBC EQUITY FUND SRI WORLD		198.845	0,019%	F
KBC Equity Fund World		172.467	0,016%	F
KBC Equity SRI World DBI-RDT		11.572	0,001%	F
KBC INST FUND EURO EQUITY		43.675	0,004%	F
KBC INST FUND SRI WORLD EQUITY		55.308	0,005%	F
KBC INSTITUTIONAL FUND SRI EURO		55.791	0,005%	F
KBI FUNDS ICAV		30.846	0,003%	F
KBI GLOBAL INVESTMENT FUND		12.196	0,001%	F
KFP MARKETABLE LLC		1.244	0,000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		31.853	0,003%	F
KOKUSAI EQUITY INDEX FUND, A S		14.322	0,001%	F
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP		30.561	0,003%	F
KREBSHILFE-2-FONDS		6.000	0,001%	F
KUTXABANK GESTION SGIIC, S.A.		348.280	0,033%	F
KUTXABANK PENSIONES, S.A., SGFP		175.166	0,017%	F
L AND G ASSUR(PENS MGNT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270		17.523	0,002%	F
L AND G ASSUR(PENS MGNT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495		21.661	0,002%	F
La Francaise Systematic European Equities		71.144	0,007%	F
La Francaise Systematic Multi Asset Allocation		2.948	0,000%	F
LACERA MASTER OPEB TRUST		11.377	0,001%	F
LAKE AVENUE INVESTMENTS LLC		9.047	0,001%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		154.290	0,015%	F
LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP		8.200	0,001%	F
LAZARD ASSET MANAGEMENT LLC		741	0,000%	F
LAZARD RETIREMENT GLOBAL DYNAMIC MULTI ASSET PORTFOLIO		20.689	0,002%	F
LBPAM 3 MOIS		701.046	0,067%	F
LBPAM ACTIONS DIVIDENDES EUROP		98.113	0,009%	F
LBPAM ISR ACTIONS 80		69.012	0,007%	F
LBPAM ISR ACTIONS EURO LARGE CAP		290.808	0,028%	F
LBPAM ISR ACTIONS EURO MIN VOL		4.991	0,000%	F
LBPAM ISR ACTIONS EUROPE 50		174.899	0,017%	F
LBPAM ISR AVENIR EURO		20.683	0,002%	F
LBPAM ISR STRATEGIE PEA 1		10.834	0,001%	F
LBPAM ISR STRATEGIE PEA 2		14.159	0,001%	F
LCL ACTIONS EURO CORE+		12.674	0,001%	F
LCL ACTIONS MONDE HORS EUROPE EURO		31.895	0,003%	F
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED		3.493	0,000%	F
LEGAL & GENERAL EUROPEAN INDEX TRUST		250.663	0,024%	F
LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I		3.579	0,000%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU		9.143	0,001%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND		30.046	0,003%	F
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND		6.832	0,001%	F
LEGAL & GENERAL ICAV.		155	0,000%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		32.758	0,003%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		30.799	0,003%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		20.092	0,002%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		203.452	0,019%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY		8.793	0,001%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		1.358.727	0,130%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		24.797	0,002%	F
LEGAL AND GENERAL CCF		22.767	0,002%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		43.781	0,004%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		485	0,000%	F
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND		11.824	0,001%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		61.961	0,006%	F
LEGAL AND GENERAL UCITS ETF PLC		105.588	0,010%	F
LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF		437.503	0,042%	F
LGIASUPER		37.952	0,004%	F
LGIM MANAGERS (EUROPE) LIMITED		45.699	0,004%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		399	0,000%	F
LIF-LYXOR MSCI WORLD CATHOL PR		4.486	0,000%	F
LMA IRELAND MAP501		3.166	0,000%	F
LMAP IRELAND ICAV - LMAP 909		10.133	0,001%	F
LMAP IRELAND ICAV - LMAP 910		9.135	0,001%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,000%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.503	0,001%	F
LOF TargetNetZero Europe Equity		4.386	0,000%	F
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		36.380	0,003%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		152.159	0,015%	F
LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST		21.601	0,002%	F
LUCENT TECHNOLOGIES INC MASTER PENSION TRUST		1	0,000%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR		804.646	0,077%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA		270.735	0,026%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		446.272	0,043%	F
LUXCELLENCE-HELVETIA EUROP EQUITY		6.430	0,001%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		16.168	0,002%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		206.815	0,020%	F
LVIP SSGA INTERNATIONAL INDEX FUND		82.911	0,008%	F
LYXINDEX FUND - LYXOR MSCI EMU		26.721	0,003%	F
LYXOR CORE MSCI WORLD		41.987	0,004%	F
LYXOR FTSE MIB UCITS ETF		443.557	0,042%	F
LYXOR MSCI EUROPE ESG LEADERS		114.788	0,011%	F
LYXOR MSCI EUROPE UCITS ETF		28.748	0,003%	F
M INTERNATIONAL EQUITY FUND		4.004	0,000%	F
MACK EAFE EQUITY POOL		13.081	0,001%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		16.849	0,002%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		3.653	0,000%	F
MACQUARIE MULTI-FACTOR FUND		6.015	0,001%	F
MAIN I - UNIVERSAL - FONDS		12.933	0,001%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		6.112	0,001%	F
MAN INSIGHT LIMITED		32	0,000%	F
MAN NUMERIC ALTERNATIVE RISK PREMIA VALUE.		52.886	0,005%	F
MANAGED PENSION FUNDS LIMITED		15.663	0,001%	F
MANDARINE EQUITY INCOME		4.876	0,000%	F
MANDARINE IMPROVERS		3.300	0,000%	F
MANDAT ACTION HGAM		215.978	0,021%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		17.974	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		21.209	0,002%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.906	0,000%	F
MARIGOLD TACTICAL STRATEGIES LTD		2.076	0,000%	F
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 130/30 FUND		39.067	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3		22.191	0,002%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5		45.421	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/50 FUND.		79.961	0,008%	F
MARSHALL WACE INV STRAT EUROPEAN TOPS		1.132	0,000%	F
MARSHALL WACE INVESTMENT STRATEGIES-SYSTEMATIC ALPHA PLUS FD C/O MARSHALL WACE LLP		6.877	0,001%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE		171.625	0,016%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND		291.908	0,028%	F
MARSHALL WACE MASTER FDS SPC SP		29.796	0,003%	F
MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND		8.019	0,001%	F
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND		330.467	0,032%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		99.421	0,009%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		15.687	0,001%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,000%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		6.775	0,001%	F
MBB PUBLIC MARKETS I LLC		43.462	0,004%	F
MBB SMART FUND C LLC		14.329	0,001%	F
MBB SMART FUND P LLC		12.148	0,001%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		25.325	0,002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		21.078	0,002%	F
MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU		10.064	0,001%	F
MERCER GE INTERNATIONAL EQUITY FUND		51.950	0,005%	F
MERCER GLOBAL EQUITY FUND		34.419	0,003%	F
MERCER INDEXED INTERNATIONAL SHARES FUND		37.972	0,004%	F
MERCER NONUS CORE EQUITY FUND		262.370	0,025%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		34.338	0,003%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		2.084	0,000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,001%	F
MERCER QIF COMMON CONTRACTUAL FUND		128.071	0,012%	F
MERCER UCITS COMMON CONTRACTUALFUND		31.680	0,003%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		176.540	0,017%	F
MERCER WHOLESALE FUNDS		1.392	0,000%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		111.328	0,011%	F
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE		2.193	0,000%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,001%	F
METROPOLITAN LIFE INSURANCE COMPANY		21.477	0,002%	F
MGI FUNDS PLC		59.781	0,006%	F
MH AMUNDI ACTIONS EURO		118.010	0,011%	F
MICHAEL AND MAIRA CAREN TRUST 930		1.120	0,000%	F
MICHIGAN CATHOLIC CONFERENCE		696	0,000%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,000%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		16.260	0,002%	F
MIDDLETOWN WORKS HOURLY AND SALARIED UNION		706	0,000%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,000%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,000%	F
MIGROS BANK (LUX) FONDS 50		920	0,000%	F
MINE SUPERANNUATION FUND		22.327	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	36,438%	F
MINISTRY OF ECONOMY AND FINANCE		249.924	0,024%	F
MISSOURI EDUCATION PENSION TRUST		285.662	0,027%	F
MOA INTERNATIONAL FUND		610.040	0,058%	F
MOBIUS LIFE LIMITED		13.906	0,001%	F
MOMENTUM GLOBAL FUNDS		15.906	0,002%	F
MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND		126	0,000%	F
MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND		182	0,000%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		2.193	0,000%	F
MORGAN STANLEY INVESTMENT FUNDS		9.293	0,001%	F
MORGAN STANLEY PATHWAY FUNDS -		14.934	0,001%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		139	0,000%	F
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		3.441	0,000%	F
MOTHER CABRINI HEALTH FOUNDATION INC		28.842	0,003%	F
MOUNT HATTON INVESTMENTS LIMITED		32.116	0,003%	F
MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND		326	0,000%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,001%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		167.871	0,016%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		30.113	0,003%	F
MUL- LYX FTSE IT ALL CAP PIR 2		11.575	0,001%	F
MUL-LYX NET ZERO 50 SP EUROZ C		254.566	0,024%	F
MULTI UNITS LUX-LYXOR CORE MSC		44.681	0,004%	F
MULTIFLEX SICAV		3.638	0,000%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		200.844	0,019%	F
MWIS TOPS GLOBAL EQUITIES LE FDAC		5.161	0,000%	F
MWIS TOPS World Equities AC		24.414	0,002%	F
NATIONAL BANK FINANCIAL INC		2.386	0,000%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,001%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		135.099	0,013%	F
NATIONAL EMPLOYMENT SAVINGS TRUST		657.819	0,063%	F
NATIONAL TREASURY MANAGEMENT AGCY		6.638	0,001%	F
NATIONWIDE INTERNATIONAL INDEX FUND		26.701	0,003%	F
NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST		30.767	0,003%	F
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST		46.054	0,004%	F
NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST		41.947	0,004%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,000%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		90.516	0,009%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		9.374	0,001%	F
NBIMC EAFE EQUITY INDEX FUND.		1.530	0,000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		57.842	0,006%	F
NEUALT LLC		31.713	0,003%	F
NEW AIRWAYS PENSION SCHEME		310	0,000%	F
NEW YORK STATE COMMON RETIREMENT FUND		47.605	0,005%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		815.452	0,078%	F
NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POW		2.129	0,000%	F
NFS LIMITED		4.962	0,000%	F
NGS SUPER		1.885	0,000%	F
NILUS UNIVERSAL FONDS		35.000	0,003%	F
NMTB/NIK KOKUSAI-NH 935026		19.560	0,002%	F
NORDEA EUROPEAN PASSIVE FUND		8.207	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NORDEA GLOBAL PASSIVE FUND		17.185	0,002%	F
NORDEA WORLD PASSIVE FUND		13.513	0,001%	F
NORGES BANK		12.351.678	1,178%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		128.609	0,012%	F
NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.		96.479	0,009%	F
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		33.292	0,003%	F
NORTHERN LIGHTS FUND TRUST IV		21.454	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		17.832	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		24.961	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		23.284	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING		63.404	0,006%	F
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		946.405	0,090%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		516.280	0,049%	F
NORTHERN TRUST UCITS FGR FUND		84.897	0,008%	F
NOW PENSIONS TRUST		7.170	0,001%	F
NSP MINNESEOTA RETAIL PRAIRIE II		4.235	0,000%	F
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,000%	F
NSP MONTICELLO MINNESOTA RETAIL		6.527	0,001%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,000%	F
NTUC INCOME INSURANCE CO OPERATIVE LIMITED		1.919	0,000%	F
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND		22.847	0,002%	F
NV HAGELUNIE		3.804	0,000%	F
NVIT INTERNATIONAL INDEX FUND		38.198	0,004%	F
NZAM EURO STOXX PARIS-ALIGNED		1.162	0,000%	F
OHMAN MARKNAD GLOBAL		14.000	0,001%	F
OLD WESTBURY LARGE CAP STRATEGIES FUND		1.785.400	0,170%	F
ONEMARKETS ITALY ICAV		6.795	0,001%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		19.681	0,002%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL		25.520	0,002%	F
OP CUSTODY LTD		10.628	0,001%	F
OPENWORLD PUBLIC LIMITED COMPANY		405	0,000%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		147.448	0,014%	F
OSSIAM LUX		299.496	0,029%	F
OSTRUM SRI EURO MINVOL EQUITY		19.311	0,002%	F
OSTRUM SRI EUROPE EQUITY		251.393	0,024%	F
PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD		20.043	0,002%	F
PCA TAX SHELTERED ANNUITY PLAN		3.023	0,000%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.082	0,000%	F
PENSIOENFONDS METAAL OFP		44.920	0,004%	F
PENSION BENEFIT GUARANTY CORPORATION		105.235	0,010%	F
PENSION RESERVES INVESTMENT TRUST FUND		52.548	0,005%	F
PEOPLE'S BANK OF CHINA		436.162	0,042%	F
PGGM SPD (DMAEMFGL)PGGM SPD DMAE MULTIFACTOR GLOBAL		108.937	0,010%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.740	0,000%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,000%	F
PICTET - EUROPE INDEX		47.757	0,005%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		28.827	0,003%	F
PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES		5.218	0,000%	F
PICTET CH - GLOBAL EQUITIES		6.137	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		12.635	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL		13.998	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		3.417	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		11.344	0,001%	F
PICTET TOTAL RETURN		110.519	0,011%	F
PICTET TOTAL RETURN DIVERSIFIED ALPHA		113.376	0,011%	F
PICTET-EUROLAND INDEX		30.363	0,003%	F
PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND		1.078	0,000%	F
PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND		9.979	0,001%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		88.207	0,008%	F
PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND		39.153	0,004%	F
PINEBRIDGE GLOBAL FUNDS		20.199	0,002%	F
PINNACLE PLATO GBL LOW CARBON FD		440	0,000%	F
Pirisino Lorenzo		500	0,000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH		3.090	0,000%	F
PK CSG World Equity UBS Fund Management Switzerland AG		10.169	0,001%	F
PLATINUM ARROW TRUST		7.841	0,001%	F
PLATO GLOBAL SHARES INCOME FUND.		26.493	0,003%	F
PLATO INST I FUND EURO EQUITY		11.638	0,001%	F
PLATO INST I FUND EUROPEAN EQUITY		30.635	0,003%	F
Plato Instit Index Fnd World DBI-RDT		3.794	0,000%	F
Plato RI World		2.142	0,000%	F
PLEIADES TRUST		79.666	0,008%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,001%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		71.439	0,007%	F
POOL REINSURANCE CO LTD		5.952	0,001%	F
PRAXIS INTERNATIONAL INDEX FUND		66.474	0,006%	F
prevoyance ne fund prevoyance ne global assets UBS Fund Management Switzerland		924	0,000%	F
PRIME SUPER		1.818	0,000%	F
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX		31.207	0,003%	F
PRINCIPAL FUNDS INC OVERSEAS FUND		14.132	0,001%	F
PrivilEdge - JP Morgan Pan European Flexible Equity		71.538	0,007%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,000%	F
PRO-GEN INVESTMENTS LLC		256	0,000%	F
PROJECT 121/160-70 (P)		970	0,000%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		25.766	0,002%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.797	0,000%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		137	0,000%	F
PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO		1.648	0,000%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		34.067	0,003%	F
PRUDENTIAL HONG KONG LIMITED		543.045	0,052%	F
PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY		54.965	0,005%	F
PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST		19.406	0,002%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		12.317	0,001%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		1.526.137	0,146%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		94.300	0,009%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		12.292	0,001%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM 0F OHIO		49.437	0,005%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		76.699	0,007%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		209.733	0,020%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		57.446	0,005%	F
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		29.120	0,003%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		2.498	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Putm Authorised Contractual Scheme - Putm Acs European Ex UK Fund		328.246	0,031%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		321.250	0,031%	F
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN		470	0,000%	F
QIC INTERNATIONAL EQUITIES FUND.		5.359	0,001%	F
QUALITY EDUCATION FUND		817	0,000%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,082%	F
RBC QUANT EAFE DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUANT EUROPEAN DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUBE GLOBAL EQUITY FUND		1	0,000%	F
ReAssure Limited		127.852	0,012%	F
RECORD INVEST SCA SICAV RAIF		4.669	0,000%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		19.518	0,002%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		62.196	0,006%	F
RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT		33.161	0,003%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.755	0,000%	F
Reusser Jürg		6.000	0,001%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		328.736	0,031%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		11.915	0,001%	F
RHUMBLINE LOW CARBON INDEX FUNDLLC		18.077	0,002%	F
RLA International Equities Fund		12.400	0,001%	F
ROBECO CAPITAL GROWTH FUNDS		56.960	0,005%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,003%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,000%	F
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND		2.430	0,000%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,001%	F
ROPS EURO P		66.805	0,006%	F
ROPS-SMART INDEX EURO		108.033	0,010%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.436	0,007%	F
RPAQ 2015 FUND LP		6.762	0,001%	F
RT VIF VERSICHERUNG INTERNATIONAL FONDS		43.400	0,004%	F
RTX SAVINGS PLAN MASTER TRUST		148.085	0,014%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		14.482	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND		13.002	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.600	0,001%	F
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND		2.133	0,000%	F
RUSSELL INVESTMENT COMPANY PLC		30.158	0,003%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28		7.081	0,001%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND		87.308	0,008%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROW		13.907	0,001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.797	0,000%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.137	0,000%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		2.680	0,000%	F
Russell Investments Sustainable Global Shares Fund		3.836	0,000%	F
RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL		1.123	0,000%	F
RUTGERS THE STATE UNIVERSITY		7.378	0,001%	F
S. ROBSON WALTON 1999 CHILDRENS TRUST		1.330	0,000%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		1.240	0,000%	F
S. ROBSON WALTON 2010 TRUST		3.114	0,000%	F
SABADELL EUROPA BOLSA ESG, FI		256.009	0,024%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SAKKARAH 7 FCP		10.871	0,001%	F
SAMSUNG GLOBAL CORE EQUITY FUND		1.721	0,000%	F
SAS TRUSTEE CORPORATION POOLED FUND		215.995	0,021%	F
SBC MASTER PENSION TRUST		8.896	0,001%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		12.618	0,001%	F
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.		2.030	0,000%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		344.602	0,033%	F
SCHRODER GLOBAL QUALITY FUND (CANADA)		1.402	0,000%	F
SCHRODER GLOBAL SUSTAINABLE EQUITY FUND		14.977	0,001%	F
SCHRODER GLOBAL VALUE FUND		48.647	0,005%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		3.194	0,000%	F
SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST		270.122	0,026%	F
SCHRODER INTERNATIONAL SELECTION FUND		148.175	0,014%	F
SCHRODER MANAGED BALANCED FUND		3.900	0,000%	F
SCHRODER PENSION MANAGEMENT LIMITED		16.438	0,002%	F
SCHRODER QEP GLOBAL ACTIVE VALUE FUND		24.212	0,002%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		123.145	0,012%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		324.304	0,031%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND		68.515	0,007%	F
SCHWAB INTERNATIONAL EQUITY ETF		820.988	0,078%	F
SCHWAB INTERNATIONAL INDEX FUND		252.540	0,024%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		1.036	0,000%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		5.826	0,001%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		915	0,000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		60.410	0,006%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		57.208	0,005%	F
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND		1.952	0,000%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.522	0,000%	F
SEB AKTIENFONDS		27.731	0,003%	F
SEEYOND		34.829	0,003%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,000%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		28.394	0,003%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND		8.102	0,001%	F
SELECTION EURO ENVIRONNEMENT (MAI 2022)		194.514	0,019%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		277	0,000%	F
SELIGSON AND CO EUROPE INDEX FUND		30.202	0,003%	F
SEMPRA ENERGY PENSION MASTER TRUST		4.628	0,000%	F
SENTINEL INTERNATIONAL FUND		1.046	0,000%	F
SG ACTIONS INTERNATIONALES		16.061	0,002%	F
SGA INTERNATIONAL EQUITY CIT		17.683	0,002%	F
SHELL CANADA 2007 PENSION PLAN		407	0,000%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		3.596	0,000%	F
SHELTON INTERNATIONAL SELECT EQUITY FUND		31.708	0,003%	F
SHERIFFS PENSION AND RELIEF FUND		4.086	0,000%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		80	0,000%	F
SIEMENS BALANCED		12.018	0,001%	F
SIEMENS EMU EQUITIES		37.682	0,004%	F
SIEMENS-FONDS SIEMENS-RENTE		54.879	0,005%	F
SIENNA IRC ACTIONS		92.270	0,009%	F
SIJOITUSRAHASTO UB EUROOPPA AI		8.600	0,001%	F
Simplicity Hedged Global Share Fund		11.335	0,001%	F
Simplicity Unhedged Global Share Fund		7.011	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		1.032.314	0,098%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		345.556	0,033%	F
SLW PORTFOLIO LLC		256	0,000%	F
SOCIAL PROTECTION FUND		10.509	0,001%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.817	0,000%	F
SPA MANDATE BLACKROCK		19.107	0,002%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		493.857	0,047%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		9.588	0,001%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		8.925	0,001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		664	0,000%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		239.860	0,023%	F
SPDR PORTFOLIO EUROPE ETF		10.254	0,001%	F
SPDR SP WORLD EX AUSTRALIA FUND		5.299	0,001%	F
SPP GENERATION 40-TAL		3.800	0,000%	F
SPP GENERATION 50-TAL		24.909	0,002%	F
SPP GENERATION 60-TAL		15.755	0,002%	F
SPP GENERATION 70-TAL		43.080	0,004%	F
SPP GENERATION 80-TAL		43.477	0,004%	F
SPRING 625		33.482	0,003%	F
SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND		3.465	0,000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		36	0,000%	F
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND		6.755	0,001%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.924	0,033%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		1.959	0,000%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		46.275	0,004%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		128.891	0,012%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		2.051.256	0,196%	F
ST PF STAPLES MANDATE ALLIANCE CAPITAL		2.680	0,000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,000%	F
ST. MARY'S HEALTHCARE		152	0,000%	F
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS		4.301	0,000%	F
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU		5.514	0,001%	F
STANDARD BANK OF SOUTH AFRICA LTD		77.840	0,007%	F
STANLIB FUNDS LIMITED		46.529	0,004%	F
STAR PASTEUR		17.656	0,002%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		22.184	0,002%	F
STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD		34.222	0,003%	F
STATE OF MINNESOTA		197.753	0,019%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		181.175	0,017%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		28.540	0,003%	F
STATE OF WISCONSIN INVESTMENT BOARD		116.229	0,011%	F
STATE OF WYOMING		35.470	0,003%	F
STATE STREET CCF		2.497	0,000%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		3.141	0,000%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		260.988	0,025%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		110.112	0,010%	F
STATE STREET GLOBAL INDEX PLUS TRUST		2.018	0,000%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		94.478	0,009%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		6.100	0,001%	F
STATE STREET IRELAND UNIT TRUST		17.288	0,002%	F
STATE STREET TOTAL RETURN VIS FUND		4.407	0,000%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		746.601	0,071%	F
STATE UNIVERSITIES RETIREMENT SYSTEM		123.670	0,012%	F
STELLAR INSURANCE, LTD.		1.459	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND		92.750	0,009%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,000%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET		462	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,007%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR		3.886	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF		23.550	0,002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF		9.146	0,001%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		12.076	0,001%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		154.149	0,015%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		121.122	0,012%	F
STICHTING BPL PENSIOEN MANDAAT BLACKROCK		56.156	0,005%	F
STICHTING CZ FUND DEPOSITARY		7.289	0,001%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		162.949	0,016%	F
STICHTING HEINEKEN PENSIOENFONDS		14.109	0,001%	F
STICHTING ING CDC PENSIOENFONDS		6.407	0,001%	F
STICHTING MN SERVICES		143.651	0,014%	F
STICHTING MN SERVICES AANDELENFO ND		27.094	0,003%	F
STICHTING NN CDC PENSIOENFONDS		1.249	0,000%	F
STICHTING PENSIOENFONDS ABP		851.448	0,081%	F
STICHTING PENSIOENFONDS APF.		13.011	0,001%	F
STICHTING PENSIOENFONDS HOOGOVENS		2.079	0,000%	F
STICHTING PENSIOENFONDS ING		9.697	0,001%	F
STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN		22.345	0,002%	F
STICHTING PENSIOENFONDS NOTARIAAT		2.330	0,000%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		7.031	0,001%	F
STICHTING PENSIOENFONDS PGB		594.536	0,057%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,000%	F
STICHTING PENSIOENFONDS SAGITTARIUS		10.484	0,001%	F
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN		1.747	0,000%	F
STICHTING PENSIOENFONDS UWV		19.417	0,002%	F
STICHTING PENSIOENFONDS VOOR HUISARTSEN		54.699	0,005%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		43.226	0,004%	F
STICHTING PGGM DEPOSITARY		144.494	0,014%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,001%	F
STICHTING PME PENSIOENFONDS		63.943	0,006%	F
STOREBRAND EUROPA		353.836	0,034%	F
STOREBRAND EUROPA PLUS		29.444	0,003%	F
STOREBRAND GLOBAL ALL COUNTRIES		181.885	0,017%	F
STOREBRAND LIVSFORSIKRING AS		273.370	0,026%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,001%	F
STRATEGY SICAV		1.521	0,000%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		3.999	0,000%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.043	0,002%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		659	0,000%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		3.155	0,000%	F
SWISS NATIONAL BANK		1.155.949	0,110%	F
SYCOMORE INCLUSIVE JOBS		239.616	0,023%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		2.839	0,000%	F
T. ROWE PRICE FUNDS SICAV		14	0,000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		26.500	0,003%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		56.915	0,005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.190	0,000%	F
TANGERINE BALANCED GROWTH PORTFOLIO		7.529	0,001%	F
TANGERINE BALANCED INCOME PORTFOLIO		667	0,000%	F
TANGERINE BALANCED PORTFOLIO		5.023	0,000%	F
TANGERINE EQUITY GROWTH PORTFOLIO		9.862	0,001%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		23.194	0,002%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		309.768	0,030%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		88.474	0,008%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		4.977	0,000%	F
TD EUROPEAN INDEX FUND		2.777	0,000%	F
TD INTERNATIONAL EQUITY INDEX ETF		29.774	0,003%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		271.897	0,026%	F
TEACHERS RETIREMENT ALLOWANCES FUND		1	0,000%	F
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		73.937	0,007%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		31.796	0,003%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		364.087	0,035%	F
TELSTRA SUPERANNUATION SCHEME		11.054	0,001%	F
TEXAS PERMANENT SCHOOL FUND CORP		88.534	0,008%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		18.041	0,002%	F
TEXAS UTILITIES QUAL NDT PARTNERSHIP		2.393	0,000%	F
THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO		27.581	0,003%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		140.827	0,013%	F
THE ANNENBERG FOUNDATION.		5.501	0,001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		162.774	0,016%	F
THE ASSOCIATED BRITISH FOODS PENSION SCHEME		128.871	0,012%	F
THE BANK OF KOREA		1.168	0,000%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		98.769	0,009%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		77.518	0,007%	F
THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		61.987	0,006%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		1.719	0,000%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.616	0,000%	F
THE COMMONWEALTH FUND		1.507	0,000%	F
THE DAVID A DUFFIELD TRUST UAD 07/14/88		3.296	0,000%	F
THE ESB PENSION FUND		14.100	0,001%	F
THE FIRST CHURCH OF CHRIST SCIENTIST		1.046	0,000%	F
THE GREATER MANCHESTER PENSION FUND.		51.312	0,005%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		2.359	0,000%	F
THE HKSAR GOVERNMENT SCHOLARSHIP FUND		231	0,000%	F
THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		1.679	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		10.095	0,001%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		674	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		48.514	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		55.376	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		7.495	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		5.850	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: AXA IM GLOBAL EX JAPAN EQUITY MOTHER FUND		41.659	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		221	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129		3.374	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		8.854	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		32.088	0,003%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT T		42.544	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		15.892	0,002%	F
THE MINDEROO FOUNDATION TRUST		2.999	0,000%	F
THE MISSOURI FOUNDATION FOR HEALTH		8.979	0,001%	F
THE MONETARY AUTHORITY OF SINGAPORE		15.315	0,001%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		3.538	0,000%	F
THE NEMOURS FOUNDATION PENSION PLAN		471	0,000%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		15.886	0,002%	F
THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO		483	0,000%	F
THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT		1.909	0,000%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		113.400	0,011%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		577.453	0,055%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND		645.669	0,062%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		12.040	0,001%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		103.074	0,010%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY		8.838	0,001%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,000%	F
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST		8.403	0,001%	F
THEAM QUANT - EQUITY EUROPE DEFI		37.749	0,004%	F
THEAM QUANT - EQUITY EUROZONE DEFI		26.307	0,003%	F
THEAM QUANT - EQUITY WORLD DEFI		11.238	0,001%	F
THEAM QUANT - NEW ENERGY OPPORTUNITIES		5.293	0,001%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		75.506	0,007%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,001%	F
THRIFT SAVINGS PLAN		465.976	0,044%	F
THRIFT SAVINGS PLAN		1.508.162	0,144%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		5.385	0,001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		707.829	0,067%	F
TIMOTHY PLAN INTERNATIONAL ETF.		30.484	0,003%	F
TIMOTHY PLAN MARKET NEUTRAL ETF		13.932	0,001%	F
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST		2.594	0,000%	F
TOCQUEVILLE FINANCE ISR		6.100	0,001%	F
TONI ACTIONS ISR 100		81.674	0,008%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,003%	F
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP		2.795	0,000%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		3.936	0,000%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT		112.646	0,011%	F
TRINITY COLLEGE CAMBRIDGE		9.460	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		2.731	0,000%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		33.091	0,003%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,000%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		18.196	0,002%	F
TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH		4.708	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TSGX SOLACT ESG TBACO EX UNHG(3387)		2.989	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC		2	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC. C/O CORPORATION SERVICE COMPANY		15.919	0,002%	F
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		118.704	0,011%	F
TWO SIGMA INTERNATIONAL CORE		36.300	0,003%	F
TWO SIGMA WORLD CORE FUND LP		17.000	0,002%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,000%	F
UBS (IRL) ETF PLC		189.327	0,018%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		835.916	0,080%	F
UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)		143.143	0,014%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		64.205	0,006%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		172.624	0,016%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.681	0,000%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		929	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		447	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		2.958	0,000%	F
UBS ASSET MANAGEMENT LIFE LTD		197.319	0,019%	F
UBS COMMON CONTRACTUAL FUND		19.992	0,002%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		14.826	0,001%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT		103.869	0,010%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUN		18.766	0,002%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		262.625	0,025%	F
UBS FUND MANAGEMENT(LUXEMBOURG) SA		132.092	0,013%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		8.047	0,001%	F
UBS LUX FUND SOLUTIONS		1.107.038	0,106%	F
UI-FONDS BAV RBI AKTIEN		41.907	0,004%	F
UI-S		10.191	0,001%	F
UNIDIVIDENDENASS		26.993	0,003%	F
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY		3.908	0,000%	F
UNIGEST, S.G.I.I.C., S.A.U.		25.140	0,002%	F
UNIGLOBAL DIVIDENDE		52.898	0,005%	F
UNISUPER		6.463	0,001%	F
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE		2.571	0,000%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,000%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH		776.739	0,074%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		19.853	0,002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO UMWELT UND NACHHALTIGKEITS FONDS		6.828	0,001%	F
UNIVERSAL INVESTMENT GMBH		50.500	0,005%	F
Universal-Investment-Gesellschaft mbH		111.835	0,011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		6.504	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR EPX-ASUS-SHARES		38.288	0,004%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		3.377	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		10.218	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		18.344	0,002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		8.097	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/SAI-UNIVERSAL-FONDS SEGMENT (UI491401)		57.034	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		2.790	0,000%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUIFONDS SAA		48.888	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		3.811	0,000%	F
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO		38.899	0,004%	F
UNIVERSITIES SUPERANNUATION SCHEME		4.468	0,000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,001%	F
US LEGACY INCOME COMMON TRUST FUND		109.296	0,010%	F
USAA CASUALTY INSURANCE COMPANY		6.418	0,001%	F
USAA GENERAL INDEMNITY COMPANY		3.500	0,000%	F
UTAH STATE RETIREMENT SYSTEMS		53.430	0,005%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL		35.771	0,003%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SP		23.470	0,002%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		65.033	0,006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		49.236	0,005%	F
VANECK ETFS N.V.		139.969	0,013%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		11.362	0,001%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		3.806.284	0,363%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		11.098	0,001%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		71.158	0,007%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		11.930	0,001%	F
VANGUARD EUROPEAN STOCK INDEX FUND		936.589	0,089%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		78.497	0,007%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		436.973	0,042%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		3.046.914	0,291%	F
VANGUARD FTSE ALL WORLD EX US INDEX FUND		908.668	0,087%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		68.526	0,007%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		4.915	0,000%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		5.989	0,001%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		576.026	0,055%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		174.500	0,017%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		12.045	0,001%	F
VANGUARD INTL HIGH DIV YLD INDEX FD		272.438	0,026%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		499.581	0,048%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		10.404	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD		7.111	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD		10.945	0,001%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		128.461	0,012%	F
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF		12.396	0,001%	F
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF		7.158	0,001%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF		2.277	0,000%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.284.662	0,599%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD TOTAL WORLD STOCK INDEX FUND		259.772	0,025%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		23.947	0,002%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		9.527	0,001%	F
VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE		25.205	0,002%	F
VEBA PARTNERSHIP N LP		13.171	0,001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		19.014	0,002%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS		81.873	0,008%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		11.515	0,001%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		39.787	0,004%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		15.266	0,001%	F
VGV POOLFONDS PA1		14.394	0,001%	F
VIA SMART-EQUITY EUROPE		75.652	0,007%	F
VIA SMART-EQUITY WORLD		30.912	0,003%	F
VICTORY MARKET NEUTRAL INCOMEFUND		497.054	0,047%	F
VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.		7.663	0,001%	F
VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF		18.353	0,002%	F
VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.		22.110	0,002%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		264.683	0,025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		23.971	0,002%	F
VIRGINIA RETIREMENT SYSTEM		93	0,000%	F
VIVACCIO ISR ACTIONS		318.739	0,030%	F
VOYA BALANCED INCOME PORTFOLIO		4.401	0,000%	F
VOYA BALANCED PORTFOLIO		4.459	0,000%	F
VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND		31.401	0,003%	F
VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND		95.786	0,009%	F
VOYA GLOBAL EQUITY FUND		48.828	0,005%	F
VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		102.250	0,010%	F
VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		154.493	0,015%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		32.195	0,003%	F
VOYA VACS INDEX SERIES I PORTFOLIO		43.045	0,004%	F
WASHINGTON STATE INVESTMENT BOARD		434.809	0,041%	F
WBW TRUST NUMBER ONE		814	0,000%	F
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N		1	0,000%	F
WESPATH FUNDS TRUST		5.546	0,001%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		5.466	0,001%	F
WHEELS COMMON INVESTMENT FUND.		456	0,000%	F
WILLIS TOWERS WATSON GROUP TRUST		36.938	0,004%	F
WINDWISE MSCI EAFE INDEX NON LENDING		13.123	0,001%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		41.440	0,004%	F
WISDOMTREE GLOBAL HIGH DIVIDENDFUND		5.687	0,001%	F
WISDOMTREE INTERNATIONAL EQUITYFUND		87.226	0,008%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		69.321	0,007%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND		99.106	0,009%	F
WISDOMTREE ISSUER ICAV		10.939	0,001%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,001%	F
WM POOL - EQUITIES TRUST NO. 75		140.856	0,013%	F
WM POOL - EQUITIES TRUST NO. 76 - ROBECO		1.846	0,000%	F
WM POOL - GLOBAL EQUITIES TRUST NO.6		15.631	0,001%	F
WORLD EQUITIES		951	0,000%	F
WORLD TRADE ORGANIZATION PENSION PLAN		3.985	0,000%	F
WYOMING RETIREMENT SYSTEM		6.594	0,001%	F
XTRACKERS		718.206	0,068%	F

ASP

Anagrafica	CF/PI	Azioni	% su votanti	Voto
XTRACKERS (IE) PUBLIC LIMITED COMPANY		519.126	0,050%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		925	0,000%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		2.858	0,000%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.639	0,000%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		156.521	0,015%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		22.189	0,002%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.058	0,000%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		3.361	0,000%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		2.313	0,000%	F
ZEPHYR - OPTIMISED PLUS 2		2.914	0,000%	F
ZURICH INVEST ICAV		58.265	0,006%	F
Zwitserleven Institutionele Beleggingsfondsen - Zwitserleven Duurzaam Index Aandelenfonds Europa		13.062	0,001%	F
ALPHAJET EUROPE IMPACT360		2.000	0,000%	C
ASSET MANAGEMENT EXCHANGE UCITS CCF.		12.432	0,001%	C
ERAFP ACTIONS EURO IV		274.204	0,026%	C
IRCANTEC PAB AMUNDI		2.011	0,000%	C
MORELLI FRANCESCO	MRLFNC60D28E716Q	110	0,000%	C
STICHTING BLUE SKY LIQUID ASSET FUNDS		40.630	0,004%	C
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.011	0,000%	A
OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		9.074	0,001%	A
Totale votanti		**1.048.704.718**	**100%**	

Legenda
F - Favorevole
C - Contrario
A - Astenuto
Lx - Lista x
NV - Non Votante
NE - Non Espresso

App. F a
racc. 36550

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 5 della parte ordinaria

Piani di incentivazione basati su strumenti finanziari

	n. azioni	% azioni rappresentate in assemblea	% del Capitale Sociale
Quorum costitutivo assemblea	1.048.704.718	100%	80,292%
Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo):	1.048.704.718	100,000%	80,292%
Azioni per le quali il RD non dispone di istruzioni:	0	0,000%	0,000%

	n. azioni	% partecipanti al voto	% del Capitale Sociale
Favorevole	1.044.946.316	99,642%	80,004%
Contrario	1.806.053	0,172%	0,138%
Astenuto	1.952.349	0,186%	0,149%
Totali	1.048.704.718	100,000%	80,292%

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POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 5 della parte ordinaria

Piani di incentivazione basati su strumenti finanziari

Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del Dottor Massimiliano Chiadò Piat

Anagrafica	CF/PI	Azioni	% su votanti	Voto
1895 FONDS FGR		16.283	0,002%	F
1975 IRREV TRUST OF C D WEYERHAEUSER		675	0,000%	F
405 MSTV I LP		75.684	0,007%	F
801 INVESTMENTS LLC		4.605	0,000%	F
AA NATIXIS ACTIONS MIN VAR		41.994	0,004%	F
AA SSGA Actions Euro		20.562	0,002%	F
AA SSGA Actions Indice Euro		115.957	0,011%	F
AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO		88.957	0,008%	F
AB COLLECTIVE INVESTMENT TRUST SERIES		6.850	0,001%	F
AB GLOBAL RISK ALLOCATION FUND INC		5.111	0,000%	F
AB SICAV I - ALL MARKET INCOME		175.114	0,017%	F
AB SICAV III - DYNAMIC ALL MAR		997	0,000%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		1.127	0,000%	F
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO		5.015	0,000%	F
ABB PENSION FUND		1.101	0,000%	F
ABN AMRO FUNDS		10.625	0,001%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND		35.611	0,003%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		26.631	0,003%	F
ABU DHABI PENSION FUND		39.857	0,004%	F
ACCIDENT COMPENSATION CORPORATION		282.534	0,027%	F
ACHMEA IM GLOBAL EQ FND EUR		9.899	0,001%	F
ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV		19.083	0,002%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		35.020	0,003%	F
ACS 30:70 GLOBAL EQUITY TRACKER FUND		8.919	0,001%	F
ADVANCE PLANNING LIMITED		1.873	0,000%	F
ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO		39.498	0,004%	F
ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO		90.024	0,009%	F
ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO		111.514	0,011%	F
ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO		173.948	0,017%	F
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO		92.350	0,009%	F
ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO		20.884	0,002%	F
ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		167.203	0,016%	F
ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO		3.715	0,000%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		641	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AEGON CUSTODY B.V.		245.994	0,023%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,003%	F
AIB GROUP IRISH PENSION SCHEME		10.077	0,001%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		83.490	0,008%	F
ALASKA COMMON TRUST FUND		17.333	0,002%	F
ALASKA PERMANENT FUND CORPORATION		190.990	0,018%	F
ALBERTA INVESTMENT MANAGEMENT CORPORATION		33.700	0,003%	F
ALFRED I. DUPONT CHARITABLE TRUST		10.656	0,001%	F
ALLEANZA OBBLIGAZIONARIO		174.508	0,017%	F
AMERICAN BUREAU OF SHIPPING		1.128	0,000%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		170.424	0,016%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		7.484	0,001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		8.564	0,001%	F
AMERICAN HEART ASSOCIATION, INC.		1.142	0,000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,001%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,003%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		5.773	0,001%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		82.369	0,008%	F
AMSELECT - HSBC EURO EQUITY VALUE		458.984	0,044%	F
AMUNDI ACTIONS EURO ISR		60.901	0,006%	F
AMUNDI ACTIONS EUROPE ISR		9.386	0,001%	F
AMUNDI AMBITION NET ZERO CARBONE		27.022	0,003%	F
AMUNDI ESG GLOBAL LOW CARBON FUND		66.230	0,006%	F
AMUNDI ESG IMPROVERS EURO		728.649	0,069%	F
Amundi Etf ICAV		16.154	0,002%	F
Amundi Etf ICAV - Amundi S and P 500 Equal Weight Esg Leaders Ucits Etf		23.693	0,002%	F
Amundi Etf ICAV - Amundi SandP 500 Equal Weight Esg Leaders Ucits Etf		23.578	0,002%	F
AMUNDI EURO iSTOXX CLIMATE PARIS ALIGNED PAB		2.977	0,000%	F
Amundi Euro Stoxx Select Dividend 30		202.348	0,019%	F
AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS		530.209	0,051%	F
AMUNDI FTSE MIB		305.441	0,029%	F
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY		4.274	0,000%	F
AMUNDI FUNDS EQUITY EURO RISK PARITY		26.958	0,003%	F
AMUNDI FUNDS GLOBAL PERSPECTIVES		5.440	0,001%	F
AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT		75.477	0,007%	F
AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA		548	0,000%	F
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND		18.023	0,002%	F
AMUNDI INDEX MSCI EMU SRI		112.044	0,011%	F
AMUNDI INDEX MSCI EUROPE		176.151	0,017%	F
Amundi Index MSCI Europe SRI		370.089	0,035%	F
AMUNDI INDEX MSCI WORLD		43.138	0,004%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE		5.100	0,000%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL		9.360	0,001%	F
AMUNDI MSCI ACWI SRI PAB UCITS ETF		1.075	0,000%	F
Amundi MSCI EMU ESG CTB Net Zero Ambit		50.570	0,005%	F
AMUNDI MSCI EMU ESG Leaders Select		396.607	0,038%	F
AMUNDI MSCI EUROPE		164.908	0,016%	F
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB		2.713	0,000%	F
AMUNDI MSCI EUROPE EX SWITZERLAND		44.635	0,004%	F
AMUNDI MSCI WORLD		2.906.000	0,277%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB		6.898	0,001%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR		3.448	0,000%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB		3.552	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT		1.183	0,000%	F
AMUNDI PATRIMOINE PEA		99.683	0,010%	F
AMUNDI PRIME EUROZONE		10.113	0,001%	F
AMUNDI STOXX EUROPE 600		381.560	0,036%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		2.838	0,000%	F
AMUNDI STRATEGIES ACTIONS EURO CORE +		18.689	0,002%	F
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY		614	0,000%	F
ANDRA AP-FONDEN		51.120	0,005%	F
AP ACTIONS 1 EURO		18.066	0,002%	F
APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND		18.964	0,002%	F
AQR ABS RETURN MASTER NON FLIP		1.082.147	0,103%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT LP		123.126	0,012%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		9.874	0,001%	F
AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		6.563	0,001%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.		331.455	0,032%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. C/O AQR CAPITAL MANAGEMENT LL C.		15.223	0,001%	F
AQR FUNDS - AQR GLOBAL EQUITY FUND		56.733	0,005%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		314.883	0,030%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.862	0,076%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		88.686	0,008%	F
AQR FUNDSAQR MULTIASSET FUND		42.319	0,004%	F
AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.		2.906	0,000%	F
AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		787	0,000%	F
AQR INNOVATION FUND L.P.		848	0,000%	F
AQR INNOVATION FUND L.P.- SE RIES		13.116	0,001%	F
AQR INNOVATION FUND, L.P.		1.599	0,000%	F
AQR LUX FUNDS AQR DIVERSIFIED RISK PR		562.436	0,054%	F
AQR LUX FUNDS-AQR DIVERSIFIED RISK PREMIA FUND		713	0,000%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		6.682	0,001%	F
AQR STYLE PREMIA MASTER ACCOUNT L.P..		28.125	0,003%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		26.532	0,003%	F
AQR TAX AWARE TOTAL RETURN FUND LLC		51.643	0,005%	F
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC		772	0,000%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		788.070	0,075%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		7.789	0,001%	F
ARERO - DER WELTFONDS - ESG		10.139	0,001%	F
ARIZONA PSPRS TRUST		96.703	0,009%	F
ARIZONA STATE RETIREMENT SYSTEM		130.874	0,012%	F
ARKWRIGHT, LLC		1.611	0,000%	F
ARR INT EX US ALPHA EXTENSION TRUST FUND		67.768	0,006%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		544.310	0,052%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		104.871	0,010%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		4.360	0,000%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P		11.142	0,001%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP.		13	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUE TRUST FUND		5.815	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND		24.300	0,002%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED		6.630	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.		55	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		14.434	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		2.438	0,000%	F
ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U		148.877	0,014%	F
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI		267.501	0,026%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT.		86	0,000%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED		12.163	0,001%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD		1.230	0,000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		1.277.509	0,122%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		466.760	0,045%	F
ARROWSTREET GLOBAL EQUITY FUND		141.585	0,014%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		10.634	0,001%	F
ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION.		48.582	0,005%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		152.655	0,015%	F
ARROWSTREET US GROUP TRUST		1.551.175	0,148%	F
ARROWSTREET US GROUP TRUST - ARROWST GBL EQU - ALPHA EXT FD		68.624	0,007%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP		103.496	0,010%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET U		43.660	0,004%	F
ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY-		370	0,000%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		387.657	0,037%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		467.397	0,045%	F
ARTEMIS SMARTGARP PARIS-ALIGNED GLOBAL EQUITY		21.346	0,002%	F
ASCENSION ALPHA FUND LLC		5.470	0,001%	F
ASIAN DEVELOPMENT BANK		72.000	0,007%	F
ASR INSTITUT FONDSEN EUR AANDELEN		375.637	0,036%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF.		20.584	0,002%	F
ASSURDIX		41.260	0,004%	F
ATCP-UI-FONDS		1.928	0,000%	F
AURION GLOBAL EQUITY FUND		1.588	0,000%	F
AUSTRALIAN CAPITAL TERRITORY		18.030	0,002%	F
AUSTRALIAN NATIONAL UNIVERSITY		3.890	0,000%	F
AUSTRALIAN RETIREMENT TRUST		413.532	0,039%	F
AUSTRALIANSUPER		5.957	0,001%	F
AUTORIDADE MONETARIA DE MACAU		8.262	0,001%	F
AVADIS FUND-AKTIEN WELT AST 2		10.351	0,001%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,001%	F
AVALON PORTFOLIO II LLC		1.928	0,000%	F
Aviva Investors Funds ACS - AI Balanced Life Fund		829	0,000%	F
Aviva Investors Funds ACS - AI Balanced Pension Fund		14.856	0,001%	F
Aviva Investors Funds ACS - AI Cautious Pension Fund		234	0,000%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,001%	F
Aviva Investors Passive Funds ACS - AI 30:70 Global Equity (Currency Hedged) Index Fund		3.437	0,000%	F
Aviva Investors Passive Funds ACS - AI 50:50 Global Equity Index Fund		4.066	0,000%	F
Aviva Investors Passive Funds ACS - AI 60:40 Global Equity Index Fund		12.856	0,001%	F
Aviva Investors Passive Funds ACS - AI Continental European Equity Index Fund		65.432	0,006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Aviva Investors Passive Funds ACS - AI Developed European ex UK Equity Index Fund		51.040	0,005%	F
Aviva Investors Passive Funds ACS - AI Developed World ex UK Equity Index Fund		14.070	0,001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		163	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		2.413	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		3.277	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		3.251	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,000%	F
Aviva Investors UK Fund Services Limited		63.500	0,006%	F
AVIVA LIFE & PENSIONS IRELAND DAC		30.948	0,003%	F
AVIVA LIFE & PENSIONS UK LIMITED		77.859	0,007%	F
Aviva Life and Pensions UK Limited		4.340	0,000%	F
AWARE SUPER		109.895	0,010%	F
AXA AA DIVERSIFIE INDICIEL 1		33.825	0,003%	F
AXA PEA REGULARITE		1.398.856	0,133%	F
AZ FUND 1 AZ ALLOCATION ITALIAN TREND		123.652	0,012%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30		2.800	0,000%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70		72.700	0,007%	F
AZ FUND 1 AZ ALLOCATION TREND		272.633	0,026%	F
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA		6.300	0,001%	F
AZIMUT CAPITAL MANAGEMENT SGR SPA		10.700	0,001%	F
AZIMUT LIFE DAC		1.279	0,000%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		8.225	0,001%	F
AZL INTERNATIONAL INDEX FUND		33.256	0,003%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		11.588	0,001%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		10.983	0,001%	F
BANK OF BOTSWANA.		3.575	0,000%	F
BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION		51.269	0,005%	F
BANK OF KOREA		1	0,000%	F
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		2.778	0,000%	F
BEAR CREEK INC		9.951	0,001%	F
BEAT DRUGS FUND ASSOCIATION		582	0,000%	F
BEL EQUITY EUROPE ESG		92.625	0,009%	F
BERESFORD FUNDS ICAV		1.832	0,000%	F
BESSEMER TRUST CO CLEARING ACCT		9.300	0,001%	F
Best Investment Corporation		2.881	0,000%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,000%	F
BEWAARSTICHTING NNIP I		136.001	0,013%	F
BFT PARTNERS VIA EQUITY EUROPE SRI		39.962	0,004%	F
BG MASTER FUND ICAV		1.092	0,000%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND		180.507	0,017%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		21.462	0,002%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		374.165	0,036%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		13.099	0,001%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		71.213	0,007%	F
BLACKROCK CDN WORLD INDEX FUND		47.274	0,005%	F
BLACKROCK FUND MANAGERS LTD		26.501	0,003%	F
BLACKROCK FUNDS I ICAV		12.949	0,001%	F
BLACKROCK GLOBAL FUNDS		26.612	0,003%	F
BLACKROCK GLOBAL INDEX FUNDS		30.340	0,003%	F
BLACKROCK IG INTERNATIONAL EQUITY POOL		36.945	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BLACKROCK INDEX SELECTION FUND		306.020	0,029%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		100	0,000%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		4.414.316	0,421%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		5.785	0,001%	F
BLACKROCK LIFE LIMITED		17.872	0,002%	F
BLACKROCK LIFE LTD		163.704	0,016%	F
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		87.055	0,008%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		429	0,000%	F
BLACKROCK UCITS CCF		38.809	0,004%	F
BLKB Equity Switzerland Focus		509.323	0,049%	F
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED		276.470	0,026%	F
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE		102.160	0,010%	F
BNP PARIBAS EASY - MSCI EUROPE EX CW		148.176	0,014%	F
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED		432.414	0,041%	F
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED		121.332	0,012%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-Series PAB 5 Capped UCITS ETF		3.682	0,000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF		3.573	0,000%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		61.929	0,006%	F
BNP PARIBAS FINANCE EUROPE ISR		162.806	0,016%	F
BNY MELLON INTERNATIONAL EQUITY ETF		14.261	0,001%	F
BNY MELLON INTERNATIONAL STOCK INDEX FUND		8.917	0,001%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		1	0,000%	F
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND		22.256	0,002%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		4.820	0,000%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		4	0,000%	F
BOC PRUDENTIAL EUROPEAN INDEX FUND		34.184	0,003%	F
BRIDGE BUILDER INTERNATIONAL E		26.078	0,002%	F
BRIDGE BUILDER TAX MANAGED		3.267	0,000%	F
BRIDGEWATER ASSOCIATES		4.752	0,000%	F
BRIDGEWATER BLUE PEAK FUND LP.		28	0,000%	F
BRIDGEWATER PURE ALPHA FUND III, LTD		3.651	0,000%	F
BRIDGEWATER PURE ALPHA STERLING FUND LTD		1.382	0,000%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD.		24.955	0,002%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY LTD		2.698	0,000%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.264	0,003%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		682	0,000%	F
BRUCE POWER PENSION PLAN		20.755	0,002%	F
BRUNEI SHELL RETIREMENT BENEFIT FUND		1.127	0,000%	F
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR		12.525	0,001%	F
BT INTERNATIONAL FUND		27.824	0,003%	F
BUILDERS ASSET MANAGEMENT LLC		19.011	0,002%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,000%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		543	0,000%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		1.722	0,000%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		17.159	0,002%	F
BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST		3.434	0,000%	F
BW DMO FUND LTD.		7.418	0,001%	F
BW PASPG LTD		1.894	0,000%	F
BWM PA 24 LTD		2.642	0,000%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		1.061.331	0,101%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		2.802	0,000%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.116	0,002%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.086	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		582.239	0,056%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,000%	F
CAPULA TAIL RISK MASTER FUND LIMITED		2.313	0,000%	F
CARDANO COMMON CONTRACTUAL FUND		2.143	0,000%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		35.851	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,001%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	43,591%	F
CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	80027390584	18.030.000	1,719%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		5.218	0,000%	F
CATERPILLAR INVESTMENT TRUST.		3.869	0,000%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.443	0,000%	F
CENTRAL BANK OF IRELAND		6.498	0,001%	F
CENTRAL BANK OF IRELAND - MSCI PAB		7.779	0,001%	F
CENTRAL PROVIDENT FUND BOARD		2.778	0,000%	F
CERVURITE INTERNATIONAL LLC		27.240	0,003%	F
CFSIL RE CNEALTH GS FD 16		10.625	0,001%	F
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		53.494	0,005%	F
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1		116.856	0,011%	F
CHCP GLOBAL SECURITIES LP		2.533	0,000%	F
CHEVRON MASTER PENSION TRUST		115.225	0,011%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.393	0,001%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		7.046	0,001%	F
CI MORNINGSTAR INTERNATIONAL VALUE INDEX ETF		81.595	0,008%	F
CIBC EUROPEAN INDEX FUND		1	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		777	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		667	0,000%	F
CIBC INTERNATIONAL EQUITY PRIVATE POOL		1	0,000%	F
CIBC INTERNATIONAL INDEX FUND		1	0,000%	F
CINDY SPRINGS LLC		42.020	0,004%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T		390.180	0,037%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO		40.041	0,004%	F
CITITRUST LIMITED		6.213	0,001%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		2.634	0,000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		57.239	0,005%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,002%	F
CITY OF NEW YORK GROUP TRUST		100.077	0,010%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		30.423	0,003%	F
CITY UNIVERSITY OF NEW YORK		331	0,000%	F
CMAP SRPA FUND LIMITED PORTFOLIO MARGIN ACCTS		29.573	0,003%	F
CMLA INDEXED GLOBAL SHARE FUND		1.678	0,000%	F
CNP ASSUR VALUE ET MOMENTUM		28.689	0,003%	F
CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		724	0,000%	F
COLLEGE RETIREMENT EQUITIES FUND		506.430	0,048%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,001%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		14.448	0,001%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		237.154	0,023%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		4.907	0,000%	F
COMMONWEALTH GLOBAL SHARE FUND 17,		917.736	0,088%	F
COMMONWEALTH GLOBAL SHARE FUND 30.		11.399	0,001%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR		73.284	0,007%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		2.955	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		77.885	0,007%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		723	0,000%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.796	0,001%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		655	0,000%	F
CONSOLIDATED EDISON RETIREMENT PLAN		9.702	0,001%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,000%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,000%	F
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.		32.775	0,003%	F
COUNSEL DEFENSIVE GLOBAL EQUITY		861	0,000%	F
COV WACHSTUM MF		2.728	0,000%	F
CPPIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD		18.425	0,002%	F
CPR Europe ESG Poche COR		53.094	0,005%	F
CREDIT SUISSE INDEX FUND (IE) ETF ICAV		11.411	0,001%	F
CREDIT SUISSE INDEX FUND (LUX)		521.871	0,050%	F
CRELAN INVEST BALANCED		34.743	0,003%	F
CRELAN INVEST CONSERVATIVE		4.445	0,000%	F
CRELAN INVEST DYNAMIC		16.561	0,002%	F
CSIF CH Equity EMU UBS Fund Management Switzerland AG		18.468	0,002%	F
CSIF CH III Equity World ex CH Climate Change Blue Pension Fund Plus UBS FM Switzerland AG		236	0,000%	F
CSIF CH III Equity World ex CH Value Weighted Pension Fund UBS Fund Management Switzerland AG		3.330	0,000%	F
CSIF4 Credit Suisse Lux Global High Income Fund USD		17.560	0,002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		45.744	0,004%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATI		88.762	0,008%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX		1.159	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		2.126	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		5.356	0,001%	F
DANMARKS GRUNDFORSKNINGFOND		1.576	0,000%	F
Danske Bank Puljer		61.980	0,006%	F
DANSKE INVEST ALLOCATION		40.365	0,004%	F
DEAM FONDS ZDV		5.062	0,000%	F
DEAM-FONDS CPT		5.000	0,000%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		80.940	0,008%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		2.724	0,000%	F
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG		18.332	0,002%	F
DEKA INVESTMENT GMBH GLOBALE AKTIEN		37.259	0,004%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		151.287	0,014%	F
DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1 U01		154.225	0,015%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,001%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		515.625	0,049%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF		18.260	0,002%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		4.235	0,000%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		47.410	0,005%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		19.101	0,002%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		43.984	0,004%	F
DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL		10.342	0,001%	F
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS		14.000	0,001%	F
DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF		18.612	0,002%	F
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF		5.471	0,001%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,001%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U04		63.150	0,006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH W/SVAM-FONDS		8.459	0,001%	F
DEKA INVESTMENT GMBH W/SVN II-FONDS		4.879	0,000%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		2.018	0,000%	F
DEKA VALUE PLUS		134.730	0,013%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.		34.000	0,003%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHUETTUNGSCONCEPT REGIONAL NACHHALTIG		9.200	0,001%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC AKTIEN GLOBAL		21.000	0,002%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC PROFESSIONELL AKTIEN		12.000	0,001%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		4.057	0,000%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		33	0,000%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		1.122	0,000%	F
DESTINATIONS INTERNATIONAL EQU		11.163	0,001%	F
DEUTSCHE DCG EQ		1.926	0,000%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,000%	F
DFI LP EQUITY (PASSIVE		532	0,000%	F
DIGNITY PRE ARRANGEMENT LIMITED		2.247	0,000%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,000%	F
DIOCESE OF VENICE PENSION PLAN AND TRUST		206	0,000%	F
DNB BANK ASA		4.485	0,000%	F
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING		22.120	0,002%	F
DWS INVESTMENT GMBH FOR BALOISE-AKTIENFONDS DWS		22.000	0,002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		4.900	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		1.536	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,001%	F
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND		4.616	0,000%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT		71.015	0,007%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO		1.939	0,000%	F
DWS MULTI ASSET PIR FUND		75.000	0,007%	F
DYNASTY INVEST LTD		1.134	0,000%	F
EARNEST INSTITUTIONAL LLC		104	0,000%	F
EATON VANCE EQUITY HARVEST FUNDLLC		11.626	0,001%	F
EFFEPILUX SICAV AZIONARIO EURO		56.122	0,005%	F
EGEPARGNE 2 DIVERSIFIE		25.982	0,002%	F
EMBO-FONDS		14.469	0,001%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		1.533	0,000%	F
EMN ASC FUND LP		8.164	0,001%	F
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		48.611	0,005%	F
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		676	0,000%	F
EMPOWER ANNUITY INSURANCE COMPANY		85.168	0,008%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		61.814	0,006%	F
ENHANCED INDEX SUSTAINABLE GLOBAL EQUITY FUND I NL		433.313	0,041%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		5.749.190	0,548%	F
Ente nazionale di Previdenza ed Assistenza Medici (E.N.P.A M		200.000	0,019%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG		33.001	0,003%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		21.793	0,002%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		3.905	0,000%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.276	0,001%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		8.341	0,001%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		11.470	0,001%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		16.865	0,002%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		47.177	0,004%	F
EQUIPSUPER		8.669	0,001%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.826	0,000%	F
EQUITY FUND WORLD DBI-RDT		17.843	0,002%	F
ERAFP Actions Euro I		979.089	0,093%	F
ERAFP ACTIONS EURO IV		274.204	0,026%	F
ERISA ACTION EUROPE N 2		29.868	0,003%	F
ERISA ACTIONS GRANDES VALEURS		811.766	0,077%	F
ERS TEXAS ARROWSTREET INTERNATIONAL 967825		5.730	0,001%	F
ERSTE ASSET MANAGEMENT GMBH		474.800	0,045%	F
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)		1.335	0,000%	F
EUROPEAN EQUITIES 1		53.036	0,005%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,000%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,001%	F
FAMILY INVESTMENTS CHILD TRUST FUND		9.523	0,001%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		7.919	0,001%	F
FCM INTERNATIONAL LLC		835	0,000%	F
FCP HUMANIS RETRAITE ACTIONS		151.538	0,014%	F
FCP SODIUM I		19.002	0,002%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		15.223	0,001%	F
FGV - ACTIONS EUROPE LM B		332.657	0,032%	F
FGV ACTIONS EUROPE LM A		12.900	0,001%	F
FIDDLER PARTNERS LLC		474	0,000%	F
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND		1.325.877	0,126%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		11.351	0,001%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		67.347	0,006%	F
FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF		221.038	0,021%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		468	0,000%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		43.232	0,004%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		71.220	0,007%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		555.052	0,053%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		223.690	0,021%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		38.569	0,004%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		172.023	0,016%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND		14.771	0,001%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND		774.754	0,074%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		181.704	0,017%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		2.642	0,000%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		6.735	0,001%	F
FINALTIS EFFICIENT BETA EURO		8.721	0,001%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		2.707	0,000%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		451.621	0,043%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		10.325	0,001%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		55.901	0,005%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		367.568	0,035%	F
FISCHER FAMILY TRUST		1.424	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FJARDE AP-FONDEN.		1	0,000%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		9.757	0,001%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		2.622	0,000%	F
FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION		12.378	0,001%	F
FLORIDA GLOBAL EQUITY FUND LLC		6.397	0,001%	F
FLORIDA RETIREMENT SYSTEM		1	0,000%	F
FLORIDA RETIREMENT SYSTEM TRUST FUND		2	0,000%	F
FLOURISH INVESTMENT CORPORATION		33.183	0,003%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,002%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		3.437	0,000%	F
FONDATION BOTNAR..		18.261	0,002%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		1.933	0,000%	F
FONDOPOSTE		24.747	0,002%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,000%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		13.060	0,001%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,000%	F
FOREIGN STOCK INDEX MOTHER FUND		24.593	0,002%	F
FORSTA AP - FONDEN		135.229	0,013%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,001%	F
FRANCIS FAMILY FUND APS		3.127	0,000%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		5.460	0,001%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF		2.832	0,000%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF		1.644	0,000%	F
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG		63.756	0,006%	F
FRANKLIN TEMPLETON ICAV		840	0,000%	F
FUNDACAO CALOUSTE GULBENKIAN		8.073	0,001%	F
FUNDO DE PENSOES		5.355	0,001%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,001%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		83.841	0,008%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		14.298	0,001%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		2.736	0,000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		14.330	0,001%	F
G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES		31.395	0,003%	F
GARD UNIT TRUST		6.700	0,001%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.213	0,000%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		531.629	0,051%	F
GENERALI SMART FUNDS		15.000	0,001%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		141.100	0,013%	F
GENUS FOSSIL FREE DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		31.700	0,003%	F
GERANA SICAV-SIF, S.A.		18.904	0,002%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		3.916	0,000%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		2.795	0,000%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		366.416	0,035%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,000%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		13.249	0,001%	F
GLOBAL MULTI-FACTOR EQUITY FUND		18.746	0,002%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED		127	0,000%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		20.433	0,002%	F
GMO BENCHMARK-FREE FUND		4.445	0,000%	F
GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND		1.758	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
GMO MULTI-ASSET TRUST		6.417	0,001%	F
GODFOND SVERIGE & VARLDEN		4.688	0,000%	F
GOLDMAN SACHS ETF ICAV		69	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E		2.247	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT		395.428	0,038%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		28.702	0,003%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO		21.428	0,002%	F
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF		7.631	0,001%	F
GOLDMAN SACHS FUNDS		7.340	0,001%	F
GOLDMAN SACHS FUNDS III		163.090	0,016%	F
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND		28.270	0,003%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		25.471	0,002%	F
GOVERNMENT PENSION INVESTMENT FUND		2.490.929	0,238%	F
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC		3.964	0,000%	F
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.		3.228	0,000%	F
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND		12.968	0,001%	F
GREAT WEST INTERNATIONAL INDEX FUND		56.701	0,005%	F
GUIDEMARK WORLD EX-US FUND		19.325	0,002%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		62.817	0,006%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		25.999	0,002%	F
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND		4.837	0,000%	F
HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND		246.925	0,024%	F
HAWTHORN DM LLC		7.505	0,001%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		1.363	0,000%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		367	0,000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		9.738	0,001%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,001%	F
HELVETIA I EUROPA		39.020	0,004%	F
HESTA		254.476	0,024%	F
HI-Aktien-Aktiv-Fundamental-SFonds		70.000	0,007%	F
HI-PNWL-DIVIDENDE-PLUS-FONDS		125.799	0,012%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		321.507	0,031%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND		28.493	0,003%	F
Horizon Business SRI Dyn DBI-RDT		14.779	0,001%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		15.571	0,001%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		44.955	0,004%	F
HRW TESTAMENTARY TRUST NO. 1		3.552	0,000%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,000%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,000%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,000%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,000%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,000%	F
HSBC ACTIONS MONDE		111.572	0,011%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		119.561	0,011%	F
HSBC ETFs Public Limited Company		129	0,000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		8.293	0,001%	F
HSBC ETFs Public Limited Company - HSBC MSCI World UCITS ETF		13.197	0,001%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
HSBC EURO ACTIONS		362.685	0,035%	F
HSBC GLOBAL INVESTMENT FUNDS		528.510	0,050%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		22.978	0,002%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		18.051	0,002%	F
HSBC INTERNATIONAL EQUITY INDEX FUND		6.327	0,001%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		13.554	0,001%	F
HUMANIS RETRAITE DIVERSIFIE		503.183	0,048%	F
IBM 401(K) PLUS PLAN TRUST		78.149	0,007%	F
IBM PERSONAL PENSION PLAN TRUST		1.356	0,000%	F
IBM RETIREMENT PLAN		1.508	0,000%	F
IF IST - EUROPE INDEX SRI		9.133	0,001%	F
IF IST - GLOBE INDEX		7.690	0,001%	F
IF IST - GLOBE INDEX SRI		1.197	0,000%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		358.791	0,034%	F
ILA - A-ILDSCG		2.038	0,000%	F
ILA - A-ILEZEQG		10.354	0,001%	F
ILA - A-ILGLOEQG		4.718	0,000%	F
ILA - A-ILGLOEQN		852	0,000%	F
ILA-A-ILSDMH		48.484	0,005%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		21.659	0,002%	F
ILA-LA WORLD ESG SCREENED FUND		5.226	0,000%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		136.648	0,013%	F
IMPAX INTERNATIONAL SUSTAINABLE ECONOMY FUND		196.630	0,019%	F
IMPERIAL INTERNATIONAL EQUITY POOL		3	0,000%	F
IMPERIAL OVERSEAS EQUITY POOL		1	0,000%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,298%	F
ING DIRECT FONDO NARANJA CONSERVADOR FI		2.223	0,000%	F
ING DIRECT FONDO NARANJA DINAMICO FI		21.010	0,002%	F
ING DIRECT FONDO NARANJA MODERADO FI		14.644	0,001%	F
ING DIRECT SICAV		21.113	0,002%	F
INSPIRE INTERNATIONAL ETF		115.390	0,011%	F
INSTITUTIONAL RETIREMENT TRUST		7.916	0,001%	F
INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC		2.652	0,000%	F
INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST		103.634	0,010%	F
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN		24.802	0,002%	F
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND		62.959	0,006%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		18.189	0,002%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		8.766	0,001%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		793.783	0,076%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		782	0,000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		967	0,000%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		1.000	0,000%	F
INTERNATIONAL MONETARY FUND		30.572	0,003%	F
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT		740	0,000%	F
INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN		3.825	0,000%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		418.881	0,040%	F
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF		69.042	0,007%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		47.358	0,005%	F
INVESCO FUNDS		18.101	0,002%	F
INVESCO GLOBAL BALANCED INDEX FUND UK		11.974	0,001%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		1.449	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND		218	0,000%	F
INVESCO MARKETS II PLC		22.128	0,002%	F
INVESCO MARKETS III PLC		655	0,000%	F
INVESCO MSCI WORLD SRI INDEX FUND		601	0,000%	F
INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		149.468	0,014%	F
INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL		58.233	0,006%	F
INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL		35.150	0,003%	F
INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL		21.114	0,002%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		6.480	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		7.745	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL		11.862	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		29.269	0,003%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		10.194	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST MIX OFFENSIV PLUS - AKKUMULERENDE KL		2.671	0,000%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL		60.166	0,006%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL		70.869	0,007%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL		46.407	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL		36.728	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL		6.896	0,001%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE		1.796	0,000%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.977	0,000%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI		24.633	0,002%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		39.017	0,004%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,002%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		11.754	0,001%	F
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM		12.449	0,001%	F
IP ACTIONS EURO		10.036	0,001%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		129.186	0,012%	F
IQ 500 INTERNATIONAL ETF		12.412	0,001%	F
IRISH LIFE ASSURANCE PLC		77.458	0,007%	F
IRISH LIFE ASSURANCE.		43.505	0,004%	F
IRR K LLC		4.519	0,000%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,000%	F
ISHARES BLOCKCHAIN AND TECH ETF		5.332	0,001%	F
ISHARES CORE MSCI EAFE ETF		3.034.609	0,289%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		152.615	0,015%	F
ISHARES CORE MSCI EUROPE ETF		180.161	0,017%	F
ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF		319.134	0,030%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		593.266	0,057%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		2.973	0,000%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		8.479	0,001%	F
ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE		25.657	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES ESG ADVANCED MSCI EAFE ETF		32.330	0,003%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		5.405	0,001%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		1.513.576	0,144%	F
ISHARES EURO STOXX UCITS ETF (DE)		181.733	0,017%	F
ISHARES II PUBLIC LIMITED COMPANY		1.841.205	0,176%	F
ISHARES III PUBLIC LIMITED COMPANY		949.740	0,091%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		84.191	0,008%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		4.457	0,000%	F
ISHARES IV PUBLIC LIMITED COMPANY		875.979	0,084%	F
ISHARES MSCI ACWI ETF		95.926	0,009%	F
ISHARES MSCI ACWI EX U.S. ETF		82.333	0.008%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		39.344	0,004%	F
ISHARES MSCI EAFE ETF		1.629.428	0,155%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		307.327	0,029%	F
ISHARES MSCI EAFE VALUE ETF		962.883	0,092%	F
ISHARES MSCI EUROPE FINANCIALS ETF		354.707	0,034%	F
ISHARES MSCI EUROPE IMI INDEX ETF		8.658	0,001%	F
ISHARES MSCI EUROZONE ETF		625.362	0,060%	F
ISHARES MSCI GLOBAL MULTIFACTORETF		6.480	0,001%	F
ISHARES MSCI INTL SIZE FACTOR ETF		497	0,000%	F
ISHARES MSCI ITALY ETF		871.561	0,083%	F
ISHARES MSCI KOKUSAI ETF		1.714	0,000%	F
ISHARES MSCI WORLD ETF		26.745	0,003%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		2.244	0,000%	F
ISHARES PUBLIC LIMITED COMPANY		2.706.366	0,258%	F
ISHARES STOXX EUROPE 600 INSURANCE-UCITS ETF DE		235.586	0,022%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		297.986	0,028%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		162.053	0,015%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		894.263	0,085%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.123.409	0,202%	F
ISHARES V PUBLIC LIMITED COMPANY		233.630	0,022%	F
ISHARES VI PUBLIC LIMITED COMPANY		116.655	0,011%	F
ISHARES VII PUBLIC LIMITED COMPANY		796.647	0,076%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		63.168	0,006%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,000%	F
ISHARES WORLD EQUITY FACTOR ETF		3.697	0,000%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		3.662	0,000%	F
JANA PASSIVE GLOBAL SHARE TRUST		9.246	0,001%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.611.602	0,154%	F
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND		1.011	0,000%	F
JEFFREY LLC		7.080	0,001%	F
JNL INTERNATIONAL INDEX FUND		61.313	0,006%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		7.181	0,001%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		763	0,000%	F
JNL/MELLON MSCI WORLD INDEX FUND		3.130	0,000%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		82.393	0,008%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		12.437	0,001%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		26.868	0,003%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		34.448	0,003%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		28.336	0,003%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		17.679	0,002%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		61.493	0,006%	F
JOSHUA GREEN CORPORATION		3.450	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
JPM Multi Income Fund		41.776	0,004%	F
JPMORGAN BETABUILDERS EUROPE ETF		335.919	0,032%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		111.594	0,011%	F
JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND		126.319	0,012%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		72.398	0,007%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		18.759	0,002%	F
JPMorgan Europe Strategic Dividend Fund		3.738	0,000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		8.727	0,001%	F
JPMORGAN FUNDS		407.322	0,039%	F
JPMORGAN GLOBAL ALLOCATION FUND		1.712	0,000%	F
JPMORGAN INCOME BUILDER FUND		119.817	0,011%	F
JPMORGAN INVESTMENT FUNDS		718.366	0,069%	F
JPMorgan Multi Balanced Fund		3.411	0,000%	F
JTW TRUST NO. 1 UAD 9/19/02.		2.645	0,000%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,000%	F
JTW TRUST NO. 3 UAD 9/19/02.		2.827	0,000%	F
JTW TRUST NO. 5 UAD 9/19/02.		1.555	0,000%	F
JUNON ACTIONS OBLIGATIONS		138.783	0,013%	F
K INVESTMENTS SH LIMITED.		45.049	0,004%	F
KAISER FOUNDATION HOSPITALS		6.848	0,001%	F
KAISER PERMANENTE GROUP TRUST		10.051	0,001%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER		3.011	0,000%	F
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III		49.460	0,005%	F
KAPITALFORENINGEN EMD INVEST VERDENSINDEKS		8.758	0,001%	F
KAPITALFORENINGEN INVESTIN PRO - GBL LARGE CAP MARKET NEU EQ C/O AQR CAPITAL MANAGEMENT LLC		528.036	0,050%	F
KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I		17.756	0,002%	F
KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX		15.833	0,002%	F
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS		10.339	0,001%	F
KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER		33.465	0,003%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		162.824	0,016%	F
KATHERINE C MOORE CHARITABLE LEAD ANNUIT		968	0,000%	F
KBC ECO FUND WORLD		19.167	0,002%	F
KBC EQUITY FUND EUROPE		36.601	0,003%	F
KBC EQUITY FUND EUROZONE		614.207	0,059%	F
KBC EQUITY FUND EUROZONE DBI-RDT		45.316	0,004%	F
KBC EQUITY FUND SRI EUROZONE		815.340	0,078%	F
KBC EQUITY FUND SRI WORLD		198.845	0,019%	F
KBC Equity Fund World		172.467	0,016%	F
KBC Equity SRI World DBI-RDT		11.572	0,001%	F
KBC INST FUND EURO EQUITY		43.675	0,004%	F
KBC INST FUND SRI WORLD EQUITY		55.308	0,005%	F
KBC INSTITUTIONAL FUND SRI EURO		55.791	0,005%	F
KBI FUNDS ICAV		30.846	0,003%	F
KBI GLOBAL INVESTMENT FUND		12.196	0,001%	F
KFP MARKETABLE LLC		1.244	0,000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		31.853	0,003%	F
KOKUSAI EQUITY INDEX FUND, A S		14.322	0,001%	F
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP		30.561	0,003%	F
KUTXABANK GESTION SGIIC, S.A.		348.280	0,033%	F
KUTXABANK PENSIONES, S.A., SGFP		175.166	0,017%	F
L AND G ASSUR(PENS MGNT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270		17.523	0,002%	F
L AND G ASSUR(PENS MGNT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495		21.661	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
La Francaise Systematic European Equities		71.144	0,007%	F
La Francaise Systematic Multi Asset Allocation		2.948	0,000%	F
LACERA MASTER OPEB TRUST		11.377	0,001%	F
LAKE AVENUE INVESTMENTS LLC		9.047	0,001%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		154.290	0,015%	F
LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP		8.200	0,001%	F
LAZARD ASSET MANAGEMENT LLC		741	0,000%	F
LAZARD RETIREMENT GLOBAL DYNAMIC MULTI ASSET PORTFOLIO		20.689	0,002%	F
LBPAM 3 MOIS		701.046	0,067%	F
LBPAM ACTIONS DIVIDENDES EUROP		98.113	0,009%	F
LBPAM ISR ACTIONS 80		69.012	0,007%	F
LBPAM ISR ACTIONS EURO LARGE CAP		290.808	0,028%	F
LBPAM ISR ACTIONS EURO MIN VOL		4.991	0,000%	F
LBPAM ISR ACTIONS EUROPE 50		174.899	0,017%	F
LBPAM ISR AVENIR EURO		20.683	0,002%	F
LBPAM ISR STRATEGIE PEA 1		10.834	0,001%	F
LBPAM ISR STRATEGIE PEA 2		14.159	0,001%	F
LCL ACTIONS EURO CORE+		12.674	0,001%	F
LCL ACTIONS MONDE HORS EUROPE EURO		31.895	0,003%	F
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED		3.493	0,000%	F
LEGAL & GENERAL EUROPEAN INDEX TRUST		250.663	0,024%	F
LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I		3.579	0,000%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU		9.143	0,001%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND		30.046	0,003%	F
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND		6.832	0,001%	F
LEGAL & GENERAL ICAV.		155	0,000%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		32.758	0,003%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		30.799	0,003%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		20.092	0,002%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		203.452	0,019%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY		8.793	0,001%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		1.358.727	0,130%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		24.797	0,002%	F
LEGAL AND GENERAL CCF		22.767	0,002%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		43.781	0,004%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		485	0,000%	F
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND		11.824	0,001%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		61.961	0,006%	F
LEGAL AND GENERAL UCITS ETF PLC		105.588	0,010%	F
LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF		437.503	0,042%	F
LGIASUPER		37.952	0,004%	F
LGIM MANAGERS (EUROPE) LIMITED		45.699	0,004%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		399	0,000%	F
LIF-LYXOR MSCI WORLD CATHOL PR		4.486	0,000%	F
LMA IRELAND MAP501		3.166	0,000%	F
LMAP IRELAND ICAV - LMAP 909		10.133	0,001%	F
LMAP IRELAND ICAV - LMAP 910		9.135	0,001%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,000%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.503	0,001%	F
LOF TargetNetZero Europe Equity		4.386	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		36.380	0,003%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		152.159	0,015%	F
LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST		21.601	0,002%	F
LUCENT TECHNOLOGIES INC MASTER PENSION TRUST		1	0,000%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR		804.646	0,077%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA		270.735	0,026%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		446.272	0,043%	F
LUXCELLENCE-HELVETIA EUROP EQUITY		6.430	0,001%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		16.168	0,002%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		206.815	0,020%	F
LVIP SSGA INTERNATIONAL INDEX FUND		82.911	0,008%	F
LYXINDEX FUND - LYXOR MSCI EMU		26.721	0,003%	F
LYXOR CORE MSCI WORLD		41.987	0,004%	F
LYXOR FTSE MIB UCITS ETF		443.557	0,042%	F
LYXOR MSCI EUROPE ESG LEADERS		114.788	0,011%	F
LYXOR MSCI EUROPE UCITS ETF		28.748	0,003%	F
M INTERNATIONAL EQUITY FUND		4.004	0,000%	F
MACK EAFE EQUITY POOL		13.081	0,001%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		16.849	0,002%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		3.653	0,000%	F
MACQUARIE MULTI-FACTOR FUND		6.015	0,001%	F
MAIN I - UNIVERSAL - FONDS		12.933	0,001%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		6.112	0,001%	F
MAN INSIGHT LIMITED		32	0,000%	F
MAN NUMERIC ALTERNATIVE RISK PREMIA VALUE.		52.886	0,005%	F
MANAGED PENSION FUNDS LIMITED		15.663	0,001%	F
MANDARINE EQUITY INCOME		4.876	0,000%	F
MANDARINE IMPROVERS		3.300	0,000%	F
MANDAT ACTION HGAM		215.978	0,021%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		17.974	0,002%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		21.209	0,002%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.906	0,000%	F
MARIGOLD TACTICAL STRATEGIES LTD		2.076	0,000%	F
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 130/30 FUND		39.067	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3		22.191	0,002%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5		45.421	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/50 FUND.		79.961	0,008%	F
MARSHALL WACE INV STRAT EUROPEAN TOPS		1.132	0,000%	F
MARSHALL WACE INVESTMENT STRATEGIES-SYSTEMATIC ALPHA PLUS FD C/O MARSHALL WACE LLP		6.877	0,001%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE		171.625	0,016%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND		291.908	0,028%	F
MARSHALL WACE MASTER FDS SPC SP		29.796	0,003%	F
MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND		8.019	0,001%	F
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND		330.467	0,032%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		99.421	0,009%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		15.687	0,001%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MATB MSCI KOKUSAI INDEX MOTHER FUND		6.775	0,001%	F
MBB PUBLIC MARKETS I LLC		43.462	0,004%	F
MBB SMART FUND C LLC		14.329	0,001%	F
MBB SMART FUND P LLC		12.148	0,001%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		25.325	0,002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		21.078	0,002%	F
MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU		10.064	0,001%	F
MERCER GE INTERNATIONAL EQUITY FUND		51.950	0,005%	F
MERCER GLOBAL EQUITY FUND		34.419	0,003%	F
MERCER INDEXED INTERNATIONAL SHARES FUND		37.972	0,004%	F
MERCER NONUS CORE EQUITY FUND		262.370	0,025%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		34.338	0,003%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		2.084	0,000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,001%	F
MERCER QIF COMMON CONTRACTUAL FUND		128.071	0,012%	F
MERCER UCITS COMMON CONTRACTUALFUND		31.680	0,003%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		176.540	0,017%	F
MERCER WHOLESALE FUNDS		1.392	0,000%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		111.328	0,011%	F
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE		2.193	0,000%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,001%	F
METROPOLITAN LIFE INSURANCE COMPANY		21.477	0,002%	F
MGI FUNDS PLC		59.781	0,006%	F
MH AMUNDI ACTIONS EURO		118.010	0,011%	F
MICHAEL AND MAIRA CAREN TRUST 930		1.120	0,000%	F
MICHIGAN CATHOLIC CONFERENCE		696	0,000%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,000%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		16.260	0,002%	F
MIDDLETOWN WORKS HOURLY AND SALARIED UNION		706	0,000%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,000%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,000%	F
MIGROS BANK (LUX) FONDS 50		920	0,000%	F
MINE SUPERANNUATION FUND		22.327	0,002%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	36,438%	F
MISSOURI EDUCATION PENSION TRUST		285.662	0,027%	F
MOA INTERNATIONAL FUND		610.040	0,058%	F
MOBIUS LIFE LIMITED		13.906	0,001%	F
MOMENTUM GLOBAL FUNDS		15.906	0,002%	F
MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND		126	0,000%	F
MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND		182	0,000%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		2.193	0,000%	F
MORGAN STANLEY INVESTMENT FUNDS		9.293	0,001%	F
MORGAN STANLEY PATHWAY FUNDS -		14.934	0,001%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		139	0,000%	F
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		3.441	0,000%	F
MOTHER CABRINI HEALTH FOUNDATION INC		28.842	0,003%	F
MOUNT HATTON INVESTMENTS LIMITED		32.116	0,003%	F
MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND		326	0,000%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,001%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		167.871	0,016%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		30.113	0,003%	F
MUL- LYX FTSE IT ALL CAP PIR 2		11.575	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MUL-LYX NET ZERO 50 SP EUROZ C		254.566	0,024%	F
MULTI UNITS LUX-LYXOR CORE MSC		44.681	0,004%	F
MULTIFLEX SICAV		3.638	0,000%	F
MWIS TOPS GLOBAL EQUITIES LE FDAC		5.161	0,000%	F
MWIS TOPS World Equities AC		24.414	0,002%	F
NATIONAL BANK FINANCIAL INC		2.386	0,000%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,001%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		135.099	0,013%	F
NATIONAL EMPLOYMENT SAVINGS TRUST		657.819	0,063%	F
NATIONAL TREASURY MANAGEMENT AGCY		6.638	0,001%	F
NATIONWIDE INTERNATIONAL INDEX FUND		26.701	0,003%	F
NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST		30.767	0,003%	F
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST		46.054	0,004%	F
NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST		41.947	0,004%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,000%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		90.516	0,009%	F
NBIMC EAFE EQUITY INDEX FUND.		1.530	0,000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		57.842	0,006%	F
NEUALT LLC		31.713	0,003%	F
NEW AIRWAYS PENSION SCHEME		310	0,000%	F
NEW YORK STATE COMMON RETIREMENT FUND		47.605	0,005%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		815.452	0,078%	F
NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POW		2.129	0,000%	F
NFS LIMITED		4.962	0,000%	F
NGS SUPER		1.885	0,000%	F
NILUS UNIVERSAL FONDS		35.000	0,003%	F
NMTB/NIK KOKUSAI-NH 935026		19.560	0,002%	F
NORDEA EUROPEAN PASSIVE FUND		8.207	0,001%	F
NORDEA GLOBAL PASSIVE FUND		17.185	0,002%	F
NORDEA WORLD PASSIVE FUND		13.513	0,001%	F
NORGES BANK		12.351.678	1,178%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		128.609	0,012%	F
NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.		96.479	0,009%	F
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		33.292	0,003%	F
NORTHERN LIGHTS FUND TRUST IV		21.454	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		17.832	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		24.961	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		23.284	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING		63.404	0,006%	F
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		946.405	0,090%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		516.280	0,049%	F
NORTHERN TRUST UCITS FGR FUND		84.897	0,008%	F
NOW PENSIONS TRUST		7.170	0,001%	F
NSP MINNESEOTA RETAIL PRAIRIE II		4.235	0,000%	F
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,000%	F
NSP MONTICELLO MINNESOTA RETAIL		6.527	0,001%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,000%	F
NTUC INCOME INSURANCE CO OPERATIVE LIMITED		1.919	0,000%	F
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND		22.847	0,002%	F
NV HAGELUNIE		3.804	0,000%	F
NVIT INTERNATIONAL INDEX FUND		38.198	0,004%	F
NZAM EURO STOXX PARIS-ALIGNED		1.162	0,000%	F
OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		9.074	0,001%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
OHMAN MARKNAD GLOBAL		14.000	0,001%	F
OLD WESTBURY LARGE CAP STRATEGIES FUND		1.785.400	0,170%	F
ONEMARKETS ITALY ICAV		6.795	0,001%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		19.681	0,002%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL		25.520	0,002%	F
OP CUSTODY LTD		10.628	0,001%	F
OPENWORLD PUBLIC LIMITED COMPANY		405	0,000%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		147.448	0,014%	F
OSSIAM LUX		299.496	0,029%	F
OSTRUM SRI EURO MINVOL EQUITY		19.311	0,002%	F
OSTRUM SRI EUROPE EQUITY		251.393	0,024%	F
PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD		20.043	0,002%	F
PCA TAX SHELTERED ANNUITY PLAN		3.023	0,000%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.082	0,000%	F
PENSIOENFONDS METAAL OFP		44.920	0,004%	F
PENSION BENEFIT GUARANTY CORPORATION		105.235	0,010%	F
PENSION RESERVES INVESTMENT TRUST FUND		52.548	0,005%	F
PEOPLE'S BANK OF CHINA		436.162	0,042%	F
PGGM SPD (DMAEMFGL)PGGM SPD DMAE MULTIFACTOR GLOBAL		108.937	0,010%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.740	0,000%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,000%	F
PICTET - EUROPE INDEX		47.757	0,005%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		28.827	0,003%	F
PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES		5.218	0,000%	F
PICTET CH - GLOBAL EQUITIES		6.137	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		12.635	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL		13.998	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		3.417	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		11.344	0,001%	F
PICTET TOTAL RETURN		110.519	0,011%	F
PICTET TOTAL RETURN DIVERSIFIED ALPHA		113.376	0,011%	F
PICTET-EUROLAND INDEX		30.363	0,003%	F
PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND		1.078	0,000%	F
PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND		9.979	0,001%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		88.207	0,008%	F
PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND		39.153	0,004%	F
PINEBRIDGE GLOBAL FUNDS		20.199	0,002%	F
PINNACLE PLATO GBL LOW CARBON FD		440	0,000%	F
Pirisino Lorenzo		500	0,000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH		3.090	0,000%	F
PK CSG World Equity UBS Fund Management Switzerland AG		10.169	0,001%	F
PLATINUM ARROW TRUST		7.841	0,001%	F
PLATO GLOBAL SHARES INCOME FUND.		26.493	0,003%	F
PLATO INST I FUND EURO EQUITY		11.638	0,001%	F
PLATO INST I FUND EUROPEAN EQUITY		30.635	0,003%	F
Plato Instit Index Fnd World DBI-RDT		3.794	0,000%	F
Plato RI World		2.142	0,000%	F
PLEIADES TRUST		79.666	0,008%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		71.439	0,007%	F
POOL REINSURANCE CO LTD		5.952	0,001%	F
PRAXIS INTERNATIONAL INDEX FUND		66.474	0,006%	F
prevoyance ne fund prevoyance ne global assets UBS Fund Management Switzerland		924	0,000%	F
PRIME SUPER		1.818	0,000%	F
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX		31.207	0,003%	F
PRINCIPAL FUNDS INC OVERSEAS FUND		14.132	0,001%	F
PrivilEdge - JP Morgan Pan European Flexible Equity		71.538	0,007%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,000%	F
PRO-GEN INVESTMENTS LLC		256	0,000%	F
PROJECT 121/160-70 (P)		970	0,000%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		25.766	0,002%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.797	0,000%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		137	0,000%	F
PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO		1.648	0,000%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		34.067	0,003%	F
PRUDENTIAL HONG KONG LIMITED		543.045	0,052%	F
PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY		54.965	0,005%	F
PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST		19.406	0,002%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		12.317	0,001%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		1.526.137	0,146%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		94.300	0,009%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		12.292	0,001%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		49.437	0,005%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		76.699	0,007%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		209.733	0,020%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		57.446	0,005%	F
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		29.120	0,003%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		2.498	0,000%	F
Putm Authorised Contractual Scheme - Putm Acs European Ex UK Fund		328.246	0,031%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		321.250	0,031%	F
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN		470	0,000%	F
QIC INTERNATIONAL EQUITIES FUND.		5.359	0,001%	F
QUALITY EDUCATION FUND		817	0,000%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,082%	F
RBC QUANT EAFE DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUANT EUROPEAN DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUBE GLOBAL EQUITY FUND		1	0,000%	F
ReAssure Limited		127.852	0,012%	F
RECORD INVEST SCA SICAV RAIF		4.669	0,000%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		19.518	0,002%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		62.196	0,006%	F
RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT		33.161	0,003%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.755	0,000%	F
Reusser Jürg		6.000	0,001%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		328.736	0,031%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		11.915	0,001%	F
RHUMBLINE LOW CARBON INDEX FUNDLLC		18.077	0,002%	F
RLA International Equities Fund		12.400	0,001%	F
ROBECO CAPITAL GROWTH FUNDS		56.960	0,005%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ROBECO UMBRELLA FUND I N.V.		2.645	0,000%	F
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND		2.430	0,000%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,001%	F
ROPS EURO P		66.805	0,006%	F
ROPS-SMART INDEX EURO		108.033	0,010%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.436	0,007%	F
RPAQ 2015 FUND LP		6.762	0,001%	F
RT VIF VERSICHERUNG INTERNATIONAL FONDS		43.400	0,004%	F
RTX SAVINGS PLAN MASTER TRUST		148.085	0,014%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		14.482	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND		13.002	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.600	0,001%	F
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND		2.133	0,000%	F
RUSSELL INVESTMENT COMPANY PLC		30.158	0,003%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28		7.081	0,001%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND		87.308	0,008%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROW		13.907	0,001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.797	0,000%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.137	0,000%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		2.680	0,000%	F
Russell Investments Sustainable Global Shares Fund		3.836	0,000%	F
RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL		1.123	0,000%	F
RUTGERS THE STATE UNIVERSITY		7.378	0,001%	F
S. ROBSON WALTON 1999 CHILDRENS TRUST		1.330	0,000%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		1.240	0,000%	F
S. ROBSON WALTON 2010 TRUST		3.114	0,000%	F
SABADELL EUROPA BOLSA ESG, FI		256.009	0,024%	F
SAKKARAH 7 FCP		10.871	0,001%	F
SAMSUNG GLOBAL CORE EQUITY FUND		1.721	0,000%	F
SAS TRUSTEE CORPORATION POOLED FUND		215.995	0,021%	F
SBC MASTER PENSION TRUST		8.896	0,001%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		12.618	0,001%	F
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.		2.030	0,000%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		344.602	0,033%	F
SCHRODER GLOBAL QUALITY FUND (CANADA)		1.402	0,000%	F
SCHRODER GLOBAL SUSTAINABLE EQUITY FUND		14.977	0,001%	F
SCHRODER GLOBAL VALUE FUND		48.647	0,005%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		3.194	0,000%	F
SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST		270.122	0,026%	F
SCHRODER INTERNATIONAL SELECTION FUND		148.175	0,014%	F
SCHRODER MANAGED BALANCED FUND		3.900	0,000%	F
SCHRODER PENSION MANAGEMENT LIMITED		16.438	0,002%	F
SCHRODER QEP GLOBAL ACTIVE VALUE FUND		24.212	0,002%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		123.145	0,012%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		324.304	0,031%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND		68.515	0,007%	F
SCHWAB INTERNATIONAL EQUITY ETF		820.988	0,078%	F
SCHWAB INTERNATIONAL INDEX FUND		252.540	0,024%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		1.036	0,000%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		5.826	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		915	0,000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		60.410	0,006%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		57.208	0,005%	F
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND		1.952	0,000%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.522	0,000%	F
SEB AKTIENFONDS		27.731	0,003%	F
SEEYOND		34.829	0,003%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,000%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		28.394	0,003%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND		8.102	0,001%	F
SELECTION EURO ENVIRONNEMENT (MAI 2022)		194.514	0,019%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		277	0,000%	F
SELIGSON AND CO EUROPE INDEX FUND		30.202	0,003%	F
SEMPRA ENERGY PENSION MASTER TRUST		4.628	0,000%	F
SENTINEL INTERNATIONAL FUND		1.046	0,000%	F
SG ACTIONS INTERNATIONALES		16.061	0,002%	F
SGA INTERNATIONAL EQUITY CIT		17.683	0,002%	F
SHELL CANADA 2007 PENSION PLAN		407	0,000%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		3.596	0,000%	F
SHELTON INTERNATIONAL SELECT EQUITY FUND		31.708	0,003%	F
SHERIFFS PENSION AND RELIEF FUND		4.086	0,000%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		80	0,000%	F
SIENNA IRC ACTIONS		92.270	0,009%	F
SIJOITUSRAHASTO UB EUROOPPA AI		8.600	0,001%	F
Simplicity Hedged Global Share Fund		11.335	0,001%	F
Simplicity Unhedged Global Share Fund		7.011	0,001%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		1.032.314	0,098%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		345.556	0,033%	F
SLW PORTFOLIO LLC		256	0,000%	F
SOCIAL PROTECTION FUND		10.509	0,001%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.817	0,000%	F
SPA MANDATE BLACKROCK		19.107	0,002%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		493.857	0,047%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		9.588	0,001%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		8.925	0,001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		664	0,000%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		239.860	0,023%	F
SPDR PORTFOLIO EUROPE ETF		10.254	0,001%	F
SPDR SP WORLD EX AUSTRALIA FUND		5.299	0,001%	F
SPP GENERATION 40-TAL		3.800	0,000%	F
SPP GENERATION 50-TAL		24.909	0,002%	F
SPP GENERATION 60-TAL		15.755	0,002%	F
SPP GENERATION 70-TAL		43.080	0,004%	F
SPP GENERATION 80-TAL		43.477	0,004%	F
SPRING 625		33.482	0,003%	F
SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND		3.465	0,000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		36	0,000%	F
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND		6.755	0,001%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.924	0,033%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		1.959	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		46.275	0,004%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		128.891	0,012%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		2.051.256	0,196%	F
ST PF STAPLES MANDATE ALLIANCE CAPITAL		2.680	0,000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,000%	F
ST. MARY'S HEALTHCARE		152	0,000%	F
STANDARD BANK OF SOUTH AFRICA LTD		77.840	0,007%	F
STANLIB FUNDS LIMITED		46.529	0,004%	F
STAR PASTEUR		17.656	0,002%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		22.184	0,002%	F
STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD		34.222	0,003%	F
STATE OF MINNESOTA		197.753	0,019%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		181.175	0,017%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		28.540	0,003%	F
STATE OF WISCONSIN INVESTMENT BOARD		116.229	0,011%	F
STATE OF WYOMING		35.470	0,003%	F
STATE STREET CCF		2.497	0,000%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		3.141	0,000%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		260.988	0,025%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		110.112	0,010%	F
STATE STREET GLOBAL INDEX PLUS TRUST		2.018	0,000%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		94.478	0,009%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		6.100	0,001%	F
STATE STREET IRELAND UNIT TRUST		17.288	0,002%	F
STATE STREET TOTAL RETURN VIS FUND		4.407	0,000%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		746.601	0,071%	F
STATE UNIVERSITIES RETIREMENT SYSTEM		123.670	0,012%	F
STELLAR INSURANCE, LTD.		1.459	0,000%	F
STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND		92.750	0,009%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,000%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET		462	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR		3.886	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF		23.550	0,002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF		9.146	0,001%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		12.076	0,001%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		154.149	0,015%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		121.122	0,012%	F
STICHTING BPL PENSIOEN MANDAAT BLACKROCK		56.156	0,005%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		162.949	0,016%	F
STICHTING HEINEKEN PENSIOENFONDS		14.109	0,001%	F
STICHTING ING CDC PENSIOENFONDS		6.407	0,001%	F
STICHTING MN SERVICES		143.651	0,014%	F
STICHTING MN SERVICES AANDELENFO ND		27.094	0,003%	F
STICHTING NN CDC PENSIOENFONDS		1.249	0,000%	F
STICHTING PENSIOENFONDS ABP		851.448	0,081%	F
STICHTING PENSIOENFONDS ING		9.697	0,001%	F
STICHTING PENSIOENFONDS NOTARIAAT		2.330	0,000%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		7.031	0,001%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,000%	F
STICHTING PENSIOENFONDS SAGITTARIUS		10.484	0,001%	F
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN		1.747	0,000%	F
STICHTING PENSIOENFONDS VOOR HUISARTSEN		54.699	0,005%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		43.226	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING PGGM DEPOSITARY		144.494	0,014%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,001%	F
STICHTING PME PENSIOENFONDS		63.943	0,006%	F
STOREBRAND EUROPA		353.836	0,034%	F
STOREBRAND EUROPA PLUS		29.444	0,003%	F
STOREBRAND GLOBAL ALL COUNTRIES		181.885	0,017%	F
STOREBRAND LIVSFORSIKRING AS		273.370	0,026%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,001%	F
STRATEGY SICAV		1.521	0,000%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		3.999	0,000%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.043	0,002%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		659	0,000%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		3.155	0,000%	F
SWISS NATIONAL BANK		1.155.949	0,110%	F
SYCOMORE INCLUSIVE JOBS		239.616	0,023%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		2.839	0,000%	F
T. ROWE PRICE FUNDS SICAV		14	0,000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		26.500	0,003%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		56.915	0,005%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.190	0,000%	F
TANGERINE BALANCED GROWTH PORTFOLIO		7.529	0,001%	F
TANGERINE BALANCED INCOME PORTFOLIO		667	0,000%	F
TANGERINE BALANCED PORTFOLIO		5.023	0,000%	F
TANGERINE EQUITY GROWTH PORTFOLIO		9.862	0,001%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		23.194	0,002%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		309.768	0,030%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		88.474	0,008%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		4.977	0,000%	F
TD EUROPEAN INDEX FUND		2.777	0,000%	F
TD INTERNATIONAL EQUITY INDEX ETF		29.774	0,003%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		271.897	0,026%	F
TEACHERS RETIREMENT ALLOWANCES FUND		1	0,000%	F
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		73.937	0,007%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		31.796	0,003%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		364.087	0,035%	F
TELSTRA SUPERANNUATION SCHEME		11.054	0,001%	F
TEXAS PERMANENT SCHOOL FUND CORP		88.534	0,008%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		18.041	0,002%	F
TEXAS UTILITIES QUAL NDT PARTNERSHIP		2.393	0,000%	F
THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO		27.581	0,003%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		140.827	0,013%	F
THE ANNENBERG FOUNDATION.		5.501	0,001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		162.774	0,016%	F
THE ASSOCIATED BRITISH FOODS PENSION SCHEME		128.871	0,012%	F
THE BANK OF KOREA		1.168	0,000%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		98.769	0,009%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		77.518	0,007%	F
THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		61.987	0,006%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		1.719	0,000%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.616	0,000%	F
THE COMMONWEALTH FUND		1.507	0,000%	F
THE DAVID A DUFFIELD TRUST UAD 07/14/88		3.296	0,000%	F
THE ESB PENSION FUND		14.100	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE FIRST CHURCH OF CHRIST SCIENTIST		1.046	0,000%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		2.359	0,000%	F
THE HKSAR GOVERNMENT SCHOLARSHIP FUND		231	0,000%	F
THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		1.679	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		10.095	0,001%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		674	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		48.514	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		55.376	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		7.495	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		5.850	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: AXA IM GLOBAL EX JAPAN EQUITY MOTHER FUND		41.659	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		221	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129		3.374	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		8.854	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		32.088	0,003%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT T		42.544	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		15.892	0,002%	F
THE MINDEROO FOUNDATION TRUST		2.999	0,000%	F
THE MISSOURI FOUNDATION FOR HEALTH		8.979	0,001%	F
THE MONETARY AUTHORITY OF SINGAPORE		15.315	0,001%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		3.538	0,000%	F
THE NEMOURS FOUNDATION PENSION PLAN		471	0,000%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		15.886	0,002%	F
THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO		483	0,000%	F
THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT		1.909	0,000%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		113.400	0,011%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		577.453	0,055%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND		645.669	0,062%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		12.040	0,001%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		103.074	0,010%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY		8.838	0,001%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,000%	F
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST		8.403	0,001%	F
THEAM QUANT - EQUITY EUROPE DEFI		37.749	0,004%	F
THEAM QUANT - EQUITY EUROZONE DEFI		26.307	0,003%	F
THEAM QUANT - EQUITY WORLD DEFI		11.238	0,001%	F
THEAM QUANT - NEW ENERGY OPPORTUNITIES		5.293	0,001%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		75.506	0,007%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,001%	F
THRIFT SAVINGS PLAN		465.976	0,044%	F
THRIFT SAVINGS PLAN		1.508.162	0,144%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		5.385	0,001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		707.829	0,067%	F
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST		2.594	0,000%	F
TOCQUEVILLE FINANCE ISR		6.100	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TONI ACTIONS ISR 100		81.674	0,008%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,003%	F
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP		2.795	0,000%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		3.936	0,000%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT		112.646	0,011%	F
TRINITY COLLEGE CAMBRIDGE		9.460	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		2.731	0,000%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		33.091	0,003%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,000%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		18.196	0,002%	F
TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH		4.708	0,000%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		2.989	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC		2	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC. C/O CORPORATION SERVICE COMPANY		15.919	0,002%	F
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		118.704	0,011%	F
TWO SIGMA INTERNATIONAL CORE		36.300	0,003%	F
TWO SIGMA WORLD CORE FUND LP		17.000	0,002%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,000%	F
UBS (IRL) ETF PLC		189.327	0,018%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		835.916	0,080%	F
UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)		143.143	0,014%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		64.205	0,006%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		172.624	0,016%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.681	0,000%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		929	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		447	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		2.958	0,000%	F
UBS ASSET MANAGEMENT LIFE LTD		197.319	0,019%	F
UBS COMMON CONTRACTUAL FUND		19.992	0,002%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		14.826	0,001%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT		103.869	0,010%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUN		18.766	0,002%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		262.625	0,025%	F
UBS FUND MANAGEMENT(LUXEMBOURG) SA		132.092	0,013%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		8.047	0,001%	F
UBS LUX FUND SOLUTIONS		1.107.038	0,106%	F
UI-FONDS BAV RBI AKTIEN		41.907	0,004%	F
UI-S		10.191	0,001%	F
UNIDIVIDENDENASS		26.993	0,003%	F
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY		3.908	0,000%	F
UNIGEST, S.G.I.I.C., S.A.U.		25.140	0,002%	F
UNIGLOBAL DIVIDENDE		52.898	0,005%	F
UNISUPER		6.463	0,001%	F
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE		2.571	0,000%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL INVESTMENT GESELLSCHAFT MBH		776.739	0,074%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		19.853	0,002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO UMWELT UND NACHHALTIGKEITS FONDS		6.828	0,001%	F
UNIVERSAL INVESTMENT GMBH		50.500	0,005%	F
Universal-Investment-Gesellschaft mbH		111.835	0,011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		6.504	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR EPX-ASUS-SHARES		38.288	0,004%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		3.377	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		10.218	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		18.344	0,002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		8.097	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/SAI-UNIVERSAL-FONDS SEGMENT (UI491401)		57.034	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		2.790	0,000%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUIFONDS SAA		48.888	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		3.811	0,000%	F
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO		38.899	0,004%	F
UNIVERSITIES SUPERANNUATION SCHEME		4.468	0,000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,001%	F
US LEGACY INCOME COMMON TRUST FUND		109.296	0,010%	F
USAA CASUALTY INSURANCE COMPANY		6.418	0,001%	F
USAA GENERAL INDEMNITY COMPANY		3.500	0,000%	F
UTAH STATE RETIREMENT SYSTEMS		53.430	0,005%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL		35.771	0,003%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SP		23.470	0,002%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		65.033	0,006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		49.236	0,005%	F
VANECK ETFS N.V.		139.969	0,013%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		11.362	0,001%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		3.806.284	0,363%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		11.098	0,001%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		71.158	0,007%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		11.930	0,001%	F
VANGUARD EUROPEAN STOCK INDEX FUND		936.589	0,089%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		78.497	0,007%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		436.973	0,042%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		3.046.914	0,291%	F
VANGUARD FTSE ALL WORLD EX US INDEX FUND		908.668	0,087%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		68.526	0,007%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		4.915	0,000%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		5.989	0,001%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		576.026	0,055%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD INTERNATIONAL SHARES INDEX FUND		174.500	0,017%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		12.045	0,001%	F
VANGUARD INTL HIGH DIV YLD INDEX FD		272.438	0,026%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		499.581	0,048%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		10.404	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD		7.111	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD		10.945	0,001%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		128.461	0,012%	F
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF		12.396	0,001%	F
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF		7.158	0,001%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF		2.277	0,000%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.284.662	0,599%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		259.772	0,025%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		23.947	0,002%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		9.527	0,001%	F
VEBA PARTNERSHIP N LP		13.171	0,001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		19.014	0,002%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS		81.873	0,008%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		11.515	0,001%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		39.787	0,004%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		15.266	0,001%	F
VIA SMART-EQUITY EUROPE		75.652	0,007%	F
VIA SMART-EQUITY WORLD		30.912	0,003%	F
VICTORY MARKET NEUTRAL INCOMEFUND		497.054	0,047%	F
VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.		7.663	0,001%	F
VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF		18.353	0,002%	F
VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.		22.110	0,002%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		264.683	0,025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		23.971	0,002%	F
VIRGINIA RETIREMENT SYSTEM		93	0,000%	F
VIVACCIO ISR ACTIONS		318.739	0,030%	F
VOYA BALANCED INCOME PORTFOLIO		4.401	0,000%	F
VOYA BALANCED PORTFOLIO		4.459	0,000%	F
VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND		31.401	0,003%	F
VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND		95.786	0,009%	F
VOYA GLOBAL EQUITY FUND		48.828	0,005%	F
VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		102.250	0,010%	F
VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		154.493	0,015%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		32.195	0,003%	F
VOYA VACS INDEX SERIES I PORTFOLIO		43.045	0,004%	F
WASHINGTON STATE INVESTMENT BOARD		434.809	0,041%	F
WBW TRUST NUMBER ONE		814	0,000%	F
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N		1	0,000%	F
WESPATH FUNDS TRUST		5.546	0,001%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		5.466	0,001%	F
WHEELS COMMON INVESTMENT FUND.		456	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
WILLIS TOWERS WATSON GROUP TRUST		36.938	0,004%	F
WINDWISE MSCI EAFE INDEX NON LENDING		13.123	0,001%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		41.440	0,004%	F
WISDOMTREE GLOBAL HIGH DIVIDENDFUND		5.687	0,001%	F
WISDOMTREE INTERNATIONAL EQUITYFUND		87.226	0,008%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		69.321	0,007%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND		99.106	0,009%	F
WISDOMTREE ISSUER ICAV		10.939	0,001%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,001%	F
WM POOL - EQUITIES TRUST NO. 75		140.856	0,013%	F
WM POOL - EQUITIES TRUST NO. 76 - ROBECO		1.846	0,000%	F
WM POOL - GLOBAL EQUITIES TRUST NO.6		15.631	0,001%	F
WORLD EQUITIES		951	0,000%	F
WORLD TRADE ORGANIZATION PENSION PLAN		3.985	0,000%	F
WYOMING RETIREMENT SYSTEM		6.594	0,001%	F
XTRACKERS		718.206	0,068%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		519.126	0,050%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		925	0,000%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		2.858	0,000%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.639	0,000%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		156.521	0,015%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		22.189	0,002%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.058	0,000%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		3.361	0,000%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		2.313	0,000%	F
ZEPHYR - OPTIMISED PLUS 2		2.914	0,000%	F
ZURICH INVEST ICAV		58.265	0,006%	F
Zwitserleven Institutionele Beleggingsfondsen - Zwitserleven Duurzaam Index Aandelenfonds Europa		13.062	0,001%	F
ALPHAJET EUROPE IMPACT360		2.000	0,000%	C
ASSET MANAGEMENT EXCHANGE UCITS CCF.		12.432	0,001%	C
BANK OF KOREA		82	0,000%	C
BEVEILIGING MANDAAT SSGA RE AANDELEN		20.073	0,002%	C
BMO DIVERSIFIED INCOME PORTFOLIO		7.176	0,001%	C
BMO MSCI EAFE ESG LEADERS INDEXETF		3.391	0,000%	C
BMO MSCI EAFE INDEX ETF		155.952	0,015%	C
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		75.571	0,007%	C
GREEN CENTURY MSCI INTERNATION		20.944	0,002%	C
HC RENTE		2.688	0,000%	C
Internationale Kapitalanlagegesellschaft mbH		19.866	0,002%	C
IRCANTEC PAB AMUNDI		2.011	0,000%	C
MINISTRY OF ECONOMY AND FINANCE		249.924	0,024%	C
MORELLI FRANCESCO	MRLFNC60D28E716Q	110	0,000%	C
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		200.844	0,019%	C
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		9.374	0,001%	C
SIEMENS BALANCED		12.018	0,001%	C
SIEMENS EMU EQUITIES		37.682	0,004%	C
SIEMENS-FONDS SIEMENS-RENTE		54.879	0,005%	C
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS		4.301	0,000%	C
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU		5.514	0,001%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,007%	C
STICHTING BLUE SKY LIQUID ASSET FUNDS		40.630	0,004%	C
STICHTING CZ FUND DEPOSITARY		7.289	0,001%	C
STICHTING PENSIOENFONDS APF.		13.011	0,001%	C
STICHTING PENSIOENFONDS HOOGOVENS		2.079	0,000%	C
STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN		22.345	0,002%	C

RR2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING PENSIOENFONDS PGB		594.536	0,057%	C
STICHTING PENSIOENFONDS UWV		19.417	0,002%	C
THE GREATER MANCHESTER PENSION FUND.		51.312	0,005%	C
TIMOTHY PLAN INTERNATIONAL ETF.		30.484	0,003%	C
TIMOTHY PLAN MARKET NEUTRAL ETF		13.932	0,001%	C
VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE		25.205	0,002%	C
VGV POOLFONDS PA1		14.394	0,001%	C
AIM EQUITY EUROPE CANTONS MAIN		7.996	0,001%	A
ALLIANZ AZIONI ITALIA ALL STARS LL STARS		475.000	0,045%	A
ALLIANZ EUROPEAN PENSION INVESTMENTS		858.042	0,082%	A
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		3.760	0,000%	A
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		16.086	0,002%	A
ALLIANZ ITALIA 50 SPECIAL		30.000	0,003%	A
ALLIANZGI S AKTIEN		178.438	0,017%	A
ALLIANZGI-FONDS GANO 2		8.647	0,001%	A
ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA		323.114	0,031%	A
ALLIANZGI-FONDS TOSCA		2.755	0,000%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.011	0,000%	A
INVESTITORI FLEXIBLE EQUITY ESG		8.200	0,001%	A
INVESTITORI PIAZZA AFFARI		33.300	0,003%	A
KREBSHILFE-2-FONDS		6.000	0,001%	A
Totale votanti		**1.048.704.718**	**100%**	

Legenda
F - Favorevole
C - Contrario
A - Astenuto
Lx - Lista x
NV - Non Votante
NE - Non Espresso

All. G e
racc. 36550

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 6 della parte ordinaria

Autorizzazione all'acquisto e alla disposizione di azioni proprie, a servizio dei piani di incentivazione basati su strumenti finanziari. Deliberazioni inerenti e conseguenti.

	n. azioni	% azioni rappresentate in assemblea	% del Capitale Sociale
Quorum costitutivo assemblea	1.048.704.718	100%	80,292%
Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo):	1.048.704.718	100,000%	80,292%
Azioni per le quali il RD non dispone di istruzioni:	0	0,000%	0,000%

	n. azioni	% partecipanti al voto	% del Capitale Sociale
Favorevole	1.047.040.263	99,841%	80,165%
Contrario	1.654.370	0,158%	0,127%
Astenuto	10.085	0,001%	0,001%
Totali	1.048.704.718	100,000%	80,292%

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 6 della parte ordinaria

Autorizzazione all'acquisto e alla disposizione di azioni proprie, a servizio dei piani di incentivazione basati su strumenti finanziari. Deliberazioni inerenti e conseguenti.

Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del Dottor Massimiliano Chiadò Piat

Anagrafica	CF/PI	Azioni	% su votanti	Voto
1895 FONDS FGR		16.283	0,002%	F
1975 IRREV TRUST OF C D WEYERHAEUSER		675	0,000%	F
405 MSTV I LP		75.684	0,007%	F
801 INVESTMENTS LLC		4.605	0,000%	F
AA NATIXIS ACTIONS MIN VAR		41.994	0,004%	F
AA SSGA Actions Euro		20.562	0,002%	F
AA SSGA Actions Indice Euro		115.957	0,011%	F
AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO		88.957	0,008%	F
AB COLLECTIVE INVESTMENT TRUST SERIES		6.850	0,001%	F
AB GLOBAL RISK ALLOCATION FUND INC		5.111	0,000%	F
AB SICAV I - ALL MARKET INCOME		175.114	0,017%	F
AB SICAV III - DYNAMIC ALL MAR		997	0,000%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		1.127	0,000%	F
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO		5.015	0,000%	F
ABB PENSION FUND		1.101	0,000%	F
ABN AMRO FUNDS		10.625	0,001%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND		35.611	0,003%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		26.631	0,003%	F
ABU DHABI PENSION FUND		39.857	0,004%	F
ACCIDENT COMPENSATION CORPORATION		282.534	0,027%	F
ACHMEA IM GLOBAL EQ FND EUR		9.899	0,001%	F
ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV		19.083	0,002%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		35.020	0,003%	F
ACS 30:70 GLOBAL EQUITY TRACKER FUND		8.919	0,001%	F
ADVANCE PLANNING LIMITED		1.873	0,000%	F
ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO		39.498	0,004%	F
ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO		90.024	0,009%	F
ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO		111.514	0,011%	F
ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO		173.948	0,017%	F
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO		92.350	0,009%	F
ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO		20.884	0,002%	F
ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		167.203	0,016%	F
ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO		3.715	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		641	0,000%	F
AEGON CUSTODY B.V.		245.994	0,023%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,003%	F
AIB GROUP IRISH PENSION SCHEME		10.077	0,001%	F
AIM EQUITY EUROPE CANTONS MAIN		7.996	0,001%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		83.490	0,008%	F
ALASKA COMMON TRUST FUND		17.333	0,002%	F
ALASKA PERMANENT FUND CORPORATION		190.990	0,018%	F
ALBERTA INVESTMENT MANAGEMENT CORPORATION		33.700	0,003%	F
ALFRED I. DUPONT CHARITABLE TRUST		10.656	0,001%	F
ALLEANZA OBBLIGAZIONARIO		174.508	0,017%	F
ALLIANZ AZIONI ITALIA ALL STARS LL STARS		475.000	0,045%	F
ALLIANZ EUROPEAN PENSION INVESTMENTS		858.042	0,082%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		3.760	0,000%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		16.086	0,002%	F
ALLIANZ ITALIA 50 SPECIAL		30.000	0,003%	F
ALLIANZGI S AKTIEN		178.438	0,017%	F
ALLIANZGI-FONDS GANO 2		8.647	0,001%	F
ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA		323.114	0,031%	F
ALLIANZGI-FONDS TOSCA		2.755	0,000%	F
AMERICAN BUREAU OF SHIPPING		1.128	0,000%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		170.424	0,016%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		7.484	0,001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		8.564	0,001%	F
AMERICAN HEART ASSOCIATION, INC.		1.142	0,000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,001%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,003%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		5.773	0,001%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		82.369	0,008%	F
AMSELECT - HSBC EURO EQUITY VALUE		458.984	0,044%	F
AMUNDI ACTIONS EURO ISR		60.901	0,006%	F
AMUNDI ACTIONS EUROPE ISR		9.386	0,001%	F
AMUNDI AMBITION NET ZERO CARBONE		27.022	0,003%	F
AMUNDI ESG GLOBAL LOW CARBON FUND		66.230	0,006%	F
AMUNDI ESG IMPROVERS EURO		728.649	0,069%	F
Amundi Etf ICAV		16.154	0,002%	F
Amundi Etf ICAV - Amundi S and P 500 Equal Weight Esg Leaders Ucits Etf		23.693	0,002%	F
Amundi Etf ICAV - Amundi SandP 500 Equal Weight Esg Leaders Ucits Etf		23.578	0,002%	F
AMUNDI EURO iSTOXX CLIMATE PARIS ALIGNED PAB		2.977	0,000%	F
Amundi Euro Stoxx Select Dividend 30		202.348	0,019%	F
AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS		530.209	0,051%	F
AMUNDI FTSE MIB		305.441	0,029%	F
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY		4.274	0,000%	F
AMUNDI FUNDS EQUITY EURO RISK PARITY		26.958	0,003%	F
AMUNDI FUNDS GLOBAL PERSPECTIVES		5.440	0,001%	F
AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT		75.477	0,007%	F
AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA		548	0,000%	F
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND		18.023	0,002%	F
AMUNDI INDEX MSCI EMU SRI		112.044	0,011%	F
AMUNDI INDEX MSCI EUROPE		176.151	0,017%	F
Amundi Index MSCI Europe SRI		370.089	0,035%	F
AMUNDI INDEX MSCI WORLD		43.138	0,004%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE		5.100	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL		9.360	0,001%	F
AMUNDI MSCI ACWI SRI PAB UCITS ETF		1.075	0,000%	F
Amundi MSCI EMU ESG CTB Net Zero Ambit		50.570	0,005%	F
AMUNDI MSCI EMU ESG Leaders Select		396.607	0,038%	F
AMUNDI MSCI EUROPE		164.908	0,016%	F
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB		2.713	0,000%	F
AMUNDI MSCI EUROPE EX SWITZERLAND		44.635	0,004%	F
AMUNDI MSCI WORLD		2.906.000	0,277%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB		6.898	0,001%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR		3.448	0,000%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB		3.552	0,000%	F
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT		1.183	0,000%	F
AMUNDI PATRIMOINE PEA		99.683	0,010%	F
AMUNDI PRIME EUROZONE		10.113	0,001%	F
AMUNDI STOXX EUROPE 600		381.560	0,036%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		2.838	0,000%	F
AMUNDI STRATEGIES ACTIONS EURO CORE +		18.689	0,002%	F
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY		614	0,000%	F
ANDRA AP-FONDEN		51.120	0,005%	F
AP ACTIONS 1 EURO		18.066	0,002%	F
APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND		18.964	0,002%	F
AQR ABS RETURN MASTER NON FLIP		1.082.147	0,103%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT LP		123.126	0,012%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		9.874	0,001%	F
AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		6.563	0,001%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.		331.455	0,032%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. C/O AQR CAPITAL MANAGEMENT LL C.		15.223	0,001%	F
AQR FUNDS - AQR GLOBAL EQUITY FUND		56.733	0,005%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		314.883	0,030%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.862	0,076%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		88.686	0,008%	F
AQR FUNDSAQR MULTIASSET FUND		42.319	0,004%	F
AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.		2.906	0,000%	F
AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		787	0,000%	F
AQR INNOVATION FUND L.P.		848	0,000%	F
AQR INNOVATION FUND L.P.- SE RIES		13.116	0,001%	F
AQR INNOVATION FUND, L.P.		1.599	0,000%	F
AQR LUX FUNDS AQR DIVERSIFIED RISK PR		562.436	0,054%	F
AQR LUX FUNDS-AQR DIVERSIFIED RISK PREMIA FUND		713	0,000%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		6.682	0,001%	F
AQR STYLE PREMIA MASTER ACCOUNT L.P..		28.125	0,003%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		26.532	0,003%	F
AQR TAX AWARE TOTAL RETURN FUND LLC		51.643	0,005%	F
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC		772	0,000%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		788.070	0,075%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		7.789	0,001%	F
ARERO - DER WELTFONDS - ESG		10.139	0,001%	F
ARIZONA PSPRS TRUST		96.703	0,009%	F
ARIZONA STATE RETIREMENT SYSTEM		130.874	0,012%	F
ARKWRIGHT, LLC		1.611	0,000%	F
ARR INT EX US ALPHA EXTENSION TRUST FUND		67.768	0,006%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		544.310	0,052%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		104.871	0,010%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		4.360	0,000%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P		11.142	0,001%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP.		13	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUE TRUST FUND		5.815	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND		24.300	0,002%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED		6.630	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.		55	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		14.434	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		2.438	0,000%	F
ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U		148.877	0,014%	F
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI		267.501	0,026%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT.		86	0,000%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED		12.163	0,001%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD		1.230	0,000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		1.277.509	0,122%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		466.760	0,045%	F
ARROWSTREET GLOBAL EQUITY FUND		141.585	0,014%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		10.634	0,001%	F
ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION.		48.582	0,005%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		152.655	0,015%	F
ARROWSTREET US GROUP TRUST		1.551.175	0,148%	F
ARROWSTREET US GROUP TRUST - ARROWST GBL EQU - ALPHA EXT FD		68.624	0,007%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP		103.496	0,010%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET U		43.660	0,004%	F
ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY-		370	0,000%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		387.657	0,037%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		467.397	0,045%	F
ARTEMIS SMARTGARP PARIS-ALIGNED GLOBAL EQUITY		21.346	0,002%	F
ASCENSION ALPHA FUND LLC		5.470	0,001%	F
ASIAN DEVELOPMENT BANK		72.000	0,007%	F
ASR INSTITUT FONDSEN EUR AANDELEN		375.637	0,036%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF.		20.584	0,002%	F
ASSURDIX		41.260	0,004%	F
ATCP-UI-FONDS		1.928	0,000%	F
AURION GLOBAL EQUITY FUND		1.588	0,000%	F
AUSTRALIAN CAPITAL TERRITORY		18.030	0,002%	F
AUSTRALIAN NATIONAL UNIVERSITY		3.890	0,000%	F
AUSTRALIAN RETIREMENT TRUST		413.532	0,039%	F
AUSTRALIANSUPER		5.957	0,001%	F
AUTORIDADE MONETARIA DE MACAU		8.262	0,001%	F
AVADIS FUND-AKTIEN WELT AST 2		10.351	0,001%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,001%	F
AVALON PORTFOLIO II LLC		1.928	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Aviva Investors Funds ACS - AI Balanced Life Fund		829	0,000%	F
Aviva Investors Funds ACS - AI Balanced Pension Fund		14.856	0,001%	F
Aviva Investors Funds ACS - AI Cautious Pension Fund		234	0,000%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,001%	F
Aviva Investors Passive Funds ACS - AI 30:70 Global Equity (Currency Hedged) Index Fund		3.437	0,000%	F
Aviva Investors Passive Funds ACS - AI 50:50 Global Equity Index Fund		4.066	0,000%	F
Aviva Investors Passive Funds ACS - AI 60:40 Global Equity Index Fund		12.856	0,001%	F
Aviva Investors Passive Funds ACS - AI Continental European Equity Index Fund		65.432	0,006%	F
Aviva Investors Passive Funds ACS - AI Developed European ex UK Equity Index Fund		51.040	0,005%	F
Aviva Investors Passive Funds ACS - AI Developed World ex UK Equity Index Fund		14.070	0,001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		163	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		2.413	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		3.277	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		3.251	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,000%	F
Aviva Investors UK Fund Services Limited		63.500	0,006%	F
AVIVA LIFE & PENSIONS IRELAND DAC		30.948	0,003%	F
AVIVA LIFE & PENSIONS UK LIMITED		77.859	0,007%	F
Aviva Life and Pensions UK Limited		4.340	0,000%	F
AWARE SUPER		109.895	0,010%	F
AXA AA DIVERSIFIE INDICIEL 1		33.825	0,003%	F
AXA PEA REGULARITE		1.398.856	0,133%	F
AZ FUND 1 AZ ALLOCATION ITALIAN TREND		123.652	0,012%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30		2.800	0,000%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70		72.700	0,007%	F
AZ FUND 1 AZ ALLOCATION TREND		272.633	0,026%	F
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA		6.300	0,001%	F
AZIMUT CAPITAL MANAGEMENT SGR SPA		10.700	0,001%	F
AZIMUT LIFE DAC		1.279	0,000%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		8.225	0,001%	F
AZL INTERNATIONAL INDEX FUND		33.256	0,003%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		11.588	0,001%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		10.983	0,001%	F
BANK OF BOTSWANA.		3.575	0,000%	F
BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION		51.269	0,005%	F
BANK OF KOREA		1	0,000%	F
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		2.778	0,000%	F
BEAR CREEK INC		9.951	0,001%	F
BEAT DRUGS FUND ASSOCIATION		582	0,000%	F
BEL EQUITY EUROPE ESG		92.625	0,009%	F
BERESFORD FUNDS ICAV		1.832	0,000%	F
BESSEMER TRUST CO CLEARING ACCT		9.300	0,001%	F
Best Investment Corporation		2.881	0,000%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,000%	F
BEWAARSTICHTING NNIP I		136.001	0,013%	F
BFT PARTNERS VIA EQUITY EUROPE SRI		39.962	0,004%	F
BG MASTER FUND ICAV		1.092	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
BLACKROCK ADVANTAGE INTERNATIONAL FUND		180.507	0,017%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		21.462	0,002%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		374.165	0,036%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		13.099	0,001%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		71.213	0,007%	F
BLACKROCK CDN WORLD INDEX FUND		47.274	0,005%	F
BLACKROCK FUND MANAGERS LTD		26.501	0,003%	F
BLACKROCK FUNDS I ICAV		12.949	0,001%	F
BLACKROCK GLOBAL FUNDS		26.612	0,003%	F
BLACKROCK GLOBAL INDEX FUNDS		30.340	0,003%	F
BLACKROCK IG INTERNATIONAL EQUITY POOL		36.945	0,004%	F
BLACKROCK INDEX SELECTION FUND		306.020	0,029%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		100	0,000%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		4.414.316	0,421%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		5.785	0,001%	F
BLACKROCK LIFE LIMITED		17.872	0,002%	F
BLACKROCK LIFE LTD		163.704	0,016%	F
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		87.055	0,008%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		429	0,000%	F
BLACKROCK UCITS CCF		38.809	0,004%	F
BLKB Equity Switzerland Focus		509.323	0,049%	F
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED		276.470	0,026%	F
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE		102.160	0,010%	F
BNP PARIBAS EASY - MSCI EUROPE EX CW		148.176	0,014%	F
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED		432.414	0,041%	F
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED		121.332	0,012%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-Series PAB 5 Capped UCITS ETF		3.682	0,000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF		3.573	0,000%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		61.929	0,006%	F
BNP PARIBAS FINANCE EUROPE ISR		162.806	0,016%	F
BNY MELLON INTERNATIONAL EQUITY ETF		14.261	0,001%	F
BNY MELLON INTERNATIONAL STOCK INDEX FUND		8.917	0,001%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		1	0,000%	F
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND		22.256	0,002%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		4.820	0,000%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		4	0,000%	F
BOC PRUDENTIAL EUROPEAN INDEX FUND		34.184	0,003%	F
BRIDGE BUILDER INTERNATIONAL E		26.078	0,002%	F
BRIDGE BUILDER TAX MANAGED		3.267	0,000%	F
BRIDGEWATER ASSOCIATES		4.752	0,000%	F
BRIDGEWATER BLUE PEAK FUND LP.		28	0,000%	F
BRIDGEWATER PURE ALPHA FUND III, LTD		3.651	0,000%	F
BRIDGEWATER PURE ALPHA STERLING FUND LTD		1.382	0,000%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD.		24.955	0,002%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY LTD		2.698	0,000%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.264	0,003%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		682	0,000%	F
BRUCE POWER PENSION PLAN		20.755	0,002%	F
BRUNEI SHELL RETIREMENT BENEFIT FUND		1.127	0,000%	F
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR		12.525	0,001%	F
BT INTERNATIONAL FUND		27.824	0,003%	F
BUILDERS ASSET MANAGEMENT LLC		19.011	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BUMA-UNIVERSAL-FONDS I		3.913	0,000%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		543	0,000%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		1.722	0,000%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		17.159	0,002%	F
BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST		3.434	0,000%	F
BW DMO FUND LTD.		7.418	0,001%	F
BW PASPG LTD		1.894	0,000%	F
BWM PA 24 LTD		2.642	0,000%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		1.061.331	0,101%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		2.802	0,000%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.116	0,002%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.086	0,000%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		582.239	0,056%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,000%	F
CAPULA TAIL RISK MASTER FUND LIMITED		2.313	0,000%	F
CARDANO COMMON CONTRACTUAL FUND		2.143	0,000%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		35.851	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,001%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	43,591%	F
CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	80027390584	18.030.000	1,719%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		5.218	0,000%	F
CATERPILLAR INVESTMENT TRUST.		3.869	0,000%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.443	0,000%	F
CENTRAL BANK OF IRELAND		6.498	0,001%	F
CENTRAL BANK OF IRELAND - MSCI PAB		7.779	0,001%	F
CENTRAL PROVIDENT FUND BOARD		2.778	0,000%	F
CERVURITE INTERNATIONAL LLC		27.240	0,003%	F
CFSIL RE CNEALTH GS FD 16		10.625	0,001%	F
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		53.494	0,005%	F
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1		116.856	0,011%	F
CHCP GLOBAL SECURITIES LP		2.533	0,000%	F
CHEVRON MASTER PENSION TRUST		115.225	0,011%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.393	0,001%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		7.046	0,001%	F
CI MORNINGSTAR INTERNATIONAL VALUE INDEX ETF		81.595	0,008%	F
CIBC EUROPEAN INDEX FUND		1	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		777	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		667	0,000%	F
CIBC INTERNATIONAL EQUITY PRIVATE POOL		1	0,000%	F
CIBC INTERNATIONAL INDEX FUND		1	0,000%	F
CINDY SPRINGS LLC		42.020	0,004%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T		390.180	0,037%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO		40.041	0,004%	F
CITITRUST LIMITED		6.213	0,001%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		2.634	0,000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		57.239	0,005%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,002%	F
CITY OF NEW YORK GROUP TRUST		100.077	0,010%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		30.423	0,003%	F
CITY UNIVERSITY OF NEW YORK		331	0,000%	F
CMAP SRPA FUND LIMITED PORTFOLIO MARGIN ACCTS		29.573	0,003%	F
CMLA INDEXED GLOBAL SHARE FUND		1.678	0,000%	F
CNP ASSUR VALUE ET MOMENTUM		28.689	0,003%	F
CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		724	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
COLLEGE RETIREMENT EQUITIES FUND		506.430	0,048%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,001%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		14.448	0,001%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		237.154	0,023%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		4.907	0,000%	F
COMMONWEALTH GLOBAL SHARE FUND 17,		917.736	0,088%	F
COMMONWEALTH GLOBAL SHARE FUND 30.		11.399	0,001%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR		73.284	0,007%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		2.955	0,000%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		77.885	0,007%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		723	0,000%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.796	0,001%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		655	0,000%	F
CONSOLIDATED EDISON RETIREMENT PLAN		9.702	0,001%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,000%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,000%	F
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.		32.775	0,003%	F
COUNSEL DEFENSIVE GLOBAL EQUITY		861	0,000%	F
COV WACHSTUM MF		2.728	0,000%	F
CPPIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD		18.425	0,002%	F
CPR Europe ESG Poche COR		53.094	0,005%	F
CREDIT SUISSE INDEX FUND (IE) ETF ICAV		11.411	0,001%	F
CREDIT SUISSE INDEX FUND (LUX)		521.871	0,050%	F
CRELAN INVEST BALANCED		34.743	0,003%	F
CRELAN INVEST CONSERVATIVE		4.445	0,000%	F
CRELAN INVEST DYNAMIC		16.561	0,002%	F
CSIF CH Equity EMU UBS Fund Management Switzerland AG		18.468	0,002%	F
CSIF CH III Equity World ex CH Climate Change Blue Pension Fund Plus UBS FM Switzerland AG		236	0,000%	F
CSIF CH III Equity World ex CH Value Weighted Pension Fund UBS Fund Management Switzerland AG		3.330	0,000%	F
CSIF4 Credit Suisse Lux Global High Income Fund USD		17.560	0,002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		45.744	0,004%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATI		88.762	0,008%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX		1.159	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		2.126	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		5.356	0,001%	F
DANMARKS GRUNDFORSKNINGFOND		1.576	0,000%	F
Danske Bank Puljer		61.980	0,006%	F
DANSKE INVEST ALLOCATION		40.365	0,004%	F
DEAM FONDS ZDV		5.062	0,000%	F
DEAM-FONDS CPT		5.000	0,000%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		80.940	0,008%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		2.724	0,000%	F
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG		18.332	0,002%	F
DEKA INVESTMENT GMBH GLOBALE AKTIEN		37.259	0,004%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		151.287	0,014%	F
DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1 U01		154.225	0,015%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,001%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		515.625	0,049%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF		18.260	0,002%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		4.235	0,000%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		47.410	0,005%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		19.101	0,002%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		43.984	0,004%	F
DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL		10.342	0,001%	F
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS		14.000	0,001%	F
DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF		18.612	0,002%	F
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF		5.471	0,001%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,001%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U04		63.150	0,006%	F
DEKA INVESTMENT GMBH W/SVAM-FONDS		8.459	0,001%	F
DEKA INVESTMENT GMBH W/SVN II-FONDS		4.879	0,000%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		2.018	0,000%	F
DEKA VALUE PLUS		134.730	0,013%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.		34.000	0,003%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHUETTUNGSCONCEPT REGIONAL NACHHALTIG		9.200	0,001%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC AKTIEN GLOBAL		21.000	0,002%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC PROFESSIONELL AKTIEN		12.000	0,001%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		4.057	0,000%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		33	0,000%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		1.122	0,000%	F
DESTINATIONS INTERNATIONAL EQU		11.163	0,001%	F
DEUTSCHE DCG EQ		1.926	0,000%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,000%	F
DFI LP EQUITY (PASSIVE		532	0,000%	F
DIGNITY PRE ARRANGEMENT LIMITED		2.247	0,000%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,000%	F
DIOCESE OF VENICE PENSION PLAN AND TRUST		206	0,000%	F
DNB BANK ASA		4.485	0,000%	F
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING		22.120	0,002%	F
DWS INVESTMENT GMBH FOR BALOISE-AKTIENFONDS DWS		22.000	0,002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		4.900	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		1.536	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,001%	F
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND		4.616	0,000%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT		71.015	0,007%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO		1.939	0,000%	F
DWS MULTI ASSET PIR FUND		75.000	0,007%	F
DYNASTY INVEST LTD		1.134	0,000%	F
EARNEST INSTITUTIONAL LLC		104	0,000%	F
EATON VANCE EQUITY HARVEST FUNDLLC		11.626	0,001%	F
EFFEPILUX SICAV AZIONARIO EURO		56.122	0,005%	F
EGEPARGNE 2 DIVERSIFIE		25.982	0,002%	F
EMBO-FONDS		14.469	0,001%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		1.533	0,000%	F
EMN ASC FUND LP		8.164	0,001%	F
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		48.611	0,005%	F
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		676	0,000%	F
EMPOWER ANNUITY INSURANCE COMPANY		85.168	0,008%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		61.814	0,006%	F
ENHANCED INDEX SUSTAINABLE GLOBAL EQUITY FUND I NL		433.313	0,041%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		5.749.190	0,548%	F
Ente nazionale di Previdenza ed Assistenza Medici (E.N.P.A M		200.000	0,019%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG		33.001	0,003%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		21.793	0,002%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		3.905	0,000%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.276	0,001%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		8.341	0,001%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		11.470	0,001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		16.865	0,002%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		47.177	0,004%	F
EQUIPSUPER		8.669	0,001%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.826	0,000%	F
EQUITY FUND WORLD DBI-RDT		17.843	0,002%	F
ERAFP Actions Euro I		979.089	0,093%	F
ERAFP ACTIONS EURO IV		274.204	0,026%	F
ERISA ACTION EUROPE N 2		29.868	0,003%	F
ERISA ACTIONS GRANDES VALEURS		811.766	0,077%	F
ERS TEXAS ARROWSTREET INTERNATIONAL 967825		5.730	0,001%	F
ERSTE ASSET MANAGEMENT GMBH		474.800	0,045%	F
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)		1.335	0,000%	F
EUROPEAN EQUITIES 1		53.036	0,005%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,000%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,001%	F
FAMILY INVESTMENTS CHILD TRUST FUND		9.523	0,001%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		7.919	0,001%	F
FCM INTERNATIONAL LLC		835	0,000%	F
FCP HUMANIS RETRAITE ACTIONS		151.538	0,014%	F
FCP SODIUM I		19.002	0,002%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		15.223	0,001%	F
FGV - ACTIONS EUROPE LM B		332.657	0,032%	F
FGV ACTIONS EUROPE LM A		12.900	0,001%	F
FIDDLER PARTNERS LLC		474	0,000%	F
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND		1.325.877	0,126%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		11.351	0,001%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		67.347	0,006%	F
FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF		221.038	0,021%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		468	0,000%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		43.232	0,004%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		71.220	0,007%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		555.052	0,053%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		223.690	0,021%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		38.569	0,004%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		172.023	0,016%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND		14.771	0,001%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND		774.754	0,074%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		181.704	0,017%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		2.642	0,000%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		6.735	0,001%	F
FINALTIS EFFICIENT BETA EURO		8.721	0,001%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		2.707	0,000%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		451.621	0,043%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		10.325	0,001%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		55.901	0,005%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		367.568	0,035%	F
FISCHER FAMILY TRUST		1.424	0,000%	F
FJARDE AP-FONDEN.		1	0,000%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		9.757	0,001%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		2.622	0,000%	F
FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION		12.378	0,001%	F
FLORIDA GLOBAL EQUITY FUND LLC		6.397	0,001%	F
FLORIDA RETIREMENT SYSTEM		1	0,000%	F
FLORIDA RETIREMENT SYSTEM TRUST FUND		2	0,000%	F
FLOURISH INVESTMENT CORPORATION		33.183	0,003%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,002%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		3.437	0,000%	F
FONDATION BOTNAR..		18.261	0,002%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		1.933	0,000%	F
FONDOPOSTE		24.747	0,002%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,000%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		13.060	0,001%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,000%	F
FOREIGN STOCK INDEX MOTHER FUND		24.593	0,002%	F
FORSTA AP - FONDEN		135.229	0,013%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,001%	F
FRANCIS FAMILY FUND APS		3.127	0,000%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		5.460	0,001%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF		2.832	0,000%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF		1.644	0,000%	F
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG		63.756	0,006%	F
FRANKLIN TEMPLETON ICAV		840	0,000%	F
FUNDACAO CALOUSTE GULBENKIAN		8.073	0,001%	F
FUNDO DE PENSOES		5.355	0,001%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,001%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		83.841	0,008%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		14.298	0,001%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		2.736	0,000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		14.330	0,001%	F
G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES		31.395	0,003%	F
GARD UNIT TRUST		6.700	0,001%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.213	0,000%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		531.629	0,051%	F
GENERALI SMART FUNDS		15.000	0,001%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		141.100	0,013%	F
GENUS FOSSIL FREE DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		31.700	0,003%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
GERANA SICAV-SIF, S.A.		18.904	0,002%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		3.916	0,000%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		2.795	0,000%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		366.416	0,035%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,000%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		13.249	0,001%	F
GLOBAL MULTI-FACTOR EQUITY FUND		18.746	0,002%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED		127	0,000%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		20.433	0,002%	F
GMO BENCHMARK-FREE FUND		4.445	0,000%	F
GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND		1.758	0,000%	F
GMO MULTI-ASSET TRUST		6.417	0,001%	F
GODFOND SVERIGE & VARLDEN		4.688	0,000%	F
GOLDMAN SACHS ETF ICAV		69	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E		2.247	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT		395.428	0,038%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		28.702	0,003%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO		21.428	0,002%	F
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF		7.631	0,001%	F
GOLDMAN SACHS FUNDS		7.340	0,001%	F
GOLDMAN SACHS FUNDS III		163.090	0,016%	F
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND		28.270	0,003%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		25.471	0,002%	F
GOVERNMENT PENSION INVESTMENT FUND		2.490.929	0,238%	F
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC		3.964	0,000%	F
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.		3.228	0,000%	F
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND		12.968	0,001%	F
GREAT WEST INTERNATIONAL INDEX FUND		56.701	0,005%	F
GUIDEMARK WORLD EX-US FUND		19.325	0,002%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		62.817	0,006%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		25.999	0,002%	F
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND		4.837	0,000%	F
HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND		246.925	0,024%	F
HAWTHORN DM LLC		7.505	0,001%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		1.363	0,000%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		367	0,000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		9.738	0,001%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,001%	F
HC RENTE		2.688	0,000%	F
HELVETIA I EUROPA		39.020	0,004%	F
HESTA		254.476	0,024%	F
HI-Aktien-Aktiv-Fundamental-SFonds		70.000	0,007%	F
HI-PNWL-DIVIDENDE-PLUS-FONDS		125.799	0,012%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		321.507	0,031%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND		28.493	0,003%	F
Horizon Business SRI Dyn DBI-RDT		14.779	0,001%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		15.571	0,001%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		44.955	0,004%	F
HRW TESTAMENTARY TRUST NO. 1		3.552	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HRW TESTAMENTARY TRUST NO. 11.		787	0,000%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,000%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,000%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,000%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,000%	F
HSBC ACTIONS MONDE		111.572	0,011%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		119.561	0,011%	F
HSBC ETFs Public Limited Company		129	0,000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		8.293	0,001%	F
HSBC ETFs Public Limited Company - HSBC MSCI World UCITS ETF		13.197	0,001%	F
HSBC EURO ACTIONS		362.685	0,035%	F
HSBC GLOBAL INVESTMENT FUNDS		528.510	0,050%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		22.978	0,002%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		18.051	0,002%	F
HSBC INTERNATIONAL EQUITY INDEX FUND		6.327	0,001%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		13.554	0,001%	F
HUMANIS RETRAITE DIVERSIFIE		503.183	0,048%	F
IBM 401(K) PLUS PLAN TRUST		78.149	0,007%	F
IBM PERSONAL PENSION PLAN TRUST		1.358	0,000%	F
IBM RETIREMENT PLAN		1.508	0,000%	F
IF IST - EUROPE INDEX SRI		9.133	0,001%	F
IF IST - GLOBE INDEX		7.690	0,001%	F
IF IST - GLOBE INDEX SRI		1.197	0,000%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		358.791	0,034%	F
ILA - A-ILDSCG		2.038	0,000%	F
ILA - A-ILEZEQG		10.354	0,001%	F
ILA - A-ILGLOEQG		4.718	0,000%	F
ILA - A-ILGLOEQN		852	0,000%	F
ILA-A-ILSDMH		48.484	0,005%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		21.659	0,002%	F
ILA-LA WORLD ESG SCREENED FUND		5.226	0,000%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		136.648	0,013%	F
IMPAX INTERNATIONAL SUSTAINABLE ECONOMY FUND		196.630	0,019%	F
IMPERIAL INTERNATIONAL EQUITY POOL		3	0,000%	F
IMPERIAL OVERSEAS EQUITY POOL		1	0,000%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,298%	F
ING DIRECT FONDO NARANJA CONSERVADOR FI		2.223	0,000%	F
ING DIRECT FONDO NARANJA DINAMICO FI		21.010	0,002%	F
ING DIRECT FONDO NARANJA MODERADO FI		14.644	0,001%	F
ING DIRECT SICAV		21.113	0,002%	F
INSPIRE INTERNATIONAL ETF		115.390	0,011%	F
INSTITUTIONAL RETIREMENT TRUST		7.916	0,001%	F
INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC		2.652	0,000%	F
INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST		103.634	0,010%	F
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN		24.802	0,002%	F
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND		62.959	0,006%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		18.189	0,002%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		8.766	0,001%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		793.783	0,076%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		782	0,000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		967	0,000%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		1.000	0,000%	F
INTERNATIONAL MONETARY FUND		30.572	0,003%	F
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT		740	0,000%	F
INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN		3.825	0,000%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		418.881	0,040%	F
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF		69.042	0,007%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		47.358	0,005%	F
INVESCO FUNDS		18.101	0,002%	F
INVESCO GLOBAL BALANCED INDEX FUND UK		11.974	0,001%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		1.449	0,000%	F
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND		218	0,000%	F
INVESCO MARKETS II PLC		22.128	0,002%	F
INVESCO MARKETS III PLC		655	0,000%	F
INVESCO MSCI WORLD SRI INDEX FUND		601	0,000%	F
INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		149.468	0,014%	F
INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL		58.233	0,006%	F
INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL		35.150	0,003%	F
INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL		21.114	0,002%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		6.480	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		7.745	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL		11.862	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		29.269	0,003%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		10.194	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST MIX OFFENSIV PLUS - AKKUMULERENDE KL		2.671	0,000%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL		60.166	0,006%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL		70.869	0,007%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL		46.407	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL		36.728	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL		6.896	0,001%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE		1.796	0,000%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.977	0,000%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI		24.633	0,002%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		39.017	0,004%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,002%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		11.754	0,001%	F
INVESTITORI FLEXIBLE EQUITY ESG		8.200	0,001%	F
INVESTITORI PIAZZA AFFARI		33.300	0,003%	F
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM		12.449	0,001%	F
IP ACTIONS EURO		10.036	0,001%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		129.186	0,012%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
IQ 500 INTERNATIONAL ETF		12.412	0,001%	F
IRISH LIFE ASSURANCE PLC		77.458	0,007%	F
IRISH LIFE ASSURANCE.		43.505	0,004%	F
IRR K LLC		4.519	0,000%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,000%	F
ISHARES BLOCKCHAIN AND TECH ETF		5.332	0,001%	F
ISHARES CORE MSCI EAFE ETF		3.034.609	0,289%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		152.615	0,015%	F
ISHARES CORE MSCI EUROPE ETF		180.161	0,017%	F
ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF		319.134	0,030%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		593.266	0,057%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		2.973	0,000%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		8.479	0,001%	F
ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE		25.657	0,002%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		32.330	0,003%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		5.405	0,001%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		1.513.576	0,144%	F
ISHARES EURO STOXX UCITS ETF (DE)		181.733	0,017%	F
ISHARES II PUBLIC LIMITED COMPANY		1.841.205	0,176%	F
ISHARES III PUBLIC LIMITED COMPANY		949.740	0,091%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		84.191	0,008%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		4.457	0,000%	F
ISHARES IV PUBLIC LIMITED COMPANY		875.979	0,084%	F
ISHARES MSCI ACWI ETF		95.926	0,009%	F
ISHARES MSCI ACWI EX U.S. ETF		82.333	0,008%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		39.344	0,004%	F
ISHARES MSCI EAFE ETF		1.629.428	0,155%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		307.327	0,029%	F
ISHARES MSCI EAFE VALUE ETF		962.883	0,092%	F
ISHARES MSCI EUROPE FINANCIALS ETF		354.707	0,034%	F
ISHARES MSCI EUROPE IMI INDEX ETF		8.658	0,001%	F
ISHARES MSCI EUROZONE ETF		625.362	0,060%	F
ISHARES MSCI GLOBAL MULTIFACTORETF		6.480	0,001%	F
ISHARES MSCI INTL SIZE FACTOR ETF		497	0,000%	F
ISHARES MSCI ITALY ETF		871.561	0,083%	F
ISHARES MSCI KOKUSAI ETF		1.714	0,000%	F
ISHARES MSCI WORLD ETF		26.745	0,003%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		2.244	0,000%	F
ISHARES PUBLIC LIMITED COMPANY		2.706.366	0,258%	F
ISHARES STOXX EUROPE 600 INSURANCE UCITS ETF DE		235.586	0,022%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		297.986	0,028%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		162.053	0,015%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		894.263	0,085%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.123.409	0,202%	F
ISHARES V PUBLIC LIMITED COMPANY		233.630	0,022%	F
ISHARES VI PUBLIC LIMITED COMPANY		116.655	0,011%	F
ISHARES VII PUBLIC LIMITED COMPANY		796.647	0,076%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		63.168	0,006%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,000%	F
ISHARES WORLD EQUITY FACTOR ETF		3.697	0,000%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		3.662	0,000%	F
JANA PASSIVE GLOBAL SHARE TRUST		9.246	0,001%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.611.602	0,154%	F
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND		1.011	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
JEFFREY LLC		7.080	0,001%	F
JNL INTERNATIONAL INDEX FUND		61.313	0,006%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		7.181	0,001%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		763	0,000%	F
JNL/MELLON MSCI WORLD INDEX FUND		3.130	0,000%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		82.393	0,008%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		12.437	0,001%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		26.868	0,003%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		34.448	0,003%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		28.336	0,003%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		17.679	0,002%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		61.493	0,006%	F
JOSHUA GREEN CORPORATION		3.450	0,000%	F
JPM Multi Income Fund		41.776	0,004%	F
JPMORGAN BETABUILDERS EUROPE ETF		335.919	0,032%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		111.594	0,011%	F
JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND		126.319	0,012%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		72.398	0,007%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		18.759	0,002%	F
JPMorgan Europe Strategic Dividend Fund		3.738	0,000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		8.727	0,001%	F
JPMORGAN FUNDS		407.322	0,039%	F
JPMORGAN GLOBAL ALLOCATION FUND		1.712	0,000%	F
JPMORGAN INCOME BUILDER FUND		119.817	0,011%	F
JPMORGAN INVESTMENT FUNDS		718.366	0,069%	F
JPMorgan Multi Balanced Fund		3.411	0,000%	F
JTW TRUST NO. 1 UAD 9/19/02.		2.645	0,000%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,000%	F
JTW TRUST NO. 3 UAD 9/19/02.		2.827	0,000%	F
JTW TRUST NO. 5 UAD 9/19/02.		1.555	0,000%	F
JUNON ACTIONS OBLIGATIONS		138.783	0,013%	F
K INVESTMENTS SH LIMITED.		45.049	0,004%	F
KAISER FOUNDATION HOSPITALS		6.848	0,001%	F
KAISER PERMANENTE GROUP TRUST		10.051	0,001%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER		3.011	0,000%	F
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III		49.460	0,005%	F
KAPITALFORENINGEN EMD INVEST VERDENSINDEKS		8.758	0,001%	F
KAPITALFORENINGEN INVESTIN PRO - GBL LARGE CAP MARKET NEU EQ C/O AQR CAPITAL MANAGEMENT LLC		528.036	0,050%	F
KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I		17.756	0,002%	F
KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX		15.833	0,002%	F
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS		10.339	0,001%	F
KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER		33.465	0,003%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		162.824	0,016%	F
KATHERINE C MOORE CHARITABLE LEAD ANNUIT		968	0,000%	F
KBC ECO FUND WORLD		19.167	0,002%	F
KBC EQUITY FUND EUROPE		36.601	0,003%	F
KBC EQUITY FUND EUROZONE		614.207	0,059%	F
KBC EQUITY FUND EUROZONE DBI-RDT		45.316	0,004%	F
KBC EQUITY FUND SRI EUROZONE		815.340	0,078%	F
KBC EQUITY FUND SRI WORLD		198.845	0,019%	F
KBC Equity Fund World		172.467	0,016%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KBC Equity SRI World DBI-RDT		11.572	0,001%	F
KBC INST FUND EURO EQUITY		43.675	0,004%	F
KBC INST FUND SRI WORLD EQUITY		55.308	0,005%	F
KBC INSTITUTIONAL FUND SRI EURO		55.791	0,005%	F
KBI FUNDS ICAV		30.846	0,003%	F
KBI GLOBAL INVESTMENT FUND		12.196	0,001%	F
KFP MARKETABLE LLC		1.244	0,000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		31.853	0,003%	F
KOKUSAI EQUITY INDEX FUND, A S		14.322	0,001%	F
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP		30.561	0,003%	F
KREBSHILFE-2-FONDS		6.000	0,001%	F
KUTXABANK GESTION SGIIC, S.A.		348.280	0,033%	F
KUTXABANK PENSIONES, S.A., SGFP		175.166	0,017%	F
L AND G ASSUR(PENS MGNT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270		17.523	0,002%	F
L AND G ASSUR(PENS MGNT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495		21.661	0,002%	F
La Francaise Systematic European Equities		71.144	0,007%	F
La Francaise Systematic Multi Asset Allocation		2.948	0,000%	F
LACERA MASTER OPEB TRUST		11.377	0,001%	F
LAKE AVENUE INVESTMENTS LLC		9.047	0,001%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		154.290	0,015%	F
LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP		8.200	0,001%	F
LAZARD ASSET MANAGEMENT LLC		741	0,000%	F
LAZARD RETIREMENT GLOBAL DYNAMIC MULTI ASSET PORTFOLIO		20.689	0,002%	F
LBPAM 3 MOIS		701.046	0,067%	F
LBPAM ACTIONS DIVIDENDES EUROP		98.113	0,009%	F
LBPAM ISR ACTIONS 80		69.012	0,007%	F
LBPAM ISR ACTIONS EURO LARGE CAP		290.808	0,028%	F
LBPAM ISR ACTIONS EURO MIN VOL		4.991	0,000%	F
LBPAM ISR ACTIONS EUROPE 50		174.899	0,017%	F
LBPAM ISR AVENIR EURO		20.683	0,002%	F
LBPAM ISR STRATEGIE PEA 1		10.834	0,001%	F
LBPAM ISR STRATEGIE PEA 2		14.159	0,001%	F
LCL ACTIONS EURO CORE+		12.674	0,001%	F
LCL ACTIONS MONDE HORS EUROPE EURO		31.895	0,003%	F
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED		3.493	0,000%	F
LEGAL & GENERAL EUROPEAN INDEX TRUST		250.663	0,024%	F
LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I		3.579	0,000%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU		9.143	0,001%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND		30.046	0,003%	F
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND		6.832	0,001%	F
LEGAL & GENERAL ICAV.		155	0,000%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		32.758	0,003%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		30.799	0,003%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		20.092	0,002%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		203.452	0,019%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY		8.793	0,001%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		1.358.727	0,130%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		24.797	0,002%	F
LEGAL AND GENERAL CCF		22.767	0,002%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		43.781	0,004%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		485	0,000%	F
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND		11.824	0,001%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		61.961	0,006%	F
LEGAL AND GENERAL UCITS ETF PLC		105.588	0,010%	F
LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF		437.503	0,042%	F
LGIASUPER		37.952	0,004%	F
LGIM MANAGERS (EUROPE) LIMITED		45.699	0,004%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		399	0,000%	F
LIF-LYXOR MSCI WORLD CATHOL PR		4.486	0,000%	F
LMA IRELAND MAP501		3.166	0,000%	F
LMAP IRELAND ICAV - LMAP 909		10.133	0,001%	F
LMAP IRELAND ICAV - LMAP 910		9.135	0,001%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,000%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.503	0,001%	F
LOF TargetNetZero Europe Equity		4.386	0,000%	F
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		36.380	0,003%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		152.159	0,015%	F
LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST		21.601	0,002%	F
LUCENT TECHNOLOGIES INC MASTER PENSION TRUST		1	0,000%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR		804.646	0,077%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA		270.735	0,026%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		446.272	0,043%	F
LUXCELLENCE-HELVETIA EUROP EQUITY		6.430	0,001%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		16.168	0,002%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		206.815	0,020%	F
LVIP SSGA INTERNATIONAL INDEX FUND		82.911	0,008%	F
LYXINDEX FUND - LYXOR MSCI EMU		26.721	0,003%	F
LYXOR CORE MSCI WORLD		41.987	0,004%	F
LYXOR FTSE MIB UCITS ETF		443.557	0,042%	F
LYXOR MSCI EUROPE ESG LEADERS		114.788	0,011%	F
LYXOR MSCI EUROPE UCITS ETF		28.748	0,003%	F
M INTERNATIONAL EQUITY FUND		4.004	0,000%	F
MACK EAFE EQUITY POOL		13.081	0,001%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		16.849	0,002%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		3.653	0,000%	F
MACQUARIE MULTI-FACTOR FUND		6.015	0,001%	F
MAIN I - UNIVERSAL - FONDS		12.933	0,001%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		6.112	0,001%	F
MAN INSIGHT LIMITED		32	0,000%	F
MAN NUMERIC ALTERNATIVE RISK PREMIA VALUE.		52.886	0,005%	F
MANAGED PENSION FUNDS LIMITED		15.663	0,001%	F
MANDARINE EQUITY INCOME		4.876	0,000%	F
MANDARINE IMPROVERS		3.300	0,000%	F
MANDAT ACTION HGAM		215.978	0,021%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		17.974	0,002%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		21.209	0,002%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.906	0,000%	F
MARIGOLD TACTICAL STRATEGIES LTD		2.076	0,000%	F
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 130/30 FUND		39.067	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3		22.191	0,002%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5		45.421	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/50 FUND.		79.961	0,008%	F
MARSHALL WACE INV STRAT EUROPEAN TOPS		1.132	0,000%	F
MARSHALL WACE INVESTMENT STRATEGIES-SYSTEMATIC ALPHA PLUS FD C/O MARSHALL WACE LLP		6.877	0,001%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE		171.625	0,016%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND		291.908	0,028%	F
MARSHALL WACE MASTER FDS SPC SP		29.796	0,003%	F
MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND		8.019	0,001%	F
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND		330.467	0,032%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		99.421	0,009%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		15.687	0,001%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,000%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		6.775	0,001%	F
MBB PUBLIC MARKETS I LLC		43.462	0,004%	F
MBB SMART FUND C LLC		14.329	0,001%	F
MBB SMART FUND P LLC		12.148	0,001%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		25.325	0,002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		21.078	0,002%	F
MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU		10.064	0,001%	F
MERCER GE INTERNATIONAL EQUITY FUND		51.950	0,005%	F
MERCER GLOBAL EQUITY FUND		34.419	0,003%	F
MERCER INDEXED INTERNATIONAL SHARES FUND		37.972	0,004%	F
MERCER NONUS CORE EQUITY FUND		262.370	0,025%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		34.338	0,003%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		2.084	0,000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,001%	F
MERCER QIF COMMON CONTRACTUAL FUND		128.071	0,012%	F
MERCER UCITS COMMON CONTRACTUALFUND		31.680	0,003%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		176.540	0,017%	F
MERCER WHOLESALE FUNDS		1.392	0,000%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		111.328	0,011%	F
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE		2.193	0,000%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,001%	F
METROPOLITAN LIFE INSURANCE COMPANY		21.477	0,002%	F
MGI FUNDS PLC		59.781	0,006%	F
MH AMUNDI ACTIONS EURO		118.010	0,011%	F
MICHAEL AND MAIRA CAREN TRUST 930		1.120	0,000%	F
MICHIGAN CATHOLIC CONFERENCE		696	0,000%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,000%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		16.260	0,002%	F
MIDDLETOWN WORKS HOURLY AND SALARIED UNION		706	0,000%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,000%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,000%	F
MIGROS BANK (LUX) FONDS 50		920	0,000%	F
MINE SUPERANNUATION FUND		22.327	0,002%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	36,438%	F
MISSOURI EDUCATION PENSION TRUST		285.662	0,027%	F
MOA INTERNATIONAL FUND		610.040	0,058%	F
MOBIUS LIFE LIMITED		13.906	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MOMENTUM GLOBAL FUNDS		15.906	0,002%	F
MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND		126	0,000%	F
MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND		182	0,000%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		2.193	0,000%	F
MORGAN STANLEY INVESTMENT FUNDS		9.293	0,001%	F
MORGAN STANLEY PATHWAY FUNDS -		14.934	0,001%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		139	0,000%	F
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		3.441	0,000%	F
MOTHER CABRINI HEALTH FOUNDATION INC		28.842	0,003%	F
MOUNT HATTON INVESTMENTS LIMITED		32.116	0,003%	F
MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND		326	0,000%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,001%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		167.871	0,016%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		30.113	0,003%	F
MUL- LYX FTSE IT ALL CAP PIR 2		11.575	0,001%	F
MUL-LYX NET ZERO 50 SP EUROZ C		254.566	0,024%	F
MULTI UNITS LUX-LYXOR CORE MSC		44.681	0,004%	F
MULTIFLEX SICAV		3.638	0,000%	F
MWIS TOPS GLOBAL EQUITIES LE FDAC		5.161	0,000%	F
MWIS TOPS World Equities AC		24.414	0,002%	F
NATIONAL BANK FINANCIAL INC		2.386	0,000%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,001%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		135.099	0,013%	F
NATIONAL EMPLOYMENT SAVINGS TRUST		657.819	0,063%	F
NATIONAL TREASURY MANAGEMENT AGCY		6.638	0,001%	F
NATIONWIDE INTERNATIONAL INDEX FUND		26.701	0,003%	F
NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST		30.767	0,003%	F
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST		46.054	0,004%	F
NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST		41.947	0,004%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,000%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		90.516	0,009%	F
NBIMC EAFE EQUITY INDEX FUND.		1.530	0,000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		57.842	0,006%	F
NEUALT LLC		31.713	0,003%	F
NEW AIRWAYS PENSION SCHEME		310	0,000%	F
NEW YORK STATE COMMON RETIREMENT FUND		47.605	0,005%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		815.452	0,078%	F
NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POW		2.129	0,000%	F
NFS LIMITED		4.962	0,000%	F
NGS SUPER		1.885	0,000%	F
NILUS UNIVERSAL FONDS		35.000	0,003%	F
NMTB/NIK KOKUSAI-NH 935026		19.560	0,002%	F
NORDEA EUROPEAN PASSIVE FUND		8.207	0,001%	F
NORDEA GLOBAL PASSIVE FUND		17.185	0,002%	F
NORDEA WORLD PASSIVE FUND		13.513	0,001%	F
NORGES BANK		12.351.678	1,178%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		128.609	0,012%	F
NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.		96.479	0,009%	F
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		33.292	0,003%	F
NORTHERN LIGHTS FUND TRUST IV		21.454	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		17.832	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		24.961	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		23.284	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING		63.404	0,006%	F
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		946.405	0,090%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		516.280	0,049%	F
NORTHERN TRUST UCITS FGR FUND		84.897	0,008%	F
NOW PENSIONS TRUST		7.170	0,001%	F
NSP MINNESEOTA RETAIL PRAIRIE II		4.235	0,000%	F
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,000%	F
NSP MONTICELLO MINNESOTA RETAIL		6.527	0,001%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,000%	F
NTUC INCOME INSURANCE CO OPERATIVE LIMITED		1.919	0,000%	F
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND		22.847	0,002%	F
NV HAGELUNIE		3.804	0,000%	F
NVIT INTERNATIONAL INDEX FUND		38.198	0,004%	F
NZAM EURO STOXX PARIS-ALIGNED		1.162	0,000%	F
OHMAN MARKNAD GLOBAL		14.000	0,001%	F
OLD WESTBURY LARGE CAP STRATEGIES FUND		1.785.400	0,170%	F
ONEMARKETS ITALY ICAV		6.795	0,001%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		19.681	0,002%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL		25.520	0,002%	F
OP CUSTODY LTD		10.628	0,001%	F
OPENWORLD PUBLIC LIMITED COMPANY		405	0,000%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		147.448	0,014%	F
OSSIAM LUX		299.496	0,029%	F
OSTRUM SRI EURO MINVOL EQUITY		19.311	0,002%	F
OSTRUM SRI EUROPE EQUITY		251.393	0,024%	F
PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD		20.043	0,002%	F
PCA TAX SHELTERED ANNUITY PLAN		3.023	0,000%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.082	0,000%	F
PENSIOENFONDS METAAL OFP		44.920	0,004%	F
PENSION BENEFIT GUARANTY CORPORATION		105.235	0,010%	F
PENSION RESERVES INVESTMENT TRUST FUND		52.548	0,005%	F
PEOPLE'S BANK OF CHINA		436.162	0,042%	F
PGGM SPD (DMAEMFGL)PGGM SPD DMAE MULTIFACTOR GLOBAL		108.937	0,010%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.740	0,000%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,000%	F
PICTET - EUROPE INDEX		47.757	0,005%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		28.827	0,003%	F
PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES		5.218	0,000%	F
PICTET CH - GLOBAL EQUITIES		6.137	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		12.635	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL		13.998	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		3.417	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		11.344	0,001%	F
PICTET TOTAL RETURN		110.519	0,011%	F
PICTET TOTAL RETURN DIVERSIFIED ALPHA		113.376	0,011%	F
PICTET-EUROLAND INDEX		30.363	0,003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND		1.078	0,000%	F
PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND		9.979	0,001%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		88.207	0,008%	F
PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND		39.153	0,004%	F
PINEBRIDGE GLOBAL FUNDS		20.199	0,002%	F
PINNACLE PLATO GBL LOW CARBON FD		440	0,000%	F
Pirisino Lorenzo		500	0,000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH		3.090	0,000%	F
PK CSG World Equity UBS Fund Management Switzerland AG		10.169	0,001%	F
PLATINUM ARROW TRUST		7.841	0,001%	F
PLATO GLOBAL SHARES INCOME FUND.		26.493	0,003%	F
PLATO INST I FUND EURO EQUITY		11.638	0,001%	F
PLATO INST I FUND EUROPEAN EQUITY		30.635	0,003%	F
Plato Instit Index Fnd World DBI-RDT		3.794	0,000%	F
Plato RI World		2.142	0,000%	F
PLEIADES TRUST		79.666	0,008%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,001%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		71.439	0,007%	F
POOL REINSURANCE CO LTD		5.952	0,001%	F
PRAXIS INTERNATIONAL INDEX FUND		66.474	0,006%	F
prevoyance ne fund prevoyance ne global assets UBS Fund Management Switzerland		924	0,000%	F
PRIME SUPER		1.818	0,000%	F
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX		31.207	0,003%	F
PRINCIPAL FUNDS INC OVERSEAS FUND		14.132	0,001%	F
PrivilEdge - JP Morgan Pan European Flexible Equity		71.538	0,007%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,000%	F
PRO-GEN INVESTMENTS LLC		256	0,000%	F
PROJECT 121/160-70 (P)		970	0,000%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		25.766	0,002%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.797	0,000%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		137	0,000%	F
PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO		1.648	0,000%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		34.067	0,003%	F
PRUDENTIAL HONG KONG LIMITED		543.045	0,052%	F
PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY		54.965	0,005%	F
PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST		19.406	0,002%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		12.317	0,001%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		1.526.137	0,146%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		94.300	0,009%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		12.292	0,001%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM 0F OHIO		49.437	0,005%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		76.699	0,007%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		209.733	0,020%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		57.446	0,005%	F
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		29.120	0,003%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		2.498	0,000%	F
Putm Authorised Contractual Scheme - Putm Acs European Ex UK Fund		328.246	0,031%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		321.250	0,031%	F
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN		470	0,000%	F
QIC INTERNATIONAL EQUITIES FUND.		5.359	0,001%	F
QUALITY EDUCATION FUND		817	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,082%	F
RBC QUANT EAFE DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUANT EUROPEAN DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUBE GLOBAL EQUITY FUND		1	0,000%	F
ReAssure Limited		127.852	0,012%	F
RECORD INVEST SCA SICAV RAIF		4.669	0,000%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		19.518	0,002%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		62.196	0,006%	F
RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT		33.161	0,003%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.755	0,000%	F
Reusser Jürg		6.000	0,001%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		328.736	0,031%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		11.915	0,001%	F
RHUMBLINE LOW CARBON INDEX FUNDLLC		18.077	0,002%	F
RLA International Equities Fund		12.400	0,001%	F
ROBECO CAPITAL GROWTH FUNDS		56.960	0,005%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,003%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,000%	F
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND		2.430	0,000%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,001%	F
ROPS EURO P		66.805	0,006%	F
ROPS-SMART INDEX EURO		108.033	0,010%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.436	0,007%	F
RPAQ 2015 FUND LP		6.762	0,001%	F
RT VIF VERSICHERUNG INTERNATIONAL FONDS		43.400	0,004%	F
RTX SAVINGS PLAN MASTER TRUST		148.085	0,014%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		14.482	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND		13.002	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.600	0,001%	F
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND		2.133	0,000%	F
RUSSELL INVESTMENT COMPANY PLC		30.158	0,003%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28		7.081	0,001%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND		87.308	0,008%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROW		13.907	0,001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.797	0,000%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.137	0,000%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		2.680	0,000%	F
Russell Investments Sustainable Global Shares Fund		3.836	0,000%	F
RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL		1.123	0,000%	F
RUTGERS THE STATE UNIVERSITY		7.378	0,001%	F
S. ROBSON WALTON 1999 CHILDRENS TRUST		1.330	0,000%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		1.240	0,000%	F
S. ROBSON WALTON 2010 TRUST		3.114	0,000%	F
SABADELL EUROPA BOLSA ESG, FI		256.009	0,024%	F
SAKKARAH 7 FCP		10.871	0,001%	F
SAMSUNG GLOBAL CORE EQUITY FUND		1.721	0,000%	F
SAS TRUSTEE CORPORATION POOLED FUND		215.995	0,021%	F
SBC MASTER PENSION TRUST		8.896	0,001%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		12.618	0,001%	F
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.		2.030	0,000%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		344.602	0,033%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCHRODER GLOBAL QUALITY FUND (CANADA)		1.402	0,000%	F
SCHRODER GLOBAL SUSTAINABLE EQUITY FUND		14.977	0,001%	F
SCHRODER GLOBAL VALUE FUND		48.647	0,005%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		3.194	0,000%	F
SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST		270.122	0,026%	F
SCHRODER INTERNATIONAL SELECTION FUND		148.175	0,014%	F
SCHRODER MANAGED BALANCED FUND		3.900	0,000%	F
SCHRODER PENSION MANAGEMENT LIMITED		16.438	0,002%	F
SCHRODER QEP GLOBAL ACTIVE VALUE FUND		24.212	0,002%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		123.145	0,012%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		324.304	0,031%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND		68.515	0,007%	F
SCHWAB INTERNATIONAL EQUITY ETF		820.988	0,078%	F
SCHWAB INTERNATIONAL INDEX FUND		252.540	0,024%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		1.036	0,000%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		5.826	0,001%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		915	0,000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		60.410	0,006%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		57.208	0,005%	F
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND		1.952	0,000%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.522	0,000%	F
SEB AKTIENFONDS		27.731	0,003%	F
SEEYOND		34.829	0,003%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,000%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		28.394	0,003%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND		8.102	0,001%	F
SELECTION EURO ENVIRONNEMENT (MAI 2022)		194.514	0,019%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		277	0,000%	F
SELIGSON AND CO EUROPE INDEX FUND		30.202	0,003%	F
SEMPRA ENERGY PENSION MASTER TRUST		4.628	0,000%	F
SENTINEL INTERNATIONAL FUND		1.046	0,000%	F
SG ACTIONS INTERNATIONALES		16.061	0,002%	F
SGA INTERNATIONAL EQUITY CIT		17.683	0,002%	F
SHELL CANADA 2007 PENSION PLAN		407	0,000%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		3.596	0,000%	F
SHELTON INTERNATIONAL SELECT EQUITY FUND		31.708	0,003%	F
SHERIFFS PENSION AND RELIEF FUND		4.086	0,000%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		80	0,000%	F
SIEMENS BALANCED		12.018	0,001%	F
SIEMENS EMU EQUITIES		37.682	0,004%	F
SIEMENS-FONDS SIEMENS-RENTE		54.879	0,005%	F
SIENNA IRC ACTIONS		92.270	0,009%	F
SIJOITUSRAHASTO UB EUROOPPA AI		8.600	0,001%	F
Simplicity Hedged Global Share Fund		11.335	0,001%	F
Simplicity Unhedged Global Share Fund		7.011	0,001%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		1.032.314	0,098%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		345.556	0,033%	F
SLW PORTFOLIO LLC		256	0,000%	F
SOCIAL PROTECTION FUND		10.509	0,001%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.817	0,000%	F
SPA MANDATE BLACKROCK		19.107	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		493.857	0,047%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		9.588	0,001%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		8.925	0,001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		664	0,000%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		239.860	0,023%	F
SPDR PORTFOLIO EUROPE ETF		10.254	0,001%	F
SPDR SP WORLD EX AUSTRALIA FUND		5.299	0,001%	F
SPP GENERATION 40-TAL		3.800	0,000%	F
SPP GENERATION 50-TAL		24.909	0,002%	F
SPP GENERATION 60-TAL		15.755	0,002%	F
SPP GENERATION 70-TAL		43.080	0,004%	F
SPP GENERATION 80-TAL		43.477	0,004%	F
SPRING 625		33.482	0,003%	F
SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND		3.465	0,000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		36	0,000%	F
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND		6.755	0,001%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.924	0,033%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		1.959	0,000%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		46.275	0,004%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		128.891	0,012%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		2.051.256	0,196%	F
ST PF STAPLES MANDATE ALLIANCE CAPITAL		2.680	0,000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,000%	F
ST. MARY'S HEALTHCARE		152	0,000%	F
STANDARD BANK OF SOUTH AFRICA LTD		77.840	0,007%	F
STANLIB FUNDS LIMITED		46.529	0,004%	F
STAR PASTEUR		17.656	0,002%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		22.184	0,002%	F
STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD		34.222	0,003%	F
STATE OF MINNESOTA		197.753	0,019%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		181.175	0,017%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		28.540	0,003%	F
STATE OF WISCONSIN INVESTMENT BOARD		116.229	0,011%	F
STATE OF WYOMING		35.470	0,003%	F
STATE STREET CCF		2.497	0,000%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		3.141	0,000%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		260.988	0,025%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		110.112	0,010%	F
STATE STREET GLOBAL INDEX PLUS TRUST		2.018	0,000%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		94.478	0,009%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		6.100	0,001%	F
STATE STREET IRELAND UNIT TRUST		17.288	0,002%	F
STATE STREET TOTAL RETURN VIS FUND		4.407	0,000%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		746.601	0,071%	F
STATE UNIVERSITIES RETIREMENT SYSTEM		123.670	0,012%	F
STELLAR INSURANCE, LTD.		1.459	0,000%	F
STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND		92.750	0,009%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,000%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET		462	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR		3.886	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF		23.550	0,002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF		9.146	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		12.076	0,001%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		154.149	0,015%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		121.122	0,012%	F
STICHTING BPL PENSIOEN MANDAAT BLACKROCK		56.156	0,005%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		162.949	0,016%	F
STICHTING HEINEKEN PENSIOENFONDS		14.109	0,001%	F
STICHTING ING CDC PENSIOENFONDS		6.407	0,001%	F
STICHTING MN SERVICES		143.651	0,014%	F
STICHTING MN SERVICES AANDELENFO ND		27.094	0,003%	F
STICHTING NN CDC PENSIOENFONDS		1.249	0,000%	F
STICHTING PENSIOENFONDS ABP		851.448	0,081%	F
STICHTING PENSIOENFONDS ING		9.697	0,001%	F
STICHTING PENSIOENFONDS NOTARIAAT		2.330	0,000%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		7.031	0,001%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,000%	F
STICHTING PENSIOENFONDS SAGITTARIUS		10.484	0,001%	F
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN		1.747	0,000%	F
STICHTING PENSIOENFONDS VOOR HUISARTSEN		54.699	0,005%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		43.226	0,004%	F
STICHTING PGGM DEPOSITARY		144.494	0,014%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,001%	F
STICHTING PME PENSIOENFONDS		63.943	0,006%	F
STOREBRAND EUROPA		353.836	0,034%	F
STOREBRAND EUROPA PLUS		29.444	0,003%	F
STOREBRAND GLOBAL ALL COUNTRIES		181.885	0,017%	F
STOREBRAND LIVSFORSIKRING AS		273.370	0,026%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,001%	F
STRATEGY SICAV		1.521	0,000%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		3.999	0,000%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.043	0,002%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		659	0,000%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		3.155	0,000%	F
SWISS NATIONAL BANK		1.155.949	0,110%	F
SYCOMORE INCLUSIVE JOBS		239.616	0,023%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		2.839	0,000%	F
T. ROWE PRICE FUNDS SICAV		14	0,000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		26.500	0,003%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		56.915	0,005%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.190	0,000%	F
TANGERINE BALANCED GROWTH PORTFOLIO		7.529	0,001%	F
TANGERINE BALANCED INCOME PORTFOLIO		667	0,000%	F
TANGERINE BALANCED PORTFOLIO		5.023	0,000%	F
TANGERINE EQUITY GROWTH PORTFOLIO		9.862	0,001%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		23.194	0,002%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		309.768	0,030%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		88.474	0,008%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		4.977	0,000%	F
TD EUROPEAN INDEX FUND		2.777	0,000%	F
TD INTERNATIONAL EQUITY INDEX ETF		29.774	0,003%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		271.897	0,026%	F
TEACHERS RETIREMENT ALLOWANCES FUND		1	0,000%	F
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		73.937	0,007%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		31.796	0,003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		364.087	0,035%	F
TELSTRA SUPERANNUATION SCHEME		11.054	0,001%	F
TEXAS PERMANENT SCHOOL FUND CORP		88.534	0,008%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		18.041	0,002%	F
TEXAS UTILITIES QUAL NDT PARTNERSHIP		2.393	0,000%	F
THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO		27.581	0,003%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		140.827	0,013%	F
THE ANNENBERG FOUNDATION.		5.501	0,001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		162.774	0,016%	F
THE ASSOCIATED BRITISH FOODS PENSION SCHEME		128.871	0,012%	F
THE BANK OF KOREA		1.168	0,000%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		98.769	0,009%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		77.518	0,007%	F
THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		61.987	0,006%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		1.719	0,000%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.616	0,000%	F
THE COMMONWEALTH FUND		1.507	0,000%	F
THE DAVID A DUFFIELD TRUST UAD 07/14/88		3.296	0,000%	F
THE ESB PENSION FUND		14.100	0,001%	F
THE FIRST CHURCH OF CHRIST SCIENTIST		1.046	0,000%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		2.359	0,000%	F
THE HKSAR GOVERNMENT SCHOLARSHIP FUND		231	0,000%	F
THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		1.679	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		10.095	0,001%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		674	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		48.514	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		55.376	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		7.495	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		5.850	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: AXA IM GLOBAL EX JAPAN EQUITY MOTHER FUND		41.659	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		221	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129		3.374	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		8.854	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		32.088	0,003%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT T		42.544	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		15.892	0,002%	F
THE MINDEROO FOUNDATION TRUST		2.999	0,000%	F
THE MISSOURI FOUNDATION FOR HEALTH		8.979	0,001%	F
THE MONETARY AUTHORITY OF SINGAPORE		15.315	0,001%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		3.538	0,000%	F
THE NEMOURS FOUNDATION PENSION PLAN		471	0,000%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		15.886	0,002%	F
THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO		483	0,000%	F
THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT		1.909	0,000%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		113.400	0,011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		577.453	0,055%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND		645.669	0,062%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		12.040	0,001%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		103.074	0,010%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY		8.838	0,001%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,000%	F
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST		8.403	0,001%	F
THEAM QUANT - EQUITY EUROPE DEFI		37.749	0,004%	F
THEAM QUANT - EQUITY EUROZONE DEFI		26.307	0,003%	F
THEAM QUANT - EQUITY WORLD DEFI		11.238	0,001%	F
THEAM QUANT - NEW ENERGY OPPORTUNITIES		5.293	0,001%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		75.506	0,007%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,001%	F
THRIFT SAVINGS PLAN		465.976	0,044%	F
THRIFT SAVINGS PLAN		1.508.162	0,144%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		5.385	0,001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		707.829	0,067%	F
TIMOTHY PLAN INTERNATIONAL ETF.		30.484	0,003%	F
TIMOTHY PLAN MARKET NEUTRAL ETF		13.932	0,001%	F
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST		2.594	0,000%	F
TOCQUEVILLE FINANCE ISR		6.100	0,001%	F
TONI ACTIONS ISR 100		81.674	0,008%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,003%	F
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP		2.795	0,000%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		3.936	0,000%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT		112.646	0,011%	F
TRINITY COLLEGE CAMBRIDGE		9.460	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		2.731	0,000%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		33.091	0,003%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,000%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		18.196	0,002%	F
TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH		4.708	0,000%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		2.989	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC		2	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC. C/O CORPORATION SERVICE COMPANY		15.919	0,002%	F
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		118.704	0,011%	F
TWO SIGMA INTERNATIONAL CORE		36.300	0,003%	F
TWO SIGMA WORLD CORE FUND LP		17.000	0,002%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,000%	F
UBS (IRL) ETF PLC		189.327	0,018%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		835.916	0,080%	F
UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)		143.143	0,014%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		64.205	0,006%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		172.624	0,016%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.681	0,000%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		929	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		447	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		2.958	0,000%	F
UBS ASSET MANAGEMENT LIFE LTD		197.319	0,019%	F
UBS COMMON CONTRACTUAL FUND		19.992	0,002%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		14.826	0,001%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT		103.869	0,010%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUN		18.766	0,002%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		262.625	0,025%	F
UBS FUND MANAGEMENT(LUXEMBOURG) SA		132.092	0,013%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		8.047	0,001%	F
UBS LUX FUND SOLUTIONS		1.107.038	0,106%	F
UI-FONDS BAV RBI AKTIEN		41.907	0,004%	F
UI-S		10.191	0,001%	F
UNIDIVIDENDENASS		26.993	0,003%	F
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY		3.908	0,000%	F
UNIGEST, S.G.I.I.C., S.A.U.		25.140	0,002%	F
UNIGLOBAL DIVIDENDE		52.898	0,005%	F
UNISUPER		6.463	0,001%	F
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE		2.571	0,000%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,000%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH		776.739	0,074%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		19.853	0,002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO UMWELT UND NACHHALTIGKEITS FONDS		6.828	0,001%	F
UNIVERSAL INVESTMENT GMBH		50.500	0,005%	F
Universal-Investment-Gesellschaft mbH		111.835	0,011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		6.504	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR EPX-ASUS-SHARES		38.288	0,004%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		3.377	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		10.218	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		18.344	0,002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		8.097	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/SAI-UNIVERSAL-FONDS SEGMENT (UI491401)		57.034	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		2.790	0,000%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUIFONDS SAA		48.888	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		3.811	0,000%	F
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO		38.899	0,004%	F
UNIVERSITIES SUPERANNUATION SCHEME		4.468	0,000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,001%	F
US LEGACY INCOME COMMON TRUST FUND		109.296	0,010%	F
USAA CASUALTY INSURANCE COMPANY		6.418	0,001%	F
USAA GENERAL INDEMNITY COMPANY		3.500	0,000%	F
UTAH STATE RETIREMENT SYSTEMS		53.430	0,005%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL		35.771	0,003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SP		23.470	0,002%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		65.033	0,006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		49.236	0,005%	F
VANECK ETFS N.V.		139.969	0,013%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		11.362	0,001%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		3.806.284	0,363%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		11.098	0,001%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		71.158	0,007%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		11.930	0,001%	F
VANGUARD EUROPEAN STOCK INDEX FUND		936.589	0,089%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		78.497	0,007%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		436.973	0,042%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		3.046.914	0,291%	F
VANGUARD FTSE ALL WORLD EX US INDEX FUND		908.668	0,087%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		68.526	0,007%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		4.915	0,000%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		5.989	0,001%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		576.026	0,055%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		174.500	0,017%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		12.045	0,001%	F
VANGUARD INTL HIGH DIV YLD INDEX FD		272.438	0,026%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		499.581	0,048%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		10.404	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD		7.111	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD		10.945	0,001%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		128.461	0,012%	F
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF		12.396	0,001%	F
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF		7.158	0,001%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF		2.277	0,000%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.284.662	0,599%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		259.772	0,025%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		23.947	0,002%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		9.527	0,001%	F
VEBA PARTNERSHIP N LP		13.171	0,001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		19.014	0,002%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS		81.873	0,008%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		11.515	0,001%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		39.787	0,004%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		15.266	0,001%	F
VIA SMART-EQUITY EUROPE		75.652	0,007%	F
VIA SMART-EQUITY WORLD		30.912	0,003%	F
VICTORY MARKET NEUTRAL INCOMEFUND		497.054	0,047%	F
VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.		7.663	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF		18.353	0,002%	F
VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.		22.110	0,002%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		264.683	0,025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		23.971	0,002%	F
VIRGINIA RETIREMENT SYSTEM		93	0,000%	F
VIVACCIO ISR ACTIONS		318.739	0,030%	F
VOYA BALANCED INCOME PORTFOLIO		4.401	0,000%	F
VOYA BALANCED PORTFOLIO		4.459	0,000%	F
VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND		31.401	0,003%	F
VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND		95.786	0,009%	F
VOYA GLOBAL EQUITY FUND		48.828	0,005%	F
VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		102.250	0,010%	F
VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		154.493	0,015%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		32.195	0,003%	F
VOYA VACS INDEX SERIES I PORTFOLIO		43.045	0,004%	F
WASHINGTON STATE INVESTMENT BOARD		434.809	0,041%	F
WBW TRUST NUMBER ONE		814	0,000%	F
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N		1	0,000%	F
WESPATH FUNDS TRUST		5.546	0,001%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		5.466	0,001%	F
WHEELS COMMON INVESTMENT FUND.		456	0,000%	F
WILLIS TOWERS WATSON GROUP TRUST		36.938	0,004%	F
WINDWISE MSCI EAFE INDEX NON LENDING		13.123	0,001%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		41.440	0,004%	F
WISDOMTREE GLOBAL HIGH DIVIDENDFUND		5.687	0,001%	F
WISDOMTREE INTERNATIONAL EQUITYFUND		87.226	0,008%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		69.321	0,007%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND		99.106	0,009%	F
WISDOMTREE ISSUER ICAV		10.939	0,001%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,001%	F
WM POOL - EQUITIES TRUST NO. 75		140.856	0,013%	F
WM POOL - EQUITIES TRUST NO. 76 - ROBECO		1.846	0,000%	F
WM POOL - GLOBAL EQUITIES TRUST NO.6		15.631	0,001%	F
WORLD EQUITIES		951	0,000%	F
WORLD TRADE ORGANIZATION PENSION PLAN		3.985	0,000%	F
WYOMING RETIREMENT SYSTEM		6.594	0,001%	F
XTRACKERS		718.206	0,068%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		519.126	0,050%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		925	0,000%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		2.858	0,000%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.639	0,000%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		156.521	0,015%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		22.189	0,002%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.058	0,000%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		3.361	0,000%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		2.313	0,000%	F
ZEPHYR - OPTIMISED PLUS 2		2.914	0,000%	F
ZURICH INVEST ICAV		58.265	0,006%	F
Zwitserleven Institutionele Beleggingsfondsen - Zwitserleven Duurzaam Index Aandelenfonds Europa		13.062	0,001%	F
ALPHAJET EUROPE IMPACT360		2.000	0,000%	C
ASSET MANAGEMENT EXCHANGE UCITS CCF.		12.432	0,001%	C
BANK OF KOREA		82	0,000%	C
BEVEILIGING MANDAAT SSGA RE AANDELEN		20.073	0,002%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BMO DIVERSIFIED INCOME PORTFOLIO		7.176	0,001%	C
BMO MSCI EAFE ESG LEADERS INDEXETF		3.391	0,000%	C
BMO MSCI EAFE INDEX ETF		155.952	0,015%	C
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		75.571	0,007%	C
GREEN CENTURY MSCI INTERNATION		20.944	0,002%	C
Internationale Kapitalanlagegesellschaft mbH		19.866	0,002%	C
IRCANTEC PAB AMUNDI		2.011	0,000%	C
MINISTRY OF ECONOMY AND FINANCE		249.924	0,024%	C
MORELLI FRANCESCO	MRLFNC60D28E716Q	110	0,000%	C
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		200.844	0,019%	C
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		9.374	0,001%	C
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS		4.301	0,000%	C
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU		5.514	0,001%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,007%	C
STICHTING BLUE SKY LIQUID ASSET FUNDS		40.630	0,004%	C
STICHTING CZ FUND DEPOSITARY		7.289	0,001%	C
STICHTING PENSIOENFONDS APF.		13.011	0,001%	C
STICHTING PENSIOENFONDS HOOGOVENS		2.079	0,000%	C
STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN		22.345	0,002%	C
STICHTING PENSIOENFONDS PGB		594.536	0,057%	C
STICHTING PENSIOENFONDS UWV		19.417	0,002%	C
THE GREATER MANCHESTER PENSION FUND.		51.312	0,005%	C
VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE		25.205	0,002%	C
VGV POOLFONDS PA1		14.394	0,001%	C
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.011	0,000%	A
OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		9.074	0,001%	A
Totale votanti		**1.048.704.718**	**100%**	

Legenda
F - Favorevole
C - Contrario
A - Astenuto
Lx - Lista x
NV - Non Votante
NE - Non Espresso

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

COMUNICAZIONE DEL PRESIDENTE

Sono presenti n.	**1.543**	aventi diritto partecipanti all'Assemblea per il tramite del Rappresentante Designato,		
per complessive n.	**1.048.704.718**	azioni ordinarie, regolarmente depositate ed aventi diritto,		
che rappresentano il	**80,292%**	di n.	**1.306.110.000**	azioni ordinarie costituenti il capitale sociale.

