ATLANTE - CERASI
STUDIO NOTARILE ASSOCIATO

Repertorio N. 73659 Raccolta N. 38147

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

L'anno duemilaventisei, il giorno ventisette del mese di aprile

(27 aprile 2026)

in Roma, piazzale di Porta Pia 121;
alle ore 16,35
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 (il Presidente), 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 27 aprile 2026 con inizio alle ore 14,18 e con chiusura alle ore 15,35.
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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Quale Presidente del Consiglio di Amministrazione di Poste Italiane S.p.A. assume la presidenza dell'Assemblea ai sensi dell'art. 12.1 dello Statuto, dichiarandola aperta alle ore 14,18.
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.
Ricorda preliminarmente che la Società ha deciso di avvalersi della facoltà prevista dall'articolo 135-undecies.1 del decreto legislativo 24 febbraio 1998, n. 58 (nel prosieguo, per brevità, anche "Testo Unico della Finanza" o "TUF") e dall'art. 11.6 dello statuto sociale, prevedendo nell'avviso di convocazione che l'intervento in assemblea da parte di coloro ai quali spetta il diritto di voto possa avvenire esclusivamente tramite il rappresentante designato ai sensi dell'art. 135-undecies del Testo Unico della Finanza e dell'art. 11.5 dello statuto sociale, al quale possono essere conferite anche deleghe o subdeleghe ai

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sensi dell'articolo 135-novies del TUF, come appresso precisato, mentre gli amministratori, i sindaci e gli altri soggetti legittimati, compreso il rappresentante designato, possono intervenire in assemblea mediante mezzi di comunicazione a distanza che ne garantiscano l'identificazione, precisando 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 gli altri partecipanti di cui ha accertato l'identità e la legittimazione a partecipare all'assemblea, tramite l'ufficio di presidenza, nelle persone di Massimiliano Chiadò Piat, indicato da Monte Titoli S.p.A., Marco Contessa e Fabio Ciammaglichella, esponenti della Società.

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

del Consiglio di Amministrazione:

- Matteo Del Fante, Amministratore Delegato
- Carlo d'Asaro Biondo
- Valentina Gemignani
- Alessandro Marchesini
- Paolo Marchioni
- Matteo Petrella
- Patrizia Rutigliano
- Vanda Ternau

oltre al Direttore Generale Giuseppe Lasco;

del Collegio Sindacale:

- Antonio Mansi, Presidente
- Giovanni Caravetta, Sindaco effettivo
- Laura Gualtieri, Sindaco effettivo

e inoltre

- 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 qui 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 aprile 1968, all'uopo autorizzato in forza della delega rilasciata in data 2 marzo 2026, a firma della Dott.ssa Olga Maria Cardoso Jordão, Amministratore Delegato e Direttore Generale di Monte Titoli S.p.A. in virtù dei poteri assegnati 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 16 aprile 2026) - 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 24 aprile 2026). 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 degli azionisti è stata regolarmente convocata per oggi 27 aprile 2026, 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 17 marzo 2026, di cui è stata data altresì notizia mediante comunicato stampa, e (ii) per estratto sul quotidiano "Il Sole 24 Ore" in data 18 marzo 2026, con il seguente ordine del giorno:

1) Bilancio di esercizio al 31 dicembre 2025. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2025.

2) Destinazione dell'utile di esercizio.

3) Determinazione del numero dei componenti il Consiglio di Amministrazione.

4) Determinazione della durata in carica del Consiglio di Amministrazione.

5) Nomina dei componenti il Consiglio di Amministrazione, con il sistema del voto di lista e nel rispetto della normativa di legge e di statuto.

6) Nomina del Presidente del Consiglio di Amministrazione.

7) Determinazione del compenso dei componenti il Consiglio di Amministrazione.
8) Relazione sulla politica in materia di remunerazione per l'esercizio 2026.
9) Relazione sui compensi corrisposti nell'esercizio 2025.
10) Piano di incentivazione a breve termine MBO 2026, basato su strumenti finanziari.
11) Piano di incentivazione a lungo termine ILT Performance Share 2026-2028, basato su strumenti finanziari.
12) Piano di incentivazione a lungo termine ILT Phantom Stock Option triennale, basato su strumenti finanziari.

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 deliberazione 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, fatte salve le proposte presentate dall'Azionista Ministero dell'Economia e delle Finanze in merito:

(i) al punto 6) all'ordine del giorno, relativo alla nomina del Presidente del Consiglio di Amministrazione; e

(ii) al punto 7) all'ordine del giorno, relativo alla determinazione del compenso dei componenti il Consiglio di Amministrazione.

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 26 aprile 2026, 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 23 aprile 2026.

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. 11 deleghe ai sensi dell'art. 135-undecies del TUF per complessive n. 30.485.838 azioni da parte degli aventi diritto; sono altresì pervenute n. 3 deleghe ai sensi dell'art. 135-novies del TUF per complessive n. 839.266.391 azioni da parte degli aventi diritto e n. 1 subdelega (che a sua volta recepisce n. 2.426 deleghe) ai sensi dell'art. 135-novies del TUF per complessive n. 200.031.411 azioni da parte degli aventi diritto.

Pertanto risultano pervenute complessivamente n. 2.440 deleghe/subdeleghe per complessive n. 1.069.783.640 azioni da parte degli aventi diritto, pari all'81,906% delle n. 1.306.110.000 di azioni costituenti il capitale sociale.

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 di cui all'articolo 135-undecies, comma 4, del TUF, nonché secondo quanto indicato nella 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 quindi che:

- a norma dell'articolo 13.2 dello statuto, l'assemblea ordinaria 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. 1.875 aventi diritto di voto rappresentanti n. 1.069.783.640 azioni pari al 81,906% delle n. 1.306.110.000 di 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.

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 di azioni ordinarie prive di indicazione del valore nominale;
- alla data odierna la società detiene n. 13.767.373 azioni proprie, pari a circa l'1,054% del capitale sociale e che la Società non detiene ulteriori azioni proprie in portafoglio, neanche per il tramite di società controllate;
- 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. 1.292.342.627 di 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 cd. record date del 16 aprile 2026, 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% del capitale sociale;
Ministero dell'Economia e delle Finanze per n. 382.127.890 azioni pari al 29,3% circa del capitale sociale;
- 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 27 febbraio 2026, gli "Orientamenti agli Azionisti sulla composizione quali-quantitativa ottimale del Consiglio di Amministrazione per il triennio 2026-2028";
- in data 17 marzo 2026, le relazioni illustrative sul terzo, quarto, quinto, sesto e settimo argomento all'ordine del giorno;
- in data 26 marzo 2026:
(i) le relazioni illustrative sul primo, secondo, ottavo, nono, decimo, undicesimo e dodicesimo argomento all'ordine del giorno;

(ii) la "Relazione sulla politica in materia di remunerazione 2026 e sui compensi corrisposti 2025" - predisposta ai sensi dell'art. 123-ter del Testo Unico della Finanza - di cui all'ottavo e al nono argomento all'ordine del giorno;
(iii) i Documenti informativi inerenti il decimo, l'undicesimo e il dodicesimo argomento all'ordine del giorno;
- in data 3 aprile 2026, la "Relazione Finanziaria Annuale 2025" - 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 "Rendicontazione di Sostenibilità" (redatta ai sensi del Decreto Legislativo 6 settembre 2024, n. 125), delle attestazioni di cui all'articolo 154-bis, comma 5, del Testo Unico della Finanza, approvati dal consiglio di amministrazione in data 17 marzo 2026 - unitamente alle relazioni del collegio sindacale e della società di revisione e alla relazione annuale sul governo societario e gli assetti proprietari.
Inoltre:
- entro il termine di legge (vale a dire entro il 2 aprile 2026), sono state depositate le liste dei candidati a componenti del Consiglio di Amministrazione presentate, rispettivamente, da parte:

dell'Azionista Ministero dell'Economia e delle Finanze - titolare di circa il 29,257% del capitale sociale di Poste Italiane S.p.A. - corredata della relativa documentazione (ivi incluse le autodichiarazioni dei candidati in cui gli stessi hanno attestato il possesso dei requisiti per la carica ovvero l'insussistenza di cause di incompatibilità), e contrassegnata dal n. 1, in cui sono indicati i seguenti candidati:
1) Silvia Maria Rovere - Indipendente ai sensi di legge, del Codice di Corporate Governance e della disciplina prudenziale di settore;
2) Matteo Del Fante;
3) Salvatore Muscarella - Indipendente ai sensi di legge, del Codice di Corporate Governance e della disciplina prudenziale di settore;
4) Francesco Scacchi - Indipendente ai sensi di legge, del Codice di Corporate Governance e della disciplina prudenziale di settore;
5) Olga Cuccurullo - Indipendente ai sensi di legge e del Codice di Corporate Governance;
6) Vanda Ternau - Indipendente ai sensi di legge, del Codice di Corporate Governance e della disciplina prudenziale di settore.
Nell'ambito della presentazione della lista sopra indicata, l'Azionista Ministero dell'Economia e delle Finanze ha altresì esplicitato - con riferimento al punto 6) all'ordine

del giorno, relativo alla nomina del Presidente del Consiglio di Amministrazione - la proposta di nominare il candidato Silvia Maria Rovere alla carica di Presidente del Consiglio di Amministrazione;

di un raggruppamento di 14 società di gestione del risparmio e altri investitori istituzionali - per il cui dettaglio, si rinvia alla documentazione pubblicata sul sito internet aziendale, all'interno dell'apposita sezione dedicata alla presente Assemblea, nonché al comunicato stampa diffuso in data 3 aprile 2026 a valle della presentazione della lista medesima - titolari complessivamente di circa lo 0,678% del capitale sociale di Poste Italiane S.p.A., corredata della relativa documentazione (ivi incluse le autodichiarazioni dei candidati in cui gli stessi hanno attestato il possesso dei requisiti per la carica ovvero l'insussistenza di cause di incompatibilità), comprensiva anche della dichiarazione dei soci circa l'assenza di rapporti di collegamento con l'azionista di maggioranza, e contrassegnata dal n. 2, in cui sono indicati i seguenti candidati:

1) Vincenza Patrizia Rutigliano - Indipendente ai sensi di legge, del Codice di Corporate Governance e della disciplina prudenziale di settore;

2) Alessandro Marchesini - Indipendente ai sensi di legge, del Codice di Corporate Governance e della disciplina prudenziale di settore;

3) Carlo d'Asaro Biondo - Indipendente ai sensi di legge, del Codice di Corporate Governance e della disciplina prudenziale di settore;

- in data 3 aprile 2026 entrambe le suddette liste sono state pubblicate sul sito internet, all'interno dell'apposita sezione dedicata alla presente Assemblea (e quindi nei termini di legge, ossia entro il 7 aprile 2026), unitamente alle proposte dell'Azionista Ministero dell'Economia e delle Finanze - pervenute alla Società insieme alla presentazione della lista dei candidati a componenti del Consiglio di Amministrazione - relative al punto 6) all'ordine del giorno (Nomina del Presidente del Consiglio di Amministrazione), già menzionata in precedenza, e al punto 7) all'ordine del giorno (Determinazione del compenso dei componenti il Consiglio di Amministrazione), che prevede in particolare:

per il Presidente del Consiglio di Amministrazione: un compenso pari a 60.000 euro annui lordi;

per ciascun altro Consigliere: un compenso pari a 40.000 euro annui lordi.

In data 9 aprile 2026, 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.
La documentazione sopra elencata è stata 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 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 della trattazione sugli argomenti stessi quale appena indicata.
In fase di apertura dell'unica trattazione su tutti i punti all'ordine del giorno, 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 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, per quanto riguarda il bilancio, segnala che la società di revisione legale Deloitte & Touche S.p.A. ha rilasciato, in data 30 marzo 2026, le relazioni ai sensi dell'art. 14 del d.lgs. n. 39/2010 e dell'art. 10 del Regolamento UE n. 537/2014 nelle quali si attesta che il bilancio separato di Poste Italiane S.p.A. e il bilancio consolidato del Gruppo Poste Italiane al 31 dicembre 2025 forniscono una rappresentazione veritiera e corretta della situazione patrimoniale e finanziaria, del risultato economico e dei flussi di cassa per l'esercizio chiuso a tale data, in conformità ai principi contabili di riferimento nonché ai provvedimenti emanati in attuazione dell'art. 9 del D.Lgs. 28 febbraio 2005, n. 38. La società di revisione ha altresì rilasciato (i) il suo giudizio sulla conformità del progetto di bilancio d'esercizio e del bilancio consolidato, compresi nella relazione finanziaria annuale, alle disposizioni del regolamento delegato (UE) 2019/815; (ii) i suoi giudizi e dichiarazione ai sensi dell'art. 14, comma 2, lettere e), e-bis) ed e-ter) del D.Lgs. 39/10 e ai sensi dell'art. 123-bis, comma 4, del TUF.
Infine, la stessa società di revisione ha rilasciato sempre in data 30 marzo 2026 la relazione sull'esame della rendicontazione consolidata di sostenibilità del Gruppo Poste Italiane redatta ai sensi del Decreto Legislativo 6 settembre 2024, n. 125, nella quale si evince che non sono emersi elementi che facciano ritenere che la stessa non sia stata redatta in conformità ai principi di riferimento.
Dichiara quindi aperta la trattazione unica di tutti i punti all'ordine del giorno 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.
Monte Titoli dichiara di avere ricevuto dichiarazioni di

voto su uno o più punti all'ordine del giorno dall'azionista Rosania (1 azione).
Il Presidente a sua volta dichiara che alla Società sono state presentate richieste di dichiarazione di voto dagli azionisti Radaelli (5 azioni) e Marino (1 azione).
Il testo di tali dichiarazioni di voto 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.
Dichiara quindi chiusa la trattazione unica di tutti i punti all'ordine del giorno.
Passa pertanto alla votazione separata su ciascuno dei punti all'ordine del giorno.

VOTAZIONE 1° punto all'Ordine del Giorno

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sul primo punto all'ordine del giorno - Bilancio di esercizio al 31 dicembre 2025. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2025 - 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 2025 con le relative relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione legale;*
- *preso atto della "Rendicontazione di sostenibilità", redatta ai sensi del D.Lgs. 6 settembre 2024, n. 125 e inclusa nella Relazione sulla gestione al 31 dicembre 2025, con la relativa relazione della Società di revisione legale;*
- *preso atto del bilancio consolidato al 31 dicembre 2025 con le relative relazioni del Consiglio di Amministrazione e della Società di revisione legale;*

delibera

di approvare il bilancio di esercizio al 31 dicembre 2025 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.
Invita a esprimere il voto sul primo punto all'ordine del giorno
Monte Titoli 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. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari al 81,906% del capitale sociale;**
- **favorevoli n. 1.063.686.661 azioni pari al 99,430% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 5.777.713 azioni pari al 0,540% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 319.266 azioni pari al 0,030% del capitale sociale rappresentato in Assemblea;**
- **non votanti n.0.**

La proposta è approvata.

VOTAZIONE 2° punto all'Ordine del Giorno

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone la seguente proposta di deliberazione sul secondo punto all'ordine del giorno - 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 697.667.946 euro come segue:

1.1) a "Riserva di utili" per euro 70.000.000;

1.2) a disposizione della Società per l'eventuale distribuzione per 627.667.946 euro;

2. di destinare l'utile netto dell'esercizio 2025 di Poste Italiane S.p.A., pari a 2.729.067.908 euro come segue:

2.1) a "Riserve di utili" afferenti al Patrimonio BancoPosta per 70.000.000 euro;

2.2) a riserva denominata "Risultati portati a nuovo", quota non disponibile alla distribuzione, per 77.076 euro;

2.3) alla distribuzione in favore degli Azionisti, a titolo di dividendo, l'importo di 1,25 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 1,25 euro per azione come segue:

- *l'importo di 0,40 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 26 novembre 2025, previo stacco in data 24 novembre 2025 della cedola n. 17 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 novembre 2025, per un importo complessivo di 517.646.356 euro;

- *l'importo di 0,85 euro per ognuna delle azioni ordinarie che risulteranno in circolazione il 22 giugno 2026, 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 2025 di 0,85 euro per azione ordinaria – al lordo delle eventuali ritenute di legge – a decorrere dal 24 giugno 2026, con "data stacco" della cedola n. 18 coincidente con il 22 giugno 2026 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 23 giugno 2026"

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

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

Monte Titoli dichiara di aver ricevuto istruzioni per tutte le azioni.

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

- **presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari al 81,906% del capitale sociale;**
- **favorevoli n. 1.068.747.658 azioni pari al 99,903% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 902.775 azioni pari al 0,084% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 133.207 azioni pari al 0,012% del capitale sociale rappresentato in Assemblea;**
- **non votanti n. 0.**

La proposta è approvata.

Votazione su 3°, 4°, 5°, 6° e 7° punto OdG

Prima di passare alla votazione separata sul terzo, quarto, quinto, sesto e settimo punto all'ordine del giorno, segnala che si tratta di argomenti tra loro strettamente connessi ed inerenti le varie deliberazioni da adottare in merito al rinnovo del Consiglio di Amministrazione, alla nomina del Presidente del Consiglio di Amministrazione e alla determinazione dei relativi compensi.

Ricorda che per gli argomenti di cui ai punti 5, 6 e 7 all'ordine del giorno non sono state presentate proposte dal Consiglio di Amministrazione in scadenza, essendo la competenza a formulare le proposte in questione rimessa agli Azionisti.

In particolare, per quanto riguarda il quinto argomento all'ordine del giorno, concernente la nomina dei componenti

il Consiglio di Amministrazione, ricorda che si procederà mediante voto di lista, sulla base delle candidature presentate dagli Azionisti prima dell'Assemblea.
Ricorda inoltre che l'Azionista Ministero dell'Economia e delle Finanze, in sede di deposito e presentazione della propria lista di candidati Amministratori – effettuato, come menzionato in fase di apertura dei lavori assembleari, entro il termine del 2 aprile 2026 – ha formulato, per quanto riguarda il sesto (Nomina del Presidente del Consiglio di Amministrazione) e il settimo (Determinazione del compenso dei componenti il Consiglio di Amministrazione) argomento all'ordine del giorno, le seguenti rispettive proposte:

- di nominare il candidato Silvia Maria Rovere alla carica di Presidente del Consiglio di Amministrazione;
- di determinare i compensi dei componenti il Consiglio di Amministrazione come segue:

- per il Presidente del Consiglio di Amministrazione: 60.000 euro annui lordi;
- per ciascun altro Consigliere: 40.000 euro annui lordi.

Le suddette proposte presentate dall'Azionista Ministero dell'Economia e delle Finanze sono state tempestivamente pubblicate dalla Società sul sito internet aziendale.
Per quanto riguarda il quinto argomento all'ordine del giorno – concernente la nomina dei componenti il Consiglio di Amministrazione – informa che, come già ricordato in fase di apertura dei lavori assembleari, sono state presentate da parte degli Azionisti due liste, che risultano entrambe essere state predisposte, depositate e pubblicate nel rispetto delle modalità e dei termini previsti dalle disposizioni di legge e dello Statuto sociale.
In dettaglio:

- la lista presentata dall'Azionista Ministero dell'Economia e delle Finanze, titolare complessivamente di numero 382.127.890 (trecentoottantaduemilioni-centoventisettemila-ottocentonovanta) azioni ordinarie di Poste italiane S.p.A. pari al 29,257% circa del capitale sociale – lista che provvederà ad indicare in fase di votazione come lista "numero 1" – è stata depositata tramite posta elettronica in data 2 aprile 2026. Poste Italiane ha provveduto a mettere tale lista a disposizione del pubblico presso la propria sede e sul proprio sito internet in data 3 aprile 2026, corredata, tra l'altro, dagli elementi indicati dall'art. 144-octies del Regolamento Emittenti.

Tale lista contiene l'indicazione dei seguenti candidati, elencati mediante numero progressivo:

1. Silvia Maria Rovere;
2. Matteo Del Fante;
3. Salvatore Muscarella;
4. Francesco Scacchi;
5. Olga Cuccurullo;

6. Vanda Ternau.

In particolare, la lista in questione è corredata da un'esauriente informativa sulle caratteristiche personali e professionali dei candidati, ed è accompagnata dalla indicazione dell'idoneità dei medesimi a qualificarsi come indipendenti ai sensi (i) dell'art. 147-ter, comma 4, e art. 148, comma 3, del Testo Unico della Finanza, richiamati dallo Statuto sociale di Poste Italiane S.p.A., (ii) dell'art. 13 del Decreto del Ministro dell'Economia e delle Finanze n. 169 del 23 novembre 2020 (recante il "Regolamento in materia di requisiti e criteri di idoneità allo svolgimento dell'incarico degli esponenti aziendali delle banche, degli intermediari finanziari, dei confidi, degli istituti di moneta elettronica, degli istituti di pagamento e dei sistemi di garanzia dei depositanti", di seguito anche "DM 169/2020"), nonché (iii) del Codice di Corporate Governance;

- la lista presentata da un raggruppamento di 14 società di gestione del risparmio e altri investitori istituzionali, titolari complessivamente di numero 8.850.799 (ottomilioni-ottocentocinquantamila-settecentonovantanove) azioni ordinarie di Poste italiane S.p.A. pari allo 0,678% circa del capitale sociale - lista che provvederà ad indicare in fase di votazione come lista "numero 2" - è stata depositata tramite posta elettronica in data 2 aprile 2026. Poste Italiane ha provveduto a mettere tale lista a disposizione del pubblico presso la propria sede e sul proprio sito internet in data 3 aprile 2026, corredata, tra l'altro, dagli elementi indicati dall'art. 144-octies del Regolamento Emittenti.

Tale lista contiene l'indicazione dei seguenti candidati, elencati mediante numero progressivo:

1. Vincenza Patrizia Rutigliano;
2. Alessandro Marchesini;
3. Carlo d'Asaro Biondo.

In particolare, la lista in questione è corredata da un'esauriente informativa sulle caratteristiche personali e professionali dei candidati, ed è accompagnata dalla indicazione dell'idoneità dei medesimi a qualificarsi come indipendenti ai sensi (i) dell'art. 147-ter, comma 4, e art. 148, comma 3, del Testo Unico della Finanza, richiamati dallo Statuto sociale di Poste Italiane S.p.A., (ii) dell'art. 13 del DM 169/2020, nonché (iii) del Codice di Corporate Governance.

In relazione a quanto raccomandato dalla Consob con Comunicazione DEM/9017893 del 26 febbraio 2009, la Lista numero 2 è altresì corredata da una dichiarazione degli investitori istituzionali, che hanno concorso alla relativa presentazione, attestante l'assenza di rapporti di collegamento, anche indiretti, di cui all'art. 147-ter,

comma 3, del Testo Unico della Finanza e all'art. 144-quinquies del Regolamento Emittenti, nonché di relazioni significative con i soci che detengono, anche congiuntamente, una partecipazione di controllo in Poste Italiane S.p.A., ossia con l'Azionista Ministero dell'Economia e delle Finanze e con l'Azionista Cassa depositi e prestiti S.p.A.

Le liste sono corredate da:

- dichiarazione da parte dei Soci che le hanno presentate contenente l'indicazione della percentuale di partecipazione da essi complessivamente detenuta e da comunicazione attestante la titolarità della suddetta partecipazione;
- esauriente informativa sulle caratteristiche personali e professionali dei candidati, nonché dalla dichiarazione dei medesimi candidati con cui gli stessi hanno accettato la propria candidatura ed hanno attestato, sotto la propria responsabilità, l'inesistenza di cause di ineleggibilità e di incompatibilità, nonché il possesso dei requisiti prescritti dalla normativa, anche regolamentare, vigente e dallo Statuto sociale per le rispettive cariche.

Dà atto e ribadisce che le liste, unitamente alla documentazione a corredo, sono state messe a disposizione del pubblico presso la sede sociale, pubblicate sul sito internet della Società, all'interno dell'apposita sezione dedicata alla presente Assemblea, nonché sul meccanismo di stoccaggio entro i termini di legge (ossia entro il 7 aprile 2026).

Ricorda che, ai sensi dell'art. 14.4 dello Statuto sociale:

- dalla lista che ha ottenuto il maggior numero dei voti 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;
- i restanti Amministratori vengono tratti dalle altre liste, secondo il cd. "metodo dei quozienti".

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

VOTAZIONE 3° punto all'Ordine del Giorno

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sul terzo punto all'ordine del giorno – Determinazione del numero dei componenti il Consiglio di Amministrazione – conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

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

- *esaminata la relazione del Consiglio di Amministrazione;*
- *tenuto conto di quanto previsto in particolare dall'art. 14.1 dello Statuto sociale riguardo alla dimensione del Consiglio di Amministrazione;*
- *considerato quanto raccomandato dal Consiglio di*

Amministrazione in scadenza, riguardo al presente punto all'ordine del giorno, negli appositi orientamenti indirizzati agli Azionisti sulla dimensione e sulla composizione del nuovo Consiglio di Amministrazione, di cui al Codice di Corporate Governance (art. 4, Principio XIII, Raccomandazione n. 23);

delibera

di determinare in nove il numero dei componenti il consiglio di amministrazione della Società."

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

Invita quindi a esprimere il voto sul terzo punto all'ordine del giorno

Monte Titoli dichiara di aver ricevuto istruzioni per tutte le azioni.

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

- **presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari al 81,906% del capitale sociale;**
- **favorevoli n. 1.069.649.785 azioni pari al 99,987% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 648 azioni pari ad una frazione infinitesimale del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 133.207 azioni pari al 0,012% del capitale sociale rappresentato in Assemblea;**
- **non votanti n. 0.**

La proposta è approvata.

VOTAZIONE 4° punto all'Ordine del Giorno

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sul quarto punto all'ordine del giorno - Determinazione della durata in carica del Consiglio di Amministrazione - conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

"L'Assemblea di Poste Italiane S.p.A., esaminata la relazione del consiglio di amministrazione e tenuto conto di quanto previsto in particolare dall'art. 14.2 dello Statuto Sociale,

delibera

di fissare la durata in carica degli amministratori da nominare in tre esercizi, con scadenza alla data dell'Assemblea che sarà convocata per l'approvazione del bilancio di esercizio al 31 dicembre 2028."

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

Invita quindi a esprimere il voto sul quarto punto all'ordine del giorno

Monte Titoli dichiara di aver ricevuto istruzioni per tutte

le azioni, tranne che per una azione per la quale non ha ricevuto istruzioni di voto.
Comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:

- **presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari al 81,906% del capitale sociale;**
- **favorevoli n. 1.068.153.065 azioni pari al 99,848% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 1.491.928 azioni pari al 0,139% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 138.646 azioni pari al 0,013% del capitale sociale rappresentato in Assemblea;**
- **non votanti n. 0 e non espresso n.1.**

La proposta è approvata.

VOTAZIONE 5° punto all'Ordine del Giorno

Ricorda che, in relazione al quinto punto all'ordine del giorno, il voto potrà essere espresso a favore della Lista n. 1 ovvero della Lista n.2, entrambe indicate in precedenza, oppure potrà essere espresso voto "CONTRARIO" o "ASTENUTO" per respingere entrambe le liste o astenersi.
Dà inizio alle operazioni di voto con riferimento al quinto punto all'ordine del giorno.
Invita quindi a esprimere il voto sul quinto punto all'ordine del giorno
Monte Titoli dichiara di aver ricevuto istruzioni per tutte le azioni, tranne che per una azione per la quale non ha ricevuto istruzioni di voto.
Comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:

- **presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari al 81,906% del capitale sociale;**
- **favorevoli alla Lista n. 1 n. 888.310.379 azioni pari al 83,036% del capitale sociale rappresentato in Assemblea;**
- **favorevoli alla Lista n. 2 n. 178.608.603 azioni pari al 16,696% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 1.472.006 azioni pari al 0,138% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 1.387.212 azioni pari al 0,130% del capitale sociale rappresentato in Assemblea;**
- **non votanti n. 5.439 azioni pari al 0,001% del capitale sociale rappresentato in Assemblea;**
- **non espresso n.1.**

A conclusione delle operazioni di voto e tenuto conto di quanto in precedenza deliberato circa il numero dei componenti il Consiglio di Amministrazione, dichiara pertanto nominato il nuovo Consiglio di Amministrazione della Società nelle persone dei Signori, in ordine alfabetico:

- Olga Cuccurullo, nata a Roma il 17 novembre 1972;
- Carlo d'Asaro Biondo, nato a Roma il 14 aprile 1965;
- Matteo Del Fante, nato a Firenze il 27 maggio 1967;
- Alessandro Marchesini, nato a Bologna il 18 luglio 1973;
- Salvatore Muscarella, nato a Vallelunga Pratameno (Caltanissetta) il 19 gennaio 1959;
- Silvia Maria Rovere, nata a Caraglio (Cuneo) il 26 luglio 1971;
- Vincenza Patrizia Rutigliano, nata a Barletta (Barletta-Andria-Trani) il 25 febbraio 1968;
- Francesco Scacchi, nato a Roma il 14 marzo 1962;
- Vanda Ternau, nata a Trieste il 24 settembre 1960.

Secondo quanto in precedenza deliberato in merito alla durata in carica del Consiglio di Amministrazione, i Consiglieri sopra indicati rimarranno in carica per gli esercizi 2026, 2027 e 2028 e scadranno pertanto alla data dell'Assemblea convocata per l'approvazione del bilancio relativo all'esercizio 2028.

Formula nei confronti dei nuovi membri del Consiglio di Amministrazione i migliori auguri di buon lavoro.

Ringrazia altresì i membri del Consiglio di Amministrazione uscente per il supporto ricevuto e la fattiva collaborazione durante il mandato appena conclusosi.

VOTAZIONE 6° punto all'Ordine del Giorno

Avvalendosi dei poteri conferiti dall'articolo 10.1 del Regolamento assembleare, in assenza di proposte formulate dal Consiglio di Amministrazione, mette quindi in votazione la proposta di deliberazione presentata dall'Azionista Ministero dell'Economia e delle Finanze in merito al sesto punto - Nomina del Presidente del Consiglio di Amministrazione - sottoponendo pertanto all'approvazione dell'Assemblea il seguente ordine del giorno:

"L'Assemblea di Poste Italiane S.p.A., esaminata la relazione del consiglio di amministrazione e tenuto conto di quanto previsto in particolare dall'art. 15.1 dello Statuto Sociale,

delibera:

di nominare Silvia Maria Rovere alla carica di Presidente del Consiglio di Amministrazione."

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

Invita quindi a esprimere il voto sul sesto punto all'ordine del giorno

Monte Titoli dichiara di aver ricevuto istruzioni per tutte le azioni, tranne che per una azione per la quale non ha ricevuto istruzioni di voto.

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

- **presenti n. 1.875 azionisti per n. 1.069.783.640 azioni**

tutte ammesse al voto, pari al 81,906% del capitale sociale;

- **favorevoli n. 1.066.759.787 azioni pari al 99,717% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 1.999.502 azioni pari al 0,187% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 1.024.350 azioni pari al 0,096% del capitale sociale rappresentato in Assemblea;**
- **non votanti n. 0 e non espresso n. 1.**

La proposta è approvata.

VOTAZIONE 7° punto all'Ordine del Giorno

Avvalendosi anche in tal caso dei poteri conferiti dall'articolo 10.1 del Regolamento assembleare, in assenza di proposte formulate dal Consiglio di Amministrazione, mette quindi in votazione la proposta di deliberazione presentata dall'Azionista Ministero dell'Economia e delle Finanze in merito al settimo punto - Determinazione del compenso dei componenti il Consiglio di Amministrazione - sottoponendo pertanto all'approvazione dell'Assemblea il seguente ordine del giorno:

"L'Assemblea di Poste Italiane S.p.A., esaminata la relazione del consiglio di amministrazione e tenuto conto di quanto previsto in particolare dall'art. 23.1 dello Statuto Sociale,

delibera:

di determinare come segue il compenso dei componenti il Consiglio di Amministrazione: un compenso fisso di 60.000 euro lordi annui per il Presidente del Consiglio di Amministrazione e 40.000 euro lordi annui per ciascuno degli altri Consiglieri."

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

Invita quindi a esprimere il voto sul settimo punto all'ordine del giorno

Monte Titoli dichiara di aver ricevuto istruzioni per tutte le azioni.

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

- **presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari al 81,906% del capitale sociale;**
- **favorevoli n. 1.068.650.235 azioni pari al 99,894% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 999.808 azioni pari al 0,093% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 133.597 azioni pari al 0,012% del capitale sociale rappresentato in Assemblea;**
- **non votanti n. 0.**

La proposta è approvata.

Votazione su 8°, 9°, 10°, 11° e 12° punto OdG

Prima di passare alla votazione separata sull'ottavo, sul

nono, sul decimo, sull'undicesimo e sul dodicesimo punto all'ordine del giorno, 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 all'ottavo punto all'ordine del giorno - 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 nono punto all'ordine del giorno - ha carattere non vincolante.

Passa quindi alla votazione separata sull'ottavo, nono, decimo, undicesimo e dodicesimo punto all'ordine del giorno.

VOTAZIONE 8° punto all'Ordine del Giorno

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sull'ottavo punto all'ordine del giorno - Relazione sulla politica in materia di remunerazione per l'esercizio 2026 - 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 2026 - 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 all'ottavo punto all'ordine del giorno.

Invita quindi a esprimere il voto sull'ottavo punto all'ordine del giorno.

Monte Titoli dichiara di aver ricevuto istruzioni per tutte le azioni.

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

- **presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari al 81,906% del capitale sociale;**
- **favorevoli n. 986.563.100 azioni pari al 92,221% del**

capitale sociale rappresentato in Assemblea;

- **contrari n. 82.959.903 azioni pari al 7,755% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 260.637 azioni pari al 0,024% del capitale sociale rappresentato in Assemblea;**
- **non votanti n. 0.**

La proposta è approvata.

VOTAZIONE 9° punto all'Ordine del Giorno

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sul nono punto all'ordine del giorno - Relazione sui compensi corrisposti nell'esercizio 2025 - 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 nell'esercizio 2025, 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 nono punto all'ordine del giorno, 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 nono punto all'ordine del giorno.

Monte Titoli dichiara di aver ricevuto istruzioni per tutte le azioni.

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

- **presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari al 81,906% del capitale sociale;**
- **favorevoli n. 1.059.389.127 azioni pari al 99,028% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 9.376.829 azioni pari al 0,877% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 1.017.684 azioni pari al 0,095% del capitale sociale rappresentato in Assemblea;**
- **non votanti n. 0.**

La proposta è approvata.

VOTAZIONE 10° punto all'Ordine del Giorno

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sul decimo punto all'ordine del giorno - Piano di incentivazione a breve termine MBO 2026, basato 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 sul Piano MBO 2026 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 il Piano di incentivazione a breve termine 2026, basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta e per il personale rilevante del Gruppo Assicurativo Poste Vita, 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 di Poste Italiane, sul meccanismo di stoccaggio autorizzato "eMarket STORAGE" (www.emarketstorage.it), e sul sito internet della Società;

2. di attribuire al Consiglio di Amministrazione, con facoltà di subdelega, tutti i poteri occorrenti alla concreta attuazione del Piano MBO 2026, da esercitare nel rispetto di quanto indicato nel relativo documento informativo."

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

Invita quindi a esprimere il voto sul decimo punto all'ordine del giorno.

Monte Titoli dichiara di aver ricevuto istruzioni per tutte le azioni.

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

- **presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari al 81,906% del capitale sociale;**
- **favorevoli n. 990.471.987 azioni pari al 92,586% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 79.051.016 azioni pari al 7,389% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 260.637 azioni pari al 0,024% del capitale sociale rappresentato in Assemblea;**
- **non votanti n.0.**

La proposta è approvata.

VOTAZIONE 11° punto all'Ordine del Giorno

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sull'undicesimo punto all'ordine del giorno - Piano di incentivazione a lungo termine ILT Performance Share 2026-2028, basato 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 sul Piano ILT Performance Share 2026-2028 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 il Piano di incentivazione a lungo termine ILT Performance Share 2026-2028, basato 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 di Poste Italiane, sul meccanismo di stoccaggio autorizzato "eMarket STORAGE" (www.emarketstorage.it) e sul sito internet della Società;

2. di attribuire al Consiglio di Amministrazione, con facoltà di subdelega, tutti i poteri occorrenti alla concreta attuazione del Piano ILT Performance Share 2026-2028, da esercitare nel rispetto di quanto indicato nel relativo documento informativo."

Dà inizio alle operazioni di voto con riferimento all'undicesimo punto all'ordine del giorno.

Invita quindi a esprimere il voto sull'undicesimo punto all'ordine del giorno.

Monte Titoli dichiara di aver ricevuto istruzioni per tutte le azioni.

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

- **presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari al 81,906% del capitale sociale;**
- **favorevoli n. 1.067.563.714 azioni pari al 99,792% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 1.209.516 azioni pari al 0,113% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 1.010.410 azioni pari al 0,094% del capitale sociale rappresentato in Assemblea;**
- **non votanti n.0.**

La proposta è approvata.

VOTAZIONE 12° punto all'Ordine del Giorno

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sul dodicesimo punto all'ordine del giorno - Piano di incentivazione a lungo termine ILT Phantom Stock Option triennale, basato 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 sul Piano ILT Phantom Stock Option triennale 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 il Piano di incentivazione a lungo termine Phantom Stock Option triennale basato 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 di Poste Italiane, sul meccanismo di stoccaggio autorizzato "eMarket STORAGE" (www.emarketstorage.it) e sul sito internet della Società;

2. di attribuire al Consiglio di Amministrazione, con facoltà di subdelega, tutti i poteri occorrenti alla concreta attuazione del Piano ILT Phantom Stock Option triennale, da esercitare nel rispetto di quanto indicato nel relativo documento informativo."

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

Invita quindi a esprimere il voto sul dodicesimo punto all'ordine del giorno.

Monte Titoli dichiara di aver ricevuto istruzioni per tutte le azioni.

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

- **presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari al 81,906% del capitale sociale;**
- **favorevoli n. 989.031.141 azioni pari al 92,452% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 80.499.136 azioni pari al 7,525% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 253.363 azioni pari al 0,024% del capitale sociale rappresentato in Assemblea;**
- **non votanti n.0.**

La proposta è approvata.

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Non essendovi altri argomenti da trattare dichiara chiusa l'Assemblea alle ore 15,35 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;

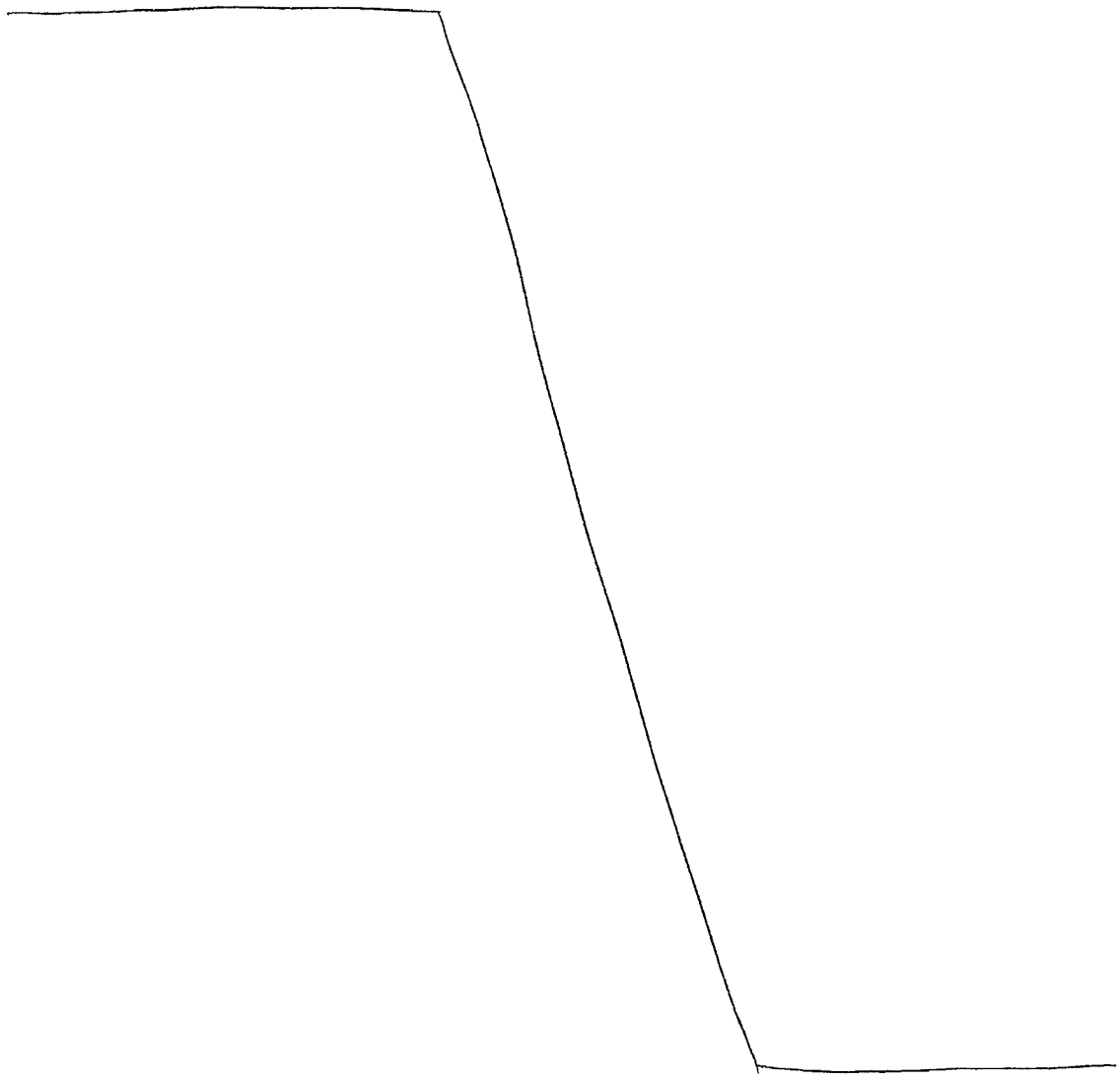
b) esito della prima votazione (bilancio) con il dettaglio

delle votazioni;
c) esito della seconda votazione (destinazione utile) con il dettaglio delle votazioni;
d) esito della terza votazione (determinazione del numero dei componenti il Consiglio di Amministrazione) con il dettaglio delle votazioni;
e) esito della quarta votazione (durata in carica del Consiglio di Amministrazione) con il dettaglio delle votazioni;
f) esito della quinta votazione (nomina dei componenti il Consiglio di Amministrazione) con il dettaglio delle votazioni;
g) esito della sesta votazione (nomina del Presidente del Consiglio di Amministrazione) con il dettaglio delle votazioni;
h) esito della settima votazione (compenso dei componenti il Consiglio di Amministrazione) con il dettaglio delle votazioni;
i) esito della ottava votazione (relazione sulla politica di remunerazione 2026) con il dettaglio delle votazioni;
l) esito della nona votazione (relazione sui compensi corrisposti nel 2025) con il dettaglio delle votazioni;
m) esito della decima votazione (piano di incentivazione a breve termine MBO 2026, basato su strumenti finanziari) con il dettaglio delle votazioni;
n) esito della undicesima votazione (piano di incentivazione a lungo termine ILT Performance Share 2026-2028, basato su strumenti finanziari) con il dettaglio delle votazioni;
o) esito della dodicesima votazione (piano di incentivazione a lungo termine ILT Phantom Stock Option triennale, basato su strumenti finanziari) con il dettaglio delle votazioni;
p) elenco dei partecipanti e dei deleganti e giornale presenze in Assemblea;
q) relazioni del Consiglio di Amministrazione sui singoli punti all'ordine del giorno;
r) relazione sulla politica di remunerazione 2026 e sui compensi corrisposti nel 2025;
s) documento informativo relativo al piano di incentivazione a breve termine MBO 2026;
t) documento informativo relativo al piano di incentivazione a lungo termine ILT Performance Share 2026-2028;
u) documento informativo relativo al piano di incentivazione a lungo termine ILT Phantom Stock Option triennale;
v) risposte alle domande formulate da alcuni Azionisti ex art. 127-ter del Decreto Legislativo 24 febbraio 1998 n.58;
z) dichiarazioni di voto degli azionisti Rosania, Radaelli e Marino;

mentre non si allegano al verbale:

- relazione finanziaria annuale 2025 (comprende tra l'altro: bilancio di esercizio al 31 dicembre 2025 con rispettiva

relazione sulla gestione corredato dalla relazione del Collegio Sindacale e dalla relazione della Società di revisione; bilancio consolidato al 31 dicembre 2025 con rispettiva relazione sulla gestione corredato dalla relazione della Società di revisione);
- rendicontazione di sostenibilità relativa all'esercizio 2025;
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 cinquantasette pagine e fin qui della cinquantottesima di quindici fogli.
Sottoscritto da me Notaio alle ore 17,20.
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.



Assemblea ordinaria
27 aprile 2026

Sono intervenuti per il tramite del Rappresentante Designato numero **1.875** aventi diritto di voto, rappresentanti n. **1.069.783.640** azioni pari al **81,906%** delle n. **1.306.110.000** (unmiliardo trecentoseimilioni-centodiecimila) azioni costituenti il capitale sociale.

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APP. A e
racc. 38147

Assemblea ordinaria
27 aprile 2026

Punto 1

Bilancio di esercizio al 31 dicembre 2025. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2025.

31

ARR. B e.
Racc. 38147

Assemblea ordinaria
27 aprile 2026

Punto 1

Presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari all' 81,906% del capitale sociale

Favorevole	**1.063.686.661**	azioni pari al	**99,430%**	del cap. rappr.
Contrario	**5.777.713**	azioni pari al	**0,540%**	del cap. rappr.
Astenuto	**319.266**	azioni pari al	**0,030%**	del cap. rappr.
Non Votante	**0**	azioni pari al	**0,000%**	del cap. rappr.

POSTE ITALIANE S.p.A.
Assemblea ordinaria
27 aprile 2026

Punto 1

Bilancio di esercizio al 31 dicembre 2025. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2025.

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

Anagrafica	CF/PI	Azioni	% su votanti	Voto
(R) EUROPEAN EQUITIES		2.205	0,0002%	F
405 MSTV 1 LP - AQR- NON FLIP		8.478	0,0008%	F
405 MSTV I LP-TREASURY INTL		11.377	0,0011%	F
405 MSTV LP		11.377	0,0011%	F
801 INVESTMENTS LLC		4.605	0,0004%	F
A A B DIVERSIFIE		41.712	0,0039%	F
AA SSGA ACTIONS INDICE EURO		175.947	0,0164%	F
AAI LIMITED		7.237	0,0007%	F
AB SICAV III DYNAMIC ALL MARK		1.732	0,0002%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		812	0,0001%	F
ABB PENSION FUND		1.101	0,0001%	F
ABERDEEN GROUP CHARITABLE TRUST		665	0,0001%	F
ABN AMRO FGR		795	0,0001%	F
ABN AMRO FUNDS		19.347	0,0018%	F
ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND		1.793	0,0002%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		48.551	0,0045%	F
ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND		7.507	0,0007%	F
ACCIDENT COMPENSATION CORPORATION		60.546	0,0057%	F
ACHMEA PENSIOEN- EN LEVENSVERZEKERINGEN N.V		81.990	0,0077%	F
ACHMEA REINSURANCE COMPANY N.V		8.775	0,0008%	F
ACHMEA SCHADEVERZEKERINGEN N.V		17.339	0,0016%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		23.406	0,0022%	F
ACO EMANUELE		741	0,0001%	F
ACTICCIA 90 N 10		113.750	0,0106%	F
ACTICCIA VIE 90 N 5		149.409	0,0140%	F
ADVANCED SERIES TRUST - AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		23.202	0,0022%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		830	0,0001%	F
AEGON CUSTODY B.V.		67.584	0,0063%	F
AEGON CUSTODY B.V..		15.995	0,0015%	F
AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL		8.650	0,0008%	F
AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE		3.814	0,0004%	F
AFER DIVERSIFIE ISR		32.029	0,0030%	F
AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS		25.483	0,0024%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,0026%	F
AIA GLOBAL MULTI-FACTOR EQUITY FUND		52.657	0,0049%	F
AIB GROUP IRISH PENSION SCHEME		4.213	0,0004%	F
AILIS SICAV		44.365	0,0041%	F
AIM EQUITY EUROPE		17.670	0,0017%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AKTIEN SUEDEUROPA UI		41.200	0,0039%	F
AL TST AL TRUST AKTIEN EUROPA		4.696	0,0004%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		14.256	0,0013%	F
ALASKA COMMON TRUST FUND		17.333	0,0016%	F
ALASKA PERMANENT FUND CORPORATION		13.523	0,0013%	F
ALLEANZA OBBLIGAZIONARIO		96.073	0,0090%	F
ALLIANZ GLOBAL INVESTORS FUND		176.184	0,0165%	F
ALLIANZ GLOBAL INVESTORS GMBH		365.380	0,0342%	F
ALLIANZ GLOBAL INVESTORS GMBH ALLIANZGI-FONDS BTH		9.351	0,0009%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		2.111	0,0002%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		9.274	0,0009%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS SUEWE SEGMENT AKTIEN WELT 2		22.950	0,0021%	F
ALLIANZGI FONDS AFE		67.713	0,0063%	F
ALLIANZGI S AKTIEN		174.245	0,0163%	F
ALLIANZGI-FONDS DSPT		11.361	0,0011%	F
ALLIANZGI-FONDS TOSCA		2.755	0,0003%	F
ALLOCATION INVEST EQUITY CORE		68.897	0,0064%	F
ALLOCATION PROTECTION 80		134.903	0,0126%	F
ALTO INTERNAZIONALE AZIONARIO		21.816	0,0020%	F
ALUMBRA INNOVATIONS FOUNDATION		626	0,0001%	F
AMERICAN BUREAU OF SHIPPING		553	0,0001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		476.287	0,0445%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		25.611	0,0024%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF		62.182	0,0058%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		16.043	0,0015%	F
AMERICAN CENTURY ICAV		7.148	0,0007%	F
AMLC EQ SINGLE STOCKS		101	0,0000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,0005%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,0028%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		2.563	0,0002%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		76.014	0,0071%	F
AMSELECT - HSBC EURO EQUITY VALUE		352.533	0,0330%	F
AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU		2	0,0000%	F
AMUNDI ETF ICAV		90.573	0,0085%	F
AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF		27.850	0,0026%	F
AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		25.649	0,0024%	F
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		47.543	0,0044%	F
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		222.895	0,0208%	F
AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF		13.341	0,0012%	F
AMUNDI EURO STOXX SELECT DIVIDEND 30		181.522	0,0170%	F
AMUNDI EUROPE MONDE		25.477	0,0024%	F
AMUNDI FUNDS EUROLAND EQUITY RISK PARITY		15.656	0,0015%	F
AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIV		322.309	0,0301%	F
AMUNDI INDEX EUROPE EX UK SMALL		18.803	0,0018%	F
AMUNDI INDEX MSCI EUROPE		328.407	0,0307%	F
AMUNDI INDEX MSCI WORLD		27.582	0,0026%	F
AMUNDI IPSA ACTIONS		1.840	0,0002%	F
AMUNDI IRELAND LIMITED		21.671	0,0020%	F
AMUNDI ITALY MIB ESG		148.045	0,0138%	F
AMUNDI LABEL ISR ACTIONS EUROP		3.339	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI LIFECYCLE 2030 EQUITY		8	0,0000%	F
AMUNDI LIFECYCLE 2033 EQUITY		12	0,0000%	F
AMUNDI LIFECYCLE 2036 EQUITY		16	0,0000%	F
AMUNDI LIFECYCLE 2039 EQUITY		21	0,0000%	F
AMUNDI MSCI EMU CLIMATE PARIS ALIGNED		6.709	0,0006%	F
AMUNDI MSCI EMU ESG BROAD TRANSITION		28.189	0,0026%	F
AMUNDI MSCI EMU ESG LEADERS SELECT		301.433	0,0282%	F
AMUNDI MSCI EMU SRI CLIMATE PARIS ALIGN		32.040	0,0030%	F
AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD		6.517	0,0006%	F
AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED		2.831	0,0003%	F
AMUNDI MSCI EUROPE ESG BROAD TRANSITION		80.873	0,0076%	F
AMUNDI MSCI EUROPE SCREENED		22.858	0,0021%	F
AMUNDI MSCI EUROPE SRI CLIM PARIS ALIGN		261.577	0,0245%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED		243	0,0000%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF		3.448	0,0003%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION		1.165	0,0001%	F
AMUNDI MSCI WORLD EX USA SCREE		107	0,0000%	F
AMUNDI MSCI WORLD SRI CLIMAT PARIS ALIGN		55.602	0,0052%	F
AMUNDI PRIME EUROPE		17.054	0,0016%	F
AMUNDI PRIME EUROZONE		58.391	0,0055%	F
AMUNDI PROGETTO FUTURO PIR		12.459	0,0012%	F
AMUNDI SGR SPA / AMUNDI RISPAR MIO ITALIA		37.703	0,0035%	F
AMUNDI STOXX EUROPE 600		655.303	0,0613%	F
AMUNDI STOXX EUROPE 600 ESG		67.954	0,0064%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		14.849	0,0014%	F
AMUNDIT ETF ICAV - AMUNDI MSCI ACWI SRI CLIMATE PARIS ALIGNED UCITS ETF		6.105	0,0006%	F
ANDRA AP-FONDEN		211.303	0,0198%	F
AP ACTIONS 1 EURO		19.231	0,0018%	F
API RETRAITE DIVERSIFIE		14.000	0,0013%	F
APOLLO INFRASTRUCTURE 2027		14.453	0,0014%	F
APPLE 401(K) PLAN		2.285	0,0002%	F
APPLIED FINANCE IVS INT LG ETF		609	0,0001%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT L.P.- STOCK SELECTION		2.783	0,0003%	F
AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP		4	0,0000%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		13.224	0,0012%	F
AQR FLEX 1 SERIES LLC - SERIES A15		3.554	0,0003%	F
AQR FLEX 1 SERIES LLC - SERIES A9		73.060	0,0068%	F
AQR FLEX 1 SERIES LLC SERIES A10		26.140	0,0024%	F
AQR FLEX 1 SERIES LLC- SERIES A13		3.198	0,0003%	F
AQR FLEX 1 SERIES LLC- SERIES A16		9.637	0,0009%	F
AQR FLEX 1 SERIES LLC(DASH)SERIES A24		1.038	0,0001%	F
AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND		24.946	0,0023%	F
AQR FUNDS - AQR MANAGED FUTURESSTRATEGY FUND		212.518	0,0199%	F
AQR FUNDS - AQR TREND TOTAL RETURN FUND		8.082	0,0008%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,0021%	F
AQR FUNDS- AQR CVX FUSION FUND		1.619	0,0002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		342.461	0,0320%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.848	0,0747%	F
AQR FUNDS- AQR LSE FUSION FUND		4.990	0,0005%	F
AQR FUNDS- AQR MS FUSION HV FUND		5.358	0,0005%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		90.499	0,0085%	F
AQR FUNDSAQR MULTIASSET FUND		37.296	0,0035%	F
AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC		112.454	0,0105%	F
AQR INNOVATION FUND, L.P.		1.108	0,0001%	F
AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND		84.728	0,0079%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		680	0,0001%	F
AQR TA DELPHI PLUS FUND LLC		4	0,0000%	F
AQR TA GLOBAL ALPHA FUND, NON FLIP		464.163	0,0434%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		5.222	0,0005%	F
AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC		9.535	0,0009%	F
ARAMCO ASIA SINGAPORE PTE. LTD		718	0,0001%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		1.050.098	0,0982%	F
ARCA AZIONI ITALIA		537.376	0,0502%	F
ARCA BB		1.839	0,0002%	F
ARCA ECONOMIA REALE BILANCIATO ITALIA 55		37.014	0,0035%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		6.172	0,0006%	F
ARERO - DER WELTFONDS - ESG		20.547	0,0019%	F
ARIZONA STATE RETIREMENT SYSTEM		196.900	0,0184%	F
ARKEA EXCLUSIVE PREMIUM MAY 2023		904.687	0,0846%	F
ARKWRIGHT, LLC		1.611	0,0002%	F
ARRCO QUANT 1		110.306	0,0103%	F
ARRCO QUANT II		22.279	0,0021%	F
ARROWST CAP GL EQ AEF NON FLIP		23.112	0,0022%	F
ARROWST CAP NEWBURY NON FLIP		2.977	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ACWI150 ALPHA EXTENSION FUND I		3.100	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		218.897	0,0205%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		286.504	0,0268%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		6.300	0,0006%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P.		538	0,0001%	F
ARROWSTREET (DELAWARE) CUSTOM ALPHA EXTENSION FUND Q L.P.		14.809	0,0014%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		1.586	0,0001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		300	0,0000%	F
ARROWSTREET CAPITAL NEWBURY FUND LIMITED.		137	0,0000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		290.985	0,0272%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		18.443	0,0017%	F
ARROWSTREET GLOBAL EQUITY ACWI TRUST FUND		39.650	0,0037%	F
ARROWSTREET GLOBAL EQUITY FUND		1.122.195	0,1049%	F
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US TRUST FUND		60.203	0,0056%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT		2.982	0,0003%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		6.871	0,0006%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE TRUST FUND		13.674	0,0013%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		11.532	0,0011%	F
ARROWSTREET INVESTMENT TRUST - ARROWSTREET ACWI ALPHA EXT CO		154	0,0000%	F
ARROWSTREET US GROUP TRUST		121.867	0,0114%	F
ARTEMIS FUNDS (LUX).		35.082	0,0033%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		1.396.028	0,1305%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		752.975	0,0704%	F
ARTEMIS SMARTGARP UK EQUITY FUND		467.163	0,0437%	F
AS (CA) GBL WLD AEF I NON FLIP		1.293	0,0001%	F
AS ACWI EX US AETF U NON FLIP		19.256	0,0018%	F
AS CAP GBL AC AEF CAY NON FLIP		69.019	0,0065%	F
AS DEV MARKET ALPHA EXT FD NON FLIP		1.864	0,0002%	F
AS INTL EQ EAFE AEF NON FLIP		8.872	0,0008%	F
ASCENSION ALPHA FUND LLC		12.128	0,0011%	F
ASIAN DEVELOPMENT BANK		32.449	0,0030%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ASR LEVENSVERZEKERING NV		31.534	0,0029%	F
ASR SCHADEVERZEKERING NV		10.953	0,0010%	F
ASSURDIX		36.946	0,0035%	F
ATCP-UI-FONDS		1.693	0,0002%	F
ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE		124.016	0,0116%	F
ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II		45.000	0,0042%	F
ATLAS MACRO MASTER FUND LIMITED		3.554	0,0003%	F
ATOUT EUROLAND CORE		77.963	0,0073%	F
ATOUT EUROPE CORE		20.734	0,0019%	F
ATOUT EUROPE HAUT RENDEMENT		23.022	0,0022%	F
AURION GLOBAL EQUITY FUND		1.588	0,0001%	F
AUSTRALIAN CAPITAL TERRITORY		13.159	0,0012%	F
AUSTRALIAN RETIREMENT TRUST		167.220	0,0156%	F
AUSTRALIANSUPER		143.481	0,0134%	F
AUTORIDADE MONETARIA DE MACAU		74.189	0,0069%	F
AVADIS FUND-AKTIEN WELT AST 2		16.642	0,0016%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,0013%	F
AVALON PORTFOLIO II LLC		1.928	0,0002%	F
AVANTIS CIBC INTERNATIONAL EQUITY ETF		1.061	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND		1.697	0,0002%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND		1	0,0000%	F
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND		584	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI DISTRIBUTION LIFE FUND		1.271	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND		2.613	0,0002%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,0007%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND		1.930	0,0002%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND		32.528	0,0030%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		553	0,0001%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND		56.681	0,0053%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND		23.719	0,0022%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND		554	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		95	0,0000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		1.247	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		2.957	0,0003%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		2.436	0,0002%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,0001%	F
AVIVA INVESTORS UK FUND SERVICES LIMITED		43.143	0,0040%	F
AVIVA LIFE & PENSIONS IRELAND DAC		19.930	0,0019%	F
AVIVA LIFE & PENSIONS UK LIMITED		57.104	0,0053%	F
AVIVA LIFE AND PENSIONS UK LIMITED		3.563	0,0003%	F
AWARE SUPER		667.253	0,0624%	F
AXA AA DIVERSIFIE INDICIEL 1		30.709	0,0029%	F
AXA ASSICURAZIONI SPA		16.000	0,0015%	F
AXA EURO DIVIDEND DBVL		50.938	0,0048%	F
AXA EURO DIVIDEND K		51.866	0,0048%	F
AXA IM EQUITY TRUST		185.942	0,0174%	F
AXA LEBEN AG		68.220	0,0064%	F
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO		21.000	0,0020%	F
AXA MPS PREVIDENZA PER TE - CRESCITA		180.532	0,0169%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AXA PEA REGULARITE		1.032.794	0,0965%	F
AXA SELECT MULTI ACTIONS		5.383	0,0005%	F
AXA VERSICHERUNGEN AG		146.532	0,0137%	F
AXA WORLD FUNDS SICAV		19.000	0,0018%	F
AZIMUT LIFE DAC		1.279	0,0001%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		2.895	0,0003%	F
AZL INTERNATIONAL INDEX FUND		25.204	0,0024%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		35.475	0,0033%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		19.541	0,0018%	F
BANK OF KOREA		107.659	0,0101%	F
BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS		3.225	0,0003%	F
BAYERNINVEST KVG MBH BAYERN-INVEST BT-1-FONDS		185.000	0,0173%	F
BAYERNINVEST KVG MBH BAYERNINVEST BWA 2-FONDS		26.649	0,0025%	F
BAYERNINVEST KVG MBH BG BAU ALTERSR. MA COMMERZBANK		15.049	0,0014%	F
BAYERNINVEST KVG MBH STRATEGIC CORE EQUITY I		17.273	0,0016%	F
BAYERNINVEST KVG MBH VK EUROPA AKTIEN		42.485	0,0040%	F
BAYERNINVEST PAE-FONDS		22.677	0,0021%	F
BAYVK A4 FONDS		19.433	0,0018%	F
BCV ENHANCED EUROPE EQUITY ESG		3.152	0,0003%	F
BEAR CREEK INVESTMENT LLC		6.473	0,0006%	F
BEAT DRUGS FUND ASSOCIATION		582	0,0001%	F
BEL EQUITY EUROPE		101.625	0,0095%	F
BERESFORD FUNDS ICAV		10.362	0,0010%	F
BERESFORD FUNDS ICAV.		382	0,0000%	F
BEST INVESTMENT CORPORATION		8.336	0,0008%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,0003%	F
BETASHARES GLOBAL SHARES ETF		18.969	0,0018%	F
BFT PARTNERS VIA EQUITY EUROPE		5.086	0,0005%	F
BLACKROCK - IG INTERNATIONAL EQUITY POOL		16.320	0,0015%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND OF BLACKROCK FUNDS		166.302	0,0155%	F
BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS		48.273	0,0045%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		14.281	0,0013%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1		9.451	0,0009%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		428.239	0,0400%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		12.943	0,0012%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		20.411	0,0019%	F
BLACKROCK COMMON CONTRACTUAL FUNDS		39.533	0,0037%	F
BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II		1.444	0,0001%	F
BLACKROCK FUND MANAGERS LTD		396.725	0,0371%	F
BLACKROCK FUNDS I ICAV		78.927	0,0074%	F
BLACKROCK GLOBAL FUNDS		20.456	0,0019%	F
BLACKROCK GLOBAL INDEX FUNDS		47.900	0,0045%	F
BLACKROCK INDEX SELECTION FUND		375.054	0,0351%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		52.232	0,0049%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		3.249.956	0,3038%	F
BLACKROCK INTERNATIONAL ALPHA TILTS FUND		17.766	0,0017%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		6.955	0,0007%	F
BLACKROCK LIFE LIMITED		11.313	0,0011%	F
BLACKROCK LIFE LTD		68.179	0,0064%	F
BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II		7.385	0,0007%	F
BLACKROCK SOLUTIONS FUNDS ICAV		85.563	0,0080%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		279	0,0000%	F
BLACKROCK UCITS CCF		37.031	0,0035%	F
BMO DIVERSIFIED INCOME PORTFOLIO		14.504	0,0014%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.574	0,0003%	F
BMO MSCI EAFE INDEX ETF		168.552	0,0158%	F
BMO MSCI EAFE SMALL-MID CAP INDEX ETF		184	0,0000%	F
BNP PARIBAS APOLLO GLOBAL WATER		35.147	0,0033%	F
BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE		237.664	0,0222%	F
BNP PARIBAS ATHENA PRESTIGE S&P 100		248.857	0,0233%	F
BNP PARIBAS DISRUPTIVE TECHNOLOGY CAPITAL GARANTI 2026		16.699	0,0016%	F
BNP PARIBAS EASY - ALPHA ENHANCED EUROPE		3.159	0,0003%	F
BNP PARIBAS EASY - DIVIDEND EUROPE		82.154	0,0077%	F
BNP PARIBAS EASY - ESG ENHANCED EUROPE		300	0,0000%	F
BNP PARIBAS EASY - EUR OVERNIGHT		40.300	0,0038%	F
BNP PARIBAS EASY - GROWTH EUROPE		98.206	0,0092%	F
BNP PARIBAS EASY - MSCI EMU		2.484	0,0002%	F
BNP PARIBAS EASY - MSCI EUROPE		3.000	0,0003%	F
BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF		1.780.768	0,1665%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF		246	0,0000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD EQUAL WEIGHT SELECT UCITS ETF		2.368	0,0002%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF		6.261	0,0006%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF		1.072	0,0001%	F
BNP PARIBAS EASY MSCI EMU MIN TE		140.598	0,0131%	F
BNP PARIBAS EASY MSCI EUROPE MIN TE		170.987	0,0160%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		37.613	0,0035%	F
BNP PARIBAS FUNDS - SEASONS		144.928	0,0135%	F
BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE		130.172	0,0122%	F
BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND		6.807	0,0006%	F
BNY MELLON INTERNATIONAL EQUITY ETF		19.158	0,0018%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		26.463	0,0025%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		8.805	0,0008%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		3	0,0000%	F
BOC-PRUDENTIAL EUROPEAN EQUITY FUND		6.000	0,0006%	F
BOC-PRUDENTIAL EUROPEAN INDEX FUND		44.593	0,0042%	F
BONITAS POOLED INVESTMENT FUND SERIES - DYNAMIC EUROPEAN EQUITY FUND		18.790	0,0018%	F
BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND		6.196	0,0006%	F
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S		44.000	0,0041%	F
BRIDGE BUILDER INTERNATIONAL E		27.353	0,0026%	F
BRIDGE BUILDER TAX MANAGED INT		3.267	0,0003%	F
BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO		3.820	0,0004%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.702	0,0028%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		647	0,0001%	F
BRUCE POWER PENSION PLAN .		1.363	0,0001%	F
BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD		5.636	0,0005%	F
BUILDERS ASSET MANAGEMENT WATER LLC		19.011	0,0018%	F
BUILDERS VISION FOUNDATION		11.480	0,0011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BUMA-UNIVERSAL-FONDS I		3.913	0,0004%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		18.012	0,0017%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		11.874	0,0011%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		5.605	0,0005%	F
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC		589.360	0,0551%	F
CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STAATSPERSONALS		1.482	0,0001%	F
CAISSE DE RETRAITE D'HYDRO-QUEBEC		1	0,0000%	F
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		771.156	0,0721%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		794.316	0,0743%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		7.279	0,0007%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.252	0,0023%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.916	0,0005%	F
CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD		1.322	0,0001%	F
CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND		497	0,0000%	F
CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND		1.357	0,0001%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		25.001	0,0023%	F
CANDRIAM SUSTAINABLE EQUITY QUANT EUROPE		373.096	0,0349%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,0000%	F
CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET		4.939	0,0005%	F
CAPULA TAIL RISK MASTER FUND LIMITED		3.414	0,0003%	F
CARDANO COMMON CONTRACTUAL FUND		4.523	0,0004%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		79.681	0,0074%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)		2.808	0,0003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,0025%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,0006%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)		2.490	0,0002%	F
CARESUPER		54.439	0,0051%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	42,7319%	F
CASSA NAZIONALE DI PREVIDENZA E ASSISTENZA FORENSE	80027390584	22.155.000	2,0710%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		3.379	0,0003%	F
CATERPILLAR INVESTMENT TRUST.		4.702	0,0004%	F
CAVEC LA FRANCAISE DIVERSIFIE		14.939	0,0014%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.063	0,0003%	F
CBS INSURANCE COMPANY LIMITED		2.387	0,0002%	F
CDN ACWI ALPHA TILTS FUND		6.514	0,0006%	F
CENTRAL BANK OF IRELAND MSCI PAB		24.434	0,0023%	F
CENTRAL PROVIDENT FUND BOARD		1.019	0,0001%	F
CERES FONDS D ACTIONS MONDE		5.492	0,0005%	F
CERVURITE INTERNATIONAL LLC		27.240	0,0025%	F
CFSIL RE CNEALTH GS FD 16		12.938	0,0012%	F
CFSIL-COMMONWLTH GBL SHARE FD 17		265.654	0,0248%	F
CG TPT AUTHORISED CONTRACTUAL SCHEME		3.624	0,0003%	F
CHARLES C. GATES TRUST OF 6/30/1941		3.478	0,0003%	F
CHCP GLOBAL SECURITIES LP		2.533	0,0002%	F
CHEVRON MASTER PENSION TRUST		2.773	0,0003%	F
CHINA LIFE INSURANCE COMPANY LIMITED		326	0,0000%	F
CHORELIA N 11		200.840	0,0188%	F
CHORELIA N 3		141.131	0,0132%	F
CHORELIA N 7		179.128	0,0167%	F
CHORELIA N 9		203.554	0,0190%	F
CHRISTOPHER J HEBERLIG		148	0,0000%	F
CHRISTOPHER METTLER		347	0,0000%	F
CHUNGHWA POST CO. LTD		8.349	0,0008%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.165	0,0006%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		11.989	0,0011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CIBC EUROPEAN INDEX FUND		2.435	0,0002%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		5.950	0,0006%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		1.539	0,0001%	F
CIBC INTERNATIONAL INDEX FUND		34.032	0,0032%	F
CIBC PENSION PLAN		17.060	0,0016%	F
CIBC QI GLOBAL LOW VOLATILITY DIVIDEND POOL		1.865	0,0002%	F
CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF		287.169	0,0268%	F
CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE		40.166	0,0038%	F
CIN BELGIUM LIMITED		17	0,0000%	F
CITITRUST LIMITED		6.213	0,0006%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		6.806	0,0006%	F
CITITRUST LTD		2.239	0,0002%	F
CITW FUND, LP		516	0,0000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		52.397	0,0049%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,0017%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		26.316	0,0025%	F
CITY UNIVERSITY OF NEW YORK		331	0,0000%	F
CM-AM ADVANCED		3.200	0,0003%	F
CM-AM CONVERTIBLES EUROPE		12.000	0,0011%	F
CM-AM CONVICTIONS EURO		372.000	0,0348%	F
CM-AM CONVICTIONS FLEXIBLE EURO		19.000	0,0018%	F
CM-AM PEA SECURITE		1.655.860	0,1548%	F
CM-AM PEA SERENITE		426.629	0,0399%	F
CNBF RB OSTRUM ACTION EURO		35.917	0,0034%	F
CNBF RC OSTRUM ACTION EURO		71.936	0,0067%	F
CNP ASSURANCES IARD MANDAT 287		19.218	0,0018%	F
CNP ASSURANCES PREVOYANCE MANDAT 285		34.518	0,0032%	F
CNP RETRAITE R01 PLACEMENT PTF		505.425	0,0472%	F
CNTRL PNSON FND INTRNTNL UNION		34.459	0,0032%	F
CO PERATIE KLAVERBLAD VERZEKERINGEN UA		16.096	0,0015%	F
COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED		12.336	0,0012%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,0008%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		40.471	0,0038%	F
COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF		190	0,0000%	F
COLUMBIA THREADNEEDLE (IRL) ICAV		2.252	0,0002%	F
COLUMBIA THREADNEEDLE (LUX) III		3.297	0,0003%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		238.698	0,0223%	F
COMMISSION DE LA CAISSE COMMUNE		6.132	0,0006%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		558	0,0001%	F
COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN		3.600	0,0003%	F
COMMONWEALTH OF PA - TREASURY		6.233	0,0006%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM		69.305	0,0065%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM		2.089	0,0002%	F
COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT		4.878	0,0005%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		121.689	0,0114%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.759	0,0007%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		386	0,0000%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,0002%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,0001%	F
CONTI GESTION		12.125	0,0011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		10.092	0,0009%	F
CORALIUM PEA SANTE RESERVE		109.895	0,0103%	F
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY		15.789	0,0015%	F
CPR ACTIONS EURO PREMIUM SELECT		427	0,0000%	F
CPR ACTIONS EURO RESPONSABLE		120.496	0,0113%	F
CPR EUROPE ESG POCHE COR		13.208	0,0012%	F
CRAMA LOIRE BRETAGNE ACTIONS		39.985	0,0037%	F
CREDIT MUTUEL ASSET MANAGEMENT		195.000	0,0182%	F
CREDIT SUISSE INDEX FUND (LUX)		416.811	0,0390%	F
CRN AMUNDI ACTIONS		161.464	0,0151%	F
CS PORTFOLIO LLC		42.020	0,0039%	F
CSAA INSURANCE EXCHANGE		1.740	0,0002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		25.490	0,0024%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975		3.627	0,0003%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND		86.197	0,0081%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		3.942	0,0004%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		6.337	0,0006%	F
CX CADENCE LIMITED-DEAZELEY		7.129	0,0007%	F
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.		547	0,0001%	F
D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C		153	0,0000%	F
D.E. SHAW OCULUS INTL NON FLIP		37.727	0,0035%	F
DC-AKTIEN-FONDS		1.741	0,0002%	F
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC		129	0,0000%	F
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.		303	0,0000%	F
DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC		3.101	0,0003%	F
DEAM-FONDS ZDV		3.193	0,0003%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROLAND AKT.LOWRISK		54.372	0,0051%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPA AKTIEN SPEZIAL		46.344	0,0043%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		145.545	0,0136%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		5.052	0,0005%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		57.049	0,0053%	F
DEKA INVESTMENT GMBH RE A-FU 5-FONDS		11.460	0,0011%	F
DEKA INVESTMENT GMBH RE GLOBALE AKTIEN		36.512	0,0034%	F
DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO A		21.692	0,0020%	F
DEKA INVESTMENT GMBH VZWL MASTERFONDS		14.308	0,0013%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,0006%	F
DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02		1.952	0,0002%	F
DEKA INVESTMENT GMBH W/A-REVI 2		28.000	0,0026%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		403.887	0,0378%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CLIMATE CHANGE ESG CTB UCITS ETF		15.254	0,0014%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE CLIMATE CHANGE ESG CTB UCITS ETF		33.372	0,0031%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		11.955	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD CLIMATE CHANGE ESG UCITS ETF		11.502	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		29.301	0,0027%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		32.154	0,0030%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL		10.342	0,0010%	F
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET EUROPA FOKUS AS		14.000	0,0013%	F
DEKA INVESTMENT GMBH W/ELB AKTIEN GLOBAL MULTIFACTOR PASSIV		6.345	0,0006%	F
DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS		37.588	0,0035%	F
DEKA INVESTMENT GMBH W/HEGAU-BODENSEE FM 1 W/U03		8.500	0,0008%	F
DEKA INVESTMENT GMBH W/HFW-FONDS W/S2 AKTIEN EUROPA		19.432	0,0018%	F
DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II		4.786	0,0004%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,0005%	F
DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV		1.256	0,0001%	F
DEKA INVESTMENT GMBH W/SKYHOOK INVEST - DEKA		168	0,0000%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U07		17.799	0,0017%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		7.257	0,0007%	F
DEKA INVESTMENT GMBH W/TREVALIS U02		440	0,0000%	F
DEKA INVESTMENT GMBH W/TREVALIS U03		17.631	0,0016%	F
DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02		16.351	0,0015%	F
DEKA INVESTMENT GMBH W/WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN W/U02		4.793	0,0004%	F
DEKA VALUE PLUS		108.994	0,0102%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS		14.500	0,0014%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG		22.100	0,0021%	F
DEKA-RAB		6.795	0,0006%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		1.370	0,0001%	F
DES VAL INTL.PEEQ CSH NON FLIP		60.170	0,0056%	F
DESJARDINS GLOBAL EQUITY GROWTHFUND		99.508	0,0093%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		28.241	0,0026%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		1.146	0,0001%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA MULTIFACTOR LOW CO2 ETF		90.546	0,0085%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		32.006	0,0030%	F
DESTINATIONS INTERNATIONAL EQU		7.256	0,0007%	F
DEUTSCHE DCG EQ		1.071	0,0001%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,0001%	F
DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST		950	0,0001%	F
DFI LP EQUITY (PASSIVE		532	0,0000%	F
DIGITAL FUNDS STARS EUROZONE		9.321	0,0009%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,0002%	F
DIMENSIONAL FUNDS PLC		62.549	0,0058%	F
DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E		187.404	0,0175%	F
DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI		4.496	0,0004%	F
DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E		1	0,0000%	F
DPAM B EQUITIES EUROPE INDEX		43.000	0,0040%	F
DPAM DBI RDT B EQUITIES EMU INDEX		68.000	0,0064%	F
DPAM L EQUITIES EMU SRI MSCI INDEX		12.230	0,0011%	F
DPAM L EQUITIES WORLD SRI MSCI INDEX		4.200	0,0004%	F
DPCTA-MASTERFONDS		15.139	0,0014%	F
DUNHAM INTERNATIONAL STOCK FUND		6.650	0,0006%	F
DWS INVESTMENT GMBH FOR DEAM-FONDS CPT		3.196	0,0003%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		5.159	0,0005%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		2.140	0,0002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,0013%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE		196.104	0,0183%	F
DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER		892	0,0001%	F
DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1		26.908	0,0025%	F
DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY		21.176	0,0020%	F
DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND		3.672	0,0003%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT		61.715	0,0058%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO		662	0,0001%	F
DWS INVESTMENT GMBH W/BBR 1 AP		8.706	0,0008%	F
DWS MULTI ASSET PIR FUND		30.000	0,0028%	F
DYNAMIC PROFILE FINECO AM FUND I		5.582	0,0005%	F
DYNAMIC PROFILE FINECO AM FUND V		113.230	0,0106%	F
DYNAMIC PROFILE FINECO AM FUND VI		91.818	0,0086%	F
DYNAMIC PROFILE FINECO AM FUND VII		109.959	0,0103%	F
DYNASTY INVEST LTD		1.134	0,0001%	F
E TRADE NO FEE INTERNATIONAL INDEX FUND		833	0,0001%	F
EAST SUSSEX PENSION FUND		3.751	0,0004%	F
EDF RETRAITE LONG TERME INDICIELLE		13.858	0,0013%	F
EFFEPILUX SIC-AZIONARIO - PICT		4.720	0,0004%	F
ELEVA ABSOLUTE RETURN EUROPE FUND		8.268	0,0008%	F
EMBO-FONDS		11.075	0,0010%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		3.434	0,0003%	F
EMPOWER ANNUITY INSURANCE COMPANY		47.016	0,0044%	F
ENGADINE EQUITY MASTER FUND		38.915	0,0036%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		2.086	0,0002%	F
ENPAM		200.000	0,0187%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		11.738.658	1,0973%	F
ENVIRONMENT FUND		3.506	0,0003%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO		33.001	0,0031%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		6.758	0,0006%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		4.395	0,0004%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.032	0,0005%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		5.900	0,0006%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		855	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		1.370	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		3.818	0,0004%	F
EQUIPSUPER		57.778	0,0054%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.972	0,0003%	F
ERAFP ACTIONS EURO I		628.664	0,0588%	F
ERAFP ACTIONS EURO IV		314.138	0,0294%	F
ERI BAYERNINVEST FONDS AKTIEN EUROPA		10.448	0,0010%	F
ERIKOISSIJOITUSRAHASTO NORDEA NAVIGO		346	0,0000%	F
ERISA ACTIONS GRANDES VALEURS		625.889	0,0585%	F
ESSENTIA HEALTH		2.616	0,0002%	F
EVERGREEN SUSTAINABLE WORLD STOCKS		9.000	0,0008%	F
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES		1.072	0,0001%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,0003%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,0005%	F
FAMILY INVESTMENTS CHILD TRUST FUND		7.175	0,0007%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		8.919	0,0008%	F
FCM INTERNATIONAL LLC		835	0,0001%	F
FCP SODIUM I		25.274	0,0024%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FEDEX CORPORATION EMPLOYEES PENSION TRUST		6.288	0,0006%	F
FG BALANCED		12.000	0,0011%	F
FGV ACTIONS EUROPE LM A		16.762	0,0016%	F
FGV ACTIONS EUROPE LM B		132.230	0,0124%	F
FIDDLER PARTNERS LLC		474	0,0000%	F
FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND		1.682.067	0,1572%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		16.436	0,0015%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		126.654	0,0118%	F
FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF		42.356	0,0040%	F
FIDELITY FUNDS - ITALY POOL		647.908	0,0606%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		3.004	0,0003%	F
FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND		41.087	0,0038%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		56.240	0,0053%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND		3.082	0,0003%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		103.377	0,0097%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		544	0,0001%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		185.036	0,0173%	F
FIDELITY SALEM STREET TRUST FIDELITY FLEX INTERNATIONAL FOCUSED INDEX FUND		5.092	0,0005%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		47.903	0,0045%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		230.553	0,0216%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA		18.759	0,0018%	F
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL MOMENTUM INDEX FUND		106.973	0,0100%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.		804.742	0,0752%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		242.870	0,0227%	F
FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF		43.412	0,0041%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		8.200	0,0008%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		16.176	0,0015%	F
FIDEURAM FUND		2.311	0,0002%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		1.420	0,0001%	F
FIRST PRIVATE EURO DIVIDENDEN STAUFER		28.190	0,0026%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		433.385	0,0405%	F
FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF		37.190	0,0035%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		5.703	0,0005%	F
FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF		12.256	0,0011%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH ETF		181.638	0,0170%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH PORTFOLIO		30.368	0,0028%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		47.899	0,0045%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		907.862	0,0849%	F
FJARDE AP-FONDEN.		11.335	0,0011%	F
FLEXSHARES DEVELOPED MARKETS EX - US QUALITY LOW VOLATILITY INDEX FUND		5.664	0,0005%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		1	0,0000%	F
FLORIDA RETIREMENT SYSTEM		32.429	0,0030%	F
FLOURISH INVESTMENT CORPORATION		14.574	0,0014%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,0016%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		261	0,0000%	F
FONDATION BOTNAR		10.645	0,0010%	F
FONDATION BOTNAR.		11.292	0,0011%	F
FONDAZIONE CASSA DI RISPARMIO DI CUNEO	96031120049	1.133.000	0,1059%	F
FONDAZIONE CASSA DI RISPARMIO DI FIRENZE	00524310489	1.000.000	0,0935%	F
FONDAZIONE CASSA DI RISPARMIO DI PADOVA E ROVIGO	92057140284	500.000	0,0467%	F
FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA	00499230373	1.702.438	0,1591%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		21	0,0000%	F
FONDITALIA		821.598	0,0768%	F
FONDS DE PLACEMENT PROMUTUEL GROUPE PROMUTUEL FEDERATION DE SOCIETES MUTUELLES DASSURANCE GENERALE		2.502	0,0002%	F
FONDS DE RESERVE POUR LES RETRAITES		47.364	0,0044%	F
FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.)		22.930	0,0021%	F
FONDS FUER STIFTUNGEN INVESCO		9.232	0,0009%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,0002%	F
FOOLIQ EHF		881	0,0001%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		3.553	0,0003%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,0001%	F
FOREIGN STOCK INDEX MOTHER FUND		32.631	0,0031%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,0007%	F
FRANCIS FAMILY FUND APS		3.127	0,0003%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		7.470	0,0007%	F
FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF		550.981	0,0515%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF		156.020	0,0146%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF		3.615	0,0003%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF		4.130	0,0004%	F
FRANKLIN TEMPLETON ICAV		610.793	0,0571%	F
FUNDACAO CALOUSTE GULBENKIAN		642	0,0001%	F
FUNDO DE PENSOES .		5.355	0,0005%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,0011%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		291.521	0,0273%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		46.625	0,0044%	F
FUTURE GROUP INTERNATIONAL EQUITIES FUND		16.417	0,0015%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		274	0,0000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		28.107	0,0026%	F
G.A.-FUND-B - WORLD EQUITIES PLUS		4.036	0,0004%	F
GAMLA LIVFORSAKRINGSAKTIEBOLAGET SEB TRYGG LIV		191.605	0,0179%	F
GARRAISKA INVESTMENTS		7.500	0,0007%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		1.841	0,0002%	F
GCA MANDAT GESTION ACTIONS		32.798	0,0031%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		103.987	0,0097%	F
GENERALI AKTIVMIX DYNAMIK PROTECT 80		2.925	0,0003%	F
GENERALI FUTURE LEADERS ITALIA		23.900	0,0022%	F
GENERALI INVESTMENTS SICAV		32.843	0,0031%	F
GENERALI ITALIA SPA		120.500	0,0113%	F
GENERATION LIFE LIMITED		2.122	0,0002%	F
GERANA SICAV-SIF, S.A.		8.456	0,0008%	F
GLENDALOUGH ASSET MANAGEMENT LIMITED		2.709	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		1.866	0,0002%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		1.942	0,0002%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		31.044	0,0029%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,0002%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		5.801	0,0005%	F
GLOBAL MULTI FACTOR EQUITY FUND		26.510	0,0025%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P		2.677	0,0003%	F
GLOBAL RESEARCH EQUITY-EXTENDED MASTER FUND (CAYMAN)		2.677	0,0003%	F
GLOBAL SICAV - OFI INVEST ESG		12.058	0,0011%	F
GLOBAL SYSTEMATIC ACTIVE EQUITIES		17.495	0,0016%	F
GLOBAL X MSCI EAFE INDEX ETF		3.075	0,0003%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		33.639	0,0031%	F
GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF		1.127	0,0001%	F
GMO ALTERNATIVE ALLOCATION FUND		37.974	0,0035%	F
GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES		18.806	0,0018%	F
GOLDMAN SACHS ETF ICAV		33	0,0000%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA EUROPE EQUITY ETF		17.236	0,0016%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA INTERNATIONAL EQUITY ETF		438.073	0,0409%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		25.378	0,0024%	F
GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF		21.583	0,0020%	F
GOLDMAN SACHS FUNDS III		92.560	0,0087%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		60.690	0,0057%	F
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.		60.484	0,0057%	F
GOVERNMENT PENSION INVESTMENT FUND		1.388.278	0,1298%	F
GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND		13.022	0,0012%	F
GREAT-WEST INTERNATIONAL INDEX FUND		72.607	0,0068%	F
GREEN CENTURY MSCI INTERNATION		14.411	0,0013%	F
GREENFIELDS CAPITAL LIMITED		543	0,0001%	F
GREENFINCH FOUNDATION		2.460	0,0002%	F
GUIDEMARK WORLD EX-US FUND/GOLDMAN		43.751	0,0041%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		50.136	0,0047%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		62.982	0,0059%	F
HANG SENG INSURANCE COMPANY LIMITED		35.267	0,0033%	F
HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF		28.695	0,0027%	F
HASE EUROPA		35.000	0,0033%	F
HAWTHORN DM LLC		9.325	0,0009%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		688	0,0001%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		472	0,0000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		11.100	0,0010%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,0009%	F
HC RENTE		1.812	0,0002%	F
HEALTHCARE EMPLOYEES PENSION PLAN MANITOBA		137.281	0,0128%	F
HELABA INV KAPITALANL GES MBH HI SZVA 21 SFONDS		29.421	0,0028%	F
HELABA INVEST KAG MBH HI KAPPA 3 SFONDS		29.156	0,0027%	F
HELVETIA I EUROPA		43.537	0,0041%	F
HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T		2.129	0,0002%	F
HESTA		4.848	0,0005%	F
HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS		83.000	0,0078%	F
HI-AKTIEN-AKTIV-VALUE-SFONDS		49.000	0,0046%	F
HILLSDALE GLOBAL EQUITY FUND		4.068	0,0004%	F
HI-PROAM-STIFTUNGSFONDS		2.853	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		196.154	0,0183%	F
HORIZON BUSINESS SRI DYN DBI-RDT		37.479	0,0035%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		25.248	0,0024%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		5.784	0,0005%	F
HP+P STIFTUNGSFONDS		15.900	0,0015%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,0001%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,0005%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,0002%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,0003%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,0000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,0004%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		5.546	0,0005%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND		2.736	0,0003%	F
HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND		130.766	0,0122%	F
HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF		371	0,0000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF		689	0,0001%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		16.389	0,0015%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF		71.914	0,0067%	F
HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF		1.244	0,0001%	F
HSBC EURO EQUITY VOLATILITY FOCUSED		82.379	0,0077%	F
HSBC EUROPE EQUITY INCOME		147.680	0,0138%	F
HSBC GLOBAL INVESTMENT FUNDS		847.470	0,0792%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND		24.324	0,0023%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		343.534	0,0321%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		35.864	0,0034%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		16.051	0,0015%	F
IADB STAFF RETIREMENT FUND		2.805	0,0003%	F
IALUMBRA HOLDING TRUST		12.400	0,0012%	F
IBM 401(K) PLUS PLAN TRUST		34.061	0,0032%	F
IC EUROPE EQUITY ESG INDEX FUND		1.996	0,0002%	F
IF IST - GLOBE INDEX		8.453	0,0008%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		828.738	0,0775%	F
ILA - A-ILDSCG		2.038	0,0002%	F
ILA - A-ILEZEQG		9.250	0,0009%	F
ILA - A-ILGLOEQG		3.216	0,0003%	F
ILA - A-ILGLOEQN		852	0,0001%	F
ILA - RAFIMF		908	0,0001%	F
ILA-A-ILIMCFHY		3.105	0,0003%	F
ILA-A-ILSDMH		89.404	0,0084%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		27.080	0,0025%	F
ILA-LA WORLD ESG SCREENED FUND		1.696	0,0002%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		24.512	0,0023%	F
ILMARINEN MUTUAL PENSION INSURANCE COMPANY		623.475	0,0583%	F
IMCO GLOBAL PUBLIC EQUITY LP		77.185	0,0072%	F
IMPACTASSETS INC.		976	0,0001%	F
IMPERIAL GLOBAL EQUITY INCOME POOL		332.061	0,0310%	F
IMPERIAL INTERNATIONAL EQUITY POOL		704	0,0001%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,2926%	F
INCOME INSURANCE LIMITED		10.013	0,0009%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INDOSUEZ EURO PATRIMOINE		139.388	0,0130%	F
INDOSUEZ EURO RENDEMENT		119.510	0,0112%	F
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC		16.749	0,0016%	F
ING DIRECT SICAV		20.363	0,0019%	F
INSPIRE INTERNATIONAL ETF		100.681	0,0094%	F
INSTITUTIONAL RETIREMENT TRUST		4.051	0,0004%	F
INSTITUTIONELLA AKTIEFONDEN STABIL		80.336	0,0075%	F
INTERFUND SICAV		13.416	0,0013%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		4.629	0,0004%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		9.063	0,0008%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		252.562	0,0236%	F
INTERNATIONAL EQUITIES B UNIT TRUST		3.407	0,0003%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		483	0,0000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		1.018	0,0001%	F
INTERNATIONAL EQUITY FUND		2.687	0,0003%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		3.285	0,0003%	F
INTERNATIONAL MONETARY FUND		30.572	0,0029%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		25.413	0,0024%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV		5.164	0,0005%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS		12.329	0,0012%	F
INVESCO ADVANTAGE INTERNATIONALFUND		1.119	0,0001%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		90.987	0,0085%	F
INVESCO FUND MANAGERS LIMITED		64.467	0,0060%	F
INVESCO FUNDS		553.776	0,0518%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		9.479	0,0009%	F
INVESCO GLOBAL EQUITY NET ZERO ETF		9.786	0,0009%	F
INVESCO MARKETS II PLC		61.100	0,0057%	F
INVESCO MARKETS II PUBLIC LIMITED COMPANY		64.822	0,0061%	F
INVESCO MARKETS III PLC		821	0,0001%	F
INVESCO MSCI EAFE INCOME ADVANTAGE ETF		7.283	0,0007%	F
INVESCO POOLED INVESTMENT FUND - EUROPE FUND		13.069	0,0012%	F
INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES		56.341	0,0053%	F
INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF		3.334	0,0003%	F
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF		4.640	0,0004%	F
INVESCO S&P INTERNATIONAL DEVELOPED ESG INDEX ETF		425	0,0000%	F
INVESCO SANDP INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		77.269	0,0072%	F
INVESCO SANDP INTERNATIONAL DEVELOPED MOMENTUM ETF		116.645	0,0109%	F
INVESTERINGSFORENINGEN BANKINVEST ENGROS,GLOBALE AKTIER AKK.KL		31.998	0,0030%	F
INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL		583	0,0001%	F
INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL		2.966	0,0003%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		28.257	0,0026%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		6.128	0,0006%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		23.619	0,0022%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST, LI AKTIER GLOBALE INDEKS		7.081	0,0007%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL		1.705	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL		1.913	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL		3.956	0,0004%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL		11.476	0,0011%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL		5.163	0,0005%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS GLOBALE STABILE AKTIER		29.932	0,0028%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER		13.699	0,0013%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.534	0,0003%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABIL BALANCERET KL		6.644	0,0006%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER AKKUMULERENDE KL		25.391	0,0024%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER KL		89.574	0,0084%	F
INVESTERINGSFORENINGEN NORDEAINVEST ENGROS GLOBALE STABILE AKTIER - ETISK TILVALG		28.010	0,0026%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS, GLOBALE AKTIER BASIS ESG KL		19.472	0,0018%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		7.600	0,0007%	F
INVESTERINGSFORENINGEN PROFIL INVEST AFDELING FF		2.954	0,0003%	F
INVESTERINGSFORENINGEN SEBINVEST SEB EUROPA AKTIER AKL		6.063	0,0006%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,0023%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		18.429	0,0017%	F
IP ACTIONS EURO		12.402	0,0012%	F
IPC MULTI-FACTOR INTERNATIONAL EQUITY		11.729	0,0011%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		39.940	0,0037%	F
IRCANTEC ACTIONS MONDE SYST. SCHRODERS		29.475	0,0028%	F
IRISH LIFE ASSURANCE PLC		75.311	0,0070%	F
IRISH LIFE ASSURANCE.		40.818	0,0038%	F
IRISH LIFE CLIMATE FOCUSED FUND		1.663	0,0002%	F
IRR K LLC		4.519	0,0004%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,0001%	F
ISHARES CORE MSCI EAFE ETF		3.285.519	0,3071%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		287.905	0,0269%	F
ISHARES CORE MSCI EUROPE ETF		241.120	0,0225%	F
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF		513.697	0,0480%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		633.876	0,0593%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		7.818	0,0007%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		12.443	0,0012%	F
ISHARES ENHANCED INTERNATIONAL ACTIVE ETF		88	0,0000%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		41.427	0,0039%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		11.000	0,0010%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		893.524	0,0835%	F
ISHARES EURO STOXX UCITS ETF (DE)		191.039	0,0179%	F
ISHARES EUROPE ETF		82.745	0,0077%	F
ISHARES GLOBAL EQUITY FACTOR ETF		6.543	0,0006%	F
ISHARES GLOBAL FINANCIALS ETF		17.290	0,0016%	F
ISHARES II PUBLIC LIMITED COMPANY		1.129.456	0,1056%	F
ISHARES III PUBLIC LIMITED COMPANY		1.513.632	0,1415%	F
ISHARES INTERNATIONAL DIVIDEND GROWTH ETF		129.228	0,0121%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		188.347	0,0176%	F
ISHARES INTERNATIONAL EQUITY FACTOR ROTATION ACTIVE ETF		2.807	0,0003%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		3.490	0,0003%	F
ISHARES IV PUBLIC LIMITED COMPANY		1.280.236	0,1197%	F
ISHARES MSCI ACWI ETF		117.036	0,0109%	F
ISHARES MSCI ACWI EX U.S. ETF		141.150	0,0132%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		32.841	0,0031%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES MSCI EAFE ETF		1.580.267	0,1477%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		283.824	0,0265%	F
ISHARES MSCI EAFE MIN VOL FACTOR ETF		1.497.432	0,1400%	F
ISHARES MSCI EAFE VALUE ETF		1.206.247	0,1128%	F
ISHARES MSCI EUROPE FINANCIALS ETF		496.270	0,0464%	F
ISHARES MSCI EUROPE IMI INDEX ETF		13.658	0,0013%	F
ISHARES MSCI EUROZONE ETF		575.583	0,0538%	F
ISHARES MSCI INTL MOMENTUM FACTOR ETF		214.784	0,0201%	F
ISHARES MSCI ITALY ETF		515.503	0,0482%	F
ISHARES MSCI KOKUSAI ETF		1.530	0,0001%	F
ISHARES MSCI WORLD ETF		45.986	0,0043%	F
ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF		331	0,0000%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		10.831	0,0010%	F
ISHARES PUBLIC LIMITED COMPANY		2.048.803	0,1915%	F
ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE		88.189	0,0082%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		354.574	0,0331%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		167.591	0,0157%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		1.285.371	0,1202%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.174.506	0,2033%	F
ISHARES V PUBLIC LIMITED COMPANY		371.901	0,0348%	F
ISHARES VI PUBLIC LIMITED COMPANY		745.763	0,0697%	F
ISHARES VII PUBLIC LIMITED COMPANY		919.469	0,0859%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		56.745	0,0053%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,0002%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		2.611	0,0002%	F
ISLE OF MAN GOVERNMENT-TREASURY		5.346	0,0005%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,0000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.226.421	0,1146%	F
JEFFREY LLC		14.160	0,0013%	F
JEREMY S. O'CONNOR LIVING TRUST		247	0,0000%	F
JNL INTERNATIONAL INDEX FUND		66.693	0,0062%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		9.911	0,0009%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		1.826	0,0002%	F
JNL/MELLON MSCI WORLD INDEX FUND		4.419	0,0004%	F
JOHN HANCOCK FUNDS II - MULTI-ASSET ABSOLUTE RETURN FUND		37.285	0,0035%	F
JOHN HANCOCK FUNDS II INCOME ALLOCATION FUND		1.419	0,0001%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		63.747	0,0060%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		8.380	0,0008%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		16.429	0,0015%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		5.403	0,0005%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		38.376	0,0036%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		16.613	0,0016%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		32.997	0,0031%	F
JOHN T. WALTON FAMILY TRUST		120.586	0,0113%	F
JOSHUA GREEN CORPORATION		3.450	0,0003%	F
JPM MULTI INCOME FUND		21.955	0,0021%	F
JPMORGAN BETABUILDERS EUROPE ETF		146.125	0,0137%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		43.417	0,0041%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		5.137	0,0005%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		15.715	0,0015%	F
JPMORGAN EUROPE STRATEGIC DIVIDEND FUND		4.326	0,0004%	F
JPMORGAN FLEXIBLE INCOME ETF		253	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		2.739	0,0003%	F
JPMORGAN FUNDS		283.372	0,0265%	F
JPMORGAN GLOBAL ALLOCATION FUND		554	0,0001%	F
JPMORGAN INCOME BUILDER FUND		6.846	0,0006%	F
JPMORGAN INVESTMENT FUNDS		334.404	0,0313%	F
JPMORGAN MULTI BALANCED FUND		1.680	0,0002%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,0002%	F
JTW TRUST NO. 3 UAD 9/19/02.		118	0,0000%	F
JTW TRUST NO. 4 UAD 9/19/02.		2.036	0,0002%	F
JTW TRUST NO. 5 UAD 9/19/02.		32	0,0000%	F
KAISER FOUNDATION HOSPITALS		3.693	0,0003%	F
KAISER PERMANENTE GROUP TRUST		4.379	0,0004%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5		59.744	0,0056%	F
KAPITALFORENINGEN EMD INVEST, VERDENSINDEKS		8.758	0,0008%	F
KAPITALFORENINGEN INVESTIN PRO		14.165	0,0013%	F
KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I		17.756	0,0017%	F
KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS		102.262	0,0096%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		194.122	0,0181%	F
KBC ECO FUND/WORLD		17.073	0,0016%	F
KBC EQUITY FUND EUROZONE		547.074	0,0511%	F
KBC EQUITY FUND EUROZONE DBI-RDT		79.098	0,0074%	F
KBC EQUITY FUND SRI EUROZONE		856.476	0,0801%	F
KBC EQUITY FUND WORLD		168.610	0,0158%	F
KBC EQUITY FUND/EUROPE		48.054	0,0045%	F
KBC EQUITY FUND/SRI WORLD		230.559	0,0216%	F
KBC EQUITY FUND/WORLD DBI-ROT		54.621	0,0051%	F
KBC EQUITY SRI WORLD DBI-RDT		19.803	0,0019%	F
KBC INST FUND EURO EQUITY		51.823	0,0048%	F
KBC INSTITUTIONAL FUND SRI EURO		60.425	0,0056%	F
KBC INSTITUTIONAL FUND/SRI WORLD EQUITY		13.934	0,0013%	F
KBC INSTITUTIONAL INVESTOR		3.936	0,0004%	F
KBI FUNDS ICAV		32.723	0,0031%	F
KBI GLOBAL INVESTMENT FUND		18.268	0,0017%	F
KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1		7.286	0,0007%	F
KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR		4.585	0,0004%	F
KERI ANN O'CONNOR REVOCABLE TRUST		37	0,0000%	F
KFP MARKETABLE LLC		60	0,0000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		17.974	0,0017%	F
KODAK RETIREMENT INCOME PLAN 343 ST		22.451	0,0021%	F
KOKUSAI EQUITY INDEX FUND, A S		8.501	0,0008%	F
KUMPULAN WANG PERSARAAN (DIPERBADANKAN		4.902	0,0005%	F
KUTXABANK GESTION SGIIC, S.A.		233.308	0,0218%	F
KUTXABANK PENSIONES, S.A., SGFP		89.110	0,0083%	F
L&G DEVELOPED WORLD MOMENTUM FACTOR INDEX FUND		663	0,0001%	F
LA FRANCAISE LUX - CARBON IMPACT INCOME		743	0,0001%	F
LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES		104.828	0,0098%	F
LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION		2.790	0,0003%	F
LAB QS DYNAMIC EQUITY FUND LP		99	0,0000%	F
LACERA MASTER OPEB TRUST		11.377	0,0011%	F
LAKE AVENUE INVESTMENTS LLC		18.058	0,0017%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		2	0,0000%	F
LATVIJAS BANKA		2.666	0,0002%	F
LAWRENCE LIVERMORE NATIONAL SECURITY, LLC AND TRIAD NATIONAL SECURITY, LLC DEFINED BENEFIT PENSION PLAN GROUP TRUST		4.766	0,0004%	F
LBBW AM INVESTMENTGES. MBH LBB W AM-MONACO		6.250	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LBBW AM INVESTMENTGES. MBH LBBW AM-RENDITEF.NR.1 BANTLEO		6.339	0,0006%	F
LBBW AM-ALME INVEST		34.000	0,0032%	F
LBBW AM-CESRA5PLUS		10.000	0,0009%	F
LBBW AM-MASTER SUEDPFALZ		37.100	0,0035%	F
LBBW ASSET MANAGEMENT INVESTMENTGESELLSCHAFT MBH		261.576	0,0245%	F
LBBW GLOBAL DIVIDEND		120.000	0,0112%	F
LBBW ZYKLUS STRATEGIE		14.000	0,0013%	F
LBPAM 3 MOIS		1.847.637	0,1727%	F
LBPAM FRANCECAP 100 NOVEMBRE 2030		887.036	0,0829%	F
LBPAM ISR ACTIONS FOCUS EUROPE		279.234	0,0261%	F
LBPAM SHORT TERM		133.000	0,0124%	F
LCL ACTIONS EURO CORE		76.726	0,0072%	F
LCL ACTIONS MONDE HORS EUROPE EUR		39.291	0,0037%	F
LEE M. HOWER TRUST		114	0,0000%	F
LEGAL & GENERAL CCF.		2.342	0,0002%	F
LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E		5.801	0,0005%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO		15.041	0,0014%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE		12.020	0,0011%	F
LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED		330	0,0000%	F
LEGAL & GENERAL GLOBAL EQUITY INDEX FUND		12.796	0,0012%	F
LEGAL & GENERAL ICAV.		1.052	0,0001%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		45.786	0,0043%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		21.723	0,0020%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		16.102	0,0015%	F
LEGAL & GENERAL UCITS ETF PUBLIC LIMITED COMPANY		9.483	0,0009%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		13.054	0,0012%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND		296	0,0000%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		194.036	0,0181%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		1.223	0,0001%	F
LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED		26.502	0,0025%	F
LEGAL AND GENERAL CCF		509	0,0000%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		39.575	0,0037%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		272	0,0000%	F
LEGAL AND GENERAL EUROPEAN INDEX TRUST		221.148	0,0207%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		26.779	0,0025%	F
LEGAL AND GENERAL UCITS ETF PLC		200.433	0,0187%	F
LFM ACTIONS MONDE VOLATILITE CONTROLEE		89.564	0,0084%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME		47	0,0000%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		398	0,0000%	F
LGT SLC EQ EMV POOL CC AND L		1.137	0,0001%	F
LGT SLC EQUITY OPT POOL SSGA		14.403	0,0013%	F
LLB FUND SERV. AG ATD LLB AKTIEN EUROPA (EUR)		20.561	0,0019%	F
LOB HOLDING SRL		2.500	0,0002%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		18.566	0,0017%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		14.710	0,0014%	F
LOF ALL ROADS		23.999	0,0022%	F
LOF ALL ROADS CONSERVATIVE		4.129	0,0004%	F
LOF ALL ROADS GROWTH		17.973	0,0017%	F
LOF TARGETNETZERO EUROPE EQUITY		10.182	0,0010%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME		637.770	0,0596%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.		911.840	0,0852%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		68.730	0,0064%	F
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MASTER TRUST		12.897	0,0012%	F
LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS(		26.063	0,0024%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		404.382	0,0378%	F
LUX IM GLOBAL EQUITY VALUE		39.388	0,0037%	F
LUXCELLENCE HELVETIA EUROP EQUITY		6.372	0,0006%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		9.286	0,0009%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		178.667	0,0167%	F
LVIP SSGA INTERNATIONAL INDEX FUND		58.233	0,0054%	F
M INTERNATIONAL EQUITY FUND		2.463	0,0002%	F
MACF 3		89	0,0000%	F
MACK EAFE EQUITY POOL		10.445	0,0010%	F
MACKENZIE EUROPEAN SMALL-MID CAP FUND		79.427	0,0074%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		22.986	0,0021%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		17.922	0,0017%	F
MACQUARIE MULTI-FACTOR FUND		2.603	0,0002%	F
MAM EUROPA GROWTH		17.000	0,0016%	F
MAN FUNDS XII SPC-MAN 17831 SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		3.898	0,0004%	F
MAN NUMERIC CITY LIMITS FUND LLC C/O NUMERIC INVESTORS LLC		4.295	0,0004%	F
MAN NUMERIC INTERNATIONAL ALPHA (US) LP		2.105	0,0002%	F
MANAGED PENSION FUNDS LIMITED		54.898	0,0051%	F
MANDAT ACTION HGAM		253.978	0,0237%	F
MANULIFE GLOBAL FUND (SICA		25.138	0,0023%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		25.882	0,0024%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		6.330	0,0006%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.129	0,0001%	F
MARGETTS FUND MANAGEMENT LTD		81.326	0,0076%	F
MARIGOLD TACTICAL STRATEGIES LTD		1.273	0,0001%	F
MARSHALL WACE INV STRATEGIES-TOPS INTERNATIONAL EQUITIES FD C/O MARSHALL WACE LLP ACTING AS ALTERNATIVE INVESTMENT FUND		29.715	0,0028%	F
MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP		226.716	0,0212%	F
MARSHALL WACE INVESTMENT STRATEGIES - TOPS FUND C/O MARSHALL WACE LLP		192.528	0,0180%	F
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND C/O MARSHALL WACE LLP ACTING AS INVESTMENT MANAGER		109.829	0,0103%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND		29.084	0,0027%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP		24.353	0,0023%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE LLP ACTING AS IA		58.915	0,0055%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		27.390	0,0026%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		10.525	0,0010%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,0002%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		9.716	0,0009%	F
MATIG ACT MONDE		120.013	0,0112%	F
MATIGNON ACTIONS DYNAMIQUES		34.562	0,0032%	F
MBB PUBLIC MARKETS I LLC		28.671	0,0027%	F
MBB SMART FUND C LLC		14.329	0,0013%	F
MBB SMART FUND P LLC		12.148	0,0011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		1.625	0,0002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		27.212	0,0025%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH		465	0,0000%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I		8.474	0,0008%	F
MEDIOLANUM FLESSIBILE FUTURO ITALIA		1.244.177	0,1163%	F
MEDIOLANUM FLESSIBILE SVILUPPO ITALIA		182.000	0,0170%	F
MERCER GE INTERNATIONAL EQUITY FUND		2.111	0,0002%	F
MERCER GLOBAL EQUITY FUND		34.419	0,0032%	F
MERCER NONUS CORE EQUITY FUND		218.776	0,0205%	F
MERCER OSS TRUST		1.033	0,0001%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		2.576	0,0002%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		205	0,0000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,0012%	F
MERCER QIF COMMON CONTRACTUAL FUND		152.592	0,0143%	F
MERCER UCITS COMMON CONTRACTUALFUND		70.155	0,0066%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		28.662	0,0027%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		7.418	0,0007%	F
MET WAT REC DST RF NRN TRUST GLV 997261		5.040	0,0005%	F
METIS EQUITY TRUST		5.982	0,0006%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,0006%	F
METROPOLITAN LIFE INSURANCE COMPANY		10.063	0,0009%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415		86.661	0,0081%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS F11		6.140	0,0006%	F
MGI FUNDS PLC		92.051	0,0086%	F
MGTS AFH DA FUND		68.320	0,0064%	F
MICHELET TUNNEL		25.128	0,0023%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,0002%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		23.602	0,0022%	F
MI-FONDS 384		13.960	0,0013%	F
MI-FONDS F47		29.979	0,0028%	F
MI-FONDS K25		126.090	0,0118%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,0001%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,0001%	F
MIGROS BANK (LUX) FONDS 50		1.540	0,0001%	F
MIGROS BANK (LUX) FONDS INTERSTOCK		1.160	0,0001%	F
MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS		2.999	0,0003%	F
MINEWORKERS' PENSION SCHEME		51.355	0,0048%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	35,7201%	F
MINISTRY OF ECONOMY AND FINANCE		76.728	0,0072%	F
MISSOURI EDUCATION PENSION TRUST		42.322	0,0040%	F
MOA INTERNATIONAL FUND		532.408	0,0498%	F
MONTSEGUR CROISSANCE		43.159	0,0040%	F
MONUTA VERZEKERINGEN		9.132	0,0009%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		1.651	0,0002%	F
MORGAN STANLEY PATHWAY FUNDS		11.721	0,0011%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		227	0,0000%	F
MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		1.144	0,0001%	F
MOTHER CABRINI HEALTH FOUNDATION, INC		28.842	0,0027%	F
MOUNT HATTON INVESTMENTS LIMITED		4.204	0,0004%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,0009%	F
MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		84.086	0,0079%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		151.134	0,0141%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		12.752	0,0012%	F
MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND		1.887	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MULTI UNITS FRANCE - AMUNDI FT		474.258	0,0443%	F
MULTI UNITS FRANCE - AMUNDI MS		23.152	0,0022%	F
MULTI UNITS LUX AMUNDI EUROPE		86.490	0,0081%	F
MULTI UNITS LUX AMUNDI EUROPEA		414	0,0000%	F
MULTI UNITS LUX AMUNDI MSCI		1.741	0,0002%	F
MULTI UNITS LUX AMUNDI MSCI EM		32.824	0,0031%	F
MULTI UNITS LUX AMUNDI S P		257.307	0,0241%	F
MULTI UNITS LUXEMBOURG - AMUND		74.366	0,0070%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		423.856	0,0396%	F
MULTIMIX WHOLESALE INTERNATIONAL SHARES TRUST		2.466	0,0002%	F
MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX		34.833	0,0033%	F
MWIS - TOPS FUND - NON FLIP		36.827	0,0034%	F
MWIS TOPS WORLD EQUITIES AC		13.010	0,0012%	F
N.V. HAGELUNIE		1.643	0,0002%	F
NATIONAL CATHOLIC INVESTMENT TRUST		1.048	0,0001%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,0012%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		7.973	0,0007%	F
NATIONAL EMPLOYEMENT SAVINGS TRUST		1.010.119	0,0944%	F
NATIONAL PENSION INSURANCE FUND		2	0,0000%	F
NATIONWIDE INTERNATIONAL INDEX FUND		18.420	0,0017%	F
NATIXIS AM FUNDS		40.116	0,0037%	F
NATIXIS IRCEM RETRAITE FCP		17.990	0,0017%	F
NATWEST ST JAMES S PLACE GLOBALQUALITY UNIT TRUST		8.569	0,0008%	F
NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST		11.269	0,0011%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,0001%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE GLOBAL GROWTH UN		7.090	0,0007%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		14.354	0,0013%	F
NBIMC EAFE EQUITY INDEX FUND.		1	0,0000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		8.407	0,0008%	F
NEF RISPARMIO ITALIA		10	0,0000%	F
NEUALT LLC		22.800	0,0021%	F
NEUBERGER BERMAN ETF TRUST - NEUBERGER INTERNATIONAL CORE EQUITY ETF		24.771	0,0023%	F
NEW AIRWAYS PENSION SCHEME		2.654	0,0002%	F
NEW YORK STATE COMMON RETIREMENT FUND		3.292	0,0003%	F
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN.		2.345	0,0002%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		687.141	0,0642%	F
NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST		2.129	0,0002%	F
NFS LIMITED		5.026	0,0005%	F
NGEE ANN POLYTECHNIC		6.607	0,0006%	F
NICOLE M. O'CONNOR IRREVOCABLE TRUST		89	0,0000%	F
NOLA GUIDO		40.000	0,0037%	F
NORDEA 1 SICAV		1.257.738	0,1176%	F
NORDEA 2 SICAV		19.159	0,0018%	F
NORDEA DISCRETIONARY GLOBAL EQUITY FUND		18.861	0,0018%	F
NORDEA EUROPEAN INDEX SELECT FUND		17.169	0,0016%	F
NORDEA GLOBAL EQUITY ALLOCATION FUND		18.566	0,0017%	F
NORDEA GLOBAL INDEX SELECT FUND		17.185	0,0016%	F
NORDEA PLAN BALANSERT FUND		2.751	0,0003%	F
NORDEA PLAN KONSERVATIV FUND		568	0,0001%	F
NORDEA PLAN MODERAT FUND		1.228	0,0001%	F
NORDEA PLAN OFFENSIV FUND		4.332	0,0004%	F
NORDEA PLAN VEKSTORIENTERT FUND		1.437	0,0001%	F
NORDEA PREMIUM ASSET MANAGEMENT BALANCED FUND		10.089	0,0009%	F
NORDEA PREMIUM ASSET MANAGEMENT GROWTH FUND		5.227	0,0005%	F
NORDEA PREMIUM ASSET MANAGEMENT MODERATE FUND		8.527	0,0008%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NORDEA PRO STABLE RETURN FUND		47.706	0,0045%	F
NORDEA SAVINGS 30 FUND		3.991	0,0004%	F
NORDEA SAVINGS 50 FUND		6.371	0,0006%	F
NORDEA SAVINGS 75 FUND		4.669	0,0004%	F
NORDEA STABIL		18.950	0,0018%	F
NORDEA STABILE AKSJER GLOBAL FUND		623.454	0,0583%	F
NORDEA STABILE AKSJER GLOBAL VALUTASIKRET FUND		417.016	0,0390%	F
NORDEA STABLE PERFORMANCE FAM		2.740	0,0003%	F
NORDEA STABLE RETURN FUND		67.906	0,0063%	F
NORDEA STRATEGA 15		2.085	0,0002%	F
NORDEA STRATEGA 35		17.091	0,0016%	F
NORDEA STRATEGA 50		14.590	0,0014%	F
NORDEA STRATEGA 70		20.328	0,0019%	F
NORDEA STRATEGA 90 FUND		920	0,0001%	F
NORDEA WORLD INDEX SELECT FUND		18.786	0,0018%	F
NORGES BANK		9.916.178	0,9269%	F
NORTHAMPTONSHIRE PENSION FUND		3.500	0,0003%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		133.622	0,0125%	F
NORTHERN LIGHTS FUND TRUST IV		14.419	0,0013%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		16.302	0,0015%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		28.536	0,0027%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		22.198	0,0021%	F
NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST		695.578	0,0650%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		311.294	0,0291%	F
NORTHERN TRUST UCITS FGR FUND		121.686	0,0114%	F
NORTHERN WORLD SELECTION INDEX FUND		22.561	0,0021%	F
NOW PENSIONS TRUST		34.471	0,0032%	F
NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST		4.235	0,0004%	F
NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,0004%	F
NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST		6.527	0,0006%	F
NT MSCI EAFE INDEX FUND		1	0,0000%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,0000%	F
NTGI-QM COMMON DAILY EAFE		65.528	0,0061%	F
NUCLEAR ELECTRIC INSURANCE LIMITED		6.097	0,0006%	F
NUVEEN INTERNATIONAL EQUITY INDEX FUND		66.763	0,0062%	F
NVIT INTERNATIONAL INDEX FUND		1	0,0000%	F
NZAM EURO STOXX PARIS-ALIGNED		357	0,0000%	F
OFI INVEST ESG DYNAMIQUE EURO		8.430	0,0008%	F
OFI INVEST ESG EQUILIBRE EURO		13.695	0,0013%	F
OFI INVEST ESG PRUDENT EURO		4.550	0,0004%	F
OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.		121.300	0,0113%	F
ONEMARKETS ITALY ICAV		6.644	0,0006%	F
ONEMARKETS MSCI EUROPE UNIVERSAL UCITS ETF		506	0,0000%	F
ONEMARKETS MSCI WORLD UNIVERSAL UCITS ETF		104	0,0000%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		4.373	0,0004%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL		36.828	0,0034%	F
OPENWORLD PUBLIC LIMITED COMPANY		703	0,0001%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		51.871	0,0048%	F
ORANO ACTIONS EUROPEENNES		22.313	0,0021%	F
OSMOSIS ICAV		12.913	0,0012%	F
OVERSTORY CAPITAL LLC		1.471	0,0001%	F
PACER TRENDPILOT INTERNATIONAL ETF		3.687	0,0003%	F
PARAMETRIC INTERNATIONAL EQUITYFUND		4.800	0,0004%	F
PARMA PEA NOVEMBRE 2025		15.121	0,0014%	F
PASSIVE GLOBAL SHARE TRUST		8.834	0,0008%	F
PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST		114	0,0000%	F
PEGASUS-UI-FONDS		36.777	0,0034%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.159	0,0002%	F
PENSION BENEFIT GUARANTY CORPORATION		103.442	0,0097%	F
PENSION RESERVES INVESTMENT TRUST FUND		54.657	0,0051%	F
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		305.786	0,0286%	F
PEOPLE'S BANK OF CHINA		364.001	0,0340%	F
PEPCO HOLDINGS INC. VEBA TRUST		839	0,0001%	F
PERPETUAL GLOBAL ALLOCATION ALPHA FUND		5.413	0,0005%	F
PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND		394	0,0000%	F
PERTUBUHAN KESELAMATAN SOSIAL		22.849	0,0021%	F
PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		2.433	0,0002%	F
PFA PENSION FORSIKRINGSAKTIESELSKAB		23.014	0,0022%	F
PFIZER INC. MASTER TRUST		1.127	0,0001%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.067	0,0001%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,0001%	F
PHILIP VERONICA A KOVACH JT TEN/WROS 2934		19	0,0000%	F
PHOENIX UNIT TRUST MANAGERS LIMITED		196.250	0,0183%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		2.969	0,0003%	F
PICTET AI ENHANCED INTERNATION		535	0,0001%	F
PICTET CH - GLOBAL EQUITIES		3.568	0,0003%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		20.278	0,0019%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,0014%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		5.755	0,0005%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		9.207	0,0009%	F
PICTET CH INSTITUTIONAL EUROPEAN EX SWISS EQUITIES TRACKER EX SL		16.074	0,0015%	F
PICTET CH INSTITUTIONAL WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,0002%	F
PICTET EUROLAND INDEX		12.903	0,0012%	F
PICTET EUROPE INDEX		62.189	0,0058%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		134.591	0,0126%	F
PINK CALI LLC		486	0,0000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA		1.714	0,0002%	F
PIVOTAL PHILANTHROPIES FOUNDATION		1.207	0,0001%	F
PLATO INST I FUND EURO EQUITY		11.590	0,0011%	F
PLATO INSTIT INDEX FND WORLD DBI-RDT		12.837	0,0012%	F
PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY		29.285	0,0027%	F
PLATO INSTITUTIONAL INDEX FUND/WORLD		33.785	0,0032%	F
PLEIADES TRUST		79.666	0,0074%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,0006%	F
POINT72 ASSOCIATES LLC		117	0,0000%	F
POINT72 ASSOCIATES LLC C/O FINSCO LIMITED		494	0,0000%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		61.442	0,0057%	F
POOL PARSUMO CAPITAL AG AKTIEN WELT		7.500	0,0007%	F
POOL SWISS ROCK AKTIEN GLB		3.361	0,0003%	F
PORTZAMPARC MOMENTUM ISR		62.000	0,0058%	F
PRAXIS INTERNATIONAL INDEX FUND		51.414	0,0048%	F
PRESBYTERIAN CHRUCH IN AMERICA 403 (B) (9) RETIREMENT PLAN		2.841	0,0003%	F
PRI JP MORGAN EUROZONE EQUITY		183.150	0,0171%	F
PRIME SUPER PTY LTD		4.376	0,0004%	F
PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND		24.161	0,0023%	F
PRINCIPAL FUNDS, INC. - OVERSEAS FUND		4.179	0,0004%	F
PRINCIPAL LIFE INSURANCE COMPANY		12.041	0,0011%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PRO-GEN INVESTMENTS LLC		1.449	0,0001%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		27.874	0,0026%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.385	0,0001%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		1.277	0,0001%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		18.286	0,0017%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		5.770	0,0005%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		7.922	0,0007%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		80.434	0,0075%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		31.087	0,0029%	F
PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI		70.797	0,0066%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		219.705	0,0205%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		176.049	0,0165%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		289.739	0,0271%	F
PURPOSE FUND CORP		1.103	0,0001%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND		262.255	0,0245%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND 2		34.996	0,0033%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		384.779	0,0360%	F
QIC INTERNATIONAL EQUITIES FUND.		2.128	0,0002%	F
QUALITY EDUCATION FUND		849	0,0001%	F
QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES		503.564	0,0471%	F
RAIFFEISEN KAPITALANLAGE GESELLSCHAFT M.B.H NV AKTIEN GLOBAL		1.319	0,0001%	F
RAINDROPS CAPITAL LIMITED		1.967	0,0002%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,0808%	F
RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST		26.242	0,0025%	F
RBC EUROPEAN EQUITY FUND ROYAL TRUST		259.443	0,0243%	F
RBC EUROPEAN MID-CAP EQUITY FUND		102.925	0,0096%	F
RBC INDIGO INTERNATIONAL EQUITYINDEX FUND		1.177	0,0001%	F
RBC INTERNATIONAL DIVIDEND GROWTH FUND		64.108	0,0060%	F
REALDANIA		60.885	0,0057%	F
REASSURE LIMITED		114.884	0,0107%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		15.640	0,0015%	F
REGIME DE RETRAITE DU PERSONNEL CPE		130.522	0,0122%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		58.085	0,0054%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.652	0,0003%	F
RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.		27.792	0,0026%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		340.357	0,0318%	F
RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND		1.345	0,0001%	F
RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC		3.382	0,0003%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		20.782	0,0019%	F
RLA GLOBAL SHARE FUND		5.627	0,0005%	F
RLA INTERNATIONAL EQUITIES FUND		14.165	0,0013%	F
RLA NZ INTERNATIONAL EQUITIES FUND		5.818	0,0005%	F
ROBIN 1-FONDS		79.144	0,0074%	F
ROBUST MULTI ASSET FUND		71.932	0,0067%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,0007%	F
ROPS EURO P		59.291	0,0055%	F
ROPS SMART INDEX EURO		32.638	0,0031%	F
ROSEFINCH FOUNDATION		2.460	0,0002%	F
ROSEN FAMILY TRUST		35	0,0000%	F
ROTHSCHILD MARTIN MAUREL		212.465	0,0199%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.306	0,0068%	F
ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT		730	0,0001%	F
RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES SMALL & MID CAP		33.033	0,0031%	F
RPAQ 2015 FUND LP		24.255	0,0023%	F
RTX SAVINGS PLAN MASTER TRUST		143.034	0,0134%	F
RUGGERI FAUSTO		9	0,0000%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		12.224	0,0011%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.573	0,0008%	F
RUSSELL INVESTMENT COMPANY PLC		29.058	0,0027%	F
RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND		2.661	0,0002%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND		7.081	0,0007%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		7.497	0,0007%	F
RUSSELL INVESTMENTS INTERNATIONAL EQUITY POOL .		1.104	0,0001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND		1.901	0,0002%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.530	0,0004%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.634	0,0003%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		1.915	0,0002%	F
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND		3.836	0,0004%	F
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST		10.690	0,0010%	F
RUSSELL WGGW LTD.		2.518	0,0002%	F
RUTGERS THE STATE UNIVERSITY		1.945	0,0002%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		782	0,0001%	F
SAKKARAH 7 FCP		18.186	0,0017%	F
SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD		162	0,0000%	F
SAS TRUSTEE CORPORATION POOLED FUND		103.496	0,0097%	F
SBC MASTER PENSION TRUST		8.896	0,0008%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		28.229	0,0026%	F
SCHRODER FORESTERS BALANCED FUND		19.150	0,0018%	F
SCHRODER GLOBAL CORE FUND		8.443	0,0008%	F
SCHRODER GLOBAL EQUITY ACTIVE UCITS ETF		22.839	0,0021%	F
SCHRODER GLOBAL EQUITY CUSTOM ACTIVE UCITS ETF		1.749	0,0002%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		1.498	0,0001%	F
SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND		18.787	0,0018%	F
SCHRODER INTERNATIONAL SELECTION FUND		130.984	0,0122%	F
SCHRODER MANAGED BALANCED FUND		9.144	0,0009%	F
SCHRODER PENSION MANAGEMENT LIMITED		15.369	0,0014%	F
SCHRODER QEP GLOBAL CORE FUND		66.273	0,0062%	F
SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND		6.401	0,0006%	F
SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND		8.938	0,0008%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		11.369	0,0011%	F
SCHRODERS CAPITAL SEMI-LIQUID		2.634	0,0002%	F
SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND		56.291	0,0053%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		262.353	0,0245%	F
SCHWAB INTERNATIONAL EQUITY ETF		994.494	0,0930%	F
SCHWAB INTERNATIONAL INDEX FUND		297.131	0,0278%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		2.515	0,0002%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		15.115	0,0014%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		1.922	0,0002%	F
SCOTT FITZGERALD		224	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		34.481	0,0032%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		21.951	0,0021%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.097	0,0002%	F
SEB EUROPE EXPOSURE		75.751	0,0071%	F
SEB FUND 1 - SEB EUROPE EQUITY FUND		135.437	0,0127%	F
SEB FUND 3 - SEB GLOBAL ALL COUNTRIES EXPOSURE		97.054	0,0091%	F
SEB FUND 3 - SEB PENSION FUND		3.048	0,0003%	F
SEB FUND 3 - SEB PENSION FUND EXTRA		44	0,0000%	F
SEB FUND 3 - SEB PENSION FUND PLUS		63	0,0000%	F
SEI GLOBAL MASTER FUND PLC		505.537	0,0473%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,0004%	F
SEI INSTITUTIONAL INTERNATIONAL TRST INTERNATIONAL EQTY FND		144.785	0,0135%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND		6.025	0,0006%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND		200.946	0,0188%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		26.894	0,0025%	F
SEI SELECT INTERNATIONAL EQUITY ETF		75.580	0,0071%	F
SELECTION EURO CLIMAT JANVIER 2025		63.635	0,0059%	F
SELECTION FRANCE SOCIAL JANVIER 2022		238.837	0,0223%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		592	0,0001%	F
SENTINEL INTERNATIONAL FUND		1.046	0,0001%	F
SG ACTIONS INTERNATIONALES		21.225	0,0020%	F
SHELL CANADA 2007 PENSION PLAN		882	0,0001%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		22.208	0,0021%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		37	0,0000%	F
SIEMENS BALANCED		38.847	0,0036%	F
SIEMENS EMU EQUITIES		56.874	0,0053%	F
SIEMENS EUROINVEST AKTIEN		7.813	0,0007%	F
SIEMENS QUALITAET AND DIVIDENDE EUROPA		55.503	0,0052%	F
SIEMENS-FONDS SIEMENS-RENTE		37.809	0,0035%	F
SILVER AMUNDI EUROPE EQUITY CO		63.793	0,0060%	F
SIMPLICITY HEDGED GLOBAL SHARE FUND		11.210	0,0010%	F
SIMPLICITY UNHEDGED GLOBAL SHARE FUND		11.601	0,0011%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		683.880	0,0639%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		382.854	0,0358%	F
SLW PORTFOLIO LLC		256	0,0000%	F
SMART WHOLESALE GLOBAL EQUITY ESG FUND		9.264	0,0009%	F
SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND		16.073	0,0015%	F
SMTB FOREI GN STOCK INDEX MOTHER FUND		506	0,0000%	F
SNOWBALL CAPITAL HOLDINGS LIMITED		2.005	0,0002%	F
SNOWFINCH FOUNDATION		2.460	0,0002%	F
SOCIAL PROTECTION FUND		24.338	0,0023%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.371	0,0002%	F
SOGECAP ACTIONS - MID CAP		52.599	0,0049%	F
SOGECAP AP CLIMAT PAB		27.059	0,0025%	F
SOGECAP PROTECTED EQUITIES		41.746	0,0039%	F
SP INTERNATIONAL SHARES TRUST		5.469	0,0005%	F
SPA MANDATE BLACKROCK		13.428	0,0013%	F
SPARINVEST SICAV - GLOBAL EQUITY TA POOL		5.495	0,0005%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		545.682	0,0510%	F
SPDR MSCI ACWI EXUS ETF		33.527	0,0031%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		11.669	0,0011%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		105.740	0,0099%	F
SPDR MSCI WORLD QUALITY MIX ETF		726	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SPDR MSCI WORLD STRATEGICFACTORS ETF		577	0,0001%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		587.211	0,0549%	F
SPDR PORTFOLIO EUROPE ETF		21.038	0,0020%	F
SPDR S&P WORLD EX AUSTRALIA CARBON AWARE ETF		2.182	0,0002%	F
SPP GENERATION 70-TAL		3.234	0,0003%	F
SPRING 625		15.958	0,0015%	F
SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND		47.101	0,0044%	F
SPW MANAGED ICVC - SPW TACTICALFUND 1		12.699	0,0012%	F
SPW MANAGED ICVC - SPW TACTICALFUND 2		5.145	0,0005%	F
SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST		458	0,0000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		32.155	0,0030%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.442	0,0326%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		2.667	0,0002%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		70.375	0,0066%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		155.976	0,0146%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		1.344.462	0,1257%	F
ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING		403	0,0000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,0004%	F
STAR PASTEUR		17.656	0,0017%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		35.082	0,0033%	F
STATE OF MINNESOTA		190.816	0,0178%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		208.835	0,0195%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		37.815	0,0035%	F
STATE OF WISCONSIN INVESTMENT BOARD		2.492	0,0002%	F
STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN		178.448	0,0167%	F
STATE STREET CCF		7.916	0,0007%	F
STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND		4.952	0,0005%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		2.497	0,0002%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		200.319	0,0187%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		130.200	0,0122%	F
STATE STREET GLOBAL INDEX PLUS TRUST		1.554	0,0001%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		89.864	0,0084%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		4.706	0,0004%	F
STATE STREET IRELAND UNIT TRUST		13.838	0,0013%	F
STATE STREET TOTAL RETURN VIS FUND		2.624	0,0002%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		343.106	0,0321%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,0002%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF		5.422	0,0005%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,0070%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO		58.244	0,0054%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE		2.559	0,0002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- EN GLASZETBEDRIJF		31.549	0,0029%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF		9.146	0,0009%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		22.227	0,0021%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G		1.124	0,0001%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		378.277	0,0354%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		25.197	0,0024%	F
STICHTING BPL PENSIOEN		30.267	0,0028%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING CZ FUND DEPOSITARY		15.021	0,0014%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		30.756	0,0029%	F
STICHTING HEINEKEN PENSIOENFONDS.		14.109	0,0013%	F
STICHTING INSTITUUT GAK		3.021	0,0003%	F
STICHTING JURIDISCH EIGENAAR ACHMEA IM LIQUID ASSET FUNDS		8.298	0,0008%	F
STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN		95.158	0,0089%	F
STICHTING MN SERVICES		139.698	0,0131%	F
STICHTING MN SERVICES AANDELENFO ND		25.186	0,0024%	F
STICHTING PENSIOENFONDS ABP		328.276	0,0307%	F
STICHTING PENSIOENFONDS ABP (NETHERLANDS		592.616	0,0554%	F
STICHTING PENSIOENFONDS CAMPINA		6.769	0,0006%	F
STICHTING PENSIOENFONDS HOOGOVENS		5.622	0,0005%	F
STICHTING PENSIOENFONDS HORECA AND CATERING		29.544	0,0028%	F
STICHTING PENSIOENFONDS ING		6.806	0,0006%	F
STICHTING PENSIOENFONDS NOTARIAAT		735	0,0001%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		44	0,0000%	F
STICHTING PENSIOENFONDS PGB		119.239	0,0111%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,0002%	F
STICHTING PENSIOENFONDS RAIL & OPENBAAR VERVOER		9.498	0,0009%	F
STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER		57.468	0,0054%	F
STICHTING PENSIOENFONDS SAGITTARIUS		9.288	0,0009%	F
STICHTING PENSIOENFONDS VERVOER		59.438	0,0056%	F
STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS		11.263	0,0011%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		42.671	0,0040%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,0008%	F
STICHTING PME PENSIOENFONDS		61.983	0,0058%	F
STOKIC MARKO		20	0,0000%	F
STOLLER FOUNDATION		2.211	0,0002%	F
STOREBRAND EUROPA PLUS		849	0,0001%	F
STOREBRAND GLOBAL ALL COUNTRIES		7.537	0,0007%	F
STOREBRAND GLOBAL LOW VOLATILITY		4.909	0,0005%	F
STOREBRAND LIVSFORSIKRING AS		153.350	0,0143%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,0007%	F
STRATEGY SICAV		1.527	0,0001%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		13.942	0,0013%	F
SUN LIFE STATE STREET INTERNATIONALEQUITY INDEX FUND		6.485	0,0006%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.817	0,0019%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		795	0,0001%	F
SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT		1.683	0,0002%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		22.418	0,0021%	F
SUSTAINABLE GS 1 TRUST		6.128	0,0006%	F
SWISS NATIONAL BANK		1.278.084	0,1195%	F
SWISSCANTO FONDSLEITUNG AG		348.309	0,0326%	F
SYCOMORE INCLUSIVE JOBS		221.093	0,0207%	F
SYCOMORE SELECTION MIDCAP		112.769	0,0105%	F
SYNCHRONY (LU) EQANTIA EUROPE		29.440	0,0028%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - A		35.429	0,0033%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - B		39.367	0,0037%	F
SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES		4.135	0,0004%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		1.856	0,0002%	F
T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL		315	0,0000%	F
T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND		402	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY ETF		142.274	0,0133%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		475	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		177.733	0,0166%	F
T.ROWE PRICE FUNDS OEIC - GLOBAL DIVIDEND EQUITY FUND		10.658	0,0010%	F
TAGES INTERNATIONAL FUNDS ICAV		105.621	0,0099%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.825	0,0005%	F
TANGERINE BALANCED GROWTH PORTFOLIO		6.756	0,0006%	F
TANGERINE BALANCED INCOME PORTFOLIO		545	0,0001%	F
TANGERINE BALANCED PORTFOLIO		4.579	0,0004%	F
TANGERINE EQUITY GROWTH PORTFOLIO		8.763	0,0008%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		36.536	0,0034%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		190.375	0,0178%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		92.701	0,0087%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		3.386	0,0003%	F
TD EUROPEAN INDEX FUND		3.400	0,0003%	F
TD INTERNATIONAL EQUITY INDEX ETF		72.566	0,0068%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		225.853	0,0211%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		192.485	0,0180%	F
TEAM SUPERANNUATION FUND		20.347	0,0019%	F
TESCO PLC PENSION SCHEME		325	0,0000%	F
TEXAS MUNICIPAL RETIREMENT SYSTEM		61.110	0,0057%	F
TEXAS PERMANENT SCHOOL FUND CORP		1	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		1	0,0000%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		40.988	0,0038%	F
THE ANNENBERG FOUNDATION.		5.501	0,0005%	F
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST		1.045	0,0001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		84.086	0,0079%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		175.923	0,0164%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		6.420	0,0006%	F
THE CALIFORNIA WELLNESS FOUNDATION		3.507	0,0003%	F
THE CAPTIVE INVESTORS FUND		9.044	0,0008%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.346	0,0001%	F
THE COMMONWEALTH FUND		1.507	0,0001%	F
THE DAVID A DUFFIELD TRUST		3.296	0,0003%	F
THE ESB PENSION FUND		3.400	0,0003%	F
THE FRANK LEAL TRUST		20	0,0000%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		778	0,0001%	F
THE HEALTH FOUNDATION.		1.624	0,0002%	F
THE INCUBATION FUND LTD		114	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		5.439	0,0005%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		532	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		55.917	0,0052%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142		26.168	0,0024%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151		20.761	0,0019%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400080339		6.038	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893		18.007	0,0017%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974		732	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501		888	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		279	0,0000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,0002%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		6.790	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		29.299	0,0027%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)		38.165	0,0036%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		27.011	0,0025%	F
THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR GIM MULTI ASSET MOTHER FUND		556	0,0001%	F
THE METHODIST HOSPITAL		22.119	0,0021%	F
THE MONETARY AUTHORITY OF SINGAPORE		131.265	0,0123%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		15.872	0,0015%	F
THE NEMOURS FOUNDATION PENSION PLAN		305	0,0000%	F
THE NOMURA TRUST AND BANKING C		21.110	0,0020%	F
THE PEOPLE'S PENSION SCHEME		20.841	0,0019%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		13.809	0,0013%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		88.225	0,0082%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		503.425	0,0471%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND		1.341	0,0001%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		6.041	0,0006%	F
THE STANDARD BANK OF SOUTH AFRICA LTD		53.761	0,0050%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		92.627	0,0087%	F
THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR		1.927	0,0002%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY.		1.450	0,0001%	F
THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E		1.757	0,0002%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,0005%	F
THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB		55.874	0,0052%	F
THEAM QUANT - EUROPE TARGET PREMIUM		271.991	0,0254%	F
THEAM QUANT- EQUITY EUROZONE GURU		389.618	0,0364%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		18.490	0,0017%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,0006%	F
THRIFT SAVINGS PLAN		1.363.835	0,1275%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		6.768	0,0006%	F
THYSSEN GLOBAL INVESTMENTS LLC		1.492	0,0001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		708.636	0,0662%	F
TIMOTHY PLAN INTERNATIONAL ETF.		34.850	0,0033%	F
TODD C COZZENS		204	0,0000%	F
TONI ACTIONS ISR 100		37.309	0,0035%	F
TOPS GLBL EQS LE FD NON FLIP		6.342	0,0006%	F
TOPS WLD EX-US FUND NON FLIP		142.372	0,0133%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,0029%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		2.445	0,0002%	F
TRANSAMERICA MSCI EAFE INDEX VP		2.795	0,0003%	F
TRATON-UI-DYNAMIK		13.772	0,0013%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST		113.920	0,0106%	F
TREDJE AP-FONDEN		1	0,0000%	F
TRINITY COLLEGE CAMBRIDGE		11.414	0,0011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,0013%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		1.826	0,0002%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		27.952	0,0026%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,0001%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		6.785	0,0006%	F
TSA EQUITY FUND #2		2.363	0,0002%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		63	0,0000%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,0002%	F
UAPF - INVESCO ACTIVE		66.768	0,0062%	F
UBS (IRL) ETF PLC		270.206	0,0253%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		1.234.893	0,1154%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		68.123	0,0064%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		160.645	0,0150%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.062	0,0001%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		490	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		283	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0,0001%	F
UBS ASSET MANAGEMENT LIFE LTD		133.485	0,0125%	F
UBS COMMON CONTRACTUAL FUND		14.058	0,0013%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		15.354	0,0014%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS		298	0,0000%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN		17.183	0,0016%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		516.288	0,0483%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG..		10.356	0,0010%	F
UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEVMARK HEDGED		22.791	0,0021%	F
UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEVMARK		21.084	0,0020%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		15.939	0,0015%	F
UBS LUX FUND SOLUTIONS		1.243.946	0,1163%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS		10.100	0,0009%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS		187.284	0,0175%	F
UI MAIN I UF BLACKROCK EUROPE		2.668	0,0002%	F
UI MAIN I UNIVERSAL FONDS UKA		5.447	0,0005%	F
UI MAIN VI UNIV FDS MSCI WORLD		900	0,0001%	F
UI SMART AND FAIR FONDS		11.060	0,0010%	F
UIFONDS AKTIEN EUROPE MVOLA PASSIVE		56.981	0,0053%	F
UI-FONDS BAV RBI AKTIEN		110.401	0,0103%	F
UI-FONDS RBSG		490	0,0000%	F
UI-S		10.324	0,0010%	F
UNI GLOBAL		94.322	0,0088%	F
UNICAJA ASSET MANAGEMENT, S.G.I.I.C., S.A.		60.803	0,0057%	F
UNIEUROPA MID&SMALL CAPS		10.000	0,0009%	F
UNIGESTION ALL COUNTRY WORLD EQUITIES FUND		41.459	0,0039%	F
UNIGESTION GLOBAL EQUITIES FUND		42.706	0,0040%	F
UNIGESTION GLOBAL EX-CANADA EQUITIES FUND		43.130	0,0040%	F
UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI		112.139	0,0105%	F
UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST		541	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNISUPER		11.730	0,0011%	F
UNITED GLOBAL GROWTH FUND		8.535	0,0008%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,0004%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND		1.660	0,0002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		5.323	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH		295.856	0,0277%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		8.861	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS		31.053	0,0029%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS		7.700	0,0007%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1		9.466	0,0009%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		11.926	0,0011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS		14.292	0,0013%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN		198.958	0,0186%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF RANW-UNIVERSAL-FONDS V		50.407	0,0047%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		8.168	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		8.162	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1		2.296	0,0002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		5.138	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,0001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-NO-AKTIEN (490305)		62.510	0,0058%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP		58.338	0,0055%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MIT BESCHRAENKTER HAFT		300.000	0,0280%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS		2.504	0,0002%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		1.500	0,0001%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKAAKTIENEUROPAESG		123.608	0,0116%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		1.626	0,0002%	F
UNIVERSE THE CMI CONT EURO EQ		35.346	0,0033%	F
UNIVERSITIES SUPERANNUATION SCHEME		2	0,0000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,0008%	F
USAA CASUALTY INSURANCE COMPANY		4.259	0,0004%	F
USAA GENERAL INDEMNITY COMPANY		5.292	0,0005%	F
UTAH STATE RETIREMENT SYSTEMS		65.905	0,0062%	F
VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE		3.877	0,0004%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER		46.911	0,0044%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE PM GLOBALE AKTIER STRATEGI KL		15.917	0,0015%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL		21.281	0,0020%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL		40.447	0,0038%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		13.350	0,0012%	F
VALIC COMPANY I GLOBAL STRATEGY FUND		5.928	0,0006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		44.479	0,0042%	F
VAN VOORST TOT VOORST BEREND AM		25	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANADIUM		185.416	0,0173%	F
VANECK ETFS N.V.		797.034	0,0745%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		13.024	0,0012%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		4.415.187	0,4127%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		9.071	0,0008%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		90.709	0,0085%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		158	0,0000%	F
VANGUARD EUROPEAN STOCK INDEX FUND		1.121.505	0,1048%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		103.951	0,0097%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		5.526	0,0005%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		2.750.170	0,2571%	F
VANGUARD FTSE ALL-WORLD EX-US INDEX FUND		1.049.141	0,0981%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		116.292	0,0109%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		13.618	0,0013%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		48.377	0,0045%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		635.741	0,0594%	F
VANGUARD GLOBAL MOMENTUM FACTORETF		13.803	0,0013%	F
VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND		502.057	0,0469%	F
VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND		246	0,0000%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		1.983	0,0002%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		136	0,0000%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		377.916	0,0353%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		12.803	0,0012%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF		8.979	0,0008%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF		8.881	0,0008%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		182.641	0,0171%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF		14.820	0,0014%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF		5.084	0,0005%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF		37.815	0,0035%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.635.864	0,6203%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		340.749	0,0319%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		24.782	0,0023%	F
VARENNE UCITS VARENNE VALEUR		600.000	0,0561%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		16.210	0,0015%	F
VARIOPARTNER SICAV		20.772	0,0019%	F
VELLIV, PENSION & LIVSFORSIKRING A/S		22.931	0,0021%	F
VENDOME SELECTION EURO		349.029	0,0326%	F
VENERABLE INTERNATIONAL EQUITY FUND		66.366	0,0062%	F
VENERABLE INTERNATIONAL INDEX FUND		20.812	0,0019%	F
VENTRY INDUSTRIES LLC		17.062	0,0016%	F
VERDIPAPIRFONDET DNB EUROPA		5.914	0,0006%	F
VERDIPAPIRFONDET DNB GLOBAL INDEKS		15.647	0,0015%	F
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA		20.000	0,0019%	F
VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS		1.149	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		396	0,0000%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1		2.910	0,0003%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		32.969	0,0031%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		80.011	0,0075%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		38.283	0,0036%	F
VF LUX EUROPE EQUITIES		23.708	0,0022%	F
VFMC INTERNATIONAL EQUITY TRUST1		7.263	0,0007%	F
VFMC INTERNATIONAL EQUITY TRUST2		13.578	0,0013%	F
VFMC LOW VOLATILITY EQUITY TRUST 1		15.162	0,0014%	F
VFMC LOW VOLATILITY EQUITY TRUST 2		31.556	0,0029%	F
VI CAPITAL LTD.		845	0,0001%	F
VIA SMART EQUITY EUROPE		36.857	0,0034%	F
VIA SMART EQUITY WORLD		20.169	0,0019%	F
VICTORY MARKET NEUTRAL INCOME FUNDFUND		410.687	0,0384%	F
VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF		106.168	0,0099%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		26.610	0,0025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		41.817	0,0039%	F
VIRTUS INTERNATIONAL DIVIDEND ETF		3.322	0,0003%	F
VLADUBEL ZORGVERZEKERING		27.922	0,0026%	F
VOYA GLOBAL INCOME AND GROWTH FUND		44.515	0,0042%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		12.810	0,0012%	F
VOYA MULTI-MANAGER INTERNATIONAL EQUITY FUND		1.397	0,0001%	F
VOYA VACS INDEX SERIES I PORTFOLIO		45.006	0,0042%	F
VR BANK KT EURO CONTROL		8.944	0,0008%	F
WASHINGTON STATE INVESTMENT BOARD		395.825	0,0370%	F
WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO		14.337	0,0013%	F
WESPATH FUNDS TRUST		6.395	0,0006%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		3.217	0,0003%	F
WHEELS COMMON INVESTMENT FUND		1.555	0,0001%	F
WILMINGTON GLOBAL ALPHA EQUITIES FUND		3.594	0,0003%	F
WINDWISE MSCI EAFE INDEX NON-LENDING		9.527	0,0009%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		1.288	0,0001%	F
WISDOMTREE GLOBAL HIGH DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL AI ENHANCED VALUE FUND		20.509	0,0019%	F
WISDOMTREE INTERNATIONAL EQUITY FUND		42.800	0,0040%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		479	0,0000%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL MULTIFACTOR FUND		1	0,0000%	F
WISDOMTREE ISSUER ICAV		14.555	0,0014%	F
WM POOL - EQUITIES TRUST NO. 38 - SCHRODER		4.637	0,0004%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,0007%	F
WM POOL - EQUITIES TRUST NO. 75		105.395	0,0099%	F
WM POOL - GLOBAL EQUITIES TRUST NO. 6		15.631	0,0015%	F
WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED		390	0,0000%	F
WORLD EQUITIES II		3.103	0,0003%	F
WORLD TRADE ORGANIZATION PENSION PLAN		4.076	0,0004%	F
WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF		131.645	0,0123%	F
WSSP INTERNATIONAL EQUITIES TRUST		7.046	0,0007%	F
WYOMING RETIREMENT SYSTEM		950	0,0001%	F
XTRACKERS		19.665	0,0018%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		591.956	0,0553%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		722	0,0001%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.357	0,0003%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.791	0,0003%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		179.907	0,0168%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		23.326	0,0022%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.878	0,0004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
XTRACKERS MSCI KOKUSAI EQUITY ETF		4.333	0,0004%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		1.428	0,0001%	F
ZEPHYR - OPTIMISED PLUS 2		5.743	0,0005%	F
ZURICH INVEST ICAV		103.241	0,0097%	F
ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA		45.162	0,0042%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF ..		19.304	0,0018%	C
BAILLIE GIFFORD GLOBAL ALPHA EQUITIES FUND		139.225	0,0130%	C
BAILLIE GIFFORD GLOBAL ALPHA GROWTH FUND		629.582	0,0589%	C
BAILLIE GIFFORD GLOBAL ALPHA PARIS-ALIGNED FUND		106.098	0,0099%	C
BAILLIE GIFFORD INTERNATIONAL FUND A SUB FUND OF THE BAILLIE GIFFORD UK AND BALANCED FUNDS ICVC		389.057	0,0364%	C
BAILLIE GIFFORD WORLDWIDE FUNDS PLC - BG WORLDWIDE GLOBAL ALPHA FUND		298.741	0,0279%	C
BAILLIE GIFFORD WORLDWIDE FUNDS PLC-BG WORLDWIDE RESP GL ALPHA PARIS-ALIGNED FD		137.392	0,0128%	C
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		6.531	0,0006%	C
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		124.800	0,0117%	C
GEORGIA TECH FOUNDATION, INC		46.499	0,0043%	C
GOLDMAN SACHS FUNDS II		50.234	0,0047%	C
J & J PENSION FUND OFP		114.623	0,0107%	C
JOHNSON & JOHNSON UK GROUP RETIREMENT PLAN		10.973	0,0010%	C
MERCER UCITS COMMON CONTRACTUALFUND		105.413	0,0099%	C
MERISTEM GLOBAL EQUITY FUND LLC		16.107	0,0015%	C
MT TOTAL RETURN FUND		68.990	0,0064%	C
ORKNEY ISLANDS COUNCIL PENSION FUND		120.110	0,0112%	C
PRUDENTIAL HONG KONG LIMITED		3.710	0,0003%	C
ROBECO CAPITAL GROWTH FUNDS		41.344	0,0039%	C
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,0030%	C
ROBECO UCITS ICAV		3	0,0000%	C
ROBECO UMBRELLA FUND I N.V.		2.645	0,0002%	C
ROSANIA ELMAN		1	0,0000%	C
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		9.663	0,0009%	C
SCOTIA GLOBAL GROWTH FUND		345.886	0,0323%	C
STICHTING BELEGGINGEN MENZIS		1.912	0,0002%	C
STICHTING PENSIOENFONDS VAN DE NEDERLANDSCHE BANK NV		171.972	0,0161%	C
THE GOVERNING COUNCIL OF THE SALVATION ARMY IN		67.852	0,0063%	C
THE MONKS INVESTMENT TRUST PLC		1.057.071	0,0988%	C
THE MOTOROLA PENSION SCHEME.		3.992	0,0004%	C
THE SALVATION ARMY OFFICERS' RETIREMENT TRUST FUND		16.553	0,0015%	C
THE STANDARD BANK OF SOUTH AFRICA LTD		24.793	0,0023%	C
THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		45.929	0,0043%	C
UNI OF EDINBURGH BG DEVEL WORLD EQ FD		52.861	0,0049%	C
UNICARE SAVINGS PLAN		17.267	0,0016%	C
VANGUARD ACTIVE GLOBAL GROWTH FUND		19.483	0,0018%	C
VANGUARD GLOBAL EQUITY FUND		1.084.581	0,1014%	C
VANGUARD INVESTMENTS FUNDS ICVC VANGUARD GLOBAL EQUITY FUND		103.284	0,0097%	C
VIRGINIA RETIREMENT SYSTEM		17.264	0,0016%	C
WS WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS U		274.011	0,0256%	C
AVIP BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		7.274	0,0007%	A
CHALLENGE ITALIAN EQUITY		124.200	0,0116%	A
CITY OF NEW YORK GROUP TRUST		89.008	0,0083%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.733	0,0002%	A
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		28.105	0,0026%	A

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE GREATER MANCHESTER PENSION FUND		68.946	0,0064%	A

Totale votanti		**1.069.783.640**	**100%**

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

Assemblea ordinaria
27 aprile 2026

Punto 2

Destinazione dell'utile di esercizio.

Assemblea ordinaria
27 aprile 2026

Punto 2

Presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari all' 81,906% del capitale sociale

Favorevole	**1.068.747.658**	azioni pari al	**99,903%**	del cap. rappr.
Contrario	**902.775**	azioni pari al	**0,084%**	del cap. rappr.
Astenuto	**133.207**	azioni pari al	**0,012%**	del cap. rappr.
Non Votante	**0**	azioni pari al	**0,000%**	del cap. rappr.

POSTE ITALIANE S.p.A.
Assemblea ordinaria
27 aprile 2026

Punto 2

Destinazione dell'utile di esercizio.

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

Anagrafica	CF/PI	Azioni	% su votanti	Voto
(R) EUROPEAN EQUITIES		2.205	0,0002%	F
405 MSTV 1 LP - AQR- NON FLIP		8.478	0,0008%	F
405 MSTV I LP-TREASURY INTL		11.377	0,0011%	F
405 MSTV LP		11.377	0,0011%	F
801 INVESTMENTS LLC		4.605	0,0004%	F
A A B DIVERSIFIE		41.712	0,0039%	F
AA SSGA ACTIONS INDICE EURO		175.947	0,0164%	F
AAI LIMITED		7.237	0,0007%	F
AB SICAV III DYNAMIC ALL MARK		1.732	0,0002%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		812	0,0001%	F
ABB PENSION FUND		1.101	0,0001%	F
ABERDEEN GROUP CHARITABLE TRUST		665	0,0001%	F
ABN AMRO FGR		795	0,0001%	F
ABN AMRO FUNDS		19.347	0,0018%	F
ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND		1.793	0,0002%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		48.551	0,0045%	F
ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND		7.507	0,0007%	F
ACCIDENT COMPENSATION CORPORATION		60.546	0,0057%	F
ACHMEA PENSIOEN- EN LEVENSVERZEKERINGEN N.V		81.990	0,0077%	F
ACHMEA REINSURANCE COMPANY N.V		8.775	0,0008%	F
ACHMEA SCHADEVERZEKERINGEN N.V		17.339	0,0016%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		23.406	0,0022%	F
ACO EMANUELE		741	0,0001%	F
ACTICCIA 90 N 10		113.750	0,0106%	F
ACTICCIA VIE 90 N 5		149.409	0,0140%	F
ADVANCED SERIES TRUST - AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		23.202	0,0022%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		830	0,0001%	F
AEGON CUSTODY B.V.		67.584	0,0063%	F
AEGON CUSTODY B.V..		15.995	0,0015%	F
AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL		8.650	0,0008%	F
AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE		3.814	0,0004%	F
AFER DIVERSIFIE ISR		32.029	0,0030%	F
AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS		25.483	0,0024%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,0026%	F
AIA GLOBAL MULTI-FACTOR EQUITY FUND		52.657	0,0049%	F
AIB GROUP IRISH PENSION SCHEME		4.213	0,0004%	F
AILIS SICAV		44.365	0,0041%	F
AIM EQUITY EUROPE		17.670	0,0017%	F
AKTIEN SUEDEUROPA UI		41.200	0,0039%	F
AL TST AL TRUST AKTIEN EUROPA		4.696	0,0004%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		14.256	0,0013%	F
ALASKA COMMON TRUST FUND		17.333	0,0016%	F
ALASKA PERMANENT FUND CORPORATION		13.523	0,0013%	F
ALLEANZA OBBLIGAZIONARIO		96.073	0,0090%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ALLIANZ GLOBAL INVESTORS FUND		176.184	0,0165%	F
ALLIANZ GLOBAL INVESTORS GMBH		365.380	0,0342%	F
ALLIANZ GLOBAL INVESTORS GMBH ALLIANZGI-FONDS BTH		9.351	0,0009%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		2.111	0,0002%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		9.274	0,0009%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS SUEWE SEGMENT AKTIEN WELT 2		22.950	0,0021%	F
ALLIANZGI FONDS AFE		67.713	0,0063%	F
ALLIANZGI S AKTIEN		174.245	0,0163%	F
ALLIANZGI-FONDS DSPT		11.361	0,0011%	F
ALLIANZGI-FONDS TOSCA		2.755	0,0003%	F
ALLOCATION INVEST EQUITY CORE		68.897	0,0064%	F
ALLOCATION PROTECTION 80		134.903	0,0126%	F
ALTO INTERNAZIONALE AZIONARIO		21.816	0,0020%	F
ALUMBRA INNOVATIONS FOUNDATION		626	0,0001%	F
AMERICAN BUREAU OF SHIPPING		553	0,0001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		476.287	0,0445%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		25.611	0,0024%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF		62.182	0,0058%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		16.043	0,0015%	F
AMERICAN CENTURY ICAV		7.148	0,0007%	F
AMLC EQ SINGLE STOCKS		101	0,0000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,0005%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,0028%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		2.563	0,0002%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		76.014	0,0071%	F
AMSELECT - HSBC EURO EQUITY VALUE		352.533	0,0330%	F
AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU		2	0,0000%	F
AMUNDI ETF ICAV		90.573	0,0085%	F
AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF		27.850	0,0026%	F
AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		25.649	0,0024%	F
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		47.543	0,0044%	F
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		222.895	0,0208%	F
AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF		13.341	0,0012%	F
AMUNDI EURO STOXX SELECT DIVIDEND 30		181.522	0,0170%	F
AMUNDI EUROPE MONDE		25.477	0,0024%	F
AMUNDI FUNDS EUROLAND EQUITY RISK PARITY		15.656	0,0015%	F
AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIV		322.309	0,0301%	F
AMUNDI INDEX EUROPE EX UK SMALL		18.803	0,0018%	F
AMUNDI INDEX MSCI EUROPE		328.407	0,0307%	F
AMUNDI INDEX MSCI WORLD		27.582	0,0026%	F
AMUNDI IPSA ACTIONS		1.840	0,0002%	F
AMUNDI IRELAND LIMITED		21.671	0,0020%	F
AMUNDI ITALY MIB ESG		148.045	0,0138%	F
AMUNDI LABEL ISR ACTIONS EUROP		3.339	0,0003%	F
AMUNDI LIFECYCLE 2030 EQUITY		8	0,0000%	F
AMUNDI LIFECYCLE 2033 EQUITY		12	0,0000%	F
AMUNDI LIFECYCLE 2036 EQUITY		16	0,0000%	F
AMUNDI LIFECYCLE 2039 EQUITY		21	0,0000%	F
AMUNDI MSCI EMU CLIMATE PARIS ALIGNED		6.709	0,0006%	F
AMUNDI MSCI EMU ESG BROAD TRANSITION		28.189	0,0026%	F
AMUNDI MSCI EMU ESG LEADERS SELECT		301.433	0,0282%	F
AMUNDI MSCI EMU SRI CLIMATE PARIS ALIGN		32.040	0,0030%	F
AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD		6.517	0,0006%	F
AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED		2.831	0,0003%	F
AMUNDI MSCI EUROPE ESG BROAD TRANSITION		80.873	0,0076%	F
AMUNDI MSCI EUROPE SCREENED		22.858	0,0021%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI MSCI EUROPE SRI CLIM PARIS ALIGN		261.577	0,0245%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED		243	0,0000%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF		3.448	0,0003%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION		1.165	0,0001%	F
AMUNDI MSCI WORLD EX USA SCREE		107	0,0000%	F
AMUNDI MSCI WORLD SRI CLIMAT PARIS ALIGN		55.602	0,0052%	F
AMUNDI PRIME EUROPE		17.054	0,0016%	F
AMUNDI PRIME EUROZONE		58.391	0,0055%	F
AMUNDI PROGETTO FUTURO PIR		12.459	0,0012%	F
AMUNDI SGR SPA / AMUNDI RISPAR MIO ITALIA		37.703	0,0035%	F
AMUNDI STOXX EUROPE 600		655.303	0,0613%	F
AMUNDI STOXX EUROPE 600 ESG		67.954	0,0064%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		14.849	0,0014%	F
AMUNDIT ETF ICAV - AMUNDI MSCI ACWI SRI CLIMATE PARIS ALIGNED UCITS ETF		6.105	0,0006%	F
ANDRA AP-FONDEN		211.303	0,0198%	F
AP ACTIONS 1 EURO		19.231	0,0018%	F
API RETRAITE DIVERSIFIE		14.000	0,0013%	F
APOLLO INFRASTRUCTURE 2027		14.453	0,0014%	F
APPLE 401(K) PLAN		2.285	0,0002%	F
APPLIED FINANCE IVS INT LG ETF		609	0,0001%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT L.P.- STOCK SELECTION		2.783	0,0003%	F
AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP		4	0,0000%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		13.224	0,0012%	F
AQR FLEX 1 SERIES LLC - SERIES A15		3.554	0,0003%	F
AQR FLEX 1 SERIES LLC - SERIES A9		73.060	0,0068%	F
AQR FLEX 1 SERIES LLC SERIES A10		26.140	0,0024%	F
AQR FLEX 1 SERIES LLC- SERIES A13		3.198	0,0003%	F
AQR FLEX 1 SERIES LLC- SERIES A16		9.637	0,0009%	F
AQR FLEX 1 SERIES LLC(DASH)SERIES A24		1.038	0,0001%	F
AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND		24.946	0,0023%	F
AQR FUNDS - AQR MANAGED FUTURESSTRATEGY FUND		212.518	0,0199%	F
AQR FUNDS - AQR TREND TOTAL RETURN FUND		8.082	0,0008%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,0021%	F
AQR FUNDS- AQR CVX FUSION FUND		1.619	0,0002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		342.461	0,0320%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.848	0,0747%	F
AQR FUNDS- AQR LSE FUSION FUND		4.990	0,0005%	F
AQR FUNDS- AQR MS FUSION HV FUND		5.358	0,0005%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		90.499	0,0085%	F
AQR FUNDSAQR MULTIASSET FUND		37.296	0,0035%	F
AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC		112.454	0,0105%	F
AQR INNOVATION FUND, L.P.		1.108	0,0001%	F
AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND		84.728	0,0079%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		680	0,0001%	F
AQR TA DELPHI PLUS FUND LLC		4	0,0000%	F
AQR TA GLOBAL ALPHA FUND, NON FLIP		464.163	0,0434%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		5.222	0,0005%	F
AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC		9.535	0,0009%	F
ARAMCO ASIA SINGAPORE PTE. LTD		718	0,0001%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		1.050.098	0,0982%	F
ARCA AZIONI ITALIA		537.376	0,0502%	F
ARCA BB		1.839	0,0002%	F
ARCA ECONOMIA REALE BILANCIATO ITALIA 55		37.014	0,0035%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		6.172	0,0006%	F
ARERO - DER WELTFONDS - ESG		20.547	0,0019%	F
ARIZONA STATE RETIREMENT SYSTEM		196.900	0,0184%	F
ARKEA EXCLUSIVE PREMIUM MAY 2023		904.687	0,0846%	F
ARKWRIGHT, LLC		1.611	0,0002%	F
ARRCO QUANT 1		110.306	0,0103%	F
ARRCO QUANT II		22.279	0,0021%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWST CAP GL EQ AEF NON FLIP		23.112	0,0022%	F
ARROWST CAP NEWBURY NON FLIP		2.977	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ACWI150 ALPHA EXTENSION FUND I		3.100	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		218.897	0,0205%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		286.504	0,0268%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		6.300	0,0006%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P.		538	0,0001%	F
ARROWSTREET (DELAWARE) CUSTOM ALPHA EXTENSION FUND Q L.P.		14.809	0,0014%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		1.586	0,0001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		300	0,0000%	F
ARROWSTREET CAPITAL NEWBURY FUND LIMITED.		137	0,0000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		290.985	0,0272%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		18.443	0,0017%	F
ARROWSTREET GLOBAL EQUITY ACWI TRUST FUND		39.650	0,0037%	F
ARROWSTREET GLOBAL EQUITY FUND		1.122.195	0,1049%	F
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US TRUST FUND		60.203	0,0056%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT		2.982	0,0003%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		6.871	0,0006%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE TRUST FUND		13.674	0,0013%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		11.532	0,0011%	F
ARROWSTREET INVESTMENT TRUST - ARROWSTREET ACWI ALPHA EXT CO		154	0,0000%	F
ARROWSTREET US GROUP TRUST		121.867	0,0114%	F
ARTEMIS FUNDS (LUX).		35.082	0,0033%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		1.396.028	0,1305%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		752.975	0,0704%	F
ARTEMIS SMARTGARP UK EQUITY FUND		467.163	0,0437%	F
AS (CA) GBL WLD AEF I NON FLIP		1.293	0,0001%	F
AS ACWI EX US AETF U NON FLIP		19.256	0,0018%	F
AS CAP GBL AC AEF CAY NON FLIP		69.019	0,0065%	F
AS DEV MARKET ALPHA EXT FD NON FLIP		1.864	0,0002%	F
AS INTL EQ EAFE AEF NON FLIP		8.872	0,0008%	F
ASCENSION ALPHA FUND LLC		12.128	0,0011%	F
ASIAN DEVELOPMENT BANK		32.449	0,0030%	F
ASR LEVENSVERZEKERING NV		31.534	0,0029%	F
ASR SCHADEVERZEKERING NV		10.953	0,0010%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF ..		19.304	0,0018%	F
ASSURDIX		36.946	0,0035%	F
ATCP-UI-FONDS		1.693	0,0002%	F
ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE		124.016	0,0116%	F
ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II		45.000	0,0042%	F
ATLAS MACRO MASTER FUND LIMITED		3.554	0,0003%	F
ATOUT EUROLAND CORE		77.963	0,0073%	F
ATOUT EUROPE CORE		20.734	0,0019%	F
ATOUT EUROPE HAUT RENDEMENT		23.022	0,0022%	F
AURION GLOBAL EQUITY FUND		1.588	0,0001%	F
AUSTRALIAN CAPITAL TERRITORY		13.159	0,0012%	F
AUSTRALIAN RETIREMENT TRUST		167.220	0,0156%	F
AUSTRALIANSUPER		143.481	0,0134%	F
AUTORIDADE MONETARIA DE MACAU		74.189	0,0069%	F
AVADIS FUND-AKTIEN WELT AST 2		16.642	0,0016%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,0013%	F
AVALON PORTFOLIO II LLC		1.928	0,0002%	F
AVANTIS CIBC INTERNATIONAL EQUITY ETF		1.061	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND		1.697	0,0002%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND		1	0,0000%	F
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND		584	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVIVA INVESTORS FUNDS ACS - AI DISTRIBUTION LIFE FUND		1.271	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND		2.613	0,0002%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,0007%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND		1.930	0,0002%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND		32.528	0,0030%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		553	0,0001%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND		56.681	0,0053%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND		23.719	0,0022%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND		554	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		95	0,0000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		1.247	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		2.957	0,0003%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		2.436	0,0002%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,0001%	F
AVIVA INVESTORS UK FUND SERVICES LIMITED		43.143	0,0040%	F
AVIVA LIFE & PENSIONS IRELAND DAC		19.930	0,0019%	F
AVIVA LIFE & PENSIONS UK LIMITED		57.104	0,0053%	F
AVIVA LIFE AND PENSIONS UK LIMITED		3.563	0,0003%	F
AWARE SUPER		667.253	0,0624%	F
AXA AA DIVERSIFIE INDICIEL 1		30.709	0,0029%	F
AXA ASSICURAZIONI SPA		16.000	0,0015%	F
AXA EURO DIVIDEND DBVL		50.938	0,0048%	F
AXA EURO DIVIDEND K		51.866	0,0048%	F
AXA IM EQUITY TRUST		185.942	0,0174%	F
AXA LEBEN AG		68.220	0,0064%	F
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO		21.000	0,0020%	F
AXA MPS PREVIDENZA PER TE - CRESCITA		180.532	0,0169%	F
AXA PEA REGULARITE		1.032.794	0,0965%	F
AXA SELECT MULTI ACTIONS		5.383	0,0005%	F
AXA VERSICHERUNGEN AG		146.532	0,0137%	F
AXA WORLD FUNDS SICAV		19.000	0,0018%	F
AZIMUT LIFE DAC		1.279	0,0001%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		2.895	0,0003%	F
AZL INTERNATIONAL INDEX FUND		25.204	0,0024%	F
BAILLIE GIFFORD GLOBAL ALPHA EQUITIES FUND		139.225	0,0130%	F
BAILLIE GIFFORD GLOBAL ALPHA GROWTH FUND		629.582	0,0589%	F
BAILLIE GIFFORD GLOBAL ALPHA PARIS-ALIGNED FUND		106.098	0,0099%	F
BAILLIE GIFFORD INTERNATIONAL FUND A SUB FUND OF THE BAILLIE GIFFORD UK AND BALANCED FUNDS ICVC		389.057	0,0364%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC - BG WORLDWIDE GLOBAL ALPHA FUND		298.741	0,0279%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC-BG WORLDWIDE RESP GL ALPHA PARIS-ALIGNED FD		137.392	0,0128%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		35.475	0,0033%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		19.541	0,0018%	F
BANK OF KOREA		107.659	0,0101%	F
BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS		3.225	0,0003%	F
BAYERNINVEST KVG MBH BAYERN-INVEST BT-1-FONDS		185.000	0,0173%	F
BAYERNINVEST KVG MBH BAYERNINVEST BWA 2-FONDS		26.649	0,0025%	F
BAYERNINVEST KVG MBH BG BAU ALTERSR. MA COMMERZBANK		15.049	0,0014%	F
BAYERNINVEST KVG MBH STRATEGIC CORE EQUITY I		17.273	0,0016%	F
BAYERNINVEST KVG MBH VK EUROPA AKTIEN		42.485	0,0040%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BAYERNINVEST PAE-FONDS		22.677	0,0021%	F
BAYVK A4 FONDS		19.433	0,0018%	F
BCV ENHANCED EUROPE EQUITY ESG		3.152	0,0003%	F
BEAR CREEK INVESTMENT LLC		6.473	0,0006%	F
BEAT DRUGS FUND ASSOCIATION		582	0,0001%	F
BEL EQUITY EUROPE		101.625	0,0095%	F
BERESFORD FUNDS ICAV		10.362	0,0010%	F
BERESFORD FUNDS ICAV.		382	0,0000%	F
BEST INVESTMENT CORPORATION		8.336	0,0008%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,0003%	F
BETASHARES GLOBAL SHARES ETF		18.969	0,0018%	F
BFT PARTNERS VIA EQUITY EUROPE		5.086	0,0005%	F
BLACKROCK - IG INTERNATIONAL EQUITY POOL		16.320	0,0015%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND OF BLACKROCK FUNDS		166.302	0,0155%	F
BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS		48.273	0,0045%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		14.281	0,0013%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1		9.451	0,0009%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		428.239	0,0400%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		12.943	0,0012%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		20.411	0,0019%	F
BLACKROCK COMMON CONTRACTUAL FUNDS		39.533	0,0037%	F
BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II		1.444	0,0001%	F
BLACKROCK FUND MANAGERS LTD		396.725	0,0371%	F
BLACKROCK FUNDS I ICAV		78.927	0,0074%	F
BLACKROCK GLOBAL FUNDS		20.456	0,0019%	F
BLACKROCK GLOBAL INDEX FUNDS		47.900	0,0045%	F
BLACKROCK INDEX SELECTION FUND		375.054	0,0351%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		52.232	0,0049%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		3.249.956	0,3038%	F
BLACKROCK INTERNATIONAL ALPHA TILTS FUND		17.766	0,0017%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		6.955	0,0007%	F
BLACKROCK LIFE LIMITED		11.313	0,0011%	F
BLACKROCK LIFE LTD		68.179	0,0064%	F
BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II		7.385	0,0007%	F
BLACKROCK SOLUTIONS FUNDS ICAV		85.563	0,0080%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		279	0,0000%	F
BLACKROCK UCITS CCF		37.031	0,0035%	F
BMO DIVERSIFIED INCOME PORTFOLIO		14.504	0,0014%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.574	0,0003%	F
BMO MSCI EAFE INDEX ETF		168.552	0,0158%	F
BMO MSCI EAFE SMALL-MID CAP INDEX ETF		184	0,0000%	F
BNP PARIBAS APOLLO GLOBAL WATER		35.147	0,0033%	F
BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE		237.664	0,0222%	F
BNP PARIBAS ATHENA PRESTIGE S&P 100		248.857	0,0233%	F
BNP PARIBAS DISRUPTIVE TECHNOLOGY CAPITAL GARANTI 2026		16.699	0,0016%	F
BNP PARIBAS EASY - ALPHA ENHANCED EUROPE		3.159	0,0003%	F
BNP PARIBAS EASY - DIVIDEND EUROPE		82.154	0,0077%	F
BNP PARIBAS EASY - ESG ENHANCED EUROPE		300	0,0000%	F
BNP PARIBAS EASY - EUR OVERNIGHT		40.300	0,0038%	F
BNP PARIBAS EASY - GROWTH EUROPE		98.206	0,0092%	F
BNP PARIBAS EASY - MSCI EMU		2.484	0,0002%	F
BNP PARIBAS EASY - MSCI EUROPE		3.000	0,0003%	F
BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF		1.780.768	0,1665%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF		246	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD EQUAL WEIGHT SELECT UCITS ETF		2.368	0,0002%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF		6.261	0,0006%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF		1.072	0,0001%	F
BNP PARIBAS EASY MSCI EMU MIN TE		140.598	0,0131%	F
BNP PARIBAS EASY MSCI EUROPE MIN TE		170.987	0,0160%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		37.613	0,0035%	F
BNP PARIBAS FUNDS - SEASONS		144.928	0,0135%	F
BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE		130.172	0,0122%	F
BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND		6.807	0,0006%	F
BNY MELLON INTERNATIONAL EQUITY ETF		19.158	0,0018%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		26.463	0,0025%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		8.805	0,0008%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		6.534	0,0006%	F
BOC-PRUDENTIAL EUROPEAN EQUITY FUND		6.000	0,0006%	F
BOC-PRUDENTIAL EUROPEAN INDEX FUND		44.593	0,0042%	F
BONITAS POOLED INVESTMENT FUND SERIES - DYNAMIC EUROPEAN EQUITY FUND		18.790	0,0018%	F
BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND		6.196	0,0006%	F
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S		44.000	0,0041%	F
BRIDGE BUILDER INTERNATIONAL E		27.353	0,0026%	F
BRIDGE BUILDER TAX MANAGED INT		3.267	0,0003%	F
BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO		3.820	0,0004%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.702	0,0028%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		647	0,0001%	F
BRUCE POWER PENSION PLAN .		1.363	0,0001%	F
BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD		5.636	0,0005%	F
BUILDERS ASSET MANAGEMENT WATER LLC		19.011	0,0018%	F
BUILDERS VISION FOUNDATION		11.480	0,0011%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,0004%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		18.012	0,0017%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		11.874	0,0011%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		5.605	0,0005%	F
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC		589.360	0,0551%	F
CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STAATSPERSONALS		1.482	0,0001%	F
CAISSE DE RETRAITE D'HYDRO-QUEBEC		1	0,0000%	F
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		771.156	0,0721%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		794.316	0,0743%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		7.279	0,0007%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.252	0,0023%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.916	0,0005%	F
CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD		1.322	0,0001%	F
CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND		497	0,0000%	F
CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND		1.357	0,0001%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		25.001	0,0023%	F
CANDRIAM SUSTAINABLE EQUITY QUANT EUROPE		373.096	0,0349%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,0000%	F
CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET		4.939	0,0005%	F
CAPULA TAIL RISK MASTER FUND LIMITED		3.414	0,0003%	F
CARDANO COMMON CONTRACTUAL FUND		4.523	0,0004%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		79.681	0,0074%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)		2.808	0,0003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,0025%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,0006%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)		2.490	0,0002%	F
CARESUPER		54.439	0,0051%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	42,7319%	F
CASSA NAZIONALE DI PREVIDENZA E ASSISTENZA FORENSE	80027390584	22.155.000	2,0710%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		3.379	0,0003%	F
CATERPILLAR INVESTMENT TRUST.		4.702	0,0004%	F
CAVEC LA FRANCAISE DIVERSIFIE		14.939	0,0014%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.063	0,0003%	F
CBS INSURANCE COMPANY LIMITED		2.387	0,0002%	F
CDN ACWI ALPHA TILTS FUND		6.514	0,0006%	F
CENTRAL BANK OF IRELAND MSCI PAB		24.434	0,0023%	F
CENTRAL PROVIDENT FUND BOARD		1.019	0,0001%	F
CERES FONDS D ACTIONS MONDE		5.492	0,0005%	F
CERVURITE INTERNATIONAL LLC		27.240	0,0025%	F
CFSIL RE CNEALTH GS FD 16		12.938	0,0012%	F
CFSIL-COMMONWLTH GBL SHARE FD 17		265.654	0,0248%	F
CG TPT AUTHORISED CONTRACTUAL SCHEME		3.624	0,0003%	F
CHARLES C. GATES TRUST OF 6/30/1941		3.478	0,0003%	F
CHCP GLOBAL SECURITIES LP		2.533	0,0002%	F
CHEVRON MASTER PENSION TRUST		2.773	0,0003%	F
CHINA LIFE INSURANCE COMPANY LIMITED		326	0,0000%	F
CHORELIA N 11		200.840	0,0188%	F
CHORELIA N 3		141.131	0,0132%	F
CHORELIA N 7		179.128	0,0167%	F
CHORELIA N 9		203.554	0,0190%	F
CHRISTOPHER J HEBERLIG		148	0,0000%	F
CHRISTOPHER METTLER		347	0,0000%	F
CHUNGHWA POST CO. LTD		8.349	0,0008%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.165	0,0006%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		11.989	0,0011%	F
CIBC EUROPEAN INDEX FUND		2.435	0,0002%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		5.950	0,0006%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		1.539	0,0001%	F
CIBC INTERNATIONAL INDEX FUND		34.032	0,0032%	F
CIBC PENSION PLAN		17.060	0,0016%	F
CIBC QI GLOBAL LOW VOLATILITY DIVIDEND POOL		1.865	0,0002%	F
CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF		287.169	0,0268%	F
CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE		40.166	0,0038%	F
CIN BELGIUM LIMITED		17	0,0000%	F
CITITRUST LIMITED		6.213	0,0006%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		6.806	0,0006%	F
CITITRUST LTD		2.239	0,0002%	F
CITW FUND, LP		516	0,0000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		52.397	0,0049%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,0017%	F
CITY OF NEW YORK GROUP TRUST		89.008	0,0083%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		26.316	0,0025%	F
CITY UNIVERSITY OF NEW YORK		331	0,0000%	F
CM-AM ADVANCED		3.200	0,0003%	F
CM-AM CONVERTIBLES EUROPE		12.000	0,0011%	F
CM-AM CONVICTIONS EURO		372.000	0,0348%	F
CM-AM CONVICTIONS FLEXIBLE EURO		19.000	0,0018%	F
CM-AM PEA SECURITE		1.655.860	0,1548%	F
CM-AM PEA SERENITE		426.629	0,0399%	F
CNBF RB OSTRUM ACTION EURO		35.917	0,0034%	F
CNBF RC OSTRUM ACTION EURO		71.936	0,0067%	F
CNTRL PNSON FND INTRNTNL UNION		34.459	0,0032%	F
CO PERATIE KLAVERBLAD VERZEKERINGEN UA		16.096	0,0015%	F
COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED		12.336	0,0012%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,0008%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		40.471	0,0038%	F
COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF		190	0,0000%	F
COLUMBIA THREADNEEDLE (IRL) ICAV		2.252	0,0002%	F
COLUMBIA THREADNEEDLE (LUX) III		3.297	0,0003%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		238.698	0,0223%	F
COMMISSION DE LA CAISSE COMMUNE		6.132	0,0006%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		558	0,0001%	F
COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN		3.600	0,0003%	F
COMMONWEALTH OF PA - TREASURY		6.233	0,0006%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM		69.305	0,0065%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM		2.089	0,0002%	F
COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT		4.878	0,0005%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		121.689	0,0114%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.759	0,0007%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		386	0,0000%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,0002%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,0001%	F
CONTI GESTION		12.125	0,0011%	F
CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		10.092	0,0009%	F
CORALIUM PEA SANTE RESERVE		109.895	0,0103%	F
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY		15.789	0,0015%	F
CPR ACTIONS EURO PREMIUM SELECT		427	0,0000%	F
CPR ACTIONS EURO RESPONSABLE		120.496	0,0113%	F
CPR EUROPE ESG POCHE COR		13.208	0,0012%	F
CRAMA LOIRE BRETAGNE ACTIONS		39.985	0,0037%	F
CREDIT MUTUEL ASSET MANAGEMENT		195.000	0,0182%	F
CREDIT SUISSE INDEX FUND (LUX)		416.811	0,0390%	F
CRN AMUNDI ACTIONS		161.464	0,0151%	F
CS PORTFOLIO LLC		42.020	0,0039%	F
CSAA INSURANCE EXCHANGE		1.740	0,0002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		25.490	0,0024%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975		3.627	0,0003%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND		86.197	0,0081%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		3.942	0,0004%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		6.337	0,0006%	F
CX CADENCE LIMITED-DEAZELEY		7.129	0,0007%	F
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.		547	0,0001%	F
D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C		153	0,0000%	F
D.E. SHAW OCULUS INTL NON FLIP		37.727	0,0035%	F
DC-AKTIEN-FONDS		1.741	0,0002%	F
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC		129	0,0000%	F
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.		303	0,0000%	F
DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC		3.101	0,0003%	F
DEAM-FONDS ZDV		3.193	0,0003%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROLAND AKT.LOWRISK		54.372	0,0051%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPA AKTIEN SPEZIAL		46.344	0,0043%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		145.545	0,0136%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		5.052	0,0005%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		57.049	0,0053%	F
DEKA INVESTMENT GMBH RE A-FU 5-FONDS		11.460	0,0011%	F
DEKA INVESTMENT GMBH RE GLOBALE AKTIEN		36.512	0,0034%	F
DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO A		21.692	0,0020%	F
DEKA INVESTMENT GMBH VZWL MASTERFONDS		14.308	0,0013%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,0006%	F
DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02		1.952	0,0002%	F
DEKA INVESTMENT GMBH W/A-REVI 2		28.000	0,0026%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		403.887	0,0378%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CLIMATE CHANGE ESG CTB UCITS ETF		15.254	0,0014%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE CLIMATE CHANGE ESG CTB UCITS ETF		33.372	0,0031%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		11.955	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD CLIMATE CHANGE ESG UCITS ETF		11.502	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		29.301	0,0027%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		32.154	0,0030%	F
DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL		10.342	0,0010%	F
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET EUROPA FOKUS AS		14.000	0,0013%	F
DEKA INVESTMENT GMBH W/ELB AKTIEN GLOBAL MULTIFACTOR PASSIV		6.345	0,0006%	F
DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS		37.588	0,0035%	F
DEKA INVESTMENT GMBH W/HEGAU-BODENSEE FM 1 W/U03		8.500	0,0008%	F
DEKA INVESTMENT GMBH W/HFW-FONDS W/S2 AKTIEN EUROPA		19.432	0,0018%	F
DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II		4.786	0,0004%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,0005%	F
DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV		1.256	0,0001%	F
DEKA INVESTMENT GMBH W/SKYHOOK INVEST - DEKA		168	0,0000%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U07		17.799	0,0017%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		7.257	0,0007%	F
DEKA INVESTMENT GMBH W/TREVALIS U02		440	0,0000%	F
DEKA INVESTMENT GMBH W/TREVALIS U03		17.631	0,0016%	F
DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02		16.351	0,0015%	F
DEKA INVESTMENT GMBH W/WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN W/U02		4.793	0,0004%	F
DEKA VALUE PLUS		108.994	0,0102%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS		14.500	0,0014%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG		22.100	0,0021%	F
DEKA-RAB		6.795	0,0006%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		1.370	0,0001%	F
DES VAL INTL.PEEQ CSH NON FLIP		60.170	0,0056%	F
DESJARDINS GLOBAL EQUITY GROWTHFUND		99.508	0,0093%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		28.241	0,0026%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		1.146	0,0001%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA MULTIFACTOR LOW CO2 ETF		90.546	0,0085%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		32.006	0,0030%	F
DESTINATIONS INTERNATIONAL EQU		7.256	0,0007%	F
DEUTSCHE DCG EQ		1.071	0,0001%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,0001%	F
DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST		950	0,0001%	F
DFI LP EQUITY (PASSIVE		532	0,0000%	F
DIGITAL FUNDS STARS EUROZONE		9.321	0,0009%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DIMENSIONAL FUNDS PLC		62.549	0,0058%	F
DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E		187.404	0,0175%	F
DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI		4.496	0,0004%	F
DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E		1	0,0000%	F
DPAM B EQUITIES EUROPE INDEX		43.000	0,0040%	F
DPAM DBI RDT B EQUITIES EMU INDEX		68.000	0,0064%	F
DPAM L EQUITIES EMU SRI MSCI INDEX		12.230	0,0011%	F
DPAM L EQUITIES WORLD SRI MSCI INDEX		4.200	0,0004%	F
DPCTA-MASTERFONDS		15.139	0,0014%	F
DUNHAM INTERNATIONAL STOCK FUND		6.650	0,0006%	F
DWS INVESTMENT GMBH FOR DEAM-FONDS CPT		3.196	0,0003%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		5.159	0,0005%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		2.140	0,0002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,0013%	F
DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE		196.104	0,0183%	F
DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER		892	0,0001%	F
DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1		26.908	0,0025%	F
DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY		21.176	0,0020%	F
DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND		3.672	0,0003%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT		61.715	0,0058%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO		662	0,0001%	F
DWS INVESTMENT GMBH W/BBR 1 AP		8.706	0,0008%	F
DWS MULTI ASSET PIR FUND		30.000	0,0028%	F
DYNAMIC PROFILE FINECO AM FUND I		5.582	0,0005%	F
DYNAMIC PROFILE FINECO AM FUND V		113.230	0,0106%	F
DYNAMIC PROFILE FINECO AM FUND VI		91.818	0,0086%	F
DYNAMIC PROFILE FINECO AM FUND VII		109.959	0,0103%	F
DYNASTY INVEST LTD		1.134	0,0001%	F
E TRADE NO FEE INTERNATIONAL INDEX FUND		833	0,0001%	F
EAST SUSSEX PENSION FUND		3.751	0,0004%	F
EDF RETRAITE LONG TERME INDICIELLE		13.858	0,0013%	F
EFFEPILUX SIC-AZIONARIO - PICT		4.720	0,0004%	F
ELEVA ABSOLUTE RETURN EUROPE FUND		8.268	0,0008%	F
EMBO-FONDS		11.075	0,0010%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		3.434	0,0003%	F
EMPOWER ANNUITY INSURANCE COMPANY		47.016	0,0044%	F
ENGADINE EQUITY MASTER FUND		38.915	0,0036%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		2.086	0,0002%	F
ENPAM		200.000	0,0187%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		11.738.658	1,0973%	F
ENVIRONMENT FUND		3.506	0,0003%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO		33.001	0,0031%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		6.758	0,0006%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		4.395	0,0004%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.032	0,0005%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		5.900	0,0006%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		855	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		1.370	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		3.818	0,0004%	F
EQUIPSUPER		57.778	0,0054%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.972	0,0003%	F
ERAFP ACTIONS EURO I		628.664	0,0588%	F
ERI BAYERNINVEST FONDS AKTIEN EUROPA		10.448	0,0010%	F
ERIKOISSIJOITUSRAHASTO NORDEA NAVIGO		346	0,0000%	F
ERISA ACTIONS GRANDES VALEURS		625.889	0,0585%	F
ESSENTIA HEALTH		2.616	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
EVERGREEN SUSTAINABLE WORLD STOCKS		9.000	0,0008%	F
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES		1.072	0,0001%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,0003%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,0005%	F
FAMILY INVESTMENTS CHILD TRUST FUND		7.175	0,0007%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		8.919	0,0008%	F
FCM INTERNATIONAL LLC		835	0,0001%	F
FCP SODIUM I		25.274	0,0024%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		6.288	0,0006%	F
FG BALANCED		12.000	0,0011%	F
FGV ACTIONS EUROPE LM A		16.762	0,0016%	F
FGV ACTIONS EUROPE LM B		132.230	0,0124%	F
FIDDLER PARTNERS LLC		474	0,0000%	F
FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND		1.682.067	0,1572%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		16.436	0,0015%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		126.654	0,0118%	F
FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF		42.356	0,0040%	F
FIDELITY FUNDS - ITALY POOL		647.908	0,0606%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		3.004	0,0003%	F
FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND		41.087	0,0038%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		56.240	0,0053%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND		3.082	0,0003%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		103.377	0,0097%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		544	0,0001%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		185.036	0,0173%	F
FIDELITY SALEM STREET TRUST FIDELITY FLEX INTERNATIONAL FOCUSED INDEX FUND		5.092	0,0005%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		47.903	0,0045%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		230.553	0,0216%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA		18.759	0,0018%	F
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL MOMENTUM INDEX FUND		106.973	0,0100%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.		804.742	0,0752%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		242.870	0,0227%	F
FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF		43.412	0,0041%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		8.200	0,0008%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		16.176	0,0015%	F
FIDEURAM FUND		2.311	0,0002%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		1.420	0,0001%	F
FIRST PRIVATE EURO DIVIDENDEN STAUFER		28.190	0,0026%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		433.385	0,0405%	F
FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF		37.190	0,0035%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		5.703	0,0005%	F
FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF		12.256	0,0011%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH ETF		181.638	0,0170%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH PORTFOLIO		30.368	0,0028%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		47.899	0,0045%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		907.862	0,0849%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FJARDE AP-FONDEN.		11.335	0,0011%	F
FLEXSHARES DEVELOPED MARKETS EX - US QUALITY LOW VOLATILITY INDEX FUND		5.664	0,0005%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1	0,0000%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		1	0,0000%	F
FLORIDA RETIREMENT SYSTEM		32.429	0,0030%	F
FLOURISH INVESTMENT CORPORATION		14.574	0,0014%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,0016%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		261	0,0000%	F
FONDATION BOTNAR		10.645	0,0010%	F
FONDATION BOTNAR.		11.292	0,0011%	F
FONDAZIONE CASSA DI RISPARMIO DI CUNEO	96031120049	1.133.000	0,1059%	F
FONDAZIONE CASSA DI RISPARMIO DI FIRENZE	00524310489	1.000.000	0,0935%	F
FONDAZIONE CASSA DI RISPARMIO DI PADOVA E ROVIGO	92057140284	500.000	0,0467%	F
FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA	00499230373	1.702.438	0,1591%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		21	0,0000%	F
FONDITALIA		821.598	0,0768%	F
FONDS DE PLACEMENT PROMUTUEL GROUPE PROMUTUEL FEDERATION DE SOCIETES MUTUELLES DASSURANCE GENERALE		2.502	0,0002%	F
FONDS DE RESERVE POUR LES RETRAITES		47.364	0,0044%	F
FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.)		22.930	0,0021%	F
FONDS FUER STIFTUNGEN INVESCO		9.232	0,0009%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,0002%	F
FOOLIQ EHF		881	0,0001%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		3.553	0,0003%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,0001%	F
FOREIGN STOCK INDEX MOTHER FUND		32.631	0,0031%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,0007%	F
FRANCIS FAMILY FUND APS		3.127	0,0003%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		7.470	0,0007%	F
FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF		550.981	0,0515%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF		156.020	0,0146%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF		3.615	0,0003%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF		4.130	0,0004%	F
FRANKLIN TEMPLETON ICAV		610.793	0,0571%	F
FUNDACAO CALOUSTE GULBENKIAN		642	0,0001%	F
FUNDO DE PENSOES .		5.355	0,0005%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,0011%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		291.521	0,0273%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		46.625	0,0044%	F
FUTURE GROUP INTERNATIONAL EQUITIES FUND		16.417	0,0015%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		274	0,0000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		28.107	0,0026%	F
G.A.-FUND-B - WORLD EQUITIES PLUS		4.036	0,0004%	F
GAMLA LIVFORSAKRINGSAKTIEBOLAGET SEB TRYGG LIV		191.605	0,0179%	F
GARRAISKA INVESTMENTS		7.500	0,0007%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		1.841	0,0002%	F
GCA MANDAT GESTION ACTIONS		32.798	0,0031%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		103.987	0,0097%	F
GENERALI AKTIVMIX DYNAMIK PROTECT 80		2.925	0,0003%	F
GENERALI FUTURE LEADERS ITALIA		23.900	0,0022%	F
GENERALI INVESTMENTS SICAV		32.843	0,0031%	F
GENERALI ITALIA SPA		120.500	0,0113%	F
GENERATION LIFE LIMITED		2.122	0,0002%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		124.800	0,0117%	F
GEORGIA TECH FOUNDATION, INC		46.499	0,0043%	F
GERANA SICAV-SIF, S.A.		8.456	0,0008%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GLENDALOUGH ASSET MANAGEMENT LIMITED		2.709	0,0003%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		1.866	0,0002%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		1.942	0,0002%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		31.044	0,0029%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,0002%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		5.801	0,0005%	F
GLOBAL MULTI FACTOR EQUITY FUND		26.510	0,0025%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P		2.677	0,0003%	F
GLOBAL RESEARCH EQUITY-EXTENDED MASTER FUND (CAYMAN)		2.677	0,0003%	F
GLOBAL SICAV - OFI INVEST ESG		12.058	0,0011%	F
GLOBAL SYSTEMATIC ACTIVE EQUITIES		17.495	0,0016%	F
GLOBAL X MSCI EAFE INDEX ETF		3.075	0,0003%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		33.639	0,0031%	F
GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF		1.127	0,0001%	F
GMO ALTERNATIVE ALLOCATION FUND		37.974	0,0035%	F
GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES		18.806	0,0018%	F
GOLDMAN SACHS ETF ICAV		33	0,0000%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA EUROPE EQUITY ETF		17.236	0,0016%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA INTERNATIONAL EQUITY ETF		438.073	0,0409%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		25.378	0,0024%	F
GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF		21.583	0,0020%	F
GOLDMAN SACHS FUNDS II		50.234	0,0047%	F
GOLDMAN SACHS FUNDS III		92.560	0,0087%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		60.690	0,0057%	F
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.		60.484	0,0057%	F
GOVERNMENT PENSION INVESTMENT FUND		1.388.278	0,1298%	F
GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND		13.022	0,0012%	F
GREAT-WEST INTERNATIONAL INDEX FUND		72.607	0,0068%	F
GREEN CENTURY MSCI INTERNATION		14.411	0,0013%	F
GREENFIELDS CAPITAL LIMITED		543	0,0001%	F
GREENFINCH FOUNDATION		2.460	0,0002%	F
GUIDEMARK WORLD EX-US FUND/GOLDMAN		43.751	0,0041%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		50.136	0,0047%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		62.982	0,0059%	F
HANG SENG INSURANCE COMPANY LIMITED		35.267	0,0033%	F
HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF		28.695	0,0027%	F
HASE EUROPA		35.000	0,0033%	F
HAWTHORN DM LLC		9.325	0,0009%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		688	0,0001%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		472	0,0000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		11.100	0,0010%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,0009%	F
HC RENTE		1.812	0,0002%	F
HEALTHCARE EMPLOYEES PENSION PLAN MANITOBA		137.281	0,0128%	F
HELABA INV KAPITALANL GES MBH HI SZVA 21 SFONDS		29.421	0,0028%	F
HELABA INVEST KAG MBH HI KAPPA 3 SFONDS		29.156	0,0027%	F
HELVETIA I EUROPA		43.537	0,0041%	F
HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T		2.129	0,0002%	F
HESTA		4.848	0,0005%	F
HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS		83.000	0,0078%	F
HI-AKTIEN-AKTIV-VALUE-SFONDS		49.000	0,0046%	F
HILLSDALE GLOBAL EQUITY FUND		4.068	0,0004%	F
HI-PROAM-STIFTUNGSFONDS		2.853	0,0003%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		196.154	0,0183%	F
HORIZON BUSINESS SRI DYN DBI-RDT		37.479	0,0035%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		25.248	0,0024%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HOSTPLUS POOLED SUPERANNUATION TRUST		5.784	0,0005%	F
HP+P STIFTUNGSFONDS		15.900	0,0015%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,0001%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,0005%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,0002%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,0003%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,0000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,0004%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		5.546	0,0005%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND		2.736	0,0003%	F
HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND		130.766	0,0122%	F
HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF		371	0,0000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF		689	0,0001%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		16.389	0,0015%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF		71.914	0,0067%	F
HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF		1.244	0,0001%	F
HSBC EURO EQUITY VOLATILITY FOCUSED		82.379	0,0077%	F
HSBC EUROPE EQUITY INCOME		147.680	0,0138%	F
HSBC GLOBAL INVESTMENT FUNDS		847.470	0,0792%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND		24.324	0,0023%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		343.534	0,0321%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		35.864	0,0034%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		16.051	0,0015%	F
IADB STAFF RETIREMENT FUND		2.805	0,0003%	F
IALUMBRA HOLDING TRUST		12.400	0,0012%	F
IBM 401(K) PLUS PLAN TRUST		34.061	0,0032%	F
IC EUROPE EQUITY ESG INDEX FUND		1.996	0,0002%	F
IF IST - GLOBE INDEX		8.453	0,0008%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		828.738	0,0775%	F
ILA - A-ILDSCG		2.038	0,0002%	F
ILA - A-ILEZEQG		9.250	0,0009%	F
ILA - A-ILGLOEQG		3.216	0,0003%	F
ILA - A-ILGLOEQN		852	0,0001%	F
ILA - RAFIMF		908	0,0001%	F
ILA-A-ILIMCFHY		3.105	0,0003%	F
ILA-A-ILSDMH		89.404	0,0084%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		27.080	0,0025%	F
ILA-LA WORLD ESG SCREENED FUND		1.696	0,0002%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		24.512	0,0023%	F
ILMARINEN MUTUAL PENSION INSURANCE COMPANY		623.475	0,0583%	F
IMCO GLOBAL PUBLIC EQUITY LP		77.185	0,0072%	F
IMPACTASSETS INC.		976	0,0001%	F
IMPERIAL GLOBAL EQUITY INCOME POOL		332.061	0,0310%	F
IMPERIAL INTERNATIONAL EQUITY POOL		704	0,0001%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,2926%	F
INCOME INSURANCE LIMITED		10.013	0,0009%	F
INDOSUEZ EURO PATRIMOINE		139.388	0,0130%	F
INDOSUEZ EURO RENDEMENT		119.510	0,0112%	F
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC		16.749	0,0016%	F
ING DIRECT SICAV		20.363	0,0019%	F
INSPIRE INTERNATIONAL ETF		100.681	0,0094%	F
INSTITUTIONAL RETIREMENT TRUST		4.051	0,0004%	F
INSTITUTIONELLA AKTIEFONDEN STABIL		80.336	0,0075%	F
INTERFUND SICAV		13.416	0,0013%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		4.629	0,0004%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		9.063	0,0008%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		252.562	0,0236%	F
INTERNATIONAL EQUITIES B UNIT TRUST		3.407	0,0003%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		483	0,0000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		1.018	0,0001%	F
INTERNATIONAL EQUITY FUND		2.687	0,0003%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		3.285	0,0003%	F
INTERNATIONAL MONETARY FUND		30.572	0,0029%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		25.413	0,0024%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV		5.164	0,0005%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS		12.329	0,0012%	F
INVESCO ADVANTAGE INTERNATIONALFUND		1.119	0,0001%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		90.987	0,0085%	F
INVESCO FUND MANAGERS LIMITED		64.467	0,0060%	F
INVESCO FUNDS		553.776	0,0518%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		9.479	0,0009%	F
INVESCO GLOBAL EQUITY NET ZERO ETF		9.786	0,0009%	F
INVESCO MARKETS II PLC		61.100	0,0057%	F
INVESCO MARKETS II PUBLIC LIMITED COMPANY		64.822	0,0061%	F
INVESCO MARKETS III PLC		821	0,0001%	F
INVESCO MSCI EAFE INCOME ADVANTAGE ETF		7.283	0,0007%	F
INVESCO POOLED INVESTMENT FUND - EUROPE FUND		13.069	0,0012%	F
INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES		56.341	0,0053%	F
INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF		3.334	0,0003%	F
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF		4.640	0,0004%	F
INVESCO S&P INTERNATIONAL DEVELOPED ESG INDEX ETF		425	0,0000%	F
INVESCO SANDP INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		77.269	0,0072%	F
INVESCO SANDP INTERNATIONAL DEVELOPED MOMENTUM ETF		116.645	0,0109%	F
INVESTERINGSFORENINGEN BANKINVEST ENGROS,GLOBALE AKTIER AKK.KL		31.998	0,0030%	F
INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL		583	0,0001%	F
INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL		2.966	0,0003%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		28.257	0,0026%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		6.128	0,0006%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED ACCUMULATING KL		23.619	0,0022%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST, LI AKTIER GLOBALE INDEKS		7.081	0,0007%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL		1.705	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL		1.913	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL		3.956	0,0004%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL		11.476	0,0011%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL		5.163	0,0005%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS GLOBALE STABILE AKTIER		29.932	0,0028%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER		13.699	0,0013%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.534	0,0003%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABIL BALANCERET KL		6.644	0,0006%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER AKKUMULERENDE KL		25.391	0,0024%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER KL		89.574	0,0084%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN NORDEAINVEST ENGROS GLOBALE STABILE AKTIER - ETISK TILVALG		28.010	0,0026%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS, GLOBALE AKTIER BASIS ESG KL		19.472	0,0018%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		7.600	0,0007%	F
INVESTERINGSFORENINGEN PROFIL INVEST AFDELING FF		2.954	0,0003%	F
INVESTERINGSFORENINGEN SEBINVEST SEB EUROPA AKTIER AKL		6.063	0,0006%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,0023%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		18.429	0,0017%	F
IP ACTIONS EURO		12.402	0,0012%	F
IPC MULTI-FACTOR INTERNATIONAL EQUITY		11.729	0,0011%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		39.940	0,0037%	F
IRISH LIFE ASSURANCE PLC		75.311	0,0070%	F
IRISH LIFE ASSURANCE.		40.818	0,0038%	F
IRISH LIFE CLIMATE FOCUSED FUND		1.663	0,0002%	F
IRR K LLC		4.519	0,0004%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,0001%	F
ISHARES CORE MSCI EAFE ETF		3.285.519	0,3071%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		287.905	0,0269%	F
ISHARES CORE MSCI EUROPE ETF		241.120	0,0225%	F
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF		513.697	0,0480%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		633.876	0,0593%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		7.818	0,0007%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		12.443	0,0012%	F
ISHARES ENHANCED INTERNATIONAL ACTIVE ETF		88	0,0000%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		41.427	0,0039%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		11.000	0,0010%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		893.524	0,0835%	F
ISHARES EURO STOXX UCITS ETF (DE)		191.039	0,0179%	F
ISHARES EUROPE ETF		82.745	0,0077%	F
ISHARES GLOBAL EQUITY FACTOR ETF		6.543	0,0006%	F
ISHARES GLOBAL FINANCIALS ETF		17.290	0,0016%	F
ISHARES II PUBLIC LIMITED COMPANY		1.129.456	0,1056%	F
ISHARES III PUBLIC LIMITED COMPANY		1.513.632	0,1415%	F
ISHARES INTERNATIONAL DIVIDEND GROWTH ETF		129.228	0,0121%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		188.347	0,0176%	F
ISHARES INTERNATIONAL EQUITY FACTOR ROTATION ACTIVE ETF		2.807	0,0003%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		3.490	0,0003%	F
ISHARES IV PUBLIC LIMITED COMPANY		1.280.236	0,1197%	F
ISHARES MSCI ACWI ETF		117.036	0,0109%	F
ISHARES MSCI ACWI EX U.S. ETF		141.150	0,0132%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		32.841	0,0031%	F
ISHARES MSCI EAFE ETF		1.580.267	0,1477%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		283.824	0,0265%	F
ISHARES MSCI EAFE MIN VOL FACTOR ETF		1.497.432	0,1400%	F
ISHARES MSCI EAFE VALUE ETF		1.206.247	0,1128%	F
ISHARES MSCI EUROPE FINANCIALS ETF		496.270	0,0464%	F
ISHARES MSCI EUROPE IMI INDEX ETF		13.658	0,0013%	F
ISHARES MSCI EUROZONE ETF		575.583	0,0538%	F
ISHARES MSCI INTL MOMENTUM FACTOR ETF		214.784	0,0201%	F
ISHARES MSCI ITALY ETF		515.503	0,0482%	F
ISHARES MSCI KOKUSAI ETF		1.530	0,0001%	F
ISHARES MSCI WORLD ETF		45.986	0,0043%	F
ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF		331	0,0000%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		10.831	0,0010%	F
ISHARES PUBLIC LIMITED COMPANY		2.048.803	0,1915%	F
ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE		88.189	0,0082%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		354.574	0,0331%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		167.591	0,0157%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		1.285.371	0,1202%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.174.506	0,2033%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES V PUBLIC LIMITED COMPANY		371.901	0,0348%	F
ISHARES VI PUBLIC LIMITED COMPANY		745.763	0,0697%	F
ISHARES VII PUBLIC LIMITED COMPANY		919.469	0,0859%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		56.745	0,0053%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,0002%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		2.611	0,0002%	F
ISLE OF MAN GOVERNMENT-TREASURY		5.346	0,0005%	F
J & J PENSION FUND OFP		114.623	0,0107%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,0000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.226.421	0,1146%	F
JEFFREY LLC		14.160	0,0013%	F
JEREMY S. O'CONNOR LIVING TRUST		247	0,0000%	F
JNL INTERNATIONAL INDEX FUND		66.693	0,0062%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		9.911	0,0009%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		1.826	0,0002%	F
JNL/MELLON MSCI WORLD INDEX FUND		4.419	0,0004%	F
JOHN HANCOCK FUNDS II - MULTI-ASSET ABSOLUTE RETURN FUND		37.285	0,0035%	F
JOHN HANCOCK FUNDS II INCOME ALLOCATION FUND		1.419	0,0001%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		63.747	0,0060%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		8.380	0,0008%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		16.429	0,0015%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		5.403	0,0005%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		38.376	0,0036%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		16.613	0,0016%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		32.997	0,0031%	F
JOHN T. WALTON FAMILY TRUST		120.586	0,0113%	F
JOHNSON & JOHNSON UK GROUP RETIREMENT PLAN		10.973	0,0010%	F
JOSHUA GREEN CORPORATION		3.450	0,0003%	F
JPM MULTI INCOME FUND		21.955	0,0021%	F
JPMORGAN BETABUILDERS EUROPE ETF		146.125	0,0137%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		43.417	0,0041%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		5.137	0,0005%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		15.715	0,0015%	F
JPMORGAN EUROPE STRATEGIC DIVIDEND FUND		4.326	0,0004%	F
JPMORGAN FLEXIBLE INCOME ETF		253	0,0000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		2.739	0,0003%	F
JPMORGAN FUNDS		283.372	0,0265%	F
JPMORGAN GLOBAL ALLOCATION FUND		554	0,0001%	F
JPMORGAN INCOME BUILDER FUND		6.846	0,0006%	F
JPMORGAN INVESTMENT FUNDS		334.404	0,0313%	F
JPMORGAN MULTI BALANCED FUND		1.680	0,0002%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,0002%	F
JTW TRUST NO. 3 UAD 9/19/02.		118	0,0000%	F
JTW TRUST NO. 4 UAD 9/19/02.		2.036	0,0002%	F
JTW TRUST NO. 5 UAD 9/19/02.		32	0,0000%	F
KAISER FOUNDATION HOSPITALS		3.693	0,0003%	F
KAISER PERMANENTE GROUP TRUST		4.379	0,0004%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5		59.744	0,0056%	F
KAPITALFORENINGEN EMD INVEST, VERDENSINDEKS		8.758	0,0008%	F
KAPITALFORENINGEN INVESTIN PRO		14.165	0,0013%	F
KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I		17.756	0,0017%	F
KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS		102.262	0,0096%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		194.122	0,0181%	F
KBC ECO FUND/WORLD		17.073	0,0016%	F
KBC EQUITY FUND EUROZONE		547.074	0,0511%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KBC EQUITY FUND EUROZONE DBI-RDT		79.098	0,0074%	F
KBC EQUITY FUND SRI EUROZONE		856.476	0,0801%	F
KBC EQUITY FUND WORLD		168.610	0,0158%	F
KBC EQUITY FUND/EUROPE		48.054	0,0045%	F
KBC EQUITY FUND/SRI WORLD		230.559	0,0216%	F
KBC EQUITY FUND/WORLD DBI-ROT		54.621	0,0051%	F
KBC EQUITY SRI WORLD DBI-RDT		19.803	0,0019%	F
KBC INST FUND EURO EQUITY		51.823	0,0048%	F
KBC INSTITUTIONAL FUND SRI EURO		60.425	0,0056%	F
KBC INSTITUTIONAL FUND/SRI WORLD EQUITY		13.934	0,0013%	F
KBC INSTITUTIONAL INVESTOR		3.936	0,0004%	F
KBI FUNDS ICAV		32.723	0,0031%	F
KBI GLOBAL INVESTMENT FUND		18.268	0,0017%	F
KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1		7.286	0,0007%	F
KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR		4.585	0,0004%	F
KERI ANN O'CONNOR REVOCABLE TRUST		37	0,0000%	F
KFP MARKETABLE LLC		60	0,0000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		17.974	0,0017%	F
KODAK RETIREMENT INCOME PLAN 343 ST		22.451	0,0021%	F
KOKUSAI EQUITY INDEX FUND, A S		8.501	0,0008%	F
KUMPULAN WANG PERSARAAN (DIPERBADANKAN		4.902	0,0005%	F
KUTXABANK GESTION SGIIC, S.A.		233.308	0,0218%	F
KUTXABANK PENSIONES, S.A., SGFP		89.110	0,0083%	F
L&G DEVELOPED WORLD MOMENTUM FACTOR INDEX FUND		663	0,0001%	F
LA FRANCAISE LUX - CARBON IMPACT INCOME		743	0,0001%	F
LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES		104.828	0,0098%	F
LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION		2.790	0,0003%	F
LAB QS DYNAMIC EQUITY FUND LP		99	0,0000%	F
LACERA MASTER OPEB TRUST		11.377	0,0011%	F
LAKE AVENUE INVESTMENTS LLC		18.058	0,0017%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		2	0,0000%	F
LATVIJAS BANKA		2.666	0,0002%	F
LAWRENCE LIVERMORE NATIONAL SECURITY, LLC AND TRIAD NATIONAL SECURITY, LLC DEFINED BENEFIT PENSION PLAN GROUP TRUST		4.766	0,0004%	F
LBBW AM INVESTMENTGES. MBH LBB W AM-MONACO		6.250	0,0006%	F
LBBW AM INVESTMENTGES. MBH LBBW AM-RENDITEF.NR.1 BANTLEO		6.339	0,0006%	F
LBBW AM-ALME INVEST		34.000	0,0032%	F
LBBW AM-CESRA5PLUS		10.000	0,0009%	F
LBBW AM-MASTER SUEDPFALZ		37.100	0,0035%	F
LBBW ASSET MANAGEMENT INVESTMENTGESELLSCHAFT MBH		261.576	0,0245%	F
LBBW GLOBAL DIVIDEND		120.000	0,0112%	F
LBBW ZYKLUS STRATEGIE		14.000	0,0013%	F
LBPAM 3 MOIS		1.847.637	0,1727%	F
LBPAM FRANCECAP 100 NOVEMBRE 2030		887.036	0,0829%	F
LBPAM ISR ACTIONS FOCUS EUROPE		279.234	0,0261%	F
LBPAM SHORT TERM		133.000	0,0124%	F
LCL ACTIONS EURO CORE		76.726	0,0072%	F
LCL ACTIONS MONDE HORS EUROPE EUR		39.291	0,0037%	F
LEE M. HOWER TRUST		114	0,0000%	F
LEGAL & GENERAL CCF.		2.342	0,0002%	F
LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E		5.801	0,0005%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO		15.041	0,0014%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE		12.020	0,0011%	F
LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED		330	0,0000%	F
LEGAL & GENERAL GLOBAL EQUITY INDEX FUND		12.796	0,0012%	F
LEGAL & GENERAL ICAV.		1.052	0,0001%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		45.786	0,0043%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		21.723	0,0020%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		16.102	0,0015%	F
LEGAL & GENERAL UCITS ETF PUBLIC LIMITED COMPANY		9.483	0,0009%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		13.054	0,0012%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND		296	0,0000%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		194.036	0,0181%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		1.223	0,0001%	F
LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED		26.502	0,0025%	F
LEGAL AND GENERAL CCF		509	0,0000%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		39.575	0,0037%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		272	0,0000%	F
LEGAL AND GENERAL EUROPEAN INDEX TRUST		221.148	0,0207%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		26.779	0,0025%	F
LEGAL AND GENERAL UCITS ETF PLC		200.433	0,0187%	F
LFM ACTIONS MONDE VOLATILITE CONTROLEE		89.564	0,0084%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME		47	0,0000%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		398	0,0000%	F
LGT SLC EQ EMV POOL CC AND L		1.137	0,0001%	F
LGT SLC EQUITY OPT POOL SSGA		14.403	0,0013%	F
LLB FUND SERV. AG ATD LLB AKTIEN EUROPA (EUR)		20.561	0,0019%	F
LOB HOLDING SRL		2.500	0,0002%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		18.566	0,0017%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		14.710	0,0014%	F
LOF ALL ROADS		23.999	0,0022%	F
LOF ALL ROADS CONSERVATIVE		4.129	0,0004%	F
LOF ALL ROADS GROWTH		17.973	0,0017%	F
LOF TARGETNETZERO EUROPE EQUITY		10.182	0,0010%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME		637.770	0,0596%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.		911.840	0,0852%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		68.730	0,0064%	F
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MASTER TRUST		12.897	0,0012%	F
LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS(		26.063	0,0024%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		404.382	0,0378%	F
LUX IM GLOBAL EQUITY VALUE		39.388	0,0037%	F
LUXCELLENCE HELVETIA EUROP EQUITY		6.372	0,0006%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		9.286	0,0009%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		178.667	0,0167%	F
LVIP SSGA INTERNATIONAL INDEX FUND		58.233	0,0054%	F
M INTERNATIONAL EQUITY FUND		2.463	0,0002%	F
MACF 3		89	0,0000%	F
MACK EAFE EQUITY POOL		10.445	0,0010%	F
MACKENZIE EUROPEAN SMALL-MID CAP FUND		79.427	0,0074%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		22.986	0,0021%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		17.922	0,0017%	F
MACQUARIE MULTI-FACTOR FUND		2.603	0,0002%	F
MAM EUROPA GROWTH		17.000	0,0016%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		3.898	0,0004%	F
MAN NUMERIC CITY LIMITS FUND LLC C/O NUMERIC INVESTORS LLC		4.295	0,0004%	F
MAN NUMERIC INTERNATIONAL ALPHA (US) LP		2.105	0,0002%	F
MANAGED PENSION FUNDS LIMITED		54.898	0,0051%	F
MANDAT ACTION HGAM		253.978	0,0237%	F
MANULIFE GLOBAL FUND (SICA		25.138	0,0023%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		25.882	0,0024%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		6.330	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.129	0,0001%	F
MARGETTS FUND MANAGEMENT LTD		81.326	0,0076%	F
MARIGOLD TACTICAL STRATEGIES LTD		1.273	0,0001%	F
MARSHALL WACE INV STRATEGIES-TOPS INTERNATIONAL EQUITIES FD C/O MARSHALL WACE LLP ACTING AS ALTERNATIVE INVESTMENT FUND		29.715	0,0028%	F
MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP		226.716	0,0212%	F
MARSHALL WACE INVESTMENT STRATEGIES - TOPS FUND C/O MARSHALL WACE LLP		192.528	0,0180%	F
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND C/O MARSHALL WACE LLP ACTING AS INVESTMENT MANAGER		109.829	0,0103%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND		29.084	0,0027%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP		24.353	0,0023%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE LLP ACTING AS IA		58.915	0,0055%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		27.390	0,0026%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		10.525	0,0010%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,0002%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		9.716	0,0009%	F
MATIG ACT MONDE		120.013	0,0112%	F
MATIGNON ACTIONS DYNAMIQUES		34.562	0,0032%	F
MBB PUBLIC MARKETS I LLC		28.671	0,0027%	F
MBB SMART FUND C LLC		14.329	0,0013%	F
MBB SMART FUND P LLC		12.148	0,0011%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		1.625	0,0002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		27.212	0,0025%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH		465	0,0000%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I		8.474	0,0008%	F
MEDIOLANUM FLESSIBILE FUTURO ITALIA		1.244.177	0,1163%	F
MEDIOLANUM FLESSIBILE SVILUPPO ITALIA		182.000	0,0170%	F
MERCER GE INTERNATIONAL EQUITY FUND		2.111	0,0002%	F
MERCER GLOBAL EQUITY FUND		34.419	0,0032%	F
MERCER NONUS CORE EQUITY FUND		218.776	0,0205%	F
MERCER OSS TRUST		1.033	0,0001%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		2.576	0,0002%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		205	0,0000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,0012%	F
MERCER QIF COMMON CONTRACTUAL FUND		152.592	0,0143%	F
MERCER UCITS COMMON CONTRACTUALFUND		175.568	0,0164%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		28.662	0,0027%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		7.418	0,0007%	F
MERISTEM GLOBAL EQUITY FUND LLC		16.107	0,0015%	F
MET WAT REC DST RF NRN TRUST GLV 997261		5.040	0,0005%	F
METIS EQUITY TRUST		5.982	0,0006%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,0006%	F
METROPOLITAN LIFE INSURANCE COMPANY		10.063	0,0009%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415		86.661	0,0081%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS F11		6.140	0,0006%	F
MGI FUNDS PLC		92.051	0,0086%	F
MGTS AFH DA FUND		68.320	0,0064%	F
MICHELET TUNNEL		25.128	0,0023%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,0002%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		23.602	0,0022%	F
MI-FONDS 384		13.960	0,0013%	F
MI-FONDS F47		29.979	0,0028%	F
MI-FONDS K25		126.090	0,0118%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,0001%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,0001%	F
MIGROS BANK (LUX) FONDS 50		1.540	0,0001%	F
MIGROS BANK (LUX) FONDS INTERSTOCK		1.160	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS		2.999	0,0003%	F
MINEWORKERS' PENSION SCHEME		51.355	0,0048%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	35,7201%	F
MINISTRY OF ECONOMY AND FINANCE		76.728	0,0072%	F
MISSOURI EDUCATION PENSION TRUST		42.322	0,0040%	F
MOA INTERNATIONAL FUND		532.408	0,0498%	F
MONTSEGUR CROISSANCE		43.159	0,0040%	F
MONUTA VERZEKERINGEN		9.132	0,0009%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		1.651	0,0002%	F
MORGAN STANLEY PATHWAY FUNDS		11.721	0,0011%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		227	0,0000%	F
MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		1.144	0,0001%	F
MOTHER CABRINI HEALTH FOUNDATION, INC		28.842	0,0027%	F
MOUNT HATTON INVESTMENTS LIMITED		4.204	0,0004%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,0009%	F
MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		84.086	0,0079%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		151.134	0,0141%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		12.752	0,0012%	F
MT TOTAL RETURN FUND		68.990	0,0064%	F
MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND		1.887	0,0002%	F
MULTI UNITS FRANCE - AMUNDI FT		474.258	0,0443%	F
MULTI UNITS FRANCE - AMUNDI MS		23.152	0,0022%	F
MULTI UNITS LUX AMUNDI EUROPE		86.490	0,0081%	F
MULTI UNITS LUX AMUNDI EUROPEA		414	0,0000%	F
MULTI UNITS LUX AMUNDI MSCI		1.741	0,0002%	F
MULTI UNITS LUX AMUNDI MSCI EM		32.824	0,0031%	F
MULTI UNITS LUX AMUNDI S P		257.307	0,0241%	F
MULTI UNITS LUXEMBOURG - AMUND		74.366	0,0070%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		423.856	0,0396%	F
MULTIMIX WHOLESALE INTERNATIONAL SHARES TRUST		2.466	0,0002%	F
MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX		34.833	0,0033%	F
MWIS - TOPS FUND - NON FLIP		36.827	0,0034%	F
MWIS TOPS WORLD EQUITIES AC		13.010	0,0012%	F
N.V. HAGELUNIE		1.643	0,0002%	F
NATIONAL CATHOLIC INVESTMENT TRUST		1.048	0,0001%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,0012%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		7.973	0,0007%	F
NATIONAL EMPLOYEMENT SAVINGS TRUST		1.010.119	0,0944%	F
NATIONAL PENSION INSURANCE FUND		2	0,0000%	F
NATIONWIDE INTERNATIONAL INDEX FUND		18.420	0,0017%	F
NATIXIS AM FUNDS		40.116	0,0037%	F
NATIXIS IRCEM RETRAITE FCP		17.990	0,0017%	F
NATWEST ST JAMES S PLACE GLOBALQUALITY UNIT TRUST		8.569	0,0008%	F
NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST		11.269	0,0011%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,0001%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE GLOBAL GROWTH UN		7.090	0,0007%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		14.354	0,0013%	F
NBIMC EAFE EQUITY INDEX FUND.		1	0,0000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		8.407	0,0008%	F
NEF RISPARMIO ITALIA		10	0,0000%	F
NEUALT LLC		22.800	0,0021%	F
NEUBERGER BERMAN ETF TRUST - NEUBERGER INTERNATIONAL CORE EQUITY ETF		24.771	0,0023%	F
NEW AIRWAYS PENSION SCHEME		2.654	0,0002%	F
NEW YORK STATE COMMON RETIREMENT FUND		3.292	0,0003%	F
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN.		2.345	0,0002%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		687.141	0,0642%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST		2.129	0,0002%	F
NFS LIMITED		5.026	0,0005%	F
NGEE ANN POLYTECHNIC		6.607	0,0006%	F
NICOLE M. O'CONNOR IRREVOCABLE TRUST		89	0,0000%	F
NOLA GUIDO		40.000	0,0037%	F
NORDEA 1 SICAV		1.257.738	0,1176%	F
NORDEA 2 SICAV		19.159	0,0018%	F
NORDEA DISCRETIONARY GLOBAL EQUITY FUND		18.861	0,0018%	F
NORDEA EUROPEAN INDEX SELECT FUND		17.169	0,0016%	F
NORDEA GLOBAL EQUITY ALLOCATION FUND		18.566	0,0017%	F
NORDEA GLOBAL INDEX SELECT FUND		17.185	0,0016%	F
NORDEA PLAN BALANSERT FUND		2.751	0,0003%	F
NORDEA PLAN KONSERVATIV FUND		568	0,0001%	F
NORDEA PLAN MODERAT FUND		1.228	0,0001%	F
NORDEA PLAN OFFENSIV FUND		4.332	0,0004%	F
NORDEA PLAN VEKSTORIENTERT FUND		1.437	0,0001%	F
NORDEA PREMIUM ASSET MANAGEMENT BALANCED FUND		10.089	0,0009%	F
NORDEA PREMIUM ASSET MANAGEMENT GROWTH FUND		5.227	0,0005%	F
NORDEA PREMIUM ASSET MANAGEMENT MODERATE FUND		8.527	0,0008%	F
NORDEA PRO STABLE RETURN FUND		47.706	0,0045%	F
NORDEA SAVINGS 30 FUND		3.991	0,0004%	F
NORDEA SAVINGS 50 FUND		6.371	0,0006%	F
NORDEA SAVINGS 75 FUND		4.669	0,0004%	F
NORDEA STABIL		18.950	0,0018%	F
NORDEA STABILE AKSJER GLOBAL FUND		623.454	0,0583%	F
NORDEA STABILE AKSJER GLOBAL VALUTASIKRET FUND		417.016	0,0390%	F
NORDEA STABLE PERFORMANCE FAM		2.740	0,0003%	F
NORDEA STABLE RETURN FUND		67.906	0,0063%	F
NORDEA STRATEGA 15		2.085	0,0002%	F
NORDEA STRATEGA 35		17.091	0,0016%	F
NORDEA STRATEGA 50		14.590	0,0014%	F
NORDEA STRATEGA 70		20.328	0,0019%	F
NORDEA STRATEGA 90 FUND		920	0,0001%	F
NORDEA WORLD INDEX SELECT FUND		18.786	0,0018%	F
NORGES BANK		9.916.178	0,9269%	F
NORTHAMPTONSHIRE PENSION FUND		3.500	0,0003%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		133.622	0,0125%	F
NORTHERN LIGHTS FUND TRUST IV		14.419	0,0013%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		16.302	0,0015%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		28.536	0,0027%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		22.198	0,0021%	F
NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST		695.578	0,0650%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		311.294	0,0291%	F
NORTHERN TRUST UCITS FGR FUND		121.686	0,0114%	F
NORTHERN WORLD SELECTION INDEX FUND		22.561	0,0021%	F
NOW PENSIONS TRUST		34.471	0,0032%	F
NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST		4.235	0,0004%	F
NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,0004%	F
NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST		6.527	0,0006%	F
NT MSCI EAFE INDEX FUND		1	0,0000%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,0000%	F
NTGI-QM COMMON DAILY EAFE		65.528	0,0061%	F
NUCLEAR ELECTRIC INSURANCE LIMITED		6.097	0,0006%	F
NUVEEN INTERNATIONAL EQUITY INDEX FUND		66.763	0,0062%	F
NVIT INTERNATIONAL INDEX FUND		1	0,0000%	F
NZAM EURO STOXX PARIS-ALIGNED		357	0,0000%	F
OFI INVEST ESG DYNAMIQUE EURO		8.430	0,0008%	F
OFI INVEST ESG EQUILIBRE EURO		13.695	0,0013%	F
OFI INVEST ESG PRUDENT EURO		4.550	0,0004%	F
OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.		121.300	0,0113%	F
ONEMARKETS ITALY ICAV		6.644	0,0006%	F
ONEMARKETS MSCI EUROPE UNIVERSAL UCITS ETF		506	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ONEMARKETS MSCI WORLD UNIVERSAL UCITS ETF		104	0,0000%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		4.373	0,0004%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL		36.828	0,0034%	F
OPENWORLD PUBLIC LIMITED COMPANY		703	0,0001%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		51.871	0,0048%	F
ORANO ACTIONS EUROPEENNES		22.313	0,0021%	F
ORKNEY ISLANDS COUNCIL PENSION FUND		120.110	0,0112%	F
OSMOSIS ICAV		12.913	0,0012%	F
OVERSTORY CAPITAL LLC		1.471	0,0001%	F
PACER TRENDPILOT INTERNATIONAL ETF		3.687	0,0003%	F
PARAMETRIC INTERNATIONAL EQUITYFUND		4.800	0,0004%	F
PARMA PEA NOVEMBRE 2025		15.121	0,0014%	F
PASSIVE GLOBAL SHARE TRUST		8.834	0,0008%	F
PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST		114	0,0000%	F
PEGASUS-UI-FONDS		36.777	0,0034%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.159	0,0002%	F
PENSION BENEFIT GUARANTY CORPORATION		103.442	0,0097%	F
PENSION RESERVES INVESTMENT TRUST FUND		54.657	0,0051%	F
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		305.786	0,0286%	F
PEOPLE'S BANK OF CHINA		364.001	0,0340%	F
PEPCO HOLDINGS INC. VEBA TRUST		839	0,0001%	F
PERPETUAL GLOBAL ALLOCATION ALPHA FUND		5.413	0,0005%	F
PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND		394	0,0000%	F
PERTUBUHAN KESELAMATAN SOSIAL		22.849	0,0021%	F
PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		2.433	0,0002%	F
PFA PENSION FORSIKRINGSAKTIESELSKAB		23.014	0,0022%	F
PFIZER INC. MASTER TRUST		1.127	0,0001%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.067	0,0001%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,0001%	F
PHILIP VERONICA A KOVACH JT TEN/WROS 2934		19	0,0000%	F
PHOENIX UNIT TRUST MANAGERS LIMITED		196.250	0,0183%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		2.969	0,0003%	F
PICTET AI ENHANCED INTERNATION		535	0,0001%	F
PICTET CH - GLOBAL EQUITIES		3.568	0,0003%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		20.278	0,0019%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,0014%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		5.755	0,0005%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		9.207	0,0009%	F
PICTET CH INSTITUTIONAL EUROPEAN EX SWISS EQUITIES TRACKER EX SL		16.074	0,0015%	F
PICTET CH INSTITUTIONAL WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,0002%	F
PICTET EUROLAND INDEX		12.903	0,0012%	F
PICTET EUROPE INDEX		62.189	0,0058%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		134.591	0,0126%	F
PINK CALI LLC		486	0,0000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA		1.714	0,0002%	F
PIVOTAL PHILANTHROPIES FOUNDATION		1.207	0,0001%	F
PLATO INST I FUND EURO EQUITY		11.590	0,0011%	F
PLATO INSTIT INDEX FND WORLD DBI-RDT		12.837	0,0012%	F
PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY		29.285	0,0027%	F
PLATO INSTITUTIONAL INDEX FUND/WORLD		33.785	0,0032%	F
PLEIADES TRUST		79.666	0,0074%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,0006%	F
POINT72 ASSOCIATES LLC		117	0,0000%	F
POINT72 ASSOCIATES LLC C/O FINSCO LIMITED		494	0,0000%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		61.442	0,0057%	F
POOL PARSUMO CAPITAL AG AKTIEN WELT		7.500	0,0007%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
POOL SWISS ROCK AKTIEN GLB		3.361	0,0003%	F
PORTZAMPARC MOMENTUM ISR		62.000	0,0058%	F
PRAXIS INTERNATIONAL INDEX FUND		51.414	0,0048%	F
PRESBYTERIAN CHRUCH IN AMERICA 403 (B) (9) RETIREMENT PLAN		2.841	0,0003%	F
PRI JP MORGAN EUROZONE EQUITY		183.150	0,0171%	F
PRIME SUPER PTY LTD		4.376	0,0004%	F
PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND		24.161	0,0023%	F
PRINCIPAL FUNDS, INC. - OVERSEAS FUND		4.179	0,0004%	F
PRINCIPAL LIFE INSURANCE COMPANY		12.041	0,0011%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,0001%	F
PRO-GEN INVESTMENTS LLC		1.449	0,0001%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		27.874	0,0026%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.385	0,0001%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		1.277	0,0001%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		18.286	0,0017%	F
PRUDENTIAL HONG KONG LIMITED		3.710	0,0003%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		5.770	0,0005%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		7.922	0,0007%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		80.434	0,0075%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		31.087	0,0029%	F
PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI		70.797	0,0066%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		219.705	0,0205%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		176.049	0,0165%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		289.739	0,0271%	F
PURPOSE FUND CORP		1.103	0,0001%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND		262.255	0,0245%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND 2		34.996	0,0033%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		384.779	0,0360%	F
QIC INTERNATIONAL EQUITIES FUND.		2.128	0,0002%	F
QUALITY EDUCATION FUND		849	0,0001%	F
QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES		503.564	0,0471%	F
RAIFFEISEN KAPITALANLAGE GESELLSCHAFT M.B.H NV AKTIEN GLOBAL		1.319	0,0001%	F
RAINDROPS CAPITAL LIMITED		1.967	0,0002%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,0808%	F
RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST		26.242	0,0025%	F
RBC EUROPEAN EQUITY FUND ROYAL TRUST		259.443	0,0243%	F
RBC EUROPEAN MID-CAP EQUITY FUND		102.925	0,0096%	F
RBC INDIGO INTERNATIONAL EQUITYINDEX FUND		1.177	0,0001%	F
RBC INTERNATIONAL DIVIDEND GROWTH FUND		64.108	0,0060%	F
REALDANIA		60.885	0,0057%	F
REASSURE LIMITED		114.884	0,0107%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		15.640	0,0015%	F
REGIME DE RETRAITE DU PERSONNEL CPE		130.522	0,0122%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		58.085	0,0054%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.652	0,0003%	F
RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.		27.792	0,0026%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		340.357	0,0318%	F
RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND		1.345	0,0001%	F
RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC		3.382	0,0003%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		20.782	0,0019%	F
RLA GLOBAL SHARE FUND		5.627	0,0005%	F
RLA INTERNATIONAL EQUITIES FUND		14.165	0,0013%	F
RLA NZ INTERNATIONAL EQUITIES FUND		5.818	0,0005%	F
ROBECO CAPITAL GROWTH FUNDS		41.344	0,0039%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,0030%	F
ROBECO UCITS ICAV		3	0,0000%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,0002%	F
ROBIN 1-FONDS		79.144	0,0074%	F
ROBUST MULTI ASSET FUND		71.932	0,0067%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,0007%	F
ROPS EURO P		59.291	0,0055%	F
ROPS SMART INDEX EURO		32.638	0,0031%	F
ROSEFINCH FOUNDATION		2.460	0,0002%	F
ROSEN FAMILY TRUST		35	0,0000%	F
ROTHSCHILD MARTIN MAUREL		212.465	0,0199%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.306	0,0068%	F
ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT		730	0,0001%	F
RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES SMALL & MID CAP		33.033	0,0031%	F
RPAQ 2015 FUND LP		24.255	0,0023%	F
RTX SAVINGS PLAN MASTER TRUST		143.034	0,0134%	F
RUGGERI FAUSTO		9	0,0000%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		12.224	0,0011%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.573	0,0008%	F
RUSSELL INVESTMENT COMPANY PLC		29.058	0,0027%	F
RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND		2.661	0,0002%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND		7.081	0,0007%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		7.497	0,0007%	F
RUSSELL INVESTMENTS INTERNATIONAL EQUITY POOL .		1.104	0,0001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND		1.901	0,0002%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.530	0,0004%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.634	0,0003%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		1.915	0,0002%	F
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND		3.836	0,0004%	F
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST		10.690	0,0010%	F
RUSSELL WGGW LTD.		2.518	0,0002%	F
RUTGERS THE STATE UNIVERSITY		1.945	0,0002%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		782	0,0001%	F
SAKKARAH 7 FCP		18.186	0,0017%	F
SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD		162	0,0000%	F
SAS TRUSTEE CORPORATION POOLED FUND		103.496	0,0097%	F
SBC MASTER PENSION TRUST		8.896	0,0008%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		28.229	0,0026%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		9.663	0,0009%	F
SCHRODER FORESTERS BALANCED FUND		19.150	0,0018%	F
SCHRODER GLOBAL CORE FUND		8.443	0,0008%	F
SCHRODER GLOBAL EQUITY ACTIVE UCITS ETF		22.839	0,0021%	F
SCHRODER GLOBAL EQUITY CUSTOM ACTIVE UCITS ETF		1.749	0,0002%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		1.498	0,0001%	F
SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND		18.787	0,0018%	F
SCHRODER INTERNATIONAL SELECTION FUND		130.984	0,0122%	F
SCHRODER MANAGED BALANCED FUND		9.144	0,0009%	F
SCHRODER PENSION MANAGEMENT LIMITED		15.369	0,0014%	F
SCHRODER QEP GLOBAL CORE FUND		66.273	0,0062%	F
SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND		6.401	0,0006%	F
SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND		8.938	0,0008%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		11.369	0,0011%	F
SCHRODERS CAPITAL SEMI-LIQUID		2.634	0,0002%	F
SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND		56.291	0,0053%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		262.353	0,0245%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCHWAB INTERNATIONAL EQUITY ETF		994.494	0,0930%	F
SCHWAB INTERNATIONAL INDEX FUND		297.131	0,0278%	F
SCOTIA GLOBAL GROWTH FUND		345.886	0,0323%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		2.515	0,0002%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		15.115	0,0014%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		1.922	0,0002%	F
SCOTT FITZGERALD		224	0,0000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		34.481	0,0032%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		21.951	0,0021%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.097	0,0002%	F
SEB EUROPE EXPOSURE		75.751	0,0071%	F
SEB FUND 1 - SEB EUROPE EQUITY FUND		135.437	0,0127%	F
SEB FUND 3 - SEB GLOBAL ALL COUNTRIES EXPOSURE		97.054	0,0091%	F
SEB FUND 3 - SEB PENSION FUND		3.048	0,0003%	F
SEB FUND 3 - SEB PENSION FUND EXTRA		44	0,0000%	F
SEB FUND 3 - SEB PENSION FUND PLUS		63	0,0000%	F
SEI GLOBAL MASTER FUND PLC		505.537	0,0473%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,0004%	F
SEI INSTITUTIONAL INTERNATIONAL TRST INTERNATIONAL EQTY FND		144.785	0,0135%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND		6.025	0,0006%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND		200.946	0,0188%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		26.894	0,0025%	F
SEI SELECT INTERNATIONAL EQUITY ETF		75.580	0,0071%	F
SELECTION EURO CLIMAT JANVIER 2025		63.635	0,0059%	F
SELECTION FRANCE SOCIAL JANVIER 2022		238.837	0,0223%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		592	0,0001%	F
SENTINEL INTERNATIONAL FUND		1.046	0,0001%	F
SG ACTIONS INTERNATIONALES		21.225	0,0020%	F
SHELL CANADA 2007 PENSION PLAN		882	0,0001%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		22.208	0,0021%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		37	0,0000%	F
SIEMENS BALANCED		38.847	0,0036%	F
SIEMENS EMU EQUITIES		56.874	0,0053%	F
SIEMENS EUROINVEST AKTIEN		7.813	0,0007%	F
SIEMENS QUALITAET AND DIVIDENDE EUROPA		55.503	0,0052%	F
SIEMENS-FONDS SIEMENS-RENTE		37.809	0,0035%	F
SILVER AMUNDI EUROPE EQUITY CO		63.793	0,0060%	F
SIMPLICITY HEDGED GLOBAL SHARE FUND		11.210	0,0010%	F
SIMPLICITY UNHEDGED GLOBAL SHARE FUND		11.601	0,0011%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		683.880	0,0639%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		382.854	0,0358%	F
SLW PORTFOLIO LLC		256	0,0000%	F
SMART WHOLESALE GLOBAL EQUITY ESG FUND		9.264	0,0009%	F
SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND		16.073	0,0015%	F
SMTB FOREI GN STOCK INDEX MOTHER FUND		506	0,0000%	F
SNOWBALL CAPITAL HOLDINGS LIMITED		2.005	0,0002%	F
SNOWFINCH FOUNDATION		2.460	0,0002%	F
SOCIAL PROTECTION FUND		24.338	0,0023%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.371	0,0002%	F
SOGECAP ACTIONS - MID CAP		52.599	0,0049%	F
SOGECAP AP CLIMAT PAB		27.059	0,0025%	F
SOGECAP PROTECTED EQUITIES		41.746	0,0039%	F
SP INTERNATIONAL SHARES TRUST		5.469	0,0005%	F
SPA MANDATE BLACKROCK		13.428	0,0013%	F
SPARINVEST SICAV - GLOBAL EQUITY TA POOL		5.495	0,0005%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		545.682	0,0510%	F
SPDR MSCI ACWI EXUS ETF		33.527	0,0031%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		11.669	0,0011%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		105.740	0,0099%	F
SPDR MSCI WORLD QUALITY MIX ETF		726	0,0001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		577	0,0001%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		587.211	0,0549%	F
SPDR PORTFOLIO EUROPE ETF		21.038	0,0020%	F
SPDR S&P WORLD EX AUSTRALIA CARBON AWARE ETF		2.182	0,0002%	F
SPP GENERATION 70-TAL		3.234	0,0003%	F
SPRING 625		15.958	0,0015%	F
SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND		47.101	0,0044%	F
SPW MANAGED ICVC - SPW TACTICALFUND 1		12.699	0,0012%	F
SPW MANAGED ICVC - SPW TACTICALFUND 2		5.145	0,0005%	F
SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST		458	0,0000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		32.155	0,0030%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.442	0,0326%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		2.667	0,0002%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		70.375	0,0066%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		155.976	0,0146%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		1.344.462	0,1257%	F
ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING		403	0,0000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,0004%	F
STAR PASTEUR		17.656	0,0017%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		35.082	0,0033%	F
STATE OF MINNESOTA		190.816	0,0178%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		208.835	0,0195%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		37.815	0,0035%	F
STATE OF WISCONSIN INVESTMENT BOARD		2.492	0,0002%	F
STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN		178.448	0,0167%	F
STATE STREET CCF		7.916	0,0007%	F
STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND		4.952	0,0005%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		2.497	0,0002%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		200.319	0,0187%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		130.200	0,0122%	F
STATE STREET GLOBAL INDEX PLUS TRUST		1.554	0,0001%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		89.864	0,0084%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		4.706	0,0004%	F
STATE STREET IRELAND UNIT TRUST		13.838	0,0013%	F
STATE STREET TOTAL RETURN VIS FUND		2.624	0,0002%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		343.106	0,0321%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,0002%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF		5.422	0,0005%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,0070%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO		58.244	0,0054%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE		2.559	0,0002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- EN GLASZETBEDRIJF		31.549	0,0029%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF		9.146	0,0009%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		22.227	0,0021%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G		1.124	0,0001%	F
STICHTING BELEGGINGEN MENZIS		1.912	0,0002%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		378.277	0,0354%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		25.197	0,0024%	F
STICHTING BPL PENSIOEN		30.267	0,0028%	F
STICHTING CZ FUND DEPOSITARY		15.021	0,0014%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		30.756	0,0029%	F
STICHTING HEINEKEN PENSIOENFONDS.		14.109	0,0013%	F
STICHTING INSTITUUT GAK		3.021	0,0003%	F
STICHTING JURIDISCH EIGENAAR ACHMEA IM LIQUID ASSET FUNDS		8.298	0,0008%	F
STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN		95.158	0,0089%	F
STICHTING MN SERVICES		139.698	0,0131%	F
STICHTING MN SERVICES AANDELENFO ND		25.186	0,0024%	F
STICHTING PENSIOENFONDS ABP		328.276	0,0307%	F
STICHTING PENSIOENFONDS ABP (NETHERLANDS		592.616	0,0554%	F
STICHTING PENSIOENFONDS CAMPINA		6.769	0,0006%	F
STICHTING PENSIOENFONDS HOOGOVENS		5.622	0,0005%	F
STICHTING PENSIOENFONDS HORECA AND CATERING		29.544	0,0028%	F
STICHTING PENSIOENFONDS ING		6.806	0,0006%	F
STICHTING PENSIOENFONDS NOTARIAAT		735	0,0001%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		44	0,0000%	F
STICHTING PENSIOENFONDS PGB		119.239	0,0111%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,0002%	F
STICHTING PENSIOENFONDS RAIL & OPENBAAR VERVOER		9.498	0,0009%	F
STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER		57.468	0,0054%	F
STICHTING PENSIOENFONDS SAGITTARIUS		9.288	0,0009%	F
STICHTING PENSIOENFONDS VAN DE NEDERLANDSCHE BANK NV		171.972	0,0161%	F
STICHTING PENSIOENFONDS VERVOER		59.438	0,0056%	F
STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS		11.263	0,0011%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		42.671	0,0040%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,0008%	F
STICHTING PME PENSIOENFONDS		61.983	0,0058%	F
STOKIC MARKO		20	0,0000%	F
STOLLER FOUNDATION		2.211	0,0002%	F
STOREBRAND EUROPA PLUS		849	0,0001%	F
STOREBRAND GLOBAL ALL COUNTRIES		7.537	0,0007%	F
STOREBRAND GLOBAL LOW VOLATILITY		4.909	0,0005%	F
STOREBRAND LIVSFORSIKRING AS		153.350	0,0143%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,0007%	F
STRATEGY SICAV		1.527	0,0001%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		13.942	0,0013%	F
SUN LIFE STATE STREET INTERNATIONALEQUITY INDEX FUND		6.485	0,0006%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.817	0,0019%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		795	0,0001%	F
SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT		1.683	0,0002%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		22.418	0,0021%	F
SUSTAINABLE GS 1 TRUST		6.128	0,0006%	F
SWISS NATIONAL BANK		1.278.084	0,1195%	F
SWISSCANTO FONDSLEITUNG AG		348.309	0,0326%	F
SYCOMORE INCLUSIVE JOBS		221.093	0,0207%	F
SYCOMORE SELECTION MIDCAP		112.769	0,0105%	F
SYNCHRONY (LU) EQANTIA EUROPE		29.440	0,0028%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - A		35.429	0,0033%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - B		39.367	0,0037%	F
SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES		4.135	0,0004%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		1.856	0,0002%	F
T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL		315	0,0000%	F
T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND		402	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY ETF		142.274	0,0133%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		475	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		177.733	0,0166%	F
T.ROWE PRICE FUNDS OEIC - GLOBAL DIVIDEND EQUITY FUND		10.658	0,0010%	F
TAGES INTERNATIONAL FUNDS ICAV		105.621	0,0099%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.825	0,0005%	F
TANGERINE BALANCED GROWTH PORTFOLIO		6.756	0,0006%	F
TANGERINE BALANCED INCOME PORTFOLIO		545	0,0001%	F
TANGERINE BALANCED PORTFOLIO		4.579	0,0004%	F
TANGERINE EQUITY GROWTH PORTFOLIO		8.763	0,0008%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		36.536	0,0034%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		190.375	0,0178%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		92.701	0,0087%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		3.386	0,0003%	F
TD EUROPEAN INDEX FUND		3.400	0,0003%	F
TD INTERNATIONAL EQUITY INDEX ETF		72.566	0,0068%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		225.853	0,0211%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		28.105	0,0026%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		192.485	0,0180%	F
TEAM SUPERANNUATION FUND		20.347	0,0019%	F
TESCO PLC PENSION SCHEME		325	0,0000%	F
TEXAS MUNICIPAL RETIREMENT SYSTEM		61.110	0,0057%	F
TEXAS PERMANENT SCHOOL FUND CORP		1	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		1	0,0000%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		40.988	0,0038%	F
THE ANNENBERG FOUNDATION.		5.501	0,0005%	F
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST		1.045	0,0001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		84.086	0,0079%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		175.923	0,0164%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		6.420	0,0006%	F
THE CALIFORNIA WELLNESS FOUNDATION		3.507	0,0003%	F
THE CAPTIVE INVESTORS FUND		9.044	0,0008%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.346	0,0001%	F
THE COMMONWEALTH FUND		1.507	0,0001%	F
THE DAVID A DUFFIELD TRUST		3.296	0,0003%	F
THE ESB PENSION FUND		3.400	0,0003%	F
THE FRANK LEAL TRUST		20	0,0000%	F
THE GOVERNING COUNCIL OF THE SALVATION ARMY IN		67.852	0,0063%	F
THE GREATER MANCHESTER PENSION FUND		68.946	0,0064%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		778	0,0001%	F
THE HEALTH FOUNDATION.		1.624	0,0002%	F
THE INCUBATION FUND LTD		114	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		5.439	0,0005%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		532	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		55.917	0,0052%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142		26.168	0,0024%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151		20.761	0,0019%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400080339		6.038	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893		18.007	0,0017%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974		732	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501		888	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		279	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,0002%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		6.790	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		29.299	0,0027%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)		38.165	0,0036%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		27.011	0,0025%	F
THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR GIM MULTI ASSET MOTHER FUND		556	0,0001%	F
THE METHODIST HOSPITAL		22.119	0,0021%	F
THE MONETARY AUTHORITY OF SINGAPORE		131.265	0,0123%	F
THE MONKS INVESTMENT TRUST PLC		1.057.071	0,0988%	F
THE MOTOROLA PENSION SCHEME.		3.992	0,0004%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		15.872	0,0015%	F
THE NEMOURS FOUNDATION PENSION PLAN		305	0,0000%	F
THE NOMURA TRUST AND BANKING C		21.110	0,0020%	F
THE PEOPLE'S PENSION SCHEME		20.841	0,0019%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		13.809	0,0013%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		88.225	0,0082%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		503.425	0,0471%	F
THE SALVATION ARMY OFFICERS' RETIREMENT TRUST FUND		16.553	0,0015%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND		1.341	0,0001%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		6.041	0,0006%	F
THE STANDARD BANK OF SOUTH AFRICA LTD		78.554	0,0073%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		92.627	0,0087%	F
THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR		1.927	0,0002%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY.		1.450	0,0001%	F
THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E		1.757	0,0002%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,0005%	F
THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		45.929	0,0043%	F
THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB		55.874	0,0052%	F
THEAM QUANT - EUROPE TARGET PREMIUM		271.991	0,0254%	F
THEAM QUANT- EQUITY EUROZONE GURU		389.618	0,0364%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		18.490	0,0017%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,0006%	F
THRIFT SAVINGS PLAN		1.363.835	0,1275%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		6.768	0,0006%	F
THYSSEN GLOBAL INVESTMENTS LLC		1.492	0,0001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		708.636	0,0662%	F
TIMOTHY PLAN INTERNATIONAL ETF.		34.850	0,0033%	F
TODD C COZZENS		204	0,0000%	F
TONI ACTIONS ISR 100		37.309	0,0035%	F
TOPS GLBL EQS LE FD NON FLIP		6.342	0,0006%	F
TOPS WLD EX-US FUND NON FLIP		142.372	0,0133%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,0029%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		2.445	0,0002%	F
TRANSAMERICA MSCI EAFE INDEX VP		2.795	0,0003%	F
TRATON-UI-DYNAMIK		13.772	0,0013%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST		113.920	0,0106%	F
TREDJE AP-FONDEN		1	0,0000%	F
TRINITY COLLEGE CAMBRIDGE		11.414	0,0011%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,0013%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		1.826	0,0002%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		27.952	0,0026%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,0001%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		6.785	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TSA EQUITY FUND #2		2.363	0,0002%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		63	0,0000%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,0002%	F
UAPF - INVESCO ACTIVE		66.768	0,0062%	F
UBS (IRL) ETF PLC		270.206	0,0253%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		1.234.893	0,1154%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		68.123	0,0064%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		160.645	0,0150%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.062	0,0001%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		490	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		283	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0,0001%	F
UBS ASSET MANAGEMENT LIFE LTD		133.485	0,0125%	F
UBS COMMON CONTRACTUAL FUND		14.058	0,0013%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		15.354	0,0014%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS		298	0,0000%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN		17.183	0,0016%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		516.288	0,0483%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG..		10.356	0,0010%	F
UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEVMARK HEDGED		22.791	0,0021%	F
UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEVMARK		21.084	0,0020%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		15.939	0,0015%	F
UBS LUX FUND SOLUTIONS		1.243.946	0,1163%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS		10.100	0,0009%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS		187.284	0,0175%	F
UI MAIN I UF BLACKROCK EUROPE		2.668	0,0002%	F
UI MAIN I UNIVERSAL FONDS UKA		5.447	0,0005%	F
UI MAIN VI UNIV FDS MSCI WORLD		900	0,0001%	F
UI SMART AND FAIR FONDS		11.060	0,0010%	F
UIFONDS AKTIEN EUROPE MVOLA PASSIVE		56.981	0,0053%	F
UI-FONDS BAV RBI AKTIEN		110.401	0,0103%	F
UI-FONDS RBSG		490	0,0000%	F
UI-S		10.324	0,0010%	F
UNI GLOBAL		94.322	0,0088%	F
UNI OF EDINBURGH BG DEVEL WORLD EQ FD		52.861	0,0049%	F
UNICAJA ASSET MANAGEMENT, S.G.I.I.C., S.A.		60.803	0,0057%	F
UNICARE SAVINGS PLAN		17.267	0,0016%	F
UNIEUROPA MID&SMALL CAPS		10.000	0,0009%	F
UNIGESTION ALL COUNTRY WORLD EQUITIES FUND		41.459	0,0039%	F
UNIGESTION GLOBAL EQUITIES FUND		42.706	0,0040%	F
UNIGESTION GLOBAL EX-CANADA EQUITIES FUND		43.130	0,0040%	F
UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI		112.139	0,0105%	F
UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST		541	0,0001%	F
UNISUPER		11.730	0,0011%	F
UNITED GLOBAL GROWTH FUND		8.535	0,0008%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,0004%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND		1.660	0,0002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		5.323	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH		295.856	0,0277%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		8.861	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS		31.053	0,0029%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS		7.700	0,0007%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1		9.466	0,0009%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		11.926	0,0011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS		14.292	0,0013%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN		198.958	0,0186%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF RANW-UNIVERSAL-FONDS V		50.407	0,0047%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		8.168	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL CA V		8.162	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL FONDS ZVK 1		2.296	0,0002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		5.138	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,0001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-NO-AKTIEN (490305)		62.510	0,0058%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP		58.338	0,0055%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MIT BESCHRAENKTER HAFT		300.000	0,0280%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS		2.504	0,0002%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		1.500	0,0001%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKAAKTIENEUROPAESG		123.608	0,0116%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		1.626	0,0002%	F
UNIVERSE THE CMI CONT EURO EQ		35.346	0,0033%	F
UNIVERSITIES SUPERANNUATION SCHEME		2	0,0000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,0008%	F
USAA CASUALTY INSURANCE COMPANY		4.259	0,0004%	F
USAA GENERAL INDEMNITY COMPANY		5.292	0,0005%	F
UTAH STATE RETIREMENT SYSTEMS		65.905	0,0062%	F
VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE		3.877	0,0004%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER		46.911	0,0044%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE PM GLOBALE AKTIER STRATEGI KL		15.917	0,0015%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL		21.281	0,0020%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL		40.447	0,0038%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		13.350	0,0012%	F
VALIC COMPANY I GLOBAL STRATEGY FUND		5.928	0,0006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		44.479	0,0042%	F
VAN VOORST TOT VOORST BEREND AM		25	0,0000%	F
VANADIUM		185.416	0,0173%	F
VANECK ETFS N.V.		797.034	0,0745%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		13.024	0,0012%	F
VANGUARD ACTIVE GLOBAL GROWTH FUND		19.483	0,0018%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		4.415.187	0,4127%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		9.071	0,0008%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		90.709	0,0085%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		158	0,0000%	F
VANGUARD EUROPEAN STOCK INDEX FUND		1.121.505	0,1048%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		103.951	0,0097%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		5.526	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		2.750.170	0,2571%	F
VANGUARD FTSE ALL-WORLD EX-US INDEX FUND		1.049.141	0,0981%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		116.292	0,0109%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		13.618	0,0013%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		48.377	0,0045%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		635.741	0,0594%	F
VANGUARD GLOBAL EQUITY FUND		1.084.581	0,1014%	F
VANGUARD GLOBAL MOMENTUM FACTORETF		13.803	0,0013%	F
VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND		502.057	0,0469%	F
VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND		246	0,0000%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		1.983	0,0002%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		136	0,0000%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		377.916	0,0353%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		12.803	0,0012%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF		8.979	0,0008%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF		8.881	0,0008%	F
VANGUARD INVESTMENTS FUNDS ICVC VANGUARD GLOBAL EQUITY FUND		103.284	0,0097%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		182.641	0,0171%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF		14.820	0,0014%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF		5.084	0,0005%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF		37.815	0,0035%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.635.864	0,6203%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		340.749	0,0319%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		24.782	0,0023%	F
VARENNE UCITS VARENNE VALEUR		600.000	0,0561%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		16.210	0,0015%	F
VARIOPARTNER SICAV		20.772	0,0019%	F
VELLIV, PENSION & LIVSFORSIKRING A/S		22.931	0,0021%	F
VENDOME SELECTION EURO		349.029	0,0326%	F
VENERABLE INTERNATIONAL EQUITY FUND		66.366	0,0062%	F
VENERABLE INTERNATIONAL INDEX FUND		20.812	0,0019%	F
VENTRY INDUSTRIES LLC		17.062	0,0016%	F
VERDIPAPIRFONDET DNB EUROPA		5.914	0,0006%	F
VERDIPAPIRFONDET DNB GLOBAL INDEKS		15.647	0,0015%	F
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA		20.000	0,0019%	F
VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS		1.149	0,0001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		396	0,0000%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1		2.910	0,0003%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		32.969	0,0031%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		80.011	0,0075%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		38.283	0,0036%	F
VF LUX EUROPE EQUITIES		23.708	0,0022%	F
VFMC INTERNATIONAL EQUITY TRUST1		7.263	0,0007%	F
VFMC INTERNATIONAL EQUITY TRUST2		13.578	0,0013%	F
VFMC LOW VOLATILITY EQUITY TRUST 1		15.162	0,0014%	F
VFMC LOW VOLATILITY EQUITY TRUST 2		31.556	0,0029%	F
VI CAPITAL LTD.		845	0,0001%	F
VIA SMART EQUITY EUROPE		36.857	0,0034%	F
VIA SMART EQUITY WORLD		20.169	0,0019%	F
VICTORY MARKET NEUTRAL INCOME FUNDFUND		410.687	0,0384%	F
VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF		106.168	0,0099%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		26.610	0,0025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		41.817	0,0039%	F
VIRGINIA RETIREMENT SYSTEM		17.264	0,0016%	F
VIRTUS INTERNATIONAL DIVIDEND ETF		3.322	0,0003%	F
VLADUBEL ZORGVERZEKERING		27.922	0,0026%	F
VOYA GLOBAL INCOME AND GROWTH FUND		44.515	0,0042%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		12.810	0,0012%	F
VOYA MULTI-MANAGER INTERNATIONAL EQUITY FUND		1.397	0,0001%	F
VOYA VACS INDEX SERIES I PORTFOLIO		45.006	0,0042%	F
VR BANK KT EURO CONTROL		8.944	0,0008%	F
WASHINGTON STATE INVESTMENT BOARD		395.825	0,0370%	F
WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO		14.337	0,0013%	F
WESPATH FUNDS TRUST		6.395	0,0006%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		3.217	0,0003%	F
WHEELS COMMON INVESTMENT FUND		1.555	0,0001%	F
WILMINGTON GLOBAL ALPHA EQUITIES FUND		3.594	0,0003%	F
WINDWISE MSCI EAFE INDEX NON-LENDING		9.527	0,0009%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		1.288	0,0001%	F
WISDOMTREE GLOBAL HIGH DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL AI ENHANCED VALUE FUND		20.509	0,0019%	F
WISDOMTREE INTERNATIONAL EQUITY FUND		42.800	0,0040%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		479	0,0000%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL MULTIFACTOR FUND		1	0,0000%	F
WISDOMTREE ISSUER ICAV		14.555	0,0014%	F
WM POOL - EQUITIES TRUST NO. 38 - SCHRODER		4.637	0,0004%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,0007%	F
WM POOL - EQUITIES TRUST NO. 75		105.395	0,0099%	F
WM POOL - GLOBAL EQUITIES TRUST NO. 6		15.631	0,0015%	F
WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED		390	0,0000%	F
WORLD EQUITIES II		3.103	0,0003%	F
WORLD TRADE ORGANIZATION PENSION PLAN		4.076	0,0004%	F
WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF		131.645	0,0123%	F
WS WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS U		274.011	0,0256%	F
WSSP INTERNATIONAL EQUITIES TRUST		7.046	0,0007%	F
WYOMING RETIREMENT SYSTEM		950	0,0001%	F
XTRACKERS		19.665	0,0018%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		591.956	0,0553%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		722	0,0001%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.357	0,0003%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.791	0,0003%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		179.907	0,0168%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		23.326	0,0022%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.878	0,0004%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		4.333	0,0004%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		1.428	0,0001%	F
ZEPHYR - OPTIMISED PLUS 2		5.743	0,0005%	F
ZURICH INVEST ICAV		103.241	0,0097%	F
ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA		45.162	0,0042%	F
CNP ASSURANCES IARD MANDAT 287		19.218	0,0018%	C
CNP ASSURANCES PREVOYANCE MANDAT 285		34.518	0,0032%	C
CNP RETRAITE R01 PLACEMENT PTF		505.425	0,0472%	C
ERAFP ACTIONS EURO IV		314.138	0,0294%	C
IRCANTEC ACTIONS MONDE SYST. SCHRODERS		29.475	0,0028%	C
ROSANIA ELMAN		1	0,0000%	C
AVIP BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		7.274	0,0007%	A
CHALLENGE ITALIAN EQUITY		124.200	0,0116%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.733	0,0002%	A

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Totale votanti		1.069.783.640	100%	

Legenda

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

Assemblea ordinaria
27 aprile 2026

Punto 3

Determinazione del numero dei componenti il Consiglio di Amministrazione.

Assemblea ordinaria
27 aprile 2026

Punto 3

Presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari all' 81,906% del capitale sociale

Favorevole	**1.069.649.785**	azioni pari al	**99,987%**	del cap. rappr.
Contrario	**648**	azioni pari a circa	**0,000%**	del cap. rappr.
Astenuto	**133.207**	azioni pari al	**0,012%**	del cap. rappr.
Non Votante	**0**	azioni pari al	**0,000%**	del cap. rappr.

POSTE ITALIANE S.p.A.
Assemblea ordinaria
27 aprile 2026

Punto 3

Determinazione del numero dei componenti il Consiglio di Amministrazione.

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

Anagrafica	CF/PI	Azioni	% su votanti	Voto
(R) EUROPEAN EQUITIES		2.205	0,0002%	F
405 MSTV 1 LP - AQR- NON FLIP		8.478	0,0008%	F
405 MSTV I LP-TREASURY INTL		11.377	0,0011%	F
405 MSTV LP		11.377	0,0011%	F
801 INVESTMENTS LLC		4.605	0,0004%	F
A A B DIVERSIFIE		41.712	0,0039%	F
AA SSGA ACTIONS INDICE EURO		175.947	0,0164%	F
AAI LIMITED		7.237	0,0007%	F
AB SICAV III DYNAMIC ALL MARK		1.732	0,0002%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		812	0,0001%	F
ABB PENSION FUND		1.101	0,0001%	F
ABERDEEN GROUP CHARITABLE TRUST		665	0,0001%	F
ABN AMRO FGR		795	0,0001%	F
ABN AMRO FUNDS		19.347	0,0018%	F
ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND		1.793	0,0002%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		48.551	0,0045%	F
ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND		7.507	0,0007%	F
ACCIDENT COMPENSATION CORPORATION		60.546	0,0057%	F
ACHMEA PENSIOEN- EN LEVENSVERZEKERINGEN N.V		81.990	0,0077%	F
ACHMEA REINSURANCE COMPANY N.V		8.775	0,0008%	F
ACHMEA SCHADEVERZEKERINGEN N.V		17.339	0,0016%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		23.406	0,0022%	F
ACO EMANUELE		741	0,0001%	F
ACTICCIA 90 N 10		113.750	0,0106%	F
ACTICCIA VIE 90 N 5		149.409	0,0140%	F
ADVANCED SERIES TRUST - AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		23.202	0,0022%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		830	0,0001%	F
AEGON CUSTODY B.V.		67.584	0,0063%	F
AEGON CUSTODY B.V..		15.995	0,0015%	F
AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL		8.650	0,0008%	F
AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE		3.814	0,0004%	F
AFER DIVERSIFIE ISR		32.029	0,0030%	F
AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS		25.483	0,0024%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,0026%	F
AIA GLOBAL MULTI-FACTOR EQUITY FUND		52.657	0,0049%	F
AIB GROUP IRISH PENSION SCHEME		4.213	0,0004%	F
AILIS SICAV		44.365	0,0041%	F
AIM EQUITY EUROPE		17.670	0,0017%	F
AKTIEN SUEDEUROPA UI		41.200	0,0039%	F
AL TST AL TRUST AKTIEN EUROPA		4.696	0,0004%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		14.256	0,0013%	F
ALASKA COMMON TRUST FUND		17.333	0,0016%	F
ALASKA PERMANENT FUND CORPORATION		13.523	0,0013%	F
ALLEANZA OBBLIGAZIONARIO		96.073	0,0090%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ALLIANZ GLOBAL INVESTORS FUND		176.184	0,0165%	F
ALLIANZ GLOBAL INVESTORS GMBH		365.380	0,0342%	F
ALLIANZ GLOBAL INVESTORS GMBH ALLIANZGI-FONDS BTH		9.351	0,0009%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		2.111	0,0002%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		9.274	0,0009%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS SUEWE SEGMENT AKTIEN WELT 2		22.950	0,0021%	F
ALLIANZGI FONDS AFE		67.713	0,0063%	F
ALLIANZGI S AKTIEN		174.245	0,0163%	F
ALLIANZGI-FONDS DSPT		11.361	0,0011%	F
ALLIANZGI-FONDS TOSCA		2.755	0,0003%	F
ALLOCATION INVEST EQUITY CORE		68.897	0,0064%	F
ALLOCATION PROTECTION 80		134.903	0,0126%	F
ALTO INTERNAZIONALE AZIONARIO		21.816	0,0020%	F
ALUMBRA INNOVATIONS FOUNDATION		626	0,0001%	F
AMERICAN BUREAU OF SHIPPING		553	0,0001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		476.287	0,0445%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		25.611	0,0024%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF		62.182	0,0058%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		16.043	0,0015%	F
AMERICAN CENTURY ICAV		7.148	0,0007%	F
AMLC EQ SINGLE STOCKS		101	0,0000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,0005%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,0028%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		2.563	0,0002%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		76.014	0,0071%	F
AMSELECT - HSBC EURO EQUITY VALUE		352.533	0,0330%	F
AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU		2	0,0000%	F
AMUNDI ETF ICAV		90.573	0,0085%	F
AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF		27.850	0,0026%	F
AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		25.649	0,0024%	F
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		47.543	0,0044%	F
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		222.895	0,0208%	F
AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF		13.341	0,0012%	F
AMUNDI EURO STOXX SELECT DIVIDEND 30		181.522	0,0170%	F
AMUNDI EUROPE MONDE		25.477	0,0024%	F
AMUNDI FUNDS EUROLAND EQUITY RISK PARITY		15.656	0,0015%	F
AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIV		322.309	0,0301%	F
AMUNDI INDEX EUROPE EX UK SMALL		18.803	0,0018%	F
AMUNDI INDEX MSCI EUROPE		328.407	0,0307%	F
AMUNDI INDEX MSCI WORLD		27.582	0,0026%	F
AMUNDI IPSA ACTIONS		1.840	0,0002%	F
AMUNDI IRELAND LIMITED		21.671	0,0020%	F
AMUNDI ITALY MIB ESG		148.045	0,0138%	F
AMUNDI LABEL ISR ACTIONS EUROP		3.339	0,0003%	F
AMUNDI LIFECYCLE 2030 EQUITY		8	0,0000%	F
AMUNDI LIFECYCLE 2033 EQUITY		12	0,0000%	F
AMUNDI LIFECYCLE 2036 EQUITY		16	0,0000%	F
AMUNDI LIFECYCLE 2039 EQUITY		21	0,0000%	F
AMUNDI MSCI EMU CLIMATE PARIS ALIGNED		6.709	0,0006%	F
AMUNDI MSCI EMU ESG BROAD TRANSITION		28.189	0,0026%	F
AMUNDI MSCI EMU ESG LEADERS SELECT		301.433	0,0282%	F
AMUNDI MSCI EMU SRI CLIMATE PARIS ALIGN		32.040	0,0030%	F
AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD		6.517	0,0006%	F
AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED		2.831	0,0003%	F
AMUNDI MSCI EUROPE ESG BROAD TRANSITION		80.873	0,0076%	F
AMUNDI MSCI EUROPE SCREENED		22.858	0,0021%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI MSCI EUROPE SRI CLIM PARIS ALIGN		261.577	0,0245%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED		243	0,0000%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF		3.448	0,0003%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION		1.165	0,0001%	F
AMUNDI MSCI WORLD EX USA SCREE		107	0,0000%	F
AMUNDI MSCI WORLD SRI CLIMAT PARIS ALIGN		55.602	0,0052%	F
AMUNDI PRIME EUROPE		17.054	0,0016%	F
AMUNDI PRIME EUROZONE		58.391	0,0055%	F
AMUNDI PROGETTO FUTURO PIR		12.459	0,0012%	F
AMUNDI SGR SPA / AMUNDI RISPAR MIO ITALIA		37.703	0,0035%	F
AMUNDI STOXX EUROPE 600		655.303	0,0613%	F
AMUNDI STOXX EUROPE 600 ESG		67.954	0,0064%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		14.849	0,0014%	F
AMUNDIT ETF ICAV - AMUNDI MSCI ACWI SRI CLIMATE PARIS ALIGNED UCITS ETF		6.105	0,0006%	F
ANDRA AP-FONDEN		211.303	0,0198%	F
AP ACTIONS 1 EURO		19.231	0,0018%	F
API RETRAITE DIVERSIFIE		14.000	0,0013%	F
APOLLO INFRASTRUCTURE 2027		14.453	0,0014%	F
APPLE 401(K) PLAN		2.285	0,0002%	F
APPLIED FINANCE IVS INT LG ETF		609	0,0001%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT L.P.- STOCK SELECTION		2.783	0,0003%	F
AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP		4	0,0000%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		13.224	0,0012%	F
AQR FLEX 1 SERIES LLC - SERIES A15		3.554	0,0003%	F
AQR FLEX 1 SERIES LLC - SERIES A9		73.060	0,0068%	F
AQR FLEX 1 SERIES LLC SERIES A10		26.140	0,0024%	F
AQR FLEX 1 SERIES LLC- SERIES A13		3.198	0,0003%	F
AQR FLEX 1 SERIES LLC- SERIES A16		9.637	0,0009%	F
AQR FLEX 1 SERIES LLC(DASH)SERIES A24		1.038	0,0001%	F
AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND		24.946	0,0023%	F
AQR FUNDS - AQR MANAGED FUTURESSTRATEGY FUND		212.518	0,0199%	F
AQR FUNDS - AQR TREND TOTAL RETURN FUND		8.082	0,0008%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,0021%	F
AQR FUNDS- AQR CVX FUSION FUND		1.619	0,0002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		342.461	0,0320%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.848	0,0747%	F
AQR FUNDS- AQR LSE FUSION FUND		4.990	0,0005%	F
AQR FUNDS- AQR MS FUSION HV FUND		5.358	0,0005%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		90.499	0,0085%	F
AQR FUNDSAQR MULTIASSET FUND		37.296	0,0035%	F
AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC		112.454	0,0105%	F
AQR INNOVATION FUND, L.P.		1.108	0,0001%	F
AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND		84.728	0,0079%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		680	0,0001%	F
AQR TA DELPHI PLUS FUND LLC		4	0,0000%	F
AQR TA GLOBAL ALPHA FUND, NON FLIP		464.163	0,0434%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		5.222	0,0005%	F
AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC		9.535	0,0009%	F
ARAMCO ASIA SINGAPORE PTE. LTD		718	0,0001%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		1.050.098	0,0982%	F
ARCA AZIONI ITALIA		537.376	0,0502%	F
ARCA BB		1.839	0,0002%	F
ARCA ECONOMIA REALE BILANCIATO ITALIA 55		37.014	0,0035%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		6.172	0,0006%	F
ARERO - DER WELTFONDS - ESG		20.547	0,0019%	F
ARIZONA STATE RETIREMENT SYSTEM		196.900	0,0184%	F
ARKEA EXCLUSIVE PREMIUM MAY 2023		904.687	0,0846%	F
ARKWRIGHT, LLC		1.611	0,0002%	F
ARRCO QUANT 1		110.306	0,0103%	F
ARRCO QUANT II		22.279	0,0021%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWST CAP GL EQ AEF NON FLIP		23.112	0,0022%	F
ARROWST CAP NEWBURY NON FLIP		2.977	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ACWI150 ALPHA EXTENSION FUND I		3.100	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		218.897	0,0205%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		286.504	0,0268%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		6.300	0,0006%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P.		538	0,0001%	F
ARROWSTREET (DELAWARE) CUSTOM ALPHA EXTENSION FUND Q L.P.		14.809	0,0014%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		1.586	0,0001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		300	0,0000%	F
ARROWSTREET CAPITAL NEWBURY FUND LIMITED.		137	0,0000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		290.985	0,0272%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		18.443	0,0017%	F
ARROWSTREET GLOBAL EQUITY ACWI TRUST FUND		39.650	0,0037%	F
ARROWSTREET GLOBAL EQUITY FUND		1.122.195	0,1049%	F
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US TRUST FUND		60.203	0,0056%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT		2.982	0,0003%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		6.871	0,0006%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE TRUST FUND		13.674	0,0013%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		11.532	0,0011%	F
ARROWSTREET INVESTMENT TRUST - ARROWSTREET ACWI ALPHA EXT CO		154	0,0000%	F
ARROWSTREET US GROUP TRUST		121.867	0,0114%	F
ARTEMIS FUNDS (LUX).		35.082	0,0033%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		1.396.028	0,1305%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		752.975	0,0704%	F
ARTEMIS SMARTGARP UK EQUITY FUND		467.163	0,0437%	F
AS (CA) GBL WLD AEF I NON FLIP		1.293	0,0001%	F
AS ACWI EX US AETF U NON FLIP		19.256	0,0018%	F
AS CAP GBL AC AEF CAY NON FLIP		69.019	0,0065%	F
AS DEV MARKET ALPHA EXT FD NON FLIP		1.864	0,0002%	F
AS INTL EQ EAFE AEF NON FLIP		8.872	0,0008%	F
ASCENSION ALPHA FUND LLC		12.128	0,0011%	F
ASIAN DEVELOPMENT BANK		32.449	0,0030%	F
ASR LEVENSVERZEKERING NV		31.534	0,0029%	F
ASR SCHADEVERZEKERING NV		10.953	0,0010%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF ..		19.304	0,0018%	F
ASSURDIX		36.946	0,0035%	F
ATCP-UI-FONDS		1.693	0,0002%	F
ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE		124.016	0,0116%	F
ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II		45.000	0,0042%	F
ATLAS MACRO MASTER FUND LIMITED		3.554	0,0003%	F
ATOUT EUROLAND CORE		77.963	0,0073%	F
ATOUT EUROPE CORE		20.734	0,0019%	F
ATOUT EUROPE HAUT RENDEMENT		23.022	0,0022%	F
AURION GLOBAL EQUITY FUND		1.588	0,0001%	F
AUSTRALIAN CAPITAL TERRITORY		13.159	0,0012%	F
AUSTRALIAN RETIREMENT TRUST		167.220	0,0156%	F
AUSTRALIANSUPER		143.481	0,0134%	F
AUTORIDADE MONETARIA DE MACAU		74.189	0,0069%	F
AVADIS FUND-AKTIEN WELT AST 2		16.642	0,0016%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,0013%	F
AVALON PORTFOLIO II LLC		1.928	0,0002%	F
AVANTIS CIBC INTERNATIONAL EQUITY ETF		1.061	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND		1.697	0,0002%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND		1	0,0000%	F
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND		584	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVIVA INVESTORS FUNDS ACS - AI DISTRIBUTION LIFE FUND		1.271	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND		2.613	0,0002%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,0007%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND		1.930	0,0002%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND		32.528	0,0030%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		553	0,0001%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND		56.681	0,0053%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND		23.719	0,0022%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND		554	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		95	0,0000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		1.247	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		2.957	0,0003%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		2.436	0,0002%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,0001%	F
AVIVA INVESTORS UK FUND SERVICES LIMITED		43.143	0,0040%	F
AVIVA LIFE & PENSIONS IRELAND DAC		19.930	0,0019%	F
AVIVA LIFE & PENSIONS UK LIMITED		57.104	0,0053%	F
AVIVA LIFE AND PENSIONS UK LIMITED		3.563	0,0003%	F
AWARE SUPER		667.253	0,0624%	F
AXA AA DIVERSIFIE INDICIEL 1		30.709	0,0029%	F
AXA ASSICURAZIONI SPA		16.000	0,0015%	F
AXA EURO DIVIDEND DBVL		50.938	0,0048%	F
AXA EURO DIVIDEND K		51.866	0,0048%	F
AXA IM EQUITY TRUST		185.942	0,0174%	F
AXA LEBEN AG		68.220	0,0064%	F
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO		21.000	0,0020%	F
AXA MPS PREVIDENZA PER TE - CRESCITA		180.532	0,0169%	F
AXA PEA REGULARITE		1.032.794	0,0965%	F
AXA SELECT MULTI ACTIONS		5.383	0,0005%	F
AXA VERSICHERUNGEN AG		146.532	0,0137%	F
AXA WORLD FUNDS SICAV		19.000	0,0018%	F
AZIMUT LIFE DAC		1.279	0,0001%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		2.895	0,0003%	F
AZL INTERNATIONAL INDEX FUND		25.204	0,0024%	F
BAILLIE GIFFORD GLOBAL ALPHA EQUITIES FUND		139.225	0,0130%	F
BAILLIE GIFFORD GLOBAL ALPHA GROWTH FUND		629.582	0,0589%	F
BAILLIE GIFFORD GLOBAL ALPHA PARIS-ALIGNED FUND		106.098	0,0099%	F
BAILLIE GIFFORD INTERNATIONAL FUND A SUB FUND OF THE BAILLIE GIFFORD UK AND BALANCED FUNDS ICVC		389.057	0,0364%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC - BG WORLDWIDE GLOBAL ALPHA FUND		298.741	0,0279%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC-BG WORLDWIDE RESP GL ALPHA PARIS-ALIGNED FD		137.392	0,0128%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		35.475	0,0033%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		19.541	0,0018%	F
BANK OF KOREA		107.659	0,0101%	F
BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS		3.225	0,0003%	F
BAYERNINVEST KVG MBH BAYERN-INVEST BT-1-FONDS		185.000	0,0173%	F
BAYERNINVEST KVG MBH BAYERNINVEST BWA 2-FONDS		26.649	0,0025%	F
BAYERNINVEST KVG MBH BG BAU ALTERSR. MA COMMERZBANK		15.049	0,0014%	F
BAYERNINVEST KVG MBH STRATEGIC CORE EQUITY I		17.273	0,0016%	F
BAYERNINVEST KVG MBH VK EUROPA AKTIEN		42.485	0,0040%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BAYERNINVEST PAE-FONDS		22.677	0,0021%	F
BAYVK A4 FONDS		19.433	0,0018%	F
BCV ENHANCED EUROPE EQUITY ESG		3.152	0,0003%	F
BEAR CREEK INVESTMENT LLC		6.473	0,0006%	F
BEAT DRUGS FUND ASSOCIATION		582	0,0001%	F
BEL EQUITY EUROPE		101.625	0,0095%	F
BERESFORD FUNDS ICAV		10.362	0,0010%	F
BERESFORD FUNDS ICAV.		382	0,0000%	F
BEST INVESTMENT CORPORATION		8.336	0,0008%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,0003%	F
BETASHARES GLOBAL SHARES ETF		18.969	0,0018%	F
BFT PARTNERS VIA EQUITY EUROPE		5.086	0,0005%	F
BLACKROCK - IG INTERNATIONAL EQUITY POOL		16.320	0,0015%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND OF BLACKROCK FUNDS		166.302	0,0155%	F
BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS		48.273	0,0045%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		14.281	0,0013%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1		9.451	0,0009%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		428.239	0,0400%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		12.943	0,0012%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		20.411	0,0019%	F
BLACKROCK COMMON CONTRACTUAL FUNDS		39.533	0,0037%	F
BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II		1.444	0,0001%	F
BLACKROCK FUND MANAGERS LTD		396.725	0,0371%	F
BLACKROCK FUNDS I ICAV		78.927	0,0074%	F
BLACKROCK GLOBAL FUNDS		20.456	0,0019%	F
BLACKROCK GLOBAL INDEX FUNDS		47.900	0,0045%	F
BLACKROCK INDEX SELECTION FUND		375.054	0,0351%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		52.232	0,0049%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		3.249.956	0,3038%	F
BLACKROCK INTERNATIONAL ALPHA TILTS FUND		17.766	0,0017%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		6.955	0,0007%	F
BLACKROCK LIFE LIMITED		11.313	0,0011%	F
BLACKROCK LIFE LTD		68.179	0,0064%	F
BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II		7.385	0,0007%	F
BLACKROCK SOLUTIONS FUNDS ICAV		85.563	0,0080%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		279	0,0000%	F
BLACKROCK UCITS CCF		37.031	0,0035%	F
BMO DIVERSIFIED INCOME PORTFOLIO		14.504	0,0014%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.574	0,0003%	F
BMO MSCI EAFE INDEX ETF		168.552	0,0158%	F
BMO MSCI EAFE SMALL-MID CAP INDEX ETF		184	0,0000%	F
BNP PARIBAS APOLLO GLOBAL WATER		35.147	0,0033%	F
BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE		237.664	0,0222%	F
BNP PARIBAS ATHENA PRESTIGE S&P 100		248.857	0,0233%	F
BNP PARIBAS DISRUPTIVE TECHNOLOGY CAPITAL GARANTI 2026		16.699	0,0016%	F
BNP PARIBAS EASY - ALPHA ENHANCED EUROPE		3.159	0,0003%	F
BNP PARIBAS EASY - DIVIDEND EUROPE		82.154	0,0077%	F
BNP PARIBAS EASY - ESG ENHANCED EUROPE		300	0,0000%	F
BNP PARIBAS EASY - EUR OVERNIGHT		40.300	0,0038%	F
BNP PARIBAS EASY - GROWTH EUROPE		98.206	0,0092%	F
BNP PARIBAS EASY - MSCI EMU		2.484	0,0002%	F
BNP PARIBAS EASY - MSCI EUROPE		3.000	0,0003%	F
BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF		1.780.768	0,1665%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF		246	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD EQUAL WEIGHT SELECT UCITS ETF		2.368	0,0002%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF		6.261	0,0006%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF		1.072	0,0001%	F
BNP PARIBAS EASY MSCI EMU MIN TE		140.598	0,0131%	F
BNP PARIBAS EASY MSCI EUROPE MIN TE		170.987	0,0160%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		37.613	0,0035%	F
BNP PARIBAS FUNDS - SEASONS		144.928	0,0135%	F
BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE		130.172	0,0122%	F
BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND		6.807	0,0006%	F
BNY MELLON INTERNATIONAL EQUITY ETF		19.158	0,0018%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		26.463	0,0025%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		8.805	0,0008%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		6.534	0,0006%	F
BOC-PRUDENTIAL EUROPEAN EQUITY FUND		6.000	0,0006%	F
BOC-PRUDENTIAL EUROPEAN INDEX FUND		44.593	0,0042%	F
BONITAS POOLED INVESTMENT FUND SERIES - DYNAMIC EUROPEAN EQUITY FUND		18.790	0,0018%	F
BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND		6.196	0,0006%	F
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S		44.000	0,0041%	F
BRIDGE BUILDER INTERNATIONAL E		27.353	0,0026%	F
BRIDGE BUILDER TAX MANAGED INT		3.267	0,0003%	F
BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO		3.820	0,0004%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.702	0,0028%	F
BRUCE POWER PENSION PLAN .		1.363	0,0001%	F
BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD		5.636	0,0005%	F
BUILDERS ASSET MANAGEMENT WATER LLC		19.011	0,0018%	F
BUILDERS VISION FOUNDATION		11.480	0,0011%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,0004%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		18.012	0,0017%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		11.874	0,0011%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		5.605	0,0005%	F
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC		589.360	0,0551%	F
CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STAATSPERSONALS		1.482	0,0001%	F
CAISSE DE RETRAITE D'HYDRO-QUEBEC		1	0,0000%	F
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		771.156	0,0721%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		794.316	0,0743%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		7.279	0,0007%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.252	0,0023%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.916	0,0005%	F
CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD		1.322	0,0001%	F
CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND		497	0,0000%	F
CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND		1.357	0,0001%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		25.001	0,0023%	F
CANDRIAM SUSTAINABLE EQUITY QUANT EUROPE		373.096	0,0349%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,0000%	F
CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET		4.939	0,0005%	F
CAPULA TAIL RISK MASTER FUND LIMITED		3.414	0,0003%	F
CARDANO COMMON CONTRACTUAL FUND		4.523	0,0004%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		79.681	0,0074%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)		2.808	0,0003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,0025%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)		2.490	0,0002%	F
CARESUPER		54.439	0,0051%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	42,7319%	F
CASSA NAZIONALE DI PREVIDENZA E ASSISTENZA FORENSE	80027390584	22.155.000	2,0710%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		3.379	0,0003%	F
CATERPILLAR INVESTMENT TRUST.		4.702	0,0004%	F
CAVEC LA FRANCAISE DIVERSIFIE		14.939	0,0014%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.063	0,0003%	F
CBS INSURANCE COMPANY LIMITED		2.387	0,0002%	F
CDN ACWI ALPHA TILTS FUND		6.514	0,0006%	F
CENTRAL BANK OF IRELAND MSCI PAB		24.434	0,0023%	F
CENTRAL PROVIDENT FUND BOARD		1.019	0,0001%	F
CERES FONDS D ACTIONS MONDE		5.492	0,0005%	F
CERVURITE INTERNATIONAL LLC		27.240	0,0025%	F
CFSIL RE CNEALTH GS FD 16		12.938	0,0012%	F
CFSIL-COMMONWLTH GBL SHARE FD 17		265.654	0,0248%	F
CG TPT AUTHORISED CONTRACTUAL SCHEME		3.624	0,0003%	F
CHARLES C. GATES TRUST OF 6/30/1941		3.478	0,0003%	F
CHCP GLOBAL SECURITIES LP		2.533	0,0002%	F
CHEVRON MASTER PENSION TRUST		2.773	0,0003%	F
CHINA LIFE INSURANCE COMPANY LIMITED		326	0,0000%	F
CHORELIA N 11		200.840	0,0188%	F
CHORELIA N 3		141.131	0,0132%	F
CHORELIA N 7		179.128	0,0167%	F
CHORELIA N 9		203.554	0,0190%	F
CHRISTOPHER J HEBERLIG		148	0,0000%	F
CHRISTOPHER METTLER		347	0,0000%	F
CHUNGHWA POST CO. LTD		8.349	0,0008%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.165	0,0006%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		11.989	0,0011%	F
CIBC EUROPEAN INDEX FUND		2.435	0,0002%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		5.950	0,0006%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		1.539	0,0001%	F
CIBC INTERNATIONAL INDEX FUND		34.032	0,0032%	F
CIBC PENSION PLAN		17.060	0,0016%	F
CIBC QI GLOBAL LOW VOLATILITY DIVIDEND POOL		1.865	0,0002%	F
CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF		287.169	0,0268%	F
CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE		40.166	0,0038%	F
CIN BELGIUM LIMITED		17	0,0000%	F
CITITRUST LIMITED		6.213	0,0006%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		6.806	0,0006%	F
CITITRUST LTD		2.239	0,0002%	F
CITW FUND, LP		516	0,0000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		52.397	0,0049%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,0017%	F
CITY OF NEW YORK GROUP TRUST		89.008	0,0083%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		26.316	0,0025%	F
CITY UNIVERSITY OF NEW YORK		331	0,0000%	F
CM-AM ADVANCED		3.200	0,0003%	F
CM-AM CONVERTIBLES EUROPE		12.000	0,0011%	F
CM-AM CONVICTIONS EURO		372.000	0,0348%	F
CM-AM CONVICTIONS FLEXIBLE EURO		19.000	0,0018%	F
CM-AM PEA SECURITE		1.655.860	0,1548%	F
CM-AM PEA SERENITE		426.629	0,0399%	F
CNBF RB OSTRUM ACTION EURO		35.917	0,0034%	F
CNBF RC OSTRUM ACTION EURO		71.936	0,0067%	F
CNP ASSURANCES IARD MANDAT 287		19.218	0,0018%	F
CNP ASSURANCES PREVOYANCE MANDAT 285		34.518	0,0032%	F
CNP RETRAITE R01 PLACEMENT PTF		505.425	0,0472%	F
CNTRL PNSON FND INTRNTNL UNION		34.459	0,0032%	F
CO PERATIE KLAVERBLAD VERZEKERINGEN UA		16.096	0,0015%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED		12.336	0,0012%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,0008%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		40.471	0,0038%	F
COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF		190	0,0000%	F
COLUMBIA THREADNEEDLE (IRL) ICAV		2.252	0,0002%	F
COLUMBIA THREADNEEDLE (LUX) III		3.297	0,0003%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		238.698	0,0223%	F
COMMISSION DE LA CAISSE COMMUNE		6.132	0,0006%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		558	0,0001%	F
COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN		3.600	0,0003%	F
COMMONWEALTH OF PA - TREASURY		6.233	0,0006%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM		69.305	0,0065%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM		2.089	0,0002%	F
COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT		4.878	0,0005%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		121.689	0,0114%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.759	0,0007%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		386	0,0000%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,0002%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,0001%	F
CONTI GESTION		12.125	0,0011%	F
CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		10.092	0,0009%	F
CORALIUM PEA SANTE RESERVE		109.895	0,0103%	F
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY		15.789	0,0015%	F
CPR ACTIONS EURO PREMIUM SELECT		427	0,0000%	F
CPR ACTIONS EURO RESPONSABLE		120.496	0,0113%	F
CPR EUROPE ESG POCHE COR		13.208	0,0012%	F
CRAMA LOIRE BRETAGNE ACTIONS		39.985	0,0037%	F
CREDIT MUTUEL ASSET MANAGEMENT		195.000	0,0182%	F
CREDIT SUISSE INDEX FUND (LUX)		416.811	0,0390%	F
CRN AMUNDI ACTIONS		161.464	0,0151%	F
CS PORTFOLIO LLC		42.020	0,0039%	F
CSAA INSURANCE EXCHANGE		1.740	0,0002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		25.490	0,0024%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975		3.627	0,0003%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND		86.197	0,0081%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		3.942	0,0004%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		6.337	0,0006%	F
CX CADENCE LIMITED-DEAZELEY		7.129	0,0007%	F
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.		547	0,0001%	F
D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C		153	0,0000%	F
D.E. SHAW OCULUS INTL NON FLIP		37.727	0,0035%	F
DC-AKTIEN-FONDS		1.741	0,0002%	F
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC		129	0,0000%	F
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.		303	0,0000%	F
DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC		3.101	0,0003%	F
DEAM-FONDS ZDV		3.193	0,0003%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROLAND AKT.LOWRISK		54.372	0,0051%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPA AKTIEN SPEZIAL		46.344	0,0043%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		145.545	0,0136%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		5.052	0,0005%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		57.049	0,0053%	F
DEKA INVESTMENT GMBH RE A-FU 5-FONDS		11.460	0,0011%	F
DEKA INVESTMENT GMBH RE GLOBALE AKTIEN		36.512	0,0034%	F
DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO A		21.692	0,0020%	F
DEKA INVESTMENT GMBH VZWL MASTERFONDS		14.308	0,0013%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,0006%	F
DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02		1.952	0,0002%	F
DEKA INVESTMENT GMBH W/A-REVI 2		28.000	0,0026%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		403.887	0,0378%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CLIMATE CHANGE ESG CTB UCITS ETF		15.254	0,0014%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE CLIMATE CHANGE ESG CTB UCITS ETF		33.372	0,0031%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		11.955	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD CLIMATE CHANGE ESG UCITS ETF		11.502	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		29.301	0,0027%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		32.154	0,0030%	F
DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL		10.342	0,0010%	F
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET EUROPA FOKUS AS		14.000	0,0013%	F
DEKA INVESTMENT GMBH W/ELB AKTIEN GLOBAL MULTIFACTOR PASSIV		6.345	0,0006%	F
DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS		37.588	0,0035%	F
DEKA INVESTMENT GMBH W/HEGAU-BODENSEE FM 1 W/U03		8.500	0,0008%	F
DEKA INVESTMENT GMBH W/HFW-FONDS W/S2 AKTIEN EUROPA		19.432	0,0018%	F
DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II		4.786	0,0004%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,0005%	F
DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV		1.256	0,0001%	F
DEKA INVESTMENT GMBH W/SKYHOOK INVEST - DEKA		168	0,0000%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U07		17.799	0,0017%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		7.257	0,0007%	F
DEKA INVESTMENT GMBH W/TREVALIS U02		440	0,0000%	F
DEKA INVESTMENT GMBH W/TREVALIS U03		17.631	0,0016%	F
DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02		16.351	0,0015%	F
DEKA INVESTMENT GMBH W/WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN W/U02		4.793	0,0004%	F
DEKA VALUE PLUS		108.994	0,0102%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS		14.500	0,0014%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG		22.100	0,0021%	F
DEKA-RAB		6.795	0,0006%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		1.370	0,0001%	F
DES VAL INTL.PEEQ CSH NON FLIP		60.170	0,0056%	F
DESJARDINS GLOBAL EQUITY GROWTHFUND		99.508	0,0093%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		28.241	0,0026%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		1.146	0,0001%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA MULTIFACTOR LOW CO2 ETF		90.546	0,0085%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		32.006	0,0030%	F
DESTINATIONS INTERNATIONAL EQU		7.256	0,0007%	F
DEUTSCHE DCG EQ		1.071	0,0001%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,0001%	F
DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST		950	0,0001%	F
DFI LP EQUITY (PASSIVE		532	0,0000%	F
DIGITAL FUNDS STARS EUROZONE		9.321	0,0009%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,0002%	F
DIMENSIONAL FUNDS PLC		62.549	0,0058%	F
DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E		187.404	0,0175%	F
DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI		4.496	0,0004%	F
DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E		1	0,0000%	F
DPAM B EQUITIES EUROPE INDEX		43.000	0,0040%	F
DPAM DBI RDT B EQUITIES EMU INDEX		68.000	0,0064%	F
DPAM L EQUITIES EMU SRI MSCI INDEX		12.230	0,0011%	F
DPAM L EQUITIES WORLD SRI MSCI INDEX		4.200	0,0004%	F
DPCTA-MASTERFONDS		15.139	0,0014%	F
DUNHAM INTERNATIONAL STOCK FUND		6.650	0,0006%	F
DWS INVESTMENT GMBH FOR DEAM-FONDS CPT		3.196	0,0003%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		5.159	0,0005%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		2.140	0,0002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,0013%	F
DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE		196.104	0,0183%	F
DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER		892	0,0001%	F
DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1		26.908	0,0025%	F
DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY		21.176	0,0020%	F
DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND		3.672	0,0003%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT		61.715	0,0058%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO		662	0,0001%	F
DWS INVESTMENT GMBH W/BBR 1 AP		8.706	0,0008%	F
DWS MULTI ASSET PIR FUND		30.000	0,0028%	F
DYNAMIC PROFILE FINECO AM FUND I		5.582	0,0005%	F
DYNAMIC PROFILE FINECO AM FUND V		113.230	0,0106%	F
DYNAMIC PROFILE FINECO AM FUND VI		91.818	0,0086%	F
DYNAMIC PROFILE FINECO AM FUND VII		109.959	0,0103%	F
DYNASTY INVEST LTD		1.134	0,0001%	F
E TRADE NO FEE INTERNATIONAL INDEX FUND		833	0,0001%	F
EAST SUSSEX PENSION FUND		3.751	0,0004%	F
EDF RETRAITE LONG TERME INDICIELLE		13.858	0,0013%	F
EFFEPILUX SIC-AZIONARIO - PICT		4.720	0,0004%	F
ELEVA ABSOLUTE RETURN EUROPE FUND		8.268	0,0008%	F
EMBO-FONDS		11.075	0,0010%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		3.434	0,0003%	F
EMPOWER ANNUITY INSURANCE COMPANY		47.016	0,0044%	F
ENGADINE EQUITY MASTER FUND		38.915	0,0036%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		2.086	0,0002%	F
ENPAM		200.000	0,0187%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		11.738.658	1,0973%	F
ENVIRONMENT FUND		3.506	0,0003%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO		33.001	0,0031%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		6.758	0,0006%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		4.395	0,0004%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.032	0,0005%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		5.900	0,0006%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		855	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		1.370	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		3.818	0,0004%	F
EQUIPSUPER		57.778	0,0054%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.972	0,0003%	F
ERAFP ACTIONS EURO I		628.664	0,0588%	F
ERAFP ACTIONS EURO IV		314.138	0,0294%	F
ERI BAYERNINVEST FONDS AKTIEN EUROPA		10.448	0,0010%	F
ERIKOISSIJOITUSRAHASTO NORDEA NAVIGO		346	0,0000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
ERISA ACTIONS GRANDES VALEURS		625.889	0,0585%	F
ESSENTIA HEALTH		2.616	0,0002%	F
EVERGREEN SUSTAINABLE WORLD STOCKS		9.000	0,0008%	F
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES		1.072	0,0001%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,0003%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,0005%	F
FAMILY INVESTMENTS CHILD TRUST FUND		7.175	0,0007%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		8.919	0,0008%	F
FCM INTERNATIONAL LLC		835	0,0001%	F
FCP SODIUM I		25.274	0,0024%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		6.288	0,0006%	F
FG BALANCED		12.000	0,0011%	F
FGV ACTIONS EUROPE LM A		16.762	0,0016%	F
FGV ACTIONS EUROPE LM B		132.230	0,0124%	F
FIDDLER PARTNERS LLC		474	0,0000%	F
FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND		1.682.067	0,1572%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		16.436	0,0015%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		126.654	0,0118%	F
FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF		42.356	0,0040%	F
FIDELITY FUNDS - ITALY POOL		647.908	0,0606%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		3.004	0,0003%	F
FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND		41.087	0,0038%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		56.240	0,0053%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND		3.082	0,0003%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		103.377	0,0097%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		544	0,0001%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		185.036	0,0173%	F
FIDELITY SALEM STREET TRUST FIDELITY FLEX INTERNATIONAL FOCUSED INDEX FUND		5.092	0,0005%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		47.903	0,0045%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		230.553	0,0216%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA		18.759	0,0018%	F
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL MOMENTUM INDEX FUND		106.973	0,0100%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.		804.742	0,0752%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		242.870	0,0227%	F
FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF		43.412	0,0041%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		8.200	0,0008%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		16.176	0,0015%	F
FIDEURAM FUND		2.311	0,0002%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		1.420	0,0001%	F
FIRST PRIVATE EURO DIVIDENDEN STAUFER		28.190	0,0026%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		433.385	0,0405%	F
FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF		37.190	0,0035%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		5.703	0,0005%	F
FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF		12.256	0,0011%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH ETF		181.638	0,0170%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH PORTFOLIO		30.368	0,0028%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		47.899	0,0045%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		907.862	0,0849%	F
FJARDE AP-FONDEN.		11.335	0,0011%	F
FLEXSHARES DEVELOPED MARKETS EX - US QUALITY LOW VOLATILITY INDEX FUND		5.664	0,0005%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1	0,0000%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		1	0,0000%	F
FLORIDA RETIREMENT SYSTEM		32.429	0,0030%	F
FLOURISH INVESTMENT CORPORATION		14.574	0,0014%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,0016%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		261	0,0000%	F
FONDATION BOTNAR		10.645	0,0010%	F
FONDATION BOTNAR.		11.292	0,0011%	F
FONDAZIONE CASSA DI RISPARMIO DI CUNEO	96031120049	1.133.000	0,1059%	F
FONDAZIONE CASSA DI RISPARMIO DI FIRENZE	00524310489	1.000.000	0,0935%	F
FONDAZIONE CASSA DI RISPARMIO DI PADOVA E ROVIGO	92057140284	500.000	0,0467%	F
FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA	00499230373	1.702.438	0,1591%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		21	0,0000%	F
FONDITALIA		821.598	0,0768%	F
FONDS DE PLACEMENT PROMUTUEL GROUPE PROMUTUEL FEDERATION DE SOCIETES MUTUELLES DASSURANCE GENERALE		2.502	0,0002%	F
FONDS DE RESERVE POUR LES RETRAITES		47.364	0,0044%	F
FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.)		22.930	0,0021%	F
FONDS FUER STIFTUNGEN INVESCO		9.232	0,0009%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,0002%	F
FOOLIQ EHF		881	0,0001%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		3.553	0,0003%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,0001%	F
FOREIGN STOCK INDEX MOTHER FUND		32.631	0,0031%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,0007%	F
FRANCIS FAMILY FUND APS		3.127	0,0003%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		7.470	0,0007%	F
FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF		550.981	0,0515%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF		156.020	0,0146%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF		3.615	0,0003%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF		4.130	0,0004%	F
FRANKLIN TEMPLETON ICAV		610.793	0,0571%	F
FUNDACAO CALOUSTE GULBENKIAN		642	0,0001%	F
FUNDO DE PENSOES .		5.355	0,0005%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,0011%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		291.521	0,0273%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		46.625	0,0044%	F
FUTURE GROUP INTERNATIONAL EQUITIES FUND		16.417	0,0015%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		274	0,0000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		28.107	0,0026%	F
G.A.-FUND-B - WORLD EQUITIES PLUS		4.036	0,0004%	F
GAMLA LIVFORSAKRINGSAKTIEBOLAGET SEB TRYGG LIV		191.605	0,0179%	F
GARRAISKA INVESTMENTS		7.500	0,0007%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		1.841	0,0002%	F
GCA MANDAT GESTION ACTIONS		32.798	0,0031%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		103.987	0,0097%	F
GENERALI AKTIVMIX DYNAMIK PROTECT 80		2.925	0,0003%	F
GENERALI FUTURE LEADERS ITALIA		23.900	0,0022%	F
GENERALI INVESTMENTS SICAV		32.843	0,0031%	F
GENERALI ITALIA SPA		120.500	0,0113%	F
GENERATION LIFE LIMITED		2.122	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		124.800	0,0117%	F
GEORGIA TECH FOUNDATION, INC		46.499	0,0043%	F
GERANA SICAV-SIF, S.A.		8.456	0,0008%	F
GLENDALOUGH ASSET MANAGEMENT LIMITED		2.709	0,0003%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		1.866	0,0002%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		1.942	0,0002%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		31.044	0,0029%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,0002%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		5.801	0,0005%	F
GLOBAL MULTI FACTOR EQUITY FUND		26.510	0,0025%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P		2.677	0,0003%	F
GLOBAL RESEARCH EQUITY-EXTENDED MASTER FUND (CAYMAN)		2.677	0,0003%	F
GLOBAL SICAV - OFI INVEST ESG		12.058	0,0011%	F
GLOBAL SYSTEMATIC ACTIVE EQUITIES		17.495	0,0016%	F
GLOBAL X MSCI EAFE INDEX ETF		3.075	0,0003%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		33.639	0,0031%	F
GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF		1.127	0,0001%	F
GMO ALTERNATIVE ALLOCATION FUND		37.974	0,0035%	F
GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES		18.806	0,0018%	F
GOLDMAN SACHS ETF ICAV		33	0,0000%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA EUROPE EQUITY ETF		17.236	0,0016%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA INTERNATIONAL EQUITY ETF		438.073	0,0409%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		25.378	0,0024%	F
GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF		21.583	0,0020%	F
GOLDMAN SACHS FUNDS II		50.234	0,0047%	F
GOLDMAN SACHS FUNDS III		92.560	0,0087%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		60.690	0,0057%	F
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.		60.484	0,0057%	F
GOVERNMENT PENSION INVESTMENT FUND		1.388.278	0,1298%	F
GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND		13.022	0,0012%	F
GREAT-WEST INTERNATIONAL INDEX FUND		72.607	0,0068%	F
GREEN CENTURY MSCI INTERNATION		14.411	0,0013%	F
GREENFIELDS CAPITAL LIMITED		543	0,0001%	F
GREENFINCH FOUNDATION		2.460	0,0002%	F
GUIDEMARK WORLD EX-US FUND/GOLDMAN		43.751	0,0041%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		50.136	0,0047%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		62.982	0,0059%	F
HANG SENG INSURANCE COMPANY LIMITED		35.267	0,0033%	F
HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF		28.695	0,0027%	F
HASE EUROPA		35.000	0,0033%	F
HAWTHORN DM LLC		9.325	0,0009%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		688	0,0001%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		472	0,0000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		11.100	0,0010%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,0009%	F
HC RENTE		1.812	0,0002%	F
HEALTHCARE EMPLOYEES PENSION PLAN MANITOBA		137.281	0,0128%	F
HELABA INV KAPITALANL GES MBH HI SZVA 21 SFONDS		29.421	0,0028%	F
HELABA INVEST KAG MBH HI KAPPA 3 SFONDS		29.156	0,0027%	F
HELVETIA I EUROPA		43.537	0,0041%	F
HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T		2.129	0,0002%	F
HESTA		4.848	0,0005%	F
HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS		83.000	0,0078%	F
HI-AKTIEN-AKTIV-VALUE-SFONDS		49.000	0,0046%	F
HILLSDALE GLOBAL EQUITY FUND		4.068	0,0004%	F
HI-PROAM-STIFTUNGSFONDS		2.853	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		196.154	0,0183%	F
HORIZON BUSINESS SRI DYN DBI-RDT		37.479	0,0035%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		25.248	0,0024%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		5.784	0,0005%	F
HP+P STIFTUNGSFONDS		15.900	0,0015%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,0001%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,0005%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,0002%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,0003%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,0000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,0004%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		5.546	0,0005%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND		2.736	0,0003%	F
HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND		130.766	0,0122%	F
HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF		371	0,0000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF		689	0,0001%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		16.389	0,0015%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF		71.914	0,0067%	F
HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF		1.244	0,0001%	F
HSBC EURO EQUITY VOLATILITY FOCUSED		82.379	0,0077%	F
HSBC EUROPE EQUITY INCOME		147.680	0,0138%	F
HSBC GLOBAL INVESTMENT FUNDS		847.470	0,0792%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND		24.324	0,0023%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		343.534	0,0321%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		35.864	0,0034%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		16.051	0,0015%	F
IADB STAFF RETIREMENT FUND		2.805	0,0003%	F
IALUMBRA HOLDING TRUST		12.400	0,0012%	F
IBM 401(K) PLUS PLAN TRUST		34.061	0,0032%	F
IC EUROPE EQUITY ESG INDEX FUND		1.996	0,0002%	F
IF IST - GLOBE INDEX		8.453	0,0008%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		828.738	0,0775%	F
ILA - A-ILDSCG		2.038	0,0002%	F
ILA - A-ILEZEQG		9.250	0,0009%	F
ILA - A-ILGLOEQG		3.216	0,0003%	F
ILA - A-ILGLOEQN		852	0,0001%	F
ILA - RAFIMF		908	0,0001%	F
ILA-A-ILIMCFHY		3.105	0,0003%	F
ILA-A-ILSDMH		89.404	0,0084%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		27.080	0,0025%	F
ILA-LA WORLD ESG SCREENED FUND		1.696	0,0002%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		24.512	0,0023%	F
ILMARINEN MUTUAL PENSION INSURANCE COMPANY		623.475	0,0583%	F
IMCO GLOBAL PUBLIC EQUITY LP		77.185	0,0072%	F
IMPACTASSETS INC.		976	0,0001%	F
IMPERIAL GLOBAL EQUITY INCOME POOL		332.061	0,0310%	F
IMPERIAL INTERNATIONAL EQUITY POOL		704	0,0001%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,2926%	F
INCOME INSURANCE LIMITED		10.013	0,0009%	F
INDOSUEZ EURO PATRIMOINE		139.388	0,0130%	F
INDOSUEZ EURO RENDEMENT		119.510	0,0112%	F
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC		16.749	0,0016%	F
ING DIRECT SICAV		20.363	0,0019%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INSPIRE INTERNATIONAL ETF		100.681	0,0094%	F
INSTITUTIONAL RETIREMENT TRUST		4.051	0,0004%	F
INSTITUTIONELLA AKTIEFONDEN STABIL		80.336	0,0075%	F
INTERFUND SICAV		13.416	0,0013%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		4.629	0,0004%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		9.063	0,0008%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		252.562	0,0236%	F
INTERNATIONAL EQUITIES B UNIT TRUST		3.407	0,0003%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		483	0,0000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		1.018	0,0001%	F
INTERNATIONAL EQUITY FUND		2.687	0,0003%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		3.285	0,0003%	F
INTERNATIONAL MONETARY FUND		30.572	0,0029%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		25.413	0,0024%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV		5.164	0,0005%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS		12.329	0,0012%	F
INVESCO ADVANTAGE INTERNATIONALFUND		1.119	0,0001%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		90.987	0,0085%	F
INVESCO FUND MANAGERS LIMITED		64.467	0,0060%	F
INVESCO FUNDS		553.776	0,0518%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		9.479	0,0009%	F
INVESCO GLOBAL EQUITY NET ZERO ETF		9.786	0,0009%	F
INVESCO MARKETS II PLC		61.100	0,0057%	F
INVESCO MARKETS II PUBLIC LIMITED COMPANY		64.822	0,0061%	F
INVESCO MARKETS III PLC		821	0,0001%	F
INVESCO MSCI EAFE INCOME ADVANTAGE ETF		7.283	0,0007%	F
INVESCO POOLED INVESTMENT FUND - EUROPE FUND		13.069	0,0012%	F
INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES		56.341	0,0053%	F
INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF		3.334	0,0003%	F
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF		4.640	0,0004%	F
INVESCO S&P INTERNATIONAL DEVELOPED ESG INDEX ETF		425	0,0000%	F
INVESCO SANDP INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		77.269	0,0072%	F
INVESCO SANDP INTERNATIONAL DEVELOPED MOMENTUM ETF		116.645	0,0109%	F
INVESTERINGSFORENINGEN BANKINVEST ENGROS,GLOBALE AKTIER AKK.KL		31.998	0,0030%	F
INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL		583	0,0001%	F
INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL		2.966	0,0003%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		28.257	0,0026%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		6.128	0,0006%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		23.619	0,0022%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST, LI AKTIER GLOBALE INDEKS		7.081	0,0007%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL		1.705	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL		1.913	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL		3.956	0,0004%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL		11.476	0,0011%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL		5.163	0,0005%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS GLOBALE STABILE AKTIER		29.932	0,0028%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER		13.699	0,0013%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.534	0,0003%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABIL BALANCERET KL		6.644	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER AKKUMULERENDE KL		25.391	0,0024%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER KL		89.574	0,0084%	F
INVESTERINGSFORENINGEN NORDEAINVEST ENGROS GLOBALE STABILE AKTIER - ETISK TILVALG		28.010	0,0026%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS, GLOBALE AKTIER BASIS ESG KL		19.472	0,0018%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		7.600	0,0007%	F
INVESTERINGSFORENINGEN PROFIL INVEST AFDELING FF		2.954	0,0003%	F
INVESTERINGSFORENINGEN SEBINVEST SEB EUROPA AKTIER AKL		6.063	0,0006%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,0023%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		18.429	0,0017%	F
IP ACTIONS EURO		12.402	0,0012%	F
IPC MULTI-FACTOR INTERNATIONAL EQUITY		11.729	0,0011%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		39.940	0,0037%	F
IRCANTEC ACTIONS MONDE SYST. SCHRODERS		29.475	0,0028%	F
IRISH LIFE ASSURANCE PLC		75.311	0,0070%	F
IRISH LIFE ASSURANCE.		40.818	0,0038%	F
IRISH LIFE CLIMATE FOCUSED FUND		1.663	0,0002%	F
IRR K LLC		4.519	0,0004%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,0001%	F
ISHARES CORE MSCI EAFE ETF		3.285.519	0,3071%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		287.905	0,0269%	F
ISHARES CORE MSCI EUROPE ETF		241.120	0,0225%	F
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF		513.697	0,0480%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		633.876	0,0593%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		7.818	0,0007%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		12.443	0,0012%	F
ISHARES ENHANCED INTERNATIONAL ACTIVE ETF		88	0,0000%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		41.427	0,0039%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		11.000	0,0010%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		893.524	0,0835%	F
ISHARES EURO STOXX UCITS ETF (DE)		191.039	0,0179%	F
ISHARES EUROPE ETF		82.745	0,0077%	F
ISHARES GLOBAL EQUITY FACTOR ETF		6.543	0,0006%	F
ISHARES GLOBAL FINANCIALS ETF		17.290	0,0016%	F
ISHARES II PUBLIC LIMITED COMPANY		1.129.456	0,1056%	F
ISHARES III PUBLIC LIMITED COMPANY		1.513.632	0,1415%	F
ISHARES INTERNATIONAL DIVIDEND GROWTH ETF		129.228	0,0121%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		188.347	0,0176%	F
ISHARES INTERNATIONAL EQUITY FACTOR ROTATION ACTIVE ETF		2.807	0,0003%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		3.490	0,0003%	F
ISHARES IV PUBLIC LIMITED COMPANY		1.280.236	0,1197%	F
ISHARES MSCI ACWI ETF		117.036	0,0109%	F
ISHARES MSCI ACWI EX U.S. ETF		141.150	0,0132%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		32.841	0,0031%	F
ISHARES MSCI EAFE ETF		1.580.267	0,1477%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		283.824	0,0265%	F
ISHARES MSCI EAFE MIN VOL FACTOR ETF		1.497.432	0,1400%	F
ISHARES MSCI EAFE VALUE ETF		1.206.247	0,1128%	F
ISHARES MSCI EUROPE FINANCIALS ETF		496.270	0,0464%	F
ISHARES MSCI EUROPE IMI INDEX ETF		13.658	0,0013%	F
ISHARES MSCI EUROZONE ETF		575.583	0,0538%	F
ISHARES MSCI INTL MOMENTUM FACTOR ETF		214.784	0,0201%	F
ISHARES MSCI ITALY ETF		515.503	0,0482%	F
ISHARES MSCI KOKUSAI ETF		1.530	0,0001%	F
ISHARES MSCI WORLD ETF		45.986	0,0043%	F
ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF		331	0,0000%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		10.831	0,0010%	F
ISHARES PUBLIC LIMITED COMPANY		2.048.803	0,1915%	F
ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE		88.189	0,0082%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		354.574	0,0331%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		167.591	0,0157%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		1.285.371	0,1202%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.174.506	0,2033%	F
ISHARES V PUBLIC LIMITED COMPANY		371.901	0,0348%	F
ISHARES VI PUBLIC LIMITED COMPANY		745.763	0,0697%	F
ISHARES VII PUBLIC LIMITED COMPANY		919.469	0,0859%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		56.745	0,0053%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,0002%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		2.611	0,0002%	F
ISLE OF MAN GOVERNMENT-TREASURY		5.346	0,0005%	F
J & J PENSION FUND OFP		114.623	0,0107%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,0000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.226.421	0,1146%	F
JEFFREY LLC		14.160	0,0013%	F
JEREMY S. O'CONNOR LIVING TRUST		247	0,0000%	F
JNL INTERNATIONAL INDEX FUND		66.693	0,0062%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		9.911	0,0009%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		1.826	0,0002%	F
JNL/MELLON MSCI WORLD INDEX FUND		4.419	0,0004%	F
JOHN HANCOCK FUNDS II - MULTI-ASSET ABSOLUTE RETURN FUND		37.285	0,0035%	F
JOHN HANCOCK FUNDS II INCOME ALLOCATION FUND		1.419	0,0001%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		63.747	0,0060%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		8.380	0,0008%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		16.429	0,0015%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		5.403	0,0005%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		38.376	0,0036%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		16.613	0,0016%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		32.997	0,0031%	F
JOHN T. WALTON FAMILY TRUST		120.586	0,0113%	F
JOHNSON & JOHNSON UK GROUP RETIREMENT PLAN		10.973	0,0010%	F
JOSHUA GREEN CORPORATION		3.450	0,0003%	F
JPM MULTI INCOME FUND		21.955	0,0021%	F
JPMORGAN BETABUILDERS EUROPE ETF		146.125	0,0137%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		43.417	0,0041%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		5.137	0,0005%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		15.715	0,0015%	F
JPMORGAN EUROPE STRATEGIC DIVIDEND FUND		4.326	0,0004%	F
JPMORGAN FLEXIBLE INCOME ETF		253	0,0000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		2.739	0,0003%	F
JPMORGAN FUNDS		283.372	0,0265%	F
JPMORGAN GLOBAL ALLOCATION FUND		554	0,0001%	F
JPMORGAN INCOME BUILDER FUND		6.846	0,0006%	F
JPMORGAN INVESTMENT FUNDS		334.404	0,0313%	F
JPMORGAN MULTI BALANCED FUND		1.680	0,0002%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,0002%	F
JTW TRUST NO. 3 UAD 9/19/02.		118	0,0000%	F
JTW TRUST NO. 4 UAD 9/19/02.		2.036	0,0002%	F
JTW TRUST NO. 5 UAD 9/19/02.		32	0,0000%	F
KAISER FOUNDATION HOSPITALS		3.693	0,0003%	F
KAISER PERMANENTE GROUP TRUST		4.379	0,0004%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5		59.744	0,0056%	F
KAPITALFORENINGEN EMD INVEST, VERDENSINDEKS		8.758	0,0008%	F
KAPITALFORENINGEN INVESTIN PRO		14.165	0,0013%	F
KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I		17.756	0,0017%	F
KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS		102.262	0,0096%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		194.122	0,0181%	F
KBC ECO FUND/WORLD		17.073	0,0016%	F
KBC EQUITY FUND EUROZONE		547.074	0,0511%	F
KBC EQUITY FUND EUROZONE DBI-RDT		79.098	0,0074%	F
KBC EQUITY FUND SRI EUROZONE		856.476	0,0801%	F
KBC EQUITY FUND WORLD		168.610	0,0158%	F
KBC EQUITY FUND/EUROPE		48.054	0,0045%	F
KBC EQUITY FUND/SRI WORLD		230.559	0,0216%	F
KBC EQUITY FUND/WORLD DBI-ROT		54.621	0,0051%	F
KBC EQUITY SRI WORLD DBI-RDT		19.803	0,0019%	F
KBC INST FUND EURO EQUITY		51.823	0,0048%	F
KBC INSTITUTIONAL FUND SRI EURO		60.425	0,0056%	F
KBC INSTITUTIONAL FUND/SRI WORLD EQUITY		13.934	0,0013%	F
KBC INSTITUTIONAL INVESTOR		3.936	0,0004%	F
KBI FUNDS ICAV		32.723	0,0031%	F
KBI GLOBAL INVESTMENT FUND		18.268	0,0017%	F
KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1		7.286	0,0007%	F
KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR		4.585	0,0004%	F
KERI ANN O'CONNOR REVOCABLE TRUST		37	0,0000%	F
KFP MARKETABLE LLC		60	0,0000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		17.974	0,0017%	F
KODAK RETIREMENT INCOME PLAN 343 ST		22.451	0,0021%	F
KOKUSAI EQUITY INDEX FUND, A S		8.501	0,0008%	F
KUMPULAN WANG PERSARAAN (DIPERBADANKAN		4.902	0,0005%	F
KUTXABANK GESTION SGIIC, S.A.		233.308	0,0218%	F
KUTXABANK PENSIONES, S.A., SGFP		89.110	0,0083%	F
L&G DEVELOPED WORLD MOMENTUM FACTOR INDEX FUND		663	0,0001%	F
LA FRANCAISE LUX - CARBON IMPACT INCOME		743	0,0001%	F
LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES		104.828	0,0098%	F
LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION		2.790	0,0003%	F
LAB QS DYNAMIC EQUITY FUND LP		99	0,0000%	F
LACERA MASTER OPEB TRUST		11.377	0,0011%	F
LAKE AVENUE INVESTMENTS LLC		18.058	0,0017%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		2	0,0000%	F
LATVIJAS BANKA		2.666	0,0002%	F
LAWRENCE LIVERMORE NATIONAL SECURITY, LLC AND TRIAD NATIONAL SECURITY, LLC DEFINED BENEFIT PENSION PLAN GROUP TRUST		4.766	0,0004%	F
LBBW AM INVESTMENTGES. MBH LBB W AM-MONACO		6.250	0,0006%	F
LBBW AM INVESTMENTGES. MBH LBBW AM-RENDITEF.NR.1 BANTLEO		6.339	0,0006%	F
LBBW AM-ALME INVEST		34.000	0,0032%	F
LBBW AM-CESRA5PLUS		10.000	0,0009%	F
LBBW AM-MASTER SUEDPFALZ		37.100	0,0035%	F
LBBW ASSET MANAGEMENT INVESTMENTGESELLSCHAFT MBH		261.576	0,0245%	F
LBBW GLOBAL DIVIDEND		120.000	0,0112%	F
LBBW ZYKLUS STRATEGIE		14.000	0,0013%	F
LBPAM 3 MOIS		1.847.637	0,1727%	F
LBPAM FRANCECAP 100 NOVEMBRE 2030		887.036	0,0829%	F
LBPAM ISR ACTIONS FOCUS EUROPE		279.234	0,0261%	F
LBPAM SHORT TERM		133.000	0,0124%	F
LCL ACTIONS EURO CORE		76.726	0,0072%	F
LCL ACTIONS MONDE HORS EUROPE EUR		39.291	0,0037%	F
LEE M. HOWER TRUST		114	0,0000%	F
LEGAL & GENERAL CCF.		2.342	0,0002%	F
LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E		5.801	0,0005%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO		15.041	0,0014%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE		12.020	0,0011%	F
LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED		330	0,0000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL & GENERAL GLOBAL EQUITY INDEX FUND		12.796	0,0012%	F
LEGAL & GENERAL ICAV.		1.052	0,0001%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		45.786	0,0043%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		21.723	0,0020%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		16.102	0,0015%	F
LEGAL & GENERAL UCITS ETF PUBLIC LIMITED COMPANY		9.483	0,0009%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		13.054	0,0012%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND		296	0,0000%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		194.036	0,0181%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		1.223	0,0001%	F
LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED		26.502	0,0025%	F
LEGAL AND GENERAL CCF		509	0,0000%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		39.575	0,0037%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		272	0,0000%	F
LEGAL AND GENERAL EUROPEAN INDEX TRUST		221.148	0,0207%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		26.779	0,0025%	F
LEGAL AND GENERAL UCITS ETF PLC		200.433	0,0187%	F
LFM ACTIONS MONDE VOLATILITE CONTROLEE		89.564	0,0084%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME		47	0,0000%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		398	0,0000%	F
LGT SLC EQ EMV POOL CC AND L		1.137	0,0001%	F
LGT SLC EQUITY OPT POOL SSGA		14.403	0,0013%	F
LLB FUND SERV. AG ATD LLB AKTIEN EUROPA (EUR)		20.561	0,0019%	F
LOB HOLDING SRL		2.500	0,0002%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		18.566	0,0017%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		14.710	0,0014%	F
LOF ALL ROADS		23.999	0,0022%	F
LOF ALL ROADS CONSERVATIVE		4.129	0,0004%	F
LOF ALL ROADS GROWTH		17.973	0,0017%	F
LOF TARGETNETZERO EUROPE EQUITY		10.182	0,0010%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME		637.770	0,0596%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.		911.840	0,0852%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		68.730	0,0064%	F
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MASTER TRUST		12.897	0,0012%	F
LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS(		26.063	0,0024%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		404.382	0,0378%	F
LUX IM GLOBAL EQUITY VALUE		39.388	0,0037%	F
LUXCELLENCE HELVETIA EUROP EQUITY		6.372	0,0006%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		9.286	0,0009%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		178.667	0,0167%	F
LVIP SSGA INTERNATIONAL INDEX FUND		58.233	0,0054%	F
M INTERNATIONAL EQUITY FUND		2.463	0,0002%	F
MACF 3		89	0,0000%	F
MACK EAFE EQUITY POOL		10.445	0,0010%	F
MACKENZIE EUROPEAN SMALL-MID CAP FUND		79.427	0,0074%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		22.986	0,0021%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		17.922	0,0017%	F
MACQUARIE MULTI-FACTOR FUND		2.603	0,0002%	F
MAM EUROPA GROWTH		17.000	0,0016%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		3.898	0,0004%	F
MAN NUMERIC CITY LIMITS FUND LLC C/O NUMERIC INVESTORS LLC		4.295	0,0004%	F
MAN NUMERIC INTERNATIONAL ALPHA (US) LP		2.105	0,0002%	F
MANAGED PENSION FUNDS LIMITED		54.898	0,0051%	F
MANDAT ACTION HGAM		253.978	0,0237%	F
MANULIFE GLOBAL FUND (SICA		25.138	0,0023%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		25.882	0,0024%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		6.330	0,0006%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.129	0,0001%	F
MARGETTS FUND MANAGEMENT LTD		81.326	0,0076%	F
MARIGOLD TACTICAL STRATEGIES LTD		1.273	0,0001%	F
MARSHALL WACE INV STRATEGIES-TOPS INTERNATIONAL EQUITIES FD C/O MARSHALL WACE LLP ACTING AS ALTERNATIVE INVESTMENT FUND		29.715	0,0028%	F
MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP		226.716	0,0212%	F
MARSHALL WACE INVESTMENT STRATEGIES - TOPS FUND C/O MARSHALL WACE LLP		192.528	0,0180%	F
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND C/O MARSHALL WACE LLP ACTING AS INVESTMENT MANAGER		109.829	0,0103%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND		29.084	0,0027%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP		24.353	0,0023%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE LLP ACTING AS IA		58.915	0,0055%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		27.390	0,0026%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		10.525	0,0010%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,0002%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		9.716	0,0009%	F
MATIG ACT MONDE		120.013	0,0112%	F
MATIGNON ACTIONS DYNAMIQUES		34.562	0,0032%	F
MBB PUBLIC MARKETS I LLC		28.671	0,0027%	F
MBB SMART FUND C LLC		14.329	0,0013%	F
MBB SMART FUND P LLC		12.148	0,0011%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		1.625	0,0002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		27.212	0,0025%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH		465	0,0000%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I		8.474	0,0008%	F
MEDIOLANUM FLESSIBILE FUTURO ITALIA		1.244.177	0,1163%	F
MEDIOLANUM FLESSIBILE SVILUPPO ITALIA		182.000	0,0170%	F
MERCER GE INTERNATIONAL EQUITY FUND		2.111	0,0002%	F
MERCER GLOBAL EQUITY FUND		34.419	0,0032%	F
MERCER NONUS CORE EQUITY FUND		218.776	0,0205%	F
MERCER OSS TRUST		1.033	0,0001%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		2.576	0,0002%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		205	0,0000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,0012%	F
MERCER QIF COMMON CONTRACTUAL FUND		152.592	0,0143%	F
MERCER UCITS COMMON CONTRACTUALFUND		175.568	0,0164%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		28.662	0,0027%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		7.418	0,0007%	F
MERISTEM GLOBAL EQUITY FUND LLC		16.107	0,0015%	F
MET WAT REC DST RF NRN TRUST GLV 997261		5.040	0,0005%	F
METIS EQUITY TRUST		5.982	0,0006%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,0006%	F
METROPOLITAN LIFE INSURANCE COMPANY		10.063	0,0009%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415		86.661	0,0081%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS F11		6.140	0,0006%	F
MGI FUNDS PLC		92.051	0,0086%	F
MGTS AFH DA FUND		68.320	0,0064%	F
MICHELET TUNNEL		25.128	0,0023%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,0002%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		23.602	0,0022%	F
MI-FONDS 384		13.960	0,0013%	F
MI-FONDS F47		29.979	0,0028%	F
MI-FONDS K25		126.090	0,0118%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MIGROS BANK (LUX) FONDS 30		1.100	0,0001%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,0001%	F
MIGROS BANK (LUX) FONDS 50		1.540	0,0001%	F
MIGROS BANK (LUX) FONDS INTERSTOCK		1.160	0,0001%	F
MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS		2.999	0,0003%	F
MINEWORKERS' PENSION SCHEME		51.355	0,0048%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	35,7201%	F
MINISTRY OF ECONOMY AND FINANCE		76.728	0,0072%	F
MISSOURI EDUCATION PENSION TRUST		42.322	0,0040%	F
MOA INTERNATIONAL FUND		532.408	0,0498%	F
MONTSEGUR CROISSANCE		43.159	0,0040%	F
MONUTA VERZEKERINGEN		9.132	0,0009%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		1.651	0,0002%	F
MORGAN STANLEY PATHWAY FUNDS		11.721	0,0011%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		227	0,0000%	F
MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		1.144	0,0001%	F
MOTHER CABRINI HEALTH FOUNDATION, INC		28.842	0,0027%	F
MOUNT HATTON INVESTMENTS LIMITED		4.204	0,0004%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,0009%	F
MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		84.086	0,0079%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		151.134	0,0141%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		12.752	0,0012%	F
MT TOTAL RETURN FUND		68.990	0,0064%	F
MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND		1.887	0,0002%	F
MULTI UNITS FRANCE - AMUNDI FT		474.258	0,0443%	F
MULTI UNITS FRANCE - AMUNDI MS		23.152	0,0022%	F
MULTI UNITS LUX AMUNDI EUROPE		86.490	0,0081%	F
MULTI UNITS LUX AMUNDI EUROPEA		414	0,0000%	F
MULTI UNITS LUX AMUNDI MSCI		1.741	0,0002%	F
MULTI UNITS LUX AMUNDI MSCI EM		32.824	0,0031%	F
MULTI UNITS LUX AMUNDI S P		257.307	0,0241%	F
MULTI UNITS LUXEMBOURG - AMUND		74.366	0,0070%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		423.856	0,0396%	F
MULTIMIX WHOLESALE INTERNATIONAL SHARES TRUST		2.466	0,0002%	F
MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX		34.833	0,0033%	F
MWIS - TOPS FUND - NON FLIP		36.827	0,0034%	F
MWIS TOPS WORLD EQUITIES AC		13.010	0,0012%	F
N.V. HAGELUNIE		1.643	0,0002%	F
NATIONAL CATHOLIC INVESTMENT TRUST		1.048	0,0001%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,0012%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		7.973	0,0007%	F
NATIONAL EMPLOYEMENT SAVINGS TRUST		1.010.119	0,0944%	F
NATIONAL PENSION INSURANCE FUND		2	0,0000%	F
NATIONWIDE INTERNATIONAL INDEX FUND		18.420	0,0017%	F
NATIXIS AM FUNDS		40.116	0,0037%	F
NATIXIS IRCEM RETRAITE FCP		17.990	0,0017%	F
NATWEST ST JAMES S PLACE GLOBALQUALITY UNIT TRUST		8.569	0,0008%	F
NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST		11.269	0,0011%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,0001%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE GLOBAL GROWTH UN		7.090	0,0007%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		14.354	0,0013%	F
NBIMC EAFE EQUITY INDEX FUND.		1	0,0000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		8.407	0,0008%	F
NEF RISPARMIO ITALIA		10	0,0000%	F
NEUALT LLC		22.800	0,0021%	F
NEUBERGER BERMAN ETF TRUST - NEUBERGER INTERNATIONAL CORE EQUITY ETF		24.771	0,0023%	F
NEW AIRWAYS PENSION SCHEME		2.654	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NEW YORK STATE COMMON RETIREMENT FUND		3.292	0,0003%	F
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN.		2.345	0,0002%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		687.141	0,0642%	F
NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST		2.129	0,0002%	F
NFS LIMITED		5.026	0,0005%	F
NGEE ANN POLYTECHNIC		6.607	0,0006%	F
NICOLE M. O'CONNOR IRREVOCABLE TRUST		89	0,0000%	F
NOLA GUIDO		40.000	0,0037%	F
NORDEA 1 SICAV		1.257.738	0,1176%	F
NORDEA 2 SICAV		19.159	0,0018%	F
NORDEA DISCRETIONARY GLOBAL EQUITY FUND		18.861	0,0018%	F
NORDEA EUROPEAN INDEX SELECT FUND		17.169	0,0016%	F
NORDEA GLOBAL EQUITY ALLOCATION FUND		18.566	0,0017%	F
NORDEA GLOBAL INDEX SELECT FUND		17.185	0,0016%	F
NORDEA PLAN BALANSERT FUND		2.751	0,0003%	F
NORDEA PLAN KONSERVATIV FUND		568	0,0001%	F
NORDEA PLAN MODERAT FUND		1.228	0,0001%	F
NORDEA PLAN OFFENSIV FUND		4.332	0,0004%	F
NORDEA PLAN VEKSTORIENTERT FUND		1.437	0,0001%	F
NORDEA PREMIUM ASSET MANAGEMENT BALANCED FUND		10.089	0,0009%	F
NORDEA PREMIUM ASSET MANAGEMENT GROWTH FUND		5.227	0,0005%	F
NORDEA PREMIUM ASSET MANAGEMENT MODERATE FUND		8.527	0,0008%	F
NORDEA PRO STABLE RETURN FUND		47.706	0,0045%	F
NORDEA SAVINGS 30 FUND		3.991	0,0004%	F
NORDEA SAVINGS 50 FUND		6.371	0,0006%	F
NORDEA SAVINGS 75 FUND		4.669	0,0004%	F
NORDEA STABIL		18.950	0,0018%	F
NORDEA STABILE AKSJER GLOBAL FUND		623.454	0,0583%	F
NORDEA STABILE AKSJER GLOBAL VALUTASIKRET FUND		417.016	0,0390%	F
NORDEA STABLE PERFORMANCE FAM		2.740	0,0003%	F
NORDEA STABLE RETURN FUND		67.906	0,0063%	F
NORDEA STRATEGA 15		2.085	0,0002%	F
NORDEA STRATEGA 35		17.091	0,0016%	F
NORDEA STRATEGA 50		14.590	0,0014%	F
NORDEA STRATEGA 70		20.328	0,0019%	F
NORDEA STRATEGA 90 FUND		920	0,0001%	F
NORDEA WORLD INDEX SELECT FUND		18.786	0,0018%	F
NORGES BANK		9.916.178	0,9269%	F
NORTHAMPTONSHIRE PENSION FUND		3.500	0,0003%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		133.622	0,0125%	F
NORTHERN LIGHTS FUND TRUST IV		14.419	0,0013%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		16.302	0,0015%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		28.536	0,0027%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		22.198	0,0021%	F
NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST		695.578	0,0650%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		311.294	0,0291%	F
NORTHERN TRUST UCITS FGR FUND		121.686	0,0114%	F
NORTHERN WORLD SELECTION INDEX FUND		22.561	0,0021%	F
NOW PENSIONS TRUST		34.471	0,0032%	F
NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST		4.235	0,0004%	F
NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,0004%	F
NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST		6.527	0,0006%	F
NT MSCI EAFE INDEX FUND		1	0,0000%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,0000%	F
NTGI-QM COMMON DAILY EAFE		65.528	0,0061%	F
NUCLEAR ELECTRIC INSURANCE LIMITED		6.097	0,0006%	F
NUVEEN INTERNATIONAL EQUITY INDEX FUND		66.763	0,0062%	F
NVIT INTERNATIONAL INDEX FUND		1	0,0000%	F
NZAM EURO STOXX PARIS-ALIGNED		357	0,0000%	F
OFI INVEST ESG DYNAMIQUE EURO		8.430	0,0008%	F
OFI INVEST ESG EQUILIBRE EURO		13.695	0,0013%	F
OFI INVEST ESG PRUDENT EURO		4.550	0,0004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.		121.300	0,0113%	F
ONEMARKETS ITALY ICAV		6.644	0,0006%	F
ONEMARKETS MSCI EUROPE UNIVERSAL UCITS ETF		506	0,0000%	F
ONEMARKETS MSCI WORLD UNIVERSAL UCITS ETF		104	0,0000%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		4.373	0,0004%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL		36.828	0,0034%	F
OPENWORLD PUBLIC LIMITED COMPANY		703	0,0001%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		51.871	0,0048%	F
ORANO ACTIONS EUROPEENNES		22.313	0,0021%	F
ORKNEY ISLANDS COUNCIL PENSION FUND		120.110	0,0112%	F
OSMOSIS ICAV		12.913	0,0012%	F
OVERSTORY CAPITAL LLC		1.471	0,0001%	F
PACER TRENDPILOT INTERNATIONAL ETF		3.687	0,0003%	F
PARAMETRIC INTERNATIONAL EQUITYFUND		4.800	0,0004%	F
PARMA PEA NOVEMBRE 2025		15.121	0,0014%	F
PASSIVE GLOBAL SHARE TRUST		8.834	0,0008%	F
PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST		114	0,0000%	F
PEGASUS-UI-FONDS		36.777	0,0034%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.159	0,0002%	F
PENSION BENEFIT GUARANTY CORPORATION		103.442	0,0097%	F
PENSION RESERVES INVESTMENT TRUST FUND		54.657	0,0051%	F
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		305.786	0,0286%	F
PEOPLE'S BANK OF CHINA		364.001	0,0340%	F
PEPCO HOLDINGS INC. VEBA TRUST		839	0,0001%	F
PERPETUAL GLOBAL ALLOCATION ALPHA FUND		5.413	0,0005%	F
PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND		394	0,0000%	F
PERTUBUHAN KESELAMATAN SOSIAL		22.849	0,0021%	F
PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		2.433	0,0002%	F
PFA PENSION FORSIKRINGSAKTIESELSKAB		23.014	0,0022%	F
PFIZER INC. MASTER TRUST		1.127	0,0001%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.067	0,0001%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,0001%	F
PHILIP VERONICA A KOVACH JT TEN/WROS 2934		19	0,0000%	F
PHOENIX UNIT TRUST MANAGERS LIMITED		196.250	0,0183%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		2.969	0,0003%	F
PICTET AI ENHANCED INTERNATION		535	0,0001%	F
PICTET CH - GLOBAL EQUITIES		3.568	0,0003%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		20.278	0,0019%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,0014%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		5.755	0,0005%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		9.207	0,0009%	F
PICTET CH INSTITUTIONAL EUROPEAN EX SWISS EQUITIES TRACKER EX SL		16.074	0,0015%	F
PICTET CH INSTITUTIONAL WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,0002%	F
PICTET EUROLAND INDEX		12.903	0,0012%	F
PICTET EUROPE INDEX		62.189	0,0058%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		134.591	0,0126%	F
PINK CALI LLC		486	0,0000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA		1.714	0,0002%	F
PIVOTAL PHILANTHROPIES FOUNDATION		1.207	0,0001%	F
PLATO INST I FUND EURO EQUITY		11.590	0,0011%	F
PLATO INSTIT INDEX FND WORLD DBI-RDT		12.837	0,0012%	F
PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY		29.285	0,0027%	F
PLATO INSTITUTIONAL INDEX FUND/WORLD		33.785	0,0032%	F
PLEIADES TRUST		79.666	0,0074%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,0006%	F
POINT72 ASSOCIATES LLC		117	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
POINT72 ASSOCIATES LLC C/O FINSCO LIMITED		494	0,0000%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		61.442	0,0057%	F
POOL PARSUMO CAPITAL AG AKTIEN WELT		7.500	0,0007%	F
POOL SWISS ROCK AKTIEN GLB		3.361	0,0003%	F
PORTZAMPARC MOMENTUM ISR		62.000	0,0058%	F
PRAXIS INTERNATIONAL INDEX FUND		51.414	0,0048%	F
PRESBYTERIAN CHRUCH IN AMERICA 403 (B) (9) RETIREMENT PLAN		2.841	0,0003%	F
PRI JP MORGAN EUROZONE EQUITY		183.150	0,0171%	F
PRIME SUPER PTY LTD		4.376	0,0004%	F
PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND		24.161	0,0023%	F
PRINCIPAL FUNDS, INC. - OVERSEAS FUND		4.179	0,0004%	F
PRINCIPAL LIFE INSURANCE COMPANY		12.041	0,0011%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,0001%	F
PRO-GEN INVESTMENTS LLC		1.449	0,0001%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		27.874	0,0026%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.385	0,0001%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		1.277	0,0001%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		18.286	0,0017%	F
PRUDENTIAL HONG KONG LIMITED		3.710	0,0003%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		5.770	0,0005%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		7.922	0,0007%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		80.434	0,0075%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		31.087	0,0029%	F
PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI		70.797	0,0066%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		219.705	0,0205%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		176.049	0,0165%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		289.739	0,0271%	F
PURPOSE FUND CORP		1.103	0,0001%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND		262.255	0,0245%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND 2		34.996	0,0033%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		384.779	0,0360%	F
QIC INTERNATIONAL EQUITIES FUND.		2.128	0,0002%	F
QUALITY EDUCATION FUND		849	0,0001%	F
QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES		503.564	0,0471%	F
RAIFFEISEN KAPITALANLAGE GESELLSCHAFT M.B.H NV AKTIEN GLOBAL		1.319	0,0001%	F
RAINDROPS CAPITAL LIMITED		1.967	0,0002%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,0808%	F
RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST		26.242	0,0025%	F
RBC EUROPEAN EQUITY FUND ROYAL TRUST		259.443	0,0243%	F
RBC EUROPEAN MID-CAP EQUITY FUND		102.925	0,0096%	F
RBC INDIGO INTERNATIONAL EQUITYINDEX FUND		1.177	0,0001%	F
RBC INTERNATIONAL DIVIDEND GROWTH FUND		64.108	0,0060%	F
REALDANIA		60.885	0,0057%	F
REASSURE LIMITED		114.884	0,0107%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		15.640	0,0015%	F
REGIME DE RETRAITE DU PERSONNEL CPE		130.522	0,0122%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		58.085	0,0054%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.652	0,0003%	F
RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.		27.792	0,0026%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		340.357	0,0318%	F
RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND		1.345	0,0001%	F
RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC		3.382	0,0003%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		20.782	0,0019%	F
RLA GLOBAL SHARE FUND		5.627	0,0005%	F
RLA INTERNATIONAL EQUITIES FUND		14.165	0,0013%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
RLA NZ INTERNATIONAL EQUITIES FUND		5.818	0,0005%	F
ROBECO CAPITAL GROWTH FUNDS		41.344	0,0039%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,0030%	F
ROBECO UCITS ICAV		3	0,0000%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,0002%	F
ROBIN 1-FONDS		79.144	0,0074%	F
ROBUST MULTI ASSET FUND		71.932	0,0067%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,0007%	F
ROPS EURO P		59.291	0,0055%	F
ROPS SMART INDEX EURO		32.638	0,0031%	F
ROSEFINCH FOUNDATION		2.460	0,0002%	F
ROSEN FAMILY TRUST		35	0,0000%	F
ROTHSCHILD MARTIN MAUREL		212.465	0,0199%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.306	0,0068%	F
ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT		730	0,0001%	F
RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES SMALL & MID CAP		33.033	0,0031%	F
RPAQ 2015 FUND LP		24.255	0,0023%	F
RTX SAVINGS PLAN MASTER TRUST		143.034	0,0134%	F
RUGGERI FAUSTO		9	0,0000%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		12.224	0,0011%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.573	0,0008%	F
RUSSELL INVESTMENT COMPANY PLC		29.058	0,0027%	F
RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND		2.661	0,0002%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND		7.081	0,0007%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		7.497	0,0007%	F
RUSSELL INVESTMENTS INTERNATIONAL EQUITY POOL .		1.104	0,0001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND		1.901	0,0002%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.530	0,0004%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.634	0,0003%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		1.915	0,0002%	F
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND		3.836	0,0004%	F
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST		10.690	0,0010%	F
RUSSELL WGGW LTD.		2.518	0,0002%	F
RUTGERS THE STATE UNIVERSITY		1.945	0,0002%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		782	0,0001%	F
SAKKARAH 7 FCP		18.186	0,0017%	F
SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD		162	0,0000%	F
SAS TRUSTEE CORPORATION POOLED FUND		103.496	0,0097%	F
SBC MASTER PENSION TRUST		8.896	0,0008%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		28.229	0,0026%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		9.663	0,0009%	F
SCHRODER FORESTERS BALANCED FUND		19.150	0,0018%	F
SCHRODER GLOBAL CORE FUND		8.443	0,0008%	F
SCHRODER GLOBAL EQUITY ACTIVE UCITS ETF		22.839	0,0021%	F
SCHRODER GLOBAL EQUITY CUSTOM ACTIVE UCITS ETF		1.749	0,0002%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		1.498	0,0001%	F
SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND		18.787	0,0018%	F
SCHRODER INTERNATIONAL SELECTION FUND		130.984	0,0122%	F
SCHRODER MANAGED BALANCED FUND		9.144	0,0009%	F
SCHRODER PENSION MANAGEMENT LIMITED		15.369	0,0014%	F
SCHRODER QEP GLOBAL CORE FUND		66.273	0,0062%	F
SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND		6.401	0,0006%	F
SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND		8.938	0,0008%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		11.369	0,0011%	F
SCHRODERS CAPITAL SEMI-LIQUID		2.634	0,0002%	F
SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND		56.291	0,0053%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		262.353	0,0245%	F
SCHWAB INTERNATIONAL EQUITY ETF		994.494	0,0930%	F
SCHWAB INTERNATIONAL INDEX FUND		297.131	0,0278%	F
SCOTIA GLOBAL GROWTH FUND		345.886	0,0323%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		2.515	0,0002%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		15.115	0,0014%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		1.922	0,0002%	F
SCOTT FITZGERALD		224	0,0000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		34.481	0,0032%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		21.951	0,0021%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.097	0,0002%	F
SEB EUROPE EXPOSURE		75.751	0,0071%	F
SEB FUND 1 - SEB EUROPE EQUITY FUND		135.437	0,0127%	F
SEB FUND 3 - SEB GLOBAL ALL COUNTRIES EXPOSURE		97.054	0,0091%	F
SEB FUND 3 - SEB PENSION FUND		3.048	0,0003%	F
SEB FUND 3 - SEB PENSION FUND EXTRA		44	0,0000%	F
SEB FUND 3 - SEB PENSION FUND PLUS		63	0,0000%	F
SEI GLOBAL MASTER FUND PLC		505.537	0,0473%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,0004%	F
SEI INSTITUTIONAL INTERNATIONAL TRST INTERNATIONAL EQTY FND		144.785	0,0135%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND		6.025	0,0006%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND		200.946	0,0188%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		26.894	0,0025%	F
SEI SELECT INTERNATIONAL EQUITY ETF		75.580	0,0071%	F
SELECTION EURO CLIMAT JANVIER 2025		63.635	0,0059%	F
SELECTION FRANCE SOCIAL JANVIER 2022		238.837	0,0223%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		592	0,0001%	F
SENTINEL INTERNATIONAL FUND		1.046	0,0001%	F
SG ACTIONS INTERNATIONALES		21.225	0,0020%	F
SHELL CANADA 2007 PENSION PLAN		882	0,0001%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		22.208	0,0021%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		37	0,0000%	F
SIEMENS BALANCED		38.847	0,0036%	F
SIEMENS EMU EQUITIES		56.874	0,0053%	F
SIEMENS EUROINVEST AKTIEN		7.813	0,0007%	F
SIEMENS QUALITAET AND DIVIDENDE EUROPA		55.503	0,0052%	F
SIEMENS-FONDS SIEMENS-RENTE		37.809	0,0035%	F
SILVER AMUNDI EUROPE EQUITY CO		63.793	0,0060%	F
SIMPLICITY HEDGED GLOBAL SHARE FUND		11.210	0,0010%	F
SIMPLICITY UNHEDGED GLOBAL SHARE FUND		11.601	0,0011%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		683.880	0,0639%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		382.854	0,0358%	F
SLW PORTFOLIO LLC		256	0,0000%	F
SMART WHOLESALE GLOBAL EQUITY ESG FUND		9.264	0,0009%	F
SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND		16.073	0,0015%	F
SMTB FOREI GN STOCK INDEX MOTHER FUND		506	0,0000%	F
SNOWBALL CAPITAL HOLDINGS LIMITED		2.005	0,0002%	F
SNOWFINCH FOUNDATION		2.460	0,0002%	F
SOCIAL PROTECTION FUND		24.338	0,0023%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.371	0,0002%	F
SOGECAP ACTIONS - MID CAP		52.599	0,0049%	F
SOGECAP AP CLIMAT PAB		27.059	0,0025%	F
SOGECAP PROTECTED EQUITIES		41.746	0,0039%	F
SP INTERNATIONAL SHARES TRUST		5.469	0,0005%	F
SPA MANDATE BLACKROCK		13.428	0,0013%	F
SPARINVEST SICAV - GLOBAL EQUITY TA POOL		5.495	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		545.682	0,0510%	F
SPDR MSCI ACWI EXUS ETF		33.527	0,0031%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		11.669	0,0011%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		105.740	0,0099%	F
SPDR MSCI WORLD QUALITY MIX ETF		726	0,0001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		577	0,0001%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		587.211	0,0549%	F
SPDR PORTFOLIO EUROPE ETF		21.038	0,0020%	F
SPDR S&P WORLD EX AUSTRALIA CARBON AWARE ETF		2.182	0,0002%	F
SPP GENERATION 70-TAL		3.234	0,0003%	F
SPRING 625		15.958	0,0015%	F
SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND		47.101	0,0044%	F
SPW MANAGED ICVC - SPW TACTICALFUND 1		12.699	0,0012%	F
SPW MANAGED ICVC - SPW TACTICALFUND 2		5.145	0,0005%	F
SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST		458	0,0000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		32.155	0,0030%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.442	0,0326%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		2.667	0,0002%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		70.375	0,0066%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		155.976	0,0146%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		1.344.462	0,1257%	F
ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING		403	0,0000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,0004%	F
STAR PASTEUR		17.656	0,0017%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		35.082	0,0033%	F
STATE OF MINNESOTA		190.816	0,0178%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		208.835	0,0195%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		37.815	0,0035%	F
STATE OF WISCONSIN INVESTMENT BOARD		2.492	0,0002%	F
STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN		178.448	0,0167%	F
STATE STREET CCF		7.916	0,0007%	F
STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND		4.952	0,0005%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		2.497	0,0002%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		200.319	0,0187%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		130.200	0,0122%	F
STATE STREET GLOBAL INDEX PLUS TRUST		1.554	0,0001%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		89.864	0,0084%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		4.706	0,0004%	F
STATE STREET IRELAND UNIT TRUST		13.838	0,0013%	F
STATE STREET TOTAL RETURN VIS FUND		2.624	0,0002%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		343.106	0,0321%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,0002%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF		5.422	0,0005%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,0070%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO		58.244	0,0054%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE		2.559	0,0002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- EN GLASZETBEDRIJF		31.549	0,0029%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF		9.146	0,0009%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		22.227	0,0021%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G		1.124	0,0001%	F
STICHTING BELEGGINGEN MENZIS		1.912	0,0002%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		378.277	0,0354%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		25.197	0,0024%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING BPL PENSIOEN		30.267	0,0028%	F
STICHTING CZ FUND DEPOSITARY		15.021	0,0014%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		30.756	0,0029%	F
STICHTING HEINEKEN PENSIOENFONDS.		14.109	0,0013%	F
STICHTING INSTITUUT GAK		3.021	0,0003%	F
STICHTING JURIDISCH EIGENAAR ACHMEA IM LIQUID ASSET FUNDS		8.298	0,0008%	F
STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN		95.158	0,0089%	F
STICHTING MN SERVICES		139.698	0,0131%	F
STICHTING MN SERVICES AANDELENFO ND		25.186	0,0024%	F
STICHTING PENSIOENFONDS ABP		328.276	0,0307%	F
STICHTING PENSIOENFONDS ABP (NETHERLANDS		592.616	0,0554%	F
STICHTING PENSIOENFONDS CAMPINA		6.769	0,0006%	F
STICHTING PENSIOENFONDS HOOGOVENS		5.622	0,0005%	F
STICHTING PENSIOENFONDS HORECA AND CATERING		29.544	0,0028%	F
STICHTING PENSIOENFONDS ING		6.806	0,0006%	F
STICHTING PENSIOENFONDS NOTARIAAT		735	0,0001%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		44	0,0000%	F
STICHTING PENSIOENFONDS PGB		119.239	0,0111%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,0002%	F
STICHTING PENSIOENFONDS RAIL & OPENBAAR VERVOER		9.498	0,0009%	F
STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER		57.468	0,0054%	F
STICHTING PENSIOENFONDS SAGITTARIUS		9.288	0,0009%	F
STICHTING PENSIOENFONDS VAN DE NEDERLANDSCHE BANK NV		171.972	0,0161%	F
STICHTING PENSIOENFONDS VERVOER		59.438	0,0056%	F
STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS		11.263	0,0011%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		42.671	0,0040%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,0008%	F
STICHTING PME PENSIOENFONDS		61.983	0,0058%	F
STOKIC MARKO		20	0,0000%	F
STOLLER FOUNDATION		2.211	0,0002%	F
STOREBRAND EUROPA PLUS		849	0,0001%	F
STOREBRAND GLOBAL ALL COUNTRIES		7.537	0,0007%	F
STOREBRAND GLOBAL LOW VOLATILITY		4.909	0,0005%	F
STOREBRAND LIVSFORSIKRING AS		153.350	0,0143%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,0007%	F
STRATEGY SICAV		1.527	0,0001%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		13.942	0,0013%	F
SUN LIFE STATE STREET INTERNATIONALEQUITY INDEX FUND		6.485	0,0006%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.817	0,0019%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		795	0,0001%	F
SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT		1.683	0,0002%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		22.418	0,0021%	F
SUSTAINABLE GS 1 TRUST		6.128	0,0006%	F
SWISS NATIONAL BANK		1.278.084	0,1195%	F
SWISSCANTO FONDSLEITUNG AG		348.309	0,0326%	F
SYCOMORE INCLUSIVE JOBS		221.093	0,0207%	F
SYCOMORE SELECTION MIDCAP		112.769	0,0105%	F
SYNCHRONY (LU) EQANTIA EUROPE		29.440	0,0028%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - A		35.429	0,0033%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - B		39.367	0,0037%	F
SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES		4.135	0,0004%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		1.856	0,0002%	F
T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL		315	0,0000%	F
T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND		402	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY ETF		142.274	0,0133%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		475	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		177.733	0,0166%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
T.ROWE PRICE FUNDS OEIC - GLOBAL DIVIDEND EQUITY FUND		10.658	0,0010%	F
TAGES INTERNATIONAL FUNDS ICAV		105.621	0,0099%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.825	0,0005%	F
TANGERINE BALANCED GROWTH PORTFOLIO		6.756	0,0006%	F
TANGERINE BALANCED INCOME PORTFOLIO		545	0,0001%	F
TANGERINE BALANCED PORTFOLIO		4.579	0,0004%	F
TANGERINE EQUITY GROWTH PORTFOLIO		8.763	0,0008%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		36.536	0,0034%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		190.375	0,0178%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		92.701	0,0087%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		3.386	0,0003%	F
TD EUROPEAN INDEX FUND		3.400	0,0003%	F
TD INTERNATIONAL EQUITY INDEX ETF		72.566	0,0068%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		225.853	0,0211%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		28.105	0,0026%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		192.485	0,0180%	F
TEAM SUPERANNUATION FUND		20.347	0,0019%	F
TESCO PLC PENSION SCHEME		325	0,0000%	F
TEXAS MUNICIPAL RETIREMENT SYSTEM		61.110	0,0057%	F
TEXAS PERMANENT SCHOOL FUND CORP		1	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		1	0,0000%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		40.988	0,0038%	F
THE ANNENBERG FOUNDATION.		5.501	0,0005%	F
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST		1.045	0,0001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		84.086	0,0079%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		175.923	0,0164%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		6.420	0,0006%	F
THE CALIFORNIA WELLNESS FOUNDATION		3.507	0,0003%	F
THE CAPTIVE INVESTORS FUND		9.044	0,0008%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.346	0,0001%	F
THE COMMONWEALTH FUND		1.507	0,0001%	F
THE DAVID A DUFFIELD TRUST		3.296	0,0003%	F
THE ESB PENSION FUND		3.400	0,0003%	F
THE FRANK LEAL TRUST		20	0,0000%	F
THE GOVERNING COUNCIL OF THE SALVATION ARMY IN		67.852	0,0063%	F
THE GREATER MANCHESTER PENSION FUND		68.946	0,0064%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		778	0,0001%	F
THE HEALTH FOUNDATION.		1.624	0,0002%	F
THE INCUBATION FUND LTD		114	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		5.439	0,0005%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		532	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		55.917	0,0052%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142		26.168	0,0024%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151		20.761	0,0019%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400080339		6.038	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893		18.007	0,0017%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974		732	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501		888	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		279	0,0000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,0002%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		6.790	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		29.299	0,0027%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)		38.165	0,0036%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		27.011	0,0025%	F
THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR GIM MULTI ASSET MOTHER FUND		556	0,0001%	F
THE METHODIST HOSPITAL		22.119	0,0021%	F
THE MONETARY AUTHORITY OF SINGAPORE		131.265	0,0123%	F
THE MONKS INVESTMENT TRUST PLC		1.057.071	0,0988%	F
THE MOTOROLA PENSION SCHEME.		3.992	0,0004%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		15.872	0,0015%	F
THE NEMOURS FOUNDATION PENSION PLAN		305	0,0000%	F
THE NOMURA TRUST AND BANKING C		21.110	0,0020%	F
THE PEOPLE'S PENSION SCHEME		20.841	0,0019%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		13.809	0,0013%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		88.225	0,0082%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		503.425	0,0471%	F
THE SALVATION ARMY OFFICERS' RETIREMENT TRUST FUND		16.553	0,0015%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND		1.341	0,0001%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		6.041	0,0006%	F
THE STANDARD BANK OF SOUTH AFRICA LTD		78.554	0,0073%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		92.627	0,0087%	F
THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR		1.927	0,0002%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY.		1.450	0,0001%	F
THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E		1.757	0,0002%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,0005%	F
THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		45.929	0,0043%	F
THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB		55.874	0,0052%	F
THEAM QUANT - EUROPE TARGET PREMIUM		271.991	0,0254%	F
THEAM QUANT- EQUITY EUROZONE GURU		389.618	0,0364%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		18.490	0,0017%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,0006%	F
THRIFT SAVINGS PLAN		1.363.835	0,1275%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		6.768	0,0006%	F
THYSSEN GLOBAL INVESTMENTS LLC		1.492	0,0001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		708.636	0,0662%	F
TIMOTHY PLAN INTERNATIONAL ETF.		34.850	0,0033%	F
TODD C COZZENS		204	0,0000%	F
TONI ACTIONS ISR 100		37.309	0,0035%	F
TOPS GLBL EQS LE FD NON FLIP		6.342	0,0006%	F
TOPS WLD EX-US FUND NON FLIP		142.372	0,0133%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,0029%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		2.445	0,0002%	F
TRANSAMERICA MSCI EAFE INDEX VP		2.795	0,0003%	F
TRATON-UI-DYNAMIK		13.772	0,0013%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST		113.920	0,0106%	F
TREDJE AP-FONDEN		1	0,0000%	F
TRINITY COLLEGE CAMBRIDGE		11.414	0,0011%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,0013%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		1.826	0,0002%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		27.952	0,0026%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,0001%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		6.785	0,0006%	F
TSA EQUITY FUND #2		2.363	0,0002%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		63	0,0000%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,0002%	F
UAPF - INVESCO ACTIVE		66.768	0,0062%	F
UBS (IRL) ETF PLC		270.206	0,0253%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		1.234.893	0,1154%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		68.123	0,0064%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		160.645	0,0150%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.062	0,0001%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		490	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		283	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0,0001%	F
UBS ASSET MANAGEMENT LIFE LTD		133.485	0,0125%	F
UBS COMMON CONTRACTUAL FUND		14.058	0,0013%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		15.354	0,0014%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS		298	0,0000%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN		17.183	0,0016%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		516.288	0,0483%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG..		10.356	0,0010%	F
UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEVMARK HEDGED		22.791	0,0021%	F
UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEVMARK		21.084	0,0020%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		15.939	0,0015%	F
UBS LUX FUND SOLUTIONS		1.243.946	0,1163%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS		10.100	0,0009%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS		187.284	0,0175%	F
UI MAIN I UF BLACKROCK EUROPE		2.668	0,0002%	F
UI MAIN I UNIVERSAL FONDS UKA		5.447	0,0005%	F
UI MAIN VI UNIV FDS MSCI WORLD		900	0,0001%	F
UI SMART AND FAIR FONDS		11.060	0,0010%	F
UIFONDS AKTIEN EUROPE MVOLA PASSIVE		56.981	0,0053%	F
UI-FONDS BAV RBI AKTIEN		110.401	0,0103%	F
UI-FONDS RBSG		490	0,0000%	F
UI-S		10.324	0,0010%	F
UNI GLOBAL		94.322	0,0088%	F
UNI OF EDINBURGH BG DEVEL WORLD EQ FD		52.861	0,0049%	F
UNICAJA ASSET MANAGEMENT, S.G.I.I.C., S.A.		60.803	0,0057%	F
UNICARE SAVINGS PLAN		17.267	0,0016%	F
UNIEUROPA MID&SMALL CAPS		10.000	0,0009%	F
UNIGESTION ALL COUNTRY WORLD EQUITIES FUND		41.459	0,0039%	F
UNIGESTION GLOBAL EQUITIES FUND		42.706	0,0040%	F
UNIGESTION GLOBAL EX-CANADA EQUITIES FUND		43.130	0,0040%	F
UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI		112.139	0,0105%	F
UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST		541	0,0001%	F
UNISUPER		11.730	0,0011%	F
UNITED GLOBAL GROWTH FUND		8.535	0,0008%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,0004%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND		1.660	0,0002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		5.323	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH		295.856	0,0277%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		8.861	0,0008%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS		31.053	0,0029%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS		7.700	0,0007%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1		9.466	0,0009%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		11.926	0,0011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS		14.292	0,0013%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN		198.958	0,0186%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF RANW-UNIVERSAL-FONDS V		50.407	0,0047%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		8.168	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		8.162	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1		2.296	0,0002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		5.138	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,0001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-NO-AKTIEN (490305)		62.510	0,0058%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP		58.338	0,0055%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MIT BESCHRAENKTER HAFT		300.000	0,0280%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS		2.504	0,0002%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		1.500	0,0001%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKAAKTIENEUROPAESG		123.608	0,0116%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		1.626	0,0002%	F
UNIVERSE THE CMI CONT EURO EQ		35.346	0,0033%	F
UNIVERSITIES SUPERANNUATION SCHEME		2	0,0000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,0008%	F
USAA CASUALTY INSURANCE COMPANY		4.259	0,0004%	F
USAA GENERAL INDEMNITY COMPANY		5.292	0,0005%	F
UTAH STATE RETIREMENT SYSTEMS		65.905	0,0062%	F
VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE		3.877	0,0004%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER		46.911	0,0044%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE PM GLOBALE AKTIER STRATEGI KL		15.917	0,0015%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL		21.281	0,0020%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL		40.447	0,0038%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		13.350	0,0012%	F
VALIC COMPANY I GLOBAL STRATEGY FUND		5.928	0,0006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		44.479	0,0042%	F
VAN VOORST TOT VOORST BEREND AM		25	0,0000%	F
VANADIUM		185.416	0,0173%	F
VANECK ETFS N.V.		797.034	0,0745%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		13.024	0,0012%	F
VANGUARD ACTIVE GLOBAL GROWTH FUND		19.483	0,0018%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		4.415.187	0,4127%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		9.071	0,0008%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		90.709	0,0085%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		158	0,0000%	F
VANGUARD EUROPEAN STOCK INDEX FUND		1.121.505	0,1048%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		103.951	0,0097%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		5.526	0,0005%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		2.750.170	0,2571%	F
VANGUARD FTSE ALL-WORLD EX-US INDEX FUND		1.049.141	0,0981%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		116.292	0,0109%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		13.618	0,0013%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		48.377	0,0045%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		635.741	0,0594%	F
VANGUARD GLOBAL EQUITY FUND		1.084.581	0,1014%	F
VANGUARD GLOBAL MOMENTUM FACTORETF		13.803	0,0013%	F
VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND		502.057	0,0469%	F
VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND		246	0,0000%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		1.983	0,0002%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		136	0,0000%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		377.916	0,0353%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		12.803	0,0012%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF		8.979	0,0008%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF		8.881	0,0008%	F
VANGUARD INVESTMENTS FUNDS ICVC VANGUARD GLOBAL EQUITY FUND		103.284	0,0097%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		182.641	0,0171%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF		14.820	0,0014%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF		5.084	0,0005%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF		37.815	0,0035%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.635.864	0,6203%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		340.749	0,0319%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		24.782	0,0023%	F
VARENNE UCITS VARENNE VALEUR		600.000	0,0561%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		16.210	0,0015%	F
VARIOPARTNER SICAV		20.772	0,0019%	F
VELLIV, PENSION & LIVSFORSIKRING A/S		22.931	0,0021%	F
VENDOME SELECTION EURO		349.029	0,0326%	F
VENERABLE INTERNATIONAL EQUITY FUND		66.366	0,0062%	F
VENERABLE INTERNATIONAL INDEX FUND		20.812	0,0019%	F
VENTRY INDUSTRIES LLC		17.062	0,0016%	F
VERDIPAPIRFONDET DNB EUROPA		5.914	0,0006%	F
VERDIPAPIRFONDET DNB GLOBAL INDEKS		15.647	0,0015%	F
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA		20.000	0,0019%	F
VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS		1.149	0,0001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		396	0,0000%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1		2.910	0,0003%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		32.969	0,0031%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		80.011	0,0075%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		38.283	0,0036%	F
VF LUX EUROPE EQUITIES		23.708	0,0022%	F
VFMC INTERNATIONAL EQUITY TRUST1		7.263	0,0007%	F
VFMC INTERNATIONAL EQUITY TRUST2		13.578	0,0013%	F
VFMC LOW VOLATILITY EQUITY TRUST 1		15.162	0,0014%	F
VFMC LOW VOLATILITY EQUITY TRUST 2		31.556	0,0029%	F
VI CAPITAL LTD.		845	0,0001%	F
VIA SMART EQUITY EUROPE		36.857	0,0034%	F
VIA SMART EQUITY WORLD		20.169	0,0019%	F
VICTORY MARKET NEUTRAL INCOME FUNDFUND		410.687	0,0384%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF		106.168	0,0099%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		26.610	0,0025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		41.817	0,0039%	F
VIRGINIA RETIREMENT SYSTEM		17.264	0,0016%	F
VIRTUS INTERNATIONAL DIVIDEND ETF		3.322	0,0003%	F
VLADUBEL ZORGVERZEKERING		27.922	0,0026%	F
VOYA GLOBAL INCOME AND GROWTH FUND		44.515	0,0042%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		12.810	0,0012%	F
VOYA MULTI-MANAGER INTERNATIONAL EQUITY FUND		1.397	0,0001%	F
VOYA VACS INDEX SERIES I PORTFOLIO		45.006	0,0042%	F
VR BANK KT EURO CONTROL		8.944	0,0008%	F
WASHINGTON STATE INVESTMENT BOARD		395.825	0,0370%	F
WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO		14.337	0,0013%	F
WESPATH FUNDS TRUST		6.395	0,0006%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		3.217	0,0003%	F
WHEELS COMMON INVESTMENT FUND		1.555	0,0001%	F
WILMINGTON GLOBAL ALPHA EQUITIES FUND		3.594	0,0003%	F
WINDWISE MSCI EAFE INDEX NON-LENDING		9.527	0,0009%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		1.288	0,0001%	F
WISDOMTREE GLOBAL HIGH DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL AI ENHANCED VALUE FUND		20.509	0,0019%	F
WISDOMTREE INTERNATIONAL EQUITY FUND		42.800	0,0040%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		479	0,0000%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL MULTIFACTOR FUND		1	0,0000%	F
WISDOMTREE ISSUER ICAV		14.555	0,0014%	F
WM POOL - EQUITIES TRUST NO. 38 - SCHRODER		4.637	0,0004%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,0007%	F
WM POOL - EQUITIES TRUST NO. 75		105.395	0,0099%	F
WM POOL - GLOBAL EQUITIES TRUST NO. 6		15.631	0,0015%	F
WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED		390	0,0000%	F
WORLD EQUITIES II		3.103	0,0003%	F
WORLD TRADE ORGANIZATION PENSION PLAN		4.076	0,0004%	F
WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF		131.645	0,0123%	F
WS WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS U		274.011	0,0256%	F
WSSP INTERNATIONAL EQUITIES TRUST		7.046	0,0007%	F
WYOMING RETIREMENT SYSTEM		950	0,0001%	F
XTRACKERS		19.665	0,0018%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		591.956	0,0553%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		722	0,0001%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.357	0,0003%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.791	0,0003%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		179.907	0,0168%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		23.326	0,0022%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.878	0,0004%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		4.333	0,0004%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		1.428	0,0001%	F
ZEPHYR - OPTIMISED PLUS 2		5.743	0,0005%	F
ZURICH INVEST ICAV		103.241	0,0097%	F
ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA		45.162	0,0042%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		647	0,0001%	C
ROSANIA ELMAN		1	0,0000%	C
AVIP BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		7.274	0,0007%	A
CHALLENGE ITALIAN EQUITY		124.200	0,0116%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.733	0,0002%	A
Totale votanti		**1.069.783.640**	**100%**	

Anagrafica	CF/PI	Azioni	% su votanti	Voto

Legenda

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

Assemblea ordinaria
27 aprile 2026

Punto 4

Determinazione della durata in carica del Consiglio di Amministrazione.

Assemblea ordinaria
27 aprile 2026

Punto 4

Presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari all' 81,906% del capitale sociale

Favorevole	**1.068.153.065**	azioni pari al	**99,848%**	del cap. rappr.
Contrario	**1.491.928**	azioni pari al	**0,139%**	del cap. rappr.
Astenuto	**138.646**	azioni pari al	**0,013%**	del cap. rappr.
Non Votante	**0**	azioni pari al	**0,000%**	del cap. rappr.
Non Espresso	**1**			

POSTE ITALIANE S.p.A.
Assemblea ordinaria
27 aprile 2026

Punto 4

Determinazione della durata in carica del Consiglio di Amministrazione.