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All. H e
Racc. 36550

All. I e
racc. 36550

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 1.1 della parte straordinaria

Modifica articoli statuto sociale: articolo 4 (integrazione dell'oggetto sociale),

	n. azioni	% azioni rappresentate in assemblea	% del Capitale Sociale
Quorum costitutivo assemblea	1.048.704.718	100%	80,292%
Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo):	1.048.704.718	100,000%	80,292%
Azioni per le quali il RD non dispone di istruzioni:	0	0,000%	0,000%

	n. azioni	% partecipanti al voto	% del Capitale Sociale
Favorevole	1.048.694.633	99,999%	80,291%
Contrario	0	0,000%	0,000%
Astenuto	10.085	0,001%	0,001%
Totali	1.048.704.718	100,000%	80,292%

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 1.1 della parte straordinaria

Modifica articoli statuto sociale: articolo 4 (integrazione dell'oggetto sociale),

Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del Dottor Massimiliano Chiadò Piat

Anagrafica	CF/PI	Azioni	% su votanti	Voto
1895 FONDS FGR		16.283	0,002%	F
1975 IRREV TRUST OF C D WEYERHAEUSER		675	0,000%	F
405 MSTV I LP		75.684	0,007%	F
801 INVESTMENTS LLC		4.605	0,000%	F
AA NATIXIS ACTIONS MIN VAR		41.994	0,004%	F
AA SSGA Actions Euro		20.562	0,002%	F
AA SSGA Actions Indice Euro		115.957	0,011%	F
AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO		88.957	0,008%	F
AB COLLECTIVE INVESTMENT TRUST SERIES		6.850	0,001%	F
AB GLOBAL RISK ALLOCATION FUND INC		5.111	0,000%	F
AB SICAV I - ALL MARKET INCOME		175.114	0,017%	F
AB SICAV III - DYNAMIC ALL MAR		997	0,000%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		1.127	0,000%	F
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO		5.015	0,000%	F
ABB PENSION FUND		1.101	0,000%	F
ABN AMRO FUNDS		10.625	0,001%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND		35.611	0,003%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		26.631	0,003%	F
ABU DHABI PENSION FUND		39.857	0,004%	F
ACCIDENT COMPENSATION CORPORATION		282.534	0,027%	F
ACHMEA IM GLOBAL EQ FND EUR		9.899	0,001%	F
ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV		19.083	0,002%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		35.020	0,003%	F
ACS 30:70 GLOBAL EQUITY TRACKER FUND		8.919	0,001%	F
ADVANCE PLANNING LIMITED		1.873	0,000%	F
ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO		39.498	0,004%	F
ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO		90.024	0,009%	F
ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO		111.514	0,011%	F
ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO		173.948	0,017%	F
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO		92.350	0,009%	F
ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO		20.884	0,002%	F
ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		167.203	0,016%	F
ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO		3.715	0,000%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		641	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
AEGON CUSTODY B.V.		245.994	0,023%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,003%	F
AIB GROUP IRISH PENSION SCHEME		10.077	0,001%	F
AIM EQUITY EUROPE CANTONS MAIN		7.996	0,001%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		83.490	0,008%	F
ALASKA COMMON TRUST FUND		17.333	0,002%	F
ALASKA PERMANENT FUND CORPORATION		190.990	0,018%	F
ALBERTA INVESTMENT MANAGEMENT CORPORATION		33.700	0,003%	F
ALFRED I. DUPONT CHARITABLE TRUST		10.656	0,001%	F
ALLEANZA OBBLIGAZIONARIO		174.508	0,017%	F
ALLIANZ AZIONI ITALIA ALL STARS LL STARS		475.000	0,045%	F
ALLIANZ EUROPEAN PENSION INVESTMENTS		858.042	0,082%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		3.760	0,000%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		16.086	0,002%	F
ALLIANZ ITALIA 50 SPECIAL		30.000	0,003%	F
ALLIANZGI S AKTIEN		178.438	0,017%	F
ALLIANZGI-FONDS GANO 2		8.647	0,001%	F
ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA		323.114	0,031%	F
ALLIANZGI-FONDS TOSCA		2.755	0,000%	F
ALPHAJET EUROPE IMPACT360		2.000	0,000%	F
AMERICAN BUREAU OF SHIPPING		1.128	0,000%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		170.424	0,016%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		7.484	0,001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		8.564	0,001%	F
AMERICAN HEART ASSOCIATION, INC.		1.142	0,000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,001%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,003%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		5.773	0,001%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		82.369	0,008%	F
AMSELECT - HSBC EURO EQUITY VALUE		458.984	0,044%	F
AMUNDI ACTIONS EURO ISR		60.901	0,006%	F
AMUNDI ACTIONS EUROPE ISR		9.386	0,001%	F
AMUNDI AMBITION NET ZERO CARBONE		27.022	0,003%	F
AMUNDI ESG GLOBAL LOW CARBON FUND		66.230	0,006%	F
AMUNDI ESG IMPROVERS EURO		728.649	0,069%	F
Amundi Etf ICAV		16.154	0,002%	F
Amundi Etf ICAV - Amundi S and P 500 Equal Weight Esg Leaders Ucits Etf		23.693	0,002%	F
Amundi Etf ICAV - Amundi SandP 500 Equal Weight Esg Leaders Ucits Etf		23.578	0,002%	F
AMUNDI EURO iSTOXX CLIMATE PARIS ALIGNED PAB		2.977	0,000%	F
Amundi Euro Stoxx Select Dividend 30		202.348	0,019%	F
AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS		530.209	0,051%	F
AMUNDI FTSE MIB		305.441	0,029%	F
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY		4.274	0,000%	F
AMUNDI FUNDS EQUITY EURO RISK PARITY		26.958	0,003%	F
AMUNDI FUNDS GLOBAL PERSPECTIVES		5.440	0,001%	F
AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT		75.477	0,007%	F
AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA		548	0,000%	F
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND		18.023	0,002%	F
AMUNDI INDEX MSCI EMU SRI		112.044	0,011%	F
AMUNDI INDEX MSCI EUROPE		176.151	0,017%	F
Amundi Index MSCI Europe SRI		370.089	0,035%	F
AMUNDI INDEX MSCI WORLD		43.138	0,004%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE		5.100	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL		9.360	0,001%	F
AMUNDI MSCI ACWI SRI PAB UCITS ETF		1.075	0,000%	F
Amundi MSCI EMU ESG CTB Net Zero Ambit		50.570	0,005%	F
AMUNDI MSCI EMU ESG Leaders Select		396.607	0,038%	F
AMUNDI MSCI EUROPE		164.908	0,016%	F
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB		2.713	0,000%	F
AMUNDI MSCI EUROPE EX SWITZERLAND		44.635	0,004%	F
AMUNDI MSCI WORLD		2.906.000	0,277%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB		6.898	0,001%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR		3.448	0,000%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB		3.552	0,000%	F
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT		1.183	0,000%	F
AMUNDI PATRIMOINE PEA		99.683	0,010%	F
AMUNDI PRIME EUROZONE		10.113	0,001%	F
AMUNDI STOXX EUROPE 600		381.560	0,036%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		2.838	0,000%	F
AMUNDI STRATEGIES ACTIONS EURO CORE +		18.689	0,002%	F
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY		614	0,000%	F
ANDRA AP-FONDEN		51.120	0,005%	F
AP ACTIONS 1 EURO		18.066	0,002%	F
APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND		18.964	0,002%	F
AQR ABS RETURN MASTER NON FLIP		1.082.147	0,103%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT LP		123.126	0,012%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		9.874	0,001%	F
AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		6.563	0,001%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.		331.455	0,032%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. C/O AQR CAPITAL MANAGEMENT LL C.		15.223	0,001%	F
AQR FUNDS - AQR GLOBAL EQUITY FUND		56.733	0,005%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		314.883	0,030%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.862	0,076%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		88.686	0,008%	F
AQR FUNDSAQR MULTIASSET FUND		42.319	0,004%	F
AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.		2.906	0,000%	F
AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		787	0,000%	F
AQR INNOVATION FUND L.P.		848	0,000%	F
AQR INNOVATION FUND L.P.- SE RIES		13.116	0,001%	F
AQR INNOVATION FUND, L.P.		1.599	0,000%	F
AQR LUX FUNDS AQR DIVERSIFIED RISK PR		562.436	0,054%	F
AQR LUX FUNDS-AQR DIVERSIFIED RISK PREMIA FUND		713	0,000%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		6.682	0,001%	F
AQR STYLE PREMIA MASTER ACCOUNT L.P..		28.125	0,003%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		26.532	0,003%	F
AQR TAX AWARE TOTAL RETURN FUND LLC		51.643	0,005%	F
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC		772	0,000%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		788.070	0,075%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		7.789	0,001%	F
ARERO - DER WELTFONDS - ESG		10.139	0,001%	F
ARIZONA PSPRS TRUST		96.703	0,009%	F
ARIZONA STATE RETIREMENT SYSTEM		130.874	0,012%	F
ARKWRIGHT, LLC		1.611	0,000%	F
ARR INT EX US ALPHA EXTENSION TRUST FUND		67.768	0,006%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		544.310	0,052%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		104.871	0,010%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		4.360	0,000%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P		11.142	0,001%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP.		13	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUE TRUST FUND		5.815	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND		24.300	0,002%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED		6.630	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.		55	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		14.434	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		2.438	0,000%	F
ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U		148.877	0,014%	F
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI		267.501	0,026%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT.		86	0,000%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED		12.163	0,001%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD		1.230	0,000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		1.277.509	0,122%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		466.760	0,045%	F
ARROWSTREET GLOBAL EQUITY FUND		141.585	0,014%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		10.634	0,001%	F
ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION.		48.582	0,005%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		152.655	0,015%	F
ARROWSTREET US GROUP TRUST		1.551.175	0,148%	F
ARROWSTREET US GROUP TRUST - ARROWST GBL EQU - ALPHA EXT FD		68.624	0,007%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP		103.496	0,010%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET U		43.660	0,004%	F
ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY-		370	0,000%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		387.657	0,037%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		467.397	0,045%	F
ARTEMIS SMARTGARP PARIS-ALIGNED GLOBAL EQUITY		21.346	0,002%	F
ASCENSION ALPHA FUND LLC		5.470	0,001%	F
ASIAN DEVELOPMENT BANK		72.000	0,007%	F
ASR INSTITUT FONDSEN EUR AANDELEN		375.637	0,036%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF.		33.016	0,003%	F
ASSURDIX		41.260	0,004%	F
ATCP-UI-FONDS		1.928	0,000%	F
AURION GLOBAL EQUITY FUND		1.588	0,000%	F
AUSTRALIAN CAPITAL TERRITORY		18.030	0,002%	F
AUSTRALIAN NATIONAL UNIVERSITY		3.890	0,000%	F
AUSTRALIAN RETIREMENT TRUST		413.532	0,039%	F
AUSTRALIANSUPER		5.957	0,001%	F
AUTORIDADE MONETARIA DE MACAU		8.262	0,001%	F
AVADIS FUND-AKTIEN WELT AST 2		10.351	0,001%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,001%	F
AVALON PORTFOLIO II LLC		1.928	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Aviva Investors Funds ACS - AI Balanced Life Fund		829	0,000%	F
Aviva Investors Funds ACS - AI Balanced Pension Fund		14.856	0,001%	F
Aviva Investors Funds ACS - AI Cautious Pension Fund		234	0,000%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,001%	F
Aviva Investors Passive Funds ACS - AI 30:70 Global Equity (Currency Hedged) Index Fund		3.437	0,000%	F
Aviva Investors Passive Funds ACS - AI 50:50 Global Equity Index Fund		4.066	0,000%	F
Aviva Investors Passive Funds ACS - AI 60:40 Global Equity Index Fund		12.856	0,001%	F
Aviva Investors Passive Funds ACS - AI Continental European Equity Index Fund		65.432	0,006%	F
Aviva Investors Passive Funds ACS - AI Developed European ex UK Equity Index Fund		51.040	0,005%	F
Aviva Investors Passive Funds ACS - AI Developed World ex UK Equity Index Fund		14.070	0,001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		163	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		2.413	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		3.277	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		3.251	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,000%	F
Aviva Investors UK Fund Services Limited		63.500	0,006%	F
AVIVA LIFE & PENSIONS IRELAND DAC		30.948	0,003%	F
AVIVA LIFE & PENSIONS UK LIMITED		77.859	0,007%	F
Aviva Life and Pensions UK Limited		4.340	0,000%	F
AWARE SUPER		109.895	0,010%	F
AXA AA DIVERSIFIE INDICIEL 1		33.825	0,003%	F
AXA PEA REGULARITE		1.398.856	0,133%	F
AZ FUND 1 AZ ALLOCATION ITALIAN TREND		123.652	0,012%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30		2.800	0,000%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70		72.700	0,007%	F
AZ FUND 1 AZ ALLOCATION TREND		272.633	0,026%	F
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA		6.300	0,001%	F
AZIMUT CAPITAL MANAGEMENT SGR SPA		10.700	0,001%	F
AZIMUT LIFE DAC		1.279	0,000%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		8.225	0,001%	F
AZL INTERNATIONAL INDEX FUND		33.256	0,003%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		11.588	0,001%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		10.983	0,001%	F
BANK OF BOTSWANA.		3.575	0,000%	F
BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION		51.269	0,005%	F
BANK OF KOREA		83	0,000%	F
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		2.778	0,000%	F
BEAR CREEK INC		9.951	0,001%	F
BEAT DRUGS FUND ASSOCIATION		582	0,000%	F
BEL EQUITY EUROPE ESG		92.625	0,009%	F
BERESFORD FUNDS ICAV		1.832	0,000%	F
BESSEMER TRUST CO CLEARING ACCT		9.300	0,001%	F
Best Investment Corporation		2.881	0,000%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,000%	F
BEVEILIGING MANDAAT SSGA RE AANDELEN		20.073	0,002%	F
BEWAARSTICHTING NNIP I		136.001	0,013%	F
BFT PARTNERS VIA EQUITY EUROPE SRI		39.962	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BG MASTER FUND ICAV		1.092	0,000%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND		180.507	0,017%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		21.462	0,002%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		374.165	0,036%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		13.099	0,001%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		71.213	0,007%	F
BLACKROCK CDN WORLD INDEX FUND		47.274	0,005%	F
BLACKROCK FUND MANAGERS LTD		26.501	0,003%	F
BLACKROCK FUNDS I ICAV		12.949	0,001%	F
BLACKROCK GLOBAL FUNDS		26.612	0,003%	F
BLACKROCK GLOBAL INDEX FUNDS		30.340	0,003%	F
BLACKROCK IG INTERNATIONAL EQUITY POOL		36.945	0,004%	F
BLACKROCK INDEX SELECTION FUND		306.020	0,029%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		100	0,000%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		4.414.316	0,421%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		5.785	0,001%	F
BLACKROCK LIFE LIMITED		17.872	0,002%	F
BLACKROCK LIFE LTD		163.704	0,016%	F
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		87.055	0,008%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		429	0,000%	F
BLACKROCK UCITS CCF		38.809	0,004%	F
BLKB Equity Switzerland Focus		509.323	0,049%	F
BMO DIVERSIFIED INCOME PORTFOLIO		7.176	0,001%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.391	0,000%	F
BMO MSCI EAFE INDEX ETF		155.952	0,015%	F
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED		276.470	0,026%	F
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE		102.160	0,010%	F
BNP PARIBAS EASY - MSCI EUROPE EX CW		148.176	0,014%	F
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED		432.414	0,041%	F
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED		121.332	0,012%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-Series PAB 5 Capped UCITS ETF		3.682	0,000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF		3.573	0,000%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		61.929	0,006%	F
BNP PARIBAS FINANCE EUROPE ISR		162.806	0,016%	F
BNY MELLON INTERNATIONAL EQUITY ETF		14.261	0,001%	F
BNY MELLON INTERNATIONAL STOCK INDEX FUND		8.917	0,001%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		1	0,000%	F
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND		22.256	0,002%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		4.820	0,000%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		4	0,000%	F
BOC PRUDENTIAL EUROPEAN INDEX FUND		34.184	0,003%	F
BRIDGE BUILDER INTERNATIONAL E		26.078	0,002%	F
BRIDGE BUILDER TAX MANAGED		3.267	0,000%	F
BRIDGEWATER ASSOCIATES		4.752	0,000%	F
BRIDGEWATER BLUE PEAK FUND LP.		28	0,000%	F
BRIDGEWATER PURE ALPHA FUND III, LTD		3.651	0,000%	F
BRIDGEWATER PURE ALPHA STERLING FUND LTD		1.382	0,000%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD.		24.955	0,002%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY LTD		2.698	0,000%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.264	0,003%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		682	0,000%	F
BRUCE POWER PENSION PLAN		20.755	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BRUNEI SHELL RETIREMENT BENEFIT FUND		1.127	0,000%	F
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR		12.525	0,001%	F
BT INTERNATIONAL FUND		27.824	0,003%	F
BUILDERS ASSET MANAGEMENT LLC		19.011	0,002%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,000%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		543	0,000%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		1.722	0,000%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		17.159	0,002%	F
BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST		3.434	0,000%	F
BW DMO FUND LTD.		7.418	0,001%	F
BW PASPG LTD		1.894	0,000%	F
BWM PA 24 LTD		2.642	0,000%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		1.061.331	0,101%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		2.802	0,000%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.116	0,002%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.086	0,000%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		582.239	0,056%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,000%	F
CAPULA TAIL RISK MASTER FUND LIMITED		2.313	0,000%	F
CARDANO COMMON CONTRACTUAL FUND		2.143	0,000%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		35.851	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,001%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	43,591%	F
CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	80027390584	18.030.000	1,719%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		5.218	0,000%	F
CATERPILLAR INVESTMENT TRUST.		3.869	0,000%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.443	0,000%	F
CENTRAL BANK OF IRELAND		6.498	0,001%	F
CENTRAL BANK OF IRELAND - MSCI PAB		7.779	0,001%	F
CENTRAL PROVIDENT FUND BOARD		2.778	0,000%	F
CERVURITE INTERNATIONAL LLC		27.240	0,003%	F
CFSIL RE CNEALTH GS FD 16		10.625	0,001%	F
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		53.494	0,005%	F
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1		116.856	0,011%	F
CHCP GLOBAL SECURITIES LP		2.533	0,000%	F
CHEVRON MASTER PENSION TRUST		115.225	0,011%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.393	0,001%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		7.046	0,001%	F
CI MORNINGSTAR INTERNATIONAL VALUE INDEX ETF		81.595	0,008%	F
CIBC EUROPEAN INDEX FUND		1	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		777	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		667	0,000%	F
CIBC INTERNATIONAL EQUITY PRIVATE POOL		1	0,000%	F
CIBC INTERNATIONAL INDEX FUND		1	0,000%	F
CINDY SPRINGS LLC		42.020	0,004%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T		390.180	0,037%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO		40.041	0,004%	F
CITITRUST LIMITED		6.213	0,001%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		2.634	0,000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		57.239	0,005%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,002%	F
CITY OF NEW YORK GROUP TRUST		100.077	0,010%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		30.423	0,003%	F
CITY UNIVERSITY OF NEW YORK		331	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CMAP SRPA FUND LIMITED PORTFOLIO MARGIN ACCTS		29.573	0,003%	F
CMLA INDEXED GLOBAL SHARE FUND		1.678	0,000%	F
CNP ASSUR VALUE ET MOMENTUM		28.689	0,003%	F
CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		724	0,000%	F
COLLEGE RETIREMENT EQUITIES FUND		506.430	0,048%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,001%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		14.448	0,001%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		237.154	0,023%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		4.907	0,000%	F
COMMONWEALTH GLOBAL SHARE FUND 17,		917.736	0,088%	F
COMMONWEALTH GLOBAL SHARE FUND 30.		11.399	0,001%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR		73.284	0,007%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		2.955	0,000%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		77.885	0,007%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		723	0,000%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.796	0,001%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		655	0,000%	F
CONSOLIDATED EDISON RETIREMENT PLAN		9.702	0,001%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,000%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,000%	F
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.		32.775	0,003%	F
COUNSEL DEFENSIVE GLOBAL EQUITY		861	0,000%	F
COV WACHSTUM MF		2.728	0,000%	F
CPPIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD		18.425	0,002%	F
CPR Europe ESG Poche COR		53.094	0,005%	F
CREDIT SUISSE INDEX FUND (IE) ETF ICAV		11.411	0,001%	F
CREDIT SUISSE INDEX FUND (LUX)		521.871	0,050%	F
CRELAN INVEST BALANCED		34.743	0,003%	F
CRELAN INVEST CONSERVATIVE		4.445	0,000%	F
CRELAN INVEST DYNAMIC		16.561	0,002%	F
CSIF CH Equity EMU UBS Fund Management Switzerland AG		18.468	0,002%	F
CSIF CH III Equity World ex CH Climate Change Blue Pension Fund Plus UBS FM Switzerland AG		236	0,000%	F
CSIF CH III Equity World ex CH Value Weighted Pension Fund UBS Fund Management Switzerland AG		3.330	0,000%	F
CSIF4 Credit Suisse Lux Global High Income Fund USD		17.560	0,002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		45.744	0,004%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATI		88.762	0,008%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX		1.159	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		2.126	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		5.356	0,001%	F
DANMARKS GRUNDFORSKNINGFOND		1.576	0,000%	F
Danske Bank Puljer		61.980	0,006%	F
DANSKE INVEST ALLOCATION		40.365	0,004%	F
DEAM FONDS ZDV		5.062	0,000%	F
DEAM-FONDS CPT		5.000	0,000%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		80.940	0,008%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		2.724	0,000%	F
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG		18.332	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH GLOBALE AKTIEN		37.259	0,004%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		151.287	0,014%	F
DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1 U01		154.225	0,015%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,001%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		515.625	0,049%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF		18.260	0,002%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		4.235	0,000%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		47.410	0,005%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		19.101	0,002%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		43.984	0,004%	F
DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL		10.342	0,001%	F
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS		14.000	0,001%	F
DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF		18.612	0,002%	F
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF		5.471	0,001%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,001%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U04		63.150	0,006%	F
DEKA INVESTMENT GMBH W/SVAM-FONDS		8.459	0,001%	F
DEKA INVESTMENT GMBH W/SVN II-FONDS		4.879	0,000%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		2.018	0,000%	F
DEKA VALUE PLUS		134.730	0,013%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.		34.000	0,003%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHUETTUNGSCONCEPT REGIONAL NACHHALTIG		9.200	0,001%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC AKTIEN GLOBAL		21.000	0,002%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC PROFESSIONELL AKTIEN		12.000	0,001%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		75.571	0,007%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		4.057	0,000%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		33	0,000%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		1.122	0,000%	F
DESTINATIONS INTERNATIONAL EQU		11.163	0,001%	F
DEUTSCHE DCG EQ		1.926	0,000%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,000%	F
DFI LP EQUITY (PASSIVE		532	0,000%	F
DIGNITY PRE ARRANGEMENT LIMITED		2.247	0,000%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,000%	F
DIOCESE OF VENICE PENSION PLAN AND TRUST		206	0,000%	F
DNB BANK ASA		4.485	0,000%	F
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING		22.120	0,002%	F
DWS INVESTMENT GMBH FOR BALOISE-AKTIENFONDS DWS		22.000	0,002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		4.900	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		1.536	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,001%	F
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND		4.616	0,000%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT		71.015	0,007%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO		1.939	0,000%	F
DWS MULTI ASSET PIR FUND		75.000	0,007%	F
DYNASTY INVEST LTD		1.134	0,000%	F
EARNEST INSTITUTIONAL LLC		104	0,000%	F
EATON VANCE EQUITY HARVEST FUNDLLC		11.626	0,001%	F
EFFEPILUX SICAV AZIONARIO EURO		56.122	0,005%	F
EGEPARGNE 2 DIVERSIFIE		25.982	0,002%	F
EMBO-FONDS		14.469	0,001%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		1.533	0,000%	F
EMN ASC FUND LP		8.164	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		48.611	0,005%	F
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		676	0,000%	F
EMPOWER ANNUITY INSURANCE COMPANY		85.168	0,008%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		61.814	0,006%	F
ENHANCED INDEX SUSTAINABLE GLOBAL EQUITY FUND I NL		433.313	0,041%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		5.749.190	0,548%	F
Ente nazionale di Previdenza ed Assistenza Medici (E.N.P.A M		200.000	0,019%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG		33.001	0,003%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		21.793	0,002%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		3.905	0,000%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.276	0,001%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		8.341	0,001%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		11.470	0,001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		16.865	0,002%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		47.177	0,004%	F
EQUIPSUPER		8.669	0,001%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.826	0,000%	F
EQUITY FUND WORLD DBI-RDT		17.843	0,002%	F
ERAFP Actions Euro I		979.089	0,093%	F
ERAFP ACTIONS EURO IV		274.204	0,026%	F
ERISA ACTION EUROPE N 2		29.868	0,003%	F
ERISA ACTIONS GRANDES VALEURS		811.766	0,077%	F
ERS TEXAS ARROWSTREET INTERNATIONAL 967825		5.730	0,001%	F
ERSTE ASSET MANAGEMENT GMBH		474.800	0,045%	F
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)		1.335	0,000%	F
EUROPEAN EQUITIES 1		53.036	0,005%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,000%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,001%	F
FAMILY INVESTMENTS CHILD TRUST FUND		9.523	0,001%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		7.919	0,001%	F
FCM INTERNATIONAL LLC		835	0,000%	F
FCP HUMANIS RETRAITE ACTIONS		151.538	0,014%	F
FCP SODIUM I		19.002	0,002%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		15.223	0,001%	F
FGV - ACTIONS EUROPE LM B		332.657	0,032%	F
FGV ACTIONS EUROPE LM A		12.900	0,001%	F
FIDDLER PARTNERS LLC		474	0,000%	F
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND		1.325.877	0,126%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		11.351	0,001%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		67.347	0,006%	F
FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF		221.038	0,021%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		468	0,000%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		43.232	0,004%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		71.220	0,007%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		555.052	0,053%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		223.690	0,021%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		38.569	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		172.023	0,016%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND		14.771	0,001%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND		774.754	0,074%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		181.704	0,017%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		2.642	0,000%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		6.735	0,001%	F
FINALTIS EFFICIENT BETA EURO		8.721	0,001%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		2.707	0,000%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		451.621	0,043%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		10.325	0,001%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		55.901	0,005%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		367.568	0,035%	F
FISCHER FAMILY TRUST		1.424	0,000%	F
FJARDE AP-FONDEN.		1	0,000%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		9.757	0,001%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		2.622	0,000%	F
FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION		12.378	0,001%	F
FLORIDA GLOBAL EQUITY FUND LLC		6.397	0,001%	F
FLORIDA RETIREMENT SYSTEM		1	0,000%	F
FLORIDA RETIREMENT SYSTEM TRUST FUND		2	0,000%	F
FLOURISH INVESTMENT CORPORATION		33.183	0,003%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,002%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		3.437	0,000%	F
FONDATION BOTNAR..		18.261	0,002%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		1.933	0,000%	F
FONDOPOSTE		24.747	0,002%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,000%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		13.060	0,001%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,000%	F
FOREIGN STOCK INDEX MOTHER FUND		24.593	0,002%	F
FORSTA AP - FONDEN		135.229	0,013%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,001%	F
FRANCIS FAMILY FUND APS		3.127	0,000%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		5.460	0,001%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF		2.832	0,000%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF		1.644	0,000%	F
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG		63.756	0,006%	F
FRANKLIN TEMPLETON ICAV		840	0,000%	F
FUNDACAO CALOUSTE GULBENKIAN		8.073	0,001%	F
FUNDO DE PENSOES		5.355	0,001%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,001%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		83.841	0,008%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		14.298	0,001%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		2.736	0,000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		14.330	0,001%	F
G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES		31.395	0,003%	F
GARD UNIT TRUST		6.700	0,001%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.213	0,000%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		531.629	0,051%	F
GENERALI SMART FUNDS		15.000	0,001%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		141.100	0,013%	F
GENUS FOSSIL FREE DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		31.700	0,003%	F
GERANA SICAV-SIF, S.A.		18.904	0,002%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		3.916	0,000%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		2.795	0,000%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		366.416	0,035%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,000%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		13.249	0,001%	F
GLOBAL MULTI-FACTOR EQUITY FUND		18.746	0,002%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED		127	0,000%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		20.433	0,002%	F
GMO BENCHMARK-FREE FUND		4.445	0,000%	F
GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND		1.758	0,000%	F
GMO MULTI-ASSET TRUST		6.417	0,001%	F
GODFOND SVERIGE & VARLDEN		4.688	0,000%	F
GOLDMAN SACHS ETF ICAV		69	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E		2.247	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT		395.428	0,038%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		28.702	0,003%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO		21.428	0,002%	F
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF		7.631	0,001%	F
GOLDMAN SACHS FUNDS		7.340	0,001%	F
GOLDMAN SACHS FUNDS III		163.090	0,016%	F
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND		28.270	0,003%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		25.471	0,002%	F
GOVERNMENT PENSION INVESTMENT FUND		2.490.929	0,238%	F
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC		3.964	0,000%	F
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.		3.228	0,000%	F
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND		12.968	0,001%	F
GREAT WEST INTERNATIONAL INDEX FUND		56.701	0,005%	F
GREEN CENTURY MSCI INTERNATION		20.944	0,002%	F
GUIDEMARK WORLD EX-US FUND		19.325	0,002%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		62.817	0,006%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		25.999	0,002%	F
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND		4.837	0,000%	F
HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND		246.925	0,024%	F
HAWTHORN DM LLC		7.505	0,001%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		1.363	0,000%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		367	0,000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		9.738	0,001%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,001%	F
HC RENTE		2.688	0,000%	F
HELVETIA I EUROPA		39.020	0,004%	F
HESTA		254.476	0,024%	F
HI-Aktien-Aktiv-Fundamental-SFonds		70.000	0,007%	F
HI-PNWL-DIVIDENDE-PLUS-FONDS		125.799	0,012%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		321.507	0,031%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND		28.493	0,003%	F
Horizon Business SRI Dyn DBI-RDT		14.779	0,001%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		15.571	0,001%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		44.955	0,004%	F
HRW TESTAMENTARY TRUST NO. 1		3.552	0,000%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,000%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,000%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,000%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,000%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,000%	F
HSBC ACTIONS MONDE		111.572	0,011%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		119.561	0,011%	F
HSBC ETFs Public Limited Company		129	0,000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		8.293	0,001%	F
HSBC ETFs Public Limited Company - HSBC MSCI World UCITS ETF		13.197	0,001%	F
HSBC EURO ACTIONS		362.685	0,035%	F
HSBC GLOBAL INVESTMENT FUNDS		528.510	0,050%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		22.978	0,002%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		18.051	0,002%	F
HSBC INTERNATIONAL EQUITY INDEX FUND		6.327	0,001%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		13.554	0,001%	F
HUMANIS RETRAITE DIVERSIFIE		503.183	0,048%	F
IBM 401(K) PLUS PLAN TRUST		78.149	0,007%	F
IBM PERSONAL PENSION PLAN TRUST		1.358	0,000%	F
IBM RETIREMENT PLAN		1.508	0,000%	F
IF IST - EUROPE INDEX SRI		9.133	0,001%	F
IF IST - GLOBE INDEX		7.690	0,001%	F
IF IST - GLOBE INDEX SRI		1.197	0,000%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		358.791	0,034%	F
ILA - A-ILDSCG		2.038	0,000%	F
ILA - A-ILEZEQG		10.354	0,001%	F
ILA - A-ILGLOEQG		4.718	0,000%	F
ILA - A-ILGLOEQN		852	0,000%	F
ILA-A-ILSDMH		48.484	0,005%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		21.659	0,002%	F
ILA-LA WORLD ESG SCREENED FUND		5.226	0,000%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		136.648	0,013%	F
IMPAX INTERNATIONAL SUSTAINABLE ECONOMY FUND		196.630	0,019%	F
IMPERIAL INTERNATIONAL EQUITY POOL		3	0,000%	F
IMPERIAL OVERSEAS EQUITY POOL		1	0,000%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,298%	F
ING DIRECT FONDO NARANJA CONSERVADOR FI		2.223	0,000%	F
ING DIRECT FONDO NARANJA DINAMICO FI		21.010	0,002%	F
ING DIRECT FONDO NARANJA MODERADO FI		14.644	0,001%	F
ING DIRECT SICAV		21.113	0,002%	F
INSPIRE INTERNATIONAL ETF		115.390	0,011%	F
INSTITUTIONAL RETIREMENT TRUST		7.916	0,001%	F
INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC		2.652	0,000%	F
INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST		103.634	0,010%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN		24.802	0,002%	F
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND		62.959	0,006%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		18.189	0,002%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		8.766	0,001%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		793.783	0,076%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		782	0,000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		967	0,000%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		1.000	0,000%	F
INTERNATIONAL MONETARY FUND		30.572	0,003%	F
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT		740	0,000%	F
INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN		3.825	0,000%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		418.881	0,040%	F
Internationale Kapitalanlagegesellschaft mbH		19.866	0,002%	F
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF		69.042	0,007%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		47.358	0,005%	F
INVESCO FUNDS		18.101	0,002%	F
INVESCO GLOBAL BALANCED INDEX FUND UK		11.974	0,001%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		1.449	0,000%	F
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND		218	0,000%	F
INVESCO MARKETS II PLC		22.128	0,002%	F
INVESCO MARKETS III PLC		655	0,000%	F
INVESCO MSCI WORLD SRI INDEX FUND		601	0,000%	F
INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		149.468	0,014%	F
INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL		58.233	0,006%	F
INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL		35.150	0,003%	F
INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL		21.114	0,002%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		6.480	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		7.745	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL		11.862	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		29.269	0,003%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		10.194	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST MIX OFFENSIV PLUS - AKKUMULERENDE KL		2.671	0,000%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL		60.166	0,006%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL		70.869	0,007%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL		46.407	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL		36.728	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL		6.896	0,001%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE		1.796	0,000%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.977	0,000%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI		24.633	0,002%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		39.017	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,002%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		11.754	0,001%	F
INVESTITORI FLEXIBLE EQUITY ESG		8.200	0,001%	F
INVESTITORI PIAZZA AFFARI		33.300	0,003%	F
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM		12.449	0,001%	F
IP ACTIONS EURO		10.036	0,001%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		129.186	0,012%	F
IQ 500 INTERNATIONAL ETF		12.412	0,001%	F
IRCANTEC PAB AMUNDI		2.011	0,000%	F
IRISH LIFE ASSURANCE PLC		77.458	0,007%	F
IRISH LIFE ASSURANCE.		43.505	0,004%	F
IRR K LLC		4.519	0,000%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,000%	F
ISHARES BLOCKCHAIN AND TECH ETF		5.332	0,001%	F
ISHARES CORE MSCI EAFE ETF		3.034.609	0,289%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		152.615	0,015%	F
ISHARES CORE MSCI EUROPE ETF		180.161	0,017%	F
ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF		319.134	0,030%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		593.266	0,057%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		2.973	0,000%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		8.479	0,001%	F
ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE		25.657	0,002%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		32.330	0,003%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		5.405	0,001%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		1.513.576	0,144%	F
ISHARES EURO STOXX UCITS ETF (DE)		181.733	0,017%	F
ISHARES II PUBLIC LIMITED COMPANY		1.841.205	0,176%	F
ISHARES III PUBLIC LIMITED COMPANY		949.740	0,091%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		84.191	0,008%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		4.457	0,000%	F
ISHARES IV PUBLIC LIMITED COMPANY		875.979	0,084%	F
ISHARES MSCI ACWI ETF		95.926	0,009%	F
ISHARES MSCI ACWI EX U.S. ETF		82.333	0,008%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		39.344	0,004%	F
ISHARES MSCI EAFE ETF		1.629.428	0,155%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		307.327	0,029%	F
ISHARES MSCI EAFE VALUE ETF		962.883	0,092%	F
ISHARES MSCI EUROPE FINANCIALS ETF		354.707	0,034%	F
ISHARES MSCI EUROPE IMI INDEX ETF		8.658	0,001%	F
ISHARES MSCI EUROZONE ETF		625.362	0,060%	F
ISHARES MSCI GLOBAL MULTIFACTORETF		6.480	0,001%	F
ISHARES MSCI INTL SIZE FACTOR ETF		497	0,000%	F
ISHARES MSCI ITALY ETF		871.561	0,083%	F
ISHARES MSCI KOKUSAI ETF		1.714	0,000%	F
ISHARES MSCI WORLD ETF		26.745	0,003%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		2.244	0,000%	F
ISHARES PUBLIC LIMITED COMPANY		2.706.366	0,258%	F
ISHARES STOXX EUROPE 600 INSURANCE UCITS ETF DE		235.586	0,022%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		297.986	0,028%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		162.053	0,015%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		894.263	0,085%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.123.409	0,202%	F
ISHARES V PUBLIC LIMITED COMPANY		233.630	0,022%	F
ISHARES VI PUBLIC LIMITED COMPANY		116.655	0,011%	F
ISHARES VII PUBLIC LIMITED COMPANY		796.647	0,076%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		63.168	0,006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,000%	F
ISHARES WORLD EQUITY FACTOR ETF		3.697	0,000%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		3.662	0,000%	F
JANA PASSIVE GLOBAL SHARE TRUST		9.246	0,001%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.611.602	0,154%	F
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND		1.011	0,000%	F
JEFFREY LLC		7.080	0,001%	F
JNL INTERNATIONAL INDEX FUND		61.313	0,006%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		7.181	0,001%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		763	0,000%	F
JNL/MELLON MSCI WORLD INDEX FUND		3.130	0,000%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		82.393	0,008%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		12.437	0,001%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		26.868	0,003%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		34.448	0,003%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		28.336	0,003%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		17.679	0,002%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		61.493	0,006%	F
JOSHUA GREEN CORPORATION		3.450	0,000%	F
JPM Multi Income Fund		41.776	0,004%	F
JPMORGAN BETABUILDERS EUROPE ETF		335.919	0,032%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		111.594	0,011%	F
JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND		126.319	0,012%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		72.398	0,007%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		18.759	0,002%	F
JPMorgan Europe Strategic Dividend Fund		3.738	0,000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		8.727	0,001%	F
JPMORGAN FUNDS		407.322	0,039%	F
JPMORGAN GLOBAL ALLOCATION FUND		1.712	0,000%	F
JPMORGAN INCOME BUILDER FUND		119.817	0,011%	F
JPMORGAN INVESTMENT FUNDS		718.366	0,069%	F
JPMorgan Multi Balanced Fund		3.411	0,000%	F
JTW TRUST NO. 1 UAD 9/19/02.		2.645	0,000%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,000%	F
JTW TRUST NO. 3 UAD 9/19/02.		2.827	0,000%	F
JTW TRUST NO. 5 UAD 9/19/02.		1.555	0,000%	F
JUNON ACTIONS OBLIGATIONS		138.783	0,013%	F
K INVESTMENTS SH LIMITED.		45.049	0,004%	F
KAISER FOUNDATION HOSPITALS		6.848	0,001%	F
KAISER PERMANENTE GROUP TRUST		10.051	0,001%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER		3.011	0,000%	F
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III		49.460	0,005%	F
KAPITALFORENINGEN EMD INVEST VERDENSINDEKS		8.758	0,001%	F
KAPITALFORENINGEN INVESTIN PRO - GBL LARGE CAP MARKET NEU EQ C/O AQR CAPITAL MANAGEMENT LLC		528.036	0,050%	F
KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I		17.756	0,002%	F
KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX		15.833	0,002%	F
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS		10.339	0,001%	F
KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER		33.465	0,003%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		162.824	0,016%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KATHERINE C MOORE CHARITABLE LEAD ANNUIT		968	0,000%	F
KBC ECO FUND WORLD		19.167	0,002%	F
KBC EQUITY FUND EUROPE		36.601	0,003%	F
KBC EQUITY FUND EUROZONE		614.207	0,059%	F
KBC EQUITY FUND EUROZONE DBI-RDT		45.316	0,004%	F
KBC EQUITY FUND SRI EUROZONE		815.340	0,078%	F
KBC EQUITY FUND SRI WORLD		198.845	0,019%	F
KBC Equity Fund World		172.467	0,016%	F
KBC Equity SRI World DBI-RDT		11.572	0,001%	F
KBC INST FUND EURO EQUITY		43.675	0,004%	F
KBC INST FUND SRI WORLD EQUITY		55.308	0,005%	F
KBC INSTITUTIONAL FUND SRI EURO		55.791	0,005%	F
KBI FUNDS ICAV		30.846	0,003%	F
KBI GLOBAL INVESTMENT FUND		12.196	0,001%	F
KFP MARKETABLE LLC		1.244	0,000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		31.853	0,003%	F
KOKUSAI EQUITY INDEX FUND, A S		14.322	0,001%	F
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP		30.561	0,003%	F
KREBSHILFE-2-FONDS		6.000	0,001%	F
KUTXABANK GESTION SGIIC, S.A.		348.280	0,033%	F
KUTXABANK PENSIONES, S.A., SGFP		175.166	0,017%	F
L AND G ASSUR(PENS MGNT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270		17.523	0,002%	F
L AND G ASSUR(PENS MGNT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495		21.661	0,002%	F
La Francaise Systematic European Equities		71.144	0,007%	F
La Francaise Systematic Multi Asset Allocation		2.948	0,000%	F
LACERA MASTER OPEB TRUST		11.377	0,001%	F
LAKE AVENUE INVESTMENTS LLC		9.047	0,001%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		154.290	0,015%	F
LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP		8.200	0,001%	F
LAZARD ASSET MANAGEMENT LLC		741	0,000%	F
LAZARD RETIREMENT GLOBAL DYNAMIC MULTI ASSET PORTFOLIO		20.689	0,002%	F
LBPAM 3 MOIS		701.046	0,067%	F
LBPAM ACTIONS DIVIDENDES EUROP		98.113	0,009%	F
LBPAM ISR ACTIONS 80		69.012	0,007%	F
LBPAM ISR ACTIONS EURO LARGE CAP		290.808	0,028%	F
LBPAM ISR ACTIONS EURO MIN VOL		4.991	0,000%	F
LBPAM ISR ACTIONS EUROPE 50		174.899	0,017%	F
LBPAM ISR AVENIR EURO		20.683	0,002%	F
LBPAM ISR STRATEGIE PEA 1		10.834	0,001%	F
LBPAM ISR STRATEGIE PEA 2		14.159	0,001%	F
LCL ACTIONS EURO CORE+		12.674	0,001%	F
LCL ACTIONS MONDE HORS EUROPE EURO		31.895	0,003%	F
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED		3.493	0,000%	F
LEGAL & GENERAL EUROPEAN INDEX TRUST		250.663	0,024%	F
LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I		3.579	0,000%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU		9.143	0,001%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND		30.046	0,003%	F
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND		6.832	0,001%	F
LEGAL & GENERAL ICAV.		155	0,000%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		32.758	0,003%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		30.799	0,003%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		20.092	0,002%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		203.452	0,019%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY		8.793	0,001%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		1.358.727	0,130%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		24.797	0,002%	F
LEGAL AND GENERAL CCF		22.767	0,002%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		43.781	0,004%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		485	0,000%	F
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND		11.824	0,001%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		61.961	0,006%	F
LEGAL AND GENERAL UCITS ETF PLC		105.588	0,010%	F
LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF		437.503	0,042%	F
LGIASUPER		37.952	0,004%	F
LGIM MANAGERS (EUROPE) LIMITED		45.699	0,004%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		399	0,000%	F
LIF-LYXOR MSCI WORLD CATHOL PR		4.486	0,000%	F
LMA IRELAND MAP501		3.166	0,000%	F
LMAP IRELAND ICAV - LMAP 909		10.133	0,001%	F
LMAP IRELAND ICAV - LMAP 910		9.135	0,001%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,000%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.503	0,001%	F
LOF TargetNetZero Europe Equity		4.386	0,000%	F
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		36.380	0,003%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		152.159	0,015%	F
LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST		21.601	0,002%	F
LUCENT TECHNOLOGIES INC MASTER PENSION TRUST		1	0,000%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR		804.646	0,077%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA		270.735	0,026%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		446.272	0,043%	F
LUXCELLENCE-HELVETIA EUROP EQUITY		6.430	0,001%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		16.168	0,002%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		206.815	0,020%	F
LVIP SSGA INTERNATIONAL INDEX FUND		82.911	0,008%	F
LYXINDEX FUND - LYXOR MSCI EMU		26.721	0,003%	F
LYXOR CORE MSCI WORLD		41.987	0,004%	F
LYXOR FTSE MIB UCITS ETF		443.557	0,042%	F
LYXOR MSCI EUROPE ESG LEADERS		114.788	0,011%	F
LYXOR MSCI EUROPE UCITS ETF		28.748	0,003%	F
M INTERNATIONAL EQUITY FUND		4.004	0,000%	F
MACK EAFE EQUITY POOL		13.081	0,001%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		16.849	0,002%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		3.653	0,000%	F
MACQUARIE MULTI-FACTOR FUND		6.015	0,001%	F
MAIN I - UNIVERSAL - FONDS		12.933	0,001%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		6.112	0,001%	F
MAN INSIGHT LIMITED		32	0,000%	F
MAN NUMERIC ALTERNATIVE RISK PREMIA VALUE.		52.886	0,005%	F
MANAGED PENSION FUNDS LIMITED		15.663	0,001%	F
MANDARINE EQUITY INCOME		4.876	0,000%	F
MANDARINE IMPROVERS		3.300	0,000%	F
MANDAT ACTION HGAM		215.978	0,021%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		17.974	0,002%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		21.209	0,002%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.906	0,000%	F
MARIGOLD TACTICAL STRATEGIES LTD		2.076	0,000%	F
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 130/30 FUND		39.067	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3		22.191	0,002%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5		45.421	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/50 FUND.		79.961	0,008%	F
MARSHALL WACE INV STRAT EUROPEAN TOPS		1.132	0,000%	F
MARSHALL WACE INVESTMENT STRATEGIES-SYSTEMATIC ALPHA PLUS FD C/O MARSHALL WACE LLP		6.877	0,001%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE		171.625	0,016%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND		291.908	0,028%	F
MARSHALL WACE MASTER FDS SPC SP		29.796	0,003%	F
MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND		8.019	0,001%	F
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND		330.467	0,032%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		99.421	0,009%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		15.687	0,001%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,000%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		6.775	0,001%	F
MBB PUBLIC MARKETS I LLC		43.462	0,004%	F
MBB SMART FUND C LLC		14.329	0,001%	F
MBB SMART FUND P LLC		12.148	0,001%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		25.325	0,002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		21.078	0,002%	F
MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU		10.064	0,001%	F
MERCER GE INTERNATIONAL EQUITY FUND		51.950	0,005%	F
MERCER GLOBAL EQUITY FUND		34.419	0,003%	F
MERCER INDEXED INTERNATIONAL SHARES FUND		37.972	0,004%	F
MERCER NONUS CORE EQUITY FUND		262.370	0,025%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		34.338	0,003%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		2.084	0,000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,001%	F
MERCER QIF COMMON CONTRACTUAL FUND		128.071	0,012%	F
MERCER UCITS COMMON CONTRACTUALFUND		31.680	0,003%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		176.540	0,017%	F
MERCER WHOLESALE FUNDS		1.392	0,000%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		111.328	0,011%	F
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE		2.193	0,000%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,001%	F
METROPOLITAN LIFE INSURANCE COMPANY		21.477	0,002%	F
MGI FUNDS PLC		59.781	0,006%	F
MH AMUNDI ACTIONS EURO		118.010	0,011%	F
MICHAEL AND MAIRA CAREN TRUST 930		1.120	0,000%	F
MICHIGAN CATHOLIC CONFERENCE		696	0,000%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,000%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		16.260	0,002%	F
MIDDLETOWN WORKS HOURLY AND SALARIED UNION		706	0,000%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,000%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MIGROS BANK (LUX) FONDS 50		920	0,000%	F
MINE SUPERANNUATION FUND		22.327	0,002%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	36,438%	F
MINISTRY OF ECONOMY AND FINANCE		249.924	0,024%	F
MISSOURI EDUCATION PENSION TRUST		285.662	0,027%	F
MOA INTERNATIONAL FUND		610.040	0,058%	F
MOBIUS LIFE LIMITED		13.906	0,001%	F
MOMENTUM GLOBAL FUNDS		15.906	0,002%	F
MORELLI FRANCESCO	MRLFNC60D28E716Q	110	0,000%	F
MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND		126	0,000%	F
MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND		182	0,000%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		2.193	0,000%	F
MORGAN STANLEY INVESTMENT FUNDS		9.293	0,001%	F
MORGAN STANLEY PATHWAY FUNDS -		14.934	0,001%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		139	0,000%	F
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		3.441	0,000%	F
MOTHER CABRINI HEALTH FOUNDATION INC		28.842	0,003%	F
MOUNT HATTON INVESTMENTS LIMITED		32.116	0,003%	F
MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND		326	0,000%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,001%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		167.871	0,016%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		30.113	0,003%	F
MUL- LYX FTSE IT ALL CAP PIR 2		11.575	0,001%	F
MUL-LYX NET ZERO 50 SP EUROZ C		254.566	0,024%	F
MULTI UNITS LUX-LYXOR CORE MSC		44.681	0,004%	F
MULTIFLEX SICAV		3.638	0,000%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		200.844	0,019%	F
MWIS TOPS GLOBAL EQUITIES LE FDAC		5.161	0,000%	F
MWIS TOPS World Equities AC		24.414	0,002%	F
NATIONAL BANK FINANCIAL INC		2.386	0,000%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,001%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		135.099	0,013%	F
NATIONAL EMPLOYMENT SAVINGS TRUST		657.819	0,063%	F
NATIONAL TREASURY MANAGEMENT AGCY		6.638	0,001%	F
NATIONWIDE INTERNATIONAL INDEX FUND		26.701	0,003%	F
NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST		30.767	0,003%	F
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST		46.054	0,004%	F
NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST		41.947	0,004%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,000%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		90.516	0,009%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		9.374	0,001%	F
NBIMC EAFE EQUITY INDEX FUND.		1.530	0,000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		57.842	0,006%	F
NEUALT LLC		31.713	0,003%	F
NEW AIRWAYS PENSION SCHEME		310	0,000%	F
NEW YORK STATE COMMON RETIREMENT FUND		47.605	0,005%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		815.452	0,078%	F
NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POW		2.129	0,000%	F
NFS LIMITED		4.962	0,000%	F
NGS SUPER		1.885	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NILUS UNIVERSAL FONDS		35.000	0,003%	F
NMTB/NIK KOKUSAI-NH 935026		19.560	0,002%	F
NORDEA EUROPEAN PASSIVE FUND		8.207	0,001%	F
NORDEA GLOBAL PASSIVE FUND		17.185	0,002%	F
NORDEA WORLD PASSIVE FUND		13.513	0,001%	F
NORGES BANK		12.351.678	1,178%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		128.609	0,012%	F
NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.		96.479	0,009%	F
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		33.292	0,003%	F
NORTHERN LIGHTS FUND TRUST IV		21.454	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		17.832	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		24.961	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		23.284	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING		63.404	0,006%	F
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		946.405	0,090%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		516.280	0,049%	F
NORTHERN TRUST UCITS FGR FUND		84.897	0,008%	F
NOW PENSIONS TRUST		7.170	0,001%	F
NSP MINNESEOTA RETAIL PRAIRIE II		4.235	0,000%	F
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,000%	F
NSP MONTICELLO MINNESOTA RETAIL		6.527	0,001%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,000%	F
NTUC INCOME INSURANCE CO OPERATIVE LIMITED		1.919	0,000%	F
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND		22.847	0,002%	F
NV HAGELUNIE		3.804	0,000%	F
NVIT INTERNATIONAL INDEX FUND		38.198	0,004%	F
NZAM EURO STOXX PARIS-ALIGNED		1.162	0,000%	F
OHMAN MARKNAD GLOBAL		14.000	0,001%	F
OLD WESTBURY LARGE CAP STRATEGIES FUND		1.785.400	0,170%	F
ONEMARKETS ITALY ICAV		6.795	0,001%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		19.681	0,002%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL		25.520	0,002%	F
OP CUSTODY LTD		10.628	0,001%	F
OPENWORLD PUBLIC LIMITED COMPANY		405	0,000%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		147.448	0,014%	F
OSSIAM LUX		299.496	0,029%	F
OSTRUM SRI EURO MINVOL EQUITY		19.311	0,002%	F
OSTRUM SRI EUROPE EQUITY		251.393	0,024%	F
PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD		20.043	0,002%	F
PCA TAX SHELTERED ANNUITY PLAN		3.023	0,000%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.082	0,000%	F
PENSIOENFONDS METAAL OFP		44.920	0,004%	F
PENSION BENEFIT GUARANTY CORPORATION		105.235	0,010%	F
PENSION RESERVES INVESTMENT TRUST FUND		52.548	0,005%	F
PEOPLE'S BANK OF CHINA		436.162	0,042%	F
PGGM SPD (DMAEMFGL)PGGM SPD DMAE MULTIFACTOR GLOBAL		108.937	0,010%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.740	0,000%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,000%	F
PICTET - EUROPE INDEX		47.757	0,005%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		28.827	0,003%	F
PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES		5.218	0,000%	F
PICTET CH - GLOBAL EQUITIES		6.137	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		12.635	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL		13.998	0,001%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		3.417	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		11.344	0,001%	F
PICTET TOTAL RETURN		110.519	0,011%	F
PICTET TOTAL RETURN DIVERSIFIED ALPHA		113.376	0,011%	F
PICTET-EUROLAND INDEX		30.363	0,003%	F
PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND		1.078	0,000%	F
PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND		9.979	0,001%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		88.207	0,008%	F
PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND		39.153	0,004%	F
PINEBRIDGE GLOBAL FUNDS		20.199	0,002%	F
PINNACLE PLATO GBL LOW CARBON FD		440	0,000%	F
Pirisino Lorenzo		500	0,000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH		3.090	0,000%	F
PK CSG World Equity UBS Fund Management Switzerland AG		10.169	0,001%	F
PLATINUM ARROW TRUST		7.841	0,001%	F
PLATO GLOBAL SHARES INCOME FUND.		26.493	0,003%	F
PLATO INST I FUND EURO EQUITY		11.638	0,001%	F
PLATO INST I FUND EUROPEAN EQUITY		30.635	0,003%	F
Plato Instit Index Fnd World DBI-RDT		3.794	0,000%	F
Plato RI World		2.142	0,000%	F
PLEIADES TRUST		79.666	0,008%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,001%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		71.439	0,007%	F
POOL REINSURANCE CO LTD		5.952	0,001%	F
PRAXIS INTERNATIONAL INDEX FUND		66.474	0,006%	F
prevoyance ne fund prevoyance ne global assets UBS Fund Management Switzerland		924	0,000%	F
PRIME SUPER		1.818	0,000%	F
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX		31.207	0,003%	F
PRINCIPAL FUNDS INC OVERSEAS FUND		14.132	0,001%	F
PrivilEdge - JP Morgan Pan European Flexible Equity		71.538	0,007%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,000%	F
PRO-GEN INVESTMENTS LLC		256	0,000%	F
PROJECT 121/160-70 (P)		970	0,000%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		25.766	0,002%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.797	0,000%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		137	0,000%	F
PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO		1.648	0,000%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		34.067	0,003%	F
PRUDENTIAL HONG KONG LIMITED		543.045	0,052%	F
PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY		54.965	0,005%	F
PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST		19.406	0,002%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		12.317	0,001%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		1.526.137	0,146%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		94.300	0,009%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		12.292	0,001%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		49.437	0,005%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		76.699	0,007%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		209.733	0,020%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		57.446	0,005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		29.120	0,003%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		2.498	0,000%	F
Putm Authorised Contractual Scheme - Putm Acs European Ex UK Fund		328.246	0,031%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		321.250	0,031%	F
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN		470	0,000%	F
QIC INTERNATIONAL EQUITIES FUND.		5.359	0,001%	F
QUALITY EDUCATION FUND		817	0,000%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,082%	F
RBC QUANT EAFE DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUANT EUROPEAN DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUBE GLOBAL EQUITY FUND		1	0,000%	F
ReAssure Limited		127.852	0,012%	F
RECORD INVEST SCA SICAV RAIF		4.669	0,000%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		19.518	0,002%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		62.196	0,006%	F
RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT		33.161	0,003%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.755	0,000%	F
Reusser Jürg		6.000	0,001%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		328.736	0,031%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		11.915	0,001%	F
RHUMBLINE LOW CARBON INDEX FUNDLLC		18.077	0,002%	F
RLA International Equities Fund		12.400	0,001%	F
ROBECO CAPITAL GROWTH FUNDS		56.960	0,005%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,003%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,000%	F
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND		2.430	0,000%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,001%	F
ROPS EURO P		66.805	0,006%	F
ROPS-SMART INDEX EURO		108.033	0,010%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.436	0,007%	F
RPAQ 2015 FUND LP		6.762	0,001%	F
RT VIF VERSICHERUNG INTERNATIONAL FONDS		43.400	0,004%	F
RTX SAVINGS PLAN MASTER TRUST		148.085	0,014%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		14.482	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND		13.002	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.600	0,001%	F
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND		2.133	0,000%	F
RUSSELL INVESTMENT COMPANY PLC		30.158	0,003%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28		7.081	0,001%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND		87.308	0,008%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROW		13.907	0,001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.797	0,000%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.137	0,000%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		2.680	0,000%	F
Russell Investments Sustainable Global Shares Fund		3.836	0,000%	F
RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL		1.123	0,000%	F
RUTGERS THE STATE UNIVERSITY		7.378	0,001%	F
S. ROBSON WALTON 1999 CHILDRENS TRUST		1.330	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		1.240	0,000%	F
S. ROBSON WALTON 2010 TRUST		3.114	0,000%	F
SABADELL EUROPA BOLSA ESG, FI		256.009	0,024%	F
SAKKARAH 7 FCP		10.871	0,001%	F
SAMSUNG GLOBAL CORE EQUITY FUND		1.721	0,000%	F
SAS TRUSTEE CORPORATION POOLED FUND		215.995	0,021%	F
SBC MASTER PENSION TRUST		8.896	0,001%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		12.618	0,001%	F
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.		2.030	0,000%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		344.602	0,033%	F
SCHRODER GLOBAL QUALITY FUND (CANADA)		1.402	0,000%	F
SCHRODER GLOBAL SUSTAINABLE EQUITY FUND		14.977	0,001%	F
SCHRODER GLOBAL VALUE FUND		48.647	0,005%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		3.194	0,000%	F
SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST		270.122	0,026%	F
SCHRODER INTERNATIONAL SELECTION FUND		148.175	0,014%	F
SCHRODER MANAGED BALANCED FUND		3.900	0,000%	F
SCHRODER PENSION MANAGEMENT LIMITED		16.438	0,002%	F
SCHRODER QEP GLOBAL ACTIVE VALUE FUND		24.212	0,002%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		123.145	0,012%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		324.304	0,031%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND		68.515	0,007%	F
SCHWAB INTERNATIONAL EQUITY ETF		820.988	0,078%	F
SCHWAB INTERNATIONAL INDEX FUND		252.540	0,024%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		1.036	0,000%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		5.826	0,001%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		915	0,000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		60.410	0,006%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		57.208	0,005%	F
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND		1.952	0,000%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.522	0,000%	F
SEB AKTIENFONDS		27.731	0,003%	F
SEEYOND		34.829	0,003%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,000%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		28.394	0,003%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND		8.102	0,001%	F
SELECTION EURO ENVIRONNEMENT (MAI 2022)		194.514	0,019%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		277	0,000%	F
SELIGSON AND CO EUROPE INDEX FUND		30.202	0,003%	F
SEMPRA ENERGY PENSION MASTER TRUST		4.628	0,000%	F
SENTINEL INTERNATIONAL FUND		1.046	0,000%	F
SG ACTIONS INTERNATIONALES		16.061	0,002%	F
SGA INTERNATIONAL EQUITY CIT		17.683	0,002%	F
SHELL CANADA 2007 PENSION PLAN		407	0,000%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		3.596	0,000%	F
SHELTON INTERNATIONAL SELECT EQUITY FUND		31.708	0,003%	F
SHERIFFS PENSION AND RELIEF FUND		4.086	0,000%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		80	0,000%	F
SIEMENS BALANCED		12.018	0,001%	F
SIEMENS EMU EQUITIES		37.682	0,004%	F
SIEMENS-FONDS SIEMENS-RENTE		54.879	0,005%	F
SIENNA IRC ACTIONS		92.270	0,009%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SIJOITUSRAHASTO UB EUROOPPA AI		8.600	0,001%	F
Simplicity Hedged Global Share Fund		11.335	0,001%	F
Simplicity Unhedged Global Share Fund		7.011	0,001%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		1.032.314	0,098%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		345.556	0,033%	F
SLW PORTFOLIO LLC		256	0,000%	F
SOCIAL PROTECTION FUND		10.509	0,001%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.817	0,000%	F
SPA MANDATE BLACKROCK		19.107	0,002%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		493.857	0,047%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		9.588	0,001%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		8.925	0,001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		664	0,000%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		239.860	0,023%	F
SPDR PORTFOLIO EUROPE ETF		10.254	0,001%	F
SPDR SP WORLD EX AUSTRALIA FUND		5.299	0,001%	F
SPP GENERATION 40-TAL		3.800	0,000%	F
SPP GENERATION 50-TAL		24.909	0,002%	F
SPP GENERATION 60-TAL		15.755	0,002%	F
SPP GENERATION 70-TAL		43.080	0,004%	F
SPP GENERATION 80-TAL		43.477	0,004%	F
SPRING 625		33.482	0,003%	F
SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND		3.465	0,000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		36	0,000%	F
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND		6.755	0,001%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.924	0,033%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		1.959	0,000%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		46.275	0,004%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		128.891	0,012%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		2.051.256	0,196%	F
ST PF STAPLES MANDATE ALLIANCE CAPITAL		2.680	0,000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,000%	F
ST. MARY'S HEALTHCARE		152	0,000%	F
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS		4.301	0,000%	F
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU		5.514	0,001%	F
STANDARD BANK OF SOUTH AFRICA LTD		77.840	0,007%	F
STANLIB FUNDS LIMITED		46.529	0,004%	F
STAR PASTEUR		17.656	0,002%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		22.184	0,002%	F
STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD		34.222	0,003%	F
STATE OF MINNESOTA		197.753	0,019%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		181.175	0,017%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		28.540	0,003%	F
STATE OF WISCONSIN INVESTMENT BOARD		116.229	0,011%	F
STATE OF WYOMING		35.470	0,003%	F
STATE STREET CCF		2.497	0,000%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		3.141	0,000%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		260.988	0,025%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		110.112	0,010%	F
STATE STREET GLOBAL INDEX PLUS TRUST		2.018	0,000%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		94.478	0,009%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		6.100	0,001%	F
STATE STREET IRELAND UNIT TRUST		17.288	0,002%	F
STATE STREET TOTAL RETURN VIS FUND		4.407	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		746.601	0,071%	F
STATE UNIVERSITIES RETIREMENT SYSTEM		123.670	0,012%	F
STELLAR INSURANCE, LTD.		1.459	0,000%	F
STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND		92.750	0,009%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,000%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET		462	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,007%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR		3.886	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF		23.550	0,002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF		9.146	0,001%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		12.076	0,001%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		154.149	0,015%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		121.122	0,012%	F
STICHTING BLUE SKY LIQUID ASSET FUNDS		40.630	0,004%	F
STICHTING BPL PENSIOEN MANDAAT BLACKROCK		56.156	0,005%	F
STICHTING CZ FUND DEPOSITARY		7.289	0,001%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		162.949	0,016%	F
STICHTING HEINEKEN PENSIOENFONDS		14.109	0,001%	F
STICHTING ING CDC PENSIOENFONDS		6.407	0,001%	F
STICHTING MN SERVICES		143.651	0,014%	F
STICHTING MN SERVICES AANDELENFO ND		27.094	0,003%	F
STICHTING NN CDC PENSIOENFONDS		1.249	0,000%	F
STICHTING PENSIOENFONDS ABP		851.448	0,081%	F
STICHTING PENSIOENFONDS APF.		13.011	0,001%	F
STICHTING PENSIOENFONDS HOOGOVENS		2.079	0,000%	F
STICHTING PENSIOENFONDS ING		9.697	0,001%	F
STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN		22.345	0,002%	F
STICHTING PENSIOENFONDS NOTARIAAT		2.330	0,000%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		7.031	0,001%	F
STICHTING PENSIOENFONDS PGB		594.536	0,057%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,000%	F
STICHTING PENSIOENFONDS SAGITTARIUS		10.484	0,001%	F
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN		1.747	0,000%	F
STICHTING PENSIOENFONDS UWV		19.417	0,002%	F
STICHTING PENSIOENFONDS VOOR HUISARTSEN		54.699	0,005%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		43.226	0,004%	F
STICHTING PGGM DEPOSITARY		144.494	0,014%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,001%	F
STICHTING PME PENSIOENFONDS		63.943	0,006%	F
STOREBRAND EUROPA		353.836	0,034%	F
STOREBRAND EUROPA PLUS		29.444	0,003%	F
STOREBRAND GLOBAL ALL COUNTRIES		181.885	0,017%	F
STOREBRAND LIVSFORSIKRING AS		273.370	0,026%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,001%	F
STRATEGY SICAV		1.521	0,000%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		3.999	0,000%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.043	0,002%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		659	0,000%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		3.155	0,000%	F
SWISS NATIONAL BANK		1.155.949	0,110%	F
SYCOMORE INCLUSIVE JOBS		239.616	0,023%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
T. ROWE PRICE FOREIGN INVESTMENT, INC		2.839	0,000%	F
T. ROWE PRICE FUNDS SICAV		14	0,000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		26.500	0,003%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		56.915	0,005%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.190	0,000%	F
TANGERINE BALANCED GROWTH PORTFOLIO		7.529	0,001%	F
TANGERINE BALANCED INCOME PORTFOLIO		667	0,000%	F
TANGERINE BALANCED PORTFOLIO		5.023	0,000%	F
TANGERINE EQUITY GROWTH PORTFOLIO		9.862	0,001%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		23.194	0,002%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		309.768	0,030%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		88.474	0,008%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		4.977	0,000%	F
TD EUROPEAN INDEX FUND		2.777	0,000%	F
TD INTERNATIONAL EQUITY INDEX ETF		29.774	0,003%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		271.897	0,026%	F
TEACHERS RETIREMENT ALLOWANCES FUND		1	0,000%	F
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		73.937	0,007%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		31.796	0,003%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		364.087	0,035%	F
TELSTRA SUPERANNUATION SCHEME		11.054	0,001%	F
TEXAS PERMANENT SCHOOL FUND CORP		88.534	0,008%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		18.041	0,002%	F
TEXAS UTILITIES QUAL NDT PARTNERSHIP		2.393	0,000%	F
THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO		27.581	0,003%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		140.827	0,013%	F
THE ANNENBERG FOUNDATION.		5.501	0,001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		162.774	0,016%	F
THE ASSOCIATED BRITISH FOODS PENSION SCHEME		128.871	0,012%	F
THE BANK OF KOREA		1.168	0,000%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		98.769	0,009%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		77.518	0,007%	F
THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		61.987	0,006%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		1.719	0,000%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.616	0,000%	F
THE COMMONWEALTH FUND		1.507	0,000%	F
THE DAVID A DUFFIELD TRUST UAD 07/14/88		3.296	0,000%	F
THE ESB PENSION FUND		14.100	0,001%	F
THE FIRST CHURCH OF CHRIST SCIENTIST		1.046	0,000%	F
THE GREATER MANCHESTER PENSION FUND.		51.312	0,005%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		2.359	0,000%	F
THE HKSAR GOVERNMENT SCHOLARSHIP FUND		231	0,000%	F
THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		1.679	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		10.095	0,001%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		674	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		48.514	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		55.376	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		7.495	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		5.850	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. RE: AXA IM GLOBAL EX JAPAN EQUITY MOTHER FUND		41.659	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		221	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129		3.374	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		8.854	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		32.088	0,003%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT T		42.544	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		15.892	0,002%	F
THE MINDEROO FOUNDATION TRUST		2.999	0,000%	F
THE MISSOURI FOUNDATION FOR HEALTH		8.979	0,001%	F
THE MONETARY AUTHORITY OF SINGAPORE		15.315	0,001%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		3.538	0,000%	F
THE NEMOURS FOUNDATION PENSION PLAN		471	0,000%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		15.886	0,002%	F
THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO		483	0,000%	F
THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT		1.909	0,000%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		113.400	0,011%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		577.453	0,055%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND		645.669	0,062%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		12.040	0,001%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		103.074	0,010%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY		8.838	0,001%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,000%	F
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST		8.403	0,001%	F
THEAM QUANT - EQUITY EUROPE DEFI		37.749	0,004%	F
THEAM QUANT - EQUITY EUROZONE DEFI		26.307	0,003%	F
THEAM QUANT - EQUITY WORLD DEFI		11.238	0,001%	F
THEAM QUANT - NEW ENERGY OPPORTUNITIES		5.293	0,001%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		75.506	0,007%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,001%	F
THRIFT SAVINGS PLAN		465.976	0,044%	F
THRIFT SAVINGS PLAN		1.508.162	0,144%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		5.385	0,001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		707.829	0,067%	F
TIMOTHY PLAN INTERNATIONAL ETF.		30.484	0,003%	F
TIMOTHY PLAN MARKET NEUTRAL ETF		13.932	0,001%	F
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST		2.594	0,000%	F
TOCQUEVILLE FINANCE ISR		6.100	0,001%	F
TONI ACTIONS ISR 100		81.674	0,008%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,003%	F
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP		2.795	0,000%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		3.936	0,000%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT		112.646	0,011%	F
TRINITY COLLEGE CAMBRIDGE		9.460	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		2.731	0,000%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		33.091	0,003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,000%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		18.196	0,002%	F
TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH		4.708	0,000%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		2.989	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC		2	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC. C/O CORPORATION SERVICE COMPANY		15.919	0,002%	F
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		118.704	0,011%	F
TWO SIGMA INTERNATIONAL CORE		36.300	0,003%	F
TWO SIGMA WORLD CORE FUND LP		17.000	0,002%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,000%	F
UBS (IRL) ETF PLC		189.327	0,018%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		835.916	0,080%	F
UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)		143.143	0,014%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		64.205	0,006%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		172.624	0,016%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.681	0,000%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		929	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		447	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		2.958	0,000%	F
UBS ASSET MANAGEMENT LIFE LTD		197.319	0,019%	F
UBS COMMON CONTRACTUAL FUND		19.992	0,002%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		14.826	0,001%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT		103.869	0,010%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUN		18.766	0,002%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		262.625	0,025%	F
UBS FUND MANAGEMENT(LUXEMBOURG) SA		132.092	0,013%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		8.047	0,001%	F
UBS LUX FUND SOLUTIONS		1.107.038	0,106%	F
UI-FONDS BAV RBI AKTIEN		41.907	0,004%	F
UI-S		10.191	0,001%	F
UNIDIVIDENDENASS		26.993	0,003%	F
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY		3.908	0,000%	F
UNIGEST, S.G.I.I.C., S.A.U.		25.140	0,002%	F
UNIGLOBAL DIVIDENDE		52.898	0,005%	F
UNISUPER		6.463	0,001%	F
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE		2.571	0,000%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,000%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH		776.739	0,074%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		19.853	0,002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO UMWELT UND NACHHALTIGKEITS FONDS		6.828	0,001%	F
UNIVERSAL INVESTMENT GMBH		50.500	0,005%	F
Universal-Investment-Gesellschaft mbH		111.835	0,011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		6.504	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR EPX-ASUS-SHARES		38.288	0,004%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		3.377	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		10.218	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		18.344	0,002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		8.097	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/SAI-UNIVERSAL-FONDS SEGMENT (UI491401)		57.034	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		2.790	0,000%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUIFONDS SAA		48.888	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		3.811	0,000%	F
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO		38.899	0,004%	F
UNIVERSITIES SUPERANNUATION SCHEME		4.468	0,000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,001%	F
US LEGACY INCOME COMMON TRUST FUND		109.296	0,010%	F
USAA CASUALTY INSURANCE COMPANY		6.418	0,001%	F
USAA GENERAL INDEMNITY COMPANY		3.500	0,000%	F
UTAH STATE RETIREMENT SYSTEMS		53.430	0,005%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL		35.771	0,003%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SP		23.470	0,002%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		65.033	0,006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		49.236	0,005%	F
VANECK ETFS N.V.		139.969	0,013%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		11.362	0,001%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		3.806.284	0,363%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		11.098	0,001%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		71.158	0,007%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		11.930	0,001%	F
VANGUARD EUROPEAN STOCK INDEX FUND		936.589	0,089%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		78.497	0,007%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		436.973	0,042%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		3.046.914	0,291%	F
VANGUARD FTSE ALL WORLD EX US INDEX FUND		908.668	0,087%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		68.526	0,007%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		4.915	0,000%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		5.989	0,001%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		576.026	0,055%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		174.500	0,017%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		12.045	0,001%	F
VANGUARD INTL HIGH DIV YLD INDEX FD		272.438	0,026%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		499.581	0,048%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		10.404	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD		7.111	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD		10.945	0,001%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		128.461	0,012%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF		12.396	0,001%	F
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF		7.158	0,001%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF		2.277	0,000%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.284.662	0,599%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		259.772	0,025%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		23.947	0,002%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		9.527	0,001%	F
VARIOPARTNER SICAV - 3 ALPHA DIVERSIFIER EQUITIES EUROPE		25.205	0,002%	F
VEBA PARTNERSHIP N LP		13.171	0,001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		19.014	0,002%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS		81.873	0,008%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		11.515	0,001%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		39.787	0,004%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		15.266	0,001%	F
VGV POOLFONDS PA1		14.394	0,001%	F
VIA SMART-EQUITY EUROPE		75.652	0,007%	F
VIA SMART-EQUITY WORLD		30.912	0,003%	F
VICTORY MARKET NEUTRAL INCOMEFUND		497.054	0,047%	F
VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.		7.663	0,001%	F
VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF		18.353	0,002%	F
VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.		22.110	0,002%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		264.683	0,025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		23.971	0,002%	F
VIRGINIA RETIREMENT SYSTEM		93	0,000%	F
VIVACCIO ISR ACTIONS		318.739	0,030%	F
VOYA BALANCED INCOME PORTFOLIO		4.401	0,000%	F
VOYA BALANCED PORTFOLIO		4.459	0,000%	F
VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND		31.401	0,003%	F
VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND		95.786	0,009%	F
VOYA GLOBAL EQUITY FUND		48.828	0,005%	F
VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		102.250	0,010%	F
VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		154.493	0,015%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		32.195	0,003%	F
VOYA VACS INDEX SERIES I PORTFOLIO		43.045	0,004%	F
WASHINGTON STATE INVESTMENT BOARD		434.809	0,041%	F
WBW TRUST NUMBER ONE		814	0,000%	F
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N		1	0,000%	F
WESPATH FUNDS TRUST		5.546	0,001%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		5.466	0,001%	F
WHEELS COMMON INVESTMENT FUND.		456	0,000%	F
WILLIS TOWERS WATSON GROUP TRUST		36.938	0,004%	F
WINDWISE MSCI EAFE INDEX NON LENDING		13.123	0,001%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		41.440	0,004%	F
WISDOMTREE GLOBAL HIGH DIVIDENDFUND		5.687	0,001%	F
WISDOMTREE INTERNATIONAL EQUITYFUND		87.226	0,008%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		69.321	0,007%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND		99.106	0,009%	F
WISDOMTREE ISSUER ICAV		10.939	0,001%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,001%	F
WM POOL - EQUITIES TRUST NO. 75		140.856	0,013%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
WM POOL - EQUITIES TRUST NO. 76 - ROBECO		1.846	0,000%	F
WM POOL - GLOBAL EQUITIES TRUST NO.6		15.631	0,001%	F
WORLD EQUITIES		951	0,000%	F
WORLD TRADE ORGANIZATION PENSION PLAN		3.985	0,000%	F
WYOMING RETIREMENT SYSTEM		6.594	0,001%	F
XTRACKERS		718.206	0,068%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		519.126	0,050%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		925	0,000%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		2.858	0,000%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.639	0,000%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		156.521	0,015%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		22.189	0,002%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.058	0,000%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		3.361	0,000%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		2.313	0,000%	F
ZEPHYR - OPTIMISED PLUS 2		2.914	0,000%	F
ZURICH INVEST ICAV		58.265	0,006%	F
Zwitserleven Institutionele Beleggingsfondsen - Zwitserleven Duurzaam Index Aandelenfonds Europa		13.062	0,001%	F
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.011	0,000%	A
OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		9.074	0,001%	A
Totale votanti		**1.048.704.718**	**100%**	

Legenda
F - Favorevole
C - Contrario
A - Astenuto
Lx - Lista x
NV - Non Votante
NE - Non Espresso

All. L a
racc. 36550

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 1.2 della parte straordinaria

Modifica articoli statuto sociale: articolo 11 (inserimento della clausola relativa alla facoltà di disporre la partecipazione e l'intervento in assemblea degli aventi diritto esclusivamente tramite il rappresentante designato)

	n. azioni	% azioni rappresentate in assemblea	% del Capitale Sociale
Quorum costitutivo assemblea	1.048.704.718	100%	80,292%
Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo):	1.048.704.718	100,000%	80,292%
Azioni per le quali il RD non dispone di istruzioni:	0	0,000%	0,000%

	n. azioni	% partecipanti al voto	% del Capitale Sociale
Favorevole	869.699.936	82,931%	66,587%
Contrario	178.994.267	17,068%	13,704%
Astenuto	10.515	0,001%	0,001%
Totali	1.048.704.718	100,000%	80,292%

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 1.2 della parte straordinaria

Modifica articoli statuto sociale: articolo 11 (inserimento della clausola relativa alla facoltà di disporre la partecipazione e l'intervento in assemblea degli aventi diritto esclusivamente tramite il rappresentante designato)

Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del Dottor Massimiliano Chiadò Piat

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO		39.498	0,004%	F
ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO		90.024	0,009%	F
ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO		111.514	0,011%	F
ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO		173.948	0,017%	F
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO		92.350	0,009%	F
ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO		20.884	0,002%	F
ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		167.203	0,016%	F
ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO		3.715	0,000%	F
ALPHAJET EUROPE IMPACT360		2.000	0,000%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF.		12.432	0,001%	F
BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION		51.269	0,005%	F
BG MASTER FUND ICAV		1.092	0,000%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	43,591%	F
CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	80027390584	18.030.000	1,719%	F
CI MORNINGSTAR INTERNATIONAL VALUE INDEX ETF		81.595	0,008%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR		73.284	0,007%	F
EFFEPILUX SICAV AZIONARIO EURO		56.122	0,005%	F
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		676	0,000%	F
EMPOWER ANNUITY INSURANCE COMPANY		16.432	0,002%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		5.749.190	0,548%	F
Ente nazionale di Previdenza ed Assistenza Medici (E.N.P.A M		200.000	0,019%	F
FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF		221.038	0,021%	F
FONDOPOSTE		24.747	0,002%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		141.100	0,013%	F
GENUS FOSSIL FREE DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		31.700	0,003%	F
GREEN CENTURY MSCI INTERNATION		20.944	0,002%	F
HC RENTE		2.688	0,000%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,298%	F
INSPIRE INTERNATIONAL ETF		115.390	0,011%	F
IRR K LLC		4.519	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND		1.011	0,000%	F
MBB SMART FUND C LLC		14.329	0,001%	F
MBB SMART FUND P LLC		12.148	0,001%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	36,438%	F
MISSOURI EDUCATION PENSION TRUST		285.662	0,027%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		57.842	0,006%	F
NORTHERN LIGHTS FUND TRUST IV		21.454	0,002%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.740	0,000%	F
Pirisino Lorenzo		500	0,000%	F
PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY		54.965	0,005%	F
PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST		19.406	0,002%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,082%	F
Reusser Jürg		6.000	0,001%	F
RUTGERS THE STATE UNIVERSITY		7.378	0,001%	F
SIEMENS BALANCED		12.018	0,001%	F
SIEMENS EMU EQUITIES		37.682	0,004%	F
SIEMENS-FONDS SIEMENS-RENTE		54.879	0,005%	F
STICHTING BLUE SKY LIQUID ASSET FUNDS		40.630	0,004%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		140.827	0,013%	F
THE ANNENBERG FOUNDATION.		5.501	0,001%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		15.886	0,002%	F
THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO		483	0,000%	F
THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT		1.909	0,000%	F
TIMOTHY PLAN INTERNATIONAL ETF.		30.484	0,003%	F
TIMOTHY PLAN MARKET NEUTRAL ETF		13.932	0,001%	F
UNIVERSITIES SUPERANNUATION SCHEME		4.468	0,000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,001%	F
UTAH STATE RETIREMENT SYSTEMS		53.430	0,005%	F
1895 FONDS FGR		16.283	0,002%	C
1975 IRREV TRUST OF C D WEYERHAEUSER		675	0,000%	C
405 MSTV I LP		75.684	0,007%	C
801 INVESTMENTS LLC		4.605	0,000%	C
AA NATIXIS ACTIONS MIN VAR		41.994	0,004%	C
AA SSGA Actions Euro		20.562	0,002%	C
AA SSGA Actions Indice Euro		115.957	0,011%	C
AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO		88.957	0,008%	C
AB COLLECTIVE INVESTMENT TRUST SERIES		6.850	0,001%	C
AB GLOBAL RISK ALLOCATION FUND INC		5.111	0,000%	C
AB SICAV I - ALL MARKET INCOME		175.114	0,017%	C
AB SICAV III - DYNAMIC ALL MAR		997	0,000%	C
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		1.127	0,000%	C
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO		5.015	0,000%	C
ABB PENSION FUND		1.101	0,000%	C
ABN AMRO FUNDS		10.625	0,001%	C
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND		35.611	0,003%	C
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		26.631	0,003%	C
ABU DHABI PENSION FUND		39.857	0,004%	C
ACCIDENT COMPENSATION CORPORATION		282.534	0,027%	C
ACHMEA IM GLOBAL EQ FND EUR		9.899	0,001%	C
ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV		19.083	0,002%	C
ACHMEA VARIABLE SECURITIES HEALTH FUND		35.020	0,003%	C
ACS 30:70 GLOBAL EQUITY TRACKER FUND		8.919	0,001%	C
ADVANCE PLANNING LIMITED		1.873	0,000%	C
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		641	0,000%	C
AEGON CUSTODY B.V.		245.994	0,023%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,003%	C
AIB GROUP IRISH PENSION SCHEME		10.077	0,001%	C
AIM EQUITY EUROPE CANTONS MAIN		7.996	0,001%	C
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		83.490	0,008%	C
ALASKA COMMON TRUST FUND		17.333	0,002%	C
ALASKA PERMANENT FUND CORPORATION		190.990	0,018%	C
ALBERTA INVESTMENT MANAGEMENT CORPORATION		33.700	0,003%	C
ALFRED I. DUPONT CHARITABLE TRUST		10.656	0,001%	C
ALLEANZA OBBLIGAZIONARIO		174.508	0,017%	C
ALLIANZ AZIONI ITALIA ALL STARS LL STARS		475.000	0,045%	C
ALLIANZ EUROPEAN PENSION INVESTMENTS		858.042	0,082%	C
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		3.760	0,000%	C
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		16.086	0,002%	C
ALLIANZ ITALIA 50 SPECIAL		30.000	0,003%	C
ALLIANZGI S AKTIEN		178.438	0,017%	C
ALLIANZGI-FONDS GANO 2		8.647	0,001%	C
ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA		323.114	0,031%	C
ALLIANZGI-FONDS TOSCA		2.755	0,000%	C
AMERICAN BUREAU OF SHIPPING		1.128	0,000%	C
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		170.424	0,016%	C
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		7.484	0,001%	C
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		8.564	0,001%	C
AMERICAN HEART ASSOCIATION, INC.		1.142	0,000%	C
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,001%	C
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,003%	C
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		5.773	0,001%	C
AMP WHOLESALE GLOBAL EQUITIES FUND		82.369	0,008%	C
AMSELECT - HSBC EURO EQUITY VALUE		458.984	0,044%	C
AMUNDI ACTIONS EURO ISR		60.901	0,006%	C
AMUNDI ACTIONS EUROPE ISR		9.386	0,001%	C
AMUNDI AMBITION NET ZERO CARBONE		27.022	0,003%	C
AMUNDI ESG GLOBAL LOW CARBON FUND		66.230	0,006%	C
AMUNDI ESG IMPROVERS EURO		728.649	0,069%	C
Amundi Etf ICAV		16.154	0,002%	C
Amundi Etf ICAV - Amundi S and P 500 Equal Weight Esg Leaders Ucits Etf		23.693	0,002%	C
Amundi Etf ICAV - Amundi SandP 500 Equal Weight Esg Leaders Ucits Etf		23.578	0,002%	C
AMUNDI EURO iSTOXX CLIMATE PARIS ALIGNED PAB		2.977	0,000%	C
Amundi Euro Stoxx Select Dividend 30		202.348	0,019%	C
AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS		530.209	0,051%	C
AMUNDI FTSE MIB		305.441	0,029%	C
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY		4.274	0,000%	C
AMUNDI FUNDS EQUITY EURO RISK PARITY		26.958	0,003%	C
AMUNDI FUNDS GLOBAL PERSPECTIVES		5.440	0,001%	C
AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT		75.477	0,007%	C
AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA		548	0,000%	C
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND		18.023	0,002%	C
AMUNDI INDEX MSCI EMU SRI		112.044	0,011%	C
AMUNDI INDEX MSCI EUROPE		176.151	0,017%	C
Amundi Index MSCI Europe SRI		370.089	0,035%	C
AMUNDI INDEX MSCI WORLD		43.138	0,004%	C
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE		5.100	0,000%	C
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL		9.360	0,001%	C
AMUNDI MSCI ACWI SRI PAB UCITS ETF		1.075	0,000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Amundi MSCI EMU ESG CTB Net Zero Ambit		50.570	0,005%	C
AMUNDI MSCI EMU ESG Leaders Select		396.607	0,038%	C
AMUNDI MSCI EUROPE		164.908	0,016%	C
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB		2.713	0,000%	C
AMUNDI MSCI EUROPE EX SWITZERLAND		44.635	0,004%	C
AMUNDI MSCI WORLD		2.906.000	0,277%	C
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB		6.898	0,001%	C
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR		3.448	0,000%	C
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB		3.552	0,000%	C
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT		1.183	0,000%	C
AMUNDI PATRIMOINE PEA		99.683	0,010%	C
AMUNDI PRIME EUROZONE		10.113	0,001%	C
AMUNDI STOXX EUROPE 600		381.560	0,036%	C
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		2.838	0,000%	C
AMUNDI STRATEGIES ACTIONS EURO CORE +		18.689	0,002%	C
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY		614	0,000%	C
ANDRA AP-FONDEN		51.120	0,005%	C
AP ACTIONS 1 EURO		18.066	0,002%	C
APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND		18.964	0,002%	C
AQR ABS RETURN MASTER NON FLIP		1.082.147	0,103%	C
AQR ABSOLUTE RETURN MASTER ACCOUNT LP		123.126	0,012%	C
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		9.874	0,001%	C
AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		6.563	0,001%	C
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.		331.455	0,032%	C
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. C/O AQR CAPITAL MANAGEMENT LL C.		15.223	0,001%	C
AQR FUNDS - AQR GLOBAL EQUITY FUND		56.733	0,005%	C
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,002%	C
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		314.883	0,030%	C
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.862	0,076%	C
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		88.686	0,008%	C
AQR FUNDSAQR MULTIASSET FUND		42.319	0,004%	C
AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.		2.906	0,000%	C
AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		787	0,000%	C
AQR INNOVATION FUND L.P.		848	0,000%	C
AQR INNOVATION FUND L.P.- SE RIES		13.116	0,001%	C
AQR INNOVATION FUND, L.P.		1.599	0,000%	C
AQR LUX FUNDS AQR DIVERSIFIED RISK PR		562.436	0,054%	C
AQR LUX FUNDS-AQR DIVERSIFIED RISK PREMIA FUND		713	0,000%	C
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		6.682	0,001%	C
AQR STYLE PREMIA MASTER ACCOUNT L.P..		28.125	0,003%	C
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		26.532	0,003%	C
AQR TAX AWARE TOTAL RETURN FUND LLC		51.643	0,005%	C
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC		772	0,000%	C
ARBEJDSMARKEDETS TILLAEGSPENSION		788.070	0,075%	C
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		7.789	0,001%	C
ARERO - DER WELTFONDS - ESG		10.139	0,001%	C
ARIZONA PSPRS TRUST		96.703	0,009%	C
ARIZONA STATE RETIREMENT SYSTEM		130.874	0,012%	C
ARKWRIGHT, LLC		1.611	0,000%	C
ARR INT EX US ALPHA EXTENSION TRUST FUND		67.768	0,006%	C
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		544.310	0,052%	C
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		104.871	0,010%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		4.360	0,000%	C
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P		11.142	0,001%	C
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP.		13	0,000%	C
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUE TRUST FUND		5.815	0,001%	C
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND		24.300	0,002%	C
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED		6.630	0,001%	C
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.		55	0,000%	C
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		14.434	0,001%	C
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		2.438	0,000%	C
ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U		148.877	0,014%	C
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI		267.501	0,026%	C
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT.		86	0,000%	C
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED		12.163	0,001%	C
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD		1.230	0,000%	C
ARROWSTREET COLLECTIVE INVESTMENT TRUST		1.277.509	0,122%	C
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		466.760	0,045%	C
ARROWSTREET GLOBAL EQUITY FUND		141.585	0,014%	C
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		10.634	0,001%	C
ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION.		48.582	0,005%	C
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		152.655	0,015%	C
ARROWSTREET US GROUP TRUST		1.551.175	0,148%	C
ARROWSTREET US GROUP TRUST - ARROWST GBL EQU - ALPHA EXT FD		68.624	0,007%	C
ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP		103.496	0,010%	C
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET U		43.660	0,004%	C
ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY-		370	0,000%	C
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		387.657	0,037%	C
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		467.397	0,045%	C
ARTEMIS SMARTGARP PARIS-ALIGNED GLOBAL EQUITY		21.346	0,002%	C
ASCENSION ALPHA FUND LLC		5.470	0,001%	C
ASIAN DEVELOPMENT BANK		72.000	0,007%	C
ASR INSTITUT FONDSEN EUR AANDELEN		375.637	0,036%	C
ASSET MANAGEMENT EXCHANGE UCITS CCF.		20.584	0,002%	C
ASSURDIX		41.260	0,004%	C
ATCP-UI-FONDS		1.928	0,000%	C
AURION GLOBAL EQUITY FUND		1.588	0,000%	C
AUSTRALIAN CAPITAL TERRITORY		18.030	0,002%	C
AUSTRALIAN NATIONAL UNIVERSITY		3.890	0,000%	C
AUSTRALIAN RETIREMENT TRUST		413.532	0,039%	C
AUSTRALIANSUPER		5.957	0,001%	C
AUTORIDADE MONETARIA DE MACAU		8.262	0,001%	C
AVADIS FUND-AKTIEN WELT AST 2		10.351	0,001%	C
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,001%	C
AVALON PORTFOLIO II LLC		1.928	0,000%	C
Aviva Investors Funds ACS - AI Balanced Life Fund		829	0,000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Aviva Investors Funds ACS - AI Balanced Pension Fund		14.856	0,001%	C
Aviva Investors Funds ACS - AI Cautious Pension Fund		234	0,000%	C
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,001%	C
Aviva Investors Passive Funds ACS - AI 30:70 Global Equity (Currency Hedged) Index Fund		3.437	0,000%	C
Aviva Investors Passive Funds ACS - AI 50:50 Global Equity Index Fund		4.066	0,000%	C
Aviva Investors Passive Funds ACS - AI 60:40 Global Equity Index Fund		12.856	0,001%	C
Aviva Investors Passive Funds ACS - AI Continental European Equity Index Fund		65.432	0,006%	C
Aviva Investors Passive Funds ACS - AI Developed European ex UK Equity Index Fund		51.040	0,005%	C
Aviva Investors Passive Funds ACS - AI Developed World ex UK Equity Index Fund		14.070	0,001%	C
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		163	0,000%	C
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		2.413	0,000%	C
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		3.277	0,000%	C
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		3.251	0,000%	C
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,000%	C
Aviva Investors UK Fund Services Limited		63.500	0,006%	C
AVIVA LIFE & PENSIONS IRELAND DAC		30.948	0,003%	C
AVIVA LIFE & PENSIONS UK LIMITED		77.859	0,007%	C
Aviva Life and Pensions UK Limited		4.340	0,000%	C
AWARE SUPER		109.895	0,010%	C
AXA AA DIVERSIFIE INDICIEL 1		33.825	0,003%	C
AXA PEA REGULARITE		1.398.856	0,133%	C
AZ FUND 1 AZ ALLOCATION ITALIAN TREND		123.652	0,012%	C
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30		2.800	0,000%	C
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70		72.700	0,007%	C
AZ FUND 1 AZ ALLOCATION TREND		272.633	0,026%	C
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA		6.300	0,001%	C
AZIMUT CAPITAL MANAGEMENT SGR SPA		10.700	0,001%	C
AZIMUT LIFE DAC		1.279	0,000%	C
AZL DFA INTERNATIONAL CORE EQUITY FUND		8.225	0,001%	C
AZL INTERNATIONAL INDEX FUND		33.256	0,003%	C
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		11.588	0,001%	C
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		10.983	0,001%	C
BANK OF BOTSWANA.		3.575	0,000%	C
BANK OF KOREA		83	0,000%	C
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		2.778	0,000%	C
BEAR CREEK INC		9.951	0,001%	C
BEAT DRUGS FUND ASSOCIATION		582	0,000%	C
BEL EQUITY EUROPE ESG		92.625	0,009%	C
BERESFORD FUNDS ICAV		1.832	0,000%	C
BESSEMER TRUST CO CLEARING ACCT		9.300	0,001%	C
Best Investment Corporation		2.881	0,000%	C
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,000%	C
BEVEILIGING MANDAAT SSGA RE AANDELEN		20.073	0,002%	C
BEWAARSTICHTING NNIP I		136.001	0,013%	C
BFT PARTNERS VIA EQUITY EUROPE SRI		39.962	0,004%	C
BLACKROCK ADVANTAGE INTERNATIONAL FUND		180.507	0,017%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		21.462	0,002%	C
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		374.165	0,036%	C
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		13.099	0,001%	C
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		71.213	0,007%	C
BLACKROCK CDN WORLD INDEX FUND		47.274	0,005%	C
BLACKROCK FUND MANAGERS LTD		26.501	0,003%	C
BLACKROCK FUNDS I ICAV		12.949	0,001%	C
BLACKROCK GLOBAL FUNDS		26.612	0,003%	C
BLACKROCK GLOBAL INDEX FUNDS		30.340	0,003%	C
BLACKROCK IG INTERNATIONAL EQUITY POOL		36.945	0,004%	C
BLACKROCK INDEX SELECTION FUND		306.020	0,029%	C
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		100	0,000%	C
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		4.414.316	0,421%	C
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		5.785	0,001%	C
BLACKROCK LIFE LIMITED		17.872	0,002%	C
BLACKROCK LIFE LTD		163.704	0,016%	C
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		87.055	0,008%	C
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		429	0,000%	C
BLACKROCK UCITS CCF		38.809	0,004%	C
BLKB Equity Switzerland Focus		509.323	0,049%	C
BMO DIVERSIFIED INCOME PORTFOLIO		7.176	0,001%	C
BMO MSCI EAFE ESG LEADERS INDEXETF		3.391	0,000%	C
BMO MSCI EAFE INDEX ETF		155.952	0,015%	C
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED		276.470	0,026%	C
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE		102.160	0,010%	C
BNP PARIBAS EASY - MSCI EUROPE EX CW		148.176	0,014%	C
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED		432.414	0,041%	C
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED		121.332	0,012%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-Series PAB 5 Capped UCITS ETF		3.682	0,000%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF		3.573	0,000%	C
BNP PARIBAS EQUITY - FOCUS ITALIA		61.929	0,006%	C
BNP PARIBAS FINANCE EUROPE ISR		162.806	0,016%	C
BNY MELLON INTERNATIONAL EQUITY ETF		14.261	0,001%	C
BNY MELLON INTERNATIONAL STOCK INDEX FUND		8.917	0,001%	C
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		1	0,000%	C
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND		22.256	0,002%	C
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		4.820	0,000%	C
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		4	0,000%	C
BOC PRUDENTIAL EUROPEAN INDEX FUND		34.184	0,003%	C
BRIDGE BUILDER INTERNATIONAL E		26.078	0,002%	C
BRIDGE BUILDER TAX MANAGED		3.267	0,000%	C
BRIDGEWATER ASSOCIATES		4.752	0,000%	C
BRIDGEWATER BLUE PEAK FUND LP.		28	0,000%	C
BRIDGEWATER PURE ALPHA FUND III, LTD		3.651	0,000%	C
BRIDGEWATER PURE ALPHA STERLING FUND LTD		1.382	0,000%	C
BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD.		24.955	0,002%	C
BRIDGEWATER PURE ALPHA TRADING COMPANY LTD		2.698	0,000%	C
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.264	0,003%	C
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		682	0,000%	C
BRUCE POWER PENSION PLAN		20.755	0,002%	C
BRUNEI SHELL RETIREMENT BENEFIT FUND		1.127	0,000%	C
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR		12.525	0,001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BT INTERNATIONAL FUND		27.824	0,003%	C
BUILDERS ASSET MANAGEMENT LLC		19.011	0,002%	C
BUMA-UNIVERSAL-FONDS I		3.913	0,000%	C
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		543	0,000%	C
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		1.722	0,000%	C
BUREAU OF PUBLIC SERVICE PENSION FUND		17.159	0,002%	C
BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST		3.434	0,000%	C
BW DMO FUND LTD.		7.418	0,001%	C
BW PASPG LTD		1.894	0,000%	C
BWM PA 24 LTD		2.642	0,000%	C
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		1.061.331	0,101%	C
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		2.802	0,000%	C
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.116	0,002%	C
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.086	0,000%	C
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		582.239	0,056%	C
CAPULA TAIL RISK MASTER FUND LIMITED		2.313	0,000%	C
CARDANO COMMON CONTRACTUAL FUND		2.143	0,000%	C
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		35.851	0,003%	C
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,003%	C
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,001%	C
CATERPILLAR INC. MASTER RETIREMENT TRUST		5.218	0,000%	C
CATERPILLAR INVESTMENT TRUST.		3.869	0,000%	C
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.443	0,000%	C
CENTRAL BANK OF IRELAND		6.498	0,001%	C
CENTRAL BANK OF IRELAND - MSCI PAB		7.779	0,001%	C
CENTRAL PROVIDENT FUND BOARD		2.778	0,000%	C
CERVURITE INTERNATIONAL LLC		27.240	0,003%	C
CFSIL RE CNEALTH GS FD 16		10.625	0,001%	C
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		53.494	0,005%	C
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1		116.856	0,011%	C
CHCP GLOBAL SECURITIES LP		2.533	0,000%	C
CHEVRON MASTER PENSION TRUST		115.225	0,011%	C
CHURCH COMMISSIONERS FOR ENGLAND		6.393	0,001%	C
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		7.046	0,001%	C
CIBC EUROPEAN INDEX FUND		1	0,000%	C
CIBC INTERNATIONAL EQUITY INDEX ETF		777	0,000%	C
CIBC INTERNATIONAL EQUITY INDEX POOL		667	0,000%	C
CIBC INTERNATIONAL EQUITY PRIVATE POOL		1	0,000%	C
CIBC INTERNATIONAL INDEX FUND		1	0,000%	C
CINDY SPRINGS LLC		42.020	0,004%	C
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T		390.180	0,037%	C
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO		40.041	0,004%	C
CITITRUST LIMITED		6.213	0,001%	C
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		2.634	0,000%	C
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		57.239	0,005%	C
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,002%	C
CITY OF NEW YORK GROUP TRUST		100.077	0,010%	C
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		30.423	0,003%	C
CITY UNIVERSITY OF NEW YORK		331	0,000%	C
CMAP SRPA FUND LIMITED PORTFOLIO MARGIN ACCTS		29.573	0,003%	C
CMLA INDEXED GLOBAL SHARE FUND		1.678	0,000%	C
CNP ASSUR VALUE ET MOMENTUM		28.689	0,003%	C
CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		724	0,000%	C
COLLEGE RETIREMENT EQUITIES FUND		506.430	0,048%	C
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		14.448	0,001%	C
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		237.154	0,023%	C
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		4.907	0,000%	C
COMMONWEALTH GLOBAL SHARE FUND 17,		917.736	0,088%	C
COMMONWEALTH GLOBAL SHARE FUND 30.		11.399	0,001%	C
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		2.955	0,000%	C
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		77.885	0,007%	C
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		723	0,000%	C
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.796	0,001%	C
CONSERVATION INTERNATIONAL FOUNDATION, INC.		655	0,000%	C
CONSOLIDATED EDISON RETIREMENT PLAN		9.702	0,001%	C
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,000%	C
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,000%	C
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.		32.775	0,003%	C
COUNSEL DEFENSIVE GLOBAL EQUITY		861	0,000%	C
COV WACHSTUM MF		2.728	0,000%	C
CPPIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD		18.425	0,002%	C
CPR Europe ESG Poche COR		53.094	0,005%	C
CREDIT SUISSE INDEX FUND (IE) ETF ICAV		11.411	0,001%	C
CREDIT SUISSE INDEX FUND (LUX)		521.871	0,050%	C
CRELAN INVEST BALANCED		34.743	0,003%	C
CRELAN INVEST CONSERVATIVE		4.445	0,000%	C
CRELAN INVEST DYNAMIC		16.561	0,002%	C
CSIF CH Equity EMU UBS Fund Management Switzerland AG		18.468	0,002%	C
CSIF CH III Equity World ex CH Climate Change Blue Pension Fund Plus UBS FM Switzerland AG		236	0,000%	C
CSIF CH III Equity World ex CH Value Weighted Pension Fund UBS Fund Management Switzerland AG		3.330	0,000%	C
CSIF4 Credit Suisse Lux Global High Income Fund USD		17.560	0,002%	C
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		45.744	0,004%	C
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATI		88.762	0,008%	C
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX		1.159	0,000%	C
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		2.126	0,000%	C
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		5.356	0,001%	C
DANMARKS GRUNDFORSKNINGFOND		1.576	0,000%	C
Danske Bank Puljer		61.980	0,006%	C
DANSKE INVEST ALLOCATION		40.365	0,004%	C
DEAM FONDS ZDV		5.062	0,000%	C
DEAM-FONDS CPT		5.000	0,000%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		80.940	0,008%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		2.724	0,000%	C
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG		18.332	0,002%	C
DEKA INVESTMENT GMBH GLOBALE AKTIEN		37.259	0,004%	C
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		151.287	0,014%	C
DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1 U01		154.225	0,015%	C
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,001%	C
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		515.625	0,049%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF		18.260	0,002%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		4.235	0,000%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		47.410	0,005%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		19.101	0,002%	C
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		43.984	0,004%	C
DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL		10.342	0,001%	C
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS		14.000	0,001%	C
DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF		18.612	0,002%	C
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF		5.471	0,001%	C
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,001%	C
DEKA INVESTMENT GMBH W/SSH-FONDS W/U04		63.150	0,006%	C
DEKA INVESTMENT GMBH W/SVAM-FONDS		8.459	0,001%	C
DEKA INVESTMENT GMBH W/SVN II-FONDS		4.879	0,000%	C
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		2.018	0,000%	C
DEKA VALUE PLUS		134.730	0,013%	C
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.		34.000	0,003%	C
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHUETTUNGSCONCEPT REGIONAL NACHHALTIG		9.200	0,001%	C
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC AKTIEN GLOBAL		21.000	0,002%	C
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC PROFESSIONELL AKTIEN		12.000	0,001%	C
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		75.571	0,007%	C
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		4.057	0,000%	C
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		33	0,000%	C
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		1.122	0,000%	C
DESTINATIONS INTERNATIONAL EQU		11.163	0,001%	C
DEUTSCHE DCG EQ		1.926	0,000%	C
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,000%	C
DFI LP EQUITY (PASSIVE		532	0,000%	C
DIGNITY PRE ARRANGEMENT LIMITED		2.247	0,000%	C
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,000%	C
DIOCESE OF VENICE PENSION PLAN AND TRUST		206	0,000%	C
DNB BANK ASA		4.485	0,000%	C
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING		22.120	0,002%	C
DWS INVESTMENT GMBH FOR BALOISE-AKTIENFONDS DWS		22.000	0,002%	C
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		4.900	0,000%	C
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		1.536	0,000%	C
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,001%	C
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND		4.616	0,000%	C
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT		71.015	0,007%	C
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO		1.939	0,000%	C
DWS MULTI ASSET PIR FUND		75.000	0,007%	C
DYNASTY INVEST LTD		1.134	0,000%	C
EARNEST INSTITUTIONAL LLC		104	0,000%	C
EATON VANCE EQUITY HARVEST FUNDLLC		11.626	0,001%	C
EGEPARGNE 2 DIVERSIFIE		25.982	0,002%	C
EMBO-FONDS		14.469	0,001%	C
EMERGENCY SERVICES SUPERANNUATION SCHEME		1.533	0,000%	C
EMN ASC FUND LP		8.164	0,001%	C
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		48.611	0,005%	C
EMPOWER ANNUITY INSURANCE COMPANY		68.736	0,007%	C
ENHANCED INDEX INTERNATIONAL SHARE FUND		61.814	0,006%	C
ENHANCED INDEX SUSTAINABLE GLOBAL EQUITY FUND I NL		433.313	0,041%	C
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG		33.001	0,003%	C
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		21.793	0,002%	C
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		3.905	0,000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.276	0,001%	C
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		8.341	0,001%	C
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		11.470	0,001%	C
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		16.865	0,002%	C
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		47.177	0,004%	C
EQUIPSUPER		8.669	0,001%	C
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.826	0,000%	C
EQUITY FUND WORLD DBI-RDT		17.843	0,002%	C
ERAFP Actions Euro I		979.089	0,093%	C
ERAFP ACTIONS EURO IV		274.204	0,026%	C
ERISA ACTION EUROPE N 2		29.868	0,003%	C
ERISA ACTIONS GRANDES VALEURS		811.766	0,077%	C
ERS TEXAS ARROWSTREET INTERNATIONAL 967825		5.730	0,001%	C
ERSTE ASSET MANAGEMENT GMBH		474.800	0,045%	C
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)		1.335	0,000%	C
EUROPEAN EQUITIES 1		53.036	0,005%	C
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,000%	C
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,001%	C
FAMILY INVESTMENTS CHILD TRUST FUND		9.523	0,001%	C
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		7.919	0,001%	C
FCM INTERNATIONAL LLC		835	0,000%	C
FCP HUMANIS RETRAITE ACTIONS		151.538	0,014%	C
FCP SODIUM I		19.002	0,002%	C
FEDEX CORPORATION EMPLOYEES PENSION TRUST		15.223	0,001%	C
FGV - ACTIONS EUROPE LM B		332.657	0,032%	C
FGV ACTIONS EUROPE LM A		12.900	0,001%	C
FIDDLER PARTNERS LLC		474	0,000%	C
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND		1.325.877	0,126%	C
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		11.351	0,001%	C
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		67.347	0,006%	C
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		468	0,000%	C
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		43.232	0,004%	C
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		71.220	0,007%	C
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		555.052	0,053%	C
FIDELITY SAI INTERNATIONAL INDEX FUND		223.690	0,021%	C
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		38.569	0,004%	C
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		172.023	0,016%	C
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND		14.771	0,001%	C
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND		774.754	0,074%	C
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		181.704	0,017%	C
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		2.642	0,000%	C
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		6.735	0,001%	C
FINALTIS EFFICIENT BETA EURO		8.721	0,001%	C
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		2.707	0,000%	C
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		451.621	0,043%	C
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		10.325	0,001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		55.901	0,005%	C
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		367.568	0,035%	C
FISCHER FAMILY TRUST		1.424	0,000%	C
FJARDE AP-FONDEN.		1	0,000%	C
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		9.757	0,001%	C
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		2.622	0,000%	C
FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION		12.378	0,001%	C
FLORIDA GLOBAL EQUITY FUND LLC		6.397	0,001%	C
FLORIDA RETIREMENT SYSTEM		1	0,000%	C
FLORIDA RETIREMENT SYSTEM TRUST FUND		2	0,000%	C
FLOURISH INVESTMENT CORPORATION		33.183	0,003%	C
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,002%	C
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		3.437	0,000%	C
FONDATION BOTNAR..		18.261	0,002%	C
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		1.933	0,000%	C
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,000%	C
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		13.060	0,001%	C
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,000%	C
FOREIGN STOCK INDEX MOTHER FUND		24.593	0,002%	C
FORSTA AP - FONDEN		135.229	0,013%	C
FOVERUKA PENSION UNIVERSAL		7.109	0,001%	C
FRANCIS FAMILY FUND APS		3.127	0,000%	C
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		5.460	0,001%	C
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF		2.832	0,000%	C
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF		1.644	0,000%	C
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG		63.756	0,006%	C
FRANKLIN TEMPLETON ICAV		840	0,000%	C
FUNDACAO CALOUSTE GULBENKIAN		8.073	0,001%	C
FUNDO DE PENSOES		5.355	0,001%	C
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,001%	C
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		83.841	0,008%	C
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		14.298	0,001%	C
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		2.736	0,000%	C
G.A.-FUND-B - EQUITY BROAD EURO P		14.330	0,001%	C
G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES		31.395	0,003%	C
GARD UNIT TRUST		6.700	0,001%	C
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.213	0,000%	C
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		531.629	0,051%	C
GENERALI SMART FUNDS		15.000	0,001%	C
GERANA SICAV-SIF, S.A.		18.904	0,002%	C
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		3.916	0,000%	C
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		2.795	0,000%	C
GLOBAL EQUITIES ENHANCED INDEX FUND		366.416	0,035%	C
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,000%	C
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		13.249	0,001%	C
GLOBAL MULTI-FACTOR EQUITY FUND		18.746	0,002%	C
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED		127	0,000%	C
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		20.433	0,002%	C
GMO BENCHMARK-FREE FUND		4.445	0,000%	C
GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND		1.758	0,000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GMO MULTI-ASSET TRUST		6.417	0,001%	C
GODFOND SVERIGE & VARLDEN		4.688	0,000%	C
GOLDMAN SACHS ETF ICAV		69	0,000%	C
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E		2.247	0,000%	C
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT		395.428	0,038%	C
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		28.702	0,003%	C
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO		21.428	0,002%	C
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF		7.631	0,001%	C
GOLDMAN SACHS FUNDS		7.340	0,001%	C
GOLDMAN SACHS FUNDS III		163.090	0,016%	C
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND		28.270	0,003%	C
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		25.471	0,002%	C
GOVERNMENT PENSION INVESTMENT FUND		2.490.929	0,238%	C
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC		3.964	0,000%	C
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.		3.228	0,000%	C
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND		12.968	0,001%	C
GREAT WEST INTERNATIONAL INDEX FUND		56.701	0,005%	C
GUIDEMARK WORLD EX-US FUND		19.325	0,002%	C
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		62.817	0,006%	C
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		25.999	0,002%	C
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND		4.837	0,000%	C
HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND		246.925	0,024%	C
HAWTHORN DM LLC		7.505	0,001%	C
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		1.363	0,000%	C
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		367	0,000%	C
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		9.738	0,001%	C
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,001%	C
HELVETIA I EUROPA		39.020	0,004%	C
HESTA		254.476	0,024%	C
HI-Aktien-Aktiv-Fundamental-SFonds		70.000	0,007%	C
HI-PNWL-DIVIDENDE-PLUS-FONDS		125.799	0,012%	C
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		321.507	0,031%	C
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND		28.493	0,003%	C
Horizon Business SRI Dyn DBI-RDT		14.779	0,001%	C
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		15.571	0,001%	C
HOSTPLUS POOLED SUPERANNUATION TRUST		44.955	0,004%	C
HRW TESTAMENTARY TRUST NO. 1		3.552	0,000%	C
HRW TESTAMENTARY TRUST NO. 11.		787	0,000%	C
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,000%	C
HRW TESTAMENTARY TRUST NO. 2		2.539	0,000%	C
HRW TESTAMENTARY TRUST NO. 3		3.135	0,000%	C
HRW TESTAMENTARY TRUST NO. 6		411	0,000%	C
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,000%	C
HSBC ACTIONS MONDE		111.572	0,011%	C
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		119.561	0,011%	C
HSBC ETFs Public Limited Company		129	0,000%	C
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		8.293	0,001%	C
HSBC ETFs Public Limited Company - HSBC MSCI World UCITS ETF		13.197	0,001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HSBC EURO ACTIONS		362.685	0,035%	C
HSBC GLOBAL INVESTMENT FUNDS		528.510	0,050%	C
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		22.978	0,002%	C
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		18.051	0,002%	C
HSBC INTERNATIONAL EQUITY INDEX FUND		6.327	0,001%	C
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		13.554	0,001%	C
HUMANIS RETRAITE DIVERSIFIE		503.183	0,048%	C
IBM 401(K) PLUS PLAN TRUST		78.149	0,007%	C
IBM PERSONAL PENSION PLAN TRUST		1.358	0,000%	C
IBM RETIREMENT PLAN		1.508	0,000%	C
IF IST - EUROPE INDEX SRI		9.133	0,001%	C
IF IST - GLOBE INDEX		7.690	0,001%	C
IF IST - GLOBE INDEX SRI		1.197	0,000%	C
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		358.791	0,034%	C
ILA - A-ILDSCG		2.038	0,000%	C
ILA - A-ILEZEQG		10.354	0,001%	C
ILA - A-ILGLOEQG		4.718	0,000%	C
ILA - A-ILGLOEQN		852	0,000%	C
ILA-A-ILSDMH		48.484	0,005%	C
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		21.659	0,002%	C
ILA-LA WORLD ESG SCREENED FUND		5.226	0,000%	C
ILLINOIS MUNICIPAL RETIREMENT FUND		136.648	0,013%	C
IMPAX INTERNATIONAL SUSTAINABLE ECONOMY FUND		196.630	0,019%	C
IMPERIAL INTERNATIONAL EQUITY POOL		3	0,000%	C
IMPERIAL OVERSEAS EQUITY POOL		1	0,000%	C
ING DIRECT FONDO NARANJA CONSERVADOR FI		2.223	0,000%	C
ING DIRECT FONDO NARANJA DINAMICO FI		21.010	0,002%	C
ING DIRECT FONDO NARANJA MODERADO FI		14.644	0,001%	C
ING DIRECT SICAV		21.113	0,002%	C
INSTITUTIONAL RETIREMENT TRUST		7.916	0,001%	C
INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC		2.652	0,000%	C
INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST		103.634	0,010%	C
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN		24.802	0,002%	C
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND		62.959	0,006%	C
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		18.189	0,002%	C
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		8.766	0,001%	C
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		793.783	0,076%	C
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		782	0,000%	C
INTERNATIONAL EQUITIES SECTOR TRUST		967	0,000%	C
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		1.000	0,000%	C
INTERNATIONAL MONETARY FUND		30.572	0,003%	C
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT		740	0,000%	C
INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN		3.825	0,000%	C
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		418.881	0,040%	C
Internationale Kapitalanlagegesellschaft mbH		19.866	0,002%	C
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF		69.042	0,007%	C
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		47.358	0,005%	C
INVESCO FUNDS		18.101	0,002%	C
INVESCO GLOBAL BALANCED INDEX FUND UK		11.974	0,001%	C
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		1.449	0,000%	C
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND		218	0,000%	C
INVESCO MARKETS II PLC		22.128	0,002%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESCO MARKETS III PLC		655	0,000%	C
INVESCO MSCI WORLD SRI INDEX FUND		601	0,000%	C
INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		149.468	0,014%	C
INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL		58.233	0,006%	C
INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL		35.150	0,003%	C
INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL		21.114	0,002%	C
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		6.480	0,001%	C
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		7.745	0,001%	C
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL		11.862	0,001%	C
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		29.269	0,003%	C
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		10.194	0,001%	C
INVESTERINGSFORENINGEN DANSKE INVEST MIX OFFENSIV PLUS - AKKUMULERENDE KL		2.671	0,000%	C
INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL		60.166	0,006%	C
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL		70.869	0,007%	C
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL		46.407	0,004%	C
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL		36.728	0,004%	C
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL		6.896	0,001%	C
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE		1.796	0,000%	C
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.977	0,000%	C
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI		24.633	0,002%	C
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		39.017	0,004%	C
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,002%	C
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		11.754	0,001%	C
INVESTITORI FLEXIBLE EQUITY ESG		8.200	0,001%	C
INVESTITORI PIAZZA AFFARI		33.300	0,003%	C
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM		12.449	0,001%	C
IP ACTIONS EURO		10.036	0,001%	C
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		129.186	0,012%	C
IQ 500 INTERNATIONAL ETF		12.412	0,001%	C
IRCANTEC PAB AMUNDI		2.011	0,000%	C
IRISH LIFE ASSURANCE PLC		77.458	0,007%	C
IRISH LIFE ASSURANCE.		43.505	0,004%	C
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,000%	C
ISHARES BLOCKCHAIN AND TECH ETF		5.332	0,001%	C
ISHARES CORE MSCI EAFE ETF		3.034.609	0,289%	C
ISHARES CORE MSCI EAFE IMI INDEX ETF		152.615	0,015%	C
ISHARES CORE MSCI EUROPE ETF		180.161	0,017%	C
ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF		319.134	0,030%	C
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		593.266	0,057%	C
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		2.973	0,000%	C
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		8.479	0,001%	C
ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE		25.657	0,002%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES ESG ADVANCED MSCI EAFE ETF		32.330	0,003%	C
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		5.405	0,001%	C
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		1.513.576	0,144%	C
ISHARES EURO STOXX UCITS ETF (DE)		181.733	0,017%	C
ISHARES II PUBLIC LIMITED COMPANY		1.841.205	0,176%	C
ISHARES III PUBLIC LIMITED COMPANY		949.740	0,091%	C
ISHARES INTERNATIONAL EQUITY FACTOR ETF		84.191	0,008%	C
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		4.457	0,000%	C
ISHARES IV PUBLIC LIMITED COMPANY		875.979	0,084%	C
ISHARES MSCI ACWI ETF		95.926	0,009%	C
ISHARES MSCI ACWI EX U.S. ETF		82.333	0,008%	C
ISHARES MSCI ACWI LOW CARBON TARGET ETF		39.344	0,004%	C
ISHARES MSCI EAFE ETF		1.629.428	0,155%	C
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		307.327	0,029%	C
ISHARES MSCI EAFE VALUE ETF		962.883	0,092%	C
ISHARES MSCI EUROPE FINANCIALS ETF		354.707	0,034%	C
ISHARES MSCI EUROPE IMI INDEX ETF		8.658	0,001%	C
ISHARES MSCI EUROZONE ETF		625.362	0,060%	C
ISHARES MSCI GLOBAL MULTIFACTORETF		6.480	0,001%	C
ISHARES MSCI INTL SIZE FACTOR ETF		497	0,000%	C
ISHARES MSCI ITALY ETF		871.561	0,083%	C
ISHARES MSCI KOKUSAI ETF		1.714	0,000%	C
ISHARES MSCI WORLD ETF		26.745	0,003%	C
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		2.244	0,000%	C
ISHARES PUBLIC LIMITED COMPANY		2.706.366	0,258%	C
ISHARES STOXX EUROPE 600 INSURANCE UCITS ETF DE		235.586	0,022%	C
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		297.986	0,028%	C
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		162.053	0,015%	C
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		894.263	0,085%	C
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.123.409	0,202%	C
ISHARES V PUBLIC LIMITED COMPANY		233.630	0,022%	C
ISHARES VI PUBLIC LIMITED COMPANY		116.655	0,011%	C
ISHARES VII PUBLIC LIMITED COMPANY		796.647	0,076%	C
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		63.168	0,006%	C
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,000%	C
ISHARES WORLD EQUITY FACTOR ETF		3.697	0,000%	C
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		3.662	0,000%	C
JANA PASSIVE GLOBAL SHARE TRUST		9.246	0,001%	C
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,000%	C
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.611.602	0,154%	C
JEFFREY LLC		7.080	0,001%	C
JNL INTERNATIONAL INDEX FUND		61.313	0,006%	C
JNL/DFA INTERNATIONAL CORE EQUITY FUND		7.181	0,001%	C
JNL/JPMORGAN GLOBAL ALLOCATION FUND		763	0,000%	C
JNL/MELLON MSCI WORLD INDEX FUND		3.130	0,000%	C
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		82.393	0,008%	C
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		12.437	0,001%	C
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		26.868	0,003%	C
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		34.448	0,003%	C
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		28.336	0,003%	C
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		17.679	0,002%	C
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		61.493	0,006%	C
JOSHUA GREEN CORPORATION		3.450	0,000%	C
JPM Multi Income Fund		41.776	0,004%	C

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
JPMORGAN BETABUILDERS EUROPE ETF		335.919	0,032%	C
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		111.594	0,011%	C
JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND		126.319	0,012%	C
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		72.398	0,007%	C
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		18.759	0,002%	C
JPMorgan Europe Strategic Dividend Fund		3.738	0,000%	C
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		8.727	0,001%	C
JPMORGAN FUNDS		407.322	0,039%	C
JPMORGAN GLOBAL ALLOCATION FUND		1.712	0,000%	C
JPMORGAN INCOME BUILDER FUND		119.817	0,011%	C
JPMORGAN INVESTMENT FUNDS		718.366	0,069%	C
JPMorgan Multi Balanced Fund		3.411	0,000%	C
JTW TRUST NO. 1 UAD 9/19/02.		2.645	0,000%	C
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,000%	C
JTW TRUST NO. 3 UAD 9/19/02.		2.827	0,000%	C
JTW TRUST NO. 5 UAD 9/19/02.		1.555	0,000%	C
JUNON ACTIONS OBLIGATIONS		138.783	0,013%	C
K INVESTMENTS SH LIMITED.		45.049	0,004%	C
KAISER FOUNDATION HOSPITALS		6.848	0,001%	C
KAISER PERMANENTE GROUP TRUST		10.051	0,001%	C
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER		3.011	0,000%	C
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III		49.460	0,005%	C
KAPITALFORENINGEN EMD INVEST VERDENSINDEKS		8.758	0,001%	C
KAPITALFORENINGEN INVESTIN PRO - GBL LARGE CAP MARKET NEU EQ C/O AQR CAPITAL MANAGEMENT LLC		528.036	0,050%	C
KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I		17.756	0,002%	C
KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX		15.833	0,002%	C
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS		10.339	0,001%	C
KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER		33.465	0,003%	C
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		162.824	0,016%	C
KATHERINE C MOORE CHARITABLE LEAD ANNUIT		968	0,000%	C
KBC ECO FUND WORLD		19.167	0,002%	C
KBC EQUITY FUND EUROPE		36.601	0,003%	C
KBC EQUITY FUND EUROZONE		614.207	0,059%	C
KBC EQUITY FUND EUROZONE DBI-RDT		45.316	0,004%	C
KBC EQUITY FUND SRI EUROZONE		815.340	0,078%	C
KBC EQUITY FUND SRI WORLD		198.845	0,019%	C
KBC Equity Fund World		172.467	0,016%	C
KBC Equity SRI World DBI-RDT		11.572	0,001%	C
KBC INST FUND EURO EQUITY		43.675	0,004%	C
KBC INST FUND SRI WORLD EQUITY		55.308	0,005%	C
KBC INSTITUTIONAL FUND SRI EURO		55.791	0,005%	C
KBI FUNDS ICAV		30.846	0,003%	C
KBI GLOBAL INVESTMENT FUND		12.196	0,001%	C
KFP MARKETABLE LLC		1.244	0,000%	C
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		31.853	0,003%	C
KOKUSAI EQUITY INDEX FUND, A S		14.322	0,001%	C
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP		30.561	0,003%	C
KREBSHILFE-2-FONDS		6.000	0,001%	C
KUTXABANK GESTION SGIIC, S.A.		348.280	0,033%	C
KUTXABANK PENSIONES, S.A., SGFP		175.166	0,017%	C
L AND G ASSUR(PENS MGNT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270		17.523	0,002%	C
L AND G ASSUR(PENS MGNT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495		21.661	0,002%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
La Francaise Systematic European Equities		71.144	0,007%	C
La Francaise Systematic Multi Asset Allocation		2.948	0,000%	C
LACERA MASTER OPEB TRUST		11.377	0,001%	C
LAKE AVENUE INVESTMENTS LLC		9.047	0,001%	C
LARGE CAP INTL PORTFOLIO OF DFA INV		154.290	0,015%	C
LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP		8.200	0,001%	C
LAZARD ASSET MANAGEMENT LLC		741	0,000%	C
LAZARD RETIREMENT GLOBAL DYNAMIC MULTI ASSET PORTFOLIO		20.689	0,002%	C
LBPAM 3 MOIS		701.046	0,067%	C
LBPAM ACTIONS DIVIDENDES EUROP		98.113	0,009%	C
LBPAM ISR ACTIONS 80		69.012	0,007%	C
LBPAM ISR ACTIONS EURO LARGE CAP		290.808	0,028%	C
LBPAM ISR ACTIONS EURO MIN VOL		4.991	0,000%	C
LBPAM ISR ACTIONS EUROPE 50		174.899	0,017%	C
LBPAM ISR AVENIR EURO		20.683	0,002%	C
LBPAM ISR STRATEGIE PEA 1		10.834	0,001%	C
LBPAM ISR STRATEGIE PEA 2		14.159	0,001%	C
LCL ACTIONS EURO CORE+		12.674	0,001%	C
LCL ACTIONS MONDE HORS EUROPE EURO		31.895	0,003%	C
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED		3.493	0,000%	C
LEGAL & GENERAL EUROPEAN INDEX TRUST		250.663	0,024%	C
LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I		3.579	0,000%	C
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU		9.143	0,001%	C
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND		30.046	0,003%	C
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND		6.832	0,001%	C
LEGAL & GENERAL ICAV.		155	0,000%	C
LEGAL & GENERAL MSCI EAFE FUND LLC		32.758	0,003%	C
LEGAL & GENERAL MSCI EAFE SL FUND LLC		30.799	0,003%	C
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		20.092	0,002%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		203.452	0,019%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY		8.793	0,001%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		1.358.727	0,130%	C
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		24.797	0,002%	C
LEGAL AND GENERAL CCF		22.767	0,002%	C
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		43.781	0,004%	C
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		485	0,000%	C
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND		11.824	0,001%	C
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		61.961	0,006%	C
LEGAL AND GENERAL UCITS ETF PLC		105.588	0,010%	C
LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF		437.503	0,042%	C
LGIASUPER		37.952	0,004%	C
LGIM MANAGERS (EUROPE) LIMITED		45.699	0,004%	C
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		399	0,000%	C
LIF-LYXOR MSCI WORLD CATHOL PR		4.486	0,000%	C
LMA IRELAND MAP501		3.166	0,000%	C
LMAP IRELAND ICAV - LMAP 909		10.133	0,001%	C
LMAP IRELAND ICAV - LMAP 910		9.135	0,001%	C
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,000%	C
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.503	0,001%	C
LOF TargetNetZero Europe Equity		4.386	0,000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		36.380	0,003%	C
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		152.159	0,015%	C
LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST		21.601	0,002%	C
LUCENT TECHNOLOGIES INC MASTER PENSION TRUST		1	0,000%	C
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR		804.646	0,077%	C
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA		270.735	0,026%	C
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		446.272	0,043%	C
LUXCELLENCE-HELVETIA EUROP EQUITY		6.430	0,001%	C
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		16.168	0,002%	C
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		206.815	0,020%	C
LVIP SSGA INTERNATIONAL INDEX FUND		82.911	0,008%	C
LYXINDEX FUND - LYXOR MSCI EMU		26.721	0,003%	C
LYXOR CORE MSCI WORLD		41.987	0,004%	C
LYXOR FTSE MIB UCITS ETF		443.557	0,042%	C
LYXOR MSCI EUROPE ESG LEADERS		114.788	0,011%	C
LYXOR MSCI EUROPE UCITS ETF		28.748	0,003%	C
M INTERNATIONAL EQUITY FUND		4.004	0,000%	C
MACK EAFE EQUITY POOL		13.081	0,001%	C
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		16.849	0,002%	C
MACQUARIE INTERNATIONAL EQUITIES FUND		3.653	0,000%	C
MACQUARIE MULTI-FACTOR FUND		6.015	0,001%	C
MAIN I - UNIVERSAL - FONDS		12.933	0,001%	C
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		6.112	0,001%	C
MAN INSIGHT LIMITED		32	0,000%	C
MAN NUMERIC ALTERNATIVE RISK PREMIA VALUE.		52.886	0,005%	C
MANAGED PENSION FUNDS LIMITED		15.663	0,001%	C
MANDARINE EQUITY INCOME		4.876	0,000%	C
MANDARINE IMPROVERS		3.300	0,000%	C
MANDAT ACTION HGAM		215.978	0,021%	C
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		17.974	0,002%	C
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		21.209	0,002%	C
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.906	0,000%	C
MARIGOLD TACTICAL STRATEGIES LTD		2.076	0,000%	C
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 130/30 FUND		39.067	0,004%	C
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3		22.191	0,002%	C
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5		45.421	0,004%	C
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/50 FUND.		79.961	0,008%	C
MARSHALL WACE INV STRAT EUROPEAN TOPS		1.132	0,000%	C
MARSHALL WACE INVESTMENT STRATEGIES-SYSTEMATIC ALPHA PLUS FD C/O MARSHALL WACE LLP		6.877	0,001%	C
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE		171.625	0,016%	C
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND		291.908	0,028%	C
MARSHALL WACE MASTER FDS SPC SP		29.796	0,003%	C
MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND		8.019	0,001%	C
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND		330.467	0,032%	C
MARYLAND STATE RETIREMENT PENSION SYSTEM		99.421	0,009%	C
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		15.687	0,001%	C
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MATB MSCI KOKUSAI INDEX MOTHER FUND		6.775	0,001%	C
MBB PUBLIC MARKETS I LLC		43.462	0,004%	C
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		25.325	0,002%	C
MDPIM INTERNATIONAL EQUITY INDEX POOL		21.078	0,002%	C
MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU		10.064	0,001%	C
MERCER GE INTERNATIONAL EQUITY FUND		51.950	0,005%	C
MERCER GLOBAL EQUITY FUND		34.419	0,003%	C
MERCER INDEXED INTERNATIONAL SHARES FUND		37.972	0,004%	C
MERCER NONUS CORE EQUITY FUND		262.370	0,025%	C
MERCER PASSIVE INTERNATIONAL SHARES FUND		34.338	0,003%	C
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		2.084	0,000%	C
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,001%	C
MERCER QIF COMMON CONTRACTUAL FUND		128.071	0,012%	C
MERCER UCITS COMMON CONTRACTUALFUND		31.680	0,003%	C
MERCER UNHEDGED OVERSEAS SHARES TRUST		176.540	0,017%	C
MERCER WHOLESALE FUNDS		1.392	0,000%	C
MERCK AND CO INC MASTER RETIREMENT TRUST		111.328	0,011%	C
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE		2.193	0,000%	C
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,001%	C
METROPOLITAN LIFE INSURANCE COMPANY		21.477	0,002%	C
MGI FUNDS PLC		59.781	0,006%	C
MH AMUNDI ACTIONS EURO		118.010	0,011%	C
MICHAEL AND MAIRA CAREN TRUST 930		1.120	0,000%	C
MICHIGAN CATHOLIC CONFERENCE		696	0,000%	C
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,000%	C
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		16.260	0,002%	C
MIDDLETOWN WORKS HOURLY AND SALARIED UNION		706	0,000%	C
MIGROS BANK (LUX) FONDS 30		1.100	0,000%	C
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,000%	C
MIGROS BANK (LUX) FONDS 50		920	0,000%	C
MINE SUPERANNUATION FUND		22.327	0,002%	C
MINISTRY OF ECONOMY AND FINANCE		249.924	0,024%	C
MOA INTERNATIONAL FUND		610.040	0,058%	C
MOBIUS LIFE LIMITED		13.906	0,001%	C
MOMENTUM GLOBAL FUNDS		15.906	0,002%	C
MORELLI FRANCESCO	MRLFNC60D28E716Q	110	0,000%	C
MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND		126	0,000%	C
MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND		182	0,000%	C
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		2.193	0,000%	C
MORGAN STANLEY INVESTMENT FUNDS		9.293	0,001%	C
MORGAN STANLEY PATHWAY FUNDS -		14.934	0,001%	C
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		139	0,000%	C
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		3.441	0,000%	C
MOTHER CABRINI HEALTH FOUNDATION INC		28.842	0,003%	C
MOUNT HATTON INVESTMENTS LIMITED		32.116	0,003%	C
MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND		326	0,000%	C
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,001%	C
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		167.871	0,016%	C
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		30.113	0,003%	C
MUL- LYX FTSE IT ALL CAP PIR 2		11.575	0,001%	C
MUL-LYX NET ZERO 50 SP EUROZ C		254.566	0,024%	C
MULTI UNITS LUX-LYXOR CORE MSC		44.681	0,004%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MULTIFLEX SICAV		3.638	0,000%	C
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		200.844	0,019%	C
MWIS TOPS GLOBAL EQUITIES LE FDAC		5.161	0,000%	C
MWIS TOPS World Equities AC		24.414	0,002%	C
NATIONAL BANK FINANCIAL INC		2.386	0,000%	C
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,001%	C
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		135.099	0,013%	C
NATIONAL EMPLOYMENT SAVINGS TRUST		657.819	0,063%	C
NATIONAL TREASURY MANAGEMENT AGCY		6.638	0,001%	C
NATIONWIDE INTERNATIONAL INDEX FUND		26.701	0,003%	C
NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST		30.767	0,003%	C
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST		46.054	0,004%	C
NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST		41.947	0,004%	C
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,000%	C
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		90.516	0,009%	C
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		9.374	0,001%	C
NBIMC EAFE EQUITY INDEX FUND.		1.530	0,000%	C
NEUALT LLC		31.713	0,003%	C
NEW AIRWAYS PENSION SCHEME		310	0,000%	C
NEW YORK STATE COMMON RETIREMENT FUND		47.605	0,005%	C
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		815.452	0,078%	C
NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POW		2.129	0,000%	C
NFS LIMITED		4.962	0,000%	C
NGS SUPER		1.885	0,000%	C
NILUS UNIVERSAL FONDS		35.000	0,003%	C
NMTB/NIK KOKUSAI-NH 935026		19.560	0,002%	C
NORDEA EUROPEAN PASSIVE FUND		8.207	0,001%	C
NORDEA GLOBAL PASSIVE FUND		17.185	0,002%	C
NORDEA WORLD PASSIVE FUND		13.513	0,001%	C
NORGES BANK		12.351.678	1,178%	C
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		128.609	0,012%	C
NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.		96.479	0,009%	C
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		33.292	0,003%	C
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		17.832	0,002%	C
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		24.961	0,002%	C
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		23.284	0,002%	C
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING		63.404	0,006%	C
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		946.405	0,090%	C
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		516.280	0,049%	C
NORTHERN TRUST UCITS FGR FUND		84.897	0,008%	C
NOW PENSIONS TRUST		7.170	0,001%	C
NSP MINNESEOTA RETAIL PRAIRIE II		4.235	0,000%	C
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,000%	C
NSP MONTICELLO MINNESOTA RETAIL		6.527	0,001%	C
NT WORLD GREEN TRANSITION INDEX FUND		488	0,000%	C
NTUC INCOME INSURANCE CO OPERATIVE LIMITED		1.919	0,000%	C
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND		22.847	0,002%	C
NV HAGELUNIE		3.804	0,000%	C
NVIT INTERNATIONAL INDEX FUND		38.198	0,004%	C
NZAM EURO STOXX PARIS-ALIGNED		1.162	0,000%	C
OHMAN MARKNAD GLOBAL		14.000	0,001%	C
OLD WESTBURY LARGE CAP STRATEGIES FUND		1.785.400	0,170%	C
ONEMARKETS ITALY ICAV		6.795	0,001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		19.681	0,002%	C
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL		25.520	0,002%	C
OP CUSTODY LTD		10.628	0,001%	C
OPENWORLD PUBLIC LIMITED COMPANY		405	0,000%	C
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		147.448	0,014%	C
OSSIAM LUX		299.496	0,029%	C
OSTRUM SRI EURO MINVOL EQUITY		19.311	0,002%	C
OSTRUM SRI EUROPE EQUITY		251.393	0,024%	C
PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD		20.043	0,002%	C
PCA TAX SHELTERED ANNUITY PLAN		3.023	0,000%	C
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.082	0,000%	C
PENSIOENFONDS METAAL OFP		44.920	0,004%	C
PENSION BENEFIT GUARANTY CORPORATION		105.235	0,010%	C
PENSION RESERVES INVESTMENT TRUST FUND		52.548	0,005%	C
PEOPLE'S BANK OF CHINA		436.162	0,042%	C
PGGM SPD (DMAEMFGL)PGGM SPD DMAE MULTIFACTOR GLOBAL		108.937	0,010%	C
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,000%	C
PICTET - EUROPE INDEX		47.757	0,005%	C
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		28.827	0,003%	C
PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES		5.218	0,000%	C
PICTET CH - GLOBAL EQUITIES		6.137	0,001%	C
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		12.635	0,001%	C
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL		13.998	0,001%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,001%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,000%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		3.417	0,000%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		11.344	0,001%	C
PICTET TOTAL RETURN		110.519	0,011%	C
PICTET TOTAL RETURN DIVERSIFIED ALPHA		113.376	0,011%	C
PICTET-EUROLAND INDEX		30.363	0,003%	C
PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND		1.078	0,000%	C
PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND		9.979	0,001%	C
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		88.207	0,008%	C
PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND		39.153	0,004%	C
PINEBRIDGE GLOBAL FUNDS		20.199	0,002%	C
PINNACLE PLATO GBL LOW CARBON FD		440	0,000%	C
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH		3.090	0,000%	C
PK CSG World Equity UBS Fund Management Switzerland AG		10.169	0,001%	C
PLATINUM ARROW TRUST		7.841	0,001%	C
PLATO GLOBAL SHARES INCOME FUND.		26.493	0,003%	C
PLATO INST I FUND EURO EQUITY		11.638	0,001%	C
PLATO INST I FUND EUROPEAN EQUITY		30.635	0,003%	C
Plato Instit Index Fnd World DBI-RDT		3.794	0,000%	C
Plato RI World		2.142	0,000%	C
PLEIADES TRUST		79.666	0,008%	C
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,001%	C
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		71.439	0,007%	C
POOL REINSURANCE CO LTD		5.952	0,001%	C
PRAXIS INTERNATIONAL INDEX FUND		66.474	0,006%	C
prevoyance ne fund prevoyance ne global assets UBS Fund Management Switzerland		924	0,000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PRIME SUPER		1.818	0,000%	C
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX		31.207	0,003%	C
PRINCIPAL FUNDS INC OVERSEAS FUND		14.132	0,001%	C
PrivilEdge - JP Morgan Pan European Flexible Equity		71.538	0,007%	C
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,000%	C
PRO-GEN INVESTMENTS LLC		256	0,000%	C
PROJECT 121/160-70 (P)		970	0,000%	C
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		25.766	0,002%	C
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.797	0,000%	C
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN IR.		137	0,000%	C
PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO		1.648	0,000%	C
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		34.067	0,003%	C
PRUDENTIAL HONG KONG LIMITED		543.045	0,052%	C
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		12.317	0,001%	C
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		1.526.137	0,146%	C
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		94.300	0,009%	C
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		12.292	0,001%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM 0F OHIO		49.437	0,005%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		76.699	0,007%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		209.733	0,020%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		57.446	0,005%	C
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		29.120	0,003%	C
PUBLIC SECTOR PENSION INVESTMENT BOARD.		2.498	0,000%	C
Putm Authorised Contractual Scheme - Putm Acs European Ex UK Fund		328.246	0,031%	C
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		321.250	0,031%	C
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN		470	0,000%	C
QIC INTERNATIONAL EQUITIES FUND.		5.359	0,001%	C
QUALITY EDUCATION FUND		817	0,000%	C
RBC QUANT EAFE DIVIDEND LEADERS ETF		1	0,000%	C
RBC QUANT EUROPEAN DIVIDEND LEADERS ETF		1	0,000%	C
RBC QUBE GLOBAL EQUITY FUND		1	0,000%	C
ReAssure Limited		127.852	0,012%	C
RECORD INVEST SCA SICAV RAIF		4.669	0,000%	C
REGIME DE RENTES DU MOUVEMENT DESJARDINS		19.518	0,002%	C
RETAIL EMPLOYEES SUPERANNUATIONTRUST		62.196	0,006%	C
RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT		33.161	0,003%	C
RETIREMENT BENEFITS INVESTMENT FUND		3.755	0,000%	C
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		328.736	0,031%	C
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		11.915	0,001%	C
RHUMBLINE LOW CARBON INDEX FUNDLLC		18.077	0,002%	C
RLA International Equities Fund		12.400	0,001%	C
ROBECO CAPITAL GROWTH FUNDS		56.960	0,005%	C
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,003%	C
ROBECO UMBRELLA FUND I N.V.		2.645	0,000%	C
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND		2.430	0,000%	C
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,001%	C
ROPS EURO P		66.805	0,006%	C
ROPS-SMART INDEX EURO		108.033	0,010%	C
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.436	0,007%	C
RPAQ 2015 FUND LP		6.762	0,001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
RT VIF VERSICHERUNG INTERNATIONAL FONDS		43.400	0,004%	C
RTX SAVINGS PLAN MASTER TRUST		148.085	0,014%	C
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		14.482	0,001%	C
RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND		13.002	0,001%	C
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.600	0,001%	C
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND		2.133	0,000%	C
RUSSELL INVESTMENT COMPANY PLC		30.158	0,003%	C
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28		7.081	0,001%	C
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND		87.308	0,008%	C
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROW		13.907	0,001%	C
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.797	0,000%	C
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.137	0,000%	C
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		2.680	0,000%	C
Russell Investments Sustainable Global Shares Fund		3.836	0,000%	C
RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL		1.123	0,000%	C
S. ROBSON WALTON 1999 CHILDRENS TRUST		1.330	0,000%	C
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		1.240	0,000%	C
S. ROBSON WALTON 2010 TRUST		3.114	0,000%	C
SABADELL EUROPA BOLSA ESG, FI		256.009	0,024%	C
SAKKARAH 7 FCP		10.871	0,001%	C
SAMSUNG GLOBAL CORE EQUITY FUND		1.721	0,000%	C
SAS TRUSTEE CORPORATION POOLED FUND		215.995	0,021%	C
SBC MASTER PENSION TRUST		8.896	0,001%	C
SCHLUMBERGER GROUP TRUST AGREEMENT		12.618	0,001%	C
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.		2.030	0,000%	C
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		344.602	0,033%	C
SCHRODER GLOBAL QUALITY FUND (CANADA)		1.402	0,000%	C
SCHRODER GLOBAL SUSTAINABLE EQUITY FUND		14.977	0,001%	C
SCHRODER GLOBAL VALUE FUND		48.647	0,005%	C
SCHRODER INSTITUTIONAL POOLED FUNDS		3.194	0,000%	C
SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST		270.122	0,026%	C
SCHRODER INTERNATIONAL SELECTION FUND		148.175	0,014%	C
SCHRODER MANAGED BALANCED FUND		3.900	0,000%	C
SCHRODER PENSION MANAGEMENT LIMITED		16.438	0,002%	C
SCHRODER QEP GLOBAL ACTIVE VALUE FUND		24.212	0,002%	C
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		123.145	0,012%	C
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		324.304	0,031%	C
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND		68.515	0,007%	C
SCHWAB INTERNATIONAL EQUITY ETF		820.988	0,078%	C
SCHWAB INTERNATIONAL INDEX FUND		252.540	0,024%	C
SCOTIA INTERNATIONAL EQUITY INDEX FUND		1.036	0,000%	C
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		5.826	0,001%	C
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		915	0,000%	C
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		60.410	0,006%	C
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		57.208	0,005%	C
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND		1.952	0,000%	C
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.522	0,000%	C
SEB AKTIENFONDS		27.731	0,003%	C
SEEYOND		34.829	0,003%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SEI GLOBAL MASTER FUND PLC THE		4.015	0,000%	C
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		28.394	0,003%	C
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND		8.102	0,001%	C
SELECTION EURO ENVIRONNEMENT (MAI 2022)		194.514	0,019%	C
SELFFINANCING POSTSECONDARY EDUCATION FUND		277	0,000%	C
SELIGSON AND CO EUROPE INDEX FUND		30.202	0,003%	C
SEMPRA ENERGY PENSION MASTER TRUST		4.628	0,000%	C
SENTINEL INTERNATIONAL FUND		1.046	0,000%	C
SG ACTIONS INTERNATIONALES		16.061	0,002%	C
SGA INTERNATIONAL EQUITY CIT		17.683	0,002%	C
SHELL CANADA 2007 PENSION PLAN		407	0,000%	C
SHELL NEDERLAND PENSIOENFONDS STICHTING		3.596	0,000%	C
SHELTON INTERNATIONAL SELECT EQUITY FUND		31.708	0,003%	C
SHERIFFS PENSION AND RELIEF FUND		4.086	0,000%	C
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		80	0,000%	C
SIENNA IRC ACTIONS		92.270	0,009%	C
SIJOITUSRAHASTO UB EUROOPPA AI		8.600	0,001%	C
Simplicity Hedged Global Share Fund		11.335	0,001%	C
Simplicity Unhedged Global Share Fund		7.011	0,001%	C
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		1.032.314	0,098%	C
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		345.556	0,033%	C
SLW PORTFOLIO LLC		256	0,000%	C
SOCIAL PROTECTION FUND		10.509	0,001%	C
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.817	0,000%	C
SPA MANDATE BLACKROCK		19.107	0,002%	C
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		493.857	0,047%	C
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		9.588	0,001%	C
SPDR MSCI EAFE STRATEGICFACTORSETF		8.925	0,001%	C
SPDR MSCI WORLD STRATEGICFACTORS ETF		664	0,000%	C
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		239.860	0,023%	C
SPDR PORTFOLIO EUROPE ETF		10.254	0,001%	C
SPDR SP WORLD EX AUSTRALIA FUND		5.299	0,001%	C
SPP GENERATION 40-TAL		3.800	0,000%	C
SPP GENERATION 50-TAL		24.909	0,002%	C
SPP GENERATION 60-TAL		15.755	0,002%	C
SPP GENERATION 70-TAL		43.080	0,004%	C
SPP GENERATION 80-TAL		43.477	0,004%	C
SPRING 625		33.482	0,003%	C
SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND		3.465	0,000%	C
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		36	0,000%	C
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND		6.755	0,001%	C
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.924	0,033%	C
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		1.959	0,000%	C
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		46.275	0,004%	C
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		128.891	0,012%	C
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		2.051.256	0,196%	C
ST PF STAPLES MANDATE ALLIANCE CAPITAL		2.680	0,000%	C
ST PFD PMA MANDATE BLACKROCK		4.654	0,000%	C
ST. MARY'S HEALTHCARE		152	0,000%	C
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS		4.301	0,000%	C
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU		5.514	0,001%	C
STANDARD BANK OF SOUTH AFRICA LTD		77.840	0,007%	C
STANLIB FUNDS LIMITED		46.529	0,004%	C
STAR PASTEUR		17.656	0,002%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		22.184	0,002%	C
STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD		34.222	0,003%	C
STATE OF MINNESOTA		197.753	0,019%	C
STATE OF NEW JERSEY COMMON PENSION FUND D		181.175	0,017%	C
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		28.540	0,003%	C
STATE OF WISCONSIN INVESTMENT BOARD		116.229	0,011%	C
STATE OF WYOMING		35.470	0,003%	C
STATE STREET CCF		2.497	0,000%	C
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		3.141	0,000%	C
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		260.988	0,025%	C
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		110.112	0,010%	C
STATE STREET GLOBAL INDEX PLUS TRUST		2.018	0,000%	C
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		94.478	0,009%	C
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		6.100	0,001%	C
STATE STREET IRELAND UNIT TRUST		17.288	0,002%	C
STATE STREET TOTAL RETURN VIS FUND		4.407	0,000%	C
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		746.601	0,071%	C
STATE UNIVERSITIES RETIREMENT SYSTEM		123.670	0,012%	C
STELLAR INSURANCE, LTD.		1.459	0,000%	C
STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND		92.750	0,009%	C
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,000%	C
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET		462	0,000%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,007%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR		3.886	0,000%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF		23.550	0,002%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF		9.146	0,001%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		12.076	0,001%	C
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		154.149	0,015%	C
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		121.122	0,012%	C
STICHTING BPL PENSIOEN MANDAAT BLACKROCK		56.156	0,005%	C
STICHTING CZ FUND DEPOSITARY		7.289	0,001%	C
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		162.949	0,016%	C
STICHTING HEINEKEN PENSIOENFONDS		14.109	0,001%	C
STICHTING ING CDC PENSIOENFONDS		6.407	0,001%	C
STICHTING MN SERVICES		143.651	0,014%	C
STICHTING MN SERVICES AANDELENFO ND		27.094	0,003%	C
STICHTING NN CDC PENSIOENFONDS		1.249	0,000%	C
STICHTING PENSIOENFONDS ABP		851.448	0,081%	C
STICHTING PENSIOENFONDS APF.		13.011	0,001%	C
STICHTING PENSIOENFONDS HOOGOVENS		2.079	0,000%	C
STICHTING PENSIOENFONDS ING		9.697	0,001%	C
STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN		22.345	0,002%	C
STICHTING PENSIOENFONDS NOTARIAAT		2.330	0,000%	C
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		7.031	0,001%	C
STICHTING PENSIOENFONDS PGB		594.536	0,057%	C
STICHTING PENSIOENFONDS PROVISUM		2.224	0,000%	C
STICHTING PENSIOENFONDS SAGITTARIUS		10.484	0,001%	C
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN		1.747	0,000%	C
STICHTING PENSIOENFONDS UWV		19.417	0,002%	C
STICHTING PENSIOENFONDS VOOR HUISARTSEN		54.699	0,005%	C
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		43.226	0,004%	C
STICHTING PGGM DEPOSITARY		144.494	0,014%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING PHILIPS PENSIOENFONDS		8.317	0,001%	C
STICHTING PME PENSIOENFONDS		63.943	0,006%	C
STOREBRAND EUROPA		353.836	0,034%	C
STOREBRAND EUROPA PLUS		29.444	0,003%	C
STOREBRAND GLOBAL ALL COUNTRIES		181.885	0,017%	C
STOREBRAND LIVSFORSIKRING AS		273.370	0,026%	C
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,001%	C
STRATEGY SICAV		1.521	0,000%	C
SUBSIDIZED SCHOOLS PROVIDENT FUND		3.999	0,000%	C
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.043	0,002%	C
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		659	0,000%	C
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		3.155	0,000%	C
SWISS NATIONAL BANK		1.155.949	0,110%	C
SYCOMORE INCLUSIVE JOBS		239.616	0,023%	C
T. ROWE PRICE FOREIGN INVESTMENT, INC		2.839	0,000%	C
T. ROWE PRICE FUNDS SICAV		14	0,000%	C
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		26.500	0,003%	C
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		56.915	0,005%	C
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.190	0,000%	C
TANGERINE BALANCED GROWTH PORTFOLIO		7.529	0,001%	C
TANGERINE BALANCED INCOME PORTFOLIO		667	0,000%	C
TANGERINE BALANCED PORTFOLIO		5.023	0,000%	C
TANGERINE EQUITY GROWTH PORTFOLIO		9.862	0,001%	C
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		23.194	0,002%	C
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		309.768	0,030%	C
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		88.474	0,008%	C
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		4.977	0,000%	C
TD EUROPEAN INDEX FUND		2.777	0,000%	C
TD INTERNATIONAL EQUITY INDEX ETF		29.774	0,003%	C
TEACHER RETIREMENT SYSTEM OF TEXAS		271.897	0,026%	C
TEACHERS RETIREMENT ALLOWANCES FUND		1	0,000%	C
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		73.937	0,007%	C
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		31.796	0,003%	C
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		364.087	0,035%	C
TELSTRA SUPERANNUATION SCHEME		11.054	0,001%	C
TEXAS PERMANENT SCHOOL FUND CORP		88.534	0,008%	C
TEXAS PERMANENT SCHOOL FUND CORPORATION		18.041	0,002%	C
TEXAS UTILITIES QUAL NDT PARTNERSHIP		2.393	0,000%	C
THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO		27.581	0,003%	C
THE ARROWSTREET COMMON CONTRACTUAL FUND		162.774	0,016%	C
THE ASSOCIATED BRITISH FOODS PENSION SCHEME		128.871	0,012%	C
THE BANK OF KOREA		1.168	0,000%	C
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		98.769	0,009%	C
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		77.518	0,007%	C
THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		61.987	0,006%	C
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		1.719	0,000%	C
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.616	0,000%	C
THE COMMONWEALTH FUND		1.507	0,000%	C
THE DAVID A DUFFIELD TRUST UAD 07/14/88		3.296	0,000%	C
THE ESB PENSION FUND		14.100	0,001%	C
THE FIRST CHURCH OF CHRIST SCIENTIST		1.046	0,000%	C
THE GREATER MANCHESTER PENSION FUND.		51.312	0,005%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		2.359	0,000%	C
THE HKSAR GOVERNMENT SCHOLARSHIP FUND		231	0,000%	C
THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		1.679	0,000%	C
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		10.095	0,001%	C
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		674	0,000%	C
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		48.514	0,005%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		55.376	0,005%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		7.495	0,001%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		5.850	0,001%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: AXA IM GLOBAL EX JAPAN EQUITY MOTHER FUND		41.659	0,004%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		221	0,000%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,000%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129		3.374	0,000%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		8.854	0,001%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		32.088	0,003%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT T		42.544	0,004%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		15.892	0,002%	C
THE MINDEROO FOUNDATION TRUST		2.999	0,000%	C
THE MISSOURI FOUNDATION FOR HEALTH		8.979	0,001%	C
THE MONETARY AUTHORITY OF SINGAPORE		15.315	0,001%	C
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		3.538	0,000%	C
THE NEMOURS FOUNDATION PENSION PLAN		471	0,000%	C
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		113.400	0,011%	C
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		577.453	0,055%	C
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND		645.669	0,062%	C
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		12.040	0,001%	C
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		103.074	0,010%	C
THE TRUSTEES OF THE HENRY SMITH CHARITY		8.838	0,001%	C
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,000%	C
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST		8.403	0,001%	C
THEAM QUANT - EQUITY EUROPE DEFI		37.749	0,004%	C
THEAM QUANT - EQUITY EUROZONE DEFI		26.307	0,003%	C
THEAM QUANT - EQUITY WORLD DEFI		11.238	0,001%	C
THEAM QUANT - NEW ENERGY OPPORTUNITIES		5.293	0,001%	C
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		75.506	0,007%	C
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,001%	C
THRIFT SAVINGS PLAN		465.976	0,044%	C
THRIFT SAVINGS PLAN		1.508.162	0,144%	C
THRIVENT INTERNATIONAL INDEX PORTFOLIO		5.385	0,001%	C
TIAACREF INTERNATIONAL EQUITY INDEX FUND		707.829	0,067%	C
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST		2.594	0,000%	C
TOCQUEVILLE FINANCE ISR		6.100	0,001%	C
TONI ACTIONS ISR 100		81.674	0,008%	C
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,003%	C
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP		2.795	0,000%	C
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		3.936	0,000%	C

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT		112.646	0,011%	C
TRINITY COLLEGE CAMBRIDGE		9.460	0,001%	C
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,001%	C
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		2.731	0,000%	C
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		33.091	0,003%	C
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,000%	C
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		18.196	0,002%	C
TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH		4.708	0,000%	C
TSGX SOLACT ESG TBACO EX UNHG(3387)		2.989	0,000%	C
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC		2	0,000%	C
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC. C/O CORPORATION SERVICE COMPANY		15.919	0,002%	C
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		118.704	0,011%	C
TWO SIGMA INTERNATIONAL CORE		36.300	0,003%	C
TWO SIGMA WORLD CORE FUND LP		17.000	0,002%	C
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,000%	C
UBS (IRL) ETF PLC		189.327	0,018%	C
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		835.916	0,080%	C
UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)		143.143	0,014%	C
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		64.205	0,006%	C
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		172.624	0,016%	C
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.681	0,000%	C
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		929	0,000%	C
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		447	0,000%	C
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		2.958	0,000%	C
UBS ASSET MANAGEMENT LIFE LTD		197.319	0,019%	C
UBS COMMON CONTRACTUAL FUND		19.992	0,002%	C
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		14.826	0,001%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT		103.869	0,010%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUN		18.766	0,002%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG.		262.625	0,025%	C
UBS FUND MANAGEMENT(LUXEMBOURG) SA		132.092	0,013%	C
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		8.047	0,001%	C
UBS LUX FUND SOLUTIONS		1.107.038	0,106%	C
UI-FONDS BAV RBI AKTIEN		41.907	0,004%	C
UI-S		10.191	0,001%	C
UNIDIVIDENDENASS		26.993	0,003%	C
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY		3.908	0,000%	C
UNIGEST, S.G.I.I.C., S.A.U.		25.140	0,002%	C
UNIGLOBAL DIVIDENDE		52.898	0,005%	C
UNISUPER		6.463	0,001%	C
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE		2.571	0,000%	C
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,000%	C
UNIVERSAL INVESTMENT GESELLSCHAFT MBH		776.739	0,074%	C
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		19.853	0,002%	C
UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO UMWELT UND NACHHALTIGKEITS FONDS		6.828	0,001%	C
UNIVERSAL INVESTMENT GMBH		50.500	0,005%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Universal-Investment-Gesellschaft mbH		111.835	0,011%	C
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		6.504	0,001%	C
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR EPX-ASUS-SHARES		38.288	0,004%	C
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		3.377	0,000%	C
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		10.218	0,001%	C
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		18.344	0,002%	C
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		8.097	0,001%	C
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,000%	C
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/SAI-UNIVERSAL-FONDS SEGMENT (UI491401)		57.034	0,005%	C
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		2.790	0,000%	C
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUIFONDS SAA		48.888	0,005%	C
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		3.811	0,000%	C
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO		38.899	0,004%	C
US LEGACY INCOME COMMON TRUST FUND		109.296	0,010%	C
USAA CASUALTY INSURANCE COMPANY		6.418	0,001%	C
USAA GENERAL INDEMNITY COMPANY		3.500	0,000%	C
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL		35.771	0,003%	C
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SP		23.470	0,002%	C
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		65.033	0,006%	C
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		49.236	0,005%	C
VANECK ETFS N.V.		139.969	0,013%	C
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		11.362	0,001%	C
VANGUARD DEVELOPED MARKETS INDEX FUND		3.806.284	0,363%	C
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		11.098	0,001%	C
VANGUARD ESG INTERNATIONAL STOCK ETF		71.158	0,007%	C
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		11.930	0,001%	C
VANGUARD EUROPEAN STOCK INDEX FUND		936.589	0,089%	C
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		78.497	0,007%	C
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		436.973	0,042%	C
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		3.046.914	0,291%	C
VANGUARD FTSE ALL WORLD EX US INDEX FUND		908.668	0,087%	C
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		68.526	0,007%	C
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		4.915	0,000%	C
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		5.989	0,001%	C
VANGUARD FUNDS PUBLIC LIMITED COMPANY		576.026	0,055%	C
VANGUARD INTERNATIONAL SHARES INDEX FUND		174.500	0,017%	C
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		12.045	0,001%	C
VANGUARD INTL HIGH DIV YLD INDEX FD		272.438	0,026%	C
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		499.581	0,048%	C
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		10.404	0,001%	C
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD		7.111	0,001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD		10.945	0,001%	C
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		128.461	0,012%	C
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF		12.396	0,001%	C
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF		7.158	0,001%	C
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF		2.277	0,000%	C
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.284.662	0,599%	C
VANGUARD TOTAL WORLD STOCK INDEX FUND		259.772	0,025%	C
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		23.947	0,002%	C
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		9.527	0,001%	C
VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE		25.205	0,002%	C
VEBA PARTNERSHIP N LP		13.171	0,001%	C
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		19.014	0,002%	C
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS		81.873	0,008%	C
VERDIPAPIRFONDET KRON INDEKS GLOBAL		11.515	0,001%	C
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		39.787	0,004%	C
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		15.266	0,001%	C
VGV POOLFONDS PA1		14.394	0,001%	C
VIA SMART-EQUITY EUROPE		75.652	0,007%	C
VIA SMART-EQUITY WORLD		30.912	0,003%	C
VICTORY MARKET NEUTRAL INCOMEFUND		497.054	0,047%	C
VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.		7.663	0,001%	C
VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF		18.353	0,002%	C
VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.		22.110	0,002%	C
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		264.683	0,025%	C
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		23.971	0,002%	C
VIRGINIA RETIREMENT SYSTEM		93	0,000%	C
VIVACCIO ISR ACTIONS		318.739	0,030%	C
VOYA BALANCED INCOME PORTFOLIO		4.401	0,000%	C
VOYA BALANCED PORTFOLIO		4.459	0,000%	C
VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND		31.401	0,003%	C
VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND		95.786	0,009%	C
VOYA GLOBAL EQUITY FUND		48.828	0,005%	C
VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		102.250	0,010%	C
VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		154.493	0,015%	C
VOYA INTERNATIONAL INDEX PORTFOLIO		32.195	0,003%	C
VOYA VACS INDEX SERIES I PORTFOLIO		43.045	0,004%	C
WASHINGTON STATE INVESTMENT BOARD		434.809	0,041%	C
WBW TRUST NUMBER ONE		814	0,000%	C
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N		1	0,000%	C
WESPATH FUNDS TRUST		5.546	0,001%	C
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		5.466	0,001%	C
WHEELS COMMON INVESTMENT FUND.		456	0,000%	C
WILLIS TOWERS WATSON GROUP TRUST		36.938	0,004%	C
WINDWISE MSCI EAFE INDEX NON LENDING		13.123	0,001%	C
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		41.440	0,004%	C
WISDOMTREE GLOBAL HIGH DIVIDENDFUND		5.687	0,001%	C
WISDOMTREE INTERNATIONAL EQUITYFUND		87.226	0,008%	C
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		69.321	0,007%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND		99.106	0,009%	C
WISDOMTREE ISSUER ICAV		10.939	0,001%	C
WM POOL - EQUITIES TRUST NO. 74		7.856	0,001%	C
WM POOL - EQUITIES TRUST NO. 75		140.856	0,013%	C
WM POOL - EQUITIES TRUST NO. 76 - ROBECO		1.846	0,000%	C
WM POOL - GLOBAL EQUITIES TRUST NO.6		15.631	0,001%	C
WORLD EQUITIES		951	0,000%	C
WORLD TRADE ORGANIZATION PENSION PLAN		3.985	0,000%	C
WYOMING RETIREMENT SYSTEM		6.594	0,001%	C
XTRACKERS		718.206	0,068%	C
XTRACKERS (IE) PUBLIC LIMITED COMPANY		519.126	0,050%	C
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		925	0,000%	C
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		2.858	0,000%	C
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.639	0,000%	C
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		156.521	0,015%	C
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		22.189	0,002%	C
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.058	0,000%	C
XTRACKERS MSCI KOKUSAI EQUITY ETF		3.361	0,000%	C
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		2.313	0,000%	C
ZEPHYR - OPTIMISED PLUS 2		2.914	0,000%	C
ZURICH INVEST ICAV		58.265	0,006%	C
Zwitserleven Institutionele Beleggingsfondsen - Zwitserleven Duurzaam Index Aandelenfonds Europa		13.062	0,001%	C
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,000%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.011	0,000%	A
OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		9.074	0,001%	A
Totale votanti		**1.048.704.718**	**100%**	

Legenda
F - Favorevole
C - Contrario
A - Astenuto
Lx - Lista x
NV - Non Votante
NE - Non Espresso

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POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 1.3 della parte straordinaria

Modifica articoli statuto sociale: articolo 12 (modalità di nomina del segretario dell'assemblea)

	n. azioni	% azioni rappresentate in assemblea	% del Capitale Sociale
Quorum costitutivo assemblea	1.048.704.718	100%	80,292%
Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo):	1.048.704.718	100,000%	80,292%
Azioni per le quali il RD non dispone di istruzioni:	0	0,000%	0,000%

	n. azioni	% partecipanti al voto	% del Capitale Sociale
Favorevole	1.048.694.633	99,999%	80,291%
Contrario	0	0,000%	0,000%
Astenuto	10.085	0,001%	0,001%
Totali	1.048.704.718	100,000%	80,292%

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 1.3 della parte straordinaria

Modifica articoli statuto sociale: articolo 12 (modalità di nomina del segretario dell'assemblea)

Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del Dottor Massimiliano Chiadò Piat

Anagrafica	CF/PI	Azioni	% su votanti	Voto
1895 FONDS FGR		16.283	0,002%	F
1975 IRREV TRUST OF C D WEYERHAEUSER		675	0,000%	F
405 MSTV I LP		75.684	0,007%	F
801 INVESTMENTS LLC		4.605	0,000%	F
AA NATIXIS ACTIONS MIN VAR		41.994	0,004%	F
AA SSGA Actions Euro		20.562	0,002%	F
AA SSGA Actions Indice Euro		115.957	0,011%	F
AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO		88.957	0,008%	F
AB COLLECTIVE INVESTMENT TRUST SERIES		6.850	0,001%	F
AB GLOBAL RISK ALLOCATION FUND INC		5.111	0,000%	F
AB SICAV I - ALL MARKET INCOME		175.114	0,017%	F
AB SICAV III - DYNAMIC ALL MAR		997	0,000%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		1.127	0,000%	F
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO		5.015	0,000%	F
ABB PENSION FUND		1.101	0,000%	F
ABN AMRO FUNDS		10.625	0,001%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND		35.611	0,003%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		26.631	0,003%	F
ABU DHABI PENSION FUND		39.857	0,004%	F
ACCIDENT COMPENSATION CORPORATION		282.534	0,027%	F
ACHMEA IM GLOBAL EQ FND EUR		9.899	0,001%	F
ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV		19.083	0,002%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		35.020	0,003%	F
ACS 30:70 GLOBAL EQUITY TRACKER FUND		8.919	0,001%	F
ADVANCE PLANNING LIMITED		1.873	0,000%	F
ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO		39.498	0,004%	F
ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO		90.024	0,009%	F
ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO		111.514	0,011%	F
ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO		173.948	0,017%	F
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO		92.350	0,009%	F
ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO		20.884	0,002%	F
ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		167.203	0,016%	F
ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO		3.715	0,000%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		641	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AEGON CUSTODY B.V.		245.994	0,023%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,003%	F
AIB GROUP IRISH PENSION SCHEME		10.077	0,001%	F
AIM EQUITY EUROPE CANTONS MAIN		7.996	0,001%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		83.490	0,008%	F
ALASKA COMMON TRUST FUND		17.333	0,002%	F
ALASKA PERMANENT FUND CORPORATION		190.990	0,018%	F
ALBERTA INVESTMENT MANAGEMENT CORPORATION		33.700	0,003%	F
ALFRED I. DUPONT CHARITABLE TRUST		10.656	0,001%	F
ALLEANZA OBBLIGAZIONARIO		174.508	0,017%	F
ALLIANZ AZIONI ITALIA ALL STARS LL STARS		475.000	0,045%	F
ALLIANZ EUROPEAN PENSION INVESTMENTS		858.042	0,082%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		3.760	0,000%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		16.086	0,002%	F
ALLIANZ ITALIA 50 SPECIAL		30.000	0,003%	F
ALLIANZGI S AKTIEN		178.438	0,017%	F
ALLIANZGI-FONDS GANO 2		8.647	0,001%	F
ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA		323.114	0,031%	F
ALLIANZGI-FONDS TOSCA		2.755	0,000%	F
ALPHAJET EUROPE IMPACT360		2.000	0,000%	F
AMERICAN BUREAU OF SHIPPING		1.128	0,000%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		170.424	0,016%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		7.484	0,001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		8.564	0,001%	F
AMERICAN HEART ASSOCIATION, INC.		1.142	0,000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,001%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,003%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		5.773	0,001%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		82.369	0,008%	F
AMSELECT - HSBC EURO EQUITY VALUE		458.984	0,044%	F
AMUNDI ACTIONS EURO ISR		60.901	0,006%	F
AMUNDI ACTIONS EUROPE ISR		9.386	0,001%	F
AMUNDI AMBITION NET ZERO CARBONE		27.022	0,003%	F
AMUNDI ESG GLOBAL LOW CARBON FUND		66.230	0,006%	F
AMUNDI ESG IMPROVERS EURO		728.649	0,069%	F
Amundi Etf ICAV		16.154	0,002%	F
Amundi Etf ICAV - Amundi S and P 500 Equal Weight Esg Leaders Ucits Etf		23.693	0,002%	F
Amundi Etf ICAV - Amundi SandP 500 Equal Weight Esg Leaders Ucits Etf		23.578	0,002%	F
AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB		2.977	0,000%	F
Amundi Euro Stoxx Select Dividend 30		202.348	0,019%	F
AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS		530.209	0,051%	F
AMUNDI FTSE MIB		305.441	0,029%	F
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY		4.274	0,000%	F
AMUNDI FUNDS EQUITY EURO RISK PARITY		26.958	0,003%	F
AMUNDI FUNDS GLOBAL PERSPECTIVES		5.440	0,001%	F
AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT		75.477	0,007%	F
AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA		548	0,000%	F
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND		18.023	0,002%	F
AMUNDI INDEX MSCI EMU SRI		112.044	0,011%	F
AMUNDI INDEX MSCI EUROPE		176.151	0,017%	F
Amundi Index MSCI Europe SRI		370.089	0,035%	F
AMUNDI INDEX MSCI WORLD		43.138	0,004%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE		5.100	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL		9.360	0,001%	F
AMUNDI MSCI ACWI SRI PAB UCITS ETF		1.075	0,000%	F
Amundi MSCI EMU ESG CTB Net Zero Ambit		50.570	0,005%	F
AMUNDI MSCI EMU ESG Leaders Select		396.607	0,038%	F
AMUNDI MSCI EUROPE		164.908	0,016%	F
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB		2.713	0,000%	F
AMUNDI MSCI EUROPE EX SWITZERLAND		44.635	0,004%	F
AMUNDI MSCI WORLD		2.906.000	0,277%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB		6.898	0,001%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR		3.448	0,000%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB		3.552	0,000%	F
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT		1.183	0,000%	F
AMUNDI PATRIMOINE PEA		99.683	0,010%	F
AMUNDI PRIME EUROZONE		10.113	0,001%	F
AMUNDI STOXX EUROPE 600		381.560	0,036%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		2.838	0,000%	F
AMUNDI STRATEGIES ACTIONS EURO CORE +		18.689	0,002%	F
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY		614	0,000%	F
ANDRA AP-FONDEN		51.120	0,005%	F
AP ACTIONS 1 EURO		18.066	0,002%	F
APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND		18.964	0,002%	F
AQR ABS RETURN MASTER NON FLIP		1.082.147	0,103%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT LP		123.126	0,012%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		9.874	0,001%	F
AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		6.563	0,001%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.		331.455	0,032%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. C/O AQR CAPITAL MANAGEMENT LL C.		15.223	0,001%	F
AQR FUNDS - AQR GLOBAL EQUITY FUND		56.733	0,005%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		314.883	0,030%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.862	0,076%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		88.686	0,008%	F
AQR FUNDSAQR MULTIASSET FUND		42.319	0,004%	F
AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.		2.906	0,000%	F
AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		787	0,000%	F
AQR INNOVATION FUND L.P.		848	0,000%	F
AQR INNOVATION FUND L.P.- SE RIES		13.116	0,001%	F
AQR INNOVATION FUND, L.P.		1.599	0,000%	F
AQR LUX FUNDS AQR DIVERSIFIED RISK PR		562.436	0,054%	F
AQR LUX FUNDS-AQR DIVERSIFIED RISK PREMIA FUND		713	0,000%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		6.682	0,001%	F
AQR STYLE PREMIA MASTER ACCOUNT L.P..		28.125	0,003%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		26.532	0,003%	F
AQR TAX AWARE TOTAL RETURN FUND LLC		51.643	0,005%	F
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC		772	0,000%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		788.070	0,075%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		7.789	0,001%	F
ARERO - DER WELTFONDS - ESG		10.139	0,001%	F
ARIZONA PSPRS TRUST		96.703	0,009%	F
ARIZONA STATE RETIREMENT SYSTEM		130.874	0,012%	F
ARKWRIGHT, LLC		1.611	0,000%	F
ARR INT EX US ALPHA EXTENSION TRUST FUND		67.768	0,006%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		544.310	0,052%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		104.871	0,010%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		4.360	0,000%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P		11.142	0,001%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP.		13	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUE TRUST FUND		5.815	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND		24.300	0,002%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED		6.630	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.		55	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		14.434	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		2.438	0,000%	F
ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U		148.877	0,014%	F
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI		267.501	0,026%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT.		86	0,000%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED		12.163	0,001%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD		1.230	0,000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		1.277.509	0,122%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		466.760	0,045%	F
ARROWSTREET GLOBAL EQUITY FUND		141.585	0,014%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		10.634	0,001%	F
ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION.		48.582	0,005%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		152.655	0,015%	F
ARROWSTREET US GROUP TRUST		1.551.175	0,148%	F
ARROWSTREET US GROUP TRUST - ARROWST GBL EQU - ALPHA EXT FD		68.624	0,007%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP		103.496	0,010%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET U		43.660	0,004%	F
ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY-		370	0,000%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		387.657	0,037%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		467.397	0,045%	F
ARTEMIS SMARTGARP PARIS-ALIGNED GLOBAL EQUITY		21.346	0,002%	F
ASCENSION ALPHA FUND LLC		5.470	0,001%	F
ASIAN DEVELOPMENT BANK		72.000	0,007%	F
ASR INSTITUT FONDSEN EUR AANDELEN		375.637	0,036%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF.		33.016	0,003%	F
ASSURDIX		41.260	0,004%	F
ATCP-UI-FONDS		1.928	0,000%	F
AURION GLOBAL EQUITY FUND		1.588	0,000%	F
AUSTRALIAN CAPITAL TERRITORY		18.030	0,002%	F
AUSTRALIAN NATIONAL UNIVERSITY		3.890	0,000%	F
AUSTRALIAN RETIREMENT TRUST		413.532	0,039%	F
AUSTRALIANSUPER		5.957	0,001%	F
AUTORIDADE MONETARIA DE MACAU		8.262	0,001%	F
AVADIS FUND-AKTIEN WELT AST 2		10.351	0,001%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,001%	F
AVALON PORTFOLIO II LLC		1.928	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Aviva Investors Funds ACS - AI Balanced Life Fund		829	0,000%	F
Aviva Investors Funds ACS - AI Balanced Pension Fund		14.856	0,001%	F
Aviva Investors Funds ACS - AI Cautious Pension Fund		234	0,000%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,001%	F
Aviva Investors Passive Funds ACS - AI 30:70 Global Equity (Currency Hedged) Index Fund		3.437	0,000%	F
Aviva Investors Passive Funds ACS - AI 50:50 Global Equity Index Fund		4.066	0,000%	F
Aviva Investors Passive Funds ACS - AI 60:40 Global Equity Index Fund		12.856	0,001%	F
Aviva Investors Passive Funds ACS - AI Continental European Equity Index Fund		65.432	0,006%	F
Aviva Investors Passive Funds ACS - AI Developed European ex UK Equity Index Fund		51.040	0,005%	F
Aviva Investors Passive Funds ACS - AI Developed World ex UK Equity Index Fund		14.070	0,001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		163	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		2.413	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		3.277	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		3.251	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,000%	F
Aviva Investors UK Fund Services Limited		63.500	0,006%	F
AVIVA LIFE & PENSIONS IRELAND DAC		30.948	0,003%	F
AVIVA LIFE & PENSIONS UK LIMITED		77.859	0,007%	F
Aviva Life and Pensions UK Limited		4.340	0,000%	F
AWARE SUPER		109.895	0,010%	F
AXA AA DIVERSIFIE INDICIEL 1		33.825	0,003%	F
AXA PEA REGULARITE		1.398.856	0,133%	F
AZ FUND 1 AZ ALLOCATION ITALIAN TREND		123.652	0,012%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30		2.800	0,000%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70		72.700	0,007%	F
AZ FUND 1 AZ ALLOCATION TREND		272.633	0,026%	F
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA		6.300	0,001%	F
AZIMUT CAPITAL MANAGEMENT SGR SPA		10.700	0,001%	F
AZIMUT LIFE DAC		1.279	0,000%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		8.225	0,001%	F
AZL INTERNATIONAL INDEX FUND		33.256	0,003%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		11.588	0,001%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		10.983	0,001%	F
BANK OF BOTSWANA.		3.575	0,000%	F
BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION		51.269	0,005%	F
BANK OF KOREA		83	0,000%	F
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		2.778	0,000%	F
BEAR CREEK INC		9.951	0,001%	F
BEAT DRUGS FUND ASSOCIATION		582	0,000%	F
BEL EQUITY EUROPE ESG		92.625	0,009%	F
BERESFORD FUNDS ICAV		1.832	0,000%	F
BESSEMER TRUST CO CLEARING ACCT		9.300	0,001%	F
Best Investment Corporation		2.881	0,000%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,000%	F
BEVEILIGING MANDAAT SSGA RE AANDELEN		20.073	0,002%	F
BEWAARSTICHTING NNIP I		136.001	0,013%	F
BFT PARTNERS VIA EQUITY EUROPE SRI		39.962	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BG MASTER FUND ICAV		1.092	0,000%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND		180.507	0,017%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		21.462	0,002%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		374.165	0,036%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		13.099	0,001%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		71.213	0,007%	F
BLACKROCK CDN WORLD INDEX FUND		47.274	0,005%	F
BLACKROCK FUND MANAGERS LTD		26.501	0,003%	F
BLACKROCK FUNDS I ICAV		12.949	0,001%	F
BLACKROCK GLOBAL FUNDS		26.612	0,003%	F
BLACKROCK GLOBAL INDEX FUNDS		30.340	0,003%	F
BLACKROCK IG INTERNATIONAL EQUITY POOL		36.945	0,004%	F
BLACKROCK INDEX SELECTION FUND		306.020	0,029%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		100	0,000%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		4.414.316	0,421%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		5.785	0,001%	F
BLACKROCK LIFE LIMITED		17.872	0,002%	F
BLACKROCK LIFE LTD		163.704	0,016%	F
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		87.055	0,008%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		429	0,000%	F
BLACKROCK UCITS CCF		38.809	0,004%	F
BLKB Equity Switzerland Focus		509.323	0,049%	F
BMO DIVERSIFIED INCOME PORTFOLIO		7.176	0,001%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.391	0,000%	F
BMO MSCI EAFE INDEX ETF		155.952	0,015%	F
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED		276.470	0,026%	F
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE		102.160	0,010%	F
BNP PARIBAS EASY - MSCI EUROPE EX CW		148.176	0,014%	F
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED		432.414	0,041%	F
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED		121.332	0,012%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-Series PAB 5 Capped UCITS ETF		3.682	0,000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF		3.573	0,000%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		61.929	0,006%	F
BNP PARIBAS FINANCE EUROPE ISR		162.806	0,016%	F
BNY MELLON INTERNATIONAL EQUITY ETF		14.261	0,001%	F
BNY MELLON INTERNATIONAL STOCK INDEX FUND		8.917	0,001%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		1	0,000%	F
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND		22.256	0,002%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		4.820	0,000%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		4	0,000%	F
BOC PRUDENTIAL EUROPEAN INDEX FUND		34.184	0,003%	F
BRIDGE BUILDER INTERNATIONAL E		26.078	0,002%	F
BRIDGE BUILDER TAX MANAGED		3.267	0,000%	F
BRIDGEWATER ASSOCIATES		4.752	0,000%	F
BRIDGEWATER BLUE PEAK FUND LP.		28	0,000%	F
BRIDGEWATER PURE ALPHA FUND III, LTD		3.651	0,000%	F
BRIDGEWATER PURE ALPHA STERLING FUND LTD		1.382	0,000%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD.		24.955	0,002%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY LTD		2.698	0,000%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.264	0,003%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		682	0,000%	F
BRUCE POWER PENSION PLAN		20.755	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BRUNEI SHELL RETIREMENT BENEFIT FUND		1.127	0,000%	F
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR		12.525	0,001%	F
BT INTERNATIONAL FUND		27.824	0,003%	F
BUILDERS ASSET MANAGEMENT LLC		19.011	0,002%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,000%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		543	0,000%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		1.722	0,000%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		17.159	0,002%	F
BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST		3.434	0,000%	F
BW DMO FUND LTD.		7.418	0,001%	F
BW PASPG LTD		1.894	0,000%	F
BWM PA 24 LTD		2.642	0,000%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		1.061.331	0,101%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		2.802	0,000%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.116	0,002%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.086	0,000%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		582.239	0,056%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,000%	F
CAPULA TAIL RISK MASTER FUND LIMITED		2.313	0,000%	F
CARDANO COMMON CONTRACTUAL FUND		2.143	0,000%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		35.851	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,001%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	43,591%	F
CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	80027390584	18.030.000	1,719%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		5.218	0,000%	F
CATERPILLAR INVESTMENT TRUST.		3.869	0,000%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.443	0,000%	F
CENTRAL BANK OF IRELAND		6.498	0,001%	F
CENTRAL BANK OF IRELAND - MSCI PAB		7.779	0,001%	F
CENTRAL PROVIDENT FUND BOARD		2.778	0,000%	F
CERVURITE INTERNATIONAL LLC		27.240	0,003%	F
CFSIL RE CNEALTH GS FD 16		10.625	0,001%	F
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		53.494	0,005%	F
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1		116.856	0,011%	F
CHCP GLOBAL SECURITIES LP		2.533	0,000%	F
CHEVRON MASTER PENSION TRUST		115.225	0,011%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.393	0,001%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		7.046	0,001%	F
CI MORNINGSTAR INTERNATIONAL VALUE INDEX ETF		81.595	0,008%	F
CIBC EUROPEAN INDEX FUND		1	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		777	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		667	0,000%	F
CIBC INTERNATIONAL EQUITY PRIVATE POOL		1	0,000%	F
CIBC INTERNATIONAL INDEX FUND		1	0,000%	F
CINDY SPRINGS LLC		42.020	0,004%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T		390.180	0,037%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO		40.041	0,004%	F
CITITRUST LIMITED		6.213	0,001%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		2.634	0,000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		57.239	0,005%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,002%	F
CITY OF NEW YORK GROUP TRUST		100.077	0,010%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		30.423	0,003%	F
CITY UNIVERSITY OF NEW YORK		331	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CMAP SRPA FUND LIMITED PORTFOLIO MARGIN ACCTS		29.573	0,003%	F
CMLA INDEXED GLOBAL SHARE FUND		1.678	0,000%	F
CNP ASSUR VALUE ET MOMENTUM		28.689	0,003%	F
CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		724	0,000%	F
COLLEGE RETIREMENT EQUITIES FUND		506.430	0,048%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,001%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		14.448	0,001%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		237.154	0,023%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		4.907	0,000%	F
COMMONWEALTH GLOBAL SHARE FUND 17,		917.736	0,088%	F
COMMONWEALTH GLOBAL SHARE FUND 30.		11.399	0,001%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR		73.284	0,007%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		2.955	0,000%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		77.885	0,007%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		723	0,000%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.796	0,001%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		655	0,000%	F
CONSOLIDATED EDISON RETIREMENT PLAN		9.702	0,001%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,000%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,000%	F
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.		32.775	0,003%	F
COUNSEL DEFENSIVE GLOBAL EQUITY		861	0,000%	F
COV WACHSTUM MF		2.728	0,000%	F
CPPIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD		18.425	0,002%	F
CPR Europe ESG Poche COR		53.094	0,005%	F
CREDIT SUISSE INDEX FUND (IE) ETF ICAV		11.411	0,001%	F
CREDIT SUISSE INDEX FUND (LUX)		521.871	0,050%	F
CRELAN INVEST BALANCED		34.743	0,003%	F
CRELAN INVEST CONSERVATIVE		4.445	0,000%	F
CRELAN INVEST DYNAMIC		16.561	0,002%	F
CSIF CH Equity EMU UBS Fund Management Switzerland AG		18.468	0,002%	F
CSIF CH III Equity World ex CH Climate Change Blue Pension Fund Plus UBS FM Switzerland AG		236	0,000%	F
CSIF CH III Equity World ex CH Value Weighted Pension Fund UBS Fund Management Switzerland AG		3.330	0,000%	F
CSIF4 Credit Suisse Lux Global High Income Fund USD		17.560	0,002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		45.744	0,004%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATI		88.762	0,008%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX		1.159	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		2.126	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		5.356	0,001%	F
DANMARKS GRUNDFORSKNINGFOND		1.576	0,000%	F
Danske Bank Puljer		61.980	0,006%	F
DANSKE INVEST ALLOCATION		40.365	0,004%	F
DEAM FONDS ZDV		5.062	0,000%	F
DEAM-FONDS CPT		5.000	0,000%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		80.940	0,008%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		2.724	0,000%	F
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG		18.332	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH GLOBALE AKTIEN		37.259	0,004%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		151.287	0,014%	F
DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1 U01		154.225	0,015%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,001%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		515.625	0,049%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF		18.260	0,002%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		4.235	0,000%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		47.410	0,005%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		19.101	0,002%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		43.984	0,004%	F
DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL		10.342	0,001%	F
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS		14.000	0,001%	F
DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF		18.612	0,002%	F
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF		5.471	0,001%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,001%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U04		63.150	0,006%	F
DEKA INVESTMENT GMBH W/SVAM-FONDS		8.459	0,001%	F
DEKA INVESTMENT GMBH W/SVN II-FONDS		4.879	0,000%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		2.018	0,000%	F
DEKA VALUE PLUS		134.730	0,013%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.		34.000	0,003%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHUETTUNGSCONCEPT REGIONAL NACHHALTIG		9.200	0,001%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC AKTIEN GLOBAL		21.000	0,002%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC PROFESSIONELL AKTIEN		12.000	0,001%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		75.571	0,007%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		4.057	0,000%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		33	0,000%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		1.122	0,000%	F
DESTINATIONS INTERNATIONAL EQU		11.163	0,001%	F
DEUTSCHE DCG EQ		1.926	0,000%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,000%	F
DFI LP EQUITY (PASSIVE		532	0,000%	F
DIGNITY PRE ARRANGEMENT LIMITED		2.247	0,000%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,000%	F
DIOCESE OF VENICE PENSION PLAN AND TRUST		206	0,000%	F
DNB BANK ASA		4.485	0,000%	F
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING		22.120	0,002%	F
DWS INVESTMENT GMBH FOR BALOISE-AKTIENFONDS DWS		22.000	0,002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		4.900	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		1.536	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,001%	F
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND		4.616	0,000%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT		71.015	0,007%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO		1.939	0,000%	F
DWS MULTI ASSET PIR FUND		75.000	0,007%	F
DYNASTY INVEST LTD		1.134	0,000%	F
EARNEST INSTITUTIONAL LLC		104	0,000%	F
EATON VANCE EQUITY HARVEST FUNDLLC		11.626	0,001%	F
EFFEPILUX SICAV AZIONARIO EURO		56.122	0,005%	F
EGEPARGNE 2 DIVERSIFIE		25.982	0,002%	F
EMBO-FONDS		14.469	0,001%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		1.533	0,000%	F
EMN ASC FUND LP		8.164	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		48.611	0,005%	F
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		676	0,000%	F
EMPOWER ANNUITY INSURANCE COMPANY		85.168	0,008%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		61.814	0,006%	F
ENHANCED INDEX SUSTAINABLE GLOBAL EQUITY FUND I NL		433.313	0,041%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		5.749.190	0,548%	F
Ente nazionale di Previdenza ed Assistenza Medici (E.N.P.A M		200.000	0,019%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG		33.001	0,003%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		21.793	0,002%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		3.905	0,000%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.276	0,001%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		8.341	0,001%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		11.470	0,001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		16.865	0,002%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		47.177	0,004%	F
EQUIPSUPER		8.669	0,001%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.826	0,000%	F
EQUITY FUND WORLD DBI-RDT		17.843	0,002%	F
ERAFP Actions Euro I		979.089	0,093%	F
ERAFP ACTIONS EURO IV		274.204	0,026%	F
ERISA ACTION EUROPE N 2		29.868	0,003%	F
ERISA ACTIONS GRANDES VALEURS		811.766	0,077%	F
ERS TEXAS ARROWSTREET INTERNATIONAL 967825		5.730	0,001%	F
ERSTE ASSET MANAGEMENT GMBH		474.800	0,045%	F
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)		1.335	0,000%	F
EUROPEAN EQUITIES 1		53.036	0,005%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,000%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,001%	F
FAMILY INVESTMENTS CHILD TRUST FUND		9.523	0,001%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		7.919	0,001%	F
FCM INTERNATIONAL LLC		835	0,000%	F
FCP HUMANIS RETRAITE ACTIONS		151.538	0,014%	F
FCP SODIUM I		19.002	0,002%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		15.223	0,001%	F
FGV - ACTIONS EUROPE LM B		332.657	0,032%	F
FGV ACTIONS EUROPE LM A		12.900	0,001%	F
FIDDLER PARTNERS LLC		474	0,000%	F
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND		1.325.877	0,126%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		11.351	0,001%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		67.347	0,006%	F
FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF		221.038	0,021%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		468	0,000%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		43.232	0,004%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		71.220	0,007%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		555.052	0,053%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		223.690	0,021%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		38.569	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		172.023	0,016%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND		14.771	0,001%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND		774.754	0,074%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		181.704	0,017%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		2.642	0,000%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		6.735	0,001%	F
FINALTIS EFFICIENT BETA EURO		8.721	0,001%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		2.707	0,000%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		451.621	0,043%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		10.325	0,001%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		55.901	0,005%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		367.568	0,035%	F
FISCHER FAMILY TRUST		1.424	0,000%	F
FJARDE AP-FONDEN.		1	0,000%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		9.757	0,001%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		2.622	0,000%	F
FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION		12.378	0,001%	F
FLORIDA GLOBAL EQUITY FUND LLC		6.397	0,001%	F
FLORIDA RETIREMENT SYSTEM		1	0,000%	F
FLORIDA RETIREMENT SYSTEM TRUST FUND		2	0,000%	F
FLOURISH INVESTMENT CORPORATION		33.183	0,003%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,002%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		3.437	0,000%	F
FONDATION BOTNAR..		18.261	0,002%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		1.933	0,000%	F
FONDOPOSTE		24.747	0,002%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,000%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		13.060	0,001%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,000%	F
FOREIGN STOCK INDEX MOTHER FUND		24.593	0,002%	F
FORSTA AP - FONDEN		135.229	0,013%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,001%	F
FRANCIS FAMILY FUND APS		3.127	0,000%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		5.460	0,001%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF		2.832	0,000%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF		1.644	0,000%	F
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG		63.756	0,006%	F
FRANKLIN TEMPLETON ICAV		840	0,000%	F
FUNDACAO CALOUSTE GULBENKIAN		8.073	0,001%	F
FUNDO DE PENSOES		5.355	0,001%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,001%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		83.841	0,008%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		14.298	0,001%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		2.736	0,000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		14.330	0,001%	F
G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES		31.395	0,003%	F
GARD UNIT TRUST		6.700	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.213	0,000%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		531.629	0,051%	F
GENERALI SMART FUNDS		15.000	0,001%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		141.100	0,013%	F
GENUS FOSSIL FREE DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		31.700	0,003%	F
GERANA SICAV-SIF, S.A.		18.904	0,002%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		3.916	0,000%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		2.795	0,000%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		366.416	0,035%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,000%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		13.249	0,001%	F
GLOBAL MULTI-FACTOR EQUITY FUND		18.746	0,002%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED		127	0,000%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		20.433	0,002%	F
GMO BENCHMARK-FREE FUND		4.445	0,000%	F
GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND		1.758	0,000%	F
GMO MULTI-ASSET TRUST		6.417	0,001%	F
GODFOND SVERIGE & VARLDEN		4.688	0,000%	F
GOLDMAN SACHS ETF ICAV		69	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E		2.247	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT		395.428	0,038%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		28.702	0,003%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO		21.428	0,002%	F
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF		7.631	0,001%	F
GOLDMAN SACHS FUNDS		7.340	0,001%	F
GOLDMAN SACHS FUNDS III		163.090	0,016%	F
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND		28.270	0,003%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		25.471	0,002%	F
GOVERNMENT PENSION INVESTMENT FUND		2.490.929	0,238%	F
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC		3.964	0,000%	F
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.		3.228	0,000%	F
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND		12.968	0,001%	F
GREAT WEST INTERNATIONAL INDEX FUND		56.701	0,005%	F
GREEN CENTURY MSCI INTERNATION		20.944	0,002%	F
GUIDEMARK WORLD EX-US FUND		19.325	0,002%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		62.817	0,006%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		25.999	0,002%	F
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND		4.837	0,000%	F
HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND		246.925	0,024%	F
HAWTHORN DM LLC		7.505	0,001%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		1.363	0,000%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		367	0,000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		9.738	0,001%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,001%	F
HC RENTE		2.688	0,000%	F
HELVETIA I EUROPA		39.020	0,004%	F
HESTA		254.476	0,024%	F
HI-Aktien-Aktiv-Fundamental-SFonds		70.000	0,007%	F
HI-PNWL-DIVIDENDE-PLUS-FONDS		125.799	0,012%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		321.507	0,031%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND		28.493	0,003%	F
Horizon Business SRI Dyn DBI-RDT		14.779	0,001%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		15.571	0,001%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		44.955	0,004%	F
HRW TESTAMENTARY TRUST NO. 1		3.552	0,000%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,000%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,000%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,000%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,000%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,000%	F
HSBC ACTIONS MONDE		111.572	0,011%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		119.561	0,011%	F
HSBC ETFs Public Limited Company		129	0,000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		8.293	0,001%	F
HSBC ETFs Public Limited Company - HSBC MSCI World UCITS ETF		13.197	0,001%	F
HSBC EURO ACTIONS		362.685	0,035%	F
HSBC GLOBAL INVESTMENT FUNDS		528.510	0,050%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		22.978	0,002%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		18.051	0,002%	F
HSBC INTERNATIONAL EQUITY INDEX FUND		6.327	0,001%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		13.554	0,001%	F
HUMANIS RETRAITE DIVERSIFIE		503.183	0,048%	F
IBM 401(K) PLUS PLAN TRUST		78.149	0,007%	F
IBM PERSONAL PENSION PLAN TRUST		1.358	0,000%	F
IBM RETIREMENT PLAN		1.508	0,000%	F
IF IST - EUROPE INDEX SRI		9.133	0,001%	F
IF IST - GLOBE INDEX		7.690	0,001%	F
IF IST - GLOBE INDEX SRI		1.197	0,000%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		358.791	0,034%	F
ILA - A-ILDSCG		2.038	0,000%	F
ILA - A-ILEZEQG		10.354	0,001%	F
ILA - A-ILGLOEQG		4.718	0,000%	F
ILA - A-ILGLOEQN		852	0,000%	F
ILA-A-ILSDMH		48.484	0,005%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		21.659	0,002%	F
ILA-LA WORLD ESG SCREENED FUND		5.226	0,000%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		136.648	0,013%	F
IMPAX INTERNATIONAL SUSTAINABLE ECONOMY FUND		196.630	0,019%	F
IMPERIAL INTERNATIONAL EQUITY POOL		3	0,000%	F
IMPERIAL OVERSEAS EQUITY POOL		1	0,000%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,298%	F
ING DIRECT FONDO NARANJA CONSERVADOR FI		2.223	0,000%	F
ING DIRECT FONDO NARANJA DINAMICO FI		21.010	0,002%	F
ING DIRECT FONDO NARANJA MODERADO FI		14.644	0,001%	F
ING DIRECT SICAV		21.113	0,002%	F
INSPIRE INTERNATIONAL ETF		115.390	0,011%	F
INSTITUTIONAL RETIREMENT TRUST		7.916	0,001%	F
INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC		2.652	0,000%	F
INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST		103.634	0,010%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN		24.802	0,002%	F
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND		62.959	0,006%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		18.189	0,002%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		8.766	0,001%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		793.783	0,076%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		782	0,000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		967	0,000%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		1.000	0,000%	F
INTERNATIONAL MONETARY FUND		30.572	0,003%	F
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT		740	0,000%	F
INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN		3.825	0,000%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		418.881	0,040%	F
Internationale Kapitalanlagegesellschaft mbH		19.866	0,002%	F
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF		69.042	0,007%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		47.358	0,005%	F
INVESCO FUNDS		18.101	0,002%	F
INVESCO GLOBAL BALANCED INDEX FUND UK		11.974	0,001%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		1.449	0,000%	F
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND		218	0,000%	F
INVESCO MARKETS II PLC		22.128	0,002%	F
INVESCO MARKETS III PLC		655	0,000%	F
INVESCO MSCI WORLD SRI INDEX FUND		601	0,000%	F
INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		149.468	0,014%	F
INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL		58.233	0,006%	F
INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL		35.150	0,003%	F
INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL		21.114	0,002%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		6.480	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		7.745	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL		11.862	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		29.269	0,003%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		10.194	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST MIX OFFENSIV PLUS - AKKUMULERENDE KL		2.671	0,000%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL		60.166	0,006%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL		70.869	0,007%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL		46.407	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL		36.728	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL		6.896	0,001%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE		1.796	0,000%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.977	0,000%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI		24.633	0,002%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		39.017	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,002%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		11.754	0,001%	F
INVESTITORI FLEXIBLE EQUITY ESG		8.200	0,001%	F
INVESTITORI PIAZZA AFFARI		33.300	0,003%	F
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM		12.449	0,001%	F
IP ACTIONS EURO		10.036	0,001%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		129.186	0,012%	F
IQ 500 INTERNATIONAL ETF		12.412	0,001%	F
IRCANTEC PAB AMUNDI		2.011	0,000%	F
IRISH LIFE ASSURANCE PLC		77.458	0,007%	F
IRISH LIFE ASSURANCE.		43.505	0,004%	F
IRR K LLC		4.519	0,000%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,000%	F
ISHARES BLOCKCHAIN AND TECH ETF		5.332	0,001%	F
ISHARES CORE MSCI EAFE ETF		3.034.609	0,289%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		152.615	0,015%	F
ISHARES CORE MSCI EUROPE ETF		180.161	0,017%	F
ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF		319.134	0,030%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		593.266	0,057%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		2.973	0,000%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		8.479	0,001%	F
ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE		25.657	0,002%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		32.330	0,003%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		5.405	0,001%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		1.513.576	0,144%	F
ISHARES EURO STOXX UCITS ETF (DE)		181.733	0,017%	F
ISHARES II PUBLIC LIMITED COMPANY		1.841.205	0,176%	F
ISHARES III PUBLIC LIMITED COMPANY		949.740	0,091%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		84.191	0,008%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		4.457	0,000%	F
ISHARES IV PUBLIC LIMITED COMPANY		875.979	0,084%	F
ISHARES MSCI ACWI ETF		95.926	0,009%	F
ISHARES MSCI ACWI EX U.S. ETF		82.333	0,008%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		39.344	0,004%	F
ISHARES MSCI EAFE ETF		1.629.428	0,155%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		307.327	0,029%	F
ISHARES MSCI EAFE VALUE ETF		962.883	0,092%	F
ISHARES MSCI EUROPE FINANCIALS ETF		354.707	0,034%	F
ISHARES MSCI EUROPE IMI INDEX ETF		8.658	0,001%	F
ISHARES MSCI EUROZONE ETF		625.362	0,060%	F
ISHARES MSCI GLOBAL MULTIFACTORETF		6.480	0,001%	F
ISHARES MSCI INTL SIZE FACTOR ETF		497	0,000%	F
ISHARES MSCI ITALY ETF		871.561	0,083%	F
ISHARES MSCI KOKUSAI ETF		1.714	0,000%	F
ISHARES MSCI WORLD ETF		26.745	0,003%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		2.244	0,000%	F
ISHARES PUBLIC LIMITED COMPANY		2.706.366	0,258%	F
ISHARES STOXX EUROPE 600 INSURANCE UCITS ETF DE		235.586	0,022%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		297.986	0,028%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		162.053	0,015%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		894.263	0,085%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.123.409	0,202%	F
ISHARES V PUBLIC LIMITED COMPANY		233.630	0,022%	F
ISHARES VI PUBLIC LIMITED COMPANY		116.655	0,011%	F
ISHARES VII PUBLIC LIMITED COMPANY		796.647	0,076%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		63.168	0,006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,000%	F
ISHARES WORLD EQUITY FACTOR ETF		3.697	0,000%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		3.662	0,000%	F
JANA PASSIVE GLOBAL SHARE TRUST		9.246	0,001%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.611.602	0,154%	F
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND		1.011	0,000%	F
JEFFREY LLC		7.080	0,001%	F
JNL INTERNATIONAL INDEX FUND		61.313	0,006%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		7.181	0,001%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		763	0,000%	F
JNL/MELLON MSCI WORLD INDEX FUND		3.130	0,000%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		82.393	0,008%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		12.437	0,001%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		26.868	0,003%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		34.448	0,003%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		28.336	0,003%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		17.679	0,002%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		61.493	0,006%	F
JOSHUA GREEN CORPORATION		3.450	0,000%	F
JPM Multi Income Fund		41.776	0,004%	F
JPMORGAN BETABUILDERS EUROPE ETF		335.919	0,032%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		111.594	0,011%	F
JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND		126.319	0,012%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		72.398	0,007%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		18.759	0,002%	F
JPMorgan Europe Strategic Dividend Fund		3.738	0,000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		8.727	0,001%	F
JPMORGAN FUNDS		407.322	0,039%	F
JPMORGAN GLOBAL ALLOCATION FUND		1.712	0,000%	F
JPMORGAN INCOME BUILDER FUND		119.817	0,011%	F
JPMORGAN INVESTMENT FUNDS		718.366	0,069%	F
JPMorgan Multi Balanced Fund		3.411	0,000%	F
JTW TRUST NO. 1 UAD 9/19/02.		2.645	0,000%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,000%	F
JTW TRUST NO. 3 UAD 9/19/02.		2.827	0,000%	F
JTW TRUST NO. 5 UAD 9/19/02.		1.555	0,000%	F
JUNON ACTIONS OBLIGATIONS		138.783	0,013%	F
K INVESTMENTS SH LIMITED.		45.049	0,004%	F
KAISER FOUNDATION HOSPITALS		6.848	0,001%	F
KAISER PERMANENTE GROUP TRUST		10.051	0,001%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER		3.011	0,000%	F
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III		49.460	0,005%	F
KAPITALFORENINGEN EMD INVEST VERDENSINDEKS		8.758	0,001%	F
KAPITALFORENINGEN INVESTIN PRO - GBL LARGE CAP MARKET NEU EQ C/O AQR CAPITAL MANAGEMENT LLC		528.036	0,050%	F
KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I		17.756	0,002%	F
KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX		15.833	0,002%	F
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS		10.339	0,001%	F
KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER		33.465	0,003%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		162.824	0,016%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KATHERINE C MOORE CHARITABLE LEAD ANNUIT		968	0,000%	F
KBC ECO FUND WORLD		19.167	0,002%	F
KBC EQUITY FUND EUROPE		36.601	0,003%	F
KBC EQUITY FUND EUROZONE		614.207	0,059%	F
KBC EQUITY FUND EUROZONE DBI-RDT		45.316	0,004%	F
KBC EQUITY FUND SRI EUROZONE		815.340	0,078%	F
KBC EQUITY FUND SRI WORLD		198.845	0,019%	F
KBC Equity Fund World		172.467	0,016%	F
KBC Equity SRI World DBI-RDT		11.572	0,001%	F
KBC INST FUND EURO EQUITY		43.675	0,004%	F
KBC INST FUND SRI WORLD EQUITY		55.308	0,005%	F
KBC INSTITUTIONAL FUND SRI EURO		55.791	0,005%	F
KBI FUNDS ICAV		30.846	0,003%	F
KBI GLOBAL INVESTMENT FUND		12.196	0,001%	F
KFP MARKETABLE LLC		1.244	0,000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		31.853	0,003%	F
KOKUSAI EQUITY INDEX FUND, A S		14.322	0,001%	F
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP		30.561	0,003%	F
KREBSHILFE-2-FONDS		6.000	0,001%	F
KUTXABANK GESTION SGIIC, S.A.		348.280	0,033%	F
KUTXABANK PENSIONES, S.A., SGFP		175.166	0,017%	F
L AND G ASSUR(PENS MGNT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270		17.523	0,002%	F
L AND G ASSUR(PENS MGNT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495		21.661	0,002%	F
La Francaise Systematic European Equities		71.144	0,007%	F
La Francaise Systematic Multi Asset Allocation		2.948	0,000%	F
LACERA MASTER OPEB TRUST		11.377	0,001%	F
LAKE AVENUE INVESTMENTS LLC		9.047	0,001%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		154.290	0,015%	F
LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP		8.200	0,001%	F
LAZARD ASSET MANAGEMENT LLC		741	0,000%	F
LAZARD RETIREMENT GLOBAL DYNAMIC MULTI ASSET PORTFOLIO		20.689	0,002%	F
LBPAM 3 MOIS		701.046	0,067%	F
LBPAM ACTIONS DIVIDENDES EUROP		98.113	0,009%	F
LBPAM ISR ACTIONS 80		69.012	0,007%	F
LBPAM ISR ACTIONS EURO LARGE CAP		290.808	0,028%	F
LBPAM ISR ACTIONS EURO MIN VOL		4.991	0,000%	F
LBPAM ISR ACTIONS EUROPE 50		174.899	0,017%	F
LBPAM ISR AVENIR EURO		20.683	0,002%	F
LBPAM ISR STRATEGIE PEA 1		10.834	0,001%	F
LBPAM ISR STRATEGIE PEA 2		14.159	0,001%	F
LCL ACTIONS EURO CORE+		12.674	0,001%	F
LCL ACTIONS MONDE HORS EUROPE EURO		31.895	0,003%	F
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED		3.493	0,000%	F
LEGAL & GENERAL EUROPEAN INDEX TRUST		250.663	0,024%	F
LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I		3.579	0,000%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU		9.143	0,001%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND		30.046	0,003%	F
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND		6.832	0,001%	F
LEGAL & GENERAL ICAV.		155	0,000%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		32.758	0,003%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		30.799	0,003%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		20.092	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		203.452	0,019%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY		8.793	0,001%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		1.358.727	0,130%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		24.797	0,002%	F
LEGAL AND GENERAL CCF		22.767	0,002%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		43.781	0,004%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		485	0,000%	F
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND		11.824	0,001%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		61.961	0,006%	F
LEGAL AND GENERAL UCITS ETF PLC		105.588	0,010%	F
LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF		437.503	0,042%	F
LGIASUPER		37.952	0,004%	F
LGIM MANAGERS (EUROPE) LIMITED		45.699	0,004%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		399	0,000%	F
LIF-LYXOR MSCI WORLD CATHOL PR		4.486	0,000%	F
LMA IRELAND MAP501		3.166	0,000%	F
LMAP IRELAND ICAV - LMAP 909		10.133	0,001%	F
LMAP IRELAND ICAV - LMAP 910		9.135	0,001%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,000%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.503	0,001%	F
LOF TargetNetZero Europe Equity		4.386	0,000%	F
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		36.380	0,003%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		152.159	0,015%	F
LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST		21.601	0,002%	F
LUCENT TECHNOLOGIES INC MASTER PENSION TRUST		1	0,000%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR		804.646	0,077%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA		270.735	0,026%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		446.272	0,043%	F
LUXCELLENCE-HELVETIA EUROP EQUITY		6.430	0,001%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		16.168	0,002%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		206.815	0,020%	F
LVIP SSGA INTERNATIONAL INDEX FUND		82.911	0,008%	F
LYXINDEX FUND - LYXOR MSCI EMU		26.721	0,003%	F
LYXOR CORE MSCI WORLD		41.987	0,004%	F
LYXOR FTSE MIB UCITS ETF		443.557	0,042%	F
LYXOR MSCI EUROPE ESG LEADERS		114.788	0,011%	F
LYXOR MSCI EUROPE UCITS ETF		28.748	0,003%	F
M INTERNATIONAL EQUITY FUND		4.004	0,000%	F
MACK EAFE EQUITY POOL		13.081	0,001%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		16.849	0,002%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		3.653	0,000%	F
MACQUARIE MULTI-FACTOR FUND		6.015	0,001%	F
MAIN I - UNIVERSAL - FONDS		12.933	0,001%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		6.112	0,001%	F
MAN INSIGHT LIMITED		32	0,000%	F
MAN NUMERIC ALTERNATIVE RISK PREMIA VALUE.		52.886	0,005%	F
MANAGED PENSION FUNDS LIMITED		15.663	0,001%	F
MANDARINE EQUITY INCOME		4.876	0,000%	F
MANDARINE IMPROVERS		3.300	0,000%	F
MANDAT ACTION HGAM		215.978	0,021%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		17.974	0,002%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		21.209	0,002%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.906	0,000%	F
MARIGOLD TACTICAL STRATEGIES LTD		2.076	0,000%	F
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 130/30 FUND		39.067	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3		22.191	0,002%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5		45.421	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/50 FUND.		79.961	0,008%	F
MARSHALL WACE INV STRAT EUROPEAN TOPS		1.132	0,000%	F
MARSHALL WACE INVESTMENT STRATEGIES-SYSTEMATIC ALPHA PLUS FD C/O MARSHALL WACE LLP		6.877	0,001%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE		171.625	0,016%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND		291.908	0,028%	F
MARSHALL WACE MASTER FDS SPC SP		29.796	0,003%	F
MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND		8.019	0,001%	F
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND		330.467	0,032%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		99.421	0,009%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		15.687	0,001%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,000%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		6.775	0,001%	F
MBB PUBLIC MARKETS I LLC		43.462	0,004%	F
MBB SMART FUND C LLC		14.329	0,001%	F
MBB SMART FUND P LLC		12.148	0,001%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		25.325	0,002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		21.078	0,002%	F
MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU		10.064	0,001%	F
MERCER GE INTERNATIONAL EQUITY FUND		51.950	0,005%	F
MERCER GLOBAL EQUITY FUND		34.419	0,003%	F
MERCER INDEXED INTERNATIONAL SHARES FUND		37.972	0,004%	F
MERCER NONUS CORE EQUITY FUND		262.370	0,025%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		34.338	0,003%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		2.084	0,000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,001%	F
MERCER QIF COMMON CONTRACTUAL FUND		128.071	0,012%	F
MERCER UCITS COMMON CONTRACTUALFUND		31.680	0,003%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		176.540	0,017%	F
MERCER WHOLESALE FUNDS		1.392	0,000%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		111.328	0,011%	F
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE		2.193	0,000%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,001%	F
METROPOLITAN LIFE INSURANCE COMPANY		21.477	0,002%	F
MGI FUNDS PLC		59.781	0,006%	F
MH AMUNDI ACTIONS EURO		118.010	0,011%	F
MICHAEL AND MAIRA CAREN TRUST 930		1.120	0,000%	F
MICHIGAN CATHOLIC CONFERENCE		696	0,000%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,000%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		16.260	0,002%	F
MIDDLETOWN WORKS HOURLY AND SALARIED UNION		706	0,000%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,000%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MIGROS BANK (LUX) FONDS 50		920	0,000%	F
MINE SUPERANNUATION FUND		22.327	0,002%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	36,438%	F
MINISTRY OF ECONOMY AND FINANCE		249.924	0,024%	F
MISSOURI EDUCATION PENSION TRUST		285.662	0,027%	F
MOA INTERNATIONAL FUND		610.040	0,058%	F
MOBIUS LIFE LIMITED		13.906	0,001%	F
MOMENTUM GLOBAL FUNDS		15.906	0,002%	F
MORELLI FRANCESCO	MRLFNC60D28E716Q	110	0,000%	F
MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND		126	0,000%	F
MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND		182	0,000%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		2.193	0,000%	F
MORGAN STANLEY INVESTMENT FUNDS		9.293	0,001%	F
MORGAN STANLEY PATHWAY FUNDS -		14.934	0,001%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		139	0,000%	F
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		3.441	0,000%	F
MOTHER CABRINI HEALTH FOUNDATION INC		28.842	0,003%	F
MOUNT HATTON INVESTMENTS LIMITED		32.116	0,003%	F
MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND		326	0,000%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,001%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		167.871	0,016%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		30.113	0,003%	F
MUL- LYX FTSE IT ALL CAP PIR 2		11.575	0,001%	F
MUL-LYX NET ZERO 50 SP EUROZ C		254.566	0,024%	F
MULTI UNITS LUX-LYXOR CORE MSC		44.681	0,004%	F
MULTIFLEX SICAV		3.638	0,000%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		200.844	0,019%	F
MWIS TOPS GLOBAL EQUITIES LE FDAC		5.161	0,000%	F
MWIS TOPS World Equities AC		24.414	0,002%	F
NATIONAL BANK FINANCIAL INC		2.386	0,000%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,001%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		135.099	0,013%	F
NATIONAL EMPLOYMENT SAVINGS TRUST		657.819	0,063%	F
NATIONAL TREASURY MANAGEMENT AGCY		6.638	0,001%	F
NATIONWIDE INTERNATIONAL INDEX FUND		26.701	0,003%	F
NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST		30.767	0,003%	F
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST		46.054	0,004%	F
NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST		41.947	0,004%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,000%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		90.516	0,009%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		9.374	0,001%	F
NBIMC EAFE EQUITY INDEX FUND.		1.530	0,000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		57.842	0,006%	F
NEUALT LLC		31.713	0,003%	F
NEW AIRWAYS PENSION SCHEME		310	0,000%	F
NEW YORK STATE COMMON RETIREMENT FUND		47.605	0,005%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		815.452	0,078%	F
NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POW		2.129	0,000%	F
NFS LIMITED		4.962	0,000%	F
NGS SUPER		1.885	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NILUS UNIVERSAL FONDS		35.000	0,003%	F
NMTB/NIK KOKUSAI-NH 935026		19.560	0,002%	F
NORDEA EUROPEAN PASSIVE FUND		8.207	0,001%	F
NORDEA GLOBAL PASSIVE FUND		17.185	0,002%	F
NORDEA WORLD PASSIVE FUND		13.513	0,001%	F
NORGES BANK		12.351.678	1,178%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		128.609	0,012%	F
NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.		96.479	0,009%	F
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		33.292	0,003%	F
NORTHERN LIGHTS FUND TRUST IV		21.454	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		17.832	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		24.961	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		23.284	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING		63.404	0,006%	F
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		946.405	0,090%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		516.280	0,049%	F
NORTHERN TRUST UCITS FGR FUND		84.897	0,008%	F
NOW PENSIONS TRUST		7.170	0,001%	F
NSP MINNESEOTA RETAIL PRAIRIE II		4.235	0,000%	F
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,000%	F
NSP MONTICELLO MINNESOTA RETAIL		6.527	0,001%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,000%	F
NTUC INCOME INSURANCE CO OPERATIVE LIMITED		1.919	0,000%	F
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND		22.847	0,002%	F
NV HAGELUNIE		3.804	0,000%	F
NVIT INTERNATIONAL INDEX FUND		38.198	0,004%	F
NZAM EURO STOXX PARIS-ALIGNED		1.162	0,000%	F
OHMAN MARKNAD GLOBAL		14.000	0,001%	F
OLD WESTBURY LARGE CAP STRATEGIES FUND		1.785.400	0,170%	F
ONEMARKETS ITALY ICAV		6.795	0,001%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		19.681	0,002%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL		25.520	0,002%	F
OP CUSTODY LTD		10.628	0,001%	F
OPENWORLD PUBLIC LIMITED COMPANY		405	0,000%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		147.448	0,014%	F
OSSIAM LUX		299.496	0,029%	F
OSTRUM SRI EURO MINVOL EQUITY		19.311	0,002%	F
OSTRUM SRI EUROPE EQUITY		251.393	0,024%	F
PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD		20.043	0,002%	F
PCA TAX SHELTERED ANNUITY PLAN		3.023	0,000%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.082	0,000%	F
PENSIOENFONDS METAAL OFP		44.920	0,004%	F
PENSION BENEFIT GUARANTY CORPORATION		105.235	0,010%	F
PENSION RESERVES INVESTMENT TRUST FUND		52.548	0,005%	F
PEOPLE'S BANK OF CHINA		436.162	0,042%	F
PGGM SPD (DMAEMFGL)PGGM SPD DMAE MULTIFACTOR GLOBAL		108.937	0,010%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.740	0,000%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,000%	F
PICTET - EUROPE INDEX		47.757	0,005%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		28.827	0,003%	F
PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES		5.218	0,000%	F
PICTET CH - GLOBAL EQUITIES		6.137	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		12.635	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL		13.998	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		3.417	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		11.344	0,001%	F
PICTET TOTAL RETURN		110.519	0,011%	F
PICTET TOTAL RETURN DIVERSIFIED ALPHA		113.376	0,011%	F
PICTET-EUROLAND INDEX		30.363	0,003%	F
PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND		1.078	0,000%	F
PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND		9.979	0,001%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		88.207	0,008%	F
PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND		39.153	0,004%	F
PINEBRIDGE GLOBAL FUNDS		20.199	0,002%	F
PINNACLE PLATO GBL LOW CARBON FD		440	0,000%	F
Pirisino Lorenzo		500	0,000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH		3.090	0,000%	F
PK CSG World Equity UBS Fund Management Switzerland AG		10.169	0,001%	F
PLATINUM ARROW TRUST		7.841	0,001%	F
PLATO GLOBAL SHARES INCOME FUND.		26.493	0,003%	F
PLATO INST I FUND EURO EQUITY		11.638	0,001%	F
PLATO INST I FUND EUROPEAN EQUITY		30.635	0,003%	F
Plato Instit Index Fnd World DBI-RDT		3.794	0,000%	F
Plato RI World		2.142	0,000%	F
PLEIADES TRUST		79.666	0,008%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,001%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		71.439	0,007%	F
POOL REINSURANCE CO LTD		5.952	0,001%	F
PRAXIS INTERNATIONAL INDEX FUND		66.474	0,006%	F
prevoyance ne fund prevoyance ne global assets UBS Fund Management Switzerland		924	0,000%	F
PRIME SUPER		1.818	0,000%	F
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX		31.207	0,003%	F
PRINCIPAL FUNDS INC OVERSEAS FUND		14.132	0,001%	F
PriviIEdge - JP Morgan Pan European Flexible Equity		71.538	0,007%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,000%	F
PRO-GEN INVESTMENTS LLC		256	0,000%	F
PROJECT 121/160-70 (P)		970	0,000%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		25.766	0,002%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.797	0,000%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		137	0,000%	F
PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO		1.648	0,000%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		34.067	0,003%	F
PRUDENTIAL HONG KONG LIMITED		543.045	0,052%	F
PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY		54.965	0,005%	F
PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST		19.406	0,002%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		12.317	0,001%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		1.526.137	0,146%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		94.300	0,009%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		12.292	0,001%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM 0F OHIO		49.437	0,005%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		76.699	0,007%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		209.733	0,020%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		57.446	0,005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		29.120	0,003%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		2.498	0,000%	F
Putm Authorised Contractual Scheme - Putm Acs European Ex UK Fund		328.246	0,031%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		321.250	0,031%	F
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN		470	0,000%	F
QIC INTERNATIONAL EQUITIES FUND.		5.359	0,001%	F
QUALITY EDUCATION FUND		817	0,000%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,082%	F
RBC QUANT EAFE DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUANT EUROPEAN DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUBE GLOBAL EQUITY FUND		1	0,000%	F
ReAssure Limited		127.852	0,012%	F
RECORD INVEST SCA SICAV RAIF		4.669	0,000%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		19.518	0,002%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		62.196	0,006%	F
RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT		33.161	0,003%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.755	0,000%	F
Reusser Jürg		6.000	0,001%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		328.736	0,031%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		11.915	0,001%	F
RHUMBLINE LOW CARBON INDEX FUNDLLC		18.077	0,002%	F
RLA International Equities Fund		12.400	0,001%	F
ROBECO CAPITAL GROWTH FUNDS		56.960	0,005%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,003%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,000%	F
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND		2.430	0,000%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,001%	F
ROPS EURO P		66.805	0,006%	F
ROPS-SMART INDEX EURO		108.033	0,010%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.436	0,007%	F
RPAQ 2015 FUND LP		6.762	0,001%	F
RT VIF VERSICHERUNG INTERNATIONAL FONDS		43.400	0,004%	F
RTX SAVINGS PLAN MASTER TRUST		148.085	0,014%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		14.482	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND		13.002	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.600	0,001%	F
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND		2.133	0,000%	F
RUSSELL INVESTMENT COMPANY PLC		30.158	0,003%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28		7.081	0,001%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND		87.308	0,008%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROW		13.907	0,001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.797	0,000%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.137	0,000%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		2.680	0,000%	F
Russell Investments Sustainable Global Shares Fund		3.836	0,000%	F
RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL		1.123	0,000%	F
RUTGERS THE STATE UNIVERSITY		7.378	0,001%	F
S. ROBSON WALTON 1999 CHILDRENS TRUST		1.330	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		1.240	0,000%	F
S. ROBSON WALTON 2010 TRUST		3.114	0,000%	F
SABADELL EUROPA BOLSA ESG, FI		256.009	0,024%	F
SAKKARAH 7 FCP		10.871	0,001%	F
SAMSUNG GLOBAL CORE EQUITY FUND		1.721	0,000%	F
SAS TRUSTEE CORPORATION POOLED FUND		215.995	0,021%	F
SBC MASTER PENSION TRUST		8.896	0,001%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		12.618	0,001%	F
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.		2.030	0,000%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		344.602	0,033%	F
SCHRODER GLOBAL QUALITY FUND (CANADA)		1.402	0,000%	F
SCHRODER GLOBAL SUSTAINABLE EQUITY FUND		14.977	0,001%	F
SCHRODER GLOBAL VALUE FUND		48.647	0,005%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		3.194	0,000%	F
SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST		270.122	0,026%	F
SCHRODER INTERNATIONAL SELECTION FUND		148.175	0,014%	F
SCHRODER MANAGED BALANCED FUND		3.900	0,000%	F
SCHRODER PENSION MANAGEMENT LIMITED		16.438	0,002%	F
SCHRODER QEP GLOBAL ACTIVE VALUE FUND		24.212	0,002%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		123.145	0,012%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		324.304	0,031%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND		68.515	0,007%	F
SCHWAB INTERNATIONAL EQUITY ETF		820.988	0,078%	F
SCHWAB INTERNATIONAL INDEX FUND		252.540	0,024%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		1.036	0,000%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		5.826	0,001%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		915	0,000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		60.410	0,006%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		57.208	0,005%	F
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND		1.952	0,000%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.522	0,000%	F
SEB AKTIENFONDS		27.731	0,003%	F
SEEYOND		34.829	0,003%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,000%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		28.394	0,003%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND		8.102	0,001%	F
SELECTION EURO ENVIRONNEMENT (MAI 2022)		194.514	0,019%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		277	0,000%	F
SELIGSON AND CO EUROPE INDEX FUND		30.202	0,003%	F
SEMPRA ENERGY PENSION MASTER TRUST		4.628	0,000%	F
SENTINEL INTERNATIONAL FUND		1.046	0,000%	F
SG ACTIONS INTERNATIONALES		16.061	0,002%	F
SGA INTERNATIONAL EQUITY CIT		17.683	0,002%	F
SHELL CANADA 2007 PENSION PLAN		407	0,000%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		3.596	0,000%	F
SHELTON INTERNATIONAL SELECT EQUITY FUND		31.708	0,003%	F
SHERIFFS PENSION AND RELIEF FUND		4.086	0,000%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		80	0,000%	F
SIEMENS BALANCED		12.018	0,001%	F
SIEMENS EMU EQUITIES		37.682	0,004%	F
SIEMENS-FONDS SIEMENS-RENTE		54.879	0,005%	F
SIENNA IRC ACTIONS		92.270	0,009%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SIJOITUSRAHASTO UB EUROOPPA AI		8.600	0,001%	F
Simplicity Hedged Global Share Fund		11.335	0,001%	F
Simplicity Unhedged Global Share Fund		7.011	0,001%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		1.032.314	0,098%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		345.556	0,033%	F
SLW PORTFOLIO LLC		256	0,000%	F
SOCIAL PROTECTION FUND		10.509	0,001%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.817	0,000%	F
SPA MANDATE BLACKROCK		19.107	0,002%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		493.857	0,047%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		9.588	0,001%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		8.925	0,001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		664	0,000%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		239.860	0,023%	F
SPDR PORTFOLIO EUROPE ETF		10.254	0,001%	F
SPDR SP WORLD EX AUSTRALIA FUND		5.299	0,001%	F
SPP GENERATION 40-TAL		3.800	0,000%	F
SPP GENERATION 50-TAL		24.909	0,002%	F
SPP GENERATION 60-TAL		15.755	0,002%	F
SPP GENERATION 70-TAL		43.080	0,004%	F
SPP GENERATION 80-TAL		43.477	0,004%	F
SPRING 625		33.482	0,003%	F
SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND		3.465	0,000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		36	0,000%	F
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND		6.755	0,001%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.924	0,033%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		1.959	0,000%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		46.275	0,004%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		128.891	0,012%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		2.051.256	0,196%	F
ST PF STAPLES MANDATE ALLIANCE CAPITAL		2.680	0,000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,000%	F
ST. MARY'S HEALTHCARE		152	0,000%	F
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS		4.301	0,000%	F
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU		5.514	0,001%	F
STANDARD BANK OF SOUTH AFRICA LTD		77.840	0,007%	F
STANLIB FUNDS LIMITED		46.529	0,004%	F
STAR PASTEUR		17.656	0,002%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		22.184	0,002%	F
STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD		34.222	0,003%	F
STATE OF MINNESOTA		197.753	0,019%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		181.175	0,017%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		28.540	0,003%	F
STATE OF WISCONSIN INVESTMENT BOARD		116.229	0,011%	F
STATE OF WYOMING		35.470	0,003%	F
STATE STREET CCF		2.497	0,000%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		3.141	0,000%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		260.988	0,025%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		110.112	0,010%	F
STATE STREET GLOBAL INDEX PLUS TRUST		2.018	0,000%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		94.478	0,009%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		6.100	0,001%	F
STATE STREET IRELAND UNIT TRUST		17.288	0,002%	F
STATE STREET TOTAL RETURN VIS FUND		4.407	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		746.601	0,071%	F
STATE UNIVERSITIES RETIREMENT SYSTEM		123.670	0,012%	F
STELLAR INSURANCE, LTD.		1.459	0,000%	F
STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND		92.750	0,009%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,000%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET		462	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,007%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR		3.886	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF		23.550	0,002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF		9.146	0,001%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		12.076	0,001%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		154.149	0,015%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		121.122	0,012%	F
STICHTING BLUE SKY LIQUID ASSET FUNDS		40.630	0,004%	F
STICHTING BPL PENSIOEN MANDAAT BLACKROCK		56.156	0,005%	F
STICHTING CZ FUND DEPOSITARY		7.289	0,001%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		162.949	0,016%	F
STICHTING HEINEKEN PENSIOENFONDS		14.109	0,001%	F
STICHTING ING CDC PENSIOENFONDS		6.407	0,001%	F
STICHTING MN SERVICES		143.651	0,014%	F
STICHTING MN SERVICES AANDELENFO ND		27.094	0,003%	F
STICHTING NN CDC PENSIOENFONDS		1.249	0,000%	F
STICHTING PENSIOENFONDS ABP		851.448	0,081%	F
STICHTING PENSIOENFONDS APF.		13.011	0,001%	F
STICHTING PENSIOENFONDS HOOGOVENS		2.079	0,000%	F
STICHTING PENSIOENFONDS ING		9.697	0,001%	F
STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN		22.345	0,002%	F
STICHTING PENSIOENFONDS NOTARIAAT		2.330	0,000%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		7.031	0,001%	F
STICHTING PENSIOENFONDS PGB		594.536	0,057%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,000%	F
STICHTING PENSIOENFONDS SAGITTARIUS		10.484	0,001%	F
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN		1.747	0,000%	F
STICHTING PENSIOENFONDS UWV		19.417	0,002%	F
STICHTING PENSIOENFONDS VOOR HUISARTSEN		54.699	0,005%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		43.226	0,004%	F
STICHTING PGGM DEPOSITARY		144.494	0,014%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,001%	F
STICHTING PME PENSIOENFONDS		63.943	0,006%	F
STOREBRAND EUROPA		353.836	0,034%	F
STOREBRAND EUROPA PLUS		29.444	0,003%	F
STOREBRAND GLOBAL ALL COUNTRIES		181.885	0,017%	F
STOREBRAND LIVSFORSIKRING AS		273.370	0,026%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,001%	F
STRATEGY SICAV		1.521	0,000%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		3.999	0,000%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.043	0,002%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		659	0,000%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		3.155	0,000%	F
SWISS NATIONAL BANK		1.155.949	0,110%	F
SYCOMORE INCLUSIVE JOBS		239.616	0,023%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
T. ROWE PRICE FOREIGN INVESTMENT, INC		2.839	0,000%	F
T. ROWE PRICE FUNDS SICAV		14	0,000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		26.500	0,003%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		56.915	0,005%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.190	0,000%	F
TANGERINE BALANCED GROWTH PORTFOLIO		7.529	0,001%	F
TANGERINE BALANCED INCOME PORTFOLIO		667	0,000%	F
TANGERINE BALANCED PORTFOLIO		5.023	0,000%	F
TANGERINE EQUITY GROWTH PORTFOLIO		9.862	0,001%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		23.194	0,002%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		309.768	0,030%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		88.474	0,008%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		4.977	0,000%	F
TD EUROPEAN INDEX FUND		2.777	0,000%	F
TD INTERNATIONAL EQUITY INDEX ETF		29.774	0,003%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		271.897	0,026%	F
TEACHERS RETIREMENT ALLOWANCES FUND		1	0,000%	F
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		73.937	0,007%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		31.796	0,003%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		364.087	0,035%	F
TELSTRA SUPERANNUATION SCHEME		11.054	0,001%	F
TEXAS PERMANENT SCHOOL FUND CORP		88.534	0,008%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		18.041	0,002%	F
TEXAS UTILITIES QUAL NDT PARTNERSHIP		2.393	0,000%	F
THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO		27.581	0,003%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		140.827	0,013%	F
THE ANNENBERG FOUNDATION.		5.501	0,001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		162.774	0,016%	F
THE ASSOCIATED BRITISH FOODS PENSION SCHEME		128.871	0,012%	F
THE BANK OF KOREA		1.168	0,000%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		98.769	0,009%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		77.518	0,007%	F
THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		61.987	0,006%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		1.719	0,000%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.616	0,000%	F
THE COMMONWEALTH FUND		1.507	0,000%	F
THE DAVID A DUFFIELD TRUST UAD 07/14/88		3.296	0,000%	F
THE ESB PENSION FUND		14.100	0,001%	F
THE FIRST CHURCH OF CHRIST SCIENTIST		1.046	0,000%	F
THE GREATER MANCHESTER PENSION FUND.		51.312	0,005%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		2.359	0,000%	F
THE HKSAR GOVERNMENT SCHOLARSHIP FUND		231	0,000%	F
THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		1.679	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		10.095	0,001%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		674	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		48.514	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		55.376	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		7.495	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		5.850	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. RE: AXA IM GLOBAL EX JAPAN EQUITY MOTHER FUND		41.659	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		221	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129		3.374	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		8.854	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		32.088	0,003%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT T		42.544	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		15.892	0,002%	F
THE MINDEROO FOUNDATION TRUST		2.999	0,000%	F
THE MISSOURI FOUNDATION FOR HEALTH		8.979	0,001%	F
THE MONETARY AUTHORITY OF SINGAPORE		15.315	0,001%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		3.538	0,000%	F
THE NEMOURS FOUNDATION PENSION PLAN		471	0,000%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		15.886	0,002%	F
THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO		483	0,000%	F
THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT		1.909	0,000%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		113.400	0,011%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		577.453	0,055%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND		645.669	0,062%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		12.040	0,001%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		103.074	0,010%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY		8.838	0,001%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,000%	F
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST		8.403	0,001%	F
THEAM QUANT - EQUITY EUROPE DEFI		37.749	0,004%	F
THEAM QUANT - EQUITY EUROZONE DEFI		26.307	0,003%	F
THEAM QUANT - EQUITY WORLD DEFI		11.238	0,001%	F
THEAM QUANT - NEW ENERGY OPPORTUNITIES		5.293	0,001%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		75.506	0,007%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,001%	F
THRIFT SAVINGS PLAN		465.976	0,044%	F
THRIFT SAVINGS PLAN		1.508.162	0,144%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		5.385	0,001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		707.829	0,067%	F
TIMOTHY PLAN INTERNATIONAL ETF.		30.484	0,003%	F
TIMOTHY PLAN MARKET NEUTRAL ETF		13.932	0,001%	F
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST		2.594	0,000%	F
TOCQUEVILLE FINANCE ISR		6.100	0,001%	F
TONI ACTIONS ISR 100		81.674	0,008%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,003%	F
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP		2.795	0,000%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		3.936	0,000%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT		112.646	0,011%	F
TRINITY COLLEGE CAMBRIDGE		9.460	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		2.731	0,000%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		33.091	0,003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,000%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		18.196	0,002%	F
TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH		4.708	0,000%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		2.989	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC		2	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC. C/O CORPORATION SERVICE COMPANY		15.919	0,002%	F
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		118.704	0,011%	F
TWO SIGMA INTERNATIONAL CORE		36.300	0,003%	F
TWO SIGMA WORLD CORE FUND LP		17.000	0,002%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,000%	F
UBS (IRL) ETF PLC		189.327	0,018%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		835.916	0,080%	F
UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)		143.143	0,014%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		64.205	0,006%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		172.624	0,016%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.681	0,000%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		929	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		447	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		2.958	0,000%	F
UBS ASSET MANAGEMENT LIFE LTD		197.319	0,019%	F
UBS COMMON CONTRACTUAL FUND		19.992	0,002%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		14.826	0,001%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT		103.869	0,010%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUN		18.766	0,002%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		262.625	0,025%	F
UBS FUND MANAGEMENT(LUXEMBOURG) SA		132.092	0,013%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		8.047	0,001%	F
UBS LUX FUND SOLUTIONS		1.107.038	0,106%	F
UI-FONDS BAV RBI AKTIEN		41.907	0,004%	F
UI-S		10.191	0,001%	F
UNIDIVIDENDENASS		26.993	0,003%	F
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY		3.908	0,000%	F
UNIGEST, S.G.I.I.C., S.A.U.		25.140	0,002%	F
UNIGLOBAL DIVIDENDE		52.898	0,005%	F
UNISUPER		6.463	0,001%	F
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE		2.571	0,000%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,000%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH		776.739	0,074%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		19.853	0,002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO UMWELT UND NACHHALTIGKEITS FONDS		6.828	0,001%	F
UNIVERSAL INVESTMENT GMBH		50.500	0,005%	F
Universal-Investment-Gesellschaft mbH		111.835	0,011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		6.504	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR EPX-ASUS-SHARES		38.288	0,004%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		3.377	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		10.218	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		18.344	0,002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		8.097	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/SAI-UNIVERSAL-FONDS SEGMENT (UI491401)		57.034	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		2.790	0,000%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUIFONDS SAA		48.888	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		3.811	0,000%	F
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO		38.899	0,004%	F
UNIVERSITIES SUPERANNUATION SCHEME		4.468	0,000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,001%	F
US LEGACY INCOME COMMON TRUST FUND		109.296	0,010%	F
USAA CASUALTY INSURANCE COMPANY		6.418	0,001%	F
USAA GENERAL INDEMNITY COMPANY		3.500	0,000%	F
UTAH STATE RETIREMENT SYSTEMS		53.430	0,005%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL		35.771	0,003%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SP		23.470	0,002%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		65.033	0,006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		49.236	0,005%	F
VANECK ETFS N.V.		139.969	0,013%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		11.362	0,001%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		3.806.284	0,363%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		11.098	0,001%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		71.158	0,007%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		11.930	0,001%	F
VANGUARD EUROPEAN STOCK INDEX FUND		936.589	0,089%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		78.497	0,007%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		436.973	0,042%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		3.046.914	0,291%	F
VANGUARD FTSE ALL WORLD EX US INDEX FUND		908.668	0,087%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		68.526	0,007%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		4.915	0,000%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		5.989	0,001%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		576.026	0,055%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		174.500	0,017%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		12.045	0,001%	F
VANGUARD INTL HIGH DIV YLD INDEX FD		272.438	0,026%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		499.581	0,048%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		10.404	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD		7.111	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD		10.945	0,001%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		128.461	0,012%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF		12.396	0,001%	F
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF		7.158	0,001%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF		2.277	0,000%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.284.662	0,599%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		259.772	0,025%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		23.947	0,002%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		9.527	0,001%	F
VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE		25.205	0,002%	F
VEBA PARTNERSHIP N LP		13.171	0,001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		19.014	0,002%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS		81.873	0,008%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		11.515	0,001%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		39.787	0,004%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		15.266	0,001%	F
VGV POOLFONDS PA1		14.394	0,001%	F
VIA SMART-EQUITY EUROPE		75.652	0,007%	F
VIA SMART-EQUITY WORLD		30.912	0,003%	F
VICTORY MARKET NEUTRAL INCOMEFUND		497.054	0,047%	F
VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.		7.663	0,001%	F
VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF		18.353	0,002%	F
VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.		22.110	0,002%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		264.683	0,025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		23.971	0,002%	F
VIRGINIA RETIREMENT SYSTEM		93	0,000%	F
VIVACCIO ISR ACTIONS		318.739	0,030%	F
VOYA BALANCED INCOME PORTFOLIO		4.401	0,000%	F
VOYA BALANCED PORTFOLIO		4.459	0,000%	F
VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND		31.401	0,003%	F
VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND		95.786	0,009%	F
VOYA GLOBAL EQUITY FUND		48.828	0,005%	F
VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		102.250	0,010%	F
VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		154.493	0,015%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		32.195	0,003%	F
VOYA VACS INDEX SERIES I PORTFOLIO		43.045	0,004%	F
WASHINGTON STATE INVESTMENT BOARD		434.809	0,041%	F
WBW TRUST NUMBER ONE		814	0,000%	F
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N		1	0,000%	F
WESPATH FUNDS TRUST		5.546	0,001%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		5.466	0,001%	F
WHEELS COMMON INVESTMENT FUND.		456	0,000%	F
WILLIS TOWERS WATSON GROUP TRUST		36.938	0,004%	F
WINDWISE MSCI EAFE INDEX NON LENDING		13.123	0,001%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		41.440	0,004%	F
WISDOMTREE GLOBAL HIGH DIVIDENDFUND		5.687	0,001%	F
WISDOMTREE INTERNATIONAL EQUITYFUND		87.226	0,008%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		69.321	0,007%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND		99.106	0,009%	F
WISDOMTREE ISSUER ICAV		10.939	0,001%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,001%	F
WM POOL - EQUITIES TRUST NO. 75		140.856	0,013%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
WM POOL - EQUITIES TRUST NO. 76 - ROBECO		1.846	0,000%	F
WM POOL - GLOBAL EQUITIES TRUST NO.6		15.631	0,001%	F
WORLD EQUITIES		951	0,000%	F
WORLD TRADE ORGANIZATION PENSION PLAN		3.985	0,000%	F
WYOMING RETIREMENT SYSTEM		6.594	0,001%	F
XTRACKERS		718.206	0,068%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		519.126	0,050%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		925	0,000%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		2.858	0,000%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.639	0,000%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		156.521	0,015%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		22.189	0,002%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.058	0,000%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		3.361	0,000%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		2.313	0,000%	F
ZEPHYR - OPTIMISED PLUS 2		2.914	0,000%	F
ZURICH INVEST ICAV		58.265	0,006%	F
Zwitserleven Institutionele Beleggingsfondsen - Zwitserleven Duurzaam Index Aandelenfonds Europa		13.062	0,001%	F
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.011	0,000%	A
OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		9.074	0,001%	A

Totale votanti **1.048.704.718** **100%**

Legenda
F - Favorevole
C - Contrario
A - Astenuto
Lx - Lista x
NV - Non Votante
NE - Non Espresso

All. N e
racc. 36550

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 1.4 della parte straordinaria

Modifica articoli statuto sociale: articolo 14 (denominazione dei comitati endo-consiliari)

	n. azioni	% azioni rappresentate in assemblea	% del Capitale Sociale
Quorum costitutivo assemblea	1.048.704.718	100%	80,292%
Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo):	1.048.704.718	100,000%	80,292%
Azioni per le quali il RD non dispone di istruzioni:	0	0,000%	0,000%

	n. azioni	% partecipanti al voto	% del Capitale Sociale
Favorevole	1.048.694.633	99,999%	80,291%
Contrario	0	0,000%	0,000%
Astenuto	10.085	0,001%	0,001%
Totali	1.048.704.718	100,000%	80,292%

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POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 1.4 della parte straordinaria

Modifica articoli statuto sociale: articolo 14 (denominazione dei comitati endo-consiliari)

Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del Dottor Massimiliano Chiadò Piat