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

Anagrafica	CF/PI	Azioni	% su votanti	Voto
(R) EUROPEAN EQUITIES		2.205	0,0002%	F
405 MSTV 1 LP - AQR- NON FLIP		8.478	0,0008%	F
405 MSTV I LP-TREASURY INTL		11.377	0,0011%	F
405 MSTV LP		11.377	0,0011%	F
801 INVESTMENTS LLC		4.605	0,0004%	F
A A B DIVERSIFIE		41.712	0,0039%	F
AA SSGA ACTIONS INDICE EURO		175.947	0,0164%	F
AAI LIMITED		7.237	0,0007%	F
AB SICAV III DYNAMIC ALL MARK		1.732	0,0002%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		812	0,0001%	F
ABB PENSION FUND		1.101	0,0001%	F
ABERDEEN GROUP CHARITABLE TRUST		665	0,0001%	F
ABN AMRO FGR		795	0,0001%	F
ABN AMRO FUNDS		19.347	0,0018%	F
ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND		1.793	0,0002%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		48.551	0,0045%	F
ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND		7.507	0,0007%	F
ACCIDENT COMPENSATION CORPORATION		60.546	0,0057%	F
ACHMEA PENSIOEN- EN LEVENSVERZEKERINGEN N.V		81.990	0,0077%	F
ACHMEA REINSURANCE COMPANY N.V		8.775	0,0008%	F
ACHMEA SCHADEVERZEKERINGEN N.V		17.339	0,0016%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		23.406	0,0022%	F
ACO EMANUELE		741	0,0001%	F
ACTICCIA 90 N 10		113.750	0,0106%	F
ACTICCIA VIE 90 N 5		149.409	0,0140%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		830	0,0001%	F
AEGON CUSTODY B.V.		67.584	0,0063%	F
AEGON CUSTODY B.V..		15.995	0,0015%	F
AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL		8.650	0,0008%	F
AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE		3.814	0,0004%	F
AFER DIVERSIFIE ISR		32.029	0,0030%	F
AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS		25.483	0,0024%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,0026%	F
AIA GLOBAL MULTI-FACTOR EQUITY FUND		52.657	0,0049%	F
AIB GROUP IRISH PENSION SCHEME		4.213	0,0004%	F
AILIS SICAV		44.365	0,0041%	F
AIM EQUITY EUROPE		17.670	0,0017%	F
AKTIEN SUEDEUROPA UI		41.200	0,0039%	F
AL TST AL TRUST AKTIEN EUROPA		4.696	0,0004%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		14.256	0,0013%	F
ALASKA COMMON TRUST FUND		17.333	0,0016%	F
ALASKA PERMANENT FUND CORPORATION		13.523	0,0013%	F
ALLEANZA OBBLIGAZIONARIO		96.073	0,0090%	F
ALLIANZ GLOBAL INVESTORS FUND		176.184	0,0165%	F
ALLIANZ GLOBAL INVESTORS GMBH		365.380	0,0342%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
ALLIANZ GLOBAL INVESTORS GMBH ALLIANZGI-FONDS BTH		9.351	0,0009%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		2.111	0,0002%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		9.274	0,0009%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS SUEWE SEGMENT AKTIEN WELT 2		22.950	0,0021%	F
ALLIANZGI FONDS AFE		67.713	0,0063%	F
ALLIANZGI S AKTIEN		174.245	0,0163%	F
ALLIANZGI-FONDS DSPT		11.361	0,0011%	F
ALLIANZGI-FONDS TOSCA		2.755	0,0003%	F
ALLOCATION INVEST EQUITY CORE		68.897	0,0064%	F
ALLOCATION PROTECTION 80		134.903	0,0126%	F
ALTO INTERNAZIONALE AZIONARIO		21.816	0,0020%	F
ALUMBRA INNOVATIONS FOUNDATION		626	0,0001%	F
AMERICAN BUREAU OF SHIPPING		553	0,0001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		476.287	0,0445%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		25.611	0,0024%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF		62.182	0,0058%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		16.043	0,0015%	F
AMERICAN CENTURY ICAV		7.148	0,0007%	F
AMLC EQ SINGLE STOCKS		101	0,0000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,0005%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,0028%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		2.563	0,0002%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		76.014	0,0071%	F
AMSELECT - HSBC EURO EQUITY VALUE		352.533	0,0330%	F
AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU		2	0,0000%	F
AMUNDI ETF ICAV		90.573	0,0085%	F
AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF		27.850	0,0026%	F
AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		25.649	0,0024%	F
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		47.543	0,0044%	F
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		222.895	0,0208%	F
AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF		13.341	0,0012%	F
AMUNDI EURO STOXX SELECT DIVIDEND 30		181.522	0,0170%	F
AMUNDI EUROPE MONDE		25.477	0,0024%	F
AMUNDI FUNDS EUROLAND EQUITY RISK PARITY		15.656	0,0015%	F
AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIV		322.309	0,0301%	F
AMUNDI INDEX EUROPE EX UK SMALL		18.803	0,0018%	F
AMUNDI INDEX MSCI EUROPE		328.407	0,0307%	F
AMUNDI INDEX MSCI WORLD		27.582	0,0026%	F
AMUNDI IPSA ACTIONS		1.840	0,0002%	F
AMUNDI IRELAND LIMITED		21.671	0,0020%	F
AMUNDI ITALY MIB ESG		148.045	0,0138%	F
AMUNDI LABEL ISR ACTIONS EUROP		3.339	0,0003%	F
AMUNDI LIFECYCLE 2030 EQUITY		8	0,0000%	F
AMUNDI LIFECYCLE 2033 EQUITY		12	0,0000%	F
AMUNDI LIFECYCLE 2036 EQUITY		16	0,0000%	F
AMUNDI LIFECYCLE 2039 EQUITY		21	0,0000%	F
AMUNDI MSCI EMU CLIMATE PARIS ALIGNED		6.709	0,0006%	F
AMUNDI MSCI EMU ESG BROAD TRANSITION		28.189	0,0026%	F
AMUNDI MSCI EMU ESG LEADERS SELECT		301.433	0,0282%	F
AMUNDI MSCI EMU SRI CLIMATE PARIS ALIGN		32.040	0,0030%	F
AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD		6.517	0,0006%	F
AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED		2.831	0,0003%	F
AMUNDI MSCI EUROPE ESG BROAD TRANSITION		80.873	0,0076%	F
AMUNDI MSCI EUROPE SCREENED		22.858	0,0021%	F
AMUNDI MSCI EUROPE SRI CLIM PARIS ALIGN		261.577	0,0245%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED		243	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF		3.448	0,0003%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION		1.165	0,0001%	F
AMUNDI MSCI WORLD EX USA SCREE		107	0,0000%	F
AMUNDI MSCI WORLD SRI CLIMAT PARIS ALIGN		55.602	0,0052%	F
AMUNDI PRIME EUROPE		17.054	0,0016%	F
AMUNDI PRIME EUROZONE		58.391	0,0055%	F
AMUNDI PROGETTO FUTURO PIR		12.459	0,0012%	F
AMUNDI SGR SPA / AMUNDI RISPAR MIO ITALIA		37.703	0,0035%	F
AMUNDI STOXX EUROPE 600		655.303	0,0613%	F
AMUNDI STOXX EUROPE 600 ESG		67.954	0,0064%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		14.849	0,0014%	F
AMUNDIT ETF ICAV - AMUNDI MSCI ACWI SRI CLIMATE PARIS ALIGNED UCITS ETF		6.105	0,0006%	F
ANDRA AP-FONDEN		211.303	0,0198%	F
AP ACTIONS 1 EURO		19.231	0,0018%	F
API RETRAITE DIVERSIFIE		14.000	0,0013%	F
APOLLO INFRASTRUCTURE 2027		14.453	0,0014%	F
APPLE 401(K) PLAN		2.285	0,0002%	F
APPLIED FINANCE IVS INT LG ETF		609	0,0001%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT L.P.- STOCK SELECTION		2.783	0,0003%	F
AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP		4	0,0000%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		13.224	0,0012%	F
AQR FLEX 1 SERIES LLC - SERIES A15		3.554	0,0003%	F
AQR FLEX 1 SERIES LLC - SERIES A9		73.060	0,0068%	F
AQR FLEX 1 SERIES LLC SERIES A10		26.140	0,0024%	F
AQR FLEX 1 SERIES LLC- SERIES A13		3.198	0,0003%	F
AQR FLEX 1 SERIES LLC- SERIES A16		9.637	0,0009%	F
AQR FLEX 1 SERIES LLC(DASH)SERIES A24		1.038	0,0001%	F
AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND		24.946	0,0023%	F
AQR FUNDS - AQR MANAGED FUTURESSTRATEGY FUND		212.518	0,0199%	F
AQR FUNDS - AQR TREND TOTAL RETURN FUND		8.082	0,0008%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,0021%	F
AQR FUNDS- AQR CVX FUSION FUND		1.619	0,0002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		342.461	0,0320%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.848	0,0747%	F
AQR FUNDS- AQR LSE FUSION FUND		4.990	0,0005%	F
AQR FUNDS- AQR MS FUSION HV FUND		5.358	0,0005%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		90.499	0,0085%	F
AQR FUNDSAQR MULTIASSET FUND		37.296	0,0035%	F
AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC		112.454	0,0105%	F
AQR INNOVATION FUND, L.P.		1.108	0,0001%	F
AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND		84.728	0,0079%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		680	0,0001%	F
AQR TA DELPHI PLUS FUND LLC		4	0,0000%	F
AQR TA GLOBAL ALPHA FUND, NON FLIP		464.163	0,0434%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		5.222	0,0005%	F
AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC		9.535	0,0009%	F
ARAMCO ASIA SINGAPORE PTE. LTD		718	0,0001%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		1.050.098	0,0982%	F
ARCA AZIONI ITALIA		537.376	0,0502%	F
ARCA BB		1.839	0,0002%	F
ARCA ECONOMIA REALE BILANCIATO ITALIA 55		37.014	0,0035%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		6.172	0,0006%	F
ARERO - DER WELTFONDS - ESG		20.547	0,0019%	F
ARIZONA STATE RETIREMENT SYSTEM		196.900	0,0184%	F
ARKEA EXCLUSIVE PREMIUM MAY 2023		904.687	0,0846%	F
ARKWRIGHT, LLC		1.611	0,0002%	F
ARRCO QUANT 1		110.306	0,0103%	F
ARRCO QUANT II		22.279	0,0021%	F
ARROWST CAP GL EQ AEF NON FLIP		23.112	0,0022%	F
ARROWST CAP NEWBURY NON FLIP		2.977	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET (CANADA) GLOBAL ACWI150 ALPHA EXTENSION FUND I		3.100	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		218.897	0,0205%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		286.504	0,0268%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		6.300	0,0006%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P.		538	0,0001%	F
ARROWSTREET (DELAWARE) CUSTOM ALPHA EXTENSION FUND Q L.P.		14.809	0,0014%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		1.586	0,0001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		300	0,0000%	F
ARROWSTREET CAPITAL NEWBURY FUND LIMITED.		137	0,0000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		290.985	0,0272%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		18.443	0,0017%	F
ARROWSTREET GLOBAL EQUITY ACWI TRUST FUND		39.650	0,0037%	F
ARROWSTREET GLOBAL EQUITY FUND		1.122.195	0,1049%	F
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US TRUST FUND		60.203	0,0056%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT		2.982	0,0003%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		6.871	0,0006%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE TRUST FUND		13.674	0,0013%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		11.532	0,0011%	F
ARROWSTREET INVESTMENT TRUST - ARROWSTREET ACWI ALPHA EXT CO		154	0,0000%	F
ARROWSTREET US GROUP TRUST		121.867	0,0114%	F
ARTEMIS FUNDS (LUX).		35.082	0,0033%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		1.396.028	0,1305%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		752.975	0,0704%	F
ARTEMIS SMARTGARP UK EQUITY FUND		467.163	0,0437%	F
AS (CA) GBL WLD AEF I NON FLIP		1.293	0,0001%	F
AS ACWI EX US AETF U NON FLIP		19.256	0,0018%	F
AS CAP GBL AC AEF CAY NON FLIP		69.019	0,0065%	F
AS DEV MARKET ALPHA EXT FD NON FLIP		1.864	0,0002%	F
AS INTL EQ EAFE AEF NON FLIP		8.872	0,0008%	F
ASCENSION ALPHA FUND LLC		12.128	0,0011%	F
ASIAN DEVELOPMENT BANK		32.449	0,0030%	F
ASR LEVENSVERZEKERING NV		31.534	0,0029%	F
ASR SCHADEVERZEKERING NV		10.953	0,0010%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF ..		19.304	0,0018%	F
ASSURDIX		36.946	0,0035%	F
ATCP-UI-FONDS		1.693	0,0002%	F
ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE		124.016	0,0116%	F
ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II		45.000	0,0042%	F
ATLAS MACRO MASTER FUND LIMITED		3.554	0,0003%	F
ATOUT EUROLAND CORE		77.963	0,0073%	F
ATOUT EUROPE CORE		20.734	0,0019%	F
ATOUT EUROPE HAUT RENDEMENT		23.022	0,0022%	F
AURION GLOBAL EQUITY FUND		1.588	0,0001%	F
AUSTRALIAN CAPITAL TERRITORY		13.159	0,0012%	F
AUSTRALIAN RETIREMENT TRUST		167.220	0,0156%	F
AUSTRALIANSUPER		143.481	0,0134%	F
AUTORIDADE MONETARIA DE MACAU		74.189	0,0069%	F
AVADIS FUND-AKTIEN WELT AST 2		16.642	0,0016%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,0013%	F
AVALON PORTFOLIO II LLC		1.928	0,0002%	F
AVANTIS CIBC INTERNATIONAL EQUITY ETF		1.061	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND		1.697	0,0002%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND		1	0,0000%	F
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND		584	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI DISTRIBUTION LIFE FUND		1.271	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND		2.613	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,0007%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND		1.930	0,0002%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND		32.528	0,0030%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		553	0,0001%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND		56.681	0,0053%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND		23.719	0,0022%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND		554	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		95	0,0000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		1.247	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		2.957	0,0003%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		2.436	0,0002%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,0001%	F
AVIVA INVESTORS UK FUND SERVICES LIMITED		43.143	0,0040%	F
AVIVA LIFE & PENSIONS IRELAND DAC		19.930	0,0019%	F
AVIVA LIFE & PENSIONS UK LIMITED		57.104	0,0053%	F
AVIVA LIFE AND PENSIONS UK LIMITED		3.563	0,0003%	F
AWARE SUPER		667.253	0,0624%	F
AXA AA DIVERSIFIE INDICIEL 1		30.709	0,0029%	F
AXA ASSICURAZIONI SPA		16.000	0,0015%	F
AXA EURO DIVIDEND DBVL		50.938	0,0048%	F
AXA EURO DIVIDEND K		51.866	0,0048%	F
AXA IM EQUITY TRUST		185.942	0,0174%	F
AXA LEBEN AG		68.220	0,0064%	F
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO		21.000	0,0020%	F
AXA MPS PREVIDENZA PER TE - CRESCITA		180.532	0,0169%	F
AXA PEA REGULARITE		1.032.794	0,0965%	F
AXA SELECT MULTI ACTIONS		5.383	0,0005%	F
AXA VERSICHERUNGEN AG		146.532	0,0137%	F
AXA WORLD FUNDS SICAV		19.000	0,0018%	F
AZIMUT LIFE DAC		1.279	0,0001%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		2.895	0,0003%	F
AZL INTERNATIONAL INDEX FUND		25.204	0,0024%	F
BAILLIE GIFFORD GLOBAL ALPHA EQUITIES FUND		139.225	0,0130%	F
BAILLIE GIFFORD GLOBAL ALPHA GROWTH FUND		629.582	0,0589%	F
BAILLIE GIFFORD GLOBAL ALPHA PARIS-ALIGNED FUND		106.098	0,0099%	F
BAILLIE GIFFORD INTERNATIONAL FUND A SUB FUND OF THE BAILLIE GIFFORD UK AND BALANCED FUNDS ICVC		389.057	0,0364%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC - BG WORLDWIDE GLOBAL ALPHA FUND		298.741	0,0279%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC-BG WORLDWIDE RESP GL ALPHA PARIS-ALIGNED FD		137.392	0,0128%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		35.475	0,0033%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		19.541	0,0018%	F
BANK OF KOREA		107.659	0,0101%	F
BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS		3.225	0,0003%	F
BAYERNINVEST KVG MBH BAYERN-INVEST BT-1-FONDS		185.000	0,0173%	F
BAYERNINVEST KVG MBH BAYERNINVEST BWA 2-FONDS		26.649	0,0025%	F
BAYERNINVEST KVG MBH BG BAU ALTERSR. MA COMMERZBANK		15.049	0,0014%	F
BAYERNINVEST KVG MBH STRATEGIC CORE EQUITY I		17.273	0,0016%	F
BAYERNINVEST KVG MBH VK EUROPA AKTIEN		42.485	0,0040%	F
BAYERNINVEST PAE-FONDS		22.677	0,0021%	F
BAYVK A4 FONDS		19.433	0,0018%	F
BCV ENHANCED EUROPE EQUITY ESG		3.152	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BEAR CREEK INVESTMENT LLC		6.473	0,0006%	F
BEAT DRUGS FUND ASSOCIATION		582	0,0001%	F
BEL EQUITY EUROPE		101.625	0,0095%	F
BERESFORD FUNDS ICAV		10.362	0,0010%	F
BERESFORD FUNDS ICAV.		382	0,0000%	F
BEST INVESTMENT CORPORATION		8.336	0,0008%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,0003%	F
BETASHARES GLOBAL SHARES ETF		18.969	0,0018%	F
BFT PARTNERS VIA EQUITY EUROPE		5.086	0,0005%	F
BLACKROCK - IG INTERNATIONAL EQUITY POOL		16.320	0,0015%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND OF BLACKROCK FUNDS		166.302	0,0155%	F
BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS		48.273	0,0045%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		14.281	0,0013%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1		9.451	0,0009%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		428.239	0,0400%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		12.943	0,0012%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		20.411	0,0019%	F
BLACKROCK COMMON CONTRACTUAL FUNDS		39.533	0,0037%	F
BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II		1.444	0,0001%	F
BLACKROCK FUND MANAGERS LTD		396.725	0,0371%	F
BLACKROCK FUNDS I ICAV		78.927	0,0074%	F
BLACKROCK GLOBAL FUNDS		20.456	0,0019%	F
BLACKROCK GLOBAL INDEX FUNDS		47.900	0,0045%	F
BLACKROCK INDEX SELECTION FUND		375.054	0,0351%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		52.232	0,0049%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		3.249.956	0,3038%	F
BLACKROCK INTERNATIONAL ALPHA TILTS FUND		17.766	0,0017%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		6.955	0,0007%	F
BLACKROCK LIFE LIMITED		11.313	0,0011%	F
BLACKROCK LIFE LTD		68.179	0,0064%	F
BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II		7.385	0,0007%	F
BLACKROCK SOLUTIONS FUNDS ICAV		85.563	0,0080%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		279	0,0000%	F
BLACKROCK UCITS CCF		37.031	0,0035%	F
BMO DIVERSIFIED INCOME PORTFOLIO		14.504	0,0014%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.574	0,0003%	F
BMO MSCI EAFE INDEX ETF		168.552	0,0158%	F
BMO MSCI EAFE SMALL-MID CAP INDEX ETF		184	0,0000%	F
BNP PARIBAS APOLLO GLOBAL WATER		35.147	0,0033%	F
BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE		237.664	0,0222%	F
BNP PARIBAS ATHENA PRESTIGE S&P 100		248.857	0,0233%	F
BNP PARIBAS DISRUPTIVE TECHNOLOGY CAPITAL GARANTI 2026		16.699	0,0016%	F
BNP PARIBAS EASY - ALPHA ENHANCED EUROPE		3.159	0,0003%	F
BNP PARIBAS EASY - DIVIDEND EUROPE		82.154	0,0077%	F
BNP PARIBAS EASY - ESG ENHANCED EUROPE		300	0,0000%	F
BNP PARIBAS EASY - EUR OVERNIGHT		40.300	0,0038%	F
BNP PARIBAS EASY - GROWTH EUROPE		98.206	0,0092%	F
BNP PARIBAS EASY - MSCI EMU		2.484	0,0002%	F
BNP PARIBAS EASY - MSCI EUROPE		3.000	0,0003%	F
BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF		1.780.768	0,1665%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF		246	0,0000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD EQUAL WEIGHT SELECT UCITS ETF		2.368	0,0002%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF		6.261	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF		1.072	0,0001%	F
BNP PARIBAS EASY MSCI EMU MIN TE		140.598	0,0131%	F
BNP PARIBAS EASY MSCI EUROPE MIN TE		170.987	0,0160%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		37.613	0,0035%	F
BNP PARIBAS FUNDS - SEASONS		144.928	0,0135%	F
BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE		130.172	0,0122%	F
BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND		6.807	0,0006%	F
BNY MELLON INTERNATIONAL EQUITY ETF		19.158	0,0018%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		26.463	0,0025%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		8.805	0,0008%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		6.534	0,0006%	F
BOC-PRUDENTIAL EUROPEAN EQUITY FUND		6.000	0,0006%	F
BOC-PRUDENTIAL EUROPEAN INDEX FUND		44.593	0,0042%	F
BONITAS POOLED INVESTMENT FUND SERIES - DYNAMIC EUROPEAN EQUITY FUND		18.790	0,0018%	F
BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND		6.196	0,0006%	F
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S		44.000	0,0041%	F
BRIDGE BUILDER INTERNATIONAL E		27.353	0,0026%	F
BRIDGE BUILDER TAX MANAGED INT		3.267	0,0003%	F
BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO		3.820	0,0004%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.702	0,0028%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		647	0,0001%	F
BRUCE POWER PENSION PLAN .		1.363	0,0001%	F
BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD		5.636	0,0005%	F
BUILDERS ASSET MANAGEMENT WATER LLC		19.011	0,0018%	F
BUILDERS VISION FOUNDATION		11.480	0,0011%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,0004%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		18.012	0,0017%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		11.874	0,0011%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		5.605	0,0005%	F
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC		589.360	0,0551%	F
CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STAATSPERSONALS		1.482	0,0001%	F
CAISSE DE RETRAITE D'HYDRO-QUEBEC		1	0,0000%	F
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		771.156	0,0721%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		7.279	0,0007%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.252	0,0023%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.916	0,0005%	F
CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD		1.322	0,0001%	F
CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND		497	0,0000%	F
CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND		1.357	0,0001%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		25.001	0,0023%	F
CANDRIAM SUSTAINABLE EQUITY QUANT EUROPE		373.096	0,0349%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,0000%	F
CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET		4.939	0,0005%	F
CAPULA TAIL RISK MASTER FUND LIMITED		3.414	0,0003%	F
CARDANO COMMON CONTRACTUAL FUND		4.523	0,0004%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		79.681	0,0074%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)		2.808	0,0003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,0025%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,0006%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)		2.490	0,0002%	F
CARESUPER		54.439	0,0051%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	42,7319%	F
CASSA NAZIONALE DI PREVIDENZA E ASSISTENZA FORENSE	80027390584	22.155.000	2,0710%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		3.379	0,0003%	F
CATERPILLAR INVESTMENT TRUST.		4.702	0,0004%	F
CAVEC LA FRANCAISE DIVERSIFIE		14.939	0,0014%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.063	0,0003%	F
CBS INSURANCE COMPANY LIMITED		2.387	0,0002%	F
CDN ACWI ALPHA TILTS FUND		6.514	0,0006%	F
CENTRAL BANK OF IRELAND MSCI PAB		24.434	0,0023%	F
CENTRAL PROVIDENT FUND BOARD		1.019	0,0001%	F
CERES FONDS D ACTIONS MONDE		5.492	0,0005%	F
CERVURITE INTERNATIONAL LLC		27.240	0,0025%	F
CFSIL RE CNEALTH GS FD 16		12.938	0,0012%	F
CFSIL-COMMONWLTH GBL SHARE FD 17		265.654	0,0248%	F
CG TPT AUTHORISED CONTRACTUAL SCHEME		3.624	0,0003%	F
CHARLES C. GATES TRUST OF 6/30/1941		3.478	0,0003%	F
CHCP GLOBAL SECURITIES LP		2.533	0,0002%	F
CHEVRON MASTER PENSION TRUST		2.773	0,0003%	F
CHINA LIFE INSURANCE COMPANY LIMITED		326	0,0000%	F
CHORELIA N 11		200.840	0,0188%	F
CHORELIA N 3		141.131	0,0132%	F
CHORELIA N 7		179.128	0,0167%	F
CHORELIA N 9		203.554	0,0190%	F
CHRISTOPHER J HEBERLIG		148	0,0000%	F
CHRISTOPHER METTLER		347	0,0000%	F
CHUNGHWA POST CO. LTD		8.349	0,0008%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.165	0,0006%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		11.989	0,0011%	F
CIBC EUROPEAN INDEX FUND		2.435	0,0002%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		5.950	0,0006%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		1.539	0,0001%	F
CIBC INTERNATIONAL INDEX FUND		34.032	0,0032%	F
CIBC PENSION PLAN		17.060	0,0016%	F
CIBC QI GLOBAL LOW VOLATILITY DIVIDEND POOL		1.865	0,0002%	F
CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF		287.169	0,0268%	F
CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE		40.166	0,0038%	F
CIN BELGIUM LIMITED		17	0,0000%	F
CITITRUST LIMITED		6.213	0,0006%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		6.806	0,0006%	F
CITITRUST LTD		2.239	0,0002%	F
CITW FUND, LP		516	0,0000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		52.397	0,0049%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,0017%	F
CITY OF NEW YORK GROUP TRUST		89.008	0,0083%	F
CITY UNIVERSITY OF NEW YORK		331	0,0000%	F
CM-AM ADVANCED		3.200	0,0003%	F
CM-AM CONVERTIBLES EUROPE		12.000	0,0011%	F
CM-AM CONVICTIONS EURO		372.000	0,0348%	F
CM-AM CONVICTIONS FLEXIBLE EURO		19.000	0,0018%	F
CM-AM PEA SECURITE		1.655.860	0,1548%	F
CM-AM PEA SERENITE		426.629	0,0399%	F
CNBF RB OSTRUM ACTION EURO		35.917	0,0034%	F
CNBF RC OSTRUM ACTION EURO		71.936	0,0067%	F
CNP ASSURANCES IARD MANDAT 287		19.218	0,0018%	F
CNP ASSURANCES PREVOYANCE MANDAT 285		34.518	0,0032%	F
CNP RETRAITE R01 PLACEMENT PTF		505.425	0,0472%	F
CNTRL PNSON FND INTRNTNL UNION		34.459	0,0032%	F
CO PERATIE KLAVERBLAD VERZEKERINGEN UA		16.096	0,0015%	F
COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED		12.336	0,0012%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,0008%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		40.471	0,0038%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF		190	0,0000%	F
COLUMBIA THREADNEEDLE (IRL) ICAV		2.252	0,0002%	F
COLUMBIA THREADNEEDLE (LUX) III		3.297	0,0003%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		238.698	0,0223%	F
COMMISSION DE LA CAISSE COMMUNE		6.132	0,0006%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		558	0,0001%	F
COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN		3.600	0,0003%	F
COMMONWEALTH OF PA - TREASURY		6.233	0,0006%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM		69.305	0,0065%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM		2.089	0,0002%	F
COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT		4.878	0,0005%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		121.689	0,0114%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.759	0,0007%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		386	0,0000%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,0002%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,0001%	F
CONTI GESTION		12.125	0,0011%	F
CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		10.092	0,0009%	F
CORALIUM PEA SANTE RESERVE		109.895	0,0103%	F
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY		15.789	0,0015%	F
CPR ACTIONS EURO PREMIUM SELECT		427	0,0000%	F
CPR ACTIONS EURO RESPONSABLE		120.496	0,0113%	F
CPR EUROPE ESG POCHE COR		13.208	0,0012%	F
CRAMA LOIRE BRETAGNE ACTIONS		39.985	0,0037%	F
CREDIT MUTUEL ASSET MANAGEMENT		195.000	0,0182%	F
CREDIT SUISSE INDEX FUND (LUX)		416.811	0,0390%	F
CRN AMUNDI ACTIONS		161.464	0,0151%	F
CS PORTFOLIO LLC		42.020	0,0039%	F
CSAA INSURANCE EXCHANGE		1.740	0,0002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		25.490	0,0024%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975		3.627	0,0003%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND		86.197	0,0081%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		3.942	0,0004%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		6.337	0,0006%	F
CX CADENCE LIMITED-DEAZELEY		7.129	0,0007%	F
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.		547	0,0001%	F
D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C		153	0,0000%	F
D.E. SHAW OCULUS INTL NON FLIP		37.727	0,0035%	F
DC-AKTIEN-FONDS		1.741	0,0002%	F
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC		129	0,0000%	F
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.		303	0,0000%	F
DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC		3.101	0,0003%	F
DEAM-FONDS ZDV		3.193	0,0003%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROLAND AKT.LOWRISK		54.372	0,0051%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPA AKTIEN SPEZIAL		46.344	0,0043%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		145.545	0,0136%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		5.052	0,0005%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		57.049	0,0053%	F
DEKA INVESTMENT GMBH RE A-FU 5-FONDS		11.460	0,0011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH RE GLOBALE AKTIEN		36.512	0,0034%	F
DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO A		21.692	0,0020%	F
DEKA INVESTMENT GMBH VZWL MASTERFONDS		14.308	0,0013%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,0006%	F
DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02		1.952	0,0002%	F
DEKA INVESTMENT GMBH W/A-REVI 2		28.000	0,0026%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		403.887	0,0378%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CLIMATE CHANGE ESG CTB UCITS ETF		15.254	0,0014%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE CLIMATE CHANGE ESG CTB UCITS ETF		33.372	0,0031%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		11.955	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD CLIMATE CHANGE ESG UCITS ETF		11.502	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		29.301	0,0027%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		32.154	0,0030%	F
DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL		10.342	0,0010%	F
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET EUROPA FOKUS AS		14.000	0,0013%	F
DEKA INVESTMENT GMBH W/ELB AKTIEN GLOBAL MULTIFACTOR PASSIV		6.345	0,0006%	F
DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS		37.588	0,0035%	F
DEKA INVESTMENT GMBH W/HEGAU-BODENSEE FM 1 W/U03		8.500	0,0008%	F
DEKA INVESTMENT GMBH W/HFW-FONDS W/S2 AKTIEN EUROPA		19.432	0,0018%	F
DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II		4.786	0,0004%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,0005%	F
DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV		1.256	0,0001%	F
DEKA INVESTMENT GMBH W/SKYHOOK INVEST - DEKA		168	0,0000%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U07		17.799	0,0017%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		7.257	0,0007%	F
DEKA INVESTMENT GMBH W/TREVALIS U02		440	0,0000%	F
DEKA INVESTMENT GMBH W/TREVALIS U03		17.631	0,0016%	F
DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02		16.351	0,0015%	F
DEKA INVESTMENT GMBH W/WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN W/U02		4.793	0,0004%	F
DEKA VALUE PLUS		108.994	0,0102%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS		14.500	0,0014%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG		22.100	0,0021%	F
DEKA-RAB		6.795	0,0006%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		1.370	0,0001%	F
DES VAL INTL.PEEQ CSH NON FLIP		60.170	0,0056%	F
DESJARDINS GLOBAL EQUITY GROWTHFUND		99.508	0,0093%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		28.241	0,0026%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		1.146	0,0001%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA MULTIFACTOR LOW CO2 ETF		90.546	0,0085%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		32.006	0,0030%	F
DESTINATIONS INTERNATIONAL EQU		7.256	0,0007%	F
DEUTSCHE DCG EQ		1.071	0,0001%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,0001%	F
DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST		950	0,0001%	F
DFI LP EQUITY (PASSIVE		532	0,0000%	F
DIGITAL FUNDS STARS EUROZONE		9.321	0,0009%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,0002%	F
DIMENSIONAL FUNDS PLC		62.549	0,0058%	F
DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E		187.404	0,0175%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI		4.496	0,0004%	F
DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E		1	0,0000%	F
DPAM B EQUITIES EUROPE INDEX		43.000	0,0040%	F
DPAM DBI RDT B EQUITIES EMU INDEX		68.000	0,0064%	F
DPAM L EQUITIES EMU SRI MSCI INDEX		12.230	0,0011%	F
DPAM L EQUITIES WORLD SRI MSCI INDEX		4.200	0,0004%	F
DPCTA-MASTERFONDS		15.139	0,0014%	F
DUNHAM INTERNATIONAL STOCK FUND		6.650	0,0006%	F
DWS INVESTMENT GMBH FOR DEAM-FONDS CPT		3.196	0,0003%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		5.159	0,0005%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		2.140	0,0002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,0013%	F
DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE		196.104	0,0183%	F
DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER		892	0,0001%	F
DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1		26.908	0,0025%	F
DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY		21.176	0,0020%	F
DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND		3.672	0,0003%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT		61.715	0,0058%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO		662	0,0001%	F
DWS INVESTMENT GMBH W/BBR 1 AP		8.706	0,0008%	F
DWS MULTI ASSET PIR FUND		30.000	0,0028%	F
DYNAMIC PROFILE FINECO AM FUND I		5.582	0,0005%	F
DYNAMIC PROFILE FINECO AM FUND V		113.230	0,0106%	F
DYNAMIC PROFILE FINECO AM FUND VI		91.818	0,0086%	F
DYNAMIC PROFILE FINECO AM FUND VII		109.959	0,0103%	F
DYNASTY INVEST LTD		1.134	0,0001%	F
E TRADE NO FEE INTERNATIONAL INDEX FUND		833	0,0001%	F
EAST SUSSEX PENSION FUND		3.751	0,0004%	F
EDF RETRAITE LONG TERME INDICIELLE		13.858	0,0013%	F
EFFEPILUX SIC-AZIONARIO - PICT		4.720	0,0004%	F
ELEVA ABSOLUTE RETURN EUROPE FUND		8.268	0,0008%	F
EMBO-FONDS		11.075	0,0010%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		3.434	0,0003%	F
EMPOWER ANNUITY INSURANCE COMPANY		30.207	0,0028%	F
ENGADINE EQUITY MASTER FUND		38.915	0,0036%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		2.086	0,0002%	F
ENPAM		200.000	0,0187%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		11.738.658	1,0973%	F
ENVIRONMENT FUND		3.506	0,0003%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO		33.001	0,0031%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		6.758	0,0006%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		4.395	0,0004%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.032	0,0005%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		5.900	0,0006%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		855	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		1.370	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		3.818	0,0004%	F
EQUIPSUPER		57.778	0,0054%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.972	0,0003%	F
ERAFP ACTIONS EURO I		628.664	0,0588%	F
ERAFP ACTIONS EURO IV		314.138	0,0294%	F
ERI BAYERNINVEST FONDS AKTIEN EUROPA		10.448	0,0010%	F
ERIKOISSIJOITUSRAHASTO NORDEA NAVIGO		346	0,0000%	F
ERISA ACTIONS GRANDES VALEURS		625.889	0,0585%	F
ESSENTIA HEALTH		2.616	0,0002%	F
EVERGREEN SUSTAINABLE WORLD STOCKS		9.000	0,0008%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES		1.072	0,0001%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,0003%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,0005%	F
FAMILY INVESTMENTS CHILD TRUST FUND		7.175	0,0007%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		8.919	0,0008%	F
FCM INTERNATIONAL LLC		835	0,0001%	F
FCP SODIUM I		25.274	0,0024%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		6.288	0,0006%	F
FG BALANCED		12.000	0,0011%	F
FGV ACTIONS EUROPE LM A		16.762	0,0016%	F
FGV ACTIONS EUROPE LM B		132.230	0,0124%	F
FIDDLER PARTNERS LLC		474	0,0000%	F
FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND		1.682.067	0,1572%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		16.436	0,0015%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		126.654	0,0118%	F
FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF		42.356	0,0040%	F
FIDELITY FUNDS - ITALY POOL		647.908	0,0606%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		3.004	0,0003%	F
FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND		41.087	0,0038%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		56.240	0,0053%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND		3.082	0,0003%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		103.377	0,0097%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		544	0,0001%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		185.036	0,0173%	F
FIDELITY SALEM STREET TRUST FIDELITY FLEX INTERNATIONAL FOCUSED INDEX FUND		5.092	0,0005%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		47.903	0,0045%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		230.553	0,0216%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA		18.759	0,0018%	F
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL MOMENTUM INDEX FUND		106.973	0,0100%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.		804.742	0,0752%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		242.870	0,0227%	F
FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF		43.412	0,0041%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		8.200	0,0008%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		16.176	0,0015%	F
FIDEURAM FUND		2.311	0,0002%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		1.420	0,0001%	F
FIRST PRIVATE EURO DIVIDENDEN STAUFER		28.190	0,0026%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		433.385	0,0405%	F
FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF		37.190	0,0035%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		5.703	0,0005%	F
FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF		12.256	0,0011%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH ETF		181.638	0,0170%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH PORTFOLIO		30.368	0,0028%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		47.899	0,0045%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		907.862	0,0849%	F
FJARDE AP-FONDEN.		11.335	0,0011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FLEXSHARES DEVELOPED MARKETS EX - US QUALITY LOW VOLATILITY INDEX FUND		5.664	0,0005%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1	0,0000%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		1	0,0000%	F
FLORIDA RETIREMENT SYSTEM		32.429	0,0030%	F
FLOURISH INVESTMENT CORPORATION		14.574	0,0014%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,0016%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		261	0,0000%	F
FONDATION BOTNAR		10.645	0,0010%	F
FONDATION BOTNAR.		11.292	0,0011%	F
FONDAZIONE CASSA DI RISPARMIO DI CUNEO	96031120049	1.133.000	0,1059%	F
FONDAZIONE CASSA DI RISPARMIO DI FIRENZE	00524310489	1.000.000	0,0935%	F
FONDAZIONE CASSA DI RISPARMIO DI PADOVA E ROVIGO	92057140284	500.000	0,0467%	F
FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA	00499230373	1.702.438	0,1591%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		21	0,0000%	F
FONDITALIA		821.598	0,0768%	F
FONDS DE PLACEMENT PROMUTUEL GROUPE PROMUTUEL FEDERATION DE SOCIETES MUTUELLES DASSURANCE GENERALE		2.502	0,0002%	F
FONDS DE RESERVE POUR LES RETRAITES		47.364	0,0044%	F
FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.)		22.930	0,0021%	F
FONDS FUER STIFTUNGEN INVESCO		9.232	0,0009%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,0002%	F
FOOLIQ EHF		881	0,0001%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		3.553	0,0003%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,0001%	F
FOREIGN STOCK INDEX MOTHER FUND		32.631	0,0031%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,0007%	F
FRANCIS FAMILY FUND APS		3.127	0,0003%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		7.470	0,0007%	F
FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF		550.981	0,0515%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF		156.020	0,0146%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF		3.615	0,0003%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF		4.130	0,0004%	F
FRANKLIN TEMPLETON ICAV		610.793	0,0571%	F
FUNDACAO CALOUSTE GULBENKIAN		642	0,0001%	F
FUNDO DE PENSOES .		5.355	0,0005%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,0011%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		291.521	0,0273%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		46.625	0,0044%	F
FUTURE GROUP INTERNATIONAL EQUITIES FUND		16.417	0,0015%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		274	0,0000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		28.107	0,0026%	F
G.A.-FUND-B - WORLD EQUITIES PLUS		4.036	0,0004%	F
GAMLA LIVFORSAKRINGSAKTIEBOLAGET SEB TRYGG LIV		191.605	0,0179%	F
GARRAISKA INVESTMENTS		7.500	0,0007%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		1.841	0,0002%	F
GCA MANDAT GESTION ACTIONS		32.798	0,0031%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		103.987	0,0097%	F
GENERALI AKTIVMIX DYNAMIK PROTECT 80		2.925	0,0003%	F
GENERALI FUTURE LEADERS ITALIA		23.900	0,0022%	F
GENERALI INVESTMENTS SICAV		32.843	0,0031%	F
GENERALI ITALIA SPA		120.500	0,0113%	F
GENERATION LIFE LIMITED		2.122	0,0002%	F
GEORGIA TECH FOUNDATION, INC		46.499	0,0043%	F
GERANA SICAV-SIF, S.A.		8.456	0,0008%	F
GLENDALOUGH ASSET MANAGEMENT LIMITED		2.709	0,0003%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		1.866	0,0002%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		1.942	0,0002%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		31.044	0,0029%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,0002%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		5.801	0,0005%	F
GLOBAL MULTI FACTOR EQUITY FUND		26.510	0,0025%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P		2.677	0,0003%	F
GLOBAL RESEARCH EQUITY-EXTENDED MASTER FUND (CAYMAN)		2.677	0,0003%	F
GLOBAL SICAV - OFI INVEST ESG		12.058	0,0011%	F
GLOBAL SYSTEMATIC ACTIVE EQUITIES		17.495	0,0016%	F
GLOBAL X MSCI EAFE INDEX ETF		3.075	0,0003%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		33.639	0,0031%	F
GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF		1.127	0,0001%	F
GMO ALTERNATIVE ALLOCATION FUND		37.974	0,0035%	F
GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES		18.806	0,0018%	F
GOLDMAN SACHS ETF ICAV		33	0,0000%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA EUROPE EQUITY ETF		17.236	0,0016%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA INTERNATIONAL EQUITY ETF		438.073	0,0409%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		25.378	0,0024%	F
GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF		21.583	0,0020%	F
GOLDMAN SACHS FUNDS II		50.234	0,0047%	F
GOLDMAN SACHS FUNDS III		92.560	0,0087%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		60.690	0,0057%	F
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.		60.484	0,0057%	F
GOVERNMENT PENSION INVESTMENT FUND		1.388.278	0,1298%	F
GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND		13.022	0,0012%	F
GREAT-WEST INTERNATIONAL INDEX FUND		72.607	0,0068%	F
GREEN CENTURY MSCI INTERNATION		14.411	0,0013%	F
GREENFIELDS CAPITAL LIMITED		543	0,0001%	F
GREENFINCH FOUNDATION		2.460	0,0002%	F
GUIDEMARK WORLD EX-US FUND/GOLDMAN		43.751	0,0041%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		50.136	0,0047%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		62.982	0,0059%	F
HANG SENG INSURANCE COMPANY LIMITED		35.267	0,0033%	F
HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF		28.695	0,0027%	F
HASE EUROPA		35.000	0,0033%	F
HAWTHORN DM LLC		9.325	0,0009%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		688	0,0001%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		472	0,0000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		11.100	0,0010%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,0009%	F
HEALTHCARE EMPLOYEES PENSION PLAN MANITOBA		137.281	0,0128%	F
HELABA INV KAPITALANL GES MBH HI SZVA 21 SFONDS		29.421	0,0028%	F
HELABA INVEST KAG MBH HI KAPPA 3 SFONDS		29.156	0,0027%	F
HELVETIA I EUROPA		43.537	0,0041%	F
HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T		2.129	0,0002%	F
HESTA		4.848	0,0005%	F
HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS		83.000	0,0078%	F
HI-AKTIEN-AKTIV-VALUE-SFONDS		49.000	0,0046%	F
HILLSDALE GLOBAL EQUITY FUND		4.068	0,0004%	F
HI-PROAM-STIFTUNGSFONDS		2.853	0,0003%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		196.154	0,0183%	F
HORIZON BUSINESS SRI DYN DBI-RDT		37.479	0,0035%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		25.248	0,0024%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		5.784	0,0005%	F
HP+P STIFTUNGSFONDS		15.900	0,0015%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,0005%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,0002%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,0003%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,0000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,0004%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		5.546	0,0005%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND		2.736	0,0003%	F
HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND		130.766	0,0122%	F
HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF		371	0,0000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF		689	0,0001%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		16.389	0,0015%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF		71.914	0,0067%	F
HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF		1.244	0,0001%	F
HSBC EURO EQUITY VOLATILITY FOCUSED		82.379	0,0077%	F
HSBC EUROPE EQUITY INCOME		147.680	0,0138%	F
HSBC GLOBAL INVESTMENT FUNDS		847.470	0,0792%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND		24.324	0,0023%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		343.534	0,0321%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		35.864	0,0034%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		16.051	0,0015%	F
IADB STAFF RETIREMENT FUND		2.805	0,0003%	F
IALUMBRA HOLDING TRUST		12.400	0,0012%	F
IBM 401(K) PLUS PLAN TRUST		34.061	0,0032%	F
IC EUROPE EQUITY ESG INDEX FUND		1.996	0,0002%	F
IF IST - GLOBE INDEX		8.453	0,0008%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		828.738	0,0775%	F
ILA - A-ILDSCG		2.038	0,0002%	F
ILA - A-ILEZEQG		9.250	0,0009%	F
ILA - A-ILGLOEQG		3.216	0,0003%	F
ILA - A-ILGLOEQN		852	0,0001%	F
ILA - RAFIMF		908	0,0001%	F
ILA-A-ILIMCFHY		3.105	0,0003%	F
ILA-A-ILSDMH		89.404	0,0084%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		27.080	0,0025%	F
ILA-LA WORLD ESG SCREENED FUND		1.696	0,0002%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		24.512	0,0023%	F
ILMARINEN MUTUAL PENSION INSURANCE COMPANY		623.475	0,0583%	F
IMCO GLOBAL PUBLIC EQUITY LP		77.185	0,0072%	F
IMPACTASSETS INC.		976	0,0001%	F
IMPERIAL GLOBAL EQUITY INCOME POOL		332.061	0,0310%	F
IMPERIAL INTERNATIONAL EQUITY POOL		704	0,0001%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,2926%	F
INCOME INSURANCE LIMITED		10.013	0,0009%	F
INDOSUEZ EURO PATRIMOINE		139.388	0,0130%	F
INDOSUEZ EURO RENDEMENT		119.510	0,0112%	F
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC		16.749	0,0016%	F
ING DIRECT SICAV		20.363	0,0019%	F
INSPIRE INTERNATIONAL ETF		100.681	0,0094%	F
INSTITUTIONAL RETIREMENT TRUST		4.051	0,0004%	F
INSTITUTIONELLA AKTIEFONDEN STABIL		80.336	0,0075%	F
INTERFUND SICAV		13.416	0,0013%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		4.629	0,0004%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		9.063	0,0008%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		252.562	0,0236%	F
INTERNATIONAL EQUITIES B UNIT TRUST		3.407	0,0003%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		483	0,0000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		1.018	0,0001%	F
INTERNATIONAL EQUITY FUND		2.687	0,0003%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		3.285	0,0003%	F
INTERNATIONAL MONETARY FUND		30.572	0,0029%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		25.413	0,0024%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV		5.164	0,0005%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS		12.329	0,0012%	F
INVESCO ADVANTAGE INTERNATIONALFUND		1.119	0,0001%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		90.987	0,0085%	F
INVESCO FUND MANAGERS LIMITED		64.467	0,0060%	F
INVESCO FUNDS		553.776	0,0518%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		9.479	0,0009%	F
INVESCO GLOBAL EQUITY NET ZERO ETF		9.786	0,0009%	F
INVESCO MARKETS II PLC		61.100	0,0057%	F
INVESCO MARKETS II PUBLIC LIMITED COMPANY		64.822	0,0061%	F
INVESCO MARKETS III PLC		821	0,0001%	F
INVESCO MSCI EAFE INCOME ADVANTAGE ETF		7.283	0,0007%	F
INVESCO POOLED INVESTMENT FUND - EUROPE FUND		13.069	0,0012%	F
INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES		56.341	0,0053%	F
INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF		3.334	0,0003%	F
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF		4.640	0,0004%	F
INVESCO S&P INTERNATIONAL DEVELOPED ESG INDEX ETF		425	0,0000%	F
INVESCO SANDP INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		77.269	0,0072%	F
INVESCO SANDP INTERNATIONAL DEVELOPED MOMENTUM ETF		116.645	0,0109%	F
INVESTERINGSFORENINGEN BANKINVEST ENGROS,GLOBALE AKTIER AKK.KL		31.998	0,0030%	F
INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL		583	0,0001%	F
INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL		2.966	0,0003%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		28.257	0,0026%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		6.128	0,0006%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		23.619	0,0022%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST, LI AKTIER GLOBALE INDEKS		7.081	0,0007%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL		1.705	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL		1.913	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL		3.956	0,0004%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL		11.476	0,0011%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL		5.163	0,0005%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS GLOBALE STABILE AKTIER		29.932	0,0028%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER		13.699	0,0013%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.534	0,0003%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABIL BALANCERET KL		6.644	0,0006%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER AKKUMULERENDE KL		25.391	0,0024%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER KL		89.574	0,0084%	F
INVESTERINGSFORENINGEN NORDEAINVEST ENGROS GLOBALE STABILE AKTIER - ETISK TILVALG		28.010	0,0026%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS, GLOBALE AKTIER BASIS ESG KL		19.472	0,0018%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		7.600	0,0007%	F
INVESTERINGSFORENINGEN PROFIL INVEST AFDELING FF		2.954	0,0003%	F
INVESTERINGSFORENINGEN SEBINVEST SEB EUROPA AKTIER AKL		6.063	0,0006%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,0023%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		18.429	0,0017%	F
IP ACTIONS EURO		12.402	0,0012%	F
IPC MULTI-FACTOR INTERNATIONAL EQUITY		11.729	0,0011%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		39.940	0,0037%	F
IRCANTEC ACTIONS MONDE SYST. SCHRODERS		29.475	0,0028%	F
IRISH LIFE ASSURANCE PLC		75.311	0,0070%	F
IRISH LIFE ASSURANCE.		40.818	0,0038%	F
IRISH LIFE CLIMATE FOCUSED FUND		1.663	0,0002%	F
IRR K LLC		4.519	0,0004%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,0001%	F
ISHARES CORE MSCI EAFE ETF		3.285.519	0,3071%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		287.905	0,0269%	F
ISHARES CORE MSCI EUROPE ETF		241.120	0,0225%	F
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF		513.697	0,0480%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		633.876	0,0593%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		7.818	0,0007%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		12.443	0,0012%	F
ISHARES ENHANCED INTERNATIONAL ACTIVE ETF		88	0,0000%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		41.427	0,0039%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		11.000	0,0010%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		893.524	0,0835%	F
ISHARES EURO STOXX UCITS ETF (DE)		191.039	0,0179%	F
ISHARES EUROPE ETF		82.745	0,0077%	F
ISHARES GLOBAL EQUITY FACTOR ETF		6.543	0,0006%	F
ISHARES GLOBAL FINANCIALS ETF		17.290	0,0016%	F
ISHARES II PUBLIC LIMITED COMPANY		1.129.456	0,1056%	F
ISHARES III PUBLIC LIMITED COMPANY		1.513.632	0,1415%	F
ISHARES INTERNATIONAL DIVIDEND GROWTH ETF		129.228	0,0121%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		188.347	0,0176%	F
ISHARES INTERNATIONAL EQUITY FACTOR ROTATION ACTIVE ETF		2.807	0,0003%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		3.490	0,0003%	F
ISHARES IV PUBLIC LIMITED COMPANY		1.280.236	0,1197%	F
ISHARES MSCI ACWI ETF		117.036	0,0109%	F
ISHARES MSCI ACWI EX U.S. ETF		141.150	0,0132%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		32.841	0,0031%	F
ISHARES MSCI EAFE ETF		1.580.267	0,1477%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		283.824	0,0265%	F
ISHARES MSCI EAFE MIN VOL FACTOR ETF		1.497.432	0,1400%	F
ISHARES MSCI EAFE VALUE ETF		1.206.247	0,1128%	F
ISHARES MSCI EUROPE FINANCIALS ETF		496.270	0,0464%	F
ISHARES MSCI EUROPE IMI INDEX ETF		13.658	0,0013%	F
ISHARES MSCI EUROZONE ETF		575.583	0,0538%	F
ISHARES MSCI INTL MOMENTUM FACTOR ETF		214.784	0,0201%	F
ISHARES MSCI ITALY ETF		515.503	0,0482%	F
ISHARES MSCI KOKUSAI ETF		1.530	0,0001%	F
ISHARES MSCI WORLD ETF		45.986	0,0043%	F
ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF		331	0,0000%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		10.831	0,0010%	F
ISHARES PUBLIC LIMITED COMPANY		2.048.803	0,1915%	F
ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE		88.189	0,0082%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		354.574	0,0331%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		167.591	0,0157%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		1.285.371	0,1202%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.174.506	0,2033%	F
ISHARES V PUBLIC LIMITED COMPANY		371.901	0,0348%	F
ISHARES VI PUBLIC LIMITED COMPANY		745.763	0,0697%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES VII PUBLIC LIMITED COMPANY		919.469	0,0859%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		56.745	0,0053%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,0002%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		2.611	0,0002%	F
ISLE OF MAN GOVERNMENT-TREASURY		5.346	0,0005%	F
J & J PENSION FUND OFP		114.623	0,0107%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,0000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.226.421	0,1146%	F
JEFFREY LLC		14.160	0,0013%	F
JEREMY S. O'CONNOR LIVING TRUST		247	0,0000%	F
JNL INTERNATIONAL INDEX FUND		66.693	0,0062%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		9.911	0,0009%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		1.826	0,0002%	F
JNL/MELLON MSCI WORLD INDEX FUND		4.419	0,0004%	F
JOHN HANCOCK FUNDS II - MULTI-ASSET ABSOLUTE RETURN FUND		37.285	0,0035%	F
JOHN HANCOCK FUNDS II INCOME ALLOCATION FUND		1.419	0,0001%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		63.747	0,0060%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		8.380	0,0008%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		16.429	0,0015%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		5.403	0,0005%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		38.376	0,0036%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		16.613	0,0016%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		32.997	0,0031%	F
JOHN T. WALTON FAMILY TRUST		120.586	0,0113%	F
JOHNSON & JOHNSON UK GROUP RETIREMENT PLAN		10.973	0,0010%	F
JOSHUA GREEN CORPORATION		3.450	0,0003%	F
JPM MULTI INCOME FUND		21.955	0,0021%	F
JPMORGAN BETABUILDERS EUROPE ETF		146.125	0,0137%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		43.417	0,0041%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		5.137	0,0005%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		15.715	0,0015%	F
JPMORGAN EUROPE STRATEGIC DIVIDEND FUND		4.326	0,0004%	F
JPMORGAN FLEXIBLE INCOME ETF		253	0,0000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		2.739	0,0003%	F
JPMORGAN FUNDS		283.372	0,0265%	F
JPMORGAN GLOBAL ALLOCATION FUND		554	0,0001%	F
JPMORGAN INCOME BUILDER FUND		6.846	0,0006%	F
JPMORGAN INVESTMENT FUNDS		334.404	0,0313%	F
JPMORGAN MULTI BALANCED FUND		1.680	0,0002%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,0002%	F
JTW TRUST NO. 3 UAD 9/19/02.		118	0,0000%	F
JTW TRUST NO. 4 UAD 9/19/02.		2.036	0,0002%	F
JTW TRUST NO. 5 UAD 9/19/02.		32	0,0000%	F
KAISER FOUNDATION HOSPITALS		3.693	0,0003%	F
KAISER PERMANENTE GROUP TRUST		4.379	0,0004%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5		59.744	0,0056%	F
KAPITALFORENINGEN EMD INVEST, VERDENSINDEKS		8.758	0,0008%	F
KAPITALFORENINGEN INVESTIN PRO		14.165	0,0013%	F
KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I		17.756	0,0017%	F
KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS		102.262	0,0096%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		194.122	0,0181%	F
KBC ECO FUND/WORLD		17.073	0,0016%	F
KBC EQUITY FUND EUROZONE		547.074	0,0511%	F
KBC EQUITY FUND EUROZONE DBI-RDT		79.098	0,0074%	F
KBC EQUITY FUND SRI EUROZONE		856.476	0,0801%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
KBC EQUITY FUND WORLD		168.610	0,0158%	F
KBC EQUITY FUND/EUROPE		48.054	0,0045%	F
KBC EQUITY FUND/SRI WORLD		230.559	0,0216%	F
KBC EQUITY FUND/WORLD DBI-ROT		54.621	0,0051%	F
KBC EQUITY SRI WORLD DBI-RDT		19.803	0,0019%	F
KBC INST FUND EURO EQUITY		51.823	0,0048%	F
KBC INSTITUTIONAL FUND SRI EURO		60.425	0,0056%	F
KBC INSTITUTIONAL FUND/SRI WORLD EQUITY		13.934	0,0013%	F
KBC INSTITUTIONAL INVESTOR		3.936	0,0004%	F
KBI FUNDS ICAV		32.723	0,0031%	F
KBI GLOBAL INVESTMENT FUND		18.268	0,0017%	F
KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1		7.286	0,0007%	F
KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR		4.585	0,0004%	F
KERI ANN O'CONNOR REVOCABLE TRUST		37	0,0000%	F
KFP MARKETABLE LLC		60	0,0000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		17.974	0,0017%	F
KODAK RETIREMENT INCOME PLAN 343 ST		22.451	0,0021%	F
KOKUSAI EQUITY INDEX FUND, A S		8.501	0,0008%	F
KUMPULAN WANG PERSARAAN (DIPERBADANKAN		4.902	0,0005%	F
KUTXABANK GESTION SGIIC, S.A.		233.308	0,0218%	F
KUTXABANK PENSIONES, S.A., SGFP		89.110	0,0083%	F
L&G DEVELOPED WORLD MOMENTUM FACTOR INDEX FUND		663	0,0001%	F
LA FRANCAISE LUX - CARBON IMPACT INCOME		743	0,0001%	F
LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES		104.828	0,0098%	F
LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION		2.790	0,0003%	F
LAB QS DYNAMIC EQUITY FUND LP		99	0,0000%	F
LAKE AVENUE INVESTMENTS LLC		18.058	0,0017%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		2	0,0000%	F
LATVIJAS BANKA		2.666	0,0002%	F
LAWRENCE LIVERMORE NATIONAL SECURITY, LLC AND TRIAD NATIONAL SECURITY, LLC DEFINED BENEFIT PENSION PLAN GROUP TRUST		4.766	0,0004%	F
LBBW AM INVESTMENTGES. MBH LBB W AM-MONACO		6.250	0,0006%	F
LBBW AM INVESTMENTGES. MBH LBBW AM-RENDITEF.NR.1 BANTLEO		6.339	0,0006%	F
LBBW AM-ALME INVEST		34.000	0,0032%	F
LBBW AM-CESRA5PLUS		10.000	0,0009%	F
LBBW AM-MASTER SUEDPFALZ		37.100	0,0035%	F
LBBW ASSET MANAGEMENT INVESTMENTGESELLSCHAFT MBH		261.576	0,0245%	F
LBBW GLOBAL DIVIDEND		120.000	0,0112%	F
LBBW ZYKLUS STRATEGIE		14.000	0,0013%	F
LBPAM 3 MOIS		1.847.637	0,1727%	F
LBPAM FRANCECAP 100 NOVEMBRE 2030		887.036	0,0829%	F
LBPAM ISR ACTIONS FOCUS EUROPE		279.234	0,0261%	F
LBPAM SHORT TERM		133.000	0,0124%	F
LCL ACTIONS EURO CORE		76.726	0,0072%	F
LCL ACTIONS MONDE HORS EUROPE EUR		39.291	0,0037%	F
LEE M. HOWER TRUST		114	0,0000%	F
LEGAL & GENERAL CCF.		2.342	0,0002%	F
LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E		5.801	0,0005%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO		15.041	0,0014%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE		12.020	0,0011%	F
LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED		330	0,0000%	F
LEGAL & GENERAL GLOBAL EQUITY INDEX FUND		12.796	0,0012%	F
LEGAL & GENERAL ICAV.		1.052	0,0001%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		45.786	0,0043%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		21.723	0,0020%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		16.102	0,0015%	F
LEGAL & GENERAL UCITS ETF PUBLIC LIMITED COMPANY		9.483	0,0009%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		13.054	0,0012%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND		296	0,0000%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		194.036	0,0181%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		1.223	0,0001%	F
LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED		26.502	0,0025%	F
LEGAL AND GENERAL CCF		509	0,0000%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		39.575	0,0037%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		272	0,0000%	F
LEGAL AND GENERAL EUROPEAN INDEX TRUST		221.148	0,0207%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		26.779	0,0025%	F
LEGAL AND GENERAL UCITS ETF PLC		200.433	0,0187%	F
LFM ACTIONS MONDE VOLATILITE CONTROLEE		89.564	0,0084%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME		47	0,0000%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		398	0,0000%	F
LGT SLC EQ EMV POOL CC AND L		1.137	0,0001%	F
LGT SLC EQUITY OPT POOL SSGA		14.403	0,0013%	F
LLB FUND SERV. AG ATD LLB AKTIEN EUROPA (EUR)		20.561	0,0019%	F
LOB HOLDING SRL		2.500	0,0002%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		18.566	0,0017%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		14.710	0,0014%	F
LOF ALL ROADS		23.999	0,0022%	F
LOF ALL ROADS CONSERVATIVE		4.129	0,0004%	F
LOF ALL ROADS GROWTH		17.973	0,0017%	F
LOF TARGETNETZERO EUROPE EQUITY		10.182	0,0010%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME		637.770	0,0596%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.		911.840	0,0852%	F
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MASTER TRUST		12.897	0,0012%	F
LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS(		26.063	0,0024%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		404.382	0,0378%	F
LUX IM GLOBAL EQUITY VALUE		39.388	0,0037%	F
LUXCELLENCE HELVETIA EUROP EQUITY		6.372	0,0006%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		9.286	0,0009%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		178.667	0,0167%	F
LVIP SSGA INTERNATIONAL INDEX FUND		58.233	0,0054%	F
M INTERNATIONAL EQUITY FUND		2.463	0,0002%	F
MACF 3		89	0,0000%	F
MACK EAFE EQUITY POOL		10.445	0,0010%	F
MACKENZIE EUROPEAN SMALL-MID CAP FUND		79.427	0,0074%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		22.986	0,0021%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		17.922	0,0017%	F
MACQUARIE MULTI-FACTOR FUND		2.603	0,0002%	F
MAM EUROPA GROWTH		17.000	0,0016%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		3.898	0,0004%	F
MAN NUMERIC CITY LIMITS FUND LLC C/O NUMERIC INVESTORS LLC		4.295	0,0004%	F
MAN NUMERIC INTERNATIONAL ALPHA (US) LP		2.105	0,0002%	F
MANAGED PENSION FUNDS LIMITED		54.898	0,0051%	F
MANDAT ACTION HGAM		253.978	0,0237%	F
MANULIFE GLOBAL FUND (SICA		25.138	0,0023%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		25.882	0,0024%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		6.330	0,0006%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.129	0,0001%	F
MARGETTS FUND MANAGEMENT LTD		81.326	0,0076%	F
MARIGOLD TACTICAL STRATEGIES LTD		1.273	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MARSHALL WACE INV STRATEGIES-TOPS INTERNATIONAL EQUITIES FD C/O MARSHALL WACE LLP ACTING AS ALTERNATIVE INVESTMENT FUND		29.715	0,0028%	F
MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP		226.716	0,0212%	F
MARSHALL WACE INVESTMENT STRATEGIES - TOPS FUND C/O MARSHALL WACE LLP		192.528	0,0180%	F
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND C/O MARSHALL WACE LLP ACTING AS INVESTMENT MANAGER		109.829	0,0103%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND		29.084	0,0027%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP		24.353	0,0023%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE LLP ACTING AS IA		58.915	0,0055%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		27.390	0,0026%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		10.525	0,0010%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,0002%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		9.716	0,0009%	F
MATIG ACT MONDE		120.013	0,0112%	F
MATIGNON ACTIONS DYNAMIQUES		34.562	0,0032%	F
MBB PUBLIC MARKETS I LLC		28.671	0,0027%	F
MBB SMART FUND C LLC		14.329	0,0013%	F
MBB SMART FUND P LLC		12.148	0,0011%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		1.625	0,0002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		27.212	0,0025%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH		465	0,0000%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I		8.474	0,0008%	F
MEDIOLANUM FLESSIBILE FUTURO ITALIA		1.244.177	0,1163%	F
MEDIOLANUM FLESSIBILE SVILUPPO ITALIA		182.000	0,0170%	F
MERCER GE INTERNATIONAL EQUITY FUND		2.111	0,0002%	F
MERCER GLOBAL EQUITY FUND		34.419	0,0032%	F
MERCER NONUS CORE EQUITY FUND		218.776	0,0205%	F
MERCER OSS TRUST		1.033	0,0001%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		2.576	0,0002%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		205	0,0000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,0012%	F
MERCER QIF COMMON CONTRACTUAL FUND		152.592	0,0143%	F
MERCER UCITS COMMON CONTRACTUALFUND		175.568	0,0164%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		28.662	0,0027%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		7.418	0,0007%	F
MERISTEM GLOBAL EQUITY FUND LLC		16.107	0,0015%	F
MET WAT REC DST RF NRN TRUST GLV 997261		5.040	0,0005%	F
METIS EQUITY TRUST		5.982	0,0006%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,0006%	F
METROPOLITAN LIFE INSURANCE COMPANY		10.063	0,0009%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415		86.661	0,0081%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS F11		6.140	0,0006%	F
MGI FUNDS PLC		92.051	0,0086%	F
MGTS AFH DA FUND		68.320	0,0064%	F
MICHELET TUNNEL		25.128	0,0023%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,0002%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		23.602	0,0022%	F
MI-FONDS 384		13.960	0,0013%	F
MI-FONDS F47		29.979	0,0028%	F
MI-FONDS K25		126.090	0,0118%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,0001%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,0001%	F
MIGROS BANK (LUX) FONDS 50		1.540	0,0001%	F
MIGROS BANK (LUX) FONDS INTERSTOCK		1.160	0,0001%	F
MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS		2.999	0,0003%	F
MINEWORKERS' PENSION SCHEME		51.355	0,0048%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	35,7201%	F
MINISTRY OF ECONOMY AND FINANCE		76.728	0,0072%	F
MISSOURI EDUCATION PENSION TRUST		42.322	0,0040%	F
MOA INTERNATIONAL FUND		532.408	0,0498%	F
MONTSEGUR CROISSANCE		43.159	0,0040%	F
MONUTA VERZEKERINGEN		9.132	0,0009%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		1.651	0,0002%	F
MORGAN STANLEY PATHWAY FUNDS		11.721	0,0011%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		227	0,0000%	F
MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		1.144	0,0001%	F
MOTHER CABRINI HEALTH FOUNDATION, INC		28.842	0,0027%	F
MOUNT HATTON INVESTMENTS LIMITED		4.204	0,0004%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,0009%	F
MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		84.086	0,0079%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		151.134	0,0141%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		12.752	0,0012%	F
MT TOTAL RETURN FUND		68.990	0,0064%	F
MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND		1.887	0,0002%	F
MULTI UNITS FRANCE - AMUNDI FT		474.258	0,0443%	F
MULTI UNITS FRANCE - AMUNDI MS		23.152	0,0022%	F
MULTI UNITS LUX AMUNDI EUROPE		86.490	0,0081%	F
MULTI UNITS LUX AMUNDI EUROPEA		414	0,0000%	F
MULTI UNITS LUX AMUNDI MSCI		1.741	0,0002%	F
MULTI UNITS LUX AMUNDI MSCI EM		32.824	0,0031%	F
MULTI UNITS LUX AMUNDI S P		257.307	0,0241%	F
MULTI UNITS LUXEMBOURG - AMUND		74.366	0,0070%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		423.856	0,0396%	F
MULTIMIX WHOLESALE INTERNATIONAL SHARES TRUST		2.466	0,0002%	F
MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX		34.833	0,0033%	F
MWIS - TOPS FUND - NON FLIP		36.827	0,0034%	F
MWIS TOPS WORLD EQUITIES AC		13.010	0,0012%	F
N.V. HAGELUNIE		1.643	0,0002%	F
NATIONAL CATHOLIC INVESTMENT TRUST		1.048	0,0001%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,0012%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		7.973	0,0007%	F
NATIONAL EMPLOYEMENT SAVINGS TRUST		1.010.119	0,0944%	F
NATIONAL PENSION INSURANCE FUND		2	0,0000%	F
NATIONWIDE INTERNATIONAL INDEX FUND		18.420	0,0017%	F
NATIXIS AM FUNDS		40.116	0,0037%	F
NATIXIS IRCEM RETRAITE FCP		17.990	0,0017%	F
NATWEST ST JAMES S PLACE GLOBALQUALITY UNIT TRUST		8.569	0,0008%	F
NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST		11.269	0,0011%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,0001%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE GLOBAL GROWTH UN		7.090	0,0007%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		14.354	0,0013%	F
NBIMC EAFE EQUITY INDEX FUND.		1	0,0000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		8.407	0,0008%	F
NEF RISPARMIO ITALIA		10	0,0000%	F
NEUALT LLC		22.800	0,0021%	F
NEUBERGER BERMAN ETF TRUST - NEUBERGER INTERNATIONAL CORE EQUITY ETF		24.771	0,0023%	F
NEW AIRWAYS PENSION SCHEME		2.654	0,0002%	F
NEW YORK STATE COMMON RETIREMENT FUND		3.292	0,0003%	F
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN.		2.345	0,0002%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		687.141	0,0642%	F
NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST		2.129	0,0002%	F
NFS LIMITED		5.026	0,0005%	F
NGEE ANN POLYTECHNIC		6.607	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NICOLE M. O'CONNOR IRREVOCABLE TRUST		89	0,0000%	F
NOLA GUIDO		40.000	0,0037%	F
NORDEA 1 SICAV		1.257.738	0,1176%	F
NORDEA 2 SICAV		19.159	0,0018%	F
NORDEA DISCRETIONARY GLOBAL EQUITY FUND		18.861	0,0018%	F
NORDEA EUROPEAN INDEX SELECT FUND		17.169	0,0016%	F
NORDEA GLOBAL EQUITY ALLOCATION FUND		18.566	0,0017%	F
NORDEA GLOBAL INDEX SELECT FUND		17.185	0,0016%	F
NORDEA PLAN BALANSERT FUND		2.751	0,0003%	F
NORDEA PLAN KONSERVATIV FUND		568	0,0001%	F
NORDEA PLAN MODERAT FUND		1.228	0,0001%	F
NORDEA PLAN OFFENSIV FUND		4.332	0,0004%	F
NORDEA PLAN VEKSTORIENTERT FUND		1.437	0,0001%	F
NORDEA PREMIUM ASSET MANAGEMENT BALANCED FUND		10.089	0,0009%	F
NORDEA PREMIUM ASSET MANAGEMENT GROWTH FUND		5.227	0,0005%	F
NORDEA PREMIUM ASSET MANAGEMENT MODERATE FUND		8.527	0,0008%	F
NORDEA PRO STABLE RETURN FUND		47.706	0,0045%	F
NORDEA SAVINGS 30 FUND		3.991	0,0004%	F
NORDEA SAVINGS 50 FUND		6.371	0,0006%	F
NORDEA SAVINGS 75 FUND		4.669	0,0004%	F
NORDEA STABIL		18.950	0,0018%	F
NORDEA STABILE AKSJER GLOBAL FUND		623.454	0,0583%	F
NORDEA STABILE AKSJER GLOBAL VALUTASIKRET FUND		417.016	0,0390%	F
NORDEA STABLE PERFORMANCE FAM		2.740	0,0003%	F
NORDEA STABLE RETURN FUND		67.906	0,0063%	F
NORDEA STRATEGA 15		2.085	0,0002%	F
NORDEA STRATEGA 35		17.091	0,0016%	F
NORDEA STRATEGA 50		14.590	0,0014%	F
NORDEA STRATEGA 70		20.328	0,0019%	F
NORDEA STRATEGA 90 FUND		920	0,0001%	F
NORDEA WORLD INDEX SELECT FUND		18.786	0,0018%	F
NORGES BANK		9.916.178	0,9269%	F
NORTHAMPTONSHIRE PENSION FUND		3.500	0,0003%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		133.622	0,0125%	F
NORTHERN LIGHTS FUND TRUST IV		14.419	0,0013%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		16.302	0,0015%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		28.536	0,0027%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		22.198	0,0021%	F
NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST		695.578	0,0650%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		311.294	0,0291%	F
NORTHERN TRUST UCITS FGR FUND		121.686	0,0114%	F
NORTHERN WORLD SELECTION INDEX FUND		22.561	0,0021%	F
NOW PENSIONS TRUST		34.471	0,0032%	F
NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST		4.235	0,0004%	F
NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,0004%	F
NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST		6.527	0,0006%	F
NT MSCI EAFE INDEX FUND		1	0,0000%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,0000%	F
NTGI-QM COMMON DAILY EAFE		65.528	0,0061%	F
NUCLEAR ELECTRIC INSURANCE LIMITED		6.097	0,0006%	F
NUVEEN INTERNATIONAL EQUITY INDEX FUND		66.763	0,0062%	F
NVIT INTERNATIONAL INDEX FUND		1	0,0000%	F
NZAM EURO STOXX PARIS-ALIGNED		357	0,0000%	F
OFI INVEST ESG DYNAMIQUE EURO		8.430	0,0008%	F
OFI INVEST ESG EQUILIBRE EURO		13.695	0,0013%	F
OFI INVEST ESG PRUDENT EURO		4.550	0,0004%	F
OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.		121.300	0,0113%	F
ONEMARKETS ITALY ICAV		6.644	0,0006%	F
ONEMARKETS MSCI EUROPE UNIVERSAL UCITS ETF		506	0,0000%	F
ONEMARKETS MSCI WORLD UNIVERSAL UCITS ETF		104	0,0000%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		4.373	0,0004%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL		36.828	0,0034%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
OPENWORLD PUBLIC LIMITED COMPANY		703	0,0001%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		51.871	0,0048%	F
ORANO ACTIONS EUROPEENNES		22.313	0,0021%	F
ORKNEY ISLANDS COUNCIL PENSION FUND		120.110	0,0112%	F
OSMOSIS ICAV		12.913	0,0012%	F
OVERSTORY CAPITAL LLC		1.471	0,0001%	F
PACER TRENDPILOT INTERNATIONAL ETF		3.687	0,0003%	F
PARAMETRIC INTERNATIONAL EQUITYFUND		4.800	0,0004%	F
PARMA PEA NOVEMBRE 2025		15.121	0,0014%	F
PASSIVE GLOBAL SHARE TRUST		8.834	0,0008%	F
PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST		114	0,0000%	F
PEGASUS-UI-FONDS		36.777	0,0034%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.159	0,0002%	F
PENSION BENEFIT GUARANTY CORPORATION		103.442	0,0097%	F
PENSION RESERVES INVESTMENT TRUST FUND		54.657	0,0051%	F
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		305.786	0,0286%	F
PEOPLE'S BANK OF CHINA		364.001	0,0340%	F
PEPCO HOLDINGS INC. VEBA TRUST		839	0,0001%	F
PERPETUAL GLOBAL ALLOCATION ALPHA FUND		5.413	0,0005%	F
PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND		394	0,0000%	F
PERTUBUHAN KESELAMATAN SOSIAL		22.849	0,0021%	F
PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		2.433	0,0002%	F
PFA PENSION FORSIKRINGSAKTIESELSKAB		23.014	0,0022%	F
PFIZER INC. MASTER TRUST		1.127	0,0001%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,0001%	F
PHILIP VERONICA A KOVACH JT TEN/WROS 2934		19	0,0000%	F
PHOENIX UNIT TRUST MANAGERS LIMITED		196.250	0,0183%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		2.969	0,0003%	F
PICTET AI ENHANCED INTERNATION		535	0,0001%	F
PICTET CH - GLOBAL EQUITIES		3.568	0,0003%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		20.278	0,0019%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,0014%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		5.755	0,0005%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		9.207	0,0009%	F
PICTET CH INSTITUTIONAL EUROPEAN EX SWISS EQUITIES TRACKER EX SL		16.074	0,0015%	F
PICTET CH INSTITUTIONAL WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,0002%	F
PICTET EUROLAND INDEX		12.903	0,0012%	F
PICTET EUROPE INDEX		62.189	0,0058%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		134.591	0,0126%	F
PINK CALI LLC		486	0,0000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA		1.714	0,0002%	F
PIVOTAL PHILANTHROPIES FOUNDATION		1.207	0,0001%	F
PLATO INST I FUND EURO EQUITY		11.590	0,0011%	F
PLATO INSTIT INDEX FND WORLD DBI-RDT		12.837	0,0012%	F
PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY		29.285	0,0027%	F
PLATO INSTITUTIONAL INDEX FUND/WORLD		33.785	0,0032%	F
PLEIADES TRUST		79.666	0,0074%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,0006%	F
POINT72 ASSOCIATES LLC		117	0,0000%	F
POINT72 ASSOCIATES LLC C/O FINSCO LIMITED		494	0,0000%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		61.442	0,0057%	F
POOL PARSUMO CAPITAL AG AKTIEN WELT		7.500	0,0007%	F
POOL SWISS ROCK AKTIEN GLB		3.361	0,0003%	F
PORTZAMPARC MOMENTUM ISR		62.000	0,0058%	F
PRAXIS INTERNATIONAL INDEX FUND		51.414	0,0048%	F
PRESBYTERIAN CHRUCH IN AMERICA 403 (B) (9) RETIREMENT PLAN		2.841	0,0003%	F
PRI JP MORGAN EUROZONE EQUITY		183.150	0,0171%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
PRIME SUPER PTY LTD		4.376	0,0004%	F
PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND		24.161	0,0023%	F
PRINCIPAL FUNDS, INC. - OVERSEAS FUND		4.179	0,0004%	F
PRINCIPAL LIFE INSURANCE COMPANY		12.041	0,0011%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,0001%	F
PRO-GEN INVESTMENTS LLC		1.449	0,0001%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		27.874	0,0026%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.385	0,0001%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		1.277	0,0001%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		18.286	0,0017%	F
PRUDENTIAL HONG KONG LIMITED		3.710	0,0003%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		5.770	0,0005%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		7.922	0,0007%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		80.434	0,0075%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		31.087	0,0029%	F
PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI		70.797	0,0066%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		219.705	0,0205%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		289.739	0,0271%	F
PURPOSE FUND CORP		1.103	0,0001%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND		262.255	0,0245%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND 2		34.996	0,0033%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		384.779	0,0360%	F
QIC INTERNATIONAL EQUITIES FUND.		2.128	0,0002%	F
QUALITY EDUCATION FUND		849	0,0001%	F
QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES		503.564	0,0471%	F
RAIFFEISEN KAPITALANLAGE GESELLSCHAFT M.B.H NV AKTIEN GLOBAL		1.319	0,0001%	F
RAINDROPS CAPITAL LIMITED		1.967	0,0002%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,0808%	F
RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST		26.242	0,0025%	F
RBC EUROPEAN EQUITY FUND ROYAL TRUST		259.443	0,0243%	F
RBC EUROPEAN MID-CAP EQUITY FUND		102.925	0,0096%	F
RBC INDIGO INTERNATIONAL EQUITYINDEX FUND		1.177	0,0001%	F
RBC INTERNATIONAL DIVIDEND GROWTH FUND		64.108	0,0060%	F
REALDANIA		60.885	0,0057%	F
REASSURE LIMITED		114.884	0,0107%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		15.640	0,0015%	F
REGIME DE RETRAITE DU PERSONNEL CPE		130.522	0,0122%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		58.085	0,0054%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.652	0,0003%	F
RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.		27.792	0,0026%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		340.357	0,0318%	F
RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND		1.345	0,0001%	F
RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC		3.382	0,0003%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		20.782	0,0019%	F
RLA GLOBAL SHARE FUND		5.627	0,0005%	F
RLA INTERNATIONAL EQUITIES FUND		14.165	0,0013%	F
RLA NZ INTERNATIONAL EQUITIES FUND		5.818	0,0005%	F
ROBECO CAPITAL GROWTH FUNDS		41.344	0,0039%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,0030%	F
ROBECO UCITS ICAV		3	0,0000%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,0002%	F
ROBIN 1-FONDS		79.144	0,0074%	F
ROBUST MULTI ASSET FUND		71.932	0,0067%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,0007%	F
ROPS EURO P		59.291	0,0055%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
ROPS SMART INDEX EURO		32.638	0,0031%	F
ROSEFINCH FOUNDATION		2.460	0,0002%	F
ROSEN FAMILY TRUST		35	0,0000%	F
ROTHSCHILD MARTIN MAUREL		212.465	0,0199%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.306	0,0068%	F
ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT		730	0,0001%	F
RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES SMALL & MID CAP		33.033	0,0031%	F
RPAQ 2015 FUND LP		24.255	0,0023%	F
RTX SAVINGS PLAN MASTER TRUST		143.034	0,0134%	F
RUGGERI FAUSTO		9	0,0000%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		12.224	0,0011%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.573	0,0008%	F
RUSSELL INVESTMENT COMPANY PLC		29.058	0,0027%	F
RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND		2.661	0,0002%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND		7.081	0,0007%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		7.497	0,0007%	F
RUSSELL INVESTMENTS INTERNATIONAL EQUITY POOL .		1.104	0,0001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND		1.901	0,0002%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.530	0,0004%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.634	0,0003%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		1.915	0,0002%	F
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND		3.836	0,0004%	F
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST		10.690	0,0010%	F
RUSSELL WGGW LTD.		2.518	0,0002%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		782	0,0001%	F
SAKKARAH 7 FCP		18.186	0,0017%	F
SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD		162	0,0000%	F
SAS TRUSTEE CORPORATION POOLED FUND		103.496	0,0097%	F
SBC MASTER PENSION TRUST		8.896	0,0008%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		28.229	0,0026%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		9.663	0,0009%	F
SCHRODER FORESTERS BALANCED FUND		19.150	0,0018%	F
SCHRODER GLOBAL CORE FUND		8.443	0,0008%	F
SCHRODER GLOBAL EQUITY ACTIVE UCITS ETF		22.839	0,0021%	F
SCHRODER GLOBAL EQUITY CUSTOM ACTIVE UCITS ETF		1.749	0,0002%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		1.498	0,0001%	F
SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND		18.787	0,0018%	F
SCHRODER INTERNATIONAL SELECTION FUND		130.984	0,0122%	F
SCHRODER MANAGED BALANCED FUND		9.144	0,0009%	F
SCHRODER PENSION MANAGEMENT LIMITED		15.369	0,0014%	F
SCHRODER QEP GLOBAL CORE FUND		66.273	0,0062%	F
SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND		6.401	0,0006%	F
SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND		8.938	0,0008%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		11.369	0,0011%	F
SCHRODERS CAPITAL SEMI-LIQUID		2.634	0,0002%	F
SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND		56.291	0,0053%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		262.353	0,0245%	F
SCHWAB INTERNATIONAL EQUITY ETF		994.494	0,0930%	F
SCHWAB INTERNATIONAL INDEX FUND		297.131	0,0278%	F
SCOTIA GLOBAL GROWTH FUND		345.886	0,0323%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		2.515	0,0002%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		15.115	0,0014%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		1.922	0,0002%	F
SCOTT FITZGERALD		224	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		34.481	0,0032%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		21.951	0,0021%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.097	0,0002%	F
SEB EUROPE EXPOSURE		75.751	0,0071%	F
SEB FUND 1 - SEB EUROPE EQUITY FUND		135.437	0,0127%	F
SEB FUND 3 - SEB GLOBAL ALL COUNTRIES EXPOSURE		97.054	0,0091%	F
SEB FUND 3 - SEB PENSION FUND		3.048	0,0003%	F
SEB FUND 3 - SEB PENSION FUND EXTRA		44	0,0000%	F
SEB FUND 3 - SEB PENSION FUND PLUS		63	0,0000%	F
SEI GLOBAL MASTER FUND PLC		505.537	0,0473%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,0004%	F
SEI INSTITUTIONAL INTERNATIONAL TRST INTERNATIONAL EQTY FND		144.785	0,0135%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND		6.025	0,0006%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND		200.946	0,0188%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		26.894	0,0025%	F
SEI SELECT INTERNATIONAL EQUITY ETF		75.580	0,0071%	F
SELECTION EURO CLIMAT JANVIER 2025		63.635	0,0059%	F
SELECTION FRANCE SOCIAL JANVIER 2022		238.837	0,0223%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		592	0,0001%	F
SENTINEL INTERNATIONAL FUND		1.046	0,0001%	F
SG ACTIONS INTERNATIONALES		21.225	0,0020%	F
SHELL CANADA 2007 PENSION PLAN		882	0,0001%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		22.208	0,0021%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		37	0,0000%	F
SILVER AMUNDI EUROPE EQUITY CO		63.793	0,0060%	F
SIMPLICITY HEDGED GLOBAL SHARE FUND		11.210	0,0010%	F
SIMPLICITY UNHEDGED GLOBAL SHARE FUND		11.601	0,0011%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		683.880	0,0639%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		382.854	0,0358%	F
SLW PORTFOLIO LLC		256	0,0000%	F
SMART WHOLESALE GLOBAL EQUITY ESG FUND		9.264	0,0009%	F
SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND		16.073	0,0015%	F
SMTB FOREI GN STOCK INDEX MOTHER FUND		506	0,0000%	F
SNOWBALL CAPITAL HOLDINGS LIMITED		2.005	0,0002%	F
SNOWFINCH FOUNDATION		2.460	0,0002%	F
SOCIAL PROTECTION FUND		24.338	0,0023%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.371	0,0002%	F
SOGECAP ACTIONS - MID CAP		52.599	0,0049%	F
SOGECAP AP CLIMAT PAB		27.059	0,0025%	F
SOGECAP PROTECTED EQUITIES		41.746	0,0039%	F
SP INTERNATIONAL SHARES TRUST		5.469	0,0005%	F
SPA MANDATE BLACKROCK		13.428	0,0013%	F
SPARINVEST SICAV - GLOBAL EQUITY TA POOL		5.495	0,0005%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		545.682	0,0510%	F
SPDR MSCI ACWI EXUS ETF		33.527	0,0031%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		11.669	0,0011%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		105.740	0,0099%	F
SPDR MSCI WORLD QUALITY MIX ETF		726	0,0001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		577	0,0001%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		587.211	0,0549%	F
SPDR PORTFOLIO EUROPE ETF		21.038	0,0020%	F
SPDR S&P WORLD EX AUSTRALIA CARBON AWARE ETF		2.182	0,0002%	F
SPP GENERATION 70-TAL		3.234	0,0003%	F
SPRING 625		15.958	0,0015%	F
SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND		47.101	0,0044%	F
SPW MANAGED ICVC - SPW TACTICALFUND 1		12.699	0,0012%	F
SPW MANAGED ICVC - SPW TACTICALFUND 2		5.145	0,0005%	F
SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST		458	0,0000%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		32.155	0,0030%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.442	0,0326%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		2.667	0,0002%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		70.375	0,0066%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		155.976	0,0146%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		1.344.462	0,1257%	F
ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING		403	0,0000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,0004%	F
STAR PASTEUR		17.656	0,0017%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		35.082	0,0033%	F
STATE OF MINNESOTA		190.816	0,0178%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		208.835	0,0195%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		37.815	0,0035%	F
STATE OF WISCONSIN INVESTMENT BOARD		2.492	0,0002%	F
STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN		178.448	0,0167%	F
STATE STREET CCF		7.916	0,0007%	F
STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND		4.952	0,0005%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		2.497	0,0002%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		200.319	0,0187%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		130.200	0,0122%	F
STATE STREET GLOBAL INDEX PLUS TRUST		1.554	0,0001%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		89.864	0,0084%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		4.706	0,0004%	F
STATE STREET IRELAND UNIT TRUST		13.838	0,0013%	F
STATE STREET TOTAL RETURN VIS FUND		2.624	0,0002%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		343.106	0,0321%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,0002%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF		5.422	0,0005%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,0070%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO		58.244	0,0054%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE		2.559	0,0002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- EN GLASZETBEDRIJF		31.549	0,0029%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF		9.146	0,0009%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		22.227	0,0021%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G		1.124	0,0001%	F
STICHTING BELEGGINGEN MENZIS		1.912	0,0002%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		378.277	0,0354%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		25.197	0,0024%	F
STICHTING BPL PENSIOEN		30.267	0,0028%	F
STICHTING CZ FUND DEPOSITARY		15.021	0,0014%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		30.756	0,0029%	F
STICHTING HEINEKEN PENSIOENFONDS.		14.109	0,0013%	F
STICHTING INSTITUUT GAK		3.021	0,0003%	F
STICHTING JURIDISCH EIGENAAR ACHMEA IM LIQUID ASSET FUNDS		8.298	0,0008%	F
STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN		95.158	0,0089%	F
STICHTING MN SERVICES		139.698	0,0131%	F
STICHTING MN SERVICES AANDELENFO ND		25.186	0,0024%	F
STICHTING PENSIOENFONDS ABP		328.276	0,0307%	F
STICHTING PENSIOENFONDS ABP (NETHERLANDS		592.616	0,0554%	F
STICHTING PENSIOENFONDS CAMPINA		6.769	0,0006%	F
STICHTING PENSIOENFONDS HOOGOVENS		5.622	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING PENSIOENFONDS HORECA AND CATERING		29.544	0,0028%	F
STICHTING PENSIOENFONDS ING		6.806	0,0006%	F
STICHTING PENSIOENFONDS NOTARIAAT		735	0,0001%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		44	0,0000%	F
STICHTING PENSIOENFONDS PGB		119.239	0,0111%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,0002%	F
STICHTING PENSIOENFONDS RAIL & OPENBAAR VERVOER		9.498	0,0009%	F
STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER		57.468	0,0054%	F
STICHTING PENSIOENFONDS SAGITTARIUS		9.288	0,0009%	F
STICHTING PENSIOENFONDS VAN DE NEDERLANDSCHE BANK NV		171.972	0,0161%	F
STICHTING PENSIOENFONDS VERVOER		59.438	0,0056%	F
STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS		11.263	0,0011%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		42.671	0,0040%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,0008%	F
STICHTING PME PENSIOENFONDS		61.983	0,0058%	F
STOKIC MARKO		20	0,0000%	F
STOLLER FOUNDATION		2.211	0,0002%	F
STOREBRAND EUROPA PLUS		849	0,0001%	F
STOREBRAND GLOBAL ALL COUNTRIES		7.537	0,0007%	F
STOREBRAND GLOBAL LOW VOLATILITY		4.909	0,0005%	F
STOREBRAND LIVSFORSIKRING AS		153.350	0,0143%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,0007%	F
STRATEGY SICAV		1.527	0,0001%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		13.942	0,0013%	F
SUN LIFE STATE STREET INTERNATIONALEQUITY INDEX FUND		6.485	0,0006%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.817	0,0019%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		795	0,0001%	F
SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT		1.683	0,0002%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		22.418	0,0021%	F
SUSTAINABLE GS 1 TRUST		6.128	0,0006%	F
SWISS NATIONAL BANK		1.278.084	0,1195%	F
SWISSCANTO FONDSLEITUNG AG		348.309	0,0326%	F
SYCOMORE INCLUSIVE JOBS		221.093	0,0207%	F
SYCOMORE SELECTION MIDCAP		112.769	0,0105%	F
SYNCHRONY (LU) EQANTIA EUROPE		29.440	0,0028%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - A		35.429	0,0033%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - B		39.367	0,0037%	F
SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES		4.135	0,0004%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		1.856	0,0002%	F
T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL		315	0,0000%	F
T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND		402	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY ETF		142.274	0,0133%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		475	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		177.733	0,0166%	F
T.ROWE PRICE FUNDS OEIC - GLOBAL DIVIDEND EQUITY FUND		10.658	0,0010%	F
TAGES INTERNATIONAL FUNDS ICAV		105.621	0,0099%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.825	0,0005%	F
TANGERINE BALANCED GROWTH PORTFOLIO		6.756	0,0006%	F
TANGERINE BALANCED INCOME PORTFOLIO		545	0,0001%	F
TANGERINE BALANCED PORTFOLIO		4.579	0,0004%	F
TANGERINE EQUITY GROWTH PORTFOLIO		8.763	0,0008%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		36.536	0,0034%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		190.375	0,0178%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		92.701	0,0087%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		3.386	0,0003%	F
TD EUROPEAN INDEX FUND		3.400	0,0003%	F
TD INTERNATIONAL EQUITY INDEX ETF		72.566	0,0068%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		225.853	0,0211%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		28.105	0,0026%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		192.485	0,0180%	F
TEAM SUPERANNUATION FUND		20.347	0,0019%	F
TESCO PLC PENSION SCHEME		325	0,0000%	F
TEXAS MUNICIPAL RETIREMENT SYSTEM		61.110	0,0057%	F
TEXAS PERMANENT SCHOOL FUND CORP		1	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		1	0,0000%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		40.988	0,0038%	F
THE ANNENBERG FOUNDATION.		5.501	0,0005%	F
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST		1.045	0,0001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		84.086	0,0079%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		175.923	0,0164%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		6.420	0,0006%	F
THE CALIFORNIA WELLNESS FOUNDATION		3.507	0,0003%	F
THE CAPTIVE INVESTORS FUND		9.044	0,0008%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.346	0,0001%	F
THE COMMONWEALTH FUND		1.507	0,0001%	F
THE DAVID A DUFFIELD TRUST		3.296	0,0003%	F
THE ESB PENSION FUND		3.400	0,0003%	F
THE FRANK LEAL TRUST		20	0,0000%	F
THE GOVERNING COUNCIL OF THE SALVATION ARMY IN		67.852	0,0063%	F
THE GREATER MANCHESTER PENSION FUND		68.946	0,0064%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		778	0,0001%	F
THE HEALTH FOUNDATION.		1.624	0,0002%	F
THE INCUBATION FUND LTD		114	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		532	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		55.917	0,0052%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142		26.168	0,0024%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151		20.761	0,0019%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400080339		6.038	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893		18.007	0,0017%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974		732	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501		888	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		279	0,0000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,0002%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		6.790	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		29.299	0,0027%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)		38.165	0,0036%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		27.011	0,0025%	F
THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR GIM MULTI ASSET MOTHER FUND		556	0,0001%	F
THE METHODIST HOSPITAL		22.119	0,0021%	F
THE MONETARY AUTHORITY OF SINGAPORE		131.265	0,0123%	F
THE MONKS INVESTMENT TRUST PLC		1.057.071	0,0988%	F
THE MOTOROLA PENSION SCHEME.		3.992	0,0004%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		15.872	0,0015%	F
THE NEMOURS FOUNDATION PENSION PLAN		305	0,0000%	F
THE NOMURA TRUST AND BANKING C		21.110	0,0020%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE PEOPLE'S PENSION SCHEME		20.841	0,0019%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		88.225	0,0082%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		503.425	0,0471%	F
THE SALVATION ARMY OFFICERS' RETIREMENT TRUST FUND		16.553	0,0015%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND		1.341	0,0001%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		6.041	0,0006%	F
THE STANDARD BANK OF SOUTH AFRICA LTD		78.554	0,0073%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		92.627	0,0087%	F
THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR		1.927	0,0002%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY.		1.450	0,0001%	F
THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E		1.757	0,0002%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,0005%	F
THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		45.929	0,0043%	F
THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB		55.874	0,0052%	F
THEAM QUANT - EUROPE TARGET PREMIUM		271.991	0,0254%	F
THEAM QUANT- EQUITY EUROZONE GURU		389.618	0,0364%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		18.490	0,0017%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,0006%	F
THRIFT SAVINGS PLAN		1.363.835	0,1275%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		6.768	0,0006%	F
THYSSEN GLOBAL INVESTMENTS LLC		1.492	0,0001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		708.636	0,0662%	F
TODD C COZZENS		204	0,0000%	F
TONI ACTIONS ISR 100		37.309	0,0035%	F
TOPS GLBL EQS LE FD NON FLIP		6.342	0,0006%	F
TOPS WLD EX-US FUND NON FLIP		142.372	0,0133%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,0029%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		2.445	0,0002%	F
TRANSAMERICA MSCI EAFE INDEX VP		2.795	0,0003%	F
TRATON-UI-DYNAMIK		13.772	0,0013%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST		113.920	0,0106%	F
TREDJE AP-FONDEN		1	0,0000%	F
TRINITY COLLEGE CAMBRIDGE		11.414	0,0011%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,0013%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		1.826	0,0002%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		27.952	0,0026%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,0001%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		6.785	0,0006%	F
TSA EQUITY FUND #2		2.363	0,0002%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		63	0,0000%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,0002%	F
UAPF - INVESCO ACTIVE		66.768	0,0062%	F
UBS (IRL) ETF PLC		270.206	0,0253%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		1.234.893	0,1154%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		68.123	0,0064%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		160.645	0,0150%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.062	0,0001%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		490	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		283	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0,0001%	F
UBS ASSET MANAGEMENT LIFE LTD		133.485	0,0125%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
UBS COMMON CONTRACTUAL FUND		14.058	0,0013%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		15.354	0,0014%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS		298	0,0000%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN		17.183	0,0016%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		516.288	0,0483%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG..		10.356	0,0010%	F
UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEVMARK HEDGED		22.791	0,0021%	F
UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEVMARK		21.084	0,0020%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		15.939	0,0015%	F
UBS LUX FUND SOLUTIONS		1.243.946	0,1163%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS		10.100	0,0009%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS		187.284	0,0175%	F
UI MAIN I UF BLACKROCK EUROPE		2.668	0,0002%	F
UI MAIN I UNIVERSAL FONDS UKA		5.447	0,0005%	F
UI MAIN VI UNIV FDS MSCI WORLD		900	0,0001%	F
UI SMART AND FAIR FONDS		11.060	0,0010%	F
UIFONDS AKTIEN EUROPE MVOLA PASSIVE		56.981	0,0053%	F
UI-FONDS BAV RBI AKTIEN		110.401	0,0103%	F
UI-FONDS RBSG		490	0,0000%	F
UI-S		10.324	0,0010%	F
UNI GLOBAL		94.322	0,0088%	F
UNI OF EDINBURGH BG DEVEL WORLD EQ FD		52.861	0,0049%	F
UNICAJA ASSET MANAGEMENT, S.G.I.I.C., S.A.		60.803	0,0057%	F
UNICARE SAVINGS PLAN		17.267	0,0016%	F
UNIEUROPA MID&SMALL CAPS		10.000	0,0009%	F
UNIGESTION ALL COUNTRY WORLD EQUITIES FUND		41.459	0,0039%	F
UNIGESTION GLOBAL EQUITIES FUND		42.706	0,0040%	F
UNIGESTION GLOBAL EX-CANADA EQUITIES FUND		43.130	0,0040%	F
UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI		112.139	0,0105%	F
UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST		541	0,0001%	F
UNISUPER		11.730	0,0011%	F
UNITED GLOBAL GROWTH FUND		8.535	0,0008%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,0004%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND		1.660	0,0002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		5.323	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH		295.856	0,0277%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		8.861	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS		31.053	0,0029%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS		7.700	0,0007%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1		9.466	0,0009%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		11.926	0,0011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS		14.292	0,0013%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN		198.958	0,0186%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF RANW-UNIVERSAL-FONDS V		50.407	0,0047%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		8.168	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL CA V		8.162	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1		2.296	0,0002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		5.138	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,0001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-NO-AKTIEN (490305)		62.510	0,0058%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP		58.338	0,0055%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MIT BESCHRAENKTER HAFT		300.000	0,0280%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS		2.504	0,0002%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		1.500	0,0001%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKAAKTIENEUROPAESG		123.608	0,0116%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		1.626	0,0002%	F
UNIVERSE THE CMI CONT EURO EQ		35.346	0,0033%	F
UNIVERSITIES SUPERANNUATION SCHEME		2	0,0000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,0008%	F
USAA CASUALTY INSURANCE COMPANY		4.259	0,0004%	F
USAA GENERAL INDEMNITY COMPANY		5.292	0,0005%	F
UTAH STATE RETIREMENT SYSTEMS		65.905	0,0062%	F
VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE		3.877	0,0004%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER		46.911	0,0044%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE PM GLOBALE AKTIER STRATEGI KL		15.917	0,0015%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL		21.281	0,0020%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL		40.447	0,0038%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		13.350	0,0012%	F
VALIC COMPANY I GLOBAL STRATEGY FUND		5.928	0,0006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		44.479	0,0042%	F
VAN VOORST TOT VOORST BEREND AM		25	0,0000%	F
VANADIUM		185.416	0,0173%	F
VANECK ETFS N.V.		797.034	0,0745%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		13.024	0,0012%	F
VANGUARD ACTIVE GLOBAL GROWTH FUND		19.483	0,0018%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		4.415.187	0,4127%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		9.071	0,0008%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		90.709	0,0085%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		158	0,0000%	F
VANGUARD EUROPEAN STOCK INDEX FUND		1.121.505	0,1048%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		103.951	0,0097%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		5.526	0,0005%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		2.750.170	0,2571%	F
VANGUARD FTSE ALL-WORLD EX-US INDEX FUND		1.049.141	0,0981%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		116.292	0,0109%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		13.618	0,0013%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		48.377	0,0045%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		635.741	0,0594%	F
VANGUARD GLOBAL EQUITY FUND		1.084.581	0,1014%	F
VANGUARD GLOBAL MOMENTUM FACTORETF		13.803	0,0013%	F
VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND		502.057	0,0469%	F
VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND		246	0,0000%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		1.983	0,0002%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		136	0,0000%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		377.916	0,0353%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		12.803	0,0012%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF		8.979	0,0008%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF		8.881	0,0008%	F
VANGUARD INVESTMENTS FUNDS ICVC VANGUARD GLOBAL EQUITY FUND		103.284	0,0097%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		182.641	0,0171%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF		14.820	0,0014%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF		5.084	0,0005%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF		37.815	0,0035%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.635.864	0,6203%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		340.749	0,0319%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		24.782	0,0023%	F
VARENNE UCITS VARENNE VALEUR		600.000	0,0561%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		16.210	0,0015%	F
VARIOPARTNER SICAV		20.772	0,0019%	F
VELLIV, PENSION & LIVSFORSIKRING A/S		22.931	0,0021%	F
VENDOME SELECTION EURO		349.029	0,0326%	F
VENERABLE INTERNATIONAL EQUITY FUND		66.366	0,0062%	F
VENERABLE INTERNATIONAL INDEX FUND		20.812	0,0019%	F
VENTRY INDUSTRIES LLC		17.062	0,0016%	F
VERDIPAPIRFONDET DNB EUROPA		5.914	0,0006%	F
VERDIPAPIRFONDET DNB GLOBAL INDEKS		15.647	0,0015%	F
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA		20.000	0,0019%	F
VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS		1.149	0,0001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		396	0,0000%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1		2.910	0,0003%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		32.969	0,0031%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		80.011	0,0075%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		38.283	0,0036%	F
VF LUX EUROPE EQUITIES		23.708	0,0022%	F
VFMC INTERNATIONAL EQUITY TRUST1		7.263	0,0007%	F
VFMC INTERNATIONAL EQUITY TRUST2		13.578	0,0013%	F
VFMC LOW VOLATILITY EQUITY TRUST 1		15.162	0,0014%	F
VFMC LOW VOLATILITY EQUITY TRUST 2		31.556	0,0029%	F
VI CAPITAL LTD.		845	0,0001%	F
VIA SMART EQUITY EUROPE		36.857	0,0034%	F
VIA SMART EQUITY WORLD		20.169	0,0019%	F
VICTORY MARKET NEUTRAL INCOME FUNDFUND		410.687	0,0384%	F
VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF		106.168	0,0099%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		26.610	0,0025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		41.817	0,0039%	F
VIRGINIA RETIREMENT SYSTEM		17.264	0,0016%	F
VIRTUS INTERNATIONAL DIVIDEND ETF		3.322	0,0003%	F
VLADUBEL ZORGVERZEKERING		27.922	0,0026%	F
VOYA GLOBAL INCOME AND GROWTH FUND		44.515	0,0042%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		12.810	0,0012%	F
VOYA MULTI-MANAGER INTERNATIONAL EQUITY FUND		1.397	0,0001%	F
VOYA VACS INDEX SERIES I PORTFOLIO		45.006	0,0042%	F
VR BANK KT EURO CONTROL		8.944	0,0008%	F
WASHINGTON STATE INVESTMENT BOARD		395.825	0,0370%	F
WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO		14.337	0,0013%	F
WESPATH FUNDS TRUST		6.395	0,0006%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		3.217	0,0003%	F
WHEELS COMMON INVESTMENT FUND		1.555	0,0001%	F
WILMINGTON GLOBAL ALPHA EQUITIES FUND		3.594	0,0003%	F
WINDWISE MSCI EAFE INDEX NON-LENDING		9.527	0,0009%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		1.288	0,0001%	F
WISDOMTREE GLOBAL HIGH DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL AI ENHANCED VALUE FUND		20.509	0,0019%	F
WISDOMTREE INTERNATIONAL EQUITY FUND		42.800	0,0040%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		479	0,0000%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL MULTIFACTOR FUND		1	0,0000%	F
WISDOMTREE ISSUER ICAV		14.555	0,0014%	F
WM POOL - EQUITIES TRUST NO. 38 - SCHRODER		4.637	0,0004%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,0007%	F
WM POOL - EQUITIES TRUST NO. 75		105.395	0,0099%	F
WM POOL - GLOBAL EQUITIES TRUST NO. 6		15.631	0,0015%	F
WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED		390	0,0000%	F
WORLD EQUITIES II		3.103	0,0003%	F
WORLD TRADE ORGANIZATION PENSION PLAN		4.076	0,0004%	F
WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF		131.645	0,0123%	F
WS WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS U		274.011	0,0256%	F
WSSP INTERNATIONAL EQUITIES TRUST		7.046	0,0007%	F
WYOMING RETIREMENT SYSTEM		950	0,0001%	F
XTRACKERS		19.665	0,0018%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		591.956	0,0553%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		722	0,0001%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.357	0,0003%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.791	0,0003%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		179.907	0,0168%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		23.326	0,0022%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.878	0,0004%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		4.333	0,0004%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		1.428	0,0001%	F
ZEPHYR - OPTIMISED PLUS 2		5.743	0,0005%	F
ZURICH INVEST ICAV		103.241	0,0097%	F
ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA		45.162	0,0042%	F
ADVANCED SERIES TRUST - AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		23.202	0,0022%	C
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		794.316	0,0743%	C
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		26.316	0,0025%	C
EMPOWER ANNUITY INSURANCE COMPANY		16.809	0,0016%	C
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		124.800	0,0117%	C
HC RENTE		1.812	0,0002%	C
LACERA MASTER OPEB TRUST		11.377	0,0011%	C
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		68.730	0,0064%	C
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.067	0,0001%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		176.049	0,0165%	C
RUTGERS THE STATE UNIVERSITY		1.945	0,0002%	C
SIEMENS BALANCED		38.847	0,0036%	C
SIEMENS EMU EQUITIES		56.874	0,0053%	C
SIEMENS EUROINVEST AKTIEN		7.813	0,0007%	C
SIEMENS QUALITAET AND DIVIDENDE EUROPA		55.503	0,0052%	C
SIEMENS-FONDS SIEMENS-RENTE		37.809	0,0035%	C
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		13.809	0,0013%	C
TIMOTHY PLAN INTERNATIONAL ETF.		34.850	0,0033%	C
AVIP BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		7.274	0,0007%	A
CHALLENGE ITALIAN EQUITY		124.200	0,0116%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.733	0,0002%	A
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		5.439	0,0005%	A

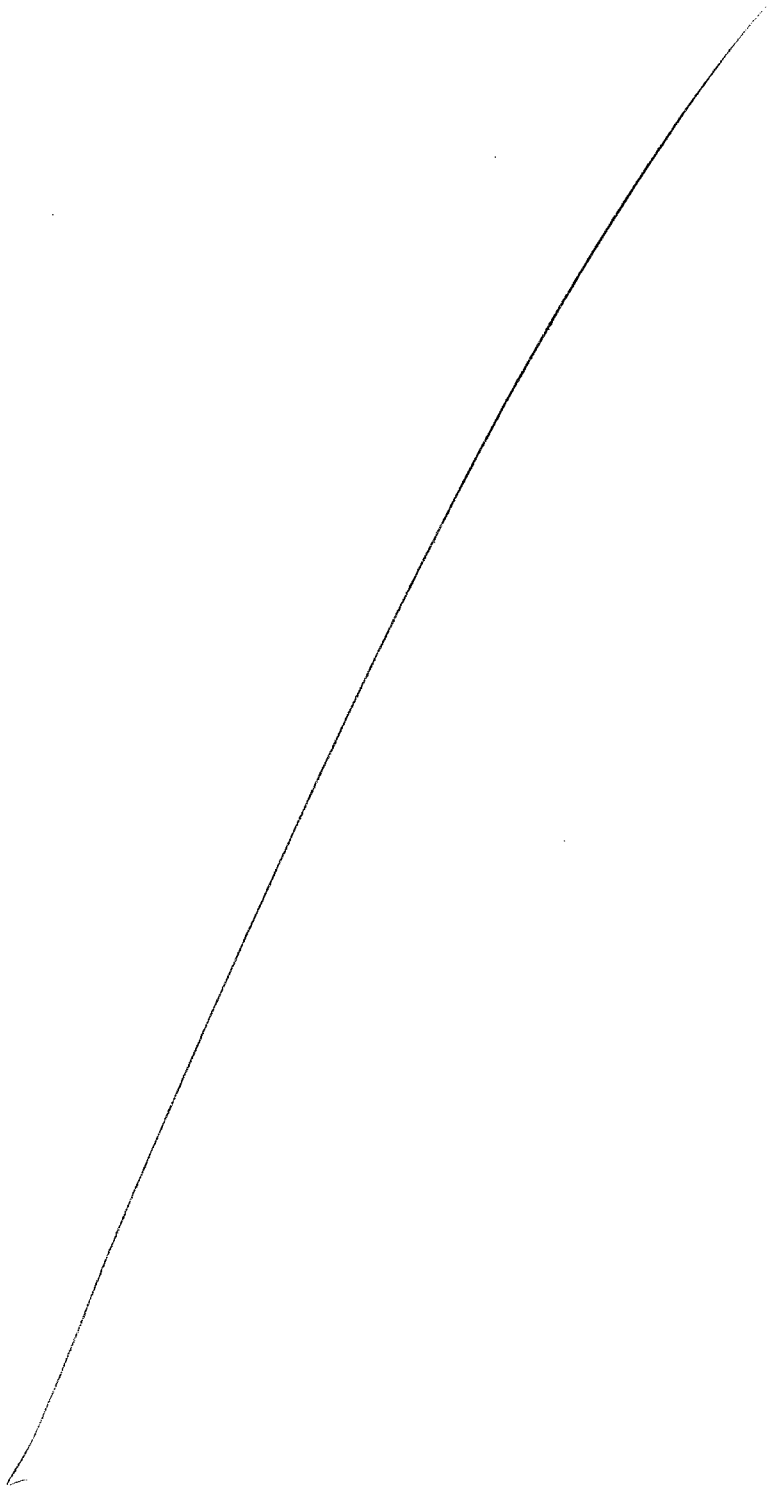
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Anagrafica	CF/PI	Azioni	% su votanti	Voto
Totale votanti		1.069.783.639	100%	

Azioni per le quali il RD non dispone di istruzioni:

ROSANIA ELMAN		1		NE

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



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Assemblea ordinaria
27 aprile 2026

Punto 5

Nomina dei componenti il Consiglio di Amministrazione, con il sistema del voto di lista e nel rispetto della normativa di legge e di statuto.

AR. F 2
Racc. 33147

Assemblea ordinaria
27 aprile 2026

Punto 5

Presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari all' 81,906% del capitale sociale

Lista 1	**888.310.379**	azioni pari al	**83,036%** del cap. rappr.
Lista 2	**178.608.603**	azioni pari al	**16,696%** del cap. rappr.
Contrario	**1.472.006**	azioni pari al	**0,138%** del cap. rappr.
Astenuto	**1.387.212**	azioni pari al	**0,130%** del cap. rappr.
Non Votante	**5.439**	azioni pari al	**0,001%** del cap. rappr.
Non Espresso	**1**		

POSTE ITALIANE S.p.A.
Assemblea ordinaria
27 aprile 2026

Punto 5

Nomina dei componenti il Consiglio di Amministrazione, con il sistema del voto di lista e nel rispetto della normativa di legge e di statuto.

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

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AIA GLOBAL MULTI-FACTOR EQUITY FUND		52.657	0,0049%	L1
ARIZONA STATE RETIREMENT SYSTEM		185.645	0,0174%	L1
BAILLIE GIFFORD GLOBAL ALPHA EQUITIES FUND		139.225	0,0130%	L1
BAILLIE GIFFORD GLOBAL ALPHA GROWTH FUND		629.582	0,0589%	L1
BAILLIE GIFFORD GLOBAL ALPHA PARIS-ALIGNED FUND		106.098	0,0099%	L1
BAILLIE GIFFORD INTERNATIONAL FUND A SUB FUND OF THE BAILLIE GIFFORD UK AND BALANCED FUNDS ICVC		389.057	0,0364%	L1
BAILLIE GIFFORD WORLDWIDE FUNDS PLC - BG WORLDWIDE GLOBAL ALPHA FUND		298.741	0,0279%	L1
BAILLIE GIFFORD WORLDWIDE FUNDS PLC-BG WORLDWIDE RESP GL ALPHA PARIS-ALIGNED FD		137.392	0,0128%	L1
BANK OF KOREA		38.039	0,0036%	L1
BEST INVESTMENT CORPORATION		8.336	0,0008%	L1
BLACKROCK - IG INTERNATIONAL EQUITY POOL		16.320	0,0015%	L1
BLACKROCK ADVANTAGE INTERNATIONAL FUND OF BLACKROCK FUNDS		166.302	0,0155%	L1
BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II		1.444	0,0001%	L1
BLACKROCK FUNDS I ICAV		78.927	0,0074%	L1
BLACKROCK GLOBAL FUNDS		20.456	0,0019%	L1
BLACKROCK INTERNATIONAL ALPHA TILTS FUND		17.766	0,0017%	L1
BLACKROCK LIFE LTD		7.468	0,0007%	L1
BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II		7.385	0,0007%	L1
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		279	0,0000%	L1
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		6.531	0,0006%	L1
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		18.012	0,0017%	L1
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,0000%	L1
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	42,7319%	L1
CASSA NAZIONALE DI PREVIDENZA E ASSISTENZA FORENSE	80027390584	22.155.000	2,0710%	L1
CDN ACWI ALPHA TILTS FUND		6.514	0,0006%	L1
CHUNGHWA POST CO. LTD		8.349	0,0008%	L1
CIN BELGIUM LIMITED		17	0,0000%	L1
ENPAM		200.000	0,0187%	L1
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		11.738.658	1,0973%	L1
FONDAZIONE CASSA DI RISPARMIO DI CUNEO	96031120049	1.133.000	0,1059%	L1
FONDAZIONE CASSA DI RISPARMIO DI FIRENZE	00524310489	1.000.000	0,0935%	L1
FONDAZIONE CASSA DI RISPARMIO DI PADOVA E ROVIGO	92057140284	500.000	0,0467%	L1
FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA	00499230373	1.702.438	0,1591%	L1
GEORGIA TECH FOUNDATION, INC		46.499	0,0043%	L1
GLENDALOUGH ASSET MANAGEMENT LIMITED		2.709	0,0003%	L1
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		1.866	0,0002%	L1
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		5.801	0,0005%	L1

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
GLOBAL SYSTEMATIC ACTIVE EQUITIES		17.495	0,0016%	L1
GOLDMAN SACHS FUNDS II		50.234	0,0047%	L1
GOVERNMENT PENSION INVESTMENT FUND		54.280	0,0051%	L1
HC RENTE		1.812	0,0002%	L1
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,2926%	L1
INCOME INSURANCE LIMITED		10.013	0,0009%	L1
INSPIRE INTERNATIONAL ETF		100.681	0,0094%	L1
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		4.629	0,0004%	L1
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		25.413	0,0024%	L1
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		39.940	0,0037%	L1
IRR K LLC		4.519	0,0004%	L1
ISHARES ENHANCED INTERNATIONAL ACTIVE ETF		88	0,0000%	L1
ISHARES III PUBLIC LIMITED COMPANY		18.603	0,0017%	L1
ISHARES INTERNATIONAL EQUITY FACTOR ROTATION ACTIVE ETF		2.807	0,0003%	L1
J & J PENSION FUND OFP		114.623	0,0107%	L1
JOHNSON & JOHNSON UK GROUP RETIREMENT PLAN		10.973	0,0010%	L1
LOB HOLDING SRL		2.500	0,0002%	L1
MBB SMART FUND C LLC		14.329	0,0013%	L1
MBB SMART FUND P LLC		12.148	0,0011%	L1
MERCER UCITS COMMON CONTRACTUALFUND		105.413	0,0099%	L1
MERISTEM GLOBAL EQUITY FUND LLC		16.107	0,0015%	L1
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	35,7201%	L1
MOUNT HATTON INVESTMENTS LIMITED		4.204	0,0004%	L1
MT TOTAL RETURN FUND		68.990	0,0064%	L1
NEUALT LLC		22.800	0,0021%	L1
NOLA GUIDO		40.000	0,0037%	L1
NORTHERN LIGHTS FUND TRUST IV		14.419	0,0013%	L1
NUCLEAR ELECTRIC INSURANCE LIMITED		6.097	0,0006%	L1
ORKNEY ISLANDS COUNCIL PENSION FUND		120.110	0,0112%	L1
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,0808%	L1
RUSSELL WGGW LTD.		2.518	0,0002%	L1
SCOTIA GLOBAL GROWTH FUND		345.886	0,0323%	L1
SIEMENS BALANCED		38.847	0,0036%	L1
SIEMENS EMU EQUITIES		56.874	0,0053%	L1
SIEMENS EUROINVEST AKTIEN		7.813	0,0007%	L1
SIEMENS QUALITAET AND DIVIDENDE EUROPA		55.503	0,0052%	L1
SIEMENS-FONDS SIEMENS-RENTE		37.809	0,0035%	L1
THE ANNENBERG FOUNDATION.		5.501	0,0005%	L1
THE CALIFORNIA WELLNESS FOUNDATION		3.507	0,0003%	L1
THE GOVERNING COUNCIL OF THE SALVATION ARMY IN		67.852	0,0063%	L1
THE MONETARY AUTHORITY OF SINGAPORE		129.910	0,0121%	L1
THE MONKS INVESTMENT TRUST PLC		1.057.071	0,0988%	L1
THE MOTOROLA PENSION SCHEME.		3.992	0,0004%	L1
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		62.846	0,0059%	L1
THE SALVATION ARMY OFFICERS' RETIREMENT TRUST FUND		16.553	0,0015%	L1
THE STANDARD BANK OF SOUTH AFRICA LTD		53.761	0,0050%	L1
THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		45.929	0,0043%	L1
TIMOTHY PLAN INTERNATIONAL ETF.		34.850	0,0033%	L1
UNI OF EDINBURGH BG DEVEL WORLD EQ FD		52.861	0,0049%	L1
UNICARE SAVINGS PLAN		17.267	0,0016%	L1
VAN VOORST TOT VOORST BEREND AM		25	0,0000%	L1
VANGUARD ACTIVE GLOBAL GROWTH FUND		19.483	0,0018%	L1
VANGUARD GLOBAL EQUITY FUND		1.084.581	0,1014%	L1
VANGUARD INVESTMENTS FUNDS ICVC VANGUARD GLOBAL EQUITY FUND		103.284	0,0097%	L1
VENTRY INDUSTRIES LLC		17.062	0,0016%	L1
VIRGINIA RETIREMENT SYSTEM		17.264	0,0016%	L1
(R) EUROPEAN EQUITIES		2.205	0,0002%	L2
405 MSTV 1 LP - AQR- NON FLIP		8.478	0,0008%	L2
405 MSTV I LP-TREASURY INTL		11.377	0,0011%	L2
405 MSTV LP		11.377	0,0011%	L2
801 INVESTMENTS LLC		4.605	0,0004%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
A A B DIVERSIFIE		41.712	0,0039%	L2
AA SSGA ACTIONS INDICE EURO		175.947	0,0164%	L2
AB SICAV III DYNAMIC ALL MARK		1.732	0,0002%	L2
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		812	0,0001%	L2
ABB PENSION FUND		1.101	0,0001%	L2
ABERDEEN GROUP CHARITABLE TRUST		665	0,0001%	L2
ABN AMRO FGR		795	0,0001%	L2
ABN AMRO FUNDS		19.347	0,0018%	L2
ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND		1.793	0,0002%	L2
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		48.551	0,0045%	L2
ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND		7.507	0,0007%	L2
ACCIDENT COMPENSATION CORPORATION		60.546	0,0057%	L2
ACHMEA PENSIOEN- EN LEVENSVERZEKERINGEN N.V		81.990	0,0077%	L2
ACHMEA REINSURANCE COMPANY N.V		8.775	0,0008%	L2
ACHMEA SCHADEVERZEKERINGEN N.V		17.339	0,0016%	L2
ACHMEA VARIABLE SECURITIES HEALTH FUND		23.406	0,0022%	L2
ACO EMANUELE		741	0,0001%	L2
ACTICCIA 90 N 10		113.750	0,0106%	L2
ACTICCIA VIE 90 N 5		149.409	0,0140%	L2
ADVANCED SERIES TRUST - AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		23.202	0,0022%	L2
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		830	0,0001%	L2
AEGON CUSTODY B.V.		67.584	0,0063%	L2
AEGON CUSTODY B.V..		15.995	0,0015%	L2
AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL		8.650	0,0008%	L2
AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE		3.814	0,0004%	L2
AFER DIVERSIFIE ISR		32.029	0,0030%	L2
AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS		25.483	0,0024%	L2
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,0026%	L2
AIB GROUP IRISH PENSION SCHEME		4.213	0,0004%	L2
AILIS SICAV		44.365	0,0041%	L2
AIM EQUITY EUROPE		17.670	0,0017%	L2
AKTIEN SUEDEUROPA UI		41.200	0,0039%	L2
AL TST AL TRUST AKTIEN EUROPA		4.696	0,0004%	L2
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		14.256	0,0013%	L2
ALASKA COMMON TRUST FUND		17.333	0,0016%	L2
ALASKA PERMANENT FUND CORPORATION		13.523	0,0013%	L2
ALLEANZA OBBLIGAZIONARIO		96.073	0,0090%	L2
ALLIANZ GLOBAL INVESTORS FUND		176.184	0,0165%	L2
ALLIANZ GLOBAL INVESTORS GMBH		365.380	0,0342%	L2
ALLIANZ GLOBAL INVESTORS GMBH ALLIANZGI-FONDS BTH		9.351	0,0009%	L2
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		2.111	0,0002%	L2
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		9.274	0,0009%	L2
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS SUEWE SEGMENT AKTIEN WELT 2		22.950	0,0021%	L2
ALLIANZGI FONDS AFE		67.713	0,0063%	L2
ALLIANZGI S AKTIEN		174.245	0,0163%	L2
ALLIANZGI-FONDS DSPT		11.361	0,0011%	L2
ALLIANZGI-FONDS TOSCA		2.755	0,0003%	L2
ALLOCATION INVEST EQUITY CORE		68.897	0,0064%	L2
ALLOCATION PROTECTION 80		134.903	0,0126%	L2
ALTO INTERNAZIONALE AZIONARIO		21.816	0,0020%	L2
ALUMBRA INNOVATIONS FOUNDATION		626	0,0001%	L2
AMERICAN BUREAU OF SHIPPING		553	0,0001%	L2
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		476.287	0,0445%	L2
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		25.611	0,0024%	L2
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF		62.182	0,0058%	L2
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		16.043	0,0015%	L2
AMERICAN CENTURY ICAV		7.148	0,0007%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMLC EQ SINGLE STOCKS		101	0,0000%	L2
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,0005%	L2
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,0028%	L2
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		2.563	0,0002%	L2
AMP WHOLESALE GLOBAL EQUITIES FUND		76.014	0,0071%	L2
AMSELECT - HSBC EURO EQUITY VALUE		352.533	0,0330%	L2
AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU		2	0,0000%	L2
AMUNDI ETF ICAV		90.573	0,0085%	L2
AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF		27.850	0,0026%	L2
AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		25.649	0,0024%	L2
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		47.543	0,0044%	L2
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		222.895	0,0208%	L2
AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF		13.341	0,0012%	L2
AMUNDI EURO STOXX SELECT DIVIDEND 30		181.522	0,0170%	L2
AMUNDI EUROPE MONDE		25.477	0,0024%	L2
AMUNDI FUNDS EUROLAND EQUITY RISK PARITY		15.656	0,0015%	L2
AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIV		322.309	0,0301%	L2
AMUNDI INDEX EUROPE EX UK SMALL		18.803	0,0018%	L2
AMUNDI INDEX MSCI EUROPE		328.407	0,0307%	L2
AMUNDI INDEX MSCI WORLD		27.582	0,0026%	L2
AMUNDI IPSA ACTIONS		1.840	0,0002%	L2
AMUNDI IRELAND LIMITED		21.671	0,0020%	L2
AMUNDI ITALY MIB ESG		148.045	0,0138%	L2
AMUNDI LABEL ISR ACTIONS EUROP		3.339	0,0003%	L2
AMUNDI LIFECYCLE 2030 EQUITY		8	0,0000%	L2
AMUNDI LIFECYCLE 2033 EQUITY		12	0,0000%	L2
AMUNDI LIFECYCLE 2036 EQUITY		16	0,0000%	L2
AMUNDI LIFECYCLE 2039 EQUITY		21	0,0000%	L2
AMUNDI MSCI EMU CLIMATE PARIS ALIGNED		6.709	0,0006%	L2
AMUNDI MSCI EMU ESG BROAD TRANSITION		28.189	0,0026%	L2
AMUNDI MSCI EMU ESG LEADERS SELECT		301.433	0,0282%	L2
AMUNDI MSCI EMU SRI CLIMATE PARIS ALIGN		32.040	0,0030%	L2
AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD		6.517	0,0006%	L2
AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED		2.831	0,0003%	L2
AMUNDI MSCI EUROPE ESG BROAD TRANSITION		80.873	0,0076%	L2
AMUNDI MSCI EUROPE SCREENED		22.858	0,0021%	L2
AMUNDI MSCI EUROPE SRI CLIM PARIS ALIGN		261.577	0,0245%	L2
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED		243	0,0000%	L2
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF		3.448	0,0003%	L2
AMUNDI MSCI WORLD CLIMATE TRANSITION		1.165	0,0001%	L2
AMUNDI MSCI WORLD EX USA SCREE		107	0,0000%	L2
AMUNDI MSCI WORLD SRI CLIMAT PARIS ALIGN		55.602	0,0052%	L2
AMUNDI PRIME EUROPE		17.054	0,0016%	L2
AMUNDI PRIME EUROZONE		58.391	0,0055%	L2
AMUNDI PROGETTO FUTURO PIR		12.459	0,0012%	L2
AMUNDI SGR SPA / AMUNDI RISPAR MIO ITALIA		37.703	0,0035%	L2
AMUNDI STOXX EUROPE 600		655.303	0,0613%	L2
AMUNDI STOXX EUROPE 600 ESG		67.954	0,0064%	L2
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		14.849	0,0014%	L2
AMUNDIT ETF ICAV - AMUNDI MSCI ACWI SRI CLIMATE PARIS ALIGNED UCITS ETF		6.105	0,0006%	L2
ANDRA AP-FONDEN		211.303	0,0198%	L2
AP ACTIONS 1 EURO		19.231	0,0018%	L2
API RETRAITE DIVERSIFIE		14.000	0,0013%	L2
APOLLO INFRASTRUCTURE 2027		14.453	0,0014%	L2
APPLE 401(K) PLAN		2.285	0,0002%	L2
AQR ABSOLUTE RETURN MASTER ACCOUNT L.P.- STOCK SELECTION		2.783	0,0003%	L2
AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP		4	0,0000%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		13.224	0,0012%	L2
AQR FLEX 1 SERIES LLC - SERIES A15		3.554	0,0003%	L2
AQR FLEX 1 SERIES LLC - SERIES A9		73.060	0,0068%	L2
AQR FLEX 1 SERIES LLC SERIES A10		26.140	0,0024%	L2
AQR FLEX 1 SERIES LLC- SERIES A13		3.198	0,0003%	L2
AQR FLEX 1 SERIES LLC- SERIES A16		9.637	0,0009%	L2
AQR FLEX 1 SERIES LLC(DASH)SERIES A24		1.038	0,0001%	L2
AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND		24.946	0,0023%	L2
AQR FUNDS - AQR MANAGED FUTURESSTRATEGY FUND		212.518	0,0199%	L2
AQR FUNDS - AQR TREND TOTAL RETURN FUND		8.082	0,0008%	L2
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,0021%	L2
AQR FUNDS- AQR CVX FUSION FUND		1.619	0,0002%	L2
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		342.461	0,0320%	L2
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.848	0,0747%	L2
AQR FUNDS- AQR LSE FUSION FUND		4.990	0,0005%	L2
AQR FUNDS- AQR MS FUSION HV FUND		5.358	0,0005%	L2
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		90.499	0,0085%	L2
AQR FUNDSAQR MULTIASSET FUND		37.296	0,0035%	L2
AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC		112.454	0,0105%	L2
AQR INNOVATION FUND, L.P.		1.108	0,0001%	L2
AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND		84.728	0,0079%	L2
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		680	0,0001%	L2
AQR TA DELPHI PLUS FUND LLC		4	0,0000%	L2
AQR TA GLOBAL ALPHA FUND, NON FLIP		464.163	0,0434%	L2
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		5.222	0,0005%	L2
AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC		9.535	0,0009%	L2
ARAMCO ASIA SINGAPORE PTE. LTD		718	0,0001%	L2
ARBEJDSMARKEDETS TILLAEGSPENSION		1.050.098	0,0982%	L2
ARCA AZIONI ITALIA		537.376	0,0502%	L2
ARCA BB		1.839	0,0002%	L2
ARCA ECONOMIA REALE BILANCIATO ITALIA 55		37.014	0,0035%	L2
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		6.172	0,0006%	L2
ARERO - DER WELTFONDS - ESG		20.547	0,0019%	L2
ARIZONA STATE RETIREMENT SYSTEM		11.255	0,0011%	L2
ARKEA EXCLUSIVE PREMIUM MAY 2023		904.687	0,0846%	L2
ARKWRIGHT, LLC		1.611	0,0002%	L2
ARRCO QUANT 1		110.306	0,0103%	L2
ARRCO QUANT II		22.279	0,0021%	L2
ARROWST CAP GL EQ AEF NON FLIP		23.112	0,0022%	L2
ARROWST CAP NEWBURY NON FLIP		2.977	0,0003%	L2
ARROWSTREET (CANADA) GLOBAL ACWI150 ALPHA EXTENSION FUND I		3.100	0,0003%	L2
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		218.897	0,0205%	L2
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		286.504	0,0268%	L2
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		6.300	0,0006%	L2
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P.		538	0,0001%	L2
ARROWSTREET (DELAWARE) CUSTOM ALPHA EXTENSION FUND Q L.P.		14.809	0,0014%	L2
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		1.586	0,0001%	L2
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		300	0,0000%	L2
ARROWSTREET CAPITAL NEWBURY FUND LIMITED.		137	0,0000%	L2
ARROWSTREET COLLECTIVE INVESTMENT TRUST		290.985	0,0272%	L2
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		18.443	0,0017%	L2
ARROWSTREET GLOBAL EQUITY ACWI TRUST FUND		39.650	0,0037%	L2
ARROWSTREET GLOBAL EQUITY FUND		1.122.195	0,1049%	L2
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US TRUST FUND		60.203	0,0056%	L2
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT		2.982	0,0003%	L2
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		6.871	0,0006%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET INTERNATIONAL EQUITY EAFE TRUST FUND		13.674	0,0013%	L2
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		11.532	0,0011%	L2
ARROWSTREET INVESTMENT TRUST - ARROWSTREET ACWI ALPHA EXT CO		154	0,0000%	L2
ARROWSTREET US GROUP TRUST		121.867	0,0114%	L2
ARTEMIS FUNDS (LUX).		35.082	0,0033%	L2
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		1.396.028	0,1305%	L2
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		752.975	0,0704%	L2
ARTEMIS SMARTGARP UK EQUITY FUND		467.163	0,0437%	L2
AS (CA) GBL WLD AEF I NON FLIP		1.293	0,0001%	L2
AS ACWI EX US AETF U NON FLIP		19.256	0,0018%	L2
AS CAP GBL AC AEF CAY NON FLIP		69.019	0,0065%	L2
AS DEV MARKET ALPHA EXT FD NON FLIP		1.864	0,0002%	L2
AS INTL EQ EAFE AEF NON FLIP		8.872	0,0008%	L2
ASCENSION ALPHA FUND LLC		12.128	0,0011%	L2
ASIAN DEVELOPMENT BANK		32.449	0,0030%	L2
ASR LEVENSVERZEKERING NV		31.534	0,0029%	L2
ASR SCHADEVERZEKERING NV		10.953	0,0010%	L2
ASSET MANAGEMENT EXCHANGE UCITS CCF ..		19.304	0,0018%	L2
ASSURDIX		36.946	0,0035%	L2
ATCP-UI-FONDS		1.693	0,0002%	L2
ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE		124.016	0,0116%	L2
ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II		45.000	0,0042%	L2
ATLAS MACRO MASTER FUND LIMITED		3.554	0,0003%	L2
ATOUT EUROLAND CORE		77.963	0,0073%	L2
ATOUT EUROPE CORE		20.734	0,0019%	L2
ATOUT EUROPE HAUT RENDEMENT		23.022	0,0022%	L2
AURION GLOBAL EQUITY FUND		1.588	0,0001%	L2
AUSTRALIAN CAPITAL TERRITORY		13.159	0,0012%	L2
AUSTRALIAN RETIREMENT TRUST		167.220	0,0156%	L2
AUSTRALIANSUPER		143.481	0,0134%	L2
AUTORIDADE MONETARIA DE MACAU		74.189	0,0069%	L2
AVADIS FUND-AKTIEN WELT AST 2		16.642	0,0016%	L2
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,0013%	L2
AVALON PORTFOLIO II LLC		1.928	0,0002%	L2
AVANTIS CIBC INTERNATIONAL EQUITY ETF		1.061	0,0001%	L2
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND		1.697	0,0002%	L2
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND		1	0,0000%	L2
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND		584	0,0001%	L2
AVIVA INVESTORS FUNDS ACS - AI DISTRIBUTION LIFE FUND		1.271	0,0001%	L2
AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND		2.613	0,0002%	L2
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,0007%	L2
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND		1.930	0,0002%	L2
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND		32.528	0,0030%	L2
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		553	0,0001%	L2
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND		56.681	0,0053%	L2
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND		23.719	0,0022%	L2
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND		554	0,0001%	L2
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		95	0,0000%	L2
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		1.247	0,0001%	L2
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		2.957	0,0003%	L2
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		2.436	0,0002%	L2
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,0001%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVIVA INVESTORS UK FUND SERVICES LIMITED		43.143	0,0040%	L2
AVIVA LIFE & PENSIONS IRELAND DAC		19.930	0,0019%	L2
AVIVA LIFE & PENSIONS UK LIMITED		57.104	0,0053%	L2
AVIVA LIFE AND PENSIONS UK LIMITED		3.563	0,0003%	L2
AWARE SUPER		667.253	0,0624%	L2
AXA AA DIVERSIFIE INDICIEL 1		30.709	0,0029%	L2
AXA ASSICURAZIONI SPA		16.000	0,0015%	L2
AXA EURO DIVIDEND DBVL		50.938	0,0048%	L2
AXA EURO DIVIDEND K		51.866	0,0048%	L2
AXA IM EQUITY TRUST		185.942	0,0174%	L2
AXA LEBEN AG		68.220	0,0064%	L2
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO		21.000	0,0020%	L2
AXA MPS PREVIDENZA PER TE - CRESCITA		180.532	0,0169%	L2
AXA PEA REGULARITE		1.032.794	0,0965%	L2
AXA SELECT MULTI ACTIONS		5.383	0,0005%	L2
AXA VERSICHERUNGEN AG		146.532	0,0137%	L2
AXA WORLD FUNDS SICAV		19.000	0,0018%	L2
AZIMUT LIFE DAC		1.279	0,0001%	L2
AZL DFA INTERNATIONAL CORE EQUITY FUND		2.895	0,0003%	L2
AZL INTERNATIONAL INDEX FUND		25.204	0,0024%	L2
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		35.475	0,0033%	L2
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		19.541	0,0018%	L2
BANK OF KOREA		69.620	0,0065%	L2
BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS		3.225	0,0003%	L2
BAYERNINVEST KVG MBH BAYERN-INVEST BT-1-FONDS		185.000	0,0173%	L2
BAYERNINVEST KVG MBH BAYERNINVEST BWA 2-FONDS		26.649	0,0025%	L2
BAYERNINVEST KVG MBH BG BAU ALTERSR. MA COMMERZBANK		15.049	0,0014%	L2
BAYERNINVEST KVG MBH STRATEGIC CORE EQUITY I		17.273	0,0016%	L2
BAYERNINVEST KVG MBH VK EUROPA AKTIEN		42.485	0,0040%	L2
BAYERNINVEST PAE-FONDS		22.677	0,0021%	L2
BAYVK A4 FONDS		19.433	0,0018%	L2
BCV ENHANCED EUROPE EQUITY ESG		3.152	0,0003%	L2
BEAR CREEK INVESTMENT LLC		6.473	0,0006%	L2
BEAT DRUGS FUND ASSOCIATION		582	0,0001%	L2
BEL EQUITY EUROPE		101.625	0,0095%	L2
BERESFORD FUNDS ICAV		10.362	0,0010%	L2
BERESFORD FUNDS ICAV.		382	0,0000%	L2
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,0003%	L2
BETASHARES GLOBAL SHARES ETF		18.969	0,0018%	L2
BFT PARTNERS VIA EQUITY EUROPE		5.086	0,0005%	L2
BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS		48.273	0,0045%	L2
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		14.281	0,0013%	L2
BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1		9.451	0,0009%	L2
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		428.239	0,0400%	L2
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		12.943	0,0012%	L2
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		20.411	0,0019%	L2
BLACKROCK COMMON CONTRACTUAL FUNDS		39.533	0,0037%	L2
BLACKROCK FUND MANAGERS LTD		396.725	0,0371%	L2
BLACKROCK GLOBAL INDEX FUNDS		47.900	0,0045%	L2
BLACKROCK INDEX SELECTION FUND		375.054	0,0351%	L2
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		52.232	0,0049%	L2
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		3.249.956	0,3038%	L2
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		6.955	0,0007%	L2
BLACKROCK LIFE LIMITED		11.313	0,0011%	L2
BLACKROCK LIFE LTD		60.711	0,0057%	L2
BLACKROCK SOLUTIONS FUNDS ICAV		85.563	0,0080%	L2
BLACKROCK UCITS CCF		37.031	0,0035%	L2
BMO DIVERSIFIED INCOME PORTFOLIO		14.504	0,0014%	L2
BMO MSCI EAFE ESG LEADERS INDEXETF		3.574	0,0003%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BMO MSCI EAFE INDEX ETF		168.552	0,0158%	L2
BMO MSCI EAFE SMALL-MID CAP INDEX ETF		184	0,0000%	L2
BNP PARIBAS APOLLO GLOBAL WATER		35.147	0,0033%	L2
BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE		237.664	0,0222%	L2
BNP PARIBAS ATHENA PRESTIGE S&P 100		248.857	0,0233%	L2
BNP PARIBAS DISRUPTIVE TECHNOLOGY CAPITAL GARANTI 2026		16.699	0,0016%	L2
BNP PARIBAS EASY - ALPHA ENHANCED EUROPE		3.159	0,0003%	L2
BNP PARIBAS EASY - DIVIDEND EUROPE		82.154	0,0077%	L2
BNP PARIBAS EASY - ESG ENHANCED EUROPE		300	0,0000%	L2
BNP PARIBAS EASY - EUR OVERNIGHT		40.300	0,0038%	L2
BNP PARIBAS EASY - GROWTH EUROPE		98.206	0,0092%	L2
BNP PARIBAS EASY - MSCI EMU		2.484	0,0002%	L2
BNP PARIBAS EASY - MSCI EUROPE		3.000	0,0003%	L2
BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF		1.780.768	0,1665%	L2
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF		246	0,0000%	L2
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD EQUAL WEIGHT SELECT UCITS ETF		2.368	0,0002%	L2
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF		6.261	0,0006%	L2
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF		1.072	0,0001%	L2
BNP PARIBAS EASY MSCI EMU MIN TE		140.598	0,0131%	L2
BNP PARIBAS EASY MSCI EUROPE MIN TE		170.987	0,0160%	L2
BNP PARIBAS EQUITY - FOCUS ITALIA		37.613	0,0035%	L2
BNP PARIBAS FUNDS - SEASONS		144.928	0,0135%	L2
BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE		130.172	0,0122%	L2
BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND		6.807	0,0006%	L2
BNY MELLON INTERNATIONAL EQUITY ETF		19.158	0,0018%	L2
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		26.463	0,0025%	L2
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		8.805	0,0008%	L2
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		3	0,0000%	L2
BOC-PRUDENTIAL EUROPEAN EQUITY FUND		6.000	0,0006%	L2
BOC-PRUDENTIAL EUROPEAN INDEX FUND		44.593	0,0042%	L2
BONITAS POOLED INVESTMENT FUND SERIES - DYNAMIC EUROPEAN EQUITY FUND		18.790	0,0018%	L2
BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND		6.196	0,0006%	L2
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S		44.000	0,0041%	L2
BRIDGE BUILDER INTERNATIONAL E		27.353	0,0026%	L2
BRIDGE BUILDER TAX MANAGED INT		3.267	0,0003%	L2
BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO		3.820	0,0004%	L2
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.702	0,0028%	L2
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		647	0,0001%	L2
BRUCE POWER PENSION PLAN .		1.363	0,0001%	L2
BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD		5.636	0,0005%	L2
BUILDERS ASSET MANAGEMENT WATER LLC		19.011	0,0018%	L2
BUILDERS VISION FOUNDATION		11.480	0,0011%	L2
BUMA-UNIVERSAL-FONDS I		3.913	0,0004%	L2
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		11.874	0,0011%	L2
BUREAU OF PUBLIC SERVICE PENSION FUND		5.605	0,0005%	L2
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC		589.360	0,0551%	L2
CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STAATSPERSONALS		1.482	0,0001%	L2
CAISSE DE RETRAITE D'HYDRO-QUEBEC		1	0,0000%	L2
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		771.156	0,0721%	L2
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		794.316	0,0743%	L2
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		7.279	0,0007%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.252	0,0023%	L2
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.916	0,0005%	L2
CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD		1.322	0,0001%	L2
CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND		497	0,0000%	L2
CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND		1.357	0,0001%	L2
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		25.001	0,0023%	L2
CANDRIAM SUSTAINABLE EQUITY QUANT EUROPE		373.096	0,0349%	L2
CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET		4.939	0,0005%	L2
CAPULA TAIL RISK MASTER FUND LIMITED		3.414	0,0003%	L2
CARDANO COMMON CONTRACTUAL FUND		4.523	0,0004%	L2
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		79.681	0,0074%	L2
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)		2.808	0,0003%	L2
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,0025%	L2
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,0006%	L2
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)		2.490	0,0002%	L2
CARESUPER		54.439	0,0051%	L2
CATERPILLAR INC. MASTER RETIREMENT TRUST		3.379	0,0003%	L2
CATERPILLAR INVESTMENT TRUST.		4.702	0,0004%	L2
CAVEC LA FRANCAISE DIVERSIFIE		14.939	0,0014%	L2
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.063	0,0003%	L2
CBS INSURANCE COMPANY LIMITED		2.387	0,0002%	L2
CENTRAL BANK OF IRELAND MSCI PAB		24.434	0,0023%	L2
CENTRAL PROVIDENT FUND BOARD		1.019	0,0001%	L2
CERES FONDS D ACTIONS MONDE		5.492	0,0005%	L2
CERVURITE INTERNATIONAL LLC		27.240	0,0025%	L2
CFSIL RE CNEALTH GS FD 16		12.938	0,0012%	L2
CFSIL-COMMONWLTH GBL SHARE FD 17		265.654	0,0248%	L2
CG TPT AUTHORISED CONTRACTUAL SCHEME		3.624	0,0003%	L2
CHALLENGE ITALIAN EQUITY		124.200	0,0116%	L2
CHARLES C. GATES TRUST OF 6/30/1941		3.478	0,0003%	L2
CHCP GLOBAL SECURITIES LP		2.533	0,0002%	L2
CHEVRON MASTER PENSION TRUST		2.773	0,0003%	L2
CHINA LIFE INSURANCE COMPANY LIMITED		326	0,0000%	L2
CHORELIA N 11		200.840	0,0188%	L2
CHORELIA N 3		141.131	0,0132%	L2
CHORELIA N 7		179.128	0,0167%	L2
CHORELIA N 9		203.554	0,0190%	L2
CHRISTOPHER J HEBERLIG		148	0,0000%	L2
CHRISTOPHER METTLER		347	0,0000%	L2
CHURCH COMMISSIONERS FOR ENGLAND		6.165	0,0006%	L2
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		11.989	0,0011%	L2
CIBC EUROPEAN INDEX FUND		2.435	0,0002%	L2
CIBC INTERNATIONAL EQUITY INDEX ETF		5.950	0,0006%	L2
CIBC INTERNATIONAL EQUITY INDEX POOL		1.539	0,0001%	L2
CIBC INTERNATIONAL INDEX FUND		34.032	0,0032%	L2
CIBC PENSION PLAN		17.060	0,0016%	L2
CIBC QI GLOBAL LOW VOLATILITY DIVIDEND POOL		1.865	0,0002%	L2
CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF		287.169	0,0268%	L2
CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE		40.166	0,0038%	L2
CITITRUST LIMITED		6.213	0,0006%	L2
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		6.806	0,0006%	L2
CITITRUST LTD		2.239	0,0002%	L2
CITW FUND, LP		516	0,0000%	L2
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		52.397	0,0049%	L2
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,0017%	L2
CITY OF NEW YORK GROUP TRUST		89.008	0,0083%	L2
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		26.316	0,0025%	L2
CITY UNIVERSITY OF NEW YORK		331	0,0000%	L2

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
CM-AM ADVANCED		3.200	0,0003%	L2
CM-AM CONVERTIBLES EUROPE		12.000	0,0011%	L2
CM-AM CONVICTIONS EURO		372.000	0,0348%	L2
CM-AM CONVICTIONS FLEXIBLE EURO		19.000	0,0018%	L2
CM-AM PEA SECURITE		1.655.860	0,1548%	L2
CM-AM PEA SERENITE		426.629	0,0399%	L2
CNBF RB OSTRUM ACTION EURO		35.917	0,0034%	L2
CNBF RC OSTRUM ACTION EURO		71.936	0,0067%	L2
CNP ASSURANCES IARD MANDAT 287		19.218	0,0018%	L2
CNP ASSURANCES PREVOYANCE MANDAT 285		34.518	0,0032%	L2
CNP RETRAITE R01 PLACEMENT PTF		505.425	0,0472%	L2
CNTRL PNSON FND INTRNTNL UNION		34.459	0,0032%	L2
CO PERATIE KLAVERBLAD VERZEKERINGEN UA		16.096	0,0015%	L2
COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED		12.336	0,0012%	L2
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,0008%	L2
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		40.471	0,0038%	L2
COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF		190	0,0000%	L2
COLUMBIA THREADNEEDLE (IRL) ICAV		2.252	0,0002%	L2
COLUMBIA THREADNEEDLE (LUX) III		3.297	0,0003%	L2
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		238.698	0,0223%	L2
COMMISSION DE LA CAISSE COMMUNE		6.132	0,0006%	L2
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		558	0,0001%	L2
COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN		3.600	0,0003%	L2
COMMONWEALTH OF PA - TREASURY		6.233	0,0006%	L2
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM		69.305	0,0065%	L2
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM		2.089	0,0002%	L2
COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT		4.878	0,0005%	L2
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		121.689	0,0114%	L2
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.759	0,0007%	L2
CONSERVATION INTERNATIONAL FOUNDATION, INC.		386	0,0000%	L2
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,0002%	L2
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,0001%	L2
CONTI GESTION		12.125	0,0011%	L2
CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		10.092	0,0009%	L2
CORALIUM PEA SANTE RESERVE		109.895	0,0103%	L2
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY		15.789	0,0015%	L2
CPR ACTIONS EURO PREMIUM SELECT		427	0,0000%	L2
CPR ACTIONS EURO RESPONSABLE		120.496	0,0113%	L2
CPR EUROPE ESG POCHE COR		13.208	0,0012%	L2
CRAMA LOIRE BRETAGNE ACTIONS		39.985	0,0037%	L2
CREDIT MUTUEL ASSET MANAGEMENT		195.000	0,0182%	L2
CREDIT SUISSE INDEX FUND (LUX)		416.811	0,0390%	L2
CRN AMUNDI ACTIONS		161.464	0,0151%	L2
CS PORTFOLIO LLC		42.020	0,0039%	L2
CSAA INSURANCE EXCHANGE		1.740	0,0002%	L2
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		25.490	0,0024%	L2
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975		3.627	0,0003%	L2
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND		86.197	0,0081%	L2
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		3.942	0,0004%	L2
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		6.337	0,0006%	L2
CX CADENCE LIMITED-DEAZELEY		7.129	0,0007%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.		547	0,0001%	L2
D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C		153	0,0000%	L2
D.E. SHAW OCULUS INTL NON FLIP		37.727	0,0035%	L2
DC-AKTIEN-FONDS		1.741	0,0002%	L2
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC		129	0,0000%	L2
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.		303	0,0000%	L2
DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC		3.101	0,0003%	L2
DEAM-FONDS ZDV		3.193	0,0003%	L2
DEKA INTERNATIONAL S.A. W/DEKA-EUROLAND AKT.LOWRISK		54.372	0,0051%	L2
DEKA INTERNATIONAL S.A. W/DEKA-EUROPA AKTIEN SPEZIAL		46.344	0,0043%	L2
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		145.545	0,0136%	L2
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		5.052	0,0005%	L2
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		57.049	0,0053%	L2
DEKA INVESTMENT GMBH RE A-FU 5-FONDS		11.460	0,0011%	L2
DEKA INVESTMENT GMBH RE GLOBALE AKTIEN		36.512	0,0034%	L2
DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO A		21.692	0,0020%	L2
DEKA INVESTMENT GMBH VZWL MASTERFONDS		14.308	0,0013%	L2
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,0006%	L2
DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02		1.952	0,0002%	L2
DEKA INVESTMENT GMBH W/A-REVI 2		28.000	0,0026%	L2
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		403.887	0,0378%	L2
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CLIMATE CHANGE ESG CTB UCITS ETF		15.254	0,0014%	L2
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE CLIMATE CHANGE ESG CTB UCITS ETF		33.372	0,0031%	L2
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		11.955	0,0011%	L2
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD CLIMATE CHANGE ESG UCITS ETF		11.502	0,0011%	L2
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		29.301	0,0027%	L2
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		32.154	0,0030%	L2
DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL		10.342	0,0010%	L2
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET EUROPA FOKUS AS		14.000	0,0013%	L2
DEKA INVESTMENT GMBH W/ELB AKTIEN GLOBAL MULTIFACTOR PASSIV		6.345	0,0006%	L2
DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS		37.588	0,0035%	L2
DEKA INVESTMENT GMBH W/HEGAU-BODENSEE FM 1 W/U03		8.500	0,0008%	L2
DEKA INVESTMENT GMBH W/HFW-FONDS W/S2 AKTIEN EUROPA		19.432	0,0018%	L2
DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II		4.786	0,0004%	L2
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,0005%	L2
DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV		1.256	0,0001%	L2
DEKA INVESTMENT GMBH W/SKYHOOK INVEST - DEKA		168	0,0000%	L2
DEKA INVESTMENT GMBH W/SSH-FONDS W/U07		17.799	0,0017%	L2
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		7.257	0,0007%	L2
DEKA INVESTMENT GMBH W/TREVALIS U02		440	0,0000%	L2
DEKA INVESTMENT GMBH W/TREVALIS U03		17.631	0,0016%	L2
DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02		16.351	0,0015%	L2
DEKA INVESTMENT GMBH W/WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN W/U02		4.793	0,0004%	L2
DEKA VALUE PLUS		108.994	0,0102%	L2
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS		14.500	0,0014%	L2
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG		22.100	0,0021%	L2
DEKA-RAB		6.795	0,0006%	L2
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		1.370	0,0001%	L2
DES VAL INTL.PEEQ CSH NON FLIP		60.170	0,0056%	L2
DESJARDINS GLOBAL EQUITY GROWTHFUND		99.508	0,0093%	L2

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		28.241	0,0026%	L2
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		1.146	0,0001%	L2
DESJARDINS RI DEVELOPED EXUSA EXCANADA MULTIFACTOR LOW CO2 ETF		90.546	0,0085%	L2
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		32.006	0,0030%	L2
DESTINATIONS INTERNATIONAL EQU		7.256	0,0007%	L2
DEUTSCHE DCG EQ		1.071	0,0001%	L2
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,0001%	L2
DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST		950	0,0001%	L2
DFI LP EQUITY (PASSIVE		532	0,0000%	L2
DIGITAL FUNDS STARS EUROZONE		9.321	0,0009%	L2
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,0002%	L2
DIMENSIONAL FUNDS PLC		62.549	0,0058%	L2
DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E		187.404	0,0175%	L2
DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI		4.496	0,0004%	L2
DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E		1	0,0000%	L2
DPAM B EQUITIES EUROPE INDEX		43.000	0,0040%	L2
DPAM DBI RDT B EQUITIES EMU INDEX		68.000	0,0064%	L2
DPAM L EQUITIES EMU SRI MSCI INDEX		12.230	0,0011%	L2
DPAM L EQUITIES WORLD SRI MSCI INDEX		4.200	0,0004%	L2
DPCTA-MASTERFONDS		15.139	0,0014%	L2
DUNHAM INTERNATIONAL STOCK FUND		6.650	0,0006%	L2
DWS INVESTMENT GMBH FOR DEAM-FONDS CPT		3.196	0,0003%	L2
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		5.159	0,0005%	L2
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		2.140	0,0002%	L2
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,0013%	L2
DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE		196.104	0,0183%	L2
DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER		892	0,0001%	L2
DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1		26.908	0,0025%	L2
DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY		21.176	0,0020%	L2
DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND		3.672	0,0003%	L2
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT		61.715	0,0058%	L2
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO		662	0,0001%	L2
DWS INVESTMENT GMBH W/BBR 1 AP		8.706	0,0008%	L2
DWS MULTI ASSET PIR FUND		30.000	0,0028%	L2
DYNAMIC PROFILE FINECO AM FUND I		5.582	0,0005%	L2
DYNAMIC PROFILE FINECO AM FUND V		113.230	0,0106%	L2
DYNAMIC PROFILE FINECO AM FUND VI		91.818	0,0086%	L2
DYNAMIC PROFILE FINECO AM FUND VII		109.959	0,0103%	L2
DYNASTY INVEST LTD		1.134	0,0001%	L2
E TRADE NO FEE INTERNATIONAL INDEX FUND		833	0,0001%	L2
EAST SUSSEX PENSION FUND		3.751	0,0004%	L2
EDF RETRAITE LONG TERME INDICIELLE		13.858	0,0013%	L2
EFFEPILUX SIC-AZIONARIO - PICT		4.720	0,0004%	L2
ELEVA ABSOLUTE RETURN EUROPE FUND		8.268	0,0008%	L2
EMBO-FONDS		11.075	0,0010%	L2
EMERGENCY SERVICES SUPERANNUATION SCHEME		3.434	0,0003%	L2
EMPOWER ANNUITY INSURANCE COMPANY		47.016	0,0044%	L2
ENGADINE EQUITY MASTER FUND		38.915	0,0036%	L2
ENHANCED INDEX INTERNATIONAL SHARE FUND		2.086	0,0002%	L2
ENVIRONMENT FUND		3.506	0,0003%	L2
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO		33.001	0,0031%	L2
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		6.758	0,0006%	L2
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		4.395	0,0004%	L2
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.032	0,0005%	L2
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		5.900	0,0006%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		855	0,0001%	L2
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		1.370	0,0001%	L2
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		3.818	0,0004%	L2
EQUIPSUPER		57.778	0,0054%	L2
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.972	0,0003%	L2
ERAFP ACTIONS EURO I		628.664	0,0588%	L2
ERAFP ACTIONS EURO IV		314.138	0,0294%	L2
ERI BAYERNINVEST FONDS AKTIEN EUROPA		10.448	0,0010%	L2
ERIKOISSIJOITUSRAHASTO NORDEA NAVIGO		346	0,0000%	L2
ERISA ACTIONS GRANDES VALEURS		625.889	0,0585%	L2
ESSENTIA HEALTH		2.616	0,0002%	L2
EVERGREEN SUSTAINABLE WORLD STOCKS		9.000	0,0008%	L2
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES		1.072	0,0001%	L2
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,0003%	L2
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,0005%	L2
FAMILY INVESTMENTS CHILD TRUST FUND		7.175	0,0007%	L2
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		8.919	0,0008%	L2
FCM INTERNATIONAL LLC		835	0,0001%	L2
FCP SODIUM I		25.274	0,0024%	L2
FEDEX CORPORATION EMPLOYEES PENSION TRUST		6.288	0,0006%	L2
FG BALANCED		12.000	0,0011%	L2
FGV ACTIONS EUROPE LM A		16.762	0,0016%	L2
FGV ACTIONS EUROPE LM B		132.230	0,0124%	L2
FIDDLER PARTNERS LLC		474	0,0000%	L2
FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND		1.682.067	0,1572%	L2
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		16.436	0,0015%	L2
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		126.654	0,0118%	L2
FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF		42.356	0,0040%	L2
FIDELITY FUNDS - ITALY POOL		647.908	0,0606%	L2
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		3.004	0,0003%	L2
FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND		41.087	0,0038%	L2
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		56.240	0,0053%	L2
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND		3.082	0,0003%	L2
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		103.377	0,0097%	L2
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		544	0,0001%	L2
FIDELITY SAI INTERNATIONAL INDEX FUND		185.036	0,0173%	L2
FIDELITY SALEM STREET TRUST FIDELITY FLEX INTERNATIONAL FOCUSED INDEX FUND		5.092	0,0005%	L2
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		47.903	0,0045%	L2
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		230.553	0,0216%	L2
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA		18.759	0,0018%	L2
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL MOMENTUM INDEX FUND		106.973	0,0100%	L2
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.		804.742	0,0752%	L2
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		242.870	0,0227%	L2
FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF		43.412	0,0041%	L2
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		8.200	0,0008%	L2
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		16.176	0,0015%	L2
FIDEURAM FUND		2.311	0,0002%	L2
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		1.420	0,0001%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIRST PRIVATE EURO DIVIDENDEN STAUFER		28.190	0,0026%	L2
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		433.385	0,0405%	L2
FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF		37.190	0,0035%	L2
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		5.703	0,0005%	L2
FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF		12.256	0,0011%	L2
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH ETF		181.638	0,0170%	L2
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH PORTFOLIO		30.368	0,0028%	L2
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		47.899	0,0045%	L2
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		907.862	0,0849%	L2
FJARDE AP-FONDEN.		11.335	0,0011%	L2
FLEXSHARES DEVELOPED MARKETS EX - US QUALITY LOW VOLATILITY INDEX FUND		5.664	0,0005%	L2
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1	0,0000%	L2
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		1	0,0000%	L2
FLORIDA RETIREMENT SYSTEM		32.429	0,0030%	L2
FLOURISH INVESTMENT CORPORATION		14.574	0,0014%	L2
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,0016%	L2
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		261	0,0000%	L2
FONDATION BOTNAR		10.645	0,0010%	L2
FONDATION BOTNAR.		11.292	0,0011%	L2
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		21	0,0000%	L2
FONDITALIA		821.598	0,0768%	L2
FONDS DE PLACEMENT PROMUTUEL GROUPE PROMUTUEL FEDERATION DE SOCIETES MUTUELLES DASSURANCE GENERALE		2.502	0,0002%	L2
FONDS DE RESERVE POUR LES RETRAITES		47.364	0,0044%	L2
FONDS FUER STIFTUNGEN INVESCO		9.232	0,0009%	L2
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,0002%	L2
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		3.553	0,0003%	L2
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,0001%	L2
FOREIGN STOCK INDEX MOTHER FUND		32.631	0,0031%	L2
FOVERUKA PENSION UNIVERSAL		7.109	0,0007%	L2
FRANCIS FAMILY FUND APS		3.127	0,0003%	L2
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		7.470	0,0007%	L2
FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF		550.981	0,0515%	L2
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF		156.020	0,0146%	L2
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF		3.615	0,0003%	L2
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF		4.130	0,0004%	L2
FRANKLIN TEMPLETON ICAV		610.793	0,0571%	L2
FUNDACAO CALOUSTE GULBENKIAN		642	0,0001%	L2
FUNDO DE PENSOES .		5.355	0,0005%	L2
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,0011%	L2
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		291.521	0,0273%	L2
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		46.625	0,0044%	L2
FUTURE GROUP INTERNATIONAL EQUITIES FUND		16.417	0,0015%	L2
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		274	0,0000%	L2
G.A.-FUND-B - EQUITY BROAD EURO P		28.107	0,0026%	L2
G.A.-FUND-B - WORLD EQUITIES PLUS		4.036	0,0004%	L2
GAMLA LIVFORSAKRINGSAKTIEBOLAGET SEB TRYGG LIV		191.605	0,0179%	L2
GARRAISKA INVESTMENTS		7.500	0,0007%	L2
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		1.841	0,0002%	L2
GCA MANDAT GESTION ACTIONS		32.798	0,0031%	L2
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		103.987	0,0097%	L2
GENERALI AKTIVMIX DYNAMIK PROTECT 80		2.925	0,0003%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GENERALI FUTURE LEADERS ITALIA		23.900	0,0022%	L2
GENERALI INVESTMENTS SICAV		32.843	0,0031%	L2
GENERALI ITALIA SPA		120.500	0,0113%	L2
GENERATION LIFE LIMITED		2.122	0,0002%	L2
GERANA SICAV-SIF, S.A.		8.456	0,0008%	L2
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		1.942	0,0002%	L2
GLOBAL EQUITIES ENHANCED INDEX FUND		31.044	0,0029%	L2
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,0002%	L2
GLOBAL MULTI FACTOR EQUITY FUND		26.510	0,0025%	L2
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P		2.677	0,0003%	L2
GLOBAL RESEARCH EQUITY-EXTENDED MASTER FUND (CAYMAN)		2.677	0,0003%	L2
GLOBAL SICAV - OFI INVEST ESG		12.058	0,0011%	L2
GLOBAL X MSCI EAFE INDEX ETF		3.075	0,0003%	L2
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		33.639	0,0031%	L2
GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF		1.127	0,0001%	L2
GMO ALTERNATIVE ALLOCATION FUND		37.974	0,0035%	L2
GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES		18.806	0,0018%	L2
GOLDMAN SACHS ETF ICAV		33	0,0000%	L2
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA EUROPE EQUITY ETF		17.236	0,0016%	L2
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA INTERNATIONAL EQUITY ETF		438.073	0,0409%	L2
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		25.378	0,0024%	L2
GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF		21.583	0,0020%	L2
GOLDMAN SACHS FUNDS III		92.560	0,0087%	L2
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		60.690	0,0057%	L2
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.		60.484	0,0057%	L2
GOVERNMENT PENSION INVESTMENT FUND		1.333.998	0,1247%	L2
GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND		13.022	0,0012%	L2
GREAT-WEST INTERNATIONAL INDEX FUND		72.607	0,0068%	L2
GREENFIELDS CAPITAL LIMITED		543	0,0001%	L2
GREENFINCH FOUNDATION		2.460	0,0002%	L2
GUIDEMARK WORLD EX-US FUND/GOLDMAN		43.751	0,0041%	L2
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		50.136	0,0047%	L2
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		62.982	0,0059%	L2
HANG SENG INSURANCE COMPANY LIMITED		35.267	0,0033%	L2
HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF		28.695	0,0027%	L2
HASE EUROPA		35.000	0,0033%	L2
HAWTHORN DM LLC		9.325	0,0009%	L2
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		688	0,0001%	L2
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		472	0,0000%	L2
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		11.100	0,0010%	L2
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,0009%	L2
HEALTHCARE EMPLOYEES PENSION PLAN MANITOBA		137.281	0,0128%	L2
HELABA INV KAPITALANL GES MBH HI SZVA 21 SFONDS		29.421	0,0028%	L2
HELABA INVEST KAG MBH HI KAPPA 3 SFONDS		29.156	0,0027%	L2
HELVETIA I EUROPA		43.537	0,0041%	L2
HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T		2.129	0,0002%	L2
HESTA		4.848	0,0005%	L2
HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS		83.000	0,0078%	L2
HI-AKTIEN-AKTIV-VALUE-SFONDS		49.000	0,0046%	L2
HILLSDALE GLOBAL EQUITY FUND		4.068	0,0004%	L2
HI-PROAM-STIFTUNGSFONDS		2.853	0,0003%	L2
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		196.154	0,0183%	L2
HORIZON BUSINESS SRI DYN DBI-RDT		37.479	0,0035%	L2
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		25.248	0,0024%	L2
HOSTPLUS POOLED SUPERANNUATION TRUST		5.784	0,0005%	L2
HP+P STIFTUNGSFONDS		15.900	0,0015%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HRW TESTAMENTARY TRUST NO. 11.		787	0,0001%	L2
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,0005%	L2
HRW TESTAMENTARY TRUST NO. 2		2.539	0,0002%	L2
HRW TESTAMENTARY TRUST NO. 3		3.135	0,0003%	L2
HRW TESTAMENTARY TRUST NO. 6		411	0,0000%	L2
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,0004%	L2
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		5.546	0,0005%	L2
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND		2.736	0,0003%	L2
HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND		130.766	0,0122%	L2
HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF		371	0,0000%	L2
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF		689	0,0001%	L2
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		16.389	0,0015%	L2
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF		71.914	0,0067%	L2
HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF		1.244	0,0001%	L2
HSBC EURO EQUITY VOLATILITY FOCUSED		82.379	0,0077%	L2
HSBC EUROPE EQUITY INCOME		147.680	0,0138%	L2
HSBC GLOBAL INVESTMENT FUNDS		847.470	0,0792%	L2
HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND		24.324	0,0023%	L2
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		343.534	0,0321%	L2
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		35.864	0,0034%	L2
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		16.051	0,0015%	L2
IADB STAFF RETIREMENT FUND		2.805	0,0003%	L2
IALUMBRA HOLDING TRUST		12.400	0,0012%	L2
IBM 401(K) PLUS PLAN TRUST		34.061	0,0032%	L2
IC EUROPE EQUITY ESG INDEX FUND		1.996	0,0002%	L2
IF IST - GLOBE INDEX		8.453	0,0008%	L2
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		828.738	0,0775%	L2
ILA - A-ILDSCG		2.038	0,0002%	L2
ILA - A-ILEZEQG		9.250	0,0009%	L2
ILA - A-ILGLOEQG		3.216	0,0003%	L2
ILA - A-ILGLOEQN		852	0,0001%	L2
ILA - RAFIMF		908	0,0001%	L2
ILA-A-ILIMCFHY		3.105	0,0003%	L2
ILA-A-ILSDMH		89.404	0,0084%	L2
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		27.080	0,0025%	L2
ILA-LA WORLD ESG SCREENED FUND		1.696	0,0002%	L2
ILLINOIS MUNICIPAL RETIREMENT FUND		24.512	0,0023%	L2
ILMARINEN MUTUAL PENSION INSURANCE COMPANY		623.475	0,0583%	L2
IMCO GLOBAL PUBLIC EQUITY LP		77.185	0,0072%	L2
IMPACTASSETS INC.		976	0,0001%	L2
IMPERIAL GLOBAL EQUITY INCOME POOL		332.061	0,0310%	L2
IMPERIAL INTERNATIONAL EQUITY POOL		704	0,0001%	L2
INDOSUEZ EURO PATRIMOINE		139.388	0,0130%	L2
INDOSUEZ EURO RENDEMENT		119.510	0,0112%	L2
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC		16.749	0,0016%	L2
ING DIRECT SICAV		20.363	0,0019%	L2
INSTITUTIONAL RETIREMENT TRUST		4.051	0,0004%	L2
INSTITUTIONELLA AKTIEFONDEN STABIL		80.336	0,0075%	L2
INTERFUND SICAV		13.416	0,0013%	L2
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		252.562	0,0236%	L2
INTERNATIONAL EQUITIES B UNIT TRUST		3.407	0,0003%	L2
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		483	0,0000%	L2
INTERNATIONAL EQUITIES SECTOR TRUST		1.018	0,0001%	L2
INTERNATIONAL EQUITY FUND		2.687	0,0003%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		3.285	0,0003%	L2
INTERNATIONAL MONETARY FUND		30.572	0,0029%	L2
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV		5.164	0,0005%	L2
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS		12.329	0,0012%	L2
INVESCO ADVANTAGE INTERNATIONALFUND		1.119	0,0001%	L2
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		90.987	0,0085%	L2
INVESCO FUND MANAGERS LIMITED		64.467	0,0060%	L2
INVESCO FUNDS		553.776	0,0518%	L2
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		9.479	0,0009%	L2
INVESCO GLOBAL EQUITY NET ZERO ETF		9.786	0,0009%	L2
INVESCO MARKETS II PLC		61.100	0,0057%	L2
INVESCO MARKETS II PUBLIC LIMITED COMPANY		64.822	0,0061%	L2
INVESCO MARKETS III PLC		821	0,0001%	L2
INVESCO MSCI EAFE INCOME ADVANTAGE ETF		7.283	0,0007%	L2
INVESCO POOLED INVESTMENT FUND - EUROPE FUND		13.069	0,0012%	L2
INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES		56.341	0,0053%	L2
INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF		3.334	0,0003%	L2
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF		4.640	0,0004%	L2
INVESCO S&P INTERNATIONAL DEVELOPED ESG INDEX ETF		425	0,0000%	L2
INVESCO SANDP INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		77.269	0,0072%	L2
INVESCO SANDP INTERNATIONAL DEVELOPED MOMENTUM ETF		116.645	0,0109%	L2
INVESTERINGSFORENINGEN BANKINVEST ENGROS,GLOBALE AKTIER AKK.KL		31.998	0,0030%	L2
INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL		583	0,0001%	L2
INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL		2.966	0,0003%	L2
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		28.257	0,0026%	L2
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		6.128	0,0006%	L2
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		23.619	0,0022%	L2
INVESTERINGSFORENINGEN LAEGERNES INVEST, LI AKTIER GLOBALE INDEKS		7.081	0,0007%	L2
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL		1.705	0,0002%	L2
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL		1.913	0,0002%	L2
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL		3.956	0,0004%	L2
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL		11.476	0,0011%	L2
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL		5.163	0,0005%	L2
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS GLOBALE STABILE AKTIER		29.932	0,0028%	L2
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER		13.699	0,0013%	L2
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.534	0,0003%	L2
INVESTERINGSFORENINGEN NORDEA INVEST STABIL BALANCERET KL		6.644	0,0006%	L2
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER AKKUMULERENDE KL		25.391	0,0024%	L2
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER KL		89.574	0,0084%	L2
INVESTERINGSFORENINGEN NORDEAINVEST ENGROS GLOBALE STABILE AKTIER - ETISK TILVALG		28.010	0,0026%	L2
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS, GLOBALE AKTIER BASIS ESG KL		19.472	0,0018%	L2
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		7.600	0,0007%	L2
INVESTERINGSFORENINGEN PROFIL INVEST AFDELING FF		2.954	0,0003%	L2
INVESTERINGSFORENINGEN SEBINVEST SEB EUROPA AKTIER AKL		6.063	0,0006%	L2
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,0023%	L2
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		18.429	0,0017%	L2

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
IP ACTIONS EURO		12.402	0,0012%	L2
IPC MULTI-FACTOR INTERNATIONAL EQUITY		11.729	0,0011%	L2
IRCANTEC ACTIONS MONDE SYST. SCHRODERS		29.475	0,0028%	L2
IRISH LIFE ASSURANCE PLC		75.311	0,0070%	L2
IRISH LIFE ASSURANCE.		40.818	0,0038%	L2
IRISH LIFE CLIMATE FOCUSED FUND		1.663	0,0002%	L2
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,0001%	L2
ISHARES CORE MSCI EAFE ETF		3.285.519	0,3071%	L2
ISHARES CORE MSCI EAFE IMI INDEX ETF		287.905	0,0269%	L2
ISHARES CORE MSCI EUROPE ETF		241.120	0,0225%	L2
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF		513.697	0,0480%	L2
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		633.876	0,0593%	L2
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		7.818	0,0007%	L2
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		12.443	0,0012%	L2
ISHARES ESG ADVANCED MSCI EAFE ETF		41.427	0,0039%	L2
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		11.000	0,0010%	L2
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		893.524	0,0835%	L2
ISHARES EURO STOXX UCITS ETF (DE)		191.039	0,0179%	L2
ISHARES EUROPE ETF		82.745	0,0077%	L2
ISHARES GLOBAL EQUITY FACTOR ETF		6.543	0,0006%	L2
ISHARES GLOBAL FINANCIALS ETF		17.290	0,0016%	L2
ISHARES II PUBLIC LIMITED COMPANY		1.129.456	0,1056%	L2
ISHARES III PUBLIC LIMITED COMPANY		1.495.029	0,1398%	L2
ISHARES INTERNATIONAL DIVIDEND GROWTH ETF		129.228	0,0121%	L2
ISHARES INTERNATIONAL EQUITY FACTOR ETF		188.347	0,0176%	L2
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		3.490	0,0003%	L2
ISHARES IV PUBLIC LIMITED COMPANY		1.280.236	0,1197%	L2
ISHARES MSCI ACWI ETF		117.036	0,0109%	L2
ISHARES MSCI ACWI EX U.S. ETF		141.150	0,0132%	L2
ISHARES MSCI ACWI LOW CARBON TARGET ETF		32.841	0,0031%	L2
ISHARES MSCI EAFE ETF		1.580.267	0,1477%	L2
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		283.824	0,0265%	L2
ISHARES MSCI EAFE MIN VOL FACTOR ETF		1.497.432	0,1400%	L2
ISHARES MSCI EAFE VALUE ETF		1.206.247	0,1128%	L2
ISHARES MSCI EUROPE FINANCIALS ETF		496.270	0,0464%	L2
ISHARES MSCI EUROPE IMI INDEX ETF		13.658	0,0013%	L2
ISHARES MSCI EUROZONE ETF		575.583	0,0538%	L2
ISHARES MSCI INTL MOMENTUM FACTOR ETF		214.784	0,0201%	L2
ISHARES MSCI ITALY ETF		515.503	0,0482%	L2
ISHARES MSCI KOKUSAI ETF		1.530	0,0001%	L2
ISHARES MSCI WORLD ETF		45.986	0,0043%	L2
ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF		331	0,0000%	L2
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		10.831	0,0010%	L2
ISHARES PUBLIC LIMITED COMPANY		2.048.803	0,1915%	L2
ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE		88.189	0,0082%	L2
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		354.574	0,0331%	L2
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		167.591	0,0157%	L2
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		1.285.371	0,1202%	L2
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.174.506	0,2033%	L2
ISHARES V PUBLIC LIMITED COMPANY		371.901	0,0348%	L2
ISHARES VI PUBLIC LIMITED COMPANY		745.763	0,0697%	L2
ISHARES VII PUBLIC LIMITED COMPANY		919.469	0,0859%	L2
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		56.745	0,0053%	L2
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,0002%	L2
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		2.611	0,0002%	L2
ISLE OF MAN GOVERNMENT-TREASURY		5.346	0,0005%	L2
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,0000%	L2
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.226.421	0,1146%	L2
JEFFREY LLC		14.160	0,0013%	L2
JEREMY S. O'CONNOR LIVING TRUST		247	0,0000%	L2
JNL INTERNATIONAL INDEX FUND		66.693	0,0062%	L2
JNL/DFA INTERNATIONAL CORE EQUITY FUND		9.911	0,0009%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
JNL/JPMORGAN GLOBAL ALLOCATION FUND		1.826	0,0002%	L2
JNL/MELLON MSCI WORLD INDEX FUND		4.419	0,0004%	L2
JOHN HANCOCK FUNDS II - MULTI-ASSET ABSOLUTE RETURN FUND		37.285	0,0035%	L2
JOHN HANCOCK FUNDS II INCOME ALLOCATION FUND		1.419	0,0001%	L2
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		63.747	0,0060%	L2
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		8.380	0,0008%	L2
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		16.429	0,0015%	L2
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		5.403	0,0005%	L2
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		38.376	0,0036%	L2
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		16.613	0,0016%	L2
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		32.997	0,0031%	L2
JOHN T. WALTON FAMILY TRUST		120.586	0,0113%	L2
JOSHUA GREEN CORPORATION		3.450	0,0003%	L2
JPM MULTI INCOME FUND		21.955	0,0021%	L2
JPMORGAN BETABUILDERS EUROPE ETF		146.125	0,0137%	L2
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		43.417	0,0041%	L2
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		5.137	0,0005%	L2
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		15.715	0,0015%	L2
JPMORGAN EUROPE STRATEGIC DIVIDEND FUND		4.326	0,0004%	L2
JPMORGAN FLEXIBLE INCOME ETF		253	0,0000%	L2
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		2.739	0,0003%	L2
JPMORGAN FUNDS		283.372	0,0265%	L2
JPMORGAN GLOBAL ALLOCATION FUND		554	0,0001%	L2
JPMORGAN INCOME BUILDER FUND		6.846	0,0006%	L2
JPMORGAN INVESTMENT FUNDS		334.404	0,0313%	L2
JPMORGAN MULTI BALANCED FUND		1.680	0,0002%	L2
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,0002%	L2
JTW TRUST NO. 3 UAD 9/19/02.		118	0,0000%	L2
JTW TRUST NO. 4 UAD 9/19/02.		2.036	0,0002%	L2
JTW TRUST NO. 5 UAD 9/19/02.		32	0,0000%	L2
KAISER FOUNDATION HOSPITALS		3.693	0,0003%	L2
KAISER PERMANENTE GROUP TRUST		4.379	0,0004%	L2
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5		59.744	0,0056%	L2
KAPITALFORENINGEN EMD INVEST, VERDENSINDEKS		8.758	0,0008%	L2
KAPITALFORENINGEN INVESTIN PRO		14.165	0,0013%	L2
KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I		17.756	0,0017%	L2
KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS		102.262	0,0096%	L2
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		194.122	0,0181%	L2
KBC ECO FUND/WORLD		17.073	0,0016%	L2
KBC EQUITY FUND EUROZONE		547.074	0,0511%	L2
KBC EQUITY FUND EUROZONE DBI-RDT		79.098	0,0074%	L2
KBC EQUITY FUND SRI EUROZONE		856.476	0,0801%	L2
KBC EQUITY FUND WORLD		168.610	0,0158%	L2
KBC EQUITY FUND/EUROPE		48.054	0,0045%	L2
KBC EQUITY FUND/SRI WORLD		230.559	0,0216%	L2
KBC EQUITY FUND/WORLD DBI-ROT		54.621	0,0051%	L2
KBC EQUITY SRI WORLD DBI-RDT		19.803	0,0019%	L2
KBC INST FUND EURO EQUITY		51.823	0,0048%	L2
KBC INSTITUTIONAL FUND SRI EURO		60.425	0,0056%	L2
KBC INSTITUTIONAL FUND/SRI WORLD EQUITY		13.934	0,0013%	L2
KBC INSTITUTIONAL INVESTOR		3.936	0,0004%	L2
KBI FUNDS ICAV		32.723	0,0031%	L2
KBI GLOBAL INVESTMENT FUND		18.268	0,0017%	L2
KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1		7.286	0,0007%	L2
KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR		4.585	0,0004%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KERI ANN O'CONNOR REVOCABLE TRUST		37	0,0000%	L2
KFP MARKETABLE LLC		60	0,0000%	L2
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		17.974	0,0017%	L2
KODAK RETIREMENT INCOME PLAN 343 ST		22.451	0,0021%	L2
KOKUSAI EQUITY INDEX FUND, A S		8.501	0,0008%	L2
KUMPULAN WANG PERSARAAN (DIPERBADANKAN		4.902	0,0005%	L2
KUTXABANK GESTION SGIIC, S.A.		233.308	0,0218%	L2
KUTXABANK PENSIONES, S.A., SGFP		89.110	0,0083%	L2
L&G DEVELOPED WORLD MOMENTUM FACTOR INDEX FUND		663	0,0001%	L2
LA FRANCAISE LUX - CARBON IMPACT INCOME		743	0,0001%	L2
LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES		104.828	0,0098%	L2
LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION		2.790	0,0003%	L2
LAB QS DYNAMIC EQUITY FUND LP		99	0,0000%	L2
LACERA MASTER OPEB TRUST		11.377	0,0011%	L2
LAKE AVENUE INVESTMENTS LLC		18.058	0,0017%	L2
LARGE CAP INTL PORTFOLIO OF DFA INV		2	0,0000%	L2
LATVIJAS BANKA		2.666	0,0002%	L2
LAWRENCE LIVERMORE NATIONAL SECURITY, LLC AND TRIAD NATIONAL SECURITY, LLC DEFINED BENEFIT PENSION PLAN GROUP TRUST		4.766	0,0004%	L2
LBBW AM INVESTMENTGES. MBH LBB W AM-MONACO		6.250	0,0006%	L2
LBBW AM INVESTMENTGES. MBH LBBW AM-RENDITEF.NR.1 BANTLEO		6.339	0,0006%	L2
LBBW AM-ALME INVEST		34.000	0,0032%	L2
LBBW AM-CESRA5PLUS		10.000	0,0009%	L2
LBBW AM-MASTER SUEDPFALZ		37.100	0,0035%	L2
LBBW ASSET MANAGEMENT INVESTMENTGESELLSCHAFT MBH		261.576	0,0245%	L2
LBBW GLOBAL DIVIDEND		120.000	0,0112%	L2
LBBW ZYKLUS STRATEGIE		14.000	0,0013%	L2
LBPAM 3 MOIS		1.847.637	0,1727%	L2
LBPAM FRANCECAP 100 NOVEMBRE 2030		887.036	0,0829%	L2
LBPAM ISR ACTIONS FOCUS EUROPE		279.234	0,0261%	L2
LBPAM SHORT TERM		133.000	0,0124%	L2
LCL ACTIONS EURO CORE		76.726	0,0072%	L2
LCL ACTIONS MONDE HORS EUROPE EUR		39.291	0,0037%	L2
LEE M. HOWER TRUST		114	0,0000%	L2
LEGAL & GENERAL CCF.		2.342	0,0002%	L2
LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E		5.801	0,0005%	L2
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO		15.041	0,0014%	L2
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE		12.020	0,0011%	L2
LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED		330	0,0000%	L2
LEGAL & GENERAL GLOBAL EQUITY INDEX FUND		12.796	0,0012%	L2
LEGAL & GENERAL ICAV.		1.052	0,0001%	L2
LEGAL & GENERAL MSCI EAFE FUND LLC		45.786	0,0043%	L2
LEGAL & GENERAL MSCI EAFE SL FUND LLC		21.723	0,0020%	L2
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		16.102	0,0015%	L2
LEGAL & GENERAL UCITS ETF PUBLIC LIMITED COMPANY		9.483	0,0009%	L2
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		13.054	0,0012%	L2
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND		296	0,0000%	L2
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		194.036	0,0181%	L2
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		1.223	0,0001%	L2
LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED		26.502	0,0025%	L2
LEGAL AND GENERAL CCF		509	0,0000%	L2
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		39.575	0,0037%	L2
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		272	0,0000%	L2
LEGAL AND GENERAL EUROPEAN INDEX TRUST		221.148	0,0207%	L2
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		26.779	0,0025%	L2

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL AND GENERAL UCITS ETF PLC		200.433	0,0187%	L2
LFM ACTIONS MONDE VOLATILITE CONTROLEE		89.564	0,0084%	L2
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME		47	0,0000%	L2
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		398	0,0000%	L2
LGT SLC EQ EMV POOL CC AND L		1.137	0,0001%	L2
LGT SLC EQUITY OPT POOL SSGA		14.403	0,0013%	L2
LLB FUND SERV. AG ATD LLB AKTIEN EUROPA (EUR)		20.561	0,0019%	L2
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		18.566	0,0017%	L2
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		14.710	0,0014%	L2
LOF ALL ROADS		23.999	0,0022%	L2
LOF ALL ROADS CONSERVATIVE		4.129	0,0004%	L2
LOF ALL ROADS GROWTH		17.973	0,0017%	L2
LOF TARGETNETZERO EUROPE EQUITY		10.182	0,0010%	L2
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME		637.770	0,0596%	L2
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.		911.840	0,0852%	L2
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		68.730	0,0064%	L2
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MASTER TRUST		12.897	0,0012%	L2
LUX IM GLOBAL EQUITY VALUE		39.388	0,0037%	L2
LUXCELLENCE HELVETIA EUROP EQUITY		6.372	0,0006%	L2
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		9.286	0,0009%	L2
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		178.667	0,0167%	L2
LVIP SSGA INTERNATIONAL INDEX FUND		58.233	0,0054%	L2
M INTERNATIONAL EQUITY FUND		2.463	0,0002%	L2
MACF 3		89	0,0000%	L2
MACK EAFE EQUITY POOL		10.445	0,0010%	L2
MACKENZIE EUROPEAN SMALL-MID CAP FUND		79.427	0,0074%	L2
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		22.986	0,0021%	L2
MACQUARIE INTERNATIONAL EQUITIES FUND		17.922	0,0017%	L2
MACQUARIE MULTI-FACTOR FUND		2.603	0,0002%	L2
MAM EUROPA GROWTH		17.000	0,0016%	L2
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		3.898	0,0004%	L2
MAN NUMERIC CITY LIMITS FUND LLC C/O NUMERIC INVESTORS LLC		4.295	0,0004%	L2
MAN NUMERIC INTERNATIONAL ALPHA (US) LP		2.105	0,0002%	L2
MANAGED PENSION FUNDS LIMITED		54.898	0,0051%	L2
MANDAT ACTION HGAM		253.978	0,0237%	L2
MANULIFE GLOBAL FUND (SICA		25.138	0,0023%	L2
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		25.882	0,0024%	L2
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		6.330	0,0006%	L2
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.129	0,0001%	L2
MARGETTS FUND MANAGEMENT LTD		81.326	0,0076%	L2
MARIGOLD TACTICAL STRATEGIES LTD		1.273	0,0001%	L2
MARYLAND STATE RETIREMENT PENSION SYSTEM		27.390	0,0026%	L2
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		10.525	0,0010%	L2
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,0002%	L2
MATB MSCI KOKUSAI INDEX MOTHER FUND		9.716	0,0009%	L2
MATIG ACT MONDE		120.013	0,0112%	L2
MATIGNON ACTIONS DYNAMIQUES		34.562	0,0032%	L2
MBB PUBLIC MARKETS I LLC		28.671	0,0027%	L2
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		1.625	0,0002%	L2
MDPIM INTERNATIONAL EQUITY INDEX POOL		27.212	0,0025%	L2
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH		465	0,0000%	L2
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I		8.474	0,0008%	L2
MEDIOLANUM FLESSIBILE FUTURO ITALIA		1.244.177	0,1163%	L2
MEDIOLANUM FLESSIBILE SVILUPPO ITALIA		182.000	0,0170%	L2
MERCER GE INTERNATIONAL EQUITY FUND		2.111	0,0002%	L2
MERCER GLOBAL EQUITY FUND		34.419	0,0032%	L2
MERCER NONUS CORE EQUITY FUND		218.776	0,0205%	L2
MERCER OSS TRUST		1.033	0,0001%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MERCER PASSIVE INTERNATIONAL SHARES FUND		2.576	0,0002%	L2
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		205	0,0000%	L2
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,0012%	L2
MERCER QIF COMMON CONTRACTUAL FUND		152.592	0,0143%	L2
MERCER UCITS COMMON CONTRACTUALFUND		70.155	0,0066%	L2
MERCER UNHEDGED OVERSEAS SHARES TRUST		28.662	0,0027%	L2
MERCK AND CO INC MASTER RETIREMENT TRUST		7.418	0,0007%	L2
MET WAT REC DST RF NRN TRUST GLV 997261		5.040	0,0005%	L2
METIS EQUITY TRUST		5.982	0,0006%	L2
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,0006%	L2
METROPOLITAN LIFE INSURANCE COMPANY		10.063	0,0009%	L2
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415		86.661	0,0081%	L2
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS F11		6.140	0,0006%	L2
MGI FUNDS PLC		92.051	0,0086%	L2
MGTS AFH DA FUND		68.320	0,0064%	L2
MICHELET TUNNEL		25.128	0,0023%	L2
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,0002%	L2
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		23.602	0,0022%	L2
MI-FONDS 384		13.960	0,0013%	L2
MI-FONDS F47		29.979	0,0028%	L2
MI-FONDS K25		126.090	0,0118%	L2
MIGROS BANK (LUX) FONDS 30		1.100	0,0001%	L2
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,0001%	L2
MIGROS BANK (LUX) FONDS 50		1.540	0,0001%	L2
MIGROS BANK (LUX) FONDS INTERSTOCK		1.160	0,0001%	L2
MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS		2.999	0,0003%	L2
MINEWORKERS' PENSION SCHEME		51.355	0,0048%	L2
MINISTRY OF ECONOMY AND FINANCE		76.728	0,0072%	L2
MISSOURI EDUCATION PENSION TRUST		42.322	0,0040%	L2
MOA INTERNATIONAL FUND		532.408	0,0498%	L2
MONTSEGUR CROISSANCE		43.159	0,0040%	L2
MONUTA VERZEKERINGEN		9.132	0,0009%	L2
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		1.651	0,0002%	L2
MORGAN STANLEY PATHWAY FUNDS		11.721	0,0011%	L2
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		227	0,0000%	L2
MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		1.144	0,0001%	L2
MOTHER CABRINI HEALTH FOUNDATION, INC		28.842	0,0027%	L2
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,0009%	L2
MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		84.086	0,0079%	L2
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		151.134	0,0141%	L2
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		12.752	0,0012%	L2
MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND		1.887	0,0002%	L2
MULTI UNITS FRANCE - AMUNDI FT		474.258	0,0443%	L2
MULTI UNITS FRANCE - AMUNDI MS		23.152	0,0022%	L2
MULTI UNITS LUX AMUNDI EUROPE		86.490	0,0081%	L2
MULTI UNITS LUX AMUNDI EUROPEA		414	0,0000%	L2
MULTI UNITS LUX AMUNDI MSCI		1.741	0,0002%	L2
MULTI UNITS LUX AMUNDI MSCI EM		32.824	0,0031%	L2
MULTI UNITS LUX AMUNDI S P		257.307	0,0241%	L2
MULTI UNITS LUXEMBOURG - AMUND		74.366	0,0070%	L2
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		423.856	0,0396%	L2
MULTIMIX WHOLESALE INTERNATIONAL SHARES TRUST		2.466	0,0002%	L2
MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX		34.833	0,0033%	L2
N.V. HAGELUNIE		1.643	0,0002%	L2
NATIONAL CATHOLIC INVESTMENT TRUST		1.048	0,0001%	L2
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,0012%	L2
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		7.973	0,0007%	L2
NATIONAL EMPLOYEMENT SAVINGS TRUST		1.010.119	0,0944%	L2
NATIONAL PENSION INSURANCE FUND		2	0,0000%	L2
NATIONWIDE INTERNATIONAL INDEX FUND		18.420	0,0017%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NATIXIS AM FUNDS		40.116	0,0037%	L2
NATIXIS IRCEM RETRAITE FCP		17.990	0,0017%	L2
NATWEST ST JAMES S PLACE GLOBALQUALITY UNIT TRUST		8.569	0,0008%	L2
NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST		11.269	0,0011%	L2
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,0001%	L2
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE GLOBAL GROWTH UN		7.090	0,0007%	L2
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		14.354	0,0013%	L2
NBIMC EAFE EQUITY INDEX FUND.		1	0,0000%	L2
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		8.407	0,0008%	L2
NEF RISPARMIO ITALIA		10	0,0000%	L2
NEUBERGER BERMAN ETF TRUST - NEUBERGER INTERNATIONAL CORE EQUITY ETF		24.771	0,0023%	L2
NEW AIRWAYS PENSION SCHEME		2.654	0,0002%	L2
NEW YORK STATE COMMON RETIREMENT FUND		3.292	0,0003%	L2
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN.		2.345	0,0002%	L2
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		687.141	0,0642%	L2
NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST		2.129	0,0002%	L2
NFS LIMITED		5.026	0,0005%	L2
NGEE ANN POLYTECHNIC		6.607	0,0006%	L2
NICOLE M. O'CONNOR IRREVOCABLE TRUST		89	0,0000%	L2
NORDEA 1 SICAV		1.257.738	0,1176%	L2
NORDEA 2 SICAV		19.159	0,0018%	L2
NORDEA DISCRETIONARY GLOBAL EQUITY FUND		18.861	0,0018%	L2
NORDEA EUROPEAN INDEX SELECT FUND		17.169	0,0016%	L2
NORDEA GLOBAL EQUITY ALLOCATION FUND		18.566	0,0017%	L2
NORDEA GLOBAL INDEX SELECT FUND		17.185	0,0016%	L2
NORDEA PLAN BALANSERT FUND		2.751	0,0003%	L2
NORDEA PLAN KONSERVATIV FUND		568	0,0001%	L2
NORDEA PLAN MODERAT FUND		1.228	0,0001%	L2
NORDEA PLAN OFFENSIV FUND		4.332	0,0004%	L2
NORDEA PLAN VEKSTORIENTERT FUND		1.437	0,0001%	L2
NORDEA PREMIUM ASSET MANAGEMENT BALANCED FUND		10.089	0,0009%	L2
NORDEA PREMIUM ASSET MANAGEMENT GROWTH FUND		5.227	0,0005%	L2
NORDEA PREMIUM ASSET MANAGEMENT MODERATE FUND		8.527	0,0008%	L2
NORDEA PRO STABLE RETURN FUND		47.706	0,0045%	L2
NORDEA SAVINGS 30 FUND		3.991	0,0004%	L2
NORDEA SAVINGS 50 FUND		6.371	0,0006%	L2
NORDEA SAVINGS 75 FUND		4.669	0,0004%	L2
NORDEA STABIL		18.950	0,0018%	L2
NORDEA STABILE AKSJER GLOBAL FUND		623.454	0,0583%	L2
NORDEA STABILE AKSJER GLOBAL VALUTASIKRET FUND		417.016	0,0390%	L2
NORDEA STABLE PERFORMANCE FAM		2.740	0,0003%	L2
NORDEA STABLE RETURN FUND		67.906	0,0063%	L2
NORDEA STRATEGA 15		2.085	0,0002%	L2
NORDEA STRATEGA 35		17.091	0,0016%	L2
NORDEA STRATEGA 50		14.590	0,0014%	L2
NORDEA STRATEGA 70		20.328	0,0019%	L2
NORDEA STRATEGA 90 FUND		920	0,0001%	L2
NORDEA WORLD INDEX SELECT FUND		18.786	0,0018%	L2
NORGES BANK		9.916.178	0,9269%	L2
NORTHAMPTONSHIRE PENSION FUND		3.500	0,0003%	L2
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		133.622	0,0125%	L2
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		16.302	0,0015%	L2
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		28.536	0,0027%	L2
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		22.198	0,0021%	L2
NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST		695.578	0,0650%	L2
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		311.294	0,0291%	L2
NORTHERN TRUST UCITS FGR FUND		121.686	0,0114%	L2
NORTHERN WORLD SELECTION INDEX FUND		22.561	0,0021%	L2
NOW PENSIONS TRUST		34.471	0,0032%	L2

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST		4.235	0,0004%	L2
NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,0004%	L2
NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST		6.527	0,0006%	L2
NT MSCI EAFE INDEX FUND		1	0,0000%	L2
NT WORLD GREEN TRANSITION INDEX FUND		488	0,0000%	L2
NTGI-QM COMMON DAILY EAFE		65.528	0,0061%	L2
NUVEEN INTERNATIONAL EQUITY INDEX FUND		66.763	0,0062%	L2
NVIT INTERNATIONAL INDEX FUND		1	0,0000%	L2
NZAM EURO STOXX PARIS-ALIGNED		357	0,0000%	L2
OFI INVEST ESG DYNAMIQUE EURO		8.430	0,0008%	L2
OFI INVEST ESG EQUILIBRE EURO		13.695	0,0013%	L2
OFI INVEST ESG PRUDENT EURO		4.550	0,0004%	L2
OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.		121.300	0,0113%	L2
ONEMARKETS ITALY ICAV		6.644	0,0006%	L2
ONEMARKETS MSCI EUROPE UNIVERSAL UCITS ETF		506	0,0000%	L2
ONEMARKETS MSCI WORLD UNIVERSAL UCITS ETF		104	0,0000%	L2
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		4.373	0,0004%	L2
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL		36.828	0,0034%	L2
OPENWORLD PUBLIC LIMITED COMPANY		703	0,0001%	L2
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		51.871	0,0048%	L2
ORANO ACTIONS EUROPEENNES		22.313	0,0021%	L2
OSMOSIS ICAV		12.913	0,0012%	L2
OVERSTORY CAPITAL LLC		1.471	0,0001%	L2
PACER TRENDPILOT INTERNATIONAL ETF		3.687	0,0003%	L2
PARAMETRIC INTERNATIONAL EQUITYFUND		4.800	0,0004%	L2
PARMA PEA NOVEMBRE 2025		15.121	0,0014%	L2
PASSIVE GLOBAL SHARE TRUST		8.834	0,0008%	L2
PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST		114	0,0000%	L2
PEGASUS-UI-FONDS		36.777	0,0034%	L2
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.159	0,0002%	L2
PENSION BENEFIT GUARANTY CORPORATION		103.442	0,0097%	L2
PENSION RESERVES INVESTMENT TRUST FUND		54.657	0,0051%	L2
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		305.786	0,0286%	L2
PEOPLE'S BANK OF CHINA		364.001	0,0340%	L2
PEPCO HOLDINGS INC. VEBA TRUST		839	0,0001%	L2
PERPETUAL GLOBAL ALLOCATION ALPHA FUND		5.413	0,0005%	L2
PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND		394	0,0000%	L2
PERTUBUHAN KESELAMATAN SOSIAL		22.849	0,0021%	L2
PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		2.433	0,0002%	L2
PFA PENSION FORSIKRINGSAKTIESELSKAB		23.014	0,0022%	L2
PFIZER INC. MASTER TRUST		1.127	0,0001%	L2
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.067	0,0001%	L2
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,0001%	L2
PHILIP VERONICA A KOVACH JT TEN/WROS 2934		19	0,0000%	L2
PHOENIX UNIT TRUST MANAGERS LIMITED		196.250	0,0183%	L2
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		2.969	0,0003%	L2
PICTET AI ENHANCED INTERNATION		535	0,0001%	L2
PICTET CH - GLOBAL EQUITIES		3.568	0,0003%	L2
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		20.278	0,0019%	L2
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,0014%	L2
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		5.755	0,0005%	L2
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		9.207	0,0009%	L2
PICTET CH INSTITUTIONAL EUROPEAN EX SWISS EQUITIES TRACKER EX SL		16.074	0,0015%	L2
PICTET CH INSTITUTIONAL WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,0002%	L2
PICTET EUROLAND INDEX		12.903	0,0012%	L2
PICTET EUROPE INDEX		62.189	0,0058%	L2
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		134.591	0,0126%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PINK CALI LLC		486	0,0000%	L2
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA		1.714	0,0002%	L2
PIVOTAL PHILANTHROPIES FOUNDATION		1.207	0,0001%	L2
PLATO INST I FUND EURO EQUITY		11.590	0,0011%	L2
PLATO INSTIT INDEX FND WORLD DBI-RDT		12.837	0,0012%	L2
PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY		29.285	0,0027%	L2
PLATO INSTITUTIONAL INDEX FUND/WORLD		33.785	0,0032%	L2
PLEIADES TRUST		79.666	0,0074%	L2
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,0006%	L2
POINT72 ASSOCIATES LLC		117	0,0000%	L2
POINT72 ASSOCIATES LLC C/O FINSCO LIMITED		494	0,0000%	L2
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		61.442	0,0057%	L2
POOL PARSUMO CAPITAL AG AKTIEN WELT		7.500	0,0007%	L2
POOL SWISS ROCK AKTIEN GLB		3.361	0,0003%	L2
PORTZAMPARC MOMENTUM ISR		62.000	0,0058%	L2
PRAXIS INTERNATIONAL INDEX FUND		51.414	0,0048%	L2
PRESBYTERIAN CHRUCH IN AMERICA 403 (B) (9) RETIREMENT PLAN		2.841	0,0003%	L2
PRI JP MORGAN EUROZONE EQUITY		183.150	0,0171%	L2
PRIME SUPER PTY LTD		4.376	0,0004%	L2
PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND		24.161	0,0023%	L2
PRINCIPAL FUNDS, INC. - OVERSEAS FUND		4.179	0,0004%	L2
PRINCIPAL LIFE INSURANCE COMPANY		12.041	0,0011%	L2
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,0001%	L2
PRO-GEN INVESTMENTS LLC		1.449	0,0001%	L2
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		27.874	0,0026%	L2
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.385	0,0001%	L2
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		1.277	0,0001%	L2
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		18.286	0,0017%	L2
PRUDENTIAL HONG KONG LIMITED		3.710	0,0003%	L2
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		5.770	0,0005%	L2
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		7.922	0,0007%	L2
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		80.434	0,0075%	L2
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		31.087	0,0029%	L2
PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI		70.797	0,0066%	L2
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		219.705	0,0205%	L2
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		176.049	0,0165%	L2
PUBLIC SECTOR PENSION INVESTMENT BOARD.		289.739	0,0271%	L2
PURPOSE FUND CORP		1.103	0,0001%	L2
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND		262.255	0,0245%	L2
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND 2		34.996	0,0033%	L2
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		384.779	0,0360%	L2
QIC INTERNATIONAL EQUITIES FUND.		2.128	0,0002%	L2
QUALITY EDUCATION FUND		849	0,0001%	L2
QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES		503.564	0,0471%	L2
RAIFFEISEN KAPITALANLAGE GESELLSCHAFT M.B.H NV AKTIEN GLOBAL		1.319	0,0001%	L2
RAINDROPS CAPITAL LIMITED		1.967	0,0002%	L2
RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST		26.242	0,0025%	L2
RBC EUROPEAN EQUITY FUND ROYAL TRUST		259.443	0,0243%	L2
RBC EUROPEAN MID-CAP EQUITY FUND		102.925	0,0096%	L2
RBC INDIGO INTERNATIONAL EQUITYINDEX FUND		1.177	0,0001%	L2
RBC INTERNATIONAL DIVIDEND GROWTH FUND		64.108	0,0060%	L2
REALDANIA		60.885	0,0057%	L2
REASSURE LIMITED		114.884	0,0107%	L2
REGIME DE RENTES DU MOUVEMENT DESJARDINS		15.640	0,0015%	L2
REGIME DE RETRAITE DU PERSONNEL CPE		130.522	0,0122%	L2
RETAIL EMPLOYEES SUPERANNUATIONTRUST		58.085	0,0054%	L2

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
RETIREMENT BENEFITS INVESTMENT FUND		3.652	0,0003%	L2
RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.		27.792	0,0026%	L2
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		340.357	0,0318%	L2
RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND		1.345	0,0001%	L2
RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC		3.382	0,0003%	L2
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		20.782	0,0019%	L2
RLA GLOBAL SHARE FUND		5.627	0,0005%	L2
RLA INTERNATIONAL EQUITIES FUND		14.165	0,0013%	L2
RLA NZ INTERNATIONAL EQUITIES FUND		5.818	0,0005%	L2
ROBECO CAPITAL GROWTH FUNDS		41.344	0,0039%	L2
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,0030%	L2
ROBECO UCITS ICAV		3	0,0000%	L2
ROBECO UMBRELLA FUND I N.V.		2.645	0,0002%	L2
ROBIN 1-FONDS		79.144	0,0074%	L2
ROBUST MULTI ASSET FUND		71.932	0,0067%	L2
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,0007%	L2
ROPS EURO P		59.291	0,0055%	L2
ROPS SMART INDEX EURO		32.638	0,0031%	L2
ROSEFINCH FOUNDATION		2.460	0,0002%	L2
ROSEN FAMILY TRUST		35	0,0000%	L2
ROTHSCHILD MARTIN MAUREL		212.465	0,0199%	L2
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.306	0,0068%	L2
ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT		730	0,0001%	L2
RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES SMALL & MID CAP		33.033	0,0031%	L2
RPAQ 2015 FUND LP		24.255	0,0023%	L2
RTX SAVINGS PLAN MASTER TRUST		143.034	0,0134%	L2
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		12.224	0,0011%	L2
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.573	0,0008%	L2
RUSSELL INVESTMENT COMPANY PLC		29.058	0,0027%	L2
RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND		2.661	0,0002%	L2
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND		7.081	0,0007%	L2
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		7.497	0,0007%	L2
RUSSELL INVESTMENTS INTERNATIONAL EQUITY POOL .		1.104	0,0001%	L2
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND		1.901	0,0002%	L2
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.530	0,0004%	L2
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.634	0,0003%	L2
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		1.915	0,0002%	L2
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND		3.836	0,0004%	L2
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST		10.690	0,0010%	L2
RUTGERS THE STATE UNIVERSITY		1.945	0,0002%	L2
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		782	0,0001%	L2
SAKKARAH 7 FCP		18.186	0,0017%	L2
SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD		162	0,0000%	L2
SAS TRUSTEE CORPORATION POOLED FUND		103.496	0,0097%	L2
SBC MASTER PENSION TRUST		8.896	0,0008%	L2
SCHLUMBERGER GROUP TRUST AGREEMENT		28.229	0,0026%	L2
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		9.663	0,0009%	L2
SCHRODER FORESTERS BALANCED FUND		19.150	0,0018%	L2
SCHRODER GLOBAL CORE FUND		8.443	0,0008%	L2
SCHRODER GLOBAL EQUITY ACTIVE UCITS ETF		22.839	0,0021%	L2
SCHRODER GLOBAL EQUITY CUSTOM ACTIVE UCITS ETF		1.749	0,0002%	L2
SCHRODER INSTITUTIONAL POOLED FUNDS		1.498	0,0001%	L2
SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND		18.787	0,0018%	L2
SCHRODER INTERNATIONAL SELECTION FUND		130.984	0,0122%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCHRODER MANAGED BALANCED FUND		9.144	0,0009%	L2
SCHRODER PENSION MANAGEMENT LIMITED		15.369	0,0014%	L2
SCHRODER QEP GLOBAL CORE FUND		66.273	0,0062%	L2
SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND		6.401	0,0006%	L2
SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND		8.938	0,0008%	L2
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		11.369	0,0011%	L2
SCHRODERS CAPITAL SEMI-LIQUID		2.634	0,0002%	L2
SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND		56.291	0,0053%	L2
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		262.353	0,0245%	L2
SCHWAB INTERNATIONAL EQUITY ETF		994.494	0,0930%	L2
SCHWAB INTERNATIONAL INDEX FUND		297.131	0,0278%	L2
SCOTIA INTERNATIONAL EQUITY INDEX FUND		2.515	0,0002%	L2
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		15.115	0,0014%	L2
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		1.922	0,0002%	L2
SCOTT FITZGERALD		224	0,0000%	L2
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		34.481	0,0032%	L2
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		21.951	0,0021%	L2
SEB EUROPE EXPOSURE		75.751	0,0071%	L2
SEB FUND 1 - SEB EUROPE EQUITY FUND		135.437	0,0127%	L2
SEB FUND 3 - SEB GLOBAL ALL COUNTRIES EXPOSURE		97.054	0,0091%	L2
SEB FUND 3 - SEB PENSION FUND		3.048	0,0003%	L2
SEB FUND 3 - SEB PENSION FUND EXTRA		44	0,0000%	L2
SEB FUND 3 - SEB PENSION FUND PLUS		63	0,0000%	L2
SEI GLOBAL MASTER FUND PLC		505.537	0,0473%	L2
SEI GLOBAL MASTER FUND PLC THE		4.015	0,0004%	L2
SEI INSTITUTIONAL INTERNATIONAL TRST INTERNATIONAL EQTY FND		144.785	0,0135%	L2
SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND		6.025	0,0006%	L2
SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND		200.946	0,0188%	L2
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		26.894	0,0025%	L2
SEI SELECT INTERNATIONAL EQUITY ETF		75.580	0,0071%	L2
SELECTION EURO CLIMAT JANVIER 2025		63.635	0,0059%	L2
SELECTION FRANCE SOCIAL JANVIER 2022		238.837	0,0223%	L2
SELFFINANCING POSTSECONDARY EDUCATION FUND		592	0,0001%	L2
SENTINEL INTERNATIONAL FUND		1.046	0,0001%	L2
SG ACTIONS INTERNATIONALES		21.225	0,0020%	L2
SHELL CANADA 2007 PENSION PLAN		882	0,0001%	L2
SHELL NEDERLAND PENSIOENFONDS STICHTING		22.208	0,0021%	L2
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		37	0,0000%	L2
SILVER AMUNDI EUROPE EQUITY CO		63.793	0,0060%	L2
SIMPLICITY HEDGED GLOBAL SHARE FUND		11.210	0,0010%	L2
SIMPLICITY UNHEDGED GLOBAL SHARE FUND		11.601	0,0011%	L2
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		683.880	0,0639%	L2
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		382.854	0,0358%	L2
SLW PORTFOLIO LLC		256	0,0000%	L2
SMART WHOLESALE GLOBAL EQUITY ESG FUND		9.264	0,0009%	L2
SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND		16.073	0,0015%	L2
SMTB FOREI GN STOCK INDEX MOTHER FUND		506	0,0000%	L2
SNOWBALL CAPITAL HOLDINGS LIMITED		2.005	0,0002%	L2
SNOWFINCH FOUNDATION		2.460	0,0002%	L2
SOCIAL PROTECTION FUND		24.338	0,0023%	L2
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.371	0,0002%	L2
SOGECAP ACTIONS - MID CAP		52.599	0,0049%	L2
SOGECAP AP CLIMAT PAB		27.059	0,0025%	L2
SOGECAP PROTECTED EQUITIES		41.746	0,0039%	L2
SP INTERNATIONAL SHARES TRUST		5.469	0,0005%	L2
SPA MANDATE BLACKROCK		13.428	0,0013%	L2
SPARINVEST SICAV - GLOBAL EQUITY TA POOL		5.495	0,0005%	L2

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		545.682	0,0510%	L2
SPDR MSCI ACWI EXUS ETF		33.527	0,0031%	L2
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		11.669	0,0011%	L2
SPDR MSCI EAFE STRATEGICFACTORSETF		105.740	0,0099%	L2
SPDR MSCI WORLD QUALITY MIX ETF		726	0,0001%	L2
SPDR MSCI WORLD STRATEGICFACTORS ETF		577	0,0001%	L2
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		587.211	0,0549%	L2
SPDR PORTFOLIO EUROPE ETF		21.038	0,0020%	L2
SPDR S&P WORLD EX AUSTRALIA CARBON AWARE ETF		2.182	0,0002%	L2
SPP GENERATION 70-TAL		3.234	0,0003%	L2
SPRING 625		15.958	0,0015%	L2
SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND		47.101	0,0044%	L2
SPW MANAGED ICVC - SPW TACTICALFUND 1		12.699	0,0012%	L2
SPW MANAGED ICVC - SPW TACTICALFUND 2		5.145	0,0005%	L2
SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST		458	0,0000%	L2
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		32.155	0,0030%	L2
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.442	0,0326%	L2
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		2.667	0,0002%	L2
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		70.375	0,0066%	L2
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		155.976	0,0146%	L2
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		1.344.462	0,1257%	L2
ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING		403	0,0000%	L2
ST PFD PMA MANDATE BLACKROCK		4.654	0,0004%	L2
STAR PASTEUR		17.656	0,0017%	L2
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		35.082	0,0033%	L2
STATE OF MINNESOTA		190.816	0,0178%	L2
STATE OF NEW JERSEY COMMON PENSION FUND D		208.835	0,0195%	L2
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		37.815	0,0035%	L2
STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN		178.448	0,0167%	L2
STATE STREET CCF		7.916	0,0007%	L2
STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND		4.952	0,0005%	L2
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		2.497	0,0002%	L2
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		200.319	0,0187%	L2
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		130.200	0,0122%	L2
STATE STREET GLOBAL INDEX PLUS TRUST		1.554	0,0001%	L2
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		89.864	0,0084%	L2
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		4.706	0,0004%	L2
STATE STREET IRELAND UNIT TRUST		13.838	0,0013%	L2
STATE STREET TOTAL RETURN VIS FUND		2.624	0,0002%	L2
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		343.106	0,0321%	L2
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,0002%	L2
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF		5.422	0,0005%	L2
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,0070%	L2
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO		58.244	0,0054%	L2
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE		2.559	0,0002%	L2
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- EN GLASZETBEDRIJF		31.549	0,0029%	L2
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF		9.146	0,0009%	L2
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		22.227	0,0021%	L2
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G		1.124	0,0001%	L2
STICHTING BELEGGINGEN MENZIS		1.912	0,0002%	L2
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		378.277	0,0354%	L2
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		25.197	0,0024%	L2
STICHTING BPL PENSIOEN		30.267	0,0028%	L2

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING CZ FUND DEPOSITARY		15.021	0,0014%	L2
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		30.756	0,0029%	L2
STICHTING HEINEKEN PENSIOENFONDS.		14.109	0,0013%	L2
STICHTING INSTITUUT GAK		3.021	0,0003%	L2
STICHTING JURIDISCH EIGENAAR ACHMEA IM LIQUID ASSET FUNDS		8.298	0,0008%	L2
STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN		95.158	0,0089%	L2
STICHTING MN SERVICES		139.698	0,0131%	L2
STICHTING MN SERVICES AANDELENFO ND		25.186	0,0024%	L2
STICHTING PENSIOENFONDS ABP		328.276	0,0307%	L2
STICHTING PENSIOENFONDS ABP (NETHERLANDS		592.616	0,0554%	L2
STICHTING PENSIOENFONDS CAMPINA		6.769	0,0006%	L2
STICHTING PENSIOENFONDS HOOGOVENS		5.622	0,0005%	L2
STICHTING PENSIOENFONDS HORECA AND CATERING		29.544	0,0028%	L2
STICHTING PENSIOENFONDS ING		6.806	0,0006%	L2
STICHTING PENSIOENFONDS NOTARIAAT		735	0,0001%	L2
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		44	0,0000%	L2
STICHTING PENSIOENFONDS PGB		119.239	0,0111%	L2
STICHTING PENSIOENFONDS PROVISUM		2.224	0,0002%	L2
STICHTING PENSIOENFONDS RAIL & OPENBAAR VERVOER		9.498	0,0009%	L2
STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER		57.468	0,0054%	L2
STICHTING PENSIOENFONDS SAGITTARIUS		9.288	0,0009%	L2
STICHTING PENSIOENFONDS VAN DE NEDERLANDSCHE BANK NV		171.972	0,0161%	L2
STICHTING PENSIOENFONDS VERVOER		59.438	0,0056%	L2
STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS		11.263	0,0011%	L2
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		42.671	0,0040%	L2
STICHTING PHILIPS PENSIOENFONDS		8.317	0,0008%	L2
STICHTING PME PENSIOENFONDS		61.983	0,0058%	L2
STOLLER FOUNDATION		2.211	0,0002%	L2
STOREBRAND EUROPA PLUS		849	0,0001%	L2
STOREBRAND GLOBAL ALL COUNTRIES		7.537	0,0007%	L2
STOREBRAND GLOBAL LOW VOLATILITY		4.909	0,0005%	L2
STOREBRAND LIVSFORSIKRING AS		153.350	0,0143%	L2
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,0007%	L2
STRATEGY SICAV		1.527	0,0001%	L2
SUBSIDIZED SCHOOLS PROVIDENT FUND		13.942	0,0013%	L2
SUN LIFE STATE STREET INTERNATIONALEQUITY INDEX FUND		6.485	0,0006%	L2
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		22.418	0,0021%	L2
SUSTAINABLE GS 1 TRUST		6.128	0,0006%	L2
SWISSCANTO FONDSLEITUNG AG		348.309	0,0326%	L2
SYCOMORE INCLUSIVE JOBS		221.093	0,0207%	L2
SYCOMORE SELECTION MIDCAP		112.769	0,0105%	L2
SYNCHRONY (LU) EQANTIA EUROPE		29.440	0,0028%	L2
SYNERGIE - ACTIONS EUROPE (EX-CH) - A		35.429	0,0033%	L2
SYNERGIE - ACTIONS EUROPE (EX-CH) - B		39.367	0,0037%	L2
SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES		4.135	0,0004%	L2
T. ROWE PRICE FOREIGN INVESTMENT, INC		1.856	0,0002%	L2
T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL		315	0,0000%	L2
T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND		402	0,0000%	L2
T. ROWE PRICE INTERNATIONAL EQUITY ETF		142.274	0,0133%	L2
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		475	0,0000%	L2
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		177.733	0,0166%	L2
T.ROWE PRICE FUNDS OEIC - GLOBAL DIVIDEND EQUITY FUND		10.658	0,0010%	L2
TAGES INTERNATIONAL FUNDS ICAV		105.621	0,0099%	L2
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.825	0,0005%	L2
TANGERINE BALANCED GROWTH PORTFOLIO		6.756	0,0006%	L2
TANGERINE BALANCED INCOME PORTFOLIO		545	0,0001%	L2
TANGERINE BALANCED PORTFOLIO		4.579	0,0004%	L2
TANGERINE EQUITY GROWTH PORTFOLIO		8.763	0,0008%	L2
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		36.536	0,0034%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		190.375	0,0178%	L2
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		92.701	0,0087%	L2
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		3.386	0,0003%	L2
TD EUROPEAN INDEX FUND		3.400	0,0003%	L2
TD INTERNATIONAL EQUITY INDEX ETF		72.566	0,0068%	L2
TEACHER RETIREMENT SYSTEM OF TEXAS		225.853	0,0211%	L2
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		28.105	0,0026%	L2
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		192.485	0,0180%	L2
TEAM SUPERANNUATION FUND		20.347	0,0019%	L2
TESCO PLC PENSION SCHEME		325	0,0000%	L2
TEXAS MUNICIPAL RETIREMENT SYSTEM		61.110	0,0057%	L2
TEXAS PERMANENT SCHOOL FUND CORP		1	0,0000%	L2
TEXAS PERMANENT SCHOOL FUND CORPORATION		1	0,0000%	L2
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		40.988	0,0038%	L2
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST		1.045	0,0001%	L2
THE ARROWSTREET COMMON CONTRACTUAL FUND		84.086	0,0079%	L2
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		175.923	0,0164%	L2
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		6.420	0,0006%	L2
THE CAPTIVE INVESTORS FUND		9.044	0,0008%	L2
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.346	0,0001%	L2
THE COMMONWEALTH FUND		1.507	0,0001%	L2
THE DAVID A DUFFIELD TRUST		3.296	0,0003%	L2
THE ESB PENSION FUND		3.400	0,0003%	L2
THE FRANK LEAL TRUST		20	0,0000%	L2
THE GREATER MANCHESTER PENSION FUND		68.946	0,0064%	L2
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		778	0,0001%	L2
THE HEALTH FOUNDATION.		1.624	0,0002%	L2
THE INCUBATION FUND LTD		114	0,0000%	L2
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		532	0,0000%	L2
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		55.917	0,0052%	L2
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142		26.168	0,0024%	L2
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151		20.761	0,0019%	L2
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400080339		6.038	0,0006%	L2
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893		18.007	0,0017%	L2
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974		732	0,0001%	L2
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501		888	0,0001%	L2
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		279	0,0000%	L2
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,0002%	L2
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		6.790	0,0006%	L2
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		29.299	0,0027%	L2
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)		38.165	0,0036%	L2
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		27.011	0,0025%	L2
THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR GIM MULTI ASSET MOTHER FUND		556	0,0001%	L2
THE METHODIST HOSPITAL		22.119	0,0021%	L2
THE MONETARY AUTHORITY OF SINGAPORE		1.355	0,0001%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		15.872	0,0015%	L2
THE NEMOURS FOUNDATION PENSION PLAN		305	0,0000%	L2
THE NOMURA TRUST AND BANKING C		21.110	0,0020%	L2
THE PEOPLE'S PENSION SCHEME		20.841	0,0019%	L2
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		13.809	0,0013%	L2
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		25.379	0,0024%	L2
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		503.425	0,0471%	L2
THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND		1.341	0,0001%	L2
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		6.041	0,0006%	L2
THE STANDARD BANK OF SOUTH AFRICA LTD		24.793	0,0023%	L2
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		92.627	0,0087%	L2
THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR		1.927	0,0002%	L2
THE TRUSTEES OF THE HENRY SMITH CHARITY.		1.450	0,0001%	L2
THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E		1.757	0,0002%	L2
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,0005%	L2
THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB		55.874	0,0052%	L2
THEAM QUANT - EUROPE TARGET PREMIUM		271.991	0,0254%	L2
THEAM QUANT- EQUITY EUROZONE GURU		389.618	0,0364%	L2
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		18.490	0,0017%	L2
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,0006%	L2
THRIFT SAVINGS PLAN		1.363.835	0,1275%	L2
THRIVENT INTERNATIONAL INDEX PORTFOLIO		6.768	0,0006%	L2
THYSSEN GLOBAL INVESTMENTS LLC		1.492	0,0001%	L2
TIAACREF INTERNATIONAL EQUITY INDEX FUND		708.636	0,0662%	L2
TODD C COZZENS		204	0,0000%	L2
TONI ACTIONS ISR 100		37.309	0,0035%	L2
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,0029%	L2
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		2.445	0,0002%	L2
TRANSAMERICA MSCI EAFE INDEX VP		2.795	0,0003%	L2
TRATON-UI-DYNAMIK		13.772	0,0013%	L2
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST		113.920	0,0106%	L2
TREDJE AP-FONDEN		1	0,0000%	L2
TRINITY COLLEGE CAMBRIDGE		11.414	0,0011%	L2
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,0013%	L2
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		1.826	0,0002%	L2
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		27.952	0,0026%	L2
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,0001%	L2
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		6.785	0,0006%	L2
TSA EQUITY FUND #2		2.363	0,0002%	L2
TSGX SOLACT ESG TBACO EX UNHG(3387)		63	0,0000%	L2
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,0002%	L2
UAPF - INVESCO ACTIVE		66.768	0,0062%	L2
UBS (IRL) ETF PLC		270.206	0,0253%	L2
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		1.234.893	0,1154%	L2
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		68.123	0,0064%	L2
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		160.645	0,0150%	L2
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.062	0,0001%	L2
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		490	0,0000%	L2
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		283	0,0000%	L2
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0,0001%	L2
UBS ASSET MANAGEMENT LIFE LTD		133.485	0,0125%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UBS COMMON CONTRACTUAL FUND		14.058	0,0013%	L2
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		15.354	0,0014%	L2
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS		298	0,0000%	L2
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN		17.183	0,0016%	L2
UBS FUND MANAGEMENT (SWITZERLAND) AG.		516.288	0,0483%	L2
UBS FUND MANAGEMENT (SWITZERLAND) AG..		10.356	0,0010%	L2
UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEVMARK HEDGED		22.791	0,0021%	L2
UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEVMARK		21.084	0,0020%	L2
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		15.939	0,0015%	L2
UBS LUX FUND SOLUTIONS		1.243.946	0,1163%	L2
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS		10.100	0,0009%	L2
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS		187.284	0,0175%	L2
UI MAIN I UF BLACKROCK EUROPE		2.668	0,0002%	L2
UI MAIN I UNIVERSAL FONDS UKA		5.447	0,0005%	L2
UI MAIN VI UNIV FDS MSCI WORLD		900	0,0001%	L2
UI SMART AND FAIR FONDS		11.060	0,0010%	L2
UIFONDS AKTIEN EUROPE MVOLA PASSIVE		56.981	0,0053%	L2
UI-FONDS BAV RBI AKTIEN		110.401	0,0103%	L2
UI-FONDS RBSG		490	0,0000%	L2
UI-S		10.324	0,0010%	L2
UNI GLOBAL		94.322	0,0088%	L2
UNICAJA ASSET MANAGEMENT, S.G.I.I.C., S.A.		60.803	0,0057%	L2
UNIEUROPA MID&SMALL CAPS		10.000	0,0009%	L2
UNIGESTION ALL COUNTRY WORLD EQUITIES FUND		41.459	0,0039%	L2
UNIGESTION GLOBAL EQUITIES FUND		42.706	0,0040%	L2
UNIGESTION GLOBAL EX-CANADA EQUITIES FUND		43.130	0,0040%	L2
UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI		112.139	0,0105%	L2
UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST		541	0,0001%	L2
UNISUPER		11.730	0,0011%	L2
UNITED GLOBAL GROWTH FUND		8.535	0,0008%	L2
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,0004%	L2
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND		1.660	0,0002%	L2
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		5.323	0,0005%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH		295.856	0,0277%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		8.861	0,0008%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS		31.053	0,0029%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS		7.700	0,0007%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1		9.466	0,0009%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		11.926	0,0011%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS		14.292	0,0013%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN		198.958	0,0186%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF RANW-UNIVERSAL-FONDS V		50.407	0,0047%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		8.168	0,0008%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		8.162	0,0008%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1		2.296	0,0002%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		5.138	0,0005%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,0001%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-NO-AKTIEN (490305)		62.510	0,0058%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP		58.338	0,0055%	L2
UNIVERSAL-INVESTMENT-GESELLSCHAFT MIT BESCHRAENKTER HAFT		300.000	0,0280%	L2
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS		2.504	0,0002%	L2
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		1.500	0,0001%	L2
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKAAKTIENEUROPAESG		123.608	0,0116%	L2
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		1.626	0,0002%	L2
UNIVERSE THE CMI CONT EURO EQ		35.346	0,0033%	L2
UNIVERSITIES SUPERANNUATION SCHEME		2	0,0000%	L2
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,0008%	L2
USAA CASUALTY INSURANCE COMPANY		4.259	0,0004%	L2
USAA GENERAL INDEMNITY COMPANY		5.292	0,0005%	L2
UTAH STATE RETIREMENT SYSTEMS		65.905	0,0062%	L2
VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE		3.877	0,0004%	L2
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER		46.911	0,0044%	L2
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE PM GLOBALE AKTIER STRATEGI KL		15.917	0,0015%	L2
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL		21.281	0,0020%	L2
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL		40.447	0,0038%	L2
VANADIUM		185.416	0,0173%	L2
VANECK ETFS N.V.		797.034	0,0745%	L2
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		13.024	0,0012%	L2
VANGUARD DEVELOPED MARKETS INDEX FUND		4.415.187	0,4127%	L2
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		9.071	0,0008%	L2
VANGUARD ESG INTERNATIONAL STOCK ETF		90.709	0,0085%	L2
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		158	0,0000%	L2
VANGUARD EUROPEAN STOCK INDEX FUND		1.121.505	0,1048%	L2
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		103.951	0,0097%	L2
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		5.526	0,0005%	L2
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		2.750.170	0,2571%	L2
VANGUARD FTSE ALL-WORLD EX-US INDEX FUND		1.049.141	0,0981%	L2
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		116.292	0,0109%	L2
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		13.618	0,0013%	L2
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		48.377	0,0045%	L2
VANGUARD FUNDS PUBLIC LIMITED COMPANY		635.741	0,0594%	L2
VANGUARD GLOBAL MOMENTUM FACTORETF		13.803	0,0013%	L2
VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND		502.057	0,0469%	L2
VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND		246	0,0000%	L2
VANGUARD INTERNATIONAL SHARES INDEX FUND		1.983	0,0002%	L2
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		136	0,0000%	L2
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		377.916	0,0353%	L2
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		12.803	0,0012%	L2
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF		8.979	0,0008%	L2
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF		8.881	0,0008%	L2
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		182.641	0,0171%	L2
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF		14.820	0,0014%	L2

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF		5.084	0,0005%	L2
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF		37.815	0,0035%	L2
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.635.864	0,6203%	L2
VANGUARD TOTAL WORLD STOCK INDEX FUND		340.749	0,0319%	L2
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		24.782	0,0023%	L2
VARENNE UCITS VARENNE VALEUR		600.000	0,0561%	L2
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		16.210	0,0015%	L2
VARIOPARTNER SICAV		20.772	0,0019%	L2
VELLIV, PENSION & LIVSFORSIKRING A/S		22.931	0,0021%	L2
VENDOME SELECTION EURO		349.029	0,0326%	L2
VENERABLE INTERNATIONAL EQUITY FUND		66.366	0,0062%	L2
VENERABLE INTERNATIONAL INDEX FUND		20.812	0,0019%	L2
VERDIPAPIRFONDET DNB EUROPA		5.914	0,0006%	L2
VERDIPAPIRFONDET DNB GLOBAL INDEKS		15.647	0,0015%	L2
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA		20.000	0,0019%	L2
VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS		1.149	0,0001%	L2
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		396	0,0000%	L2
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1		2.910	0,0003%	L2
VERDIPAPIRFONDET KRON INDEKS GLOBAL		32.969	0,0031%	L2
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		80.011	0,0075%	L2
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		38.283	0,0036%	L2
VF LUX EUROPE EQUITIES		23.708	0,0022%	L2
VFMC INTERNATIONAL EQUITY TRUST1		7.263	0,0007%	L2
VFMC INTERNATIONAL EQUITY TRUST2		13.578	0,0013%	L2
VFMC LOW VOLATILITY EQUITY TRUST 1		15.162	0,0014%	L2
VFMC LOW VOLATILITY EQUITY TRUST 2		31.556	0,0029%	L2
VI CAPITAL LTD.		845	0,0001%	L2
VIA SMART EQUITY EUROPE		36.857	0,0034%	L2
VIA SMART EQUITY WORLD		20.169	0,0019%	L2
VICTORY MARKET NEUTRAL INCOME FUNDFUND		410.687	0,0384%	L2
VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF		106.168	0,0099%	L2
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		26.610	0,0025%	L2
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		41.817	0,0039%	L2
VIRTUS INTERNATIONAL DIVIDEND ETF		3.322	0,0003%	L2
VLADUBEL ZORGVERZEKERING		27.922	0,0026%	L2
VOYA GLOBAL INCOME AND GROWTH FUND		44.515	0,0042%	L2
VOYA INTERNATIONAL INDEX PORTFOLIO		12.810	0,0012%	L2
VOYA MULTI-MANAGER INTERNATIONAL EQUITY FUND		1.397	0,0001%	L2
VOYA VACS INDEX SERIES I PORTFOLIO		45.006	0,0042%	L2
VR BANK KT EURO CONTROL		8.944	0,0008%	L2
WASHINGTON STATE INVESTMENT BOARD		395.825	0,0370%	L2
WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO		14.337	0,0013%	L2
WESPATH FUNDS TRUST		6.395	0,0006%	L2
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		3.217	0,0003%	L2
WHEELS COMMON INVESTMENT FUND		1.555	0,0001%	L2
WILMINGTON GLOBAL ALPHA EQUITIES FUND		3.594	0,0003%	L2
WINDWISE MSCI EAFE INDEX NON-LENDING		9.527	0,0009%	L2
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		1.288	0,0001%	L2
WISDOMTREE GLOBAL HIGH DIVIDEND FUND		1	0,0000%	L2
WISDOMTREE INTERNATIONAL AI ENHANCED VALUE FUND		20.509	0,0019%	L2
WISDOMTREE INTERNATIONAL EQUITY FUND		42.800	0,0040%	L2
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		479	0,0000%	L2
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND FUND		1	0,0000%	L2
WISDOMTREE INTERNATIONAL MULTIFACTOR FUND		1	0,0000%	L2
WISDOMTREE ISSUER ICAV		14.555	0,0014%	L2
WM POOL - EQUITIES TRUST NO. 38 - SCHRODER		4.637	0,0004%	L2
WM POOL - EQUITIES TRUST NO. 74		7.856	0,0007%	L2
WM POOL - EQUITIES TRUST NO. 75		105.395	0,0099%	L2
WM POOL - GLOBAL EQUITIES TRUST NO. 6		15.631	0,0015%	L2
WORLD EQUITIES II		3.103	0,0003%	L2

Anagrafica	CF/PI	Azioni	% su votanti	Voto
WORLD TRADE ORGANIZATION PENSION PLAN		4.076	0,0004%	L2
WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF		131.645	0,0123%	L2
WS WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS U		274.011	0,0256%	L2
WSSP INTERNATIONAL EQUITIES TRUST		7.046	0,0007%	L2
WYOMING RETIREMENT SYSTEM		950	0,0001%	L2
XTRACKERS		19.665	0,0018%	L2
XTRACKERS (IE) PUBLIC LIMITED COMPANY		591.956	0,0553%	L2
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		722	0,0001%	L2
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.357	0,0003%	L2
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.791	0,0003%	L2
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		179.907	0,0168%	L2
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		23.326	0,0022%	L2
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.878	0,0004%	L2
XTRACKERS MSCI KOKUSAI EQUITY ETF		4.333	0,0004%	L2
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		1.428	0,0001%	L2
ZEPHYR - OPTIMISED PLUS 2		5.743	0,0005%	L2
ZURICH INVEST ICAV		103.241	0,0097%	L2
ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA		45.162	0,0042%	L2
AAI LIMITED		7.237	0,0007%	C
FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.)		22.930	0,0021%	C
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		124.800	0,0117%	C
GREEN CENTURY MSCI INTERNATION		14.411	0,0013%	C
LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS(		26.063	0,0024%	C
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		404.382	0,0378%	C
MARSHALL WACE INV STRATEGIES-TOPS INTERNATIONAL EQUITIES FD C/O MARSHALL WACE LLP ACTING AS ALTERNATIVE INVESTMENT FUND		29.715	0,0028%	C
MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP		226.716	0,0212%	C
MARSHALL WACE INVESTMENT STRATEGIES - TOPS FUND C/O MARSHALL WACE LLP		192.528	0,0180%	C
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND C/O MARSHALL WACE LLP ACTING AS INVESTMENT MANAGER		109.829	0,0103%	C
MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND		29.084	0,0027%	C
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP		24.353	0,0023%	C
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE LLP ACTING AS IA		58.915	0,0055%	C
MWIS - TOPS FUND - NON FLIP		36.827	0,0034%	C
MWIS TOPS WORLD EQUITIES AC		13.010	0,0012%	C
STATE OF WISCONSIN INVESTMENT BOARD		2.492	0,0002%	C
TOPS GLBL EQS LE FD NON FLIP		6.342	0,0006%	C
TOPS WLD EX-US FUND NON FLIP		142.372	0,0133%	C
APPLIED FINANCE IVS INT LG ETF		609	0,0001%	A
AVIP BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		7.274	0,0007%	A
FOOLIQ EHF		881	0,0001%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.733	0,0002%	A
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		9.063	0,0008%	A
RUGGERI FAUSTO		9	0,0000%	A
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.097	0,0002%	A
STOKIC MARKO		20	0,0000%	A
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.817	0,0019%	A
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		795	0,0001%	A
SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT		1.683	0,0002%	A
SWISS NATIONAL BANK		1.278.084	0,1195%	A

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		13.350	0,0012%	A
VALIC COMPANY I GLOBAL STRATEGY FUND		5.928	0,0006%	A
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		44.479	0,0042%	A
WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED		390	0,0000%	A
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		5.439	0,0005%	NV

Totale votanti **1.069.783.639** **100%**

Azioni per le quali il RD non dispone di istruzioni:

ROSANIA ELMAN		1		NE

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

Assemblea ordinaria
27 aprile 2026

Punto 6

Nomina del Presidente del Consiglio di Amministrazione.

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AR. G e
Racc. 38147

Assemblea ordinaria
27 aprile 2026

Punto 6

Presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari all' 81,906% del capitale sociale

Favorevole	**1.066.759.787**	azioni pari al	**99,717%**	del cap. rappr.
Contrario	**1.999.502**	azioni pari al	**0,187%**	del cap. rappr.
Astenuto	**1.024.350**	azioni pari al	**0,096%**	del cap. rappr.
Non Votante	**0**	azioni pari al	**0,000%**	del cap. rappr.
Non Espresso	**1**			

POSTE ITALIANE S.p.A.
Assemblea ordinaria
27 aprile 2026

Punto 6

Nomina del Presidente del Consiglio di Amministrazione.

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

Anagrafica	CF/PI	Azioni	% su votanti	Voto
(R) EUROPEAN EQUITIES		2.205	0,0002%	F
405 MSTV 1 LP - AQR- NON FLIP		8.478	0,0008%	F
405 MSTV I LP-TREASURY INTL		11.377	0,0011%	F
405 MSTV LP		11.377	0,0011%	F
801 INVESTMENTS LLC		4.605	0,0004%	F
A A B DIVERSIFIE		41.712	0,0039%	F
AA SSGA ACTIONS INDICE EURO		175.947	0,0164%	F
AAI LIMITED		7.237	0,0007%	F
AB SICAV III DYNAMIC ALL MARK		1.732	0,0002%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		812	0,0001%	F
ABB PENSION FUND		1.101	0,0001%	F
ABERDEEN GROUP CHARITABLE TRUST		665	0,0001%	F
ABN AMRO FGR		795	0,0001%	F
ABN AMRO FUNDS		19.347	0,0018%	F
ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND		1.793	0,0002%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		48.551	0,0045%	F
ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND		7.507	0,0007%	F
ACCIDENT COMPENSATION CORPORATION		60.546	0,0057%	F
ACHMEA PENSIOEN- EN LEVENSVERZEKERINGEN N.V		81.990	0,0077%	F
ACHMEA REINSURANCE COMPANY N.V		8.775	0,0008%	F
ACHMEA SCHADEVERZEKERINGEN N.V		17.339	0,0016%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		23.406	0,0022%	F
ACO EMANUELE		741	0,0001%	F
ACTICCIA 90 N 10		113.750	0,0106%	F
ACTICCIA VIE 90 N 5		149.409	0,0140%	F
ADVANCED SERIES TRUST - AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		23.202	0,0022%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		830	0,0001%	F
AEGON CUSTODY B.V.		67.584	0,0063%	F
AEGON CUSTODY B.V..		15.995	0,0015%	F
AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL		8.650	0,0008%	F
AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE		3.814	0,0004%	F
AFER DIVERSIFIE ISR		32.029	0,0030%	F
AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS		25.483	0,0024%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,0026%	F
AIA GLOBAL MULTI-FACTOR EQUITY FUND		52.657	0,0049%	F
AIB GROUP IRISH PENSION SCHEME		4.213	0,0004%	F
AIM EQUITY EUROPE		17.670	0,0017%	F
AKTIEN SUEDEUROPA UI		41.200	0,0039%	F
AL TST AL TRUST AKTIEN EUROPA		4.696	0,0004%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		14.256	0,0013%	F
ALASKA COMMON TRUST FUND		17.333	0,0016%	F
ALASKA PERMANENT FUND CORPORATION		13.523	0,0013%	F
ALLEANZA OBBLIGAZIONARIO		96.073	0,0090%	F
ALLIANZ GLOBAL INVESTORS FUND		176.184	0,0165%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ALLIANZ GLOBAL INVESTORS GMBH		365.380	0,0342%	F
ALLIANZ GLOBAL INVESTORS GMBH ALLIANZGI-FONDS BTH		9.351	0,0009%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		2.111	0,0002%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		9.274	0,0009%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS SUEWE SEGMENT AKTIEN WELT 2		22.950	0,0021%	F
ALLIANZGI FONDS AFE		67.713	0,0063%	F
ALLIANZGI S AKTIEN		174.245	0,0163%	F
ALLIANZGI-FONDS DSPT		11.361	0,0011%	F
ALLIANZGI-FONDS TOSCA		2.755	0,0003%	F
ALLOCATION INVEST EQUITY CORE		68.897	0,0064%	F
ALLOCATION PROTECTION 80		134.903	0,0126%	F
ALTO INTERNAZIONALE AZIONARIO		21.816	0,0020%	F
ALUMBRA INNOVATIONS FOUNDATION		626	0,0001%	F
AMERICAN BUREAU OF SHIPPING		553	0,0001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		476.287	0,0445%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		25.611	0,0024%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF		62.182	0,0058%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		16.043	0,0015%	F
AMERICAN CENTURY ICAV		7.148	0,0007%	F
AMLC EQ SINGLE STOCKS		101	0,0000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,0005%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,0028%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		2.563	0,0002%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		76.014	0,0071%	F
AMSELECT - HSBC EURO EQUITY VALUE		352.533	0,0330%	F
AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU		2	0,0000%	F
AMUNDI ETF ICAV		90.573	0,0085%	F
AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF		27.850	0,0026%	F
AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		25.649	0,0024%	F
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		47.543	0,0044%	F
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		222.895	0,0208%	F
AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF		13.341	0,0012%	F
AMUNDI EURO STOXX SELECT DIVIDEND 30		181.522	0,0170%	F
AMUNDI EUROPE MONDE		25.477	0,0024%	F
AMUNDI FUNDS EUROLAND EQUITY RISK PARITY		15.656	0,0015%	F
AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIV		322.309	0,0301%	F
AMUNDI INDEX EUROPE EX UK SMALL		18.803	0,0018%	F
AMUNDI INDEX MSCI EUROPE		328.407	0,0307%	F
AMUNDI INDEX MSCI WORLD		27.582	0,0026%	F
AMUNDI IPSA ACTIONS		1.840	0,0002%	F
AMUNDI IRELAND LIMITED		21.671	0,0020%	F
AMUNDI ITALY MIB ESG		148.045	0,0138%	F
AMUNDI LABEL ISR ACTIONS EUROP		3.339	0,0003%	F
AMUNDI LIFECYCLE 2030 EQUITY		8	0,0000%	F
AMUNDI LIFECYCLE 2033 EQUITY		12	0,0000%	F
AMUNDI LIFECYCLE 2036 EQUITY		16	0,0000%	F
AMUNDI LIFECYCLE 2039 EQUITY		21	0,0000%	F
AMUNDI MSCI EMU CLIMATE PARIS ALIGNED		6.709	0,0006%	F
AMUNDI MSCI EMU ESG BROAD TRANSITION		28.189	0,0026%	F
AMUNDI MSCI EMU ESG LEADERS SELECT		301.433	0,0282%	F
AMUNDI MSCI EMU SRI CLIMATE PARIS ALIGN		32.040	0,0030%	F
AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD		6.517	0,0006%	F
AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED		2.831	0,0003%	F
AMUNDI MSCI EUROPE ESG BROAD TRANSITION		80.873	0,0076%	F
AMUNDI MSCI EUROPE SCREENED		22.858	0,0021%	F
AMUNDI MSCI EUROPE SRI CLIM PARIS ALIGN		261.577	0,0245%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED		243	0,0000%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF		3.448	0,0003%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION		1.165	0,0001%	F
AMUNDI MSCI WORLD EX USA SCREE		107	0,0000%	F
AMUNDI MSCI WORLD SRI CLIMAT PARIS ALIGN		55.602	0,0052%	F
AMUNDI PRIME EUROPE		17.054	0,0016%	F
AMUNDI PRIME EUROZONE		58.391	0,0055%	F
AMUNDI PROGETTO FUTURO PIR		12.459	0,0012%	F
AMUNDI SGR SPA / AMUNDI RISPAR MIO ITALIA		37.703	0,0035%	F
AMUNDI STOXX EUROPE 600		655.303	0,0613%	F
AMUNDI STOXX EUROPE 600 ESG		67.954	0,0064%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		14.849	0,0014%	F
AMUNDIT ETF ICAV - AMUNDI MSCI ACWI SRI CLIMATE PARIS ALIGNED UCITS ETF		6.105	0,0006%	F
ANDRA AP-FONDEN		211.303	0,0198%	F
AP ACTIONS 1 EURO		19.231	0,0018%	F
API RETRAITE DIVERSIFIE		14.000	0,0013%	F
APOLLO INFRASTRUCTURE 2027		14.453	0,0014%	F
APPLE 401(K) PLAN		2.285	0,0002%	F
APPLIED FINANCE IVS INT LG ETF		609	0,0001%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT L.P.- STOCK SELECTION		2.783	0,0003%	F
AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP		4	0,0000%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		13.224	0,0012%	F
AQR FLEX 1 SERIES LLC - SERIES A15		3.554	0,0003%	F
AQR FLEX 1 SERIES LLC - SERIES A9		73.060	0,0068%	F
AQR FLEX 1 SERIES LLC SERIES A10		26.140	0,0024%	F
AQR FLEX 1 SERIES LLC- SERIES A13		3.198	0,0003%	F
AQR FLEX 1 SERIES LLC- SERIES A16		9.637	0,0009%	F
AQR FLEX 1 SERIES LLC(DASH)SERIES A24		1.038	0,0001%	F
AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND		24.946	0,0023%	F
AQR FUNDS - AQR MANAGED FUTURESSTRATEGY FUND		212.518	0,0199%	F
AQR FUNDS - AQR TREND TOTAL RETURN FUND		8.082	0,0008%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,0021%	F
AQR FUNDS- AQR CVX FUSION FUND		1.619	0,0002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		342.461	0,0320%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.848	0,0747%	F
AQR FUNDS- AQR LSE FUSION FUND		4.990	0,0005%	F
AQR FUNDS- AQR MS FUSION HV FUND		5.358	0,0005%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		90.499	0,0085%	F
AQR FUNDSAQR MULTIASSET FUND		37.296	0,0035%	F
AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC		112.454	0,0105%	F
AQR INNOVATION FUND, L.P.		1.108	0,0001%	F
AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND		84.728	0,0079%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		680	0,0001%	F
AQR TA DELPHI PLUS FUND LLC		4	0,0000%	F
AQR TA GLOBAL ALPHA FUND, NON FLIP		464.163	0,0434%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		5.222	0,0005%	F
AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC		9.535	0,0009%	F
ARAMCO ASIA SINGAPORE PTE. LTD		718	0,0001%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		1.050.098	0,0982%	F
ARCA AZIONI ITALIA		537.376	0,0502%	F
ARCA BB		1.839	0,0002%	F
ARCA ECONOMIA REALE BILANCIATO ITALIA 55		37.014	0,0035%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		6.172	0,0006%	F
ARERO - DER WELTFONDS - ESG		20.547	0,0019%	F
ARIZONA STATE RETIREMENT SYSTEM		196.900	0,0184%	F
ARKEA EXCLUSIVE PREMIUM MAY 2023		904.687	0,0846%	F
ARKWRIGHT, LLC		1.611	0,0002%	F
ARRCO QUANT 1		110.306	0,0103%	F
ARRCO QUANT II		22.279	0,0021%	F
ARROWST CAP GL EQ AEF NON FLIP		23.112	0,0022%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWST CAP NEWBURY NON FLIP		2.977	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ACWI150 ALPHA EXTENSION FUND I		3.100	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		218.897	0,0205%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		286.504	0,0268%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		6.300	0,0006%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P.		538	0,0001%	F
ARROWSTREET (DELAWARE) CUSTOM ALPHA EXTENSION FUND Q L.P.		14.809	0,0014%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		1.586	0,0001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		300	0,0000%	F
ARROWSTREET CAPITAL NEWBURY FUND LIMITED.		137	0,0000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		290.985	0,0272%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		18.443	0,0017%	F
ARROWSTREET GLOBAL EQUITY ACWI TRUST FUND		39.650	0,0037%	F
ARROWSTREET GLOBAL EQUITY FUND		1.122.195	0,1049%	F
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US TRUST FUND		60.203	0,0056%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT		2.982	0,0003%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		6.871	0,0006%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE TRUST FUND		13.674	0,0013%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		11.532	0,0011%	F
ARROWSTREET INVESTMENT TRUST - ARROWSTREET ACWI ALPHA EXT CO		154	0,0000%	F
ARROWSTREET US GROUP TRUST		121.867	0,0114%	F
ARTEMIS FUNDS (LUX).		35.082	0,0033%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		1.396.028	0,1305%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		752.975	0,0704%	F
ARTEMIS SMARTGARP UK EQUITY FUND		467.163	0,0437%	F
AS (CA) GBL WLD AEF I NON FLIP		1.293	0,0001%	F
AS ACWI EX US AETF U NON FLIP		19.256	0,0018%	F
AS CAP GBL AC AEF CAY NON FLIP		69.019	0,0065%	F
AS DEV MARKET ALPHA EXT FD NON FLIP		1.864	0,0002%	F
AS INTL EQ EAFE AEF NON FLIP		8.872	0,0008%	F
ASCENSION ALPHA FUND LLC		12.128	0,0011%	F
ASIAN DEVELOPMENT BANK		32.449	0,0030%	F
ASR LEVENSVERZEKERING NV		31.534	0,0029%	F
ASR SCHADEVERZEKERING NV		10.953	0,0010%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF ..		19.304	0,0018%	F
ASSURDIX		36.946	0,0035%	F
ATCP-UI-FONDS		1.693	0,0002%	F
ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE		124.016	0,0116%	F
ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II		45.000	0,0042%	F
ATLAS MACRO MASTER FUND LIMITED		3.554	0,0003%	F
ATOUT EUROLAND CORE		77.963	0,0073%	F
ATOUT EUROPE CORE		20.734	0,0019%	F
ATOUT EUROPE HAUT RENDEMENT		23.022	0,0022%	F
AURION GLOBAL EQUITY FUND		1.588	0,0001%	F
AUSTRALIAN CAPITAL TERRITORY		13.159	0,0012%	F
AUSTRALIAN RETIREMENT TRUST		167.220	0,0156%	F
AUSTRALIANSUPER		143.481	0,0134%	F
AUTORIDADE MONETARIA DE MACAU		74.189	0,0069%	F
AVADIS FUND-AKTIEN WELT AST 2		16.642	0,0016%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,0013%	F
AVALON PORTFOLIO II LLC		1.928	0,0002%	F
AVANTIS CIBC INTERNATIONAL EQUITY ETF		1.061	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND		1.697	0,0002%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND		1	0,0000%	F
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND		584	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI DISTRIBUTION LIFE FUND		1.271	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND		2.613	0,0002%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,0007%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND		1.930	0,0002%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND		32.528	0,0030%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		553	0,0001%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND		56.681	0,0053%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND		23.719	0,0022%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND		554	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		95	0,0000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		1.247	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		2.957	0,0003%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		2.436	0,0002%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,0001%	F
AVIVA INVESTORS UK FUND SERVICES LIMITED		43.143	0,0040%	F
AVIVA LIFE & PENSIONS IRELAND DAC		19.930	0,0019%	F
AVIVA LIFE & PENSIONS UK LIMITED		57.104	0,0053%	F
AVIVA LIFE AND PENSIONS UK LIMITED		3.563	0,0003%	F
AWARE SUPER		667.253	0,0624%	F
AXA AA DIVERSIFIE INDICIEL 1		30.709	0,0029%	F
AXA ASSICURAZIONI SPA		16.000	0,0015%	F
AXA EURO DIVIDEND DBVL		50.938	0,0048%	F
AXA EURO DIVIDEND K		51.866	0,0048%	F
AXA IM EQUITY TRUST		185.942	0,0174%	F
AXA LEBEN AG		68.220	0,0064%	F
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO		21.000	0,0020%	F
AXA MPS PREVIDENZA PER TE - CRESCITA		180.532	0,0169%	F
AXA PEA REGULARITE		1.032.794	0,0965%	F
AXA SELECT MULTI ACTIONS		5.383	0,0005%	F
AXA VERSICHERUNGEN AG		146.532	0,0137%	F
AXA WORLD FUNDS SICAV		19.000	0,0018%	F
AZIMUT LIFE DAC		1.279	0,0001%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		2.895	0,0003%	F
AZL INTERNATIONAL INDEX FUND		25.204	0,0024%	F
BAILLIE GIFFORD GLOBAL ALPHA EQUITIES FUND		139.225	0,0130%	F
BAILLIE GIFFORD GLOBAL ALPHA GROWTH FUND		629.582	0,0589%	F
BAILLIE GIFFORD GLOBAL ALPHA PARIS-ALIGNED FUND		106.098	0,0099%	F
BAILLIE GIFFORD INTERNATIONAL FUND A SUB FUND OF THE BAILLIE GIFFORD UK AND BALANCED FUNDS ICVC		389.057	0,0364%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC - BG WORLDWIDE GLOBAL ALPHA FUND		298.741	0,0279%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC-BG WORLDWIDE RESP GL ALPHA PARIS-ALIGNED FD		137.392	0,0128%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		35.475	0,0033%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		19.541	0,0018%	F
BANK OF KOREA		107.659	0,0101%	F
BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS		3.225	0,0003%	F
BAYERNINVEST KVG MBH BAYERN-INVEST BT-1-FONDS		185.000	0,0173%	F
BAYERNINVEST KVG MBH BAYERNINVEST BWA 2-FONDS		26.649	0,0025%	F
BAYERNINVEST KVG MBH BG BAU ALTERSR. MA COMMERZBANK		15.049	0,0014%	F
BAYERNINVEST KVG MBH STRATEGIC CORE EQUITY I		17.273	0,0016%	F
BAYERNINVEST KVG MBH VK EUROPA AKTIEN		42.485	0,0040%	F
BAYERNINVEST PAE-FONDS		22.677	0,0021%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BAYVK A4 FONDS		19.433	0,0018%	F
BCV ENHANCED EUROPE EQUITY ESG		3.152	0,0003%	F
BEAR CREEK INVESTMENT LLC		6.473	0,0006%	F
BEAT DRUGS FUND ASSOCIATION		582	0,0001%	F
BEL EQUITY EUROPE		101.625	0,0095%	F
BERESFORD FUNDS ICAV		10.362	0,0010%	F
BERESFORD FUNDS ICAV.		382	0,0000%	F
BEST INVESTMENT CORPORATION		8.336	0,0008%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,0003%	F
BETASHARES GLOBAL SHARES ETF		18.969	0,0018%	F
BFT PARTNERS VIA EQUITY EUROPE		5.086	0,0005%	F
BLACKROCK - IG INTERNATIONAL EQUITY POOL		16.320	0,0015%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND OF BLACKROCK FUNDS		166.302	0,0155%	F
BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS		48.273	0,0045%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		14.281	0,0013%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1		9.451	0,0009%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		428.239	0,0400%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		12.943	0,0012%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		20.411	0,0019%	F
BLACKROCK COMMON CONTRACTUAL FUNDS		39.533	0,0037%	F
BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II		1.444	0,0001%	F
BLACKROCK FUND MANAGERS LTD		396.725	0,0371%	F
BLACKROCK FUNDS I ICAV		78.927	0,0074%	F
BLACKROCK GLOBAL FUNDS		20.456	0,0019%	F
BLACKROCK GLOBAL INDEX FUNDS		47.900	0,0045%	F
BLACKROCK INDEX SELECTION FUND		375.054	0,0351%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		52.232	0,0049%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		3.249.956	0,3038%	F
BLACKROCK INTERNATIONAL ALPHA TILTS FUND		17.766	0,0017%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		6.955	0,0007%	F
BLACKROCK LIFE LIMITED		11.313	0,0011%	F
BLACKROCK LIFE LTD		68.179	0,0064%	F
BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II		7.385	0,0007%	F
BLACKROCK SOLUTIONS FUNDS ICAV		85.563	0,0080%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		279	0,0000%	F
BLACKROCK UCITS CCF		37.031	0,0035%	F
BMO DIVERSIFIED INCOME PORTFOLIO		14.504	0,0014%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.574	0,0003%	F
BMO MSCI EAFE INDEX ETF		168.552	0,0158%	F
BMO MSCI EAFE SMALL-MID CAP INDEX ETF		184	0,0000%	F
BNP PARIBAS APOLLO GLOBAL WATER		35.147	0,0033%	F
BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE		237.664	0,0222%	F
BNP PARIBAS ATHENA PRESTIGE S&P 100		248.857	0,0233%	F
BNP PARIBAS DISRUPTIVE TECHNOLOGY CAPITAL GARANTI 2026		16.699	0,0016%	F
BNP PARIBAS EASY - ALPHA ENHANCED EUROPE		3.159	0,0003%	F
BNP PARIBAS EASY - DIVIDEND EUROPE		82.154	0,0077%	F
BNP PARIBAS EASY - ESG ENHANCED EUROPE		300	0,0000%	F
BNP PARIBAS EASY - EUR OVERNIGHT		40.300	0,0038%	F
BNP PARIBAS EASY - GROWTH EUROPE		98.206	0,0092%	F
BNP PARIBAS EASY - MSCI EMU		2.484	0,0002%	F
BNP PARIBAS EASY - MSCI EUROPE		3.000	0,0003%	F
BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF		1.780.768	0,1665%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF		246	0,0000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD EQUAL WEIGHT SELECT UCITS ETF		2.368	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF		6.261	0,0006%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF		1.072	0,0001%	F
BNP PARIBAS EASY MSCI EMU MIN TE		140.598	0,0131%	F
BNP PARIBAS EASY MSCI EUROPE MIN TE		170.987	0,0160%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		37.613	0,0035%	F
BNP PARIBAS FUNDS - SEASONS		144.928	0,0135%	F
BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE		130.172	0,0122%	F
BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND		6.807	0,0006%	F
BNY MELLON INTERNATIONAL EQUITY ETF		19.158	0,0018%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		26.463	0,0025%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		8.805	0,0008%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		6.534	0,0006%	F
BOC-PRUDENTIAL EUROPEAN EQUITY FUND		6.000	0,0006%	F
BOC-PRUDENTIAL EUROPEAN INDEX FUND		44.593	0,0042%	F
BONITAS POOLED INVESTMENT FUND SERIES - DYNAMIC EUROPEAN EQUITY FUND		18.790	0,0018%	F
BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND		6.196	0,0006%	F
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S		44.000	0,0041%	F
BRIDGE BUILDER INTERNATIONAL E		27.353	0,0026%	F
BRIDGE BUILDER TAX MANAGED INT		3.267	0,0003%	F
BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO		3.820	0,0004%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.702	0,0028%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		647	0,0001%	F
BRUCE POWER PENSION PLAN .		1.363	0,0001%	F
BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD		5.636	0,0005%	F
BUILDERS ASSET MANAGEMENT WATER LLC		19.011	0,0018%	F
BUILDERS VISION FOUNDATION		11.480	0,0011%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,0004%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		18.012	0,0017%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		11.874	0,0011%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		5.605	0,0005%	F
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC		589.360	0,0551%	F
CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STAATSPERSONALS		1.482	0,0001%	F
CAISSE DE RETRAITE D'HYDRO-QUEBEC		1	0,0000%	F
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		771.156	0,0721%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		7.279	0,0007%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.252	0,0023%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.916	0,0005%	F
CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD		1.322	0,0001%	F
CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND		497	0,0000%	F
CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND		1.357	0,0001%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		25.001	0,0023%	F
CANDRIAM SUSTAINABLE EQUITY QUANT EUROPE		373.096	0,0349%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,0000%	F
CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET		4.939	0,0005%	F
CAPULA TAIL RISK MASTER FUND LIMITED		3.414	0,0003%	F
CARDANO COMMON CONTRACTUAL FUND		4.523	0,0004%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		79.681	0,0074%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)		2.808	0,0003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,0025%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,0006%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)		2.490	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CARESUPER		54.439	0,0051%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	42,7319%	F
CASSA NAZIONALE DI PREVIDENZA E ASSISTENZA FORENSE	80027390584	22.155.000	2,0710%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		3.379	0,0003%	F
CATERPILLAR INVESTMENT TRUST.		4.702	0,0004%	F
CAVEC LA FRANCAISE DIVERSIFIE		14.939	0,0014%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.063	0,0003%	F
CBS INSURANCE COMPANY LIMITED		2.387	0,0002%	F
CDN ACWI ALPHA TILTS FUND		6.514	0,0006%	F
CENTRAL BANK OF IRELAND MSCI PAB		24.434	0,0023%	F
CENTRAL PROVIDENT FUND BOARD		1.019	0,0001%	F
CERES FONDS D ACTIONS MONDE		5.492	0,0005%	F
CERVURITE INTERNATIONAL LLC		27.240	0,0025%	F
CFSIL RE CNEALTH GS FD 16		12.938	0,0012%	F
CFSIL-COMMONWLTH GBL SHARE FD 17		265.654	0,0248%	F
CG TPT AUTHORISED CONTRACTUAL SCHEME		3.624	0,0003%	F
CHARLES C. GATES TRUST OF 6/30/1941		3.478	0,0003%	F
CHCP GLOBAL SECURITIES LP		2.533	0,0002%	F
CHEVRON MASTER PENSION TRUST		2.773	0,0003%	F
CHINA LIFE INSURANCE COMPANY LIMITED		326	0,0000%	F
CHORELIA N 11		200.840	0,0188%	F
CHORELIA N 3		141.131	0,0132%	F
CHORELIA N 7		179.128	0,0167%	F
CHORELIA N 9		203.554	0,0190%	F
CHRISTOPHER J HEBERLIG		148	0,0000%	F
CHRISTOPHER METTLER		347	0,0000%	F
CHUNGHWA POST CO. LTD		8.349	0,0008%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.165	0,0006%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		11.989	0,0011%	F
CIBC EUROPEAN INDEX FUND		2.435	0,0002%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		5.950	0,0006%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		1.539	0,0001%	F
CIBC INTERNATIONAL INDEX FUND		34.032	0,0032%	F
CIBC PENSION PLAN		17.060	0,0016%	F
CIBC QI GLOBAL LOW VOLATILITY DIVIDEND POOL		1.865	0,0002%	F
CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF		287.169	0,0268%	F
CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE		40.166	0,0038%	F
CIN BELGIUM LIMITED		17	0,0000%	F
CITITRUST LIMITED		6.213	0,0006%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		6.806	0,0006%	F
CITITRUST LTD		2.239	0,0002%	F
CITW FUND, LP		516	0,0000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		52.397	0,0049%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,0017%	F
CITY OF NEW YORK GROUP TRUST		89.008	0,0083%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		26.316	0,0025%	F
CITY UNIVERSITY OF NEW YORK		331	0,0000%	F
CM-AM ADVANCED		3.200	0,0003%	F
CM-AM CONVERTIBLES EUROPE		12.000	0,0011%	F
CM-AM CONVICTIONS EURO		372.000	0,0348%	F
CM-AM CONVICTIONS FLEXIBLE EURO		19.000	0,0018%	F
CM-AM PEA SECURITE		1.655.860	0,1548%	F
CM-AM PEA SERENITE		426.629	0,0399%	F
CNBF RB OSTRUM ACTION EURO		35.917	0,0034%	F
CNBF RC OSTRUM ACTION EURO		71.936	0,0067%	F
CNP ASSURANCES IARD MANDAT 287		19.218	0,0018%	F
CNP ASSURANCES PREVOYANCE MANDAT 285		34.518	0,0032%	F
CNP RETRAITE R01 PLACEMENT PTF		505.425	0,0472%	F
CNTRL PNSON FND INTRNTNL UNION		34.459	0,0032%	F
CO PERATIE KLAVERBLAD VERZEKERINGEN UA		16.096	0,0015%	F
COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED		12.336	0,0012%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,0008%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		40.471	0,0038%	F
COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF		190	0,0000%	F
COLUMBIA THREADNEEDLE (IRL) ICAV		2.252	0,0002%	F
COLUMBIA THREADNEEDLE (LUX) III		3.297	0,0003%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		238.698	0,0223%	F
COMMISSION DE LA CAISSE COMMUNE		6.132	0,0006%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		558	0,0001%	F
COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN		3.600	0,0003%	F
COMMONWEALTH OF PA - TREASURY		6.233	0,0006%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM		69.305	0,0065%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM		2.089	0,0002%	F
COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT		4.878	0,0005%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		121.689	0,0114%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.759	0,0007%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		386	0,0000%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,0002%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,0001%	F
CONTI GESTION		12.125	0,0011%	F
CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		10.092	0,0009%	F
CORALIUM PEA SANTE RESERVE		109.895	0,0103%	F
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY		15.789	0,0015%	F
CPR ACTIONS EURO PREMIUM SELECT		427	0,0000%	F
CPR ACTIONS EURO RESPONSABLE		120.496	0,0113%	F
CPR EUROPE ESG POCHE COR		13.208	0,0012%	F
CRAMA LOIRE BRETAGNE ACTIONS		39.985	0,0037%	F
CREDIT MUTUEL ASSET MANAGEMENT		195.000	0,0182%	F
CREDIT SUISSE INDEX FUND (LUX)		416.811	0,0390%	F
CRN AMUNDI ACTIONS		161.464	0,0151%	F
CS PORTFOLIO LLC		42.020	0,0039%	F
CSAA INSURANCE EXCHANGE		1.740	0,0002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		25.490	0,0024%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975		3.627	0,0003%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND		86.197	0,0081%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		3.942	0,0004%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		6.337	0,0006%	F
CX CADENCE LIMITED-DEAZELEY		7.129	0,0007%	F
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.		547	0,0001%	F
D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C		153	0,0000%	F
D.E. SHAW OCULUS INTL NON FLIP		37.727	0,0035%	F
DC-AKTIEN-FONDS		1.741	0,0002%	F
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC		129	0,0000%	F
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.		303	0,0000%	F
DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC		3.101	0,0003%	F
DEAM-FONDS ZDV		3.193	0,0003%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROLAND AKT.LOWRISK		54.372	0,0051%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPA AKTIEN SPEZIAL		46.344	0,0043%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		145.545	0,0136%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		5.052	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		57.049	0,0053%	F
DEKA INVESTMENT GMBH RE A-FU 5-FONDS		11.460	0,0011%	F
DEKA INVESTMENT GMBH RE GLOBALE AKTIEN		36.512	0,0034%	F
DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO A		21.692	0,0020%	F
DEKA INVESTMENT GMBH VZWL MASTERFONDS		14.308	0,0013%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,0006%	F
DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02		1.952	0,0002%	F
DEKA INVESTMENT GMBH W/A-REVI 2		28.000	0,0026%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		403.887	0,0378%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CLIMATE CHANGE ESG CTB UCITS ETF		15.254	0,0014%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE CLIMATE CHANGE ESG CTB UCITS ETF		33.372	0,0031%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		11.955	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD CLIMATE CHANGE ESG UCITS ETF		11.502	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		29.301	0,0027%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		32.154	0,0030%	F
DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL		10.342	0,0010%	F
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET EUROPA FOKUS AS		14.000	0,0013%	F
DEKA INVESTMENT GMBH W/ELB AKTIEN GLOBAL MULTIFACTOR PASSIV		6.345	0,0006%	F
DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS		37.588	0,0035%	F
DEKA INVESTMENT GMBH W/HEGAU-BODENSEE FM 1 W/U03		8.500	0,0008%	F
DEKA INVESTMENT GMBH W/HFW-FONDS W/S2 AKTIEN EUROPA		19.432	0,0018%	F
DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II		4.786	0,0004%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,0005%	F
DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV		1.256	0,0001%	F
DEKA INVESTMENT GMBH W/SKYHOOK INVEST - DEKA		168	0,0000%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U07		17.799	0,0017%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		7.257	0,0007%	F
DEKA INVESTMENT GMBH W/TREVALIS U02		440	0,0000%	F
DEKA INVESTMENT GMBH W/TREVALIS U03		17.631	0,0016%	F
DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02		16.351	0,0015%	F
DEKA INVESTMENT GMBH W/WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN W/U02		4.793	0,0004%	F
DEKA VALUE PLUS		108.994	0,0102%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS		14.500	0,0014%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG		22.100	0,0021%	F
DEKA-RAB		6.795	0,0006%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		1.370	0,0001%	F
DES VAL INTL.PEEQ CSH NON FLIP		60.170	0,0056%	F
DESJARDINS GLOBAL EQUITY GROWTHFUND		99.508	0,0093%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		28.241	0,0026%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		1.146	0,0001%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA MULTIFACTOR LOW CO2 ETF		90.546	0,0085%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		32.006	0,0030%	F
DESTINATIONS INTERNATIONAL EQU		7.256	0,0007%	F
DEUTSCHE DCG EQ		1.071	0,0001%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,0001%	F
DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST		950	0,0001%	F
DFI LP EQUITY (PASSIVE		532	0,0000%	F
DIGITAL FUNDS STARS EUROZONE		9.321	0,0009%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,0002%	F
DIMENSIONAL FUNDS PLC		62.549	0,0058%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E		187.404	0,0175%	F
DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI		4.496	0,0004%	F
DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E		1	0,0000%	F
DPAM B EQUITIES EUROPE INDEX		43.000	0,0040%	F
DPAM DBI RDT B EQUITIES EMU INDEX		68.000	0,0064%	F
DPAM L EQUITIES EMU SRI MSCI INDEX		12.230	0,0011%	F
DPAM L EQUITIES WORLD SRI MSCI INDEX		4.200	0,0004%	F
DPCTA-MASTERFONDS		15.139	0,0014%	F
DUNHAM INTERNATIONAL STOCK FUND		6.650	0,0006%	F
DWS INVESTMENT GMBH FOR DEAM-FONDS CPT		3.196	0,0003%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		5.159	0,0005%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		2.140	0,0002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,0013%	F
DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE		196.104	0,0183%	F
DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER		892	0,0001%	F
DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1		26.908	0,0025%	F
DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY		21.176	0,0020%	F
DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND		3.672	0,0003%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT		61.715	0,0058%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO		662	0,0001%	F
DWS INVESTMENT GMBH W/BBR 1 AP		8.706	0,0008%	F
DWS MULTI ASSET PIR FUND		30.000	0,0028%	F
DYNAMIC PROFILE FINECO AM FUND I		5.582	0,0005%	F
DYNAMIC PROFILE FINECO AM FUND V		113.230	0,0106%	F
DYNAMIC PROFILE FINECO AM FUND VI		91.818	0,0086%	F
DYNAMIC PROFILE FINECO AM FUND VII		109.959	0,0103%	F
DYNASTY INVEST LTD		1.134	0,0001%	F
E TRADE NO FEE INTERNATIONAL INDEX FUND		833	0,0001%	F
EAST SUSSEX PENSION FUND		3.751	0,0004%	F
EDF RETRAITE LONG TERME INDICIELLE		13.858	0,0013%	F
EFFEPILUX SIC-AZIONARIO - PICT		4.720	0,0004%	F
ELEVA ABSOLUTE RETURN EUROPE FUND		8.268	0,0008%	F
EMBO-FONDS		11.075	0,0010%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		3.434	0,0003%	F
EMPOWER ANNUITY INSURANCE COMPANY		47.016	0,0044%	F
ENGADINE EQUITY MASTER FUND		38.915	0,0036%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		2.086	0,0002%	F
ENPAM		200.000	0,0187%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		11.738.658	1,0973%	F
ENVIRONMENT FUND		3.506	0,0003%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO		33.001	0,0031%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		6.758	0,0006%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		4.395	0,0004%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.032	0,0005%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		5.900	0,0006%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		855	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		1.370	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		3.818	0,0004%	F
EQUIPSUPER		57.778	0,0054%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.972	0,0003%	F
ERAFP ACTIONS EURO I		628.664	0,0588%	F
ERAFP ACTIONS EURO IV		314.138	0,0294%	F
ERI BAYERNINVEST FONDS AKTIEN EUROPA		10.448	0,0010%	F
ERIKOISSIJOITUSRAHASTO NORDEA NAVIGO		346	0,0000%	F
ERISA ACTIONS GRANDES VALEURS		625.889	0,0585%	F
ESSENTIA HEALTH		2.616	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
EVERGREEN SUSTAINABLE WORLD STOCKS		9.000	0,0008%	F
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES		1.072	0,0001%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,0003%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,0005%	F
FAMILY INVESTMENTS CHILD TRUST FUND		7.175	0,0007%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		8.919	0,0008%	F
FCM INTERNATIONAL LLC		835	0,0001%	F
FCP SODIUM I		25.274	0,0024%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		6.288	0,0006%	F
FG BALANCED		12.000	0,0011%	F
FGV ACTIONS EUROPE LM A		16.762	0,0016%	F
FGV ACTIONS EUROPE LM B		132.230	0,0124%	F
FIDDLER PARTNERS LLC		474	0,0000%	F
FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND		1.682.067	0,1572%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		16.436	0,0015%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		126.654	0,0118%	F
FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF		42.356	0,0040%	F
FIDELITY FUNDS - ITALY POOL		647.908	0,0606%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		3.004	0,0003%	F
FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND		41.087	0,0038%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		56.240	0,0053%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND		3.082	0,0003%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		103.377	0,0097%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		544	0,0001%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		185.036	0,0173%	F
FIDELITY SALEM STREET TRUST FIDELITY FLEX INTERNATIONAL FOCUSED INDEX FUND		5.092	0,0005%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		47.903	0,0045%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		230.553	0,0216%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA		18.759	0,0018%	F
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL MOMENTUM INDEX FUND		106.973	0,0100%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.		804.742	0,0752%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		242.870	0,0227%	F
FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF		43.412	0,0041%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		8.200	0,0008%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		16.176	0,0015%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		1.420	0,0001%	F
FIRST PRIVATE EURO DIVIDENDEN STAUFER		28.190	0,0026%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		433.385	0,0405%	F
FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF		37.190	0,0035%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		5.703	0,0005%	F
FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF		12.256	0,0011%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH ETF		181.638	0,0170%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH PORTFOLIO		30.368	0,0028%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		47.899	0,0045%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		907.862	0,0849%	F
FJARDE AP-FONDEN.		11.335	0,0011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FLEXSHARES DEVELOPED MARKETS EX - US QUALITY LOW VOLATILITY INDEX FUND		5.664	0,0005%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1	0,0000%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		1	0,0000%	F
FLORIDA RETIREMENT SYSTEM		32.429	0,0030%	F
FLOURISH INVESTMENT CORPORATION		14.574	0,0014%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,0016%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		261	0,0000%	F
FONDATION BOTNAR		10.645	0,0010%	F
FONDATION BOTNAR.		11.292	0,0011%	F
FONDAZIONE CASSA DI RISPARMIO DI CUNEO	96031120049	1.133.000	0,1059%	F
FONDAZIONE CASSA DI RISPARMIO DI FIRENZE	00524310489	1.000.000	0,0935%	F
FONDAZIONE CASSA DI RISPARMIO DI PADOVA E ROVIGO	92057140284	500.000	0,0467%	F
FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA	00499230373	1.702.438	0,1591%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		21	0,0000%	F
FONDS DE PLACEMENT PROMUTUEL GROUPE PROMUTUEL FEDERATION DE SOCIETES MUTUELLES DASSURANCE GENERALE		2.502	0,0002%	F
FONDS DE RESERVE POUR LES RETRAITES		47.364	0,0044%	F
FONDS FUER STIFTUNGEN INVESCO		9.232	0,0009%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,0002%	F
FOOLIQ EHF		881	0,0001%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		3.553	0,0003%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,0001%	F
FOREIGN STOCK INDEX MOTHER FUND		32.631	0,0031%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,0007%	F
FRANCIS FAMILY FUND APS		3.127	0,0003%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		7.470	0,0007%	F
FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF		550.981	0,0515%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF		156.020	0,0146%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF		3.615	0,0003%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF		4.130	0,0004%	F
FRANKLIN TEMPLETON ICAV		610.793	0,0571%	F
FUNDACAO CALOUSTE GULBENKIAN		642	0,0001%	F
FUNDO DE PENSOES .		5.355	0,0005%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,0011%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		291.521	0,0273%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		46.625	0,0044%	F
FUTURE GROUP INTERNATIONAL EQUITIES FUND		16.417	0,0015%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		274	0,0000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		28.107	0,0026%	F
G.A.-FUND-B - WORLD EQUITIES PLUS		4.036	0,0004%	F
GAMLA LIVFORSAKRINGSAKTIEBOLAGET SEB TRYGG LIV		191.605	0,0179%	F
GARRAISKA INVESTMENTS		7.500	0,0007%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		1.841	0,0002%	F
GCA MANDAT GESTION ACTIONS		32.798	0,0031%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		103.987	0,0097%	F
GENERALI AKTIVMIX DYNAMIK PROTECT 80		2.925	0,0003%	F
GENERALI FUTURE LEADERS ITALIA		23.900	0,0022%	F
GENERALI INVESTMENTS SICAV		32.843	0,0031%	F
GENERALI ITALIA SPA		120.500	0,0113%	F
GENERATION LIFE LIMITED		2.122	0,0002%	F
GEORGIA TECH FOUNDATION, INC		46.499	0,0043%	F
GERANA SICAV-SIF, S.A.		8.456	0,0008%	F
GLENDALOUGH ASSET MANAGEMENT LIMITED		2.709	0,0003%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		1.866	0,0002%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		1.942	0,0002%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		31.044	0,0029%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,0002%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		5.801	0,0005%	F
GLOBAL MULTI FACTOR EQUITY FUND		26.510	0,0025%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P		2.677	0,0003%	F
GLOBAL RESEARCH EQUITY-EXTENDED MASTER FUND (CAYMAN)		2.677	0,0003%	F
GLOBAL SICAV - OFI INVEST ESG		12.058	0,0011%	F
GLOBAL SYSTEMATIC ACTIVE EQUITIES		17.495	0,0016%	F
GLOBAL X MSCI EAFE INDEX ETF		3.075	0,0003%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		33.639	0,0031%	F
GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF		1.127	0,0001%	F
GMO ALTERNATIVE ALLOCATION FUND		37.974	0,0035%	F
GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES		18.806	0,0018%	F
GOLDMAN SACHS ETF ICAV		33	0,0000%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA EUROPE EQUITY ETF		17.236	0,0016%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA INTERNATIONAL EQUITY ETF		438.073	0,0409%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		25.378	0,0024%	F
GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF		21.583	0,0020%	F
GOLDMAN SACHS FUNDS II		50.234	0,0047%	F
GOLDMAN SACHS FUNDS III		92.560	0,0087%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		60.690	0,0057%	F
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.		60.484	0,0057%	F
GOVERNMENT PENSION INVESTMENT FUND		1.388.278	0,1298%	F
GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND		13.022	0,0012%	F
GREAT-WEST INTERNATIONAL INDEX FUND		72.607	0,0068%	F
GREENFIELDS CAPITAL LIMITED		543	0,0001%	F
GREENFINCH FOUNDATION		2.460	0,0002%	F
GUIDEMARK WORLD EX-US FUND/GOLDMAN		43.751	0,0041%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		50.136	0,0047%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		62.982	0,0059%	F
HANG SENG INSURANCE COMPANY LIMITED		35.267	0,0033%	F
HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF		28.695	0,0027%	F
HASE EUROPA		35.000	0,0033%	F
HAWTHORN DM LLC		9.325	0,0009%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		688	0,0001%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		472	0,0000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		11.100	0,0010%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,0009%	F
HC RENTE		1.812	0,0002%	F
HEALTHCARE EMPLOYEES PENSION PLAN MANITOBA		137.281	0,0128%	F
HELABA INV KAPITALANL GES MBH HI SZVA 21 SFONDS		29.421	0,0028%	F
HELABA INVEST KAG MBH HI KAPPA 3 SFONDS		29.156	0,0027%	F
HELVETIA I EUROPA		43.537	0,0041%	F
HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T		2.129	0,0002%	F
HESTA		4.848	0,0005%	F
HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS		83.000	0,0078%	F
HI-AKTIEN-AKTIV-VALUE-SFONDS		49.000	0,0046%	F
HILLSDALE GLOBAL EQUITY FUND		4.068	0,0004%	F
HI-PROAM-STIFTUNGSFONDS		2.853	0,0003%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		196.154	0,0183%	F
HORIZON BUSINESS SRI DYN DBI-RDT		37.479	0,0035%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		25.248	0,0024%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		5.784	0,0005%	F
HP+P STIFTUNGSFONDS		15.900	0,0015%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,0001%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,0005%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HRW TESTAMENTARY TRUST NO. 3		3.135	0,0003%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,0000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,0004%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		5.546	0,0005%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND		2.736	0,0003%	F
HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND		130.766	0,0122%	F
HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF		371	0,0000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF		689	0,0001%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		16.389	0,0015%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF		71.914	0,0067%	F
HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF		1.244	0,0001%	F
HSBC EURO EQUITY VOLATILITY FOCUSED		82.379	0,0077%	F
HSBC EUROPE EQUITY INCOME		147.680	0,0138%	F
HSBC GLOBAL INVESTMENT FUNDS		847.470	0,0792%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND		24.324	0,0023%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		343.534	0,0321%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		35.864	0,0034%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		16.051	0,0015%	F
IADB STAFF RETIREMENT FUND		2.805	0,0003%	F
IALUMBRA HOLDING TRUST		12.400	0,0012%	F
IBM 401(K) PLUS PLAN TRUST		34.061	0,0032%	F
IC EUROPE EQUITY ESG INDEX FUND		1.996	0,0002%	F
IF IST - GLOBE INDEX		8.453	0,0008%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		828.738	0,0775%	F
ILA - A-ILDSCG		2.038	0,0002%	F
ILA - A-ILEZEQG		9.250	0,0009%	F
ILA - A-ILGLOEQG		3.216	0,0003%	F
ILA - A-ILGLOEQN		852	0,0001%	F
ILA - RAFIMF		908	0,0001%	F
ILA-A-ILIMCFHY		3.105	0,0003%	F
ILA-A-ILSDMH		89.404	0,0084%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		27.080	0,0025%	F
ILA-LA WORLD ESG SCREENED FUND		1.696	0,0002%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		24.512	0,0023%	F
ILMARINEN MUTUAL PENSION INSURANCE COMPANY		623.475	0,0583%	F
IMCO GLOBAL PUBLIC EQUITY LP		77.185	0,0072%	F
IMPACTASSETS INC.		976	0,0001%	F
IMPERIAL GLOBAL EQUITY INCOME POOL		332.061	0,0310%	F
IMPERIAL INTERNATIONAL EQUITY POOL		704	0,0001%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,2926%	F
INCOME INSURANCE LIMITED		10.013	0,0009%	F
INDOSUEZ EURO PATRIMOINE		139.388	0,0130%	F
INDOSUEZ EURO RENDEMENT		119.510	0,0112%	F
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC		16.749	0,0016%	F
ING DIRECT SICAV		20.363	0,0019%	F
INSPIRE INTERNATIONAL ETF		100.681	0,0094%	F
INSTITUTIONAL RETIREMENT TRUST		4.051	0,0004%	F
INSTITUTIONELLA AKTIEFONDEN STABIL		80.336	0,0075%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		4.629	0,0004%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		252.562	0,0236%	F
INTERNATIONAL EQUITIES B UNIT TRUST		3.407	0,0003%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		483	0,0000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		1.018	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTERNATIONAL EQUITY FUND		2.687	0,0003%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		3.285	0,0003%	F
INTERNATIONAL MONETARY FUND		30.572	0,0029%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		25.413	0,0024%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV		5.164	0,0005%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS		12.329	0,0012%	F
INVESCO ADVANTAGE INTERNATIONALFUND		1.119	0,0001%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		90.987	0,0085%	F
INVESCO FUND MANAGERS LIMITED		64.467	0,0060%	F
INVESCO FUNDS		553.776	0,0518%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		9.479	0,0009%	F
INVESCO GLOBAL EQUITY NET ZERO ETF		9.786	0,0009%	F
INVESCO MARKETS II PLC		61.100	0,0057%	F
INVESCO MARKETS II PUBLIC LIMITED COMPANY		64.822	0,0061%	F
INVESCO MARKETS III PLC		821	0,0001%	F
INVESCO MSCI EAFE INCOME ADVANTAGE ETF		7.283	0,0007%	F
INVESCO POOLED INVESTMENT FUND - EUROPE FUND		13.069	0,0012%	F
INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES		56.341	0,0053%	F
INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF		3.334	0,0003%	F
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF		4.640	0,0004%	F
INVESCO S&P INTERNATIONAL DEVELOPED ESG INDEX ETF		425	0,0000%	F
INVESCO SANDP INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		77.269	0,0072%	F
INVESCO SANDP INTERNATIONAL DEVELOPED MOMENTUM ETF		116.645	0,0109%	F
INVESTERINGSFORENINGEN BANKINVEST ENGROS,GLOBALE AKTIER AKK.KL		31.998	0,0030%	F
INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL		583	0,0001%	F
INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL		2.966	0,0003%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		28.257	0,0026%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		6.128	0,0006%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		23.619	0,0022%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST, LI AKTIER GLOBALE INDEKS		7.081	0,0007%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL		1.705	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL		1.913	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL		3.956	0,0004%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL		11.476	0,0011%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL		5.163	0,0005%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS GLOBALE STABILE AKTIER		29.932	0,0028%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER		13.699	0,0013%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.534	0,0003%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABIL BALANCERET KL		6.644	0,0006%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER AKKUMULERENDE KL		25.391	0,0024%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER KL		89.574	0,0084%	F
INVESTERINGSFORENINGEN NORDEAINVEST ENGROS GLOBALE STABILE AKTIER - ETISK TILVALG		28.010	0,0026%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS, GLOBALE AKTIER BASIS ESG KL		19.472	0,0018%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		7.600	0,0007%	F
INVESTERINGSFORENINGEN PROFIL INVEST AFDELING FF		2.954	0,0003%	F
INVESTERINGSFORENINGEN SEBINVEST SEB EUROPA AKTIER AKL		6.063	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,0023%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		18.429	0,0017%	F
IP ACTIONS EURO		12.402	0,0012%	F
IPC MULTI-FACTOR INTERNATIONAL EQUITY		11.729	0,0011%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		39.940	0,0037%	F
IRCANTEC ACTIONS MONDE SYST. SCHRODERS		29.475	0,0028%	F
IRISH LIFE ASSURANCE PLC		75.311	0,0070%	F
IRISH LIFE ASSURANCE.		40.818	0,0038%	F
IRISH LIFE CLIMATE FOCUSED FUND		1.663	0,0002%	F
IRR K LLC		4.519	0,0004%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,0001%	F
ISHARES CORE MSCI EAFE ETF		3.285.519	0,3071%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		287.905	0,0269%	F
ISHARES CORE MSCI EUROPE ETF		241.120	0,0225%	F
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF		513.697	0,0480%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		633.876	0,0593%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		7.818	0,0007%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		12.443	0,0012%	F
ISHARES ENHANCED INTERNATIONAL ACTIVE ETF		88	0,0000%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		41.427	0,0039%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		11.000	0,0010%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		893.524	0,0835%	F
ISHARES EURO STOXX UCITS ETF (DE)		191.039	0,0179%	F
ISHARES EUROPE ETF		82.745	0,0077%	F
ISHARES GLOBAL EQUITY FACTOR ETF		6.543	0,0006%	F
ISHARES GLOBAL FINANCIALS ETF		17.290	0,0016%	F
ISHARES II PUBLIC LIMITED COMPANY		1.129.456	0,1056%	F
ISHARES III PUBLIC LIMITED COMPANY		1.513.632	0,1415%	F
ISHARES INTERNATIONAL DIVIDEND GROWTH ETF		129.228	0,0121%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		188.347	0,0176%	F
ISHARES INTERNATIONAL EQUITY FACTOR ROTATION ACTIVE ETF		2.807	0,0003%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		3.490	0,0003%	F
ISHARES IV PUBLIC LIMITED COMPANY		1.280.236	0,1197%	F
ISHARES MSCI ACWI ETF		117.036	0,0109%	F
ISHARES MSCI ACWI EX U.S. ETF		141.150	0,0132%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		32.841	0,0031%	F
ISHARES MSCI EAFE ETF		1.580.267	0,1477%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		283.824	0,0265%	F
ISHARES MSCI EAFE MIN VOL FACTOR ETF		1.497.432	0,1400%	F
ISHARES MSCI EAFE VALUE ETF		1.206.247	0,1128%	F
ISHARES MSCI EUROPE FINANCIALS ETF		496.270	0,0464%	F
ISHARES MSCI EUROPE IMI INDEX ETF		13.658	0,0013%	F
ISHARES MSCI EUROZONE ETF		575.583	0,0538%	F
ISHARES MSCI INTL MOMENTUM FACTOR ETF		214.784	0,0201%	F
ISHARES MSCI ITALY ETF		515.503	0,0482%	F
ISHARES MSCI KOKUSAI ETF		1.530	0,0001%	F
ISHARES MSCI WORLD ETF		45.986	0,0043%	F
ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF		331	0,0000%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		10.831	0,0010%	F
ISHARES PUBLIC LIMITED COMPANY		2.048.803	0,1915%	F
ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE		88.189	0,0082%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		354.574	0,0331%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		167.591	0,0157%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		1.285.371	0,1202%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.174.506	0,2033%	F
ISHARES V PUBLIC LIMITED COMPANY		371.901	0,0348%	F
ISHARES VI PUBLIC LIMITED COMPANY		745.763	0,0697%	F
ISHARES VII PUBLIC LIMITED COMPANY		919.469	0,0859%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		56.745	0,0053%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		2.611	0,0002%	F
ISLE OF MAN GOVERNMENT-TREASURY		5.346	0,0005%	F
J & J PENSION FUND OFP		114.623	0,0107%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,0000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.226.421	0,1146%	F
JEFFREY LLC		14.160	0,0013%	F
JEREMY S. O'CONNOR LIVING TRUST		247	0,0000%	F
JNL INTERNATIONAL INDEX FUND		66.693	0,0062%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		9.911	0,0009%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		1.826	0,0002%	F
JNL/MELLON MSCI WORLD INDEX FUND		4.419	0,0004%	F
JOHN HANCOCK FUNDS II - MULTI-ASSET ABSOLUTE RETURN FUND		37.285	0,0035%	F
JOHN HANCOCK FUNDS II INCOME ALLOCATION FUND		1.419	0,0001%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		63.747	0,0060%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		8.380	0,0008%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		16.429	0,0015%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		5.403	0,0005%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		38.376	0,0036%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		16.613	0,0016%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		32.997	0,0031%	F
JOHN T. WALTON FAMILY TRUST		120.586	0,0113%	F
JOHNSON & JOHNSON UK GROUP RETIREMENT PLAN		10.973	0,0010%	F
JOSHUA GREEN CORPORATION		3.450	0,0003%	F
JPM MULTI INCOME FUND		21.955	0,0021%	F
JPMORGAN BETABUILDERS EUROPE ETF		146.125	0,0137%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		43.417	0,0041%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		5.137	0,0005%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		15.715	0,0015%	F
JPMORGAN EUROPE STRATEGIC DIVIDEND FUND		4.326	0,0004%	F
JPMORGAN FLEXIBLE INCOME ETF		253	0,0000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		2.739	0,0003%	F
JPMORGAN FUNDS		283.372	0,0265%	F
JPMORGAN GLOBAL ALLOCATION FUND		554	0,0001%	F
JPMORGAN INCOME BUILDER FUND		6.846	0,0006%	F
JPMORGAN INVESTMENT FUNDS		334.404	0,0313%	F
JPMORGAN MULTI BALANCED FUND		1.680	0,0002%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,0002%	F
JTW TRUST NO. 3 UAD 9/19/02.		118	0,0000%	F
JTW TRUST NO. 4 UAD 9/19/02.		2.036	0,0002%	F
JTW TRUST NO. 5 UAD 9/19/02.		32	0,0000%	F
KAISER FOUNDATION HOSPITALS		3.693	0,0003%	F
KAISER PERMANENTE GROUP TRUST		4.379	0,0004%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5		59.744	0,0056%	F
KAPITALFORENINGEN EMD INVEST, VERDENSINDEKS		8.758	0,0008%	F
KAPITALFORENINGEN INVESTIN PRO		14.165	0,0013%	F
KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I		17.756	0,0017%	F
KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS		102.262	0,0096%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		194.122	0,0181%	F
KBC ECO FUND/WORLD		17.073	0,0016%	F
KBC EQUITY FUND EUROZONE		547.074	0,0511%	F
KBC EQUITY FUND EUROZONE DBI-RDT		79.098	0,0074%	F
KBC EQUITY FUND SRI EUROZONE		856.476	0,0801%	F
KBC EQUITY FUND WORLD		168.610	0,0158%	F
KBC EQUITY FUND/EUROPE		48.054	0,0045%	F
KBC EQUITY FUND/SRI WORLD		230.559	0,0216%	F
KBC EQUITY FUND/WORLD DBI-ROT		54.621	0,0051%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KBC EQUITY SRI WORLD DBI-RDT		19.803	0,0019%	F
KBC INST FUND EURO EQUITY		51.823	0,0048%	F
KBC INSTITUTIONAL FUND SRI EURO		60.425	0,0056%	F
KBC INSTITUTIONAL FUND/SRI WORLD EQUITY		13.934	0,0013%	F
KBC INSTITUTIONAL INVESTOR		3.936	0,0004%	F
KBI FUNDS ICAV		32.723	0,0031%	F
KBI GLOBAL INVESTMENT FUND		18.268	0,0017%	F
KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1		7.286	0,0007%	F
KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR		4.585	0,0004%	F
KERI ANN O'CONNOR REVOCABLE TRUST		37	0,0000%	F
KFP MARKETABLE LLC		60	0,0000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		17.974	0,0017%	F
KOKUSAI EQUITY INDEX FUND, A S		8.501	0,0008%	F
KUMPULAN WANG PERSARAAN (DIPERBADANKAN		4.902	0,0005%	F
KUTXABANK GESTION SGIIC, S.A.		233.308	0,0218%	F
KUTXABANK PENSIONES, S.A., SGFP		89.110	0,0083%	F
L&G DEVELOPED WORLD MOMENTUM FACTOR INDEX FUND		663	0,0001%	F
LA FRANCAISE LUX - CARBON IMPACT INCOME		743	0,0001%	F
LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES		104.828	0,0098%	F
LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION		2.790	0,0003%	F
LAB QS DYNAMIC EQUITY FUND LP		99	0,0000%	F
LACERA MASTER OPEB TRUST		11.377	0,0011%	F
LAKE AVENUE INVESTMENTS LLC		18.058	0,0017%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		2	0,0000%	F
LATVIJAS BANKA		2.666	0,0002%	F
LAWRENCE LIVERMORE NATIONAL SECURITY, LLC AND TRIAD NATIONAL SECURITY, LLC DEFINED BENEFIT PENSION PLAN GROUP TRUST		4.766	0,0004%	F
LBBW AM INVESTMENTGES. MBH LBB W AM-MONACO		6.250	0,0006%	F
LBBW AM INVESTMENTGES. MBH LBBW AM-RENDITEF.NR.1 BANTLEO		6.339	0,0006%	F
LBBW AM-ALME INVEST		34.000	0,0032%	F
LBBW AM-CESRA5PLUS		10.000	0,0009%	F
LBBW AM-MASTER SUEDPFALZ		37.100	0,0035%	F
LBBW ASSET MANAGEMENT INVESTMENTGESELLSCHAFT MBH		261.576	0,0245%	F
LBBW GLOBAL DIVIDEND		120.000	0,0112%	F
LBBW ZYKLUS STRATEGIE		14.000	0,0013%	F
LBPAM 3 MOIS		1.847.637	0,1727%	F
LBPAM FRANCECAP 100 NOVEMBRE 2030		887.036	0,0829%	F
LBPAM ISR ACTIONS FOCUS EUROPE		279.234	0,0261%	F
LBPAM SHORT TERM		133.000	0,0124%	F
LCL ACTIONS EURO CORE		76.726	0,0072%	F
LCL ACTIONS MONDE HORS EUROPE EUR		39.291	0,0037%	F
LEE M. HOWER TRUST		114	0,0000%	F
LEGAL & GENERAL CCF.		2.342	0,0002%	F
LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E		5.801	0,0005%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO		15.041	0,0014%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE		12.020	0,0011%	F
LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED		330	0,0000%	F
LEGAL & GENERAL GLOBAL EQUITY INDEX FUND		12.796	0,0012%	F
LEGAL & GENERAL ICAV.		1.052	0,0001%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		45.786	0,0043%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		21.723	0,0020%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		16.102	0,0015%	F
LEGAL & GENERAL UCITS ETF PUBLIC LIMITED COMPANY		9.483	0,0009%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		13.054	0,0012%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND		296	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		194.036	0,0181%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		1.223	0,0001%	F
LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED		26.502	0,0025%	F
LEGAL AND GENERAL CCF		509	0,0000%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		39.575	0,0037%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		272	0,0000%	F
LEGAL AND GENERAL EUROPEAN INDEX TRUST		221.148	0,0207%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		26.779	0,0025%	F
LEGAL AND GENERAL UCITS ETF PLC		200.433	0,0187%	F
LFM ACTIONS MONDE VOLATILITE CONTROLEE		89.564	0,0084%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME		47	0,0000%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		398	0,0000%	F
LGT SLC EQ EMV POOL CC AND L		1.137	0,0001%	F
LGT SLC EQUITY OPT POOL SSGA		14.403	0,0013%	F
LLB FUND SERV. AG ATD LLB AKTIEN EUROPA (EUR)		20.561	0,0019%	F
LOB HOLDING SRL		2.500	0,0002%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		18.566	0,0017%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		14.710	0,0014%	F
LOF ALL ROADS		23.999	0,0022%	F
LOF ALL ROADS CONSERVATIVE		4.129	0,0004%	F
LOF ALL ROADS GROWTH		17.973	0,0017%	F
LOF TARGETNETZERO EUROPE EQUITY		10.182	0,0010%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME		637.770	0,0596%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.		911.840	0,0852%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		68.730	0,0064%	F
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MASTER TRUST		12.897	0,0012%	F
LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS(		26.063	0,0024%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		404.382	0,0378%	F
LUX IM GLOBAL EQUITY VALUE		39.388	0,0037%	F
LUXCELLENCE HELVETIA EUROP EQUITY		6.372	0,0006%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		9.286	0,0009%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		178.667	0,0167%	F
LVIP SSGA INTERNATIONAL INDEX FUND		58.233	0,0054%	F
M INTERNATIONAL EQUITY FUND		2.463	0,0002%	F
MACF 3		89	0,0000%	F
MACK EAFE EQUITY POOL		10.445	0,0010%	F
MACKENZIE EUROPEAN SMALL-MID CAP FUND		79.427	0,0074%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		22.986	0,0021%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		17.922	0,0017%	F
MACQUARIE MULTI-FACTOR FUND		2.603	0,0002%	F
MAM EUROPA GROWTH		17.000	0,0016%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		3.898	0,0004%	F
MAN NUMERIC CITY LIMITS FUND LLC C/O NUMERIC INVESTORS LLC		4.295	0,0004%	F
MAN NUMERIC INTERNATIONAL ALPHA (US) LP		2.105	0,0002%	F
MANAGED PENSION FUNDS LIMITED		54.898	0,0051%	F
MANDAT ACTION HGAM		253.978	0,0237%	F
MANULIFE GLOBAL FUND (SICA		25.138	0,0023%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		25.882	0,0024%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		6.330	0,0006%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.129	0,0001%	F
MARGETTS FUND MANAGEMENT LTD		81.326	0,0076%	F
MARIGOLD TACTICAL STRATEGIES LTD		1.273	0,0001%	F
MARSHALL WACE INV STRATEGIES-TOPS INTERNATIONAL EQUITIES FD C/O MARSHALL WACE LLP ACTING AS ALTERNATIVE INVESTMENT FUND		29.715	0,0028%	F
MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP		226.716	0,0212%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MARSHALL WACE INVESTMENT STRATEGIES - TOPS FUND C/O MARSHALL WACE LLP		192.528	0,0180%	F
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND C/O MARSHALL WACE LLP ACTING AS INVESTMENT MANAGER		109.829	0,0103%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND		29.084	0,0027%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP		24.353	0,0023%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE LLP ACTING AS IA		58.915	0,0055%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		27.390	0,0026%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		10.525	0,0010%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,0002%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		9.716	0,0009%	F
MATIG ACT MONDE		120.013	0,0112%	F
MATIGNON ACTIONS DYNAMIQUES		34.562	0,0032%	F
MBB PUBLIC MARKETS I LLC		28.671	0,0027%	F
MBB SMART FUND C LLC		14.329	0,0013%	F
MBB SMART FUND P LLC		12.148	0,0011%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		1.625	0,0002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		27.212	0,0025%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH		465	0,0000%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I		8.474	0,0008%	F
MEDIOLANUM FLESSIBILE FUTURO ITALIA		1.244.177	0,1163%	F
MEDIOLANUM FLESSIBILE SVILUPPO ITALIA		182.000	0,0170%	F
MERCER GE INTERNATIONAL EQUITY FUND		2.111	0,0002%	F
MERCER GLOBAL EQUITY FUND		34.419	0,0032%	F
MERCER NONUS CORE EQUITY FUND		218.776	0,0205%	F
MERCER OSS TRUST		1.033	0,0001%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		2.576	0,0002%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		205	0,0000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,0012%	F
MERCER QIF COMMON CONTRACTUAL FUND		152.592	0,0143%	F
MERCER UCITS COMMON CONTRACTUALFUND		175.568	0,0164%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		28.662	0,0027%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		7.418	0,0007%	F
MERISTEM GLOBAL EQUITY FUND LLC		16.107	0,0015%	F
MET WAT REC DST RF NRN TRUST GLV 997261		5.040	0,0005%	F
METIS EQUITY TRUST		5.982	0,0006%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,0006%	F
METROPOLITAN LIFE INSURANCE COMPANY		10.063	0,0009%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415		86.661	0,0081%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS F11		6.140	0,0006%	F
MGI FUNDS PLC		92.051	0,0086%	F
MGTS AFH DA FUND		68.320	0,0064%	F
MICHELET TUNNEL		25.128	0,0023%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,0002%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		23.602	0,0022%	F
MI-FONDS 384		13.960	0,0013%	F
MI-FONDS F47		29.979	0,0028%	F
MI-FONDS K25		126.090	0,0118%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,0001%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,0001%	F
MIGROS BANK (LUX) FONDS 50		1.540	0,0001%	F
MIGROS BANK (LUX) FONDS INTERSTOCK		1.160	0,0001%	F
MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS		2.999	0,0003%	F
MINEWORKERS' PENSION SCHEME		51.355	0,0048%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	35,7201%	F
MINISTRY OF ECONOMY AND FINANCE		76.728	0,0072%	F
MISSOURI EDUCATION PENSION TRUST		42.322	0,0040%	F
MOA INTERNATIONAL FUND		532.408	0,0498%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MONTSEGUR CROISSANCE		43.159	0,0040%	F
MONUTA VERZEKERINGEN		9.132	0,0009%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		1.651	0,0002%	F
MORGAN STANLEY PATHWAY FUNDS		11.721	0,0011%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		227	0,0000%	F
MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		1.144	0,0001%	F
MOTHER CABRINI HEALTH FOUNDATION, INC		28.842	0,0027%	F
MOUNT HATTON INVESTMENTS LIMITED		4.204	0,0004%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,0009%	F
MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		84.086	0,0079%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		151.134	0,0141%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		12.752	0,0012%	F
MT TOTAL RETURN FUND		68.990	0,0064%	F
MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND		1.887	0,0002%	F
MULTI UNITS FRANCE - AMUNDI FT		474.258	0,0443%	F
MULTI UNITS FRANCE - AMUNDI MS		23.152	0,0022%	F
MULTI UNITS LUX AMUNDI EUROPE		86.490	0,0081%	F
MULTI UNITS LUX AMUNDI EUROPEA		414	0,0000%	F
MULTI UNITS LUX AMUNDI MSCI		1.741	0,0002%	F
MULTI UNITS LUX AMUNDI MSCI EM		32.824	0,0031%	F
MULTI UNITS LUX AMUNDI S P		257.307	0,0241%	F
MULTI UNITS LUXEMBOURG - AMUND		74.366	0,0070%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		423.856	0,0396%	F
MULTIMIX WHOLESALE INTERNATIONAL SHARES TRUST		2.466	0,0002%	F
MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX		34.833	0,0033%	F
MWIS - TOPS FUND - NON FLIP		36.827	0,0034%	F
MWIS TOPS WORLD EQUITIES AC		13.010	0,0012%	F
N.V. HAGELUNIE		1.643	0,0002%	F
NATIONAL CATHOLIC INVESTMENT TRUST		1.048	0,0001%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,0012%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		7.973	0,0007%	F
NATIONAL EMPLOYEMENT SAVINGS TRUST		1.010.119	0,0944%	F
NATIONAL PENSION INSURANCE FUND		2	0,0000%	F
NATIONWIDE INTERNATIONAL INDEX FUND		18.420	0,0017%	F
NATIXIS AM FUNDS		40.116	0,0037%	F
NATIXIS IRCEM RETRAITE FCP		17.990	0,0017%	F
NATWEST ST JAMES S PLACE GLOBALQUALITY UNIT TRUST		8.569	0,0008%	F
NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST		11.269	0,0011%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,0001%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE GLOBAL GROWTH UN		7.090	0,0007%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		14.354	0,0013%	F
NBIMC EAFE EQUITY INDEX FUND.		1	0,0000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		8.407	0,0008%	F
NEF RISPARMIO ITALIA		10	0,0000%	F
NEUALT LLC		22.800	0,0021%	F
NEUBERGER BERMAN ETF TRUST - NEUBERGER INTERNATIONAL CORE EQUITY ETF		24.771	0,0023%	F
NEW AIRWAYS PENSION SCHEME		2.654	0,0002%	F
NEW YORK STATE COMMON RETIREMENT FUND		3.292	0,0003%	F
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN.		2.345	0,0002%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		687.141	0,0642%	F
NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST		2.129	0,0002%	F
NFS LIMITED		5.026	0,0005%	F
NGEE ANN POLYTECHNIC		6.607	0,0006%	F
NICOLE M. O'CONNOR IRREVOCABLE TRUST		89	0,0000%	F
NOLA GUIDO		40.000	0,0037%	F
NORDEA 1 SICAV		1.257.738	0,1176%	F
NORDEA 2 SICAV		19.159	0,0018%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NORDEA DISCRETIONARY GLOBAL EQUITY FUND		18.861	0,0018%	F
NORDEA EUROPEAN INDEX SELECT FUND		17.169	0,0016%	F
NORDEA GLOBAL EQUITY ALLOCATION FUND		18.566	0,0017%	F
NORDEA GLOBAL INDEX SELECT FUND		17.185	0,0016%	F
NORDEA PLAN BALANSERT FUND		2.751	0,0003%	F
NORDEA PLAN KONSERVATIV FUND		568	0,0001%	F
NORDEA PLAN MODERAT FUND		1.228	0,0001%	F
NORDEA PLAN OFFENSIV FUND		4.332	0,0004%	F
NORDEA PLAN VEKSTORIENTERT FUND		1.437	0,0001%	F
NORDEA PREMIUM ASSET MANAGEMENT BALANCED FUND		10.089	0,0009%	F
NORDEA PREMIUM ASSET MANAGEMENT GROWTH FUND		5.227	0,0005%	F
NORDEA PREMIUM ASSET MANAGEMENT MODERATE FUND		8.527	0,0008%	F
NORDEA PRO STABLE RETURN FUND		47.706	0,0045%	F
NORDEA SAVINGS 30 FUND		3.991	0,0004%	F
NORDEA SAVINGS 50 FUND		6.371	0,0006%	F
NORDEA SAVINGS 75 FUND		4.669	0,0004%	F
NORDEA STABIL		18.950	0,0018%	F
NORDEA STABILE AKSJER GLOBAL FUND		623.454	0,0583%	F
NORDEA STABILE AKSJER GLOBAL VALUTASIKRET FUND		417.016	0,0390%	F
NORDEA STABLE PERFORMANCE FAM		2.740	0,0003%	F
NORDEA STABLE RETURN FUND		67.906	0,0063%	F
NORDEA STRATEGA 15		2.085	0,0002%	F
NORDEA STRATEGA 35		17.091	0,0016%	F
NORDEA STRATEGA 50		14.590	0,0014%	F
NORDEA STRATEGA 70		20.328	0,0019%	F
NORDEA STRATEGA 90 FUND		920	0,0001%	F
NORDEA WORLD INDEX SELECT FUND		18.786	0,0018%	F
NORGES BANK		9.916.178	0,9269%	F
NORTHAMPTONSHIRE PENSION FUND		3.500	0,0003%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		133.622	0,0125%	F
NORTHERN LIGHTS FUND TRUST IV		14.419	0,0013%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		16.302	0,0015%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		28.536	0,0027%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		22.198	0,0021%	F
NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST		695.578	0,0650%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		311.294	0,0291%	F
NORTHERN TRUST UCITS FGR FUND		121.686	0,0114%	F
NORTHERN WORLD SELECTION INDEX FUND		22.561	0,0021%	F
NOW PENSIONS TRUST		34.471	0,0032%	F
NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST		4.235	0,0004%	F
NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,0004%	F
NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST		6.527	0,0006%	F
NT MSCI EAFE INDEX FUND		1	0,0000%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,0000%	F
NTGI-QM COMMON DAILY EAFE		65.528	0,0061%	F
NUCLEAR ELECTRIC INSURANCE LIMITED		6.097	0,0006%	F
NUVEEN INTERNATIONAL EQUITY INDEX FUND		66.763	0,0062%	F
NVIT INTERNATIONAL INDEX FUND		1	0,0000%	F
NZAM EURO STOXX PARIS-ALIGNED		357	0,0000%	F
OFI INVEST ESG DYNAMIQUE EURO		8.430	0,0008%	F
OFI INVEST ESG EQUILIBRE EURO		13.695	0,0013%	F
OFI INVEST ESG PRUDENT EURO		4.550	0,0004%	F
OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.		121.300	0,0113%	F
ONEMARKETS ITALY ICAV		6.644	0,0006%	F
ONEMARKETS MSCI EUROPE UNIVERSAL UCITS ETF		506	0,0000%	F
ONEMARKETS MSCI WORLD UNIVERSAL UCITS ETF		104	0,0000%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		4.373	0,0004%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL		36.828	0,0034%	F
OPENWORLD PUBLIC LIMITED COMPANY		703	0,0001%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		51.871	0,0048%	F
ORANO ACTIONS EUROPEENNES		22.313	0,0021%	F
ORKNEY ISLANDS COUNCIL PENSION FUND		120.110	0,0112%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
OSMOSIS ICAV		12.913	0,0012%	F
OVERSTORY CAPITAL LLC		1.471	0,0001%	F
PACER TRENDPILOT INTERNATIONAL ETF		3.687	0,0003%	F
PARAMETRIC INTERNATIONAL EQUITYFUND		4.800	0,0004%	F
PARMA PEA NOVEMBRE 2025		15.121	0,0014%	F
PASSIVE GLOBAL SHARE TRUST		8.834	0,0008%	F
PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST		114	0,0000%	F
PEGASUS-UI-FONDS		36.777	0,0034%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.159	0,0002%	F
PENSION BENEFIT GUARANTY CORPORATION		103.442	0,0097%	F
PENSION RESERVES INVESTMENT TRUST FUND		54.657	0,0051%	F
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		305.786	0,0286%	F
PEOPLE'S BANK OF CHINA		364.001	0,0340%	F
PEPCO HOLDINGS INC. VEBA TRUST		839	0,0001%	F
PERPETUAL GLOBAL ALLOCATION ALPHA FUND		5.413	0,0005%	F
PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND		394	0,0000%	F
PERTUBUHAN KESELAMATAN SOSIAL		22.849	0,0021%	F
PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		2.433	0,0002%	F
PFA PENSION FORSIKRINGSAKTIESELSKAB		23.014	0,0022%	F
PFIZER INC. MASTER TRUST		1.127	0,0001%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.067	0,0001%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,0001%	F
PHILIP VERONICA A KOVACH JT TEN/WROS 2934		19	0,0000%	F
PHOENIX UNIT TRUST MANAGERS LIMITED		196.250	0,0183%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		2.969	0,0003%	F
PICTET AI ENHANCED INTERNATION		535	0,0001%	F
PICTET CH - GLOBAL EQUITIES		3.568	0,0003%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		20.278	0,0019%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,0014%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		5.755	0,0005%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		9.207	0,0009%	F
PICTET CH INSTITUTIONAL EUROPEAN EX SWISS EQUITIES TRACKER EX SL		16.074	0,0015%	F
PICTET CH INSTITUTIONAL WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,0002%	F
PICTET EUROLAND INDEX		12.903	0,0012%	F
PICTET EUROPE INDEX		62.189	0,0058%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		134.591	0,0126%	F
PINK CALI LLC		486	0,0000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA		1.714	0,0002%	F
PIVOTAL PHILANTHROPIES FOUNDATION		1.207	0,0001%	F
PLATO INST I FUND EURO EQUITY		11.590	0,0011%	F
PLATO INSTIT INDEX FND WORLD DBI-RDT		12.837	0,0012%	F
PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY		29.285	0,0027%	F
PLATO INSTITUTIONAL INDEX FUND/WORLD		33.785	0,0032%	F
PLEIADES TRUST		79.666	0,0074%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,0006%	F
POINT72 ASSOCIATES LLC		117	0,0000%	F
POINT72 ASSOCIATES LLC C/O FINSCO LIMITED		494	0,0000%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		61.442	0,0057%	F
POOL PARSUMO CAPITAL AG AKTIEN WELT		7.500	0,0007%	F
POOL SWISS ROCK AKTIEN GLB		3.361	0,0003%	F
PORTZAMPARC MOMENTUM ISR		62.000	0,0058%	F
PRAXIS INTERNATIONAL INDEX FUND		51.414	0,0048%	F
PRESBYTERIAN CHRUCH IN AMERICA 403 (B) (9) RETIREMENT PLAN		2.841	0,0003%	F
PRI JP MORGAN EUROZONE EQUITY		183.150	0,0171%	F
PRIME SUPER PTY LTD		4.376	0,0004%	F
PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND		24.161	0,0023%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PRINCIPAL FUNDS, INC. - OVERSEAS FUND		4.179	0,0004%	F
PRINCIPAL LIFE INSURANCE COMPANY		12.041	0,0011%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,0001%	F
PRO-GEN INVESTMENTS LLC		1.449	0,0001%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		27.874	0,0026%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.385	0,0001%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		1.277	0,0001%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		18.286	0,0017%	F
PRUDENTIAL HONG KONG LIMITED		3.710	0,0003%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		5.770	0,0005%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		7.922	0,0007%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		80.434	0,0075%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		31.087	0,0029%	F
PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI		70.797	0,0066%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		219.705	0,0205%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		176.049	0,0165%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		289.739	0,0271%	F
PURPOSE FUND CORP		1.103	0,0001%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND		262.255	0,0245%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND 2		34.996	0,0033%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		384.779	0,0360%	F
QIC INTERNATIONAL EQUITIES FUND.		2.128	0,0002%	F
QUALITY EDUCATION FUND		849	0,0001%	F
QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES		503.564	0,0471%	F
RAIFFEISEN KAPITALANLAGE GESELLSCHAFT M.B.H NV AKTIEN GLOBAL		1.319	0,0001%	F
RAINDROPS CAPITAL LIMITED		1.967	0,0002%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,0808%	F
RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST		26.242	0,0025%	F
RBC EUROPEAN EQUITY FUND ROYAL TRUST		259.443	0,0243%	F
RBC EUROPEAN MID-CAP EQUITY FUND		102.925	0,0096%	F
RBC INDIGO INTERNATIONAL EQUITYINDEX FUND		1.177	0,0001%	F
RBC INTERNATIONAL DIVIDEND GROWTH FUND		64.108	0,0060%	F
REALDANIA		60.885	0,0057%	F
REASSURE LIMITED		114.884	0,0107%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		15.640	0,0015%	F
REGIME DE RETRAITE DU PERSONNEL CPE		130.522	0,0122%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		58.085	0,0054%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.652	0,0003%	F
RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.		27.792	0,0026%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		340.357	0,0318%	F
RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND		1.345	0,0001%	F
RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC		3.382	0,0003%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		20.782	0,0019%	F
RLA GLOBAL SHARE FUND		5.627	0,0005%	F
RLA INTERNATIONAL EQUITIES FUND		14.165	0,0013%	F
RLA NZ INTERNATIONAL EQUITIES FUND		5.818	0,0005%	F
ROBECO CAPITAL GROWTH FUNDS		41.344	0,0039%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,0030%	F
ROBECO UCITS ICAV		3	0,0000%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,0002%	F
ROBIN 1-FONDS		79.144	0,0074%	F
ROBUST MULTI ASSET FUND		71.932	0,0067%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,0007%	F
ROPS EURO P		59.291	0,0055%	F
ROPS SMART INDEX EURO		32.638	0,0031%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ROSEFINCH FOUNDATION		2.460	0,0002%	F
ROSEN FAMILY TRUST		35	0,0000%	F
ROTHSCHILD MARTIN MAUREL		212.465	0,0199%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.306	0,0068%	F
ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT		730	0,0001%	F
RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES SMALL & MID CAP		33.033	0,0031%	F
RPAQ 2015 FUND LP		24.255	0,0023%	F
RTX SAVINGS PLAN MASTER TRUST		143.034	0,0134%	F
RUGGERI FAUSTO		9	0,0000%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		12.224	0,0011%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.573	0,0008%	F
RUSSELL INVESTMENT COMPANY PLC		29.058	0,0027%	F
RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND		2.661	0,0002%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND		7.081	0,0007%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		7.497	0,0007%	F
RUSSELL INVESTMENTS INTERNATIONAL EQUITY POOL .		1.104	0,0001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND		1.901	0,0002%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.530	0,0004%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.634	0,0003%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		1.915	0,0002%	F
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND		3.836	0,0004%	F
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST		10.690	0,0010%	F
RUSSELL WGGW LTD.		2.518	0,0002%	F
RUTGERS THE STATE UNIVERSITY		1.945	0,0002%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		782	0,0001%	F
SAKKARAH 7 FCP		18.186	0,0017%	F
SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD		162	0,0000%	F
SAS TRUSTEE CORPORATION POOLED FUND		103.496	0,0097%	F
SBC MASTER PENSION TRUST		8.896	0,0008%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		28.229	0,0026%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		9.663	0,0009%	F
SCHRODER FORESTERS BALANCED FUND		19.150	0,0018%	F
SCHRODER GLOBAL CORE FUND		8.443	0,0008%	F
SCHRODER GLOBAL EQUITY ACTIVE UCITS ETF		22.839	0,0021%	F
SCHRODER GLOBAL EQUITY CUSTOM ACTIVE UCITS ETF		1.749	0,0002%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		1.498	0,0001%	F
SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND		18.787	0,0018%	F
SCHRODER INTERNATIONAL SELECTION FUND		130.984	0,0122%	F
SCHRODER MANAGED BALANCED FUND		9.144	0,0009%	F
SCHRODER PENSION MANAGEMENT LIMITED		15.369	0,0014%	F
SCHRODER QEP GLOBAL CORE FUND		66.273	0,0062%	F
SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND		6.401	0,0006%	F
SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND		8.938	0,0008%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		11.369	0,0011%	F
SCHRODERS CAPITAL SEMI-LIQUID		2.634	0,0002%	F
SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND		56.291	0,0053%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		262.353	0,0245%	F
SCHWAB INTERNATIONAL EQUITY ETF		994.494	0,0930%	F
SCHWAB INTERNATIONAL INDEX FUND		297.131	0,0278%	F
SCOTIA GLOBAL GROWTH FUND		345.886	0,0323%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		2.515	0,0002%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		15.115	0,0014%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		1.922	0,0002%	F
SCOTT FITZGERALD		224	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		34.481	0,0032%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		21.951	0,0021%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.097	0,0002%	F
SEB EUROPE EXPOSURE		75.751	0,0071%	F
SEB FUND 1 - SEB EUROPE EQUITY FUND		135.437	0,0127%	F
SEB FUND 3 - SEB GLOBAL ALL COUNTRIES EXPOSURE		97.054	0,0091%	F
SEB FUND 3 - SEB PENSION FUND		3.048	0,0003%	F
SEB FUND 3 - SEB PENSION FUND EXTRA		44	0,0000%	F
SEB FUND 3 - SEB PENSION FUND PLUS		63	0,0000%	F
SEI GLOBAL MASTER FUND PLC		505.537	0,0473%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,0004%	F
SEI INSTITUTIONAL INTERNATIONAL TRST INTERNATIONAL EQTY FND		144.785	0,0135%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND		6.025	0,0006%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND		200.946	0,0188%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		26.894	0,0025%	F
SEI SELECT INTERNATIONAL EQUITY ETF		75.580	0,0071%	F
SELECTION EURO CLIMAT JANVIER 2025		63.635	0,0059%	F
SELECTION FRANCE SOCIAL JANVIER 2022		238.837	0,0223%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		592	0,0001%	F
SENTINEL INTERNATIONAL FUND		1.046	0,0001%	F
SG ACTIONS INTERNATIONALES		21.225	0,0020%	F
SHELL CANADA 2007 PENSION PLAN		882	0,0001%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		22.208	0,0021%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		37	0,0000%	F
SIEMENS BALANCED		38.847	0,0036%	F
SIEMENS EMU EQUITIES		56.874	0,0053%	F
SIEMENS EUROINVEST AKTIEN		7.813	0,0007%	F
SIEMENS QUALITAET AND DIVIDENDE EUROPA		55.503	0,0052%	F
SIEMENS-FONDS SIEMENS-RENTE		37.809	0,0035%	F
SILVER AMUNDI EUROPE EQUITY CO		63.793	0,0060%	F
SIMPLICITY HEDGED GLOBAL SHARE FUND		11.210	0,0010%	F
SIMPLICITY UNHEDGED GLOBAL SHARE FUND		11.601	0,0011%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		683.880	0,0639%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		382.854	0,0358%	F
SLW PORTFOLIO LLC		256	0,0000%	F
SMART WHOLESALE GLOBAL EQUITY ESG FUND		9.264	0,0009%	F
SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND		16.073	0,0015%	F
SMTB FOREI GN STOCK INDEX MOTHER FUND		506	0,0000%	F
SNOWBALL CAPITAL HOLDINGS LIMITED		2.005	0,0002%	F
SNOWFINCH FOUNDATION		2.460	0,0002%	F
SOCIAL PROTECTION FUND		24.338	0,0023%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.371	0,0002%	F
SOGECAP ACTIONS - MID CAP		52.599	0,0049%	F
SOGECAP AP CLIMAT PAB		27.059	0,0025%	F
SOGECAP PROTECTED EQUITIES		41.746	0,0039%	F
SP INTERNATIONAL SHARES TRUST		5.469	0,0005%	F
SPA MANDATE BLACKROCK		13.428	0,0013%	F
SPARINVEST SICAV - GLOBAL EQUITY TA POOL		5.495	0,0005%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		545.682	0,0510%	F
SPDR MSCI ACWI EXUS ETF		33.527	0,0031%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		11.669	0,0011%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		105.740	0,0099%	F
SPDR MSCI WORLD QUALITY MIX ETF		726	0,0001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		577	0,0001%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		587.211	0,0549%	F
SPDR PORTFOLIO EUROPE ETF		21.038	0,0020%	F
SPDR S&P WORLD EX AUSTRALIA CARBON AWARE ETF		2.182	0,0002%	F
SPP GENERATION 70-TAL		3.234	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SPRING 625		15.958	0,0015%	F
SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND		47.101	0,0044%	F
SPW MANAGED ICVC - SPW TACTICALFUND 1		12.699	0,0012%	F
SPW MANAGED ICVC - SPW TACTICALFUND 2		5.145	0,0005%	F
SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST		458	0,0000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		32.155	0,0030%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.442	0,0326%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		2.667	0,0002%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		70.375	0,0066%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		155.976	0,0146%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		1.344.462	0,1257%	F
ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING		403	0,0000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,0004%	F
STAR PASTEUR		17.656	0,0017%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		35.082	0,0033%	F
STATE OF MINNESOTA		190.816	0,0178%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		208.835	0,0195%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		37.815	0,0035%	F
STATE OF WISCONSIN INVESTMENT BOARD		2.492	0,0002%	F
STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN		178.448	0,0167%	F
STATE STREET CCF		7.916	0,0007%	F
STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND		4.952	0,0005%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		2.497	0,0002%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		200.319	0,0187%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		130.200	0,0122%	F
STATE STREET GLOBAL INDEX PLUS TRUST		1.554	0,0001%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		89.864	0,0084%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		4.706	0,0004%	F
STATE STREET IRELAND UNIT TRUST		13.838	0,0013%	F
STATE STREET TOTAL RETURN VIS FUND		2.624	0,0002%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		343.106	0,0321%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,0002%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF		5.422	0,0005%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,0070%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO		58.244	0,0054%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE		2.559	0,0002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- EN GLASZETBEDRIJF		31.549	0,0029%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF		9.146	0,0009%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		22.227	0,0021%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G		1.124	0,0001%	F
STICHTING BELEGGINGEN MENZIS		1.912	0,0002%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		378.277	0,0354%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		25.197	0,0024%	F
STICHTING BPL PENSIOEN		30.267	0,0028%	F
STICHTING CZ FUND DEPOSITARY		15.021	0,0014%	F
STICHTING HEINEKEN PENSIOENFONDS.		14.109	0,0013%	F
STICHTING INSTITUUT GAK		3.021	0,0003%	F
STICHTING JURIDISCH EIGENAAR ACHMEA IM LIQUID ASSET FUNDS		8.298	0,0008%	F
STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN		95.158	0,0089%	F
STICHTING MN SERVICES		139.698	0,0131%	F
STICHTING MN SERVICES AANDELENFO ND		25.186	0,0024%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING PENSIOENFONDS CAMPINA		6.769	0,0006%	F
STICHTING PENSIOENFONDS HOOGOVENS		5.622	0,0005%	F
STICHTING PENSIOENFONDS HORECA AND CATERING		29.544	0,0028%	F
STICHTING PENSIOENFONDS ING		6.806	0,0006%	F
STICHTING PENSIOENFONDS NOTARIAAT		735	0,0001%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		44	0,0000%	F
STICHTING PENSIOENFONDS PGB		119.239	0,0111%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,0002%	F
STICHTING PENSIOENFONDS RAIL & OPENBAAR VERVOER		9.498	0,0009%	F
STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER		57.468	0,0054%	F
STICHTING PENSIOENFONDS SAGITTARIUS		9.288	0,0009%	F
STICHTING PENSIOENFONDS VAN DE NEDERLANDSCHE BANK NV		171.972	0,0161%	F
STICHTING PENSIOENFONDS VERVOER		59.438	0,0056%	F
STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS		11.263	0,0011%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		42.671	0,0040%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,0008%	F
STICHTING PME PENSIOENFONDS		61.983	0,0058%	F
STOKIC MARKO		20	0,0000%	F
STOLLER FOUNDATION		2.211	0,0002%	F
STOREBRAND EUROPA PLUS		849	0,0001%	F
STOREBRAND GLOBAL ALL COUNTRIES		7.537	0,0007%	F
STOREBRAND GLOBAL LOW VOLATILITY		4.909	0,0005%	F
STOREBRAND LIVSFORSIKRING AS		153.350	0,0143%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,0007%	F
STRATEGY SICAV		1.527	0,0001%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		13.942	0,0013%	F
SUN LIFE STATE STREET INTERNATIONALEQUITY INDEX FUND		6.485	0,0006%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.817	0,0019%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		795	0,0001%	F
SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT		1.683	0,0002%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		22.418	0,0021%	F
SUSTAINABLE GS 1 TRUST		6.128	0,0006%	F
SWISS NATIONAL BANK		1.278.084	0,1195%	F
SWISSCANTO FONDSLEITUNG AG		348.309	0,0326%	F
SYCOMORE INCLUSIVE JOBS		221.093	0,0207%	F
SYCOMORE SELECTION MIDCAP		112.769	0,0105%	F
SYNCHRONY (LU) EQANTIA EUROPE		29.440	0,0028%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - A		35.429	0,0033%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - B		39.367	0,0037%	F
SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES		4.135	0,0004%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		1.856	0,0002%	F
T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL		315	0,0000%	F
T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND		402	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY ETF		142.274	0,0133%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		475	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		177.733	0,0166%	F
T.ROWE PRICE FUNDS OEIC - GLOBAL DIVIDEND EQUITY FUND		10.658	0,0010%	F
TAGES INTERNATIONAL FUNDS ICAV		105.621	0,0099%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.825	0,0005%	F
TANGERINE BALANCED GROWTH PORTFOLIO		6.756	0,0006%	F
TANGERINE BALANCED INCOME PORTFOLIO		545	0,0001%	F
TANGERINE BALANCED PORTFOLIO		4.579	0,0004%	F
TANGERINE EQUITY GROWTH PORTFOLIO		8.763	0,0008%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		36.536	0,0034%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		190.375	0,0178%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		92.701	0,0087%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		3.386	0,0003%	F
TD EUROPEAN INDEX FUND		3.400	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TD INTERNATIONAL EQUITY INDEX ETF		72.566	0,0068%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		225.853	0,0211%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		28.105	0,0026%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		192.485	0,0180%	F
TEAM SUPERANNUATION FUND		20.347	0,0019%	F
TESCO PLC PENSION SCHEME		325	0,0000%	F
TEXAS MUNICIPAL RETIREMENT SYSTEM		61.110	0,0057%	F
TEXAS PERMANENT SCHOOL FUND CORP		1	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		1	0,0000%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		40.988	0,0038%	F
THE ANNENBERG FOUNDATION.		5.501	0,0005%	F
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST		1.045	0,0001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		84.086	0,0079%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		175.923	0,0164%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		6.420	0,0006%	F
THE CALIFORNIA WELLNESS FOUNDATION		3.507	0,0003%	F
THE CAPTIVE INVESTORS FUND		9.044	0,0008%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.346	0,0001%	F
THE COMMONWEALTH FUND		1.507	0,0001%	F
THE DAVID A DUFFIELD TRUST		3.296	0,0003%	F
THE ESB PENSION FUND		3.400	0,0003%	F
THE FRANK LEAL TRUST		20	0,0000%	F
THE GOVERNING COUNCIL OF THE SALVATION ARMY IN		67.852	0,0063%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		778	0,0001%	F
THE HEALTH FOUNDATION.		1.624	0,0002%	F
THE INCUBATION FUND LTD		114	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		5.439	0,0005%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		532	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		55.917	0,0052%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142		26.168	0,0024%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151		20.761	0,0019%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400080339		6.038	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893		18.007	0,0017%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974		732	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501		888	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		279	0,0000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,0002%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		6.790	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		29.299	0,0027%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)		38.165	0,0036%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		27.011	0,0025%	F
THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR GIM MULTI ASSET MOTHER FUND		556	0,0001%	F
THE METHODIST HOSPITAL		22.119	0,0021%	F
THE MONETARY AUTHORITY OF SINGAPORE		131.265	0,0123%	F
THE MONKS INVESTMENT TRUST PLC		1.057.071	0,0988%	F
THE MOTOROLA PENSION SCHEME.		3.992	0,0004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		15.872	0,0015%	F
THE NEMOURS FOUNDATION PENSION PLAN		305	0,0000%	F
THE NOMURA TRUST AND BANKING C		21.110	0,0020%	F
THE PEOPLE'S PENSION SCHEME		20.841	0,0019%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		13.809	0,0013%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		88.225	0,0082%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		503.425	0,0471%	F
THE SALVATION ARMY OFFICERS' RETIREMENT TRUST FUND		16.553	0,0015%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND		1.341	0,0001%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		6.041	0,0006%	F
THE STANDARD BANK OF SOUTH AFRICA LTD		78.554	0,0073%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		92.627	0,0087%	F
THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR		1.927	0,0002%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY.		1.450	0,0001%	F
THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E		1.757	0,0002%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,0005%	F
THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		45.929	0,0043%	F
THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB		55.874	0,0052%	F
THEAM QUANT - EUROPE TARGET PREMIUM		271.991	0,0254%	F
THEAM QUANT- EQUITY EUROZONE GURU		389.618	0,0364%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		18.490	0,0017%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,0006%	F
THRIFT SAVINGS PLAN		1.363.835	0,1275%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		6.768	0,0006%	F
THYSSEN GLOBAL INVESTMENTS LLC		1.492	0,0001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		708.636	0,0662%	F
TIMOTHY PLAN INTERNATIONAL ETF.		34.850	0,0033%	F
TODD C COZZENS		204	0,0000%	F
TONI ACTIONS ISR 100		37.309	0,0035%	F
TOPS GLBL EQS LE FD NON FLIP		6.342	0,0006%	F
TOPS WLD EX-US FUND NON FLIP		142.372	0,0133%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,0029%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		2.445	0,0002%	F
TRANSAMERICA MSCI EAFE INDEX VP		2.795	0,0003%	F
TRATON-UI-DYNAMIK		13.772	0,0013%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST		113.920	0,0106%	F
TREDJE AP-FONDEN		1	0,0000%	F
TRINITY COLLEGE CAMBRIDGE		11.414	0,0011%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,0013%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		1.826	0,0002%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		27.952	0,0026%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,0001%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		6.785	0,0006%	F
TSA EQUITY FUND #2		2.363	0,0002%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		63	0,0000%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,0002%	F
UAPF - INVESCO ACTIVE		66.768	0,0062%	F
UBS (IRL) ETF PLC		270.206	0,0253%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		1.234.893	0,1154%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		68.123	0,0064%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		160.645	0,0150%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.062	0,0001%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		490	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		283	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0,0001%	F
UBS ASSET MANAGEMENT LIFE LTD		133.485	0,0125%	F
UBS COMMON CONTRACTUAL FUND		14.058	0,0013%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		15.354	0,0014%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS		298	0,0000%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN		17.183	0,0016%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		516.288	0,0483%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG..		10.356	0,0010%	F
UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEVMARK HEDGED		22.791	0,0021%	F
UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEVMARK		21.084	0,0020%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		15.939	0,0015%	F
UBS LUX FUND SOLUTIONS		1.243.946	0,1163%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS		10.100	0,0009%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS		187.284	0,0175%	F
UI MAIN I UF BLACKROCK EUROPE		2.668	0,0002%	F
UI MAIN I UNIVERSAL FONDS UKA		5.447	0,0005%	F
UI MAIN VI UNIV FDS MSCI WORLD		900	0,0001%	F
UI SMART AND FAIR FONDS		11.060	0,0010%	F
UIFONDS AKTIEN EUROPE MVOLA PASSIVE		56.981	0,0053%	F
UI-FONDS BAV RBI AKTIEN		110.401	0,0103%	F
UI-FONDS RBSG		490	0,0000%	F
UI-S		10.324	0,0010%	F
UNI GLOBAL		94.322	0,0088%	F
UNI OF EDINBURGH BG DEVEL WORLD EQ FD		52.861	0,0049%	F
UNICAJA ASSET MANAGEMENT, S.G.I.I.C., S.A.		60.803	0,0057%	F
UNICARE SAVINGS PLAN		17.267	0,0016%	F
UNIEUROPA MID&SMALL CAPS		10.000	0,0009%	F
UNIGESTION ALL COUNTRY WORLD EQUITIES FUND		41.459	0,0039%	F
UNIGESTION GLOBAL EQUITIES FUND		42.706	0,0040%	F
UNIGESTION GLOBAL EX-CANADA EQUITIES FUND		43.130	0,0040%	F
UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI		112.139	0,0105%	F
UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST		541	0,0001%	F
UNISUPER		11.730	0,0011%	F
UNITED GLOBAL GROWTH FUND		8.535	0,0008%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,0004%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND		1.660	0,0002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		5.323	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH		295.856	0,0277%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		8.861	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS		31.053	0,0029%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS		7.700	0,0007%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1		9.466	0,0009%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		11.926	0,0011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS		14.292	0,0013%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN		198.958	0,0186%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF RANW-UNIVERSAL-FONDS V		50.407	0,0047%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		8.168	0,0008%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL CA V		8.162	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL FONDS ZVK 1		2.296	0,0002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		5.138	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,0001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-NO-AKTIEN (490305)		62.510	0,0058%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP		58.338	0,0055%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MIT BESCHRAENKTER HAFT		300.000	0,0280%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS		2.504	0,0002%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		1.500	0,0001%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKAAKTIENEUROPAESG		123.608	0,0116%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		1.626	0,0002%	F
UNIVERSE THE CMI CONT EURO EQ		35.346	0,0033%	F
UNIVERSITIES SUPERANNUATION SCHEME		2	0,0000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,0008%	F
USAA CASUALTY INSURANCE COMPANY		4.259	0,0004%	F
USAA GENERAL INDEMNITY COMPANY		5.292	0,0005%	F
UTAH STATE RETIREMENT SYSTEMS		65.905	0,0062%	F
VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE		3.877	0,0004%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER		46.911	0,0044%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE PM GLOBALE AKTIER STRATEGI KL		15.917	0,0015%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL		21.281	0,0020%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL		40.447	0,0038%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		13.350	0,0012%	F
VALIC COMPANY I GLOBAL STRATEGY FUND		5.928	0,0006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		44.479	0,0042%	F
VAN VOORST TOT VOORST BEREND AM		25	0,0000%	F
VANADIUM		185.416	0,0173%	F
VANECK ETFS N.V.		797.034	0,0745%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		13.024	0,0012%	F
VANGUARD ACTIVE GLOBAL GROWTH FUND		19.483	0,0018%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		4.415.187	0,4127%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		9.071	0,0008%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		90.709	0,0085%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		158	0,0000%	F
VANGUARD EUROPEAN STOCK INDEX FUND		1.121.505	0,1048%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		103.951	0,0097%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		5.526	0,0005%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		2.750.170	0,2571%	F
VANGUARD FTSE ALL-WORLD EX-US INDEX FUND		1.049.141	0,0981%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		116.292	0,0109%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		13.618	0,0013%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		48.377	0,0045%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		635.741	0,0594%	F
VANGUARD GLOBAL EQUITY FUND		1.084.581	0,1014%	F
VANGUARD GLOBAL MOMENTUM FACTORETF		13.803	0,0013%	F
VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND		502.057	0,0469%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND		246	0,0000%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		1.983	0,0002%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		136	0,0000%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		377.916	0,0353%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		12.803	0,0012%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF		8.979	0,0008%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF		8.881	0,0008%	F
VANGUARD INVESTMENTS FUNDS ICVC VANGUARD GLOBAL EQUITY FUND		103.284	0,0097%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		182.641	0,0171%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF		14.820	0,0014%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF		5.084	0,0005%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF		37.815	0,0035%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.635.864	0,6203%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		340.749	0,0319%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		24.782	0,0023%	F
VARENNE UCITS VARENNE VALEUR		600.000	0,0561%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		16.210	0,0015%	F
VARIOPARTNER SICAV		20.772	0,0019%	F
VELLIV, PENSION & LIVSFORSIKRING A/S		22.931	0,0021%	F
VENDOME SELECTION EURO		349.029	0,0326%	F
VENERABLE INTERNATIONAL EQUITY FUND		66.366	0,0062%	F
VENERABLE INTERNATIONAL INDEX FUND		20.812	0,0019%	F
VENTRY INDUSTRIES LLC		17.062	0,0016%	F
VERDIPAPIRFONDET DNB EUROPA		5.914	0,0006%	F
VERDIPAPIRFONDET DNB GLOBAL INDEKS		15.647	0,0015%	F
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA		20.000	0,0019%	F
VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS		1.149	0,0001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		396	0,0000%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1		2.910	0,0003%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		32.969	0,0031%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		80.011	0,0075%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		38.283	0,0036%	F
VF LUX EUROPE EQUITIES		23.708	0,0022%	F
VFMC INTERNATIONAL EQUITY TRUST1		7.263	0,0007%	F
VFMC INTERNATIONAL EQUITY TRUST2		13.578	0,0013%	F
VFMC LOW VOLATILITY EQUITY TRUST 1		15.162	0,0014%	F
VFMC LOW VOLATILITY EQUITY TRUST 2		31.556	0,0029%	F
VI CAPITAL LTD.		845	0,0001%	F
VIA SMART EQUITY EUROPE		36.857	0,0034%	F
VIA SMART EQUITY WORLD		20.169	0,0019%	F
VICTORY MARKET NEUTRAL INCOME FUNDFUND		410.687	0,0384%	F
VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF		106.168	0,0099%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		26.610	0,0025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		41.817	0,0039%	F
VIRGINIA RETIREMENT SYSTEM		17.264	0,0016%	F
VIRTUS INTERNATIONAL DIVIDEND ETF		3.322	0,0003%	F
VLADUBEL ZORGVERZEKERING		27.922	0,0026%	F
VOYA GLOBAL INCOME AND GROWTH FUND		44.515	0,0042%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		12.810	0,0012%	F
VOYA MULTI-MANAGER INTERNATIONAL EQUITY FUND		1.397	0,0001%	F
VOYA VACS INDEX SERIES I PORTFOLIO		45.006	0,0042%	F
VR BANK KT EURO CONTROL		8.944	0,0008%	F
WASHINGTON STATE INVESTMENT BOARD		395.825	0,0370%	F
WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO		14.337	0,0013%	F
WESPATH FUNDS TRUST		6.395	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		3.217	0,0003%	F
WHEELS COMMON INVESTMENT FUND		1.555	0,0001%	F
WILMINGTON GLOBAL ALPHA EQUITIES FUND		3.594	0,0003%	F
WINDWISE MSCI EAFE INDEX NON-LENDING		9.527	0,0009%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		1.288	0,0001%	F
WISDOMTREE GLOBAL HIGH DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL AI ENHANCED VALUE FUND		20.509	0,0019%	F
WISDOMTREE INTERNATIONAL EQUITY FUND		42.800	0,0040%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		479	0,0000%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL MULTIFACTOR FUND		1	0,0000%	F
WISDOMTREE ISSUER ICAV		14.555	0,0014%	F
WM POOL - EQUITIES TRUST NO. 38 - SCHRODER		4.637	0,0004%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,0007%	F
WM POOL - EQUITIES TRUST NO. 75		105.395	0,0099%	F
WM POOL - GLOBAL EQUITIES TRUST NO. 6		15.631	0,0015%	F
WORLD EQUITIES II		3.103	0,0003%	F
WORLD TRADE ORGANIZATION PENSION PLAN		4.076	0,0004%	F
WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF		131.645	0,0123%	F
WS WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS U		274.011	0,0256%	F
WSSP INTERNATIONAL EQUITIES TRUST		7.046	0,0007%	F
WYOMING RETIREMENT SYSTEM		950	0,0001%	F
XTRACKERS		19.665	0,0018%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		591.956	0,0553%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		722	0,0001%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.357	0,0003%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.791	0,0003%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		179.907	0,0168%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		23.326	0,0022%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.878	0,0004%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		4.333	0,0004%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		1.428	0,0001%	F
ZEPHYR - OPTIMISED PLUS 2		5.743	0,0005%	F
ZURICH INVEST ICAV		103.241	0,0097%	F
ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA		45.162	0,0042%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		794.316	0,0743%	C
FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.)		22.930	0,0021%	C
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		124.800	0,0117%	C
GREEN CENTURY MSCI INTERNATION		14.411	0,0013%	C
KODAK RETIREMENT INCOME PLAN 343 ST		22.451	0,0021%	C
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		30.756	0,0029%	C
STICHTING PENSIOENFONDS ABP		328.276	0,0307%	C
STICHTING PENSIOENFONDS ABP (NETHERLANDS		592.616	0,0554%	C
THE GREATER MANCHESTER PENSION FUND		68.946	0,0064%	C
AILIS SICAV		44.365	0,0041%	A
AVIP BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		7.274	0,0007%	A
CHALLENGE ITALIAN EQUITY		124.200	0,0116%	A
FIDEURAM FUND		2.311	0,0002%	A
FONDITALIA		821.598	0,0768%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.733	0,0002%	A
INTERFUND SICAV		13.416	0,0013%	A
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		9.063	0,0008%	A
WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED		390	0,0000%	A
Totale votanti		**1.069.783.639**	**100%**	

Anagrafica	CF/PI	Azioni	% su votanti	Voto
Azioni per le quali il RD non dispone di istruzioni:				
ROSANIA ELMAN		1		NE

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

Assemblea ordinaria
27 aprile 2026

Punto 7

Determinazione del compenso dei componenti il Consiglio di Amministrazione.

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APP. H 2
Racc. 38147

Assemblea ordinaria
27 aprile 2026

Punto 7

Presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari all' 81,906% del capitale sociale

Favorevole	**1.068.650.235**	azioni pari al	**99,894%**	del cap. rappr.
Contrario	**999.808**	azioni pari al	**0,093%**	del cap. rappr.
Astenuto	**133.597**	azioni pari al	**0,012%**	del cap. rappr.
Non Votante	**0**	azioni pari al	**0,000%**	del cap. rappr.

POSTE ITALIANE S.p.A.
Assemblea ordinaria
27 aprile 2026

Punto 7

Determinazione del compenso dei componenti il Consiglio di Amministrazione.

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

Anagrafica	CF/PI	Azioni	% su votanti	Voto
(R) EUROPEAN EQUITIES		2.205	0,0002%	F
405 MSTV 1 LP - AQR- NON FLIP		8.478	0,0008%	F
405 MSTV I LP-TREASURY INTL		11.377	0,0011%	F
405 MSTV LP		11.377	0,0011%	F
801 INVESTMENTS LLC		4.605	0,0004%	F
A A B DIVERSIFIE		41.712	0,0039%	F
AA SSGA ACTIONS INDICE EURO		175.947	0,0164%	F
AAI LIMITED		7.237	0,0007%	F
AB SICAV III DYNAMIC ALL MARK		1.732	0,0002%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		812	0,0001%	F
ABB PENSION FUND		1.101	0,0001%	F
ABERDEEN GROUP CHARITABLE TRUST		665	0,0001%	F
ABN AMRO FGR		795	0,0001%	F
ABN AMRO FUNDS		19.347	0,0018%	F
ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND		1.793	0,0002%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		48.551	0,0045%	F
ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND		7.507	0,0007%	F
ACCIDENT COMPENSATION CORPORATION		60.546	0,0057%	F
ACHMEA PENSIOEN- EN LEVENSVERZEKERINGEN N.V		81.990	0,0077%	F
ACHMEA REINSURANCE COMPANY N.V		8.775	0,0008%	F
ACHMEA SCHADEVERZEKERINGEN N.V		17.339	0,0016%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		23.406	0,0022%	F
ACO EMANUELE		741	0,0001%	F
ACTICCIA 90 N 10		113.750	0,0106%	F
ACTICCIA VIE 90 N 5		149.409	0,0140%	F
ADVANCED SERIES TRUST - AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		23.202	0,0022%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		830	0,0001%	F
AEGON CUSTODY B.V.		67.584	0,0063%	F
AEGON CUSTODY B.V..		15.995	0,0015%	F
AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL		8.650	0,0008%	F
AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE		3.814	0,0004%	F
AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS		25.483	0,0024%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,0026%	F
AIA GLOBAL MULTI-FACTOR EQUITY FUND		52.657	0,0049%	F
AIB GROUP IRISH PENSION SCHEME		4.213	0,0004%	F
AILIS SICAV		44.365	0,0041%	F
AIM EQUITY EUROPE		17.670	0,0017%	F
AKTIEN SUEDEUROPA UI		41.200	0,0039%	F
AL TST AL TRUST AKTIEN EUROPA		4.696	0,0004%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		14.256	0,0013%	F
ALASKA COMMON TRUST FUND		17.333	0,0016%	F
ALASKA PERMANENT FUND CORPORATION		13.523	0,0013%	F
ALLEANZA OBBLIGAZIONARIO		96.073	0,0090%	F
ALLIANZ GLOBAL INVESTORS FUND		176.184	0,0165%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ALLIANZ GLOBAL INVESTORS GMBH		365.380	0,0342%	F
ALLIANZ GLOBAL INVESTORS GMBH ALLIANZGI-FONDS BTH		9.351	0,0009%	F
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		2.111	0,0002%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		9.274	0,0009%	F
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS SUEWE SEGMENT AKTIEN WELT 2		22.950	0,0021%	F
ALLIANZGI FONDS AFE		67.713	0,0063%	F
ALLIANZGI S AKTIEN		174.245	0,0163%	F
ALLIANZGI-FONDS DSPT		11.361	0,0011%	F
ALLIANZGI-FONDS TOSCA		2.755	0,0003%	F
ALLOCATION INVEST EQUITY CORE		68.897	0,0064%	F
ALLOCATION PROTECTION 80		134.903	0,0126%	F
ALTO INTERNAZIONALE AZIONARIO		21.816	0,0020%	F
ALUMBRA INNOVATIONS FOUNDATION		626	0,0001%	F
AMERICAN BUREAU OF SHIPPING		553	0,0001%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		476.287	0,0445%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		25.611	0,0024%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF		62.182	0,0058%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		16.043	0,0015%	F
AMERICAN CENTURY ICAV		7.148	0,0007%	F
AMLC EQ SINGLE STOCKS		101	0,0000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,0005%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,0028%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		2.563	0,0002%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		76.014	0,0071%	F
AMSELECT - HSBC EURO EQUITY VALUE		352.533	0,0330%	F
AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU		2	0,0000%	F
AMUNDI ETF ICAV		90.573	0,0085%	F
AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF		27.850	0,0026%	F
AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		25.649	0,0024%	F
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		47.543	0,0044%	F
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		222.895	0,0208%	F
AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF		13.341	0,0012%	F
AMUNDI EURO STOXX SELECT DIVIDEND 30		181.522	0,0170%	F
AMUNDI EUROPE MONDE		25.477	0,0024%	F
AMUNDI FUNDS EUROLAND EQUITY RISK PARITY		15.656	0,0015%	F
AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIV		322.309	0,0301%	F
AMUNDI INDEX EUROPE EX UK SMALL		18.803	0,0018%	F
AMUNDI INDEX MSCI EUROPE		328.407	0,0307%	F
AMUNDI INDEX MSCI WORLD		27.582	0,0026%	F
AMUNDI IPSA ACTIONS		1.840	0,0002%	F
AMUNDI IRELAND LIMITED		21.671	0,0020%	F
AMUNDI ITALY MIB ESG		148.045	0,0138%	F
AMUNDI LABEL ISR ACTIONS EUROP		3.339	0,0003%	F
AMUNDI LIFECYCLE 2030 EQUITY		8	0,0000%	F
AMUNDI LIFECYCLE 2033 EQUITY		12	0,0000%	F
AMUNDI LIFECYCLE 2036 EQUITY		16	0,0000%	F
AMUNDI LIFECYCLE 2039 EQUITY		21	0,0000%	F
AMUNDI MSCI EMU CLIMATE PARIS ALIGNED		6.709	0,0006%	F
AMUNDI MSCI EMU ESG BROAD TRANSITION		28.189	0,0026%	F
AMUNDI MSCI EMU ESG LEADERS SELECT		301.433	0,0282%	F
AMUNDI MSCI EMU SRI CLIMATE PARIS ALIGN		32.040	0,0030%	F
AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD		6.517	0,0006%	F
AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED		2.831	0,0003%	F
AMUNDI MSCI EUROPE ESG BROAD TRANSITION		80.873	0,0076%	F
AMUNDI MSCI EUROPE SCREENED		22.858	0,0021%	F
AMUNDI MSCI EUROPE SRI CLIM PARIS ALIGN		261.577	0,0245%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED		243	0,0000%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF		3.448	0,0003%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION		1.165	0,0001%	F
AMUNDI MSCI WORLD EX USA SCREE		107	0,0000%	F
AMUNDI MSCI WORLD SRI CLIMAT PARIS ALIGN		55.602	0,0052%	F
AMUNDI PRIME EUROPE		17.054	0,0016%	F
AMUNDI PRIME EUROZONE		58.391	0,0055%	F
AMUNDI PROGETTO FUTURO PIR		12.459	0,0012%	F
AMUNDI SGR SPA / AMUNDI RISPAR MIO ITALIA		37.703	0,0035%	F
AMUNDI STOXX EUROPE 600		655.303	0,0613%	F
AMUNDI STOXX EUROPE 600 ESG		67.954	0,0064%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		14.849	0,0014%	F
AMUNDIT ETF ICAV - AMUNDI MSCI ACWI SRI CLIMATE PARIS ALIGNED UCITS ETF		6.105	0,0006%	F
ANDRA AP-FONDEN		211.303	0,0198%	F
AP ACTIONS 1 EURO		19.231	0,0018%	F
APOLLO INFRASTRUCTURE 2027		14.453	0,0014%	F
APPLE 401(K) PLAN		2.285	0,0002%	F
APPLIED FINANCE IVS INT LG ETF		609	0,0001%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT L.P.- STOCK SELECTION		2.783	0,0003%	F
AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP		4	0,0000%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		13.224	0,0012%	F
AQR FLEX 1 SERIES LLC - SERIES A15		3.554	0,0003%	F
AQR FLEX 1 SERIES LLC - SERIES A9		73.060	0,0068%	F
AQR FLEX 1 SERIES LLC SERIES A10		26.140	0,0024%	F
AQR FLEX 1 SERIES LLC- SERIES A13		3.198	0,0003%	F
AQR FLEX 1 SERIES LLC- SERIES A16		9.637	0,0009%	F
AQR FLEX 1 SERIES LLC(DASH)SERIES A24		1.038	0,0001%	F
AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND		24.946	0,0023%	F
AQR FUNDS - AQR MANAGED FUTURESSTRATEGY FUND		212.518	0,0199%	F
AQR FUNDS - AQR TREND TOTAL RETURN FUND		8.082	0,0008%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,0021%	F
AQR FUNDS- AQR CVX FUSION FUND		1.619	0,0002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		342.461	0,0320%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.848	0,0747%	F
AQR FUNDS- AQR LSE FUSION FUND		4.990	0,0005%	F
AQR FUNDS- AQR MS FUSION HV FUND		5.358	0,0005%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		90.499	0,0085%	F
AQR FUNDSAQR MULTIASSET FUND		37.296	0,0035%	F
AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC		112.454	0,0105%	F
AQR INNOVATION FUND, L.P.		1.108	0,0001%	F
AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND		84.728	0,0079%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		680	0,0001%	F
AQR TA DELPHI PLUS FUND LLC		4	0,0000%	F
AQR TA GLOBAL ALPHA FUND, NON FLIP		464.163	0,0434%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		5.222	0,0005%	F
AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC		9.535	0,0009%	F
ARAMCO ASIA SINGAPORE PTE. LTD		718	0,0001%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		1.050.098	0,0982%	F
ARCA AZIONI ITALIA		537.376	0,0502%	F
ARCA BB		1.839	0,0002%	F
ARCA ECONOMIA REALE BILANCIATO ITALIA 55		37.014	0,0035%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		6.172	0,0006%	F
ARERO - DER WELTFONDS - ESG		20.547	0,0019%	F
ARIZONA STATE RETIREMENT SYSTEM		196.900	0,0184%	F
ARKEA EXCLUSIVE PREMIUM MAY 2023		904.687	0,0846%	F
ARKWRIGHT, LLC		1.611	0,0002%	F
ARRCO QUANT 1		110.306	0,0103%	F
ARRCO QUANT II		22.279	0,0021%	F
ARROWST CAP GL EQ AEF NON FLIP		23.112	0,0022%	F
ARROWST CAP NEWBURY NON FLIP		2.977	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET (CANADA) GLOBAL ACWI150 ALPHA EXTENSION FUND I		3.100	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		218.897	0,0205%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		286.504	0,0268%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		6.300	0,0006%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P.		538	0,0001%	F
ARROWSTREET (DELAWARE) CUSTOM ALPHA EXTENSION FUND Q L.P.		14.809	0,0014%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		1.586	0,0001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		300	0,0000%	F
ARROWSTREET CAPITAL NEWBURY FUND LIMITED.		137	0,0000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		290.985	0,0272%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		18.443	0,0017%	F
ARROWSTREET GLOBAL EQUITY ACWI TRUST FUND		39.650	0,0037%	F
ARROWSTREET GLOBAL EQUITY FUND		1.122.195	0,1049%	F
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US TRUST FUND		60.203	0,0056%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT		2.982	0,0003%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		6.871	0,0006%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE TRUST FUND		13.674	0,0013%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		11.532	0,0011%	F
ARROWSTREET INVESTMENT TRUST - ARROWSTREET ACWI ALPHA EXT CO		154	0,0000%	F
ARROWSTREET US GROUP TRUST		121.867	0,0114%	F
ARTEMIS FUNDS (LUX).		35.082	0,0033%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		1.396.028	0,1305%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		752.975	0,0704%	F
ARTEMIS SMARTGARP UK EQUITY FUND		467.163	0,0437%	F
AS (CA) GBL WLD AEF I NON FLIP		1.293	0,0001%	F
AS ACWI EX US AETF U NON FLIP		19.256	0,0018%	F
AS CAP GBL AC AEF CAY NON FLIP		69.019	0,0065%	F
AS DEV MARKET ALPHA EXT FD NON FLIP		1.864	0,0002%	F
AS INTL EQ EAFE AEF NON FLIP		8.872	0,0008%	F
ASCENSION ALPHA FUND LLC		12.128	0,0011%	F
ASIAN DEVELOPMENT BANK		32.449	0,0030%	F
ASR LEVENSVERZEKERING NV		31.534	0,0029%	F
ASR SCHADEVERZEKERING NV		10.953	0,0010%	F
ASSET MANAGEMENT EXCHANGE UCITS CCF ..		19.304	0,0018%	F
ASSURDIX		36.946	0,0035%	F
ATCP-UI-FONDS		1.693	0,0002%	F
ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE		124.016	0,0116%	F
ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II		45.000	0,0042%	F
ATLAS MACRO MASTER FUND LIMITED		3.554	0,0003%	F
ATOUT EUROLAND CORE		77.963	0,0073%	F
ATOUT EUROPE CORE		20.734	0,0019%	F
ATOUT EUROPE HAUT RENDEMENT		23.022	0,0022%	F
AURION GLOBAL EQUITY FUND		1.588	0,0001%	F
AUSTRALIAN CAPITAL TERRITORY		13.159	0,0012%	F
AUSTRALIAN RETIREMENT TRUST		167.220	0,0156%	F
AUSTRALIANSUPER		143.481	0,0134%	F
AUTORIDADE MONETARIA DE MACAU		74.189	0,0069%	F
AVADIS FUND-AKTIEN WELT AST 2		16.642	0,0016%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,0013%	F
AVALON PORTFOLIO II LLC		1.928	0,0002%	F
AVANTIS CIBC INTERNATIONAL EQUITY ETF		1.061	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND		1.697	0,0002%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND		1	0,0000%	F
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND		584	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI DISTRIBUTION LIFE FUND		1.271	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND		2.613	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,0007%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND		1.930	0,0002%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND		32.528	0,0030%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		553	0,0001%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND		56.681	0,0053%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND		23.719	0,0022%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND		554	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		95	0,0000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		1.247	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		2.957	0,0003%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		2.436	0,0002%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,0001%	F
AVIVA INVESTORS UK FUND SERVICES LIMITED		43.143	0,0040%	F
AVIVA LIFE & PENSIONS IRELAND DAC		19.930	0,0019%	F
AVIVA LIFE & PENSIONS UK LIMITED		57.104	0,0053%	F
AVIVA LIFE AND PENSIONS UK LIMITED		3.563	0,0003%	F
AWARE SUPER		667.253	0,0624%	F
AXA AA DIVERSIFIE INDICIEL 1		30.709	0,0029%	F
AXA ASSICURAZIONI SPA		16.000	0,0015%	F
AXA EURO DIVIDEND DBVL		50.938	0,0048%	F
AXA EURO DIVIDEND K		51.866	0,0048%	F
AXA IM EQUITY TRUST		185.942	0,0174%	F
AXA LEBEN AG		68.220	0,0064%	F
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO		21.000	0,0020%	F
AXA MPS PREVIDENZA PER TE - CRESCITA		180.532	0,0169%	F
AXA PEA REGULARITE		1.032.794	0,0965%	F
AXA SELECT MULTI ACTIONS		5.383	0,0005%	F
AXA VERSICHERUNGEN AG		146.532	0,0137%	F
AXA WORLD FUNDS SICAV		19.000	0,0018%	F
AZIMUT LIFE DAC		1.279	0,0001%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		2.895	0,0003%	F
AZL INTERNATIONAL INDEX FUND		25.204	0,0024%	F
BAILLIE GIFFORD GLOBAL ALPHA EQUITIES FUND		139.225	0,0130%	F
BAILLIE GIFFORD GLOBAL ALPHA GROWTH FUND		629.582	0,0589%	F
BAILLIE GIFFORD GLOBAL ALPHA PARIS-ALIGNED FUND		106.098	0,0099%	F
BAILLIE GIFFORD INTERNATIONAL FUND A SUB FUND OF THE BAILLIE GIFFORD UK AND BALANCED FUNDS ICVC		389.057	0,0364%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC - BG WORLDWIDE GLOBAL ALPHA FUND		298.741	0,0279%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC-BG WORLDWIDE RESP GL ALPHA PARIS-ALIGNED FD		137.392	0,0128%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		35.475	0,0033%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		19.541	0,0018%	F
BANK OF KOREA		107.659	0,0101%	F
BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS		3.225	0,0003%	F
BAYERNINVEST KVG MBH BAYERN-INVEST BT-1-FONDS		185.000	0,0173%	F
BAYERNINVEST KVG MBH BAYERNINVEST BWA 2-FONDS		26.649	0,0025%	F
BAYERNINVEST KVG MBH BG BAU ALTERSR. MA COMMERZBANK		15.049	0,0014%	F
BAYERNINVEST KVG MBH STRATEGIC CORE EQUITY I		17.273	0,0016%	F
BAYERNINVEST KVG MBH VK EUROPA AKTIEN		42.485	0,0040%	F
BAYERNINVEST PAE-FONDS		22.677	0,0021%	F
BAYVK A4 FONDS		19.433	0,0018%	F
BCV ENHANCED EUROPE EQUITY ESG		3.152	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BEAR CREEK INVESTMENT LLC		6.473	0,0006%	F
BEAT DRUGS FUND ASSOCIATION		582	0,0001%	F
BEL EQUITY EUROPE		101.625	0,0095%	F
BERESFORD FUNDS ICAV		10.362	0,0010%	F
BERESFORD FUNDS ICAV.		382	0,0000%	F
BEST INVESTMENT CORPORATION		8.336	0,0008%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,0003%	F
BETASHARES GLOBAL SHARES ETF		18.969	0,0018%	F
BFT PARTNERS VIA EQUITY EUROPE		5.086	0,0005%	F
BLACKROCK - IG INTERNATIONAL EQUITY POOL		16.320	0,0015%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND OF BLACKROCK FUNDS		166.302	0,0155%	F
BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS		48.273	0,0045%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		14.281	0,0013%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1		9.451	0,0009%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		428.239	0,0400%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		12.943	0,0012%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		20.411	0,0019%	F
BLACKROCK COMMON CONTRACTUAL FUNDS		39.533	0,0037%	F
BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II		1.444	0,0001%	F
BLACKROCK FUND MANAGERS LTD		396.725	0,0371%	F
BLACKROCK FUNDS I ICAV		78.927	0,0074%	F
BLACKROCK GLOBAL FUNDS		20.456	0,0019%	F
BLACKROCK GLOBAL INDEX FUNDS		47.900	0,0045%	F
BLACKROCK INDEX SELECTION FUND		375.054	0,0351%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		52.232	0,0049%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		3.249.956	0,3038%	F
BLACKROCK INTERNATIONAL ALPHA TILTS FUND		17.766	0,0017%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		6.955	0,0007%	F
BLACKROCK LIFE LIMITED		11.313	0,0011%	F
BLACKROCK LIFE LTD		68.179	0,0064%	F
BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II		7.385	0,0007%	F
BLACKROCK SOLUTIONS FUNDS ICAV		85.563	0,0080%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		279	0,0000%	F
BLACKROCK UCITS CCF		37.031	0,0035%	F
BMO DIVERSIFIED INCOME PORTFOLIO		14.504	0,0014%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.574	0,0003%	F
BMO MSCI EAFE INDEX ETF		168.552	0,0158%	F
BMO MSCI EAFE SMALL-MID CAP INDEX ETF		184	0,0000%	F
BNP PARIBAS APOLLO GLOBAL WATER		35.147	0,0033%	F
BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE		237.664	0,0222%	F
BNP PARIBAS ATHENA PRESTIGE S&P 100		248.857	0,0233%	F
BNP PARIBAS DISRUPTIVE TECHNOLOGY CAPITAL GARANTI 2026		16.699	0,0016%	F
BNP PARIBAS EASY - ALPHA ENHANCED EUROPE		3.159	0,0003%	F
BNP PARIBAS EASY - DIVIDEND EUROPE		82.154	0,0077%	F
BNP PARIBAS EASY - ESG ENHANCED EUROPE		300	0,0000%	F
BNP PARIBAS EASY - EUR OVERNIGHT		40.300	0,0038%	F
BNP PARIBAS EASY - GROWTH EUROPE		98.206	0,0092%	F
BNP PARIBAS EASY - MSCI EMU		2.484	0,0002%	F
BNP PARIBAS EASY - MSCI EUROPE		3.000	0,0003%	F
BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF		1.780.768	0,1665%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF		246	0,0000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD EQUAL WEIGHT SELECT UCITS ETF		2.368	0,0002%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF		6.261	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF		1.072	0,0001%	F
BNP PARIBAS EASY MSCI EMU MIN TE		140.598	0,0131%	F
BNP PARIBAS EASY MSCI EUROPE MIN TE		170.987	0,0160%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		37.613	0,0035%	F
BNP PARIBAS FUNDS - SEASONS		144.928	0,0135%	F
BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE		130.172	0,0122%	F
BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND		6.807	0,0006%	F
BNY MELLON INTERNATIONAL EQUITY ETF		19.158	0,0018%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		26.463	0,0025%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		8.805	0,0008%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		6.534	0,0006%	F
BOC-PRUDENTIAL EUROPEAN EQUITY FUND		6.000	0,0006%	F
BOC-PRUDENTIAL EUROPEAN INDEX FUND		44.593	0,0042%	F
BONITAS POOLED INVESTMENT FUND SERIES - DYNAMIC EUROPEAN EQUITY FUND		18.790	0,0018%	F
BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND		6.196	0,0006%	F
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S		44.000	0,0041%	F
BRIDGE BUILDER INTERNATIONAL E		27.353	0,0026%	F
BRIDGE BUILDER TAX MANAGED INT		3.267	0,0003%	F
BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO		3.820	0,0004%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.702	0,0028%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		647	0,0001%	F
BRUCE POWER PENSION PLAN .		1.363	0,0001%	F
BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD		5.636	0,0005%	F
BUILDERS ASSET MANAGEMENT WATER LLC		19.011	0,0018%	F
BUILDERS VISION FOUNDATION		11.480	0,0011%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,0004%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		18.012	0,0017%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		11.874	0,0011%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		5.605	0,0005%	F
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC		589.360	0,0551%	F
CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STAATSPERSONALS		1.482	0,0001%	F
CAISSE DE RETRAITE D'HYDRO-QUEBEC		1	0,0000%	F
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		771.156	0,0721%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		794.316	0,0743%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		7.279	0,0007%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.252	0,0023%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.916	0,0005%	F
CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD		1.322	0,0001%	F
CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND		497	0,0000%	F
CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND		1.357	0,0001%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		25.001	0,0023%	F
CANDRIAM SUSTAINABLE EQUITY QUANT EUROPE		373.096	0,0349%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,0000%	F
CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET		4.939	0,0005%	F
CAPULA TAIL RISK MASTER FUND LIMITED		3.414	0,0003%	F
CARDANO COMMON CONTRACTUAL FUND		4.523	0,0004%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		79.681	0,0074%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)		2.808	0,0003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,0025%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,0006%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)		2.490	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CARESUPER		54.439	0,0051%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	42,7319%	F
CASSA NAZIONALE DI PREVIDENZA E ASSISTENZA FORENSE	80027390584	22.155.000	2,0710%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		3.379	0,0003%	F
CATERPILLAR INVESTMENT TRUST.		4.702	0,0004%	F
CAVEC LA FRANCAISE DIVERSIFIE		14.939	0,0014%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.063	0,0003%	F
CBS INSURANCE COMPANY LIMITED		2.387	0,0002%	F
CDN ACWI ALPHA TILTS FUND		6.514	0,0006%	F
CENTRAL BANK OF IRELAND MSCI PAB		24.434	0,0023%	F
CENTRAL PROVIDENT FUND BOARD		1.019	0,0001%	F
CERES FONDS D ACTIONS MONDE		5.492	0,0005%	F
CERVURITE INTERNATIONAL LLC		27.240	0,0025%	F
CFSIL RE CNEALTH GS FD 16		12.938	0,0012%	F
CFSIL-COMMONWLTH GBL SHARE FD 17		265.654	0,0248%	F
CG TPT AUTHORISED CONTRACTUAL SCHEME		3.624	0,0003%	F
CHARLES C. GATES TRUST OF 6/30/1941		3.478	0,0003%	F
CHCP GLOBAL SECURITIES LP		2.533	0,0002%	F
CHEVRON MASTER PENSION TRUST		2.773	0,0003%	F
CHINA LIFE INSURANCE COMPANY LIMITED		326	0,0000%	F
CHORELIA N 11		200.840	0,0188%	F
CHORELIA N 3		141.131	0,0132%	F
CHORELIA N 7		179.128	0,0167%	F
CHORELIA N 9		203.554	0,0190%	F
CHRISTOPHER J HEBERLIG		148	0,0000%	F
CHRISTOPHER METTLER		347	0,0000%	F
CHUNGHWA POST CO. LTD		8.349	0,0008%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.165	0,0006%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		11.989	0,0011%	F
CIBC EUROPEAN INDEX FUND		2.435	0,0002%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		5.950	0,0006%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		1.539	0,0001%	F
CIBC INTERNATIONAL INDEX FUND		34.032	0,0032%	F
CIBC PENSION PLAN		17.060	0,0016%	F
CIBC QI GLOBAL LOW VOLATILITY DIVIDEND POOL		1.865	0,0002%	F
CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF		287.169	0,0268%	F
CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE		40.166	0,0038%	F
CIN BELGIUM LIMITED		17	0,0000%	F
CITITRUST LIMITED		6.213	0,0006%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		6.806	0,0006%	F
CITITRUST LTD		2.239	0,0002%	F
CITW FUND, LP		516	0,0000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		52.397	0,0049%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,0017%	F
CITY OF NEW YORK GROUP TRUST		89.008	0,0083%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		26.316	0,0025%	F
CITY UNIVERSITY OF NEW YORK		331	0,0000%	F
CM-AM ADVANCED		3.200	0,0003%	F
CM-AM CONVERTIBLES EUROPE		12.000	0,0011%	F
CM-AM CONVICTIONS EURO		372.000	0,0348%	F
CM-AM CONVICTIONS FLEXIBLE EURO		19.000	0,0018%	F
CM-AM PEA SECURITE		1.655.860	0,1548%	F
CM-AM PEA SERENITE		426.629	0,0399%	F
CNBF RB OSTRUM ACTION EURO		35.917	0,0034%	F
CNBF RC OSTRUM ACTION EURO		71.936	0,0067%	F
CNTRL PNSON FND INTRNTNL UNION		34.459	0,0032%	F
CO PERATIE KLAVERBLAD VERZEKERINGEN UA		16.096	0,0015%	F
COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED		12.336	0,0012%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,0008%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		40.471	0,0038%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF		190	0,0000%	F
COLUMBIA THREADNEEDLE (IRL) ICAV		2.252	0,0002%	F
COLUMBIA THREADNEEDLE (LUX) III		3.297	0,0003%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		238.698	0,0223%	F
COMMISSION DE LA CAISSE COMMUNE		6.132	0,0006%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		558	0,0001%	F
COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN		3.600	0,0003%	F
COMMONWEALTH OF PA - TREASURY		6.233	0,0006%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM		69.305	0,0065%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM		2.089	0,0002%	F
COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT		4.878	0,0005%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		121.689	0,0114%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.759	0,0007%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		386	0,0000%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,0002%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,0001%	F
CONTI GESTION		12.125	0,0011%	F
CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		10.092	0,0009%	F
CORALIUM PEA SANTE RESERVE		109.895	0,0103%	F
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY		15.789	0,0015%	F
CPR ACTIONS EURO PREMIUM SELECT		427	0,0000%	F
CPR ACTIONS EURO RESPONSABLE		120.496	0,0113%	F
CPR EUROPE ESG POCHE COR		13.208	0,0012%	F
CRAMA LOIRE BRETAGNE ACTIONS		39.985	0,0037%	F
CREDIT MUTUEL ASSET MANAGEMENT		195.000	0,0182%	F
CREDIT SUISSE INDEX FUND (LUX)		416.811	0,0390%	F
CRN AMUNDI ACTIONS		161.464	0,0151%	F
CS PORTFOLIO LLC		42.020	0,0039%	F
CSAA INSURANCE EXCHANGE		1.740	0,0002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		25.490	0,0024%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975		3.627	0,0003%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND		86.197	0,0081%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		3.942	0,0004%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		6.337	0,0006%	F
CX CADENCE LIMITED-DEAZELEY		7.129	0,0007%	F
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.		547	0,0001%	F
D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C		153	0,0000%	F
D.E. SHAW OCULUS INTL NON FLIP		37.727	0,0035%	F
DC-AKTIEN-FONDS		1.741	0,0002%	F
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC		129	0,0000%	F
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.		303	0,0000%	F
DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC		3.101	0,0003%	F
DEAM-FONDS ZDV		3.193	0,0003%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROLAND AKT.LOWRISK		54.372	0,0051%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPA AKTIEN SPEZIAL		46.344	0,0043%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		145.545	0,0136%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		5.052	0,0005%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		57.049	0,0053%	F
DEKA INVESTMENT GMBH RE A-FU 5-FONDS		11.460	0,0011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH RE GLOBALE AKTIEN		36.512	0,0034%	F
DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO A		21.692	0,0020%	F
DEKA INVESTMENT GMBH VZWL MASTERFONDS		14.308	0,0013%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,0006%	F
DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02		1.952	0,0002%	F
DEKA INVESTMENT GMBH W/A-REVI 2		28.000	0,0026%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		403.887	0,0378%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CLIMATE CHANGE ESG CTB UCITS ETF		15.254	0,0014%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE CLIMATE CHANGE ESG CTB UCITS ETF		33.372	0,0031%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		11.955	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD CLIMATE CHANGE ESG UCITS ETF		11.502	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		29.301	0,0027%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		32.154	0,0030%	F
DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL		10.342	0,0010%	F
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET EUROPA FOKUS AS		14.000	0,0013%	F
DEKA INVESTMENT GMBH W/ELB AKTIEN GLOBAL MULTIFACTOR PASSIV		6.345	0,0006%	F
DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS		37.588	0,0035%	F
DEKA INVESTMENT GMBH W/HEGAU-BODENSEE FM 1 W/U03		8.500	0,0008%	F
DEKA INVESTMENT GMBH W/HFW-FONDS W/S2 AKTIEN EUROPA		19.432	0,0018%	F
DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II		4.786	0,0004%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,0005%	F
DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV		1.256	0,0001%	F
DEKA INVESTMENT GMBH W/SKYHOOK INVEST - DEKA		168	0,0000%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U07		17.799	0,0017%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		7.257	0,0007%	F
DEKA INVESTMENT GMBH W/TREVALIS U02		440	0,0000%	F
DEKA INVESTMENT GMBH W/TREVALIS U03		17.631	0,0016%	F
DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02		16.351	0,0015%	F
DEKA INVESTMENT GMBH W/WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN W/U02		4.793	0,0004%	F
DEKA VALUE PLUS		108.994	0,0102%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS		14.500	0,0014%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG		22.100	0,0021%	F
DEKA-RAB		6.795	0,0006%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		1.370	0,0001%	F
DES VAL INTL.PEEQ CSH NON FLIP		60.170	0,0056%	F
DESJARDINS GLOBAL EQUITY GROWTHFUND		99.508	0,0093%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		28.241	0,0026%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		1.146	0,0001%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA MULTIFACTOR LOW CO2 ETF		90.546	0,0085%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		32.006	0,0030%	F
DESTINATIONS INTERNATIONAL EQU		7.256	0,0007%	F
DEUTSCHE DCG EQ		1.071	0,0001%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,0001%	F
DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST		950	0,0001%	F
DFI LP EQUITY (PASSIVE		532	0,0000%	F
DIGITAL FUNDS STARS EUROZONE		9.321	0,0009%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,0002%	F
DIMENSIONAL FUNDS PLC		62.549	0,0058%	F
DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E		187.404	0,0175%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI		4.496	0,0004%	F
DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E		1	0,0000%	F
DPAM B EQUITIES EUROPE INDEX		43.000	0,0040%	F
DPAM DBI RDT B EQUITIES EMU INDEX		68.000	0,0064%	F
DPAM L EQUITIES EMU SRI MSCI INDEX		12.230	0,0011%	F
DPAM L EQUITIES WORLD SRI MSCI INDEX		4.200	0,0004%	F
DPCTA-MASTERFONDS		15.139	0,0014%	F
DUNHAM INTERNATIONAL STOCK FUND		6.650	0,0006%	F
DWS INVESTMENT GMBH FOR DEAM-FONDS CPT		3.196	0,0003%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		5.159	0,0005%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		2.140	0,0002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,0013%	F
DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE		196.104	0,0183%	F
DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER		892	0,0001%	F
DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1		26.908	0,0025%	F
DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY		21.176	0,0020%	F
DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND		3.672	0,0003%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT		61.715	0,0058%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO		662	0,0001%	F
DWS INVESTMENT GMBH W/BBR 1 AP		8.706	0,0008%	F
DWS MULTI ASSET PIR FUND		30.000	0,0028%	F
DYNAMIC PROFILE FINECO AM FUND I		5.582	0,0005%	F
DYNAMIC PROFILE FINECO AM FUND V		113.230	0,0106%	F
DYNAMIC PROFILE FINECO AM FUND VI		91.818	0,0086%	F
DYNAMIC PROFILE FINECO AM FUND VII		109.959	0,0103%	F
DYNASTY INVEST LTD		1.134	0,0001%	F
E TRADE NO FEE INTERNATIONAL INDEX FUND		833	0,0001%	F
EAST SUSSEX PENSION FUND		3.751	0,0004%	F
EDF RETRAITE LONG TERME INDICIELLE		13.858	0,0013%	F
EFFEPILUX SIC-AZIONARIO - PICT		4.720	0,0004%	F
ELEVA ABSOLUTE RETURN EUROPE FUND		8.268	0,0008%	F
EMBO-FONDS		11.075	0,0010%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		3.434	0,0003%	F
EMPOWER ANNUITY INSURANCE COMPANY		47.016	0,0044%	F
ENGADINE EQUITY MASTER FUND		38.915	0,0036%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		2.086	0,0002%	F
ENPAM		200.000	0,0187%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		11.738.658	1,0973%	F
ENVIRONMENT FUND		3.506	0,0003%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO		33.001	0,0031%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		6.758	0,0006%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		4.395	0,0004%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.032	0,0005%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		5.900	0,0006%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		855	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		1.370	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		3.818	0,0004%	F
EQUIPSUPER		57.778	0,0054%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.972	0,0003%	F
ERAFP ACTIONS EURO I		628.664	0,0588%	F
ERI BAYERNINVEST FONDS AKTIEN EUROPA		10.448	0,0010%	F
ERIKOISSIJOITUSRAHASTO NORDEA NAVIGO		346	0,0000%	F
ERISA ACTIONS GRANDES VALEURS		625.889	0,0585%	F
ESSENTIA HEALTH		2.616	0,0002%	F
EVERGREEN SUSTAINABLE WORLD STOCKS		9.000	0,0008%	F
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES		1.072	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,0003%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,0005%	F
FAMILY INVESTMENTS CHILD TRUST FUND		7.175	0,0007%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		8.919	0,0008%	F
FCM INTERNATIONAL LLC		835	0,0001%	F
FCP SODIUM I		25.274	0,0024%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		6.288	0,0006%	F
FG BALANCED		12.000	0,0011%	F
FGV ACTIONS EUROPE LM A		16.762	0,0016%	F
FGV ACTIONS EUROPE LM B		132.230	0,0124%	F
FIDDLER PARTNERS LLC		474	0,0000%	F
FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND		1.682.067	0,1572%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		16.436	0,0015%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		126.654	0,0118%	F
FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF		42.356	0,0040%	F
FIDELITY FUNDS - ITALY POOL		647.908	0,0606%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		3.004	0,0003%	F
FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND		41.087	0,0038%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		56.240	0,0053%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND		3.082	0,0003%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		103.377	0,0097%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		544	0,0001%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		185.036	0,0173%	F
FIDELITY SALEM STREET TRUST FIDELITY FLEX INTERNATIONAL FOCUSED INDEX FUND		5.092	0,0005%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		47.903	0,0045%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		230.553	0,0216%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA		18.759	0,0018%	F
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL MOMENTUM INDEX FUND		106.973	0,0100%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.		804.742	0,0752%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		242.870	0,0227%	F
FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF		43.412	0,0041%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		8.200	0,0008%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		16.176	0,0015%	F
FIDEURAM FUND		2.311	0,0002%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		1.420	0,0001%	F
FIRST PRIVATE EURO DIVIDENDEN STAUFER		28.190	0,0026%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		433.385	0,0405%	F
FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF		37.190	0,0035%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		5.703	0,0005%	F
FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF		12.256	0,0011%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH ETF		181.638	0,0170%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH PORTFOLIO		30.368	0,0028%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		47.899	0,0045%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		907.862	0,0849%	F
FJARDE AP-FONDEN.		11.335	0,0011%	F
FLEXSHARES DEVELOPED MARKETS EX - US QUALITY LOW VOLATILITY INDEX FUND		5.664	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1	0,0000%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		1	0,0000%	F
FLORIDA RETIREMENT SYSTEM		32.429	0,0030%	F
FLOURISH INVESTMENT CORPORATION		14.574	0,0014%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,0016%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		261	0,0000%	F
FONDATION BOTNAR		10.645	0,0010%	F
FONDATION BOTNAR.		11.292	0,0011%	F
FONDAZIONE CASSA DI RISPARMIO DI CUNEO	96031120049	1.133.000	0,1059%	F
FONDAZIONE CASSA DI RISPARMIO DI FIRENZE	00524310489	1.000.000	0,0935%	F
FONDAZIONE CASSA DI RISPARMIO DI PADOVA E ROVIGO	92057140284	500.000	0,0467%	F
FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA	00499230373	1.702.438	0,1591%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		21	0,0000%	F
FONDITALIA		821.598	0,0768%	F
FONDS DE PLACEMENT PROMUTUEL GROUPE PROMUTUEL FEDERATION DE SOCIETES MUTUELLES DASSURANCE GENERALE		2.502	0,0002%	F
FONDS DE RESERVE POUR LES RETRAITES		47.364	0,0044%	F
FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.)		22.930	0,0021%	F
FONDS FUER STIFTUNGEN INVESCO		9.232	0,0009%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,0002%	F
FOOLIQ EHF		881	0,0001%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		3.553	0,0003%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,0001%	F
FOREIGN STOCK INDEX MOTHER FUND		32.631	0,0031%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,0007%	F
FRANCIS FAMILY FUND APS		3.127	0,0003%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		7.470	0,0007%	F
FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF		550.981	0,0515%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF		156.020	0,0146%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF		3.615	0,0003%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF		4.130	0,0004%	F
FRANKLIN TEMPLETON ICAV		610.793	0,0571%	F
FUNDACAO CALOUSTE GULBENKIAN		642	0,0001%	F
FUNDO DE PENSOES .		5.355	0,0005%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,0011%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		291.521	0,0273%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		46.625	0,0044%	F
FUTURE GROUP INTERNATIONAL EQUITIES FUND		16.417	0,0015%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		274	0,0000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		28.107	0,0026%	F
G.A.-FUND-B - WORLD EQUITIES PLUS		4.036	0,0004%	F
GAMLA LIVFORSAKRINGSAKTIEBOLAGET SEB TRYGG LIV		191.605	0,0179%	F
GARRAISKA INVESTMENTS		7.500	0,0007%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		1.841	0,0002%	F
GCA MANDAT GESTION ACTIONS		32.798	0,0031%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		103.987	0,0097%	F
GENERALI AKTIVMIX DYNAMIK PROTECT 80		2.925	0,0003%	F
GENERALI FUTURE LEADERS ITALIA		23.900	0,0022%	F
GENERALI INVESTMENTS SICAV		32.843	0,0031%	F
GENERALI ITALIA SPA		120.500	0,0113%	F
GENERATION LIFE LIMITED		2.122	0,0002%	F
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		124.800	0,0117%	F
GEORGIA TECH FOUNDATION, INC		46.499	0,0043%	F
GERANA SICAV-SIF, S.A.		8.456	0,0008%	F
GLENDALOUGH ASSET MANAGEMENT LIMITED		2.709	0,0003%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		1.866	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		1.942	0,0002%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		31.044	0,0029%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,0002%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		5.801	0,0005%	F
GLOBAL MULTI FACTOR EQUITY FUND		26.510	0,0025%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P		2.677	0,0003%	F
GLOBAL RESEARCH EQUITY-EXTENDED MASTER FUND (CAYMAN)		2.677	0,0003%	F
GLOBAL SYSTEMATIC ACTIVE EQUITIES		17.495	0,0016%	F
GLOBAL X MSCI EAFE INDEX ETF		3.075	0,0003%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		33.639	0,0031%	F
GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF		1.127	0,0001%	F
GMO ALTERNATIVE ALLOCATION FUND		37.974	0,0035%	F
GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES		18.806	0,0018%	F
GOLDMAN SACHS ETF ICAV		33	0,0000%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA EUROPE EQUITY ETF		17.236	0,0016%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA INTERNATIONAL EQUITY ETF		438.073	0,0409%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		25.378	0,0024%	F
GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF		21.583	0,0020%	F
GOLDMAN SACHS FUNDS II		50.234	0,0047%	F
GOLDMAN SACHS FUNDS III		92.560	0,0087%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		60.690	0,0057%	F
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.		60.484	0,0057%	F
GOVERNMENT PENSION INVESTMENT FUND		1.388.278	0,1298%	F
GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND		13.022	0,0012%	F
GREAT-WEST INTERNATIONAL INDEX FUND		72.607	0,0068%	F
GREEN CENTURY MSCI INTERNATION		14.411	0,0013%	F
GREENFIELDS CAPITAL LIMITED		543	0,0001%	F
GREENFINCH FOUNDATION		2.460	0,0002%	F
GUIDEMARK WORLD EX-US FUND/GOLDMAN		43.751	0,0041%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		50.136	0,0047%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		62.982	0,0059%	F
HANG SENG INSURANCE COMPANY LIMITED		35.267	0,0033%	F
HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF		28.695	0,0027%	F
HASE EUROPA		35.000	0,0033%	F
HAWTHORN DM LLC		9.325	0,0009%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		688	0,0001%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		472	0,0000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		11.100	0,0010%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,0009%	F
HC RENTE		1.812	0,0002%	F
HEALTHCARE EMPLOYEES PENSION PLAN MANITOBA		137.281	0,0128%	F
HELABA INV KAPITALANL GES MBH HI SZVA 21 SFONDS		29.421	0,0028%	F
HELABA INVEST KAG MBH HI KAPPA 3 SFONDS		29.156	0,0027%	F
HELVETIA I EUROPA		43.537	0,0041%	F
HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T		2.129	0,0002%	F
HESTA		4.848	0,0005%	F
HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS		83.000	0,0078%	F
HI-AKTIEN-AKTIV-VALUE-SFONDS		49.000	0,0046%	F
HILLSDALE GLOBAL EQUITY FUND		4.068	0,0004%	F
HI-PROAM-STIFTUNGSFONDS		2.853	0,0003%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		196.154	0,0183%	F
HORIZON BUSINESS SRI DYN DBI-RDT		37.479	0,0035%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		25.248	0,0024%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		5.784	0,0005%	F
HP+P STIFTUNGSFONDS		15.900	0,0015%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,0005%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,0002%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,0003%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,0000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,0004%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		5.546	0,0005%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND		2.736	0,0003%	F
HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND		130.766	0,0122%	F
HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF		371	0,0000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF		689	0,0001%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		16.389	0,0015%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF		71.914	0,0067%	F
HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF		1.244	0,0001%	F
HSBC EURO EQUITY VOLATILITY FOCUSED		82.379	0,0077%	F
HSBC EUROPE EQUITY INCOME		147.680	0,0138%	F
HSBC GLOBAL INVESTMENT FUNDS		847.470	0,0792%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND		24.324	0,0023%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		343.534	0,0321%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		35.864	0,0034%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		16.051	0,0015%	F
IADB STAFF RETIREMENT FUND		2.805	0,0003%	F
IALUMBRA HOLDING TRUST		12.400	0,0012%	F
IBM 401(K) PLUS PLAN TRUST		34.061	0,0032%	F
IC EUROPE EQUITY ESG INDEX FUND		1.996	0,0002%	F
IF IST - GLOBE INDEX		8.453	0,0008%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		828.738	0,0775%	F
ILA - A-ILDSCG		2.038	0,0002%	F
ILA - A-ILEZEQG		9.250	0,0009%	F
ILA - A-ILGLOEQG		3.216	0,0003%	F
ILA - A-ILGLOEQN		852	0,0001%	F
ILA - RAFIMF		908	0,0001%	F
ILA-A-ILIMCFHY		3.105	0,0003%	F
ILA-A-ILSDMH		89.404	0,0084%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		27.080	0,0025%	F
ILA-LA WORLD ESG SCREENED FUND		1.696	0,0002%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		24.512	0,0023%	F
ILMARINEN MUTUAL PENSION INSURANCE COMPANY		623.475	0,0583%	F
IMCO GLOBAL PUBLIC EQUITY LP		77.185	0,0072%	F
IMPACTASSETS INC.		976	0,0001%	F
IMPERIAL GLOBAL EQUITY INCOME POOL		332.061	0,0310%	F
IMPERIAL INTERNATIONAL EQUITY POOL		704	0,0001%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,2926%	F
INCOME INSURANCE LIMITED		10.013	0,0009%	F
INDOSUEZ EURO PATRIMOINE		139.388	0,0130%	F
INDOSUEZ EURO RENDEMENT		119.510	0,0112%	F
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC		16.749	0,0016%	F
ING DIRECT SICAV		20.363	0,0019%	F
INSPIRE INTERNATIONAL ETF		100.681	0,0094%	F
INSTITUTIONAL RETIREMENT TRUST		4.051	0,0004%	F
INSTITUTIONELLA AKTIEFONDEN STABIL		80.336	0,0075%	F
INTERFUND SICAV		13.416	0,0013%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		4.629	0,0004%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		9.063	0,0008%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		252.562	0,0236%	F
INTERNATIONAL EQUITIES B UNIT TRUST		3.407	0,0003%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		483	0,0000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		1.018	0,0001%	F
INTERNATIONAL EQUITY FUND		2.687	0,0003%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		3.285	0,0003%	F
INTERNATIONAL MONETARY FUND		30.572	0,0029%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		25.413	0,0024%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV		5.164	0,0005%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS		12.329	0,0012%	F
INVESCO ADVANTAGE INTERNATIONALFUND		1.119	0,0001%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		90.987	0,0085%	F
INVESCO FUND MANAGERS LIMITED		64.467	0,0060%	F
INVESCO FUNDS		553.776	0,0518%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		9.479	0,0009%	F
INVESCO GLOBAL EQUITY NET ZERO ETF		9.786	0,0009%	F
INVESCO MARKETS II PLC		61.100	0,0057%	F
INVESCO MARKETS II PUBLIC LIMITED COMPANY		64.822	0,0061%	F
INVESCO MARKETS III PLC		821	0,0001%	F
INVESCO MSCI EAFE INCOME ADVANTAGE ETF		7.283	0,0007%	F
INVESCO POOLED INVESTMENT FUND - EUROPE FUND		13.069	0,0012%	F
INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES		56.341	0,0053%	F
INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF		3.334	0,0003%	F
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF		4.640	0,0004%	F
INVESCO S&P INTERNATIONAL DEVELOPED ESG INDEX ETF		425	0,0000%	F
INVESCO SANDP INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		77.269	0,0072%	F
INVESCO SANDP INTERNATIONAL DEVELOPED MOMENTUM ETF		116.645	0,0109%	F
INVESTERINGSFORENINGEN BANKINVEST ENGROS,GLOBALE AKTIER AKK.KL		31.998	0,0030%	F
INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL		583	0,0001%	F
INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL		2.966	0,0003%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		28.257	0,0026%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		6.128	0,0006%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		23.619	0,0022%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST, LI AKTIER GLOBALE INDEKS		7.081	0,0007%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL		1.705	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL		1.913	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL		3.956	0,0004%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL		11.476	0,0011%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL		5.163	0,0005%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS GLOBALE STABILE AKTIER		29.932	0,0028%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER		13.699	0,0013%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.534	0,0003%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABIL BALANCERET KL		6.644	0,0006%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER AKKUMULERENDE KL		25.391	0,0024%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER KL		89.574	0,0084%	F
INVESTERINGSFORENINGEN NORDEAINVEST ENGROS GLOBALE STABILE AKTIER - ETISK TILVALG		28.010	0,0026%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS, GLOBALE AKTIER BASIS ESG KL		19.472	0,0018%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		7.600	0,0007%	F
INVESTERINGSFORENINGEN PROFIL INVEST AFDELING FF		2.954	0,0003%	F
INVESTERINGSFORENINGEN SEBINVEST SEB EUROPA AKTIER AKL		6.063	0,0006%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,0023%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		18.429	0,0017%	F
IP ACTIONS EURO		12.402	0,0012%	F
IPC MULTI-FACTOR INTERNATIONAL EQUITY		11.729	0,0011%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		39.940	0,0037%	F
IRCANTEC ACTIONS MONDE SYST. SCHRODERS		29.475	0,0028%	F
IRISH LIFE ASSURANCE PLC		75.311	0,0070%	F
IRISH LIFE ASSURANCE.		40.818	0,0038%	F
IRISH LIFE CLIMATE FOCUSED FUND		1.663	0,0002%	F
IRR K LLC		4.519	0,0004%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,0001%	F
ISHARES CORE MSCI EAFE ETF		3.285.519	0,3071%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		287.905	0,0269%	F
ISHARES CORE MSCI EUROPE ETF		241.120	0,0225%	F
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF		513.697	0,0480%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		633.876	0,0593%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		7.818	0,0007%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		12.443	0,0012%	F
ISHARES ENHANCED INTERNATIONAL ACTIVE ETF		88	0,0000%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		41.427	0,0039%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		11.000	0,0010%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		893.524	0,0835%	F
ISHARES EURO STOXX UCITS ETF (DE)		191.039	0,0179%	F
ISHARES EUROPE ETF		82.745	0,0077%	F
ISHARES GLOBAL EQUITY FACTOR ETF		6.543	0,0006%	F
ISHARES GLOBAL FINANCIALS ETF		17.290	0,0016%	F
ISHARES II PUBLIC LIMITED COMPANY		1.129.456	0,1056%	F
ISHARES III PUBLIC LIMITED COMPANY		1.513.632	0,1415%	F
ISHARES INTERNATIONAL DIVIDEND GROWTH ETF		129.228	0,0121%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		188.347	0,0176%	F
ISHARES INTERNATIONAL EQUITY FACTOR ROTATION ACTIVE ETF		2.807	0,0003%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		3.490	0,0003%	F
ISHARES IV PUBLIC LIMITED COMPANY		1.280.236	0,1197%	F
ISHARES MSCI ACWI ETF		117.036	0,0109%	F
ISHARES MSCI ACWI EX U.S. ETF		141.150	0,0132%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		32.841	0,0031%	F
ISHARES MSCI EAFE ETF		1.580.267	0,1477%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		283.824	0,0265%	F
ISHARES MSCI EAFE MIN VOL FACTOR ETF		1.497.432	0,1400%	F
ISHARES MSCI EAFE VALUE ETF		1.206.247	0,1128%	F
ISHARES MSCI EUROPE FINANCIALS ETF		496.270	0,0464%	F
ISHARES MSCI EUROPE IMI INDEX ETF		13.658	0,0013%	F
ISHARES MSCI EUROZONE ETF		575.583	0,0538%	F
ISHARES MSCI INTL MOMENTUM FACTOR ETF		214.784	0,0201%	F
ISHARES MSCI ITALY ETF		515.503	0,0482%	F
ISHARES MSCI KOKUSAI ETF		1.530	0,0001%	F
ISHARES MSCI WORLD ETF		45.986	0,0043%	F
ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF		331	0,0000%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		10.831	0,0010%	F
ISHARES PUBLIC LIMITED COMPANY		2.048.803	0,1915%	F
ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE		88.189	0,0082%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		354.574	0,0331%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		167.591	0,0157%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		1.285.371	0,1202%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.174.506	0,2033%	F
ISHARES V PUBLIC LIMITED COMPANY		371.901	0,0348%	F
ISHARES VI PUBLIC LIMITED COMPANY		745.763	0,0697%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES VII PUBLIC LIMITED COMPANY		919.469	0,0859%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		56.745	0,0053%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,0002%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		2.611	0,0002%	F
ISLE OF MAN GOVERNMENT-TREASURY		5.346	0,0005%	F
J & J PENSION FUND OFP		114.623	0,0107%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,0000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.226.421	0,1146%	F
JEFFREY LLC		14.160	0,0013%	F
JEREMY S. O'CONNOR LIVING TRUST		247	0,0000%	F
JNL INTERNATIONAL INDEX FUND		66.693	0,0062%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		9.911	0,0009%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		1.826	0,0002%	F
JNL/MELLON MSCI WORLD INDEX FUND		4.419	0,0004%	F
JOHN HANCOCK FUNDS II - MULTI-ASSET ABSOLUTE RETURN FUND		37.285	0,0035%	F
JOHN HANCOCK FUNDS II INCOME ALLOCATION FUND		1.419	0,0001%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		63.747	0,0060%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		8.380	0,0008%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		16.429	0,0015%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		5.403	0,0005%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		38.376	0,0036%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		16.613	0,0016%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		32.997	0,0031%	F
JOHN T. WALTON FAMILY TRUST		120.586	0,0113%	F
JOHNSON & JOHNSON UK GROUP RETIREMENT PLAN		10.973	0,0010%	F
JOSHUA GREEN CORPORATION		3.450	0,0003%	F
JPM MULTI INCOME FUND		21.955	0,0021%	F
JPMORGAN BETABUILDERS EUROPE ETF		146.125	0,0137%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		43.417	0,0041%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		5.137	0,0005%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		15.715	0,0015%	F
JPMORGAN EUROPE STRATEGIC DIVIDEND FUND		4.326	0,0004%	F
JPMORGAN FLEXIBLE INCOME ETF		253	0,0000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		2.739	0,0003%	F
JPMORGAN FUNDS		283.372	0,0265%	F
JPMORGAN GLOBAL ALLOCATION FUND		554	0,0001%	F
JPMORGAN INCOME BUILDER FUND		6.846	0,0006%	F
JPMORGAN INVESTMENT FUNDS		334.404	0,0313%	F
JPMORGAN MULTI BALANCED FUND		1.680	0,0002%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,0002%	F
JTW TRUST NO. 3 UAD 9/19/02.		118	0,0000%	F
JTW TRUST NO. 4 UAD 9/19/02.		2.036	0,0002%	F
JTW TRUST NO. 5 UAD 9/19/02.		32	0,0000%	F
KAISER FOUNDATION HOSPITALS		3.693	0,0003%	F
KAISER PERMANENTE GROUP TRUST		4.379	0,0004%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5		59.744	0,0056%	F
KAPITALFORENINGEN EMD INVEST, VERDENSINDEKS		8.758	0,0008%	F
KAPITALFORENINGEN INVESTIN PRO		14.165	0,0013%	F
KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I		17.756	0,0017%	F
KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS		102.262	0,0096%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		194.122	0,0181%	F
KBC ECO FUND/WORLD		17.073	0,0016%	F
KBC EQUITY FUND EUROZONE		547.074	0,0511%	F
KBC EQUITY FUND EUROZONE DBI-RDT		79.098	0,0074%	F
KBC EQUITY FUND SRI EUROZONE		856.476	0,0801%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KBC EQUITY FUND WORLD		168.610	0,0158%	F
KBC EQUITY FUND/EUROPE		48.054	0,0045%	F
KBC EQUITY FUND/SRI WORLD		230.559	0,0216%	F
KBC EQUITY FUND/WORLD DBI-ROT		54.621	0,0051%	F
KBC EQUITY SRI WORLD DBI-RDT		19.803	0,0019%	F
KBC INST FUND EURO EQUITY		51.823	0,0048%	F
KBC INSTITUTIONAL FUND SRI EURO		60.425	0,0056%	F
KBC INSTITUTIONAL FUND/SRI WORLD EQUITY		13.934	0,0013%	F
KBC INSTITUTIONAL INVESTOR		3.936	0,0004%	F
KBI FUNDS ICAV		32.723	0,0031%	F
KBI GLOBAL INVESTMENT FUND		18.268	0,0017%	F
KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1		7.286	0,0007%	F
KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR		4.585	0,0004%	F
KERI ANN O'CONNOR REVOCABLE TRUST		37	0,0000%	F
KFP MARKETABLE LLC		60	0,0000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		17.974	0,0017%	F
KODAK RETIREMENT INCOME PLAN 343 ST		22.451	0,0021%	F
KOKUSAI EQUITY INDEX FUND, A S		8.501	0,0008%	F
KUMPULAN WANG PERSARAAN (DIPERBADANKAN		4.902	0,0005%	F
KUTXABANK GESTION SGIIC, S.A.		233.308	0,0218%	F
KUTXABANK PENSIONES, S.A., SGFP		89.110	0,0083%	F
L&G DEVELOPED WORLD MOMENTUM FACTOR INDEX FUND		663	0,0001%	F
LA FRANCAISE LUX - CARBON IMPACT INCOME		743	0,0001%	F
LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES		104.828	0,0098%	F
LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION		2.790	0,0003%	F
LAB QS DYNAMIC EQUITY FUND LP		99	0,0000%	F
LACERA MASTER OPEB TRUST		11.377	0,0011%	F
LAKE AVENUE INVESTMENTS LLC		18.058	0,0017%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		2	0,0000%	F
LATVIJAS BANKA		2.666	0,0002%	F
LAWRENCE LIVERMORE NATIONAL SECURITY, LLC AND TRIAD NATIONAL SECURITY, LLC DEFINED BENEFIT PENSION PLAN GROUP TRUST		4.766	0,0004%	F
LBBW AM INVESTMENTGES. MBH LBB W AM-MONACO		6.250	0,0006%	F
LBBW AM INVESTMENTGES. MBH LBBW AM-RENDITEF.NR.1 BANTLEO		6.339	0,0006%	F
LBBW AM-ALME INVEST		34.000	0,0032%	F
LBBW AM-CESRA5PLUS		10.000	0,0009%	F
LBBW AM-MASTER SUEDPFALZ		37.100	0,0035%	F
LBBW ASSET MANAGEMENT INVESTMENTGESELLSCHAFT MBH		261.576	0,0245%	F
LBBW GLOBAL DIVIDEND		120.000	0,0112%	F
LBBW ZYKLUS STRATEGIE		14.000	0,0013%	F
LBPAM 3 MOIS		1.847.637	0,1727%	F
LBPAM FRANCECAP 100 NOVEMBRE 2030		887.036	0,0829%	F
LBPAM ISR ACTIONS FOCUS EUROPE		279.234	0,0261%	F
LBPAM SHORT TERM		133.000	0,0124%	F
LCL ACTIONS EURO CORE		76.726	0,0072%	F
LCL ACTIONS MONDE HORS EUROPE EUR		39.291	0,0037%	F
LEE M. HOWER TRUST		114	0,0000%	F
LEGAL & GENERAL CCF.		2.342	0,0002%	F
LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E		5.801	0,0005%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO		15.041	0,0014%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE		12.020	0,0011%	F
LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED		330	0,0000%	F
LEGAL & GENERAL GLOBAL EQUITY INDEX FUND		12.796	0,0012%	F
LEGAL & GENERAL ICAV.		1.052	0,0001%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		45.786	0,0043%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		21.723	0,0020%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		16.102	0,0015%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL & GENERAL UCITS ETF PUBLIC LIMITED COMPANY		9.483	0,0009%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		13.054	0,0012%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND		296	0,0000%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		194.036	0,0181%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		1.223	0,0001%	F
LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED		26.502	0,0025%	F
LEGAL AND GENERAL CCF		509	0,0000%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		39.575	0,0037%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		272	0,0000%	F
LEGAL AND GENERAL EUROPEAN INDEX TRUST		221.148	0,0207%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		26.779	0,0025%	F
LEGAL AND GENERAL UCITS ETF PLC		200.433	0,0187%	F
LFM ACTIONS MONDE VOLATILITE CONTROLEE		89.564	0,0084%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME		47	0,0000%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		398	0,0000%	F
LGT SLC EQ EMV POOL CC AND L		1.137	0,0001%	F
LGT SLC EQUITY OPT POOL SSGA		14.403	0,0013%	F
LLB FUND SERV. AG ATD LLB AKTIEN EUROPA (EUR)		20.561	0,0019%	F
LOB HOLDING SRL		2.500	0,0002%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		18.566	0,0017%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		14.710	0,0014%	F
LOF ALL ROADS		23.999	0,0022%	F
LOF ALL ROADS CONSERVATIVE		4.129	0,0004%	F
LOF ALL ROADS GROWTH		17.973	0,0017%	F
LOF TARGETNETZERO EUROPE EQUITY		10.182	0,0010%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME		637.770	0,0596%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.		911.840	0,0852%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		68.730	0,0064%	F
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MASTER TRUST		12.897	0,0012%	F
LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS(		26.063	0,0024%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		404.382	0,0378%	F
LUX IM GLOBAL EQUITY VALUE		39.388	0,0037%	F
LUXCELLENCE HELVETIA EUROP EQUITY		6.372	0,0006%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		9.286	0,0009%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		178.667	0,0167%	F
LVIP SSGA INTERNATIONAL INDEX FUND		58.233	0,0054%	F
M INTERNATIONAL EQUITY FUND		2.463	0,0002%	F
MACF 3		89	0,0000%	F
MACK EAFE EQUITY POOL		10.445	0,0010%	F
MACKENZIE EUROPEAN SMALL-MID CAP FUND		79.427	0,0074%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		22.986	0,0021%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		17.922	0,0017%	F
MACQUARIE MULTI-FACTOR FUND		2.603	0,0002%	F
MAM EUROPA GROWTH		17.000	0,0016%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		3.898	0,0004%	F
MAN NUMERIC CITY LIMITS FUND LLC C/O NUMERIC INVESTORS LLC		4.295	0,0004%	F
MAN NUMERIC INTERNATIONAL ALPHA (US) LP		2.105	0,0002%	F
MANAGED PENSION FUNDS LIMITED		54.898	0,0051%	F
MANDAT ACTION HGAM		253.978	0,0237%	F
MANULIFE GLOBAL FUND (SICA		25.138	0,0023%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		25.882	0,0024%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		6.330	0,0006%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.129	0,0001%	F
MARGETTS FUND MANAGEMENT LTD		81.326	0,0076%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MARIGOLD TACTICAL STRATEGIES LTD		1.273	0,0001%	F
MARSHALL WACE INV STRATEGIES-TOPS INTERNATIONAL EQUITIES FD C/O MARSHALL WACE LLP ACTING AS ALTERNATIVE INVESTMENT FUND		29.715	0,0028%	F
MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP		226.716	0,0212%	F
MARSHALL WACE INVESTMENT STRATEGIES - TOPS FUND C/O MARSHALL WACE LLP		192.528	0,0180%	F
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND C/O MARSHALL WACE LLP ACTING AS INVESTMENT MANAGER		109.829	0,0103%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND		29.084	0,0027%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP		24.353	0,0023%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE LLP ACTING AS IA		58.915	0,0055%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		27.390	0,0026%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		10.525	0,0010%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,0002%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		9.716	0,0009%	F
MATIG ACT MONDE		120.013	0,0112%	F
MATIGNON ACTIONS DYNAMIQUES		34.562	0,0032%	F
MBB PUBLIC MARKETS I LLC		28.671	0,0027%	F
MBB SMART FUND C LLC		14.329	0,0013%	F
MBB SMART FUND P LLC		12.148	0,0011%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		1.625	0,0002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		27.212	0,0025%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH		465	0,0000%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I		8.474	0,0008%	F
MEDIOLANUM FLESSIBILE FUTURO ITALIA		1.244.177	0,1163%	F
MEDIOLANUM FLESSIBILE SVILUPPO ITALIA		182.000	0,0170%	F
MERCER GE INTERNATIONAL EQUITY FUND		2.111	0,0002%	F
MERCER GLOBAL EQUITY FUND		34.419	0,0032%	F
MERCER NONUS CORE EQUITY FUND		218.776	0,0205%	F
MERCER OSS TRUST		1.033	0,0001%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		2.576	0,0002%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		205	0,0000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,0012%	F
MERCER QIF COMMON CONTRACTUAL FUND		152.592	0,0143%	F
MERCER UCITS COMMON CONTRACTUALFUND		175.568	0,0164%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		28.662	0,0027%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		7.418	0,0007%	F
MERISTEM GLOBAL EQUITY FUND LLC		16.107	0,0015%	F
MET WAT REC DST RF NRN TRUST GLV 997261		5.040	0,0005%	F
METIS EQUITY TRUST		5.982	0,0006%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,0006%	F
METROPOLITAN LIFE INSURANCE COMPANY		10.063	0,0009%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415		86.661	0,0081%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS F11		6.140	0,0006%	F
MGI FUNDS PLC		92.051	0,0086%	F
MGTS AFH DA FUND		68.320	0,0064%	F
MICHELET TUNNEL		25.128	0,0023%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,0002%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		23.602	0,0022%	F
MI-FONDS 384		13.960	0,0013%	F
MI-FONDS F47		29.979	0,0028%	F
MI-FONDS K25		126.090	0,0118%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,0001%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,0001%	F
MIGROS BANK (LUX) FONDS 50		1.540	0,0001%	F
MIGROS BANK (LUX) FONDS INTERSTOCK		1.160	0,0001%	F
MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS		2.999	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MINEWORKERS' PENSION SCHEME		51.355	0,0048%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	35,7201%	F
MINISTRY OF ECONOMY AND FINANCE		76.728	0,0072%	F
MISSOURI EDUCATION PENSION TRUST		42.322	0,0040%	F
MOA INTERNATIONAL FUND		532.408	0,0498%	F
MONTSEGUR CROISSANCE		43.159	0,0040%	F
MONUTA VERZEKERINGEN		9.132	0,0009%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		1.651	0,0002%	F
MORGAN STANLEY PATHWAY FUNDS		11.721	0,0011%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		227	0,0000%	F
MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		1.144	0,0001%	F
MOTHER CABRINI HEALTH FOUNDATION, INC		28.842	0,0027%	F
MOUNT HATTON INVESTMENTS LIMITED		4.204	0,0004%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,0009%	F
MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		84.086	0,0079%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		151.134	0,0141%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		12.752	0,0012%	F
MT TOTAL RETURN FUND		68.990	0,0064%	F
MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND		1.887	0,0002%	F
MULTI UNITS FRANCE - AMUNDI FT		474.258	0,0443%	F
MULTI UNITS FRANCE - AMUNDI MS		23.152	0,0022%	F
MULTI UNITS LUX AMUNDI EUROPE		86.490	0,0081%	F
MULTI UNITS LUX AMUNDI EUROPEA		414	0,0000%	F
MULTI UNITS LUX AMUNDI MSCI		1.741	0,0002%	F
MULTI UNITS LUX AMUNDI MSCI EM		32.824	0,0031%	F
MULTI UNITS LUX AMUNDI S P		257.307	0,0241%	F
MULTI UNITS LUXEMBOURG - AMUND		74.366	0,0070%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		423.856	0,0396%	F
MULTIMIX WHOLESALE INTERNATIONAL SHARES TRUST		2.466	0,0002%	F
MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX		34.833	0,0033%	F
MWIS - TOPS FUND - NON FLIP		36.827	0,0034%	F
MWIS TOPS WORLD EQUITIES AC		13.010	0,0012%	F
N.V. HAGELUNIE		1.643	0,0002%	F
NATIONAL CATHOLIC INVESTMENT TRUST		1.048	0,0001%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,0012%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		7.973	0,0007%	F
NATIONAL EMPLOYEMENT SAVINGS TRUST		1.010.119	0,0944%	F
NATIONAL PENSION INSURANCE FUND		2	0,0000%	F
NATIONWIDE INTERNATIONAL INDEX FUND		18.420	0,0017%	F
NATIXIS AM FUNDS		40.116	0,0037%	F
NATIXIS IRCEM RETRAITE FCP		17.990	0,0017%	F
NATWEST ST JAMES S PLACE GLOBALQUALITY UNIT TRUST		8.569	0,0008%	F
NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST		11.269	0,0011%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,0001%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE GLOBAL GROWTH UN		7.090	0,0007%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		14.354	0,0013%	F
NBIMC EAFE EQUITY INDEX FUND.		1	0,0000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		8.407	0,0008%	F
NEF RISPARMIO ITALIA		10	0,0000%	F
NEUALT LLC		22.800	0,0021%	F
NEUBERGER BERMAN ETF TRUST - NEUBERGER INTERNATIONAL CORE EQUITY ETF		24.771	0,0023%	F
NEW AIRWAYS PENSION SCHEME		2.654	0,0002%	F
NEW YORK STATE COMMON RETIREMENT FUND		3.292	0,0003%	F
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN.		2.345	0,0002%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		687.141	0,0642%	F
NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST		2.129	0,0002%	F
NFS LIMITED		5.026	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NGEE ANN POLYTECHNIC		6.607	0,0006%	F
NICOLE M. O'CONNOR IRREVOCABLE TRUST		89	0,0000%	F
NOLA GUIDO		40.000	0,0037%	F
NORDEA 1 SICAV		1.257.738	0,1176%	F
NORDEA 2 SICAV		19.159	0,0018%	F
NORDEA DISCRETIONARY GLOBAL EQUITY FUND		18.861	0,0018%	F
NORDEA EUROPEAN INDEX SELECT FUND		17.169	0,0016%	F
NORDEA GLOBAL EQUITY ALLOCATION FUND		18.566	0,0017%	F
NORDEA GLOBAL INDEX SELECT FUND		17.185	0,0016%	F
NORDEA PLAN BALANSERT FUND		2.751	0,0003%	F
NORDEA PLAN KONSERVATIV FUND		568	0,0001%	F
NORDEA PLAN MODERAT FUND		1.228	0,0001%	F
NORDEA PLAN OFFENSIV FUND		4.332	0,0004%	F
NORDEA PLAN VEKSTORIENTERT FUND		1.437	0,0001%	F
NORDEA PREMIUM ASSET MANAGEMENT BALANCED FUND		10.089	0,0009%	F
NORDEA PREMIUM ASSET MANAGEMENT GROWTH FUND		5.227	0,0005%	F
NORDEA PREMIUM ASSET MANAGEMENT MODERATE FUND		8.527	0,0008%	F
NORDEA PRO STABLE RETURN FUND		47.706	0,0045%	F
NORDEA SAVINGS 30 FUND		3.991	0,0004%	F
NORDEA SAVINGS 50 FUND		6.371	0,0006%	F
NORDEA SAVINGS 75 FUND		4.669	0,0004%	F
NORDEA STABIL		18.950	0,0018%	F
NORDEA STABILE AKSJER GLOBAL FUND		623.454	0,0583%	F
NORDEA STABILE AKSJER GLOBAL VALUTASIKRET FUND		417.016	0,0390%	F
NORDEA STABLE PERFORMANCE FAM		2.740	0,0003%	F
NORDEA STABLE RETURN FUND		67.906	0,0063%	F
NORDEA STRATEGA 15		2.085	0,0002%	F
NORDEA STRATEGA 35		17.091	0,0016%	F
NORDEA STRATEGA 50		14.590	0,0014%	F
NORDEA STRATEGA 70		20.328	0,0019%	F
NORDEA STRATEGA 90 FUND		920	0,0001%	F
NORDEA WORLD INDEX SELECT FUND		18.786	0,0018%	F
NORGES BANK		9.916.178	0,9269%	F
NORTHAMPTONSHIRE PENSION FUND		3.500	0,0003%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		133.622	0,0125%	F
NORTHERN LIGHTS FUND TRUST IV		14.419	0,0013%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		16.302	0,0015%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		28.536	0,0027%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		22.198	0,0021%	F
NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST		695.578	0,0650%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		311.294	0,0291%	F
NORTHERN TRUST UCITS FGR FUND		121.686	0,0114%	F
NORTHERN WORLD SELECTION INDEX FUND		22.561	0,0021%	F
NOW PENSIONS TRUST		34.471	0,0032%	F
NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST		4.235	0,0004%	F
NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,0004%	F
NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST		6.527	0,0006%	F
NT MSCI EAFE INDEX FUND		1	0,0000%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,0000%	F
NTGI-QM COMMON DAILY EAFE		65.528	0,0061%	F
NUCLEAR ELECTRIC INSURANCE LIMITED		6.097	0,0006%	F
NUVEEN INTERNATIONAL EQUITY INDEX FUND		66.763	0,0062%	F
NVIT INTERNATIONAL INDEX FUND		1	0,0000%	F
NZAM EURO STOXX PARIS-ALIGNED		357	0,0000%	F
OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.		121.300	0,0113%	F
ONEMARKETS ITALY ICAV		6.644	0,0006%	F
ONEMARKETS MSCI EUROPE UNIVERSAL UCITS ETF		506	0,0000%	F
ONEMARKETS MSCI WORLD UNIVERSAL UCITS ETF		104	0,0000%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		4.373	0,0004%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL		36.828	0,0034%	F
OPENWORLD PUBLIC LIMITED COMPANY		703	0,0001%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		51.871	0,0048%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ORANO ACTIONS EUROPEENNES		22.313	0,0021%	F
ORKNEY ISLANDS COUNCIL PENSION FUND		120.110	0,0112%	F
OSMOSIS ICAV		12.913	0,0012%	F
OVERSTORY CAPITAL LLC		1.471	0,0001%	F
PACER TRENDPILOT INTERNATIONAL ETF		3.687	0,0003%	F
PARAMETRIC INTERNATIONAL EQUITYFUND		4.800	0,0004%	F
PARMA PEA NOVEMBRE 2025		15.121	0,0014%	F
PASSIVE GLOBAL SHARE TRUST		8.834	0,0008%	F
PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST		114	0,0000%	F
PEGASUS-UI-FONDS		36.777	0,0034%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.159	0,0002%	F
PENSION BENEFIT GUARANTY CORPORATION		103.442	0,0097%	F
PENSION RESERVES INVESTMENT TRUST FUND		54.657	0,0051%	F
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		305.786	0,0286%	F
PEOPLE'S BANK OF CHINA		364.001	0,0340%	F
PEPCO HOLDINGS INC. VEBA TRUST		839	0,0001%	F
PERPETUAL GLOBAL ALLOCATION ALPHA FUND		5.413	0,0005%	F
PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND		394	0,0000%	F
PERTUBUHAN KESELAMATAN SOSIAL		22.849	0,0021%	F
PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		2.433	0,0002%	F
PFA PENSION FORSIKRINGSAKTIESELSKAB		23.014	0,0022%	F
PFIZER INC. MASTER TRUST		1.127	0,0001%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.067	0,0001%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,0001%	F
PHILIP VERONICA A KOVACH JT TEN/WROS 2934		19	0,0000%	F
PHOENIX UNIT TRUST MANAGERS LIMITED		196.250	0,0183%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		2.969	0,0003%	F
PICTET AI ENHANCED INTERNATION		535	0,0001%	F
PICTET CH - GLOBAL EQUITIES		3.568	0,0003%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		20.278	0,0019%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,0014%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		5.755	0,0005%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		9.207	0,0009%	F
PICTET CH INSTITUTIONAL EUROPEAN EX SWISS EQUITIES TRACKER EX SL		16.074	0,0015%	F
PICTET CH INSTITUTIONAL WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,0002%	F
PICTET EUROLAND INDEX		12.903	0,0012%	F
PICTET EUROPE INDEX		62.189	0,0058%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		134.591	0,0126%	F
PINK CALI LLC		486	0,0000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA		1.714	0,0002%	F
PIVOTAL PHILANTHROPIES FOUNDATION		1.207	0,0001%	F
PLATO INST I FUND EURO EQUITY		11.590	0,0011%	F
PLATO INSTIT INDEX FND WORLD DBI-RDT		12.837	0,0012%	F
PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY		29.285	0,0027%	F
PLATO INSTITUTIONAL INDEX FUND/WORLD		33.785	0,0032%	F
PLEIADES TRUST		79.666	0,0074%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,0006%	F
POINT72 ASSOCIATES LLC		117	0,0000%	F
POINT72 ASSOCIATES LLC C/O FINSCO LIMITED		494	0,0000%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		61.442	0,0057%	F
POOL PARSUMO CAPITAL AG AKTIEN WELT		7.500	0,0007%	F
POOL SWISS ROCK AKTIEN GLB		3.361	0,0003%	F
PORTZAMPARC MOMENTUM ISR		62.000	0,0058%	F
PRAXIS INTERNATIONAL INDEX FUND		51.414	0,0048%	F
PRESBYTERIAN CHRUCH IN AMERICA 403 (B) (9) RETIREMENT PLAN		2.841	0,0003%	F
PRI JP MORGAN EUROZONE EQUITY		183.150	0,0171%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PRIME SUPER PTY LTD		4.376	0,0004%	F
PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND		24.161	0,0023%	F
PRINCIPAL FUNDS, INC. - OVERSEAS FUND		4.179	0,0004%	F
PRINCIPAL LIFE INSURANCE COMPANY		12.041	0,0011%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,0001%	F
PRO-GEN INVESTMENTS LLC		1.449	0,0001%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		27.874	0,0026%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.385	0,0001%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		1.277	0,0001%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		18.286	0,0017%	F
PRUDENTIAL HONG KONG LIMITED		3.710	0,0003%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		5.770	0,0005%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		7.922	0,0007%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		80.434	0,0075%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		31.087	0,0029%	F
PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI		70.797	0,0066%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		219.705	0,0205%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		176.049	0,0165%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		289.739	0,0271%	F
PURPOSE FUND CORP		1.103	0,0001%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND		262.255	0,0245%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND 2		34.996	0,0033%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		384.779	0,0360%	F
QIC INTERNATIONAL EQUITIES FUND.		2.128	0,0002%	F
QUALITY EDUCATION FUND		849	0,0001%	F
QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES		503.564	0,0471%	F
RAIFFEISEN KAPITALANLAGE GESELLSCHAFT M.B.H NV AKTIEN GLOBAL		1.319	0,0001%	F
RAINDROPS CAPITAL LIMITED		1.967	0,0002%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,0808%	F
RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST		26.242	0,0025%	F
RBC EUROPEAN EQUITY FUND ROYAL TRUST		259.443	0,0243%	F
RBC EUROPEAN MID-CAP EQUITY FUND		102.925	0,0096%	F
RBC INDIGO INTERNATIONAL EQUITYINDEX FUND		1.177	0,0001%	F
RBC INTERNATIONAL DIVIDEND GROWTH FUND		64.108	0,0060%	F
REALDANIA		60.885	0,0057%	F
REASSURE LIMITED		114.884	0,0107%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		15.640	0,0015%	F
REGIME DE RETRAITE DU PERSONNEL CPE		130.522	0,0122%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		58.085	0,0054%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.652	0,0003%	F
RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.		27.792	0,0026%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		340.357	0,0318%	F
RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND		1.345	0,0001%	F
RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC		3.382	0,0003%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		20.782	0,0019%	F
RLA GLOBAL SHARE FUND		5.627	0,0005%	F
RLA INTERNATIONAL EQUITIES FUND		14.165	0,0013%	F
RLA NZ INTERNATIONAL EQUITIES FUND		5.818	0,0005%	F
ROBECO CAPITAL GROWTH FUNDS		41.344	0,0039%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,0030%	F
ROBECO UCITS ICAV		3	0,0000%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,0002%	F
ROBIN 1-FONDS		79.144	0,0074%	F
ROBUST MULTI ASSET FUND		71.932	0,0067%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,0007%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ROPS EURO P		59.291	0,0055%	F
ROPS SMART INDEX EURO		32.638	0,0031%	F
ROSEFINCH FOUNDATION		2.460	0,0002%	F
ROSEN FAMILY TRUST		35	0,0000%	F
ROTHSCHILD MARTIN MAUREL		212.465	0,0199%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.306	0,0068%	F
ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT		730	0,0001%	F
RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES SMALL & MID CAP		33.033	0,0031%	F
RPAQ 2015 FUND LP		24.255	0,0023%	F
RTX SAVINGS PLAN MASTER TRUST		143.034	0,0134%	F
RUGGERI FAUSTO		9	0,0000%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		12.224	0,0011%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.573	0,0008%	F
RUSSELL INVESTMENT COMPANY PLC		29.058	0,0027%	F
RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND		2.661	0,0002%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND		7.081	0,0007%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		7.497	0,0007%	F
RUSSELL INVESTMENTS INTERNATIONAL EQUITY POOL .		1.104	0,0001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND		1.901	0,0002%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.530	0,0004%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.634	0,0003%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		1.915	0,0002%	F
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND		3.836	0,0004%	F
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST		10.690	0,0010%	F
RUSSELL WGGW LTD.		2.518	0,0002%	F
RUTGERS THE STATE UNIVERSITY		1.945	0,0002%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		782	0,0001%	F
SAKKARAH 7 FCP		18.186	0,0017%	F
SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD		162	0,0000%	F
SAS TRUSTEE CORPORATION POOLED FUND		103.496	0,0097%	F
SBC MASTER PENSION TRUST		8.896	0,0008%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		28.229	0,0026%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		9.663	0,0009%	F
SCHRODER FORESTERS BALANCED FUND		19.150	0,0018%	F
SCHRODER GLOBAL CORE FUND		8.443	0,0008%	F
SCHRODER GLOBAL EQUITY ACTIVE UCITS ETF		22.839	0,0021%	F
SCHRODER GLOBAL EQUITY CUSTOM ACTIVE UCITS ETF		1.749	0,0002%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		1.498	0,0001%	F
SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND		18.787	0,0018%	F
SCHRODER INTERNATIONAL SELECTION FUND		130.984	0,0122%	F
SCHRODER MANAGED BALANCED FUND		9.144	0,0009%	F
SCHRODER PENSION MANAGEMENT LIMITED		15.369	0,0014%	F
SCHRODER QEP GLOBAL CORE FUND		66.273	0,0062%	F
SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND		6.401	0,0006%	F
SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND		8.938	0,0008%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		11.369	0,0011%	F
SCHRODERS CAPITAL SEMI-LIQUID		2.634	0,0002%	F
SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND		56.291	0,0053%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		262.353	0,0245%	F
SCHWAB INTERNATIONAL EQUITY ETF		994.494	0,0930%	F
SCHWAB INTERNATIONAL INDEX FUND		297.131	0,0278%	F
SCOTIA GLOBAL GROWTH FUND		345.886	0,0323%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		2.515	0,0002%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		15.115	0,0014%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		1.922	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCOTT FITZGERALD		224	0,0000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		34.481	0,0032%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		21.951	0,0021%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.097	0,0002%	F
SEB EUROPE EXPOSURE		75.751	0,0071%	F
SEB FUND 1 - SEB EUROPE EQUITY FUND		135.437	0,0127%	F
SEB FUND 3 - SEB GLOBAL ALL COUNTRIES EXPOSURE		97.054	0,0091%	F
SEB FUND 3 - SEB PENSION FUND		3.048	0,0003%	F
SEB FUND 3 - SEB PENSION FUND EXTRA		44	0,0000%	F
SEB FUND 3 - SEB PENSION FUND PLUS		63	0,0000%	F
SEI GLOBAL MASTER FUND PLC		505.537	0,0473%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,0004%	F
SEI INSTITUTIONAL INTERNATIONAL TRST INTERNATIONAL EQTY FND		144.785	0,0135%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND		6.025	0,0006%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND		200.946	0,0188%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		26.894	0,0025%	F
SEI SELECT INTERNATIONAL EQUITY ETF		75.580	0,0071%	F
SELECTION EURO CLIMAT JANVIER 2025		63.635	0,0059%	F
SELECTION FRANCE SOCIAL JANVIER 2022		238.837	0,0223%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		592	0,0001%	F
SENTINEL INTERNATIONAL FUND		1.046	0,0001%	F
SG ACTIONS INTERNATIONALES		21.225	0,0020%	F
SHELL CANADA 2007 PENSION PLAN		882	0,0001%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		22.208	0,0021%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		37	0,0000%	F
SIEMENS BALANCED		38.847	0,0036%	F
SIEMENS EMU EQUITIES		56.874	0,0053%	F
SIEMENS EUROINVEST AKTIEN		7.813	0,0007%	F
SIEMENS QUALITAET AND DIVIDENDE EUROPA		55.503	0,0052%	F
SIEMENS-FONDS SIEMENS-RENTE		37.809	0,0035%	F
SILVER AMUNDI EUROPE EQUITY CO		63.793	0,0060%	F
SIMPLICITY HEDGED GLOBAL SHARE FUND		11.210	0,0010%	F
SIMPLICITY UNHEDGED GLOBAL SHARE FUND		11.601	0,0011%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		683.880	0,0639%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		382.854	0,0358%	F
SLW PORTFOLIO LLC		256	0,0000%	F
SMART WHOLESALE GLOBAL EQUITY ESG FUND		9.264	0,0009%	F
SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND		16.073	0,0015%	F
SMTB FOREI GN STOCK INDEX MOTHER FUND		506	0,0000%	F
SNOWBALL CAPITAL HOLDINGS LIMITED		2.005	0,0002%	F
SNOWFINCH FOUNDATION		2.460	0,0002%	F
SOCIAL PROTECTION FUND		24.338	0,0023%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.371	0,0002%	F
SOGECAP ACTIONS - MID CAP		52.599	0,0049%	F
SOGECAP AP CLIMAT PAB		27.059	0,0025%	F
SP INTERNATIONAL SHARES TRUST		5.469	0,0005%	F
SPA MANDATE BLACKROCK		13.428	0,0013%	F
SPARINVEST SICAV - GLOBAL EQUITY TA POOL		5.495	0,0005%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		545.682	0,0510%	F
SPDR MSCI ACWI EXUS ETF		33.527	0,0031%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		11.669	0,0011%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		105.740	0,0099%	F
SPDR MSCI WORLD QUALITY MIX ETF		726	0,0001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		577	0,0001%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		587.211	0,0549%	F
SPDR PORTFOLIO EUROPE ETF		21.038	0,0020%	F
SPDR S&P WORLD EX AUSTRALIA CARBON AWARE ETF		2.182	0,0002%	F
SPP GENERATION 70-TAL		3.234	0,0003%	F

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Anagrafica	CF/PI	Azioni	% su votanti	Voto
SPRING 625		15.958	0,0015%	F
SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND		47.101	0,0044%	F
SPW MANAGED ICVC - SPW TACTICALFUND 1		12.699	0,0012%	F
SPW MANAGED ICVC - SPW TACTICALFUND 2		5.145	0,0005%	F
SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST		458	0,0000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		32.155	0,0030%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.442	0,0326%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		2.667	0,0002%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		70.375	0,0066%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		155.976	0,0146%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		1.344.462	0,1257%	F
ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING		403	0,0000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,0004%	F
STAR PASTEUR		17.656	0,0017%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		35.082	0,0033%	F
STATE OF MINNESOTA		190.816	0,0178%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		208.835	0,0195%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		37.815	0,0035%	F
STATE OF WISCONSIN INVESTMENT BOARD		2.492	0,0002%	F
STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN		178.448	0,0167%	F
STATE STREET CCF		7.916	0,0007%	F
STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND		4.952	0,0005%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		2.497	0,0002%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		200.319	0,0187%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		130.200	0,0122%	F
STATE STREET GLOBAL INDEX PLUS TRUST		1.554	0,0001%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		89.864	0,0084%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		4.706	0,0004%	F
STATE STREET IRELAND UNIT TRUST		13.838	0,0013%	F
STATE STREET TOTAL RETURN VIS FUND		2.624	0,0002%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		343.106	0,0321%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,0002%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF		5.422	0,0005%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,0070%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO		58.244	0,0054%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE		2.559	0,0002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- EN GLASZETBEDRIJF		31.549	0,0029%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF		9.146	0,0009%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		22.227	0,0021%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G		1.124	0,0001%	F
STICHTING BELEGGINGEN MENZIS		1.912	0,0002%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		378.277	0,0354%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		25.197	0,0024%	F
STICHTING BPL PENSIOEN		30.267	0,0028%	F
STICHTING CZ FUND DEPOSITARY		15.021	0,0014%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		30.756	0,0029%	F
STICHTING HEINEKEN PENSIOENFONDS.		14.109	0,0013%	F
STICHTING INSTITUUT GAK		3.021	0,0003%	F
STICHTING JURIDISCH EIGENAAR ACHMEA IM LIQUID ASSET FUNDS		8.298	0,0008%	F
STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN		95.158	0,0089%	F
STICHTING MN SERVICES		139.698	0,0131%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING MN SERVICES AANDELENFO ND		25.186	0,0024%	F
STICHTING PENSIOENFONDS ABP		328.276	0,0307%	F
STICHTING PENSIOENFONDS ABP (NETHERLANDS		592.616	0,0554%	F
STICHTING PENSIOENFONDS CAMPINA		6.769	0,0006%	F
STICHTING PENSIOENFONDS HOOGOVENS		5.622	0,0005%	F
STICHTING PENSIOENFONDS HORECA AND CATERING		29.544	0,0028%	F
STICHTING PENSIOENFONDS ING		6.806	0,0006%	F
STICHTING PENSIOENFONDS NOTARIAAT		735	0,0001%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		44	0,0000%	F
STICHTING PENSIOENFONDS PGB		119.239	0,0111%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,0002%	F
STICHTING PENSIOENFONDS RAIL & OPENBAAR VERVOER		9.498	0,0009%	F
STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER		57.468	0,0054%	F
STICHTING PENSIOENFONDS SAGITTARIUS		9.288	0,0009%	F
STICHTING PENSIOENFONDS VAN DE NEDERLANDSCHE BANK NV		171.972	0,0161%	F
STICHTING PENSIOENFONDS VERVOER		59.438	0,0056%	F
STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS		11.263	0,0011%	F
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		42.671	0,0040%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,0008%	F
STICHTING PME PENSIOENFONDS		61.983	0,0058%	F
STOKIC MARKO		20	0,0000%	F
STOLLER FOUNDATION		2.211	0,0002%	F
STOREBRAND EUROPA PLUS		849	0,0001%	F
STOREBRAND GLOBAL ALL COUNTRIES		7.537	0,0007%	F
STOREBRAND GLOBAL LOW VOLATILITY		4.909	0,0005%	F
STOREBRAND LIVSFORSIKRING AS		153.350	0,0143%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,0007%	F
STRATEGY SICAV		1.527	0,0001%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		13.942	0,0013%	F
SUN LIFE STATE STREET INTERNATIONALEQUITY INDEX FUND		6.485	0,0006%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.817	0,0019%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		795	0,0001%	F
SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT		1.683	0,0002%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		22.418	0,0021%	F
SUSTAINABLE GS 1 TRUST		6.128	0,0006%	F
SWISS NATIONAL BANK		1.278.084	0,1195%	F
SWISSCANTO FONDSLEITUNG AG		348.309	0,0326%	F
SYCOMORE INCLUSIVE JOBS		221.093	0,0207%	F
SYCOMORE SELECTION MIDCAP		112.769	0,0105%	F
SYNCHRONY (LU) EQANTIA EUROPE		29.440	0,0028%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - A		35.429	0,0033%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - B		39.367	0,0037%	F
SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES		4.135	0,0004%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		1.856	0,0002%	F
T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL		315	0,0000%	F
T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND		402	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY ETF		142.274	0,0133%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		475	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		177.733	0,0166%	F
T.ROWE PRICE FUNDS OEIC - GLOBAL DIVIDEND EQUITY FUND		10.658	0,0010%	F
TAGES INTERNATIONAL FUNDS ICAV		105.621	0,0099%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.825	0,0005%	F
TANGERINE BALANCED GROWTH PORTFOLIO		6.756	0,0006%	F
TANGERINE BALANCED INCOME PORTFOLIO		545	0,0001%	F
TANGERINE BALANCED PORTFOLIO		4.579	0,0004%	F
TANGERINE EQUITY GROWTH PORTFOLIO		8.763	0,0008%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		36.536	0,0034%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		190.375	0,0178%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		92.701	0,0087%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		3.386	0,0003%	F
TD EUROPEAN INDEX FUND		3.400	0,0003%	F
TD INTERNATIONAL EQUITY INDEX ETF		72.566	0,0068%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		225.853	0,0211%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		28.105	0,0026%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		192.485	0,0180%	F
TEAM SUPERANNUATION FUND		20.347	0,0019%	F
TESCO PLC PENSION SCHEME		325	0,0000%	F
TEXAS MUNICIPAL RETIREMENT SYSTEM		61.110	0,0057%	F
TEXAS PERMANENT SCHOOL FUND CORP		1	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		1	0,0000%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		40.988	0,0038%	F
THE ANNENBERG FOUNDATION.		5.501	0,0005%	F
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST		1.045	0,0001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		84.086	0,0079%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		175.923	0,0164%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		6.420	0,0006%	F
THE CALIFORNIA WELLNESS FOUNDATION		3.507	0,0003%	F
THE CAPTIVE INVESTORS FUND		9.044	0,0008%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.346	0,0001%	F
THE COMMONWEALTH FUND		1.507	0,0001%	F
THE DAVID A DUFFIELD TRUST		3.296	0,0003%	F
THE ESB PENSION FUND		3.400	0,0003%	F
THE FRANK LEAL TRUST		20	0,0000%	F
THE GOVERNING COUNCIL OF THE SALVATION ARMY IN		67.852	0,0063%	F
THE GREATER MANCHESTER PENSION FUND		68.946	0,0064%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		778	0,0001%	F
THE HEALTH FOUNDATION.		1.624	0,0002%	F
THE INCUBATION FUND LTD		114	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		5.439	0,0005%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		532	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		55.917	0,0052%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142		26.168	0,0024%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151		20.761	0,0019%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400080339		6.038	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893		18.007	0,0017%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974		732	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501		888	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		279	0,0000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,0002%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		6.790	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		29.299	0,0027%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)		38.165	0,0036%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		27.011	0,0025%	F
THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR GIM MULTI ASSET MOTHER FUND		556	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE METHODIST HOSPITAL		22.119	0,0021%	F
THE MONETARY AUTHORITY OF SINGAPORE		131.265	0,0123%	F
THE MONKS INVESTMENT TRUST PLC		1.057.071	0,0988%	F
THE MOTOROLA PENSION SCHEME.		3.992	0,0004%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		15.872	0,0015%	F
THE NEMOURS FOUNDATION PENSION PLAN		305	0,0000%	F
THE NOMURA TRUST AND BANKING C		21.110	0,0020%	F
THE PEOPLE'S PENSION SCHEME		20.841	0,0019%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		13.809	0,0013%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		88.225	0,0082%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		503.425	0,0471%	F
THE SALVATION ARMY OFFICERS' RETIREMENT TRUST FUND		16.553	0,0015%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND		1.341	0,0001%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		6.041	0,0006%	F
THE STANDARD BANK OF SOUTH AFRICA LTD		78.554	0,0073%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		92.627	0,0087%	F
THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR		1.927	0,0002%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY.		1.450	0,0001%	F
THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E		1.757	0,0002%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,0005%	F
THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		45.929	0,0043%	F
THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB		55.874	0,0052%	F
THEAM QUANT - EUROPE TARGET PREMIUM		271.991	0,0254%	F
THEAM QUANT- EQUITY EUROZONE GURU		389.618	0,0364%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		18.490	0,0017%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,0006%	F
THRIFT SAVINGS PLAN		1.363.835	0,1275%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		6.768	0,0006%	F
THYSSEN GLOBAL INVESTMENTS LLC		1.492	0,0001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		708.636	0,0662%	F
TIMOTHY PLAN INTERNATIONAL ETF.		34.850	0,0033%	F
TODD C COZZENS		204	0,0000%	F
TONI ACTIONS ISR 100		37.309	0,0035%	F
TOPS GLBL EQS LE FD NON FLIP		6.342	0,0006%	F
TOPS WLD EX-US FUND NON FLIP		142.372	0,0133%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,0029%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		2.445	0,0002%	F
TRANSAMERICA MSCI EAFE INDEX VP		2.795	0,0003%	F
TRATON-UI-DYNAMIK		13.772	0,0013%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST		113.920	0,0106%	F
TREDJE AP-FONDEN		1	0,0000%	F
TRINITY COLLEGE CAMBRIDGE		11.414	0,0011%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,0013%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		1.826	0,0002%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		27.952	0,0026%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,0001%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		6.785	0,0006%	F
TSA EQUITY FUND #2		2.363	0,0002%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		63	0,0000%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,0002%	F
UAPF - INVESCO ACTIVE		66.768	0,0062%	F
UBS (IRL) ETF PLC		270.206	0,0253%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		1.234.893	0,1154%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		68.123	0,0064%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		160.645	0,0150%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.062	0,0001%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		490	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		283	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0,0001%	F
UBS ASSET MANAGEMENT LIFE LTD		133.485	0,0125%	F
UBS COMMON CONTRACTUAL FUND		14.058	0,0013%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		15.354	0,0014%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS		298	0,0000%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN		17.183	0,0016%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		516.288	0,0483%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG..		10.356	0,0010%	F
UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEVMARK HEDGED		22.791	0,0021%	F
UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEVMARK		21.084	0,0020%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		15.939	0,0015%	F
UBS LUX FUND SOLUTIONS		1.243.946	0,1163%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS		10.100	0,0009%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS		187.284	0,0175%	F
UI MAIN I UF BLACKROCK EUROPE		2.668	0,0002%	F
UI MAIN I UNIVERSAL FONDS UKA		5.447	0,0005%	F
UI MAIN VI UNIV FDS MSCI WORLD		900	0,0001%	F
UI SMART AND FAIR FONDS		11.060	0,0010%	F
UIFONDS AKTIEN EUROPE MVOLA PASSIVE		56.981	0,0053%	F
UI-FONDS BAV RBI AKTIEN		110.401	0,0103%	F
UI-FONDS RBSG		490	0,0000%	F
UI-S		10.324	0,0010%	F
UNI GLOBAL		94.322	0,0088%	F
UNI OF EDINBURGH BG DEVEL WORLD EQ FD		52.861	0,0049%	F
UNICAJA ASSET MANAGEMENT, S.G.I.I.C., S.A.		60.803	0,0057%	F
UNICARE SAVINGS PLAN		17.267	0,0016%	F
UNIEUROPA MID&SMALL CAPS		10.000	0,0009%	F
UNIGESTION ALL COUNTRY WORLD EQUITIES FUND		41.459	0,0039%	F
UNIGESTION GLOBAL EQUITIES FUND		42.706	0,0040%	F
UNIGESTION GLOBAL EX-CANADA EQUITIES FUND		43.130	0,0040%	F
UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI		112.139	0,0105%	F
UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST		541	0,0001%	F
UNISUPER		11.730	0,0011%	F
UNITED GLOBAL GROWTH FUND		8.535	0,0008%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,0004%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND		1.660	0,0002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		5.323	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH		295.856	0,0277%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		8.861	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS		31.053	0,0029%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS		7.700	0,0007%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1		9.466	0,0009%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		11.926	0,0011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS		14.292	0,0013%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN		198.958	0,0186%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF RANW-UNIVERSAL-FONDS V		50.407	0,0047%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		8.168	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		8.162	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1		2.296	0,0002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		5.138	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,0001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-NO-AKTIEN (490305)		62.510	0,0058%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP		58.338	0,0055%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MIT BESCHRAENKTER HAFT		300.000	0,0280%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS		2.504	0,0002%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		1.500	0,0001%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKAAKTIENEUROPAESG		123.608	0,0116%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		1.626	0,0002%	F
UNIVERSE THE CMI CONT EURO EQ		35.346	0,0033%	F
UNIVERSITIES SUPERANNUATION SCHEME		2	0,0000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,0008%	F
USAA CASUALTY INSURANCE COMPANY		4.259	0,0004%	F
USAA GENERAL INDEMNITY COMPANY		5.292	0,0005%	F
UTAH STATE RETIREMENT SYSTEMS		65.905	0,0062%	F
VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE		3.877	0,0004%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER		46.911	0,0044%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE PM GLOBALE AKTIER STRATEGI KL		15.917	0,0015%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL		21.281	0,0020%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL		40.447	0,0038%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		13.350	0,0012%	F
VALIC COMPANY I GLOBAL STRATEGY FUND		5.928	0,0006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		44.479	0,0042%	F
VAN VOORST TOT VOORST BEREND AM		25	0,0000%	F
VANADIUM		185.416	0,0173%	F
VANECK ETFS N.V.		797.034	0,0745%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		13.024	0,0012%	F
VANGUARD ACTIVE GLOBAL GROWTH FUND		19.483	0,0018%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		4.415.187	0,4127%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		9.071	0,0008%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		90.709	0,0085%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		158	0,0000%	F
VANGUARD EUROPEAN STOCK INDEX FUND		1.121.505	0,1048%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		103.951	0,0097%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		5.526	0,0005%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		2.750.170	0,2571%	F
VANGUARD FTSE ALL-WORLD EX-US INDEX FUND		1.049.141	0,0981%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		116.292	0,0109%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		13.618	0,0013%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		48.377	0,0045%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		635.741	0,0594%	F
VANGUARD GLOBAL EQUITY FUND		1.084.581	0,1014%	F

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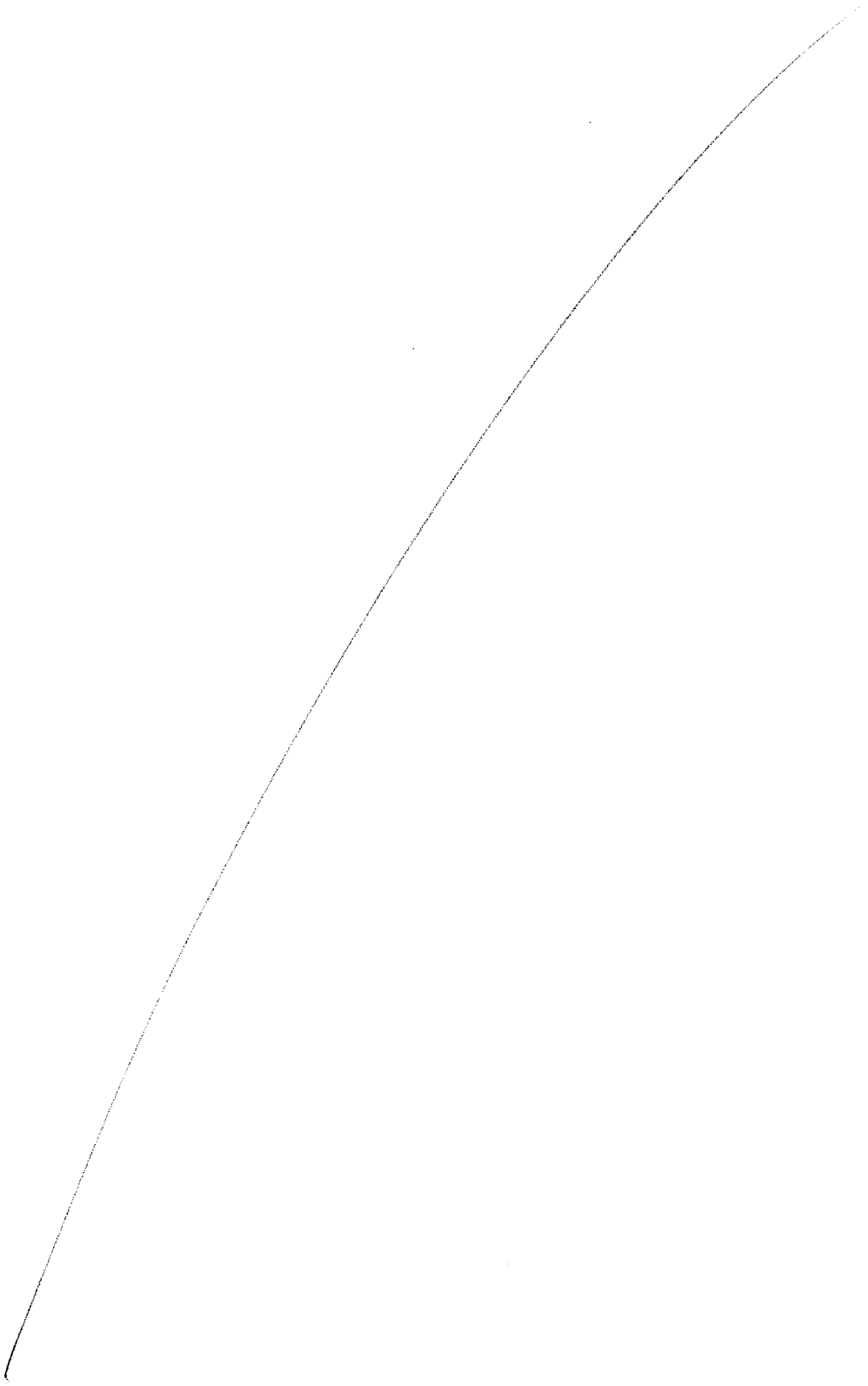
Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD GLOBAL MOMENTUM FACTORETF		13.803	0,0013%	F
VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND		502.057	0,0469%	F
VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND		246	0,0000%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		1.983	0,0002%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		136	0,0000%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		377.916	0,0353%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		12.803	0,0012%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF		8.979	0,0008%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF		8.881	0,0008%	F
VANGUARD INVESTMENTS FUNDS ICVC VANGUARD GLOBAL EQUITY FUND		103.284	0,0097%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		182.641	0,0171%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF		14.820	0,0014%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF		5.084	0,0005%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF		37.815	0,0035%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.635.864	0,6203%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		340.749	0,0319%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		24.782	0,0023%	F
VARENNE UCITS VARENNE VALEUR		600.000	0,0561%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		16.210	0,0015%	F
VARIOPARTNER SICAV		20.772	0,0019%	F
VELLIV, PENSION & LIVSFORSIKRING A/S		22.931	0,0021%	F
VENDOME SELECTION EURO		349.029	0,0326%	F
VENERABLE INTERNATIONAL EQUITY FUND		66.366	0,0062%	F
VENERABLE INTERNATIONAL INDEX FUND		20.812	0,0019%	F
VENTRY INDUSTRIES LLC		17.062	0,0016%	F
VERDIPAPIRFONDET DNB EUROPA		5.914	0,0006%	F
VERDIPAPIRFONDET DNB GLOBAL INDEKS		15.647	0,0015%	F
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA		20.000	0,0019%	F
VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS		1.149	0,0001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		396	0,0000%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1		2.910	0,0003%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		32.969	0,0031%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		80.011	0,0075%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		38.283	0,0036%	F
VF LUX EUROPE EQUITIES		23.708	0,0022%	F
VFMC INTERNATIONAL EQUITY TRUST1		7.263	0,0007%	F
VFMC INTERNATIONAL EQUITY TRUST2		13.578	0,0013%	F
VFMC LOW VOLATILITY EQUITY TRUST 1		15.162	0,0014%	F
VFMC LOW VOLATILITY EQUITY TRUST 2		31.556	0,0029%	F
VI CAPITAL LTD.		845	0,0001%	F
VIA SMART EQUITY EUROPE		36.857	0,0034%	F
VIA SMART EQUITY WORLD		20.169	0,0019%	F
VICTORY MARKET NEUTRAL INCOME FUNDFUND		410.687	0,0384%	F
VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF		106.168	0,0099%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		26.610	0,0025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		41.817	0,0039%	F
VIRGINIA RETIREMENT SYSTEM		17.264	0,0016%	F
VIRTUS INTERNATIONAL DIVIDEND ETF		3.322	0,0003%	F
VLADUBEL ZORGVERZEKERING		27.922	0,0026%	F
VOYA GLOBAL INCOME AND GROWTH FUND		44.515	0,0042%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		12.810	0,0012%	F
VOYA MULTI-MANAGER INTERNATIONAL EQUITY FUND		1.397	0,0001%	F
VOYA VACS INDEX SERIES I PORTFOLIO		45.006	0,0042%	F
VR BANK KT EURO CONTROL		8.944	0,0008%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
WASHINGTON STATE INVESTMENT BOARD		395.825	0,0370%	F
WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO		14.337	0,0013%	F
WESPATH FUNDS TRUST		6.395	0,0006%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		3.217	0,0003%	F
WHEELS COMMON INVESTMENT FUND		1.555	0,0001%	F
WILMINGTON GLOBAL ALPHA EQUITIES FUND		3.594	0,0003%	F
WINDWISE MSCI EAFE INDEX NON-LENDING		9.527	0,0009%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		1.288	0,0001%	F
WISDOMTREE GLOBAL HIGH DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL AI ENHANCED VALUE FUND		20.509	0,0019%	F
WISDOMTREE INTERNATIONAL EQUITY FUND		42.800	0,0040%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		479	0,0000%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL MULTIFACTOR FUND		1	0,0000%	F
WISDOMTREE ISSUER ICAV		14.555	0,0014%	F
WM POOL - EQUITIES TRUST NO. 38 - SCHRODER		4.637	0,0004%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,0007%	F
WM POOL - EQUITIES TRUST NO. 75		105.395	0,0099%	F
WM POOL - GLOBAL EQUITIES TRUST NO. 6		15.631	0,0015%	F
WORLD EQUITIES II		3.103	0,0003%	F
WORLD TRADE ORGANIZATION PENSION PLAN		4.076	0,0004%	F
WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF		131.645	0,0123%	F
WS WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS U		274.011	0,0256%	F
WSSP INTERNATIONAL EQUITIES TRUST		7.046	0,0007%	F
WYOMING RETIREMENT SYSTEM		950	0,0001%	F
XTRACKERS		19.665	0,0018%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		591.956	0,0553%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		722	0,0001%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.357	0,0003%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.791	0,0003%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		179.907	0,0168%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		23.326	0,0022%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.878	0,0004%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		4.333	0,0004%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		1.428	0,0001%	F
ZEPHYR - OPTIMISED PLUS 2		5.743	0,0005%	F
ZURICH INVEST ICAV		103.241	0,0097%	F
ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA		45.162	0,0042%	F
AFER DIVERSIFIE ISR		32.029	0,0030%	C
API RETRAITE DIVERSIFIE		14.000	0,0013%	C
CNP ASSURANCES IARD MANDAT 287		19.218	0,0018%	C
CNP ASSURANCES PREVOYANCE MANDAT 285		34.518	0,0032%	C
CNP RETRAITE R01 PLACEMENT PTF		505.425	0,0472%	C
ERAFP ACTIONS EURO IV		314.138	0,0294%	C
GLOBAL SICAV - OFI INVEST ESG		12.058	0,0011%	C
OFI INVEST ESG DYNAMIQUE EURO		8.430	0,0008%	C
OFI INVEST ESG EQUILIBRE EURO		13.695	0,0013%	C
OFI INVEST ESG PRUDENT EURO		4.550	0,0004%	C
ROSANIA ELMAN		1	0,0000%	C
SOGECAP PROTECTED EQUITIES		41.746	0,0039%	C
AVIP BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		7.274	0,0007%	A
CHALLENGE ITALIAN EQUITY		124.200	0,0116%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.733	0,0002%	A
WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED		390	0,0000%	A
Totale votanti		**1.069.783.640**	**100%**	

Legenda
F - Favorevole
C - Contrario
A - Astenuto

Anagrafica	CF/PI	Azioni	% su votanti	Voto

Lx - Lista x
NV - Non Votante
NE - Non Espresso



Assemblea ordinaria
27 aprile 2026

Punto 8

Relazione sulla politica in materia di remunerazione per l'esercizio 2026.