Anagrafica	CF/PI	Azioni	% su votanti	Voto
1895 FONDS FGR		16.283	0,002%	F
1975 IRREV TRUST OF C D WEYERHAEUSER		675	0,000%	F
405 MSTV I LP		75.684	0,007%	F
801 INVESTMENTS LLC		4.605	0,000%	F
AA NATIXIS ACTIONS MIN VAR		41.994	0,004%	F
AA SSGA Actions Euro		20.562	0,002%	F
AA SSGA Actions Indice Euro		115.957	0,011%	F
AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO		88.957	0,008%	F
AB COLLECTIVE INVESTMENT TRUST SERIES		6.850	0,001%	F
AB GLOBAL RISK ALLOCATION FUND INC		5.111	0,000%	F
AB SICAV I - ALL MARKET INCOME		175.114	0,017%	F
AB SICAV III - DYNAMIC ALL MAR		997	0,000%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		1.127	0,000%	F
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO		5.015	0,000%	F
ABB PENSION FUND		1.101	0,000%	F
ABN AMRO FUNDS		10.625	0,001%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND		35.611	0,003%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		26.631	0,003%	F
ABU DHABI PENSION FUND		39.857	0,004%	F
ACCIDENT COMPENSATION CORPORATION		282.534	0,027%	F
ACHMEA IM GLOBAL EQ FND EUR		9.899	0,001%	F
ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV		19.083	0,002%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		35.020	0,003%	F
ACS 30:70 GLOBAL EQUITY TRACKER FUND		8.919	0,001%	F
ADVANCE PLANNING LIMITED		1.873	0,000%	F
ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO		39.498	0,004%	F
ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO		90.024	0,009%	F
ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO		111.514	0,011%	F
ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO		173.948	0,017%	F
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO		92.350	0,009%	F
ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO		20.884	0,002%	F
ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		167.203	0,016%	F
ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO		3.715	0,000%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		641	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AEGON CUSTODY B.V.		245.994	0,023%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,003%	F
AIB GROUP IRISH PENSION SCHEME		10.077	0,001%	F
AIM EQUITY EUROPE CANTONS MAIN		7.996	0,001%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		83.490	0,008%	F
ALASKA COMMON TRUST FUND		17.333	0,002%	F
ALASKA PERMANENT FUND CORPORATION		190.990	0,018%	F
ALBERTA INVESTMENT MANAGEMENT CORPORATION		33.700	0,003%	F
ALFRED I. DUPONT CHARITABLE TRUST		10.656	0,001%	F
ALLEANZA OBBLIGAZIONARIO		174.508	0,017%	F
ALLIANZ AZIONI ITALIA ALL STARS LL STARS		475.000	0,045%	F
ALLIANZ EUROPEAN PENSION INVESTMENTS		858.042	0,082%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		3.760	0,000%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		16.086	0,002%	F
ALLIANZ ITALIA 50 SPECIAL		30.000	0,003%	F
ALLIANZGI S AKTIEN		178.438	0,017%	F
ALLIANZGI-FONDS GANO 2		8.647	0,001%	F
ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA		323.114	0,031%	F
ALLIANZGI-FONDS TOSCA		2.755	0,000%	F
ALPHAJET EUROPE IMPACT360		2.000	0,000%	F
AMERICAN BUREAU OF SHIPPING		1.128	0,000%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		170.424	0,016%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		7.484	0,001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		8.564	0,001%	F
AMERICAN HEART ASSOCIATION, INC.		1.142	0,000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,001%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,003%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		5.773	0,001%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		82.369	0,008%	F
AMSELECT - HSBC EURO EQUITY VALUE		458.984	0,044%	F
AMUNDI ACTIONS EURO ISR		60.901	0,006%	F
AMUNDI ACTIONS EUROPE ISR		9.386	0,001%	F
AMUNDI AMBITION NET ZERO CARBONE		27.022	0,003%	F
AMUNDI ESG GLOBAL LOW CARBON FUND		66.230	0,006%	F
AMUNDI ESG IMPROVERS EURO		728.649	0,069%	F
Amundi Etf ICAV		16.154	0,002%	F
Amundi Etf ICAV - Amundi S and P 500 Equal Weight Esg Leaders Ucits Etf		23.693	0,002%	F
Amundi Etf ICAV - Amundi SandP 500 Equal Weight Esg Leaders Ucits Etf		23.578	0,002%	F
AMUNDI EURO iSTOXX CLIMATE PARIS ALIGNED PAB		2.977	0,000%	F
Amundi Euro Stoxx Select Dividend 30		202.348	0,019%	F
AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS		530.209	0,051%	F
AMUNDI FTSE MIB		305.441	0,029%	F
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY		4.274	0,000%	F
AMUNDI FUNDS EQUITY EURO RISK PARITY		26.958	0,003%	F
AMUNDI FUNDS GLOBAL PERSPECTIVES		5.440	0,001%	F
AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT		75.477	0,007%	F
AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA		548	0,000%	F
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND		18.023	0,002%	F
AMUNDI INDEX MSCI EMU SRI		112.044	0,011%	F
AMUNDI INDEX MSCI EUROPE		176.151	0,017%	F
Amundi Index MSCI Europe SRI		370.089	0,035%	F
AMUNDI INDEX MSCI WORLD		43.138	0,004%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE		5.100	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL		9.360	0,001%	F
AMUNDI MSCI ACWI SRI PAB UCITS ETF		1.075	0,000%	F
Amundi MSCI EMU ESG CTB Net Zero Ambit		50.570	0,005%	F
AMUNDI MSCI EMU ESG Leaders Select		396.607	0,038%	F
AMUNDI MSCI EUROPE		164.908	0,016%	F
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB		2.713	0,000%	F
AMUNDI MSCI EUROPE EX SWITZERLAND		44.635	0,004%	F
AMUNDI MSCI WORLD		2.906.000	0,277%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB		6.898	0,001%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR		3.448	0,000%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB		3.552	0,000%	F
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT		1.183	0,000%	F
AMUNDI PATRIMOINE PEA		99.683	0,010%	F
AMUNDI PRIME EUROZONE		10.113	0,001%	F
AMUNDI STOXX EUROPE 600		381.560	0,036%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		2.838	0,000%	F
AMUNDI STRATEGIES ACTIONS EURO CORE +		18.689	0,002%	F
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY		614	0,000%	F
ANDRA AP-FONDEN		51.120	0,005%	F
AP ACTIONS 1 EURO		18.066	0,002%	F
APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND		18.964	0,002%	F
AQR ABS RETURN MASTER NON FLIP		1.082.147	0,103%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT LP		123.126	0,012%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		9.874	0,001%	F
AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		6.563	0,001%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.		331.455	0,032%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. C/O AQR CAPITAL MANAGEMENT LL C.		15.223	0,001%	F
AQR FUNDS - AQR GLOBAL EQUITY FUND		56.733	0,005%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		314.883	0,030%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.862	0,076%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		88.686	0,008%	F
AQR FUNDSAQR MULTIASSET FUND		42.319	0,004%	F
AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.		2.906	0,000%	F
AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		787	0,000%	F
AQR INNOVATION FUND L.P.		848	0,000%	F
AQR INNOVATION FUND L.P.- SE RIES		13.116	0,001%	F
AQR INNOVATION FUND, L.P.		1.599	0,000%	F
AQR LUX FUNDS AQR DIVERSIFIED RISK PR		562.436	0,054%	F
AQR LUX FUNDS-AQR DIVERSIFIED RISK PREMIA FUND		713	0,000%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		6.682	0,001%	F
AQR STYLE PREMIA MASTER ACCOUNT L.P..		28.125	0,003%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		26.532	0,003%	F
AQR TAX AWARE TOTAL RETURN FUND LLC		51.643	0,005%	F
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC		772	0,000%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		788.070	0,075%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		7.789	0,001%	F
ARERO - DER WELTFONDS - ESG		10.139	0,001%	F
ARIZONA PSPRS TRUST		96.703	0,009%	F
ARIZONA STATE RETIREMENT SYSTEM		130.874	0,012%	F
ARKWRIGHT, LLC		1.611	0,000%	F
ARR INT EX US ALPHA EXTENSION TRUST FUND		67.768	0,006%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		544.310	0,052%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		104.871	0,010%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		4.360	0,000%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P		11.142	0,001%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP.		13	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUE TRUST FUND		5.815	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND		24.300	0,002%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED		6.630	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.		55	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		14.434	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		2.438	0,000%	F
ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U		148.877	0,014%	F
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI		267.501	0,026%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT.		86	0,000%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED		12.163	0,001%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD		1.230	0,000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		1.277.509	0,122%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		466.760	0,045%	F
ARROWSTREET GLOBAL EQUITY FUND		141.585	0,014%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		10.634	0,001%	F
ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION.		48.582	0,005%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		152.655	0,015%	F
ARROWSTREET US GROUP TRUST		1.551.175	0,148%	F
ARROWSTREET US GROUP TRUST - ARROWST GBL EQU - ALPHA EXT FD		68.624	0,007%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP		103.496	0,010%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET U		43.660	0,004%	F
ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY-		370	0,000%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		387.657	0,037%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		467.397	0,045%	F
ARTEMIS SMARTGARP PARIS-ALIGNED GLOBAL EQUITY		21.346	0,002%	F
ASCENSION ALPHA FUND LLC		5.470	0,001%	F
ASIAN DEVELOPMENT BANK		72.000	0,007%	F
ASR INSTITUT FONDSEN EUR AANDELEN		375.637	0,036%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF.		33.016	0,003%	F
ASSURDIX		41.260	0,004%	F
ATCP-UI-FONDS		1.928	0,000%	F
AURION GLOBAL EQUITY FUND		1.588	0,000%	F
AUSTRALIAN CAPITAL TERRITORY		18.030	0,002%	F
AUSTRALIAN NATIONAL UNIVERSITY		3.890	0,000%	F
AUSTRALIAN RETIREMENT TRUST		413.532	0,039%	F
AUSTRALIANSUPER		5.957	0,001%	F
AUTORIDADE MONETARIA DE MACAU		8.262	0,001%	F
AVADIS FUND-AKTIEN WELT AST 2		10.351	0,001%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,001%	F
AVALON PORTFOLIO II LLC		1.928	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Aviva Investors Funds ACS - AI Balanced Life Fund		829	0,000%	F
Aviva Investors Funds ACS - AI Balanced Pension Fund		14.856	0,001%	F
Aviva Investors Funds ACS - AI Cautious Pension Fund		234	0,000%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,001%	F
Aviva Investors Passive Funds ACS - AI 30:70 Global Equity (Currency Hedged) Index Fund		3.437	0,000%	F
Aviva Investors Passive Funds ACS - AI 50:50 Global Equity Index Fund		4.066	0,000%	F
Aviva Investors Passive Funds ACS - AI 60:40 Global Equity Index Fund		12.856	0,001%	F
Aviva Investors Passive Funds ACS - AI Continental European Equity Index Fund		65.432	0,006%	F
Aviva Investors Passive Funds ACS - AI Developed European ex UK Equity Index Fund		51.040	0,005%	F
Aviva Investors Passive Funds ACS - AI Developed World ex UK Equity Index Fund		14.070	0,001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		163	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		2.413	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		3.277	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		3.251	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,000%	F
Aviva Investors UK Fund Services Limited		63.500	0,006%	F
AVIVA LIFE & PENSIONS IRELAND DAC		30.948	0,003%	F
AVIVA LIFE & PENSIONS UK LIMITED		77.859	0,007%	F
Aviva Life and Pensions UK Limited		4.340	0,000%	F
AWARE SUPER		109.895	0,010%	F
AXA AA DIVERSIFIE INDICIEL 1		33.825	0,003%	F
AXA PEA REGULARITE		1.398.856	0,133%	F
AZ FUND 1 AZ ALLOCATION ITALIAN TREND		123.652	0,012%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30		2.800	0,000%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70		72.700	0,007%	F
AZ FUND 1 AZ ALLOCATION TREND		272.633	0,026%	F
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA		6.300	0,001%	F
AZIMUT CAPITAL MANAGEMENT SGR SPA		10.700	0,001%	F
AZIMUT LIFE DAC		1.279	0,000%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		8.225	0,001%	F
AZL INTERNATIONAL INDEX FUND		33.256	0,003%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		11.588	0,001%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		10.983	0,001%	F
BANK OF BOTSWANA.		3.575	0,000%	F
BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION		51.269	0,005%	F
BANK OF KOREA		83	0,000%	F
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		2.778	0,000%	F
BEAR CREEK INC		9.951	0,001%	F
BEAT DRUGS FUND ASSOCIATION		582	0,000%	F
BEL EQUITY EUROPE ESG		92.625	0,009%	F
BERESFORD FUNDS ICAV		1.832	0,000%	F
BESSEMER TRUST CO CLEARING ACCT		9.300	0,001%	F
Best Investment Corporation		2.881	0,000%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,000%	F
BEVEILIGING MANDAAT SSGA RE AANDELEN		20.073	0,002%	F
BEWAARSTICHTING NNIP I		136.001	0,013%	F
BFT PARTNERS VIA EQUITY EUROPE SRI		39.962	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BG MASTER FUND ICAV		1.092	0,000%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND		180.507	0,017%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		21.462	0,002%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		374.165	0,036%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		13.099	0,001%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		71.213	0,007%	F
BLACKROCK CDN WORLD INDEX FUND		47.274	0,005%	F
BLACKROCK FUND MANAGERS LTD		26.501	0,003%	F
BLACKROCK FUNDS I ICAV		12.949	0,001%	F
BLACKROCK GLOBAL FUNDS		26.612	0,003%	F
BLACKROCK GLOBAL INDEX FUNDS		30.340	0,003%	F
BLACKROCK IG INTERNATIONAL EQUITY POOL		36.945	0,004%	F
BLACKROCK INDEX SELECTION FUND		306.020	0,029%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		100	0,000%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		4.414.316	0,421%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		5.785	0,001%	F
BLACKROCK LIFE LIMITED		17.872	0,002%	F
BLACKROCK LIFE LTD		163.704	0,016%	F
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		87.055	0,008%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		429	0,000%	F
BLACKROCK UCITS CCF		38.809	0,004%	F
BLKB Equity Switzerland Focus		509.323	0,049%	F
BMO DIVERSIFIED INCOME PORTFOLIO		7.176	0,001%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.391	0,000%	F
BMO MSCI EAFE INDEX ETF		155.952	0,015%	F
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED		276.470	0,026%	F
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE		102.160	0,010%	F
BNP PARIBAS EASY - MSCI EUROPE EX CW		148.176	0,014%	F
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED		432.414	0,041%	F
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED		121.332	0,012%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-Series PAB 5 Capped UCITS ETF		3.682	0,000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF		3.573	0,000%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		61.929	0,006%	F
BNP PARIBAS FINANCE EUROPE ISR		162.806	0,016%	F
BNY MELLON INTERNATIONAL EQUITY ETF		14.261	0,001%	F
BNY MELLON INTERNATIONAL STOCK INDEX FUND		8.917	0,001%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		1	0,000%	F
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND		22.256	0,002%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		4.820	0,000%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		4	0,000%	F
BOC PRUDENTIAL EUROPEAN INDEX FUND		34.184	0,003%	F
BRIDGE BUILDER INTERNATIONAL E		26.078	0,002%	F
BRIDGE BUILDER TAX MANAGED		3.267	0,000%	F
BRIDGEWATER ASSOCIATES		4.752	0,000%	F
BRIDGEWATER BLUE PEAK FUND LP.		28	0,000%	F
BRIDGEWATER PURE ALPHA FUND III, LTD		3.651	0,000%	F
BRIDGEWATER PURE ALPHA STERLING FUND LTD		1.382	0,000%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD.		24.955	0,002%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY LTD		2.698	0,000%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.264	0,003%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		682	0,000%	F
BRUCE POWER PENSION PLAN		20.755	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BRUNEI SHELL RETIREMENT BENEFIT FUND		1.127	0,000%	F
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR		12.525	0,001%	F
BT INTERNATIONAL FUND		27.824	0,003%	F
BUILDERS ASSET MANAGEMENT LLC		19.011	0,002%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,000%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		543	0,000%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		1.722	0,000%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		17.159	0,002%	F
BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST		3.434	0,000%	F
BW DMO FUND LTD.		7.418	0,001%	F
BW PASPG LTD		1.894	0,000%	F
BWM PA 24 LTD		2.642	0,000%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		1.061.331	0,101%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		2.802	0,000%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.116	0,002%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.086	0,000%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		582.239	0,056%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,000%	F
CAPULA TAIL RISK MASTER FUND LIMITED		2.313	0,000%	F
CARDANO COMMON CONTRACTUAL FUND		2.143	0,000%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		35.851	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,001%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	43,591%	F
CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	80027390584	18.030.000	1,719%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		5.218	0,000%	F
CATERPILLAR INVESTMENT TRUST.		3.869	0,000%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.443	0,000%	F
CENTRAL BANK OF IRELAND		6.498	0,001%	F
CENTRAL BANK OF IRELAND - MSCI PAB		7.779	0,001%	F
CENTRAL PROVIDENT FUND BOARD		2.778	0,000%	F
CERVURITE INTERNATIONAL LLC		27.240	0,003%	F
CFSIL RE CNEALTH GS FD 16		10.625	0,001%	F
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		53.494	0,005%	F
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1		116.856	0,011%	F
CHCP GLOBAL SECURITIES LP		2.533	0,000%	F
CHEVRON MASTER PENSION TRUST		115.225	0,011%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.393	0,001%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		7.046	0,001%	F
CI MORNINGSTAR INTERNATIONAL VALUE INDEX ETF		81.595	0,008%	F
CIBC EUROPEAN INDEX FUND		1	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		777	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		667	0,000%	F
CIBC INTERNATIONAL EQUITY PRIVATE POOL		1	0,000%	F
CIBC INTERNATIONAL INDEX FUND		1	0,000%	F
CINDY SPRINGS LLC		42.020	0,004%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T		390.180	0,037%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO		40.041	0,004%	F
CITITRUST LIMITED		6.213	0,001%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		2.634	0,000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		57.239	0,005%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,002%	F
CITY OF NEW YORK GROUP TRUST		100.077	0,010%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		30.423	0,003%	F
CITY UNIVERSITY OF NEW YORK		331	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CMAP SRPA FUND LIMITED PORTFOLIO MARGIN ACCTS		29.573	0,003%	F
CMLA INDEXED GLOBAL SHARE FUND		1.678	0,000%	F
CNP ASSUR VALUE ET MOMENTUM		28.689	0,003%	F
CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		724	0,000%	F
COLLEGE RETIREMENT EQUITIES FUND		506.430	0,048%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,001%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		14.448	0,001%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		237.154	0,023%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		4.907	0,000%	F
COMMONWEALTH GLOBAL SHARE FUND 17,		917.736	0,088%	F
COMMONWEALTH GLOBAL SHARE FUND 30.		11.399	0,001%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR		73.284	0,007%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		2.955	0,000%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		77.885	0,007%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		723	0,000%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.796	0,001%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		655	0,000%	F
CONSOLIDATED EDISON RETIREMENT PLAN		9.702	0,001%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,000%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,000%	F
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.		32.775	0,003%	F
COUNSEL DEFENSIVE GLOBAL EQUITY		861	0,000%	F
COV WACHSTUM MF		2.728	0,000%	F
CPPIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD		18.425	0,002%	F
CPR Europe ESG Poche COR		53.094	0,005%	F
CREDIT SUISSE INDEX FUND (IE) ETF ICAV		11.411	0,001%	F
CREDIT SUISSE INDEX FUND (LUX)		521.871	0,050%	F
CRELAN INVEST BALANCED		34.743	0,003%	F
CRELAN INVEST CONSERVATIVE		4.445	0,000%	F
CRELAN INVEST DYNAMIC		16.561	0,002%	F
CSIF CH Equity EMU UBS Fund Management Switzerland AG		18.468	0,002%	F
CSIF CH III Equity World ex CH Climate Change Blue Pension Fund Plus UBS FM Switzerland AG		236	0,000%	F
CSIF CH III Equity World ex CH Value Weighted Pension Fund UBS Fund Management Switzerland AG		3.330	0,000%	F
CSIF4 Credit Suisse Lux Global High Income Fund USD		17.560	0,002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		45.744	0,004%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATI		88.762	0,008%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX		1.159	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		2.126	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		5.356	0,001%	F
DANMARKS GRUNDFORSKNINGFOND		1.576	0,000%	F
Danske Bank Puljer		61.980	0,006%	F
DANSKE INVEST ALLOCATION		40.365	0,004%	F
DEAM FONDS ZDV		5.062	0,000%	F
DEAM-FONDS CPT		5.000	0,000%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		80.940	0,008%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		2.724	0,000%	F
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG		18.332	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH GLOBALE AKTIEN		37.259	0,004%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		151.287	0,014%	F
DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1 U01		154.225	0,015%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,001%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		515.625	0,049%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF		18.260	0,002%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		4.235	0,000%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		47.410	0,005%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		19.101	0,002%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		43.984	0,004%	F
DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL		10.342	0,001%	F
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS		14.000	0,001%	F
DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF		18.612	0,002%	F
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF		5.471	0,001%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,001%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U04		63.150	0,006%	F
DEKA INVESTMENT GMBH W/SVAM-FONDS		8.459	0,001%	F
DEKA INVESTMENT GMBH W/SVN II-FONDS		4.879	0,000%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		2.018	0,000%	F
DEKA VALUE PLUS		134.730	0,013%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.		34.000	0,003%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHUETTUNGSCONCEPT REGIONAL NACHHALTIG		9.200	0,001%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC AKTIEN GLOBAL		21.000	0,002%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC PROFESSIONELL AKTIEN		12.000	0,001%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		75.571	0,007%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		4.057	0,000%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		33	0,000%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		1.122	0,000%	F
DESTINATIONS INTERNATIONAL EQU		11.163	0,001%	F
DEUTSCHE DCG EQ		1.926	0,000%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,000%	F
DFI LP EQUITY (PASSIVE		532	0,000%	F
DIGNITY PRE ARRANGEMENT LIMITED		2.247	0,000%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,000%	F
DIOCESE OF VENICE PENSION PLAN AND TRUST		206	0,000%	F
DNB BANK ASA		4.485	0,000%	F
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING		22.120	0,002%	F
DWS INVESTMENT GMBH FOR BALOISE-AKTIENFONDS DWS		22.000	0,002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		4.900	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		1.536	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,001%	F
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND		4.616	0,000%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT		71.015	0,007%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO		1.939	0,000%	F
DWS MULTI ASSET PIR FUND		75.000	0,007%	F
DYNASTY INVEST LTD		1.134	0,000%	F
EARNEST INSTITUTIONAL LLC		104	0,000%	F
EATON VANCE EQUITY HARVEST FUNDLLC		11.626	0,001%	F
EFFEPILUX SICAV AZIONARIO EURO		56.122	0,005%	F
EGEPARGNE 2 DIVERSIFIE		25.982	0,002%	F
EMBO-FONDS		14.469	0,001%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		1.533	0,000%	F
EMN ASC FUND LP		8.164	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		48.611	0,005%	F
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		676	0,000%	F
EMPOWER ANNUITY INSURANCE COMPANY		85.168	0,008%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		61.814	0,006%	F
ENHANCED INDEX SUSTAINABLE GLOBAL EQUITY FUND I NL		433.313	0,041%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		5.749.190	0,548%	F
Ente nazionale di Previdenza ed Assistenza Medici (E.N.P.A M		200.000	0,019%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG		33.001	0,003%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		21.793	0,002%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		3.905	0,000%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.276	0,001%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		8.341	0,001%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		11.470	0,001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		16.865	0,002%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		47.177	0,004%	F
EQUIPSUPER		8.669	0,001%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.826	0,000%	F
EQUITY FUND WORLD DBI-RDT		17.843	0,002%	F
ERAFP Actions Euro I		979.089	0,093%	F
ERAFP ACTIONS EURO IV		274.204	0,026%	F
ERISA ACTION EUROPE N 2		29.868	0,003%	F
ERISA ACTIONS GRANDES VALEURS		811.766	0,077%	F
ERS TEXAS ARROWSTREET INTERNATIONAL 967825		5.730	0,001%	F
ERSTE ASSET MANAGEMENT GMBH		474.800	0,045%	F
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)		1.335	0,000%	F
EUROPEAN EQUITIES 1		53.036	0,005%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,000%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,001%	F
FAMILY INVESTMENTS CHILD TRUST FUND		9.523	0,001%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		7.919	0,001%	F
FCM INTERNATIONAL LLC		835	0,000%	F
FCP HUMANIS RETRAITE ACTIONS		151.538	0,014%	F
FCP SODIUM I		19.002	0,002%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		15.223	0,001%	F
FGV - ACTIONS EUROPE LM B		332.657	0,032%	F
FGV ACTIONS EUROPE LM A		12.900	0,001%	F
FIDDLER PARTNERS LLC		474	0,000%	F
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND		1.325.877	0,126%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		11.351	0,001%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		67.347	0,006%	F
FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF		221.038	0,021%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		468	0,000%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		43.232	0,004%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		71.220	0,007%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		555.052	0,053%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		223.690	0,021%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		38.569	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		172.023	0,016%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND		14.771	0,001%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND		774.754	0,074%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		181.704	0,017%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		2.642	0,000%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		6.735	0,001%	F
FINALTIS EFFICIENT BETA EURO		8.721	0,001%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		2.707	0,000%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		451.621	0,043%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		10.325	0,001%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		55.901	0,005%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		367.568	0,035%	F
FISCHER FAMILY TRUST		1.424	0,000%	F
FJARDE AP-FONDEN.		1	0,000%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		9.757	0,001%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		2.622	0,000%	F
FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION		12.378	0,001%	F
FLORIDA GLOBAL EQUITY FUND LLC		6.397	0,001%	F
FLORIDA RETIREMENT SYSTEM		1	0,000%	F
FLORIDA RETIREMENT SYSTEM TRUST FUND		2	0,000%	F
FLOURISH INVESTMENT CORPORATION		33.183	0,003%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,002%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		3.437	0,000%	F
FONDATION BOTNAR..		18.261	0,002%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		1.933	0,000%	F
FONDOPOSTE		24.747	0,002%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,000%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		13.060	0,001%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,000%	F
FOREIGN STOCK INDEX MOTHER FUND		24.593	0,002%	F
FORSTA AP - FONDEN		135.229	0,013%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,001%	F
FRANCIS FAMILY FUND APS		3.127	0,000%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		5.460	0,001%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF		2.832	0,000%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF		1.644	0,000%	F
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG		63.756	0,006%	F
FRANKLIN TEMPLETON ICAV		840	0,000%	F
FUNDACAO CALOUSTE GULBENKIAN		8.073	0,001%	F
FUNDO DE PENSOES		5.355	0,001%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,001%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		83.841	0,008%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		14.298	0,001%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		2.736	0,000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		14.330	0,001%	F
G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES		31.395	0,003%	F
GARD UNIT TRUST		6.700	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.213	0,000%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		531.629	0,051%	F
GENERALI SMART FUNDS		15.000	0,001%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		141.100	0,013%	F
GENUS FOSSIL FREE DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		31.700	0,003%	F
GERANA SICAV-SIF, S.A.		18.904	0,002%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		3.916	0,000%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		2.795	0,000%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		366.416	0,035%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,000%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		13.249	0,001%	F
GLOBAL MULTI-FACTOR EQUITY FUND		18.746	0,002%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED		127	0,000%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		20.433	0,002%	F
GMO BENCHMARK-FREE FUND		4.445	0,000%	F
GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND		1.758	0,000%	F
GMO MULTI-ASSET TRUST		6.417	0,001%	F
GODFOND SVERIGE & VARLDEN		4.688	0,000%	F
GOLDMAN SACHS ETF ICAV		69	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E		2.247	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT		395.428	0,038%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		28.702	0,003%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO		21.428	0,002%	F
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF		7.631	0,001%	F
GOLDMAN SACHS FUNDS		7.340	0,001%	F
GOLDMAN SACHS FUNDS III		163.090	0,016%	F
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND		28.270	0,003%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		25.471	0,002%	F
GOVERNMENT PENSION INVESTMENT FUND		2.490.929	0,238%	F
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC		3.964	0,000%	F
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.		3.228	0,000%	F
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND		12.968	0,001%	F
GREAT WEST INTERNATIONAL INDEX FUND		56.701	0,005%	F
GREEN CENTURY MSCI INTERNATION		20.944	0,002%	F
GUIDEMARK WORLD EX-US FUND		19.325	0,002%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		62.817	0,006%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		25.999	0,002%	F
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND		4.837	0,000%	F
HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND		246.925	0,024%	F
HAWTHORN DM LLC		7.505	0,001%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		1.363	0,000%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		367	0,000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		9.738	0,001%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,001%	F
HC RENTE		2.688	0,000%	F
HELVETIA I EUROPA		39.020	0,004%	F
HESTA		254.476	0,024%	F
HI-Aktien-Aktiv-Fundamental-SFonds		70.000	0,007%	F
HI-PNWL-DIVIDENDE-PLUS-FONDS		125.799	0,012%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		321.507	0,031%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND		28.493	0,003%	F
Horizon Business SRI Dyn DBI-RDT		14.779	0,001%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		15.571	0,001%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		44.955	0,004%	F
HRW TESTAMENTARY TRUST NO. 1		3.552	0,000%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,000%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,000%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,000%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,000%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,000%	F
HSBC ACTIONS MONDE		111.572	0,011%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		119.561	0,011%	F
HSBC ETFs Public Limited Company		129	0,000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		8.293	0,001%	F
HSBC ETFs Public Limited Company - HSBC MSCI World UCITS ETF		13.197	0,001%	F
HSBC EURO ACTIONS		362.685	0,035%	F
HSBC GLOBAL INVESTMENT FUNDS		528.510	0,050%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		22.978	0,002%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		18.051	0,002%	F
HSBC INTERNATIONAL EQUITY INDEX FUND		6.327	0,001%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		13.554	0,001%	F
HUMANIS RETRAITE DIVERSIFIE		503.183	0,048%	F
IBM 401(K) PLUS PLAN TRUST		78.149	0,007%	F
IBM PERSONAL PENSION PLAN TRUST		1.358	0,000%	F
IBM RETIREMENT PLAN		1.508	0,000%	F
IF IST - EUROPE INDEX SRI		9.133	0,001%	F
IF IST - GLOBE INDEX		7.690	0,001%	F
IF IST - GLOBE INDEX SRI		1.197	0,000%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		358.791	0,034%	F
ILA - A-ILDSCG		2.038	0,000%	F
ILA - A-ILEZEQG		10.354	0,001%	F
ILA - A-ILGLOEQG		4.718	0,000%	F
ILA - A-ILGLOEQN		852	0,000%	F
ILA-A-ILSDMH		48.484	0,005%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		21.659	0,002%	F
ILA-LA WORLD ESG SCREENED FUND		5.226	0,000%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		136.648	0,013%	F
IMPAX INTERNATIONAL SUSTAINABLE ECONOMY FUND		196.630	0,019%	F
IMPERIAL INTERNATIONAL EQUITY POOL		3	0,000%	F
IMPERIAL OVERSEAS EQUITY POOL		1	0,000%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,298%	F
ING DIRECT FONDO NARANJA CONSERVADOR FI		2.223	0,000%	F
ING DIRECT FONDO NARANJA DINAMICO FI		21.010	0,002%	F
ING DIRECT FONDO NARANJA MODERADO FI		14.644	0,001%	F
ING DIRECT SICAV		21.113	0,002%	F
INSPIRE INTERNATIONAL ETF		115.390	0,011%	F
INSTITUTIONAL RETIREMENT TRUST		7.916	0,001%	F
INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC		2.652	0,000%	F
INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST		103.634	0,010%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN		24.802	0,002%	F
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND		62.959	0,006%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		18.189	0,002%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		8.766	0,001%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		793.783	0,076%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		782	0,000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		967	0,000%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		1.000	0,000%	F
INTERNATIONAL MONETARY FUND		30.572	0,003%	F
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT		740	0,000%	F
INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN		3.825	0,000%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		418.881	0,040%	F
Internationale Kapitalanlagegesellschaft mbH		19.866	0,002%	F
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF		69.042	0,007%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		47.358	0,005%	F
INVESCO FUNDS		18.101	0,002%	F
INVESCO GLOBAL BALANCED INDEX FUND UK		11.974	0,001%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		1.449	0,000%	F
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND		218	0,000%	F
INVESCO MARKETS II PLC		22.128	0,002%	F
INVESCO MARKETS III PLC		655	0,000%	F
INVESCO MSCI WORLD SRI INDEX FUND		601	0,000%	F
INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		149.468	0,014%	F
INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL		58.233	0,006%	F
INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL		35.150	0,003%	F
INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL		21.114	0,002%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		6.480	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		7.745	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL		11.862	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		29.269	0,003%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		10.194	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST MIX OFFENSIV PLUS - AKKUMULERENDE KL		2.671	0,000%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL		60.166	0,006%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL		70.869	0,007%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL		46.407	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL		36.728	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL		6.896	0,001%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE		1.796	0,000%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.977	0,000%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI		24.633	0,002%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		39.017	0,004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,002%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		11.754	0,001%	F
INVESTITORI FLEXIBLE EQUITY ESG		8.200	0,001%	F
INVESTITORI PIAZZA AFFARI		33.300	0,003%	F
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM		12.449	0,001%	F
IP ACTIONS EURO		10.036	0,001%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		129.186	0,012%	F
IQ 500 INTERNATIONAL ETF		12.412	0,001%	F
IRCANTEC PAB AMUNDI		2.011	0,000%	F
IRISH LIFE ASSURANCE PLC		77.458	0,007%	F
IRISH LIFE ASSURANCE.		43.505	0,004%	F
IRR K LLC		4.519	0,000%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,000%	F
ISHARES BLOCKCHAIN AND TECH ETF		5.332	0,001%	F
ISHARES CORE MSCI EAFE ETF		3.034.609	0,289%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		152.615	0,015%	F
ISHARES CORE MSCI EUROPE ETF		180.161	0,017%	F
ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF		319.134	0,030%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		593.266	0,057%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		2.973	0,000%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		8.479	0,001%	F
ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE		25.657	0,002%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		32.330	0,003%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		5.405	0,001%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		1.513.576	0,144%	F
ISHARES EURO STOXX UCITS ETF (DE)		181.733	0,017%	F
ISHARES II PUBLIC LIMITED COMPANY		1.841.205	0,176%	F
ISHARES III PUBLIC LIMITED COMPANY		949.740	0,091%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		84.191	0,008%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		4.457	0,000%	F
ISHARES IV PUBLIC LIMITED COMPANY		875.979	0,084%	F
ISHARES MSCI ACWI ETF		95.926	0,009%	F
ISHARES MSCI ACWI EX U.S. ETF		82.333	0,008%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		39.344	0,004%	F
ISHARES MSCI EAFE ETF		1.629.428	0,155%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		307.327	0,029%	F
ISHARES MSCI EAFE VALUE ETF		962.883	0,092%	F
ISHARES MSCI EUROPE FINANCIALS ETF		354.707	0,034%	F
ISHARES MSCI EUROPE IMI INDEX ETF		8.658	0,001%	F
ISHARES MSCI EUROZONE ETF		625.362	0,060%	F
ISHARES MSCI GLOBAL MULTIFACTORETF		6.480	0,001%	F
ISHARES MSCI INTL SIZE FACTOR ETF		497	0,000%	F
ISHARES MSCI ITALY ETF		871.561	0,083%	F
ISHARES MSCI KOKUSAI ETF		1.714	0,000%	F
ISHARES MSCI WORLD ETF		26.745	0,003%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		2.244	0,000%	F
ISHARES PUBLIC LIMITED COMPANY		2.706.366	0,258%	F
ISHARES STOXX EUROPE 600 INSURANCE UCITS ETF DE		235.586	0,022%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		297.986	0,028%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		162.053	0,015%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		894.263	0,085%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.123.409	0,202%	F
ISHARES V PUBLIC LIMITED COMPANY		233.630	0,022%	F
ISHARES VI PUBLIC LIMITED COMPANY		116.655	0,011%	F
ISHARES VII PUBLIC LIMITED COMPANY		796.647	0,076%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		63.168	0,006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,000%	F
ISHARES WORLD EQUITY FACTOR ETF		3.697	0,000%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		3.662	0,000%	F
JANA PASSIVE GLOBAL SHARE TRUST		9.246	0,001%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.611.602	0,154%	F
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND		1.011	0,000%	F
JEFFREY LLC		7.080	0,001%	F
JNL INTERNATIONAL INDEX FUND		61.313	0,006%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		7.181	0,001%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		763	0,000%	F
JNL/MELLON MSCI WORLD INDEX FUND		3.130	0,000%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		82.393	0,008%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		12.437	0,001%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		26.868	0,003%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		34.448	0,003%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		28.336	0,003%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		17.679	0,002%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		61.493	0,006%	F
JOSHUA GREEN CORPORATION		3.450	0,000%	F
JPM Multi Income Fund		41.776	0,004%	F
JPMORGAN BETABUILDERS EUROPE ETF		335.919	0,032%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		111.594	0,011%	F
JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND		126.319	0,012%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		72.398	0,007%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		18.759	0,002%	F
JPMorgan Europe Strategic Dividend Fund		3.738	0,000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		8.727	0,001%	F
JPMORGAN FUNDS		407.322	0,039%	F
JPMORGAN GLOBAL ALLOCATION FUND		1.712	0,000%	F
JPMORGAN INCOME BUILDER FUND		119.817	0,011%	F
JPMORGAN INVESTMENT FUNDS		718.366	0,069%	F
JPMorgan Multi Balanced Fund		3.411	0,000%	F
JTW TRUST NO. 1 UAD 9/19/02.		2.645	0,000%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,000%	F
JTW TRUST NO. 3 UAD 9/19/02.		2.827	0,000%	F
JTW TRUST NO. 5 UAD 9/19/02.		1.555	0,000%	F
JUNON ACTIONS OBLIGATIONS		138.783	0,013%	F
K INVESTMENTS SH LIMITED.		45.049	0,004%	F
KAISER FOUNDATION HOSPITALS		6.848	0,001%	F
KAISER PERMANENTE GROUP TRUST		10.051	0,001%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER		3.011	0,000%	F
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III		49.460	0,005%	F
KAPITALFORENINGEN EMD INVEST VERDENSINDEKS		8.758	0,001%	F
KAPITALFORENINGEN INVESTIN PRO - GBL LARGE CAP MARKET NEU EQ C/O AQR CAPITAL MANAGEMENT LLC		528.036	0,050%	F
KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I		17.756	0,002%	F
KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX		15.833	0,002%	F
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS		10.339	0,001%	F
KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER		33.465	0,003%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		162.824	0,016%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KATHERINE C MOORE CHARITABLE LEAD ANNUIT		968	0,000%	F
KBC ECO FUND WORLD		19.167	0,002%	F
KBC EQUITY FUND EUROPE		36.601	0,003%	F
KBC EQUITY FUND EUROZONE		614.207	0,059%	F
KBC EQUITY FUND EUROZONE DBI-RDT		45.316	0,004%	F
KBC EQUITY FUND SRI EUROZONE		815.340	0,078%	F
KBC EQUITY FUND SRI WORLD		198.845	0,019%	F
KBC Equity Fund World		172.467	0,016%	F
KBC Equity SRI World DBI-RDT		11.572	0,001%	F
KBC INST FUND EURO EQUITY		43.675	0,004%	F
KBC INST FUND SRI WORLD EQUITY		55.308	0,005%	F
KBC INSTITUTIONAL FUND SRI EURO		55.791	0,005%	F
KBI FUNDS ICAV		30.846	0,003%	F
KBI GLOBAL INVESTMENT FUND		12.196	0,001%	F
KFP MARKETABLE LLC		1.244	0,000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		31.853	0,003%	F
KOKUSAI EQUITY INDEX FUND, A S		14.322	0,001%	F
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP		30.561	0,003%	F
KREBSHILFE-2-FONDS		6.000	0,001%	F
KUTXABANK GESTION SGIIC, S.A.		348.280	0,033%	F
KUTXABANK PENSIONES, S.A., SGFP		175.166	0,017%	F
L AND G ASSUR(PENS MGNT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270		17.523	0,002%	F
L AND G ASSUR(PENS MGNT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495		21.661	0,002%	F
La Francaise Systematic European Equities		71.144	0,007%	F
La Francaise Systematic Multi Asset Allocation		2.948	0,000%	F
LACERA MASTER OPEB TRUST		11.377	0,001%	F
LAKE AVENUE INVESTMENTS LLC		9.047	0,001%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		154.290	0,015%	F
LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP		8.200	0,001%	F
LAZARD ASSET MANAGEMENT LLC		741	0,000%	F
LAZARD RETIREMENT GLOBAL DYNAMIC MULTI ASSET PORTFOLIO		20.689	0,002%	F
LBPAM 3 MOIS		701.046	0,067%	F
LBPAM ACTIONS DIVIDENDES EUROP		98.113	0,009%	F
LBPAM ISR ACTIONS 80		69.012	0,007%	F
LBPAM ISR ACTIONS EURO LARGE CAP		290.808	0,028%	F
LBPAM ISR ACTIONS EURO MIN VOL		4.991	0,000%	F
LBPAM ISR ACTIONS EUROPE 50		174.899	0,017%	F
LBPAM ISR AVENIR EURO		20.683	0,002%	F
LBPAM ISR STRATEGIE PEA 1		10.834	0,001%	F
LBPAM ISR STRATEGIE PEA 2		14.159	0,001%	F
LCL ACTIONS EURO CORE+		12.674	0,001%	F
LCL ACTIONS MONDE HORS EUROPE EURO		31.895	0,003%	F
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED		3.493	0,000%	F
LEGAL & GENERAL EUROPEAN INDEX TRUST		250.663	0,024%	F
LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I		3.579	0,000%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU		9.143	0,001%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND		30.046	0,003%	F
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND		6.832	0,001%	F
LEGAL & GENERAL ICAV.		155	0,000%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		32.758	0,003%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		30.799	0,003%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		20.092	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		203.452	0,019%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY		8.793	0,001%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		1.358.727	0,130%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		24.797	0,002%	F
LEGAL AND GENERAL CCF		22.767	0,002%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		43.781	0,004%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		485	0,000%	F
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND		11.824	0,001%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		61.961	0,006%	F
LEGAL AND GENERAL UCITS ETF PLC		105.588	0,010%	F
LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF		437.503	0,042%	F
LGIASUPER		37.952	0,004%	F
LGIM MANAGERS (EUROPE) LIMITED		45.699	0,004%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		399	0,000%	F
LIF-LYXOR MSCI WORLD CATHOL PR		4.486	0,000%	F
LMA IRELAND MAP501		3.166	0,000%	F
LMAP IRELAND ICAV - LMAP 909		10.133	0,001%	F
LMAP IRELAND ICAV - LMAP 910		9.135	0,001%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,000%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.503	0,001%	F
LOF TargetNetZero Europe Equity		4.386	0,000%	F
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		36.380	0,003%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		152.159	0,015%	F
LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST		21.601	0,002%	F
LUCENT TECHNOLOGIES INC MASTER PENSION TRUST		1	0,000%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR		804.646	0,077%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA		270.735	0,026%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		446.272	0,043%	F
LUXCELLENCE-HELVETIA EUROP EQUITY		6.430	0,001%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		16.168	0,002%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		206.815	0,020%	F
LVIP SSGA INTERNATIONAL INDEX FUND		82.911	0,008%	F
LYXINDEX FUND - LYXOR MSCI EMU		26.721	0,003%	F
LYXOR CORE MSCI WORLD		41.987	0,004%	F
LYXOR FTSE MIB UCITS ETF		443.557	0,042%	F
LYXOR MSCI EUROPE ESG LEADERS		114.788	0,011%	F
LYXOR MSCI EUROPE UCITS ETF		28.748	0,003%	F
M INTERNATIONAL EQUITY FUND		4.004	0,000%	F
MACK EAFE EQUITY POOL		13.081	0,001%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		16.849	0,002%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		3.653	0,000%	F
MACQUARIE MULTI-FACTOR FUND		6.015	0,001%	F
MAIN I - UNIVERSAL - FONDS		12.933	0,001%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		6.112	0,001%	F
MAN INSIGHT LIMITED		32	0,000%	F
MAN NUMERIC ALTERNATIVE RISK PREMIA VALUE.		52.886	0,005%	F
MANAGED PENSION FUNDS LIMITED		15.663	0,001%	F
MANDARINE EQUITY INCOME		4.876	0,000%	F
MANDARINE IMPROVERS		3.300	0,000%	F
MANDAT ACTION HGAM		215.978	0,021%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		17.974	0,002%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		21.209	0,002%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.906	0,000%	F
MARIGOLD TACTICAL STRATEGIES LTD		2.076	0,000%	F
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 130/30 FUND		39.067	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3		22.191	0,002%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5		45.421	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/50 FUND.		79.961	0,008%	F
MARSHALL WACE INV STRAT EUROPEAN TOPS		1.132	0,000%	F
MARSHALL WACE INVESTMENT STRATEGIES-SYSTEMATIC ALPHA PLUS FD C/O MARSHALL WACE LLP		6.877	0,001%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE		171.625	0,016%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND		291.908	0,028%	F
MARSHALL WACE MASTER FDS SPC SP		29.796	0,003%	F
MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND		8.019	0,001%	F
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND		330.467	0,032%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		99.421	0,009%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		15.687	0,001%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,000%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		6.775	0,001%	F
MBB PUBLIC MARKETS I LLC		43.462	0,004%	F
MBB SMART FUND C LLC		14.329	0,001%	F
MBB SMART FUND P LLC		12.148	0,001%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		25.325	0,002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		21.078	0,002%	F
MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU		10.064	0,001%	F
MERCER GE INTERNATIONAL EQUITY FUND		51.950	0,005%	F
MERCER GLOBAL EQUITY FUND		34.419	0,003%	F
MERCER INDEXED INTERNATIONAL SHARES FUND		37.972	0,004%	F
MERCER NONUS CORE EQUITY FUND		262.370	0,025%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		34.338	0,003%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		2.084	0,000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,001%	F
MERCER QIF COMMON CONTRACTUAL FUND		128.071	0,012%	F
MERCER UCITS COMMON CONTRACTUALFUND		31.680	0,003%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		176.540	0,017%	F
MERCER WHOLESALE FUNDS		1.392	0,000%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		111.328	0,011%	F
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE		2.193	0,000%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,001%	F
METROPOLITAN LIFE INSURANCE COMPANY		21.477	0,002%	F
MGI FUNDS PLC		59.781	0,006%	F
MH AMUNDI ACTIONS EURO		118.010	0,011%	F
MICHAEL AND MAIRA CAREN TRUST 930		1.120	0,000%	F
MICHIGAN CATHOLIC CONFERENCE		696	0,000%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,000%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		16.260	0,002%	F
MIDDLETOWN WORKS HOURLY AND SALARIED UNION		706	0,000%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,000%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MIGROS BANK (LUX) FONDS 50		920	0,000%	F
MINE SUPERANNUATION FUND		22.327	0,002%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	36,438%	F
MINISTRY OF ECONOMY AND FINANCE		249.924	0,024%	F
MISSOURI EDUCATION PENSION TRUST		285.662	0,027%	F
MOA INTERNATIONAL FUND		610.040	0,058%	F
MOBIUS LIFE LIMITED		13.906	0,001%	F
MOMENTUM GLOBAL FUNDS		15.906	0,002%	F
MORELLI FRANCESCO	MRLFNC60D28E716Q	110	0,000%	F
MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND		126	0,000%	F
MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND		182	0,000%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		2.193	0,000%	F
MORGAN STANLEY INVESTMENT FUNDS		9.293	0,001%	F
MORGAN STANLEY PATHWAY FUNDS -		14.934	0,001%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		139	0,000%	F
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		3.441	0,000%	F
MOTHER CABRINI HEALTH FOUNDATION INC		28.842	0,003%	F
MOUNT HATTON INVESTMENTS LIMITED		32.116	0,003%	F
MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND		326	0,000%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,001%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		167.871	0,016%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		30.113	0,003%	F
MUL- LYX FTSE IT ALL CAP PIR 2		11.575	0,001%	F
MUL-LYX NET ZERO 50 SP EUROZ C		254.566	0,024%	F
MULTI UNITS LUX-LYXOR CORE MSC		44.681	0,004%	F
MULTIFLEX SICAV		3.638	0,000%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		200.844	0,019%	F
MWIS TOPS GLOBAL EQUITIES LE FDAC		5.161	0,000%	F
MWIS TOPS World Equities AC		24.414	0,002%	F
NATIONAL BANK FINANCIAL INC		2.386	0,000%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,001%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		135.099	0,013%	F
NATIONAL EMPLOYMENT SAVINGS TRUST		657.819	0,063%	F
NATIONAL TREASURY MANAGEMENT AGCY		6.638	0,001%	F
NATIONWIDE INTERNATIONAL INDEX FUND		26.701	0,003%	F
NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST		30.767	0,003%	F
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST		46.054	0,004%	F
NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST		41.947	0,004%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,000%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		90.516	0,009%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		9.374	0,001%	F
NBIMC EAFE EQUITY INDEX FUND.		1.530	0,000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		57.842	0,006%	F
NEUALT LLC		31.713	0,003%	F
NEW AIRWAYS PENSION SCHEME		310	0,000%	F
NEW YORK STATE COMMON RETIREMENT FUND		47.605	0,005%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		815.452	0,078%	F
NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POW		2.129	0,000%	F
NFS LIMITED		4.962	0,000%	F
NGS SUPER		1.885	0,000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
NILUS UNIVERSAL FONDS		35.000	0,003%	F
NMTB/NIK KOKUSAI-NH 935026		19.560	0,002%	F
NORDEA EUROPEAN PASSIVE FUND		8.207	0,001%	F
NORDEA GLOBAL PASSIVE FUND		17.185	0,002%	F
NORDEA WORLD PASSIVE FUND		13.513	0,001%	F
NORGES BANK		12.351.678	1,178%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		128.609	0,012%	F
NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.		96.479	0,009%	F
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		33.292	0,003%	F
NORTHERN LIGHTS FUND TRUST IV		21.454	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		17.832	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		24.961	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		23.284	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING		63.404	0,006%	F
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		946.405	0,090%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		516.280	0,049%	F
NORTHERN TRUST UCITS FGR FUND		84.897	0,008%	F
NOW PENSIONS TRUST		7.170	0,001%	F
NSP MINNESEOTA RETAIL PRAIRIE II		4.235	0,000%	F
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,000%	F
NSP MONTICELLO MINNESOTA RETAIL		6.527	0,001%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,000%	F
NTUC INCOME INSURANCE CO OPERATIVE LIMITED		1.919	0,000%	F
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND		22.847	0,002%	F
NV HAGELUNIE		3.804	0,000%	F
NVIT INTERNATIONAL INDEX FUND		38.198	0,004%	F
NZAM EURO STOXX PARIS-ALIGNED		1.162	0,000%	F
OHMAN MARKNAD GLOBAL		14.000	0,001%	F
OLD WESTBURY LARGE CAP STRATEGIES FUND		1.785.400	0,170%	F
ONEMARKETS ITALY ICAV		6.795	0,001%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		19.681	0,002%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL		25.520	0,002%	F
OP CUSTODY LTD		10.628	0,001%	F
OPENWORLD PUBLIC LIMITED COMPANY		405	0,000%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		147.448	0,014%	F
OSSIAM LUX		299.496	0,029%	F
OSTRUM SRI EURO MINVOL EQUITY		19.311	0,002%	F
OSTRUM SRI EUROPE EQUITY		251.393	0,024%	F
PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD		20.043	0,002%	F
PCA TAX SHELTERED ANNUITY PLAN		3.023	0,000%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.082	0,000%	F
PENSIOENFONDS METAAL OFP		44.920	0,004%	F
PENSION BENEFIT GUARANTY CORPORATION		105.235	0,010%	F
PENSION RESERVES INVESTMENT TRUST FUND		52.548	0,005%	F
PEOPLE'S BANK OF CHINA		436.162	0,042%	F
PGGM SPD (DMAEMFGL)PGGM SPD DMAE MULTIFACTOR GLOBAL		108.937	0,010%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.740	0,000%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,000%	F
PICTET - EUROPE INDEX		47.757	0,005%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		28.827	0,003%	F
PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES		5.218	0,000%	F
PICTET CH - GLOBAL EQUITIES		6.137	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		12.635	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL		13.998	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		3.417	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		11.344	0,001%	F
PICTET TOTAL RETURN		110.519	0,011%	F
PICTET TOTAL RETURN DIVERSIFIED ALPHA		113.376	0,011%	F
PICTET-EUROLAND INDEX		30.363	0,003%	F
PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND		1.078	0,000%	F
PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND		9.979	0,001%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		88.207	0,008%	F
PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND		39.153	0,004%	F
PINEBRIDGE GLOBAL FUNDS		20.199	0,002%	F
PINNACLE PLATO GBL LOW CARBON FD		440	0,000%	F
Pirisino Lorenzo		500	0,000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH		3.090	0,000%	F
PK CSG World Equity UBS Fund Management Switzerland AG		10.169	0,001%	F
PLATINUM ARROW TRUST		7.841	0,001%	F
PLATO GLOBAL SHARES INCOME FUND.		26.493	0,003%	F
PLATO INST I FUND EURO EQUITY		11.638	0,001%	F
PLATO INST I FUND EUROPEAN EQUITY		30.635	0,003%	F
Plato Instit Index Fnd World DBI-RDT		3.794	0,000%	F
Plato RI World		2.142	0,000%	F
PLEIADES TRUST		79.666	0,008%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,001%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		71.439	0,007%	F
POOL REINSURANCE CO LTD		5.952	0,001%	F
PRAXIS INTERNATIONAL INDEX FUND		66.474	0,006%	F
prevoyance ne fund prevoyance ne global assets UBS Fund Management Switzerland		924	0,000%	F
PRIME SUPER		1.818	0,000%	F
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX		31.207	0,003%	F
PRINCIPAL FUNDS INC OVERSEAS FUND		14.132	0,001%	F
PrivilEdge - JP Morgan Pan European Flexible Equity		71.538	0,007%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,000%	F
PRO-GEN INVESTMENTS LLC		256	0,000%	F
PROJECT 121/160-70 (P)		970	0,000%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		25.766	0,002%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.797	0,000%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		137	0,000%	F
PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO		1.648	0,000%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		34.067	0,003%	F
PRUDENTIAL HONG KONG LIMITED		543.045	0,052%	F
PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY		54.965	0,005%	F
PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST		19.406	0,002%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		12.317	0,001%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		1.526.137	0,146%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		94.300	0,009%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		12.292	0,001%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		49.437	0,005%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		76.699	0,007%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		209.733	0,020%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		57.446	0,005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		29.120	0,003%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		2.498	0,000%	F
Putm Authorised Contractual Scheme - Putm Acs European Ex UK Fund		328.246	0,031%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		321.250	0,031%	F
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN		470	0,000%	F
QIC INTERNATIONAL EQUITIES FUND.		5.359	0,001%	F
QUALITY EDUCATION FUND		817	0,000%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,082%	F
RBC QUANT EAFE DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUANT EUROPEAN DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUBE GLOBAL EQUITY FUND		1	0,000%	F
ReAssure Limited		127.852	0,012%	F
RECORD INVEST SCA SICAV RAIF		4.669	0,000%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		19.518	0,002%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		62.196	0,006%	F
RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT		33.161	0,003%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.755	0,000%	F
Reusser Jürg		6.000	0,001%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		328.736	0,031%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		11.915	0,001%	F
RHUMBLINE LOW CARBON INDEX FUNDLLC		18.077	0,002%	F
RLA International Equities Fund		12.400	0,001%	F
ROBECO CAPITAL GROWTH FUNDS		56.960	0,005%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,003%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,000%	F
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND		2.430	0,000%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,001%	F
ROPS EURO P		66.805	0,006%	F
ROPS-SMART INDEX EURO		108.033	0,010%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.436	0,007%	F
RPAQ 2015 FUND LP		6.762	0,001%	F
RT VIF VERSICHERUNG INTERNATIONAL FONDS		43.400	0,004%	F
RTX SAVINGS PLAN MASTER TRUST		148.085	0,014%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		14.482	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND		13.002	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.600	0,001%	F
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND		2.133	0,000%	F
RUSSELL INVESTMENT COMPANY PLC		30.158	0,003%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28		7.081	0,001%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND		87.308	0,008%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROW		13.907	0,001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.797	0,000%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.137	0,000%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		2.680	0,000%	F
Russell Investments Sustainable Global Shares Fund		3.836	0,000%	F
RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL		1.123	0,000%	F
RUTGERS THE STATE UNIVERSITY		7.378	0,001%	F
S. ROBSON WALTON 1999 CHILDRENS TRUST		1.330	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		1.240	0,000%	F
S. ROBSON WALTON 2010 TRUST		3.114	0,000%	F
SABADELL EUROPA BOLSA ESG, FI		256.009	0,024%	F
SAKKARAH 7 FCP		10.871	0,001%	F
SAMSUNG GLOBAL CORE EQUITY FUND		1.721	0,000%	F
SAS TRUSTEE CORPORATION POOLED FUND		215.995	0,021%	F
SBC MASTER PENSION TRUST		8.896	0,001%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		12.618	0,001%	F
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.		2.030	0,000%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		344.602	0,033%	F
SCHRODER GLOBAL QUALITY FUND (CANADA)		1.402	0,000%	F
SCHRODER GLOBAL SUSTAINABLE EQUITY FUND		14.977	0,001%	F
SCHRODER GLOBAL VALUE FUND		48.647	0,005%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		3.194	0,000%	F
SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST		270.122	0,026%	F
SCHRODER INTERNATIONAL SELECTION FUND		148.175	0,014%	F
SCHRODER MANAGED BALANCED FUND		3.900	0,000%	F
SCHRODER PENSION MANAGEMENT LIMITED		16.438	0,002%	F
SCHRODER QEP GLOBAL ACTIVE VALUE FUND		24.212	0,002%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		123.145	0,012%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		324.304	0,031%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND		68.515	0,007%	F
SCHWAB INTERNATIONAL EQUITY ETF		820.988	0,078%	F
SCHWAB INTERNATIONAL INDEX FUND		252.540	0,024%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		1.036	0,000%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		5.826	0,001%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		915	0,000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		60.410	0,006%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		57.208	0,005%	F
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND		1.952	0,000%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.522	0,000%	F
SEB AKTIENFONDS		27.731	0,003%	F
SEEYOND		34.829	0,003%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,000%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		28.394	0,003%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND		8.102	0,001%	F
SELECTION EURO ENVIRONNEMENT (MAI 2022)		194.514	0,019%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		277	0,000%	F
SELIGSON AND CO EUROPE INDEX FUND		30.202	0,003%	F
SEMPRA ENERGY PENSION MASTER TRUST		4.628	0,000%	F
SENTINEL INTERNATIONAL FUND		1.046	0,000%	F
SG ACTIONS INTERNATIONALES		16.061	0,002%	F
SGA INTERNATIONAL EQUITY CIT		17.683	0,002%	F
SHELL CANADA 2007 PENSION PLAN		407	0,000%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		3.596	0,000%	F
SHELTON INTERNATIONAL SELECT EQUITY FUND		31.708	0,003%	F
SHERIFFS PENSION AND RELIEF FUND		4.086	0,000%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		80	0,000%	F
SIEMENS BALANCED		12.018	0,001%	F
SIEMENS EMU EQUITIES		37.682	0,004%	F
SIEMENS-FONDS SIEMENS-RENTE		54.879	0,005%	F
SIENNA IRC ACTIONS		92.270	0,009%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SIJOITUSRAHASTO UB EUROOPPA AI		8.600	0,001%	F
Simplicity Hedged Global Share Fund		11.335	0,001%	F
Simplicity Unhedged Global Share Fund		7.011	0,001%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		1.032.314	0,098%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		345.556	0,033%	F
SLW PORTFOLIO LLC		256	0,000%	F
SOCIAL PROTECTION FUND		10.509	0,001%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.817	0,000%	F
SPA MANDATE BLACKROCK		19.107	0,002%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		493.857	0,047%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		9.588	0,001%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		8.925	0,001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		664	0,000%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		239.860	0,023%	F
SPDR PORTFOLIO EUROPE ETF		10.254	0,001%	F
SPDR SP WORLD EX AUSTRALIA FUND		5.299	0,001%	F
SPP GENERATION 40-TAL		3.800	0,000%	F
SPP GENERATION 50-TAL		24.909	0,002%	F
SPP GENERATION 60-TAL		15.755	0,002%	F
SPP GENERATION 70-TAL		43.080	0,004%	F
SPP GENERATION 80-TAL		43.477	0,004%	F
SPRING 625		33.482	0,003%	F
SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND		3.465	0,000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		36	0,000%	F
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND		6.755	0,001%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.924	0,033%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		1.959	0,000%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		46.275	0,004%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		128.891	0,012%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		2.051.256	0,196%	F
ST PF STAPLES MANDATE ALLIANCE CAPITAL		2.680	0,000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,000%	F
ST. MARY'S HEALTHCARE		152	0,000%	F
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS		4.301	0,000%	F
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU		5.514	0,001%	F
STANDARD BANK OF SOUTH AFRICA LTD		77.840	0,007%	F
STANLIB FUNDS LIMITED		46.529	0,004%	F
STAR PASTEUR		17.656	0,002%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		22.184	0,002%	F
STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD		34.222	0,003%	F
STATE OF MINNESOTA		197.753	0,019%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		181.175	0,017%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		28.540	0,003%	F
STATE OF WISCONSIN INVESTMENT BOARD		116.229	0,011%	F
STATE OF WYOMING		35.470	0,003%	F
STATE STREET CCF		2.497	0,000%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		3.141	0,000%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		260.988	0,025%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		110.112	0,010%	F
STATE STREET GLOBAL INDEX PLUS TRUST		2.018	0,000%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		94.478	0,009%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		6.100	0,001%	F
STATE STREET IRELAND UNIT TRUST		17.288	0,002%	F
STATE STREET TOTAL RETURN VIS FUND		4.407	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		746.601	0,071%	F
STATE UNIVERSITIES RETIREMENT SYSTEM		123.670	0,012%	F
STELLAR INSURANCE, LTD.		1.459	0,000%	F
STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND		92.750	0,009%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,000%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET		462	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,007%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR		3.886	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF		23.550	0,002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF		9.146	0,001%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		12.076	0,001%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		154.149	0,015%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		121.122	0,012%	F
STICHTING BLUE SKY LIQUID ASSET FUNDS		40.630	0,004%	F
STICHTING BPL PENSIOEN MANDAAT BLACKROCK		56.156	0,005%	F
STICHTING CZ FUND DEPOSITARY		7.289	0,001%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		162.949	0,016%	F
STICHTING HEINEKEN PENSIOENFONDS		14.109	0,001%	F
STICHTING ING CDC PENSIOENFONDS		6.407	0,001%	F
STICHTING MN SERVICES		143.651	0,014%	F
STICHTING MN SERVICES AANDELENFO ND		27.094	0,003%	F
STICHTING NN CDC PENSIOENFONDS		1.249	0,000%	F
STICHTING PENSIOENFONDS ABP		851.448	0,081%	F
STICHTING PENSIOENFONDS APF.		13.011	0,001%	F
STICHTING PENSIOENFONDS HOOGOVENS		2.079	0,000%	F
STICHTING PENSIOENFONDS ING		9.697	0,001%	F
STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN		22.345	0,002%	F
STICHTING PENSIOENFONDS NOTARIAAT		2.330	0,000%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		7.031	0,001%	F
STICHTING PENSIOENFONDS PGB		594.536	0,057%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,000%	F
STICHTING PENSIOENFONDS SAGITTARIUS		10.484	0,001%	F
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN		1.747	0,000%	F
STICHTING PENSIOENFONDS UWV		19.417	0,002%	F
STICHTING PENSIOENFONDS VOOR HUISARTSEN		54.699	0,005%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		43.226	0,004%	F
STICHTING PGGM DEPOSITARY		144.494	0,014%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,001%	F
STICHTING PME PENSIOENFONDS		63.943	0,006%	F
STOREBRAND EUROPA		353.836	0,034%	F
STOREBRAND EUROPA PLUS		29.444	0,003%	F
STOREBRAND GLOBAL ALL COUNTRIES		181.885	0,017%	F
STOREBRAND LIVSFORSIKRING AS		273.370	0,026%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,001%	F
STRATEGY SICAV		1.521	0,000%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		3.999	0,000%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.043	0,002%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		659	0,000%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		3.155	0,000%	F
SWISS NATIONAL BANK		1.155.949	0,110%	F
SYCOMORE INCLUSIVE JOBS		239.616	0,023%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
T. ROWE PRICE FOREIGN INVESTMENT, INC		2.839	0,000%	F
T. ROWE PRICE FUNDS SICAV		14	0,000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		26.500	0,003%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		56.915	0,005%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.190	0,000%	F
TANGERINE BALANCED GROWTH PORTFOLIO		7.529	0,001%	F
TANGERINE BALANCED INCOME PORTFOLIO		667	0,000%	F
TANGERINE BALANCED PORTFOLIO		5.023	0,000%	F
TANGERINE EQUITY GROWTH PORTFOLIO		9.862	0,001%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		23.194	0,002%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		309.768	0,030%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		88.474	0,008%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		4.977	0,000%	F
TD EUROPEAN INDEX FUND		2.777	0,000%	F
TD INTERNATIONAL EQUITY INDEX ETF		29.774	0,003%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		271.897	0,026%	F
TEACHERS RETIREMENT ALLOWANCES FUND		1	0,000%	F
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		73.937	0,007%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		31.796	0,003%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		364.087	0,035%	F
TELSTRA SUPERANNUATION SCHEME		11.054	0,001%	F
TEXAS PERMANENT SCHOOL FUND CORP		88.534	0,008%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		18.041	0,002%	F
TEXAS UTILITIES QUAL NDT PARTNERSHIP		2.393	0,000%	F
THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO		27.581	0,003%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		140.827	0,013%	F
THE ANNENBERG FOUNDATION.		5.501	0,001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		162.774	0,016%	F
THE ASSOCIATED BRITISH FOODS PENSION SCHEME		128.871	0,012%	F
THE BANK OF KOREA		1.168	0,000%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		98.769	0,009%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		77.518	0,007%	F
THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		61.987	0,006%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		1.719	0,000%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.616	0,000%	F
THE COMMONWEALTH FUND		1.507	0,000%	F
THE DAVID A DUFFIELD TRUST UAD 07/14/88		3.296	0,000%	F
THE ESB PENSION FUND		14.100	0,001%	F
THE FIRST CHURCH OF CHRIST SCIENTIST		1.046	0,000%	F
THE GREATER MANCHESTER PENSION FUND.		51.312	0,005%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		2.359	0,000%	F
THE HKSAR GOVERNMENT SCHOLARSHIP FUND		231	0,000%	F
THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		1.679	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		10.095	0,001%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		674	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		48.514	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		55.376	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		7.495	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		5.850	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. RE: AXA IM GLOBAL EX JAPAN EQUITY MOTHER FUND		41.659	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		221	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129		3.374	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		8.854	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		32.088	0,003%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT T		42.544	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		15.892	0,002%	F
THE MINDEROO FOUNDATION TRUST		2.999	0,000%	F
THE MISSOURI FOUNDATION FOR HEALTH		8.979	0,001%	F
THE MONETARY AUTHORITY OF SINGAPORE		15.315	0,001%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		3.538	0,000%	F
THE NEMOURS FOUNDATION PENSION PLAN		471	0,000%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		15.886	0,002%	F
THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO		483	0,000%	F
THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT		1.909	0,000%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		113.400	0,011%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		577.453	0,055%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND		645.669	0,062%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		12.040	0,001%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		103.074	0,010%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY		8.838	0,001%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,000%	F
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST		8.403	0,001%	F
THEAM QUANT - EQUITY EUROPE DEFI		37.749	0,004%	F
THEAM QUANT - EQUITY EUROZONE DEFI		26.307	0,003%	F
THEAM QUANT - EQUITY WORLD DEFI		11.238	0,001%	F
THEAM QUANT - NEW ENERGY OPPORTUNITIES		5.293	0,001%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		75.506	0,007%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,001%	F
THRIFT SAVINGS PLAN		465.976	0,044%	F
THRIFT SAVINGS PLAN		1.508.162	0,144%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		5.385	0,001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		707.829	0,067%	F
TIMOTHY PLAN INTERNATIONAL ETF.		30.484	0,003%	F
TIMOTHY PLAN MARKET NEUTRAL ETF		13.932	0,001%	F
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST		2.594	0,000%	F
TOCQUEVILLE FINANCE ISR		6.100	0,001%	F
TONI ACTIONS ISR 100		81.674	0,008%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,003%	F
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP		2.795	0,000%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		3.936	0,000%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT		112.646	0,011%	F
TRINITY COLLEGE CAMBRIDGE		9.460	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		2.731	0,000%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		33.091	0,003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,000%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		18.196	0,002%	F
TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH		4.708	0,000%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		2.989	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC		2	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC. C/O CORPORATION SERVICE COMPANY		15.919	0,002%	F
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		118.704	0,011%	F
TWO SIGMA INTERNATIONAL CORE		36.300	0,003%	F
TWO SIGMA WORLD CORE FUND LP		17.000	0,002%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,000%	F
UBS (IRL) ETF PLC		189.327	0,018%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		835.916	0,080%	F
UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)		143.143	0,014%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		64.205	0,006%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		172.624	0,016%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.681	0,000%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		929	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		447	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		2.958	0,000%	F
UBS ASSET MANAGEMENT LIFE LTD		197.319	0,019%	F
UBS COMMON CONTRACTUAL FUND		19.992	0,002%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		14.826	0,001%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT		103.869	0,010%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUN		18.766	0,002%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		262.625	0,025%	F
UBS FUND MANAGEMENT(LUXEMBOURG) SA		132.092	0,013%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		8.047	0,001%	F
UBS LUX FUND SOLUTIONS		1.107.038	0,106%	F
UI-FONDS BAV RBI AKTIEN		41.907	0,004%	F
UI-S		10.191	0,001%	F
UNIDIVIDENDENASS		26.993	0,003%	F
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY		3.908	0,000%	F
UNIGEST, S.G.I.I.C., S.A.U.		25.140	0,002%	F
UNIGLOBAL DIVIDENDE		52.898	0,005%	F
UNISUPER		6.463	0,001%	F
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE		2.571	0,000%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,000%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH		776.739	0,074%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		19.853	0,002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO UMWELT UND NACHHALTIGKEITS FONDS		6.828	0,001%	F
UNIVERSAL INVESTMENT GMBH		50.500	0,005%	F
Universal-Investment-Gesellschaft mbH		111.835	0,011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		6.504	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR EPX-ASUS-SHARES		38.288	0,004%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		3.377	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		10.218	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		18.344	0,002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		8.097	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/SAI-UNIVERSAL-FONDS SEGMENT (UI491401)		57.034	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		2.790	0,000%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUIFONDS SAA		48.888	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		3.811	0,000%	F
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO		38.899	0,004%	F
UNIVERSITIES SUPERANNUATION SCHEME		4.468	0,000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,001%	F
US LEGACY INCOME COMMON TRUST FUND		109.296	0,010%	F
USAA CASUALTY INSURANCE COMPANY		6.418	0,001%	F
USAA GENERAL INDEMNITY COMPANY		3.500	0,000%	F
UTAH STATE RETIREMENT SYSTEMS		53.430	0,005%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL		35.771	0,003%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SP		23.470	0,002%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		65.033	0,006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		49.236	0,005%	F
VANECK ETFS N.V.		139.969	0,013%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		11.362	0,001%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		3.806.284	0,363%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		11.098	0,001%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		71.158	0,007%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		11.930	0,001%	F
VANGUARD EUROPEAN STOCK INDEX FUND		936.589	0,089%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		78.497	0,007%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		436.973	0,042%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		3.046.914	0,291%	F
VANGUARD FTSE ALL WORLD EX US INDEX FUND		908.668	0,087%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		68.526	0,007%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		4.915	0,000%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		5.989	0,001%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		576.026	0,055%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		174.500	0,017%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		12.045	0,001%	F
VANGUARD INTL HIGH DIV YLD INDEX FD		272.438	0,026%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		499.581	0,048%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		10.404	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD		7.111	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD		10.945	0,001%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		128.461	0,012%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF		12.396	0,001%	F
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF		7.158	0,001%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF		2.277	0,000%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.284.662	0,599%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		259.772	0,025%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		23.947	0,002%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		9.527	0,001%	F
VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE		25.205	0,002%	F
VEBA PARTNERSHIP N LP		13.171	0,001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		19.014	0,002%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS		81.873	0,008%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		11.515	0,001%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		39.787	0,004%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		15.266	0,001%	F
VGV POOLFONDS PA1		14.394	0,001%	F
VIA SMART-EQUITY EUROPE		75.652	0,007%	F
VIA SMART-EQUITY WORLD		30.912	0,003%	F
VICTORY MARKET NEUTRAL INCOMEFUND		497.054	0,047%	F
VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.		7.663	0,001%	F
VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF		18.353	0,002%	F
VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.		22.110	0,002%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		264.683	0,025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		23.971	0,002%	F
VIRGINIA RETIREMENT SYSTEM		93	0,000%	F
VIVACCIO ISR ACTIONS		318.739	0,030%	F
VOYA BALANCED INCOME PORTFOLIO		4.401	0,000%	F
VOYA BALANCED PORTFOLIO		4.459	0,000%	F
VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND		31.401	0,003%	F
VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND		95.786	0,009%	F
VOYA GLOBAL EQUITY FUND		48.828	0,005%	F
VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		102.250	0,010%	F
VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		154.493	0,015%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		32.195	0,003%	F
VOYA VACS INDEX SERIES I PORTFOLIO		43.045	0,004%	F
WASHINGTON STATE INVESTMENT BOARD		434.809	0,041%	F
WBW TRUST NUMBER ONE		814	0,000%	F
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N		1	0,000%	F
WESPATH FUNDS TRUST		5.546	0,001%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		5.466	0,001%	F
WHEELS COMMON INVESTMENT FUND.		456	0,000%	F
WILLIS TOWERS WATSON GROUP TRUST		36.938	0,004%	F
WINDWISE MSCI EAFE INDEX NON LENDING		13.123	0,001%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		41.440	0,004%	F
WISDOMTREE GLOBAL HIGH DIVIDENDFUND		5.687	0,001%	F
WISDOMTREE INTERNATIONAL EQUITYFUND		87.226	0,008%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		69.321	0,007%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND		99.106	0,009%	F
WISDOMTREE ISSUER ICAV		10.939	0,001%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,001%	F
WM POOL - EQUITIES TRUST NO. 75		140.856	0,013%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
WM POOL - EQUITIES TRUST NO. 76 - ROBECO		1.846	0,000%	F
WM POOL - GLOBAL EQUITIES TRUST NO.6		15.631	0,001%	F
WORLD EQUITIES		951	0,000%	F
WORLD TRADE ORGANIZATION PENSION PLAN		3.985	0,000%	F
WYOMING RETIREMENT SYSTEM		6.594	0,001%	F
XTRACKERS		718.206	0,068%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		519.126	0,050%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		925	0,000%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		2.858	0,000%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.639	0,000%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		156.521	0,015%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		22.189	0,002%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.058	0,000%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		3.361	0,000%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		2.313	0,000%	F
ZEPHYR - OPTIMISED PLUS 2		2.914	0,000%	F
ZURICH INVEST ICAV		58.265	0,006%	F
Zwitserleven Institutionele Beleggingsfondsen - Zwitserleven Duurzaam Index Aandelenfonds Europa		13.062	0,001%	F
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.011	0,000%	A
OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		9.074	0,001%	A
Totale votanti		**1.048.704.718**	**100%**	

Legenda
F - Favorevole
C - Contrario
A - Astenuto
Lx - Lista x
NV - Non Votante
NE - Non Espresso

App. 0 e
Racc. 36550

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 1.5 della parte straordinaria

Modifica articoli statuto sociale: articolo 16 (convocazione in via di urgenza delle riunioni consiliari)

	n. azioni	% azioni rappresentate in assemblea	% del Capitale Sociale
Quorum costitutivo assemblea	1.048.704.718	100%	80,292%
Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo):	1.048.704.718	100,000%	80,292%
Azioni per le quali il RD non dispone di istruzioni:	0	0,000%	0,000%

	n. azioni	% partecipanti al voto	% del Capitale Sociale
Favorevole	960.200.840	91,561%	73,516%
Contrario	88.493.793	8,438%	6,775%
Astenuto	10.085	0,001%	0,001%
Totali	1.048.704.718	100,000%	80,292%

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 1.5 della parte straordinaria

Modifica articoli statuto sociale: articolo 16 (convocazione in via di urgenza delle riunioni consiliari)

Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del Dottor Massimiliano Chiadò Piat

Anagrafica	CF/PI	Azioni	% su votanti	Voto
1895 FONDS FGR		16.283	0,002%	F
ABB PENSION FUND		1.101	0,000%	F
ACS 30:70 GLOBAL EQUITY TRACKER FUND		8.919	0,001%	F
ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO		39.498	0,004%	F
ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO		90.024	0,009%	F
ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO		111.514	0,011%	F
ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO		173.948	0,017%	F
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO		92.350	0,009%	F
ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO		20.884	0,002%	F
ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		167.203	0,016%	F
ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO		3.715	0,000%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		641	0,000%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,003%	F
ALASKA PERMANENT FUND CORPORATION		91.821	0,009%	F
ALBERTA INVESTMENT MANAGEMENT CORPORATION		33.700	0,003%	F
ALFRED I. DUPONT CHARITABLE TRUST		10.656	0,001%	F
ALLEANZA OBBLIGAZIONARIO		174.508	0,017%	F
ALPHAJET EUROPE IMPACT360		2.000	0,000%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		82.369	0,008%	F
AMUNDI ACTIONS EURO ISR		60.901	0,006%	F
AMUNDI ACTIONS EUROPE ISR		9.386	0,001%	F
AMUNDI AMBITION NET ZERO CARBONE		27.022	0,003%	F
AMUNDI ESG GLOBAL LOW CARBON FUND		66.230	0,006%	F
AMUNDI ESG IMPROVERS EURO		728.649	0,069%	F
Amundi Etf ICAV		16.154	0,002%	F
Amundi Etf ICAV - Amundi S and P 500 Equal Weight Esg Leaders Ucits Etf		23.693	0,002%	F
Amundi Etf ICAV - Amundi SandP 500 Equal Weight Esg Leaders Ucits Etf		23.578	0,002%	F
AMUNDI EURO iSTOXX CLIMATE PARIS ALIGNED PAB		2.977	0,000%	F
Amundi Euro Stoxx Select Dividend 30		202.348	0,019%	F
AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS		530.209	0,051%	F
AMUNDI FTSE MIB		305.441	0,029%	F
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY		4.274	0,000%	F
AMUNDI FUNDS EQUITY EURO RISK PARITY		26.958	0,003%	F
AMUNDI FUNDS GLOBAL PERSPECTIVES		5.440	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT		75.477	0,007%	F
AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA		548	0,000%	F
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND		18.023	0,002%	F
AMUNDI INDEX MSCI EMU SRI		112.044	0,011%	F
AMUNDI INDEX MSCI EUROPE		176.151	0,017%	F
Amundi Index MSCI Europe SRI		370.089	0,035%	F
AMUNDI INDEX MSCI WORLD		43.138	0,004%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE		5.100	0,000%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL		9.360	0,001%	F
AMUNDI MSCI ACWI SRI PAB UCITS ETF		1.075	0,000%	F
Amundi MSCI EMU ESG CTB Net Zero Ambit		50.570	0,005%	F
AMUNDI MSCI EMU ESG Leaders Select		396.607	0,038%	F
AMUNDI MSCI EUROPE		164.908	0,016%	F
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB		2.713	0,000%	F
AMUNDI MSCI EUROPE EX SWITZERLAND		44.635	0,004%	F
AMUNDI MSCI WORLD		2.906.000	0,277%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB		6.898	0,001%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR		3.448	0,000%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB		3.552	0,000%	F
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT		1.183	0,000%	F
AMUNDI PATRIMOINE PEA		99.683	0,010%	F
AMUNDI PRIME EUROZONE		10.113	0,001%	F
AMUNDI STOXX EUROPE 600		381.560	0,036%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		2.838	0,000%	F
AMUNDI STRATEGIES ACTIONS EURO CORE +		18.689	0,002%	F
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY		614	0,000%	F
AP ACTIONS 1 EURO		18.066	0,002%	F
ARIZONA STATE RETIREMENT SYSTEM		105.793	0,010%	F
ASIAN DEVELOPMENT BANK		35.490	0,003%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF.		12.432	0,001%	F
ASSURDIX		41.260	0,004%	F
ATCP-UI-FONDS		1.928	0,000%	F
AURION GLOBAL EQUITY FUND		1.588	0,000%	F
AUSTRALIAN RETIREMENT TRUST		413.532	0,039%	F
AUSTRALIANSUPER		5.957	0,001%	F
AUTORIDADE MONETARIA DE MACAU		8.262	0,001%	F
Aviva Investors Funds ACS - AI Balanced Life Fund		829	0,000%	F
Aviva Investors Funds ACS - AI Balanced Pension Fund		14.856	0,001%	F
Aviva Investors Funds ACS - AI Cautious Pension Fund		234	0,000%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,001%	F
Aviva Investors Passive Funds ACS - AI 30:70 Global Equity (Currency Hedged) Index Fund		3.437	0,000%	F
Aviva Investors Passive Funds ACS - AI 50:50 Global Equity Index Fund		4.066	0,000%	F
Aviva Investors Passive Funds ACS - AI 60:40 Global Equity Index Fund		12.856	0,001%	F
Aviva Investors Passive Funds ACS - AI Continental European Equity Index Fund		65.432	0,006%	F
Aviva Investors Passive Funds ACS - AI Developed European ex UK Equity Index Fund		51.040	0,005%	F
Aviva Investors Passive Funds ACS - AI Developed World ex UK Equity Index Fund		14.070	0,001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		163	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		2.413	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		3.277	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		3.251	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,000%	F
Aviva Investors UK Fund Services Limited		63.500	0,006%	F
AVIVA LIFE & PENSIONS IRELAND DAC		30.948	0,003%	F
AVIVA LIFE & PENSIONS UK LIMITED		77.859	0,007%	F
Aviva Life and Pensions UK Limited		4.340	0,000%	F
AWARE SUPER		109.895	0,010%	F
AZL INTERNATIONAL INDEX FUND		33.256	0,003%	F
BANK OF BOTSWANA.		3.575	0,000%	F
BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION		51.269	0,005%	F
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		2.778	0,000%	F
BEAT DRUGS FUND ASSOCIATION		582	0,000%	F
BEL EQUITY EUROPE ESG		92.625	0,009%	F
BFT PARTNERS VIA EQUITY EUROPE SRI		39.962	0,004%	F
BG MASTER FUND ICAV		1.092	0,000%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND		180.507	0,017%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		21.462	0,002%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		374.165	0,036%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		13.099	0,001%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		71.213	0,007%	F
BLACKROCK CDN WORLD INDEX FUND		47.274	0,005%	F
BLACKROCK FUND MANAGERS LTD		26.501	0,003%	F
BLACKROCK FUNDS I ICAV		12.949	0,001%	F
BLACKROCK GLOBAL FUNDS		26.612	0,003%	F
BLACKROCK GLOBAL INDEX FUNDS		30.340	0,003%	F
BLACKROCK IG INTERNATIONAL EQUITY POOL		36.945	0,004%	F
BLACKROCK INDEX SELECTION FUND		306.020	0,029%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		100	0,000%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		4.414.316	0,421%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		5.785	0,001%	F
BLACKROCK LIFE LIMITED		17.872	0,002%	F
BLACKROCK LIFE LTD		163.704	0,016%	F
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		87.055	0,008%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		429	0,000%	F
BLACKROCK UCITS CCF		38.809	0,004%	F
BRIDGE BUILDER INTERNATIONAL E		26.078	0,002%	F
BRIDGEWATER ASSOCIATES		4.752	0,000%	F
BRIDGEWATER BLUE PEAK FUND LP.		28	0,000%	F
BRIDGEWATER PURE ALPHA FUND III, LTD		3.651	0,000%	F
BRIDGEWATER PURE ALPHA STERLING FUND LTD		1.382	0,000%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD.		24.955	0,002%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY LTD		2.698	0,000%	F
BRUCE POWER PENSION PLAN		20.755	0,002%	F
BRUNEI SHELL RETIREMENT BENEFIT FUND		1.127	0,000%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,000%	F
BW DMO FUND LTD.		7.418	0,001%	F
BW PASPG LTD		1.894	0,000%	F
BWM PA 24 LTD		2.642	0,000%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		1.061.331	0,101%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,000%	F
CAPULA TAIL RISK MASTER FUND LIMITED		2.313	0,000%	F
CARDANO COMMON CONTRACTUAL FUND		2.143	0,000%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		35.851	0,003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,001%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	43,591%	F
CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	80027390584	18.030.000	1,719%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.443	0,000%	F
CENTRAL PROVIDENT FUND BOARD		2.778	0,000%	F
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		53.494	0,005%	F
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1		116.856	0,011%	F
CI MORNINGSTAR INTERNATIONAL VALUE INDEX ETF		81.595	0,008%	F
CITITRUST LIMITED		6.213	0,001%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		2.634	0,000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		57.239	0,005%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,002%	F
CMLA INDEXED GLOBAL SHARE FUND		1.678	0,000%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		4.907	0,000%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR		73.284	0,007%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		2.955	0,000%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		77.885	0,007%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		723	0,000%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.796	0,001%	F
CONSOLIDATED EDISON RETIREMENT PLAN		9.702	0,001%	F
COV WACHSTUM MF		2.728	0,000%	F
CPPIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD		18.425	0,002%	F
CPR Europe ESG Poche COR		53.094	0,005%	F
CRELAN INVEST BALANCED		34.743	0,003%	F
CRELAN INVEST CONSERVATIVE		4.445	0,000%	F
CRELAN INVEST DYNAMIC		16.561	0,002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		45.744	0,004%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		5.356	0,001%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,000%	F
EFFEPILUX SICAV AZIONARIO EURO		56.122	0,005%	F
EMBO-FONDS		14.469	0,001%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		1.533	0,000%	F
EMN ASC FUND LP		8.164	0,001%	F
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		17.510	0,002%	F
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		676	0,000%	F
EMPOWER ANNUITY INSURANCE COMPANY		16.432	0,002%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		5.749.190	0,548%	F
Ente nazionale di Previdenza ed Assistenza Medici (E.N.P.A M		200.000	0,019%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		21.793	0,002%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		11.470	0,001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		16.865	0,002%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		47.177	0,004%	F
EQUIPSUPER		8.669	0,001%	F
ERAFP Actions Euro I		979.089	0,093%	F
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)		1.335	0,000%	F
EUROPEAN EQUITIES 1		53.036	0,005%	F
FCP HUMANIS RETRAITE ACTIONS		151.538	0,014%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FCP SODIUM I		19.002	0,002%	F
FGV ACTIONS EUROPE LM A		12.900	0,001%	F
FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION		12.378	0,001%	F
FLORIDA RETIREMENT SYSTEM		1	0,000%	F
FLORIDA RETIREMENT SYSTEM TRUST FUND		2	0,000%	F
FLOURISH INVESTMENT CORPORATION		33.183	0,003%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,002%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		1.933	0,000%	F
FONDOPOSTE		24.747	0,002%	F
FOREIGN STOCK INDEX MOTHER FUND		24.593	0,002%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,001%	F
G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES		31.395	0,003%	F
GARD UNIT TRUST		6.700	0,001%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		9.934	0,001%	F
GENERALI SMART FUNDS		15.000	0,001%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		141.100	0,013%	F
GENUS FOSSIL FREE DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		31.700	0,003%	F
GERANA SICAV-SIF, S.A.		18.904	0,002%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		3.916	0,000%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		13.249	0,001%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED		127	0,000%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		20.433	0,002%	F
GOVERNMENT PENSION INVESTMENT FUND		649.418	0,062%	F
GREEN CENTURY MSCI INTERNATION		20.944	0,002%	F
HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND		246.925	0,024%	F
HC RENTE		2.688	0,000%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		18.554	0,002%	F
HUMANIS RETRAITE DIVERSIFIE		503.183	0,048%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		358.791	0,034%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		115.130	0,011%	F
IMPAX INTERNATIONAL SUSTAINABLE ECONOMY FUND		196.630	0,019%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,298%	F
ING DIRECT FONDO NARANJA CONSERVADOR FI		2.223	0,000%	F
ING DIRECT FONDO NARANJA DINAMICO FI		21.010	0,002%	F
ING DIRECT FONDO NARANJA MODERADO FI		14.644	0,001%	F
INSPIRE INTERNATIONAL ETF		115.390	0,011%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		18.189	0,002%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		782	0,000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		967	0,000%	F
INTERNATIONAL MONETARY FUND		19.395	0,002%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		36.015	0,003%	F
IP ACTIONS EURO		10.036	0,001%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		129.186	0,012%	F
IRR K LLC		4.519	0,000%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,000%	F
ISHARES BLOCKCHAIN AND TECH ETF		5.332	0,001%	F
ISHARES CORE MSCI EAFE ETF		3.034.609	0,289%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		152.615	0,015%	F
ISHARES CORE MSCI EUROPE ETF		180.161	0,017%	F
ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF		319.134	0,030%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		593.266	0,057%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		2.973	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		8.479	0,001%	F
ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE		25.657	0,002%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		32.330	0,003%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		5.405	0,001%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		1.513.576	0,144%	F
ISHARES EURO STOXX UCITS ETF (DE)		181.733	0,017%	F
ISHARES II PUBLIC LIMITED COMPANY		1.841.205	0,176%	F
ISHARES III PUBLIC LIMITED COMPANY		949.740	0,091%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		84.191	0,008%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		4.457	0,000%	F
ISHARES IV PUBLIC LIMITED COMPANY		875.979	0,084%	F
ISHARES MSCI ACWI ETF		95.926	0,009%	F
ISHARES MSCI ACWI EX U.S. ETF		82.333	0,008%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		39.344	0,004%	F
ISHARES MSCI EAFE ETF		1.629.428	0,155%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		307.327	0,029%	F
ISHARES MSCI EAFE VALUE ETF		962.883	0,092%	F
ISHARES MSCI EUROPE FINANCIALS ETF		354.707	0,034%	F
ISHARES MSCI EUROPE IMI INDEX ETF		8.658	0,001%	F
ISHARES MSCI EUROZONE ETF		625.362	0,060%	F
ISHARES MSCI GLOBAL MULTIFACTORETF		6.480	0,001%	F
ISHARES MSCI INTL SIZE FACTOR ETF		497	0,000%	F
ISHARES MSCI ITALY ETF		871.561	0,083%	F
ISHARES MSCI KOKUSAI ETF		1.714	0,000%	F
ISHARES MSCI WORLD ETF		26.745	0,003%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		2.244	0,000%	F
ISHARES PUBLIC LIMITED COMPANY		2.706.366	0,258%	F
ISHARES STOXX EUROPE 600 INSURANCE UCITS ETF DE		235.586	0,022%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		297.986	0,028%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		162.053	0,015%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		894.263	0,085%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.123.409	0,202%	F
ISHARES V PUBLIC LIMITED COMPANY		233.630	0,022%	F
ISHARES VI PUBLIC LIMITED COMPANY		116.655	0,011%	F
ISHARES VII PUBLIC LIMITED COMPANY		796.647	0,076%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		63.168	0,006%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,000%	F
ISHARES WORLD EQUITY FACTOR ETF		3.697	0,000%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		3.662	0,000%	F
JUNON ACTIONS OBLIGATIONS		138.783	0,013%	F
K INVESTMENTS SH LIMITED.		45.049	0,004%	F
KOKUSAI EQUITY INDEX FUND, A S		14.322	0,001%	F
KUTXABANK GESTION SGIIC, S.A.		348.280	0,033%	F
KUTXABANK PENSIONES, S.A., SGFP		175.166	0,017%	F
LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP		8.200	0,001%	F
LCL ACTIONS EURO CORE+		12.674	0,001%	F
LCL ACTIONS MONDE HORS EUROPE EURO		31.895	0,003%	F
LGIASUPER		37.952	0,004%	F
LIF-LYXOR MSCI WORLD CATHOL PR		4.486	0,000%	F
LMA IRELAND MAP501		3.166	0,000%	F
LMAP IRELAND ICAV - LMAP 909		10.133	0,001%	F
LMAP IRELAND ICAV - LMAP 910		9.135	0,001%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR		804.646	0,077%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA		270.735	0,026%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		446.272	0,043%	F
LYXINDEX FUND - LYXOR MSCI EMU		26.721	0,003%	F
LYXOR CORE MSCI WORLD		41.987	0,004%	F
LYXOR FTSE MIB UCITS ETF		443.557	0,042%	F
LYXOR MSCI EUROPE ESG LEADERS		114.788	0,011%	F
LYXOR MSCI EUROPE UCITS ETF		28.748	0,003%	F
MACK EAFE EQUITY POOL		13.081	0,001%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		16.849	0,002%	F
MAIN I - UNIVERSAL - FONDS		12.933	0,001%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		6.112	0,001%	F
MAN INSIGHT LIMITED		32	0,000%	F
MAN NUMERIC ALTERNATIVE RISK PREMIA VALUE.		52.886	0,005%	F
MANDARINE EQUITY INCOME		4.876	0,000%	F
MANDARINE IMPROVERS		3.300	0,000%	F
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 130/30 FUND		39.067	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3		22.191	0,002%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5		45.421	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/50 FUND.		79.961	0,008%	F
MARSHALL WACE INV STRAT EUROPEAN TOPS		1.132	0,000%	F
MARSHALL WACE INVESTMENT STRATEGIES-SYSTEMATIC ALPHA PLUS FD C/O MARSHALL WACE LLP		6.877	0,001%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE		171.625	0,016%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND		291.908	0,028%	F
MARSHALL WACE MASTER FDS SPC SP		29.796	0,003%	F
MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND		8.019	0,001%	F
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND		330.467	0,032%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,000%	F
MBB SMART FUND C LLC		14.329	0,001%	F
MBB SMART FUND P LLC		12.148	0,001%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		25.325	0,002%	F
MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU		10.064	0,001%	F
MERCER INDEXED INTERNATIONAL SHARES FUND		37.972	0,004%	F
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE		2.193	0,000%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		16.260	0,002%	F
MINE SUPERANNUATION FUND		22.327	0,002%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	36,438%	F
MISSOURI EDUCATION PENSION TRUST		285.662	0,027%	F
MOMENTUM GLOBAL FUNDS		15.906	0,002%	F
MORELLI FRANCESCO	MRLFNC60D28E716Q	110	0,000%	F
MORGAN STANLEY PATHWAY FUNDS -		14.934	0,001%	F
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		3.441	0,000%	F
MOUNT HATTON INVESTMENTS LIMITED		4.883	0,000%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,001%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		167.871	0,016%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		30.113	0,003%	F
MUL- LYX FTSE IT ALL CAP PIR 2		11.575	0,001%	F
MUL-LYX NET ZERO 50 SP EUROZ C		254.566	0,024%	F
MULTI UNITS LUX-LYXOR CORE MSC		44.681	0,004%	F
MWIS TOPS GLOBAL EQUITIES LE FDAC		5.161	0,000%	F
MWIS TOPS World Equities AC		24.414	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		69.134	0,007%	F
NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST		41.947	0,004%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		90.516	0,009%	F
NBIMC EAFE EQUITY INDEX FUND.		1.530	0,000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		57.842	0,006%	F
NEW AIRWAYS PENSION SCHEME		310	0,000%	F
NGS SUPER		1.885	0,000%	F
NILUS UNIVERSAL FONDS		35.000	0,003%	F
NORGES BANK		12.351.678	1,178%	F
NORTHERN LIGHTS FUND TRUST IV		21.454	0,002%	F
NOW PENSIONS TRUST		7.170	0,001%	F
OHMAN MARKNAD GLOBAL		14.000	0,001%	F
OPENWORLD PUBLIC LIMITED COMPANY		405	0,000%	F
PEOPLE'S BANK OF CHINA		211.101	0,020%	F
PGGM SPD (DMAEMFGL)PGGM SPD DMAE MULTIFACTOR GLOBAL		108.937	0,010%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.740	0,000%	F
Pirisino Lorenzo		500	0,000%	F
PLATINUM ARROW TRUST		7.841	0,001%	F
PROJECT 121/160-70 (P)		970	0,000%	F
PRUDENTIAL HONG KONG LIMITED		543.045	0,052%	F
PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY		54.965	0,005%	F
PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST		19.406	0,002%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		1.526.137	0,146%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		94.300	0,009%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,082%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		60.752	0,006%	F
Reusser Jürg		6.000	0,001%	F
ROBECO CAPITAL GROWTH FUNDS		56.960	0,005%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,003%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,000%	F
ROPS EURO P		66.805	0,006%	F
ROPS-SMART INDEX EURO		108.033	0,010%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		14.482	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND		13.002	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.600	0,001%	F
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND		2.133	0,000%	F
RUSSELL INVESTMENT COMPANY PLC		30.158	0,003%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28		7.081	0,001%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND		87.308	0,008%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROW		13.907	0,001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.797	0,000%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.137	0,000%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		2.680	0,000%	F
Russell Investments Sustainable Global Shares Fund		3.836	0,000%	F
RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL		1.123	0,000%	F
RUTGERS THE STATE UNIVERSITY		7.378	0,001%	F
SABADELL EUROPA BOLSA ESG, FI		256.009	0,024%	F
SAS TRUSTEE CORPORATION POOLED FUND		215.995	0,021%	F
SCHRODER GLOBAL QUALITY FUND (CANADA)		1.402	0,000%	F
SCHRODER GLOBAL SUSTAINABLE EQUITY FUND		14.977	0,001%	F
SCHRODER GLOBAL VALUE FUND		48.647	0,005%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		3.194	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST		270.122	0,026%	F
SCHRODER INTERNATIONAL SELECTION FUND		148.175	0,014%	F
SCHRODER MANAGED BALANCED FUND		3.900	0,000%	F
SCHRODER PENSION MANAGEMENT LIMITED		16.438	0,002%	F
SCHRODER QEP GLOBAL ACTIVE VALUE FUND		24.212	0,002%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		123.145	0,012%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		324.304	0,031%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND		68.515	0,007%	F
SCHWAB INTERNATIONAL EQUITY ETF		820.988	0,078%	F
SCHWAB INTERNATIONAL INDEX FUND		252.540	0,024%	F
SEB AKTIENFONDS		27.731	0,003%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,000%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		28.394	0,003%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND		8.102	0,001%	F
SELECTION EURO ENVIRONNEMENT (MAI 2022)		194.514	0,019%	F
SG ACTIONS INTERNATIONALES		16.061	0,002%	F
SHELL CANADA 2007 PENSION PLAN		407	0,000%	F
SIEMENS BALANCED		12.018	0,001%	F
SIEMENS EMU EQUITIES		37.682	0,004%	F
SIEMENS-FONDS SIEMENS-RENTE		54.879	0,005%	F
SIENNA IRC ACTIONS		92.270	0,009%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		1.032.314	0,098%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		345.556	0,033%	F
SOCIAL PROTECTION FUND		10.509	0,001%	F
STANDARD BANK OF SOUTH AFRICA LTD		77.840	0,007%	F
STAR PASTEUR		17.656	0,002%	F
STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD		34.222	0,003%	F
STATE UNIVERSITIES RETIREMENT SYSTEM		123.670	0,012%	F
STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND		92.750	0,009%	F
STICHTING BLUE SKY LIQUID ASSET FUNDS		40.630	0,004%	F
STICHTING PENSIOENFONDS ING		9.697	0,001%	F
STICHTING PGGM DEPOSITARY		144.494	0,014%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,001%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		3.155	0,000%	F
SWISS NATIONAL BANK		1.155.949	0,110%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.190	0,000%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		23.194	0,002%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		309.768	0,030%	F
THE ANNENBERG FOUNDATION.		5.501	0,001%	F
THE BANK OF KOREA		613	0,000%	F
THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		61.987	0,006%	F
THE GREATER MANCHESTER PENSION FUND.		51.312	0,005%	F
THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		1.679	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		28.577	0,003%	F
THE MONETARY AUTHORITY OF SINGAPORE		8.005	0,001%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		15.886	0,002%	F
THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO		483	0,000%	F
THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT		1.909	0,000%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		103.074	0,010%	F
THRIFT SAVINGS PLAN		1.508.162	0,144%	F
TIMOTHY PLAN INTERNATIONAL ETF.		30.484	0,003%	F
TIMOTHY PLAN MARKET NEUTRAL ETF		13.932	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,003%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT		112.646	0,011%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,000%	F
UI-FONDS BAV RBI AKTIEN		41.907	0,004%	F
UNIDIVIDENDENASS		26.993	0,003%	F
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY		3.908	0,000%	F
UNIGEST, S.G.I.I.C., S.A.U.		25.140	0,002%	F
UNIGLOBAL DIVIDENDE		52.898	0,005%	F
UNISUPER		6.463	0,001%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH		776.739	0,074%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		19.853	0,002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO UMWELT UND NACHHALTIGKEITS FONDS		6.828	0,001%	F
UNIVERSAL INVESTMENT GMBH		50.500	0,005%	F
Universal-Investment-Gesellschaft mbH		111.835	0,011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		6.504	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR EPX-ASUS-SHARES		38.288	0,004%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		3.377	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		10.218	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		8.097	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/SAI-UNIVERSAL-FONDS SEGMENT (UI491401)		57.034	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		2.790	0,000%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUIFONDS SAA		48.888	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		3.811	0,000%	F
UNIVERSITIES SUPERANNUATION SCHEME		4.468	0,000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,001%	F
UTAH STATE RETIREMENT SYSTEMS		53.430	0,005%	F
VANECK ETFS N.V.		139.969	0,013%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		11.362	0,001%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		3.806.284	0,363%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		11.098	0,001%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		71.158	0,007%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		11.930	0,001%	F
VANGUARD EUROPEAN STOCK INDEX FUND		936.589	0,089%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		78.497	0,007%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		436.973	0,042%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		3.046.914	0,291%	F
VANGUARD FTSE ALL WORLD EX US INDEX FUND		908.668	0,087%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		68.526	0,007%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		4.915	0,000%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		5.989	0,001%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		576.026	0,055%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		174.500	0,017%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		12.045	0,001%	F
VANGUARD INTL HIGH DIV YLD INDEX FD		272.438	0,026%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		499.581	0,048%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		10.404	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD		7.111	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD		10.945	0,001%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		128.461	0,012%	F
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF		12.396	0,001%	F
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF		7.158	0,001%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF		2.277	0,000%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.284.662	0,599%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		259.772	0,025%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		264.683	0,025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		23.971	0,002%	F
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N		1	0,000%	F
WM POOL - EQUITIES TRUST NO. 76 - ROBECO		1.846	0,000%	F
WORLD EQUITIES		951	0,000%	F
Zwitserleven Institutionele Beleggingsfondsen - Zwitserleven Duurzaam Index Aandelenfonds Europa		13.062	0,001%	F
1975 IRREV TRUST OF C D WEYERHAEUSER		675	0,000%	C
405 MSTV I LP		75.684	0,007%	C
801 INVESTMENTS LLC		4.605	0,000%	C
AA NATIXIS ACTIONS MIN VAR		41.994	0,004%	C
AA SSGA Actions Euro		20.562	0,002%	C
AA SSGA Actions Indice Euro		115.957	0,011%	C
AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO		88.957	0,008%	C
AB COLLECTIVE INVESTMENT TRUST SERIES		6.850	0,001%	C
AB GLOBAL RISK ALLOCATION FUND INC		5.111	0,000%	C
AB SICAV I - ALL MARKET INCOME		175.114	0,017%	C
AB SICAV III - DYNAMIC ALL MAR		997	0,000%	C
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		1.127	0,000%	C
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO		5.015	0,000%	C
ABN AMRO FUNDS		10.625	0,001%	C
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND		35.611	0,003%	C
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		26.631	0,003%	C
ABU DHABI PENSION FUND		39.857	0,004%	C
ACCIDENT COMPENSATION CORPORATION		282.534	0,027%	C
ACHMEA IM GLOBAL EQ FND EUR		9.899	0,001%	C
ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV		19.083	0,002%	C
ACHMEA VARIABLE SECURITIES HEALTH FUND		35.020	0,003%	C
ADVANCE PLANNING LIMITED		1.873	0,000%	C
AEGON CUSTODY B.V.		245.994	0,023%	C
AIB GROUP IRISH PENSION SCHEME		10.077	0,001%	C
AIM EQUITY EUROPE CANTONS MAIN		7.996	0,001%	C
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		83.490	0,008%	C
ALASKA COMMON TRUST FUND		17.333	0,002%	C
ALASKA PERMANENT FUND CORPORATION		99.169	0,009%	C
ALLIANZ AZIONI ITALIA ALL STARS LL STARS		475.000	0,045%	C
ALLIANZ EUROPEAN PENSION INVESTMENTS		858.042	0,082%	C

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		3.760	0,000%	C
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		16.086	0,002%	C
ALLIANZ ITALIA 50 SPECIAL		30.000	0,003%	C
ALLIANZGI S AKTIEN		178.438	0,017%	C
ALLIANZGI-FONDS GANO 2		8.647	0,001%	C
ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA		323.114	0,031%	C
ALLIANZGI-FONDS TOSCA		2.755	0,000%	C
AMERICAN BUREAU OF SHIPPING		1.128	0,000%	C
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		170.424	0,016%	C
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		7.484	0,001%	C
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		8.564	0,001%	C
AMERICAN HEART ASSOCIATION, INC.		1.142	0,000%	C
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,001%	C
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,003%	C
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		5.773	0,001%	C
AMSELECT - HSBC EURO EQUITY VALUE		458.984	0,044%	C
ANDRA AP-FONDEN		51.120	0,005%	C
APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND		18.964	0,002%	C
AQR ABS RETURN MASTER NON FLIP		1.082.147	0,103%	C
AQR ABSOLUTE RETURN MASTER ACCOUNT LP		123.126	0,012%	C
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		9.874	0,001%	C
AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		6.563	0,001%	C
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.		331.455	0,032%	C
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. C/O AQR CAPITAL MANAGEMENT LL C.		15.223	0,001%	C
AQR FUNDS - AQR GLOBAL EQUITY FUND		56.733	0,005%	C
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,002%	C
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		314.883	0,030%	C
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.862	0,076%	C
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		88.686	0,008%	C
AQR FUNDSAQR MULTIASSET FUND		42.319	0,004%	C
AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.		2.906	0,000%	C
AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		787	0,000%	C
AQR INNOVATION FUND L.P.		848	0,000%	C
AQR INNOVATION FUND L.P.- SE RIES		13.116	0,001%	C
AQR INNOVATION FUND, L.P.		1.599	0,000%	C
AQR LUX FUNDS AQR DIVERSIFIED RISK PR		562.436	0,054%	C
AQR LUX FUNDS-AQR DIVERSIFIED RISK PREMIA FUND		713	0,000%	C
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		6.682	0,001%	C
AQR STYLE PREMIA MASTER ACCOUNT L.P..		28.125	0,003%	C
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		26.532	0,003%	C
AQR TAX AWARE TOTAL RETURN FUND LLC		51.643	0,005%	C
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC		772	0,000%	C
ARBEJDSMARKEDETS TILLAEGSPENSION		788.070	0,075%	C
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		7.789	0,001%	C
ARERO - DER WELTFONDS - ESG		10.139	0,001%	C
ARIZONA PSPRS TRUST		96.703	0,009%	C
ARIZONA STATE RETIREMENT SYSTEM		25.081	0,002%	C
ARKWRIGHT, LLC		1.611	0,000%	C
ARR INT EX US ALPHA EXTENSION TRUST FUND		67.768	0,006%	C
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		544.310	0,052%	C

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		104.871	0,010%	C
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		4.360	0,000%	C
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P		11.142	0,001%	C
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP.		13	0,000%	C
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUE TRUST FUND		5.815	0,001%	C
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND		24.300	0,002%	C
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED		6.630	0,001%	C
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.		55	0,000%	C
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		14.434	0,001%	C
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		2.438	0,000%	C
ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U		148.877	0,014%	C
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI		267.501	0,026%	C
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT.		86	0,000%	C
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED		12.163	0,001%	C
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD		1.230	0,000%	C
ARROWSTREET COLLECTIVE INVESTMENT TRUST		1.277.509	0,122%	C
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		466.760	0,045%	C
ARROWSTREET GLOBAL EQUITY FUND		141.585	0,014%	C
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		10.634	0,001%	C
ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION.		48.582	0,005%	C
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		152.655	0,015%	C
ARROWSTREET US GROUP TRUST		1.551.175	0,148%	C
ARROWSTREET US GROUP TRUST - ARROWST GBL EQU - ALPHA EXT FD		68.624	0,007%	C
ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP		103.496	0,010%	C
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET U		43.660	0,004%	C
ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY-		370	0,000%	C
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		387.657	0,037%	C
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		467.397	0,045%	C
ARTEMIS SMARTGARP PARIS-ALIGNED GLOBAL EQUITY		21.346	0,002%	C
ASCENSION ALPHA FUND LLC		5.470	0,001%	C
ASIAN DEVELOPMENT BANK		36.510	0,003%	C
ASR INSTITUT FONDSEN EUR AANDELEN		375.637	0,036%	C
ASSET MANAGEMENT EXCHANGE UCITS CCF.		20.584	0,002%	C
AUSTRALIAN CAPITAL TERRITORY		18.030	0,002%	C
AUSTRALIAN NATIONAL UNIVERSITY		3.890	0,000%	C
AVADIS FUND-AKTIEN WELT AST 2		10.351	0,001%	C
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,001%	C
AVALON PORTFOLIO II LLC		1.928	0,000%	C
AXA AA DIVERSIFIE INDICIEL 1		33.825	0,003%	C
AXA PEA REGULARITE		1.398.856	0,133%	C
AZ FUND 1 AZ ALLOCATION ITALIAN TREND		123.652	0,012%	C
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30		2.800	0,000%	C
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70		72.700	0,007%	C
AZ FUND 1 AZ ALLOCATION TREND		272.633	0,026%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA		6.300	0,001%	C
AZIMUT CAPITAL MANAGEMENT SGR SPA		10.700	0,001%	C
AZIMUT LIFE DAC		1.279	0,000%	C
AZL DFA INTERNATIONAL CORE EQUITY FUND		8.225	0,001%	C
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		11.588	0,001%	C
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		10.983	0,001%	C
BANK OF KOREA		83	0,000%	C
BEAR CREEK INC		9.951	0,001%	C
BERESFORD FUNDS ICAV		1.832	0,000%	C
BESSEMER TRUST CO CLEARING ACCT		9.300	0,001%	C
Best Investment Corporation		2.881	0,000%	C
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,000%	C
BEVEILIGING MANDAAT SSGA RE AANDELEN		20.073	0,002%	C
BEWAARSTICHTING NNIP I		136.001	0,013%	C
BLKB Equity Switzerland Focus		509.323	0,049%	C
BMO DIVERSIFIED INCOME PORTFOLIO		7.176	0,001%	C
BMO MSCI EAFE ESG LEADERS INDEXETF		3.391	0,000%	C
BMO MSCI EAFE INDEX ETF		155.952	0,015%	C
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED		276.470	0,026%	C
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE		102.160	0,010%	C
BNP PARIBAS EASY - MSCI EUROPE EX CW		148.176	0,014%	C
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED		432.414	0,041%	C
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED		121.332	0,012%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-Series PAB 5 Capped UCITS ETF		3.682	0,000%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF		3.573	0,000%	C
BNP PARIBAS EQUITY - FOCUS ITALIA		61.929	0,006%	C
BNP PARIBAS FINANCE EUROPE ISR		162.806	0,016%	C
BNY MELLON INTERNATIONAL EQUITY ETF		14.261	0,001%	C
BNY MELLON INTERNATIONAL STOCK INDEX FUND		8.917	0,001%	C
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		1	0,000%	C
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND		22.256	0,002%	C
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		4.820	0,000%	C
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		4	0,000%	C
BOC PRUDENTIAL EUROPEAN INDEX FUND		34.184	0,003%	C
BRIDGE BUILDER TAX MANAGED		3.267	0,000%	C
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.264	0,003%	C
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		682	0,000%	C
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR		12.525	0,001%	C
BT INTERNATIONAL FUND		27.824	0,003%	C
BUILDERS ASSET MANAGEMENT LLC		19.011	0,002%	C
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		543	0,000%	C
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		1.722	0,000%	C
BUREAU OF PUBLIC SERVICE PENSION FUND		17.159	0,002%	C
BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST		3.434	0,000%	C
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		2.802	0,000%	C
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.116	0,002%	C
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.086	0,000%	C
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		582.239	0,056%	C
CATERPILLAR INC. MASTER RETIREMENT TRUST		5.218	0,000%	C
CATERPILLAR INVESTMENT TRUST.		3.869	0,000%	C
CENTRAL BANK OF IRELAND		6.498	0,001%	C
CENTRAL BANK OF IRELAND - MSCI PAB		7.779	0,001%	C
CERVURITE INTERNATIONAL LLC		27.240	0,003%	C
CFSIL RE CNEALTH GS FD 16		10.625	0,001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CHCP GLOBAL SECURITIES LP		2.533	0,000%	C
CHEVRON MASTER PENSION TRUST		115.225	0,011%	C
CHURCH COMMISSIONERS FOR ENGLAND		6.393	0,001%	C
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		7.046	0,001%	C
CIBC EUROPEAN INDEX FUND		1	0,000%	C
CIBC INTERNATIONAL EQUITY INDEX ETF		777	0,000%	C
CIBC INTERNATIONAL EQUITY INDEX POOL		667	0,000%	C
CIBC INTERNATIONAL EQUITY PRIVATE POOL		1	0,000%	C
CIBC INTERNATIONAL INDEX FUND		1	0,000%	C
CINDY SPRINGS LLC		42.020	0,004%	C
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T		390.160	0,037%	C
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO		40.041	0,004%	C
CITY OF NEW YORK GROUP TRUST		100.077	0,010%	C
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		30.423	0,003%	C
CITY UNIVERSITY OF NEW YORK		331	0,000%	C
CMAP SRPA FUND LIMITED PORTFOLIO MARGIN ACCTS		29.573	0,003%	C
CNP ASSUR VALUE ET MOMENTUM		28.689	0,003%	C
CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		724	0,000%	C
COLLEGE RETIREMENT EQUITIES FUND		506.430	0,048%	C
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,001%	C
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		14.448	0,001%	C
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		237.154	0,023%	C
COMMONWEALTH GLOBAL SHARE FUND 17,		917.736	0,088%	C
COMMONWEALTH GLOBAL SHARE FUND 30.		11.399	0,001%	C
CONSERVATION INTERNATIONAL FOUNDATION, INC.		655	0,000%	C
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,000%	C
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,000%	C
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.		32.775	0,003%	C
COUNSEL DEFENSIVE GLOBAL EQUITY		861	0,000%	C
CREDIT SUISSE INDEX FUND (IE) ETF ICAV		11.411	0,001%	C
CREDIT SUISSE INDEX FUND (LUX)		521.871	0,050%	C
CSIF CH Equity EMU UBS Fund Management Switzerland AG		18.468	0,002%	C
CSIF CH III Equity World ex CH Climate Change Blue Pension Fund Plus UBS FM Switzerland AG		236	0,000%	C
CSIF CH III Equity World ex CH Value Weighted Pension Fund UBS Fund Management Switzerland AG		3.330	0,000%	C
CSIF4 Credit Suisse Lux Global High Income Fund USD		17.560	0,002%	C
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATI		88.762	0,008%	C
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX		1.159	0,000%	C
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		2.126	0,000%	C
DANMARKS GRUNDFORSKNINGFOND		1.576	0,000%	C
Danske Bank Puljer		61.980	0,006%	C
DANSKE INVEST ALLOCATION		40.365	0,004%	C
DEAM FONDS ZDV		5.062	0,000%	C
DEAM-FONDS CPT		5.000	0,000%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		80.940	0,008%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		2.724	0,000%	C
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG		18.332	0,002%	C
DEKA INVESTMENT GMBH GLOBALE AKTIEN		37.259	0,004%	C
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		151.287	0,014%	C
DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1 U01		154.225	0,015%	C
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		515.625	0,049%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF		18.260	0,002%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		4.235	0,000%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		47.410	0,005%	C
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		19.101	0,002%	C
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		43.984	0,004%	C
DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL		10.342	0,001%	C
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS		14.000	0,001%	C
DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF		18.612	0,002%	C
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF		5.471	0,001%	C
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,001%	C
DEKA INVESTMENT GMBH W/SSH-FONDS W/U04		63.150	0,006%	C
DEKA INVESTMENT GMBH W/SVAM-FONDS		8.459	0,001%	C
DEKA INVESTMENT GMBH W/SVN II-FONDS		4.879	0,000%	C
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		2.018	0,000%	C
DEKA VALUE PLUS		134.730	0,013%	C
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.		34.000	0,003%	C
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHUETTUNGSCONCEPT REGIONAL NACHHALTIG		9.200	0,001%	C
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC AKTIEN GLOBAL		21.000	0,002%	C
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC PROFESSIONELL AKTIEN		12.000	0,001%	C
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		75.571	0,007%	C
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		4.057	0,000%	C
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		33	0,000%	C
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		1.122	0,000%	C
DESTINATIONS INTERNATIONAL EQU		11.163	0,001%	C
DEUTSCHE DCG EQ		1.926	0,000%	C
DFI LP EQUITY (PASSIVE		532	0,000%	C
DIGNITY PRE ARRANGEMENT LIMITED		2.247	0,000%	C
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,000%	C
DIOCESE OF VENICE PENSION PLAN AND TRUST		206	0,000%	C
DNB BANK ASA		4.485	0,000%	C
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING		22.120	0,002%	C
DWS INVESTMENT GMBH FOR BALOISE-AKTIENFONDS DWS		22.000	0,002%	C
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		4.900	0,000%	C
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		1.536	0,000%	C
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,001%	C
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND		4.616	0,000%	C
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT		71.015	0,007%	C
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO		1.939	0,000%	C
DWS MULTI ASSET PIR FUND		75.000	0,007%	C
DYNASTY INVEST LTD		1.134	0,000%	C
EARNEST INSTITUTIONAL LLC		104	0,000%	C
EATON VANCE EQUITY HARVEST FUNDLLC		11.626	0,001%	C
EGEPARGNE 2 DIVERSIFIE		25.982	0,002%	C
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		31.101	0,003%	C
EMPOWER ANNUITY INSURANCE COMPANY		68.736	0,007%	C
ENHANCED INDEX INTERNATIONAL SHARE FUND		61.814	0,006%	C
ENHANCED INDEX SUSTAINABLE GLOBAL EQUITY FUND I NL		433.313	0,041%	C
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG		33.001	0,003%	C
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		3.905	0,000%	C
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.276	0,001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		8.341	0,001%	C
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.826	0,000%	C
EQUITY FUND WORLD DBI-RDT		17.843	0,002%	C
ERAFP ACTIONS EURO IV		274.204	0,026%	C
ERISA ACTION EUROPE N 2		29.868	0,003%	C
ERISA ACTIONS GRANDES VALEURS		811.766	0,077%	C
ERS TEXAS ARROWSTREET INTERNATIONAL 967825		5.730	0,001%	C
ERSTE ASSET MANAGEMENT GMBH		474.800	0,045%	C
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,000%	C
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,001%	C
FAMILY INVESTMENTS CHILD TRUST FUND		9.523	0,001%	C
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		7.919	0,001%	C
FCM INTERNATIONAL LLC		835	0,000%	C
FEDEX CORPORATION EMPLOYEES PENSION TRUST		15.223	0,001%	C
FGV - ACTIONS EUROPE LM B		332.657	0,032%	C
FIDDLER PARTNERS LLC		474	0,000%	C
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND		1.325.877	0,126%	C
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		11.351	0,001%	C
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		67.347	0,006%	C
FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF		221.038	0,021%	C
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		468	0,000%	C
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		43.232	0,004%	C
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		71.220	0,007%	C
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		555.052	0,053%	C
FIDELITY SAI INTERNATIONAL INDEX FUND		223.690	0,021%	C
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		38.569	0,004%	C
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		172.023	0,016%	C
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND		14.771	0,001%	C
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND		774.754	0,074%	C
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		181.704	0,017%	C
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		2.642	0,000%	C
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		6.735	0,001%	C
FINALTIS EFFICIENT BETA EURO		8.721	0,001%	C
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		2.707	0,000%	C
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		451.621	0,043%	C
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		10.325	0,001%	C
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		55.901	0,005%	C
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		367.568	0,035%	C
FISCHER FAMILY TRUST		1.424	0,000%	C
FJARDE AP-FONDEN.		1	0,000%	C
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		9.757	0,001%	C
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		2.622	0,000%	C
FLORIDA GLOBAL EQUITY FUND LLC		6.397	0,001%	C
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		3.437	0,000%	C
FONDATION BOTNAR..		18.261	0,002%	C
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,000%	C

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		13.060	0,001%	C
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,000%	C
FORSTA AP - FONDEN		135.229	0,013%	C
FRANCIS FAMILY FUND APS		3.127	0,000%	C
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		5.460	0,001%	C
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF		2.832	0,000%	C
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF		1.644	0,000%	C
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG		63.756	0,006%	C
FRANKLIN TEMPLETON ICAV		840	0,000%	C
FUNDACAO CALOUSTE GULBENKIAN		8.073	0,001%	C
FUNDO DE PENSOES		5.355	0,001%	C
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,001%	C
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		83.841	0,008%	C
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		14.298	0,001%	C
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		2.736	0,000%	C
G.A.-FUND-B - EQUITY BROAD EURO P		14.330	0,001%	C
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.213	0,000%	C
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		521.695	0,050%	C
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		2.795	0,000%	C
GLOBAL EQUITIES ENHANCED INDEX FUND		366.416	0,035%	C
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,000%	C
GLOBAL MULTI-FACTOR EQUITY FUND		18.746	0,002%	C
GMO BENCHMARK-FREE FUND		4.445	0,000%	C
GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND		1.758	0,000%	C
GMO MULTI-ASSET TRUST		6.417	0,001%	C
GODFOND SVERIGE & VARLDEN		4.688	0,000%	C
GOLDMAN SACHS ETF ICAV		69	0,000%	C
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E		2.247	0,000%	C
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT		395.428	0,038%	C
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		28.702	0,003%	C
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO		21.428	0,002%	C
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF		7.631	0,001%	C
GOLDMAN SACHS FUNDS		7.340	0,001%	C
GOLDMAN SACHS FUNDS III		163.090	0,016%	C
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND		28.270	0,003%	C
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		25.471	0,002%	C
GOVERNMENT PENSION INVESTMENT FUND		1.841.511	0,176%	C
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC		3.964	0,000%	C
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.		3.228	0,000%	C
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND		12.968	0,001%	C
GREAT WEST INTERNATIONAL INDEX FUND		56.701	0,005%	C
GUIDEMARK WORLD EX-US FUND		19.325	0,002%	C
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		62.817	0,006%	C
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		25.999	0,002%	C
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND		4.837	0,000%	C
HAWTHORN DM LLC		7.505	0,001%	C
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		1.363	0,000%	C
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		367	0,000%	C
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		9.738	0,001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,001%	C
HELVETIA I EUROPA		39.020	0,004%	C
HESTA		254.476	0,024%	C
HI-Aktien-Aktiv-Fundamental-SFonds		70.000	0,007%	C
HI-PNWL-DIVIDENDE-PLUS-FONDS		125.799	0,012%	C
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		302.953	0,029%	C
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND		28.493	0,003%	C
Horizon Business SRI Dyn DBI-RDT		14.779	0,001%	C
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		15.571	0,001%	C
HOSTPLUS POOLED SUPERANNUATION TRUST		44.955	0,004%	C
HRW TESTAMENTARY TRUST NO. 1		3.552	0,000%	C
HRW TESTAMENTARY TRUST NO. 11.		787	0,000%	C
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,000%	C
HRW TESTAMENTARY TRUST NO. 2		2.539	0,000%	C
HRW TESTAMENTARY TRUST NO. 3		3.135	0,000%	C
HRW TESTAMENTARY TRUST NO. 6		411	0,000%	C
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,000%	C
HSBC ACTIONS MONDE		111.572	0,011%	C
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		119.561	0,011%	C
HSBC ETFs Public Limited Company		129	0,000%	C
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		8.293	0,001%	C
HSBC ETFs Public Limited Company - HSBC MSCI World UCITS ETF		13.197	0,001%	C
HSBC EURO ACTIONS		362.685	0,035%	C
HSBC GLOBAL INVESTMENT FUNDS		528.510	0,050%	C
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		22.978	0,002%	C
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		18.051	0,002%	C
HSBC INTERNATIONAL EQUITY INDEX FUND		6.327	0,001%	C
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		13.554	0,001%	C
IBM 401(K) PLUS PLAN TRUST		78.149	0,007%	C
IBM PERSONAL PENSION PLAN TRUST		1.358	0,000%	C
IBM RETIREMENT PLAN		1.508	0,000%	C
IF IST - EUROPE INDEX SRI		9.133	0,001%	C
IF IST - GLOBE INDEX		7.690	0,001%	C
IF IST - GLOBE INDEX SRI		1.197	0,000%	C
ILA - A-ILDSCG		2.038	0,000%	C
ILA - A-ILEZEQG		10.354	0,001%	C
ILA - A-ILGLOEQG		4.718	0,000%	C
ILA - A-ILGLOEQN		852	0,000%	C
ILA-A-ILSDMH		48.484	0,005%	C
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		21.659	0,002%	C
ILA-LA WORLD ESG SCREENED FUND		5.226	0,000%	C
ILLINOIS MUNICIPAL RETIREMENT FUND		21.518	0,002%	C
IMPERIAL INTERNATIONAL EQUITY POOL		3	0,000%	C
IMPERIAL OVERSEAS EQUITY POOL		1	0,000%	C
ING DIRECT SICAV		21.113	0,002%	C
INSTITUTIONAL RETIREMENT TRUST		7.916	0,001%	C
INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC		2.652	0,000%	C
INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST		103.634	0,010%	C
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN		24.802	0,002%	C
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND		62.959	0,006%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		8.766	0,001%	C
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		793.783	0,076%	C
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		1.000	0,000%	C
INTERNATIONAL MONETARY FUND		11.177	0,001%	C
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT		740	0,000%	C
INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN		3.825	0,000%	C
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		382.866	0,037%	C
Internationale Kapitalanlagegesellschaft mbH		19.866	0,002%	C
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF		69.042	0,007%	C
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		47.358	0,005%	C
INVESCO FUNDS		18.101	0,002%	C
INVESCO GLOBAL BALANCED INDEX FUND UK		11.974	0,001%	C
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		1.449	0,000%	C
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND		218	0,000%	C
INVESCO MARKETS II PLC		22.128	0,002%	C
INVESCO MARKETS III PLC		655	0,000%	C
INVESCO MSCI WORLD SRI INDEX FUND		601	0,000%	C
INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		149.468	0,014%	C
INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL		58.233	0,006%	C
INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL		35.150	0,003%	C
INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL		21.114	0,002%	C
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		6.480	0,001%	C
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		7.745	0,001%	C
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL		11.862	0,001%	C
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		29.269	0,003%	C
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		10.194	0,001%	C
INVESTERINGSFORENINGEN DANSKE INVEST MIX OFFENSIV PLUS - AKKUMULERENDE KL		2.671	0,000%	C
INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL		60.166	0,006%	C
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL		70.869	0,007%	C
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL		46.407	0,004%	C
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL		36.728	0,004%	C
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL		6.896	0,001%	C
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE		1.796	0,000%	C
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.977	0,000%	C
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI		24.633	0,002%	C
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		39.017	0,004%	C
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,002%	C
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		11.754	0,001%	C
INVESTITORI FLEXIBLE EQUITY ESG		8.200	0,001%	C
INVESTITORI PIAZZA AFFARI		33.300	0,003%	C
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM		12.449	0,001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
IQ 500 INTERNATIONAL ETF		12.412	0,001%	C
IRCANTEC PAB AMUNDI		2.011	0,000%	C
IRISH LIFE ASSURANCE PLC		77.458	0,007%	C
IRISH LIFE ASSURANCE.		43.505	0,004%	C
JANA PASSIVE GLOBAL SHARE TRUST		9.246	0,001%	C
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,000%	C
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.611.602	0,154%	C
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND		1.011	0,000%	C
JEFFREY LLC		7.080	0,001%	C
JNL INTERNATIONAL INDEX FUND		61.313	0,006%	C
JNL/DFA INTERNATIONAL CORE EQUITY FUND		7.181	0,001%	C
JNL/JPMORGAN GLOBAL ALLOCATION FUND		763	0,000%	C
JNL/MELLON MSCI WORLD INDEX FUND		3.130	0,000%	C
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		82.393	0,008%	C
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		12.437	0,001%	C
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		26.868	0,003%	C
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		34.448	0,003%	C
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		28.336	0,003%	C
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		17.679	0,002%	C
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		61.493	0,006%	C
JOSHUA GREEN CORPORATION		3.450	0,000%	C
JPM Multi Income Fund		41.776	0,004%	C
JPMORGAN BETABUILDERS EUROPE ETF		335.919	0,032%	C
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		111.594	0,011%	C
JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND		126.319	0,012%	C
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		72.398	0,007%	C
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		18.759	0,002%	C
JPMorgan Europe Strategic Dividend Fund		3.738	0,000%	C
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		8.727	0,001%	C
JPMORGAN FUNDS		407.322	0,039%	C
JPMORGAN GLOBAL ALLOCATION FUND		1.712	0,000%	C
JPMORGAN INCOME BUILDER FUND		119.817	0,011%	C
JPMORGAN INVESTMENT FUNDS		718.366	0,069%	C
JPMorgan Multi Balanced Fund		3.411	0,000%	C
JTW TRUST NO. 1 UAD 9/19/02.		2.645	0,000%	C
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,000%	C
JTW TRUST NO. 3 UAD 9/19/02.		2.827	0,000%	C
JTW TRUST NO. 5 UAD 9/19/02.		1.555	0,000%	C
KAISER FOUNDATION HOSPITALS		6.848	0,001%	C
KAISER PERMANENTE GROUP TRUST		10.051	0,001%	C
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER		3.011	0,000%	C
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III		49.460	0,005%	C
KAPITALFORENINGEN EMD INVEST VERDENSINDEKS		8.758	0,001%	C
KAPITALFORENINGEN INVESTIN PRO - GBL LARGE CAP MARKET NEU EQ C/O AQR CAPITAL MANAGEMENT LLC		528.036	0,050%	C
KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I		17.756	0,002%	C
KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX		15.833	0,002%	C
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS		10.339	0,001%	C
KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER		33.465	0,003%	C
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		162.824	0,016%	C
KATHERINE C MOORE CHARITABLE LEAD ANNUIT		968	0,000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KBC ECO FUND WORLD		19.167	0,002%	C
KBC EQUITY FUND EUROPE		36.601	0,003%	C
KBC EQUITY FUND EUROZONE		614.207	0,059%	C
KBC EQUITY FUND EUROZONE DBI-RDT		45.316	0,004%	C
KBC EQUITY FUND SRI EUROZONE		815.340	0,078%	C
KBC EQUITY FUND SRI WORLD		198.845	0,019%	C
KBC Equity Fund World		172.467	0,016%	C
KBC Equity SRI World DBI-RDT		11.572	0,001%	C
KBC INST FUND EURO EQUITY		43.675	0,004%	C
KBC INST FUND SRI WORLD EQUITY		55.308	0,005%	C
KBC INSTITUTIONAL FUND SRI EURO		55.791	0,005%	C
KBI FUNDS ICAV		30.846	0,003%	C
KBI GLOBAL INVESTMENT FUND		12.196	0,001%	C
KFP MARKETABLE LLC		1.244	0,000%	C
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		31.853	0,003%	C
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP		30.561	0,003%	C
KREBSHILFE-2-FONDS		6.000	0,001%	C
L AND G ASSUR(PENS MGNT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270		17.523	0,002%	C
L AND G ASSUR(PENS MGNT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495		21.661	0,002%	C
La Francaise Systematic European Equities		71.144	0,007%	C
La Francaise Systematic Multi Asset Allocation		2.948	0,000%	C
LACERA MASTER OPEB TRUST		11.377	0,001%	C
LAKE AVENUE INVESTMENTS LLC		9.047	0,001%	C
LARGE CAP INTL PORTFOLIO OF DFA INV		154.290	0,015%	C
LAZARD ASSET MANAGEMENT LLC		741	0,000%	C
LAZARD RETIREMENT GLOBAL DYNAMIC MULTI ASSET PORTFOLIO		20.689	0,002%	C
LBPAM 3 MOIS		701.046	0,067%	C
LBPAM ACTIONS DIVIDENDES EUROP		98.113	0,009%	C
LBPAM ISR ACTIONS 80		69.012	0,007%	C
LBPAM ISR ACTIONS EURO LARGE CAP		290.808	0,028%	C
LBPAM ISR ACTIONS EURO MIN VOL		4.991	0,000%	C
LBPAM ISR ACTIONS EUROPE 50		174.899	0,017%	C
LBPAM ISR AVENIR EURO		20.683	0,002%	C
LBPAM ISR STRATEGIE PEA 1		10.834	0,001%	C
LBPAM ISR STRATEGIE PEA 2		14.159	0,001%	C
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED		3.493	0,000%	C
LEGAL & GENERAL EUROPEAN INDEX TRUST		250.663	0,024%	C
LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I		3.579	0,000%	C
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU		9.143	0,001%	C
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND		30.046	0,003%	C
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND		6.832	0,001%	C
LEGAL & GENERAL ICAV.		155	0,000%	C
LEGAL & GENERAL MSCI EAFE FUND LLC		32.758	0,003%	C
LEGAL & GENERAL MSCI EAFE SL FUND LLC		30.799	0,003%	C
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		20.092	0,002%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		203.452	0,019%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY		8.793	0,001%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		1.358.727	0,130%	C
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		24.797	0,002%	C
LEGAL AND GENERAL CCF		22.767	0,002%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		43.781	0,004%	C
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		485	0,000%	C
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND		11.824	0,001%	C
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		61.961	0,006%	C
LEGAL AND GENERAL UCITS ETF PLC		105.588	0,010%	C
LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF		437.503	0,042%	C
LGIM MANAGERS (EUROPE) LIMITED		45.699	0,004%	C
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		399	0,000%	C
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,000%	C
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.503	0,001%	C
LOF TargetNetZero Europe Equity		4.386	0,000%	C
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		36.380	0,003%	C
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		152.159	0,015%	C
LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST		21.601	0,002%	C
LUCENT TECHNOLOGIES INC MASTER PENSION TRUST		1	0,000%	C
LUXCELLENCE-HELVETIA EUROP EQUITY		6.430	0,001%	C
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		16.168	0,002%	C
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		206.815	0,020%	C
LVIP SSGA INTERNATIONAL INDEX FUND		82.911	0,008%	C
M INTERNATIONAL EQUITY FUND		4.004	0,000%	C
MACQUARIE INTERNATIONAL EQUITIES FUND		3.653	0,000%	C
MACQUARIE MULTI-FACTOR FUND		6.015	0,001%	C
MANAGED PENSION FUNDS LIMITED		15.663	0,001%	C
MANDAT ACTION HGAM		215.978	0,021%	C
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		17.974	0,002%	C
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		21.209	0,002%	C
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.906	0,000%	C
MARIGOLD TACTICAL STRATEGIES LTD		2.076	0,000%	C
MARYLAND STATE RETIREMENT PENSION SYSTEM		99.421	0,009%	C
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		15.687	0,001%	C
MATB MSCI KOKUSAI INDEX MOTHER FUND		6.775	0,001%	C
MBB PUBLIC MARKETS I LLC		43.462	0,004%	C
MDPIM INTERNATIONAL EQUITY INDEX POOL		21.078	0,002%	C
MERCER GE INTERNATIONAL EQUITY FUND		51.950	0,005%	C
MERCER GLOBAL EQUITY FUND		34.419	0,003%	C
MERCER NONUS CORE EQUITY FUND		262.370	0,025%	C
MERCER PASSIVE INTERNATIONAL SHARES FUND		34.338	0,003%	C
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		2.084	0,000%	C
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,001%	C
MERCER QIF COMMON CONTRACTUAL FUND		128.071	0,012%	C
MERCER UCITS COMMON CONTRACTUALFUND		31.680	0,003%	C
MERCER UNHEDGED OVERSEAS SHARES TRUST		176.540	0,017%	C
MERCER WHOLESALE FUNDS		1.392	0,000%	C
MERCK AND CO INC MASTER RETIREMENT TRUST		111.328	0,011%	C
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,001%	C
METROPOLITAN LIFE INSURANCE COMPANY		21.477	0,002%	C
MGI FUNDS PLC		59.781	0,006%	C
MH AMUNDI ACTIONS EURO		118.010	0,011%	C
MICHAEL AND MAIRA CAREN TRUST 930		1.120	0,000%	C
MICHIGAN CATHOLIC CONFERENCE		696	0,000%	C
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,000%	C
MIDDLETOWN WORKS HOURLY AND SALARIED UNION		706	0,000%	C
MIGROS BANK (LUX) FONDS 30		1.100	0,000%	C
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MIGROS BANK (LUX) FONDS 50		920	0,000%	C
MINISTRY OF ECONOMY AND FINANCE		249.924	0,024%	C
MOA INTERNATIONAL FUND		610.040	0,058%	C
MOBIUS LIFE LIMITED		13.906	0,001%	C
MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND		126	0,000%	C
MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND		182	0,000%	C
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		2.193	0,000%	C
MORGAN STANLEY INVESTMENT FUNDS		9.293	0,001%	C
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		139	0,000%	C
MOTHER CABRINI HEALTH FOUNDATION INC		28.842	0,003%	C
MOUNT HATTON INVESTMENTS LIMITED		27.233	0,003%	C
MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND		326	0,000%	C
MULTIFLEX SICAV		3.638	0,000%	C
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		200.844	0,019%	C
NATIONAL BANK FINANCIAL INC		2.386	0,000%	C
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,001%	C
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		65.965	0,006%	C
NATIONAL EMPLOYMENT SAVINGS TRUST		657.819	0,063%	C
NATIONAL TREASURY MANAGEMENT AGCY		6.638	0,001%	C
NATIONWIDE INTERNATIONAL INDEX FUND		26.701	0,003%	C
NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST		30.767	0,003%	C
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST		46.054	0,004%	C
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,000%	C
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		9.374	0,001%	C
NEUALT LLC		31.713	0,003%	C
NEW YORK STATE COMMON RETIREMENT FUND		47.605	0,005%	C
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		815.452	0,078%	C
NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POW		2.129	0,000%	C
NFS LIMITED		4.962	0,000%	C
NMTB/NIK KOKUSAI-NH 935026		19.560	0,002%	C
NORDEA EUROPEAN PASSIVE FUND		8.207	0,001%	C
NORDEA GLOBAL PASSIVE FUND		17.185	0,002%	C
NORDEA WORLD PASSIVE FUND		13.513	0,001%	C
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		128.609	0,012%	C
NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.		96.479	0,009%	C
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		33.292	0,003%	C
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		17.832	0,002%	C
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		24.961	0,002%	C
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		23.284	0,002%	C
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING		63.404	0,006%	C
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		946.405	0,090%	C
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		516.280	0,049%	C
NORTHERN TRUST UCITS FGR FUND		84.897	0,008%	C
NSP MINNESEOTA RETAIL PRAIRIE II		4.235	0,000%	C
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,000%	C
NSP MONTICELLO MINNESOTA RETAIL		6.527	0,001%	C
NT WORLD GREEN TRANSITION INDEX FUND		488	0,000%	C
NTUC INCOME INSURANCE CO OPERATIVE LIMITED		1.919	0,000%	C
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND		22.847	0,002%	C
NV HAGELUNIE		3.804	0,000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NVIT INTERNATIONAL INDEX FUND		38.198	0,004%	C
NZAM EURO STOXX PARIS-ALIGNED		1.162	0,000%	C
OLD WESTBURY LARGE CAP STRATEGIES FUND		1.785.400	0,170%	C
ONEMARKETS ITALY ICAV		6.795	0,001%	C
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		19.681	0,002%	C
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL		25.520	0,002%	C
OP CUSTODY LTD		10.628	0,001%	C
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		147.448	0,014%	C
OSSIAM LUX		299.496	0,029%	C
OSTRUM SRI EURO MINVOL EQUITY		19.311	0,002%	C
OSTRUM SRI EUROPE EQUITY		251.393	0,024%	C
PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD		20.043	0,002%	C
PCA TAX SHELTERED ANNUITY PLAN		3.023	0,000%	C
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.082	0,000%	C
PENSIOENFONDS METAAL OFP		44.920	0,004%	C
PENSION BENEFIT GUARANTY CORPORATION		105.235	0,010%	C
PENSION RESERVES INVESTMENT TRUST FUND		52.548	0,005%	C
PEOPLE'S BANK OF CHINA		225.061	0,021%	C
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,000%	C
PICTET - EUROPE INDEX		47.757	0,005%	C
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		28.827	0,003%	C
PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES		5.218	0,000%	C
PICTET CH - GLOBAL EQUITIES		6.137	0,001%	C
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		12.635	0,001%	C
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL		13.998	0,001%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,001%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,000%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		3.417	0,000%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		11.344	0,001%	C
PICTET TOTAL RETURN		110.519	0,011%	C
PICTET TOTAL RETURN DIVERSIFIED ALPHA		113.376	0,011%	C
PICTET-EUROLAND INDEX		30.363	0,003%	C
PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND		1.078	0,000%	C
PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND		9.979	0,001%	C
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		88.207	0,008%	C
PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND		39.153	0,004%	C
PINEBRIDGE GLOBAL FUNDS		20.199	0,002%	C
PINNACLE PLATO GBL LOW CARBON FD		440	0,000%	C
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH		3.090	0,000%	C
PK CSG World Equity UBS Fund Management Switzerland AG		10.169	0,001%	C
PLATO GLOBAL SHARES INCOME FUND.		26.493	0,003%	C
PLATO INST I FUND EURO EQUITY		11.638	0,001%	C
PLATO INST I FUND EUROPEAN EQUITY		30.635	0,003%	C
Plato Instit Index Fnd World DBI-RDT		3.794	0,000%	C
Plato RI World		2.142	0,000%	C
PLEIADES TRUST		79.666	0,008%	C
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,001%	C
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		71.439	0,007%	C
POOL REINSURANCE CO LTD		5.952	0,001%	C
PRAXIS INTERNATIONAL INDEX FUND		66.474	0,006%	C
prevoyance ne fund prevoyance ne global assets UBS Fund Management Switzerland		924	0,000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PRIME SUPER		1.818	0,000%	C
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX		31.207	0,003%	C
PRINCIPAL FUNDS INC OVERSEAS FUND		14.132	0,001%	C
PrivilEdge - JP Morgan Pan European Flexible Equity		71.538	0,007%	C
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,000%	C
PRO-GEN INVESTMENTS LLC		256	0,000%	C
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		25.766	0,002%	C
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.797	0,000%	C
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		137	0,000%	C
PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO		1.648	0,000%	C
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		34.067	0,003%	C
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		12.317	0,001%	C
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		12.292	0,001%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM 0F OHIO		49.437	0,005%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		76.699	0,007%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		209.733	0,020%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		57.446	0,005%	C
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		29.120	0,003%	C
PUBLIC SECTOR PENSION INVESTMENT BOARD.		2.498	0,000%	C
Putm Authorised Contractual Scheme - Putm Acs European Ex UK Fund		328.246	0,031%	C
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		321.250	0,031%	C
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN		470	0,000%	C
QIC INTERNATIONAL EQUITIES FUND.		5.359	0,001%	C
QUALITY EDUCATION FUND		817	0,000%	C
RBC QUANT EAFE DIVIDEND LEADERS ETF		1	0,000%	C
RBC QUANT EUROPEAN DIVIDEND LEADERS ETF		1	0,000%	C
RBC QUBE GLOBAL EQUITY FUND		1	0,000%	C
ReAssure Limited		127.852	0,012%	C
RECORD INVEST SCA SICAV RAIF		4.669	0,000%	C
REGIME DE RENTES DU MOUVEMENT DESJARDINS		19.518	0,002%	C
RETAIL EMPLOYEES SUPERANNUATIONTRUST		1.444	0,000%	C
RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT		33.161	0,003%	C
RETIREMENT BENEFITS INVESTMENT FUND		3.755	0,000%	C
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		328.736	0,031%	C
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		11.915	0,001%	C
RHUMBLINE LOW CARBON INDEX FUNDLLC		18.077	0,002%	C
RLA International Equities Fund		12.400	0,001%	C
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND		2.430	0,000%	C
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,001%	C
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.436	0,007%	C
RPAQ 2015 FUND LP		6.762	0,001%	C
RT VIF VERSICHERUNG INTERNATIONAL FONDS		43.400	0,004%	C
RTX SAVINGS PLAN MASTER TRUST		148.085	0,014%	C
S. ROBSON WALTON 1999 CHILDRENS TRUST		1.330	0,000%	C
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		1.240	0,000%	C
S. ROBSON WALTON 2010 TRUST		3.114	0,000%	C
SAKKARAH 7 FCP		10.871	0,001%	C
SAMSUNG GLOBAL CORE EQUITY FUND		1.721	0,000%	C
SBC MASTER PENSION TRUST		8.896	0,001%	C
SCHLUMBERGER GROUP TRUST AGREEMENT		12.618	0,001%	C
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.		2.030	0,000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		344.602	0,033%	C
SCOTIA INTERNATIONAL EQUITY INDEX FUND		1.036	0,000%	C
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		5.826	0,001%	C
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		915	0,000%	C
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		60.410	0,006%	C
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		57.208	0,005%	C
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND		1.952	0,000%	C
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.522	0,000%	C
SEEYOND		34.829	0,003%	C
SELFFINANCING POSTSECONDARY EDUCATION FUND		277	0,000%	C
SELIGSON AND CO EUROPE INDEX FUND		30.202	0,003%	C
SEMPRA ENERGY PENSION MASTER TRUST		4.628	0,000%	C
SENTINEL INTERNATIONAL FUND		1.046	0,000%	C
SGA INTERNATIONAL EQUITY CIT		17.683	0,002%	C
SHELL NEDERLAND PENSIOENFONDS STICHTING		3.596	0,000%	C
SHELTON INTERNATIONAL SELECT EQUITY FUND		31.708	0,003%	C
SHERIFFS PENSION AND RELIEF FUND		4.086	0,000%	C
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		80	0,000%	C
SIJOITUSRAHASTO UB EUROOPPA AI		8.600	0,001%	C
Simplicity Hedged Global Share Fund		11.335	0,001%	C
Simplicity Unhedged Global Share Fund		7.011	0,001%	C
SLW PORTFOLIO LLC		256	0,000%	C
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.817	0,000%	C
SPA MANDATE BLACKROCK		19.107	0,002%	C
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		493.857	0,047%	C
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		9.588	0,001%	C
SPDR MSCI EAFE STRATEGICFACTORSETF		8.925	0,001%	C
SPDR MSCI WORLD STRATEGICFACTORS ETF		664	0,000%	C
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		239.860	0,023%	C
SPDR PORTFOLIO EUROPE ETF		10.254	0,001%	C
SPDR SP WORLD EX AUSTRALIA FUND		5.299	0,001%	C
SPP GENERATION 40-TAL		3.800	0,000%	C
SPP GENERATION 50-TAL		24.909	0,002%	C
SPP GENERATION 60-TAL		15.755	0,002%	C
SPP GENERATION 70-TAL		43.080	0,004%	C
SPP GENERATION 80-TAL		43.477	0,004%	C
SPRING 625		33.482	0,003%	C
SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND		3.465	0,000%	C
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		36	0,000%	C
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND		6.755	0,001%	C
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.924	0,033%	C
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		1.959	0,000%	C
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		46.275	0,004%	C
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		128.891	0,012%	C
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		2.051.256	0,196%	C
ST PF STAPLES MANDATE ALLIANCE CAPITAL		2.680	0,000%	C
ST PFD PMA MANDATE BLACKROCK		4.654	0,000%	C
ST. MARY'S HEALTHCARE		152	0,000%	C
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS		4.301	0,000%	C
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU		5.514	0,001%	C
STANLIB FUNDS LIMITED		46.529	0,004%	C
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		22.184	0,002%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STATE OF MINNESOTA		197.753	0,019%	C
STATE OF NEW JERSEY COMMON PENSION FUND D		181.175	0,017%	C
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		28.540	0,003%	C
STATE OF WISCONSIN INVESTMENT BOARD		116.229	0,011%	C
STATE OF WYOMING		35.470	0,003%	C
STATE STREET CCF		2.497	0,000%	C
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		3.141	0,000%	C
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		260.988	0,025%	C
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		110.112	0,010%	C
STATE STREET GLOBAL INDEX PLUS TRUST		2.018	0,000%	C
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		94.478	0,009%	C
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		6.100	0,001%	C
STATE STREET IRELAND UNIT TRUST		17.288	0,002%	C
STATE STREET TOTAL RETURN VIS FUND		4.407	0,000%	C
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		746.601	0,071%	C
STELLAR INSURANCE, LTD.		1.459	0,000%	C
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,000%	C
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET		462	0,000%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,007%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR		3.886	0,000%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF		23.550	0,002%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF		9.146	0,001%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		12.076	0,001%	C
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		154.149	0,015%	C
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		121.122	0,012%	C
STICHTING BPL PENSIOEN MANDAAT BLACKROCK		56.156	0,005%	C
STICHTING CZ FUND DEPOSITARY		7.289	0,001%	C
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		162.949	0,016%	C
STICHTING HEINEKEN PENSIOENFONDS		14.109	0,001%	C
STICHTING ING CDC PENSIOENFONDS		6.407	0,001%	C
STICHTING MN SERVICES		143.651	0,014%	C
STICHTING MN SERVICES AANDELENFO ND		27.094	0,003%	C
STICHTING NN CDC PENSIOENFONDS		1.249	0,000%	C
STICHTING PENSIOENFONDS ABP		851.448	0,081%	C
STICHTING PENSIOENFONDS APF.		13.011	0,001%	C
STICHTING PENSIOENFONDS HOOGOVENS		2.079	0,000%	C
STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN		22.345	0,002%	C
STICHTING PENSIOENFONDS NOTARIAAT		2.330	0,000%	C
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		7.031	0,001%	C
STICHTING PENSIOENFONDS PGB		594.536	0,057%	C
STICHTING PENSIOENFONDS PROVISUM		2.224	0,000%	C
STICHTING PENSIOENFONDS SAGITTARIUS		10.484	0,001%	C
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN		1.747	0,000%	C
STICHTING PENSIOENFONDS UWV		19.417	0,002%	C
STICHTING PENSIOENFONDS VOOR HUISARTSEN		54.699	0,005%	C
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		43.226	0,004%	C
STICHTING PME PENSIOENFONDS		63.943	0,006%	C
STOREBRAND EUROPA		353.836	0,034%	C
STOREBRAND EUROPA PLUS		29.444	0,003%	C
STOREBRAND GLOBAL ALL COUNTRIES		181.885	0,017%	C
STOREBRAND LIVSFORSIKRING AS		273.370	0,026%	C
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STRATEGY SICAV		1.521	0,000%	C
SUBSIDIZED SCHOOLS PROVIDENT FUND		3.999	0,000%	C
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.043	0,002%	C
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		659	0,000%	C
SYCOMORE INCLUSIVE JOBS		239.616	0,023%	C
T. ROWE PRICE FOREIGN INVESTMENT, INC		2.839	0,000%	C
T. ROWE PRICE FUNDS SICAV		14	0,000%	C
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		26.500	0,003%	C
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		56.915	0,005%	C
TANGERINE BALANCED GROWTH PORTFOLIO		7.529	0,001%	C
TANGERINE BALANCED INCOME PORTFOLIO		667	0,000%	C
TANGERINE BALANCED PORTFOLIO		5.023	0,000%	C
TANGERINE EQUITY GROWTH PORTFOLIO		9.862	0,001%	C
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		88.474	0,008%	C
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		4.977	0,000%	C
TD EUROPEAN INDEX FUND		2.777	0,000%	C
TD INTERNATIONAL EQUITY INDEX ETF		29.774	0,003%	C
TEACHER RETIREMENT SYSTEM OF TEXAS		271.897	0,026%	C
TEACHERS RETIREMENT ALLOWANCES FUND		1	0,000%	C
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		73.937	0,007%	C
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		31.796	0,003%	C
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		364.087	0,035%	C
TELSTRA SUPERANNUATION SCHEME		11.054	0,001%	C
TEXAS PERMANENT SCHOOL FUND CORP		88.534	0,008%	C
TEXAS PERMANENT SCHOOL FUND CORPORATION		18.041	0,002%	C
TEXAS UTILITIES QUAL NDT PARTNERSHIP		2.393	0,000%	C
THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO		27.581	0,003%	C
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		140.827	0,013%	C
THE ARROWSTREET COMMON CONTRACTUAL FUND		162.774	0,016%	C
THE ASSOCIATED BRITISH FOODS PENSION SCHEME		128.871	0,012%	C
THE BANK OF KOREA		555	0,000%	C
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		98.769	0,009%	C
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		77.518	0,007%	C
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		1.719	0,000%	C
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.616	0,000%	C
THE COMMONWEALTH FUND		1.507	0,000%	C
THE DAVID A DUFFIELD TRUST UAD 07/14/88		3.296	0,000%	C
THE ESB PENSION FUND		14.100	0,001%	C
THE FIRST CHURCH OF CHRIST SCIENTIST		1.046	0,000%	C
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		2.359	0,000%	C
THE HKSAR GOVERNMENT SCHOLARSHIP FUND		231	0,000%	C
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		10.095	0,001%	C
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		674	0,000%	C
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		48.514	0,005%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		26.799	0,003%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		7.495	0,001%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		5.850	0,001%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: AXA IM GLOBAL EX JAPAN EQUITY MOTHER FUND		41.659	0,004%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		221	0,000%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,000%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129		3.374	0,000%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		8.854	0,001%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		32.088	0,003%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT T		42.544	0,004%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		15.892	0,002%	C
THE MINDEROO FOUNDATION TRUST		2.999	0,000%	C
THE MISSOURI FOUNDATION FOR HEALTH		8.979	0,001%	C
THE MONETARY AUTHORITY OF SINGAPORE		7.310	0,001%	C
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		3.538	0,000%	C
THE NEMOURS FOUNDATION PENSION PLAN		471	0,000%	C
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		113.400	0,011%	C
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		577.453	0,055%	C
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND		645.669	0,062%	C
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		12.040	0,001%	C
THE TRUSTEES OF THE HENRY SMITH CHARITY		8.838	0,001%	C
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,000%	C
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST		8.403	0,001%	C
THEAM QUANT - EQUITY EUROPE DEFI		37.749	0,004%	C
THEAM QUANT - EQUITY EUROZONE DEFI		26.307	0,003%	C
THEAM QUANT - EQUITY WORLD DEFI		11.238	0,001%	C
THEAM QUANT - NEW ENERGY OPPORTUNITIES		5.293	0,001%	C
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		75.506	0,007%	C
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,001%	C
THRIFT SAVINGS PLAN		465.976	0,044%	C
THRIVENT INTERNATIONAL INDEX PORTFOLIO		5.385	0,001%	C
TIAACREF INTERNATIONAL EQUITY INDEX FUND		707.829	0,067%	C
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST		2.594	0,000%	C
TOCQUEVILLE FINANCE ISR		6.100	0,001%	C
TONI ACTIONS ISR 100		81.674	0,008%	C
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP		2.795	0,000%	C
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		3.936	0,000%	C
TRINITY COLLEGE CAMBRIDGE		9.460	0,001%	C
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,001%	C
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		2.731	0,000%	C
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		33.091	0,003%	C
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,000%	C
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		18.196	0,002%	C
TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH		4.708	0,000%	C
TSGX SOLACT ESG TBACO EX UNHG(3387)		2.989	0,000%	C
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC		2	0,000%	C
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC. C/O CORPORATION SERVICE COMPANY		15.919	0,002%	C
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		118.704	0,011%	C
TWO SIGMA INTERNATIONAL CORE		36.300	0,003%	C
TWO SIGMA WORLD CORE FUND LP		17.000	0,002%	C
UBS (IRL) ETF PLC		189.327	0,018%	C
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		835.916	0,080%	C
UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)		143.143	0,014%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		64.205	0,006%	C
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		172.624	0,016%	C
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.681	0,000%	C
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		929	0,000%	C
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		447	0,000%	C
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		2.958	0,000%	C
UBS ASSET MANAGEMENT LIFE LTD		197.319	0,019%	C
UBS COMMON CONTRACTUAL FUND		19.992	0,002%	C
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		14.826	0,001%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT		103.869	0,010%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUN		18.766	0,002%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG.		262.625	0,025%	C
UBS FUND MANAGEMENT(LUXEMBOURG) SA		132.092	0,013%	C
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		8.047	0,001%	C
UBS LUX FUND SOLUTIONS		1.107.038	0,106%	C
UI-S		10.191	0,001%	C
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE		2.571	0,000%	C
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,000%	C
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		18.344	0,002%	C
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO		38.899	0,004%	C
US LEGACY INCOME COMMON TRUST FUND		109.296	0,010%	C
USAA CASUALTY INSURANCE COMPANY		6.418	0,001%	C
USAA GENERAL INDEMNITY COMPANY		3.500	0,000%	C
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL		35.771	0,003%	C
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SP		23.470	0,002%	C
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		65.033	0,006%	C
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		49.236	0,005%	C
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		23.947	0,002%	C
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		9.527	0,001%	C
VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE		25.205	0,002%	C
VEBA PARTNERSHIP N LP		13.171	0,001%	C
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		19.014	0,002%	C
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS		81.873	0,008%	C
VERDIPAPIRFONDET KRON INDEKS GLOBAL		11.515	0,001%	C
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		39.787	0,004%	C
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		15.266	0,001%	C
VGV POOLFONDS PA1		14.394	0,001%	C
VIA SMART-EQUITY EUROPE		75.652	0,007%	C
VIA SMART-EQUITY WORLD		30.912	0,003%	C
VICTORY MARKET NEUTRAL INCOMEFUND		497.054	0,047%	C
VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.		7.663	0,001%	C
VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF		18.353	0,002%	C
VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.		22.110	0,002%	C
VIRGINIA RETIREMENT SYSTEM		93	0,000%	C
VIVACCIO ISR ACTIONS		318.739	0,030%	C
VOYA BALANCED INCOME PORTFOLIO		4.401	0,000%	C

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
VOYA BALANCED PORTFOLIO		4.459	0,000%	C
VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND		31.401	0,003%	C
VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND		95.786	0,009%	C
VOYA GLOBAL EQUITY FUND		48.828	0,005%	C
VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		102.250	0,010%	C
VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		154.493	0,015%	C
VOYA INTERNATIONAL INDEX PORTFOLIO		32.195	0,003%	C
VOYA VACS INDEX SERIES I PORTFOLIO		43.045	0,004%	C
WASHINGTON STATE INVESTMENT BOARD		434.809	0,041%	C
WBW TRUST NUMBER ONE		814	0,000%	C
WESPATH FUNDS TRUST		5.546	0,001%	C
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		5.466	0,001%	C
WHEELS COMMON INVESTMENT FUND.		456	0,000%	C
WILLIS TOWERS WATSON GROUP TRUST		36.938	0,004%	C
WINDWISE MSCI EAFE INDEX NON LENDING		13.123	0,001%	C
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		41.440	0,004%	C
WISDOMTREE GLOBAL HIGH DIVIDENDFUND		5.687	0,001%	C
WISDOMTREE INTERNATIONAL EQUITYFUND		87.226	0,008%	C
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		69.321	0,007%	C
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND		99.106	0,009%	C
WISDOMTREE ISSUER ICAV		10.939	0,001%	C
WM POOL - EQUITIES TRUST NO. 74		7.856	0,001%	C
WM POOL - EQUITIES TRUST NO. 75		140.856	0,013%	C
WM POOL - GLOBAL EQUITIES TRUST NO.6		15.631	0,001%	C
WORLD TRADE ORGANIZATION PENSION PLAN		3.985	0,000%	C
WYOMING RETIREMENT SYSTEM		6.594	0,001%	C
XTRACKERS		718.206	0,068%	C
XTRACKERS (IE) PUBLIC LIMITED COMPANY		519.126	0,050%	C
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		925	0,000%	C
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		2.858	0,000%	C
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.639	0,000%	C
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		156.521	0,015%	C
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		22.189	0,002%	C
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.058	0,000%	C
XTRACKERS MSCI KOKUSAI EQUITY ETF		3.361	0,000%	C
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		2.313	0,000%	C
ZEPHYR - OPTIMISED PLUS 2		2.914	0,000%	C
ZURICH INVEST ICAV		58.265	0,006%	C
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.011	0,000%	A
OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		9.074	0,001%	A
Totale votanti		**1.048.704.718**	**100%**	

Legenda
F - Favorevole
C - Contrario
A - Astenuto
Lx - Lista x
NV - Non Votante
NE - Non Espresso

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POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

All. P a
racc. 36550

Punto 1.6 della parte straordinaria

Modifica articoli statuto sociale: articolo 20 (denominazione delle funzioni di controllo del Patrimonio Destinato BancoPosta)

	n. azioni	% azioni rappresentate in assemblea	% del Capitale Sociale
Quorum costitutivo assemblea	1.048.704.718	100%	80,292%
Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo):	1.048.704.718	100,000%	80,292%
Azioni per le quali il RD non dispone di istruzioni:	0	0,000%	0,000%

	n. azioni	% partecipanti al voto	% del Capitale Sociale
Favorevole	1.046.634.254	99,803%	80,134%
Contrario	2.060.379	0,196%	0,158%
Astenuto	10.085	0,001%	0,001%
Totali	1.048.704.718	100,000%	80,292%

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POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Punto 1.6 della parte straordinaria

Modifica articoli statuto sociale: articolo 20 (denominazione delle funzioni di controllo del Patrimonio Destinato BancoPosta)

Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del Dottor Massimiliano Chiadò Piat

Anagrafica	CF/PI	Azioni	% su votanti	Voto
1895 FONDS FGR		16.283	0,002%	F
1975 IRREV TRUST OF C D WEYERHAEUSER		675	0,000%	F
405 MSTV I LP		75.684	0,007%	F
801 INVESTMENTS LLC		4.605	0,000%	F
AA NATIXIS ACTIONS MIN VAR		41.994	0,004%	F
AA SSGA Actions Euro		20.562	0,002%	F
AA SSGA Actions Indice Euro		115.957	0,011%	F
AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO		88.957	0,008%	F
AB COLLECTIVE INVESTMENT TRUST SERIES		6.850	0,001%	F
AB GLOBAL RISK ALLOCATION FUND INC		5.111	0,000%	F
AB SICAV I - ALL MARKET INCOME		175.114	0,017%	F
AB SICAV III - DYNAMIC ALL MAR		997	0,000%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		1.127	0,000%	F
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO		5.015	0,000%	F
ABB PENSION FUND		1.101	0,000%	F
ABN AMRO FUNDS		10.625	0,001%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND		35.611	0,003%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		26.631	0,003%	F
ABU DHABI PENSION FUND		39.857	0,004%	F
ACCIDENT COMPENSATION CORPORATION		282.534	0,027%	F
ACHMEA IM GLOBAL EQ FND EUR		9.899	0,001%	F
ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV		19.083	0,002%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		35.020	0,003%	F
ACS 30:70 GLOBAL EQUITY TRACKER FUND		8.919	0,001%	F
ADVANCE PLANNING LIMITED		1.873	0,000%	F
ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO		39.498	0,004%	F
ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO		90.024	0,009%	F
ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO		111.514	0,011%	F
ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO		173.948	0,017%	F
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO		92.350	0,009%	F
ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO		20.884	0,002%	F
ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		167.203	0,016%	F
ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO		3.715	0,000%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		641	0,000%	F
AEGON CUSTODY B.V.		245.994	0,023%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,003%	F
AIB GROUP IRISH PENSION SCHEME		10.077	0,001%	F
AIM EQUITY EUROPE CANTONS MAIN		7.996	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		83.490	0,008%	F
ALASKA COMMON TRUST FUND		17.333	0,002%	F
ALASKA PERMANENT FUND CORPORATION		190.990	0,018%	F
ALBERTA INVESTMENT MANAGEMENT CORPORATION		33.700	0,003%	F
ALFRED I. DUPONT CHARITABLE TRUST		10.656	0,001%	F
ALLEANZA OBBLIGAZIONARIO		174.508	0,017%	F
ALLIANZ AZIONI ITALIA ALL STARS LL STARS		475.000	0,045%	F
ALLIANZ EUROPEAN PENSION INVESTMENTS		858.042	0,082%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		3.760	0,000%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		16.086	0,002%	F
ALLIANZ ITALIA 50 SPECIAL		30.000	0,003%	F
ALLIANZGI S AKTIEN		178.438	0,017%	F
ALLIANZGI-FONDS GANO 2		8.647	0,001%	F
ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA		323.114	0,031%	F
ALLIANZGI-FONDS TOSCA		2.755	0,000%	F
ALPHAJET EUROPE IMPACT360		2.000	0,000%	F
AMERICAN BUREAU OF SHIPPING		1.128	0,000%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		170.424	0,016%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		7.484	0,001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		8.564	0,001%	F
AMERICAN HEART ASSOCIATION, INC.		1.142	0,000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,001%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,003%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		5.773	0,001%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		82.369	0,008%	F
AMSELECT - HSBC EURO EQUITY VALUE		458.984	0,044%	F
AMUNDI ACTIONS EURO ISR		60.901	0,006%	F
AMUNDI ACTIONS EUROPE ISR		9.386	0,001%	F
AMUNDI AMBITION NET ZERO CARBONE		27.022	0,003%	F
AMUNDI ESG GLOBAL LOW CARBON FUND		66.230	0,006%	F
AMUNDI ESG IMPROVERS EURO		728.649	0,069%	F
Amundi Etf ICAV		16.154	0,002%	F
Amundi Etf ICAV - Amundi S and P 500 Equal Weight Esg Leaders Ucits Etf		23.693	0,002%	F
Amundi Etf ICAV - Amundi SandP 500 Equal Weight Esg Leaders Ucits Etf		23.578	0,002%	F
AMUNDI EURO iSTOXX CLIMATE PARIS ALIGNED PAB		2.977	0,000%	F
Amundi Euro Stoxx Select Dividend 30		202.348	0,019%	F
AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS		530.209	0,051%	F
AMUNDI FTSE MIB		305.441	0,029%	F
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY		4.274	0,000%	F
AMUNDI FUNDS EQUITY EURO RISK PARITY		26.958	0,003%	F
AMUNDI FUNDS GLOBAL PERSPECTIVES		5.440	0,001%	F
AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT		75.477	0,007%	F
AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA		548	0,000%	F
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND		18.023	0,002%	F
AMUNDI INDEX MSCI EMU SRI		112.044	0,011%	F
AMUNDI INDEX MSCI EUROPE		176.151	0,017%	F
Amundi Index MSCI Europe SRI		370.089	0,035%	F
AMUNDI INDEX MSCI WORLD		43.138	0,004%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE		5.100	0,000%	F
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL		9.360	0,001%	F
AMUNDI MSCI ACWI SRI PAB UCITS ETF		1.075	0,000%	F
Amundi MSCI EMU ESG CTB Net Zero Ambit		50.570	0,005%	F
AMUNDI MSCI EMU ESG Leaders Select		396.607	0,038%	F
AMUNDI MSCI EUROPE		164.908	0,016%	F
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB		2.713	0,000%	F
AMUNDI MSCI EUROPE EX SWITZERLAND		44.635	0,004%	F
AMUNDI MSCI WORLD		2.906.000	0,277%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB		6.898	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR		3.448	0,000%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB		3.552	0,000%	F
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT		1.183	0,000%	F
AMUNDI PATRIMOINE PEA		99.683	0,010%	F
AMUNDI PRIME EUROZONE		10.113	0,001%	F
AMUNDI STOXX EUROPE 600		381.560	0,036%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		2.838	0,000%	F
AMUNDI STRATEGIES ACTIONS EURO CORE +		18.689	0,002%	F
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY		614	0,000%	F
ANDRA AP-FONDEN		51.120	0,005%	F
AP ACTIONS 1 EURO		18.066	0,002%	F
APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND		18.964	0,002%	F
AQR ABS RETURN MASTER NON FLIP		1.082.147	0,103%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT LP		123.126	0,012%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		9.874	0,001%	F
AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		6.563	0,001%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.		331.455	0,032%	F
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. C/O AQR CAPITAL MANAGEMENT LL C.		15.223	0,001%	F
AQR FUNDS - AQR GLOBAL EQUITY FUND		56.733	0,005%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		314.883	0,030%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.862	0,076%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		88.686	0,008%	F
AQR FUNDSAQR MULTIASSET FUND		42.319	0,004%	F
AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.		2.906	0,000%	F
AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		787	0,000%	F
AQR INNOVATION FUND L.P.		848	0,000%	F
AQR INNOVATION FUND L.P.- SE RIES		13.116	0,001%	F
AQR INNOVATION FUND, L.P.		1.599	0,000%	F
AQR LUX FUNDS AQR DIVERSIFIED RISK PR		562.436	0,054%	F
AQR LUX FUNDS-AQR DIVERSIFIED RISK PREMIA FUND		713	0,000%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		6.682	0,001%	F
AQR STYLE PREMIA MASTER ACCOUNT L.P..		28.125	0,003%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		26.532	0,003%	F
AQR TAX AWARE TOTAL RETURN FUND LLC		51.643	0,005%	F
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC		772	0,000%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		788.070	0,075%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		7.789	0,001%	F
ARERO - DER WELTFONDS - ESG		10.139	0,001%	F
ARIZONA PSPRS TRUST		96.703	0,009%	F
ARIZONA STATE RETIREMENT SYSTEM		130.874	0,012%	F
ARKWRIGHT, LLC		1.611	0,000%	F
ARR INT EX US ALPHA EXTENSION TRUST FUND		67.768	0,006%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		544.310	0,052%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		104.871	0,010%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		4.360	0,000%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P		11.142	0,001%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP.		13	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUE TRUST FUND		5.815	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND		24.300	0,002%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED		6.630	0,001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.		55	0,000%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		14.434	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		2.438	0,000%	F
ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U		148.877	0,014%	F
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI		267.501	0,026%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT.		86	0,000%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED		12.163	0,001%	F
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD		1.230	0,000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		1.277.509	0,122%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		466.760	0,045%	F
ARROWSTREET GLOBAL EQUITY FUND		141.585	0,014%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		10.634	0,001%	F
ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION.		48.582	0,005%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		152.655	0,015%	F
ARROWSTREET US GROUP TRUST		1.551.175	0,148%	F
ARROWSTREET US GROUP TRUST - ARROWST GBL EQU - ALPHA EXT FD		68.624	0,007%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP		103.496	0,010%	F
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET U		43.660	0,004%	F
ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY-		370	0,000%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		387.657	0,037%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		467.397	0,045%	F
ARTEMIS SMARTGARP PARIS-ALIGNED GLOBAL EQUITY		21.346	0,002%	F
ASCENSION ALPHA FUND LLC		5.470	0,001%	F
ASIAN DEVELOPMENT BANK		72.000	0,007%	F
ASR INSTITUT FONDSEN EUR AANDELEN		375.637	0,036%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF.		33.016	0,003%	F
ASSURDIX		41.260	0,004%	F
ATCP-UI-FONDS		1.928	0,000%	F
AURION GLOBAL EQUITY FUND		1.588	0,000%	F
AUSTRALIAN CAPITAL TERRITORY		18.030	0,002%	F
AUSTRALIAN NATIONAL UNIVERSITY		3.890	0,000%	F
AUSTRALIAN RETIREMENT TRUST		413.532	0,039%	F
AUSTRALIANSUPER		5.957	0,001%	F
AUTORIDADE MONETARIA DE MACAU		8.262	0,001%	F
AVADIS FUND-AKTIEN WELT AST 2		10.351	0,001%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,001%	F
AVALON PORTFOLIO II LLC		1.928	0,000%	F
Aviva Investors Funds ACS - AI Balanced Life Fund		829	0,000%	F
Aviva Investors Funds ACS - AI Balanced Pension Fund		14.856	0,001%	F
Aviva Investors Funds ACS - AI Cautious Pension Fund		234	0,000%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,001%	F
Aviva Investors Passive Funds ACS - AI 30:70 Global Equity (Currency Hedged) Index Fund		3.437	0,000%	F
Aviva Investors Passive Funds ACS - AI 50:50 Global Equity Index Fund		4.066	0,000%	F
Aviva Investors Passive Funds ACS - AI 60:40 Global Equity Index Fund		12.856	0,001%	F
Aviva Investors Passive Funds ACS - AI Continental European Equity Index Fund		65.432	0,006%	F
Aviva Investors Passive Funds ACS - AI Developed European ex UK Equity Index Fund		51.040	0,005%	F
Aviva Investors Passive Funds ACS - AI Developed World ex UK Equity Index Fund		14.070	0,001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		163	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		2.413	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		3.277	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		3.251	0,000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,000%	F
Aviva Investors UK Fund Services Limited		63.500	0,006%	F
AVIVA LIFE & PENSIONS IRELAND DAC		30.948	0,003%	F
AVIVA LIFE & PENSIONS UK LIMITED		77.859	0,007%	F
Aviva Life and Pensions UK Limited		4.340	0,000%	F
AWARE SUPER		109.895	0,010%	F
AXA AA DIVERSIFIE INDICIEL 1		33.825	0,003%	F
AXA PEA REGULARITE		1.398.856	0,133%	F
AZ FUND 1 AZ ALLOCATION ITALIAN TREND		123.652	0,012%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30		2.800	0,000%	F
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70		72.700	0,007%	F
AZ FUND 1 AZ ALLOCATION TREND		272.633	0,026%	F
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA		6.300	0,001%	F
AZIMUT CAPITAL MANAGEMENT SGR SPA		10.700	0,001%	F
AZIMUT LIFE DAC		1.279	0,000%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		8.225	0,001%	F
AZL INTERNATIONAL INDEX FUND		33.256	0,003%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		11.588	0,001%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		10.983	0,001%	F
BANK OF BOTSWANA.		3.575	0,000%	F
BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION		51.269	0,005%	F
BANK OF KOREA		83	0,000%	F
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		2.778	0,000%	F
BEAR CREEK INC		9.951	0,001%	F
BEAT DRUGS FUND ASSOCIATION		582	0,000%	F
BEL EQUITY EUROPE ESG		92.625	0,009%	F
BERESFORD FUNDS ICAV		1.832	0,000%	F
BESSEMER TRUST CO CLEARING ACCT		9.300	0,001%	F
Best Investment Corporation		2.881	0,000%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,000%	F
BEVEILIGING MANDAAT SSGA RE AANDELEN		20.073	0,002%	F
BEWAARSTICHTING NNIP I		136.001	0,013%	F
BFT PARTNERS VIA EQUITY EUROPE SRI		39.962	0,004%	F
BG MASTER FUND ICAV		1.092	0,000%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND		180.507	0,017%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		21.462	0,002%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		374.165	0,036%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		13.099	0,001%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		71.213	0,007%	F
BLACKROCK CDN WORLD INDEX FUND		47.274	0,005%	F
BLACKROCK FUND MANAGERS LTD		26.501	0,003%	F
BLACKROCK FUNDS I ICAV		12.949	0,001%	F
BLACKROCK GLOBAL FUNDS		26.612	0,003%	F
BLACKROCK GLOBAL INDEX FUNDS		30.340	0,003%	F
BLACKROCK IG INTERNATIONAL EQUITY POOL		36.945	0,004%	F
BLACKROCK INDEX SELECTION FUND		306.020	0,029%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		100	0,000%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		4.414.316	0,421%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		5.785	0,001%	F
BLACKROCK LIFE LIMITED		17.872	0,002%	F
BLACKROCK LIFE LTD		163.704	0,016%	F
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		87.055	0,008%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		429	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BLACKROCK UCITS CCF		38.809	0,004%	F
BLKB Equity Switzerland Focus		509.323	0,049%	F
BMO DIVERSIFIED INCOME PORTFOLIO		7.176	0,001%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.391	0,000%	F
BMO MSCI EAFE INDEX ETF		155.952	0,015%	F
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED		276.470	0,026%	F
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE		102.160	0,010%	F
BNP PARIBAS EASY - MSCI EUROPE EX CW		148.176	0,014%	F
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED		432.414	0,041%	F
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED		121.332	0,012%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-Series PAB 5 Capped UCITS ETF		3.682	0,000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF		3.573	0,000%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		61.929	0,006%	F
BNP PARIBAS FINANCE EUROPE ISR		162.806	0,016%	F
BNY MELLON INTERNATIONAL EQUITY ETF		14.261	0,001%	F
BNY MELLON INTERNATIONAL STOCK INDEX FUND		8.917	0,001%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		1	0,000%	F
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND		22.256	0,002%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		4.820	0,000%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		4	0,000%	F
BOC PRUDENTIAL EUROPEAN INDEX FUND		34.184	0,003%	F
BRIDGE BUILDER INTERNATIONAL E		26.078	0,002%	F
BRIDGE BUILDER TAX MANAGED		3.267	0,000%	F
BRIDGEWATER ASSOCIATES		4.752	0,000%	F
BRIDGEWATER BLUE PEAK FUND LP.		28	0,000%	F
BRIDGEWATER PURE ALPHA FUND III, LTD		3.651	0,000%	F
BRIDGEWATER PURE ALPHA STERLING FUND LTD		1.382	0,000%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD.		24.955	0,002%	F
BRIDGEWATER PURE ALPHA TRADING COMPANY LTD		2.698	0,000%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.264	0,003%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		682	0,000%	F
BRUCE POWER PENSION PLAN		20.755	0,002%	F
BRUNEI SHELL RETIREMENT BENEFIT FUND		1.127	0,000%	F
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR		12.525	0,001%	F
BT INTERNATIONAL FUND		27.824	0,003%	F
BUILDERS ASSET MANAGEMENT LLC		19.011	0,002%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,000%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		543	0,000%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		1.722	0,000%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		17.159	0,002%	F
BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST		3.434	0,000%	F
BW DMO FUND LTD.		7.418	0,001%	F
BW PASPG LTD		1.894	0,000%	F
BWM PA 24 LTD		2.642	0,000%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		1.061.331	0,101%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		2.802	0,000%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.116	0,002%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.086	0,000%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		582.239	0,056%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,000%	F
CAPULA TAIL RISK MASTER FUND LIMITED		2.313	0,000%	F
CARDANO COMMON CONTRACTUAL FUND		2.143	0,000%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		35.851	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,001%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	43,591%	F
CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	80027390584	18.030.000	1,719%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		5.218	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CATERPILLAR INVESTMENT TRUST.		3.869	0,000%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.443	0,000%	F
CENTRAL BANK OF IRELAND		6.498	0,001%	F
CENTRAL BANK OF IRELAND - MSCI PAB		7.779	0,001%	F
CENTRAL PROVIDENT FUND BOARD		2.778	0,000%	F
CERVURITE INTERNATIONAL LLC		27.240	0,003%	F
CFSIL RE CNEALTH GS FD 16		10.625	0,001%	F
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		53.494	0,005%	F
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1		116.856	0,011%	F
CHCP GLOBAL SECURITIES LP		2.533	0,000%	F
CHEVRON MASTER PENSION TRUST		115.225	0,011%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.393	0,001%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		7.046	0,001%	F
CI MORNINGSTAR INTERNATIONAL VALUE INDEX ETF		81.595	0,008%	F
CIBC EUROPEAN INDEX FUND		1	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		777	0,000%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		667	0,000%	F
CIBC INTERNATIONAL EQUITY PRIVATE POOL		1	0,000%	F
CIBC INTERNATIONAL INDEX FUND		1	0,000%	F
CINDY SPRINGS LLC		42.020	0,004%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T		390.180	0,037%	F
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO		40.041	0,004%	F
CITITRUST LIMITED		6.213	0,001%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		2.634	0,000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		57.239	0,005%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,002%	F
CITY OF NEW YORK GROUP TRUST		100.077	0,010%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		30.423	0,003%	F
CITY UNIVERSITY OF NEW YORK		331	0,000%	F
CMAP SRPA FUND LIMITED PORTFOLIO MARGIN ACCTS		29.573	0,003%	F
CMLA INDEXED GLOBAL SHARE FUND		1.678	0,000%	F
CNP ASSUR VALUE ET MOMENTUM		28.689	0,003%	F
CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		724	0,000%	F
COLLEGE RETIREMENT EQUITIES FUND		506.430	0,048%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,001%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		14.448	0,001%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		237.154	0,023%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		4.907	0,000%	F
COMMONWEALTH GLOBAL SHARE FUND 17,		917.736	0,088%	F
COMMONWEALTH GLOBAL SHARE FUND 30.		11.399	0,001%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR		73.284	0,007%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		2.955	0,000%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		77.885	0,007%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		723	0,000%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.796	0,001%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		655	0,000%	F
CONSOLIDATED EDISON RETIREMENT PLAN		9.702	0,001%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,000%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,000%	F
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.		32.775	0,003%	F
COUNSEL DEFENSIVE GLOBAL EQUITY		861	0,000%	F
COV WACHSTUM MF		2.728	0,000%	F
CPPIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD		18.425	0,002%	F
CPR Europe ESG Poche COR		53.094	0,005%	F
CREDIT SUISSE INDEX FUND (IE) ETF ICAV		11.411	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CREDIT SUISSE INDEX FUND (LUX)		521.871	0,050%	F
CRELAN INVEST BALANCED		34.743	0,003%	F
CRELAN INVEST CONSERVATIVE		4.445	0,000%	F
CRELAN INVEST DYNAMIC		16.561	0,002%	F
CSIF CH Equity EMU UBS Fund Management Switzerland AG		18.468	0,002%	F
CSIF CH III Equity World ex CH Climate Change Blue Pension Fund Plus UBS FM Switzerland AG		236	0,000%	F
CSIF CH III Equity World ex CH Value Weighted Pension Fund UBS Fund Management Switzerland AG		3.330	0,000%	F
CSIF4 Credit Suisse Lux Global High Income Fund USD		17.560	0,002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		45.744	0,004%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATI		88.762	0,008%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG iNSiGHT iNDEX		1.159	0.000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		2.126	0,000%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		5.356	0,001%	F
DANMARKS GRUNDFORSKNINGFOND		1.576	0,000%	F
Danske Bank Puljer		61.980	0,006%	F
DANSKE INVEST ALLOCATION		40.365	0,004%	F
DEAM FONDS ZDV		5.062	0,000%	F
DEAM-FONDS CPT		5.000	0,000%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		80.940	0,008%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		2.724	0,000%	F
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG		18.332	0,002%	F
DEKA INVESTMENT GMBH GLOBALE AKTIEN		37.259	0,004%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		151.287	0,014%	F
DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1 U01		154.225	0,015%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,001%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		515.625	0,049%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF		18.260	0,002%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		4.235	0,000%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		47.410	0,005%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		19.101	0,002%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		43.984	0,004%	F
DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL		10.342	0,001%	F
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS		14.000	0,001%	F
DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF		18.612	0,002%	F
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF		5.471	0,001%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,001%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U04		63.150	0,006%	F
DEKA INVESTMENT GMBH W/SVAM-FONDS		8.459	0,001%	F
DEKA INVESTMENT GMBH W/SVN II-FONDS		4.879	0,000%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		2.018	0,000%	F
DEKA VALUE PLUS		134.730	0,013%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.		34.000	0,003%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHUETTUNGSCONCEPT REGIONAL NACHHALTIG		9.200	0,001%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC AKTIEN GLOBAL		21.000	0,002%	F
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC PROFESSIONELL AKTIEN		12.000	0,001%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		75.571	0,007%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		4.057	0,000%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		33	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		1.122	0,000%	F
DESTINATIONS INTERNATIONAL EQU		11.163	0,001%	F
DEUTSCHE DCG EQ		1.926	0,000%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,000%	F
DFI LP EQUITY (PASSIVE		532	0,000%	F
DIGNITY PRE ARRANGEMENT LIMITED		2.247	0,000%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,000%	F
DIOCESE OF VENICE PENSION PLAN AND TRUST		206	0,000%	F
DNB BANK ASA		4.485	0,000%	F
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING		22.120	0,002%	F
DWS INVESTMENT GMBH FOR BALOISE-AKTIENFONDS DWS		22.000	0,002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		4.900	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		1.536	0,000%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,001%	F
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND		4.616	0,000%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT		71.015	0,007%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO		1.939	0,000%	F
DWS MULTI ASSET PIR FUND		75.000	0,007%	F
DYNASTY INVEST LTD		1.134	0,000%	F
EARNEST INSTITUTIONAL LLC		104	0,000%	F
EATON VANCE EQUITY HARVEST FUNDLLC		11.626	0,001%	F
EFFEPILUX SICAV AZIONARIO EURO		56.122	0,005%	F
EGEPARGNE 2 DIVERSIFIE		25.982	0,002%	F
EMBO-FONDS		14.469	0,001%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		1.533	0,000%	F
EMN ASC FUND LP		8.164	0,001%	F
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		48.611	0,005%	F
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		676	0,000%	F
EMPOWER ANNUITY INSURANCE COMPANY		85.168	0,008%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		61.814	0,006%	F
ENHANCED INDEX SUSTAINABLE GLOBAL EQUITY FUND I NL		433.313	0,041%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		5.749.190	0,548%	F
Ente nazionale di Previdenza ed Assistenza Medici (E.N.P.A M		200.000	0,019%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG		33.001	0,003%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		21.793	0,002%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		3.905	0,000%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.276	0,001%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		8.341	0,001%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		11.470	0,001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		16.865	0,002%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		47.177	0,004%	F
EQUIPSUPER		8.669	0,001%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.826	0,000%	F
EQUITY FUND WORLD DBI-RDT		17.843	0,002%	F
ERAFP Actions Euro I		979.089	0,093%	F
ERAFP ACTIONS EURO IV		274.204	0,026%	F
ERS TEXAS ARROWSTREET INTERNATIONAL 967825		5.730	0,001%	F
ERSTE ASSET MANAGEMENT GMBH		474.800	0,045%	F
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)		1.335	0,000%	F
EUROPEAN EQUITIES 1		53.036	0,005%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,000%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,001%	F
FAMILY INVESTMENTS CHILD TRUST FUND		9.523	0,001%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		7.919	0,001%	F
FCM INTERNATIONAL LLC		835	0,000%	F
FCP HUMANIS RETRAITE ACTIONS		151.538	0,014%	F
FCP SODIUM I		19.002	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FEDEX CORPORATION EMPLOYEES PENSION TRUST		15.223	0,001%	F
FGV - ACTIONS EUROPE LM B		332.657	0,032%	F
FGV ACTIONS EUROPE LM A		12.900	0,001%	F
FIDDLER PARTNERS LLC		474	0,000%	F
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND		1.325.877	0,126%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		11.351	0,001%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		67.347	0,006%	F
FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF		221.038	0,021%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		468	0,000%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		43.232	0,004%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		71.220	0,007%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		555.052	0,053%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		223.690	0,021%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		38.569	0,004%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		172.023	0,016%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND		14.771	0,001%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND		774.754	0,074%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		181.704	0,017%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		2.642	0,000%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		6.735	0,001%	F
FINALTIS EFFICIENT BETA EURO		8.721	0,001%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		2.707	0,000%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		451.621	0,043%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		10.325	0,001%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		55.901	0,005%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		367.568	0,035%	F
FISCHER FAMILY TRUST		1.424	0,000%	F
FJARDE AP-FONDEN.		1	0,000%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		9.757	0,001%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		2.622	0,000%	F
FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION		12.378	0,001%	F
FLORIDA GLOBAL EQUITY FUND LLC		6.397	0,001%	F
FLORIDA RETIREMENT SYSTEM		1	0,000%	F
FLORIDA RETIREMENT SYSTEM TRUST FUND		2	0,000%	F
FLOURISH INVESTMENT CORPORATION		33.183	0,003%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,002%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		3.437	0,000%	F
FONDATION BOTNAR..		18.261	0,002%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		1.933	0,000%	F
FONDOPOSTE		24.747	0,002%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,000%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		13.060	0,001%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,000%	F
FOREIGN STOCK INDEX MOTHER FUND		24.593	0,002%	F
FORSTA AP - FONDEN		135.229	0,013%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,001%	F
FRANCIS FAMILY FUND APS		3.127	0,000%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		5.460	0,001%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF		2.832	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF		1.644	0,000%	F
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG		63.756	0,006%	F
FRANKLIN TEMPLETON ICAV		840	0,000%	F
FUNDACAO CALOUSTE GULBENKIAN		8.073	0,001%	F
FUNDO DE PENSOES		5.355	0,001%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,001%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		83.841	0,008%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		14.298	0,001%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		2.736	0,000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		14.330	0,001%	F
G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES		31.395	0,003%	F
GARD UNIT TRUST		6.700	0,001%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.213	0,000%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		531.629	0,051%	F
GENERALI SMART FUNDS		15.000	0,001%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		141.100	0,013%	F
GENUS FOSSIL FREE DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		31.700	0,003%	F
GERANA SICAV-SIF, S.A.		18.904	0,002%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		3.916	0,000%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		2.795	0,000%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		366.416	0,035%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,000%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		13.249	0,001%	F
GLOBAL MULTI-FACTOR EQUITY FUND		18.746	0,002%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED		127	0,000%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		20.433	0,002%	F
GMO BENCHMARK-FREE FUND		4.445	0,000%	F
GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND		1.758	0,000%	F
GMO MULTI-ASSET TRUST		6.417	0,001%	F
GODFOND SVERIGE & VARLDEN		4.688	0,000%	F
GOLDMAN SACHS ETF ICAV		69	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E		2.247	0,000%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT		395.428	0,038%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		28.702	0,003%	F
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO		21.428	0,002%	F
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF		7.631	0,001%	F
GOLDMAN SACHS FUNDS		7.340	0,001%	F
GOLDMAN SACHS FUNDS III		163.090	0,016%	F
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND		28.270	0,003%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		25.471	0,002%	F
GOVERNMENT PENSION INVESTMENT FUND		2.490.929	0,238%	F
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC		3.964	0,000%	F
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.		3.228	0,000%	F
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND		12.968	0,001%	F
GREAT WEST INTERNATIONAL INDEX FUND		56.701	0,005%	F
GREEN CENTURY MSCI INTERNATION		20.944	0,002%	F
GUIDEMARK WORLD EX-US FUND		19.325	0,002%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		62.817	0,006%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		25.999	0,002%	F
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND		4.837	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND		246.925	0,024%	F
HAWTHORN DM LLC		7.505	0,001%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		1.363	0,000%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		367	0,000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		9.738	0,001%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,001%	F
HC RENTE		2.688	0,000%	F
HELVETIA I EUROPA		39.020	0,004%	F
HESTA		254.476	0,024%	F
HI-Aktien-Aktiv-Fundamental-SFonds		70.000	0,007%	F
HI-PNWL-DIVIDENDE-PLUS-FONDS		125.799	0,012%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		321.507	0,031%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND		28.493	0,003%	F
Horizon Business SRI Dyn DBI-RDT		14.779	0,001%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		15.571	0,001%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		44.955	0,004%	F
HRW TESTAMENTARY TRUST NO. 1		3.552	0,000%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,000%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,000%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,000%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,000%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,000%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		119.561	0,011%	F
HSBC ETFs Public Limited Company		129	0,000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		8.293	0,001%	F
HSBC ETFs Public Limited Company - HSBC MSCI World UCITS ETF		13.197	0,001%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		22.978	0,002%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		18.051	0,002%	F
HSBC INTERNATIONAL EQUITY INDEX FUND		6.327	0,001%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		13.554	0,001%	F
HUMANIS RETRAITE DIVERSIFIE		503.183	0,048%	F
IBM 401(K) PLUS PLAN TRUST		78.149	0,007%	F
IBM PERSONAL PENSION PLAN TRUST		1.358	0,000%	F
IBM RETIREMENT PLAN		1.508	0,000%	F
IF IST - EUROPE INDEX SRI		9.133	0,001%	F
IF IST - GLOBE INDEX		7.690	0,001%	F
IF IST - GLOBE INDEX SRI		1.197	0,000%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		358.791	0,034%	F
ILA - A-ILDSCG		2.038	0,000%	F
ILA - A-ILEZEQG		10.354	0,001%	F
ILA - A-ILGLOEQG		4.718	0,000%	F
ILA - A-ILGLOEQN		852	0,000%	F
ILA-A-ILSDMH		48.484	0,005%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		21.659	0,002%	F
ILA-LA WORLD ESG SCREENED FUND		5.226	0,000%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		136.648	0,013%	F
IMPAX INTERNATIONAL SUSTAINABLE ECONOMY FUND		196.630	0,019%	F
IMPERIAL INTERNATIONAL EQUITY POOL		3	0,000%	F
IMPERIAL OVERSEAS EQUITY POOL		1	0,000%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,298%	F
ING DIRECT FONDO NARANJA CONSERVADOR FI		2.223	0,000%	F
ING DIRECT FONDO NARANJA DINAMICO FI		21.010	0,002%	F
ING DIRECT FONDO NARANJA MODERADO FI		14.644	0,001%	F
ING DIRECT SICAV		21.113	0,002%	F
INSPIRE INTERNATIONAL ETF		115.390	0,011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INSTITUTIONAL RETIREMENT TRUST		7.916	0,001%	F
INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC		2.652	0,000%	F
INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST		103.634	0,010%	F
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN		24.802	0,002%	F
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND		62.959	0,006%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		18.189	0,002%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		8.766	0,001%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		793.783	0,076%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		782	0,000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		967	0,000%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		1.000	0,000%	F
INTERNATIONAL MONETARY FUND		30.572	0,003%	F
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT		740	0,000%	F
INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN		3.825	0,000%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		418.881	0,040%	F
Internationale Kapitalanlagegesellschaft mbH		19.866	0,002%	F
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF		69.042	0,007%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		47.358	0,005%	F
INVESCO FUNDS		18.101	0,002%	F
INVESCO GLOBAL BALANCED INDEX FUND UK		11.974	0,001%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		1.449	0,000%	F
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND		218	0,000%	F
INVESCO MARKETS II PLC		22.128	0,002%	F
INVESCO MARKETS III PLC		655	0,000%	F
INVESCO MSCI WORLD SRI INDEX FUND		601	0,000%	F
INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		149.468	0,014%	F
INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL		58.233	0,006%	F
INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL		35.150	0,003%	F
INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL		21.114	0,002%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		6.480	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		7.745	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL		11.862	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		29.269	0,003%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		10.194	0,001%	F
INVESTERINGSFORENINGEN DANSKE INVEST MIX OFFENSIV PLUS - AKKUMULERENDE KL		2.671	0,000%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL		60.166	0,006%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL		70.869	0,007%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL		46.407	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL		36.728	0,004%	F
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL		6.896	0,001%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE		1.796	0,000%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.977	0,000%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI		24.633	0,002%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		39.017	0,004%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		11.754	0,001%	F
INVESTITORI FLEXIBLE EQUITY ESG		8.200	0,001%	F
INVESTITORI PIAZZA AFFARI		33.300	0,003%	F
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM		12.449	0,001%	F
IP ACTIONS EURO		10.036	0,001%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		129.186	0,012%	F
IQ 500 INTERNATIONAL ETF		12.412	0,001%	F
IRCANTEC PAB AMUNDI		2.011	0,000%	F
IRISH LIFE ASSURANCE PLC		77.458	0,007%	F
IRISH LIFE ASSURANCE.		43.505	0,004%	F
IRR K LLC		4.519	0,000%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,000%	F
ISHARES BLOCKCHAIN AND TECH ETF		5.332	0,001%	F
ISHARES CORE MSCI EAFE ETF		3.034.609	0,289%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		152.615	0,015%	F
ISHARES CORE MSCI EUROPE ETF		180.161	0,017%	F
ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF		319.134	0,030%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		593.266	0,057%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		2.973	0,000%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		8.479	0,001%	F
ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE		25.657	0,002%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		32.330	0,003%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		5.405	0,001%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		1.513.576	0,144%	F
ISHARES EURO STOXX UCITS ETF (DE)		181.733	0,017%	F
ISHARES II PUBLIC LIMITED COMPANY		1.841.205	0,176%	F
ISHARES III PUBLIC LIMITED COMPANY		949.740	0,091%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		84.191	0,008%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		4.457	0,000%	F
ISHARES IV PUBLIC LIMITED COMPANY		875.979	0,084%	F
ISHARES MSCI ACWI ETF		95.926	0,009%	F
ISHARES MSCI ACWI EX U.S. ETF		82.333	0,008%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		39.344	0,004%	F
ISHARES MSCI EAFE ETF		1.629.428	0,155%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		307.327	0,029%	F
ISHARES MSCI EAFE VALUE ETF		962.883	0,092%	F
ISHARES MSCI EUROPE FINANCIALS ETF		354.707	0,034%	F
ISHARES MSCI EUROPE IMI INDEX ETF		8.658	0,001%	F
ISHARES MSCI EUROZONE ETF		625.362	0,060%	F
ISHARES MSCI GLOBAL MULTIFACTORETF		6.480	0,001%	F
ISHARES MSCI INTL SIZE FACTOR ETF		497	0,000%	F
ISHARES MSCI ITALY ETF		871.561	0,083%	F
ISHARES MSCI KOKUSAI ETF		1.714	0,000%	F
ISHARES MSCI WORLD ETF		26.745	0,003%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		2.244	0,000%	F
ISHARES PUBLIC LIMITED COMPANY		2.706.366	0,258%	F
ISHARES STOXX EUROPE 600 INSURANCE UCITS ETF DE		235.586	0,022%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		297.986	0,028%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		162.053	0,015%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		894.263	0,085%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.123.409	0,202%	F
ISHARES V PUBLIC LIMITED COMPANY		233.630	0,022%	F
ISHARES VI PUBLIC LIMITED COMPANY		116.655	0,011%	F
ISHARES VII PUBLIC LIMITED COMPANY		796.647	0,076%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		63.168	0,006%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,000%	F
ISHARES WORLD EQUITY FACTOR ETF		3.697	0,000%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		3.662	0,000%	F
JANA PASSIVE GLOBAL SHARE TRUST		9.246	0,001%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.611.602	0,154%	F
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND		1.011	0,000%	F
JEFFREY LLC		7.080	0,001%	F
JNL INTERNATIONAL INDEX FUND		61.313	0,006%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		7.181	0,001%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		763	0,000%	F
JNL/MELLON MSCI WORLD INDEX FUND		3.130	0,000%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		82.393	0,008%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		12.437	0,001%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		26.868	0,003%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		34.448	0,003%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		28.336	0,003%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		17.679	0,002%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		61.493	0,006%	F
JOSHUA GREEN CORPORATION		3.450	0,000%	F
JPM Multi Income Fund		41.776	0,004%	F
JPMORGAN BETABUILDERS EUROPE ETF		335.919	0,032%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		111.594	0,011%	F
JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND		126.319	0,012%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		72.398	0,007%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		18.759	0,002%	F
JPMorgan Europe Strategic Dividend Fund		3.738	0,000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		8.727	0,001%	F
JPMORGAN FUNDS		407.322	0,039%	F
JPMORGAN GLOBAL ALLOCATION FUND		1.712	0,000%	F
JPMORGAN INCOME BUILDER FUND		119.817	0,011%	F
JPMORGAN INVESTMENT FUNDS		718.366	0,069%	F
JPMorgan Multi Balanced Fund		3.411	0,000%	F
JTW TRUST NO. 1 UAD 9/19/02.		2.645	0,000%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,000%	F
JTW TRUST NO. 3 UAD 9/19/02.		2.827	0,000%	F
JTW TRUST NO. 5 UAD 9/19/02.		1.555	0,000%	F
JUNON ACTIONS OBLIGATIONS		138.783	0,013%	F
K INVESTMENTS SH LIMITED.		45.049	0,004%	F
KAISER FOUNDATION HOSPITALS		6.848	0,001%	F
KAISER PERMANENTE GROUP TRUST		10.051	0,001%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER		3.011	0,000%	F
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III		49.460	0,005%	F
KAPITALFORENINGEN EMD INVEST VERDENSINDEKS		8.758	0,001%	F
KAPITALFORENINGEN INVESTIN PRO - GBL LARGE CAP MARKET NEU EQ C/O AQR CAPITAL MANAGEMENT LLC		528.036	0,050%	F
KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I		17.756	0,002%	F
KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX		15.833	0,002%	F
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS		10.339	0,001%	F
KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER		33.465	0,003%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		162.824	0,016%	F
KATHERINE C MOORE CHARITABLE LEAD ANNUIT		968	0,000%	F
KBC ECO FUND WORLD		19.167	0,002%	F
KBC EQUITY FUND EUROPE		36.601	0,003%	F
KBC EQUITY FUND EUROZONE		614.207	0,059%	F
KBC EQUITY FUND EUROZONE DBI-RDT		45.316	0,004%	F
KBC EQUITY FUND SRI EUROZONE		815.340	0,078%	F
KBC EQUITY FUND SRI WORLD		198.845	0,019%	F
KBC Equity Fund World		172.467	0,016%	F
KBC Equity SRI World DBI-RDT		11.572	0,001%	F
KBC INST FUND EURO EQUITY		43.675	0,004%	F
KBC INST FUND SRI WORLD EQUITY		55.308	0,005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KBC INSTITUTIONAL FUND SRI EURO		55.791	0,005%	F
KBI FUNDS ICAV		30.846	0,003%	F
KBI GLOBAL INVESTMENT FUND		12.196	0,001%	F
KFP MARKETABLE LLC		1.244	0,000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		31.853	0,003%	F
KOKUSAI EQUITY INDEX FUND, A S		14.322	0,001%	F
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP		30.561	0,003%	F
KREBSHILFE-2-FONDS		6.000	0,001%	F
KUTXABANK GESTION SGIIC, S.A.		348.280	0,033%	F
KUTXABANK PENSIONES, S.A., SGFP		175.166	0,017%	F
L AND G ASSUR(PENS MGNT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270		17.523	0,002%	F
L AND G ASSUR(PENS MGNT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495		21.661	0,002%	F
La Francaise Systematic European Equities		71.144	0,007%	F
La Francaise Systematic Multi Asset Allocation		2.948	0,000%	F
LACERA MASTER OPEB TRUST		11.377	0,001%	F
LAKE AVENUE INVESTMENTS LLC		9.047	0,001%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		154.290	0,015%	F
LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP		8.200	0,001%	F
LAZARD ASSET MANAGEMENT LLC		741	0,000%	F
LAZARD RETIREMENT GLOBAL DYNAMIC MULTI ASSET PORTFOLIO		20.689	0,002%	F
LBPAM 3 MOIS		701.046	0,067%	F
LBPAM ACTIONS DIVIDENDES EUROP		98.113	0,009%	F
LBPAM ISR ACTIONS 80		69.012	0,007%	F
LBPAM ISR ACTIONS EURO LARGE CAP		290.808	0,028%	F
LBPAM ISR ACTIONS EURO MIN VOL		4.991	0,000%	F
LBPAM ISR ACTIONS EUROPE 50		174.899	0,017%	F
LBPAM ISR AVENIR EURO		20.683	0,002%	F
LBPAM ISR STRATEGIE PEA 1		10.834	0,001%	F
LBPAM ISR STRATEGIE PEA 2		14.159	0,001%	F
LCL ACTIONS EURO CORE+		12.674	0,001%	F
LCL ACTIONS MONDE HORS EUROPE EURO		31.895	0,003%	F
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED		3.493	0,000%	F
LEGAL & GENERAL EUROPEAN INDEX TRUST		250.663	0,024%	F
LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I		3.579	0,000%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU		9.143	0,001%	F
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND		30.046	0,003%	F
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND		6.832	0,001%	F
LEGAL & GENERAL ICAV.		155	0,000%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		32.758	0,003%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		30.799	0,003%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		20.092	0,002%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		203.452	0,019%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY		8.793	0,001%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		1.358.727	0,130%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		24.797	0,002%	F
LEGAL AND GENERAL CCF		22.767	0,002%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		43.781	0,004%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		485	0,000%	F
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND		11.824	0,001%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		61.961	0,006%	F
LEGAL AND GENERAL UCITS ETF PLC		105.588	0,010%	F
LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF		437.503	0,042%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LGIASUPER		37.952	0,004%	F
LGIM MANAGERS (EUROPE) LIMITED		45.699	0,004%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		399	0,000%	F
LIF-LYXOR MSCI WORLD CATHOL PR		4.486	0,000%	F
LMA IRELAND MAP501		3.166	0,000%	F
LMAP IRELAND ICAV - LMAP 909		10.133	0,001%	F
LMAP IRELAND ICAV - LMAP 910		9.135	0,001%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,000%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.503	0,001%	F
LOF TargetNetZero Europe Equity		4.386	0,000%	F
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		36.380	0,003%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		152.159	0,015%	F
LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST		21.601	0,002%	F
LUCENT TECHNOLOGIES INC MASTER PENSION TRUST		1	0,000%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR		804.646	0,077%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA		270.735	0,026%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		446.272	0,043%	F
LUXCELLENCE-HELVETIA EUROP EQUITY		6.430	0,001%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		16.168	0,002%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		206.815	0,020%	F
LVIP SSGA INTERNATIONAL INDEX FUND		82.911	0,008%	F
LYXINDEX FUND - LYXOR MSCI EMU		26.721	0,003%	F
LYXOR CORE MSCI WORLD		41.987	0,004%	F
LYXOR FTSE MIB UCITS ETF		443.557	0,042%	F
LYXOR MSCI EUROPE ESG LEADERS		114.788	0,011%	F
LYXOR MSCI EUROPE UCITS ETF		28.748	0,003%	F
M INTERNATIONAL EQUITY FUND		4.004	0,000%	F
MACK EAFE EQUITY POOL		13.081	0,001%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		16.849	0,002%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		3.653	0,000%	F
MACQUARIE MULTI-FACTOR FUND		6.015	0,001%	F
MAIN I - UNIVERSAL - FONDS		12.933	0,001%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		6.112	0,001%	F
MAN INSIGHT LIMITED		32	0,000%	F
MAN NUMERIC ALTERNATIVE RISK PREMIA VALUE.		52.886	0,005%	F
MANAGED PENSION FUNDS LIMITED		15.663	0,001%	F
MANDARINE EQUITY INCOME		4.876	0,000%	F
MANDARINE IMPROVERS		3.300	0,000%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		17.974	0,002%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		21.209	0,002%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.906	0,000%	F
MARIGOLD TACTICAL STRATEGIES LTD		2.076	0,000%	F
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 130/30 FUND		39.067	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3		22.191	0,002%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5		45.421	0,004%	F
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/50 FUND.		79.961	0,008%	F
MARSHALL WACE INV STRAT EUROPEAN TOPS		1.132	0,000%	F
MARSHALL WACE INVESTMENT STRATEGIES-SYSTEMATIC ALPHA PLUS FD C/O MARSHALL WACE LLP		6.877	0,001%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE		171.625	0,016%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND		291.908	0,028%	F
MARSHALL WACE MASTER FDS SPC SP		29.796	0,003%	F
MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND		8.019	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND		330.467	0,032%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		99.421	0,009%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		15.687	0,001%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,000%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		6.775	0,001%	F
MBB PUBLIC MARKETS I LLC		43.462	0,004%	F
MBB SMART FUND C LLC		14.329	0,001%	F
MBB SMART FUND P LLC		12.148	0,001%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		25.325	0,002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		21.078	0,002%	F
MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU		10.064	0,001%	F
MERCER GE INTERNATIONAL EQUITY FUND		51.950	0,005%	F
MERCER GLOBAL EQUITY FUND		34.419	0,003%	F
MERCER INDEXED INTERNATIONAL SHARES FUND		37.972	0,004%	F
MERCER NONUS CORE EQUITY FUND		262.370	0,025%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		34.338	0,003%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		2.084	0,000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,001%	F
MERCER QIF COMMON CONTRACTUAL FUND		128.071	0,012%	F
MERCER UCITS COMMON CONTRACTUALFUND		31.680	0,003%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		176.540	0,017%	F
MERCER WHOLESALE FUNDS		1.392	0,000%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		111.328	0,011%	F
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE		2.193	0,000%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,001%	F
METROPOLITAN LIFE INSURANCE COMPANY		21.477	0,002%	F
MGI FUNDS PLC		59.781	0,006%	F
MH AMUNDI ACTIONS EURO		118.010	0,011%	F
MICHAEL AND MAIRA CAREN TRUST 930		1.120	0,000%	F
MICHIGAN CATHOLIC CONFERENCE		696	0,000%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,000%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		16.260	0,002%	F
MIDDLETOWN WORKS HOURLY AND SALARIED UNION		706	0,000%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,000%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,000%	F
MIGROS BANK (LUX) FONDS 50		920	0,000%	F
MINE SUPERANNUATION FUND		22.327	0,002%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	36,438%	F
MINISTRY OF ECONOMY AND FINANCE		249.924	0,024%	F
MISSOURI EDUCATION PENSION TRUST		285.662	0,027%	F
MOA INTERNATIONAL FUND		610.040	0,058%	F
MOBIUS LIFE LIMITED		13.906	0,001%	F
MOMENTUM GLOBAL FUNDS		15.906	0,002%	F
MORELLI FRANCESCO	MRLFNC60D28E716Q	110	0,000%	F
MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND		126	0,000%	F
MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND		182	0,000%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		2.193	0,000%	F
MORGAN STANLEY INVESTMENT FUNDS		9.293	0,001%	F
MORGAN STANLEY PATHWAY FUNDS -		14.934	0,001%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		139	0,000%	F
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		3.441	0,000%	F
MOTHER CABRINI HEALTH FOUNDATION INC		28.842	0,003%	F
MOUNT HATTON INVESTMENTS LIMITED		32.116	0,003%	F
MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND		326	0,000%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,001%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		167.871	0,016%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		30.113	0,003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MUL- LYX FTSE IT ALL CAP PIR 2		11.575	0,001%	F
MUL-LYX NET ZERO 50 SP EUROZ C		254.566	0,024%	F
MULTI UNITS LUX-LYXOR CORE MSC		44.681	0,004%	F
MULTIFLEX SICAV		3.638	0,000%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		200.844	0,019%	F
MWIS TOPS GLOBAL EQUITIES LE FDAC		5.161	0,000%	F
MWIS TOPS World Equities AC		24.414	0,002%	F
NATIONAL BANK FINANCIAL INC		2.386	0,000%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,001%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		135.099	0,013%	F
NATIONAL EMPLOYMENT SAVINGS TRUST		657.819	0,063%	F
NATIONAL TREASURY MANAGEMENT AGCY		6.638	0,001%	F
NATIONWIDE INTERNATIONAL INDEX FUND		26.701	0,003%	F
NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST		30.767	0,003%	F
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST		46.054	0,004%	F
NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST		41.947	0,004%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,000%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		90.516	0,009%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		9.374	0,001%	F
NBIMC EAFE EQUITY INDEX FUND.		1.530	0,000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		57.842	0,006%	F
NEUALT LLC		31.713	0,003%	F
NEW AIRWAYS PENSION SCHEME		310	0,000%	F
NEW YORK STATE COMMON RETIREMENT FUND		47.605	0,005%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		815.452	0,078%	F
NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POW		2.129	0,000%	F
NFS LIMITED		4.962	0,000%	F
NGS SUPER		1.885	0,000%	F
NILUS UNIVERSAL FONDS		35.000	0,003%	F
NMTB/NIK KOKUSAI-NH 935026		19.560	0,002%	F
NORDEA EUROPEAN PASSIVE FUND		8.207	0,001%	F
NORDEA GLOBAL PASSIVE FUND		17.185	0,002%	F
NORDEA WORLD PASSIVE FUND		13.513	0,001%	F
NORGES BANK		12.351.678	1,178%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		128.609	0,012%	F
NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.		96.479	0,009%	F
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		33.292	0,003%	F
NORTHERN LIGHTS FUND TRUST IV		21.454	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		17.832	0,002%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		24.961	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		23.284	0,002%	F
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING		63.404	0,006%	F
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		946.405	0,090%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		516.280	0,049%	F
NORTHERN TRUST UCITS FGR FUND		84.897	0,008%	F
NOW PENSIONS TRUST		7.170	0,001%	F
NSP MINNESEOTA RETAIL PRAIRIE II		4.235	0,000%	F
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,000%	F
NSP MONTICELLO MINNESOTA RETAIL		6.527	0,001%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,000%	F
NTUC INCOME INSURANCE CO OPERATIVE LIMITED		1.919	0,000%	F
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND		22.847	0,002%	F
NV HAGELUNIE		3.804	0,000%	F
NVIT INTERNATIONAL INDEX FUND		38.198	0,004%	F
NZAM EURO STOXX PARIS-ALIGNED		1.162	0,000%	F
OHMAN MARKNAD GLOBAL		14.000	0,001%	F
OLD WESTBURY LARGE CAP STRATEGIES FUND		1.785.400	0,170%	F
ONEMARKETS ITALY ICAV		6.795	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		19.681	0,002%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL		25.520	0,002%	F
OP CUSTODY LTD		10.628	0,001%	F
OPENWORLD PUBLIC LIMITED COMPANY		405	0,000%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		147.448	0,014%	F
OSSIAM LUX		299.496	0,029%	F
OSTRUM SRI EURO MINVOL EQUITY		19.311	0,002%	F
OSTRUM SRI EUROPE EQUITY		251.393	0,024%	F
PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD		20.043	0,002%	F
PCA TAX SHELTERED ANNUITY PLAN		3.023	0,000%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.082	0,000%	F
PENSIOENFONDS METAAL OFP		44.920	0,004%	F
PENSION BENEFIT GUARANTY CORPORATION		105.235	0,010%	F
PENSION RESERVES INVESTMENT TRUST FUND		52.548	0,005%	F
PEOPLE'S BANK OF CHINA		436.162	0,042%	F
PGGM SPD (DMAEMFGL)PGGM SPD DMAE MULTIFACTOR GLOBAL		108.937	0,010%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.740	0,000%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,000%	F
PICTET - EUROPE INDEX		47.757	0,005%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		28.827	0,003%	F
PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES		5.218	0,000%	F
PICTET CH - GLOBAL EQUITIES		6.137	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		12.635	0,001%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL		13.998	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,001%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		3.417	0,000%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		11.344	0,001%	F
PICTET TOTAL RETURN		110.519	0,011%	F
PICTET TOTAL RETURN DIVERSIFIED ALPHA		113.376	0,011%	F
PICTET-EUROLAND INDEX		30.363	0,003%	F
PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND		1.078	0,000%	F
PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND		9.979	0,001%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		88.207	0,008%	F
PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND		39.153	0,004%	F
PINEBRIDGE GLOBAL FUNDS		20.199	0,002%	F
PINNACLE PLATO GBL LOW CARBON FD		440	0,000%	F
Pirisino Lorenzo		500	0,000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH		3.090	0,000%	F
PK CSG World Equity UBS Fund Management Switzerland AG		10.169	0,001%	F
PLATINUM ARROW TRUST		7.841	0,001%	F
PLATO GLOBAL SHARES INCOME FUND.		26.493	0,003%	F
PLATO INST I FUND EURO EQUITY		11.638	0,001%	F
PLATO INST I FUND EUROPEAN EQUITY		30.635	0,003%	F
Plato Instit Index Fnd World DBI-RDT		3.794	0,000%	F
Plato RI World		2.142	0,000%	F
PLEIADES TRUST		79.666	0,008%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,001%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		71.439	0,007%	F
POOL REINSURANCE CO LTD		5.952	0,001%	F
PRAXIS INTERNATIONAL INDEX FUND		66.474	0,006%	F
prevoyance ne fund prevoyance ne global assets UBS Fund Management Switzerland		924	0,000%	F
PRIME SUPER		1.818	0,000%	F
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX		31.207	0,003%	F
PRINCIPAL FUNDS INC OVERSEAS FUND		14.132	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PrivilEdge - JP Morgan Pan European Flexible Equity		71.538	0,007%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,000%	F
PRO-GEN INVESTMENTS LLC		256	0,000%	F
PROJECT 121/160-70 (P)		970	0,000%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		25.766	0,002%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.797	0,000%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		137	0,000%	F
PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO		1.648	0,000%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		34.067	0,003%	F
PRUDENTIAL HONG KONG LIMITED		543.045	0,052%	F
PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY		54.965	0,005%	F
PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST		19.406	0,002%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		12.317	0,001%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		1.526.137	0,146%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		94.300	0,009%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		12.292	0,001%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM 0F OHIO		49.437	0,005%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		76.699	0,007%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		209.733	0,020%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		57.446	0,005%	F
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		29.120	0,003%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		2.498	0,000%	F
Putm Authorised Contractual Scheme - Putm Acs European Ex UK Fund		328.246	0,031%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		321.250	0,031%	F
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN		470	0,000%	F
QIC INTERNATIONAL EQUITIES FUND.		5.359	0,001%	F
QUALITY EDUCATION FUND		817	0,000%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,082%	F
RBC QUANT EAFE DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUANT EUROPEAN DIVIDEND LEADERS ETF		1	0,000%	F
RBC QUBE GLOBAL EQUITY FUND		1	0,000%	F
ReAssure Limited		127.852	0,012%	F
RECORD INVEST SCA SICAV RAIF		4.669	0,000%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		19.518	0,002%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		62.196	0,006%	F
RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT		33.161	0,003%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.755	0,000%	F
Reusser Jürg		6.000	0,001%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		328.736	0,031%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		11.915	0,001%	F
RHUMBLINE LOW CARBON INDEX FUNDLLC		18.077	0,002%	F
RLA International Equities Fund		12.400	0,001%	F
ROBECO CAPITAL GROWTH FUNDS		56.960	0,005%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,003%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,000%	F
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND		2.430	0,000%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,001%	F
ROPS EURO P		66.805	0,006%	F
ROPS-SMART INDEX EURO		108.033	0,010%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.436	0,007%	F
RPAQ 2015 FUND LP		6.762	0,001%	F
RT VIF VERSICHERUNG INTERNATIONAL FONDS		43.400	0,004%	F
RTX SAVINGS PLAN MASTER TRUST		148.085	0,014%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		14.482	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND		13.002	0,001%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.600	0,001%	F
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND		2.133	0,000%	F
RUSSELL INVESTMENT COMPANY PLC		30.158	0,003%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28		7.081	0,001%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND		87.308	0,008%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROW		13.907	0,001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.797	0,000%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.137	0,000%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		2.680	0,000%	F
Russell Investments Sustainable Global Shares Fund		3.836	0,000%	F
RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL		1.123	0,000%	F
RUTGERS THE STATE UNIVERSITY		7.378	0,001%	F
S. ROBSON WALTON 1999 CHILDRENS TRUST		1.330	0,000%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		1.240	0,000%	F
S. ROBSON WALTON 2010 TRUST		3.114	0,000%	F
SABADELL EUROPA BOLSA ESG, FI		256.009	0,024%	F
SAKKARAH 7 FCP		10.871	0,001%	F
SAMSUNG GLOBAL CORE EQUITY FUND		1.721	0,000%	F
SAS TRUSTEE CORPORATION POOLED FUND		215.995	0,021%	F
SBC MASTER PENSION TRUST		8.896	0,001%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		12.618	0,001%	F
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.		2.030	0,000%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		344.602	0,033%	F
SCHRODER GLOBAL QUALITY FUND (CANADA)		1.402	0,000%	F
SCHRODER GLOBAL SUSTAINABLE EQUITY FUND		14.977	0,001%	F
SCHRODER GLOBAL VALUE FUND		48.647	0,005%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		3.194	0,000%	F
SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST		270.122	0,026%	F
SCHRODER INTERNATIONAL SELECTION FUND		148.175	0,014%	F
SCHRODER MANAGED BALANCED FUND		3.900	0,000%	F
SCHRODER PENSION MANAGEMENT LIMITED		16.438	0,002%	F
SCHRODER QEP GLOBAL ACTIVE VALUE FUND		24.212	0,002%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		123.145	0,012%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		324.304	0,031%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND		68.515	0,007%	F
SCHWAB INTERNATIONAL EQUITY ETF		820.988	0,078%	F
SCHWAB INTERNATIONAL INDEX FUND		252.540	0,024%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		1.036	0,000%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		5.826	0,001%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		915	0,000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		60.410	0,006%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		57.208	0,005%	F
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND		1.952	0,000%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.522	0,000%	F
SEB AKTIENFONDS		27.731	0,003%	F
SEEYOND		34.829	0,003%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,000%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		28.394	0,003%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND		8.102	0,001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SELECTION EURO ENVIRONNEMENT (MAI 2022)		194.514	0,019%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		277	0,000%	F
SELIGSON AND CO EUROPE INDEX FUND		30.202	0,003%	F
SEMPRA ENERGY PENSION MASTER TRUST		4.628	0,000%	F
SENTINEL INTERNATIONAL FUND		1.046	0,000%	F
SG ACTIONS INTERNATIONALES		16.061	0,002%	F
SGA INTERNATIONAL EQUITY CIT		17.683	0,002%	F
SHELL CANADA 2007 PENSION PLAN		407	0,000%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		3.596	0,000%	F
SHELTON INTERNATIONAL SELECT EQUITY FUND		31.708	0,003%	F
SHERIFFS PENSION AND RELIEF FUND		4.086	0,000%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		80	0,000%	F
SIEMENS BALANCED		12.018	0,001%	F
SIEMENS EMU EQUITIES		37.682	0,004%	F
SIEMENS-FONDS SIEMENS-RENTE		54.879	0,005%	F
SIENNA IRC ACTIONS		92.270	0,009%	F
SIJOITUSRAHASTO UB EUROOPPA AI		8.600	0,001%	F
Simplicity Hedged Global Share Fund		11.335	0,001%	F
Simplicity Unhedged Global Share Fund		7.011	0,001%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		1.032.314	0,098%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		345.556	0,033%	F
SLW PORTFOLIO LLC		256	0,000%	F
SOCIAL PROTECTION FUND		10.509	0,001%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.817	0,000%	F
SPA MANDATE BLACKROCK		19.107	0,002%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		493.857	0,047%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		9.588	0,001%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		8.925	0,001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		664	0,000%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		239.860	0,023%	F
SPDR PORTFOLIO EUROPE ETF		10.254	0,001%	F
SPDR SP WORLD EX AUSTRALIA FUND		5.299	0,001%	F
SPP GENERATION 40-TAL		3.800	0,000%	F
SPP GENERATION 50-TAL		24.909	0,002%	F
SPP GENERATION 60-TAL		15.755	0,002%	F
SPP GENERATION 70-TAL		43.080	0,004%	F
SPP GENERATION 80-TAL		43.477	0,004%	F
SPRING 625		33.482	0,003%	F
SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND		3.465	0,000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		36	0,000%	F
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND		6.755	0,001%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.924	0,033%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		1.959	0,000%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		46.275	0,004%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		128.891	0,012%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		2.051.256	0,196%	F
ST PF STAPLES MANDATE ALLIANCE CAPITAL		2.680	0,000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,000%	F
ST. MARY'S HEALTHCARE		152	0,000%	F
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS		4.301	0,000%	F
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU		5.514	0,001%	F
STANDARD BANK OF SOUTH AFRICA LTD		77.840	0,007%	F
STANLIB FUNDS LIMITED		46.529	0,004%	F
STAR PASTEUR		17.656	0,002%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		22.184	0,002%	F
STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD		34.222	0,003%	F
STATE OF MINNESOTA		197.753	0,019%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		181.175	0,017%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		28.540	0,003%	F
STATE OF WISCONSIN INVESTMENT BOARD		116.229	0,011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STATE OF WYOMING		35.470	0,003%	F
STATE STREET CCF		2.497	0,000%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		3.141	0,000%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		260.988	0,025%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		110.112	0,010%	F
STATE STREET GLOBAL INDEX PLUS TRUST		2.018	0,000%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		94.478	0,009%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		6.100	0,001%	F
STATE STREET IRELAND UNIT TRUST		17.288	0,002%	F
STATE STREET TOTAL RETURN VIS FUND		4.407	0,000%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		746.601	0,071%	F
STATE UNIVERSITIES RETIREMENT SYSTEM		123.670	0,012%	F
STELLAR INSURANCE, LTD.		1.459	0,000%	F
STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND		92.750	0,009%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,000%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET		462	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,007%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR		3.886	0,000%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF		23.550	0,002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF		9.146	0,001%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		12.076	0,001%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		154.149	0,015%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		121.122	0,012%	F
STICHTING BLUE SKY LIQUID ASSET FUNDS		40.630	0,004%	F
STICHTING BPL PENSIOEN MANDAAT BLACKROCK		56.156	0,005%	F
STICHTING CZ FUND DEPOSITARY		7.289	0,001%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		162.949	0,016%	F
STICHTING HEINEKEN PENSIOENFONDS		14.109	0,001%	F
STICHTING ING CDC PENSIOENFONDS		6.407	0,001%	F
STICHTING MN SERVICES		143.651	0,014%	F
STICHTING MN SERVICES AANDELENFO ND		27.094	0,003%	F
STICHTING NN CDC PENSIOENFONDS		1.249	0,000%	F
STICHTING PENSIOENFONDS ABP		851.448	0,081%	F
STICHTING PENSIOENFONDS APF.		13.011	0,001%	F
STICHTING PENSIOENFONDS HOOGOVENS		2.079	0,000%	F
STICHTING PENSIOENFONDS ING		9.697	0,001%	F
STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN		22.345	0,002%	F
STICHTING PENSIOENFONDS NOTARIAAT		2.330	0,000%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		7.031	0,001%	F
STICHTING PENSIOENFONDS PGB		594.536	0,057%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,000%	F
STICHTING PENSIOENFONDS SAGITTARIUS		10.484	0,001%	F
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN		1.747	0,000%	F
STICHTING PENSIOENFONDS UWV		19.417	0,002%	F
STICHTING PENSIOENFONDS VOOR HUISARTSEN		54.699	0,005%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		43.226	0,004%	F
STICHTING PGGM DEPOSITARY		144.494	0,014%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,001%	F
STICHTING PME PENSIOENFONDS		63.943	0,006%	F
STOREBRAND EUROPA		353.836	0,034%	F
STOREBRAND EUROPA PLUS		29.444	0,003%	F
STOREBRAND GLOBAL ALL COUNTRIES		181.885	0,017%	F
STOREBRAND LIVSFORSIKRING AS		273.370	0,026%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,001%	F
STRATEGY SICAV		1.521	0,000%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		3.999	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.043	0,002%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		659	0,000%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		3.155	0,000%	F
SWISS NATIONAL BANK		1.155.949	0,110%	F
SYCOMORE INCLUSIVE JOBS		239.616	0,023%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		2.839	0,000%	F
T. ROWE PRICE FUNDS SICAV		14	0,000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		26.500	0,003%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		56.915	0,005%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.190	0,000%	F
TANGERINE BALANCED GROWTH PORTFOLIO		7.529	0,001%	F
TANGERINE BALANCED INCOME PORTFOLIO		667	0,000%	F
TANGERINE BALANCED PORTFOLIO		5.023	0,000%	F
TANGERINE EQUITY GROWTH PORTFOLIO		9.862	0,001%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		23.194	0,002%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		309.768	0,030%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		88.474	0,008%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		4.977	0,000%	F
TD EUROPEAN INDEX FUND		2.777	0,000%	F
TD INTERNATIONAL EQUITY INDEX ETF		29.774	0,003%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		271.897	0,026%	F
TEACHERS RETIREMENT ALLOWANCES FUND		1	0,000%	F
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		73.937	0,007%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		31.796	0,003%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		364.087	0,035%	F
TELSTRA SUPERANNUATION SCHEME		11.054	0,001%	F
TEXAS PERMANENT SCHOOL FUND CORP		88.534	0,008%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		18.041	0,002%	F
TEXAS UTILITIES QUAL NDT PARTNERSHIP		2.393	0,000%	F
THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO		27.581	0,003%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		140.827	0,013%	F
THE ANNENBERG FOUNDATION.		5.501	0,001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		162.774	0,016%	F
THE ASSOCIATED BRITISH FOODS PENSION SCHEME		128.871	0,012%	F
THE BANK OF KOREA		1.168	0,000%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		98.769	0,009%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		77.518	0,007%	F
THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		61.987	0,006%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		1.719	0,000%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.616	0,000%	F
THE COMMONWEALTH FUND		1.507	0,000%	F
THE DAVID A DUFFIELD TRUST UAD 07/14/88		3.296	0,000%	F
THE ESB PENSION FUND		14.100	0,001%	F
THE FIRST CHURCH OF CHRIST SCIENTIST		1.046	0,000%	F
THE GREATER MANCHESTER PENSION FUND.		51.312	0,005%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		2.359	0,000%	F
THE HKSAR GOVERNMENT SCHOLARSHIP FUND		231	0,000%	F
THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		1.679	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		10.095	0,001%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		674	0,000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		48.514	0,005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		55.376	0,005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		7.495	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		5.850	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: AXA IM GLOBAL EX JAPAN EQUITY MOTHER FUND		41.659	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		221	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129		3.374	0,000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		8.854	0,001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		32.088	0,003%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT T		42.544	0,004%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		15.892	0,002%	F
THE MINDEROO FOUNDATION TRUST		2.999	0,000%	F
THE MISSOURI FOUNDATION FOR HEALTH		8.979	0,001%	F
THE MONETARY AUTHORITY OF SINGAPORE		15.315	0,001%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		3.538	0,000%	F
THE NEMOURS FOUNDATION PENSION PLAN		471	0,000%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		15.886	0,002%	F
THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO		483	0,000%	F
THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT		1.909	0,000%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		113.400	0,011%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		577.453	0,055%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND		645.669	0,062%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		12.040	0,001%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		103.074	0,010%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY		8.838	0,001%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,000%	F
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST		8.403	0,001%	F
THEAM QUANT - EQUITY EUROPE DEFI		37.749	0,004%	F
THEAM QUANT - EQUITY EUROZONE DEFI		26.307	0,003%	F
THEAM QUANT - EQUITY WORLD DEFI		11.238	0,001%	F
THEAM QUANT - NEW ENERGY OPPORTUNITIES		5.293	0,001%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		75.506	0,007%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,001%	F
THRIFT SAVINGS PLAN		465.976	0,044%	F
THRIFT SAVINGS PLAN		1.508.162	0,144%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		5.385	0,001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		707.829	0,067%	F
TIMOTHY PLAN INTERNATIONAL ETF.		30.484	0,003%	F
TIMOTHY PLAN MARKET NEUTRAL ETF		13.932	0,001%	F
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST		2.594	0,000%	F
TOCQUEVILLE FINANCE ISR		6.100	0,001%	F
TONI ACTIONS ISR 100		81.674	0,008%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,003%	F
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP		2.795	0,000%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		3.936	0,000%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT		112.646	0,011%	F
TRINITY COLLEGE CAMBRIDGE		9.460	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,001%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		2.731	0,000%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		33.091	0,003%	F
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		18.196	0,002%	F
TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH		4.708	0,000%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		2.989	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC		2	0,000%	F
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC. C/O CORPORATION SERVICE COMPANY		15.919	0,002%	F
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		118.704	0,011%	F
TWO SIGMA INTERNATIONAL CORE		36.300	0,003%	F
TWO SIGMA WORLD CORE FUND LP		17.000	0,002%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,000%	F
UBS (IRL) ETF PLC		189.327	0,018%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		835.916	0,080%	F
UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)		143.143	0,014%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		64.205	0,006%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		172.624	0,016%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.681	0,000%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		929	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		447	0,000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		2.958	0,000%	F
UBS ASSET MANAGEMENT LIFE LTD		197.319	0,019%	F
UBS COMMON CONTRACTUAL FUND		19.992	0,002%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		14.826	0,001%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT		103.869	0,010%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUN		18.766	0,002%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		262.625	0,025%	F
UBS FUND MANAGEMENT(LUXEMBOURG) SA		132.092	0,013%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		8.047	0,001%	F
UBS LUX FUND SOLUTIONS		1.107.038	0,106%	F
UI-FONDS BAV RBI AKTIEN		41.907	0,004%	F
UI-S		10.191	0,001%	F
UNIDIVIDENDENASS		26.993	0,003%	F
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY		3.908	0,000%	F
UNIGEST, S.G.I.I.C., S.A.U.		25.140	0,002%	F
UNIGLOBAL DIVIDENDE		52.898	0,005%	F
UNISUPER		6.463	0,001%	F
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE		2.571	0,000%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,000%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH		776.739	0,074%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		19.853	0,002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO UMWELT UND NACHHALTIGKEITS FONDS		6.828	0,001%	F
UNIVERSAL INVESTMENT GMBH		50.500	0,005%	F
Universal-Investment-Gesellschaft mbH		111.835	0,011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		6.504	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR EPX-ASUS-SHARES		38.288	0,004%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		3.377	0,000%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		10.218	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL CA V		18.344	0,002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		8.097	0,001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/SAI-UNIVERSAL-FONDS SEGMENT (UI491401)		57.034	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		2.790	0,000%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUIFONDS SAA		48.888	0,005%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		3.811	0,000%	F
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO		38.899	0,004%	F
UNIVERSITIES SUPERANNUATION SCHEME		4.468	0,000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,001%	F
US LEGACY INCOME COMMON TRUST FUND		109.296	0,010%	F
USAA CASUALTY INSURANCE COMPANY		6.418	0,001%	F
USAA GENERAL INDEMNITY COMPANY		3.500	0,000%	F
UTAH STATE RETIREMENT SYSTEMS		53.430	0,005%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL		35.771	0,003%	F
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SP		23.470	0,002%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		65.033	0,006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		49.236	0,005%	F
VANECK ETFS N.V.		139.969	0,013%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		11.362	0,001%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		3.806.284	0,363%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		11.098	0,001%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		71.158	0,007%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		11.930	0,001%	F
VANGUARD EUROPEAN STOCK INDEX FUND		936.589	0,089%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		78.497	0,007%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		436.973	0,042%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		3.046.914	0,291%	F
VANGUARD FTSE ALL WORLD EX US INDEX FUND		908.668	0,087%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		68.526	0,007%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		4.915	0,000%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		5.989	0,001%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		576.026	0,055%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		174.500	0,017%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		12.045	0,001%	F
VANGUARD INTL HIGH DIV YLD INDEX FD		272.438	0,026%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		499.581	0,048%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		10.404	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD		7.111	0,001%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD		10.945	0,001%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		128.461	0,012%	F
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF		12.396	0,001%	F
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF		7.158	0,001%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF		2.277	0,000%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.284.662	0,599%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		259.772	0,025%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		23.947	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		9.527	0,001%	F
VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE		25.205	0,002%	F
VEBA PARTNERSHIP N LP		13.171	0,001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		19.014	0,002%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS		81.873	0,008%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		11.515	0,001%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		39.787	0,004%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		15.266	0,001%	F
VGV POOLFONDS PA1		14.394	0,001%	F
VIA SMART-EQUITY EUROPE		75.652	0,007%	F
VIA SMART-EQUITY WORLD		30.912	0,003%	F
VICTORY MARKET NEUTRAL INCOMEFUND		497.054	0,047%	F
VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.		7.663	0,001%	F
VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF		18.353	0,002%	F
VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.		22.110	0,002%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		264.683	0,025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		23.971	0,002%	F
VIRGINIA RETIREMENT SYSTEM		93	0,000%	F
VIVACCIO ISR ACTIONS		318.739	0,030%	F
VOYA BALANCED INCOME PORTFOLIO		4.401	0,000%	F
VOYA BALANCED PORTFOLIO		4.459	0,000%	F
VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND		31.401	0,003%	F
VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND		95.786	0,009%	F
VOYA GLOBAL EQUITY FUND		48.828	0,005%	F
VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		102.250	0,010%	F
VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		154.493	0,015%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		32.195	0,003%	F
VOYA VACS INDEX SERIES I PORTFOLIO		43.045	0,004%	F
WASHINGTON STATE INVESTMENT BOARD		434.809	0,041%	F
WBW TRUST NUMBER ONE		814	0,000%	F
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N		1	0,000%	F
WESPATH FUNDS TRUST		5.546	0,001%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		5.466	0,001%	F
WHEELS COMMON INVESTMENT FUND.		456	0,000%	F
WILLIS TOWERS WATSON GROUP TRUST		36.938	0,004%	F
WINDWISE MSCI EAFE INDEX NON LENDING		13.123	0,001%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		41.440	0,004%	F
WISDOMTREE GLOBAL HIGH DIVIDENDFUND		5.687	0,001%	F
WISDOMTREE INTERNATIONAL EQUITYFUND		87.226	0,008%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		69.321	0,007%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND		99.106	0,009%	F
WISDOMTREE ISSUER ICAV		10.939	0,001%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,001%	F
WM POOL - EQUITIES TRUST NO. 75		140.856	0,013%	F
WM POOL - EQUITIES TRUST NO. 76 - ROBECO		1.846	0,000%	F
WM POOL - GLOBAL EQUITIES TRUST NO.6		15.631	0,001%	F
WORLD EQUITIES		951	0,000%	F
WORLD TRADE ORGANIZATION PENSION PLAN		3.985	0,000%	F
WYOMING RETIREMENT SYSTEM		6.594	0,001%	F
XTRACKERS		718.206	0,068%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		519.126	0,050%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		925	0,000%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		2.858	0,000%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.639	0,000%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		156.521	0,015%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		22.189	0,002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.058	0,000%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		3.361	0,000%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		2.313	0,000%	F
ZEPHYR - OPTIMISED PLUS 2		2.914	0,000%	F
ZURICH INVEST ICAV		58.265	0,006%	F
Zwitserleven Institutionele Beleggingsfondsen - Zwitserleven Duurzaam Index Aandelenfonds Europa		13.062	0,001%	F
ERISA ACTION EUROPE N 2		29.868	0,003%	C
ERISA ACTIONS GRANDES VALEURS		811.766	0,077%	C
HSBC ACTIONS MONDE		111.572	0,011%	C
HSBC EURO ACTIONS		362.685	0,035%	C
HSBC GLOBAL INVESTMENT FUNDS		528.510	0,050%	C
MANDAT ACTION HGAM		215.978	0,021%	C
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.011	0,000%	A
OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		9.074	0,001%	A
Totale votanti		**1.048.704.718**	**100%**	

Legenda
F - Favorevole
C - Contrario
A - Astenuto
Lx - Lista x
NV - Non Votante
NE - Non Espresso

All. Q e
racc. 36550

POSTE ITALIANE S.p.A.
Assemblea ordinaria e straordinaria
31 maggio 2024

Elenco dei censiti partecipanti all'assemblea per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del Dottor Massimiliano Chiadò Piat

Anagrafica	CF/PI	Azioni	% sul C.S.
1895 FONDS FGR		16.283	0,001%
1975 IRREV TRUST OF C D WEYERHAEUSER		675	0,000%
405 MSTV I LP		75.684	0,006%
801 INVESTMENTS LLC		4.605	0,000%
AA NATIXIS ACTIONS MIN VAR		41.994	0,003%
AA SSGA Actions Euro		20.562	0,002%
AA SSGA Actions Indice Euro		115.957	0,009%
AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO		88.957	0,007%
AB COLLECTIVE INVESTMENT TRUST SERIES		6.850	0,001%
AB GLOBAL RISK ALLOCATION FUND INC		5.111	0,000%
AB SICAV I - ALL MARKET INCOME		175.114	0,013%
AB SICAV III - DYNAMIC ALL MAR		997	0,000%
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		1.127	0,000%
AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO		5.015	0,000%
ABB PENSION FUND		1.101	0,000%
ABN AMRO FUNDS		10.625	0,001%
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND		35.611	0,003%
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		26.631	0,002%
ABU DHABI PENSION FUND		39.857	0,003%
ACCIDENT COMPENSATION CORPORATION		282.534	0,022%
ACHMEA IM GLOBAL EQ FND EUR		9.899	0,001%
ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV		19.083	0,001%
ACHMEA VARIABLE SECURITIES HEALTH FUND		35.020	0,003%
ACS 30:70 GLOBAL EQUITY TRACKER FUND		8.919	0,001%
ADVANCE PLANNING LIMITED		1.873	0,000%
ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO		39.498	0,003%
ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO		90.024	0,007%
ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO		111.514	0,009%
ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO		173.948	0,013%
ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO		92.350	0,007%
ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO		20.884	0,002%
ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		167.203	0,013%

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Anagrafica	CF/PI	Azioni	% sul C.S.
ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO		3.715	0,000%
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		641	0,000%
AEGON CUSTODY B.V.		245.994	0,019%
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,002%
AIB GROUP IRISH PENSION SCHEME		10.077	0,001%
AIM EQUITY EUROPE CANTONS MAIN		7.996	0,001%
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		83.490	0,006%
ALASKA COMMON TRUST FUND		17.333	0,001%
ALASKA PERMANENT FUND CORPORATION		190.990	0,015%
ALBERTA INVESTMENT MANAGEMENT CORPORATION		33.700	0,003%
ALFRED I. DUPONT CHARITABLE TRUST		10.656	0,001%
ALLEANZA OBBLIGAZIONARIO		174.508	0,013%
ALLIANZ AZIONI ITALIA ALL STARS LL STARS		475.000	0,036%
ALLIANZ EUROPEAN PENSION INVESTMENTS		858.042	0,066%
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		3.760	0,000%
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		16.086	0,001%
ALLIANZ ITALIA 50 SPECIAL		30.000	0,002%
ALLIANZGI S AKTIEN		178.438	0,014%
ALLIANZGI-FONDS GANO 2		8.647	0,001%
ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA		323.114	0,025%
ALLIANZGI-FONDS TOSCA		2.755	0,000%
ALPHAJET EUROPE IMPACT360		2.000	0,000%
AMERICAN BUREAU OF SHIPPING		1.128	0,000%
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		170.424	0,013%
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		7.484	0,001%
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		8.564	0,001%
AMERICAN HEART ASSOCIATION, INC.		1.142	0,000%
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,000%
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,002%
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		5.773	0,000%
AMP WHOLESALE GLOBAL EQUITIES FUND		82.369	0,006%
AMSELECT - HSBC EURO EQUITY VALUE		458.984	0,035%
AMUNDI ACTIONS EURO ISR		60.901	0,005%
AMUNDI ACTIONS EUROPE ISR		9.386	0,001%
AMUNDI AMBITION NET ZERO CARBONE		27.022	0,002%
AMUNDI ESG GLOBAL LOW CARBON FUND		66.230	0,005%
AMUNDI ESG IMPROVERS EURO		728.649	0,056%
Amundi Etf ICAV		16.154	0,001%
Amundi Etf ICAV - Amundi S and P 500 Equal Weight Esg Leaders Ucits Etf		23.693	0,002%
Amundi Etf ICAV - Amundi SandP 500 Equal Weight Esg Leaders Ucits Etf		23.578	0,002%
AMUNDI EURO iSTOXX CLIMATE PARIS ALIGNED PAB		2.977	0,000%
Amundi Euro Stoxx Select Dividend 30		202.348	0,015%
AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS		530.209	0,041%
AMUNDI FTSE MIB		305.441	0,023%
AMUNDI FUNDS - EUROPEAN EQUITY RISK PARITY		4.274	0,000%
AMUNDI FUNDS EQUITY EURO RISK PARITY		26.958	0,002%
AMUNDI FUNDS GLOBAL PERSPECTIVES		5.440	0,000%
AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT		75.477	0,006%
AMUNDI INDEX EQUITY GLOBAL MULTI SMART ALLOCATION SCIENTIFIC BETA		548	0,000%
AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND		18.023	0,001%
AMUNDI INDEX MSCI EMU SRI		112.044	0,009%
AMUNDI INDEX MSCI EUROPE		176.151	0,013%

Anagrafica	CF/PI	Azioni	% sul C.S.
Amundi Index MSCI Europe SRI		370.089	0,028%
AMUNDI INDEX MSCI WORLD		43.138	0,003%
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE		5.100	0,000%
AMUNDI INDEX SOLUTIONS - AMUNDI PRIME GLOBAL		9.360	0,001%
AMUNDI MSCI ACWI SRI PAB UCITS ETF		1.075	0,000%
Amundi MSCI EMU ESG CTB Net Zero Ambit		50.570	0,004%
AMUNDI MSCI EMU ESG Leaders Select		396.607	0,030%
AMUNDI MSCI EUROPE		164.908	0,013%
AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB		2.713	0,000%
AMUNDI MSCI EUROPE EX SWITZERLAND		44.635	0,003%
AMUNDI MSCI WORLD		2.906.000	0,222%
AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB		6.898	0,001%
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR		3.448	0,000%
AMUNDI MSCI WORLD CLIMATE TRANSITION CTB		3.552	0,000%
AMUNDI MSCI WORLD ESG UNIVERSAL SELECT		1.183	0,000%
AMUNDI PATRIMOINE PEA		99.683	0,008%
AMUNDI PRIME EUROZONE		10.113	0,001%
AMUNDI STOXX EUROPE 600		381.560	0,029%
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		2.838	0,000%
AMUNDI STRATEGIES ACTIONS EURO CORE +		18.689	0,001%
AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY		614	0,000%
ANDRA AP-FONDEN		51.120	0,004%
AP ACTIONS 1 EURO		18.066	0,001%
APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND		18.964	0,001%
AQR ABS RETURN MASTER NON FLIP		1.082.147	0,083%
AQR ABSOLUTE RETURN MASTER ACCOUNT LP		123.126	0,009%
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		9.874	0,001%
AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		6.563	0,001%
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P.		331.455	0,025%
AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. C/O AQR CAPITAL MANAGEMENT LL C.		15.223	0,001%
AQR FUNDS - AQR GLOBAL EQUITY FUND		56.733	0,004%
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,002%
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		314.883	0,024%
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.862	0,061%
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		88.686	0,007%
AQR FUNDSAQR MULTIASSET FUND		42.319	0,003%
AQR GLOBAL ALTERNATIVE INVESTMENT OFFSHORE FUND L.P.		2.906	0,000%
AQR GLOBAL STOCK SELECTION MASTER ACCOUNT L.P. COOGIER FIDUCIARY SERVICES (CAYMAN) LTD		787	0,000%
AQR INNOVATION FUND L.P.		848	0,000%
AQR INNOVATION FUND L.P.- SE RIES		13.116	0,001%
AQR INNOVATION FUND, L.P.		1.599	0,000%
AQR LUX FUNDS AQR DIVERSIFIED RISK PR		562.436	0,043%
AQR LUX FUNDS-AQR DIVERSIFIED RISK PREMIA FUND		713	0,000%
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		6.682	0,001%
AQR STYLE PREMIA MASTER ACCOUNT L.P..		28.125	0,002%
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		26.532	0,002%
AQR TAX AWARE TOTAL RETURN FUND LLC		51.643	0,004%
AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC		772	0,000%
ARBEJDSMARKEDETS TILLAEGSPENSION		788.070	0,060%
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		7.789	0,001%
ARERO - DER WELTFONDS - ESG		10.139	0,001%
ARIZONA PSPRS TRUST		96.703	0,007%

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Anagrafica	CF/PI	Azioni	% sul C.S.
ARIZONA STATE RETIREMENT SYSTEM		130.874	0,010%
ARKWRIGHT, LLC		1.611	0,000%
ARR INT EX US ALPHA EXTENSION TRUST FUND		67.768	0,005%
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		544.310	0,042%
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		104.871	0,008%
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		4.360	0,000%
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P		11.142	0,001%
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP.		13	0,000%
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUE TRUST FUND		5.815	0,000%
ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND		24.300	0,002%
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED		6.630	0,001%
ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED.		55	0,000%
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		14.434	0,001%
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		2.438	0,000%
ARROWSTREET ACWI EX US ALPHA EXTENSION TRUST FUND U		148.877	0,011%
ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI		267.501	0,020%
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT.		86	0,000%
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED		12.163	0,001%
ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD		1.230	0,000%
ARROWSTREET COLLECTIVE INVESTMENT TRUST		1.277.509	0,098%
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		466.760	0,036%
ARROWSTREET GLOBAL EQUITY FUND		141.585	0,011%
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		10.634	0,001%
ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION.		48.582	0,004%
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		152.655	0,012%
ARROWSTREET US GROUP TRUST		1.551.175	0,119%
ARROWSTREET US GROUP TRUST - ARROWST GBL EQU - ALPHA EXT FD		68.624	0,005%
ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP		103.496	0,008%
ARROWSTREET US GROUP TRUST - ARROWSTREET INTERNATIONAL EQUITY ALPHA EXT FD A SUB-FD OF ARROWSTREET U		43.660	0,003%
ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY-		370	0,000%
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		387.657	0,030%
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		467.397	0,036%
ARTEMIS SMARTGARP PARIS-ALIGNED GLOBAL EQUITY		21.346	0,002%
ASCENSION ALPHA FUND LLC		5.470	0,000%
ASIAN DEVELOPMENT BANK		72.000	0,006%
ASR INSTITUT FONDSEN EUR AANDELEN		375.637	0,029%
ASSET MANAGEMENT EXCHANGE UCITS CCF.		33.016	0,003%
ASSURDIX		41.260	0,003%
ATCP-UI-FONDS		1.928	0,000%
AURION GLOBAL EQUITY FUND		1.588	0,000%
AUSTRALIAN CAPITAL TERRITORY		18.030	0,001%
AUSTRALIAN NATIONAL UNIVERSITY		3.890	0,000%
AUSTRALIAN RETIREMENT TRUST		413.532	0,032%

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Anagrafica	CF/PI	Azioni	% sul C.S.
AUSTRALIANSUPER		5.957	0,000%
AUTORIDADE MONETARIA DE MACAU		8.262	0,001%
AVADIS FUND-AKTIEN WELT AST 2		10.351	0,001%
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,001%
AVALON PORTFOLIO II LLC		1.928	0,000%
Aviva Investors Funds ACS - AI Balanced Life Fund		829	0,000%
Aviva Investors Funds ACS - AI Balanced Pension Fund		14.856	0,001%
Aviva Investors Funds ACS - AI Cautious Pension Fund		234	0,000%
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,001%
Aviva Investors Passive Funds ACS - AI 30:70 Global Equity (Currency Hedged) Index Fund		3.437	0,000%
Aviva Investors Passive Funds ACS - AI 50:50 Global Equity Index Fund		4.066	0,000%
Aviva Investors Passive Funds ACS - AI 60:40 Global Equity Index Fund		12.856	0,001%
Aviva Investors Passive Funds ACS - AI Continental European Equity Index Fund		65.432	0,005%
Aviva Investors Passive Funds ACS - AI Developed European ex UK Equity Index Fund		51.040	0,004%
Aviva Investors Passive Funds ACS - AI Developed World ex UK Equity Index Fund		14.070	0,001%
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		163	0,000%
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		2.413	0,000%
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		3.277	0,000%
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		3.251	0,000%
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,000%
Aviva Investors UK Fund Services Limited		63.500	0,005%
AVIVA LIFE & PENSIONS IRELAND DAC		30.948	0,002%
AVIVA LIFE & PENSIONS UK LIMITED		77.859	0,006%
Aviva Life and Pensions UK Limited		4.340	0,000%
AWARE SUPER		109.895	0,008%
AXA AA DIVERSIFIE INDICIEL 1		33.825	0,003%
AXA PEA REGULARITE		1.398.856	0,107%
AZ FUND 1 AZ ALLOCATION ITALIAN TREND		123.652	0,009%
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 30		2.800	0,000%
AZ FUND 1 AZ ALLOCATION PIR ITALIAN EXCELLENCE 70		72.700	0,006%
AZ FUND 1 AZ ALLOCATION TREND		272.633	0,021%
AZ FUND 1 AZ ALTERNATIVE SMART RISK PREMIA		6.300	0,000%
AZIMUT CAPITAL MANAGEMENT SGR SPA		10.700	0,001%
AZIMUT LIFE DAC		1.279	0,000%
AZL DFA INTERNATIONAL CORE EQUITY FUND		8.225	0,001%
AZL INTERNATIONAL INDEX FUND		33.256	0,003%
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		11.588	0,001%
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		10.983	0,001%
BANK OF BOTSWANA.		3.575	0,000%
BANK OF EAST ASIA (TRUSTEES) LIMITED AS TRUSTEE TO BEA UNION		51.269	0,004%
BANK OF KOREA		83	0,000%
BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND		2.778	0,000%
BEAR CREEK INC		9.951	0,001%
BEAT DRUGS FUND ASSOCIATION		582	0,000%
BEL EQUITY EUROPE ESG		92.625	0,007%
BERESFORD FUNDS ICAV		1.832	0,000%

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Anagrafica	CF/PI	Azioni	% sul C.S.
BESSEMER TRUST CO CLEARING ACCT		9.300	0,001%
Best Investment Corporation		2.881	0,000%
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,000%
BEVEILIGING MANDAAT SSGA RE AANDELEN		20.073	0,002%
BEWAARSTICHTING NNIP I		136.001	0,010%
BFT PARTNERS VIA EQUITY EUROPE SRI		39.962	0,003%
BG MASTER FUND ICAV		1.092	0,000%
BLACKROCK ADVANTAGE INTERNATIONAL FUND		180.507	0,014%
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		21.462	0,002%
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		374.165	0,029%
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		13.099	0,001%
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		71.213	0,005%
BLACKROCK CDN WORLD INDEX FUND		47.274	0,004%
BLACKROCK FUND MANAGERS LTD		26.501	0,002%
BLACKROCK FUNDS I ICAV		12.949	0,001%
BLACKROCK GLOBAL FUNDS		26.612	0,002%
BLACKROCK GLOBAL INDEX FUNDS		30.340	0,002%
BLACKROCK IG INTERNATIONAL EQUITY POOL		36.945	0,003%
BLACKROCK INDEX SELECTION FUND		306.020	0,023%
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		100	0,000%
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		4.414.316	0,338%
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		5.785	0,000%
BLACKROCK LIFE LIMITED		17.872	0,001%
BLACKROCK LIFE LTD		163.704	0,013%
BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		87.055	0,007%
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		429	0,000%
BLACKROCK UCITS CCF		38.809	0,003%
BLKB Equity Switzerland Focus		509.323	0,039%
BMO DIVERSIFIED INCOME PORTFOLIO		7.176	0,001%
BMO MSCI EAFE ESG LEADERS INDEXETF		3.391	0,000%
BMO MSCI EAFE INDEX ETF		155.952	0,012%
BNP PARIBAS EASY - MSCI EMU SRI S-SERIES PAB 5% CAPPED		276.470	0,021%
BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE		102.160	0,008%
BNP PARIBAS EASY - MSCI EUROPE EX CW		148.176	0,011%
BNP PARIBAS EASY - MSCI EUROPE SRI S-SERIES 5 CAPPED		432.414	0,033%
BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES 5 CAPPED		121.332	0,009%
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-Series PAB 5 Capped UCITS ETF		3.682	0,000%
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD ESG FILTERED MIN TE UCITS ETF		3.573	0,000%
BNP PARIBAS EQUITY - FOCUS ITALIA		61.929	0,005%
BNP PARIBAS FINANCE EUROPE ISR		162.806	0,012%
BNY MELLON INTERNATIONAL EQUITY ETF		14.261	0,001%
BNY MELLON INTERNATIONAL STOCK INDEX FUND		8.917	0,001%
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		1	0,000%
BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND		22.256	0,002%
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		4.820	0,000%
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA		4	0,000%
BOC PRUDENTIAL EUROPEAN INDEX FUND		34.184	0,003%
BRIDGE BUILDER INTERNATIONAL E		26.078	0,002%
BRIDGE BUILDER TAX MANAGED		3.267	0,000%
BRIDGEWATER ASSOCIATES		4.752	0,000%
BRIDGEWATER BLUE PEAK FUND LP.		28	0,000%
BRIDGEWATER PURE ALPHA FUND III, LTD		3.651	0,000%

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Anagrafica	CF/PI	Azioni	% sul C.S.
BRIDGEWATER PURE ALPHA STERLING FUND LTD		1.382	0,000%
BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD.		24.955	0,002%
BRIDGEWATER PURE ALPHA TRADING COMPANY LTD		2.698	0,000%
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.264	0,002%
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		682	0,000%
BRUCE POWER PENSION PLAN		20.755	0,002%
BRUNEI SHELL RETIREMENT BENEFIT FUND		1.127	0,000%
BRUNSWICK UNIT 2 QUALIFIED NUCLEAR		12.525	0,001%
BT INTERNATIONAL FUND		27.824	0,002%
BUILDERS ASSET MANAGEMENT LLC		19.011	0,001%
BUMA-UNIVERSAL-FONDS I		3.913	0,000%
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		543	0,000%
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		1.722	0,000%
BUREAU OF PUBLIC SERVICE PENSION FUND		17.159	0,001%
BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST		3.434	0,000%
BW DMO FUND LTD.		7.418	0,001%
BW PASPG LTD		1.894	0,000%
BWM PA 24 LTD		2.642	0,000%
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		1.061.331	0,081%
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		2.802	0,000%
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.116	0,002%
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.086	0,000%
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		582.239	0,045%
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,000%
CAPULA TAIL RISK MASTER FUND LIMITED		2.313	0,000%
CARDANO COMMON CONTRACTUAL FUND		2.143	0,000%
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		35.851	0,003%
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,002%
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,000%
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	35,000%
CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA FORENSE	80027390584	18.030.000	1,380%
CATERPILLAR INC. MASTER RETIREMENT TRUST		5.218	0,000%
CATERPILLAR INVESTMENT TRUST.		3.869	0,000%
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.443	0,000%
CENTRAL BANK OF IRELAND		6.498	0,000%
CENTRAL BANK OF IRELAND - MSCI PAB		7.779	0,001%
CENTRAL PROVIDENT FUND BOARD		2.778	0,000%
CERVURITE INTERNATIONAL LLC		27.240	0,002%
CFSIL RE CNEALTH GS FD 16		10.625	0,001%
CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND		53.494	0,004%
CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1		116.856	0,009%
CHCP GLOBAL SECURITIES LP		2.533	0,000%
CHEVRON MASTER PENSION TRUST		115.225	0,009%
CHURCH COMMISSIONERS FOR ENGLAND		6.393	0,000%
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		7.046	0,001%
CI MORNINGSTAR INTERNATIONAL VALUE INDEX ETF		81.595	0,006%
CIBC EUROPEAN INDEX FUND		1	0,000%
CIBC INTERNATIONAL EQUITY INDEX ETF		777	0,000%
CIBC INTERNATIONAL EQUITY INDEX POOL		667	0,000%
CIBC INTERNATIONAL EQUITY PRIVATE POOL		1	0,000%
CIBC INTERNATIONAL INDEX FUND		1	0,000%
CINDY SPRINGS LLC		42.020	0,003%
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) EUROPEAN T		390.180	0,030%
CITIBANK UK LIMITED AS TRUSTEE OF ABRDN (LOTHIAN) INTERNATIO		40.041	0,003%
CITITRUST LIMITED		6.213	0,000%
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		2.634	0,000%

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Anagrafica	CF/PI	Azioni	% sul C.S.
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		57.239	0,004%
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,001%
CITY OF NEW YORK GROUP TRUST		100.077	0,008%
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		30.423	0,002%
CITY UNIVERSITY OF NEW YORK		331	0,000%
CMAP SRPA FUND LIMITED PORTFOLIO MARGIN ACCTS		29.573	0,002%
CMLA INDEXED GLOBAL SHARE FUND		1.678	0,000%
CNP ASSUR VALUE ET MOMENTUM		28.689	0,002%
CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		724	0,000%
COLLEGE RETIREMENT EQUITIES FUND		506.430	0,039%
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,001%
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		14.448	0,001%
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		237.154	0,018%
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		4.907	0,000%
COMMONWEALTH GLOBAL SHARE FUND 17,		917.736	0,070%
COMMONWEALTH GLOBAL SHARE FUND 30.		11.399	0,001%
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES RETIR		73.284	0,006%
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES RETIREMENT SYS		2.955	0,000%
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		77.885	0,006%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		723	0,000%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.796	0,001%
CONSERVATION INTERNATIONAL FOUNDATION, INC.		655	0,000%
CONSOLIDATED EDISON RETIREMENT PLAN		9.702	0,001%
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,000%
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,000%
COOPERATIE KLAVERBLAD VERZEKERINGEN U.A.		32.775	0,003%
COUNSEL DEFENSIVE GLOBAL EQUITY		861	0,000%
COV WACHSTUM MF		2.728	0,000%
CPPIB MAP CAYMAN SPC-SEGREGATED PORTFOLIO H MAN SOLUTIONS LTD		18.425	0,001%
CPR Europe ESG Poche COR		53.094	0,004%
CREDIT SUISSE INDEX FUND (IE) ETF ICAV		11.411	0,001%
CREDIT SUISSE INDEX FUND (LUX)		521.871	0,040%
CRELAN INVEST BALANCED		34.743	0,003%
CRELAN INVEST CONSERVATIVE		4.445	0,000%
CRELAN INVEST DYNAMIC		16.561	0,001%
CSIF CH Equity EMU UBS Fund Management Switzerland AG		18.468	0,001%
CSIF CH III Equity World ex CH Climate Change Blue Pension Fund Plus UBS FM Switzerland AG		236	0,000%
CSIF CH III Equity World ex CH Value Weighted Pension Fund UBS Fund Management Switzerland AG		3.330	0,000%
CSIF4 Credit Suisse Lux Global High Income Fund USD		17.560	0,001%
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		45.744	0,004%
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATI		88.762	0,007%
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX		1.159	0,000%
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		2.126	0,000%
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		5.356	0,000%
DANMARKS GRUNDFORSKNINGFOND		1.576	0,000%
Danske Bank Puljer		61.980	0,005%

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Anagrafica	CF/PI	Azioni	% sul C.S.
DANSKE INVEST ALLOCATION		40.365	0,003%
DEAM FONDS ZDV		5.062	0,000%
DEAM-FONDS CPT		5.000	0,000%
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		80.940	0,006%
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		2.724	0,000%
DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG		18.332	0,001%
DEKA INVESTMENT GMBH GLOBALE AKTIEN		37.259	0,003%
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		151.287	0,012%
DEKA INVESTMENT GMBH NECKAR FUNDMASTER 1 U01		154.225	0,012%
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,001%
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		515.625	0,039%
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF		18.260	0,001%
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		4.235	0,000%
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF		47.410	0,004%
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		19.101	0,001%
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		43.984	0,003%
DEKA INVESTMENT GMBH W/DEKA-NACHHALTIGKEIT KOMMUNAL		10.342	0,001%
DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS		14.000	0,001%
DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF		18.612	0,001%
DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF		5.471	0,000%
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,000%
DEKA INVESTMENT GMBH W/SSH-FONDS W/U04		63.150	0,005%
DEKA INVESTMENT GMBH W/SVAM-FONDS		8.459	0,001%
DEKA INVESTMENT GMBH W/SVN II-FONDS		4.879	0,000%
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		2.018	0,000%
DEKA VALUE PLUS		134.730	0,010%
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMB. NACHH.FD. - BEST IN PROG.		34.000	0,003%
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHUETTUNGSCONCEPT REGIONAL NACHHALTIG		9.200	0,001%
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC AKTIEN GLOBAL		21.000	0,002%
DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/VM BC PROFESSIONELL AKTIEN		12.000	0,001%
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		75.571	0,006%
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		4.057	0,000%
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		33	0,000%
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		1.122	0,000%
DESTINATIONS INTERNATIONAL EQU		11.163	0,001%
DEUTSCHE DCG EQ		1.926	0,000%
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,000%
DFI LP EQUITY (PASSIVE		532	0,000%
DIGNITY PRE ARRANGEMENT LIMITED		2.247	0,000%
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,000%
DIOCESE OF VENICE PENSION PLAN AND TRUST		206	0,000%
DNB BANK ASA		4.485	0,000%
DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING		22.120	0,002%
DWS INVESTMENT GMBH FOR BALOISE-AKTIENFONDS DWS		22.000	0,002%
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		4.900	0,000%
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		1.536	0,000%
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,001%
DWS INVESTMENT GMBH FOR MULTIINDEX EQUITY FUND		4.616	0,000%
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT		71.015	0,005%
DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO		1.939	0,000%
DWS MULTI ASSET PIR FUND		75.000	0,006%
DYNASTY INVEST LTD		1.134	0,000%

Anagrafica	CF/PI	Azioni	% sul C.S.
EARNEST INSTITUTIONAL LLC		104	0,000%
EATON VANCE EQUITY HARVEST FUNDLLC		11.626	0,001%
EFFEPILUX SICAV AZIONARIO EURO		56.122	0,004%
EGEPARGNE 2 DIVERSIFIE		25.982	0,002%
EMBO-FONDS		14.469	0,001%
EMERGENCY SERVICES SUPERANNUATION SCHEME		1.533	0,000%
EMN ASC FUND LP		8.164	0,001%
EMPLOYEES RETIREMENT FUND OF THE CITY OF DALLAS.		48.611	0,004%
EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE		676	0,000%
EMPOWER ANNUITY INSURANCE COMPANY		85.168	0,007%
ENHANCED INDEX INTERNATIONAL SHARE FUND		61.814	0,005%
ENHANCED INDEX SUSTAINABLE GLOBAL EQUITY FUND I NL		433.313	0,033%
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		5.749.190	0,440%
Ente nazionale di Previdenza ed Assistenza Medici (E.N.P.A M		200.000	0,015%
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG		33.001	0,003%
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		21.793	0,002%
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		3.905	0,000%
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.276	0,000%
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		8.341	0,001%
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		11.470	0,001%
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		16.865	0,001%
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		47.177	0,004%
EQUIPSUPER		8.669	0,001%
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.826	0,000%
EQUITY FUND WORLD DBI-RDT		17.843	0,001%
ERAFP Actions Euro I		979.089	0,075%
ERAFP ACTIONS EURO IV		274.204	0,021%
ERISA ACTION EUROPE N 2		29.868	0,002%
ERISA ACTIONS GRANDES VALEURS		811.766	0,062%
ERS TEXAS ARROWSTREET INTERNATIONAL 967825		5.730	0,000%
ERSTE ASSET MANAGEMENT GMBH		474.800	0,036%
EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB)		1.335	0,000%
EUROPEAN EQUITIES 1		53.036	0,004%
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,000%
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,000%
FAMILY INVESTMENTS CHILD TRUST FUND		9.523	0,001%
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		7.919	0,001%
FCM INTERNATIONAL LLC		835	0,000%
FCP HUMANIS RETRAITE ACTIONS		151.538	0,012%
FCP SODIUM I		19.002	0,001%
FEDEX CORPORATION EMPLOYEES PENSION TRUST		15.223	0,001%
FGV - ACTIONS EUROPE LM B		332.657	0,025%
FGV ACTIONS EUROPE LM A		12.900	0,001%
FIDDLER PARTNERS LLC		474	0,000%
FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND		1.325.877	0,102%
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		11.351	0,001%
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		67.347	0,005%
FIDELITY COVINGTON TRUST: FIDELITY ENHANCED INTERNATIONAL ETF		221.038	0,017%

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Anagrafica	CF/PI	Azioni	% sul C.S.
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		468	0,000%
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		43.232	0,003%
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		71.220	0,005%
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		555.052	0,042%
FIDELITY SAI INTERNATIONAL INDEX FUND		223.690	0,017%
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		38.569	0,003%
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		172.023	0,013%
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINABILITY IND EX FUND		14.771	0,001%
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. INDEX FUND		774.754	0,059%
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		181.704	0,014%
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		2.642	0,000%
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		6.735	0,001%
FINALTIS EFFICIENT BETA EURO		8.721	0,001%
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		2.707	0,000%
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		451.621	0,035%
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		10.325	0,001%
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		55.901	0,004%
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		367.568	0,028%
FISCHER FAMILY TRUST		1.424	0,000%
FJARDE AP-FONDEN.		1	0,000%
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		9.757	0,001%
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		2.622	0,000%
FLORIDA BIRTH RELATED NEUROLOGICAL INJURY COMPENSATION ASSOCIATION		12.378	0,001%
FLORIDA GLOBAL EQUITY FUND LLC		6.397	0,000%
FLORIDA RETIREMENT SYSTEM		1	0,000%
FLORIDA RETIREMENT SYSTEM TRUST FUND		2	0,000%
FLOURISH INVESTMENT CORPORATION		33.183	0,003%
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,001%
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		3.437	0,000%
FONDATION BOTNAR..		18.261	0,001%
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		1.933	0,000%
FONDOPOSTE		24.747	0,002%
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,000%
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		13.060	0,001%
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,000%
FOREIGN STOCK INDEX MOTHER FUND		24.593	0,002%
FORSTA AP - FONDEN		135.229	0,010%
FOVERUKA PENSION UNIVERSAL		7.109	0,001%
FRANCIS FAMILY FUND APS		3.127	0,000%
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		5.460	0,000%
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF		2.832	0,000%
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF		1.644	0,000%
FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG		63.756	0,005%
FRANKLIN TEMPLETON ICAV		840	0,000%
FUNDACAO CALOUSTE GULBENKIAN		8.073	0,001%
FUNDO DE PENSOES		5.355	0,000%
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,001%

Anagrafica	CF/PI	Azioni	% sul C.S.
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		83.841	0,006%
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		14.298	0,001%
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		2.736	0,000%
G.A.-FUND-B - EQUITY BROAD EURO P		14.330	0,001%
G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES		31.395	0,002%
GARD UNIT TRUST		6.700	0,001%
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		2.213	0,000%
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		531.629	0,041%
GENERALI SMART FUNDS		15.000	0,001%
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		141.100	0,011%
GENUS FOSSIL FREE DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		31.700	0,002%
GERANA SICAV-SIF, S.A.		18.904	0,001%
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		3.916	0,000%
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		2.795	0,000%
GLOBAL EQUITIES ENHANCED INDEX FUND		366.416	0,028%
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,000%
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		13.249	0,001%
GLOBAL MULTI-FACTOR EQUITY FUND		18.746	0,001%
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P. C/O OGIER GLOBAL (CAYMAN) LIMITED		127	0,000%
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		20.433	0,002%
GMO BENCHMARK-FREE FUND		4.445	0,000%
GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND		1.758	0,000%
GMO MULTI-ASSET TRUST		6.417	0,000%
GODFOND SVERIGE & VARLDEN		4.688	0,000%
GOLDMAN SACHS ETF ICAV		69	0,000%
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E		2.247	0,000%
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT		395.428	0,030%
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		28.702	0,002%
GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO		21.428	0,002%
GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF		7.631	0,001%
GOLDMAN SACHS FUNDS		7.340	0,001%
GOLDMAN SACHS FUNDS III		163.090	0,012%
GOLDMAN SACHS TRUST - GOLDMAN SACHS ABSOLUTE RETURN TRACKER FUND		28.270	0,002%
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		25.471	0,002%
GOVERNMENT PENSION INVESTMENT FUND		2.490.929	0,191%
GRAHAM DEVELOPMENTAL EQUITY STRATEGIES LLC		3.964	0,000%
GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD.		3.228	0,000%
GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND		12.968	0,001%
GREAT WEST INTERNATIONAL INDEX FUND		56.701	0,004%
GREEN CENTURY MSCI INTERNATION		20.944	0,002%
GUIDEMARK WORLD EX-US FUND		19.325	0,001%
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		62.817	0,005%
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		25.999	0,002%
HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND		4.837	0,000%
HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND		246.925	0,019%
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.011	0,000%
HAWTHORN DM LLC		7.505	0,001%
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		1.363	0,000%

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Anagrafica	CF/PI	Azioni	% sul C.S.
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		367	0,000%
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		9.738	0,001%
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,001%
HC RENTE		2.688	0,000%
HELVETIA I EUROPA		39.020	0,003%
HESTA		254.476	0,019%
HI-Aktien-Aktiv-Fundamental-SFonds		70.000	0,005%
HI-PNWL-DIVIDENDE-PLUS-FONDS		125.799	0,010%
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		321.507	0,025%
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENTEXCHANGE FUND		28.493	0,002%
Horizon Business SRI Dyn DBI-RDT		14.779	0,001%
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		15.571	0,001%
HOSTPLUS POOLED SUPERANNUATION TRUST		44.955	0,003%
HRW TESTAMENTARY TRUST NO. 1		3.552	0,000%
HRW TESTAMENTARY TRUST NO. 11.		787	0,000%
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,000%
HRW TESTAMENTARY TRUST NO. 2		2.539	0,000%
HRW TESTAMENTARY TRUST NO. 3		3.135	0,000%
HRW TESTAMENTARY TRUST NO. 6		411	0,000%
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,000%
HSBC ACTIONS MONDE		111.572	0,009%
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		119.561	0,009%
HSBC ETFs Public Limited Company		129	0,000%
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		8.293	0,001%
HSBC ETFs Public Limited Company - HSBC MSCI World UCITS ETF		13.197	0,001%
HSBC EURO ACTIONS		362.685	0,028%
HSBC GLOBAL INVESTMENT FUNDS		528.510	0,040%
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		22.978	0,002%
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		18.051	0,001%
HSBC INTERNATIONAL EQUITY INDEX FUND		6.327	0,000%
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		13.554	0,001%
HUMANIS RETRAITE DIVERSIFIE		503.183	0,039%
IBM 401(K) PLUS PLAN TRUST		78.149	0,006%
IBM PERSONAL PENSION PLAN TRUST		1.358	0,000%
IBM RETIREMENT PLAN		1.508	0,000%
IF IST - EUROPE INDEX SRI		9.133	0,001%
IF IST - GLOBE INDEX		7.690	0,001%
IF IST - GLOBE INDEX SRI		1.197	0,000%
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		358.791	0,027%
ILA - A-ILDSCG		2.038	0,000%
ILA - A-ILEZEQG		10.354	0,001%
ILA - A-ILGLOEQG		4.718	0,000%
ILA - A-ILGLOEQN		852	0,000%
ILA-A-ILSDMH		48.484	0,004%
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		21.659	0,002%
ILA-LA WORLD ESG SCREENED FUND		5.226	0,000%
ILLINOIS MUNICIPAL RETIREMENT FUND		136.648	0,010%
IMPAX INTERNATIONAL SUSTAINABLE ECONOMY FUND		196.630	0,015%
IMPERIAL INTERNATIONAL EQUITY POOL		3	0,000%
IMPERIAL OVERSEAS EQUITY POOL		1	0,000%

Anagrafica	CF/PI	Azioni	% sul C.S.
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,240%
ING DIRECT FONDO NARANJA CONSERVADOR FI		2.223	0,000%
ING DIRECT FONDO NARANJA DINAMICO FI		21.010	0,002%
ING DIRECT FONDO NARANJA MODERADO FI		14.644	0,001%
ING DIRECT SICAV		21.113	0,002%
INSPIRE INTERNATIONAL ETF		115.390	0,009%
INSTITUTIONAL RETIREMENT TRUST		7.916	0,001%
INTECH GLOBAL ALL COUNTRY ENHANCED INDEX FUND LLC		2.652	0,000%
INTEL RETIREMENT PLANS COLLECTIVE INVESTMENT TRUST		103.634	0,008%
INTER-AMERICAN DEVELOPMENT BANK POST-RETIREMENT BENEFITS FUN		24.802	0,002%
INTER-AMERICAN DEVELOPMENT BANK STAFF RETIREMENT FUND		62.959	0,005%
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		18.189	0,001%
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		8.766	0,001%
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		793.783	0,061%
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		782	0,000%
INTERNATIONAL EQUITIES SECTOR TRUST		967	0,000%
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		1.000	0,000%
INTERNATIONAL MONETARY FUND		30.572	0,002%
INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT		740	0,000%
INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN		3.825	0,000%
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		418.881	0,032%
Internationale Kapitalanlagegesellschaft mbH		19.866	0,002%
INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF		69.042	0,005%
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		47.358	0,004%
INVESCO FUNDS		18.101	0,001%
INVESCO GLOBAL BALANCED INDEX FUND UK		11.974	0,001%
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		1.449	0,000%
INVESCO INCOME ADVANTAGE INTERNATIONAL FUND		218	0,000%
INVESCO MARKETS II PLC		22.128	0,002%
INVESCO MARKETS III PLC		655	0,000%
INVESCO MSCI WORLD SRI INDEX FUND		601	0,000%
INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		149.468	0,011%
INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL		58.233	0,004%
INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL		35.150	0,003%
INVESTERINGSFORENINGEN BANKINVEST, BIX GLOBALE AKTIER ESG UNIVERSAL KL		21.114	0,002%
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		6.480	0,000%
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		7.745	0,001%
INVESTERINGSFORENINGEN DANSKE INVEST GLOBAL INDEKS KL		11.862	0,001%
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		29.269	0,002%
INVESTERINGSFORENINGEN DANSKE INVEST INDEX GLOBAL AC RESTRICTED - ACCUMULATING KL		10.194	0,001%
INVESTERINGSFORENINGEN DANSKE INVEST MIX OFFENSIV PLUS - AKKUMULERENDE KL		2.671	0,000%
INVESTERINGSFORENINGEN DANSKE INVEST SELECT FLEXINVEST AKTIER KL		60.166	0,005%
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION - AKKUMULERENDE KL		70.869	0,005%
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION 2 - AKKUMULERENDE KL		46.407	0,004%

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Anagrafica	CF/PI	Azioni	% sul C.S.
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL EQUITY SOLUTION KL		36.728	0,003%
INVESTERINGSFORENINGEN DANSKE INVEST SELECT GLOBAL RESTRICTED KL		6.896	0,001%
INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE		1.796	0,000%
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.977	0,000%
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI		24.633	0,002%
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		39.017	0,003%
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,002%
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		11.754	0,001%
INVESTITORI FLEXIBLE EQUITY ESG		8.200	0,001%
INVESTITORI PIAZZA AFFARI		33.300	0,003%
IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM		12.449	0,001%
IP ACTIONS EURO		10.036	0,001%
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		129.186	0,010%
IQ 500 INTERNATIONAL ETF		12.412	0,001%
IRCANTEC PAB AMUNDI		2.011	0,000%
IRISH LIFE ASSURANCE PLC		77.458	0,006%
IRISH LIFE ASSURANCE.		43.505	0,003%
IRR K LLC		4.519	0,000%
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,000%
ISHARES BLOCKCHAIN AND TECH ETF		5.332	0,000%
ISHARES CORE MSCI EAFE ETF		3.034.609	0,232%
ISHARES CORE MSCI EAFE IMI INDEX ETF		152.615	0,012%
ISHARES CORE MSCI EUROPE ETF		180.161	0,014%
ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF		319.134	0,024%
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		593.266	0,045%
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		2.973	0,000%
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		8.479	0,001%
ISHARES DOW JONES EUROZONE SUSTAINABILITY SCREENED UCITS ETF DE		25.657	0,002%
ISHARES ESG ADVANCED MSCI EAFE ETF		32.330	0,002%
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		5.405	0,000%
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		1.513.576	0,116%
ISHARES EURO STOXX UCITS ETF (DE)		181.733	0,014%
ISHARES II PUBLIC LIMITED COMPANY		1.841.205	0,141%
ISHARES III PUBLIC LIMITED COMPANY		949.740	0,073%
ISHARES INTERNATIONAL EQUITY FACTOR ETF		84.191	0,006%
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		4.457	0,000%
ISHARES IV PUBLIC LIMITED COMPANY		875.979	0,067%
ISHARES MSCI ACWI ETF		95.926	0,007%
ISHARES MSCI ACWI EX U.S. ETF		82.333	0,006%
ISHARES MSCI ACWI LOW CARBON TARGET ETF		39.344	0,003%
ISHARES MSCI EAFE ETF		1.629.428	0,125%
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		307.327	0,024%
ISHARES MSCI EAFE VALUE ETF		962.883	0,074%
ISHARES MSCI EUROPE FINANCIALS ETF		354.707	0,027%
ISHARES MSCI EUROPE IMI INDEX ETF		8.658	0,001%
ISHARES MSCI EUROZONE ETF		625.362	0,048%
ISHARES MSCI GLOBAL MULTIFACTORETF		6.480	0,000%
ISHARES MSCI INTL SIZE FACTOR ETF		497	0,000%
ISHARES MSCI ITALY ETF		871.561	0,067%
ISHARES MSCI KOKUSAI ETF		1.714	0,000%
ISHARES MSCI WORLD ETF		26.745	0,002%
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		2.244	0,000%

Anagrafica	CF/PI	Azioni	% sul C.S.
ISHARES PUBLIC LIMITED COMPANY		2.706.366	0,207%
ISHARES STOXX EUROPE 600 INSURANCE UCITS ETF DE		235.586	0,018%
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		297.986	0,023%
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		162.053	0,012%
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		894.263	0,068%
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.123.409	0,163%
ISHARES V PUBLIC LIMITED COMPANY		233.630	0,018%
ISHARES VI PUBLIC LIMITED COMPANY		116.655	0,009%
ISHARES VII PUBLIC LIMITED COMPANY		796.647	0,061%
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		63.168	0,005%
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,000%
ISHARES WORLD EQUITY FACTOR ETF		3.697	0,000%
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		3.662	0,000%
JANA PASSIVE GLOBAL SHARE TRUST		9.246	0,001%
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,000%
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.611.602	0,123%
JANUS HENDERSON INSTITUTIONAL EUROPEAN INDEX OPPORTUNITIES FUND		1.011	0,000%
JEFFREY LLC		7.080	0,001%
JNL INTERNATIONAL INDEX FUND		61.313	0,005%
JNL/DFA INTERNATIONAL CORE EQUITY FUND		7.181	0,001%
JNL/JPMORGAN GLOBAL ALLOCATION FUND		763	0,000%
JNL/MELLON MSCI WORLD INDEX FUND		3.130	0,000%
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		82.393	0,006%
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		12.437	0,001%
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		26.868	0,002%
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		34.448	0,003%
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		28.336	0,002%
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		17.679	0,001%
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		61.493	0,005%
JOSHUA GREEN CORPORATION		3.450	0,000%
JPM Multi Income Fund		41.776	0,003%
JPMORGAN BETABUILDERS EUROPE ETF		335.919	0,026%
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		111.594	0,009%
JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND		126.319	0,010%
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		72.398	0,006%
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		18.759	0,001%
JPMorgan Europe Strategic Dividend Fund		3.738	0,000%
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		8.727	0,001%
JPMORGAN FUNDS		407.322	0,031%
JPMORGAN GLOBAL ALLOCATION FUND		1.712	0,000%
JPMORGAN INCOME BUILDER FUND		119.817	0,009%
JPMORGAN INVESTMENT FUNDS		718.366	0,055%
JPMorgan Multi Balanced Fund		3.411	0,000%
JTW TRUST NO. 1 UAD 9/19/02.		2.645	0,000%
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,000%
JTW TRUST NO. 3 UAD 9/19/02.		2.827	0,000%
JTW TRUST NO. 5 UAD 9/19/02.		1.555	0,000%
JUNON ACTIONS OBLIGATIONS		138.783	0,011%
K INVESTMENTS SH LIMITED.		45.049	0,003%
KAISER FOUNDATION HOSPITALS		6.848	0,001%
KAISER PERMANENTE GROUP TRUST		10.051	0,001%

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Anagrafica	CF/PI	Azioni	% sul C.S.
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER		3.011	0,000%
KAPITALFORENINGEN EMD INVEST GLOBALE AKTIER III		49.460	0,004%
KAPITALFORENINGEN EMD INVEST VERDENSINDEKS		8.758	0,001%
KAPITALFORENINGEN INVESTIN PRO - GBL LARGE CAP MARKET NEU EQ C/O AQR CAPITAL MANAGEMENT LLC		528.036	0,040%
KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I		17.756	0,001%
KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX		15.833	0,001%
KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS		10.339	0,001%
KAPITALFORENINGEN MP INVEST EUROPAEISKE AKTIER		33.465	0,003%
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		162.824	0,012%
KATHERINE C MOORE CHARITABLE LEAD ANNUIT		968	0,000%
KBC ECO FUND WORLD		19.167	0,001%
KBC EQUITY FUND EUROPE		36.601	0,003%
KBC EQUITY FUND EUROZONE		614.207	0,047%
KBC EQUITY FUND EUROZONE DBI-RDT		45.316	0,003%
KBC EQUITY FUND SRI EUROZONE		815.340	0,062%
KBC EQUITY FUND SRI WORLD		198.845	0,015%
KBC Equity Fund World		172.467	0,013%
KBC Equity SRI World DBI-RDT		11.572	0,001%
KBC INST FUND EURO EQUITY		43.675	0,003%
KBC INST FUND SRI WORLD EQUITY		55.308	0,004%
KBC INSTITUTIONAL FUND SRI EURO		55.791	0,004%
KBI FUNDS ICAV		30.846	0,002%
KBI GLOBAL INVESTMENT FUND		12.196	0,001%
KFP MARKETABLE LLC		1.244	0,000%
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		31.853	0,002%
KOKUSAI EQUITY INDEX FUND, A S		14.322	0,001%
KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP		30.561	0,002%
KREBSHILFE-2-FONDS		6.000	0,000%
KUTXABANK GESTION SGIIC, S.A.		348.280	0,027%
KUTXABANK PENSIONES, S.A., SGFP		175.166	0,013%
L AND G ASSUR(PENS MGNT)LTD 1 LGIM PMC CSUF(36670) TESCO INDEX EQUITY TSGN (5270		17.523	0,001%
L AND G ASSUR(PENS MGNT)LTD 1 RAFI FUNDAMENTAL GLOBAL EQUITY LOW CARBON TRANSITION INDEX FUND3495		21.661	0,002%
La Francaise Systematic European Equities		71.144	0,005%
La Francaise Systematic Multi Asset Allocation		2.948	0,000%
LACERA MASTER OPEB TRUST		11.377	0,001%
LAKE AVENUE INVESTMENTS LLC		9.047	0,001%
LARGE CAP INTL PORTFOLIO OF DFA INV		154.290	0,012%
LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP		8.200	0,001%
LAZARD ASSET MANAGEMENT LLC		741	0,000%
LAZARD RETIREMENT GLOBAL DYNAMIC MULTI ASSET PORTFOLIO		20.689	0,002%
LBPAM 3 MOIS		701.046	0,054%
LBPAM ACTIONS DIVIDENDES EUROP		98.113	0,008%
LBPAM ISR ACTIONS 80		69.012	0,005%
LBPAM ISR ACTIONS EURO LARGE CAP		290.808	0,022%
LBPAM ISR ACTIONS EURO MIN VOL		4.991	0,000%
LBPAM ISR ACTIONS EUROPE 50		174.899	0,013%
LBPAM ISR AVENIR EURO		20.683	0,002%
LBPAM ISR STRATEGIE PEA 1		10.834	0,001%
LBPAM ISR STRATEGIE PEA 2		14.159	0,001%
LCL ACTIONS EURO CORE+		12.674	0,001%
LCL ACTIONS MONDE HORS EUROPE EURO		31.895	0,002%

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Anagrafica	CF/PI	Azioni	% sul C.S.
LEGAL & GENERAL ASSURANCE SOCIETY LIMITED		3.493	0,000%
LEGAL & GENERAL EUROPEAN INDEX TRUST		250.663	0,019%
LEGAL & GENERAL FUTURE WORLD CLIMATE CHANGE EQUITY FACTORS I		3.579	0,000%
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED FOSSIL FUEL EXCLU		9.143	0,001%
LEGAL & GENERAL FUTURE WORLD ESG DEVELOPED INDEX FUND		30.046	0,002%
LEGAL & GENERAL FUTURE WORLD ESG EUROPE EX UK INDEX FUND		6.832	0,001%
LEGAL & GENERAL ICAV.		155	0,000%
LEGAL & GENERAL MSCI EAFE FUND LLC		32.758	0,003%
LEGAL & GENERAL MSCI EAFE SL FUND LLC		30.799	0,002%
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		20.092	0,002%
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		203.452	0,016%
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY		8.793	0,001%
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		1.358.727	0,104%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		24.797	0,002%
LEGAL AND GENERAL CCF		22.767	0,002%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		43.781	0,003%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		485	0,000%
LEGAL AND GENERAL GLOBAL EQUITY INDEX FUND		11.824	0,001%
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		61.961	0,005%
LEGAL AND GENERAL UCITS ETF PLC		105.588	0,008%
LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF		437.503	0,033%
LGIASUPER		37.952	0,003%
LGIM MANAGERS (EUROPE) LIMITED		45.699	0,003%
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		399	0,000%
LIF-LYXOR MSCI WORLD CATHOL PR		4.486	0,000%
LMA IRELAND MAP501		3.166	0,000%
LMAP IRELAND ICAV - LMAP 909		10.133	0,001%
LMAP IRELAND ICAV - LMAP 910		9.135	0,001%
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,000%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.503	0,000%
LOF TargetNetZero Europe Equity		4.386	0,000%
LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM.		36.380	0,003%
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		152.159	0,012%
LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST		21.601	0,002%
LUCENT TECHNOLOGIES INC MASTER PENSION TRUST		1	0,000%
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW ESG (MARKET NEUTR		804.646	0,062%
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW SYSTEMATIC ALPHA		270.735	0,021%
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		446.272	0,034%
LUXCELLENCE-HELVETIA EUROP EQUITY		6.430	0,000%
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		16.168	0,001%
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		206.815	0,016%
LVIP SSGA INTERNATIONAL INDEX FUND		82.911	0,006%
LYXINDEX FUND - LYXOR MSCI EMU		26.721	0,002%
LYXOR CORE MSCI WORLD		41.987	0,003%
LYXOR FTSE MIB UCITS ETF		443.557	0,034%
LYXOR MSCI EUROPE ESG LEADERS		114.788	0,009%

Anagrafica	CF/PI	Azioni	% sul C.S.
LYXOR MSCI EUROPE UCITS ETF		28.748	0,002%
M INTERNATIONAL EQUITY FUND		4.004	0,000%
MACK EAFE EQUITY POOL		13.081	0,001%
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		16.849	0,001%
MACQUARIE INTERNATIONAL EQUITIES FUND		3.653	0,000%
MACQUARIE MULTI-FACTOR FUND		6.015	0,000%
MAIN I - UNIVERSAL - FONDS		12.933	0,001%
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		6.112	0,000%
MAN INSIGHT LIMITED		32	0,000%
MAN NUMERIC ALTERNATIVE RISK PREMIA VALUE.		52.886	0,004%
MANAGED PENSION FUNDS LIMITED		15.663	0,001%
MANDARINE EQUITY INCOME		4.876	0,000%
MANDARINE IMPROVERS		3.300	0,000%
MANDAT ACTION HGAM		215.978	0,017%
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		17.974	0,001%
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		21.209	0,002%
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.906	0,000%
MARIGOLD TACTICAL STRATEGIES LTD		2.076	0,000%
MARSHALL WACE COMMON CONTRACTUAL FUND - MWCCF WORLD TOPS 130/30 FUND		39.067	0,003%
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 130/3		22.191	0,002%
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/5		45.421	0,003%
MARSHALL WACE COMMON CONTRACTUAL FUND-MWCCF WORLD TOPS 150/50 FUND.		79.961	0,006%
MARSHALL WACE INV STRAT EUROPEAN TOPS		1.132	0,000%
MARSHALL WACE INVESTMENT STRATEGIES-SYSTEMATIC ALPHA PLUS FD C/O MARSHALL WACE LLP		6.877	0,001%
MARSHALL WACE INVESTMENT STRATEGIES-TOPS GLOBAL EQUITIES LE		171.625	0,013%
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND		291.908	0,022%
MARSHALL WACE MASTER FDS SPC SP		29.796	0,002%
MARSHALL WACE MASTER FUNDS SPC - SP ALPHA PLUS FUND		8.019	0,001%
MARSHALL WACE MASTER FUNDS SPC-SP ALPHA PLUS FUND		330.467	0,025%
MARYLAND STATE RETIREMENT PENSION SYSTEM		99.421	0,008%
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		15.687	0,001%
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,000%
MATB MSCI KOKUSAI INDEX MOTHER FUND		6.775	0,001%
MBB PUBLIC MARKETS I LLC		43.462	0,003%
MBB SMART FUND C LLC		14.329	0,001%
MBB SMART FUND P LLC		12.148	0,001%
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		25.325	0,002%
MDPIM INTERNATIONAL EQUITY INDEX POOL		21.078	0,002%
MEDIOLANUM BEST BRANDS - DYNAMIC INTERNATIONAL VALUE OPPORTU		10.064	0,001%
MERCER GE INTERNATIONAL EQUITY FUND		51.950	0,004%
MERCER GLOBAL EQUITY FUND		34.419	0,003%
MERCER INDEXED INTERNATIONAL SHARES FUND		37.972	0,003%
MERCER NONUS CORE EQUITY FUND		262.370	0,020%
MERCER PASSIVE INTERNATIONAL SHARES FUND		34.338	0,003%
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		2.084	0,000%
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,001%
MERCER QIF COMMON CONTRACTUAL FUND		128.071	0,010%
MERCER UCITS COMMON CONTRACTUALFUND		31.680	0,002%

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Anagrafica	CF/PI	Azioni	% sul C.S.
MERCER UNHEDGED OVERSEAS SHARES TRUST		176.540	0,014%
MERCER WHOLESALE FUNDS		1.392	0,000%
MERCK AND CO INC MASTER RETIREMENT TRUST		111.328	0,009%
METIS EQUITY TRUST- METIS INTERNATIONAL CLIMATE ALIGNED INDE		2.193	0,000%
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,001%
METROPOLITAN LIFE INSURANCE COMPANY		21.477	0,002%
MGI FUNDS PLC		59.781	0,005%
MH AMUNDI ACTIONS EURO		118.010	0,009%
MICHAEL AND MAIRA CAREN TRUST 930		1.120	0,000%
MICHIGAN CATHOLIC CONFERENCE		696	0,000%
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,000%
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		16.260	0,001%
MIDDLETOWN WORKS HOURLY AND SALARIED UNION		706	0,000%
MIGROS BANK (LUX) FONDS 30		1.100	0,000%
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,000%
MIGROS BANK (LUX) FONDS 50		920	0,000%
MINE SUPERANNUATION FUND		22.327	0,002%
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	29,257%
MINISTRY OF ECONOMY AND FINANCE		249.924	0,019%
MISSOURI EDUCATION PENSION TRUST		285.662	0,022%
MOA INTERNATIONAL FUND		610.040	0,047%
MOBIUS LIFE LIMITED		13.906	0,001%
MOMENTUM GLOBAL FUNDS		15.906	0,001%
MORELLI FRANCESCO	MRLFNC60D28E716Q	110	0,000%
MORGAN STANLEY FUNDS (UK) - GLOBAL BALANCED INCOME FUND		126	0,000%
MORGAN STANLEY FUNDS (UK) - MULTI-ASSET SUSTAINABLE MODERATE FUND		182	0,000%
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		2.193	0,000%
MORGAN STANLEY INVESTMENT FUNDS		9.293	0,001%
MORGAN STANLEY PATHWAY FUNDS -		14.934	0,001%
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		139	0,000%
MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		3.441	0,000%
MOTHER CABRINI HEALTH FOUNDATION INC		28.842	0,002%
MOUNT HATTON INVESTMENTS LIMITED		32.116	0,002%
MS HORIZONS MULTIACTIVOS GLOBAL PRUDENTE FUND		326	0,000%
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,001%
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		167.871	0,013%
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		30.113	0,002%
MUL- LYX FTSE IT ALL CAP PIR 2		11.575	0,001%
MUL-LYX NET ZERO 50 SP EUROZ C		254.566	0,019%
MULTI UNITS LUX-LYXOR CORE MSC		44.681	0,003%
MULTIFLEX SICAV		3.638	0,000%
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		200.844	0,015%
MWIS TOPS GLOBAL EQUITIES LE FDAC		5.161	0,000%
MWIS TOPS World Equities AC		24.414	0,002%
NATIONAL BANK FINANCIAL INC		2.386	0,000%
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,001%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		135.099	0,010%
NATIONAL EMPLOYMENT SAVINGS TRUST		657.819	0,050%
NATIONAL TREASURY MANAGEMENT AGCY		6.638	0,001%
NATIONWIDE INTERNATIONAL INDEX FUND		26.701	0,002%
NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST		30.767	0,002%
NATWEST ST JAMES'S PLACE GLOBALEQUITY UNIT TRUST		46.054	0,004%
NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST		41.947	0,003%

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Anagrafica	CF/PI	Azioni	% sul C.S.
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,000%
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		90.516	0,007%
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE		9.374	0,001%
NBIMC EAFE EQUITY INDEX FUND.		1.530	0,000%
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		57.842	0,004%
NEUALT LLC		31.713	0,002%
NEW AIRWAYS PENSION SCHEME		310	0,000%
NEW YORK STATE COMMON RETIREMENT FUND		47.605	0,004%
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		815.452	0,062%
NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POW		2.129	0,000%
NFS LIMITED		4.962	0,000%
NGS SUPER		1.885	0,000%
NILUS UNIVERSAL FONDS		35.000	0,003%
NMTB/NIK KOKUSAI-NH 935026		19.560	0,001%
NORDEA EUROPEAN PASSIVE FUND		8.207	0,001%
NORDEA GLOBAL PASSIVE FUND		17.185	0,001%
NORDEA WORLD PASSIVE FUND		13.513	0,001%
NORGES BANK		12.351.678	0,946%
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		128.609	0,010%
NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND.		96.479	0,007%
NORTHERN GLOBAL SUSTAINABILITY INDEX FUND		33.292	0,003%
NORTHERN LIGHTS FUND TRUST IV		21.454	0,002%
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		17.832	0,001%
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		24.961	0,002%
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		23.284	0,002%
NORTHERN TRUST COMMON EAFE INDEX FUND NON-LENDING		63.404	0,005%
NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST		946.405	0,072%
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		516.280	0,040%
NORTHERN TRUST UCITS FGR FUND		84.897	0,006%
NOW PENSIONS TRUST		7.170	0,001%
NSP MINNESEOTA RETAIL PRAIRIE II		4.235	0,000%
NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,000%
NSP MONTICELLO MINNESOTA RETAIL		6.527	0,000%
NT WORLD GREEN TRANSITION INDEX FUND		488	0,000%
NTUC INCOME INSURANCE CO OPERATIVE LIMITED		1.919	0,000%
NUVEEN TIAA INTERNATIONAL EQUITY INDEX FUND		22.847	0,002%
NV HAGELUNIE		3.804	0,000%
NVIT INTERNATIONAL INDEX FUND		38.198	0,003%
NZAM EURO STOXX PARIS-ALIGNED		1.162	0,000%
OHIO NATIONAL FUND, INC.-ON BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		9.074	0,001%
OHMAN MARKNAD GLOBAL		14.000	0,001%
OLD WESTBURY LARGE CAP STRATEGIES FUND		1.785.400	0,137%
ONEMARKETS ITALY ICAV		6.795	0,001%
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		19.681	0,002%
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEXPOOL		25.520	0,002%
OP CUSTODY LTD		10.628	0,001%
OPENWORLD PUBLIC LIMITED COMPANY		405	0,000%
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		147.448	0,011%
OSSIAM LUX		299.496	0,023%
OSTRUM SRI EURO MINVOL EQUITY		19.311	0,001%

Anagrafica	CF/PI	Azioni	% sul C.S.
OSTRUM SRI EUROPE EQUITY		251.393	0,019%
PANAGORA RISK PARITY MULTI ASSET MASTER FUND LTD		20.043	0,002%
PCA TAX SHELTERED ANNUITY PLAN		3.023	0,000%
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.082	0,000%
PENSIOENFONDS METAAL OFP		44.920	0,003%
PENSION BENEFIT GUARANTY CORPORATION		105.235	0,008%
PENSION RESERVES INVESTMENT TRUST FUND		52.548	0,004%
PEOPLE'S BANK OF CHINA		436.162	0,033%
PGGM SPD (DMAEMFGL)PGGM SPD DMAE MULTIFACTOR GLOBAL		108.937	0,008%
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.740	0,000%
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,000%
PICTET - EUROPE INDEX		47.757	0,004%
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		28.827	0,002%
PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES		5.218	0,000%
PICTET CH - GLOBAL EQUITIES		6.137	0,000%
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		12.635	0,001%
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL		13.998	0,001%
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,001%
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,000%
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		3.417	0,000%
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		11.344	0,001%
PICTET TOTAL RETURN		110.519	0,008%
PICTET TOTAL RETURN DIVERSIFIED ALPHA		113.376	0,009%
PICTET-EUROLAND INDEX		30.363	0,002%
PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND		1.078	0,000%
PIMCO EQUITY SERIES: PIMCO DIVIDEND AND INCOME FUND		9.979	0,001%
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		88.207	0,007%
PINEBRIDGE FUND SERIES - PINEBRIDGEEUROPE EQUITY FUND		39.153	0,003%
PINEBRIDGE GLOBAL FUNDS		20.199	0,002%
PINNACLE PLATO GBL LOW CARBON FD		440	0,000%
Pirisino Lorenzo		500	0,000%
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH		3.090	0,000%
PK CSG World Equity UBS Fund Management Switzerland AG		10.169	0,001%
PLATINUM ARROW TRUST		7.841	0,001%
PLATO GLOBAL SHARES INCOME FUND.		26.493	0,002%
PLATO INST I FUND EURO EQUITY		11.638	0,001%
PLATO INST I FUND EUROPEAN EQUITY		30.635	0,002%
Plato Instit Index Fnd World DBI-RDT		3.794	0,000%
Plato RI World		2.142	0,000%
PLEIADES TRUST		79.666	0,006%
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,000%
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		71.439	0,005%
POOL REINSURANCE CO LTD		5.952	0,000%
PRAXIS INTERNATIONAL INDEX FUND		66.474	0,005%
prevoyance ne fund prevoyance ne global assets UBS Fund Management Switzerland		924	0,000%
PRIME SUPER		1.818	0,000%
PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX		31.207	0,002%
PRINCIPAL FUNDS INC OVERSEAS FUND		14.132	0,001%
PrivilEdge - JP Morgan Pan European Flexible Equity		71.538	0,005%
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,000%
PRO-GEN INVESTMENTS LLC		256	0,000%
PROJECT 121/160-70 (P)		970	0,000%

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Anagrafica	CF/PI	Azioni	% sul C.S.
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		25.766	0,002%
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.797	0,000%
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		137	0,000%
PROVIDENCE ST. JOSEPH HEALTH LONG TERM PORTFOLIO		1.648	0,000%
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		34.067	0,003%
PRUDENTIAL HONG KONG LIMITED		543.045	0,042%
PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY		54.965	0,004%
PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST		19.406	0,001%
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		12.317	0,001%
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		1.526.137	0,117%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		94.300	0,007%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		12.292	0,001%
PUBLIC EMPLOYEES RETIREMENT SYSTEM 0F OHIO		49.437	0,004%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI		76.699	0,006%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		209.733	0,016%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		57.446	0,004%
PUBLIC SCHOOL TEACHERS' PENSION AND RETIREMENT FUND OF CHICAGO		29.120	0,002%
PUBLIC SECTOR PENSION INVESTMENT BOARD.		2.498	0,000%
Putm Authorised Contractual Scheme - Putm Acs European Ex UK Fund		328.246	0,025%
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		321.250	0,025%
QANTAS SUPERANNUATION LIMITED AS TRUSTEE FOR THE QANTAS SUPERANNUATION PLAN		470	0,000%
QIC INTERNATIONAL EQUITIES FUND.		5.359	0,000%
QUALITY EDUCATION FUND		817	0,000%
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,066%
RBC QUANT EAFE DIVIDEND LEADERS ETF		1	0,000%
RBC QUANT EUROPEAN DIVIDEND LEADERS ETF		1	0,000%
RBC QUBE GLOBAL EQUITY FUND		1	0,000%
ReAssure Limited		127.852	0,010%
RECORD INVEST SCA SICAV RAIF		4.669	0,000%
REGIME DE RENTES DU MOUVEMENT DESJARDINS		19.518	0,001%
RETAIL EMPLOYEES SUPERANNUATIONTRUST		62.196	0,005%
RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT		33.161	0,003%
RETIREMENT BENEFITS INVESTMENT FUND		3.755	0,000%
Reusser Jürg		6.000	0,000%
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		328.736	0,025%
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		11.915	0,001%
RHUMBLINE LOW CARBON INDEX FUNDLLC		18.077	0,001%
RLA International Equities Fund		12.400	0,001%
ROBECO CAPITAL GROWTH FUNDS		56.960	0,004%
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,002%
ROBECO UMBRELLA FUND I N.V.		2.645	0,000%
ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND		2.430	0,000%
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,001%
ROPS EURO P		66.805	0,005%
ROPS-SMART INDEX EURO		108.033	0,008%
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.436	0,006%
RPAQ 2015 FUND LP		6.762	0,001%
RT VIF VERSICHERUNG INTERNATIONAL FONDS		43.400	0,003%
RTX SAVINGS PLAN MASTER TRUST		148.085	0,011%

Anagrafica	CF/PI	Azioni	% sul C.S.
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		14.482	0,001%
RUSSELL INVESTMENT COMPANY MULTIASSET GROWTH STRATEGY FUND		13.002	0,001%
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.600	0,001%
RUSSELL INVESTMENT COMPANY MULTISTRATEGY INCOME FUND		2.133	0,000%
RUSSELL INVESTMENT COMPANY PLC		30.158	0,002%
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND LEVEL 28		7.081	0,001%
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC MULTI ASSET COR E PLUS FUND		87.308	0,007%
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS LLC SUSTAINABLE MULTI ASSET I-ASSET GROW		13.907	0,001%
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.797	0,000%
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.137	0,000%
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		2.680	0,000%
Russell Investments Sustainable Global Shares Fund		3.836	0,000%
RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL		1.123	0,000%
RUTGERS THE STATE UNIVERSITY		7.378	0,001%
S. ROBSON WALTON 1999 CHILDRENS TRUST		1.330	0,000%
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		1.240	0,000%
S. ROBSON WALTON 2010 TRUST		3.114	0,000%
SABADELL EUROPA BOLSA ESG, FI		256.009	0,020%
SAKKARAH 7 FCP		10.871	0,001%
SAMSUNG GLOBAL CORE EQUITY FUND		1.721	0,000%
SAS TRUSTEE CORPORATION POOLED FUND		215.995	0,017%
SBC MASTER PENSION TRUST		8.896	0,001%
SCHLUMBERGER GROUP TRUST AGREEMENT		12.618	0,001%
SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF.		2.030	0,000%
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		344.602	0,026%
SCHRODER GLOBAL QUALITY FUND (CANADA)		1.402	0,000%
SCHRODER GLOBAL SUSTAINABLE EQUITY FUND		14.977	0,001%
SCHRODER GLOBAL VALUE FUND		48.647	0,004%
SCHRODER INSTITUTIONAL POOLED FUNDS		3.194	0,000%
SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST		270.122	0,021%
SCHRODER INTERNATIONAL SELECTION FUND		148.175	0,011%
SCHRODER MANAGED BALANCED FUND		3.900	0,000%
SCHRODER PENSION MANAGEMENT LIMITED		16.438	0,001%
SCHRODER QEP GLOBAL ACTIVE VALUE FUND		24.212	0,002%
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		123.145	0,009%
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		324.304	0,025%
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX FUND		68.515	0,005%
SCHWAB INTERNATIONAL EQUITY ETF		820.988	0,063%
SCHWAB INTERNATIONAL INDEX FUND		252.540	0,019%
SCOTIA INTERNATIONAL EQUITY INDEX FUND		1.036	0,000%
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		5.826	0,000%
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		915	0,000%
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		60.410	0,005%
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		57.208	0,004%
SCOTTISH WIDOWS MANAGED INVESTMENT FUNDS ICVC-INTERNATIONAL EQUITY TRACKER FUND		1.952	0,000%
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.522	0,000%
SEB AKTIENFONDS		27.731	0,002%
SEEYOND		34.829	0,003%

Anagrafica	CF/PI	Azioni	% sul C.S.
SEI GLOBAL MASTER FUND PLC THE		4.015	0,000%
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		28.394	0,002%
SEI INSTITUTIONAL MANAGED TRUST - MULTI-ASSET ACCUMULATION FUND		8.102	0,001%
SELECTION EURO ENVIRONNEMENT (MAI 2022)		194.514	0,015%
SELFFINANCING POSTSECONDARY EDUCATION FUND		277	0,000%
SELIGSON AND CO EUROPE INDEX FUND		30.202	0,002%
SEMPRA ENERGY PENSION MASTER TRUST		4.628	0,000%
SENTINEL INTERNATIONAL FUND		1.046	0,000%
SG ACTIONS INTERNATIONALES		16.061	0,001%
SGA INTERNATIONAL EQUITY CIT		17.683	0,001%
SHELL CANADA 2007 PENSION PLAN		407	0,000%
SHELL NEDERLAND PENSIOENFONDS STICHTING		3.596	0,000%
SHELTON INTERNATIONAL SELECT EQUITY FUND		31.708	0,002%
SHERIFFS PENSION AND RELIEF FUND		4.086	0,000%
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		80	0,000%
SIEMENS BALANCED		12.018	0,001%
SIEMENS EMU EQUITIES		37.682	0,003%
SIEMENS-FONDS SIEMENS-RENTE		54.879	0,004%
SIENNA IRC ACTIONS		92.270	0,007%
SIJOITUSRAHASTO UB EUROOPPA AI		8.600	0,001%
Simplicity Hedged Global Share Fund		11.335	0,001%
Simplicity Unhedged Global Share Fund		7.011	0,001%
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		1.032.314	0,079%
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		345.556	0,026%
SLW PORTFOLIO LLC		256	0,000%
SOCIAL PROTECTION FUND		10.509	0,001%
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.817	0,000%
SPA MANDATE BLACKROCK		19.107	0,001%
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		493.857	0,038%
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		9.588	0,001%
SPDR MSCI EAFE STRATEGICFACTORSETF		8.925	0,001%
SPDR MSCI WORLD STRATEGICFACTORS ETF		664	0,000%
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		239.860	0,018%
SPDR PORTFOLIO EUROPE ETF		10.254	0,001%
SPDR SP WORLD EX AUSTRALIA FUND		5.299	0,000%
SPP GENERATION 40-TAL		3.800	0,000%
SPP GENERATION 50-TAL		24.909	0,002%
SPP GENERATION 60-TAL		15.755	0,001%
SPP GENERATION 70-TAL		43.080	0,003%
SPP GENERATION 80-TAL		43.477	0,003%
SPRING 625		33.482	0,003%
SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND		3.465	0,000%
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		36	0,000%
SSB MSCI EUROPE SCREENED INDEX NONLENDING COMMON TRUST FUND		6.755	0,001%
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.924	0,027%
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		1.959	0,000%
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		46.275	0,004%
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		128.891	0,010%
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		2.051.256	0,157%
ST PF STAPLES MANDATE ALLIANCE CAPITAL		2.680	0,000%
ST PFD PMA MANDATE BLACKROCK		4.654	0,000%
ST. MARY'S HEALTHCARE		152	0,000%
ST. PF VOOR DE ARCHITECTENBUREAUS-DME SS		4.301	0,000%

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Anagrafica	CF/PI	Azioni	% sul C.S.
ST.PF VOOR DE ARCHITECTENBUREAUS-DME AMU		5.514	0,000%
STANDARD BANK OF SOUTH AFRICA LTD		77.840	0,006%
STANLIB FUNDS LIMITED		46.529	0,004%
STAR PASTEUR		17.656	0,001%
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		22.184	0,002%
STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD		34.222	0,003%
STATE OF MINNESOTA		197.753	0,015%
STATE OF NEW JERSEY COMMON PENSION FUND D		181.175	0,014%
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		28.540	0,002%
STATE OF WISCONSIN INVESTMENT BOARD		116.229	0,009%
STATE OF WYOMING		35.470	0,003%
STATE STREET CCF		2.497	0,000%
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		3.141	0,000%
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		260.988	0,020%
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		110.112	0,008%
STATE STREET GLOBAL INDEX PLUS TRUST		2.018	0,000%
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		94.478	0,007%
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		6.100	0,000%
STATE STREET IRELAND UNIT TRUST		17.288	0,001%
STATE STREET TOTAL RETURN VIS FUND		4.407	0,000%
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		746.601	0,057%
STATE UNIVERSITIES RETIREMENT SYSTEM		123.670	0,009%
STELLAR INSURANCE, LTD.		1.459	0,000%
STERLING CAPITAL BEHAVIORAL INTERNATIONAL EQUITY FUND		92.750	0,007%
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,000%
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET		462	0,000%
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,006%
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR		3.886	0,000%
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF		23.550	0,002%
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF		9.146	0,001%
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		12.076	0,001%
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		154.149	0,012%
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		121.122	0,009%
STICHTING BLUE SKY LIQUID ASSET FUNDS		40.630	0,003%
STICHTING BPL PENSIOEN MANDAAT BLACKROCK		56.156	0,004%
STICHTING CZ FUND DEPOSITARY		7.289	0,001%
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		162.949	0,012%
STICHTING HEINEKEN PENSIOENFONDS		14.109	0,001%
STICHTING ING CDC PENSIOENFONDS		6.407	0,000%
STICHTING MN SERVICES		143.651	0,011%
STICHTING MN SERVICES AANDELENFO ND		27.094	0,002%
STICHTING NN CDC PENSIOENFONDS		1.249	0,000%
STICHTING PENSIOENFONDS ABP		851.448	0,065%
STICHTING PENSIOENFONDS APF.		13.011	0,001%
STICHTING PENSIOENFONDS HOOGOVENS		2.079	0,000%
STICHTING PENSIOENFONDS ING		9.697	0,001%
STICHTING PENSIOENFONDS MEDISCH SPECIALISTEN		22.345	0,002%
STICHTING PENSIOENFONDS NOTARIAAT		2.330	0,000%
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		7.031	0,001%
STICHTING PENSIOENFONDS PGB		594.536	0,046%
STICHTING PENSIOENFONDS PROVISUM		2.224	0,000%
STICHTING PENSIOENFONDS SAGITTARIUS		10.484	0,001%

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Anagrafica	CF/PI	Azioni	% sul C.S.
STICHTING PENSIOENFONDS TANDARTSEN EN TANDARTS-SPECIALISTEN		1.747	0,000%
STICHTING PENSIOENFONDS UWV		19.417	0,001%
STICHTING PENSIOENFONDS VOOR HUISARTSEN		54.699	0,004%
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		43.226	0,003%
STICHTING PGGM DEPOSITARY		144.494	0,011%
STICHTING PHILIPS PENSIOENFONDS		8.317	0,001%
STICHTING PME PENSIOENFONDS		63.943	0,005%
STOREBRAND EUROPA		353.836	0,027%
STOREBRAND EUROPA PLUS		29.444	0,002%
STOREBRAND GLOBAL ALL COUNTRIES		181.885	0,014%
STOREBRAND LIVSFORSIKRING AS		273.370	0,021%
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,001%
STRATEGY SICAV		1.521	0,000%
SUBSIDIZED SCHOOLS PROVIDENT FUND		3.999	0,000%
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.043	0,002%
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		659	0,000%
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		3.155	0,000%
SWISS NATIONAL BANK		1.155.949	0,089%
SYCOMORE INCLUSIVE JOBS		239.616	0,018%
T. ROWE PRICE FOREIGN INVESTMENT, INC		2.839	0,000%
T. ROWE PRICE FUNDS SICAV		14	0,000%
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		26.500	0,002%
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		56.915	0,004%
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.190	0,000%
TANGERINE BALANCED GROWTH PORTFOLIO		7.529	0,001%
TANGERINE BALANCED INCOME PORTFOLIO		667	0,000%
TANGERINE BALANCED PORTFOLIO		5.023	0,000%
TANGERINE EQUITY GROWTH PORTFOLIO		9.862	0,001%
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		23.194	0,002%
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		309.768	0,024%
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		88.474	0,007%
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		4.977	0,000%
TD EUROPEAN INDEX FUND		2.777	0,000%
TD INTERNATIONAL EQUITY INDEX ETF		29.774	0,002%
TEACHER RETIREMENT SYSTEM OF TEXAS		271.897	0,021%
TEACHERS RETIREMENT ALLOWANCES FUND		1	0,000%
TEACHERS' RETIREMENT SYSTEM OF OKLAHOMA		73.937	0,006%
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		31.796	0,002%
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		364.087	0,028%
TELSTRA SUPERANNUATION SCHEME		11.054	0,001%
TEXAS PERMANENT SCHOOL FUND CORP		88.534	0,007%
TEXAS PERMANENT SCHOOL FUND CORPORATION		18.041	0,001%
TEXAS UTILITIES QUAL NDT PARTNERSHIP		2.393	0,000%
THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO		27.581	0,002%
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		140.827	0,011%
THE ANNENBERG FOUNDATION.		5.501	0,000%
THE ARROWSTREET COMMON CONTRACTUAL FUND		162.774	0,012%
THE ASSOCIATED BRITISH FOODS PENSION SCHEME		128.871	0,010%
THE BANK OF KOREA		1.168	0,000%
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV		98.769	0,008%
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		77.518	0,006%
THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE		61.987	0,005%

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Anagrafica	CF/PI	Azioni	% sul C.S.
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		1.719	0,000%
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.616	0,000%
THE COMMONWEALTH FUND		1.507	0,000%
THE DAVID A DUFFIELD TRUST UAD 07/14/88		3.296	0,000%
THE ESB PENSION FUND		14.100	0,001%
THE FIRST CHURCH OF CHRIST SCIENTIST		1.046	0,000%
THE GREATER MANCHESTER PENSION FUND.		51.312	0,004%
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		2.359	0,000%
THE HKSAR GOVERNMENT SCHOLARSHIP FUND		231	0,000%
THE LF ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		1.679	0,000%
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		10.095	0,001%
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		674	0,000%
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		48.514	0,004%
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL		55.376	0,004%
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		7.495	0,001%
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE M		5.850	0,000%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: AXA IM GLOBAL EX JAPAN EQUITY MOTHER FUND		41.659	0,003%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		221	0,000%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,000%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400031129		3.374	0,000%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		8.854	0,001%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		32.088	0,002%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT T		42.544	0,003%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		15.892	0,001%
THE MINDEROO FOUNDATION TRUST		2.999	0,000%
THE MISSOURI FOUNDATION FOR HEALTH		8.979	0,001%
THE MONETARY AUTHORITY OF SINGAPORE		15.315	0,001%
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		3.538	0,000%
THE NEMOURS FOUNDATION PENSION PLAN		471	0,000%
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		15.886	0,001%
THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO		483	0,000%
THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT		1.909	0,000%
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		113.400	0,009%
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		577.453	0,044%
THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND		645.669	0,049%
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		12.040	0,001%
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		103.074	0,008%
THE TRUSTEES OF THE HENRY SMITH CHARITY		8.838	0,001%
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,000%
THE WALT DISNEY COMPANY RETIREMENT PLAN MASTER TRUST		8.403	0,001%
THEAM QUANT - EQUITY EUROPE DEFI		37.749	0,003%
THEAM QUANT - EQUITY EUROZONE DEFI		26.307	0,002%
THEAM QUANT - EQUITY WORLD DEFI		11.238	0,001%
THEAM QUANT - NEW ENERGY OPPORTUNITIES		5.293	0,000%
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		75.506	0,006%

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Anagrafica	CF/PI	Azioni	% sul C.S.
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,000%
THRIFT SAVINGS PLAN		465.976	0,036%
THRIFT SAVINGS PLAN		1.508.162	0,115%
THRIVENT INTERNATIONAL INDEX PORTFOLIO		5.385	0,000%
TIAACREF INTERNATIONAL EQUITY INDEX FUND		707.829	0,054%
TIMOTHY PLAN INTERNATIONAL ETF.		30.484	0,002%
TIMOTHY PLAN MARKET NEUTRAL ETF		13.932	0,001%
TMI 2 SOLUTIONS TAX QUALIFIED NUCLEAR DECOMMISSIONING TRUST		2.594	0,000%
TOCQUEVILLE FINANCE ISR		6.100	0,000%
TONI ACTIONS ISR 100		81.674	0,006%
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,002%
TRANSAMERICA INTERNATIONAL EQUITY INDEX VP		2.795	0,000%
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		3.936	0,000%
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT		112.646	0,009%
TRINITY COLLEGE CAMBRIDGE		9.460	0,001%
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,001%
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		2.731	0,000%
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		33.091	0,003%
TRUST & CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,000%
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		18.196	0,001%
TRUST UNDER EXECUTIVE BENEFIT PLAN(S) FOR CERTAIN BELLSOUTH		4.708	0,000%
TSGX SOLACT ESG TBACO EX UNHG(3387)		2.989	0,000%
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC		2	0,000%
TWO SIGMA ABSOLUTE RETURN PORTFOLIO LLC. C/O CORPORATION SERVICE COMPANY		15.919	0,001%
TWO SIGMA ABSOLUTE RETURN-PORTFOLIO LLC - EMEA TRADING		118.704	0,009%
TWO SIGMA INTERNATIONAL CORE		36.300	0,003%
TWO SIGMA WORLD CORE FUND LP		17.000	0,001%
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,000%
UBS (IRL) ETF PLC		189.327	0,014%
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		835.916	0,064%
UBS (LUX) EQUITY SICAV - EUROPEAN - HIGH DIVIDEND (EUR)		143.143	0,011%
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		64.205	0,005%
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		172.624	0,013%
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.681	0,000%
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		929	0,000%
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		447	0,000%
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		2.958	0,000%
UBS ASSET MANAGEMENT LIFE LTD		197.319	0,015%
UBS COMMON CONTRACTUAL FUND		19.992	0,002%
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		14.826	0,001%
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF PROFOND GAVIA FUND-AKTIEN WELT		103.869	0,008%
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUN		18.766	0,001%
UBS FUND MANAGEMENT (SWITZERLAND) AG.		262.625	0,020%
UBS FUND MANAGEMENT(LUXEMBOURG) SA		132.092	0,010%
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		8.047	0,001%
UBS LUX FUND SOLUTIONS		1.107.038	0,085%

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Anagrafica	CF/PI	Azioni	% sul C.S.
UI-FONDS BAV RBI AKTIEN		41.907	0,003%
UI-S		10.191	0,001%
UNIDIVIDENDENASS		26.993	0,002%
UNIFIED ACCUMULATIVE PENSION FUND JOINT STOCK COMPANY		3.908	0,000%
UNIGEST, S.G.I.I.C., S.A.U.		25.140	0,002%
UNIGLOBAL DIVIDENDE		52.898	0,004%
UNISUPER		6.463	0,000%
UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE		2.571	0,000%
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,000%
UNIVERSAL INVESTMENT GESELLSCHAFT MBH		776.739	0,059%
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		19.853	0,002%
UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO UMWELT UND NACHHALTIGKEITS FONDS		6.828	0,001%
UNIVERSAL INVESTMENT GMBH		50.500	0,004%
Universal-Investment-Gesellschaft mbH		111.835	0,009%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		6.504	0,000%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR EPX-ASUS-SHARES		38.288	0,003%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		3.377	0,000%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		10.218	0,001%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		18.344	0,001%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		8.097	0,001%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,000%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/SAI-UNIVERSAL-FONDS SEGMENT (UI491401)		57.034	0,004%
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		2.790	0,000%
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR PROUIFONDS SAA		48.888	0,004%
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		3.811	0,000%
UNIVERSE THE CMI GLOBAL NETWORK FUND - CMI CONTINENTAL EURO		38.899	0,003%
UNIVERSITIES SUPERANNUATION SCHEME		4.468	0,000%
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,001%
US LEGACY INCOME COMMON TRUST FUND		109.296	0,008%
USAA CASUALTY INSURANCE COMPANY		6.418	0,000%
USAA GENERAL INDEMNITY COMPANY		3.500	0,000%
UTAH STATE RETIREMENT SYSTEMS		53.430	0,004%
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL		35.771	0,003%
VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SP		23.470	0,002%
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		65.033	0,005%
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		49.236	0,004%
VANECK ETFS N.V.		139.969	0,011%
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		11.362	0,001%
VANGUARD DEVELOPED MARKETS INDEX FUND		3.806.284	0,291%
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		11.098	0,001%
VANGUARD ESG INTERNATIONAL STOCK ETF		71.158	0,005%
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		11.930	0,001%
VANGUARD EUROPEAN STOCK INDEX FUND		936.589	0,072%
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		78.497	0,006%

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Anagrafica	CF/PI	Azioni	% sul C.S.
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		436.973	0,033%
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		3.046.914	0,233%
VANGUARD FTSE ALL WORLD EX US INDEX FUND		908.668	0,070%
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		68.526	0,005%
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		4.915	0,000%
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		5.989	0,000%
VANGUARD FUNDS PUBLIC LIMITED COMPANY		576.026	0,044%
VANGUARD INTERNATIONAL SHARES INDEX FUND		174.500	0,013%
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		12.045	0,001%
VANGUARD INTL HIGH DIV YLD INDEX FD		272.438	0,021%
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		499.581	0,038%
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		10.404	0,001%
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DEVELOPED WRLD CMMN CONT FD		7.111	0,001%
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD/VANG FTSE DVLPD WRLD EX UK CMN CNT FD		10.945	0,001%
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		128.461	0,010%
VANGUARD INVESTMENTS II CCF - VANGUARD SRI FTSE DEVELOPED WORLD II (B) CCF		12.396	0,001%
VANGUARD INVESTMENTS II CCF/VANGUARD SRI FTSE DEVELOPED EUROPE II CCF		7.158	0,001%
VANGUARD INVESTMENTS II CCF-VANGUARD SRI FTSE DEVELOPED WORLD II CCF		2.277	0,000%
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.284.662	0,481%
VANGUARD TOTAL WORLD STOCK INDEX FUND		259.772	0,020%
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		23.947	0,002%
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		9.527	0,001%
VARIOPARTNER SICAV - 3-ALPHA DIVERSIFIER EQUITIES EUROPE		25.205	0,002%
VEBA PARTNERSHIP N LP		13.171	0,001%
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		19.014	0,001%
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS		81.873	0,006%
VERDIPAPIRFONDET KRON INDEKS GLOBAL		11.515	0,001%
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		39.787	0,003%
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		15.266	0,001%
VGV POOLFONDS PA1		14.394	0,001%
VIA SMART-EQUITY EUROPE		75.652	0,006%
VIA SMART-EQUITY WORLD		30.912	0,002%
VICTORY MARKET NEUTRAL INCOMEFUND		497.054	0,038%
VICTORYSHARES DEVELOPED ENHANCEDVOLATILITY WTD INDEX ETF.		7.663	0,001%
VICTORYSHARES INTERNATIONAL HIGHDIV VOLATILITY WTD INDEX ETF		18.353	0,001%
VICTORYSHARES INTERNATIONALVOLATILITY WTD INDEX ETF.		22.110	0,002%
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		264.683	0,020%
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		23.971	0,002%
VIRGINIA RETIREMENT SYSTEM		93	0,000%
VIVACCIO ISR ACTIONS		318.739	0,024%
VOYA BALANCED INCOME PORTFOLIO		4.401	0,000%
VOYA BALANCED PORTFOLIO		4.459	0,000%
VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND		31.401	0,002%
VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND		95.786	0,007%

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Anagrafica	CF/PI	Azioni	% sul C.S.
VOYA GLOBAL EQUITY FUND		48.828	0,004%
VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		102.250	0,008%
VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO		154.493	0,012%
VOYA INTERNATIONAL INDEX PORTFOLIO		32.195	0,002%
VOYA VACS INDEX SERIES I PORTFOLIO		43.045	0,003%
WASHINGTON STATE INVESTMENT BOARD		434.809	0,033%
WBW TRUST NUMBER ONE		814	0,000%
WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N		1	0,000%
WESPATH FUNDS TRUST		5.546	0,000%
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		5.466	0,000%
WHEELS COMMON INVESTMENT FUND.		456	0,000%
WILLIS TOWERS WATSON GROUP TRUST		36.938	0,003%
WINDWISE MSCI EAFE INDEX NON LENDING		13.123	0,001%
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		41.440	0,003%
WISDOMTREE GLOBAL HIGH DIVIDENDFUND		5.687	0,000%
WISDOMTREE INTERNATIONAL EQUITYFUND		87.226	0,007%
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		69.321	0,005%
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND		99.106	0,008%
WISDOMTREE ISSUER ICAV		10.939	0,001%
WM POOL - EQUITIES TRUST NO. 74		7.856	0,001%
WM POOL - EQUITIES TRUST NO. 75		140.856	0,011%
WM POOL - EQUITIES TRUST NO. 76 - ROBECO		1.846	0,000%
WM POOL - GLOBAL EQUITIES TRUST NO.6		15.631	0,001%
WORLD EQUITIES		951	0,000%
WORLD TRADE ORGANIZATION PENSION PLAN		3.985	0,000%
WYOMING RETIREMENT SYSTEM		6.594	0,001%
XTRACKERS		718.206	0,055%
XTRACKERS (IE) PUBLIC LIMITED COMPANY		519.126	0,040%
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		925	0,000%
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		2.858	0,000%
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.639	0,000%
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		156.521	0,012%
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		22.189	0,002%
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.058	0,000%
XTRACKERS MSCI KOKUSAI EQUITY ETF		3.361	0,000%
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		2.313	0,000%
ZEPHYR - OPTIMISED PLUS 2		2.914	0,000%
ZURICH INVEST ICAV		58.265	0,004%
Zwitserleven Institutionele Beleggingsfondsen - Zwitserleven Duurzaam Index Aandelenfonds Europa		13.062	0,001%
Totale		**1.048.704.718**	**80,292%**

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All. R e
racc. 36550

02

Relazioni illustrative del Consiglio di Amministrazione sui punti all'ordine del giorno

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02 Relazioni illustrative del Consiglio di Amministrazione sui punti all'ordine del giorno

Contenuti

1. Relazione del Consiglio di Amministrazione sul primo argomento all'ordine del giorno 20

2. Relazione del Consiglio di Amministrazione sul secondo argomento all'ordine del giorno 21

3. Relazione del Consiglio di Amministrazione sul terzo argomento all'ordine del giorno 23

4. Relazione del Consiglio di Amministrazione sul quarto argomento all'ordine del giorno 24

5. Relazione del Consiglio di Amministrazione sul quinto argomento all'ordine del giorno 25

6. Relazione del Consiglio di Amministrazione sul sesto argomento all'ordine del giorno 26



1. Relazione del Consiglio di Amministrazione sul primo argomento all'ordine del giorno di parte ordinaria

Bilancio di esercizio al 31 dicembre 2023. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2023.

Signori Azionisti,

in apposito fascicolo che sarà messo a disposizione del pubblico presso la sede sociale e sul sito internet della Società nei termini di legge, cui pertanto si fa rinvio, sono contenuti (i) il progetto di bilancio di esercizio di Poste Italiane S.p.A. al 31 dicembre 2023 – comprendente il Rendiconto separato del Patrimonio BancoPosta (costituito dalla Società con effetto dal 2 maggio 2011, con delibera dell'assemblea straordinaria degli azionisti del 14 aprile 2011 e il cui funzionamento è disciplinato da apposito regolamento disponibile sul sito della Società www.posteitaliane.it) – che chiude con un utile netto di 1.390 milioni di euro, e (ii) il bilancio consolidato del Gruppo Poste al 31 dicembre 2023, che chiude con un risultato netto di 1.933 milioni di euro (1.922 milioni di euro la quota di pertinenza di Gruppo), approvati dal Consiglio di Amministrazione in data 19 marzo 2024.

Tenuto conto di quanto precede, Vi sottoponiamo pertanto la seguente

Proposta

L'Assemblea di Poste Italiane S.p.A.:

- esaminato il progetto di bilancio di esercizio al 31 dicembre 2023 con le relative relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione legale;
- preso atto della "Dichiarazione consolidata di carattere non finanziario", redatta ai sensi del D.Lgs. 254/16 e inclusa nella Relazione sulla gestione al 31 dicembre 2023, con la relativa relazione della Società di revisione legale;
- preso atto del bilancio consolidato al 31 dicembre 2023 con le relative relazioni del Consiglio di Amministrazione e della Società di revisione legale;

delibera

di approvare il bilancio di esercizio al 31 dicembre 2023 di Poste Italiane S.p.A., corredato della relativa relazione del Consiglio di Amministrazione e comprendente il Rendiconto separato del Patrimonio BancoPosta.

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2. Relazione del Consiglio di Amministrazione sul secondo argomento all'ordine del giorno di parte ordinaria

Destinazione dell'utile di esercizio.

Signori Azionisti,

si ricorda preliminarmente che la politica dei dividendi adottata dalla Società – quale precedentemente approvata dal Consiglio di Amministrazione nel corso del 2018 e del 2019 – prevede la distribuzione del dividendo annuale in due soluzioni: una tranche a titolo di acconto ed una tranche a titolo di saldo.

In aggiunta a quanto sopra, si ricorda che nello scorso mese di marzo 2024 il Consiglio di Amministrazione – nell'ambito dell'approvazione del nuovo Piano Strategico 2024-2028 "The Connecting Platform" – ha altresì aggiornato la suddetta politica dei dividendi, prevedendo un pay-out ratio pari ad almeno il 65% durante l'arco del suddetto Piano e l'obiettivo di distribuire un dividendo pari ad almeno 1 euro per azione (DPS) nel 2026.

Alla luce di quanto precede, il Consiglio di Amministrazione, nella seduta del 6 novembre 2023, ha deliberato, ai sensi dell'art. 2433-*bis* del codice civile e dell'art. 26.3 dello Statuto sociale, la distribuzione di un acconto sul dividendo dell'esercizio 2023 pari a 0,237 euro per azione (per complessivi 307 milioni di euro circa), che è stato posto in pagamento, al lordo delle eventuali ritenute di legge, a decorrere dal 22 novembre 2023.

In considerazione dell'importo dell'acconto sul dividendo già distribuito e tenuto conto che l'utile netto consolidato del Gruppo Poste Italiane relativo all'esercizio 2023 risulta pari a circa 1.933 milioni di euro (1.922 milioni di euro la quota di pertinenza di Gruppo), si propone la distribuzione di un saldo del dividendo pari a 0,563 euro per azione, da mettere in pagamento nel mese di giugno 2024, secondo le date comunicate al mercato in data 30 gennaio 2024 in occasione della diffusione del calendario degli eventi societari dell'anno 2024 e, precisamente: (i) 26 giugno 2024, quale data di pagamento, (ii) 24 giugno 2024, quale "data stacco", e (iii) 25 giugno 2024, quale record date (ossia data di legittimazione al pagamento del dividendo stesso).

In tal modo il dividendo complessivo relativo all'esercizio 2023 risulta ammontare a 0,800 euro per azione, in aumento del 23,1% rispetto al dividendo di 0,650 euro per azione relativo all'esercizio 2022.

Tutto ciò premesso, considerato che:

- la riserva legale eccede la misura massima pari ad un quinto del capitale sociale (secondo quanto previsto dall'articolo 2430, comma 1, cod. civ.); e
- come previsto dall'art. 8.3 del Regolamento del Patrimonio BancoPosta (il cui testo è disponibile sul sito internet della Società www.posteitaliane.it), tenuto conto dell'assenza di apporti di terzi nel Patrimonio BancoPosta, l'Assemblea delibera – anche su proposta del Consiglio di Amministrazione – sull'attribuzione del risultato economico della Società, e nel dettaglio: (i) della quota afferente il Patrimonio BancoPosta, come risultante dal relativo rendiconto, tenendo conto della sua specifica disciplina e, in particolare, della necessità di rispettare i requisiti patrimoniali di vigilanza prudenziale e quindi, (ii) della quota residuale, ivi inclusa la parte dell'utile di cui al punto precedente non allocata al patrimonio destinato;

sottoponiamo alla Vostra approvazione la seguente

Proposta

L'Assemblea di Poste Italiane S.p.A., esaminata la relazione illustrativa del Consiglio di Amministrazione,

delibera

1. di destinare l'utile del Patrimonio BancoPosta di 600.344.459 euro come segue:
   1.1) a "Riserva di utili" per euro 60.000.000;
   1.2) a disposizione della Società per l'eventuale distribuzione per 540.344.459 euro.
2. di destinare l'utile netto dell'esercizio 2023 di Poste Italiane S.p.A., pari a 1.389.505.408 euro come segue:
   2.1) a "Riserve di utili" afferenti al Patrimonio BancoPosta per 60.000.000 euro;
   2.2) a riserva denominata "Risultati portati a nuovo", quota non disponibile alla distribuzione, per 5.610.306 euro;
   2.3) alla distribuzione in favore degli Azionisti, a titolo di dividendo, l'importo di 0,800 euro per ognuna delle azioni ordinarie in circolazione alle date di stacco cedola appresso indicate, escluse le azioni proprie in portafoglio a tali date;
   2.4) quanto residuerà a seguito della predetta distribuzione in favore degli Azionisti, alla riserva disponibile denominata "Risultati portati a nuovo".
3. di distribuire il predetto dividendo di 0,800 euro per azione come segue:
   - l'importo di 0,237 euro per ognuna delle azioni ordinarie risultate in circolazione alla data di "stacco cedola", escluse le azioni proprie in portafoglio a tale data, a copertura dell'acconto sul dividendo messo in pagamento a decorrere dal 22 novembre 2023, previo stacco in data 20 novembre 2023 della cedola n. 13 e record date (ossia, data di legittimazione al pagamento del dividendo stesso, ai sensi dell'art. 83-terdecies del Decreto Legislativo 24 febbraio 1998 n. 58 e dell'art. 2.6.6, comma 2, del Regolamento dei Mercati organizzati e gestiti da Borsa Italiana S.p.A.) coincidente con il 21 novembre 2023, per un importo complessivo di 307.017.906 euro;
   - l'importo di 0,563 euro per ognuna delle azioni ordinarie che risulteranno in circolazione il 24 giugno 2024, data prevista per lo "stacco cedola", escluse le azioni proprie in portafoglio a tale data, a titolo di saldo del dividendo.
4. di porre in pagamento l'indicato saldo del dividendo dell'esercizio 2023 di 0,563 euro per azione ordinaria – al lordo delle eventuali ritenute di legge – a decorrere dal 26 giugno 2024, con "data stacco" della cedola n. 14 coincidente con il 24 giugno 2024 e record date (ossia, data di legittimazione al pagamento del dividendo stesso, ai sensi dell'art. 83-terdecies del Decreto Legislativo 24 febbraio 1998 n. 58 e dell'art. 2.6.6, comma 2, del Regolamento dei Mercati organizzati e gestiti da Borsa Italiana S.p.A.), coincidente con il 25 giugno 2024.

3. Relazione del Consiglio di Amministrazione sul terzo argomento all'ordine del giorno di parte ordinaria

Relazione sulla politica in materia di remunerazione per l'esercizio 2024.

Signori Azionisti,

la relazione sulla politica in materia di remunerazione per l'esercizio 2024 è stata predisposta sulla base di quanto indicato nell'art. 123-*ter* del Decreto Legislativo 24 febbraio 1998, n. 58 e nell'art. 84-*quater* della Deliberazione Consob 14 maggio 1999, n. 11971 e successive modifiche ed integrazioni.

Secondo quanto previsto dai commi 3, 3-*bis* e 3-*ter* dell'art. 123-*ter* del Decreto Legislativo 24 febbraio 1998, n. 58, l'Assemblea è chiamata ad approvare, con deliberazione vincolante, la relazione sulla politica di remunerazione, che illustra (i) la politica della Società in materia di remunerazione dei componenti degli organi di amministrazione, del direttore generale e degli altri dirigenti con responsabilità strategiche, con riferimento all'esercizio 2024, e, fermo restando quanto previsto dall'articolo 2402 del codice civile, dei componenti degli organi di controllo, nonché (ii) le procedure utilizzate per l'adozione e l'attuazione di tale politica.

In allegato alla relazione sulla politica in materia di remunerazione è riportato un documento – redatto ai sensi della Circolare Banca d'Italia n.285, Parte Prima, Titolo IV, Capitolo 2 del 17 dicembre 2013, e delle EBA guidelines ed EBA Regulatory Technical Stantard (RTS) tempo per tempo vigenti e sottoposto anch'esso alla deliberazione vincolante dell'Assemblea – in cui viene descritta la politica di remunerazione e incentivazione del personale facente capo al Patrimonio BancoPosta. Si segnala altresì che, dalle verifiche svolte sulle modalità di attuazione delle prassi rispetto alla politica di remunerazione ed incentivazione del personale facente capo al Patrimonio BancoPosta vigente per il 2023, è emerso un generale livello di adeguatezza.

La relazione sulla politica in materia di remunerazione, unitamente all'allegato relativo alle linee guida sulle politiche di remunerazione e incentivazione del Patrimonio BancoPosta, è riportata in apposito documento – denominato "Relazione sulla politica in materia di remunerazione 2024 e sui compensi corrisposti 2023" – messo a disposizione contestualmente alla presente relazione e al quale si rinvia.

Tutto ciò premesso, sottoponiamo alla Vostra approvazione la seguente

Proposta

L'Assemblea di Poste Italiane S.p.A. approva la relazione sulla politica in materia di remunerazione per l'esercizio 2024 – comprensiva delle linee guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta, riportate in allegato alla relazione sulla politica di remunerazione – che illustra (i) la politica della Società in materia di remunerazione dei componenti degli organi di amministrazione, del direttore generale e degli altri dirigenti con responsabilità strategiche e dei componenti degli organi di controllo, nonché (ii) le procedure utilizzate per l'adozione e l'attuazione di tale politica.

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4. Relazione del Consiglio di Amministrazione sul quarto argomento all'ordine del giorno di parte ordinaria

Relazione sui compensi corrisposti nell'esercizio 2023.

Signori Azionisti,

la relazione sui compensi corrisposti nell'esercizio 2023 è stata predisposta sulla base di quanto indicato nell'art. 123-*ter* del Decreto Legislativo 24 febbraio 1998, n. 58 e nell'art. 84-*quater* della Deliberazione Consob 14 maggio 1999, n. 11971 e successive modifiche ed integrazioni.

Secondo quanto previsto dal quarto e dal sesto comma dell'art. 123-*ter* del Decreto Legislativo 24 febbraio 1998, n. 58, l'Assemblea è chiamata a deliberare, in senso favorevole o contrario, sulla Relazione sui compensi corrisposti relativamente all'esercizio 2023, che sono indicati (i) nominativamente, per i componenti degli organi di amministrazione e di controllo e il direttore generale, e (ii) in forma aggregata, per i dirigenti con responsabilità strategiche. La deliberazione non è vincolante.

La relazione sui compensi corrisposti nell'esercizio 2023 è riportata in apposito documento – denominato "Relazione sulla politica in materia di remunerazione 2024 e sui compensi corrisposti 2023" – messo a disposizione contestualmente alla presente relazione e al quale si rinvia.

Tutto ciò premesso, sottoponiamo alla Vostra approvazione la seguente

Proposta

L'Assemblea di Poste Italiane S.p.A. delibera in senso favorevole sulla Relazione sui compensi corrisposti nel corso dell'esercizio 2023, che sono riportati (i) nominativamente, per i componenti degli organi di amministrazione e di controllo e il direttore generale, e (ii) in forma aggregata, per i dirigenti con responsabilità strategiche.

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5. Relazione del Consiglio di Amministrazione sul quinto argomento all'ordine del giorno di parte ordinaria

Piani di incentivazione basati su strumenti finanziari.

Signori Azionisti,

siete stati convocati in sede ordinaria per discutere e deliberare – secondo quanto indicato dall'art. 114-*bis*, comma 1, del Decreto Legislativo 24 febbraio 1998, n. 58 – in merito all'approvazione dei seguenti Piani di incentivazione basati su strumenti finanziari, i cui schemi sono stati definiti dal Consiglio di Amministrazione, su proposta del Comitato Remunerazioni.

In particolare, si tratta dei seguenti sistemi incentivanti (insieme anche i "Piani"):
1. il piano di incentivazione a lungo termine "ILT Performance Share 2024-2026";
2. il piano di incentivazione a breve termine 2024, basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta (MBO).

Si segnala che i Piani prevedono l'attribuzione di Diritti a ricevere Azioni di Poste Italiane S.p.A. a favore dei beneficiari.

Per tale motivo, i Piani risultano qualificabili quali piani di compenso basati su strumenti finanziari ai sensi dell'art. 114-*bis*, comma 1, del Decreto Legislativo 24 febbraio 1998, n. 58.

In base a quanto previsto dall'art. 84-*bis*, comma 1, della Deliberazione Consob 14 maggio 1999, n. 11971 e successive modifiche ed integrazioni, le caratteristiche dei Piani sono descritte in dettaglio in un apposito documento informativo messo a disposizione contestualmente alla presente relazione e al quale si rinvia.

Tutto ciò premesso, sottoponiamo alla Vostra approvazione la seguente

Proposta

L'Assemblea di Poste Italiane S.p.A., esaminata la relazione illustrativa del Consiglio di Amministrazione e il documento informativo sui Piani predisposto ai sensi dell'art. 84-*bis*, comma 1, della Deliberazione Consob 14 maggio 1999, n. 11971 e successive modifiche ed integrazioni,

delibera:

1. di approvare i Piani di incentivazione basati su strumenti finanziari, le cui caratteristiche sono descritte nel documento informativo predisposto ai sensi dell'art. 84-*bis*, comma 1, della Deliberazione Consob 14 maggio 1999, n. 11971 e successive modifiche ed integrazioni, e messo a disposizione del pubblico presso la sede sociale, sul meccanismo di stoccaggio autorizzato "eMarket STORAGE" (www.emarketstorage.com) e sul sito internet della Società;
2. di attribuire al Consiglio di Amministrazione, con facoltà di subdelega, tutti i poteri occorrenti alla concreta attuazione dei Piani, da esercitare nel rispetto di quanto indicato nel relativo documento informativo.

6. Relazione del Consiglio di Amministrazione sul sesto argomento all'ordine del giorno di parte ordinaria

Autorizzazione all'acquisto e alla disposizione di azioni proprie, a servizio dei piani di incentivazione basati su strumenti finanziari. Deliberazioni inerenti e conseguenti

Signori Azionisti,

siete stati convocati per discutere e deliberare in merito al rilascio al Consiglio di Amministrazione (di seguito "CdA") di un'autorizzazione all'acquisto e alla disposizione di azioni proprie di Poste Italiane S.p.A. ("Poste Italiane" o la "Società"), secondo quanto previsto dagli artt. 2357 e 2357-*ter* del codice civile, per le finalità, nei termini e con le modalità di seguito indicate.

1. Motivazioni della proposta di autorizzazione

La richiesta di autorizzazione è volta ad attribuire al CdA la facoltà di acquistare e disporre di azioni proprie della Società, nel rispetto della normativa, anche comunitaria, di riferimento, per adempiere agli obblighi derivanti dalla remunerazione variabile da corrispondersi in azioni di Poste Italiane destinata ad Amministratori e dipendenti del gruppo Poste Italiane.

Più precisamente, le azioni proprie saranno destinate a servire i "Piani di Incentivazione", vale a dire:
- il piano di incentivazione a lungo termine "ILT Performance Share 2024-2026";
- il piano di incentivazione a breve termine 2024 basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta.

In particolare, il piano di incentivazione a lungo termine "ILT Performance Share 2024-2026" ha l'obiettivo di rafforzare il collegamento della componente variabile della remunerazione alla strategia di lungo termine del gruppo Poste Italiane, in linea con il budget e gli obiettivi del Piano Strategico, su un orizzonte temporale pluriennale. Tale piano prevede l'utilizzo di azioni ordinarie di Poste Italiane e, attraverso la previsione di adeguati periodi di indisponibilità delle medesime, garantisce un costante allineamento tra gli interessi dei beneficiari e quelli degli azionisti, favorendo la fidelizzazione delle risorse chiave della Società e del gruppo Poste Italiane. I beneficiari sono l'Amministratore Delegato, il Direttore Generale della Società e le "risorse chiave", dirigenti e quadri, del gruppo Poste Italiane che svolgono funzioni rilevanti per l'esecuzione delle direttrici del Piano Strategico.

Con riferimento al piano di incentivazione a breve termine 2024 basato su strumenti finanziari per il personale più rilevante del Patrimonio BancoPosta, ivi incluso l'Amministratore Delegato, coerentemente con la normativa di riferimento, l'obiettivo è quello di collegare la remunerazione alla strategia del Patrimonio BancoPosta. Tale piano rappresenta, inoltre, uno strumento utile a rafforzare l'attenzione alla creazione di valore, alla gestione per obiettivi e favorire la continuità del management nel lungo periodo generando un effetto di retention, alla cultura dell'integrazione e dell'efficienza nonché a ingaggiare i responsabili dei progetti strategici.

Sulla base delle esigenze sopradescritte l'operazione di acquisto di azioni proprie potrà riguardare un numero di azioni fino ad un massimo di 3,5 milioni di azioni proprie, per un controvalore massimo pari a 56 milioni di euro.

Qualora, una volta effettuata l'assegnazione prevista dai piani di incentivazione, residuino azioni proprie in eccedenza, le stesse potranno essere alienate secondo i termini e le condizioni di volta in volta stabiliti dal CdA o dai soggetti da esso delegati, fermo in ogni caso il rispetto dei limiti eventualmente previsti dalla normativa vigente. Si ricorda altresì che la Società ha effettuato (i) nel febbraio 2019 un primo programma di acquisto di azioni proprie – autorizzato dall'Assemblea degli Azionisti del 29 maggio 2018 per un numero massimo di 65,3 milioni di azioni e per un controvalore massimo di euro 500 milioni – nell'ambito del quale ha acquistato un totale di n. 5.257.965 azioni per un controvalore di euro 39.999.993,98; (ii) nel periodo compreso tra il 30 maggio 2022 e il 13 giugno 2022 (estremi inclusi) un secondo programma di acquisto di azioni proprie – autorizzato dall'Assemblea degli Azionisti del 27 maggio 2022 per un numero massimo di 2,6 milioni di azioni e per un controvalore massimo di euro 40 milioni – nell'ambito del quale ha acquistato un totale di n. 2.600.000 azioni per un controvalore di euro 25.300.204,62; e (iii) un terzo programma di acquisto di azioni proprie – autorizzato dall'Assemblea degli Azionisti dell'8 maggio 2023 per un numero massimo di 3,5 milioni di azioni e per un controvalore massimo di euro 52,5 milioni – nell'ambito del quale ha acquistato un totale di n. 3.500.000 azioni per un controvalore di euro 33.984.897,83.

Tenuto conto delle assegnazioni di azioni effettuate nel corso del 2021, del 2022 e del 2023 in esecuzione di precedenti piani di incentivazione, le azioni proprie attualmente in possesso di Poste Italiane ammontano a n. 10.675.798 azioni (pari allo 0,817% del capitale sociale).

2. Numero massimo di azioni oggetto della proposta di autorizzazione

Si propone che l'Assemblea autorizzi l'acquisto di azioni proprie, in una o più volte, sino al limite massimo di 3,5 milioni di azioni ordinarie della Società, rappresentative del 0,27% circa del capitale sociale di Poste Italiane, che ammonta attualmente a euro 1.306.110.000,00 suddiviso in n. 1.306.110.000 azioni ordinarie prive dell'indicazione del valore nominale, e per un esborso complessivo fino a 56 milioni di euro.

Ai sensi dell'art. 2357, comma 1, del codice civile, le operazioni di acquisto saranno effettuate nei limiti degli utili distribuibili e delle riserve disponibili risultanti dall'ultimo bilancio regolarmente approvato. Si informa in proposito che le riserve disponibili risultanti dal progetto di bilancio al 31 dicembre 2023 di Poste Italiane, sottoposto all'approvazione della presente Assemblea, ammontano ad un importo complessivo di circa 1.115 milioni di euro, una volta deliberata la distribuzione dei dividendi.

L'autorizzazione include la facoltà di disporre, in una o più volte, di tutte o parte delle azioni in portafoglio, anche prima di aver esaurito il quantitativo massimo di azioni acquistabile, nonché di riacquistare eventualmente le azioni stesse in misura tale per cui le azioni proprie detenute dalla Società e, se del caso, dalle società dalla stessa controllate, non superino il limite stabilito dall'autorizzazione.

3. Ulteriori informazioni utili per la valutazione del rispetto dell'art. 2357, comma 3, del codice civile

Alla data della presente relazione, il capitale sociale di Poste Italiane è pari a 1.306.110.000,00 euro, suddiviso in n. 1.306.110.000 azioni ordinarie prive dell'indicazione del valore nominale.

La Società detiene ad oggi n. 10.675.798 di azioni proprie in portafoglio, come in precedenza indicato acquistate nel febbraio 2019, nel periodo intercorrente tra il 30 maggio e il 13 giugno 2022 e nel periodo compreso tra il 10 maggio 2023 e il 31 maggio 2023, e destinate a coprire il fabbisogno derivante dai piani di incentivazione già assegnati.

4. Durata per la quale si richiede l'autorizzazione

L'autorizzazione all'acquisto di azioni proprie è richiesta per la durata massima prevista dall'art. 2357, comma 2, del codice civile, pari a diciotto mesi a fare data dalla delibera assembleare di autorizzazione. Nell'arco di tale periodo, il CdA potrà procedere agli acquisti in misura e tempi liberamente determinati nel rispetto della normativa, anche comunitaria, di riferimento.

In considerazione dell'assenza di vincoli normativi, nonché dell'esigenza di assicurare alla Società la massima flessibilità sotto il profilo operativo, l'autorizzazione richiesta non prevede invece alcun limite temporale per la disposizione delle azioni proprie acquistate.

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5. Corrispettivo minimo e massimo

L'autorizzazione richiesta prevede che gli acquisti siano effettuati ad un prezzo che sarà individuato di volta in volta, avuto riguardo alla modalità prescelta per l'effettuazione dell'operazione e nel rispetto delle eventuali prescrizioni regolamentari, anche comunitarie e che gli acquisti siano effettuati nel rispetto delle condizioni relative alle negoziazioni stabilite nell'art. 3 del Regolamento Delegato (UE) n. 2016/1052 (il "Regolamento 1052") attuativo del Regolamento (UE) n. 596/2014, ove applicabili. In particolare, ai sensi dell'articolo 3 del Regolamento 1052, gli acquisiti potranno essere effettuati ad un corrispettivo che non sia superiore al prezzo più elevato tra il prezzo dell'ultima operazione indipendente e il prezzo dell'offerta indipendente più elevata corrente nelle sedi di negoziazione dove viene effettuato l'acquisto. Inoltre, ad ulteriore cautela, tale prezzo non dovrà discostarsi in diminuzione o in aumento di oltre il 10% rispetto al prezzo di riferimento registrato dal titolo Poste Italiane nella seduta del Mercato Telematico Azionario, organizzato e gestito da Borsa Italiana S.p.A., del giorno precedente ogni singola operazione.

L'autorizzazione richiesta prevede inoltre che la vendita o gli altri atti dispositivi di azioni proprie in portafoglio abbiano luogo secondo i termini e le condizioni di volta in volta stabiliti dal CdA, in conformità alle finalità e ai criteri sopra illustrati, fermo in ogni caso il rispetto dei limiti eventualmente previsti dalla normativa, anche comunitaria, di riferimento di volta in volta vigente e applicabile e dalle indicazioni eventualmente ricevute dalle competenti Autorità di Vigilanza.

6. Modalità attraverso le quali saranno effettuati gli acquisti e la disposizione di azioni proprie

In considerazione delle diverse finalità indicate nel precedente paragrafo 1, l'autorizzazione richiesta prevede che le operazioni di acquisto possano essere effettuate secondo larga parte delle modalità contemplate dalla normativa, anche comunitaria, di riferimento, in particolare nel rispetto delle condizioni e delle restrizioni relative alla negoziazione di cui agli artt. 3 e 4 del Regolamento 1052.

Il programma di riacquisto sarà effettuato con le modalità disciplinate dall'art. 132 del Decreto Legislativo 24 febbraio 1998, n. 58 (il "Testo Unico della Finanza"), dall'art. 144-*bis* del Regolamento adottato dalla Consob con Deliberazione n. 11971 del 14 maggio 1999 (il "Regolamento Emittenti"), dall'art. 5 del Regolamento (UE) n. 596/2014 del Parlamento Europeo e del Consiglio del 16 aprile 2014 e dalle relative disposizioni attuative.

In particolare, nel rispetto di quanto previsto dall'art. 132, comma 1, del Testo Unico della Finanza, gli acquisti di azioni proprie dovranno essere effettuati in modo da assicurare la parità di trattamento tra gli Azionisti, secondo le modalità stabilite dalla Consob nell'ambito dell'art. 144-*bis*, comma 1, del Regolamento Emittenti. Con riferimento alle modalità operative di attuazione del programma di acquisto, si prevede che esso potrà essere eseguito mediante acquisti diretti o indiretti, nel quadro di un mandato da conferirsi a un intermediario finanziario specializzato che, nel caso di acquisti diretti, eseguirà gli ordini impartiti da Poste Italiane e, nel caso di acquisti indiretti, agirà con piena indipendenza nell'ambito di parametri generali e limiti forniti da Poste Italiane, tutto ciò in conformità alla normativa applicabile e dei limiti sopra previsti.

Dal punto di vista della trasparenza, l'operazione sarà comunicata al mercato secondo quanto previsto dalla normativa applicabile. In particolare, saranno pubblicati:

- un comunicato stampa price sensitive recante le caratteristiche del programma all'inizio del programma di acquisto, vale a dire (i) in caso di acquisti effettuati in via diretta, il giorno precedente al momento del conferimento delle istruzioni di acquisto all'intermediario, e (ii) in caso di acquisti effettuati in via indiretta, alla conclusione del contratto con l'intermediario (art. 2, comma 1, del Regolamento Delegato (UE) 2016/1052); entrambi i comunicati stampa saranno pubblicati a mercati chiusi;
- con periodicità almeno settimanale, comunicati sugli acquisti effettuati (art. 2, comma 2, del Regolamento Delegato (UE) 2016/1052);
- inoltre, come prassi, un comunicato per informare il mercato della conclusione del programma.

L'autorizzazione richiesta prevede inoltre che gli atti di disposizione e/o utilizzo delle azioni proprie possano invece avvenire con le modalità ritenute più opportune e rispondenti all'interesse della Società nonché coerentemente alle previsioni dei piani di incentivazione del management e, in ogni caso, nel rispetto della normativa, anche comunitaria, di riferimento.

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7. Informazioni sulla eventuale strumentalità dell'acquisto di azioni proprie alla riduzione del capitale sociale

La presente richiesta di autorizzazione all'acquisto di azioni proprie non è strumentale alla riduzione del capitale sociale.

Sottoponiamo pertanto alla Vostra approvazione il seguente

Ordine del giorno

L'Assemblea di Poste Italiane, esaminata la relazione illustrativa del CdA,

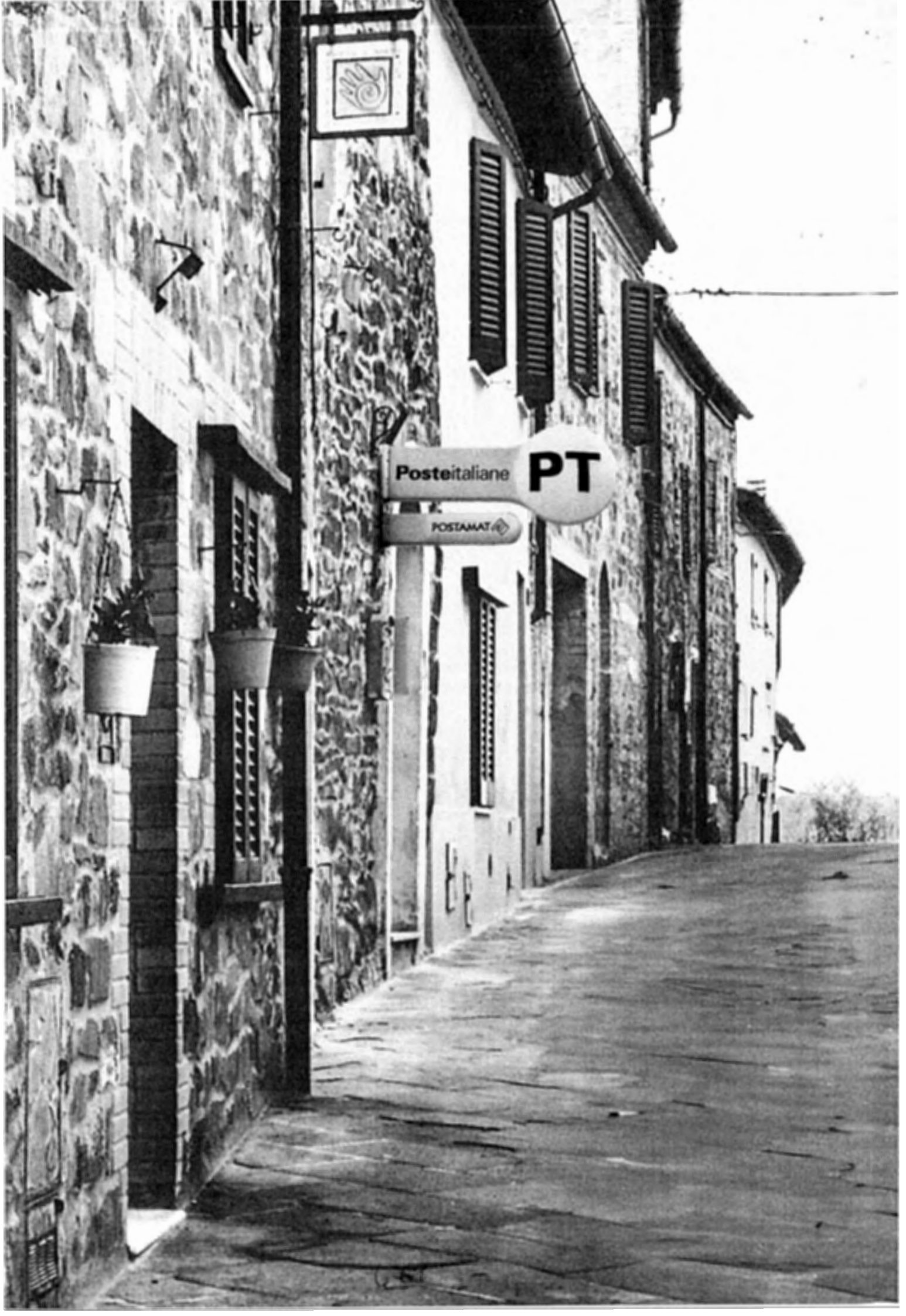
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1. *di autorizzare il Consiglio di Amministrazione – ai sensi e per gli effetti dell'art. 2357 del codice civile – a procedere all'acquisto di azioni della Società, in una o più volte, per un periodo di diciotto mesi dalla data della presente delibera, per il perseguimento delle finalità di cui alla relazione illustrativa del Consiglio di Amministrazione all'odierna Assemblea relativa al presente punto all'ordine del giorno, nei termini e alle condizioni di seguito precisati:*
   - *il numero massimo di azioni da acquistare è pari a n. 3,5 milioni di azioni ordinarie della Società, rappresentative del 0,27% circa del capitale sociale di Poste Italiane S.p.A., che ammonta attualmente a euro 1.306.110.000,00 suddiviso in n. 1.306.110.000 azioni ordinarie prive dell'indicazione del valore nominale, per un esborso complessivo fino a 56 milioni di euro; gli acquisti dovranno essere effettuati nei limiti degli utili distribuibili e delle riserve disponibili risultanti dall'ultimo bilancio regolarmente approvato;*
   - *gli acquisti dovranno essere effettuati ad un prezzo che sarà individuato di volta in volta, avuto riguardo alla modalità prescelta per l'effettuazione dell'operazione e nel rispetto delle eventuali prescrizioni regolamentari, anche comunitarie, ad un corrispettivo che non sia superiore al prezzo più elevato tra il prezzo dell'ultima operazione indipendente e il prezzo dell'offerta indipendente più elevata corrente nelle sedi di negoziazione dove viene effettuato l'acquisto, fermo restando che tale prezzo non dovrà in ogni caso discostarsi in diminuzione o in aumento di oltre il 10% rispetto al prezzo di riferimento registrato dal titolo Poste Italiane S.p.A. nella seduta del Mercato Telematico Azionario, organizzato e gestito da Borsa Italiana S.p.A., del giorno precedente ogni singola operazione;*
   - *gli acquisti dovranno essere effettuati in modo da assicurare la parità di trattamento tra gli Azionisti e secondo le modalità previste dalla normativa, anche comunitaria, di riferimento e comunque secondo le modalità previste dall'art. 144-bis, comma 1, del Regolamento Emittenti.*
2. *di autorizzare il Consiglio di Amministrazione – ai sensi e per gli effetti dell'art. 2357-ter del codice civile – a procedere alla disposizione, in una o più volte, di tutte o parte delle azioni proprie in portafoglio, senza limiti temporali, anche prima di aver esaurito il quantitativo massimo di azioni acquistabile, nonché all'eventuale riacquisto delle azioni stesse in misura tale per cui le azioni proprie detenute dalla Società e, se del caso, dalle società dalla stessa controllate, non superino il limite stabilito dall'autorizzazione di cui al precedente punto 1. Gli atti di disposizione e/o utilizzo delle azioni proprie in portafoglio potranno avvenire per il perseguimento delle finalità di cui alla relazione illustrativa del Consiglio di Amministrazione all'odierna Assemblea relativa al presente punto all'ordine del giorno, nei termini e alle condizioni di seguito precisati:*
   - *le azioni proprie saranno destinate a servire i piani di incentivazione descritti in narrativa (vale a dire (i) il piano di incentivazione a lungo termine "ILT Performance Share 2024-2026", e (ii) il piano di incentivazione a breve termine 2024, basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta) e tali azioni saranno assegnate con le modalità e nei termini indicati dai regolamenti dei piani stessi;*
   - *la vendita o gli altri atti dispositivi delle azioni proprie in portafoglio che dovessero residuare una volta effettuata l'assegnazione prevista dai piani di incentivazione, potranno avvenire secondo i termini e le condizioni di volta in volta stabiliti dal Consiglio di Amministrazione o dai soggetti da esso delegati, con le modalità ritenute più opportune e rispondenti all'interesse della Società, in conformità alle finalità e ai criteri di cui alla presente autorizzazione e in ogni caso, nel rispetto della normativa, anche comunitaria, di riferimento.*
3. *di conferire al Consiglio di Amministrazione – e, per esso, all'Amministratore Delegato, con facoltà di subdelega – ogni potere occorrente per dare esecuzione alle deliberazioni di cui ai punti precedenti, ponendo in essere tutto quanto richiesto, opportuno, strumentale e/o connesso per il buon esito delle stesse, nonché per provvedere all'informativa al mercato richiesta dalla normativa, anche comunitaria, di riferimento.*

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03

Relazione del Consiglio di Amministrazione sugli argomenti all'ordine del giorno di parte straordinaria



03 Relazione del Consiglio di Amministrazione sugli argomenti all'ordine del giorno di parte straordinaria

Contenuti

Relazione del Consiglio di Amministrazione sugli argomenti all'ordine del giorno di parte straordinaria **36**

Lef3

Relazione del Consiglio di Amministrazione sugli argomenti all'ordine del giorno di parte straordinaria

Modifica degli artt. 4 (integrazione dell'oggetto sociale), 11 (inserimento della clausola relativa alla facoltà di disporre la partecipazione e l'intervento in assemblea degli aventi diritto esclusivamente tramite il rappresentante designato), 12 (modalità di nomina del segretario dell'assemblea), 14 (denominazione dei comitati endo-consiliari), 16 (convocazione in via di urgenza delle riunioni consiliari) e 20 (denominazione delle funzioni di controllo del Patrimonio Destinato BancoPosta) dello statuto sociale. Deliberazioni relative.

Signori Azionisti,

siete stati convocati in seduta straordinaria per deliberare sulle proposte di modifiche statutarie, in relazione a ciascuna delle quali si riporta qui di seguito una descrizione di sintesi, posto che la votazione avverrà in forma distinta su ciascuna delle modifiche stesse:

- Art. 4: puntualizzazione dell'oggetto sociale, al fine di esplicitarvi – nell'ambito dello svolgimento delle attività core del Gruppo – la fornitura di servizi o soluzioni digitali o ICT (*Information Comunication Technology*) proprie o di terze parti;
- Art. 11: inserimento della clausola cd. di "*opt-in*" relativa alla facoltà di disporre la partecipazione e l'intervento in assemblea degli aventi diritto esclusivamente tramite il rappresentante designato;
- Art. 12: modalità di nomina del segretario dell'Assemblea;
- Art. 14: modifica di mero *wording* della denominazione dei Comitati endo-consiliari;
- Art. 16: convocazione in via di urgenza delle riunioni del Consiglio di Amministrazione;
- Art. 20: modifica di mero *wording* della denominazione delle funzioni di controllo del Patrimonio BancoPosta.

Segue una descrizione più dettagliata di ciascuna delle suddette proposte di modifiche statutarie, con illustrazione delle motivazioni sottese alle medesime.

Si dà atto fin da ora che nessuna delle modifiche statutarie proposte all'approvazione della Assemblea Straordinaria attribuisce il diritto di recesso.

a. Art. 4: oggetto sociale

Si è manifestata l'esigenza di puntualizzare l'oggetto sociale di Poste Italiane, esplicitandovi – nell'ambito dello svolgimento delle attività core del Gruppo – la fornitura di servizi o soluzioni digitali o ICT (*Information Comunication Technology*) proprie o di terze parti.

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In proposito, si evidenzia che il settore cosiddetto ICT – inteso come componente tecnologica applicativa e infrastrutturale a supporto dei processi industriali di beni e servizi – è ormai diventato parte ed elemento imprescindibile e integrato delle soluzioni operative, qualunque sia il settore merceologico e/o di business di riferimento.

L'innovazione tecnologica pervade, in maniera sempre più determinante, tutti gli aspetti della *supply-chain*, dalla produzione all'erogazione del servizio al cliente finale, abilitando architetture tecnologiche di servizio sempre più complesse, indispensabili per soddisfare i nuovi fabbisogni del cittadino e delle aziende.

L'offerta di soluzioni ICT (finalizzata a valorizzare e differenziare sempre di più i servizi core offerti dal Gruppo Poste Italiane) si è progressivamente evoluta, assumendo in particolare, nell'ultimo decennio, una valenza significativa nell'ambito dei settori di riferimento in cui Poste Italiane già opera. In proposito, si evidenzia che si sono infatti dimostrati imprescindibili fattori di vantaggio competitivo (i) sia la capacità di progettazione e proposizione di servizi e soluzioni tecnologiche e digitali, (ii) sia la soddisfazione di specifici requisiti tecnologici, ritenuti irrinunciabili particolarmente da parte della clientela di maggiori dimensioni.

Per i motivi sopra esposti si propone di modificare l'art. 4.1 dello Statuto di Poste Italiane, relativo all'oggetto sociale, come segue.

Testo vigente	**Testo proposto**
Art. 4	Art. 4
4.1 La Società ha per oggetto l'esercizio, sia nel territorio nazionale sia all'estero: a. dei servizi di posta, in base ed in conformità al D.P.R. 29 marzo 1973 n. 156 e successive modificazioni e integrazioni; b. dei servizi di BancoPosta, in base ed in conformità al D.P.R. 29 marzo 1973 n. 156 e al D.P.R. 14 marzo 2001 n. 144 e successive modificazioni e integrazioni, ed in particolare: – raccolta del risparmio tra il pubblico, come definita dall'art. 11, comma 1, del D.Lgs. 1 settembre 1993, n. 385 (di seguito, per brevità, anche "TUB"), e attività connesse e strumentali; – raccolta del Risparmio postale; – prestazione di servizi di pagamento, compresa l'emissione di moneta elettronica e di altri mezzi di pagamento, di cui all'articolo 1, comma 2, lettera f), numeri 4) e 5), del TUB; – servizio di intermediazione in cambi; – promozione e collocamento presso il pubblico di finanziamenti concessi da banche e intermediari finanziari abilitati; – servizi di investimento e accessori previsti, rispettivamente, dall'art. 1, comma 5, lett. b), c), c-*bis*), e) ed f), e dall'art. 1, comma 6, lett. a), b), d), e), f) e g), del D.Lgs. 24 febbraio 1998, n. 58 (di seguito, per brevità, anche "TUF"), nonché le attività connesse e strumentali ai servizi di investimento; – servizio di riscossione di crediti; – attività di intermediazione assicurativa e riassicurativa ai sensi del D. Lgs. 7 settembre 2005, n. 209, Codice delle Assicurazioni Private; c. dei servizi di comunicazione postale ed elettronica e dei servizi di telecomunicazione, sia tradizionalmente intesi sia nell'accezione di servizi innovativi e integrati, tra cui a titolo esemplificativo: servizi di notifica, servizi di comunicazione ibrida e digitale, servizi di corrispondenza online, servizi di certificazione digitale e attività di micro logistica; d. dei servizi di pacchi, corriere espresso e in generale dei servizi di logistica, nonché dei servizi di trasporto, anche aereo, di persone e cose, ai sensi dell'art. 2195, comma 1, n. 3) del Codice civile; e. della vendita al dettaglio di tutti i valori bollati e di francobolli, nonché di beni e prodotti diversi anche di fornitori esterni; f. della distribuzione e della vendita di titoli e documenti di viaggio; g. di ogni attività di valorizzazione delle reti della Società e delle connesse infrastrutture tecnologiche per l'erogazione di servizi ivi comprese la formazione, ricerca, assistenza e consulenza alla Pubblica Amministrazione, aziende e privati.	4.1 La Società ha per oggetto l'esercizio, sia nel territorio nazionale sia all'estero: a. dei servizi di posta, in base ed in conformità al D.P.R. 29 marzo 1973 n. 156 e successive modificazioni e integrazioni; b. dei servizi di BancoPosta, in base ed in conformità al D.P.R. 29 marzo 1973 n. 156 e al D.P.R. 14 marzo 2001 n. 144 e successive modificazioni e integrazioni, ed in particolare: – raccolta del risparmio tra il pubblico, come definita dall'art. 11, comma 1, del D.Lgs. 1 settembre 1993, n. 385 (di seguito, per brevità, anche "TUB"), e attività connesse e strumentali; – raccolta del Risparmio postale; – prestazione di servizi di pagamento, compresa l'emissione di moneta elettronica e di altri mezzi di pagamento, di cui all'articolo 1, comma 2, lettera f), numeri 4) e 5), del TUB; – servizio di intermediazione in cambi; – promozione e collocamento presso il pubblico di finanziamenti concessi da banche e intermediari finanziari abilitati; – servizi di investimento e accessori previsti, rispettivamente, dall'art. 1, comma 5, lett. b), c), c-*bis*), e) ed f), e dall'art. 1, comma 6, lett. a), b), d), e), f) e g), del D.Lgs. 24 febbraio 1998, n. 58 (di seguito, per brevità, anche "TUF"), nonché le attività connesse e strumentali ai servizi di investimento; – servizio di riscossione di crediti; – attività di intermediazione assicurativa e riassicurativa ai sensi del D. Lgs. 7 settembre 2005, n. 209, Codice delle Assicurazioni Private; c. dei servizi di comunicazione postale ed elettronica e dei servizi di telecomunicazione, sia tradizionalmente intesi sia nell'accezione di servizi innovativi e integrati, **dei servizi e/o soluzioni digitali e/o ICT (*Information Communication Technology*) proprie o di terze parti,** tra cui a titolo esemplificativo: servizi di notifica, servizi di comunicazione ibrida e digitale, servizi di corrispondenza online, servizi di certificazione digitale e attività di micro logistica; d. dei servizi di pacchi, corriere espresso e in generale dei servizi di logistica, nonché dei servizi di trasporto, anche aereo, di persone e cose, ai sensi dell'art. 2195, comma 1, n. 3) del Codice civile; e. della vendita al dettaglio di tutti i valori bollati e di francobolli, nonché di beni e prodotti diversi anche di fornitori esterni; f. della distribuzione e della vendita di titoli e documenti di viaggio; g. di ogni attività di valorizzazione delle reti della Società e delle connesse infrastrutture tecnologiche per l'erogazione di servizi ivi comprese la formazione, ricerca, assistenza e consulenza alla Pubblica Amministrazione, aziende e privati.

b. Art. 11: inserimento della clausola cd. di "opt-in" relativa alla facoltà di disporre la partecipazione e l'intervento in assemblea degli aventi diritto esclusivamente tramite il rappresentante designato

Con Legge 5 marzo 2024, n. 21, è stato introdotto nel D. Lgs. 24 febbraio 1998, n. 58 ("TUF") l'art. 135-*undecies*.1 (Intervento in assemblea mediante il rappresentante designato), che dispone quanto segue:

"*1. Lo statuto può prevedere che l'intervento in assemblea e l'esercizio del diritto di voto avvengano esclusivamente tramite il rappresentante designato dalla società ai sensi dell'articolo 135*-undecies. *Al rappresentante designato possono essere conferite anche deleghe o sub-deleghe ai sensi dell'articolo 135*-novies, *in deroga all'articolo 135*-undecies, *comma 4.*

2. Non è consentita la presentazione di proposte di deliberazione in assemblea. Fermo restando quanto previsto dall'articolo 126-bis, *comma 1, primo periodo, coloro che hanno diritto al voto possono presentare individualmente proposte di delibera sulle materie all'ordine del giorno ovvero proposte la cui presentazione è altrimenti consentita dalla legge entro il quindicesimo giorno precedente la data della prima o unica convocazione dell'assemblea. Le proposte di delibera sono messe a disposizione del pubblico nel sito internet della società entro i due giorni successivi alla scadenza del termine. La legittimazione alla presentazione individuale di proposte di delibera è subordinata alla ricezione da parte della società della comunicazione prevista dall'articolo 83*-sexies.

3. Il diritto di porre domande di cui all'articolo 127-ter *è esercitato unicamente prima dell'assemblea. La società fornisce almeno tre giorni prima dell'assemblea le risposte alle domande pervenute.*

4. Il comma 1 si applica anche alle società ammesse alla negoziazione su un sistema multilaterale di negoziazione."

In proposito, appare utile ricordare quanto segue:

- nel mese di marzo 2020, in concomitanza con la situazione di emergenza sanitaria connessa all'epidemia da COVID-19, venne consentito agli emittenti quotati – in virtù di quanto disposto dall'art. 106, comma 4, del D.L. 18 marzo 2020 – di svolgere le rispettive assemblee prevedendo che l'intervento e l'esercizio del diritto di voto in Assemblea da parte degli aventi diritto potesse avvenire esclusivamente per il tramite del rappresentante designato;
- negli anni successivi la facoltà di cui sopra – a seguito di interventi effettuati annualmente dal legislatore – è stata di volta in volta rinnovata;
- nello specifico, a decorrere dal 2020, Poste Italiane ha sempre ritenuto di avvalersi della suddetta facoltà;
- la Società ritiene che tale modalità di svolgimento dell'adunanza assembleare non abbia limitato né abbia attenuato in alcuna maniera l'interesse degli azionisti ad esercitare i propri diritti, mostrando altresì tale diversa modalità di svolgimento delle assemblee – anche in quanto accompagnata dall'adozione di ulteriori misure volontarie da parte delle Società a tutela dei diritti dei soci (quali, ad esempio, il rafforzamento dell'istituto delle domande pre-assembleari, di cui all'art. 127-*ter* del TUF, e l'anticipo della presentazione di proposte individuali di deliberazione, ai sensi dell'art. 126-*bis*, primo comma, terzo periodo, del TUF) – delle efficaci potenzialità in termini di efficienza operativa.

Ciò premesso, alla luce dell'introduzione nel TUF della disposizione normativa sopra richiamata dell'art. 135-*undecies*.1 – che si ritiene sia volta a disciplinare un modello assembleare che non comprime in alcun modo i diritti di informazione e voto dei soci ma ne prevede l'esercizio con forme, modalità e tempi diversi – appare opportuno – nell'ottica di assicurarsi la facoltà per il futuro di poter scegliere, in occasione di ogni Assemblea degli Azionisti, se prevedere o meno che l'intervento e l'esercizio del diritto di voto in Assemblea da parte degli aventi diritto avvenga esclusivamente per il tramite del rappresentante designato – proporre l'inserimento nello Statuto di una clausola *ad hoc*.

In particolare, la clausola in questione rimette al Consiglio di Amministrazione la decisione – con riferimento a ciascuna singola adunanza assembleare – circa le modalità di svolgimento dell'Assemblea medesima, che pertanto potrà tenersi, a seconda appunto di quanto indicato nel relativo avviso di convocazione a seguito della decisione assunta dal Consiglio di Amministrazione, secondo le forme tradizionali ovvero prevedendo l'intervento in Assemblea e l'esercizio del diritto di voto da parte degli aventi diritto esclusivamente per il tramite del rappresentante designato.

Per completezza, si ribadisce che la proposta modifica statutaria non legittima – per gli azionisti che non abbiano concorso alla relativa deliberazione – il diritto di recesso di cui all'art. 2437, comma 1, lett. g), cod. civ.

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Nello specifico si propone quindi di inserire la clausola in questione alla fine dell'art. 11 dello Statuto sociale, esattamente dopo l'art. 11.5, a sua volta già dedicato all'istituto del rappresentante designato di cui all'art. 135-*undecies* del TUF, secondo il testo di seguito indicato.

Testo vigente	**Testo proposto**
Art. 11	Art. 11
11.1 Coloro ai quali spetta il diritto di voto possono farsi rappresentare in Assemblea ai sensi di legge, mediante delega rilasciata secondo le modalità previste dalla normativa vigente. La delega può essere notificata alla Società anche in via elettronica, mediante invio nell'apposita sezione del sito internet della Società indicata nell'avviso di convocazione. Il medesimo avviso di convocazione può altresì indicare, nel rispetto della normativa vigente, ulteriori modalità di notifica in via elettronica della delega utilizzabili nella specifica assemblea cui l'avviso stesso si riferisce. Al fine di facilitare la raccolta di deleghe presso gli azionisti dipendenti della Società e delle sue controllate associati ad associazioni di azionisti che rispondano ai requisiti previsti dalla normativa vigente in materia, sono messi a disposizione delle medesime associazioni, secondo i termini e le modalità di volta in volta concordati con i loro legali rappresentanti, spazi da utilizzare per la comunicazione e per lo svolgimento dell'attività di raccolta di deleghe.	11.1 Coloro ai quali spetta il diritto di voto possono farsi rappresentare in Assemblea ai sensi di legge, mediante delega rilasciata secondo le modalità previste dalla normativa vigente. La delega può essere notificata alla Società anche in via elettronica, mediante invio nell'apposita sezione del sito internet della Società indicata nell'avviso di convocazione. Il medesimo avviso di convocazione può altresì indicare, nel rispetto della normativa vigente, ulteriori modalità di notifica in via elettronica della delega utilizzabili nella specifica assemblea cui l'avviso stesso si riferisce. Al fine di facilitare la raccolta di deleghe presso gli azionisti dipendenti della Società e delle sue controllate associati ad associazioni di azionisti che rispondano ai requisiti previsti dalla normativa vigente in materia, sono messi a disposizione delle medesime associazioni, secondo i termini e le modalità di volta in volta concordati con i loro legali rappresentanti, spazi da utilizzare per la comunicazione e per lo svolgimento dell'attività di raccolta di deleghe.
11.2 Spetta al Presidente dell'Assemblea constatare la regolarità delle singole deleghe ed in genere il diritto di intervento all'Assemblea.	11.2 Spetta al Presidente dell'Assemblea constatare la regolarità delle singole deleghe ed in genere il diritto di intervento all'Assemblea.
11.3 Lo svolgimento delle Assemblee è disciplinato da apposito regolamento approvato con delibera dell'Assemblea ordinaria della Società.	11.3 Lo svolgimento delle Assemblee è disciplinato da apposito regolamento approvato con delibera dell'Assemblea ordinaria della Società.
11.4 Il Consiglio di Amministrazione può prevedere, in relazione a singole Assemblee, che coloro ai quali spetta la legittimazione all'intervento in Assemblea e all'esercizio del diritto di voto possano partecipare all'Assemblea con mezzi di telecomunicazione elettronici. In tal caso, l'avviso di convocazione specificherà, anche mediante il riferimento al sito internet della Società, le predette modalità di partecipazione.	11.4 Il Consiglio di Amministrazione può prevedere, in relazione a singole Assemblee, che coloro ai quali spetta la legittimazione all'intervento in Assemblea e all'esercizio del diritto di voto possano partecipare all'Assemblea con mezzi di telecomunicazione elettronici. In tal caso, l'avviso di convocazione specificherà, anche mediante il riferimento al sito internet della Società, le predette modalità di partecipazione.
11.5 La Società può designare per ciascuna Assemblea un soggetto al quale i soci possono conferire, con le modalità previste dalla legge e dalle disposizioni regolamentari, entro la fine del secondo giorno di mercato aperto precedente la data fissata per l'Assemblea, anche in convocazione successiva alla prima, una delega con istruzioni di voto su tutte o alcune delle proposte all'ordine del giorno. La delega non ha effetto con riguardo alle proposte per le quali non siano state conferite istruzioni di voto.	11.5 La Società può designare per ciascuna Assemblea un soggetto al quale i soci possono conferire, con le modalità previste dalla legge e dalle disposizioni regolamentari,entro la fine del secondo giorno di mercato aperto precedente la data fissata per l'Assemblea, anche in convocazione successiva alla prima, una delega con istruzioni di voto su tutte o alcune delle proposte all'ordine del giorno. La delega non ha effetto con riguardo alle proposte per le quali non siano state conferite istruzioni di voto.
	11.6 Il Consiglio di Amministrazione può prevedere, di volta in volta in relazione a singole Assemblee, che l'intervento e l'esercizio del voto in Assemblea da parte degli aventi diritto possa avvenire esclusivamente per il tramite del rappresentante designato dalla Società di cui al precedente art. 11.5 del presente Statuto, al quale possono essere conferite anche deleghe o sub-deleghe ai sensi dell'art. 135-*novies* del TUF, in deroga all'articolo 135-*undecies*, comma 4, del TUF medesimo. In tal caso, l'avviso di convocazione specificherà, anche mediante il riferimento al sito internet della Società, le modalità di conferimento delle deleghe al rappresentante designato dalla Società.

c. Art. 12: modalità di nomina del segretario dell'Assemblea

Appare opportuno procedere ad un allineamento dell'art. 12.2 dello Statuto sociale – dedicato ad alcune formalità relative alla costituzione e all'apertura dei lavori assembleari, tra cui le modalità di individuazione del segretario dell'Assemblea – alle *best practice* in materia (rappresentate dalle corrispondenti clausole degli statuti di alcune primarie società quotate), nonché a quanto indicato con riferimento a tale tema dall'art. 4.2 del Regolamento assembleare (che al riguardo dispone che il Presidente dell'Assemblea è assistito da un Segretario, anche non socio, nominato dall'Assemblea su proposta del Presidente stesso).

In particolare, si propone che la nomina del segretario dell'Assemblea sia rimessa alla volontà dei soci intervenuti in Assemblea su proposta del Presidente, in luogo del meccanismo attualmente previsto in Statuto che riserva al Presidente medesimo la designazione del segretario.

Per completezza, si segnala che il sopra menzionato art. 4.2 del Regolamento assembleare prevede altresì che il Presidente possa "*affidare la redazione del verbale ad un notaio anche al di fuori delle ipotesi in cui ciò sia obbligatorio per legge*". In proposito, si evidenzia altresì che – secondo le *best practice* osservate sul punto dai primari emittenti quotati – anche la verbalizzazione delle Assemblee ordinarie degli Azionisti di Poste Italiane (oltre alle Assemblee straordinarie per le quali è previsto per legge) viene solitamente affidata ad un notaio e, in tal caso, come previsto dalla normativa vigente (nello specifico art. 2371, comma 2, c.c.) non si ricorre all'assistenza e, pertanto, alla individuazione della figura del segretario dell'Assemblea.

Pertanto, si propone di modificare come segue l'art. 12.2 dello Statuto.

Testo vigente		**Testo proposto**	
Art. 12		Art. 12	
12.1	L'Assemblea è presieduta dal Presidente del Consiglio di Amministrazione o, in caso di sua assenza o impedimento, dal vice Presidente se nominato oppure, in mancanza di entrambi, da altra persona delegata dal Consiglio di Amministrazione, in difetto di che l'Assemblea elegge il proprio Presidente.	12.1	L'Assemblea è presieduta dal Presidente del Consiglio di Amministrazione o, in caso di sua assenza o impedimento, dal vice Presidente se nominato oppure, in mancanza di entrambi, da altra persona delegata dal Consiglio di Amministrazione, in difetto di che l'Assemblea elegge il proprio Presidente.
12.2	Il Presidente dell'Assemblea è assistito da un Segretario, anche non socio, designato dal Presidente; il Presidente può nominare uno o più scrutatori.	12.2	Il Presidente dell'Assemblea è assistito da un Segretario, anche non socio, **~~designato dal Presidente~~** **nominato dall'Assemblea su proposta del Presidente stesso**; il Presidente può nominare uno o più scrutatori.

d. Art. 14: denominazione dei Comitati endo-consiliari

L'attuale formulazione dell'art. 14.6 dello Statuto sociale riflette l'assetto di *governance* della Società – risalente al periodo di avvio delle negoziazioni in borsa delle proprie azioni (vale a dire, alla seconda metà dell'esercizio 2015) – che in quel momento prevedeva la costituzione soltanto dei tre comitati endo-consiliari previsti sia dalle Disposizioni di Vigilanza bancarie sia dal Codice di Autodisciplina delle società quotate (poi sostituito dall'attuale Codice di *Corporate Governance*), cui la Società aveva deliberato di aderire in occasione dell'IPO, vale a dire il "Comitato Controllo e Rischi" (che inizialmente aveva competenza anche in materia di operazioni con parti correlate), il "Comitato Nomine" e il "Comitato Remunerazioni".

L'evoluzione dell'assetto di *governance* della Società delineatosi negli anni successivi ha portato all'attuale presenza di cinque comitati consiliari – tutti con funzioni propositive e consultive nei confronti del Consiglio di Amministrazione, secondo quanto specificato nei rispettivi regolamenti organizzativi – vale a dire, il "Comitato Controllo e Rischi", il "Comitato Nomine e *Corporate Governance*", il "Comitato Remunerazioni", il "Comitato Sostenibilità" e il "Comitato Parti Correlate e Soggetti Collegati".

Appare pertanto opportuno adottare una formulazione dell'art 14.6 dello Statuto sufficientemente elastica, eliminando l'indicazione nominativa dei comitati endo-consiliari, tale da risultare immune da future eventuali modifiche che in tal modo non saranno più necessarie a fronte di evoluzioni dell'assetto di governo societario.

GEP

Si propone pertanto di modificare l'art. 14.6 come segue.

Testo vigente	Testo proposto
Art. 14	Art. 14
(omissis)	*(omissis)*
14.6 Il consiglio istituisce al proprio interno il Comitato controllo e rischi (con competenza anche in merito alle operazioni con parti correlate e soggetti collegati), il Comitato nomine ed il Comitato remunerazioni, in linea con i requisiti delle Disposizioni di Vigilanza e del Codice di Autodisciplina. Il Consiglio può istituire altresì ulteriori Comitati cui attribuire funzioni consultive e propositive su specifiche materie.	14.6 Il consiglio istituisce al proprio interno ~~il Comitato controllo e rischi (con competenza anche in merito alle operazioni con parti correlate e soggetti collegati), il Comitato nomine ed il Comitato remunerazioni, in linea con i requisiti delle Disposizioni di Vigilanza e del Codice di Autodisciplina. Il Consiglio può istituire altresì ulteriori Comitati cui attribuire funzioni consultive e propositive su specifiche materie~~ **comitati cui attribuire funzioni consultive e/o propositive, in conformità a quanto al riguardo previsto dalle Disposizioni di Vigilanza e in linea con le raccomandazioni formulate in materia di governo societario dal Codice di *Corporate Governance*.**

e. Art. 16: convocazione in via di urgenza delle riunioni del Consiglio di Amministrazione

L'attuale formulazione dell'art. 16.3 dello Statuto sociale prevede – in relazione alla convocazione in via di urgenza delle riunioni consiliari – che l'avviso di convocazione debba essere inviato con un preavviso di almeno un giorno.

Considerato il contesto di mercato nel cui ambito opera la Società – che può richiedere l'assunzione di decisioni consiliari in tempi molto stringenti – nonché casistiche ricorrenti (ad es., la riunione consiliare di insediamento del Consiglio di Amministrazione subito dopo la nomina dello stesso da parte dell'Assemblea degli Azionisti), si ritiene opportuno prevedere la possibilità di convocare le riunioni consiliari in via di urgenza, in linea con quanto previsto dall'art. 2381, primo comma, cod. civ., senza indicare un termine minimo entro cui l'avviso di convocazione debba essere inviato, anche al fine di allineare la clausola statutaria in questione alle *best practice* in materia (rappresentate dalle corrispondenti clausole degli statuti di alcune primarie società quotate).

Pertanto, si propone di modificare l'art. 16.3 come segue.

Testo vigente	Testo proposto
Art. 16	Art. 16
(omissis)	*(omissis)*
16.3 Di regola la convocazione è fatta almeno cinque giorni prima di quello fissato per la riunione. Nei casi di urgenza il termine può essere più breve ma comunque non inferiore a un giorno. Il Consiglio di Amministrazione delibera le modalità di convocazione delle proprie riunioni.	16.3 Di regola la convocazione è fatta almeno cinque giorni prima di quello fissato per la riunione. Nei casi di urgenza il termine può essere più breve ~~**ma comunque non inferiore a un giorno**~~. Il Consiglio di Amministrazione delibera le modalità di convocazione delle proprie riunioni.

f. Art. 20: denominazione delle funzioni di controllo del Patrimonio BancoPosta

L'art. 20.3 dello Statuto sociale disciplina le attribuzioni in capo al Consiglio di Amministrazione relative al Patrimonio Destinato BancoPosta; tra queste attribuzioni – non delegabili dal Consiglio stesso ad altri organi o soggetti – rientra quella relativa alla nomina e alla revoca dei responsabili delle funzioni di controllo della Funzione BancoPosta (ad oggi, nello specifico si tratta della Funzione "*Compliance*", della Funzione "Revisione Interna" e della Funzione "*Risk Management* e Governo *Outsourcing*").

L'attuale formulazione della clausola relativa alla nomina e alla revoca dei responsabili delle suddette funzioni aziendali è omai superata, in quanto indica nominativamente tali funzioni che però hanno cambiato nel tempo la propria denominazione; appare pertanto opportuno modificarne la clausola statutaria in questione, effettuando un riferimento più generale alle funzioni di controllo del Patrimonio BancoPosta, rinviando all'identificazione operata dalle Disposizioni di Vigilanza bancarie ed eliminando pertanto l'indicazione nominativa delle funzioni medesime.

Pertanto, si propone di modificare l'art. 20.3 come segue.

Testo vigente	**Testo proposto**
Art. 20	Art. 20
(omissis) 20.3 Oltre alle funzioni che, in ragione di previsioni legislative, il Consiglio di Amministrazione non può delegare, non sono altresì delegabili in relazione al Patrimonio BancoPosta tutte le funzioni per le quali la delega è esclusa dalle Disposizioni di Vigilanza. In particolare, con riferimento alle attività di BancoPosta spettano al Consiglio di Amministrazione anche in conformità al Regolamento del Patrimonio BancoPosta: – *(omissis)* – la nomina e la revoca dei responsabili delle funzioni di Revisione interna, conformità alle norme (*compliance*) e *risk management* del Patrimonio BancoPosta, sentito il parere del Collegio sindacale; – *(omissis)* – *(omissis)*	*(omissis)* 20.3 Oltre alle funzioni che, in ragione di previsioni legislative, il Consiglio di Amministrazione non può delegare, non sono altresì delegabili in relazione al Patrimonio BancoPosta tutte le funzioni per le quali la delega è esclusa dalle Disposizioni di Vigilanza. In particolare, con riferimento alle attività di BancoPosta spettano al Consiglio di Amministrazione anche in conformità al Regolamento del Patrimonio BancoPosta: – *(omissis)* – la nomina e la revoca dei responsabili delle funzioni di ~~**Revisione interna, conformità alle norme (*compliance*) e *risk management***~~ **di controllo** del Patrimonio BancoPosta, **come identificate dalle Disposizioni di Vigilanza,** sentito il parere del Collegio sindacale; – *(omissis)* – *(omissis)*

***

Secondo quanto previsto dalle Disposizioni di Vigilanza emanate dalla Banca d'Italia – applicabili a Poste Italiane in ragione delle attività di bancoposta condotte per il tramite del Patrimonio Destinato BancoPosta – la Banca d'Italia ha rilasciato apposito provvedimento autorizzativo alle modifiche statutarie in precedenza illustrate, ai sensi di quanto al riguardo previsto dall'art. 56 del D.Lgs. 1° settembre 1993, n. 385 e s.m.i.

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Ordine del giorno

Signori Azionisti,

tenuto conto di quanto sopra, il Consiglio di Amministrazione della Società propone alla Vostra attenzione le seguenti proposte di deliberazione, che formeranno oggetto di votazione separata su ciascuna di esse:

"L'Assemblea straordinaria di Poste Italiane S.p.A.

delibera

1. di modificare lo Statuto sociale secondo quanto di seguito indicato; in particolare:

1.1) di modificare l'art. 4 dello Statuto sociale come segue:

Testo vigente	*Testo proposto*
Art. 4	*Art. 4*
4.1 La Società ha per oggetto l'esercizio, sia nel territorio nazionale sia all'estero: *a. dei servizi di posta, in base ed in conformità al D.P.R. 29 marzo 1973 n. 156 e successive modificazioni e integrazioni;* *b. dei servizi di BancoPosta, in base ed in conformità al D.P.R. 29 marzo 1973 n. 156 e al D.P.R. 14 marzo 2001 n. 144 e successive modificazioni e integrazioni, ed in particolare:* *– raccolta del risparmio tra il pubblico, come definita dall'art. 11, comma 1, del D.Lgs. 1 settembre 1993, n. 385 (di seguito, per brevità, anche "TUB"), e attività connesse e strumentali;* *– raccolta del Risparmio postale;* *– prestazione di servizi di pagamento, compresa l'emissione di moneta elettronica e di altri mezzi di pagamento, di cui all'articolo 1, comma 2, lettera f), numeri 4) e 5), del TUB;* *– servizio di intermediazione in cambi;* *– promozione e collocamento presso il pubblico di finanziamenti concessi da banche e intermediari finanziari abilitati;* *– servizi di investimento e accessori previsti, rispettivamente, dall'art. 1, comma 5, lett. b), c), c-bis), e) ed f), e dall'art. 1, comma 6, lett. a), b), d), e), f) e g), del D.Lgs. 24 febbraio 1998, n. 58 (di seguito, per brevità, anche "TUF"), nonché le attività connesse e strumentali ai servizi di investimento;* *– servizio di riscossione di crediti;* *– attività di intermediazione assicurativa e riassicurativa ai sensi del D. Lgs. 7 settembre 2005, n. 209, Codice delle Assicurazioni Private;* *c. dei servizi di comunicazione postale ed elettronica e dei servizi di telecomunicazione, sia tradizionalmente intesi sia nell'accezione di servizi innovativi e integrati, tra cui a titolo esemplificativo: servizi di notifica, servizi di comunicazione ibrida e digitale, servizi di corrispondenza online, servizi di certificazione digitale e attività di micro logistica;* *d. dei servizi di pacchi, corriere espresso e in generale dei servizi di logistica, nonché dei servizi di trasporto, anche aereo, di persone e cose, ai sensi dell'art. 2195, comma 1, n. 3) del Codice civile;* *e. della vendita al dettaglio di tutti i valori bollati e di francobolli, nonché di beni e prodotti diversi anche di fornitori esterni;* *f. della distribuzione e della vendita di titoli e documenti di viaggio;* *g. di ogni attività di valorizzazione delle reti della Società e delle connesse infrastrutture tecnologiche per l'erogazione di servizi ivi comprese la formazione, ricerca, assistenza e consulenza alla Pubblica Amministrazione, aziende e privati.*	*4.1 La Società ha per oggetto l'esercizio, sia nel territorio nazionale sia all'estero:* *a. dei servizi di posta, in base ed in conformità al D.P.R. 29 marzo 1973 n. 156 e successive modificazioni e integrazioni;* *b. dei servizi di BancoPosta, in base ed in conformità al D.P.R. 29 marzo 1973 n. 156 e al D.P.R. 14 marzo 2001 n. 144 e successive modificazioni e integrazioni, ed in particolare:* *– raccolta del risparmio tra il pubblico, come definita dall'art. 11, comma 1, del D.Lgs. 1 settembre 1993, n. 385 (di seguito, per brevità, anche "TUB"), e attività connesse e strumentali;* *– raccolta del Risparmio postale;* *– prestazione di servizi di pagamento, compresa l'emissione di moneta elettronica e di altri mezzi di pagamento, di cui all'articolo 1, comma 2, lettera f), numeri 4) e 5), del TUB;* *– servizio di intermediazione in cambi;* *– promozione e collocamento presso il pubblico di finanziamenti concessi da banche e intermediari finanziari abilitati;* *– servizi di investimento e accessori previsti, rispettivamente, dall'art. 1, comma 5, lett. b), c), c-bis), e) ed f), e dall'art. 1, comma 6, lett. a), b), d), e), f) e g), del D.Lgs. 24 febbraio 1998, n. 58 (di seguito, per brevità, anche "TUF"), nonché le attività connesse e strumentali ai servizi di investimento;* *– servizio di riscossione di crediti;* *– attività di intermediazione assicurativa e riassicurativa ai sensi del D. Lgs. 7 settembre 2005, n. 209, Codice delle Assicurazioni Private;* *c. dei servizi di comunicazione postale ed elettronica e dei servizi di telecomunicazione, sia tradizionalmente intesi sia nell'accezione di servizi innovativi e integrati, **dei servizi e/o soluzioni digitali e/o ICT (Information Communication Technology) proprie o di terze parti**, tra cui a titolo esemplificativo: servizi di notifica, servizi di comunicazione ibrida e digitale, servizi di corrispondenza online, servizi di certificazione digitale e attività di micro logistica;* *d. dei servizi di pacchi, corriere espresso e in generale dei servizi di logistica, nonché dei servizi di trasporto, anche aereo, di persone e cose, ai sensi dell'art. 2195, comma 1, n. 3) del Codice civile;* *e. della vendita al dettaglio di tutti i valori bollati e di francobolli, nonché di beni e prodotti diversi anche di fornitori esterni;* *f. della distribuzione e della vendita di titoli e documenti di viaggio;* *g. di ogni attività di valorizzazione delle reti della Società e delle connesse infrastrutture tecnologiche per l'erogazione di servizi ivi comprese la formazione, ricerca, assistenza e consulenza alla Pubblica Amministrazione, aziende e privati.*

1.2) di modificare l'art. 11 dello Statuto sociale come segue:

Testo vigente	*Testo proposto*
Art. 11	*Art. 11*
11.1 Coloro ai quali spetta il diritto di voto possono farsi rappresentare in Assemblea ai sensi di legge, mediante delega rilasciata secondo le modalità previste dalla normativa vigente. La delega può essere notificata alla Società anche in via elettronica, mediante invio nell'apposita sezione del sito internet della Società indicata nell'avviso di convocazione. Il medesimo avviso di convocazione può altresì indicare, nel rispetto della normativa vigente, ulteriori modalità di notifica in via elettronica della delega utilizzabili nella specifica assemblea cui l'avviso stesso si riferisce. Al fine di facilitare la raccolta di deleghe presso gli azionisti dipendenti della Società e delle sue controllate associati ad associazioni di azionisti che rispondano ai requisiti previsti dalla normativa vigente in materia, sono messi a disposizione delle medesime associazioni, secondo i termini e le modalità di volta in volta concordati con i loro legali rappresentanti, spazi da utilizzare per la comunicazione e per lo svolgimento dell'attività di raccolta di deleghe.	*11.1 Coloro ai quali spetta il diritto di voto possono farsi rappresentare in Assemblea ai sensi di legge, mediante delega rilasciata secondo le modalità previste dalla normativa vigente. La delega può essere notificata alla Società anche in via elettronica, mediante invio nell'apposita sezione del sito internet della Società indicata nell'avviso di convocazione. Il medesimo avviso di convocazione può altresì indicare, nel rispetto della normativa vigente, ulteriori modalità di notifica in via elettronica della delega utilizzabili nella specifica assemblea cui l'avviso stesso si riferisce. Al fine di facilitare la raccolta di deleghe presso gli azionisti dipendenti della Società e delle sue controllate associati ad associazioni di azionisti che rispondano ai requisiti previsti dalla normativa vigente in materia, sono messi a disposizione delle medesime associazioni, secondo i termini e le modalità di volta in volta concordati con i loro legali rappresentanti, spazi da utilizzare per la comunicazione e per lo svolgimento dell'attività di raccolta di deleghe.*
11.2 Spetta al Presidente dell'Assemblea constatare la regolarità delle singole deleghe ed in genere il diritto di intervento all'Assemblea.	*11.2 Spetta al Presidente dell'Assemblea constatare la regolarità delle singole deleghe ed in genere il diritto di intervento all'Assemblea.*
11.3 Lo svolgimento delle Assemblee è disciplinato da apposito regolamento approvato con delibera dell'Assemblea ordinaria della Società.	*11.3 Lo svolgimento delle Assemblee è disciplinato da apposito regolamento approvato con delibera dell'Assemblea ordinaria della Società.*
11.4 Il Consiglio di Amministrazione può prevedere, in relazione a singole Assemblee, che coloro ai quali spetta la legittimazione all'intervento in Assemblea e all'esercizio del diritto di voto possano partecipare all'Assemblea con mezzi di tele-comunicazione elettronici. In tal caso, l'avviso di convocazione specificherà, anche mediante il riferimento al sito internet della Società, le predette modalità di partecipazione.	*11.4 Il Consiglio di Amministrazione può prevedere, in relazione a singole Assemblee, che coloro ai quali spetta la legittimazione all'intervento in Assemblea e all'esercizio del diritto di voto possano partecipare all'Assemblea con mezzi di tele-comunicazione elettronici. In tal caso, l'avviso di convocazione specificherà, anche mediante il riferimento al sito internet della Società, le predette modalità di partecipazione.*
11.5 La Società può designare per ciascuna Assemblea un soggetto al quale i soci possono conferire, con le modalità previste dalla legge e dalle disposizioni regolamentari, entro la fine del secondo giorno di mercato aperto precedente la data fissata per l'Assemblea, anche in convocazione successiva alla prima, una delega con istruzioni di voto su tutte o alcune delle proposte all'ordine del giorno. La delega non ha effetto con riguardo alle proposte per le quali non siano state conferite istruzioni di voto.	*11.5 La Società può designare per ciascuna Assemblea un soggetto al quale i soci possono conferire, con le modalità previste dalla legge e dalle disposizioni regolamentari,entro la fine del secondo giorno di mercato aperto precedente la data fissata per l'Assemblea, anche in convocazione successiva alla prima, una delega con istruzioni di voto su tutte o alcune delle proposte all'ordine del giorno. La delega non ha effetto con riguardo alle proposte per le quali non siano state conferite istruzioni di voto.*
	11.6 Il Consiglio di Amministrazione può prevedere, di volta in volta in relazione a singole Assemblee, che l'intervento e l'esercizio del voto in Assemblea da parte degli aventi diritto possa avvenire esclusivamente per il tramite del rappresentante designato dalla Società di cui al precedente art. 11.5 del presente Statuto, al quale possono essere conferite anche deleghe o sub-deleghe ai sensi dell'art. 135-novies del TUF, in deroga all'articolo 135-undecies, comma 4, del TUF medesimo. In tal caso, l'avviso di convocazione specificherà, anche mediante il riferimento al sito internet della Società, le modalità di conferimento delle deleghe al rappresentante designato dalla Società.

1.3) l'art. 12 dello Statuto sociale come segue:

Testo vigente	*Testo proposto*
Art. 12	*Art. 12*
12.1 L'Assemblea è presieduta dal Presidente del Consiglio di Amministrazione o, in caso di sua assenza o impedimento, dal vice Presidente se nominato oppure, in mancanza di entrambi, da altra persona delegata dal Consiglio di Amministrazione, in difetto di che l'Assemblea elegge il proprio Presidente.	*12.1 L'Assemblea è presieduta dal Presidente del Consiglio di Amministrazione o, in caso di sua assenza o impedimento, dal vice Presidente se nominato oppure, in mancanza di entrambi, da altra persona delegata dal Consiglio di Amministrazione, in difetto di che l'Assemblea elegge il proprio Presidente.*
12.2 Il Presidente dell'Assemblea è assistito da un Segretario, anche non socio, designato dal Presidente; il Presidente può nominare uno o più scrutatori.	*12.2 Il Presidente dell'Assemblea è assistito da un Segretario, anche non socio, **~~designato dal Presidente~~** **nominato dall'Assemblea su proposta del Presidente stesso**; il Presidente può nominare uno o più scrutatori.*

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1.4) l'art. 14 dello Statuto sociale come segue:

Testo vigente	*Testo proposto*
Art. 14	*Art. 14*
(omissis) *14.6 Il consiglio istituisce al proprio interno il Comitato controllo e rischi (con competenza anche in merito alle operazioni con parti correlate e soggetti collegati), il Comitato nomine ed il Comitato remunerazioni, in linea con i requisiti delle Disposizioni di Vigilanza e del Codice di Autodisciplina. Il Consiglio può istituire altresì ulteriori Comitati cui attribuire funzioni consultive e propositive su specifiche materie.*	*(omissis)* *14.6 Il consiglio istituisce al proprio interno ~~il Comitato controllo e rischi (con competenza anche in merito alle operazioni con parti correlate e soggetti collegati), il Comitato nomine ed il Comitato remunerazioni, in linea con i requisiti delle Disposizioni di Vigilanza e del Codice di Autodisciplina. Il Consiglio può istituire altresì ulteriori Comitati cui attribuire funzioni consultive e propositive su specifiche materie~~* ***comitati cui attribuire funzioni consultive e/o propositive, in conformità a quanto al riguardo previsto dalle Disposizioni di Vigilanza e in linea con le raccomandazioni formulate in materia di governo societario dal Codice di*** **Corporate Governance**.

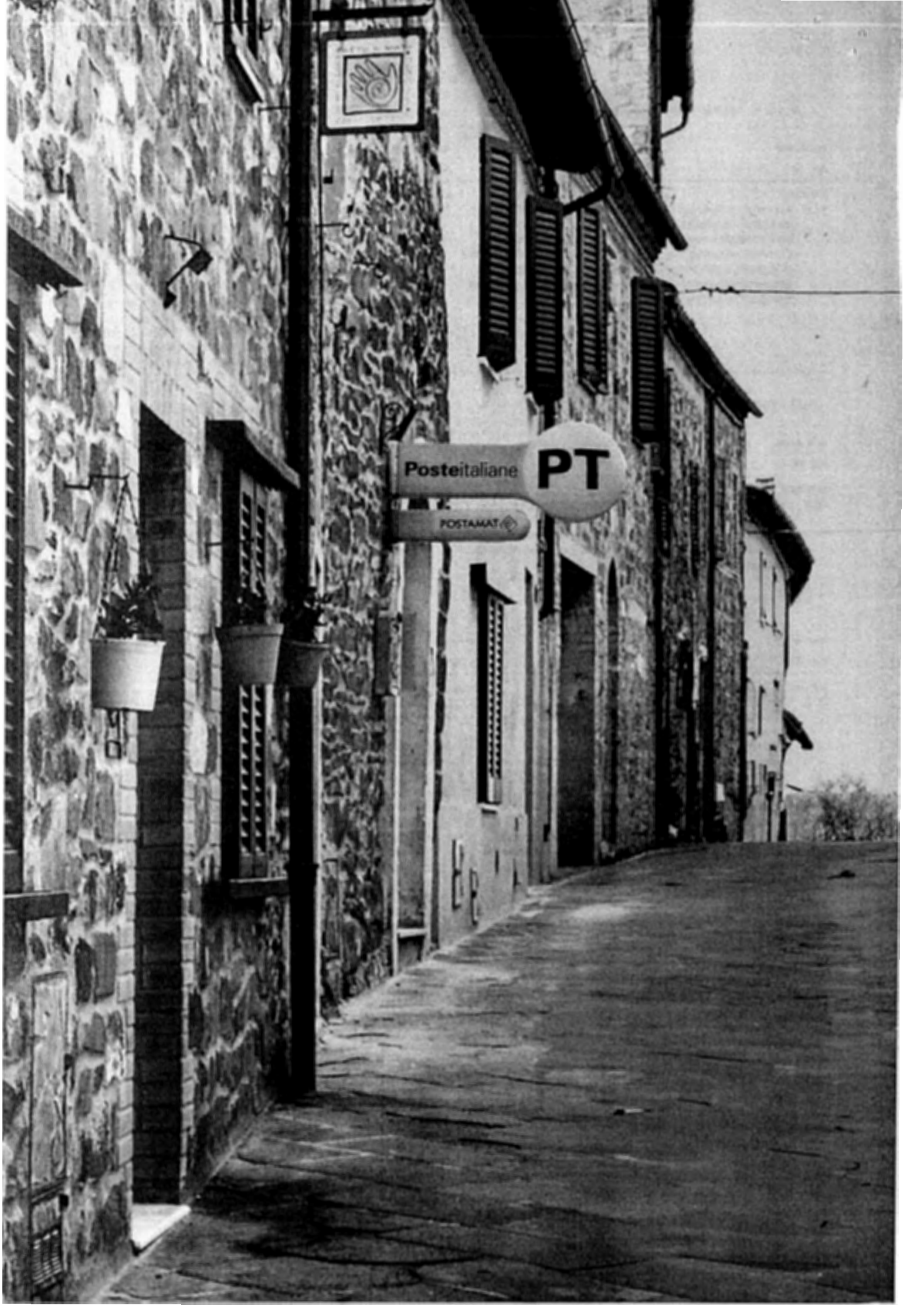
1.5) l'art. 16 dello Statuto sociale come segue:

Testo vigente	*Testo proposto*
Art. 16	*Art. 16*
(omissis) *16.3 Di regola la convocazione è fatta almeno cinque giorni prima di quello fissato per la riunione. Nei casi di urgenza il termine può essere più breve ma comunque non inferiore a un giorno. Il Consiglio di Amministrazione delibera le modalità di convocazione delle proprie riunioni.*	*(omissis)* *16.3 Di regola la convocazione è fatta almeno cinque giorni prima di quello fissato per la riunione. Nei casi di urgenza il termine può essere più breve* ***~~ma comunque non inferiore a un giorno~~***. *Il Consiglio di Amministrazione delibera le modalità di convocazione delle proprie riunioni.*

1.6) l'art. 20 dello Statuto sociale come segue:

Testo vigente	*Testo proposto*
Art. 20	*Art. 20*
(omissis) *20.3 Oltre alle funzioni che, in ragione di previsioni legislative, il Consiglio di Amministrazione non può delegare, non sono altresì delegabili in relazione al Patrimonio BancoPosta tutte le funzioni per le quali la delega è esclusa dalle Disposizioni di Vigilanza. In particolare, con riferimento alle attività di BancoPosta spettano al Consiglio di Amministrazione anche in conformità al Regolamento del Patrimonio BancoPosta:* *– (omissis)* *– la nomina e la revoca dei responsabili delle funzioni di Revisione interna, conformità alle norme (*compliance*) e* risk management *del Patrimonio BancoPosta, sentito il parere del Collegio sindacale;* *(omissis)* *(omissis)*	*(omissis)* *20.3 Oltre alle funzioni che, in ragione di previsioni legislative, il Consiglio di Amministrazione non può delegare, non sono altresì delegabili in relazione al Patrimonio BancoPosta tutte le funzioni per le quali la delega è esclusa dalle Disposizioni di Vigilanza. In particolare, con riferimento alle attività di BancoPosta spettano al Consiglio di Amministrazione anche in conformità al Regolamento del Patrimonio BancoPosta:* *– (omissis)* *– la nomina e la revoca dei responsabili delle funzioni di* ***~~Revisione interna, conformità alle norme (compliance) e risk management~~*** ***di controllo*** *del Patrimonio BancoPosta,* ***come identificate dalle Disposizioni di Vigilanza,*** *sentito il parere del Collegio sindacale;* *(omissis)* *(omissis)*

2. di dare mandato disgiuntamente al Presidente del Consiglio di Amministrazione ed all'Amministratore Delegato di approvare ed introdurre nella presente deliberazione le modificazioni, aggiunte o soppressioni che dovessero risultare necessarie ai fini della relativa iscrizione nel registro delle imprese".


Posteitaliane
PT
POSTAMAT

RELAZIONE SULLA POLITICA IN MATERIA DI REMUNERAZIONE **2024** E SUI COMPENSI CORRISPOSTI **2023**

All. 5 e
Racc. 36550

Postenibilità

LA SOSTENIBILITÀ HA UNA NUOVA PAROLA, LA NOSTRA.

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Lettera del Presidente del Comitato Remunerazioni



Carlo D'Asaro Biondo
Presidente del Comitato Remunerazioni

Signore e Signori Azionisti,

in qualità di Presidente del Comitato Remunerazioni di Poste Italiane, insieme con i consiglieri Paolo Marchioni e Armando Ponzini, sono lieto di presentarvi la Relazione sulla Politica in materia di Remunerazione 2024 e sui compensi corrisposti 2023 approvata dal Consiglio di Amministrazione in data 18 aprile 2024, su proposta del Comitato che presiedo.

In linea generale il 2023 è stato per Poste un anno eccellente nel quale la Società ha registrato un risultato operativo a livelli record, più che raddoppiato rispetto al 2017, anno di insediamento dell'attuale Amministratore Delegato. Anche in termini di Utile Netto il risultato, rispetto al 2017, è quasi triplicato (€ 1,9 miliardi vs € 0,7 miliardi). Tutti i settori hanno contribuito al trend di crescita della redditività operativa sottostante, confermando ancora una volta solide basi per la crescita futura. E tutto questo è avvenuto grazie alle nostre persone e ai 13 mila uffici postali presenti fisicamente sul territorio, che ci consentono di avere un rapporto davvero unico e indissolubile di rispetto, fiducia e condivisione di valori con il Paese e con i circa 45 milioni di clienti cui forniamo i nostri servizi.

Poste Italiane coniuga valori e una visione di lungo termine con una capacità implementativa unica, ed è oggi un Gruppo in grado di evolversi e trasformarsi a supporto dell'Italia di domani. Per questo esprimo un forte ringraziamento al management team e alle persone di Poste Italiane, veri attori di questa trasformazione, per la capacità di *execution*, l'impegno e l'entusiasmo.

Per gestire al meglio la crescita registrata, la diversificazione dei business e la realizzazione del Piano Strategico 2024-2028 "*The Connecting Platform*", nel febbraio 2024 è stato approvato un riassetto organizzativo che prevede una redistribuzione delle competenze tra le funzioni apicali di governo societario con la nomina di un Direttore Generale, diverso dall'Amministratore Delegato e a riporto di quest'ultimo, con la responsabilità di coordinare le attività di tutte le strutture organizzative in cui è articolata la Società e il Gruppo, fatte salve alcune specifiche attività. In questo modo si è voluto focalizzare ancora di più l'attenzione dell'AD sullo sviluppo delle attività relative al Patrimonio destinato BancoPosta e ai comparti assicurativo, di gestione del risparmio, dei pagamenti ed istituti di moneta elettronica, oltre a mantenere una forte attenzione sullo sviluppo ed elaborazione delle strategie di lungo termine, in un contesto integrato a livello internazionale sempre più interconnesso.

Prima di addentrarmi nel racconto di quanto fatto, desidero però ringraziarVi per aver rinnovato la fiducia verso il Gruppo in occasione della scorsa adunanza assembleare, testimoniata dal livello di consenso raggiunto nelle votazioni attinenti i temi di remunerazione. Abbiamo lavorato affinché il Vostro apprezzamento possa mantenersi, anche quest'anno, ai livelli più elevati.

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La Relazione che vi presento è introdotta da un "Quadro di sintesi" che in poche pagine e in modalità tabellare fornisce tutte le principali informazioni sulla politica retributiva in approvazione per Amministratore Delegato, Direttore Generale e Dirigenti con Responsabilità Strategiche. Seguono poi le due classiche Sezioni: la "Relazione sulla politica in materia di remunerazione 2024", che descrive in modo più approfondito i principi cardine del nostro approccio ai sistemi di remunerazione e incentivazione, e la "Relazione annuale sui compensi corrisposti 2023", che fornisce un'informativa dettagliata sull'implementazione della politica approvata nello scorso esercizio. Inoltre, data la specificità del Gruppo, è presentato l'Allegato "Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta".

Nella definizione della politica di remunerazione 2024 siamo partiti, come nostra consuetudine, da un'ampia attività di lettura delle dinamiche di mercato e di ascolto e *engagement* di tutti gli *stakeholder* interessati.

Sebbene i principali *proxy advisor* non abbiano sollevato particolari rilievi con riferimento alla Relazione sulla politica in materia di remunerazione 2023, emettendo per tutti i punti all'ordine del giorno una raccomandazione di voto favorevole, al fine di assicurare una sempre maggiore trasparenza verso gli azionisti e il mercato, nel corso del 2023 e nei primi mesi del 2024 il Comitato ha ulteriormente rafforzato l'attività di ascolto e di analisi dei suggerimenti pervenuti dagli investitori e dai *proxy advisor*, con i quali ha mantenuto un dialogo continuo, aperto e costruttivo.

Anche in considerazione delle evidenze emerse nella citata fase di *engagement* e dell'ampio consenso ottenuto nel corso dell'Assemblea 2023, la struttura della politica di remunerazione viene in linea generale confermata, mantenendo gli elementi principali e i meccanismi di funzionamento dei sistemi di incentivazione, con interventi limitati, finalizzati a un ulteriore miglioramento e a tener conto del riassetto organizzativo deliberato.

Le principali novità presenti nella Politica in materia di remunerazione 2024 sulla quale siete chiamati ad esprimervi sono le seguenti:

- previsione di limiti più stringenti entro cui il Consiglio di Amministrazione può eventualmente esercitare la deroga temporanea all'applicazione della politica retributiva approvata, in presenza di circostanze eccezionali e nel rigoroso rispetto del requisito regolamentare;
- aggiornamento del *peer group* dell'Amministratore Delegato e integrazione del paragrafo dedicato alla politica di remunerazione 2024 per il Direttore Generale, al fine di tener conto del riassetto organizzativo;
- introduzione del differimento nel sistema MBO anche per i soggetti non sottoposti a specifiche normative di vigilanza;
- lancio del Piano ILT *Performance Share* 2024-2026, in coerenza con il nuovo Piano Strategico 2024-2028 "*The Connecting Platform*";
- nuovo *target* per le *Share Ownership Guidelines*, intese ad assicurare il mantenimento nel corso del tempo di un livello minimo di possesso azionario da parte dell'Amministratore Delegato, del Direttore Generale e dei Dirigenti con Responsabilità Strategiche.

Come noto, per la sua particolare composizione, il Gruppo Poste Italiane applica, in materia di remunerazioni, tanto la normativa prevista per le società finanziarie quanto quella più generale prevista per le società quotate. È quindi in ottemperanza alle disposizioni vigenti, oltre che alle *best practice* in termini di comunicazione al mercato, che la Relazione offre a tutti voi un quadro di trasparente lettura degli elementi retributivi e del loro collegamento alla performance aziendale, alla gestione del rischio, alla sostenibilità e alla creazione di valore nel breve e nel lungo periodo.

La Relazione, sia nel descrivere i principi e gli elementi che compongono la remunerazione sia nel rendicontare quanto fatto nell'esercizio precedente, conferma il rispetto della diversità e della parità di genere, garantendo la neutralità e l'equità delle politiche di remunerazione. Conferma inoltre l'impegno del Gruppo in termini di comunicazione, con l'obiettivo di offrire un'informativa completa e trasparente, rispondendo con chiarezza alle richieste del mercato e della normativa in merito alle prassi retributive adottate.

Fiducioso che la struttura generale della politica di remunerazione e che le novità introdotte siano in linea con le aspettative di Voi Azionisti, colgo l'occasione per ringraziare vivamente tutti i membri del Consiglio di Amministrazione e le funzioni aziendali che hanno contribuito attivamente alla definizione della stessa garantendone l'allineamento alle *best practice* nazionali e internazionali coerentemente alla strategia del Gruppo Poste Italiane.

Cordiali saluti,
Carlo D'Asaro Biondo
Presidente del Comitato Remunerazioni
Poste Italiane S.p.A.

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01

Premessa e quadro di sintesi



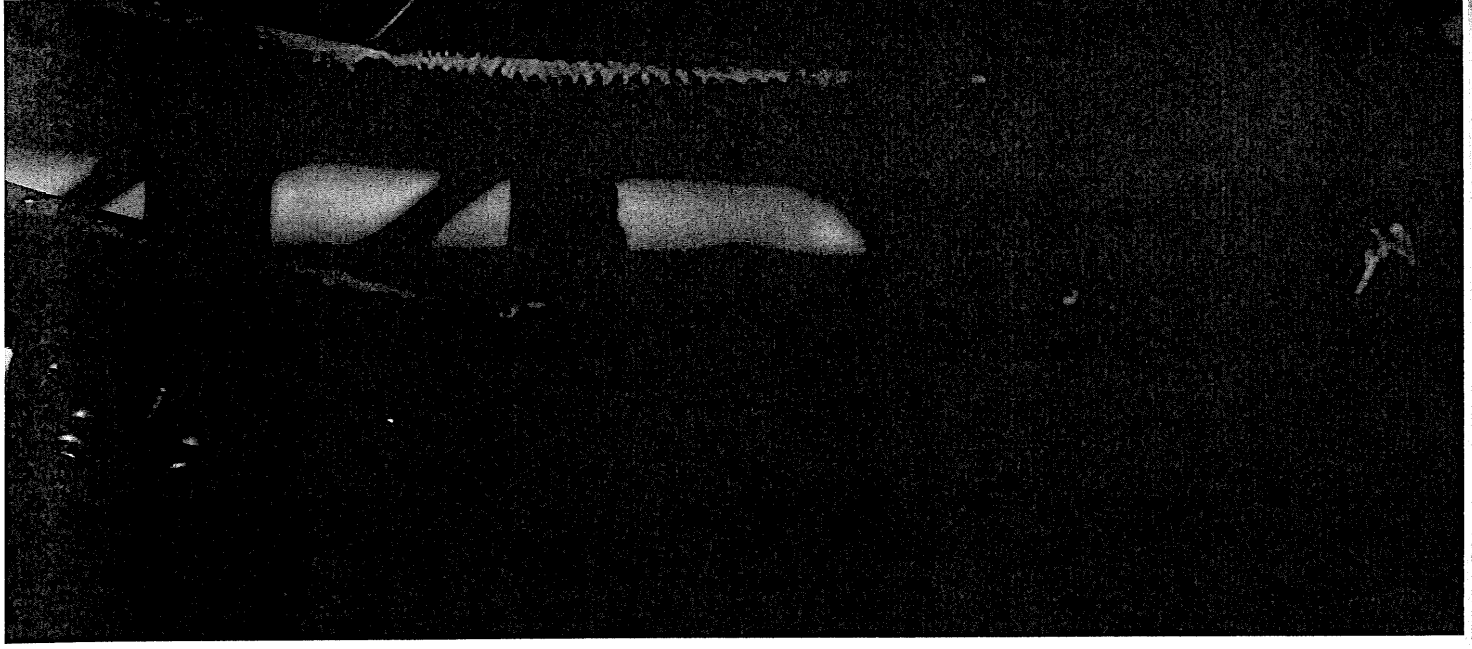
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Premessa

Il presente documento che contiene la **Relazione sulla politica in materia di remunerazione 2024 e sui compensi corrisposti 2023** (di seguito anche "Relazione") è redatto da Poste Italiane S.p.A. (di seguito anche "Poste Italiane", "Capogruppo", "Società" o "Azienda") ai sensi del D.Lgs. 58/1998 ("TUF"), aggiornato con le modifiche apportate dal D.Lgs. n. 49 del 10 maggio 2019 – artt. 114-*bis* e 123-*ter* – e del "Regolamento Emittenti", aggiornato con le modifiche apportate dalle delibere n. 21623 e n. 21625 del 10 dicembre 2020 e n. 21639 del 15 dicembre 2020 – art. 84-*quater*.

La Relazione sulla politica in materia di remunerazione 2024 (di seguito anche "Relazione sulla Remunerazione 2024" o "Relazione sulla Remunerazione") illustra in modo chiaro e comprensibile:

a. la politica della Società in materia di remunerazione dei componenti degli organi di amministrazione, degli organi di controllo (fermo restando quanto previsto dall'articolo 2402 del Codice Civile), dei direttori generali e dei Dirigenti con responsabilità strategiche, con riferimento al 2024;
b. le procedure utilizzate per l'adozione e l'attuazione di tale politica.

La prima parte illustra il contributo della politica di remunerazione alla strategia aziendale, al perseguimento degli obiettivi di creazione di valore sostenibile nell'interesse di tutti gli *stakeholder*, tenuto conto altresì delle condizioni di lavoro dei dipendenti della Società. Vengono, inoltre, illustrati i principi della *People Strategy*, evidenziando con particolare attenzione le tematiche più rilevanti nella valorizzazione delle persone nel Gruppo Poste Italiane, a conferma della connessione tra la strategia di business, la strategia di sviluppo del capitale umano e le politiche di remunerazione.

La Relazione sulla Remunerazione 2024 illustra, infine, come Poste Italiane abbia tenuto conto del voto espresso in occasione dell'Assemblea degli azionisti svoltasi in data 8 maggio 2023.

La Relazione sui compensi corrisposti 2023, in modo chiaro e comprensibile e, nominativamente per i componenti degli organi di amministrazione e di controllo, i direttori generali e in forma aggregata per i Dirigenti con responsabilità strategiche:

a. fornisce un'adeguata rappresentazione di ciascuna delle voci che compongono la remunerazione, compresi i trattamenti previsti in caso di cessazione dalla carica o di risoluzione del rapporto di lavoro, evidenziandone la coerenza con la politica della Società in materia di remunerazione relativa all'esercizio di riferimento 2023;
b. illustra analiticamente i compensi corrisposti nell'esercizio di riferimento 2023 a qualsiasi titolo e in qualsiasi forma da Poste Italiane e da Società controllate o collegate, segnalando le eventuali componenti dei suddetti compensi riferibili ad attività svolte in esercizi precedenti a quello di riferimento 2023 ed evidenziando, altresì, i compensi da corrispondere in uno o più esercizi successivi a fronte dell'attività svolta nell'esercizio di riferimento 2023, eventualmente indicando un valore di stima per le componenti non oggettivamente quantificabili nell'esercizio di riferimento 2023;
c. illustra come la Società ha tenuto conto del voto espresso l'anno precedente sulla seconda sezione della Relazione.

In linea con le *best practice* di mercato, la presente Relazione è accompagnata da un documento aggiuntivo denominato "*Remuneration Highlights 2024*", predisposto al fine di fornire al mercato un quadro di immediata lettura sugli elementi chiave delle politiche di remunerazione e incentivazione 2024.

Per quanto attiene al personale rientrante nel perimetro di applicazione delle politiche di remunerazione e incentivazione del Patrimonio BancoPosta e, in particolare, per la categoria dei cosiddetti *Material Risk Takers* ("*Risk Takers*" o "Personale più rilevante" o "*MRTs*"), la descrizione di dettaglio è illustrata nelle "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*" o "Allegato", redatto ai sensi della Circolare Banca d'Italia n. 285/2013 e dell'articolo 450 del Regolamento (UE) n. 575 del Parlamento Europeo e del Consiglio del 26 giugno 2013 (c.d. "CRR"), integrato dal Regolamento di esecuzione (UE) n. 637, adottato il 15 marzo 2021.

Le politiche di remunerazione e incentivazione di Poste Italiane sono definite in coerenza con il modello di *governance* della Società, con la normativa tempo per tempo vigente, e in conformità alle raccomandazioni del Codice di Corporate Governance cui la Società ha aderito il 17 dicembre 2020 (con la precisazione che l'adesione al previgente Codice di Autodisciplina era stata deliberata dal Consiglio di Amministrazione in data 31 luglio 2015).

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Le politiche descritte nel presente documento si applicano a Poste Italiane S.p.A. e alle Società da questa controllate (di seguito, collettivamente, anche "Gruppo" o "Gruppo Poste Italiane"). Per le Società controllate soggette a normativa di settore quali, a titolo esemplificativo e non esaustivo Poste Vita S.p.A., Poste Assicura S.p.A. oppure BancoPosta Fondi S.p.A. SGR, che adottano specifiche politiche di remunerazione coerenti con le normative alle stesse applicabili, il testo della presente Relazione funge da principio ispiratore.

Si evidenzia che nella predisposizione della Relazione e del relativo Allegato, Poste Italiane si è avvalsa del supporto fornito dalla società di consulenza *WTW*.

Il Consiglio di Amministrazione di Poste Italiane, in data 18 aprile 2024, su proposta del Comitato Remunerazioni, ha deliberato di sottoporre (i) al voto vincolante dell'Assemblea degli azionisti, convocata per l'approvazione del Bilancio di Esercizio 2023, la Relazione sulla politica in materia di remunerazione 2024, e (ii) al voto consultivo la Relazione sui compensi corrisposti 2023. Nella medesima adunanza del 18 aprile 2024, il Consiglio di Amministrazione di Poste Italiane, su proposta del Comitato Remunerazioni, ha parimenti deliberato di sottoporre al voto vincolante dell'Assemblea degli azionisti, convocata per l'approvazione del Bilancio di Esercizio 2023, l'Allegato Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta.

Il testo del presente documento è messo a disposizione del pubblico, presso la sede sociale e nella sezione Remunerazione del sito internet della Società per almeno dieci anni, entro il ventunesimo giorno precedente la data dell'Assemblea convocata per l'approvazione del Bilancio relativo all'esercizio 2023, secondo quanto previsto dalla normativa vigente. I Documenti Informativi relativi ai piani di compensi basati su strumenti finanziari sono reperibili nella medesima sezione del sito internet della Società https://www.posteitaliane.it/it/remunerazione.html

Quadro di sintesi

Compensi fissi

Amministratore Delegato (AD)
Nell'ambito dei costi aziendali sui compensi fissi, rimasti invariati, nella seduta del 28 febbraio 2024, il Consiglio di Amministrazione, anche alla luce del riassetto organizzativo approvato nella medesima adunanza, ha deliberato la riarticolazione dei compensi ex art. 2389 comma 3 c.c.. I compensi fissi complessivi, pertanto, sono pari a 1.478.000 euro lordi annui.

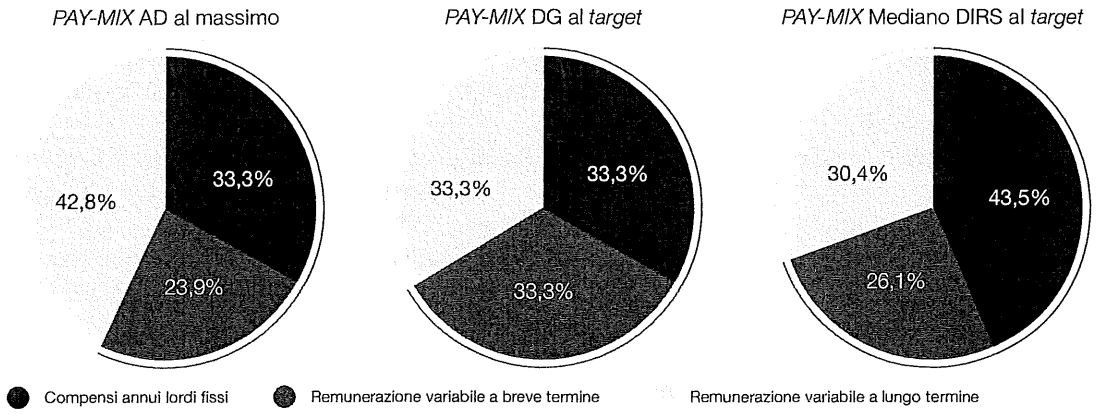
Direttore Generale (DG)
La retribuzione annua lorda fissa complessiva è pari a 870.000 euro annui.

DIRS (Dirigenti con responsabilità strategiche)
La retribuzione annua lorda fissa è coerente con il ruolo ricoperto, l'ampiezza delle responsabilità assegnate, l'esperienza e le capacità richieste per ciascuna posizione, anche tenuto conto di appositi *benchmark* di mercato.

Benefit

I *benefit* sono definiti in linea con le prassi di mercato e attribuiti tenendo in considerazione il ruolo e le responsabilità assegnate.

Pay Mix



Sistema di incentivazione variabile a breve termine MBO 2024

AD
Condizione Cancello: EBIT di Gruppo.
Condizioni di Accesso: CET1, LCR e RORAC BancoPosta e *Solvency II Ratio* Poste Vita.
Obiettivi di *Performance*: economico-finanziari (peso 40%), redditività corretta per il rischio (peso 20%), ESG (peso 40%).
Modalità di erogazione: differimento del 60% dell'incentivo su un orizzonte temporale di 5 anni (*pro-rata*); corresponsione per il 45% in forma monetaria e per il 55% in diritti a ricevere Azioni ordinarie di Poste Italiane, sottoposte a un vincolo di *retention* di un anno.
Livello di incentivazione: l'assegnazione potrà essere al massimo pari al 71,71% dei compensi fissi.
Resta inteso il rispetto del limite di incidenza massima della remunerazione variabile in rapporto alla remunerazione fissa pari al 2:1.
È prevista l'applicazione di meccanismi di non conformità, *malus* e *claw back*.

DG
Condizione Cancello: EBIT di Gruppo.
Obiettivi di *Performance*: economico-finanziari (peso 60%), ESG (peso 40%).
Modalità di erogazione: differimento di un anno del 30% dell'incentivo; corresponsione 100% in forma monetaria.
Livello di incentivazione: l'assegnazione al *target* è pari al 100% della retribuzione annua lorda fissa.
È prevista l'applicazione di meccanismi di non conformità, *malus* e *claw back*.

DIRS
Performance Gate: EBIT di Gruppo.
Obiettivi di *Performance* differenziati e riconducibili alle seguenti categorie: economico-finanziari (peso 20%), ESG (peso 40%), obiettivi di funzione (peso 40%).
Modalità di erogazione: differenziate, in linea con la normativa di riferimento.
Livelli di incentivazione: differenziati per livello di responsabilità e complessità del ruolo e ricompresi, a *target*, tra il 30% e il 65% della retribuzione annua lorda fissa.
Resta inteso il rispetto delle normative di riferimento. È prevista l'applicazione di meccanismi di non conformità, *malus* e *claw back*.

GPP

Una tantum

All'**AD**, al **DG** e ai **DIRS** di Poste Italiane **non possono essere attribuite** Una Tantum Retributive.

Sistema di incentivazione variabile a lungo termine Piano ILT 2024-2026

Caratteristiche comuni
Condizione Cancello: EBIT cumulato di Gruppo
Obiettivi di *Performance*: EBIT cumulato di Gruppo (peso 40%), *Shareholders Value Creation* (Peso 20%) e ESG (peso 40%), con un focus sulla transizione *green* e la valorizzazione delle persone.
È prevista l'applicazione di meccanismi di non conformità, malus e *claw back*.

AD
Condizioni di Accesso: CET1, LCR e RORAC BancoPosta.
Modalità di erogazione: le Azioni ordinarie di Poste Italiane maturate vengono attribuite per il 40% (quota *up-front*) al termine del periodo di *performance*, per il 60% in cinque quote annuali differite su un arco temporale quinquennale (le prime tre pari al 10% delle Azioni complessivamente maturate e le restanti due quote pari al 15%). Sia la quota *up-front* sia le quote differite sono sottoposte a un vincolo di *retention* di un anno.
Livello di incentivazione: l'assegnazione potrà essere al massimo pari al 128,29% dei compensi fissi.
Resta inteso il rispetto del limite di incidenza massima della remunerazione variabile in rapporto alla remunerazione fissa pari al 2:1.

DG
Modalità di erogazione: le Azioni ordinarie di Poste Italiane maturate vengono attribuite per il 40% (quota *up-front*) al termine del periodo di *performance*, e per il 60% sono sottoposte a un vincolo di *retention* di due anni.
Livello di incentivazione: l'assegnazione al *target* è pari al 100% della retribuzione annua lorda fissa.

DIRS
Modalità di erogazione: differenziate, in linea con schemi previsti per AD o DG.
Livello di incentivazione: il valore *target* delle assegnazioni varia da un minimo del 30% fino a un massimo del 100% della retribuzione annua lorda fissa.
Per alcuni DIRS le caratteristiche del Piano ILT sono definite in coerenza con la normativa e le politiche di riferimento.

Linee guida di possesso azionario

AD
Ammontare *target*: 2 annualità di Compensi Fissi.
Tempi e modalità di raggiungimento: 50% di Azioni disponibili derivanti dal "Piano ILT *Performance Share* 2024-2026" da mantenere, a meno di aver già raggiunto l'ammontare *target*.

DG
Ammontare *target*: 1 annualità di Retribuzione Annua Lorda.
Tempi e modalità di raggiungimento: 50% di Azioni disponibili derivanti dal "Piano ILT *Performance Share* 2024-2026" da mantenere, a meno di aver già raggiunto l'ammontare *target*.

DIRS
Ammontare *target*: ½ annualità di Retribuzione Annua Lorda.
Tempi e modalità di raggiungimento: 25% di Azioni disponibili derivanti dal "Piano ILT *Performance Share* 2024-2026" da mantenere, a meno di aver già raggiunto l'ammontare *target*.

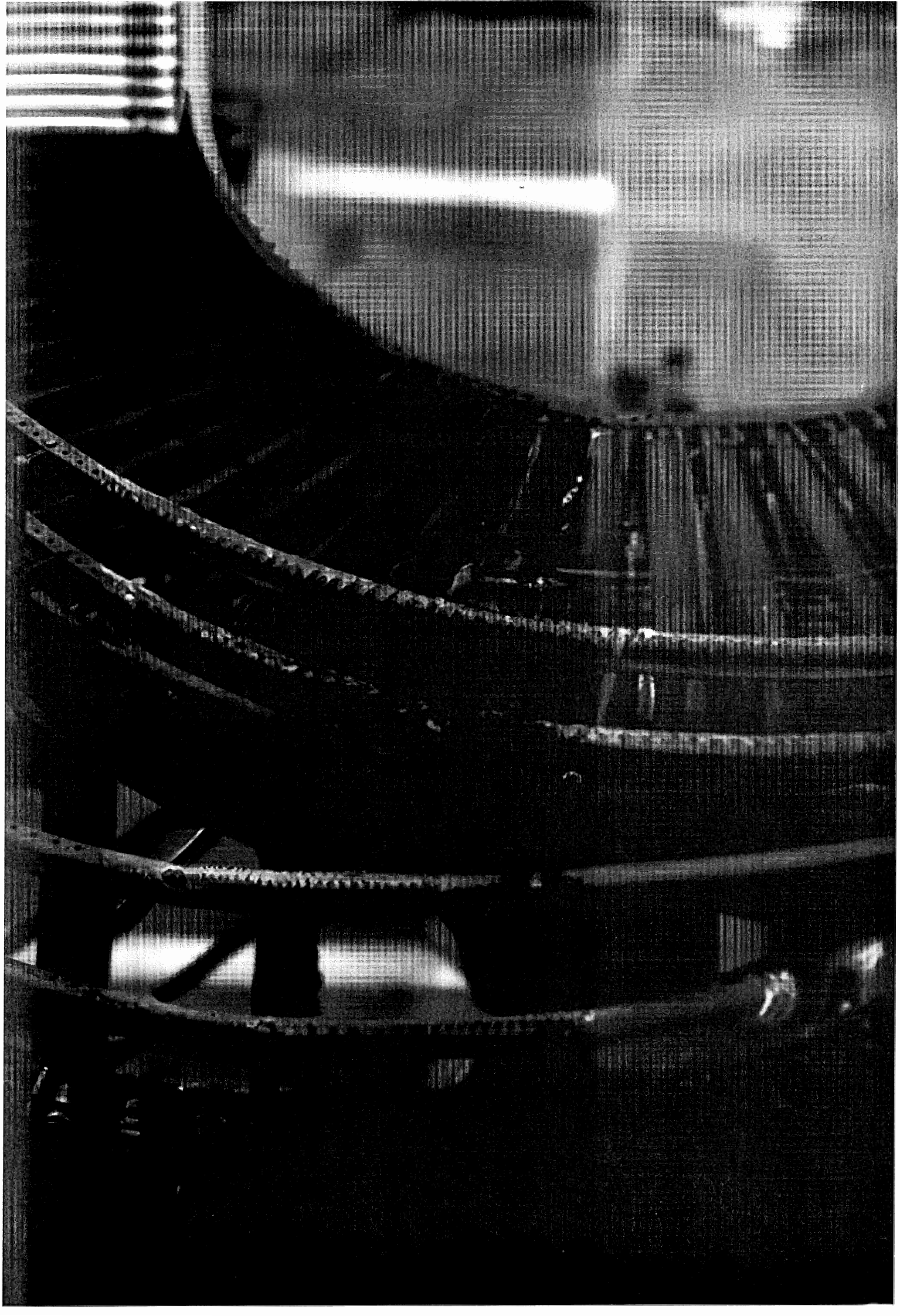
Conclusione del rapporto

AD
L'importo derivante dall'applicazione di clausole/accordi non può comunque superare un numero massimo di 24 mensilità della remunerazione globale convenzionale lorda, comprensiva di una somma equivalente all'eventuale indennità di preavviso prevista contrattualmente.
L'importo di cui sopra viene determinato sulla base della seguente formula predefinita:
- 10 mensilità in caso di cessazione del rapporto nel corso del primo anno di servizio;
- 16 mensilità in caso di cessazione del rapporto nel corso del secondo anno di servizio;
- 24 mensilità in caso di cessazione del rapporto nel corso del terzo anno di servizio e successivi.

DG e DIRS
L'importo derivante dall'applicazione delle clausole che regolino *ex-ante* gli aspetti economici relativi alla cessazione del rapporto non può superare un numero massimo di mensilità della retribuzione globale di fatto, comprensiva della retribuzione annua lorda fissa, della media di quanto percepito a titolo di componente variabile a breve termine nell'ultimo triennio (o nel minor periodo di lavoro prestato) e, di norma, del valore dei *benefit* assegnati, come di seguito definito:
- 10 mensilità in caso di cessazione del rapporto nel corso del primo anno di attività su un ruolo da dirigente;
- 16 mensilità in caso di cessazione del rapporto nel corso del secondo anno di attività su un ruolo da dirigente;
- 24 mensilità in caso di cessazione del rapporto nel corso del terzo anno di attività su un ruolo da dirigente e successivi.

Si precisa che l'importo, come sopra definito, è comprensivo di una somma equivalente all'eventuale indennità di preavviso prevista contrattualmente.
Resta inteso che per i DIRS sottoposti a specifiche normative di vigilanza in materia di remunerazione, i pagamenti per la conclusione del rapporto saranno riconosciuti nel rispetto delle normative di riferimento.
La Società, di norma, non stipula "patti di non concorrenza".

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02

Relazione sulla politica in materia di remunerazione 2024



02 Relazione sulla politica in materia di remunerazione 2024

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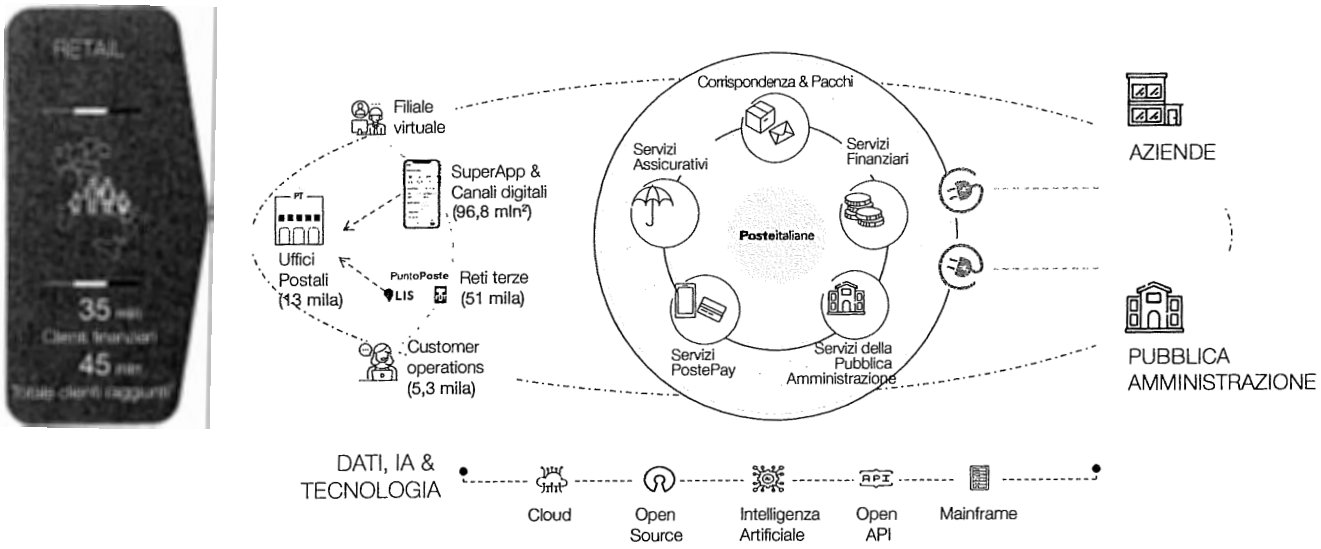
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1. La politica di remunerazione 2024: introduzione, principi, durata e principali novità

Poste Italiane è impegnata da oltre 160 anni nei servizi di corrispondenza e logistica che poggiano sulla più estesa infrastruttura in Italia, è riconosciuta fra i principali protagonisti a livello nazionale nell'ambito dei servizi finanziari e assicurativi, dei sistemi di pagamento, delle telecomunicazioni ed è recentemente entrata nel mercato dell'energia. Il Gruppo è la più rilevante piattaforma "*phygital*" in Italia basata sull'integrazione di più punti di contatto con la clientela e in grado di creare un ecosistema omnicanale, nel quale tutte le componenti della piattaforma si completano vicendevolmente connettendo cittadini, aziende e pubblica amministrazione, con circa 13.000 uffici postali, 50.000 punti della rete di terzi e 12 milioni di *wallet* per pagamenti digitali.