300

Ass. I e
Racc. 38147

Assemblea ordinaria
27 aprile 2026

Punto 8

Presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari all' 81,906% del capitale sociale

Favorevole	**986.563.100**	azioni pari al	**92,221%**	del cap. rappr.
Contrario	**82.959.903**	azioni pari al	**7,755%**	del cap. rappr.
Astenuto	**260.637**	azioni pari al	**0,024%**	del cap. rappr.
Non Votante	**0**	azioni pari al	**0,000%**	del cap. rappr.

POSTE ITALIANE S.p.A.
Assemblea ordinaria
27 aprile 2026

Punto 8

Relazione sulla politica in materia di remunerazione per l'esercizio 2026.

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

Anagrafica	CF/PI	Azioni	% su votanti	Voto
(R) EUROPEAN EQUITIES		2.205	0,0002%	F
A A B DIVERSIFIE		41.712	0,0039%	F
AA SSGA ACTIONS INDICE EURO		175.947	0,0164%	F
AAI LIMITED		7.237	0,0007%	F
ABB PENSION FUND		1.101	0,0001%	F
ACO EMANUELE		741	0,0001%	F
ACTICCIA 90 N 10		113.750	0,0106%	F
ACTICCIA VIE 90 N 5		149.409	0,0140%	F
ADVANCED SERIES TRUST - AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		23.202	0,0022%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		830	0,0001%	F
AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE		3.814	0,0004%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,0026%	F
AKTIEN SUEDEUROPA UI		41.200	0,0039%	F
AL TST AL TRUST AKTIEN EUROPA		4.696	0,0004%	F
ALASKA PERMANENT FUND CORPORATION		124	0,0000%	F
ALLEANZA OBBLIGAZIONARIO		96.073	0,0090%	F
ALTO INTERNAZIONALE AZIONARIO		21.816	0,0020%	F
AMLC EQ SINGLE STOCKS		101	0,0000%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		76.014	0,0071%	F
AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU		2	0,0000%	F
AMUNDI ETF ICAV		90.573	0,0085%	F
AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF		27.850	0,0026%	F
AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		25.649	0,0024%	F
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		47.543	0,0044%	F
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		222.895	0,0208%	F
AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF		13.341	0,0012%	F
AMUNDI EURO STOXX SELECT DIVIDEND 30		181.522	0,0170%	F
AMUNDI EUROPE MONDE		25.477	0,0024%	F
AMUNDI FUNDS EUROLAND EQUITY RISK PARITY		15.656	0,0015%	F
AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIV		322.309	0,0301%	F
AMUNDI INDEX EUROPE EX UK SMALL		18.803	0,0018%	F
AMUNDI INDEX MSCI EUROPE		328.407	0,0307%	F
AMUNDI INDEX MSCI WORLD		27.582	0,0026%	F
AMUNDI IPSA ACTIONS		1.840	0,0002%	F
AMUNDI IRELAND LIMITED		21.671	0,0020%	F
AMUNDI ITALY MIB ESG		148.045	0,0138%	F
AMUNDI LABEL ISR ACTIONS EUROP		3.339	0,0003%	F
AMUNDI LIFECYCLE 2030 EQUITY		8	0,0000%	F
AMUNDI LIFECYCLE 2033 EQUITY		12	0,0000%	F
AMUNDI LIFECYCLE 2036 EQUITY		16	0,0000%	F
AMUNDI LIFECYCLE 2039 EQUITY		21	0,0000%	F
AMUNDI MSCI EMU CLIMATE PARIS ALIGNED		6.709	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI MSCI EMU ESG BROAD TRANSITION		28.189	0,0026%	F
AMUNDI MSCI EMU ESG LEADERS SELECT		301.433	0,0282%	F
AMUNDI MSCI EMU SRI CLIMATE PARIS ALIGN		32.040	0,0030%	F
AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD		6.517	0,0006%	F
AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED		2.831	0,0003%	F
AMUNDI MSCI EUROPE ESG BROAD TRANSITION		80.873	0,0076%	F
AMUNDI MSCI EUROPE SCREENED		22.858	0,0021%	F
AMUNDI MSCI EUROPE SRI CLIM PARIS ALIGN		261.577	0,0245%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED		243	0,0000%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF		3.448	0,0003%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION		1.165	0,0001%	F
AMUNDI MSCI WORLD EX USA SCREE		107	0,0000%	F
AMUNDI MSCI WORLD SRI CLIMAT PARIS ALIGN		55.602	0,0052%	F
AMUNDI PRIME EUROPE		17.054	0,0016%	F
AMUNDI PRIME EUROZONE		58.391	0,0055%	F
AMUNDI PROGETTO FUTURO PIR		12.459	0,0012%	F
AMUNDI SGR SPA / AMUNDI RISPAR MIO ITALIA		37.703	0,0035%	F
AMUNDI STOXX EUROPE 600		655.303	0,0613%	F
AMUNDI STOXX EUROPE 600 ESG		67.954	0,0064%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		14.849	0,0014%	F
AMUNDIT ETF ICAV - AMUNDI MSCI ACWI SRI CLIMATE PARIS ALIGNED UCITS ETF		6.105	0,0006%	F
AP ACTIONS 1 EURO		19.231	0,0018%	F
API RETRAITE DIVERSIFIE		14.000	0,0013%	F
APPLE 401(K) PLAN		2.285	0,0002%	F
APPLIED FINANCE IVS INT LG ETF		609	0,0001%	F
ARAMCO ASIA SINGAPORE PTE. LTD		718	0,0001%	F
ARKEA EXCLUSIVE PREMIUM MAY 2023		904.687	0,0846%	F
ARKWRIGHT, LLC		1.611	0,0002%	F
ASIAN DEVELOPMENT BANK		30.117	0,0028%	F
ASSURDIX		36.946	0,0035%	F
ATCP-UI-FONDS		1.693	0,0002%	F
ATLAS MACRO MASTER FUND LIMITED		3.554	0,0003%	F
ATOUT EUROLAND CORE		77.963	0,0073%	F
ATOUT EUROPE CORE		20.734	0,0019%	F
ATOUT EUROPE HAUT RENDEMENT		23.022	0,0022%	F
AURION GLOBAL EQUITY FUND		1.588	0,0001%	F
AUSTRALIAN RETIREMENT TRUST		167.220	0,0156%	F
AUSTRALIANSUPER		143.481	0,0134%	F
AUTORIDADE MONETARIA DE MACAU		74.189	0,0069%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND		1.697	0,0002%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND		1	0,0000%	F
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND		584	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI DISTRIBUTION LIFE FUND		1.271	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND		2.613	0,0002%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,0007%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND		1.930	0,0002%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND		32.528	0,0030%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		553	0,0001%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND		56.681	0,0053%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND		23.719	0,0022%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND		554	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		95	0,0000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		1.247	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		2.957	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		2.436	0,0002%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,0001%	F
AVIVA INVESTORS UK FUND SERVICES LIMITED		43.143	0,0040%	F
AVIVA LIFE & PENSIONS IRELAND DAC		19.930	0,0019%	F
AVIVA LIFE & PENSIONS UK LIMITED		57.104	0,0053%	F
AVIVA LIFE AND PENSIONS UK LIMITED		3.563	0,0003%	F
AWARE SUPER		667.253	0,0624%	F
AZL INTERNATIONAL INDEX FUND		25.204	0,0024%	F
BAILLIE GIFFORD GLOBAL ALPHA EQUITIES FUND		139.225	0,0130%	F
BAILLIE GIFFORD GLOBAL ALPHA GROWTH FUND		629.582	0,0589%	F
BAILLIE GIFFORD GLOBAL ALPHA PARIS-ALIGNED FUND		106.098	0,0099%	F
BAILLIE GIFFORD INTERNATIONAL FUND A SUB FUND OF THE BAILLIE GIFFORD UK AND BALANCED FUNDS ICVC		389.057	0,0364%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC - BG WORLDWIDE GLOBAL ALPHA FUND		298.741	0,0279%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC-BG WORLDWIDE RESP GL ALPHA PARIS-ALIGNED FD		137.392	0,0128%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		35.475	0,0033%	F
BANK OF KOREA		67.293	0,0063%	F
BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS		3.225	0,0003%	F
BAYERNINVEST KVG MBH BAYERN-INVEST BT-1-FONDS		185.000	0,0173%	F
BAYERNINVEST KVG MBH BAYERNINVEST BWA 2-FONDS		26.649	0,0025%	F
BAYERNINVEST KVG MBH BG BAU ALTERSR. MA COMMERZBANK		15.049	0,0014%	F
BAYERNINVEST KVG MBH STRATEGIC CORE EQUITY I		17.273	0,0016%	F
BAYERNINVEST KVG MBH VK EUROPA AKTIEN		42.485	0,0040%	F
BAYERNINVEST PAE-FONDS		22.677	0,0021%	F
BAYVK A4 FONDS		19.433	0,0018%	F
BEAR CREEK INVESTMENT LLC		6.473	0,0006%	F
BEAT DRUGS FUND ASSOCIATION		582	0,0001%	F
BEL EQUITY EUROPE		101.625	0,0095%	F
BETASHARES GLOBAL SHARES ETF		18.969	0,0018%	F
BFT PARTNERS VIA EQUITY EUROPE		5.086	0,0005%	F
BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS		48.273	0,0045%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		14.281	0,0013%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1		9.451	0,0009%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		428.239	0,0400%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		12.943	0,0012%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		20.411	0,0019%	F
BLACKROCK COMMON CONTRACTUAL FUNDS		39.533	0,0037%	F
BLACKROCK FUND MANAGERS LTD		396.725	0,0371%	F
BLACKROCK GLOBAL INDEX FUNDS		47.900	0,0045%	F
BLACKROCK INDEX SELECTION FUND		375.054	0,0351%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		52.232	0,0049%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		3.249.956	0,3038%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		6.955	0,0007%	F
BLACKROCK LIFE LIMITED		11.313	0,0011%	F
BLACKROCK LIFE LTD		60.711	0,0057%	F
BLACKROCK SOLUTIONS FUNDS ICAV		16.091	0,0015%	F
BLACKROCK UCITS CCF		37.031	0,0035%	F
BMO DIVERSIFIED INCOME PORTFOLIO		14.504	0,0014%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.574	0,0003%	F
BMO MSCI EAFE INDEX ETF		168.552	0,0158%	F
BMO MSCI EAFE SMALL-MID CAP INDEX ETF		184	0,0000%	F
BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE		130.172	0,0122%	F
BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND		6.807	0,0006%	F
BNY MELLON INTERNATIONAL EQUITY ETF		19.158	0,0018%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		26.463	0,0025%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		8.805	0,0008%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		6.534	0,0006%	F
BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND		6.196	0,0006%	F
BRIDGE BUILDER INTERNATIONAL E		27.353	0,0026%	F
BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO		3.820	0,0004%	F
BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD		5.636	0,0005%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,0004%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		11.874	0,0011%	F
CAISSE DE RETRAITE D'HYDRO-QUEBEC		1	0,0000%	F
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		771.156	0,0721%	F
CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD		1.322	0,0001%	F
CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND		497	0,0000%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,0000%	F
CAPULA TAIL RISK MASTER FUND LIMITED		3.414	0,0003%	F
CARDANO COMMON CONTRACTUAL FUND		4.523	0,0004%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		79.681	0,0074%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)		2.808	0,0003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,0025%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,0006%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)		2.490	0,0002%	F
CARESUPER		54.439	0,0051%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	42,7319%	F
CASSA NAZIONALE DI PREVIDENZA E ASSISTENZA FORENSE	80027390584	22.155.000	2,0710%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.063	0,0003%	F
CENTRAL PROVIDENT FUND BOARD		1.019	0,0001%	F
CHARLES C. GATES TRUST OF 6/30/1941		3.478	0,0003%	F
CHINA LIFE INSURANCE COMPANY LIMITED		326	0,0000%	F
CHORELIA N 11		200.840	0,0188%	F
CHORELIA N 3		141.131	0,0132%	F
CHORELIA N 7		179.128	0,0167%	F
CHORELIA N 9		203.554	0,0190%	F
CIN BELGIUM LIMITED		17	0,0000%	F
CITITRUST LIMITED		6.213	0,0006%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		6.806	0,0006%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		52.397	0,0049%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,0017%	F
CNTRL PNSON FND INTRNTNL UNION		34.459	0,0032%	F
COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF		190	0,0000%	F
COLUMBIA THREADNEEDLE (IRL) ICAV		2.252	0,0002%	F
COLUMBIA THREADNEEDLE (LUX) III		3.297	0,0003%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		238.698	0,0223%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		558	0,0001%	F
COMMONWEALTH OF PA - TREASURY		6.233	0,0006%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM		69.305	0,0065%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM		2.089	0,0002%	F
COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT		4.878	0,0005%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		121.689	0,0114%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.759	0,0007%	F
CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		10.092	0,0009%	F
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY		15.789	0,0015%	F
CPR ACTIONS EURO PREMIUM SELECT		427	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CPR ACTIONS EURO RESPONSABLE		120.496	0,0113%	F
CPR EUROPE ESG POCHE COR		13.208	0,0012%	F
CRN AMUNDI ACTIONS		161.464	0,0151%	F
CSAA INSURANCE EXCHANGE		1.740	0,0002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		25.490	0,0024%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975		3.627	0,0003%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		6.337	0,0006%	F
DC-AKTIEN-FONDS		1.741	0,0002%	F
DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS		37.588	0,0035%	F
DEKA VALUE PLUS		108.994	0,0102%	F
DEKA-RAB		6.795	0,0006%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		1.370	0,0001%	F
DESTINATIONS INTERNATIONAL EQU		7.256	0,0007%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,0001%	F
DPCTA-MASTERFONDS		15.139	0,0014%	F
DYNAMIC PROFILE FINECO AM FUND I		5.582	0,0005%	F
DYNAMIC PROFILE FINECO AM FUND V		113.230	0,0106%	F
DYNAMIC PROFILE FINECO AM FUND VI		91.818	0,0086%	F
DYNAMIC PROFILE FINECO AM FUND VII		109.959	0,0103%	F
EDF RETRAITE LONG TERME INDICIELLE		13.858	0,0013%	F
EMBO-FONDS		11.075	0,0010%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		3.434	0,0003%	F
EMPOWER ANNUITY INSURANCE COMPANY		16.809	0,0016%	F
ENPAM		200.000	0,0187%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		11.738.658	1,0973%	F
ENVIRONMENT FUND		3.506	0,0003%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		855	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		1.370	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		3.818	0,0004%	F
EQUIPSUPER		57.778	0,0054%	F
ERAFP ACTIONS EURO I		628.664	0,0588%	F
ERI BAYERNINVEST FONDS AKTIEN EUROPA		10.448	0,0010%	F
EVERGREEN SUSTAINABLE WORLD STOCKS		9.000	0,0008%	F
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES		1.072	0,0001%	F
FAMILY INVESTMENTS CHILD TRUST FUND		7.175	0,0007%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		8.919	0,0008%	F
FCP SODIUM I		25.274	0,0024%	F
FGV ACTIONS EUROPE LM A		16.762	0,0016%	F
FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND		1.682.067	0,1572%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		16.436	0,0015%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		126.654	0,0118%	F
FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF		42.356	0,0040%	F
FIDELITY FUNDS - ITALY POOL		647.908	0,0606%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		3.004	0,0003%	F
FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND		41.087	0,0038%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		56.240	0,0053%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND		3.082	0,0003%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		103.377	0,0097%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		185.036	0,0173%	F
FIDELITY SALEM STREET TRUST FIDELITY FLEX INTERNATIONAL FOCUSED INDEX FUND		5.092	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		47.903	0,0045%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		230.553	0,0216%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA		18.759	0,0018%	F
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL MOMENTUM INDEX FUND		106.973	0,0100%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.		804.742	0,0752%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		242.870	0,0227%	F
FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF		43.412	0,0041%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		8.200	0,0008%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		16.176	0,0015%	F
FLOURISH INVESTMENT CORPORATION		14.574	0,0014%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,0016%	F
FONDAZIONE CASSA DI RISPARMIO DI CUNEO	96031120049	1.133.000	0,1059%	F
FONDAZIONE CASSA DI RISPARMIO DI FIRENZE	00524310489	1.000.000	0,0935%	F
FONDAZIONE CASSA DI RISPARMIO DI PADOVA E ROVIGO	92057140284	500.000	0,0467%	F
FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA	00499230373	1.702.438	0,1591%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		21	0,0000%	F
FONDS DE RESERVE POUR LES RETRAITES		47.364	0,0044%	F
FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.)		22.930	0,0021%	F
FONDS FUER STIFTUNGEN INVESCO		9.232	0,0009%	F
FOOLIQ EHF		881	0,0001%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		1.145	0,0001%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,0001%	F
FOREIGN STOCK INDEX MOTHER FUND		32.631	0,0031%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,0007%	F
FUNDO DE PENSOES .		5.355	0,0005%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,0011%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		46.196	0,0043%	F
GENERALI AKTIVMIX DYNAMIK PROTECT 80		2.925	0,0003%	F
GENERALI FUTURE LEADERS ITALIA		23.900	0,0022%	F
GENERALI INVESTMENTS SICAV		32.843	0,0031%	F
GENERALI ITALIA SPA		120.500	0,0113%	F
GEORGIA TECH FOUNDATION, INC		46.499	0,0043%	F
GERANA SICAV-SIF, S.A.		8.456	0,0008%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		1.942	0,0002%	F
GLOBAL MULTI FACTOR EQUITY FUND		26.510	0,0025%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P		2.677	0,0003%	F
GLOBAL RESEARCH EQUITY-EXTENDED MASTER FUND (CAYMAN)		2.677	0,0003%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		33.639	0,0031%	F
GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF		1.127	0,0001%	F
GOLDMAN SACHS FUNDS II		50.234	0,0047%	F
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.		60.484	0,0057%	F
GOVERNMENT PENSION INVESTMENT FUND		712.025	0,0666%	F
GREEN CENTURY MSCI INTERNATION		14.411	0,0013%	F
HASE EUROPA		35.000	0,0033%	F
HC RENTE		1.812	0,0002%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		64.697	0,0060%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		25.248	0,0024%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		5.784	0,0005%	F
HP+P STIFTUNGSFONDS		15.900	0,0015%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		5.546	0,0005%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND		2.736	0,0003%	F
HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND		130.766	0,0122%	F
IBM 401(K) PLUS PLAN TRUST		34.061	0,0032%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
IC EUROPE EQUITY ESG INDEX FUND		1.996	0,0002%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		828.738	0,0775%	F
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC		16.749	0,0016%	F
ING DIRECT SICAV		20.363	0,0019%	F
INSPIRE INTERNATIONAL ETF		100.681	0,0094%	F
INTERNATIONAL EQUITIES B UNIT TRUST		3.407	0,0003%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		483	0,0000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		1.018	0,0001%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		3.285	0,0003%	F
INTERNATIONAL MONETARY FUND		30.572	0,0029%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV		5.164	0,0005%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS		12.329	0,0012%	F
IP ACTIONS EURO		12.402	0,0012%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,0001%	F
ISHARES CORE MSCI EAFE ETF		3.285.519	0,3071%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		287.905	0,0269%	F
ISHARES CORE MSCI EUROPE ETF		241.120	0,0225%	F
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF		513.697	0,0480%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		633.876	0,0593%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		7.818	0,0007%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		12.443	0,0012%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		41.427	0,0039%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		11.000	0,0010%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		893.524	0,0835%	F
ISHARES EURO STOXX UCITS ETF (DE)		191.039	0,0179%	F
ISHARES EUROPE ETF		82.745	0,0077%	F
ISHARES GLOBAL EQUITY FACTOR ETF		6.543	0,0006%	F
ISHARES GLOBAL FINANCIALS ETF		17.290	0,0016%	F
ISHARES II PUBLIC LIMITED COMPANY		1.129.456	0,1056%	F
ISHARES III PUBLIC LIMITED COMPANY		1.495.029	0,1398%	F
ISHARES INTERNATIONAL DIVIDEND GROWTH ETF		129.228	0,0121%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		188.347	0,0176%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		3.490	0,0003%	F
ISHARES IV PUBLIC LIMITED COMPANY		1.280.236	0,1197%	F
ISHARES MSCI ACWI ETF		117.036	0,0109%	F
ISHARES MSCI ACWI EX U.S. ETF		141.150	0,0132%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		32.841	0,0031%	F
ISHARES MSCI EAFE ETF		1.580.267	0,1477%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		283.824	0,0265%	F
ISHARES MSCI EAFE MIN VOL FACTOR ETF		1.497.432	0,1400%	F
ISHARES MSCI EAFE VALUE ETF		1.206.247	0,1128%	F
ISHARES MSCI EUROPE FINANCIALS ETF		496.270	0,0464%	F
ISHARES MSCI EUROPE IMI INDEX ETF		13.658	0,0013%	F
ISHARES MSCI EUROZONE ETF		575.583	0,0538%	F
ISHARES MSCI INTL MOMENTUM FACTOR ETF		214.784	0,0201%	F
ISHARES MSCI ITALY ETF		515.503	0,0482%	F
ISHARES MSCI KOKUSAI ETF		1.530	0,0001%	F
ISHARES MSCI WORLD ETF		45.986	0,0043%	F
ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF		331	0,0000%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		10.831	0,0010%	F
ISHARES PUBLIC LIMITED COMPANY		2.048.803	0,1915%	F
ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE		88.189	0,0082%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		354.574	0,0331%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		167.591	0,0157%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		1.285.371	0,1202%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.174.506	0,2033%	F
ISHARES V PUBLIC LIMITED COMPANY		371.901	0,0348%	F
ISHARES VI PUBLIC LIMITED COMPANY		745.763	0,0697%	F
ISHARES VII PUBLIC LIMITED COMPANY		919.469	0,0859%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		56.745	0,0053%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,0002%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		2.611	0,0002%	F
J & J PENSION FUND OFP		114.623	0,0107%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		1.826	0,0002%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		16.613	0,0016%	F
JOHNSON & JOHNSON UK GROUP RETIREMENT PLAN		10.973	0,0010%	F
JPM MULTI INCOME FUND		21.955	0,0021%	F
JPMORGAN BETABUILDERS EUROPE ETF		146.125	0,0137%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		43.417	0,0041%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		5.137	0,0005%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		15.715	0,0015%	F
JPMORGAN EUROPE STRATEGIC DIVIDEND FUND		4.326	0,0004%	F
JPMORGAN FLEXIBLE INCOME ETF		253	0,0000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		2.739	0,0003%	F
JPMORGAN FUNDS		283.372	0,0265%	F
JPMORGAN GLOBAL ALLOCATION FUND		554	0,0001%	F
JPMORGAN INCOME BUILDER FUND		6.846	0,0006%	F
JPMORGAN INVESTMENT FUNDS		334.404	0,0313%	F
JPMORGAN MULTI BALANCED FUND		1.680	0,0002%	F
KAISER FOUNDATION HOSPITALS		3.693	0,0003%	F
KAISER PERMANENTE GROUP TRUST		4.379	0,0004%	F
KBI FUNDS ICAV		32.723	0,0031%	F
KBI GLOBAL INVESTMENT FUND		18.268	0,0017%	F
KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1		7.286	0,0007%	F
KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR		4.585	0,0004%	F
KOKUSAI EQUITY INDEX FUND, A S		8.501	0,0008%	F
KUTXABANK GESTION SGIIC, S.A.		233.308	0,0218%	F
KUTXABANK PENSIONES, S.A., SGFP		89.110	0,0083%	F
LAWRENCE LIVERMORE NATIONAL SECURITY, LLC AND TRIAD NATIONAL SECURITY, LLC DEFINED BENEFIT PENSION PLAN GROUP TRUST		4.766	0,0004%	F
LBBW AM INVESTMENTGES. MBH LBB W AM-MONACO		6.250	0,0006%	F
LBBW AM INVESTMENTGES. MBH LBBW AM-RENDITEF.NR.1 BANTLEO		6.339	0,0006%	F
LBBW AM-ALME INVEST		34.000	0,0032%	F
LBBW AM-CESRA5PLUS		10.000	0,0009%	F
LBBW AM-MASTER SUEDPFALZ		37.100	0,0035%	F
LBBW ASSET MANAGEMENT INVESTMENTGESELLSCHAFT MBH		261.576	0,0245%	F
LBBW GLOBAL DIVIDEND		120.000	0,0112%	F
LBBW ZYKLUS STRATEGIE		14.000	0,0013%	F
LCL ACTIONS EURO CORE		76.726	0,0072%	F
LCL ACTIONS MONDE HORS EUROPE EUR		39.291	0,0037%	F
LFM ACTIONS MONDE VOLATILITE CONTROLEE		89.564	0,0084%	F
LGT SLC EQUITY OPT POOL SSGA		14.403	0,0013%	F
LOB HOLDING SRL		2.500	0,0002%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		14.184	0,0013%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		9.424	0,0009%	F
LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS(		26.063	0,0024%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		404.382	0,0378%	F
LUX IM GLOBAL EQUITY VALUE		39.388	0,0037%	F
LVIP SSGA INTERNATIONAL INDEX FUND		58.233	0,0054%	F
MACK EAFE EQUITY POOL		10.445	0,0010%	F
MACKENZIE EUROPEAN SMALL-MID CAP FUND		79.427	0,0074%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		22.986	0,0021%	F
MAM EUROPA GROWTH		17.000	0,0016%	F
MAN FUNDS XII SPC-MAN 17831 SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		3.898	0,0004%	F
MAN NUMERIC CITY LIMITS FUND LLC C/O NUMERIC INVESTORS LLC		4.295	0,0004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MAN NUMERIC INTERNATIONAL ALPHA (US) LP		2.105	0,0002%	F
MANAGED PENSION FUNDS LIMITED		54.898	0,0051%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.129	0,0001%	F
MARSHALL WACE INV STRATEGIES-TOPS INTERNATIONAL EQUITIES FD C/O MARSHALL WACE LLP ACTING AS ALTERNATIVE INVESTMENT FUND		29.715	0,0028%	F
MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP		226.716	0,0212%	F
MARSHALL WACE INVESTMENT STRATEGIES - TOPS FUND C/O MARSHALL WACE LLP		192.528	0,0180%	F
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND C/O MARSHALL WACE LLP ACTING AS INVESTMENT MANAGER		109.829	0,0103%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND		29.084	0,0027%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP		24.353	0,0023%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE LLP ACTING AS IA		58.915	0,0055%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,0002%	F
MBB PUBLIC MARKETS I LLC		24.258	0,0023%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		1.625	0,0002%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH		465	0,0000%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I		8.474	0,0008%	F
MEDIOLANUM FLESSIBILE FUTURO ITALIA		1.244.177	0,1163%	F
MEDIOLANUM FLESSIBILE SVILUPPO ITALIA		182.000	0,0170%	F
MERCER OSS TRUST		1.033	0,0001%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,0012%	F
MERCER UCITS COMMON CONTRACTUALFUND		105.413	0,0099%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		18.341	0,0017%	F
MERISTEM GLOBAL EQUITY FUND LLC		16.107	0,0015%	F
METIS EQUITY TRUST		5.982	0,0006%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415		86.661	0,0081%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS F11		6.140	0,0006%	F
MGI FUNDS PLC		78.022	0,0073%	F
MGTS AFH DA FUND		68.320	0,0064%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		23.602	0,0022%	F
MI-FONDS 384		13.960	0,0013%	F
MI-FONDS F47		29.979	0,0028%	F
MI-FONDS K25		126.090	0,0118%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	35,7201%	F
MINISTRY OF ECONOMY AND FINANCE		76.728	0,0072%	F
MISSOURI EDUCATION PENSION TRUST		42.322	0,0040%	F
MONUTA VERZEKERINGEN		9.132	0,0009%	F
MORGAN STANLEY PATHWAY FUNDS		11.721	0,0011%	F
MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		1.144	0,0001%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,0009%	F
MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		84.086	0,0079%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		151.134	0,0141%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		12.752	0,0012%	F
MT TOTAL RETURN FUND		68.990	0,0064%	F
MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND		1.887	0,0002%	F
MULTI UNITS FRANCE - AMUNDI FT		474.258	0,0443%	F
MULTI UNITS FRANCE - AMUNDI MS		23.152	0,0022%	F
MULTI UNITS LUX AMUNDI EUROPE		86.490	0,0081%	F
MULTI UNITS LUX AMUNDI EUROPEA		414	0,0000%	F
MULTI UNITS LUX AMUNDI MSCI		1.741	0,0002%	F
MULTI UNITS LUX AMUNDI MSCI EM		32.824	0,0031%	F
MULTI UNITS LUX AMUNDI S P		257.307	0,0241%	F
MULTI UNITS LUXEMBOURG - AMUND		74.366	0,0070%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		423.856	0,0396%	F
MWIS - TOPS FUND - NON FLIP		36.827	0,0034%	F
MWIS TOPS WORLD EQUITIES AC		13.010	0,0012%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,0012%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		7.973	0,0007%	F
NATIONWIDE INTERNATIONAL INDEX FUND		18.420	0,0017%	F
NATWEST ST JAMES S PLACE GLOBALQUALITY UNIT TRUST		8.569	0,0008%	F
NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST		11.269	0,0011%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE GLOBAL GROWTH UN		7.090	0,0007%	F
NBIMC EAFE EQUITY INDEX FUND.		1	0,0000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		8.407	0,0008%	F
NEF RISPARMIO ITALIA		10	0,0000%	F
NEUALT LLC		22.800	0,0021%	F
NEUBERGER BERMAN ETF TRUST - NEUBERGER INTERNATIONAL CORE EQUITY ETF		24.771	0,0023%	F
NEW AIRWAYS PENSION SCHEME		2.654	0,0002%	F
NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST		2.129	0,0002%	F
NFS LIMITED		5.026	0,0005%	F
NOLA GUIDO		40.000	0,0037%	F
NORDEA STABLE PERFORMANCE FAM		2.740	0,0003%	F
NORGES BANK		9.916.178	0,9269%	F
NORTHERN LIGHTS FUND TRUST IV		14.419	0,0013%	F
NOW PENSIONS TRUST		34.471	0,0032%	F
NUVEEN INTERNATIONAL EQUITY INDEX FUND		66.763	0,0062%	F
NVIT INTERNATIONAL INDEX FUND		1	0,0000%	F
OPENWORLD PUBLIC LIMITED COMPANY		703	0,0001%	F
ORKNEY ISLANDS COUNCIL PENSION FUND		120.110	0,0112%	F
PACER TRENDPILOT INTERNATIONAL ETF		3.687	0,0003%	F
PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST		114	0,0000%	F
PEGASUS-UI-FONDS		36.777	0,0034%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.159	0,0002%	F
PEOPLE'S BANK OF CHINA		157.209	0,0147%	F
PEPCO HOLDINGS INC. VEBA TRUST		839	0,0001%	F
PERPETUAL GLOBAL ALLOCATION ALPHA FUND		5.413	0,0005%	F
PFA PENSION FORSIKRINGSAKTIESELSKAB		23.014	0,0022%	F
PFIZER INC. MASTER TRUST		1.127	0,0001%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.067	0,0001%	F
PHILIP VERONICA A KOVACH JT TEN/WROS 2934		19	0,0000%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,0006%	F
PRIME SUPER PTY LTD		4.376	0,0004%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		7.922	0,0007%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		80.434	0,0075%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		31.087	0,0029%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		107.804	0,0101%	F
PURPOSE FUND CORP		1.103	0,0001%	F
QIC INTERNATIONAL EQUITIES FUND.		2.128	0,0002%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,0808%	F
RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST		26.242	0,0025%	F
RBC INDIGO INTERNATIONAL EQUITYINDEX FUND		1.177	0,0001%	F
REGIME DE RETRAITE DU PERSONNEL CPE		130.522	0,0122%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		58.085	0,0054%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		340.357	0,0318%	F
RLA GLOBAL SHARE FUND		5.627	0,0005%	F
RLA INTERNATIONAL EQUITIES FUND		14.165	0,0013%	F
RLA NZ INTERNATIONAL EQUITIES FUND		5.818	0,0005%	F
ROBIN 1-FONDS		79.144	0,0074%	F
ROPS EURO P		59.291	0,0055%	F
ROPS SMART INDEX EURO		32.638	0,0031%	F
ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT		730	0,0001%	F
RTX SAVINGS PLAN MASTER TRUST		143.034	0,0134%	F
RUGGERI FAUSTO		9	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		12.224	0,0011%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.573	0,0008%	F
RUSSELL INVESTMENT COMPANY PLC		29.058	0,0027%	F
RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND		2.661	0,0002%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND		7.081	0,0007%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		7.497	0,0007%	F
RUSSELL INVESTMENTS INTERNATIONAL EQUITY POOL .		1.104	0,0001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND		1.901	0,0002%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.530	0,0004%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.634	0,0003%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		1.915	0,0002%	F
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND		3.836	0,0004%	F
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST		10.690	0,0010%	F
RUTGERS THE STATE UNIVERSITY		1.945	0,0002%	F
SAS TRUSTEE CORPORATION POOLED FUND		103.496	0,0097%	F
SBC MASTER PENSION TRUST		8.896	0,0008%	F
SCHRODER FORESTERS BALANCED FUND		19.150	0,0018%	F
SCHRODER GLOBAL CORE FUND		8.443	0,0008%	F
SCHRODER GLOBAL EQUITY ACTIVE UCITS ETF		22.839	0,0021%	F
SCHRODER GLOBAL EQUITY CUSTOM ACTIVE UCITS ETF		1.749	0,0002%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		1.498	0,0001%	F
SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND		18.787	0,0018%	F
SCHRODER INTERNATIONAL SELECTION FUND		130.984	0,0122%	F
SCHRODER MANAGED BALANCED FUND		9.144	0,0009%	F
SCHRODER PENSION MANAGEMENT LIMITED		15.369	0,0014%	F
SCHRODER QEP GLOBAL CORE FUND		66.273	0,0062%	F
SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND		6.401	0,0006%	F
SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND		8.938	0,0008%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		11.369	0,0011%	F
SCHRODERS CAPITAL SEMI-LIQUID		2.634	0,0002%	F
SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND		56.291	0,0053%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		262.353	0,0245%	F
SCHWAB INTERNATIONAL EQUITY ETF		994.494	0,0930%	F
SCHWAB INTERNATIONAL INDEX FUND		297.131	0,0278%	F
SCOTIA GLOBAL GROWTH FUND		345.886	0,0323%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		2.515	0,0002%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		15.115	0,0014%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		1.922	0,0002%	F
SEI GLOBAL MASTER FUND PLC		505.537	0,0473%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,0004%	F
SEI INSTITUTIONAL INTERNATIONAL TRST INTERNATIONAL EQTY FND		144.785	0,0135%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND		6.025	0,0006%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND		200.946	0,0188%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		26.894	0,0025%	F
SEI SELECT INTERNATIONAL EQUITY ETF		75.580	0,0071%	F
SELECTION EURO CLIMAT JANVIER 2025		63.635	0,0059%	F
SELECTION FRANCE SOCIAL JANVIER 2022		238.837	0,0223%	F
SG ACTIONS INTERNATIONALES		21.225	0,0020%	F
SHELL CANADA 2007 PENSION PLAN		882	0,0001%	F
SIEMENS BALANCED		38.847	0,0036%	F
SIEMENS EMU EQUITIES		56.874	0,0053%	F
SIEMENS EUROINVEST AKTIEN		7.813	0,0007%	F
SIEMENS QUALITAET AND DIVIDENDE EUROPA		55.503	0,0052%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SIEMENS-FONDS SIEMENS-RENTE		37.809	0,0035%	F
SILVER AMUNDI EUROPE EQUITY CO		63.793	0,0060%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		683.880	0,0639%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		382.854	0,0358%	F
SMART WHOLESALE GLOBAL EQUITY ESG FUND		9.264	0,0009%	F
SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND		16.073	0,0015%	F
SMTB FOREI GN STOCK INDEX MOTHER FUND		506	0,0000%	F
SOCIAL PROTECTION FUND		24.338	0,0023%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.371	0,0002%	F
SOGECAP ACTIONS - MID CAP		52.599	0,0049%	F
SOGECAP AP CLIMAT PAB		27.059	0,0025%	F
SP INTERNATIONAL SHARES TRUST		5.469	0,0005%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		545.682	0,0510%	F
SPDR MSCI ACWI EXUS ETF		33.527	0,0031%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		11.669	0,0011%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		105.740	0,0099%	F
SPDR MSCI WORLD QUALITY MIX ETF		726	0,0001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		577	0,0001%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		587.211	0,0549%	F
SPDR PORTFOLIO EUROPE ETF		21.038	0,0020%	F
SPDR S&P WORLD EX AUSTRALIA CARBON AWARE ETF		2.182	0,0002%	F
SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND		47.101	0,0044%	F
SPW MANAGED ICVC - SPW TACTICALFUND 1		12.699	0,0012%	F
SPW MANAGED ICVC - SPW TACTICALFUND 2		5.145	0,0005%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		32.155	0,0030%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.442	0,0326%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		2.667	0,0002%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		70.375	0,0066%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		155.976	0,0146%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		1.344.462	0,1257%	F
ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING		403	0,0000%	F
STAR PASTEUR		17.656	0,0017%	F
STATE OF MINNESOTA		190.816	0,0178%	F
STATE STREET CCF		7.916	0,0007%	F
STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND		4.952	0,0005%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		2.497	0,0002%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		200.319	0,0187%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		130.200	0,0122%	F
STATE STREET GLOBAL INDEX PLUS TRUST		1.554	0,0001%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		89.864	0,0084%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		4.706	0,0004%	F
STATE STREET IRELAND UNIT TRUST		13.838	0,0013%	F
STATE STREET TOTAL RETURN VIS FUND		2.624	0,0002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,0070%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G		1.124	0,0001%	F
STICHTING CZ FUND DEPOSITARY		15.021	0,0014%	F
STICHTING HEINEKEN PENSIOENFONDS.		14.109	0,0013%	F
STICHTING PENSIOENFONDS CAMPINA		6.180	0,0006%	F
STICHTING PENSIOENFONDS HOOGOVENS		5.622	0,0005%	F
STICHTING PENSIOENFONDS PGB		119.239	0,0111%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,0002%	F
STICHTING PENSIOENFONDS RAIL & OPENBAAR VERVOER		9.498	0,0009%	F
STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER		57.468	0,0054%	F
STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS		11.263	0,0011%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,0008%	F
STOKIC MARKO		20	0,0000%	F
STOLLER FOUNDATION		2.211	0,0002%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		5.219	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SUN LIFE STATE STREET INTERNATIONALEQUITY INDEX FUND		6.485	0,0006%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		14.542	0,0014%	F
SUSTAINABLE GS 1 TRUST		6.128	0,0006%	F
SWISS NATIONAL BANK		1.278.084	0,1195%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.825	0,0005%	F
TANGERINE BALANCED GROWTH PORTFOLIO		6.756	0,0006%	F
TANGERINE BALANCED INCOME PORTFOLIO		545	0,0001%	F
TANGERINE BALANCED PORTFOLIO		4.579	0,0004%	F
TANGERINE EQUITY GROWTH PORTFOLIO		8.763	0,0008%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		36.536	0,0034%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		190.375	0,0178%	F
TEAM SUPERANNUATION FUND		20.347	0,0019%	F
TESCO PLC PENSION SCHEME		325	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORP		1	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		1	0,0000%	F
THE ANNENBERG FOUNDATION.		5.501	0,0005%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		175.923	0,0164%	F
THE CALIFORNIA WELLNESS FOUNDATION		3.507	0,0003%	F
THE CAPTIVE INVESTORS FUND		9.044	0,0008%	F
THE GOVERNING COUNCIL OF THE SALVATION ARMY IN		67.852	0,0063%	F
THE HEALTH FOUNDATION.		1.624	0,0002%	F
THE INCUBATION FUND LTD		114	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		5.439	0,0005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142		26.168	0,0024%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151		20.761	0,0019%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,0002%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		6.790	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		29.299	0,0027%	F
THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR GIM MULTI ASSET MOTHER FUND		556	0,0001%	F
THE MONKS INVESTMENT TRUST PLC		1.057.071	0,0988%	F
THE MOTOROLA PENSION SCHEME.		3.992	0,0004%	F
THE PEOPLE'S PENSION SCHEME		20.841	0,0019%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		13.809	0,0013%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		13.982	0,0013%	F
THE SALVATION ARMY OFFICERS' RETIREMENT TRUST FUND		16.553	0,0015%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		92.627	0,0087%	F
THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		45.929	0,0043%	F
THRIFT SAVINGS PLAN		1.363.835	0,1275%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		708.636	0,0662%	F
TIMOTHY PLAN INTERNATIONAL ETF.		34.850	0,0033%	F
TOPS GLBL EQS LE FD NON FLIP		6.342	0,0006%	F
TOPS WLD EX-US FUND NON FLIP		142.372	0,0133%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,0029%	F
TRANSAMERICA MSCI EAFE INDEX VP		2.795	0,0003%	F
TRATON-UI-DYNAMIK		13.772	0,0013%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST		113.920	0,0106%	F
TSA EQUITY FUND #2		2.363	0,0002%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,0002%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS		10.100	0,0009%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS		187.284	0,0175%	F
UI MAIN I UF BLACKROCK EUROPE		2.668	0,0002%	F
UI MAIN I UNIVERSAL FONDS UKA		5.447	0,0005%	F
UI MAIN VI UNIV FDS MSCI WORLD		900	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UI SMART AND FAIR FONDS		11.060	0,0010%	F
UIFONDS AKTIEN EUROPE MVOLA PASSIVE		56.981	0,0053%	F
UI-FONDS BAV RBI AKTIEN		110.401	0,0103%	F
UI-FONDS RBSG		490	0,0000%	F
UNI OF EDINBURGH BG DEVEL WORLD EQ FD		52.861	0,0049%	F
UNICAJA ASSET MANAGEMENT, S.G.I.I.C., S.A.		60.803	0,0057%	F
UNICARE SAVINGS PLAN		17.267	0,0016%	F
UNISUPER		7.782	0,0007%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND		1.660	0,0002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		5.323	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH		295.856	0,0277%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		8.861	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS		31.053	0,0029%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS		7.700	0,0007%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1		9.466	0,0009%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		11.926	0,0011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS		14.292	0,0013%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN		198.958	0,0186%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF RANW-UNIVERSAL-FONDS V		50.407	0,0047%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		8.168	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1		2.296	0,0002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		5.138	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,0001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-NO-AKTIEN (490305)		62.510	0,0058%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP		58.338	0,0055%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MIT BESCHRAENKTER HAFT		300.000	0,0280%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS		2.504	0,0002%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		1.500	0,0001%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKAAKTIENEUROPAESG		123.608	0,0116%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		1.626	0,0002%	F
UTAH STATE RETIREMENT SYSTEMS		65.905	0,0062%	F
VAN VOORST TOT VOORST BEREND AM		25	0,0000%	F
VANECK ETFS N.V.		797.034	0,0745%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		13.024	0,0012%	F
VANGUARD ACTIVE GLOBAL GROWTH FUND		19.483	0,0018%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		4.415.187	0,4127%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		9.071	0,0008%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		90.709	0,0085%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		158	0,0000%	F
VANGUARD EUROPEAN STOCK INDEX FUND		1.121.505	0,1048%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		103.951	0,0097%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		5.526	0,0005%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		2.750.170	0,2571%	F
VANGUARD FTSE ALL-WORLD EX-US INDEX FUND		1.049.141	0,0981%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		116.292	0,0109%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		13.618	0,0013%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		48.377	0,0045%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		635.741	0,0594%	F
VANGUARD GLOBAL EQUITY FUND		1.084.581	0,1014%	F
VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND		502.057	0,0469%	F
VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND		246	0,0000%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		1.983	0,0002%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		136	0,0000%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		377.916	0,0353%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		12.803	0,0012%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF		8.979	0,0008%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF		8.881	0,0008%	F
VANGUARD INVESTMENTS FUNDS ICVC VANGUARD GLOBAL EQUITY FUND		103.284	0,0097%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		182.641	0,0171%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF		14.820	0,0014%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF		5.084	0,0005%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF		37.815	0,0035%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.635.864	0,6203%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		340.749	0,0319%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		16.210	0,0015%	F
VARIOPARTNER SICAV		20.772	0,0019%	F
VENERABLE INTERNATIONAL INDEX FUND		20.812	0,0019%	F
VFMC INTERNATIONAL EQUITY TRUST1		7.263	0,0007%	F
VFMC INTERNATIONAL EQUITY TRUST2		13.578	0,0013%	F
VFMC LOW VOLATILITY EQUITY TRUST 1		15.162	0,0014%	F
VFMC LOW VOLATILITY EQUITY TRUST 2		31.556	0,0029%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		26.610	0,0025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		41.817	0,0039%	F
VIRGINIA RETIREMENT SYSTEM		17.264	0,0016%	F
VOYA GLOBAL INCOME AND GROWTH FUND		44.515	0,0042%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		12.810	0,0012%	F
VOYA MULTI-MANAGER INTERNATIONAL EQUITY FUND		1.397	0,0001%	F
VOYA VACS INDEX SERIES I PORTFOLIO		45.006	0,0042%	F
VR BANK KT EURO CONTROL		8.944	0,0008%	F
WASHINGTON STATE INVESTMENT BOARD		167.104	0,0156%	F
WHEELS COMMON INVESTMENT FUND		1.555	0,0001%	F
WINDWISE MSCI EAFE INDEX NON-LENDING		9.527	0,0009%	F
WISDOMTREE INTERNATIONAL AI ENHANCED VALUE FUND		20.509	0,0019%	F
WM POOL - EQUITIES TRUST NO. 38 - SCHRODER		4.637	0,0004%	F
WM POOL - EQUITIES TRUST NO. 75		98.076	0,0092%	F
WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED		390	0,0000%	F
WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF		131.645	0,0123%	F
WSSP INTERNATIONAL EQUITIES TRUST		7.046	0,0007%	F
ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA		45.162	0,0042%	F
405 MSTV 1 LP - AQR- NON FLIP		8.478	0,0008%	C
405 MSTV I LP-TREASURY INTL		11.377	0,0011%	C
405 MSTV LP		11.377	0,0011%	C
801 INVESTMENTS LLC		4.605	0,0004%	C
AB SICAV III DYNAMIC ALL MARK		1.732	0,0002%	C
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		812	0,0001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ABERDEEN GROUP CHARITABLE TRUST		665	0,0001%	C
ABN AMRO FGR		795	0,0001%	C
ABN AMRO FUNDS		19.347	0,0018%	C
ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND		1.793	0,0002%	C
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		48.551	0,0045%	C
ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND		7.507	0,0007%	C
ACCIDENT COMPENSATION CORPORATION		60.546	0,0057%	C
ACHMEA PENSIOEN- EN LEVENSVERZEKERINGEN N.V		81.990	0,0077%	C
ACHMEA REINSURANCE COMPANY N.V		8.775	0,0008%	C
ACHMEA SCHADEVERZEKERINGEN N.V		17.339	0,0016%	C
ACHMEA VARIABLE SECURITIES HEALTH FUND		23.406	0,0022%	C
AEGON CUSTODY B.V.		67.584	0,0063%	C
AEGON CUSTODY B.V..		15.995	0,0015%	C
AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL		8.650	0,0008%	C
AFER DIVERSIFIE ISR		32.029	0,0030%	C
AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS		25.483	0,0024%	C
AIA GLOBAL MULTI-FACTOR EQUITY FUND		52.657	0,0049%	C
AIB GROUP IRISH PENSION SCHEME		4.213	0,0004%	C
AILIS SICAV		44.365	0,0041%	C
AIM EQUITY EUROPE		17.670	0,0017%	C
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		14.256	0,0013%	C
ALASKA COMMON TRUST FUND		17.333	0,0016%	C
ALASKA PERMANENT FUND CORPORATION		13.399	0,0013%	C
ALLIANZ GLOBAL INVESTORS FUND		176.184	0,0165%	C
ALLIANZ GLOBAL INVESTORS GMBH		365.380	0,0342%	C
ALLIANZ GLOBAL INVESTORS GMBH ALLIANZGI-FONDS BTH		9.351	0,0009%	C
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		2.111	0,0002%	C
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		9.274	0,0009%	C
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS SUEWE SEGMENT AKTIEN WELT 2		22.950	0,0021%	C
ALLIANZGI FONDS AFE		67.713	0,0063%	C
ALLIANZGI S AKTIEN		174.245	0,0163%	C
ALLIANZGI-FONDS DSPT		11.361	0,0011%	C
ALLIANZGI-FONDS TOSCA		2.755	0,0003%	C
ALLOCATION INVEST EQUITY CORE		68.897	0,0064%	C
ALLOCATION PROTECTION 80		134.903	0,0126%	C
ALUMBRA INNOVATIONS FOUNDATION		626	0,0001%	C
AMERICAN BUREAU OF SHIPPING		553	0,0001%	C
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		476.287	0,0445%	C
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		25.611	0,0024%	C
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF		62.182	0,0058%	C
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		16.043	0,0015%	C
AMERICAN CENTURY ICAV		7.148	0,0007%	C
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,0005%	C
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,0028%	C
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		2.563	0,0002%	C
AMSELECT - HSBC EURO EQUITY VALUE		352.533	0;0330%	C
ANDRA AP-FONDEN		211.303	0,0198%	C
APOLLO INFRASTRUCTURE 2027		14.453	0,0014%	C
AQR ABSOLUTE RETURN MASTER ACCOUNT L.P.- STOCK SELECTION		2.783	0,0003%	C
AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP		4	0,0000%	C
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		13.224	0,0012%	C
AQR FLEX 1 SERIES LLC - SERIES A15		3.554	0,0003%	C
AQR FLEX 1 SERIES LLC - SERIES A9		73.060	0,0068%	C
AQR FLEX 1 SERIES LLC SERIES A10		26.140	0,0024%	C
AQR FLEX 1 SERIES LLC- SERIES A13		3.198	0,0003%	C
AQR FLEX 1 SERIES LLC- SERIES A16		9.637	0,0009%	C
AQR FLEX 1 SERIES LLC(DASH)SERIES A24		1.038	0,0001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND		24.946	0,0023%	C
AQR FUNDS - AQR MANAGED FUTURESSTRATEGY FUND		212.518	0,0199%	C
AQR FUNDS - AQR TREND TOTAL RETURN FUND		8.082	0,0008%	C
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,0021%	C
AQR FUNDS- AQR CVX FUSION FUND		1.619	0,0002%	C
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		342.461	0,0320%	C
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.848	0,0747%	C
AQR FUNDS- AQR LSE FUSION FUND		4.990	0,0005%	C
AQR FUNDS- AQR MS FUSION HV FUND		5.358	0,0005%	C
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		90.499	0,0085%	C
AQR FUNDSAQR MULTIASSET FUND		37.296	0,0035%	C
AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC		112.454	0,0105%	C
AQR INNOVATION FUND, L.P.		1.108	0,0001%	C
AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND		84.728	0,0079%	C
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		680	0,0001%	C
AQR TA DELPHI PLUS FUND LLC		4	0,0000%	C
AQR TA GLOBAL ALPHA FUND, NON FLIP		464.163	0,0434%	C
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		5.222	0,0005%	C
AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC		9.535	0,0009%	C
ARBEJDSMARKEDETS TILLAEGSPENSION		1.050.098	0,0982%	C
ARCA AZIONI ITALIA		537.376	0,0502%	C
ARCA BB		1.839	0,0002%	C
ARCA ECONOMIA REALE BILANCIATO ITALIA 55		37.014	0,0035%	C
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		6.172	0,0006%	C
ARERO - DER WELTFONDS - ESG		20.547	0,0019%	C
ARIZONA STATE RETIREMENT SYSTEM		196.900	0,0184%	C
ARRCO QUANT 1		110.306	0,0103%	C
ARRCO QUANT II		22.279	0,0021%	C
ARROWST CAP GL EQ AEF NON FLIP		23.112	0,0022%	C
ARROWST CAP NEWBURY NON FLIP		2.977	0,0003%	C
ARROWSTREET (CANADA) GLOBAL ACWI150 ALPHA EXTENSION FUND I		3.100	0,0003%	C
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		218.897	0,0205%	C
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		286.504	0,0268%	C
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		6.300	0,0006%	C
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P.		538	0,0001%	C
ARROWSTREET (DELAWARE) CUSTOM ALPHA EXTENSION FUND Q L.P.		14.809	0,0014%	C
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		1.586	0,0001%	C
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		300	0,0000%	C
ARROWSTREET CAPITAL NEWBURY FUND LIMITED.		137	0,0000%	C
ARROWSTREET COLLECTIVE INVESTMENT TRUST		290.985	0,0272%	C
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		18.443	0,0017%	C
ARROWSTREET GLOBAL EQUITY ACWI TRUST FUND		39.650	0,0037%	C
ARROWSTREET GLOBAL EQUITY FUND		1.122.195	0,1049%	C
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US TRUST FUND		60.203	0,0056%	C
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT		2.982	0,0003%	C
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		6.871	0,0006%	C
ARROWSTREET INTERNATIONAL EQUITY EAFE TRUST FUND		13.674	0,0013%	C
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		11.532	0,0011%	C
ARROWSTREET INVESTMENT TRUST - ARROWSTREET ACWI ALPHA EXT CO		154	0,0000%	C
ARROWSTREET US GROUP TRUST		121.867	0,0114%	C
ARTEMIS FUNDS (LUX).		35.082	0,0033%	C
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		1.396.028	0,1305%	C
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		752.975	0,0704%	C
ARTEMIS SMARTGARP UK EQUITY FUND		467.163	0,0437%	C
AS (CA) GBL WLD AEF I NON FLIP		1.293	0,0001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AS ACWI EX US AETF U NON FLIP		19.256	0,0018%	C
AS CAP GBL AC AEF CAY NON FLIP		69.019	0,0065%	C
AS DEV MARKET ALPHA EXT FD NON FLIP		1.864	0,0002%	C
AS INTL EQ EAFE AEF NON FLIP		8.872	0,0008%	C
ASCENSION ALPHA FUND LLC		12.128	0,0011%	C
ASIAN DEVELOPMENT BANK		2.332	0,0002%	C
ASR LEVENSVERZEKERING NV		31.534	0,0029%	C
ASR SCHADEVERZEKERING NV		10.953	0,0010%	C
ASSET MANAGEMENT EXCHANGE UCITS CCF ..		19.304	0,0018%	C
ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE		124.016	0,0116%	C
ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II		45.000	0,0042%	C
AUSTRALIAN CAPITAL TERRITORY		13.159	0,0012%	C
AVADIS FUND-AKTIEN WELT AST 2		16.642	0,0016%	C
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,0013%	C
AVALON PORTFOLIO II LLC		1.928	0,0002%	C
AVANTIS CIBC INTERNATIONAL EQUITY ETF		1.061	0,0001%	C
AXA AA DIVERSIFIE INDICIEL 1		30.709	0,0029%	C
AXA ASSICURAZIONI SPA		16.000	0,0015%	C
AXA EURO DIVIDEND DBVL		50.938	0,0048%	C
AXA EURO DIVIDEND K		51.866	0,0048%	C
AXA IM EQUITY TRUST		185.942	0,0174%	C
AXA LEBEN AG		68.220	0,0064%	C
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO		21.000	0,0020%	C
AXA MPS PREVIDENZA PER TE - CRESCITA		180.532	0,0169%	C
AXA PEA REGULARITE		1.032.794	0,0965%	C
AXA SELECT MULTI ACTIONS		5.383	0,0005%	C
AXA VERSICHERUNGEN AG		146.532	0,0137%	C
AXA WORLD FUNDS SICAV		19.000	0,0018%	C
AZIMUT LIFE DAC		1.279	0,0001%	C
AZL DFA INTERNATIONAL CORE EQUITY FUND		2.895	0,0003%	C
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		19.541	0,0018%	C
BANK OF KOREA		40.366	0,0038%	C
BCV ENHANCED EUROPE EQUITY ESG		3.152	0,0003%	C
BERESFORD FUNDS ICAV		10.362	0,0010%	C
BERESFORD FUNDS ICAV.		382	0,0000%	C
BEST INVESTMENT CORPORATION		8.336	0,0008%	C
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,0003%	C
BLACKROCK - IG INTERNATIONAL EQUITY POOL		16.320	0,0015%	C
BLACKROCK ADVANTAGE INTERNATIONAL FUND OF BLACKROCK FUNDS		166.302	0,0155%	C
BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II		1.444	0,0001%	C
BLACKROCK FUNDS I ICAV		78.927	0,0074%	C
BLACKROCK GLOBAL FUNDS		20.456	0,0019%	C
BLACKROCK INTERNATIONAL ALPHA TILTS FUND		17.766	0,0017%	C
BLACKROCK LIFE LTD		7.468	0,0007%	C
BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II		7.385	0,0007%	C
BLACKROCK SOLUTIONS FUNDS ICAV		69.472	0,0065%	C
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		279	0,0000%	C
BNP PARIBAS APOLLO GLOBAL WATER		35.147	0,0033%	C
BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE		237.664	0,0222%	C
BNP PARIBAS ATHENA PRESTIGE S&P 100		248.857	0,0233%	C
BNP PARIBAS DISRUPTIVE TECHNOLOGY CAPITAL GARANTI 2026		16.699	0,0016%	C
BNP PARIBAS EASY - ALPHA ENHANCED EUROPE		3.159	0,0003%	C
BNP PARIBAS EASY - DIVIDEND EUROPE		82.154	0,0077%	C
BNP PARIBAS EASY - ESG ENHANCED EUROPE		300	0,0000%	C
BNP PARIBAS EASY - EUR OVERNIGHT		40.300	0,0038%	C
BNP PARIBAS EASY - GROWTH EUROPE		98.206	0,0092%	C
BNP PARIBAS EASY - MSCI EMU		2.484	0,0002%	C
BNP PARIBAS EASY - MSCI EUROPE		3.000	0,0003%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF		1.780.768	0,1665%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF		246	0,0000%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD EQUAL WEIGHT SELECT UCITS ETF		2.368	0,0002%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF		6.261	0,0006%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF		1.072	0,0001%	C
BNP PARIBAS EASY MSCI EMU MIN TE		140.598	0,0131%	C
BNP PARIBAS EASY MSCI EUROPE MIN TE		170.987	0,0160%	C
BNP PARIBAS EQUITY - FOCUS ITALIA		37.613	0,0035%	C
BNP PARIBAS FUNDS - SEASONS		144.928	0,0135%	C
BOC-PRUDENTIAL EUROPEAN EQUITY FUND		6.000	0,0006%	C
BOC-PRUDENTIAL EUROPEAN INDEX FUND		44.593	0,0042%	C
BONITAS POOLED INVESTMENT FUND SERIES - DYNAMIC EUROPEAN EQUITY FUND		18.790	0,0018%	C
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S		44.000	0,0041%	C
BRIDGE BUILDER TAX MANAGED INT		3.267	0,0003%	C
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.702	0,0028%	C
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		647	0,0001%	C
BRUCE POWER PENSION PLAN .		1.363	0,0001%	C
BUILDERS ASSET MANAGEMENT WATER LLC		19.011	0,0018%	C
BUILDERS VISION FOUNDATION		11.480	0,0011%	C
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		18.012	0,0017%	C
BUREAU OF PUBLIC SERVICE PENSION FUND		5.605	0,0005%	C
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC		589.360	0,0551%	C
CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STAATSPERSONALS		1.482	0,0001%	C
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		794.316	0,0743%	C
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		7.279	0,0007%	C
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.252	0,0023%	C
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.916	0,0005%	C
CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND		1.357	0,0001%	C
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		25.001	0,0023%	C
CANDRIAM SUSTAINABLE EQUITY QUANT EUROPE		373.096	0,0349%	C
CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET		4.939	0,0005%	C
CATERPILLAR INC. MASTER RETIREMENT TRUST		3.379	0,0003%	C
CATERPILLAR INVESTMENT TRUST.		4.702	0,0004%	C
CAVEC LA FRANCAISE DIVERSIFIE		14.939	0,0014%	C
CBS INSURANCE COMPANY LIMITED		2.387	0,0002%	C
CDN ACWI ALPHA TILTS FUND		6.514	0,0006%	C
CENTRAL BANK OF IRELAND MSCI PAB		24.434	0,0023%	C
CERES FONDS D ACTIONS MONDE		5.492	0,0005%	C
CERVURITE INTERNATIONAL LLC		27.240	0,0025%	C
CFSIL RE CNEALTH GS FD 16		12.938	0,0012%	C
CFSIL-COMMONWLTH GBL SHARE FD 17		265.654	0,0248%	C
CG TPT AUTHORISED CONTRACTUAL SCHEME		3.624	0,0003%	C
CHCP GLOBAL SECURITIES LP		2.533	0,0002%	C
CHEVRON MASTER PENSION TRUST		2.773	0,0003%	C
CHRISTOPHER J HEBERLIG		148	0,0000%	C
CHRISTOPHER METTLER		347	0,0000%	C
CHUNGHWA POST CO. LTD		8.349	0,0008%	C
CHURCH COMMISSIONERS FOR ENGLAND		6.165	0,0006%	C
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		11.989	0,0011%	C
CIBC EUROPEAN INDEX FUND		2.435	0,0002%	C
CIBC INTERNATIONAL EQUITY INDEX ETF		5.950	0,0006%	C
CIBC INTERNATIONAL EQUITY INDEX POOL		1.539	0,0001%	C
CIBC INTERNATIONAL INDEX FUND		34.032	0,0032%	C
CIBC PENSION PLAN		17.060	0,0016%	C
CIBC QI GLOBAL LOW VOLATILITY DIVIDEND POOL		1.865	0,0002%	C
CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF		287.169	0,0268%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE		40.166	0,0038%	C
CITITRUST LTD		2.239	0,0002%	C
CITW FUND, LP		516	0,0000%	C
CITY OF NEW YORK GROUP TRUST		89.008	0,0083%	C
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		26.316	0,0025%	C
CITY UNIVERSITY OF NEW YORK		331	0,0000%	C
CM-AM ADVANCED		3.200	0,0003%	C
CM-AM CONVERTIBLES EUROPE		12.000	0,0011%	C
CM-AM CONVICTIONS EURO		372.000	0,0348%	C
CM-AM CONVICTIONS FLEXIBLE EURO		19.000	0,0018%	C
CM-AM PEA SECURITE		1.655.860	0,1548%	C
CM-AM PEA SERENITE		426.629	0,0399%	C
CNBF RB OSTRUM ACTION EURO		35.917	0,0034%	C
CNBF RC OSTRUM ACTION EURO		71.936	0,0067%	C
CNP ASSURANCES IARD MANDAT 287		19.218	0,0018%	C
CNP ASSURANCES PREVOYANCE MANDAT 285		34.518	0,0032%	C
CNP RETRAITE R01 PLACEMENT PTF		505.425	0,0472%	C
CO PERATIE KLAVERBLAD VERZEKERINGEN UA		16.096	0,0015%	C
COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED		12.336	0,0012%	C
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,0008%	C
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		40.471	0,0038%	C
COMMISSION DE LA CAISSE COMMUNE		6.132	0,0006%	C
COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN		3.600	0,0003%	C
CONSERVATION INTERNATIONAL FOUNDATION, INC.		386	0,0000%	C
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,0002%	C
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,0001%	C
CONTI GESTION		12.125	0,0011%	C
CORALIUM PEA SANTE RESERVE		109.895	0,0103%	C
CRAMA LOIRE BRETAGNE ACTIONS		39.985	0,0037%	C
CREDIT MUTUEL ASSET MANAGEMENT		195.000	0,0182%	C
CREDIT SUISSE INDEX FUND (LUX)		416.811	0,0390%	C
CS PORTFOLIO LLC		42.020	0,0039%	C
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND		86.197	0,0081%	C
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		3.942	0,0004%	C
CX CADENCE LIMITED-DEAZELEY		7.129	0,0007%	C
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.		547	0,0001%	C
D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C		153	0,0000%	C
D.E. SHAW OCULUS INTL NON FLIP		37.727	0,0035%	C
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC		129	0,0000%	C
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.		303	0,0000%	C
DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC		3.101	0,0003%	C
DEAM-FONDS ZDV		3.193	0,0003%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROLAND AKT.LOWRISK		54.372	0,0051%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROPA AKTIEN SPEZIAL		46.344	0,0043%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		145.545	0,0136%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		5.052	0,0005%	C
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		57.049	0,0053%	C
DEKA INVESTMENT GMBH RE A-FU 5-FONDS		11.460	0,0011%	C
DEKA INVESTMENT GMBH RE GLOBALE AKTIEN		36.512	0,0034%	C
DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO A		21.692	0,0020%	C
DEKA INVESTMENT GMBH VZWL MASTERFONDS		14.308	0,0013%	C
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,0006%	C
DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02		1.952	0,0002%	C
DEKA INVESTMENT GMBH W/A-REVI 2		28.000	0,0026%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		403.887	0,0378%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CLIMATE CHANGE ESG CTB UCITS ETF		15.254	0,0014%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE CLIMATE CHANGE ESG CTB UCITS ETF		33.372	0,0031%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		11.955	0,0011%	C
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD CLIMATE CHANGE ESG UCITS ETF		11.502	0,0011%	C
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		29.301	0,0027%	C
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		32.154	0,0030%	C
DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL		10.342	0,0010%	C
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET EUROPA FOKUS AS		14.000	0,0013%	C
DEKA INVESTMENT GMBH W/ELB AKTIEN GLOBAL MULTIFACTOR PASSIV		6.345	0,0006%	C
DEKA INVESTMENT GMBH W/HEGAU-BODENSEE FM 1 W/U03		8.500	0,0008%	C
DEKA INVESTMENT GMBH W/HFW-FONDS W/S2 AKTIEN EUROPA		19.432	0,0018%	C
DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II		4.786	0,0004%	C
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,0005%	C
DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV		1.256	0,0001%	C
DEKA INVESTMENT GMBH W/SKYHOOK INVEST - DEKA		168	0,0000%	C
DEKA INVESTMENT GMBH W/SSH-FONDS W/U07		17.799	0,0017%	C
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		7.257	0,0007%	C
DEKA INVESTMENT GMBH W/TREVALIS U02		440	0,0000%	C
DEKA INVESTMENT GMBH W/TREVALIS U03		17.631	0,0016%	C
DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02		16.351	0,0015%	C
DEKA INVESTMENT GMBH W/WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN W/U02		4.793	0,0004%	C
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS		14.500	0,0014%	C
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG		22.100	0,0021%	C
DES VAL INTL.PEEQ CSH NON FLIP		60.170	0,0056%	C
DESJARDINS GLOBAL EQUITY GROWTHFUND		99.508	0,0093%	C
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		28.241	0,0026%	C
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		1.146	0,0001%	C
DESJARDINS RI DEVELOPED EXUSA EXCANADA MULTIFACTOR LOW CO2 ETF		90.546	0,0085%	C
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		32.006	0,0030%	C
DEUTSCHE DCG EQ		1.071	0,0001%	C
DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST		950	0,0001%	C
DFI LP EQUITY (PASSIVE		532	0,0000%	C
DIGITAL FUNDS STARS EUROZONE		9.321	0,0009%	C
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,0002%	C
DIMENSIONAL FUNDS PLC		62.549	0,0058%	C
DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E		187.404	0,0175%	C
DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI		4.496	0,0004%	C
DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E		1	0,0000%	C
DUNHAM INTERNATIONAL STOCK FUND		6.650	0,0006%	C
DWS INVESTMENT GMBH FOR DEAM-FONDS CPT		3.196	0,0003%	C
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		5.159	0,0005%	C
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		2.140	0,0002%	C
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,0013%	C
DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE		196.104	0,0183%	C
DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER		892	0,0001%	C
DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1		26.908	0,0025%	C
DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY		21.176	0,0020%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND		3.672	0,0003%	C
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT		61.715	0,0058%	C
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO		662	0,0001%	C
DWS INVESTMENT GMBH W/BBR 1 AP		8.706	0,0008%	C
DWS MULTI ASSET PIR FUND		30.000	0,0028%	C
DYNASTY INVEST LTD		1.134	0,0001%	C
E TRADE NO FEE INTERNATIONAL INDEX FUND		833	0,0001%	C
EAST SUSSEX PENSION FUND		3.751	0,0004%	C
EFFEPILUX SIC-AZIONARIO - PICT		4.720	0,0004%	C
ELEVA ABSOLUTE RETURN EUROPE FUND		8.268	0,0008%	C
EMPOWER ANNUITY INSURANCE COMPANY		30.207	0,0028%	C
ENGADINE EQUITY MASTER FUND		38.915	0,0036%	C
ENHANCED INDEX INTERNATIONAL SHARE FUND		2.086	0,0002%	C
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO		33.001	0,0031%	C
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		6.758	0,0006%	C
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		4.395	0,0004%	C
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.032	0,0005%	C
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		5.900	0,0006%	C
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.972	0,0003%	C
ERAFP ACTIONS EURO IV		314.138	0,0294%	C
ERIKOISSIJOITUSRAHASTO NORDEA NAVIGO		346	0,0000%	C
ERISA ACTIONS GRANDES VALEURS		625.889	0,0585%	C
ESSENTIA HEALTH		2.616	0,0002%	C
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,0003%	C
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,0005%	C
FCM INTERNATIONAL LLC		835	0,0001%	C
FEDEX CORPORATION EMPLOYEES PENSION TRUST		6.288	0,0006%	C
FG BALANCED		12.000	0,0011%	C
FGV ACTIONS EUROPE LM B		132.230	0,0124%	C
FIDDLER PARTNERS LLC		474	0,0000%	C
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		544	0,0001%	C
FIDEURAM FUND		2.311	0,0002%	C
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		1.420	0,0001%	C
FIRST PRIVATE EURO DIVIDENDEN STAUFER		28.190	0,0026%	C
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		433.385	0,0405%	C
FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF		37.190	0,0035%	C
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		5.703	0,0005%	C
FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF		12.256	0,0011%	C
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH ETF		181.638	0,0170%	C
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH PORTFOLIO		30.368	0,0028%	C
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		47.899	0,0045%	C
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		907.862	0,0849%	C
FJARDE AP-FONDEN.		11.335	0,0011%	C
FLEXSHARES DEVELOPED MARKETS EX - US QUALITY LOW VOLATILITY INDEX FUND		5.664	0,0005%	C
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1	0,0000%	C
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		1	0,0000%	C
FLORIDA RETIREMENT SYSTEM		32.429	0,0030%	C
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		261	0,0000%	C
FONDATION BOTNAR		10.645	0,0010%	C
FONDATION BOTNAR.		11.292	0,0011%	C
FONDITALIA		821.598	0,0768%	C
FONDS DE PLACEMENT PROMUTUEL GROUPE PROMUTUEL FEDERATION DE SOCIETES MUTUELLES DASSURANCE GENERALE		2.502	0,0002%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,0002%	C
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		2.408	0,0002%	C
FRANCIS FAMILY FUND APS		3.127	0,0003%	C
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		7.470	0,0007%	C
FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF		550.981	0,0515%	C
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF		156.020	0,0146%	C
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF		3.615	0,0003%	C
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF		4.130	0,0004%	C
FRANKLIN TEMPLETON ICAV		610.793	0,0571%	C
FUNDACAO CALOUSTE GULBENKIAN		642	0,0001%	C
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		291.521	0,0273%	C
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		46.625	0,0044%	C
FUTURE GROUP INTERNATIONAL EQUITIES FUND		16.417	0,0015%	C
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		274	0,0000%	C
G.A.-FUND-B - EQUITY BROAD EURO P		28.107	0,0026%	C
G.A.-FUND-B - WORLD EQUITIES PLUS		4.036	0,0004%	C
GAMLA LIVFORSAKRINGSAKTIEBOLAGET SEB TRYGG LIV		191.605	0,0179%	C
GARRAISKA INVESTMENTS		7.500	0,0007%	C
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		1.841	0,0002%	C
GCA MANDAT GESTION ACTIONS		32.798	0,0031%	C
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		57.791	0,0054%	C
GENERATION LIFE LIMITED		2.122	0,0002%	C
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		124.800	0,0117%	C
GLENDALOUGH ASSET MANAGEMENT LIMITED		2.709	0,0003%	C
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		1.866	0,0002%	C
GLOBAL EQUITIES ENHANCED INDEX FUND		31.044	0,0029%	C
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,0002%	C
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		5.801	0,0005%	C
GLOBAL SICAV - OFI INVEST ESG		12.058	0,0011%	C
GLOBAL SYSTEMATIC ACTIVE EQUITIES		17.495	0,0016%	C
GLOBAL X MSCI EAFE INDEX ETF		3.075	0,0003%	C
GMO ALTERNATIVE ALLOCATION FUND		37.974	0,0035%	C
GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES		18.806	0,0018%	C
GOLDMAN SACHS ETF ICAV		33	0,0000%	C
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA EUROPE EQUITY ETF		17.236	0,0016%	C
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA INTERNATIONAL EQUITY ETF		438.073	0,0409%	C
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		25.378	0,0024%	C
GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF		21.583	0,0020%	C
GOLDMAN SACHS FUNDS III		92.560	0,0087%	C
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		60.690	0,0057%	C
GOVERNMENT PENSION INVESTMENT FUND		676.253	0,0632%	C
GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND		13.022	0,0012%	C
GREAT-WEST INTERNATIONAL INDEX FUND		72.607	0,0068%	C
GREENFIELDS CAPITAL LIMITED		543	0,0001%	C
GREENFINCH FOUNDATION		2.460	0,0002%	C
GUIDEMARK WORLD EX-US FUND/GOLDMAN		43.751	0,0041%	C
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		50.136	0,0047%	C
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		62.982	0,0059%	C
HANG SENG INSURANCE COMPANY LIMITED		35.267	0,0033%	C
HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF		28.695	0,0027%	C
HAWTHORN DM LLC		9.325	0,0009%	C
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		688	0,0001%	C
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		472	0,0000%	C
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		11.100	0,0010%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,0009%	C
HEALTHCARE EMPLOYEES PENSION PLAN MANITOBA		137.281	0,0128%	C
HELABA INV KAPITALANL GES MBH HI SZVA 21 SFONDS		29.421	0,0028%	C
HELABA INVEST KAG MBH HI KAPPA 3 SFONDS		29.156	0,0027%	C
HELVETIA I EUROPA		43.537	0,0041%	C
HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T		2.129	0,0002%	C
HESTA		4.848	0,0005%	C
HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS		83.000	0,0078%	C
HI-AKTIEN-AKTIV-VALUE-SFONDS		49.000	0,0046%	C
HILLSDALE GLOBAL EQUITY FUND		4.068	0,0004%	C
HI-PROAM-STIFTUNGSFONDS		2.853	0,0003%	C
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		131.457	0,0123%	C
HORIZON BUSINESS SRI DYN DBI-RDT		37.479	0,0035%	C
HRW TESTAMENTARY TRUST NO. 11.		787	0,0001%	C
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,0005%	C
HRW TESTAMENTARY TRUST NO. 2		2.539	0,0002%	C
HRW TESTAMENTARY TRUST NO. 3		3.135	0,0003%	C
HRW TESTAMENTARY TRUST NO. 6		411	0,0000%	C
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,0004%	C
HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF		371	0,0000%	C
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF		689	0,0001%	C
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		16.389	0,0015%	C
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF		71.914	0,0067%	C
HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF		1.244	0,0001%	C
HSBC EURO EQUITY VOLATILITY FOCUSED		82.379	0,0077%	C
HSBC EUROPE EQUITY INCOME		147.680	0,0138%	C
HSBC GLOBAL INVESTMENT FUNDS		847.470	0,0792%	C
HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND		24.324	0,0023%	C
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		343.534	0,0321%	C
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		35.864	0,0034%	C
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		16.051	0,0015%	C
IADB STAFF RETIREMENT FUND		2.805	0,0003%	C
IALUMBRA HOLDING TRUST		12.400	0,0012%	C
IF IST - GLOBE INDEX		8.453	0,0008%	C
ILA - A-ILDSCG		2.038	0,0002%	C
ILA - A-ILEZEQG		9.250	0,0009%	C
ILA - A-ILGLOEQG		3.216	0,0003%	C
ILA - A-ILGLOEQN		852	0,0001%	C
ILA - RAFIMF		908	0,0001%	C
ILA-A-ILIMCFHY		3.105	0,0003%	C
ILA-A-ILSDMH		89.404	0,0084%	C
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		27.080	0,0025%	C
ILA-LA WORLD ESG SCREENED FUND		1.696	0,0002%	C
ILLINOIS MUNICIPAL RETIREMENT FUND		24.512	0,0023%	C
ILMARINEN MUTUAL PENSION INSURANCE COMPANY		623.475	0,0583%	C
IMCO GLOBAL PUBLIC EQUITY LP		77.185	0,0072%	C
IMPACTASSETS INC.		976	0,0001%	C
IMPERIAL GLOBAL EQUITY INCOME POOL		332.061	0,0310%	C
IMPERIAL INTERNATIONAL EQUITY POOL		704	0,0001%	C
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,2926%	C
INCOME INSURANCE LIMITED		10.013	0,0009%	C
INDOSUEZ EURO PATRIMOINE		139.388	0,0130%	C
INDOSUEZ EURO RENDEMENT		119.510	0,0112%	C
INSTITUTIONAL RETIREMENT TRUST		4.051	0,0004%	C
INSTITUTIONELLA AKTIEFONDEN STABIL		80.336	0,0075%	C
INTERFUND SICAV		13.416	0,0013%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		4.629	0,0004%	C
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		9.063	0,0008%	C
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		252.562	0,0236%	C
INTERNATIONAL EQUITY FUND		2.687	0,0003%	C
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		25.413	0,0024%	C
INVESCO ADVANTAGE INTERNATIONALFUND		1.119	0,0001%	C
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		90.987	0,0085%	C
INVESCO FUND MANAGERS LIMITED		64.467	0,0060%	C
INVESCO FUNDS		553.776	0,0518%	C
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		9.479	0,0009%	C
INVESCO GLOBAL EQUITY NET ZERO ETF		9.786	0,0009%	C
INVESCO MARKETS II PLC		61.100	0,0057%	C
INVESCO MARKETS II PUBLIC LIMITED COMPANY		64.822	0,0061%	C
INVESCO MARKETS III PLC		821	0,0001%	C
INVESCO MSCI EAFE INCOME ADVANTAGE ETF		7.283	0,0007%	C
INVESCO POOLED INVESTMENT FUND - EUROPE FUND		13.069	0,0012%	C
INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES		56.341	0,0053%	C
INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF		3.334	0,0003%	C
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF		4.640	0,0004%	C
INVESCO S&P INTERNATIONAL DEVELOPED ESG INDEX ETF		425	0,0000%	C
INVESCO SANDP INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		77.269	0,0072%	C
INVESCO SANDP INTERNATIONAL DEVELOPED MOMENTUM ETF		116.645	0,0109%	C
INVESTERINGSFORENINGEN BANKINVEST ENGROS,GLOBALE AKTIER AKK.KL		31.998	0,0030%	C
INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL		583	0,0001%	C
INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL		2.966	0,0003%	C
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		28.257	0,0026%	C
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		6.128	0,0006%	C
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		23.619	0,0022%	C
INVESTERINGSFORENINGEN LAEGERNES INVEST, LI AKTIER GLOBALE INDEKS		7.081	0,0007%	C
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL		1.705	0,0002%	C
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL		1.913	0,0002%	C
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL		3.956	0,0004%	C
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL		11.476	0,0011%	C
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL		5.163	0,0005%	C
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS GLOBALE STABILE AKTIER		29.932	0,0028%	C
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER		13.699	0,0013%	C
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.534	0,0003%	C
INVESTERINGSFORENINGEN NORDEA INVEST STABIL BALANCERET KL		6.644	0,0006%	C
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER AKKUMULERENDE KL		25.391	0,0024%	C
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER KL		89.574	0,0084%	C
INVESTERINGSFORENINGEN NORDEAINVEST ENGROS GLOBALE STABILE AKTIER - ETISK TILVALG		28.010	0,0026%	C
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS, GLOBALE AKTIER BASIS ESG KL		19.472	0,0018%	C
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		7.600	0,0007%	C
INVESTERINGSFORENINGEN PROFIL INVEST AFDELING FF		2.954	0,0003%	C
INVESTERINGSFORENINGEN SEBINVEST SEB EUROPA AKTIER AKL		6.063	0,0006%	C
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,0023%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		18.429	0,0017%	C
IPC MULTI-FACTOR INTERNATIONAL EQUITY		11.729	0,0011%	C
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		39.940	0,0037%	C
IRCANTEC ACTIONS MONDE SYST. SCHRODERS		29.475	0,0028%	C
IRISH LIFE ASSURANCE PLC		75.311	0,0070%	C
IRISH LIFE ASSURANCE.		40.818	0,0038%	C
IRISH LIFE CLIMATE FOCUSED FUND		1.663	0,0002%	C
IRR K LLC		4.519	0,0004%	C
ISHARES ENHANCED INTERNATIONAL ACTIVE ETF		88	0,0000%	C
ISHARES III PUBLIC LIMITED COMPANY		18.603	0,0017%	C
ISHARES INTERNATIONAL EQUITY FACTOR ROTATION ACTIVE ETF		2.807	0,0003%	C
ISLE OF MAN GOVERNMENT-TREASURY		5.346	0,0005%	C
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,0000%	C
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.226.421	0,1146%	C
JEFFREY LLC		14.160	0,0013%	C
JEREMY S. O'CONNOR LIVING TRUST		247	0,0000%	C
JNL INTERNATIONAL INDEX FUND		66.693	0,0062%	C
JNL/DFA INTERNATIONAL CORE EQUITY FUND		9.911	0,0009%	C
JNL/MELLON MSCI WORLD INDEX FUND		4.419	0,0004%	C
JOHN HANCOCK FUNDS II - MULTI-ASSET ABSOLUTE RETURN FUND		37.285	0,0035%	C
JOHN HANCOCK FUNDS II INCOME ALLOCATION FUND		1.419	0,0001%	C
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		63.747	0,0060%	C
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		8.380	0,0008%	C
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		16.429	0,0015%	C
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		5.403	0,0005%	C
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		38.376	0,0036%	C
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		32.997	0,0031%	C
JOHN T. WALTON FAMILY TRUST		120.586	0,0113%	C
JOSHUA GREEN CORPORATION		3.450	0,0003%	C
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,0002%	C
JTW TRUST NO. 3 UAD 9/19/02.		118	0,0000%	C
JTW TRUST NO. 4 UAD 9/19/02.		2.036	0,0002%	C
JTW TRUST NO. 5 UAD 9/19/02.		32	0,0000%	C
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5		59.744	0,0056%	C
KAPITALFORENINGEN EMD INVEST, VERDENSINDEKS		8.758	0,0008%	C
KAPITALFORENINGEN INVESTIN PRO		14.165	0,0013%	C
KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I		17.756	0,0017%	C
KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS		102.262	0,0096%	C
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		194.122	0,0181%	C
KBC ECO FUND/WORLD		17.073	0,0016%	C
KBC EQUITY FUND EUROZONE		547.074	0,0511%	C
KBC EQUITY FUND EUROZONE DBI-RDT		79.098	0,0074%	C
KBC EQUITY FUND SRI EUROZONE		856.476	0,0801%	C
KBC EQUITY FUND WORLD		168.610	0,0158%	C
KBC EQUITY FUND/EUROPE		48.054	0,0045%	C
KBC EQUITY FUND/SRI WORLD		230.559	0,0216%	C
KBC EQUITY FUND/WORLD DBI-ROT		54.621	0,0051%	C
KBC EQUITY SRI WORLD DBI-RDT		19.803	0,0019%	C
KBC INST FUND EURO EQUITY		51.823	0,0048%	C
KBC INSTITUTIONAL FUND SRI EURO		60.425	0,0056%	C
KBC INSTITUTIONAL FUND/SRI WORLD EQUITY		13.934	0,0013%	C
KBC INSTITUTIONAL INVESTOR		3.936	0,0004%	C
KERI ANN O'CONNOR REVOCABLE TRUST		37	0,0000%	C
KFP MARKETABLE LLC		60	0,0000%	C
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		17.974	0,0017%	C
KODAK RETIREMENT INCOME PLAN 343 ST		22.451	0,0021%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KUMPULAN WANG PERSARAAN (DIPERBADANKAN		4.902	0,0005%	C
L&G DEVELOPED WORLD MOMENTUM FACTOR INDEX FUND		663	0,0001%	C
LA FRANCAISE LUX - CARBON IMPACT INCOME		743	0,0001%	C
LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES		104.828	0,0098%	C
LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION		2.790	0,0003%	C
LAB QS DYNAMIC EQUITY FUND LP		99	0,0000%	C
LACERA MASTER OPEB TRUST		11.377	0,0011%	C
LAKE AVENUE INVESTMENTS LLC		18.058	0,0017%	C
LARGE CAP INTL PORTFOLIO OF DFA INV		2	0,0000%	C
LATVIJAS BANKA		2.666	0,0002%	C
LBPAM 3 MOIS		1.847.637	0,1727%	C
LBPAM FRANCECAP 100 NOVEMBRE 2030		887.036	0,0829%	C
LBPAM ISR ACTIONS FOCUS EUROPE		279.234	0,0261%	C
LBPAM SHORT TERM		133.000	0,0124%	C
LEE M. HOWER TRUST		114	0,0000%	C
LEGAL & GENERAL CCF.		2.342	0,0002%	C
LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E		5.801	0,0005%	C
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO		15.041	0,0014%	C
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE		12.020	0,0011%	C
LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED		330	0,0000%	C
LEGAL & GENERAL GLOBAL EQUITY INDEX FUND		12.796	0,0012%	C
LEGAL & GENERAL ICAV.		1.052	0,0001%	C
LEGAL & GENERAL MSCI EAFE FUND LLC		45.786	0,0043%	C
LEGAL & GENERAL MSCI EAFE SL FUND LLC		21.723	0,0020%	C
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		16.102	0,0015%	C
LEGAL & GENERAL UCITS ETF PUBLIC LIMITED COMPANY		9.483	0,0009%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		13.054	0,0012%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND		296	0,0000%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		194.036	0,0181%	C
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		1.223	0,0001%	C
LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED		26.502	0,0025%	C
LEGAL AND GENERAL CCF		509	0,0000%	C
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		39.575	0,0037%	C
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		272	0,0000%	C
LEGAL AND GENERAL EUROPEAN INDEX TRUST		221.148	0,0207%	C
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		26.779	0,0025%	C
LEGAL AND GENERAL UCITS ETF PLC		200.433	0,0187%	C
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME		47	0,0000%	C
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		398	0,0000%	C
LGT SLC EQ EMV POOL CC AND L		1.137	0,0001%	C
LLB FUND SERV. AG ATD LLB AKTIEN EUROPA (EUR)		20.561	0,0019%	C
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,0004%	C
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.286	0,0005%	C
LOF ALL ROADS		23.999	0,0022%	C
LOF ALL ROADS CONSERVATIVE		4.129	0,0004%	C
LOF ALL ROADS GROWTH		17.973	0,0017%	C
LOF TARGETNETZERO EUROPE EQUITY		10.182	0,0010%	C
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME		637.770	0,0596%	C
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.		911.840	0,0852%	C
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		68.730	0,0064%	C
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MASTER TRUST		12.897	0,0012%	C
LUXCELLENCE HELVETIA EUROP EQUITY		6.372	0,0006%	C
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		9.286	0,0009%	C
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		178.667	0,0167%	C
M INTERNATIONAL EQUITY FUND		2.463	0,0002%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MACF 3		89	0,0000%	C
MACQUARIE INTERNATIONAL EQUITIES FUND		17.922	0,0017%	C
MACQUARIE MULTI-FACTOR FUND		2.603	0,0002%	C
MANDAT ACTION HGAM		253.978	0,0237%	C
MANULIFE GLOBAL FUND (SICA		25.138	0,0023%	C
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		25.882	0,0024%	C
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		6.330	0,0006%	C
MARGETTS FUND MANAGEMENT LTD		81.326	0,0076%	C
MARIGOLD TACTICAL STRATEGIES LTD		1.273	0,0001%	C
MARYLAND STATE RETIREMENT PENSION SYSTEM		27.390	0,0026%	C
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		10.525	0,0010%	C
MATB MSCI KOKUSAI INDEX MOTHER FUND		9.716	0,0009%	C
MATIG ACT MONDE		120.013	0,0112%	C
MATIGNON ACTIONS DYNAMIQUES		34.562	0,0032%	C
MBB PUBLIC MARKETS I LLC		4.413	0,0004%	C
MBB SMART FUND C LLC		14.329	0,0013%	C
MBB SMART FUND P LLC		12.148	0,0011%	C
MDPIM INTERNATIONAL EQUITY INDEX POOL		27.212	0,0025%	C
MERCER GE INTERNATIONAL EQUITY FUND		2.111	0,0002%	C
MERCER GLOBAL EQUITY FUND		34.419	0,0032%	C
MERCER NONUS CORE EQUITY FUND		218.776	0,0205%	C
MERCER PASSIVE INTERNATIONAL SHARES FUND		2.576	0,0002%	C
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		205	0,0000%	C
MERCER QIF COMMON CONTRACTUAL FUND		152.592	0,0143%	C
MERCER UCITS COMMON CONTRACTUALFUND		70.155	0,0066%	C
MERCER UNHEDGED OVERSEAS SHARES TRUST		10.321	0,0010%	C
MERCK AND CO INC MASTER RETIREMENT TRUST		7.418	0,0007%	C
MET WAT REC DST RF NRN TRUST GLV 997261		5.040	0,0005%	C
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,0006%	C
METROPOLITAN LIFE INSURANCE COMPANY		10.063	0,0009%	C
MGI FUNDS PLC		14.029	0,0013%	C
MICHELET TUNNEL		25.128	0,0023%	C
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,0002%	C
MIGROS BANK (LUX) FONDS 30		1.100	0,0001%	C
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,0001%	C
MIGROS BANK (LUX) FONDS 50		1.540	0,0001%	C
MIGROS BANK (LUX) FONDS INTERSTOCK		1.160	0,0001%	C
MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS		2.999	0,0003%	C
MINEWORKERS' PENSION SCHEME		51.355	0,0048%	C
MOA INTERNATIONAL FUND		532.408	0,0498%	C
MONTSEGUR CROISSANCE		43.159	0,0040%	C
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		1.651	0,0002%	C
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		227	0,0000%	C
MOTHER CABRINI HEALTH FOUNDATION, INC		28.842	0,0027%	C
MOUNT HATTON INVESTMENTS LIMITED		4.204	0,0004%	C
MULTIMIX WHOLESALE INTERNATIONAL SHARES TRUST		2.466	0,0002%	C
MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX		34.833	0,0033%	C
N.V. HAGELUNIE		1.643	0,0002%	C
NATIONAL CATHOLIC INVESTMENT TRUST		1.048	0,0001%	C
NATIONAL EMPLOYEMENT SAVINGS TRUST		1.010.119	0,0944%	C
NATIONAL PENSION INSURANCE FUND		2	0,0000%	C
NATIXIS AM FUNDS		40.116	0,0037%	C
NATIXIS IRCEM RETRAITE FCP		17.990	0,0017%	C
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,0001%	C
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		14.354	0,0013%	C
NEW YORK STATE COMMON RETIREMENT FUND		3.292	0,0003%	C
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN.		2.345	0,0002%	C
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		687.141	0,0642%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NGEE ANN POLYTECHNIC		6.607	0,0006%	C
NICOLE M. O'CONNOR IRREVOCABLE TRUST		89	0,0000%	C
NORDEA 1 SICAV		1.257.738	0,1176%	C
NORDEA 2 SICAV		19.159	0,0018%	C
NORDEA DISCRETIONARY GLOBAL EQUITY FUND		18.861	0,0018%	C
NORDEA EUROPEAN INDEX SELECT FUND		17.169	0,0016%	C
NORDEA GLOBAL EQUITY ALLOCATION FUND		18.566	0,0017%	C
NORDEA GLOBAL INDEX SELECT FUND		17.185	0,0016%	C
NORDEA PLAN BALANSERT FUND		2.751	0,0003%	C
NORDEA PLAN KONSERVATIV FUND		568	0,0001%	C
NORDEA PLAN MODERAT FUND		1.228	0,0001%	C
NORDEA PLAN OFFENSIV FUND		4.332	0,0004%	C
NORDEA PLAN VEKSTORIENTERT FUND		1.437	0,0001%	C
NORDEA PREMIUM ASSET MANAGEMENT BALANCED FUND		10.089	0,0009%	C
NORDEA PREMIUM ASSET MANAGEMENT GROWTH FUND		5.227	0,0005%	C
NORDEA PREMIUM ASSET MANAGEMENT MODERATE FUND		8.527	0,0008%	C
NORDEA PRO STABLE RETURN FUND		47.706	0,0045%	C
NORDEA SAVINGS 30 FUND		3.991	0,0004%	C
NORDEA SAVINGS 50 FUND		6.371	0,0006%	C
NORDEA SAVINGS 75 FUND		4.669	0,0004%	C
NORDEA STABIL		18.950	0,0018%	C
NORDEA STABILE AKSJER GLOBAL FUND		623.454	0,0583%	C
NORDEA STABILE AKSJER GLOBAL VALUTASIKRET FUND		417.016	0,0390%	C
NORDEA STABLE RETURN FUND		67.906	0,0063%	C
NORDEA STRATEGA 15		2.085	0,0002%	C
NORDEA STRATEGA 35		17.091	0,0016%	C
NORDEA STRATEGA 50		14.590	0,0014%	C
NORDEA STRATEGA 70		20.328	0,0019%	C
NORDEA STRATEGA 90 FUND		920	0,0001%	C
NORDEA WORLD INDEX SELECT FUND		18.786	0,0018%	C
NORTHAMPTONSHIRE PENSION FUND		3.500	0,0003%	C
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		133.622	0,0125%	C
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		16.302	0,0015%	C
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		28.536	0,0027%	C
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		22.198	0,0021%	C
NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST		695.578	0,0650%	C
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		311.294	0,0291%	C
NORTHERN TRUST UCITS FGR FUND		121.686	0,0114%	C
NORTHERN WORLD SELECTION INDEX FUND		22.561	0,0021%	C
NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST		4.235	0,0004%	C
NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,0004%	C
NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST		6.527	0,0006%	C
NT MSCI EAFE INDEX FUND		1	0,0000%	C
NT WORLD GREEN TRANSITION INDEX FUND		488	0,0000%	C
NTGI-QM COMMON DAILY EAFE		65.528	0,0061%	C
NUCLEAR ELECTRIC INSURANCE LIMITED		6.097	0,0006%	C
NZAM EURO STOXX PARIS-ALIGNED		357	0,0000%	C
OFI INVEST ESG DYNAMIQUE EURO		8.430	0,0008%	C
OFI INVEST ESG EQUILIBRE EURO		13.695	0,0013%	C
OFI INVEST ESG PRUDENT EURO		4.550	0,0004%	C
OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.		121.300	0,0113%	C
ONEMARKETS ITALY ICAV		6.644	0,0006%	C
ONEMARKETS MSCI EUROPE UNIVERSAL UCITS ETF		506	0,0000%	C
ONEMARKETS MSCI WORLD UNIVERSAL UCITS ETF		104	0,0000%	C
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		4.373	0,0004%	C
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL		36.828	0,0034%	C
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		51.871	0,0048%	C
ORANO ACTIONS EUROPEENNES		22.313	0,0021%	C
OSMOSIS ICAV		12.913	0,0012%	C
OVERSTORY CAPITAL LLC		1.471	0,0001%	C
PARAMETRIC INTERNATIONAL EQUITYFUND		4.800	0,0004%	C
PARMA PEA NOVEMBRE 2025		15.121	0,0014%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PASSIVE GLOBAL SHARE TRUST		8.834	0,0008%	C
PENSION BENEFIT GUARANTY CORPORATION		103.442	0,0097%	C
PENSION RESERVES INVESTMENT TRUST FUND		54.657	0,0051%	C
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		305.786	0,0286%	C
PEOPLE'S BANK OF CHINA		206.792	0,0193%	C
PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND		394	0,0000%	C
PERTUBUHAN KESELAMATAN SOSIAL		22.849	0,0021%	C
PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		2.433	0,0002%	C
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,0001%	C
PHOENIX UNIT TRUST MANAGERS LIMITED		196.250	0,0183%	C
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		2.969	0,0003%	C
PICTET AI ENHANCED INTERNATION		535	0,0001%	C
PICTET CH - GLOBAL EQUITIES		3.568	0,0003%	C
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		20.278	0,0019%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,0014%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		5.755	0,0005%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		9.207	0,0009%	C
PICTET CH INSTITUTIONAL EUROPEAN EX SWISS EQUITIES TRACKER EX SL		16.074	0,0015%	C
PICTET CH INSTITUTIONAL WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,0002%	C
PICTET EUROLAND INDEX		12.903	0,0012%	C
PICTET EUROPE INDEX		62.189	0,0058%	C
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		134.591	0,0126%	C
PINK CALI LLC		486	0,0000%	C
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA		1.714	0,0002%	C
PIVOTAL PHILANTHROPIES FOUNDATION		1.207	0,0001%	C
PLATO INST I FUND EURO EQUITY		11.590	0,0011%	C
PLATO INSTIT INDEX FND WORLD DBI-RDT		12.837	0,0012%	C
PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY		29.285	0,0027%	C
PLATO INSTITUTIONAL INDEX FUND/WORLD		33.785	0,0032%	C
PLEIADES TRUST		79.666	0,0074%	C
POINT72 ASSOCIATES LLC		117	0,0000%	C
POINT72 ASSOCIATES LLC C/O FINSCO LIMITED		494	0,0000%	C
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		61.442	0,0057%	C
POOL PARSUMO CAPITAL AG AKTIEN WELT		7.500	0,0007%	C
POOL SWISS ROCK AKTIEN GLB		3.361	0,0003%	C
PORTZAMPARC MOMENTUM ISR		62.000	0,0058%	C
PRAXIS INTERNATIONAL INDEX FUND		51.414	0,0048%	C
PRESBYTERIAN CHRUCH IN AMERICA 403 (B) (9) RETIREMENT PLAN		2.841	0,0003%	C
PRI JP MORGAN EUROZONE EQUITY		183.150	0,0171%	C
PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND		24.161	0,0023%	C
PRINCIPAL FUNDS, INC. - OVERSEAS FUND		4.179	0,0004%	C
PRINCIPAL LIFE INSURANCE COMPANY		12.041	0,0011%	C
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,0001%	C
PRO-GEN INVESTMENTS LLC		1.449	0,0001%	C
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		27.874	0,0026%	C
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.385	0,0001%	C
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		1.277	0,0001%	C
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		18.286	0,0017%	C
PRUDENTIAL HONG KONG LIMITED		3.710	0,0003%	C
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		5.770	0,0005%	C
PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI		70.797	0,0066%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		111.901	0,0105%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		176.049	0,0165%	C
PUBLIC SECTOR PENSION INVESTMENT BOARD.		289.739	0,0271%	C
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND		262.255	0,0245%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND 2		34.996	0,0033%	C
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		384.779	0,0360%	C
QUALITY EDUCATION FUND		849	0,0001%	C
QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES		503.564	0,0471%	C
RAIFFEISEN KAPITALANLAGE GESELLSCHAFT M.B.H NV AKTIEN GLOBAL		1.319	0,0001%	C
RAINDROPS CAPITAL LIMITED		1.967	0,0002%	C
RBC EUROPEAN EQUITY FUND ROYAL TRUST		259.443	0,0243%	C
RBC EUROPEAN MID-CAP EQUITY FUND		102.925	0,0096%	C
RBC INTERNATIONAL DIVIDEND GROWTH FUND		64.108	0,0060%	C
REALDANIA		60.885	0,0057%	C
REASSURE LIMITED		114.884	0,0107%	C
REGIME DE RENTES DU MOUVEMENT DESJARDINS		15.640	0,0015%	C
RETIREMENT BENEFITS INVESTMENT FUND		3.652	0,0003%	C
RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.		27.792	0,0026%	C
RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND		1.345	0,0001%	C
RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC		3.382	0,0003%	C
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		20.782	0,0019%	C
ROBECO CAPITAL GROWTH FUNDS		41.344	0,0039%	C
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,0030%	C
ROBECO UCITS ICAV		3	0,0000%	C
ROBECO UMBRELLA FUND I N.V.		2.645	0,0002%	C
ROBUST MULTI ASSET FUND		71.932	0,0067%	C
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,0007%	C
ROSANIA ELMAN		1	0,0000%	C
ROSEFINCH FOUNDATION		2.460	0,0002%	C
ROSEN FAMILY TRUST		35	0,0000%	C
ROTHSCHILD MARTIN MAUREL		212.465	0,0199%	C
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.306	0,0068%	C
RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES SMALL & MID CAP		33.033	0,0031%	C
RPAQ 2015 FUND LP		24.255	0,0023%	C
RUSSELL WGGW LTD.		2.518	0,0002%	C
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		782	0,0001%	C
SAKKARAH 7 FCP		18.186	0,0017%	C
SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD		162	0,0000%	C
SCHLUMBERGER GROUP TRUST AGREEMENT		28.229	0,0026%	C
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		9.663	0,0009%	C
SCOTT FITZGERALD		224	0,0000%	C
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		34.481	0,0032%	C
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		21.951	0,0021%	C
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.097	0,0002%	C
SEB EUROPE EXPOSURE		75.751	0,0071%	C
SEB FUND 1 - SEB EUROPE EQUITY FUND		135.437	0,0127%	C
SEB FUND 3 - SEB GLOBAL ALL COUNTRIES EXPOSURE		97.054	0,0091%	C
SEB FUND 3 - SEB PENSION FUND		3.048	0,0003%	C
SEB FUND 3 - SEB PENSION FUND EXTRA		44	0,0000%	C
SEB FUND 3 - SEB PENSION FUND PLUS		63	0,0000%	C
SELFFINANCING POSTSECONDARY EDUCATION FUND		592	0,0001%	C
SENTINEL INTERNATIONAL FUND		1.046	0,0001%	C
SHELL NEDERLAND PENSIOENFONDS STICHTING		22.208	0,0021%	C
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		37	0,0000%	C
SIMPLICITY HEDGED GLOBAL SHARE FUND		11.210	0,0010%	C
SIMPLICITY UNHEDGED GLOBAL SHARE FUND		11.601	0,0011%	C
SLW PORTFOLIO LLC		256	0,0000%	C
SNOWBALL CAPITAL HOLDINGS LIMITED		2.005	0,0002%	C
SNOWFINCH FOUNDATION		2.460	0,0002%	C
SOGECAP PROTECTED EQUITIES		41.746	0,0039%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SPA MANDATE BLACKROCK		13.428	0,0013%	C
SPARINVEST SICAV - GLOBAL EQUITY TA POOL		5.495	0,0005%	C
SPP GENERATION 70-TAL		3.234	0,0003%	C
SPRING 625		15.958	0,0015%	C
SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST		458	0,0000%	C
ST PFD PMA MANDATE BLACKROCK		4.654	0,0004%	C
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		35.082	0,0033%	C
STATE OF NEW JERSEY COMMON PENSION FUND D		208.835	0,0195%	C
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		37.815	0,0035%	C
STATE OF WISCONSIN INVESTMENT BOARD		2.492	0,0002%	C
STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN		178.448	0,0167%	C
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		343.106	0,0321%	C
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,0002%	C
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF		5.422	0,0005%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO		58.244	0,0054%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE		2.559	0,0002%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- EN GLASZETBEDRIJF		31.549	0,0029%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF		9.146	0,0009%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		22.227	0,0021%	C
STICHTING BELEGGINGEN MENZIS		1.912	0,0002%	C
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		378.277	0,0354%	C
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		25.197	0,0024%	C
STICHTING BPL PENSIOEN		30.267	0,0028%	C
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		30.756	0,0029%	C
STICHTING INSTITUUT GAK		3.021	0,0003%	C
STICHTING JURIDISCH EIGENAAR ACHMEA IM LIQUID ASSET FUNDS		8.298	0,0008%	C
STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN		95.158	0,0089%	C
STICHTING MN SERVICES		139.698	0,0131%	C
STICHTING MN SERVICES AANDELENFO ND		25.186	0,0024%	C
STICHTING PENSIOENFONDS ABP		328.276	0,0307%	C
STICHTING PENSIOENFONDS ABP (NETHERLANDS		592.616	0,0554%	C
STICHTING PENSIOENFONDS CAMPINA		589	0,0001%	C
STICHTING PENSIOENFONDS HORECA AND CATERING		29.544	0,0028%	C
STICHTING PENSIOENFONDS ING		6.806	0,0006%	C
STICHTING PENSIOENFONDS NOTARIAAT		735	0,0001%	C
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		44	0,0000%	C
STICHTING PENSIOENFONDS SAGITTARIUS		9.288	0,0009%	C
STICHTING PENSIOENFONDS VAN DE NEDERLANDSCHE BANK NV		171.972	0,0161%	C
STICHTING PENSIOENFONDS VERVOER		59.438	0,0056%	C
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		42.671	0,0040%	C
STICHTING PME PENSIOENFONDS		61.983	0,0058%	C
STOREBRAND EUROPA PLUS		849	0,0001%	C
STOREBRAND GLOBAL ALL COUNTRIES		7.537	0,0007%	C
STOREBRAND GLOBAL LOW VOLATILITY		4.909	0,0005%	C
STOREBRAND LIVSFORSIKRING AS		153.350	0,0143%	C
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,0007%	C
STRATEGY SICAV		1.527	0,0001%	C
SUBSIDIZED SCHOOLS PROVIDENT FUND		8.723	0,0008%	C
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.817	0,0019%	C
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		795	0,0001%	C
SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT		1.683	0,0002%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		7.876	0,0007%	C
SWISSCANTO FONDSLEITUNG AG		348.309	0,0326%	C
SYCOMORE INCLUSIVE JOBS		221.093	0,0207%	C
SYCOMORE SELECTION MIDCAP		112.769	0,0105%	C
SYNCHRONY (LU) EQANTIA EUROPE		29.440	0,0028%	C
SYNERGIE - ACTIONS EUROPE (EX-CH) - A		35.429	0,0033%	C
SYNERGIE - ACTIONS EUROPE (EX-CH) - B		39.367	0,0037%	C
SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES		4.135	0,0004%	C
T. ROWE PRICE FOREIGN INVESTMENT, INC		1.856	0,0002%	C
T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL		315	0,0000%	C
T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND		402	0,0000%	C
T. ROWE PRICE INTERNATIONAL EQUITY ETF		142.274	0,0133%	C
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		475	0,0000%	C
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		177.733	0,0166%	C
T.ROWE PRICE FUNDS OEIC - GLOBAL DIVIDEND EQUITY FUND		10.658	0,0010%	C
TAGES INTERNATIONAL FUNDS ICAV		105.621	0,0099%	C
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		92.701	0,0087%	C
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		3.386	0,0003%	C
TD EUROPEAN INDEX FUND		3.400	0,0003%	C
TD INTERNATIONAL EQUITY INDEX ETF		72.566	0,0068%	C
TEACHER RETIREMENT SYSTEM OF TEXAS		225.853	0,0211%	C
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		28.105	0,0026%	C
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		192.485	0,0180%	C
TEXAS MUNICIPAL RETIREMENT SYSTEM		61.110	0,0057%	C
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		40.988	0,0038%	C
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST		1.045	0,0001%	C
THE ARROWSTREET COMMON CONTRACTUAL FUND		84.086	0,0079%	C
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		6.420	0,0006%	C
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.346	0,0001%	C
THE COMMONWEALTH FUND		1.507	0,0001%	C
THE DAVID A DUFFIELD TRUST		3.296	0,0003%	C
THE ESB PENSION FUND		3.400	0,0003%	C
THE FRANK LEAL TRUST		20	0,0000%	C
THE GREATER MANCHESTER PENSION FUND		68.946	0,0064%	C
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		778	0,0001%	C
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		532	0,0000%	C
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		55.917	0,0052%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400080339		6.038	0,0006%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893		18.007	0,0017%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974		732	0,0001%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501		888	0,0001%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		279	0,0000%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)		38.165	0,0036%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		27.011	0,0025%	C
THE METHODIST HOSPITAL		22.119	0,0021%	C
THE MONETARY AUTHORITY OF SINGAPORE		131.265	0,0123%	C
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		15.872	0,0015%	C
THE NEMOURS FOUNDATION PENSION PLAN		305	0,0000%	C
THE NOMURA TRUST AND BANKING C		21.110	0,0020%	C
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		74.243	0,0069%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		503.425	0,0471%	C
THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND		1.341	0,0001%	C
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		6.041	0,0006%	C
THE STANDARD BANK OF SOUTH AFRICA LTD		78.554	0,0073%	C
THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR		1.927	0,0002%	C
THE TRUSTEES OF THE HENRY SMITH CHARITY.		1.450	0,0001%	C
THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E		1.757	0,0002%	C
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,0005%	C
THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB		55.874	0,0052%	C
THEAM QUANT - EUROPE TARGET PREMIUM		271.991	0,0254%	C
THEAM QUANT- EQUITY EUROZONE GURU		389.618	0,0364%	C
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		18.490	0,0017%	C
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,0006%	C
THRIVENT INTERNATIONAL INDEX PORTFOLIO		6.768	0,0006%	C
THYSSEN GLOBAL INVESTMENTS LLC		1.492	0,0001%	C
TODD C COZZENS		204	0,0000%	C
TONI ACTIONS ISR 100		37.309	0,0035%	C
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		2.445	0,0002%	C
TREDJE AP-FONDEN		1	0,0000%	C
TRINITY COLLEGE CAMBRIDGE		11.414	0,0011%	C
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,0013%	C
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		1.826	0,0002%	C
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		27.952	0,0026%	C
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,0001%	C
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		6.785	0,0006%	C
TSGX SOLACT ESG TBACO EX UNHG(3387)		63	0,0000%	C
UAPF - INVESCO ACTIVE		66.768	0,0062%	C
UBS (IRL) ETF PLC		270.206	0,0253%	C
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		1.234.893	0,1154%	C
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		68.123	0,0064%	C
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		160.645	0,0150%	C
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.062	0,0001%	C
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		490	0,0000%	C
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		283	0,0000%	C
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0,0001%	C
UBS ASSET MANAGEMENT LIFE LTD		133.485	0,0125%	C
UBS COMMON CONTRACTUAL FUND		14.058	0,0013%	C
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		15.354	0,0014%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS		298	0,0000%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN		17.183	0,0016%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG.		516.288	0,0483%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG..		10.356	0,0010%	C
UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEVMARK HEDGED		22.791	0,0021%	C
UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEVMARK		21.084	0,0020%	C
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		15.939	0,0015%	C
UBS LUX FUND SOLUTIONS		1.243.946	0,1163%	C
UI-S		10.324	0,0010%	C
UNI GLOBAL		94.322	0,0088%	C
UNIEUROPA MID&SMALL CAPS		10.000	0,0009%	C
UNIGESTION ALL COUNTRY WORLD EQUITIES FUND		41.459	0,0039%	C
UNIGESTION GLOBAL EQUITIES FUND		42.706	0,0040%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIGESTION GLOBAL EX-CANADA EQUITIES FUND		43.130	0,0040%	C
UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI		112.139	0,0105%	C
UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST		541	0,0001%	C
UNISUPER		3.948	0,0004%	C
UNITED GLOBAL GROWTH FUND		8.535	0,0008%	C
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,0004%	C
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		8.162	0,0008%	C
UNIVERSE THE CMI CONT EURO EQ		35.346	0,0033%	C
UNIVERSITIES SUPERANNUATION SCHEME		2	0,0000%	C
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,0008%	C
USAA CASUALTY INSURANCE COMPANY		4.259	0,0004%	C
USAA GENERAL INDEMNITY COMPANY		5.292	0,0005%	C
VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE		3.877	0,0004%	C
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER		46.911	0,0044%	C
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE PM GLOBALE AKTIER STRATEGI KL		15.917	0,0015%	C
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL		21.281	0,0020%	C
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL		40.447	0,0038%	C
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		13.350	0,0012%	C
VALIC COMPANY I GLOBAL STRATEGY FUND		5.928	0,0006%	C
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		44.479	0,0042%	C
VANADIUM		185.416	0,0173%	C
VANGUARD GLOBAL MOMENTUM FACTORETF		13.803	0,0013%	C
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		24.782	0,0023%	C
VARENNE UCITS VARENNE VALEUR		600.000	0,0561%	C
VELLIV, PENSION & LIVSFORSIKRING A/S		22.931	0,0021%	C
VENDOME SELECTION EURO		349.029	0,0326%	C
VENERABLE INTERNATIONAL EQUITY FUND		66.366	0,0062%	C
VENTRY INDUSTRIES LLC		17.062	0,0016%	C
VERDIPAPIRFONDET DNB EUROPA		5.914	0,0006%	C
VERDIPAPIRFONDET DNB GLOBAL INDEKS		15.647	0,0015%	C
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA		20.000	0,0019%	C
VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS		1.149	0,0001%	C
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		396	0,0000%	C
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1		2.910	0,0003%	C
VERDIPAPIRFONDET KRON INDEKS GLOBAL		32.969	0,0031%	C
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		80.011	0,0075%	C
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		38.283	0,0036%	C
VF LUX EUROPE EQUITIES		23.708	0,0022%	C
VI CAPITAL LTD.		845	0,0001%	C
VIA SMART EQUITY EUROPE		36.857	0,0034%	C
VIA SMART EQUITY WORLD		20.169	0,0019%	C
VICTORY MARKET NEUTRAL INCOME FUNDFUND		410.687	0,0384%	C
VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF		106.168	0,0099%	C
VIRTUS INTERNATIONAL DIVIDEND ETF		3.322	0,0003%	C
VLADUBEL ZORGVERZEKERING		27.922	0,0026%	C
WASHINGTON STATE INVESTMENT BOARD		228.721	0,0214%	C
WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO		14.337	0,0013%	C
WESPATH FUNDS TRUST		6.395	0,0006%	C
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		3.217	0,0003%	C
WILMINGTON GLOBAL ALPHA EQUITIES FUND		3.594	0,0003%	C
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		1.288	0,0001%	C
WISDOMTREE GLOBAL HIGH DIVIDEND FUND		1	0,0000%	C
WISDOMTREE INTERNATIONAL EQUITY FUND		42.800	0,0040%	C
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		479	0,0000%	C
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND FUND		1	0,0000%	C
WISDOMTREE INTERNATIONAL MULTIFACTOR FUND		1	0,0000%	C
WISDOMTREE ISSUER ICAV		14.555	0,0014%	C
WM POOL - EQUITIES TRUST NO. 74		7.856	0,0007%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
WM POOL - EQUITIES TRUST NO. 75		7.319	0,0007%	C
WM POOL - GLOBAL EQUITIES TRUST NO. 6		15.631	0,0015%	C
WORLD EQUITIES II		3.103	0,0003%	C
WORLD TRADE ORGANIZATION PENSION PLAN		4.076	0,0004%	C
WS WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS U		274.011	0,0256%	C
WYOMING RETIREMENT SYSTEM		950	0,0001%	C
XTRACKERS		19.665	0,0018%	C
XTRACKERS (IE) PUBLIC LIMITED COMPANY		591.956	0,0553%	C
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		722	0,0001%	C
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.357	0,0003%	C
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.791	0,0003%	C
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		179.907	0,0168%	C
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		23.326	0,0022%	C
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.878	0,0004%	C
XTRACKERS MSCI KOKUSAI EQUITY ETF		4.333	0,0004%	C
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		1.428	0,0001%	C
ZEPHYR - OPTIMISED PLUS 2		5.743	0,0005%	C
ZURICH INVEST ICAV		103.241	0,0097%	C
AVIP BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		7.274	0,0007%	A
CHALLENGE ITALIAN EQUITY		124.200	0,0116%	A
DPAM B EQUITIES EUROPE INDEX		43.000	0,0040%	A
DPAM DBI RDT B EQUITIES EMU INDEX		68.000	0,0064%	A
DPAM L EQUITIES EMU SRI MSCI INDEX		12.230	0,0011%	A
DPAM L EQUITIES WORLD SRI MSCI INDEX		4.200	0,0004%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.733	0,0002%	A
Totale votanti		**1.069.783.640**	**100%**	

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

Assemblea ordinaria
27 aprile 2026

Punto 9

Relazione sui compensi corrisposti nell'esercizio 2025.

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APR. L a
Acc. 38147

Assemblea ordinaria
27 aprile 2026

Punto 9

Presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari all' 81,906% del capitale sociale

Favorevole	**1.059.389.127**	azioni pari al	**99,028%**	del cap. rappr.
Contrario	**9.376.829**	azioni pari al	**0,877%**	del cap. rappr.
Astenuto	**1.017.684**	azioni pari al	**0,095%**	del cap. rappr.
Non Votante	**0**	azioni pari al	**0,000%**	del cap. rappr.

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POSTE ITALIANE S.p.A.
Assemblea ordinaria
27 aprile 2026

Punto 9

Relazione sui compensi corrisposti nell'esercizio 2025.

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

Anagrafica	CF/PI	Azioni	% su votanti	Voto
(R) EUROPEAN EQUITIES		2.205	0,0002%	F
405 MSTV 1 LP - AQR- NON FLIP		8.478	0,0008%	F
405 MSTV I LP-TREASURY INTL		11.377	0,0011%	F
405 MSTV LP		11.377	0,0011%	F
801 INVESTMENTS LLC		4.605	0,0004%	F
A A B DIVERSIFIE		41.712	0,0039%	F
AA SSGA ACTIONS INDICE EURO		175.947	0,0164%	F
AAI LIMITED		7.237	0,0007%	F
AB SICAV III DYNAMIC ALL MARK		1.732	0,0002%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		812	0,0001%	F
ABB PENSION FUND		1.101	0,0001%	F
ABERDEEN GROUP CHARITABLE TRUST		665	0,0001%	F
ABN AMRO FGR		795	0,0001%	F
ABN AMRO FUNDS		19.347	0,0018%	F
ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND		1.793	0,0002%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		48.551	0,0045%	F
ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND		7.507	0,0007%	F
ACCIDENT COMPENSATION CORPORATION		60.546	0,0057%	F
ACHMEA PENSIOEN- EN LEVENSVERZEKERINGEN N.V		81.990	0,0077%	F
ACHMEA REINSURANCE COMPANY N.V		8.775	0,0008%	F
ACHMEA SCHADEVERZEKERINGEN N.V		17.339	0,0016%	F
ACHMEA VARIABLE SECURITIES HEALTH FUND		23.406	0,0022%	F
ACO EMANUELE		741	0,0001%	F
ACTICCIA 90 N 10		113.750	0,0106%	F
ACTICCIA VIE 90 N 5		149.409	0,0140%	F
ADVANCED SERIES TRUST - AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		23.202	0,0022%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		830	0,0001%	F
AEGON CUSTODY B.V.		67.584	0,0063%	F
AEGON CUSTODY B.V..		15.995	0,0015%	F
AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE		3.814	0,0004%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,0026%	F
AIA GLOBAL MULTI-FACTOR EQUITY FUND		52.657	0,0049%	F
AIB GROUP IRISH PENSION SCHEME		4.213	0,0004%	F
AILIS SICAV		44.365	0,0041%	F
AKTIEN SUEDEUROPA UI		41.200	0,0039%	F
AL TST AL TRUST AKTIEN EUROPA		4.696	0,0004%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		14.256	0,0013%	F
ALASKA COMMON TRUST FUND		17.333	0,0016%	F
ALASKA PERMANENT FUND CORPORATION		13.523	0,0013%	F
ALLEANZA OBBLIGAZIONARIO		96.073	0,0090%	F
ALLOCATION INVEST EQUITY CORE		68.897	0,0064%	F
ALTO INTERNAZIONALE AZIONARIO		21.816	0,0020%	F
ALUMBRA INNOVATIONS FOUNDATION		626	0,0001%	F
AMERICAN BUREAU OF SHIPPING		553	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		476.287	0,0445%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		25.611	0,0024%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF		62.182	0,0058%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		16.043	0,0015%	F
AMERICAN CENTURY ICAV		7.148	0,0007%	F
AMLC EQ SINGLE STOCKS		101	0,0000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,0005%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,0028%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		2.563	0,0002%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		76.014	0,0071%	F
AMSELECT - HSBC EURO EQUITY VALUE		352.533	0,0330%	F
AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU		2	0,0000%	F
AMUNDI ETF ICAV		90.573	0,0085%	F
AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF		27.850	0,0026%	F
AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		25.649	0,0024%	F
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		47.543	0,0044%	F
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		222.895	0,0208%	F
AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF		13.341	0,0012%	F
AMUNDI EURO STOXX SELECT DIVIDEND 30		181.522	0,0170%	F
AMUNDI EUROPE MONDE		25.477	0,0024%	F
AMUNDI FUNDS EUROLAND EQUITY RISK PARITY		15.656	0,0015%	F
AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIV		322.309	0,0301%	F
AMUNDI INDEX EUROPE EX UK SMALL		18.803	0,0018%	F
AMUNDI INDEX MSCI EUROPE		328.407	0,0307%	F
AMUNDI INDEX MSCI WORLD		27.582	0,0026%	F
AMUNDI IPSA ACTIONS		1.840	0,0002%	F
AMUNDI IRELAND LIMITED		21.671	0,0020%	F
AMUNDI ITALY MIB ESG		148.045	0,0138%	F
AMUNDI LABEL ISR ACTIONS EUROP		3.339	0,0003%	F
AMUNDI LIFECYCLE 2030 EQUITY		8	0,0000%	F
AMUNDI LIFECYCLE 2033 EQUITY		12	0,0000%	F
AMUNDI LIFECYCLE 2036 EQUITY		16	0,0000%	F
AMUNDI LIFECYCLE 2039 EQUITY		21	0,0000%	F
AMUNDI MSCI EMU CLIMATE PARIS ALIGNED		6.709	0,0006%	F
AMUNDI MSCI EMU ESG BROAD TRANSITION		28.189	0,0026%	F
AMUNDI MSCI EMU ESG LEADERS SELECT		301.433	0,0282%	F
AMUNDI MSCI EMU SRI CLIMATE PARIS ALIGN		32.040	0,0030%	F
AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD		6.517	0,0006%	F
AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED		2.831	0,0003%	F
AMUNDI MSCI EUROPE ESG BROAD TRANSITION		80.873	0,0076%	F
AMUNDI MSCI EUROPE SCREENED		22.858	0,0021%	F
AMUNDI MSCI EUROPE SRI CLIM PARIS ALIGN		261.577	0,0245%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED		243	0,0000%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF		3.448	0,0003%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION		1.165	0,0001%	F
AMUNDI MSCI WORLD EX USA SCREE		107	0,0000%	F
AMUNDI MSCI WORLD SRI CLIMAT PARIS ALIGN		55.602	0,0052%	F
AMUNDI PRIME EUROPE		17.054	0,0016%	F
AMUNDI PRIME EUROZONE		58.391	0,0055%	F
AMUNDI PROGETTO FUTURO PIR		12.459	0,0012%	F
AMUNDI SGR SPA / AMUNDI RISPAR MIO ITALIA		37.703	0,0035%	F
AMUNDI STOXX EUROPE 600		655.303	0,0613%	F
AMUNDI STOXX EUROPE 600 ESG		67.954	0,0064%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		14.849	0,0014%	F
AMUNDIT ETF ICAV - AMUNDI MSCI ACWI SRI CLIMATE PARIS ALIGNED UCITS ETF		6.105	0,0006%	F
ANDRA AP-FONDEN		211.303	0,0198%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AP ACTIONS 1 EURO		19.231	0,0018%	F
API RETRAITE DIVERSIFIE		14.000	0,0013%	F
APOLLO INFRASTRUCTURE 2027		14.453	0,0014%	F
APPLE 401(K) PLAN		2.285	0,0002%	F
APPLIED FINANCE IVS INT LG ETF		609	0,0001%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT L.P.- STOCK SELECTION		2.783	0,0003%	F
AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP		4	0,0000%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		13.224	0,0012%	F
AQR FLEX 1 SERIES LLC - SERIES A15		3.554	0,0003%	F
AQR FLEX 1 SERIES LLC - SERIES A9		73.060	0,0068%	F
AQR FLEX 1 SERIES LLC SERIES A10		26.140	0,0024%	F
AQR FLEX 1 SERIES LLC- SERIES A13		3.198	0,0003%	F
AQR FLEX 1 SERIES LLC- SERIES A16		9.637	0,0009%	F
AQR FLEX 1 SERIES LLC(DASH)SERIES A24		1.038	0,0001%	F
AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND		24.946	0,0023%	F
AQR FUNDS - AQR MANAGED FUTURESSTRATEGY FUND		212.518	0,0199%	F
AQR FUNDS - AQR TREND TOTAL RETURN FUND		8.082	0,0008%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,0021%	F
AQR FUNDS- AQR CVX FUSION FUND		1.619	0,0002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		342.461	0,0320%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.848	0,0747%	F
AQR FUNDS- AQR LSE FUSION FUND		4.990	0,0005%	F
AQR FUNDS- AQR MS FUSION HV FUND		5.358	0,0005%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		90.499	0,0085%	F
AQR FUNDSAQR MULTIASSET FUND		37.296	0,0035%	F
AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC		112.454	0,0105%	F
AQR INNOVATION FUND, L.P.		1.108	0,0001%	F
AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND		84.728	0,0079%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		680	0,0001%	F
AQR TA DELPHI PLUS FUND LLC		4	0,0000%	F
AQR TA GLOBAL ALPHA FUND, NON FLIP		464.163	0,0434%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		5.222	0,0005%	F
AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC		9.535	0,0009%	F
ARAMCO ASIA SINGAPORE PTE. LTD		718	0,0001%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		1.050.098	0,0982%	F
ARCA AZIONI ITALIA		537.376	0,0502%	F
ARCA BB		1.839	0,0002%	F
ARCA ECONOMIA REALE BILANCIATO ITALIA 55		37.014	0,0035%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		6.172	0,0006%	F
ARERO - DER WELTFONDS - ESG		20.547	0,0019%	F
ARIZONA STATE RETIREMENT SYSTEM		196.900	0,0184%	F
ARKEA EXCLUSIVE PREMIUM MAY 2023		904.687	0,0846%	F
ARKWRIGHT, LLC		1.611	0,0002%	F
ARRCO QUANT II		22.279	0,0021%	F
ARROWST CAP GL EQ AEF NON FLIP		23.112	0,0022%	F
ARROWST CAP NEWBURY NON FLIP		2.977	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ACWI150 ALPHA EXTENSION FUND I		3.100	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		218.897	0,0205%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		286.504	0,0268%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		6.300	0,0006%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P.		538	0,0001%	F
ARROWSTREET (DELAWARE) CUSTOM ALPHA EXTENSION FUND Q L.P.		14.809	0,0014%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		1.586	0,0001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		300	0,0000%	F
ARROWSTREET CAPITAL NEWBURY FUND LIMITED.		137	0,0000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		290.985	0,0272%	F
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		18.443	0,0017%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET GLOBAL EQUITY ACWI TRUST FUND		39.650	0,0037%	F
ARROWSTREET GLOBAL EQUITY FUND		1.122.195	0,1049%	F
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US TRUST FUND		60.203	0,0056%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT		2.982	0,0003%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		6.871	0,0006%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE TRUST FUND		13.674	0,0013%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		11.532	0,0011%	F
ARROWSTREET INVESTMENT TRUST - ARROWSTREET ACWI ALPHA EXT CO		154	0,0000%	F
ARROWSTREET US GROUP TRUST		121.867	0,0114%	F
ARTEMIS FUNDS (LUX).		35.082	0,0033%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		1.396.028	0,1305%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		752.975	0,0704%	F
ARTEMIS SMARTGARP UK EQUITY FUND		467.163	0,0437%	F
AS (CA) GBL WLD AEF I NON FLIP		1.293	0,0001%	F
AS ACWI EX US AETF U NON FLIP		19.256	0,0018%	F
AS CAP GBL AC AEF CAY NON FLIP		69.019	0,0065%	F
AS DEV MARKET ALPHA EXT FD NON FLIP		1.864	0,0002%	F
AS INTL EQ EAFE AEF NON FLIP		8.872	0,0008%	F
ASCENSION ALPHA FUND LLC		12.128	0,0011%	F
ASIAN DEVELOPMENT BANK		32.449	0,0030%	F
ASR LEVENSVERZEKERING NV		31.534	0,0029%	F
ASR SCHADEVERZEKERING NV		10.953	0,0010%	F
ASSURDIX		36.946	0,0035%	F
ATCP-UI-FONDS		1.693	0,0002%	F
ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE		124.016	0,0116%	F
ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II		45.000	0,0042%	F
ATLAS MACRO MASTER FUND LIMITED		3.554	0,0003%	F
ATOUT EUROLAND CORE		77.963	0,0073%	F
ATOUT EUROPE CORE		20.734	0,0019%	F
ATOUT EUROPE HAUT RENDEMENT		23.022	0,0022%	F
AURION GLOBAL EQUITY FUND		1.588	0,0001%	F
AUSTRALIAN CAPITAL TERRITORY		13.159	0,0012%	F
AUSTRALIAN RETIREMENT TRUST		167.220	0,0156%	F
AUSTRALIANSUPER		143.481	0,0134%	F
AUTORIDADE MONETARIA DE MACAU		74.189	0,0069%	F
AVADIS FUND-AKTIEN WELT AST 2		16.642	0,0016%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,0013%	F
AVALON PORTFOLIO II LLC		1.928	0,0002%	F
AVANTIS CIBC INTERNATIONAL EQUITY ETF		1.061	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND		1.697	0,0002%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND		1	0,0000%	F
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND		584	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI DISTRIBUTION LIFE FUND		1.271	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND		2.613	0,0002%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,0007%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND		1.930	0,0002%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND		32.528	0,0030%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		553	0,0001%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND		56.681	0,0053%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND		23.719	0,0022%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND		554	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		95	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		1.247	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		2.957	0,0003%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		2.436	0,0002%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,0001%	F
AVIVA INVESTORS UK FUND SERVICES LIMITED		43.143	0,0040%	F
AVIVA LIFE & PENSIONS IRELAND DAC		19.930	0,0019%	F
AVIVA LIFE & PENSIONS UK LIMITED		57.104	0,0053%	F
AVIVA LIFE AND PENSIONS UK LIMITED		3.563	0,0003%	F
AWARE SUPER		667.253	0,0624%	F
AXA AA DIVERSIFIE INDICIEL 1		30.709	0,0029%	F
AXA ASSICURAZIONI SPA		16.000	0,0015%	F
AXA EURO DIVIDEND DBVL		50.938	0,0048%	F
AXA EURO DIVIDEND K		51.866	0,0048%	F
AXA IM EQUITY TRUST		185.942	0,0174%	F
AXA LEBEN AG		68.220	0,0064%	F
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO		21.000	0,0020%	F
AXA MPS PREVIDENZA PER TE - CRESCITA		180.532	0,0169%	F
AXA PEA REGULARITE		1.032.794	0,0965%	F
AXA SELECT MULTI ACTIONS		5.383	0,0005%	F
AXA VERSICHERUNGEN AG		146.532	0,0137%	F
AXA WORLD FUNDS SICAV		19.000	0,0018%	F
AZIMUT LIFE DAC		1.279	0,0001%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		2.895	0,0003%	F
AZL INTERNATIONAL INDEX FUND		25.204	0,0024%	F
BAILLIE GIFFORD GLOBAL ALPHA EQUITIES FUND		139.225	0,0130%	F
BAILLIE GIFFORD GLOBAL ALPHA GROWTH FUND		629.582	0,0589%	F
BAILLIE GIFFORD GLOBAL ALPHA PARIS-ALIGNED FUND		106.098	0,0099%	F
BAILLIE GIFFORD INTERNATIONAL FUND A SUB FUND OF THE BAILLIE GIFFORD UK AND BALANCED FUNDS ICVC		389.057	0,0364%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC - BG WORLDWIDE GLOBAL ALPHA FUND		298.741	0,0279%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC-BG WORLDWIDE RESP GL ALPHA PARIS-ALIGNED FD		137.392	0,0128%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		35.475	0,0033%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		19.541	0,0018%	F
BANK OF KOREA		107.659	0,0101%	F
BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS		3.225	0,0003%	F
BAYERNINVEST KVG MBH BAYERN-INVEST BT-1-FONDS		185.000	0,0173%	F
BAYERNINVEST KVG MBH BAYERNINVEST BWA 2-FONDS		26.649	0,0025%	F
BAYERNINVEST KVG MBH BG BAU ALTERSR. MA COMMERZBANK		15.049	0,0014%	F
BAYERNINVEST KVG MBH STRATEGIC CORE EQUITY I		17.273	0,0016%	F
BAYERNINVEST KVG MBH VK EUROPA AKTIEN		42.485	0,0040%	F
BAYERNINVEST PAE-FONDS		22.677	0,0021%	F
BAYVK A4 FONDS		19.433	0,0018%	F
BEAR CREEK INVESTMENT LLC		6.473	0,0006%	F
BEAT DRUGS FUND ASSOCIATION		582	0,0001%	F
BEL EQUITY EUROPE		101.625	0,0095%	F
BERESFORD FUNDS ICAV		10.362	0,0010%	F
BERESFORD FUNDS ICAV.		382	0,0000%	F
BEST INVESTMENT CORPORATION		8.336	0,0008%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,0003%	F
BETASHARES GLOBAL SHARES ETF		18.969	0,0018%	F
BFT PARTNERS VIA EQUITY EUROPE		5.086	0,0005%	F
BLACKROCK - IG INTERNATIONAL EQUITY POOL		16.320	0,0015%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND OF BLACKROCK FUNDS		166.302	0,0155%	F
BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS		48.273	0,0045%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		14.281	0,0013%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1		9.451	0,0009%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		428.239	0,0400%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		12.943	0,0012%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		20.411	0,0019%	F
BLACKROCK COMMON CONTRACTUAL FUNDS		39.533	0,0037%	F
BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II		1.444	0,0001%	F
BLACKROCK FUND MANAGERS LTD		396.725	0,0371%	F
BLACKROCK FUNDS I ICAV		78.927	0,0074%	F
BLACKROCK GLOBAL FUNDS		20.456	0,0019%	F
BLACKROCK GLOBAL INDEX FUNDS		47.900	0,0045%	F
BLACKROCK INDEX SELECTION FUND		375.054	0,0351%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		52.232	0,0049%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		3.249.956	0,3038%	F
BLACKROCK INTERNATIONAL ALPHA TILTS FUND		17.766	0,0017%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		6.955	0,0007%	F
BLACKROCK LIFE LIMITED		11.313	0,0011%	F
BLACKROCK LIFE LTD		68.179	0,0064%	F
BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II		7.385	0,0007%	F
BLACKROCK SOLUTIONS FUNDS ICAV		85.563	0,0080%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		279	0,0000%	F
BLACKROCK UCITS CCF		37.031	0,0035%	F
BMO DIVERSIFIED INCOME PORTFOLIO		14.504	0,0014%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.574	0,0003%	F
BMO MSCI EAFE INDEX ETF		168.552	0,0158%	F
BMO MSCI EAFE SMALL-MID CAP INDEX ETF		184	0,0000%	F
BNP PARIBAS APOLLO GLOBAL WATER		35.147	0,0033%	F
BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE		237.664	0,0222%	F
BNP PARIBAS ATHENA PRESTIGE S&P 100		248.857	0,0233%	F
BNP PARIBAS DISRUPTIVE TECHNOLOGY CAPITAL GARANTI 2026		16.699	0,0016%	F
BNP PARIBAS EASY - ALPHA ENHANCED EUROPE		3.159	0,0003%	F
BNP PARIBAS EASY - DIVIDEND EUROPE		82.154	0,0077%	F
BNP PARIBAS EASY - ESG ENHANCED EUROPE		300	0,0000%	F
BNP PARIBAS EASY - EUR OVERNIGHT		40.300	0,0038%	F
BNP PARIBAS EASY - GROWTH EUROPE		98.206	0,0092%	F
BNP PARIBAS EASY - MSCI EMU		2.484	0,0002%	F
BNP PARIBAS EASY - MSCI EUROPE		3.000	0,0003%	F
BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF		1.780.768	0,1665%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF		246	0,0000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD EQUAL WEIGHT SELECT UCITS ETF		2.368	0,0002%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF		6.261	0,0006%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF		1.072	0,0001%	F
BNP PARIBAS EASY MSCI EMU MIN TE		140.598	0,0131%	F
BNP PARIBAS EASY MSCI EUROPE MIN TE		170.987	0,0160%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		37.613	0,0035%	F
BNP PARIBAS FUNDS - SEASONS		144.928	0,0135%	F
BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE		130.172	0,0122%	F
BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND		6.807	0,0006%	F
BNY MELLON INTERNATIONAL EQUITY ETF		19.158	0,0018%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		26.463	0,0025%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		8.805	0,0008%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		6.534	0,0006%	F
BOC-PRUDENTIAL EUROPEAN EQUITY FUND		6.000	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BOC-PRUDENTIAL EUROPEAN INDEX FUND		44.593	0,0042%	F
BONITAS POOLED INVESTMENT FUND SERIES - DYNAMIC EUROPEAN EQUITY FUND		18.790	0,0018%	F
BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND		6.196	0,0006%	F
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S		44.000	0,0041%	F
BRIDGE BUILDER INTERNATIONAL E		27.353	0,0026%	F
BRIDGE BUILDER TAX MANAGED INT		3.267	0,0003%	F
BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO		3.820	0,0004%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.702	0,0028%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		647	0,0001%	F
BRUCE POWER PENSION PLAN .		1.363	0,0001%	F
BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD		5.636	0,0005%	F
BUILDERS ASSET MANAGEMENT WATER LLC		19.011	0,0018%	F
BUILDERS VISION FOUNDATION		11.480	0,0011%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,0004%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		18.012	0,0017%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		11.874	0,0011%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		5.605	0,0005%	F
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC		589.360	0,0551%	F
CAISSE DE RETRAITE D'HYDRO-QUEBEC		1	0,0000%	F
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		771.156	0,0721%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		794.316	0,0743%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		7.279	0,0007%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.252	0,0023%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.916	0,0005%	F
CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD		1.322	0,0001%	F
CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND		497	0,0000%	F
CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND		1.357	0,0001%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		25.001	0,0023%	F
CANDRIAM SUSTAINABLE EQUITY QUANT EUROPE		373.096	0,0349%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,0000%	F
CAPULA TAIL RISK MASTER FUND LIMITED		3.414	0,0003%	F
CARDANO COMMON CONTRACTUAL FUND		4.523	0,0004%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		79.681	0,0074%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)		2.808	0,0003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,0025%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,0006%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)		2.490	0,0002%	F
CARESUPER		54.439	0,0051%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	42,7319%	F
CASSA NAZIONALE DI PREVIDENZA E ASSISTENZA FORENSE	80027390584	22.155.000	2,0710%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		3.379	0,0003%	F
CATERPILLAR INVESTMENT TRUST.		4.702	0,0004%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.063	0,0003%	F
CBS INSURANCE COMPANY LIMITED		2.387	0,0002%	F
CDN ACWI ALPHA TILTS FUND		6.514	0,0006%	F
CENTRAL BANK OF IRELAND MSCI PAB		24.434	0,0023%	F
CENTRAL PROVIDENT FUND BOARD		1.019	0,0001%	F
CERES FONDS D ACTIONS MONDE		5.492	0,0005%	F
CERVURITE INTERNATIONAL LLC		27.240	0,0025%	F
CFSIL RE CNEALTH GS FD 16		12.938	0,0012%	F
CFSIL-COMMONWLTH GBL SHARE FD 17		265.654	0,0248%	F
CG TPT AUTHORISED CONTRACTUAL SCHEME		3.624	0,0003%	F
CHARLES C. GATES TRUST OF 6/30/1941		3.478	0,0003%	F
CHCP GLOBAL SECURITIES LP		2.533	0,0002%	F
CHEVRON MASTER PENSION TRUST		2.773	0,0003%	F
CHINA LIFE INSURANCE COMPANY LIMITED		326	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CHORELIA N 11		200.840	0,0188%	F
CHORELIA N 3		141.131	0,0132%	F
CHORELIA N 7		179.128	0,0167%	F
CHORELIA N 9		203.554	0,0190%	F
CHRISTOPHER J HEBERLIG		148	0,0000%	F
CHRISTOPHER METTLER		347	0,0000%	F
CHUNGHWA POST CO. LTD		8.349	0,0008%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.165	0,0006%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		11.989	0,0011%	F
CIBC EUROPEAN INDEX FUND		2.435	0,0002%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		5.950	0,0006%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		1.539	0,0001%	F
CIBC INTERNATIONAL INDEX FUND		34.032	0,0032%	F
CIBC PENSION PLAN		17.060	0,0016%	F
CIBC QI GLOBAL LOW VOLATILITY DIVIDEND POOL		1.865	0,0002%	F
CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF		287.169	0,0268%	F
CIN BELGIUM LIMITED		17	0,0000%	F
CITITRUST LIMITED		6.213	0,0006%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		6.806	0,0006%	F
CITITRUST LTD		2.239	0,0002%	F
CITW FUND, LP		516	0,0000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		52.397	0,0049%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,0017%	F
CITY OF NEW YORK GROUP TRUST		89.008	0,0083%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		26.316	0,0025%	F
CITY UNIVERSITY OF NEW YORK		331	0,0000%	F
CNTRL PNSON FND INTRNTNL UNION		34.459	0,0032%	F
CO PERATIE KLAVERBLAD VERZEKERINGEN UA		16.096	0,0015%	F
COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED		12.336	0,0012%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,0008%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		40.471	0,0038%	F
COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF		190	0,0000%	F
COLUMBIA THREADNEEDLE (IRL) ICAV		2.252	0,0002%	F
COLUMBIA THREADNEEDLE (LUX) III		3.297	0,0003%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		238.698	0,0223%	F
COMMISSION DE LA CAISSE COMMUNE		6.132	0,0006%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		558	0,0001%	F
COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN		3.600	0,0003%	F
COMMONWEALTH OF PA - TREASURY		6.233	0,0006%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM		69.305	0,0065%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM		2.089	0,0002%	F
COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT		4.878	0,0005%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		121.689	0,0114%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.759	0,0007%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		386	0,0000%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,0002%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,0001%	F
CONTI GESTION		12.125	0,0011%	F
CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		10.092	0,0009%	F
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY		15.789	0,0015%	F
CPR ACTIONS EURO PREMIUM SELECT		427	0,0000%	F
CPR ACTIONS EURO RESPONSABLE		120.496	0,0113%	F
CPR EUROPE ESG POCHE COR		13.208	0,0012%	F
CRAMA LOIRE BRETAGNE ACTIONS		39.985	0,0037%	F
CREDIT SUISSE INDEX FUND (LUX)		416.811	0,0390%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CRN AMUNDI ACTIONS		161.464	0,0151%	F
CS PORTFOLIO LLC		42.020	0,0039%	F
CSAA INSURANCE EXCHANGE		1.740	0,0002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		25.490	0,0024%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975		3.627	0,0003%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND		86.197	0,0081%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		3.942	0,0004%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		6.337	0,0006%	F
CX CADENCE LIMITED-DEAZELEY		7.129	0,0007%	F
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.		547	0,0001%	F
D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C		153	0,0000%	F
D.E. SHAW OCULUS INTL NON FLIP		37.727	0,0035%	F
DC-AKTIEN-FONDS		1.741	0,0002%	F
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC		129	0,0000%	F
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.		303	0,0000%	F
DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC		3.101	0,0003%	F
DEAM-FONDS ZDV		3.193	0,0003%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROLAND AKT.LOWRISK		54.372	0,0051%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPA AKTIEN SPEZIAL		46.344	0,0043%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		145.545	0,0136%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		5.052	0,0005%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		57.049	0,0053%	F
DEKA INVESTMENT GMBH RE A-FU 5-FONDS		11.460	0,0011%	F
DEKA INVESTMENT GMBH RE GLOBALE AKTIEN		36.512	0,0034%	F
DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO A		21.692	0,0020%	F
DEKA INVESTMENT GMBH VZWL MASTERFONDS		14.308	0,0013%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,0006%	F
DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02		1.952	0,0002%	F
DEKA INVESTMENT GMBH W/A-REVI 2		28.000	0,0026%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		403.887	0,0378%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CLIMATE CHANGE ESG CTB UCITS ETF		15.254	0,0014%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE CLIMATE CHANGE ESG CTB UCITS ETF		33.372	0,0031%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		11.955	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD CLIMATE CHANGE ESG UCITS ETF		11.502	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		29.301	0,0027%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		32.154	0,0030%	F
DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL		10.342	0,0010%	F
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET EUROPA FOKUS AS		14.000	0,0013%	F
DEKA INVESTMENT GMBH W/ELB AKTIEN GLOBAL MULTIFACTOR PASSIV		6.345	0,0006%	F
DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS		37.588	0,0035%	F
DEKA INVESTMENT GMBH W/HEGAU-BODENSEE FM 1 W/U03		8.500	0,0008%	F
DEKA INVESTMENT GMBH W/HFW-FONDS W/S2 AKTIEN EUROPA		19.432	0,0018%	F
DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II		4.786	0,0004%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,0005%	F
DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV		1.256	0,0001%	F
DEKA INVESTMENT GMBH W/SKYHOOK INVEST - DEKA		168	0,0000%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U07		17.799	0,0017%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		7.257	0,0007%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH W/TREVALIS U02		440	0,0000%	F
DEKA INVESTMENT GMBH W/TREVALIS U03		17.631	0,0016%	F
DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02		16.351	0,0015%	F
DEKA INVESTMENT GMBH W/WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN W/U02		4.793	0,0004%	F
DEKA VALUE PLUS		108.994	0,0102%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS		14.500	0,0014%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG		22.100	0,0021%	F
DEKA-RAB		6.795	0,0006%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		1.370	0,0001%	F
DES VAL INTL.PEEQ CSH NON FLIP		60.170	0,0056%	F
DESTINATIONS INTERNATIONAL EQU		7.256	0,0007%	F
DEUTSCHE DCG EQ		1.071	0,0001%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,0001%	F
DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST		950	0,0001%	F
DFI LP EQUITY (PASSIVE		532	0,0000%	F
DIGITAL FUNDS STARS EUROZONE		9.321	0,0009%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,0002%	F
DIMENSIONAL FUNDS PLC		62.549	0,0058%	F
DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E		187.404	0,0175%	F
DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI		4.496	0,0004%	F
DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E		1	0,0000%	F
DPAM B EQUITIES EUROPE INDEX		43.000	0,0040%	F
DPAM DBI RDT B EQUITIES EMU INDEX		68.000	0,0064%	F
DPAM L EQUITIES EMU SRI MSCI INDEX		12.230	0,0011%	F
DPAM L EQUITIES WORLD SRI MSCI INDEX		4.200	0,0004%	F
DPCTA-MASTERFONDS		15.139	0,0014%	F
DUNHAM INTERNATIONAL STOCK FUND		6.650	0,0006%	F
DWS INVESTMENT GMBH FOR DEAM-FONDS CPT		3.196	0,0003%	F
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		5.159	0,0005%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		2.140	0,0002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,0013%	F
DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE		196.104	0,0183%	F
DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER		892	0,0001%	F
DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1		26.908	0,0025%	F
DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY		21.176	0,0020%	F
DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND		3.672	0,0003%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT		61.715	0,0058%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO		662	0,0001%	F
DWS INVESTMENT GMBH W/BBR 1 AP		8.706	0,0008%	F
DWS MULTI ASSET PIR FUND		30.000	0,0028%	F
DYNAMIC PROFILE FINECO AM FUND I		5.582	0,0005%	F
DYNAMIC PROFILE FINECO AM FUND V		113.230	0,0106%	F
DYNAMIC PROFILE FINECO AM FUND VI		91.818	0,0086%	F
DYNAMIC PROFILE FINECO AM FUND VII		109.959	0,0103%	F
DYNASTY INVEST LTD		1.134	0,0001%	F
E TRADE NO FEE INTERNATIONAL INDEX FUND		833	0,0001%	F
EAST SUSSEX PENSION FUND		3.751	0,0004%	F
EDF RETRAITE LONG TERME INDICIELLE		13.858	0,0013%	F
EFFEPILUX SIC-AZIONARIO - PICT		4.720	0,0004%	F
ELEVA ABSOLUTE RETURN EUROPE FUND		8.268	0,0008%	F
EMBO-FONDS		11.075	0,0010%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		3.434	0,0003%	F
EMPOWER ANNUITY INSURANCE COMPANY		47.016	0,0044%	F
ENGADINE EQUITY MASTER FUND		38.915	0,0036%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		2.086	0,0002%	F
ENPAM		200.000	0,0187%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		11.738.658	1,0973%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ENVIRONMENT FUND		3.506	0,0003%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO		33.001	0,0031%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		6.758	0,0006%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		4.395	0,0004%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.032	0,0005%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		5.900	0,0006%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		855	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		1.370	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		3.818	0,0004%	F
EQUIPSUPER		57.778	0,0054%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.972	0,0003%	F
ERAFP ACTIONS EURO I		628.664	0,0588%	F
ERI BAYERNINVEST FONDS AKTIEN EUROPA		10.448	0,0010%	F
ERIKOISSIJOITUSRAHASTO NORDEA NAVIGO		346	0,0000%	F
ERISA ACTIONS GRANDES VALEURS		625.889	0,0585%	F
ESSENTIA HEALTH		2.616	0,0002%	F
EVERGREEN SUSTAINABLE WORLD STOCKS		9.000	0,0008%	F
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES		1.072	0,0001%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,0003%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,0005%	F
FAMILY INVESTMENTS CHILD TRUST FUND		7.175	0,0007%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		8.919	0,0008%	F
FCM INTERNATIONAL LLC		835	0,0001%	F
FCP SODIUM I		25.274	0,0024%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		6.288	0,0006%	F
FG BALANCED		12.000	0,0011%	F
FGV ACTIONS EUROPE LM A		16.762	0,0016%	F
FIDDLER PARTNERS LLC		474	0,0000%	F
FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND		1.682.067	0,1572%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		16.436	0,0015%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		126.654	0,0118%	F
FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF		42.356	0,0040%	F
FIDELITY FUNDS - ITALY POOL		647.908	0,0606%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		3.004	0,0003%	F
FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND		41.087	0,0038%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		56.240	0,0053%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND		3.082	0,0003%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		103.377	0,0097%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		544	0,0001%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		185.036	0,0173%	F
FIDELITY SALEM STREET TRUST FIDELITY FLEX INTERNATIONAL FOCUSED INDEX FUND		5.092	0,0005%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		47.903	0,0045%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		230.553	0,0216%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA		18.759	0,0018%	F
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL MOMENTUM INDEX FUND		106.973	0,0100%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.		804.742	0,0752%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		242.870	0,0227%	F
FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF		43.412	0,0041%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		8.200	0,0008%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		16.176	0,0015%	F
FIDEURAM FUND		2.311	0,0002%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		1.420	0,0001%	F
FIRST PRIVATE EURO DIVIDENDEN STAUFER		28.190	0,0026%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		433.385	0,0405%	F
FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF		37.190	0,0035%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		5.703	0,0005%	F
FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF		12.256	0,0011%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH ETF		181.638	0,0170%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH PORTFOLIO		30.368	0,0028%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		47.899	0,0045%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		907.862	0,0849%	F
FJARDE AP-FONDEN.		11.335	0,0011%	F
FLEXSHARES DEVELOPED MARKETS EX - US QUALITY LOW VOLATILITY INDEX FUND		5.664	0,0005%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1	0,0000%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		1	0,0000%	F
FLORIDA RETIREMENT SYSTEM		32.429	0,0030%	F
FLOURISH INVESTMENT CORPORATION		14.574	0,0014%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,0016%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		261	0,0000%	F
FONDATION BOTNAR		10.645	0,0010%	F
FONDATION BOTNAR.		11.292	0,0011%	F
FONDAZIONE CASSA DI RISPARMIO DI CUNEO	96031120049	1.133.000	0,1059%	F
FONDAZIONE CASSA DI RISPARMIO DI FIRENZE	00524310489	1.000.000	0,0935%	F
FONDAZIONE CASSA DI RISPARMIO DI PADOVA E ROVIGO	92057140284	500.000	0,0467%	F
FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA	00499230373	1.702.438	0,1591%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		21	0,0000%	F
FONDITALIA		821.598	0,0768%	F
FONDS DE PLACEMENT PROMUTUEL GROUPE PROMUTUEL FEDERATION DE SOCIETES MUTUELLES DASSURANCE GENERALE		2.502	0,0002%	F
FONDS DE RESERVE POUR LES RETRAITES		47.364	0,0044%	F
FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.)		22.930	0,0021%	F
FONDS FUER STIFTUNGEN INVESCO		9.232	0,0009%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,0002%	F
FOOLIQ EHF		881	0,0001%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		3.553	0,0003%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,0001%	F
FOREIGN STOCK INDEX MOTHER FUND		32.631	0,0031%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,0007%	F
FRANCIS FAMILY FUND APS		3.127	0,0003%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		7.470	0,0007%	F
FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF		550.981	0,0515%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF		156.020	0,0146%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF		3.615	0,0003%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF		4.130	0,0004%	F
FRANKLIN TEMPLETON ICAV		610.793	0,0571%	F
FUNDACAO CALOUSTE GULBENKIAN		642	0,0001%	F
FUNDO DE PENSOES .		5.355	0,0005%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,0011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		291.521	0,0273%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		46.625	0,0044%	F
FUTURE GROUP INTERNATIONAL EQUITIES FUND		16.417	0,0015%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		274	0,0000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		28.107	0,0026%	F
G.A.-FUND-B - WORLD EQUITIES PLUS		4.036	0,0004%	F
GAMLA LIVFORSAKRINGSAKTIEBOLAGET SEB TRYGG LIV		191.605	0,0179%	F
GARRAISKA INVESTMENTS		7.500	0,0007%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		1.841	0,0002%	F
GCA MANDAT GESTION ACTIONS		32.798	0,0031%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		103.987	0,0097%	F
GENERALI AKTIVMIX DYNAMIK PROTECT 80		2.925	0,0003%	F
GENERALI FUTURE LEADERS ITALIA		23.900	0,0022%	F
GENERALI INVESTMENTS SICAV		32.843	0,0031%	F
GENERALI ITALIA SPA		120.500	0,0113%	F
GENERATION LIFE LIMITED		2.122	0,0002%	F
GEORGIA TECH FOUNDATION, INC		46.499	0,0043%	F
GERANA SICAV-SIF, S.A.		8.456	0,0008%	F
GLENDALOUGH ASSET MANAGEMENT LIMITED		2.709	0,0003%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		1.866	0,0002%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		1.942	0,0002%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		31.044	0,0029%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,0002%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		5.801	0,0005%	F
GLOBAL MULTI FACTOR EQUITY FUND		26.510	0,0025%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P		2.677	0,0003%	F
GLOBAL RESEARCH EQUITY-EXTENDED MASTER FUND (CAYMAN)		2.677	0,0003%	F
GLOBAL SYSTEMATIC ACTIVE EQUITIES		17.495	0,0016%	F
GLOBAL X MSCI EAFE INDEX ETF		3.075	0,0003%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		33.639	0,0031%	F
GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF		1.127	0,0001%	F
GMO ALTERNATIVE ALLOCATION FUND		37.974	0,0035%	F
GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES		18.806	0,0018%	F
GOLDMAN SACHS ETF ICAV		33	0,0000%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA EUROPE EQUITY ETF		17.236	0,0016%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA INTERNATIONAL EQUITY ETF		438.073	0,0409%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		25.378	0,0024%	F
GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF		21.583	0,0020%	F
GOLDMAN SACHS FUNDS II		50.234	0,0047%	F
GOLDMAN SACHS FUNDS III		92.560	0,0087%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		60.690	0,0057%	F
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.		60.484	0,0057%	F
GOVERNMENT PENSION INVESTMENT FUND		1.388.278	0,1298%	F
GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND		13.022	0,0012%	F
GREAT-WEST INTERNATIONAL INDEX FUND		72.607	0,0068%	F
GREEN CENTURY MSCI INTERNATION		14.411	0,0013%	F
GREENFIELDS CAPITAL LIMITED		543	0,0001%	F
GREENFINCH FOUNDATION		2.460	0,0002%	F
GUIDEMARK WORLD EX-US FUND/GOLDMAN		43.751	0,0041%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		50.136	0,0047%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		62.982	0,0059%	F
HANG SENG INSURANCE COMPANY LIMITED		35.267	0,0033%	F
HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF		28.695	0,0027%	F
HASE EUROPA		35.000	0,0033%	F
HAWTHORN DM LLC		9.325	0,0009%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		688	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		472	0,0000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		11.100	0,0010%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,0009%	F
HC RENTE		1.812	0,0002%	F
HEALTHCARE EMPLOYEES PENSION PLAN MANITOBA		137.281	0,0128%	F
HELABA INV KAPITALANL GES MBH HI SZVA 21 SFONDS		29.421	0,0028%	F
HELABA INVEST KAG MBH HI KAPPA 3 SFONDS		29.156	0,0027%	F
HELVETIA I EUROPA		43.537	0,0041%	F
HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T		2.129	0,0002%	F
HESTA		4.848	0,0005%	F
HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS		83.000	0,0078%	F
HI-AKTIEN-AKTIV-VALUE-SFONDS		49.000	0,0046%	F
HILLSDALE GLOBAL EQUITY FUND		4.068	0,0004%	F
HI-PROAM-STIFTUNGSFONDS		2.853	0,0003%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		196.154	0,0183%	F
HORIZON BUSINESS SRI DYN DBI-RDT		37.479	0,0035%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		25.248	0,0024%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		5.784	0,0005%	F
HP+P STIFTUNGSFONDS		15.900	0,0015%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,0001%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,0005%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,0002%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,0003%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,0000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,0004%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		5.546	0,0005%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND		2.736	0,0003%	F
HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND		130.766	0,0122%	F
HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF		371	0,0000%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF		689	0,0001%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		16.389	0,0015%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF		71.914	0,0067%	F
HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF		1.244	0,0001%	F
HSBC EURO EQUITY VOLATILITY FOCUSED		82.379	0,0077%	F
HSBC EUROPE EQUITY INCOME		147.680	0,0138%	F
HSBC GLOBAL INVESTMENT FUNDS		847.470	0,0792%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND		24.324	0,0023%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		343.534	0,0321%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		35.864	0,0034%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		16.051	0,0015%	F
IADB STAFF RETIREMENT FUND		2.805	0,0003%	F
IALUMBRA HOLDING TRUST		12.400	0,0012%	F
IBM 401(K) PLUS PLAN TRUST		34.061	0,0032%	F
IC EUROPE EQUITY ESG INDEX FUND		1.996	0,0002%	F
IF IST - GLOBE INDEX		8.453	0,0008%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		828.738	0,0775%	F
ILA - A-ILDSCG		2.038	0,0002%	F
ILA - A-ILEZEQG		9.250	0,0009%	F
ILA - A-ILGLOEQG		3.216	0,0003%	F
ILA - A-ILGLOEQN		852	0,0001%	F
ILA - RAFIMF		908	0,0001%	F
ILA-A-ILIMCFHY		3.105	0,0003%	F
ILA-A-ILSDMH		89.404	0,0084%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		27.080	0,0025%	F
ILA-LA WORLD ESG SCREENED FUND		1.696	0,0002%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		24.512	0,0023%	F
ILMARINEN MUTUAL PENSION INSURANCE COMPANY		623.475	0,0583%	F
IMCO GLOBAL PUBLIC EQUITY LP		77.185	0,0072%	F
IMPACTASSETS INC.		976	0,0001%	F
IMPERIAL GLOBAL EQUITY INCOME POOL		332.061	0,0310%	F
IMPERIAL INTERNATIONAL EQUITY POOL		704	0,0001%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,2926%	F
INCOME INSURANCE LIMITED		10.013	0,0009%	F
INDOSUEZ EURO PATRIMOINE		139.388	0,0130%	F
INDOSUEZ EURO RENDEMENT		119.510	0,0112%	F
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC		16.749	0,0016%	F
ING DIRECT SICAV		20.363	0,0019%	F
INSPIRE INTERNATIONAL ETF		100.681	0,0094%	F
INSTITUTIONAL RETIREMENT TRUST		4.051	0,0004%	F
INSTITUTIONELLA AKTIEFONDEN STABIL		80.336	0,0075%	F
INTERFUND SICAV		13.416	0,0013%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		4.629	0,0004%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		9.063	0,0008%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		252.562	0,0236%	F
INTERNATIONAL EQUITIES B UNIT TRUST		3.407	0,0003%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		483	0,0000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		1.018	0,0001%	F
INTERNATIONAL EQUITY FUND		2.687	0,0003%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		3.285	0,0003%	F
INTERNATIONAL MONETARY FUND		30.572	0,0029%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		25.413	0,0024%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV		5.164	0,0005%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS		12.329	0,0012%	F
INVESCO ADVANTAGE INTERNATIONALFUND		1.119	0,0001%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		90.987	0,0085%	F
INVESCO FUND MANAGERS LIMITED		64.467	0,0060%	F
INVESCO FUNDS		553.776	0,0518%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		9.479	0,0009%	F
INVESCO GLOBAL EQUITY NET ZERO ETF		9.786	0,0009%	F
INVESCO MARKETS II PLC		61.100	0,0057%	F
INVESCO MARKETS II PUBLIC LIMITED COMPANY		64.822	0,0061%	F
INVESCO MARKETS III PLC		821	0,0001%	F
INVESCO MSCI EAFE INCOME ADVANTAGE ETF		7.283	0,0007%	F
INVESCO POOLED INVESTMENT FUND - EUROPE FUND		13.069	0,0012%	F
INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES		56.341	0,0053%	F
INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF		3.334	0,0003%	F
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF		4.640	0,0004%	F
INVESCO S&P INTERNATIONAL DEVELOPED ESG INDEX ETF		425	0,0000%	F
INVESCO SANDP INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		77.269	0,0072%	F
INVESCO SANDP INTERNATIONAL DEVELOPED MOMENTUM ETF		116.645	0,0109%	F
INVESTERINGSFORENINGEN BANKINVEST ENGROS,GLOBALE AKTIER AKK.KL		31.998	0,0030%	F
INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL		583	0,0001%	F
INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL		2.966	0,0003%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		28.257	0,0026%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		6.128	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		23.619	0,0022%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST, LI AKTIER GLOBALE INDEKS		7.081	0,0007%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL		1.705	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL		1.913	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL		3.956	0,0004%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL		11.476	0,0011%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL		5.163	0,0005%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS GLOBALE STABILE AKTIER		29.932	0,0028%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER		13.699	0,0013%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.534	0,0003%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABIL BALANCERET KL		6.644	0,0006%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER AKKUMULERENDE KL		25.391	0,0024%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER KL		89.574	0,0084%	F
INVESTERINGSFORENINGEN NORDEAINVEST ENGROS GLOBALE STABILE AKTIER - ETISK TILVALG		28.010	0,0026%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS, GLOBALE AKTIER BASIS ESG KL		19.472	0,0018%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		7.600	0,0007%	F
INVESTERINGSFORENINGEN PROFIL INVEST AFDELING FF		2.954	0,0003%	F
INVESTERINGSFORENINGEN SEBINVEST SEB EUROPA AKTIER AKL		6.063	0,0006%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,0023%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		18.429	0,0017%	F
IP ACTIONS EURO		12.402	0,0012%	F
IPC MULTI-FACTOR INTERNATIONAL EQUITY		11.729	0,0011%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		39.940	0,0037%	F
IRISH LIFE ASSURANCE PLC		75.311	0,0070%	F
IRISH LIFE ASSURANCE.		40.818	0,0038%	F
IRISH LIFE CLIMATE FOCUSED FUND		1.663	0,0002%	F
IRR K LLC		4.519	0,0004%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,0001%	F
ISHARES CORE MSCI EAFE ETF		3.285.519	0,3071%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		287.905	0,0269%	F
ISHARES CORE MSCI EUROPE ETF		241.120	0,0225%	F
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF		513.697	0,0480%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		633.876	0,0593%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		7.818	0,0007%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		12.443	0,0012%	F
ISHARES ENHANCED INTERNATIONAL ACTIVE ETF		88	0,0000%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		41.427	0,0039%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		11.000	0,0010%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		893.524	0,0835%	F
ISHARES EURO STOXX UCITS ETF (DE)		191.039	0,0179%	F
ISHARES EUROPE ETF		82.745	0,0077%	F
ISHARES GLOBAL EQUITY FACTOR ETF		6.543	0,0006%	F
ISHARES GLOBAL FINANCIALS ETF		17.290	0,0016%	F
ISHARES II PUBLIC LIMITED COMPANY		1.129.456	0,1056%	F
ISHARES III PUBLIC LIMITED COMPANY		1.513.632	0,1415%	F
ISHARES INTERNATIONAL DIVIDEND GROWTH ETF		129.228	0,0121%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		188.347	0,0176%	F
ISHARES INTERNATIONAL EQUITY FACTOR ROTATION ACTIVE ETF		2.807	0,0003%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		3.490	0,0003%	F
ISHARES IV PUBLIC LIMITED COMPANY		1.280.236	0,1197%	F
ISHARES MSCI ACWI ETF		117.036	0,0109%	F
ISHARES MSCI ACWI EX U.S. ETF		141.150	0,0132%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		32.841	0,0031%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES MSCI EAFE ETF		1.580.267	0,1477%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		283.824	0,0265%	F
ISHARES MSCI EAFE MIN VOL FACTOR ETF		1.497.432	0,1400%	F
ISHARES MSCI EAFE VALUE ETF		1.206.247	0,1128%	F
ISHARES MSCI EUROPE FINANCIALS ETF		496.270	0,0464%	F
ISHARES MSCI EUROPE IMI INDEX ETF		13.658	0,0013%	F
ISHARES MSCI EUROZONE ETF		575.583	0,0538%	F
ISHARES MSCI INTL MOMENTUM FACTOR ETF		214.784	0,0201%	F
ISHARES MSCI ITALY ETF		515.503	0,0482%	F
ISHARES MSCI KOKUSAI ETF		1.530	0,0001%	F
ISHARES MSCI WORLD ETF		45.986	0,0043%	F
ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF		331	0,0000%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		10.831	0,0010%	F
ISHARES PUBLIC LIMITED COMPANY		2.048.803	0,1915%	F
ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE		88.189	0,0082%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		354.574	0,0331%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		167.591	0,0157%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		1.285.371	0,1202%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.174.506	0,2033%	F
ISHARES V PUBLIC LIMITED COMPANY		371.901	0,0348%	F
ISHARES VI PUBLIC LIMITED COMPANY		745.763	0,0697%	F
ISHARES VII PUBLIC LIMITED COMPANY		919.469	0,0859%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		56.745	0,0053%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,0002%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		2.611	0,0002%	F
ISLE OF MAN GOVERNMENT-TREASURY		5.346	0,0005%	F
J & J PENSION FUND OFP		114.623	0,0107%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,0000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.226.421	0,1146%	F
JEFFREY LLC		14.160	0,0013%	F
JEREMY S. O'CONNOR LIVING TRUST		247	0,0000%	F
JNL INTERNATIONAL INDEX FUND		66.693	0,0062%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		9.911	0,0009%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		1.826	0,0002%	F
JNL/MELLON MSCI WORLD INDEX FUND		4.419	0,0004%	F
JOHN HANCOCK FUNDS II - MULTI-ASSET ABSOLUTE RETURN FUND		37.285	0,0035%	F
JOHN HANCOCK FUNDS II INCOME ALLOCATION FUND		1.419	0,0001%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		63.747	0,0060%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		8.380	0,0008%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		16.429	0,0015%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		5.403	0,0005%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		38.376	0,0036%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		16.613	0,0016%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		32.997	0,0031%	F
JOHN T. WALTON FAMILY TRUST		120.586	0,0113%	F
JOHNSON & JOHNSON UK GROUP RETIREMENT PLAN		10.973	0,0010%	F
JOSHUA GREEN CORPORATION		3.450	0,0003%	F
JPM MULTI INCOME FUND		21.955	0,0021%	F
JPMORGAN BETABUILDERS EUROPE ETF		146.125	0,0137%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		43.417	0,0041%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		5.137	0,0005%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		15.715	0,0015%	F
JPMORGAN EUROPE STRATEGIC DIVIDEND FUND		4.326	0,0004%	F
JPMORGAN FLEXIBLE INCOME ETF		253	0,0000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		2.739	0,0003%	F
JPMORGAN FUNDS		283.372	0,0265%	F
JPMORGAN GLOBAL ALLOCATION FUND		554	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
JPMORGAN INCOME BUILDER FUND		6.846	0,0006%	F
JPMORGAN INVESTMENT FUNDS		334.404	0,0313%	F
JPMORGAN MULTI BALANCED FUND		1.680	0,0002%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,0002%	F
JTW TRUST NO. 3 UAD 9/19/02.		118	0,0000%	F
JTW TRUST NO. 4 UAD 9/19/02.		2.036	0,0002%	F
JTW TRUST NO. 5 UAD 9/19/02.		32	0,0000%	F
KAISER FOUNDATION HOSPITALS		3.693	0,0003%	F
KAISER PERMANENTE GROUP TRUST		4.379	0,0004%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5		59.744	0,0056%	F
KAPITALFORENINGEN EMD INVEST, VERDENSINDEKS		8.758	0,0008%	F
KAPITALFORENINGEN INVESTIN PRO		14.165	0,0013%	F
KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I		17.756	0,0017%	F
KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS		102.262	0,0096%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		194.122	0,0181%	F
KBC ECO FUND/WORLD		17.073	0,0016%	F
KBC EQUITY FUND EUROZONE		547.074	0,0511%	F
KBC EQUITY FUND EUROZONE DBI-RDT		79.098	0,0074%	F
KBC EQUITY FUND SRI EUROZONE		856.476	0,0801%	F
KBC EQUITY FUND WORLD		168.610	0,0158%	F
KBC EQUITY FUND/EUROPE		48.054	0,0045%	F
KBC EQUITY FUND/SRI WORLD		230.559	0,0216%	F
KBC EQUITY FUND/WORLD DBI-ROT		54.621	0,0051%	F
KBC EQUITY SRI WORLD DBI-RDT		19.803	0,0019%	F
KBC INST FUND EURO EQUITY		51.823	0,0048%	F
KBC INSTITUTIONAL FUND SRI EURO		60.425	0,0056%	F
KBC INSTITUTIONAL FUND/SRI WORLD EQUITY		13.934	0,0013%	F
KBC INSTITUTIONAL INVESTOR		3.936	0,0004%	F
KBI FUNDS ICAV		32.723	0,0031%	F
KBI GLOBAL INVESTMENT FUND		18.268	0,0017%	F
KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1		7.286	0,0007%	F
KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR		4.585	0,0004%	F
KERI ANN O'CONNOR REVOCABLE TRUST		37	0,0000%	F
KFP MARKETABLE LLC		60	0,0000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		17.974	0,0017%	F
KODAK RETIREMENT INCOME PLAN 343 ST		22.451	0,0021%	F
KOKUSAI EQUITY INDEX FUND, A S		8.501	0,0008%	F
KUMPULAN WANG PERSARAAN (DIPERBADANKAN		4.902	0,0005%	F
KUTXABANK GESTION SGIIC, S.A.		233.308	0,0218%	F
KUTXABANK PENSIONES, S.A., SGFP		89.110	0,0083%	F
L&G DEVELOPED WORLD MOMENTUM FACTOR INDEX FUND		663	0,0001%	F
LAB QS DYNAMIC EQUITY FUND LP		99	0,0000%	F
LACERA MASTER OPEB TRUST		11.377	0,0011%	F
LAKE AVENUE INVESTMENTS LLC		18.058	0,0017%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		2	0,0000%	F
LATVIJAS BANKA		2.666	0,0002%	F
LAWRENCE LIVERMORE NATIONAL SECURITY, LLC AND TRIAD NATIONAL SECURITY, LLC DEFINED BENEFIT PENSION PLAN GROUP TRUST		4.766	0,0004%	F
LBBW AM INVESTMENTGES. MBH LBB W AM-MONACO		6.250	0,0006%	F
LBBW AM INVESTMENTGES. MBH LBBW AM-RENDITEF.NR.1 BANTLEO		6.339	0,0006%	F
LBBW AM-ALME INVEST		34.000	0,0032%	F
LBBW AM-CESRA5PLUS		10.000	0,0009%	F
LBBW AM-MASTER SUEDPFALZ		37.100	0,0035%	F
LBBW ASSET MANAGEMENT INVESTMENTGESELLSCHAFT MBH		261.576	0,0245%	F
LBBW GLOBAL DIVIDEND		120.000	0,0112%	F
LBBW ZYKLUS STRATEGIE		14.000	0,0013%	F
LCL ACTIONS EURO CORE		76.726	0,0072%	F
LCL ACTIONS MONDE HORS EUROPE EUR		39.291	0,0037%	F
LEE M. HOWER TRUST		114	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL & GENERAL CCF.		2.342	0,0002%	F
LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E		5.801	0,0005%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO		15.041	0,0014%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE		12.020	0,0011%	F
LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED		330	0,0000%	F
LEGAL & GENERAL GLOBAL EQUITY INDEX FUND		12.796	0,0012%	F
LEGAL & GENERAL ICAV.		1.052	0,0001%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		45.786	0,0043%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		21.723	0,0020%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		16.102	0,0015%	F
LEGAL & GENERAL UCITS ETF PUBLIC LIMITED COMPANY		9.483	0,0009%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		13.054	0,0012%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND		296	0,0000%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		194.036	0,0181%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		1.223	0,0001%	F
LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED		26.502	0,0025%	F
LEGAL AND GENERAL CCF		509	0,0000%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		39.575	0,0037%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		272	0,0000%	F
LEGAL AND GENERAL EUROPEAN INDEX TRUST		221.148	0,0207%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		26.779	0,0025%	F
LEGAL AND GENERAL UCITS ETF PLC		200.433	0,0187%	F
LFM ACTIONS MONDE VOLATILITE CONTROLEE		89.564	0,0084%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME		47	0,0000%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		398	0,0000%	F
LGT SLC EQ EMV POOL CC AND L		1.137	0,0001%	F
LGT SLC EQUITY OPT POOL SSGA		14.403	0,0013%	F
LLB FUND SERV. AG ATD LLB AKTIEN EUROPA (EUR)		20.561	0,0019%	F
LOB HOLDING SRL		2.500	0,0002%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		18.566	0,0017%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		14.710	0,0014%	F
LOF ALL ROADS		23.999	0,0022%	F
LOF ALL ROADS CONSERVATIVE		4.129	0,0004%	F
LOF ALL ROADS GROWTH		17.973	0,0017%	F
LOF TARGETNETZERO EUROPE EQUITY		10.182	0,0010%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME		637.770	0,0596%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.		911.840	0,0852%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		68.730	0,0064%	F
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MASTER TRUST		12.897	0,0012%	F
LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS(		26.063	0,0024%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		404.382	0,0378%	F
LUX IM GLOBAL EQUITY VALUE		39.388	0,0037%	F
LUXCELLENCE HELVETIA EUROP EQUITY		6.372	0,0006%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		9.286	0,0009%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		178.667	0,0167%	F
LVIP SSGA INTERNATIONAL INDEX FUND		58.233	0,0054%	F
M INTERNATIONAL EQUITY FUND		2.463	0,0002%	F
MACF 3		89	0,0000%	F
MACK EAFE EQUITY POOL		10.445	0,0010%	F
MACKENZIE EUROPEAN SMALL-MID CAP FUND		79.427	0,0074%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		22.986	0,0021%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		17.922	0,0017%	F
MACQUARIE MULTI-FACTOR FUND		2.603	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MAM EUROPA GROWTH		17.000	0,0016%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		3.898	0,0004%	F
MAN NUMERIC CITY LIMITS FUND LLC C/O NUMERIC INVESTORS LLC		4.295	0,0004%	F
MAN NUMERIC INTERNATIONAL ALPHA (US) LP		2.105	0,0002%	F
MANAGED PENSION FUNDS LIMITED		54.898	0,0051%	F
MANDAT ACTION HGAM		253.978	0,0237%	F
MANULIFE GLOBAL FUND (SICA		25.138	0,0023%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		25.882	0,0024%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		6.330	0,0006%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.129	0,0001%	F
MARGETTS FUND MANAGEMENT LTD		81.326	0,0076%	F
MARIGOLD TACTICAL STRATEGIES LTD		1.273	0,0001%	F
MARSHALL WACE INV STRATEGIES-TOPS INTERNATIONAL EQUITIES FD C/O MARSHALL WACE LLP ACTING AS ALTERNATIVE INVESTMENT FUND		29.715	0,0028%	F
MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP		226.716	0,0212%	F
MARSHALL WACE INVESTMENT STRATEGIES - TOPS FUND C/O MARSHALL WACE LLP		192.528	0,0180%	F
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND C/O MARSHALL WACE LLP ACTING AS INVESTMENT MANAGER		109.829	0,0103%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND		29.084	0,0027%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP		24.353	0,0023%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE LLP ACTING AS IA		58.915	0,0055%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		27.390	0,0026%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		10.525	0,0010%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,0002%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		9.716	0,0009%	F
MATIG ACT MONDE		120.013	0,0112%	F
MATIGNON ACTIONS DYNAMIQUES		34.562	0,0032%	F
MBB PUBLIC MARKETS I LLC		28.671	0,0027%	F
MBB SMART FUND C LLC		14.329	0,0013%	F
MBB SMART FUND P LLC		12.148	0,0011%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		1.625	0,0002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		27.212	0,0025%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH		465	0,0000%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I		8.474	0,0008%	F
MEDIOLANUM FLESSIBILE FUTURO ITALIA		1.244.177	0,1163%	F
MEDIOLANUM FLESSIBILE SVILUPPO ITALIA		182.000	0,0170%	F
MERCER GE INTERNATIONAL EQUITY FUND		2.111	0,0002%	F
MERCER GLOBAL EQUITY FUND		34.419	0,0032%	F
MERCER NONUS CORE EQUITY FUND		218.776	0,0205%	F
MERCER OSS TRUST		1.033	0,0001%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		2.576	0,0002%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		205	0,0000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,0012%	F
MERCER QIF COMMON CONTRACTUAL FUND		152.592	0,0143%	F
MERCER UCITS COMMON CONTRACTUALFUND		175.568	0,0164%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		28.662	0,0027%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		7.418	0,0007%	F
MERISTEM GLOBAL EQUITY FUND LLC		16.107	0,0015%	F
MET WAT REC DST RF NRN TRUST GLV 997261		5.040	0,0005%	F
METIS EQUITY TRUST		5.982	0,0006%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,0006%	F
METROPOLITAN LIFE INSURANCE COMPANY		10.063	0,0009%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415		86.661	0,0081%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS F11		6.140	0,0006%	F
MGI FUNDS PLC		92.051	0,0086%	F
MGTS AFH DA FUND		68.320	0,0064%	F
MICHELET TUNNEL		25.128	0,0023%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,0002%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		23.602	0,0022%	F
MI-FONDS 384		13.960	0,0013%	F
MI-FONDS F47		29.979	0,0028%	F
MI-FONDS K25		126.090	0,0118%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,0001%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,0001%	F
MIGROS BANK (LUX) FONDS 50		1.540	0,0001%	F
MIGROS BANK (LUX) FONDS INTERSTOCK		1.160	0,0001%	F
MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS		2.999	0,0003%	F
MINEWORKERS' PENSION SCHEME		51.355	0,0048%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	35,7201%	F
MINISTRY OF ECONOMY AND FINANCE		76.728	0,0072%	F
MISSOURI EDUCATION PENSION TRUST		42.322	0,0040%	F
MOA INTERNATIONAL FUND		532.408	0,0498%	F
MONTSEGUR CROISSANCE		43.159	0,0040%	F
MONUTA VERZEKERINGEN		9.132	0,0009%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		1.651	0,0002%	F
MORGAN STANLEY PATHWAY FUNDS		11.721	0,0011%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		227	0,0000%	F
MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		1.144	0,0001%	F
MOTHER CABRINI HEALTH FOUNDATION, INC		28.842	0,0027%	F
MOUNT HATTON INVESTMENTS LIMITED		4.204	0,0004%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,0009%	F
MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		84.086	0,0079%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		151.134	0,0141%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		12.752	0,0012%	F
MT TOTAL RETURN FUND		68.990	0,0064%	F
MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND		1.887	0,0002%	F
MULTI UNITS FRANCE - AMUNDI FT		474.258	0,0443%	F
MULTI UNITS FRANCE - AMUNDI MS		23.152	0,0022%	F
MULTI UNITS LUX AMUNDI EUROPE		86.490	0,0081%	F
MULTI UNITS LUX AMUNDI EUROPEA		414	0,0000%	F
MULTI UNITS LUX AMUNDI MSCI		1.741	0,0002%	F
MULTI UNITS LUX AMUNDI MSCI EM		32.824	0,0031%	F
MULTI UNITS LUX AMUNDI S P		257.307	0,0241%	F
MULTI UNITS LUXEMBOURG - AMUND		74.366	0,0070%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		423.856	0,0396%	F
MULTIMIX WHOLESALE INTERNATIONAL SHARES TRUST		2.466	0,0002%	F
MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX		34.833	0,0033%	F
MWIS - TOPS FUND - NON FLIP		36.827	0,0034%	F
MWIS TOPS WORLD EQUITIES AC		13.010	0,0012%	F
N.V. HAGELUNIE		1.643	0,0002%	F
NATIONAL CATHOLIC INVESTMENT TRUST		1.048	0,0001%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,0012%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		7.973	0,0007%	F
NATIONAL EMPLOYEMENT SAVINGS TRUST		1.010.119	0,0944%	F
NATIONAL PENSION INSURANCE FUND		2	0,0000%	F
NATIONWIDE INTERNATIONAL INDEX FUND		18.420	0,0017%	F
NATWEST ST JAMES S PLACE GLOBALQUALITY UNIT TRUST		8.569	0,0008%	F
NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST		11.269	0,0011%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,0001%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE GLOBAL GROWTH UN		7.090	0,0007%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		14.354	0,0013%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NBIMC EAFE EQUITY INDEX FUND.		1	0,0000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		8.407	0,0008%	F
NEF RISPARMIO ITALIA		10	0,0000%	F
NEUALT LLC		22.800	0,0021%	F
NEUBERGER BERMAN ETF TRUST - NEUBERGER INTERNATIONAL CORE EQUITY ETF		24.771	0,0023%	F
NEW AIRWAYS PENSION SCHEME		2.654	0,0002%	F
NEW YORK STATE COMMON RETIREMENT FUND		3.292	0,0003%	F
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN.		2.345	0,0002%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		687.141	0,0642%	F
NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST		2.129	0,0002%	F
NFS LIMITED		5.026	0,0005%	F
NGEE ANN POLYTECHNIC		6.607	0,0006%	F
NICOLE M. O'CONNOR IRREVOCABLE TRUST		89	0,0000%	F
NOLA GUIDO		40.000	0,0037%	F
NORDEA 1 SICAV		1.257.738	0,1176%	F
NORDEA 2 SICAV		19.159	0,0018%	F
NORDEA DISCRETIONARY GLOBAL EQUITY FUND		18.861	0,0018%	F
NORDEA EUROPEAN INDEX SELECT FUND		17.169	0,0016%	F
NORDEA GLOBAL EQUITY ALLOCATION FUND		18.566	0,0017%	F
NORDEA GLOBAL INDEX SELECT FUND		17.185	0,0016%	F
NORDEA PLAN BALANSERT FUND		2.751	0,0003%	F
NORDEA PLAN KONSERVATIV FUND		568	0,0001%	F
NORDEA PLAN MODERAT FUND		1.228	0,0001%	F
NORDEA PLAN OFFENSIV FUND		4.332	0,0004%	F
NORDEA PLAN VEKSTORIENTERT FUND		1.437	0,0001%	F
NORDEA PREMIUM ASSET MANAGEMENT BALANCED FUND		10.089	0,0009%	F
NORDEA PREMIUM ASSET MANAGEMENT GROWTH FUND		5.227	0,0005%	F
NORDEA PREMIUM ASSET MANAGEMENT MODERATE FUND		8.527	0,0008%	F
NORDEA PRO STABLE RETURN FUND		47.706	0,0045%	F
NORDEA SAVINGS 30 FUND		3.991	0,0004%	F
NORDEA SAVINGS 50 FUND		6.371	0,0006%	F
NORDEA SAVINGS 75 FUND		4.669	0,0004%	F
NORDEA STABIL		18.950	0,0018%	F
NORDEA STABILE AKSJER GLOBAL FUND		623.454	0,0583%	F
NORDEA STABILE AKSJER GLOBAL VALUTASIKRET FUND		417.016	0,0390%	F
NORDEA STABLE PERFORMANCE FAM		2.740	0,0003%	F
NORDEA STABLE RETURN FUND		67.906	0,0063%	F
NORDEA STRATEGA 15		2.085	0,0002%	F
NORDEA STRATEGA 35		17.091	0,0016%	F
NORDEA STRATEGA 50		14.590	0,0014%	F
NORDEA STRATEGA 70		20.328	0,0019%	F
NORDEA STRATEGA 90 FUND		920	0,0001%	F
NORDEA WORLD INDEX SELECT FUND		18.786	0,0018%	F
NORGES BANK		9.916.178	0,9269%	F
NORTHAMPTONSHIRE PENSION FUND		3.500	0,0003%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		133.622	0,0125%	F
NORTHERN LIGHTS FUND TRUST IV		14.419	0,0013%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		16.302	0,0015%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		28.536	0,0027%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		22.198	0,0021%	F
NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST		695.578	0,0650%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		311.294	0,0291%	F
NORTHERN TRUST UCITS FGR FUND		121.686	0,0114%	F
NORTHERN WORLD SELECTION INDEX FUND		22.561	0,0021%	F
NOW PENSIONS TRUST		34.471	0,0032%	F
NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST		4.235	0,0004%	F
NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,0004%	F
NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST		6.527	0,0006%	F
NT MSCI EAFE INDEX FUND		1	0,0000%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,0000%	F
NTGI-QM COMMON DAILY EAFE		65.528	0,0061%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NUCLEAR ELECTRIC INSURANCE LIMITED		6.097	0,0006%	F
NUVEEN INTERNATIONAL EQUITY INDEX FUND		66.763	0,0062%	F
NVIT INTERNATIONAL INDEX FUND		1	0,0000%	F
NZAM EURO STOXX PARIS-ALIGNED		357	0,0000%	F
OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.		121.300	0,0113%	F
ONEMARKETS ITALY ICAV		6.644	0,0006%	F
ONEMARKETS MSCI EUROPE UNIVERSAL UCITS ETF		506	0,0000%	F
ONEMARKETS MSCI WORLD UNIVERSAL UCITS ETF		104	0,0000%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		4.373	0,0004%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL		36.828	0,0034%	F
OPENWORLD PUBLIC LIMITED COMPANY		703	0,0001%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		51.871	0,0048%	F
ORKNEY ISLANDS COUNCIL PENSION FUND		120.110	0,0112%	F
OSMOSIS ICAV		12.913	0,0012%	F
OVERSTORY CAPITAL LLC		1.471	0,0001%	F
PACER TRENDPILOT INTERNATIONAL ETF		3.687	0,0003%	F
PARAMETRIC INTERNATIONAL EQUITYFUND		4.800	0,0004%	F
PASSIVE GLOBAL SHARE TRUST		8.834	0,0008%	F
PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST		114	0,0000%	F
PEGASUS-UI-FONDS		36.777	0,0034%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.159	0,0002%	F
PENSION BENEFIT GUARANTY CORPORATION		103.442	0,0097%	F
PENSION RESERVES INVESTMENT TRUST FUND		54.657	0,0051%	F
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		305.786	0,0286%	F
PEOPLE'S BANK OF CHINA		364.001	0,0340%	F
PEPCO HOLDINGS INC. VEBA TRUST		839	0,0001%	F
PERPETUAL GLOBAL ALLOCATION ALPHA FUND		5.413	0,0005%	F
PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND		394	0,0000%	F
PERTUBUHAN KESELAMATAN SOSIAL		22.849	0,0021%	F
PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		2.433	0,0002%	F
PFA PENSION FORSIKRINGSAKTIESELSKAB		23.014	0,0022%	F
PFIZER INC. MASTER TRUST		1.127	0,0001%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.067	0,0001%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,0001%	F
PHILIP VERONICA A KOVACH JT TEN/WROS 2934		19	0,0000%	F
PHOENIX UNIT TRUST MANAGERS LIMITED		196.250	0,0183%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		2.969	0,0003%	F
PICTET AI ENHANCED INTERNATION		535	0,0001%	F
PICTET CH - GLOBAL EQUITIES		3.568	0,0003%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		20.278	0,0019%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,0014%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		5.755	0,0005%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		9.207	0,0009%	F
PICTET CH INSTITUTIONAL EUROPEAN EX SWISS EQUITIES TRACKER EX SL		16.074	0,0015%	F
PICTET CH INSTITUTIONAL WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,0002%	F
PICTET EUROLAND INDEX		12.903	0,0012%	F
PICTET EUROPE INDEX		62.189	0,0058%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		134.591	0,0126%	F
PINK CALI LLC		486	0,0000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA		1.714	0,0002%	F
PIVOTAL PHILANTHROPIES FOUNDATION		1.207	0,0001%	F
PLATO INST I FUND EURO EQUITY		11.590	0,0011%	F
PLATO INSTIT INDEX FND WORLD DBI-RDT		12.837	0,0012%	F
PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY		29.285	0,0027%	F
PLATO INSTITUTIONAL INDEX FUND/WORLD		33.785	0,0032%	F
PLEIADES TRUST		79.666	0,0074%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,0006%	F
POINT72 ASSOCIATES LLC		117	0,0000%	F
POINT72 ASSOCIATES LLC C/O FINSCO LIMITED		494	0,0000%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		61.442	0,0057%	F
PORTZAMPARC MOMENTUM ISR		62.000	0,0058%	F
PRAXIS INTERNATIONAL INDEX FUND		51.414	0,0048%	F
PRESBYTERIAN CHRUCH IN AMERICA 403 (B) (9) RETIREMENT PLAN		2.841	0,0003%	F
PRI JP MORGAN EUROZONE EQUITY		183.150	0,0171%	F
PRIME SUPER PTY LTD		4.376	0,0004%	F
PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND		24.161	0,0023%	F
PRINCIPAL FUNDS, INC. - OVERSEAS FUND		4.179	0,0004%	F
PRINCIPAL LIFE INSURANCE COMPANY		12.041	0,0011%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,0001%	F
PRO-GEN INVESTMENTS LLC		1.449	0,0001%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		27.874	0,0026%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.385	0,0001%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		1.277	0,0001%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		18.286	0,0017%	F
PRUDENTIAL HONG KONG LIMITED		3.710	0,0003%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		5.770	0,0005%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		7.922	0,0007%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		80.434	0,0075%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		31.087	0,0029%	F
PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI		70.797	0,0066%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		219.705	0,0205%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		176.049	0,0165%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		289.739	0,0271%	F
PURPOSE FUND CORP		1.103	0,0001%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND		262.255	0,0245%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND 2		34.996	0,0033%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		384.779	0,0360%	F
QIC INTERNATIONAL EQUITIES FUND.		2.128	0,0002%	F
QUALITY EDUCATION FUND		849	0,0001%	F
QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES		503.564	0,0471%	F
RAIFFEISEN KAPITALANLAGE GESELLSCHAFT M.B.H NV AKTIEN GLOBAL		1.319	0,0001%	F
RAINDROPS CAPITAL LIMITED		1.967	0,0002%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,0808%	F
RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST		26.242	0,0025%	F
RBC EUROPEAN EQUITY FUND ROYAL TRUST		259.443	0,0243%	F
RBC EUROPEAN MID-CAP EQUITY FUND		102.925	0,0096%	F
RBC INDIGO INTERNATIONAL EQUITYINDEX FUND		1.177	0,0001%	F
RBC INTERNATIONAL DIVIDEND GROWTH FUND		64.108	0,0060%	F
REALDANIA		60.885	0,0057%	F
REASSURE LIMITED		114.884	0,0107%	F
REGIME DE RETRAITE DU PERSONNEL CPE		130.522	0,0122%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		58.085	0,0054%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.652	0,0003%	F
RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.		27.792	0,0026%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		340.357	0,0318%	F
RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND		1.345	0,0001%	F
RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC		3.382	0,0003%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		20.782	0,0019%	F
RLA GLOBAL SHARE FUND		5.627	0,0005%	F
RLA INTERNATIONAL EQUITIES FUND		14.165	0,0013%	F
RLA NZ INTERNATIONAL EQUITIES FUND		5.818	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ROBECO CAPITAL GROWTH FUNDS		41.344	0,0039%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,0030%	F
ROBECO UCITS ICAV		3	0,0000%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,0002%	F
ROBIN 1-FONDS		79.144	0,0074%	F
ROBUST MULTI ASSET FUND		71.932	0,0067%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,0007%	F
ROPS EURO P		59.291	0,0055%	F
ROPS SMART INDEX EURO		32.638	0,0031%	F
ROSEFINCH FOUNDATION		2.460	0,0002%	F
ROSEN FAMILY TRUST		35	0,0000%	F
ROTHSCHILD MARTIN MAUREL		212.465	0,0199%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.306	0,0068%	F
ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT		730	0,0001%	F
RPAQ 2015 FUND LP		24.255	0,0023%	F
RTX SAVINGS PLAN MASTER TRUST		143.034	0,0134%	F
RUGGERI FAUSTO		9	0,0000%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		12.224	0,0011%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.573	0,0008%	F
RUSSELL INVESTMENT COMPANY PLC		29.058	0,0027%	F
RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND		2.661	0,0002%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND		7.081	0,0007%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		7.497	0,0007%	F
RUSSELL INVESTMENTS INTERNATIONAL EQUITY POOL .		1.104	0,0001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND		1.901	0,0002%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.530	0,0004%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.634	0,0003%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		1.915	0,0002%	F
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND		3.836	0,0004%	F
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST		10.690	0,0010%	F
RUSSELL WGGW LTD.		2.518	0,0002%	F
RUTGERS THE STATE UNIVERSITY		1.945	0,0002%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		782	0,0001%	F
SAKKARAH 7 FCP		18.186	0,0017%	F
SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD		162	0,0000%	F
SAS TRUSTEE CORPORATION POOLED FUND		103.496	0,0097%	F
SBC MASTER PENSION TRUST		8.896	0,0008%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		28.229	0,0026%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		9.663	0,0009%	F
SCHRODER FORESTERS BALANCED FUND		19.150	0,0018%	F
SCHRODER GLOBAL CORE FUND		8.443	0,0008%	F
SCHRODER GLOBAL EQUITY ACTIVE UCITS ETF		22.839	0,0021%	F
SCHRODER GLOBAL EQUITY CUSTOM ACTIVE UCITS ETF		1.749	0,0002%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		1.498	0,0001%	F
SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND		18.787	0,0018%	F
SCHRODER INTERNATIONAL SELECTION FUND		130.984	0,0122%	F
SCHRODER MANAGED BALANCED FUND		9.144	0,0009%	F
SCHRODER PENSION MANAGEMENT LIMITED		15.369	0,0014%	F
SCHRODER QEP GLOBAL CORE FUND		66.273	0,0062%	F
SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND		6.401	0,0006%	F
SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND		8.938	0,0008%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		11.369	0,0011%	F
SCHRODERS CAPITAL SEMI-LIQUID		2.634	0,0002%	F
SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND		56.291	0,0053%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		262.353	0,0245%	F
SCHWAB INTERNATIONAL EQUITY ETF		994.494	0,0930%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCHWAB INTERNATIONAL INDEX FUND		297.131	0,0278%	F
SCOTIA GLOBAL GROWTH FUND		345.886	0,0323%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		2.515	0,0002%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		15.115	0,0014%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		1.922	0,0002%	F
SCOTT FITZGERALD		224	0,0000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		34.481	0,0032%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		21.951	0,0021%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.097	0,0002%	F
SEB EUROPE EXPOSURE		75.751	0,0071%	F
SEB FUND 1 - SEB EUROPE EQUITY FUND		135.437	0,0127%	F
SEB FUND 3 - SEB GLOBAL ALL COUNTRIES EXPOSURE		97.054	0,0091%	F
SEB FUND 3 - SEB PENSION FUND		3.048	0,0003%	F
SEB FUND 3 - SEB PENSION FUND EXTRA		44	0,0000%	F
SEB FUND 3 - SEB PENSION FUND PLUS		63	0,0000%	F
SEI GLOBAL MASTER FUND PLC		505.537	0,0473%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,0004%	F
SEI INSTITUTIONAL INTERNATIONAL TRST INTERNATIONAL EQTY FND		144.785	0,0135%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND		6.025	0,0006%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND		200.946	0,0188%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		26.894	0,0025%	F
SEI SELECT INTERNATIONAL EQUITY ETF		75.580	0,0071%	F
SELECTION EURO CLIMAT JANVIER 2025		63.635	0,0059%	F
SELECTION FRANCE SOCIAL JANVIER 2022		238.837	0,0223%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		592	0,0001%	F
SENTINEL INTERNATIONAL FUND		1.046	0,0001%	F
SG ACTIONS INTERNATIONALES		21.225	0,0020%	F
SHELL CANADA 2007 PENSION PLAN		882	0,0001%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		22.208	0,0021%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		37	0,0000%	F
SIEMENS BALANCED		38.847	0,0036%	F
SIEMENS EMU EQUITIES		56.874	0,0053%	F
SIEMENS EUROINVEST AKTIEN		7.813	0,0007%	F
SIEMENS QUALITAET AND DIVIDENDE EUROPA		55.503	0,0052%	F
SIEMENS-FONDS SIEMENS-RENTE		37.809	0,0035%	F
SILVER AMUNDI EUROPE EQUITY CO		63.793	0,0060%	F
SIMPLICITY HEDGED GLOBAL SHARE FUND		11.210	0,0010%	F
SIMPLICITY UNHEDGED GLOBAL SHARE FUND		11.601	0,0011%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		683.880	0,0639%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		382.854	0,0358%	F
SLW PORTFOLIO LLC		256	0,0000%	F
SMART WHOLESALE GLOBAL EQUITY ESG FUND		9.264	0,0009%	F
SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND		16.073	0,0015%	F
SMTB FOREI GN STOCK INDEX MOTHER FUND		506	0,0000%	F
SNOWBALL CAPITAL HOLDINGS LIMITED		2.005	0,0002%	F
SNOWFINCH FOUNDATION		2.460	0,0002%	F
SOCIAL PROTECTION FUND		24.338	0,0023%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.371	0,0002%	F
SOGECAP ACTIONS - MID CAP		52.599	0,0049%	F
SOGECAP AP CLIMAT PAB		27.059	0,0025%	F
SP INTERNATIONAL SHARES TRUST		5.469	0,0005%	F
SPA MANDATE BLACKROCK		13.428	0,0013%	F
SPARINVEST SICAV - GLOBAL EQUITY TA POOL		5.495	0,0005%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		545.682	0,0510%	F
SPDR MSCI ACWI EXUS ETF		33.527	0,0031%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		11.669	0,0011%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		105.740	0,0099%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SPDR MSCI WORLD QUALITY MIX ETF		726	0,0001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		577	0,0001%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		587.211	0,0549%	F
SPDR PORTFOLIO EUROPE ETF		21.038	0,0020%	F
SPDR S&P WORLD EX AUSTRALIA CARBON AWARE ETF		2.182	0,0002%	F
SPP GENERATION 70-TAL		3.234	0,0003%	F
SPRING 625		15.958	0,0015%	F
SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND		47.101	0,0044%	F
SPW MANAGED ICVC - SPW TACTICALFUND 1		12.699	0,0012%	F
SPW MANAGED ICVC - SPW TACTICALFUND 2		5.145	0,0005%	F
SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST		458	0,0000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		32.155	0,0030%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.442	0,0326%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		2.667	0,0002%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		70.375	0,0066%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		155.976	0,0146%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		1.344.462	0,1257%	F
ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING		403	0,0000%	F
ST PFD PMA MANDATE BLACKROCK		4.654	0,0004%	F
STAR PASTEUR		17.656	0,0017%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		35.082	0,0033%	F
STATE OF MINNESOTA		190.816	0,0178%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		208.835	0,0195%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		37.815	0,0035%	F
STATE OF WISCONSIN INVESTMENT BOARD		2.492	0,0002%	F
STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN		178.448	0,0167%	F
STATE STREET CCF		7.916	0,0007%	F
STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND		4.952	0,0005%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		2.497	0,0002%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		200.319	0,0187%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		130.200	0,0122%	F
STATE STREET GLOBAL INDEX PLUS TRUST		1.554	0,0001%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		89.864	0,0084%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		4.706	0,0004%	F
STATE STREET IRELAND UNIT TRUST		13.838	0,0013%	F
STATE STREET TOTAL RETURN VIS FUND		2.624	0,0002%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		343.106	0,0321%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,0002%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF		5.422	0,0005%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,0070%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO		58.244	0,0054%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE		2.559	0,0002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- EN GLASZETBEDRIJF		31.549	0,0029%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF		9.146	0,0009%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		22.227	0,0021%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G		1.124	0,0001%	F
STICHTING BELEGGINGEN MENZIS		1.912	0,0002%	F
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		378.277	0,0354%	F
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		25.197	0,0024%	F
STICHTING BPL PENSIOEN		30.267	0,0028%	F
STICHTING CZ FUND DEPOSITARY		15.021	0,0014%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		30.756	0,0029%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING HEINEKEN PENSIOENFONDS.		14.109	0,0013%	F
STICHTING INSTITUUT GAK		3.021	0,0003%	F
STICHTING JURIDISCH EIGENAAR ACHMEA IM LIQUID ASSET FUNDS		8.298	0,0008%	F
STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN		95.158	0,0089%	F
STICHTING PENSIOENFONDS ABP		328.276	0,0307%	F
STICHTING PENSIOENFONDS ABP (NETHERLANDS		592.616	0,0554%	F
STICHTING PENSIOENFONDS CAMPINA		6.769	0,0006%	F
STICHTING PENSIOENFONDS HOOGOVENS		5.622	0,0005%	F
STICHTING PENSIOENFONDS HORECA AND CATERING		29.544	0,0028%	F
STICHTING PENSIOENFONDS ING		6.806	0,0006%	F
STICHTING PENSIOENFONDS NOTARIAAT		735	0,0001%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		44	0,0000%	F
STICHTING PENSIOENFONDS PGB		119.239	0,0111%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,0002%	F
STICHTING PENSIOENFONDS RAIL & OPENBAAR VERVOER		9.498	0,0009%	F
STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER		57.468	0,0054%	F
STICHTING PENSIOENFONDS SAGITTARIUS		9.288	0,0009%	F
STICHTING PENSIOENFONDS VAN DE NEDERLANDSCHE BANK NV		171.972	0,0161%	F
STICHTING PENSIOENFONDS VERVOER		59.438	0,0056%	F
STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS		11.263	0,0011%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,0008%	F
STICHTING PME PENSIOENFONDS		61.983	0,0058%	F
STOKIC MARKO		20	0,0000%	F
STOLLER FOUNDATION		2.211	0,0002%	F
STOREBRAND EUROPA PLUS		849	0,0001%	F
STOREBRAND GLOBAL ALL COUNTRIES		7.537	0,0007%	F
STOREBRAND GLOBAL LOW VOLATILITY		4.909	0,0005%	F
STOREBRAND LIVSFORSIKRING AS		153.350	0,0143%	F
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,0007%	F
STRATEGY SICAV		1.527	0,0001%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		13.942	0,0013%	F
SUN LIFE STATE STREET INTERNATIONALEQUITY INDEX FUND		6.485	0,0006%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.817	0,0019%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		795	0,0001%	F
SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT		1.683	0,0002%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		22.418	0,0021%	F
SUSTAINABLE GS 1 TRUST		6.128	0,0006%	F
SWISS NATIONAL BANK		1.278.084	0,1195%	F
SYNCHRONY (LU) EQANTIA EUROPE		29.440	0,0028%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		1.856	0,0002%	F
T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL		315	0,0000%	F
T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND		402	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY ETF		142.274	0,0133%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		475	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		177.733	0,0166%	F
T.ROWE PRICE FUNDS OEIC - GLOBAL DIVIDEND EQUITY FUND		10.658	0,0010%	F
TAGES INTERNATIONAL FUNDS ICAV		105.621	0,0099%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.825	0,0005%	F
TANGERINE BALANCED GROWTH PORTFOLIO		6.756	0,0006%	F
TANGERINE BALANCED INCOME PORTFOLIO		545	0,0001%	F
TANGERINE BALANCED PORTFOLIO		4.579	0,0004%	F
TANGERINE EQUITY GROWTH PORTFOLIO		8.763	0,0008%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		36.536	0,0034%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		190.375	0,0178%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		92.701	0,0087%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		3.386	0,0003%	F
TD EUROPEAN INDEX FUND		3.400	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TD INTERNATIONAL EQUITY INDEX ETF		72.566	0,0068%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		225.853	0,0211%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		28.105	0,0026%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		192.485	0,0180%	F
TEAM SUPERANNUATION FUND		20.347	0,0019%	F
TESCO PLC PENSION SCHEME		325	0,0000%	F
TEXAS MUNICIPAL RETIREMENT SYSTEM		61.110	0,0057%	F
TEXAS PERMANENT SCHOOL FUND CORP		1	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		1	0,0000%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		40.988	0,0038%	F
THE ANNENBERG FOUNDATION.		5.501	0,0005%	F
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST		1.045	0,0001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		84.086	0,0079%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		175.923	0,0164%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		6.420	0,0006%	F
THE CALIFORNIA WELLNESS FOUNDATION		3.507	0,0003%	F
THE CAPTIVE INVESTORS FUND		9.044	0,0008%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.346	0,0001%	F
THE COMMONWEALTH FUND		1.507	0,0001%	F
THE DAVID A DUFFIELD TRUST		3.296	0,0003%	F
THE ESB PENSION FUND		3.400	0,0003%	F
THE FRANK LEAL TRUST		20	0,0000%	F
THE GOVERNING COUNCIL OF THE SALVATION ARMY IN		67.852	0,0063%	F
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		778	0,0001%	F
THE HEALTH FOUNDATION.		1.624	0,0002%	F
THE INCUBATION FUND LTD		114	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		5.439	0,0005%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		532	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		55.917	0,0052%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142		26.168	0,0024%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151		20.761	0,0019%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400080339		6.038	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893		18.007	0,0017%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974		732	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501		888	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		279	0,0000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,0002%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		6.790	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		29.299	0,0027%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)		38.165	0,0036%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		27.011	0,0025%	F
THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR GIM MULTI ASSET MOTHER FUND		556	0,0001%	F
THE METHODIST HOSPITAL		22.119	0,0021%	F
THE MONETARY AUTHORITY OF SINGAPORE		131.265	0,0123%	F
THE MONKS INVESTMENT TRUST PLC		1.057.071	0,0988%	F
THE MOTOROLA PENSION SCHEME.		3.992	0,0004%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		15.872	0,0015%	F
THE NOMURA TRUST AND BANKING C		21.110	0,0020%	F
THE PEOPLE'S PENSION SCHEME		20.841	0,0019%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		13.809	0,0013%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		88.225	0,0082%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		503.425	0,0471%	F
THE SALVATION ARMY OFFICERS' RETIREMENT TRUST FUND		16.553	0,0015%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND		1.341	0,0001%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		6.041	0,0006%	F
THE STANDARD BANK OF SOUTH AFRICA LTD		78.554	0,0073%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		92.627	0,0087%	F
THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR		1.927	0,0002%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY.		1.450	0,0001%	F
THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E		1.757	0,0002%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,0005%	F
THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		45.929	0,0043%	F
THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB		55.874	0,0052%	F
THEAM QUANT - EUROPE TARGET PREMIUM		271.991	0,0254%	F
THEAM QUANT- EQUITY EUROZONE GURU		389.618	0,0364%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		18.490	0,0017%	F
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,0006%	F
THRIFT SAVINGS PLAN		1.363.835	0,1275%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		6.768	0,0006%	F
THYSSEN GLOBAL INVESTMENTS LLC		1.492	0,0001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		708.636	0,0662%	F
TIMOTHY PLAN INTERNATIONAL ETF.		34.850	0,0033%	F
TODD C COZZENS		204	0,0000%	F
TOPS GLBL EQS LE FD NON FLIP		6.342	0,0006%	F
TOPS WLD EX-US FUND NON FLIP		142.372	0,0133%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,0029%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		2.445	0,0002%	F
TRANSAMERICA MSCI EAFE INDEX VP		2.795	0,0003%	F
TRATON-UI-DYNAMIK		13.772	0,0013%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST		113.920	0,0106%	F
TREDJE AP-FONDEN		1	0,0000%	F
TRINITY COLLEGE CAMBRIDGE		11.414	0,0011%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,0013%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		1.826	0,0002%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		27.952	0,0026%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,0001%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		6.785	0,0006%	F
TSA EQUITY FUND #2		2.363	0,0002%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		63	0,0000%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,0002%	F
UAPF - INVESCO ACTIVE		66.768	0,0062%	F
UBS (IRL) ETF PLC		270.206	0,0253%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		1.234.893	0,1154%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		68.123	0,0064%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		160.645	0,0150%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.062	0,0001%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		490	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		283	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0,0001%	F
UBS ASSET MANAGEMENT LIFE LTD		133.485	0,0125%	F
UBS COMMON CONTRACTUAL FUND		14.058	0,0013%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		15.354	0,0014%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS		298	0,0000%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN		17.183	0,0016%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		431.931	0,0404%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG..		10.356	0,0010%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		15.939	0,0015%	F
UBS LUX FUND SOLUTIONS		1.243.946	0,1163%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS		10.100	0,0009%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS		187.284	0,0175%	F
UI MAIN I UF BLACKROCK EUROPE		2.668	0,0002%	F
UI MAIN I UNIVERSAL FONDS UKA		5.447	0,0005%	F
UI MAIN VI UNIV FDS MSCI WORLD		900	0,0001%	F
UI SMART AND FAIR FONDS		11.060	0,0010%	F
UIFONDS AKTIEN EUROPE MVOLA PASSIVE		56.981	0,0053%	F
UI-FONDS BAV RBI AKTIEN		110.401	0,0103%	F
UI-FONDS RBSG		490	0,0000%	F
UI-S		10.324	0,0010%	F
UNI GLOBAL		94.322	0,0088%	F
UNI OF EDINBURGH BG DEVEL WORLD EQ FD		52.861	0,0049%	F
UNICAJA ASSET MANAGEMENT, S.G.I.I.C., S.A.		60.803	0,0057%	F
UNICARE SAVINGS PLAN		17.267	0,0016%	F
UNIEUROPA MID&SMALL CAPS		10.000	0,0009%	F
UNIGESTION ALL COUNTRY WORLD EQUITIES FUND		41.459	0,0039%	F
UNIGESTION GLOBAL EQUITIES FUND		42.706	0,0040%	F
UNIGESTION GLOBAL EX-CANADA EQUITIES FUND		43.130	0,0040%	F
UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI		112.139	0,0105%	F
UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST		541	0,0001%	F
UNISUPER		11.730	0,0011%	F
UNITED GLOBAL GROWTH FUND		8.535	0,0008%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,0004%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND		1.660	0,0002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		5.323	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH		295.856	0,0277%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		8.861	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS		31.053	0,0029%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS		7.700	0,0007%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1		9.466	0,0009%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		11.926	0,0011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS		14.292	0,0013%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN		198.958	0,0186%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF RANW-UNIVERSAL-FONDS V		50.407	0,0047%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		8.168	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL CA V		8.162	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1		2.296	0,0002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		5.138	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,0001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-NO-AKTIEN (490305)		62.510	0,0058%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP		58.338	0,0055%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MIT BESCHRAENKTER HAFT		300.000	0,0280%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS		2.504	0,0002%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		1.500	0,0001%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKAAKTIENEUROPAESG		123.608	0,0116%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		1.626	0,0002%	F
UNIVERSE THE CMI CONT EURO EQ		35.346	0,0033%	F
UNIVERSITIES SUPERANNUATION SCHEME		2	0,0000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,0008%	F
USAA CASUALTY INSURANCE COMPANY		4.259	0,0004%	F
USAA GENERAL INDEMNITY COMPANY		5.292	0,0005%	F
UTAH STATE RETIREMENT SYSTEMS		65.905	0,0062%	F
VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE		3.877	0,0004%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER		46.911	0,0044%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE PM GLOBALE AKTIER STRATEGI KL		15.917	0,0015%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL		21.281	0,0020%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL		40.447	0,0038%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		13.350	0,0012%	F
VALIC COMPANY I GLOBAL STRATEGY FUND		5.928	0,0006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		44.479	0,0042%	F
VAN VOORST TOT VOORST BEREND AM		25	0,0000%	F
VANADIUM		185.416	0,0173%	F
VANECK ETFS N.V.		797.034	0,0745%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		13.024	0,0012%	F
VANGUARD ACTIVE GLOBAL GROWTH FUND		19.483	0,0018%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		4.415.187	0,4127%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		9.071	0,0008%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		90.709	0,0085%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		158	0,0000%	F
VANGUARD EUROPEAN STOCK INDEX FUND		1.121.505	0,1048%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		103.951	0,0097%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		5.526	0,0005%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		2.750.170	0,2571%	F
VANGUARD FTSE ALL-WORLD EX-US INDEX FUND		1.049.141	0,0981%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		116.292	0,0109%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		13.618	0,0013%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		48.377	0,0045%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		635.741	0,0594%	F
VANGUARD GLOBAL EQUITY FUND		1.084.581	0,1014%	F
VANGUARD GLOBAL MOMENTUM FACTORETF		13.803	0,0013%	F
VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND		502.057	0,0469%	F
VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND		246	0,0000%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		1.983	0,0002%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		136	0,0000%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		377.916	0,0353%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		12.803	0,0012%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF		8.979	0,0008%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF		8.881	0,0008%	F
VANGUARD INVESTMENTS FUNDS ICVC VANGUARD GLOBAL EQUITY FUND		103.284	0,0097%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		182.641	0,0171%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF		14.820	0,0014%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF		5.084	0,0005%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF		37.815	0,0035%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.635.864	0,6203%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		340.749	0,0319%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		24.782	0,0023%	F
VARENNE UCITS VARENNE VALEUR		600.000	0,0561%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		16.210	0,0015%	F
VARIOPARTNER SICAV		20.772	0,0019%	F
VELLIV, PENSION & LIVSFORSIKRING A/S		22.931	0,0021%	F
VENDOME SELECTION EURO		349.029	0,0326%	F
VENERABLE INTERNATIONAL EQUITY FUND		66.366	0,0062%	F
VENERABLE INTERNATIONAL INDEX FUND		20.812	0,0019%	F
VENTRY INDUSTRIES LLC		17.062	0,0016%	F
VERDIPAPIRFONDET DNB EUROPA		5.914	0,0006%	F
VERDIPAPIRFONDET DNB GLOBAL INDEKS		15.647	0,0015%	F
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA		20.000	0,0019%	F
VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS		1.149	0,0001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		396	0,0000%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1		2.910	0,0003%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		32.969	0,0031%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		80.011	0,0075%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		38.283	0,0036%	F
VF LUX EUROPE EQUITIES		23.708	0,0022%	F
VFMC INTERNATIONAL EQUITY TRUST1		7.263	0,0007%	F
VFMC INTERNATIONAL EQUITY TRUST2		13.578	0,0013%	F
VFMC LOW VOLATILITY EQUITY TRUST 1		15.162	0,0014%	F
VFMC LOW VOLATILITY EQUITY TRUST 2		31.556	0,0029%	F
VI CAPITAL LTD.		845	0,0001%	F
VIA SMART EQUITY EUROPE		36.857	0,0034%	F
VIA SMART EQUITY WORLD		20.169	0,0019%	F
VICTORY MARKET NEUTRAL INCOME FUNDFUND		410.687	0,0384%	F
VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF		106.168	0,0099%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		26.610	0,0025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		41.817	0,0039%	F
VIRGINIA RETIREMENT SYSTEM		17.264	0,0016%	F
VIRTUS INTERNATIONAL DIVIDEND ETF		3.322	0,0003%	F
VLADUBEL ZORGVERZEKERING		27.922	0,0026%	F
VOYA GLOBAL INCOME AND GROWTH FUND		44.515	0,0042%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		12.810	0,0012%	F
VOYA MULTI-MANAGER INTERNATIONAL EQUITY FUND		1.397	0,0001%	F
VOYA VACS INDEX SERIES I PORTFOLIO		45.006	0,0042%	F
VR BANK KT EURO CONTROL		8.944	0,0008%	F
WASHINGTON STATE INVESTMENT BOARD		395.825	0,0370%	F
WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO		14.337	0,0013%	F
WESPATH FUNDS TRUST		6.395	0,0006%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		3.217	0,0003%	F
WHEELS COMMON INVESTMENT FUND		1.555	0,0001%	F
WILMINGTON GLOBAL ALPHA EQUITIES FUND		3.594	0,0003%	F
WINDWISE MSCI EAFE INDEX NON-LENDING		9.527	0,0009%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		1.288	0,0001%	F
WISDOMTREE GLOBAL HIGH DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL AI ENHANCED VALUE FUND		20.509	0,0019%	F
WISDOMTREE INTERNATIONAL EQUITY FUND		42.800	0,0040%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		479	0,0000%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL MULTIFACTOR FUND		1	0,0000%	F
WISDOMTREE ISSUER ICAV		14.555	0,0014%	F
WM POOL - EQUITIES TRUST NO. 38 - SCHRODER		4.637	0,0004%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,0007%	F
WM POOL - EQUITIES TRUST NO. 75		105.395	0,0099%	F
WM POOL - GLOBAL EQUITIES TRUST NO. 6		15.631	0,0015%	F
WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED		390	0,0000%	F
WORLD EQUITIES II		3.103	0,0003%	F
WORLD TRADE ORGANIZATION PENSION PLAN		4.076	0,0004%	F
WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF		131.645	0,0123%	F
WS WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS U		274.011	0,0256%	F
WSSP INTERNATIONAL EQUITIES TRUST		7.046	0,0007%	F
WYOMING RETIREMENT SYSTEM		950	0,0001%	F
XTRACKERS		19.665	0,0018%	F
XTRACKERS (IE) PUBLIC LIMITED COMPANY		591.956	0,0553%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		722	0,0001%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.357	0,0003%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.791	0,0003%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		179.907	0,0168%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		23.326	0,0022%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.878	0,0004%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		4.333	0,0004%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		1.428	0,0001%	F
ZEPHYR - OPTIMISED PLUS 2		5.743	0,0005%	F
ZURICH INVEST ICAV		103.241	0,0097%	F
ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA		45.162	0,0042%	F
AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL		8.650	0,0008%	C
AFER DIVERSIFIE ISR		32.029	0,0030%	C
ALLOCATION PROTECTION 80		134.903	0,0126%	C
ARRCO QUANT 1		110.306	0,0103%	C
ASSET MANAGEMENT EXCHANGE UCITS CCF ..		19.304	0,0018%	C
BCV ENHANCED EUROPE EQUITY ESG		3.152	0,0003%	C
CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STAATSPERSONALS		1.482	0,0001%	C
CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET		4.939	0,0005%	C
CAVEC LA FRANCAISE DIVERSIFIE		14.939	0,0014%	C
CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE		40.166	0,0038%	C
CM-AM ADVANCED		3.200	0,0003%	C
CM-AM CONVERTIBLES EUROPE		12.000	0,0011%	C
CM-AM CONVICTIONS EURO		372.000	0,0348%	C
CM-AM CONVICTIONS FLEXIBLE EURO		19.000	0,0018%	C
CM-AM PEA SECURITE		1.655.860	0,1548%	C
CM-AM PEA SERENITE		426.629	0,0399%	C
CNBF RB OSTRUM ACTION EURO		35.917	0,0034%	C
CNBF RC OSTRUM ACTION EURO		71.936	0,0067%	C
CNP ASSURANCES IARD MANDAT 287		19.218	0,0018%	C
CNP ASSURANCES PREVOYANCE MANDAT 285		34.518	0,0032%	C
CNP RETRAITE R01 PLACEMENT PTF		505.425	0,0472%	C
CORALIUM PEA SANTE RESERVE		109.895	0,0103%	C
CREDIT MUTUEL ASSET MANAGEMENT		195.000	0,0182%	C
DESJARDINS GLOBAL EQUITY GROWTHFUND		99.508	0,0093%	C
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		28.241	0,0026%	C
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		1.146	0,0001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DESJARDINS RI DEVELOPED EXUSA EXCANADA MULTIFACTOR LOW CO2 ETF		90.546	0,0085%	C
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		32.006	0,0030%	C
ERAFP ACTIONS EURO IV		314.138	0,0294%	C
FGV ACTIONS EUROPE LM B		132.230	0,0124%	C
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		124.800	0,0117%	C
GLOBAL SICAV - OFI INVEST ESG		12.058	0,0011%	C
IRCANTEC ACTIONS MONDE SYST. SCHRODERS		29.475	0,0028%	C
LA FRANCAISE LUX - CARBON IMPACT INCOME		743	0,0001%	C
LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES		104.828	0,0098%	C
LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION		2.790	0,0003%	C
LBPAM 3 MOIS		1.847.637	0,1727%	C
LBPAM FRANCECAP 100 NOVEMBRE 2030		887.036	0,0829%	C
LBPAM ISR ACTIONS FOCUS EUROPE		279.234	0,0261%	C
LBPAM SHORT TERM		133.000	0,0124%	C
NATIXIS AM FUNDS		40.116	0,0037%	C
NATIXIS IRCEM RETRAITE FCP		17.990	0,0017%	C
OFI INVEST ESG DYNAMIQUE EURO		8.430	0,0008%	C
OFI INVEST ESG EQUILIBRE EURO		13.695	0,0013%	C
OFI INVEST ESG PRUDENT EURO		4.550	0,0004%	C
ORANO ACTIONS EUROPEENNES		22.313	0,0021%	C
PARMA PEA NOVEMBRE 2025		15.121	0,0014%	C
POOL PARSUMO CAPITAL AG AKTIEN WELT		7.500	0,0007%	C
POOL SWISS ROCK AKTIEN GLB		3.361	0,0003%	C
REGIME DE RENTES DU MOUVEMENT DESJARDINS		15.640	0,0015%	C
ROSANIA ELMAN		1	0,0000%	C
RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES SMALL & MID CAP		33.033	0,0031%	C
SOGECAP PROTECTED EQUITIES		41.746	0,0039%	C
STICHTING MN SERVICES		139.698	0,0131%	C
STICHTING MN SERVICES AANDELENFO ND		25.186	0,0024%	C
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		42.671	0,0040%	C
SWISSCANTO FONDSLEITUNG AG		348.309	0,0326%	C
SYCOMORE INCLUSIVE JOBS		221.093	0,0207%	C
SYCOMORE SELECTION MIDCAP		112.769	0,0105%	C
SYNERGIE - ACTIONS EUROPE (EX-CH) - A		35.429	0,0033%	C
SYNERGIE - ACTIONS EUROPE (EX-CH) - B		39.367	0,0037%	C
SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES		4.135	0,0004%	C
THE GREATER MANCHESTER PENSION FUND		68.946	0,0064%	C
THE NEMOURS FOUNDATION PENSION PLAN		305	0,0000%	C
TONI ACTIONS ISR 100		37.309	0,0035%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG.		84.357	0,0079%	C
UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEVMARK HEDGED		22.791	0,0021%	C
UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEVMARK		21.084	0,0020%	C
AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS		25.483	0,0024%	A
AIM EQUITY EUROPE		17.670	0,0017%	A
ALLIANZ GLOBAL INVESTORS FUND		176.184	0,0165%	A
ALLIANZ GLOBAL INVESTORS GMBH		365.380	0,0342%	A
ALLIANZ GLOBAL INVESTORS GMBH ALLIANZGI-FONDS BTH		9.351	0,0009%	A
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		2.111	0,0002%	A
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		9.274	0,0009%	A
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS SUEWE SEGMENT AKTIEN WELT 2		22.950	0,0021%	A
ALLIANZGI FONDS AFE		67.713	0,0063%	A
ALLIANZGI S AKTIEN		174.245	0,0163%	A
ALLIANZGI-FONDS DSPT		11.361	0,0011%	A
ALLIANZGI-FONDS TOSCA		2.755	0,0003%	A
AVIP BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		7.274	0,0007%	A
CHALLENGE ITALIAN EQUITY		124.200	0,0116%	A