Il Gruppo, caratterizzato storicamente da una forte identità nazionale, è inoltre integrato a livello internazionale in termini di investitori e di altri *stakeholder*, anche grazie all'ampia infrastruttura tecnologica a supporto della *platform company*. Il percorso di trasformazione di Poste Italiane è iniziato nel 2017 con l'ambizione di massimizzare il valore per i clienti e diventare la rete di distribuzione più efficace e affidabile d'Italia.

FIGURA 1. LA *PLATFORM COMPANY* ITALIANA SENZA EGUALI



1. Include i clienti con prodotti non finanziari (utilities) e identità digitali; 2. Numero cumulato di *download* di app.

La politica di remunerazione segue l'evoluzione dei diversi ambiti di attività nei quali l'Azienda opera e contribuisce alla strategia aziendale anche attraverso sistemi di incentivazione allineati agli obiettivi fissati nel Piano Strategico e alla *People Strategy* di Gruppo.

Nel mese di marzo 2024, con il lancio del nuovo Piano Strategico 2024-2028 "*The Connecting Platform*", il Gruppo ha ribadito il proprio impegno a sostegno dello sviluppo socio-economico del Paese con l'obiettivo di garantire la creazione di valore condiviso per tutti gli *stakeholder*, anche attraverso l'integrazione di obiettivi ESG nella strategia del Gruppo. Tale percorso prevede un importante processo di trasformazione (dalla logistica ai nuovi modelli di servizio), che sarà supportato dall'infrastruttura tecnologica e dall'intelligenza artificiale e realizzato dalle nostre persone che continuano ad essere il vero motore della trasformazione di Poste Italiane.

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Riassetto organizzativo

Al fine di favorire la realizzazione del Piano Strategico 2024-2028, nel febbraio 2024 è stato approvato un riassetto organizzativo che prevede una redistribuzione delle competenze tra le funzioni apicali di governo societario secondo modalità tali da intercettare le evoluzioni intervenute nel tempo. Infatti, in un contesto di mercato altamente competitivo, si è reso opportuno formalizzare l'assetto ritenuto più congruo al fine di conseguire gli sfidanti obiettivi del nuovo Piano Strategico.

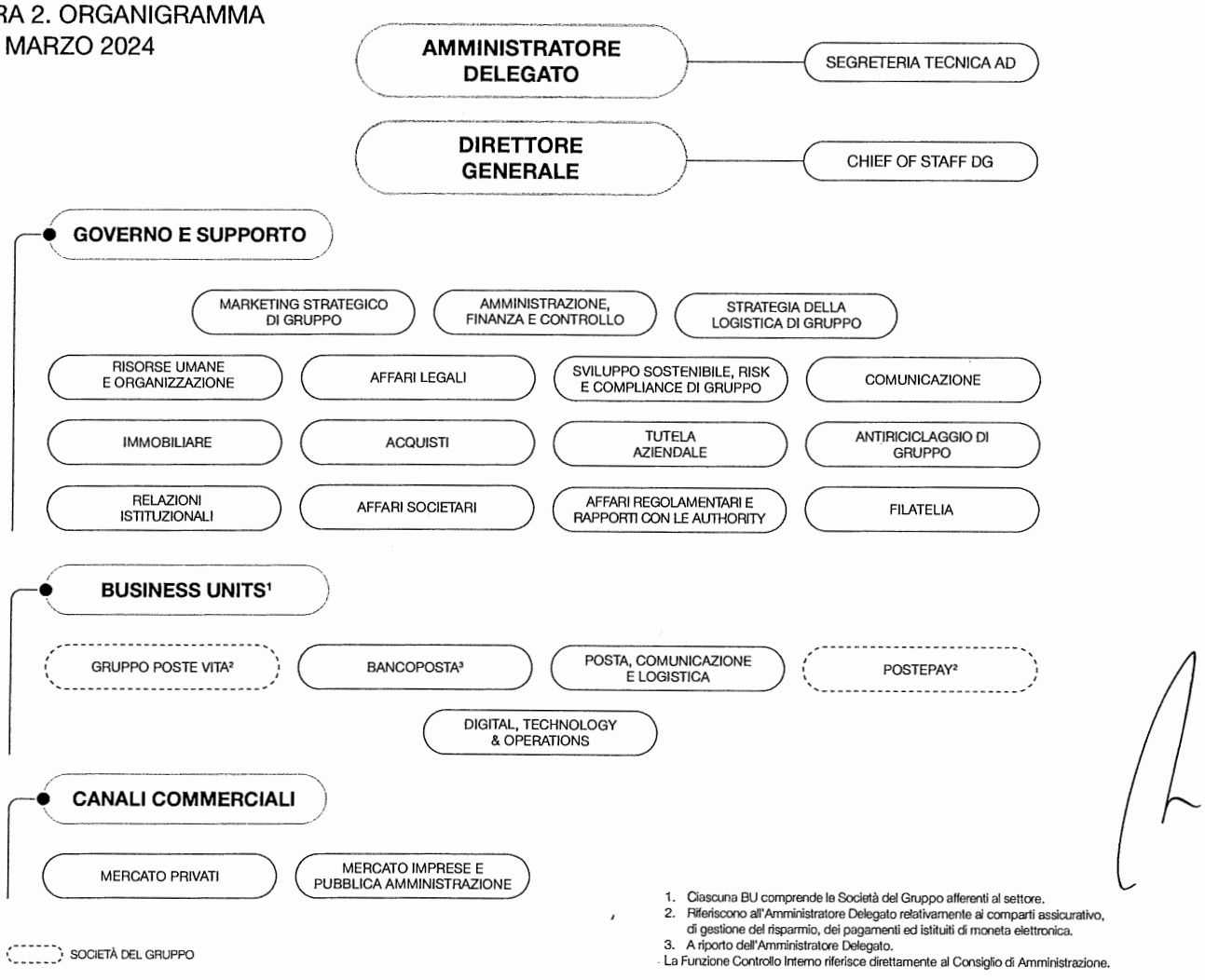
In tale contesto, il Consiglio di Amministrazione (C.d.A.) ha approvato la nomina di un Direttore Generale, diverso dall'Amministratore Delegato e a riporto di quest'ultimo, con la responsabilità di coordinare le attività di tutte le strutture organizzative in cui è articolata la Società e il Gruppo, fatte salve alcune specifiche attività, in particolare, quelle riferite alla Funzione Controllo Interno, al Patrimonio Destinato BancoPosta e ai comparti assicurativo, di gestione del risparmio, dei pagamenti ed istituti di moneta elettronica.

Più in dettaglio, nell'ambito del suddetto riassetto organizzativo sono mantenute in capo all'Amministratore Delegato tutte le sue attribuzioni; il Direttore Generale sarà responsabile dei canali commerciali, del *business* "digitale", della tecnologia e *"operations"* oltre che della posta e pacchi e di tutte le aree di staff a governo e supporto del Gruppo ivi incluso, a titolo esemplificativo, Risorse Umane e Organizzazione, Amministrazione Finanza e Controllo e *Marketing* Strategico di Gruppo.

Pertanto, il riassetto organizzativo descritto comporta, *in primis*, che non vi è alcuna limitazione nel perimetro di responsabilità dell'Amministratore Delegato che continuerà ad avere i medesimi poteri focalizzati sullo sviluppo ed elaborazione delle strategie aziendali in un contesto sempre più articolato e complesso e, in secondo luogo, che il Direttore Generale ha la responsabilità di governare l'implementazione della visione strategica attraverso i canali di *business*, la tecnologia, i servizi digitali e logistico-postali.

A titolo esemplificativo, di seguito si riporta l'organigramma aggiornato al 31 marzo 2024:

FIGURA 2. ORGANIGRAMMA AL 31 MARZO 2024



Novità 2024 e durata della politica in materia di remunerazione

Ciò premesso in considerazione del nuovo Piano Strategico e del riassetto organizzativo deliberato dal C.d.A. del 28 febbraio u.s., la Politica in materia di remunerazione 2024 presenta le seguenti novità:

- in allineamento alle attese degli investitori e dei *proxy advisor*, sono stati circoscritti i limiti entro cui il C.d.A. può eventualmente esercitare la deroga temporanea ai sensi dell'art.123-*ter*, comma 3-*bis* del TUF, in presenza di circostanze eccezionali e nel rigoroso rispetto del requisito regolamentare;
- è stato aggiornato il *peer group* dell'Amministratore Delegato al fine di tener conto del riassetto organizzativo;
- è stato introdotto il differimento nel sistema MBO anche per i soggetti non sottoposti a specifiche normative di vigilanza, in linea con le *best practice* di mercato internazionali, al fine di focalizzare l'attenzione delle "risorse chiave" anche sul medio termine;
- è stato avviato il Piano ILT *Performance Share* 2024-2026 che, in coerenza con il nuovo Piano Strategico 2024-2028 "*The Connecting Platform*", conferma la grande attenzione ai margini, alla creazione di valore per gli azionisti e alle tematiche ESG;
- è stato integrato il paragrafo dedicato alla politica di remunerazione 2024 per il Direttore Generale, coerentemente con il riassetto organizzativo;
- è stato innalzato il livello *target* delle Linee Guida di possesso azionario per l'Amministratore Delegato, al fine di rafforzare ulteriormente l'allineamento con gli interessi di lungo termine degli investitori. Con la stessa finalità, è stato introdotto il meccanismo del *dividend equivalent* che stabilisce, per tutte le quote azionarie, la consegna di un numero di azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario durante i periodi di *retention*, per le azioni non ancora disponibili.

Si evidenzia, inoltre, che l'aggiornamento delle Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta è volto a garantire un ancor più robusto allineamento al rischio della remunerazione del *management*.

La politica di remunerazione illustrata nella presente Relazione ha durata annuale (2024).

1.1 Dal Piano Strategico 2024-2028 ai principi della *People Strategy*

Poste Italiane è la "*platform company*" leader in Italia, focalizzata sul cliente e al servizio delle esigenze dei cittadini attraverso un modello di servizio omnicanale; infatti circa 13.000 uffici postali, circa 50.000 *touchpoint* di reti terze e le nostre App permettono di connettere i clienti ai nostri servizi e alla Pubblica Amministrazione.

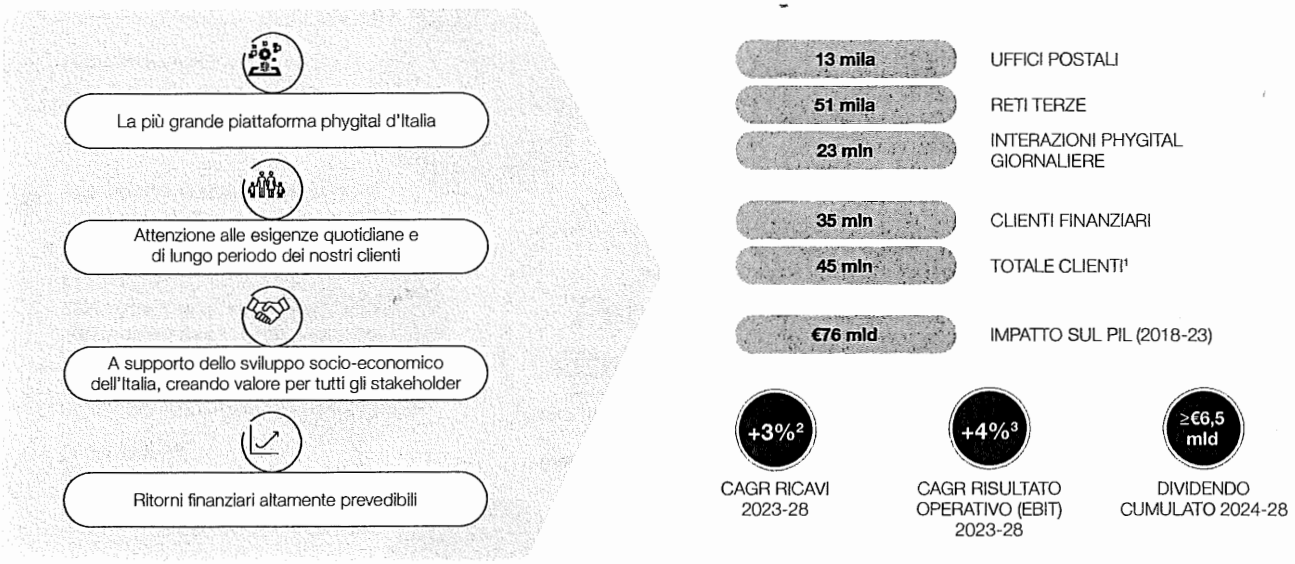
Con un fatturato di circa 12 miliardi di euro, le attività del Gruppo generano significativi impatti sul Paese in termini di Prodotto Interno Lordo, gettito fiscale, occupazione e reddito delle famiglie. Tali impatti sono l'effetto del coinvolgimento nella catena di fornitura e delle attività di investimento di numerosissime imprese locali (molte delle quali piccole e medie) che, come noto, rappresentano l'architrave del tessuto industriale nazionale e per la cui sopravvivenza e crescita Poste Italiane svolge un ruolo fondamentale.

Con il nuovo Piano Strategico 2024-2028 "*The Connecting Platform*" il Gruppo vuole continuare a crescere e a creare valore per tutti gli *stakeholder*, mantenendo un saldo ancoraggio al tessuto sociale ed economico del paese. In particolare, i principali punti strategici sono:

- la trasformazione dell'ufficio postale, da spazio dedicato alle transazioni a luogo relazionale (focalizzato sulla costruzione e il mantenimento di solide relazioni con i clienti);
- l'adozione del nuovo modello di servizio commerciale, che consentirà di rispondere al meglio alle esigenze reali dei clienti, adattando la rete ai clienti piuttosto che chiedere loro di adattarsi alla nostra organizzazione;
- l'evoluzione della rete postale in un *network* sempre più guidato dalla gestione dei pacchi, diventando un operatore logistico *end-to-end*;
- nei servizi assicurativi, la soddisfazione di tutte le esigenze di investimento e protezione, mantenendo una crescita costante nel settore Investimenti e facendo leva sulla crescente domanda e la bassa penetrazione degli strumenti di protezione;
- in ambito PostePay, il consolidamento dell'ecosistema di prodotti e servizi per i bisogni quotidiani della clientela;
- la SuperApp completamente personalizzata rispetto al profilo del singolo cliente, che grazie a tecnologie all'avanguardia e all'Intelligenza Artificiale, costituirà un punto di accesso unico all'ecosistema di Poste Italiane.

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FIGURA 3. POSTE ITALIANE: *THE CONNECTING PLATFORM*



1. Inclusi i clienti con prodotti non finanziari (utilities) e identità digitali; **2.** I numeri del 2023 escludono sennder e la commessa governativa relativa al Covid nel calcolo del CAGR; **3.** Esclusi gli oneri di sistema relativi al fondo di garanzia assicurativa, pari in media a ca.€80 mln all'anno nell'arco di piano.

Poste Italiane intende quindi potenziare la relazione con i propri clienti attraverso l'evoluzione del modello di servizio alla clientela, offrendo una gamma sempre più ampia di prodotti e servizi ai cittadini e alle imprese e agevolando esperienze omnicanale, sia all'interno della rete degli uffici postali sia presso le reti terze e le *digital properties*.

Il Piano 2024-2028 mira, inoltre, a importanti cambiamenti anche nel settore della logistica e dei pacchi, proseguendo il percorso di trasformazione del Gruppo già avviato che punta a fare di Poste Italiane un operatore logistico completo, anche attraverso un'offerta di servizi *end to end* capaci di coprire tutte le fasi della catena logistica del cliente.

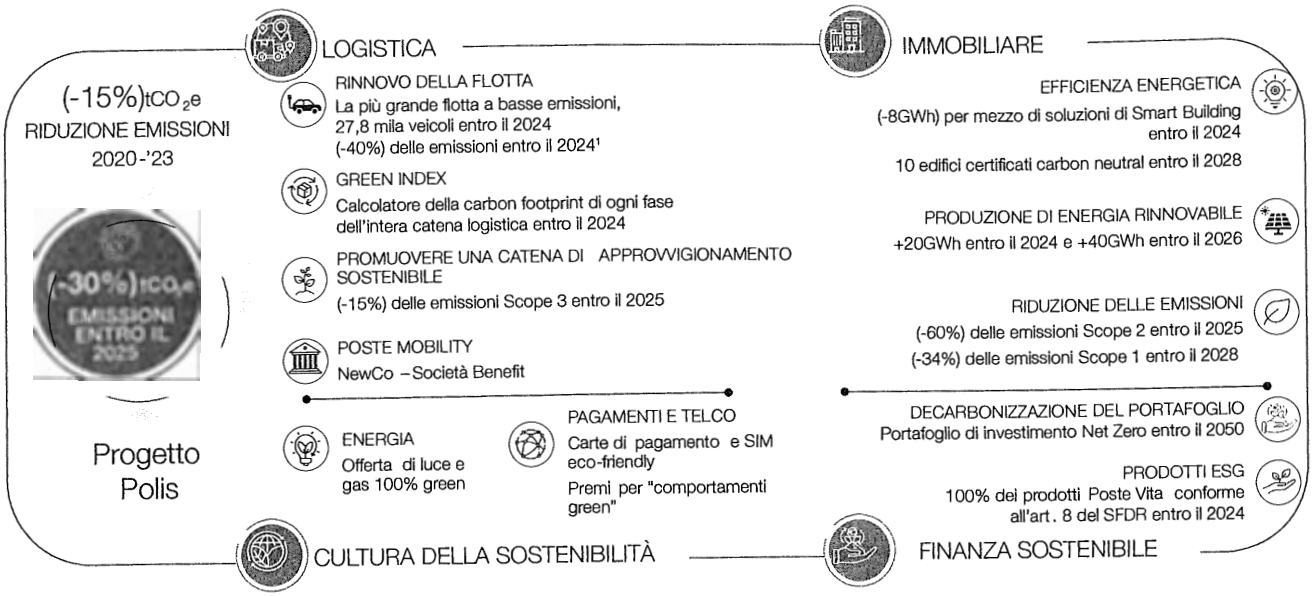
Si conferma dunque l'obiettivo di configurare Poste Italiane quale "azienda piattaforma" che evolve sempre di più verso un modello di *business* diversificato, integrato e sostenibile. La nuova Super-App rappresenterà il punto di accesso più rilevante alla piattaforma abilitando esperienze ai clienti senza soluzione di continuità dal fisico al digitale. L'intelligenza artificiale è parte della nostra piattaforma con l'obiettivo di soddisfare al meglio le specifiche esigenze dei clienti migliorando significativamente la *customer experience*. La strategia è quella di assolvere alle esigenze per i vari prodotti del cliente, fornendo un canale per interagire con Poste Italiane più comodo e consono: l'ufficio postale, le reti terze, il digitale, il *call center*.

Poste Italiane conferma, inoltre, il sostegno alla coesione sociale ed economica del paese e l'impegno alla riduzione del *digital divide* attraverso il Progetto Polis. Entro il 2026, circa 7.000 uffici postali nei piccoli comuni saranno trasformati in *hub* di servizi digitali, per un accesso rapido e facile ai servizi della Pubblica Amministrazione. Inoltre, verranno messi a disposizione dei cittadini 250 spazi di *co-working* su tutto il territorio nazionale.

Dal 2017 a oggi, i risultati raggiunti e le iniziative sviluppate hanno mostrato che le strategie di *business* e ESG di Gruppo sono inscindibilmente integrate. Il Piano Strategico contiene, infatti, *target* e obiettivi di sostenibilità allineati ai più alti indicatori a livello nazionale, europeo e mondiale e gli eccellenti risultati raggiunti in questi anni – unitamente ai molteplici riconoscimenti ottenuti dalle più prestigiose agenzie di *rating* – confermano l'efficacia e la lungimiranza delle strategie di sostenibilità intraprese dal Gruppo in questi anni.

Sempre in materia di ESG, nell'ambito del quale il green è un tema chiave, si conferma l'impegno alla *Carbon Neutrality* 2030. È previsto, inoltre, il rilascio e la certificazione del "*Green Index*", un modello di calcolo della *carbon footprint* per ogni fase dell'intera catena logistica, secondo i migliori *standard* di settore. Poste Italiane, anche grazie alla rete PuntoPoste, ha l'obiettivo entro il 2028, di essere ad un massimo di 2,5 km dal cliente su tutto il territorio nazionale.

FIGURA 4. IL NOSTRO PERCORSO VERSO LA *CARBON NEUTRALITY* DI GRUPPO ENTRO IL 2030



Nota: tutti gli obiettivi sono calcolati rispetto al 2020, se non diversamente indicato;
1. Rispetto al 2019.

Con il Piano Strategico 2024-2028, il Gruppo è pronto ad accogliere il futuro, sfruttando i punti di forza dei suoi risultati e la resilienza del suo *business*. L'obiettivo è sempre quello di continuare a conseguire una redditività sostenibile di lungo termine che soddisfi le esigenze di tutti gli *stakeholder* e confermi il ruolo di Poste Italiane quale pilastro strategico solido, affidabile ed efficace per l'Italia.

Tutto ciò non sarà possibile senza le persone di Poste Italiane, i veri attori di trasformazione del Piano, come del resto sono sempre stati. Si tratta di una nuova fase della storia di crescita di Poste Italiane, per il conseguimento della quale la chiave di successo resta la valorizzazione delle persone e delle loro competenze.

Per Poste Italiane, infatti, il capitale umano è da sempre un elemento distintivo ed essenziale per la creazione di valore e di vantaggio competitivo. Inoltre, quale primo datore di lavoro in Italia, Poste Italiane è consapevole che la propria *People Strategy* svolge un ruolo primario e rilevante non soltanto per il benessere delle persone che lavorano nel Gruppo ma anche per lo sviluppo economico, la crescita sostenibile e il benessere della comunità.

È utile evidenziare che, in linea con il Codice Etico, l'Azienda:
- riconosce e valorizza l'importanza dell'apporto individuale di ogni persona;
- si impegna a promuovere una cultura d'impresa inclusiva e libera da discriminazioni e pregiudizi, fondata sul rispetto della diversità, in tutte le sue forme e manifestazioni, e sulla valorizzazione della stessa quale risorsa di fondamentale impatto nella creazione di valore aziendale;
- garantisce il rispetto delle pari opportunità anche nei percorsi di carriera, la coesione sociale e l'equità.

Di fronte a scenari in continua evoluzione, Poste Italiane sperimenta, trasforma i ruoli esistenti, crea nuove professionalità e favorisce la contaminazione di competenze con una cultura organizzativa orientata al cambiamento continuo e all'innovazione.

Quanto sopra illustrato, trova la sua sintesi nei principi della *People Strategy* di seguito illustrati.

FIGURA 5. PRINCIPI DELLA *PEOPLE STRATEGY*



In un progressivo ed esteso percorso di digitalizzazione, Poste Italiane ha saputo portare l'innovazione nei luoghi più remoti del Paese assistendo i cittadini nei bisogni della vita quotidiana, favorendo la crescita del tessuto produttivo e promuovendo la semplificazione della Pubblica Amministrazione. Siamo consapevoli che una buona strategia è nulla senza il contributo di persone eccellenti e per questo la sfida più importante è quella di valorizzare il talento e le competenze delle quattro generazioni che lavorano nel Gruppo; favorire lo scambio e la contaminazione tra le diverse generazione è un punto cardine della *People Strategy*.

Per preparare le persone alle sfide di un contesto aziendale in così costante evoluzione, la *People Strategy* lavora da un lato a ridefinire professioni più in linea con le nuove esigenze, dall'altro promuove percorsi formativi e di sviluppo capaci di orientare le competenze agli scenari futuri, con l'obiettivo di allineare in maniera interdipendente l'organizzazione e i processi rispetto alla profonda trasformazione già avviata dal Gruppo e di cui le persone sono un fattore abilitante e determinante. Poste Italiane sostiene la cultura dell'apprendimento continuo per il rafforzamento delle competenze anche digitali, dell'innovazione e della gestione del cambiamento. Negli ultimi anni, anche in termini di sviluppo e formazione delle persone, sono state implementate iniziative straordinarie; basti pensare che oltre 118.000 colleghi sono stati coinvolti in progetti di formazione (circa 10.000 colleghi al giorno in formazione) e oltre 35.000 persone sono state toccate da almeno un intervento di valorizzazione e di sviluppo, legato sia a programmi di rafforzamento delle competenze (come *coaching* e *mentoring*) sia a riconoscimenti economici. Negli ultimi 2 anni, inoltre, sono stati intercettati migliori talenti, grazie ad un processo strutturato di *scouting*, per i quali l'azienda mette a disposizione un articolato e distintivo percorso di sviluppo della *leadership* e delle *soft skills*, funzionale a costruire una solida *pipeline* di futuri *manager* capaci di gestire efficacemente le sfide a venire.

La valorizzazione del merito, unitamente all'equità, è infatti uno dei punti cardine delle politiche di risorse umane di Gruppo in termini di risultati sostenibili, comportamenti e rispetto dei valori aziendali. Infatti, se è vero che bisogna selezionare, far crescere, premiare le persone in base alle loro competenze, alle loro capacità e al loro impegno, è altresì importante offrire eque opportunità a tutti in modo che possano esprimersi al meglio. Solo con il merito e l'equità possono raggiungersi gli sfidanti obiettivi fissati dal Piano Strategico e la soddisfazione delle persone aiuta a garantire una migliore *customer experience* ai nostri 45 milioni di clienti raggiunti dalla nostra piattaforma. Meritocrazia ed equità caratterizzano anche le Politiche di Remunerazione e Incentivazione di Gruppo, mediante processi strutturati, trasparenti e condivisi.

Ugualmente la trasparenza rappresenta un vero caposaldo della *people strategy*, sia per le relazioni interne che per quelle esterne al Gruppo. In coerenza con i principi del Codice Etico, il rispetto delle regole, l'integrità dei comportamenti adottati, la lealtà, la correttezza e la chiarezza sono valori prioritari per garantire il buon funzionamento dei processi organizzativi nonché la reputazione e l'affidabilità di Poste Italiane.

Il coinvolgimento e la partecipazione delle persone in azienda dipendono anche dalla trasparenza dei legami tra gli obiettivi organizzativi e quelli individuali e, pertanto, le politiche e i processi di risorse umane di Gruppo devono necessariamente essere trasparenti per garantire l'*engagement* delle persone e per fornire uno stimolo efficace e attivo al processo di miglioramento continuo.

La trasparenza ispira anche le politiche di remunerazione: indispensabile per il conseguimento degli obiettivi di breve termine ma, soprattutto, per attivare un circolo virtuoso nel lungo periodo. A titolo esemplificativo, in ottica di trasparenza nel presente documento sono rappresentati in maniera puntuale tutti gli indicatori di *performance* dei sistemi di incentivazione sia in fase di assegnazione sia di consuntivazione.

Poste Italiane pone al centro della propria azione la tutela della salute e sicurezza dei suoi dipendenti, assicurando, al contempo, un costante dialogo con le parti sociali. Attraverso il confronto continuo e valorizzando gli esiti costruttivi dell'approccio pluralistico, l'Azienda è in grado di garantire soluzioni adeguate (ed eque) sui temi che possono avere impatti significativi sull'organizzazione, sul *business* e, in particolare, sul capitale umano. Poste Italiane ritiene, infatti, che la cultura della sicurezza in Azienda sia un *asset* fondamentale per ridurre gli infortuni e incoraggiare il costante miglioramento dei sistemi di gestione adottati. La tutela della salute e della sicurezza sul lavoro è un valore chiave, al quale tutte le persone devono ispirarsi nello svolgimento delle proprie attività quotidiane. Il Gruppo, inoltre, si impegna ad adottare tutte le misure necessarie per ridurre incidenti, infortuni sul lavoro e malattie professionali, promuovendo il benessere psicofisico delle persone attraverso politiche e programmi di prevenzione e campagne di informazione e sensibilizzazione.

Il Gruppo è fortemente impegnato nei confronti della salvaguardia e del benessere delle proprie persone e nel miglioramento delle condizioni di lavoro, attraverso numerose iniziative di *welfare*, con interventi a favore dei dipendenti e delle loro famiglie in una logica crescente di prossimità e personalizzazione del *caring.* Il *welfare* è un tratto distintivo che qualifica il posizionamento di Poste Italiane sul mercato e il rapporto con la società civile e affonda le sue radici nella naturale propensione di Poste Italiane a prendersi cura delle persone, dei territori e dei contesti sociali. Poggiando entrambe sul valore delle persone, e sulle capacità che le stesse possono generare se messe nelle condizioni di esprimere le potenzialità di cui sono capaci senza condizionamenti culturali e sociali e senza pregiudizi, le politiche di *welfare* aziendale e le politiche di risorse umane si autoalimentano in un processo continuo. Le iniziative di *welfare,* liberando il potenziale generativo ed innovativo presente in tutte le persone, abilitano infatti un clima aziendale positivo, favoriscono il benessere organizzativo e sociale, potenziano l'impegno delle persone nel raggiungimento degli obiettivi aziendali.

FIGURA 6. LE NOSTRE PERSONE SONO IL PRINCIPALE MOTORE DELLA TRASFORMAZIONE



1. Livello medio e senior; 2. Tasso di utilizzo tra i dipendenti aderenti, che rappresenta un indicatore del loro livello di soddisfazione riguardo all'offerta di beni e servizi welfare aziendale di Poste.

La *People Strategy* di Gruppo è pervasa, inoltre, dalla cultura della collaborazione. Poste Italiane mira a generare, promuovere e attuare l'interazione tra le persone che lavorano nel Gruppo mediante la nascita di comunità, interne ed esterne, che evolvono e che generano valore per l'intero ecosistema aziendale. La collaborazione è uno dei *driver* della *leadership* diffusa in cui l'agilità si interseca con la solidarietà, e lo spirito di iniziativa di ciascuno è valorizzato e non schiacciato dai processi strutturati di Gruppo. L'obiettivo è integrare il contributo delle persone di Poste Italiane con l'apporto degli *stakeholder*, tutti contributori fondamentali per la realizzazione del Piano strategico volto al miglioramento dell'intero sistema Paese. Un esempio è "INSIEME 24SI", la piatta-

SR

forma di *people engagement* rivolta a tutta la popolazione del Gruppo e finalizzata a raccogliere contributi e idee per l'implementazione della strategia aziendale. Negli ultimi due anni l'iniziativa ha riscosso molto successo, raccogliendo ben 41.000 contributi.

Per Poste Italiane, fiducia e vicinanza continueranno a essere l'ispirazione del percorso evolutivo intrapreso, che ci porterà a essere sempre più presenti e diversificati, capaci di combinare l'innovazione tecnologica con il volto umano, e a comunicarlo con serenità, trasparenza e propensione al cambiamento.

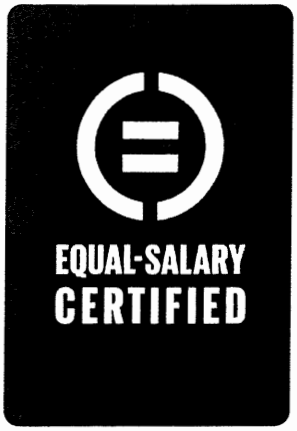
Le politiche di remunerazione illustrate nel presente documento sono state sviluppate al fine di supportare l'efficace implementazione delle priorità strategiche anche nell'ambito della *People Strategy*. I principi sopra illustrati trovano applicazione e concretezza negli elementi della remunerazione con l'obiettivo di attrarre le migliori risorse presenti sul mercato, motivare e trattenere le professionalità chiave, e rafforzare l'*engagement*, quale leva strategica per produrre benefici diffusi e sostenibili nel lungo periodo nell'interesse di tutti gli *stakeholder*.

1.2 La neutralità delle politiche di remunerazione rispetto al genere

Il Gruppo Poste Italiane incentiva lo sviluppo di una cultura fondata sul rispetto e sulla valorizzazione delle diversità che, in tutte le sue forme e manifestazioni e ai diversi livelli dell'organizzazione, è una delle più grandi risorse per la creazione di valore sostenibile nel lungo periodo. La gestione consapevole delle diversità in chiave inclusiva, oltre a creare valore sociale condiviso, determina un vantaggio competitivo per l'intero Gruppo, tutelando le risorse e il loro talento, confermandosi come un elemento abilitante per il coinvolgimento e il *commitment* delle persone nei confronti degli obiettivi aziendali e degli interessi degli *stakeholder*.

Il Gruppo preserva il valore delle proprie persone e ne promuove la tutela dell'integrità psicofisica, morale e culturale attraverso condizioni di lavoro rispettose della dignità individuale e delle regole comportamentali.

Poste Italiane ha ottenuto, nel corso del 2023, la certificazione UNI/PdR 125:2022 a ulteriore testimonianza della capacità di garantire la parità di genere nell'ambiente di lavoro. L'attestato, previsto dal Piano Nazionale di Ripresa e Resilienza (PNRR), è stata rilasciato dall'IMQ, organismo internazionale di certificazione, riconoscendo l'impegno di Poste Italiane nel garantire concrete condizioni di parità nelle attività di progettazione, indirizzo, controllo, coordinamento ed erogazione di Servizi Postali, Logistici, Finanziari, Assicurativi e Digitali. Più nello specifico, Poste Italiane ha ottenuto il punteggio complessivo del 96% (rispetto al minimo richiesto di 60%), raggiungendo eccellenti risultati nelle sei macroaree oggetto di valutazione: cultura e strategia, *governance*, processi del personale, opportunità di crescita ed inclusione delle donne in azienda, equità remunerativa per genere, tutela della genitorialità e conciliazione vita-lavoro. La certificazione ottenuta rappresenta infatti un ulteriore merito dell'Azienda, che va ad aggiungersi ad altri importanti riconoscimenti ottenuti da Poste Italiane nell'ambito dell'inclusività, tra cui la leadership globale nell'uguaglianza di genere secondo il *Gender-Equality Index* di *Bloomberg*, l'attestazione ISO 30415:2021 *Human resource management – Diversity and Inclusion* e la certificazione "*Equal Salary*".



Proprio in quest'ultimo ambito, nel corso del 2023, Poste Italiane, dopo aver conseguito, nel 2022, la certificazione, con risultati estremamente positivi, ha superato, l'*audit* di monitoraggio previsto dal processo di valutazione sulla parità salariale tra uomini e donne sviluppato dalla *Equal Salary Foundation*, organizzazione svizzera indipendente senza scopo di lucro. L'esito favorevole del *audit* annuale di monitoraggio conferma la solidità delle politiche di gestione e sviluppo delle risorse umane, delle politiche retributive e delle politiche di Diversità e Inclusione avvalorando ulteriormente gli elevati *standard* di *Governance* adottati dal Gruppo.

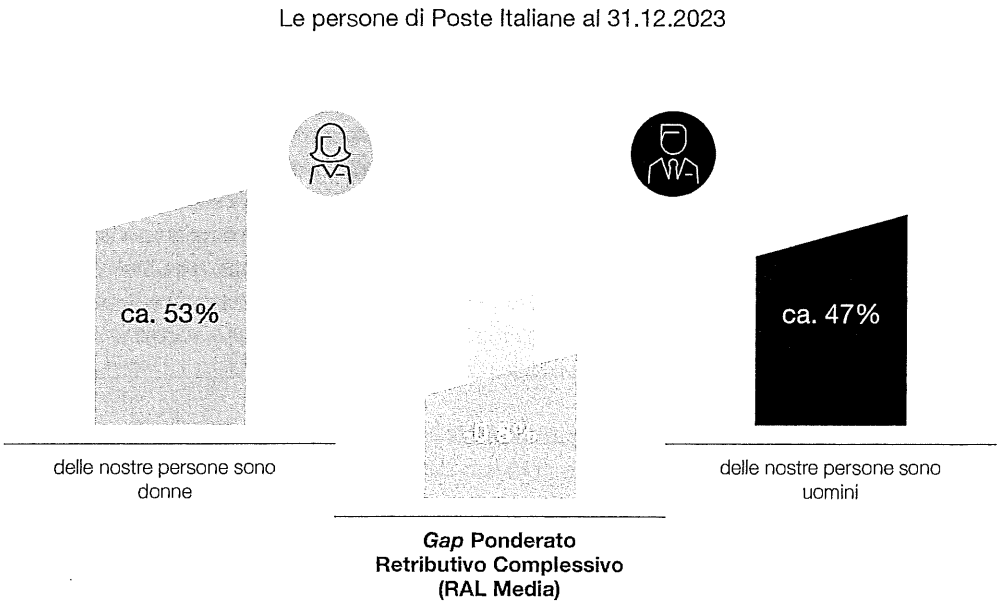
Come descritto nell'ambito della *People Strategy*, favorire lo sviluppo di una cultura basata sull'equità e sul merito, anche nelle politiche retributive e nei percorsi di carriera, è fondamentale nella strategia di Poste Italiane per garantire la competitività del Gruppo e generare effetti positivi per il sistema Paese. La certificazione sottolinea, altresì, la validità del modello della Società basato sull'inclusione e sulla valorizzazione delle diversità e fa di Poste Italiane un riferimento nazionale nell'applicazione dei principi di Diversità e Inclusione.

Il Gruppo Poste Italiane garantisce che le decisioni inerenti la remunerazione, ivi inclusi i sistemi di incentivazione, prescindano dal genere, così come da ogni altra forma di diversità (età, orientamento e identità sessuale, disabilità, stato di salute, origine etnica, nazionalità, lingua, opinioni politiche, condizione socio-economica, fede religiosa) e siano basate sul merito e sulle competenze professionali.

L'equità retributiva rappresenta per Poste Italiane uno degli elementi rilevanti della politica di remunerazione, tra i cui obiettivi vi è quello di offrire a tutte le proprie risorse pari accesso alle opportunità aziendali.

Valutando il *gap* retributivo – calcolato ponderando il differenziale misurato per fasce omogenee di popolazione (cioè a parità di grado di complessità e livello di responsabilità associato al ruolo) per il peso relativo del genere più rappresentato in Poste Italiane (femminile) – si evidenzia uno scostamento estremamente contenuto, pari allo 0,8% e sostanzialmente in linea con lo scorso anno (con una differenza dello 0,04%), come rappresentato nell'infografica sottostante.

FIGURA 7. *GENDER PAY GAP* CON RIFERIMENTO AL PERSONALE DI POSTE ITALIANE



1.3 *Peer Group*

La Società monitora regolarmente l'andamento del mercato anche facendo ricorso a *benchmark* remunerativi realizzati dai principali *player* internazionali e di settore, utili a verificare la competitività dell'offerta remunerativa.

Alla luce del riassetto organizzativo descritto, è stato aggiornato il *peer group* dell'Amministratore Delegato, focalizzandolo su aziende del settore bancario, assicurativo e pagamenti, in aggiunta alle grandi aziende partecipate dal Ministero dell'Economia e delle Finanze e da Cassa Depositi e Prestiti. In particolare:

FIGURA 8. *PEER GROUP* DELL'AMMINISTRATORE DELEGATO

ALLIANZ	**INTESA SANPAOLO**
AXA	**MEDIOBANCA**
BANCO BPM	**NEXI**
BPER BANCA	**SNAM**
ENEL	**UNICREDIT**
ENI	**UNIPOL GRUPPO**
GENERALI ASSICURAZIONI	

Il *peer group* è stato costruito, semplificandone la composizione in considerazione del riassetto organizzativo, selezionando le aziende all'interno di un più ampio campione di società italiane ed europee aventi caratteristiche confrontabili con quelle di Poste Italiane.

In particolare, al fine di tener conto dell'assetto proprietario e dell'indice di quotazione di borsa, ferma restando l'appartenenza all'indice FTSE MIB, sono state incluse alcune realtà partecipate dal Ministero dell'Economia e delle Finanze, da Cassa Depositi e Prestiti. Con riferimento al "Settore di *business*" sono stati selezionati gruppi finanziari, riservando un focus specifico al settore bancario italiano, anche perché l'Amministratore Delegato è sottoposto alla normativa di vigilanza bancaria in materia di remunerazione.

Per il confronto remunerativo relativo al Direttore Generale e ai Dirigenti con responsabilità strategiche, la Società utilizza *panel* di aziende coerenti con le specificità dei ruoli ricoperti; ove ritenuto significativo si può avvalere di *panel* di settore (ad esempio, per il Direttore Generale, aziende che afferiscono ai settori presidiati e per il Responsabile BancoPosta, aziende operanti nel segmento *financial services*).

1.4 La misurazione del valore generato nell'interesse degli azionisti

Pay for performance

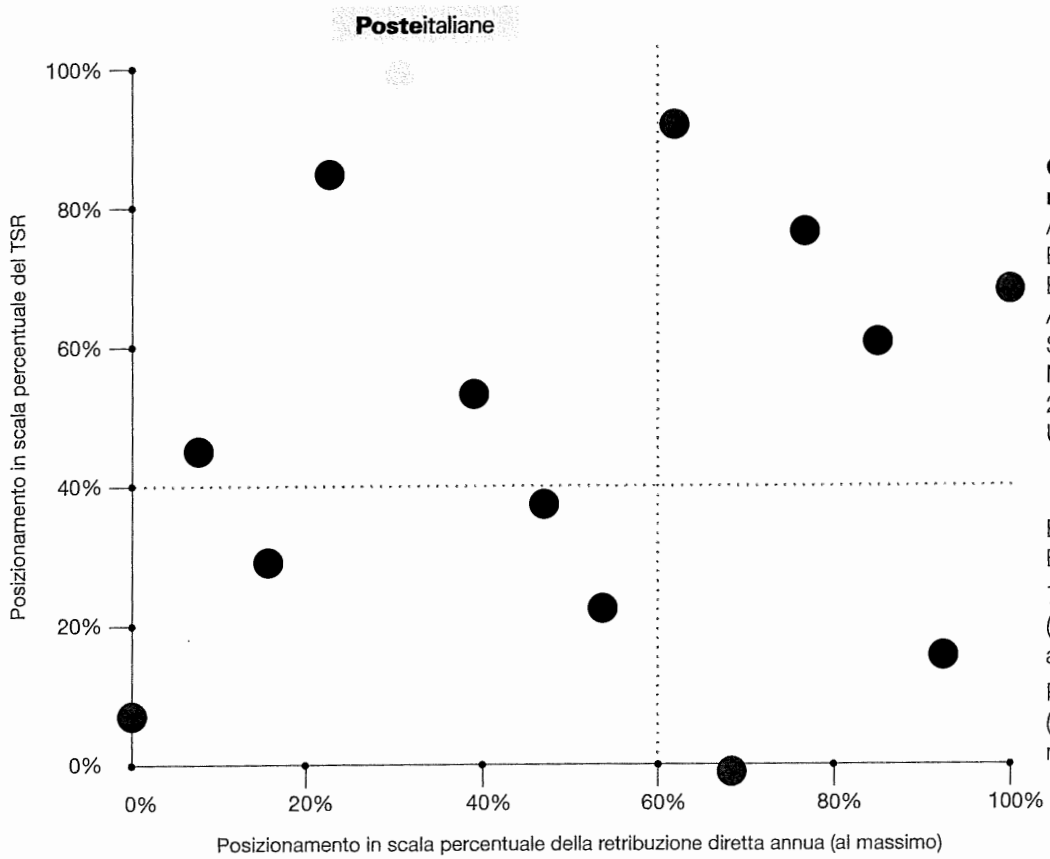
Al fine di assicurare competitività ed efficacia, la Politica di Remunerazione deve essere coerente con la *performance* sostenibile nel lungo termine.

Un valido riferimento per valutare l'adeguatezza delle remunerazioni, nonché la rispondenza con le aspettative di tutti gli *stakeholder*, è il *pay for performance*, che misura il grado di allineamento tra le *performance* della Società e i livelli retributivi, anche rispetto al *Peer Group* sopra descritto.

Per tener conto degli effetti delle scelte strategiche di medio-lungo periodo si è ritenuto opportuno utilizzare, in linea con quanto già effettuato lo scorso anno, come periodo di osservazione del *Total Shareholder Return* il periodo di tempo dall'avvio della carica dell'attuale Amministratore Delegato (27 aprile 2017), fino alla fine del 2023.

Tale analisi conferma, anche rispetto al nuovo peer group, come rappresentato nella figura seguente, il posizionamento di Poste Italiane nell'area di elevata *performance* – in termini di TSR – a cui è collegato un livello di Retribuzione Diretta Annua dell'Amministratore Delegato inferiore alla mediana del campione di riferimento. Nel medesimo arco temporale, peraltro, il *Total Shareholder Return* di Poste Italiane risulta essere il più elevato del campione di società analizzato.

FIGURA 9. *PAY FOR PERFORMANCE* 27 APRILE 2017-31 DICEMBRE 2023 AD DI POSTE ITALIANE



Campione di riferimento: Allianz, AXA, Banco BPM, BPER Banca, Enel, Eni, Generali Assicurazioni, Intesa Sanpaolo, Mediobanca, Nexi (quotata dal 15 aprile 2019), Snam, UniCredit, Unipol e Poste Italiane.

Elaborazione dati fonte Bloomberg e *WTW*.

Total Shareholder Return (*TSR*) dal 27 aprile 2017 al 31 dicembre 2023.

Retribuzione Diretta Annua (RDA): dati aggiornati al 15 marzo 2024.

In Seconda Sezione è riportata l'analisi con la medesima metodologia ma con riferimento al 2023 sia in termini di *peer group* sia di retribuzioni.

SE6

Il supporto degli azionisti alla politica di remunerazione

La Relazione sulla politica in materia di remunerazione 2023 ha riportato ampio consenso tra gli azionisti, apprezzamento confermato dal voto assembleare dell'8 maggio 2023 favorevole anche con riferimento al risultato delle sole minoranze.

L'esito di voto dell'Assemblea degli azionisti è analizzato nel quadro della *governance* complessiva che caratterizza le politiche e i sistemi di remunerazione e incentivazione del Gruppo. Poste Italiane, infatti, si impegna a mantenere un dialogo costruttivo e continuativo con i suoi azionisti anche su tematiche di remunerazione, con l'obiettivo di migliorare e garantire un'informativa al pubblico più efficace, sulla base dei migliori *standard* italiani e internazionali.

Tale approccio, unito al collegamento con le strategie aziendali, nell'interesse di tutti gli *stakeholder*, ha permesso di ottenere risultati ampiamente superiori alla media del FTSE MIB, su tutte le tematiche afferenti la remunerazione, anche con riferimento alle sole minoranze.

Si ritiene, inoltre, opportuno evidenziare che, nel 2023, i principali *proxy advisor* hanno emesso per tutti i punti all'ordine del giorno afferenti la remunerazione una raccomandazione di voto favorevole, senza indicare particolari rilievi. Nello specifico un *proxy advisor* aveva evidenziato – nell'ambito di una raccomandazione di voto ampiamente favorevole – un elemento di possibile miglioramento delle politiche di remunerazione collegato al "*broad derogation powers*" del Consiglio di Amministrazione. Nonostante il Consiglio di Amministrazione non abbia mai attivato alcun processo di deroga alle politiche di remunerazione, si è ritenuto opportuno meglio puntualizzare i limiti entro cui si può eventualmente esercitare la deroga nel rigoroso rispetto del requisito normativo e regolamentare.

Ciò a ulteriore dimostrazione dell'impegno dell'azienda nell'ascolto dei propri *stakeholder* con l'obiettivo di migliorare nonostante gli eccellenti risultati di seguito illustrati. Nello specifico la Relazione sulla politica di remunerazione 2023, la Relazione sui compensi corrisposti 2022 e il Documento Informativo riferito ai piani di incentivazione basati su strumenti finanziari (a breve e a lungo termine) dello scorso anno, hanno tutti fatto registrare voti favorevoli complessivi superiori al 99%; anche prendendo a riferimento le sole "minoranze", i voti favorevoli non sono stati inferiori al 95%, ai più alti livelli del FTSE MIB.

In sintesi, dall'interazione con gli operatori di mercato sono emerse, nel corso degli anni, preziose indicazioni accolte nella politica in materia di remunerazione, che hanno contribuito al continuo e diffuso apprezzamento della stessa, testimoniato anche, come indicato nel presente paragrafo, dai positivi risultati assembleari. Periodicamente, inoltre, vengono condotte analisi di mercato al fine di verificare la rispondenza delle politiche di remunerazione di Poste Italiane (ad esempio, con riferimento a specifiche caratteristiche dei sistemi di incentivazione) con le migliori prassi di mercato.

SCF

2. Governo delle politiche di remunerazione e incentivazione

Il processo di elaborazione delle politiche di remunerazione e incentivazione di Poste Italiane prevede il coinvolgimento di una pluralità di soggetti coerentemente con le previsioni normative, statutarie e con il modello di organizzazione e governo della Società.

Con riferimento ai componenti del Consiglio di Amministrazione (C.d.A.) di Poste Italiane, la politica di remunerazione è definita:
- dall'Assemblea degli azionisti, che determina i compensi spettanti ai componenti del Consiglio di Amministrazione, all'atto della nomina e per tutta la durata del mandato;
- dal Consiglio di Amministrazione, che determina i compensi degli Amministratori investiti di particolari cariche, sentito il parere del Collegio Sindacale. Inoltre, il C.d.A., su proposta del Comitato Remunerazioni, definisce i compensi per la partecipazione dei Consiglieri ai Comitati endoconsiliari.

Il Consiglio di Amministrazione, in linea con le raccomandazioni del Codice di *Corporate Governance*, è supportato, per quanto riguarda le tematiche di remunerazione, dal Comitato Remunerazioni, composto da Amministratori non esecutivi – la maggioranza dei quali (tra cui il relativo Presidente) in possesso dei requisiti di indipendenza – avente funzioni propositive e consultive in materia.

Per quanto riguarda i processi di *Corporate Governance* delle politiche di remunerazione e incentivazione afferenti il Patrimonio BancoPosta, si rinvia a quanto descritto nell'Allegato "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*".

Con riferimento alle Società controllate sottoposte a vigilanza in materia di remunerazione (ad esempio di Banca d'Italia per le attività di Asset Management o IVASS per le attività assicurative), si rimanda alle politiche di remunerazione e incentivazione dalle stesse predisposte e approvate, in coerenza con i processi di *Corporate Governance*.

2.1 Assemblea degli azionisti

In materia di remunerazione, l'Assemblea degli azionisti di Poste Italiane:
- determina il compenso dei membri del Consiglio di Amministrazione e dei Sindaci, all'atto della nomina e per tutta la durata del mandato;
- delibera su eventuali piani basati su strumenti finanziari destinati ad Amministratori, dipendenti o collaboratori, ai sensi dell'art. 114-*bis* del TUF;
- si esprime con voto vincolante in merito all'approvazione della Relazione sulla politica in materia di remunerazione di Poste Italiane S.p.A., ai sensi dell'art. 123-ter, comma 3-ter, del TUF;
- si esprime con voto non vincolante in merito all'approvazione della Relazione sui compensi corrisposti di Poste Italiane S.p.A., ai sensi dell'art. 123-ter, comma 6, del TUF.

Si ricorda che, in linea con le previsioni del Regolamento del Patrimonio BancoPosta, l'Assemblea degli azionisti può deliberare sull'eventuale proposta dell'organo con funzione di supervisione strategica di fissare un limite al rapporto tra la componente variabile e quella fissa della remunerazione individuale superiore a 1:1 e in ogni caso entro i limiti massimi definiti dalla regolamentazione applicabile. Il 28 maggio 2021 l'Assemblea degli azionisti di Poste Italiane ha approvato, per alcune categorie appartenenti al personale più rilevante del Patrimonio BancoPosta, la proposta di innalzamento del limite al rapporto tra la componente variabile e quella fissa della remunerazione individuale fino al 2:1.

SI8

2.2 Consiglio di Amministrazione

In materia di remunerazione, il Consiglio di Amministrazione con il supporto del Comitato Remunerazioni:

- determina le politiche e i livelli di remunerazione degli Amministratori investiti di particolari cariche, sentito il Collegio Sindacale, nonché del Direttore Generale, del Responsabile della funzione Controllo Interno, del Responsabile della funzione BancoPosta e del Dirigente Preposto alla redazione dei documenti contabili societari; resta inteso che Presidente e Amministratore Delegato (AD) si astengono dalle votazioni collegate alle decisioni sulla determinazione dei compensi che li riguardano;
- fissa gli obiettivi di *performance* ai quali sono legati i piani di remunerazione variabile degli Amministratori esecutivi e verifica il raggiungimento dei suddetti obiettivi di *performance*. Resta inteso che, coerentemente con le previsioni di legge, l'AD si astiene dalle votazioni collegate alle decisioni sulla determinazione degli obiettivi di *performance* che lo riguardano;
- definisce le principali caratteristiche e le priorità strategiche dei piani di remunerazione variabile rivolti ai Dirigenti con responsabilità strategiche e ne verifica il relativo raggiungimento;
- approva le politiche di remunerazione per l'esercizio in corso con riferimento agli Amministratori, al Direttore Generale e ai Dirigenti con responsabilità strategiche e le sottopone al voto vincolante dell'Assemblea degli azionisti;
- approva la relazione sui compensi corrisposti per l'esercizio precedente con riferimento agli Amministratori, Sindaci e ai Dirigenti con responsabilità strategiche e la sottopone al voto consultivo dell'Assemblea degli azionisti;
- delibera gli eventuali piani basati su strumenti finanziari e li sottopone all'approvazione dell'Assemblea degli azionisti.

Si ricorda che il Direttore Generale (DG) partecipa, senza diritto di voto, alle riunioni del Consiglio di Amministrazione e non prende parte al confronto consiliare ove siano determinate le politiche e i livelli di remunerazione del DG stesso.

Gli argomenti relativi al governo e alle politiche di remunerazione sono stati affrontati in sei adunanze del Consiglio di Amministrazione nel corso del 2023.

Il Consiglio di Amministrazione per il mandato 2023-2025 è composto da 7 amministratori – cui si aggiungono il Presidente (non esecutivo e in possesso dei requisiti di indipendenza di cui all'art. 2 raccomandazione 7 del nuovo Codice di Corporate Governance, nonché dei requisiti di indipendenza di cui all'art. 148, comma 3, del TUF) e l'Amministratore Delegato, per un totale di 9 membri – non esecutivi (5 dei quali dotati dei requisiti di indipendenza di cui all'art. 2 raccomandazione 7 del nuovo Codice di Corporate Governance, dei requisiti di indipendenza di cui all'art. 148, comma 3, del TUF, nonché dei requisiti di indipendenza della disciplina prudenziale di settore bancaria), che compongono i cinque Comitati endoconsiliari (come riportato nella figura successiva).

Nell'ambito della Politica in materia di diversità degli Organi di Amministrazione e Controllo di Poste Italiane sono stati individuati criteri per la composizione quali-quantitativa del Consiglio di Amministrazione funzionale a un efficace assolvimento dei compiti e delle responsabilità affidati all'organo di gestione, anche attraverso la presenza di Consiglieri che assicurino una sufficiente diversità di punti di vista e competenze, necessari per una buona comprensione degli affari attuali, dei rischi e delle opportunità a lungo termine relativi all'attività del Gruppo.

FIGURA 10. COMPOSIZIONE C.D.A. E COMITATI PER IL MANDATO 2023-2025

CARICA	NOME E COGNOME	COMITATO REMUNERAZIONI	COMITATO NOMINE E *CORPORATE GOVERNANCE*	COMITATO CONTROLLO E RISCHI	COMITATO SOSTENIBILITÀ	COMITATO PARTI CORRELATE E SOGGETTI COLLEGATI
Presidente	**Silvia Maria Rovere**[1,2]				●	
Consigliere	**Carlo D'Asaro Biondo**[1,2]	●		○		
Consigliere	**Valentina Gemignani**[1]		○	○		
Consigliere	**Paolo Marchioni**[1,3]	○			○	
Consigliere	**Matteo Petrella**[1,2]			●		○
Consigliere	**Armando Ponzini**[1,2]	○				●
Consigliere	**Patrizia Rutigliano**[1,2]		●		○	
Consigliere	**Vanda Ternau**[1,2]		○			○

Presidente ● ● Membro ○ ○

Amministratori investiti di particolari cariche

PRESIDENTE	AMMINISTRATORE DELEGATO
Silvi Maria Rovere[1,2]	Matteo Del Fante

1. Amministratore non esecutivo.
2. Amministratore indipendente ai sensi del Testo Unico della Finanza, della disciplina prudenziale di settore bancaria e del Codice di *Corporate Governance*.
3. Amministratore indipendente ai sensi del Testo Unico della Finanza e del Codice di *Corporate Governance*.

SLO

Deroghe alle Politiche in materia di remunerazione

Come previsto dall'art.123-ter, comma 3-*bis* del TUF, in presenza di circostanze eccezionali Poste Italiane può derogare temporaneamente alle proprie politiche in materia di remunerazione fermo restando il rispetto dei vincoli normativi e regolamentari. Per circostanze eccezionali si intendono solamente situazioni in cui la deroga alla politica di remunerazione è necessaria ai fini del perseguimento degli interessi a lungo termine e della sostenibilità della Società nel suo complesso o per assicurarne la capacità di stare sul mercato. Il processo è di seguito sintetizzato.

Il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni e sentito il Comitato Parti Correlate e Soggetti Collegati e il Comitato Controllo e Rischi (e altri Comitati endoconsiliari eventualmente coinvolti su tematiche di competenza), coerentemente con le Linee Guida sulla Gestione delle operazioni con Parti Correlate e Soggetti Collegati di Poste Italiane S.p.A., limitatamente ai parametri dei sistemi di incentivazione variabile a breve (MBO) e a lungo termine (Piani ILT), può derogare temporaneamente la politica di remunerazione nelle circostanze sopra individuate. Le informazioni concernenti l'applicazione di eventuali deroghe (in particolare, gli elementi a cui si è derogato, la descrizione delle circostanze eccezionali che hanno reso necessaria la deroga, la procedura seguita per l'applicazione della deroga stessa e le remunerazioni corrisposte in virtù di tale procedura) saranno descritte nella Relazione sui compensi corrisposti, sottoposta al voto dell'Assemblea degli azionisti dell'anno successivo all'applicazione dell'eventuale deroga.

Comitato Remunerazioni

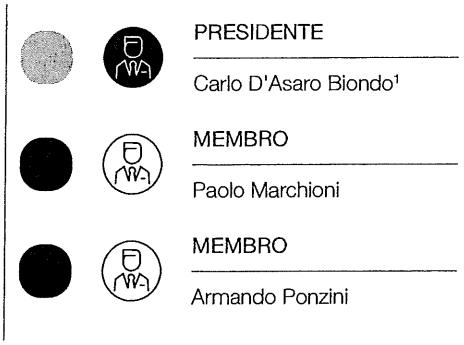
Il Comitato Remunerazioni è investito di compiti consultivi e propositivi in materia di sistemi di remunerazione e incentivazione. Composizione, mandato, poteri e modalità di funzionamento del Comitato sono disciplinati da apposito regolamento approvato dal Consiglio di Amministrazione di Poste Italiane.

In via generale, il Comitato Remunerazioni di Poste Italiane è composto da almeno tre Amministratori non esecutivi, di cui uno con funzioni di Presidente. La maggioranza dei membri, tra cui il Presidente stesso, è dotata dei requisiti di indipendenza di cui all'art. 148, comma 3, del TUF e all'art. 2, raccomandazione 7, del Codice di *Corporate Governance*. Inoltre, almeno un componente del Comitato possiede un'adeguata conoscenza ed esperienza, valutata dal Consiglio di Amministrazione al momento della nomina, in materia finanziaria o di politiche retributive e di gestione del rischio, capitale e liquidità.

Alle riunioni del Comitato partecipano il Collegio Sindacale e, su invito, i competenti organi e funzioni aziendali. Di regola alle riunioni partecipa, inoltre, per gli argomenti relativi all'esercizio delle attività di BancoPosta, il Responsabile della funzione *Risk Management* di BancoPosta.

Nella figura seguente si riporta la composizione del Comitato al 18 aprile 2024. Si ricorda che il Presidente del Comitato Remunerazioni è un consigliere tratto dalla lista presentata dagli Investitori Istituzionali.

FIGURA 11. COMPOSIZIONE DEL COMITATO



1. Candidato della Lista n. 2 – Investitori Istituzionali, per la nomina dei componenti del Consiglio di Amministrazione 2023-2025.

Al Comitato Remunerazioni, al momento della redazione del presente documento, sono attribuiti, tra l'altro, i seguenti compiti di natura propositiva e consultiva:

- formulare al Consiglio di Amministrazione proposte o esprimere pareri in merito alla remunerazione degli Amministratori esecutivi, degli altri Amministratori che ricoprono particolari cariche e dei dirigenti con responsabilità strategiche, in coerenza con le disposizioni vigenti;
- coadiuvare il Consiglio di Amministrazione nell'elaborazione della politica della Società in materia di remunerazione dei componenti del Consiglio di Amministrazione, dei direttori generali e dei dirigenti con responsabilità strategiche con riferimento almeno all'esercizio successivo e, fermo restando quanto previsto dall'art. 2402 c.c., dei componenti degli organi di controllo, in coerenza con le disposizioni vigenti, valutando periodicamente l'adeguatezza, la coerenza complessiva e la concreta applicazione della Politica adottata ed avvalendosi delle informazioni fornite dall'Amministratore Delegato e dal Direttore Generale per quanto riguarda l'attuazione di tale Politica;
- presentare proposte o esprimere pareri al Consiglio di Amministrazione sulla fissazione degli obiettivi di *performance* correlati alla componente variabile della remunerazione dell'Amministratore Delegato e del Direttore Generale;
- monitorare la concreta applicazione della politica di remunerazione, verificando, in particolare, l'effettivo raggiungimento degli obiettivi di *performance*;
- formulare proposte in merito alla remunerazione, anche variabile, del Responsabile della Funzione di Controllo Interno di Poste Italiane S.p.A., di concerto con il Comitato Controllo e Rischi costituito nell'ambito del Consiglio di Amministrazione;
- formulare proposte in merito alla remunerazione del Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane S.p.A.;
- esaminare preventivamente la relazione annuale in materia di politica di remunerazione e sui compensi corrisposti da mettere a disposizione del pubblico in vista dell'Assemblea annuale di bilancio;
- svolgere gli ulteriori compiti che gli vengono attribuiti dal Consiglio di Amministrazione.

Per quel che riguarda le competenze del Comitato Remunerazioni riferite al Patrimonio BancoPosta, si rimanda all'Allegato *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta"*.

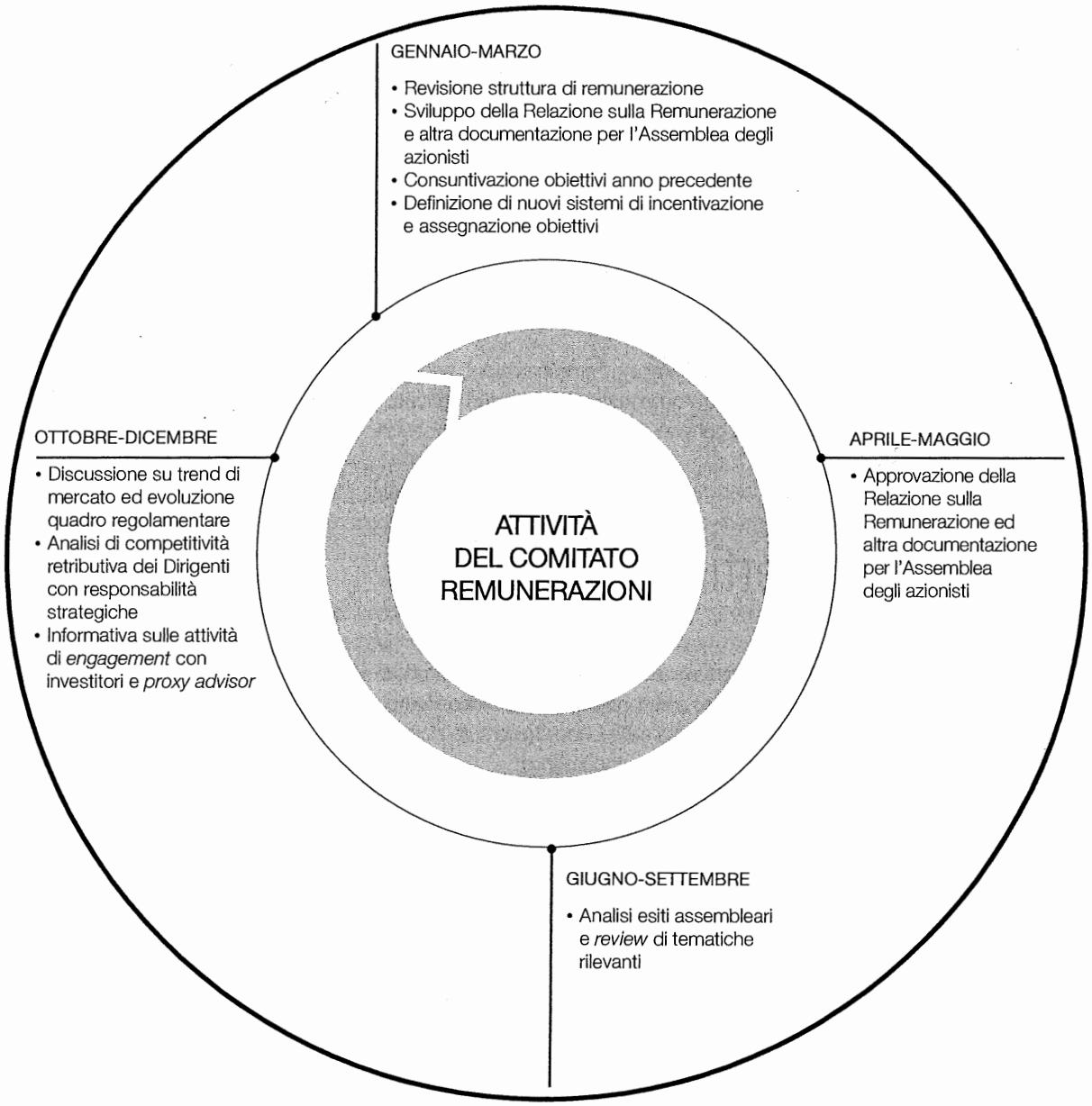
Il Comitato, attraverso il suo Presidente, riferisce al Consiglio di Amministrazione in merito alle attività svolte dal Comitato stesso ogni qualvolta lo ritenga necessario.

Il Comitato ha facoltà di accesso (nei limiti dei compiti ad esso attribuiti) alle informazioni e alle funzioni aziendali necessarie per lo svolgimento dei propri compiti e può avvalersi di consulenti ed esperti esterni a spese della Società, nei limiti del *budget* complessivo approvato dal Consiglio di Amministrazione per tutti i Comitati.

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Il Comitato Remunerazioni si riunisce con cadenza periodica e con la frequenza necessaria per lo svolgimento delle proprie funzioni, secondo un calendario annuale che segue tipicamente il seguente ciclo di attività:

FIGURA 12. CICLO DI ATTIVITÀ DEL COMITATO REMUNERAZIONI



Altri Comitati endoconsiliari

Si evidenzia che, ove previsto dalla regolamentazione interna e dai processi di *Corporate Governance,* su specifici argomenti in materia di remunerazione e incentivazione viene effettuata una apposita discussione in Comitato Controllo e Rischi, in Comitato Sostenibilità e/o in Comitato Parti Correlate e Soggetti Collegati, che formulano il proprio parere avvalendosi, ove necessario, delle funzioni interne preposte o del supporto di consulenti esterni.

Inoltre, il Comitato Controllo e Rischi ha la responsabilità di supportare il Comitato Remunerazioni nel formulare proposte in merito alla remunerazione, anche variabile, del Responsabile della Funzione Controllo Interno di Poste Italiane e accerta che gli incentivi sottesi al sistema di remunerazione e incentivazione del Patrimonio BancoPosta siano coerenti con il *Risk Appetite Framework*.

Per quel che riguarda le competenze degli altri Comitati riferite al Patrimonio BancoPosta, si rimanda all'Allegato *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta"*.

2.3 Collegio Sindacale

Il Collegio Sindacale partecipa alle riunioni del Comitato Remunerazioni, esprime i pareri richiesti dalla disciplina vigente con riferimento alla remunerazione degli Amministratori investiti di particolari cariche, ai sensi dell'art. 2389, comma 3 c.c., verificandone altresì la coerenza con le politiche generali adottate dalla Società.

2.4 Altri soggetti

La funzione Risorse Umane e Organizzazione elabora, in accordo con il Direttore Generale e con l'Amministratore Delegato, l'ipotesi tecnica delle politiche di remunerazione e la sottopone al Comitato Remunerazioni, fatto salvo il rispetto di quanto specificatamente previsto per il Patrimonio BancoPosta nelle *Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta* allegate al presente documento.

La funzione Risorse Umane e Organizzazione – su richiesta del Comitato Remunerazioni – garantisce, inoltre, un ausilio tecnico nel predisporre il materiale propedeutico all'attività del Comitato stesso.

Si ricorda, inoltre, che la funzione Affari Societari assicura il rispetto dei processi di *Corporate Governance* e che il Responsabile della medesima funzione è, al momento della stesura della presente Relazione, anche Segretario del Comitato Remunerazioni e ha il compito di assistere il Presidente e il Comitato stesso nello svolgimento delle relative attività e di redigere il verbale delle riunioni.

La funzione Amministrazione, Finanza e Controllo contribuisce alla definizione e alla consuntivazione degli indicatori economico-finanziari previsti nei sistemi d'incentivazione e ne verifica la relativa sostenibilità economico-finanziaria. La funzione Sviluppo Sostenibile, Risk e Compliance di Gruppo, infine, contribuisce alla definizione e alla consuntivazione degli indicatori ESG.

Con riferimento al Patrimonio BancoPosta, si rinvia a quanto definito nell'Allegato *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta"* per i compiti e le responsabilità del Responsabile della funzione BancoPosta e delle altre funzioni coinvolte.

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3. Politiche di remunerazione e incentivazione 2024

3.1 Elementi della remunerazione

I principali elementi della remunerazione sono la componente fissa, la componente variabile (a breve e a lungo termine), oltre ai pagamenti per la conclusione del rapporto.

Il *mix* retributivo fra componente fissa e variabile, bilanciato fra la componente monetaria e non-monetaria, è correlato al ruolo e alle responsabilità assegnate. Al riguardo, Poste Italiane utilizza sistemi di pesatura dei ruoli certificati periodicamente da società di consulenza indipendenti.

Componenti fisse

La retribuzione fissa riflette le competenze professionali e manageriali.

Ragioni di equità interna e di competitività esterna (sulla base di strutturati *benchmark* di mercato sviluppati da società di consulenza indipendenti), attrattività, meritocrazia e l'attribuzione di maggiori responsabilità possono determinare il riconoscimento di adeguamenti della retribuzione fissa.

Tali proposte seguono un processo strutturato caratterizzato da parametri oggettivi non discrezionali.

Sono previsti alcuni benefici non monetari nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato. I *benefit*[1] sono disciplinati da specifiche linee guida che prevedono l'applicazione di criteri comuni per segmenti di popolazione omogenei.

Componenti variabili

La remunerazione variabile costituisce la componente incentivante direttamente collegata alle *performance* aziendali e a quelle individuali, secondo un approccio meritocratico, che riconosce e premia risultati raggiunti sulla base di obiettivi predeterminati, trasparenti, misurabili e verificabili.

Gli incentivi connessi alla remunerazione variabile sono corrisposti all'esito di un puntuale processo di verifica dei risultati effettivamente conseguiti.

La remunerazione variabile viene erogata in forma monetaria e in strumenti finanziari, su un orizzonte temporale annuale e pluriennale.

È previsto un tetto massimo alle erogazioni di natura variabile declinato in funzione del segmento di destinatari.

All'Amministratore Delegato, al Direttore Generale e ai Dirigenti con responsabilità strategiche di Poste Italiane non possono essere attribuite Una Tantum Retributive o definite altre componenti variabili diverse da quanto descritto nel presente documento.

1. Per i Dirigenti non sono, di norma, previste coperture assicurative o previdenziali diverse da quanto definito nelle prassi e nel Contratto Collettivo Nazionale di Lavoro per i dirigenti di aziende produttrici di beni e servizi (di seguito "CCNL"). Per il Presidente, l'Ammirfistratore Delegato, il Direttore Generale e per i DIRS può essere stipulata una copertura sanitaria integrativa. Per i membri del Consiglio di Amministrazione e del Collegio Sindacale, il Direttore Generale, il Dirigente Preposto alla redazione dei documenti contabili societari e i Dirigenti con funzioni manageriali o di supervisione è riconosciuta una polizza assicurativa infortuni extra professionali e D&O.

Tutti i sistemi incentivanti sono correlati al raggiungimento di prefissati livelli di *performance* e soggetti a meccanismi di correzione *ex post*, come descritto in maggior dettaglio nei paragrafi successivi.

Altri elementi

In casi straordinari è consentito, per l'assunzione di nuovo personale, attribuire specifici riconoscimenti inclusi bonus d'ingresso (anche in *tranche*).

In coerenza con le politiche della Società, sussistono ed è possibile stipulare clausole/accordi che regolino gli aspetti economici relativi alla cessazione del rapporto al fine di salvaguardare le strategie, i valori e gli interessi a lungo termine della Società (ivi inclusi eventuali patti di non concorrenza).

Infine, con l'obiettivo di rafforzare l'allineamento con gli interessi degli azionisti, è prevista l'applicazione del meccanismo del *dividend equivalent*, che stabilisce, per tutte le quote azionarie, la consegna di un numero di azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario durante i periodi di *retention*, per le azioni non ancora disponibili. Il meccanismo proposto è applicato a tutti i destinatari di diritti a ricevere Azioni soggette a *retention*.

3.2 Linee Guida di Possesso Azionario (anche *Share Ownership Guidelines* – SOGs)

I destinatari delle Linee Guida di Possesso Azionario di Poste Italiane sono:
- Amministratore Delegato;
- Direttore Generale;
- Dirigenti con responsabilità strategiche inclusi tra i beneficiari del "Piano ILT *Performance Share 2024-2026*" di Poste Italiane.

Le caratteristiche sono differenziate per categoria di destinatari:

FIGURA 13. SINTESI CARATTERISTICHE SOGS PER AD, DG E DIRS

Destinatari	Ammontare *target*	Tempi e modalità di raggiungimento
AD	2 annualità di Compensi Fissi	fino alla scadenza del mandato/termine del rapporto; 50% di Azioni disponibili derivanti dal "Piano ILT *Performance Share* 2024-2026" da mantenere, a meno di aver già raggiunto l'ammontare *target*
DG	1 annualità di Retribuzione Annua Lorda	fino al termine del rapporto; 50% di Azioni disponibili derivanti dal "Piano ILT *Performance Share* 2024-2026" da mantenere, a meno di aver già raggiunto l'ammontare *target*
DIRS	½ annualità di Retribuzione Annua Lorda	fino alla permanenza nel perimetro dei DIRS; 25% di Azioni disponibili derivanti dal "Piano ILT *Performance Share* 2024-2026" da mantenere, a meno di aver già raggiunto l'ammontare *target*

I suddetti soggetti si impegnano a mantenere una percentuale delle Azioni disponibili, derivanti dal "Piano ILT *Performance Share 2024 – 2026*", fino al conseguimento dell'ammontare *target*.

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3.3 Consiglio di Amministrazione

La politica remunerativa per i componenti del Consiglio di Amministrazione è differenziata tra:
- Presidente del Consiglio di Amministrazione;
- Amministratore Delegato (AD);
- altri Amministratori.

In via generale e per tutti i componenti del Consiglio di Amministrazione, l'Assemblea degli azionisti, in data 8 maggio 2023, ha definito – sulla base di una proposta presentata dall'Azionista di controllo Ministero dell'Economia e delle Finanze – i compensi ex art. 2389, comma 1, c.c. spettanti ai membri del Consiglio di Amministrazione per il mandato 2023-2025.

Non sono previsti gettoni di presenza per la partecipazione alle riunioni consiliari e alle riunioni dei Comitati endoconsiliari.

Resta inteso che per il Presidente del Consiglio di Amministrazione e gli altri Amministratori, ad eccezione dell'Amministratore Delegato, la remunerazione non è in alcun modo collegata ai risultati conseguiti da Poste Italiane.

Coerentemente con le previsioni di legge, Presidente e Amministratore Delegato si astengono dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito.

In particolare, la remunerazione degli altri Amministratori prevede una componente fissa, a titolo di emolumento, stabilita dall'Assemblea degli azionisti per tutta la durata del mandato. Come sopra indicato, l'Assemblea degli azionisti dell'8 maggio 2023, per il mandato 2023-2025, ha deliberato i compensi ai sensi dell'art. 2389, comma 1, c.c. pari a € 40.000 lordi annui (fatto salvo quanto precisato al successivo paragrafo 3.3.1 con riferimento al Presidente del Consiglio di Amministrazione). Non è prevista alcuna forma di remunerazione variabile.

Agli Amministratori sono rimborsate le spese sostenute nell'assolvimento del mandato, nei limiti stabiliti dal Consiglio di Amministrazione.

Il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni e sentito il parere del Collegio Sindacale, nell'adunanza del 28 giugno 2023, ha determinato i compensi aggiuntivi per gli Amministratori che sono stati nominati quali componenti dei Comitati endoconsiliari, in funzione della carica assegnata. Tali compensi definiti in continuità con il mandato precedente, sono di seguito riportati:

FIGURA 14. COMPENSI COMITATI ENDOCONSILIARI

		Compenso
Comitato Remunerazioni	Presidente	**25.000** euro
	Membro	**17.500** euro
Comitato Nomine e *Corporate Governance*	Presidente	**25.000** euro
	Membro	**17.500** euro
Comitato Controllo e Rischi	Presidente	**35.000** euro
	Membro	**25.000** euro
Comitato Parti Correlate e Soggetti Collegati	Presidente	**25.000** euro
	Membro	**17.500** euro
Comitato Sostenibilità	Presidente	**25.000** euro
	Membro	**17.500** euro

3.3.1 Presidente del Consiglio di Amministrazione

La retribuzione del Presidente del Consiglio di Amministrazione prevede una componente fissa quale emolumento definito dall'Assemblea degli azionisti dell'8 maggio 2023, per il mandato 2023-2025, ai sensi dell'art. 2389, comma 1, c.c. pari a € 60.000 lordi annui.

In aggiunta a quanto sopra, il Consiglio di Amministrazione in data 28 giugno 2023 ha definito, per il mandato 2023-2025, su proposta del Comitato Remunerazioni e sentito il Collegio Sindacale, un compenso per il Presidente del Consiglio di Amministrazione (ex art. 2389, comma 3 c.c.). Tale compenso aggiuntivo è pari a € 420.000 lordi annui. Non è prevista alcuna forma di remunerazione variabile.

Al Presidente sono rimborsate le spese sostenute nell'assolvimento del mandato, nei limiti stabiliti dal Consiglio di Amministrazione.

Coerentemente con le previsioni di legge, il Presidente si astiene dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito.

A completamento del pacchetto retributivo sono previsti alcuni *benefit* nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato.

3.3.2 Amministratore Delegato (AD)

Come già illustrato, in data 28 febbraio 2024 il Consiglio di Amministrazione ha approvato un riassetto organizzativo che ha previsto la nomina di un Direttore Generale, distinto dall'Amministratore Delegato.

Nella medesima riunione, il C.d.A. ha deliberato, su proposta del Comitato Remunerazioni e previo parere favorevole del Collegio Sindacale, la rimodulazione del trattamento economico dell'AD a seguito del riassetto organizzativo approvato. Pertanto, a partire dall'1 marzo 2024, all'Amministratore Delegato Matteo Del Fante viene applicato il trattamento economico descritto di seguito.

La remunerazione dell'Amministratore Delegato è composta da una componente fissa, una componente variabile di breve termine e una componente variabile di lungo termine.

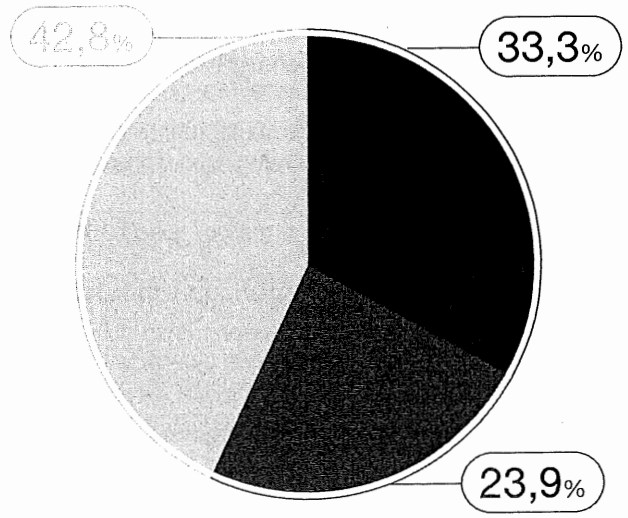
Sono previsti, inoltre, alcuni *benefit* nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato.

Il "*Pay-Mix*" dell'AD, unitamente all'orizzonte temporale di riconoscimento della remunerazione variabile e al bilanciamento fra la componente monetaria e la componente azionaria, nell'ipotesi di conseguimento dei risultati a livello "massimo", è articolato come segue:

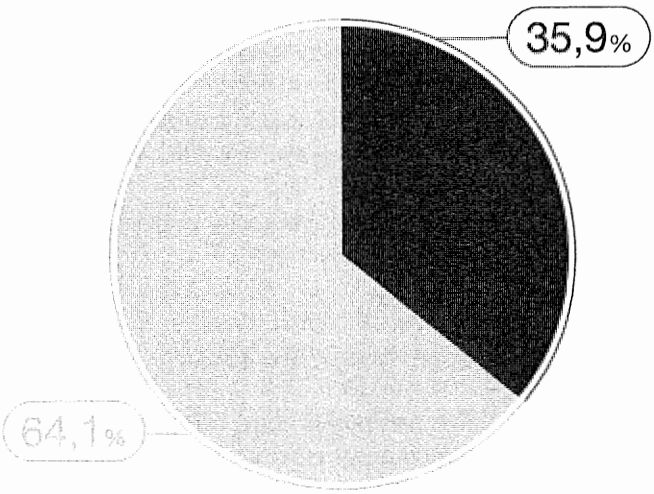
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FIGURA 15. *PAY-MIX* AD AL MASSIMO

Pay-Mix al massimo



Mix variabile breve termine/ lungo termine al massimo

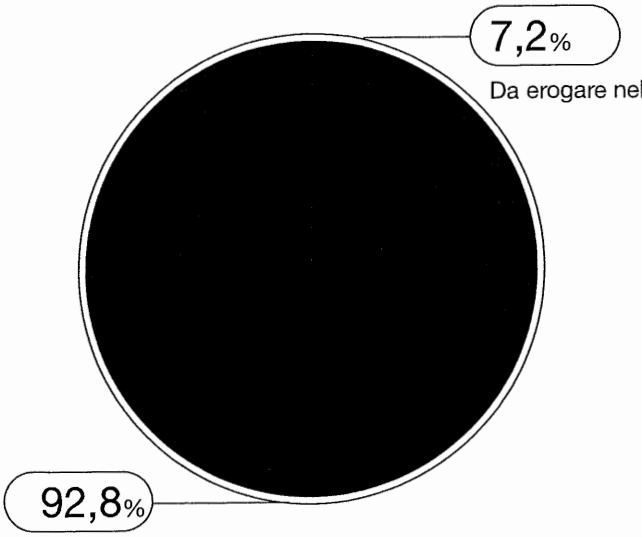


Compensi annui lordi fissi

Remunerazione variabile a breve termine *Up-front e differito*

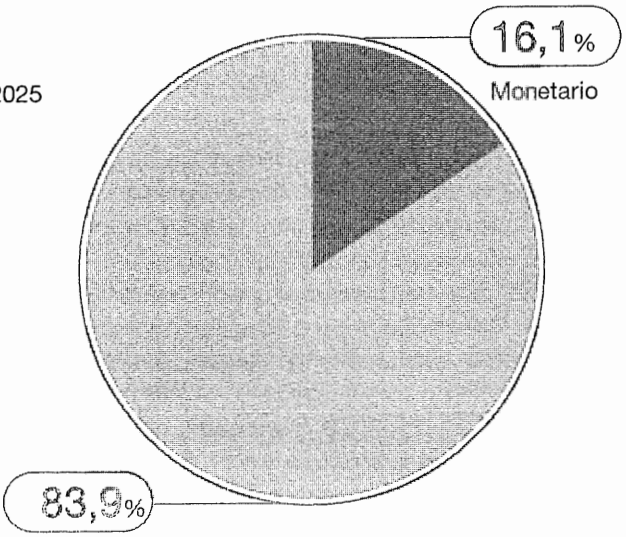
Remunerazione variabile a lungo termine Piano ILT *Performance Share* 2024 – 2026

Tempistiche di riconoscimento della Remunerazione variabile di nuova assegnazione nel 2024 al massimo



Da erogare tra il 2026 e il 2033

Mix Monetario/Azioni al massimo



Azioni

Il *Pay-Mix* è stato calcolato prendendo a riferimento il valore dei sistemi incentivanti a breve e a lungo termine al massimo, dunque nell'ipotesi di conseguimento dei risultati ai valori massimi, considerando il valore intero del "Piano LTI *Performance Share* 2024-2026".

Il mix fra la componente variabile a breve e a lungo termine, nell'ipotesi di conseguimento dei risultati ai valori massimi, prevede una prevalenza di quest'ultima rispetto a quella di breve termine.

L'importo maturabile potrà essere, quindi, al massimo pari a circa il 71,71% dei compensi lordi fissi per il sistema a breve termine, e pari a circa il 128,29% dei compensi lordi fissi per il sistema a lungo termine, in linea con quanto già approvato nel 2023.

In merito alle tempistiche di riconoscimento della remunerazione variabile di nuova assegnazione deliberata nel 2024, meno del 10% potrà essere erogata nel 2025 nel caso di *performance* al massimo, mentre più del 90% potrà essere erogata tra il 2026 e il 2033.

Sempre con riferimento alla remunerazione variabile a livello massimo, come si evince dall'ultimo grafico, quasi l'85% potrà essere riconosciuta in forma azionaria.

In qualità di componente dell'organo consiliare, sono, inoltre, rimborsate le spese sostenute nell'assolvimento del mandato strettamente attinenti ai compiti a esso affidati, nei limiti stabiliti dal Consiglio di Amministrazione.

Coerentemente con le previsioni di legge, l'AD si astiene dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito.

Si evidenzia che il trattamento economico di Matteo Del Fante, per i primi due mesi dell'anno, è corrisposto, *pro-rata temporis*, in linea con i compensi del precedente mandato (invariati dal 2017) e con il *Pay-Mix* approvato nell'ambito della politica di remunerazione 2023 per la figura di Amministratore Delegato e Direttore Generale[2]. Si ricorda, infine che l'Amministratore Delegato mantiene le responsabilità relative alla funzione BancoPosta, che rimane a suo riporto. Per tale motivo, l'Amministratore Delegato resta incluso tra i *Material Risk Takers* nell'ambito del perimetro di applicazione delle "Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta" e la relativa struttura remunerativa conferma il contenimento della remunerazione variabile complessiva nell'ambito del rapporto 2:1 tra componente variabile (a breve e a lungo termine) e componente fissa, in aggiunta a periodi di differimento e *retention*.

Compensi annui lordi fissi

I compensi annui lordi fissi dell'Amministratore Delegato sono stati rimodulati dal C.d.A., su proposta del Comitato Remunerazioni e previo parere favorevole del Collegio Sindacale, alla luce degli sfidanti obiettivi del nuovo Piano Strategico e a seguito del riassetto organizzativo già descritto. Tali compensi sono stati definiti secondo il principio dell'invarianza dei costi aziendali[3] sui compensi fissi stessi e sono articolati come segue:

- € 40.000 annui lordi quale emolumento definito dall'Assemblea degli azionisti ex art. 2389, comma 1, c.c.;
- € 1.338.000 annui lordi quale compenso ex art. 2389, comma 3, c.c.;
- € 100.000 di retribuzione annua lorda per il rapporto dirigenziale.

È utile evidenziare che, a valle del riassetto organizzativo e tenuto conto della descritta riarticolazione dei compensi, è stato condotto da una primaria società di consulenza internazionale il *benchmark* sui compensi rispetto al *peer group* 2024. L'analisi di *benchmark* ha confermato un posizionamento retributivo dell'AD tra il primo quartile e la mediana di mercato: in particolare la Retribuzione Diretta Annua (che include oltre ai compensi fissi anche le componenti variabili) risulta inferiore di circa il 44% rispetto alla mediana di mercato.

Si evidenzia infine che il Comitato Remunerazioni, nel settembre 2023, aveva già manifestato la propria intenzione di avviare una valutazione circa un percorso di avvicinamento alla mediana del *benchmark* di mercato del trattamento economico dell'AD anche alla luce del fatto che lo stesso, dall'aprile del 2017 al 31 dicembre 2023, non ha mai ricevuto un incremento dei com-

2. I compensi fissi relativi al precedente mandato e confermati dal C.d.A. del 27 settembre 2023, pari a €1.255.000, erano così suddivisi: € 490.000 per la carica di Amministratore Delegato (composti da € 40.000 quale emolumento definito dall'Assemblea degli azionisti ex art. 2389, comma 1, c.c. e € 450.000 quale compenso ex art. 2389, comma 3, c.c.) e € 765.000 di retribuzione annua lorda per il rapporto dirigenziale.
3. In particolare, i costi aziendali sui compensi fissi risultano invariati in considerazione dei minori oneri contributivi e previdenziali derivanti dalla riarticolazione tra retribuzione annua lorda e compensi ex art. 2389 comma 3.

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pensi fissi nonostante *performance* economico-finanziare e ESG eccellenti, quali ad esempio:

- TSR pari al 147,8% (ulteriormente incrementato nel primo trimestre 2024);
- EBIT raddoppiato;
- Utile netto quasi triplicato sempre rispetto al 2017;
- impatto sul PIL positivo diretto e indiretto generato per il paese pari a circa 76 miliardi dal 2018;
- punto di riferimento in ambito ESG, rispetto al quale, a partire dal 2018, Poste Italiane è inclusa in numerosi indici di sostenibilità.

Resta inteso che la riarticolazione descritta, alla luce del vincolo inderogabile del rapporto 2:1 tra componente variabile e componente fissa, pur nell'invarianza dei costi aziendali sui compensi fissi, consente di ridurre il divario rispetto alle retribuzioni di mercato con riferimento alla opportunità di remunerazione variabile, coerentemente con il principio di *pay-for-sustainable performance* che contraddistingue da sempre la politica di remunerazione di Poste Italiane.

Remunerazione variabile

La remunerazione variabile dell'AD è composta dal sistema d'incentivazione variabile a breve termine ("MBO") e dal "Piano ILT *Performance Share* 2024-2026". Il sistema "MBO" incentiva il conseguimento di obiettivi su base annuale, il "Piano ILT *Performance Share*" su base triennale.

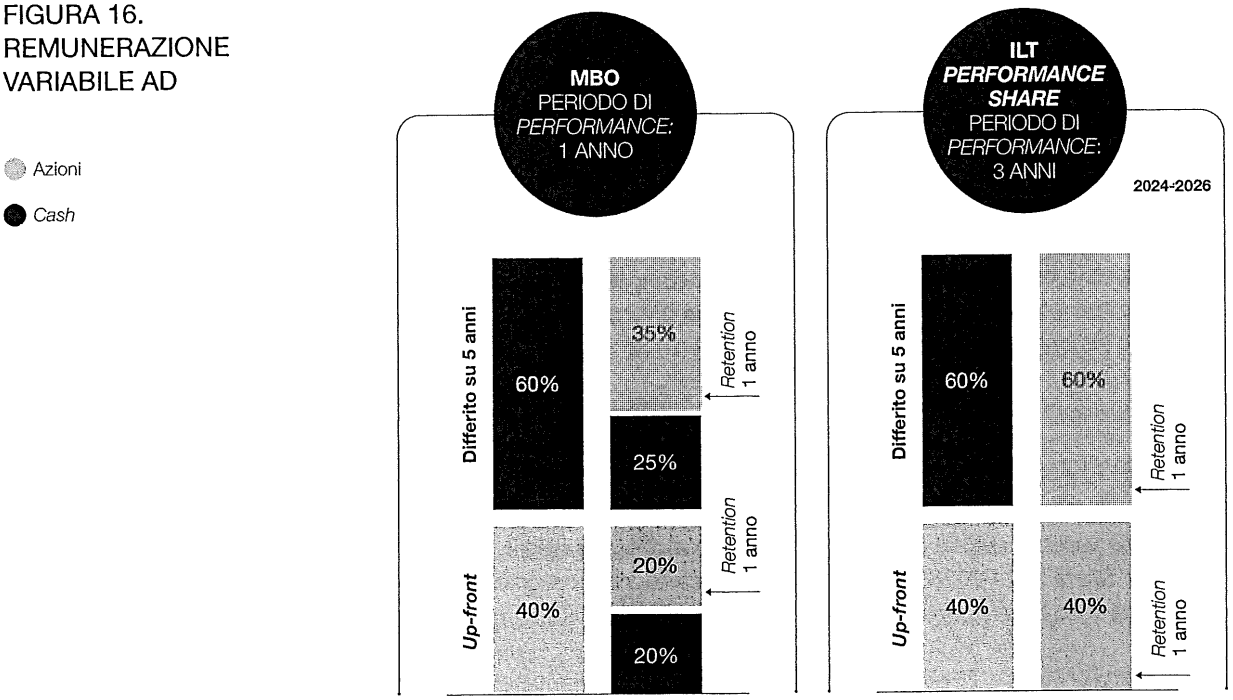
Il Sistema "MBO" e il "Piano ILT *Performance Share*" consentono di mantenere una costante correlazione tra remunerazione variabile e *performance* di breve e di lungo periodo, rafforzando l'allineamento rispetto agli interessi degli investitori anche in considerazione della corresponsione dell'incentivo prevalentemente in Azioni ordinarie di Poste Italiane. Tali piani hanno, altresì, l'obiettivo di supportare l'efficace implementazione della strategia del Gruppo. A tale riguardo, si fa presente che i piani di incentivazione sono sottoposti a meccanismi di differimento e *retention*. Inoltre, ciascuna quota di remunerazione variabile in Azioni (sia *up-front* sia differita) è sottoposta a meccanismi di correzione *ex-post* (*malus* e/o *claw back*) che, sulla base dei risultati conseguiti e/o dei comportamenti individuali, possono condurre alla riduzione, anche significativa, o all'azzeramento della remunerazione variabile stessa e, ove ricorrano particolari condizioni, alla richiesta di restituzione degli importi già corrisposti.

In tutti i sistemi di incentivazione manageriale è previsto come condizione cancello l'EBIT di Gruppo, quale indicatore sintetico della sostenibilità economico-finanziaria comune a tutti i *business* in cui Poste Italiane è impegnata. Il conseguimento della condizione cancello abilita l'effettiva possibilità di accedere al bonus, eventualmente maturato, in virtù degli obiettivi assegnati e dell'allineamento ai livelli di *risk tolerance* del capitale, della liquidità e della redditività corretta per il rischio del Patrimonio BancoPosta. A tal proposito si ricorda che, anche quest'anno nel rispetto del principio di trasparenza, viene fornita piena disclosure *ex ante* ed *ex post* sugli indicatori previsti per i piani di incentivazione variabile a breve (MBO) e a lungo termine, sui relativi livelli di raggiungimento (soglia, *target* e massimo) e sull'effettiva consuntivazione.

L'Amministratore Delegato è incluso nel Personale più rilevante nell'ambito del perimetro di applicazione delle "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*" e la relativa struttura remunerativa prevede il contenimento della remunerazione variabile complessiva nell'ambito del rapporto 2:1 tra componente variabile (a breve e a lungo termine) e componente fissa, in aggiunta a periodi di differimento e *retention*.

Per maggiori dettagli in merito si rimanda ai paragrafi successivi.

FIGURA 16.
REMUNERAZIONE VARIABILE AD



Come già anticipato, il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, fissa gli obiettivi di *performance* ai quali sono legati i piani di remunerazione variabile dell'AD e ne verifica il raggiungimento sempre con l'astensione dell'AD stesso.

Sistema d'incentivazione variabile a breve termine ("MBO")

Il sistema d'incentivazione variabile a breve termine ("MBO") ha il fine di rafforzare l'attenzione alla creazione di valore per gli *stakeholder* attraverso il collegamento dell'incentivo assegnato su obiettivi annuali e le *performance* effettivamente conseguite nel medesimo periodo di riferimento. Le caratteristiche del sistema "MBO" per l'AD sono state definite anche sulla base della normativa applicabile. L'importo maturabile, soggetto alle regole di seguito illustrate e rientrante nel limite del rapporto 2:1 tra componente variabile e componente fissa, è pari al massimo, in linea con quanto previsto nel 2023, a circa il 71,71%[4] dei compensi lordi fissi per il 2024.

Il sistema poggia su un processo strutturato di definizione degli obiettivi e degli incentivi a essi collegati ed è caratterizzato da:
- una condizione cancello e alcune condizioni di accesso;
- obiettivi di *performance,* a ognuno dei quali è assegnato un peso specifico.

Sono previsti un livello massimo di *performance*, oltre il quale l'incentivo rimane costante, e un livello di soglia, al di sotto del quale il sistema non si attiva e, conseguentemente, non genera alcuna erogazione.

Condizione cancello e condizioni di accesso

Il sistema "MBO" prevede una condizione cancello, rappresentata dall'obiettivo "EBIT del Gruppo Poste Italiane" fissato al livello *budget*, il cui conseguimento abilita l'effettiva possibilità di accedere al bonus eventualmente maturato in virtù degli obiettivi assegnati. Inoltre, al fine di assicurare la sostenibilità nel tempo del Patrimonio BancoPosta e del Gruppo Poste Vita, le condizioni per l'attivazione del sistema "MBO" sono integrate con le seguenti previsioni:

4. L'importo massimo alla luce dei compensi annui lordi fissi definiti con decorrenza 1 marzo 2024, pertanto, è pari a € 1.059.920 lordi; in considerazione del *pro-rata temporis* l'effettiva assegnazione massima 2024 è pari a € 1.033.704 lordi.

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FIGURA 17. CONDIZIONE CANCELLO E CONDIZIONI DI ACCESSO AL SISTEMA "MBO" AD

Condizione Cancello	Condizioni di Accesso
Redditività di Gruppo: EBIT 2,65 mld €	Parametro di adeguatezza patrimoniale BancoPosta: **CET 1**
	Parametro di liquidità a breve termine BancoPosta: **LCR**
	Parametro di redditività corretta per il rischio BancoPosta: **RORAC**
	Parametro di adeguatezza patrimoniale Gruppo Poste Vita: ***Solvency II Ratio***

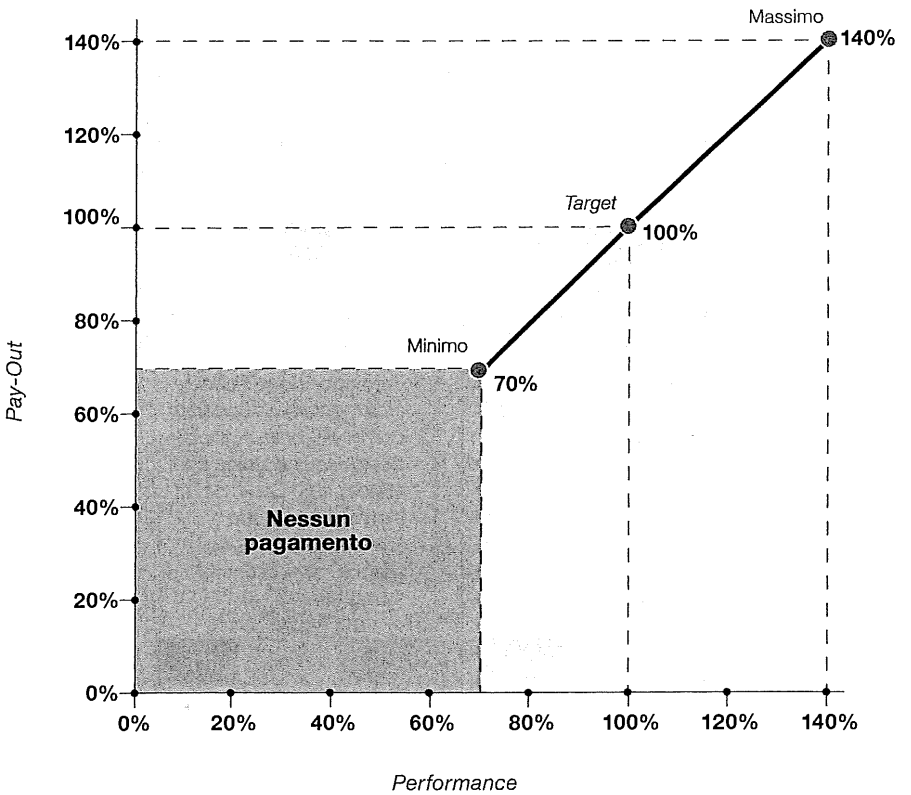
Valore arrotondato

Con riferimento alle condizioni di accesso, i parametri definiti sono al livello di *risk tolerance* dei *Risk Appetite Framework* rispettivamente del Patrimonio BancoPosta e del Gruppo Poste Vita.

Obiettivi di *performance*

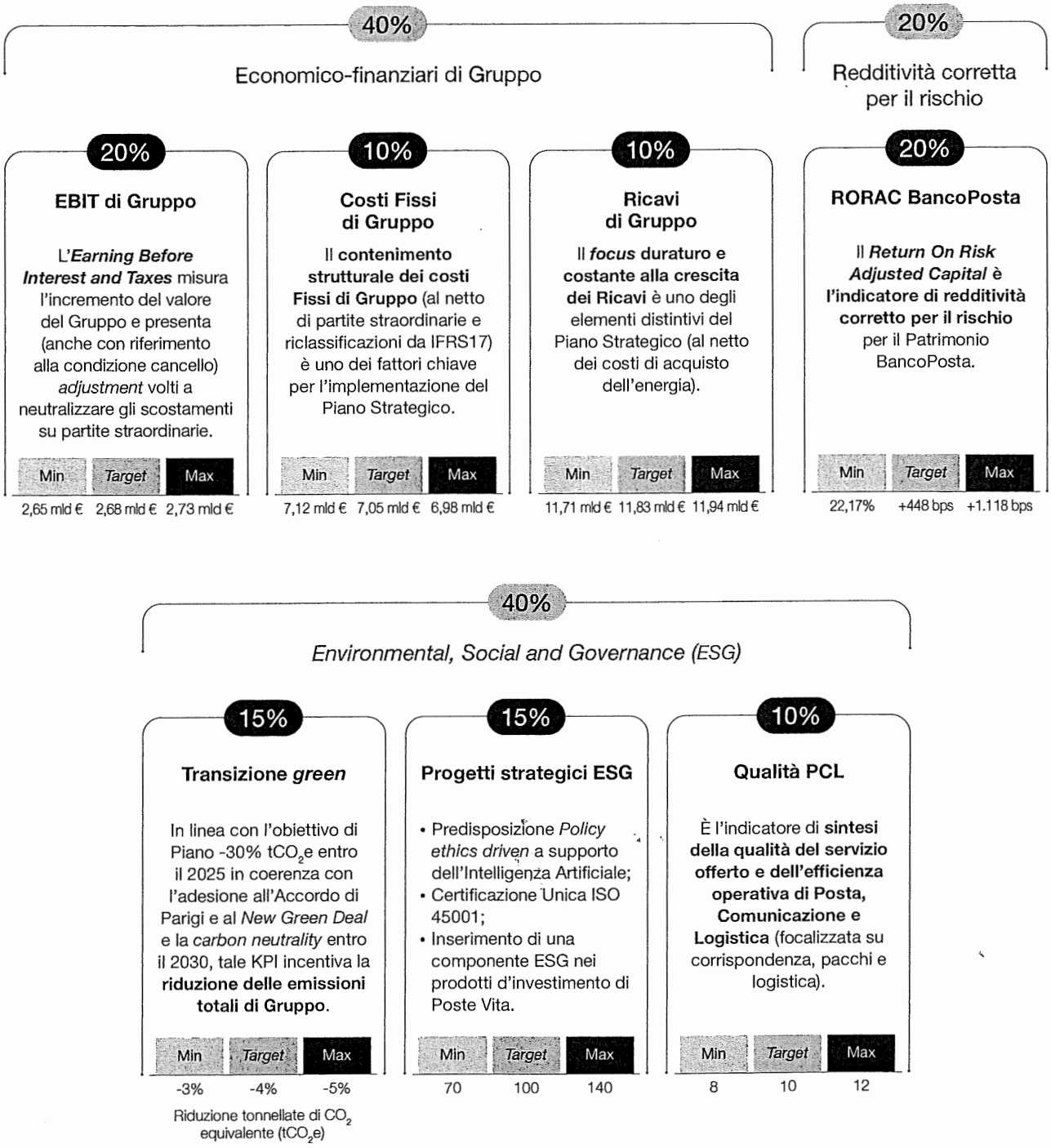
Gli obiettivi di *performance* 2024 sono declinati coerentemente con le direttrici del Piano Strategico 2024 – 2028. Di seguito si riporta la curva di incentivazione per il sistema "MBO" che collega il livello ponderato complessivo di raggiungimento degli obiettivi di *performance* al livello di *pay-out* (per *performance* inferiori al livello "minimo" non è previsto alcun premio):

FIGURA 18. CURVA DI INCENTIVAZIONE "MBO" AD



Gli obiettivi di *performance* 2024 – di seguito rappresentati – sono declinati coerentemente con le direttrici del nuovo Piano Strategico, in coerenza con le aree di responsabilità di competenza:

FIGURA 19. OBIETTIVI DI *PERFORMANCE* SISTEMA "MBO" 2024 AD



NOTA: I valori di EBIT di Gruppo, Costi Fissi di Gruppo e Ricavi di Gruppo sono arrotondati alla seconda cifra decimale. Con riferimento ai suddetti KPI, verranno neutralizzate eventuali variazioni di perimetro (in positivo e negativo) generate da M&A, operazioni straordinarie e costi di ristrutturazione legati agli esodi incentivati (pari a *budget* nel 2024 a € 0,05 mld).

In linea con il principio di trasparenza illustrato nella *People Strategy,* viene fornita piena disclosure sugli obiettivi 2024 e sui relativi livelli di *performance* (minimo, *target* e massimo).

Con riferimento al Gruppo Poste Vita, partendo da una forte posizione patrimoniale, si conferma l'ambizione manageriale di mantenere un *Solvency II Ratio* che, come evidenziato alla figura 17, è una delle condizioni di accesso del Piano MBO 2024.

L'attenzione ai margini è uno degli elementi fondamentali del Piano Strategico: l'EBIT, obiettivo chiave dei sistemi di incentivazione che garantisce la sostenibilità degli stessi, rappresenta l'indicatore di sintesi dei risultati comuni a tutti i *business* del Gruppo ed è

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misurato a livello annuale e pluriennale. Come già evidenziato, si conferma anche nel 2024 il meccanismo di autofinanziamento collegato all'EBIT del sistema dove il livello soglia coincide con il budget. Si tratta di un approccio consolidato in Poste Italiane, definito nel 2018, quando il livello *budget* dell'EBIT risultava pari a € 1,4 miliardi; tale percorso di crescita, apprezzato dagli stakeholder nel corso degli anni, conferma la solidità delle *performance* e dimostra nuovamente l'affidabilità dell'operato del *management*.

Inoltre, in continuità con lo scorso anno, il sistema "MBO" affianca al focus sul *cost discipline* anche una forte attenzione ai ricavi.

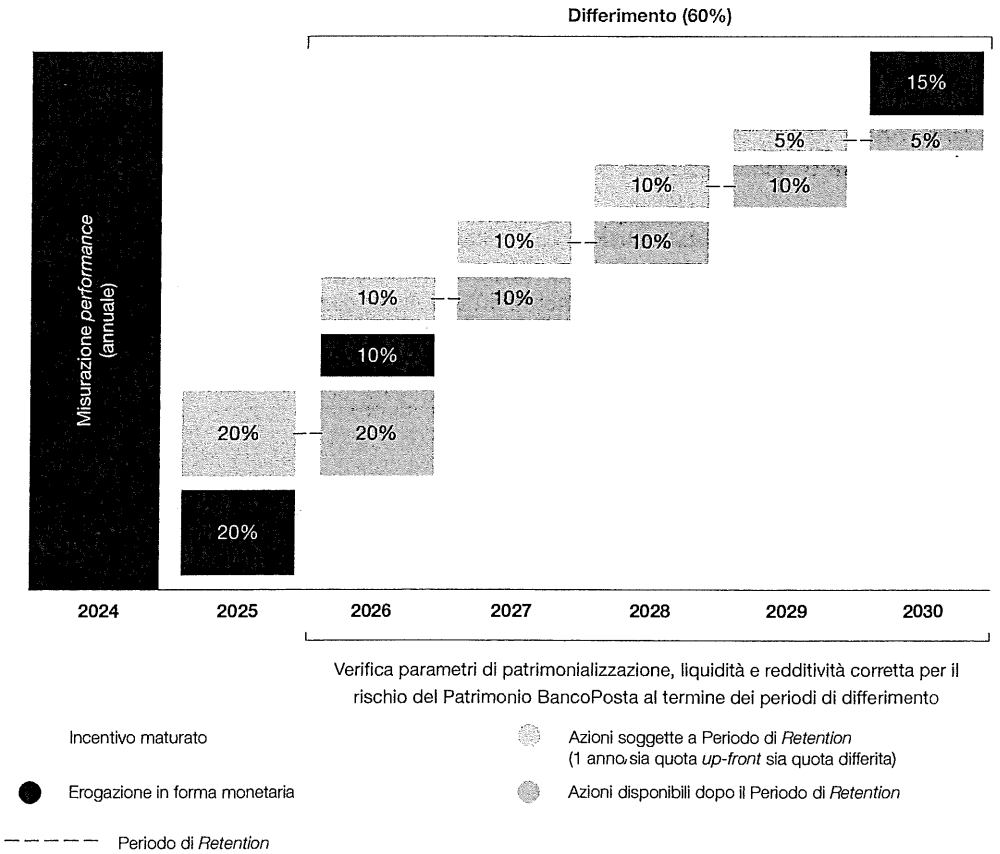
Si conferma, infine, il bilanciamento tra gli obiettivi economico-finanziari e quelli ESG in coerenza con il Piano Strategico 2024-2028, che ribadisce la forte attenzione del Gruppo sulle tematiche della sostenibilità. Alla stregua degli obiettivi economico-finanziari, la selezione degli obiettivi ESG e il relativo *target setting* segue lo stesso processo ispirato dai medesimi principi di: chiarezza, affidabilità, verificabilità e misurabilità oggettiva con elevato livello di sfida, in linea con il Piano Strategico di Gruppo, a differenti livelli di raggiungibilità secondo una valutazione equa e ragionevole. Ad ulteriore garanzia, non tutti gli obiettivi, infatti, raggiungono ogni anno il livello di *performance* massima definita ancorché il percorso virtuoso intrapreso a partire dal 2017, ha garantito al Gruppo risultati eccellenti.

La centralità degli obiettivi di sostenibilità nel sistema MBO, definiti in linea con i pilastri della strategia ESG, è garantita anche nel 2024, anno in cui la tutela dell'ambiente e la qualità del servizio offerto sono confermati quali elementi cardine della strategia del Gruppo. Per il 2024, insieme alla "Transizione Green" (riduzione delle emissioni totali di Gruppo) e alla "Customer Experience" (attraverso il monitoraggio della Qualità PCL) sono "presidiati" – attraverso un obiettivo collegato al raggiungimento di progetti strategici per il Gruppo – anche i pilastri "Valorizzazione delle persone" (Certificazione ISO 45001 in materia di Salute e sicurezza sul lavoro), "Innovazione" ("Policy Ethics Driven" a supporto dell'Intelligenza Artificiale) e "Finanza Sostenibile" (inserimento di una componente ESG nei prodotti d'investimento di Poste Vita).

Modalità di erogazione

La modalità di erogazione del sistema "MBO" prevede il differimento del 60% dell'incentivo su un orizzonte temporale di 5 anni (*pro-rata*); la corresponsione avviene per il 45% in forma monetaria e per il 55% in diritti a ricevere Azioni ordinarie di Poste Italiane, come illustrato nella seguente figura:

FIGURA 20. MODALITÀ DI EROGAZIONE DEL SISTEMA "MBO" PER AD



Il numero di diritti a ricevere Azioni maturato verrà definito sulla base della media aritmetica dei prezzi delle Azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data della delibera del Consiglio di Amministrazione che verificherà il conseguimento della condizione cancello, delle condizioni di accesso e il livello di raggiungimento degli obiettivi di *performance*.

I diritti a ricevere Azioni sono sottoposti a un vincolo di *retention* di un anno sia per la parte *up-front* sia per le parti differite. I periodi di *retention* di un anno, in considerazione dell'orizzonte temporale complessivo della remunerazione variabile che comprende anche 5 anni di differimento soggetto a *malus* e almeno 5 anni di *claw back*, sono compatibili con i livelli di rischio prospettici sottesi alle attività del Gruppo Poste Italiane e, in particolare, di BancoPosta.

L'erogazione delle quote differite avverrà, ogni anno, a condizione che siano rispettati i livelli di *risk tolerance* di patrimonializzazione, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

Si sottolinea che, stante l'utilizzo di Azioni ordinarie di Poste Italiane, la Società sottoporrà all'Assemblea degli azionisti del 31 maggio 2024 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF.

Si ricorda che per l'AD sono attualmente in corso i differimenti e/o periodi di *retention* dei Piani MBO riferiti agli anni precedenti, per i quali sono già state verificate la condizione cancello, le condizioni di accesso e gli obiettivi definiti rispetto all'anno di *performance*. Le componenti differite e/o sottoposte a *retention,* in linea con le politiche di remunerazione tempo per tempo approvate, sono sottoposte a condizioni di *malus* e/o *claw back*, per le quali si rimanda alle relative Relazioni sulla Remunerazione e Documenti Informativi già approvati.

Sistema d'incentivazione variabile a lungo termine ("ILT")

Il sistema d'incentivazione variabile a lungo termine ha il fine di rafforzare l'attenzione alla creazione di valore per gli *stakeholder*, in coerenza con il Piano Strategico, attraverso il collegamento degli incentivi assegnati su obiettivi pluriennali e le *performance* effettivamente conseguite nel medesimo periodo di riferimento. Le caratteristiche del Piano ILT, di seguito descritte, sono state definite anche alla luce della normativa applicabile.

L'AD è destinatario del "Piano ILT *Performance Share* 2024-2026", sottoposto ad approvazione in occasione dell'Assemblea degli azionisti del 31 maggio 2024, le cui specificità sono illustrate nel paragrafo seguente. Il "Piano ILT *Performance Share* 2024-2026", basato interamente su Azioni ordinarie di Poste Italiane, prevede obiettivi di redditività, connessi alla creazione di valore per gli azionisti e ESG su un orizzonte temporale di 3 anni, volti a massimizzare l'*execution* delle direttrici del Piano Strategico, nel rispetto della rischiosità prospettica governata nel *Risk Appetite Framework* del Patrimonio BancoPosta.

Resta inteso che, nell'ambito della componente variabile a lungo termine dell'attuale Amministratore Delegato, permane il "Piano ILT *Performance Share 2022-2024*", assegnato nel 2022, e il "Piano ILT *Performance Share 2023-2025*", assegnato nel 2023, per i quali si rinvia alle Relazioni sulla Remunerazione già approvate, da intendersi qui ritrascritte.

Si ricorda che, come descritto nel par. 3.2 "Linee Guida di Possesso Azionario (anche *Share Ownership Guidelines – SOGs*)", l'Amministratore Delegato è destinatario delle Linee Guida di Possesso Azionario di Poste Italiane e, pertanto, fino alla scadenza del mandato/termine del rapporto si impegna a mantenere il 50% di Azioni disponibili derivanti dal "Piano ILT *Performance Share*", a meno di aver già raggiunto l'ammontare *target*, raddoppiato a partire dal 2024.

Piano ILT *Performance Share* 2024-2026

Il "Piano ILT *Performance Share* 2024-2026", è sviluppato in continuità con il Piano 2023-2025: a titolo esemplificativo, il piano è basato su azioni, con un periodo di *performance* triennale, di differimento/*retention* quinquennale e soggetto a clausole di *malus* e/o *clawback*.

L'assegnazione, soggetta alle regole di seguito illustrate, è pari al massimo a circa il 128,29%[5] dei compensi lordi fissi per l'AD e rientra nel limite del rapporto 2:1, tra componente variabile e componente fissa.

5. L'importo massimo alla luce dei compensi annui lordi fissi definiti con decorrenza 1 marzo 2024, pertanto, è pari a € 1.896.080 lordi; in considerazione del *pro-rata temporis* l'effettiva assegnazione massima 2024-2026 è pari a 183.038 diritti a ricevere azioni.

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Il numero di diritti a ricevere Azioni assegnato è stato definito sulla base della media aritmetica dei prezzi delle Azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto al 28 febbraio 2024, data del Consiglio di Amministrazione che ha deliberato l'assegnazione del Piano.

Si sottolinea che, stante l'utilizzo di Azioni ordinarie di Poste Italiane, la Società sottoporrà all'Assemblea degli azionisti del 31 maggio 2024 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF.

Condizione cancello e condizioni di accesso

Il "Piano ILT *Performance Share* 2024-2026" prevede una condizione cancello – rappresentata dall'EBIT cumulato triennale del Gruppo Poste Italiane – il cui conseguimento abilita l'effettiva possibilità di accedere all'incentivo collegato al Piano stesso.

Per l'AD, in linea con le normative di riferimento applicabili relativamente al Patrimonio BancoPosta, sono previste, oltre alla condizione cancello, anche le seguenti condizioni di accesso che devono essere tutte contemporaneamente verificate:

FIGURA 21. CONDIZIONE CANCELLO E CONDIZIONI DI ACCESSO AL "PIANO ILT *PERFORMANCE SHARE* 2024-2026" PER AD

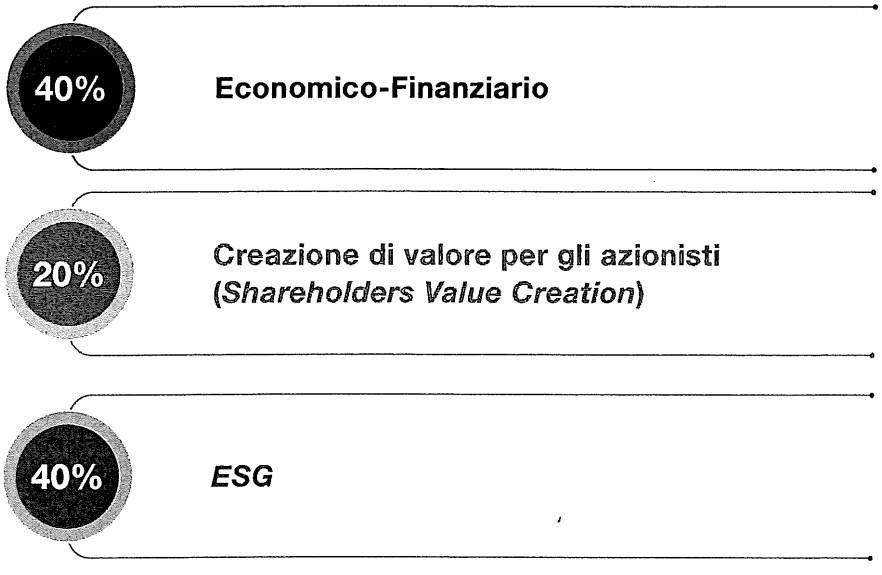
Condizione Cancello	Condizioni di Accesso
EBIT di Gruppo cumulato triennale: 8,25 mld €	Parametro di adeguatezza patrimoniale BancoPosta: **CET 1**
	Parametro di liquidità a breve termine BancoPosta: **LCR**
	Parametro di redditività corretta per il rischio BancoPosta: **RORAC**

I parametri di adeguatezza patrimoniale, liquidità e redditività corretta per il rischio sono definiti a livello di *risk tolerance*, nel rispetto del *Risk Appetite Framework* del Patrimonio BancoPosta, coerentemente con le previsioni regolamentari in materia.

Obiettivi di *performance*

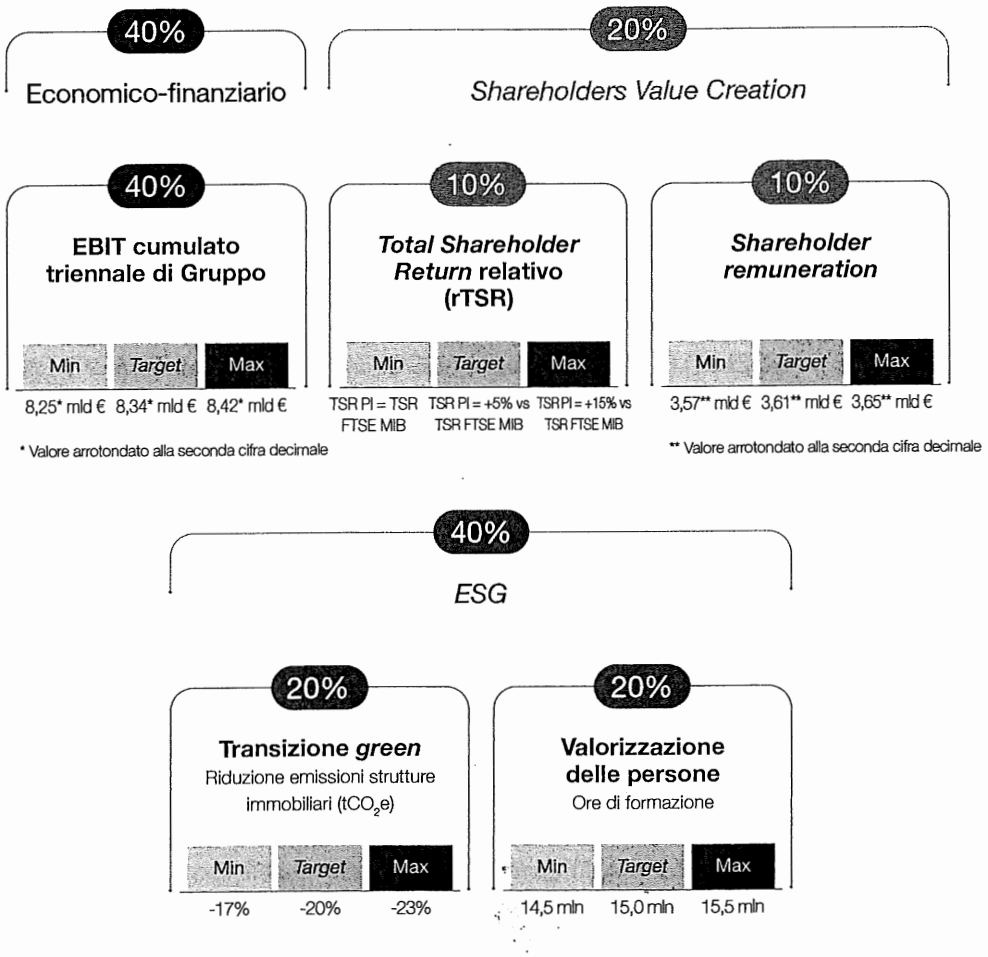
Gli obiettivi di *performance* e i relativi pesi del "Piano ILT *Performance Share* 2024-2026" sono coerenti con quelli del "Piano ILT *Performance Share* 2023-2025":

FIGURA 22. OBIETTIVI DI *PERFORMANCE* E PESI "PIANO ILT *PERFORMANCE SHARE* 2024-2026" PER AD – SINTESI



Nell'ambito degli obiettivi descritti, gli specifici KPI sono stati identificati in linea con il Piano Strategico "*The Connecting Platform*" e sono di seguito rappresentati con i relativi livelli di raggiungimento:

FIGURA 23. KPI E PESI "PIANO ILT *PERFORMANCE SHARE* 2024-2026"



È previsto un livello massimo di *performance* oltre il quale l'incentivo rimane costante e un livello di soglia al di sotto del quale il sistema non si attiva e, conseguentemente, non genera alcuna erogazione.

L'obiettivo di EBIT triennale è definito sulla base della somma degli EBIT che saranno consuntivati annualmente.

L'obiettivo legato alla "*Shareholder Value Creation*" viene conseguito attraverso la misurazione dell'obiettivo di "*Total Shareholder Return* relativo"[6], in linea con gli scorsi anni, e dell'obiettivo di "*Shareholder Remuneration*". Tale ultimo obiettivo, che tiene in considerazione la remunerazione degli azionisti sottoforma di dividendi corrisposti e possibili riacquisti di azioni proprie finalizzati alla remunerazione degli azionisti, è particolarmente opportuno per misurare l'operato del *management*, anche in considerazione del fatto che l'allineamento di interessi riguardo alla performance del titolo è implicito nella natura azionaria del Piano.

L'obiettivo "Transizione *green*" è volto a misurare la riduzione delle emissioni in ambito immobiliare nell'orizzonte temporale 2024-2026: il forte focus sulla sostenibilità ambientale è confermato monitorando, in particolare, la riduzione delle emissioni GHG dirette del Gruppo (Scope 1) derivanti dalle strutture immobiliari (tCO_2e).

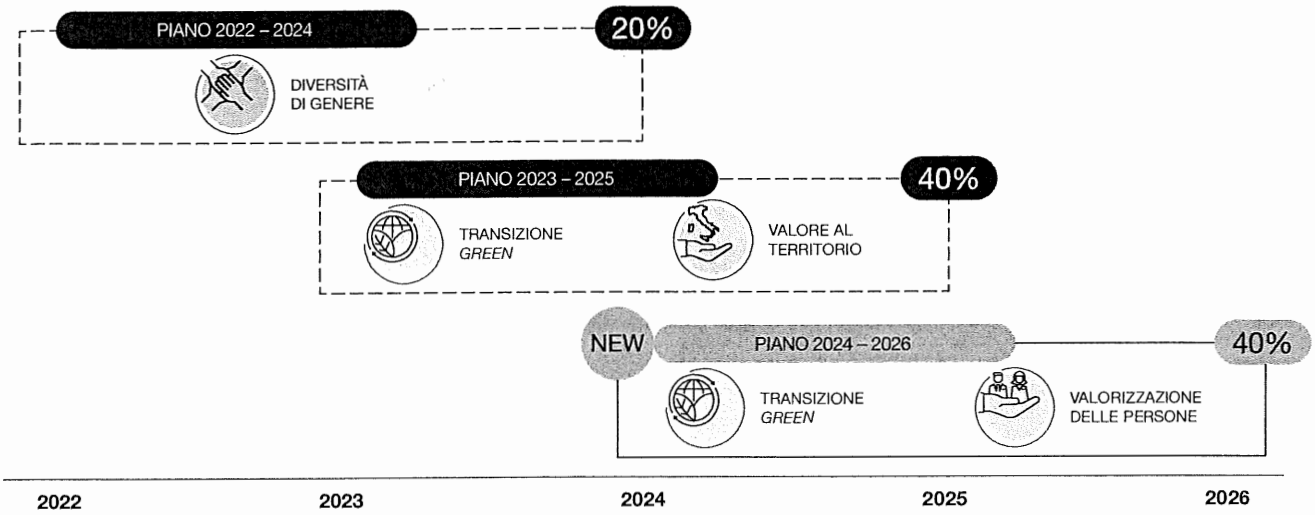
Infine, l'obiettivo "Valorizzazione delle persone" prevede un focus sullo sviluppo delle competenze attraverso l'erogazione delle ore di formazione (con un *target* di 15 mln di ore di formazione). Maggiori approfondimenti sugli obiettivi ESG sono presenti nella relativa sezione del Bilancio di esercizio 2023.

6. Il *Total Shareholder Return* relativo (rTSR) mette a confronto la *performance* di Poste Italiane rispetto a quella del FTSE MIB e viene misurato prendendo in considerazione il periodo tra il 1° gennaio 2024 e il 31 marzo 2027, o minor periodo in caso di C.d.A. che convoca l'Assemblea degli Azionisti prima dell'ultimo giorno del mese di marzo 2027.

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Si ricorda che il Piano ILT *Performance Share* è, sin dal 2019, un piano che prevede una assegnazione annuale e presenta obiettivi coerenti con le priorità strategiche di Poste Italiane. Pertanto, a fronte di due obiettivi ESG legati ai pilastri "Transizione *Green*" e "Valorizzazione delle persone", definiti per il Piano ILT *Performance Share* 2024-2026, permane il focus su altri due pilastri chiave della strategia ESG di Gruppo, collegati alla *Diversity & Inclusion*, introdotta nel Piano ILT *Performance Share* 2022-2024, e al "Valore al territorio", introdotto nel Piano ILT *Performance Share* 2023-2025.

FIGURA 24. FOCUS OBIETTIVI ESG

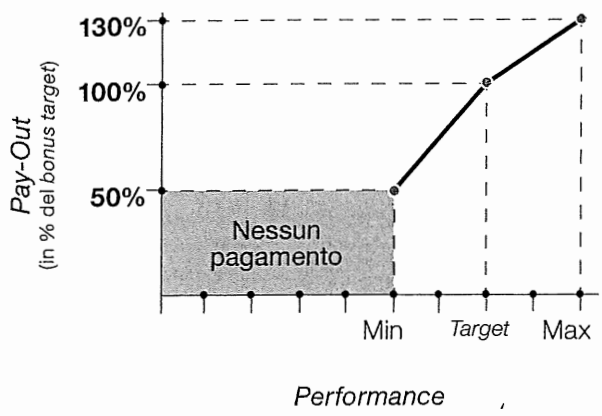


Si segnala, pertanto, che considerando i sistemi di incentivazione in corso di *performance* a breve e a lungo termine dell'Amministratore Delegato e del Direttore Generale (come descritto più avanti) sono presidiati tutti gli 8 pilastri fondanti la strategia ESG del Gruppo Poste Italiane.

Curva di incentivazione

La curva di incentivazione del Piano ILT 2024-2026 nel suo complesso (e dei singoli obiettivi sopra descritti) è la seguente:

FIGURA 25. CURVA DI INCENTIVAZIONE "PIANO ILT *PERFORMANCE SHARE* 2024-2026" PER AD

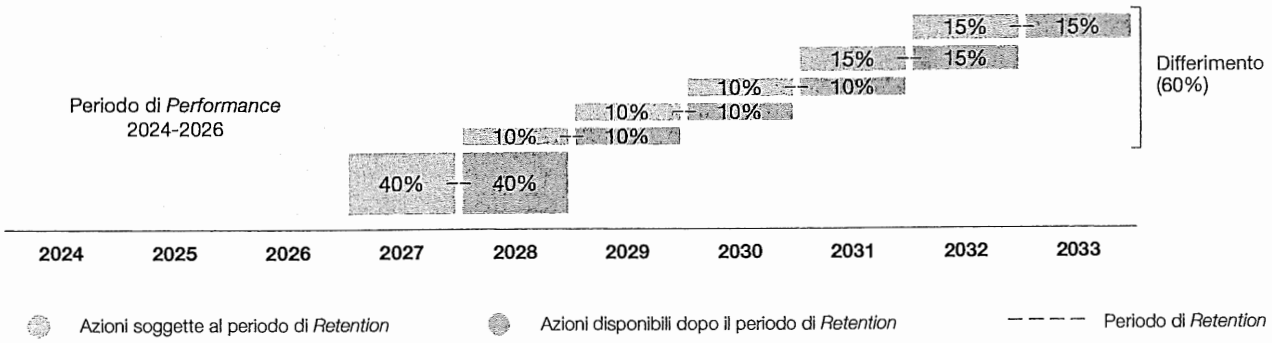


Modalità di erogazione

Il numero di Azioni da attribuire viene quantificato al termine del periodo di *performance* triennale all'interno del numero massimo identificato al momento dell'assegnazione, una volta verificato il livello di conseguimento degli obiettivi. I diritti a ricevere Azioni vengono attribuiti:

- per il 40% (quota *up-front*), al termine del periodo di *performance*;
- per il 60% in cinque quote annuali differite su un arco temporale quinquennale (le prime tre pari al 10% dei diritti complessivamente maturati e le successive due pari al 15% dei diritti complessivamente maturati).

FIGURA 26. MODALITÀ DI EROGAZIONE DEL "PIANO ILT *PERFORMANCE SHARE* 2024-2026" PER AD



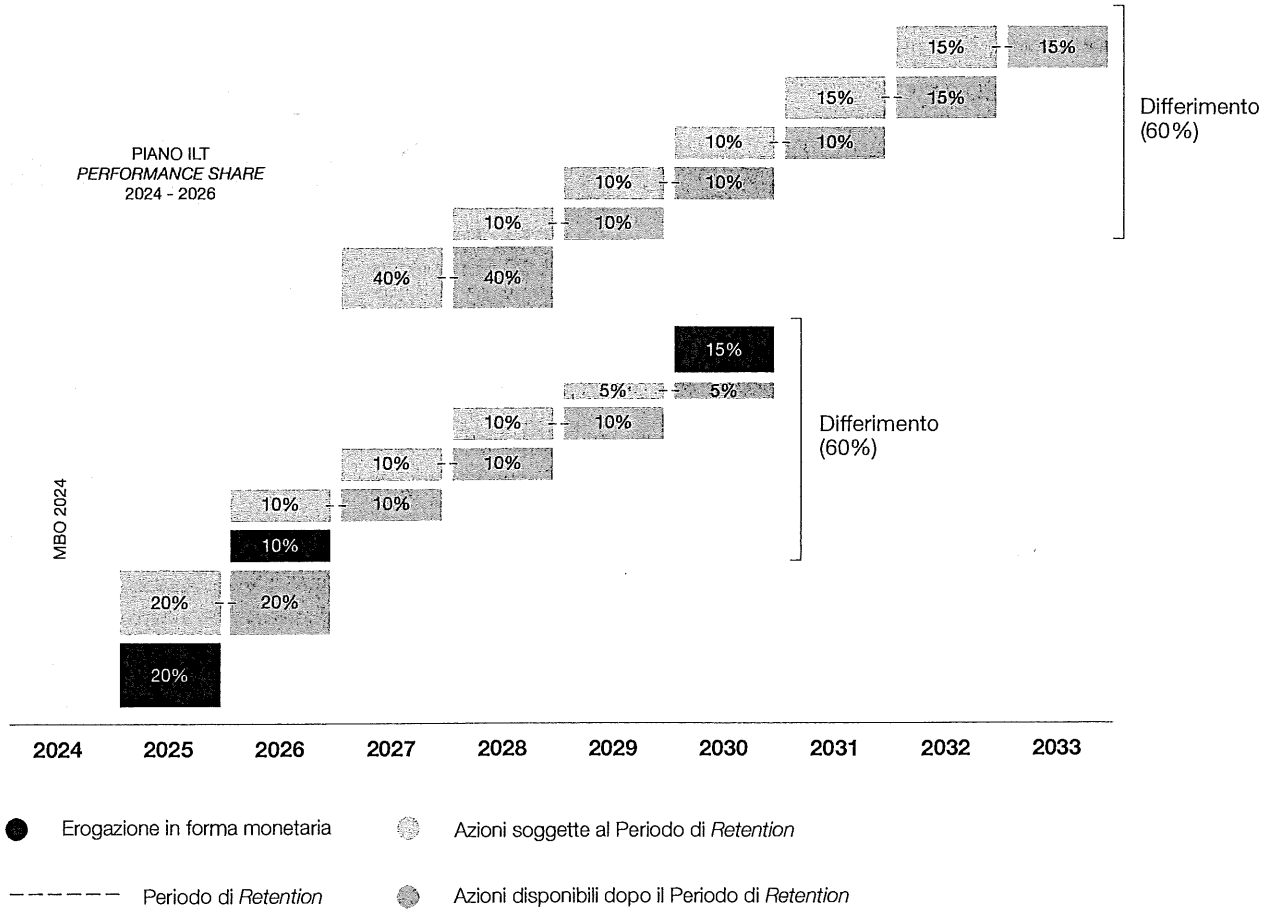
Sia la quota *up-front* sia le quote differite sono assoggettate a un periodo di *retention* di un anno. I periodi di *retention* di un anno, in considerazione dell'orizzonte temporale complessivo della remunerazione variabile, che comprende anche 5 anni di differimento soggetto a *malus* e almeno ulteriori 5 anni di *claw back* (e comunque entro i termini di prescrizione previsti), sono compatibili con i livelli di rischio prospettici sottesi alle attività del Gruppo Poste Italiane e, in particolare, di BancoPosta.

Al termine dei periodi di differimento verrà verificata la sussistenza del livello *risk tolerance* delle condizioni di adeguatezza patrimoniale, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

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Sintesi dei sistemi d'incentivazione a breve termine e lungo termine assegnati nel 2024

FIGURA 27. *PAY-OUT* SISTEMI D'INCENTIVAZIONE ASSEGNATI NEL 2024 – AD



I sistemi si sviluppano su un orizzonte temporale che arriva fino al 2033, inclusivo dei periodi di *performance*, differimento e *retention*. A fronte delle *performance* conseguite, infatti, meno del 10% della remunerazione variabile di nuova assegnazione per il 2024 viene effettivamente erogata nel 2025, a valle dell'approvazione del Bilancio di Esercizio 2024 da parte dell'Assemblea degli Azionisti, mentre la restante parte è distribuita nel tempo. Ciascuna componente *up-front* e differita è sottoposta alla verifica dei parametri di patrimonializzazione, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

Resta inteso che nel 2022 e nel 2023 sono stati assegnati Piani ILT *Performance Share* triennali il cui periodo di *performance* è, rispettivamente, 2022-2024 e 2023-2025; si ricorda, infine, che con riferimento al Piano ILT *Deliver* 2022 quinquennale, in linea con quanto descritto nel Documento Informativo approvato dall'Assemblea degli azionisti dell'8 maggio 2023, è in corso il secondo e ultimo anno di *retention* sulla quota azionaria (per maggiori dettagli si rimanda alla relativa Relazione sulla Remunerazione e Documento Informativo già approvati).

FIGURA 28. CONDIZIONI E OBIETTIVI DI *PERFORMANCE* REMUNERAZIONE VARIABILE AD

SINTESI OBIETTIVI DI *PERFORMANCE* DEI SISTEMI D'INCENTIVAZIONE A BREVE E A LUNGO TERMINE ASSEGNATI NEL 2024

CONDIZIONE CANCELLO

Tutti i piani di incentivazione a breve e a lungo termine prevedono una condizione cancello rappresentata dall'EBIT di Gruppo.

MBO 2024	LTI *PERFORMANCE SHARE* (2024-2026)
CONDIZIONI DI ACCESSO	**CONDIZIONI DI ACCESSO**
• **CET1** BancoPosta • **LCR** BancoPosta • **RORAC** BancoPosta • ***Solvency Ratio II*** Gruppo Poste Vita	• **CET1** BancoPosta • **LCR** BancoPosta • **RORAC** BancoPosta
KPI ECONOMICO-FINANZIARI	**KPI ECONOMICO-FINANZIARI**
• **20%** EBIT di Gruppo • **10%** Ricavi di Gruppo • **10%** Costi Fissi di Gruppo	• **40%** EBIT di Gruppo
KPI REDDITIVITÀ CORRETTA PER IL RISCHIO	**KPI *SHAREHOLDERS VALUE CREATION***
• **20%** RORAC BancoPosta	• **10%** *Relative* TSR *vs* indice FTSE MIB • **10%** *Shareholder remuneration*
KPI ESG	**KPI ESG**
• **15%** Transizione *green* • **15%** Progetti strategici ESG (Innovazione, Valorizzazione delle persone e Finanza sostenibile) • **10%** Qualità PCL	• **20%** Transizione *green* • **20%** Valorizzazione delle persone

CONDIZIONE DI *MALUS*

Tutti i piani di incentivazione a breve e a lungo termine, prevedono tre condizioni di *Malus* da misurare al termine di ciascun periodo di differimento: CET1 BancoPosta, LCR BancoPosta e RORAC BancoPosta.

COMPLETO AUTOFINANZIAMENTO DI TUTTI I SISTEMI DI INCENTIVAZIONE, ATTRAVERSO LA DEFINIZIONE DEI LIVELLI SOGLIA DEGLI OBIETTIVI DI REDDITIVITÀ IN CORRISPONDENZA ALMENO DEL *BUDGET*/PIANO STRATEGICO

È prevista l'applicazione di meccanismi di *Malus* e *Claw Back* per le quote *up-front* e differite.

Pagamenti per la conclusione del rapporto

In coerenza con le prassi di riferimento sussistono ed è possibile stipulare clausole/accordi che regolino *ex-ante* gli aspetti economici relativi alla cessazione anticipata della carica sociale e/o risoluzione anticipata del rapporto di lavoro, con finalità di evitare l'alea di una lite attuale o futura, evitando così i rischi inevitabilmente connessi a un contenzioso giudiziale che potrebbero avere risvolti anche di carattere reputazionale e di immagine per la Società, assicurando al contempo maggiore certezza nei rapporti giuridici.

L'importo derivante dall'applicazione di tali clausole/accordi non può comunque superare un numero massimo di 24 mensilità della remunerazione globale convenzionale lorda, calcolata come sotto riportato, comprensiva di una somma equivalente all'eventuale indennità di preavviso previsto contrattualmente.

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Fermo restando il rispetto del predetto limite massimo complessivo pari a 24 mensilità di remunerazione globale convenzionale lorda, l'importo di cui sopra viene determinato sulla base della seguente formula predefinita:

- 10 mensilità in caso di cessazione del rapporto nel corso del primo anno di servizio;
- 16 mensilità in caso di cessazione del rapporto nel corso del secondo anno di servizio;
- 24 mensilità in caso di cessazione del rapporto nel corso del terzo anno di servizio e successivi.

A tali fini la remunerazione globale convenzionale lorda viene calcolata tenendo in considerazione la retribuzione annua lorda fissa da ultimo percepita come Dirigente, la remunerazione annua lorda fissa da ultimo percepita come Amministratore Delegato (inclusiva delle componenti ex art. 2389 comma 1 e comma 3 c.c.) e la remunerazione annua lorda variabile complessiva a breve assegnata al *target* e il valore annuo delle componenti di remunerazione variabile a medio e lungo termine, sempre assegnate al *target*.

L'importo lordo complessivo determinato come sopra indicato è sostitutivo di quanto previsto dalla contrattazione collettiva in caso di licenziamento e verrà riconosciuto a fronte della sottoscrizione di un accordo che contempli ampie rinunce da parte dell'AD relative al rapporto di lavoro intercorso e alle cariche ricoperte, nell'ambito di una transazione generale e novativa.

Non è previsto, di norma, un patto di non concorrenza.

L'importo finale da corrispondersi dovrà tener conto della *performance*, al netto dei rischi, e dei comportamenti individuali così come indicati nel paragrafo relativo al *claw back*. Inoltre, tale compenso potrà essere riconosciuto solo a condizione che i livelli patrimoniali e di liquidità del Patrimonio BancoPosta siano almeno pari ai livelli minimi regolamentari.

Restano salvi i pagamenti e le erogazioni dovuti in base a disposizioni di legge e di contratto collettivo in ogni caso di cessazione del rapporto di lavoro, quali ad esempio il trattamento di fine rapporto.

Alla luce della normativa di settore applicabile, gli eventuali pagamenti spettanti in relazione alla cessazione anticipata del rapporto di amministrazione e del rapporto di lavoro saranno corrisposti secondo le seguenti modalità:

- una quota pari al 40% del compenso eventualmente previsto al momento della cessazione è erogata per il 50% in forma monetaria e attribuita per il restante 50% sotto forma di diritti a ricevere azioni di Poste Italiane, sottoposte a un vincolo di *retention* di un anno;
- una quota pari al 60% del compenso eventualmente previsto al momento della cessazione è soggetta a un sistema di pagamento differito in un periodo di 5 anni *pro-rata*; più della metà del pagamento differito è effettuato in diritti a ricevere azioni di Poste Italiane, in linea con lo schema previsto per la remunerazione variabile annuale; le quote differite sono sottoposte alla verifica dei parametri soglia di patrimonializzazione e di liquidità del Patrimonio BancoPosta e, per la componente in diritti a ricevere azioni, assoggettate a un vincolo di *retention* pari a un anno;
- le quote differite verranno sottoposte ai meccanismi di *malus* descritti al punto precedente;
- resta inteso che una somma equivalente all'eventuale indennità sostitutiva del periodo di preavviso previsto dal CCNL sarà detratta dall'ammontare complessivo e pagata secondo quanto previsto dalla normativa vigente;
- l'importo complessivo eventualmente erogato verrà sottoposto a meccanismi di *claw back* fino all'intera quota entro 5 anni dal pagamento di ciascuna quota di incentivo e, comunque entro i termini di prescrizione previsti, in relazione alle circostanze definite nelle "*Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta*";
- il numero di diritti a ricevere azioni attribuito verrà definito sulla base della media aritmetica dei prezzi delle azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data di cessazione.

Si ricorda che per il "Piano ILT *Performance Share* 2024-2026", come evidenziato nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 31 maggio 2024, gli effetti determinati dalla cessazione del rapporto di lavoro sono i seguenti:

- nel caso in cui, prima della data di consegna delle azioni, si verifichi la cessazione del rapporto e il beneficiario venga qualificato come "*good leaver*" è previsto che l'attribuzione delle azioni ai sensi del piano avvenga alla scadenza naturale del relativo periodo di *performance* e dei periodi di differimento/*retention* previsti, ferma restando la valutazione circa la sussistenza delle condizioni previste nei regolamenti nonché del raggiungimento degli obiettivi di *performance* previsti; in tal caso, tuttavia, i diritti verranno attribuiti e, conseguentemente le azioni consegnate, sempre alle condizioni previste nei regolamenti, secondo il criterio *pro rata temporis* sino alla data di cessazione del rapporto di lavoro del beneficiario;
- nel caso di cessazione del rapporto prima della data di consegna delle azioni, il beneficiario qualificato come "*bad leaver*" perderà automaticamente tutti i diritti derivanti dal piano che diverranno inefficaci e il medesimo non avrà diritto a ricevere alcun indennizzo in relazione al Piano da parte della Società.

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Si evidenzia, inoltre, che per il "Piano di incentivazione a breve termine 2024" basato su strumenti finanziari, anch'esso descritto nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 31 maggio 2024, gli effetti determinati dalla cessazione del rapporto di lavoro sono i seguenti:

- nel caso in cui, prima della data di erogazione del premio (e quindi anche di effettiva consegna delle azioni), si verifichi la cessazione del rapporto di lavoro e il beneficiario venga qualificato come *"good leaver"* è previsto che l'attribuzione del premio (e quindi anche della relativa quota in azioni) ai sensi del Piano avvenga alla scadenza naturale del relativo periodo di *performance* e dei periodi di differimento e *retention* previsti, ferma restando la valutazione circa la sussistenza delle condizioni previste nei regolamenti, nonché del raggiungimento degli obiettivi di *performance* previsti; in tal caso, tuttavia, i diritti verranno attribuiti e, conseguentemente le azioni consegnate, sempre alle condizioni previste nei regolamenti, secondo il criterio *pro rata temporis* sino alla data di cessazione del rapporto di lavoro del beneficiario;
- nel caso di cessazione del rapporto di lavoro prima della data di erogazione del premio (e quindi della effettiva consegna della quota in azioni), il beneficiario qualificato come *"bad leaver"* perderà automaticamente tutti i diritti derivanti dal piano che diverranno inefficaci e il medesimo non avrà diritto a ricevere alcun indennizzo in relazione al Piano da parte della Società.

Per maggiori dettagli, e con riferimento agli altri piani di incentivazione basati su strumenti finanziari, in essere, si rimanda ai relativi Documenti Informativi approvati dal 2018 al 2024 da intendersi qui ritrascritti.

3.4 Collegio Sindacale

La remunerazione del Collegio Sindacale non è in alcun modo collegata ai risultati conseguiti da Poste Italiane. L'emolumento corrisposto ai Sindaci è rappresentato solo da una componente fissa, determinata sulla base dell'impegno richiesto per lo svolgimento delle attività assegnate.

L'Assemblea degli azionisti tenutasi il 27 maggio 2022 ha nominato il Collegio Sindacale per la durata di tre esercizi, con scadenza alla data dell'Assemblea che sarà convocata per l'approvazione del Bilancio al 31 dicembre 2024. Nella medesima adunanza assembleare è stato determinato – per ciascun anno di incarico – il compenso per il Presidente pari a € 80.000 lordi e il compenso per ciascun componente effettivo del Collegio Sindacale pari a € 70.000 lordi, in continuità con il precedente mandato.

Non sono previsti gettoni di presenza per la partecipazione alle riunioni.

I Sindaci hanno diritto al rimborso delle spese di viaggio e soggiorno sostenute in esecuzione dell'incarico, debitamente documentate.

3.5 Direttore Generale e Dirigenti con Responsabilità Strategiche

Le caratteristiche delle politiche di remunerazione del Direttore Generale e dei Dirigenti con Responsabilità Strategiche (DIRS) sono tra loro coerenti, ad eccezione di quanto opportunamente evidenziato nei paragrafi che seguono. L'obiettivo è sempre quello di garantire il principio della trasparenza e della chiarezza che, nel contesto *multi-business* di Poste Italiane, prevede il rispetto di specifiche normative di settore in materia di remunerazione (a titolo esemplificativo, dal comparto bancario a quello assicurativo).

Nei paragrafi successivi sono illustrate le specificità relative al Direttore Generale che, in ogni caso per i primi due mesi del 2024, ha ricoperto il ruolo di Condirettore Generale e Responsabile *Corporate Affairs*, trovando applicazione nei suoi confronti le politiche di remunerazione previste per i DIRS.

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3.5.1 Dirigenti con responsabilità strategiche (DIRS)

La Società identifica, di norma, come Dirigenti con responsabilità strategiche i responsabili delle funzioni a diretto riporto dell'Amministratore Delegato e del Direttore Generale di Poste Italiane S.p.A. che hanno il potere e la responsabilità della pianificazione, della direzione e del controllo delle attività della società, oltre al Responsabile Controllo Interno e al Dirigente Preposto alla redazione dei documenti contabili societari (i DIRS, al momento della redazione della presente Relazione, sono 15).

Si ricorda che per i DIRS sottoposti a specifiche normative di vigilanza in materia di remunerazione si applicano politiche di remunerazione allineate alla normativa di riferimento e alle previsioni dei processi di *Corporate Governance* di Gruppo.

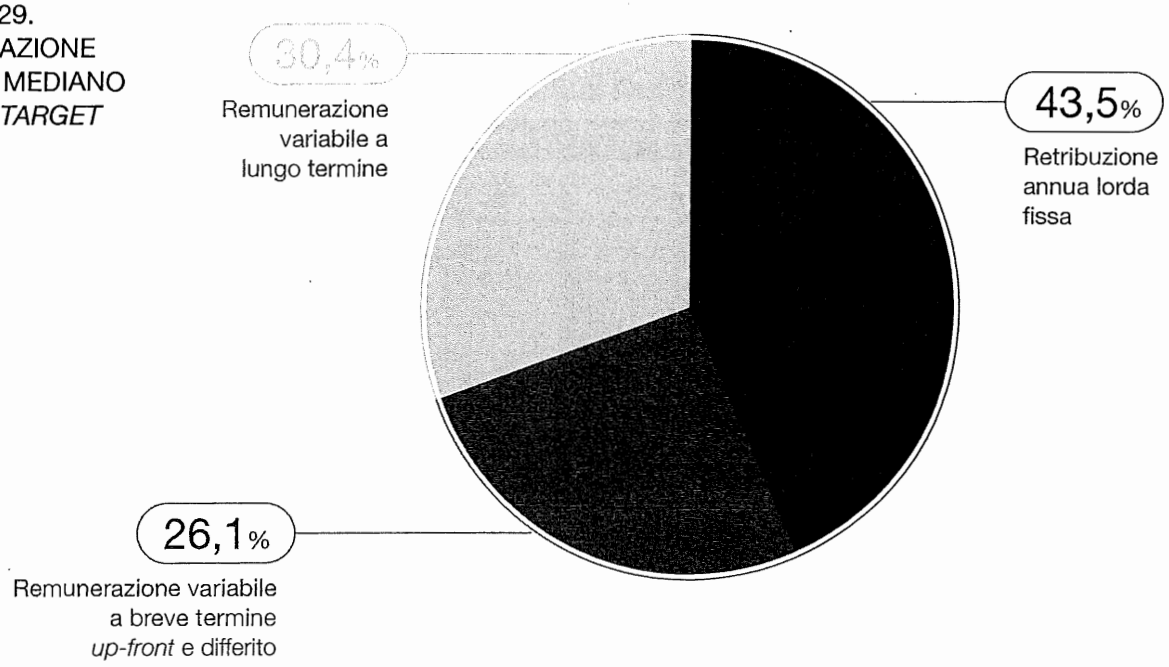
Alla luce di ciò gli schemi di *pay-out* dei *Material Risk Takers* del Patrimonio BancoPosta sono illustrati in dettaglio nell'Allegato "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*".

Per maggiori dettagli sui sistemi di incentivazione dei Dirigenti con responsabilità strategiche sottoposti a normative di vigilanza in materia di remunerazione, si rimanda all'ultimo paragrafo della presente Relazione sulla politica in materia di remunerazione 2024 "Specificità per i settori regolamentati".

L'incidenza dei sistemi di incentivazione variabile rispetto alla remunerazione complessiva è definita in linea con gli obiettivi complessivi di orientamento alla creazione di valore nel lungo termine, tenuto conto delle peculiarità dei singoli *business* in cui Poste Italiane opera.

La componente variabile della remunerazione per i DIRS viene declinata in coerenza con le specificità dei segmenti di *business* e con le responsabilità dei ruoli rispetto al mercato di riferimento. I livelli delle assegnazioni al *target* sono ricompresi tra il 30% e il 65% della retribuzione annua lorda fissa, con riferimento al sistema d'incentivazione variabile a breve termine, e tra il 30% e il 100% della retribuzione annua lorda fissa, con riferimento al sistema d'incentivazione variabile a lungo termine. Di seguito è rappresentato il *Pay-Mix* relativo ai DIRS calcolato, allo stato dell'arte, prendendo a riferimento la mediana della retribuzione annua lorda fissa e delle componenti variabili (a breve e a lungo termine) nell'ipotesi di conseguimento dei risultati al *target*:

FIGURA 29.
ILLUSTRAZIONE
PAY-MIX MEDIANO
DIRS AL *TARGET*



Resta inteso che il perimetro dei DIRS viene valutato costantemente sulla base dell'evoluzione organizzativa e, pertanto, il *Pay-mix* rappresentato potrebbe variare nel corso dell'anno, sempre nel rispetto dei range dei livelli di incentivazione sopra descritti e nei limiti definiti dalle specifiche normative di vigilanza in materia di remunerazione per i DIRS sottoposti alle normative stesse.

Retribuzione annua lorda fissa

La retribuzione annua lorda fissa dei DIRS è coerente con il ruolo ricoperto, l'ampiezza delle responsabilità assegnate, l'esperienza e le capacità richieste per ciascuna posizione, nonché il grado di eccellenza dimostrato e la qualità complessiva del contributo individuale ai risultati della Società, anche tenuto conto di appositi *benchmark* di mercato.

Remunerazione variabile

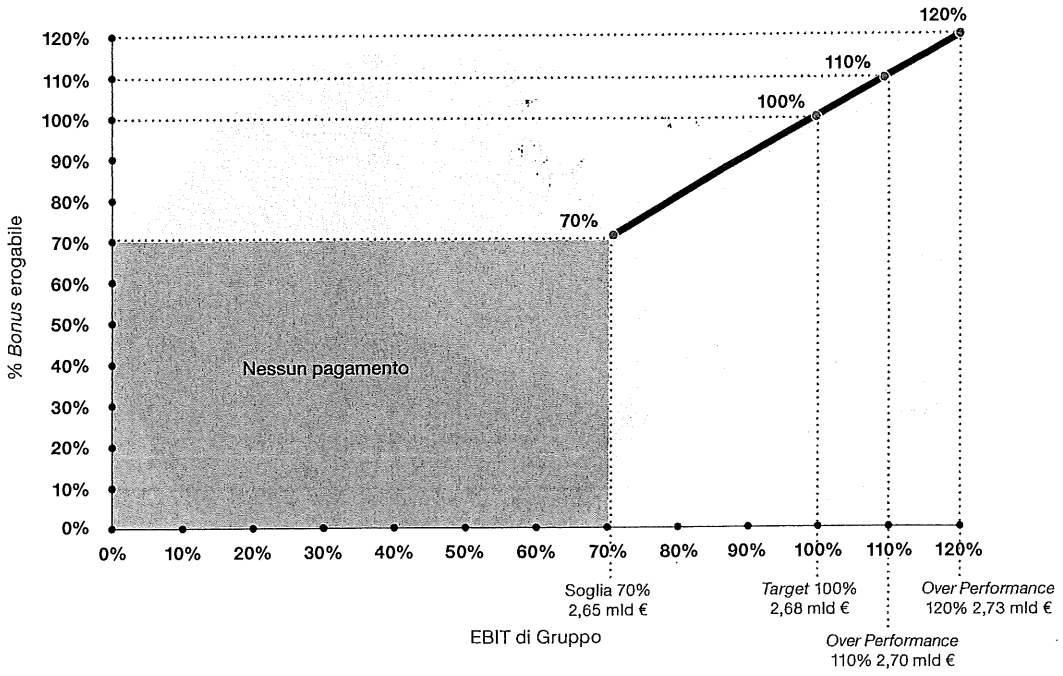
La componente variabile per i DIRS prevede, di norma, la partecipazione al Piano d'incentivazione a breve termine "MBO" e al "Piano ILT *Performance Share* 2024-2026".

Sistema d'incentivazione variabile a breve termine ("MBO")

Il sistema "MBO" 2024 poggia su un processo strutturato di definizione degli obiettivi e degli incentivi a essi collegati. Sono previsti un livello massimo di *performance* oltre il quale l'incentivo economico rimane costante e un livello soglia al di sotto del quale il sistema non si attiva e, conseguentemente, non genera alcuna erogazione.

Il sistema "MBO" per i DIRS prevede un *performance gate,* il cui raggiungimento abilita l'effettiva possibilità di accedere al bonus, in aggiunta a obiettivi di *performance*. Nello specifico, il *performance gate* è rappresentato dall'"EBIT del Gruppo Poste Italiane", il cui valore soglia consente l'erogazione dell'incentivo al 70% del bonus maturato. Il superamento di tale valore può consentire l'erogazione dell'incentivo fino a un massimo del 120%[7] del bonus individuale maturato, come evidenziato nella figura di seguito riportata:

FIGURA 30. *PERFORMANCE GATE*



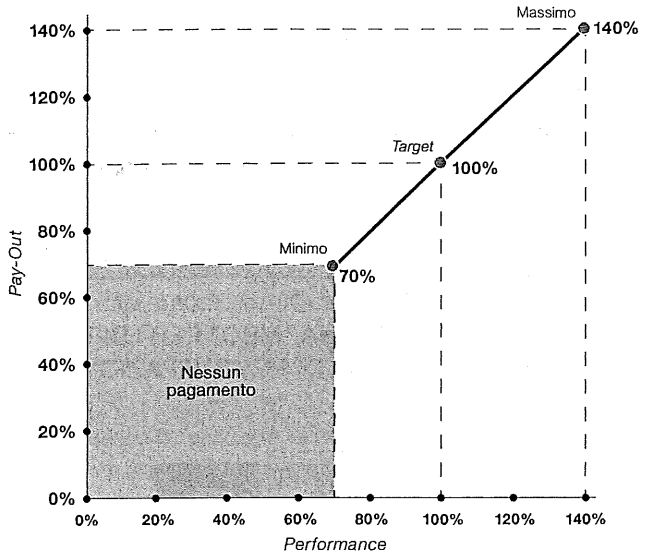
L'applicazione del *performance gate* tra il livello *Target* e *Over Performance* è vincolata al raggiungimento di determinati livelli di valutazione della prestazione individuale nel suo complesso.

7. Per alcuni DIRS sottoposti a normativa di vigilanza in materia di remunerazione il valore massimo è pari al 110%.

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Di seguito si riporta la curva di incentivazione per il sistema "MBO" che collega il livello ponderato complessivo di raggiungimento degli obiettivi di *performance* al livello di *pay-out*:

FIGURA 31. CURVA DI INCENTIVAZIONE "MBO"



Gli obiettivi di *performance* 2024 sono declinati coerentemente con le direttrici del Piano Strategico e sono specificamente formalizzati e riconducibili, di norma, alle seguenti macro-categorie:

FIGURA 32. TIPOLOGIE DI INDICATORI DI *PERFORMANCE*

***PERFORMANCE GATE*: EBIT GRUPPO POSTE ITALIANE**

OBIETTIVI DI *PERFORMANCE*

20%	Economico-Finanziari	L'attenzione ai «margini» è uno degli elementi fondamentali del nuovo Piano Strategico 2024-2028 "*The Connecting Platform*"; in coerenza con quanto previsto per l'AD, è previsto un focus sui Costi e/o sui Ricavi, declinati rispetto al perimetro di competenza.
40%	Obiettivi di Funzione	Si tratta di indicatori quali-quantitativi collegati ai progetti prioritari 2024 che consentiranno di raggiungere gli obiettivi del Piano Strategico 2024-2028 "*The Connecting Platform*". Lo scopo è valorizzare il contributo di ciascuna funzione all'efficace implementazione del Piano. Gli obiettivi potranno essere progettuali, economico-finanziari, di efficienza organizzativa e gestionale, ecc..
40%	ESG	Rappresentano obiettivi differenziati per funzione da individuarsi all'interno dei KPI che alimentano la strategia ESG del Gruppo. A titolo esemplificativo, potranno essere assegnati KPI ESG legati alla Transizione *Green*, alla *Customer Experience* e alla *Diversity & Inclusion*.

Resta inteso che per alcuni DIRS saranno previsti schemi differenti in compliance con le normative di riferimento.

Il bonus teorico maturato in virtù del raggiungimento degli obiettivi assegnati può essere azzerato in relazione al grado di adeguatezza della prestazione individuale nel suo complesso, rilevata nel sistema annuale di valutazione delle prestazioni.

SGT

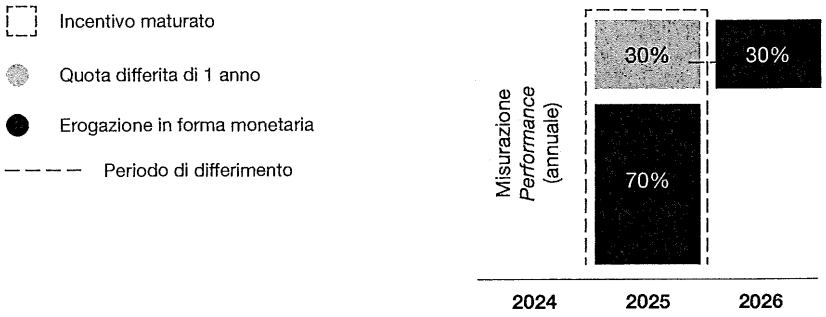
Gli obiettivi assegnati ai DIRS nell'ambito del sistema "MBO" afferiscono, di norma, alle aree sopra menzionate, salvo il rispetto delle normative di riferimento e di quanto definito nei processi di *Corporate Governance* di Gruppo.

L'erogazione del bonus individuale maturato nel sistema "MBO" avviene secondo modalità differenziate, in linea con le normative di riferimento.

Le modalità di erogazione sono descritte di seguito, salvo quanto previsto per i DIRS sottoposti a specifiche normative di vigilanza in materia di remunerazione per i quali l'erogazione del bonus è differita su 3-5 anni, parte in forma monetaria e parte in strumenti finanziari.

Una delle novità del 2024 prevede che, anche per i DIRS non sottoposti a specifiche normative di vigilanza in materia di remunerazione, al fine di garantire un'attenzione anche al medio termine, il sistema MBO sia strutturato sulla base della corresponsione in forma monetaria del 70% del bonus maturato al termine del periodo di *performance* e del restante 30% differito di un anno. Lo schema è il seguente:

FIGURA 33. MODALITÀ DI EROGAZIONE DEL SISTEMA "MBO" PER I DIRS NON SOTTOPOSTI A SPECIFICHE NORMATIVE DI VIGILANZA IN MATERIA DI REMUNERAZIONE



Il periodo di differimento di un anno e almeno ulteriori 5 anni di *claw back* rappresentano solidi meccanismi di correzione *ex post*.

Per alcuni DIRS sono attualmente in corso i differimenti e/o periodi di *retention* dei sistemi MBO riferiti agli anni precedenti, per i quali sono già state verificate la condizione cancello, le condizioni di accesso e gli obiettivi definiti rispetto all'anno di *performance*. Le componenti differite e/o sottoposte a *retention,* in linea con le politiche di remunerazione tempo per tempo approvate, sono sottoposte a condizioni di *malus* e *claw back*, per le quali si rimanda alle relative politiche di remunerazione e incentivazione e ai Documenti Informativi già approvati (dal 2018 al 2023).

Sistema d'incentivazione variabile a lungo termine ("Piano ILT *Performance Share* 2024-2026")

I DIRS sono, di norma, destinatari del "Piano ILT *Performance Share* 2024-2026" le cui caratteristiche principali sono descritte nei paragrafi seguenti.

Resta inteso che per i DIRS sottoposti a specifiche normative di vigilanza in materia di remunerazione (ivi inclusi, a titolo esemplificativo, gli *MRTs* BancoPosta e il "Personale Rilevante" del Gruppo Assicurativo Poste Vita) si applicano sistemi di incentivazione differenti e allineati alla normativa di riferimento e alle previsioni dei processi di Corporate *Governance* di Gruppo, opportunamente descritti nelle relative politiche di remunerazione.

Si ricorda inoltre che, come descritto nel par. 3.2 "Linee Guida di Possesso Azionario (anche *Share Ownership Guidelines – SOGs*)", i Dirigenti con responsabilità strategiche inclusi tra i beneficiari del "Piano ILT *Performance Share*" sono destinatari delle Linee Guida di Possesso Azionario di Poste Italiane e, pertanto, fino alla permanenza nel perimetro dei DIRS si impegnano

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a mantenere il 25% di Azioni disponibili derivanti dal Piano "ILT *Performance Share* 2024-2026", a meno di aver già raggiunto l'ammontare *target*.

Il "Piano ILT *Performance Share* 2024-2026" per i DIRS prevede l'attribuzione di diritti a ricevere Azioni ordinarie di Poste Italiane al termine di un periodo di *performance* triennale. Il numero massimo di Azioni è definito in funzione della complessità e delle responsabilità del ruolo del beneficiario oltreché della strategicità della risorsa.

Il numero di diritti a ricevere Azioni assegnato è stato definito sulla base della media aritmetica dei prezzi delle Azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto al 28 febbraio 2024, data del Consiglio di Amministrazione che ha deliberato l'assegnazione del Piano.

Si sottolinea che, stante l'utilizzo di Azioni ordinarie di Poste Italiane, la Società sottoporrà all'Assemblea degli azionisti del 31 maggio 2024 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF e, pertanto, l'effettiva efficacia del Piano è subordinata a tale approvazione assembleare.

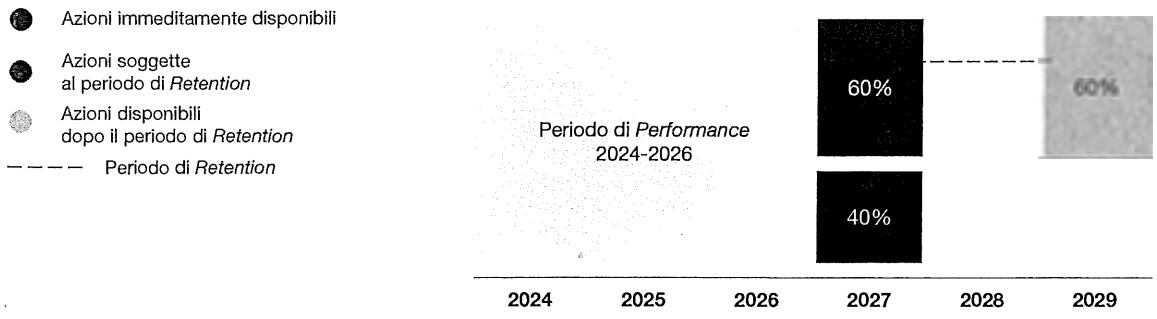
La condizione cancello prevista per i DIRS è rappresentata, come per l'AD, dall'"EBIT cumulato triennale del Gruppo Poste Italiane" il cui conseguimento abilita l'effettiva possibilità di accedere all'incentivo collegato al "Piano ILT *Performance Share* 2024-2026".

Gli obiettivi di *performance* previsti per i DIRS sono gli stessi già descritti per l'AD.

È previsto un livello massimo di *performance* oltre il quale l'incentivo rimane costante (pari al 130% del *target*) e un livello di soglia al di sotto del quale il sistema non si attiva e, conseguentemente, non genera alcuna erogazione. La curva di incentivazione e le curve dei KPI sono le medesime già illustrate per l'AD.

Il numero di diritti a ricevere Azioni verrà quantificato al termine del periodo di *performance* triennale all'interno del numero massimo identificato al momento dell'assegnazione, una volta verificato il livello di conseguimento degli obiettivi. Per i DIRS non sottoposti a specifiche normative di vigilanza in materia di remunerazione, il 60% dei diritti sarà sottoposto a un periodo di *retention* pari a due anni, secondo il seguente schema di erogazione:

FIGURA 34. MODALITÀ DI EROGAZIONE DEL "PIANO ILT *PERFORMANCE SHARE*" PER I DIRS NON SOTTOPOSTI A SPECIFICHE NORMATIVE DI VIGILANZA IN MATERIA DI REMUNERAZIONE



Per i DIRS appartenenti al perimetro dei *Material Risk Takers (MRTs)* BancoPosta sono, inoltre, definite condizioni di accesso aggiuntive rispetto alla condizione cancello e meccanismi di erogazione allineati alla normativa stessa, come riportato nelle "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*".

Si ricorda che, nell'ambito della componente variabile a lungo termine, permangono, per alcuni DIRS, oltre al Piano ILT Deliver 2022 quinquennale, anche il "Piano ILT *Performance Share 2022-2024*", assegnato nel 2022, e il "Piano ILT *Performance Share 2023-2025*", assegnato nel 2023, per i quali si rinvia alle Relazioni sulla Remunerazione, da intendersi qui ritrascritte, oltre che ai Documenti Informativi, già approvati. Per i DIRS sottoposti a specifiche normative di vigilanza in materia di remunerazione sono previsti sistemi di incentivazione a lungo termine integralmente riconosciuti in strumenti finanziari caratterizzati da condizioni cancello, condizioni di accesso, obiettivi di *performance* e modalità di erogazione (differite e sottoposte a *retention*) coerenti con le normative di riferimento (si veda anche il paragrafo 5 del presente documento).

3.5.2 Direttore Generale (DG)

La politica di remunerazione del Direttore Generale è coerente con quella dei DIRS, ad eccezione delle differenze e dei maggiori dettagli che, nel rispetto del principio di trasparenza, sono opportunamente illustrati di seguito. Stante il perimetro di responsabilità del Direttore Generale, già descritto nella prima parte del presente documento, il medesimo non è sottoposto a normativa di vigilanza in materia di remunerazione[8] con riferimento ai *business* vigilati (settore bancario, assicurativo, sistema di pagamenti e del risparmio gestito).

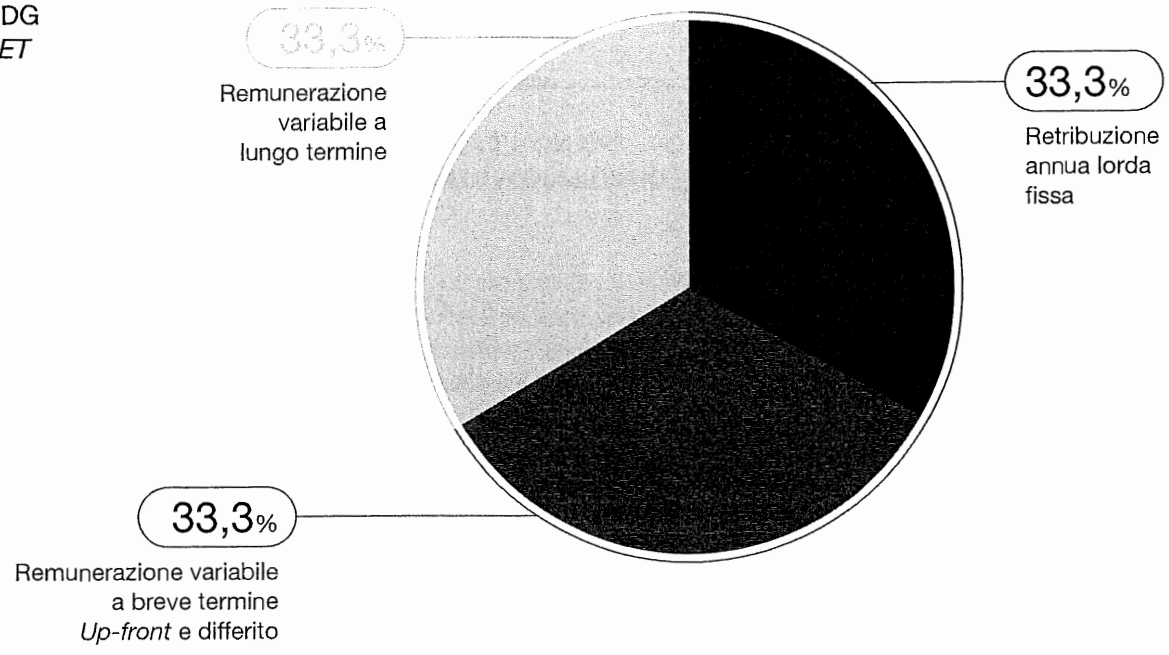
Il pacchetto remunerativo del Direttore Generale (DG) è composto da una componente fissa, una componente variabile di breve termine e una componente variabile di lungo termine. Il rapporto di lavoro è disciplinato dalle previsioni del Contratto Collettivo Nazionale di Lavoro per i dirigenti di aziende produttrici di beni e servizi (di seguito "CCNL").

La componente fissa è costituita esclusivamente dalla Retribuzione Annua Lorda relativa al rapporto dirigenziale ed è pari a 870.000 euro lordi, corrispondente all'importo già riconosciuto per il ruolo di Condirettore Generale e Responsabile *Corporate Affairs*. Non è stata prevista nessuna remunerazione aggiuntiva o indennità per la carica di Direttore Generale. Il Comitato Remunerazioni, in relazione al riassetto organizzativo ha inoltre esaminato l'analisi di *benchmark* specifico svolta da una primaria società di consulenza, sulla base del *peer group* definito in linea con le caratteristiche descritte nella presente Relazione per ruoli comparabili, che ha evidenziato un posizionamento retributivo del DG inferiore al primo quartile della Retribuzione Diretta Annua di mercato.

Sono previsti alcuni *benefit* nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato.

Alla luce di tali elementi, si rappresenta di seguito il "*Pay-Mix*" del Direttore Generale, nell'ipotesi di conseguimento dei risultati a livello "*target*" degli obiettivi:

FIGURA 35.
PAY-MIX DG
AL *TARGET*



Il *Pay-Mix* è stato calcolato prendendo a riferimento il valore dei sistemi incentivanti a breve e a lungo termine al *target*, considerando il valore intero del "Piano ILT *Performance Share* 2024-2026".

Resta inteso che il *Pay-Mix* del Direttore Generale è lo stesso che avrebbe avuto in qualità di Condirettore Generale e Responsabile Corporate Affairs.

8. Tenuto conto del perimetro di responsabilità, il processo di identificazione dei *Material Risk Taker* del Patrimonio BancoPosta – adottato dal Comitato Remunerazioni, sentito il Comitato Controllo e Rischi – non ha incluso il ruolo di Direttore Generale.

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Il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, fissa gli obiettivi di *performance* ai quali sono legati i piani di remunerazione variabile del DG e ne verificherà il raggiungimento. Si evidenzia che il Direttore Generale non ha diritto di voto nelle adunanze del C.d.A.

Il sistema "MBO" per il Direttore Generale prevede una condizione cancello, rappresentata dall'obiettivo "EBIT del Gruppo Poste Italiane" fissato al livello *budget*, il cui conseguimento abilita l'effettiva possibilità di accedere al bonus eventualmente maturato in virtù degli obiettivi assegnati.

FIGURA 36. CONDIZIONE CANCELLO

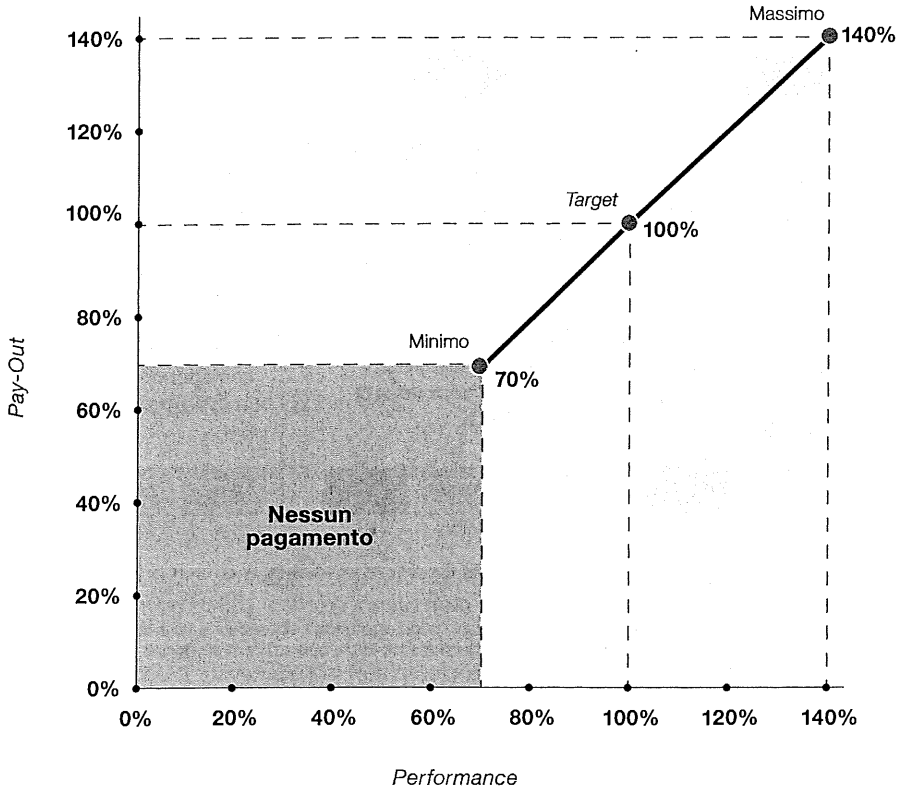
Condizione Cancello
Redditività di Gruppo: EBIT 2,65 mld €

Valore arrotondato

Si evidenzia che, in coerenza con il perimetro di responsabilità assegnate, il Sistema MBO del Direttore Generale non prevede Condizioni di Accesso collegate a BancoPosta e a Poste Vita.

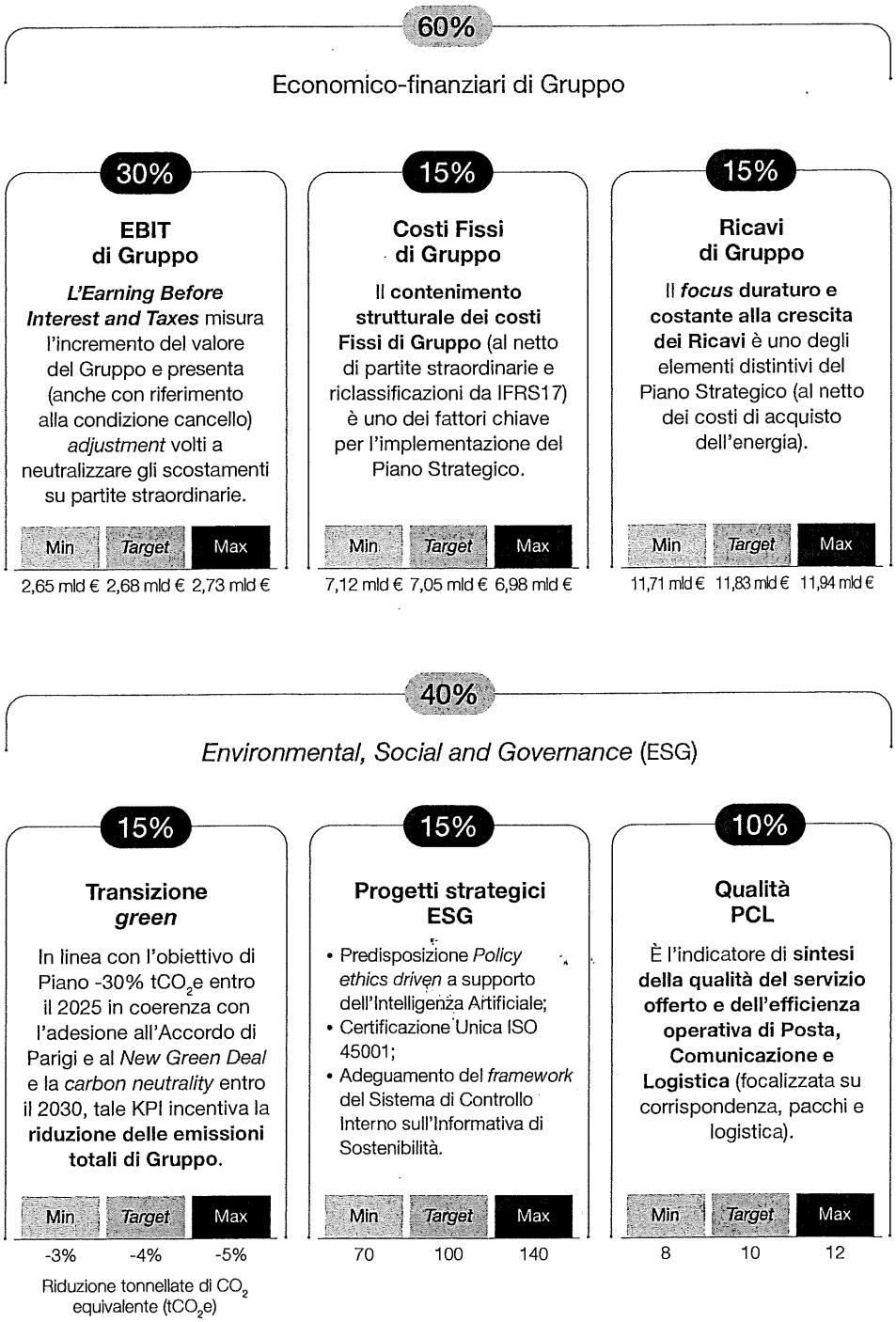
Di seguito si riporta la curva di incentivazione per il sistema "MBO" che collega il livello ponderato complessivo di raggiungimento degli obiettivi di *performance* al livello di *pay-out* (per *performance* inferiori al livello "minimo" non è previsto alcun premio mentre oltre il livello massimo l'incentivo resta stabile al 140% del *target*):

FIGURA 37. CURVA DI INCENTIVAZIONE "MBO" DG



Gli obiettivi di *performance* 2024 – di seguito rappresentati – sono declinati coerentemente con le direttrici del nuovo Piano Strategico, in coerenza con le aree di responsabilità di competenza:

FIGURA 38. OBIETTIVI DI *PERFORMANCE* SISTEMA "MBO" 2024 DG



NOTA: I valori di EBIT di Gruppo, Costi Fissi di Gruppo e Ricavi totali di Gruppo sono arrotondati alla seconda cifra decimale. Con riferimento ai suddetti KPI, verranno neutralizzate eventuali variazioni di perimetro (in positivo e negativo) generate da M&A, operazioni straordinarie e costi di ristrutturazione legati agli esodi incentivati (pari a *budget* nel 2024 a € 0,05 mld).

Gli obiettivi assegnati al Direttore Generale sono coerenti con quelli previsti per l'Amministratore Delegato declinati rispetto al perimetro di responsabilità. In particolare, come già illustrato per le Condizioni di Accesso, non sono previsti KPI relativi al perimetro di BancoPosta e Poste Vita; nei 'Progetti strategici ESG' è valorizzato l'adeguamento del *framework* del Sistema di Controllo Interno sull'Informativa di Sostenibilità (in linea con la normativa), nell'ambito del pilastro ESG "Integrità e Trasparenza".

Il bonus teorico è maturato in virtù del raggiungimento degli obiettivi assegnati. Ciò premesso, il sistema MBO per il Direttore Generale prevede il medesimo meccanismo di corresponsione già descritto per i DIRS non sottoposti a specifiche normative di vigilanza in materia di remunerazione. Il periodo di differimento di un anno e almeno ulteriori 5 anni di *claw back* rappresentano solidi meccanismi di correzione *ex post*.

SSC

Il Direttore Generale è destinatario del "Piano ILT *Performance Share* 2024-2026", sottoposto ad approvazione in occasione dell'Assemblea degli azionisti del 31 maggio 2024, che prevede le medesime caratteristiche già descritte per i DIRS non sottoposti a specifiche normative di vigilanza in materia di remunerazione.

Resta inteso che, nell'ambito della componente variabile a lungo termine dell'attuale Direttore Generale, permane, oltre al Piano ILT Deliver 2022 quinquennale, anche il "Piano ILT *Performance Share 2022-2024*", assegnato nel 2022, e il "Piano ILT *Performance Share 2023-2025*", assegnato nel 2023, per i quali si rinvia alle Relazioni sulla Remunerazione, da intendersi qui ritrascritte (con riferimento alla politica di remunerazione prevista per i Dirigenti con responsabilità strategiche), oltre che ai Documenti Informativi, già approvati.

Si ricorda, inoltre, che il Direttore Generale, come descritto nel par. 3.2 "Linee Guida di Possesso Azionario (anche *Share Ownership Guidelines – SOGs*)", è destinatario delle Linee Guida di Possesso Azionario di Poste Italiane. Resta inteso che il Direttore Generale era già incluso, negli anni scorsi, tra i destinatari delle Linee Guida di Possesso Azionario tempo per tempo approvate in qualità di DIRS.

3.5.3 Pagamenti per la conclusione del rapporto

In coerenza con le prassi di riferimento sussistono ed è possibile stipulare clausole/accordi che regolino *ex-ante* gli aspetti economici relativi alla cessazione del rapporto in linea con le strategie, i valori e gli interessi a lungo termine della Società.

Tali accordi sono definiti tenendo conto delle normative applicabili, dei contratti collettivi o individuali e delle prassi di mercato nell'ambito di una transazione generale e novativa per cui restano salvi i pagamenti e le erogazioni dovuti in base a disposizione di legge e di CCNL, quali ad esempio il TFR.

L'importo derivante dall'applicazione delle clausole che regolino *ex-ante* gli aspetti economici relativi alla cessazione del rapporto non può superare un numero massimo di mensilità della retribuzione globale di fatto – comprensiva della retribuzione annua lorda fissa, della media di quanto percepito a titolo di componente variabile a breve termine nell'ultimo triennio (o nel minor periodo di lavoro prestato) e, di norma, del valore dei *benefit* assegnati – come di seguito definito[9]:

- 10 mensilità in caso di cessazione del rapporto nel corso del primo anno di attività su un ruolo da Dirigente;
- 16 mensilità in caso di cessazione del rapporto nel corso del secondo anno di attività su un ruolo da Dirigente;
- 24 mensilità in caso di cessazione del rapporto nel corso del terzo anno di attività su un ruolo da Dirigente e successivi.

Si precisa che l'importo, come sopra definito, è comprensivo di una somma equivalente all'eventuale indennità di preavviso previsto contrattualmente.

In caso di risoluzione del rapporto per licenziamento si applica la normativa tempo per tempo vigente e il CCNL di riferimento.

La Società, di norma, non stipula patti di non concorrenza.

I principi sopra definiti si possono applicare all'atto della risoluzione del rapporto anche nel caso in cui non siano state definite specifiche pattuizioni *ex-ante*.

Per determinate risorse operanti in ruoli soggetti a normativa di settore sono, inoltre, definite modalità e meccanismi di erogazione specifici allineati alla normativa stessa, come riportato nelle politiche di remunerazione e incentivazione di riferimento. Ad esempio, come evidenziato nelle "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*", per talune categorie di personale del Patrimonio BancoPosta i compensi legati alla conclusione anticipata del rapporto sono differiti per una componente pari al 40% o al 60%, su un orizzonte temporale di 4 o 5 anni, e corrisposti in parte in azioni ordinarie di Poste Italiane, soggette a meccanismi di *retention*; i compensi legati alla conclusione anticipata del rapporto sono, inoltre, sottoposti a meccanismi di *malus* e *claw back*.

Si ricorda che per il "Piano ILT *Performance Share* 2024-2026", come evidenziato nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 31 maggio 2024, gli effetti determinati dalla cessazione del rapporto di lavoro sono i seguenti:

- nel caso in cui, prima della data di consegna delle azioni, si verifichi la cessazione del rapporto di lavoro e il beneficiario venga qualificato come "*good leaver*" è previsto che l'attribuzione delle azioni ai sensi del Piano avvenga alla scadenza natu-

9. Fermo restando il rispetto di norme inderogabili e di eventuali pattuizioni individuali pregresse e ancora vigenti.

rale del relativo periodo di *performance* e dei periodi di differimento/*retention* previsti, ferma restando la valutazione circa la sussistenza delle condizioni previste nei regolamenti nonché del raggiungimento degli obiettivi di *performance* previsti; in tal caso, tuttavia, i diritti verranno attribuiti e, conseguentemente le azioni consegnate, sempre alle condizioni previste nei regolamenti, secondo il criterio *pro rata temporis* sino alla data di cessazione del rapporto di lavoro del beneficiario;
- nel caso di cessazione del rapporto di lavoro prima della data di consegna delle azioni, il beneficiario qualificato come "*bad leaver*" perderà automaticamente tutti i diritti derivanti dal Piano che diverranno inefficaci e il medesimo non avrà diritto a ricevere alcun indennizzo in relazione al Piano da parte della Società.

Analoga regola è applicata per il sistema MBO del Direttore Generale con riferimento alle quote in forma monetaria.

Similmente si evidenzia che per il "Piano di incentivazione a breve termine 2024 basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta" ("MBO"), anch'esso descritto nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 31 maggio 2024, gli effetti determinati dalla cessazione del rapporto di lavoro sono i seguenti:
- nel caso in cui, prima della data di erogazione del premio (e quindi anche di effettiva consegna delle azioni), si verifichi la cessazione del rapporto di lavoro e il beneficiario venga qualificato come "*good leaver*" è previsto che l'attribuzione del premio (e quindi anche della relativa quota in azioni) ai sensi del Piano avvenga alla scadenza naturale del relativo periodo di *performance* e dei periodi di differimento e *retention* previsti, ferma restando la valutazione circa la sussistenza delle condizioni previste nei regolamenti, nonché del raggiungimento degli obiettivi di *performance* previsti; in tal caso, tuttavia, i diritti verranno attribuiti e, conseguentemente le azioni consegnate, sempre alle condizioni previste nei regolamenti, secondo il criterio *pro rata temporis* sino alla data di cessazione del rapporto di lavoro del beneficiario;
- nel caso di cessazione del rapporto di lavoro prima della data di erogazione del premio (e quindi della effettiva consegna della quota in azioni), il beneficiario qualificato come "*bad leaver*" perderà automaticamente tutti i diritti derivanti dal Piano che diverranno inefficaci e il medesimo non avrà diritto a ricevere alcun indennizzo in relazione al Piano da parte della Società.

Per i DIRS non sottoposti a normativa di vigilanza in materia di remunerazione il bonus teorico maturato per l'MBO 2024 non sarà corrisposto se al termine del periodo di *performance* il rapporto di lavoro sia già risolto o in regime di preavviso; resta inteso che, in caso di cessazione del rapporto di lavoro durante il periodo di *performance* dovuta i) al decesso del beneficiario ovvero ii) all'invalidità permanente del medesimo in misura pari o superiore al 66%, l'eventuale bonus sarà riconosciuto – rispettivamente agli eredi o al beneficiario – *pro-rata temporis* secondo le regole e le tempistiche previste nel regolamento.

Per maggiori dettagli, e con riferimento agli altri piani di incentivazione basati su strumenti finanziari in essere, si rimanda ai relativi Documenti Informativi approvati dal 2018 al 2024 da intendersi qui ritrascritti.

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4. Meccanismi di *Claw Back*

In linea con le migliori prassi di mercato e le normative di riferimento, la remunerazione variabile complessiva è soggetta alla richiesta di restituzione (clausole di *claw back)* al verificarsi di determinati eventi.

La remunerazione variabile è sottoposta al raggiungimento di prefissati livelli di *performance* e al rispetto del profilo di rischio della Società e, pertanto, non è garantita.

Al verificarsi delle fattispecie descritte di seguito, la stessa è soggetta a meccanismi di aggiustamento *ex- post* che possono comportare la richiesta di restituzione, in tutto o in parte, della remunerazione variabile erogata. Tale disposizione si applica al personale destinatario dei sistemi d'incentivazione variabile sia a breve sia a lungo termine.

Il processo di applicazione dei meccanismi di *claw back* è condotto in coerenza con la relativa procedura interna adottata dalla Società e approvata dal Consiglio di Amministrazione nell'adunanza del 18 marzo 2019 e aggiornata il 14 dicembre 2022. Tale procedura prevede la partecipazione interdisciplinare di più funzioni aziendali, con differenti competenze, che intervengono nelle diverse fasi del processo ovvero: attivazione, istruttoria, finalizzazione di una relazione informativa, chiusura della procedura e adempimenti obbligatori. Gli organi/funzioni aziendali, responsabili della decisione di procedere al recupero dell'intero ammontare o di parte dei premi variabili già corrisposti, sono differenziati in base al profilo della risorsa oggetto della procedura di *claw back*. Resta inteso che per l'AD, per il DG e per i Dirigenti con responsabilità strategiche l'eventuale decisione sarà di competenza del Consiglio di Amministrazione, su proposta del Comitato Remunerazioni.

I meccanismi di *claw back*, cioè di restituzione di premi già corrisposti, vengono attivati tenendo altresì conto dei profili di natura legale, contributiva e fiscale in materia, indipendentemente dal fatto che il rapporto di lavoro sia ancora in essere o cessato.

In particolare, entro 5 anni dal pagamento di ciascuna quota di incentivo e comunque entro i termini di prescrizione previsti, la Società può chiedere la restituzione di quanto già erogato fino all'intero incentivo, fermo restando il diritto al risarcimento dell'eventuale ulteriore danno, in caso di:

- comportamenti non conformi a disposizioni di legge, regolamentari o statutarie, al Codice Etico, al Modello Organizzativo ex D.Lgs. 231/01 e/o alla Politica Integrata del Gruppo Poste Italiane applicabili alla Società o a una delle Società del Gruppo, da cui sia derivata una perdita significativa per la Società, per una delle Società del Gruppo o per la clientela;
- ulteriori comportamenti non conformi a disposizioni di legge, regolamentari, statutarie, al Codice Etico, al Modello Organizzativo ex D.Lgs. 231/01 e/o alla Politica Integrata del Gruppo Poste Italiane applicabili alla Società o a una delle Società del Gruppo, che abbiano determinato un vantaggio in termini di incentivazione per il beneficiario;
- violazioni degli obblighi imposti ai sensi dell'articolo 26 o, quando il soggetto è parte interessata, dell'articolo 53, commi 4 e ss., del Testo Unico Bancario o degli obblighi in materia di remunerazione e incentivazione;
- comportamenti fraudolenti o di colpa grave a danno della Società o a una delle Società del Gruppo;
- erogazione del premio sulla base di dati che siano risultati in seguito errati e/o falsi.

Il verificarsi di una o più delle suddette fattispecie comporta, inoltre, l'applicazione di meccanismi di malus per le quote di incentivo non ancora corrisposte (con riferimento sia alle quote da erogarsi in forma monetaria sia a quelle da erogarsi in azioni/ strumenti).

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5. Specificità per i settori regolamentati

I sistemi di remunerazione e incentivazione descritti sono declinati all'interno del Gruppo Poste Italiane in considerazione delle peculiarità di settore.

Le specificità relative alle risorse operanti nel Patrimonio BancoPosta e, quindi, correlate alla regolamentazione del settore bancario emanata da Banca d'Italia, sono declinate nell'ambito delle *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta"* allegate alla presente Relazione.

Per i soggetti rilevanti MiFID il sistema di incentivazione a breve termine è definito nel rispetto delle previsioni degli Orientamenti ESMA 3565 in termini, a titolo esemplificativo e non esaustivo, di indicatori di *performance* e meccanismi di differimento (maggiori dettagli sono inclusi nell'Allegato *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta"*).

Le specificità correlate al settore assicurativo (Gruppo Assicurativo Poste Vita) e, quindi, alla regolamentazione emanata da IVASS, sono declinate, nel rispetto della solidità patrimoniale e finanziaria e delle politiche di rischio definite, nell'ambito delle politiche di remunerazione e incentivazione predisposte e approvate in coerenza con i processi di *Corporate Governance* delle controllate stesse.

In particolare, per il "Personale Rilevante" del Gruppo Poste Vita l'attribuzione della remunerazione variabile è condizionata al mantenimento di un adeguato livello di patrimonializzazione del Gruppo, in coerenza con il principio di sana e prudente gestione del rischio. Con riferimento al sistema di incentivazione variabile a breve termine MBO 2024, la struttura è in linea con quanto descritto per Poste Italiane con alcune specificità: l'erogazione del bonus è differita su 3 anni e sottoposta a *retention* di un anno per il 50% (collegata a ulteriori elementi di *performance* riferiti al Gruppo Poste Vita). Sono previste clausole di *good leaver / bad leaver* in linea con quelle descritte nel paragrafo "Pagamenti per la conclusione del rapporto" relativo ai Dirigenti con responsabilità strategiche.

Anche con riferimento al sistema di incentivazione variabile a lungo termine, nel "Piano ILT *Insurance* 2024-2026" vi sono alcune peculiarità legate alla normativa di riferimento. In particolare, sono definite condizioni di accesso aggiuntive (*Solvency II Ratio*) rispetto alla condizione cancello (EBIT di Gruppo Poste Italiane) e KPI collegati al Gruppo Poste Vita ed al Gruppo Poste Italiane (inclusi KPI ESG); le modalità di erogazione sono in linea con il "Piano ILT *Performance Share* 2024-2026" di Poste Italiane ma sottoposte a *retention* di un anno per il 100% (collegata a ulteriori elementi di *performance* riferiti al Gruppo Poste Vita). Sono previste clausole di *good leaver / bad leaver* in linea con quelle descritte nel paragrafo "Pagamenti per la conclusione del rapporto" relativo ai Dirigenti con responsabilità strategiche. Infine, per il "Personale Rilevante" del Gruppo Poste Vita, i compensi legati alla conclusione anticipata del rapporto sono differiti per una componente pari al 40% su un orizzonte temporale di 3 anni e sottoposte a meccanismi di *malus* e *claw back*.

Le specificità correlate al settore del risparmio gestito (BancoPosta Fondi S.p.A. SGR) sono declinate nell'ambito della politica di remunerazione e incentivazione predisposta e approvata in coerenza con i processi di *Corporate Governance* da BancoPosta Fondi S.p.A. SGR, in conformità con la normativa di settore emanata congiuntamente da Banca d'Italia e Consob, assicurando la coerenza dei sistemi di remunerazione e incentivazione con i risultati economici e con la situazione patrimoniale e finanziaria del gestore e degli OICVM gestiti; non vi sono, alla data di redazione del presente documento, DIRS sottoposti alla normativa di settore emanata congiuntamente da Banca d'Italia e Consob.

Per tutti i settori sopra evidenziati sono definite politiche di remunerazione e incentivazione più stringenti per specifiche categorie di personale (ad es. i *Material Risk Takers* del Patrimonio BancoPosta):

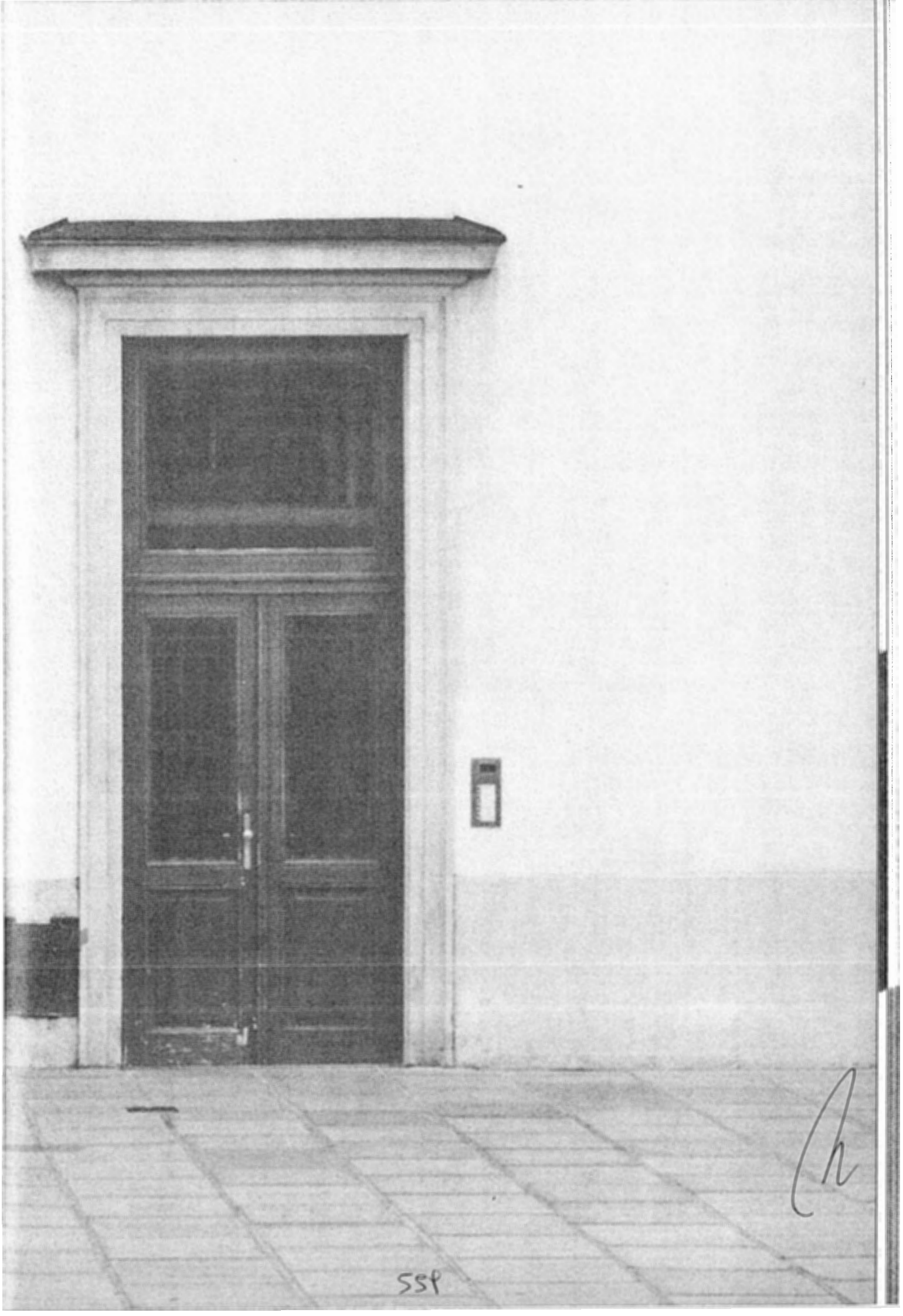
- 44 soggetti che assumono rischi rilevanti per il Patrimonio BancoPosta;
- 22 soggetti individuati da Poste Vita S.p.A. (inclusi i 4 responsabili delle funzioni fondamentali);
- 13 soggetti individuati da Poste Assicura S.p.A. (inclusi i 4 responsabili delle funzioni fondamentali);
- 21 soggetti individuati da BancoPosta Fondi S.p.A. SGR (inclusi i membri del C.d.A. della SGR).

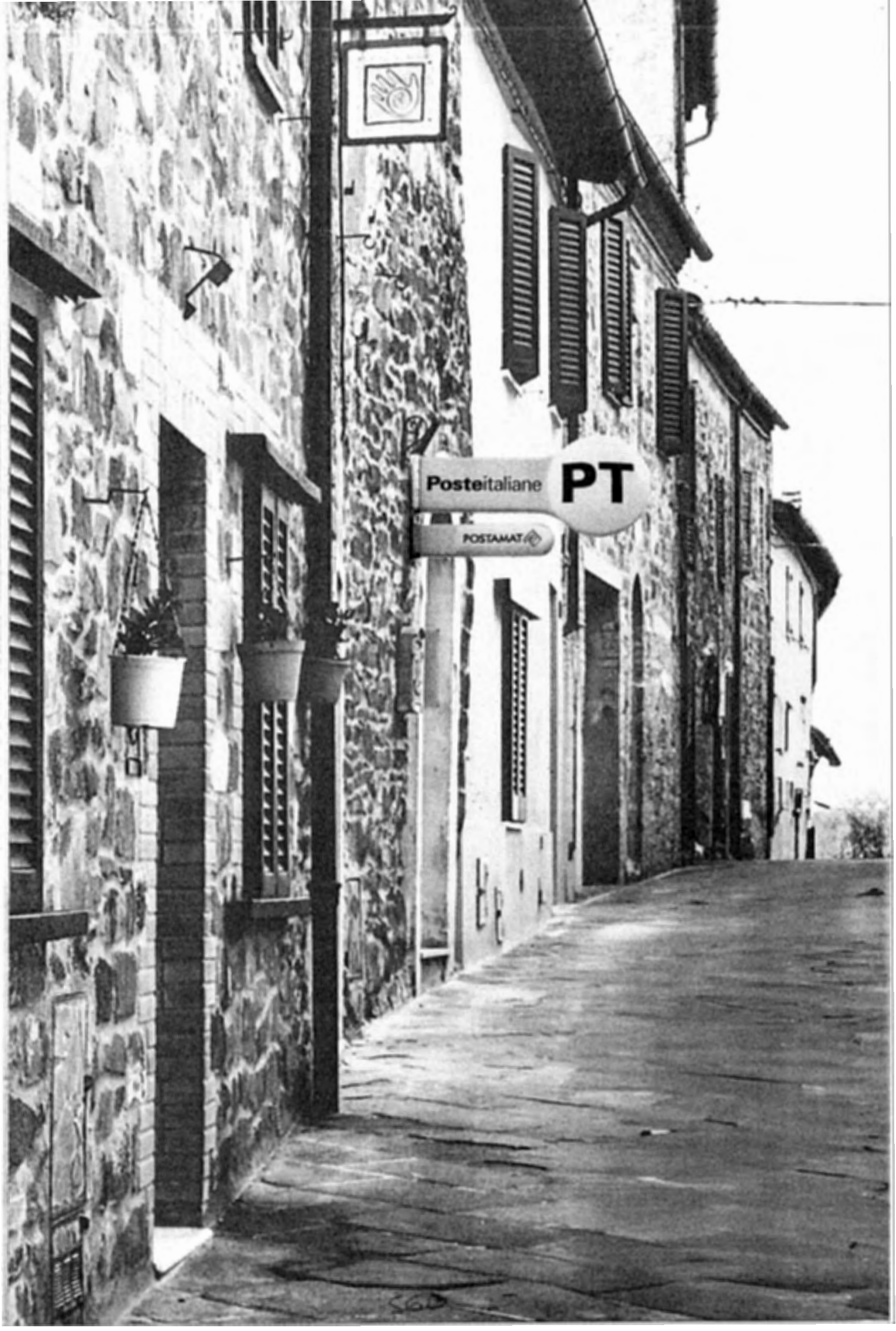
I numeri sopra elencati sono aggiornati all'ultimo processo di identificazione condotto da ciascuna Società.

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03

Relazione sui compensi corrisposti 2023



03 Relazione sui compensi corrisposti 2023

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Introduzione

Il Gruppo Poste Italiane ha registrato, anche nel 2023, risultati al di sopra degli sfidanti obiettivi prefissati; l'EBIT si è attestato a 2,62 miliardi di euro centrando la *guidance* rivista al rialzo e comunicata, a novembre 2023, alla comunità finanziaria. A tale risultato ha contribuito, oltre alla crescita dei *business* (in particolare delle *unit* Pagamenti e Mobile e Servizi finanziari), anche l'attenta disciplina sui costi.

Gli ottimi risultati conseguiti nel 2023 derivano dai seguenti principali elementi:

- il sostanziale *break-even* conseguito, in anticipo rispetto alla *guidance*, dalla *business unit* Corrispondenza, Pacchi e Distribuzione, con ricavi pari a € 3,7 miliardi nel 2023, in crescita del 2,6% su base annua;
- i ricavi dei Servizi finanziari in crescita del 5,9% su base annua nell'esercizio 2023 e pari a € 5,2 miliardi;
- i Servizi assicurativi, con un EBIT di €1,4 miliardi nel 2023, supportati da una raccolta netta positiva e un ridotto tasso di riscatto, con una *performance* superiore rispetto a quella di mercato;
- i ricavi della *unit* Pagamenti e Mobile in crescita del 27,5% su base annua e pari a € 1,41 miliardi nel 2023.

Nell'ultimo anno sono stati consegnati oltre 250 milioni di pacchi, di cui circa 90 milioni consegnati dai nostri portalettere, grazie al consolidamento del processo di ammodernamento del servizio di recapito e mantenendo fede agli impegni di decarbonizzazione degli immobili e della logistica. Il Gruppo ha circa 30 milioni di carte di pagamento emesse e gestisce risparmi degli italiani per 580 miliardi (comprendono depositi di risparmio postale, assicurativo, gestito e amministrato).

La raccolta netta è stata positivamente supportata dalla solida performance del settore assicurativo, confermando ancora una volta Poste Italiane come *partner* finanziario di riferimento per i risparmi dei nostri clienti.

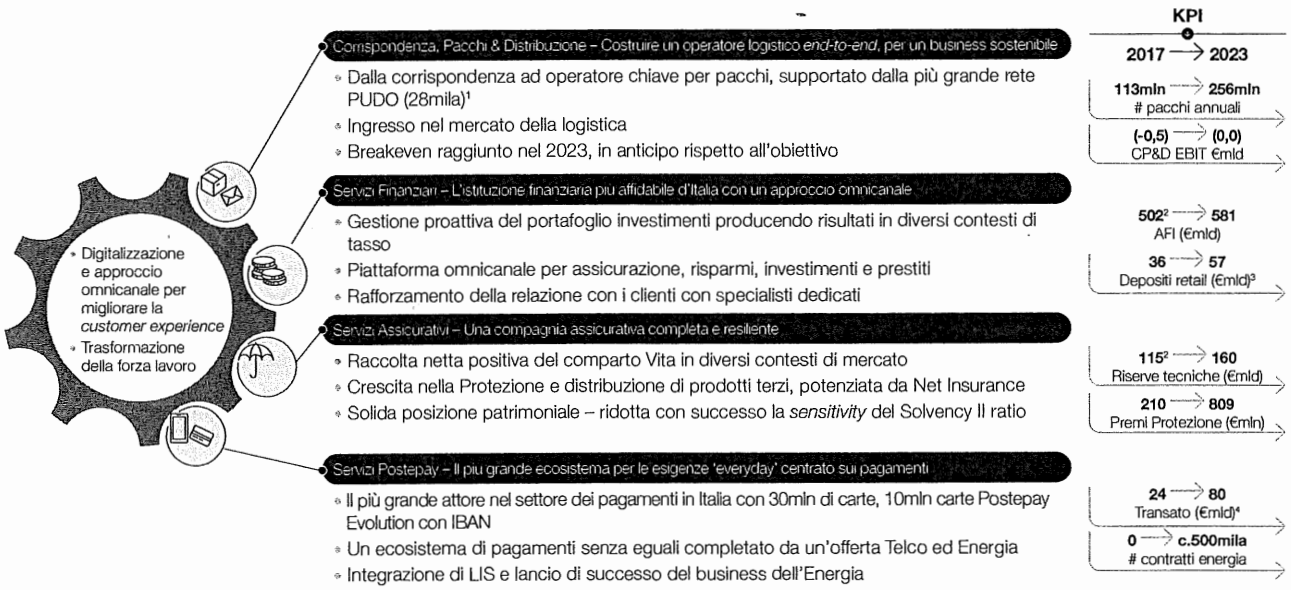
Le solide *performance* finanziarie, la sostenibilità della generazione di cassa e capitale hanno consentito al *management*, nel corso degli ultimi anni, di rivedere al rialzo il dividendo rispetto ai *target* iniziali. In particolare, il dividendo proposto per l'anno 2023 è di 0,8 euro ad azione, in crescita del 23% rispetto al precedente esercizio, per un totale di dividendi per il 2023 pari a € 1,0 miliardo. Dal 2017 ad oggi, è stata garantita una elevata e crescente remunerazione agli azionisti di Poste Italiane con *performance* significativamente superiori ai valori registrati dal principale indice di Borsa Italiana.

Il modello di *business* diversificato, resiliente e sostenibile e la gestione efficace dei costi sono una prova concreta della strategia unica e vincente di Poste Italiane, anche attraverso una piattaforma omnicanale *leader* in Italia, focalizzata sul cliente, al servizio delle esigenze degli italiani sia fisicamente, grazie alla capillare rete di uffici postali e i punti di contatto PuntoPoste, sia virtualmente attraverso la presenza digitale.

Anche con il progetto Polis, Poste Italiane si conferma pilastro fondamentale del Paese, contribuendo alla coesione territoriale e al superamento del *digital divide* nei piccoli comuni.

In oltre mille uffici postali nei comuni con meno di 15 mila abitanti, sono stati completati i lavori per garantire ai cittadini l'accesso ai principali servizi della Pubblica Amministrazione. Al momento sono già disponibili i servizi dell'INPS, i certificati anagrafici e giudiziari e i passaporti.

FIGURA 1. PRINCIPALI RISULTATI OPERATIVI DAL 2017



1. Punti di ritiro e consegna (Pick-up & Drop-off), includendo gli Uffici Postali, i lockers, i Punto Poste ed altri punti di ritiro; **2.** Riclassificati secondo IFRS17; **3.** Includendo Postepay; **4.** *Issuing*.

Dal 2017 è stato avviato un percorso di evoluzione delle persone di Poste Italiane che mediante il continuo impegno profuso dalla formazione allo sviluppo, ha supportato efficacemente l'implementazione della strategia di *business*.

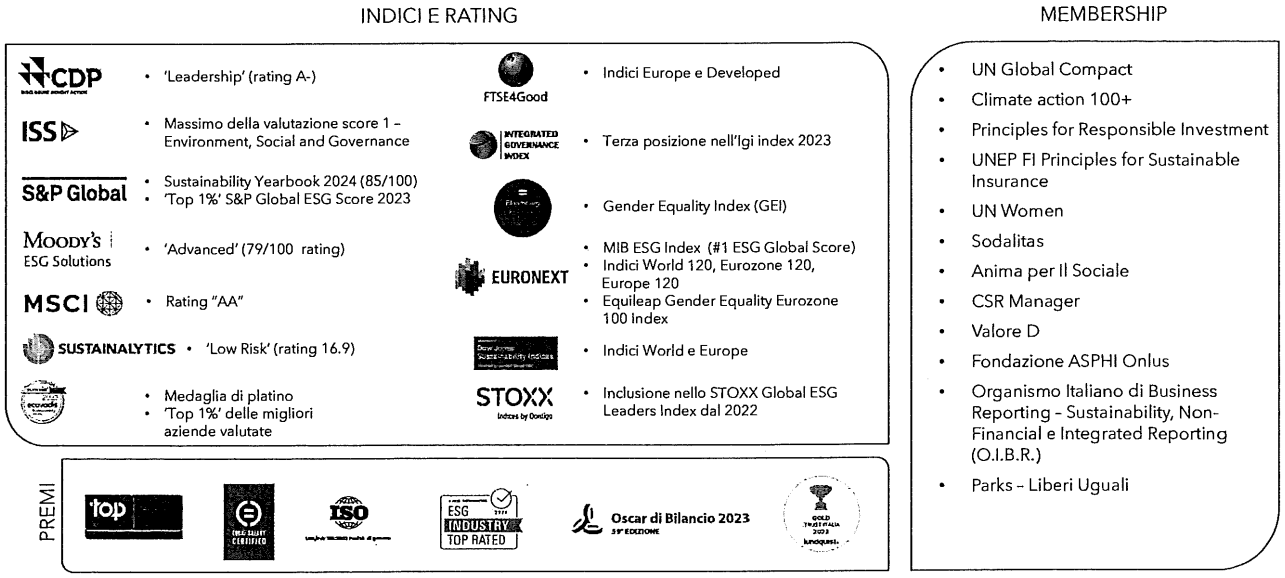
Le nostre persone sono essenziali per il successo di Poste Italiane, che continua ad investire nelle loro competenze e a diffondere una cultura inclusiva a supporto dell'innovazione. Poste Italiane è "*Top Employer*" per il quinto anno consecutivo, grazie ai solidi programmi di sviluppo del personale e alle ampie iniziative di welfare che danno priorità al benessere delle nostre persone. Nel corso del 2023 è stata conseguita la certificazione UNI/PdR 125:2022, delineata nel Piano Nazionale di Ripresa e Resilienza (PNRR). Con un altissimo punteggio di 96:100, Poste Italiane conferma la solidità del suo percorso per costruire un ambiente lavorativo sempre più equo e inclusivo.

Fra le altre progettualità, si evidenzia l'iniziativa "INSIEME 24SI" che si pone l'obiettivo di promuovere una cultura diffusa dell'innovazione e di infondere in ogni persona la consapevolezza di come si possa generare un grande impatto sociale e creare valore condiviso. INSIEME 24SI coinvolge tutte le persone di Poste Italiane e ha e, raccolto, in due edizioni, un totale di 1.300 idee di progettualità sugli otto pilastri della Strategia ESG come contributo spontaneo, a sostegno del *purpose* di Gruppo.

A testimonianza dell'impegno messo in campo nel percorso di sostenibilità orientato alla creazione di valore condiviso per i nostri *stakeholder*, dal 2017 Poste Italiane ha confermato la propria presenza nei più prestigiosi indici e ratings ESG (quali ad esempio il *Dow Jones Sustainability index* sia *World* che *Europe*, il *FTSE4Good Index*, l'*Euronext MIB ESG Index* e il *rating* di MSCI). Poste Italiane, inoltre, è stata riconfermata nel *Bloomberg Gender Equality Index (GEI)*, l'indice di riferimento mondiale sulla parità di genere, con un punteggio ancora più alto e una valutazione al di sopra della media delle società esaminate. Inoltre, si evidenzia che nel corso del 2023 Poste Italiane ha superato l'*audit* di monitoraggio previsto dal processo di certificazione *Equal Salary*, che valuta la neutralità delle politiche di remunerazione rispetto al genere. Tale certificazione, infatti, conferma l'equità retributiva tra donne e uomini nell'organizzazione e l'impegno concreto dell'Azienda nella creazione di un ambiente di lavoro inclusivo che garantisce pari opportunità di lavoro e crescita professionale alle proprie persone.

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FIGURA 2. PERCORSO DI SOSTENIBILITÀ DI POSTE ITALIANE



Il Gruppo continuerà a far affidamento e a valorizzare le proprie persone in quanto motore principale dell'innovazione per il successo sostenibile; a tal fine si evidenzia che sono già state avviate, in un clima costruttivo, le concertazioni con le organizzazioni sindacali per il rinnovo del CCNL del personale non dirigente scaduto a fine 2023. A novembre 2023 è stato, inoltre, riconosciuto un premio di risultato aggiuntivo e straordinario per un totale di circa 133 milioni di euro complessivi, a fronte dell'impegno profuso nel raggiungimento degli sfidanti obiettivi.

Appare evidente come siano state consolidate le basi per continuare a creare valore con l'obiettivo di conseguire ulteriori rendimenti sostenibili a lungo termine per gli azionisti, riconoscendo, al contempo, le esigenze della più vasta platea di *stakeholder* di Poste Italiane.

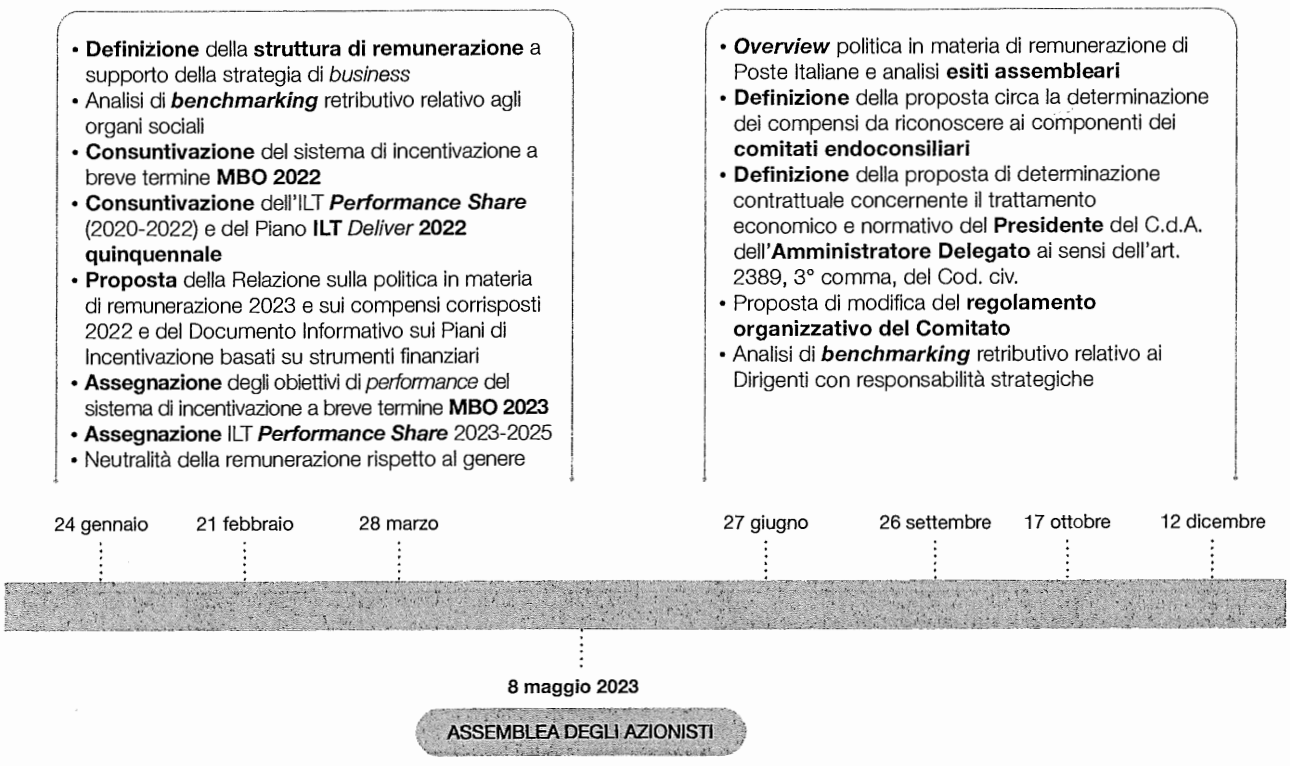
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1. Compensi corrisposti nell'esercizio 2023

1.1 Comitato Remunerazioni e voto degli azionisti

Nel corso del 2023, il Comitato Remunerazioni si è riunito 7 volte e ha trattato i seguenti argomenti:

FIGURA 3. ARGOMENTI TRATTATI NEL CORSO DEL 2023 DAL COMITATO REMUNERAZIONI



La Relazione sui compensi corrisposti 2022 ha riportato ampio consenso tra gli azionisti, apprezzamento confermato dal voto assembleare favorevole, anche con riferimento al risultato delle sole minoranze, mantenendosi ampiamente al di sopra del consenso medio delle società del FTSE MIB (e tra i più alti in Italia anche prendendo in considerazione le sole minoranze).

L'esito di voto dell'Assemblea degli azionisti dell'8 maggio 2023 è stato analizzato nel quadro della *governance* complessiva che caratterizza le politiche e i sistemi di remunerazione e incentivazione del Gruppo. Poste Italiane ha proseguito nel suo impegno a mantenere un dialogo costruttivo e continuativo con investitori e *proxy advisor* anche su tematiche di remunerazione, con l'obiettivo di migliorare e garantire un'informativa al pubblico sempre più efficace, in linea con i migliori *standard* italiani e internazionali.

Infine, si ritiene opportuno evidenziare che nel 2023 i principali *proxy advisor* non hanno sollevato particolari rilievi con riferimento alla Relazione sui compensi corrisposti 2022, emettendo per tutti i punti all'ordine del giorno afferenti la remunerazione una raccomandazione di voto positiva.

Sebbene i livelli di trasparenza siano sempre stati ai più alti livelli, a garanzia degli interessi di tutti gli *stakeholder*, la presente Relazione sui compensi corrisposti è stata sviluppata con l'obiettivo di rafforzare ulteriormente la *disclosure*.

A tale riguardo si ricorda che, con riferimento al 2023, non è stata applicata alcuna deroga ai sensi di quanto previsto dall'art.123-*ter*, comma 3-*bis* del TUF aggiornato nel 2019. Inoltre, nel 2023 non si è verificata alcuna circostanza per l'attivazione di meccanismi di *claw back*.

1.2 Evoluzione delle remunerazioni e delle *performance* di Poste Italiane nel periodo 2019-2023

Di seguito sono riportate le informazioni di confronto sulla variazione dei seguenti elementi:

i. i risultati della Società;
ii. la remunerazione totale di ciascuno dei soggetti per i quali le informazioni di cui alla presente Relazione sui compensi corrisposti sono fornite nominativamente;
iii. la remunerazione annua lorda media per i dipendenti.

FIGURA 4. TABELLA INFORMATIVA DI CONFRONTO: EVOLUZIONE DELLA REMUNERAZIONE TOTALE DELL'AD-DG, REMUNERAZIONE MEDIA DEI DIPENDENTI E *PERFORMANCE* DELL'AZIENDA[1]

Valori assoluti		2023	2022	2021	2020	2019	Variazione percentuale 2023 vs 2022
Risultati della Società	Utile Netto (€ mld)	1,9	1,5	1,6	1,2	1,3	25,8%
	Dividendi per azione (€)	0,8	0,65	0,59	0,49	0,46	23,1%
Amministratore Delegato e Direttore Generale	Matteo Del Fante (€ k)(*)	2.705	2.476	2.415	1.822	2.060	9,2%
Dipendenti	Salari e Stipendi (€ k)(**)	34	32	32	31	32	6,2%

Valori arrotondati all'unità tranne per le voci utile netto e dividendi per azione.
(*) Include il compenso fisso, la quota monetaria del sistema di incentivazione variabile a breve termine (MBO) *up-front* e differita e il *fair value* dei compensi *equity*.
(**) La voce salari e stipendi, rappresentata nella Relazione Finanziaria, è riferita al personale non indicato nominativamente in Tabella 1. Valore pro capite medio per il Gruppo Poste Italiane (nel 2023 circa 119.000 *Full Time Equivalent* medi annui).

Variazione percentuale		Variazione percentuale 2023 vs 2022	Variazione percentuale 2022 vs 2021	Variazione percentuale 2021 vs 2020	Variazione percentuale 2020 vs 2019
Risultati della Società	Utile Netto	25,8%	-4,4%	31,7%	-10,2%
	Dividendi per azioni	23,1%	10,2%	21,4%	5,7%
Amministratore Delegato e Direttore Generale	Matteo Del Fante	9,2%	2,5%	32,6%	-11,6%
Dipendenti	Salari e Stipendi	6,2%	-0,6%	4,0%	-2,6%

1. Ai sensi del Regolamento Emittenti, Schema n. 7-*bis* dell'Allegato 3A.

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Poste Italiane ha registrato risultati solidi con un risultato operativo del 2023 a livelli record, più che raddoppiato rispetto al 2017 (anno di insediamento dell'attuale Amministratore Delegato); anche in termini di Utile Netto (€ 1,9 mld) il risultato del 2017 è quasi triplicato (€ 0,7 mld). Tutti i settori hanno contribuito al trend di crescita della redditività operativa sottostante, confermando ancora una volta solide basi per la crescita futura. È utile evidenziare che la presenza di Poste Italiane sul territorio è rimasta intatta: 13mila uffici postali e circa 45 milioni di clienti, generando benefici diffusi nell'interesse di tutti gli *stakeholder*. Nell'arco 2018-2023 vi è stato un impatto positivo sul PIL diretto e indiretto per il paese misurabile in 76 miliardi.

A ulteriore conferma dell'attenzione dell'azienda nei confronti delle persone, è stato riconosciuto al personale non dirigente, in aggiunta al Premio di risultato, un importo aggiuntivo e straordinario, a valere per il 2023, pari a 1.000 € con un costo complessivo a carico dell'azienda pari a oltre € 130 milioni. Tale *bonus* straordinario, come già anticipato, è volto a riconoscere il particolare impegno profuso dalle persone di Poste Italiane nella realizzazione della strategia aziendale.

Tale componente unita agli incrementi riconosciuti in base agli impegni derivanti dal rinnovo del CCNL del personale non dirigente di Poste Italiane sono tra i principali elementi che concorrono all'aumento, tra il 2023 e il 2022, del 6,2% della voce Salari e Stipendi.

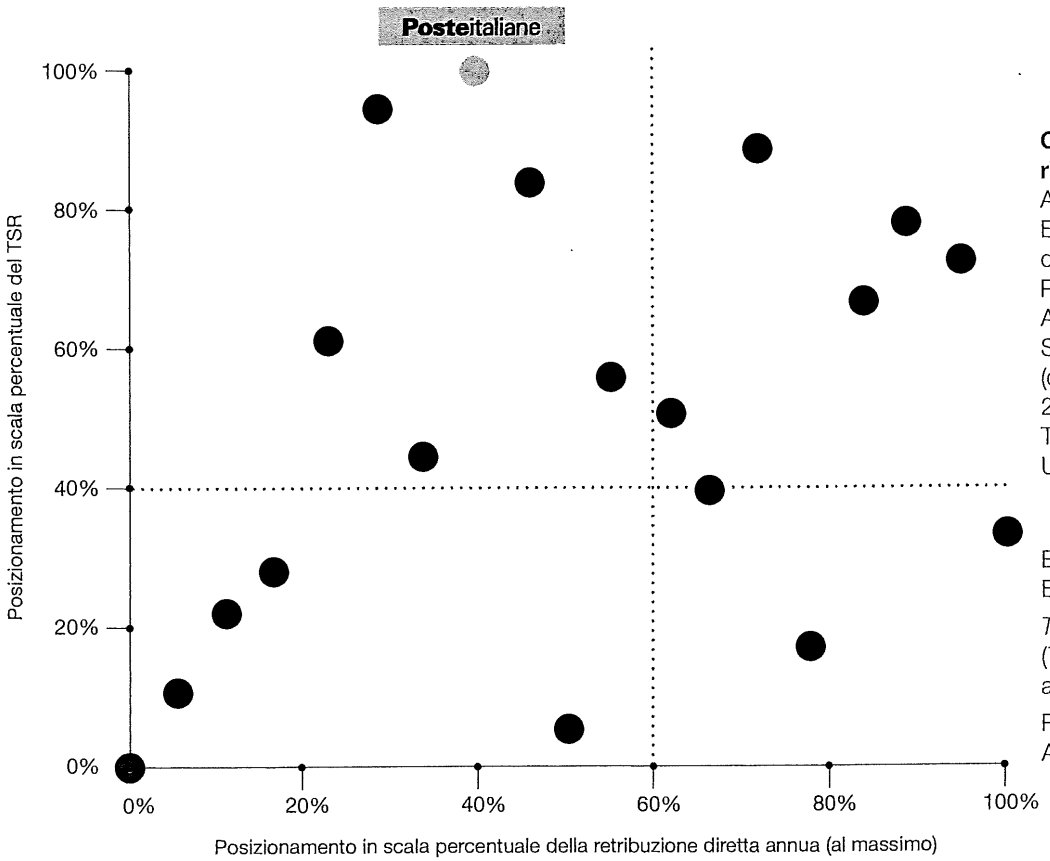
Per Matteo Del Fante l'adunanza del C.d.A. del 27 settembre 2023, ha confermato i compensi annui lordi fissi in linea con quelli del mandato 2020-2022, rimandando al 2024 eventuali adeguamenti volti a ridurre il *gap* rispetto alla mediana di mercato, evidenziato dai *benchmark* sviluppati. Si ricorda che i compensi fissi complessivi dell'AD-DG sono invariati dal 2017, anno di inizio del primo mandato. Inoltre, si ricorda che il limite di incidenza massima della remunerazione variabile in rapporto alla remunerazione fissa è pari, dal 2021, al 2:1.

Ciò premesso, nell'invarianza dei compensi fissi, l'incremento complessivo, rilevato nella tabella rispetto al 2022, deriva principalmente dalla remunerazione variabile basata su strumenti finanziari per effetto dell'incremento del valore dell'azione di Poste Italiane e del raggiungimento di *performance* ancor migliori dei sistemi di incentivazione. Si tratta, in sintesi, di un effetto dell'allineamento al rischio con gli investitori.

Si ricorda che tale remunerazione, come noto, è stata assegnata negli anni per garantire il pieno collegamento con gli interessi degli azionisti; infatti quasi l'85% del variabile assegnato all'AD è in strumenti finanziari e l'apprezzamento del titolo di Poste Italiane ha generato il leggero incremento dei compensi "corrisposti" allo stesso, a fronte di un ritorno complessivo per gli azionisti elevato e crescente negli anni, come evidenziato nell'analisi di *Pay for Performance* per il periodo di osservazione dall'avvio della carica dell'AD (27 aprile 2017) fino alla fine del 2023.

Tale analisi, condotta rispetto al *peer group* approvato nell'ambito della Politica in materia di Remunerazione per il 2023, evidenzia per Poste Italiane un posizionamento da *Top Performer* – in termini di TSR – a cui è collegato un livello di Retribuzione Diretta Annua dell'AD-DG per il 2023 inferiore alla mediana del campione di riferimento, come rappresentato nella figura seguente.

FIGURA 5. *PAY FOR PERFORMANCE* 27 APRILE 2017-31 DICEMBRE 2023 AD-DG DI POSTE ITALIANE



Campione di riferimento:
Allianz, AXA, Banco BPM, Bpost, CTT – Correios de Portugal, Deutsche Post, Enel, Eni, Generali Assicurazioni, Intesa Sanpaolo, Leonardo, Nexi (quotata dal 15 aprile 2019), PostNL, Snam, Terna, TIM, UniCredit, Unipol e Poste Italiane.

Elaborazione dati fonte Bloomberg e *WTW*.

Total Shareholder Return (*TSR*) dal 27 aprile 2017 al 31 dicembre 2023.

Retribuzione Diretta Annua (RDA): dati 2023.

Per il Presidente del Consiglio di Amministrazione, gli altri Consiglieri e i Sindaci la remunerazione non è in alcun modo collegata ai risultati conseguiti da Poste Italiane.

Per maggiori informazioni sulla composizione del compenso si può fare riferimento ai dettagli contenuti in Tabella 1.

SFO

FIGURA 6. TABELLA INFORMATIVA DI CONFRONTO: EVOLUZIONE DELLA REMUNERAZIONE DEL PRESIDENTE DEL C.D.A., ALTRI CONSIGLIERI DI AMMINISTRAZIONE, PRESIDENTE DEL COLLEGIO SINDACALE E SINDACI EFFETTIVI CON RIFERIMENTO A POSTE ITALIANE SPA[2]

Valori in € k		2023	2022	2021	2020	2019	Variazione percentuale 2023 vs 2022	Incarico (ove non indicato carica ricoperta per tutto il periodo)
Presidente Consiglio di Amministrazione	Silvia Maria Rovere(*)	326	-	-	-	-	n.a.	Incarico ricoperto dall'8 maggio 2023
	Maria Bianca Farina	170	480	480	480	480	-64,5%	Incarico ricoperto fino all'8 maggio 2023
Consiglieri di Amministrazione	Carlo D'Asaro Biondo	55	-	-	-	-	n.a.	Incarico ricoperto dall'8 maggio 2023
	Valentina Gemignani(**)	51	-	-	-	-	n.a.	
	Paolo Marchioni	47	-	-	-	-	n.a.	
	Matteo Petrella	57	-	-	-	-	n.a.	
	Armando Ponzini	51	-	-	-	-	n.a.	
	Patrizia Rutigliano	51	-	-	-	-	n.a.	
	Vanda Ternau	47	-	-	-	-	n.a.	
	Giovanni Azzone	32	89	83	83	83	-64,3%	Incarico ricoperto fino all'8 maggio 2023
	Mimi Kung	27	75	75	75	75	-64,5%	
	Roberto Rossi	29	83	83	83	83	-64,5%	
	Bernardo De Stasio	39	111	118	73	-	-64,7%	
	Daniela Favrin	29	83	83	52	-	-64,5%	
	Davide Iacovoni(**)	29	83	83	52	-	-64,5%	
	Elisabetta Lunati	29	83	83	52	-	-64,5%	
Presidente del Collegio Sindacale	Mauro Lonardo	80	80	80	80	80	0,0%	
Sindaci Effettivi	Serena Gatteschi	70	42	-	-	-	68,3%	Incarico ricoperto dal 28 maggio 2022
	Gianluigi Fiorendi	70	42	-	-	-	68,3%	

Valori arrotondati all'unità.
(*) Anche Presidente del Comitato Sostenibilità.
(**) Compensi riversati.

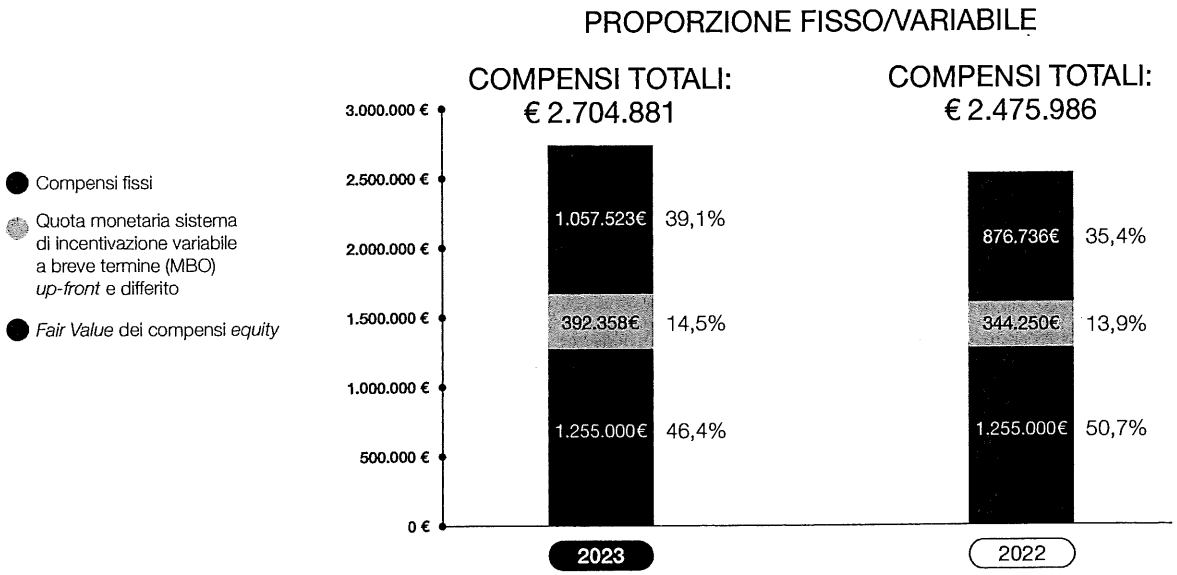
Si ricorda che l'Assemblea degli azionisti dell'8 maggio 2023 ha provveduto a deliberare i compensi ai sensi dell'art. 2389, primo comma, del c.c. per la Presidente e gli altri Consiglieri lasciandoli invariati rispetto al precedente mandato. Anche il compenso ai sensi dell'art. 2389, terzo comma, c.c., per la Presidente e i compensi per la partecipazione ai Comitati endo-consiliari, deliberati dal Consiglio di Amministrazione del 28 giugno 2023, risultano invariati rispetto al precedente mandato. Le variazioni percentuali riportate nella figura sopra sono riconducibili esclusivamente ai periodi "*pro rata temporis*" per cui sono stati ricoperti gli incarichi.

A seguire, per l'AD-DG viene fornito, sulla base delle migliori stime disponibili per l'anno 2023 (al momento della redazione del presente documento), il focus sulla proporzione tra i compensi di natura fissa e variabile.

Si tratta di una vista *ex-post* sulla base della Tabella 1 Schema 7-*bis* Allegato 3A del Regolamento Emittenti mentre nella Relazione sulla politica in materia di remunerazione viene fornita una vista *ex-ante* rispetto alle assegnazioni dell'anno al massimo.

2. Ai sensi del Regolamento Emittenti, Schema n. 7-bis dell'Allegato 3A.

FIGURA 7. PROPORZIONE TRA I COMPENSI DI NATURA FISSA E VARIABILE PER L'AD-DG NELL'AMBITO DEI COMPENSI TOTALI (2022 – 2023)



Fonte dati – Tabelle informative Schema 7-bis Allegato 3A Regolamento Emittenti, Relazione sui compensi corrisposti 2023 e 2022.

Tale grafico conferma che i compensi fissi nel 2023 sono invariati rispetto al 2022. L'incremento dei compensi complessivi deriva principalmente dalla remunerazione basata su strumenti finanziari che risente, innanzitutto dell'incremento del valore dell'azione di Poste Italiane. Inoltre, nel 2023 sono state conseguite *performance* ancor migliori sia in termini di MBO sia in termini di ILT; ciò è confermato anche dal grande apprezzamento degli investitori e degli altri *stakeholder* con riferimento ai risultati 2023.

1.3 Presidente del Consiglio di Amministrazione

La remunerazione riconosciuta alla Presidente del Consiglio di Amministrazione, in carica dall'8 maggio 2023, è stata pari a € 310.968 lordi (secondo il criterio *pro-rata temporis*), quale somma del compenso fissato dall'Assemblea degli azionisti dell'8 maggio 2023, ai sensi dell'art. 2389, comma 1, c.c. e del compenso ai sensi dell'art. 2389, comma 3, c.c., definito su proposta del Comitato Remunerazioni e sentito il parere del Collegio Sindacale, in data 28 giugno 2023. Si ricorda che entrambi i compensi sono invariati rispetto al recedente mandato.

Alla Presidente Silvia Maria Rovere sono stati altresì riconosciuti € 14.178 per la carica di Presidente del Comitato Sostenibilità (secondo il criterio *pro-rata temporis* dalla data di costituzione del Comitato – 30 maggio 2023).

Con riferimento al mandato 2020-2022, per l'esercizio 2023, alla Presidente del Consiglio di Amministrazione, Maria Bianca Farina, sono stati riconosciuti € 170.323 lordi (secondo il criterio *pro-rata temporis*) quale somma del compenso fissato dall'Assemblea degli azionisti del 15 maggio 2020 ai sensi dell'art. 2389, comma 1, c.c. e del compenso ai sensi dell'art. 2389, comma 3, c.c. definito su proposta del Comitato Remunerazioni e sentito il parere del Collegio Sindacale, in data 17 dicembre 2020.

Non è prevista alcuna forma di remunerazione variabile.

1.4 Altri Amministratori

Con riferimento agli altri Consiglieri, sono stati erogati (secondo il criterio *pro-rata temporis*) i compensi deliberati dall'Assemblea degli azionisti del 15 maggio 2020 per il mandato 2020-2022 ai sensi dell'art. 2389, comma 1, c.c., pari a € 40.000 lordi annui e confermati dall'Assemblea degli azionisti dell'8 maggio 2023 per il mandato 2023-2025.

Sono stati, inoltre, erogati (secondo il criterio pro-rata temporis) i compensi aggiuntivi spettanti per la partecipazione ai Comitati endoconsiliari secondo quanto deliberato in data 10 giugno 2020 dal Consiglio di Amministrazione per il mandato 2020-2022, sentito il parere del Collegio Sindacale su proposta del Comitato Remunerazioni e confermati dal Consiglio di Amministrazione in data 28 giugno 2023, sentito il parere del Collegio Sindacale su proposta del Comitato Remunerazioni.

Non è prevista alcuna forma di remunerazione variabile.

Di seguito si riportano i compensi per la partecipazione ai Comitati endoconsiliari per il 2023:

FIGURA 8. COMPENSI COMITATI ENDOCONSILIARI 2023

		Compenso
Comitato Remunerazioni	Presidente	**25.000** euro
	Membro	**17.500** euro
Comitato Nomine e *Corporate Governance*	Presidente	**25.000** euro
	Membro	**17.500** euro
Comitato Controllo e Rischi	Presidente	**35.000** euro
	Membro	**25.000** euro
Comitato Parti Correlate e Soggetti Collegati	Presidente	**25.000** euro
	Membro	**17.500** euro
Comitato Sostenibilità	Presidente	**25.000** euro
	Membro	**17.500** euro

1.5 Collegio Sindacale

Il Collegio Sindacale è stato nominato dall'Assemblea degli azionisti in data 27 maggio 2022, che ne ha, altresì, determinato i compensi per l'intero periodo di mandato, ossia fino all'approvazione del Bilancio 2024. In linea con il precedente mandato, al Presidente è stato confermato un compenso pari a € 80.000 lordi annui e, agli altri Sindaci Effettivi del Collegio, un compenso pari a € 70.000 lordi annui.

SF3

1.6 Amministratore Delegato e Direttore Generale

Compensi annui lordi fissi

I compensi annui lordi fissi riconosciuti all'AD-DG sono stati pari a € 1.255.000 lordi[3] invariati dal 2017 al 2023. A tal proposito si evidenzia che i compensi annui lordi fissi per il 2023 sono stati confermati pari a quelli definiti per il mandato 2020-2022 dall'adunanza del C.d.A. del 27 settembre 2023, rimandando al 2024 eventuali adeguamenti volti a ridurre il *gap* rispetto alla mediana di mercato. Anche in questo caso i compensi per il 2024 sono descritti in dettaglio nella Sezione I del presente documento.

Benefit

All'AD-DG sono stati riconosciuti *benefit* in linea con le prassi di mercato per ruoli analoghi e nel rispetto delle normative applicabili.

Remunerazione variabile

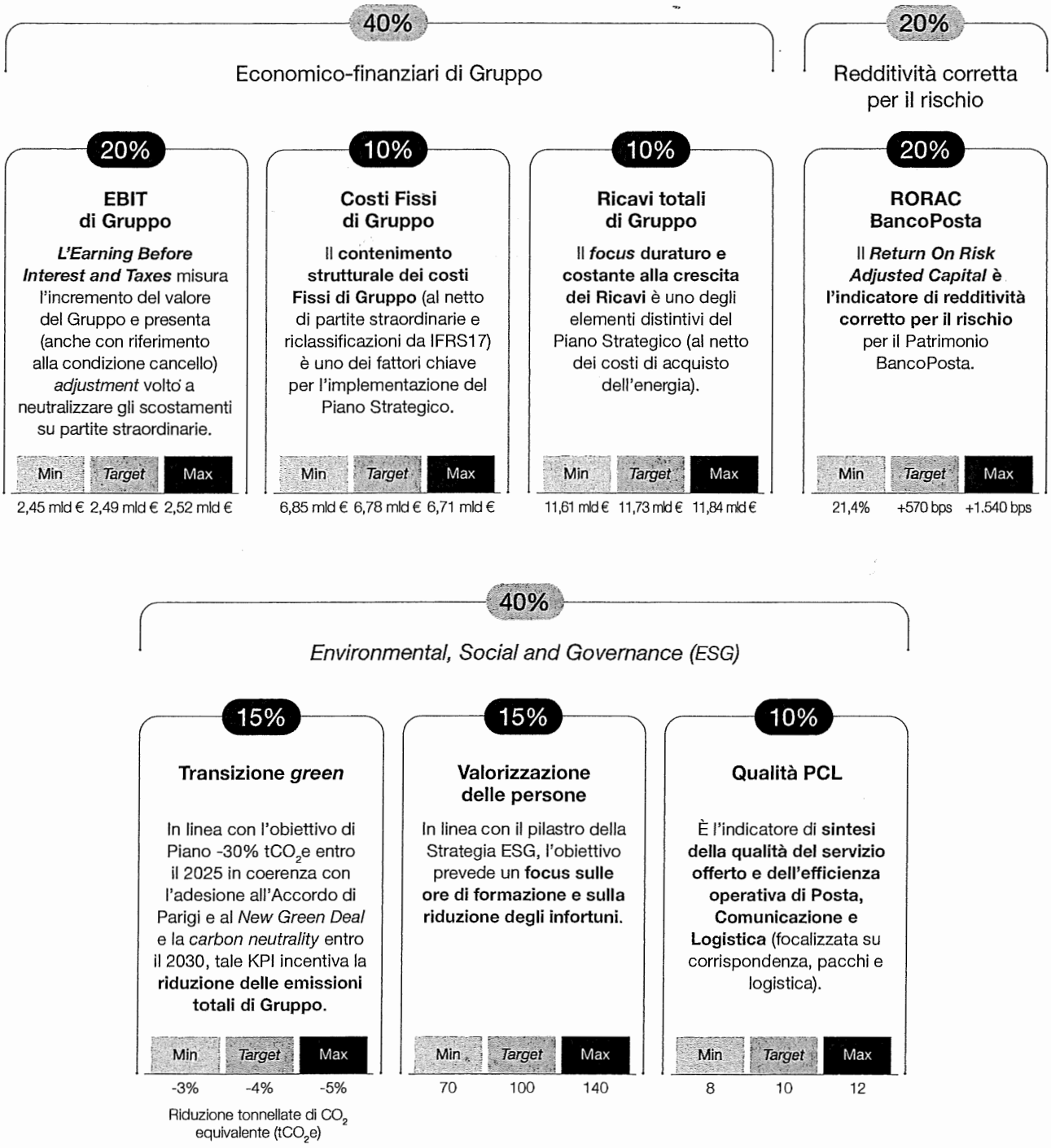
Nelle pagine a seguire si descrive la consuntivazione dei sistemi di incentivazione il cui periodo di *performance* si è concluso nel 2023. Inoltre, si richiamano i sistemi per i quali sono maturate le quote sottoposte a differimento/*retention*, sempre nel corso del 2023, nel rispetto delle condizioni definite.

Con riferimento al sistema di incentivazione variabile a breve termine "MBO", per il periodo di *performance* 2023, gli obiettivi erano i seguenti:

3. Di cui € 490.000 per la carica di Amministratore Delegato (composti da € 40.000 quale emolumento definito dall'Assemblea degli azionisti ex art. 2389, comma 1, c.c. e € 450.000 quale compenso ex art. 2389, comma 3, c.c.) e € 765.000 di retribuzione annua lorda per il rapporto dirigenziale in qualità di Direttore Generale.

SFG

FIGURA 9. OBIETTIVI DI *PERFORMANCE* SISTEMA "MBO" 2023 AD-DG



NOTA: I valori di EBIT di Gruppo, Costi Fissi di Gruppo e Ricavi totali di Gruppo sono arrotondati alla seconda cifra decimale. Con riferimento all'EBIT, verranno neutralizzate eventuali variazioni di perimetro (in positivo e negativo) generate da M&A e costi di ristrutturazione legati agli esodi incentivati (pari a budget nel 2023 a € 0,14 mld).

Di seguito, è riportato il livello di conseguimento delle condizioni cancello e di accesso e degli obiettivi di *performance* deliberati dal Consiglio di Amministrazione.

SFS

FIGURA 10. CONDIZIONE CANCELLO E CONDIZIONI DI ACCESSO DEL SISTEMA "MBO" 2023 AD-DG

Condizioni (ON/OFF)	Valore soglia	Consuntivo
EBIT di Gruppo (€ mld)	2,45	**2,63**
Parametro di adeguatezza Patrimoniale Patrimonio BP **CET 1**	16%	**19%**
Parametro di Liquidità a breve termine Patrimonio BP **LCR**	225%	**459%**
Parametro di redditività corretta per il rischio BancoPosta: **RORAC**	19%	**36%**
Parametro di adeguatezza patrimoniale Gruppo Assicurativo Poste Vita: ***Solvency II Ratio***	150%	**307%**

Valori arrotondati.

In particolare, la Condizione Cancello e le Condizioni di Accesso stabilite nel 2023 sono state tutte superate attivando quindi il sistema nel suo complesso.

La seguente figura fornisce, invece, i livelli di raggiungimento di ciascun obiettivo di *performance* assegnato, relativamente al sistema di incentivazione a breve termine "MBO" 2023.

FIGURA 11. CONSUNTIVAZIONE OBIETTIVI "MBO" 2023 AD-DG

Obiettivi	Peso	Minimo	*Target*	Massimo	Consuntivo
EBIT di Gruppo (€ mld)	20%	2,45	2,49	2,52	**2,63** (massimo)
Costi Fissi di Gruppo (€ mld)	10%	6,85	6,78	6,71	**6,62** (massimo)
Ricavi totali di Gruppo (€ mld)	10%	11,61	11,73	11,84	**11,99** (massimo)
RORAC BancoPosta	20%	21,4%	27,1%	36,8%	**36,4%** (tra *target* e massimo)
Transizione *green*	15%	-3%	-4%	-5%	**Oltre -5%** (massimo)
Valorizzazione delle persone	15%	70	100	140	**140** (massimo)
Qualità PCL	10%	8	10	12	**10** (*target*)

Valori arrotondati.

Gli obiettivi di Gruppo relativi all'EBIT, ai Costi Fissi e ai Ricavi Totali nel 2023 sono stati raggiunti al livello massimo, anche grazie al percorso di crescita intrapreso e alla continua attenzione alla disciplina sui costi perseguita negli ultimi anni. Anche l'obiettivo del RORAC è stato raggiunto in prossimità del livello massimo.

Con riferimento agli indicatori ESG fissati per l'MBO 2023, Poste Italiane ha raggiunto *performance* positive, come di seguito dettagliato:

- nel corso del 2023 è proseguito il percorso virtuoso intrapreso verso la transizione *green* e il miglioramento dell'efficienza energetica degli uffici e degli stabilimenti conseguendo una riduzione delle emissioni superiore al 5%;
- l'indicatore di Valorizzazione delle persone si è attestato al livello massimo in virtù dell'erogazione di oltre 6 milioni di ore di formazione e di una riduzione degli infortuni ampiamente più significativa rispetto al livello fissato al massimo;
- è stato raggiunto il livello *target* (10 indicatori) con riferimento all'obiettivo sulla Qualità PCL, indicatore di sintesi della qualità del servizio offerto e dell'efficienza operativa di Posta, Comunicazione e Logistica.

Alla stregua degli obiettivi economico-finanziari, la selezione degli obiettivi ESG e il relativo *target setting* segue lo stesso processo ispirato dai medesimi principi di: chiarezza, affidabilità, verificabilità e misurabilità oggettiva con elevato livello di sfida, in linea con il Piano Strategico di Gruppo, a differenti livelli di raggiungibilità secondo una valutazione equa e ragionevole. Ad ulteriore garanzia, non tutti gli obiettivi, infatti, raggiungono ogni anno il livello di performance massima definita ancorché il percorso virtuoso intrapreso a partire dal 2017, ha garantito al Gruppo risultati eccellenti. Con riferimento agli indicatori ESG per maggiori dettagli si rimanda al Bilancio Integrato 2023.

Complessivamente, la valutazione rispetto agli obiettivi raggiunti (economico-finanziari, di sostenibilità e di redditività corretta per il rischio) risulta più che positiva, pari al 135,63% del livello *target* (rispetto a un valore massimo pari al 140%).

Pertanto, sulla base della consuntivazione delle condizioni cancello e di accesso e degli obiettivi di *performance* appena illustrati, in attuazione di quanto descritto nella Relazione sulla politica in materia di remunerazione 2023, l'Amministratore

SF6

Delegato e Direttore Generale ha maturato un incentivo, con riferimento al sistema "MBO" 2023, pari a € 871.907,14; tale importo verrà corrisposto come di seguito descritto:

- per il 40% *up-front* nel 2024, di cui il 20% in forma monetaria e il 20% in diritti a ricevere Azioni ordinarie della Società, soggette ad un vincolo di *retention* di 1 anno (la consegna, pertanto, è prevista nel 2025 solo a valle della verifica del superamento delle condizioni di *malus* previste);
- il restante 60% differito su un orizzonte temporale di 5 anni (*pro-rata*), per il 25% in forma monetaria e per il 35% in diritti a ricevere Azioni ordinarie della Società, soggette ad un periodo di *retention* di 1 anno (l'ultima quota differita, pari al 15% dell'incentivo complessivamente maturato, verrà corrisposta nel 2029 in forma monetaria).

Nel 2024 sarà, quindi, erogata esclusivamente una somma lorda di € 174.381,43 (*up-front* in forma monetaria).

Infine, si evidenzia che è stata verificata la sussistenza delle condizioni di adeguatezza patrimoniale e di liquidità del Patrimonio BancoPosta, pertanto, a valle dell'approvazione del Bilancio di esercizio 2023, saranno riconosciute le quote monetarie e in strumenti finanziari giunte al termine dei periodi di differimento e/o *retention* relative ai sistemi di incentivazione a breve termine ("MBO") per gli anni 2018, 2019, 2020, 2021 e 2022.

Con riferimento ai piani di incentivazione a medio-lungo termine, il cui periodo di *performance* è terminato nel 2023, si ricorda che è giunto a maturazione il "Piano ILT *Performance Share* 2021-2023", assegnato all'AD-DG nel corso del 2021. Inoltre, con riferimento al secondo ciclo (2020-2022) del "Piano ILT *Performance Share*", è giunta al termine del periodo di *retention* la quota *up-front* per la quale sono state verificate le condizioni per l'erogazione collegate all'adeguatezza patrimoniale, alla liquidità e alla redditività corretta per il rischio del Patrimonio BancoPosta; con riferimento al Piano ILT *Deliver* Quinquennale 2022 è giunta al termine del periodo di *retention* di un anno la quota up-front per la quale sono state verificate le condizioni per l'erogazione collegate all'adeguatezza patrimoniale, alla liquidità e alla redditività corretta per il rischio del Patrimonio BancoPosta nonché l'inclusione di Poste Italiane in almeno due indici di sostenibilità riconosciuti a livello internazionale.

La consuntivazione di tali sistemi di incentivazione è rappresentata nelle Tabelle 1, 3A e 3B (Schema 7-*bis* Consob) e, nelle prossime pagine, si riportano ulteriori dettagli sul conseguimento della Condizione Cancello e delle Condizioni di Accesso e sul livello di raggiungimento degli obiettivi di *performance*.

FIGURA 12. CONDIZIONE CANCELLO E CONDIZIONI DI ACCESSO DEL "PIANO ILT *PERFORMANCE SHARE* 2021 – 2023" PER L'AD-DG (ASSEGNATO NEL 2021)

Condizioni cancello	Valore soglia	Consuntivo
EBIT di Gruppo cumulato triennale (€ mld)	5,5	**6,7**

Condizione di accesso	Valore soglia	Consuntivo
Parametro di adeguatezza Patrimoniale Patrimonio BancoPosta: **CET 1**	16%	**19%**
Parametro di Liquidità a breve termine Patrimonio BancoPosta: **LCR**	225%	**459%**
Parametro di redditività corretta per il rischio Patrimonio BancoPosta: **RORAC**	19%	**36%**

Valori arrotondati.

Di seguito è riportato il livello di raggiungimento degli obiettivi di *performance* assegnati nel 2021, ovvero l'EBIT di Gruppo cumulato triennale (con peso 40%), il *Total Shareholder Return* relativo (con peso 40%) e la Finanza sostenibile (con peso 20%):

FIGURA 13. CONSUNTIVAZIONE OBIETTIVI DEL "PIANO ILT *PERFORMANCE SHARE* 2021-2023" PER L'AD-DG

Primo Obiettivo	Peso	Minimo	*Target*	Massimo	Consuntivo
EBIT di Gruppo cumulato triennale (€ mld)	40%	5,5	5,7	5,9	**6,7** (massimo)

Valori arrotondati.

Secondo Obiettivo	Peso	Minimo	*Target*	Massimo	Consuntivo
***Total Shareholder Return* relativo (rTSR)** (TSR Poste Italiane vs FTSE MIB)	40%	TSR PI = TSR FTSE MIB	TSR PI +5% vs TSR FTSE MIB	TSR PI +15% vs TSR FTSE MIB	>15% vs TSR FTSE MIB (massimo)

Terzo Obiettivo	Peso	Minimo	*Target*	Massimo	Consuntivo
Finanza Sostenibile (numero di prodotti offerti con componenti ESG rispetto al numero totale di prodotti offerti)	20%	40%	50%	60%	**79%** (massimo)

In particolare, l'EBIT risulta ampiamente oltre il livello massimo stabilito.

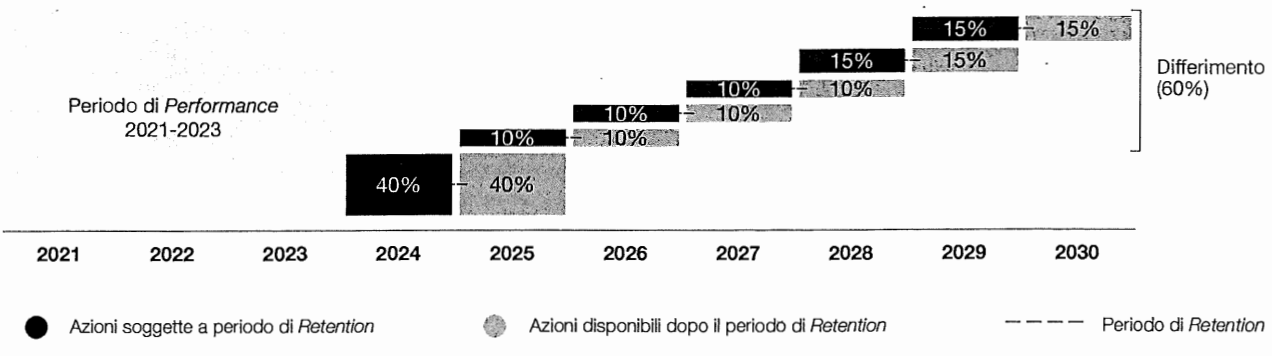
Il *Total Shareholder Return* di Poste Italiane, osservato nel periodo 2021-2023, è risultato pari al 47,6%, ampiamente superiore al livello del *Total Shareholder Return* del FTSE MIB, pertanto, l'obiettivo è stato raggiunto al livello massimo.

Anche l'obiettivo ESG di Finanza sostenibile è stato raggiunto al livello massimo grazie alla presenza di componenti ESG in circa l'80% dei prodotti offerti.

Il risultato complessivo del Piano "ILT *Performance Share* 2021-2023" è, pertanto, pari al livello massimo corrispondente al 130% del livello *target*.

Per l'AD-DG il numero di diritti a ricevere Azioni ordinarie di Poste Italiane derivanti dalla consuntivazione del "Piano ILT *Performance Share 2021-2023*" è pari a 144.681, che saranno riconosciuti con le modalità di seguito rappresentate:

FIGURA 14. MODALITÀ CORRESPONSIONE DEL "PIANO ILT *PERFORMANCE SHARE* 2021-2023"



Sia la quota *up-front* sia le quote differite sono assoggettate a un periodo di *retention* di un anno. Con riferimento alla quota *up-front,* le Azioni maturate saranno disponibili, al termine del periodo di *retention,* previa la verifica della sussistenza del livello *appetite* delle condizioni di adeguatezza patrimoniale, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta. Al termine dei periodi di differimento e dei periodi di *retention* sulle quote differite, verrà verificata la sussistenza del livello soglia delle condizioni di adeguatezza patrimoniale, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta. Pertanto, nel 2024, non sarà consegnata alcuna azione all'AD-DG con riferimento al Piano "ILT *Performance Share* 2021-2023".

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Infine, si evidenzia che è stata verificata la sussistenza delle condizioni di adeguatezza patrimoniale, di liquidità e redditività corretta per il rischio del Patrimonio BancoPosta, pertanto, a valle dell'approvazione del Bilancio di esercizio 2023, saranno consegnate le azioni relative al secondo ciclo (2020-2022) del Piano ILT "*Performance Share*" giunte al termine del periodo di *retention*. In particolare, per l'AD-DG si procederà alla consegna di 10.152 azioni di Poste Italiane nel 2024.

Inoltre, con riferimento al Piano ILT *Deliver* Quinquennale 2022 è giunta al termine del periodo di *retention* di un anno la quota up-front per la quale sono state verificate le condizioni per l'erogazione collegate all'adeguatezza patrimoniale, alla liquidità e alla redditività corretta per il rischio del Patrimonio BancoPosta nonché l'inclusione di Poste Italiane in almeno due indici di sostenibilità riconosciuti a livello internazionale (ad esempio il *Dow Jones Sustainability World Index*, il *Dow Jones Sustainability Europe Index*, l'*Euronext MIB ESG Index* e il *rating* di MSCI). In particolare, per l'AD-DG si procederà alla consegna di 39.859 azioni di Poste Italiane nel 2024.

1.7 Dirigenti con responsabilità strategiche

Retribuzione annua lorda fissa

Per i Dirigenti con responsabilità strategiche (DIRS), nel corso del 2023 sono stati apportati adeguamenti alla retribuzione annua lorda fissa, tenuto conto della strategicità e complessità della posizione ricoperta e in considerazione del posizionamento retributivo rispetto ai *benchmark* di mercato condotti.

Benefit

Ai Dirigenti con responsabilità strategiche sono stati riconosciuti *benefit* in linea con le prassi di mercato per ruoli analoghi.

Remunerazione variabile

Per i Dirigenti con responsabilità strategiche i valori relativi agli incentivi a breve termine con riferimento al periodo di *performance* 2023 sono rappresentati nelle tabelle informative riportate nelle pagine che seguono (Schema 7-*bis* Tabella 1, Tabella 3A e Tabella 3B).

Ai Dirigenti con responsabilità strategiche sono stati assegnati obiettivi di *performance* afferenti alle macro aree economico-finanziarie, sostenibilità e obiettivi di funzione. Il livello di raggiungimento degli obiettivi è differenziato su base individuale e generalmente superiore al *target*.

FIGURA 15. "MBO 2023" PER I DIRS

OBIETTIVI DI *PERFORMANCE*



Economico-Finanziari

L'attenzione ai «margini» è uno degli elementi fondamentali del Piano Strategico; in coerenza con quanto previsto per l'AD-DG, è previsto un focus sui Costi e/o sui Ricavi, declinati rispetto al perimetro di competenza.



Obiettivi di Funzione

Si tratta di indicatori quali-quantitativi collegati ai progetti prioritari 2023 che consentiranno di raggiungere gli obiettivi del Piano Strategico. Lo scopo è valorizzare il contributo di ciascuna funzione all'efficace implementazione del Piano. Gli obiettivi potranno essere progettuali, economico-finanziari, di efficienza organizzativa e gestionale, ecc.



ESG

Rappresentano obiettivi differenziati per funzione da individuarsi all'interno dei KPI che alimentano la strategia ESG del Gruppo, riassunta in 8 pilastri, anche sulla base delle risultanze dell'analisi di materialità. A titolo esemplificativo, potranno essere assegnati KPI ESG legati alla Transizione *Green*, alla *Customer Experience* e alla *Diversity & Inclusion*, sempre nell'ambito delle priorità emerse dall'analisi di materialità.

Il livello di raggiungimento medio degli obiettivi per i DIRS è superiore al *target* ed è pari a circa il 135% del *target* stesso (rispetto al 140% al massimo).

Si ricorda che nel 2023 è, inoltre, giunto a maturazione il "Piano ILT *Performance Share 2021-2023*", assegnato nel corso del 2021. La consuntivazione di tale ciclo è rappresentata nella Tabella 3A e si rimanda alle figure 12 e 13, già illustrate nel paragrafo dedicato all'AD-DG.

Si ricorda inoltre, che verranno consegnate le azioni relative al primo ciclo (2019-2021) del Piano ILT "*Performance Share*" giunte al termine del periodo di *Lock-Up.* Infine, per i *Material Risk Takers* BancoPosta, in linea con quanto già descritto per l'AD-DG, saranno consegnate le Azioni relative al secondo ciclo (2020-2022) del Piano ILT "*Performance Share*" giunte al termine del periodo di *retention,* le Azioni relative al Piano ILT *Deliver* Quinquennale 2022, giunte anch'esse al termine del periodo di *retention,* nonché riconosciute le quote monetarie e in strumenti finanziari giunte al termine dei periodi di differimento e/o *retention* relative ai sistemi di incentivazione a breve termine ("MBO") per gli anni 2021 e 2022.

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TABELLE INFORMATIVE – SCHEMA 7-*BIS* CONSOB*

TABELLA 1: COMPENSI CORRISPOSTI AI COMPONENTI DEGLI ORGANI DI AMMINISTRAZIONE E DI CONTROLLO, AI DIRETTORI GENERALI E AGLI ALTRI DIRIGENTI CON RESPONSABILITÀ STRATEGICHE

CONSIGLIO DI AMMINISTRAZIONE

	Nome e cognome o categoria	Carica	Periodo per cui è stata ricoperta la carica	Scadenza della carica	Compensi fissi	Compensi per la partecipazione a comitati	Compensi variabili non *equity*		Benefici non monetari	Altri compensi	Totale	*Fair Value* dei compensi *equity*	Indennità di fine carica o di cessazione del rapporto di lavoro
							Bonus e altri incentivi	Partecipazione agli utili					
	(A)	(B)	(C)	(D)	(1)	(2)	(3)		(4)	(5)	(6)	(7)	(8)
1	**Silvia Maria Rovere**	Presidente	08/05/2023 - 31/12/2023	appr. bilancio 2025									
	(I) Compensi nella società che redige il bilancio				€ 310.968	€ 14.718[1]			€ 1.856		€ 327.542		
	(II) Compensi da controllate e collegate												
	(III) Totale				**€ 310.968**	**€ 14.718**			**€ 1.856**		**€ 327.542**		

Note:
[1] Di cui € 14.178 per la carica di Presidente del Comitato Sostenibilità (dal 30/05/2023 al 31/12/2023).

2	**Matteo Del Fante**	Amministratore Delegato e Direttore Generale	01/01/2023 - 31/12/2023	appr. bilancio 2025									
	(I) Compensi nella società che redige il bilancio				€ 1.255.000[1]		€ 392.358		€ 8.757		€ 1.656.116	€ 1.057.523	
	(II) Compensi da controllate e collegate												
	(III) Totale				**€ 1.255.000**		**€ 392.358**		**€ 8.757**		**€ 1.656.116**	**€ 1.057.523**	

Note:
[1] Di cui € 490.000 per la carica di Amministratore Delegato (composti da € 40.000 quale emolumento definito dall'Assemblea degli Azionisti ex art. 2389, comma 1, c.c. e € 450.000 quale compenso ex art. 2389, comma 3, c.c.) e € 765.000 per quella di Direttore Generale.

3	**Carlo D'Asaro Biondo**	Consigliere	08/05/2023 - 31/12/2023	appr. bilancio 2025									
	(I) Compensi nella società che redige il bilancio				€ 25.914	€ 29.436[1]					€ 55.350		
	(II) Compensi da controllate e collegate												
	(III) Totale				**€ 25.914**	**€ 29.436**			**€ -**		**€ 55.350**		

Note:
[1] Di cui € 14.718 per la carica di Presidente del Comitato Remunerazioni e € 14.718 per la partecipazione al Comitato Controllo e Rischi (entrambi dal 30/05/2023 al 31/12/2023).

4	**Valentina Gemignani**	Consigliere	08/05/2023 - 31/12/2023	appr. bilancio 2025				
	(I) Compensi nella società che redige il bilancio				€ 25.914	€ 25.020[1]		€ 50.934[2]
	(II) Compensi da controllate e collegate							
	(III) Totale				**€ 25.914**	**€ 25.020**		**€ 50.934**

Note:
[1] Di cui € 14.718 per la partecipazione al Comitato Controllo e Rischi e € 10.032 per la partecipazione al Comitato Nomine e *Corporate Governance* (entrambi dal 30/05/2023 al 31/12/2023).
[2] Compensi riversati.

5	**Paolo Marchioni**	Consigliere	08/05/2023 - 31/12/2023	appr. bilancio 2025				
	(I) Compensi nella società che redige il bilancio				€ 25.914	€ 20.604[1]		€ 46.518
	(II) Compensi da controllate e collegate							
	(III) Totale				**€ 25.914**	**€ 20.604**	**€ -**	**€ 46.518**

Note:
[1] Di cui € 10.302 per la partecipazione al Comitato Remunerazioni e € 10.302 per la partecipazione al Comitato Sostenibilità (entrambi dal 30/05/2023 al 31/12/2023).

6	**Matteo Petrella**	Consigliere	08/05/2023 - 31/12/2023	appr. bilancio 2025				
	(I) Compensi nella società che redige il Bilancio				€ 25.914	€ 30.907[1]		€ 56.821
	(II) Compensi da controllate e collegate				€ 10.000			€ 10.000
	(III) Totale				**€ 35.914**	**€ 30.907**		**€ 66.821**

Note:
[1] Di cui € 20.605 per la carica di Presidente del Comitato Controllo e Rischi, € 10.302 per la partecipazione al Comitato Parti Correlate e Soggetti Collegati (entrambi dal 30/05/2023 al 31/12/2023).

7	**Armando Ponzini**	Consigliere	08/05/2023 - 31/12/2023	appr. bilancio 2025				
	(I) Compensi nella società che redige il bilancio				€ 25.914	€ 25.020[1]	€ 340	€ 51.274
	(II) Compensi da controllate e collegate							
	(III) Totale				**€ 25.914**	**€ 25.020**	**€ 340**	**€ 51.274**

Note:
[1] Di cui € 14.718 per la carica di Presidente del Comitato Parti Correlate e Soggetti Collegati e € 10.302 per la partecipazione al Comitato Remunerazioni (entrambi dal 30/05/2023 al 31/12/2023).

* I valori inseriti nelle tabelle illustrate sono stati calcolati *pro-rata temporis* per quanto riguarda i compensi fissi e il sistema di incentivazione a breve termine ("MBO"). Il variable inserito nelle tabelle è una stima definita al momento della redazione del presente documento in attesa dell'approvazione del Bilancio della Società da parte dell'Assemblea degli azionisti.

	Nome e cognome o categoria	Carica	Periodo per cui è stata ricoperta la carica	Scadenza della carica	Compensi fissi	Compensi per la partecipazione a comitati	Compensi variabili non *equity*		Benefici non monetari	Altri compensi	Totale	*Fair Value* dei compensi *equity*	Indennità di fine carica o di cessazione del rapporto di lavoro
							Bonus e altri incentivi	Partecipazione agli utili					
	(A)	(B)	(C)	(D)	(1)	(2)	(3)		(4)	(5)	(6)	(7)	(8)
8	**Vincenza Patrizia Rutigliano**	Consigliere	08/05/2023 - 31/12/2023	appr. bilancio 2025									
	(I) Compensi nella società che redige il bilancio				€ 25.914	€ 25.020[1]			€ 340		€ 51.274		
	(II) Compensi da controllate e collegate												
	(III) Totale				**€ 25.914**	**€ 25.020**			**€ 340**		**€ 51.274**		
	Note: [1] Di cui € 14.718 per la carica di Presidente del Comitato Nomine e *Corporate Governance* e € 10.302 per la partecipazione al Comitato Sostenibilità (entrambi dal 30/05/2023 al 31/12/2023).												
9	**Vanda Ternau**	Consigliere	08/05/2023 - 31/12/2023	appr. bilancio 2025									
	(I) Compensi nella società che redige il bilancio				€ 25.914	€ 20.604[1]			€ 340		€ 46.858		
	(II) Compensi da controllate e collegate				€ 2.167						€ 2.167		
	(III) Totale				**€ 28.081**	**€ 20.604**			**€ 340**		**€ 49.025**		
	Note: [1] Di cui € 10.032 per la partecipazione al Comitato Nomine e *Corporate Governance* e € 10.032 per la partecipazione al Comitato Parti Correlate e Soggetti Collegati (entrambi dal 30/05/2023 al 31/12/2023).												
10	**Maria Bianca Farina**	Presidente	01/01/2023 - 08/05/2023	appr. bilancio 2022									
	(I) Compensi nella società che redige il bilancio				€ 170.323				€ 5.358		€ 175.680		
	(II) Compensi da controllate e collegate												
	(III) Totale				**€ 170.323**				**€ 5.358**		**€ 175.680**		
11	**Giovanni Azzone**	Consigliere	01/01/2023 - 08/05/2023	appr. bilancio 2022									
	(I) Compensi nella società che redige il bilancio				€ 14.194	€ 17.742[1]			€ 182		€ 32.117		
	(II) Compensi da controllate e collegate												
	(III) Totale				**€ 14.194**	**€ 17.742**			**€ 182**		**€ 32.117**		
	Note: [1] Di cui € 8.871 per la carica di Presidente del Comitato Remunerazioni e € 8.871 per la carica di Presidente del Comitato Nomine e *Corporate Governance*.												

12	**Bernardo De Stasio**	Consigliere	01/01/2023 - 08/05/2023	appr. bilancio 2022				
	(I) Compensi nella società che redige il Bilancio				€ 14.194	€ 24.839[1]		€ 39.033
	(II) Compensi da controllate e collegate							
	(III) Totale				**€ 14.194**	**€ 24.839**		**€ 39.033**

Note:
[1] Di cui € 12.419 per la carica di Presidente del Comitato Controllo e Rischi, € 6.210 per la partecipazione al Comitato Nomine e *Corporate Governance* e € 6.210 per la partecipazione al Comitato Parti Correlate e Soggetti Collegati.

13	**Daniela Favrin**	Consigliere	01/01/2023 - 08/05/2023	appr. bilancio 2022				
	(I) Compensi nella società che redige il bilancio				€ 14.194	€ 15.081[1]	€ 182	€ 29.456
	(II) Compensi da controllate e collegate							
	(III) Totale				**€ 14.194**	**€ 15.081**	**€ 182**	**€ 29.456**

Note:
[1] Di cui € 8.871 per la carica di Presidente del Comitato Sostenibilità e € 6.210 per la partecipazione al Comitato Remunerazioni.

14	**Davide Iacovoni**	Consigliere	01/01/2023 - 08/05/2023	appr. bilancio 2022				
	(I) Compensi nella società che redige il bilancio				€ 14.194	€ 15.081[1]		€ 29.275[2]
	(II) Compensi da controllate e collegate							
	(III) Totale				**€ 14.194**	**€ 15.081**		**€ 29.275**

Note:
[1] Di cui € 8.871 per la partecipazione al Comitato Controllo e Rischi e € 6.210 per la partecipazione al Comitato Sostenibilità.
[2] Compensi riversati.

15	**Mimi Kung**	Consigliere	01/01/2023 - 08/05/2023	appr. bilancio 2022				
	(I) Compensi nella società che redige il bilancio				€ 14.194	€ 12.420[1]	€ 182	€ 26.796
	(II) Compensi da controllate e collegate							
	(III) Totale				**€ 14.194**	**€ 12.420**	**€ 182**	**€ 26.796**

Note:
[1] Di cui € 6.210 per la partecipazione al Comitato Nomine e *Corporate Governance* e € 6.210 per la partecipazione al Comitato Parti Correlate e Soggetti Collegati.

	Nome e cognome o categoria	Carica	Periodo per cui è stata ricoperta la carica	Scadenza della carica	Compensi fissi	Compensi per la partecipazione a comitati	Compensi variabili non *equity*		Benefici non monetari	Altri compensi	Totale	*Fair Value* dei compensi *equity*	Indennità di fine carica o di cessazione del rapporto di lavoro
							Bonus e altri incentivi	Partecipazione agli utili					
	(A)	(B)	(C)	(D)	(1)	(2)	(3)		(4)	(5)	(6)	(7)	(8)
16	**Elisabetta Lunati**	Consigliere	01/01/2023 - 08/05/2023	appr. bilancio 2022									
	(I) Compensi nella società che redige il bilancio				€ 14.194	€ 15.081[1]					€ 29.275		
	(II) Compensi da controllate e collegate												
	(III) Totale				**€ 14.194**	**€ 15.081**			**€ -**		**€ 29.275**		

Note:
[1] Di cui € 8.871 per la carica di Presidente del Comitato Parti Correlate e Soggetti Collegati e € 6.210 per la partecipazione al Comitato Remunerazioni.

17	**Roberto Rossi**	Consigliere	01/01/2023 - 08/05/2023	appr. bilancio 2022									
	(I) Compensi nella società che redige il bilancio				€ 14.194	€ 15.081[1]					€ 29.275		
	(II) Compensi da controllate e collegate												
	(III) Totale				**€ 14.194**	**€ 15.081**					**€ 29.275**		

Note:
[1] Di cui € 8.871 per la partecipazione al Comitato Controllo e Rischi e € 6.210 per la partecipazione al Comitato Sostenibilità.

DIRIGENTI CON RESPONSABILITÀ STRATEGICHE

Nome e cognome o categoria	Carica	Periodo per cui è stata ricoperta la carica	Scadenza della carica	Compensi fissi	Compensi per la partecipazione a comitati	Compensi variabili non *equity*		Benefici non monetari	Altri compensi	Totale	*Fair Value* dei compensi *equity*	Indennità di fine carica o di cessazione del rapporto di lavoro
						Bonus e altri incentivi	Partecipazione agli utili					
(A)	(B)	(C)	(D)	(1)	(2)	(3)		(4)	(5)	(6)	(7)	(8)
Dirigenti con responsabilità strategiche (12 Risorse[1])												
(I) Compensi nella società che redige il bilancio				€ 5.395.539		€ 4.167.396		€ 201.983		€ 9.764.918	€ 2.109.019	
(II) Compensi da controllate e collegate				[2]	[3]	[4]						
(III) Totale				**€ 5.395.539**		**€ 4.167.396**		**€ 201.983**		**€ 9.764.918**	**€ 2.109.019**	

Note:
[1] Non sussistono i presupposti previsti dalla vigente normativa per la disclosure su base individuale, ossia nessuno dei Dirigenti con responsabilità strategiche ha percepito nel corso dell'esercizio 2023 compensi complessivi maggiori rispetto all'AD-DG.
[2] Sono, inoltre, interamente riversati a Poste Italiane S.p.A. i compensi per le cariche di Consigliere e per particolari incarichi ricoperti nelle Società del Gruppo deliberati ex art. 2389 c.c. pari a un totale di € 991.094.
[3] Sono, inoltre, interamente riversati a Poste Italiane S.p.A. i compensi per la partecipazione ai Comitati endoconsiliari delle Società del Gruppo pari a un totale di € 8.729.
[4] Sono, inoltre, interamente riversati a Poste Italiane S.p.A. i compensi per particolari incarichi ricoperti nelle Società del Gruppo deliberati ex art. 2389 c.c. pari a un totale di € 374.671.

COLLEGIO SINDACALE

	Nome e cognome o categoria	Carica	Periodo per cui è stata ricoperta la carica	Scadenza della carica	Compensi fissi	Compensi per la partecipazione a comitati	Compensi variabili non *equity*		Benefici non monetari	Altri compensi	Totale	*Fair Value* dei compensi *equity*	Indennità di fine carica o di cessazione del rapporto di lavoro
							Bonus e altri incentivi	Partecipazione agli utili					
	(A)	(B)	(C)	(D)	(1)	(2)	(3)		(4)	(5)	(6)	(7)	(8)
1	**Mauro Lonardo**	Presidente del Collegio Sindacale	01/01/2023 - 31/12/2023	appr. bilancio 2024									
	(I) Compensi nella società che redige il bilancio				€ 80.000						€ 80.000		
	(II) Compensi da controllate e collegate				€ 82.117						€ 82.117		
	(III) Totale				**€ 162.117**						**€ 162.117**		
2	**Gianluigi Fiorendi**	Sindaco Effettivo	01/01/2023 - 31/12/2023	appr. bilancio 2024									
	(I) Compensi nella società che redige il bilancio				€ 70.000						€ 70.000		
	(II) Compensi da controllate e collegate												
	(III) Totale				**€ 70.000**						**€ 70.000**		
3	**Serena Gatteschi**	Sindaco Effettivo	01/01/2023 - 31/12/2023	appr. bilancio 2024									
	(I) Compensi nella società che redige il bilancio				€ 70.000						€ 70.000		
	(II) Compensi da controllate e collegate				€ 10.000						€ 10.000		
	(III) Totale				**€ 80.000**						**€ 80.000**		

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TABELLA 3A: PIANI DI INCENTIVAZIONE BASATI SU STRUMENTI FINANZIARI, DIVERSI DALLE *STOCK OPTION*, A FAVORE DEI COMPONENTI DELL'ORGANO DI AMMINISTRAZIONE, DEI DIRETTORI GENERALI E DEGLI ALTRI DIRIGENTI CON RESPONSABILITÀ STRATEGICHE

			Strumenti finanziari assegnati negli esercizi precedenti non *vested* nel corso dell'esercizio		Strumenti finanziari assegnati nel corso dell'esercizio					Strumenti finanziari *vested* nel corso dell'esercizio e non attribuiti	Strumenti finanziari *vested* nel corso dell'esercizio e attribuibili		Strumenti finanziari di competenza dell'esercizio
Nome e cognome	**Carica**	**Piano**	**Numero e tipologia di strumenti finanziari**	**Periodo di *vesting***	**Numero e tipologia di strumenti finanziari**	***Fair value* alla data di assegnazione**	**Periodo di *vesting***	**Data di assegnazione**	**Prezzo di mercato all'assegnazione**	**Numero e tipologia di strumenti finanziari**	**Numero e tipologia di strumenti finanziari**	**Valore alla data di maturazione**	***Fair Value***
(A)	(B)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Matteo Del Fante	Direttore Generale (rapporto di lavoro dipendente)												
(I) Compensi nella società che redige il bilancio		Sistema di incentivazione a breve termine 2023 ("MBO"), per il personale più rilevante del Patrimonio BancoPosta Delibera Assemblea degli azionisti 08/05/2023			44.856 *Azioni ordinarie di Poste Italiane S.p.A.*	€ 479.551[1]	5 anni	19/03/2024	€ 10,6909[2]		16.311[3]	€ 174.379	€ 174.379[4]
(I) Compensi nella società che redige il bilancio		Sistema di incentivazione a breve termine 2022 ("MBO"), per il personale più rilevante del Patrimonio BancoPosta Delibera Assemblea degli azionisti 27/05/2022	19.521 *Azioni ordinarie di Poste Italiane S.p.A.*	5 anni							7.809[3]	€ 83.485	€ 83.485[4]
(I) Compensi nella società che redige il bilancio		Sistema di incentivazione a breve termine 2021 ("MBO"), per il personale più rilevante del Patrimonio BancoPosta Delibera Assemblea degli azionisti 28/05/2021	12.460 *Azioni ordinarie di Poste Italiane S.p.A.*	5 anni							8.306[3]	€ 88.799	€ 88.799[4]
(I) Compensi nella società che redige il bilancio		Sistema di incentivazione a breve termine 2020 ("MBO"), per il personale più rilevante del Patrimonio BancoPosta Delibera Assemblea degli azionisti 15/05/2020	1.016 *Azioni ordinarie di Poste Italiane S.p.A.*	5 anni							2.028[3]	€ 21.681	€ 21.681[4]
(I) Compensi nella società che redige il bilancio		Sistema di incentivazione a breve termine 2019 ("MBO"), per il personale più rilevante del Patrimonio BancoPosta Delibera Assemblea degli azionisti 28/05/2019									1.927[3] *Azioni ordinarie di Poste Italiane S.p.A.*	€ 20.601	€ 20.601[4]
(I) Compensi nella società che redige il bilancio		Piano ILT *Performance Share* - 2023-2025 Delibera Assemblea degli azionisti 08/05/2023			124.930 *Azioni ordinarie di Poste Italiane S.p.A.*	€ 557.563	3 anni	22/02/2023	€ 9,9133[2]				€ 197.270
(I) Compensi nella società che redige il bilancio		Piano ILT *Performance Share* - 2022-2024 Delibera Assemblea degli azionisti 27/05/2022	84.973 *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni									€ 142.475

(I) Compensi nella società che redige il bilancio	Piano ILT *Performance Share* - 2021 - 2023 Delibera Assemblea degli azionisti 28/05/2021	86.809 *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni	57.872[3]	€ 618.704	€ 328.833
(I) Compensi nella società che redige il bilancio	Piano ILT *Performance Share* - secondo ciclo 2020 - 2022 Delibera Assemblea degli azionisti 28/05/2019	15.227[5] *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni			
(I) Compensi nella società che redige il bilancio	Piano ILT *Performance Share* - primo ciclo 2019 - 2021 Delibera Assemblea degli azionisti 28/05/2019	14.716[5] *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni	14.716[3]	€ 157.327	
(I) Compensi nella società che redige il bilancio	Piano di incentivazione di lungo termine ILT *Deliver* 2022 quinquennale Delibera Assemblea degli azionisti 08/05/2023	59.789[6] *Azioni ordinarie di Poste Italiane S.p.A.*	2 anni	39.859	€ 390.499	
(II) Compensi da controllate e collegate						
(III) Totale			**€ 1.037.114**	**€ 1.555.475**		**€ 1.057.523**

Note:
(1) Valore ottenuto moltiplicando il numero delle Azioni ordinarie di Poste Italiane S.p.A. per il prezzo di mercato alla data di assegnazione.
(2) Valore convenzionale stimato come media aritmetica dei prezzi dell'Azione di Poste Italiane rilevata nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data di assegnazione.
(3) Strumenti finanziari sottoposti a *retention* di 1 anno.
(4) Miglior stima sulla base del valore alla data di maturazione.
(5) Strumenti finanziari, per cui si è concluso il periodo di *performance*, sottoposti a differimenti/*retention* fino a 4 anni.
(6) Strumenti finanziari, per cui si è concluso il periodo di *performance*, sottoposti a *retention* fino a 2 anni; si ricorda che il piano deriva da una conversione nel 2023 di un piano già maturato poichè il periodo di *performance* si è concluso nel 2022. Non vi sono costi riferibili al 2023.

Nome e cognome	Carica	Piano	Strumenti finanziari assegnati negli esercizi precedenti non *vested* nel corso dell'esercizio		Strumenti finanziari assegnati nel corso dell'esercizio					Strumenti finanziari *vested* nel corso dell'esercizio e non attribuiti	Strumenti finanziari *vested* nel corso dell'esercizio e attribuibili		Strumenti finanziari di competenza dell'esercizio
			Numero e tipologia di strumenti finanziari	Periodo di *vesting*	Numero e tipologia di strumenti finanziari	*Fair value* alla data di assegnazione	Periodo di *vesting*	Data di assegnazione	Prezzo di mercato all'assegnazione	Numero e tipologia di strumenti finanziari	Numero e tipologia di strumenti finanziari	Valore alla data di maturazione	*Fair Value*
(A)	(B)	(1)	(2)	(3)	(4)	(5)	(6)	(7)	(8)	(9)	(10)	(11)	(12)
Dirigenti con responsabilità strategiche													
(I) Compensi nella società che redige il bilancio		Sistema di incentivazione a breve termine 2023 ("MBO"), per il personale più rilevante del Patrimonio BancoPosta Delibera Assemblea degli azionisti 08/05/2023			29.914 *Azioni ordinarie di Poste Italiane S.p.A.*	€ 312.324[1]	4/5 anni	19/03/2024	€ 10,6909[2]		12.053[3]	€ 128.853	€ 128.853[4]
(I) Compensi nella società che redige il bilancio		Sistema di incentivazione a breve termine 2022 ("MBO"), per il personale più rilevante del Patrimonio BancoPosta Delibera Assemblea degli azionisti 27/05/2022	10.974 *Azioni ordinarie di Poste Italiane S.p.A.*	4/5 anni							5.021[3]	€ 53.679	€ 53.679[4]
(I) Compensi nella società che redige il bilancio		Sistema di incentivazione a breve termine 2021 ("MBO"), per il personale più rilevante del Patrimonio BancoPosta Delibera Assemblea degli azionisti 28/05/2021	3.958 *Azioni ordinarie di Poste Italiane S.p.A.*								3.422[3]	€ 36.584	€ 36.584[4]
(I) Compensi nella società che redige il bilancio		Piano ILT *Performance Share* - 2023-2025 Delibera Assemblea degli azionisti 08/05/2023			370.837 *Azioni ordinarie di Poste Italiane S.p.A.*	€ 2.026.081	3 anni	22/02/2023	€ 9,9133[2]				€ 727.431
(I) Compensi nella società che redige il bilancio		Piano ILT *Performance Share* - 2022-2024 Delibera Assemblea degli azionisti 27/05/2022	198.096 *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni									€ 396.856
(I) Compensi nella società che redige il bilancio		Piano ILT *Performance Share* - 2021-2023 Delibera Assemblea degli azionisti 28/05/2021	22.661 *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni							262.734[5]	€ 2.808.865	€ 721.462
(I) Compensi nella società che redige il bilancio		Piano ILT *Performance Share* - secondo ciclo 2020 - 2022 Delibera Assemblea degli azionisti 28/05/2019	15.402[6] *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni									

(I) Compensi nella società che redige il bilancio	Piano ILT *Performance Share* - primo ciclo 2019 - 2021 Delibera Assemblea degli azionisti 28/05/2019	4.130[5] *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni	4.130	€ 44.153	€ 44.153[4]
(I) Compensi nella società che redige il bilancio	Piano di incentivazione di lungo termine ILT *Deliver* 2022 quinquennale Delibera Assemblea degli azionisti 08/05/2023	34.813[7] *Azioni ordinarie di Poste Italiane S.p.A.*	2 anni	23.208	€ 227.369	
(II) Compensi da controllate e collegate						
(III) Totale			**€ 2.338.405**	**€ 3.299.504**		**€ 2.109.019**

Note:
(1) Valore ottenuto moltiplicando il numero delle Azioni ordinarie di Poste Italiane S.p.A. per il prezzo di mercato alla data di assegnazione.
(2) Valore convenzionale stimato come media aritmetica dei prezzi dell'Azione di Poste Italiane rilevata nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data di assegnazione.
(3) Strumenti finanziari sottoposti a *retention* di 1 anno.
(4) Miglior stima sulla base del valore alla data di maturazione.
(5) Di cui 15.107 sottoposte a un periodo di retention di 1 anno in coerenza con le previsioni per il personale del Patrimonio BancoPosta e di cui 148.576 sottoposte ad un periodo di *Lock-up* pari a 2 anni.
(6) Strumenti finanziari, per cui si è concluso il periodo di *performance*, sottoposti a differimenti/*retention* fino a 4 anni.
(7) Strumenti finanziari, per cui si è concluso il periodo di *performance*, sottoposti a *retention* fino a 2 anni; si ricorda che il piano deriva da una conversione nel 2023 di un piano già maturato poichè il periodo di *performance* si è concluso nel 2022. Non vi sono costi riferibili al 2023.

TABELLA 3B: PIANI DI INCENTIVAZIONE MONETARI A FAVORE DEI COMPONENTI DELL'ORGANO DI AMMINISTRAZIONE, DEI DIRETTORI GENERALI E DEGLI ALTRI DIRIGENTI CON RESPONSABILITÀ STRATEGICHE

A	B	(1)	(2)			(3)		(4)
			Bonus dell'anno			*Bonus* di anni precedenti		Altri *bonus*
			(A)	(B)	(C)	(A)	(B)	(C)	
Nome e cognome o categoria	**Carica**	**Piano**	**Erogabile/Erogato**	**Differito**	**Periodo di differimento**	**Non più erogabili**	**Erogabile/Erogati**	**Ancora Differiti**	
Matteo Del Fante	Direttore Generale (rapporto di lavoro dipendente)								
(I) Compensi nella società che redige il bilancio		MBO 2023	€ 174.381	€ 217.977	5 anni				
(I) Compensi nella società che redige il bilancio		MBO 2022					€ 76.500	€ 114.750	
(I) Compensi nella società che redige il bilancio		MBO 2021						€ 124.971	
(I) Compensi nella società che redige il bilancio		MBO 2020						€ 31.821	
(I) Compensi nella società che redige il bilancio		MBO 2019						€ 20.539	
(I) Compensi nella società che redige il bilancio		MBO 2018					€ 43.139		
(II) Compensi da controllate e collegate									
(III) Totale			**€ 174.381**	**€ 217.977**			**€ 119.639**	**€ 292.082**	
Dirigenti con responsabilità strategiche									
(I) Compensi nella società che redige il bilancio		MBO 2023	€ 3.438.979	€ 272.417	3 / 5 anni				
(I) Compensi nella società che redige il bilancio		MBO 2022					€ 103.516	€ 143.591	
(I) Compensi nella società che redige il bilancio		MBO 2021					€ 30.788	€ 86.187	
(I) Compensi nella società che redige il bilancio		MBO 2020					€ 6.412		
(I) Compensi nella società che redige il bilancio		MBO 2018					€ 28.477		
(I) Compensi nella società che redige il bilancio		Piano ILT *Deliver* 2022						€ 1.134.506	
(I) Compensi nella società che redige il bilancio		*Piani ILT SdG Poste Italiane*		€ 456.000			€ 179.956	€ 611.174	
(II) Compensi da controllate e collegate			(1)	(2)			(3)	(4)	
(III) Totale			**€ 3.438.979**	**€ 728.417**			**€ 349.150**	**€ 1.975.457**	**€ -**

Note:

(1) Sono, inoltre, interamente riversati a Poste Italiane S.p.A. i compensi per particolari incarichi ricoperti nelle Società del Gruppo deliberati ex art. 2389 c.c. pari a un totale di € 95.202.

(2) Sono, inoltre, interamente riversati a Poste Italiane S.p.A. i compensi per particolari incarichi ricoperti nelle Società del Gruppo deliberati ex art. 2389 c.c. pari a un totale di € 279.468.

(3) Sono, inoltre, interamente riversati a Poste Italiane S.p.A. i compensi per particolari incarichi ricoperti nelle Società del Gruppo deliberati ex art. 2389 c.c. pari a un totale di € 127.984.

(4) Sono, inoltre, interamente riversati a Poste Italiane S.p.A. i compensi per particolari incarichi ricoperti nelle Società del Gruppo deliberati ex art. 2389 c.c. pari a un totale di € 404.737.

TABELLE INFORMATIVE – SCHEMA 7-*TER* CONSOB

TABELLA 1: PARTECIPAZIONI DEI COMPONENTI DEGLI ORGANI DI AMMINISTRAZIONE DI CONTROLLO E DEI DIRETTORI GENERALI

Nome e Cognome	Carica	Società partecipata	Numero azioni possedute a fine 2022	Numero azioni acquistate nel 2023(*)	Numero azioni vendute nel 2023	Numero azioni possedute a fine 2023	Titolo del possesso
Silvia Maria Rovere	Presidente (08/05/2023 - 31/12/2023)	POSTE ITALIANE S.P.A.	0	5.000	0	5.000	Proprietà
Maria Bianca Farina	Presidente (01/01/2023 - 08/05/2023)	POSTE ITALIANE S.P.A.	5.255	0	0	5.255(**)	Proprietà
Matteo Del Fante	Amministratore Delegato e Direttore Generale	POSTE ITALIANE S.P.A.	48.188	42.123	0	90.311	Proprietà
Roberto Rossi	Consigliere di Amministrazione (01/01/2023 - 08/05/2023)	POSTE ITALIANE S.P.A.	4.000	1.000	0	5.000(**)	Proprietà

(*) Sono incluse le azioni derivanti dalla consegna dei piani di incentivazione basati su strumenti finanziari di Poste Italiane.
(**) Informazioni fino al termine del mandato.

TABELLA 2: PARTECIPAZIONI DEI DIRIGENTI CON RESPONSABILITÀ STRATEGICHE

Numero Dirigenti con responsabilità strategiche	Società partecipata	Numero azioni possedute a fine 2022	Numero azioni acquistate nel 2023(*)	Numero azioni vendute nel 2023	Numero azioni possedute a fine 2023	Titolo del possesso
12	POSTE ITALIANE S.P.A.	91.551	83.398	52.809	122.140	Proprietà

(*) Sono incluse le azioni derivanti dalla consegna dei piani di incentivazione basati su strumenti finanziari di Poste Italiane.

ALLEGATO AI SENSI DELL'ART. 84-*BIS* DEL REGOLAMENTO EMITTENTI CONSOB

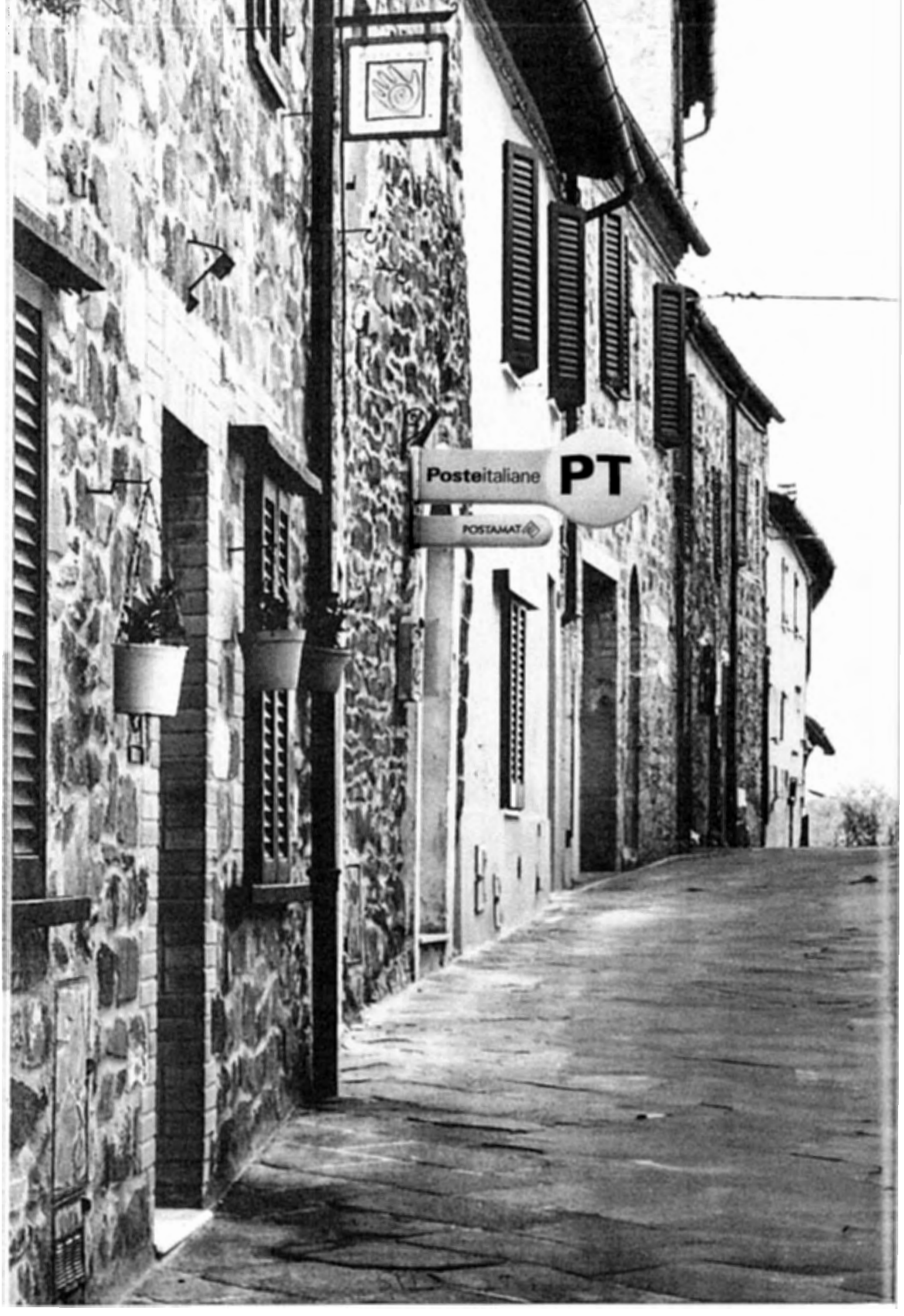
SISTEMA DI INCENTIVAZIONE A BREVE TERMINE 2023 ("MBO"):

		QUADRO 1						
		Strumenti finanziari diversi dalle *stock option*						
		Sezione 1 Strumenti relativi a piani, in corso di validità, approvati sulla base di precedenti delibere assembleari						
Nome e cognome o categoria	**Carica**	**Data della delibera assembleare**	**Tipologia degli strumenti finanziari**	**Numero strumenti finanziari**	**Data assegnazione**	**Eventuale prezzo di acquisto degli strumenti**	**Prezzo di mercato all'assegnazione**	**Periodo di *vesting***
Matteo Del Fante	**Direttore Generale (rapporto di lavoro dipendente)**	08/05/2023	*Azioni ordinarie di Poste Italiane S.p.A.*	44.856	19/03/2024		€ 10,6909[1]	5 anni
Dirigenti con responsabilità strategiche (n.2)		08/05/2023	*Azioni ordinarie di Poste Italiane S.p.A.*	29.214	19/03/2024		€ 10,6909[1]	4 / 5 anni
Altri Beneficiari *Risk Taker* (n.9)		08/05/2023	*Azioni ordinarie di Poste Italiane S.p.A.*	34.731	19/03/2024		€ 10,6909[1]	4 / 5 anni

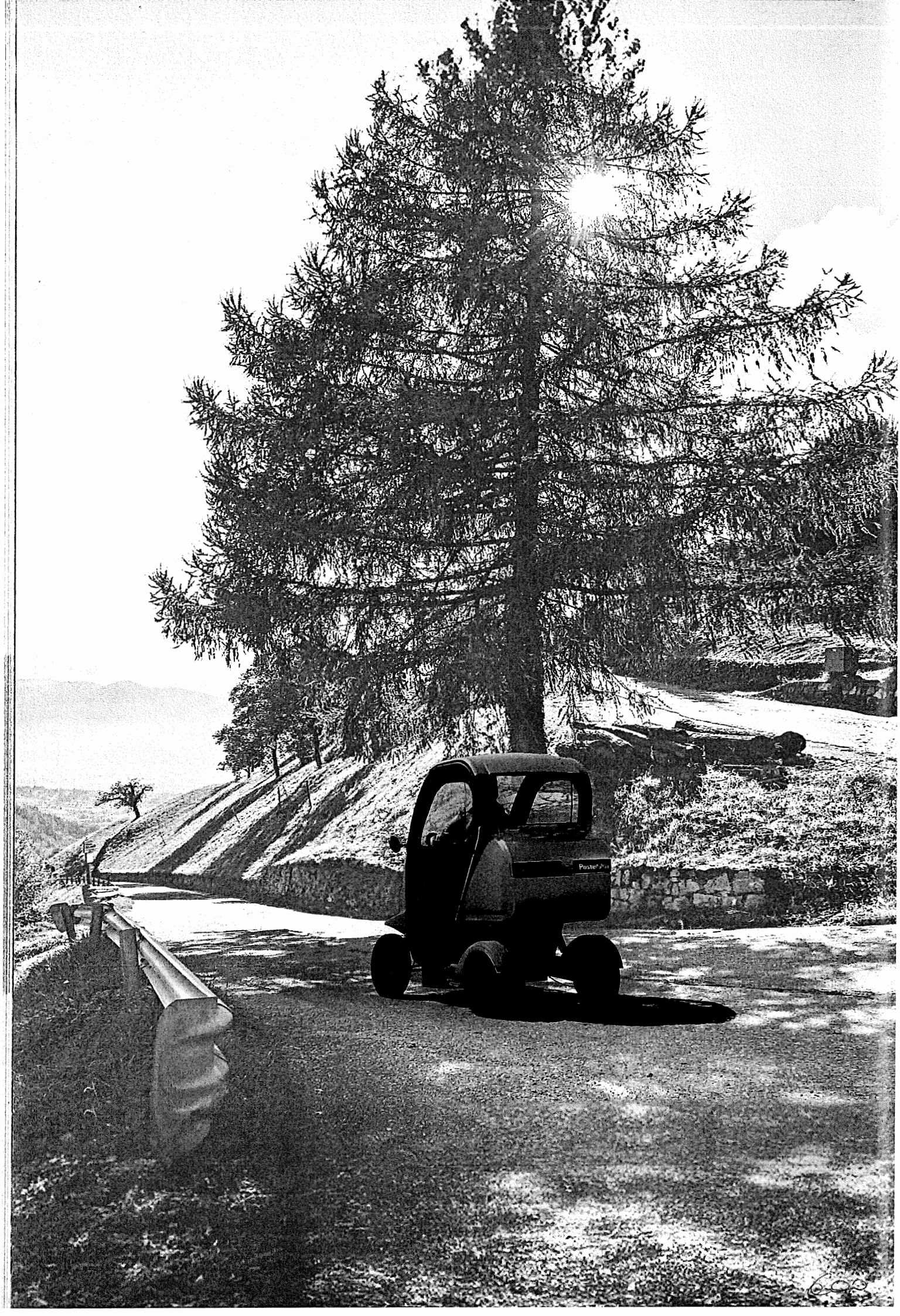
Note:
[1] Valore convenzionale stimato come media aritmetica dei prezzi dell'Azione di Poste Italiane rilevata nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data di assegnazione.

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04

Allegato: Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta



04 Allegato: Linee guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta

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Introduzione

Il presente Allegato ("*Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*" o "Linee Guida") – in coerenza con la "*Relazione sulla politica in materia di remunerazione 2024 e sui compensi corrisposti 2023*" di Poste Italiane S.p.A. (di seguito anche "Poste Italiane", "Società" o "Azienda") – definisce il sistema di remunerazione e incentivazione del personale di Poste Italiane impiegato nel Patrimonio BancoPosta (il "Patrimonio BancoPosta" o "BancoPosta") identificato attraverso le "*Linee Guida Identificazione del Personale più Rilevante riferito al Patrimonio BancoPosta*". Il suddetto sistema di remunerazione e incentivazione è allineato: (i) al modello di organizzazione e gestione del Patrimonio BancoPosta; (ii) all'assetto organizzativo vigente; (iii) a quanto previsto dallo Statuto della Società e dal Regolamento del Patrimonio BancoPosta. Le presenti Linee Guida sono coerenti con le disposizioni normative di vigilanza.

La Circolare Banca d'Italia n. 285/2013, Parte Quarta, Capitolo 1 "BancoPosta", ha reso applicabili a tale perimetro le disposizioni per le banche in materia di "*politiche e prassi di remunerazione e incentivazione*" contenute nella medesima Circolare e nelle *European Banking Authority (EBA) guidelines* ed *EBA Regulatory Technical Standards ("RTS")* tempo per tempo vigenti. BancoPosta, in linea con il requisito regolamentare, sottopone le proprie politiche di remunerazione e incentivazione all'Assemblea degli azionisti convocata per l'approvazione del Bilancio 2023.

Il presente documento è redatto, coerentemente con le previsioni regolamentari applicabili, con l'obiettivo di sottoporre all'Assemblea degli azionisti *"un'informativa chiara e completa sulle politiche e sulle prassi di remunerazione e incentivazione da adottare; essa mira a far comprendere: le ragioni, le finalità e le modalità di attuazione delle politiche di remunerazione, la loro neutralità rispetto al genere, il controllo svolto sulle medesime, le caratteristiche relative alla struttura dei compensi, la loro coerenza rispetto agli indirizzi e agli obiettivi definiti, la conformità alla normativa applicabile, le principali informazioni sul processo di identificazione del personale più rilevante e sui relativi esiti (ivi comprese quelle relative alle eventuali esclusioni), le eventuali modificazioni rispetto ai sistemi già approvati, l'evoluzione delle dinamiche retributive, anche rispetto al trend del settore"*.

Resta inteso che il presente documento è redatto anche ai sensi del D.Lgs. 58/1998 ("TUF") – art. 114-*bis* e 123-*ter* – e del "Regolamento Emittenti" – art. 84-*quater* –, per gli ambiti applicabili, in considerazione della quotazione di Poste Italiane S.p.A., cui il Patrimonio BancoPosta afferisce, sul Mercato Telematico Azionario (MTA).

Il documento si compone di due sezioni:

- *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta"*;
- informativa quali-quantitativa relativa all'applicazione delle *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2023 del Patrimonio BancoPosta".*

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1. Ambito normativo e di applicazione

1.1 Obiettivo del documento

Le "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*", in coerenza con la normativa in vigore e con la prima sezione della "*Relazione sulla politica in materia di remunerazione 2024 e sui compensi corrisposti 2023*" di Poste Italiane, definiscono i sistemi di remunerazione e incentivazione per il personale del Patrimonio BancoPosta, coerentemente con le strategie, gli obiettivi ed i risultati aziendali di lungo periodo e con il quadro di riferimento per la determinazione della propensione al rischio. In tale ambito, le presenti Linee Guida assicurano, in particolare, che la componente variabile della remunerazione sia sostenibile rispetto alla situazione economico-finanziaria del Patrimonio BancoPosta e che non ne limiti la capacità di mantenere o di raggiungere un adeguato livello di patrimonializzazione e di liquidità.

1.2 Ambito normativo di riferimento

Poste Italiane S.p.A. esercita le attività di BancoPosta – come disciplinate dal D.P.R. 14 marzo 2001 n. 144 e s.m.i. – attraverso il patrimonio destinato, denominato Patrimonio BancoPosta, costituito dall'Assemblea straordinaria della Società con delibera del 14 aprile 2011, in attuazione dell'art. 2, commi 17-*octies* e ss. del D.L. 29 dicembre 2010 n. 225, convertito con modificazioni dalla legge 26 febbraio 2011 n. 10. L'Assemblea, nella stessa seduta, ha anche approvato il Regolamento del Patrimonio BancoPosta. Il Patrimonio BancoPosta, separato dal patrimonio di Poste Italiane, costituisce un compendio di beni e rapporti giuridici destinato esclusivamente al soddisfacimento delle obbligazioni sorte nell'ambito dell'esercizio delle attività di BancoPosta e rappresenta il parametro di applicazione degli istituti di vigilanza prudenziale della Banca d'Italia riferiti a tali attività.

La Banca d'Italia, il 27 maggio 2014, ha emanato Disposizioni di Vigilanza per BancoPosta (Parte IV, Cap. I, "BancoPosta" della Circolare n. 285/2013 "Disposizioni di Vigilanza prudenziale per le banche") che, tenuto conto delle peculiarità normative e operative dell'attività di BancoPosta e della Società Poste Italiane S.p.A., hanno reso applicabile a BancoPosta la disciplina prudenziale delle banche, tra cui, in particolare, la normativa in tema di governo societario delle banche (Parte Prima, Titolo IV, Capitolo I "Governo societario" della Circolare sopra richiamata) e la disciplina in materia di politiche di remunerazione e incentivazione (Parte Prima, Titolo IV, Capitolo 2 "Politiche e prassi di remunerazione e incentivazione" della Circolare sopra richiamata).

Con riferimento ai principi, criteri e previsioni disciplinati nella citata Circolare, il Patrimonio BancoPosta si configura come intermediario a medio-alta complessità, in considerazione delle peculiarità organizzative e di *business* in cui opera. Le presenti Linee Guida sono redatte in conformità con il 37° aggiornamento della citata Circolare 285 emesso in data 24 novembre 2021[1] volto a trasporre nel quadro regolamentare italiano la nuova disciplina introdotta con la V iterazione della CRD.

In particolare, si evidenzia che le previsioni introdotte dal 37° aggiornamento della Circolare 285 del 24 novembre 2021 in tema di soglia di materialità, differimento minimo e principio di neutralità di genere delle politiche di remunerazione erano state già adottate a partire dalle Linee Guida per il 2021.

1. La Circolare n. 285/2013 con il 37° aggiornamento emesso in data 24 novembre 2021, ha recepito le novità introdotte dalla Direttiva (UE) 2019/878 (c.d. CRD V) che, modifica la direttiva 2013/36/UE per quanto riguarda le entità esentate, le società di partecipazione finanziaria, le società di partecipazione finanziaria mista, la remunerazione, le misure e i poteri di vigilanza e le misure di conservazione del capitale. Tale aggiornamento deriva dalla necessità di adeguamento al Regolamento Delegato (UE) 2021/923 della Commissione del 25 marzo 2021, che integra la direttiva 2013/36/UE, con nuove "norme tecniche di regolamentazione" (*Regulatory Technical Standards* – RTS).

La politica di remunerazione e incentivazione, pertanto, è predisposta coerentemente con la Relazione finale sugli orientamenti per sane politiche di remunerazione elaborata dall'*European Banking Authority* (di seguito "EBA") il 2 luglio 2021 e le disposizioni di vigilanza in materia di "politiche e prassi di remunerazione e incentivazione", identificando quale riferimento le previsioni più stringenti della regolamentazione previste per intermediari comparabili a BancoPosta, disciplinate nella Circolare stessa, aggiornata da Banca d'Italia il 18 novembre 2014, in recepimento delle previsioni contenute nella direttiva europea 2013/36/UE ("CRD IV") e nel XXV aggiornamento del 23 ottobre 2018 in recepimento degli indirizzi elaborati tempo per tempo in ambito internazionale (EBA e FSB/*Financial Stability Board*).

Rilevano in particolare, con riferimento agli indirizzi elaborati in sede europea e internazionale:

- la Direttiva (UE) n. 878/2019 del Parlamento Europeo e del Consiglio del 20 maggio 2019, che ha modificato la precedente Direttiva 2013/36/UE, sull'accesso all'attività degli enti creditizi e sulla vigilanza prudenziale sugli enti creditizi e sulle imprese di investimento (cosiddetta CRD V); tali elementi sono stati recepiti dall'Autorità di Vigilanza nella Circolare 285/13 e dal legislatore nazionale tramite il D.lgs. 182/2021;
- Regolamento Delegato UE 2021/923 della Commissione del 25 marzo 2021 contenente le "norme tecniche di regolamentazione" (*Regulatory Technical Standards – RTS*), che stabiliscono i criteri per definire le responsabilità manageriali, le funzioni di controllo, l'unità operativa/aziendale rilevante e l'impatto significativo sul profilo di rischio dell'unità operativa/aziendale in questione, e i criteri qualitativi e quantitativi per individuare i membri del personale o le categorie di personale le cui attività professionali hanno un impatto sul profilo di rischio dell'ente;
- il Regolamento (UE) n. 575/2013 del Parlamento Europeo e del Consiglio d'Europa relativo ai requisiti prudenziali e comprensivo di regole specifiche in tema di informativa circa l'attuazione delle politiche di remunerazione e le Linee guida EBA in materia di Orientamenti per sane politiche di remunerazione ai sensi dell'articolo 74, paragrafo 3, e dell'articolo 75, paragrafo 2, della direttiva 2013/36/UE del 2 luglio 2021);
- il provvedimento Banca d'Italia sulla "Trasparenza delle operazioni e dei servizi bancari e finanziari – Correttezza delle relazioni tra intermediari e clienti" del 19 marzo 2019, Sezione XI, art. 2-*quater* relativo alle politiche e prassi di remunerazione del personale e dei terzi addetti alla rete di vendita;
- il Regolamento (UE) n. 2088/2019 del Parlamento Europeo e del Consiglio del 27 novembre 2019 relativo all'informativa sulla sostenibilità nel settore dei servizi finanziari, efficace dal 10 marzo 2021 (informativa circa l'integrazione dei rischi di sostenibilità nelle politiche di remunerazione);
- gli Orientamenti ESMA 35-43-3565 del 03/04/2023 relativi a taluni aspetti dei requisiti in materia di retribuzione della MiFID II, che mirano a garantire l'applicazione uniforme e coerente dei requisiti in materia di retribuzione – nonché dei requisiti in materia di conflitti di interesse – ai sensi della MiFID II.

Le norme suindicate si devono considerare parte integrante delle regole sull'organizzazione e sul governo societario, inserendosi in un più ampio sistema normativo che comprende anche la disciplina specifica per le società quotate e per i servizi e le attività di investimento.

1.3 Ambito di applicazione

In considerazione della peculiarità del Patrimonio BancoPosta e delle sue relazioni con le funzioni di Poste Italiane, le politiche di remunerazione e incentivazione definite nel presente documento si applicano ai seguenti soggetti, relativamente alle attività dai medesimi poste in essere in relazione al Patrimonio BancoPosta:

- Consiglio di Amministrazione di Poste Italiane (Presidente, Amministratore Delegato, altri Amministratori);
- Collegio Sindacale di Poste Italiane;
- Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane;
- Responsabile della funzione BancoPosta;
- personale delle funzioni aziendali di controllo del Patrimonio BancoPosta;
- altro Personale più rilevante;
- restante personale della funzione BancoPosta non incluso nel Personale più rilevante.

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2. Governo e controllo delle politiche di remunerazione e incentivazione

Il processo di elaborazione delle politiche di remunerazione e incentivazione del Patrimonio BancoPosta prevede il coinvolgimento di più ruoli organizzativi, di seguito evidenziati:

- Assemblea degli azionisti di Poste Italiane;
- Consiglio di Amministrazione di Poste Italiane;
- Comitato Remunerazioni di Poste Italiane;
- Responsabile della funzione BancoPosta e i Responsabili delle funzioni *Risk Management*, *Compliance* e Revisione Interna del Patrimonio BancoPosta;
- Responsabile della funzione *HR Business Partner* Vigilate, nell'ambito della funzione Risorse Umane e Organizzazione di Poste Italiane (di seguito *HR Business Partner* Vigilate).

2.1 Ruolo dell'Assemblea degli azionisti

In particolare, l'Assemblea degli azionisti, con riguardo al Patrimonio BancoPosta, in coerenza con quanto definito con riferimento a Poste Italiane, approva:

- le politiche di remunerazione e incentivazione a favore dei componenti degli organi con funzione di supervisione strategica, gestione e controllo e del restante personale;
- i piani basati su strumenti finanziari;
- nell'ambito delle politiche di remunerazione e incentivazione di cui sopra, i criteri per la determinazione del compenso da accordare in caso di conclusione anticipata del rapporto di lavoro o di cessazione anticipata dalla carica, ivi compresi i limiti fissati a detto compenso in termini di annualità della remunerazione e l'ammontare massimo che deriva dalla loro applicazione.

In linea con le previsioni del Regolamento del Patrimonio BancoPosta, l'Assemblea degli azionisti può deliberare sull'eventuale proposta dell'organo con funzione di supervisione strategica di fissare un limite al rapporto tra la componente variabile e quella fissa della remunerazione individuale superiore a 1:1 e, in ogni caso, entro i limiti massimi definiti dalla regolamentazione applicabile. A tal proposito, si ricorda che l'Assemblea degli azionisti del 28 maggio 2021 ha approvato la proposta di innalzamento dell'incidenza massima della remunerazione variabile sulla remunerazione fissa dall'1:1 al 2:1, per alcune categorie appartenenti al Personale più rilevante del Patrimonio BancoPosta.

2.2 Ruolo del Consiglio di Amministrazione

Il Consiglio di Amministrazione di Poste Italiane su proposta del Comitato Remunerazioni, sentito il Comitato Controllo e Rischi, per quanto di competenza, tra l'altro:

- elabora le *"Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta"* da sottoporre, almeno su base annuale, all'approvazione dell'Assemblea;
- definisce i sistemi di remunerazione e incentivazione nei confronti dei *Material Risk Takers* (o Personale più rilevante), come identificati dalla Società, in base a quanto previsto dalle Disposizioni di Vigilanza;

- approva le Linee Guida di identificazione del Personale più rilevante e il relativo perimetro dei *Material Risk Takers*;
- monitora, con il supporto del Comitato Remunerazioni, la neutralità delle politiche di remunerazione rispetto al genere e sottopone a verifica il divario retributivo di genere (*gender pay gap*) e la sua evoluzione nel tempo.

In particolare, spetta al Consiglio di Amministrazione, su proposta del Comitato Remunerazioni e coerentemente con i compiti definiti nel Regolamento del Comitato stesso, la decisione concernente la remunerazione dell'AD, del Responsabile della funzione BancoPosta e la retribuzione del Dirigente Preposto alla redazione dei documenti contabili societari.

2.3 Ruolo del Comitato Remunerazioni

Composizione, mandato, poteri e modalità di funzionamento del Comitato Remunerazioni sono disciplinati da un apposito Regolamento, in coerenza con le previsioni al riguardo contenute nelle Disposizioni di Vigilanza.

Il Comitato Remunerazioni di Poste Italiane, istituito anche ai sensi degli artt. 95 e 109 della CRD, risulta attualmente composto da tre Amministratori non esecutivi, la maggioranza dei quali (tra cui il Presidente) in possesso dei requisiti di indipendenza[2] di cui (i) all'articolo 2, Raccomandazione 7, del Codice di *Corporate Governance* delle società quotate, e (ii) all'articolo 148, comma 3, del TUF (nonché di cui alla disciplina prudenziale di settore bancaria), nel novero dei quali è assicurata la presenza del necessario numero di componenti in possesso di un'adeguata conoscenza, competenza ed esperienza, valutata dal Consiglio di Amministrazione al momento della nomina, in materia finanziaria o di politiche retributive e di gestione del rischio, capitale e liquidità.

Alle riunioni del Comitato partecipa il Collegio Sindacale e inoltre, di regola, per gli argomenti relativi all'esercizio delle attività del Patrimonio BancoPosta, il Responsabile della funzione *Risk Management* di BancoPosta.

Su invito del Presidente partecipano altri componenti del Consiglio di Amministrazione, il Responsabile BancoPosta ovvero soggetti terzi, la cui presenza possa risultare di ausilio al migliore svolgimento delle funzioni del Comitato stesso.

In coerenza con le citate disposizioni, all'interno del Consiglio di Amministrazione di Poste Italiane, il Comitato Remunerazioni ha compiti consultivi e propositivi in materia di sistemi di remunerazione e incentivazione.

Allo stato dell'arte, con riferimento all'esercizio delle attività relative al Patrimonio BancoPosta, il Comitato Remunerazioni:
- ha compiti di proposta nei confronti del Consiglio di Amministrazione in merito alla indicazione dei sistemi di remunerazione e incentivazione dei ruoli apicali come identificati dalla Società, in base a quanto previsto dalle Disposizioni di Vigilanza, nonché dei compensi del Responsabile BancoPosta;
- ha compiti consultivi nei confronti del Consiglio di Amministrazione in materia di determinazione dei criteri per la remunerazione di tutto il personale "più rilevante", identificato come tale in base a quanto previsto dalle Disposizioni di Vigilanza;
- vigila direttamente sulla corretta applicazione delle regole relative alla remunerazione dei responsabili delle funzioni di controllo di BancoPosta, in stretto raccordo con il Collegio Sindacale;
- cura la preparazione della documentazione da sottoporre al Consiglio di Amministrazione per le relative decisioni;
- collabora con il Comitato Controllo e Rischi ed il Comitato Nomine e *Corporate Governance*, costituiti nell'ambito del Consiglio di Amministrazione;
- assicura il coinvolgimento delle funzioni aziendali competenti nel processo di elaborazione e controllo delle politiche e prassi di remunerazione;
- si esprime, anche avvalendosi delle informazioni ricevute dalle competenti funzioni aziendali, sul raggiungimento degli obiettivi di *performance* cui sono legati i piani d'incentivazione e sull'accertamento delle altre condizioni poste per l'erogazione dei compensi;
- fornisce adeguato riscontro sull'attività da esso svolta agli organi aziendali, compresa l'Assemblea;
- supporta il Consiglio di Amministrazione nell'analisi delle politiche di remunerazione di BancoPosta con riguardo, in particolare, al divario retributivo in base alle mansioni del personale (*Material Risk Takers*, altro personale e membri degli organi) e rispetto al genere (*gender pay gap*), nonché nella verifica della loro evoluzione nel tempo;
- svolge gli ulteriori compiti che gli vengono attribuiti dal Consiglio di Amministrazione.

2. In tal senso si faccia riferimento anche gli Orientamenti per sane politiche di remunerazione ai sensi della direttiva 2013/36/UE emanate da EBA il 2 luglio 2021.

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Il Comitato, attraverso il suo Presidente, riferisce al Consiglio di Amministrazione in merito alle attività svolte dal Comitato ogni qualvolta lo ritenga necessario.

Il Comitato ha facoltà di accesso (nei limiti dei compiti a esso attribuiti) alle informazioni e alle funzioni aziendali necessarie per lo svolgimento dei propri compiti e può avvalersi di consulenti ed esperti esterni a spese della Società, nei limiti del *budget* complessivo approvato dal Consiglio di Amministrazione per tutti i Comitati.

2.4 Compiti e responsabilità delle altre funzioni coinvolte

Le seguenti funzioni, secondo le rispettive competenze, apportano il proprio contributo al processo di determinazione delle politiche di remunerazione e incentivazione e al processo di identificazione del Personale più rilevante. Esse assicurano la costante adeguatezza alla normativa di riferimento e il corretto funzionamento delle politiche e delle prassi adottate.

Il **Responsabile della funzione BancoPosta** d'intesa con l'Amministratore Delegato formula, avvalendosi del supporto delle funzioni interne e della funzione *HR Business Partner* Vigilate, le indicazioni per l'elaborazione delle politiche di remunerazione e d'incentivazione BancoPosta, che vengono presentate al Comitato Remunerazioni. Restano salve le competenze già evidenziate proprie dell'Assemblea degli azionisti e del Consiglio di Amministrazione.

Il **Responsabile della funzione BancoPosta** assicura, inoltre, la verifica e l'attuazione delle "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*" attraverso il supporto di seguito indicato.

La **funzione *HR Business Partner* Vigilate**, attivata dal Responsabile BancoPosta, supporta il processo di formulazione della proposta delle "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*" – avvalendosi del contributo di specifiche funzioni in ambito Risorse Umane e Organizzazione in coerenza con quanto previsto dal Disciplinare Esecutivo in essere (Funzione Essenziale o Importante) – garantendo l'allineamento con le politiche di remunerazione e incentivazione della Società.

La **funzione *Compliance*** verifica la coerenza e l'adeguatezza delle "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*" e degli obiettivi assegnati rispetto a quanto indicato dalla normativa di riferimento e dal Regolamento del Patrimonio BancoPosta.

La **funzione *Risk Management***, con il supporto della struttura Amministrazione, Pianificazione e Controllo di BancoPosta, contribuisce alla definizione degli indicatori economico-finanziari corretti per il rischio da inserire nei sistemi d'incentivazione, in linea con la situazione di patrimonializzazione e di liquidità del Patrimonio BancoPosta, i rischi assunti nel corso delle sue attività e i livelli di *performance* raggiunti e, conseguentemente, fornisce al Comitato Remunerazioni le informazioni che il Comitato stesso ritiene necessarie per garantire la coerenza con il *Risk Appetite Framework* ("RAF") del Patrimonio BancoPosta in linea con le indicazioni presenti nelle Disposizioni di Vigilanza emanate da Banca d'Italia. Il Responsabile della funzione *Risk Management* è, pertanto, invitato alle riunioni del Comitato Remunerazioni laddove siano trattate tematiche con un impatto sulla gestione del rischio e sui livelli di patrimonializzazione e di liquidità del Patrimonio BancoPosta.

La **funzione Revisione Interna** verifica, con cadenza almeno annuale, la rispondenza delle Linee Guida approvate alle prassi di remunerazione e alla normativa di riferimento. Ha la responsabilità di segnalare le eventuali anomalie agli organi aziendali e alle funzioni competenti, in maniera tale da consentire l'adozione delle misure correttive considerate necessarie. Gli esiti della verifica condotta sono portati annualmente a conoscenza dell'Assemblea degli azionisti.

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2.5 Processo di determinazione e di controllo delle Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta: sintesi

Il processo decisionale per la definizione delle *"Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta"* prevede il seguente *iter*:

- il **Responsabile della funzione BancoPosta**, con il supporto della funzione *HR Business Partner* Vigilate, formula le indicazioni per l'elaborazione delle *"Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta"*. Tali indicazioni, validate dalle funzioni *Compliance* e *Risk Management*, al fine di accertarne rispettivamente la conformità alla normativa e alle politiche di governo e di gestione del rischio, vengono sottoposte, d'intesa con l'Amministratore Delegato, al Comitato Remunerazioni;
- il **Comitato Remunerazioni** ha il ruolo di svolgere le specifiche funzioni di supporto al Consiglio di Amministrazione, ad esso assegnate dalle Disposizioni di Vigilanza emanate da Banca d'Italia. La composizione, i compiti e il funzionamento del Comitato Remunerazioni sono disciplinati in dettaglio dal relativo regolamento organizzativo;
- il **Comitato Controllo e Rischi** accerta che gli incentivi sottesi al sistema di remunerazione e incentivazione del Patrimonio BancoPosta siano coerenti con il *Risk Appetite Framework* del Patrimonio stesso – sia *ex ante* sia *ex post* – anche sulla base dell'informativa ricevuta dal Responsabile della funzione *Risk Management*. Si segnala, inoltre, che il **Comitato Parti Correlate e Soggetti Collegati**, in linea con quanto al riguardo previsto dalla *"Linea Guida Gestione delle operazioni con Parti Correlate e Soggetti Collegati"* adottata da Poste Italiane, esprime il proprio parere sulle deliberazioni in materia di remunerazioni, qualora le stesse non siano conformi alle *"Linee Guida in materia di remunerazione e incentivazione del Patrimonio BancoPosta"* di volta in volta in essere relativamente ai Dirigenti con responsabilità strategiche;
- il **Consiglio di Amministrazione** sottopone all'Assemblea degli azionisti e riesamina, con cadenza almeno annuale, le *"Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta"* (con particolare riferimento alle disposizioni relative al Personale più rilevante) ed è responsabile della loro corretta attuazione. Si può avvalere dei pareri emessi dalle funzioni suddette, dal Comitato Remunerazioni e dal Comitato Controllo e Rischi, purché sia garantita la coerenza con le politiche della Società e con le scelte complessive del Patrimonio BancoPosta in termini di assunzione di rischi, strategie, obiettivi di lungo periodo, assetto di governo societario e dei controlli interni. Presidente e Amministratore Delegato si astengono dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito;
- **l'Assemblea degli azionisti**, a conclusione del processo descritto, approva le *"Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta"*;
- con frequenza almeno annuale, la **funzione Revisione Interna** verifica la rispondenza delle Linee Guida approvate alle prassi di remunerazione, così come definito nel paragrafo *"2.4 Compiti e responsabilità delle altre funzioni coinvolte"*, e alla normativa. Il risultato della verifica viene portato a conoscenza degli organi e delle funzioni competenti per l'adozione di eventuali misure correttive.

2.6 Identificazione del Personale più rilevante – *Material Risk Takers*

Con riferimento alle attività del Patrimonio BancoPosta, alcune posizioni di responsabilità e i relativi titolari sono identificati come Personale più rilevante (*Material Risk Takers, Risk Takers o MRTs*) in quanto l'attività svolta ha o può avere un impatto sostanziale sul profilo di rischio del Patrimonio BancoPosta.

Il processo di individuazione dei MRTs è basato sull'analisi puntuale delle posizioni di responsabilità all'interno dell'organizzazione al fine di valutarne la rilevanza in termini di assunzione di rischi.

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L'analisi viene condotta sulla base di quanto disciplinato nelle "*Linee Guida di identificazione del Personale più rilevante riferito al Patrimonio BancoPosta*" e ai sensi della normativa vigente[3]. Le "*Linee Guida di identificazione del Personale più rilevante riferito al Patrimonio BancoPosta*" sono state, da ultimo, aggiornate e approvate dal Consiglio di Amministrazione nella sua adunanza del 18 aprile 2024.

L'analisi viene effettuata almeno due volte l'anno, una in occasione della definizione delle "*Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta*", e l'altra – di norma – nel mese di ottobre.

Tuttavia, il perimetro dei MRTs può essere aggiornato anche in corso d'anno, coerentemente con le previsioni delle linee guida EBA, al fine di assicurare che sia identificato nel perimetro chiunque abbia ricoperto un ruolo con impatto rilevante sui rischi del Patrimonio BancoPosta.

Di seguito sono descritte le fasi principali del processo di identificazione dei *Material Risk Takers* adottato da BancoPosta, nello specifico:

FIGURA 1. FASI DEL PROCESSO DI IDENTIFICAZIONE DEL PERSONALE PIÙ RILEVANTE



Si ricorda che il processo di identificazione dei MRTs di seguito descritto prevede il coinvolgimento di più ruoli organizzativi:

- il Consiglio di Amministrazione approva il processo di identificazione; assicura che tale processo sia condotto nel continuo per identificare i *MRTs,* coerentemente con le previsioni delle linee guida EBA, al fine di assicurare che sia identificato nel perimetro chiunque abbia ricoperto un ruolo con impatto rilevante sui rischi del Patrimonio BancoPosta. Inoltre, approva gli esiti dell'eventuale processo di esclusione e ne rivede periodicamente i relativi criteri;
- il Comitato Remunerazioni si esprime, sentito il Comitato Controllo e Rischi e avvalendosi del contributo della funzione *Risk Management*, sugli esiti del processo di identificazione ivi comprese le eventuali esclusioni di individui identificati dai criteri quantitativi;
- il Responsabile BancoPosta, per il tramite della funzione *Risk Management*, avvia il processo di identificazione del Personale più rilevante, attivando i contributi delle funzioni *HR Business Partner Vigilate* e *Compliance*.

Il processo di identificazione dei *Material Risk Takers* di BancoPosta, relativamente alla **Fase 1 – Identificazione diretta dei *Risk Takers***, è riconducibile ad una identificazione sulla base dei requisiti qualitativi indicati dalla Circolare 285/13 Parte I Titolo IV, capitolo 2, Sezione 1, paragrafo 6 e dal Regolamento Delegato (UE) 2021/923 della Commissione del 25 marzo 2021, descritti nelle "*Linee Guida Identificazione del Personale più Rilevante riferito al Patrimonio BancoPosta*".

In particolare, la normativa prevede che l'identificazione in questione avvenga includendo alcuni soggetti specifici, secondo i seguenti criteri:

- tutti i membri dell'organo con funzione di supervisione strategica e di gestione e l'alta dirigenza[4];
- tutti membri del personale con responsabilità manageriali[5] sulle funzioni di controllo o sulle unità operative/aziendali rilevanti dell'ente[6];

3. Direttiva (UE) 2019/878 recepita nell'ordinamento italiano con l'art. 10 della Legge del 22 aprile 2021 n. 53.
Disposizioni di Vigilanza per le Banche, Parte Prima, Titolo IV, Capitolo 2 "Politiche e Prassi di Remunerazione ed Incentivazione; Regolamento Delegato (UE) 2021/923 della Commissione del 25 marzo 2021 che sostituiscono il Regolamento Delegato (UE) n. 604/2014 precedentemente vigente.
4. Cfr. Circolare 285/12, Parte Prima, Titolo IV – Capitolo 2 – Sezione I – Par. 6 "Identificazione del "personale più rilevante" e art. 92, paragrafo 3 lettera a, direttiva 2013/36/UE (CRD IV) come modificati dalla direttiva 2019/878/UE. Per un dettaglio maggiore si rimanda al testo della Direttiva.
5. Ai sensi dell'art. 1 del Reg. UE 923/2021 si intendono soggetti con Responsabilità Manageriali coloro che: a) sono a capo di un'unità operativa o di una funzione di controllo e rispondono direttamente all'organo di gestione nel suo complesso o a un suo membro, o all'alta dirigenza.
6. Cfr. Circolare 285/12, Parte Prima, Titolo IV – Capitolo 2 – Sezione I – Par. 6 "Identificazione del "personale più rilevante" e art. 92, paragrafo 3 lettera b, direttiva 2013/36/UE (CRD IV) come modificati dalla direttiva 2019/878/UE. Per un dettaglio maggiore si rimanda al testo della Direttiva.

- il membro del personale che ha responsabilità manageriali per quanto riguarda determinati ambiti[7] (gli affari giuridici; la solidità delle politiche e delle procedure contabili; le finanze, compresa la fiscalità e il *budgeting*; l'esecuzione di analisi economiche; la prevenzione del riciclaggio e del finanziamento del terrorismo; le risorse umane; lo sviluppo o l'attuazione della politica di remunerazione; le tecnologie dell'informazione; la sicurezza delle informazioni; la gestione degli accordi di esternalizzazione di funzioni essenziali o importanti di cui all'articolo 30, paragrafo 1, del regolamento delegato (UE) 2017/565 della Commissione);
- il membro del personale che ha responsabilità manageriali per una delle categorie di rischio di cui agli articoli da 79 a 87 della direttiva 2013/36/UE o è membro con diritto di voto di un comitato responsabile della gestione di una delle categorie di rischio di cui ai suddetti articoli[8];
- il membro del personale che, in relazione alle esposizioni al rischio di credito di importo nominale per operazione corrispondente allo 0,5% del capitale primario di classe 1 dell'ente e pari ad almeno 5 milioni di euro, ha il potere di adottare, approvare o porre il veto su decisioni riguardanti tali esposizioni al rischio di credito oppure è membro con diritto di voto di un comitato che ha il potere di prendere le decisioni di cui alla presente lettera[9];
- il membro del personale che ha il potere di approvare o vietare l'introduzione di nuovi prodotti o è membro di un comitato che ha il potere di farlo[10].

Relativamente alla **Fase 2 – Applicazione criteri quantitativi**, la normativa nazionale e comunitaria di riferimento, come sopra identificata, in aggiunta ai criteri cosiddetti qualitativi di cui alla Fase 1 – Identificazione diretta dei *Risk Takers*, intende considerare rilevanti i membri del Personale BancoPosta che soddisfino uno o più dei criteri quantitativi distintamente previsti dalle normative applicabili.

In particolare, sono identificati:
- i membri del personale BancoPosta che hanno avuto diritto a una remunerazione significativa nell'esercizio precedente, purché siano rispettate le condizioni seguenti[11]:
  i) la remunerazione del membro del personale BancoPosta è pari o superiore a 500.000 euro e pari o superiore alla remunerazione media corrisposta ai membri dell'organo di gestione e dell'alta dirigenza dell'ente di cui alla lettera a)[12];
  ii) il membro del personale BancoPosta svolge l'attività professionale all'interno di un'unità operativa/aziendale rilevante e l'attività è tale da avere un impatto significativo sul profilo di rischio della pertinente unità operativa/aziendale;
- i membri del personale BancoPosta ai quali è stata attribuita una retribuzione complessiva pari o superiore a 750.000 euro nell'esercizio finanziario precedente o per tale esercizio[13].

Attraverso l'analisi sopra descritta basata sui sopra richiamati criteri qualitativi e quantitativi, viene definito il perimetro complessivo dei Material Risk Takers del Patrimonio BancoPosta.

Qualora BancoPosta, in relazione ai soli MRTs identificati in base ai criteri quantitativi, ritenga di poter legittimamente escludere uno o più soggetti identificati, l'eventuale esclusione, seguirà il processo di seguito descritto, in conformità con quanto previsto dalla Circolare 285/2013 (**Fase 3 – Procedimento per l'esclusione del Personale più rilevante**).

In particolare, il Responsabile di Risk Management, sentito il Responsabile BancoPosta, stabilisce che le attività professionali del membro del Personale BancoPosta oggetto di esclusione, non hanno un impatto sostanziale sul profilo di rischio dell'ente, perché il membro o la categoria di Personale di cui fa parte :
a. esercita attività professionali e ha poteri solamente in un'unità operativa/aziendale che non è rilevante o
b. non ha alcun impatto sostanziale sul profilo di rischio di un'unità operativa/aziendale rilevante tramite le attività professionali svolte[14].

Al riguardo si specifica che BancoPosta ha sviluppato una metodologia finalizzata alla verifica dell'effettiva capacità del personale di incidere sui rischi del Patrimonio BancoPosta e dunque a valutare la corretta attuazione del processo di esclusione del soggetto.

7. Cfr. art. 5, lettera a, del Regolamento (UE) 2021/923 della Commissione del 25 marzo 2021. Per un dettaglio maggiore si rimanda al testo del Regolamento.
8. Cfr. art. 5, lettera b, del Regolamento (UE) 2021/923 della Commissione del 25 marzo 2021. Per un dettaglio maggiore si rimanda al testo del Regolamento.
9. Cfr. art. 5, lettera c, del Regolamento (UE) 2021/923 della Commissione del 25 marzo 2021. Per un dettaglio maggiore si rimanda al testo del Regolamento.
10. Cfr. art. 5, lettera f, del Regolamento (UE) 2021/923 della Commissione del 25 marzo 2021. Per un dettaglio maggiore si rimanda al testo del Regolamento.
11. Cfr. art. 92, paragrafo 3 lettera c, direttiva 2013/36/UE (CRD IV) come modificati dalla direttiva 2019/878/UE. Per un dettaglio maggiore si rimanda al testo della Direttiva.
12. Cfr. art. 92, paragrafo 3 lettera a, direttiva 2013/36/UE (CRD IV) come modificati dalla direttiva 2019/878/UE. Per un dettaglio maggiore si rimanda al testo della Direttiva.
13. Cfr. art. 6 del Regolamento (UE) 2021/923 della Commissione del 25 marzo 2021, per il testo completo.
14. Tale condizione è valutata sulla base di criteri oggettivi, che tengano conto di tutti gli indicatori di rischio e di *performance* pertinenti utilizzati dall'ente per l'identificazione, la gestione e la sorveglianza dei rischi a norma dell'articolo 74 della direttiva 2013/36/UE, e sulla base dei doveri e dei poteri del membro del Personale o della categoria di Personale e del loro impatto sul profilo di rischio dell'ente rispetto all'impatto delle attività professionali dei membri del Personale individuati in base ai criteri qualitativi.

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In particolare, la metodologia consta di due dimensioni applicative: una dimensione organizzativa, che tiene conto della capacità di indirizzo organizzativo del ruolo e dei poteri delegati al titolare, attribuendo uno specifico *score* in relazione ad ogni razionale considerato e una dimensione di rischio, che tiene conto degli specifici pesi attribuiti a ciascuna tipologia di rischio considerata[15].

Nel caso in cui l'esclusione riguardi personale identificato come rilevante per i criteri quantitativi riferibili al Regolamento (UE) 2021/923, come descritti precedentemente, è necessario procedere tempestivamente – e in ogni caso entro sei mesi dalla chiusura dell'esercizio precedente – alla presentazione di una istanza di autorizzazione preventiva[16] all'esclusione di cui all'articolo 6, paragrafo 3, del Regolamento delegato (UE) n. 923/2021.

L'applicazione del processo descritto, così come approvato dal C.d.A. del 18 aprile 2024, ha portato all'identificazione di 44 MRTs.

In particolare, la Fase 1 ha portato all'identificazione come MRTs di 45 posizioni e all'inclusione di 44 relativi soggetti all'interno del perimetro (una delle posizioni da MRTs è ricoperta ad interim), come di seguito indicato:

- i componenti del Consiglio di Amministrazione di Poste Italiane tra cui l'Amministratore Delegato;
- il Dirigente Preposto alla redazione dei documenti contabili di Poste Italiane;
- il Responsabile della funzione BancoPosta;
- i Responsabili delle funzioni istituite a diretto riporto del Responsabile BancoPosta, che al momento della stesura del presente documento, sono: *Marketing Privati; Marketing Imprese e Pubblica Amministrazione; Marketing Premium e Private, Processi di Funzionamento; Supporto Prodotti ai Canali; Amministrazione, Pianificazione e Controllo; Compliance; Risk Management; Revisione Interna; Segreteria Tecnica;*
- i Responsabili delle funzioni aziendali di controllo del Patrimonio BancoPosta (*Risk Management, Compliance* e *Revisione Interna*) e i loro diretti riporti;
- i Responsabili delle funzioni di *Business* (individuate come unità operative rilevanti, *Marketing Privati, Marketing Imprese e Pubblica Amministrazione e Marketing Premium e Private*) e i loro diretti riporti;
- i Responsabili di funzioni BancoPosta di II e III livello che si occupano di determinati ambiti di attività (*cfr.* criteri qualitativi sopra elencati).

L'applicazione dei criteri quantitativi[17] non ha portato a identificare ulteriore personale non già identificato come MRTs con l'applicazione dei criteri qualitativi della Fase 1.

Data l'evidenza emersa dall'analisi dei criteri quantitativi, BancoPosta, non ha attivato il processo di esclusione.

Rispetto al perimetro dei MRTs descritto nelle Linee Guida approvate dall'Assemblea degli azionisti 2023, il numero totale dei *Risk Takers* è incrementato di 4 unità in seguito ad una variazione di perimetro che risulta essenzialmente riconducibile a modifiche dell'assetto organizzativo su specifiche funzioni del Patrimonio BancoPosta, con avvicendamenti gestionali (oltre alla variazione nella composizione del C.d.A. che però non ha impattato sul numero totale dei *Risk Takers*).

15. Per maggiori dettagli sul processo di esclusione, cfr. "Linee Guida di identificazione del Personale più rilevante riferito al Patrimonio BancoPosta".
16. Tale istanza di autorizzazione, in conformità ai nuovi RTS stabiliti dal Regolamento (UE) 923/2021, non deve essere presentata con riferimento al personale la cui remunerazione complessiva sia compresa tra 500.000 e 750.000 euro lordi.
17. Per l'applicazione dei criteri quantitativi sono stati utilizzati: Remunerazione fissa per l'esercizio precedente; stima della Remunerazione variabile a breve e medio lungo termine il cui periodo di *performance* si è concluso al termine dell'esercizio precedente; eventuali erogazioni Una Tantum riferite all'esercizio precedente.

3. Elementi della politica di remunerazione e incentivazione

3.1 Componenti della remunerazione del Personale più rilevante

Principi generali

La remunerazione complessiva è definita in modo da risultare adeguata all'effettiva responsabilità e ai risultati conseguiti, nella certezza che corrette politiche di remunerazione e incentivazione consentano di incidere positivamente sui comportamenti del personale e di collegare gli obiettivi individuali con quelli strategici e di allineamento al rischio.

Il Personale più rilevante, secondo quanto prescritto dalle disposizioni di vigilanza emanate dalla Banca d'Italia, è tenuto a non avvalersi di strategie di copertura personale o di assicurazioni sulla retribuzione o su altri aspetti che possono alterare o inficiare gli effetti di allineamento al rischio insiti nei meccanismi della remunerazione variabile. Quanto sopra è confermato attraverso specifiche pattuizioni con il personale interessato.

La Remunerazione fissa

La remunerazione fissa, di natura stabile e definita sulla base di criteri prestabiliti – che non creano incentivi all'assunzione di rischi e non dipendono dalle *performance* del Patrimonio BancoPosta – è costituita da una componente monetaria ("retribuzione fissa") e da una componente "in natura" ("*benefit*"). Per il Responsabile *Risk Management*, per il Responsabile *Compliance* e per il Responsabile Revisione Interna sono riconosciute *Role Based Allowance* o Indennità di Ruolo.

La retribuzione fissa ricompensa il ruolo ricoperto e l'ampiezza delle responsabilità del personale, rispecchiando l'esperienza e le capacità richieste per ciascuna posizione, nonché il grado di eccellenza dimostrato e la qualità complessiva del contributo ai risultati del Patrimonio BancoPosta. La verifica dei livelli di adeguatezza avviene anche sulla base di valutazioni relative al mercato di riferimento. Si ricorda che periodicamente BancoPosta monitora l'evoluzione delle dinamiche retributive, anche rispetto al trend del settore.

Posto che l'approvazione delle *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta"* spetta all'Assemblea degli azionisti di Poste Italiane, la remunerazione fissa viene determinata con riferimento al perimetro specifico dei soggetti operanti nel Patrimonio BancoPosta e/o identificati come *Material Risk Taker*, come di seguito indicato:

- per l'Amministratore Delegato, si veda il relativo paragrafo 4.1.2;
- per il Responsabile della funzione BancoPosta e per il Dirigente Preposto alla redazione dei documenti contabili societari, dal Consiglio di Amministrazione su proposta del Comitato Remunerazioni;
- per il restante personale BancoPosta, dal Responsabile della funzione BancoPosta con il supporto della funzione *HR Business Partner* Vigilate.

I *benefit* sono definiti da una politica generale a livello di Gruppo Poste Italiane, articolata per categorie omogenee. I *benefit* rientrano nella remunerazione fissa in quanto sono disciplinati da specifiche linee guida che prevedono l'applicazione di criteri comuni rispetto alle complessità dei ruoli ricoperti e alle specifiche categorie di dipendenti. Tali componenti hanno natura stabile rispetto alla permanenza nella fascia manageriale o professionale di appartenenza, determinata e corrisposta sulla base di criteri prestabiliti e non discrezionali.

La Remunerazione variabile

La remunerazione variabile è direttamente collegata alle *performance* di BancoPosta nonché a quelle individuali del personale, tenuto conto dei rischi assunti nel corso dell'attività (può quindi ridursi sensibilmente, fino ad azzerarsi); la remunerazione variabile può essere assegnata o erogata a condizione che i livelli patrimoniali e di liquidità siano almeno pari ai limiti regolamentari tenendo anche conto del costo complessivo delle remunerazioni variabili stesse.

In conformità con quanto previsto dalle vigenti disposizioni normative e dalle politiche della Società, la componente variabile in favore del Personale più rilevante rispetta le seguenti caratteristiche:

(I) viene determinata attraverso l'utilizzo di indicatori di *performance*, è misurata tenendo conto del livello di rischio assunto ed è coerente con la propensione al rischio definita (*Risk Appetite Framework*) e con le politiche di governo e di gestione dei rischi adottate;

(II) viene sottoposta a meccanismi di correzione *ex-post* che, sulla base dei risultati conseguiti e dei comportamenti individuali, possono condurre a una riduzione, anche significativa, fino all'azzeramento o alla restituzione di quanto erogato, con riferimento alla remunerazione variabile stessa.

La remunerazione variabile è costituita dalle seguenti componenti:

- sistema di incentivazione a breve termine ("MBO"), con l'obiettivo di collegare la componente variabile della remunerazione ai risultati aziendali di breve periodo, nonché a quelli di funzione e a quelli individuali (prevedendo, inoltre, una stretta correlazione con la prestazione resa, anche con riferimento ai comportamenti attesi);
- sistema di incentivazione a lungo termine, Piano ILT *Performance Share* 2024-2026 interamente basato su diritti a ricevere Azioni, focalizzato su obiettivi di redditività, di creazione di Valore per gli azionisti e di natura ESG, con un orizzonte temporale di 3 anni, volto a massimizzare l'*execution* delle direttrici del Piano Strategico 2024-2028 – *"The Connecting Platform"*.

Inoltre, al fine di rafforzare l'allineamento con gli interessi degli azionisti, è prevista l'applicazione del meccanismo del *dividend equivalent*, che stabilisce, per tutte le quote azionarie soggette a *retention*, la consegna di un numero di Azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario, durante i periodi di retention, per le Azioni non ancora disponibili.

In linea con le previsioni normative, il Patrimonio BancoPosta ha provveduto a identificare il livello di remunerazione variabile che rappresenta il limite per considerare l'importo della remunerazione variabile come "particolarmente elevato", al cui conseguimento vengono applicate previsioni più stringenti con riferimento al differimento. A tal fine, il valore preso in considerazione è dato dal 25% della remunerazione complessiva media degli *high earners* italiani (risultante dal rapporto pubblicato dall'EBA del 2022, pari a € 1.740.044, il cui 25% corrisponde a € 435.011). Tale valore (€ 435.011), infatti, è inferiore al valore corrispondente a 10 volte la remunerazione complessiva media dei dipendenti di BancoPosta. Tale valutazione verrà ripetuta almeno entro il 2025 al fine di adeguare, se del caso, i criteri di allineamento al rischio *ex-post*, tenuto conto del profilo di rischio di BancoPosta e delle previsioni regolamentari applicabili.

Tutte le componenti della remunerazione variabile a breve e a lungo termine attribuite sono in ogni caso soggette a meccanismi di correzione *ex-post*, come nel seguito meglio descritto.

I *bonus* d'ingresso sono consentiti, in casi eccezionali, in fase di assunzione di nuovo personale, in linea con le migliori prassi di mercato; essi non possono essere riconosciuti più di una volta alla stessa persona né da BancoPosta né da altra società del Gruppo Poste Italiane e non sono soggetti alle norme sulla struttura della remunerazione variabile. I *bonus* d'ingresso concorrono alla determinazione del limite al rapporto variabile/fisso della remunerazione del primo anno di assunzione, salvo che siano corrisposti in un'unica soluzione al momento dell'assunzione. Fatta eccezione per le suddette circostanze, è fatto divieto di corrispondere *bonus* garantiti.

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Le gratifiche sono consentite in casi eccezionali e limitate esclusivamente a situazioni specifiche quali la guida di progetti rilevanti, il raggiungimento di risultati straordinari o ai fini del mantenimento in Azienda di professionalità chiave. Non sono riconosciute agli Amministratori e ai Dirigenti con responsabilità strategiche. Il riconoscimento di tali compensi è attuato in conformità alle disposizioni normative vigenti (a titolo esemplificativo e non esaustivo, incidenza sul rapporto remunerazione variabile/fissa e criteri di eleggibilità) e alle presenti *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta"*.

Rapporto tra la remunerazione variabile e remunerazione fissa

Si ricorda che l'Assemblea degli azionisti del 28 maggio 2021 ha approvato la proposta di innalzamento dell'incidenza massima della remunerazione variabile sulla remunerazione fissa dall'1:1 fino ad un massimo del 2:1, per alcune categorie appartenenti al Personale più rilevante del Patrimonio BancoPosta.

Di seguito sono riportati i ruoli interessati dalla decisione, specificando le funzioni di appartenenza e la numerosità massima delle risorse coinvolte:

- Amministratore Delegato, Responsabile BancoPosta e *Senior Management* (*Material Risk Takers* identificati tra i responsabili delle principali funzioni di *business* nell'ambito del Patrimonio BP), per un massimo di 10 individui si prevede il limite del 2:1;
- funzioni responsabili di rischi specifici, altri *Material Risk Takers*, non appartenenti al *Senior Management*, che hanno una responsabilità di un'unità operativa/aziendale rilevante, per un massimo di 10 individui si prevede il limite dell'1,5:1.

L'adozione di un rapporto massimo del 2:1 è collegata a una politica di remunerazione e incentivazione che riflette e promuove una gestione sana e prudente del rischio, considera indicatori di *performance risk adjusted* e non incoraggia una assunzione di rischi superiori alle soglie di tolleranza definite nel *RAF*, oltre ad essere in linea con la strategia, gli obiettivi, i valori e gli interessi a lungo termine di BancoPosta e del Gruppo Poste Italiane.

Le ragioni della suddetta proposta di innalzamento hanno trovato fondamento nella volontà di motivare le risorse al raggiungimento degli obiettivi del Patrimonio BancoPosta, abilitando la possibilità di attivare una strategia di remunerazione fortemente improntata sull'allineamento con risultati duraturi e sostenibili e, nel contempo, flessibile, per attrarre e mantenere competenze chiave e incentivare al conseguimento di obiettivi coerenti con la strategia di rischio declinata nel Piano Strategico. Tutto ciò in linea con la prassi più diffusa delle società *peer* e senza impattare sui costi fissi.

La stretta correlazione tra i sistemi di incentivazione e la tutela dei requisiti prudenziali in termini di capitale e liquidità è garantita dalla previsione di attivazione dei piani di incentivazione solo a valle della verifica del rispetto delle soglie dei requisiti patrimoniali e di liquidità previste nel *RAF* del Patrimonio BancoPosta per ciascun anno di riferimento, definite ricomprendendo gli accantonamenti derivanti dai maggiori costi correlati alla remunerazione variabile, in aggiunta a ulteriori condizioni specifiche per i singoli piani di incentivazione.

Si evidenzia, inoltre, come l'adozione di un rapporto massimo 2:1 tra la remunerazione variabile e quella fissa mantiene, anche per il 2024, i medesimi presupposti relativi all'incremento, il personale a cui esso si riferisce e la misura del limite al suddetto rapporto; pertanto, non impatta sulla solidità del capitale, né sulla capacità del Patrimonio BancoPosta di continuare a rispettare tutte le regole prudenziali opportunamente definite, considerato, in particolare, il numero limitato di risorse per le quali è stato richiesto tale adeguamento.

Con riferimento al 2024 i soggetti coinvolti sono i seguenti:

- Amministratore Delegato per cui si conferma il limite del 2:1;
- Responsabile BancoPosta per cui si conferma il limite del 2:1;
- 5 soggetti appartenenti alla categoria del *Senior Management* e altri *Material Risk Takers* non appartenenti alle funzioni di controllo con un limite, in via prudenziale per il 2024, dell'1,5:1.

Resta inteso che il rapporto tra componente variabile e componente fissa della remunerazione per il personale appartenente alle funzioni aziendali di controllo non può eccedere il limite di un terzo.

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4. I sistemi di remunerazione e incentivazione del Patrimonio BancoPosta

I sistemi di remunerazione e incentivazione di seguito descritti per il Presidente del Consiglio di Amministrazione, l'Amministratore Delegato, gli altri Amministratori e il Collegio Sindacale coincidono con quanto descritto nella "*Relazione sulla politica in materia di remunerazione 2024*" di Poste Italiane. Gli organi sopra citati svolgono le funzioni di gestione, di supervisione strategica e di controllo per il Patrimonio BancoPosta senza ricevere ulteriore remunerazione rispetto a quella riconosciuta in qualità di Amministratori o Sindaci di Poste Italiane S.p.A.

Si sottolinea, inoltre, che restano fermi i poteri attribuiti all'Assemblea di Poste Italiane S.p.A. che ha la responsabilità di definire i compensi ex art. 2389, comma 1, c.c. spettanti ai membri del Consiglio di Amministrazione all'atto della nomina[18]. Si ricorda, infine, che lo Statuto della Società prevede che il Consiglio di Amministrazione abbia la responsabilità di definire il pacchetto retributivo degli Amministratori investiti di particolari cariche, ex art. 2389, comma 3, c.c. su proposta del Comitato Remunerazioni e sentito il Collegio Sindacale.

L'Assemblea e il Consiglio di Amministrazione, ciascuno secondo gli ambiti di propria competenza, hanno stabilito, come di seguito illustrato più nel dettaglio, i compensi spettanti al Presidente del Consiglio di Amministrazione, all'Amministratore Delegato (AD) e agli altri membri del Consiglio di Amministrazione.

Resta inteso che, coerentemente con le previsioni di legge, il Presidente e l'Amministratore Delegato si astengono dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito.

È esclusiva responsabilità dell'Assemblea ordinaria di Poste Italiane approvare le "*Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta*" o eventuali modifiche alle stesse.

Nei paragrafi che seguono viene descritta la politica retributiva per le seguenti categorie di soggetti:
- Presidente del Consiglio di Amministrazione;
- Amministratore Delegato;
- altri Amministratori;
- Collegio Sindacale;
- Personale più rilevante;
- funzioni aziendali di controllo (*Risk Management*, *Compliance* e Revisione Interna);
- restante personale di BancoPosta.

4.1 Consiglio di Amministrazione

La politica remunerativa per i componenti del Consiglio di Amministrazione è differenziata tra:
- Presidente del Consiglio di Amministrazione;
- Amministratore Delegato (AD);
- altri Amministratori.

18. Per i membri del Consiglio di Amministrazione e del Collegio Sindacale, il Dirigente Preposto alla redazione dei documenti contabili societari, i Dirigenti è riconosciuta una polizza assicurativa infortuni extra professionali e D&O (quest'ultima riconosciuta anche per i dipendenti).

In via generale e per tutti i componenti del Consiglio di Amministrazione, l'Assemblea degli azionisti, in data 8 maggio 2023, ha definito – sulla base di una proposta presentata dall'Azionista di controllo Ministero dell'Economia e delle Finanze – i compensi ex art. 2389, comma 1, c.c. spettanti ai membri del Consiglio di Amministrazione per il mandato 2023-2025.

Non sono previsti gettoni di presenza per la partecipazione alle riunioni consiliari e alle riunioni dei Comitati endoconsiliari.

Resta inteso che per il Presidente del Consiglio di Amministrazione e gli altri Amministratori, ad eccezione dell'Amministratore Delegato, la remunerazione non è in alcun modo collegata ai risultati conseguiti da Poste Italiane.

Coerentemente con le previsioni di legge, Presidente e Amministratore Delegato si astengono dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito.

In particolare, la remunerazione degli altri Amministratori prevede una componente fissa, a titolo di emolumento, stabilita dall'Assemblea degli azionisti per tutta la durata del mandato. Come sopra indicato, l'Assemblea degli azionisti dell'8 maggio 2023, per il mandato 2023-2025, ha deliberato i compensi ai sensi dell'art. 2389, comma 1, c.c. pari a € 40.000 lordi annui (fatto salvo quanto precisato al successivo paragrafo 4.1.1 con riferimento al Presidente del Consiglio di Amministrazione). Non è prevista alcuna forma di remunerazione variabile.

Agli Amministratori sono rimborsate le spese sostenute nell'assolvimento del mandato, nei limiti stabiliti dal Consiglio di Amministrazione.

Il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni e sentito il parere del Collegio Sindacale, nell'adunanza del 28 giugno 2023, ha determinato i compensi aggiuntivi per gli Amministratori che sono stati nominati quali componenti dei Comitati endoconsiliari, in funzione della carica assegnata. Tali compensi definiti in continuità con il mandato precedente, sono di seguito riportati:

FIGURA 2. COMPENSI COMITATI ENDOCONSILIARI

		Compenso
Comitato Remunerazioni	Presidente	**25.000** euro
	Membro	**17.500** euro
Comitato Nomine e *Corporate Governance*	Presidente	**25.000** euro
	Membro	**17.500** euro
Comitato Controllo e Rischi	Presidente	**35.000** euro
	Membro	**25.000** euro
Comitato Parti Correlate e Soggetti Collegati	Presidente	**25.000** euro
	Membro	**17.500** euro
Comitato Sostenibilità	Presidente	**25.000** euro
	Membro	**17.500** euro

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4.1.1 Presidente del Consiglio di Amministrazione

La retribuzione del Presidente del Consiglio di Amministrazione prevede una componente fissa quale emolumento definito dall'Assemblea degli azionisti dell'8 maggio 2023, per il mandato 2023-2025, ai sensi dell'art. 2389, comma 1, c.c. pari a € 60.000 lordi annui.

In aggiunta a quanto sopra, il Consiglio di Amministrazione in data 28 giugno 2023 ha definito, per il mandato 2023-2025, su proposta del Comitato Remunerazioni e sentito il Collegio Sindacale, un compenso per il Presidente del Consiglio di Amministrazione (ex art. 2389, comma 3 c.c.). Tale compenso aggiuntivo è pari a € 420.000 lordi annui. Non è prevista alcuna forma di remunerazione variabile.

Al Presidente sono rimborsate le spese sostenute nell'assolvimento del mandato, nei limiti stabiliti dal Consiglio di Amministrazione.

Coerentemente con le previsioni di legge, il Presidente si astiene dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito.

A completamento del pacchetto retributivo sono previsti alcuni *benefit* nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato.

4.1.2 Amministratore Delegato (AD)

Come già illustrato, in data 28 febbraio 2024 il Consiglio di Amministrazione ha approvato un riassetto organizzativo che ha previsto la nomina di un Direttore Generale, distinto dall'Amministratore Delegato.

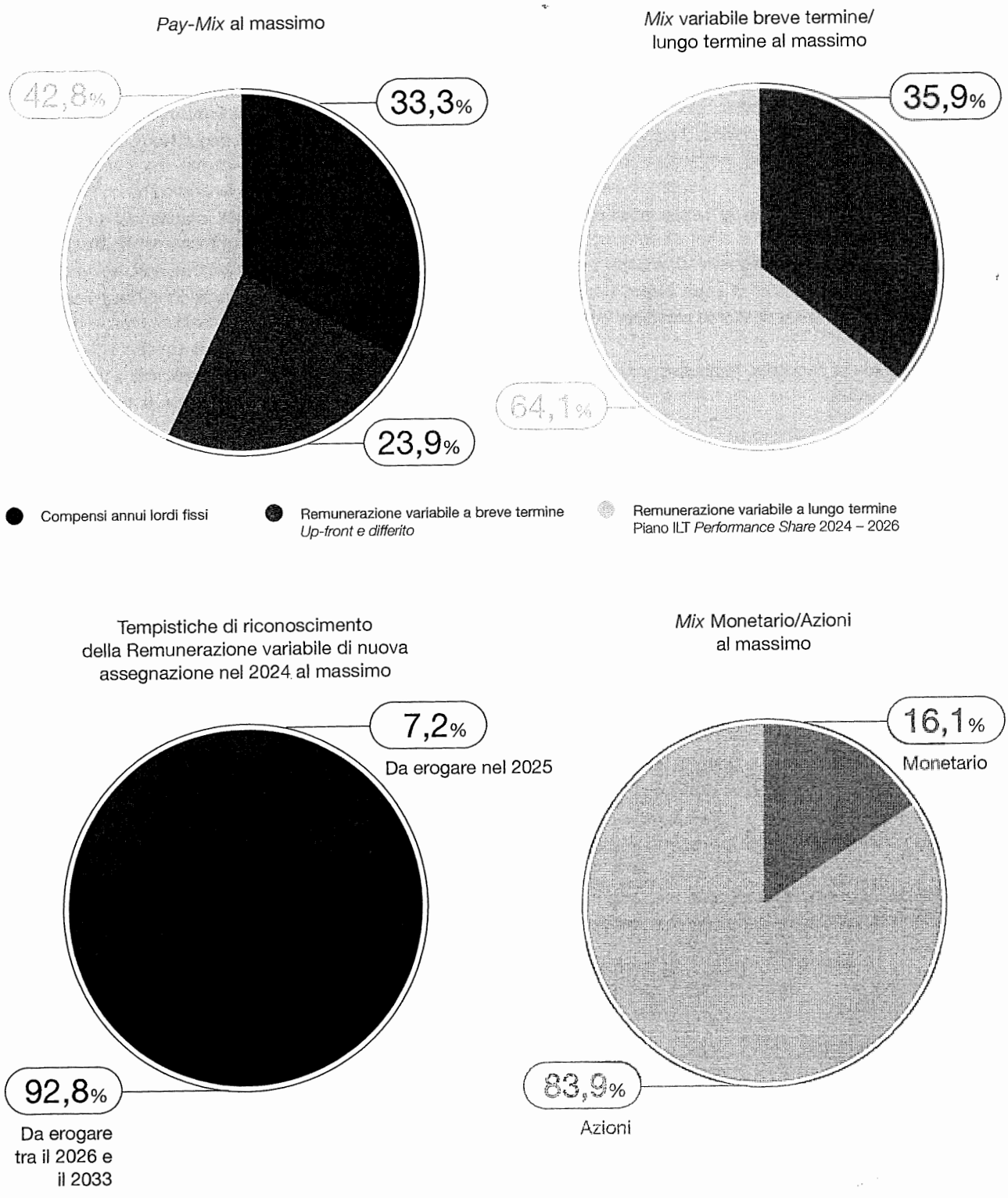
Nella medesima riunione, il C.d.A. ha deliberato, su proposta del Comitato Remunerazioni e previo parere favorevole del Collegio Sindacale, la rimodulazione del trattamento economico dell'AD a seguito del riassetto organizzativo approvato. Pertanto, a partire dall'1 marzo 2024, all'Amministratore Delegato Matteo Del Fante viene applicato il trattamento economico descritto di seguito.

La remunerazione dell'Amministratore Delegato è composta da una componente fissa, una componente variabile di breve termine e una componente variabile di lungo termine.

Sono previsti inoltre alcuni *benefit* nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato.

Il "*Pay-Mix*" dell'AD, unitamente all'orizzonte temporale di riconoscimento della remunerazione variabile e al bilanciamento fra la componente monetaria e la componente azionaria, nell'ipotesi di conseguimento dei risultati a livello "massimo", è articolato come segue:

FIGURA 3. *PAY-MIX* AD AL MASSIMO



Il *Pay-Mix* è stato calcolato prendendo a riferimento il valore dei sistemi incentivanti a breve e a lungo termine al massimo, dunque nell'ipotesi di conseguimento dei risultati ai valori massimi, considerando il valore intero del "Piano ILT *Performance Share* 2024-2026".

Il *mix* fra la componente variabile a breve e a lungo termine, nell'ipotesi di conseguimento dei risultati ai valori massimi, prevede una prevalenza di quest'ultima rispetto a quella di breve termine.

L'importo maturabile potrà essere, quindi, al massimo pari a circa il 71,71% dei compensi lordi fissi per il sistema a breve termine, e pari a circa il 128,29% dei compensi lordi fissi per il sistema a lungo termine, in linea con quanto già approvato nel 2023.

In merito alle tempistiche di riconoscimento della remunerazione variabile di nuova assegnazione deliberata nel 2024, meno del 10% potrà essere erogata nel 2025 nel caso di *performance* al massimo, mentre più del 90% potrà essere erogata tra il 2026 e il 2033.

Sempre con riferimento alla remunerazione variabile a livello massimo, come si evince dall'ultimo grafico, quasi l'85% potrà essere riconosciuta in forma azionaria.

In qualità di componente dell'organo consiliare, sono, inoltre, rimborsate le spese sostenute nell'assolvimento del mandato strettamente attinenti ai compiti a esso affidati, nei limiti stabiliti dal Consiglio di Amministrazione.

Coerentemente con le previsioni di legge, l'AD si astiene dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito.

Si evidenzia che il trattamento economico di Matteo Del Fante, per i primi due mesi dell'anno, è corrisposto, *pro-rata temporis*, in linea con i compensi del precedente mandato (invariati dal 2017) e con il *Pay-Mix* approvato nell'ambito della politica di remunerazione 2023 per la figura di Amministratore Delegato e Direttore Generale[19] Si ricorda, infine che l'Amministratore Delegato mantiene le responsabilità relative alla funzione BancoPosta, che rimane a suo riporto. Per tale motivo, l'Amministratore Delegato resta incluso tra i *Material Risk Takers* nell'ambito del perimetro di applicazione delle "Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta" e la relativa struttura remunerativa conferma il contenimento della remunerazione variabile complessiva nell'ambito del rapporto 2:1 tra componente variabile (a breve e a lungo termine) e componente fissa, in aggiunta a periodi di differimento e *retention*.

Compensi annui lordi fissi

I compensi annui lordi fissi dell'Amministratore Delegato sono stati rimodulati dal *C.d.A.*, su proposta del Comitato Remunerazioni e previo parere favorevole del Collegio Sindacale, alla luce degli sfidanti obiettivi del nuovo Piano Strategico e a seguito del riassetto organizzativo già descritto. Tali compensi sono stati definiti secondo il principio dell'invarianza dei costi aziendali[20] sui compensi fissi stessi e sono articolati come segue:

- € 40.000 annui lordi quale emolumento definito dall'Assemblea degli azionisti ex art. 2389, comma 1, c.c.;
- € 1.338.000 annui lordi quale compenso ex art. 2389, comma 3, c.c.;
- € 100.000 di retribuzione annua lorda per il rapporto dirigenziale.

È utile evidenziare che a valle del riassetto organizzativo e tenuto conto della descritta riarticolazione dei compensi è stato condotto da una primaria società di consulenza internazionale il *benchmark* sui compensi rispetto al *peer group* 2024. L'analisi di *benchmark* ha confermato un posizionamento retributivo dell'AD tra il primo quartile e la mediana di mercato: in particolare la Retribuzione Diretta Annua (che include oltre ai compensi fissi anche le componenti variabili) risulta inferiore di circa il 44% rispetto alla mediana di mercato.

Si evidenzia infine che il Comitato Remunerazioni, nel settembre 2023, aveva già manifestato la propria intenzione di avviare una valutazione circa un percorso di avvicinamento alla mediana del *benchmark* di mercato del trattamento economico dell'AD anche alla luce del fatto che lo stesso, dall'aprile del 2017 al 31 dicembre 2023, non ha mai ricevuto un incremento dei compensi fissi nonostante *performance* economico-finanziare e ESG eccellenti, quali ad esempio:

- TSR pari al 147,8% (ulteriormente incrementato nel primo trimestre 2024);
- EBIT raddoppiato;
- Utile netto quasi triplicato sempre rispetto al 2017;
- impatto sul PIL positivo diretto e indiretto generato per il paese pari a circa 76 miliardi dal 2018;
- punto di riferimento in ambito ESG, rispetto al quale, a partire dal 2018, Poste Italiane è inclusa in numerosi indici di sostenibilità.

19. I compensi fissi relativi al precedente mandato e confermati dal C.d.A. del 27 settembre 2023, pari a €1.255.000, erano così suddivisi: € 490.000 per la carica di Amministratore Delegato (composti da € 40.000 quale emolumento definito dall'Assemblea degli azionisti ex art. 2389, comma 1, c.c. e € 450.000 quale compenso ex art. 2389, comma 3, c.c.) e € 765.000 di retribuzione annua lorda per il rapporto dirigenziale.
20. In particolare, i costi aziendali sui compensi fissi risultano invariati in considerazione dei minori oneri contributivi e previdenziali derivanti dalla riarticolazione tra retribuzione annua lorda e compensi ex art. 2389 comma 3.

Resta inteso che la riarticolazione descritta, alla luce del vincolo inderogabile del rapporto 2:1 tra componente variabile e componente fissa, pur nell'invarianza dei costi aziendali sui compensi fissi, consente di ridurre il divario rispetto alle retribuzioni di mercato con riferimento alla opportunità di remunerazione variabile, coerentemente con il principio di *pay-for-sustainable performance* che contraddistingue da sempre la politica di remunerazione di Poste Italiane.

Remunerazione variabile

La remunerazione variabile dell'AD è composta dal sistema d'incentivazione variabile a breve termine ("MBO") e dal "Piano ILT *Performance Share* 2024-2026". Il sistema "MBO" incentiva il conseguimento di obiettivi su base annuale, il "Piano ILT *Performance Share*" su base triennale.

Il Sistema "MBO" e il "Piano ILT *Performance Share*" consentono di mantenere una costante correlazione tra remunerazione variabile e *performance* di breve e di lungo periodo, rafforzando l'allineamento rispetto agli interessi degli investitori anche in considerazione della corresponsione dell'incentivo prevalentemente in Azioni ordinarie di Poste Italiane. Tali piani hanno, altresì, l'obiettivo di supportare l'efficace implementazione della strategia del Gruppo. A tale riguardo, si fa presente che i piani di incentivazione sono sottoposti a meccanismi di differimento e *retention*. Inoltre, ciascuna quota di remunerazione variabile in Azioni (sia *up-front* sia differita) è sottoposta a meccanismi di correzione *ex-post* (*malus* e/o *claw back*) che, sulla base dei risultati conseguiti e/o dei comportamenti individuali, possono condurre alla riduzione, anche significativa, o all'azzeramento della remunerazione variabile stessa e, ove ricorrano particolari condizioni, alla richiesta di restituzione degli importi già corrisposti.

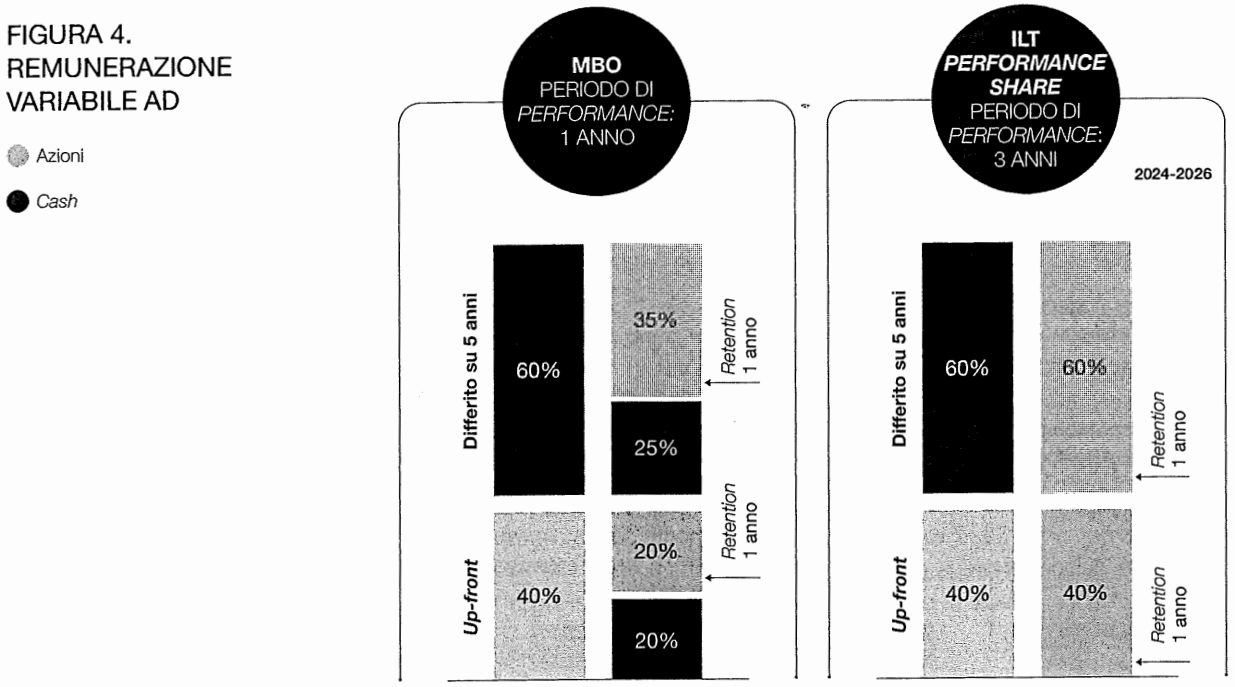
In tutti i sistemi di incentivazione manageriale è previsto come condizione cancello l'EBIT di Gruppo, quale indicatore sintetico della sostenibilità economico-finanziaria comune a tutti i *business* in cui Poste Italiane è impegnata. Il conseguimento della condizione cancello abilita l'effettiva possibilità di accedere al *bonus*, eventualmente maturato, in virtù degli obiettivi assegnati e dell'allineamento ai livelli di *risk tolerance* del capitale, della liquidità e della redditività corretta per il rischio del Patrimonio BancoPosta. A tal proposito si ricorda che, anche quest'anno nel rispetto del principio di trasparenza, viene fornita piena *disclosure ex ante* ed *ex post* sugli indicatori previsti per i piani di incentivazione variabile a breve (MBO) e a lungo termine, sui relativi livelli di raggiungimento (soglia, *target* e massimo) e sull'effettiva consuntivazione.

L'Amministratore Delegato è incluso nel Personale più rilevante nell'ambito del perimetro di applicazione delle "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*" e la relativa struttura remunerativa prevede il contenimento della remunerazione variabile complessiva nell'ambito del rapporto 2:1 tra componente variabile (a breve e a lungo termine) e componente fissa, in aggiunta a periodi di differimento e *retention*.

Per maggiori dettagli in merito si rimanda ai paragrafi successivi.

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FIGURA 4.
REMUNERAZIONE VARIABILE AD



Come già anticipato, il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, fissa gli obiettivi di *performance* ai quali sono legati i piani di remunerazione variabile dell'AD e ne verifica il raggiungimento sempre con l'astensione dell'AD stesso.

Sistema d'incentivazione variabile a breve termine ("MBO")

Il sistema d'incentivazione variabile a breve termine ("MBO") ha il fine di rafforzare l'attenzione alla creazione di valore per gli *stakeholder* attraverso il collegamento dell'incentivo assegnato su obiettivi annuali e le *performance* effettivamente conseguite nel medesimo periodo di riferimento. Le caratteristiche del sistema "MBO" per l'AD sono state definite anche sulla base della normativa applicabile. L'importo maturabile, soggetto alle regole di seguito illustrate e rientrante nel limite del rapporto 2:1 tra componente variabile e componente fissa, è pari al massimo, in linea con quanto previsto nel 2023, a circa il 71,71%[21] dei compensi lordi fissi per il 2024.

Il sistema poggia su un processo strutturato di definizione degli obiettivi e degli incentivi a essi collegati ed è caratterizzato da:
- una condizione cancello e alcune condizioni di accesso;
- obiettivi di *performance,* a ognuno dei quali è assegnato un peso specifico.

Sono previsti un livello massimo di *performance*, oltre il quale l'incentivo rimane costante, e un livello di soglia, al di sotto del quale il sistema non si attiva e, conseguentemente, non genera alcuna erogazione.

Condizione cancello e condizioni di accesso

Il sistema "MBO" prevede una condizione cancello, rappresentata dall'obiettivo "EBIT del Gruppo Poste Italiane" fissato al livello *budget*, il cui conseguimento abilita l'effettiva possibilità di accedere al *bonus* eventualmente maturato in virtù degli obiettivi assegnati. Inoltre, al fine di assicurare la sostenibilità nel tempo del Patrimonio BancoPosta e del Gruppo Poste Vita, le condizioni per l'attivazione del sistema "MBO" sono integrate con le seguenti previsioni:

21. L'importo massimo alla luce dei compensi annui lordi fissi definiti con decorrenza 1 marzo 2024, pertanto, è pari a € 1.059.920 lordi; in considerazione del *pro-rata temporis* l'effettiva assegnazione massima 2024 è pari a € 1.033.704 lordi.

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FIGURA 5. CONDIZIONE CANCELLO E CONDIZIONI DI ACCESSO AL SISTEMA "MBO" AD

Condizione Cancello	Condizioni di Accesso
Redditività di Gruppo: EBIT 2,65 mld €	Parametro di adeguatezza patrimoniale BancoPosta: **CET 1**
	Parametro di liquidità a breve termine BancoPosta: **LCR**
	Parametro di redditività corretta per il rischio BancoPosta: **RORAC**
	Parametro di adeguatezza patrimoniale Gruppo Poste Vita: ***Solvency II Ratio***

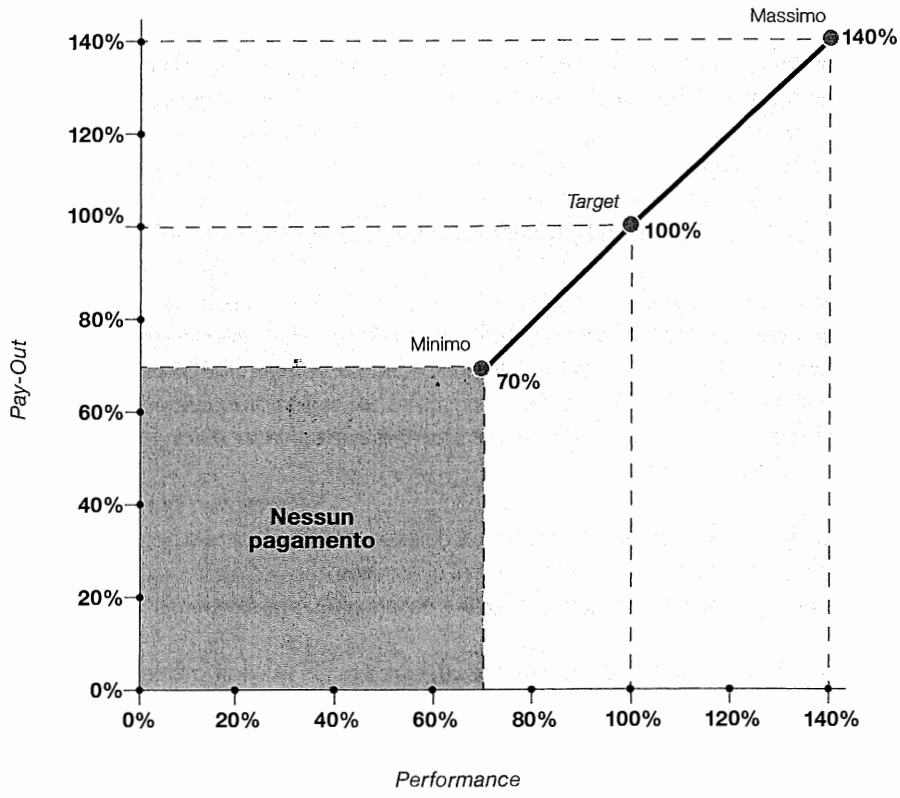
Valore arrotondato.

Con riferimento alle condizioni di accesso, i parametri definiti sono al livello di *risk tolerance* dei *Risk Appetite Framework* rispettivamente del Patrimonio BancoPosta e del Gruppo Poste Vita.

Obiettivi di *performance*

Gli obiettivi di *performance* 2024 sono declinati coerentemente con le direttrici del Piano Strategico 2024 – 2028. Di seguito si riporta la curva di incentivazione per il sistema "MBO" che collega il livello ponderato complessivo di raggiungimento degli obiettivi di *performance* al livello di *pay-out* (per *performance* inferiori al livello "minimo" non è previsto alcun premio):

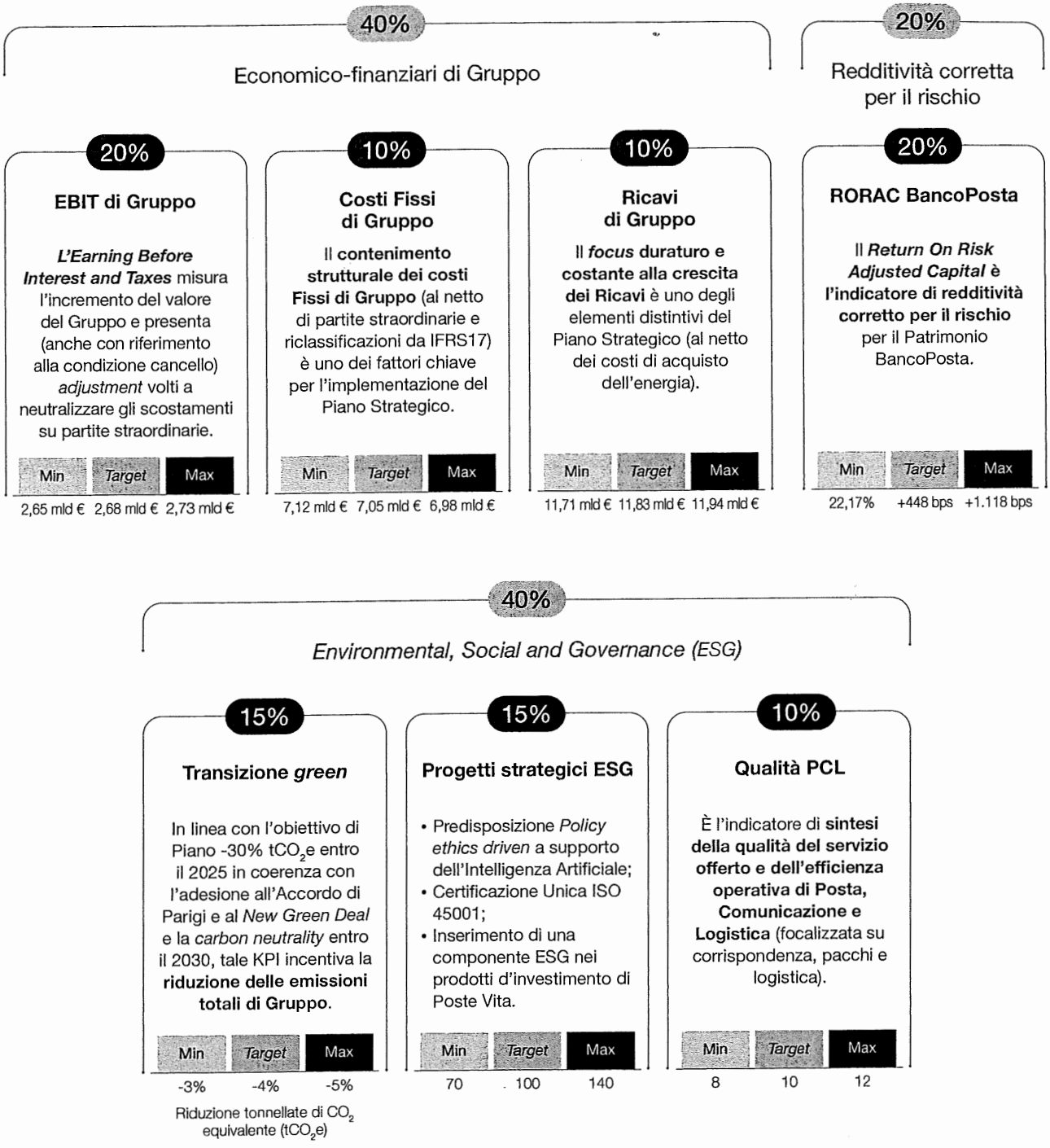
FIGURA 6. CURVA DI INCENTIVAZIONE "MBO" AD



Gli obiettivi di *performance* 2024 – di seguito rappresentati – sono declinati coerentemente con le direttrici del nuovo Piano Strategico, in coerenza con le aree di responsabilità di competenza:

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FIGURA 7. OBIETTIVI DI *PERFORMANCE* SISTEMA "MBO" 2024 AD



NOTA: I valori di EBIT di Gruppo, Costi Fissi di Gruppo e Ricavi di Gruppo sono arrotondati alla seconda cifra decimale. Con riferimento ai suddetti KPI, verranno neutralizzate eventuali variazioni di perimetro (in positivo e negativo) generate da M&A, operazioni straordinarie e costi di ristrutturazione legati agli esodi incentivati (pari a *budget* nel 2024 a € 0,05 mld).

In linea con il principio di trasparenza illustrato, nella *People Strategy,* viene fornita piena disclosure sugli obiettivi 2024 e sui relativi livelli di *performance* (minimo, *target* e massimo).

Con riferimento al Gruppo Poste Vita, partendo da una forte posizione patrimoniale, si conferma l'ambizione manageriale di mantenere un *Solvency II Ratio* che, come evidenziato alla figura 5, è una delle condizioni di accesso del Piano MBO 2024.

L'attenzione ai margini è uno degli elementi fondamentali del Piano Strategico: l'EBIT, obiettivo chiave dei sistemi di incentivazione che garantisce la sostenibilità degli stessi, rappresenta l'indicatore di sintesi dei risultati comuni a tutti i *business* del Gruppo ed è

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misurato a livello annuale e pluriennale. Come già evidenziato, si conferma anche nel 2024 il meccanismo di autofinanziamento collegato all'EBIT del sistema dove il livello soglia coincide con il *budget*. Si tratta di un approccio consolidato in Poste Italiane, definito nel 2018, quando il livello *budget* dell'EBIT risultava pari a € 1,4 miliardi; tale percorso di crescita, apprezzato dagli *stakeholder* nel corso degli anni, conferma la solidità delle *performance* e dimostra nuovamente l'affidabilità dell'operato del *management*.

Inoltre, in continuità con lo scorso anno, il sistema "MBO" affianca al *focus* sul *cost discipline* anche una forte attenzione ai ricavi.

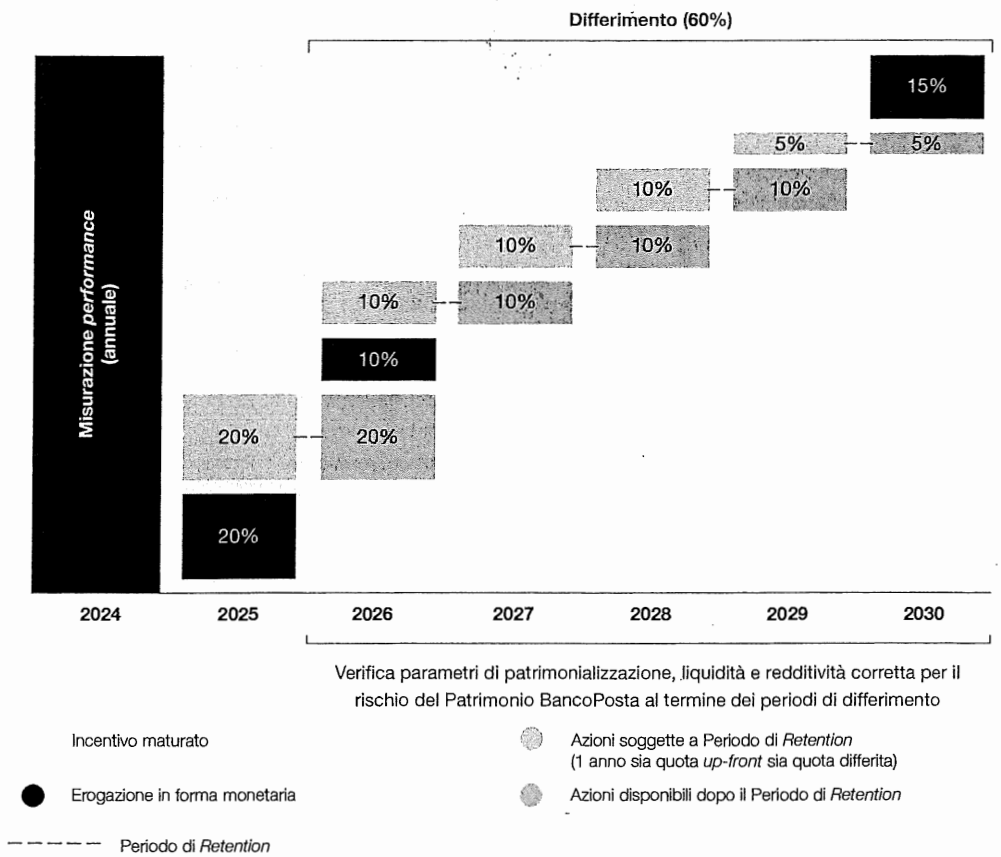
Si conferma, infine, il bilanciamento tra gli obiettivi economico-finanziari e quelli ESG in coerenza con il Piano Strategico 2024-2028, che ribadisce la forte attenzione del Gruppo sulle tematiche della sostenibilità. Alla stregua degli obiettivi economico-finanziari, la selezione degli obiettivi ESG e il relativo *target setting* segue lo stesso processo ispirato dai medesimi principi di: chiarezza, affidabilità, verificabilità e misurabilità oggettiva con elevato livello di sfida, in linea con il Piano Strategico di Gruppo, a differenti livelli di raggiungibilità secondo una valutazione equa e ragionevole. Ad ulteriore garanzia, non tutti gli obiettivi, infatti, raggiungono ogni anno il livello di *performance* massima definita ancorché il percorso virtuoso intrapreso a partire dal 2017, ha garantito al Gruppo risultati eccellenti.

La centralità degli obiettivi di sostenibilità nel sistema MBO, definiti in linea con i pilastri della strategia ESG, è garantita anche nel 2024, anno in cui la tutela dell'ambiente e la qualità del servizio offerto sono confermati quali elementi cardine della strategia del Gruppo. Per il 2024, insieme alla "Transizione *Green*" (riduzione delle emissioni totali di Gruppo) e alla "*Customer Experience*" (attraverso il monitoraggio della Qualità PCL) sono "presidiati" – attraverso un obiettivo collegato al raggiungimento di progetti strategici per il Gruppo – anche i pilastri "Valorizzazione delle persone" (Certificazione ISO 45001 in materia di Salute e sicurezza sul lavoro), "Innovazione" ("*Policy Ethics Driven*" a supporto dell'Intelligenza Artificiale) e "Finanza Sostenibile" (inserimento di una componente ESG nei prodotti d'investimento di Poste Vita).

Modalità di erogazione

La modalità di erogazione del sistema "MBO" prevede il differimento del 60% dell'incentivo su un orizzonte temporale di 5 anni (*pro-rata*); la corresponsione avviene per il 45% in forma monetaria e per il 55% in diritti a ricevere Azioni ordinarie di Poste Italiane, come illustrato nella seguente figura:

FIGURA 8. MODALITÀ DI EROGAZIONE DEL SISTEMA "MBO" PER AD



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Il numero di diritti a ricevere Azioni maturato verrà definito sulla base della media aritmetica dei prezzi delle Azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data della delibera del Consiglio di Amministrazione che verificherà il conseguimento della condizione cancello, delle condizioni di accesso e il livello di raggiungimento degli obiettivi di *performance*.

I diritti a ricevere Azioni sono sottoposti a un vincolo di *retention* di un anno sia per la parte *up-front* sia per le parti differite. I periodi di *retention* di un anno, in considerazione dell'orizzonte temporale complessivo della remunerazione variabile che comprende anche 5 anni di differimento soggetto a *malus* e almeno 5 anni di *claw back*, sono compatibili con i livelli di rischio prospettici sottesi alle attività del Gruppo Poste Italiane e, in particolare, di BancoPosta.

L'erogazione delle quote differite avverrà, ogni anno, a condizione che siano rispettati i livelli di *risk tolerance* di patrimonializzazione, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

Si sottolinea che, stante l'utilizzo di Azioni ordinarie di Poste Italiane, la Società sottoporrà all'Assemblea degli azionisti del 31 maggio 2024 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF.

Si ricorda che per l'AD sono attualmente in corso i differimenti e/o periodi di *retention* dei Piani MBO riferiti agli anni precedenti, per i quali sono già state verificate la condizione cancello, le condizioni di accesso e gli obiettivi definiti rispetto all'anno di *performance*. Le componenti differite e/o sottoposte a *retention,* in linea con le politiche di remunerazione tempo per tempo approvate, sono sottoposte a condizioni di *malus* e/o *claw back*, per le quali si rimanda alle relative Relazioni sulla Remunerazione e Documenti Informativi già approvati.

Sistema d'incentivazione variabile a lungo termine ("ILT")

Il sistema d'incentivazione variabile a lungo termine ha il fine di rafforzare l'attenzione alla creazione di valore per gli *stakeholder*, in coerenza con il Piano Strategico, attraverso il collegamento degli incentivi assegnati su obiettivi pluriennali e le *performance* effettivamente conseguite nel medesimo periodo di riferimento. Le caratteristiche del Piano ILT, di seguito descritte, sono state definite anche alla luce della normativa applicabile.

L'AD è destinatario del "Piano ILT *Performance Share* 2024-2026", sottoposto ad approvazione in occasione dell'Assemblea degli azionisti del 31 maggio 2024, le cui specificità sono illustrate nel paragrafo seguente. Il "Piano ILT *Performance Share* 2024-2026", basato interamente su Azioni ordinarie di Poste Italiane, prevede obiettivi di redditività, connessi alla creazione di valore per gli azionisti e ESG su un orizzonte temporale di 3 anni, volti a massimizzare l'*execution* delle direttrici del Piano Strategico, nel rispetto della rischiosità prospettica governata nel *Risk Appetite Framework* del Patrimonio BancoPosta.

Resta inteso che, nell'ambito della componente variabile a lungo termine dell'attuale Amministratore Delegato, permane il "Piano ILT *Performance Share 2022-2024*", assegnato nel 2022, e il "Piano ILT *Performance Share 2023-2025*", assegnato nel 2023, per i quali si rinvia alle Relazioni sulla Remunerazione già approvate, da intendersi qui ritrascritte.

Si ricorda che, come descritto nel par. 3.2 della "Relazione sulla politica in materia di remunerazione 2024" di Poste Italiane - "Linee Guida di Possesso Azionario (anche *Share Ownership Guidelines – SOGs*)", l'Amministratore Delegato è destinatario delle Linee Guida di Possesso Azionario di Poste Italiane e, pertanto, fino alla scadenza del mandato/termine del rapporto si impegna a mantenere il 50% di Azioni disponibili derivanti dal "Piano ILT *Performance Share*", a meno di aver già raggiunto l'ammontare *target*, raddoppiato a partire dal 2024.

Piano ILT *Performance Share* 2024-2026

Il "Piano ILT *Performance Share* 2024-2026", è sviluppato in continuità con il Piano 2023-2025: a titolo esemplificativo il piano è basato su azioni, con un periodo di *performance* triennale, di differimento/*retention* quinquennale e soggetto a clausole di *malus* e/o *clawback*.

L'assegnazione, soggetta alle regole di seguito illustrate, è pari al massimo a circa il 128,29%[22] dei compensi lordi fissi per l'AD e rientra nel limite del rapporto 2:1, tra componente variabile e componente fissa.

22. L'importo massimo alla luce dei compensi annui lordi fissi definiti con decorrenza 1 marzo 2024, pertanto, è pari a € 1.896.080 lordi; in considerazione del *pro-rata temporis* l'effettiva assegnazione massima 2024-2026 è pari a 183.038 diritti a ricevere azioni.

Il numero di diritti a ricevere Azioni assegnato è stato definito sulla base della media aritmetica dei prezzi delle Azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto al 28 febbraio 2024, data del Consiglio di Amministrazione che ha deliberato l'assegnazione del Piano.

Si sottolinea che, stante l'utilizzo di Azioni ordinarie di Poste Italiane, la Società sottoporrà all'Assemblea degli azionisti del 31 maggio 2024 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF.

Condizione cancello e condizioni di accesso

Il "Piano ILT *Performance Share* 2024-2026" prevede una condizione cancello – rappresentata dall'EBIT cumulato triennale del Gruppo Poste Italiane – il cui conseguimento abilita l'effettiva possibilità di accedere all'incentivo collegato al Piano stesso.

Per l'AD, in linea con le normative di riferimento applicabili relativamente al Patrimonio BancoPosta, sono previste, oltre alla condizione cancello, anche le seguenti condizioni di accesso che devono essere tutte contemporaneamente verificate:

FIGURA 9. CONDIZIONE CANCELLO E CONDIZIONI DI ACCESSO AL "PIANO ILT *PERFORMANCE SHARE* 2024-2026" PER AD

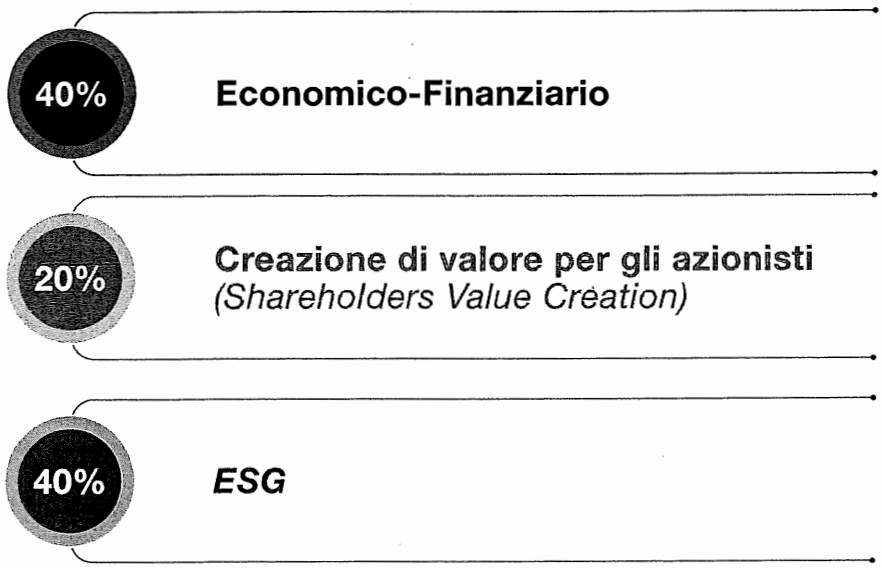
Condizione Cancello	Condizioni di Accesso
EBIT di Gruppo cumulato triennale: 8,25 mld €	Parametro di adeguatezza patrimoniale BancoPosta: **CET 1**
	Parametro di liquidità a breve termine BancoPosta: **LCR**
	Parametro di redditività corretta per il rischio BancoPosta: **RORAC**

I parametri di adeguatezza patrimoniale, liquidità e redditività corretta per il rischio sono definiti a livello di *risk tolerance*, nel rispetto del *Risk Appetite Framework* del Patrimonio BancoPosta, coerentemente con le previsioni regolamentari in materia.

Obiettivi di *performance*

Gli obiettivi di *performance* e i relativi pesi del "Piano ILT *Performance Share* 2024-2026" sono coerenti con quelli del "Piano ILT *Performance Share* 2023-2025":

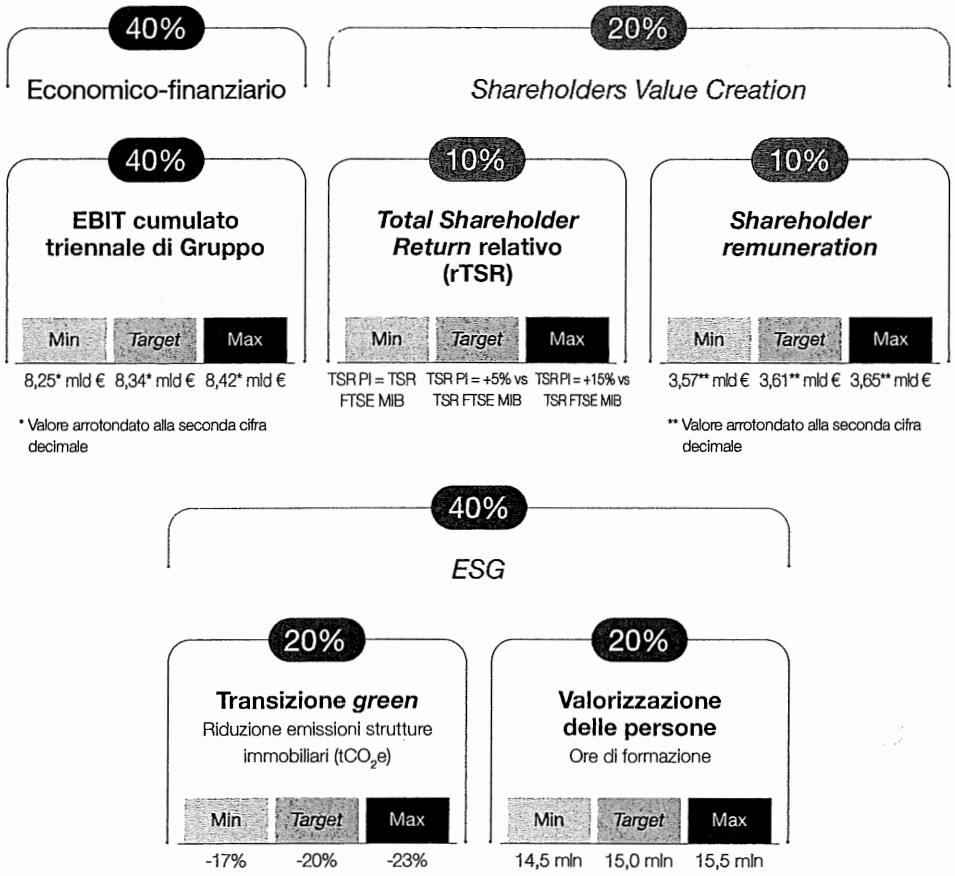
FIGURA 10. OBIETTIVI DI *PERFORMANCE* E PESI "PIANO ILT *PERFORMANCE SHARE* 2024-2026" PER AD – SINTESI



Nell'ambito degli obiettivi descritti, gli specifici KPI sono stati identificati in linea con il Piano Strategico "*The Connecting Platform*" e sono di seguito rappresentati con i relativi livelli di raggiungimento:

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FIGURA 11. KPI E PESI "PIANO ILT *PERFORMANCE SHARE* 2024-2026"



È previsto un livello massimo di *performance* oltre il quale l'incentivo rimane costante e un livello di soglia al di sotto del quale il sistema non si attiva e, conseguentemente, non genera alcuna erogazione.

L'obiettivo di EBIT triennale è definito sulla base della somma degli EBIT che saranno consuntivati annualmente.

L'obiettivo legato alla "*Shareholder Value Creation*" viene conseguito attraverso la misurazione dell'obiettivo di "*Total Shareholder Return relativo*"[23], in linea con gli scorsi anni, e dell'obiettivo di "*Shareholder Remuneration*". Tale ultimo obiettivo, che tiene in considerazione la remunerazione degli azionisti sottoforma di dividendi corrisposti e possibili riacquisti di azioni proprie finalizzati alla remunerazione degli azionisti, è particolarmente opportuno per misurare l'operato del management, anche in considerazione del fatto che l'allineamento di interessi riguardo alla performance del titolo è implicito nella natura azionaria del Piano.

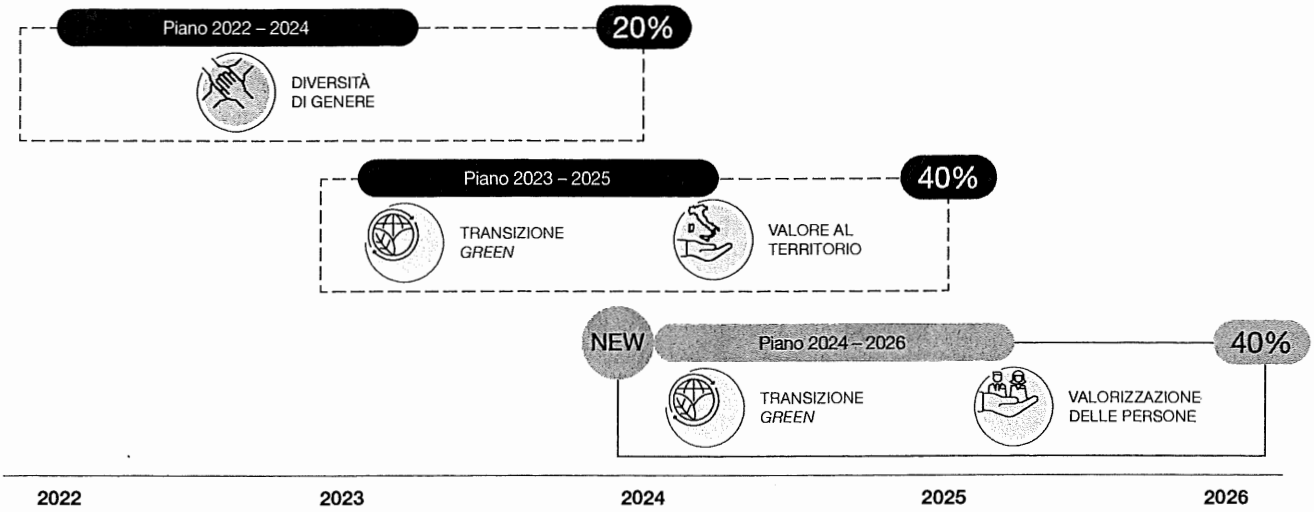
L'obiettivo "Transizione *green*" è volto a misurare la riduzione delle emissioni in ambito immobiliare nell'orizzonte temporale 2024-2026: il forte *focus* sulla sostenibilità ambientale è confermato monitorando, in particolare, la riduzione delle emissioni GHG dirette del Gruppo (*Scope* 1) derivanti dalle strutture immobiliari (tCO_2e).

Infine, l'obiettivo "Valorizzazione delle persone" prevede un focus sullo sviluppo delle competenze attraverso l'erogazione delle ore di formazione (con un *target* di 15 mln di ore di formazione). Maggiori approfondimenti sugli obiettivi ESG sono presenti nella relativa sezione del Bilancio di esercizio 2023.

Si ricorda che il Piano ILT *Performance Share* è, sin dal 2019, un piano che prevede una assegnazione annuale e presenta obiettivi coerenti con le priorità strategiche di Poste Italiane. Pertanto, a fronte di due obiettivi ESG legati ai pilastri "Transizione *Green*" e "Valorizzazione delle persone", definiti per il Piano ILT *Performance Share* 2024-2026, permane il *focus* su altri due pilastri chiave della strategia ESG di Gruppo, collegati alla *Diversity & Inclusion*, introdotta nel Piano ILT *Performance Share* 2022-2024, e al "Valore al territorio", introdotto nel Piano ILT *Performance Share* 2023-2025.

23. Il *Total Shareholder Return* relativo (rTSR) mette a confronto la *performance* di Poste Italiane rispetto a quella del FTSE MIB e viene misurato prendendo in considerazione il periodo tra il 1° gennaio 2024 e il 31 marzo 2027, o minor periodo in caso di C.d.A. che convoca l'Assemblea degli Azionisti prima dell'ultimo giorno del mese di marzo 2027.

FIGURA 12. *FOCUS* OBIETTIVI ESG

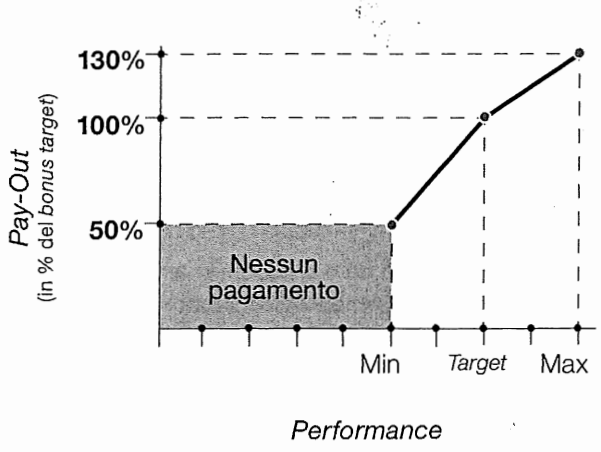


Si segnala, pertanto, che considerando i sistemi di incentivazione in corso di *performance* a breve e a lungo termine dell'Amministratore Delegato e del Direttore Generale (come descritto più avanti) sono presidiati tutti gli 8 pilastri fondanti la strategia ESG del Gruppo Poste Italiane.

Curva di incentivazione

La curva di incentivazione del Piano ILT 2024-2026 nel suo complesso (e dei singoli obiettivi sopra descritti) è la seguente:

FIGURA 13. CURVA DI INCENTIVAZIONE "PIANO ILT *PERFORMANCE SHARE* 2024-2026" PER AD



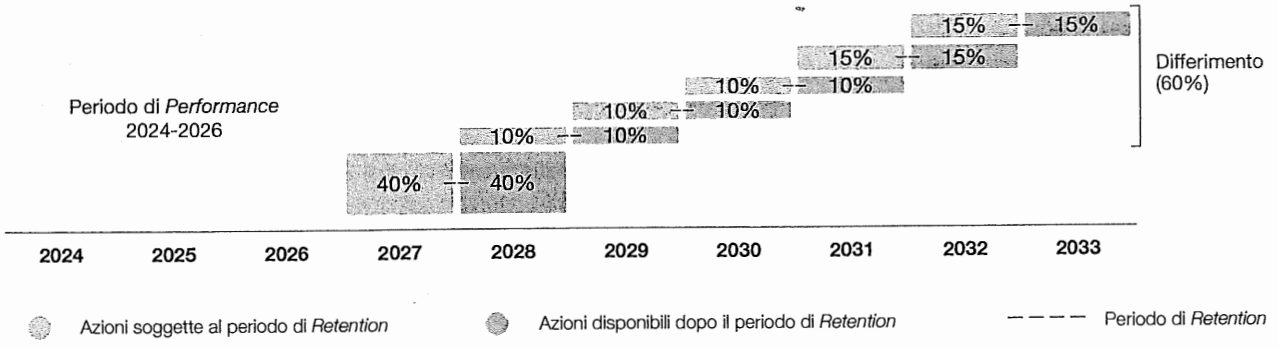
Modalità di erogazione

Il numero di Azioni da attribuire viene quantificato al termine del periodo di *performance* triennale all'interno del numero massimo identificato al momento dell'assegnazione, una volta verificato il livello di conseguimento degli obiettivi. I diritti a ricevere Azioni vengono attribuiti:

- per il 40% (quota *up-front*), al termine del periodo di *performance*;
- per il 60% in cinque quote annuali differite su un arco temporale quinquennale (le prime tre pari al 10% dei diritti complessivamente maturati e le successive due pari al 15% dei diritti complessivamente maturati).

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FIGURA 14. MODALITÀ DI EROGAZIONE DEL "PIANO ILT *PERFORMANCE SHARE* 2024-2026" PER AD

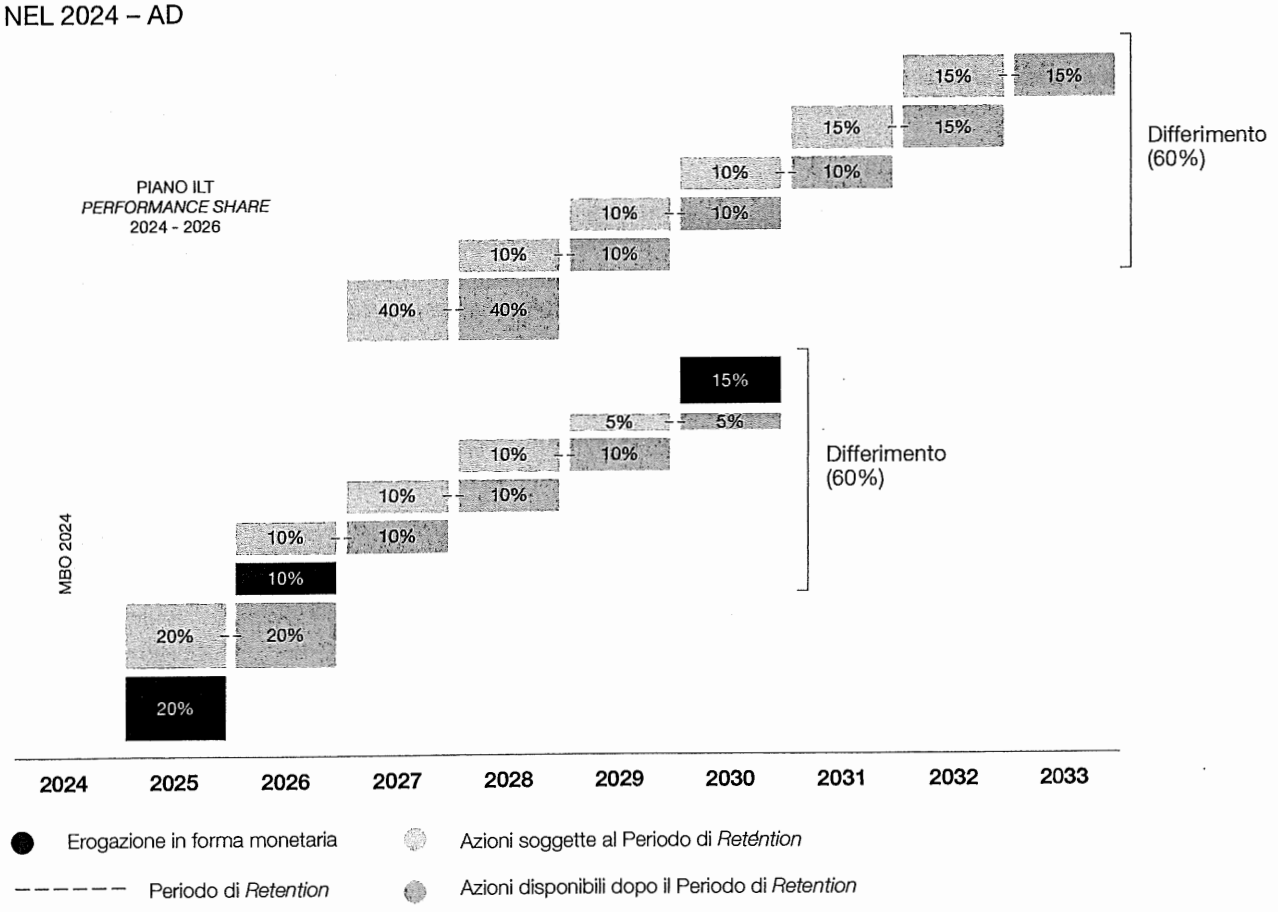


Sia la quota *up-front* sia le quote differite sono assoggettate a un periodo di *retention* di un anno. I periodi di *retention* di un anno, in considerazione dell'orizzonte temporale complessivo della remunerazione variabile, che comprende anche 5 anni di differimento soggetto a *malus* e almeno ulteriori 5 anni di *claw back* (e comunque entro i termini di prescrizione previsti), sono compatibili con i livelli di rischio prospettici sottesi alle attività del Gruppo Poste Italiane e, in particolare, di BancoPosta.

Al termine dei periodi di differimento verrà verificata la sussistenza del livello *risk tolerance* delle condizioni di adeguatezza patrimoniale, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

Sintesi dei sistemi d'incentivazione a breve termine e lungo termine assegnati nel 2024

FIGURA 15. *PAY-OUT* SISTEMI D'INCENTIVAZIONE A BREVE TERMINE E LUNGO TERMINE ASSEGNATI NEL 2024 – AD



I sistemi si sviluppano su un orizzonte temporale che arriva fino al 2033, inclusivo dei periodi di *performance*, differimento e *retention*. A fronte delle *performance* conseguite, infatti, meno del 10% della remunerazione variabile di nuova assegnazione per il 2024 viene effettivamente erogata nel 2025, a valle dell'approvazione del Bilancio di Esercizio 2024 da parte dell'Assemblea degli Azionisti, mentre la restante parte è distribuita nel tempo. Ciascuna componente *up-front* e differita è sottoposta alla verifica dei parametri di patrimonializzazione, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

Resta inteso che nel 2022 e nel 2023 sono stati assegnati Piani ILT *Performance Share* triennali il cui periodo di *performance* è, rispettivamente, 2022-2024 e 2023-2025; si ricorda, infine, che con riferimento al Piano ILT Deliver 2022 quinquennale, in linea con quanto descritto nel Documento Informativo approvato dall'Assemblea degli azionisti dell'8 maggio 2023, è in corso il secondo e ultimo anno di *retention* sulla quota azionaria (per maggiori dettagli si rimanda alla relativa Relazione sulla Remunerazione e Documento Informativo già approvati).

FIGURA 16. CONDIZIONI E OBIETTIVI DI *PERFORMANCE* REMUNERAZIONE VARIABILE AD

SINTESI OBIETTIVI DI *PERFORMANCE* DEI SISTEMI D'INCENTIVAZIONE A BREVE E A LUNGO TERMINE ASSEGNATI NEL 2024

CONDIZIONE CANCELLO

Tutti i piani di incentivazione a breve e a lungo termine prevedono una condizione cancello rappresentata dall'EBIT di Gruppo.

MBO 2024	ILT *PERFORMANCE SHARE* (2024-2026)
CONDIZIONI DI ACCESSO	**CONDIZIONI DI ACCESSO**
• **CET1** BancoPosta • **LCR** BancoPosta • **RORAC** BancoPosta • ***Solvency Ratio II*** Gruppo Poste Vita	• **CET1** BancoPosta • **LCR** BancoPosta • **RORAC** BancoPosta
KPI ECONOMICO-FINANZIARI	**KPI ECONOMICO-FINANZIARI**
• **20%** EBIT di Gruppo • **10%** Ricavi di Gruppo • **10%** Costi Fissi di Gruppo	• **40%** EBIT di Gruppo
KPI REDDITIVITÀ CORRETTA PER IL RISCHIO	**KPI *SHAREHOLDERS VALUE CREATION***
• **20%** RORAC BancoPosta	• **10%** *Relative* TSR *vs* indice FTSE MIB • **10%** *Shareholder remuneration*
KPI ESG	**KPI ESG**
• **15%** Transizione *green* • **15%** Progetti strategici ESG (Innovazione, Valorizzazione delle persone e Finanza sostenibile) • **10%** Qualità PCL	• **20%** Transizione *green* • **20%** Valorizzazione delle persone

CONDIZIONE DI *MALUS*

Tutti i piani di incentivazione a breve e a lungo termine, prevedono tre condizioni di *Malus* da misurare al termine di ciascun periodo di differimento:
CET1 BancoPosta, LCR BancoPosta e RORAC BancoPosta.

COMPLETO AUTOFINANZIAMENTO DI TUTTI I SISTEMI DI INCENTIVAZIONE, ATTRAVERSO LA DEFINIZIONE DEI LIVELLI SOGLIA DEGLI OBIETTIVI DI REDDITIVITÀ IN CORRISPONDENZA ALMENO DEL *BUDGET*/PIANO STRATEGICO

È prevista l'applicazione di meccanismi di *Malus* e *Claw Back* per le quote *up-front* e differite.

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Pagamenti per la conclusione del rapporto

In coerenza con le prassi di riferimento sussistono ed è possibile stipulare clausole/accordi che regolino *ex-ante* gli aspetti economici relativi alla cessazione anticipata della carica sociale e/o risoluzione anticipata del rapporto di lavoro, con finalità di evitare l'alea di una lite attuale o futura, evitando così i rischi inevitabilmente connessi a un contenzioso giudiziale che potrebbero avere risvolti anche di carattere reputazionale e di immagine per la Società, assicurando al contempo maggiore certezza nei rapporti giuridici.

L'importo derivante dall'applicazione di tali clausole/accordi non può comunque superare un numero massimo di 24 mensilità della remunerazione globale convenzionale lorda, calcolata come sotto riportato, comprensiva di una somma equivalente all'eventuale indennità di preavviso previsto contrattualmente.

Fermo restando il rispetto del predetto limite massimo complessivo pari a 24 mensilità di remunerazione globale convenzionale lorda, l'importo di cui sopra viene determinato sulla base della seguente formula predefinita:
- 10 mensilità in caso di cessazione del rapporto nel corso del primo anno di servizio;
- 16 mensilità in caso di cessazione del rapporto nel corso del secondo anno di servizio;
- 24 mensilità in caso di cessazione del rapporto nel corso del terzo anno di servizio e successivi.

A tali fini la remunerazione globale convenzionale lorda viene calcolata tenendo in considerazione la retribuzione annua lorda fissa da ultimo percepita come Dirigente, la remunerazione annua lorda fissa da ultimo percepita come Amministratore Delegato (inclusiva delle componenti ex art. 2389 comma 1 e comma 3 c.c.) e la remunerazione annua lorda variabile complessiva a breve assegnata al *target* e il valore annuo delle componenti di remunerazione variabile a medio e lungo termine, sempre assegnate al *target*.

L'importo lordo complessivo determinato come sopra indicato è sostitutivo di quanto previsto dalla contrattazione collettiva in caso di licenziamento e verrà riconosciuto a fronte della sottoscrizione di un accordo che contempli ampie rinunce da parte dell'AD relative al rapporto di lavoro intercorso e alle cariche ricoperte, nell'ambito di una transazione generale e novativa.

Non è previsto, di norma, un patto di non concorrenza.

L'importo finale da corrispondersi dovrà tener conto della *performance*, al netto dei rischi, e dei comportamenti individuali così come indicati nel paragrafo relativo al *claw back*. Inoltre, tale compenso potrà essere riconosciuto solo a condizione che i livelli patrimoniali e di liquidità del Patrimonio BancoPosta siano almeno pari ai livelli minimi regolamentari.

Restano salvi i pagamenti e le erogazioni dovuti in base a disposizioni di legge e di contratto collettivo in ogni caso di cessazione del rapporto di lavoro, quali ad esempio il trattamento di fine rapporto.

Alla luce della normativa di settore applicabile, gli eventuali pagamenti spettanti in relazione alla cessazione anticipata del rapporto di amministrazione e del rapporto di lavoro saranno corrisposti secondo le seguenti modalità:
- una quota pari al 40% del compenso eventualmente previsto al momento della cessazione è erogata per il 50% in forma monetaria e attribuita per il restante 50% sotto forma di diritti a ricevere azioni di Poste Italiane, sottoposte a un vincolo di *retention* di un anno;
- una quota pari al 60% del compenso eventualmente previsto al momento della cessazione è soggetta a un sistema di pagamento differito in un periodo di 5 anni *pro-rata*; più della metà del pagamento differito è effettuato in diritti a ricevere azioni di Poste Italiane, in linea con lo schema previsto per la remunerazione variabile annuale; le quote differite sono sottoposte alla verifica dei parametri soglia di patrimonializzazione e di liquidità del Patrimonio BancoPosta e, per la componente in diritti a ricevere azioni, assoggettate a un vincolo di *retention* pari a un anno;
- le quote differite verranno sottoposte ai meccanismi di *malus* descritti al punto precedente;
- resta inteso che una somma equivalente all'eventuale indennità sostitutiva del periodo di preavviso previsto dal CCNL sarà detratta dall'ammontare complessivo e pagata secondo quanto previsto dalla normativa vigente;
- l'importo complessivo eventualmente erogato verrà sottoposto a meccanismi di *claw back* fino all'intera quota entro 5 anni dal pagamento di ciascuna quota di incentivo e, comunque entro i termini di prescrizione previsti, in relazione alle circostanze definite nelle "*Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta*";
- il numero di diritti a ricevere azioni attribuito verrà definito sulla base della media aritmetica dei prezzi delle azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data di cessazione.

Si ricorda che per il "Piano ILT *Performance Share* 2024-2026", come evidenziato nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 31 maggio 2024, gli effetti determinati dalla cessazione del rapporto di lavoro sono i seguenti:

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- nel caso in cui, prima della data di consegna delle azioni, si verifichi la cessazione del rapporto e il beneficiario venga qualificato come "*good leaver*" è previsto che l'attribuzione delle azioni ai sensi del piano avvenga alla scadenza naturale del relativo periodo di *performance* e dei periodi di differimento/*retention* previsti, ferma restando la valutazione circa la sussistenza delle condizioni previste nei regolamenti nonché del raggiungimento degli obiettivi di *performance* previsti; in tal caso, tuttavia, i diritti verranno attribuiti e, conseguentemente le azioni consegnate, sempre alle condizioni previste nei regolamenti, secondo il criterio *pro rata temporis* sino alla data di cessazione del rapporto di lavoro del beneficiario;
- nel caso di cessazione del rapporto prima della data di consegna delle azioni, il beneficiario qualificato come "*bad leaver*" perderà automaticamente tutti i diritti derivanti dal piano che diverranno inefficaci e il medesimo non avrà diritto a ricevere alcun indennizzo in relazione al Piano da parte della Società.

Si evidenzia, inoltre, che per il "Piano di incentivazione a breve termine 2024" basato su strumenti finanziari, anch'esso descritto nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 31 maggio 2024, gli effetti determinati dalla cessazione del rapporto di lavoro sono i seguenti:

- nel caso in cui, prima della data di erogazione del premio (e quindi anche di effettiva consegna delle azioni), si verifichi la cessazione del rapporto di lavoro e il beneficiario venga qualificato come "*good leaver*" è previsto che l'attribuzione del premio (e quindi anche della relativa quota in azioni) ai sensi del Piano avvenga alla scadenza naturale del relativo periodo di *performance* e dei periodi di differimento e *retention* previsti, ferma restando la valutazione circa la sussistenza delle condizioni previste nei regolamenti, nonché del raggiungimento degli obiettivi di *performance* previsti; in tal caso, tuttavia, i diritti verranno attribuiti e, conseguentemente le azioni consegnate, sempre alle condizioni previste nei regolamenti, secondo il criterio *pro rata temporis* sino alla data di cessazione del rapporto di lavoro del beneficiario;
- nel caso di cessazione del rapporto di lavoro prima della data di erogazione del premio (e quindi della effettiva consegna della quota in azioni), il beneficiario qualificato come "*bad leaver*" perderà automaticamente tutti i diritti derivanti dal piano che diverranno inefficaci e il medesimo non avrà diritto a ricevere alcun indennizzo in relazione al Piano da parte della Società.

Per maggiori dettagli, e con riferimento agli altri piani di incentivazione basati su strumenti finanziari, in essere, si rimanda ai relativi Documenti Informativi approvati dal 2018 al 2024 da intendersi qui ritrascritti.

4.2 Collegio Sindacale

La remunerazione del Collegio Sindacale non è in alcun modo collegata ai risultati conseguiti da Poste Italiane. L'emolumento corrisposto ai Sindaci è rappresentato solo da una componente fissa, determinata sulla base dell'impegno richiesto per lo svolgimento delle attività assegnate.

L'Assemblea degli azionisti tenutasi il 27 maggio 2022 ha nominato il Collegio Sindacale per la durata di tre esercizi, con scadenza alla data dell'Assemblea che sarà convocata per l'approvazione del Bilancio al 31 dicembre 2024. Nella medesima adunanza assembleare è stato determinato – per ciascun anno di incarico – il compenso per il Presidente pari a € 80.000 lordi e il compenso per ciascun componente effettivo del Collegio Sindacale pari a € 70.000 lordi, in continuità con il precedente mandato.

Non sono previsti gettoni di presenza per la partecipazione alle riunioni.

I Sindaci hanno diritto al rimborso delle spese di viaggio e soggiorno sostenute in esecuzione dell'incarico, debitamente documentate.

4.3 Personale più rilevante

Oltre alla retribuzione fissa e ai *benefit,* il restante Personale più rilevante del Patrimonio BancoPosta è destinatario del sistema d'incentivazione a breve termine ("MBO") e del sistema di incentivazione a lungo termine.

Sistema d'incentivazione variabile a breve termine ("MBO")

Il legame con la *performance*

La remunerazione variabile a breve termine del restante Personale più rilevante si basa su meccanismi di determinazione oggettivi, trasparenti e verificabili. Gli obiettivi perseguiti nel processo decisionale delle politiche di remunerazione, con particolare riferimento ai criteri di definizione della remunerazione variabile a breve termine, sono i seguenti:
(I) definire parametri di *performance* semplici e di immediata valutazione;
(II) garantire, nella definizione dei suddetti parametri, la convergenza fra obiettivi individuali e obiettivi aziendali;
(III) premiare il merito.

Tali criteri sono finalizzati anche a garantire la tutela e la valorizzazione dell'interesse della clientela.

Performance Gate

L'attivazione del sistema d'incentivazione manageriale a breve termine ("MBO") è vincolata al raggiungimento della specifica soglia economico-finanziaria definita annualmente a livello di Gruppo, rappresentata dall'EBIT del Gruppo Poste Italiane. Il *performance gate* per il personale più rilevante può variare da un livello minimo pari al 70% fino a un livello massimo pari al 110%[24].

Il livello soglia del *performance gate* funge, altresì, da condizione cancello.

Rispetto della propensione al rischio

Le condizioni richieste dalla normativa vigente sono collegate ai principi di sostenibilità finanziaria della componente variabile della remunerazione e rappresentate, quindi, dalla verifica della "qualità" dei risultati reddituali *risk adjusted* raggiunti e della coerenza con i livelli di *risk tolerance* dei requisiti patrimoniali, di liquidità e di redditività corretta per il rischio previsti nell'ambito del proprio quadro di riferimento per la determinazione della propensione al rischio del Patrimonio BancoPosta *("RAF")*.

Si riporta di seguito il dettaglio:

FIGURA 17. "RISPETTO DELLA PROPENSIONE AL RISCHIO"

Adeguatezza patrimoniale *Common Equity Tier 1*	Livello *risk tolerance* approvato nel *Risk Appetite Framework* del Patrimonio BancoPosta da parte del Consiglio Amministrazione di Poste Italiane
Liquidità a breve termine *Liquidity Coverage Ratio*	Livello *risk tolerance* approvato nel *Risk Appetite Framework* del Patrimonio BancoPosta da parte del Consiglio Amministrazione di Poste Italiane
Redditività corretta per il rischio *RORAC*	Livello *risk tolerance* approvato nel *Risk Appetite Framework* del Patrimonio BancoPosta da parte del Consiglio Amministrazione di Poste Italiane

Resta inteso che l'attivazione del sistema d'incentivazione è vincolata al rispetto di tutte e tre le condizioni sopra descritte (anche condizioni di accesso).

24. Per il Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane il valore massimo è pari al 120%.

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Bonus Pool per i *Material Risk Takers*

Le risorse economiche consolidate (*Bonus Pool*) previste annualmente nel *budget* di BancoPosta sono definite in logica *bottom up:* il valore complessivo degli incentivi deriva dalla sommatoria delle assegnazioni MBO 2024 per i *Material Risk Takers* identificati all'interno del Personale BancoPosta.

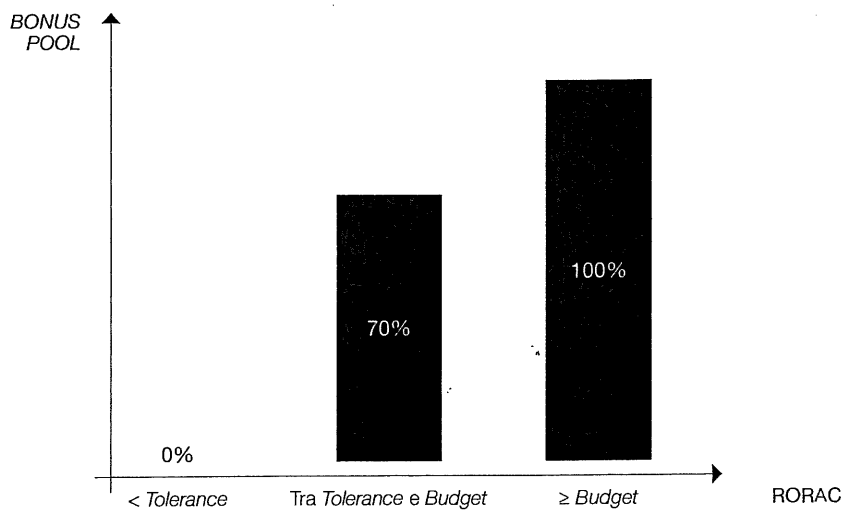
Il *Bonus Pool*, approvato dal Consiglio di Amministrazione su proposta del Comitato Remunerazioni sentito il Comitato Controllo e Rischi, prevede un diretto collegamento con il RAF BancoPosta al fine di confermare la sostenibilità rispetto alla situazione finanziaria del Patrimonio BancoPosta e, quindi, non limitarne la capacità di mantenere o raggiungere un livello di patrimonializzazione adeguato ai rischi assunti.

Il collegamento è strutturato in due fasi.

Fase 1

Il *Bonus Pool* viene determinato sulla base di un "*funding*" definito in ottica prudenziale con riferimento al RORAC secondo il seguente schema:

FIGURA 18. *BONUS POOL*



Gli intervalli sono definiti "*stepped*" o a gradoni e il funzionamento è di seguito illustrato:

- per valori di RORAC inferiori al livello *Tolerance* definito nel *RAF*, l'incentivo maturato si azzera;
- per valori di RORAC compresi tra la *Tolerance* e il *Budget*, l'incentivo maturato si riduce del 30% (demoltiplicatore applicato al 70%);
- per valori di RORAC uguali o superiori al *Budget*, si conferma l'incentivo maturato.

Fase 2

L'*output* della Fase 1 viene ulteriormente corretto in funzione di un indicatore qualitativo del RAF (RAF *Quality Index* – RQI) e di un indicatore di qualità percepita dalla clientela *retail* di BancoPosta (*Net Promoter Score* – NPS).