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.733	0,0002%	A

Totale votanti		1.069.783.640	100%	

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

Assemblea ordinaria
27 aprile 2026

Punto 10

Piano di incentivazione a breve termine MBO 2026, basato su strumenti finanziari.

Assemblea ordinaria
27 aprile 2026

Punto 10

Presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari all' 81,906% del capitale sociale

Favorevole	**990.471.987**	azioni pari al	**92,586%**	del cap. rappr.
Contrario	**79.051.016**	azioni pari al	**7,389%**	del cap. rappr.
Astenuto	**260.637**	azioni pari al	**0,024%**	del cap. rappr.
Non Votante	**0**	azioni pari al	**0,000%**	del cap. rappr.

POSTE ITALIANE S.p.A.
Assemblea ordinaria
27 aprile 2026

Punto 10

Piano di incentivazione a breve termine MBO 2026, basato su strumenti finanziari.

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

Anagrafica	CF/PI	Azioni	% su votanti	Voto
(R) EUROPEAN EQUITIES		2.205	0,0002%	F
A A B DIVERSIFIE		41.712	0,0039%	F
AA SSGA ACTIONS INDICE EURO		175.947	0,0164%	F
AAI LIMITED		7.237	0,0007%	F
ABB PENSION FUND		1.101	0,0001%	F
ACO EMANUELE		741	0,0001%	F
ACTICCIA 90 N 10		113.750	0,0106%	F
ACTICCIA VIE 90 N 5		149.409	0,0140%	F
ADVANCED SERIES TRUST - AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		23.202	0,0022%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		830	0,0001%	F
AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL		8.650	0,0008%	F
AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE		3.814	0,0004%	F
AFER DIVERSIFIE ISR		32.029	0,0030%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,0026%	F
AKTIEN SUEDEUROPA UI		41.200	0,0039%	F
AL TST AL TRUST AKTIEN EUROPA		4.696	0,0004%	F
ALASKA PERMANENT FUND CORPORATION		124	0,0000%	F
ALLEANZA OBBLIGAZIONARIO		96.073	0,0090%	F
ALLOCATION PROTECTION 80		134.903	0,0126%	F
ALTO INTERNAZIONALE AZIONARIO		21.816	0,0020%	F
AMLC EQ SINGLE STOCKS		101	0,0000%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		76.014	0,0071%	F
AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU		2	0,0000%	F
AMUNDI ETF ICAV		90.573	0,0085%	F
AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF		27.850	0,0026%	F
AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		25.649	0,0024%	F
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		47.543	0,0044%	F
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		222.895	0,0208%	F
AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF		13.341	0,0012%	F
AMUNDI EURO STOXX SELECT DIVIDEND 30		181.522	0,0170%	F
AMUNDI EUROPE MONDE		25.477	0,0024%	F
AMUNDI FUNDS EUROLAND EQUITY RISK PARITY		15.656	0,0015%	F
AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIV		322.309	0,0301%	F
AMUNDI INDEX EUROPE EX UK SMALL		18.803	0,0018%	F
AMUNDI INDEX MSCI EUROPE		328.407	0,0307%	F
AMUNDI INDEX MSCI WORLD		27.582	0,0026%	F
AMUNDI IPSA ACTIONS		1.840	0,0002%	F
AMUNDI IRELAND LIMITED		21.671	0,0020%	F
AMUNDI ITALY MIB ESG		148.045	0,0138%	F
AMUNDI LABEL ISR ACTIONS EUROP		3.339	0,0003%	F
AMUNDI LIFECYCLE 2030 EQUITY		8	0,0000%	F
AMUNDI LIFECYCLE 2033 EQUITY		12	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI LIFECYCLE 2036 EQUITY		16	0,0000%	F
AMUNDI LIFECYCLE 2039 EQUITY		21	0,0000%	F
AMUNDI MSCI EMU CLIMATE PARIS ALIGNED		6.709	0,0006%	F
AMUNDI MSCI EMU ESG BROAD TRANSITION		28.189	0,0026%	F
AMUNDI MSCI EMU ESG LEADERS SELECT		301.433	0,0282%	F
AMUNDI MSCI EMU SRI CLIMATE PARIS ALIGN		32.040	0,0030%	F
AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD		6.517	0,0006%	F
AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED		2.831	0,0003%	F
AMUNDI MSCI EUROPE ESG BROAD TRANSITION		80.873	0,0076%	F
AMUNDI MSCI EUROPE SCREENED		22.858	0,0021%	F
AMUNDI MSCI EUROPE SRI CLIM PARIS ALIGN		261.577	0,0245%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED		243	0,0000%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF		3.448	0,0003%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION		1.165	0,0001%	F
AMUNDI MSCI WORLD EX USA SCREE		107	0,0000%	F
AMUNDI MSCI WORLD SRI CLIMAT PARIS ALIGN		55.602	0,0052%	F
AMUNDI PRIME EUROPE		17.054	0,0016%	F
AMUNDI PRIME EUROZONE		58.391	0,0055%	F
AMUNDI PROGETTO FUTURO PIR		12.459	0,0012%	F
AMUNDI SGR SPA / AMUNDI RISPAR MIO ITALIA		37.703	0,0035%	F
AMUNDI STOXX EUROPE 600		655.303	0,0613%	F
AMUNDI STOXX EUROPE 600 ESG		67.954	0,0064%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		14.849	0,0014%	F
AMUNDIT ETF ICAV - AMUNDI MSCI ACWI SRI CLIMATE PARIS ALIGNED UCITS ETF		6.105	0,0006%	F
AP ACTIONS 1 EURO		19.231	0,0018%	F
API RETRAITE DIVERSIFIE		14.000	0,0013%	F
APPLE 401(K) PLAN		2.285	0,0002%	F
APPLIED FINANCE IVS INT LG ETF		609	0,0001%	F
ARAMCO ASIA SINGAPORE PTE. LTD		718	0,0001%	F
ARKEA EXCLUSIVE PREMIUM MAY 2023		904.687	0,0846%	F
ARKWRIGHT, LLC		1.611	0,0002%	F
ASIAN DEVELOPMENT BANK		30.117	0,0028%	F
ASSURDIX		36.946	0,0035%	F
ATCP-UI-FONDS		1.693	0,0002%	F
ATLAS MACRO MASTER FUND LIMITED		3.554	0,0003%	F
ATOUT EUROLAND CORE		77.963	0,0073%	F
ATOUT EUROPE CORE		20.734	0,0019%	F
ATOUT EUROPE HAUT RENDEMENT		23.022	0,0022%	F
AURION GLOBAL EQUITY FUND		1.588	0,0001%	F
AUSTRALIAN RETIREMENT TRUST		167.220	0,0156%	F
AUSTRALIANSUPER		143.481	0,0134%	F
AUTORIDADE MONETARIA DE MACAU		74.189	0,0069%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND		1.697	0,0002%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND		1	0,0000%	F
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND		584	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI DISTRIBUTION LIFE FUND		1.271	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND		2.613	0,0002%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,0007%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND		1.930	0,0002%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND		32.528	0,0030%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		553	0,0001%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND		56.681	0,0053%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND		23.719	0,0022%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND		554	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		95	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		1.247	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		2.957	0,0003%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		2.436	0,0002%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,0001%	F
AVIVA INVESTORS UK FUND SERVICES LIMITED		43.143	0,0040%	F
AVIVA LIFE & PENSIONS IRELAND DAC		19.930	0,0019%	F
AVIVA LIFE & PENSIONS UK LIMITED		57.104	0,0053%	F
AVIVA LIFE AND PENSIONS UK LIMITED		3.563	0,0003%	F
AWARE SUPER		667.253	0,0624%	F
AZL INTERNATIONAL INDEX FUND		25.204	0,0024%	F
BAILLIE GIFFORD GLOBAL ALPHA EQUITIES FUND		139.225	0,0130%	F
BAILLIE GIFFORD GLOBAL ALPHA GROWTH FUND		629.582	0,0589%	F
BAILLIE GIFFORD GLOBAL ALPHA PARIS-ALIGNED FUND		106.098	0,0099%	F
BAILLIE GIFFORD INTERNATIONAL FUND A SUB FUND OF THE BAILLIE GIFFORD UK AND BALANCED FUNDS ICVC		389.057	0,0364%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC - BG WORLDWIDE GLOBAL ALPHA FUND		298.741	0,0279%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC-BG WORLDWIDE RESP GL ALPHA PARIS-ALIGNED FD		137.392	0,0128%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		35.475	0,0033%	F
BANK OF KOREA		67.293	0,0063%	F
BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS		3.225	0,0003%	F
BAYERNINVEST KVG MBH BAYERN-INVEST BT-1-FONDS		185.000	0,0173%	F
BAYERNINVEST KVG MBH BAYERNINVEST BWA 2-FONDS		26.649	0,0025%	F
BAYERNINVEST KVG MBH BG BAU ALTERSR. MA COMMERZBANK		15.049	0,0014%	F
BAYERNINVEST KVG MBH STRATEGIC CORE EQUITY I		17.273	0,0016%	F
BAYERNINVEST KVG MBH VK EUROPA AKTIEN		42.485	0,0040%	F
BAYERNINVEST PAE-FONDS		22.677	0,0021%	F
BAYVK A4 FONDS		19.433	0,0018%	F
BCV ENHANCED EUROPE EQUITY ESG		3.152	0,0003%	F
BEAR CREEK INVESTMENT LLC		6.473	0,0006%	F
BEAT DRUGS FUND ASSOCIATION		582	0,0001%	F
BEL EQUITY EUROPE		101.625	0,0095%	F
BETASHARES GLOBAL SHARES ETF		18.969	0,0018%	F
BFT PARTNERS VIA EQUITY EUROPE		5.086	0,0005%	F
BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS		48.273	0,0045%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		14.281	0,0013%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1		9.451	0,0009%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		428.239	0,0400%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		12.943	0,0012%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		20.411	0,0019%	F
BLACKROCK COMMON CONTRACTUAL FUNDS		39.533	0,0037%	F
BLACKROCK FUND MANAGERS LTD		396.725	0,0371%	F
BLACKROCK GLOBAL INDEX FUNDS		47.900	0,0045%	F
BLACKROCK INDEX SELECTION FUND		375.054	0,0351%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		52.232	0,0049%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		3.249.956	0,3038%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		6.955	0,0007%	F
BLACKROCK LIFE LIMITED		11.313	0,0011%	F
BLACKROCK LIFE LTD		60.711	0,0057%	F
BLACKROCK SOLUTIONS FUNDS ICAV		16.091	0,0015%	F
BLACKROCK UCITS CCF		37.031	0,0035%	F
BMO DIVERSIFIED INCOME PORTFOLIO		14.504	0,0014%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.574	0,0003%	F
BMO MSCI EAFE INDEX ETF		168.552	0,0158%	F
BMO MSCI EAFE SMALL-MID CAP INDEX ETF		184	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE		130.172	0,0122%	F
BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND		6.807	0,0006%	F
BNY MELLON INTERNATIONAL EQUITY ETF		19.158	0,0018%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		26.463	0,0025%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		8.805	0,0008%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		6.534	0,0006%	F
BONITAS POOLED INVESTMENT FUND SERIES - DYNAMIC EUROPEAN EQUITY FUND		18.790	0,0018%	F
BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND		6.196	0,0006%	F
BRIDGE BUILDER INTERNATIONAL E		27.353	0,0026%	F
BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO		3.820	0,0004%	F
BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD		5.636	0,0005%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,0004%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		11.874	0,0011%	F
CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STAATSPERSONALS		1.482	0,0001%	F
CAISSE DE RETRAITE D'HYDRO-QUEBEC		1	0,0000%	F
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		771.156	0,0721%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		794.316	0,0743%	F
CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD		1.322	0,0001%	F
CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND		497	0,0000%	F
CANOVA! ALBERTO	CNVLRT99A19A564R	430	0,0000%	F
CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET		4.939	0,0005%	F
CAPULA TAIL RISK MASTER FUND LIMITED		3.414	0,0003%	F
CARDANO COMMON CONTRACTUAL FUND		4.523	0,0004%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		79.681	0,0074%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)		2.808	0,0003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,0025%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,0006%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)		2.490	0,0002%	F
CARESUPER		54.439	0,0051%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	42,7319%	F
CASSA NAZIONALE DI PREVIDENZA E ASSISTENZA FORENSE	80027390584	22.155.000	2,0710%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.063	0,0003%	F
CENTRAL PROVIDENT FUND BOARD		1.019	0,0001%	F
CHARLES C. GATES TRUST OF 6/30/1941		3.478	0,0003%	F
CHINA LIFE INSURANCE COMPANY LIMITED		326	0,0000%	F
CHORELIA N 11		200.840	0,0188%	F
CHORELIA N 3		141.131	0,0132%	F
CHORELIA N 7		179.128	0,0167%	F
CHORELIA N 9		203.554	0,0190%	F
CIBC PENSION PLAN		17.060	0,0016%	F
CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE		40.166	0,0038%	F
CIN BELGIUM LIMITED		17	0,0000%	F
CITITRUST LIMITED		6.213	0,0006%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		6.806	0,0006%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		52.397	0,0049%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,0017%	F
CNP ASSURANCES IARD MANDAT 287		19.218	0,0018%	F
CNP ASSURANCES PREVOYANCE MANDAT 285		34.518	0,0032%	F
CNP RETRAITE R01 PLACEMENT PTF		505.425	0,0472%	F
CNTRL PNSON FND INTRNTNL UNION		34.459	0,0032%	F
COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF		190	0,0000%	F
COLUMBIA THREADNEEDLE (IRL) ICAV		2.252	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
COLUMBIA THREADNEEDLE (LUX) III		3.297	0,0003%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		238.698	0,0223%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		558	0,0001%	F
COMMONWEALTH OF PA - TREASURY		6.233	0,0006%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM		69.305	0,0065%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM		2.089	0,0002%	F
COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT		4.878	0,0005%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		121.689	0,0114%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.759	0,0007%	F
CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		10.092	0,0009%	F
CORALIUM PEA SANTE RESERVE		109.895	0,0103%	F
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY		15.789	0,0015%	F
CPR ACTIONS EURO PREMIUM SELECT		427	0,0000%	F
CPR ACTIONS EURO RESPONSABLE		120.496	0,0113%	F
CPR EUROPE ESG POCHE COR		13.208	0,0012%	F
CRN AMUNDI ACTIONS		161.464	0,0151%	F
CSAA INSURANCE EXCHANGE		1.740	0,0002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		25.490	0,0024%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975		3.627	0,0003%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		6.337	0,0006%	F
DC-AKTIEN-FONDS		1.741	0,0002%	F
DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS		37.588	0,0035%	F
DEKA VALUE PLUS		108.994	0,0102%	F
DEKA-RAB		6.795	0,0006%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		1.370	0,0001%	F
DESTINATIONS INTERNATIONAL EQU		7.256	0,0007%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,0001%	F
DPCTA-MASTERFONDS		15.139	0,0014%	F
DYNAMIC PROFILE FINECO AM FUND I		5.582	0,0005%	F
DYNAMIC PROFILE FINECO AM FUND V		113.230	0,0106%	F
DYNAMIC PROFILE FINECO AM FUND VI		91.818	0,0086%	F
DYNAMIC PROFILE FINECO AM FUND VII		109.959	0,0103%	F
EDF RETRAITE LONG TERME INDICIELLE		13.858	0,0013%	F
EMBO-FONDS		11.075	0,0010%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		3.434	0,0003%	F
EMPOWER ANNUITY INSURANCE COMPANY		16.809	0,0016%	F
ENPAM		200.000	0,0187%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		11.738.658	1,0973%	F
ENVIRONMENT FUND		3.506	0,0003%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		855	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		1.370	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		3.818	0,0004%	F
EQUIPSUPER		57.778	0,0054%	F
ERAFP ACTIONS EURO I		628.664	0,0588%	F
ERI BAYERNINVEST FONDS AKTIEN EUROPA		10.448	0,0010%	F
EVERGREEN SUSTAINABLE WORLD STOCKS		9.000	0,0008%	F
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES		1.072	0,0001%	F
FAMILY INVESTMENTS CHILD TRUST FUND		7.175	0,0007%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		8.919	0,0008%	F
FCP SODIUM I		25.274	0,0024%	F
FGV ACTIONS EUROPE LM A		16.762	0,0016%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND		1.682.067	0,1572%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		16.436	0,0015%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		126.654	0,0118%	F
FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF		42.356	0,0040%	F
FIDELITY FUNDS - ITALY POOL		647.908	0,0606%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		3.004	0,0003%	F
FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND		41.087	0,0038%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		56.240	0,0053%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND		3.082	0,0003%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		103.377	0,0097%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		185.036	0,0173%	F
FIDELITY SALEM STREET TRUST FIDELITY FLEX INTERNATIONAL FOCUSED INDEX FUND		5.092	0,0005%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		47.903	0,0045%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		230.553	0,0216%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA		18.759	0,0018%	F
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL MOMENTUM INDEX FUND		106.973	0,0100%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.		804.742	0,0752%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		242.870	0,0227%	F
FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF		43.412	0,0041%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		8.200	0,0008%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		16.176	0,0015%	F
FLOURISH INVESTMENT CORPORATION		14.574	0,0014%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,0016%	F
FONDAZIONE CASSA DI RISPARMIO DI CUNEO	96031120049	1.133.000	0,1059%	F
FONDAZIONE CASSA DI RISPARMIO DI FIRENZE	00524310489	1.000.000	0,0935%	F
FONDAZIONE CASSA DI RISPARMIO DI PADOVA E ROVIGO	92057140284	500.000	0,0467%	F
FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA	00499230373	1.702.438	0,1591%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		21	0,0000%	F
FONDS DE RESERVE POUR LES RETRAITES		47.364	0,0044%	F
FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.)		22.930	0,0021%	F
FONDS FUER STIFTUNGEN INVESCO		9.232	0,0009%	F
FOOLIQ EHF		881	0,0001%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		1.145	0,0001%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,0001%	F
FOREIGN STOCK INDEX MOTHER FUND		32.631	0,0031%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,0007%	F
FUNDO DE PENSOES .		5.355	0,0005%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,0011%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		46.196	0,0043%	F
GENERALI AKTIVMIX DYNAMIK PROTECT 80		2.925	0,0003%	F
GENERALI FUTURE LEADERS ITALIA		23.900	0,0022%	F
GENERALI INVESTMENTS SICAV		32.843	0,0031%	F
GENERALI ITALIA SPA		120.500	0,0113%	F
GENERATION LIFE LIMITED		2.122	0,0002%	F
GEORGIA TECH FOUNDATION, INC		46.499	0,0043%	F
GERANA SICAV-SIF, S.A.		8.456	0,0008%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		1.942	0,0002%	F
GLOBAL MULTI FACTOR EQUITY FUND		26.510	0,0025%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P		2.677	0,0003%	F
GLOBAL RESEARCH EQUITY-EXTENDED MASTER FUND (CAYMAN)		2.677	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GLOBAL SICAV - OFI INVEST ESG		12.058	0,0011%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		33.639	0,0031%	F
GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF		1.127	0,0001%	F
GOLDMAN SACHS FUNDS II		50.234	0,0047%	F
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.		60.484	0,0057%	F
GOVERNMENT PENSION INVESTMENT FUND		712.025	0,0666%	F
HASE EUROPA		35.000	0,0033%	F
HC RENTE		1.812	0,0002%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		64.697	0,0060%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		25.248	0,0024%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		5.784	0,0005%	F
HP+P STIFTUNGSFONDS		15.900	0,0015%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		5.546	0,0005%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND		2.736	0,0003%	F
HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND		130.766	0,0122%	F
IBM 401(K) PLUS PLAN TRUST		34.061	0,0032%	F
IC EUROPE EQUITY ESG INDEX FUND		1.996	0,0002%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		828.738	0,0775%	F
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC		16.749	0,0016%	F
ING DIRECT SICAV		20.363	0,0019%	F
INSPIRE INTERNATIONAL ETF		100.681	0,0094%	F
INSTITUTIONAL RETIREMENT TRUST		4.051	0,0004%	F
INTERNATIONAL EQUITIES B UNIT TRUST		3.407	0,0003%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		483	0,0000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		1.018	0,0001%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		3.285	0,0003%	F
INTERNATIONAL MONETARY FUND		30.572	0,0029%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV		5.164	0,0005%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS		12.329	0,0012%	F
INVESCO ADVANTAGE INTERNATIONALFUND		1.119	0,0001%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		90.987	0,0085%	F
INVESCO FUND MANAGERS LIMITED		64.467	0,0060%	F
INVESCO FUNDS		553.776	0,0518%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		9.479	0,0009%	F
INVESCO GLOBAL EQUITY NET ZERO ETF		9.786	0,0009%	F
INVESCO MARKETS II PLC		61.100	0,0057%	F
INVESCO MARKETS II PUBLIC LIMITED COMPANY		64.822	0,0061%	F
INVESCO MARKETS III PLC		821	0,0001%	F
INVESCO MSCI EAFE INCOME ADVANTAGE ETF		7.283	0,0007%	F
INVESCO POOLED INVESTMENT FUND - EUROPE FUND		13.069	0,0012%	F
INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES		56.341	0,0053%	F
INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF		3.334	0,0003%	F
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF		4.640	0,0004%	F
INVESCO S&P INTERNATIONAL DEVELOPED ESG INDEX ETF		425	0,0000%	F
INVESCO SANDP INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		77.269	0,0072%	F
INVESCO SANDP INTERNATIONAL DEVELOPED MOMENTUM ETF		116.645	0,0109%	F
IP ACTIONS EURO		12.402	0,0012%	F
IRCANTEC ACTIONS MONDE SYST. SCHRODERS		29.475	0,0028%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,0001%	F
ISHARES CORE MSCI EAFE ETF		3.285.519	0,3071%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		287.905	0,0269%	F
ISHARES CORE MSCI EUROPE ETF		241.120	0,0225%	F
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF		513.697	0,0480%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		633.876	0,0593%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		7.818	0,0007%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		12.443	0,0012%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		41.427	0,0039%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		11.000	0,0010%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		893.524	0,0835%	F
ISHARES EURO STOXX UCITS ETF (DE)		191.039	0,0179%	F
ISHARES EUROPE ETF		82.745	0,0077%	F
ISHARES GLOBAL EQUITY FACTOR ETF		6.543	0,0006%	F
ISHARES GLOBAL FINANCIALS ETF		17.290	0,0016%	F
ISHARES II PUBLIC LIMITED COMPANY		1.129.456	0,1056%	F
ISHARES III PUBLIC LIMITED COMPANY		1.495.029	0,1398%	F
ISHARES INTERNATIONAL DIVIDEND GROWTH ETF		129.228	0,0121%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		188.347	0,0176%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		3.490	0,0003%	F
ISHARES IV PUBLIC LIMITED COMPANY		1.280.236	0,1197%	F
ISHARES MSCI ACWI ETF		117.036	0,0109%	F
ISHARES MSCI ACWI EX U.S. ETF		141.150	0,0132%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		32.841	0,0031%	F
ISHARES MSCI EAFE ETF		1.580.267	0,1477%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		283.824	0,0265%	F
ISHARES MSCI EAFE MIN VOL FACTOR ETF		1.497.432	0,1400%	F
ISHARES MSCI EAFE VALUE ETF		1.206.247	0,1128%	F
ISHARES MSCI EUROPE FINANCIALS ETF		496.270	0,0464%	F
ISHARES MSCI EUROPE IMI INDEX ETF		13.658	0,0013%	F
ISHARES MSCI EUROZONE ETF		575.583	0,0538%	F
ISHARES MSCI INTL MOMENTUM FACTOR ETF		214.784	0,0201%	F
ISHARES MSCI ITALY ETF		515.503	0,0482%	F
ISHARES MSCI KOKUSAI ETF		1.530	0,0001%	F
ISHARES MSCI WORLD ETF		45.986	0,0043%	F
ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF		331	0,0000%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		10.831	0,0010%	F
ISHARES PUBLIC LIMITED COMPANY		2.048.803	0,1915%	F
ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE		88.189	0,0082%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		354.574	0,0331%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		167.591	0,0157%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		1.285.371	0,1202%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.174.506	0,2033%	F
ISHARES V PUBLIC LIMITED COMPANY		371.901	0,0348%	F
ISHARES VI PUBLIC LIMITED COMPANY		745.763	0,0697%	F
ISHARES VII PUBLIC LIMITED COMPANY		919.469	0,0859%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		56.745	0,0053%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,0002%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		2.611	0,0002%	F
J & J PENSION FUND OFP		114.623	0,0107%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		1.826	0,0002%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		16.613	0,0016%	F
JOHNSON & JOHNSON UK GROUP RETIREMENT PLAN		10.973	0,0010%	F
JPM MULTI INCOME FUND		21.955	0,0021%	F
JPMORGAN BETABUILDERS EUROPE ETF		146.125	0,0137%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		43.417	0,0041%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		5.137	0,0005%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		15.715	0,0015%	F
JPMORGAN EUROPE STRATEGIC DIVIDEND FUND		4.326	0,0004%	F
JPMORGAN FLEXIBLE INCOME ETF		253	0,0000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		2.739	0,0003%	F
JPMORGAN FUNDS		283.372	0,0265%	F
JPMORGAN GLOBAL ALLOCATION FUND		554	0,0001%	F
JPMORGAN INCOME BUILDER FUND		6.846	0,0006%	F
JPMORGAN INVESTMENT FUNDS		334.404	0,0313%	F
JPMORGAN MULTI BALANCED FUND		1.680	0,0002%	F
KAISER FOUNDATION HOSPITALS		3.693	0,0003%	F
KAISER PERMANENTE GROUP TRUST		4.379	0,0004%	F
KBI FUNDS ICAV		32.723	0,0031%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KBI GLOBAL INVESTMENT FUND		18.268	0,0017%	F
KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1		7.286	0,0007%	F
KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR		4.585	0,0004%	F
KOKUSAI EQUITY INDEX FUND, A S		8.501	0,0008%	F
KUMPULAN WANG PERSARAAN (DIPERBADANKAN		4.902	0,0005%	F
KUTXABANK GESTION SGIIC, S.A.		233.308	0,0218%	F
KUTXABANK PENSIONES, S.A., SGFP		89.110	0,0083%	F
LAWRENCE LIVERMORE NATIONAL SECURITY, LLC AND TRIAD NATIONAL SECURITY, LLC DEFINED BENEFIT PENSION PLAN GROUP TRUST		4.766	0,0004%	F
LBBW AM INVESTMENTGES. MBH LBB W AM-MONACO		6.250	0,0006%	F
LBBW AM INVESTMENTGES. MBH LBBW AM-RENDITEF.NR.1 BANTLEO		6.339	0,0006%	F
LBBW AM-ALME INVEST		34.000	0,0032%	F
LBBW AM-CESRA5PLUS		10.000	0,0009%	F
LBBW AM-MASTER SUEDPFALZ		37.100	0,0035%	F
LBBW ASSET MANAGEMENT INVESTMENTGESELLSCHAFT MBH		261.576	0,0245%	F
LBBW GLOBAL DIVIDEND		120.000	0,0112%	F
LBBW ZYKLUS STRATEGIE		14.000	0,0013%	F
LCL ACTIONS EURO CORE		76.726	0,0072%	F
LCL ACTIONS MONDE HORS EUROPE EUR		39.291	0,0037%	F
LFM ACTIONS MONDE VOLATILITE CONTROLEE		89.564	0,0084%	F
LGT SLC EQUITY OPT POOL SSGA		14.403	0,0013%	F
LOB HOLDING SRL		2.500	0,0002%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		14.184	0,0013%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		9.424	0,0009%	F
LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS(		26.063	0,0024%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		404.382	0,0378%	F
LUX IM GLOBAL EQUITY VALUE		39.388	0,0037%	F
LVIP SSGA INTERNATIONAL INDEX FUND		58.233	0,0054%	F
MACK EAFE EQUITY POOL		10.445	0,0010%	F
MACKENZIE EUROPEAN SMALL-MID CAP FUND		79.427	0,0074%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		22.986	0,0021%	F
MAM EUROPA GROWTH		17.000	0,0016%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		3.898	0,0004%	F
MAN NUMERIC CITY LIMITS FUND LLC C/O NUMERIC INVESTORS LLC		4.295	0,0004%	F
MAN NUMERIC INTERNATIONAL ALPHA (US) LP		2.105	0,0002%	F
MANAGED PENSION FUNDS LIMITED		54.898	0,0051%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.129	0,0001%	F
MARSHALL WACE INV STRATEGIES-TOPS INTERNATIONAL EQUITIES FD C/O MARSHALL WACE LLP ACTING AS ALTERNATIVE INVESTMENT FUND		29.715	0,0028%	F
MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP		226.716	0,0212%	F
MARSHALL WACE INVESTMENT STRATEGIES - TOPS FUND C/O MARSHALL WACE LLP		192.528	0,0180%	F
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND C/O MARSHALL WACE LLP ACTING AS INVESTMENT MANAGER		109.829	0,0103%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND		29.084	0,0027%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP		24.353	0,0023%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE LLP ACTING AS IA		58.915	0,0055%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,0002%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		9.716	0,0009%	F
MBB PUBLIC MARKETS I LLC		24.258	0,0023%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		1.625	0,0002%	F
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH		465	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I		8.474	0,0008%	F
MEDIOLANUM FLESSIBILE FUTURO ITALIA		1.244.177	0,1163%	F
MEDIOLANUM FLESSIBILE SVILUPPO ITALIA		182.000	0,0170%	F
MERCER OSS TRUST		1.033	0,0001%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,0012%	F
MERCER UCITS COMMON CONTRACTUALFUND		105.413	0,0099%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		18.341	0,0017%	F
MERISTEM GLOBAL EQUITY FUND LLC		16.107	0,0015%	F
METIS EQUITY TRUST		5.982	0,0006%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415		86.661	0,0081%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS F11		6.140	0,0006%	F
MGI FUNDS PLC		78.022	0,0073%	F
MGTS AFH DA FUND		68.320	0,0064%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		23.602	0,0022%	F
MI-FONDS 384		13.960	0,0013%	F
MI-FONDS F47		29.979	0,0028%	F
MI-FONDS K25		126.090	0,0118%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	35,7201%	F
MINISTRY OF ECONOMY AND FINANCE		76.728	0,0072%	F
MISSOURI EDUCATION PENSION TRUST		42.322	0,0040%	F
MONUTA VERZEKERINGEN		9.132	0,0009%	F
MORGAN STANLEY PATHWAY FUNDS		11.721	0,0011%	F
MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		1.144	0,0001%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,0009%	F
MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		84.086	0,0079%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		151.134	0,0141%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		12.752	0,0012%	F
MT TOTAL RETURN FUND		68.990	0,0064%	F
MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND		1.887	0,0002%	F
MULTI UNITS FRANCE - AMUNDI FT		474.258	0,0443%	F
MULTI UNITS FRANCE - AMUNDI MS		23.152	0,0022%	F
MULTI UNITS LUX AMUNDI EUROPE		86.490	0,0081%	F
MULTI UNITS LUX AMUNDI EUROPEA		414	0,0000%	F
MULTI UNITS LUX AMUNDI MSCI		1.741	0,0002%	F
MULTI UNITS LUX AMUNDI MSCI EM		32.824	0,0031%	F
MULTI UNITS LUX AMUNDI S P		257.307	0,0241%	F
MULTI UNITS LUXEMBOURG - AMUND		74.366	0,0070%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		423.856	0,0396%	F
MWIS - TOPS FUND - NON FLIP		36.827	0,0034%	F
MWIS TOPS WORLD EQUITIES AC		13.010	0,0012%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,0012%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		7.973	0,0007%	F
NATIONWIDE INTERNATIONAL INDEX FUND		18.420	0,0017%	F
NATWEST ST JAMES S PLACE GLOBALQUALITY UNIT TRUST		8.569	0,0008%	F
NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST		11.269	0,0011%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE GLOBAL GROWTH UN		7.090	0,0007%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		14.354	0,0013%	F
NBIMC EAFE EQUITY INDEX FUND.		1	0,0000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		8.407	0,0008%	F
NEF RISPARMIO ITALIA		10	0,0000%	F
NEUALT LLC		22.800	0,0021%	F
NEUBERGER BERMAN ETF TRUST - NEUBERGER INTERNATIONAL CORE EQUITY ETF		24.771	0,0023%	F
NEW AIRWAYS PENSION SCHEME		2.654	0,0002%	F
NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST		2.129	0,0002%	F
NFS LIMITED		5.026	0,0005%	F
NGEE ANN POLYTECHNIC		6.607	0,0006%	F
NOLA GUIDO		40.000	0,0037%	F
NORDEA STABLE PERFORMANCE FAM		2.740	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NORGES BANK		9.916.178	0,9269%	F
NORTHERN LIGHTS FUND TRUST IV		14.419	0,0013%	F
NOW PENSIONS TRUST		34.471	0,0032%	F
NVIT INTERNATIONAL INDEX FUND		1	0,0000%	F
OFI INVEST ESG DYNAMIQUE EURO		8.430	0,0008%	F
OFI INVEST ESG EQUILIBRE EURO		13.695	0,0013%	F
OFI INVEST ESG PRUDENT EURO		4.550	0,0004%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL		36.828	0,0034%	F
OPENWORLD PUBLIC LIMITED COMPANY		703	0,0001%	F
ORKNEY ISLANDS COUNCIL PENSION FUND		120.110	0,0112%	F
PACER TRENDPILOT INTERNATIONAL ETF		3.687	0,0003%	F
PARMA PEA NOVEMBRE 2025		15.121	0,0014%	F
PASSIVE GLOBAL SHARE TRUST		8.834	0,0008%	F
PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST		114	0,0000%	F
PEGASUS-UI-FONDS		36.777	0,0034%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.159	0,0002%	F
PEOPLE'S BANK OF CHINA		157.209	0,0147%	F
PEPCO HOLDINGS INC. VEBA TRUST		839	0,0001%	F
PERPETUAL GLOBAL ALLOCATION ALPHA FUND		5.413	0,0005%	F
PERTUBUHAN KESELAMATAN SOSIAL		22.849	0,0021%	F
PFA PENSION FORSIKRINGSAKTIESELSKAB		23.014	0,0022%	F
PFIZER INC. MASTER TRUST		1.127	0,0001%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.067	0,0001%	F
PHILIP VERONICA A KOVACH JT TEN/WROS 2934		19	0,0000%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,0006%	F
POOL PARSUMO CAPITAL AG AKTIEN WELT		7.500	0,0007%	F
POOL SWISS ROCK AKTIEN GLB		3.361	0,0003%	F
PRIME SUPER PTY LTD		4.376	0,0004%	F
PRUDENTIAL HONG KONG LIMITED		3.710	0,0003%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		7.922	0,0007%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		80.434	0,0075%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		31.087	0,0029%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		107.804	0,0101%	F
PURPOSE FUND CORP		1.103	0,0001%	F
QIC INTERNATIONAL EQUITIES FUND.		2.128	0,0002%	F
QUALITY EDUCATION FUND		849	0,0001%	F
QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES		503.564	0,0471%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,0808%	F
RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST		26.242	0,0025%	F
RBC INDIGO INTERNATIONAL EQUITYINDEX FUND		1.177	0,0001%	F
REGIME DE RETRAITE DU PERSONNEL CPE		130.522	0,0122%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		58.085	0,0054%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		340.357	0,0318%	F
RLA GLOBAL SHARE FUND		5.627	0,0005%	F
RLA INTERNATIONAL EQUITIES FUND		14.165	0,0013%	F
RLA NZ INTERNATIONAL EQUITIES FUND		5.818	0,0005%	F
ROBECO CAPITAL GROWTH FUNDS		41.344	0,0039%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,0030%	F
ROBECO UCITS ICAV		3	0,0000%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,0002%	F
ROBIN 1-FONDS		79.144	0,0074%	F
ROPS EURO P		59.291	0,0055%	F
ROPS SMART INDEX EURO		32.638	0,0031%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.306	0,0068%	F
ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT		730	0,0001%	F
RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES SMALL & MID CAP		33.033	0,0031%	F
RTX SAVINGS PLAN MASTER TRUST		143.034	0,0134%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
RUGGERI FAUSTO		9	0,0000%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		12.224	0,0011%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.573	0,0008%	F
RUSSELL INVESTMENT COMPANY PLC		29.058	0,0027%	F
RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND		2.661	0,0002%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND		7.081	0,0007%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		7.497	0,0007%	F
RUSSELL INVESTMENTS INTERNATIONAL EQUITY POOL .		1.104	0,0001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND		1.901	0,0002%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.530	0,0004%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.634	0,0003%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		1.915	0,0002%	F
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND		3.836	0,0004%	F
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST		10.690	0,0010%	F
RUTGERS THE STATE UNIVERSITY		1.945	0,0002%	F
SAS TRUSTEE CORPORATION POOLED FUND		103.496	0,0097%	F
SBC MASTER PENSION TRUST		8.896	0,0008%	F
SCHRODER FORESTERS BALANCED FUND		19.150	0,0018%	F
SCHRODER GLOBAL CORE FUND		8.443	0,0008%	F
SCHRODER GLOBAL EQUITY ACTIVE UCITS ETF		22.839	0,0021%	F
SCHRODER GLOBAL EQUITY CUSTOM ACTIVE UCITS ETF		1.749	0,0002%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		1.498	0,0001%	F
SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND		18.787	0,0018%	F
SCHRODER INTERNATIONAL SELECTION FUND		130.984	0,0122%	F
SCHRODER MANAGED BALANCED FUND		9.144	0,0009%	F
SCHRODER PENSION MANAGEMENT LIMITED		15.369	0,0014%	F
SCHRODER QEP GLOBAL CORE FUND		66.273	0,0062%	F
SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND		6.401	0,0006%	F
SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND		8.938	0,0008%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		11.369	0,0011%	F
SCHRODERS CAPITAL SEMI-LIQUID		2.634	0,0002%	F
SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND		56.291	0,0053%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		262.353	0,0245%	F
SCHWAB INTERNATIONAL EQUITY ETF		994.494	0,0930%	F
SCHWAB INTERNATIONAL INDEX FUND		297.131	0,0278%	F
SCOTIA GLOBAL GROWTH FUND		345.886	0,0323%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		2.515	0,0002%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		15.115	0,0014%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		1.922	0,0002%	F
SEI GLOBAL MASTER FUND PLC		505.537	0,0473%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,0004%	F
SEI INSTITUTIONAL INTERNATIONAL TRST INTERNATIONAL EQTY FND		144.785	0,0135%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND		6.025	0,0006%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND		200.946	0,0188%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		26.894	0,0025%	F
SEI SELECT INTERNATIONAL EQUITY ETF		75.580	0,0071%	F
SELECTION EURO CLIMAT JANVIER 2025		63.635	0,0059%	F
SELECTION FRANCE SOCIAL JANVIER 2022		238.837	0,0223%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		592	0,0001%	F
SG ACTIONS INTERNATIONALES		21.225	0,0020%	F
SHELL CANADA 2007 PENSION PLAN		882	0,0001%	F
SIEMENS BALANCED		38.847	0,0036%	F
SIEMENS EMU EQUITIES		56.874	0,0053%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SIEMENS EUROINVEST AKTIEN		7.813	0,0007%	F
SIEMENS QUALITAET AND DIVIDENDE EUROPA		55.503	0,0052%	F
SIEMENS-FONDS SIEMENS-RENTE		37.809	0,0035%	F
SILVER AMUNDI EUROPE EQUITY CO		63.793	0,0060%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		683.880	0,0639%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		382.854	0,0358%	F
SMART WHOLESALE GLOBAL EQUITY ESG FUND		9.264	0,0009%	F
SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND		16.073	0,0015%	F
SMTB FOREI GN STOCK INDEX MOTHER FUND		506	0,0000%	F
SOCIAL PROTECTION FUND		24.338	0,0023%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.371	0,0002%	F
SOGECAP ACTIONS - MID CAP		52.599	0,0049%	F
SOGECAP AP CLIMAT PAB		27.059	0,0025%	F
SOGECAP PROTECTED EQUITIES		41.746	0,0039%	F
SP INTERNATIONAL SHARES TRUST		5.469	0,0005%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		545.682	0,0510%	F
SPDR MSCI ACWI EXUS ETF		33.527	0,0031%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		11.669	0,0011%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		105.740	0,0099%	F
SPDR MSCI WORLD QUALITY MIX ETF		726	0,0001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		577	0,0001%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		587.211	0,0549%	F
SPDR PORTFOLIO EUROPE ETF		21.038	0,0020%	F
SPDR S&P WORLD EX AUSTRALIA CARBON AWARE ETF		2.182	0,0002%	F
SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND		47.101	0,0044%	F
SPW MANAGED ICVC - SPW TACTICALFUND 1		12.699	0,0012%	F
SPW MANAGED ICVC - SPW TACTICALFUND 2		5.145	0,0005%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		32.155	0,0030%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.442	0,0326%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		2.667	0,0002%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		70.375	0,0066%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		155.976	0,0146%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		1.344.462	0,1257%	F
ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING		403	0,0000%	F
STAR PASTEUR		17.656	0,0017%	F
STATE OF MINNESOTA		190.816	0,0178%	F
STATE STREET CCF		7.916	0,0007%	F
STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND		4.952	0,0005%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		2.497	0,0002%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		200.319	0,0187%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		130.200	0,0122%	F
STATE STREET GLOBAL INDEX PLUS TRUST		1.554	0,0001%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		89.864	0,0084%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		4.706	0,0004%	F
STATE STREET IRELAND UNIT TRUST		13.838	0,0013%	F
STATE STREET TOTAL RETURN VIS FUND		2.624	0,0002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,0070%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G		1.124	0,0001%	F
STICHTING BELEGGINGEN MENZIS		1.912	0,0002%	F
STICHTING CZ FUND DEPOSITARY		15.021	0,0014%	F
STICHTING HEINEKEN PENSIOENFONDS.		14.109	0,0013%	F
STICHTING PENSIOENFONDS CAMPINA		6.180	0,0006%	F
STICHTING PENSIOENFONDS HOOGOVENS		5.622	0,0005%	F
STICHTING PENSIOENFONDS PGB		119.239	0,0111%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,0002%	F
STICHTING PENSIOENFONDS RAIL & OPENBAAR VERVOER		9.498	0,0009%	F
STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER		57.468	0,0054%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING PENSIOENFONDS VAN DE NEDERLANDSCHE BANK NV		171.972	0,0161%	F
STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS		11.263	0,0011%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,0008%	F
STOKIC MARKO		20	0,0000%	F
STOLLER FOUNDATION		2.211	0,0002%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		5.219	0,0005%	F
SUN LIFE STATE STREET INTERNATIONALEQUITY INDEX FUND		6.485	0,0006%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		14.542	0,0014%	F
SUSTAINABLE GS 1 TRUST		6.128	0,0006%	F
SWISS NATIONAL BANK		1.278.084	0,1195%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - A		35.429	0,0033%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - B		39.367	0,0037%	F
SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES		4.135	0,0004%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.825	0,0005%	F
TANGERINE BALANCED GROWTH PORTFOLIO		6.756	0,0006%	F
TANGERINE BALANCED INCOME PORTFOLIO		545	0,0001%	F
TANGERINE BALANCED PORTFOLIO		4.579	0,0004%	F
TANGERINE EQUITY GROWTH PORTFOLIO		8.763	0,0008%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		36.536	0,0034%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		190.375	0,0178%	F
TEAM SUPERANNUATION FUND		20.347	0,0019%	F
TESCO PLC PENSION SCHEME		325	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORP		1	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		1	0,0000%	F
THE ANNENBERG FOUNDATION.		5.501	0,0005%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		175.923	0,0164%	F
THE CALIFORNIA WELLNESS FOUNDATION		3.507	0,0003%	F
THE CAPTIVE INVESTORS FUND		9.044	0,0008%	F
THE GOVERNING COUNCIL OF THE SALVATION ARMY IN		67.852	0,0063%	F
THE HEALTH FOUNDATION.		1.624	0,0002%	F
THE INCUBATION FUND LTD		114	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		5.439	0,0005%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142		26.168	0,0024%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151		20.761	0,0019%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893		18.007	0,0017%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,0002%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		6.790	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		29.299	0,0027%	F
THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR GIM MULTI ASSET MOTHER FUND		556	0,0001%	F
THE MONKS INVESTMENT TRUST PLC		1.057.071	0,0988%	F
THE MOTOROLA PENSION SCHEME.		3.992	0,0004%	F
THE PEOPLE'S PENSION SCHEME		20.841	0,0019%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		13.809	0,0013%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		13.982	0,0013%	F
THE SALVATION ARMY OFFICERS' RETIREMENT TRUST FUND		16.553	0,0015%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		6.041	0,0006%	F
THE STANDARD BANK OF SOUTH AFRICA LTD		24.793	0,0023%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		92.627	0,0087%	F
THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR		1.927	0,0002%	F
THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		45.929	0,0043%	F
THRIFT SAVINGS PLAN		1.363.835	0,1275%	F
TIMOTHY PLAN INTERNATIONAL ETF.		34.850	0,0033%	F
TOPS GLBL EQS LE FD NON FLIP		6.342	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
TOPS WLD EX-US FUND NON FLIP		142.372	0,0133%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,0029%	F
TRANSAMERICA MSCI EAFE INDEX VP		2.795	0,0003%	F
TRATON-UI-DYNAMIK		13.772	0,0013%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST		113.920	0,0106%	F
TSA EQUITY FUND #2		2.363	0,0002%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,0002%	F
UAPF - INVESCO ACTIVE		66.768	0,0062%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		84.357	0,0079%	F
UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEVMARK HEDGED		22.791	0,0021%	F
UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEVMARK		21.084	0,0020%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS		10.100	0,0009%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS		187.284	0,0175%	F
UI MAIN I UF BLACKROCK EUROPE		2.668	0,0002%	F
UI MAIN I UNIVERSAL FONDS UKA		5.447	0,0005%	F
UI MAIN VI UNIV FDS MSCI WORLD		900	0,0001%	F
UI SMART AND FAIR FONDS		11.060	0,0010%	F
UIFONDS AKTIEN EUROPE MVOLA PASSIVE		56.981	0,0053%	F
UI-FONDS BAV RBI AKTIEN		110.401	0,0103%	F
UI-FONDS RBSG		490	0,0000%	F
UNI OF EDINBURGH BG DEVEL WORLD EQ FD		52.861	0,0049%	F
UNICAJA ASSET MANAGEMENT, S.G.I.I.C., S.A.		60.803	0,0057%	F
UNICARE SAVINGS PLAN		17.267	0,0016%	F
UNIEUROPA MID&SMALL CAPS		10.000	0,0009%	F
UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI		112.139	0,0105%	F
UNISUPER		7.782	0,0007%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND		1.660	0,0002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		5.323	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH		295.856	0,0277%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		8.861	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS		31.053	0,0029%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS		7.700	0,0007%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1		9.466	0,0009%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		11.926	0,0011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS		14.292	0,0013%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN		198.958	0,0186%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF RANW-UNIVERSAL-FONDS V		50.407	0,0047%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		8.168	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL FONDS ZVK 1		2.296	0,0002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		5.138	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,0001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-NO-AKTIEN (490305)		62.510	0,0058%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP		58.338	0,0055%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MIT BESCHRAENKTER HAFT		300.000	0,0280%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS		2.504	0,0002%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		1.500	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKAAKTIENEUROPAESG		123.608	0,0116%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		1.626	0,0002%	F
UTAH STATE RETIREMENT SYSTEMS		65.905	0,0062%	F
VAN VOORST TOT VOORST BEREND AM		25	0,0000%	F
VANECK ETFS N.V.		797.034	0,0745%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		13.024	0,0012%	F
VANGUARD ACTIVE GLOBAL GROWTH FUND		19.483	0,0018%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		4.415.187	0,4127%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		9.071	0,0008%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		90.709	0,0085%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		158	0,0000%	F
VANGUARD EUROPEAN STOCK INDEX FUND		1.121.505	0,1048%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		103.951	0,0097%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		5.526	0,0005%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		2.750.170	0,2571%	F
VANGUARD FTSE ALL-WORLD EX-US INDEX FUND		1.049.141	0,0981%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		116.292	0,0109%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		13.618	0,0013%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		48.377	0,0045%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		635.741	0,0594%	F
VANGUARD GLOBAL EQUITY FUND		1.084.581	0,1014%	F
VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND		502.057	0,0469%	F
VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND		246	0,0000%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		1.983	0,0002%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		136	0,0000%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		377.916	0,0353%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		12.803	0,0012%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF		8.979	0,0008%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF		8.881	0,0008%	F
VANGUARD INVESTMENTS FUNDS ICVC VANGUARD GLOBAL EQUITY FUND		103.284	0,0097%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		182.641	0,0171%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF		14.820	0,0014%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF		5.084	0,0005%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF		37.815	0,0035%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.635.864	0,6203%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		340.749	0,0319%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		16.210	0,0015%	F
VARIOPARTNER SICAV		20.772	0,0019%	F
VENERABLE INTERNATIONAL INDEX FUND		20.812	0,0019%	F
VFMC INTERNATIONAL EQUITY TRUST1		7.263	0,0007%	F
VFMC INTERNATIONAL EQUITY TRUST2		13.578	0,0013%	F
VFMC LOW VOLATILITY EQUITY TRUST 1		15.162	0,0014%	F
VFMC LOW VOLATILITY EQUITY TRUST 2		31.556	0,0029%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		26.610	0,0025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		41.817	0,0039%	F
VIRGINIA RETIREMENT SYSTEM		17.264	0,0016%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VOYA GLOBAL INCOME AND GROWTH FUND		44.515	0,0042%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		12.810	0,0012%	F
VOYA MULTI-MANAGER INTERNATIONAL EQUITY FUND		1.397	0,0001%	F
VOYA VACS INDEX SERIES I PORTFOLIO		45.006	0,0042%	F
VR BANK KT EURO CONTROL		8.944	0,0008%	F
WASHINGTON STATE INVESTMENT BOARD		167.104	0,0156%	F
WHEELS COMMON INVESTMENT FUND		1.555	0,0001%	F
WINDWISE MSCI EAFE INDEX NON-LENDING		9.527	0,0009%	F
WISDOMTREE INTERNATIONAL AI ENHANCED VALUE FUND		20.509	0,0019%	F
WM POOL - EQUITIES TRUST NO. 38 - SCHRODER		4.637	0,0004%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,0007%	F
WM POOL - EQUITIES TRUST NO. 75		98.076	0,0092%	F
WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED		390	0,0000%	F
WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF		131.645	0,0123%	F
WS WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS U		274.011	0,0256%	F
WSSP INTERNATIONAL EQUITIES TRUST		7.046	0,0007%	F
ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA		45.162	0,0042%	F
405 MSTV 1 LP - AQR- NON FLIP		8.478	0,0008%	C
405 MSTV I LP-TREASURY INTL		11.377	0,0011%	C
405 MSTV LP		11.377	0,0011%	C
801 INVESTMENTS LLC		4.605	0,0004%	C
AB SICAV III DYNAMIC ALL MARK		1.732	0,0002%	C
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		812	0,0001%	C
ABERDEEN GROUP CHARITABLE TRUST		665	0,0001%	C
ABN AMRO FGR		795	0,0001%	C
ABN AMRO FUNDS		19.347	0,0018%	C
ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND		1.793	0,0002%	C
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		48.551	0,0045%	C
ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND		7.507	0,0007%	C
ACCIDENT COMPENSATION CORPORATION		60.546	0,0057%	C
ACHMEA PENSIOEN- EN LEVENSVERZEKERINGEN N.V		81.990	0,0077%	C
ACHMEA REINSURANCE COMPANY N.V		8.775	0,0008%	C
ACHMEA SCHADEVERZEKERINGEN N.V		17.339	0,0016%	C
ACHMEA VARIABLE SECURITIES HEALTH FUND		23.406	0,0022%	C
AEGON CUSTODY B.V.		67.584	0,0063%	C
AEGON CUSTODY B.V..		15.995	0,0015%	C
AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS		25.483	0,0024%	C
AIA GLOBAL MULTI-FACTOR EQUITY FUND		52.657	0,0049%	C
AIB GROUP IRISH PENSION SCHEME		4.213	0,0004%	C
AILIS SICAV		44.365	0,0041%	C
AIM EQUITY EUROPE		17.670	0,0017%	C
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		14.256	0,0013%	C
ALASKA COMMON TRUST FUND		17.333	0,0016%	C
ALASKA PERMANENT FUND CORPORATION		13.399	0,0013%	C
ALLIANZ GLOBAL INVESTORS FUND		176.184	0,0165%	C
ALLIANZ GLOBAL INVESTORS GMBH		365.380	0,0342%	C
ALLIANZ GLOBAL INVESTORS GMBH ALLIANZGI-FONDS BTH		9.351	0,0009%	C
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		2.111	0,0002%	C
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		9.274	0,0009%	C
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS SUEWE SEGMENT AKTIEN WELT 2		22.950	0,0021%	C
ALLIANZGI FONDS AFE		67.713	0,0063%	C
ALLIANZGI S AKTIEN		174.245	0,0163%	C
ALLIANZGI-FONDS DSPT		11.361	0,0011%	C
ALLIANZGI-FONDS TOSCA		2.755	0,0003%	C
ALLOCATION INVEST EQUITY CORE		68.897	0,0064%	C
ALUMBRA INNOVATIONS FOUNDATION		626	0,0001%	C
AMERICAN BUREAU OF SHIPPING		553	0,0001%	C
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		476.287	0,0445%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		25.611	0,0024%	C
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF		62.182	0,0058%	C
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		16.043	0,0015%	C
AMERICAN CENTURY ICAV		7.148	0,0007%	C
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,0005%	C
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,0028%	C
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		2.563	0,0002%	C
AMSELECT - HSBC EURO EQUITY VALUE		352.533	0,0330%	C
ANDRA AP-FONDEN		211.303	0,0198%	C
APOLLO INFRASTRUCTURE 2027		14.453	0,0014%	C
AQR ABSOLUTE RETURN MASTER ACCOUNT L.P.- STOCK SELECTION		2.783	0,0003%	C
AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP		4	0,0000%	C
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		13.224	0,0012%	C
AQR FLEX 1 SERIES LLC - SERIES A15		3.554	0,0003%	C
AQR FLEX 1 SERIES LLC - SERIES A9		73.060	0,0068%	C
AQR FLEX 1 SERIES LLC SERIES A10		26.140	0,0024%	C
AQR FLEX 1 SERIES LLC- SERIES A13		3.198	0,0003%	C
AQR FLEX 1 SERIES LLC- SERIES A16		9.637	0,0009%	C
AQR FLEX 1 SERIES LLC(DASH)SERIES A24		1.038	0,0001%	C
AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND		24.946	0,0023%	C
AQR FUNDS - AQR MANAGED FUTURESSTRATEGY FUND		212.518	0,0199%	C
AQR FUNDS - AQR TREND TOTAL RETURN FUND		8.082	0,0008%	C
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,0021%	C
AQR FUNDS- AQR CVX FUSION FUND		1.619	0,0002%	C
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		342.461	0,0320%	C
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.848	0,0747%	C
AQR FUNDS- AQR LSE FUSION FUND		4.990	0,0005%	C
AQR FUNDS- AQR MS FUSION HV FUND		5.358	0,0005%	C
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		90.499	0,0085%	C
AQR FUNDSAQR MULTIASSET FUND		37.296	0,0035%	C
AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC		112.454	0,0105%	C
AQR INNOVATION FUND, L.P.		1.108	0,0001%	C
AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND		84.728	0,0079%	C
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		680	0,0001%	C
AQR TA DELPHI PLUS FUND LLC		4	0,0000%	C
AQR TA GLOBAL ALPHA FUND, NON FLIP		464.163	0,0434%	C
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		5.222	0,0005%	C
AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC		9.535	0,0009%	C
ARBEJDSMARKEDETS TILLAEGSPENSION		1.050.098	0,0982%	C
ARCA AZIONI ITALIA		537.376	0,0502%	C
ARCA BB		1.839	0,0002%	C
ARCA ECONOMIA REALE BILANCIATO ITALIA 55		37.014	0,0035%	C
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		6.172	0,0006%	C
ARERO - DER WELTFONDS - ESG		20.547	0,0019%	C
ARIZONA STATE RETIREMENT SYSTEM		196.900	0,0184%	C
ARRCO QUANT 1		110.306	0,0103%	C
ARRCO QUANT II		22.279	0,0021%	C
ARROWST CAP GL EQ AEF NON FLIP		23.112	0,0022%	C
ARROWST CAP NEWBURY NON FLIP		2.977	0,0003%	C
ARROWSTREET (CANADA) GLOBAL ACWI150 ALPHA EXTENSION FUND I		3.100	0,0003%	C
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		218.897	0,0205%	C
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		286.504	0,0268%	C
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		6.300	0,0006%	C
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P.		538	0,0001%	C
ARROWSTREET (DELAWARE) CUSTOM ALPHA EXTENSION FUND Q L.P.		14.809	0,0014%	C
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		1.586	0,0001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		300	0,0000%	C
ARROWSTREET CAPITAL NEWBURY FUND LIMITED.		137	0,0000%	C
ARROWSTREET COLLECTIVE INVESTMENT TRUST		290.985	0,0272%	C
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		18.443	0,0017%	C
ARROWSTREET GLOBAL EQUITY ACWI TRUST FUND		39.650	0,0037%	C
ARROWSTREET GLOBAL EQUITY FUND		1.122.195	0,1049%	C
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US TRUST FUND		60.203	0,0056%	C
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT		2.982	0,0003%	C
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		6.871	0,0006%	C
ARROWSTREET INTERNATIONAL EQUITY EAFE TRUST FUND		13.674	0,0013%	C
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		11.532	0,0011%	C
ARROWSTREET INVESTMENT TRUST - ARROWSTREET ACWI ALPHA EXT CO		154	0,0000%	C
ARROWSTREET US GROUP TRUST		121.867	0,0114%	C
ARTEMIS FUNDS (LUX).		35.082	0,0033%	C
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		1.396.028	0,1305%	C
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		752.975	0,0704%	C
ARTEMIS SMARTGARP UK EQUITY FUND		467.163	0,0437%	C
AS (CA) GBL WLD AEF I NON FLIP		1.293	0,0001%	C
AS ACWI EX US AETF U NON FLIP		19.256	0,0018%	C
AS CAP GBL AC AEF CAY NON FLIP		69.019	0,0065%	C
AS DEV MARKET ALPHA EXT FD NON FLIP		1.864	0,0002%	C
AS INTL EQ EAFE AEF NON FLIP		8.872	0,0008%	C
ASCENSION ALPHA FUND LLC		12.128	0,0011%	C
ASIAN DEVELOPMENT BANK		2.332	0,0002%	C
ASR LEVENSVERZEKERING NV		31.534	0,0029%	C
ASR SCHADEVERZEKERING NV		10.953	0,0010%	C
ASSET MANAGEMENT EXCHANGE UCITS CCF ..		19.304	0,0018%	C
ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE		124.016	0,0116%	C
ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II		45.000	0,0042%	C
AUSTRALIAN CAPITAL TERRITORY		13.159	0,0012%	C
AVADIS FUND-AKTIEN WELT AST 2		16.642	0,0016%	C
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,0013%	C
AVALON PORTFOLIO II LLC		1.928	0,0002%	C
AVANTIS CIBC INTERNATIONAL EQUITY ETF		1.061	0,0001%	C
AXA AA DIVERSIFIE INDICIEL 1		30.709	0,0029%	C
AXA ASSICURAZIONI SPA		16.000	0,0015%	C
AXA EURO DIVIDEND DBVL		50.938	0,0048%	C
AXA EURO DIVIDEND K		51.866	0,0048%	C
AXA IM EQUITY TRUST		185.942	0,0174%	C
AXA LEBEN AG		68.220	0,0064%	C
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO		21.000	0,0020%	C
AXA MPS PREVIDENZA PER TE - CRESCITA		180.532	0,0169%	C
AXA PEA REGULARITE		1.032.794	0,0965%	C
AXA SELECT MULTI ACTIONS		5.383	0,0005%	C
AXA VERSICHERUNGEN AG		146.532	0,0137%	C
AXA WORLD FUNDS SICAV		19.000	0,0018%	C
AZIMUT LIFE DAC		1.279	0,0001%	C
AZL DFA INTERNATIONAL CORE EQUITY FUND		2.895	0,0003%	C
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		19.541	0,0018%	C
BANK OF KOREA		40.366	0,0038%	C
BERESFORD FUNDS ICAV		10.362	0,0010%	C
BERESFORD FUNDS ICAV.		382	0,0000%	C
BEST INVESTMENT CORPORATION		8.336	0,0008%	C
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,0003%	C
BLACKROCK - IG INTERNATIONAL EQUITY POOL		16.320	0,0015%	C
BLACKROCK ADVANTAGE INTERNATIONAL FUND OF BLACKROCK FUNDS		166.302	0,0155%	C
BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II		1.444	0,0001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BLACKROCK FUNDS I ICAV		78.927	0,0074%	C
BLACKROCK GLOBAL FUNDS		20.456	0,0019%	C
BLACKROCK INTERNATIONAL ALPHA TILTS FUND		17.766	0,0017%	C
BLACKROCK LIFE LTD		7.468	0,0007%	C
BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II		7.385	0,0007%	C
BLACKROCK SOLUTIONS FUNDS ICAV		69.472	0,0065%	C
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		279	0,0000%	C
BNP PARIBAS APOLLO GLOBAL WATER		35.147	0,0033%	C
BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE		237.664	0,0222%	C
BNP PARIBAS ATHENA PRESTIGE S&P 100		248.857	0,0233%	C
BNP PARIBAS DISRUPTIVE TECHNOLOGY CAPITAL GARANTI 2026		16.699	0,0016%	C
BNP PARIBAS EASY - ALPHA ENHANCED EUROPE		3.159	0,0003%	C
BNP PARIBAS EASY - DIVIDEND EUROPE		82.154	0,0077%	C
BNP PARIBAS EASY - ESG ENHANCED EUROPE		300	0,0000%	C
BNP PARIBAS EASY - EUR OVERNIGHT		40.300	0,0038%	C
BNP PARIBAS EASY - GROWTH EUROPE		98.206	0,0092%	C
BNP PARIBAS EASY - MSCI EMU		2.484	0,0002%	C
BNP PARIBAS EASY - MSCI EUROPE		3.000	0,0003%	C
BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF		1.780.768	0,1665%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF		246	0,0000%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD EQUAL WEIGHT SELECT UCITS ETF		2.368	0,0002%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF		6.261	0,0006%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF		1.072	0,0001%	C
BNP PARIBAS EASY MSCI EMU MIN TE		140.598	0,0131%	C
BNP PARIBAS EASY MSCI EUROPE MIN TE		170.987	0,0160%	C
BNP PARIBAS EQUITY - FOCUS ITALIA		37.613	0,0035%	C
BNP PARIBAS FUNDS - SEASONS		144.928	0,0135%	C
BOC-PRUDENTIAL EUROPEAN EQUITY FUND		6.000	0,0006%	C
BOC-PRUDENTIAL EUROPEAN INDEX FUND		44.593	0,0042%	C
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S		44.000	0,0041%	C
BRIDGE BUILDER TAX MANAGED INT		3.267	0,0003%	C
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.702	0,0028%	C
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		647	0,0001%	C
BRUCE POWER PENSION PLAN .		1.363	0,0001%	C
BUILDERS ASSET MANAGEMENT WATER LLC		19.011	0,0018%	C
BUILDERS VISION FOUNDATION		11.480	0,0011%	C
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		18.012	0,0017%	C
BUREAU OF PUBLIC SERVICE PENSION FUND		5.605	0,0005%	C
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC		589.360	0,0551%	C
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		7.279	0,0007%	C
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.252	0,0023%	C
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.916	0,0005%	C
CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND		1.357	0,0001%	C
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		25.001	0,0023%	C
CANDRIAM SUSTAINABLE EQUITY QUANT EUROPE		373.096	0,0349%	C
CATERPILLAR INC. MASTER RETIREMENT TRUST		3.379	0,0003%	C
CATERPILLAR INVESTMENT TRUST.		4.702	0,0004%	C
CAVEC LA FRANCAISE DIVERSIFIE		14.939	0,0014%	C
CBS INSURANCE COMPANY LIMITED		2.387	0,0002%	C
CDN ACWI ALPHA TILTS FUND		6.514	0,0006%	C
CENTRAL BANK OF IRELAND MSCI PAB		24.434	0,0023%	C
CERES FONDS D ACTIONS MONDE		5.492	0,0005%	C
CERVURITE INTERNATIONAL LLC		27.240	0,0025%	C
CFSIL RE CNEALTH GS FD 16		12.938	0,0012%	C
CFSIL-COMMONWLTH GBL SHARE FD 17		265.654	0,0248%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CG TPT AUTHORISED CONTRACTUAL SCHEME		3.624	0,0003%	C
CHCP GLOBAL SECURITIES LP		2.533	0,0002%	C
CHEVRON MASTER PENSION TRUST		2.773	0,0003%	C
CHRISTOPHER J HEBERLIG		148	0,0000%	C
CHRISTOPHER METTLER		347	0,0000%	C
CHUNGHWA POST CO. LTD		8.349	0,0008%	C
CHURCH COMMISSIONERS FOR ENGLAND		6.165	0,0006%	C
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		11.989	0,0011%	C
CIBC EUROPEAN INDEX FUND		2.435	0,0002%	C
CIBC INTERNATIONAL EQUITY INDEX ETF		5.950	0,0006%	C
CIBC INTERNATIONAL EQUITY INDEX POOL		1.539	0,0001%	C
CIBC INTERNATIONAL INDEX FUND		34.032	0,0032%	C
CIBC QI GLOBAL LOW VOLATILITY DIVIDEND POOL		1.865	0,0002%	C
CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF		287.169	0,0268%	C
CITITRUST LTD		2.239	0,0002%	C
CITW FUND, LP		516	0,0000%	C
CITY OF NEW YORK GROUP TRUST		89.008	0,0083%	C
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		26.316	0,0025%	C
CITY UNIVERSITY OF NEW YORK		331	0,0000%	C
CM-AM ADVANCED		3.200	0,0003%	C
CM-AM CONVERTIBLES EUROPE		12.000	0,0011%	C
CM-AM CONVICTIONS EURO		372.000	0,0348%	C
CM-AM CONVICTIONS FLEXIBLE EURO		19.000	0,0018%	C
CM-AM PEA SECURITE		1.655.860	0,1548%	C
CM-AM PEA SERENITE		426.629	0,0399%	C
CNBF RB OSTRUM ACTION EURO		35.917	0,0034%	C
CNBF RC OSTRUM ACTION EURO		71.936	0,0067%	C
CO PERATIE KLAVERBLAD VERZEKERINGEN UA		16.096	0,0015%	C
COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED		12.336	0,0012%	C
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,0008%	C
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		40.471	0,0038%	C
COMMISSION DE LA CAISSE COMMUNE		6.132	0,0006%	C
COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN		3.600	0,0003%	C
CONSERVATION INTERNATIONAL FOUNDATION, INC.		386	0,0000%	C
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,0002%	C
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,0001%	C
CONTI GESTION		12.125	0,0011%	C
CRAMA LOIRE BRETAGNE ACTIONS		39.985	0,0037%	C
CREDIT MUTUEL ASSET MANAGEMENT		195.000	0,0182%	C
CREDIT SUISSE INDEX FUND (LUX)		416.811	0,0390%	C
CS PORTFOLIO LLC		42.020	0,0039%	C
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND		86.197	0,0081%	C
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		3.942	0,0004%	C
CX CADENCE LIMITED-DEAZELEY		7.129	0,0007%	C
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.		547	0,0001%	C
D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C		153	0,0000%	C
D.E. SHAW OCULUS INTL NON FLIP		37.727	0,0035%	C
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC		129	0,0000%	C
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.		303	0,0000%	C
DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC		3.101	0,0003%	C
DEAM-FONDS ZDV		3.193	0,0003%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROLAND AKT.LOWRISK		54.372	0,0051%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROPA AKTIEN SPEZIAL		46.344	0,0043%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		145.545	0,0136%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		5.052	0,0005%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		57.049	0,0053%	C
DEKA INVESTMENT GMBH RE A-FU 5-FONDS		11.460	0,0011%	C
DEKA INVESTMENT GMBH RE GLOBALE AKTIEN		36.512	0,0034%	C
DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO A		21.692	0,0020%	C
DEKA INVESTMENT GMBH VZWL MASTERFONDS		14.308	0,0013%	C
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,0006%	C
DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02		1.952	0,0002%	C
DEKA INVESTMENT GMBH W/A-REVI 2		28.000	0,0026%	C
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		403.887	0,0378%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CLIMATE CHANGE ESG CTB UCITS ETF		15.254	0,0014%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE CLIMATE CHANGE ESG CTB UCITS ETF		33.372	0,0031%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		11.955	0,0011%	C
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD CLIMATE CHANGE ESG UCITS ETF		11.502	0,0011%	C
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		29.301	0,0027%	C
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		32.154	0,0030%	C
DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL		10.342	0,0010%	C
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET EUROPA FOKUS AS		14.000	0,0013%	C
DEKA INVESTMENT GMBH W/ELB AKTIEN GLOBAL MULTIFACTOR PASSIV		6.345	0,0006%	C
DEKA INVESTMENT GMBH W/HEGAU-BODENSEE FM 1 W/U03		8.500	0,0008%	C
DEKA INVESTMENT GMBH W/HFW-FONDS W/S2 AKTIEN EUROPA		19.432	0,0018%	C
DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II		4.786	0,0004%	C
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,0005%	C
DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV		1.256	0,0001%	C
DEKA INVESTMENT GMBH W/SKYHOOK INVEST - DEKA		168	0,0000%	C
DEKA INVESTMENT GMBH W/SSH-FONDS W/U07		17.799	0,0017%	C
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		7.257	0,0007%	C
DEKA INVESTMENT GMBH W/TREVALIS U02		440	0,0000%	C
DEKA INVESTMENT GMBH W/TREVALIS U03		17.631	0,0016%	C
DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02		16.351	0,0015%	C
DEKA INVESTMENT GMBH W/WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN W/U02		4.793	0,0004%	C
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS		14.500	0,0014%	C
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG		22.100	0,0021%	C
DES VAL INTL.PEEQ CSH NON FLIP		60.170	0,0056%	C
DESJARDINS GLOBAL EQUITY GROWTHFUND		99.508	0,0093%	C
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		28.241	0,0026%	C
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		1.146	0,0001%	C
DESJARDINS RI DEVELOPED EXUSA EXCANADA MULTIFACTOR LOW CO2 ETF		90.546	0,0085%	C
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		32.006	0,0030%	C
DEUTSCHE DCG EQ		1.071	0,0001%	C
DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST		950	0,0001%	C
DFI LP EQUITY (PASSIVE		532	0,0000%	C
DIGITAL FUNDS STARS EUROZONE		9.321	0,0009%	C
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,0002%	C
DIMENSIONAL FUNDS PLC		62.549	0,0058%	C
DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E		187.404	0,0175%	C
DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI		4.496	0,0004%	C
DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E		1	0,0000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DUNHAM INTERNATIONAL STOCK FUND		6.650	0,0006%	C
DWS INVESTMENT GMBH FOR DEAM-FONDS CPT		3.196	0,0003%	C
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		5.159	0,0005%	C
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		2.140	0,0002%	C
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,0013%	C
DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE		196.104	0,0183%	C
DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER		892	0,0001%	C
DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1		26.908	0,0025%	C
DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY		21.176	0,0020%	C
DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND		3.672	0,0003%	C
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT		61.715	0,0058%	C
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO		662	0,0001%	C
DWS INVESTMENT GMBH W/BBR 1 AP		8.706	0,0008%	C
DWS MULTI ASSET PIR FUND		30.000	0,0028%	C
DYNASTY INVEST LTD		1.134	0,0001%	C
E TRADE NO FEE INTERNATIONAL INDEX FUND		833	0,0001%	C
EAST SUSSEX PENSION FUND		3.751	0,0004%	C
EFFEPILUX SIC-AZIONARIO - PICT		4.720	0,0004%	C
ELEVA ABSOLUTE RETURN EUROPE FUND		8.268	0,0008%	C
EMPOWER ANNUITY INSURANCE COMPANY		30.207	0,0028%	C
ENGADINE EQUITY MASTER FUND		38.915	0,0036%	C
ENHANCED INDEX INTERNATIONAL SHARE FUND		2.086	0,0002%	C
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO		33.001	0,0031%	C
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		6.758	0,0006%	C
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		4.395	0,0004%	C
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.032	0,0005%	C
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		5.900	0,0006%	C
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.972	0,0003%	C
ERAFP ACTIONS EURO IV		314.138	0,0294%	C
ERIKOISSIJOITUSRAHASTO NORDEA NAVIGO		346	0,0000%	C
ERISA ACTIONS GRANDES VALEURS		625.889	0,0585%	C
ESSENTIA HEALTH		2.616	0,0002%	C
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,0003%	C
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,0005%	C
FCM INTERNATIONAL LLC		835	0,0001%	C
FEDEX CORPORATION EMPLOYEES PENSION TRUST		6.288	0,0006%	C
FG BALANCED		12.000	0,0011%	C
FGV ACTIONS EUROPE LM B		132.230	0,0124%	C
FIDDLER PARTNERS LLC		474	0,0000%	C
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		544	0,0001%	C
FIDEURAM FUND		2.311	0,0002%	C
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		1.420	0,0001%	C
FIRST PRIVATE EURO DIVIDENDEN STAUFER		28.190	0,0026%	C
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		433.385	0,0405%	C
FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF		37.190	0,0035%	C
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		5.703	0,0005%	C
FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF		12.256	0,0011%	C
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH ETF		181.638	0,0170%	C
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH PORTFOLIO		30.368	0,0028%	C
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		47.899	0,0045%	C
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		907.862	0,0849%	C
FJARDE AP-FONDEN.		11.335	0,0011%	C
FLEXSHARES DEVELOPED MARKETS EX - US QUALITY LOW VOLATILITY INDEX FUND		5.664	0,0005%	C
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1	0,0000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		1	0,0000%	C
FLORIDA RETIREMENT SYSTEM		32.429	0,0030%	C
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		261	0,0000%	C
FONDATION BOTNAR		10.645	0,0010%	C
FONDATION BOTNAR.		11.292	0,0011%	C
FONDITALIA		821.598	0,0768%	C
FONDS DE PLACEMENT PROMUTUEL GROUPE PROMUTUEL FEDERATION DE SOCIETES MUTUELLES DASSURANCE GENERALE		2.502	0,0002%	C
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,0002%	C
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		2.408	0,0002%	C
FRANCIS FAMILY FUND APS		3.127	0,0003%	C
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		7.470	0,0007%	C
FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF		550.981	0,0515%	C
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF		156.020	0,0146%	C
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF		3.615	0,0003%	C
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF		4.130	0,0004%	C
FRANKLIN TEMPLETON ICAV		610.793	0,0571%	C
FUNDACAO CALOUSTE GULBENKIAN		642	0,0001%	C
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		291.521	0,0273%	C
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		46.625	0,0044%	C
FUTURE GROUP INTERNATIONAL EQUITIES FUND		16.417	0,0015%	C
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		274	0,0000%	C
G.A.-FUND-B - EQUITY BROAD EURO P		28.107	0,0026%	C
G.A.-FUND-B - WORLD EQUITIES PLUS		4.036	0,0004%	C
GAMLA LIVFORSAKRINGSAKTIEBOLAGET SEB TRYGG LIV		191.605	0,0179%	C
GARRAISKA INVESTMENTS		7.500	0,0007%	C
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		1.841	0,0002%	C
GCA MANDAT GESTION ACTIONS		32.798	0,0031%	C
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		57.791	0,0054%	C
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		124.800	0,0117%	C
GLENDALOUGH ASSET MANAGEMENT LIMITED		2.709	0,0003%	C
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		1.866	0,0002%	C
GLOBAL EQUITIES ENHANCED INDEX FUND		31.044	0,0029%	C
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,0002%	C
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		5.801	0,0005%	C
GLOBAL SYSTEMATIC ACTIVE EQUITIES		17.495	0,0016%	C
GLOBAL X MSCI EAFE INDEX ETF		3.075	0,0003%	C
GMO ALTERNATIVE ALLOCATION FUND		37.974	0,0035%	C
GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES		18.806	0,0018%	C
GOLDMAN SACHS ETF ICAV		33	0,0000%	C
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA EUROPE EQUITY ETF		17.236	0,0016%	C
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA INTERNATIONAL EQUITY ETF		438.073	0,0409%	C
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		25.378	0,0024%	C
GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF		21.583	0,0020%	C
GOLDMAN SACHS FUNDS III		92.560	0,0087%	C
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		60.690	0,0057%	C
GOVERNMENT PENSION INVESTMENT FUND		676.253	0,0632%	C
GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND		13.022	0,0012%	C
GREAT-WEST INTERNATIONAL INDEX FUND		72.607	0,0068%	C
GREEN CENTURY MSCI INTERNATION		14.411	0,0013%	C
GREENFIELDS CAPITAL LIMITED		543	0,0001%	C
GREENFINCH FOUNDATION		2.460	0,0002%	C
GUIDEMARK WORLD EX-US FUND/GOLDMAN		43.751	0,0041%	C
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		50.136	0,0047%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		62.982	0,0059%	C
HANG SENG INSURANCE COMPANY LIMITED		35.267	0,0033%	C
HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF		28.695	0,0027%	C
HAWTHORN DM LLC		9.325	0,0009%	C
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		688	0,0001%	C
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		472	0,0000%	C
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		11.100	0,0010%	C
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,0009%	C
HEALTHCARE EMPLOYEES PENSION PLAN MANITOBA		137.281	0,0128%	C
HELABA INV KAPITALANL GES MBH HI SZVA 21 SFONDS		29.421	0,0028%	C
HELABA INVEST KAG MBH HI KAPPA 3 SFONDS		29.156	0,0027%	C
HELVETIA I EUROPA		43.537	0,0041%	C
HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T		2.129	0,0002%	C
HESTA		4.848	0,0005%	C
HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS		83.000	0,0078%	C
HI-AKTIEN-AKTIV-VALUE-SFONDS		49.000	0,0046%	C
HILLSDALE GLOBAL EQUITY FUND		4.068	0,0004%	C
HI-PROAM-STIFTUNGSFONDS		2.853	0,0003%	C
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		131.457	0,0123%	C
HORIZON BUSINESS SRI DYN DBI-RDT		37.479	0,0035%	C
HRW TESTAMENTARY TRUST NO. 11.		787	0,0001%	C
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,0005%	C
HRW TESTAMENTARY TRUST NO. 2		2.539	0,0002%	C
HRW TESTAMENTARY TRUST NO. 3		3.135	0,0003%	C
HRW TESTAMENTARY TRUST NO. 6		411	0,0000%	C
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,0004%	C
HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF		371	0,0000%	C
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF		689	0,0001%	C
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		16.389	0,0015%	C
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF		71.914	0,0067%	C
HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF		1.244	0,0001%	C
HSBC EURO EQUITY VOLATILITY FOCUSED		82.379	0,0077%	C
HSBC EUROPE EQUITY INCOME		147.680	0,0138%	C
HSBC GLOBAL INVESTMENT FUNDS		847.470	0,0792%	C
HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND		24.324	0,0023%	C
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		343.534	0,0321%	C
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		35.864	0,0034%	C
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		16.051	0,0015%	C
IADB STAFF RETIREMENT FUND		2.805	0,0003%	C
IALUMBRA HOLDING TRUST		12.400	0,0012%	C
IF IST - GLOBE INDEX		8.453	0,0008%	C
ILA - A-ILDSCG		2.038	0,0002%	C
ILA - A-ILEZEQG		9.250	0,0009%	C
ILA - A-ILGLOEQG		3.216	0,0003%	C
ILA - A-ILGLOEQN		852	0,0001%	C
ILA - RAFIMF		908	0,0001%	C
ILA-A-ILIMCFHY		3.105	0,0003%	C
ILA-A-ILSDMH		89.404	0,0084%	C
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		27.080	0,0025%	C
ILA-LA WORLD ESG SCREENED FUND		1.696	0,0002%	C
ILLINOIS MUNICIPAL RETIREMENT FUND		24.512	0,0023%	C
ILMARINEN MUTUAL PENSION INSURANCE COMPANY		623.475	0,0583%	C
IMCO GLOBAL PUBLIC EQUITY LP		77.185	0,0072%	C
IMPACTASSETS INC.		976	0,0001%	C
IMPERIAL GLOBAL EQUITY INCOME POOL		332.061	0,0310%	C
IMPERIAL INTERNATIONAL EQUITY POOL		704	0,0001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,2926%	C
INCOME INSURANCE LIMITED		10.013	0,0009%	C
INDOSUEZ EURO PATRIMOINE		139.388	0,0130%	C
INDOSUEZ EURO RENDEMENT		119.510	0,0112%	C
INSTITUTIONELLA AKTIEFONDEN STABIL		80.336	0,0075%	C
INTERFUND SICAV		13.416	0,0013%	C
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		4.629	0,0004%	C
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		9.063	0,0008%	C
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		252.562	0,0236%	C
INTERNATIONAL EQUITY FUND		2.687	0,0003%	C
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		25.413	0,0024%	C
INVESTERINGSFORENINGEN BANKINVEST ENGROS,GLOBALE AKTIER AKK.KL		31.998	0,0030%	C
INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL		583	0,0001%	C
INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL		2.966	0,0003%	C
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		28.257	0,0026%	C
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		6.128	0,0006%	C
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		23.619	0,0022%	C
INVESTERINGSFORENINGEN LAEGERNES INVEST, LI AKTIER GLOBALE INDEKS		7.081	0,0007%	C
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL		1.705	0,0002%	C
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL		1.913	0,0002%	C
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL		3.956	0,0004%	C
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL		11.476	0,0011%	C
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL		5.163	0,0005%	C
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS GLOBALE STABILE AKTIER		29.932	0,0028%	C
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER		13.699	0,0013%	C
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.534	0,0003%	C
INVESTERINGSFORENINGEN NORDEA INVEST STABIL BALANCERET KL		6.644	0,0006%	C
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER AKKUMULERENDE KL		25.391	0,0024%	C
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER KL		89.574	0,0084%	C
INVESTERINGSFORENINGEN NORDEAINVEST ENGROS GLOBALE STABILE AKTIER - ETISK TILVALG		28.010	0,0026%	C
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS, GLOBALE AKTIER BASIS ESG KL		19.472	0,0018%	C
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		7.600	0,0007%	C
INVESTERINGSFORENINGEN PROFIL INVEST AFDELING FF		2.954	0,0003%	C
INVESTERINGSFORENINGEN SEBINVEST SEB EUROPA AKTIER AKL		6.063	0,0006%	C
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,0023%	C
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		18.429	0,0017%	C
IPC MULTI-FACTOR INTERNATIONAL EQUITY		11.729	0,0011%	C
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		39.940	0,0037%	C
IRISH LIFE ASSURANCE PLC		75.311	0,0070%	C
IRISH LIFE ASSURANCE.		40.818	0,0038%	C
IRISH LIFE CLIMATE FOCUSED FUND		1.663	0,0002%	C
IRR K LLC		4.519	0,0004%	C
ISHARES ENHANCED INTERNATIONAL ACTIVE ETF		88	0,0000%	C
ISHARES III PUBLIC LIMITED COMPANY		18.603	0,0017%	C
ISHARES INTERNATIONAL EQUITY FACTOR ROTATION ACTIVE ETF		2.807	0,0003%	C
ISLE OF MAN GOVERNMENT-TREASURY		5.346	0,0005%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,0000%	C
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.226.421	0,1146%	C
JEFFREY LLC		14.160	0,0013%	C
JEREMY S. O'CONNOR LIVING TRUST		247	0,0000%	C
JNL INTERNATIONAL INDEX FUND		66.693	0,0062%	C
JNL/DFA INTERNATIONAL CORE EQUITY FUND		9.911	0,0009%	C
JNL/MELLON MSCI WORLD INDEX FUND		4.419	0,0004%	C
JOHN HANCOCK FUNDS II - MULTI-ASSET ABSOLUTE RETURN FUND		37.285	0,0035%	C
JOHN HANCOCK FUNDS II INCOME ALLOCATION FUND		1.419	0,0001%	C
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		63.747	0,0060%	C
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		8.380	0,0008%	C
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		16.429	0,0015%	C
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		5.403	0,0005%	C
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		38.376	0,0036%	C
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		32.997	0,0031%	C
JOHN T. WALTON FAMILY TRUST		120.586	0,0113%	C
JOSHUA GREEN CORPORATION		3.450	0,0003%	C
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,0002%	C
JTW TRUST NO. 3 UAD 9/19/02.		118	0,0000%	C
JTW TRUST NO. 4 UAD 9/19/02.		2.036	0,0002%	C
JTW TRUST NO. 5 UAD 9/19/02.		32	0,0000%	C
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5		59.744	0,0056%	C
KAPITALFORENINGEN EMD INVEST, VERDENSINDEKS		8.758	0,0008%	C
KAPITALFORENINGEN INVESTIN PRO		14.165	0,0013%	C
KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I		17.756	0,0017%	C
KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS		102.262	0,0096%	C
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		194.122	0,0181%	C
KBC ECO FUND/WORLD		17.073	0,0016%	C
KBC EQUITY FUND EUROZONE		547.074	0,0511%	C
KBC EQUITY FUND EUROZONE DBI-RDT		79.098	0,0074%	C
KBC EQUITY FUND SRI EUROZONE		856.476	0,0801%	C
KBC EQUITY FUND WORLD		168.610	0,0158%	C
KBC EQUITY FUND/EUROPE		48.054	0,0045%	C
KBC EQUITY FUND/SRI WORLD		230.559	0,0216%	C
KBC EQUITY FUND/WORLD DBI-ROT		54.621	0,0051%	C
KBC EQUITY SRI WORLD DBI-RDT		19.803	0,0019%	C
KBC INST FUND EURO EQUITY		51.823	0,0048%	C
KBC INSTITUTIONAL FUND SRI EURO		60.425	0,0056%	C
KBC INSTITUTIONAL FUND/SRI WORLD EQUITY		13.934	0,0013%	C
KBC INSTITUTIONAL INVESTOR		3.936	0,0004%	C
KERI ANN O'CONNOR REVOCABLE TRUST		37	0,0000%	C
KFP MARKETABLE LLC		60	0,0000%	C
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		17.974	0,0017%	C
KODAK RETIREMENT INCOME PLAN 343 ST		22.451	0,0021%	C
L&G DEVELOPED WORLD MOMENTUM FACTOR INDEX FUND		663	0,0001%	C
LA FRANCAISE LUX - CARBON IMPACT INCOME		743	0,0001%	C
LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES		104.828	0,0098%	C
LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION		2.790	0,0003%	C
LAB QS DYNAMIC EQUITY FUND LP		99	0,0000%	C
LACERA MASTER OPEB TRUST		11.377	0,0011%	C
LAKE AVENUE INVESTMENTS LLC		18.058	0,0017%	C
LARGE CAP INTL PORTFOLIO OF DFA INV		2	0,0000%	C
LATVIJAS BANKA		2.666	0,0002%	C
LBPAM 3 MOIS		1.847.637	0,1727%	C
LBPAM FRANCECAP 100 NOVEMBRE 2030		887.036	0,0829%	C
LBPAM ISR ACTIONS FOCUS EUROPE		279.234	0,0261%	C
LBPAM SHORT TERM		133.000	0,0124%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEE M. HOWER TRUST		114	0,0000%	C
LEGAL & GENERAL CCF.		2.342	0,0002%	C
LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E		5.801	0,0005%	C
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO		15.041	0,0014%	C
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE		12.020	0,0011%	C
LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED		330	0,0000%	C
LEGAL & GENERAL GLOBAL EQUITY INDEX FUND		12.796	0,0012%	C
LEGAL & GENERAL ICAV.		1.052	0,0001%	C
LEGAL & GENERAL MSCI EAFE FUND LLC		45.786	0,0043%	C
LEGAL & GENERAL MSCI EAFE SL FUND LLC		21.723	0,0020%	C
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		16.102	0,0015%	C
LEGAL & GENERAL UCITS ETF PUBLIC LIMITED COMPANY		9.483	0,0009%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		13.054	0,0012%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND		296	0,0000%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		194.036	0,0181%	C
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		1.223	0,0001%	C
LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED		26.502	0,0025%	C
LEGAL AND GENERAL CCF		509	0,0000%	C
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		39.575	0,0037%	C
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		272	0,0000%	C
LEGAL AND GENERAL EUROPEAN INDEX TRUST		221.148	0,0207%	C
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		26.779	0,0025%	C
LEGAL AND GENERAL UCITS ETF PLC		200.433	0,0187%	C
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME		47	0,0000%	C
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		398	0,0000%	C
LGT SLC EQ EMV POOL CC AND L		1.137	0,0001%	C
LLB FUND SERV. AG ATD LLB AKTIEN EUROPA (EUR)		20.561	0,0019%	C
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,0004%	C
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.286	0,0005%	C
LOF ALL ROADS		23.999	0,0022%	C
LOF ALL ROADS CONSERVATIVE		4.129	0,0004%	C
LOF ALL ROADS GROWTH		17.973	0,0017%	C
LOF TARGETNETZERO EUROPE EQUITY		10.182	0,0010%	C
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME		637.770	0,0596%	C
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.		911.840	0,0852%	C
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		68.730	0,0064%	C
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MASTER TRUST		12.897	0,0012%	C
LUXCELLENCE HELVETIA EUROP EQUITY		6.372	0,0006%	C
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		9.286	0,0009%	C
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		178.667	0,0167%	C
M INTERNATIONAL EQUITY FUND		2.463	0,0002%	C
MACF 3		89	0,0000%	C
MACQUARIE INTERNATIONAL EQUITIES FUND		17.922	0,0017%	C
MACQUARIE MULTI-FACTOR FUND		2.603	0,0002%	C
MANDAT ACTION HGAM		253.978	0,0237%	C
MANULIFE GLOBAL FUND (SICA		25.138	0,0023%	C
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		25.882	0,0024%	C
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		6.330	0,0006%	C
MARGETTS FUND MANAGEMENT LTD		81.326	0,0076%	C
MARIGOLD TACTICAL STRATEGIES LTD		1.273	0,0001%	C
MARYLAND STATE RETIREMENT PENSION SYSTEM		27.390	0,0026%	C
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		10.525	0,0010%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MATIG ACT MONDE		120.013	0,0112%	C
MATIGNON ACTIONS DYNAMIQUES		34.562	0,0032%	C
MBB PUBLIC MARKETS I LLC		4.413	0,0004%	C
MBB SMART FUND C LLC		14.329	0,0013%	C
MBB SMART FUND P LLC		12.148	0,0011%	C
MDPIM INTERNATIONAL EQUITY INDEX POOL		27.212	0,0025%	C
MERCER GE INTERNATIONAL EQUITY FUND		2.111	0,0002%	C
MERCER GLOBAL EQUITY FUND		34.419	0,0032%	C
MERCER NONUS CORE EQUITY FUND		218.776	0,0205%	C
MERCER PASSIVE INTERNATIONAL SHARES FUND		2.576	0,0002%	C
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		205	0,0000%	C
MERCER QIF COMMON CONTRACTUAL FUND		152.592	0,0143%	C
MERCER UCITS COMMON CONTRACTUALFUND		70.155	0,0066%	C
MERCER UNHEDGED OVERSEAS SHARES TRUST		10.321	0,0010%	C
MERCK AND CO INC MASTER RETIREMENT TRUST		7.418	0,0007%	C
MET WAT REC DST RF NRN TRUST GLV 997261		5.040	0,0005%	C
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,0006%	C
METROPOLITAN LIFE INSURANCE COMPANY		10.063	0,0009%	C
MGI FUNDS PLC		14.029	0,0013%	C
MICHELET TUNNEL		25.128	0,0023%	C
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,0002%	C
MIGROS BANK (LUX) FONDS 30		1.100	0,0001%	C
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,0001%	C
MIGROS BANK (LUX) FONDS 50		1.540	0,0001%	C
MIGROS BANK (LUX) FONDS INTERSTOCK		1.160	0,0001%	C
MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS		2.999	0,0003%	C
MINEWORKERS' PENSION SCHEME		51.355	0,0048%	C
MOA INTERNATIONAL FUND		532.408	0,0498%	C
MONTSEGUR CROISSANCE		43.159	0,0040%	C
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		1.651	0,0002%	C
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		227	0,0000%	C
MOTHER CABRINI HEALTH FOUNDATION, INC		28.842	0,0027%	C
MOUNT HATTON INVESTMENTS LIMITED		4.204	0,0004%	C
MULTIMIX WHOLESALE INTERNATIONAL SHARES TRUST		2.466	0,0002%	C
MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX		34.833	0,0033%	C
N.V. HAGELUNIE		1.643	0,0002%	C
NATIONAL CATHOLIC INVESTMENT TRUST		1.048	0,0001%	C
NATIONAL EMPLOYEMENT SAVINGS TRUST		1.010.119	0,0944%	C
NATIONAL PENSION INSURANCE FUND		2	0,0000%	C
NATIXIS AM FUNDS		40.116	0,0037%	C
NATIXIS IRCEM RETRAITE FCP		17.990	0,0017%	C
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,0001%	C
NEW YORK STATE COMMON RETIREMENT FUND		3.292	0,0003%	C
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN.		2.345	0,0002%	C
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		687.141	0,0642%	C
NICOLE M. O'CONNOR IRREVOCABLE TRUST		89	0,0000%	C
NORDEA 1 SICAV		1.257.738	0,1176%	C
NORDEA 2 SICAV		19.159	0,0018%	C
NORDEA DISCRETIONARY GLOBAL EQUITY FUND		18.861	0,0018%	C
NORDEA EUROPEAN INDEX SELECT FUND		17.169	0,0016%	C
NORDEA GLOBAL EQUITY ALLOCATION FUND		18.566	0,0017%	C
NORDEA GLOBAL INDEX SELECT FUND		17.185	0,0016%	C
NORDEA PLAN BALANSERT FUND		2.751	0,0003%	C
NORDEA PLAN KONSERVATIV FUND		568	0,0001%	C
NORDEA PLAN MODERAT FUND		1.228	0,0001%	C
NORDEA PLAN OFFENSIV FUND		4.332	0,0004%	C
NORDEA PLAN VEKSTORIENTERT FUND		1.437	0,0001%	C
NORDEA PREMIUM ASSET MANAGEMENT BALANCED FUND		10.089	0,0009%	C
NORDEA PREMIUM ASSET MANAGEMENT GROWTH FUND		5.227	0,0005%	C
NORDEA PREMIUM ASSET MANAGEMENT MODERATE FUND		8.527	0,0008%	C
NORDEA PRO STABLE RETURN FUND		47.706	0,0045%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NORDEA SAVINGS 30 FUND		3.991	0,0004%	C
NORDEA SAVINGS 50 FUND		6.371	0,0006%	C
NORDEA SAVINGS 75 FUND		4.669	0,0004%	C
NORDEA STABIL		18.950	0,0018%	C
NORDEA STABILE AKSJER GLOBAL FUND		623.454	0,0583%	C
NORDEA STABILE AKSJER GLOBAL VALUTASIKRET FUND		417.016	0,0390%	C
NORDEA STABLE RETURN FUND		67.906	0,0063%	C
NORDEA STRATEGA 15		2.085	0,0002%	C
NORDEA STRATEGA 35		17.091	0,0016%	C
NORDEA STRATEGA 50		14.590	0,0014%	C
NORDEA STRATEGA 70		20.328	0,0019%	C
NORDEA STRATEGA 90 FUND		920	0,0001%	C
NORDEA WORLD INDEX SELECT FUND		18.786	0,0018%	C
NORTHAMPTONSHIRE PENSION FUND		3.500	0,0003%	C
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		133.622	0,0125%	C
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		16.302	0,0015%	C
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		28.536	0,0027%	C
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		22.198	0,0021%	C
NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST		695.578	0,0650%	C
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		311.294	0,0291%	C
NORTHERN TRUST UCITS FGR FUND		121.686	0,0114%	C
NORTHERN WORLD SELECTION INDEX FUND		22.561	0,0021%	C
NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST		4.235	0,0004%	C
NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,0004%	C
NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST		6.527	0,0006%	C
NT MSCI EAFE INDEX FUND		1	0,0000%	C
NT WORLD GREEN TRANSITION INDEX FUND		488	0,0000%	C
NTGI-QM COMMON DAILY EAFE		65.528	0,0061%	C
NUCLEAR ELECTRIC INSURANCE LIMITED		6.097	0,0006%	C
NUVEEN INTERNATIONAL EQUITY INDEX FUND		66.763	0,0062%	C
NZAM EURO STOXX PARIS-ALIGNED		357	0,0000%	C
OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND,		121.300	0,0113%	C
ONEMARKETS ITALY ICAV		6.644	0,0006%	C
ONEMARKETS MSCI EUROPE UNIVERSAL UCITS ETF		506	0,0000%	C
ONEMARKETS MSCI WORLD UNIVERSAL UCITS ETF		104	0,0000%	C
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		4.373	0,0004%	C
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		51.871	0,0048%	C
ORANO ACTIONS EUROPEENNES		22.313	0,0021%	C
OSMOSIS ICAV		12.913	0,0012%	C
OVERSTORY CAPITAL LLC		1.471	0,0001%	C
PARAMETRIC INTERNATIONAL EQUITYFUND		4.800	0,0004%	C
PENSION BENEFIT GUARANTY CORPORATION		103.442	0,0097%	C
PENSION RESERVES INVESTMENT TRUST FUND		54.657	0,0051%	C
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		305.786	0,0286%	C
PEOPLE'S BANK OF CHINA		206.792	0,0193%	C
PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND		394	0,0000%	C
PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		2.433	0,0002%	C
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,0001%	C
PHOENIX UNIT TRUST MANAGERS LIMITED		196.250	0,0183%	C
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		2.969	0,0003%	C
PICTET AI ENHANCED INTERNATION		535	0,0001%	C
PICTET CH - GLOBAL EQUITIES		3.568	0,0003%	C
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		20.278	0,0019%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,0014%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		5.755	0,0005%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		9.207	0,0009%	C
PICTET CH INSTITUTIONAL EUROPEAN EX SWISS EQUITIES TRACKER EX SL		16.074	0,0015%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PICTET CH INSTITUTIONAL WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,0002%	C
PICTET EUROLAND INDEX		12.903	0,0012%	C
PICTET EUROPE INDEX		62.189	0,0058%	C
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		134.591	0,0126%	C
PINK CALI LLC		486	0,0000%	C
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA		1.714	0,0002%	C
PIVOTAL PHILANTHROPIES FOUNDATION		1.207	0,0001%	C
PLATO INST I FUND EURO EQUITY		11.590	0,0011%	C
PLATO INSTIT INDEX FND WORLD DBI-RDT		12.837	0,0012%	C
PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY		29.285	0,0027%	C
PLATO INSTITUTIONAL INDEX FUND/WORLD		33.785	0,0032%	C
PLEIADES TRUST		79.666	0,0074%	C
POINT72 ASSOCIATES LLC		117	0,0000%	C
POINT72 ASSOCIATES LLC C/O FINSCO LIMITED		494	0,0000%	C
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		61.442	0,0057%	C
PORTZAMPARC MOMENTUM ISR		62.000	0,0058%	C
PRAXIS INTERNATIONAL INDEX FUND		51.414	0,0048%	C
PRESBYTERIAN CHRUCH IN AMERICA 403 (B) (9) RETIREMENT PLAN		2.841	0,0003%	C
PRI JP MORGAN EUROZONE EQUITY		183.150	0,0171%	C
PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND		24.161	0,0023%	C
PRINCIPAL FUNDS, INC. - OVERSEAS FUND		4.179	0,0004%	C
PRINCIPAL LIFE INSURANCE COMPANY		12.041	0,0011%	C
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,0001%	C
PRO-GEN INVESTMENTS LLC		1.449	0,0001%	C
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		27.874	0,0026%	C
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.385	0,0001%	C
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		1.277	0,0001%	C
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		18.286	0,0017%	C
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		5.770	0,0005%	C
PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI		70.797	0,0066%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		111.901	0,0105%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		176.049	0,0165%	C
PUBLIC SECTOR PENSION INVESTMENT BOARD.		289.739	0,0271%	C
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND		262.255	0,0245%	C
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND 2		34.996	0,0033%	C
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		384.779	0,0360%	C
RAIFFEISEN KAPITALANLAGE GESELLSCHAFT M.B.H NV AKTIEN GLOBAL		1.319	0,0001%	C
RAINDROPS CAPITAL LIMITED		1.967	0,0002%	C
RBC EUROPEAN EQUITY FUND ROYAL TRUST		259.443	0,0243%	C
RBC EUROPEAN MID-CAP EQUITY FUND		102.925	0,0096%	C
RBC INTERNATIONAL DIVIDEND GROWTH FUND		64.108	0,0060%	C
REALDANIA		60.885	0,0057%	C
REASSURE LIMITED		114.884	0,0107%	C
REGIME DE RENTES DU MOUVEMENT DESJARDINS		15.640	0,0015%	C
RETIREMENT BENEFITS INVESTMENT FUND		3.652	0,0003%	C
RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.		27.792	0,0026%	C
RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND		1.345	0,0001%	C
RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC		3.382	0,0003%	C
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		20.782	0,0019%	C
ROBUST MULTI ASSET FUND		71.932	0,0067%	C
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,0007%	C
ROSANIA ELMAN		1	0,0000%	C
ROSEFINCH FOUNDATION		2.460	0,0002%	C
ROSEN FAMILY TRUST		35	0,0000%	C
ROTHSCHILD MARTIN MAUREL		212.465	0,0199%	C
RPAQ 2015 FUND LP		24.255	0,0023%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
RUSSELL WGGW LTD.		2.518	0,0002%	C
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		782	0,0001%	C
SAKKARAH 7 FCP		18.186	0,0017%	C
SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD		162	0,0000%	C
SCHLUMBERGER GROUP TRUST AGREEMENT		28.229	0,0026%	C
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		9.663	0,0009%	C
SCOTT FITZGERALD		224	0,0000%	C
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		34.481	0,0032%	C
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		21.951	0,0021%	C
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.097	0,0002%	C
SEB EUROPE EXPOSURE		75.751	0,0071%	C
SEB FUND 1 - SEB EUROPE EQUITY FUND		135.437	0,0127%	C
SEB FUND 3 - SEB GLOBAL ALL COUNTRIES EXPOSURE		97.054	0,0091%	C
SEB FUND 3 - SEB PENSION FUND		3.048	0,0003%	C
SEB FUND 3 - SEB PENSION FUND EXTRA		44	0,0000%	C
SEB FUND 3 - SEB PENSION FUND PLUS		63	0,0000%	C
SENTINEL INTERNATIONAL FUND		1.046	0,0001%	C
SHELL NEDERLAND PENSIOENFONDS STICHTING		22.208	0,0021%	C
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		37	0,0000%	C
SIMPLICITY HEDGED GLOBAL SHARE FUND		11.210	0,0010%	C
SIMPLICITY UNHEDGED GLOBAL SHARE FUND		11.601	0,0011%	C
SLW PORTFOLIO LLC		256	0,0000%	C
SNOWBALL CAPITAL HOLDINGS LIMITED		2.005	0,0002%	C
SNOWFINCH FOUNDATION		2.460	0,0002%	C
SPA MANDATE BLACKROCK		13.428	0,0013%	C
SPARINVEST SICAV - GLOBAL EQUITY TA POOL		5.495	0,0005%	C
SPP GENERATION 70-TAL		3.234	0,0003%	C
SPRING 625		15.958	0,0015%	C
SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST		458	0,0000%	C
ST PFD PMA MANDATE BLACKROCK		4.654	0,0004%	C
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		35.082	0,0033%	C
STATE OF NEW JERSEY COMMON PENSION FUND D		208.835	0,0195%	C
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		37.815	0,0035%	C
STATE OF WISCONSIN INVESTMENT BOARD		2.492	0,0002%	C
STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN		178.448	0,0167%	C
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		343.106	0,0321%	C
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,0002%	C
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF		5.422	0,0005%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO		58.244	0,0054%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE		2.559	0,0002%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- EN GLASZETBEDRIJF		31.549	0,0029%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF		9.146	0,0009%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		22.227	0,0021%	C
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		378.277	0,0354%	C
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		25.197	0,0024%	C
STICHTING BPL PENSIOEN		30.267	0,0028%	C
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		30.756	0,0029%	C
STICHTING INSTITUUT GAK		3.021	0,0003%	C
STICHTING JURIDISCH EIGENAAR ACHMEA IM LIQUID ASSET FUNDS		8.298	0,0008%	C
STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN		95.158	0,0089%	C
STICHTING MN SERVICES		139.698	0,0131%	C
STICHTING MN SERVICES AANDELENFO ND		25.186	0,0024%	C
STICHTING PENSIOENFONDS ABP		328.276	0,0307%	C
STICHTING PENSIOENFONDS ABP (NETHERLANDS		592.616	0,0554%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING PENSIOENFONDS CAMPINA		589	0,0001%	C
STICHTING PENSIOENFONDS HORECA AND CATERING		29.544	0,0028%	C
STICHTING PENSIOENFONDS ING		6.806	0,0006%	C
STICHTING PENSIOENFONDS NOTARIAAT		735	0,0001%	C
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		44	0,0000%	C
STICHTING PENSIOENFONDS SAGITTARIUS		9.288	0,0009%	C
STICHTING PENSIOENFONDS VERVOER		59.438	0,0056%	C
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		42.671	0,0040%	C
STICHTING PME PENSIOENFONDS		61.983	0,0058%	C
STOREBRAND EUROPA PLUS		849	0,0001%	C
STOREBRAND GLOBAL ALL COUNTRIES		7.537	0,0007%	C
STOREBRAND GLOBAL LOW VOLATILITY		4.909	0,0005%	C
STOREBRAND LIVSFORSIKRING AS		153.350	0,0143%	C
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,0007%	C
STRATEGY SICAV		1.527	0,0001%	C
SUBSIDIZED SCHOOLS PROVIDENT FUND		8.723	0,0008%	C
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.817	0,0019%	C
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		795	0,0001%	C
SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT		1.683	0,0002%	C
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		7.876	0,0007%	C
SWISSCANTO FONDSLEITUNG AG		348.309	0,0326%	C
SYCOMORE INCLUSIVE JOBS		221.093	0,0207%	C
SYCOMORE SELECTION MIDCAP		112.769	0,0105%	C
SYNCHRONY (LU) EQANTIA EUROPE		29.440	0,0028%	C
T. ROWE PRICE FOREIGN INVESTMENT, INC		1.856	0,0002%	C
T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL		315	0,0000%	C
T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND		402	0,0000%	C
T. ROWE PRICE INTERNATIONAL EQUITY ETF		142.274	0,0133%	C
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		475	0,0000%	C
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		177.733	0,0166%	C
T.ROWE PRICE FUNDS OEIC - GLOBAL DIVIDEND EQUITY FUND		10.658	0,0010%	C
TAGES INTERNATIONAL FUNDS ICAV		105.621	0,0099%	C
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		92.701	0,0087%	C
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		3.386	0,0003%	C
TD EUROPEAN INDEX FUND		3.400	0,0003%	C
TD INTERNATIONAL EQUITY INDEX ETF		72.566	0,0068%	C
TEACHER RETIREMENT SYSTEM OF TEXAS		225.853	0,0211%	C
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		28.105	0,0026%	C
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		192.485	0,0180%	C
TEXAS MUNICIPAL RETIREMENT SYSTEM		61.110	0,0057%	C
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		40.988	0,0038%	C
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST		1.045	0,0001%	C
THE ARROWSTREET COMMON CONTRACTUAL FUND		84.086	0,0079%	C
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		6.420	0,0006%	C
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.346	0,0001%	C
THE COMMONWEALTH FUND		1.507	0,0001%	C
THE DAVID A DUFFIELD TRUST		3.296	0,0003%	C
THE ESB PENSION FUND		3.400	0,0003%	C
THE FRANK LEAL TRUST		20	0,0000%	C
THE GREATER MANCHESTER PENSION FUND		68.946	0,0064%	C
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		778	0,0001%	C
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		532	0,0000%	C
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		55.917	0,0052%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400080339		6.038	0,0006%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974		732	0,0001%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501		888	0,0001%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		279	0,0000%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)		38.165	0,0036%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		27.011	0,0025%	C
THE METHODIST HOSPITAL		22.119	0,0021%	C
THE MONETARY AUTHORITY OF SINGAPORE		131.265	0,0123%	C
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		15.872	0,0015%	C
THE NEMOURS FOUNDATION PENSION PLAN		305	0,0000%	C
THE NOMURA TRUST AND BANKING C		21.110	0,0020%	C
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		74.243	0,0069%	C
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		503.425	0,0471%	C
THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND		1.341	0,0001%	C
THE STANDARD BANK OF SOUTH AFRICA LTD		53.761	0,0050%	C
THE TRUSTEES OF THE HENRY SMITH CHARITY.		1.450	0,0001%	C
THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E		1.757	0,0002%	C
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,0005%	C
THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB		55.874	0,0052%	C
THEAM QUANT - EUROPE TARGET PREMIUM		271.991	0,0254%	C
THEAM QUANT- EQUITY EUROZONE GURU		389.618	0,0364%	C
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		18.490	0,0017%	C
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,0006%	C
THRIVENT INTERNATIONAL INDEX PORTFOLIO		6.768	0,0006%	C
THYSSEN GLOBAL INVESTMENTS LLC		1.492	0,0001%	C
TIAACREF INTERNATIONAL EQUITY INDEX FUND		708.636	0,0662%	C
TODD C COZZENS		204	0,0000%	C
TONI ACTIONS ISR 100		37.309	0,0035%	C
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		2.445	0,0002%	C
TREDJE AP-FONDEN		1	0,0000%	C
TRINITY COLLEGE CAMBRIDGE		11.414	0,0011%	C
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,0013%	C
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		1.826	0,0002%	C
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		27.952	0,0026%	C
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,0001%	C
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		6.785	0,0006%	C
TSGX SOLACT ESG TBACO EX UNHG(3387)		63	0,0000%	C
UBS (IRL) ETF PLC		270.206	0,0253%	C
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		1.234.893	0,1154%	C
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		68.123	0,0064%	C
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		160.645	0,0150%	C
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.062	0,0001%	C
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		490	0,0000%	C
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		283	0,0000%	C
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0,0001%	C
UBS ASSET MANAGEMENT LIFE LTD		133.485	0,0125%	C
UBS COMMON CONTRACTUAL FUND		14.058	0,0013%	C
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		15.354	0,0014%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS		298	0,0000%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN		17.183	0,0016%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG.		431.931	0,0404%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG..		10.356	0,0010%	C
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		15.939	0,0015%	C
UBS LUX FUND SOLUTIONS		1.243.946	0,1163%	C
UI-S		10.324	0,0010%	C
UNI GLOBAL		94.322	0,0088%	C
UNIGESTION ALL COUNTRY WORLD EQUITIES FUND		41.459	0,0039%	C
UNIGESTION GLOBAL EQUITIES FUND		42.706	0,0040%	C
UNIGESTION GLOBAL EX-CANADA EQUITIES FUND		43.130	0,0040%	C
UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST		541	0,0001%	C
UNISUPER		3.948	0,0004%	C
UNITED GLOBAL GROWTH FUND		8.535	0,0008%	C
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,0004%	C
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		8.162	0,0008%	C
UNIVERSE THE CMI CONT EURO EQ		35.346	0,0033%	C
UNIVERSITIES SUPERANNUATION SCHEME		2	0,0000%	C
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,0008%	C
USAA CASUALTY INSURANCE COMPANY		4.259	0,0004%	C
USAA GENERAL INDEMNITY COMPANY		5.292	0,0005%	C
VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE		3.877	0,0004%	C
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER		46.911	0,0044%	C
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE PM GLOBALE AKTIER STRATEGI KL		15.917	0,0015%	C
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL		21.281	0,0020%	C
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL		40.447	0,0038%	C
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		13.350	0,0012%	C
VALIC COMPANY I GLOBAL STRATEGY FUND		5.928	0,0006%	C
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		44.479	0,0042%	C
VANADIUM		185.416	0,0173%	C
VANGUARD GLOBAL MOMENTUM FACTORETF		13.803	0,0013%	C
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		24.782	0,0023%	C
VARENNE UCITS VARENNE VALEUR		600.000	0,0561%	C
VELLIV, PENSION & LIVSFORSIKRING A/S		22.931	0,0021%	C
VENDOME SELECTION EURO		349.029	0,0326%	C
VENERABLE INTERNATIONAL EQUITY FUND		66.366	0,0062%	C
VENTRY INDUSTRIES LLC		17.062	0,0016%	C
VERDIPAPIRFONDET DNB EUROPA		5.914	0,0006%	C
VERDIPAPIRFONDET DNB GLOBAL INDEKS		15.647	0,0015%	C
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA		20.000	0,0019%	C
VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS		1.149	0,0001%	C
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		396	0,0000%	C
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1		2.910	0,0003%	C
VERDIPAPIRFONDET KRON INDEKS GLOBAL		32.969	0,0031%	C
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		80.011	0,0075%	C
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		38.283	0,0036%	C
VF LUX EUROPE EQUITIES		23.708	0,0022%	C
VI CAPITAL LTD.		845	0,0001%	C
VIA SMART EQUITY EUROPE		36.857	0,0034%	C
VIA SMART EQUITY WORLD		20.169	0,0019%	C
VICTORY MARKET NEUTRAL INCOME FUNDFUND		410.687	0,0384%	C
VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF		106.168	0,0099%	C
VIRTUS INTERNATIONAL DIVIDEND ETF		3.322	0,0003%	C
VLADUBEL ZORGVERZEKERING		27.922	0,0026%	C
WASHINGTON STATE INVESTMENT BOARD		228.721	0,0214%	C
WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO		14.337	0,0013%	C
WESPATH FUNDS TRUST		6.395	0,0006%	C
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		3.217	0,0003%	C
WILMINGTON GLOBAL ALPHA EQUITIES FUND		3.594	0,0003%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		1.288	0,0001%	C
WISDOMTREE GLOBAL HIGH DIVIDEND FUND		1	0,0000%	C
WISDOMTREE INTERNATIONAL EQUITY FUND		42.800	0,0040%	C
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		479	0,0000%	C
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND FUND		1	0,0000%	C
WISDOMTREE INTERNATIONAL MULTIFACTOR FUND		1	0,0000%	C
WISDOMTREE ISSUER ICAV		14.555	0,0014%	C
WM POOL - EQUITIES TRUST NO. 75		7.319	0,0007%	C
WM POOL - GLOBAL EQUITIES TRUST NO. 6		15.631	0,0015%	C
WORLD EQUITIES II		3.103	0,0003%	C
WORLD TRADE ORGANIZATION PENSION PLAN		4.076	0,0004%	C
WYOMING RETIREMENT SYSTEM		950	0,0001%	C
XTRACKERS		19.665	0,0018%	C
XTRACKERS (IE) PUBLIC LIMITED COMPANY		591.956	0,0553%	C
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		722	0,0001%	C
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.357	0,0003%	C
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.791	0,0003%	C
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		179.907	0,0168%	C
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		23.326	0,0022%	C
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.878	0,0004%	C
XTRACKERS MSCI KOKUSAI EQUITY ETF		4.333	0,0004%	C
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		1.428	0,0001%	C
ZEPHYR - OPTIMISED PLUS 2		5.743	0,0005%	C
ZURICH INVEST ICAV		103.241	0,0097%	C
AVIP BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		7.274	0,0007%	A
CHALLENGE ITALIAN EQUITY		124.200	0,0116%	A
DPAM B EQUITIES EUROPE INDEX		43.000	0,0040%	A
DPAM DBI RDT B EQUITIES EMU INDEX		68.000	0,0064%	A
DPAM L EQUITIES EMU SRI MSCI INDEX		12.230	0,0011%	A
DPAM L EQUITIES WORLD SRI MSCI INDEX		4.200	0,0004%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.733	0,0002%	A

Totale votanti **1.069.783.640** **100%**

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

Assemblea ordinaria
27 aprile 2026

Punto 11

Piano di incentivazione a lungo termine ILT Performance Share 2026-2028, basato su strumenti finanziari.

Assemblea ordinaria
27 aprile 2026

Punto 11

Presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari all' 81,906% del capitale sociale

Favorevole	**1.067.563.714**	azioni pari al	**99,792%**	del cap. rappr.
Contrario	**1.209.516**	azioni pari al	**0,113%**	del cap. rappr.
Astenuto	**1.010.410**	azioni pari al	**0,094%**	del cap. rappr.
Non Votante	**0**	azioni pari al	**0,000%**	del cap. rappr.

POSTE ITALIANE S.p.A.
Assemblea ordinaria
27 aprile 2026

Punto 11

Piano di incentivazione a lungo termine ILT Performance Share 2026-2028, basato su strumenti finanziari.