In particolare, l'aggiustamento è effettuato sulla base dello schema seguente:

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		NPS BancoPosta *Retail*		
		Basso	**Medio**	**Alto**
RQI	**Basso**	-10,0%	-7,5%	-5,0%
	Medio	-2,5%	0,0%	+2,5%
	Alto	+5,0%	+7,5%	+10,0%

Il *RAF Quality Index* rappresenta la media annuale degli score degli indicatori del *Risk Appetite Framework* calcolati con frequenza trimestrale. Lo score è pari a:

- "0" se l'indicatore RAF assume un valore inferiore alla *Capacity*,
- "1" se l'indicatore RAF assume un valore pari o superiore alla *Capacity* ma inferiore alla *Tolerance*,
- "2" se l'indicatore RAF assume un valore pari o superiore alla *Tolerance* ma inferiore all'*Appetite*,
- "3" se l'indicatore RAF assume un valore pari o superiore all'*Appetite*.

Si ricorda che, al momento della redazione del presente documento, gli indicatori sono:

- Adeguatezza patrimoniale
  - *Common Equity Tier 1 Ratio* (CET1R);
  - *Total Capital Ratio* (TCR);
  - *Free Capital Pillar2.*
- *Capital Allocation*
  - Patrimonio assorbito dai Rischi Operativi (%);
  - Patrimonio assorbito dal Rischio Tasso (%);
  - Patrimonio assorbito dai Rischi Credito, Ctp e Cambio (%).
- Struttura finanziaria
  - Leva Finanziaria (BIS3);
  - *Funding Gap.*
- Liquidità
  - Liquidità di Breve termine (LCR);
  - Liquidità di Medio/lungo Termine (NSFR).
- *Performance* economica
  - Rischio Tasso ΔNII 1Y +/- 200 bps su Fondi Propri;
  - Costo dei Rischi Operativi (%);
  - *Return on Equity* (RoE);
  - *Return on Risk Adjusted Capital* (RORAC).

La correzione del *Bonus Pool* include anche un obiettivo qualitativo collegato al *Net Promoter Score* BancoPosta Retail che sintetizza la valutazione della soddisfazione della clientela BancoPosta Retail. L'indicatore è stato inserito al fine di valorizzare la centralità del cliente nella convinzione che sia uno dei driver principali di sostenibilità del *business* e di successo nel medio-lungo periodo.

Per il Dirigente Preposto alla redazione dei documenti contabili societari e i Responsabili delle funzioni aziendali di controllo (*Risk Management*, *Compliance*, Revisione Interna e loro riporti), i meccanismi di aggiustamento *ex-ante* derivanti dalla rimodulazione del *Bonus Pool* non si applicano.

Condizioni di *performance* individuali

La corresponsione del *bonus* individuale è commisurata al grado di conseguimento degli obiettivi di *performance* assegnati. In fase di consuntivazione l'incentivo viene erogato qualora la percentuale di raggiungimento complessiva degli obiettivi assegnati sia almeno pari al livello soglia.

Gli obiettivi assegnati al Personale più rilevante sono specificamente formalizzati.

Il *bonus* individuale maturato può crescere, a fronte di *performance* eccellenti, fino a un livello massimo definito.

Il *bonus* teorico maturato in virtù del raggiungimento degli obiettivi assegnati può essere azzerato in relazione al grado di adeguatezza della prestazione individuale nel suo complesso, rilevata nel sistema annuale di valutazione delle prestazioni.

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Con riferimento al Personale più rilevante gli obiettivi di *performance* sono prevalentemente corretti per il rischio.

Esempi di indicatori di *performance* per il Personale più rilevante sono:
- *RORAC* BancoPosta;
- *Customer Experience* BancoPosta;
- Progetti di *business*.

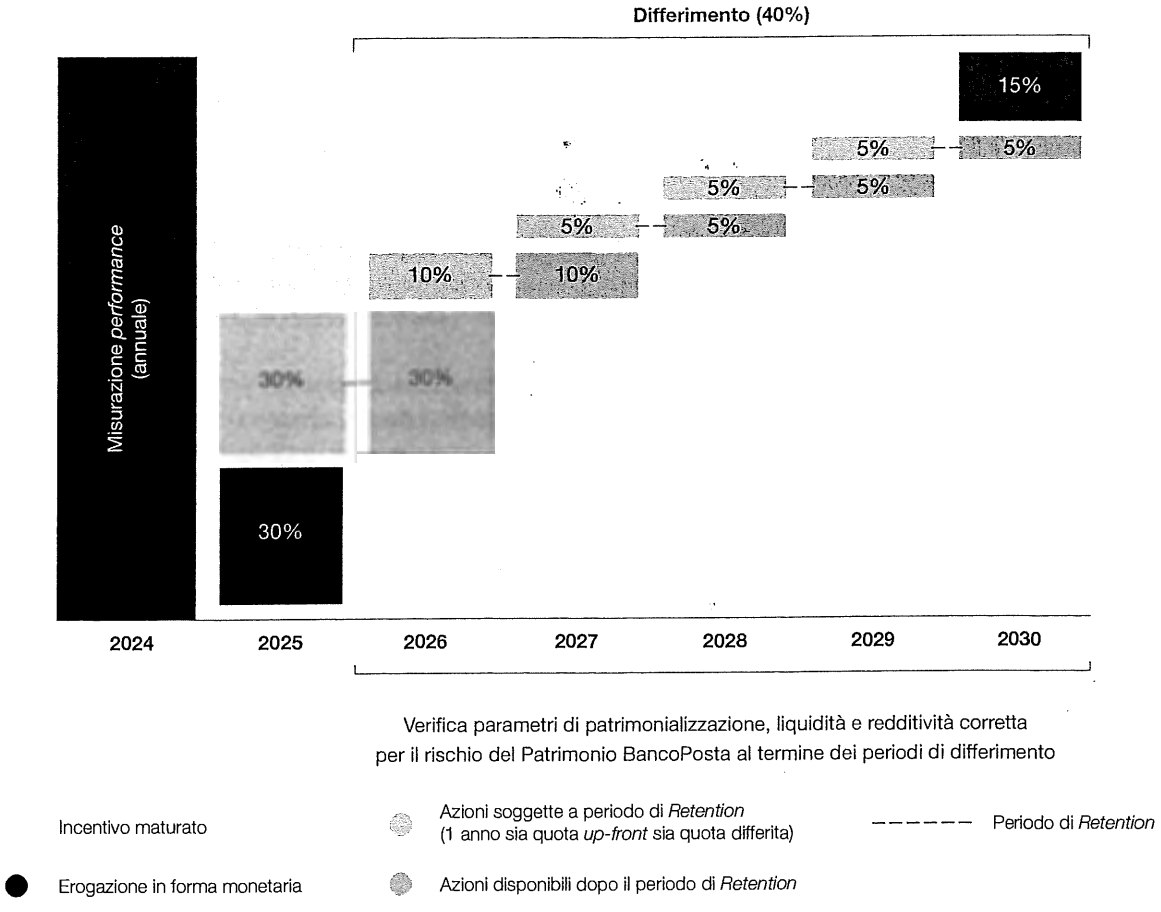
Modalità di erogazione

In linea con la normativa vigente e in funzione della categoria di appartenenza, il *bonus* maturato verrà erogato in parte *up-front* e in parte al termine del periodo di differimento, prevedendo una corresponsione in forma monetaria e in diritti a ricevere Azioni ordinarie di Poste Italiane.

Per il Responsabile della funzione BancoPosta le modalità di erogazione della componente variabile a breve termine sono le stesse previste per l'AD.

Per i soggetti rientranti nel Personale più rilevante e appartenenti alla categoria del *Senior Management,* il *bonus* maturato verrà erogato per il 60% *up-front* e per il 40% differito su 5 anni; inoltre, il 45% del *bonus* maturato verrà erogato in forma monetaria e il restante 55% in diritti a ricevere Azioni ordinarie di Poste Italiane secondo il seguente schema:

FIGURA 19. MODALITÀ DI EROGAZIONE DEL SISTEMA "MBO" PER MRTS APPARTENENTI AL *SENIOR MANAGEMENT* (REMUNERAZIONE VARIABILE INFERIORE ALL'IMPORTO PARTICOLARMENTE ELEVATO)

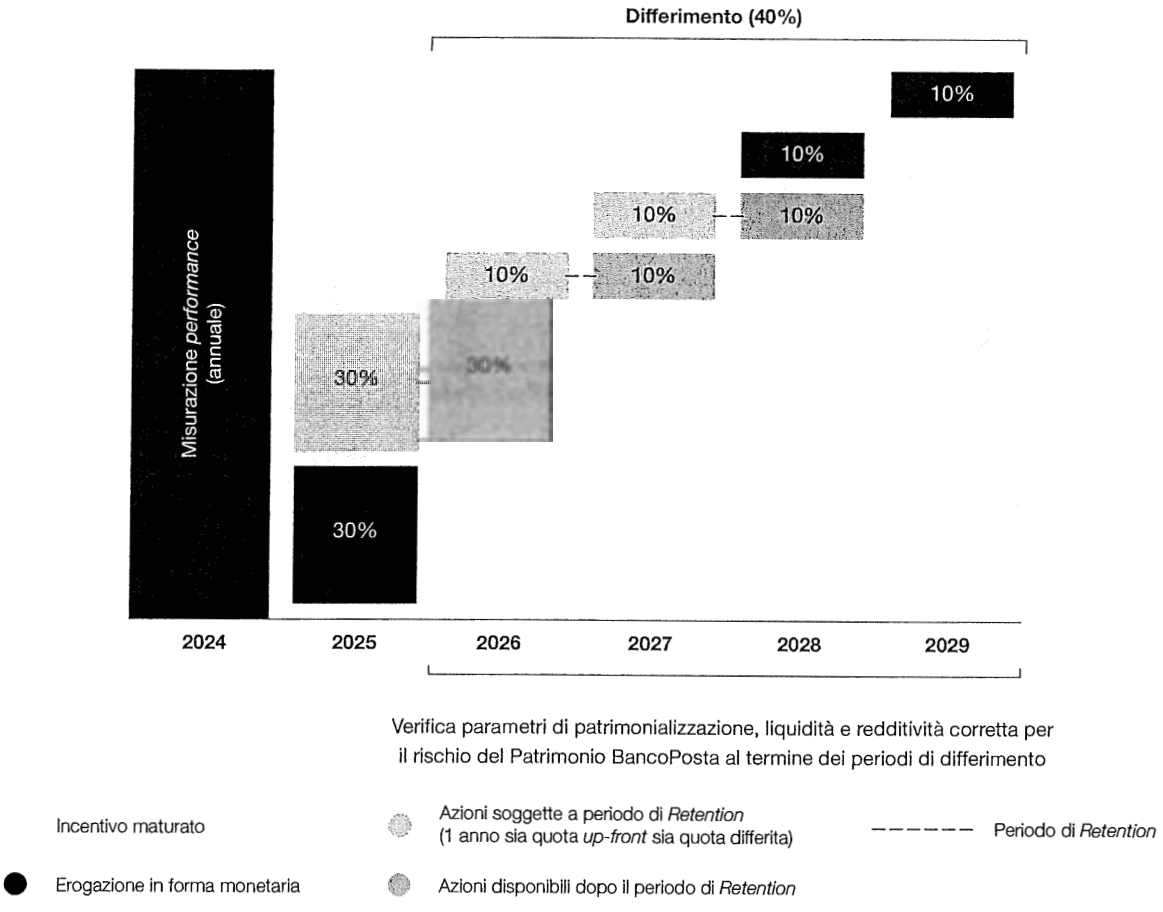


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In caso di importo di remunerazione variabile particolarmente elevato – così come definito all'interno del presente documento[25], ovvero superiore a € 435.011 lordi (inclusi eventuali incentivi di lungo termine computati pro-quota) – lo schema di *pay-out* si modifica prevedendo una componente differita pari al 60%, con articolazione in linea con quella prevista per l'AD e per il Responsabile BancoPosta.

Per i soggetti rientranti nel Personale più rilevante e diversi dal *Senior Management* il *bonus* maturato verrà erogato per il 60% *up-front* e per il 40% differito su 4 anni; sia la quota *up-front* sia la quota differita saranno erogate per il 50% del *bonus* maturato in forma monetaria e il restante il 50% in diritti a ricevere Azioni ordinarie di Poste Italiane secondo il seguente schema:

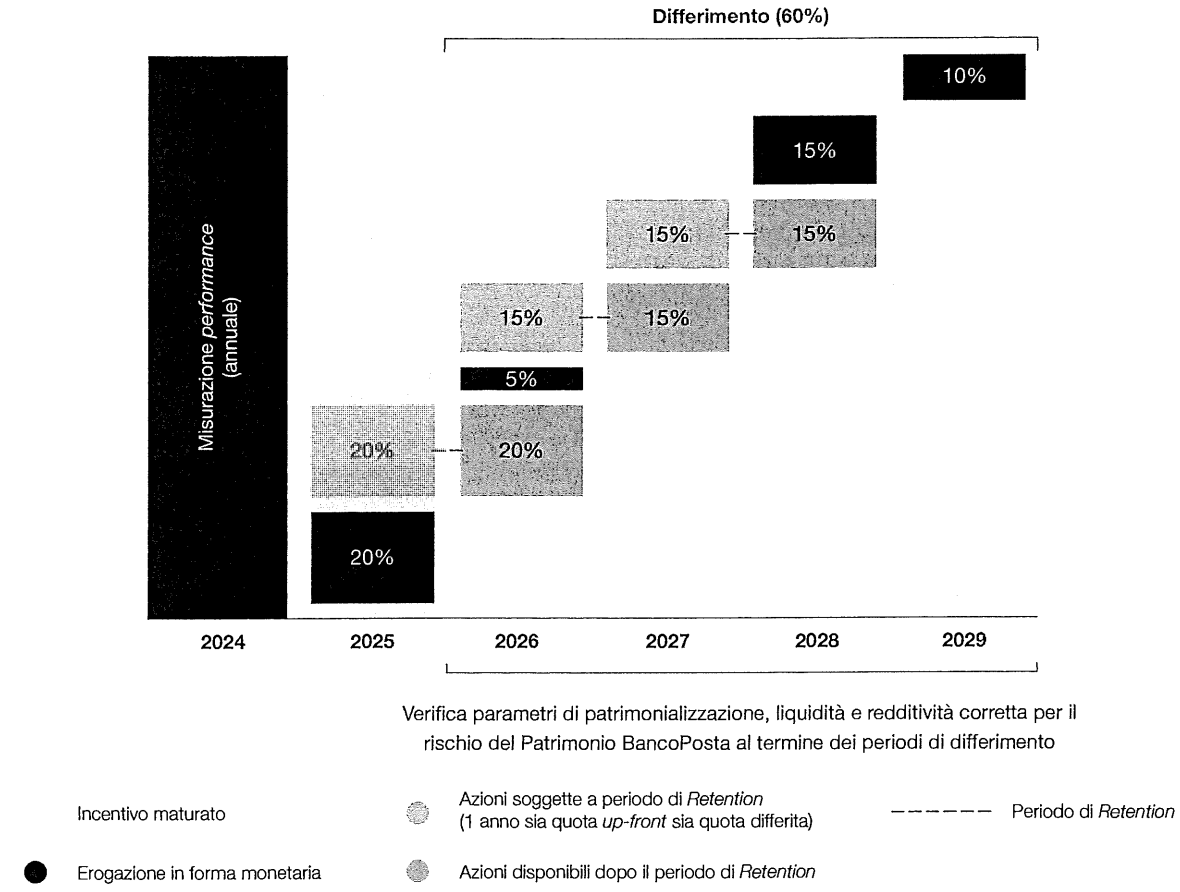
FIGURA 20. MODALITÀ DI EROGAZIONE DEL SISTEMA "MBO" PER MRTS NON APPARTENENTI AL *SENIOR MANAGEMENT* (REMUNERAZIONE VARIABILE INFERIORE ALL'IMPORTO PARTICOLARMENTE ELEVATO)



In caso di importo di remunerazione variabile particolarmente elevato – così come definito all'interno del presente documento, ovvero superiore a € 435.011 lordi (inclusi eventuali incentivi di lungo termine computati pro-quota) – il *bonus* maturato verrà erogato per il 40% *up-front* e per il 60% differito su 4 anni; sia la quota *up-front* sia la quota differita saranno erogate per il 50% del *bonus* maturato in forma monetaria e il restante 50% in diritti a ricevere Azioni ordinarie di Poste Italiane secondo il seguente schema:

25. Cfr. Paragrafo 3.1.

FIGURA 21. MODALITÀ DI EROGAZIONE DEL SISTEMA "MBO" PER MRTS NON APPARTENENTI AL *SENIOR MANAGEMENT* (REMUNERAZIONE VARIABILE SUPERIORE ALL'IMPORTO PARTICOLARMENTE ELEVATO)



Per le quote in diritti a ricevere Azioni sia *up-front* sia differite (indipendentemente dallo schema di erogazione) si applica un periodo di *retention* di un anno.

L'erogazione delle quote differite avverrà ogni anno, a condizione che sia sostenibile rispetto alla situazione finanziaria del Patrimonio BancoPosta, senza limitare la sua capacità di mantenere o raggiungere il livello di *risk tolerance* di patrimonializzazione, di liquidità e di redditività corretta per il rischio.

Le disposizioni relative al differimento e alla corresponsione in Azioni non saranno applicate per remunerazioni variabili d'importo inferiore a € 50.000 lordi e che non rappresentino più di un terzo della remunerazione totale annua (anche detta "soglia di materialità"). Al di sotto di tale soglia, l'erogazione avviene interamente *up-front* e in forma monetaria, tenuto conto della "immaterialità" nel perseguimento dell'allineamento al rischio nel lungo termine che caratterizzerebbe eventuali componenti differite e/o in Azioni.

Si sottolinea che, stante l'utilizzo di Azioni ordinarie di Poste Italiane, la Società sottoporrà all'Assemblea degli azionisti dell'8 maggio 2023 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF.

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Sistema d'incentivazione a lungo termine (ILT)[26]

Il restante Personale più rilevante può essere destinatario del sistema di incentivazione a lungo temine "Piano ILT *Performance Share* 2024-2026" definito in linea con le prassi di mercato con l'obiettivo di collegare una quota della componente variabile della remunerazione al raggiungimento di obiettivi su un orizzonte temporale triennale.

Tale Piano, salvo alcune differenze descritte di seguito, è allineato in termini di finalità, obiettivi e principali caratteristiche con quello già descritto in precedenza per l'AD.

Il "Piano ILT *Performance Share* 2024-2026" prevede, in linea con quanto già indicato per l'AD, l'attribuzione di diritti a ricevere Azioni ai beneficiari al termine del periodo di *performance*. Il numero massimo di diritti a ricevere Azioni è definito in funzione della complessità e delle responsabilità del ruolo del beneficiario oltreché della strategicità della risorsa.

Per tutti i beneficiari rientranti nel perimetro del Personale più rilevante (incluso il Responsabile della funzione BancoPosta) il "Piano ILT *Performance Share* 2024-2026" assume le medesime caratteristiche già descritte per l'AD (condizione cancello, condizioni di accesso, obiettivi di p*erformance* e modalità di erogazione). Si ricorda che il periodo di differimento è *pro-rata* su 5 anni.

Resta inteso che, come per l'AD nell'ambito della componente variabile di lungo termine, anche per il restante Personale più rilevante, ove previsto, permangono il "Piano ILT *Performance Share* 2022-2024", assegnato nel 2022, e il "Piano ILT *Performance Share* 2023-2025, assegnato nel 2023, oltre al Piano ILT Deliver 2022 quinquennale per i quali si rinvia alle Relazioni sulla Remunerazione, alle Linee Guida sulla politica in materia di remunerazione e incentivazione BP oltre che ai Documenti Informativi, già approvati.

4.4 Personale più rilevante appartenente alle funzioni aziendali di controllo

Le funzioni aziendali di controllo di BancoPosta sono *Risk Management*, *Compliance* e Revisione Interna.

Al Personale più rilevante delle funzioni aziendali di controllo viene riconosciuta una remunerazione fissa di livello adeguato alle significative responsabilità e all'impegno connesso con il ruolo svolto.

A partire dal 2021, a seguito dell'approvazione da parte dell'Assemblea degli azionisti delle "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2021 del Patrimonio BancoPosta*", esclusivamente per il Responsabile *Risk Management*, per il Responsabile *Compliance* e per il Responsabile Revisione Interna sono riconosciute *Role Based Allowance* o Indennità di Ruolo di importo pari a € 30.000 lordi annui. Le *Role Based Allowance* hanno l'obiettivo di garantire:

- equità interna, a seguito dell'innalzamento dell'incidenza massima della remunerazione variabile sulla remunerazione fissa per il personale più rilevante del Patrimonio BancoPosta dall'1:1 al 2:1, introdotta a partire dal 2021;
- competitività esterna, stante il fatto che sono ampiamente diffuse fra le banche *peer* di Poste Italiane.

Le *Role Based Allowance* sono considerate una componente fissa della remunerazione, esclusivamente legate alla permanenza nello specifico ruolo, in linea con le previsioni regolamentari di riferimento, in quanto:

- si basano su criteri prestabiliti;
- non sono discrezionali e riflettono il livello di esperienza professionale e anzianità del personale;
- sono trasparenti per quanto riguarda l'importo individuale riconosciuto al singolo membro del personale;
- sono mantenute per un periodo di tempo connesso al ruolo e alle responsabilità organizzative specifiche;
- non possono essere ridotte, sospese né annullate;
- non offrono incentivi all'assunzione di rischi;
- non dipendono dai risultati.

26. Si evidenzia che il personale appartenente alle funzioni aziendali di controllo (al momento dell'assegnazione) non è incluso tra i destinatari dei piani d'incentivazione a lungo termine.

Alle funzioni aziendali di controllo si applicano altresì meccanismi d'incentivazione a breve termine coerenti con i compiti assegnati, attribuendo obiettivi qualitativi e indipendenti dai risultati conseguiti dalla Società e dal Patrimonio BancoPosta (fatta salva l'applicazione delle condizioni cancello e di accesso; resta inteso che il RORAC BancoPosta non si applica come condizione di accesso); il costante supporto nello sviluppo di una forte e sostenibile cultura della conformità e gestione del rischio e il raggiungimento degli obiettivi progettuali nelle materie di competenza, sono i principali obiettivi assegnati al personale appartenente alle funzioni aziendali di controllo nell'ambito del sistema d'incentivazione a breve termine ("MBO"). Di seguito alcuni esempi di obiettivi assegnati:

- attività di sviluppo metodologico per la misurazione, valutazione e controllo dei rischi;
- esecuzione di programmi di intervento/verifica definiti in relazione agli esiti di ispezioni di autorità di vigilanza o *audit* interni;
- supporto alle iniziative progettuali di BancoPosta ed allo sviluppo di nuovi modelli di *business* sostenibili (anche in ottica ESG);
- rafforzamento delle attività di controllo, sviluppo dei relativi strumenti a supporto e strutturazione/automazione del *reporting*;
- evoluzione dell'impianto normativo interno e dell'assetto procedurale di BancoPosta e delle funzioni aziendali di controllo.

Si evidenzia che la remunerazione variabile incide sulla remunerazione complessiva in misura inferiore rispetto alla regola generale prevista per il Personale più rilevante; pertanto, il rapporto tra componente variabile e componente fissa della remunerazione per il personale appartenente alle funzioni aziendali di controllo non può eccedere il limite di un terzo.

Per i Responsabili delle funzioni aziendali di controllo del Patrimonio BancoPosta (*Risk Management*, *Compliance*, Revisione Interna e loro riporti) i meccanismi di aggiustamento derivanti dalla rimodulazione del *Bonus Pool* non si applicano. Inoltre, esclusivamente per il Responsabile *Risk Management*, per il Responsabile *Compliance* e per il Responsabile Revisione Interna il *performance gate* può variare da un livello minimo pari al 70% fino a un livello massimo pari al 100% (e ridursi fino ad azzerarsi).

In relazione ai sistemi d'incentivazione a lungo termine, il personale appartenente alle funzioni aziendali di controllo non è, di norma, tra i destinatari del "Piano ILT *Performance Share*". La necessità di mantenere un rapporto tra la componente variabile e quella fissa della remunerazione non superiore a un terzo pone un vincolo stringente, tenuto conto che questi soggetti sono inclusi tra i beneficiari del sistema d'incentivazione a breve termine ("MBO").

4.5 Pagamenti per la conclusione del rapporto per il Personale più rilevante

In coerenza con le prassi di riferimento sussistono ed è possibile stipulare clausole/accordi che regolino *ex-ante* gli aspetti economici relativi alla cessazione anticipata della carica e/o risoluzione anticipata del rapporto di lavoro con finalità di evitare l'alea di una lite attuale o futura, evitando i rischi inevitabilmente connessi a un contenzioso giudiziale che potrebbero avere risvolti anche di carattere reputazionale e di immagine per la Società, assicurando al contempo maggiore certezza nei rapporti giuridici.

L'importo derivante dall'applicazione di tali clausole/accordi non può comunque superare un numero massimo di 24 mensilità della remunerazione globale convenzionale lorda, calcolata come sotto riportato, comprensiva di una somma equivalente all'eventuale indennità di preavviso previsto contrattualmente.

Fermo restando il rispetto del predetto limite massimo complessivo pari a 24 mensilità, per quanto riguarda il Personale più rilevante gli importi vengono determinati sulla base della seguente formula predefinita[27]:

- 10 mensilità in caso di cessazione del rapporto nel corso del primo anno di attività su un ruolo di *Material Risk Takers*;
- 16 mensilità in caso di cessazione del rapporto nel corso del secondo anno di attività su un ruolo di *Material Risk Takers*;
- 24 mensilità in caso di cessazione del rapporto nel corso del terzo anno di attività su un ruolo di *Material Risk Takers* e successivi.

A tali fini la remunerazione globale convenzionale lorda viene calcolata tenendo in considerazione la retribuzione annua lorda fissa da ultimo percepita, la remunerazione annua lorda variabile complessiva a breve termine assegnata al *target* e il valore annuo delle componenti di remunerazione variabile a lungo termine, sempre assegnate al *target*. Tali importi sono sostitutivi di

27. Fermo restando il rispetto di norme inderogabili.

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quanto previsto dalla contrattazione collettiva in caso di licenziamento e vengono riconosciuti solo a fronte della sottoscrizione di un accordo che contempli ampie rinunce relative al rapporto di lavoro intercorso, alle eventuali cariche ricoperte, nell'ambito di una transazione generale e novativa.

L'importo finale da corrispondersi dovrà tener conto della *performance*, al netto dei rischi, e dei comportamenti individuali così come indicati nel paragrafo relativo al *claw back*. Inoltre, tale compenso potrà essere riconosciuto solo a condizione che i livelli patrimoniali e di liquidità del Patrimonio BancoPosta siano almeno pari ai livelli minimi regolamentari.

Restano salvi i pagamenti e le erogazioni dovuti in base a disposizioni di legge e di contratto collettivo in ogni caso di cessazione del rapporto di lavoro quali, ad esempio, il trattamento di fine rapporto.

In caso di risoluzione del rapporto per licenziamento si applica la normativa tempo per tempo vigente e il CCNL di riferimento.

La Società, inoltre, di norma non stipula patti di non concorrenza. Con riferimento a professionalità con caratteristiche particolarmente rilevanti, tali per cui la risoluzione del rapporto possa determinare rischi per l'Azienda, si riserva di definire, volta per volta, patti di non concorrenza che prevedano il riconoscimento di un corrispettivo commisurato alla durata e all'ampiezza del vincolo derivante dal patto stesso.

In caso di stipula di eventuali patti di non concorrenza, per il corrispettivo viene preso a riferimento un limite massimo pari a un'annualità di compensi fissi per ciascun anno di durata del patto; i patti, di norma, durano un anno. L'erogazione avviene nelle modalità ed entro i limiti previsti dalla regolamentazione di riferimento.

I compensi legati alla conclusione anticipata del rapporto, ad esclusione di eventuali corrispettivi per i patti di non concorrenza (per la quota che, per ciascun anno di durata del patto, non eccede l'ultima annualità di compensi fissi) e/o compensi obbligatori contrattualmente, sono corrisposti secondo le modalità di seguito descritte.

Con riferimento al Responsabile BancoPosta:
- una quota pari al 40% del compenso eventualmente previsto al momento della cessazione è erogata per il 50% in forma monetaria e attribuita per il restante 50% sotto forma di diritti a ricevere azioni ordinarie di Poste Italiane, sottoposte a un vincolo di *retention* di un anno;
- una quota pari al 60% del compenso eventualmente previsto al momento della cessazione è soggetta a un sistema di pagamento differito in un periodo di 5 anni *pro-rata*; più della metà del pagamento differito è effettuato in diritti a ricevere Azioni ordinarie di Poste Italiane, in linea con lo schema previsto per il pagamento del sistema d'incentivazione a breve termine (MBO);
- le erogazioni delle quote differite previste sono sottoposte alla verifica dei parametri soglia di patrimonializzazione e di liquidità del Patrimonio BancoPosta e, per la componente in diritti a ricevere Azioni, assoggettate a un vincolo di *retention* pari a un anno.

Per il Personale più rilevante appartenente alla categoria del *Senior Management*:
- una quota pari al 60% del compenso eventualmente previsto al momento della cessazione è erogata per il 50% in forma monetaria e attribuita per il restante 50% sotto forma di diritti a ricevere Azioni ordinarie di Poste Italiane, sottoposte a un vincolo di *retention* di un anno;
- una quota pari al 40% del compenso eventualmente previsto al momento della cessazione è soggetta a un sistema di pagamento differito in un periodo di 5 anni *pro-rata*; più della metà del pagamento differito è effettuato in diritti a ricevere Azioni ordinarie di Poste Italiane, in linea con lo schema previsto per la remunerazione variabile annuale;
- l'erogazione delle quote differite previste avverrà a condizione che siano rispettati i parametri soglia di patrimonializzazione e di liquidità del Patrimonio BancoPosta e, per la componente in diritti a ricevere Azioni, assoggettate a un vincolo di *retention* pari a un anno;
- qualora l'importo del compenso variabile complessivo da ultimo percepito sia superiore al livello definito nel presente documento come importo "particolarmente elevato", lo schema di *pay-out* si modifica prevedendo uno schema in linea a quello sopra descritto per il Responsabile BancoPosta.

Per il Personale più rilevante non rientrante nella categoria del *Senior Management*:
- una quota pari al 60% del compenso eventualmente previsto al momento della cessazione è erogata per il 50% in forma monetaria e attribuita per il restante 50% sotto forma di diritti a ricevere Azioni ordinarie di Poste Italiane, sottoposte a un vincolo di *retention* di un anno;
- una quota pari al 40% del compenso eventualmente previsto al momento della cessazione è soggetta a un sistema di

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pagamento differito in un periodo di 4 anni *pro-rata* erogata per il 50% in forma monetaria e attribuita per il restante 50% sotto forma di diritti a ricevere Azioni ordinarie di Poste Italiane, in linea con lo schema previsto per la remunerazione variabile annuale;
- l'erogazione delle quote differite previste avverrà a condizione che siano rispettati i parametri soglia di patrimonializzazione e di liquidità del Patrimonio BancoPosta;
- qualora l'importo del compenso variabile complessivo da ultimo percepito sia superiore al livello definito nel presente documento come importo "particolarmente elevato", lo schema di *pay-out* si modifica prevedendo una componente differita pari al 60%, in linea con lo schema di erogazione previsto per il sistema d'incentivazione a breve termine (MBO).

Resta inteso che – per tutte le categorie sopra elencate – una somma equivalente all'eventuale indennità sostitutiva del periodo di preavviso previsto dal CCNL sarà detratta dall'ammontare complessivo e pagata secondo quanto previsto dalla normativa vigente; inoltre, l'importo complessivo eventualmente erogato verrà sottoposto a meccanismi di *malus* e di *claw back* fino all'intera quota entro 5 anni dal pagamento di ciascuna quota di incentivo e, comunque, entro i termini di prescrizione previsti, in relazione alle circostanze definite nelle Linee Guida sulle politiche di remunerazione e incentivazione tempo per tempo vigenti.

In applicazione delle Disposizioni di Vigilanza in tema di remunerazioni in merito alla determinazione dei compensi legati alla conclusione anticipata del rapporto per il Personale più rilevante, si evidenzia che il limite massimo ai compensi corrisposti in caso di risoluzione del rapporto, come sopra descritti, può portare a un esborso massimo individuale pari a circa euro 7,4 milioni lordi determinato sulla base della retribuzione più elevata[28]. Tale esborso è calcolato facendo riferimento alla massima retribuzione prevista tra il Personale destinatario delle presenti Linee Guida applicandovi, a livello massimo, tutte le possibili componenti della remunerazione da corrispondere in caso di cessazione anticipata.

Il processo di definizione degli importi correlati alla conclusione del rapporto è strutturato in modo da assicurare la sostenibilità economica di un'eventuale contemporanea risoluzione anticipata del rapporto di una pluralità di soggetti "con caratteristiche particolarmente rilevanti".

L'importo derivante dall'applicazione dei principi sopra descritti comporta erogazioni correlate alla remunerazione globale lorda del soggetto, proporzionata al ruolo ricoperto e all'ampiezza delle responsabilità assegnate, oltre a rispecchiare l'esperienza e le capacità richieste per ciascuna posizione, nonché le *performance* dimostrate e la qualità complessiva del contributo ai risultati a breve e a lungo termine.

Il compenso da corrispondere legato alla conclusione anticipata del rapporto per l'AD, per il Responsabile della funzione BancoPosta e per il Dirigente Preposto, è sottoposto all'esame del Consiglio di Amministrazione su proposta del Comitato Remunerazioni.

Per gli altri *Material Risk Takers* il compenso da corrispondere in occasione di cessazione anticipata del rapporto di lavoro è sottoposto all'esame dell'AD e del Responsabile della funzione BancoPosta, previa verifica della sussistenza delle condizioni di patrimonializzazione e liquidità da parte delle funzioni *Compliance* e *Risk Management*, nel rispetto delle politiche condivise dal Comitato Remunerazioni.

Da un lato il Consiglio e, dall'altro, l'AD, di concerto con il Responsabile della funzione BancoPosta, nell'ambito del limite massimo deliberato dall'Assemblea, valutano quanto sopra in considerazione dell'operato del soggetto nei diversi ruoli ricoperti nel tempo e avendo particolare riguardo ai livelli di patrimonializzazione e liquidità del Patrimonio BancoPosta.

Nessun importo è erogato laddove si sia verificata una o più delle fattispecie previste nel *claw back*.

I principi sopra definiti si possono applicare all'atto della risoluzione del rapporto anche nel caso in cui non siano state definite specifiche pattuizioni *ex-ante*.

28. Si procede a una esemplificazione al solo fine di soddisfare la previsione regolamentare prevista dal "XXV aggiornamento della Circolare Banca d'Italia". La Circolare richiede l'indicazione di un limite massimo della *severance* anche in termini di numero di annualità di retribuzione fissa oltre che in valore assoluto. Il numero di annualità di retribuzione fissa che sottende la remunerazione globale convenzionale lorda, potrebbe, in via del tutto teorica, in caso di assegnazione dei livelli massimi della remunerazione variabile possibili, essere pari a circa 5,2 annualità. Per il 2024 il valore del compenso lordo corrisposto in occasione della risoluzione del rapporto così determinato non potrà comunque essere superiore a euro 7,4 milioni, come sopra specificato.

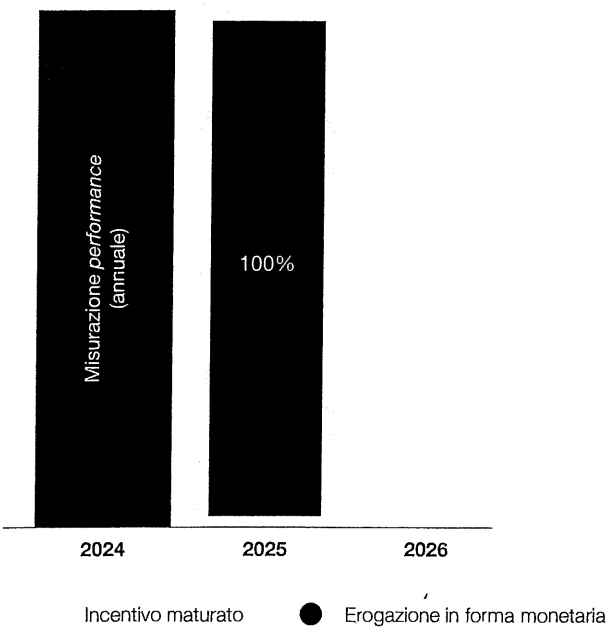
4.6 Remunerazione del restante Personale BancoPosta (non *Material Risk Takers*)

Anche per il restante personale BancoPosta (non rientrante nel Personale più rilevante) la remunerazione fissa è costituita da una componente monetaria ("retribuzione fissa") e da una componente "in natura" ("*benefit*").

La remunerazione variabile per il personale BancoPosta non incluso tra i *Material Risk Takers* – coerentemente con le politiche di Gruppo – è direttamente collegata alle *performance* aziendali nonché a quelle individuali, tenuto conto dei rischi assunti nel corso dell'attività (può quindi ridursi sensibilmente, fino ad azzerarsi). Possono essere previsti i seguenti strumenti:

- sistema d'incentivazione a breve termine ("MBO") è definito in linea con alcune delle caratteristiche del sistema per il Personale più rilevante descritto in precedenza, contemplando le medesime condizioni di attivazione (a titolo esemplificativo rispetto della propensione al rischio e condizioni individuali). Non sono previsti l'utilizzo di Azioni e modalità di differimento per l'erogazione degli eventuali *bonus* maturati (come evidenziato nella successiva figura);
- con riferimento al premio di risultato, il CCNL demanda alla contrattazione integrativa di secondo livello la definizione del premio aziendale che è riconosciuto al raggiungimento dei risultati complessivi oltre alle modalità di erogazione (ad es. "la conversione in *welfare* aziendale");
- altri *bonus* sono definiti all'interno delle politiche aziendali in coerenza con il *budget* e con le prassi di mercato, al fine di assicurare il rispetto dei criteri di equità interna e di sostenibilità dei costi e il confronto con i *benchmark* retributivi di mercato. Sono finalizzati a valorizzare il contributo sulla base della prestazione individuale e dei comportamenti osservati. Vengono presi in considerazione ai fini del computo della retribuzione variabile complessiva;
- *bonus* d'ingresso sono consentiti in casi eccezionali in fase di assunzione di nuovo personale in linea con quanto previsto per il personale più rilevante;
- sistemi di incentivazione sono definiti per specifiche figure con obiettivi infrannuali, annuali e pluriennali collegati a *performance* individuali o di gruppo sottoposti in ogni caso al soddisfacimento dei requisiti di patrimonializzazione e di liquidità;
- sistema di incentivazione variabile a medio termine è definito per i "*professional*"; si tratta di figure non manageriali che, con le proprie competenze specialistiche, supportano l'efficace implementazione del Piano Strategico. Il sistema, nelle prassi, prevede obiettivi su un orizzonte temporale biennale collegati a *performance* sia economico-finanziarie sia ESG sottoposto in ogni caso al soddisfacimento dei requisiti di patrimonializzazione e di liquidità.

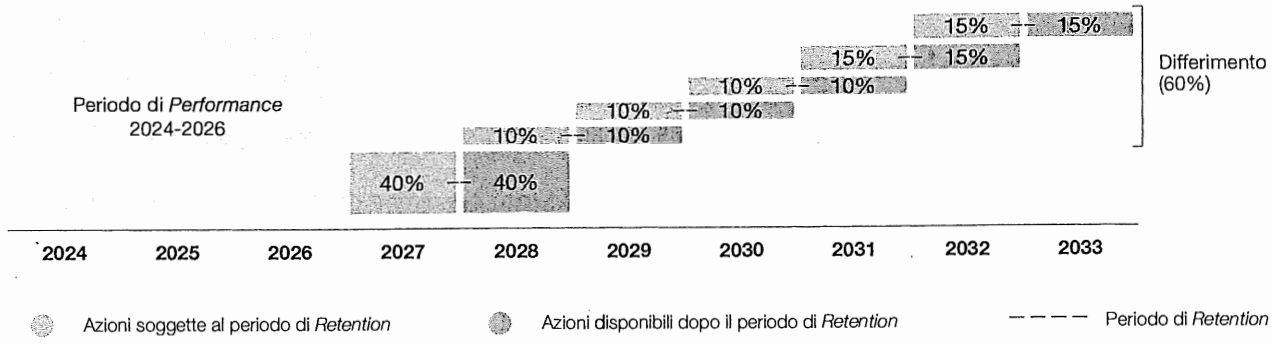
FIGURA 22. MODALITÀ DI EROGAZIONE DEL SISTEMA "MBO" PER IL RESTANTE PERSONALE BANCOPOSTA (NON *MATERIAL RISK TAKERS*)



Alcune risorse non rientranti nel perimetro del Personale più rilevante potrebbero essere destinatarie del "Piano ILT *Performance Share* 2024-2026".

Per questa categoria di beneficiari il "Piano ILT *Performance Share* 2024-2026" prevede la condizione cancello, le condizioni di accesso e gli obiettivi di *performance* in linea con quanto descritto in precedenza per l'AD e i beneficiari rientranti nel perimetro del Personale più rilevante; anche in termini di modalità di erogazione delle Azioni il "Piano ILT *Performance Share*" segue il medesimo schema di seguito riportato:

FIGURA 23. MODALITÀ DI EROGAZIONE DEL "PIANO ILT *PERFORMANCE SHARE* 2024-2026" PER I BENEFICIARI NON APPARTENENTI AL PERSONALE PIÙ RILEVANTE



Si ricorda che nessun Amministratore o Dirigente con responsabilità strategiche è incluso nel restante personale BancoPosta (non *Material Risk Takers*).

4.7 Meccanismi di aggiustamento *ex-ante* ed *ex-post* (clausole di *malus* e *claw back*)

Allineamento al rischio *ex-ante*

In linea con le migliori prassi di mercato e le normative di riferimento, la remunerazione variabile non è garantita, ma sottoposta al raggiungimento di prefissati livelli di *performance* unitamente al rispetto del profilo di rischio del Patrimonio BancoPosta, declinato nell'ambito delle condizioni cancello, delle condizioni di accesso, del *Bonus Pool* e degli obiettivi dei diversi sistemi di incentivazione.

Componenti variabili garantite possono essere previste, in casi eccezionali e in presenza di livelli patrimoniali e di liquidità coerenti con i requisiti prudenziali, per l'assunzione di nuovo personale e limitatamente al primo anno d'impiego. Non possono essere riconosciute più di una volta alla stessa persona né da BancoPosta né da altre società del Gruppo Poste Italiane e non sono soggette alle norme sulla struttura della remunerazione variabile (differimenti e/o componente in strumenti finanziari). Le stesse concorrono alla determinazione del limite al rapporto variabile/fisso della remunerazione del primo anno, salvo che siano corrisposte in un'unica soluzione al momento dell'assunzione. Fatta eccezione per le suddette circostanze è fatto divieto di corrispondere *bonus* garantiti.

Le remunerazioni volte a compensare il nuovo personale da eventuali contrazioni o azzeramenti di compensi (per effetto di meccanismi di *malus* o *claw back*) derivanti da precedenti impieghi, fermo restando il caso della remunerazione variabile garan-

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tita, sono soggette a tutte le regole applicabili in base all'appartenenza o meno alla categoria dei *Material Risk Takers* e definite dalle presenti Linee Guida (ad es. limiti ai compensi, obblighi di differimento e *retention*, pagamento in strumenti finanziari, *malus*, *claw back,* ecc.).

Allineamento al rischio *ex-post*

Sono previste alcune fattispecie specifiche, come di seguito descritte, in cui dovranno essere applicati meccanismi di aggiustamento *ex-post* dell'importo della remunerazione variabile. Tali disposizioni si applicano al personale destinatario dei sistemi d'incentivazione variabile (a titolo esemplificativo "MBO" e/o "ILT") e, quindi ove presente, anche al personale non incluso nel perimetro dei *Material Risk Takers*.

Claw back

In linea con le migliori prassi di mercato e le normative di riferimento, la remunerazione variabile complessiva è soggetta alla richiesta di restituzione (clausole di *claw back*) al verificarsi di determinati eventi.

Il processo di applicazione dei meccanismi di *claw back* è condotto in coerenza con la relativa procedura interna adottata dalla Società approvata dal Consiglio di Amministrazione nella sua adunanza del 18 marzo 2019 e aggiornata il 14 dicembre 2022. Tale procedura prevede la partecipazione interdisciplinare di più funzioni aziendali con differenti competenze che intervengono nelle diverse fasi del processo ovvero: attivazione, istruttoria, finalizzazione di una relazione informativa, chiusura della procedura e adempimenti obbligatori. Gli organi/funzioni aziendali, responsabili della decisione di procedere al recupero dell'intero ammontare o di parte dei premi variabili già corrisposti, sono differenziati in base al profilo della risorsa oggetto della procedura di *claw back*. Resta inteso che per l'AD e per gli altri *MRTs* l'eventuale decisione sarà di competenza del Consiglio di Amministrazione, su proposta del Comitato Remunerazioni.

I meccanismi di *claw back*, cioè di restituzione di premi già corrisposti, vengono attivati tenendo altresì conto dei profili di natura legale, contributiva e fiscale in materia, indipendentemente dal fatto che il rapporto di lavoro sia ancora in essere o cessato. Tale disposizione si applica al personale destinatario dei sistemi d'incentivazione variabile sia a breve sia a lungo termine.

In particolare entro 5 anni dal pagamento di ciascuna quota di incentivo e comunque entro i termini di prescrizione previsti, la Società può chiedere la restituzione di quanto già erogato fino all'intero incentivo, fermo restando il diritto al risarcimento dell'eventuale ulteriore danno, in caso di:

- comportamenti non conformi a disposizioni di legge, regolamentari o statutarie, al Codice Etico, al Modello Organizzativo ex D.Lgs. 231/01 e/o alla Politica Integrata del Gruppo Poste Italiane applicabili alla Società, ivi incluso il Patrimonio BancoPosta, o a una delle società del Gruppo, da cui sia derivata una perdita significativa per la Società, per una delle società del Gruppo o per la clientela;
- ulteriori comportamenti non conformi a disposizioni di legge, regolamentari, statutarie, al Codice Etico, al Modello Organizzativo ex D.Lgs. 231/01 e/o alla Politica Integrata del Gruppo Poste Italiane applicabili alla Società, ivi incluso il Patrimonio BancoPosta, o a una delle società del Gruppo, che abbiano determinato un vantaggio in termini di incentivazione per il beneficiario;
- violazioni degli obblighi imposti ai sensi dell'articolo 26 o, quando il soggetto è parte interessata, dell'articolo 53, commi 4 e ss., del Testo Unico Bancario o degli obblighi in materia di remunerazione e incentivazione;
- comportamenti fraudolenti o di colpa grave a danno della Società, ivi incluso il Patrimonio BancoPosta, o a una delle società del Gruppo;
- erogazione del premio sulla base di dati che siano risultati in seguito errati e/o falsi.

Malus

Il verificarsi di una o più delle suddette fattispecie comporta, inoltre, l'applicazione di meccanismi di *malus* per le quote di incentivo differite non ancora corrisposte (con riferimento sia alle quote da erogarsi in forma monetaria sia a quelle da erogarsi in Azioni/strumenti ad esse collegate).

Ulteriori meccanismi di *malus, che* comportano la riduzione fino all'azzeramento delle quote differite dei sistemi d'incentivazione variabile, si attivano qualora non vengano rispettati i livelli di *risk tolerance* dei parametri di adeguatezza patrimoniale, di liquidità e di redditività corretta per il rischio definiti nel rispetto del *Risk Appetite Framework* ("*RAF*") del Patrimonio BancoPosta tempo per tempo vigente.

Altri meccanismi di aggiustamento

Si evidenzia che il verificarsi di una o più delle fattispecie evidenziate nell'ambito del *claw back* (a titolo esemplificativo e non esaustivo, comportamenti fraudolenti o di colpa grave del beneficiario a danno della Società, ivi incluso il Patrimonio BancoPosta, o di una delle società del Gruppo ecc.) comporta, altresì, la non erogazione delle quote sottoposte a periodi di *retention*.

Come anticipato, il Personale più rilevante, secondo quanto prescritto dalle Disposizioni di Vigilanza emanate dalla Banca d'Italia, è tenuto a non avvalersi di strategie di copertura personale o di assicurazioni sulla retribuzione o su altri aspetti che possono alterare o inficiare gli effetti di allineamento al rischio insiti nei meccanismi della remunerazione variabile.

Quanto sopra è confermato attraverso specifiche pattuizioni con il personale interessato, nelle quali viene richiesto di comunicare l'eventuale apertura di conti custodia titoli presso altri intermediari, oltre alla eventuale realizzazione di investimenti finanziari in diritti speciali, diversi dai titoli oggetto di scambio nei mercati regolamentati, che hanno come sottostante, diretto o indiretto, le Azioni di Poste Italiane.

Coerentemente con le previsioni regolamentari, Poste Italiane attiverà a tal fine controlli a campione con riferimento ai conti custodia titoli detenuti dal Personale più rilevante presso BancoPosta.

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5. Politiche e prassi di remunerazione del personale, non appartenente al Patrimonio BancoPosta, addetto alla rete di vendita di prodotti bancari, finanziari e di pagamento[29] e alle attività di supporto al cliente e di trattamento dei reclami

BancoPosta, nell'esercizio delle attività di collocamento dei prodotti bancari, finanziari[30], assicurativi e di pagamento[31], così come disciplinata dalle norme del Testo Unico Bancario[32], delle Disposizioni di Trasparenza[33], del Testo Unico della Finanza[34], dai Regolamenti IVASS e dal regolamento 2088/2019, presta costante attenzione alla trasparenza delle condizioni contrattuali e alla correttezza dei comportamenti della rete di vendita, non appartenente al Patrimonio BancoPosta, al fine di presidiare i rischi di natura legale e reputazionale connessi ai rapporti con la clientela, non solo con accorgimenti di carattere organizzativo o procedurale, ma anche definendo specifiche politiche di remunerazione del personale a ciò addetto.

In particolare, BancoPosta intende soddisfare i bisogni della clientela attraverso il governo e il controllo dell'intero ciclo di vita dei prodotti nelle varie fasi di elaborazione, distribuzione, monitoraggio e revisione.

Con particolare riferimento alle attività di vendita e commercializzazione di prodotti bancari, finanziari, assicurativi e di pagamento, BancoPosta si avvale delle Funzioni di Poste Italiane delle reti commerciali (denominate Mercato Privati e Mercato Imprese e Pubblica Amministrazione) per il tramite dello specifico Disciplinare Esecutivo[35]. Al riguardo, BancoPosta verifica che i sistemi di remunerazione e incentivazione del personale addetto alla vendita (di seguito "sistemi di remunerazione ed incentivazione commerciale") siano conformi ai seguenti principi:

- siano definiti in coerenza con gli obiettivi e i valori aziendali e le strategie di lungo periodo;
- siano ispirati a criteri di diligenza, trasparenza, correttezza e qualità nelle relazioni con la clientela, al contenimento dei rischi legali e reputazionali, alla tutela e fidelizzazione della clientela, al rispetto delle disposizioni di auto-disciplina eventualmente applicabili;
- non si basino esclusivamente su obiettivi commerciali, bensì anche su criteri qualitativi, e non costituiscano un incentivo a collocare prodotti non adeguati rispetto ai bisogni, alle esigenze finanziarie e in termini ESG dei clienti.

In particolare, i soggetti destinatari della presente linea guida (di seguito "soggetti rilevanti") sono individuati nel personale che offre prodotti ai clienti interagendo con quest'ultimi, nonché in coloro a cui questi rispondono gerarchicamente.

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29. Politica redatta anche ai sensi del Provvedimento Banca d'Italia sulla "Trasparenza delle operazioni e dei servizi bancari e finanziari – Correttezza delle relazioni tra intermediari e clienti" del 19 marzo 2019.
30. Nei prodotti finanziari sono ricompresi "gli strumenti finanziari e ogni altra forma di investimento di natura finanziaria" come definiti all'art. 1 comma 1 lettera u) ed i prodotti di investimento assicurativi di cui all'art 1 comma 1, alla lettera w *bis* 3.
31. BancoPosta opera, tra l'altro, come collocatore di PostePay S.p.A., istituto di moneta elettronica del Gruppo Poste Italiane.
32. Decreto legislativo 1° settembre 1993, n. 385 "Testo Unico Bancario", Titolo VI.
33. Provvedimento del 29 luglio 2009 e successive modifiche in materia di Trasparenza delle operazioni e dei servizi bancari e finanziari.
34. Decreto legislativo 24 febbraio 1998, n. 58 Testo Unico della Finanza, Titolo II.
35. Disciplinare Esecutivo "Reti Commerciali" valido dal 1° gennaio 2023 al 31 dicembre 2025.

La valutazione dei sistemi di remunerazione ed incentivazione del personale addetto alla vendita rientra tra le competenze del "Comitato Servizi Finanziari e Assicurativi" (in ambito Poste Italiane) che è presieduto dal Responsabile BancoPosta e prevede la partecipazione, tra gli altri, dei Responsabili delle reti commerciali. Nell'ambito di tale Comitato, previa verifica della Funzione *Compliance* di BancoPosta, sono valutate le logiche di definizione dei sistemi di incentivazione commerciale, il monitoraggio degli obiettivi, l'andamento delle attività svolte, nonché lo stato di realizzazione delle azioni correttive individuate a seguito di eventuali inefficienze o non conformità riscontrate.

Nella definizione dei sistemi di remunerazione ed incentivazione commerciale, BancoPosta, di concerto con le funzioni Mercato Privati, Mercato Imprese e Pubblica Amministrazione, Risorse Umane e Organizzazione, Amministrazione Finanza e Controllo in ambito Poste Italiane, assicura che:

- la remunerazione non determini incentivi tali da indurre il personale addetto alla rete di vendita a perseguire gli interessi propri o dell'intermediario a danno dei clienti;
- sia tenuto conto di ogni rischio che può determinare un pregiudizio per i clienti, adottando opportuni accorgimenti di presidio;
- la componente variabile della remunerazione:
  - sia ancorata a criteri quantitativi e qualitativi[36];
  - non costituisca un incentivo a offrire uno specifico prodotto, o una specifica categoria o combinazione di prodotti quando da ciò può derivare un pregiudizio per il cliente;
  - sia adeguatamente bilanciata rispetto alla componente fissa della remunerazione;
  - sia soggetta a meccanismi di correzione tali da consentirne la riduzione (anche significativa) o l'azzeramento.

BancoPosta, inoltre, assicura che venga adottata idonea procedura avente ad oggetto il sistema di incentivazione commerciale, volta a disciplinare, tra le altre cose, le modalità con cui le politiche vengono attuate, con particolare riguardo all'applicazione dei criteri per la determinazione della componente variabile, ove prevista, nonché i meccanismi per una chiara e preventiva comunicazione ai soggetti rilevanti delle politiche di remunerazione a loro destinate. Al riguardo, BancoPosta assicura che i soggetti a cui tali meccanismi di incentivazione sono destinati siano debitamente informati antecedentemente all'avvio delle azioni commerciali; ad ogni modo, le politiche di remunerazione ed incentivazione sono sempre facilmente accessibili e consultabili.

Il perimetro dei soggetti cui si applicano le suddette politiche e prassi di remunerazione è composto, alla data del 31 marzo 2024, da un numero di 49.664 risorse appartenenti alle seguenti strutture e figure commerciali della funzione Mercato Privati e della funzione Mercato Imprese e Pubblica Amministrazione in ambito Poste Italiane:

FIGURA 24. STRUTTURE E FIGURE COMMERCIALI DELLA FUNZIONE MERCATO PRIVATI E MERCATO IMPRESE E PUBBLICA AMMINISTRAZIONE IN AMBITO POSTE ITALIANE

	Struttura	Figure commerciali
Mercato Privati	**Ufficio Postale**	Direttore Ufficio Postale
		Specialista Consulente Finanziario
		Operatore di Sportello
		Operatore di Accoglienza
		Collaboratore Supporto Ufficio Postale
		Operatore *Front End*
		Referente Gestione Ufficio Postale
	Filiale	Responsabile Commerciale di Filiale
		Referente Commerciale di Zona
		Specialista Consulente Mobile
		Specialista Consulente Premium
		Specialista Prodotti *Front End*
		Specialista *Small Business*
	Macro Area	Coordinatore Commerciale Territoriale
		Referente Protezione
		Referente Finanziamenti
		Referente *Premium*
		Referente Vendite POE
Mercato Imprese e Pubblica Amministrazione	**Commerciale Finanziario e Assicurativo**	Responsabile Venditori Specialisti
		Venditore Specialista
		Account Specialista
		Venditore *Junior*

36. In particolare, la remunerazione variabile non si basa solo sul raggiungimento di obiettivi quantitativi legati alla vendita dei prodotti, ma tiene conto anche di altri criteri (ad es., fidelizzazione e livello di soddisfazione della clientela).

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Infine, con riferimento alle attività di supporto al cliente e di trattamento dei reclami svolte con l'apporto della funzione *Digital, Technology & Operations* in ambito Poste Italiane, per il tramite dello specifico Disciplinare Esecutivo[37], BancoPosta assicura che i sistemi di remunerazione ed incentivazione del personale addetto alla trattazione dei reclami ove esistenti prevedano indicatori che tengano conto, tra l'altro, dei risultati conseguiti nella gestione dei reclami e della qualità delle relazioni con la clientela[38].

Altro personale Mercato Privati non appartenente al Patrimonio BancoPosta

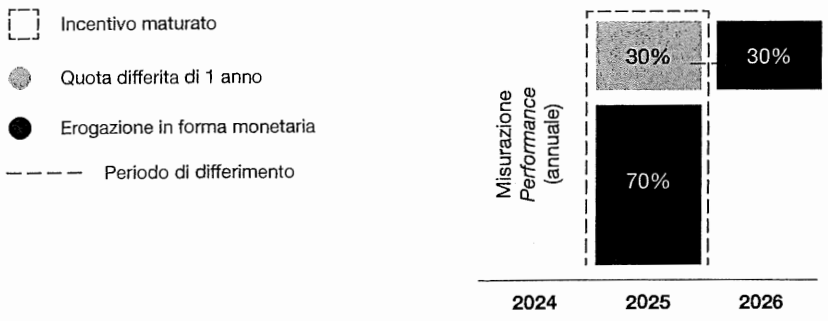
Negli Orientamenti relativi a taluni aspetti dei requisiti in materia di retribuzione della MiFID II pubblicati nel 2023, l'ESMA mira a promuovere una maggiore convergenza nell'interpretazione dei requisiti in materia di retribuzione della MiFID II, nonché dei requisiti in materia di conflitti di interesse e di norme di comportamento della MiFID nel settore della retribuzione, così come negli approcci di vigilanza relativi a tali requisiti, ponendo l'accento su diverse questioni importanti e avvalorando in tal modo le norme esistenti. Tra le finalità dichiarate da ESMA si segnala l'esigenza di rafforzare i presidi volti ad evitare l'insorgere di conflitti tra gli interessi dei clienti destinatari dell'offerta di prodotti di investimento di Poste Italiane e quelli dei soggetti rilevanti, in termini di retribuzione di quest'ultimi.

Il perimetro soggettivo di applicazione dei suddetti Orientamenti nell'ambito del Gruppo Poste Italiane è il seguente:
- Responsabile Mercato Privati (MP);
- Responsabile MP/Commerciale e suoi diretti riporti;
- Responsabili MP/Macro Area MP (MAMP);
- Responsabili MP/MAMP Commerciali;
- Responsabili di Filiale.

In totale i soggetti rilevanti ESMA risultano essere oltre 150 *manager* della Funzione Mercato Privati.

Per tale popolazione, in via prudenziale e in linea con le *best practice* di mercato, la remunerazione variabile di breve termine prevede obiettivi in grado di incoraggiare i soggetti rilevanti ad agire nel migliore interesse del cliente e che non creino conflitti di interesse o incentivi che possano indurre i soggetti rilevanti a favorire i propri interessi o gli interessi dell'impresa a potenziale discapito di un cliente. Si prevede, inoltre, un meccanismo di pagamento del 30% del *bonus* maturato in forma monetaria e differito di un anno, oltre a meccanismi di correzione *ex post* quali *malus* e *clawback*: nello specifico, restano applicabili le fattispecie di *clawback* descritte in precedenza al paragrafo "Meccanismi di aggiustamento *ex-ante* ed *ex-post*" alle quali, sempre con riferimento al sistema di incentivazione a breve termine, si aggiunge la possibilità di ridurre fino ad azzerare le quote non ancora corrisposte o di richiedere la restituzione di quote già corrisposte in caso di "comportamenti fraudolenti o di colpa grave volti a favorire l'interesse personale a discapito degli interessi della clientela".

FIGURA 25. MODALITÀ DI EROGAZIONE DELLA REMUNERAZIONE VARIABILE DI BREVE TERMINE PER I SOGGETTI RILEVANTI ESMA



Resta inteso che la modalità di erogazione sopra rappresentata non sarà applicata qualora il valore della remunerazione variabile di breve termine risulti d'importo inferiore a € 50.000 lordi.

37. Disciplinare Esecutivo "*Digital Technology & Operations-Operations* (*Back Office* e Assistenza Clienti)" valido dal 1° gennaio 2023 al 31 dicembre 2025.
38. Procedura Sistema di Incentivazione Variabile a breve termine MBO del Gruppo Poste Italiane.

Altro personale non appartenente al Patrimonio BancoPosta

Con riferimento al personale di Poste Italiane (non addetto alla rete di vendita di prodotti bancari, finanziari e di pagamento e alle attività di supporto al cliente e di trattamento dei reclami) che, per il tramite di specifici Disciplinari Esecutivi, svolge attività per BancoPosta, nell'ambito del Sistema MBO possono essere previsti KPI collegati ai "livelli di servizio" nei confronti di BancoPosta stessa, con un peso pari al 15%.

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6. Attuazione della politica in materia di remunerazione e incentivazione del 2023

Si fornisce, di seguito, la descrizione delle modalità con cui le previsioni contenute nelle "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2023 del Patrimonio BancoPosta*" sono state attuate nel corso del medesimo anno. In particolare, viene illustrato il processo decisionale che ha coinvolto le funzioni e gli organi aziendali, per la definizione dei compensi corrisposti nel 2023 a favore della Presidente e dei componenti dell'Organo con funzione di supervisione strategica, dell'Amministratore Delegato e Direttore Generale, delle funzioni aziendali di controllo e del restante Personale più rilevante (il variabile inserito nelle tabelle è una stima definita al momento della redazione del presente documento in attesa dell'approvazione del Bilancio della Società da parte dell'Assemblea degli azionisti). Inoltre, sono comunicate le informazioni quali-quantitative aggregate sulle remunerazioni ripartite per linee di attività per il personale più rilevante rientrante nel perimetro di applicazione delle politiche di remunerazione e incentivazione del Patrimonio BancoPosta.

6.1 *Governance* del processo di remunerazione

Le "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2023 del Patrimonio BancoPosta*" sono state definite dal Consiglio di Amministrazione del 29 marzo 2023, sentito il parere del Comitato Remunerazioni e del Comitato Controllo e Rischi, e approvate dall'Assemblea degli azionisti in data 8 maggio 2023.

Le stesse sono disponibili sul sito internet www.posteitaliane.it (nella sezione Governance – Remunerazione). Si segnala che, dalle verifiche svolte sulle modalità di attuazione delle prassi rispetto alla politica di remunerazione e incentivazione del personale facente capo al Patrimonio BancoPosta vigente per il 2023, è emerso un generale livello di adeguatezza.

La funzione *Compliance* e la funzione *Risk Management* hanno valutato preventivamente le "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2023 del Patrimonio BancoPosta*" confermandone rispettivamente la conformità alla normativa (interna ed esterna) e alle politiche di rischio.

In particolare, la funzione *Compliance* ha svolto le opportune verifiche al fine di garantire la coerenza e l'adeguatezza delle "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2023 del Patrimonio BancoPosta*" e degli obiettivi assegnati rispetto a quanto indicato dalla normativa di riferimento e dal Regolamento del Patrimonio BancoPosta.

Con l'ausilio della struttura Amministrazione, Pianificazione e Controllo di BancoPosta, la funzione *Risk Management* ha contribuito alla determinazione degli indicatori economico-finanziari corretti per il rischio da inserire nei sistemi di incentivazione, in modo coerente con la situazione di patrimonializzazione e di liquidità del Patrimonio BancoPosta, con i rischi assunti nel corso delle sue attività e con i livelli di *performance* raggiunti. Di conseguenza, al fine di fornire al Comitato Remunerazioni le informazioni necessarie per garantire l'allineamento con il *Risk Appetite Framework* ("*RAF*") del Patrimonio BancoPosta, il responsabile della funzione *Risk Management* è stato invitato a partecipare alle riunioni del Comitato Remunerazioni e del Comitato Controllo e Rischi, durante le quali sono stati trattati temi aventi un impatto sulla gestione del rischio e sui livelli di patrimonializzazione e di liquidità del Patrimonio.

La funzione *Compliance* e la funzione *Risk Management*, inoltre, hanno contribuito, per gli aspetti di competenza, al processo di identificazione dei *Risk Takers*, coordinato dalla funzione *HR Business Partner* Vigilate a supporto del Responsabile della funzione BancoPosta. A dicembre 2023, il perimetro del Personale più rilevante è pari a 42 risorse. Il numero totale degli MRTs, rispetto a dicembre 2022, è incrementato di 3 unità a seguito di variazioni dell'assetto organizzativo.

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La funzione Revisione Interna ha proceduto, inoltre, a verificare la rispondenza delle prassi di remunerazione alle politiche di BancoPosta e alla normativa di riferimento.

6.2 Informativa *ex-post*

In conformità alla richiesta di *disclosure* circa le modalità con cui sono state applicate le *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2023 del Patrimonio BancoPosta"* e dei dati retributivi di cui al "XXV aggiornamento della Circolare Banca d'Italia" e all'art. 450 del Regolamento n. 575 del 26 giugno 2013 (c.d. *CRR* – integrato dal Regolamento di esecuzione (UE) n. 637, adottato il 15 marzo 2021), si riportano di seguito le principali evidenze relative ai sistemi di incentivazione attivati nel 2023 e le tabelle sulle informazioni qualitative e quantitative.

In particolare, conformemente alle previsioni delle Linee Guida, i sistemi di remunerazione variabile assegnati sono stati:

- il sistema d'incentivazione a breve termine "MBO" 2023, implementato in linea con le previsioni regolamentari più stringenti con riferimento al Personale più rilevante e comprensivo, per tutti i partecipanti, delle condizioni di attivazione (*performance gate*, rispetto della propensione al rischio, redditività corretta per il rischio, *bonus pool* e condizioni di accesso individuali), coerentemente con quanto definito nel Documento Informativo approvato dall'Assemblea degli azionisti dell'8 maggio 2023;
- "Piano ILT *Performance Share* 2023-2025", coerentemente con quanto definito nel Documento Informativo approvato dall'Assemblea degli azionisti dell'8 maggio 2023.

Inoltre, nel corso del 2023, sono stati riconosciuti:

- premio di risultato – demandato dal CCNL alla contrattazione integrativa di secondo livello; il premio aziendale è correlato ad obiettivi di incrementi di produttività, qualità e redditività aziendale. Nel 2023 è stato riconosciuto, in aggiunta alla componente ordinaria del Premio di risultato, un importo aggiuntivo e straordinario, pari a 1.000 € lordi. Tale *bonus* straordinario è volto a riconoscere il particolare impegno profuso dalle persone nella realizzazione della strategia aziendale;
- gratifiche Una Tantum – definite all'interno delle politiche retributive aziendali in coerenza con il *budget* e con le prassi di mercato, al fine di assicurare il rispetto dei criteri di equità interna e di sostenibilità dei costi e il confronto con i *benchmark* retributivi di mercato. Sono finalizzate a valorizzare il contributo sulla base della prestazione individuale e dei comportamenti osservati. Vengono prese in considerazione ai fini del computo della retribuzione variabile complessiva e sono riconosciute previa conferma del rispetto della propensione al rischio con riferimento all'accantonamento complessivo. In particolare, il valore complessivo delle Una Tantum riconosciute per il 2023 è stato pari a € 148.100 coinvolgendo 44 risorse (importo medio pro-capite circa € 3.400 lordi);
- *bonus* d'ingresso consentiti in casi eccezionali in fase di assunzione di nuovo personale (per il 2023 al personale *Risk Takers* non sono stati riconosciuti *bonus* d'ingresso);
- sistema di incentivazione variabile a medio termine, dedicato ai *"professional"*; si tratta di figure non manageriali (appartenenti al restante Personale BancoPosta – non *Material Risk Takers*) che, con le proprie competenze specialistiche, supportano l'efficace implementazione del Piano Strategico. Il sistema prevede obiettivi su un orizzonte temporale biennale collegati a *performance* sia economico-finanziarie sia ESG ed è sottoposto in ogni caso al soddisfacimento dei requisiti di patrimonializzazione e di liquidità.

Si ricorda che l'AD-DG ed i Dirigenti con responsabilità strategiche del Patrimonio BancoPosta non sono stati inclusi tra i beneficiari del premio di risultato, di gratifiche Una Tantum, di *bonus* d'ingresso e del sistema di incentivazione variabile a medio termine dedicato ai *professional*.

Focus sulla consuntivazione dei sistemi di incentivazione variabile

Nelle pagine che seguono si descrive la consuntivazione dei sistemi di incentivazione il cui periodo di *performance* si è concluso nel 2023 (sistema d'incentivazione a breve termine "MBO" 2023e piano ILT *Performance Share* 2021-2023). Inoltre, si richiamano i sistemi per i quali sono maturate le quote sottoposte a differimento/*retention* sempre nel corso del 2023 nel rispetto delle condizioni definite.

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Sistema d'incentivazione a breve termine "MBO" 2023

Con riferimento al sistema di incentivazione variabile a breve termine "MBO", per il periodo di *performance* 2023, a seguire è riportato il livello di conseguimento della condizione cancello e delle condizioni di accesso al sistema, con riferimento al perimetro del Patrimonio BancoPosta. Si evidenzia che le stesse sono state superate e, pertanto, il suddetto sistema è stato attivato.

FIGURA 26. CONDIZIONE CANCELLO E CONDIZIONI DI ACCESSO DEL SISTEMA "MBO" 2023

Condizioni (ON/OFF)	Valore soglia	Consuntivo
EBIT di Gruppo (€ mld)	2,45	**2,63**
Parametro di adeguatezza Patrimoniale Patrimonio BancoPosta **CET 1**	16%	**19%**
Parametro di Liquidità a breve termine Patrimonio BancoPosta **LCR**	225%	**459%**
Parametro di redditività corretta per il rischio BancoPosta **RORAC**	19%	**36%**
Parametro di adeguatezza patrimoniale Gruppo Assicurativo Poste Vita: ***Solvency II Ratio***	150%	**307%**

Valori arrotondati

La seguente figura illustra per l'AD-DG i livelli di raggiungimento di ciascun obiettivo di *performance* assegnato, relativamente al sistema d'incentivazione a breve termine "MBO" 2023.

FIGURA 27. CONSUNTIVAZIONE OBIETTIVI "MBO" 2023 AD-DG

Obiettivo	Peso	Minimo	*Target*	Massimo	Consuntivo
EBIT di Gruppo (€ mld)	20%	2,45	2,49	2,52	**2,63** (massimo)
Costi Fissi di Gruppo (€ mld)	10%	6,85	6,78	6,71	**6,62** (massimo)
Ricavi totali di Gruppo (€ mld)	10%	11,61	11,73	11,84	**11,99** (massimo)
RORAC BancoPosta	20%	21,4%	27,1%	36,8%	**36,4%** (tra *target* e massimo)
Transizione *green*	15%	-3%	-4%	-5%	**Oltre -5%** (massimo)
Valorizzazione delle persone	15%	70	100	140	**140** (massimo)
Qualità PCL	10%	8	10	12	**10** (*target*)

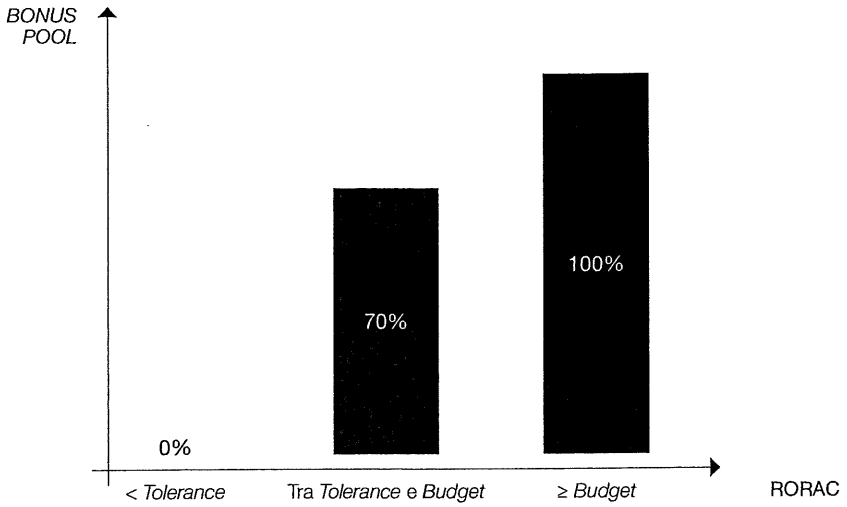
Valori arrotondati

Maggiori dettagli con riferimento al sistema MBO 2023 per l'AD-DG sono forniti nella Relazione sui compensi corrisposti 2023 di Poste Italiane.

Infine, si evidenzia che è stata verificata la sussistenza delle condizioni di adeguatezza patrimoniale e di liquidità del Patrimonio BancoPosta, pertanto, a valle dell'approvazione del Bilancio di esercizio 2023, saranno riconosciute le quote monetarie e in strumenti finanziari giunte al termine dei periodi di differimento e/o *retention* relative ai sistemi di incentivazione a breve termine ("MBO") per gli anni 2018, 2019, 2020, 2021 e 2022.

Per quanto riguarda il restante personale *MRTs* il *bonus pool* si è attestato al +7,5%. Si ricorda che il *bonus pool* prevede un diretto collegamento con il RAF BancoPosta strutturato in due fasi:

- Fase 1: "*funding*" definito in ottica prudenziale con riferimento al RORAC secondo il seguente schema:



Il valore di consuntivazione del RORAC è il medesimo dell'AD-DG (>Budget) pertanto la Fase 1 risulta pari al 100% confermando l'incentivo maturato.

- Fase 2: L'*output* della Fase 1 viene ulteriormente corretto in funzione di un indicatore qualitativo del RAF (RAF *Quality Index* – RQI) e di un indicatore di qualità percepita dalla clientela *retail* di BancoPosta (*Net Promoter Score* – NPS). In particolare, l'aggiustamento è effettuato sulla base dello schema seguente:

		NPS BancoPosta *Retail*		
		Basso	**Medio**	**Alto**
RQI	**Basso**	-10,0%	-7,5%	-5,0%
	Medio	-2,5%	0,0%	+2,5%
	Alto	+5,0%	+7,5%	+10,0%

La consuntivazione del RQI si è posizionata a livello "Alto" mentre la consuntivazione del "NPS" si è posizionata a livello "Medio". L'aggiustamento complessivo risulta pertanto pari al +7,5% dell'incentivo maturato.

Si evidenzia che sono previsti anche obiettivi individuali collegati al ruolo ricoperto in aggiunta all'indicatore, di norma, comune a tutti del RORAC BancoPosta (con un peso compreso tra il 30% e il 50%) per i *Material Risk Takers* non appartenenti alle Funzioni di controllo. Si ricorda, infine, che gli obiettivi di *performance* per i beneficiari appartenenti alle funzioni aziendali di controllo sono coerenti con i compiti assegnati e prevedono l'attribuzione di indicatori qualitativi e indipendenti dai risultati conseguiti dalla Società e dal Patrimonio BancoPosta. Anche per il restante personale *MRTs* è stata verificata la sussistenza delle condizioni di adeguatezza patrimoniale e di liquidità del Patrimonio BancoPosta, pertanto, a valle dell'approvazione del Bilancio di esercizio 2023, saranno riconosciute le quote monetarie e in strumenti finanziari giunte al termine dei periodi di differimento e/o *retention* relative ai sistemi di incentivazione a breve termine ("MBO") di anni precedenti.

"Piano ILT *Performance Share*"

Con riferimento al "Piano ILT *Performance Share 2021-2023*" la condizione cancello e le condizioni di accesso previste per i beneficiari del Patrimonio BancoPosta sono state tutte superate, come rappresentato nella successiva tabella:

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FIGURA 28. CONDIZIONE CANCELLO E CONDIZIONI DI ACCESSO "PIANO ILT *PERFORMANCE SHARE* 2021-2023"

Condizione cancello	Valore soglia	Consuntivo
EBIT di Gruppo cumulato triennale (€ mld)	5,5	**6,7**

Condizioni di accesso	Valore soglia	Consuntivo
Parametro di adeguatezza Patrimoniale Patrimonio BancoPosta: **CET 1**	16%	**19%**
Parametro di liquidità a breve termine Patrimonio BancoPosta: **LCR**	225%	**459%**
Parametro di redditività corretta per il rischio Patrimonio BancoPosta: **RORAC**	19%	**36%**

Valori arrotondati

Il superamento di tali condizioni ha consentito l'attivazione del Piano. Di seguito è riportato il livello di raggiungimento degli obiettivi di *performance* assegnati nel 2021, ovvero l'EBIT di Gruppo cumulato triennale (con peso 40%), il *Total Shareholder Return* relativo (con peso 40%) e la Finanza Sostenibile (con peso 20%):

FIGURA 29. CONSUNTIVAZIONE OBIETTIVI DI *PERFORMANCE* "PIANO ILT *PERFORMANCE SHARE* 2021-2023" ASSEGNATO NEL 2021

Primo Obiettivo	Peso	Minimo	*Target*	Massimo	Consuntivo
EBIT di Gruppo cumulato triennale (€ mld)	40%	5,5	5,7	5,9	**6,7** (massimo)

Valori arrotondati

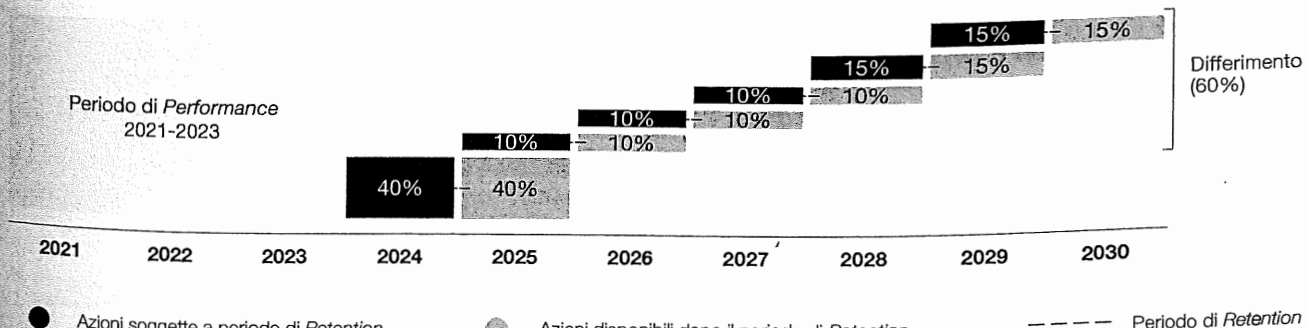
Secondo Obiettivo	Peso	Minimo	*Target*	Massimo	Consuntivo
***Total Shareholder Return* relativo (rTSR)** (TSR Poste Italiane vs FTSE MIB)	40%	TSR PI = TSR FTSE MIB	TSR PI +5% vs TSR FTSE MIB	TSR PI +15% vs TSR FTSE MIB	>15% vs TSR FTSE MIB (massimo)

Terzo Obiettivo	Peso	Minimo	*Target*	Massimo	Consuntivo
Finanza Sostenibile (numero di prodotti offerti con componenti ESG rispetto al numero totale di prodotti offerti)	20%	40%	50%	60%	**79%** (massimo)

Si ricorda che condizione cancello, condizioni di accesso e obiettivi di *performance* per i beneficiari del Patrimonio BancoPosta sono i medesimi previsti per l'AD-DG; maggiori dettagli sulla consuntivazione di quest'ultimo e sui livelli di raggiungimento degli obiettivi sono forniti nella Relazione sui compensi corrisposti 2023 di Poste Italiane.

I diritti a ricevere Azioni ordinarie di Poste Italiane derivanti dalla consuntivazione del Piano saranno riconosciuti con le modalità di seguito rappresentate:

FIGURA 30. MODALITÀ CORRESPONSIONE "PIANO ILT *PERFORMANCE SHARE* 2021-2023"



Sia la quota *up-front* sia le quote differite sono assoggettate a un periodo di *retention* di un anno. Le Azioni maturate saranno disponibili, al termine del periodo di *retention* sulla quota *up-front*, previa la verifica delle condizioni di adeguatezza patrimoniale, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta. Al termine dei periodi di differimento e dei periodi di *retention* sulle quote differite, verrà verificata la sussistenza del livello soglia delle condizioni di adeguatezza patrimoniale, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

Infine, con riferimento ai piani di incentivazione a medio-lungo termine si evidenzia che:

- per il Piano ILT 2020-2022, consuntivato nel 2023, è giunta al termine del periodo di *retention* di un anno la quota *up-front* per la quale sono state positivamente verificate le condizioni per il riconoscimento collegate all'adeguatezza patrimoniale, alla liquidità e alla redditività corretta per il rischio del Patrimonio BancoPosta (CET 1, LCR e RORAC). Per l'AD-DG il numero di Azioni collegate a tale quota è pari a 10.152;
- per il Piano ILT *Deliver* Quinquennale 2022, consuntivato nel 2023, è giunta al termine del periodo di *retention* di un anno la quota *up-front* in Azioni per la quale sono state positivamente verificate le condizioni per il riconoscimento collegate all'adeguatezza patrimoniale, alla liquidità e alla redditività corretta per il rischio del Patrimonio BancoPosta (CET 1, LCR e RORAC) nonché l'inclusione di Poste Italiane in almeno due indici di sostenibilità riconosciuti a livello internazionale. Per l'AD-DG il numero di Azioni collegate a tale quota è pari a 39.859;
- per il Piano ILT *Deliver* Triennale, consuntivato nel 2020, è giunta al termine del periodo di *retention* di un anno l'ultima quota differita in *Phantom Stock* di Poste Italiane per la quale sono state positivamente verificate le condizioni per il riconoscimento collegate all'adeguatezza patrimoniale e alla liquidità corretta per il rischio del Patrimonio BancoPosta (CET 1 e LCR). Si ricorda che l'AD-DG non rientra tra i beneficiari del piano ILT *Deliver* Triennale.

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INFORMATIVA AL PUBBLICO – TABELLE REDATTE AI SENSI DELL'ART. 450 DEL REGOLAMENTO N. 575 DEL 26 GIUGNO 2013 (C.D. CRR)[39] E DEL REGOLAMENTO DI ESECUZIONE UE DEL 15 MARZO 2021, N. 637

TABELLA EU REMA: POLITICA DI REMUNERAZIONE

Gli enti descrivono i principali elementi delle loro politiche di remunerazione e le modalità di attuazione di tali politiche. In particolare, sono descritti, se del caso, gli elementi che seguono.

INFORMATIVA QUALITATIVA

Informazioni relative agli organi preposti alla vigilanza sulle remunerazioni. Le informazioni comprendono:

a)

- **nome, composizione e mandato dell'organo principale (organo di amministrazione e comitato per le remunerazioni, se del caso) che vigila sulla politica di remunerazione e numero di riunioni tenute da tale organo nel corso dell'esercizio;**

  Il Consiglio di Amministrazione è composto da 7 amministratori – cui si aggiungono il Presidente (non esecutivo e in possesso dei requisiti di indipendenza di cui all'art. 2 raccomandazione 7 del nuovo Codice di *Corporate Governance*, nonché dei requisiti di indipendenza di cui all'art. 148, comma 3, del TUF) e l'Amministratore Delegato, per un totale di 9 membri – non esecutivi (5 dei quali dotati dei requisiti di indipendenza di cui all'art. 2 raccomandazione 7 del nuovo Codice di *Corporate Governance*, dei requisiti di indipendenza di cui all'art. 148, comma 3, del TUF, nonché dei requisiti di indipendenza della disciplina prudenziale di settore bancaria), che compongono i cinque Comitati endoconsiliari.

  Il Comitato Remunerazioni è formato da 3 componenti non esecutivi, di cui uno con funzioni di Presidente. La maggioranza dei membri, tra cui il Presidente stesso, è dotata dei requisiti di indipendenza di cui all'art. 148, comma 3, del TUF e all'art. 2, raccomandazione 7, del Codice di *Corporate Governance*. Inoltre, almeno un componente del Comitato possiede un'adeguata conoscenza ed esperienza, valutata dal Consiglio di Amministrazione al momento della nomina, in materia finanziaria o di politiche retributive e di gestione del rischio, capitale e liquidità. Nel corso del 2023 il Comitato Remunerazioni si è riunito 7 volte, con una durata media delle riunioni di circa 75 minuti.

  Per maggiori dettagli si veda il paragrafo "*Governo delle politiche di remunerazione e incentivazione*" contenuto nella "*Relazione sulla politica in materia di remunerazione 2024 di Poste Italiane S.p.A.*"

- **consulenti esterni dei cui servizi ci si è avvalsi, l'organo che li ha incaricati e in quale settore del quadro in materia di remunerazione;**

  Si evidenzia che nella predisposizione della Relazione sulla politica in materia di remunerazione di Poste Italiane S.p.A. e delle "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta", Poste Italiane si è avvalsa del supporto fornito dalla società di consulenza WTW.

- **una descrizione dell'ambito di applicazione della politica di remunerazione dell'ente (ad esempio per regione, per linea di *business*), con indicazione della misura in cui è applicabile a filiazioni e succursali situate in paesi terzi;**

  In considerazione della peculiarità del Patrimonio BancoPosta e delle sue relazioni con le funzioni di Poste Italiane, le politiche di remunerazione e incentivazione definite nel presente documento si applicano ai seguenti soggetti, relativamente alle attività dai medesimi poste in essere in relazione al Patrimonio BancoPosta:

  - Consiglio di Amministrazione di Poste Italiane (Presidente, Amministratore Delegato, altri Amministratori);
  - Collegio Sindacale di Poste Italiane;
  - Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane;
  - Responsabile della funzione BancoPosta;
  - personale più rilevante delle funzioni aziendali di controllo del Patrimonio BancoPosta;
  - altro Personale più rilevante;
  - restante personale della funzione BancoPosta non incluso nel Personale più rilevante.

- **una descrizione del personale o delle categorie di personale le cui attività professionali hanno un impatto rilevante sul profilo di rischio dell'ente.**

  Il processo di individuazione del Personale più rilevante è basato sulla ricognizione e valutazione puntuale della posizione di ciascun individuo all'interno dell'organizzazione, utile per valutare la rilevanza di ciascun soggetto in termini di assunzione di rischi.

  L'analisi viene condotta sulla base di quanto disciplinato nelle "Linee Guida di identificazione del Personale più rilevante riferito al Patrimonio BancoPosta" e ai sensi della normativa vigente. Le "Linee Guida di identificazione del Personale più rilevante riferito al Patrimonio BancoPosta" sono state aggiornate e approvate dal Consiglio di Amministrazione nella sua adunanza del 18 aprile 2024.

  Per maggiori dettagli si veda il paragrafo "*Identificazione del Personale più rilevante – Material Risk Takers*" del presente documento.

39. Il variabile inserito nelle tabelle è una stima definita al momento della redazione del presente documento in attesa dell'approvazione del Bilancio della Società da parte dell'Assemblea degli azionisti.

Informazioni relative alle caratteristiche e alla struttura del sistema di remunerazione del personale più rilevante. Le informazioni comprendono:

b)

- **un riepilogo delle caratteristiche e degli obiettivi principali della politica di remunerazione e informazioni sul processo decisionale seguito per definire la politica di remunerazione e sul ruolo delle parti interessate;**

  Le "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta" sono volte a ricercare la generazione di valore sostenibile nel lungo periodo. In particolare, la remunerazione complessiva è definita in modo da risultare neutrale rispetto al genere, adeguata all'effettiva responsabilità e ai risultati conseguiti, nella certezza che corrette politiche di remunerazione e incentivazione consentano di incidere positivamente sui comportamenti del personale e di collegare gli obiettivi individuali con quelli strategici e di allineamento al rischio.

  Le "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta" sono sottoposte, da parte del C.d.A. su proposta del Comitato Remunerazioni sentito il Comitato Controllo e Rischi, con cadenza annuale all'approvazione dell'Assemblea degli azionisti. Il processo di revisione annuale vede la partecipazione delle diverse funzioni aziendali interne secondo i rispettivi ambiti di competenza.

- **informazioni sui criteri utilizzati per la valutazione delle *performance* e l'aggiustamento per i rischi ex ante ed ex post;**

  La remunerazione variabile può essere assegnata o erogata a condizione che i livelli patrimoniali, di liquidità e di redditività siano almeno pari ai limiti regolamentari tenendo anche conto del costo complessivo delle remunerazioni variabili stesse. La componente variabile in favore del Personale più rilevante rispetta le seguenti caratteristiche:

  i. viene determinata attraverso l'utilizzo di indicatori di *performance*, misurata tenendo conto del livello di rischio assunto ed è coerente con la propensione al rischio definita (*Risk Appetite Framework*) e con le politiche di governo e di gestione dei rischi adottate;
  ii. viene sottoposta a meccanismi di correzione ex-post (*malus* e *claw back*) che, sulla base dei risultati conseguiti e dei comportamenti individuali, possono condurre a una riduzione, anche significativa, fino all'azzeramento o alla restituzione di quanto erogato, con riferimento alla remunerazione variabile stessa.

  Per maggiori dettagli si vedano i paragrafi "*Elementi della politica di remunerazione e incentivazione*" e "*Meccanismi di aggiustamento ex-ante ed ex-post (clausole di malus e claw back)*" del presente documento.

- **se l'organo di amministrazione o il comitato per le remunerazioni, ove istituito, ha riesaminato la politica di remunerazione dell'ente nel corso dell'ultimo anno e, in tal caso, un riepilogo delle eventuali modifiche apportate, dei motivi di tali modifiche e del relativo impatto sulla remunerazione;**

  Le "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta" sono sottoposte da parte del C.d.A., su proposta del Comitato Remunerazioni sentito il Comitato Controllo e Rischi, all'approvazione dell'Assemblea degli azionisti con cadenza annuale. Le Linee Guida 2024 prevedono una politica di remunerazione e incentivazione in continuità con il 2023. Le principali novità introdotte per il 2024 riguardano i) l'adeguamento dei compensi annui lordi fissi dell'Amministratore Delegato, alla luce degli sfidanti obiettivi del nuovo Piano Strategico e del conseguente riassetto organizzativo, definiti secondo il principio dell'invarianza dei costi aziendali sui compensi fissi stessi; ii) l'introduzione del Piano ILT *Performance Share* 2024-2026 che, in coerenza con il nuovo Piano Strategico 2024-2028 "*The Connecting Platform*", conferma la grande attenzione ai margini, alla creazione di valore per gli azionisti e alle tematiche ESG (in particolare, Transizione *green* e Valorizzazione delle persone); iii) l'introduzione di un paragrafo dedicato alla remunerazione del personale Mercato Privati non appartenente al Patrimonio BancoPosta rientrante nel perimetro di applicazione degli Orientamenti ESMA 2023 che mirano a promuovere una maggiore convergenza nell'interpretazione dei requisiti in materia di retribuzione della MiFID II.

- **informazioni sul modo in cui l'ente garantisce che il personale che ricopre funzioni di controllo interno sia remunerato indipendentemente dalle attività che controlla;**

  Al Personale più rilevante delle funzioni aziendali di controllo viene riconosciuta una remunerazione fissa di livello adeguato alle significative responsabilità e all'impegno connesso con il ruolo svolto. A partire dal 2021 esclusivamente per il Responsabile *Risk Management*, per il Responsabile *Compliance* e per il Responsabile Revisione Interna sono riconosciute *Role Based Allowance* o Indennità di Ruolo di importo pari a € 30.000 lordi annui. Sono previsti meccanismi d'incentivazione a breve termine coerenti con i compiti assegnati, attribuendo obiettivi qualitativi e indipendenti dai risultati conseguiti dalla Società e dal Patrimonio BancoPosta. Il rapporto tra componente variabile e componente fissa della remunerazione non può eccedere il limite di un terzo.

  Per maggiori dettagli si veda il paragrafo "*Personale più rilevante appartenente alle funzioni aziendali di controllo*" del presente documento.

- **politiche e criteri applicati per il riconoscimento della remunerazione variabile garantita e dei trattamenti di fine rapporto.**

  I *bonus* d'ingresso sono consentiti, in casi eccezionali, in fase di assunzione di nuovo personale, in linea con le migliori prassi di mercato; essi non possono essere riconosciuti più di una volta alla stessa persona né da BancoPosta né da altra società del Gruppo Poste Italiane e non sono soggetti alle norme sulla struttura della remunerazione variabile. I *bonus* d'ingresso concorrono alla determinazione del limite al rapporto variabile/fisso della remunerazione del primo anno di assunzione, salvo che siano corrisposti in un'unica soluzione al momento dell'assunzione. Fatta eccezione per le suddette circostanze, è fatto divieto di corrispondere *bonus* garantiti.

  Le gratifiche sono consentite in casi eccezionali e limitate esclusivamente a situazioni specifiche quali la guida di progetti rilevanti, il raggiungimento di risultati straordinari o ai fini del mantenimento in Azienda di professionalità chiave. Non sono riconosciute agli Amministratori e ai Dirigenti con responsabilità strategiche. Il riconoscimento di tali compensi è attuato in conformità alle disposizioni normative vigenti (a titolo esemplificativo e non esaustivo, incidenza sul rapporto retribuzione variabile/fisso e criteri di eleggibilità) e alle presenti "Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta".

  Come previsto dalla normativa di vigilanza, l'Assemblea degli azionisti approva i criteri per la determinazione del compenso da accordare in caso di conclusione anticipata del rapporto di lavoro o di cessazione anticipata dalla carica, ivi compresi i limiti fissati a detto compenso in termini di numero di annualità di retribuzione fissa oltre che in valore assoluto che deriva dall'applicazione di suddetti criteri.

  Per maggiori dettagli si vedano i paragrafi "*Elementi della politica di remunerazione e incentivazione*" e "*Pagamenti per la conclusione del rapporto per il Personale più rilevante*" del presente documento.

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Descrizione del modo in cui i rischi correnti e futuri sono presi in considerazione nei processi di remunerazione. Le informazioni comprendono un riepilogo dei principali rischi, la loro misurazione e il modo in cui tali misure incidono sulla remunerazione.

c)

La determinazione della remunerazione variabile e la correlazione tra rischi e *performance* è conseguita attraverso un processo che ha l'obiettivo di remunerare le risorse in funzione delle *performance risk adjusted*, nel rispetto del profilo di rischio del Patrimonio BancoPosta in un'ottica di continuità di *business* e sostenibilità dei risultati nel lungo periodo.

L'attivazione del sistema d'incentivazione variabile a breve termine ("MBO") è vincolata, tra l'altro, al raggiungimento di livelli di *risk tolerance* dei requisiti patrimoniali (CET1), di liquidità (LCR) e di redditività corretta per il rischio (RORAC) previsti nell'ambito del quadro di riferimento per la determinazione della propensione al rischio del Patrimonio BancoPosta ("RAF"). È inoltre previsto un meccanismo di *Bonus Pool* direttamente collegato con il RAF e strutturato in due fasi: fase 1– il *Bonus Pool* viene determinato sulla base di un "*funding*" definito in ottica prudenziale con riferimento al RORAC; fase 2 – l'*output* della fase 1 viene ulteriormente corretto in funzione di un indicatore qualitativo del RAF (RAF *Quality Index* – RQI) e di un indicatore di qualità percepita dalla clientela *retail* di BancoPosta (*Net Promoter Score* – NPS).

Anche l'attivazione dei sistemi d'incentivazione a lungo termine è collegata, tra l'altro, al raggiungimento di specifici livelli dei requisiti patrimoniali (CET1), di liquidità (LCR) e di redditività corretta per il rischio (RORAC) del Patrimonio BancoPosta.

Per maggiori dettagli si veda il paragrafo "*Personale più rilevante*" del presente documento.

I rapporti tra le componenti fissa e variabile della remunerazione stabiliti conformemente all'articolo 94, paragrafo 1, lettera g), della CRD.

d)

L'Assemblea degli azionisti del 28 maggio 2021 ha approvato la proposta di innalzamento dell'incidenza massima della remunerazione variabile sulla remunerazione fissa dall'1:1 fino ad un massimo del 2:1, per il Personale più rilevante del Patrimonio BancoPosta. Il rapporto tra componente variabile e componente fissa della remunerazione per il personale appartenente alle funzioni aziendali di controllo non può eccedere il limite di un terzo.

Per maggiori dettagli si veda il paragrafo "*Elementi della politica di remunerazione e incentivazione*" del presente documento.

Descrizione del modo in cui l'ente cerca di collegare le *performance* rilevate nel periodo di valutazione ai livelli di remunerazione. Le informazioni comprendono:

- **un riepilogo dei principali criteri e metriche di *performance* dell'ente, delle linee di *business* e delle singole persone;**

  L'attivazione del sistema d'incentivazione variabile a breve termine ("MBO") è vincolata a specifiche condizioni (si veda il punto "c"); esempi di indicatori di *performance* per il Personale più rilevante sono:
  - RORAC BancoPosta;
  - *Customer Experience* BancoPosta;
  - Progetti di *business*.

  Per quanto riguarda i sistemi d'incentivazione a lungo termine, oltre alle condizioni di attivazione precedentemente richiamate, gli obiettivi di *performance* sono i medesimi per tutti i beneficiari.

  Per maggiori dettagli si vedano i paragrafi "*Amministratore Delegato e Direttore Generale*" e "*Personale più rilevante*" del presente documento.

- **un riepilogo di come gli importi della remunerazione variabile individuale sono collegati alle *performance* individuali e dell'ente;**

  e)

  La remunerazione variabile individuale è principalmente collegata alle *performance* del Patrimonio BancoPosta e del Gruppo Poste Italiane. Con particolare riferimento al sistema MBO, il *bonus* individuale maturato può crescere fino a un livello massimo definito a fronte di *performance* eccellenti e può essere altresì azzerato in relazione al grado di adeguatezza della prestazione individuale nel suo complesso, rilevata nel sistema annuale di valutazione delle prestazioni.

  Per quanto riguarda i sistemi d'incentivazione a lungo termine, gli obiettivi di *performance* sono i medesimi per tutti i beneficiari e sono collegati alle *performance* di Gruppo.

  Per maggiori dettagli si veda il paragrafo "*Personale più rilevante*" del presente documento

- **informazioni sui criteri utilizzati per determinare l'equilibrio tra i diversi tipi di strumenti riconosciuti, tra cui Azioni, partecipazioni al capitale equivalenti, opzioni e altri strumenti;**

  Una parte significativa della remunerazione variabile, misurata su base annuale e pluriennale, è differita e riconosciuta in diritti a ricevere Azioni ordinarie di Poste Italiane.

  Per maggiori dettagli si veda il paragrafo "*Personale più rilevante*" del presente documento.

- **informazioni sulle misure che l'ente attuerà per adeguare la componente variabile della remunerazione nel caso in cui le metriche di misurazione della *performance* siano deboli, compresi i criteri dell'ente per stabilire che tali metriche sono "deboli".**

  In caso di mancato raggiungimento dei parametri per l'attivazione del sistema (si veda lettera "C"), le componenti variabili non saranno riconosciute.

Descrizione delle modalità secondo cui l'ente cerca di adeguare la remunerazione per tenere conto delle *performance* a lungo termine. Le informazioni comprendono:

f)

- **un riepilogo della politica dell'ente in materia di differimento, pagamento in strumenti, periodi di mantenimento e maturazione della remunerazione variabile, anche laddove differisce tra il personale o le categorie di personale;**

  Per il personale *Risk Takers* una parte significativa del sistema MBO è differita e riconosciuta in diritti a ricevere Azioni ordinarie di Poste Italiane. La corresponsione avviene con erogazioni annuali pro-rata, in funzione, congiuntamente, del ruolo ricoperto e dell'ammontare della remunerazione variabile attribuita.

  Per l'AD, il Responsabile della funzione BancoPosta e i *Risk Takers* appartenenti al senior management con remunerazione variabile particolarmente elevata si prevede il differimento del 60% dell'incentivo su un orizzonte temporale di 5 anni (*pro-rata*); la corresponsione avviene per il 45% in forma monetaria e per il 55% in diritti a ricevere Azioni ordinarie di Poste Italiane.

  Il Piano ILT *Performance Share* 2024-2026 è interamente basato su diritti a ricevere Azioni ordinarie di Poste Italiane al termine del periodo di *performance* triennale. I diritti a ricevere Azioni vengono attribuiti:
  - per il 40% (quota *up-front*), al termine del periodo di *performance*;
  - per il 60% in cinque quote annuali differite su un arco temporale quinquennale (le prime tre pari al 10% dei diritti complessivamente maturati e le successive due pari al 15% dei diritti complessivamente maturati).

  Per maggiori dettagli si veda il paragrafo "*Personale più rilevante*" del presente documento.

- **informazioni sui criteri dell'ente per le rettifiche ex *post* (*malus* durante il periodo di differimento e restituzione dopo la maturazione, se consentiti dal diritto nazionale);**

  Per il sistema MBO e il Piano ILT *Performance Share* 2023-2025 l'attribuzione/erogazione delle quote differite avverrà ogni anno, a condizione che siano rispettati i livelli risk tolerance di patrimonializzazione, di liquidità e di redditività corretta per il rischio del Patrimonio BancoPosta.

  In particolare, entro 5 anni dal pagamento di ciascuna quota di incentivo e comunque entro i termini di prescrizione previsti, la Società può chiedere la restituzione di quanto già erogato fino all'intero incentivo, fermo restando il diritto al risarcimento dell'eventuale ulteriore danno.

  Per maggiori dettagli si vedano i paragrafi "*Personale più rilevante*" e "*Meccanismi di aggiustamento ex-ante ed ex-post (clausole di malus e claw back)*" del presente documento

- **se del caso, requisiti di partecipazione azionaria che possono essere imposti al personale più rilevante.**

  L'AD e i Dirigenti con responsabilità strategiche sono destinatari delle Linee Guida di Possesso Azionario di Poste Italiane.

  Per maggiori dettagli si veda il paragrafo "*Linee Guida di Possesso Azionario* (anche *Share Ownership Guidelines – SOGs*)" contenuto nella "*Relazione sulla politica in materia di remunerazione 2024 di Poste Italiane S.p.A.*"

La descrizione dei principali parametri e delle motivazioni per qualsiasi regime di remunerazione variabile e di ogni altra prestazione non monetaria conformemente all'articolo 450, paragrafo 1, lettera f), del CRR. Le informazioni comprendono:

g)

- **informazioni sugli indicatori specifici di *performance* utilizzati per determinare le componenti variabili della remunerazione e i criteri utilizzati per determinare il bilanciamento tra i diversi tipi di strumenti riconosciuti, comprese Azioni, partecipazioni al capitale equivalenti, strumenti collegati alle Azioni, strumenti non monetari equivalenti, opzioni e altri strumenti.**

  I criteri per l'attivazione dei sistemi di incentivazione variabile, gli obiettivi di *performance* e le modalità di corresponsione dei premi sono descritti rispettivamente ai paragrafi "*Amministratore Delegato*", "*Personale più rilevante*" e "*Personale più rilevante appartenente alle funzioni aziendali di controllo*" del presente documento.

h)

A richiesta dello Stato membro pertinente o dell'autorità competente, la remunerazione complessiva per ciascun membro dell'organo di amministrazione o dell'alta dirigenza.

Si vedano la "*Relazione sui compensi corrisposti 2023*" di Poste Italiane S.p.A. e la sezione "*Informativa ex-post – Informazioni quantitative aggregate*" del presente documento.

Informazioni sull'eventuale applicazione all'ente di una deroga di cui all'articolo 94, paragrafo 3, della CRD, conformemente all'articolo 450, paragrafo 1, lettera k), del CRR.

i)

- **Ai fini di questo punto, gli enti che beneficiano di tale deroga indicano se essa si basa sull'articolo 94, paragrafo 3, lettera a) e/o lettera b), della CRD. Essi indicano inoltre a quali dei principi di remunerazione applicano la deroga o le deroghe, il numero dei membri del personale che beneficiano della deroga o delle deroghe e la loro remunerazione complessiva, suddivisa in remunerazione fissa e remunerazione variabile.**

  Il numero di *Risk Takers* la cui remunerazione lorda variabile annua non superi € 50.000 e non rappresenti più di un terzo della sua remunerazione totale annua è pari a 21 risorse; retribuzione complessiva lorda € 2.359k, di cui fissa € 1.864k, di cui variabile € 495k (per una media di circa € 23,6k per ciascuna risorsa).

j)

I grandi enti pubblicano informazioni quantitative sulla remunerazione dell'organo di amministrazione collettiva, distinguendo tra i membri esecutivi e non esecutivi, conformemente all'articolo 450, paragrafo 2, del CRR.

Si vedano la "*Relazione sui compensi corrisposti 2023*" di Poste Italiane S.p.A. e la sezione "*Informativa ex-post – Informazioni quantitative aggregate*" del presente documento.

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INFORMAZIONI QUANTITATIVE AGGREGATE

Si evidenzia che le aggregazioni riportate nelle successive tabelle, riflettono la struttura organizzativa del Patrimonio BancoPosta alla data del 31/12/2023.

Tabella EU REM1: remunerazione riconosciuta per l'esercizio

			a	b	c	d
			Organo di amministrazione – funzione di supervisione strategica	Organo di amministrazione – funzione di gestione	Altri membri dell'alta dirigenza	Altri membri del personale più rilevante
1	**Remunerazione fissa**	Numero dei membri del personale più rilevante	16	1	10	23
2		Remunerazione fissa complessiva	**€ 1.077.478[1]**	**€ 1.255.000[2]**	**€ 2.428.727**	**€ 2.316.775**
3		Di cui in contanti	€ 1.077.478	€ 1.255.000	€ 2.428.727	€ 2.316.775
4		(Non applicabile nell'UE)				
EU-4a		Di cui azioni o partecipazioni al capitale equivalenti				
5		Di cui strumenti collegati alle azioni o strumenti non monetari equivalenti				
EU-5x		Di cui altri strumenti				
6		(Non applicabile nell'UE)				
7		Di cui altre forme				
8		(Non applicabile nell'UE)				

[1] Tale importo non ricomprende il valore dei *benefit* pari a € 8.780.
[2] Tale importo non ricomprende il valore dei benefit pari a € 8.757.

			a	b	c	d
			Organo di amministrazione – funzione di supervisione strategica	Organo di amministrazione – funzione di gestione	Altri membri dell'alta dirigenza	Altri membri del personale più rilevante
9	**Remunerazione variabile**	Numero dei membri del personale più rilevante	16	1	10	23
10		Remunerazione variabile complessiva	**€ -**	**€ 2.418.677**	**€ 1.855.185**	**€ 750.740**
11		Di cui in contanti		€ 392.358	€ 533.212	€ 537.592
12		Di cui differita		€ 217.977	€ 207.007	€ 35.867
EU-13a		Di cui azioni o partecipazioni al capitale equivalenti		€ 2.026.319	€ 1.321.973	€ 213.148
EU-14a		Di cui differita		€ 1.233.223	€ 751.785	€ 109.945
EU-13b		Di cui strumenti collegati alle azioni o strumenti non monetari equivalenti				
EU-14b		Di cui differita				
EU-14x		Di cui altri strumenti				
EU-14y		Di cui differita				
15		Di cui altre forme				
16		Di cui differita				
17	Remunerazione complessiva (2 + 10)		€ 1.077.478	€ 3.673.677	€ 4.283.912	€ 3.067.516

Note alla Tabella EU REM1:

Per **Remunerazione Fissa Complessiva** si intende:
- per i Consiglieri di Amministrazione emolumenti ex art. 2389, commi 1 e 3, c.c. e i compensi per la partecipazione ai Comitati;
- per il personale dipendente la retribuzione annua lorda al 31/12/2023, alla quale sono aggiunte le *Role Based Allowance* e il valore dei *benefit* (secondo un criterio di imponibilità fiscale).

Per **Remunerazione Variabile complessiva si intende:**
- stima "MBO" 2023 – *up-front* e differito;
- stima "Piano ILT *Performance Share*" 2021-2023 – *up-front* e differito.

Per **Altri membri dell'alta dirigenza** si intende il senior management e il Responsabile BancoPosta.

La differenza tra la riga EU-13a e EU-14a rappresenta il valore di quote di remunerazione variabile sottoposte a *retention* di un anno; resta inteso che anche le quote differite saranno successivamente sottoposte a *retention* di un anno.

Le informazioni sono riportate per il personale più rilevante al 31/12/2023. È inclusa la remunerazione dei membri del personale più rilevante che hanno lasciato BancoPosta prima della fine dell'esercizio finanziario.

Tabella EU REM2: pagamenti speciali al personale le cui attività professionali hanno un impatto rilevante sul profilo di rischio dell'ente (personale più rilevante)

		a	b	c	d
		Organo di amministrazione – funzione di supervisione strategica	Organo di amministrazione – funzione di gestione	Altri membri dell'alta dirigenza	Altri membri del personale più rilevante
	Premi facenti parte della remunerazione variabile garantita				
1	Premi facenti parte della remunerazione variabile garantita – Numero dei membri del personale più rilevante				
2	Premi facenti parte della remunerazione variabile garantita – Importo complessivo				
3	Di cui premi facenti parte della remunerazione variabile garantita versati nel corso dell'esercizio che non sono presi in considerazione nel limite massimo dei *bonus*				
	Trattamenti di fine rapporto riconosciuti in periodi precedenti che sono stati versati nel corso dell'esercizio				
4	Trattamenti di fine rapporto riconosciuti in periodi precedenti che sono stati versati nel corso dell'esercizio – Numero dei membri del personale più rilevante		1		
5	Trattamenti di fine rapporto riconosciuti in periodi precedenti che sono stati versati nel corso dell'esercizio – Importo complessivo		€ 112.099		
	Trattamenti di fine rapporto riconosciuti nel corso dell'esercizio				
6	Trattamenti di fine rapporto riconosciuti nel corso dell'esercizio – Numero dei membri del personale più rilevante				
7	Trattamenti di fine rapporto riconosciuti nel corso dell'esercizio – Importo complessivo				
8	Di cui versati nel corso dell'esercizio				
9	Di cui differiti				
10	Di cui trattamenti di fine rapporto versati nel corso dell'esercizio non considerati nel limite massimo dei *bonus*				
11	Di cui l'importo più elevato riconosciuto a una singola persona				

Tabella EU REM3: remunerazione differita

		a	b	c	d	e	f	EU-g	EU-h
	Remunerazione differita e soggetta a mantenimento	Importo complessivo della remunerazione differita riconosciuta per periodi di prestazione precedenti	Di cui importi che maturano nel corso dell'esercizio	Di cui importi che matureranno negli esercizi successivi	Importo della correzione delle *performance*, effettuata nell'esercizio, sulla remunerazione differita che sarebbe dovuta maturare nel corso dell'esercizio	Importo della correzione delle *performance*, effettuata nell'esercizio, sulla remunerazione differita che sarebbe dovuta maturare in successivi anni di prestazione	Importo complessivo delle correzioni effettuate nel corso dell'esercizio dovute a correzioni implicite ex post (ossia variazioni di valore della remunerazione differita dovute alle variazioni dei prezzi degli strumenti)	Importo complessivo della remunerazione differita riconosciuta prima dell'esercizio, effettivamente versato nel corso dell'esercizio	Importo complessivo della remunerazione differita riconosciuta per il precedente periodo di prestazione che è stata maturata ma è soggetta a periodi di mantenimento
1	**Organo di amministrazione – funzione di supervisione strategica**								
2	In contanti								
3	Azioni o partecipazioni al capitale equivalenti								
4	Strumenti collegati alle azioni o strumenti non monetari equivalenti								
5	Altri strumenti								
6	Altre forme								
7	**Organo di amministrazione – funzione di gestione**	**€ 1.384.504**	**€ 468.780**	**€ 915.724**	**€ -**	**€ -**	**€ 158.366**	**€ 259.090**	**€ 349.141**
8	In contanti	€ 411.721	€ 119.639	€ 292.082	€ -	€ -	€ -	€ 110.832	€ -
9	Azioni o partecipazioni al capitale equivalenti	€ 972.783	€ 349.141	€ 623.642	€ -	€ -	€ 158.366	€ 57.704	€ 349.141
10	Strumenti collegati alle azioni o strumenti non monetari equivalenti							€ 90.554	
11	Altri strumenti								
12	Altre forme								
13	**Altri membri dell'alta dirigenza**	**€ 1.037.349**	**€ 277.776**	**€ 759.574**	**€ -**	**€ -**	**€ 126.102**	**€ 67.282**	**€ 230.288**
14	In contanti	€ 296.923	€ 47.488	€ 249.435	€ -	€ -	€ -	€ 37.725	€ -
15	Azioni o partecipazioni al capitale equivalenti	€ 740.426	€ 230.288	€ 510.138	€ -	€ -	€ 126.102	€ 18.732	€ 230.288
16	Strumenti collegati alle azioni o strumenti non monetari equivalenti							€ 10.826	
17	Altri strumenti								
18	Altre forme								
19	**Altri membri del personale più rilevante**	**€ 266.455**	**€ 78.071**	**€ 188.384**	**€ -**	**€ -**	**€ 28.189**	**€ 59.914**	**€ 67.249**
20	In contanti	€ 98.870	€ 10.822	€ 88.048	€ -	€ -	€ -	€ 45.365	€ -
21	Azioni o partecipazioni al capitale equivalenti	€ 167.586	€ 67.249	€ 100.337	€ -	€ -	€ 28.189	€ 14.549	€ 67.249
22	Strumenti collegati alle azioni o strumenti non monetari equivalenti							€ -	
23	Altri strumenti								
24	Altre forme								
25	**Importo totale**	**€ 2.688.309**	**€ 824.627**	**€ 1.863.682**	**€ -**	**€ -**	**€ 312.657**	**€ 386.286**	**€ 646.677**

Note alla Tabella EU REM3:

Colonne A, B e C: per le Azioni il controvalore in euro è definito sulla base del valore dell'azione nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data del Consiglio di Amministrazione che ha deliberato la consuntivazione del piano.

Colonna F: correzione calcolata come delta tra il valore alla data di assegnazione delle Azioni e il controvalore in euro definito sulla base del valore dell'azione nei trenta giorni lavorativi di Borsa antecedenti rispetto al 18 aprile 2024, data del Consiglio di Amministrazione che ha deliberato di sottoporre all'Assemblea degli azionisti il presente documento.

Colonna Eu-G: per le Azioni e gli strumenti collegati alle Azioni (*Phantom Stock* di Poste Italiane) il controvalore in euro è definito sulla base del valore dell'azione nei trenta giorni lavorativi di Borsa antecedenti rispetto al 29 marzo 2023, data del Consiglio di Amministrazione che ha verificato la sussistenza delle condizioni per il riconoscimento della remunerazione differita.

Le informazioni sono riportate per il personale più rilevante al 31/12/2023. È inclusa la remunerazione dei membri del personale più rilevante che hanno lasciato BancoPosta prima della fine dell'esercizio finanziario.

Tabella EU REM4: remunerazione di 1 milione di EUR o più per esercizio

		a
	EUR	Membri del personale più rilevante che hanno una remunerazione elevata ai sensi dell'articolo 450, lettera i), del CRR.
1	Da 1 000 000 a meno di 1 500 000	0
2	Da 1 500 000 a meno di 2 000 000	1
3	Da 2 000 000 a meno di 2 500 000	0
4	Da 2 500 000 a meno di 3 000 000	0
5	Da 3 000 000 a meno di 3 500 000	0
6	Da 3 500 000 a meno di 4 000 000	1
7	Da 4 000 000 a meno di 4 500 000	0
9	Da 4 500 000 a meno di 5 000 000	0
9	Da 5 000 000 a meno di 6 000 000	0
10	Da 6 000 000 a meno di 7 000 000	0
11	Da 7 000 000 a meno di 8 000 000	0

Note alla Tabella EU REM4:

Le informazioni sono riportate per il personale più rilevante al 31/12/2023.

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Tabella EU REM5: informazioni sulla remunerazione del personale le cui attività professionali hanno un impatto rilevante sul profilo di rischio dell'ente (personale più rilevante)

		a	b	c	d	e	f	g	h	i	j
		Remunerazione dell'organo di amministrazione			Aree di *business*						
		Organo di amministrazione - funzione di supervisione strategica	Organo di amministrazione - funzione di gestione	Totale organo di amministrazione	Banca d'investimento	Servizi bancari al dettaglio	Gestione del risparmio (*asset management*)	Funzioni aziendali	Funzioni di controllo interno indipendenti	Tutte le altre	Totale
1	**Numero complessivo dei membri del personale più rilevante**										**42**
2	Di cui membri dell'organo di amministrazione	8	1	9							
3	Di cui altri membri dell'alta dirigenza				1	1		5	3		
4	Di cui altri membri del personale più rilevante				2	5		4	12		
5	**Remunerazione complessiva del personale più rilevante**	**€ 1.077.478**	**€ 3.673.677**	**€ 4.751.155**	**€ 552.071**	**€ 1.378.284**		**€ 3.264.196**	**€ 2.156.877**		
6	Di cui remunerazione variabile	€ -	€ 2.418.677	€ 2.418.677	€ 226.237	€ 502.511		€ 1.456.327	€ 420.850		
7	Di cui remunerazione fissa	€ 1.077.478[1]	€ 1.255.000[2]	€ 2.332.478	€ 325.834	€ 875.773		€ 1.807.869	€ 1.736.027		

Note:
[1] Tale importo non ricomprende il valore dei *benefit* pari a € 8.780.
[2] Tale importo non ricomprende il valore dei *benefit* pari a € 8.757.

Note alla Tabella EU REM5:

Per **Remunerazione complessiva** si rinvia a quanto descritto nelle note relative alla Tabella EU REM1.

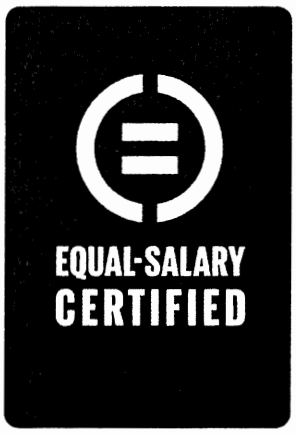
Le informazioni sono riportate per il personale più rilevante al 31/12/2023. È inclusa la remunerazione dei membri del personale più rilevante che hanno lasciato BancoPosta prima della fine dell'esercizio finanziario.

Focus Neutralità rispetto al genere nell'ambito del Patrimonio BancoPosta

Il Gruppo Poste Italiane incentiva lo sviluppo di una cultura fondata sul rispetto e sulla valorizzazione delle diversità che, in tutte le sue forme e manifestazioni e ai diversi livelli dell'organizzazione, è una delle più grandi risorse per la creazione di valore sostenibile nel lungo periodo. La gestione consapevole delle diversità in chiave inclusiva, oltre a creare valore sociale condiviso, determina un vantaggio competitivo per l'intero Gruppo, tutelando le risorse e il loro talento, confermandosi come un elemento abilitante per il coinvolgimento e il *commitment* delle persone nei confronti degli obiettivi aziendali e degli interessi degli *stakeholder*.

Il Gruppo preserva il valore delle proprie persone e ne promuove la tutela dell'integrità psicofisica, morale e culturale attraverso condizioni di lavoro rispettose della dignità individuale e delle regole comportamentali.

Poste Italiane ha ottenuto, nel corso del 2023, la certificazione UNI/PdR 125:2022 a testimonianza della capacità di garantire la parità di genere nell'ambiente di lavoro. L'attestato, previsto dal Piano Nazionale di Ripresa e Resilienza (PNRR), è stata rilasciato dall'IMQ, organismo internazionale di certificazione, riconoscendo l'impegno concreto di Poste Italiane nel garantire concrete condizioni di parità nelle attività di progettazione, indirizzo, controllo, coordinamento ed erogazione di Servizi Postali, Logistici, Finanziari, Assicurativi e Digitali. Più nello specifico, Poste Italiane ha ottenuto il punteggio complessivo del 96% (rispetto al minimo richiesto di 60%), raggiungendo eccellenti risultati nelle sei macroaree oggetto di valutazione: cultura e strategia, *governance*, processi del personale, opportunità di crescita ed inclusione delle donne in azienda, equità remunerativa per genere, tutela della genitorialità e conciliazione vita-lavoro. La certificazione ottenuta rappresenta infatti un ulteriore merito dell'Azienda, che va ad aggiungersi ad altri importanti riconoscimenti ottenuti da Poste Italiane nell'ambito dell'inclusività, tra cui la *leadership* globale nell'uguaglianza di genere secondo il *Gender-Equality Index* di *Bloomberg*, l'attestazione ISO 30415:2021 *Human resource management – Diversity and Inclusion* e la certificazione "*Equal Salary*".



Proprio in quest'ultimo ambito, nel corso del 2023, Poste Italiane, dopo aver conseguito, nel 2022, la certificazione, con risultati estremamente positivi, ha superato, migliorando il suo precedente posizionamento, l'*audit* di monitoraggio previsto dal processo di valutazione sulla parità salariale tra uomini e donne sviluppato dalla *Equal Salary Foundation*, organizzazione svizzera indipendente senza scopo di lucro. L'esito favorevole dell'*audit* annuale di monitoraggio conferma la solidità delle politiche di gestione e sviluppo delle risorse umane, delle politiche retributive e delle politiche di Diversità e Inclusione avvalorando ulteriormente gli elevati standard di *Governance* adottati dal Gruppo.

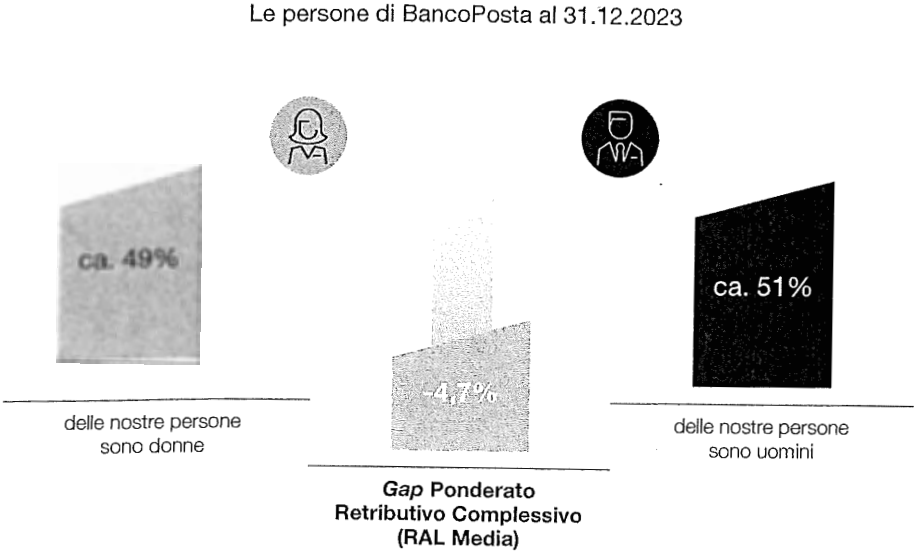
Come descritto nell'ambito della *People Strategy* di Poste Italiane, favorire lo sviluppo di una cultura basata sull'equità e sul merito, anche nelle politiche retributive e nei percorsi di carriera, è fondamentale per garantire la competitività del Gruppo e generare effetti positivi per il sistema Paese. La certificazione sottolinea, altresì, la validità del modello della Società basato sull'inclusione e sulla valorizzazione delle diversità e fa di Poste Italiane un riferimento nazionale nell'applicazione dei principi di Diversità e Inclusione.

Il Gruppo Poste Italiane garantisce che le decisioni inerenti la remunerazione, ivi inclusi i sistemi di incentivazione, prescindano dal genere, così come da ogni altra forma di diversità (età, orientamento e identità sessuale, disabilità, stato di salute, origine etnica, nazionalità, lingua, opinioni politiche, condizione socio-economica, fede religiosa) e siano basate sul merito e sulle competenze professionali.

L'equità retributiva rappresenta per BancoPosta uno degli elementi rilevanti della politica di remunerazione, tra i cui obiettivi vi è quello di offrire a tutte le proprie risorse pari accesso alle opportunità aziendali.

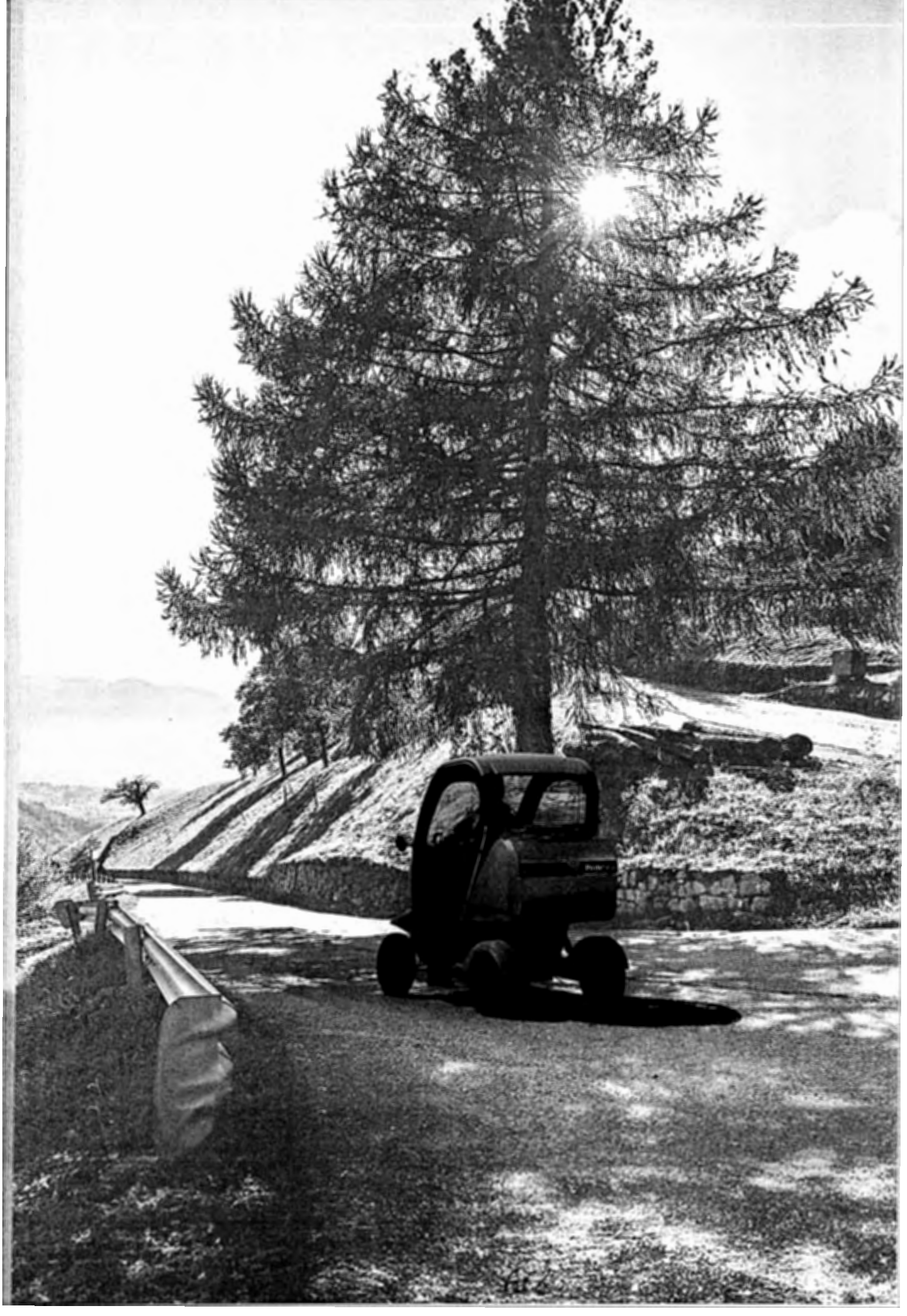
Valutando il *gap* retributivo, calcolato ponderando il differenziale misurato per fasce omogenee di popolazione (cioè a parità di grado di complessità e dal livello di responsabilità associato al ruolo) per il peso relativo del genere femminile, si evidenzia, come rappresentato nell'infografica sottostante, uno scostamento moderato, pari al 4,7%.

FIGURA 31. *GENDER PAY GAP* CON RIFERIMENTO AL PERSONALE DI BANCOPOSTA



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PIANI DI INCENTIVAZIONE BASATI SU STRUMENTI FINANZIARI

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Premessa

Signori Azionisti,

il presente documento informativo (il "**Documento Informativo**"), redatto ai sensi dell'art. 84-*bis* e dello Schema 7 dell'Allegato 3A del Regolamento Consob adottato con delibera n. 11971 del 14 maggio 1999 e successive modifiche ed integrazioni (il "**Regolamento Emittenti**"), ha a oggetto la proposta di adozione dei "**Piani di incentivazione basati su strumenti finanziari**" approvati dal Consiglio di Amministrazione di Poste Italiane S.p.A. (la "**Società**" o "**Poste Italiane**").

Il Consiglio di Amministrazione di Poste Italiane, su proposta del Comitato Remunerazioni, ha deliberato di sottoporre all'Assemblea degli Azionisti, convocata per il 31 maggio 2024, l'adozione, ai sensi dell'art. 114-*bis* del D.Lgs. 24 febbraio 1998 n. 58 e successive modifiche ed integrazioni (il "**TUF**"), dei "Piani di incentivazione basati su strumenti finanziari".

Il presente Documento Informativo, pertanto, fornisce informazioni circa i piani di incentivazione basati su strumenti finanziari con riferimento ai seguenti sistemi incentivanti (i "Sistemi Incentivanti"):

- "Piano ILT *Performance Share* 2024-2026" ("Piano ILT *Performance Share*"), illustrato al Capitolo 1 del presente documento;
- "Piano di incentivazione a breve termine 2024 basato su strumenti finanziari, per il Personale più rilevante del Patrimonio BancoPosta" ("MBO"), illustrato al Capitolo 2 del presente documento.

Il presente Documento Informativo verrà aggiornato, ove necessario e nei termini e con le modalità prescritte dalla normativa vigente, qualora la proposta di adozione dei Sistemi Incentivanti venisse approvata dall'Assemblea degli Azionisti e conformemente alle deliberazioni adottate dalla stessa Assemblea.

Si precisa che i Sistemi Incentivanti, descritti nel presente Documento Informativo, sono da considerarsi di "particolare rilevanza", ai sensi dell'art. 114-*bis,* comma 3, del TUF e dell'art. 84-*bis,* comma 2 del Regolamento Emittenti.

Il presente Documento Informativo è predisposto ai sensi dell'art. 84-*bis*, comma 1, della Deliberazione Consob 14 maggio 1999, n. 11971 e successive modifiche ed integrazioni e messo a disposizione del pubblico presso la sede sociale di Poste Italiane, sulla piattaforma autorizzata "eMarket STORAGE" (www.emarketstorage.com), nonché sul sito internet della Società (www.posteitaliane.it/it/remunerazione.html).

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Definizioni

Salvo ove diversamente precisato, i seguenti termini avranno il significato di seguito indicato, essendo inteso che le espressioni e i termini definiti al maschile si intenderanno definiti anche al femminile e che le espressioni e i termini definiti al singolare si intenderanno definiti anche al plurale.

"Altri Beneficiari"	**Piano ILT *Performance Share*** indica le "risorse chiave" per *l'execution* delle direttrici del Piano Strategico, incluse nel Piano, non appartenenti ai Beneficiari BancoPosta (incluso il Direttore Generale).
"Assemblea" o "Assemblea degli Azionisti"	indica l'Assemblea degli Azionisti della Società, che è chiamata a deliberare – *inter alia* – in merito alla proposta di adozione di piani basati su strumenti finanziari e sull'attribuzione al Consiglio, con facoltà di subdelega, di tutti i necessari poteri per attuare e modificare i piani stessi;
"Azioni"	indica le Azioni ordinarie della Società;
"Azioni Disponibili"	indica le Azioni per le quali si sono completati eventuali vincoli di *Retention* e che non siano sottoposte ad adempimenti fiscali e/o contributivi, ove applicabili;
"Beneficiari"	indica i soggetti destinatari dei Sistemi Incentivanti;
"Beneficiari BancoPosta" o "Beneficiari BP"	indica le risorse appartenenti al personale *Material Risk Takers* e altro personale BancoPosta (incluso l'Amministratore Delegato);
"Comitato Remunerazioni"	indica il Comitato costituito all'interno del Consiglio di Amministrazione della Società sulla base dell'articolo 5 del Codice di *Corporate Governance* e, stante la specificità della Società, allineato alla Circolare Banca d'Italia n. 285 del 17 dicembre 2013 e successivi aggiornamenti;
"Compensi fissi"	indica la retribuzione annua lorda monetaria e gli eventuali compensi fissi ex art. 2389 del Codice Civile riconosciuti dalla Società;
"Condizione Cancello" e "Condizioni di Accesso"	indica le condizioni, verificate al termine del Periodo di *Performance*, in assenza delle quali non maturano i Diritti (e di conseguenza non vengono attribuite le Azioni), anche a fronte del raggiungimento degli Obiettivi di *Performance*;
"Condizioni di *Malus*"	indica le condizioni da verificare al termine dei Periodi di Differimento ai fini dell'attribuzione delle quote differite;
"Consiglio" o "Consiglio di Amministrazione"	indica il Consiglio di Amministrazione della Società;
"Controllo"	ha il significato a esso attribuito dall'art. 2359, comma 1, n. 1 del Codice Civile; "**Controllato**" e "**Controllante**" dovranno essere interpretati di conseguenza;
"Data di Assegnazione"	**Piano ILT *Performance Share*** indica la data concomitante o successiva alla delibera del Consiglio in cui viene comunicata al Beneficiario la partecipazione al Piano;
"Data di Attribuzione dei Diritti"	**Piano ILT *Performance Share*** • per la quota up-front, coincide con la Data di Maturazione dei Diritti; • per le quote differite dei Beneficiari BP (incluso l'Amministratore Delegato), è la data del Consiglio di Amministrazione che verifica il superamento di eventuali Condizioni di *Malus* con riferimento all'anno precedente al termine del Periodo di Differimento di tali quote determinando, di conseguenza, se attribuire o meno i Diritti relativamente alle quote differite stesse; **MBO** • per la quota *up-front*, coincide con la Data di Maturazione dei Diritti; • per le quote differite è la data del Consiglio di Amministrazione che verifica il superamento di eventuali Condizioni di *Malus* con riferimento all'anno precedente al termine del Periodo di Differimento di tali quote determinando, di conseguenza, se attribuire o meno i Diritti relativamente alle quote differite stesse;
"Data di Consegna delle Azioni"	indica la data in cui il Beneficiario diventa effettivamente titolare delle Azioni, previa effettuazione di tutti gli adempimenti contabili e amministrativi necessari;
"Data di Maturazione dei Diritti"	indica la data della delibera del Consiglio di Amministrazione che verifica il conseguimento della Condizione Cancello e delle Condizioni di Accesso (ove previste), oltre al livello di conseguimento degli Obiettivi di *Performance*, determinando il numero complessivo di Diritti maturati dai Beneficiari;

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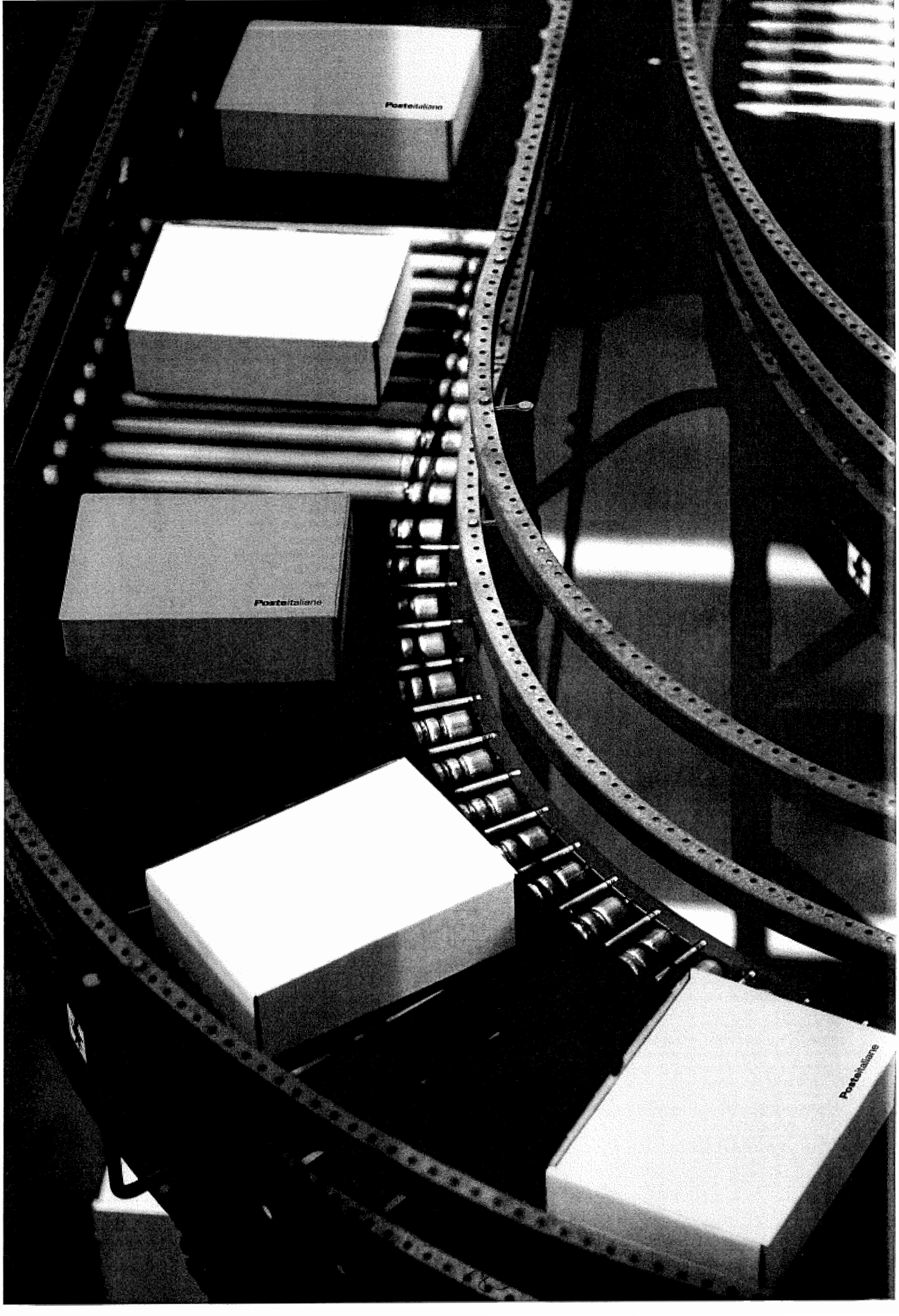
"Diritto"	indica il diritto assegnato ai Beneficiari di ricevere una Azione secondo quanto previsto nei Regolamenti;
"Dividend equivalent"	indica il meccanismo, per tutte le quote azionarie illustrate nel presente Documento soggette a *retention*, di consegna di un numero di azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario durante i periodi di *Retention* (per le azioni non ancora disponibili);
"Giorno Lavorativo"	indica un giorno diverso da sabato, domenica e altro giorno festivo;
"Gruppo Poste Italiane" o "Gruppo"	indica collettivamente: (i) la Società e (ii) le società Controllate direttamente o indirettamente dalla Società;
"Leggi"	indica tutte le norme primarie e secondarie, o regolamentari, ovvero qualsiasi altra disposizione vincolante o avente efficacia sul soggetto nei confronti del quale tale fonte operi; "**Legge**" significa ciascuna di esse;
"Linee Guida di Possesso Azionario"	**Piano ILT *Performance Share*** indica le "*Linee Guida di Possesso Azionario*" approvate dal Consiglio di Amministrazione in data 18 aprile 2024, previo parere del Comitato Remunerazioni, che disciplinano l'impegno a non trasferire fino alla scadenza del mandato, termine del rapporto di lavoro o permanenza nel perimetro dei dirigenti con responsabilità strategiche, una percentuale delle Azioni Disponibili ricevute sulla base del Piano;
"Obiettivi di Performance"	indica gli obiettivi di *performance* assegnati per ciascuno dei Sistemi Incentivanti;
"Patrimonio BancoPosta"	indica il Patrimonio BancoPosta, separato dal patrimonio di Poste Italiane, che costituisce un compendio di beni e rapporti giuridici destinato esclusivamente al soddisfacimento delle obbligazioni, sorte nell'ambito dell'esercizio delle attività di BancoPosta, e rappresenta il parametro di applicazione degli istituti di vigilanza prudenziale della Banca d'Italia riferiti a tali attività;
"Periodo di Differimento"	**Piano ILT *Performance Share*** per i Beneficiari BP (incluso l'Amministratore Delegato) indica il periodo quinquennale, decorrente dalla Data di Maturazione dei Diritti, al termine del quale viene verificato, per ciascuna quota differita, il superamento delle Condizioni di *Malus* per l'attribuzione del 60% dei Diritti; **MBO** indica il periodo successivo al Periodo di *Performance*, la cui durata varia da quattro a cinque anni in base alla categoria di appartenenza dei Beneficiari, al termine del quale viene verificata il superamento delle Condizioni di *Malus* per l'attribuzione di ciascuna quota differita;
"Periodo di *Performance*"	indica il periodo annuale (2024) per quanto riguarda l'MBO, il periodo triennale (2024-2026 – ad eccezione del TSR Relativo che viene misurato tra il 1° gennaio 2024 e il 31 marzo 2027) con riferimento al Piano ILT *Performance Share* in riferimento al quale sono individuati gli Obiettivi di *Performance*;
"Periodo di *Retention*"	indica il periodo decorrente dalla Data di Attribuzione dei Diritti al termine del quale sarà trasferita la effettiva titolarità, inclusa la possibilità di disporne, delle Azioni corrispondenti ai Diritti attribuiti, incluso quanto eventualmente derivante dal meccanismo del *Dividend Equivalent*;
"Personale più rilevante" o *"Material Risk Takers"*	indica i Beneficiari in possesso dei requisiti declinati nella Direttiva 2013/36/UE, come modificata dalla Direttiva (UE) n. 878/2019 del Parlamento Europeo e del Consiglio del 20 maggio 2019 e dal Regolamento Delegato UE 2021/923 della Commissione del 25 marzo 2021, individuati sulla base della "*Linea Guida Identificazione del Personale più Rilevante riferito al Patrimonio BancoPosta*", per la quale si applicano le disposizioni di vigilanza per le banche[1] in tema di remunerazione e incentivazione secondo quanto definito nelle "*Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta*";
"Premio"	**MBO** indica il premio erogato in parte in denaro e in parte in Diritti a ricevere Azioni ai termini e alle condizioni previste dal piano di incentivazione a breve termine;
"Regolamenti"	indica i regolamenti dei Sistemi Incentivanti, e eventuali successive modifiche e/o integrazioni, che prevedono i termini e le condizioni applicabili ai sistemi stessi;
"Senior Management"	**MBO** indica il personale che risponde al criterio C3.a.2 individuato dalla Direttiva (UE) 2019/878 (recepita nell'ordinamento italiano con l'art. 10 della Legge del 22 aprile 2021 n. 53) ovvero "Tutti i membri dell'alta dirigenza", identificati nei responsabili delle funzioni istituite a diretto riporto del Responsabile BancoPosta;
"Sistemi Incentivanti"	indica il "Piano ILT *Performance Share* 2024-2026" e il "Piano di incentivazione a breve termine 2024 basato su strumenti finanziari, per il Personale più rilevante del Patrimonio BancoPosta" ("MBO");
"Società"	indica Poste Italiane S.p.A.;
"Testo Unico Bancario" o "TUB"	"Testo Unico Bancario" ovvero il D.Lgs. 1° settembre 1993, n. 385, e successive modifiche ed integrazioni;
"Testo Unico della Finanza" o "TUF"	"Testo Unico della Finanza" ovvero il D.Lgs. 24 febbraio 1998, n. 58, e successive modifiche ed integrazioni;

1. Circolare n. 285/2013 della Banca d'Italia, aggiornamento 37 del 24 novembre 2021.

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"*Total Shareholder Return*" o "TSR"	è un indicatore che misura il rendimento complessivo di un'Azione come somma delle componenti: (i) *capital gain*: rapporto tra la variazione della quotazione dell'Azione (differenza tra il prezzo rilevato alla fine e all'inizio del periodo di riferimento) e la quotazione rilevata all'inizio del periodo stesso; (ii) dividendi: rapporto tra i dividendi per Azione distribuiti nel periodo di riferimento e la quotazione rilevata all'inizio del periodo stesso. È relativo in quanto prevede diversi livelli di raggiungimento a fronte del posizionamento del TSR di Poste Italiane rispetto al TSR dell'indice FTSE MIB nell'orizzonte triennale. Il TSR Relativo viene misurato tra il 1° gennaio 2024 e il 31 marzo 2027, o minor periodo in caso di C.d.A. che convoca l'Assemblea degli Azionisti prima dell'ultimo giorno del mese di marzo 2027;
"*Shareholder remuneration*"	indica la remunerazione degli azionisti sottoforma di dividendi corrisposti e possibili riacquisti di azioni proprie finalizzati alla remunerazione degli azionisti stessi;
"Trasferimento" e "Trasferire"	indica la cessione dei Diritti o di diritti sui Diritti, a qualsiasi titolo e in qualsiasi circostanza, inclusa la costituzione di diritti reali o personali, a titolo universale o particolare, oneroso o gratuito, volontaria o forzata, inclusa la vendita, il conferimento, la permuta, la locazione, l'usufrutto, la conclusione di accordi fiduciari o *trust*, o altri accordi od operazioni aventi effetto equivalente;
"Valore Normale"	indica la media aritmetica dei prezzi delle Azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto a una determinata data.

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Posteitaliane
Posteitaliane
Posteitaliane

01

Piano ILT *Performance Share* 2024-2026



01 Piano ILT *Performance Share* 2024-2026

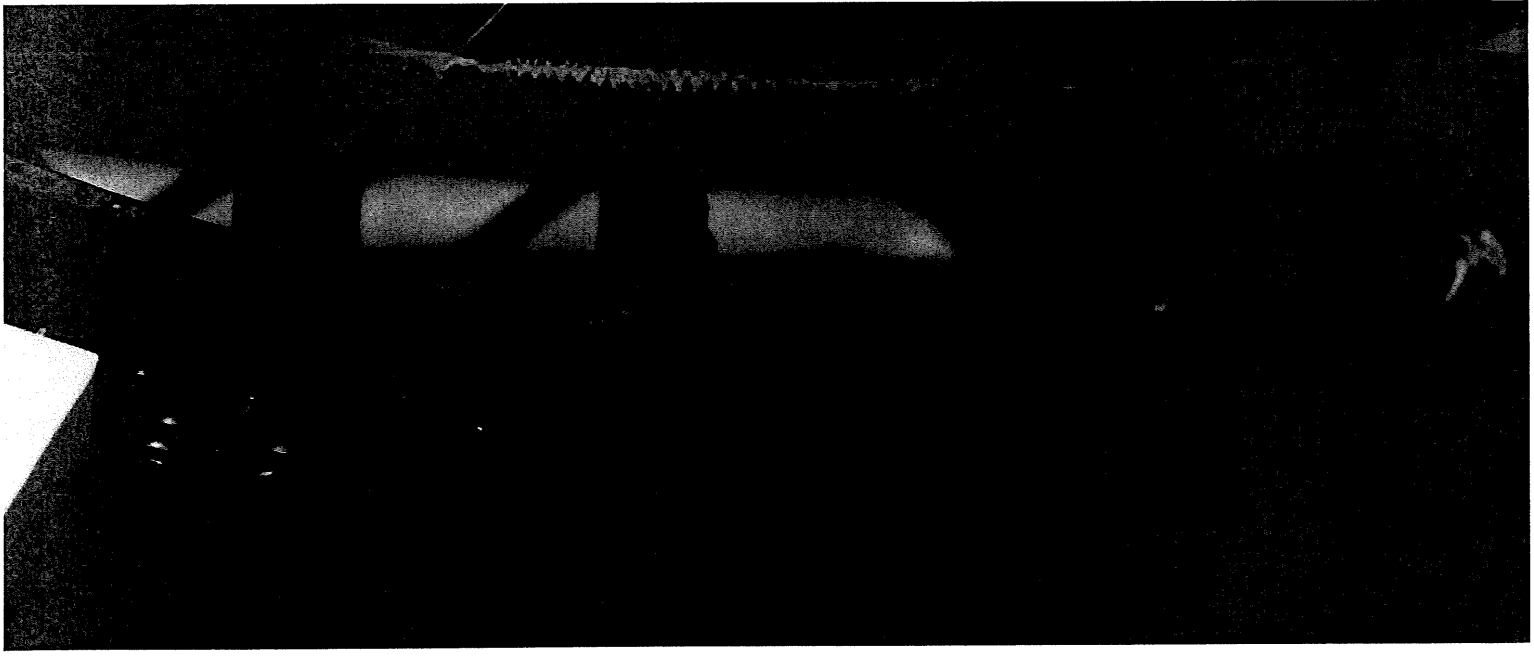
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1. "Piano ILT *Performance Share* 2024-2026" ("Piano ILT *Performance Share*" o il "Piano")

1.1 I Soggetti destinatari

1.1.1 Indicazione nominativa dei destinatari che sono componenti del consiglio di amministrazione ovvero del consiglio di gestione dell'emittente strumenti finanziari, delle società controllanti l'emittente e delle società da questa, direttamente o indirettamente, controllate

Tra i Beneficiari del Piano ILT *Performance Share* è compreso l'Amministratore Delegato (AD) della Società, Matteo Del Fante.

Si segnala che alcuni dei potenziali Beneficiari del Piano, oltre all'esercizio delle attribuzioni manageriali connesse al ruolo svolto, possono ricoprire cariche in organi amministrativi di società Controllate dalla Società. Tuttavia, considerato che detti soggetti sono tra i Beneficiari del Piano in quanto dipendenti del Gruppo, non viene fornita indicazione nominativa dei predetti Beneficiari ma si fa rimando per essi alle informazioni di seguito riportate.

1.1.2 Categorie di dipendenti o collaboratori dell'emittente strumenti finanziari e delle società controllanti o controllate di tale emittente

Il Consiglio di Amministrazione riunitosi il 28 febbraio 2024, su proposta del Comitato Remunerazioni, ha approvato il numero di Beneficiari complessivi, fino ad un massimo di 270 risorse.

Tra i potenziali Beneficiari del Piano potranno rientrare le "risorse chiave", dirigenti e quadri, che svolgono funzioni rilevanti per il conseguimento dei risultati strategici del Gruppo Poste Italiane.

I Beneficiari sono stati nominalmente individuati dal Consiglio di Amministrazione, sentito il parere del Comitato Remunerazioni, o da un soggetto delegato dal Consiglio di Amministrazione stesso con facoltà di sub delega.

Resta inteso che potranno essere inseriti ulteriori Beneficiari anche dopo la data di approvazione del presente documento prima che sia decorso metà del Periodo di *Performance*, ferma restando – in ogni caso – la competenza esclusiva dell'Assemblea degli Azionisti a individuare eventuali ulteriori categorie di destinatari del Piano rispetto a quanto illustrato nel presente documento.

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1.1.3 Indicazione nominativa dei soggetti che beneficiano del piano appartenenti ai seguenti gruppi:

a. *direttori generali dell'emittente strumenti finanziari.*

Tra i Beneficiari del Piano ILT *Performance Share* è compreso il Direttore Generale (DG) della Società, Giuseppe Lasco;

b. *altri dirigenti con responsabilità strategiche dell'emittente strumenti finanziari che non risulta di "minori dimensioni", ai sensi dell'articolo 3, comma 1, lett. f), del Regolamento n. 17221 del 12 marzo 2010, nel caso in cui abbiano percepito nel corso dell'esercizio compensi complessivi (ottenuti sommando i compensi monetari e i compensi basati su strumenti finanziari) maggiori rispetto al compenso complessivo più elevato tra quelli attribuiti ai componenti del consiglio di amministrazione, ovvero dal consiglio di gestione, e ai direttori generali dell'emittente strumenti finanziari.*

Non applicabile in quanto non vi sono dirigenti con responsabilità strategiche che abbiano percepito nel corso dell'ultimo esercizio un compenso lordo complessivo superiore a quello del soggetto rilevante ai fini di questo paragrafo;

c. *Persone fisiche controllanti l'emittente azioni, che siano dipendenti ovvero che prestino attività di collaborazione nell'emittente azioni.*

Non applicabile in quanto non vi sono persone fisiche controllanti la Società.

1.1.4 Descrizione e indicazione numerica, per separate categorie:

a. *dei dirigenti con responsabilità strategiche diversi da quelli indicati nella lett. b) del paragrafo 1.1.3.*

I dirigenti con responsabilità strategiche, Beneficiari del Piano alla data di redazione del presente documento, sono 13;

b. *nel caso di società di minori dimensioni ai sensi dell'art. 3, comma 1, lett. f), del Regolamento n. 17221 del 12 marzo 2010, l'indicazione per aggregato di tutti i dirigenti con responsabilità strategiche dell'emittente strumenti finanziari.*

Non applicabile in quanto la Società non si qualifica come società di minori dimensioni;

c. *delle altre eventuali categorie di dipendenti o di collaboratori per le quali sono state previste caratteristiche differenziate del piano (ad esempio, dirigenti, quadri, impiegati etc.).*

Il Piano è destinato a un numero complessivo massimo di 270 Beneficiari a livello di Gruppo, differenziati con riferimento alle caratteristiche specifiche del Piano.

A tal proposito sono individuate due macro-categorie:
- i Beneficiari BP, per tali intendendosi le "risorse chiave" per l'*execution* delle direttrici del Piano Strategico, appartenenti ai *Material Risk Takers* e ad altro personale BancoPosta (per un totale di circa 20 risorse alla data di redazione del presente documento) e
- gli Altri Beneficiari, per tali intendendosi le "risorse chiave" per l'*execution* delle direttrici del Piano Strategico non appartenenti ai *Material Risk Takers* e ad altro personale BancoPosta (per un totale di circa 250 risorse alla data di redazione del presente documento).

Resta inteso che potranno essere inseriti ulteriori Beneficiari anche dopo la data di approvazione del presente documento prima che sia decorso metà del Periodo di *Performance*, ferma restando – in ogni caso – la competenza esclusiva dell'Assemblea degli Azionisti a individuare eventuali ulteriori categorie di destinatari del Piano rispetto a quanto illustrato nel presente documento.

1.2 Le ragioni che motivano l'adozione del Piano

1.2.1 Obiettivi che si intendono raggiungere mediante l'attribuzione dei piani

L'obiettivo del Piano è quello di rafforzare il collegamento della componente variabile della remunerazione alla strategia di lungo termine del Gruppo, in linea con il *budget* e gli obiettivi del Piano Strategico 2024-2028 – *"The Connecting Platform"*, su un orizzonte temporale pluriennale. Il Piano prevede l'utilizzo di Azioni ordinarie di Poste Italiane e, attraverso la previsione di adeguati periodi di indisponibilità delle medesime, garantisce un costante allineamento tra gli interessi dei Beneficiari e quelli degli Azionisti, favorendo la fidelizzazione delle risorse chiave della Società e del Gruppo.

In sintesi, il Piano intende perseguire i seguenti obiettivi:
- focalizzare l'attenzione delle risorse chiave della Società e del Gruppo sul conseguimento degli obiettivi strategici a lungo termine, contribuendo a garantire la creazione di valore e di sinergie a livello di Gruppo;
- rafforzare l'allineamento tra gli interessi del *management* e quelli degli Azionisti.

1.2.2 Variabili chiave, anche nella forma di indicatori di performance considerati ai fini dell'attribuzione dei piani basati su strumenti finanziari

I Beneficiari, come anticipato nel punto 1.1.4, sono suddivisi in due macro-categorie rispetto alle quali il Piano assume caratteristiche differenziate:
- Beneficiari BP, incluso l'Amministratore Delegato;
- Altri Beneficiari, incluso il Direttore Generale.

Per i Beneficiari BP, il Piano prevede l'attribuzione di Diritti a ricevere Azioni al termine di un Periodo di *Performance* triennale, secondo il seguente schema:
- per il 40%, *up-front* al termine del Periodo di *Performance,* sottoposto ad un Periodo di *Retention* di un anno;
- per il restante 60%, in cinque quote annuali differite su un arco temporale quinquennale a decorrere dal termine del Periodo di *Performance (le prime tre pari al 10% dei Diritti complessivamente maturati e le successive due pari al 15% dei Diritti complessivamente maturati); tutte le quote differite sono* sottoposte ad un Periodo di *Retention* di un anno.

Per gli Altri Beneficiari, il Piano prevede l'attribuzione di Diritti a ricevere Azioni interamente *up-front* al termine di un Periodo di *Performance* triennale, con l'applicazione sul 60% delle stesse di un ulteriore periodo di Retention della durata di due anni.

Al termine di ciascun Periodo di *Retention* è prevista l'applicazione del meccanismo di *Dividend Equivalent* che consiste nella consegna di un numero di azioni aggiuntivo corrispondente al controvalore dei dividendi effettivi non percepiti dal beneficiario durante il Periodo di *Retention* stesso per le azioni non ancora disponibili.

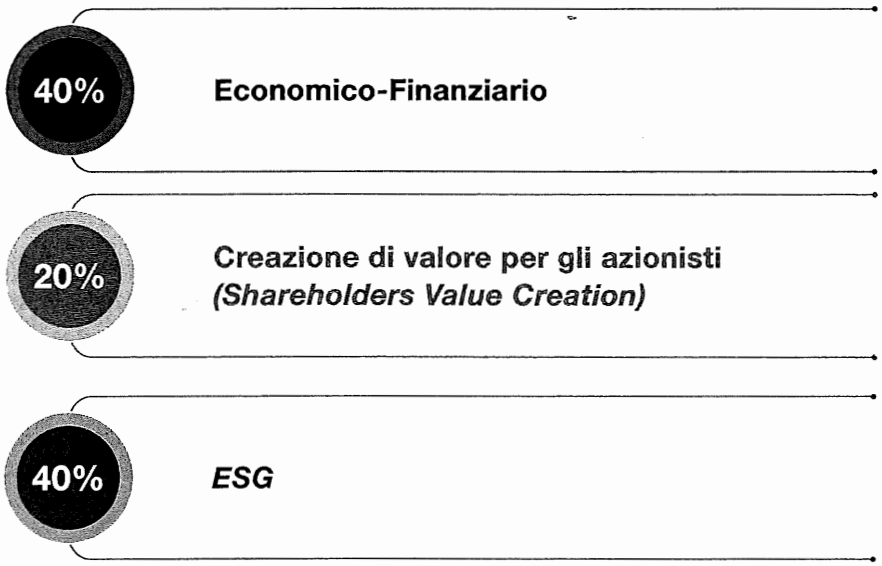
La maturazione dei Diritti e, pertanto, la maturazione delle Azioni, è subordinata alla verifica:
- del superamento della Condizione Cancello e delle Condizioni di Accesso (queste ultime solo per i Beneficiari BP);
- del livello di raggiungimento degli Obiettivi di *Performance* conseguiti nel corso del Periodo di *Performance*.

Nello specifico, la Condizione Cancello e le Condizioni di Accesso sono indicate nella tabella che segue:

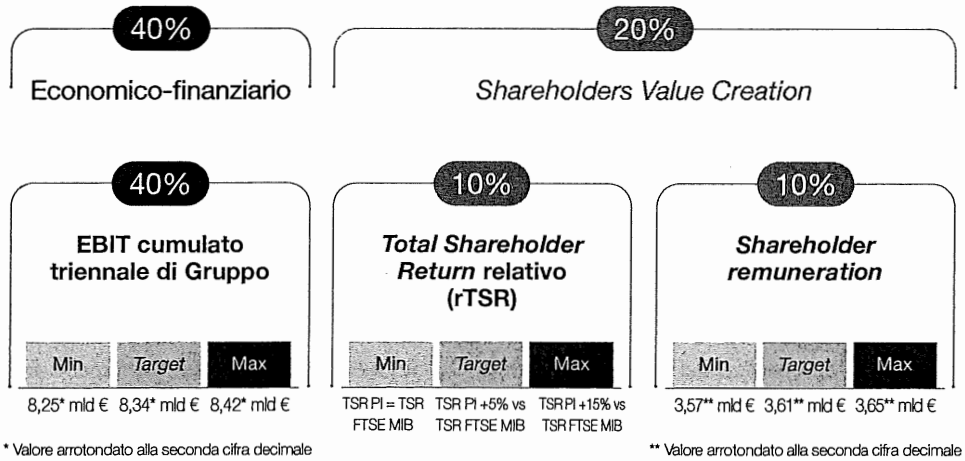
Condizione Cancello	**Condizioni di Accesso**
Redditività di Gruppo: EBIT 8,25 mld € *Valore arrotondato*	Parametro di adeguatezza patrimoniale BancoPosta: CET 1 livello *risk tolerance* approvato nel *Risk Appetite Framework*
	Parametro di liquidità a breve termine BancoPosta: LCR livello *risk tolerance* approvato nel *Risk Appetite Framework*
	Parametro di redditività corretta per il rischio BancoPosta: RORAC livello *risk tolerance* approvato nel *Risk Appetite Framework*

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Gli obiettivi di performance del "Piano ILT *Performance Share* 2024-2026" sono di seguito illustrati:

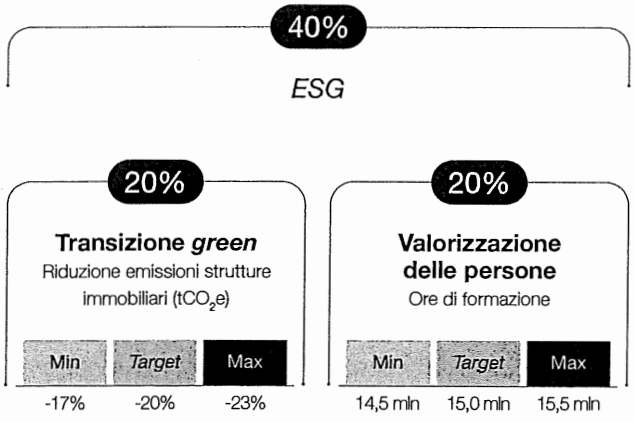


Nell'ambito degli obiettivi descritti, gli specifici KPI sono stati identificati in linea con il Piano Strategico "*The Connecting Platform*" e sono di seguito rappresentati con i relativi livelli di raggiungimento:



* Valore arrotondato alla seconda cifra decimale

** Valore arrotondato alla seconda cifra decimale



È previsto un livello massimo di *performance* oltre il quale l'incentivo rimane costante e un livello di soglia al di sotto del quale il sistema non si attiva e, conseguentemente, non genera alcuna erogazione.

L'obiettivo di EBIT triennale è definito sulla base della somma degli EBIT che saranno consuntivati annualmente. L'obiettivo legato alla "Creazione di Valore per gli azionisti" (*"Shareholder Value Creation"*) viene conseguito attraverso la misurazione del *"Total Shareholder Return"* relativo (che mette a confronto la performance di Poste Italiane rispetto a quella del FTSE MIB), in linea con gli scorsi anni, e dell'obiettivo di *"Shareholder remuneration"*. Tale ultimo obiettivo, che tiene in considerazione la remunerazione degli azionisti sottoforma di dividendi corrisposti e possibili riacquisti di azioni proprie finalizzati alla remunerazione degli azionisti, appare particolarmente opportuno per misurare l'operato del *management*, anche in considerazione del fatto che l'allineamento di interessi riguardo alla performance del titolo è implicito nella natura azionaria del Piano.

L'obiettivo "Transizione *Green*" è volto a misurare la riduzione delle emissioni in ambito Immobiliare nell'orizzonte temporale 2024-2026: il forte focus sulla sostenibilità ambientale è confermato monitorando, in particolare, la riduzione delle emissioni GHG dirette del Gruppo (Scope 1) derivanti dalle strutture immobiliari (tCO_2e).

Infine, l'obiettivo "Valorizzazione delle persone" prevede un focus sullo sviluppo delle competenze attraverso l'erogazione delle ore di formazione in arco piano (15 mln di ore di formazione). Maggiori approfondimenti sugli obiettivi ESG sono presenti nella relativa sezione del Bilancio di esercizio 2023.

1.2.3 Elementi alla base della determinazione dell'entità del compenso basato su strumenti finanziari, ovvero criteri per la sua determinazione

Il valore *target* dell'assegnazione (al raggiungimento del 100% degli Obiettivi di *Performance*) è determinato come percentuale dei compensi fissi ed è differenziato in base al ruolo ricoperto dal Beneficiario e alla strategicità della risorsa. Il valore *target* delle assegnazioni varia da un minimo del 20% fino a un massimo del 100% dei compensi fissi (in linea con il Piano ILT *Performance Share* 2023-2025). Il numero di Diritti assegnati a ciascun Beneficiario è ottenuto dividendo il valore *target* dell'assegnazione per la media aritmetica dei prezzi delle Azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti alla Data di Assegnazione.

La maturazione dei Diritti e, pertanto, l'attribuzione delle Azioni, è condizionata al raggiungimento della Condizione Cancello, delle Condizioni di Accesso (solo per Beneficiari BP) e al raggiungimento di determinati livelli di Obiettivi di *Performance* descritti al punto 1.2.2. In caso di mancato raggiungimento della Condizione Cancello e/o delle Condizioni di Accesso e/o del livello soglia degli Obiettivi di *Performance*, i Diritti non matureranno e, pertanto, non sarà attribuita alcuna Azione.

Al termine del Periodo di *Performance* (e, quindi, nel corso del 2027), il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, provvederà alla verifica del superamento della Condizione Cancello e delle Condizioni di Accesso (queste ultime solo per i Beneficiari BP incluso l'Amministratore Delegato), nonché del livello di conseguimento degli Obiettivi di *Performance* determinando, di conseguenza, il numero di Diritti maturati e, pertanto, i Diritti da attribuire a ciascun Beneficiario che verranno trasformati in Azioni secondo le modalità previste nei Regolamenti in base alla specifica categoria di appartenenza del Beneficiario.

Per i Beneficiari BP (incluso l'Amministratore Delegato), l'attribuzione delle quote differite avverrà previa verifica del superamento del livello *risk tolerance* delle Condizioni di *Malus* collegate all'adeguatezza patrimoniale, alla liquidità a breve termine e alla redditività corretta per il rischio del Patrimonio BancoPosta con riferimento all'anno precedente alla loro attribuzione. I Beneficiari BP (incluso l'Amministratore Delegato) diverranno titolari delle Azioni, al termine di un ulteriore Periodo di *Retention* di un anno, da applicarsi sia in relazione alla quota attribuita *up-front*, sia in relazione alle quote attribuite in via differita.

Per gli altri Beneficiari, incluso il Direttore Generale, l'attribuzione delle azioni avviene interamente up-front al termine del Performance triennale, con l'applicazione, sul 60% delle stesse, di un Periodo di *Retention* di 2 anni.

L'attribuzione delle Azioni è soggetta ai meccanismi di correzione *ex-post* descritti al paragrafo 1.4.5 e la consegna verrà effettuata, previa applicazione delle ritenute fiscali e contributive, ove previste.

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1.2.4 Ragioni alla base dell'eventuale decisione di attribuire piani di compensi basati su strumenti finanziari non emessi dall'emittente strumenti finanziari, quali strumenti finanziari emessi da controllate, controllanti o società terze rispetto al gruppo di appartenenza; nel caso in cui i predetti strumenti non siano negoziati nei mercati regolamentati informazioni sui criteri utilizzati per la determinazione del valore a loro attribuibile

Non applicabile.

1.2.5 Valutazioni in merito a significative implicazioni di ordine fiscale e contabile che hanno inciso sulla definizione dei piani

Non risultano significative implicazioni di ordine contabile e fiscale che abbiano inciso sulla definizione del Piano.

1.2.6 Eventuale sostegno del piano da parte del Fondo speciale per l'incentivazione della partecipazione dei lavoratori nelle imprese, di cui all'articolo 4, comma 112, della legge 24 dicembre 2003 n. 350

Non applicabile.

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1.3 *Iter* di approvazione e tempistica di assegnazione degli strumenti

1.3.1 Ambito dei poteri e funzioni delegati dall'assemblea al consiglio di amministrazione al fine dell'attuazione del piano

Il Consiglio, su proposta del Comitato Remunerazioni, ha deliberato di sottoporre il Piano all'approvazione dell'Assemblea degli Azionisti, convocata per il 31 maggio 2024.

All'Assemblea degli Azionisti verrà richiesto di attribuire al Consiglio, con facoltà di subdelega, ogni potere riguardo la concreta attuazione del Piano.

Resta inteso che nessun Beneficiario potrà prendere parte alle decisioni di competenza del Consiglio riguardanti l'implementazione del Piano in suo favore.

1.3.2 Indicazione dei soggetti incaricati per l'amministrazione del piano e loro funzione di competenza

Fermo restando quanto indicato nel precedente paragrafo 1.3.1, il Consiglio - o soggetti da esso delegati - è responsabile della gestione del Piano avvalendosi delle funzioni aziendali competenti.

1.3.3 Eventuali procedure esistenti per la revisione del piano anche in relazione a eventuali variazioni degli obiettivi di base

Non sono previste procedure per la revisione del Piano, ferma restando la facoltà del Consiglio di Amministrazione, o soggetti da esso delegati, su proposta del Comitato Remunerazioni, sentiti se del caso altri Comitati endoconsiliari, di proporre eventuali variazioni degli Obiettivi di Performance, sia verso l'alto sia verso il basso, e/o altre caratteristiche del Piano nel caso di variazioni significative del perimetro del Gruppo, dei principi contabili di riferimento rilevanti ai fini del calcolo degli obiettivi economico-finanziari ovvero in presenza di circostanze eccezionali (a tal proposito si rimanda alle procedure di deroghe alle Politiche in materia di remunerazione contenute nella Relazione sulla politica in materia di remunerazione), in modo tale da garantire una situazione che sia sostanzialmente equa rispetto a quella precedentemente in essere. Resta inteso che l'Amministratore Delegato, in quanto Beneficiario del Piano, non parteciperà alle eventuali discussioni e deliberazioni consiliari al riguardo.

1.3.4 Descrizione delle modalità attraverso le quali determinare la disponibilità e l'assegnazione degli strumenti finanziari sui quali sono basati i piani

In data 18 aprile 2024 il Consiglio di Amministrazione ha deliberato di sottoporre all'approvazione dell'Assemblea degli Azionisti, convocata per il 31 maggio 2024, la delibera di acquisto Azioni proprie ai sensi degli artt. 2357 e 2357-*ter*, c.c.

Per l'implementazione del Piano, pertanto, la Società si avvarrà delle Azioni proprie che verranno acquisite a seguito della delibera favorevole dell'Assemblea degli Azionisti del 31 maggio 2024.

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1.3.5 Ruolo svolto da ciascun amministratore nella determinazione delle caratteristiche del piano; eventuale ricorrenza di situazioni di conflitti di interesse in capo agli amministratori interessati

Nell'individuazione degli elementi essenziali del Piano è stato coinvolto, nelle varie fasi di elaborazione, il Comitato Remunerazioni, interamente composto da amministratori non esecutivi - la maggioranza dei quali (tra cui il Presidente) dotati dei requisiti di indipendenza (i) di cui all'art. 2 raccomandazione 7 del Codice di *Corporate Governance*, (ii) di cui al combinato disposto degli artt. 147-ter, comma 4, e 148, comma 3, del TUF, nonché (iii) di cui alla disciplina prudenziale di settore bancaria - nel novero dei quali è assicurata la presenza del necessario numero di componenti in possesso di un'adeguata conoscenza ed esperienza in materia finanziaria o di politiche retributive e di gestione del rischio.

Il Consiglio, con l'astensione dell'Amministratore Delegato, su proposta del Comitato Remunerazioni sentito il Comitato Controlli e Rischi per quanto di competenza, ha deliberato l'assegnazione del Piano e di sottoporre all'Assemblea degli Azionisti l'adozione dello stesso.

1.3.6 Ai fini di quanto richiesto dall'art. 84-*bis*, comma 1, la data della decisione assunta da parte dell'organo competente a proporre l'approvazione del piano all'assemblea e dell'eventuale proposta dell'eventuale comitato per la remunerazione

In data 28 febbraio 2024, il Consiglio ha deliberato – su proposta del Comitato Remunerazioni riunitosi in data 26 febbraio 2024 – l'assegnazione del Piano ai Beneficiari. In data 18 aprile 2024, il Consiglio stesso ha approvato – su proposta del Comitato Remunerazioni riunitosi in data 16 aprile 2024 – il presente Documento Informativo che verrà sottoposto all'Assemblea degli Azionisti convocata per il 31 maggio 2024.

1.3.7 Ai fini di quanto richiesto dall'art. 84-*bis*, comma 5, lett. a), la data della decisione assunta da parte dell'organo competente in merito all'assegnazione degli strumenti e dell'eventuale proposta al predetto organo formulata dall'eventuale comitato per la remunerazione

In data 28 febbraio 2024, il Consiglio ha deliberato – su proposta del Comitato Remunerazioni riunitosi in data 26 febbraio 2024 – l'assegnazione del Piano ai Beneficiari subordinatamente all'approvazione dello stesso da parte dell'Assemblea degli Azionisti prevista per il 31 maggio 2024 in unica convocazione.

In caso di approvazione del Piano da parte dell'Assemblea degli Azionisti, il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, e/o un soggetto opportunamente sub delegato, a seconda del caso, assumeranno le decisioni rilevanti in merito all'implementazione del Piano medesimo.

1.3.8 Prezzo di mercato, registrato nelle predette date, per gli strumenti finanziari su cui è basato il piano, se negoziati in mercati regolamentati

Il prezzo di riferimento del titolo Poste Italiane rilevato presso il Mercato Telematico Azionario organizzato e gestito da Borsa Italiana S.p.A. ai sensi del punto 1.3.7, in data 28 febbraio 2024, è risultato pari a Euro 10,5150.

Si specifica che il numero di diritti assegnati ai Beneficiari sarà definito sulla base del Valore Normale dell'Azione al 28 febbraio 2024, pari a Euro 10,1028.

1.3.9 Nel caso di piani basati su strumenti finanziari negoziati nei mercati regolamentati, in quali termini e secondo quali modalità l'emittente tiene conto, nell'ambito dell'individuazione della tempistica di assegnazione degli strumenti in attuazione dei piani, della possibile coincidenza temporale tra: (i) detta assegnazione o le eventuali decisioni assunte al riguardo dal comitato per la remunerazione e, (ii) la diffusione di eventuali informazioni rilevanti ai sensi dell'art. 114, comma 1; ad esempio, nel caso in cui tali informazioni siano: a. non già pubbliche ed idonee ad influenzare positivamente le quotazioni di mercato, ovvero b. già pubblicate ed idonee già ad influenzare negativamente le quotazioni di mercato

L'effettiva efficacia del Piano avverrà previa approvazione dello stesso da parte dell'Assemblea.

Si precisa che il diritto in capo ai Beneficiari di ricevere le Azioni oggetto di assegnazione maturerà dopo un Periodo di *Performance* triennale e solo a seguito della verifica della Condizione Cancello, delle Condizioni di Accesso (per i Beneficiari BP incluso l'Amministratore Delegato), nonché del raggiungimento di predeterminati Obiettivi di *Performance* e quindi senza impatti sulla diffusione di informazioni rilevanti.

Si specifica, inoltre, che ai Beneficiari è fatto divieto di avvalersi di strategie di copertura personale o di assicurazioni sulla retribuzione o su altri aspetti che possano alterare o inficiare gli effetti di allineamento al rischio insiti nei meccanismi della retribuzione variabile.

GPF

1.4 Le Caratteristiche degli strumenti attribuiti

1.4.1 Descrizione delle forme in cui sono strutturati i piani di compensi basati su azioni.

Il Piano prevede l'assegnazione gratuita di Diritti a ricevere Azioni, ai termini e alle condizioni previste dai Regolamenti e dalla documentazione attuativa. Il numero dei Diritti che verranno attribuiti ai Beneficiari è subordinato al raggiungimento di Obiettivi di *Performance* nell'arco del Periodo di *Performance*, previa verifica del superamento della Condizione Cancello, delle Condizioni di Accesso e di *Malus* (quest'ultime per i Beneficiari BP incluso l'Amministratore Delegato).

I Diritti attribuiti al Beneficiario come sopra descritto, saranno convertiti in Azioni, decorso un Periodo di *Retention*, ad eccezione dei Diritti relativi alla quota del 40% prevista per gli Altri Beneficiari (incluso il Direttore Generale) che saranno convertiti al momento della maturazione.

1.4.2 Indicazione del periodo di effettiva attuazione del piano con riferimento anche ad eventuali diversi cicli previsti.

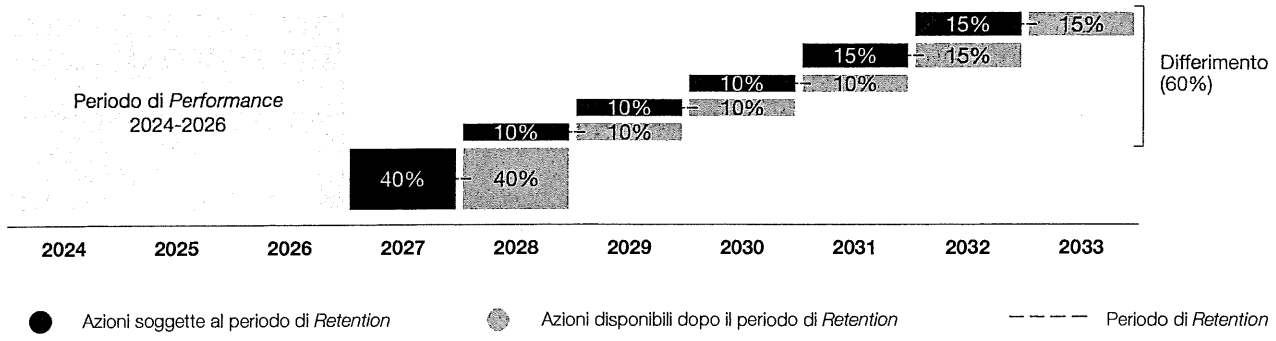
L'attuazione del Piano è differenziata in base alla categoria di appartenenza del Beneficiario.

Per i Beneficiari BP, incluso l'Amministratore Delegato, il Piano prevede l'assegnazione gratuita di Diritti a ricevere Azioni di Poste Italiane al termine di un Periodo di *Performance* triennale, secondo il seguente schema:

- per il 40% *up-front* al termine del Periodo di *Performance*;
- per il restante 60% in cinque quote annuali differite su un arco temporale quinquennale a decorrere dal termine del Periodo di *Performance (le prime tre pari al 10% dei Diritti complessivamente attribuiti e le successive due pari al 15% dei Diritti complessivamente attribuiti)*.

Per i Beneficiari BP è prevista, inoltre, l'applicazione di un ulteriore Periodo di *Retention* della durata di un anno, da applicarsi sia in relazione alla quota attribuita *up-front*, sia in relazione alle quote attribuite in via differita.

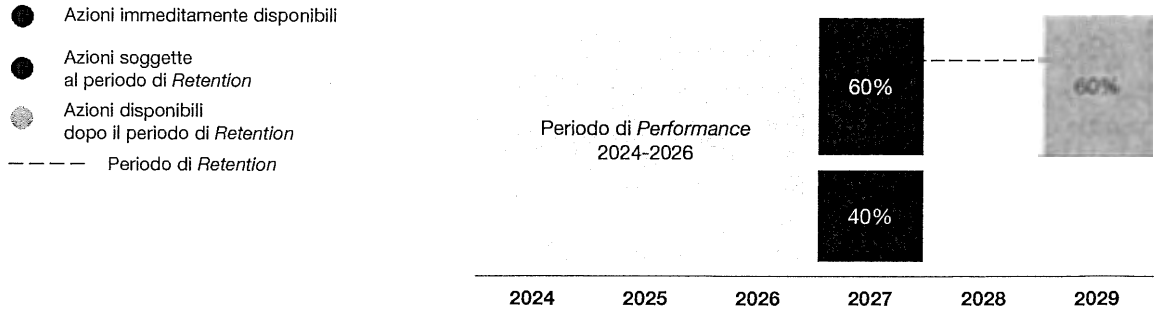
Le fasi sopra elencate sono riassunte nel seguente schema:



L'attribuzione delle quote di Azioni differite avverrà a seguito della verifica del superamento dei livelli di *risk tolerance* di patrimonializzazione, liquidità e redditività corretta per il rischio adeguati ai rischi assunti e a patto che non si verifichino i presupposti per l'attivazione di meccanismi di *Malus*.

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Con riferimento agli Altri Beneficiari, incluso il Direttore Generale, il Piano prevede l'attribuzione di Azioni di Poste Italiane interamente *up-front* al termine di un Periodo di *Performance* triennale, con l'applicazione, sul 60% delle stesse, di un ulteriore Periodo di *Retention* della durata di 2 anni, secondo lo schema di seguito rappresentato:



1.4.3 Termine del piano

Si rinvia a quanto specificato nel precedente paragrafo 1.4.2.

1.4.4 Massimo numero di strumenti finanziari, anche nella forma di opzioni, assegnati in ogni anno fiscale in relazione ai soggetti nominativamente individuati o alle indicate categorie

Il numero di Diritti assegnati sarà determinato sulla base dei meccanismi descritti nei paragrafi 1.2.2, 1.2.3 e 1.4.8.

Si specifica che, per i Beneficiari BP (incluso l'Amministratore Delegato), la componente variabile complessiva (comprensiva anche del sistema incentivante di breve termine) assegnata non può superare il rapporto rispetto alla componente fissa tempo per tempo vigente.

1.4.5 Modalità e clausole di attuazione del piano, specificando se la effettiva attribuzione degli strumenti è subordinata al verificarsi di condizioni ovvero al conseguimento di determinati risultati anche di performance, descrizioni e condizioni di risultati

L'attribuzione dei Diritti è subordinata al raggiungimento della Condizione Cancello, delle Condizioni di Accesso e di *Malus* (per i Beneficiari BP, incluso l'Amministratore Delegato), nonché degli Obiettivi di *Performance*, nell'arco del Periodo di *Performance*. In linea con quanto previsto dalla "*Relazione sulla politica in materia di remunerazione*" e dalle "*Linee guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta*", la Società può chiedere la restituzione delle Azioni consegnate ovvero il relativo controvalore monetario, tenendo altresì conto dei profili di natura legale, contributiva e fiscale in materia, indipendentemente dal fatto che il rapporto di lavoro con la Società o con una società del Gruppo sia ancora in essere o cessato. In particolare, entro 5 anni dall'attribuzione di ciascuna quota e comunque entro i termini di prescrizione previsti, la Società può chiedere la restituzione di quanto già corrisposto fino all'intero controvalore, fermo restando il diritto al risarcimento dell'eventuale ulteriore danno, in caso di:

- comportamenti non conformi a disposizioni di legge, regolamentari o statutarie, al Codice Etico, al Modello Organizzativo ex D.Lgs. 231/01 e/o alla Politica Integrata del Gruppo Poste Italiane applicabili alla Società, ivi incluso il Patrimonio BancoPosta, o a una delle società del Gruppo, da cui sia derivata una perdita significativa per la Società, per una delle società del Gruppo o per la clientela;
- ulteriori comportamenti non conformi a disposizioni di legge, regolamentari, statutarie, al Codice Etico, al Modello Organizzativo ex D.Lgs. 231/01 e/o alla Politica Integrata del Gruppo Poste Italiane applicabili alla Società, ivi incluso il Patrimonio BancoPosta, o a una delle società del Gruppo, che abbiano determinato un vantaggio in termini di incentivazione per il Beneficiario;

GPP

- violazioni degli obblighi imposti ai sensi dell'articolo 26 o, quando il soggetto è parte interessata, dell'articolo 53, commi 4 e ss., del Testo Unico Bancario o degli obblighi in materia di remunerazione e incentivazione;
- comportamenti fraudolenti o di colpa grave a danno della Società, ivi incluso il Patrimonio BancoPosta, o a una delle società del Gruppo;
- consegna delle Azioni sulla base di dati che siano risultati in seguito errati e/o falsi.

Il verificarsi di una o più delle suddette fattispecie può comportare, inoltre, l'applicazione di meccanismi di *malus* per le quote non ancora consegnate.

1.4.6 Indicazione di eventuali vincoli di disponibilità gravanti sugli strumenti attribuiti ovvero sugli strumenti rivenienti dall'esercizio delle opzioni, con particolare riferimento ai termini entro i quali sia consentito o vietato il successivo trasferimento alla stessa società o a terzi

I Diritti sono sottoposti a un vincolo di *Retention*: per i Beneficiari BP, il Periodo di *Retention* applicabile a tutte le quote, *up-front* oppure differite nei 5 anni successivi, è pari ad un anno; per gli Altri Beneficiari il Periodo di *Retention* (applicabile al 60% dei Diritti maturati) è pari a due anni.

Durante il Periodo di *Retention* e, per i Beneficiari BP (incluso l'Amministratore Delegato) anche durante il Periodo di Differimento, i relativi Beneficiari non hanno la disponibilità dei diritti amministrativi e patrimoniali (fatta salva l'applicazione, unicamente per il periodo di *Retention*, del meccanismo di *Dividend Equivalent* che consiste nella consegna, al termine del periodo di *Retention*, di un numero di azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario durante il Periodo di *Retention* stesso).

I Beneficiari si impegnano, ove previsto, in virtù della sottoscrizione di "Linee Guida di Possesso Azionario" approvate dal Consiglio di Amministrazione in data 18 aprile 2024 su proposta del Comitato Remunerazioni, a non Trasferire fino alla scadenza del mandato, termine del rapporto di lavoro o permanenza nel perimetro dei dirigenti con responsabilità strategiche, una percentuale delle Azioni Disponibili ricevute sulla base del Piano.

1.4.7 Descrizione di eventuali condizioni risolutive in relazione all'attribuzione del Piano nel caso in cui i destinatari effettuino operazioni di *hedging* che consentono di neutralizzare eventuali divieti di vendita degli strumenti finanziari assegnati, anche nella forma di opzioni, ovvero degli strumenti finanziari rivenienti dall'esercizio di tali opzioni

È vietata ai Beneficiari – e comporta la decadenza del diritto alla consegna delle Azioni – l'effettuazione di operazioni di *hedging* che consentano di alterare o inficiare l'allineamento al rischio insito nei meccanismi di incentivazione basati su strumenti finanziari.

1.4.8 Descrizione degli effetti determinati dalla cessazione del rapporto di lavoro

Nel caso in cui, prima della Data di Consegna delle Azioni, si verifichi la cessazione del rapporto di lavoro, e il Beneficiario venga qualificato come "*good leaver*" è previsto che l'attribuzione delle Azioni ai sensi del Piano avvenga alla scadenza naturale del relativo Periodo di *Performance* e dei Periodi di Differimento e *Retention* previsti, ferma restando la valutazione circa la sussistenza delle condizioni previste nei Regolamenti, nonché del raggiungimento degli Obiettivi di *Performance* previsti; in tal caso, tuttavia, i Diritti verranno attribuiti e, conseguentemente le Azioni consegnate, sempre alle condizioni previste nei Regolamenti, secondo il criterio *pro rata temporis* sino alla data di cessazione del rapporto di lavoro del Beneficiario.

Nel caso di cessazione del rapporto di lavoro prima della Data di Consegna delle Azioni, il Beneficiario qualificato come "*bad leaver*", perderà automaticamente tutti i Diritti derivanti dal Piano che diverranno inefficaci e il medesimo non avrà diritto a ricevere alcun indennizzo in relazione al Piano da parte della Società.

1.4.9 Indicazione di eventuali cause di annullamento del Piano

Non sussistono cause di annullamento del Piano.

1.4.10 Motivazioni relative all'eventuale previsione di un "riscatto", da parte della società, degli strumenti oggetto del Piano, disposto ai sensi dell'art. 2357 e ss. del codice civile; indicazione dei beneficiari del riscatto precisando se lo stesso è destinato soltanto a particolari categorie di dipendenti; gli effetti della cessazione del rapporto di lavoro su detto riscatto

Non applicabile.

1.4.11 Eventuali prestiti o altre agevolazioni che si intendono concedere per l'acquisto delle azioni ai sensi dell'art. 2358, comma 3, del codice civile

Non applicabile.

1.4.12 Indicazione di valutazioni sull'onere atteso per la società alla data di relativa assegnazione, come determinabile sulla base dei termini e condizioni già definiti, per ammontare complessivo e in relazione a ciascun strumento del piano

L'onere atteso sull'intero arco del Piano, così come descritto nel presente documento, in caso di raggiungimento di *performance* al *target* e ipotizzando che il prezzo dell'Azione rimanga stabile nel periodo è di circa 19 milioni di Euro per un massimo di 270 Beneficiari.

1.4.13 Indicazione degli eventuali effetti diluitivi sul capitale determinati dall'attribuzione delle azioni

In considerazione del fatto che le Azioni, da attribuire ai Beneficiari sulla base del Piano, saranno rese disponibili attraverso l'acquisto di Azioni proprie della Società (paragrafo 1.3.4), non sono previsti effetti diluitivi sul capitale.

Fol

1.4.14 Eventuali limiti previsti per l'esercizio del diritto di voto e per l'attribuzione dei diritti patrimoniali

Le Azioni Disponibili avranno godimento regolare, non essendo previsti limiti all'esercizio dei diritti sociali o patrimoniali ad esse inerenti.

1.4.15 Nel caso in cui le azioni non sono negoziate nei mercati regolamentati, ogni informazione utile ad una compiuta valutazione del valore a loro attribuibile

Non applicabile.

1.4.16 – 1.4.23

Non applicabili.

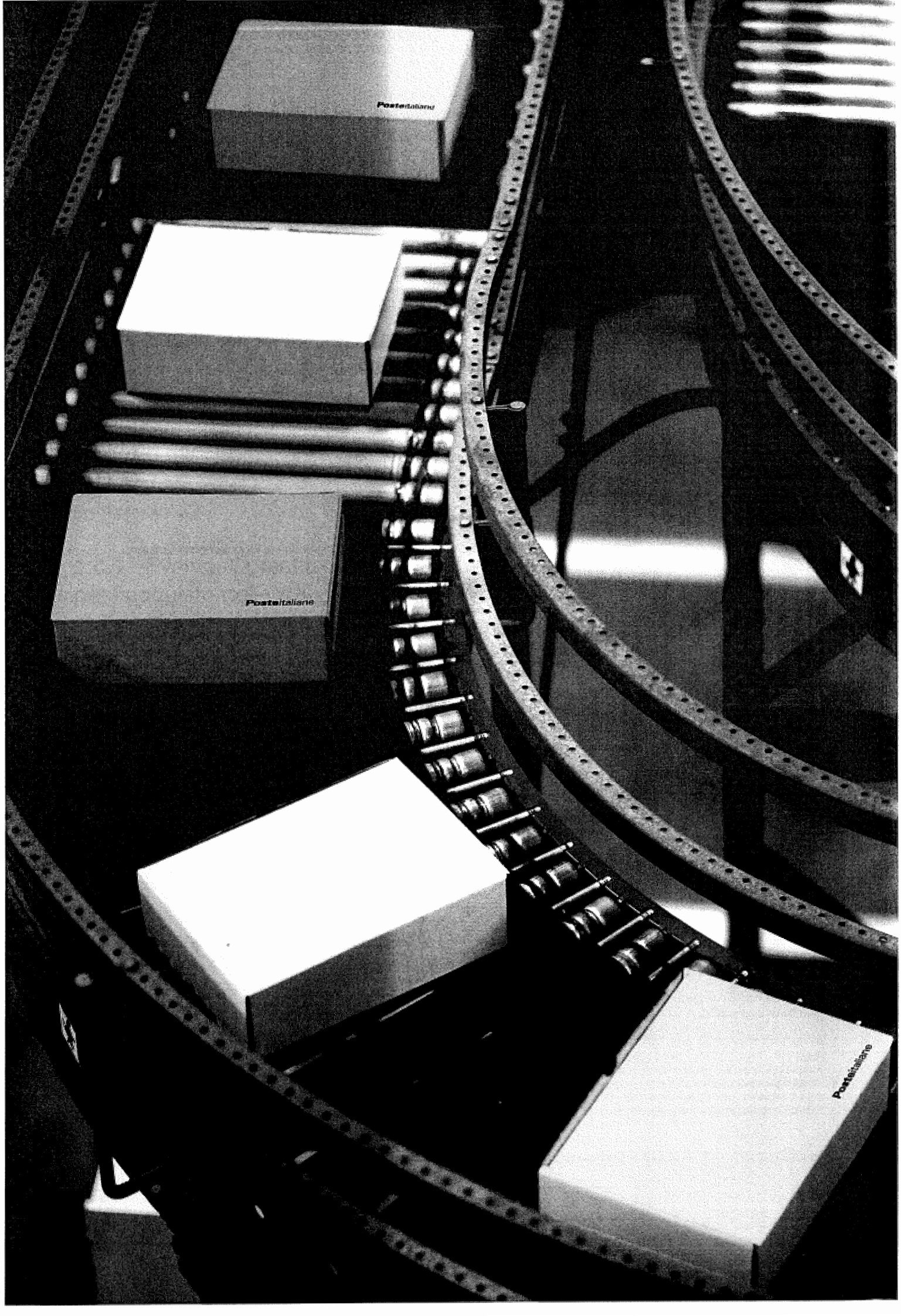
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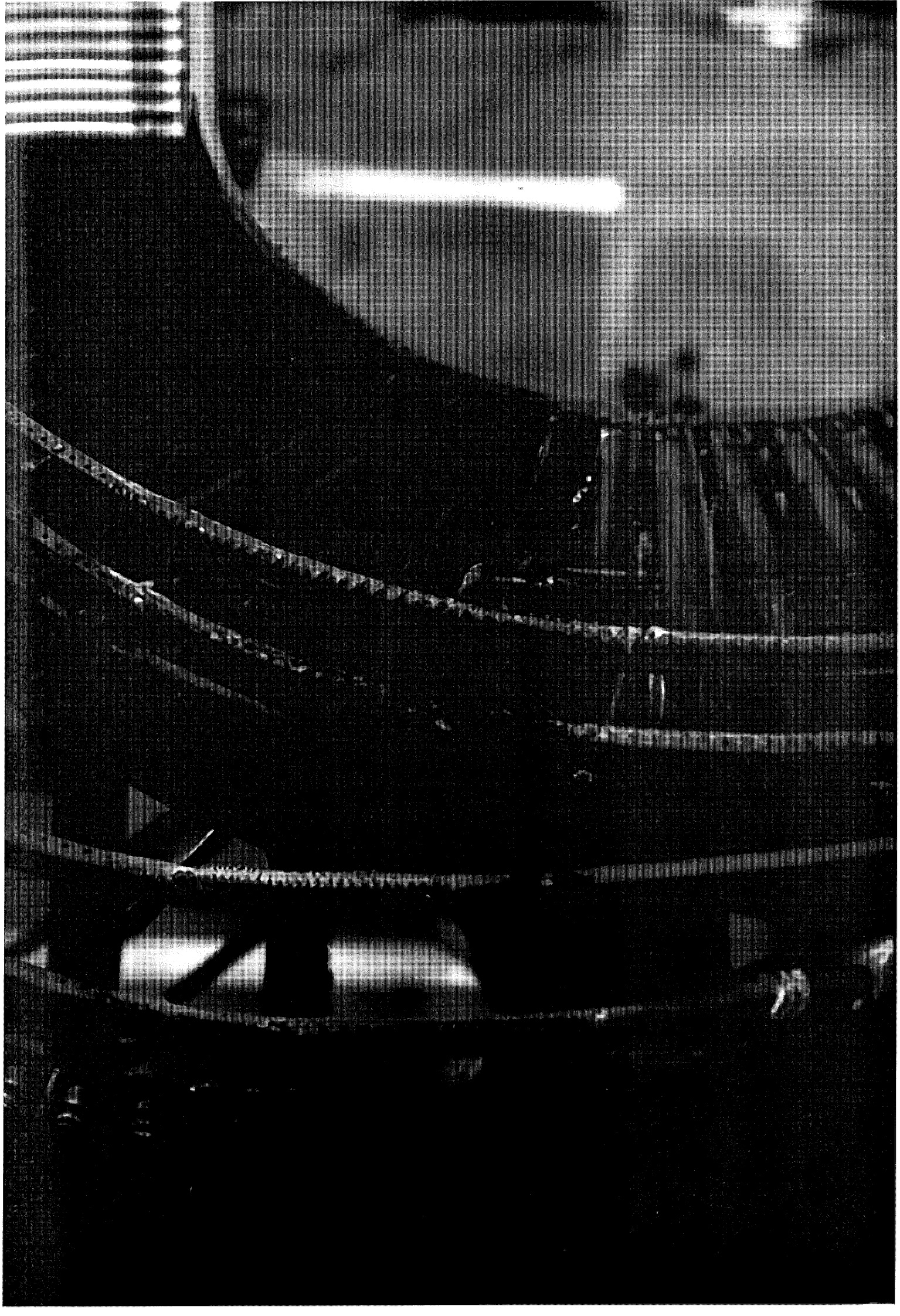
Di seguito si riporta Tabella n. 1 prevista dal paragrafo 4.24 dello Schema 7 dell'Allegato 3A al Regolamento Emittenti.

		QUADRO 1						
		Strumenti finanziari diversi dalle *stock option*						
		Sezione 2 Strumenti di nuova assegnazione in base alla decisione: del C.d.A. di proposta per l'Assemblea						
Nome e cognome o categoria	Carica	Data della delibera assembleare	Tipologia degli strumenti finanziari	Numero strumenti finanziari assegnati	Data della assegnazione	Eventuale prezzo di acquisto degli strumenti	Prezzo di mercato all'assegnazione	Periodo di *vesting*
Matteo Del Fante	Amministratore Delegato	31/05/2024	Azioni ordinarie di Poste Italiane S.p.A	140.798	28/02/2024		€ 10,1028[1]	3 anni
Giuseppe Lasco	Direttore Generale	31/05/2024	Azioni ordinarie di Poste Italiane S.p.A	86.115	28/02/2024		€ 10,1028[1]	3 anni
Dirigenti con responsabilità strategiche (n.13[2])		31/05/2024	Azioni ordinarie di Poste Italiane S.p.A	410.688	28/02/2024		€ 10,1028[1]	3 anni
Beneficiari BancoPosta (n.12)		31/05/2024	Azioni ordinarie di Poste Italiane S.p.A	47.255	28/02/2024		€ 10,1028[1]	3 anni
Altri Beneficiari (n.203[3])		31/05/2024	Azioni ordinarie di Poste Italiane S.p.A	1.027.436	28/02/2024		€ 10,1028[1]	3 anni

Note:
[1] Valore convenzionale stimato come media aritmetica dei prezzi dell'Azione di Poste Italiane rilevata nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data di assegnazione.
[2] Sono compresi 2 Beneficiari BancoPosta.
[3] Sono comprese 21 risorse delle Società del Gruppo.

Le informazioni sopra illustrate si riferiscono alla data di redazione del presente documento (18 aprile 2024).

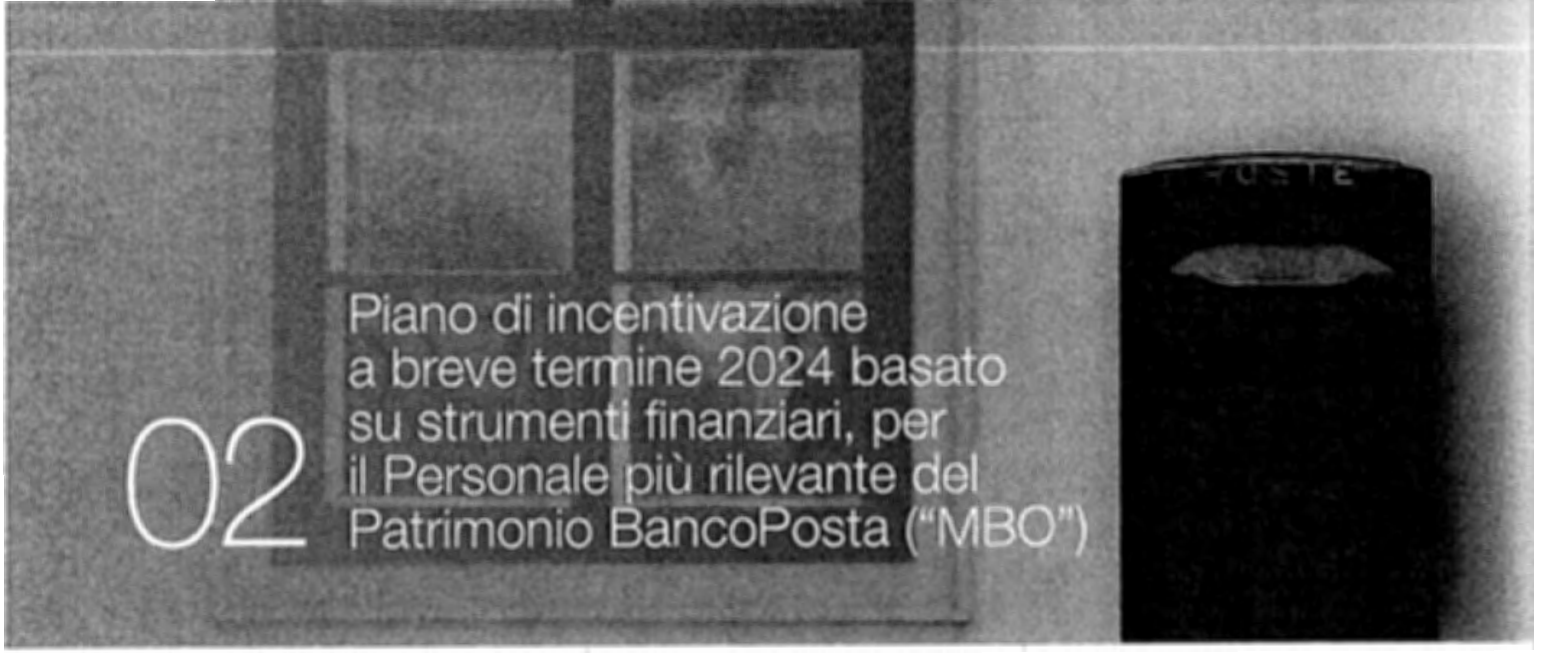

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POSTE

02

Piano di incentivazione a breve termine 2024 basato su strumenti finanziari, per il Personale più rilevante del Patrimonio BancoPosta ("MBO")



02 Piano di incentivazione a breve termine 2024 basato su strumenti finanziari, per il Personale più rilevante del Patrimonio BancoPosta ("MBO")

Contenuti

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2. Piano di incentivazione a breve termine 2024 basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta ("MBO")

2.1 I Soggetti destinatari

2.1.1 Indicazione nominativa dei destinatari che sono componenti del consiglio di amministrazione ovvero del consiglio di gestione dell'emittente strumenti finanziari, delle società controllanti l'emittente e delle società da questa, direttamente o indirettamente, controllate

Tra i Beneficiari del Piano MBO è compreso l'Amministratore Delegato (AD) della Società, Matteo Del Fante.

Si ricorda che l'Amministratore Delegato rientra nel perimetro di applicazione delle *"Linee guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta"* ed è pertanto assoggettato alla vigente normativa di vigilanza bancaria.

Si segnala che alcuni dei potenziali Beneficiari del Sistema MBO, oltre all'esercizio delle attribuzioni manageriali connesse al ruolo svolto, possono ricoprire cariche in organi amministrativi di società Controllate dalla Società. Tuttavia, considerato che detti soggetti sono tra i Beneficiari del Sistema MBO in quanto dipendenti della Società e rientranti nel perimetro del Patrimonio BancoPosta, non viene fornita indicazione nominativa dei predetti Beneficiari ma si fa rimando per essi alle informazioni di seguito riportate.

2.1.2 Categorie di dipendenti o collaboratori dell'emittente strumenti finanziari e delle società controllanti o controllate di tale emittente

Tra i potenziali Beneficiari del Piano potranno rientrare dirigenti e quadri, individuati tra coloro che rivestono posizioni organizzative all'interno del perimetro di applicazione delle *"Linee guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta"*. Alla data del presente documento si tratta di circa 35 *Material Risk Takers* identificati attraverso un processo basato sulla ricognizione e valutazione puntuale di ciascuna posizione all'interno dell'organizzazione, utile per valutare la rilevanza di ciascun ruolo in termini di assunzione di rischi. L'identificazione ha seguito un processo strutturato di analisi basato su criteri qualitativi e criteri quantitativi e declinato nelle *"Linee guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta"*.

2.1.3 Indicazione nominativa dei soggetti che beneficiano del piano appartenenti ai seguenti gruppi:

a. *direttori generali dell'emittente strumenti finanziari.*

Non applicabile in quanto il Direttore Generale della Società, Giuseppe Lasco, non rientra tra i beneficiari del Piano poiché non è incluso nel perimetro di applicazione delle "Linee guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta" e non è pertanto assoggettato alla vigente normativa di vigilanza bancaria. Resta inteso che il Direttore Generale è beneficiario del sistema MBO differito descritto nell'ambito della Politica in materia di Remunerazione 2024 di Poste Italiane (integralmente in forma monetaria);

b. *altri dirigenti con responsabilità strategiche dell'emittente strumenti finanziari che non risulta di "minori dimensioni", ai sensi dell'articolo 3, comma 1, lett. f), del Regolamento n. 17221 del 12 marzo 2010, nel caso in cui abbiano percepito nel corso dell'esercizio compensi complessivi (ottenuti sommando i compensi monetari e i compensi basati su strumenti finanziari) maggiori rispetto al compenso complessivo più elevato tra quelli attribuiti ai componenti del consiglio di amministrazione, ovvero dal consiglio di gestione, e ai direttori generali dell'emittente strumenti finanziari;*

Non applicabile in quanto non vi sono dirigenti con responsabilità strategiche che abbiano percepito nel corso dell'ultimo esercizio un compenso complessivo superiore a quello del soggetto rilevante ai fini di questo paragrafo;

c. *persone fisiche controllanti l'emittente azioni, che siano dipendenti ovvero che prestino attività di collaborazione nell'emittente azioni.*

Non applicabile in quanto non vi sono persone fisiche controllanti la Società.

2.1.4 Descrizione e indicazione numerica, per separate categorie:

a. *dei dirigenti con responsabilità strategiche diversi da quelli indicati nella lett. b) del paragrafo 2.1.3.*

Al momento della redazione del presente Documento Informativo, i dirigenti con responsabilità strategiche della Società Beneficiari del Sistema MBO oggetto del presente Documento Informativo sono:
- il Responsabile della funzione BancoPosta, Guido Maria Nola;
- il dirigente preposto alla redazione dei documenti contabili societari di Poste Italiane, Alessandro Del Gobbo;

b. *nel caso di società di minori dimensioni ai sensi dell'art. 3, comma 1, lett. f), del Regolamento n. 17221 del 12 marzo 2010, l'indicazione per aggregato di tutti i dirigenti con responsabilità strategiche dell'emittente strumenti finanziari.*

Non applicabile in quanto la Società non si qualifica come società di minori dimensioni;

c. *delle altre eventuali categorie di dipendenti o di collaboratori per le quali sono state previste caratteristiche differenziate del piano (ad esempio, dirigenti, quadri, impiegati etc.).*

Tra i potenziali Beneficiari del Piano potranno rientrare dirigenti e quadri, individuati tra coloro che rivestono posizioni organizzative all'interno del perimetro di applicazione delle "*Linee guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*". Alla data del presente documento si tratta di circa 35 *Material Risk Takers così suddivisi:*
i. *Material Risk Takers* appartenenti al *Senior Management* con remunerazione variabile inferiore a € 435.011;
ii. *Material Risk Takers* appartenenti al *Senior Management* con remunerazione variabile superiore a € 435.011;
iii. Altri *Material Risk Takers* (non appartenenti al *Senior Management*) con remunerazione variabile inferiore a € 435.011;
iv. Altri *Material Risk Takers* (non appartenenti al *Senior Management*) con remunerazione variabile superiore a € 435.011.

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2.2 Le ragioni che motivano l'adozione del Piano

2.2.1 Obiettivi che si intendono raggiungere mediante l'attribuzione dei piani

Coerentemente con la normativa di riferimento, l'obiettivo del Piano è quello di collegare la componente variabile della remunerazione alla strategia del Patrimonio BancoPosta, al *budget* e al Piano Strategico 2024-2028 – *"The Connecting Platform"*, ai risultati di breve periodo conseguiti su un periodo annuale. Il Piano rappresenta, inoltre, uno strumento utile a rafforzare l'attenzione alla creazione di valore, alla gestione per obiettivi, alla cultura dell'integrazione e dell'efficienza nonché a ingaggiare tutti gli *owner* dei progetti strategici e favorire la continuità del *management* nel lungo periodo generando un effetto di *retention*. Il Piano poggia su un processo strutturato di definizione degli obiettivi e degli incentivi a essi collegati.

L'utilizzo di Azioni per l'erogazione di una quota parte del Premio, contestualmente alla previsione di Periodi di Differimento e *Retention,* ha l'obiettivo di garantire un costante allineamento degli interessi del *management* a quelli degli Azionisti nel corso del tempo (si vedano, in particolare, i punti 2.2.2 e 2.4.2 del presente documento).

2.2.2 Variabili chiave, anche nella forma di indicatori di performance considerati ai fini dell'attribuzione dei piani basati su strumenti finanziari

Il Sistema MBO prevede il diritto ad un Premio erogato in parte in forma monetaria e in parte in Diritti a ricevere Azioni, condizionato al raggiungimento degli Obiettivi di *Performance* definiti per il Periodo di *Performance*. La maturazione del Premio (e quindi anche l'attribuzione dei Diritti a ricevere Azioni) è subordinata al superamento della Condizione Cancello e delle Condizioni di Accesso, di seguito descritte:

Condizione Cancello	**Condizioni di Accesso**
Redditività di Gruppo: EBIT 2,65 mld € *Valore arrotondato*	Parametro di adeguatezza patrimoniale BancoPosta: CET 1 livello *risk tolerance* approvato nel *Risk Appetite Framework*
	Parametro di liquidità a breve termine BancoPosta: LCR livello *risk tolerance* approvato nel *Risk Appetite Framework*
	Parametro di redditività corretta per il rischio BancoPosta: RORAC livello *risk tolerance* approvato nel *Risk Appetite Framework*

Oltre alle Condizioni Cancello e di Accesso sopra descritte, è previsto un *Bonus Pool*, determinato:

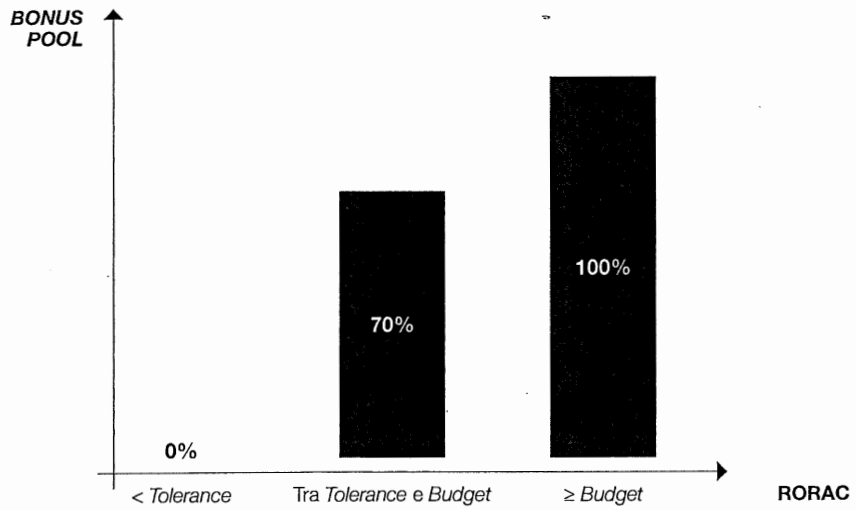
- Fase 1 - sulla base di un *"funding"* definito in ottica prudenziale con riferimento al RORAC del Patrimonio BancoPosta;
- Fase 2 - sulla base di un "meccanismo di aggiustamento", che integra – in una matrice – il RAF *Quality Index* (RQI[2]) con un indicatore non finanziario legato al *Net Promoter Score* BancoPosta Retail (NPS_{BP} Retail[3]).

In particolare, a valle della verifica del livello di raggiungimento del RORAC del Patrimonio BancoPosta è previsto un meccanismo correttivo che integra il "RQI" con un indicatore quantitativo non finanziario legato al "NPSBP Retail". Qualora il RORAC fosse inferiore al livello *tolerance*, il *Bonus Pool* si azzererebbe e non vi sarebbero erogazioni relative al Sistema MBO (indipendentemente dal raggiungimento della Condizione Cancello, delle Condizioni di Accesso, del RQI, del NPS_{BP} *Retail* e degli Obiettivi di *Performance*).

2. Il RQI rappresenta la media annuale degli score degli indicatori *Risk Appetite Framework calcolati con frequenza trimestrale.*
3. Il NPS_{BP} Retail fornisce un indicatore di valutazione della soddisfazione della clientela BancoPosta Retail.

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Il *Bonus Pool* viene determinato sulla base di un "funding" definito in ottica prudenziale con riferimento al RORAC secondo il seguente schema:



Il risultato del meccanismo appena descritto viene ulteriormente corretto in funzione di un indicatore qualitativo del RAF (RAF Quality Index – RQI) e di un indicatore di qualità percepita dalla clientela retail di BancoPosta (Net Promoter Score – NPS). In particolare, l'aggiustamento è effettuato sulla base dello schema seguente:

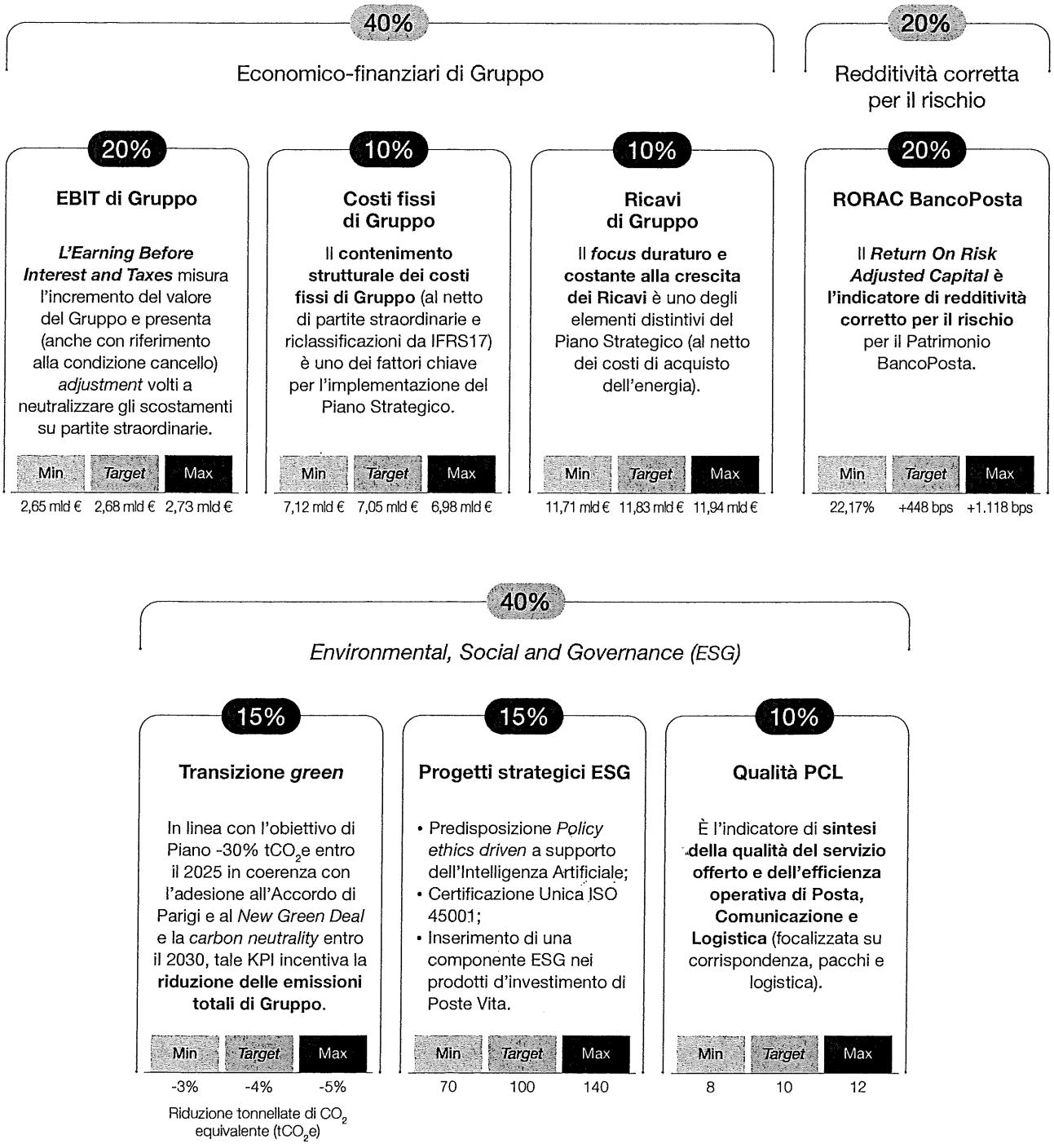
		NPS BancoPosta Retail		
		Basso	**Medio**	**Alto**
RQI	**Basso**	-10,0%	-7,5%	-5,0%
	Medio	-2,5%	0,0%	+2,5%
	Alto	+5,0%	+7,5%	+10,0%

Per l'Amministratore Delegato, il Dirigente preposto alla redazione dei documenti contabili societari di Poste Italiane e i Responsabili delle Funzioni di Controllo di BancoPosta e i loro diretti riporti non è prevista l'applicazione del *Bonus Pool*, mentre restano confermate le Condizioni di Accesso su LCR, CET 1 e RORAC del Patrimonio BancoPosta (resta inteso che il RORAC BancoPosta non si applica come condizione di accesso per le Funzioni di Controllo).

Si precisa che, oltre alle Condizioni Cancello e di Accesso appena menzionate, per l'Amministratore Delegato si prevede l'applicazione di una ulteriore Condizione di Accesso collegata al *Solvency* II *Ratio* del Gruppo Assicurativo Poste Vita a livello di *risk tolerance*.

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Gli Obiettivi di *Performance* del Sistema MBO per l'Amministratore Delegato sono i seguenti:



NOTA: I valori di EBIT di Gruppo, Costi Fissi di Gruppo e Ricavi di Gruppo sono arrotondati alla seconda cifra decimale. Con riferimento ai suddetti KPI, verranno neutralizzate eventuali variazioni di perimetro (in positivo e negativo) generate da M&A, operazioni straordinarie e costi di ristrutturazione legati agli esodi incentivati (pari a *budget* nel 2024 a € 0,05 mld).

L'attenzione ai margini è uno degli elementi fondamentali del Piano Strategico: l'EBIT, obiettivo chiave dei sistemi di incentivazione che garantisce la sostenibilità degli stessi, rappresenta l'indicatore di sintesi dei risultati comuni a tutti i business del Gruppo ed è misurato a livello annuale e pluriennale. Come già evidenziato, si conferma anche nel 2024 il meccanismo di autofinanziamento collegato all'EBIT del sistema dove il livello soglia coincide con il *budget*. Si tratta di un approccio consolidato in Poste Italiane, definito nel 2018, quando il livello *budget* dell'EBIT risultava pari a € 1,4 miliardi; tale percorso di crescita, apprezzato dagli *stakeholder* nel corso degli anni, conferma la solidità delle performance e dimostra nuovamente l'affidabilità dell'operato del management. Inoltre, in continuità con lo scorso anno, il sistema "MBO" affianca al focus sul *cost discipline* anche una forte attenzione ai ricavi.

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Si conferma il bilanciamento tra gli obiettivi economico-finanziari e quelli ESG in coerenza con il Piano Strategico 2024-2028, che ribadisce la forte attenzione del Gruppo sulle tematiche della sostenibilità. Alla stregua degli obiettivi economico-finanziari, la selezione degli obiettivi ESG e il relativo *target setting* segue lo stesso processo ispirato dai medesimi principi di: chiarezza, affidabilità, verificabilità e misurabilità oggettiva con elevato livello di sfida, in linea con il Piano Strategico di Gruppo, a differenti livelli di raggiungibilità secondo una valutazione equa e ragionevole. Ad ulteriore garanzia, non tutti gli obiettivi, infatti, raggiungono ogni anno il livello di performance massima definita ancorché il percorso virtuoso intrapreso a partire dal 2017, ha garantito al Gruppo risultati eccellenti.