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

Anagrafica	CF/PI	Azioni	% su votanti	Voto
(R) EUROPEAN EQUITIES		2.205	0,0002%	F
405 MSTV 1 LP - AQR- NON FLIP		8.478	0,0008%	F
405 MSTV I LP-TREASURY INTL		11.377	0,0011%	F
405 MSTV LP		11.377	0,0011%	F
801 INVESTMENTS LLC		4.605	0,0004%	F
A A B DIVERSIFIE		41.712	0,0039%	F
AA SSGA ACTIONS INDICE EURO		175.947	0,0164%	F
AAI LIMITED		7.237	0,0007%	F
AB SICAV III DYNAMIC ALL MARK		1.732	0,0002%	F
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		812	0,0001%	F
ABB PENSION FUND		1.101	0,0001%	F
ABERDEEN GROUP CHARITABLE TRUST		665	0,0001%	F
ABN AMRO FGR		795	0,0001%	F
ABN AMRO FUNDS		19.347	0,0018%	F
ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND		1.793	0,0002%	F
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		48.551	0,0045%	F
ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND		7.507	0,0007%	F
ACCIDENT COMPENSATION CORPORATION		60.546	0,0057%	F
ACO EMANUELE		741	0,0001%	F
ACTICCIA 90 N 10		113.750	0,0106%	F
ACTICCIA VIE 90 N 5		149.409	0,0140%	F
ADVANCED SERIES TRUST - AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		23.202	0,0022%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		830	0,0001%	F
AEGON CUSTODY B.V.		67.584	0,0063%	F
AEGON CUSTODY B.V..		15.995	0,0015%	F
AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL		8.650	0,0008%	F
AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE		3.814	0,0004%	F
AFER DIVERSIFIE ISR		32.029	0,0030%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,0026%	F
AIA GLOBAL MULTI-FACTOR EQUITY FUND		52.657	0,0049%	F
AIB GROUP IRISH PENSION SCHEME		4.213	0,0004%	F
AILIS SICAV		44.365	0,0041%	F
AKTIEN SUEDEUROPA UI		41.200	0,0039%	F
AL TST AL TRUST AKTIEN EUROPA		4.696	0,0004%	F
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		14.256	0,0013%	F
ALASKA COMMON TRUST FUND		17.333	0,0016%	F
ALASKA PERMANENT FUND CORPORATION		13.523	0,0013%	F
ALLEANZA OBBLIGAZIONARIO		96.073	0,0090%	F
ALLOCATION INVEST EQUITY CORE		68.897	0,0064%	F
ALLOCATION PROTECTION 80		134.903	0,0126%	F
ALTO INTERNAZIONALE AZIONARIO		21.816	0,0020%	F
ALUMBRA INNOVATIONS FOUNDATION		626	0,0001%	F
AMERICAN BUREAU OF SHIPPING		553	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		476.287	0,0445%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		25.611	0,0024%	F
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF		62.182	0,0058%	F
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		16.043	0,0015%	F
AMERICAN CENTURY ICAV		7.148	0,0007%	F
AMLC EQ SINGLE STOCKS		101	0,0000%	F
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,0005%	F
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,0028%	F
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		2.563	0,0002%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		76.014	0,0071%	F
AMSELECT - HSBC EURO EQUITY VALUE		352.533	0,0330%	F
AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU		2	0,0000%	F
AMUNDI ETF ICAV		90.573	0,0085%	F
AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF		27.850	0,0026%	F
AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		25.649	0,0024%	F
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		47.543	0,0044%	F
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		222.895	0,0208%	F
AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF		13.341	0,0012%	F
AMUNDI EURO STOXX SELECT DIVIDEND 30		181.522	0,0170%	F
AMUNDI EUROPE MONDE		25.477	0,0024%	F
AMUNDI FUNDS EUROLAND EQUITY RISK PARITY		15.656	0,0015%	F
AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIV		322.309	0,0301%	F
AMUNDI INDEX EUROPE EX UK SMALL		18.803	0,0018%	F
AMUNDI INDEX MSCI EUROPE		328.407	0,0307%	F
AMUNDI INDEX MSCI WORLD		27.582	0,0026%	F
AMUNDI IPSA ACTIONS		1.840	0,0002%	F
AMUNDI IRELAND LIMITED		21.671	0,0020%	F
AMUNDI ITALY MIB ESG		148.045	0,0138%	F
AMUNDI LABEL ISR ACTIONS EUROP		3.339	0,0003%	F
AMUNDI LIFECYCLE 2030 EQUITY		8	0,0000%	F
AMUNDI LIFECYCLE 2033 EQUITY		12	0,0000%	F
AMUNDI LIFECYCLE 2036 EQUITY		16	0,0000%	F
AMUNDI LIFECYCLE 2039 EQUITY		21	0,0000%	F
AMUNDI MSCI EMU CLIMATE PARIS ALIGNED		6.709	0,0006%	F
AMUNDI MSCI EMU ESG BROAD TRANSITION		28.189	0,0026%	F
AMUNDI MSCI EMU ESG LEADERS SELECT		301.433	0,0282%	F
AMUNDI MSCI EMU SRI CLIMATE PARIS ALIGN		32.040	0,0030%	F
AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD		6.517	0,0006%	F
AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED		2.831	0,0003%	F
AMUNDI MSCI EUROPE ESG BROAD TRANSITION		80.873	0,0076%	F
AMUNDI MSCI EUROPE SCREENED		22.858	0,0021%	F
AMUNDI MSCI EUROPE SRI CLIM PARIS ALIGN		261.577	0,0245%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED		243	0,0000%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF		3.448	0,0003%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION		1.165	0,0001%	F
AMUNDI MSCI WORLD EX USA SCREE		107	0,0000%	F
AMUNDI MSCI WORLD SRI CLIMAT PARIS ALIGN		55.602	0,0052%	F
AMUNDI PRIME EUROPE		17.054	0,0016%	F
AMUNDI PRIME EUROZONE		58.391	0,0055%	F
AMUNDI PROGETTO FUTURO PIR		12.459	0,0012%	F
AMUNDI SGR SPA / AMUNDI RISPAR MIO ITALIA		37.703	0,0035%	F
AMUNDI STOXX EUROPE 600		655.303	0,0613%	F
AMUNDI STOXX EUROPE 600 ESG		67.954	0,0064%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		14.849	0,0014%	F
AMUNDIT ETF ICAV - AMUNDI MSCI ACWI SRI CLIMATE PARIS ALIGNED UCITS ETF		6.105	0,0006%	F
ANDRA AP-FONDEN		211.303	0,0198%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AP ACTIONS 1 EURO		19.231	0,0018%	F
API RETRAITE DIVERSIFIE		14.000	0,0013%	F
APOLLO INFRASTRUCTURE 2027		14.453	0,0014%	F
APPLE 401(K) PLAN		2.285	0,0002%	F
APPLIED FINANCE IVS INT LG ETF		609	0,0001%	F
AQR ABSOLUTE RETURN MASTER ACCOUNT L.P.- STOCK SELECTION		2.783	0,0003%	F
AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP		4	0,0000%	F
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		13.224	0,0012%	F
AQR FLEX 1 SERIES LLC - SERIES A15		3.554	0,0003%	F
AQR FLEX 1 SERIES LLC - SERIES A9		73.060	0,0068%	F
AQR FLEX 1 SERIES LLC SERIES A10		26.140	0,0024%	F
AQR FLEX 1 SERIES LLC- SERIES A13		3.198	0,0003%	F
AQR FLEX 1 SERIES LLC- SERIES A16		9.637	0,0009%	F
AQR FLEX 1 SERIES LLC(DASH)SERIES A24		1.038	0,0001%	F
AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND		24.946	0,0023%	F
AQR FUNDS - AQR MANAGED FUTURESSTRATEGY FUND		212.518	0,0199%	F
AQR FUNDS - AQR TREND TOTAL RETURN FUND		8.082	0,0008%	F
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,0021%	F
AQR FUNDS- AQR CVX FUSION FUND		1.619	0,0002%	F
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		342.461	0,0320%	F
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.848	0,0747%	F
AQR FUNDS- AQR LSE FUSION FUND		4.990	0,0005%	F
AQR FUNDS- AQR MS FUSION HV FUND		5.358	0,0005%	F
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		90.499	0,0085%	F
AQR FUNDSAQR MULTIASSET FUND		37.296	0,0035%	F
AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC		112.454	0,0105%	F
AQR INNOVATION FUND, L.P.		1.108	0,0001%	F
AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND		84.728	0,0079%	F
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		680	0,0001%	F
AQR TA DELPHI PLUS FUND LLC		4	0,0000%	F
AQR TA GLOBAL ALPHA FUND, NON FLIP		464.163	0,0434%	F
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		5.222	0,0005%	F
AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC		9.535	0,0009%	F
ARAMCO ASIA SINGAPORE PTE. LTD		718	0,0001%	F
ARBEJDSMARKEDETS TILLAEGSPENSION		1.050.098	0,0982%	F
ARCA AZIONI ITALIA		537.376	0,0502%	F
ARCA BB		1.839	0,0002%	F
ARCA ECONOMIA REALE BILANCIATO ITALIA 55		37.014	0,0035%	F
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		6.172	0,0006%	F
ARERO - DER WELTFONDS - ESG		20.547	0,0019%	F
ARIZONA STATE RETIREMENT SYSTEM		196.900	0,0184%	F
ARKEA EXCLUSIVE PREMIUM MAY 2023		904.687	0,0846%	F
ARKWRIGHT, LLC		1.611	0,0002%	F
ARRCO QUANT 1		110.306	0,0103%	F
ARRCO QUANT II		22.279	0,0021%	F
ARROWST CAP GL EQ AEF NON FLIP		23.112	0,0022%	F
ARROWST CAP NEWBURY NON FLIP		2.977	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ACWI150 ALPHA EXTENSION FUND I		3.100	0,0003%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		218.897	0,0205%	F
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		286.504	0,0268%	F
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		6.300	0,0006%	F
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P.		538	0,0001%	F
ARROWSTREET (DELAWARE) CUSTOM ALPHA EXTENSION FUND Q L.P.		14.809	0,0014%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		1.586	0,0001%	F
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		300	0,0000%	F
ARROWSTREET CAPITAL NEWBURY FUND LIMITED.		137	0,0000%	F
ARROWSTREET COLLECTIVE INVESTMENT TRUST		290.985	0,0272%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		18.443	0,0017%	F
ARROWSTREET GLOBAL EQUITY ACWI TRUST FUND		39.650	0,0037%	F
ARROWSTREET GLOBAL EQUITY FUND		1.122.195	0,1049%	F
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US TRUST FUND		60.203	0,0056%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT		2.982	0,0003%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		6.871	0,0006%	F
ARROWSTREET INTERNATIONAL EQUITY EAFE TRUST FUND		13.674	0,0013%	F
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		11.532	0,0011%	F
ARROWSTREET INVESTMENT TRUST - ARROWSTREET ACWI ALPHA EXT CO		154	0,0000%	F
ARROWSTREET US GROUP TRUST		121.867	0,0114%	F
ARTEMIS FUNDS (LUX).		35.082	0,0033%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		1.396.028	0,1305%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		752.975	0,0704%	F
ARTEMIS SMARTGARP UK EQUITY FUND		467.163	0,0437%	F
AS (CA) GBL WLD AEF I NON FLIP		1.293	0,0001%	F
AS ACWI EX US AETF U NON FLIP		19.256	0,0018%	F
AS CAP GBL AC AEF CAY NON FLIP		69.019	0,0065%	F
AS DEV MARKET ALPHA EXT FD NON FLIP		1.864	0,0002%	F
AS INTL EQ EAFE AEF NON FLIP		8.872	0,0008%	F
ASCENSION ALPHA FUND LLC		12.128	0,0011%	F
ASIAN DEVELOPMENT BANK		32.449	0,0030%	F
ASR LEVENSVERZEKERING NV		31.534	0,0029%	F
ASR SCHADEVERZEKERING NV		10.953	0,0010%	F
ASSURDIX		36.946	0,0035%	F
ATCP-UI-FONDS		1.693	0,0002%	F
ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE		124.016	0,0116%	F
ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II		45.000	0,0042%	F
ATLAS MACRO MASTER FUND LIMITED		3.554	0,0003%	F
ATOUT EUROLAND CORE		77.963	0,0073%	F
ATOUT EUROPE CORE		20.734	0,0019%	F
ATOUT EUROPE HAUT RENDEMENT		23.022	0,0022%	F
AURION GLOBAL EQUITY FUND		1.588	0,0001%	F
AUSTRALIAN CAPITAL TERRITORY		13.159	0,0012%	F
AUSTRALIAN RETIREMENT TRUST		167.220	0,0156%	F
AUSTRALIANSUPER		143.481	0,0134%	F
AUTORIDADE MONETARIA DE MACAU		74.189	0,0069%	F
AVADIS FUND-AKTIEN WELT AST 2		16.642	0,0016%	F
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,0013%	F
AVALON PORTFOLIO II LLC		1.928	0,0002%	F
AVANTIS CIBC INTERNATIONAL EQUITY ETF		1.061	0,0001%	F
AVIP BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		7.274	0,0007%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND		1.697	0,0002%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND		1	0,0000%	F
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND		584	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI DISTRIBUTION LIFE FUND		1.271	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND		2.613	0,0002%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,0007%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND		1.930	0,0002%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND		32.528	0,0030%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		553	0,0001%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND		56.681	0,0053%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND		23.719	0,0022%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND		554	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		95	0,0000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		1.247	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		2.957	0,0003%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		2.436	0,0002%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,0001%	F
AVIVA INVESTORS UK FUND SERVICES LIMITED		43.143	0,0040%	F
AVIVA LIFE & PENSIONS IRELAND DAC		19.930	0,0019%	F
AVIVA LIFE & PENSIONS UK LIMITED		57.104	0,0053%	F
AVIVA LIFE AND PENSIONS UK LIMITED		3.563	0,0003%	F
AWARE SUPER		667.253	0,0624%	F
AXA AA DIVERSIFIE INDICIEL 1		30.709	0,0029%	F
AXA ASSICURAZIONI SPA		16.000	0,0015%	F
AXA EURO DIVIDEND DBVL		50.938	0,0048%	F
AXA EURO DIVIDEND K		51.866	0,0048%	F
AXA IM EQUITY TRUST		185.942	0,0174%	F
AXA LEBEN AG		68.220	0,0064%	F
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO		21.000	0,0020%	F
AXA MPS PREVIDENZA PER TE - CRESCITA		180.532	0,0169%	F
AXA PEA REGULARITE		1.032.794	0,0965%	F
AXA SELECT MULTI ACTIONS		5.383	0,0005%	F
AXA VERSICHERUNGEN AG		146.532	0,0137%	F
AXA WORLD FUNDS SICAV		19.000	0,0018%	F
AZIMUT LIFE DAC		1.279	0,0001%	F
AZL DFA INTERNATIONAL CORE EQUITY FUND		2.895	0,0003%	F
AZL INTERNATIONAL INDEX FUND		25.204	0,0024%	F
BAILLIE GIFFORD GLOBAL ALPHA EQUITIES FUND		139.225	0,0130%	F
BAILLIE GIFFORD GLOBAL ALPHA GROWTH FUND		629.582	0,0589%	F
BAILLIE GIFFORD GLOBAL ALPHA PARIS-ALIGNED FUND		106.098	0,0099%	F
BAILLIE GIFFORD INTERNATIONAL FUND A SUB FUND OF THE BAILLIE GIFFORD UK AND BALANCED FUNDS ICVC		389.057	0,0364%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC - BG WORLDWIDE GLOBAL ALPHA FUND		298.741	0,0279%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC-BG WORLDWIDE RESP GL ALPHA PARIS-ALIGNED FD		137.392	0,0128%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		35.475	0,0033%	F
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		19.541	0,0018%	F
BANK OF KOREA		107.659	0,0101%	F
BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS		3.225	0,0003%	F
BAYERNINVEST KVG MBH BAYERN-INVEST BT-1-FONDS		185.000	0,0173%	F
BAYERNINVEST KVG MBH BAYERNINVEST BWA 2-FONDS		26.649	0,0025%	F
BAYERNINVEST KVG MBH BG BAU ALTERSR. MA COMMERZBANK		15.049	0,0014%	F
BAYERNINVEST KVG MBH STRATEGIC CORE EQUITY I		17.273	0,0016%	F
BAYERNINVEST KVG MBH VK EUROPA AKTIEN		42.485	0,0040%	F
BAYERNINVEST PAE-FONDS		22.677	0,0021%	F
BAYVK A4 FONDS		19.433	0,0018%	F
BCV ENHANCED EUROPE EQUITY ESG		3.152	0,0003%	F
BEAR CREEK INVESTMENT LLC		6.473	0,0006%	F
BEAT DRUGS FUND ASSOCIATION		582	0,0001%	F
BEL EQUITY EUROPE		101.625	0,0095%	F
BERESFORD FUNDS ICAV		10.362	0,0010%	F
BERESFORD FUNDS ICAV.		382	0,0000%	F
BEST INVESTMENT CORPORATION		8.336	0,0008%	F
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,0003%	F
BETASHARES GLOBAL SHARES ETF		18.969	0,0018%	F
BFT PARTNERS VIA EQUITY EUROPE		5.086	0,0005%	F
BLACKROCK - IG INTERNATIONAL EQUITY POOL		16.320	0,0015%	F
BLACKROCK ADVANTAGE INTERNATIONAL FUND OF BLACKROCK FUNDS		166.302	0,0155%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS		48.273	0,0045%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		14.281	0,0013%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1		9.451	0,0009%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		428.239	0,0400%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		12.943	0,0012%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		20.411	0,0019%	F
BLACKROCK COMMON CONTRACTUAL FUNDS		39.533	0,0037%	F
BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II		1.444	0,0001%	F
BLACKROCK FUND MANAGERS LTD		396.725	0,0371%	F
BLACKROCK FUNDS I ICAV		78.927	0,0074%	F
BLACKROCK GLOBAL FUNDS		20.456	0,0019%	F
BLACKROCK GLOBAL INDEX FUNDS		47.900	0,0045%	F
BLACKROCK INDEX SELECTION FUND		375.054	0,0351%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		52.232	0,0049%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		3.249.956	0,3038%	F
BLACKROCK INTERNATIONAL ALPHA TILTS FUND		17.766	0,0017%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		6.955	0,0007%	F
BLACKROCK LIFE LIMITED		11.313	0,0011%	F
BLACKROCK LIFE LTD		68.179	0,0064%	F
BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II		7.385	0,0007%	F
BLACKROCK SOLUTIONS FUNDS ICAV		85.563	0,0080%	F
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		279	0,0000%	F
BLACKROCK UCITS CCF		37.031	0,0035%	F
BMO DIVERSIFIED INCOME PORTFOLIO		14.504	0,0014%	F
BMO MSCI EAFE ESG LEADERS INDEXETF		3.574	0,0003%	F
BMO MSCI EAFE INDEX ETF		168.552	0,0158%	F
BMO MSCI EAFE SMALL-MID CAP INDEX ETF		184	0,0000%	F
BNP PARIBAS APOLLO GLOBAL WATER		35.147	0,0033%	F
BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE		237.664	0,0222%	F
BNP PARIBAS ATHENA PRESTIGE S&P 100		248.857	0,0233%	F
BNP PARIBAS DISRUPTIVE TECHNOLOGY CAPITAL GARANTI 2026		16.699	0,0016%	F
BNP PARIBAS EASY - ALPHA ENHANCED EUROPE		3.159	0,0003%	F
BNP PARIBAS EASY - DIVIDEND EUROPE		82.154	0,0077%	F
BNP PARIBAS EASY - ESG ENHANCED EUROPE		300	0,0000%	F
BNP PARIBAS EASY - EUR OVERNIGHT		40.300	0,0038%	F
BNP PARIBAS EASY - GROWTH EUROPE		98.206	0,0092%	F
BNP PARIBAS EASY - MSCI EMU		2.484	0,0002%	F
BNP PARIBAS EASY - MSCI EUROPE		3.000	0,0003%	F
BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF		1.780.768	0,1665%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF		246	0,0000%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD EQUAL WEIGHT SELECT UCITS ETF		2.368	0,0002%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF		6.261	0,0006%	F
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF		1.072	0,0001%	F
BNP PARIBAS EASY MSCI EMU MIN TE		140.598	0,0131%	F
BNP PARIBAS EASY MSCI EUROPE MIN TE		170.987	0,0160%	F
BNP PARIBAS EQUITY - FOCUS ITALIA		37.613	0,0035%	F
BNP PARIBAS FUNDS - SEASONS		144.928	0,0135%	F
BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE		130.172	0,0122%	F
BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND		6.807	0,0006%	F
BNY MELLON INTERNATIONAL EQUITY ETF		19.158	0,0018%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		26.463	0,0025%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		8.805	0,0008%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		6.534	0,0006%	F
BOC-PRUDENTIAL EUROPEAN EQUITY FUND		6.000	0,0006%	F
BOC-PRUDENTIAL EUROPEAN INDEX FUND		44.593	0,0042%	F
BONITAS POOLED INVESTMENT FUND SERIES - DYNAMIC EUROPEAN EQUITY FUND		18.790	0,0018%	F
BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND		6.196	0,0006%	F
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S		44.000	0,0041%	F
BRIDGE BUILDER INTERNATIONAL E		27.353	0,0026%	F
BRIDGE BUILDER TAX MANAGED INT		3.267	0,0003%	F
BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO		3.820	0,0004%	F
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.702	0,0028%	F
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		647	0,0001%	F
BRUCE POWER PENSION PLAN .		1.363	0,0001%	F
BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD		5.636	0,0005%	F
BUILDERS ASSET MANAGEMENT WATER LLC		19.011	0,0018%	F
BUILDERS VISION FOUNDATION		11.480	0,0011%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,0004%	F
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		18.012	0,0017%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		11.874	0,0011%	F
BUREAU OF PUBLIC SERVICE PENSION FUND		5.605	0,0005%	F
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC		589.360	0,0551%	F
CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STAATSPERSONALS		1.482	0,0001%	F
CAISSE DE RETRAITE D'HYDRO-QUEBEC		1	0,0000%	F
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		771.156	0,0721%	F
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		794.316	0,0743%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		7.279	0,0007%	F
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.252	0,0023%	F
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.916	0,0005%	F
CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD		1.322	0,0001%	F
CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND		497	0,0000%	F
CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND		1.357	0,0001%	F
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		25.001	0,0023%	F
CANDRIAM SUSTAINABLE EQUITY QUANT EUROPE		373.096	0,0349%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,0000%	F
CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET		4.939	0,0005%	F
CAPULA TAIL RISK MASTER FUND LIMITED		3.414	0,0003%	F
CARDANO COMMON CONTRACTUAL FUND		4.523	0,0004%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		79.681	0,0074%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)		2.808	0,0003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,0025%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,0006%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)		2.490	0,0002%	F
CARESUPER		54.439	0,0051%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	42,7319%	F
CASSA NAZIONALE DI PREVIDENZA E ASSISTENZA FORENSE	80027390584	22.155.000	2,0710%	F
CATERPILLAR INC. MASTER RETIREMENT TRUST		3.379	0,0003%	F
CATERPILLAR INVESTMENT TRUST.		4.702	0,0004%	F
CAVEC LA FRANCAISE DIVERSIFIE		14.939	0,0014%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.063	0,0003%	F
CBS INSURANCE COMPANY LIMITED		2.387	0,0002%	F
CDN ACWI ALPHA TILTS FUND		6.514	0,0006%	F
CENTRAL BANK OF IRELAND MSCI PAB		24.434	0,0023%	F
CENTRAL PROVIDENT FUND BOARD		1.019	0,0001%	F
CERES FONDS D ACTIONS MONDE		5.492	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
CERVURITE INTERNATIONAL LLC		27.240	0,0025%	F
CFSIL RE CNEALTH GS FD 16		12.938	0,0012%	F
CFSIL-COMMONWLTH GBL SHARE FD 17		265.654	0,0248%	F
CG TPT AUTHORISED CONTRACTUAL SCHEME		3.624	0,0003%	F
CHARLES C. GATES TRUST OF 6/30/1941		3.478	0,0003%	F
CHCP GLOBAL SECURITIES LP		2.533	0,0002%	F
CHEVRON MASTER PENSION TRUST		2.773	0,0003%	F
CHINA LIFE INSURANCE COMPANY LIMITED		326	0,0000%	F
CHORELIA N 11		200.840	0,0188%	F
CHORELIA N 3		141.131	0,0132%	F
CHORELIA N 7		179.128	0,0167%	F
CHORELIA N 9		203.554	0,0190%	F
CHRISTOPHER J HEBERLIG		148	0,0000%	F
CHRISTOPHER METTLER		347	0,0000%	F
CHUNGHWA POST CO. LTD		8.349	0,0008%	F
CHURCH COMMISSIONERS FOR ENGLAND		6.165	0,0006%	F
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		11.989	0,0011%	F
CIBC EUROPEAN INDEX FUND		2.435	0,0002%	F
CIBC INTERNATIONAL EQUITY INDEX ETF		5.950	0,0006%	F
CIBC INTERNATIONAL EQUITY INDEX POOL		1.539	0,0001%	F
CIBC INTERNATIONAL INDEX FUND		34.032	0,0032%	F
CIBC PENSION PLAN		17.060	0,0016%	F
CIBC QI GLOBAL LOW VOLATILITY DIVIDEND POOL		1.865	0,0002%	F
CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF		287.169	0,0268%	F
CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE		40.166	0,0038%	F
CIN BELGIUM LIMITED		17	0,0000%	F
CITITRUST LIMITED		6.213	0,0006%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		6.806	0,0006%	F
CITITRUST LTD		2.239	0,0002%	F
CITW FUND, LP		516	0,0000%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		52.397	0,0049%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,0017%	F
CITY OF NEW YORK GROUP TRUST		89.008	0,0083%	F
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		26.316	0,0025%	F
CITY UNIVERSITY OF NEW YORK		331	0,0000%	F
CM-AM ADVANCED		3.200	0,0003%	F
CM-AM CONVERTIBLES EUROPE		12.000	0,0011%	F
CM-AM CONVICTIONS EURO		372.000	0,0348%	F
CM-AM CONVICTIONS FLEXIBLE EURO		19.000	0,0018%	F
CM-AM PEA SECURITE		1.655.860	0,1548%	F
CM-AM PEA SERENITE		426.629	0,0399%	F
CNBF RB OSTRUM ACTION EURO		35.917	0,0034%	F
CNBF RC OSTRUM ACTION EURO		71.936	0,0067%	F
CNP ASSURANCES IARD MANDAT 287		19.218	0,0018%	F
CNP ASSURANCES PREVOYANCE MANDAT 285		34.518	0,0032%	F
CNP RETRAITE R01 PLACEMENT PTF		505.425	0,0472%	F
CNTRL PNSON FND INTRNTNL UNION		34.459	0,0032%	F
CO PERATIE KLAVERBLAD VERZEKERINGEN UA		16.096	0,0015%	F
COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED		12.336	0,0012%	F
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,0008%	F
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		40.471	0,0038%	F
COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF		190	0,0000%	F
COLUMBIA THREADNEEDLE (IRL) ICAV		2.252	0,0002%	F
COLUMBIA THREADNEEDLE (LUX) III		3.297	0,0003%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		238.698	0,0223%	F
COMMISSION DE LA CAISSE COMMUNE		6.132	0,0006%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		558	0,0001%	F
COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN		3.600	0,0003%	F
COMMONWEALTH OF PA - TREASURY		6.233	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM		69.305	0,0065%	F
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM		2.089	0,0002%	F
COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT		4.878	0,0005%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		121.689	0,0114%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.759	0,0007%	F
CONSERVATION INTERNATIONAL FOUNDATION, INC.		386	0,0000%	F
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,0002%	F
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,0001%	F
CONTI GESTION		12.125	0,0011%	F
CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		10.092	0,0009%	F
CORALIUM PEA SANTE RESERVE		109.895	0,0103%	F
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY		15.789	0,0015%	F
CPR ACTIONS EURO PREMIUM SELECT		427	0,0000%	F
CPR ACTIONS EURO RESPONSABLE		120.496	0,0113%	F
CPR EUROPE ESG POCHE COR		13.208	0,0012%	F
CRAMA LOIRE BRETAGNE ACTIONS		39.985	0,0037%	F
CREDIT MUTUEL ASSET MANAGEMENT		195.000	0,0182%	F
CREDIT SUISSE INDEX FUND (LUX)		416.811	0,0390%	F
CRN AMUNDI ACTIONS		161.464	0,0151%	F
CS PORTFOLIO LLC		42.020	0,0039%	F
CSAA INSURANCE EXCHANGE		1.740	0,0002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		25.490	0,0024%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975		3.627	0,0003%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND		86.197	0,0081%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		3.942	0,0004%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		6.337	0,0006%	F
CX CADENCE LIMITED-DEAZELEY		7.129	0,0007%	F
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.		547	0,0001%	F
D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C		153	0,0000%	F
D.E. SHAW OCULUS INTL NON FLIP		37.727	0,0035%	F
DC-AKTIEN-FONDS		1.741	0,0002%	F
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC		129	0,0000%	F
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.		303	0,0000%	F
DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC		3.101	0,0003%	F
DEAM-FONDS ZDV		3.193	0,0003%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROLAND AKT.LOWRISK		54.372	0,0051%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPA AKTIEN SPEZIAL		46.344	0,0043%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		145.545	0,0136%	F
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		5.052	0,0005%	F
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		57.049	0,0053%	F
DEKA INVESTMENT GMBH RE A-FU 5-FONDS		11.460	0,0011%	F
DEKA INVESTMENT GMBH RE GLOBALE AKTIEN		36.512	0,0034%	F
DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO A		21.692	0,0020%	F
DEKA INVESTMENT GMBH VZWL MASTERFONDS		14.308	0,0013%	F
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,0006%	F
DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02		1.952	0,0002%	F
DEKA INVESTMENT GMBH W/A-REVI 2		28.000	0,0026%	F
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		403.887	0,0378%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CLIMATE CHANGE ESG CTB UCITS ETF		15.254	0,0014%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE CLIMATE CHANGE ESG CTB UCITS ETF		33.372	0,0031%	F
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		11.955	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD CLIMATE CHANGE ESG UCITS ETF		11.502	0,0011%	F
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		29.301	0,0027%	F
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		32.154	0,0030%	F
DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL		10.342	0,0010%	F
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET EUROPA FOKUS AS		14.000	0,0013%	F
DEKA INVESTMENT GMBH W/ELB AKTIEN GLOBAL MULTIFACTOR PASSIV		6.345	0,0006%	F
DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS		37.588	0,0035%	F
DEKA INVESTMENT GMBH W/HEGAU-BODENSEE FM 1 W/U03		8.500	0,0008%	F
DEKA INVESTMENT GMBH W/HFW-FONDS W/S2 AKTIEN EUROPA		19.432	0,0018%	F
DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II		4.786	0,0004%	F
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,0005%	F
DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV		1.256	0,0001%	F
DEKA INVESTMENT GMBH W/SKYHOOK INVEST - DEKA		168	0,0000%	F
DEKA INVESTMENT GMBH W/SSH-FONDS W/U07		17.799	0,0017%	F
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		7.257	0,0007%	F
DEKA INVESTMENT GMBH W/TREVALIS U02		440	0,0000%	F
DEKA INVESTMENT GMBH W/TREVALIS U03		17.631	0,0016%	F
DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02		16.351	0,0015%	F
DEKA INVESTMENT GMBH W/WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN W/U02		4.793	0,0004%	F
DEKA VALUE PLUS		108.994	0,0102%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS		14.500	0,0014%	F
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG		22.100	0,0021%	F
DEKA-RAB		6.795	0,0006%	F
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		1.370	0,0001%	F
DES VAL INTL.PEEQ CSH NON FLIP		60.170	0,0056%	F
DESJARDINS GLOBAL EQUITY GROWTHFUND		99.508	0,0093%	F
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		28.241	0,0026%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		1.146	0,0001%	F
DESJARDINS RI DEVELOPED EXUSA EXCANADA MULTIFACTOR LOW CO2 ETF		90.546	0,0085%	F
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		32.006	0,0030%	F
DESTINATIONS INTERNATIONAL EQU		7.256	0,0007%	F
DEUTSCHE DCG EQ		1.071	0,0001%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,0001%	F
DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST		950	0,0001%	F
DFI LP EQUITY (PASSIVE		532	0,0000%	F
DIGITAL FUNDS STARS EUROZONE		9.321	0,0009%	F
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,0002%	F
DIMENSIONAL FUNDS PLC		62.549	0,0058%	F
DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E		187.404	0,0175%	F
DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI		4.496	0,0004%	F
DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E		1	0,0000%	F
DPAM B EQUITIES EUROPE INDEX		43.000	0,0040%	F
DPAM DBI RDT B EQUITIES EMU INDEX		68.000	0,0064%	F
DPAM L EQUITIES EMU SRI MSCI INDEX		12.230	0,0011%	F
DPAM L EQUITIES WORLD SRI MSCI INDEX		4.200	0,0004%	F
DPCTA-MASTERFONDS		15.139	0,0014%	F
DUNHAM INTERNATIONAL STOCK FUND		6.650	0,0006%	F
DWS INVESTMENT GMBH FOR DEAM-FONDS CPT		3.196	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		5.159	0,0005%	F
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		2.140	0,0002%	F
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,0013%	F
DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE		196.104	0,0183%	F
DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER		892	0,0001%	F
DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1		26.908	0,0025%	F
DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY		21.176	0,0020%	F
DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND		3.672	0,0003%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT		61.715	0,0058%	F
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO		662	0,0001%	F
DWS INVESTMENT GMBH W/BBR 1 AP		8.706	0,0008%	F
DWS MULTI ASSET PIR FUND		30.000	0,0028%	F
DYNAMIC PROFILE FINECO AM FUND I		5.582	0,0005%	F
DYNAMIC PROFILE FINECO AM FUND V		113.230	0,0106%	F
DYNAMIC PROFILE FINECO AM FUND VI		91.818	0,0086%	F
DYNAMIC PROFILE FINECO AM FUND VII		109.959	0,0103%	F
DYNASTY INVEST LTD		1.134	0,0001%	F
E TRADE NO FEE INTERNATIONAL INDEX FUND		833	0,0001%	F
EAST SUSSEX PENSION FUND		3.751	0,0004%	F
EDF RETRAITE LONG TERME INDICIELLE		13.858	0,0013%	F
EFFEPILUX SIC-AZIONARIO - PICT		4.720	0,0004%	F
ELEVA ABSOLUTE RETURN EUROPE FUND		8.268	0,0008%	F
EMBO-FONDS		11.075	0,0010%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		3.434	0,0003%	F
EMPOWER ANNUITY INSURANCE COMPANY		47.016	0,0044%	F
ENGADINE EQUITY MASTER FUND		38.915	0,0036%	F
ENHANCED INDEX INTERNATIONAL SHARE FUND		2.086	0,0002%	F
ENPAM		200.000	0,0187%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		11.738.658	1,0973%	F
ENVIRONMENT FUND		3.506	0,0003%	F
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO		33.001	0,0031%	F
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		6.758	0,0006%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		4.395	0,0004%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.032	0,0005%	F
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		5.900	0,0006%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		855	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		1.370	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		3.818	0,0004%	F
EQUIPSUPER		57.778	0,0054%	F
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.972	0,0003%	F
ERAFP ACTIONS EURO I		628.664	0,0588%	F
ERAFP ACTIONS EURO IV		314.138	0,0294%	F
ERI BAYERNINVEST FONDS AKTIEN EUROPA		10.448	0,0010%	F
ERIKOISSIJOITUSRAHASTO NORDEA NAVIGO		346	0,0000%	F
ERISA ACTIONS GRANDES VALEURS		625.889	0,0585%	F
ESSENTIA HEALTH		2.616	0,0002%	F
EVERGREEN SUSTAINABLE WORLD STOCKS		9.000	0,0008%	F
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES		1.072	0,0001%	F
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,0003%	F
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,0005%	F
FAMILY INVESTMENTS CHILD TRUST FUND		7.175	0,0007%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		8.919	0,0008%	F
FCM INTERNATIONAL LLC		835	0,0001%	F
FCP SODIUM I		25.274	0,0024%	F
FEDEX CORPORATION EMPLOYEES PENSION TRUST		6.288	0,0006%	F
FG BALANCED		12.000	0,0011%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FGV ACTIONS EUROPE LM A		16.762	0,0016%	F
FGV ACTIONS EUROPE LM B		132.230	0,0124%	F
FIDDLER PARTNERS LLC		474	0,0000%	F
FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND		1.682.067	0,1572%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		16.436	0,0015%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		126.654	0,0118%	F
FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF		42.356	0,0040%	F
FIDELITY FUNDS - ITALY POOL		647.908	0,0606%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		3.004	0,0003%	F
FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND		41.087	0,0038%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		56.240	0,0053%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND		3.082	0,0003%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		103.377	0,0097%	F
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		544	0,0001%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		185.036	0,0173%	F
FIDELITY SALEM STREET TRUST FIDELITY FLEX INTERNATIONAL FOCUSED INDEX FUND		5.092	0,0005%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		47.903	0,0045%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		230.553	0,0216%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA		18.759	0,0018%	F
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL MOMENTUM INDEX FUND		106.973	0,0100%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.		804.742	0,0752%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		242.870	0,0227%	F
FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF		43.412	0,0041%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		8.200	0,0008%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		16.176	0,0015%	F
FIDEURAM FUND		2.311	0,0002%	F
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		1.420	0,0001%	F
FIRST PRIVATE EURO DIVIDENDEN STAUFER		28.190	0,0026%	F
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		433.385	0,0405%	F
FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF		37.190	0,0035%	F
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		5.703	0,0005%	F
FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF		12.256	0,0011%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH ETF		181.638	0,0170%	F
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH PORTFOLIO		30.368	0,0028%	F
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		47.899	0,0045%	F
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		907.862	0,0849%	F
FJARDE AP-FONDEN.		11.335	0,0011%	F
FLEXSHARES DEVELOPED MARKETS EX - US QUALITY LOW VOLATILITY INDEX FUND		5.664	0,0005%	F
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1	0,0000%	F
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		1	0,0000%	F
FLORIDA RETIREMENT SYSTEM		32.429	0,0030%	F
FLOURISH INVESTMENT CORPORATION		14.574	0,0014%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,0016%	F
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		261	0,0000%	F
FONDATION BOTNAR		10.645	0,0010%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FONDATION BOTNAR.		11.292	0,0011%	F
FONDAZIONE CASSA DI RISPARMIO DI CUNEO	96031120049	1.133.000	0,1059%	F
FONDAZIONE CASSA DI RISPARMIO DI FIRENZE	00524310489	1.000.000	0,0935%	F
FONDAZIONE CASSA DI RISPARMIO DI PADOVA E ROVIGO	92057140284	500.000	0,0467%	F
FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA	00499230373	1.702.438	0,1591%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		21	0,0000%	F
FONDITALIA		821.598	0,0768%	F
FONDS DE PLACEMENT PROMUTUEL GROUPE PROMUTUEL FEDERATION DE SOCIETES MUTUELLES DASSURANCE GENERALE		2.502	0,0002%	F
FONDS DE RESERVE POUR LES RETRAITES		47.364	0,0044%	F
FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.)		22.930	0,0021%	F
FONDS FUER STIFTUNGEN INVESCO		9.232	0,0009%	F
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,0002%	F
FOOLIQ EHF		881	0,0001%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		3.553	0,0003%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,0001%	F
FOREIGN STOCK INDEX MOTHER FUND		32.631	0,0031%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,0007%	F
FRANCIS FAMILY FUND APS		3.127	0,0003%	F
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		7.470	0,0007%	F
FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF		550.981	0,0515%	F
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF		156.020	0,0146%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF		3.615	0,0003%	F
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF		4.130	0,0004%	F
FRANKLIN TEMPLETON ICAV		610.793	0,0571%	F
FUNDACAO CALOUSTE GULBENKIAN		642	0,0001%	F
FUNDO DE PENSOES .		5.355	0,0005%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,0011%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		291.521	0,0273%	F
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		46.625	0,0044%	F
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		274	0,0000%	F
G.A.-FUND-B - EQUITY BROAD EURO P		28.107	0,0026%	F
G.A.-FUND-B - WORLD EQUITIES PLUS		4.036	0,0004%	F
GAMLA LIVFORSAKRINGSAKTIEBOLAGET SEB TRYGG LIV		191.605	0,0179%	F
GARRAISKA INVESTMENTS		7.500	0,0007%	F
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		1.841	0,0002%	F
GCA MANDAT GESTION ACTIONS		32.798	0,0031%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		103.987	0,0097%	F
GENERALI AKTIVMIX DYNAMIK PROTECT 80		2.925	0,0003%	F
GENERALI FUTURE LEADERS ITALIA		23.900	0,0022%	F
GENERALI INVESTMENTS SICAV		32.843	0,0031%	F
GENERALI ITALIA SPA		120.500	0,0113%	F
GENERATION LIFE LIMITED		2.122	0,0002%	F
GEORGIA TECH FOUNDATION, INC		46.499	0,0043%	F
GERANA SICAV-SIF, S.A.		8.456	0,0008%	F
GLENDALOUGH ASSET MANAGEMENT LIMITED		2.709	0,0003%	F
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		1.866	0,0002%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		1.942	0,0002%	F
GLOBAL EQUITIES ENHANCED INDEX FUND		31.044	0,0029%	F
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,0002%	F
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		5.801	0,0005%	F
GLOBAL MULTI FACTOR EQUITY FUND		26.510	0,0025%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P		2.677	0,0003%	F
GLOBAL RESEARCH EQUITY-EXTENDED MASTER FUND (CAYMAN)		2.677	0,0003%	F
GLOBAL SICAV - OFI INVEST ESG		12.058	0,0011%	F
GLOBAL SYSTEMATIC ACTIVE EQUITIES		17.495	0,0016%	F
GLOBAL X MSCI EAFE INDEX ETF		3.075	0,0003%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		33.639	0,0031%	F
GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF		1.127	0,0001%	F
GMO ALTERNATIVE ALLOCATION FUND		37.974	0,0035%	F
GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES		18.806	0,0018%	F
GOLDMAN SACHS ETF ICAV		33	0,0000%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA EUROPE EQUITY ETF		17.236	0,0016%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA INTERNATIONAL EQUITY ETF		438.073	0,0409%	F
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		25.378	0,0024%	F
GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF		21.583	0,0020%	F
GOLDMAN SACHS FUNDS II		50.234	0,0047%	F
GOLDMAN SACHS FUNDS III		92.560	0,0087%	F
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		60.690	0,0057%	F
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.		60.484	0,0057%	F
GOVERNMENT PENSION INVESTMENT FUND		1.388.278	0,1298%	F
GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND		13.022	0,0012%	F
GREAT-WEST INTERNATIONAL INDEX FUND		72.607	0,0068%	F
GREENFIELDS CAPITAL LIMITED		543	0,0001%	F
GREENFINCH FOUNDATION		2.460	0,0002%	F
GUIDEMARK WORLD EX-US FUND/GOLDMAN		43.751	0,0041%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		50.136	0,0047%	F
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		62.982	0,0059%	F
HANG SENG INSURANCE COMPANY LIMITED		35.267	0,0033%	F
HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF		28.695	0,0027%	F
HASE EUROPA		35.000	0,0033%	F
HAWTHORN DM LLC		9.325	0,0009%	F
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		688	0,0001%	F
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		472	0,0000%	F
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		11.100	0,0010%	F
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,0009%	F
HC RENTE		1.812	0,0002%	F
HEALTHCARE EMPLOYEES PENSION PLAN MANITOBA		137.281	0,0128%	F
HELABA INV KAPITALANL GES MBH HI SZVA 21 SFONDS		29.421	0,0028%	F
HELABA INVEST KAG MBH HI KAPPA 3 SFONDS		29.156	0,0027%	F
HELVETIA I EUROPA		43.537	0,0041%	F
HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T		2.129	0,0002%	F
HESTA		4.848	0,0005%	F
HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS		83.000	0,0078%	F
HI-AKTIEN-AKTIV-VALUE-SFONDS		49.000	0,0046%	F
HILLSDALE GLOBAL EQUITY FUND		4.068	0,0004%	F
HI-PROAM-STIFTUNGSFONDS		2.853	0,0003%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		196.154	0,0183%	F
HORIZON BUSINESS SRI DYN DBI-RDT		37.479	0,0035%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		25.248	0,0024%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		5.784	0,0005%	F
HP+P STIFTUNGSFONDS		15.900	0,0015%	F
HRW TESTAMENTARY TRUST NO. 11.		787	0,0001%	F
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,0005%	F
HRW TESTAMENTARY TRUST NO. 2		2.539	0,0002%	F
HRW TESTAMENTARY TRUST NO. 3		3.135	0,0003%	F
HRW TESTAMENTARY TRUST NO. 6		411	0,0000%	F
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,0004%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		5.546	0,0005%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND		2.736	0,0003%	F
HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND		130.766	0,0122%	F
HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF		371	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF		689	0,0001%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		16.389	0,0015%	F
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF		71.914	0,0067%	F
HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF		1.244	0,0001%	F
HSBC EURO EQUITY VOLATILITY FOCUSED		82.379	0,0077%	F
HSBC EUROPE EQUITY INCOME		147.680	0,0138%	F
HSBC GLOBAL INVESTMENT FUNDS		847.470	0,0792%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND		24.324	0,0023%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		343.534	0,0321%	F
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		35.864	0,0034%	F
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		16.051	0,0015%	F
IADB STAFF RETIREMENT FUND		2.805	0,0003%	F
IALUMBRA HOLDING TRUST		12.400	0,0012%	F
IBM 401(K) PLUS PLAN TRUST		34.061	0,0032%	F
IC EUROPE EQUITY ESG INDEX FUND		1.996	0,0002%	F
IF IST - GLOBE INDEX		8.453	0,0008%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		828.738	0,0775%	F
ILA - A-ILDSCG		2.038	0,0002%	F
ILA - A-ILEZEQG		9.250	0,0009%	F
ILA - A-ILGLOEQG		3.216	0,0003%	F
ILA - A-ILGLOEQN		852	0,0001%	F
ILA - RAFIMF		908	0,0001%	F
ILA-A-ILIMCFHY		3.105	0,0003%	F
ILA-A-ILSDMH		89.404	0,0084%	F
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		27.080	0,0025%	F
ILA-LA WORLD ESG SCREENED FUND		1.696	0,0002%	F
ILLINOIS MUNICIPAL RETIREMENT FUND		24.512	0,0023%	F
ILMARINEN MUTUAL PENSION INSURANCE COMPANY		623.475	0,0583%	F
IMCO GLOBAL PUBLIC EQUITY LP		77.185	0,0072%	F
IMPACTASSETS INC.		976	0,0001%	F
IMPERIAL GLOBAL EQUITY INCOME POOL		332.061	0,0310%	F
IMPERIAL INTERNATIONAL EQUITY POOL		704	0,0001%	F
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,2926%	F
INCOME INSURANCE LIMITED		10.013	0,0009%	F
INDOSUEZ EURO PATRIMOINE		139.388	0,0130%	F
INDOSUEZ EURO RENDEMENT		119.510	0,0112%	F
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC		16.749	0,0016%	F
ING DIRECT SICAV		20.363	0,0019%	F
INSPIRE INTERNATIONAL ETF		100.681	0,0094%	F
INSTITUTIONAL RETIREMENT TRUST		4.051	0,0004%	F
INSTITUTIONELLA AKTIEFONDEN STABIL		80.336	0,0075%	F
INTERFUND SICAV		13.416	0,0013%	F
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		4.629	0,0004%	F
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		9.063	0,0008%	F
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		252.562	0,0236%	F
INTERNATIONAL EQUITIES B UNIT TRUST		3.407	0,0003%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		483	0,0000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		1.018	0,0001%	F
INTERNATIONAL EQUITY FUND		2.687	0,0003%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		3.285	0,0003%	F
INTERNATIONAL MONETARY FUND		30.572	0,0029%	F
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		25.413	0,0024%	F
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV		5.164	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS		12.329	0,0012%	F
INVESCO ADVANTAGE INTERNATIONALFUND		1.119	0,0001%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		90.987	0,0085%	F
INVESCO FUND MANAGERS LIMITED		64.467	0,0060%	F
INVESCO FUNDS		553.776	0,0518%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		9.479	0,0009%	F
INVESCO GLOBAL EQUITY NET ZERO ETF		9.786	0,0009%	F
INVESCO MARKETS II PLC		61.100	0,0057%	F
INVESCO MARKETS II PUBLIC LIMITED COMPANY		64.822	0,0061%	F
INVESCO MARKETS III PLC		821	0,0001%	F
INVESCO MSCI EAFE INCOME ADVANTAGE ETF		7.283	0,0007%	F
INVESCO POOLED INVESTMENT FUND - EUROPE FUND		13.069	0,0012%	F
INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES		56.341	0,0053%	F
INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF		3.334	0,0003%	F
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF		4.640	0,0004%	F
INVESCO S&P INTERNATIONAL DEVELOPED ESG INDEX ETF		425	0,0000%	F
INVESCO SANDP INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		77.269	0,0072%	F
INVESCO SANDP INTERNATIONAL DEVELOPED MOMENTUM ETF		116.645	0,0109%	F
INVESTERINGSFORENINGEN BANKINVEST ENGROS,GLOBALE AKTIER AKK.KL		31.998	0,0030%	F
INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL		583	0,0001%	F
INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL		2.966	0,0003%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		28.257	0,0026%	F
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		6.128	0,0006%	F
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		23.619	0,0022%	F
INVESTERINGSFORENINGEN LAEGERNES INVEST, LI AKTIER GLOBALE INDEKS		7.081	0,0007%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL		1.705	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL		1.913	0,0002%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL		3.956	0,0004%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL		11.476	0,0011%	F
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL		5.163	0,0005%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS GLOBALE STABILE AKTIER		29.932	0,0028%	F
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER		13.699	0,0013%	F
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.534	0,0003%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABIL BALANCERET KL		6.644	0,0006%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER AKKUMULERENDE KL		25.391	0,0024%	F
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER KL		89.574	0,0084%	F
INVESTERINGSFORENINGEN NORDEAINVEST ENGROS GLOBALE STABILE AKTIER - ETISK TILVALG		28.010	0,0026%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS, GLOBALE AKTIER BASIS ESG KL		19.472	0,0018%	F
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		7.600	0,0007%	F
INVESTERINGSFORENINGEN PROFIL INVEST AFDELING FF		2.954	0,0003%	F
INVESTERINGSFORENINGEN SEBINVEST SEB EUROPA AKTIER AKL		6.063	0,0006%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,0023%	F
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		18.429	0,0017%	F
IP ACTIONS EURO		12.402	0,0012%	F
IPC MULTI-FACTOR INTERNATIONAL EQUITY		11.729	0,0011%	F
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		39.940	0,0037%	F
IRCANTEC ACTIONS MONDE SYST. SCHRODERS		29.475	0,0028%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
IRISH LIFE ASSURANCE PLC		75.311	0,0070%	F
IRISH LIFE ASSURANCE.		40.818	0,0038%	F
IRISH LIFE CLIMATE FOCUSED FUND		1.663	0,0002%	F
IRR K LLC		4.519	0,0004%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,0001%	F
ISHARES CORE MSCI EAFE ETF		3.285.519	0,3071%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		287.905	0,0269%	F
ISHARES CORE MSCI EUROPE ETF		241.120	0,0225%	F
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF		513.697	0,0480%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		633.876	0,0593%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		7.818	0,0007%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		12.443	0,0012%	F
ISHARES ENHANCED INTERNATIONAL ACTIVE ETF		88	0,0000%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		41.427	0,0039%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		11.000	0,0010%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		893.524	0,0835%	F
ISHARES EURO STOXX UCITS ETF (DE)		191.039	0,0179%	F
ISHARES EUROPE ETF		82.745	0,0077%	F
ISHARES GLOBAL EQUITY FACTOR ETF		6.543	0,0006%	F
ISHARES GLOBAL FINANCIALS ETF		17.290	0,0016%	F
ISHARES II PUBLIC LIMITED COMPANY		1.129.456	0,1056%	F
ISHARES III PUBLIC LIMITED COMPANY		1.513.632	0,1415%	F
ISHARES INTERNATIONAL DIVIDEND GROWTH ETF		129.228	0,0121%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		188.347	0,0176%	F
ISHARES INTERNATIONAL EQUITY FACTOR ROTATION ACTIVE ETF		2.807	0,0003%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		3.490	0,0003%	F
ISHARES IV PUBLIC LIMITED COMPANY		1.280.236	0,1197%	F
ISHARES MSCI ACWI ETF		117.036	0,0109%	F
ISHARES MSCI ACWI EX U.S. ETF		141.150	0,0132%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		32.841	0,0031%	F
ISHARES MSCI EAFE ETF		1.580.267	0,1477%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		283.824	0,0265%	F
ISHARES MSCI EAFE MIN VOL FACTOR ETF		1.497.432	0,1400%	F
ISHARES MSCI EAFE VALUE ETF		1.206.247	0,1128%	F
ISHARES MSCI EUROPE FINANCIALS ETF		496.270	0,0464%	F
ISHARES MSCI EUROPE IMI INDEX ETF		13.658	0,0013%	F
ISHARES MSCI EUROZONE ETF		575.583	0,0538%	F
ISHARES MSCI INTL MOMENTUM FACTOR ETF		214.784	0,0201%	F
ISHARES MSCI ITALY ETF		515.503	0,0482%	F
ISHARES MSCI KOKUSAI ETF		1.530	0,0001%	F
ISHARES MSCI WORLD ETF		45.986	0,0043%	F
ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF		331	0,0000%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		10.831	0,0010%	F
ISHARES PUBLIC LIMITED COMPANY		2.048.803	0,1915%	F
ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE		88.189	0,0082%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		354.574	0,0331%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		167.591	0,0157%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		1.285.371	0,1202%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.174.506	0,2033%	F
ISHARES V PUBLIC LIMITED COMPANY		371.901	0,0348%	F
ISHARES VI PUBLIC LIMITED COMPANY		745.763	0,0697%	F
ISHARES VII PUBLIC LIMITED COMPANY		919.469	0,0859%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		56.745	0,0053%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,0002%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		2.611	0,0002%	F
ISLE OF MAN GOVERNMENT-TREASURY		5.346	0,0005%	F
J & J PENSION FUND OFP		114.623	0,0107%	F
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,0000%	F
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.226.421	0,1146%	F
JEFFREY LLC		14.160	0,0013%	F
JEREMY S. O'CONNOR LIVING TRUST		247	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
JNL INTERNATIONAL INDEX FUND		66.693	0,0062%	F
JNL/DFA INTERNATIONAL CORE EQUITY FUND		9.911	0,0009%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		1.826	0,0002%	F
JNL/MELLON MSCI WORLD INDEX FUND		4.419	0,0004%	F
JOHN HANCOCK FUNDS II - MULTI-ASSET ABSOLUTE RETURN FUND		37.285	0,0035%	F
JOHN HANCOCK FUNDS II INCOME ALLOCATION FUND		1.419	0,0001%	F
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		63.747	0,0060%	F
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		8.380	0,0008%	F
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		16.429	0,0015%	F
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		5.403	0,0005%	F
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		38.376	0,0036%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		16.613	0,0016%	F
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		32.997	0,0031%	F
JOHN T. WALTON FAMILY TRUST		120.586	0,0113%	F
JOHNSON & JOHNSON UK GROUP RETIREMENT PLAN		10.973	0,0010%	F
JOSHUA GREEN CORPORATION		3.450	0,0003%	F
JPM MULTI INCOME FUND		21.955	0,0021%	F
JPMORGAN BETABUILDERS EUROPE ETF		146.125	0,0137%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		43.417	0,0041%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		5.137	0,0005%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		15.715	0,0015%	F
JPMORGAN EUROPE STRATEGIC DIVIDEND FUND		4.326	0,0004%	F
JPMORGAN FLEXIBLE INCOME ETF		253	0,0000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		2.739	0,0003%	F
JPMORGAN FUNDS		283.372	0,0265%	F
JPMORGAN GLOBAL ALLOCATION FUND		554	0,0001%	F
JPMORGAN INCOME BUILDER FUND		6.846	0,0006%	F
JPMORGAN INVESTMENT FUNDS		334.404	0,0313%	F
JPMORGAN MULTI BALANCED FUND		1.680	0,0002%	F
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,0002%	F
JTW TRUST NO. 3 UAD 9/19/02.		118	0,0000%	F
JTW TRUST NO. 4 UAD 9/19/02.		2.036	0,0002%	F
JTW TRUST NO. 5 UAD 9/19/02.		32	0,0000%	F
KAISER FOUNDATION HOSPITALS		3.693	0,0003%	F
KAISER PERMANENTE GROUP TRUST		4.379	0,0004%	F
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5		59.744	0,0056%	F
KAPITALFORENINGEN EMD INVEST, VERDENSINDEKS		8.758	0,0008%	F
KAPITALFORENINGEN INVESTIN PRO		14.165	0,0013%	F
KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I		17.756	0,0017%	F
KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS		102.262	0,0096%	F
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		194.122	0,0181%	F
KBC ECO FUND/WORLD		17.073	0,0016%	F
KBC EQUITY FUND EUROZONE		547.074	0,0511%	F
KBC EQUITY FUND EUROZONE DBI-RDT		79.098	0,0074%	F
KBC EQUITY FUND SRI EUROZONE		856.476	0,0801%	F
KBC EQUITY FUND WORLD		168.610	0,0158%	F
KBC EQUITY FUND/EUROPE		48.054	0,0045%	F
KBC EQUITY FUND/SRI WORLD		230.559	0,0216%	F
KBC EQUITY FUND/WORLD DBI-ROT		54.621	0,0051%	F
KBC EQUITY SRI WORLD DBI-RDT		19.803	0,0019%	F
KBC INST FUND EURO EQUITY		51.823	0,0048%	F
KBC INSTITUTIONAL FUND SRI EURO		60.425	0,0056%	F
KBC INSTITUTIONAL FUND/SRI WORLD EQUITY		13.934	0,0013%	F
KBC INSTITUTIONAL INVESTOR		3.936	0,0004%	F
KBI FUNDS ICAV		32.723	0,0031%	F
KBI GLOBAL INVESTMENT FUND		18.268	0,0017%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1		7.286	0,0007%	F
KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR		4.585	0,0004%	F
KERI ANN O'CONNOR REVOCABLE TRUST		37	0,0000%	F
KFP MARKETABLE LLC		60	0,0000%	F
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		17.974	0,0017%	F
KODAK RETIREMENT INCOME PLAN 343 ST		22.451	0,0021%	F
KOKUSAI EQUITY INDEX FUND, A S		8.501	0,0008%	F
KUMPULAN WANG PERSARAAN (DIPERBADANKAN		4.902	0,0005%	F
KUTXABANK GESTION SGIIC, S.A.		233.308	0,0218%	F
KUTXABANK PENSIONES, S.A., SGFP		89.110	0,0083%	F
L&G DEVELOPED WORLD MOMENTUM FACTOR INDEX FUND		663	0,0001%	F
LA FRANCAISE LUX - CARBON IMPACT INCOME		743	0,0001%	F
LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES		104.828	0,0098%	F
LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION		2.790	0,0003%	F
LAB QS DYNAMIC EQUITY FUND LP		99	0,0000%	F
LACERA MASTER OPEB TRUST		11.377	0,0011%	F
LAKE AVENUE INVESTMENTS LLC		18.058	0,0017%	F
LARGE CAP INTL PORTFOLIO OF DFA INV		2	0,0000%	F
LATVIJAS BANKA		2.666	0,0002%	F
LAWRENCE LIVERMORE NATIONAL SECURITY, LLC AND TRIAD NATIONAL SECURITY, LLC DEFINED BENEFIT PENSION PLAN GROUP TRUST		4.766	0,0004%	F
LBBW AM INVESTMENTGES. MBH LBB W AM-MONACO		6.250	0,0006%	F
LBBW AM INVESTMENTGES. MBH LBBW AM-RENDITEF.NR.1 BANTLEO		6.339	0,0006%	F
LBBW AM-ALME INVEST		34.000	0,0032%	F
LBBW AM-CESRA5PLUS		10.000	0,0009%	F
LBBW AM-MASTER SUEDPFALZ		37.100	0,0035%	F
LBBW ASSET MANAGEMENT INVESTMENTGESELLSCHAFT MBH		261.576	0,0245%	F
LBBW GLOBAL DIVIDEND		120.000	0,0112%	F
LBBW ZYKLUS STRATEGIE		14.000	0,0013%	F
LBPAM 3 MOIS		1.847.637	0,1727%	F
LBPAM FRANCECAP 100 NOVEMBRE 2030		887.036	0,0829%	F
LBPAM ISR ACTIONS FOCUS EUROPE		279.234	0,0261%	F
LBPAM SHORT TERM		133.000	0,0124%	F
LCL ACTIONS EURO CORE		76.726	0,0072%	F
LCL ACTIONS MONDE HORS EUROPE EUR		39.291	0,0037%	F
LEE M. HOWER TRUST		114	0,0000%	F
LEGAL & GENERAL CCF.		2.342	0,0002%	F
LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E		5.801	0,0005%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO		15.041	0,0014%	F
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE		12.020	0,0011%	F
LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED		330	0,0000%	F
LEGAL & GENERAL GLOBAL EQUITY INDEX FUND		12.796	0,0012%	F
LEGAL & GENERAL ICAV.		1.052	0,0001%	F
LEGAL & GENERAL MSCI EAFE FUND LLC		45.786	0,0043%	F
LEGAL & GENERAL MSCI EAFE SL FUND LLC		21.723	0,0020%	F
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		16.102	0,0015%	F
LEGAL & GENERAL UCITS ETF PUBLIC LIMITED COMPANY		9.483	0,0009%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		13.054	0,0012%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND		296	0,0000%	F
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		194.036	0,0181%	F
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		1.223	0,0001%	F
LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED		26.502	0,0025%	F
LEGAL AND GENERAL CCF		509	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		39.575	0,0037%	F
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		272	0,0000%	F
LEGAL AND GENERAL EUROPEAN INDEX TRUST		221.148	0,0207%	F
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		26.779	0,0025%	F
LEGAL AND GENERAL UCITS ETF PLC		200.433	0,0187%	F
LFM ACTIONS MONDE VOLATILITE CONTROLEE		89.564	0,0084%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME		47	0,0000%	F
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		398	0,0000%	F
LGT SLC EQ EMV POOL CC AND L		1.137	0,0001%	F
LGT SLC EQUITY OPT POOL SSGA		14.403	0,0013%	F
LLB FUND SERV. AG ATD LLB AKTIEN EUROPA (EUR)		20.561	0,0019%	F
LOB HOLDING SRL		2.500	0,0002%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		18.566	0,0017%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		14.710	0,0014%	F
LOF ALL ROADS		23.999	0,0022%	F
LOF ALL ROADS CONSERVATIVE		4.129	0,0004%	F
LOF ALL ROADS GROWTH		17.973	0,0017%	F
LOF TARGETNETZERO EUROPE EQUITY		10.182	0,0010%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME		637.770	0,0596%	F
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.		911.840	0,0852%	F
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		68.730	0,0064%	F
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MASTER TRUST		12.897	0,0012%	F
LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS(		26.063	0,0024%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		404.382	0,0378%	F
LUX IM GLOBAL EQUITY VALUE		39.388	0,0037%	F
LUXCELLENCE HELVETIA EUROP EQUITY		6.372	0,0006%	F
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		9.286	0,0009%	F
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		178.667	0,0167%	F
LVIP SSGA INTERNATIONAL INDEX FUND		58.233	0,0054%	F
M INTERNATIONAL EQUITY FUND		2.463	0,0002%	F
MACF 3		89	0,0000%	F
MACK EAFE EQUITY POOL		10.445	0,0010%	F
MACKENZIE EUROPEAN SMALL-MID CAP FUND		79.427	0,0074%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		22.986	0,0021%	F
MACQUARIE INTERNATIONAL EQUITIES FUND		17.922	0,0017%	F
MACQUARIE MULTI-FACTOR FUND		2.603	0,0002%	F
MAM EUROPA GROWTH		17.000	0,0016%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		3.898	0,0004%	F
MAN NUMERIC CITY LIMITS FUND LLC C/O NUMERIC INVESTORS LLC		4.295	0,0004%	F
MAN NUMERIC INTERNATIONAL ALPHA (US) LP		2.105	0,0002%	F
MANAGED PENSION FUNDS LIMITED		54.898	0,0051%	F
MANDAT ACTION HGAM		253.978	0,0237%	F
MANULIFE GLOBAL FUND (SICA		25.138	0,0023%	F
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		25.882	0,0024%	F
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		6.330	0,0006%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.129	0,0001%	F
MARGETTS FUND MANAGEMENT LTD		81.326	0,0076%	F
MARIGOLD TACTICAL STRATEGIES LTD		1.273	0,0001%	F
MARSHALL WACE INV STRATEGIES-TOPS INTERNATIONAL EQUITIES FD C/O MARSHALL WACE LLP ACTING AS ALTERNATIVE INVESTMENT FUND		29.715	0,0028%	F
MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP		226.716	0,0212%	F
MARSHALL WACE INVESTMENT STRATEGIES - TOPS FUND C/O MARSHALL WACE LLP		192.528	0,0180%	F
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND C/O MARSHALL WACE LLP ACTING AS INVESTMENT MANAGER		109.829	0,0103%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND		29.084	0,0027%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP		24.353	0,0023%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE LLP ACTING AS IA		58.915	0,0055%	F
MARYLAND STATE RETIREMENT PENSION SYSTEM		27.390	0,0026%	F
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		10.525	0,0010%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,0002%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		9.716	0,0009%	F
MATIG ACT MONDE		120.013	0,0112%	F
MATIGNON ACTIONS DYNAMIQUES		34.562	0,0032%	F
MBB PUBLIC MARKETS I LLC		28.671	0,0027%	F
MBB SMART FUND C LLC		14.329	0,0013%	F
MBB SMART FUND P LLC		12.148	0,0011%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		1.625	0,0002%	F
MDPIM INTERNATIONAL EQUITY INDEX POOL		27.212	0,0025%	F
MEDIOLANUM FLESSIBILE FUTURO ITALIA		1.244.177	0,1163%	F
MEDIOLANUM FLESSIBILE SVILUPPO ITALIA		182.000	0,0170%	F
MERCER GE INTERNATIONAL EQUITY FUND		2.111	0,0002%	F
MERCER GLOBAL EQUITY FUND		34.419	0,0032%	F
MERCER NONUS CORE EQUITY FUND		218.776	0,0205%	F
MERCER OSS TRUST		1.033	0,0001%	F
MERCER PASSIVE INTERNATIONAL SHARES FUND		2.576	0,0002%	F
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		205	0,0000%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,0012%	F
MERCER QIF COMMON CONTRACTUAL FUND		152.592	0,0143%	F
MERCER UCITS COMMON CONTRACTUALFUND		175.568	0,0164%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		28.662	0,0027%	F
MERCK AND CO INC MASTER RETIREMENT TRUST		7.418	0,0007%	F
MERISTEM GLOBAL EQUITY FUND LLC		16.107	0,0015%	F
MET WAT REC DST RF NRN TRUST GLV 997261		5.040	0,0005%	F
METIS EQUITY TRUST		5.982	0,0006%	F
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,0006%	F
METROPOLITAN LIFE INSURANCE COMPANY		10.063	0,0009%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415		86.661	0,0081%	F
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS F11		6.140	0,0006%	F
MGI FUNDS PLC		92.051	0,0086%	F
MGTS AFH DA FUND		68.320	0,0064%	F
MICHELET TUNNEL		25.128	0,0023%	F
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,0002%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		23.602	0,0022%	F
MI-FONDS 384		13.960	0,0013%	F
MI-FONDS F47		29.979	0,0028%	F
MI-FONDS K25		126.090	0,0118%	F
MIGROS BANK (LUX) FONDS 30		1.100	0,0001%	F
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,0001%	F
MIGROS BANK (LUX) FONDS 50		1.540	0,0001%	F
MIGROS BANK (LUX) FONDS INTERSTOCK		1.160	0,0001%	F
MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS		2.999	0,0003%	F
MINEWORKERS' PENSION SCHEME		51.355	0,0048%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	35,7201%	F
MINISTRY OF ECONOMY AND FINANCE		76.728	0,0072%	F
MISSOURI EDUCATION PENSION TRUST		42.322	0,0040%	F
MOA INTERNATIONAL FUND		532.408	0,0498%	F
MONTSEGUR CROISSANCE		43.159	0,0040%	F
MONUTA VERZEKERINGEN		9.132	0,0009%	F
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		1.651	0,0002%	F
MORGAN STANLEY PATHWAY FUNDS		11.721	0,0011%	F
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		227	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		1.144	0,0001%	F
MOTHER CABRINI HEALTH FOUNDATION, INC		28.842	0,0027%	F
MOUNT HATTON INVESTMENTS LIMITED		4.204	0,0004%	F
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,0009%	F
MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		84.086	0,0079%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		151.134	0,0141%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		12.752	0,0012%	F
MT TOTAL RETURN FUND		68.990	0,0064%	F
MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND		1.887	0,0002%	F
MULTI UNITS FRANCE - AMUNDI FT		474.258	0,0443%	F
MULTI UNITS FRANCE - AMUNDI MS		23.152	0,0022%	F
MULTI UNITS LUX AMUNDI EUROPE		86.490	0,0081%	F
MULTI UNITS LUX AMUNDI EUROPEA		414	0,0000%	F
MULTI UNITS LUX AMUNDI MSCI		1.741	0,0002%	F
MULTI UNITS LUX AMUNDI MSCI EM		32.824	0,0031%	F
MULTI UNITS LUX AMUNDI S P		257.307	0,0241%	F
MULTI UNITS LUXEMBOURG - AMUND		74.366	0,0070%	F
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		423.856	0,0396%	F
MULTIMIX WHOLESALE INTERNATIONAL SHARES TRUST		2.466	0,0002%	F
MWIS - TOPS FUND - NON FLIP		36.827	0,0034%	F
MWIS TOPS WORLD EQUITIES AC		13.010	0,0012%	F
NATIONAL CATHOLIC INVESTMENT TRUST		1.048	0,0001%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,0012%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		7.973	0,0007%	F
NATIONAL EMPLOYEMENT SAVINGS TRUST		1.010.119	0,0944%	F
NATIONAL PENSION INSURANCE FUND		2	0,0000%	F
NATIONWIDE INTERNATIONAL INDEX FUND		18.420	0,0017%	F
NATIXIS AM FUNDS		40.116	0,0037%	F
NATIXIS IRCEM RETRAITE FCP		17.990	0,0017%	F
NATWEST ST JAMES S PLACE GLOBALQUALITY UNIT TRUST		8.569	0,0008%	F
NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST		11.269	0,0011%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,0001%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE GLOBAL GROWTH UN		7.090	0,0007%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		14.354	0,0013%	F
NBIMC EAFE EQUITY INDEX FUND.		1	0,0000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		8.407	0,0008%	F
NEF RISPARMIO ITALIA		10	0,0000%	F
NEUALT LLC		22.800	0,0021%	F
NEUBERGER BERMAN ETF TRUST - NEUBERGER INTERNATIONAL CORE EQUITY ETF		24.771	0,0023%	F
NEW AIRWAYS PENSION SCHEME		2.654	0,0002%	F
NEW YORK STATE COMMON RETIREMENT FUND		3.292	0,0003%	F
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN.		2.345	0,0002%	F
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		687.141	0,0642%	F
NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST		2.129	0,0002%	F
NFS LIMITED		5.026	0,0005%	F
NGEE ANN POLYTECHNIC		6.607	0,0006%	F
NICOLE M. O'CONNOR IRREVOCABLE TRUST		89	0,0000%	F
NOLA GUIDO		40.000	0,0037%	F
NORDEA 1 SICAV		1.257.738	0,1176%	F
NORDEA 2 SICAV		19.159	0,0018%	F
NORDEA DISCRETIONARY GLOBAL EQUITY FUND		18.861	0,0018%	F
NORDEA EUROPEAN INDEX SELECT FUND		17.169	0,0016%	F
NORDEA GLOBAL EQUITY ALLOCATION FUND		18.566	0,0017%	F
NORDEA GLOBAL INDEX SELECT FUND		17.185	0,0016%	F
NORDEA PLAN BALANSERT FUND		2.751	0,0003%	F
NORDEA PLAN KONSERVATIV FUND		568	0,0001%	F
NORDEA PLAN MODERAT FUND		1.228	0,0001%	F
NORDEA PLAN OFFENSIV FUND		4.332	0,0004%	F
NORDEA PLAN VEKSTORIENTERT FUND		1.437	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NORDEA PREMIUM ASSET MANAGEMENT BALANCED FUND		10.089	0,0009%	F
NORDEA PREMIUM ASSET MANAGEMENT GROWTH FUND		5.227	0,0005%	F
NORDEA PREMIUM ASSET MANAGEMENT MODERATE FUND		8.527	0,0008%	F
NORDEA PRO STABLE RETURN FUND		47.706	0,0045%	F
NORDEA SAVINGS 30 FUND		3.991	0,0004%	F
NORDEA SAVINGS 50 FUND		6.371	0,0006%	F
NORDEA SAVINGS 75 FUND		4.669	0,0004%	F
NORDEA STABIL		18.950	0,0018%	F
NORDEA STABILE AKSJER GLOBAL FUND		623.454	0,0583%	F
NORDEA STABILE AKSJER GLOBAL VALUTASIKRET FUND		417.016	0,0390%	F
NORDEA STABLE PERFORMANCE FAM		2.740	0,0003%	F
NORDEA STABLE RETURN FUND		67.906	0,0063%	F
NORDEA STRATEGA 15		2.085	0,0002%	F
NORDEA STRATEGA 35		17.091	0,0016%	F
NORDEA STRATEGA 50		14.590	0,0014%	F
NORDEA STRATEGA 70		20.328	0,0019%	F
NORDEA STRATEGA 90 FUND		920	0,0001%	F
NORDEA WORLD INDEX SELECT FUND		18.786	0,0018%	F
NORGES BANK		9.916.178	0,9269%	F
NORTHAMPTONSHIRE PENSION FUND		3.500	0,0003%	F
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		133.622	0,0125%	F
NORTHERN LIGHTS FUND TRUST IV		14.419	0,0013%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		16.302	0,0015%	F
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		28.536	0,0027%	F
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		22.198	0,0021%	F
NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST		695.578	0,0650%	F
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		311.294	0,0291%	F
NORTHERN TRUST UCITS FGR FUND		121.686	0,0114%	F
NORTHERN WORLD SELECTION INDEX FUND		22.561	0,0021%	F
NOW PENSIONS TRUST		34.471	0,0032%	F
NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST		4.235	0,0004%	F
NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,0004%	F
NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST		6.527	0,0006%	F
NT MSCI EAFE INDEX FUND		1	0,0000%	F
NT WORLD GREEN TRANSITION INDEX FUND		488	0,0000%	F
NTGI-QM COMMON DAILY EAFE		65.528	0,0061%	F
NUCLEAR ELECTRIC INSURANCE LIMITED		6.097	0,0006%	F
NUVEEN INTERNATIONAL EQUITY INDEX FUND		66.763	0,0062%	F
NVIT INTERNATIONAL INDEX FUND		1	0,0000%	F
NZAM EURO STOXX PARIS-ALIGNED		357	0,0000%	F
OFI INVEST ESG DYNAMIQUE EURO		8.430	0,0008%	F
OFI INVEST ESG EQUILIBRE EURO		13.695	0,0013%	F
OFI INVEST ESG PRUDENT EURO		4.550	0,0004%	F
OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.		121.300	0,0113%	F
ONEMARKETS ITALY ICAV		6.644	0,0006%	F
ONEMARKETS MSCI EUROPE UNIVERSAL UCITS ETF		506	0,0000%	F
ONEMARKETS MSCI WORLD UNIVERSAL UCITS ETF		104	0,0000%	F
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		4.373	0,0004%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL		36.828	0,0034%	F
OPENWORLD PUBLIC LIMITED COMPANY		703	0,0001%	F
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		51.871	0,0048%	F
ORANO ACTIONS EUROPEENNES		22.313	0,0021%	F
ORKNEY ISLANDS COUNCIL PENSION FUND		120.110	0,0112%	F
OSMOSIS ICAV		12.913	0,0012%	F
OVERSTORY CAPITAL LLC		1.471	0,0001%	F
PACER TRENDPILOT INTERNATIONAL ETF		3.687	0,0003%	F
PARAMETRIC INTERNATIONAL EQUITYFUND		4.800	0,0004%	F
PARMA PEA NOVEMBRE 2025		15.121	0,0014%	F
PASSIVE GLOBAL SHARE TRUST		8.834	0,0008%	F
PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST		114	0,0000%	F
PEGASUS-UI-FONDS		36.777	0,0034%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.159	0,0002%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PENSION BENEFIT GUARANTY CORPORATION		103.442	0,0097%	F
PENSION RESERVES INVESTMENT TRUST FUND		54.657	0,0051%	F
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		305.786	0,0286%	F
PEOPLE'S BANK OF CHINA		364.001	0,0340%	F
PEPCO HOLDINGS INC. VEBA TRUST		839	0,0001%	F
PERPETUAL GLOBAL ALLOCATION ALPHA FUND		5.413	0,0005%	F
PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND		394	0,0000%	F
PERTUBUHAN KESELAMATAN SOSIAL		22.849	0,0021%	F
PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		2.433	0,0002%	F
PFA PENSION FORSIKRINGSAKTIESELSKAB		23.014	0,0022%	F
PFIZER INC. MASTER TRUST		1.127	0,0001%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.067	0,0001%	F
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,0001%	F
PHILIP VERONICA A KOVACH JT TEN/WROS 2934		19	0,0000%	F
PHOENIX UNIT TRUST MANAGERS LIMITED		196.250	0,0183%	F
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		2.969	0,0003%	F
PICTET AI ENHANCED INTERNATION		535	0,0001%	F
PICTET CH - GLOBAL EQUITIES		3.568	0,0003%	F
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		20.278	0,0019%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,0014%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		5.755	0,0005%	F
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		9.207	0,0009%	F
PICTET CH INSTITUTIONAL EUROPEAN EX SWISS EQUITIES TRACKER EX SL		16.074	0,0015%	F
PICTET CH INSTITUTIONAL WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,0002%	F
PICTET EUROLAND INDEX		12.903	0,0012%	F
PICTET EUROPE INDEX		62.189	0,0058%	F
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		134.591	0,0126%	F
PINK CALI LLC		486	0,0000%	F
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA		1.714	0,0002%	F
PIVOTAL PHILANTHROPIES FOUNDATION		1.207	0,0001%	F
PLATO INST I FUND EURO EQUITY		11.590	0,0011%	F
PLATO INSTIT INDEX FND WORLD DBI-RDT		12.837	0,0012%	F
PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY		29.285	0,0027%	F
PLATO INSTITUTIONAL INDEX FUND/WORLD		33.785	0,0032%	F
PLEIADES TRUST		79.666	0,0074%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,0006%	F
POINT72 ASSOCIATES LLC		117	0,0000%	F
POINT72 ASSOCIATES LLC C/O FINSCO LIMITED		494	0,0000%	F
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		61.442	0,0057%	F
POOL PARSUMO CAPITAL AG AKTIEN WELT		7.500	0,0007%	F
POOL SWISS ROCK AKTIEN GLB		3.361	0,0003%	F
PORTZAMPARC MOMENTUM ISR		62.000	0,0058%	F
PRAXIS INTERNATIONAL INDEX FUND		51.414	0,0048%	F
PRESBYTERIAN CHRUCH IN AMERICA 403 (B) (9) RETIREMENT PLAN		2.841	0,0003%	F
PRI JP MORGAN EUROZONE EQUITY		183.150	0,0171%	F
PRIME SUPER PTY LTD		4.376	0,0004%	F
PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND		24.161	0,0023%	F
PRINCIPAL FUNDS, INC. - OVERSEAS FUND		4.179	0,0004%	F
PRINCIPAL LIFE INSURANCE COMPANY		12.041	0,0011%	F
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,0001%	F
PRO-GEN INVESTMENTS LLC		1.449	0,0001%	F
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		27.874	0,0026%	F
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.385	0,0001%	F
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		1.277	0,0001%	F
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		18.286	0,0017%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PRUDENTIAL HONG KONG LIMITED		3.710	0,0003%	F
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		5.770	0,0005%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		7.922	0,0007%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		80.434	0,0075%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		31.087	0,0029%	F
PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI		70.797	0,0066%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		219.705	0,0205%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		176.049	0,0165%	F
PUBLIC SECTOR PENSION INVESTMENT BOARD.		289.739	0,0271%	F
PURPOSE FUND CORP		1.103	0,0001%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND		262.255	0,0245%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND 2		34.996	0,0033%	F
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		384.779	0,0360%	F
QIC INTERNATIONAL EQUITIES FUND.		2.128	0,0002%	F
QUALITY EDUCATION FUND		849	0,0001%	F
QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES		503.564	0,0471%	F
RAIFFEISEN KAPITALANLAGE GESELLSCHAFT M.B.H NV AKTIEN GLOBAL		1.319	0,0001%	F
RAINDROPS CAPITAL LIMITED		1.967	0,0002%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,0808%	F
RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST		26.242	0,0025%	F
RBC EUROPEAN EQUITY FUND ROYAL TRUST		259.443	0,0243%	F
RBC EUROPEAN MID-CAP EQUITY FUND		102.925	0,0096%	F
RBC INDIGO INTERNATIONAL EQUITYINDEX FUND		1.177	0,0001%	F
RBC INTERNATIONAL DIVIDEND GROWTH FUND		64.108	0,0060%	F
REALDANIA		60.885	0,0057%	F
REASSURE LIMITED		114.884	0,0107%	F
REGIME DE RENTES DU MOUVEMENT DESJARDINS		15.640	0,0015%	F
REGIME DE RETRAITE DU PERSONNEL CPE		130.522	0,0122%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		58.085	0,0054%	F
RETIREMENT BENEFITS INVESTMENT FUND		3.652	0,0003%	F
RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.		27.792	0,0026%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		340.357	0,0318%	F
RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND		1.345	0,0001%	F
RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC		3.382	0,0003%	F
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		20.782	0,0019%	F
RLA GLOBAL SHARE FUND		5.627	0,0005%	F
RLA INTERNATIONAL EQUITIES FUND		14.165	0,0013%	F
RLA NZ INTERNATIONAL EQUITIES FUND		5.818	0,0005%	F
ROBECO CAPITAL GROWTH FUNDS		41.344	0,0039%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,0030%	F
ROBECO UCITS ICAV		3	0,0000%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,0002%	F
ROBIN 1-FONDS		79.144	0,0074%	F
ROBUST MULTI ASSET FUND		71.932	0,0067%	F
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,0007%	F
ROPS EURO P		59.291	0,0055%	F
ROPS SMART INDEX EURO		32.638	0,0031%	F
ROSEFINCH FOUNDATION		2.460	0,0002%	F
ROSEN FAMILY TRUST		35	0,0000%	F
ROTHSCHILD MARTIN MAUREL		212.465	0,0199%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.306	0,0068%	F
ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT		730	0,0001%	F
RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES SMALL & MID CAP		33.033	0,0031%	F
RPAQ 2015 FUND LP		24.255	0,0023%	F
RTX SAVINGS PLAN MASTER TRUST		143.034	0,0134%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
RUGGERI FAUSTO		9	0,0000%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		12.224	0,0011%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.573	0,0008%	F
RUSSELL INVESTMENT COMPANY PLC		29.058	0,0027%	F
RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND		2.661	0,0002%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND		7.081	0,0007%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		7.497	0,0007%	F
RUSSELL INVESTMENTS INTERNATIONAL EQUITY POOL .		1.104	0,0001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND		1.901	0,0002%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.530	0,0004%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.634	0,0003%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		1.915	0,0002%	F
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND		3.836	0,0004%	F
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST		10.690	0,0010%	F
RUSSELL WGGW LTD.		2.518	0,0002%	F
RUTGERS THE STATE UNIVERSITY		1.945	0,0002%	F
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		782	0,0001%	F
SAKKARAH 7 FCP		18.186	0,0017%	F
SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD		162	0,0000%	F
SAS TRUSTEE CORPORATION POOLED FUND		103.496	0,0097%	F
SBC MASTER PENSION TRUST		8.896	0,0008%	F
SCHLUMBERGER GROUP TRUST AGREEMENT		28.229	0,0026%	F
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		9.663	0,0009%	F
SCHRODER FORESTERS BALANCED FUND		19.150	0,0018%	F
SCHRODER GLOBAL CORE FUND		8.443	0,0008%	F
SCHRODER GLOBAL EQUITY ACTIVE UCITS ETF		22.839	0,0021%	F
SCHRODER GLOBAL EQUITY CUSTOM ACTIVE UCITS ETF		1.749	0,0002%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		1.498	0,0001%	F
SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND		18.787	0,0018%	F
SCHRODER INTERNATIONAL SELECTION FUND		130.984	0,0122%	F
SCHRODER MANAGED BALANCED FUND		9.144	0,0009%	F
SCHRODER PENSION MANAGEMENT LIMITED		15.369	0,0014%	F
SCHRODER QEP GLOBAL CORE FUND		66.273	0,0062%	F
SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND		6.401	0,0006%	F
SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND		8.938	0,0008%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		11.369	0,0011%	F
SCHRODERS CAPITAL SEMI-LIQUID		2.634	0,0002%	F
SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND		56.291	0,0053%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		262.353	0,0245%	F
SCHWAB INTERNATIONAL EQUITY ETF		994.494	0,0930%	F
SCHWAB INTERNATIONAL INDEX FUND		297.131	0,0278%	F
SCOTIA GLOBAL GROWTH FUND		345.886	0,0323%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		2.515	0,0002%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		15.115	0,0014%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		1.922	0,0002%	F
SCOTT FITZGERALD		224	0,0000%	F
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		34.481	0,0032%	F
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		21.951	0,0021%	F
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.097	0,0002%	F
SEB EUROPE EXPOSURE		75.751	0,0071%	F
SEB FUND 1 - SEB EUROPE EQUITY FUND		135.437	0,0127%	F
SEB FUND 3 - SEB GLOBAL ALL COUNTRIES EXPOSURE		97.054	0,0091%	F
SEB FUND 3 - SEB PENSION FUND		3.048	0,0003%	F
SEB FUND 3 - SEB PENSION FUND EXTRA		44	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SEB FUND 3 - SEB PENSION FUND PLUS		63	0,0000%	F
SEI GLOBAL MASTER FUND PLC		505.537	0,0473%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,0004%	F
SEI INSTITUTIONAL INTERNATIONAL TRST INTERNATIONAL EQTY FND		144.785	0,0135%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND		6.025	0,0006%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND		200.946	0,0188%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		26.894	0,0025%	F
SEI SELECT INTERNATIONAL EQUITY ETF		75.580	0,0071%	F
SELECTION EURO CLIMAT JANVIER 2025		63.635	0,0059%	F
SELECTION FRANCE SOCIAL JANVIER 2022		238.837	0,0223%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		592	0,0001%	F
SENTINEL INTERNATIONAL FUND		1.046	0,0001%	F
SG ACTIONS INTERNATIONALES		21.225	0,0020%	F
SHELL CANADA 2007 PENSION PLAN		882	0,0001%	F
SHELL NEDERLAND PENSIOENFONDS STICHTING		22.208	0,0021%	F
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		37	0,0000%	F
SIEMENS BALANCED		38.847	0,0036%	F
SIEMENS EMU EQUITIES		56.874	0,0053%	F
SIEMENS EUROINVEST AKTIEN		7.813	0,0007%	F
SIEMENS QUALITAET AND DIVIDENDE EUROPA		55.503	0,0052%	F
SIEMENS-FONDS SIEMENS-RENTE		37.809	0,0035%	F
SILVER AMUNDI EUROPE EQUITY CO		63.793	0,0060%	F
SIMPLICITY HEDGED GLOBAL SHARE FUND		11.210	0,0010%	F
SIMPLICITY UNHEDGED GLOBAL SHARE FUND		11.601	0,0011%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		683.880	0,0639%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		382.854	0,0358%	F
SLW PORTFOLIO LLC		256	0,0000%	F
SMART WHOLESALE GLOBAL EQUITY ESG FUND		9.264	0,0009%	F
SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND		16.073	0,0015%	F
SMTB FOREI GN STOCK INDEX MOTHER FUND		506	0,0000%	F
SNOWBALL CAPITAL HOLDINGS LIMITED		2.005	0,0002%	F
SNOWFINCH FOUNDATION		2.460	0,0002%	F
SOCIAL PROTECTION FUND		24.338	0,0023%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.371	0,0002%	F
SOGECAP ACTIONS - MID CAP		52.599	0,0049%	F
SOGECAP AP CLIMAT PAB		27.059	0,0025%	F
SOGECAP PROTECTED EQUITIES		41.746	0,0039%	F
SP INTERNATIONAL SHARES TRUST		5.469	0,0005%	F
SPARINVEST SICAV - GLOBAL EQUITY TA POOL		5.495	0,0005%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		545.682	0,0510%	F
SPDR MSCI ACWI EXUS ETF		33.527	0,0031%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		11.669	0,0011%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		105.740	0,0099%	F
SPDR MSCI WORLD QUALITY MIX ETF		726	0,0001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		577	0,0001%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		587.211	0,0549%	F
SPDR PORTFOLIO EUROPE ETF		21.038	0,0020%	F
SPDR S&P WORLD EX AUSTRALIA CARBON AWARE ETF		2.182	0,0002%	F
SPP GENERATION 70-TAL		3.234	0,0003%	F
SPRING 625		15.958	0,0015%	F
SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND		47.101	0,0044%	F
SPW MANAGED ICVC - SPW TACTICALFUND 1		12.699	0,0012%	F
SPW MANAGED ICVC - SPW TACTICALFUND 2		5.145	0,0005%	F
SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST		458	0,0000%	F
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		32.155	0,0030%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.442	0,0326%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		2.667	0,0002%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		70.375	0,0066%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		155.976	0,0146%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		1.344.462	0,1257%	F
ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING		403	0,0000%	F
STAR PASTEUR		17.656	0,0017%	F
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		35.082	0,0033%	F
STATE OF MINNESOTA		190.816	0,0178%	F
STATE OF NEW JERSEY COMMON PENSION FUND D		208.835	0,0195%	F
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		37.815	0,0035%	F
STATE OF WISCONSIN INVESTMENT BOARD		2.492	0,0002%	F
STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN		178.448	0,0167%	F
STATE STREET CCF		7.916	0,0007%	F
STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND		4.952	0,0005%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		2.497	0,0002%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		200.319	0,0187%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		130.200	0,0122%	F
STATE STREET GLOBAL INDEX PLUS TRUST		1.554	0,0001%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		89.864	0,0084%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		4.706	0,0004%	F
STATE STREET IRELAND UNIT TRUST		13.838	0,0013%	F
STATE STREET TOTAL RETURN VIS FUND		2.624	0,0002%	F
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		343.106	0,0321%	F
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,0002%	F
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF		5.422	0,0005%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,0070%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO		58.244	0,0054%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE		2.559	0,0002%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- EN GLASZETBEDRIJF		31.549	0,0029%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF		9.146	0,0009%	F
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G		1.124	0,0001%	F
STICHTING BELEGGINGEN MENZIS		1.912	0,0002%	F
STICHTING CZ FUND DEPOSITARY		15.021	0,0014%	F
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		30.756	0,0029%	F
STICHTING HEINEKEN PENSIOENFONDS.		14.109	0,0013%	F
STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN		95.158	0,0089%	F
STICHTING PENSIOENFONDS ABP		328.276	0,0307%	F
STICHTING PENSIOENFONDS ABP (NETHERLANDS		592.616	0,0554%	F
STICHTING PENSIOENFONDS CAMPINA		6.769	0,0006%	F
STICHTING PENSIOENFONDS HOOGOVENS		5.622	0,0005%	F
STICHTING PENSIOENFONDS NOTARIAAT		735	0,0001%	F
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		44	0,0000%	F
STICHTING PENSIOENFONDS PGB		119.239	0,0111%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,0002%	F
STICHTING PENSIOENFONDS RAIL & OPENBAAR VERVOER		9.498	0,0009%	F
STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER		57.468	0,0054%	F
STICHTING PENSIOENFONDS SAGITTARIUS		9.288	0,0009%	F
STICHTING PENSIOENFONDS VAN DE NEDERLANDSCHE BANK NV		171.972	0,0161%	F
STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS		11.263	0,0011%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,0008%	F
STICHTING PME PENSIOENFONDS		61.983	0,0058%	F
STOKIC MARKO		20	0,0000%	F
STOLLER FOUNDATION		2.211	0,0002%	F
STOREBRAND EUROPA PLUS		849	0,0001%	F
STOREBRAND GLOBAL ALL COUNTRIES		7.537	0,0007%	F
STOREBRAND GLOBAL LOW VOLATILITY		4.909	0,0005%	F
STOREBRAND LIVSFORSIKRING AS		153.350	0,0143%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,0007%	F
STRATEGY SICAV		1.527	0,0001%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		13.942	0,0013%	F
SUN LIFE STATE STREET INTERNATIONALEQUITY INDEX FUND		6.485	0,0006%	F
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.817	0,0019%	F
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		795	0,0001%	F
SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT		1.683	0,0002%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		22.418	0,0021%	F
SUSTAINABLE GS 1 TRUST		6.128	0,0006%	F
SWISS NATIONAL BANK		1.278.084	0,1195%	F
SWISSCANTO FONDSLEITUNG AG		348.309	0,0326%	F
SYCOMORE INCLUSIVE JOBS		221.093	0,0207%	F
SYCOMORE SELECTION MIDCAP		112.769	0,0105%	F
SYNCHRONY (LU) EQANTIA EUROPE		29.440	0,0028%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - A		35.429	0,0033%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - B		39.367	0,0037%	F
SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES		4.135	0,0004%	F
T. ROWE PRICE FOREIGN INVESTMENT, INC		1.856	0,0002%	F
T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL		315	0,0000%	F
T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND		402	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY ETF		142.274	0,0133%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		475	0,0000%	F
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		177.733	0,0166%	F
T.ROWE PRICE FUNDS OEIC - GLOBAL DIVIDEND EQUITY FUND		10.658	0,0010%	F
TAGES INTERNATIONAL FUNDS ICAV		105.621	0,0099%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.825	0,0005%	F
TANGERINE BALANCED GROWTH PORTFOLIO		6.756	0,0006%	F
TANGERINE BALANCED INCOME PORTFOLIO		545	0,0001%	F
TANGERINE BALANCED PORTFOLIO		4.579	0,0004%	F
TANGERINE EQUITY GROWTH PORTFOLIO		8.763	0,0008%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		36.536	0,0034%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		190.375	0,0178%	F
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		92.701	0,0087%	F
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		3.386	0,0003%	F
TD EUROPEAN INDEX FUND		3.400	0,0003%	F
TD INTERNATIONAL EQUITY INDEX ETF		72.566	0,0068%	F
TEACHER RETIREMENT SYSTEM OF TEXAS		225.853	0,0211%	F
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		28.105	0,0026%	F
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		192.485	0,0180%	F
TEAM SUPERANNUATION FUND		20.347	0,0019%	F
TESCO PLC PENSION SCHEME		325	0,0000%	F
TEXAS MUNICIPAL RETIREMENT SYSTEM		61.110	0,0057%	F
TEXAS PERMANENT SCHOOL FUND CORP		1	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		1	0,0000%	F
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		40.988	0,0038%	F
THE ANNENBERG FOUNDATION.		5.501	0,0005%	F
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST		1.045	0,0001%	F
THE ARROWSTREET COMMON CONTRACTUAL FUND		84.086	0,0079%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		175.923	0,0164%	F
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		6.420	0,0006%	F
THE CALIFORNIA WELLNESS FOUNDATION		3.507	0,0003%	F
THE CAPTIVE INVESTORS FUND		9.044	0,0008%	F
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.346	0,0001%	F
THE COMMONWEALTH FUND		1.507	0,0001%	F
THE DAVID A DUFFIELD TRUST		3.296	0,0003%	F
THE ESB PENSION FUND		3.400	0,0003%	F
THE FRANK LEAL TRUST		20	0,0000%	F
THE GOVERNING COUNCIL OF THE SALVATION ARMY IN		67.852	0,0063%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		778	0,0001%	F
THE HEALTH FOUNDATION.		1.624	0,0002%	F
THE INCUBATION FUND LTD		114	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		5.439	0,0005%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		532	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		55.917	0,0052%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142		26.168	0,0024%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151		20.761	0,0019%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400080339		6.038	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893		18.007	0,0017%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974		732	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501		888	0,0001%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		279	0,0000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,0002%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		6.790	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		29.299	0,0027%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)		38.165	0,0036%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		27.011	0,0025%	F
THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR GIM MULTI ASSET MOTHER FUND		556	0,0001%	F
THE METHODIST HOSPITAL		22.119	0,0021%	F
THE MONETARY AUTHORITY OF SINGAPORE		131.265	0,0123%	F
THE MONKS INVESTMENT TRUST PLC		1.057.071	0,0988%	F
THE MOTOROLA PENSION SCHEME.		3.992	0,0004%	F
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		15.872	0,0015%	F
THE NEMOURS FOUNDATION PENSION PLAN		305	0,0000%	F
THE NOMURA TRUST AND BANKING C		21.110	0,0020%	F
THE PEOPLE'S PENSION SCHEME		20.841	0,0019%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		13.809	0,0013%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		88.225	0,0082%	F
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		503.425	0,0471%	F
THE SALVATION ARMY OFFICERS' RETIREMENT TRUST FUND		16.553	0,0015%	F
THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND		1.341	0,0001%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		6.041	0,0006%	F
THE STANDARD BANK OF SOUTH AFRICA LTD		78.554	0,0073%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		92.627	0,0087%	F
THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR		1.927	0,0002%	F
THE TRUSTEES OF THE HENRY SMITH CHARITY.		1.450	0,0001%	F
THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E		1.757	0,0002%	F
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,0005%	F
THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		45.929	0,0043%	F
THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB		55.874	0,0052%	F
THEAM QUANT - EUROPE TARGET PREMIUM		271.991	0,0254%	F
THEAM QUANT- EQUITY EUROZONE GURU		389.618	0,0364%	F
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		18.490	0,0017%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,0006%	F
THRIFT SAVINGS PLAN		1.363.835	0,1275%	F
THRIVENT INTERNATIONAL INDEX PORTFOLIO		6.768	0,0006%	F
THYSSEN GLOBAL INVESTMENTS LLC		1.492	0,0001%	F
TIAACREF INTERNATIONAL EQUITY INDEX FUND		708.636	0,0662%	F
TIMOTHY PLAN INTERNATIONAL ETF.		34.850	0,0033%	F
TODD C COZZENS		204	0,0000%	F
TONI ACTIONS ISR 100		37.309	0,0035%	F
TOPS GLBL EQS LE FD NON FLIP		6.342	0,0006%	F
TOPS WLD EX-US FUND NON FLIP		142.372	0,0133%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,0029%	F
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		2.445	0,0002%	F
TRANSAMERICA MSCI EAFE INDEX VP		2.795	0,0003%	F
TRATON-UI-DYNAMIK		13.772	0,0013%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST		113.920	0,0106%	F
TREDJE AP-FONDEN		1	0,0000%	F
TRINITY COLLEGE CAMBRIDGE		11.414	0,0011%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,0013%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		1.826	0,0002%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		27.952	0,0026%	F
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,0001%	F
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		6.785	0,0006%	F
TSA EQUITY FUND #2		2.363	0,0002%	F
TSGX SOLACT ESG TBACO EX UNHG(3387)		63	0,0000%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,0002%	F
UAPF - INVESCO ACTIVE		66.768	0,0062%	F
UBS (IRL) ETF PLC		270.206	0,0253%	F
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		1.234.893	0,1154%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		68.123	0,0064%	F
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		160.645	0,0150%	F
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.062	0,0001%	F
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		490	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		283	0,0000%	F
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0,0001%	F
UBS ASSET MANAGEMENT LIFE LTD		133.485	0,0125%	F
UBS COMMON CONTRACTUAL FUND		14.058	0,0013%	F
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		15.354	0,0014%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS		298	0,0000%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN		17.183	0,0016%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		516.288	0,0483%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG..		10.356	0,0010%	F
UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEVMARK HEDGED		22.791	0,0021%	F
UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEVMARK		21.084	0,0020%	F
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		15.939	0,0015%	F
UBS LUX FUND SOLUTIONS		1.243.946	0,1163%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS		10.100	0,0009%	F
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS		187.284	0,0175%	F
UI MAIN I UF BLACKROCK EUROPE		2.668	0,0002%	F
UI MAIN I UNIVERSAL FONDS UKA		5.447	0,0005%	F
UI MAIN VI UNIV FDS MSCI WORLD		900	0,0001%	F
UI SMART AND FAIR FONDS		11.060	0,0010%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UIFONDS AKTIEN EUROPE MVOLA PASSIVE		56.981	0,0053%	F
UI-FONDS BAV RBI AKTIEN		110.401	0,0103%	F
UI-FONDS RBSG		490	0,0000%	F
UI-S		10.324	0,0010%	F
UNI GLOBAL		94.322	0,0088%	F
UNI OF EDINBURGH BG DEVEL WORLD EQ FD		52.861	0,0049%	F
UNICAJA ASSET MANAGEMENT, S.G.I.I.C., S.A.		60.803	0,0057%	F
UNICARE SAVINGS PLAN		17.267	0,0016%	F
UNIEUROPA MID&SMALL CAPS		10.000	0,0009%	F
UNIGESTION ALL COUNTRY WORLD EQUITIES FUND		41.459	0,0039%	F
UNIGESTION GLOBAL EQUITIES FUND		42.706	0,0040%	F
UNIGESTION GLOBAL EX-CANADA EQUITIES FUND		43.130	0,0040%	F
UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI		112.139	0,0105%	F
UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST		541	0,0001%	F
UNISUPER		11.730	0,0011%	F
UNITED GLOBAL GROWTH FUND		8.535	0,0008%	F
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,0004%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND		1.660	0,0002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		5.323	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH		295.856	0,0277%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		8.861	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS		31.053	0,0029%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS		7.700	0,0007%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1		9.466	0,0009%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		11.926	0,0011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS		14.292	0,0013%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN		198.958	0,0186%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF RANW-UNIVERSAL-FONDS V		50.407	0,0047%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		8.168	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL CA V		8.162	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL FONDS ZVK 1		2.296	0,0002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		5.138	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,0001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-NO-AKTIEN (490305)		62.510	0,0058%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP		58.338	0,0055%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MIT BESCHRAENKTER HAFT		300.000	0,0280%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS		2.504	0,0002%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		1.500	0,0001%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKAAKTIENEUROPAESG		123.608	0,0116%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		1.626	0,0002%	F
UNIVERSE THE CMI CONT EURO EQ		35.346	0,0033%	F
UNIVERSITIES SUPERANNUATION SCHEME		2	0,0000%	F
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,0008%	F
USAA CASUALTY INSURANCE COMPANY		4.259	0,0004%	F
USAA GENERAL INDEMNITY COMPANY		5.292	0,0005%	F
UTAH STATE RETIREMENT SYSTEMS		65.905	0,0062%	F
VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE		3.877	0,0004%	F
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER		46.911	0,0044%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE PM GLOBALE AKTIER STRATEGI KL		15.917	0,0015%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL		21.281	0,0020%	F
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL		40.447	0,0038%	F
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		13.350	0,0012%	F
VALIC COMPANY I GLOBAL STRATEGY FUND		5.928	0,0006%	F
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		44.479	0,0042%	F
VAN VOORST TOT VOORST BEREND AM		25	0,0000%	F
VANADIUM		185.416	0,0173%	F
VANECK ETFS N.V.		797.034	0,0745%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		13.024	0,0012%	F
VANGUARD ACTIVE GLOBAL GROWTH FUND		19.483	0,0018%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		4.415.187	0,4127%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		9.071	0,0008%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		90.709	0,0085%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		158	0,0000%	F
VANGUARD EUROPEAN STOCK INDEX FUND		1.121.505	0,1048%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		103.951	0,0097%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		5.526	0,0005%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		2.750.170	0,2571%	F
VANGUARD FTSE ALL-WORLD EX-US INDEX FUND		1.049.141	0,0981%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		116.292	0,0109%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		13.618	0,0013%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		48.377	0,0045%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		635.741	0,0594%	F
VANGUARD GLOBAL EQUITY FUND		1.084.581	0,1014%	F
VANGUARD GLOBAL MOMENTUM FACTORETF		13.803	0,0013%	F
VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND		502.057	0,0469%	F
VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND		246	0,0000%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		1.983	0,0002%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		136	0,0000%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		377.916	0,0353%	F
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		12.803	0,0012%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF		8.979	0,0008%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF		8.881	0,0008%	F
VANGUARD INVESTMENTS FUNDS ICVC VANGUARD GLOBAL EQUITY FUND		103.284	0,0097%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		182.641	0,0171%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF		14.820	0,0014%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF		5.084	0,0005%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF		37.815	0,0035%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.635.864	0,6203%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		340.749	0,0319%	F
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		24.782	0,0023%	F
VARENNE UCITS VARENNE VALEUR		600.000	0,0561%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		16.210	0,0015%	F
VARIOPARTNER SICAV		20.772	0,0019%	F

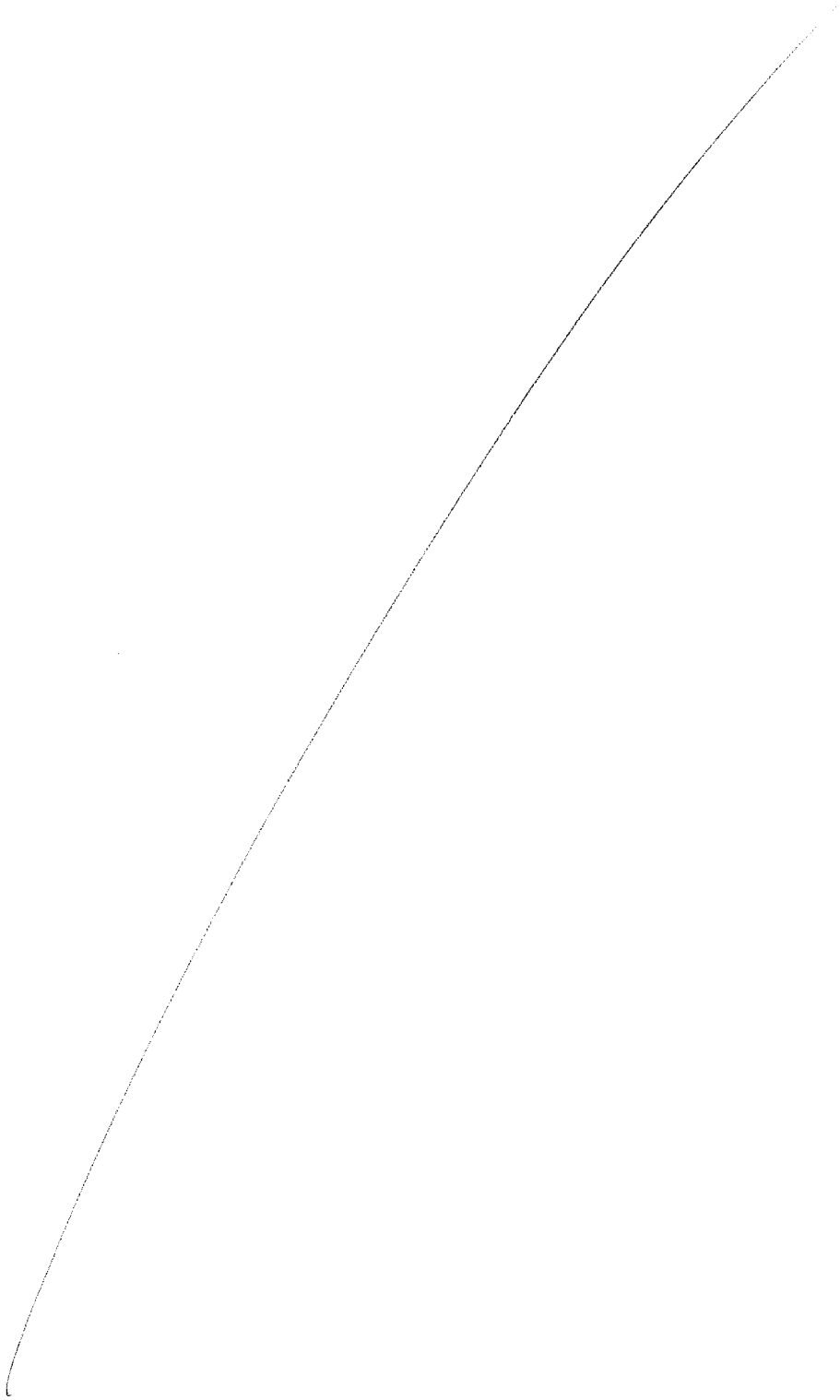
Anagrafica	CF/PI	Azioni	% su votanti	Voto
VELLIV, PENSION & LIVSFORSIKRING A/S		22.931	0,0021%	F
VENDOME SELECTION EURO		349.029	0,0326%	F
VENERABLE INTERNATIONAL EQUITY FUND		66.366	0,0062%	F
VENERABLE INTERNATIONAL INDEX FUND		20.812	0,0019%	F
VENTRY INDUSTRIES LLC		17.062	0,0016%	F
VERDIPAPIRFONDET DNB EUROPA		5.914	0,0006%	F
VERDIPAPIRFONDET DNB GLOBAL INDEKS		15.647	0,0015%	F
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA		20.000	0,0019%	F
VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS		1.149	0,0001%	F
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		396	0,0000%	F
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1		2.910	0,0003%	F
VERDIPAPIRFONDET KRON INDEKS GLOBAL		32.969	0,0031%	F
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		80.011	0,0075%	F
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		38.283	0,0036%	F
VF LUX EUROPE EQUITIES		23.708	0,0022%	F
VFMC INTERNATIONAL EQUITY TRUST1		7.263	0,0007%	F
VFMC INTERNATIONAL EQUITY TRUST2		13.578	0,0013%	F
VFMC LOW VOLATILITY EQUITY TRUST 1		15.162	0,0014%	F
VFMC LOW VOLATILITY EQUITY TRUST 2		31.556	0,0029%	F
VI CAPITAL LTD.		845	0,0001%	F
VIA SMART EQUITY EUROPE		36.857	0,0034%	F
VIA SMART EQUITY WORLD		20.169	0,0019%	F
VICTORY MARKET NEUTRAL INCOME FUNDFUND		410.687	0,0384%	F
VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF		106.168	0,0099%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		26.610	0,0025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		41.817	0,0039%	F
VIRGINIA RETIREMENT SYSTEM		17.264	0,0016%	F
VIRTUS INTERNATIONAL DIVIDEND ETF		3.322	0,0003%	F
VLADUBEL ZORGVERZEKERING		27.922	0,0026%	F
VOYA GLOBAL INCOME AND GROWTH FUND		44.515	0,0042%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		12.810	0,0012%	F
VOYA MULTI-MANAGER INTERNATIONAL EQUITY FUND		1.397	0,0001%	F
VOYA VACS INDEX SERIES I PORTFOLIO		45.006	0,0042%	F
VR BANK KT EURO CONTROL		8.944	0,0008%	F
WASHINGTON STATE INVESTMENT BOARD		395.825	0,0370%	F
WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO		14.337	0,0013%	F
WESPATH FUNDS TRUST		6.395	0,0006%	F
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		3.217	0,0003%	F
WHEELS COMMON INVESTMENT FUND		1.555	0,0001%	F
WILMINGTON GLOBAL ALPHA EQUITIES FUND		3.594	0,0003%	F
WINDWISE MSCI EAFE INDEX NON-LENDING		9.527	0,0009%	F
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		1.288	0,0001%	F
WISDOMTREE GLOBAL HIGH DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL AI ENHANCED VALUE FUND		20.509	0,0019%	F
WISDOMTREE INTERNATIONAL EQUITY FUND		42.800	0,0040%	F
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		479	0,0000%	F
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND FUND		1	0,0000%	F
WISDOMTREE INTERNATIONAL MULTIFACTOR FUND		1	0,0000%	F
WISDOMTREE ISSUER ICAV		14.555	0,0014%	F
WM POOL - EQUITIES TRUST NO. 38 - SCHRODER		4.637	0,0004%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,0007%	F
WM POOL - EQUITIES TRUST NO. 75		105.395	0,0099%	F
WM POOL - GLOBAL EQUITIES TRUST NO. 6		15.631	0,0015%	F
WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED		390	0,0000%	F
WORLD EQUITIES II		3.103	0,0003%	F
WORLD TRADE ORGANIZATION PENSION PLAN		4.076	0,0004%	F
WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF		131.645	0,0123%	F
WS WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS U		274.011	0,0256%	F
WSSP INTERNATIONAL EQUITIES TRUST		7.046	0,0007%	F
WYOMING RETIREMENT SYSTEM		950	0,0001%	F
XTRACKERS		19.665	0,0018%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
XTRACKERS (IE) PUBLIC LIMITED COMPANY		591.956	0,0553%	F
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		722	0,0001%	F
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.357	0,0003%	F
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.791	0,0003%	F
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		179.907	0,0168%	F
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		23.326	0,0022%	F
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.878	0,0004%	F
XTRACKERS MSCI KOKUSAI EQUITY ETF		4.333	0,0004%	F
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		1.428	0,0001%	F
ZEPHYR - OPTIMISED PLUS 2		5.743	0,0005%	F
ZURICH INVEST ICAV		103.241	0,0097%	F
ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA		45.162	0,0042%	F
ACHMEA PENSIOEN- EN LEVENSVERZEKERINGEN N.V		81.990	0,0077%	C
ACHMEA REINSURANCE COMPANY N.V		8.775	0,0008%	C
ACHMEA SCHADEVERZEKERINGEN N.V		17.339	0,0016%	C
ACHMEA VARIABLE SECURITIES HEALTH FUND		23.406	0,0022%	C
ASSET MANAGEMENT EXCHANGE UCITS CCF ..		19.304	0,0018%	C
FUTURE GROUP INTERNATIONAL EQUITIES FUND		16.417	0,0015%	C
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		124.800	0,0117%	C
GREEN CENTURY MSCI INTERNATION		14.411	0,0013%	C
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH		465	0,0000%	C
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I		8.474	0,0008%	C
MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX		34.833	0,0033%	C
N.V. HAGELUNIE		1.643	0,0002%	C
ROSANIA ELMAN		1	0,0000%	C
SPA MANDATE BLACKROCK		13.428	0,0013%	C
ST PFD PMA MANDATE BLACKROCK		4.654	0,0004%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		22.227	0,0021%	C
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		378.277	0,0354%	C
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		25.197	0,0024%	C
STICHTING BPL PENSIOEN		30.267	0,0028%	C
STICHTING INSTITUUT GAK		3.021	0,0003%	C
STICHTING JURIDISCH EIGENAAR ACHMEA IM LIQUID ASSET FUNDS		8.298	0,0008%	C
STICHTING MN SERVICES		139.698	0,0131%	C
STICHTING MN SERVICES AANDELENFO ND		25.186	0,0024%	C
STICHTING PENSIOENFONDS HORECA AND CATERING		29.544	0,0028%	C
STICHTING PENSIOENFONDS ING		6.806	0,0006%	C
STICHTING PENSIOENFONDS VERVOER		59.438	0,0056%	C
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		42.671	0,0040%	C
THE GREATER MANCHESTER PENSION FUND		68.946	0,0064%	C
AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS		25.483	0,0024%	A
AIM EQUITY EUROPE		17.670	0,0017%	A
ALLIANZ GLOBAL INVESTORS FUND		176.184	0,0165%	A
ALLIANZ GLOBAL INVESTORS GMBH		365.380	0,0342%	A
ALLIANZ GLOBAL INVESTORS GMBH ALLIANZGI-FONDS BTH		9.351	0,0009%	A
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		2.111	0,0002%	A
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		9.274	0,0009%	A
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS SUEWE SEGMENT AKTIEN WELT 2		22.950	0,0021%	A
ALLIANZGI FONDS AFE		67.713	0,0063%	A
ALLIANZGI S AKTIEN		174.245	0,0163%	A
ALLIANZGI-FONDS DSPT		11.361	0,0011%	A
ALLIANZGI-FONDS TOSCA		2.755	0,0003%	A
CHALLENGE ITALIAN EQUITY		124.200	0,0116%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.733	0,0002%	A

Totale votanti **1.069.783.640** **100%**

Anagrafica	CF/PI	Azioni	% su votanti	Voto

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



Assemblea ordinaria
27 aprile 2026

Punto 12

Piano di incentivazione a lungo termine ILT Phantom Stock Option triennale, basato su strumenti finanziari.

Assemblea ordinaria
27 aprile 2026

Punto 12

Presenti n. 1.875 azionisti per n. 1.069.783.640 azioni tutte ammesse al voto, pari all' 81,906% del capitale sociale

Favorevole	**989.031.141**	azioni pari al	**92,452%**	del cap. rappr.
Contrario	**80.499.136**	azioni pari al	**7,525%**	del cap. rappr.
Astenuto	**253.363**	azioni pari al	**0,024%**	del cap. rappr.
Non Votante	**0**	azioni pari al	**0,000%**	del cap. rappr.

POSTE ITALIANE S.p.A.
Assemblea ordinaria
27 aprile 2026

Punto 12

Piano di incentivazione a lungo termine ILT Phantom Stock Option triennale, basato su strumenti finanziari.

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

Anagrafica	CF/PI	Azioni	% su votanti	Voto
(R) EUROPEAN EQUITIES		2.205	0,0002%	F
A A B DIVERSIFIE		41.712	0,0039%	F
AA SSGA ACTIONS INDICE EURO		175.947	0,0164%	F
AAI LIMITED		7.237	0,0007%	F
ABB PENSION FUND		1.101	0,0001%	F
ACO EMANUELE		741	0,0001%	F
ACTICCIA 90 N 10		113.750	0,0106%	F
ACTICCIA VIE 90 N 5		149.409	0,0140%	F
ADVANCED SERIES TRUST - AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		23.202	0,0022%	F
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		830	0,0001%	F
AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL		8.650	0,0008%	F
AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE		3.814	0,0004%	F
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,0026%	F
AKTIEN SUEDEUROPA UI		41.200	0,0039%	F
ALASKA PERMANENT FUND CORPORATION		124	0,0000%	F
ALLEANZA OBBLIGAZIONARIO		96.073	0,0090%	F
ALLOCATION PROTECTION 80		134.903	0,0126%	F
ALTO INTERNAZIONALE AZIONARIO		21.816	0,0020%	F
AMLC EQ SINGLE STOCKS		101	0,0000%	F
AMP WHOLESALE GLOBAL EQUITIES FUND		76.014	0,0071%	F
AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU		2	0,0000%	F
AMUNDI ETF ICAV		90.573	0,0085%	F
AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF		27.850	0,0026%	F
AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		25.649	0,0024%	F
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		47.543	0,0044%	F
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		222.895	0,0208%	F
AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF		13.341	0,0012%	F
AMUNDI EURO STOXX SELECT DIVIDEND 30		181.522	0,0170%	F
AMUNDI EUROPE MONDE		25.477	0,0024%	F
AMUNDI FUNDS EUROLAND EQUITY RISK PARITY		15.656	0,0015%	F
AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIV		322.309	0,0301%	F
AMUNDI INDEX EUROPE EX UK SMALL		18.803	0,0018%	F
AMUNDI INDEX MSCI EUROPE		328.407	0,0307%	F
AMUNDI INDEX MSCI WORLD		27.582	0,0026%	F
AMUNDI IPSA ACTIONS		1.840	0,0002%	F
AMUNDI IRELAND LIMITED		21.671	0,0020%	F
AMUNDI ITALY MIB ESG		148.045	0,0138%	F
AMUNDI LABEL ISR ACTIONS EUROP		3.339	0,0003%	F
AMUNDI LIFECYCLE 2030 EQUITY		8	0,0000%	F
AMUNDI LIFECYCLE 2033 EQUITY		12	0,0000%	F
AMUNDI LIFECYCLE 2036 EQUITY		16	0,0000%	F
AMUNDI LIFECYCLE 2039 EQUITY		21	0,0000%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AMUNDI MSCI EMU CLIMATE PARIS ALIGNED		6.709	0,0006%	F
AMUNDI MSCI EMU ESG BROAD TRANSITION		28.189	0,0026%	F
AMUNDI MSCI EMU ESG LEADERS SELECT		301.433	0,0282%	F
AMUNDI MSCI EMU SRI CLIMATE PARIS ALIGN		32.040	0,0030%	F
AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD		6.517	0,0006%	F
AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED		2.831	0,0003%	F
AMUNDI MSCI EUROPE ESG BROAD TRANSITION		80.873	0,0076%	F
AMUNDI MSCI EUROPE SCREENED		22.858	0,0021%	F
AMUNDI MSCI EUROPE SRI CLIM PARIS ALIGN		261.577	0,0245%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED		243	0,0000%	F
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF		3.448	0,0003%	F
AMUNDI MSCI WORLD CLIMATE TRANSITION		1.165	0,0001%	F
AMUNDI MSCI WORLD EX USA SCREE		107	0,0000%	F
AMUNDI MSCI WORLD SRI CLIMAT PARIS ALIGN		55.602	0,0052%	F
AMUNDI PRIME EUROPE		17.054	0,0016%	F
AMUNDI PRIME EUROZONE		58.391	0,0055%	F
AMUNDI PROGETTO FUTURO PIR		12.459	0,0012%	F
AMUNDI SGR SPA / AMUNDI RISPAR MIO ITALIA		37.703	0,0035%	F
AMUNDI STOXX EUROPE 600		655.303	0,0613%	F
AMUNDI STOXX EUROPE 600 ESG		67.954	0,0064%	F
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		14.849	0,0014%	F
AMUNDIT ETF ICAV - AMUNDI MSCI ACWI SRI CLIMATE PARIS ALIGNED UCITS ETF		6.105	0,0006%	F
AP ACTIONS 1 EURO		19.231	0,0018%	F
API RETRAITE DIVERSIFIE		14.000	0,0013%	F
APPLE 401(K) PLAN		2.285	0,0002%	F
APPLIED FINANCE IVS INT LG ETF		609	0,0001%	F
ARAMCO ASIA SINGAPORE PTE. LTD		718	0,0001%	F
ARKEA EXCLUSIVE PREMIUM MAY 2023		904.687	0,0846%	F
ARKWRIGHT, LLC		1.611	0,0002%	F
ARTEMIS FUNDS (LUX).		35.082	0,0033%	F
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		1.396.028	0,1305%	F
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		752.975	0,0704%	F
ARTEMIS SMARTGARP UK EQUITY FUND		467.163	0,0437%	F
ASIAN DEVELOPMENT BANK		30.117	0,0028%	F
ASSURDIX		36.946	0,0035%	F
ATCP-UI-FONDS		1.693	0,0002%	F
ATLAS MACRO MASTER FUND LIMITED		3.554	0,0003%	F
ATOUT EUROLAND CORE		77.963	0,0073%	F
ATOUT EUROPE CORE		20.734	0,0019%	F
ATOUT EUROPE HAUT RENDEMENT		23.022	0,0022%	F
AURION GLOBAL EQUITY FUND		1.588	0,0001%	F
AUSTRALIAN RETIREMENT TRUST		167.220	0,0156%	F
AUSTRALIANSUPER		143.481	0,0134%	F
AUTORIDADE MONETARIA DE MACAU		74.189	0,0069%	F
AVIP BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		7.274	0,0007%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND		1.697	0,0002%	F
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND		1	0,0000%	F
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND		584	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI DISTRIBUTION LIFE FUND		1.271	0,0001%	F
AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND		2.613	0,0002%	F
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,0007%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND		1.930	0,0002%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND		32.528	0,0030%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		553	0,0001%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND		56.681	0,0053%	F
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND		23.719	0,0022%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND		554	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		95	0,0000%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		1.247	0,0001%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		2.957	0,0003%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		2.436	0,0002%	F
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,0001%	F
AVIVA INVESTORS UK FUND SERVICES LIMITED		43.143	0,0040%	F
AVIVA LIFE & PENSIONS IRELAND DAC		19.930	0,0019%	F
AVIVA LIFE & PENSIONS UK LIMITED		57.104	0,0053%	F
AVIVA LIFE AND PENSIONS UK LIMITED		3.563	0,0003%	F
AWARE SUPER		667.253	0,0624%	F
AZL INTERNATIONAL INDEX FUND		25.204	0,0024%	F
BAILLIE GIFFORD GLOBAL ALPHA EQUITIES FUND		139.225	0,0130%	F
BAILLIE GIFFORD GLOBAL ALPHA GROWTH FUND		629.582	0,0589%	F
BAILLIE GIFFORD GLOBAL ALPHA PARIS-ALIGNED FUND		106.098	0,0099%	F
BAILLIE GIFFORD INTERNATIONAL FUND A SUB FUND OF THE BAILLIE GIFFORD UK AND BALANCED FUNDS ICVC		389.057	0,0364%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC - BG WORLDWIDE GLOBAL ALPHA FUND		298.741	0,0279%	F
BAILLIE GIFFORD WORLDWIDE FUNDS PLC-BG WORLDWIDE RESP GL ALPHA PARIS-ALIGNED FD		137.392	0,0128%	F
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		35.475	0,0033%	F
BANK OF KOREA		23.030	0,0022%	F
BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS		3.225	0,0003%	F
BAYERNINVEST KVG MBH BAYERN-INVEST BT-1-FONDS		185.000	0,0173%	F
BAYERNINVEST KVG MBH BAYERNINVEST BWA 2-FONDS		26.649	0,0025%	F
BAYERNINVEST KVG MBH BG BAU ALTERSR. MA COMMERZBANK		15.049	0,0014%	F
BAYERNINVEST KVG MBH STRATEGIC CORE EQUITY I		17.273	0,0016%	F
BAYERNINVEST KVG MBH VK EUROPA AKTIEN		42.485	0,0040%	F
BAYERNINVEST PAE-FONDS		22.677	0,0021%	F
BCV ENHANCED EUROPE EQUITY ESG		3.152	0,0003%	F
BEAR CREEK INVESTMENT LLC		6.473	0,0006%	F
BEAT DRUGS FUND ASSOCIATION		582	0,0001%	F
BEL EQUITY EUROPE		101.625	0,0095%	F
BETASHARES GLOBAL SHARES ETF		18.969	0,0018%	F
BFT PARTNERS VIA EQUITY EUROPE		5.086	0,0005%	F
BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS		48.273	0,0045%	F
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		14.281	0,0013%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1		9.451	0,0009%	F
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		428.239	0,0400%	F
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		12.943	0,0012%	F
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		20.411	0,0019%	F
BLACKROCK COMMON CONTRACTUAL FUNDS		39.533	0,0037%	F
BLACKROCK FUND MANAGERS LTD		396.725	0,0371%	F
BLACKROCK GLOBAL INDEX FUNDS		47.900	0,0045%	F
BLACKROCK INDEX SELECTION FUND		375.054	0,0351%	F
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		52.232	0,0049%	F
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		3.249.956	0,3038%	F
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		6.955	0,0007%	F
BLACKROCK LIFE LIMITED		11.313	0,0011%	F
BLACKROCK LIFE LTD		60.711	0,0057%	F
BLACKROCK SOLUTIONS FUNDS ICAV		16.091	0,0015%	F
BLACKROCK UCITS CCF		37.031	0,0035%	F
BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE		130.172	0,0122%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND		6.807	0,0006%	F
BNY MELLON INTERNATIONAL EQUITY ETF		19.158	0,0018%	F
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		26.463	0,0025%	F
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		8.805	0,0008%	F
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		6.534	0,0006%	F
BONITAS POOLED INVESTMENT FUND SERIES - DYNAMIC EUROPEAN EQUITY FUND		18.790	0,0018%	F
BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND		6.196	0,0006%	F
BRIDGE BUILDER INTERNATIONAL E		27.353	0,0026%	F
BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO		3.820	0,0004%	F
BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD		5.636	0,0005%	F
BUMA-UNIVERSAL-FONDS I		3.913	0,0004%	F
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		11.874	0,0011%	F
CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STAATSPERSONALS		1.482	0,0001%	F
CAISSE DE RETRAITE D'HYDRO-QUEBEC		1	0,0000%	F
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		771.156	0,0721%	F
CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD		1.322	0,0001%	F
CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND		497	0,0000%	F
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,0000%	F
CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET		4.939	0,0005%	F
CAPULA TAIL RISK MASTER FUND LIMITED		3.414	0,0003%	F
CARDANO COMMON CONTRACTUAL FUND		4.523	0,0004%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		79.681	0,0074%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)		2.808	0,0003%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,0025%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,0006%	F
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)		2.490	0,0002%	F
CARESUPER		54.439	0,0051%	F
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	42,7319%	F
CASSA NAZIONALE DI PREVIDENZA E ASSISTENZA FORENSE	80027390584	22.155.000	2,0710%	F
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.063	0,0003%	F
CENTRAL PROVIDENT FUND BOARD		1.019	0,0001%	F
CHARLES C. GATES TRUST OF 6/30/1941		3.478	0,0003%	F
CHINA LIFE INSURANCE COMPANY LIMITED		326	0,0000%	F
CHORELIA N 11		200.840	0,0188%	F
CHORELIA N 3		141.131	0,0132%	F
CHORELIA N 7		179.128	0,0167%	F
CHORELIA N 9		203.554	0,0190%	F
CIBC PENSION PLAN		17.060	0,0016%	F
CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE		40.166	0,0038%	F
CIN BELGIUM LIMITED		17	0,0000%	F
CITITRUST LIMITED		6.213	0,0006%	F
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		6.806	0,0006%	F
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		52.397	0,0049%	F
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,0017%	F
CNBF RB OSTRUM ACTION EURO		35.917	0,0034%	F
CNBF RC OSTRUM ACTION EURO		71.936	0,0067%	F
CNTRL PNSON FND INTRNTNL UNION		34.459	0,0032%	F
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		238.698	0,0223%	F
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		558	0,0001%	F
COMMONWEALTH OF PA - TREASURY		6.233	0,0006%	F
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM		69.305	0,0065%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM		2.089	0,0002%	F
COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT		4.878	0,0005%	F
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		121.689	0,0114%	F
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.759	0,0007%	F
CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		10.092	0,0009%	F
CORALIUM PEA SANTE RESERVE		109.895	0,0103%	F
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY		15.789	0,0015%	F
CPR ACTIONS EURO PREMIUM SELECT		427	0,0000%	F
CPR ACTIONS EURO RESPONSABLE		120.496	0,0113%	F
CPR EUROPE ESG POCHE COR		13.208	0,0012%	F
CRN AMUNDI ACTIONS		161.464	0,0151%	F
CSAA INSURANCE EXCHANGE		1.740	0,0002%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		25.490	0,0024%	F
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975		3.627	0,0003%	F
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		6.337	0,0006%	F
DC-AKTIEN-FONDS		1.741	0,0002%	F
DESTINATIONS INTERNATIONAL EQU		7.256	0,0007%	F
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,0001%	F
DPCTA-MASTERFONDS		15.139	0,0014%	F
DYNAMIC PROFILE FINECO AM FUND I		5.582	0,0005%	F
DYNAMIC PROFILE FINECO AM FUND V		113.230	0,0106%	F
DYNAMIC PROFILE FINECO AM FUND VI		91.818	0,0086%	F
DYNAMIC PROFILE FINECO AM FUND VII		109.959	0,0103%	F
EDF RETRAITE LONG TERME INDICIELLE		13.858	0,0013%	F
EMBO-FONDS		11.075	0,0010%	F
EMERGENCY SERVICES SUPERANNUATION SCHEME		3.434	0,0003%	F
EMPOWER ANNUITY INSURANCE COMPANY		16.809	0,0016%	F
ENPAM		200.000	0,0187%	F
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		11.738.658	1,0973%	F
ENVIRONMENT FUND		3.506	0,0003%	F
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		855	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		1.370	0,0001%	F
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		3.818	0,0004%	F
EQUIPSUPER		57.778	0,0054%	F
ERI BAYERNINVEST FONDS AKTIEN EUROPA		10.448	0,0010%	F
EVERGREEN SUSTAINABLE WORLD STOCKS		9.000	0,0008%	F
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES		1.072	0,0001%	F
FAMILY INVESTMENTS CHILD TRUST FUND		7.175	0,0007%	F
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		8.919	0,0008%	F
FCP SODIUM I		25.274	0,0024%	F
FGV ACTIONS EUROPE LM A		16.762	0,0016%	F
FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND		1.682.067	0,1572%	F
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		16.436	0,0015%	F
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		126.654	0,0118%	F
FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF		42.356	0,0040%	F
FIDELITY FUNDS - ITALY POOL		647.908	0,0606%	F
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		3.004	0,0003%	F
FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND		41.087	0,0038%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		56.240	0,0053%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND		3.082	0,0003%	F
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		103.377	0,0097%	F
FIDELITY SAI INTERNATIONAL INDEX FUND		185.036	0,0173%	F
FIDELITY SALEM STREET TRUST FIDELITY FLEX INTERNATIONAL FOCUSED INDEX FUND		5.092	0,0005%	F
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		47.903	0,0045%	F
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		230.553	0,0216%	F
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA		18.759	0,0018%	F
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL MOMENTUM INDEX FUND		106.973	0,0100%	F
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.		804.742	0,0752%	F
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		242.870	0,0227%	F
FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF		43.412	0,0041%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		8.200	0,0008%	F
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		16.176	0,0015%	F
FLOURISH INVESTMENT CORPORATION		14.574	0,0014%	F
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,0016%	F
FONDAZIONE CASSA DI RISPARMIO DI CUNEO	96031120049	1.133.000	0,1059%	F
FONDAZIONE CASSA DI RISPARMIO DI FIRENZE	00524310489	1.000.000	0,0935%	F
FONDAZIONE CASSA DI RISPARMIO DI PADOVA E ROVIGO	92057140284	500.000	0,0467%	F
FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA	00499230373	1.702.438	0,1591%	F
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		21	0,0000%	F
FONDS DE RESERVE POUR LES RETRAITES		47.364	0,0044%	F
FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.)		22.930	0,0021%	F
FONDS FUER STIFTUNGEN INVESCO		9.232	0,0009%	F
FOOLIQ EHF		881	0,0001%	F
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		1.145	0,0001%	F
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,0001%	F
FOREIGN STOCK INDEX MOTHER FUND		32.631	0,0031%	F
FOVERUKA PENSION UNIVERSAL		7.109	0,0007%	F
FUNDO DE PENSOES .		5.355	0,0005%	F
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,0011%	F
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		46.196	0,0043%	F
GENERALI AKTIVMIX DYNAMIK PROTECT 80		2.925	0,0003%	F
GENERALI FUTURE LEADERS ITALIA		23.900	0,0022%	F
GENERALI INVESTMENTS SICAV		32.843	0,0031%	F
GENERALI ITALIA SPA		120.500	0,0113%	F
GENERATION LIFE LIMITED		2.122	0,0002%	F
GEORGIA TECH FOUNDATION, INC		46.499	0,0043%	F
GERANA SICAV-SIF, S.A.		8.456	0,0008%	F
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		1.942	0,0002%	F
GLOBAL MULTI FACTOR EQUITY FUND		26.510	0,0025%	F
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P		2.677	0,0003%	F
GLOBAL RESEARCH EQUITY-EXTENDED MASTER FUND (CAYMAN)		2.677	0,0003%	F
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		33.639	0,0031%	F
GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF		1.127	0,0001%	F
GOLDMAN SACHS FUNDS II		50.234	0,0047%	F
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.		60.484	0,0057%	F
GOVERNMENT PENSION INVESTMENT FUND		712.025	0,0666%	F
HASE EUROPA		35.000	0,0033%	F
HC RENTE		1.812	0,0002%	F
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		64.697	0,0060%	F
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		25.248	0,0024%	F
HOSTPLUS POOLED SUPERANNUATION TRUST		5.784	0,0005%	F
HP+P STIFTUNGSFONDS		15.900	0,0015%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		5.546	0,0005%	F
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND		2.736	0,0003%	F
HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND		130.766	0,0122%	F
IBM 401(K) PLUS PLAN TRUST		34.061	0,0032%	F
IC EUROPE EQUITY ESG INDEX FUND		1.996	0,0002%	F
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		828.738	0,0775%	F
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC		16.749	0,0016%	F
ING DIRECT SICAV		20.363	0,0019%	F
INSPIRE INTERNATIONAL ETF		100.681	0,0094%	F
INSTITUTIONAL RETIREMENT TRUST		4.051	0,0004%	F
INTERNATIONAL EQUITIES B UNIT TRUST		3.407	0,0003%	F
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		483	0,0000%	F
INTERNATIONAL EQUITIES SECTOR TRUST		1.018	0,0001%	F
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		3.285	0,0003%	F
INTERNATIONAL MONETARY FUND		30.572	0,0029%	F
INVESCO ADVANTAGE INTERNATIONALFUND		1.119	0,0001%	F
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		90.987	0,0085%	F
INVESCO FUND MANAGERS LIMITED		64.467	0,0060%	F
INVESCO FUNDS		553.776	0,0518%	F
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		9.479	0,0009%	F
INVESCO GLOBAL EQUITY NET ZERO ETF		9.786	0,0009%	F
INVESCO MARKETS II PLC		61.100	0,0057%	F
INVESCO MARKETS II PUBLIC LIMITED COMPANY		64.822	0,0061%	F
INVESCO MARKETS III PLC		821	0,0001%	F
INVESCO MSCI EAFE INCOME ADVANTAGE ETF		7.283	0,0007%	F
INVESCO POOLED INVESTMENT FUND - EUROPE FUND		13.069	0,0012%	F
INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES		56.341	0,0053%	F
INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF		3.334	0,0003%	F
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF		4.640	0,0004%	F
INVESCO S&P INTERNATIONAL DEVELOPED ESG INDEX ETF		425	0,0000%	F
INVESCO SANDP INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		77.269	0,0072%	F
INVESCO SANDP INTERNATIONAL DEVELOPED MOMENTUM ETF		116.645	0,0109%	F
IP ACTIONS EURO		12.402	0,0012%	F
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,0001%	F
ISHARES CORE MSCI EAFE ETF		3.285.519	0,3071%	F
ISHARES CORE MSCI EAFE IMI INDEX ETF		287.905	0,0269%	F
ISHARES CORE MSCI EUROPE ETF		241.120	0,0225%	F
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF		513.697	0,0480%	F
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		633.876	0,0593%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		7.818	0,0007%	F
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		12.443	0,0012%	F
ISHARES ESG ADVANCED MSCI EAFE ETF		41.427	0,0039%	F
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		11.000	0,0010%	F
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		893.524	0,0835%	F
ISHARES EURO STOXX UCITS ETF (DE)		191.039	0,0179%	F
ISHARES EUROPE ETF		82.745	0,0077%	F
ISHARES GLOBAL EQUITY FACTOR ETF		6.543	0,0006%	F
ISHARES GLOBAL FINANCIALS ETF		17.290	0,0016%	F
ISHARES II PUBLIC LIMITED COMPANY		1.129.456	0,1056%	F
ISHARES III PUBLIC LIMITED COMPANY		1.495.029	0,1398%	F
ISHARES INTERNATIONAL DIVIDEND GROWTH ETF		129.228	0,0121%	F
ISHARES INTERNATIONAL EQUITY FACTOR ETF		188.347	0,0176%	F
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		3.490	0,0003%	F
ISHARES IV PUBLIC LIMITED COMPANY		1.280.236	0,1197%	F
ISHARES MSCI ACWI ETF		117.036	0,0109%	F
ISHARES MSCI ACWI EX U.S. ETF		141.150	0,0132%	F
ISHARES MSCI ACWI LOW CARBON TARGET ETF		32.841	0,0031%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ISHARES MSCI EAFE ETF		1.580.267	0,1477%	F
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		283.824	0,0265%	F
ISHARES MSCI EAFE MIN VOL FACTOR ETF		1.497.432	0,1400%	F
ISHARES MSCI EAFE VALUE ETF		1.206.247	0,1128%	F
ISHARES MSCI EUROPE FINANCIALS ETF		496.270	0,0464%	F
ISHARES MSCI EUROPE IMI INDEX ETF		13.658	0,0013%	F
ISHARES MSCI EUROZONE ETF		575.583	0,0538%	F
ISHARES MSCI INTL MOMENTUM FACTOR ETF		214.784	0,0201%	F
ISHARES MSCI ITALY ETF		515.503	0,0482%	F
ISHARES MSCI KOKUSAI ETF		1.530	0,0001%	F
ISHARES MSCI WORLD ETF		45.986	0,0043%	F
ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF		331	0,0000%	F
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		10.831	0,0010%	F
ISHARES PUBLIC LIMITED COMPANY		2.048.803	0,1915%	F
ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE		88.189	0,0082%	F
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		354.574	0,0331%	F
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		167.591	0,0157%	F
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		1.285.371	0,1202%	F
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.174.506	0,2033%	F
ISHARES V PUBLIC LIMITED COMPANY		371.901	0,0348%	F
ISHARES VI PUBLIC LIMITED COMPANY		745.763	0,0697%	F
ISHARES VII PUBLIC LIMITED COMPANY		919.469	0,0859%	F
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		56.745	0,0053%	F
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,0002%	F
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		2.611	0,0002%	F
J & J PENSION FUND OFP		114.623	0,0107%	F
JNL/JPMORGAN GLOBAL ALLOCATION FUND		1.826	0,0002%	F
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		16.613	0,0016%	F
JOHNSON & JOHNSON UK GROUP RETIREMENT PLAN		10.973	0,0010%	F
JPM MULTI INCOME FUND		21.955	0,0021%	F
JPMORGAN BETABUILDERS EUROPE ETF		146.125	0,0137%	F
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		43.417	0,0041%	F
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		5.137	0,0005%	F
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		15.715	0,0015%	F
JPMORGAN EUROPE STRATEGIC DIVIDEND FUND		4.326	0,0004%	F
JPMORGAN FLEXIBLE INCOME ETF		253	0,0000%	F
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		2.739	0,0003%	F
JPMORGAN FUNDS		283.372	0,0265%	F
JPMORGAN GLOBAL ALLOCATION FUND		554	0,0001%	F
JPMORGAN INCOME BUILDER FUND		6.846	0,0006%	F
JPMORGAN INVESTMENT FUNDS		334.404	0,0313%	F
JPMORGAN MULTI BALANCED FUND		1.680	0,0002%	F
KAISER FOUNDATION HOSPITALS		3.693	0,0003%	F
KAISER PERMANENTE GROUP TRUST		4.379	0,0004%	F
KBI FUNDS ICAV		32.723	0,0031%	F
KBI GLOBAL INVESTMENT FUND		18.268	0,0017%	F
KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1		7.286	0,0007%	F
KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR		4.585	0,0004%	F
KOKUSAI EQUITY INDEX FUND, A S		8.501	0,0008%	F
KUMPULAN WANG PERSARAAN (DIPERBADANKAN		4.902	0,0005%	F
KUTXABANK GESTION SGIIC, S.A.		233.308	0,0218%	F
KUTXABANK PENSIONES, S.A., SGFP		89.110	0,0083%	F
LAWRENCE LIVERMORE NATIONAL SECURITY, LLC AND TRIAD NATIONAL SECURITY, LLC DEFINED BENEFIT PENSION PLAN GROUP TRUST		4.766	0,0004%	F
LBBW AM INVESTMENTGES. MBH LBB W AM-MONACO		6.250	0,0006%	F
LBBW AM INVESTMENTGES. MBH LBBW AM-RENDITEF.NR.1 BANTLEO		6.339	0,0006%	F
LBBW AM-ALME INVEST		34.000	0,0032%	F
LBBW AM-CESRA5PLUS		10.000	0,0009%	F
LBBW AM-MASTER SUEDPFALZ		37.100	0,0035%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LBBW ASSET MANAGEMENT INVESTMENTGESELLSCHAFT MBH		261.576	0,0245%	F
LBBW GLOBAL DIVIDEND		120.000	0,0112%	F
LBBW ZYKLUS STRATEGIE		14.000	0,0013%	F
LCL ACTIONS EURO CORE		76.726	0,0072%	F
LCL ACTIONS MONDE HORS EUROPE EUR		39.291	0,0037%	F
LFM ACTIONS MONDE VOLATILITE CONTROLEE		89.564	0,0084%	F
LGT SLC EQUITY OPT POOL SSGA		14.403	0,0013%	F
LOB HOLDING SRL		2.500	0,0002%	F
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		14.184	0,0013%	F
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		9.424	0,0009%	F
LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS(		26.063	0,0024%	F
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		404.382	0,0378%	F
LUX IM GLOBAL EQUITY VALUE		39.388	0,0037%	F
LVIP SSGA INTERNATIONAL INDEX FUND		58.233	0,0054%	F
MACK EAFE EQUITY POOL		10.445	0,0010%	F
MACKENZIE EUROPEAN SMALL-MID CAP FUND		79.427	0,0074%	F
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		22.986	0,0021%	F
MAM EUROPA GROWTH		17.000	0,0016%	F
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		3.898	0,0004%	F
MAN NUMERIC CITY LIMITS FUND LLC C/O NUMERIC INVESTORS LLC		4.295	0,0004%	F
MAN NUMERIC INTERNATIONAL ALPHA (US) LP		2.105	0,0002%	F
MANAGED PENSION FUNDS LIMITED		54.898	0,0051%	F
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.129	0,0001%	F
MARGETTS FUND MANAGEMENT LTD		81.326	0,0076%	F
MARSHALL WACE INV STRATEGIES-TOPS INTERNATIONAL EQUITIES FD C/O MARSHALL WACE LLP ACTING AS ALTERNATIVE INVESTMENT FUND		29.715	0,0028%	F
MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP		226.716	0,0212%	F
MARSHALL WACE INVESTMENT STRATEGIES - TOPS FUND C/O MARSHALL WACE LLP		192.528	0,0180%	F
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND C/O MARSHALL WACE LLP ACTING AS INVESTMENT MANAGER		109.829	0,0103%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND		29.084	0,0027%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP		24.353	0,0023%	F
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE LLP ACTING AS IA		58.915	0,0055%	F
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,0002%	F
MATB MSCI KOKUSAI INDEX MOTHER FUND		9.716	0,0009%	F
MBB PUBLIC MARKETS I LLC		24.258	0,0023%	F
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		1.625	0,0002%	F
MEDIOLANUM FLESSIBILE FUTURO ITALIA		1.244.177	0,1163%	F
MEDIOLANUM FLESSIBILE SVILUPPO ITALIA		182.000	0,0170%	F
MERCER OSS TRUST		1.033	0,0001%	F
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,0012%	F
MERCER UCITS COMMON CONTRACTUALFUND		105.413	0,0099%	F
MERCER UNHEDGED OVERSEAS SHARES TRUST		18.341	0,0017%	F
MERISTEM GLOBAL EQUITY FUND LLC		16.107	0,0015%	F
METIS EQUITY TRUST		5.982	0,0006%	F
MGI FUNDS PLC		78.022	0,0073%	F
MGTS AFH DA FUND		68.320	0,0064%	F
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		23.602	0,0022%	F
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	35,7201%	F
MISSOURI EDUCATION PENSION TRUST		42.322	0,0040%	F
MONUTA VERZEKERINGEN		9.132	0,0009%	F
MORGAN STANLEY PATHWAY FUNDS		11.721	0,0011%	F
MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		1.144	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,0009%	F
MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		84.086	0,0079%	F
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		151.134	0,0141%	F
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		12.752	0,0012%	F
MT TOTAL RETURN FUND		68.990	0,0064%	F
MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND		1.887	0,0002%	F
MULTI UNITS FRANCE - AMUNDI FT		474.258	0,0443%	F
MULTI UNITS FRANCE - AMUNDI MS		23.152	0,0022%	F
MULTI UNITS LUX AMUNDI EUROPE		86.490	0,0081%	F
MULTI UNITS LUX AMUNDI EUROPEA		414	0,0000%	F
MULTI UNITS LUX AMUNDI MSCI		1.741	0,0002%	F
MULTI UNITS LUX AMUNDI MSCI EM		32.824	0,0031%	F
MULTI UNITS LUX AMUNDI S P		257.307	0,0241%	F
MULTI UNITS LUXEMBOURG - AMUND		74.366	0,0070%	F
MWIS - TOPS FUND - NON FLIP		36.827	0,0034%	F
MWIS TOPS WORLD EQUITIES AC		13.010	0,0012%	F
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,0012%	F
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		7.973	0,0007%	F
NATIONWIDE INTERNATIONAL INDEX FUND		18.420	0,0017%	F
NATIXIS AM FUNDS		40.116	0,0037%	F
NATIXIS IRCEM RETRAITE FCP		17.990	0,0017%	F
NATWEST ST JAMES S PLACE GLOBALQUALITY UNIT TRUST		8.569	0,0008%	F
NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST		11.269	0,0011%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE GLOBAL GROWTH UN		7.090	0,0007%	F
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		14.354	0,0013%	F
NBIMC EAFE EQUITY INDEX FUND.		1	0,0000%	F
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		8.407	0,0008%	F
NEF RISPARMIO ITALIA		10	0,0000%	F
NEUALT LLC		22.800	0,0021%	F
NEUBERGER BERMAN ETF TRUST - NEUBERGER INTERNATIONAL CORE EQUITY ETF		24.771	0,0023%	F
NEW AIRWAYS PENSION SCHEME		2.654	0,0002%	F
NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST		2.129	0,0002%	F
NFS LIMITED		5.026	0,0005%	F
NGEE ANN POLYTECHNIC		6.607	0,0006%	F
NOLA GUIDO		40.000	0,0037%	F
NORDEA STABLE PERFORMANCE FAM		2.740	0,0003%	F
NORGES BANK		9.916.178	0,9269%	F
NORTHERN LIGHTS FUND TRUST IV		14.419	0,0013%	F
NOW PENSIONS TRUST		34.471	0,0032%	F
NVIT INTERNATIONAL INDEX FUND		1	0,0000%	F
NZAM EURO STOXX PARIS-ALIGNED		357	0,0000%	F
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL		36.828	0,0034%	F
OPENWORLD PUBLIC LIMITED COMPANY		703	0,0001%	F
ORKNEY ISLANDS COUNCIL PENSION FUND		120.110	0,0112%	F
PACER TRENDPILOT INTERNATIONAL ETF		3.687	0,0003%	F
PARMA PEA NOVEMBRE 2025		15.121	0,0014%	F
PASSIVE GLOBAL SHARE TRUST		8.834	0,0008%	F
PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST		114	0,0000%	F
PEGASUS-UI-FONDS		36.777	0,0034%	F
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.159	0,0002%	F
PEOPLE'S BANK OF CHINA		157.209	0,0147%	F
PEPCO HOLDINGS INC. VEBA TRUST		839	0,0001%	F
PERPETUAL GLOBAL ALLOCATION ALPHA FUND		5.413	0,0005%	F
PERTUBUHAN KESELAMATAN SOSIAL		22.849	0,0021%	F
PFA PENSION FORSIKRINGSAKTIESELSKAB		23.014	0,0022%	F
PFIZER INC. MASTER TRUST		1.127	0,0001%	F
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.067	0,0001%	F
PHILIP VERONICA A KOVACH JT TEN/WROS 2934		19	0,0000%	F
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,0006%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
POOL PARSUMO CAPITAL AG AKTIEN WELT		7.500	0,0007%	F
POOL SWISS ROCK AKTIEN GLB		3.361	0,0003%	F
PRIME SUPER PTY LTD		4.376	0,0004%	F
PRUDENTIAL HONG KONG LIMITED		3.710	0,0003%	F
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		7.922	0,0007%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		80.434	0,0075%	F
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		31.087	0,0029%	F
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		107.804	0,0101%	F
PURPOSE FUND CORP		1.103	0,0001%	F
QIC INTERNATIONAL EQUITIES FUND.		2.128	0,0002%	F
QUALITY EDUCATION FUND		849	0,0001%	F
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,0808%	F
RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST		26.242	0,0025%	F
RBC INDIGO INTERNATIONAL EQUITYINDEX FUND		1.177	0,0001%	F
REGIME DE RETRAITE DU PERSONNEL CPE		130.522	0,0122%	F
RETAIL EMPLOYEES SUPERANNUATIONTRUST		58.085	0,0054%	F
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		340.357	0,0318%	F
RLA GLOBAL SHARE FUND		5.627	0,0005%	F
RLA INTERNATIONAL EQUITIES FUND		14.165	0,0013%	F
RLA NZ INTERNATIONAL EQUITIES FUND		5.818	0,0005%	F
ROBECO CAPITAL GROWTH FUNDS		41.344	0,0039%	F
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,0030%	F
ROBECO UCITS ICAV		3	0,0000%	F
ROBECO UMBRELLA FUND I N.V.		2.645	0,0002%	F
ROBIN 1-FONDS		79.144	0,0074%	F
ROPS EURO P		59.291	0,0055%	F
ROPS SMART INDEX EURO		32.638	0,0031%	F
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.306	0,0068%	F
ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT		730	0,0001%	F
RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES SMALL & MID CAP		33.033	0,0031%	F
RTX SAVINGS PLAN MASTER TRUST		143.034	0,0134%	F
RUGGERI FAUSTO		9	0,0000%	F
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		12.224	0,0011%	F
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.573	0,0008%	F
RUSSELL INVESTMENT COMPANY PLC		29.058	0,0027%	F
RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND		2.661	0,0002%	F
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND		7.081	0,0007%	F
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		7.497	0,0007%	F
RUSSELL INVESTMENTS INTERNATIONAL EQUITY POOL .		1.104	0,0001%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND		1.901	0,0002%	F
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.530	0,0004%	F
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.634	0,0003%	F
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		1.915	0,0002%	F
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND		3.836	0,0004%	F
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST		10.690	0,0010%	F
RUTGERS THE STATE UNIVERSITY		1.945	0,0002%	F
SAS TRUSTEE CORPORATION POOLED FUND		103.496	0,0097%	F
SBC MASTER PENSION TRUST		8.896	0,0008%	F
SCHRODER FORESTERS BALANCED FUND		19.150	0,0018%	F
SCHRODER GLOBAL CORE FUND		8.443	0,0008%	F
SCHRODER GLOBAL EQUITY ACTIVE UCITS ETF		22.839	0,0021%	F
SCHRODER GLOBAL EQUITY CUSTOM ACTIVE UCITS ETF		1.749	0,0002%	F
SCHRODER INSTITUTIONAL POOLED FUNDS		1.498	0,0001%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND		18.787	0,0018%	F
SCHRODER INTERNATIONAL SELECTION FUND		130.984	0,0122%	F
SCHRODER MANAGED BALANCED FUND		9.144	0,0009%	F
SCHRODER PENSION MANAGEMENT LIMITED		15.369	0,0014%	F
SCHRODER QEP GLOBAL CORE FUND		66.273	0,0062%	F
SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND		6.401	0,0006%	F
SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND		8.938	0,0008%	F
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		11.369	0,0011%	F
SCHRODERS CAPITAL SEMI-LIQUID		2.634	0,0002%	F
SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND		56.291	0,0053%	F
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		262.353	0,0245%	F
SCHWAB INTERNATIONAL EQUITY ETF		994.494	0,0930%	F
SCHWAB INTERNATIONAL INDEX FUND		297.131	0,0278%	F
SCOTIA GLOBAL GROWTH FUND		345.886	0,0323%	F
SCOTIA INTERNATIONAL EQUITY INDEX FUND		2.515	0,0002%	F
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		15.115	0,0014%	F
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		1.922	0,0002%	F
SEI GLOBAL MASTER FUND PLC		505.537	0,0473%	F
SEI GLOBAL MASTER FUND PLC THE		4.015	0,0004%	F
SEI INSTITUTIONAL INTERNATIONAL TRST INTERNATIONAL EQTY FND		144.785	0,0135%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND		6.025	0,0006%	F
SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND		200.946	0,0188%	F
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		26.894	0,0025%	F
SEI SELECT INTERNATIONAL EQUITY ETF		75.580	0,0071%	F
SELECTION EURO CLIMAT JANVIER 2025		63.635	0,0059%	F
SELECTION FRANCE SOCIAL JANVIER 2022		238.837	0,0223%	F
SELFFINANCING POSTSECONDARY EDUCATION FUND		592	0,0001%	F
SG ACTIONS INTERNATIONALES		21.225	0,0020%	F
SHELL CANADA 2007 PENSION PLAN		882	0,0001%	F
SIEMENS BALANCED		38.847	0,0036%	F
SIEMENS EMU EQUITIES		56.874	0,0053%	F
SIEMENS EUROINVEST AKTIEN		7.813	0,0007%	F
SIEMENS QUALITAET AND DIVIDENDE EUROPA		55.503	0,0052%	F
SIEMENS-FONDS SIEMENS-RENTE		37.809	0,0035%	F
SILVER AMUNDI EUROPE EQUITY CO		63.793	0,0060%	F
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		683.880	0,0639%	F
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		382.854	0,0358%	F
SMART WHOLESALE GLOBAL EQUITY ESG FUND		9.264	0,0009%	F
SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND		16.073	0,0015%	F
SMTB FOREI GN STOCK INDEX MOTHER FUND		506	0,0000%	F
SOCIAL PROTECTION FUND		24.338	0,0023%	F
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.371	0,0002%	F
SOGECAP ACTIONS - MID CAP		52.599	0,0049%	F
SOGECAP AP CLIMAT PAB		27.059	0,0025%	F
SP INTERNATIONAL SHARES TRUST		5.469	0,0005%	F
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		545.682	0,0510%	F
SPDR MSCI ACWI EXUS ETF		33.527	0,0031%	F
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		11.669	0,0011%	F
SPDR MSCI EAFE STRATEGICFACTORSETF		105.740	0,0099%	F
SPDR MSCI WORLD QUALITY MIX ETF		726	0,0001%	F
SPDR MSCI WORLD STRATEGICFACTORS ETF		577	0,0001%	F
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		587.211	0,0549%	F
SPDR PORTFOLIO EUROPE ETF		21.038	0,0020%	F
SPDR S&P WORLD EX AUSTRALIA CARBON AWARE ETF		2.182	0,0002%	F
SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND		47.101	0,0044%	F
SPW MANAGED ICVC - SPW TACTICALFUND 1		12.699	0,0012%	F
SPW MANAGED ICVC - SPW TACTICALFUND 2		5.145	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		32.155	0,0030%	F
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.442	0,0326%	F
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		2.667	0,0002%	F
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		70.375	0,0066%	F
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		155.976	0,0146%	F
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		1.344.462	0,1257%	F
STAR PASTEUR		17.656	0,0017%	F
STATE OF MINNESOTA		190.816	0,0178%	F
STATE STREET CCF		7.916	0,0007%	F
STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND		4.952	0,0005%	F
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		2.497	0,0002%	F
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		200.319	0,0187%	F
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		130.200	0,0122%	F
STATE STREET GLOBAL INDEX PLUS TRUST		1.554	0,0001%	F
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		89.864	0,0084%	F
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		4.706	0,0004%	F
STATE STREET IRELAND UNIT TRUST		13.838	0,0013%	F
STATE STREET TOTAL RETURN VIS FUND		2.624	0,0002%	F
STICHTING BELEGGINGEN MENZIS		1.912	0,0002%	F
STICHTING CZ FUND DEPOSITARY		15.021	0,0014%	F
STICHTING HEINEKEN PENSIOENFONDS.		14.109	0,0013%	F
STICHTING PENSIOENFONDS CAMPINA		6.180	0,0006%	F
STICHTING PENSIOENFONDS PROVISUM		2.224	0,0002%	F
STICHTING PENSIOENFONDS RAIL & OPENBAAR VERVOER		9.498	0,0009%	F
STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER		57.468	0,0054%	F
STICHTING PENSIOENFONDS VAN DE NEDERLANDSCHE BANK NV		171.972	0,0161%	F
STICHTING PHILIPS PENSIOENFONDS		8.317	0,0008%	F
STOKIC MARKO		20	0,0000%	F
STOLLER FOUNDATION		2.211	0,0002%	F
SUBSIDIZED SCHOOLS PROVIDENT FUND		5.219	0,0005%	F
SUN LIFE STATE STREET INTERNATIONALEQUITY INDEX FUND		6.485	0,0006%	F
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		14.542	0,0014%	F
SUSTAINABLE GS 1 TRUST		6.128	0,0006%	F
SWISS NATIONAL BANK		1.278.084	0,1195%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - A		35.429	0,0033%	F
SYNERGIE - ACTIONS EUROPE (EX-CH) - B		39.367	0,0037%	F
SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES		4.135	0,0004%	F
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.825	0,0005%	F
TANGERINE BALANCED GROWTH PORTFOLIO		6.756	0,0006%	F
TANGERINE BALANCED INCOME PORTFOLIO		545	0,0001%	F
TANGERINE BALANCED PORTFOLIO		4.579	0,0004%	F
TANGERINE EQUITY GROWTH PORTFOLIO		8.763	0,0008%	F
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		36.536	0,0034%	F
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		190.375	0,0178%	F
TEAM SUPERANNUATION FUND		20.347	0,0019%	F
TESCO PLC PENSION SCHEME		325	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORP		1	0,0000%	F
TEXAS PERMANENT SCHOOL FUND CORPORATION		1	0,0000%	F
THE ANNENBERG FOUNDATION.		5.501	0,0005%	F
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		175.923	0,0164%	F
THE CALIFORNIA WELLNESS FOUNDATION		3.507	0,0003%	F
THE CAPTIVE INVESTORS FUND		9.044	0,0008%	F
THE GOVERNING COUNCIL OF THE SALVATION ARMY IN		67.852	0,0063%	F
THE HEALTH FOUNDATION.		1.624	0,0002%	F
THE INCUBATION FUND LTD		114	0,0000%	F
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		5.439	0,0005%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142		26.168	0,0024%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151		20.761	0,0019%	F
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893		18.007	0,0017%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		279	0,0000%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,0002%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		6.790	0,0006%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		29.299	0,0027%	F
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)		38.165	0,0036%	F
THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR GIM MULTI ASSET MOTHER FUND		556	0,0001%	F
THE MONKS INVESTMENT TRUST PLC		1.057.071	0,0988%	F
THE MOTOROLA PENSION SCHEME.		3.992	0,0004%	F
THE NEMOURS FOUNDATION PENSION PLAN		305	0,0000%	F
THE PEOPLE'S PENSION SCHEME		20.841	0,0019%	F
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		13.809	0,0013%	F
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		13.982	0,0013%	F
THE SALVATION ARMY OFFICERS' RETIREMENT TRUST FUND		16.553	0,0015%	F
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		6.041	0,0006%	F
THE STANDARD BANK OF SOUTH AFRICA LTD		24.793	0,0023%	F
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		92.627	0,0087%	F
THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR		1.927	0,0002%	F
THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		45.929	0,0043%	F
THRIFT SAVINGS PLAN		1.363.835	0,1275%	F
TIMOTHY PLAN INTERNATIONAL ETF.		34.850	0,0033%	F
TOPS GLBL EQS LE FD NON FLIP		6.342	0,0006%	F
TOPS WLD EX-US FUND NON FLIP		142.372	0,0133%	F
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,0029%	F
TRANSAMERICA MSCI EAFE INDEX VP		2.795	0,0003%	F
TRATON-UI-DYNAMIK		13.772	0,0013%	F
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST		113.920	0,0106%	F
TSA EQUITY FUND #2		2.363	0,0002%	F
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,0002%	F
UAPF - INVESCO ACTIVE		66.768	0,0062%	F
UBS FUND MANAGEMENT (SWITZERLAND) AG.		84.357	0,0079%	F
UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEVMARK HEDGED		22.791	0,0021%	F
UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEVMARK		21.084	0,0020%	F
UI MAIN I UF BLACKROCK EUROPE		2.668	0,0002%	F
UI MAIN I UNIVERSAL FONDS UKA		5.447	0,0005%	F
UI MAIN VI UNIV FDS MSCI WORLD		900	0,0001%	F
UI SMART AND FAIR FONDS		11.060	0,0010%	F
UIFONDS AKTIEN EUROPE MVOLA PASSIVE		56.981	0,0053%	F
UI-FONDS BAV RBI AKTIEN		110.401	0,0103%	F
UI-FONDS RBSG		490	0,0000%	F
UNI OF EDINBURGH BG DEVEL WORLD EQ FD		52.861	0,0049%	F
UNICAJA ASSET MANAGEMENT, S.G.I.I.C., S.A.		60.803	0,0057%	F
UNICARE SAVINGS PLAN		17.267	0,0016%	F
UNISUPER		7.782	0,0007%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND		1.660	0,0002%	F
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		5.323	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH		295.856	0,0277%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		8.861	0,0008%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS		31.053	0,0029%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS		7.700	0,0007%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1		9.466	0,0009%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		11.926	0,0011%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS		14.292	0,0013%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN		198.958	0,0186%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF RANW-UNIVERSAL-FONDS V		50.407	0,0047%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		8.168	0,0008%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1		2.296	0,0002%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		5.138	0,0005%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,0001%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-NO-AKTIEN (490305)		62.510	0,0058%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP		58.338	0,0055%	F
UNIVERSAL-INVESTMENT-GESELLSCHAFT MIT BESCHRAENKTER HAFT		300.000	0,0280%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS		2.504	0,0002%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		1.500	0,0001%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKAAKTIENEUROPAESG		123.608	0,0116%	F
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		1.626	0,0002%	F
UTAH STATE RETIREMENT SYSTEMS		65.905	0,0062%	F
VAN VOORST TOT VOORST BEREND AM		25	0,0000%	F
VANECK ETFS N.V.		797.034	0,0745%	F
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		13.024	0,0012%	F
VANGUARD ACTIVE GLOBAL GROWTH FUND		19.483	0,0018%	F
VANGUARD DEVELOPED MARKETS INDEX FUND		4.415.187	0,4127%	F
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		9.071	0,0008%	F
VANGUARD ESG INTERNATIONAL STOCK ETF		90.709	0,0085%	F
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		158	0,0000%	F
VANGUARD EUROPEAN STOCK INDEX FUND		1.121.505	0,1048%	F
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		103.951	0,0097%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		5.526	0,0005%	F
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		2.750.170	0,2571%	F
VANGUARD FTSE ALL-WORLD EX-US INDEX FUND		1.049.141	0,0981%	F
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		116.292	0,0109%	F
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		13.618	0,0013%	F
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		48.377	0,0045%	F
VANGUARD FUNDS PUBLIC LIMITED COMPANY		635.741	0,0594%	F
VANGUARD GLOBAL EQUITY FUND		1.084.581	0,1014%	F
VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND		502.057	0,0469%	F
VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND		246	0,0000%	F
VANGUARD INTERNATIONAL SHARES INDEX FUND		1.983	0,0002%	F
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		136	0,0000%	F
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		377.916	0,0353%	F

Anagrafica	CF/PI	Azioni	% su votanti	Voto
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		12.803	0,0012%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF		8.979	0,0008%	F
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF		8.881	0,0008%	F
VANGUARD INVESTMENTS FUNDS ICVC VANGUARD GLOBAL EQUITY FUND		103.284	0,0097%	F
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		182.641	0,0171%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF		14.820	0,0014%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF		5.084	0,0005%	F
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF		37.815	0,0035%	F
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.635.864	0,6203%	F
VANGUARD TOTAL WORLD STOCK INDEX FUND		340.749	0,0319%	F
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		16.210	0,0015%	F
VENERABLE INTERNATIONAL INDEX FUND		20.812	0,0019%	F
VFMC INTERNATIONAL EQUITY TRUST1		7.263	0,0007%	F
VFMC INTERNATIONAL EQUITY TRUST2		13.578	0,0013%	F
VFMC LOW VOLATILITY EQUITY TRUST 1		15.162	0,0014%	F
VFMC LOW VOLATILITY EQUITY TRUST 2		31.556	0,0029%	F
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		26.610	0,0025%	F
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		41.817	0,0039%	F
VIRGINIA RETIREMENT SYSTEM		17.264	0,0016%	F
VOYA GLOBAL INCOME AND GROWTH FUND		44.515	0,0042%	F
VOYA INTERNATIONAL INDEX PORTFOLIO		12.810	0,0012%	F
VOYA MULTI-MANAGER INTERNATIONAL EQUITY FUND		1.397	0,0001%	F
VOYA VACS INDEX SERIES I PORTFOLIO		45.006	0,0042%	F
VR BANK KT EURO CONTROL		8.944	0,0008%	F
WASHINGTON STATE INVESTMENT BOARD		167.104	0,0156%	F
WHEELS COMMON INVESTMENT FUND		1.555	0,0001%	F
WINDWISE MSCI EAFE INDEX NON-LENDING		9.527	0,0009%	F
WISDOMTREE INTERNATIONAL AI ENHANCED VALUE FUND		20.509	0,0019%	F
WM POOL - EQUITIES TRUST NO. 38 - SCHRODER		4.637	0,0004%	F
WM POOL - EQUITIES TRUST NO. 74		7.856	0,0007%	F
WM POOL - EQUITIES TRUST NO. 75		98.076	0,0092%	F
WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED		390	0,0000%	F
WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF		131.645	0,0123%	F
WS WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS U		274.011	0,0256%	F
WSSP INTERNATIONAL EQUITIES TRUST		7.046	0,0007%	F
ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA		45.162	0,0042%	F
405 MSTV 1 LP - AQR- NON FLIP		8.478	0,0008%	C
405 MSTV I LP-TREASURY INTL		11.377	0,0011%	C
405 MSTV LP		11.377	0,0011%	C
801 INVESTMENTS LLC		4.605	0,0004%	C
AB SICAV III DYNAMIC ALL MARK		1.732	0,0002%	C
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		812	0,0001%	C
ABERDEEN GROUP CHARITABLE TRUST		665	0,0001%	C
ABN AMRO FGR		795	0,0001%	C
ABN AMRO FUNDS		19.347	0,0018%	C
ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND		1.793	0,0002%	C
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		48.551	0,0045%	C
ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND		7.507	0,0007%	C
ACCIDENT COMPENSATION CORPORATION		60.546	0,0057%	C
ACHMEA PENSIOEN- EN LEVENSVERZEKERINGEN N.V		81.990	0,0077%	C
ACHMEA REINSURANCE COMPANY N.V		8.775	0,0008%	C
ACHMEA SCHADEVERZEKERINGEN N.V		17.339	0,0016%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
ACHMEA VARIABLE SECURITIES HEALTH FUND		23.406	0,0022%	C
AEGON CUSTODY B.V.		67.584	0,0063%	C
AEGON CUSTODY B.V..		15.995	0,0015%	C
AFER DIVERSIFIE ISR		32.029	0,0030%	C
AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS		25.483	0,0024%	C
AIA GLOBAL MULTI-FACTOR EQUITY FUND		52.657	0,0049%	C
AIB GROUP IRISH PENSION SCHEME		4.213	0,0004%	C
AILIS SICAV		44.365	0,0041%	C
AIM EQUITY EUROPE		17.670	0,0017%	C
AL TST AL TRUST AKTIEN EUROPA		4.696	0,0004%	C
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		14.256	0,0013%	C
ALASKA COMMON TRUST FUND		17.333	0,0016%	C
ALASKA PERMANENT FUND CORPORATION		13.399	0,0013%	C
ALLIANZ GLOBAL INVESTORS FUND		176.184	0,0165%	C
ALLIANZ GLOBAL INVESTORS GMBH		365.380	0,0342%	C
ALLIANZ GLOBAL INVESTORS GMBH ALLIANZGI-FONDS BTH		9.351	0,0009%	C
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		2.111	0,0002%	C
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		9.274	0,0009%	C
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS SUEWE SEGMENT AKTIEN WELT 2		22.950	0,0021%	C
ALLIANZGI FONDS AFE		67.713	0,0063%	C
ALLIANZGI S AKTIEN		174.245	0,0163%	C
ALLIANZGI-FONDS DSPT		11.361	0,0011%	C
ALLIANZGI-FONDS TOSCA		2.755	0,0003%	C
ALLOCATION INVEST EQUITY CORE		68.897	0,0064%	C
ALUMBRA INNOVATIONS FOUNDATION		626	0,0001%	C
AMERICAN BUREAU OF SHIPPING		553	0,0001%	C
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		476.287	0,0445%	C
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		25.611	0,0024%	C
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF		62.182	0,0058%	C
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		16.043	0,0015%	C
AMERICAN CENTURY ICAV		7.148	0,0007%	C
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,0005%	C
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,0028%	C
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		2.563	0,0002%	C
AMSELECT - HSBC EURO EQUITY VALUE		352.533	0,0330%	C
ANDRA AP-FONDEN		211.303	0,0198%	C
APOLLO INFRASTRUCTURE 2027		14.453	0,0014%	C
AQR ABSOLUTE RETURN MASTER ACCOUNT L.P.- STOCK SELECTION		2.783	0,0003%	C
AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP		4	0,0000%	C
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		13.224	0,0012%	C
AQR FLEX 1 SERIES LLC - SERIES A15		3.554	0,0003%	C
AQR FLEX 1 SERIES LLC - SERIES A9		73.060	0,0068%	C
AQR FLEX 1 SERIES LLC SERIES A10		26.140	0,0024%	C
AQR FLEX 1 SERIES LLC- SERIES A13		3.198	0,0003%	C
AQR FLEX 1 SERIES LLC- SERIES A16		9.637	0,0009%	C
AQR FLEX 1 SERIES LLC(DASH)SERIES A24		1.038	0,0001%	C
AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND		24.946	0,0023%	C
AQR FUNDS - AQR MANAGED FUTURESSTRATEGY FUND		212.518	0,0199%	C
AQR FUNDS - AQR TREND TOTAL RETURN FUND		8.082	0,0008%	C
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,0021%	C
AQR FUNDS- AQR CVX FUSION FUND		1.619	0,0002%	C
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		342.461	0,0320%	C
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.848	0,0747%	C
AQR FUNDS- AQR LSE FUSION FUND		4.990	0,0005%	C
AQR FUNDS- AQR MS FUSION HV FUND		5.358	0,0005%	C
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		90.499	0,0085%	C
AQR FUNDSAQR MULTIASSET FUND		37.296	0,0035%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC		112.454	0,0105%	C
AQR INNOVATION FUND, L.P.		1.108	0,0001%	C
AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND		84.728	0,0079%	C
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		680	0,0001%	C
AQR TA DELPHI PLUS FUND LLC		4	0,0000%	C
AQR TA GLOBAL ALPHA FUND, NON FLIP		464.163	0,0434%	C
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		5.222	0,0005%	C
AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC		9.535	0,0009%	C
ARBEJDSMARKEDETS TILLAEGSPENSION		1.050.098	0,0982%	C
ARCA AZIONI ITALIA		537.376	0,0502%	C
ARCA BB		1.839	0,0002%	C
ARCA ECONOMIA REALE BILANCIATO ITALIA 55		37.014	0,0035%	C
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		6.172	0,0006%	C
ARERO - DER WELTFONDS - ESG		20.547	0,0019%	C
ARIZONA STATE RETIREMENT SYSTEM		196.900	0,0184%	C
ARRCO QUANT 1		110.306	0,0103%	C
ARRCO QUANT II		22.279	0,0021%	C
ARROWST CAP GL EQ AEF NON FLIP		23.112	0,0022%	C
ARROWST CAP NEWBURY NON FLIP		2.977	0,0003%	C
ARROWSTREET (CANADA) GLOBAL ACWI150 ALPHA EXTENSION FUND I		3.100	0,0003%	C
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		218.897	0,0205%	C
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		286.504	0,0268%	C
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		6.300	0,0006%	C
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P.		538	0,0001%	C
ARROWSTREET (DELAWARE) CUSTOM ALPHA EXTENSION FUND Q L.P.		14.809	0,0014%	C
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		1.586	0,0001%	C
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		300	0,0000%	C
ARROWSTREET CAPITAL NEWBURY FUND LIMITED.		137	0,0000%	C
ARROWSTREET COLLECTIVE INVESTMENT TRUST		290.985	0,0272%	C
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		18.443	0,0017%	C
ARROWSTREET GLOBAL EQUITY ACWI TRUST FUND		39.650	0,0037%	C
ARROWSTREET GLOBAL EQUITY FUND		1.122.195	0,1049%	C
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US TRUST FUND		60.203	0,0056%	C
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT		2.982	0,0003%	C
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		6.871	0,0006%	C
ARROWSTREET INTERNATIONAL EQUITY EAFE TRUST FUND		13.674	0,0013%	C
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		11.532	0,0011%	C
ARROWSTREET INVESTMENT TRUST - ARROWSTREET ACWI ALPHA EXT CO		154	0,0000%	C
ARROWSTREET US GROUP TRUST		121.867	0,0114%	C
AS (CA) GBL WLD AEF I NON FLIP		1.293	0,0001%	C
AS ACWI EX US AETF U NON FLIP		19.256	0,0018%	C
AS CAP GBL AC AEF CAY NON FLIP		69.019	0,0065%	C
AS DEV MARKET ALPHA EXT FD NON FLIP		1.864	0,0002%	C
AS INTL EQ EAFE AEF NON FLIP		8.872	0,0008%	C
ASCENSION ALPHA FUND LLC		12.128	0,0011%	C
ASIAN DEVELOPMENT BANK		2.332	0,0002%	C
ASR LEVENSVERZEKERING NV		31.534	0,0029%	C
ASR SCHADEVERZEKERING NV		10.953	0,0010%	C
ASSET MANAGEMENT EXCHANGE UCITS CCF ..		19.304	0,0018%	C
ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE		124.016	0,0116%	C
ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II		45.000	0,0042%	C
AUSTRALIAN CAPITAL TERRITORY		13.159	0,0012%	C
AVADIS FUND-AKTIEN WELT AST 2		16.642	0,0016%	C
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,0013%	C
AVALON PORTFOLIO II LLC		1.928	0,0002%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
AVANTIS CIBC INTERNATIONAL EQUITY ETF		1.061	0,0001%	C
AXA AA DIVERSIFIE INDICIEL 1		30.709	0,0029%	C
AXA ASSICURAZIONI SPA		16.000	0,0015%	C
AXA EURO DIVIDEND DBVL		50.938	0,0048%	C
AXA EURO DIVIDEND K		51.866	0,0048%	C
AXA IM EQUITY TRUST		185.942	0,0174%	C
AXA LEBEN AG		68.220	0,0064%	C
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO		21.000	0,0020%	C
AXA MPS PREVIDENZA PER TE - CRESCITA		180.532	0,0169%	C
AXA PEA REGULARITE		1.032.794	0,0965%	C
AXA SELECT MULTI ACTIONS		5.383	0,0005%	C
AXA VERSICHERUNGEN AG		146.532	0,0137%	C
AXA WORLD FUNDS SICAV		19.000	0,0018%	C
AZIMUT LIFE DAC		1.279	0,0001%	C
AZL DFA INTERNATIONAL CORE EQUITY FUND		2.895	0,0003%	C
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		19.541	0,0018%	C
BANK OF KOREA		84.629	0,0079%	C
BAYVK A4 FONDS		19.433	0,0018%	C
BERESFORD FUNDS ICAV		10.362	0,0010%	C
BERESFORD FUNDS ICAV.		382	0,0000%	C
BEST INVESTMENT CORPORATION		8.336	0,0008%	C
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,0003%	C
BLACKROCK - IG INTERNATIONAL EQUITY POOL		16.320	0,0015%	C
BLACKROCK ADVANTAGE INTERNATIONAL FUND OF BLACKROCK FUNDS		166.302	0,0155%	C
BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II		1.444	0,0001%	C
BLACKROCK FUNDS I ICAV		78.927	0,0074%	C
BLACKROCK GLOBAL FUNDS		20.456	0,0019%	C
BLACKROCK INTERNATIONAL ALPHA TILTS FUND		17.766	0,0017%	C
BLACKROCK LIFE LTD		7.468	0,0007%	C
BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II		7.385	0,0007%	C
BLACKROCK SOLUTIONS FUNDS ICAV		69.472	0,0065%	C
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		279	0,0000%	C
BMO DIVERSIFIED INCOME PORTFOLIO		14.504	0,0014%	C
BMO MSCI EAFE ESG LEADERS INDEXETF		3.574	0,0003%	C
BMO MSCI EAFE INDEX ETF		168.552	0,0158%	C
BMO MSCI EAFE SMALL-MID CAP INDEX ETF		184	0,0000%	C
BNP PARIBAS APOLLO GLOBAL WATER		35.147	0,0033%	C
BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE		237.664	0,0222%	C
BNP PARIBAS ATHENA PRESTIGE S&P 100		248.857	0,0233%	C
BNP PARIBAS DISRUPTIVE TECHNOLOGY CAPITAL GARANTI 2026		16.699	0,0016%	C
BNP PARIBAS EASY - ALPHA ENHANCED EUROPE		3.159	0,0003%	C
BNP PARIBAS EASY - DIVIDEND EUROPE		82.154	0,0077%	C
BNP PARIBAS EASY - ESG ENHANCED EUROPE		300	0,0000%	C
BNP PARIBAS EASY - EUR OVERNIGHT		40.300	0,0038%	C
BNP PARIBAS EASY - GROWTH EUROPE		98.206	0,0092%	C
BNP PARIBAS EASY - MSCI EMU		2.484	0,0002%	C
BNP PARIBAS EASY - MSCI EUROPE		3.000	0,0003%	C
BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF		1.780.768	0,1665%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF		246	0,0000%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD EQUAL WEIGHT SELECT UCITS ETF		2.368	0,0002%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF		6.261	0,0006%	C
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF		1.072	0,0001%	C
BNP PARIBAS EASY MSCI EMU MIN TE		140.598	0,0131%	C
BNP PARIBAS EASY MSCI EUROPE MIN TE		170.987	0,0160%	C
BNP PARIBAS EQUITY - FOCUS ITALIA		37.613	0,0035%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
BNP PARIBAS FUNDS - SEASONS		144.928	0,0135%	C
BOC-PRUDENTIAL EUROPEAN EQUITY FUND		6.000	0,0006%	C
BOC-PRUDENTIAL EUROPEAN INDEX FUND		44.593	0,0042%	C
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S		44.000	0,0041%	C
BRIDGE BUILDER TAX MANAGED INT		3.267	0,0003%	C
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.702	0,0028%	C
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		647	0,0001%	C
BRUCE POWER PENSION PLAN .		1.363	0,0001%	C
BUILDERS ASSET MANAGEMENT WATER LLC		19.011	0,0018%	C
BUILDERS VISION FOUNDATION		11.480	0,0011%	C
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		18.012	0,0017%	C
BUREAU OF PUBLIC SERVICE PENSION FUND		5.605	0,0005%	C
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC		589.360	0,0551%	C
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		794.316	0,0743%	C
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		7.279	0,0007%	C
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.252	0,0023%	C
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.916	0,0005%	C
CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND		1.357	0,0001%	C
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		25.001	0,0023%	C
CANDRIAM SUSTAINABLE EQUITY QUANT EUROPE		373.096	0,0349%	C
CATERPILLAR INC. MASTER RETIREMENT TRUST		3.379	0,0003%	C
CATERPILLAR INVESTMENT TRUST.		4.702	0,0004%	C
CAVEC LA FRANCAISE DIVERSIFIE		14.939	0,0014%	C
CBS INSURANCE COMPANY LIMITED		2.387	0,0002%	C
CDN ACWI ALPHA TILTS FUND		6.514	0,0006%	C
CENTRAL BANK OF IRELAND MSCI PAB		24.434	0,0023%	C
CERES FONDS D ACTIONS MONDE		5.492	0,0005%	C
CERVURITE INTERNATIONAL LLC		27.240	0,0025%	C
CFSIL RE CNEALTH GS FD 16		12.938	0,0012%	C
CFSIL-COMMONWLTH GBL SHARE FD 17		265.654	0,0248%	C
CG TPT AUTHORISED CONTRACTUAL SCHEME		3.624	0,0003%	C
CHCP GLOBAL SECURITIES LP		2.533	0,0002%	C
CHEVRON MASTER PENSION TRUST		2.773	0,0003%	C
CHRISTOPHER J HEBERLIG		148	0,0000%	C
CHRISTOPHER METTLER		347	0,0000%	C
CHUNGHWA POST CO. LTD		8.349	0,0008%	C
CHURCH COMMISSIONERS FOR ENGLAND		6.165	0,0006%	C
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		11.989	0,0011%	C
CIBC EUROPEAN INDEX FUND		2.435	0,0002%	C
CIBC INTERNATIONAL EQUITY INDEX ETF		5.950	0,0006%	C
CIBC INTERNATIONAL EQUITY INDEX POOL		1.539	0,0001%	C
CIBC INTERNATIONAL INDEX FUND		34.032	0,0032%	C
CIBC QI GLOBAL LOW VOLATILITY DIVIDEND POOL		1.865	0,0002%	C
CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF		287.169	0,0268%	C
CITITRUST LTD		2.239	0,0002%	C
CITW FUND, LP		516	0,0000%	C
CITY OF NEW YORK GROUP TRUST		89.008	0,0083%	C
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		26.316	0,0025%	C
CITY UNIVERSITY OF NEW YORK		331	0,0000%	C
CM-AM ADVANCED		3.200	0,0003%	C
CM-AM CONVERTIBLES EUROPE		12.000	0,0011%	C
CM-AM CONVICTIONS EURO		372.000	0,0348%	C
CM-AM CONVICTIONS FLEXIBLE EURO		19.000	0,0018%	C
CM-AM PEA SECURITE		1.655.860	0,1548%	C
CM-AM PEA SERENITE		426.629	0,0399%	C
CNP ASSURANCES IARD MANDAT 287		19.218	0,0018%	C
CNP ASSURANCES PREVOYANCE MANDAT 285		34.518	0,0032%	C
CNP RETRAITE R01 PLACEMENT PTF		505.425	0,0472%	C
CO PERATIE KLAVERBLAD VERZEKERINGEN UA		16.096	0,0015%	C
COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED		12.336	0,0012%	C
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,0008%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		40.471	0,0038%	C
COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF		190	0,0000%	C
COLUMBIA THREADNEEDLE (IRL) ICAV		2.252	0,0002%	C
COLUMBIA THREADNEEDLE (LUX) III		3.297	0,0003%	C
COMMISSION DE LA CAISSE COMMUNE		6.132	0,0006%	C
COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN		3.600	0,0003%	C
CONSERVATION INTERNATIONAL FOUNDATION, INC.		386	0,0000%	C
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,0002%	C
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,0001%	C
CONTI GESTION		12.125	0,0011%	C
CRAMA LOIRE BRETAGNE ACTIONS		39.985	0,0037%	C
CREDIT MUTUEL ASSET MANAGEMENT		195.000	0,0182%	C
CREDIT SUISSE INDEX FUND (LUX)		416.811	0,0390%	C
CS PORTFOLIO LLC		42.020	0,0039%	C
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND		86.197	0,0081%	C
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		3.942	0,0004%	C
CX CADENCE LIMITED-DEAZELEY		7.129	0,0007%	C
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.		547	0,0001%	C
D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C		153	0,0000%	C
D.E. SHAW OCULUS INTL NON FLIP		37.727	0,0035%	C
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC		129	0,0000%	C
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.		303	0,0000%	C
DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC		3.101	0,0003%	C
DEAM-FONDS ZDV		3.193	0,0003%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROLAND AKT.LOWRISK		54.372	0,0051%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROPA AKTIEN SPEZIAL		46.344	0,0043%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		145.545	0,0136%	C
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		5.052	0,0005%	C
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		57.049	0,0053%	C
DEKA INVESTMENT GMBH RE A-FU 5-FONDS		11.460	0,0011%	C
DEKA INVESTMENT GMBH RE GLOBALE AKTIEN		36.512	0,0034%	C
DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO A		21.692	0,0020%	C
DEKA INVESTMENT GMBH VZWL MASTERFONDS		14.308	0,0013%	C
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,0006%	C
DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02		1.952	0,0002%	C
DEKA INVESTMENT GMBH W/A-REVI 2		28.000	0,0026%	C
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		403.887	0,0378%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CLIMATE CHANGE ESG CTB UCITS ETF		15.254	0,0014%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE CLIMATE CHANGE ESG CTB UCITS ETF		33.372	0,0031%	C
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		11.955	0,0011%	C
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD CLIMATE CHANGE ESG UCITS ETF		11.502	0,0011%	C
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		29.301	0,0027%	C
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		32.154	0,0030%	C
DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL		10.342	0,0010%	C
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET EUROPA FOKUS AS		14.000	0,0013%	C
DEKA INVESTMENT GMBH W/ELB AKTIEN GLOBAL MULTIFACTOR PASSIV		6.345	0,0006%	C
DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS		37.588	0,0035%	C
DEKA INVESTMENT GMBH W/HEGAU-BODENSEE FM 1 W/U03		8.500	0,0008%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
DEKA INVESTMENT GMBH W/HFW-FONDS W/S2 AKTIEN EUROPA		19.432	0,0018%	C
DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II		4.786	0,0004%	C
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,0005%	C
DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV		1.256	0,0001%	C
DEKA INVESTMENT GMBH W/SKYHOOK INVEST - DEKA		168	0,0000%	C
DEKA INVESTMENT GMBH W/SSH-FONDS W/U07		17.799	0,0017%	C
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		7.257	0,0007%	C
DEKA INVESTMENT GMBH W/TREVALIS U02		440	0,0000%	C
DEKA INVESTMENT GMBH W/TREVALIS U03		17.631	0,0016%	C
DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02		16.351	0,0015%	C
DEKA INVESTMENT GMBH W/WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN W/U02		4.793	0,0004%	C
DEKA VALUE PLUS		108.994	0,0102%	C
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS		14.500	0,0014%	C
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG		22.100	0,0021%	C
DEKA-RAB		6.795	0,0006%	C
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		1.370	0,0001%	C
DES VAL INTL.PEEQ CSH NON FLIP		60.170	0,0056%	C
DESJARDINS GLOBAL EQUITY GROWTHFUND		99.508	0,0093%	C
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		28.241	0,0026%	C
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		1.146	0,0001%	C
DESJARDINS RI DEVELOPED EXUSA EXCANADA MULTIFACTOR LOW CO2 ETF		90.546	0,0085%	C
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		32.006	0,0030%	C
DEUTSCHE DCG EQ		1.071	0,0001%	C
DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST		950	0,0001%	C
DFI LP EQUITY (PASSIVE		532	0,0000%	C
DIGITAL FUNDS STARS EUROZONE		9.321	0,0009%	C
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,0002%	C
DIMENSIONAL FUNDS PLC		62.549	0,0058%	C
DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E		187.404	0,0175%	C
DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI		4.496	0,0004%	C
DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E		1	0,0000%	C
DUNHAM INTERNATIONAL STOCK FUND		6.650	0,0006%	C
DWS INVESTMENT GMBH FOR DEAM-FONDS CPT		3.196	0,0003%	C
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		5.159	0,0005%	C
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		2.140	0,0002%	C
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,0013%	C
DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE		196.104	0,0183%	C
DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER		892	0,0001%	C
DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1		26.908	0,0025%	C
DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY		21.176	0,0020%	C
DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND		3.672	0,0003%	C
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT		61.715	0,0058%	C
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO		662	0,0001%	C
DWS INVESTMENT GMBH W/BBR 1 AP		8.706	0,0008%	C
DWS MULTI ASSET PIR FUND		30.000	0,0028%	C
DYNASTY INVEST LTD		1.134	0,0001%	C
E TRADE NO FEE INTERNATIONAL INDEX FUND		833	0,0001%	C
EAST SUSSEX PENSION FUND		3.751	0,0004%	C
EFFEPILUX SIC-AZIONARIO - PICT		4.720	0,0004%	C
ELEVA ABSOLUTE RETURN EUROPE FUND		8.268	0,0008%	C
EMPOWER ANNUITY INSURANCE COMPANY		30.207	0,0028%	C
ENGADINE EQUITY MASTER FUND		38.915	0,0036%	C
ENHANCED INDEX INTERNATIONAL SHARE FUND		2.086	0,0002%	C
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO		33.001	0,0031%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		6.758	0,0006%	C
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		4.395	0,0004%	C
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.032	0,0005%	C
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		5.900	0,0006%	C
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.972	0,0003%	C
ERAFP ACTIONS EURO I		628.664	0,0588%	C
ERAFP ACTIONS EURO IV		314.138	0,0294%	C
ERIKOISSIJOITUSRAHASTO NORDEA NAVIGO		346	0,0000%	C
ERISA ACTIONS GRANDES VALEURS		625.889	0,0585%	C
ESSENTIA HEALTH		2.616	0,0002%	C
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,0003%	C
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,0005%	C
FCM INTERNATIONAL LLC		835	0,0001%	C
FEDEX CORPORATION EMPLOYEES PENSION TRUST		6.288	0,0006%	C
FG BALANCED		12.000	0,0011%	C
FGV ACTIONS EUROPE LM B		132.230	0,0124%	C
FIDDLER PARTNERS LLC		474	0,0000%	C
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		544	0,0001%	C
FIDEURAM FUND		2.311	0,0002%	C
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		1.420	0,0001%	C
FIRST PRIVATE EURO DIVIDENDEN STAUFER		28.190	0,0026%	C
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		433.385	0,0405%	C
FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF		37.190	0,0035%	C
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		5.703	0,0005%	C
FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF		12.256	0,0011%	C
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH ETF		181.638	0,0170%	C
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH PORTFOLIO		30.368	0,0028%	C
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		47.899	0,0045%	C
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		907.862	0,0849%	C
FJARDE AP-FONDEN.		11.335	0,0011%	C
FLEXSHARES DEVELOPED MARKETS EX - US QUALITY LOW VOLATILITY INDEX FUND		5.664	0,0005%	C
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1	0,0000%	C
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		1	0,0000%	C
FLORIDA RETIREMENT SYSTEM		32.429	0,0030%	C
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		261	0,0000%	C
FONDATION BOTNAR		10.645	0,0010%	C
FONDATION BOTNAR.		11.292	0,0011%	C
FONDITALIA		821.598	0,0768%	C
FONDS DE PLACEMENT PROMUTUEL GROUPE PROMUTUEL FEDERATION DE SOCIETES MUTUELLES DASSURANCE GENERALE		2.502	0,0002%	C
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,0002%	C
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		2.408	0,0002%	C
FRANCIS FAMILY FUND APS		3.127	0,0003%	C
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		7.470	0,0007%	C
FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF		550.981	0,0515%	C
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF		156.020	0,0146%	C
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF		3.615	0,0003%	C
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF		4.130	0,0004%	C
FRANKLIN TEMPLETON ICAV		610.793	0,0571%	C
FUNDACAO CALOUSTE GULBENKIAN		642	0,0001%	C
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		291.521	0,0273%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		46.625	0,0044%	C
FUTURE GROUP INTERNATIONAL EQUITIES FUND		16.417	0,0015%	C
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		274	0,0000%	C
G.A.-FUND-B - EQUITY BROAD EURO P		28.107	0,0026%	C
G.A.-FUND-B - WORLD EQUITIES PLUS		4.036	0,0004%	C
GAMLA LIVFORSAKRINGSAKTIEBOLAGET SEB TRYGG LIV		191.605	0,0179%	C
GARRAISKA INVESTMENTS		7.500	0,0007%	C
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		1.841	0,0002%	C
GCA MANDAT GESTION ACTIONS		32.798	0,0031%	C
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		57.791	0,0054%	C
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		124.800	0,0117%	C
GLENDALOUGH ASSET MANAGEMENT LIMITED		2.709	0,0003%	C
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		1.866	0,0002%	C
GLOBAL EQUITIES ENHANCED INDEX FUND		31.044	0,0029%	C
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,0002%	C
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		5.801	0,0005%	C
GLOBAL SICAV - OFI INVEST ESG		12.058	0,0011%	C
GLOBAL SYSTEMATIC ACTIVE EQUITIES		17.495	0,0016%	C
GLOBAL X MSCI EAFE INDEX ETF		3.075	0,0003%	C
GMO ALTERNATIVE ALLOCATION FUND		37.974	0,0035%	C
GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES		18.806	0,0018%	C
GOLDMAN SACHS ETF ICAV		33	0,0000%	C
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA EUROPE EQUITY ETF		17.236	0,0016%	C
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA INTERNATIONAL EQUITY ETF		438.073	0,0409%	C
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		25.378	0,0024%	C
GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF		21.583	0,0020%	C
GOLDMAN SACHS FUNDS III		92.560	0,0087%	C
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		60.690	0,0057%	C
GOVERNMENT PENSION INVESTMENT FUND		676.253	0,0632%	C
GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND		13.022	0,0012%	C
GREAT-WEST INTERNATIONAL INDEX FUND		72.607	0,0068%	C
GREEN CENTURY MSCI INTERNATION		14.411	0,0013%	C
GREENFIELDS CAPITAL LIMITED		543	0,0001%	C
GREENFINCH FOUNDATION		2.460	0,0002%	C
GUIDEMARK WORLD EX-US FUND/GOLDMAN		43.751	0,0041%	C
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		50.136	0,0047%	C
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		62.982	0,0059%	C
HANG SENG INSURANCE COMPANY LIMITED		35.267	0,0033%	C
HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF		28.695	0,0027%	C
HAWTHORN DM LLC		9.325	0,0009%	C
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		688	0,0001%	C
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		472	0,0000%	C
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		11.100	0,0010%	C
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,0009%	C
HEALTHCARE EMPLOYEES PENSION PLAN MANITOBA		137.281	0,0128%	C
HELABA INV KAPITALANL GES MBH HI SZVA 21 SFONDS		29.421	0,0028%	C
HELABA INVEST KAG MBH HI KAPPA 3 SFONDS		29.156	0,0027%	C
HELVETIA I EUROPA		43.537	0,0041%	C
HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T		2.129	0,0002%	C
HESTA		4.848	0,0005%	C
HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS		83.000	0,0078%	C
HI-AKTIEN-AKTIV-VALUE-SFONDS		49.000	0,0046%	C
HILLSDALE GLOBAL EQUITY FUND		4.068	0,0004%	C
HI-PROAM-STIFTUNGSFONDS		2.853	0,0003%	C
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		131.457	0,0123%	C
HORIZON BUSINESS SRI DYN DBI-RDT		37.479	0,0035%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
HRW TESTAMENTARY TRUST NO. 11.		787	0,0001%	C
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,0005%	C
HRW TESTAMENTARY TRUST NO. 2		2.539	0,0002%	C
HRW TESTAMENTARY TRUST NO. 3		3.135	0,0003%	C
HRW TESTAMENTARY TRUST NO. 6		411	0,0000%	C
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,0004%	C
HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF		371	0,0000%	C
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF		689	0,0001%	C
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		16.389	0,0015%	C
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF		71.914	0,0067%	C
HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF		1.244	0,0001%	C
HSBC EURO EQUITY VOLATILITY FOCUSED		82.379	0,0077%	C
HSBC EUROPE EQUITY INCOME		147.680	0,0138%	C
HSBC GLOBAL INVESTMENT FUNDS		847.470	0,0792%	C
HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND		24.324	0,0023%	C
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		343.534	0,0321%	C
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		35.864	0,0034%	C
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		16.051	0,0015%	C
IADB STAFF RETIREMENT FUND		2.805	0,0003%	C
IALUMBRA HOLDING TRUST		12.400	0,0012%	C
IF IST - GLOBE INDEX		8.453	0,0008%	C
ILA - A-ILDSCG		2.038	0,0002%	C
ILA - A-ILEZEQG		9.250	0,0009%	C
ILA - A-ILGLOEQG		3.216	0,0003%	C
ILA - A-ILGLOEQN		852	0,0001%	C
ILA - RAFIMF		908	0,0001%	C
ILA-A-ILIMCFHY		3.105	0,0003%	C
ILA-A-ILSDMH		89.404	0,0084%	C
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		27.080	0,0025%	C
ILA-LA WORLD ESG SCREENED FUND		1.696	0,0002%	C
ILLINOIS MUNICIPAL RETIREMENT FUND		24.512	0,0023%	C
ILMARINEN MUTUAL PENSION INSURANCE COMPANY		623.475	0,0583%	C
IMCO GLOBAL PUBLIC EQUITY LP		77.185	0,0072%	C
IMPACTASSETS INC.		976	0,0001%	C
IMPERIAL GLOBAL EQUITY INCOME POOL		332.061	0,0310%	C
IMPERIAL INTERNATIONAL EQUITY POOL		704	0,0001%	C
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,2926%	C
INCOME INSURANCE LIMITED		10.013	0,0009%	C
INDOSUEZ EURO PATRIMOINE		139.388	0,0130%	C
INDOSUEZ EURO RENDEMENT		119.510	0,0112%	C
INSTITUTIONELLA AKTIEFONDEN STABIL		80.336	0,0075%	C
INTERFUND SICAV		13.416	0,0013%	C
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		4.629	0,0004%	C
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		9.063	0,0008%	C
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		252.562	0,0236%	C
INTERNATIONAL EQUITY FUND		2.687	0,0003%	C
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		25.413	0,0024%	C
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV		5.164	0,0005%	C
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS		12.329	0,0012%	C
INVESTERINGSFORENINGEN BANKINVEST ENGROS,GLOBALE AKTIER AKK.KL		31.998	0,0030%	C
INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL		583	0,0001%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL		2.966	0,0003%	C
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		28.257	0,0026%	C
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		6.128	0,0006%	C
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		23.619	0,0022%	C
INVESTERINGSFORENINGEN LAEGERNES INVEST, LI AKTIER GLOBALE INDEKS		7.081	0,0007%	C
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL		1.705	0,0002%	C
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL		1.913	0,0002%	C
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL		3.956	0,0004%	C
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL		11.476	0,0011%	C
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL		5.163	0,0005%	C
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS GLOBALE STABILE AKTIER		29.932	0,0028%	C
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER		13.699	0,0013%	C
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.534	0,0003%	C
INVESTERINGSFORENINGEN NORDEA INVEST STABIL BALANCERET KL		6.644	0,0006%	C
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER AKKUMULERENDE KL		25.391	0,0024%	C
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER KL		89.574	0,0084%	C
INVESTERINGSFORENINGEN NORDEAINVEST ENGROS GLOBALE STABILE AKTIER - ETISK TILVALG		28.010	0,0026%	C
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS, GLOBALE AKTIER BASIS ESG KL		19.472	0,0018%	C
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		7.600	0,0007%	C
INVESTERINGSFORENINGEN PROFIL INVEST AFDELING FF		2.954	0,0003%	C
INVESTERINGSFORENINGEN SEBINVEST SEB EUROPA AKTIER AKL		6.063	0,0006%	C
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,0023%	C
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		18.429	0,0017%	C
IPC MULTI-FACTOR INTERNATIONAL EQUITY		11.729	0,0011%	C
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		39.940	0,0037%	C
IRCANTEC ACTIONS MONDE SYST. SCHRODERS		29.475	0,0028%	C
IRISH LIFE ASSURANCE PLC		75.311	0,0070%	C
IRISH LIFE ASSURANCE.		40.818	0,0038%	C
IRISH LIFE CLIMATE FOCUSED FUND		1.663	0,0002%	C
IRR K LLC		4.519	0,0004%	C
ISHARES ENHANCED INTERNATIONAL ACTIVE ETF		88	0,0000%	C
ISHARES III PUBLIC LIMITED COMPANY		18.603	0,0017%	C
ISHARES INTERNATIONAL EQUITY FACTOR ROTATION ACTIVE ETF		2.807	0,0003%	C
ISLE OF MAN GOVERNMENT-TREASURY		5.346	0,0005%	C
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,0000%	C
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.226.421	0,1146%	C
JEFFREY LLC		14.160	0,0013%	C
JEREMY S. O'CONNOR LIVING TRUST		247	0,0000%	C
JNL INTERNATIONAL INDEX FUND		66.693	0,0062%	C
JNL/DFA INTERNATIONAL CORE EQUITY FUND		9.911	0,0009%	C
JNL/MELLON MSCI WORLD INDEX FUND		4.419	0,0004%	C
JOHN HANCOCK FUNDS II - MULTI-ASSET ABSOLUTE RETURN FUND		37.285	0,0035%	C
JOHN HANCOCK FUNDS II INCOME ALLOCATION FUND		1.419	0,0001%	C
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		63.747	0,0060%	C
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		8.380	0,0008%	C
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		16.429	0,0015%	C
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		5.403	0,0005%	C
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		38.376	0,0036%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		32.997	0,0031%	C
JOHN T. WALTON FAMILY TRUST		120.586	0,0113%	C
JOSHUA GREEN CORPORATION		3.450	0,0003%	C
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,0002%	C
JTW TRUST NO. 3 UAD 9/19/02.		118	0,0000%	C
JTW TRUST NO. 4 UAD 9/19/02.		2.036	0,0002%	C
JTW TRUST NO. 5 UAD 9/19/02.		32	0,0000%	C
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5		59.744	0,0056%	C
KAPITALFORENINGEN EMD INVEST, VERDENSINDEKS		8.758	0,0008%	C
KAPITALFORENINGEN INVESTIN PRO		14.165	0,0013%	C
KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I		17.756	0,0017%	C
KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS		102.262	0,0096%	C
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		194.122	0,0181%	C
KBC ECO FUND/WORLD		17.073	0,0016%	C
KBC EQUITY FUND EUROZONE		547.074	0,0511%	C
KBC EQUITY FUND EUROZONE DBI-RDT		79.098	0,0074%	C
KBC EQUITY FUND SRI EUROZONE		856.476	0,0801%	C
KBC EQUITY FUND WORLD		168.610	0,0158%	C
KBC EQUITY FUND/EUROPE		48.054	0,0045%	C
KBC EQUITY FUND/SRI WORLD		230.559	0,0216%	C
KBC EQUITY FUND/WORLD DBI-ROT		54.621	0,0051%	C
KBC EQUITY SRI WORLD DBI-RDT		19.803	0,0019%	C
KBC INST FUND EURO EQUITY		51.823	0,0048%	C
KBC INSTITUTIONAL FUND SRI EURO		60.425	0,0056%	C
KBC INSTITUTIONAL FUND/SRI WORLD EQUITY		13.934	0,0013%	C
KBC INSTITUTIONAL INVESTOR		3.936	0,0004%	C
KERI ANN O'CONNOR REVOCABLE TRUST		37	0,0000%	C
KFP MARKETABLE LLC		60	0,0000%	C
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		17.974	0,0017%	C
KODAK RETIREMENT INCOME PLAN 343 ST		22.451	0,0021%	C
L&G DEVELOPED WORLD MOMENTUM FACTOR INDEX FUND		663	0,0001%	C
LA FRANCAISE LUX - CARBON IMPACT INCOME		743	0,0001%	C
LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES		104.828	0,0098%	C
LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION		2.790	0,0003%	C
LAB QS DYNAMIC EQUITY FUND LP		99	0,0000%	C
LACERA MASTER OPEB TRUST		11.377	0,0011%	C
LAKE AVENUE INVESTMENTS LLC		18.058	0,0017%	C
LARGE CAP INTL PORTFOLIO OF DFA INV		2	0,0000%	C
LATVIJAS BANKA		2.666	0,0002%	C
LBPAM 3 MOIS		1.847.637	0,1727%	C
LBPAM FRANCECAP 100 NOVEMBRE 2030		887.036	0,0829%	C
LBPAM ISR ACTIONS FOCUS EUROPE		279.234	0,0261%	C
LBPAM SHORT TERM		133.000	0,0124%	C
LEE M. HOWER TRUST		114	0,0000%	C
LEGAL & GENERAL CCF.		2.342	0,0002%	C
LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E		5.801	0,0005%	C
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO		15.041	0,0014%	C
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE		12.020	0,0011%	C
LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED		330	0,0000%	C
LEGAL & GENERAL GLOBAL EQUITY INDEX FUND		12.796	0,0012%	C
LEGAL & GENERAL ICAV.		1.052	0,0001%	C
LEGAL & GENERAL MSCI EAFE FUND LLC		45.786	0,0043%	C
LEGAL & GENERAL MSCI EAFE SL FUND LLC		21.723	0,0020%	C
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		16.102	0,0015%	C
LEGAL & GENERAL UCITS ETF PUBLIC LIMITED COMPANY		9.483	0,0009%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		13.054	0,0012%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND		296	0,0000%	C
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		194.036	0,0181%	C
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		1.223	0,0001%	C
LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED		26.502	0,0025%	C
LEGAL AND GENERAL CCF		509	0,0000%	C
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		39.575	0,0037%	C
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		272	0,0000%	C
LEGAL AND GENERAL EUROPEAN INDEX TRUST		221.148	0,0207%	C
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		26.779	0,0025%	C
LEGAL AND GENERAL UCITS ETF PLC		200.433	0,0187%	C
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME		47	0,0000%	C
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		398	0,0000%	C
LGT SLC EQ EMV POOL CC AND L		1.137	0,0001%	C
LLB FUND SERV. AG ATD LLB AKTIEN EUROPA (EUR)		20.561	0,0019%	C
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		4.382	0,0004%	C
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		5.286	0,0005%	C
LOF ALL ROADS		23.999	0,0022%	C
LOF ALL ROADS CONSERVATIVE		4.129	0,0004%	C
LOF ALL ROADS GROWTH		17.973	0,0017%	C
LOF TARGETNETZERO EUROPE EQUITY		10.182	0,0010%	C
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME		637.770	0,0596%	C
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.		911.840	0,0852%	C
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		68.730	0,0064%	C
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MASTER TRUST		12.897	0,0012%	C
LUXCELLENCE HELVETIA EUROP EQUITY		6.372	0,0006%	C
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		9.286	0,0009%	C
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		178.667	0,0167%	C
M INTERNATIONAL EQUITY FUND		2.463	0,0002%	C
MACF 3		89	0,0000%	C
MACQUARIE INTERNATIONAL EQUITIES FUND		17.922	0,0017%	C
MACQUARIE MULTI-FACTOR FUND		2.603	0,0002%	C
MANDAT ACTION HGAM		253.978	0,0237%	C
MANULIFE GLOBAL FUND (SICA		25.138	0,0023%	C
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		25.882	0,0024%	C
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		6.330	0,0006%	C
MARIGOLD TACTICAL STRATEGIES LTD		1.273	0,0001%	C
MARYLAND STATE RETIREMENT PENSION SYSTEM		27.390	0,0026%	C
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		10.525	0,0010%	C
MATIG ACT MONDE		120.013	0,0112%	C
MATIGNON ACTIONS DYNAMIQUES		34.562	0,0032%	C
MBB PUBLIC MARKETS I LLC		4.413	0,0004%	C
MBB SMART FUND C LLC		14.329	0,0013%	C
MBB SMART FUND P LLC		12.148	0,0011%	C
MDPIM INTERNATIONAL EQUITY INDEX POOL		27.212	0,0025%	C
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH		465	0,0000%	C
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I		8.474	0,0008%	C
MERCER GE INTERNATIONAL EQUITY FUND		2.111	0,0002%	C
MERCER GLOBAL EQUITY FUND		34.419	0,0032%	C
MERCER NONUS CORE EQUITY FUND		218.776	0,0205%	C
MERCER PASSIVE INTERNATIONAL SHARES FUND		2.576	0,0002%	C
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		205	0,0000%	C
MERCER QIF COMMON CONTRACTUAL FUND		152.592	0,0143%	C
MERCER UCITS COMMON CONTRACTUALFUND		70.155	0,0066%	C
MERCER UNHEDGED OVERSEAS SHARES TRUST		10.321	0,0010%	C
MERCK AND CO INC MASTER RETIREMENT TRUST		7.418	0,0007%	C
MET WAT REC DST RF NRN TRUST GLV 997261		5.040	0,0005%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,0006%	C
METROPOLITAN LIFE INSURANCE COMPANY		10.063	0,0009%	C
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415		86.661	0,0081%	C
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS F11		6.140	0,0006%	C
MGI FUNDS PLC		14.029	0,0013%	C
MICHELET TUNNEL		25.128	0,0023%	C
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,0002%	C
MI-FONDS 384		13.960	0,0013%	C
MI-FONDS F47		29.979	0,0028%	C
MI-FONDS K25		126.090	0,0118%	C
MIGROS BANK (LUX) FONDS 30		1.100	0,0001%	C
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,0001%	C
MIGROS BANK (LUX) FONDS 50		1.540	0,0001%	C
MIGROS BANK (LUX) FONDS INTERSTOCK		1.160	0,0001%	C
MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS		2.999	0,0003%	C
MINEWORKERS' PENSION SCHEME		51.355	0,0048%	C
MINISTRY OF ECONOMY AND FINANCE		76.728	0,0072%	C
MOA INTERNATIONAL FUND		532.408	0,0498%	C
MONTSEGUR CROISSANCE		43.159	0,0040%	C
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		1.651	0,0002%	C
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		227	0,0000%	C
MOTHER CABRINI HEALTH FOUNDATION, INC		28.842	0,0027%	C
MOUNT HATTON INVESTMENTS LIMITED		4.204	0,0004%	C
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		423.856	0,0396%	C
MULTIMIX WHOLESALE INTERNATIONAL SHARES TRUST		2.466	0,0002%	C
MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX		34.833	0,0033%	C
N.V. HAGELUNIE		1.643	0,0002%	C
NATIONAL CATHOLIC INVESTMENT TRUST		1.048	0,0001%	C
NATIONAL EMPLOYEMENT SAVINGS TRUST		1.010.119	0,0944%	C
NATIONAL PENSION INSURANCE FUND		2	0,0000%	C
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,0001%	C
NEW YORK STATE COMMON RETIREMENT FUND		3.292	0,0003%	C
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN.		2.345	0,0002%	C
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		687.141	0,0642%	C
NICOLE M. O'CONNOR IRREVOCABLE TRUST		89	0,0000%	C
NORDEA 1 SICAV		1.257.738	0,1176%	C
NORDEA 2 SICAV		19.159	0,0018%	C
NORDEA DISCRETIONARY GLOBAL EQUITY FUND		18.861	0,0018%	C
NORDEA EUROPEAN INDEX SELECT FUND		17.169	0,0016%	C
NORDEA GLOBAL EQUITY ALLOCATION FUND		18.566	0,0017%	C
NORDEA GLOBAL INDEX SELECT FUND		17.185	0,0016%	C
NORDEA PLAN BALANSERT FUND		2.751	0,0003%	C
NORDEA PLAN KONSERVATIV FUND		568	0,0001%	C
NORDEA PLAN MODERAT FUND		1.228	0,0001%	C
NORDEA PLAN OFFENSIV FUND		4.332	0,0004%	C
NORDEA PLAN VEKSTORIENTERT FUND		1.437	0,0001%	C
NORDEA PREMIUM ASSET MANAGEMENT BALANCED FUND		10.089	0,0009%	C
NORDEA PREMIUM ASSET MANAGEMENT GROWTH FUND		5.227	0,0005%	C
NORDEA PREMIUM ASSET MANAGEMENT MODERATE FUND		8.527	0,0008%	C
NORDEA PRO STABLE RETURN FUND		47.706	0,0045%	C
NORDEA SAVINGS 30 FUND		3.991	0,0004%	C
NORDEA SAVINGS 50 FUND		6.371	0,0006%	C
NORDEA SAVINGS 75 FUND		4.669	0,0004%	C
NORDEA STABIL		18.950	0,0018%	C
NORDEA STABILE AKSJER GLOBAL FUND		623.454	0,0583%	C
NORDEA STABILE AKSJER GLOBAL VALUTASIKRET FUND		417.016	0,0390%	C
NORDEA STABLE RETURN FUND		67.906	0,0063%	C
NORDEA STRATEGA 15		2.085	0,0002%	C
NORDEA STRATEGA 35		17.091	0,0016%	C
NORDEA STRATEGA 50		14.590	0,0014%	C
NORDEA STRATEGA 70		20.328	0,0019%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
NORDEA STRATEGA 90 FUND		920	0,0001%	C
NORDEA WORLD INDEX SELECT FUND		18.786	0,0018%	C
NORTHAMPTONSHIRE PENSION FUND		3.500	0,0003%	C
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		133.622	0,0125%	C
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		16.302	0,0015%	C
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		28.536	0,0027%	C
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		22.198	0,0021%	C
NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST		695.578	0,0650%	C
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		311.294	0,0291%	C
NORTHERN TRUST UCITS FGR FUND		121.686	0,0114%	C
NORTHERN WORLD SELECTION INDEX FUND		22.561	0,0021%	C
NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST		4.235	0,0004%	C
NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,0004%	C
NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST		6.527	0,0006%	C
NT MSCI EAFE INDEX FUND		1	0,0000%	C
NT WORLD GREEN TRANSITION INDEX FUND		488	0,0000%	C
NTGI-QM COMMON DAILY EAFE		65.528	0,0061%	C
NUCLEAR ELECTRIC INSURANCE LIMITED		6.097	0,0006%	C
NUVEEN INTERNATIONAL EQUITY INDEX FUND		66.763	0,0062%	C
OFI INVEST ESG DYNAMIQUE EURO		8.430	0,0008%	C
OFI INVEST ESG EQUILIBRE EURO		13.695	0,0013%	C
OFI INVEST ESG PRUDENT EURO		4.550	0,0004%	C
OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.		121.300	0,0113%	C
ONEMARKETS ITALY ICAV		6.644	0,0006%	C
ONEMARKETS MSCI EUROPE UNIVERSAL UCITS ETF		506	0,0000%	C
ONEMARKETS MSCI WORLD UNIVERSAL UCITS ETF		104	0,0000%	C
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		4.373	0,0004%	C
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		51.871	0,0048%	C
ORANO ACTIONS EUROPEENNES		22.313	0,0021%	C
OSMOSIS ICAV		12.913	0,0012%	C
OVERSTORY CAPITAL LLC		1.471	0,0001%	C
PARAMETRIC INTERNATIONAL EQUITYFUND		4.800	0,0004%	C
PENSION BENEFIT GUARANTY CORPORATION		103.442	0,0097%	C
PENSION RESERVES INVESTMENT TRUST FUND		54.657	0,0051%	C
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		305.786	0,0286%	C
PEOPLE'S BANK OF CHINA		206.792	0,0193%	C
PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND		394	0,0000%	C
PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		2.433	0,0002%	C
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,0001%	C
PHOENIX UNIT TRUST MANAGERS LIMITED		196.250	0,0183%	C
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		2.969	0,0003%	C
PICTET AI ENHANCED INTERNATION		535	0,0001%	C
PICTET CH - GLOBAL EQUITIES		3.568	0,0003%	C
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		20.278	0,0019%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,0014%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		5.755	0,0005%	C
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		9.207	0,0009%	C
PICTET CH INSTITUTIONAL EUROPEAN EX SWISS EQUITIES TRACKER EX SL		16.074	0,0015%	C
PICTET CH INSTITUTIONAL WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,0002%	C
PICTET EUROLAND INDEX		12.903	0,0012%	C
PICTET EUROPE INDEX		62.189	0,0058%	C
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		134.591	0,0126%	C
PINK CALI LLC		486	0,0000%	C
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA		1.714	0,0002%	C
PIVOTAL PHILANTHROPIES FOUNDATION		1.207	0,0001%	C
PLATO INST I FUND EURO EQUITY		11.590	0,0011%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
PLATO INSTIT INDEX FND WORLD DBI-RDT		12.837	0,0012%	C
PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY		29.285	0,0027%	C
PLATO INSTITUTIONAL INDEX FUND/WORLD		33.785	0,0032%	C
PLEIADES TRUST		79.666	0,0074%	C
POINT72 ASSOCIATES LLC		117	0,0000%	C
POINT72 ASSOCIATES LLC C/O FINSCO LIMITED		494	0,0000%	C
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		61.442	0,0057%	C
PORTZAMPARC MOMENTUM ISR		62.000	0,0058%	C
PRAXIS INTERNATIONAL INDEX FUND		51.414	0,0048%	C
PRESBYTERIAN CHRUCH IN AMERICA 403 (B) (9) RETIREMENT PLAN		2.841	0,0003%	C
PRI JP MORGAN EUROZONE EQUITY		183.150	0,0171%	C
PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND		24.161	0,0023%	C
PRINCIPAL FUNDS, INC. - OVERSEAS FUND		4.179	0,0004%	C
PRINCIPAL LIFE INSURANCE COMPANY		12.041	0,0011%	C
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,0001%	C
PRO-GEN INVESTMENTS LLC		1.449	0,0001%	C
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		27.874	0,0026%	C
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.385	0,0001%	C
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		1.277	0,0001%	C
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		18.286	0,0017%	C
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		5.770	0,0005%	C
PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI		70.797	0,0066%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		111.901	0,0105%	C
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		176.049	0,0165%	C
PUBLIC SECTOR PENSION INVESTMENT BOARD.		289.739	0,0271%	C
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND		262.255	0,0245%	C
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND 2		34.996	0,0033%	C
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		384.779	0,0360%	C
QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES		503.564	0,0471%	C
RAIFFEISEN KAPITALANLAGE GESELLSCHAFT M.B.H NV AKTIEN GLOBAL		1.319	0,0001%	C
RAINDROPS CAPITAL LIMITED		1.967	0,0002%	C
RBC EUROPEAN EQUITY FUND ROYAL TRUST		259.443	0,0243%	C
RBC EUROPEAN MID-CAP EQUITY FUND		102.925	0,0096%	C
RBC INTERNATIONAL DIVIDEND GROWTH FUND		64.108	0,0060%	C
REALDANIA		60.885	0,0057%	C
REASSURE LIMITED		114.884	0,0107%	C
REGIME DE RENTES DU MOUVEMENT DESJARDINS		15.640	0,0015%	C
RETIREMENT BENEFITS INVESTMENT FUND		3.652	0,0003%	C
RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.		27.792	0,0026%	C
RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND		1.345	0,0001%	C
RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC		3.382	0,0003%	C
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		20.782	0,0019%	C
ROBUST MULTI ASSET FUND		71.932	0,0067%	C
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,0007%	C
ROSANIA ELMAN		1	0,0000%	C
ROSEFINCH FOUNDATION		2.460	0,0002%	C
ROSEN FAMILY TRUST		35	0,0000%	C
ROTHSCHILD MARTIN MAUREL		212.465	0,0199%	C
RPAQ 2015 FUND LP		24.255	0,0023%	C
RUSSELL WGGW LTD.		2.518	0,0002%	C
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		782	0,0001%	C
SAKKARAH 7 FCP		18.186	0,0017%	C
SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD		162	0,0000%	C
SCHLUMBERGER GROUP TRUST AGREEMENT		28.229	0,0026%	C
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		9.663	0,0009%	C
SCOTT FITZGERALD		224	0,0000%	C
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		34.481	0,0032%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		21.951	0,0021%	C
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.097	0,0002%	C
SEB EUROPE EXPOSURE		75.751	0,0071%	C
SEB FUND 1 - SEB EUROPE EQUITY FUND		135.437	0,0127%	C
SEB FUND 3 - SEB GLOBAL ALL COUNTRIES EXPOSURE		97.054	0,0091%	C
SEB FUND 3 - SEB PENSION FUND		3.048	0,0003%	C
SEB FUND 3 - SEB PENSION FUND EXTRA		44	0,0000%	C
SEB FUND 3 - SEB PENSION FUND PLUS		63	0,0000%	C
SENTINEL INTERNATIONAL FUND		1.046	0,0001%	C
SHELL NEDERLAND PENSIOENFONDS STICHTING		22.208	0,0021%	C
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		37	0,0000%	C
SIMPLICITY HEDGED GLOBAL SHARE FUND		11.210	0,0010%	C
SIMPLICITY UNHEDGED GLOBAL SHARE FUND		11.601	0,0011%	C
SLW PORTFOLIO LLC		256	0,0000%	C
SNOWBALL CAPITAL HOLDINGS LIMITED		2.005	0,0002%	C
SNOWFINCH FOUNDATION		2.460	0,0002%	C
SOGECAP PROTECTED EQUITIES		41.746	0,0039%	C
SPA MANDATE BLACKROCK		13.428	0,0013%	C
SPARINVEST SICAV - GLOBAL EQUITY TA POOL		5.495	0,0005%	C
SPP GENERATION 70-TAL		3.234	0,0003%	C
SPRING 625		15.958	0,0015%	C
SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST		458	0,0000%	C
ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING		403	0,0000%	C
ST PFD PMA MANDATE BLACKROCK		4.654	0,0004%	C
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		35.082	0,0033%	C
STATE OF NEW JERSEY COMMON PENSION FUND D		208.835	0,0195%	C
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		37.815	0,0035%	C
STATE OF WISCONSIN INVESTMENT BOARD		2.492	0,0002%	C
STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN		178.448	0,0167%	C
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		343.106	0,0321%	C
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,0002%	C
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF		5.422	0,0005%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,0070%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO		58.244	0,0054%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE		2.559	0,0002%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- EN GLASZETBEDRIJF		31.549	0,0029%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF		9.146	0,0009%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		22.227	0,0021%	C
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G		1.124	0,0001%	C
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		378.277	0,0354%	C
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		25.197	0,0024%	C
STICHTING BPL PENSIOEN		30.267	0,0028%	C
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		30.756	0,0029%	C
STICHTING INSTITUUT GAK		3.021	0,0003%	C
STICHTING JURIDISCH EIGENAAR ACHMEA IM LIQUID ASSET FUNDS		8.298	0,0008%	C
STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN		95.158	0,0089%	C
STICHTING MN SERVICES		139.698	0,0131%	C
STICHTING MN SERVICES AANDELENFO ND		25.186	0,0024%	C
STICHTING PENSIOENFONDS ABP		328.276	0,0307%	C
STICHTING PENSIOENFONDS ABP (NETHERLANDS		592.616	0,0554%	C
STICHTING PENSIOENFONDS CAMPINA		589	0,0001%	C
STICHTING PENSIOENFONDS HOOGOVENS		5.622	0,0005%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
STICHTING PENSIOENFONDS HORECA AND CATERING		29.544	0,0028%	C
STICHTING PENSIOENFONDS ING		6.806	0,0006%	C
STICHTING PENSIOENFONDS NOTARIAAT		735	0,0001%	C
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		44	0,0000%	C
STICHTING PENSIOENFONDS PGB		119.239	0,0111%	C
STICHTING PENSIOENFONDS SAGITTARIUS		9.288	0,0009%	C
STICHTING PENSIOENFONDS VERVOER		59.438	0,0056%	C
STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS		11.263	0,0011%	C
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		42.671	0,0040%	C
STICHTING PME PENSIOENFONDS		61.983	0,0058%	C
STOREBRAND EUROPA PLUS		849	0,0001%	C
STOREBRAND GLOBAL ALL COUNTRIES		7.537	0,0007%	C
STOREBRAND GLOBAL LOW VOLATILITY		4.909	0,0005%	C
STOREBRAND LIVSFORSIKRING AS		153.350	0,0143%	C
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,0007%	C
STRATEGY SICAV		1.527	0,0001%	C
SUBSIDIZED SCHOOLS PROVIDENT FUND		8.723	0,0008%	C
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.817	0,0019%	C
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		795	0,0001%	C
SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT		1.683	0,0002%	C
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		7.876	0,0007%	C
SWISSCANTO FONDSLEITUNG AG		348.309	0,0326%	C
SYCOMORE INCLUSIVE JOBS		221.093	0,0207%	C
SYCOMORE SELECTION MIDCAP		112.769	0,0105%	C
SYNCHRONY (LU) EQANTIA EUROPE		29.440	0,0028%	C
T. ROWE PRICE FOREIGN INVESTMENT, INC		1.856	0,0002%	C
T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL		315	0,0000%	C
T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND		402	0,0000%	C
T. ROWE PRICE INTERNATIONAL EQUITY ETF		142.274	0,0133%	C
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		475	0,0000%	C
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		177.733	0,0166%	C
T.ROWE PRICE FUNDS OEIC - GLOBAL DIVIDEND EQUITY FUND		10.658	0,0010%	C
TAGES INTERNATIONAL FUNDS ICAV		105.621	0,0099%	C
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		92.701	0,0087%	C
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		3.386	0,0003%	C
TD EUROPEAN INDEX FUND		3.400	0,0003%	C
TD INTERNATIONAL EQUITY INDEX ETF		72.566	0,0068%	C
TEACHER RETIREMENT SYSTEM OF TEXAS		225.853	0,0211%	C
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		28.105	0,0026%	C
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		192.485	0,0180%	C
TEXAS MUNICIPAL RETIREMENT SYSTEM		61.110	0,0057%	C
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		40.988	0,0038%	C
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST		1.045	0,0001%	C
THE ARROWSTREET COMMON CONTRACTUAL FUND		84.086	0,0079%	C
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		6.420	0,0006%	C
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.346	0,0001%	C
THE COMMONWEALTH FUND		1.507	0,0001%	C
THE DAVID A DUFFIELD TRUST		3.296	0,0003%	C
THE ESB PENSION FUND		3.400	0,0003%	C
THE FRANK LEAL TRUST		20	0,0000%	C
THE GREATER MANCHESTER PENSION FUND		68.946	0,0064%	C
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		778	0,0001%	C
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		532	0,0000%	C
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		55.917	0,0052%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400080339		6.038	0,0006%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974		732	0,0001%	C
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501		888	0,0001%	C
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		27.011	0,0025%	C
THE METHODIST HOSPITAL		22.119	0,0021%	C
THE MONETARY AUTHORITY OF SINGAPORE		131.265	0,0123%	C
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		15.872	0,0015%	C
THE NOMURA TRUST AND BANKING C		21.110	0,0020%	C
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		74.243	0,0069%	C
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		503.425	0,0471%	C
THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND		1.341	0,0001%	C
THE STANDARD BANK OF SOUTH AFRICA LTD		53.761	0,0050%	C
THE TRUSTEES OF THE HENRY SMITH CHARITY.		1.450	0,0001%	C
THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E		1.757	0,0002%	C
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,0005%	C
THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB		55.874	0,0052%	C
THEAM QUANT - EUROPE TARGET PREMIUM		271.991	0,0254%	C
THEAM QUANT- EQUITY EUROZONE GURU		389.618	0,0364%	C
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		18.490	0,0017%	C
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,0006%	C
THRIVENT INTERNATIONAL INDEX PORTFOLIO		6.768	0,0006%	C
THYSSEN GLOBAL INVESTMENTS LLC		1.492	0,0001%	C
TIAACREF INTERNATIONAL EQUITY INDEX FUND		708.636	0,0662%	C
TODD C COZZENS		204	0,0000%	C
TONI ACTIONS ISR 100		37.309	0,0035%	C
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		2.445	0,0002%	C
TREDJE AP-FONDEN		1	0,0000%	C
TRINITY COLLEGE CAMBRIDGE		11.414	0,0011%	C
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,0013%	C
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		1.826	0,0002%	C
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		27.952	0,0026%	C
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,0001%	C
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		6.785	0,0006%	C
TSGX SOLACT ESG TBACO EX UNHG(3387)		63	0,0000%	C
UBS (IRL) ETF PLC		270.206	0,0253%	C
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		1.234.893	0,1154%	C
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		68.123	0,0064%	C
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		160.645	0,0150%	C
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.062	0,0001%	C
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		490	0,0000%	C
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		283	0,0000%	C
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0,0001%	C
UBS ASSET MANAGEMENT LIFE LTD		133.485	0,0125%	C
UBS COMMON CONTRACTUAL FUND		14.058	0,0013%	C
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		15.354	0,0014%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS		298	0,0000%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN		17.183	0,0016%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG.		431.931	0,0404%	C
UBS FUND MANAGEMENT (SWITZERLAND) AG..		10.356	0,0010%	C
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		15.939	0,0015%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
UBS LUX FUND SOLUTIONS		1.243.946	0,1163%	C
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS		10.100	0,0009%	C
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS		187.284	0,0175%	C
UI-S		10.324	0,0010%	C
UNI GLOBAL		94.322	0,0088%	C
UNIEUROPA MID&SMALL CAPS		10.000	0,0009%	C
UNIGESTION ALL COUNTRY WORLD EQUITIES FUND		41.459	0,0039%	C
UNIGESTION GLOBAL EQUITIES FUND		42.706	0,0040%	C
UNIGESTION GLOBAL EX-CANADA EQUITIES FUND		43.130	0,0040%	C
UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI		112.139	0,0105%	C
UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST		541	0,0001%	C
UNISUPER		3.948	0,0004%	C
UNITED GLOBAL GROWTH FUND		8.535	0,0008%	C
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,0004%	C
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL CA V		8.162	0,0008%	C
UNIVERSE THE CMI CONT EURO EQ		35.346	0,0033%	C
UNIVERSITIES SUPERANNUATION SCHEME		2	0,0000%	C
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,0008%	C
USAA CASUALTY INSURANCE COMPANY		4.259	0,0004%	C
USAA GENERAL INDEMNITY COMPANY		5.292	0,0005%	C
VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE		3.877	0,0004%	C
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER		46.911	0,0044%	C
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE PM GLOBALE AKTIER STRATEGI KL		15.917	0,0015%	C
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL		21.281	0,0020%	C
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL		40.447	0,0038%	C
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		13.350	0,0012%	C
VALIC COMPANY I GLOBAL STRATEGY FUND		5.928	0,0006%	C
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		44.479	0,0042%	C
VANADIUM		185.416	0,0173%	C
VANGUARD GLOBAL MOMENTUM FACTORETF		13.803	0,0013%	C
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		24.782	0,0023%	C
VARENNE UCITS VARENNE VALEUR		600.000	0,0561%	C
VARIOPARTNER SICAV		20.772	0,0019%	C
VELLIV, PENSION & LIVSFORSIKRING A/S		22.931	0,0021%	C
VENDOME SELECTION EURO		349.029	0,0326%	C
VENERABLE INTERNATIONAL EQUITY FUND		66.366	0,0062%	C
VENTRY INDUSTRIES LLC		17.062	0,0016%	C
VERDIPAPIRFONDET DNB EUROPA		5.914	0,0006%	C
VERDIPAPIRFONDET DNB GLOBAL INDEKS		15.647	0,0015%	C
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA		20.000	0,0019%	C
VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS		1.149	0,0001%	C
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		396	0,0000%	C
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1		2.910	0,0003%	C
VERDIPAPIRFONDET KRON INDEKS GLOBAL		32.969	0,0031%	C
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		80.011	0,0075%	C
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		38.283	0,0036%	C
VF LUX EUROPE EQUITIES		23.708	0,0022%	C
VI CAPITAL LTD.		845	0,0001%	C
VIA SMART EQUITY EUROPE		36.857	0,0034%	C
VIA SMART EQUITY WORLD		20.169	0,0019%	C
VICTORY MARKET NEUTRAL INCOME FUNDFUND		410.687	0,0384%	C
VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF		106.168	0,0099%	C
VIRTUS INTERNATIONAL DIVIDEND ETF		3.322	0,0003%	C
VLADUBEL ZORGVERZEKERING		27.922	0,0026%	C
WASHINGTON STATE INVESTMENT BOARD		228.721	0,0214%	C
WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO		14.337	0,0013%	C
WESPATH FUNDS TRUST		6.395	0,0006%	C