La centralità degli obiettivi di sostenibilità nel sistema MBO, definiti in linea con i pilastri della strategia ESG, è garantita anche nel 2024, anno in cui la tutela dell'ambiente e la qualità del servizio offerto sono confermati quali elementi cardine della strategia del Gruppo. Per il 2024, insieme alla "Transizione *Green*" (riduzione delle emissioni totali di Gruppo) e alla "*Customer Experience*" (attraverso il monitoraggio della Qualità PCL) sono "presidiati" – attraverso un obiettivo collegato al raggiungimento di progetti strategici per il Gruppo – anche i pilastri "Valorizzazione delle persone" (Certificazione ISO 45001 in materia di Salute e sicurezza sul lavoro), "Innovazione" ("*Policy Ethics Driven*" a supporto dell'Intelligenza Artificiale) e "Finanza Sostenibile" (inserimento di una componente ESG nei prodotti d'investimento di Poste Vita).

Gli Obiettivi di *Performance* del Sistema MBO per gli altri Beneficiari sono assegnati individualmente, di norma, con un *focus* sugli indicatori di *performance* corretti per il rischio (ad es. RORAC BancoPosta) e sostenibilità (ad es. *Customer Experience*). La corresponsione del Premio è commisurata al grado di conseguimento di tali Obiettivi di *Performance*. Maggiori dettagli sono contenuti nelle "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*".

Il Sistema MBO prevede l'erogazione del Premio in parte in forma monetaria e in parte sotto forma di Diritti a ricevere Azioni sia per la quota *up-front* che per la quota differita (modalità non applicate per remunerazioni variabili d'importo inferiore a € 50.000 lordi e che non rappresentino più di un terzo della remunerazione totale annua). Il numero di Diritti dipenderà dal Premio maturato e dal Valore Normale dell'Azione alla data di maturazione del Premio.

Le modalità di erogazione sono differenziate:

i. per l'Amministratore Delegato e il Responsabile della funzione BancoPosta è previsto il differimento del 60% del Premio, su un orizzonte temporale di 5 anni (pro-rata); l'erogazione avviene complessivamente per il 45% in forma monetaria e per il 55% in Diritti a ricevere Azioni, prevedendo una incidenza più elevata delle Azioni nella componente differita;
ii. per i Beneficiari appartenenti al Senior Management è previsto il differimento del 40% del Premio, su un orizzonte temporale di 5 anni (pro- rata); l'erogazione avviene complessivamente per il 45% in forma monetaria e per il 55% in Diritti a ricevere Azioni, prevedendo una incidenza più elevata delle Azioni nella componente differita. In caso di remunerazione variabile superiore a € 435.011 lordi lo schema dei pagamenti sarà uniformato a quanto previsto al precedente punto i.;
iii. per gli altri Beneficiari (non rientranti nelle due categorie precedenti) è previsto il differimento del 40% del Premio, su un orizzonte temporale di 4 anni (pro-rata), e l'erogazione del 50% in forma monetaria e del 50% in Diritti a ricevere Azioni, sia per la quota up-front sia per la parte differita. In caso di remunerazione variabile superiore a € 435.011 lo schema dei pagamenti verrà modificato prevedendo una componente differita pari al 60%.

I Diritti a ricevere Azioni sono soggetti ad un Periodo di *Retention* di un anno sia per la quota *up-front* sia per le quote differite.

Al termine di ciascun Periodo di *Retention* è prevista l'applicazione del meccanismo di *Dividend Equivalent* che consiste nella consegna di un numero di azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario durante il Periodo di *Retention* stesso per le azioni non ancora disponibili.

In tutti i casi sopra descritti l'erogazione/attribuzione delle quote differite avverrà ogni anno, a condizione che siano rispettati i livelli *risk tolerance* di patrimonializzazione, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

Per un maggior dettaglio dell'orizzonte temporale e delle modalità di erogazione del Sistema MBO si rimanda al successivo paragrafo 2.4.2.

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Con riferimento alla componente variabile nel suo complesso assegnata al Personale più rilevante, la stessa non supera il rapporto con la componente fissa approvato dall'Assemblea degli Azionisti, tenuto conto di tutti i piani di incentivazione (0,33:1 per le Funzioni di Controllo di BancoPosta).

In conformità con quanto previsto dalle vigenti disposizioni normative e dalle politiche della Società, la componente variabile in favore del Personale più rilevante rispetta le seguenti caratteristiche:

i. viene determinata attraverso l'utilizzo di indicatori di *Performance*, misurata tenendo conto del livello di rischio assunto e deve essere coerente con la propensione al rischio definita (*Risk Appetite Framework – RAF*) e con le politiche di governo e di gestione dei rischi adottate;
ii. viene sottoposta a meccanismi di correzione *ex-post* (*malus* e *claw back*) che, sulla base dei risultati conseguiti e dei comportamenti individuali, possono condurre a una riduzione, anche significativa, fino all'azzeramento o alla restituzione della remunerazione variabile stessa (si veda il paragrafo 2.4.5).

Coerentemente con le politiche della Società, ai Beneficiari appartenenti alle Funzioni di Controllo di BancoPosta vengono riconosciuti meccanismi d'incentivazione a breve termine coerenti con i compiti assegnati, attribuendo obiettivi qualitativi oltre che indipendenti dai risultati conseguiti dalla Società e dal Patrimonio BancoPosta (fatta salva l'applicazione delle condizioni di attivazione relative ad adeguatezza patrimoniale e liquidità a breve termine). Fra i principali obiettivi assegnati al personale appartenente alle Funzioni di Controllo di BancoPosta nell'ambito del Sistema MBO vi sono il costante supporto nello sviluppo di una forte e sostenibile cultura della conformità e gestione del rischio e il raggiungimento degli obiettivi progettuali nelle materie di competenza.

Si ricorda che le retribuzioni variabili del personale appartenente alle Funzioni di Controllo di BancoPosta incidono sulla remunerazione complessiva in misura inferiore rispetto alla regola generale prevista per il Personale più rilevante. Pertanto, il rapporto tra componente variabile e componente fissa della remunerazione per il personale appartenente alle Funzioni di Controllo di BancoPosta non può eccedere il limite di un terzo.

2.2.3 Elementi alla base della determinazione dell'entità del compenso basato su strumenti finanziari, ovvero criteri per la sua determinazione

L'ammontare del Premio è rappresentato da una percentuale dei compensi fissi del Beneficiario in base alle responsabilità affidate, al ruolo e alla strategicità della risorsa. L'entità del Premio a *target* (al raggiungimento del 100% degli Obiettivi di *Performance*) è differenziata in relazione a quanto sopra, da un minimo del 10% fino a un massimo di circa il 65% dei compensi fissi.

La maturazione del Premio (e quindi anche l'attribuzione dei Diritti a ricevere Azioni) è condizionata al raggiungimento della Condizione Cancello, delle Condizioni di Accesso nonché del livello di conseguimento del *Bonus Pool* (ove previsto) e di determinati livelli di Obiettivi di *Performance* già descritti al punto 2.2.2. In caso di mancato raggiungimento della Condizione Cancello e/o delle Condizioni di Accesso e/o del livello soglia complessivo degli Obiettivi di *Performance*, non sarà erogato alcun Premio in base al Sistema MBO.

Con riferimento al Sistema MBO, successivamente alla conclusione del Periodo di *Performance*, nel corso del 2025 il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, provvederà alla verifica del superamento della Condizione Cancello e delle Condizioni di Accesso nonché del livello di conseguimento del *Bonus Pool* (ove previsto) e degli Obiettivi di *Performance* determinando, di conseguenza, l'ammontare del Premio dovuto all'Amministratore Delegato e al Responsabile della funzione BancoPosta (e, di conseguenza, il numero di Diritti). Per quanto riguarda i rimanenti Beneficiari, la valutazione verrà effettuata dallo stesso Amministratore Delegato ovvero, su sua delega, dal Responsabile della funzione BancoPosta. . Il superamento delle Condizioni di Accesso verrà verificata anche al termine di ciascun Periodo di Differimento.

L'erogazione del Premio è soggetta ai meccanismi di correzione *ex-post* descritti al paragrafo 2.4.5 e verrà effettuata, previa applicazione delle ritenute fiscali e contributive, ove applicabili.

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2.2.4 Ragioni alla base dell'eventuale decisione di attribuire piani di compensi basati su strumenti finanziari non emessi dall'emittente strumenti finanziari, quali strumenti finanziari emessi da controllate, controllanti o società terze rispetto al gruppo di appartenenza; nel caso in cui i predetti strumenti non siano negoziati nei mercati regolamentati informazioni sui criteri utilizzati per la determinazione del valore a loro attribuibile

Non applicabile.

2.2.5 Valutazioni in merito a significative implicazioni di ordine fiscale e contabile che hanno inciso sulla definizione dei piani

Non risultano significative implicazioni di ordine contabile e fiscale che abbiano inciso sulla definizione del Piano.

2.2.6 Eventuale sostegno del piano da parte del Fondo speciale per l'incentivazione della partecipazione dei lavoratori nelle imprese, di cui all'articolo 4, comma 112, della legge 24 dicembre 2003 n. 350

Non applicabile.

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2.3 *Iter* di approvazione e tempistica di assegnazione degli strumenti

2.3.1 Ambito dei poteri e funzioni delegati dall'assemblea al consiglio di amministrazione al fine dell'attuazione del piano

Il Consiglio ha deliberato, su proposta del Comitato Remunerazioni, di sottoporre il Piano all'approvazione dell'Assemblea degli Azionisti, convocata per il 31 maggio 2024.

All'Assemblea degli Azionisti verrà richiesto di attribuire al Consiglio, con facoltà di subdelega, ogni potere riguardo la concreta attuazione del Piano.

Resta inteso che nessun Beneficiario può prendere parte alle decisioni di competenza del Consiglio riguardanti l'implementazione del Piano in suo favore.

2.3.2 Indicazione dei soggetti incaricati per l'amministrazione del piano e loro funzione di competenza

Fermo restando quanto indicato nel precedente paragrafo 2.3.1, il Consiglio - o soggetti da esso delegati[4] - è responsabile della gestione del Piano avvalendosi delle funzioni aziendali competenti.

2.3.3 Eventuali procedure esistenti per la revisione del piano anche in relazione a eventuali variazioni degli obiettivi di base

Non sono previste procedure per la revisione del Piano, ferma restando la facoltà del Consiglio di Amministrazione, o soggetti da esso delegati, su proposta del Comitato Remunerazioni, sentiti se del caso altri Comitati endoconsiliari, di proporre eventuali variazioni degli Obiettivi di Performance, sia verso l'alto sia verso il basso, e/o altre caratteristiche del Piano nel caso di variazioni significative del perimetro del Gruppo, dei principi contabili di riferimento rilevanti ai fini del calcolo degli obiettivi economico-finanziari ovvero in presenza di circostanze eccezionali (a tal proposito si rimanda alle procedure di deroghe alle Politiche in materia di remunerazione contenute nella Relazione sulla politica in materia di remunerazione), in modo tale da garantire una situazione che sia sostanzialmente equa rispetto a quella precedentemente in essere. Resta inteso che l'Amministratore Delegato, in quanto Beneficiario del Piano, non parteciperà alle eventuali discussioni e deliberazioni consiliari al riguardo.

2.3.4 Descrizione delle modalità attraverso le quali determinare la disponibilità e l'assegnazione degli strumenti finanziari sui quali sono basati i piani

In data 18 aprile 2024 il Consiglio di Amministrazione ha deliberato di sottoporre all'approvazione dell'Assemblea degli Azionisti, convocata per il 31 maggio 2024, la delibera di Acquisto Azioni proprie ai sensi degli artt. 2357 e 2357-*ter* c.c..

Per l'implementazione del Piano, pertanto, la Società si avvarrà delle Azioni proprie che verranno acquisite a seguito della delibera favorevole dell'Assemblea degli Azionisti del 31 maggio 2024.

4. Possibili soggetti delegati dal Consiglio di Amministrazione sono, a titolo esemplificativo, l'Amministratore Delegato e/o il Responsabile della funzione BancoPosta.

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2.3.5 Ruolo svolto da ciascun amministratore nella determinazione delle caratteristiche del piano; eventuale ricorrenza di situazioni di conflitti di interesse in capo agli amministratori interessati

Nell'individuazione degli elementi essenziali del Piano è stato coinvolto, nelle varie fasi di elaborazione, il Comitato Remunerazioni, interamente composto da amministratori non esecutivi - la maggioranza dei quali (tra cui il Presidente) dotati dei requisiti di indipendenza (i) di cui all'art. 2 raccomandazione 7 del Codice di *Corporate Governance*, (ii) di cui al combinato disposto degli artt. 147-ter, comma 4, e 148, comma 3, del TUF, nonché (iii) di cui alla disciplina prudenziale di settore bancaria - nel novero dei quali è assicurata la presenza del necessario numero di componenti in possesso di un'adeguata conoscenza ed esperienza in materia finanziaria o di politiche retributive e di gestione del rischio.

Il Consiglio, con l'astensione dell'Amministratore Delegato, su proposta del Comitato Remunerazioni e sentito il Comitato Controlli e Rischi, ha deliberato l'approvazione del Piano e di sottoporre all'Assemblea degli Azionisti l'adozione dello stesso.

2.3.6 Ai fini di quanto richiesto dall'art. 84-*bis*, comma 1, la data della decisione assunta da parte dell'organo competente a proporre l'approvazione del piano all'assemblea e dell'eventuale proposta dell'eventuale comitato per la remunerazione

In data 18 aprile 2024, il Consiglio ha approvato – su proposta del Comitato Remunerazioni riunitosi in data 16 aprile 2024 – il presente Documento Informativo che verrà sottoposto all'Assemblea degli Azionisti convocata per il 31 maggio 2024.

2.3.7 Ai fini di quanto richiesto dall'art. 84-*bis*, comma 5, lett. a), la data della decisione assunta da parte dell'organo competente in merito all'assegnazione degli strumenti e dell'eventuale proposta al predetto organo formulata dall'eventuale comitato per la remunerazione

L'Assemblea degli Azionisti chiamata ad approvare il Piano è prevista per il 31 maggio 2024 in unica convocazione. In caso di approvazione del Piano da parte dell'Assemblea, il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, e/o un soggetto opportunamente sub delegato, a seconda del caso, assumeranno le decisioni rilevanti in merito all'implementazione del Piano medesimo, ivi inclusa la conversione di quota parte del Premio in Diritti a ricevere Azioni sulla base del Valore Normale delle stesse alla Data di maturazione dei Diritti.

Le informazioni richieste a quest'ultimo riguardo dall'art. 84-*bis*, comma 5, lett. a) del Regolamento Emittenti, al momento non disponibili, saranno fornite in conformità alla normativa vigente.

2.3.8 Prezzo di mercato, registrato nelle predette date, per gli strumenti finanziari su cui è basato il piano, se negoziati in mercati regolamentati

Il prezzo di mercato ai sensi del punto 2.3.7 non è disponibile poiché l'Assemblea di approvazione del Piano è fissata per il 31 maggio 2024 e l'effettiva assegnazione delle Azioni è prevista a valle del periodo di *performance*.

Di seguito si indica il prezzo di mercato delle Azioni registrato nella data indicata nel paragrafo 2.3.6 che precede:

- prezzo di riferimento del titolo Poste Italiane rilevato presso il Mercato Telematico Azionario organizzato e gestito da Borsa Italiana S.p.A. in data 18 aprile 2024: Euro 11,6550.

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2.3.9 Nel caso di piani basati su strumenti finanziari negoziati nei mercati regolamentati, in quali termini e secondo quali modalità l'emittente tiene conto, nell'ambito dell'individuazione della tempistica di assegnazione degli strumenti in attuazione dei piani, della possibile coincidenza temporale tra: (i) detta assegnazione o le eventuali decisioni assunte al riguardo dal comitato per la remunerazione e, (ii) la diffusione di eventuali informazioni rilevanti ai sensi dell'art. 114, comma 1; ad esempio, nel caso in cui tali informazioni siano: a. non già pubbliche ed idonee ad influenzare positivamente le quotazioni di mercato, ovvero b. già pubblicate ed idonee già ad influenzare negativamente le quotazioni di mercato

L'attuazione del Piano da parte del Consiglio di Amministrazione avverrà previa approvazione del Piano da parte dell'Assemblea, acquisito il parere del Comitato Remunerazioni, nel rispetto della normativa vigente.

Si precisa che il diritto in capo ai Beneficiari di ricevere il Premio (e, di conseguenza, i Diritti e le Azioni) maturerà al termine del Periodo di *Performance* e solo a seguito della verifica delle Condizioni Cancello e di Accesso del livello di conseguimento del *Bonus Pool* (ove previsto) e del raggiungimento di predeterminati Obiettivi di *Performance*.

Si specifica, inoltre, che ai Beneficiari è fatto divieto di avvalersi di strategie di copertura personale o di assicurazioni sulla retribuzione o su altri aspetti che possono alterare o inficiare gli effetti di allineamento al rischio insiti nei meccanismi della retribuzione variabile.

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2.4 Le caratteristiche degli strumenti attribuiti

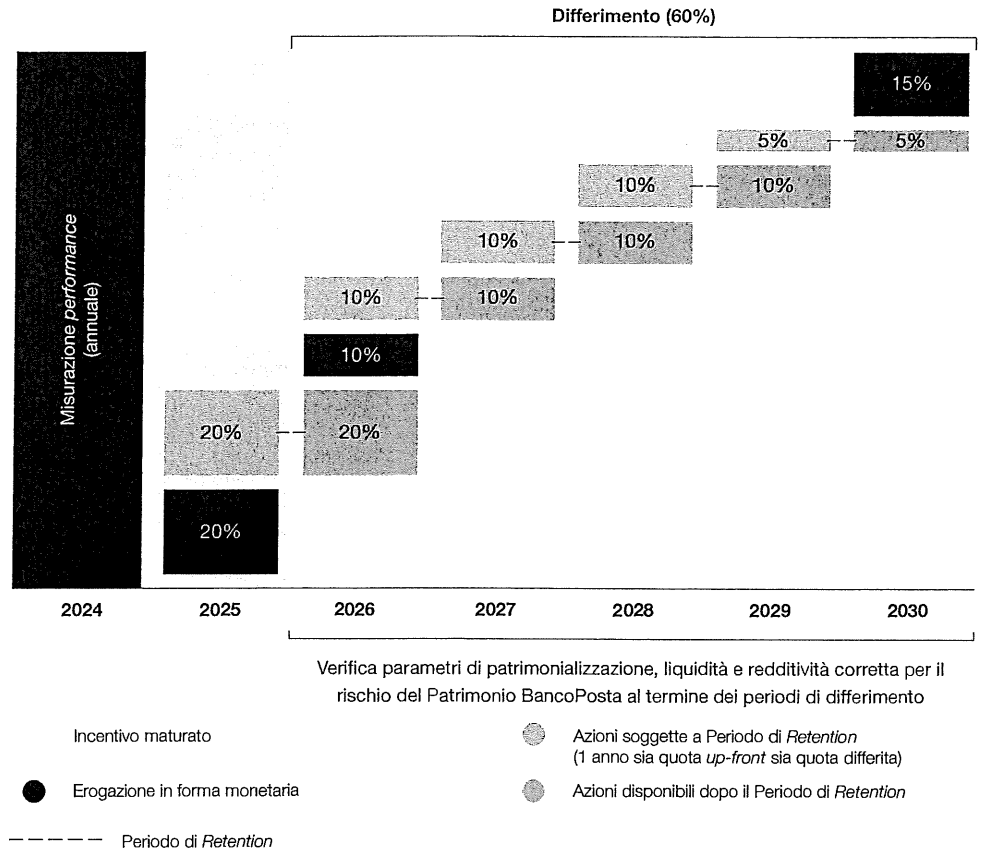
2.4.1 Descrizione delle forme in cui sono strutturati i piani di compensi basati su azioni.

Il Sistema MBO prevede l'erogazione di una quota parte del Premio maturato sotto forma di Diritti a ricevere Azioni ai termini e alle condizioni previste dai Regolamenti. La maturazione del Premio (e quindi anche l'attribuzione dei Diritti e, conseguentemente delle Azioni) è subordinata alla verifica del superamento della Condizione Cancello e delle Condizioni di Accesso nonché del livello di conseguimento del *Bonus Pool* (ove previsto) e degli Obiettivi di *Performance*, in base ai criteri esposti al precedente paragrafo 2.2.2.

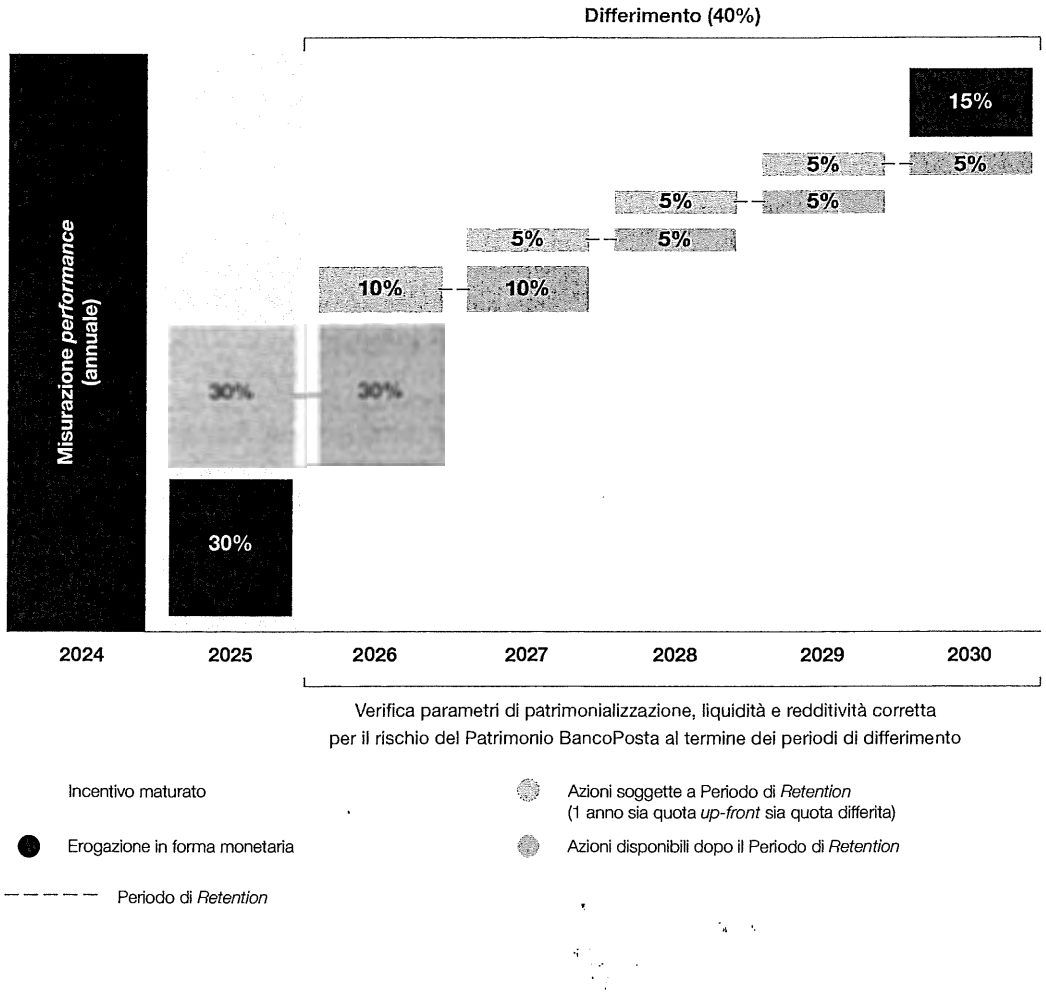
2.4.2 Indicazione del periodo di effettiva attuazione del piano con riferimento anche ad eventuali diversi cicli previsti.

Le modalità di erogazione del Sistema MBO sono differenziate sulla base della categoria di appartenenza del Beneficiario.

Per l'Amministratore Delegato e il Responsabile della funzione BancoPosta è previsto il differimento del 60% del Premio, su un orizzonte temporale di 5 anni (*pro-rata*). L'erogazione avviene complessivamente per il 45% in forma monetaria e per il 55% in Diritti a ricevere Azioni, prevedendo una incidenza più elevata delle Azioni nella componente differita, secondo lo schema rappresentato di seguito:



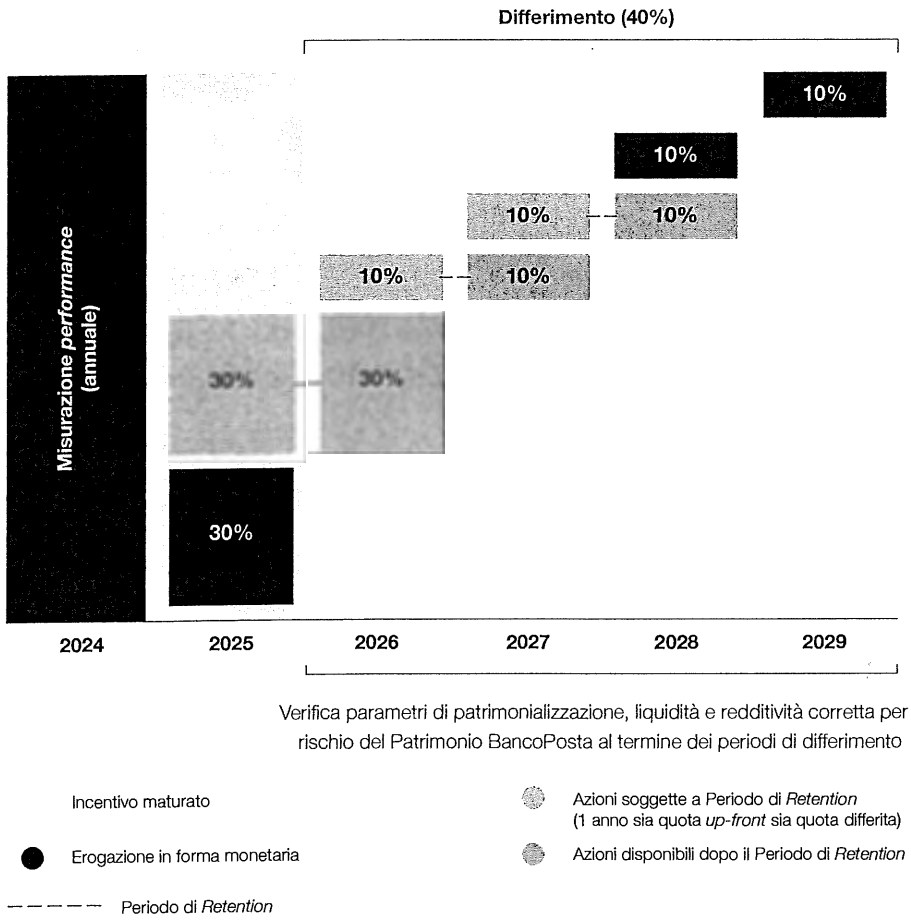
Per i Beneficiari appartenenti al *Senior Management* è previsto il differimento del 40% del Premio, su un orizzonte temporale di 5 anni (*pro-rata*). L'erogazione avviene complessivamente per il 45% in forma monetaria e per il 55% in Diritti a ricevere Azioni, prevedendo una incidenza più elevata delle Azioni nella componente differita, secondo lo schema rappresentato di seguito:



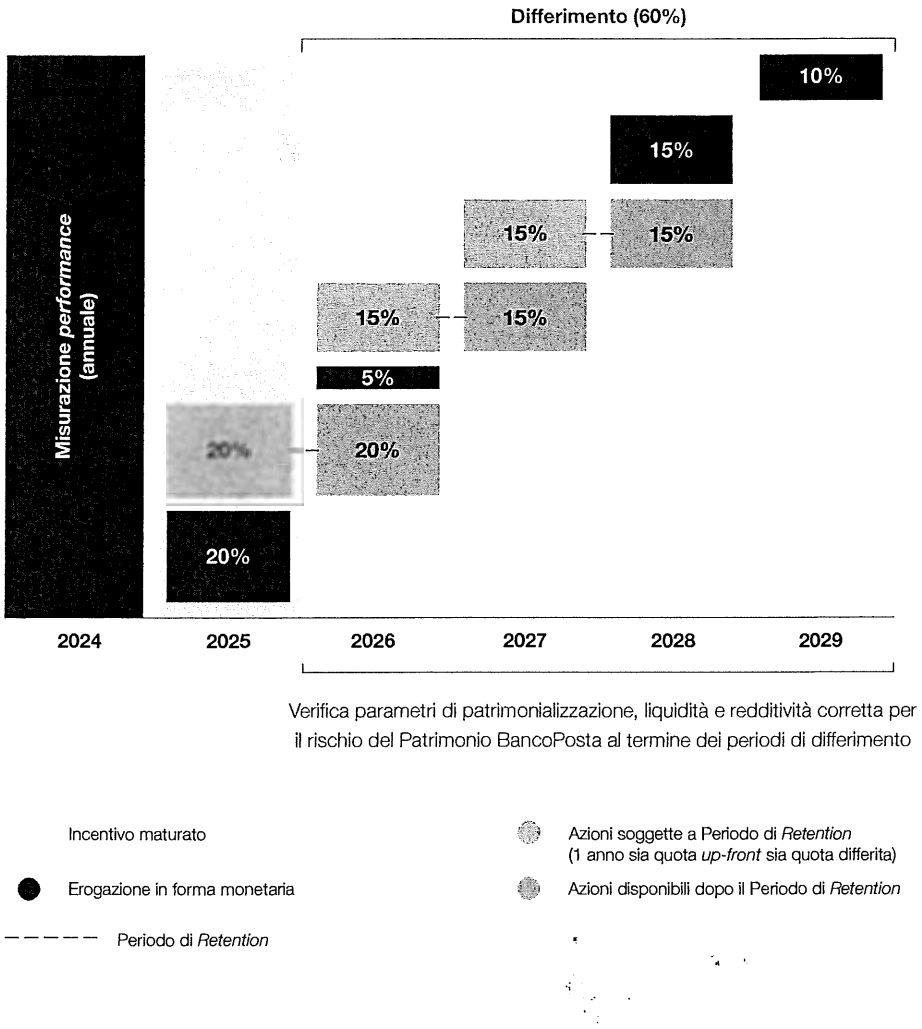
In caso di remunerazione variabile superiore a € 435.011 lordi lo schema dei pagamenti si uniformerà a quello previsto per l'Amministratore Delegato e il Responsabile della funzione BancoPosta.

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Per gli altri Beneficiari (non rientranti nelle due categorie precedenti) è previsto il differimento del 40% del Premio, su un orizzonte temporale di 4 anni (*pro-rata*), e l'erogazione del 50% in forma monetaria e del 50% in Diritti a ricevere Azioni, sia per la quota *up-front* sia per la parte differita, secondo lo schema rappresentato di seguito:



In caso di remunerazione variabile superiore a € 435.011 lordi lo schema dei pagamenti verrà modificato prevedendo una componente differita pari al 60% su 4 anni; sia la quota *up-front* sia la quota differita saranno erogate per il 50% in forma monetaria e per il 50% in Diritti a ricevere Azioni secondo lo schema rappresentato di seguito:



Le quote in Azioni sono soggette ad un Periodo di *Retention* pari ad un anno sia per la quota *up-front* sia per le quote differite.

In tutti i casi sopra descritti l'erogazione/attribuzione delle quote differite avverrà ogni anno, a condizione che siano rispettati i livelli *risk tolerance* di patrimonializzazione, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

2.4.3 Termine del piano

Si rinvia a quanto specificato nel precedente paragrafo 2.4.2.

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2.4.4 Massimo numero di strumenti finanziari, anche nella forma di opzioni, assegnati in ogni anno fiscale in relazione ai soggetti nominativamente individuati o alle indicate categorie

Fermo restando che la componente variabile assegnata al Personale più rilevante (circa 35 Beneficiari) non può superare il rapporto con la componente fissa approvato dall'Assemblea degli Azionisti e ferma restando l'entità degli incentivi assegnati a *target* ai Beneficiari (paragrafo 2.2.3), non è definibile l'esatto numero massimo di Diritti assegnati in ogni anno. Il numero di Diritti maturati sarà, infatti, determinato sulla base dei meccanismi descritti nei paragrafi 2.2.2, 2.2.3 e 2.4.8.

2.4.5 Modalità e clausole di attuazione del piano, specificando se la effettiva attribuzione degli strumenti è subordinata al verificarsi di condizioni ovvero al conseguimento di determinati risultati anche di performance, descrizioni e condizioni di risultati

L'erogazione del Premio connesso al Sistema MBO è condizionata al raggiungimento della Condizione Cancello, delle Condizioni di Accesso, del *Bonus Pool* (ove previsto) e degli Obiettivi di *Performance*, nell'arco del Periodo di *Performance*.

In linea con quanto previsto dalle "*Linee guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta*", la Società si riserva di chiedere la restituzione del Premio corrisposto, tenendo altresì conto dei profili di natura legale, contributiva e fiscale in materia, indipendentemente dal fatto che il rapporto di lavoro con la Società o con una società del Gruppo sia ancora in essere o cessato. In particolare, entro 5 anni dal pagamento di ciascuna quota di Premio e comunque entro i termini di prescrizione previsti, la Società può chiedere la restituzione di quanto già erogato fino all'intero Premio, fermo restando il diritto al risarcimento dell'eventuale ulteriore danno, in caso di:

- comportamenti non conformi a disposizioni di legge, regolamentari o statutarie, al Codice Etico, al Modello Organizzativo ex D.Lgs. 231/01 e/o alla Politica Integrata del Gruppo Poste Italiane applicabili alla Società, ivi incluso il Patrimonio BancoPosta, o a una delle società del Gruppo, da cui sia derivata una perdita significativa per la Società, per una delle società del Gruppo o per la clientela;
- ulteriori comportamenti non conformi a disposizioni di legge, regolamentari, statutarie, al Codice Etico, al Modello Organizzativo ex D.Lgs. 231/01 e/o alla Politica Integrata del Gruppo Poste Italiane applicabili alla Società, ivi incluso il Patrimonio BancoPosta, o a una delle società del Gruppo, che abbiano determinato un vantaggio in termini di incentivazione per il Beneficiario;
- violazioni degli obblighi imposti ai sensi dell'articolo 26 o, quando il soggetto è parte interessata, dell'articolo 53, commi 4 e ss., del Testo Unico Bancario o degli obblighi in materia di remunerazione e incentivazione;
- comportamenti fraudolenti o di colpa grave a danno della Società, ivi incluso il Patrimonio BancoPosta, o a una delle società del Gruppo;
- erogazione del Premio sulla base di dati che siano risultati in seguito errati e/o falsi.

Il verificarsi di una o più delle suddette fattispecie può comportare inoltre l'applicazione di meccanismi di *Malus* per le quote non ancora erogate/consegnate.

2.4.6 Indicazione di eventuali vincoli di disponibilità gravanti sugli strumenti attribuiti ovvero sugli strumenti rivenienti dall'esercizio delle opzioni, con particolare riferimento ai termini entro i quali sia consentito o vietato il successivo trasferimento alla stessa società o a terzi

I Diritti maturati sono sottoposti a un vincolo di *Retention* pari ad un anno, sia per la quota up-front sia per le quote differite. Alla fine del Periodo di *Retention*, i Diritti verranno trasformati in Azioni che entreranno effettivamente nella titolarità del Beneficiario. Al termine del Periodo di *Retention*, inoltre, è prevista l'applicazione del meccanismo di *Dividend Equivalent* che consiste nella consegna di un numero di azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario durante il Periodo di *Retention* stesso.

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2.4.7 Descrizione di eventuali condizioni risolutive in relazione all'attribuzione del Piano nel caso in cui i destinatari effettuino operazioni di hedging che consentono di neutralizzare eventuali divieti di vendita degli strumenti finanziari assegnati, anche nella forma di opzioni, ovvero degli strumenti finanziari rivenienti dall'esercizio di tali opzioni

È vietata ai Beneficiari – e comporta la decadenza del diritto alla corresponsione del Premio – l'effettuazione di operazioni di *hedging* che consentano di alterare o inficiare l'allineamento al rischio insito nei meccanismi di incentivazione basati su strumenti finanziari.

2.4.8 Descrizione degli effetti determinati dalla cessazione del rapporto di lavoro

Nel caso in cui, prima della data di erogazione del Premio (e quindi di effettiva consegna delle Azioni), si verifichi la cessazione del rapporto di lavoro e il Beneficiario venga qualificato come "*good leaver*", è previsto che l'attribuzione del Premio (e quindi della relativa quota in Azioni) ai sensi del Piano avvenga alla scadenza naturale del relativo Periodo di *Performance* e dei Periodi di Differimento e *Retention* previsti, ferma restando la valutazione circa la sussistenza delle condizioni previste nei Regolamenti, nonché del raggiungimento degli Obiettivi di *Performance* previsti; in tal caso, tuttavia, i Diritti verranno attribuiti e, conseguentemente le Azioni consegnate, sempre alle condizioni previste nei Regolamenti, secondo il criterio *pro rata temporis* sino alla data di cessazione del rapporto di lavoro del Beneficiario.

Nel caso di cessazione del rapporto di lavoro prima della data di erogazione del Premio (e quindi anche della effettiva consegna della quota in Azioni), il Beneficiario qualificato come "*bad leaver*" perderà automaticamente tutti i Diritti derivanti dal Piano che diverranno inefficaci e il medesimo non avrà diritto a ricevere alcun indennizzo in relazione al Piano da parte della Società.

Tutti i compensi legati alla conclusione anticipata del rapporto di lavoro a cui il Beneficiario avrà diritto, sono corrisposti secondo le modalità previste dal Sistema MBO per quanto attiene le modalità di differimento e i periodi di *Retention*, il pagamento in strumenti finanziari (Azioni) e la verifica dei livelli di patrimonializzazione e di liquidità del Patrimonio BancoPosta. Ulteriori dettagli sono forniti al paragrafo 4.5 delle "*Linee guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta*".

2.4.9 Indicazione di eventuali cause di annullamento del Piano

Non sussistono clausole di annullamento del Piano.

2.4.10 Motivazioni relative all'eventuale previsione di un "riscatto", da parte della società, degli strumenti oggetto del Piano, disposto ai sensi dell'art. 2357 e ss. del codice civile; indicazione dei beneficiari del riscatto precisando se lo stesso è destinato soltanto a particolari categorie di dipendenti; gli effetti della cessazione del rapporto di lavoro su detto riscatto

Non applicabile.

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2.4.11 Eventuali prestiti o altre agevolazioni che si intendono concedere per l'acquisto delle azioni ai sensi dell'art. 2358, comma 3, del codice civile

Non applicabile.

2.4.12 Indicazione di valutazioni sull'onere atteso per la società alla data di relativa assegnazione, come determinabile sulla base dei termini e condizioni già definiti, per ammontare complessivo e in relazione a ciascun strumento del piano

Tale valore non è allo stato determinabile in quanto dipenderà dal valore (i) della componente variabile a breve termine, nonché (ii) dell'Azione al momento dell'attribuzione dei Diritti. Il costo stimato sull'intero arco del Piano, così come descritto nel presente Documento Informativo in coerenza con quanto riportato nel paragrafo 2.4.8 e ipotizzando che il prezzo dell'Azione rimanga stabile (rispetto al prezzo rilevato nei trenta giorni lavorativi di Borsa precedenti alla data in cui il Consiglio ha deliberato di sottoporre all'Assemblea degli Azionisti l'adozione del Piano) è di circa 8 milioni di Euro.

2.4.13 Indicazione degli eventuali effetti diluitivi sul capitale determinati dall'attribuzione delle azioni

In considerazione del fatto che le Azioni, da attribuire ai Beneficiari sulla base del Piano, saranno rese disponibili attraverso l'acquisto di Azioni proprie della Società (paragrafo 2.3.4), non sono previsti effetti diluitivi sul capitale.

2.4.14 Eventuali limiti previsti per l'esercizio del diritto di voto e per l'attribuzione dei diritti patrimoniali

Le Azioni Disponibili avranno godimento regolare, non essendo previsti limiti all'esercizio dei diritti sociali o patrimoniali ad esse inerenti.

2.4.15 Nel caso in cui le azioni non sono negoziate nei mercati regolamentati, ogni informazione utile ad una compiuta valutazione del valore a loro attribuibile

Non applicabile.

2.4.16 – 2.4.23

Non applicabili.

* * *

La Tabella n. 1, prevista dal paragrafo 4.24 dello Schema 7 dell'Allegato 3A al Regolamento Emittenti, sarà fornita successivamente secondo le modalità di cui all'art. 84-*bis*, comma 5, lettera a) del Regolamento Emittenti.

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POSTE



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Capitale sociale € 1.306.110.000,00 interamente versato
Codice Fiscale e Registro delle Imprese di Roma n. 97103880585/1996
R.E.A. di Roma n. 842633
Partita I.V.A. n. 01114601006

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Maggio 2024

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Postenibilità

ROMA, 31 MAGGIO **2024**

RISPOSTE ALLE DOMANDE PERVENUTE PRIMA DELL'ASSEMBLEA AI SENSI DELL'ARTICOLO 127-TER DEL DECRETO LEGISLATIVO 24 FEBBRAIO 1998, N. 58

Il presente fascicolo contiene le risposte fornite da Poste Italiane S.p.A. alle domande inviate, ai sensi dell'art. 127-ter del Decreto Legislativo 24 febbraio 1998, n.58, dai seguenti Azionisti:

- **Marco Bava (n. 2 azioni detenute)**
- **Tommaso Marino (n. 3 azioni detenute)**
- **Francesco Morelli (n. 110 azioni detenute)**

Domande Socio Marco BAVA

1) Avete richiesto Voi l'art.11 del disegno di legge sulla competitività dei capitali (674-B) proposto da un governo che pare si ispiri all'epoca fascista , sfociato nel delitto Matteotti, che viola gli art.3-21-47 della Costituzione, che NEGANDO la libertà di discussione in assemblea, e che è stato approvato definitivamente dal Senato il 28 febbraio 2024, stabilendo la proroga delle stesse disposizioni originariamente previste per lo svolgimento dell'assemblea dall'art. 106 del Decreto Cura Italia al 31 dicembre 2024 (cfr. articolo 11, comma 2) ? Se no perché' lo applicate?

RISPOSTA

La Società non ha formulato alcuna richiesta in merito al disegno di legge indicato. Si segnala inoltre che, in linea con la prassi seguita da una larga maggioranza delle società quotate appartenenti all'indice FTSE MIB, in occasione delle determinazioni assunte riguardo all'Assemblea ordinaria e straordinaria convocata per il 31 maggio 2024, il Consiglio di Amministrazione di Poste Italiane S.p.A. ha legittimamente deliberato di avvalersi della facoltà prevista dall'art. 106, comma 4, del Decreto Legge 17 marzo 2020, n. 18, convertito con modificazioni dalla Legge 24 aprile 2020, n. 27 (il cui termine finale di applicazione è stato da ultimo prorogato al 31 dicembre 2024), prevedendo che l'intervento in Assemblea da parte degli aventi diritto possa avvenire esclusivamente per il tramite del rappresentante designato dalla Società, cui gli azionisti hanno quindi la possibilità di conferire deleghe o sub-deleghe di voto.

Tali modalità di svolgimento dei lavori assembleari, riconosciute e consentite dal legislatore nonché allineate con le indicazioni fornite dalla Consob nella Comunicazione 3/2020 del 10 aprile 2020, garantiscono il rispetto dei diritti e delle prerogative della generalità degli azionisti, consentendo a questi ultimi di pienamente concorrere alla formazione della volontà assembleare prima dello svolgimento della riunione attraverso una procedura ordinata e lineare.

Con congruo anticipo rispetto allo svolgimento dell'Assemblea, la Società ha garantito la più ampia ed esaustiva informativa pre-assembleare, agevolando altresì l'eventuale formulazione di domande e di proposte individuali di

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deliberazione sugli argomenti all'ordine del giorno e consentendo in tal modo anche l'esercizio più informato e consapevole del diritto di voto da parte degli azionisti.

2) Poste italiane punta su un nuovo modello di servizio della rete e sulla trasformazione della logistica. In arrivo anche una Super App personalizzata come principale punto di accesso alla piattaforma per tutti i pagamenti e i prodotti del gruppo. Quanto è costata?

RISPOSTA

La SuperAPP rientra in un importante progetto di trasformazione e miglioramento della esperienza end-to-end del cliente che ha richiesto, oltre alla realizzazione della nuova APP, una importante reingegnerizzazione di componenti sia di back-end che di front-end, nonché l'introduzione di nuovi componenti applicativi trasversali (es. bacheca integrata per le ricevute di pagamento effettuate sia in Ufficio Postale che sui canale web e APP) per abilitare al Cliente la vista integrata e l'accesso a tutti i prodotti e servizi di Poste Italiane. La spesa è risultata in linea con la cornice economica autorizzata.

3) Grande attenzione sull'evoluzione del commercio online: consegnare un pacco in quattro ore è la sfida di Poste per restare al passo con i tempi. La sperimentazione è iniziata in Campania e funziona così: in alcune aree verranno accumulati nel magazzino di partenza del postino quei beni acquistati sulle piattaforme di e-commerce in modo molto frequente, e sarà l'intelligenza artificiale a prevedere in anticipo gli ordini. Quindi, il consumatore che entro Mezzogiorno compra online un prodotto già presente nel magazzino di zona potrà ragionevolmente sperare di vedersi recapitare il pacco a casa nel pomeriggio. Quando il cliente andrà a finalizzare l'ordine dal carrello virtuale vedrà le opzioni di consegna, tra cui quella del "same day delivery" (il giorno stesso, ndr) attraverso Poste. «È un primo passo molto significativo verso il futuro - evidenza Del Fante - per un commercio digitale più moderno e sostenibile». Quanto ci costeranno i magazzini?

RISPOSTA

L'allestimento dei magazzini avrà un costo variabile in base alla metratura e beneficerà di un contributo dei clienti; il vantaggio competitivo risiede tuttavia nel fatto che le aree sono tipicamente già di proprietà dell'azienda, all'interno dei siti di Poste, minimizzando l'investimento iniziale.

4) L'Antitrust boccia il progetto del governo di assegnare il 49% di PagoPa – la piattaforma per i pagamenti alla Pubblica amministrazione – a Poste italiane. Secondo il Garante della concorrenza, la norma contenuta nel decreto Pnrr presenta «alcune criticità» perché la cessione della quota «dovrebbe avvenire ad esito di un'asta competitiva o comunque di una procedura che valuti e metta a confronto più manifestazioni di interesse». Nel mirino dell'Authority della concorrenza, l'articolo 20 del provvedimento che prevede l'ingresso nel capitale di PagoPA (oggi detenuto interamente dal Tesoro) dell'Istituto Poligrafico e Zecca dello Stato al 51% e di Poste, per la restante quota, attraverso l'esercizio del diritto di un'opzione di acquisto. Nella memoria del presidente dell'Antitrust Roberto Rustichelli si legge: «PagoPA si pone quale nodo pubblico dei pagamenti digitali e gode di un significativo "non replicabile" vantaggio rispetto a qualunque altra piattaforma venisse costituita dai privati». Proprio l'ingresso di Poste «potrebbe sollevare alcune problematicità nel funzionamento del mercato, che investono in primis il settore dei pagamenti e poi quello delle notifiche digitali». L'associazione bancaria italiana interviene sulla vicenda e parla esplicitamente di «concorrenza a rischio» perché, sottolinea l'Abi, Poste potrebbe essere favorita «nella conoscenza di informazioni di mercato della clientela bancaria». Si dice contraria anche l'Unione nazionale consumatori che definisce la norma «un regalo» del governo: «Dato che oramai Poste opera nel libero mercato per innumerevoli servizi, è evidente che ogni privilegio concesso dallo Stato crea un tornaconto a danno dei concorrenti». Verrà fatta la gara?

RISPOSTA

La norma a cui si fa riferimento – l'articolo 20, commi 3 e seguenti del decreto legge n. 19 del 2024 convertito, con modificazioni, dalla legge n. 56 del 2024 – attribuisce in via diretta, rispettivamente, all'Istituto Poligrafico e Zecca dello Stato, in misura non inferiore al 51 per cento, e, per la restante quota di partecipazione, al fornitore del servizio postale universale (Poste Italiane), i diritti di opzione per l'acquisto dell'intera partecipazione azionaria detenuta dallo Stato in PagoPa. La stessa norma, inoltre, individua presidi statutari, gestionali e organizzativi idonei a garantire che il previsto riassetto industriale, nell'ambito delle partecipazioni detenute dallo Stato, risponda, tra l'altro, ad esigenze di corretto andamento delle dinamiche concorrenziali, di non discriminazione, neutralità e imparzialità.

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5) Il piano dell'amministratore delegato, Matteo Del Fante, non parla della vendita di quote di Poste Italiane. A dirlo è lo stesso manager, alla guida di Poste dal 2017, che sulla nuova tranche di privatizzazione dell'azienda ricorda come la decisione sia «una prerogativa dell'azionista e non del management». Un piano che ruota attorno a due assi strategici: la presenza rimasta «intatta» dal 2017 della società sul territorio con i suoi 13mila uffici postali e l'avanzamento del progetto Polis per portare nelle aree interne i servizi della pubblica amministrazione. Quante sono quelle realizzate rispetto a quelle previste?

RISPOSTA

Con riferimento alla linea di intervento "Sportello Unico", dall'inizio del progetto fino al 31 dicembre 2023, sono stati avviati 1.766 interventi presso altrettanti Uffici Postali e di questi 945 sono stati riaperti al pubblico.

Con riferimento alla linea di intervento "Spazi per l'Italia", dall'inizio del progetto fino al 31 dicembre 2023 sono stati avviati 55 interventi e conclusi 31 interventi. Per aggiornamenti riguardanti l'avanzamento del progetto Polis si veda quanto riportato alla pagina web: https://www.posteitaliane.it/progetto-polis/gli-interventi-previsti.html

6) «Gestiamo risparmi degli italiani per 580 miliardi», ha detto Del Fante, sottolineando come l'ambito cresciuto di più sia stato quello dei pagamenti, senza tralasciare anche il settore assicurativo dove attraverso il collocamento di polizze di risparmio Poste ha raggiunto «circa 160 miliardi di riserve». Camera e Senato esaminano il Dpcm sulla privatizzazione dell'azienda e lavorano sui pareri da esprimere. Il testo parla di una nuova vendita, anche in più fasi, che coinvolga risparmiatori retail, dipendenti e investitori istituzionali. Si ribadisce inoltre che la dismissione dovrà garantire il mantenimento in mano pubblica di una quota non inferiore al 35% del capitale di Poste. Quello di Poste, controllata per il 29,26% dal ministero dell'Economia e delle Finanze, per il 35% da Cassa Depositi e Prestiti e per la residua parte da investitori istituzionali e retail, è uno dei tasselli del piano di privatizzazioni attraverso cui l'esecutivo, come ha ribadito la premier Giorgia Meloni, spera di incassare 20 miliardi di euro in tre anni. Con o senza goldepower?

RISPOSTA

La decisione in merito alla eventuale cessione di una quota del capitale sociale di Poste Italiane rientra nella competenza del principale azionista. Poste Italiane si

atterrà al rispetto degli adempimenti previsti dalle disposizioni di legge che saranno emanate al riguardo.

7) Nel dettaglio, a spingere sui conti sono stati i servizi finanziari, con le commissioni sulla raccolta postale a quota 1,7 miliardi, in crescita dell'8,7% rispetto al 2022, mentre quelle sul risparmio gestito, sostenuto dal rialzo dei tassi di interesse, sono cresciute del 21% a 144 milioni. La soddisfazione maggiore arriva però dalla divisione della corrispondenza, dei pacchi e della distribuzione che ha raggiunto un sostanziale break-even anticipando le previsioni, con ricavi pari a 3,7 miliardi nel 2023, in crescita del 2,6% rispetto al precedente esercizio. Particolarmente buona poi la performance dei pagamenti, con ricavi a quota 1,4 miliardi (+27,5%) «anche grazie al consolidamento di LIS», la fintech acquisita dal gruppo IGT (ex Lottomatica) nel 2022 per 700 milioni. Ancora, positiva l'offerta di Poste Energia con 500mila contratti sottoscritti». A tal proposito, circa l'apertura dell'indagine da parte dell'Autorità garante della concorrenza e del mercato (Agcm) sulla vendita di energia agli sportelli per cui l'Agcm, come sta procedendo?

RISPOSTA

Con provvedimento adottato nell'adunanza del 30 gennaio 2024 e notificato a Poste Italiane in data 7 febbraio 2024, l'AGCM, ha avviato un procedimento istruttorio nei confronti della Società, al fine di accertare l'esistenza di una possibile violazione dell'art. 8, comma 2-quater, della Legge n.287/1990. Contestualmente, l'Autorità ha avviato un procedimento volto a verificare l'effettiva sussistenza dei requisiti necessari all'adozione di misure cautelari ai sensi dell'art. 14-bis della medesima legge. Nello specifico, l'Autorità ha osservato che Poste Italiane, attraverso la controllata PostePay S.p.A., è attiva nel settore della fornitura di energia elettrica e gas e avrebbe negato a due società concorrenti di quest'ultima, l'accesso, ai sensi dell'art. 8, comma 2-quater della Legge n.287/90, alle risorse messe a disposizione di PostePay di cui ha la disponibilità esclusiva in dipendenza delle attività svolte nel perimetro del servizio universale postale. L'Autorità ha, inoltre, disposto lo svolgimento di ispezioni che si sono tenute in data 7 febbraio 2024, e ha fissato la conclusione del procedimento al 19 luglio 2024, concedendo a Poste un termine di 7 giorni per il deposito di memorie e documenti relativi al procedimento cautelare. In data 14 febbraio 2024, la Società ha depositato la propria memoria nel procedimento cautelare, contestando l'impostazione dell'Autorità e, in particolare, la

disapplicazione delle previsioni di cui all'art. 1, comma 6, del D.L. 59/2021 e s.m.i. che esenta Poste fino al 31 dicembre 2026, dall'applicazione dell'art. 8, comma 2-quater, della Legge n. 287/1990.

In data 2 aprile 2024, l'AGCM ha notificato a Poste il provvedimento n.31138 con il quale ha deliberato l'adozione di misure cautelari, ai sensi dell'articolo 14-bis della Legge n. 287/1990. La Società ha impugnato il provvedimento in sede giurisdizionale. La Società ha impugnato il provvedimento in sede giurisdizionale. Il Consiglio di Stato, con Ordinanza del 20.05.2024, ha accolto l'appello proposto dalla Società.

8) Quando pensate di cambiare il postamat di Castiglione Torinese che è molto lento ed a rischio di non funzionamento?

RISPOSTA

Si tratta di un ATM che sarà sostituito nell'ambito del progetto Polis. L'installazione prevede il rifacimento parziale dell'Ufficio Postale e, a valle dei lavori immobiliari, il suddetto ATM verrà installato. Non è contemplato nel perimetro degli ATM Polis del 2024.

9) Come mai PT non permette di spedire oggetti con dimensioni che invece sono consentite da Ups? Vi rendere conto che è assurdo?

RISPOSTA

Poste Italiane ha una offerta in linea con la concorrenza. In particolare, dal sito di Poste si possono evincere le dimensioni massime di invio per il Poste Delivery Business

Tipologia Spedizione	Dimensione Max	Peso Max
Singolo collo	450 cm (somma delle 3 dimensioni) di cui due dimensioni rispettivamente 280 cm e 170 cm	70 kg
Pallet	120 cm x 100 cm; h (incluso il supporto): 170 cm	500 kg
Spedizione	No limiti	No limiti

Nel caso in cui il peso o le dimensioni del singolo collo superassero i limiti sopra indicati, potrebbero applicarsi dei supplementi (vedi la sezione Supplementi).

10) Perché quando si fa 803160 da cellulare non gli dicono numero da fare con il cellulare? Perché non c'è un operatore che risponde come TIM. Se lo fa TIM non lo può fare poste? Per cui quando ho chiamato per un secondo ritiro il sistema mi dice che non è possibile, senza dare alcuna spiegazione.

RISPOSTA

In caso di chiamata all'803.160 da cellulare viene proposto in automatico il seguente messaggio vocale: "Poste Italiane ti dà il benvenuto. Questo servizio è attivo solo per le chiamate da numero fisso, ti invitiamo a contattare il numero 0645263160 disponibile da rete fissa e mobile secondo i costi dell'operatore telefonico dal quale si effettua la chiamata"

Il servizio di Assistenza Clienti relativo all'803.160 e allo 0645263160 è erogato da Poste Italiane in quanto riferito a tematiche di natura logistica proprie del Gruppo.

I servizi di secondo tentativo di recapito (per i prodotti di corrispondenza per cui è previsto) e di gestione ritiro sono disponibili per tutti i Clienti (ai numeri su indicati) in modalità automatica nella selezione 1. Ad ogni modo alla selezione 2 è sempre disponibile l'Assistenza con Operatore.

11) Quanto si e' speso per attività di lobbing? Per cosa? quando?

RISPOSTA

Non sono state sostenute spese per attività di lobbying.

12) I certificatori di bilancio fanno anche una consulenza fiscale?

RISPOSTA

Il Gruppo, in ottemperanza alle disposizioni di legge, non ha affidato al Revisore legale servizi di consulenza fiscale.

13) Esiste un conto del Presidente? di quale ammontare e' stato? per cosa viene utilizzato?

RISPOSTA

Sulla base della normativa vigente, non è dato fornire riscontro sulla titolarità dei conti correnti.

14) *Avete avuto attacchi ai dati con richiesta di riscatti* dagli hacker *?*

RISPOSTA

Nel 2023 si è verificato un attacco a danno della società Postel del Gruppo Poste Italiane con richiesta di riscatto che l'Azienda, ovviamente, non ha pagato. L'Azienda ha gestito e contrastato l'attacco in pochi giorni. L'attacco non ha comportato impatti su sistemi di produzione per l'erogazione dei servizi alla clientela.

Per quanto riguarda la capogruppo, nonostante il conflitto Russia-Ucraina e quello Medio Orientale abbiano implicato un netto aumento degli attacchi cyber in Italia, Poste Italiane è stata in grado di contrastarli e garantire la continuità dei propri servizi e la tutela dei propri clienti.

Si sono verificati numeri attacchi DDOS massivi verso l'azienda Poste Italiane, durati anche 24 ore, volti a bloccare la disponibilità dei nostri servizi senza successo; ciò grazie all'innalzamento dei livelli di monitoraggio e di attenzione degli eventi di sicurezza, al rafforzamento delle attività di cyber intelligence, all'adozione di nuovi strumenti di difesa e di strategie volte a ridurre al minimo la superficie esposta e l'impatto di un eventuale attacco alla base clienti di Poste Italiane.

I nostri servizi sono rimasti disponibili e tanti attacchi sono risultati trasparenti alla clientela finale.

15) *Quanto avete investito in cybersecurity*?

RISPOSTA

Gli investimenti in Cybersecurity effettuati nel 2023 ammontano a circa 7,9 milioni di Euro.

16) *Avete un programma di incentivazione e retribuzione delle idee?*

RISPOSTA

Poste ha lanciato da fine 2021, l'iniziativa INSIEME, oggi alla sua terza edizione, che si prefigge di stimolare la proattività e la partecipazione attiva alla vita aziendale anche attraverso la raccolta di idee; in funzione di questa iniziativa le persone aumentano la loro consapevolezza sui temi ESG e di innovazione e possono fruire di momenti di apprendimento a loro dedicati, volti al rafforzamento delle loro skills. Non sono previste forme di incentivazione e retribuzione monetarie per i propositori delle idee.

17) Avete adottato la ISO 37001 ed i Sistemi di Gestione Anti-Corruzione?

RISPOSTA

Sì. La Compliance allo standard UNI ISO 37001, relativa ai sistemi di gestione anticorruzione, rappresenta per Poste Italiane un'opportunità per rafforzare il proprio impegno nel contrasto ai fenomeni corruttivi e nel contribuire a consolidare il principio della legalità, con evidenti benefici per la tutela della reputazione e del patrimonio aziendale. Nel 2023 è stato traguardato l'impegno assunto da Poste Italiane con i propri stakeholder, relativamente alla certificazione secondo le norme ISO 9001 e ISO 37001 "Sistema di Gestione per la Qualità e la Prevenzione della Corruzione", a tutto il perimetro dei processi e dei siti aziendali (circa 16.000 siti). In particolare, le attività svolte hanno consentito, in linea con le iniziative di estensione degli anni precedenti, di mantenere la Certificazione Integrata Qualità e Anticorruzione a copertura totale di tutto il perimetro Poste Italiane. Per quanto riguarda le Società del Gruppo, sono state confermate tutte le certificazioni ottenute, a partire dal 2019, dalle Società Poste Vita, PostePay, BancoPosta Fondi SGR, SDA Express Courier, Poste Assicura, EGI e Postel.

18) Il Presidente, i consiglieri d'amministrazione ed i sindaci credono nel paradiso?

RISPOSTA

La domanda non è pertinente.

19) Sono state contestate multe internazionali?

RISPOSTA

No.

20) Sono state fatte operazioni di ping-pong sulle azioni proprie chiuse entro il 31.12? con quali risultati economici dove sono iscritti a bilancio?

RISPOSTA

Se per "operazioni di ping-pong" si intendono operazioni di trading su azioni proprie, ovvero acquisto e vendita con finalità speculative, confermiamo che dette operazioni non sono state effettuate. Sono stati effettuati esclusivamente acquisti di azioni proprie a servizio dei Piani di incentivazione azionari destinati ad Amministratori e dipendenti del gruppo.

21) A chi bisogna rivolgersi per proporre l'acquisto di cioccolatini promozionali, brevetti, marchi e startup?

RISPOSTA

I prodotti promozionali possono essere valutati dalla funzione "Comunicazione". L'eventuale valutazione delle startup e di altre attività di terzi spetta alla funzione "Amministrazione Finanza e Controllo" della Società.

22) Avete intenzione di realizzare iniziative in favore degli azionisti come i centri medici realizzati dalla BANCA D'ALBA?

RISPOSTA

Negli ultimi anni, sono stati attuati diversi progetti ed iniziative a conferma dell'attenzione che Poste Italiane pone nei confronti dei suoi dipendenti e dei loro bisogni. Tra questi, rientra la realizzazione nel 2021 del presidio poliambulatoriale "Poste Centro Medico", il primo centro medico aziendale d'eccellenza dedicato ai dipendenti del Gruppo Poste Italiane, ai loro familiari e ai pensionati.
Al momento non sono previsti interventi specifici a favore degli Azionisti.

23) TIR: tasso interno di redditività medio e wacc = tasso interessi passivi medio ponderato?

RISPOSTA

La domanda non è chiara in quanto non è indicato a quali asset o business unit siano riferiti gli indicatori TIR e WACC in parola.

24) Avete intenzione di certificarvi benefit corporation ed ISO 37001?

RISPOSTA

In linea con il piano strategico ESG, nel 2018 Poste Italiane ha ottenuto la certificazione ISO 37001, prima azienda italiana del settore della finanza e delle comunicazioni ad ottenere la Certificazione Anticorruzione. Al momento non è prevista la certificazione BCORP per Poste Italiane S.p.A.
In linea con quanto previsto dal Piano Strategico è stata costituita Postego S.p.A., la Società Benefit controllata al 100% da Poste Italiane, con la finalità di internalizzare progressivamente il parco mezzi di consegna di Poste Italiane (ca. 30 mila veicoli). Postego consentirà di accelerare la transizione green del Gruppo, la selezione di tecnologie e modelli di veicoli in linea con le esigenze di Poste

Italiane, nonché la personalizzazione dei servizi accessori (come manutenzione e assistenza tecnica), favorendo economie di scala e sinergie.

25) Avete intenzione di fare le assemblee anche via internet?

RISPOSTA

L'art. 11, comma 4, dello Statuto sociale di Poste Italiane dispone che: "Il consiglio di amministrazione può prevedere, in relazione a singole assemblee, che coloro ai quali spetta la legittimazione all'intervento in assemblea e all'esercizio del diritto di voto possano partecipare all'assemblea con mezzi di telecomunicazione elettronici".

Nel caso dell'Assemblea 2024, il Consiglio di Amministrazione non ha ritenuto di attivare la soluzione in questione.

Per il futuro, potranno essere valutati, anche in base agli sviluppi di carattere tecnologico, i benefici ed i costi di una tale modalità di partecipazione, tenuto conto delle relative complessità e ferma restando l'eventuale evoluzione della disciplina legislativa e regolamentare al riguardo.

26) A quanto sono ammontati i fondi europei per la formazione e per cosa li avete usati?

RISPOSTA

Nel 2023 non abbiamo usufruito di fondi europei destinati alla formazione.

27) *Avete in progetto nuove acquisizioni e/o cessioni?*

RISPOSTA

Poste Italiane è una delle più importanti realtà industriali in Italia e, pertanto, valuta nell'ordinario corso della propria operatività possibili operazioni di M&A, tenendo conto delle dinamiche di mercato nei principali settori in cui opera.

L'elemento chiave per la valutazione di tali operazioni è la funzionalità rispetto ai propri business e la potenzialità di creazione di valore per gli stakeholders di Poste Italiane, mediante la realizzazione di sinergie industriali o di strategie di diversificazione e completamento della gamma di offerta.

28) Il gruppo ha cc in paesi ad alto rischio extra euro?

RISPOSTA

La risposta è negativa.

742

29) Avete intenzione di trasferire la sede legale in Olanda e quella fiscale in GB? se lo avete fatto come pensate di comportarvi con l'uscita della GB dall'EU?

RISPOSTA

Non sono in programma trasferimenti della sede legale o di quella fiscale di Poste Italiane.

30) Avete intenzione di proporre le modifiche statutarie che raddoppino il voto?

RISPOSTA

Per quanto è a conoscenza della società, allo stato non sono allo studio ipotesi simili.

31) Avete call center all'estero? se si dove, con quanti lavoratori, di chi è la proprietà?

RISPOSTA

No, non abbiamo siti di Call Center all'estero e quindi nessuna risorsa impiegata.

32) Siete iscritti a Confindustria? Se si, quanto costa? Avete intenzione di uscirne*?*

RISPOSTA

Poste Italiane è associata a Confindustria dal 2005, attraverso convenzioni pluriennali. La Convenzione associativa nazionale per il triennio 2020-2022, prorogata per il 2023, prevede in particolare:

- *la rappresentanza e assistenza negoziale di Confindustria, con particolare riferimento al percorso che sarà avviato per la definizione del contratto del settore postale;*
- *la promozione di specifiche iniziative strategiche volte a promuovere una nuova cultura di impresa che comporti modelli e scelte di business orientati all'innovazione e alla sostenibilità economica e sociale;*
- *il rafforzamento della presenza e della rappresentanza istituzionale di Poste nel sistema associativo;*
- *il coinvolgimento in azioni mirate alla conoscenza e diffusione presso le imprese associate dei prodotti e servizi qualificanti di Poste Italiane (servizi di logistica e postali, servizi finanziari, anche evoluti e digitali, servizi assicurativi e di welfare);*

- *la composizione di istanze e interessi diversi garantendo comunque la salvaguardia da possibili azioni lesive da parte di componenti del Sistema confindustriale.*

La rappresentanza ed assistenza negoziale da parte di Confindustria è valida per tutto il Gruppo Poste Italiane, senza necessità di ulteriori esborsi da parte delle Società del Gruppo.

Nessuna valutazione è stata effettuata su una eventuale uscita da Confindustria.

33) Come è variato l'indebitamento e per cosa?

RISPOSTA

L'indebitamento del Gruppo è commentato nell'ambito della Nota B8 - Passività finanziarie del bilancio consolidato del Gruppo Poste Italiane nella sezione "I bilanci di Poste Italiane" (di seguito "bilancio consolidato") e del paragrafo 7.6 Andamento Patrimoniale e Finanziario del Gruppo nella sezione "Relazione sulla gestione" della Relazione finanziaria annuale 2023.

34) A quanto ammontano gli incentivi incassati come gruppo suddivisi per tipologia ed entità?

RISPOSTA

L'informativa relativa alle erogazioni ricevute e corrisposte ai sensi della Legge n° 124 del 4 agosto 2017, all'art. 1, commi da 125 a 129 è riportata alla Nota 13 – Ulteriori informazioni – INFORMATIVA AI SENSI DELLA LEGGE 124/2017 della Relazione Finanziaria Annuale 2023.

L'ammontare dei contributi pubblici rilevati per competenza nell'esercizio 2023 è pari a circa 10 milioni di euro ed è riferibile per 9 milioni di euro a Poste Italiane (inclusi negli altri ricavi e proventi per cui si veda la Nota C3 del bilancio separato di Poste Italiane S.p.A. nella sezione "I bilanci di Poste Italiane" (di seguito "bilancio separato") nella Relazione Finanziaria annuale 2023.

35) Da chi è composto l'odv con nome cognome e quanto ci costa?

RISPOSTA

L'Organismo di Vigilanza è costituito da tre membri (Avv. Carlo Longari – Presidente, Esterno, Avv. Massimo Lauro – Componente, Esterno, e dott. Paolo Casati – Componente, Interno). È dotato di autonomi poteri di iniziativa e controllo, vigila sul funzionamento e sull'osservanza del Modello Organizzativo ex

D.Lgs. n. 231/2001 e ne cura l'aggiornamento in relazione all'evolversi della struttura organizzativa e del contesto normativo di riferimento, mediante proposte motivate all'Amministratore Delegato, il quale provvede a sottoporle al Consiglio di Amministrazione.

Le competenze sostenute per l'Organismo di Vigilanza della Capogruppo ammontano, per l'esercizio 2023, a circa 97.000 euro.

36) Quanto costa la sponsorizzazione il Meeting di Rimini di Cl ed EXPO 2015 o altre? Per cosa e per quanto?

RISPOSTA

Poste Italiane effettua sponsorizzazioni ad alta visibilità capillari sul territorio in linea con la strategia aziendale e con le procedure. Poste italiane in particolare si è dotata di una specifica procedura che disciplina il processo di sponsorizzazione. La valutazione delle richieste di sponsorizzazione è attribuita al Comitato Sponsorizzazioni ed Erogazioni Liberali con un Presidente esterno. Con riferimento al Meeting di Rimini e Expo 2015 non sono state erogate sponsorizzazioni nel 2023.

37) Potete fornirmi l'elenco dei versamenti e dei crediti ai partiti, alle fondazioni politiche, ai politici italiani ed esteri?

RISPOSTA

Per quanto attiene i rapporti associativi, non risultano versamenti o crediti verso Partiti, Fondazioni politiche/partitiche, personalità politiche italiane ed estere.

38) Avete fatto smaltimento irregolare di rifiuti tossici?

RISPOSTA

Le lavorazioni aziendali prevedono anche una produzione (sebbene limitata) di rifiuti classificati come pericolosi (in minima parte anche tossici, quali ad esempio vecchi condizionatori portatili). In ogni caso, per tutte le tipologie, sono rispettate le disposizioni di legge previste. Il loro conferimento è effettuato da Imprese di Trasporto Autorizzate dal Ministero iscritte nel nostro albo fornitori e successivamente vengono smaltiti all'interno di Impianti di trattamento autorizzati. La movimentazione dei rifiuti è tracciata secondo le previsioni di legge tramite il FIR – Formulario Identificativo Rifiuti, tenuta e compilazione del

Registro di Carico e Scarico e la compilazione della dichiarazione annuale MUD limitatamente ai rifiuti pericolosi.

39) Qual'è stato l'investimento nei titoli di stato, GDO, titoli strutturati?

RISPOSTA

Al 31 dicembre 2023 il Gruppo Poste Italiane possedeva investimenti in Titoli di Stato iscritti a un valore di 146.278 milioni di euro (si veda al riguardo quanto riportato alla Nota 13 – Ulteriori informazioni - Esposizione in titoli di debito della Relazione finanziaria annuale 2023).

Per una informativa completa riguardante le attività finanziarie detenute dal Gruppo si rimanda alla Nota A6 - Attività finanziarie del bilancio consolidato nella Relazione finanziaria annuale 2023.

40) Quanto è costato lo scorso esercizio il servizio titoli? e chi lo fa?

RISPOSTA

L'incarico relativo alle attività di tenuta e gestione in outsourcing del libro soci è svolto da Monte Titoli S.p.A. Per l'esercizio 2023, il compenso su base annua è stato pari a circa 27.000 euro.

41) Sono previste riduzioni di personale, ristrutturazioni? delocalizzazioni?

RISPOSTA

Poste Italiane presidia costantemente tutte le azioni finalizzate a garantire la redditività dei diversi Business nel medio lungo termine attraverso opportune azioni di contenimento costi e di recupero di efficienza.

In tale senso l'efficientamento degli organici consente il continuo allineamento della base dei costi ai livelli attesi di ricavo per garantire la sostenibilità economico finanziaria del Gruppo.

Tutte le azioni di efficientamento degli organici vengono realizzate senza l'utilizzo dello strumento dei licenziamenti collettivi, ma agendo esclusivamente su strumenti pattizi a basso impatto sociale (esodi incentivati e riallocazioni verso aree in sviluppo).

Non sono previste delocalizzazioni.

42) C'è un impegno di riacquisto di prodotti da clienti dopo un certo tempo ? come viene contabilizzato?

RISPOSTA

Nella gamma di prodotti attualmente collocati da BancoPosta non ci sono prodotti che prevedono un impegno di riacquisto dai clienti. In ogni caso, in generale non esistono impegni di riacquisto di beni precedentemente venduti.

43) Gli amministratori attuali e del passato sono indagati per reati ambientali, riciclaggio, autoriciclaggio o altri che riguardano la società? Con quali possibili danni alla società?

RISPOSTA

Poste Italiane non è a conoscenza di indagini per i summenzionati reati da parte di consiglieri di amministrazione riguardanti la stessa Società.

44) Ragioni e modalità di calcolo dell'indennità di fine mandato degli amministratori.

RISPOSTA

Gli amministratori non esecutivi non sono destinatari di indennità di fine mandato. I dettagli sui pagamenti per la conclusione del rapporto dell'Amministratore Delegato sono illustrati al paragrafo 3.3.2 Amministratore Delegato (AD) della Prima Sezione della Relazione sulla Politica in Materia di Remunerazione 2024 e sui compensi corrisposti 2023.

45) Chi fa la valutazione degli immobili? Quanti anni dura l'incarico?

RISPOSTA

Poste Italiane affida incarichi per le valutazioni immobiliari ad Advisor esterni selezionati a seguito di procedure competitive tra primarie società di consulenza immobiliare; i contratti sono mediamente di durata biennale.

46) Esiste una assicurazione D&O (garanzie offerte importi e sinistri coperti, soggetti attualmente coperti, quando è stata deliberata e da che organo, componente di fringe-benefit associato, con quale broker è stata stipulata e quali compagnie la sottoscrivono, scadenza ed effetto scissione su polizza) e quanto ci costa?

RISPOSTA

La Società ha attivato una polizza D&O, in linea con una delibera approvata dal CdA. La polizza assicura, per i soggetti coperti, la responsabilità civile nello svolgimento delle loro attività professionali. I soggetti attualmente coperti sono, tra gli altri, i membri degli organi di gestione e/o controllo, gli Amministratori, il

Direttore Generale, il Dirigente Preposto alla redazione dei documenti contabili societari, i Dirigenti e i dipendenti con funzioni manageriali o di supervisione. Ad oggi il rischio è detenuto da quattro compagnie ed il costo complessivo attuale è di circa 1,9 mln/€ anno.

47) Sono state stipulate polizze a garanzia dei prospetti informativi (relativamente ai prestiti obbligazionari)?

RISPOSTA

La risposta è negativa.

48) Quali sono gli importi per assicurazioni non finanziarie e previdenziali (differenziati per macroarea, differenziati per stabilimento industriale, quale struttura interna delibera e gestisce le polizze, broker utilizzato e compagnie)?

RISPOSTA

I premi complessivi di Poste Italiane ammontano a circa 15 mln/€ l'anno. La struttura di Poste preposta è Tutela Aziendale e non si avvale di alcun broker, tranne che per la polizza Cyber. Le principali Compagnie sono Generali Italia, AIG, XL, Le Assicurazioni di Roma, Poste Assicura, Poste Vita, Sogessur e Lloyd's di Londra.

49) Vorrei sapere qual è l'utilizzo della liquidità (composizione ed evoluzione mensile, tassi attivi, tipologia strumenti, rischi di controparte, reddito finanziario ottenuto, politica di gestione, ragioni dell'incomprimibilità, quota destinata al TFR e quali vincoli, giuridico operativi, esistono sulla liquidità)

RISPOSTA

Le informazioni richieste sono fornite in Nota 6 - Analisi e presidio dei rischi – Rischi finanziari della Relazione Finanziaria annuale 2023, cui si rinvia per ogni dettaglio.

50) Vorrei sapere quali sono gli investimenti previsti per le energie rinnovabili, come verranno finanziati ed in quanto tempo saranno recuperati tali investimenti.

RISPOSTA

Poste Italiane ha effettuato ed effettuerà investimenti per le energie rinnovabili principalmente mirati al rinnovo della flotta e a ridurre l'impronta carbonica degli

edifici, a fronte di una parte dei quali ha ottenuto finanziamenti da Banche sopranazionali.

Tra i principali finanziamenti relativi a investimenti e progetti di efficientamento energetico si evidenziano:

- *Linea di credito ottenuta dalla Banca Europea degli investimenti (BEI) nel 2022 per complessivi 100 milioni di euro (completamente erogata, a tasso fisso, con scadenza a 6 anni e rimborso bullet), per finanziare il rinnovo della flotta di circa 4.150 veicoli elettrici a zero emissioni e colonnine elettriche;*
- *Linea di credito ottenuta dalla Banca del Consiglio di Europa (CEB) nel 2023 per complessivi 250 milioni di euro (già erogata per 240 milioni di euro, a tasso variabile e rimborso amortizing con scadenza 7 anni), mirata in parte a finanziare investimenti di efficientamento energetico (interventi volti a ridurre l'impronta carbonica degli edifici di PI) e di rinnovamento della flotta (con veicoli full electric e ibridi elettrici a basse emissioni).*

Nei prossimi anni sono previsti ulteriori investimenti green diretti a migliorare l'efficienza energetica del Gruppo e l'elettrificazione del parco veicoli per i quali potranno essere valutate ulteriori forme di finanziamento sostenibile.

51) *Vi è stata retrocessione in Italia/estero di investimenti pubblicitari/sponsorizzazioni?*

RISPOSTA

Si rinvia alla Relazione Finanziaria Annuale 2023 di Poste Italiane; in particolare, alle Tavole degli Indicatori degli standard del Global Reporting Initiative.

52) Come viene rispettata la normativa sul lavoro dei minori?

RISPOSTA

Poste Italiane rispetta le previsioni legali e contrattuali che disciplinano il rapporto di lavoro; con specifico riferimento al lavoro minorile, si segnala che non sono presenti dipendenti di età inferiore a 18 anni.

53) *E' fatta o è prevista la certificazione etica SA8000 ENAS?*

RISPOSTA

All'interno del Gruppo Poste, la certificazione SA8000:2014 è posseduta da Postel S.p.A.

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54) Finanziamo l'industria degli armamenti?

RISPOSTA

La risposta è negativa.

55) vorrei conoscere *posizione finanziaria netta di gruppo alla data dell'assemblea con tassi medi attivi e passivi storici.*

RISPOSTA

La posizione finanziaria netta complessiva al 31 marzo 2024 è in avanzo di 4.761 milioni di euro, in miglioramento di 900 milioni di euro rispetto ai valori al 31 dicembre 2023 (in cui presentava un avanzo di 3.861 milioni di euro).

56) A quanto sono ammontate le multe Consob, Borsa ecc di quale ammontare e per cosa?

RISPOSTA

Nel corso del 2023 non sono state pagate multe a Consob e Borsa.

Le principali sanzioni comminate dalle Autorità al Gruppo nel corso dell'esercizio 2023 sono descritte nella Nota 9 – Procedimenti in corso e principali rapporti con le Autorità della Relazione Finanziaria Annuale 2023.

57) Vi sono state imposte non pagate? Se si a quanto ammontano? Gli interessi? le sanzioni?

RISPOSTA

La società ritiene di aver regolarmente effettuato i propri adempimenti ai fini fiscali. Le principali situazioni di contenzioso in essere sono riepilogate nella Nota 9 – Procedimenti in corso e principali rapporti con le Autorità – procedimenti tributari della Relazione Finanziaria Annuale 2023.

58) vorrei conoscere: *variazione partecipazioni rispetto alla relazione in discussione.*

RISPOSTA

Le operazioni societarie intervenute nell'esercizio 2023 e nei primi mesi dell'esercizio 2024 sono descritte nelle Note 3.1– Principali operazioni societarie e 12 - Eventi di rilievo successivi alla chiusura dell'esercizio della Relazione Finanziaria Annuale 2023.

59) Vorrei conoscere ad oggi minusvalenze e plusvalenze titoli quotati in borsa all'ultima liquidazione borsistica disponibile

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RISPOSTA

Al 31 dicembre 2023 la riserva di Fair Value relativa agli strumenti finanziari classificati nella categoria Fair Value through OCI, inclusa la Riserva per contratti assicurativi emessi e cessioni in riassicurazione, è negativa per 960 milioni di euro (riserva di fair value negativa per 5.063 milioni di euro al netto della riserva per contratti assicurativi emessi e in cessione in riassicurazione positiva per 4.102 milioni di euro).

Le plusvalenze e le minusvalenze realizzate dal Gruppo Poste Italiane sono dettagliatamente esposte nel bilancio consolidato della Relazione Finanziaria 2023:

- *per l'operatività del settore finanziario nelle Note C2.2 - Proventi derivanti da operatività finanziaria e C2.3 - Oneri derivanti da operatività finanziaria;*
- *per l'operatività del settore assicurativo nelle Note C3.4.1 - Proventi derivanti dalla gestione finanziaria e altri proventi e C3.4.2 - Oneri derivanti dalla gestione finanziaria e altri oneri.*

Al 31 marzo 2024 la riserva di Fair Value relativa agli strumenti finanziari classificati nella categoria Fair Value through OCI, inclusa la Riserva per contratti assicurativi emessi e cessioni in riassicurazione, è negativa per 845 milioni di euro (riserva di fair value negativa per 4.925 milioni di euro al netto della riserva per contratti assicurativi emessi e in cessione in riassicurazione positiva per 4.080 milioni di euro). Per ulteriori informazioni si rimanda al Resoconto intermedio di gestione al 31 marzo 2024.

60) vorrei conoscere da inizio anno ad oggi *l'andamento del fatturato* per settore.

RISPOSTA

Nel primo trimestre 2024 il totale "ricavi netti della gestione ordinaria" nel gruppo è pari a 3.045 milioni di euro, di cui:

- *934 milioni di euro (2.306 milioni di euro al lordo dei rapporti intersettoriali) settore Corrispondenza, pacchi e distribuzione;*
- *1.335 milioni di euro (1.559 milioni di euro al lordo dei rapporti intersettoriali) settore dei Servizi Finanziari;*
- *397 milioni di euro (358 milioni di euro al lordo dei rapporti intersettoriali) settore dei Servizi Assicurativi;*
- *379 milioni di euro (449 milioni di euro al lordo dei rapporti intersettoriali) settore Servizi Postepay, al netto dei costi per connessi all'acquisto delle*

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materie prime, oneri di sistema e trasporto di energia elettrica e gas, classificati gestionalmente a diretta riduzione dei ricavi del settore energia.

61) Vorrei conoscere ad oggi trading su azioni proprie e del gruppo effettuato anche per interposta società o persona sensi art.18 drp.30/86 in particolare se e' stato fatto anche su azioni d'altre società, con intestazione a banca estera non tenuta a rivelare alla Consob il nome del proprietario, con riporti sui titoli in portafoglio per un valore simbolico, con azioni in *portage.*

RISPOSTA

Se per "operazioni di trading" si intendono operazioni di acquisto e vendita di azioni proprie e del Gruppo con finalità speculative, confermiamo che dette operazioni non sono state effettuate. Sono stati effettuati esclusivamente acquisti di azioni proprie a servizio dei Piani di incentivazione azionari destinati ad Amministratori e dipendenti del gruppo.

62) Vorrei conoscere il *prezzo* di acquisto azioni proprie e data di ogni lotto, e scostamento % dal prezzo di borsa

RISPOSTA

L'assemblea ordinaria degli azionisti, in data 8 maggio 2023, ha autorizzato il Consiglio all'acquisto e alla disposizione di azioni proprie della Società, secondo quanto previsto dagli artt. 2357 e 2357-ter del codice civile, per un massimo di n. 3,5 mln di azioni (c. 0,27% del capitale sociale) ed un esborso complessivo fino a euro 52,5 mln, da utilizzare a servizio dei Piani di incentivazione azionari destinati ad Amministratori e dipendenti del gruppo PI.

Il Programma è stato completamente eseguito in sedici sedute borsistiche dal 10 maggio al 31 maggio 2023. Nel periodo sopra indicato sono state infatti acquistate complessive n. 3,5 milioni di azioni proprie (pari a circa lo 0,27% delle azioni ordinarie emesse), per un controvalore complessivo di Euro 33.984.897,83. Il prezzo medio di acquisto è risultato pari a Euro 9,709971 per azione.

Per maggiori dettagli si vedano i Comunicati Stampa del: (i) 12 maggio 2023 'Poste Italiane informativa sull'acquisto di azioni proprie nel periodo 10 – 12 maggio 2023'; (ii) 19 maggio 2023 'Poste Italiane informativa sull'acquisto di azioni proprie nel periodo 15 – 19 maggio 2023'; (iii) 26 maggio 2023 'Poste Italiane: informativa sull'acquisto di azioni proprie nel periodo 22 – 26 maggio

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2023; (iv) 31 maggio 2023 'Poste Italiane: informativa sull'acquisto di azioni proprie nel periodo 29 – 31 maggio 2023; e chiusura del programma di acquisto di azioni proprie', pubblicati sul sito internet della Società.

63) Vorrei conoscere nominativo dei primi 20 azionisti presenti in sala con le relative % di possesso, dei rappresentanti con la specifica del tipo di procura o delega.

RISPOSTA

I dati richiesti non saranno ovviamente disponibili fino alla chiusura dei lavori assembleari. Tali dati saranno, comunque, consultabili appena verrà pubblicato il verbale, facendo essi parte dei relativi allegati.

64) Vorrei conoscere *in particolare quali sono i fondi pensione azionisti e per quale quota?*

RISPOSTA

Nei dati segnalati per la trascrizione a Libro soci non vi è una distinzione che permetta una sicura suddivisione dei soci per categorie, posto che l'informazione relativa alla categoria di appartenenza degli azionisti non è ricompresa tra quelle che gli intermediari – ai sensi dell'art. 83-novies del TUF – devono fornire alle società emittenti ai fini dell'aggiornamento del Libro soci.

65) Vorrei conoscere il nominativo dei giornalisti presenti in sala o che seguono l'assemblea attraverso il circuito chiuso delle testate che rappresentano e se fra essi ve ne sono che hanno rapporti di consulenza diretta ed indiretta con societa' del gruppo anche controllate e se comunque hanno ricevuto denaro o benefit direttamente o indirettamente da società controllate, collegate, controllanti. Qualora si risponda con "non e' pertinente", denuncio il fatto al collegio sindacale ai sensi dell'art.2408 cc.

RISPOSTA

Nel corso dell'Assemblea 2024, ai sensi dell'art. 106, comma 4, del decreto- legge 17 marzo 2020 n. 18 (la cui efficacia è stata prorogata sino al 31 dicembre 2024 ai sensi della Legge 5 marzo 2024, n. 21), nessun giornalista parteciperà all'Assemblea o ne seguirà i lavori a distanza.

66) Vorrei conoscere come sono suddivise le spese pubblicitarie per gruppo editoriale, per valutare l'indice d'indipendenza? Vi sono stati versamenti a giornali o testate giornalistiche ed internet per studi e consulenze?

RISPOSTA

L'azienda ha pianificato nel 2023 campagne di comunicazione commerciale e/o istituzionale sui seguenti mezzi:

- *Internet: 47,3%*
- *TV: 22,5%*
- *Stampa quotidiana: 12,4%*
- *Radio: 8,9%*
- *Affissione 6,7%*
- *Stampa periodica: 2,2%*

Nessuna spesa è stata effettuata verso giornali o testate giornalistiche e web per studi e consulenze.

67) Vorrei conoscere il numero dei soci iscritti a libro soci, e loro suddivisione in base a fasce significative di possesso azionario, e fra residenti in Italia ed all'estero

RISPOSTA

Risultano iscritti al libro soci di Poste Italiane S.p.a., in base alle rilevazioni effettuate il 17 maggio 2024, circa 120.900 soci ordinari, di cui 118.840 italiani e 2.060 esteri.

La ripartizione degli stessi per fasce di possesso azionario è la seguente:

FASCE DI POSSESSO	N. AZIONISTI	RESIDENTI IN ITALIA	RESIDENTI ALL'ESTERO
N. AZIONISTI CHE POSSIEDONO DA 1 A 99 AZIONI	9.205	9.129	76
N. AZIONISTI CHE POSSIEDONO DA 100 A 999 AZIONI	73.041	72.642	399
N. AZIONISTI CHE POSSIEDONO DA 1.000 A 9.999 AZIONI	35.464	34.796	668
N. AZIONISTI CHE POSSIEDONO DA 10.000 A 99.999 AZIONI	2.786	2.167	619
N. AZIONISTI CHE POSSIEDONO DA 100.000 A 999.999 AZIONI	347	95	252
N. AZIONISTI CHE POSSIEDONO DA 1.000.000 AZIONI IN SU	57	11	46
NUMERO AZIONISTI	**120.900**	**118.840**	**2.060**

68) Vorrei conoscere se sono esistiti nell'ambito del gruppo e della controllante e o collegate dirette o indirette rapporti di consulenza con il collegio sindacale e

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società di revisione o sua controllante. a quanto sono ammontati i rimborsi spese per entrambi?

RISPOSTA

Non sussistono rapporti di consulenza tra Poste Italiane o altre società del Gruppo e i membri del Collegio Sindacale.

Le spese sostenute dai Sindaci per l'esercizio 2023 sono indicate nei paragrafi 4.5 e 5.5 Parti correlate della Relazione Finanziaria 2023.

Quanto ai rapporti con la società di revisione, si rimanda a quanto riportato Nota 13 - Ulteriori informazioni – Compensi alla società di revisione ai sensi dell'art. 149 duodecies del "Regolamento emittenti Consob" della Relazione finanziaria annuale 2023 in cui sono evidenziati i compensi riconosciuti per i servizi resi da Deloitte & Touche S.p.A. o società appartenente alla sua rete, distinti per servizi di revisione contabile (3.661 migliaia di euro), servizi di attestazione (1.409 migliaia di euro) e altri servizi (62 migliaia di euro). Con riferimento al rimborso spese della società di revisione è previsto fino al 5% degli onorari contrattualmente stabiliti.

69) Vorrei conoscere se vi sono stati rapporti di finanziamento diretto o indiretto di sindacati, partiti o movimenti fondazioni politiche (come ad esempio Italiani nel mondo), fondazioni ed associazioni di consumatori e/o azionisti nazionali o internazionali nell'ambito del gruppo anche attraverso il finanziamento di iniziative specifiche richieste direttamente?

RISPOSTA

Per quanto riguarda i rapporti associativi, non risultano versamenti o crediti verso queste associazioni, né risultano versamenti o crediti verso Partiti, Fondazioni politiche/partitiche, personalità politiche italiane ed estere. Anche nei confronti delle Associazioni dei consumatori non c'è stato nessun tipo di finanziamento diretto o indiretto.

70) Vorrei conoscere se vi sono tangenti pagate da fornitori?

RISPOSTA

La risposta è negativa.

71) Se c'è e come funziona la retrocessione di fine anno all'ufficio acquisti e di quanto è?

RISPOSTA

Non sono previste retrocessioni di sorta né all' "ufficio acquisti" né ad alcuna altra funzione aziendale.

72) Vorrei conoscere se *Si sono pagate tangenti per entrare nei paesi emergenti in particolare Cina, Russia e India?*

RISPOSTA

La risposta è negativa.

73) Vorrei conoscere se si è incassato in nero?

RISPOSTA

La risposta è negativa.

74) Vorrei conoscere se si è fatto insider trading*?*

RISPOSTA

La risposta è negativa.

75) Vorrei conoscere se vi sono dei dirigenti e/o amministratori che hanno interessenze in società' fornitrici? Amministratori o dirigenti possiedono direttamente o indirettamente quote di società fornitrici?

RISPOSTA

Per quanto noto a questa Società non vi sono dirigenti e/o amministratori che hanno interessenze in società' fornitrici. Si evidenzia che il Codice Etico, approvato in CdA, definisce i criteri di condotta in materia di conflitto di interessi a cui devono attenersi amministratori, organi di controllo, management e tutti i dipendenti.

76) Quanto hanno guadagnato gli amministratori personalmente nelle operazioni straordinarie?

RISPOSTA

Non vi sono operazioni straordinarie remunerate con specifici premi riconosciuti agli amministratori di Poste Italiane S.p.A. nel corso dell'attuale mandato.

77) Vorrei conoscere se totale erogazioni liberali del gruppo per cosa ed a chi?

RISPOSTA

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Si rinvia alla Relazione Finanziaria Annuale 2023 di Poste Italiane, all'informativa resa ai sensi della Legge n.124 del 4 agosto 2017.

78) Vorrei conoscere se *ci sono giudici fra consulenti diretti ed indiretti del gruppo quali sono stati i magistrati che hanno composto collegi arbitrarli e qual'e' stato il loro compenso e come si chiamano?*

RISPOSTA

Non vi sono tali figure.

79) Vorrei conoscere se v*i sono cause in corso con varie antitrust?*

RISPOSTA

Si rinvia a quanto riportato nel Capitolo 9 "Procedimenti in corso e principali rapporti con le Autorità", della Relazione Finanziaria Annuale al 31 dicembre 2023, sezione relativa ai Bilanci di Poste Italiane al 31 dicembre 2023, e a quanto riportato al Capitolo 6 "Procedimenti in corso e principali rapporti con le Autorità" del Resoconto intermedio di gestione al 31 marzo 2024, sezione Bilancio intermedio consolidato abbreviato al 31 marzo 2024.

80) Vorrei conoscere se vi sono cause penali in corso con indagini sui membri attuali e del passato del cda e o collegio sindacale per fatti che riguardano la società.

RISPOSTA

La Società non è a conoscenza di cause penali in corso con indagini riguardanti componenti del Consiglio di Amministrazione o del Collegio Sindacale per fatti che riguardano la stessa Società.

81) Vorrei conoscere se a quanto ammontano i BOND emessi e con quale banca (CREDIT SUISSE FIRST BOSTON, GOLDMAN SACHS, MONGAN STANLEY E CITIGROUP, JP MORGAN, MERRILL LYNCH, BANK OF AMERICA, LEHMAN BROTHERS, DEUTSCHE BANK, BARCLAYS BANK, CANADIA IMPERIAL BANK OF COMMERCE –CIBC-)

RISPOSTA

Non ci sono state nuove emissioni obbligazionarie nel corso dell'esercizio 2023.

82) Vorrei conoscere dettaglio costo del venduto per ciascun settore.

RISPOSTA

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La classificazione dei costi nel conto economico del Gruppo Poste Italiane avviene "per natura" e, pertanto, non è disponibile il dettaglio del costo del venduto per settore. Si rimanda comunque a quanto esposto nella Relazione finanziaria annuale 2023 alla Relazione sulla gestione – Sintesi dell'andamento economico per strategic business unit, in cui sono riportati i conti economici per settore di attività.

83) Vorrei conoscere *a quanto sono ammontate le spese per:*

- *acquisizioni e cessioni di partecipazioni.*

RISPOSTA

I costi riferiti agli advisor finanziari sostenuti in relazione ad acquisizioni di partecipazioni dal Gruppo Poste Italiane nell'esercizio 2023 sono allineati a condizioni di mercato e ammontano a ca. 1,7 milioni di euro.

- *risanamento ambientale*

RISPOSTA

Nei budget stanziati per gli interventi in ambito infrastrutturale sono ricompresi capitoli dedicati per interventi di risanamento ambientale quali, ad esempio, di inertizzazione/bonifica di serbatoi interrati, sostituzione condizionatori con gas refrigeranti non più ammessi ecc.

- *Quali e per cosa sono stati fatti investimenti per la tutela ambientale ?*

RISPOSTA

In continuità con gli anni precedenti, nel 2023 Poste Italiane ha continuato ad implementare iniziative di sostenibilità, con particolare riferimento alla riduzione dell'impatto ambientale della flotta aziendale.
La flotta di recapito è composta da circa 26.300 veicoli a basse emissioni (di cui circa 5.900 elettrici), circa 2.100 edifici includono soluzioni di Smart Building e oltre 350 impianti fotovoltaici (per una superficie totale di circa 85 mila metri quadrati) sono stati installati alla fine del primo trimestre 2024, in linea con l'obiettivo di riduzione del 30% delle emissioni CO2 di Gruppo entro il 2025.

84) Vorrei conoscere:

a. I benefici non monetari ed i bonus ed incentivi come vengono calcolati?

RISPOSTA

Il valore dei Fringe Benefit è definito secondo un criterio di imponibilità fiscale, in conformità con le previsioni normative applicabili.
I dettagli su come vengono calcolati gli incentivi sono inclusi nella prima Sezione della Relazione sulla Politica in Materia di Remunerazione 2024 e sui compensi corrisposti 2023, in particolare al paragrafo 3. Politiche di remunerazione e incentivazione 2024.

b. *Quanto sono variati mediamente nell'ultimo anno gli stipendi dei managers e degli a.d illuminati, rispetto a quello degli impiegati e degli operai?*

RISPOSTA

Nel 2023 per i quadri e gli impiegati il trend delle retribuzioni medie, sintesi tra componente fissa e variabile, è risultato in crescita di circa il 6%.
L'incremento complessivo è stato principalmente determinato dalla seconda tranche di aumento strutturale sui minimi contrattuali (42 € lordi medi mensili a partire da luglio 2023) previsto dal rinnovo del CCNL firmato a giugno 2021, dalla crescita dell'incentivazione commerciale e dal Premio di Risultato Straordinario di 1.000€ erogato a novembre 2023 in linea con quanto previsto dall'Accordo sottoscritto con le organizzazioni sindacali il 1° agosto 2023.
Per i dirigenti il trend delle retribuzioni medie nel 2023 ha registrato una crescita inferiore al 3%.

c. vorrei conoscere *RAPPORTO FRA COSTO MEDIO DEI DIRIGENTI/E NON.*

RISPOSTA

Nel 2023 la RAL media dei Dirigenti è stata pari a circa 5 volte la RAL media degli altri dipendenti.

d. vorrei conoscere *numero dei dipendenti suddivisi per categoria, ci sono state cause per mobbing, per istigazione al suicidio, incidenti sul lavoro e con quali esiti? personalmente non posso accettare il dogma della riduzione assoluta del personale*

RISPOSTA

Di seguito sono riportati i dati numerici relativi al personale del Gruppo Poste Italiane, alla chiusura dell'esercizio 2023 espressi in FTE (Full Time Equivalent):

	31 dicembre 2023
Dirigenti	688

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Quadri	15.291
Impiegati	94.665
Totale Personale Stabile	**110.644**
Totale Personale Flessibile	**9.511**
Totale	**120.155**

Con riferimento all'anno 2023 sono state notificate 5 cause per presunto mobbing, di cui 4 pendenti e 1 cessata materia del contendere, e 11 per presunto danno differenziale a seguito infortunio, di cui 7 pendenti, 3 cessata materia del contendere e 1 vinta da Poste.

Nel corso del 2023 gli infortuni sul lavoro di Poste Italiane, esclusi i casi da infezione SARS Cov-2, sono passati da 4.801 del 2022 a 4.640 con una diminuzione di 161 eventi (-3,35%). L'indice di frequenza è passato da 28,57 a 27,51 e quello di gravità da 0,85 a 0,83. Nel 2023 sono sati registrati 4 infortuni mortali (2 infortuni sul lavoro e 2 in itinere). Gli infortuni in itinere (tragitto casa-lavoro) sono passati da 1.016 del 2022 a 1.101 del 2023.

Sono stati denunciati (Circolare INAIL del 03/04/2020) 11 infortuni sul lavoro a seguito di infezione da SARS- CoV-2

e. Quanti sono stati i dipendenti inviati in mobilità pre pensionamento e con quale età media

RISPOSTA

La Società non ha mai fatto ricorso al collocamento in mobilità ex legge 223/91. Nel corso del 2023 sono invece stati risolti consensualmente circa 4.000 rapporti di lavoro. L'età media degli interessati è pari a circa 62 anni.

85) Vorrei conoscere se si sono comperate opere d'arte? da chi e per quale ammontare?

RISPOSTA

Non risulta siano stati effettuati acquisti di opere d'arte negli ultimi 5 anni.

86) Vorrei conoscere *in quali settori si sono ridotti maggiormente i costi, esclusi i vs stipendi che sono in costante rapido aumento.*

RISPOSTA

Nel 2023 i costi totali sono cresciuti del 4,3% passando da 8.978 milioni di euro del 2022 a 9.369 milioni di euro del 2023. Esaminando le principali componenti di costo:

- *Il costo del lavoro ha registrato un incremento del 7,2%, passando da 4.823 milioni di euro del 2022 a 5.170 milioni di euro nel 2023. Analizzando l'andamento del costo del lavoro, senza considerare gli effetti derivanti dall'applicazione dell'IFRS 17, l'aumento è stato del +8,0%. Il costo del lavoro ordinario ha registrato un incremento di 176 milioni di euro, principalmente imputabile all'aumento del costo unitario (+186 milioni di euro), guidato dall'aumento dei minimi contrattuali (in linea con quanto previsto dal CCNL rinnovato a giugno 2021) e dell'incentivazione commerciale, all'effetto delle operazioni societarie effettuate nel corso del 2022 e del 2023 (+42 milioni di euro), parzialmente compensato dalla riduzione dell'organico (circa -1.200 FTE medi). Il costo del lavoro straordinario ha registrato un incremento di 242 milioni di euro principalmente imputabile all'accantonamento al Fondo esodi per sostenere l'impegno di 3.900 uscite incentivate entro il 2025 (comunicazione alle OO.SS. del 22 dicembre 2023) e al premio di risultato aggiuntivo e straordinario (circa 133 milioni di euro) erogato nel mese di novembre 2023 e riconosciuto al fine di apprezzare l'impegno dei dipendenti e mitigare gli effetti sul salario reale prodotti dal fenomeno inflattivo (Accordo sul Premio di Risultato per l'anno 2023 sottoscritto con le organizzazioni sindacali il 1° agosto 2023).*
- *Il costo per beni e servizi ha registrato un incremento del 10%, passando da 2.815 milioni di euro del 2022 a 3.098 milioni di euro del 2023. Analizzando l'andamento del costo per beni e servizi, senza considerare gli effetti derivanti dall'applicazione dell'IFRS 17, l'aumento è stato del +10,4% e principalmente imputabile all'aumento dei costi variabili a supporto della crescita del business (per 100 milioni di euro), all'ampliamento del perimetro societario in relazione alle società acquisite nel corso del 2022 e nel 2023 (per 159 milioni di euro) e all'impatto prodotto dallo scenario inflattivo (per 55 milioni di euro).*
- *Il costo per ammortamenti e svalutazioni ha registrato un incremento del 5,5%, passando da 769 milioni di euro del 2022 a 811 milioni di euro del 2023. Analizzando l'andamento del costo per ammortamenti e svalutazioni, senza considerare gli effetti derivanti dall'applicazione dell'IFRS 17, l'aumento è stato del 6% e principalmente imputabile all'ampliamento del perimetro*

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societario (per 20 milioni di euro) e ai maggiori ammortamenti sui diritti d'uso (per l'ampliamento della flotta in leasing della Capogruppo) e su immobili, impianti e macchinari.

87) Vorrei conoscere vi sono società di fatto controllate (sensi c.c.) ma non indicate nel bilancio consolidato?

RISPOSTA

Non esistono società controllate di fatto. Tutte le società controllate da Poste Italiane sono indicate nell'ambito della Relazione Finanziaria Annuale 2023.

88) Vorrei conoscere chi sono i fornitori di gas del gruppo qual è il prezzo medio.

RISPOSTA

I fornitori del Gruppo Poste Italiane di gas metano per riscaldamento sono il Consorzio Servizi S.C.p.A. per Poste Italiane SpA, e la società Postepay per le società del Gruppo.

Il prezzo medio del gas del 2023 è stato di 139 c€/Smc (centesimi di euro/metro cubo standard) comprensivo di accise ed al netto dell'IVA.

89) Vorrei conoscere se sono consulenti ed *a quanto ammontano le consulenze pagate a società facenti capo al dr. Bragiotti, Erede, Trevisan e Berger ?*

RISPOSTA

Nella selezione dei propri consulenti la società rispetta apposite procedure interne basate, tra l'altro, sui principi del codice etico di Poste Italiane. Si rappresenta che, per motivi di riservatezza, l'informazione non viene fornita a prescindere dalla sussistenza o meno della fattispecie.

90) Vorrei conoscere a quanto ammonta la % di quota italiana degli investimenti in ricerca e sviluppo?

RISPOSTA

Le spese di ricerca e sviluppo per i servizi e prodotti offerti alla clientela sono indistinguibili dai costi operativi sostenuti nel normale svolgimento del business e non integrano fattispecie suscettibili di capitalizzazione secondo i principi contabili di riferimento. Rilevano, invece, gli investimenti connessi all'attività di sviluppo dei software utilizzati per lo svolgimento dell'attività anche nell'ottica di

migliorare i servizi alla clientela e favorirne l'accesso da parte della stessa. Al riguardo, si rimanda a quanto riportato nella Relazione finanziaria annuale 2023.

91) Vorrei conoscere i costi per le assemblee e per cosa?

RISPOSTA

Per l'Assemblea 2024, anche e soprattutto in considerazione delle modalità con cui si è svolta, i costi complessivi sostenuti sono pari a 16.148 € netto iva per le seguenti attività:

- *Progettazione creativa evento e declinazione sui vari materiali;*
- *Impianti e strumentazione tecnica;*
- *Allestimento sala.*

92) *Vorrei conoscere* i costi per valori bollati

RISPOSTA

I costi per l'acquisto delle carte valori (francobolli) sostenuti nell'esercizio 2023, riferibili a Poste Italiane, ammontano a circa 2,6 milioni di euro.

93) Vorrei conoscere la tracciabilità dei rifiuti tossici.

RISPOSTA

Le lavorazioni aziendali prevedono anche una produzione (sebbene limitata) di rifiuti classificati come pericolosi (in minima parte anche tossici, quali ad esempio vecchi condizionatori portatili). In ogni caso, per tutte le tipologie, sono rispettate le disposizioni di legge previste. Il loro conferimento è effettuato da Imprese di Trasporto Autorizzate dal Ministero iscritte nel nostro albo fornitori e successivamente vengono smaltiti all'interno di Impianti di trattamento autorizzati. La movimentazione dei rifiuti è tracciata secondo le previsioni di legge tramite il FIR – Formulario Identificativo Rifiuti, tenuta e compilazione del Registro di Carico e Scarico e la compilazione della dichiarazione annuale MUD limitatamente ai rifiuti pericolosi.

94) Quali auto hanno il Presidente e l'AD e quanto ci costano come dettaglio dei benefits riportati nella relazione sulla remunerazione?

RISPOSTA

La Presidente del Consiglio di Amministrazione non ha un'autovettura assegnata ad uso promiscuo. L'autovettura dell'Amministratore Delegato, alla fine del 2023,

è una Mercedes-Benz Classe C 220, l'ammontare del benefit per il 2023, riportato nella relazione sui compensi corrisposti, è pari a € 1.793,16.

95) Dettaglio per utilizzatore dei costi per uso o noleggio di elicotteri ed aerei Quanti sono gli elicotteri utilizzati di che marca e con quale costo orario ed utilizzati da chi? Se le risposte sono "Le altre domande non sono pertinenti rispetto ai punti all'ordine del giorno" denuncio tale reticenza al collegio sindacale ai sensi dell'art.2408 cc.

RISPOSTA

Il Gruppo Poste Italiane non ha mezzi di trasporto aerei di proprietà. La società Poste Air Cargo dispone di aeromobili condotti in leasing utilizzati, nell'ambito della propria attività, come mezzi di trasporto postale.

96) A quanto ammontano i crediti in sofferenza?

RISPOSTA

Al fine di tenere conto di eventuali posizioni creditorie la cui recuperabilità presenta profili di rischio, a livello di Gruppo sono stanziati i seguenti fondi svalutazione crediti (si vedano al riguardo Note A8 – Crediti commerciali e A9 – Altri Crediti e attività del bilancio consolidato e Nota 6 – Analisi e presidio rischi della Relazione finanziaria annuale 2023)

- *Fondo svalutazione crediti verso clienti per 529 milioni di euro;*
- *Fondo svalutazione crediti verso Controllante per 33 milioni di euro;*
- *Fondo svalutazione crediti verso altri per 111 milioni di euro.*

97) Ci sono stati contributi a sindacati e o sindacalisti. Se si a chi a che titolo e di quanto?

RISPOSTA

In ottemperanza alle disposizioni legali e contrattuali, Poste Italiane trattiene mensilmente nei confronti di ciascun lavoratore iscritto al sindacato, su espressa delega del lavoratore medesimo, una quota non inferiore allo 0,80% della retribuzione (al netto dei contributi obbligatori), provvedendo al relativo versamento a favore dell'Organizzazione Sindacale cui risulti iscritto.

98) C'è e quanto costa l'anticipazione su cessione crediti %?

RISPOSTA

Il Gruppo ha effettuato nel corso dell'esercizio cessione pro-soluto di crediti commerciali in linea con le migliori condizioni di mercato.

99) C'è il preposto per il voto per delega e quanto costa? Se la risposta è: "Il relativo costo non è specificamente enucleabile in quanto rientra in un più ampio insieme di attività correlate all'assemblea degli azionisti." Oltre ad indicare gravi mancanze nel sistema di controllo, la denuncio al collegio sindacale ai sensi dell'art.2408 cc.

RISPOSTA

La società ha designato per l'assemblea 2024, ai sensi dell'art. 135 undecies del d.lgs. n. 58/98 e dell'art. 14.3 dello statuto sociale, Monte Titoli S.p.A. quale soggetto al quale i soci possono conferire gratuitamente apposite deleghe, con istruzioni di voto su tutte o alcune delle proposte all'ordine del giorno, secondo le modalità e i termini indicati nell'avviso di convocazione dell'assemblea. Con riguardo ai costi si fa presente che il costo del soggetto preposto alla raccolta delle deleghe è ricompreso nel servizio di supporto alla gestione dell'assemblea e può essere quantificato in circa euro 10.000."

100) A quanto ammontano gli investimenti in titoli pubblici ?

RISPOSTA

Al 31 dicembre 2023 il Gruppo Poste Italiane possedeva investimenti in Titoli di Stato iscritti a un valore di 146.278 milioni di euro (si veda al riguardo quanto riportato alla Nota 13 – Ulteriori informazioni della Relazione finanziaria annuale 2023 – Esposizione in titoli di debito sovrano).

101) Quanto e' l'indebitamento INPS e con l'AGENZIA DELLE ENTRATE?

RISPOSTA

Al 31 dicembre 2023 i debiti verso INPS, per 334 milioni di euro, riguardavano i contributi previdenziali dovuti all'Istituto per le competenze del personale liquidate e per quelle maturate a tale data. La voce accoglie inoltre le quote relative al TFR ancora da versare.

L'ammontare dei debiti per imposte correnti, alla stessa data, è di 189 milioni di euro per il Gruppo Poste Italiane. I debiti sopra indicati non tengono conto dei debiti per sostituto d'imposta e di altri debiti tributari. Le passività indicate non comprendono i fondi per rischi e oneri.

Si veda al riguardo anche quanto riportato alle Note B10 – Altre passività - Debiti verso istituti di previdenza e di sicurezza sociale e C12 – Imposte sul reddito del bilancio consolidato della Relazione finanziaria annuale 2023.

102) Se si fa il consolidato fiscale e a quanto ammonta e per quali aliquote?

RISPOSTA

Poste Italiane ha aderito al consolidato fiscale nazionale. Al riguardo, le perdite trasferite al consolidato fiscale nonché le eccedenze di ACE (Aiuto alla Crescita Economica) e di interessi passivi compensati con gli imponibili positivi per il periodo 2023 ammontano a circa 5.126 migliaia di euro, per un corrispondente risparmio di IRES di circa 1.230 migliaia di euro (aliquota al 24%).

Si veda anche quanto riportato nella Relazione finanziaria annuale 2023 alla Nota 2.5 Informazioni rilevanti sui principi contabili.

103) Quanto e' il margine di contribuzione dello scorso esercizio ?

RISPOSTA

La classificazione dei costi nel conto economico del Gruppo Poste Italiane avviene per natura e pertanto non è disponibile il dettaglio del margine di contribuzione. Si rimanda comunque a quanto esposto nella Relazione finanziaria annuale 2023 alla Relazione sulla gestione – Creazione di valore – Andamento economico del Gruppo e delle Strategic Business Unit.

104) In relazione agli uffici amministrativi interni della società (che dovrebbero essere quelli che forniscono la documentazione ed il supporto tanto agli organi di amministrazione e controllo della società (in primis Collegio Sindacale o OdC 231/2001) quanto alla società di revisione ed eventualmente a Consob e/o altre Authorities, vorrei sapere:

- in quali settori/ sezioni sia strutturato (ad esempio, per ufficio fatture attive: clienti corporate / clienti privati, per ufficio fatture passive: fornitori utenze gas luce telefono / fornitori automezzi / fornitori immobili / fornitori professionisti, ufficio contabilità analitica / controlling, ecc, ufficio controlli interni, ufficio del personale, ufficio incassi e/o pagamenti, ufficio antiriciclaggio, ufficio affari societari, ufficio relazioni con investitori istituzionali, ufficio relazioni con piccoli azionisti, ecc.)

- quanto personale è normalmente impiegato in ogni settore / sezione;

RISPOSTA

Le informazioni relative all'assetto organizzativo di Poste Italiane sono reperibili sul sito istituzionale accedendo alla sezione organizzazione e/o all'interno della documentazione ufficiale pubblicata sul sito medesimo.

Il modello organizzativo aziendale ed in particolare il presidio delle attività di controllo, governance nonché i rapporti con gli stakeholders, è adeguatamente strutturato e prevede diverse funzioni aziendali dedicate e specialistiche che operano in modalità integrata e sinergica.

- quale sia la tempistica normale per le registrazioni contabili

RISPOSTA

Il sistema di controllo interno implementato da Poste è volto a garantire che le registrazioni contabili avvengano tempestivamente e per garantire una rappresentazione corretta della situazione economica, patrimoniale e finanziaria della società garantendo il rispetto dei regolamenti esterni e delle normative interne. In particolare, esistono controlli sulla correttezza e tempestività delle registrazioni contabili e sulla corretta esecuzione delle attività transazionali di ciclo passivo (registrazione fatture e pagamenti entro i termini contrattuali) e attivo (emissione fatture e gestione incassi). La tempistica delle registrazioni, previo rispetto degli obblighi di legge, varia in funzione della tipologia di registrazione e dei sistemi informatici coinvolti.

- come siano strutturati (c'è un capoufficio / un team leader / un referente per ogni singolo settore / singola sezione?);

RISPOSTA

Le strutture aziendali dispongono del responsabile della funzione che a sua volta viene supportato dai responsabili a suo riporto. Per quanto riguarda le strutture operative, quali ad esempio i Poli Amministrativi, le stesse hanno non solo responsabili ma anche il capo settore, secondo i settori di specializzazione di competenza.

- a chi riportano i singoli settori / le singole sezioni (al CEO, al CFO, al Presidente, ecc.?)

RISPOSTA

Le strutture organizzative aziendali sono funzioni che operano a diretto riporto del Vertice Aziendale.

ed in altre parole ... possiamo stare tranquilli:

- che le registrazioni contabili avvengano tempestivamente e nel modo corretto?

RISPOSTA

Le registrazioni contabili vengono svolte nel rispetto delle procedure aziendali e della normativa di riferimento. L'azienda dispone, inoltre, di un sistema di controllo interno, la cui efficacia viene periodicamente verificata.

- che vengano tempestivamente pagate le fatture giuste e che vengano monitorati gli incassi delle fatture che emettiamo?

RISPOSTA

Il processo di pagamento delle fatture passive e di incasso delle fatture attive avviene nel rispetto delle procedure aziendali e della normativa di riferimento. L'azienda dispone, inoltre, di un sistema di controllo interno la cui efficacia viene periodicamente verificata.

- che siamo in grado di supportare adeguatamente la società di revisione per i controlli di Legge?

RISPOSTA

La società di revisione è adeguatamente supportata nella propria attività di verifica; in ambito alla funzione Amministrazione Finanza e Controllo sono identificate alcune strutture che garantiscono e sovraintendono il tempestivo riscontro alle richieste del revisore.

105) In caso di pagamenti erronei, ad esempio per duplicazione dei pagamenti, come viene gestita la procedura di recupero?

RISPOSTA

Il processo di pagamento delle fatture passive avviene nel rispetto delle procedure aziendali e della normativa di riferimento. L'azienda dispone, inoltre, di un sistema di controllo interno che viene periodicamente verificato. In caso di duplicazioni di pagamento viene attività la procedura di recupero verso la controparte.

106) In caso di mancati incassi, come viene gestita la procedura di recupero crediti?

RISPOSTA

La gestione del credito e dei relativi incassi viene eseguita nel rispetto della normativa interna di riferimento (solleciti amministrativi e commerciali, diffida legale ed eventuale recupero giudiziale).

107) Quanto si è speso per attività di lobby? Per cosa? Quando?

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 11.

Domande socio Tommaso MARINO

Buongiorno, in relazione alla Vostra richiesta d'indicare quali punti all'ordine del giorno riguardino le domande, si comunica che i quesiti riguarderanno per lo più il punto nr. 1 all'ordine del giorno, anche in riferimento al consolidato, salva diversa ed espressa indicazione di altri punti all'ordine del giorno, che saranno riportati tra parentesi. Tali domande sono conseguenti alla Relazione Finanziaria, parte integrante del bilancio che si va ad approvare. Tra virgolette sono riportate frasi relative ad articoli giornali, come pure frasi estrapolate per l'appunto dalla Vostra Relazione Finanziaria.

1. Di recente il dott. Del Fante ha dichiarato di voler essere più vicino alle famiglie. Perché dunque egli non comincia col versare loro qualche punto d'interessi in attivo? A quanto ammontano invece gl'interessi passivi a carico della clientela?

RISPOSTA

Nell'ambito della propria offerta, BancoPosta colloca le offerte SuperSmart emesse da Cassa Depositi e Prestiti che prevedono la remunerazione della raccolta dei clienti possessori di Libretti Smart. Tali offerte sono presenti nella versione standard, "Premium" e "Pensione" e riconoscono un interesse sulla liquidità accantonata e mantenuta fino a scadenza. Le offerte standard sono dedicate a tutti i possessori di Libretto Smart che intendono vincolare delle somme per durate prestabilite. L'offerta "Premium" è riservata ai titolari di Libretto Smart che apportano nuova liquidità in Poste Italiane. Nel corso del 2023 sono state lanciate 6 offerte per un volume complessivamente raccolto pari a ca. 8 miliardi di euro con un tasso annuo lordo compreso tra il 3% e il 4% per durate variabili tra 270 giorni e 540 giorni. L'offerta "Pensione" è dedicata a coloro che abbiano ricevuto almeno un accredito di una pensione erogata dall'INPS o che abbiano presentato una richiesta di accredito presso Poste Italiane sul Libretto Smart.

In relazione al secondo punto, si precisa che a BancoPosta è normativamente preclusa l'attività di concessione del credito, pertanto, offre servizi di finanziamento alla clientela attraverso il collocamento di prodotti erogati da banche e intermediari

finanziari abilitati. Ne consegue che BancoPosta non riceve interessi passivi dalla clientela per tale attività.

2. Avete avuto rilievi dal rappresentante nel Gruppo, della Corte dei Conti? Avete avuto rilievi da Consob? Sanzioni di qualsiasi generi da autorità pubbliche? Quali?

RISPOSTA

Nessun rilievo è stato formulato dal Magistrato della Corte dei Conti né dalla Consob Quanto ai procedimenti in corso e principali rapporti con le altre Autorità, si rimanda alla trattazione contenuta nel relativo paragrafo del Resoconto Intermedio di Gestione al 31 marzo 2024, pubblicato sul sito internet della Società, che riporta i procedimenti in corso più rilevanti e per i quali sono intervenute significative variazioni nel primo trimestre 2024. Per la trattazione completa si rimanda alla Relazione Finanziaria Annuale 2023, pubblicata sul sito internet della Società.

3. Che rapporti ha il Gruppo Poste con Equita Group, della quale è azionista la presidente Silvia Rovere? Relazione Sugli Assetti Proprietari.

RISPOSTA

A quanto consta nell'esercizio 2023 il Gruppo Poste non ha avuto rapporti commerciali con Equita Group.

4. Quali sono le deleghe della Presidente? Relazione Sugli Assetti Proprietari.

RISPOSTA

Si rinvia al cap. 6.5 della "Relazione sul governo societario e gli assetti proprietari" relativa all'esercizio 2023.

5. "Le azioni di Poste italiane SpA sono prive di valore nominale come previsto dall'articolo 5, Titolo II dello Statuto". Così lo scorso anno avete risposto a una mia domanda relativa al valore nominale del titolo. Sbaglio o la legge prescrive che al più si possa stabilire che l'azione si priva dell'indicazione del valore nominale, non già eliminarlo? Quando voi dite che le azioni di Poste Italiane sono prive di valore nominale, intendete dire che siano prive dell'indicazione di valore nominale o quest'ultimo si ritiene essere stato definitivamente soppresso con l'approvazione della relativa delibera? La questione, infatti, potrebbe avere riflessi in bilancio, a seconda del tipo di risposta che diate.

RISPOSTA

Le azioni di Poste italiane SpA sono prive di valore nominale come previsto dall'articolo 5, Titolo II dello Statuto. L'articolo 2346 del Codice civile prevede che "in mancanza di indicazione del valore nominale delle azioni, le disposizioni che ad esso si riferiscono si applicano con riguardo al loro numero in rapporto al totale delle azioni emesse"; pertanto, posto che il capitale sociale ammonta a 1.306.110.000,00 euro e il numero totale di azioni emesse è pari a 1.306.110.000, il valore nominale implicito è pari a 1 euro.
La modifica statutaria è stata effettuata a seguito dell'IPO del 2015 e l'eliminazione non ha avuto alcun effetto contabile essendo il capitale sociale interamente versato.

6. Perché sull'avviso di convocazione assembleare, avete omesso di fornire un'e-mail cui inviare le domande e magari anche una pec? Così da non dare l'idea di facilitarne la trasmissione? La domanda ovviamente riguarda quindi tutti i punti all'ordine del giorno, sembrando voi disincentivare l'invio di quesiti, esattamente il contrario di ciò che dichiarate nelle più disparate relazioni. In pratica come quando parlate di engagement?

RISPOSTA

Nell'avviso di convocazione – per ulteriori informazioni sul diritto di porre domande prima dell'Assemblea e circa le modalità del relativo esercizio – si è fatto rinvio alla sezione del sito internet della Società dedicata all'Assemblea.
Nella sezione dedicata all'Assemblea e, in particolare, nella parte relativa al diritto di porre domande prima dell'Assemblea stessa, è precisato che le domande possono essere trasmesse alla Società via email, all'indirizzo assemblea.domande@posteitaliane.it *ovvero all'indirizzo* affari.societari@pec.posteitaliane.it.

7. Il dott. Del Fante di cos'ha discusso con il dott. Nagel nei vari incontri avuti? Erano solo amicali o di lavoro? Quanto ci hanno fatturato le società direttamente e/o indirettamente legate al dott. Alberto Nagel, ad di Mediobanca? Domande relative al punto 1 all'ordine del giorno.

RISPOSTA

Nella selezione dei propri consulenti la società rispetta apposite procedure interne basate, tra l'altro, sui principi del codice etico di Poste Italiane. Si rappresenta che, per motivi di riservatezza, l'informazione non viene fornita a prescindere dalla sussistenza o meno della fattispecie.

8. Poste Logistics S.p.A. DA chi è composto il CDA? Quanti ne sono i dipendenti? Ci serviamo di personale esterno?

RISPOSTA

Il Consiglio di Amministrazione è così composto: Del Rosso Corrado (Presidente), Di Marzio Gabriele (AD), Alfiero Patrizia, D'Auria Maria Grazia, Salvatori Armando; allo stato la società non ha dipendenti né si avvale di personale esterno poiché la stessa non è ancora operativa.

9. "In data 12 ottobre 2023 Postel S.p.A. ha acquisito le quote di Address Software S.r.l. detenute da azionisti terzi pari al 49% del capitale della società; conseguentemente, da tale data e fino al 24 gennaio 2024, Postel S.p.A. ha detenuto il 100% della partecipazione in Address Software S.r.l.". Da quali azionisti è stato acquisito il 49% di azionariato? Quanti dipendenti ha? Chi ne è l'Amministratore Unico?

RISPOSTA

Il 49% è stato acquisito da cinque persone fisiche. La Società ha 8 dipendenti e un consiglio di amministrazione composto da 5 membri, in cui la carica di amministratore delegato è ricoperta dal Dott. Fortunato Pasqualone.

10. "In data 3 agosto 2023, nell'ambito di una operazione di sistema tesa a rilevare il portafoglio polizze di Eurovita S.p.A. ("Eurovita") a seguito della crisi di quest'ultima, Poste Vita ha contribuito alla costituzione del veicolo societario Cronos Vita S.p.A. ("Cronos"), partecipato, oltre che dalla stessa Poste Vita, da Allianz, Generali Italia, Intesa Sanpaolo Vita e UnipolSai Assicurazioni, con lo scopo di acquisire un ramo d'azienda composto sostanzialmente dagli attivi e passivi relativi alle attività assicurative di Eurovita, in seguito all'ammissione di quest'ultima alla procedura di liquidazione coatta amministrativa". Quali sono i motivi della crisi? Chi ne erano gli amministratori responsabili di tale crisi? Quali altri incarichi occupano? Quali sono i suoi motivi del passaggio a Cronos, di un ramo d'azienda di Eurovita?

RISPOSTA

Poste Vita, al pari dei principali player del settore assicurativo "Vita", è stata chiamata a partecipare a una operazione di sistema tesa a tutelare gli assicurati di Eurovita. In tale ambito, Poste Vita ha partecipato alla costituzione di Cronos Vita

Assicurazioni ("Cronos") con i principali quattro player del settore "Vita". A settembre 2023 Cronos ha acquisito il portafoglio polizze di Eurovita, a seguito della ammissione di quest'ultima a Liquidazione Coatta Amministrativa, tutelando in tal modo i relativi assicurati, i cui contratti assicurativi sono passati a Cronos.

11. "In data 29 giugno 2023, Poste Italiane ha comunicato a Milkman S.p.A. ("Milkman") di voler esercitare l'opzione di acquisto sulle azioni detenute da quest'ultima in MLK Deliveries S.p.A. ("MLK"), pari a circa il restante 30% del capitale sociale di MLK stessa (la "Partecipazione Milkman"). Sulla base dei criteri concordati originariamente negli accordi contrattuali sottoscritti nel 2020, il prezzo di esercizio dell'opzione è stato stimato in 19,6 milioni di euro. A seguito del trasferimento della Partecipazione Milkman, formalizzata nel mese di luglio, Poste Italiane ha acquisito il controllo totalitario di MLK" (Dalla Vostra Relazione Finanziaria). Di cosa si occupa Milkman spa? Chi ne erano gli altri azionisti al momento della comunicazione di acquisto? Quale ne era il valore delle azioni? Che premio è stato offerto agli azionisti, che hanno perciò stesso potuto deliberare un enorme dividendo di ben 15 milioni di euro? A quanto è ammontato il dividendo per ciascuna azione?

RISPOSTA

Milkman è una start up tecnologica che ha sviluppato una soluzione software proprietaria basata su cloud con l'obiettivo di ottimizzare la logistica di consegna, consentendo alle organizzazioni di logistica e vendita al dettaglio di aumentare i ricavi e la redditività attraverso opzioni di consegna convenienti e sostenibili quali Scheduled Delivery (consegna programmata) che permette al cliente di personalizzare la consegna scegliendo la data e l'ora di ricezione e Same Day (stesso giorno in cui si effettua l'acquisto) e di disporre di un dettagliato servizio di tracciatura.

Gli azionisti di Milkman, al tempo dell'esercizio dell'opzione di acquisto della quota da questa detenuta in MLK Deliveries, erano, oltre Poste Italiane, Vertis SGR S.p.A., P101 Sicaf SpA, 360 Capital 2011 Investments S.A., 360 Capital Partners S.A.S., Brennan Michael Patrick, Workwave LLC, Boox S.r.l., Azimut Libera Impresa SGR S.p.A., Alisei Forinvestments S.r.l., Buenafortuna capital S.r.l., Antonio Perini, Tommaso Baù e Francesco Bellomi.

MLK Deliveries è la partnership societaria mediante la quale è stata implementata e adattata la soluzione tecnologica di Milkman ai servizi di consegna di Poste Italiane.

Il valore della quota del 30% di MLK è stato determinato sulla base di parametri di mercato come previsto dagli accordi contrattuali.

12. "In data 28 settembre 2022 il CdA di Poste Vita ha approvato la promozione di un'Offerta Pubblica di Acquisto (OPA) volontaria totalitaria per cassa su azioni ordinarie e warrant di Net Insurance S.p.A. ("Net Insurance"), di concerto con alcuni azionisti". Chi sono gli altri azionisti? Tra costoro c'era anche l'AD, titolare di oltre il 2% di azionisti di tale società? Agire in concerto col Gruppo Poste gli ha procurato vantaggi in quanto azionista?

RISPOSTA

Si rinvia al prospetto di offerta disponibile sul sito di CONSOB.

13. "Il 20 aprile 2023 si è perfezionata la procedura di squeeze out, a seguito della quale Net Holding (veicolo societario direttamente controllato da Poste Vita che ha promosso le offerte) detiene una partecipazione di controllo pari al 97,84% in Net Insurance (che a sua volta detiene il 100% di Net Insurance Life S.p.A.), e l'attuale Amministratore Delegato di Net Insurance, che ha agito di concerto all'OPA, detiene una partecipazione di minoranza pari al 2,16%. L'esborso complessivo corrisposto da Net Holding per l'acquisizione della partecipazione è stato pari a circa 181 milioni di euro". Come si chiama l'AD di Nel Insurance? Il 2,16% di azioni di tale società a quale prezzo l'ha conseguito?

RISPOSTA

L'AD di Net Insurance è il dott. Andrea Battista; nell'ambito dell'OPA il prezzo offerto a tutti gli azionisti di Net Insurance (ivi incluso il menzionato dott. Battista) è stato pari a 9,5 euro per azione e a 4,81 euro per warrant.

14. A che punto è la causa intentata dal Comune di Cosenza, sotto l'input dell'avv. Agostino Rosselli, vinta in primo e secondo grado e, fino all'anno scorso, pendente in Cassazione? https://www.lametino.it/Cronaca/poste-italiane-condannate-a-risarcire-comune-cosenza-per-1milione-e-709-mila-euro.html

In proposito, così si esprime Il Lamentino, periodico di Cosenza:

Poste Italiane condannate a risarcire Comune Cosenza per 1milione e 709 mila euro

Cosenza - "Il Tribunale di Cosenza, con sentenza dell'11 aprile, ha condannato Poste italiane spa a risarcire al Comune di Cosenza la somma di un milione e 709 mila euro, oltre gli interessi, al termine di un contenzioso sorto in seguito alla condotta di

Poste italiane che, sostituendosi illegalmente al Tesoriere comunale (Banca Carime), aveva trattenuto, in modo indebito, nelle proprie casse, somme di denaro di pertinenza della Pubblica Amministrazione. A darne notizia è l'Avvocatura comunale, attraverso l'avvocato Agostino Rosselli che ha sostenuto, davanti al Tribunale, le ragioni del Comune di Cosenza". Lo riferisce una nota dell'ufficio stampa del Comune. "Oltre alla condanna di Poste italiane al risarcimento del danno al Comune di Cosenza - prosegue il comunicato - il Tribunale ha dichiarato la risoluzione di nove contratti di conto bancoposta aperti dal Comune per agevolare i pagamenti da parte dei contribuenti sparsi nel territorio nazionale".

"L'illegittimità del comportamento di Poste italiane - si afferma nella sentenza del Tribunale - era stata debitamente segnalata dal Comune con due distinte diffide, con le quali era stata evidenziata l'impossibilità di imporre vincoli alle somme versate sui conti Bancoposta intestati al Comune di Cosenza, trattandosi di conti di servizio per le funzioni essenziali dell'ente, dai quali il tesoriere avrebbe dovuto attingere le somme per i servizi essenziali dell'Ente, oltre che per il pagamento dei creditori che avevano correttamente proceduto a pignoramento". "La sentenza del Tribunale di Cosenza - sostiene l'avvocato Rosselli - è destinata a fare giurisprudenza, in quanto si tratta di una decisione che fa chiarezza in una materia delicata quale è l'espropriazione forzata a danno della P.A. ed è di fondamentale importanza per tutti i 7.982 Comuni d'Italia che quotidianamente subiscono la sottrazione indebita di ingenti somme di denaro da parte di una società privata che non agisce certamente per il bene pubblico e ritiene lecito sostituirsi ai tesorieri degli enti locali trattenendo presso le proprie casse ingenti somme di denaro e lucrando su un bene destinato a soddisfare servizi pubblici essenziali dei cittadini italiani". Dell'articolo, colpisce, in particolare, che siano poco meno di 8 mila comuni a subire sottrazione indebita di somme da parte di Poste. Ci potete dire a quanto ammontino tali sottrazioni in così tanti numerosi comuni e perché vengano svolte, nonostante sentenze contrarie? A proposito della sentenza suesposta, come si è pronunciato in merito il rappresentante della Corte dei conti nel Gruppo Poste? Ha esaminato la questione? Avete avvertito l'ANCI dell'esistenza di tali sentenze, di modo che l'Associazione dei comuni possa darne loro avviso, affinché decidano di impugnare gli abusi di Poste descritti ne sopra richiamato articolo?

RISPOSTA

Il contenzioso con il Comune di Cosenza risulta tuttora pendente in Cassazione, con udienza fissata per il prossimo 3 giugno 2024.

Non risultano rilievi da parte del Magistrato della Corte dei Conti.

15. Perché abbiamo firmato un contratto, secondo cui i dirigenti in pensione continuano a fruire di polizze da noi pagate, per sé stessi e famigliari?

RISPOSTA

Nel 2012 è stato sottoscritto tra Poste Italiane S.p.A., Assidipost e Federmanager un accordo relativo al funzionamento e alle regole di accesso alle prestazioni del Comitato Paritetico per la formazione e riqualificazione professionale del personale dirigente, con il compito di promuovere le attività di formazione, riqualificazione e sostegno al reddito. Ciascun dirigente in servizio contribuisce, insieme all'Azienda, al Comitato stesso. Tra le iniziative del Comitato vi è anche quella di mantenere per periodi definiti, a favore del personale che risolve consensualmente il rapporto di lavoro, alcune coperture previste per i dirigenti in servizio.

16. Dov'è ubicato l'alloggio sfitto nel comune di Milano? Come intendete valorizzarlo? Lo ristrutturerete? Quale ne è il valore?

RISPOSTA

L'immobile è ubicato in via Sella Nuova ed è proposto in vendita, nello stato di fatto nel quale si trova, mediante gara pubblica consultabile nel sito di Poste www.poste.it/alloggi.html. Il valore, consultabile on-line, è determinato ai sensi della legge 560/93.

17. Il Gruppo Poste ha votato a favore di Generali e Mediobanca alle rispettive ultime assemblee, per via dell'amicizia che lega il dott. Del Fante al dott. Nagel, ad di Mediobanca?

RISPOSTA

Le eventuali partecipazioni detenute nell'ambito dell'attività di asset management a cura di Società del Gruppo Poste Italiane sono gestite secondo le peculiarità tipiche di tali attività.

18. A quanto ammontano i fondi di PNRR a tutt'oggi percepiti dal Gruppo Poste? Come sono stati utilizzati?

RISPOSTA

I fondi del Piano Nazionale Complementare al PNRR a tutt'oggi percepiti ammontano a 125 milioni di euro, incassati nel 2022 a titolo di anticipo per la realizzazione del progetto.

Al 31 dicembre 2023 sono stati avviati lavori su:

- *1.766 UP di cui conclusi 945;*
- *55 spazi di coworking di cui conclusi 31.*

19. Il Gruppo Poste quant'ha incassato da locazioni attive? Dove sono ubicati tali alloggi locati?

RISPOSTA

Nel 2023 il Gruppo Poste Italiane ha contabilizzato circa 15 milioni di euro da locazioni attive verso terzi a fronte di alloggi ex. Lg 560/92 e immobili di altro tipo distribuiti sull'intero territorio nazionale.

20. Perché i fondi del Gruppo Poste, in assemblea di Mediobanca votano sempre a favore del management?

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 17

21. Quanti roadshow sono stati organizzati nel 2022? Di che tipo? Dove? Invece quanti sono stati gl'incontri dedicati? Nei confronti di quanti soci e/o investitori? Sono stati invitati soci retail? Costi ovviamente inseriti a bilancio.

RISPOSTA

Domanda non pertinente all'ordine del giorno dell'Assemblea in quanto riferita all'esercizio 2022 (in proposito si rinvia a quanto risposto all'interessato lo scorso anno); in ogni caso, si segnala che per il 2023 l'attività in questione è proseguita secondo numeriche in linea con l'esercizio precedente.

22. Come si chiamano le 4 agenzie che organizzano eventi per conto del Gruppo Poste? Dato che le paghiamo con denaro di bilancio, forse conoscerne il nome non dovrebbe essere proprio un segreto.

RISPOSTA

Le agenzie che allo stato organizzano eventi per conto del Gruppo Poste sono:

- *Alphaomega S.r.l.*
- *Casta Diva Events srl*

- *G2 Eventi S.r.l.*
- *M.P.G. S.r.l.*

23. Quanti e quali eventi, a carico di questo bilancio, sono stati organizzati nel 2023 e quali categorie di soggetti sono state coinvolte? Avete invitato azionisti retail? In caso affermativo, sulla base di quali preferenze? Avete scelto quelli che non fanno domande scomode?

RISPOSTA

Con gli eventi abbiamo raggiunto 75.000 stakeholders per decine di iniziative sul territorio nazionale. I target principali a cui ci siamo rivolti, sono stati:

- *Dipendenti*
- *Sindaci di Comuni Italiani*
- *Rappresentanti delle Istituzioni Centrali e Locali*
- *Analisti finanziari ed investitori*
- *Clienti / consumatori*

Non sono stati organizzati eventi rivolti specificatamente ad azionisti retail; non si può, però, escludere che, visto il diffuso azionariato, ad eventi organizzati dall'Azienda possano aver partecipato persone detentrici di azioni di Poste Italiane.

24. Il Gruppo ha società di comodo? Dove sono ubicate? Domanda sul consolidato e quindi punto uno all'ordine del giorno.

RISPOSTA

Il Gruppo non ha società di comodo. Tutte le società controllate da Poste Italiane sono indicate nell'ambito della Relazione Finanziaria Annuale 2023.

25. Chi è il responsabile dell'Ufficio Investor Relations? Quale budget ha? Quante persone ha alle sue dipendenze? Costi che evidentemente rientrano in bilancio (punto 1).

RISPOSTA

Giuseppe Esposito è il responsabile dell'ufficio Investor Relations & Business Insight, composto da altri sette professionisti.

26. Costi di News Magazine? Vi sono praticanti? Quanti? Quanti sono i giornalisti che ne dipendono? Tra costoro vi sono parenti dei direttori responsabile e editoriale e/o di consiglieri d'amministrazione di Gruppo? Punto 1 all'ordine del giorno.

RISPOSTA

Il costo di stampa per singolo numero del magazine Poste News è di circa 55 mila euro, verso la società del Gruppo Postel. Il giornale è a cura di un gruppo di colleghi di Poste Italiane dell'area Comunicazione. Nessun legame di parentela.

27.Ci elencate il nome, numero e il prezzo di carico di azioni in portafoglio di Gruppo al 31/12/2023? Si tratta del portafoglio di gruppo, i cui calcoli incidono a bilancio.

RISPOSTA

Di seguito la tabella di riepilogo delle azioni in portafoglio del Gruppo al 31 dicembre 2023 (escluse società controllate e collegate). A completamento, si veda anche quanto riportato nella Nota A6 – Attività finanziarie del bilancio consolidato della Relazione Finanziaria annuale 2023.

Azioni in portafoglio (milioni di euro)

Denominazione	**n. azioni**	**Valore di bilancio al 31.12.2023**
MFM Holding Ltd	11.586.220	55
sennder Technologies GmbH	20.795	112
Milkman SpA	615.006	-
Scalapay Limited	9.350.688	25
Nexi SpA	46.518.238	345
Visa Incorporated Series C Convertible Participating Preferred Stock	32.059	26
Volante Technologies Inc	1.060.464	7
Totale		**570**

28.A quanto ammontano le consulenze di Gruppo? Ce ne date la variazione rispetto all'anno precedente? Ovviamente, trattasi di competenze di bilancio.

RISPOSTA

I costi per consulenze e per assistenze legali sono riportati in Nota C5.1 del bilancio consolidato nella Relazione Finanziaria Annuale 2023.

29. Con la Delibera 323/23/CONS del 20 dicembre 2023, l'AGCom ha emanato, all'esito di consultazione pubblica tra i soggetti interessati, un Regolamento concernente indennizzi a tutela degli utenti nel settore postale. Il Regolamento si applica nei confronti di tutti i fornitori e utenti del servizio postale e definisce i criteri per il calcolo degli indennizzi che l'Autorità applica nell'ambito dei procedimenti di definizione delle controversie tra operatori postali e utenti. Il Regolamento è entrato in vigore in data 28 dicembre 2023. Avete pubblicizzato la novità? Come?

RISPOSTA

La Delibera 323/23/CONS dell'AGCom definisce i criteri che la stessa utilizza per la definizione degli indennizzi eventualmente dovuti all'utente, qualora le fasi di gestione del reclamo e della Conciliazione da parte degli operatori postali non abbiamo soddisfatto l'utente. A tale riguardo, Poste Italiane indica espressamente sul proprio sito (nella apposita sezione su reclami e conciliazione) e sulle Carte dei Servizi (disponibili sul sito e negli Uffici postali), la possibilità per l'utente, qualora non soddisfatto dell'esito della conciliazione, di rivolgersi ad AGCom per la definizione della controversia, tramite formulario CP dell'Autorità (peraltro accessibile dal sito di Poste). Si aggiunge che la Delibera 323/23/CONS del 20 dicembre 2023 è pubblicata sul sito dell'AGCom dallo scorso 27 dicembre.

30. Dalla relazione finanziaria 2023, pag. 106, tra l'altro elencate anche le modalità di coinvolgimento degli azionisti, con "..Presentazioni periodiche; Roadshow e incontri dedicati". Considerato che anche lo scorso anno, con domande pre-assembleari, ho chiesto inutilmente perché non fossi stato coinvolto, devesi essere raccomandati per poter ricevere un invito che riguardi gli azionisti? Verosimilmente possiamo dire che non siano ammessi a tali incontri gli azionisti che facciano domande pre-assembleari? Non ritenete di violare gli stessi principi che voi affermate, quando a pag. 311 della suddetta Relazione, così Vi pronunciate: "La Politica Aziendale del Gruppo riguardante la tutela e la protezione dei Diritti Umani ribadisce le regole di condotta da rispettare nei rapporti con tutti gli stakeholder con cui l'Azienda interagisce, come già esplicitato all'interno del Codice Etico".

RISPOSTA

A pag. 106 della Relazione Finanziaria 2023, sono elencate le principali modalità di coinvolgimento e comunicazione per categoria di stakeholder. Con riferimento alla

categoria degli azionisti e investitori, tali modalità sono: Assemblea degli Azionisti; Relazione Corporate Governance; Relazione finanziaria e presentazioni periodiche; Roadshow e incontri dedicati; Sito web istituzionale; Comunicati Stampa.
Per quanto riguarda le 'presentazioni periodiche' relative ad esempio a risultati trimestrali, semestrali ed annuali, sia la presentazione che il rispettivo comunicato stampa sono resi disponibili sul sito internet. 'Roadshow' e 'incontri dedicati' sono alcune delle forme di dialogo tra Società e mercato, previste dalla Politica di Engagement di Poste Italiane. Per maggiori informazioni si rimanda al documento "Linee Guida, Politica di gestione del dialogo con la generalità degli azionisti di Poste Italiane S.p.A. - Engagement Policy" pubblicato sul sito internet aziendale.

31. In quali comuni della Provincia di Catania, Poste è proprietaria d'immobili? In mancanza, da chi li ha rilevati in affitto? In quali comuni siciliani Poste intende acquistare immobili? Di che tipo?

RISPOSTA

Poste ha immobili strumentali di proprietà nel 65% dei Comuni della provincia di Catania. Gli immobili residenziali rientranti in tale Provincia sono tutti ubicati nel Comune di Catania. Ove necessario, in assenza di immobili di proprietà, Poste stipula contratti di locazione con soggetti privati o pubblici. Al momento non sono previsti acquisti di immobili nei Comuni siciliani.

32. Progetto Polis. In quali comuni della Provincia di Catania e Varese sarà messo in pratica?

RISPOSTA

Il Progetto Polis riguarda tutti i Comuni della Provincia di Catania e Varese con meno di 15.000 abitanti. Al 31.12.2023 sono stati ultimati lavori negli UP di 5 Comuni della Provincia di Catania e 10 della Provincia di Varese.

33. L'Azienda ha assegnato il premio "Per lo sviluppo sostenibile dei piccoli Comuni" ai Comuni di Nibionno (Lc) per il progetto "Nibionno Band", Rapino (CH) per il progetto "Parco della Gioia" e Molochio (RC) per il progetto "Borgo della Longevità". In cosa è consistito il premio?

RISPOSTA

Cresco Award ha potuto contare anche in questa edizione sulla partnership con un gruppo di imprese associate a Fondazione Sodalitas e particolarmente impegnate sul

fronte della sostenibilità, tra le quali Poste Italiane. L'Azienda ha premiato i comuni di Nibionno (LC), Rapino (CH), Molochio (RC).

In particolare:

- *con il progetto "Nibionno Band", il Comune si è rivolto direttamente ai giovani del territorio, offrendo loro occasioni di socializzazione attraverso la musica. È stata formata una band, composta da ragazzi tra i 12 e i 25 anni, che al termine di 13 incontri tenuti da un esperto del settore, si è esibita in pubblico e successivamente verrà coinvolta in eventi organizzati dall'Amministrazione Comunale e dalle Associazioni locali. L'iniziativa, pensata per favorire la partecipazione attiva dei giovani alla vita sociale della comunità, è stata accolta con entusiasmo e con la speranza che possa essere ripetuta in futuro.*
- *a Rapino (CH), per il Parco della Gioia, l'obiettivo principale del progetto è stata la realizzazione di un parco inclusivo, che fosse allo stesso tempo accessibile a tutti e attrattivo per il maggior numero di visitatori possibili. Il Parco della Gioia di Rapino, infatti, offrirà una nuova area giochi, una casa sull'albero dotata di connessione internet, postazioni di lavoro/studio, angoli per ascoltare la musica e conversare, in aggiunta a percorsi per camminare e ammirare il paesaggio. La struttura è stata, inoltre, pensata con una maggiore attenzione all'ambiente, grazie all'utilizzo di materiali riciclati e plastiche rimosse dagli oceani. Luogo di aggregazione per la comunità, attrazione turistica per la Regione, spazio inclusivo e sostenibile, il parco ha registrato numerose presenze durante la stagione estiva, grazie anche al coinvolgimento diretto della comunità nelle fasi progettuali.*
- *a Molochio (RC) per il Borgo della Longevità, il progetto in questione prevede interventi di riqualificazione del centro storico di Molochio, al fine di valorizzare le peculiarità architettoniche del comune e recuperare la vocazione turistica che il territorio calabrese possiede per natura. L'idea è di migliorare i luoghi del centro storico, attraverso interventi mirati di recupero, in modo da creare spazi più vivibili e dignitosi che possano essere utilizzati anche per ospitare eventi sul tema della longevità, dal momento che all'interno del borgo vivono numerosi centenari. Attraverso azioni di sviluppo sostenibile e la promozione della diversità culturale, l'Amministrazione Comunale intende perseguire il processo di identificazione, protezione e conservazione del proprio patrimonio culturale.*

34. Che tipo di servizi ci hanno fornito società direttamente e/o indirettamente facenti capo al dott. Alberto Nagel, ad di Mediobanca? Servizi che evidentemente compaiono in bilancio, ovvero punto 1 all'ordine del giorno.

RISPOSTA

Nella selezione dei propri consulenti la società rispetta apposite procedure interne basate, tra l'altro, sui principi del codice etico di Poste Italiane. Si rappresenta che, per motivi di riservatezza, l'informazione non viene fornita a prescindere dalla sussistenza o meno della fattispecie.

35. Come procede Poste per l'acquisto di mobili e immobili? Con quali procedure?

RISPOSTA

L'acquisto di immobili da parte di Poste avviene di norma tramite gara pubblica mediante confronto competitivo e nel rispetto dei principi di economicità, efficacia, accessibilità e trasparenza coerentemente con le procedure aziendali di riferimento. L'acquisto di beni mobili avviene attraverso l'espletamento di procedure competitive, nel rispetto delle procedure aziendali e della normativa di riferimento.

36. Come si chiamano le società che hanno fatto la valutazione degli immobili iscritti a bilancio? Quanto ci costano? Punto 1 all'ordine del giorno.

RISPOSTA

Le valutazioni degli immobili iscritti a bilancio sono effettuate da consulenti indipendenti, qualificati, con comprovata esperienza e conoscenza del mercato immobiliare, selezionati da procedura di gara pubblica in coerenza con le procedure aziendali di riferimento.

Domande Socio Francesco MORELLI

1. *Vorrei conoscere a quanto sono ammontate le spese per acquisizioni e cessioni di partecipazioni societarie nel 2023?*

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 83) del socio Bava.

2. *Premesso che, nell'Ente Pubblico Economico Poste Italiane dal 1994, il Ministero delle Poste e delle Telecomunicazioni aveva stipulato un contratto di programma per la concessione dei pubblici servizi in riserva sul territorio nazionale, tra le varie concessioni e obblighi vi era anche quello del recupero della Qualità dei Servizi offerti alla Clientela in particolare dei Servizi Postali e dei Servizi Finanziari di Bancoposta. Le Divisioni di Business (il Bancoposta e i Servizi Postali) si dovevano dotare di un Sistema di Controllo dei livelli Qualitativi e di erogazione dei servizi offerti alla clientela, in linea con la media sia di quelli di enti analoghi di altri Paesi dell'Unione Europea in sede U.P.U. ed in sede A.B.I. Pertanto, le divisioni di business dovevano impostare un programma per il recupero della qualità dei servizi e/o prodotti erogati dotandosi dei relativi strumenti. Il programma per il recupero della qualità doveva essere impostato con sistemi per il controllo statistico della QUALITÀ dei PROCESSI e con l'attuazione di un programma di QUALITÀ TOTALE (Total Quality Management). Il PIANO della QUALITÀ dei SERVIZI FINANZIARI di BANCOPOSTA realizzato da un operoso dipendente era stato rielaborato come una variante adattata del NUOVO METODO STATISTICO per la VALUTAZIONE SOGGETTIVA di ALGORITMI per la COMPRESSIONE di IMMAGINI DIGITALI che aveva ideato personalmente a seguito di suoi precedenti studi. (si consultino i 37 documenti e relazioni più volte inviati e ora depositati nella cartella personale del dipendente - allegato 02 Piano_Qualità_SFinanziari_Rev. 1.0_Ottobre 1996_280996 e allegato 04*

TESI_Valutazioni Soggettive di Algoritmi per la Compressione di Immagini Digitali_300595).

Si vuole chiedere se la Società Poste Italiane in caso di innovazioni o opere d'ingegno come su descritto riconosce la paternità almeno morale ex lg. n.633/41 all'impiegato autore del piano utilizzato dalla società in ambito nazionale?

RISPOSTA

Alla fattispecie trova applicazione la normativa vigente in materia

3. *Per procedere all'acquisizione ed elaborazione dei dati raccolti dalle Agenzie selezionate tramite il piano campionario mensile, dai CUAS e dai Sistemi Centrali, mancava un sistema informatizzato. Per sopperire a questa carenza e risparmiare risorse economiche un dipendente era stato incaricato di sviluppare un prototipo di database adatto allo scopo. Il DATA BASE RELAZIONALE MULTIUTENTE "HARE" impiegato per la rilevazione della QUALITÀ dei SERVIZI FINANZIARI di BANCOPOSTA era stato ideato e realizzato da un dipendente con mezzi propri quali personal computer adeguati, software e attrezzature non ancora presenti al Bancoposta. Il Data Base all'epoca era una vera innovazione per Poste italiane tanto che venne sottoposto all'approvazione del Consigliere Delegato ing. prof. Augusto Leggio che dopo averlo esaminato nominò l'11 APRILE 1997 il dipendente come membro per la Divisione Servizi Finanziari nel Gruppo di lavoro "Monitoraggio del Piano della qualità dei Servizi Finanziari" pur avendo il livello di impiegato di livello B. qui si riporta uno stralcio dell'atto di nomina: "Le comunico che la S.V. è stata nominata membro del Gruppo di Lavoro "Monitoraggio del Piano della qualità dei Servizi Finanziari", costituito tra la Divisione servizi Finanziari e le aree I.A. e P.S.M.Q. al fine di:*

- *validare le procedure di rilevazione dei dati sul territorio;*
- *verificare il metodo di invio e Data Entry "Hare";*
- *verificare le procedure di elaborazione dati e di valutazione della precisione dei risultati;*
- *individuare eventuali punti critici dei processi e definire le relative azioni correttive da attuare da parte della Divisione Servizi Finanziari." (vedi allegati depositati).*

Si vuole chiedere se la Società Poste Italiane in caso di innovazioni o opere d'ingegno come su descritta riconosce la paternità almeno morale all'impiegato autore del piano utilizzato dalla società in ambito nazionale?

RISPOSTA

Alla fattispecie trova applicazione la normativa vigente in materia

4. *È notorio che un dipendente diligente a rischio della propria vita divenuto anche per questo invalido del lavoro e attualmente invalido al 100%, nel 2016 appena scoperto le prove che individuavano gli autori delle illecite attività in ambito legale giudiziario, ha riportato più volte ai vertici aziendali quali il Direttore Generale e il Responsabile Risorse Umane un Compendio - dossier "COMPENDIO ESTRATTO DALLE COMUNICAZIONI INTERNE TRA CUI QUELLO DELL'UFFICIO PERSONALE E DAL SERVIZIO AFFARI LEGALI E DALLLE DIVISIONI SERV. POSTALI E FINANZIARI di POSTE ITALIANE S.p.A. di 54 pagine e un CD contenete 384 documenti tra cui 71 comunicazioni di posta elettronica tra dipendenti e inseriti nel sistema deviato della Legalità con prove e documenti contenuti nei di messaggi di posta elettronica con cui la dirigenza, i legali interni ed esterni e colleghi attuavano articolate condotte finalizzate sistema interno occulto formato da più avvocati interni ed esterni, dirigenti e quadri appartenenti a funzioni aziendali diverse tra cui l'ufficio del Personale Centrale "Risorse umane e organizzazione (RUO) e l'ufficio Legale che insieme alle funzioni di business Finanziari e Corrispondenza e Pacchi e anche presente la società controllata SDA Express Courier, assicuravano oltre l'occultamento delle prove documentali, la mistificazione degli atti processuali, la subornazione dei testimoni a cui venivano forniti documenti, atti processuali e risposte concordate da fornire come testimoni incaricati di pubblico servizio sui vari capitoli di prova in seguito verbalizzati e sottoscritti, questo per sostenere con ogni mezzo gli interessi della società Poste italiane a discapito di dipendenti e terzi. Inoltre, è anche accaduto che i potenziali testimoni di parte dei dipendenti si sentivamo minacciati e avevano paura di esporsi a ritorsioni se chiamati a testimoniare o potevano essere preventivamente "intervistati" da funzionari di RUO. Il tutto per trarre in inganno il Giudice adito e poter ottenere una sentenza di comodo sfavorevole alle controparti. Pertanto, si vuole sapere in maniera chiara ed inequivocabile se sono state accertate responsabilità soggettive in capo ai seguenti dipendenti indicati in atti, documenti e comunicazioni mail, se SÌ quali?*

Personale dipendente della società Poste Italiane citato nelle comunicazioni riportate

DIPENDENTI DELLA SEDE CENTRALE - ROMA

EUR - Viale Europa, ROMA

1. *ARENA GIANFRANCO;*
2. *Avv. PALANA SANDRO;*
3. *Dott.ssa MACCIO' SUSANNA;*
4. *Dott. FRANCESCHILLI STEFANO;*
5. *CELLA CLAUDIO;*
6. *Avv. VALENTE CLAUDIO;*
7. *MOLINARO ANTONIO proposto dall'azienda e insignito per meriti con medaglia di Maestro del Lavoro;*
8. *Avv. SANDULLI ANDREA Vice Presidente e Responsabile Ufficio legale Poste italiane*
9. *Avv. Luigi Francesco Ventura Responsabile Risorse Umane Bancoposta e dei Servizi Finanziari che era a conoscenza che il segnalante per ritorsione fu trasferito in un deposito per mobili, sedie suppellettili e scrivanie ora dirigente ACI.*
10. *Paparella Adalgisa (PA); ex Dirigente Poste Bancoposta e dei servizi Finanziari Professionisti / fornitori citati nelle comunicazioni riportate*
11. *Avv. Luigi Francesco Ventura ex Responsabile Risorse Umane*
12. *Avv. Fiori Leonardo avvocato esterno Contenzioso Lavoro per conto Poste Italiane*
13. *Avv. Quici Emanuela dello Studio Legale Molè e Associati, avvocato esterno per conto Poste Italiane*
14. *Prof. Avv. Valerio Vallefuoco, avvocato esterno per conto Poste Italiane.*

Volevo chiedere all'AD se i metodi illeciti indicati nel compendio in uso dal 1999 vengono applicati ancora oggi per ottenere sentenze favorevoli a danno di ignari malcapitati e dipendenti di Poste Italiane?

RISPOSTA

Non vi sono evidenze agli atti della Società.

5. *L'A.D. Del Fante, ha segnalato ora per allora questi comportamenti illeciti perpetrati dall'ufficio legale e del personale alla Procura o se ne avvantaggia ancor'oggi?*

RISPOSTA

Non vi sono evidenze fattuali agli atti della Società.

6. *Volevo chiedere se è vero che in data 29/03/23 è emerso che un responsabile della qualità territoriale (C.S. nota manipolatrice delle lettere test protetta da direttori della qualità Cocchiaro e De Angelis ed altri almeno dal 2003 al 2008 per conoscenza diretta che non la segnalarono agli organismi di controllo interno), come tanti altri, deponendo come teste in un processo civile dopo aver giurato di dire la verità, aveva mentito affermando falsamente* ***"di non essere stata a conoscenza e di non aver mai ricevuto dai suoi superiori anche centrali, quale dipendente referente del sistema di qualità, elenchi di nominativi di dropper o receiver coinvolti nel monitoraggio degli standard di qualità in quanto riceveva i nominativi sulla base di un percorso diverso da quello indicato nella domanda cui aveva risposto; erano le strutture territoriali quelle da cui proveniva l'indicazione dei nominativi; le liste di nominativi di destinatari dei test non le aveva mai ricevute dai suoi superiori della direzione centrale, ma dalle strutture territoriali;"*** *a suo dire ". i nominativi risalivano da quelle che erano le strutture ultime di attività: gli uffici di lavorazione della corrispondenza e gli uffici di consegna della corrispondenza". Quindi lei aveva inteso riferire al Giudice di non aver mai ricevuto liste di nominativi dai suoi superiori gerarchici della divisione centrale. Diversamente, dalle risultanze del processo, era emersa la falsità delle dichiarazioni del teste, contraddetta anche dalle dichiarazioni di altri 5 testimoni suoi colleghi ascoltati al processo e corroborate dalla documentazione prodotta dal Pubblico Ministero. Perché se sarebbe vero ci potrebbe essere un sistema interno alla società dedito alla subornazione dei testimoni a discapito di terzi malcapitati? Si chiede all'AD se intende effettuare un'indagine interna atta a far emergere il coinvolgimento degli ex responsabili della Qualità e del Recapito a tutt'oggi occultati da un sistema di controllo interno inefficiente e composto spesso dagli stessi agenti nella MalaQualità?*

RISPOSTA

Non vi sono evidenze agli atti della società. Tutte le iniziative che potevano essere adottate sulla base degli elementi fattuali esistenti sono state già intraprese

7. *Sembra da un conteggio statistico, che alla Procura di Roma nel 2016 non vennero consegnate tutte le lettere di contestazioni dei 1234 dipendenti ma non quelle dei dipendenti applicati al Servizio Qualità e al Recapito centrale eccetto una sola ex NAL dipendente Applicata al Servizio Qualità coinvolta da terzi. Si*

vuole sapere quante sono state in totale le lettere di contestazioni per gli agenti nel sistema di malaQualità?

RISPOSTA

Alla procura è stato consegnato tutto quanto richiesto ed in possesso della società

8. *Quante di queste furono consegnate alla Procura di Roma?*

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 7

9. *Quante di queste furono omesse alla Procura di Roma per insabbiare le indagini della frode centi milionaria fatta dai dipendenti infedeli ai danni dello Stato e dei Clienti di Poste Italiane per oltre 15 anni?*

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 7

10. *Alcuni dipendenti infedeli alcuni ex capi ALT, e responsabili del Recapito ecc. pur essendo coinvolti nel sistema di MalaQualità si vantavano affermando che non potevano essere segnalati alla Procura di Roma perché questi potevano ricattare a scalare i dirigenti apicali coinvolti sapendo che avrebbero ottenuto lievi sanzioni ma conservando integri gli accordi di buonuscita stipulati o stipulanti diversamente da quanto avvenuto al sig. Girardi Vincenzo?*

RISPOSTA

Non vi sono evidenze agli atti della società

11. *Per caso sono state omesse le segnalazioni dei dipendenti centrali che occultamente gestivano il sistema di MalaQualità dal 2003 al 2016?*

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 7.

12. *Vi furono delle importanti segnalazioni tipo il "COMPENDIO DELLE COMUNICAZIONI INTERNE AL SERVIZIO QUALITÀ" redatto da un dipendente professionista e non corrotto che non vennero fornite ai Magistrati per occultare le responsabilità e il coinvolgimento di dirigenti apicali implicati?*

RISPOSTA

Gli elementi fattuali riportati nel compendio rientravano in quanto già comunicato alla Procura.

13. *Volevo chiedere se ai dipendenti implicati che nel frattempo sono stati collocati a riposo con lauti compensi nel 2015 e 2016 furono formalmente contestati e annullati i precedenti accordi di buonuscita come è accaduto per il Girardi Vincenzo?*

RISPOSTA

L'Azienda ha operato nel rispetto delle normative e delle policy, tempo per tempo, vigenti

14. *Tra le persone contestati a qualsiasi titolo per la partecipazione al sistema di MalaQualità vi è il sig. Cocchiaro Salvatore si o no?*

RISPOSTA

Nel rispetto della normativa vigente in materia di privacy non possono fornirsi risposte inerenti singole posizioni.

15. *E' presente il sig. Arena Gianfranco, si o no?*

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 14.

16. *E' presente il sig. Pieremilio de Angelis, si o no?*

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 14.

17. *E' presente il sig. Lorenzo de Angelis, si o no?*

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 14.

18. *E' presente il sig. Corrado del Rosso, si o no?*

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 14.

19. *E' presente il sig. Paolo Ciocca, si o no?*

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 14.

20. *E' presente il sig. Paolo Garganese, si o no?*

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 14.

21. *Il 15 gennaio 2018 alle ore 08.01 un dipendente ha inviato all'A.D. e al direttore del personale un'email di segnalazione in quanto comunicava che era stato demansionato e trasferito da dipendenti infedeli che con la complicità o il disinteresse di funzioni interne era una delle vittime di un sistema aziendale anomalo, agente nel tempo, tollerato e supportato in concorso sodale e di dipendenti che ne hanno tratto benefici economici e di carriera a discapito di colleghi che sono stati demansionati ed allontanati dal proprio posto di lavoro perché, avversando le malepratiche interne, non si sono mai allineati al consolidato modus operandi dell'ufficio Qualità, dichiarando di essere disponibile ad essere reintegrato. Diversamente come capita in Italia i dipendenti infedeli sono rimasi al loro posto e il dipendente segnalante è stato subito allontanato con minacce dall'ufficio Qualità ad altro ufficio che non aveva nessuna pertinenza con la professionalità acquisita. Il funzionario del personale che ha comunicato l'immediato trasferimento aveva riferito al dipendente "**te la sei proprio cercata la devi smettere di scrivere!!!**". Si vuole chiedere per obblighi di trasparenza della societa Pubblica Poste it. se la decisione di far trasferire il dipendente segnalante è stata ordinata dal Direttore Generale o dal Responsabile Risorse Umane?*

RISPOSTA

Eventuali Job Rotation rientrano nelle normali prassi della Società

22. *Il dipendente che segnala situazioni di illecito di cui sia venuto a conoscenza in ragione del rapporto di lavoro, beneficia di apposite tutele, anche ai fini di non scoraggiare comportamenti tesi a far emergere fenomeni che divergono da condotte normativamente prescritte e vietate dalle policy interne tipo MalaQualita e Frodi ai danni dello Stato, Clienti e anche della stessa Società. Il trasferimento di un dipendente segnalante ad altro ufficio è intesa in Poste Italiane come una forma di tutela a favore dei dipendenti Infedeli perché possono continuare ad operare indisturbati?*

RISPOSTA

L'azienda adotta procedure volte a tutelare i soggetti che segnalano situazioni di illecito sia con azioni preventive, sia con verifiche a posteriori della eventuale sussistenza di azioni ritorsive

23. *Si vuole chiedere al'A.D. se il suo coinvolgimento nel Giubileo lo induca finalmente ad eliminare tutte le costrittività organizzative che persistono e tollera che siano imposte alle persone che hanno segnalato illeciti interni che per sua responsabilità diretta e /o indiretta hanno dovuto versare un tributo di vita divenendone invalidi per i continui aggravamenti?*

RISPOSTA

L'Azienda opera nel rispetto delle normative, anche di settore, vigenti

24. *Vorrei conoscere Quanti uffici sono attivi a maggio 2024 nel progetto Polis?*

RISPOSTA

Se per uffici attivi si intende quelli con lavori conclusi, sono 1.518 interventi.
Se si intende gli uffici postali con almeno un servizio Polis attivo, sono 6.933.

25. *La Società si serve di call center all'estero? Se si dove, con quanti lavoratori, di chi è la proprietà?*

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 31 dell'azionista Marco Bava

26. *Volevo chiedere se il CdA, l'Amministratore Delegato e responsabile anche del controllo interno fosse stato a conoscenza di un documento fatto da personale fedele all'azienda dove si può conoscere come e stata gestita, la qualità del servizio di recapito di Poste Italiane che è verificata attraverso Società esterne, i collaboratori di tali società, tra di loro, inviano e ricevono lettere per "testare" il tempo di spedizione e di recapito. L'indice di qualità del servizio di recapito certificato dalle società esterne tramite l'invio di "Lettere Test" rappresenta un importante parametro per la definizione di erogazioni pubbliche concesse dallo Stato Italiano o di compensi economici di altri enti internazionali o dei prezzi richiesti ai clienti dalla società per la fornitura del servizio di recapito effettuato per i prodotti universali e non universali negli standard di tempistiche di consegna dichiarati nella Carta dei Servizi di Poste Italiane ovvero la Carta della Qualità del*

Servizio Postale è un contratto d'obbligo redatto in conformità all'art. 12 del D.Lgs. 261/99, ed alle delibere dell'Autorità di regolamentazione del settore postale (Autorità per le garanzie nelle comunicazioni o AGCOM) n. 184/13/CONS e n. 413/14/CONS.

Ovviamente, per garantire la regolarità del risultato derivante dal controllo statistico della qualità del servizio di recapito, è necessario che i panellisti distribuiti sul territorio nazionale (denominati dropper se speditori o reciver se destinatari) delle Società esterne rimangano segreti alla società Poste italiane e ai propri dipendenti e che le missive di corrispondenza di posta che li vede mittenti/destinatari segua il normale processo di lavorazione previsto dalle policy e procedure aziendali note a tutti gli addetti ai servizi postali.

Diversamente, la maggior parte dei nominativi e gli indirizzi dei panellisti delle società di certificazioni incaricate dell'attestazione dei livelli di qualità dei servizi postali, erano noti sia ai responsabili che agli addetti alle lavorazioni di raccolta e recapito della società Poste, come risulta da una verifica delle 5.000 comunicazioni di corrispondenza elettronica aziendale scambiata tra 1.234 dipendenti tra cui 40 con la qualifica di dirigente (tra cui manager anche apicali patrocinatori delle illecite condotte), responsabili di Strutture Direzionali Centrali in particolare del Servizio Qualità e 1.200 tra funzionari (middle-management) distribuiti in tutte le direzioni territoriali Regionali, Provinciali, dei Centri di Meccanizzazione Postale, dei Centri di Scambio Internazionali e di molti Uffici di Recapito, in particolare erano coinvolti gli addetti del Servizio Qualità, della Logistica e del Recapito dei servizi postali .

Risulta che solo un dipendente ex responsabile della Qualità dei Processi, l'unico professionista qualificato e abilitato per titoli e meriti riconosciuto dalla società, abbia contrastato dal 2003 le condotte degli addetti e dei preposti che violavano le policy e le procedure aziendali che favorivano l'intercettazione delle "lettere test" la schedatura e il controllo domiciliare dei panellisti segnalando queste MalAttività molteplici volte ai preposti direttori del Sevizio Qualità (in seguito risultati coinvolti), ai competenti organismi aziendali , al responsabile della prevenzione della corruzione e della trasparenza e dal 2016 ai massimi vertici aziendali per tutelare gli interessi legittimi dello Stato Italiano e della società Poste Italiane subendo a seguito delle segnalazioni lesioni gravi causate dai dirigenti preposti convolti nell'illecito sistema occulto dedito all'alterazione dei livelli di qualità e divenendo a causa di ciò invalido del lavoro e portatore d'handicap al 100%.

Dai contenuti delle 5.000 comunicazioni @mail scambiate tra i dipendenti, emergono gravissime irregolarità in relazione ai prodotti di corrispondenza, internazionale, dei clienti commerciali e dei consumatori da cui incontrovertibilmente emerge un diffuso e organizzato sistema occulto quotidiano di scambi di presegnalazioni di arrivi e/o conferme di recapito delle lettere test tramite email o invii di fax con allegate immagini delle lettere test, tenuta nelle unità produttive di archivi elettronici, registri , brogliacci, con la finalità di far risultare una qualità del servizio di recapito più elevata da quella reale attraverso l'intercettazione sistematica delle "Lettere Test" per il controllo della qualità del recapito con la creazione di un canale privilegiato di lavorazione, non previsto dalle procedure aziendali, per consentire la spedizione/consegna dedicata delle "lettere test" con aggravio dei costi aziendali di consegna. Le esigue comunicazioni di corrispondenza elettronica aziendale che sono riportate nella presente sono solo un piccolo esempio a riprova di quanto sopra riportato.

RISPOSTA

Quanto riportato nel documento, per gli elementi fattuali riscontrabili, era già stato oggetto di verifica

27. *Vorrei conoscere numero dei dipendenti suddivisi per categoria, ci sono state cause per mobbing, per istigazione al suicidio, incidenti su/ lavoro e con quali esiti?*

RISPOSTA

Si rinvia alla risposta di cui alla domanda n. 84, lett. d), dell'azionista Marco Bava

All. V a
Racc. 36550

STATUTO SOCIALE

Titolo I

Costituzione, Denominazione, Sede, Durata, Oggetto

Articolo 1

1.1 La Società per azioni denominata "Poste Italiane - Società per Azioni" o, in forma abbreviata, "Poste Italiane S.p.A.", derivante dalla trasformazione dell'Ente Pubblico Economico "Poste Italiane", istituito dal D.L. 1 dicembre 1993 n. 487 convertito in Legge 29 gennaio 1994 n. 71, in virtù della deliberazione del Comitato Interministeriale della Programmazione Economica in data 18 dicembre 1997, è regolata dal presente Statuto.

1.2 La denominazione può essere scritta con qualsiasi forma grafica e con lettere maiuscole o minuscole.

Articolo 2

2.1 La Società ha sede in Roma.

2.2 Con deliberazione del Consiglio di Amministrazione potranno essere istituite e soppresse, sia in Italia che all'estero, sedi secondarie, dipendenze, filiali e succursali, fermo restando il rispetto delle Disposizioni di Vigilanza di Banca d'Italia applicabili a Poste Italiane nell'esercizio delle attività di BancoPosta (di seguito, per brevità, anche le "Disposizioni di Vigilanza").

Articolo 3

3.1 La durata della Società è stabilita al 31 dicembre 2100 e può essere prorogata una o più volte con deliberazione dell'Assemblea straordinaria degli azionisti.

Articolo 4

4.1 La Società ha per oggetto l'esercizio, sia nel territorio nazionale sia all'estero:

a. dei servizi di posta, in base ed in conformità al D.P.R. 29 marzo 1973 n. 156 e successive modificazioni e integrazioni;

b. dei servizi di BancoPosta, in base ed in conformità al D.P.R. 29 marzo 1973 n. 156 e al D.P.R. 14 marzo 2001 n. 144 e successive modificazioni e integrazioni, ed in particolare:

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- raccolta del risparmio tra il pubblico, come definita dall'art. 11, comma 1, del D.Lgs. 1 settembre 1993, n. 385 (di seguito, per brevità, anche "TUB"), e attività connesse e strumentali;
- raccolta del Risparmio postale;
- prestazione di servizi di pagamento, compresa l'emissione di moneta elettronica e di altri mezzi di pagamento, di cui all'articolo 1, comma 2, lettera f), numeri 4) e 5), del TUB;
- servizio di intermediazione in cambi;
- promozione e collocamento presso il pubblico di finanziamenti concessi da banche e intermediari finanziari abilitati;
- servizi di investimento e accessori previsti, rispettivamente, dall'art. 1, comma 5, lett. b), c), c-*bis*), e) ed f), e dall'art. 1, comma 6, lett. a), b), d), e), f) e g), del D.Lgs. 24 febbraio 1998, n. 58 (di seguito, per brevità, anche "TUF"), nonché le attività connesse e strumentali ai servizi di investimento;
- servizio di riscossione di crediti;
- attività di intermediazione assicurativa e riassicurativa ai sensi del D.Lgs. 7 settembre 2005, n. 209, Codice delle Assicurazioni Private;

c. dei servizi di comunicazione postale ed elettronica e dei servizi di telecomunicazione, sia tradizionalmente intesi sia nell'accezione di servizi innovativi e integrati, dei servizi e/o soluzioni digitali e/o ICT *(Information Communication Technology)* proprie o di terze parti, tra cui a titolo esemplificativo: servizi di notifica, servizi di comunicazione ibrida e digitale, servizi di corrispondenza *online*, servizi di certificazione digitale e attività di micro logistica;

d. dei servizi di pacchi, corriere espresso e in generale dei servizi di logistica, nonché dei servizi di trasporto, anche aereo, di persone e cose, ai sensi dell'art. 2195, comma 1, n. 3) del Codice civile;

e. della vendita al dettaglio di tutti i valori bollati e di francobolli, nonché di beni e prodotti diversi anche di fornitori esterni;

f. della distribuzione e della vendita di titoli e documenti di viaggio;

g. di ogni attività di valorizzazione delle reti della Società e delle connesse infrastrutture tecnologiche per l'erogazione di servizi ivi comprese la formazione, ricerca, assistenza e consulenza alla Pubblica Amministrazione, aziende e privati.

4.2 La realizzazione dell'oggetto sociale può essere perseguita anche per mezzo di società o enti dei quali la Società può promuovere la

costituzione o nei quali può assumere partecipazioni.

4.3 La Società può compiere - nel rispetto delle disposizioni legislative e regolamentari applicabili - tutte le operazioni strumentali, accessorie o comunque ritenute necessarie od utili per il conseguimento dell'oggetto sociale, e a tal fine può quindi, a titolo esemplificativo, compiere operazioni immobiliari, mobiliari, commerciali, industriali e finanziarie nel rispetto della specifica normativa, nonché di acquisto e vendita di beni e servizi – per sé e per le controllate – comunque collegati con l'oggetto sociale, nonché operazioni finalizzate all'integrazione con altri operatori attivi nella logistica e nel trasporto, ivi incluso l'aerotrasporto.

4.4 La Società può inoltre curare il coordinamento organizzativo, tecnico e finanziario delle Società partecipate, provvedendo all'opportuna assistenza finanziaria delle stesse.

Titolo II

Capitale, Azioni, Patrimonio BancoPosta, Recesso e Obbligazioni

Articolo 5

5.1 Il capitale sociale è di 1.306.110.000,00 euro (unmiliardotrecentoseimilionicentodiecimila virgola zero zero) ed è suddiviso in 1.306.110.000 (unmiliardotrecentoseimilionicentodiecimila) azioni ordinarie prive di indicazione del valore nominale.

Articolo 6

6.1 Le azioni sono indivisibili; ogni azione dà diritto ad un voto in tutte le Assemblee della Società.

6.2 Le azioni sono nominative. Le azioni sono liberamente trasferibili.

6.3 La qualità di azionista costituisce, di per sé sola, adesione al presente Statuto.

6.4 La Società può emettere azioni di qualunque categoria, nonché obbligazioni anche convertibili o con *warrants*.

6.5 Ai sensi dell'art. 3 del D.L. 31 maggio 1994 n. 332, convertito con modificazioni con Legge 30 luglio 1994 n. 474 è previsto un limite al possesso azionario che comporti una partecipazione superiore al 5% (cinque per cento) del capitale sociale. La presente disposizione 6.5. non si applica alla partecipazione al capitale della Società detenuta dal Ministero dell'Economia e delle Finanze, da Enti pubblici o da soggetti da questi

controllati.
Il limite massimo di possesso azionario è calcolato anche tenendo conto delle partecipazioni azionarie complessive facenti capo: al controllante, persona fisica o giuridica, ente o società; a tutte le controllate dirette o indirette nonché alle controllate da uno stesso soggetto controllante; ai soggetti collegati nonché alle persone fisiche legate da rapporti di parentela o di affinità fino al secondo grado o di coniugio, sempre che si tratti di coniuge non legalmente separato.
Il controllo ricorre, anche con riferimento a soggetti diversi dalle società, nei casi previsti dall'art. 2359, commi 1 e 2, del Codice civile.
Il collegamento ricorre nelle ipotesi di cui all'art. 2359, comma 3, del Codice civile, nonché tra soggetti che, direttamente o indirettamente, tramite controllate, diverse da quelle esercenti fondi comuni di investimento, aderiscano, anche con terzi, ad accordi relativi all'esercizio del diritto di voto o al trasferimento di azioni o quote di società terze o comunque ad accordi o patti di cui all'art. 122 del D.Lgs. 24 febbraio 1998, n. 58, in relazione a società terze, qualora tali accordi o patti riguardino almeno il 10% (dieci per cento) del capitale con diritto di voto, se si tratta di società quotate, o il 20% (venti per cento) se si tratta di società non quotate.
Ai fini del computo del su riferito limite di possesso azionario si tiene conto anche delle azioni detenute tramite fiduciarie e/o interposta persona e in genere da soggetti interposti.
Il diritto di voto e gli altri diritti aventi contenuto diverso da quello patrimoniale inerenti alle azioni detenute in eccedenza rispetto al limite massimo sopra indicato non possono essere esercitati; nel caso in cui il limite massimo di possesso azionario – calcolato ai sensi del presente articolo – sia superato da più soggetti si riduce proporzionalmente il diritto di voto che sarebbe spettato a ciascuno dei soggetti ai quali sia riferibile il limite di possesso azionario, salvo preventive indicazioni congiunte dei soci interessati. In caso di inosservanza, la deliberazione è impugnabile ai sensi dell'art. 2377 del Codice civile se la maggioranza richiesta non sarebbe stata raggiunta senza i voti in eccedenza rispetto al limite massimo sopra indicato.
Le azioni per le quali non può essere esercitato il diritto di voto sono comunque computate ai fini della regolare costituzione dell'Assemblea.

6.6 Ai sensi dell'art. 2, commi 17-*octies* e ss., del D.L. 29 dicembre 2010 n. 225, convertito con modificazioni con Legge 26 febbraio 2011 n. 10, con delibera dell'assemblea straordinaria del 14 aprile 2011 la Società ha costituito, con effetto dal 2 maggio 2011, un patrimonio destinato esclusivamente all'esercizio dell'attività di BancoPosta, denominato Patrimonio BancoPosta, disciplinato da apposito regolamento denominato "Regolamento del Patrimonio BancoPosta".

6.7 Con deliberazioni assunte ai sensi di legge sono determinati i beni ed i

rapporti giuridici compresi in tale patrimonio destinato e il Regolamento del Patrimonio BancoPosta contenente le regole di organizzazione, gestione e controllo del patrimonio stesso nonché ogni eventuale successiva modifica di dette regole ed il trasferimento al patrimonio destinato di beni o rapporti giuridici compresi nel restante patrimonio della Società. Le predette deliberazioni sono depositate ed iscritte ai sensi dell'art. 2436 del Codice civile.

6.8. A carico dei soci in ritardo nei pagamenti dei versamenti sulle azioni, decorre l'interesse nella misura uguale al tasso ufficiale di sconto determinato dalla Banca d'Italia, fermo il disposto dell'art. 2344 del Codice civile.

Articolo 7

7.1 Ciascun socio ha diritto di recedere dalla Società nei casi previsti dalla legge, fatto salvo quanto disposto dal successivo art. 7.2.

7.2 Non compete il diritto di recesso nei casi di:

- proroga del termine di durata della Società;
- introduzione, modifica o rimozione di vincoli alla circolazione dei titoli azionari.

Articolo 8

8.1 L'emissione di obbligazioni è deliberata dagli Amministratori a norma e con le modalità di legge; nel caso di obbligazioni emesse con riferimento al Patrimonio BancoPosta trovano altresì applicazione le Disposizioni di Vigilanza.

8.2 L'emissione di prestiti obbligazionari convertibili o con *warrants* avviene a seguito di delibera dell'Assemblea straordinaria.

Titolo III

Assemblea

Articolo 9

9.1 Le Assemblee ordinarie e straordinarie sono tenute, di regola, nel Comune dove ha sede la Società, salva diversa deliberazione del Consiglio di Amministrazione e purché in Italia.

9.2 L'Assemblea ordinaria deve essere convocata almeno una volta l'anno, per l'approvazione del Bilancio, entro centottanta giorni dalla chiusura

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dell'esercizio sociale essendo la Società tenuta alla redazione del Bilancio consolidato.

9.3 L'Assemblea è convocata mediante avviso pubblicato sul sito *internet* della Società, nonché con le modalità previste dalla CONSOB, con proprio regolamento, nei termini di legge e in conformità con la normativa vigente.

Articolo 10

10.1 La legittimazione all'intervento in Assemblea e all'esercizio del diritto di voto è disciplinata dalla normativa vigente.

Articolo 11

11.1 Coloro ai quali spetta il diritto di voto possono farsi rappresentare in Assemblea ai sensi di legge, mediante delega rilasciata secondo le modalità previste dalla normativa vigente.
La delega può essere notificata alla Società anche in via elettronica, mediante invio nell'apposita sezione del sito *internet* della Società indicata nell'avviso di convocazione. Il medesimo avviso di convocazione può altresì indicare, nel rispetto della normativa vigente, ulteriori modalità di notifica in via elettronica della delega utilizzabili nella specifica assemblea cui l'avviso stesso si riferisce.
Al fine di facilitare la raccolta di deleghe presso gli azionisti dipendenti della Società e delle sue controllate associati ad associazioni di azionisti che rispondano ai requisiti previsti dalla normativa vigente in materia, sono messi a disposizione delle medesime associazioni, secondo i termini e le modalità di volta in volta concordati con i loro legali rappresentanti, spazi da utilizzare per la comunicazione e per lo svolgimento dell'attività di raccolta di deleghe.

11.2 Spetta al Presidente dell'Assemblea constatare la regolarità delle singole deleghe ed in genere il diritto di intervento all'Assemblea.

11.3 Lo svolgimento delle Assemblee è disciplinato da apposito regolamento approvato con delibera dell'Assemblea ordinaria della Società.

11.4 Il Consiglio di Amministrazione può prevedere, in relazione a singole Assemblee, che coloro ai quali spetta la legittimazione all'intervento in Assemblea e all'esercizio del diritto di voto possano partecipare all'Assemblea con mezzi di tele- comunicazione elettronici. In tal caso, l'avviso di convocazione specificherà, anche mediante il riferimento al sito *internet* della Società, le predette modalità di partecipazione.

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11.5 La Società può designare per ciascuna Assemblea un soggetto al quale i soci possono conferire, con le modalità previste dalla legge e dalle disposizioni regolamentari, entro la fine del secondo giorno di mercato aperto precedente la data fissata per l'Assemblea, anche in convocazione successiva alla prima, una delega con istruzioni di voto su tutte o alcune delle proposte all'ordine del giorno. La delega non ha effetto con riguardo alle proposte per le quali non siano state conferite istruzioni di voto.

11.6 Il Consiglio di Amministrazione può prevedere, di volta in volta in relazione a singole Assemblee, che l'intervento e l'esercizio del voto in Assemblea da parte degli aventi diritto possa avvenire esclusivamente per il tramite del rappresentante designato dalla Società di cui al precedente art. 11.5 del presente Statuto, al quale possono essere conferite anche deleghe o sub-deleghe ai sensi dell'art. 135-*novies* del TUF, in deroga all'articolo 135-*undecies*, comma 4, del TUF medesimo. In tal caso, l'avviso di convocazione specificherà, anche mediante il riferimento al sito internet della Società, le modalità di conferimento delle deleghe al rappresentante designato dalla Società.

Articolo 12

12.1 L'Assemblea è presieduta dal Presidente del Consiglio di Amministrazione o, in caso di sua assenza o impedimento, dal vice Presidente se nominato oppure, in mancanza di entrambi, da altra persona delegata dal Consiglio di Amministrazione, in difetto di che l'Assemblea elegge il proprio Presidente.

12.2 Il Presidente dell'Assemblea è assistito da un Segretario, anche non socio, nominato dall'Assemblea su proposta del Presidente stesso; il Presidente può nominare uno o più scrutatori.

Articolo 13

13.1 L'Assemblea delibera su tutti gli argomenti attribuiti alla sua competenza dalla legge e dal presente Statuto, nonché con riferimento all'esercizio delle attività di BancoPosta sulle materie specificamente previste dalle Disposizioni di Vigilanza e dal Regolamento del Patrimonio BancoPosta.

13.2 L'Assemblea si tiene di regola in unica convocazione. Il Consiglio di Amministrazione può stabilire che l'Assemblea sia tenuta in più convocazioni. L'Assemblea si costituisce e delibera, sia in sede ordinaria che straordinaria, con le maggioranze previste dalla legge per tali ipotesi.

13.3 Le deliberazioni dell'Assemblea, prese in conformità della legge e del presente Statuto, vincolano tutti i soci, ancorché non intervenuti o

dissenzienti.

Titolo IV

Consiglio di Amministrazione

Articolo 14

14.1 La Società è amministrata da un Consiglio di Amministrazione composto da un numero di membri non inferiore a cinque e non superiore a nove. L'Assemblea ne determina il numero entro i limiti suddetti.
La composizione del Consiglio di Amministrazione deve assicurare il rispetto delle disposizioni di legge e regolamentari vigenti in materia di equilibrio tra i generi.

14.2 Gli Amministratori non possono essere nominati per un periodo superiore a tre esercizi che scade alla data dell'Assemblea convocata per l'approvazione del Bilancio relativo all'ultimo esercizio della loro carica. Essi sono rieleggibili.

14.3 Costituisce causa di ineleggibilità o decadenza per giusta causa, senza diritto al risarcimento danni, dalle funzioni di Amministratore, l'emissione a suo carico di una sentenza di condanna, anche non definitiva e fatti salvi gli effetti della riabilitazione, per taluno dei delitti previsti:

a. dalle norme che disciplinano l'attività bancaria, finanziaria, mobiliare, assicurativa e dalle norme in materia di mercati e valori mobiliari, di strumenti di pagamento;

b. dal titolo XI del libro V del Codice civile e dal Regio Decreto 16 marzo 1942, n. 267;

c. dalle norme che individuano i delitti contro la pubblica amministrazione, contro la fede pubblica, contro il patrimonio, contro l'ordine pubblico, contro l'economia pubblica ovvero in materia tributaria;

d. dall'articolo 51, comma 3-*bis*, del codice di procedura penale nonché dall'articolo 73 del Decreto del Presidente della Repubblica 9 ottobre 1990, n. 309.

Costituisce altresì causa di ineleggibilità l'emissione del decreto che disponga il giudizio o del decreto che disponga il giudizio immediato per taluno dei delitti di cui al primo periodo, lettere a), b), c) e d), senza che sia intervenuta una sen- tenza di proscioglimento anche non definitiva, ovvero l'emissione di una sentenza di condanna definitiva che accerti la commissione dolosa di un danno erariale.

Gli Amministratori che nel corso del mandato dovessero ricevere la notifica del decreto che dispone il giudizio o del decreto che dispone il giudizio immediato per taluno dei delitti di cui al primo periodo, lettere a), b), c) e d), ovvero di una sentenza di condanna definitiva che accerti la commissione dolosa di un danno erariale devono darne immediata comunicazione all'organo di amministrazione, con obbligo di riservatezza. Il Consiglio di Amministrazione verifica, nella prima riunione utile e comunque entro i dieci giorni successivi alla conoscenza dell'emissione dei provvedimenti di cui al terzo periodo, l'esistenza di una delle ipotesi ivi indicate.

Nel caso in cui la verifica sia positiva, l'Amministratore decade dalla carica per giusta causa, senza diritto al risarcimento danni, salvo che il Consiglio di Amministrazione, entro il termine di dieci giorni di cui sopra, proceda alla convocazione dell'Assemblea, da tenersi entro i successivi sessanta giorni, al fine di sottoporre a quest'ultima la proposta di permanenza in carica dell'Amministratore medesimo, motivando tale proposta sulla base di un preminente interesse della Società alla permanenza stessa. Se la verifica da parte del Consiglio di Amministrazione è effettuata dopo la chiusura dell'esercizio sociale, la proposta è sottoposta all'assemblea convocata per l'approvazione del relativo Bilancio, fermo restando il rispetto dei termini previsti dalla normativa vigente.

Nel caso in cui l'Assemblea non approvi la proposta formulata dal Consiglio di Amministrazione, l'Amministratore decade con effetto immediato dalla carica per giusta causa, senza diritto al risarcimento danni.

Fermo restando quanto previsto dai precedenti periodi, l'Amministratore Delegato che sia sottoposto:

a. ad una pena detentiva;
b. ad una misura cautelare di custodia cautelare o di arresti domiciliari, all'esito del procedimento di cui all'articolo 309 o all'articolo 311, comma 2, del codice di procedura penale, ovvero dopo il decorso dei relativi termini di instaurazione, decade automaticamente per giusta causa, senza diritto al risarcimento danni, dalla carica di Amministratore, con contestuale cessazione delle deleghe conferitegli.
   Analoga decadenza si determina nel caso in cui l'Amministratore Delegato sia sottoposto ad altro tipo di misura cautelare personale il cui provvedimento non sia più impugnabile, qualora tale misura sia ritenuta da parte del Consiglio di Amministrazione tale da rendere impossibile lo svolgimento delle deleghe conferite.
   Agli effetti del presente comma, la sentenza di applicazione della pena

ai sensi dell'articolo 444 del Codice di procedura penale è equiparata alla sentenza di condanna, salvo il caso di estinzione del reato.
Ai fini dell'applicazione del presente comma, il Consiglio di Amministrazione accerta la sussistenza delle situazioni ivi previste, con riferimento a fattispecie disciplinate in tutto o in parte da ordinamenti esteri, sulla base di una valutazione di equivalenza sostanziale.

14.4 Gli Amministratori devono possedere i requisiti di onorabilità e professionalità previsti dalla legge, dalle disposizioni regolamentari vigenti, dal presente Statuto e dalle Disposizioni di Vigilanza.
Un numero di Amministratori non inferiore a quello previsto dalla normativa, anche regolamentare, di tempo in tempo vigente deve possedere i requisiti di indipendenza. A tal fine non sono considerati Amministratori indipendenti:

i. il coniuge, i parenti e gli affini entro il quarto grado degli Amministratori della Società, gli Amministratori, il coniuge, i parenti e gli affini entro il quarto grado degli Amministratori delle Società da questa controllate, delle società che la controllano e di quelle sottoposte a comune controllo;

ii. coloro che sono legati alla Società od alle società da questa controllate od alle società che la controllano od a quelle sottoposte a comune controllo ovvero agli Amministratori della Società e ai soggetti di cui alla lettera i) da rapporti di lavoro autonomo o subordinato ovvero da altri rapporti di natura patrimoniale o professionale che ne compromettano l'indipendenza.

Il Consiglio valuta annualmente l'indipendenza e l'onorabilità degli Amministratori nonché l'inesistenza di cause di ineleggibilità e incompatibilità.
In conformità alle Disposizioni di Vigilanza, il Consiglio verifica altresì annualmente, tramite un processo di autovalutazione, appositamente formalizzato in un regolamento interno, l'adeguatezza della propria composizione e del proprio funzionamento.
Gli Amministratori vengono nominati dall'assemblea sulla base di liste presentate dagli azionisti, nelle quali i candidati devono essere elencati mediante un numero progressivo.
Hanno diritto di presentare le liste soltanto gli azionisti che da soli o insieme ad altri azionisti rappresentino almeno l'1% (uno per cento) del capitale sociale o la misura stabilita dalla CONSOB con proprio regolamento.
Ciascuna lista deve includere almeno due candidati in possesso dei requisiti di indipendenza menzionando distintamente tali candidati e indicando uno di essi al primo posto della lista.
Le liste che presentano un numero di candidati pari o superiore a tre

devono inoltre includere candidati di genere diverso, secondo quanto indicato nell'avviso di convocazione dell'assemblea, in modo da garantire una composizione del Consiglio di Amministrazione rispettosa di quanto previsto dalla normativa vigente in materia di equilibrio tra i generi.

Le liste, a pena di inammissibilità, devono essere composte, depositate presso la sede sociale e pubblicate in conformità con la normativa vigente e con il presente Statuto.

Ogni azionista può presentare o concorrere alla presentazione di una sola lista. I soggetti che lo controllano, le società da essi controllate e quelle sottoposte a comune controllo non possono presentare né concorrere alla presentazione di altre liste né votarle, nemmeno per interposta persona o per il tramite di società fiduciarie, intendendosi per controllate le società di cui all'art. 93 del D.Lgs. 24 febbraio 1998, n. 58.

Ogni candidato può presentarsi in una sola lista a pena di ineleggibilità.

Unitamente al deposito di ciascuna lista, a pena di inammissibilità della medesima, devono depositarsi il *curriculum* professionale di ogni candidato e le dichiarazioni con le quali i singoli candidati accettano la propria candidatura ed attesta- no, sotto la propria responsabilità, l'inesistenza di cause di ineleggibilità e di incompatibilità, nonché l'esistenza dei requi- siti di onorabilità, professionalità ed eventuale indipendenza prescritti dalla normativa vigente per le rispettive cariche.

Gli Amministratori nominati devono comunicare immediatamente al Consiglio di Amministrazione la perdita dei requisiti da ultimo indicati, nonché la sopravvenienza di cause di ineleggibilità o di incompatibilità.

Ogni avente diritto al voto può votare una sola lista.

Alla elezione degli Amministratori si procede come segue:

a. dalla lista che ha ottenuto il maggior numero dei voti espressi vengono tratti, nell'ordine progressivo con il quale sono elencati nella lista stessa, i tre quarti degli Amministratori da eleggere, con arrotondamento, in caso di numero frazionario, all'unità inferiore;

b. i restanti Amministratori vengono tratti dalle altre liste; a tal fine, i voti ottenuti dalle altre liste sono divisi successiva- mente per uno, due, tre e così via, secondo il numero degli Amministratori da eleggere. I quozienti così ottenuti sono assegnati progressivamente ai candidati di ciascuna di tali liste, secondo l'ordine dalle stesse rispettivamente previ- sto. I quozienti così attribuiti ai candidati delle varie liste vengono disposti in unica graduatoria decrescente. Risultano eletti coloro che hanno ottenuto i quozienti più elevati.

   Nel caso in cui più candidati abbiano ottenuto lo stesso quoziente, risulta eletto il candidato della lista che non abbia ancora eletto alcun Amministratore o che abbia eletto il minor numero di Amministratori.

Nel caso in cui nessuna di tali liste abbia ancora eletto un Amministratore ovvero tutte abbiano eletto lo stesso nume- ro di Amministratori, nell'ambito di tali liste risulta eletto il candidato di quella che abbia ottenuto il maggior numero di voti. In caso di parità di voti di lista e sempre a parità di quoziente, si procede a nuova votazione da parte dell'intera assemblea risultando eletto il candidato che ottenga la maggioranza semplice dei voti;

c. ai fini del riparto degli Amministratori da eleggere, non si tiene conto dei candidati indicati nelle liste che abbiano ottenuto un numero di voti inferiore alla metà della percentuale richiesta per la presentazione delle liste stesse;

d. nel caso in cui non risulti eletto il numero minimo necessario di Amministratori indipendenti e/o di Amministratori appartenenti al genere meno rappresentato, gli Amministratori della lista più votata contraddistinti dal numero progressivo più alto e privi dei requisiti in questione sono sostituiti dai successivi candidati aventi il requisito o i requi- siti richiesti tratti dalla medesima lista. Qualora anche applicando tale criterio non sia possibile individuare degli Amministratori aventi le predette caratteristiche, il criterio di sostituzione indicato si applicherà alle liste di minoranza via via più votate dalle quali siano stati tratti dei candidati eletti; qualora anche applicando i criteri di sostituzione qui previsti non siano individuati idonei sostituti, l'assemblea delibera a maggioranza semplice. In tale ipotesi le sostituzioni verranno effettuate a partire dalle liste via via più votate e dai candidati contraddistinti dal numero progressivo più alto;

e. al termine delle operazioni sopra indicate, il Presidente procede alla proclamazione degli eletti;

f. per la nomina di Amministratori, che per qualsiasi ragione non vengano eletti ai sensi del procedimento sopra previsto, l'Assemblea delibera con le maggioranze di legge in modo da assicurare comunque la presenza del numero necessario di Amministratori in possesso dei requisiti di indipendenza, nonché il rispetto della normativa vigente in materia di equilibrio tra i generi.

Il procedimento del voto di lista si applica solo in caso di rinnovo dell'intero Consiglio di Amministrazione.

14.5 Se nel corso dell'esercizio vengono a mancare uno o più Amministratori, si provvede ai sensi dell'art. 2386 del Codice civile secondo quanto segue. Se uno o più degli Amministratori cessati erano stati tratti da una lista contenente anche nominativi di candidati non eletti, la sostituzione viene effettuata nominando, secondo l'ordine progressivo, persone tratte

dalla lista cui apparteneva l'Amministratore venuto meno e che siano tuttora eleggibili e disposte ad accettare la carica. In ogni caso la sostituzione dei consiglieri cessati viene effettuata da parte del Consiglio di Amministrazione assicurando la presenza del numero necessario di Amministratori in possesso dei requisiti di indipendenza, nonché garantendo il rispetto della normativa vigente in materia di equilibrio tra i generi. Se viene meno la maggioranza dei consiglieri nomi- nati dall'Assemblea, si intende dimissionario l'intero consiglio e l'Assemblea deve essere convocata senza indugio dagli Amministratori rimasti in carica per la ricostituzione dello stesso.

14.6 Il consiglio istituisce al proprio interno comitati cui attribuire funzioni consultive e/o propositive, in conformità a quanto al riguardo previsto dalle Disposizioni di Vigilanza e in linea con le raccomandazioni formulate in materia di governo societario dal Codice di *Corporate Governance*.

Articolo 15

15.1 Il Consiglio, qualora non vi abbia provveduto l'Assemblea, elegge fra i suoi membri un Presidente; può eleggere un vice Presidente, che sostituisce il Presidente nei casi di assenza o impedimento.

15.2 Il Consiglio, su proposta del Presidente, nomina un Segretario, anche non dipendente della Società.

Articolo 16

16.1 Il Consiglio si riunisce nel luogo indicato nell'avviso di convocazione tutte le volte che il Presidente o, in caso di sua assenza o impedimento, il vice Presidente lo giudichi necessario. Il Consiglio può essere altresì convocato nei modi previsti dall'art. 25.6 del presente Statuto.
Il Consiglio di Amministrazione deve essere altresì convocato quando ne è fatta richiesta scritta da almeno tre consiglieri per deliberare su uno specifico argomento da indicare nella richiesta stessa.

16.2 Le riunioni del Consiglio possono tenersi anche mediante mezzi di telecomunicazione, a condizione che tutti i partecipanti possano essere identificati e di tale identificazione si dia atto nel relativo verbale e sia loro consentito di seguire la discussione e di intervenire in tempo reale alla trattazione degli argomenti affrontati, scambiando se del caso documentazione; in tal caso, il Consiglio di Amministrazione si considera tenuto nel luogo in cui si trova chi presiede la riunione e dove pure deve trovarsi il Segretario per consentire la stesura e la sottoscrizione del relativo verbale.

16.3 Di regola la convocazione è fatta almeno cinque giorni prima di quello fissato per la riunione. Nei casi di urgenza il termine può essere più breve. Il Consiglio di Amministrazione delibera le modalità di convocazione delle proprie riunioni.

Articolo 17

17.1 Le riunioni del Consiglio sono presiedute dal Presidente o, in sua assenza od impedimento, dal vice Presidente, se nominato. In mancanza anche di quest'ultimo, sono presiedute dal consigliere più anziano di età.

Articolo 18

18.1 Per la validità delle riunioni del Consiglio è necessaria la presenza della maggioranza degli Amministratori in carica.

18.2 Le deliberazioni sono prese a maggioranza assoluta dei presenti; in caso di parità prevale il voto di chi presiede.

Articolo 19

19.1 Le deliberazioni del Consiglio di Amministrazione risultano da processi verbali che, firmati da chi presiede la riunione e dal Segretario, vengono trascritti su apposito libro tenuto a norma di legge.

19.2 Le copie e gli estratti dei verbali fanno piena fede se sottoscritte dal Presidente o da chi ne fa le veci e dal Segretario.

Articolo 20

20.1 La gestione dell'impresa spetta esclusivamente agli Amministratori, i quali compiono le operazioni necessarie per l'attuazione dell'oggetto sociale.

20.2 Oltre ad esercitare i poteri che gli sono attribuiti dalla legge, il Consiglio di Amministrazione delibera sulle seguenti materie:

- la fusione e la scissione, nei casi previsti dalla legge;
- l'istituzione o la soppressione di sedi secondarie;
- la riduzione del capitale sociale in caso di recesso di uno o più soci;
- l'adeguamento dello Statuto espressamente richiesto da disposizioni di legge;
- il trasferimento della sede sociale nel territorio nazionale.

La presente disposizione non esclude che l'organo amministrativo possa

decidere di sottoporre le summenzionate deliberazioni all'Assemblea straordinaria.

20.3 Oltre alle funzioni che, in ragione di previsioni legislative, il Consiglio di Amministrazione non può delegare, non sono altresì delegabili in relazione al Patrimonio BancoPosta tutte le funzioni per le quali la delega è esclusa dalle Disposizioni di Vigilanza. In particolare, con riferimento alle attività di BancoPosta spettano al Consiglio di Amministrazione anche in conformità al Regolamento del Patrimonio BancoPosta:

- la nomina, la revoca e le decisioni concernenti la remunerazione del Responsabile BancoPosta;
- la nomina e la revoca dei responsabili delle funzioni di controllo del Patrimonio BancoPosta, come identificate dalle Disposizioni di Vigilanza, sentito il parere del Collegio sindacale;
- le proposte all'Assemblea in ordine al Patrimonio BancoPosta.

20.4 Il Consiglio di Amministrazione, in conformità a quanto previsto dalle norme di legge e regolamentari di tempo in tempo vigenti, adotta procedure che assicurino la trasparenza e la correttezza sostanziale e procedurale delle operazioni con parti correlate di cui all'art. 2391-*bis* del Codice civile. Le procedure possono prevedere: (i) l'approvazione da parte del Consiglio di Amministrazione del compimento delle operazioni di maggiore rilevanza con parti correlate nonostante l'avviso contrario o l'avviso con rilievi del comitato controllo e rischi, previa autorizzazione dell'Assemblea; (ii) l'inapplicabilità delle medesime procedure con riguardo alle operazioni urgenti nel caso che le stesse non rientrino nella competenza dell'Assemblea o non debbano essere da questa autorizzate ai sensi del precedente punto sub (i).

20.5 L'Amministratore Delegato riferisce tempestivamente al Consiglio di Amministrazione ed al Collegio sindacale con periodicità almeno trimestrale e comunque in occasione delle riunioni del consiglio stesso, sull'attività svolta, sul generale andamento della gestione e sulla sua prevedibile evoluzione nonché sulle operazioni di maggior rilievo economico, finanziario e patrimoniale, o comunque di maggior rilievo per le loro dimensioni o caratteristiche, effettuate dalla Società e dalle società controllate; in particolare riferisce sulle operazioni nelle quali esso abbia un interesse, per conto proprio o di terzi, o che siano influenzate dal soggetto che esercita l'attività di direzione e coordinamento, ove esistente.

20.6 Il Consiglio di Amministrazione può nominare un Direttore Generale, determinandone i poteri e l'emolumento, previo accertamento dei requisiti di onorabilità normativamente prescritti.

20.7 Il Consiglio di Amministrazione nomina il Dirigente Preposto alla redazione

dei documenti contabili societari, su proposta dell'Amministratore Delegato, previo parere del Collegio sindacale.
Il Consiglio di Amministrazione su proposta dell'Amministratore Delegato, e previo parere del Collegio sindacale, può revocare il Dirigente Preposto alla redazione dei documenti contabili societari.
Il Dirigente preposto alla redazione dei documenti contabili societari deve aver maturato un'esperienza complessiva di almeno un triennio nell'esercizio di:

a. funzioni dirigenziali nello svolgimento di attività di predisposizione e/o di analisi e/o di valutazione e/o di verifica di documenti societari che presentano problematiche contabili di complessità comparabile a quelle connesse ai documenti contabili della Società; ovvero

b. attività di controllo legale dei conti presso società con azioni quotate in mercati regolamentati italiani o di altri paesi dell'Unione Europea; ovvero

c. attività professionali o di insegnamento universitario di ruolo in materie finanziarie o contabili; ovvero

d. funzioni dirigenziali presso enti pubblici o privati o pubbliche amministrazioni operanti nel settore finanziario o conta- bile o del controllo.

20.8 Il Consiglio di Amministrazione vigila affinché il Dirigente Preposto alla redazione dei documenti contabili societari disponga di adeguati poteri e mezzi per l'esercizio dei compiti a lui attribuiti, nonché sul rispetto effettivo delle procedure amministrative e contabili.

Articolo 21

21.1 Il Consiglio di Amministrazione delega, nei limiti di cui all'art. 2381 del Codice civile e di quelli stabiliti nel presente Statuto, proprie attribuzioni ad uno solo dei suoi componenti, che conseguentemente viene nominato Amministratore Delegato determinando il contenuto, i limiti e le eventuali modalità di esercizio della delega.
Il Consiglio di Amministrazione può attribuire al Presidente deleghe non esecutive nel rispetto delle Disposizioni di Vigilanza, determinandone in concreto il contenuto.
Il Consiglio di Amministrazione può conferire, senza compensi aggiuntivi, deleghe per singoli atti anche ad altri membri del Consiglio di Amministrazione, determinando le modalità di riferimento al Consiglio di Amministrazione.

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21.2 Rientra nei poteri dell'Amministratore Delegato conferire, nell'ambito delle attribuzioni ricevute, deleghe per singoli atti o categorie di atti a dipendenti della Società ed a terzi, con facoltà di subdelega.

Articolo 22

22.1 La rappresentanza della Società e la firma sociale spettano sia al Presidente sia all'Amministratore Delegato, a quest'ultimo nell'ambito dei poteri delegati. In caso di assenza o impedimento del Presidente, la rappresentanza spetta al vice Presidente se nominato. La firma del vice Presidente fa fede di fronte ai terzi dell'assenza o dell'impedimento del Presidente.

22.2 I predetti rappresentanti possono conferire poteri di rappresentanza della Società, pure in sede processuale, anche con facoltà di subdelega.

Articolo 23

23.1 Ai membri del Consiglio di Amministrazione spetta un compenso da determinarsi dall'Assemblea. Tale deliberazione, una volta presa, sarà valida anche per gli esercizi successivi fino a diversa determinazione dell'Assemblea.

23.2 Ai membri del Consiglio sono rimborsate le spese sostenute nell'assolvimento del mandato strettamente attinenti ai compiti ad essi affidati, nei limiti stabiliti dal Consiglio di Amministrazione.

23.3 La remunerazione degli Amministratori investiti di particolari cariche in conformità dello Statuto è stabilita dal Consiglio di Amministrazione, sentito il parere del Collegio sindacale.

Articolo 24

24.1 Il Presidente convoca il Consiglio di Amministrazione, ne fissa l'ordine del giorno, ne coordina i lavori e provvede affinché adeguate informazioni sulle materie iscritte all'ordine del giorno vengano fornite a tutti gli Amministratori e Sindaci. Il Presidente assolve i propri compiti nel rispetto del Codice civile, delle altre disposizioni di legge, nonché delle Disposizioni di Vigilanza.

Titolo V

Collegio sindacale

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Articolo 25

25.1 L'assemblea elegge il Collegio sindacale, costituito da tre Sindaci effettivi, e ne determina il compenso. L'Assemblea elegge altresì tre Sindaci supplenti.

I componenti il Collegio sindacale sono scelti tra coloro che siano in possesso dei requisiti di professionalità e di onorabilità indicati nella normativa anche regolamentare vigente, nonché degli ulteriori requisiti indicati dalle Disposizioni di Vigilanza. Ai fini di quanto previsto dalla suddetta normativa anche regolamentare vigente, si considerano strettamente attinenti all'ambito di attività della Società le materie inerenti il diritto commerciale ed il diritto tributario, l'economia aziendale e la finanza aziendale, nonché le materie ed i settori di attività inerenti le comunicazioni, la telematica e l'informatica, l'attività bancaria, finanziaria e assicurativa.

Per quanto riguarda la composizione del Collegio sindacale, le situazioni di ineleggibilità ed i limiti al cumulo degli incarichi di amministrazione e controllo che possono essere ricoperti da parte dei componenti il Collegio sindacale, trovano applicazione le disposizioni di legge e di regolamento vigenti.

Il Collegio sindacale verifica annualmente, tramite un processo di autovalutazione appositamente formalizzato in un regolamento interno, l'adeguatezza della propria composizione e l'efficacia del proprio funzionamento.

25.2 I Sindaci effettivi e i Sindaci supplenti sono nominati dall'assemblea sulla base di liste presentate dagli azionisti, nelle quali i candidati devono essere elencati mediante un numero progressivo e devono risultare in numero non superiore ai componenti da eleggere.

Hanno diritto di presentare le liste soltanto gli azionisti che da soli o insieme ad altri azionisti rappresentino almeno l'1% (uno per cento) del capitale sociale o la misura stabilita dalla CONSOB con regolamento per la presentazione delle liste di candidati per la nomina del Consiglio di Amministrazione.

Unitamente al deposito di ciascuna lista, a pena di inammissibilità della medesima, devono depositarsi il *curriculum* professionale di ogni candidato e le dichiarazioni con le quali i singoli candidati accettano la propria candidatura ed attestano, sotto la propria responsabilità, l'inesistenza di cause di ineleggibilità e di incompatibilità, nonché l'esistenza dei requisiti di onorabilità, professionalità e indipendenza prescritti dalla normativa vigente.

I Sindaci effettivi nominati devono comunicare senza indugio la perdita dei requisiti da ultimo indicati, nonché la sopravvenienza di cause di ineleggibilità o di incompatibilità.

Ogni avente diritto al voto può votare una sola lista.

Per la presentazione, il deposito e la pubblicazione delle liste si applica la

normativa vigente.
Le liste si articolano in due sezioni: una per i candidati alla carica di Sindaco effettivo e l'altra per i candidati alla carica di sindaco supplente. Almeno il primo dei candidati di ciascuna sezione deve essere iscritto nel registro dei revisori legali ed avere esercitato l'attività di controllo legale dei conti per un periodo non inferiore a tre anni.
Nel rispetto di quanto previsto dalla normativa vigente in materia di equilibrio tra i generi, le liste devono includere, tanto ai primi due posti della sezione della lista relativa ai Sindaci effettivi, quanto ai primi due posti della sezione della lista relativa ai Sindaci supplenti, candidati di genere diverso.
Dalla lista che ha ottenuto il maggior numero dei voti vengono tratti, nell'ordine progressivo con il quale sono elencati nelle sezioni della lista stessa, due Sindaci effettivi e due Sindaci supplenti. Il restante sindaco effettivo e il restante sindaco supplente sono nominati ai sensi della normativa vigente e con le modalità previste dall'art. 14.4, lettera b), da applicare distintamente a ciascuna delle sezioni in cui le altre liste sono articolate.
Per la nomina di Sindaci che per qualsiasi ragione non vengano eletti in base a liste, l'assemblea delibera con le maggioranze di legge e senza osservare il procedimento sopra previsto, ma comunque in modo tale da assicurare una composizione del Collegio sindacale conforme alle vigenti disposizioni di legge, regolamentari ed amministrative pertinenti ed in grado di assicurare altresì il rispetto del principio di rappresentanza delle minoranze e della normativa vigente in materia di equilibrio tra i generi.
La presidenza del Collegio sindacale spetta al Sindaco effettivo nominato con le modalità previste dall'art. 14.4, lett. b); in caso di sostituzione del Presidente, tale carica è assunta dal Sindaco supplente anch'egli nominato con le modalità previste dall'art. 14.4, lett. b).

In caso di sostituzione di uno dei Sindaci tratti dalla lista che ha ottenuto il maggior numero dei voti, subentra il primo dei Sindaci supplenti tratto dalla stessa lista. Nel caso in cui il subentro, se effettuato ai sensi del precedente periodo, non consenta di ricostituire un Collegio sindacale conforme alla normativa vigente in materia di equilibrio tra i generi, subentra il secondo dei Sindaci supplenti tratto dalla stessa lista. Qualora successivamente si renda necessario sostituire l'altro Sindaco tratto dalla lista che ha ottenuto il maggior numero dei voti, subentra in ogni caso l'ulteriore sindaco supplente tratto dalla medesima lista.

25.3 I Sindaci uscenti sono rieleggibili.

25.4 Le riunioni del Collegio sindacale possono tenersi anche mediante mezzi di telecomunicazione, a condizione che tutti i partecipanti possano essere identificati e di tale identificazione si dia atto nel relativo verbale e sia loro consentito di seguire la discussione e di intervenire in tempo

reale alla trattazione degli argomenti affrontati, scambiando se del caso documentazione; in tal caso, il Collegio sindacale si considera tenuto nel luogo in cui si trova chi presiede la riunione, che provvederà alla formazione e alla sottoscrizione del verbale; il verbale verrà successivamente sottoscritto anche dagli altri Sindaci che hanno partecipato alla riunione audio e/o audio-video collegati.

25.5 I Sindaci possono in qualsiasi momento procedere, anche individualmente, ad atti di ispezione e controllo.
Il Collegio sindacale vigila sull'osservanza delle norme di legge, regolamentari e dello Statuto, sul rispetto dei principi di corretta amministrazione ed in particolare sull'adeguatezza dell'assetto organizzativo, amministrativo e contabile adotta- to dalla Società e sul suo concreto funzionamento, nonché sull'adeguatezza e sulla funzionalità del complessivo sistema di gestione e controllo dei rischi. Il Collegio sindacale è parte integrante del complessivo sistema di controllo interno e svolge in materia le funzioni che ad esso sono rimesse dalle Disposizioni di Vigilanza. Il Collegio sindacale può chiedere agli Amministratori notizie sull'andamento delle operazioni sociali o su determinati affari.
Inoltre, al fine di adempiere ai propri doveri, e in particolare all'obbligo di informare senza indugio la Banca d'Italia e, ove previsto, altre Autorità di Vigilanza in merito ad atti o fatti, di cui venga a conoscenza nell'esercizio dei propri compiti, che possano costituire una irregolarità nella gestione ovvero una violazione della normativa, il Collegio sindacale è dotato dei più ampi poteri previsti dalle disposizioni normative e regolamentari vigenti.

25.6 Il Collegio sindacale può, previa comunicazione al Presidente del Consiglio di Amministrazione, convocare il Consiglio di Amministrazione.

Titolo VI

Bilancio e utili

Articolo 26

26.1 L'esercizio sociale si chiude al 31 dicembre di ogni anno.

26.2 Alla fine di ogni esercizio il Consiglio provvede, in conformità alle prescrizioni di legge, alla formazione del Bilancio sociale.

26.3 Il Consiglio di Amministrazione può, durante il corso dell'esercizio, distribuire agli azionisti acconti sul dividendo.

Articolo 27

27.1 I dividendi non riscossi entro il quinquennio dal giorno in cui siano diventati esigibili si prescrivono a favore della Società con diretta loro appostazione a riserva.

Titolo VII

Scioglimento e liquidazione della Società

Articolo 28

28.1 In caso di scioglimento della Società, l'Assemblea determina le modalità della liquidazione e nomina uno o più liquidatori, fissandone i poteri e i compensi.

Titolo VIII

Norme generali e transitorie

Articolo 29

29.1 Per quanto non espressamente disposto nel presente Statuto, valgono le norme del Codice civile, delle leggi speciali in materia e, con riferimento alle attività di BancoPosta, le Disposizioni di Vigilanza.

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BANCA D'ITALIA
EUROSISTEMA

BDI BDI_RM
Reg. Uff. I

Prot. N° 0842752/24 del 26/04/2024

Riservato

DIPARTIMENTO VIGILANZA BANCARIA E FINANZIARIA
SERVIZIO SUPERVISIONE BANCARIA 2 (901)
DIVISIONE GRUPPI BANCARI I (002)

Rifer. a nota n. *del*

All. 7 e
Racc. 36550

Classificazione VII 2 6

Oggetto Poste Italiane. Progetto di modifiche statutarie. Provvedimento.

Con lettera del 25 marzo 2024, integrata con comunicazione dell'11 aprile 2024, codesto intermediario ha chiesto il rilascio del provvedimento di accertamento - ai sensi dell'art. 56 del D. Lgs. n. 385/1993 (TUB) - in relazione al progetto di modifica del proprio Statuto deliberato dal Consiglio di amministrazione nella seduta del 25 gennaio 2024.

Secondo quanto comunicato, le modifiche in questione mirano a (i) puntualizzare l'oggetto sociale di Poste Italiane (art. 4 dello Statuto), esplicitando nell'ambito dello svolgimento delle attività *core* del Gruppo la fornitura di servizi o soluzioni digitali o ICT *(Information Communication Technology)* proprie o di terze parti; (ii) modificare alcuni aspetti o istituti di carattere societario inerenti gli organi sociali, per lo più ai fini di un allineamento dello Statuto alle evoluzioni normative, alle *best practice* in materia di *corporate governance* riscontrate tra le primarie società quotate aventi lo Stato come azionista di riferimento o di controllo e alle modifiche intervenute nell'assetto di *governance* della Società (artt. 11, 12, 14, 16, 20).

Al riguardo, avuto presente l'esito dell'istruttoria condotta, si accerta, ai sensi dell'art. 56 del TUB, che le predette modifiche statutarie non contrastano con il principio della sana e prudente gestione.

Ai sensi dell'art. 2436 c.c. resta comunque impregiudicata ogni valutazione da parte del notaio rogante e dell'ufficio del registro delle imprese in ordine alla conformità alla legge delle modifiche statutarie in argomento.

PER DELEGA DEL DIRETTORIO

Firmato digitalmente da
MARIANO LODDO

Firmato digitalmente da
GIOVAN BATTISTA SALA

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Io Notaio Nicola ATLANTE di Roma certifico che la presente copia è conforme all'originale firmato a norma di legge.

Consta di 818 pagine compresa la presente.

Roma lì, 12 GIUGNO 2026