Anagrafica	CF/PI	Azioni	% su votanti	Voto
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		3.217	0,0003%	C
WILMINGTON GLOBAL ALPHA EQUITIES FUND		3.594	0,0003%	C
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		1.288	0,0001%	C
WISDOMTREE GLOBAL HIGH DIVIDEND FUND		1	0,0000%	C
WISDOMTREE INTERNATIONAL EQUITY FUND		42.800	0,0040%	C
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		479	0,0000%	C
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND FUND		1	0,0000%	C
WISDOMTREE INTERNATIONAL MULTIFACTOR FUND		1	0,0000%	C
WISDOMTREE ISSUER ICAV		14.555	0,0014%	C
WM POOL - EQUITIES TRUST NO. 75		7.319	0,0007%	C
WM POOL - GLOBAL EQUITIES TRUST NO. 6		15.631	0,0015%	C
WORLD EQUITIES II		3.103	0,0003%	C
WORLD TRADE ORGANIZATION PENSION PLAN		4.076	0,0004%	C
WYOMING RETIREMENT SYSTEM		950	0,0001%	C
XTRACKERS		19.665	0,0018%	C
XTRACKERS (IE) PUBLIC LIMITED COMPANY		591.956	0,0553%	C
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		722	0,0001%	C
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.357	0,0003%	C
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.791	0,0003%	C
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		179.907	0,0168%	C
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		23.326	0,0022%	C
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.878	0,0004%	C
XTRACKERS MSCI KOKUSAI EQUITY ETF		4.333	0,0004%	C
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		1.428	0,0001%	C
ZEPHYR - OPTIMISED PLUS 2		5.743	0,0005%	C
ZURICH INVEST ICAV		103.241	0,0097%	C
CHALLENGE ITALIAN EQUITY		124.200	0,0116%	A
DPAM B EQUITIES EUROPE INDEX		43.000	0,0040%	A
DPAM DBI RDT B EQUITIES EMU INDEX		68.000	0,0064%	A
DPAM L EQUITIES EMU SRI MSCI INDEX		12.230	0,0011%	A
DPAM L EQUITIES WORLD SRI MSCI INDEX		4.200	0,0004%	A
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.733	0,0002%	A
Totale votanti		**1.069.783.640**	**100%**	

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

Assemblea ordinaria
27 aprile 2026

Riepilogo deleghe ricevute

nel termine di legge, sono pervenute da parte degli aventi diritto:

- n. **11** deleghe ai sensi dell'articolo 135-undecies del TUF per complessive **30.485.838** azioni;
- n. **3** deleghe ai sensi dell'articolo 135-novies del TUF per complessive **839.266.391** azioni;
- n. **1** sub-delega (che a sua volta recepisce n. **2.426** deleghe) ai sensi dell'articolo 135-novies del TUF per complessive **200.031.411** azioni;

POSTE ITALIANE S.p.A.
Assemblea ordinaria
27 aprile 2026

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

Anagrafica	CF/PI	Azioni	% sul C.S.
(R) EUROPEAN EQUITIES		2.205	0,0002%
405 MSTV I LP - AQR- NON FLIP		8.478	0,0006%
405 MSTV I LP-TREASURY INTL		11.377	0,0009%
405 MSTV LP		11.377	0,0009%
801 INVESTMENTS LLC		4.605	0,0004%
A A B DIVERSIFIE		41.712	0,0032%
AA SSGA ACTIONS INDICE EURO		175.947	0,0135%
AAI LIMITED		7.237	0,0006%
AB SICAV III DYNAMIC ALL MARK		1.732	0,0001%
AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO		812	0,0001%
ABB PENSION FUND		1.101	0,0001%
ABERDEEN GROUP CHARITABLE TRUST		665	0,0001%
ABN AMRO FGR		795	0,0001%
ABN AMRO FUNDS		19.347	0,0015%
ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND		1.793	0,0001%
ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND		48.551	0,0037%
ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND		7.507	0,0006%
ACCIDENT COMPENSATION CORPORATION		60.546	0,0046%
ACHMEA PENSIOEN- EN LEVENSVERZEKERINGEN N.V		81.990	0,0063%
ACHMEA REINSURANCE COMPANY N.V		8.775	0,0007%
ACHMEA SCHADEVERZEKERINGEN N.V		17.339	0,0013%
ACHMEA VARIABLE SECURITIES HEALTH FUND		23.406	0,0018%
ACO EMANUELE		741	0,0001%
ACTICCIA 90 N 10		113.750	0,0087%
ACTICCIA VIE 90 N 5		149.409	0,0114%
ADVANCED SERIES TRUST - AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO		23.202	0,0018%
ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND		830	0,0001%
AEGON CUSTODY B.V.		67.584	0,0052%
AEGON CUSTODY B.V..		15.995	0,0012%
AEIS INSTITUTIONAL FUND - AKTIEN GLOBAL		8.650	0,0007%
AF DYNAMIC MULTI FACTO GLOBAL EQ EUROPE		3.814	0,0003%
AFER DIVERSIFIE ISR		32.029	0,0025%
AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS		25.483	0,0020%
AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD		27.849	0,0021%
AIA GLOBAL MULTI-FACTOR EQUITY FUND		52.657	0,0040%
AIB GROUP IRISH PENSION SCHEME		4.213	0,0003%
AILIS SICAV		44.365	0,0034%
AIM EQUITY EUROPE		17.670	0,0014%
AKTIEN SUEDEUROPA UI		41.200	0,0032%
AL TST AL TRUST AKTIEN EUROPA		4.696	0,0004%
ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION		14.256	0,0011%
ALASKA COMMON TRUST FUND		17.333	0,0013%
ALASKA PERMANENT FUND CORPORATION		13.523	0,0010%
ALLEANZA OBBLIGAZIONARIO		96.073	0,0074%

Anagrafica	CF/PI	Azioni	% sul C.S.
ALLIANZ GLOBAL INVESTORS FUND		176.184	0,0135%
ALLIANZ GLOBAL INVESTORS GMBH		365.380	0,0280%
ALLIANZ GLOBAL INVESTORS GMBH ALLIANZGI-FONDS BTH		9.351	0,0007%
ALLIANZ GLOBAL INVESTORS GMBH FOR ALLIANZGIFONDS HPT		2.111	0,0002%
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN		9.274	0,0007%
ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS SUEWE SEGMENT AKTIEN WELT 2		22.950	0,0018%
ALLIANZGI FONDS AFE		67.713	0,0052%
ALLIANZGI S AKTIEN		174.245	0,0133%
ALLIANZGI-FONDS DSPT		11.361	0,0009%
ALLIANZGI-FONDS TOSCA		2.755	0,0002%
ALLOCATION INVEST EQUITY CORE		68.897	0,0053%
ALLOCATION PROTECTION 80		134.903	0,0103%
ALTO INTERNAZIONALE AZIONARIO		21.816	0,0017%
ALUMBRA INNOVATIONS FOUNDATION		626	0,0000%
AMERICAN BUREAU OF SHIPPING		553	0,0000%
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF		476.287	0,0365%
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND		25.611	0,0020%
AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF		62.182	0,0048%
AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF		16.043	0,0012%
AMERICAN CENTURY ICAV		7.148	0,0005%
AMLC EQ SINGLE STOCKS		101	0,0000%
AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND		5.615	0,0004%
AMP INTERNATIONAL EQUITY INDEX FUND		29.595	0,0023%
AMP INTERNATIONAL EQUITY INDEX FUND HEDGED		2.563	0,0002%
AMP WHOLESALE GLOBAL EQUITIES FUND		76.014	0,0058%
AMSELECT - HSBC EURO EQUITY VALUE		352.533	0,0270%
AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU		2	0,0000%
AMUNDI ETF ICAV		90.573	0,0069%
AMUNDI ETF ICAV - AMUNDI PRIME ALL COUNTRY WORLD UCITS ETF		27.850	0,0021%
AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		25.649	0,0020%
AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		47.543	0,0036%
AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF		222.895	0,0171%
AMUNDI ETF ICAV-AMUNDI PRIME GLOBAL UCITS ETF		13.341	0,0010%
AMUNDI EURO STOXX SELECT DIVIDEND 30		181.522	0,0139%
AMUNDI EUROPE MONDE		25.477	0,0020%
AMUNDI FUNDS EUROLAND EQUITY RISK PARITY		15.656	0,0012%
AMUNDI FUNDS EUROPEAN EQUITY CONSERVATIV		322.309	0,0247%
AMUNDI INDEX EUROPE EX UK SMALL		18.803	0,0014%
AMUNDI INDEX MSCI EUROPE		328.407	0,0251%
AMUNDI INDEX MSCI WORLD		27.582	0,0021%
AMUNDI IPSA ACTIONS		1.840	0,0001%
AMUNDI IRELAND LIMITED		21.671	0,0017%
AMUNDI ITALY MIB ESG		148.045	0,0113%
AMUNDI LABEL ISR ACTIONS EUROP		3.339	0,0003%
AMUNDI LIFECYCLE 2030 EQUITY		8	0,0000%
AMUNDI LIFECYCLE 2033 EQUITY		12	0,0000%
AMUNDI LIFECYCLE 2036 EQUITY		16	0,0000%
AMUNDI LIFECYCLE 2039 EQUITY		21	0,0000%
AMUNDI MSCI EMU CLIMATE PARIS ALIGNED		6.709	0,0005%
AMUNDI MSCI EMU ESG BROAD TRANSITION		28.189	0,0022%
AMUNDI MSCI EMU ESG LEADERS SELECT		301.433	0,0231%
AMUNDI MSCI EMU SRI CLIMATE PARIS ALIGN		32.040	0,0025%
AMUNDI MSCI EUR EX SWITZERLAND ESG LEAD		6.517	0,0005%
AMUNDI MSCI EUROPE CLIMATE PARIS ALIGNED		2.831	0,0002%
AMUNDI MSCI EUROPE ESG BROAD TRANSITION		80.873	0,0062%
AMUNDI MSCI EUROPE SCREENED		22.858	0,0018%
AMUNDI MSCI EUROPE SRI CLIM PARIS ALIGN		261.577	0,0200%
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED		243	0,0000%

Anagrafica	CF/PI	Azioni	% sul C.S.
AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED UMWELTZEICHEN UCITS ETF		3.448	0,0003%
AMUNDI MSCI WORLD CLIMATE TRANSITION		1.165	0,0001%
AMUNDI MSCI WORLD EX USA SCREE		107	0,0000%
AMUNDI MSCI WORLD SRI CLIMAT PARIS ALIGN		55.602	0,0043%
AMUNDI PRIME EUROPE		17.054	0,0013%
AMUNDI PRIME EUROZONE		58.391	0,0045%
AMUNDI PROGETTO FUTURO PIR		12.459	0,0010%
AMUNDI SGR SPA / AMUNDI RISPAR MIO ITALIA		37.703	0,0029%
AMUNDI STOXX EUROPE 600		655.303	0,0502%
AMUNDI STOXX EUROPE 600 ESG		67.954	0,0052%
AMUNDI STOXX EUROPE 600 ESG II UCITS ETF		14.849	0,0011%
AMUNDIT ETF ICAV - AMUNDI MSCI ACWI SRI CLIMATE PARIS ALIGNED UCITS ETF		6.105	0,0005%
ANDRA AP-FONDEN		211.303	0,0162%
AP ACTIONS 1 EURO		19.231	0,0015%
API RETRAITE DIVERSIFIE		14.000	0,0011%
APOLLO INFRASTRUCTURE 2027		14.453	0,0011%
APPLE 401(K) PLAN		2.285	0,0002%
APPLIED FINANCE IVS INT LG ETF		609	0,0000%
AQR ABSOLUTE RETURN MASTER ACCOUNT L.P.- STOCK SELECTION		2.783	0,0002%
AQR ALTERNATIVE TRENDS MASTER ACCOUNT LP		4	0,0000%
AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT		13.224	0,0010%
AQR FLEX 1 SERIES LLC - SERIES A15		3.554	0,0003%
AQR FLEX 1 SERIES LLC - SERIES A9		73.060	0,0056%
AQR FLEX 1 SERIES LLC SERIES A10		26.140	0,0020%
AQR FLEX 1 SERIES LLC- SERIES A13		3.198	0,0002%
AQR FLEX 1 SERIES LLC- SERIES A16		9.637	0,0007%
AQR FLEX 1 SERIES LLC(DASH)SERIES A24		1.038	0,0001%
AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND		24.946	0,0019%
AQR FUNDS - AQR MANAGED FUTURESSTRATEGY FUND		212.518	0,0163%
AQR FUNDS - AQR TREND TOTAL RETURN FUND		8.082	0,0006%
AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND		22.704	0,0017%
AQR FUNDS- AQR CVX FUSION FUND		1.619	0,0001%
AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND		342.461	0,0262%
AQR FUNDS AQR LONGSHORT EQUITY FUND		798.848	0,0612%
AQR FUNDS- AQR LSE FUSION FUND		4.990	0,0004%
AQR FUNDS- AQR MS FUSION HV FUND		5.358	0,0004%
AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND		90.499	0,0069%
AQR FUNDSAQR MULTIASSET FUND		37.296	0,0029%
AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC		112.454	0,0086%
AQR INNOVATION FUND, L.P.		1.108	0,0001%
AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND		84.728	0,0065%
AQR LUX FUNDS-AQR SYSTEMATIC TOTAL RETURN FUND		680	0,0001%
AQR TA DELPHI PLUS FUND LLC		4	0,0000%
AQR TA GLOBAL ALPHA FUND, NON FLIP		464.163	0,0355%
AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC		5.222	0,0004%
AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC		9.535	0,0007%
ARAMCO ASIA SINGAPORE PTE. LTD		718	0,0001%
ARBEJDSMARKEDETS TILLAEGSPENSION		1.050.098	0,0804%
ARCA AZIONI ITALIA		537.376	0,0411%
ARCA BB		1.839	0,0001%
ARCA ECONOMIA REALE BILANCIATO ITALIA 55		37.014	0,0028%
ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST		6.172	0,0005%
ARERO - DER WELTFONDS - ESG		20.547	0,0016%
ARIZONA STATE RETIREMENT SYSTEM		196.900	0,0151%
ARKEA EXCLUSIVE PREMIUM MAY 2023		904.687	0,0693%
ARKWRIGHT, LLC		1.611	0,0001%
ARRCO QUANT 1		110.306	0,0084%
ARRCO QUANT II		22.279	0,0017%
ARROWST CAP GL EQ AEF NON FLIP		23.112	0,0018%
ARROWST CAP NEWBURY NON FLIP		2.977	0,0002%
ARROWSTREET (CANADA) GLOBAL ACWI150 ALPHA EXTENSION FUND I		3.100	0,0002%

Anagrafica	CF/PI	Azioni	% sul C.S.
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I		218.897	0,0168%
ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II		286.504	0,0219%
ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I		6.300	0,0005%
ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND L.P.		538	0,0000%
ARROWSTREET (DELAWARE) CUSTOM ALPHA EXTENSION FUND Q L.P.		14.809	0,0011%
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED		1.586	0,0001%
ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED.		300	0,0000%
ARROWSTREET CAPITAL NEWBURY FUND LIMITED.		137	0,0000%
ARROWSTREET COLLECTIVE INVESTMENT TRUST		290.985	0,0223%
ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND		18.443	0,0014%
ARROWSTREET GLOBAL EQUITY ACWI TRUST FUND		39.650	0,0030%
ARROWSTREET GLOBAL EQUITY FUND		1.122.195	0,0859%
ARROWSTREET INTERNATIONAL EQUITY ACWI EX US TRUST FUND		60.203	0,0046%
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT		2.982	0,0002%
ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P.		6.871	0,0005%
ARROWSTREET INTERNATIONAL EQUITY EAFE TRUST FUND		13.674	0,0010%
ARROWSTREET INTERNATIONAL EQUITY WORRLD EX US ALPHA EXTENSION CIT		11.532	0,0009%
ARROWSTREET INVESTMENT TRUST - ARROWSTREET ACWI ALPHA EXT CO		154	0,0000%
ARROWSTREET US GROUP TRUST		121.867	0,0093%
ARTEMIS FUNDS (LUX).		35.082	0,0027%
ARTEMIS SMARTGARP EUROPEAN EQUITY FUND		1.396.028	0,1069%
ARTEMIS SMARTGARP GLOBAL EQUITY FUND		752.975	0,0577%
ARTEMIS SMARTGARP UK EQUITY FUND		467.163	0,0358%
AS (CA) GBL WLD AEF I NON FLIP		1.293	0,0001%
AS ACWI EX US AETF U NON FLIP		19.256	0,0015%
AS CAP GBL AC AEF CAY NON FLIP		69.019	0,0053%
AS DEV MARKET ALPHA EXT FD NON FLIP		1.864	0,0001%
AS INTL EQ EAFE AEF NON FLIP		8.872	0,0007%
ASCENSION ALPHA FUND LLC		12.128	0,0009%
ASIAN DEVELOPMENT BANK		32.449	0,0025%
ASR LEVENSVERZEKERING NV		31.534	0,0024%
ASR SCHADEVERZEKERING NV		10.953	0,0008%
ASSET MANAGEMENT EXCHANGE UCITS CCF ..		19.304	0,0015%
ASSURDIX		36.946	0,0028%
ATCP-UI-FONDS		1.693	0,0001%
ATHENA PRESTIGE EUROPE AEROSPACE & DEFENSE		124.016	0,0095%
ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE II		45.000	0,0034%
ATLAS MACRO MASTER FUND LIMITED		3.554	0,0003%
ATOUT EUROLAND CORE		77.963	0,0060%
ATOUT EUROPE CORE		20.734	0,0016%
ATOUT EUROPE HAUT RENDEMENT		23.022	0,0018%
AURION GLOBAL EQUITY FUND		1.588	0,0001%
AUSTRALIAN CAPITAL TERRITORY		13.159	0,0010%
AUSTRALIAN RETIREMENT TRUST		167.220	0,0128%
AUSTRALIANSUPER		143.481	0,0110%
AUTORIDADE MONETARIA DE MACAU		74.189	0,0057%
AVADIS FUND-AKTIEN WELT AST 2		16.642	0,0013%
AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2		14.135	0,0011%
AVALON PORTFOLIO II LLC		1.928	0,0001%
AVANTIS CIBC INTERNATIONAL EQUITY ETF		1.061	0,0001%
AVIP BLACKROCK ADVANTAGE INTERNATIONAL EQUITY PORTFOLIO		7.274	0,0006%
AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND		1.697	0,0001%
AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND		1	0,0000%
AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND		584	0,0000%
AVIVA INVESTORS FUNDS ACS - AI DISTRIBUTION LIFE FUND		1.271	0,0001%
AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND		2.613	0,0002%
AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND		7.112	0,0005%
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND		1.930	0,0001%
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND		32.528	0,0025%

Anagrafica	CF/PI	Azioni	% sul C.S.
AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND		553	0,0000%
AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND		56.681	0,0043%
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND		23.719	0,0018%
AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND		554	0,0000%
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I		95	0,0000%
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II		1.247	0,0001%
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III		2.957	0,0002%
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV		2.436	0,0002%
AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V		924	0,0001%
AVIVA INVESTORS UK FUND SERVICES LIMITED		43.143	0,0033%
AVIVA LIFE & PENSIONS IRELAND DAC		19.930	0,0015%
AVIVA LIFE & PENSIONS UK LIMITED		57.104	0,0044%
AVIVA LIFE AND PENSIONS UK LIMITED		3.563	0,0003%
AWARE SUPER		667.253	0,0511%
AXA AA DIVERSIFIE INDICIEL 1		30.709	0,0024%
AXA ASSICURAZIONI SPA		16.000	0,0012%
AXA EURO DIVIDEND DBVL		50.938	0,0039%
AXA EURO DIVIDEND K		51.866	0,0040%
AXA IM EQUITY TRUST		185.942	0,0142%
AXA LEBEN AG		68.220	0,0052%
AXA MPS FINANCIAL DESIGNATED ACTIVITY CO		21.000	0,0016%
AXA MPS PREVIDENZA PER TE - CRESCITA		180.532	0,0138%
AXA PEA REGULARITE		1.032.794	0,0791%
AXA SELECT MULTI ACTIONS		5.383	0,0004%
AXA VERSICHERUNGEN AG		146.532	0,0112%
AXA WORLD FUNDS SICAV		19.000	0,0015%
AZIMUT LIFE DAC		1.279	0,0001%
AZL DFA INTERNATIONAL CORE EQUITY FUND		2.895	0,0002%
AZL INTERNATIONAL INDEX FUND		25.204	0,0019%
BAILLIE GIFFORD GLOBAL ALPHA EQUITIES FUND		139.225	0,0107%
BAILLIE GIFFORD GLOBAL ALPHA GROWTH FUND		629.582	0,0482%
BAILLIE GIFFORD GLOBAL ALPHA PARIS-ALIGNED FUND		106.098	0,0081%
BAILLIE GIFFORD INTERNATIONAL FUND A SUB FUND OF THE BAILLIE GIFFORD UK AND BALANCED FUNDS ICVC		389.057	0,0298%
BAILLIE GIFFORD WORLDWIDE FUNDS PLC - BG WORLDWIDE GLOBAL ALPHA FUND		298.741	0,0229%
BAILLIE GIFFORD WORLDWIDE FUNDS PLC-BG WORLDWIDE RESP GL ALPHA PARIS-ALIGNED FD		137.392	0,0105%
BANCO CENTRAL DE TIMOR-LESTE (BCTL)		35.475	0,0027%
BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA		19.541	0,0015%
BANK OF KOREA		107.659	0,0082%
BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS		3.225	0,0002%
BAYERNINVEST KVG MBH BAYERN-INVEST BT-1-FONDS		185.000	0,0142%
BAYERNINVEST KVG MBH BAYERNINVEST BWA 2-FONDS		26.649	0,0020%
BAYERNINVEST KVG MBH BG BAU ALTERSR. MA COMMERZBANK		15.049	0,0012%
BAYERNINVEST KVG MBH STRATEGIC CORE EQUITY I		17.273	0,0013%
BAYERNINVEST KVG MBH VK EUROPA AKTIEN		42.485	0,0033%
BAYERNINVEST PAE-FONDS		22.677	0,0017%
BAYVK A4 FONDS		19.433	0,0015%
BCV ENHANCED EUROPE EQUITY ESG		3.152	0,0002%
BEAR CREEK INVESTMENT LLC		6.473	0,0005%
BEAT DRUGS FUND ASSOCIATION		582	0,0000%
BEL EQUITY EUROPE		101.625	0,0078%
BERESFORD FUNDS ICAV		10.362	0,0008%
BERESFORD FUNDS ICAV.		382	0,0000%
BEST INVESTMENT CORPORATION		8.336	0,0006%
BESTSELECT - UBS SRI GLOBAL EQUITY		2.916	0,0002%
BETASHARES GLOBAL SHARES ETF		18.969	0,0015%

Anagrafica	CF/PI	Azioni	% sul C.S.
BFT PARTNERS VIA EQUITY EUROPE		5.086	0,0004%
BLACKROCK - IG INTERNATIONAL EQUITY POOL		16.320	0,0012%
BLACKROCK ADVANTAGE INTERNATIONAL FUND OF BLACKROCK FUNDS		166.302	0,0127%
BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS		48.273	0,0037%
BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE		14.281	0,0011%
BLACKROCK AUTHORISED CONTRACTUAL SCHEME 1		9.451	0,0007%
BLACKROCK AUTHORISED CONTRACTUAL SCHEME I		428.239	0,0328%
BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND		12.943	0,0010%
BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND		20.411	0,0016%
BLACKROCK COMMON CONTRACTUAL FUNDS		39.533	0,0030%
BLACKROCK DYNAMIC HIGH INCOME PORTFOLIO OF BLACKROCK FUNDS II		1.444	0,0001%
BLACKROCK FUND MANAGERS LTD		396.725	0,0304%
BLACKROCK FUNDS I ICAV		78.927	0,0060%
BLACKROCK GLOBAL FUNDS		20.456	0,0016%
BLACKROCK GLOBAL INDEX FUNDS		47.900	0,0037%
BLACKROCK INDEX SELECTION FUND		375.054	0,0287%
BLACKROCK INSTITUTIONAL POOLED FUNDS PLC		52.232	0,0040%
BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS		3.249.956	0,2488%
BLACKROCK INTERNATIONAL ALPHA TILTS FUND		17.766	0,0014%
BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC.		6.955	0,0005%
BLACKROCK LIFE LIMITED		11.313	0,0009%
BLACKROCK LIFE LTD		68.179	0,0052%
BLACKROCK MULTI-ASSET INCOME PORTFOLIO OF BLACKROCK FUNDS II		7.385	0,0006%
BLACKROCK SOLUTIONS FUNDS ICAV		85.563	0,0066%
BLACKROCK SUSTAINABLE ADVANTAGE INTERNATIONAL EQUITY FUND OF BLACKROCK FUNDS		279	0,0000%
BLACKROCK UCITS CCF		37.031	0,0028%
BMO DIVERSIFIED INCOME PORTFOLIO		14.504	0,0011%
BMO MSCI EAFE ESG LEADERS INDEXETF		3.574	0,0003%
BMO MSCI EAFE INDEX ETF		168.552	0,0129%
BMO MSCI EAFE SMALL-MID CAP INDEX ETF		184	0,0000%
BNP PARIBAS APOLLO GLOBAL WATER		35.147	0,0027%
BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE		237.664	0,0182%
BNP PARIBAS ATHENA PRESTIGE S&P 100		248.857	0,0191%
BNP PARIBAS DISRUPTIVE TECHNOLOGY CAPITAL GARANTI 2026		16.699	0,0013%
BNP PARIBAS EASY - ALPHA ENHANCED EUROPE		3.159	0,0002%
BNP PARIBAS EASY - DIVIDEND EUROPE		82.154	0,0063%
BNP PARIBAS EASY - ESG ENHANCED EUROPE		300	0,0000%
BNP PARIBAS EASY - EUR OVERNIGHT		40.300	0,0031%
BNP PARIBAS EASY - GROWTH EUROPE		98.206	0,0075%
BNP PARIBAS EASY - MSCI EMU		2.484	0,0002%
BNP PARIBAS EASY - MSCI EUROPE		3.000	0,0002%
BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF		1.780.768	0,1363%
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI PAB UCITS ETF		246	0,0000%
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD EQUAL WEIGHT SELECT UCITS ETF		2.368	0,0002%
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF		6.261	0,0005%
BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD UCITS ETF		1.072	0,0001%
BNP PARIBAS EASY MSCI EMU MIN TE		140.598	0,0108%
BNP PARIBAS EASY MSCI EUROPE MIN TE		170.987	0,0131%
BNP PARIBAS EQUITY - FOCUS ITALIA		37.613	0,0029%
BNP PARIBAS FUNDS - SEASONS		144.928	0,0111%
BNY MELLON (INTL) LTD AS TRUSTEE OF ISHARES CONTINENTAL EUROPEAN EQUITY ESG INDE		130.172	0,0100%
BNY MELLON INDEX FUNDS, INC. - BNY MELLON INTERNATIONAL STOCK INDEX FUND		6.807	0,0005%
BNY MELLON INTERNATIONAL EQUITY ETF		19.158	0,0015%

Anagrafica	CF/PI	Azioni	% sul C.S.
BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND		26.463	0,0020%
BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND		8.805	0,0007%
BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMER		6.534	0,0005%
BOC-PRUDENTIAL EUROPEAN EQUITY FUND		6.000	0,0005%
BOC-PRUDENTIAL EUROPEAN INDEX FUND		44.593	0,0034%
BONITAS POOLED INVESTMENT FUND SERIES - DYNAMIC EUROPEAN EQUITY FUND		18.790	0,0014%
BONITAS POOLED INVESTMENT FUND SERIES - SMART EUROPEAN EQUITY FUND		6.196	0,0005%
BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S		44.000	0,0034%
BRIDGE BUILDER INTERNATIONAL E		27.353	0,0021%
BRIDGE BUILDER TAX MANAGED INT		3.267	0,0003%
BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO		3.820	0,0003%
BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO		29.702	0,0023%
BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION.		647	0,0000%
BRUCE POWER PENSION PLAN .		1.363	0,0001%
BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD		5.636	0,0004%
BUILDERS ASSET MANAGEMENT WATER LLC		19.011	0,0015%
BUILDERS VISION FOUNDATION		11.480	0,0009%
BUMA-UNIVERSAL-FONDS I		3.913	0,0003%
BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND		18.012	0,0014%
BUREAU OF LABOR FUNDS-LABOR PENSION FUND		11.874	0,0009%
BUREAU OF PUBLIC SERVICE PENSION FUND		5.605	0,0004%
CAISSE DE DEPOT ET PLACEMENT DUQUEBEC		589.360	0,0451%
CAISSE DE PREVOYANCE DU PERSONNEL DE L ETAT PENSIONSKASSE DES STAATSPERSONALS		1.482	0,0001%
CAISSE DE RETRAITE D'HYDRO-QUEBEC		1	0,0000%
CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM		771.156	0,0590%
CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM		794.316	0,0608%
CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF		7.279	0,0006%
CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND		24.252	0,0019%
CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO		4.916	0,0004%
CAMBRIDGE UNIVERSITY ALL WORLD EQUITY FD		1.322	0,0001%
CAMBRIDGE UNIVERSITY DEVELOPED MARKETS EQUITY FUND		497	0,0000%
CAMBRIDGESHIRE COUNTY COUNCIL PENSION FUND		1.357	0,0001%
CANADA PENSION PLAN INVESTMENT BOARD (CPPIB)		25.001	0,0019%
CANDRIAM SUSTAINABLE EQUITY QUANT EUROPE		373.096	0,0286%
CANOVAI ALBERTO	CNVLRT99A19A564R	430	0,0000%
CAPACITY - FONDS INSTITUTIONNEL - L-QIF - MULTI ASSET		4.939	0,0004%
CAPULA TAIL RISK MASTER FUND LIMITED		3.414	0,0003%
CARDANO COMMON CONTRACTUAL FUND		4.523	0,0003%
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE		79.681	0,0061%
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE EX FOSSIL (I)		2.808	0,0002%
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL		26.676	0,0020%
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I)		6.436	0,0005%
CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL EX FOSSIL (I)		2.490	0,0002%
CARESUPER		54.439	0,0042%
CASSA DEPOSITI E PRESTITI SPA	80199230584	457.138.500	35,0000%
CASSA NAZIONALE DI PREVIDENZA E ASSISTENZA FORENSE	80027390584	22.155.000	1,6963%
CATERPILLAR INC. MASTER RETIREMENT TRUST		3.379	0,0003%
CATERPILLAR INVESTMENT TRUST.		4.702	0,0004%
CAVEC LA FRANCAISE DIVERSIFIE		14.939	0,0011%
CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND		3.063	0,0002%
CBS INSURANCE COMPANY LIMITED		2.387	0,0002%
CDN ACWI ALPHA TILTS FUND		6.514	0,0005%
CENTRAL BANK OF IRELAND MSCI PAB		24.434	0,0019%
CENTRAL PROVIDENT FUND BOARD		1.019	0,0001%
CERES FONDS D ACTIONS MONDE		5.492	0,0004%
CERVURITE INTERNATIONAL LLC		27.240	0,0021%
CFSIL RE CNEALTH GS FD 16		12.938	0,0010%
CFSIL-COMMONWLTH GBL SHARE FD 17		265.654	0,0203%
CG TPT AUTHORISED CONTRACTUAL SCHEME		3.624	0,0003%

Anagrafica	CF/PI	Azioni	% sul C.S.
CHALLENGE ITALIAN EQUITY		124.200	0,0095%
CHARLES C. GATES TRUST OF 6/30/1941		3.478	0,0003%
CHCP GLOBAL SECURITIES LP		2.533	0,0002%
CHEVRON MASTER PENSION TRUST		2.773	0,0002%
CHINA LIFE INSURANCE COMPANY LIMITED		326	0,0000%
CHORELIA N 11		200.840	0,0154%
CHORELIA N 3		141.131	0,0108%
CHORELIA N 7		179.128	0,0137%
CHORELIA N 9		203.554	0,0156%
CHUNGHWA POST CO. LTD		8.349	0,0006%
CHURCH COMMISSIONERS FOR ENGLAND		6.165	0,0005%
CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS.		11.989	0,0009%
CIBC EUROPEAN INDEX FUND		2.435	0,0002%
CIBC INTERNATIONAL EQUITY INDEX ETF		5.950	0,0005%
CIBC INTERNATIONAL EQUITY INDEX POOL		1.539	0,0001%
CIBC INTERNATIONAL INDEX FUND		34.032	0,0026%
CIBC PENSION PLAN		17.060	0,0013%
CIBC QI GLOBAL LOW VOLATILITY DIVIDEND POOL		1.865	0,0001%
CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF		287.169	0,0220%
CIEPP - CAISSE INTER-ENTREPRISES DE PREVOYANCE PROFESSIONNELLE		40.166	0,0031%
CIN BELGIUM LIMITED		17	0,0000%
CITITRUST LIMITED		6.213	0,0005%
CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND		6.806	0,0005%
CITITRUST LTD		2.239	0,0002%
CITW FUND, LP		516	0,0000%
CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN		52.397	0,0040%
CITY OF NEW YORK DEFERRED COMPENSATION PLAN		18.150	0,0014%
CITY OF NEW YORK GROUP TRUST		89.008	0,0068%
CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM.		26.316	0,0020%
CITY UNIVERSITY OF NEW YORK		331	0,0000%
CM-AM ADVANCED		3.200	0,0002%
CM-AM CONVERTIBLES EUROPE		12.000	0,0009%
CM-AM CONVICTIONS EURO		372.000	0,0285%
CM-AM CONVICTIONS FLEXIBLE EURO		19.000	0,0015%
CM-AM PEA SECURITE		1.655.860	0,1268%
CM-AM PEA SERENITE		426.629	0,0327%
CNBF RB OSTRUM ACTION EURO		35.917	0,0027%
CNBF RC OSTRUM ACTION EURO		71.936	0,0055%
CNP ASSURANCES IARD MANDAT 287		19.218	0,0015%
CNP ASSURANCES PREVOYANCE MANDAT 285		34.518	0,0026%
CNP RETRAITE R01 PLACEMENT PTF		505.425	0,0387%
CNTRL PNSON FND INTRNTNL UNION		34.459	0,0026%
CO PERATIE KLAVERBLAD VERZEKERINGEN UA		16.096	0,0012%
COAL STAFF SUPPERANNUATION SCHEME TRUSTEES LIMITED		12.336	0,0009%
COLONIAL FIRST STATE INVESTMENT FUND 50.		8.070	0,0006%
COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND..		40.471	0,0031%
COLUMBIA RESEARCH ENHANCED INTERNAT IONAL EQUITY ETF		190	0,0000%
COLUMBIA THREADNEEDLE (IRL) ICAV		2.252	0,0002%
COLUMBIA THREADNEEDLE (LUX) III		3.297	0,0003%
COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A.		238.698	0,0183%
COMMISSION DE LA CAISSE COMMUNE		6.132	0,0005%
COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC		558	0,0000%
COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN		3.600	0,0003%
COMMONWEALTH OF PA - TREASURY		6.233	0,0005%
COMMONWEALTH OF PENNSYLVANIA PUBLIC SCHOOL EMPLOYEES' RETIREMENT SYSTEM		69.305	0,0053%
COMMONWEALTH OF PENNSYLVANIA STATE EMPLOYEES' RETIREMENT SYSTEM		2.089	0,0002%
COMMONWEALTH OF PENNSYLVANIA TREASURY DEPARTMENT		4.878	0,0004%
COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA		121.689	0,0093%
CONNECTICUT GENERAL LIFE INSURANCE COMPANY		7.759	0,0006%
CONSERVATION INTERNATIONAL FOUNDATION, INC.		386	0,0000%

Anagrafica	CF/PI	Azioni	% sul C.S.
CONSTELLATION FITZPATRICK QUALIFIED FUND		2.521	0,0002%
CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND		995	0,0001%
CONTI GESTION		12.125	0,0009%
CO-OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN		10.092	0,0008%
CORALIUM PEA SANTE RESERVE		109.895	0,0084%
COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY		15.789	0,0012%
TODD C COZZENS		204	0,0000%
CPR ACTIONS EURO PREMIUM SELECT		427	0,0000%
CPR ACTIONS EURO RESPONSABLE		120.496	0,0092%
CPR EUROPE ESG POCHE COR		13.208	0,0010%
CRAMA LOIRE BRETAGNE ACTIONS		39.985	0,0031%
CREDIT MUTUEL ASSET MANAGEMENT		195.000	0,0149%
CREDIT SUISSE INDEX FUND (LUX)		416.811	0,0319%
CRN AMUNDI ACTIONS		161.464	0,0124%
CS PORTFOLIO LLC		42.020	0,0032%
CSAA INSURANCE EXCHANGE		1.740	0,0001%
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962		25.490	0,0020%
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9975		3.627	0,0003%
CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND		86.197	0,0066%
CUSTODY BANK OF JAPAN, LTD. RE: STB EUROPE EQUITY MOTHER FUND II		3.942	0,0003%
CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED)		6.337	0,0005%
CX CADENCE LIMITED-DEAZELEY		7.129	0,0005%
D. E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS L.L.C.		547	0,0000%
D.E. SHAW ALL COUNTRY GLOBAL ALPHA PLUS PORTFOLIOS II L.L.C		153	0,0000%
D.E. SHAW OCULUS INTL NON FLIP		37.727	0,0029%
DC-AKTIEN-FONDS		1.741	0,0001%
DE SHAW ALL COUNTRY GLOBAL ALPHA EXTENSION PORTFOLIOS LLC		129	0,0000%
DE SHAW US BROAD MARKET CORE ALPHA EXTENSION CUSTOM FUND II L.L.C.		303	0,0000%
DE SHAW WORLD ALPHA EXTENSION PORTFOLIOS LLC		3.101	0,0002%
DEAM-FONDS ZDV		3.193	0,0002%
DEKA INTERNATIONAL S.A. W/DEKA-EUROLAND AKT.LOWRISK		54.372	0,0042%
DEKA INTERNATIONAL S.A. W/DEKA-EUROPA AKTIEN SPEZIAL		46.344	0,0035%
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT		145.545	0,0111%
DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90		5.052	0,0004%
DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA		57.049	0,0044%
DEKA INVESTMENT GMBH RE A-FU 5-FONDS		11.460	0,0009%
DEKA INVESTMENT GMBH RE GLOBALE AKTIEN		36.512	0,0028%
DEKA INVESTMENT GMBH RE WERTPAPIERSTRATEGIEPORTFOLIO A		21.692	0,0017%
DEKA INVESTMENT GMBH VZWL MASTERFONDS		14.308	0,0011%
DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21		6.885	0,0005%
DEKA INVESTMENT GMBH W/A-HAM-FONDS W/U02		1.952	0,0001%
DEKA INVESTMENT GMBH W/A-REVI 2		28.000	0,0021%
DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF		403.887	0,0309%
DEKA INVESTMENT GMBH W/DEKA MSCI EMU CLIMATE CHANGE ESG CTB UCITS ETF		15.254	0,0012%
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE CLIMATE CHANGE ESG CTB UCITS ETF		33.372	0,0026%
DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF		11.955	0,0009%
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD CLIMATE CHANGE ESG UCITS ETF		11.502	0,0009%
DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF		29.301	0,0022%
DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON		32.154	0,0025%
DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL		10.342	0,0008%
DEKA INVESTMENT GMBH W/DEKA-MULTI ASSET EUROPA FOKUS AS		14.000	0,0011%
DEKA INVESTMENT GMBH W/ELB AKTIEN GLOBAL MULTIFACTOR PASSIV		6.345	0,0005%
DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS		37.588	0,0029%
DEKA INVESTMENT GMBH W/HEGAU-BODENSEE FM 1 W/U03		8.500	0,0007%

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Anagrafica	CF/PI	Azioni	% sul C.S.
DEKA INVESTMENT GMBH W/HFW-FONDS W/S2 AKTIEN EUROPA		19.432	0,0015%
DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II		4.786	0,0004%
DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3		5.860	0,0004%
DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV		1.256	0,0001%
DEKA INVESTMENT GMBH W/SKYHOOK INVEST - DEKA		168	0,0000%
DEKA INVESTMENT GMBH W/SSH-FONDS W/U07		17.799	0,0014%
DEKA INVESTMENT GMBH W/TREMONIUS-FONDS		7.257	0,0006%
DEKA INVESTMENT GMBH W/TREVALIS U02		440	0,0000%
DEKA INVESTMENT GMBH W/TREVALIS U03		17.631	0,0013%
DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02		16.351	0,0013%
DEKA INVESTMENT GMBH W/WERTPAPIERSTRATEGIEPORTFOLIO STIFTUNGEN W/U02		4.793	0,0004%
DEKA VALUE PLUS		108.994	0,0083%
DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS		14.500	0,0011%
DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG		22.100	0,0017%
DEKA-RAB		6.795	0,0005%
DELA NATURA- EN LEVENSVERZEKERINGEN N.V.		1.370	0,0001%
DES VAL INTL.PEEQ CSH NON FLIP		60.170	0,0046%
DESJARDINS GLOBAL EQUITY GROWTHFUND		99.508	0,0076%
DESJARDINS INTERNATIONAL EQUITYIND EX ETF		28.241	0,0022%
DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF		1.146	0,0001%
DESJARDINS RI DEVELOPED EXUSA EXCANADA MULTIFACTOR LOW CO2 ETF		90.546	0,0069%
DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE		32.006	0,0025%
DESTINATIONS INTERNATIONAL EQU		7.256	0,0006%
DEUTSCHE DCG EQ		1.071	0,0001%
DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF)		1.587	0,0001%
DFA ALL COUNTRY EX US EQUITY MARKET SUBTRUST OF DFA GROUP TRUST		950	0,0001%
DFI LP EQUITY (PASSIVE		532	0,0000%
DIGITAL FUNDS STARS EUROZONE		9.321	0,0007%
DILLON MARKETABLE SECURITIES COMMON TRUST FUND.		1.830	0,0001%
DIMENSIONAL FUNDS PLC		62.549	0,0048%
DIMENSIONAL INTERNATIONAL CORE EQUITY 2 ETF OF DIMENSIONAL E		187.404	0,0143%
DIMENSIONAL INTERNATIONAL HIGH PROFITABILITY ETF OF DIMENSI		4.496	0,0003%
DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E		1	0,0000%
DPAM B EQUITIES EUROPE INDEX		43.000	0,0033%
DPAM DBI RDT B EQUITIES EMU INDEX		68.000	0,0052%
DPAM L EQUITIES EMU SRI MSCI INDEX		12.230	0,0009%
DPAM L EQUITIES WORLD SRI MSCI INDEX		4.200	0,0003%
DPCTA-MASTERFONDS		15.139	0,0012%
DUNHAM INTERNATIONAL STOCK FUND		6.650	0,0005%
DWS INVESTMENT GMBH FOR DEAM-FONDS CPT		3.196	0,0002%
DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1		5.159	0,0004%
DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN		2.140	0,0002%
DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ		13.396	0,0010%
DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE		196.104	0,0150%
DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER		892	0,0001%
DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1		26.908	0,0021%
DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY		21.176	0,0016%
DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND		3.672	0,0003%
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS BPT		61.715	0,0047%
DWS INVESTMENT GMBH ON BEHALF OF DWS-FONDS ZDV EVO		662	0,0001%
DWS INVESTMENT GMBH W/BBR 1 AP		8.706	0,0007%
DWS MULTI ASSET PIR FUND		30.000	0,0023%
DYNAMIC PROFILE FINECO AM FUND I		5.582	0,0004%
DYNAMIC PROFILE FINECO AM FUND V		113.230	0,0087%
DYNAMIC PROFILE FINECO AM FUND VI		91.818	0,0070%
DYNAMIC PROFILE FINECO AM FUND VII		109.959	0,0084%
DYNASTY INVEST LTD		1.134	0,0001%
E TRADE NO FEE INTERNATIONAL INDEX FUND		833	0,0001%
EAST SUSSEX PENSION FUND		3.751	0,0003%
EDF RETRAITE LONG TERME INDICIELLE		13.858	0,0011%

Anagrafica	CF/PI	Azioni	% sul C.S.
EFFEPILUX SIC-AZIONARIO - PICT		4.720	0,0004%
ELEVA ABSOLUTE RETURN EUROPE FUND		8.268	0,0006%
EMBO-FONDS		11.075	0,0008%
EMERGENCY SERVICES SUPERANNUATION SCHEME		3.434	0,0003%
EMPOWER ANNUITY INSURANCE COMPANY		47.016	0,0036%
ENGADINE EQUITY MASTER FUND		38.915	0,0030%
ENHANCED INDEX INTERNATIONAL SHARE FUND		2.086	0,0002%
ENPAM		200.000	0,0153%
ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI		11.738.658	0,8987%
ENVIRONMENT FUND		3.506	0,0003%
EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO		33.001	0,0025%
EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		6.758	0,0005%
EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO		4.395	0,0003%
EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO		5.032	0,0004%
EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO		5.900	0,0005%
EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO		855	0,0001%
EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO		1.370	0,0001%
EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO		3.818	0,0003%
EQUIPSUPER		57.778	0,0044%
EQUITABLE FINANCIAL LIFE INSURANCE COMPANY		2.972	0,0002%
ERAFP ACTIONS EURO I		628.664	0,0481%
ERAFP ACTIONS EURO IV		314.138	0,0241%
ERI BAYERNINVEST FONDS AKTIEN EUROPA		10.448	0,0008%
ERIKOISSIJOITUSRAHASTO NORDEA NAVIGO		346	0,0000%
ERISA ACTIONS GRANDES VALEURS		625.889	0,0479%
ESSENTIA HEALTH		2.616	0,0002%
EVERGREEN SUSTAINABLE WORLD STOCKS		9.000	0,0007%
EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES		1.072	0,0001%
F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC		3.419	0,0003%
FACTORY MUTUAL INSURANCE COMPANY		5.790	0,0004%
FAMILY INVESTMENTS CHILD TRUST FUND		7.175	0,0005%
FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND		8.919	0,0007%
FCM INTERNATIONAL LLC		835	0,0001%
FCP SODIUM I		25.274	0,0019%
FEDEX CORPORATION EMPLOYEES PENSION TRUST		6.288	0,0005%
FG BALANCED		12.000	0,0009%
FGV ACTIONS EUROPE LM A		16.762	0,0013%
FGV ACTIONS EUROPE LM B		132.230	0,0101%
FIDDLER PARTNERS LLC		474	0,0000%
FIDELITY CONCORD STREET TRUST: FIDELITY INTERNATIONAL INDEX FUND		1.682.067	0,1288%
FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND		16.436	0,0013%
FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND		126.654	0,0097%
FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF		42.356	0,0032%
FIDELITY FUNDS - ITALY POOL		647.908	0,0496%
FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST		3.004	0,0002%
FIDELITY GLOBAL INVESTMENT FUND - EUROPEAN EQUITY FUND		41.087	0,0031%
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND		56.240	0,0043%
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND		3.082	0,0002%
FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND		103.377	0,0079%
FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND		544	0,0000%
FIDELITY SAI INTERNATIONAL INDEX FUND		185.036	0,0142%
FIDELITY SALEM STREET TRUST FIDELITY FLEX INTERNATIONAL FOCUSED INDEX FUND		5.092	0,0004%
FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND		47.903	0,0037%
FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND		230.553	0,0177%

Anagrafica	CF/PI	Azioni	% sul C.S.
FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA		18.759	0,0014%
FIDELITY SALEM STREET TRUST: FIDELITY SAI INTERNATIONAL MOMENTUM INDEX FUND		106.973	0,0082%
FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S.		804.742	0,0616%
FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND		242.870	0,0186%
FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF		43.412	0,0033%
FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND		8.200	0,0006%
FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND		16.176	0,0012%
FIDEURAM FUND		2.311	0,0002%
FIRE AND POLICE PENSION ASSOCIATION OF COLORADO		1.420	0,0001%
FIRST PRIVATE EURO DIVIDENDEN STAUFER		28.190	0,0022%
FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND		433.385	0,0332%
FIRST TRUST GLOBAL FUNDS PLC - FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF		37.190	0,0028%
FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF		5.703	0,0004%
FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF		12.256	0,0009%
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH ETF		181.638	0,0139%
FIRST TRUST INTERNATIONAL DEVELOPED CAPITAL STRENGTH PORTFOLIO		30.368	0,0023%
FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF		47.899	0,0037%
FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND		907.862	0,0695%
SCOTT FITZGERALD		224	0,0000%
FJARDE AP-FONDEN.		11.335	0,0009%
FLEXSHARES DEVELOPED MARKETS EX - US QUALITY LOW VOLATILITY INDEX FUND		5.664	0,0004%
FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND		1	0,0000%
FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND		1	0,0000%
FLORIDA RETIREMENT SYSTEM		32.429	0,0025%
FLOURISH INVESTMENT CORPORATION		14.574	0,0011%
FOLKSAM OMSESIDIG SAKFORSAKRING		17.361	0,0013%
FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY		261	0,0000%
FONDATION BOTNAR		10.645	0,0008%
FONDATION BOTNAR.		11.292	0,0009%
FONDAZIONE CASSA DI RISPARMIO DI CUNEO	96031120049	1.133.000	0,0867%
FONDAZIONE CASSA DI RISPARMIO DI FIRENZE	00524310489	1.000.000	0,0766%
FONDAZIONE CASSA DI RISPARMIO DI PADOVA E ROVIGO	92057140284	500.000	0,0383%
FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA	00499230373	1.702.438	0,1303%
FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES		21	0,0000%
FONDITALIA		821.598	0,0629%
FONDS DE PLACEMENT PROMUTUEL GROUPE PROMUTUEL FEDERATION DE SOCIETES MUTUELLES DASSURANCE GENERALE		2.502	0,0002%
FONDS DE RESERVE POUR LES RETRAITES		47.364	0,0036%
FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.)		22.930	0,0018%
FONDS FUER STIFTUNGEN INVESCO		9.232	0,0007%
FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS		2.001	0,0002%
FOOLIQ EHF		881	0,0001%
FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST..		3.553	0,0003%
FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST		664	0,0001%
FOREIGN STOCK INDEX MOTHER FUND		32.631	0,0025%
FOVERUKA PENSION UNIVERSAL		7.109	0,0005%
FRANCIS FAMILY FUND APS		3.127	0,0002%
FRANKLIN INTERNATIONAL EQUITY INDEX ETF		7.470	0,0006%
FRANKLIN INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND INDEX ETF		550.981	0,0422%
FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL CORE DIVIDEND TILT INDEX ETF		156.020	0,0119%
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROPE ETF		3.615	0,0003%
FRANKLIN TEMPLETON ETF TRUST FRANKLIN FTSE EUROZONE ETF		4.130	0,0003%
FRANKLIN TEMPLETON ICAV		610.793	0,0468%
FUNDACAO CALOUSTE GULBENKIAN		642	0,0000%
FUNDO DE PENSOES .		5.355	0,0004%
FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU		11.362	0,0009%
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F		291.521	0,0223%

Anagrafica	CF/PI	Azioni	% sul C.S.
FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI.		46.625	0,0036%
FUTURE GROUP INTERNATIONAL EQUITIES FUND		16.417	0,0013%
FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500)		274	0,0000%
G.A.-FUND-B - EQUITY BROAD EURO P		28.107	0,0022%
G.A.-FUND-B - WORLD EQUITIES PLUS		4.036	0,0003%
GAMLA LIVFORSAKRINGSAKTIEBOLAGET SEB TRYGG LIV		191.605	0,0147%
GARRAISKA INVESTMENTS		7.500	0,0006%
GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY		1.841	0,0001%
GCA MANDAT GESTION ACTIONS		32.798	0,0025%
GENERAL ORGANISATION FOR SOCIAL INSURANCE.		103.987	0,0080%
GENERALI AKTIVMIX DYNAMIK PROTECT 80		2.925	0,0002%
GENERALI FUTURE LEADERS ITALIA		23.900	0,0018%
GENERALI INVESTMENTS SICAV		32.843	0,0025%
GENERALI ITALIA SPA		120.500	0,0092%
GENERATION LIFE LIMITED		2.122	0,0002%
GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT		124.800	0,0096%
GEORGIA TECH FOUNDATION, INC		46.499	0,0036%
GERANA SICAV-SIF, S.A.		8.456	0,0006%
GLENDALOUGH ASSET MANAGEMENT LIMITED		2.709	0,0002%
GLOBAL ATLANTIC BLACKROCK DISCIPLINED INTERNATIONAL CORE PORTFOLIO		1.866	0,0001%
GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND		1.942	0,0001%
GLOBAL EQUITIES ENHANCED INDEX FUND		31.044	0,0024%
GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC		2.198	0,0002%
GLOBAL EX-U.S. ALPHA TILTS FUND B (ACWITLB)		5.801	0,0004%
GLOBAL MULTI FACTOR EQUITY FUND		26.510	0,0020%
GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND (CAYMAN) L.P		2.677	0,0002%
GLOBAL RESEARCH EQUITY-EXTENDED MASTER FUND (CAYMAN)		2.677	0,0002%
GLOBAL SICAV - OFI INVEST ESG		12.058	0,0009%
GLOBAL SYSTEMATIC ACTIVE EQUITIES		17.495	0,0013%
GLOBAL X MSCI EAFE INDEX ETF		3.075	0,0002%
GLOBAL X MSCI SUPERDIVIDEND EAFE ETF		33.639	0,0026%
GLOBAL X SANDP CATHOLIC VALUES DEVELOPED EX-U.S. ETF		1.127	0,0001%
GMO ALTERNATIVE ALLOCATION FUND		37.974	0,0029%
GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES		18.806	0,0014%
GOLDMAN SACHS ETF ICAV		33	0,0000%
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA EUROPE EQUITY ETF		17.236	0,0013%
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVE BETA INTERNATIONAL EQUITY ETF		438.073	0,0335%
GOLDMAN SACHS ETF TRUST - GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF		25.378	0,0019%
GOLDMAN SACHS ETF TRUST -GOLDMAN SACHS MARKETBETA INTERNATIONAL EQUITY ETF		21.583	0,0017%
GOLDMAN SACHS FUNDS II		50.234	0,0038%
GOLDMAN SACHS FUNDS III		92.560	0,0071%
GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND		60.690	0,0046%
GOVERNMENT EMPLOYEES SUPERANNUATION BOARD.		60.484	0,0046%
GOVERNMENT PENSION INVESTMENT FUND		1.388.278	0,1063%
GREAT-WEST CORE STRATEGIES - INTERNATIONAL EQUITY FUND		13.022	0,0010%
GREAT-WEST INTERNATIONAL INDEX FUND		72.607	0,0056%
GREEN CENTURY MSCI INTERNATION		14.411	0,0011%
GREENFIELDS CAPITAL LIMITED		543	0,0000%
GREENFINCH FOUNDATION		2.460	0,0002%
GUIDEMARK WORLD EX-US FUND/GOLDMAN		43.751	0,0033%
GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND		50.136	0,0038%
GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND.		62.982	0,0048%
HANG SENG INSURANCE COMPANY LIMITED		35.267	0,0027%
HARTFORD MULTIFACTOR DEVELOPED MARKETS (EXUS) ETF		28.695	0,0022%
HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND		1.733	0,0001%
HASE EUROPA		35.000	0,0027%
HAWTHORN DM LLC		9.325	0,0007%
HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO		688	0,0001%
HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO		472	0,0000%

Anagrafica	CF/PI	Azioni	% sul C.S.
HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL		11.100	0,0008%
HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO		9.459	0,0007%
HC RENTE		1.812	0,0001%
HEALTHCARE EMPLOYEES PENSION PLAN MANITOBA		137.281	0,0105%
CHRISTOPHER J HEBERLIG		148	0,0000%
HELABA INV KAPITALANL GES MBH HI SZVA 21 SFONDS		29.421	0,0023%
HELABA INVEST KAG MBH HI KAPPA 3 SFONDS		29.156	0,0022%
HELVETIA I EUROPA		43.537	0,0033%
HERTFORDSHIRE COUNTY COUNCIL AS ADMINISTERING AUTHORITY OF T		2.129	0,0002%
HESTA		4.848	0,0004%
HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS		83.000	0,0064%
HI-AKTIEN-AKTIV-VALUE-SFONDS		49.000	0,0038%
HILLSDALE GLOBAL EQUITY FUND		4.068	0,0003%
HI-PROAM-STIFTUNGSFONDS		2.853	0,0002%
HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE		196.154	0,0150%
HORIZON BUSINESS SRI DYN DBI-RDT		37.479	0,0029%
HOSPITAL AUTHORITY PROVIDENT FUND SCHEME		25.248	0,0019%
HOSTPLUS POOLED SUPERANNUATION TRUST		5.784	0,0004%
HP+P STIFTUNGSFONDS		15.900	0,0012%
HRW TESTAMENTARY TRUST NO. 11.		787	0,0001%
HRW TESTAMENTARY TRUST NO. 12.		4.892	0,0004%
HRW TESTAMENTARY TRUST NO. 2		2.539	0,0002%
HRW TESTAMENTARY TRUST NO. 3		3.135	0,0002%
HRW TESTAMENTARY TRUST NO. 6		411	0,0000%
HRW TESTAMENTARY TRUST NO. 7.		4.085	0,0003%
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY		5.546	0,0004%
HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT GLOBAL INDEX EQUITY FUND		2.736	0,0002%
HSBC BANK PLC ASTRUSTEE OF STATE STREET AUT EUROPE EX UK INDEX EQUITY FUND		130.766	0,0100%
HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF		371	0,0000%
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF		689	0,0001%
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF		16.389	0,0013%
HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF		71.914	0,0055%
HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF		1.244	0,0001%
HSBC EURO EQUITY VOLATILITY FOCUSED		82.379	0,0063%
HSBC EUROPE EQUITY INCOME		147.680	0,0113%
HSBC GLOBAL INVESTMENT FUNDS		847.470	0,0649%
HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND		24.324	0,0019%
HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND		343.534	0,0263%
HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND		35.864	0,0027%
HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND		16.051	0,0012%
IADB STAFF RETIREMENT FUND		2.805	0,0002%
IALUMBRA HOLDING TRUST		12.400	0,0009%
IBM 401(K) PLUS PLAN TRUST		34.061	0,0026%
IC EUROPE EQUITY ESG INDEX FUND		1.996	0,0002%
IF IST - GLOBE INDEX		8.453	0,0006%
IG MACKENZIE INTERNATIONAL SMALL CAP FUND		828.738	0,0635%
ILA - A-ILDSCG		2.038	0,0002%
ILA - A-ILEZEQG		9.250	0,0007%
ILA - A-ILGLOEQG		3.216	0,0002%
ILA - A-ILGLOEQN		852	0,0001%
ILA - RAFIMF		908	0,0001%
ILA-A-ILIMCFHY		3.105	0,0002%
ILA-A-ILSDMH		89.404	0,0068%
ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY		27.080	0,0021%
ILA-LA WORLD ESG SCREENED FUND		1.696	0,0001%
ILLINOIS MUNICIPAL RETIREMENT FUND		24.512	0,0019%

Anagrafica	CF/PI	Azioni	% sul C.S.
ILMARINEN MUTUAL PENSION INSURANCE COMPANY		623.475	0,0477%
IMCO GLOBAL PUBLIC EQUITY LP		77.185	0,0059%
IMPACTASSETS INC.		976	0,0001%
IMPERIAL GLOBAL EQUITY INCOME POOL		332.061	0,0254%
IMPERIAL INTERNATIONAL EQUITY POOL		704	0,0001%
INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER	80122170584	3.130.190	0,2397%
INCOME INSURANCE LIMITED		10.013	0,0008%
INDOSUEZ EURO PATRIMOINE		139.388	0,0107%
INDOSUEZ EURO RENDEMENT		119.510	0,0092%
INDUSTRIAL ALLIANCE INSURANCE AND FINANCIAL SERVICES INC		16.749	0,0013%
ING DIRECT SICAV		20.363	0,0016%
INSPIRE INTERNATIONAL ETF		100.681	0,0077%
INSTITUTIONAL RETIREMENT TRUST		4.051	0,0003%
INSTITUTIONELLA AKTIEFONDEN STABIL		80.336	0,0062%
INTERFUND SICAV		13.416	0,0010%
INTERNATIONAL ALPHA TILTS FUND B (INTLTB)		4.629	0,0004%
INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT		9.063	0,0007%
INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC		252.562	0,0193%
INTERNATIONAL EQUITIES B UNIT TRUST		3.407	0,0003%
INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST		483	0,0000%
INTERNATIONAL EQUITIES SECTOR TRUST		1.018	0,0001%
INTERNATIONAL EQUITY FUND		2.687	0,0002%
INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST		3.285	0,0003%
INTERNATIONAL MONETARY FUND		30.572	0,0023%
INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO		25.413	0,0019%
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF A-EUROPA-LA-PASSIV		5.164	0,0004%
INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH ACTING FOR THE ACCOUNT OF INKA LUCK FONDS UBS		12.329	0,0009%
INVESCO ADVANTAGE INTERNATIONALFUND		1.119	0,0001%
INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF		90.987	0,0070%
INVESCO FUND MANAGERS LIMITED		64.467	0,0049%
INVESCO FUNDS		553.776	0,0424%
INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND		9.479	0,0007%
INVESCO GLOBAL EQUITY NET ZERO ETF		9.786	0,0007%
INVESCO MARKETS II PLC		61.100	0,0047%
INVESCO MARKETS II PUBLIC LIMITED COMPANY		64.822	0,0050%
INVESCO MARKETS III PLC		821	0,0001%
INVESCO MSCI EAFE INCOME ADVANTAGE ETF		7.283	0,0006%
INVESCO POOLED INVESTMENT FUND - EUROPE FUND		13.069	0,0010%
INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES		56.341	0,0043%
INVESCO RAFI DEVELOPED MARKETS EX-U.S. ETF		3.334	0,0003%
INVESCO S AND P EUROPE 350 EQUAL WEIGHT INDEX ETF		4.640	0,0004%
INVESCO S&P INTERNATIONAL DEVELOPED ESG INDEX ETF		425	0,0000%
INVESCO SANDP INTERNATIONAL DEVELOPED LOW VOLATILITY ETF		77.269	0,0059%
INVESCO SANDP INTERNATIONAL DEVELOPED MOMENTUM ETF		116.645	0,0089%
INVESTERINGSFORENINGEN BANKINVEST ENGROS,GLOBALE AKTIER AKK.KL		31.998	0,0024%
INVESTERINGSFORENINGEN BANKINVEST GLOBALE AKTIER INDEKS AKK. KL		583	0,0000%
INVESTERINGSFORENINGEN BANKINVEST, GLOBALE AKTIER INDEKS KL		2.966	0,0002%
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL		28.257	0,0022%
INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL		6.128	0,0005%
INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL		23.619	0,0018%
INVESTERINGSFORENINGEN LAEGERNES INVEST, LI AKTIER GLOBALE INDEKS		7.081	0,0005%
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER II KL		1.705	0,0001%
INVESTERINGSFORENINGEN NORDEA INVEST AKTIER KL		1.913	0,0001%
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 2 KL		3.956	0,0003%
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 3 KL		11.476	0,0009%
INVESTERINGSFORENINGEN NORDEA INVEST BASIS 4 KL		5.163	0,0004%

Anagrafica	CF/PI	Azioni	% sul C.S.
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS GLOBALE STABILE AKTIER		29.932	0,0023%
INVESTERINGSFORENINGEN NORDEA INVEST ENGROS INTERNATIONALE AKTIER		13.699	0,0010%
INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL		3.534	0,0003%
INVESTERINGSFORENINGEN NORDEA INVEST STABIL BALANCERET KL		6.644	0,0005%
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER AKKUMULERENDE KL		25.391	0,0019%
INVESTERINGSFORENINGEN NORDEA INVEST STABILE AKTIER KL		89.574	0,0069%
INVESTERINGSFORENINGEN NORDEAINVEST ENGROS GLOBALE STABILE AKTIER - ETISK TILVALG		28.010	0,0021%
INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS, GLOBALE AKTIER BASIS ESG KL		19.472	0,0015%
INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING		7.600	0,0006%
INVESTERINGSFORENINGEN PROFIL INVEST AFDELING FF		2.954	0,0002%
INVESTERINGSFORENINGEN SEBINVEST SEB EUROPA AKTIER AKL		6.063	0,0005%
INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL		25.097	0,0019%
INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL		18.429	0,0014%
IP ACTIONS EURO		12.402	0,0009%
IPC MULTI-FACTOR INTERNATIONAL EQUITY		11.729	0,0009%
IPROFILE INTERNATIONAL EQUITY PRIVATE POOL		39.940	0,0031%
IRCANTEC ACTIONS MONDE SYST. SCHRODERS		29.475	0,0023%
IRISH LIFE ASSURANCE PLC		75.311	0,0058%
IRISH LIFE ASSURANCE.		40.818	0,0031%
IRISH LIFE CLIMATE FOCUSED FUND		1.663	0,0001%
IRR K LLC		4.519	0,0003%
ISHARES ALL-COUNTRY EQUITY INDEX FUND		1.197	0,0001%
ISHARES CORE MSCI EAFE ETF		3.285.519	0,2515%
ISHARES CORE MSCI EAFE IMI INDEX ETF		287.905	0,0220%
ISHARES CORE MSCI EUROPE ETF		241.120	0,0185%
ISHARES CORE MSCI INTERNATIONAL DEVELOPED MARKETS ETF		513.697	0,0393%
ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF		633.876	0,0485%
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF		7.818	0,0006%
ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF		12.443	0,0010%
ISHARES ENHANCED INTERNATIONAL ACTIVE ETF		88	0,0000%
ISHARES ESG ADVANCED MSCI EAFE ETF		41.427	0,0032%
ISHARES ESG ADVANCED MSCI EAFE INDEX ETF		11.000	0,0008%
ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE)		893.524	0,0684%
ISHARES EURO STOXX UCITS ETF (DE)		191.039	0,0146%
ISHARES EUROPE ETF		82.745	0,0063%
ISHARES GLOBAL EQUITY FACTOR ETF		6.543	0,0005%
ISHARES GLOBAL FINANCIALS ETF		17.290	0,0013%
ISHARES II PUBLIC LIMITED COMPANY		1.129.456	0,0865%
ISHARES III PUBLIC LIMITED COMPANY		1.513.632	0,1159%
ISHARES INTERNATIONAL DIVIDEND GROWTH ETF		129.228	0,0099%
ISHARES INTERNATIONAL EQUITY FACTOR ETF		188.347	0,0144%
ISHARES INTERNATIONAL EQUITY FACTOR ROTATION ACTIVE ETF		2.807	0,0002%
ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF		3.490	0,0003%
ISHARES IV PUBLIC LIMITED COMPANY		1.280.236	0,0980%
ISHARES MSCI ACWI ETF		117.036	0,0090%
ISHARES MSCI ACWI EX U.S. ETF		141.150	0,0108%
ISHARES MSCI ACWI LOW CARBON TARGET ETF		32.841	0,0025%
ISHARES MSCI EAFE ETF		1.580.267	0,1210%
ISHARES MSCI EAFE INTERNATIONALINDEX FUND		283.824	0,0217%
ISHARES MSCI EAFE MIN VOL FACTOR ETF		1.497.432	0,1146%
ISHARES MSCI EAFE VALUE ETF		1.206.247	0,0924%
ISHARES MSCI EUROPE FINANCIALS ETF		496.270	0,0380%
ISHARES MSCI EUROPE IMI INDEX ETF		13.658	0,0010%
ISHARES MSCI EUROZONE ETF		575.583	0,0441%
ISHARES MSCI INTL MOMENTUM FACTOR ETF		214.784	0,0164%
ISHARES MSCI ITALY ETF		515.503	0,0395%
ISHARES MSCI KOKUSAI ETF		1.530	0,0001%
ISHARES MSCI WORLD ETF		45.986	0,0035%
ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF		331	0,0000%
ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF		10.831	0,0008%

Anagrafica	CF/PI	Azioni	% sul C.S.
ISHARES PUBLIC LIMITED COMPANY		2.048.803	0,1569%
ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE		88.189	0,0068%
ISHARES STOXX EUROPE 600 UCITS ETF (DE)		354.574	0,0271%
ISHARES STOXX EUROPE MID 200 UCITS ETF (DE)		167.591	0,0128%
ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE)		1.285.371	0,0984%
ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE		2.174.506	0,1665%
ISHARES V PUBLIC LIMITED COMPANY		371.901	0,0285%
ISHARES VI PUBLIC LIMITED COMPANY		745.763	0,0571%
ISHARES VII PUBLIC LIMITED COMPANY		919.469	0,0704%
ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND		56.745	0,0043%
ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND		2.409	0,0002%
ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH)		2.611	0,0002%
ISLE OF MAN GOVERNMENT-TREASURY		5.346	0,0004%
J & J PENSION FUND OFP		114.623	0,0088%
JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO		371	0,0000%
JANUS HENDERSON HORIZON FUND - EUROLAND FUND		1.226.421	0,0939%
JEFFREY LLC		14.160	0,0011%
JEREMY S. O'CONNOR LIVING TRUST		247	0,0000%
JNL INTERNATIONAL INDEX FUND		66.693	0,0051%
JNL/DFA INTERNATIONAL CORE EQUITY FUND		9.911	0,0008%
JNL/JPMORGAN GLOBAL ALLOCATION FUND		1.826	0,0001%
JNL/MELLON MSCI WORLD INDEX FUND		4.419	0,0003%
JOHN HANCOCK FUNDS II - MULTI-ASSET ABSOLUTE RETURN FUND		37.285	0,0029%
JOHN HANCOCK FUNDS II INCOME ALLOCATION FUND		1.419	0,0001%
JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND		63.747	0,0049%
JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF		8.380	0,0006%
JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY		16.429	0,0013%
JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF		5.403	0,0004%
JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST		38.376	0,0029%
JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST.		16.613	0,0013%
JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST		32.997	0,0025%
JOHN T. WALTON FAMILY TRUST		120.586	0,0092%
JOHNSON & JOHNSON UK GROUP RETIREMENT PLAN		10.973	0,0008%
JOSHUA GREEN CORPORATION		3.450	0,0003%
JPM MULTI INCOME FUND		21.955	0,0017%
JPMORGAN BETABUILDERS EUROPE ETF		146.125	0,0112%
JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF		43.417	0,0033%
JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF		5.137	0,0004%
JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF		15.715	0,0012%
JPMORGAN EUROPE STRATEGIC DIVIDEND FUND		4.326	0,0003%
JPMORGAN FLEXIBLE INCOME ETF		253	0,0000%
JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND		2.739	0,0002%
JPMORGAN FUNDS		283.372	0,0217%
JPMORGAN GLOBAL ALLOCATION FUND		554	0,0000%
JPMORGAN INCOME BUILDER FUND		6.846	0,0005%
JPMORGAN INVESTMENT FUNDS		334.404	0,0256%
JPMORGAN MULTI BALANCED FUND		1.680	0,0001%
JTW TRUST NO. 2 UAD 9/19/02.		2.007	0,0002%
JTW TRUST NO. 3 UAD 9/19/02.		118	0,0000%
JTW TRUST NO. 4 UAD 9/19/02.		2.036	0,0002%
JTW TRUST NO. 5 UAD 9/19/02.		32	0,0000%
KAISER FOUNDATION HOSPITALS		3.693	0,0003%
KAISER PERMANENTE GROUP TRUST		4.379	0,0003%
KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5		59.744	0,0046%
KAPITALFORENINGEN EMD INVEST, VERDENSINDEKS		8.758	0,0007%
KAPITALFORENINGEN INVESTIN PRO		14.165	0,0011%
KAPITALFORENINGEN INVESTIN PRO, GLOBAL EQUITIES I		17.756	0,0014%
KAPITALFORENINGEN LAEGERNES INVEST, KLI AKTIER GLOBALE INDEKS		102.262	0,0078%
KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED		194.122	0,0149%

Anagrafica	CF/PI	Azioni	% sul C.S.
KBC ECO FUND/WORLD		17.073	0,0013%
KBC EQUITY FUND EUROZONE		547.074	0,0419%
KBC EQUITY FUND EUROZONE DBI-RDT		79.098	0,0061%
KBC EQUITY FUND SRI EUROZONE		856.476	0,0656%
KBC EQUITY FUND WORLD		168.610	0,0129%
KBC EQUITY FUND/EUROPE		48.054	0,0037%
KBC EQUITY FUND/SRI WORLD		230.559	0,0177%
KBC EQUITY FUND/WORLD DBI-ROT		54.621	0,0042%
KBC EQUITY SRI WORLD DBI-RDT		19.803	0,0015%
KBC INST FUND EURO EQUITY		51.823	0,0040%
KBC INSTITUTIONAL FUND SRI EURO		60.425	0,0046%
KBC INSTITUTIONAL FUND/SRI WORLD EQUITY		13.934	0,0011%
KBC INSTITUTIONAL INVESTOR		3.936	0,0003%
KBI FUNDS ICAV		32.723	0,0025%
KBI GLOBAL INVESTMENT FUND		18.268	0,0014%
KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1		7.286	0,0006%
KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR		4.585	0,0004%
KERI ANN O'CONNOR REVOCABLE TRUST		37	0,0000%
KFP MARKETABLE LLC		60	0,0000%
KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI		17.974	0,0014%
KODAK RETIREMENT INCOME PLAN 343 ST		22.451	0,0017%
KOKUSAI EQUITY INDEX FUND, A S		8.501	0,0007%
KUMPULAN WANG PERSARAAN (DIPERBADANKAN		4.902	0,0004%
KUTXABANK GESTION SGIIC, S.A.		233.308	0,0179%
KUTXABANK PENSIONES, S.A., SGFP		89.110	0,0068%
L&G DEVELOPED WORLD MOMENTUM FACTOR INDEX FUND		663	0,0001%
LA FRANCAISE LUX - CARBON IMPACT INCOME		743	0,0001%
LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES		104.828	0,0080%
LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION		2.790	0,0002%
LAB QS DYNAMIC EQUITY FUND LP		99	0,0000%
LACERA MASTER OPEB TRUST		11.377	0,0009%
LAKE AVENUE INVESTMENTS LLC		18.058	0,0014%
LARGE CAP INTL PORTFOLIO OF DFA INV		2	0,0000%
LATVIJAS BANKA		2.666	0,0002%
LAWRENCE LIVERMORE NATIONAL SECURITY, LLC AND TRIAD NATIONAL SECURITY, LLC DEFINED BENEFIT PENSION PLAN GROUP TRUST		4.766	0,0004%
LBBW AM INVESTMENTGES. MBH LBB W AM-MONACO		6.250	0,0005%
LBBW AM INVESTMENTGES. MBH LBBW AM-RENDITEF.NR.1 BANTLEO		6.339	0,0005%
LBBW AM-ALME INVEST		34.000	0,0026%
LBBW AM-CESRA5PLUS		10.000	0,0008%
LBBW AM-MASTER SUEDPFALZ		37.100	0,0028%
LBBW ASSET MANAGEMENT INVESTMENTGESELLSCHAFT MBH		261.576	0,0200%
LBBW GLOBAL DIVIDEND		120.000	0,0092%
LBBW ZYKLUS STRATEGIE		14.000	0,0011%
LBPAM 3 MOIS		1.847.637	0,1415%
LBPAM FRANCECAP 100 NOVEMBRE 2030		887.036	0,0679%
LBPAM ISR ACTIONS FOCUS EUROPE		279.234	0,0214%
LBPAM SHORT TERM		133.000	0,0102%
LCL ACTIONS EURO CORE		76.726	0,0059%
LCL ACTIONS MONDE HORS EUROPE EUR		39.291	0,0030%
LEE M. HOWER TRUST		114	0,0000%
LEGAL & GENERAL CCF.		2.342	0,0002%
LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E		5.801	0,0004%
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO		15.041	0,0012%
LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE		12.020	0,0009%
LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED		330	0,0000%
LEGAL & GENERAL GLOBAL EQUITY INDEX FUND		12.796	0,0010%
LEGAL & GENERAL ICAV.		1.052	0,0001%
LEGAL & GENERAL MSCI EAFE FUND LLC		45.786	0,0035%
LEGAL & GENERAL MSCI EAFE SL FUND LLC		21.723	0,0017%

Anagrafica	CF/PI	Azioni	% sul C.S.
LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT (		16.102	0,0012%
LEGAL & GENERAL UCITS ETF PUBLIC LIMITED COMPANY		9.483	0,0007%
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED		13.054	0,0010%
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND		296	0,0000%
LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED		194.036	0,0149%
LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED		1.223	0,0001%
LEGAL AND GENERAL ASSURANCE SOCIETY LIMITED		26.502	0,0020%
LEGAL AND GENERAL CCF		509	0,0000%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.		39.575	0,0030%
LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST..		272	0,0000%
LEGAL AND GENERAL EUROPEAN INDEX TRUST		221.148	0,0169%
LEGAL AND GENERAL INTERNATIONAL INDEX TRUST		26.779	0,0021%
LEGAL AND GENERAL UCITS ETF PLC		200.433	0,0153%
LFM ACTIONS MONDE VOLATILITE CONTROLEE		89.564	0,0069%
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME		47	0,0000%
LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME..		398	0,0000%
LGT SLC EQ EMV POOL CC AND L		1.137	0,0001%
LGT SLC EQUITY OPT POOL SSGA		14.403	0,0011%
LLB FUND SERV. AG ATD LLB AKTIEN EUROPA (EUR)		20.561	0,0016%
LOB HOLDING SRL		2.500	0,0002%
LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR		18.566	0,0014%
LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST		14.710	0,0011%
LOF ALL ROADS		23.999	0,0018%
LOF ALL ROADS CONSERVATIVE		4.129	0,0003%
LOF ALL ROADS GROWTH		17.973	0,0014%
LOF TARGETNETZERO EUROPE EQUITY		10.182	0,0008%
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME		637.770	0,0488%
LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME.		911.840	0,0698%
LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI		68.730	0,0053%
LUCENT TECHNOLOGIES INC. DEFINED CONTRIBUTION PLAN MASTER TRUST		12.897	0,0010%
LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS(		26.063	0,0020%
LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND		404.382	0,0310%
LUX IM GLOBAL EQUITY VALUE		39.388	0,0030%
LUXCELLENCE HELVETIA EUROP EQUITY		6.372	0,0005%
LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND		9.286	0,0007%
LVIP SSGA DEVELOPED INTERNATIONAL 150 FU		178.667	0,0137%
LVIP SSGA INTERNATIONAL INDEX FUND		58.233	0,0045%
M INTERNATIONAL EQUITY FUND		2.463	0,0002%
MACF 3		89	0,0000%
MACK EAFE EQUITY POOL		10.445	0,0008%
MACKENZIE EUROPEAN SMALL-MID CAP FUND		79.427	0,0061%
MACKENZIE INTERNATIONAL EQUITY INDEX ETF		22.986	0,0018%
MACQUARIE INTERNATIONAL EQUITIES FUND		17.922	0,0014%
MACQUARIE MULTI-FACTOR FUND		2.603	0,0002%
MAM EUROPA GROWTH		17.000	0,0013%
MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED		3.898	0,0003%
MAN NUMERIC CITY LIMITS FUND LLC C/O NUMERIC INVESTORS LLC		4.295	0,0003%
MAN NUMERIC INTERNATIONAL ALPHA (US) LP		2.105	0,0002%
MANAGED PENSION FUNDS LIMITED		54.898	0,0042%
MANDAT ACTION HGAM		253.978	0,0194%
MANULIFE GLOBAL FUND (SICA		25.138	0,0019%
MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND		25.882	0,0020%
MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF		6.330	0,0005%
MANVILLE PERSONAL INJURY SETTLEMENT TRUST		1.129	0,0001%
MARGETTS FUND MANAGEMENT LTD		81.326	0,0062%
MARIGOLD TACTICAL STRATEGIES LTD		1.273	0,0001%

Anagrafica	CF/PI	Azioni	% sul C.S.
MARSHALL WACE INV STRATEGIES-TOPS INTERNATIONAL EQUITIES FD C/O MARSHALL WACE LLP ACTING AS ALTERNATIVE INVESTMENT FUND		29.715	0,0023%
MARSHALL WACE INVESTMENT STRATEGIES - EUREKA FUND C/O MARSHALL WACE LLP		226.716	0,0174%
MARSHALL WACE INVESTMENT STRATEGIES - TOPS FUND C/O MARSHALL WACE LLP		192.528	0,0147%
MARSHALL WACE INVESTMENT STRATEGIES-MARKET NEUTRAL TOPS FUND C/O MARSHALL WACE LLP ACTING AS INVESTMENT MANAGER		109.829	0,0084%
MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUITIES FUND		29.084	0,0022%
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EQUITIES FUND C/O MARSHALL WACE LLP		24.353	0,0019%
MARSHALL WACE INVESTMENT STRATEGIES-TOPS WORLD EX-US FUND C/O MARSHALL WACE LLP ACTING AS IA		58.915	0,0045%
MARYLAND STATE RETIREMENT PENSION SYSTEM		27.390	0,0021%
MASTER TRUST BANK OF JAPAN LTD. RE: AXA ROSENBERG EUROPEAN EQUITY MOTHER FUND		10.525	0,0008%
MASTERINVEST KAPITALANLAGE GMBH		2.426	0,0002%
MATB MSCI KOKUSAI INDEX MOTHER FUND		9.716	0,0007%
MATIG ACT MONDE		120.013	0,0092%
MATIGNON ACTIONS DYNAMIQUES		34.562	0,0026%
MBB PUBLIC MARKETS I LLC		28.671	0,0022%
MBB SMART FUND C LLC		14.329	0,0011%
MBB SMART FUND P LLC		12.148	0,0009%
MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP)		1.625	0,0001%
MDPIM INTERNATIONAL EQUITY INDEX POOL		27.212	0,0021%
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH		465	0,0000%
MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH FOR MEAG ERGO PENSION I		8.474	0,0006%
MEDIOLANUM FLESSIBILE FUTURO ITALIA		1.244.177	0,0953%
MEDIOLANUM FLESSIBILE SVILUPPO ITALIA		182.000	0,0139%
MERCER GE INTERNATIONAL EQUITY FUND		2.111	0,0002%
MERCER GLOBAL EQUITY FUND		34.419	0,0026%
MERCER NONUS CORE EQUITY FUND		218.776	0,0168%
MERCER OSS TRUST		1.033	0,0001%
MERCER PASSIVE INTERNATIONAL SHARES FUND		2.576	0,0002%
MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND		205	0,0000%
MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL		12.465	0,0010%
MERCER QIF COMMON CONTRACTUAL FUND		152.592	0,0117%
MERCER UCITS COMMON CONTRACTUALFUND		175.568	0,0134%
MERCER UNHEDGED OVERSEAS SHARES TRUST		28.662	0,0022%
MERCK AND CO INC MASTER RETIREMENT TRUST		7.418	0,0006%
MERISTEM GLOBAL EQUITY FUND LLC		16.107	0,0012%
MET WAT REC DST RF NRN TRUST GLV 997261		5.040	0,0004%
METIS EQUITY TRUST		5.982	0,0005%
METROPOLITAN EMPLOYEE BENEFIT SYSTEM		6.573	0,0005%
METROPOLITAN LIFE INSURANCE COMPANY		10.063	0,0008%
CHRISTOPHER METTLER		347	0,0000%
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS 415		86.661	0,0066%
METZLER ASSET MANAGEMENT GMBH FOR MIFONDS F11		6.140	0,0005%
MGI FUNDS PLC		92.051	0,0070%
MGTS AFH DA FUND		68.320	0,0052%
MICHELET TUNNEL		25.128	0,0019%
MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST		1.992	0,0002%
MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN		23.602	0,0018%
MI-FONDS 384		13.960	0,0011%
MI-FONDS F47		29.979	0,0023%
MI-FONDS K25		126.090	0,0097%
MIGROS BANK (LUX) FONDS 30		1.100	0,0001%
MIGROS BANK (LUX) FONDS 40 (EUR)		1.190	0,0001%
MIGROS BANK (LUX) FONDS 50		1.540	0,0001%
MIGROS BANK (LUX) FONDS INTERSTOCK		1.160	0,0001%
MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS		2.999	0,0002%
MINEWORKERS' PENSION SCHEME		51.355	0,0039%
MINISTERO DELL'ECONOMIA E DELLE FINANZE	80415740580	382.127.890	29,2569%

Anagrafica	CF/PI	Azioni	% sul C.S.
MINISTRY OF ECONOMY AND FINANCE		76.728	0,0059%
MISSOURI EDUCATION PENSION TRUST		42.322	0,0032%
MOA INTERNATIONAL FUND		532.408	0,0408%
MONTSEGUR CROISSANCE		43.159	0,0033%
MONUTA VERZEKERINGEN		9.132	0,0007%
MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO		1.651	0,0001%
MORGAN STANLEY PATHWAY FUNDS		11.721	0,0009%
MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO		227	0,0000%
MOTABILITY, AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST		1.144	0,0001%
MOTHER CABRINI HEALTH FOUNDATION, INC		28.842	0,0022%
MOUNT HATTON INVESTMENTS LIMITED		4.204	0,0003%
MSCI ACWI EX-U.S. IMI INDEX FUND B2		9.805	0,0008%
MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B		84.086	0,0064%
MSCI EQUITY INDEX FUND B - ITALY (MSITB)		151.134	0,0116%
MSCI EUROPE EQUITY INDEX FUND B (EUROSECB		12.752	0,0010%
MT TOTAL RETURN FUND		68.990	0,0053%
MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND		1.887	0,0001%
MULTI UNITS FRANCE - AMUNDI FT		474.258	0,0363%
MULTI UNITS FRANCE - AMUNDI MS		23.152	0,0018%
MULTI UNITS LUX AMUNDI EUROPE		86.490	0,0066%
MULTI UNITS LUX AMUNDI EUROPEA		414	0,0000%
MULTI UNITS LUX AMUNDI MSCI		1.741	0,0001%
MULTI UNITS LUX AMUNDI MSCI EM		32.824	0,0025%
MULTI UNITS LUX AMUNDI S P		257.307	0,0197%
MULTI UNITS LUXEMBOURG - AMUND		74.366	0,0057%
MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND		423.856	0,0325%
MULTIMIX WHOLESALE INTERNATIONAL SHARES TRUST		2.466	0,0002%
MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX		34.833	0,0027%
MWIS - TOPS FUND - NON FLIP		36.827	0,0028%
MWIS TOPS WORLD EQUITIES AC		13.010	0,0010%
N.V. HAGELUNIE		1.643	0,0001%
NATIONAL CATHOLIC INVESTMENT TRUST		1.048	0,0001%
NATIONAL COUNCIL FOR SOCIAL SEC FUND		13.351	0,0010%
NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC		7.973	0,0006%
NATIONAL EMPLOYEMENT SAVINGS TRUST		1.010.119	0,0773%
NATIONAL PENSION INSURANCE FUND		2	0,0000%
NATIONWIDE INTERNATIONAL INDEX FUND		18.420	0,0014%
NATIXIS AM FUNDS		40.116	0,0031%
NATIXIS IRCEM RETRAITE FCP		17.990	0,0014%
NATWEST ST JAMES S PLACE GLOBALQUALITY UNIT TRUST		8.569	0,0007%
NATWEST ST JAMES'S PLACE GLOBALVALUE UNIT TRUST		11.269	0,0009%
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O		1.037	0,0001%
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE GLOBAL GROWTH UN		7.090	0,0005%
NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE		14.354	0,0011%
NBIMC EAFE EQUITY INDEX FUND.		1	0,0000%
NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS		8.407	0,0006%
NEF RISPARMIO ITALIA		10	0,0000%
NEUALT LLC		22.800	0,0017%
NEUBERGER BERMAN ETF TRUST - NEUBERGER INTERNATIONAL CORE EQUITY ETF		24.771	0,0019%
NEW AIRWAYS PENSION SCHEME		2.654	0,0002%
NEW YORK STATE COMMON RETIREMENT FUND		3.292	0,0003%
NEW YORK STATE NURSES ASSOCIATION PENSION PLAN.		2.345	0,0002%
NEW YORK STATE TEACHERS RETIREMENT SYSTEM		687.141	0,0526%
NEXTERA ENERGY DUANE ARNOLD, LLC QUALIFIED DECOMMISSIONING TRUST		2.129	0,0002%
NFS LIMITED		5.026	0,0004%
NGEE ANN POLYTECHNIC		6.607	0,0005%
NICOLE M. O'CONNOR IRREVOCABLE TRUST		89	0,0000%
NOLA GUIDO		40.000	0,0031%
NORDEA 1 SICAV		1.257.738	0,0963%
NORDEA 2 SICAV		19.159	0,0015%

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Anagrafica	CF/PI	Azioni	% sul C.S.
NORDEA DISCRETIONARY GLOBAL EQUITY FUND		18.861	0,0014%
NORDEA EUROPEAN INDEX SELECT FUND		17.169	0,0013%
NORDEA GLOBAL EQUITY ALLOCATION FUND		18.566	0,0014%
NORDEA GLOBAL INDEX SELECT FUND		17.185	0,0013%
NORDEA PLAN BALANSERT FUND		2.751	0,0002%
NORDEA PLAN KONSERVATIV FUND		568	0,0000%
NORDEA PLAN MODERAT FUND		1.228	0,0001%
NORDEA PLAN OFFENSIV FUND		4.332	0,0003%
NORDEA PLAN VEKSTORIENTERT FUND		1.437	0,0001%
NORDEA PREMIUM ASSET MANAGEMENT BALANCED FUND		10.089	0,0008%
NORDEA PREMIUM ASSET MANAGEMENT GROWTH FUND		5.227	0,0004%
NORDEA PREMIUM ASSET MANAGEMENT MODERATE FUND		8.527	0,0007%
NORDEA PRO STABLE RETURN FUND		47.706	0,0037%
NORDEA SAVINGS 30 FUND		3.991	0,0003%
NORDEA SAVINGS 50 FUND		6.371	0,0005%
NORDEA SAVINGS 75 FUND		4.669	0,0004%
NORDEA STABIL		18.950	0,0015%
NORDEA STABILE AKSJER GLOBAL FUND		623.454	0,0477%
NORDEA STABILE AKSJER GLOBAL VALUTASIKRET FUND		417.016	0,0319%
NORDEA STABLE PERFORMANCE FAM		2.740	0,0002%
NORDEA STABLE RETURN FUND		67.906	0,0052%
NORDEA STRATEGA 15		2.085	0,0002%
NORDEA STRATEGA 35		17.091	0,0013%
NORDEA STRATEGA 50		14.590	0,0011%
NORDEA STRATEGA 70		20.328	0,0016%
NORDEA STRATEGA 90 FUND		920	0,0001%
NORDEA WORLD INDEX SELECT FUND		18.786	0,0014%
NORGES BANK		9.916.178	0,7592%
NORTHAMPTONSHIRE PENSION FUND		3.500	0,0003%
NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND		133.622	0,0102%
NORTHERN LIGHTS FUND TRUST IV		14.419	0,0011%
NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR		16.302	0,0012%
NORTHERN TRUST COMMON ALL COUNTRY WORLD INDEX (ACWI) EX-US F		28.536	0,0022%
NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING		22.198	0,0017%
NORTHERN TRUST INVESTMENTS COLLECTIVE FUNDS TRUST		695.578	0,0533%
NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND		311.294	0,0238%
NORTHERN TRUST UCITS FGR FUND		121.686	0,0093%
NORTHERN WORLD SELECTION INDEX FUND		22.561	0,0017%
NOW PENSIONS TRUST		34.471	0,0026%
NSP-MINNESEOTA RETAIL PRAIRIE II QUALIFIED TRUST		4.235	0,0003%
NSP-MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST		4.229	0,0003%
NSP-MONTICELLO MINNESOTA RETAIL QUALIFIED TRUST		6.527	0,0005%
NT MSCI EAFE INDEX FUND		1	0,0000%
NT WORLD GREEN TRANSITION INDEX FUND		488	0,0000%
NTGI-QM COMMON DAILY EAFE		65.528	0,0050%
NUCLEAR ELECTRIC INSURANCE LIMITED		6.097	0,0005%
NUVEEN INTERNATIONAL EQUITY INDEX FUND		66.763	0,0051%
NVIT INTERNATIONAL INDEX FUND		1	0,0000%
NZAM EURO STOXX PARIS-ALIGNED		357	0,0000%
OFI INVEST ESG DYNAMIQUE EURO		8.430	0,0006%
OFI INVEST ESG EQUILIBRE EURO		13.695	0,0010%
OFI INVEST ESG PRUDENT EURO		4.550	0,0003%
OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND.		121.300	0,0093%
ONEMARKETS ITALY ICAV		6.644	0,0005%
ONEMARKETS MSCI EUROPE UNIVERSAL UCITS ETF		506	0,0000%
ONEMARKETS MSCI WORLD UNIVERSAL UCITS ETF		104	0,0000%
ONEMARKETS PIMCO GLOBAL BALANCED ALLOC		4.373	0,0003%
ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL		36.828	0,0028%
OPENWORLD PUBLIC LIMITED COMPANY		703	0,0001%
ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM		51.871	0,0040%
ORANO ACTIONS EUROPEENNES		22.313	0,0017%
ORKNEY ISLANDS COUNCIL PENSION FUND		120.110	0,0092%
OSMOSIS ICAV		12.913	0,0010%

Anagrafica	CF/PI	Azioni	% sul C.S.
OVERSTORY CAPITAL LLC		1.471	0,0001%
PACER TRENDPILOT INTERNATIONAL ETF		3.687	0,0003%
PARAMETRIC INTERNATIONAL EQUITYFUND		4.800	0,0004%
PARMA PEA NOVEMBRE 2025		15.121	0,0012%
PASSIVE GLOBAL SHARE TRUST		8.834	0,0007%
PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST		114	0,0000%
PEGASUS-UI-FONDS		36.777	0,0028%
PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND		2.159	0,0002%
PENSION BENEFIT GUARANTY CORPORATION		103.442	0,0079%
PENSION RESERVES INVESTMENT TRUST FUND		54.657	0,0042%
PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB		305.786	0,0234%
PEOPLE'S BANK OF CHINA		364.001	0,0279%
PEPCO HOLDINGS INC. VEBA TRUST		839	0,0001%
PERPETUAL GLOBAL ALLOCATION ALPHA FUND		5.413	0,0004%
PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND		394	0,0000%
PERTUBUHAN KESELAMATAN SOSIAL		22.849	0,0017%
PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF		2.433	0,0002%
PFA PENSION FORSIKRINGSAKTIESELSKAB		23.014	0,0018%
PFIZER INC. MASTER TRUST		1.127	0,0001%
PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND		1.067	0,0001%
PHILADELPHIA GAS WORKS PENSION PLAN		1.183	0,0001%
PHILIP VERONICA A KOVACH JT TEN/WROS 2934		19	0,0000%
PHOENIX UNIT TRUST MANAGERS LIMITED		196.250	0,0150%
PICTET - MULTI ASSET GLOBAL OPPORTUNITIES		2.969	0,0002%
PICTET AI ENHANCED INTERNATION		535	0,0000%
PICTET CH - GLOBAL EQUITIES		3.568	0,0003%
PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER		20.278	0,0016%
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER		14.903	0,0011%
PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL		5.755	0,0004%
PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER		9.207	0,0007%
PICTET CH INSTITUTIONAL EUROPEAN EX SWISS EQUITIES TRACKER EX SL		16.074	0,0012%
PICTET CH INSTITUTIONAL WORLD EX SWISS EQUITIES TRACKER US TE		2.420	0,0002%
PICTET EUROLAND INDEX		12.903	0,0010%
PICTET EUROPE INDEX		62.189	0,0048%
PIMCO FUNDS GLOBAL INVESTORS SERIES PLC		134.591	0,0103%
PINK CALI LLC		486	0,0000%
PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH (USA		1.714	0,0001%
PIVOTAL PHILANTHROPIES FOUNDATION		1.207	0,0001%
PLATO INST I FUND EURO EQUITY		11.590	0,0009%
PLATO INSTIT INDEX FND WORLD DBI-RDT		12.837	0,0010%
PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY		29.285	0,0022%
PLATO INSTITUTIONAL INDEX FUND/WORLD		33.785	0,0026%
PLEIADES TRUST		79.666	0,0061%
POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST		6.243	0,0005%
POINT72 ASSOCIATES LLC		117	0,0000%
POINT72 ASSOCIATES LLC C/O FINSCO LIMITED		494	0,0000%
POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY		61.442	0,0047%
POOL PARSUMO CAPITAL AG AKTIEN WELT		7.500	0,0006%
POOL SWISS ROCK AKTIEN GLB		3.361	0,0003%
PORTZAMPARC MOMENTUM ISR		62.000	0,0047%
PRAXIS INTERNATIONAL INDEX FUND		51.414	0,0039%
PRESBYTERIAN CHRUCH IN AMERICA 403 (B) (9) RETIREMENT PLAN		2.841	0,0002%
PRI JP MORGAN EUROZONE EQUITY		183.150	0,0140%
PRIME SUPER PTY LTD		4.376	0,0003%
PRINCIPAL FUNDS, INC. - INTERNATIONAL EQUITY INDEX FUND		24.161	0,0018%
PRINCIPAL FUNDS, INC. - OVERSEAS FUND		4.179	0,0003%
PRINCIPAL LIFE INSURANCE COMPANY		12.041	0,0009%
PROCTER AND GAMBLE BELGIUM PENSION FUND		1.329	0,0001%
PRO-GEN INVESTMENTS LLC		1.449	0,0001%
PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL		27.874	0,0021%
PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS		1.385	0,0001%

Anagrafica	CF/PI	Azioni	% sul C.S.
PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR.		1.277	0,0001%
PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD		18.286	0,0014%
PRUDENTIAL HONG KONG LIMITED		3.710	0,0003%
PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO		5.770	0,0004%
PUBLIC EMPLOYEES' LONG-TERM CARE FUND		7.922	0,0006%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO		80.434	0,0062%
PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO		31.087	0,0024%
PUBLIC EMPLOYEES' RETIREMENT SYSTEM OF MISSISSIPPI		70.797	0,0054%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA		219.705	0,0168%
PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO		176.049	0,0135%
PUBLIC SECTOR PENSION INVESTMENT BOARD.		289.739	0,0222%
PURPOSE FUND CORP		1.103	0,0001%
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND		262.255	0,0201%
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND 2		34.996	0,0027%
PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND		384.779	0,0295%
QIC INTERNATIONAL EQUITIES FUND.		2.128	0,0002%
QUALITY EDUCATION FUND		849	0,0001%
QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES		503.564	0,0386%
RAIFFEISEN KAPITALANLAGE GESELLSCHAFT M.B.H NV AKTIEN GLOBAL		1.319	0,0001%
RAINDROPS CAPITAL LIMITED		1.967	0,0002%
RATTAZZI LUPO	RTTLPU53A25Z133M	864.780	0,0662%
RAYTHEON TECHNOLOGIES CORPORATION MASTER RETIREMENT TRUST		26.242	0,0020%
RBC EUROPEAN EQUITY FUND ROYAL TRUST		259.443	0,0199%
RBC EUROPEAN MID-CAP EQUITY FUND		102.925	0,0079%
RBC INDIGO INTERNATIONAL EQUITYINDEX FUND		1.177	0,0001%
RBC INTERNATIONAL DIVIDEND GROWTH FUND		64.108	0,0049%
REALDANIA		60.885	0,0047%
REASSURE LIMITED		114.884	0,0088%
REGIME DE RENTES DU MOUVEMENT DESJARDINS		15.640	0,0012%
REGIME DE RETRAITE DU PERSONNEL CPE		130.522	0,0100%
RETAIL EMPLOYEES SUPERANNUATIONTRUST		58.085	0,0044%
RETIREMENT BENEFITS INVESTMENT FUND		3.652	0,0003%
RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES.		27.792	0,0021%
RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST		340.357	0,0261%
RHUMBLINE ALL COUNTRY INTERNATIONAL INDEX FUND		1.345	0,0001%
RHUMBLINE CV ALL GLOBAL EX-US EQUITY INDEX FUND LLC		3.382	0,0003%
RHUMBLINE INTERNATIONAL POOLED INDEX TRUST		20.782	0,0016%
RLA GLOBAL SHARE FUND		5.627	0,0004%
RLA INTERNATIONAL EQUITIES FUND		14.165	0,0011%
RLA NZ INTERNATIONAL EQUITIES FUND		5.818	0,0004%
ROBECO CAPITAL GROWTH FUNDS		41.344	0,0032%
ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF		31.957	0,0024%
ROBECO UCITS ICAV		3	0,0000%
ROBECO UMBRELLA FUND I N.V.		2.645	0,0002%
ROBIN 1-FONDS		79.144	0,0061%
ROBUST MULTI ASSET FUND		71.932	0,0055%
ROCHE U.S. RETIREMENT PLANS MASTER TRUST		7.884	0,0006%
ROPS EURO P		59.291	0,0045%
ROPS SMART INDEX EURO		32.638	0,0025%
ROSANIA ELMAN		1	0,0000%
ROSEFINCH FOUNDATION		2.460	0,0002%
ROSEN FAMILY TRUST		35	0,0000%
ROTHSCHILD MARTIN MAUREL		212.465	0,0163%
ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND		72.306	0,0055%
ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT		730	0,0001%
RP - FONDS INSTITUTIONNEL - ACTIONS MARCHES DEVELOPPES SMALL & MID CAP		33.033	0,0025%
RPAQ 2015 FUND LP		24.255	0,0019%
RTX SAVINGS PLAN MASTER TRUST		143.034	0,0110%

Anagrafica	CF/PI	Azioni	% sul C.S.
RUGGERI FAUSTO		9	0,0000%
RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND		12.224	0,0009%
RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND		8.573	0,0007%
RUSSELL INVESTMENT COMPANY PLC		29.058	0,0022%
RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND		2.661	0,0002%
RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND		7.081	0,0005%
RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT		7.497	0,0006%
RUSSELL INVESTMENTS INTERNATIONAL EQUITY POOL .		1.104	0,0001%
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES EX FOSSIL FUELS FUND		1.901	0,0001%
RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND		4.530	0,0003%
RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND		3.634	0,0003%
RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL		1.915	0,0001%
RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND		3.836	0,0003%
RUSSELL INVESTMENTS TRUST COMPANY COMMINGLED EMPLOYEE BENEFIT FUNDS TRUST		10.690	0,0008%
RUSSELL WGGW LTD.		2.518	0,0002%
RUTGERS THE STATE UNIVERSITY		1.945	0,0001%
S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST		782	0,0001%
SAKKARAH 7 FCP		18.186	0,0014%
SANDOOQ AL WATAN INVESTMENTS (RESTRICTED) LTD		162	0,0000%
SAS TRUSTEE CORPORATION POOLED FUND		103.496	0,0079%
SBC MASTER PENSION TRUST		8.896	0,0007%
SCHLUMBERGER GROUP TRUST AGREEMENT		28.229	0,0022%
SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO		9.663	0,0007%
SCHRODER FORESTERS BALANCED FUND		19.150	0,0015%
SCHRODER GLOBAL CORE FUND		8.443	0,0006%
SCHRODER GLOBAL EQUITY ACTIVE UCITS ETF		22.839	0,0017%
SCHRODER GLOBAL EQUITY CUSTOM ACTIVE UCITS ETF		1.749	0,0001%
SCHRODER INSTITUTIONAL POOLED FUNDS		1.498	0,0001%
SCHRODER INSTITUTIONAL POOLED FUNDS - ADVANCED GLOBAL EQUITY FUND		18.787	0,0014%
SCHRODER INTERNATIONAL SELECTION FUND		130.984	0,0100%
SCHRODER MANAGED BALANCED FUND		9.144	0,0007%
SCHRODER PENSION MANAGEMENT LIMITED		15.369	0,0012%
SCHRODER QEP GLOBAL CORE FUND		66.273	0,0051%
SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND		6.401	0,0005%
SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND		8.938	0,0007%
SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND		11.369	0,0009%
SCHRODERS CAPITAL SEMI-LIQUID		2.634	0,0002%
SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND		56.291	0,0043%
SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF		262.353	0,0201%
SCHWAB INTERNATIONAL EQUITY ETF		994.494	0,0761%
SCHWAB INTERNATIONAL INDEX FUND		297.131	0,0227%
SCOTIA GLOBAL GROWTH FUND		345.886	0,0265%
SCOTIA INTERNATIONAL EQUITY INDEX FUND		2.515	0,0002%
SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF		15.115	0,0012%
SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF		1.922	0,0001%
SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND		34.481	0,0026%
SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND		21.951	0,0017%
SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF		2.097	0,0002%
SEB EUROPE EXPOSURE		75.751	0,0058%
SEB FUND 1 - SEB EUROPE EQUITY FUND		135.437	0,0104%
SEB FUND 3 - SEB GLOBAL ALL COUNTRIES EXPOSURE		97.054	0,0074%
SEB FUND 3 - SEB PENSION FUND		3.048	0,0002%
SEB FUND 3 - SEB PENSION FUND EXTRA		44	0,0000%
SEB FUND 3 - SEB PENSION FUND PLUS		63	0,0000%
SEI GLOBAL MASTER FUND PLC		505.537	0,0387%
SEI GLOBAL MASTER FUND PLC THE		4.015	0,0003%
SEI INSTITUTIONAL INTERNATIONAL TRST INTERNATIONAL EQTY FND		144.785	0,0111%

Anagrafica	CF/PI	Azioni	% sul C.S.
SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND		6.025	0,0005%
SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND		200.946	0,0154%
SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND		26.894	0,0021%
SEI SELECT INTERNATIONAL EQUITY ETF		75.580	0,0058%
SELECTION EURO CLIMAT JANVIER 2025		63.635	0,0049%
SELECTION FRANCE SOCIAL JANVIER 2022		238.837	0,0183%
SELFFINANCING POSTSECONDARY EDUCATION FUND		592	0,0000%
SENTINEL INTERNATIONAL FUND		1.046	0,0001%
SG ACTIONS INTERNATIONALES		21.225	0,0016%
SHELL CANADA 2007 PENSION PLAN		882	0,0001%
SHELL NEDERLAND PENSIOENFONDS STICHTING		22.208	0,0017%
SHINKO GLOBAL EQUITY INDEX MOTHER FUND		37	0,0000%
SIEMENS BALANCED		38.847	0,0030%
SIEMENS EMU EQUITIES		56.874	0,0044%
SIEMENS EUROINVEST AKTIEN		7.813	0,0006%
SIEMENS QUALITAET AND DIVIDENDE EUROPA		55.503	0,0042%
SIEMENS-FONDS SIEMENS-RENTE		37.809	0,0029%
SILVER AMUNDI EUROPE EQUITY CO		63.793	0,0049%
SIMPLICITY HEDGED GLOBAL SHARE FUND		11.210	0,0009%
SIMPLICITY UNHEDGED GLOBAL SHARE FUND		11.601	0,0009%
SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND		683.880	0,0524%
SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND		382.854	0,0293%
SLW PORTFOLIO LLC		256	0,0000%
SMART WHOLESALE GLOBAL EQUITY ESG FUND		9.264	0,0007%
SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND		16.073	0,0012%
SMTB FOREI GN STOCK INDEX MOTHER FUND		506	0,0000%
SNOWBALL CAPITAL HOLDINGS LIMITED		2.005	0,0002%
SNOWFINCH FOUNDATION		2.460	0,0002%
SOCIAL PROTECTION FUND		24.338	0,0019%
SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST		2.371	0,0002%
SOGECAP ACTIONS - MID CAP		52.599	0,0040%
SOGECAP AP CLIMAT PAB		27.059	0,0021%
SOGECAP PROTECTED EQUITIES		41.746	0,0032%
SP INTERNATIONAL SHARES TRUST		5.469	0,0004%
SPA MANDATE BLACKROCK		13.428	0,0010%
SPARINVEST SICAV - GLOBAL EQUITY TA POOL		5.495	0,0004%
SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS.		545.682	0,0418%
SPDR MSCI ACWI EXUS ETF		33.527	0,0026%
SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF		11.669	0,0009%
SPDR MSCI EAFE STRATEGICFACTORSETF		105.740	0,0081%
SPDR MSCI WORLD QUALITY MIX ETF		726	0,0001%
SPDR MSCI WORLD STRATEGICFACTORS ETF		577	0,0000%
SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF		587.211	0,0450%
SPDR PORTFOLIO EUROPE ETF		21.038	0,0016%
SPDR S&P WORLD EX AUSTRALIA CARBON AWARE ETF		2.182	0,0002%
SPP GENERATION 70-TAL		3.234	0,0002%
SPRING 625		15.958	0,0012%
SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND		47.101	0,0036%
SPW MANAGED ICVC - SPW TACTICALFUND 1		12.699	0,0010%
SPW MANAGED ICVC - SPW TACTICALFUND 2		5.145	0,0004%
SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST		458	0,0000%
SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND		32.155	0,0025%
SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND		348.442	0,0267%
SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST		2.667	0,0002%
SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY		70.375	0,0054%
SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY		155.976	0,0119%
SST GLOB ADV TAX EXEMPT RETIREMENT PLANS		1.344.462	0,1029%
ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING		403	0,0000%
ST PFD PMA MANDATE BLACKROCK		4.654	0,0004%
STAR PASTEUR		17.656	0,0014%
STATE OF ALASKA RETIREMENT AND BENEFITS PLANS		35.082	0,0027%
STATE OF MINNESOTA		190.816	0,0146%

Anagrafica	CF/PI	Azioni	% sul C.S.
STATE OF NEW JERSEY COMMON PENSION FUND D		208.835	0,0160%
STATE OF NEW MEXICO STATE INVESTMENT COUNCIL		37.815	0,0029%
STATE OF WISCONSIN INVESTMENT BOARD		2.492	0,0002%
STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN		178.448	0,0137%
STATE STREET CCF		7.916	0,0006%
STATE STREET FACTORBASED NONLENDING COMMON TRUST FUND		4.952	0,0004%
STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST		2.497	0,0002%
STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV		200.319	0,0153%
STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO		130.200	0,0100%
STATE STREET GLOBAL INDEX PLUS TRUST		1.554	0,0001%
STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO		89.864	0,0069%
STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15		4.706	0,0004%
STATE STREET IRELAND UNIT TRUST		13.838	0,0011%
STATE STREET TOTAL RETURN VIS FUND		2.624	0,0002%
STATE TEACHERS RETIREMENT SYSTEM OF OHIO		343.106	0,0263%
STEUART L. WALTON FAMILY TRUST UAD 03/19/13		1.986	0,0002%
STICHTING BEDRIJFSPENSIOENFONDS VOOR HET BAKKERSBEDRIJF		5.422	0,0004%
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL		74.587	0,0057%
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE MEDIA PNO		58.244	0,0045%
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTRIE		2.559	0,0002%
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- EN GLASZETBEDRIJF		31.549	0,0024%
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS-, AFWERKINGS- ENGLASZETBEDRIJF		9.146	0,0007%
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL.		22.227	0,0017%
STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR VLEES VLEESWAREN G		1.124	0,0001%
STICHTING BELEGGINGEN MENZIS		1.912	0,0001%
STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS		378.277	0,0290%
STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS		25.197	0,0019%
STICHTING BPL PENSIOEN		30.267	0,0023%
STICHTING CZ FUND DEPOSITARY		15.021	0,0012%
STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL		30.756	0,0024%
STICHTING HEINEKEN PENSIOENFONDS.		14.109	0,0011%
STICHTING INSTITUUT GAK		3.021	0,0002%
STICHTING JURIDISCH EIGENAAR ACHMEA IM LIQUID ASSET FUNDS		8.298	0,0006%
STICHTING JURIDISCH EIGENAAR ASR ESG INDEXPLUS INSTITUTIONELE FONDSEN		95.158	0,0073%
STICHTING MN SERVICES		139.698	0,0107%
STICHTING MN SERVICES AANDELENFO ND		25.186	0,0019%
STICHTING PENSIOENFONDS ABP		328.276	0,0251%
STICHTING PENSIOENFONDS ABP (NETHERLANDS		592.616	0,0454%
STICHTING PENSIOENFONDS CAMPINA		6.769	0,0005%
STICHTING PENSIOENFONDS HOOGOVENS		5.622	0,0004%
STICHTING PENSIOENFONDS HORECA AND CATERING		29.544	0,0023%
STICHTING PENSIOENFONDS ING		6.806	0,0005%
STICHTING PENSIOENFONDS NOTARIAAT		735	0,0001%
STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN		44	0,0000%
STICHTING PENSIOENFONDS PGB		119.239	0,0091%
STICHTING PENSIOENFONDS PROVISUM		2.224	0,0002%
STICHTING PENSIOENFONDS RAIL & OPENBAAR VERVOER		9.498	0,0007%
STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER		57.468	0,0044%
STICHTING PENSIOENFONDS SAGITTARIUS		9.288	0,0007%
STICHTING PENSIOENFONDS VAN DE NEDERLANDSCHE BANK NV		171.972	0,0132%
STICHTING PENSIOENFONDS VERVOER		59.438	0,0046%
STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS		11.263	0,0009%
STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES		42.671	0,0033%
STICHTING PHILIPS PENSIOENFONDS		8.317	0,0006%
STICHTING PME PENSIOENFONDS		61.983	0,0047%
STOKIC MARKO		20	0,0000%
STOLLER FOUNDATION		2.211	0,0002%
STOREBRAND EUROPA PLUS		849	0,0001%
STOREBRAND GLOBAL ALL COUNTRIES		7.537	0,0006%
STOREBRAND GLOBAL LOW VOLATILITY		4.909	0,0004%
STOREBRAND LIVSFORSIKRING AS		153.350	0,0117%

Anagrafica	CF/PI	Azioni	% sul C.S.
STRATEGIC INTERNATIONAL EQUITY FUND		7.380	0,0006%
STRATEGY SICAV		1.527	0,0001%
SUBSIDIZED SCHOOLS PROVIDENT FUND		13.942	0,0011%
SUN LIFE STATE STREET INTERNATIONALEQUITY INDEX FUND		6.485	0,0005%
SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO		20.817	0,0016%
SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO		795	0,0001%
SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT		1.683	0,0001%
SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL		22.418	0,0017%
SUSTAINABLE GS 1 TRUST		6.128	0,0005%
SWISS NATIONAL BANK		1.278.084	0,0979%
SWISSCANTO FONDSLEITUNG AG		348.309	0,0267%
SYCOMORE INCLUSIVE JOBS		221.093	0,0169%
SYCOMORE SELECTION MIDCAP		112.769	0,0086%
SYNCHRONY (LU) EQANTIA EUROPE		29.440	0,0023%
SYNERGIE - ACTIONS EUROPE (EX-CH) - A		35.429	0,0027%
SYNERGIE - ACTIONS EUROPE (EX-CH) - B		39.367	0,0030%
SYNERGIE ACTIONS MONDE (EX-SUISSE) INDEXEES		4.135	0,0003%
T. ROWE PRICE FOREIGN INVESTMENT, INC		1.856	0,0001%
T. ROWE PRICE GLOBAL EX-U.S. EQUITY MACRO POOL		315	0,0000%
T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND		402	0,0000%
T. ROWE PRICE INTERNATIONAL EQUITY ETF		142.274	0,0109%
T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND		475	0,0000%
T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST		177.733	0,0136%
T.ROWE PRICE FUNDS OEIC - GLOBAL DIVIDEND EQUITY FUND		10.658	0,0008%
TAGES INTERNATIONAL FUNDS ICAV		105.621	0,0081%
TALCOTT RESOLUTION LIFE INSURANCE COMPANY		4.825	0,0004%
TANGERINE BALANCED GROWTH PORTFOLIO		6.756	0,0005%
TANGERINE BALANCED INCOME PORTFOLIO		545	0,0000%
TANGERINE BALANCED PORTFOLIO		4.579	0,0004%
TANGERINE EQUITY GROWTH PORTFOLIO		8.763	0,0007%
TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND		36.536	0,0028%
TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND		190.375	0,0146%
TD EMERALD INTERNATIONAL EQUITY INDEX FUND		92.701	0,0071%
TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST		3.386	0,0003%
TD EUROPEAN INDEX FUND		3.400	0,0003%
TD INTERNATIONAL EQUITY INDEX ETF		72.566	0,0056%
TEACHER RETIREMENT SYSTEM OF TEXAS		225.853	0,0173%
TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK		28.105	0,0022%
TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS		192.485	0,0147%
TEAM SUPERANNUATION FUND		20.347	0,0016%
TESCO PLC PENSION SCHEME		325	0,0000%
TEXAS MUNICIPAL RETIREMENT SYSTEM		61.110	0,0047%
TEXAS PERMANENT SCHOOL FUND CORP		1	0,0000%
TEXAS PERMANENT SCHOOL FUND CORPORATION		1	0,0000%
THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED		40.988	0,0031%
THE ANNENBERG FOUNDATION.		5.501	0,0004%
THE ARCHDIOCESE OF HARTFORD INVESTMENT TRUST		1.045	0,0001%
THE ARROWSTREET COMMON CONTRACTUAL FUND		84.086	0,0064%
THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN		175.923	0,0135%
THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE		6.420	0,0005%
THE CALIFORNIA WELLNESS FOUNDATION		3.507	0,0003%
THE CAPTIVE INVESTORS FUND		9.044	0,0007%
THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE		1.346	0,0001%
THE COMMONWEALTH FUND		1.507	0,0001%
THE DAVID A DUFFIELD TRUST		3.296	0,0003%
THE ESB PENSION FUND		3.400	0,0003%
THE FRANK LEAL TRUST		20	0,0000%
THE GOVERNING COUNCIL OF THE SALVATION ARMY IN		67.852	0,0052%
THE GREATER MANCHESTER PENSION FUND		68.946	0,0053%

Anagrafica	CF/PI	Azioni	% sul C.S.
THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT		778	0,0001%
THE HEALTH FOUNDATION.		1.624	0,0001%
THE INCUBATION FUND LTD		114	0,0000%
THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND		5.439	0,0004%
THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND		532	0,0000%
THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND		55.917	0,0043%
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400080339		6.038	0,0005%
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151		20.761	0,0016%
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142		26.168	0,0020%
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893		18.007	0,0014%
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974		732	0,0001%
THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501		888	0,0001%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND		279	0,0000%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521		1.814	0,0001%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492		6.790	0,0005%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536		29.299	0,0022%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST)		38.165	0,0029%
THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND		27.011	0,0021%
THE MASTER TRUST BANK OF JAPAN,LTD. AS TRUSTEE FOR GIM MULTI ASSET MOTHER FUND		556	0,0000%
THE METHODIST HOSPITAL		22.119	0,0017%
THE MONETARY AUTHORITY OF SINGAPORE		131.265	0,0101%
THE MONKS INVESTMENT TRUST PLC		1.057.071	0,0809%
THE MOTOROLA PENSION SCHEME.		3.992	0,0003%
THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN		15.872	0,0012%
THE NEMOURS FOUNDATION PENSION PLAN		305	0,0000%
THE NOMURA TRUST AND BANKING C		21.110	0,0016%
THE PEOPLE'S PENSION SCHEME		20.841	0,0016%
THE PRUDENTIAL INSURANCE COMPANY OF AMERICA		13.809	0,0011%
THE PUBLIC INSTITUTION FOR SOCIAL SECURITY		88.225	0,0068%
THE REGENTS OF THE UNIVERSITY OF CALIFORNIA		503.425	0,0385%
THE SALVATION ARMY OFFICERS' RETIREMENT TRUST FUND		16.553	0,0013%
THE SEVENTH SWEDISH NATIONAL PENSION FUND - AP 7 EQUITY FUND		1.341	0,0001%
THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST		6.041	0,0005%
THE STANDARD BANK OF SOUTH AFRICA LTD		78.554	0,0060%
THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER		92.627	0,0071%
THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR		1.927	0,0001%
THE TRUSTEES OF THE HENRY SMITH CHARITY.		1.450	0,0001%
THE TRUSTEES OF THE LABOURERS' PENSION FUND OF CENTRAL AND E		1.757	0,0001%
THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW		4.916	0,0004%
THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME		45.929	0,0035%
THEAM QUANT - EQUITY EUROPE CLIMATE CARE PAB		55.874	0,0043%
THEAM QUANT - EUROPE TARGET PREMIUM		271.991	0,0208%
THEAM QUANT- EQUITY EUROZONE GURU		389.618	0,0298%
THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED		18.490	0,0014%
THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13		6.192	0,0005%
THRIFT SAVINGS PLAN		1.363.835	0,1044%
THRIVENT INTERNATIONAL INDEX PORTFOLIO		6.768	0,0005%

Anagrafica	CF/PI	Azioni	% sul C.S.
THYSSEN GLOBAL INVESTMENTS LLC		1.492	0,0001%
TIAACREF INTERNATIONAL EQUITY INDEX FUND		708.636	0,0543%
TIMOTHY PLAN INTERNATIONAL ETF.		34.850	0,0027%
TONI ACTIONS ISR 100		37.309	0,0029%
TOPS GLBL EQS LE FD NON FLIP		6.342	0,0005%
TOPS WLD EX-US FUND NON FLIP		142.372	0,0109%
TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV		30.940	0,0024%
TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP		2.445	0,0002%
TRANSAMERICA MSCI EAFE INDEX VP		2.795	0,0002%
TRATON-UI-DYNAMIK		13.772	0,0011%
TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT FUND POOLED TRUST		113.920	0,0087%
TREDJE AP-FONDEN		1	0,0000%
TRINITY COLLEGE CAMBRIDGE		11.414	0,0009%
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10		13.786	0,0011%
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21		1.826	0,0001%
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3		27.952	0,0021%
TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8		1.235	0,0001%
TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO		6.785	0,0005%
TSA EQUITY FUND #2		2.363	0,0002%
TSGX SOLACT ESG TBACO EX UNHG(3387)		63	0,0000%
UAPF - BLACK ROCK PASSIVE EQUITY		2.160	0,0002%
UAPF - INVESCO ACTIVE		66.768	0,0051%
UBS (IRL) ETF PLC		270.206	0,0207%
UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME		1.234.893	0,0945%
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE		68.123	0,0052%
UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II		160.645	0,0123%
UBS (LUX) KEY SELECTION SICAV - SYSTEMATIC ALLOCAT PTF EQUITY (USD)		1.062	0,0001%
UBS (LUX) STRATEGY SICAV SAP DYNAMIC (USD)		490	0,0000%
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF DEFENSIVE (USD)		283	0,0000%
UBS (LUX) STRATEGY SICAV-SYSTEMATIC - ALLOCATION PF MEDIUM (USD)		1.430	0,0001%
UBS ASSET MANAGEMENT LIFE LTD		133.485	0,0102%
UBS COMMON CONTRACTUAL FUND		14.058	0,0011%
UBS FTSE RAFI DEVELOPED 1000 INDEX FUND		15.354	0,0012%
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS		298	0,0000%
UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN		17.183	0,0013%
UBS FUND MANAGEMENT (SWITZERLAND) AG.		516.288	0,0395%
UBS FUND MANAGEMENT (SWITZERLAND) AG..		10.356	0,0008%
UBS FUND MGT (CH) AG - CH1243B-TRIANGULUS - AKTIEN DEVMARK HEDGED		22.791	0,0017%
UBS FUND MGT (CH) AG - CH1244B-TRIANGULUS - AKTIEN DEVMARK		21.084	0,0016%
UBS GLOBAL EQUITY CLIMATE TRANSITION FUND		15.939	0,0012%
UBS LUX FUND SOLUTIONS		1.243.946	0,0952%
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS		10.100	0,0008%
UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS		187.284	0,0143%
UI MAIN I UF BLACKROCK EUROPE		2.668	0,0002%
UI MAIN I UNIVERSAL FONDS UKA		5.447	0,0004%
UI MAIN VI UNIV FDS MSCI WORLD		900	0,0001%
UI SMART AND FAIR FONDS		11.060	0,0008%
UIFONDS AKTIEN EUROPE MVOLA PASSIVE		56.981	0,0044%
UI-FONDS BAV RBI AKTIEN		110.401	0,0085%
UI-FONDS RBSG		490	0,0000%
UI-S		10.324	0,0008%
UNI GLOBAL		94.322	0,0072%
UNI OF EDINBURGH BG DEVEL WORLD EQ FD		52.861	0,0040%
UNICAJA ASSET MANAGEMENT, S.G.I.I.C., S.A.		60.803	0,0047%
UNICARE SAVINGS PLAN		17.267	0,0013%

Anagrafica	CF/PI	Azioni	% sul C.S.
UNIEUROPA MID&SMALL CAPS		10.000	0,0008%
UNIGESTION ALL COUNTRY WORLD EQUITIES FUND		41.459	0,0032%
UNIGESTION GLOBAL EQUITIES FUND		42.706	0,0033%
UNIGESTION GLOBAL EX-CANADA EQUITIES FUND		43.130	0,0033%
UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI		112.139	0,0086%
UNION PACIFIC CORPORATION MASTER RETIREMENT TRUST		541	0,0000%
UNISUPER		11.730	0,0009%
UNITED GLOBAL GROWTH FUND		8.535	0,0007%
UNITED SERVICES AUTOMOBILE ASSOCIATION		3.850	0,0003%
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND		1.660	0,0001%
UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS		5.323	0,0004%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH		295.856	0,0227%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI		8.861	0,0007%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS		31.053	0,0024%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS		7.700	0,0006%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1		9.466	0,0007%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF BHI 12 UNIVERSALFONDS		11.926	0,0009%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS		14.292	0,0011%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF DEBEKA-AKTIEN-EUROPA-DIVIDENDEN		198.958	0,0152%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF RANW-UNIVERSAL-FONDS V		50.407	0,0039%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS		8.168	0,0006%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V		8.162	0,0006%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1		2.296	0,0002%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS		5.138	0,0004%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS		827	0,0001%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-NO-AKTIEN (490305)		62.510	0,0048%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP		58.338	0,0045%
UNIVERSAL-INVESTMENT-GESELLSCHAFT MIT BESCHRAENKTER HAFT		300.000	0,0230%
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR BISUIFONDS		2.504	0,0002%
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI		1.500	0,0001%
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR DEBEKAAKTIENEUROPAESG		123.608	0,0095%
UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG		1.626	0,0001%
UNIVERSE THE CMI CONT EURO EQ		35.346	0,0027%
UNIVERSITIES SUPERANNUATION SCHEME		2	0,0000%
UNIVERSITY OF NOTRE DAME DU LAC		8.658	0,0007%
USAA CASUALTY INSURANCE COMPANY		4.259	0,0003%
USAA GENERAL INDEMNITY COMPANY		5.292	0,0004%
UTAH STATE RETIREMENT SYSTEMS		65.905	0,0050%
VAERDIPAPIRFONDEN NORDEA INVEST GLOBAL PASSIVE		3.877	0,0003%
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE AKTIER		46.911	0,0036%
VAERDIPAPIRFONDEN NORDEA INVEST PORTEFOLJE PM GLOBALE AKTIER STRATEGI KL		15.917	0,0012%
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE EUROPA KL		21.281	0,0016%
VAERDIPAPIRFONDEN SPARINVEST, INDEX BAEREDYGTIGE GLOBAL KL		40.447	0,0031%
VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK		13.350	0,0010%
VALIC COMPANY I GLOBAL STRATEGY FUND		5.928	0,0005%
VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND		44.479	0,0034%
VAN VOORST TOT VOORST BEREND AM		25	0,0000%
VANADIUM		185.416	0,0142%
VANECK ETFS N.V.		797.034	0,0610%
VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF		13.024	0,0010%
VANGUARD ACTIVE GLOBAL GROWTH FUND		19.483	0,0015%

Anagrafica	CF/PI	Azioni	% sul C.S.
VANGUARD DEVELOPED MARKETS INDEX FUND		4.415.187	0,3380%
VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK		9.071	0,0007%
VANGUARD ESG INTERNATIONAL STOCK ETF		90.709	0,0069%
VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND		158	0,0000%
VANGUARD EUROPEAN STOCK INDEX FUND		1.121.505	0,0859%
VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST		103.951	0,0080%
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST		5.526	0,0004%
VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II		2.750.170	0,2106%
VANGUARD FTSE ALL-WORLD EX-US INDEX FUND		1.049.141	0,0803%
VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF		116.292	0,0089%
VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF		13.618	0,0010%
VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND		48.377	0,0037%
VANGUARD FUNDS PUBLIC LIMITED COMPANY		635.741	0,0487%
VANGUARD GLOBAL EQUITY FUND		1.084.581	0,0830%
VANGUARD GLOBAL MOMENTUM FACTORETF		13.803	0,0011%
VANGUARD INTERNATIONAL HIGH DIVIDEND YIELD INDEX FUND		502.057	0,0384%
VANGUARD INTERNATIONAL SHARES HIGH YIELD FUND		246	0,0000%
VANGUARD INTERNATIONAL SHARES INDEX FUND		1.983	0,0002%
VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND		136	0,0000%
VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY		377.916	0,0289%
VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF		12.803	0,0010%
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF		8.979	0,0007%
VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF		8.881	0,0007%
VANGUARD INVESTMENTS FUNDS ICVC VANGUARD GLOBAL EQUITY FUND		103.284	0,0079%
VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY		182.641	0,0140%
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF		14.820	0,0011%
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF		5.084	0,0004%
VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF		37.815	0,0029%
VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND		6.635.864	0,5081%
VANGUARD TOTAL WORLD STOCK INDEX FUND		340.749	0,0261%
VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST		24.782	0,0019%
VARENNE UCITS VARENNE VALEUR		600.000	0,0459%
VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO		16.210	0,0012%
VARIOPARTNER SICAV		20.772	0,0016%
VELLIV, PENSION & LIVSFORSIKRING A/S		22.931	0,0018%
VENDOME SELECTION EURO		349.029	0,0267%
VENERABLE INTERNATIONAL EQUITY FUND		66.366	0,0051%
VENERABLE INTERNATIONAL INDEX FUND		20.812	0,0016%
VENTRY INDUSTRIES LLC		17.062	0,0013%
VERDIPAPIRFONDET DNB EUROPA		5.914	0,0005%
VERDIPAPIRFONDET DNB GLOBAL INDEKS		15.647	0,0012%
VERDIPAPIRFONDET EQUINOR AKSJER EUROPA		20.000	0,0015%
VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS		1.149	0,0001%
VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS.		396	0,0000%
VERDIPAPIRFONDET KLP AKSJEGLOBAL INDEKS X1		2.910	0,0002%
VERDIPAPIRFONDET KRON INDEKS GLOBAL		32.969	0,0025%
VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS		80.011	0,0061%
VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER		38.283	0,0029%
VF LUX EUROPE EQUITIES		23.708	0,0018%
VFMC INTERNATIONAL EQUITY TRUST1		7.263	0,0006%
VFMC INTERNATIONAL EQUITY TRUST2		13.578	0,0010%
VFMC LOW VOLATILITY EQUITY TRUST 1		15.162	0,0012%
VFMC LOW VOLATILITY EQUITY TRUST 2		31.556	0,0024%

Anagrafica	CF/PI	Azioni	% sul C.S.
VI CAPITAL LTD.		845	0,0001%
VIA SMART EQUITY EUROPE		36.857	0,0028%
VIA SMART EQUITY WORLD		20.169	0,0015%
VICTORY MARKET NEUTRAL INCOME FUNDFUND		410.687	0,0314%
VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF		106.168	0,0081%
VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND		26.610	0,0020%
VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND		41.817	0,0032%
VIRGINIA RETIREMENT SYSTEM		17.264	0,0013%
VIRTUS INTERNATIONAL DIVIDEND ETF		3.322	0,0003%
VLADUBEL ZORGVERZEKERING		27.922	0,0021%
VOYA GLOBAL INCOME AND GROWTH FUND		44.515	0,0034%
VOYA INTERNATIONAL INDEX PORTFOLIO		12.810	0,0010%
VOYA MULTI-MANAGER INTERNATIONAL EQUITY FUND		1.397	0,0001%
VOYA VACS INDEX SERIES I PORTFOLIO		45.006	0,0034%
VR BANK KT EURO CONTROL		8.944	0,0007%
WASHINGTON STATE INVESTMENT BOARD		395.825	0,0303%
WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO		14.337	0,0011%
WESPATH FUNDS TRUST		6.395	0,0005%
WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST		3.217	0,0002%
WHEELS COMMON INVESTMENT FUND		1.555	0,0001%
WILMINGTON GLOBAL ALPHA EQUITIES FUND		3.594	0,0003%
WINDWISE MSCI EAFE INDEX NON-LENDING		9.527	0,0007%
WISDOMTREE DYNAMIC CURRENCY HEDGED INTERNATIONAL EQUITY FUND		1.288	0,0001%
WISDOMTREE GLOBAL HIGH DIVIDEND FUND		1	0,0000%
WISDOMTREE INTERNATIONAL AI ENHANCED VALUE FUND		20.509	0,0016%
WISDOMTREE INTERNATIONAL EQUITY FUND		42.800	0,0033%
WISDOMTREE INTERNATIONAL HIGH DIVIDEND FUND		479	0,0000%
WISDOMTREE INTERNATIONAL LARGECAP DIVIDEND FUND		1	0,0000%
WISDOMTREE INTERNATIONAL MULTIFACTOR FUND		1	0,0000%
WISDOMTREE ISSUER ICAV		14.555	0,0011%
WM POOL - EQUITIES TRUST NO. 38 - SCHRODER		4.637	0,0004%
WM POOL - EQUITIES TRUST NO. 74		7.856	0,0006%
WM POOL - EQUITIES TRUST NO. 75		105.395	0,0081%
WM POOL - GLOBAL EQUITIES TRUST NO. 6		15.631	0,0012%
WOODLINE SPIRE MASTER FUND LP C/O MAPLES CORPORATE SERVICES LIMITED		390	0,0000%
WORLD EQUITIES II		3.103	0,0002%
WORLD TRADE ORGANIZATION PENSION PLAN		4.076	0,0003%
WS DEVELOPED MARKETS EX NORTH AMERICA SR INDEX ETF		131.645	0,0101%
WS WALES PENSION PARTNERSHIP (WALES PP) ASSET POOLING ACS U		274.011	0,0210%
WSSP INTERNATIONAL EQUITIES TRUST		7.046	0,0005%
WYOMING RETIREMENT SYSTEM		950	0,0001%
XTRACKERS		19.665	0,0015%
XTRACKERS (IE) PUBLIC LIMITED COMPANY		591.956	0,0453%
XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF		722	0,0001%
XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF		3.357	0,0003%
XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF		2.791	0,0002%
XTRACKERS MSCI EAFE HEDGED EQUITY ETF		179.907	0,0138%
XTRACKERS MSCI EUROPE HEDGED EQUITY ETF		23.326	0,0018%
XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF		3.878	0,0003%
XTRACKERS MSCI KOKUSAI EQUITY ETF		4.333	0,0003%
ZEPHYR - EUROPE EQUITY ESG OPTIMIZED		1.428	0,0001%
ZEPHYR - OPTIMISED PLUS 2		5.743	0,0004%
ZURICH INVEST ICAV		103.241	0,0079%
ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA		45.162	0,0035%
Totale		**1.069.783.640**	**81,9061%**

All. Q e racc. 38147

RELAZIONI ILLUSTRATIVE DEL CONSIGLIO DI AMMINISTRAZIONE SUI PUNTI ALL'ORDINE DEL GIORNO DELL'ASSEMBLEA DEGLI AZIONISTI

27 APRILE **2026**

PAESE, PERSONE, PROSSIMITÀ, TUTTO IN UNA **P**

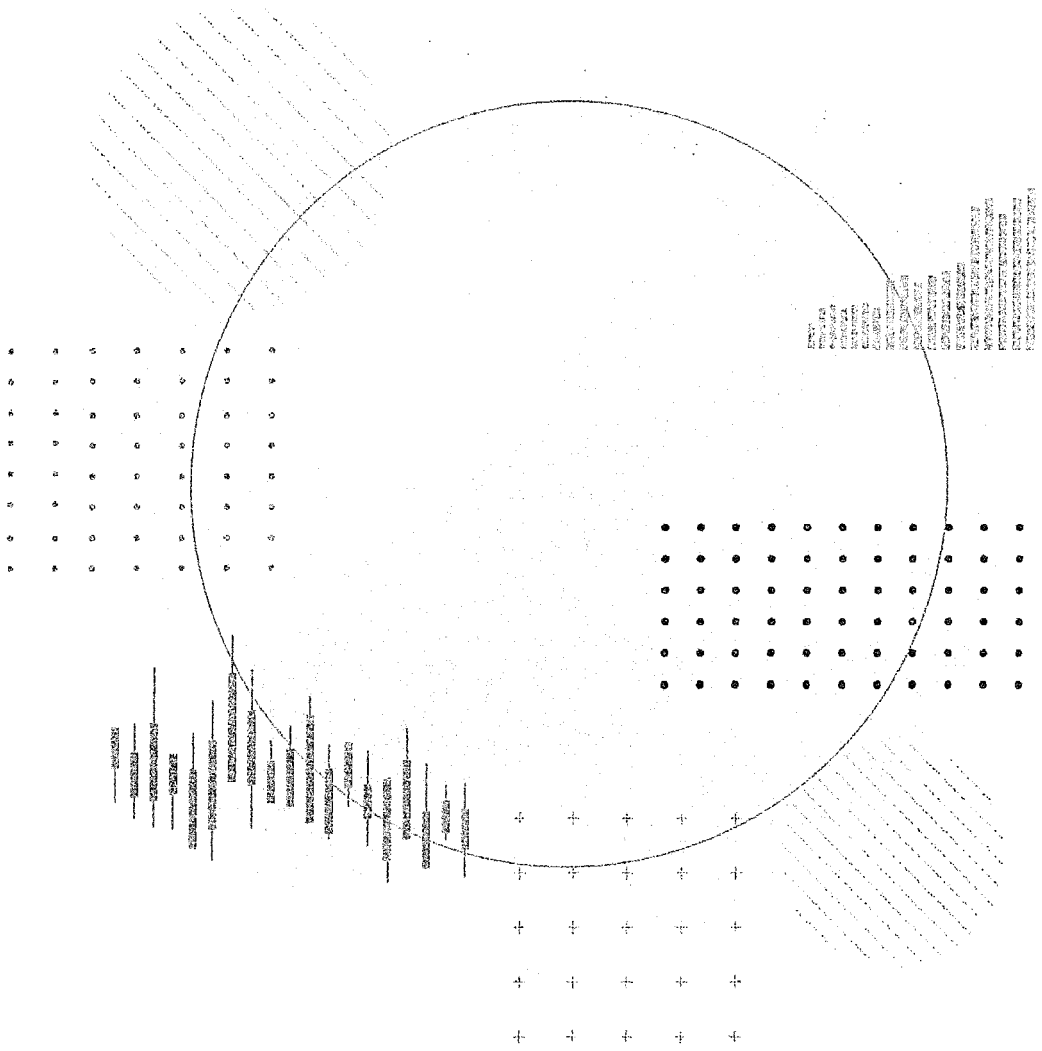


Posteitaliane

RELAZIONI ILLUSTRATIVE DEL CONSIGLIO DI AMMINISTRAZIONE SUI PUNTI ALL'ORDINE DEL GIORNO DELL'ASSEMBLEA DEGLI AZIONISTI

27 APRILE **2026**

PAESE, PERSONE, PROSSIMITÀ, TUTTO IN UNA **P**



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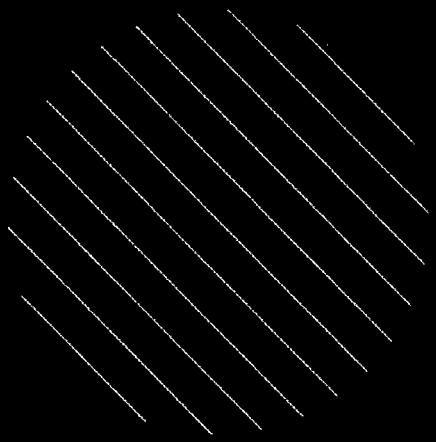
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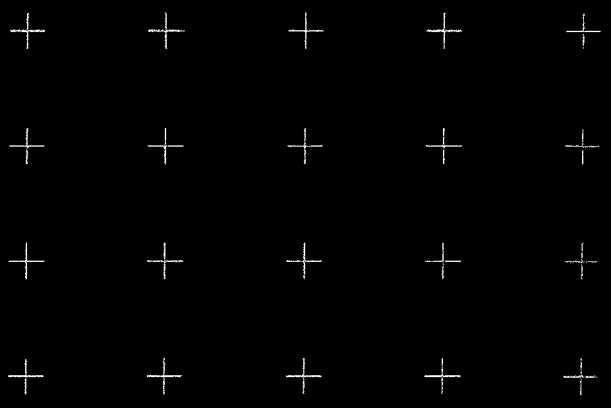

POSTE

AVVISO DI CONVOCAZIONE ASSEMBLEA POSTE ITALIANE 27.04.2026

1. Avviso di Convocazione Assemblea Poste Italiane 27.04.2026



Convocazione di Assemblea ordinaria 8



Convocazione di Assemblea ordinaria

L'Assemblea degli azionisti è convocata in sede ordinaria per il giorno 27 aprile 2026, in unica convocazione, alle ore 14:00 in Roma, presso gli uffici della Società siti in Viale Europa n. 175, per discutere e deliberare sul seguente

Ordine del giorno

1. Bilancio di esercizio al 31 dicembre 2025. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2025.
2. Destinazione dell'utile di esercizio.
3. Determinazione del numero dei componenti il Consiglio di Amministrazione.
4. Determinazione della durata in carica del Consiglio di Amministrazione.
5. Nomina dei componenti il Consiglio di Amministrazione, con il sistema del voto di lista e nel rispetto della normativa di legge e di statuto.
6. Nomina del Presidente del Consiglio di Amministrazione.
7. Determinazione del compenso dei componenti il Consiglio di Amministrazione.
8. Relazione sulla politica in materia di remunerazione per l'esercizio 2026.
9. Relazione sui compensi corrisposti nell'esercizio 2025.
10. Piano di incentivazione a breve termine MBO 2026, basato su strumenti finanziari.
11. Piano di incentivazione a lungo termine ILT *Performance Share* 2026-2028, basato su strumenti finanziari.
12. Piano di incentivazione a lungo termine ILT *Phantom Stock Option* triennale, basato su strumenti finanziari.

Si precisa che le disposizioni del presente avviso di convocazione sono in linea con le previsioni dell'art. 135-*undecies*.1 del Decreto Legislativo 24 febbraio 1998, n. 58 (il "Testo Unico della Finanza") e dell'art. 11.6 dello statuto sociale.

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Modalità di svolgimento dell'Assemblea ai sensi dell'art. 135-*undecies*.1 del Testo Unico della Finanza e dell'art. 11.6 dello statuto sociale

La Società ha deciso di avvalersi della facoltà di cui all'art. 135-*undecies*.1 del Testo Unico della Finanza e all'art. 11.6 dello statuto sociale, prevedendo che l'intervento in Assemblea da parte degli aventi diritto possa avvenire esclusivamente per il tramite del rappresentante designato dalla Società ai sensi dell'art. 135-*undecies* del Testo Unico della Finanza e dell'art. 11.5 dello statuto sociale – *i.e.*, Monte Titoli S.p.A., con sede legale in Milano (anche "Monte Titoli" o il "Rappresentante Designato") – secondo quanto di seguito precisato nel paragrafo "Modalità di intervento in Assemblea". Non è prevista per tale Assemblea la possibilità di intervento e voto con mezzi elettronici né di votare per corrispondenza.

Ai sensi delle disposizioni normative e statutarie sopra citate, fermo restando quanto indicato con riferimento alle modalità di intervento in Assemblea da parte di coloro ai quali spetta il diritto di voto, gli altri soggetti legittimati a vario titolo o altrimenti autorizzati ad essere presenti in Assemblea (Presidente, Notaio, Rappresentante Designato, Amministratori e Sindaci effettivi, Direttore Generale, dipendenti e collaboratori della Società e rappresentanti della Società di revisione), potranno intervenire in Assemblea mediante mezzi di comunicazione a distanza (con le modalità ad essi individualmente comunicate) che ne garantiscano altresì l'identificazione, senza che sia in ogni caso necessario che il Presidente e il Notaio si trovino nel medesimo luogo.

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Informazioni sul capitale sociale

Alla data del presente avviso di convocazione, il capitale sociale di Poste Italiane S.p.A. è pari ad € 1.306.110.000,00, interamente sottoscritto e versato, suddiviso in n. 1.306.110.000 azioni ordinarie prive dell'indicazione del valore nominale. Alla data odierna, la Società detiene n. 11.994.110 azioni proprie, rappresentative dello 0,918% delle azioni rappresentanti il capitale sociale della Società.

Legittimazione all'intervento in Assemblea ed all'esercizio del diritto di voto

Ai sensi dell'art. 83-*sexies* del Testo Unico della Finanza e dell'art. 10.1 dello statuto sociale, sono legittimati ad intervenire in Assemblea e ad esercitare il diritto di voto – secondo le modalità indicate nel successivo paragrafo del presente avviso – coloro in favore dei quali sia pervenuta alla Società apposita comunicazione effettuata da un intermediario autorizzato sulla base delle evidenze contabili relative al termine del settimo giorno di mercato aperto precedente la data dell'Assemblea (ossia il **16 aprile 2026**, c.d. *record date*). Le registrazioni in accredito e in addebito compiute sui conti successivamente a tale data non rilevano ai fini della legittimazione all'esercizio del diritto di voto nell'Assemblea.

La comunicazione dell'intermediario deve pervenire a Poste Italiane S.p.A. entro la fine del terzo giorno di mercato aperto precedente la data fissata per l'Assemblea (ossia entro il **22 aprile 2026**), ferma restando la legittimazione all'intervento e al voto qualora la comunicazione sia pervenuta alla Società oltre il suddetto termine, purché entro l'inizio dei lavori assembleari.

Modalità di intervento in Assemblea

A. Delega *ex* art. 135-*undecies* del Testo Unico della Finanza (la "Delega al Rappresentante Designato")

Ai sensi di quanto previsto dall'art. 135-*undecies*.1 del Testo Unico della Finanza e dall'art. 11.6 dello statuto sociale, l'intervento in Assemblea di coloro ai quali spetta il diritto di voto avverrà esclusivamente per il tramite di Monte Titoli S.p.A., rappresentante all'uopo designato da parte della Società ai sensi dell'art. 135-*undecies* del Testo Unico della Finanza e dell'art. 11.5 dello statuto sociale. La Delega al Rappresentante Designato ai sensi dell'art. 135-*undecies* del Testo Unico della Finanza e dell'art. 11.5 dello statuto sociale – il cui conferimento non comporta spese per il delegante (fatta eccezione per le eventuali spese di spedizione) – deve contenere istruzioni di voto su tutte ovvero su alcune delle materie all'ordine del giorno.

A tale riguardo, dovrà essere utilizzato lo specifico modulo disponibile, con le relative istruzioni per la compilazione e trasmissione, nella sezione del sito internet della società www.posteitaliane.it dedicata alla presente Assemblea.

La delega di cui sopra, con le istruzioni di voto, deve pervenire – unitamente alla copia di un documento di identità del delegante avente validità corrente o, qualora il delegante sia una persona giuridica, del legale rappresentante pro tempore ovvero di altro soggetto munito di idonei poteri, unitamente a documentazione idonea ad attestarne qualifica e poteri – al Rappresentante Designato, entro la fine del secondo giorno di mercato aperto precedente la data dell'Assemblea (i.e. il **23 aprile 2026**), con una delle seguenti alternative modalità:

- trasmissione di copia riprodotta informaticamente (PDF) all'indirizzo di posta elettronica certificata RD@pec.euronext.com (oggetto "Delega Assemblea Poste Italiane aprile 2026") dalla propria casella di posta elettronica certificata (o, in mancanza, dalla propria casella di posta elettronica ordinaria; in tal caso la delega con le istruzioni di voto deve essere sottoscritta con firma elettronica qualificata o digitale);
- trasmissione in originale, tramite corriere o raccomandata A/R, all'indirizzo Monte Titoli S.p.A. – c.a. area Register Services, all'indirizzo Piazza degli Affari n. 6, 20123 Milano (Rif. "Delega Assemblea Poste Italiane aprile 2026") anticipandone copia riprodotta informaticamente (PDF) a mezzo posta elettronica ordinaria alla casella RD@pec.euronext.com (oggetto "Delega Assemblea Poste Italiane aprile 2026");
- notifica al Rappresentante Designato in via elettronica tramite sezione del sito internet dedicata alla presente Assemblea.

Entro il suddetto termine, la Delega al Rappresentante Designato e le istruzioni di voto conferite possono sempre essere revocate con le modalità sopra indicate. La Delega al Rappresentante Designato ha effetto solo per le proposte in relazione alle quali sono state conferite istruzioni di voto. Le azioni per le quali è stata conferita la delega, anche parziale, sono computate ai fini della regolare costituzione dell'Assemblea. In relazione alle proposte per le quali non sono state conferite istruzioni di voto, le azioni non sono computate ai fini del calcolo della maggioranza e della quota di capitale richiesta per l'approvazione delle delibere.

B. Delega e/o subdelega *ex* art. 135-*novies* del Testo Unico della Finanza (la "Delega Ordinaria")

In alternativa, ai sensi dell'art. 135-*undecies*.1 del Testo Unico della Finanza e dell'art. 11.6 dello statuto sociale, a Monte Titoli S.p.A. possono essere conferite anche deleghe o subdeleghe ai sensi dell'articolo 135-*novies* del Testo Unico della Finanza, in deroga all'art. 135-*undecies*, comma 4, del medesimo Testo Unico della Finanza.

A tal fine, potrà essere utilizzato il modulo di delega/subdelega reperibile nella sezione del sito internet della Società (www.posteitaliane.it) dedicata alla presente Assemblea.

La Delega Ordinaria (o la subdelega) deve pervenire al Rappresentante Designato –unitamente alla copia di un documento di identità del delegante avente validità corrente o, qualora il delegante sia una persona giuridica, del legale rappresentante pro tempore ovvero di altro soggetto munito di idonei poteri, unitamente a documentazione idonea ad attestarne qualifica e poteri – con una delle seguenti alternative modalità:

- trasmissione di copia riprodotta informaticamente (PDF) all'indirizzo di posta elettronica certificata RD@pec.euronext.com (oggetto "Delega Assemblea Poste Italiane aprile 2026") dalla propria casella di posta elettronica certificata (o, in mancanza, dalla propria casella di posta elettronica ordinaria, in tal caso la delega con le istruzioni di voto deve essere sottoscritta con firma elettronica qualificata o digitale);
- trasmissione in originale, tramite corriere o raccomandata A/R, all'indirizzo Monte Titoli S.p.A. – c.a. area Register Services, all'indirizzo Piazza degli Affari n. 6, 20123 Milano (Rif. "Delega Assemblea Poste Italiane aprile 2026") anticipandone copia riprodotta informaticamente (PDF) a mezzo posta elettronica ordinaria alla casella RD@pec.euronext.com (oggetto "Delega Assemblea Poste Italiane aprile 2026").

La Delega Ordinaria può contenere istruzioni di voto su tutte o su alcune delle proposte relative alle materie all'ordine del giorno, restando inteso che Monte Titoli S.p.A. non esprimerà alcun voto in Assemblea in relazione a quelle proposte per cui non abbia ricevuto precise istruzioni di voto.

Al fine di consentire alla Società e a Monte Titoli S.p.A. di ricevere e verificare le Deleghe Ordinarie con anticipo rispetto all'inizio dei lavori assembleari, si raccomanda ai soggetti legittimati di far pervenire le loro Deleghe Ordinarie preferibilmente entro le ore 18:00 del 26 aprile 2026.

Le Deleghe Ordinarie e/o le relative istruzioni di voto sono revocabili sino all'inizio dei lavori assembleari inviando una email all'indirizzo RD@pec.euronext.com.

Per eventuali chiarimenti inerenti al conferimento della delega al Rappresentante Designato (e in particolare circa la compilazione del modulo di delega e delle istruzioni di voto e la loro trasmissione) i soggetti legittimati possono contattare Monte Titoli S.p.A. via e-mail all'indirizzo RegisterServices@euronext.com o al numero telefonico (+39) 02.33635810 (nei giorni d'ufficio aperti, dalle 9:00 alle 17:00).

Integrazione dell'ordine del giorno e presentazione di nuove proposte di delibera da parte dei Soci titolari di almeno il 2,5% del capitale sociale (*ex* art. 126-*bis*, comma 1, primo periodo, del Testo Unico della Finanza)

Ai sensi dell'art. 126-*bis*, comma 1, primo periodo, del Testo Unico della Finanza, i soci che, anche congiuntamente, rappresentino almeno il 2,5% del capitale sociale possono chiedere per iscritto, entro dieci giorni dalla pubblicazione del presente avviso di convocazione – ossia entro il **27 marzo 2026** – l'integrazione dell'elenco delle materie da trattare, indicando nella domanda gli ulteriori argomenti da essi proposti, ovvero presentare proposte di deliberazione su materie già all'ordine del giorno dell'Assemblea. L'integrazione dell'ordine del giorno non è ammessa in relazione agli argomenti sui quali l'Assemblea delibera, a norma di legge, su proposta degli Amministratori o sulla base di un progetto o di una relazione da essi predisposta, diversa da quelle indicate all'art. 125-*ter*, comma 1, del Testo Unico della Finanza. Sono legittimati a richiedere l'integrazione dell'ordine del giorno, ovvero a presentare proposte di delibera su materie già all'ordine del giorno dell'Assemblea, i soci in favore dei quali sia pervenuta alla Società apposita comunicazione, attestante la titolarità della partecipazione richiesta, effettuata da un intermediario autorizzato, ai sensi della normativa vigente.

Per ulteriori informazioni sul diritto di integrazione dell'ordine del giorno e di presentazione di proposte di delibera, nonché circa le modalità del relativo esercizio, si rinvia alla sezione del sito internet della Società dedicata alla presente Assemblea.

Presentazione di proposte di deliberazione (*ex* art. 126-*bis*, comma 1, terzo periodo, del Testo Unico della Finanza)

In ragione delle modalità di intervento in Assemblea in precedenza indicate – con riferimento a quanto stabilito dall'art. 126-*bis*, comma 1, terzo periodo, del Testo Unico della Finanza, secondo cui colui al quale spetta il diritto di voto può presentare individualmente proposte di deliberazione in Assemblea su materie all'ordine del giorno ovvero altrimenti consentite dalla legge – la Società comunica altresì che:

- tali eventuali proposte, incluse quelle relative ai punti 6) e 7) all'ordine del giorno (concernenti, rispettivamente, la "Nomina del Presidente del Consiglio di Amministrazione" e la "Determinazione del compenso dei componenti il Consiglio di Amministrazione") – da formularsi in modo chiaro e completo – dovranno essere trasmesse alla Società, all'indirizzo di posta elettronica certificata affari.societari@pec.posteitaliane.it, entro il quindicesimo giorno precedente la data di convocazione dell'Assemblea (in proposito, tenuto conto che tale termine giungerebbe a scadenza domenica 12 aprile 2026, tale termine viene posticipato al giorno lunedì 13 aprile 2026), affinché i titolari del diritto di voto possano prenderne visione ai fini del conferimento delle deleghe e/o subdeleghe al Rappresentante Designato, con relative istruzioni di voto (secondo quanto in precedenza precisato nel paragrafo "Modalità di intervento in Assemblea");
- la legittimazione a formulare le proposte è subordinata alla ricezione da parte della Società della comunicazione effettuata da un intermediario autorizzato ai sensi della normativa vigente, relativa alla titolarità della partecipazione;
- la Società provvederà a pubblicare tempestivamente (e, in ogni caso, entro il 14 aprile 2026) in un'apposita sezione del sito internet le proposte trasmesse nei termini sopra indicati, riservandosi di verificarne – ai fini della pubblicazione delle medesime – la pertinenza rispetto agli argomenti all'ordine del giorno, la completezza, la conformità alla normativa applicabile, nonché la legittimazione dei relativi proponenti.

Diritto di porre domande prima dell'Assemblea

Ai sensi dell'art. 127-*ter*, comma 1-*bis*, del Testo Unico della Finanza, possono porre domande sulle materie all'ordine del giorno prima dell'Assemblea coloro ai quali spetta il diritto di voto e in favore dei quali sia pervenuta alla Società apposita comunicazione effettuata da un intermediario autorizzato ai sensi della normativa vigente. Coloro che intendono avvalersi di tale facoltà devono fare pervenire le proprie domande alla Società entro la data indicata nell'art. 83-*sexies*, comma 2, del Testo Unico della Finanza (ossia entro il settimo giorno di mercato aperto precedente la data dell'Assemblea, e quindi entro il **16 aprile 2026**). Al fine di consentire agli aventi diritto al voto di esprimere il proprio voto tramite il Rappresentante Designato, anche tenendo conto dei riscontri forniti dalla Società a dette domande, alle stesse pervenute entro il termine sopra indicato sarà data risposta, al più tardi, almeno tre giorni prima dell'Assemblea (ossia entro il 24 aprile 2026), secondo quanto al riguardo disposto dall'art. 135-*undecies*.1 del Testo Unico della Finanza, mediante pubblicazione in una apposita sezione del sito internet. Per ulteriori informazioni sul diritto di porre domande prima dell'Assemblea e circa le modalità del relativo esercizio, si rinvia alla sezione del sito internet della Società dedicata alla presente Assemblea.

Nomina del Consiglio di Amministrazione

Ai sensi di quanto previsto dal Testo Unico della Finanza e dallo statuto sociale, i componenti il Consiglio di Amministrazione saranno eletti mediante voto di lista. In proposito, il Consiglio di Amministrazione in scadenza ha formulato, su proposta del Comitato Nomine e *Corporate Governance*, appositi orientamenti sulla dimensione e composizione del Consiglio di prossima nomina, in attuazione di quanto raccomandato dal Codice di *Corporate Governance* (art. 4, Principio XIII, Raccomandazione n. 23), alla quale la Società ha inteso conformarsi nonostante la Raccomandazione in questione sia indirizzata alle società diverse da quelle a proprietà concentrata (tra le quali rientra invece la Società in ragione dell'attuale composizione del proprio azionariato). Tali orientamenti sono consultabili sul sito internet della Società (www.posteitaliane.it). In proposito, sempre secondo quanto indicato per le società diverse da quelle a proprietà concentrata nella medesima Raccomandazione sopra citata del Codice di *Corporate Governance*, è altresì suggerito agli azionisti che presentino una lista che contenga un numero di candidati superiore alla metà dei componenti da eleggere di: (i) fornire adeguata informativa, nella documentazione presentata per il deposito della lista, circa la rispondenza della lista all'orientamento espresso dall'organo di amministrazione; e (ii) indicare il proprio candidato alla carica di presidente dell'organo di amministrazione, la cui nomina avviene secondo le modalità individuate nello statuto.

Le liste dei candidati alla carica di Amministratore potranno essere presentate dagli azionisti che, da soli o insieme ad altri azionisti, risultino titolari di almeno lo 0,5% del capitale sociale.

La predisposizione, il deposito e la pubblicazione delle liste dovranno avvenire secondo le modalità e nei termini previsti o richiamati dall'art. 14 dello statuto sociale, cui si fa pertanto rinvio per quanto appresso non espressamente indicato.

Per quanto riguarda la predisposizione delle liste e la composizione del Consiglio di Amministrazione, si segnala in particolare che:

- ai sensi dell'art. 147-*quinquies* del Testo Unico della Finanza, gli amministratori di società con azioni quotate devono possedere i requisiti di onorabilità stabiliti per i sindaci di società con azioni quotate, attualmente disciplinati dall'art. 2 del Decreto del Ministero della Giustizia n. 162 del 30 marzo 2000;
- in aggiunta a quanto sopra, i candidati alla carica di amministratore devono altresì possedere i requisiti di onorabilità (ivi inclusa l'inesistenza di cause di ineleggibilità o decadenza di cui all'art. 14.3 dello statuto sociale), nonché rispettare gli ulteriori requisiti e criteri indicati (i) dalla normativa, anche regolamentare, vigente (tra cui il Decreto del Ministro dell'economia e delle finanze n. 169 del 23 novembre 2020, recante il "Regolamento in materia di requisiti e criteri di idoneità allo svolgimento dell'incarico degli esponenti aziendali delle banche, degli intermediari finanziari, dei confidi, degli istituti di moneta elettronica, degli istituti di pagamento e dei sistemi di garanzia dei depositanti", di seguito anche "D.M. 169/2020"), (ii) dalle Disposizioni di Vigilanza di Banca d'Italia applicabili a Poste Italiane (in ragione, tra l'altro, sia delle attività condotte per il tramite del Patrimonio BancoPosta, sia della circostanza che Poste Italiane detiene l'intero capitale sociale di PostePay S.p.A., istituto di moneta elettronica), e (iii) dallo statuto sociale;
- ai sensi dall'art. 14.4, settimo comma, dello statuto sociale, ciascuna lista deve includere almeno due candidati in possesso dei requisiti di indipendenza stabiliti dalla legge (vale a dire i requisiti di indipendenza applicabili ai sindaci di società con azioni quotate), menzionando distintamente tali candidati e indicando uno di essi al primo posto della lista;
- ai sensi dell'art. 14.4, ottavo comma, dello statuto sociale e dell'art. 147-*ter*, comma 1-*ter*, del Testo Unico della Finanza, le liste che presentano un numero di candidati pari o superiore a tre devono inoltre includere candidati del genere meno rappresentato in modo da garantire che il nuovo Consiglio di Amministrazione risulti composto, almeno per due quinti, da Amministratori del genere meno rappresentato, con arrotondamento, in caso di numero frazionario, all'unità superiore;

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- in caso di cessazione anticipata degli Amministratori dalla carica, l'art. 14.5 dello statuto sociale contempla un meccanismo di cooptazione vincolata, in base al quale è previsto, ove possibile, il subentro dei candidati non eletti che risultino inseriti nella medesima lista di appartenenza degli Amministratori cessati;
- in attuazione di quanto raccomandato dal Codice di *Corporate Governance* (Raccomandazione n. 15), nonché di quanto previsto dal DM 169/2020, il Consiglio di Amministrazione ha adottato un orientamento in merito al numero massimo di incarichi che i relativi componenti possono rivestire negli organi di amministrazione e di controllo di altre società (ivi incluse le società quotate o di rilevanti dimensioni), al fine di assicurare agli interessati una disponibilità di tempo idonea a garantire un efficace espletamento del ruolo da essi ricoperto nel Consiglio di Amministrazione di Poste Italiane S.p.A.; il documento contenente tale orientamento è consultabile sul sito internet della Società (www.posteitaliane.it).

Ai sensi dell'art. 147-*ter* del Testo Unico della Finanza, le liste, corredate della necessaria documentazione, devono essere depositate a cura degli azionisti entro il venticinquesimo giorno precedente la data dell'Assemblea (ossia entro il **2 aprile 2026**). Per il deposito delle liste dovranno essere seguite le seguenti modalità: (i) mediante consegna a mani della relativa documentazione presso gli uffici della Funzione Affari Societari di Poste Italiane S.p.A. (in Viale Europa n. 75 - 00144 Roma, dal lunedì al venerdì, possibilmente dalle ore 10:00 alle ore 18:00), ovvero (ii) all'indirizzo di posta elettronica certificata affari.societari@pec.posteitaliane.it; in occasione del deposito delle liste dovranno essere altresì fornite informazioni che consentano l'identificazione di coloro che procedono alla relativa presentazione.

La titolarità della quota minima di partecipazione al capitale della Società necessaria per la presentazione delle liste è determinata avendo riguardo alle azioni che risultano registrate a favore del socio nel giorno in cui le liste sono depositate presso la Società. La relativa certificazione, rilasciata da un intermediario autorizzato, può tuttavia essere prodotta anche successivamente al deposito delle liste e purché entro il ventunesimo giorno precedente la data dell'Assemblea (in proposito, tenuto conto che tale termine giungerebbe a scadenza lunedì 6 aprile 2026, giorno festivo successivo alla domenica di Pasqua, tale termine viene posticipato al giorno martedì 7 aprile 2026, che rappresenta il termine ultimo previsto per la pubblicazione delle liste da parte della Società).

Si ricorda che, unitamente alle liste, devono essere depositate presso la Società tanto le dichiarazioni con le quali i singoli candidati accettano la propria candidatura e attestano, sotto la propria responsabilità, l'inesistenza di cause di ineleggibilità e di incompatibilità, nonché l'esistenza dei requisiti di onorabilità, professionalità e indipendenza (anche ai sensi della Raccomandazione n. 7 dei Codice di *Corporate Governance*), anche di giudizio, e il rispetto dei criteri di correttezza e competenza prescritti per la carica dalla normativa, anche regolamentare, vigente (incluso il DM 169/2020), dalle Disposizioni di Vigilanza di Banca d'Italia applicabili a Poste Italiane e dallo statuto sociale, quanto l'ulteriore documentazione indicata dall'art. 144-*octies*, comma 1, lett. b), della Deliberazione CONSOB 14 maggio 1999, n. 11971.

Si ricorda altresì che coloro che presentano una lista di minoranza sono destinatari delle raccomandazioni formulate dalla CONSOB con la Comunicazione n. DEM/9017893 del 26 febbraio 2009.

Si segnala infine che, ai sensi dello statuto sociale, 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.

Per ulteriori informazioni sulla nomina del Consiglio di Amministrazione, si invitano gli azionisti a prendere visione della relazione illustrativa predisposta dal Consiglio stesso sul relativo punto all'ordine del giorno.

Documentazione

La documentazione concernente gli argomenti all'ordine del giorno prevista dalle applicabili disposizioni di legge e regolamentari relativa all'Assemblea – ivi comprese, tra l'altro, le relazioni illustrative sulle materie all'ordine del giorno e le relative proposte deliberative, nonché la relazione finanziaria annuale – risulta messa a disposizione del pubblico, nei termini previsti dalla normativa vigente, presso la sede sociale, nella sezione del sito internet della Società (www.posteitaliane.it) dedicata alla presente Assemblea e presso il meccanismo di stoccaggio autorizzato "eMarket STORAGE" (www.emarketstorage.it).

I soggetti cui spetta il diritto di voto hanno facoltà di ottenere copia della documentazione di cui sopra previo appuntamento da richiedere mediante e-mail all'indirizzo affari.societari@pec.posteitaliane.it.

Altre informazioni

La Società si riserva di apportare e di comunicare integrazioni e/o modifiche al contenuto del presente avviso con congruo anticipo.

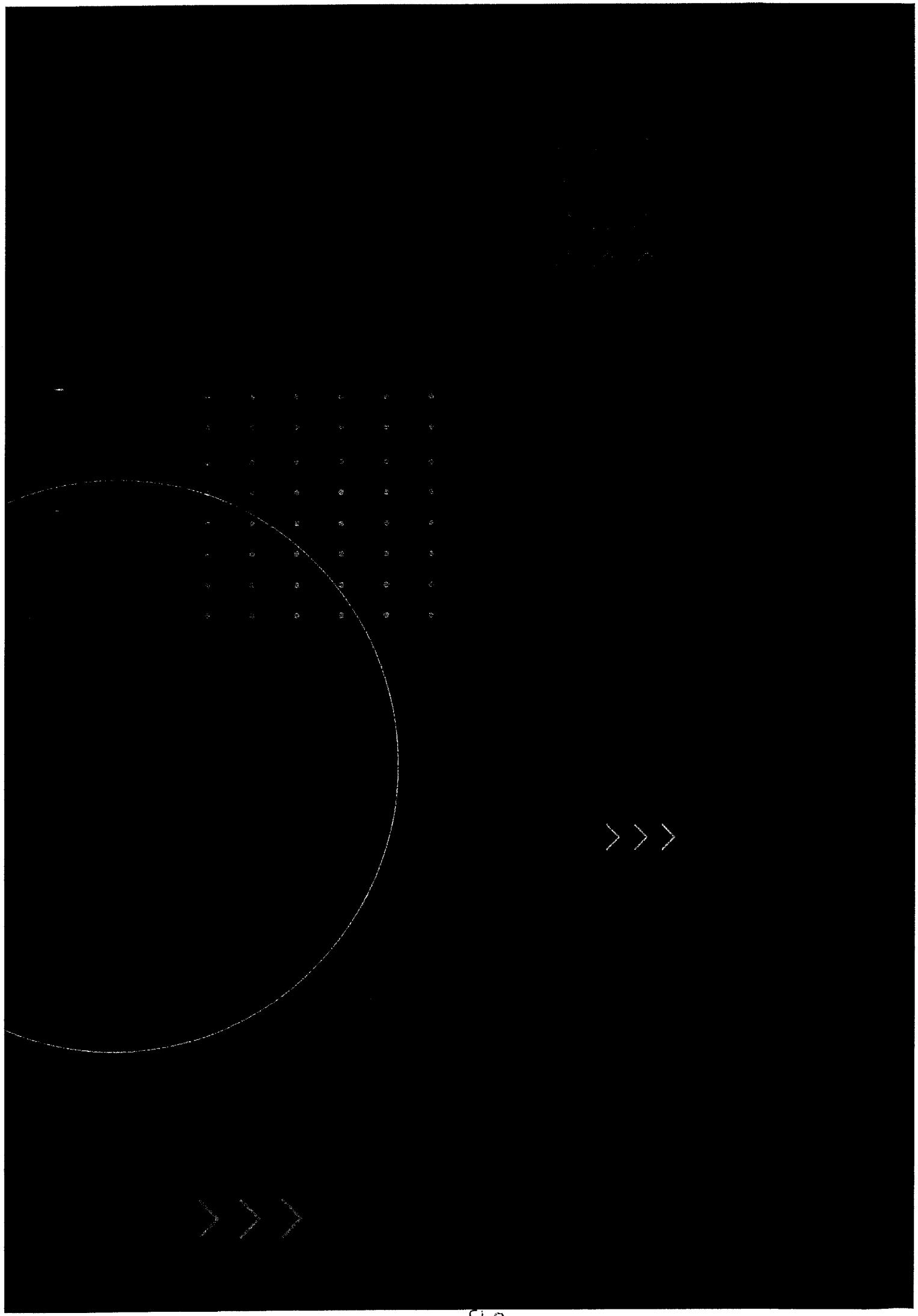
L'estratto dell'avviso di convocazione sarà pubblicato a cura della Società sul quotidiano "Il Sole 24 Ore" in data 18 marzo 2026.

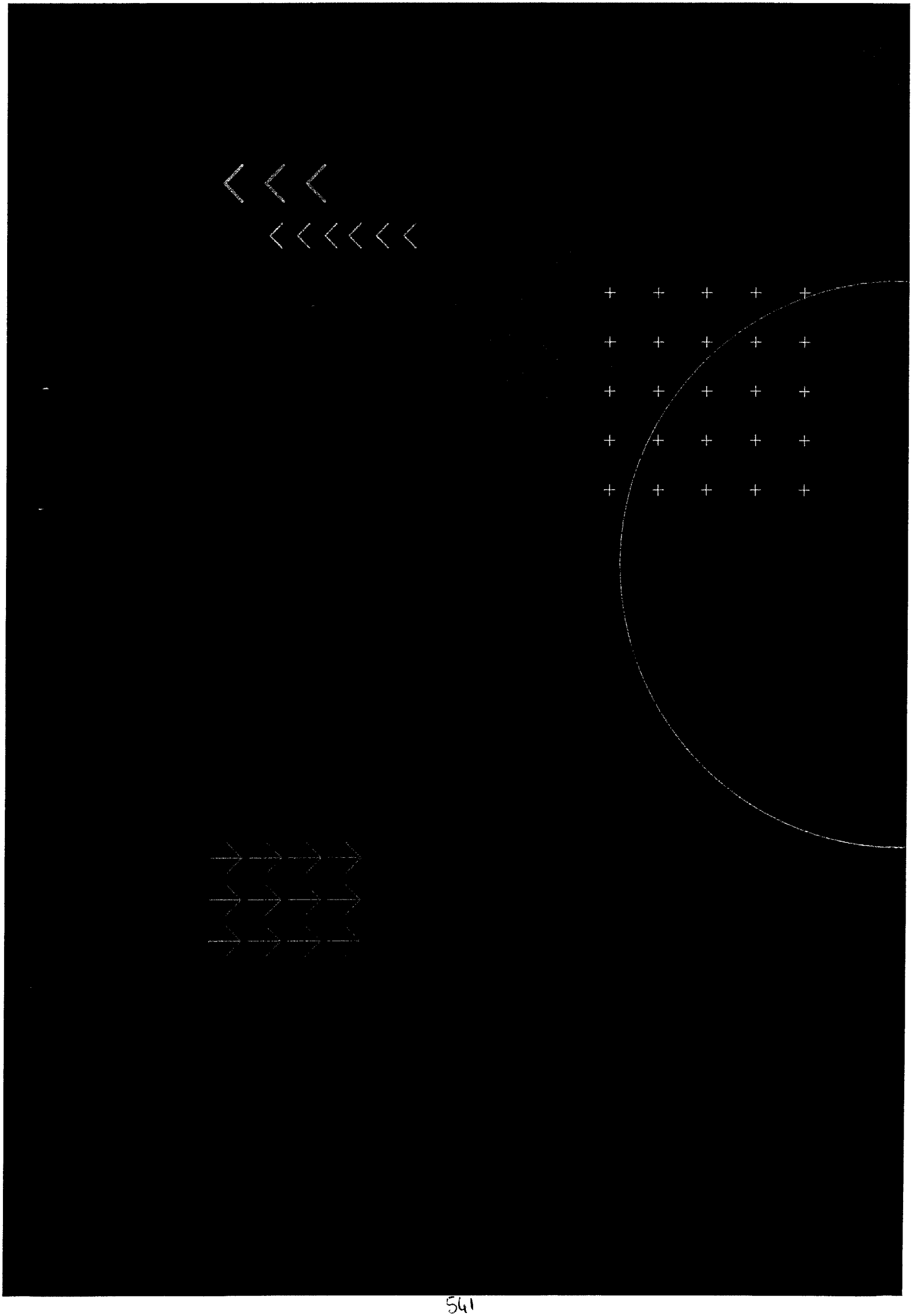
Roma, 17 marzo 2026

Il Presidente del Consiglio di Amministrazione
Silvia Maria Rovere

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Pagina volutamente lasciata in bianco






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POSTAMAT

RELAZIONI ILLUSTRATIVE DEL CONSIGLIO DI AMMINISTRAZIONE SUI PUNTI ALL'ORDINE DEL GIORNO

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

Bilancio di esercizio al 31 dicembre 2025. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2025.

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 2025 – 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 2.729 milioni di euro, e (ii) il bilancio consolidato del Gruppo Poste al 31 dicembre 2025, che chiude con un risultato netto di 2.235 milioni di euro, approvati dal Consiglio di Amministrazione in data 17 marzo 2026.

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 2025 con le relative relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione legale;
- preso atto della "Rendicontazione di sostenibilità", redatta ai sensi del D.Lgs. 6 settembre 2024, n. 125 e inclusa nella Relazione sulla gestione al 31 dicembre 2025, con la relativa relazione della Società di revisione legale;
- preso atto del bilancio consolidato al 31 dicembre 2025 con le relative relazioni del Consiglio di Amministrazione e della Società di revisione legale;

delibera

di approvare il bilancio di esercizio al 31 dicembre 2025 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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Relazione del Consiglio di Amministrazione sul secondo argomento all'ordine del giorno

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 febbraio 2026 il Consiglio di Amministrazione – nell'ambito dell'aggiornamento per l'anno 2026 del Piano Strategico pluriennale 2024-2028 – ha ulteriormente rafforzato la suddetta politica dei dividendi, prevedendo, per l'esercizio 2025, un *pay-out* ratio pari al 73% dell'utile netto consolidato, calcolato escludendo gli impatti derivanti dal consolidamento con il metodo del patrimonio netto della partecipazione detenuta in TIM.

Alla luce di quanto precede, il Consiglio di Amministrazione, nella seduta del 12 novembre 2025, 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 2025 pari a 0,40 euro per azione (per complessivi 518 milioni di euro circa), che è stato posto in pagamento, al lordo delle eventuali ritenute di legge, a decorrere dal 26 novembre 2025.

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 2025 risulta pari a circa 2.235 milioni di euro (2.220 milioni di euro escludendo gli impatti derivanti dal consolidamento con il metodo del patrimonio netto della partecipazione detenuta in TIM), si propone la distribuzione di un saldo del dividendo pari a 0,85 euro per azione, da mettere in pagamento nel mese di giugno 2026, secondo le date comunicate al mercato in data 29 gennaio 2026 in occasione della diffusione del calendario degli eventi societari dell'anno 2026 e, precisamente: (i) 24 giugno 2026, quale data di pagamento, (ii) 22 giugno 2026, quale "data stacco", e (iii) 23 giugno 2026, quale *record date* (ossia data di legittimazione al pagamento del dividendo stesso).

In tal modo il dividendo complessivo relativo all'esercizio 2025 risulta ammontare a 1,25 euro per azione, in aumento del 16% rispetto al dividendo di 1,08 euro per azione relativo all'esercizio 2024.

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

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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 697.667.946 euro come segue:
   1.1 a "Riserva di utili" per euro 70.000.000;
   1.2 a disposizione della Società per l'eventuale distribuzione per 627.667.946 euro;
2. di destinare l'utile netto dell'esercizio 2025 di Poste Italiane S.p.A., pari a 2.729.067.908 euro come segue:
   2.1 a "Riserve di utili" afferenti al Patrimonio BancoPosta per 70.000.000 euro;
   2.2 a riserva denominata "Risultati portati a nuovo", quota non disponibile alla distribuzione, per 77.076 euro;
   2.3 alla distribuzione in favore degli Azionisti, a titolo di dividendo, l'importo di 1,25 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 1,25 euro per azione come segue:
   - l'importo di 0,40 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 26 novembre 2025, previo stacco in data 24 novembre 2025 della cedola n. 17 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 novembre 2025, per un importo complessivo di 517.646.356 euro;
   - l'importo di 0,85 euro per ognuna delle azioni ordinarie che risulteranno in circolazione il 22 giugno 2026, 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 2025 di 0,85 euro per azione ordinaria – al lordo delle eventuali ritenute di legge – a decorrere dal 24 giugno 2026, con "data stacco" della cedola n. 18 coincidente con il 22 giugno 2026 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 23 giugno 2026.

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

Determinazione del numero dei componenti il Consiglio di Amministrazione.

Signori Azionisti,

in occasione dell'Assemblea convocata per l'approvazione del bilancio dell'esercizio 2025 scade il mandato triennale conferito al Consiglio di Amministrazione dall'Assemblea ordinaria dell'8 maggio 2023.

Si segnala che, secondo quanto disposto dall'articolo 14.1 dello Statuto sociale, la Società è amministrata da un Consiglio di Amministrazione composto da un numero di membri non inferiore a cinque e non superiore a nove, essendo rimesso all'Assemblea di determinarne il numero entro tali limiti.

Si ricorda che la suddetta Assemblea dell'8 maggio 2023 ha fissato in nove il numero dei componenti il Consiglio di Amministrazione.

Si segnala che, nel rispetto di quanto raccomandato dal Codice di *Corporate Governance* (art. 4, Principio XIII, Raccomandazione n. 23), cui Poste Italiane S.p.A. aderisce, il Consiglio di Amministrazione in scadenza ha approvato in data 25 febbraio 2026 – su proposta del Comitato Nomine e *Corporate Governance* e tenuto conto degli esiti del processo di autovalutazione del Consiglio stesso e dei suoi Comitati (c.d. "*board review*") – un documento che contiene gli orientamenti sulla dimensione e sulla composizione del nuovo Consiglio di Amministrazione ("Orientamento"). L'Orientamento è consultabile sul sito internet della Società (www.posteitaliane.it).

Il Consiglio di Amministrazione, anche in considerazione delle indicazioni contenute nell'Orientamento, propone di mantenere in nove il numero dei componenti il Consiglio di Amministrazione da nominare in Assemblea, al fine di garantire una composizione dell'organo amministrativo adeguata alla dimensione aziendale e alla complessità delle attività svolte.

Tutto ciò premesso, sottoponiamo alla Vostra approvazione la seguente

Proposta

L'Assemblea di Poste Italiane S.p.A.:
- esaminata la relazione del Consiglio di Amministrazione;
- tenuto conto di quanto previsto in particolare dall'art. 14.1 dello Statuto sociale riguardo alla dimensione del Consiglio di Amministrazione;
- considerato quanto raccomandato dal Consiglio di Amministrazione in scadenza, riguardo al presente punto all'ordine del giorno, negli appositi orientamenti indirizzati agli Azionisti sulla dimensione e sulla composizione del nuovo Consiglio di Amministrazione, di cui al Codice di *Corporate Governance* (art. 4, Principio XIII, Raccomandazione n. 23);

delibera

di determinare in nove il numero dei componenti il consiglio di amministrazione della Società.

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

Determinazione della durata in carica del Consiglio di Amministrazione.

Signori Azionisti,

l'articolo 14.2 dello Statuto sociale dispone che il Consiglio di Amministrazione della Società sia nominato per un periodo fino a tre esercizi e sia rieleggibile alla scadenza del mandato.

Il Consiglio di Amministrazione, al fine di assicurare stabilità alla gestione della Società, propone di fissare la durata in carica degli Amministratori da nominare in tre esercizi, con scadenza alla data dell'Assemblea che sarà convocata per l'approvazione del bilancio di esercizio al 31 dicembre 2028.

Tutto ciò premesso, sottoponiamo alla Vostra approvazione la seguente

Proposta

L'Assemblea di Poste Italiane S.p.A., esaminata la relazione del consiglio di amministrazione e tenuto conto di quanto previsto in particolare dall'art. 14.2 dello Statuto Sociale,

delibera

di fissare la durata in carica degli amministratori da nominare in tre esercizi, con scadenza alla data dell'Assemblea che sarà convocata per l'approvazione del bilancio di esercizio al 31 dicembre 2028.

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

Nomina dei componenti il Consiglio di Amministrazione, con il sistema del voto di lista e nel rispetto della normativa di legge e di statuto.

Signori Azionisti,

siete chiamati a procedere alla nomina dei componenti il Consiglio di Amministrazione.

I componenti il Consiglio di Amministrazione vengono nominati dall'Assemblea – ai sensi dell'articolo 14.4 dello Statuto sociale – sulla base di liste presentate dagli Azionisti, nelle quali i candidati devono essere elencati mediante un numero progressivo.

Quanto alle modalità e ai termini di predisposizione, deposito e pubblicazione delle liste da parte degli Azionisti, si ricorda che la normativa vigente e l'articolo 14.4 dello Statuto sociale stabiliscono quanto segue:

a. le liste, corredate della necessaria documentazione, devono essere depositate a cura degli Azionisti presso la Società entro il venticinquesimo giorno precedente la data fissata per l'Assemblea chiamata a deliberare sulla nomina del Consiglio di Amministrazione, vale a dire entro il 2 aprile 2026. Per il deposito delle liste dovranno essere seguite le seguenti modalità: (i) mediante consegna a mani della relativa documentazione presso gli uffici della Funzione Affari Societari di Poste Italiane S.p.A. (in Viale Europa n. 75 - 00144 Roma, dal lunedì al venerdì, possibilmente dalle ore 10:00 alle ore 18:00), ovvero (ii) all'indirizzo di posta elettronica certificata affari.societari@pec.posteitaliane.it. In occasione del deposito delle liste devono essere fornite informazioni che consentano l'identificazione di coloro che procedono alla relativa presentazione. Le liste devono, quindi, essere messe a disposizione del pubblico a cura della Società presso la sede sociale e sul sito internet della Società medesima almeno ventuno giorni prima della data dell'Assemblea (tenuto conto che tale termine giungerebbe a scadenza lunedì 6 aprile 2026, giorno festivo successivo alla domenica di Pasqua, tale termine viene posticipato al giorno martedì 7 aprile 2026, in linea con quanto previsto dalla successiva lettera d) in ordine alla produzione della certificazione attestante la titolarità della quota minima prevista per la presentazione delle liste da parte degli Azionisti);
b. ogni Azionista può presentare o concorrere alla presentazione di una sola lista e ogni candidato può presentarsi in una sola lista a pena di ineleggibilità;
c. il diritto di presentare le liste è riconosciuto esclusivamente agli Azionisti che, da soli o insieme ad altri Azionisti, risultino titolari di una quota di partecipazione al capitale sociale pari ad almeno lo 0,5%;
d. la titolarità della quota minima di partecipazione al capitale della Società necessaria per la presentazione delle liste è determinata avendo riguardo alle azioni che risultano registrate a favore del socio nel giorno in cui le liste sono depositate presso la Società. La relativa certificazione, rilasciata da un intermediario autorizzato, può tuttavia essere prodotta anche successivamente al deposito delle liste, purché entro il ventunesimo giorno precedente la data dell'Assemblea (tenuto conto che tale termine giungerebbe a scadenza lunedì 6 aprile 2026, giorno festivo successivo alla domenica di Pasqua, tale termine viene posticipato al giorno martedì 7 aprile 2026);
e. entro il medesimo termine sopra indicato per il deposito delle liste (e, quindi, entro il 2 aprile 2026), unitamente a ciascuna lista devono essere depositate presso la Società tanto le dichiarazioni con le quali i singoli candidati accettano la propria candidatura e attestano, sotto la propria responsabilità, l'inesistenza di cause di ineleggibilità e di incompatibilità, nonché l'esistenza dei requisiti di onorabilità, professionalità e indipendenza (anche ai sensi della Raccomandazione n. 7 del Codice di *Corporate Governance*), anche di giudizio, e il rispetto dei criteri di correttezza e competenza prescritti per la carica (i) dalla normativa, anche regolamentare, vigente (tra cui il Decreto del Ministro dell'economia e delle finanze n. 169 del 23 novembre 2020, recante il "Regolamento in materia di requisiti e criteri di idoneità allo svolgimento dell'incarico degli esponenti aziendali delle banche, degli intermediari finanziari, dei confidi, degli istituti di moneta elettronica, degli istituti di pagamento e dei sistemi di garanzia dei depositanti", di seguito anche "D.M. 169/2020"), (ii) dalle Disposizioni di Vigilanza di Banca d'Italia applicabili a Poste Italiane (in ragione, tra l'altro, sia delle attività condotte per il tramite del Patrimonio

BancoPosta, sia della circostanza che Poste Italiane detiene l'intero capitale sociale di PostePay S.p.A., istituto di moneta elettronica), e (iii) dallo statuto sociale, quanto l'ulteriore documentazione indicata dall'art. 144-*octies*, comma 1, lett. b), della Deliberazione CONSOB 14 maggio 1999, n. 11971 (tra cui un'esauriente informativa sulle caratteristiche personali e professionali dei candidati). A tale riguardo si rammenta, in particolare che:

- ai sensi dell'articolo 147-*quinquies* del Decreto Legislativo 24 febbraio 1998, n. 58 (il "Testo Unico della Finanza"), gli amministratori di società con azioni quotate devono possedere i requisiti di onorabilità stabiliti per i sindaci di società con azioni quotate, attualmente disciplinati dall'articolo 2 del Decreto del Ministero della Giustizia n. 162 del 30 marzo 2000;
- in aggiunta a quanto sopra, i candidati alla carica di amministratore devono altresì possedere i requisiti di onorabilità, ivi inclusa l'inesistenza di cause di ineleggibilità o decadenza, di cui all'art. 14.3 dello statuto sociale, nonché rispettare gli ulteriori requisiti e criteri indicati (i) dalla normativa, anche regolamentare, vigente (tra cui il D.M. 169/2020), (ii) dalle Disposizioni di Vigilanza di Banca d'Italia applicabili a Poste Italiane (in ragione, tra l'altro, sia delle attività condotte per il tramite del Patrimonio BancoPosta, sia della circostanza che Poste Italiane detiene l'intero capitale sociale di PostePay S.p.A., istituto di moneta elettronica), e (iii) dallo statuto sociale;
- ai sensi dell'articolo 14.4, settimo comma, dello Statuto sociale, ciascuna lista deve includere almeno due candidati in possesso dei requisiti di indipendenza stabiliti dalla legge (vale a dire i requisiti di indipendenza applicabili ai sindaci di società con azioni quotate, disciplinati dall'articolo 148, comma 3, del Testo Unico della Finanza), menzionando distintamente tali candidati e indicando uno di essi al primo posto della lista;
- ai sensi dell'articolo 14.4, ottavo comma, dello Statuto sociale, le liste che presentano un numero di candidati pari o superiore a tre devono inoltre includere candidati del genere meno rappresentato (secondo quanto indicato nell'avviso di convocazione della presente 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.
  In proposito, si segnala altresì che, ai sensi dell'art. 147-*ter*, comma 1-*ter*, del Testo Unico della Finanza, la composizione del consiglio di amministrazione risultante dall'elezione mediante voto di lista deve assicurare che il genere meno rappresentato ottenga almeno due quinti degli amministratori eletti (con arrotondamento, in caso di numero frazionario, all'unità superiore, secondo quanto al riguardo previsto dall'art. 144-*undecies*.1, comma 3, della Deliberazione CONSOB 14 maggio 1999, n. 11971);
- con Comunicazione n. DEM/9017893 del 26 febbraio 2009, la CONSOB ha raccomandato agli Azionisti che presentano una lista di minoranza per la nomina del Consiglio di Amministrazione di depositare, unitamente alla lista, una dichiarazione "che attesti l'assenza dei rapporti di collegamento, anche indiretti, di cui all'articolo 147-*ter*, comma 3 del Decreto Legislativo 24 febbraio 1998, n. 58 e all'articolo 144-*quinquies* della Deliberazione CONSOB 14 maggio 1999, n. 11971, con gli azionisti che detengono, anche congiuntamente, una partecipazione di controllo o di maggioranza relativa, ove individuabili sulla base delle comunicazioni delle partecipazioni rilevanti di cui all'articolo 120 del Decreto Legislativo 24 febbraio 1998, n. 58 o della pubblicazione dei patti parasociali ai sensi dell'articolo 122 del medesimo Decreto", specificando, ove esistenti, le relazioni significative con detti azionisti di controllo o di maggioranza relativa, nonché le motivazioni per le quali tali relazioni non sono state considerate determinanti per l'esistenza dei citati rapporti di collegamento.
  Si segnala a tale riguardo che, in base alle comunicazioni di cui all'articolo 120 del Testo Unico della Finanza e alle risultanze del libro soci, la Società risulta soggetta al controllo di diritto da parte del Ministero dell'Economia e delle Finanze ("Ministero"), che ne detiene, in via diretta, una partecipazione pari al 29,26% del capitale sociale e Cassa depositi e prestiti S.p.A. (società a sua volta controllata dal Ministero) detiene un'ulteriore partecipazione pari al 35% del capitale sociale della Società. Il Ministero non esercita peraltro alcuna attività di direzione e coordinamento su Poste Italiane che adotta le decisioni gestionali in piena autonomia e nel rispetto delle competenze dei propri organi; ciò risulta confermato dall'art. 19, comma 6, del Decreto-Legge n. 78/2009 (convertito con Legge n. 102/2009), che ha chiarito che allo Stato italiano non trova applicazione la disciplina contenuta nel codice civile in materia di direzione e coordinamento di società;
- in linea con quanto al riguardo previsto dalla normativa bancaria di carattere regolamentare di riferimento, nonché in attuazione di quanto raccomandato dal Codice di *Corporate Governance* (art. 3, Principio XII, Raccomandazione n. 15), il Consiglio di Amministrazione ha adottato specifici orientamenti in merito alla disponibilità di tempo e al numero massimo di incarichi che i relativi componenti possono rivestire negli organi di amministrazione e di controllo di altre società (incluse le società quotate e quelle di rilevanti dimensioni), al fine di assicurare agli interessati una disponibilità di tempo idonea a garantire un efficace espletamento del ruolo da essi ricoperto nel Consiglio di Amministrazione di Poste Italiane S.p.A.; il documento contenente tali orientamenti è consultabile sul sito internet della Società (www.posteitaliane.it).

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In relazione alla predisposizione delle liste si segnala inoltre che, in caso di cessazione anticipata degli Amministratori dalla carica, l'articolo 14.5 dello Statuto sociale contempla un meccanismo di cooptazione vincolata in base al quale è previsto, ove possibile, il subentro dei candidati non eletti che risultano inseriti nella medesima lista di appartenenza degli Amministratori cessati. 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 stabiliti dalla legge, nonché garantendo il rispetto della normativa vigente in materia di equilibrio tra i generi.

Quanto al meccanismo di nomina degli Amministratori eletti mediante voto di lista, l'articolo 14.4 dello Statuto sociale dispone che:

- ogni avente diritto al voto possa votare in Assemblea una sola lista;
- dalla lista che abbia ottenuto il maggior numero dei voti vengano 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);
- i restanti Amministratori vengano tratti dalle altre liste, facendosi applicazione a tal fine delle specifiche regole indicate nella lettera b) dello stesso articolo 14.4 dello Statuto sociale;
- ai fini del riparto degli Amministratori da eleggere non si debba tener 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;
- 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 requisiti 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.

Si ricorda che l'articolo 147-*ter*, comma 3, del Testo Unico della Finanza richiede che almeno uno dei componenti il Consiglio di Amministrazione sia espresso dalla lista di minoranza che abbia ottenuto il maggior numero di voti e non sia collegata in alcun modo, neppure indirettamente, con i soci che hanno presentato o votato la lista risultata prima per numero di voti.

In relazione a quanto sopra, gli Azionisti sono invitati a votare in Assemblea per una delle liste di candidati alla carica di Consigliere di Amministrazione tra quelle predisposte, depositate e pubblicate nel rispetto delle disposizioni in precedenza esaminate.

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

Nomina del Presidente del Consiglio di Amministrazione.

Signori Azionisti,

all'Assemblea compete il potere di nominare il Presidente del Consiglio di Amministrazione; l'articolo 15.1 dello Statuto sociale dispone, difatti, solamente in via subordinata che sia lo stesso Consiglio di Amministrazione ad eleggere tra i propri membri il Presidente, qualora l'Assemblea non abbia provveduto al riguardo.

In relazione a quanto sopra, si invita l'Assemblea a nominare – tra gli Amministratori eletti all'esito delle votazioni sul precedente punto all'ordine del giorno e sulla base delle proposte che potranno essere formulate dagli Azionisti (secondo termini e modalità al riguardo indicate nell'avviso di convocazione della presente Assemblea) – il Presidente del Consiglio di Amministrazione.

Relazione del Consiglio di Amministrazione sul settimo argomento all'ordine del giorno

Determinazione del compenso dei componenti il Consiglio di Amministrazione.

Signori Azionisti,

l'articolo 23.1 dello Statuto sociale dispone che ai membri del Consiglio di Amministrazione spetta un compenso determinato dall'Assemblea e che la relativa deliberazione, una volta presa, rimane valida anche per gli esercizi successivi fino a diversa determinazione dell'Assemblea stessa.

L'articolo 23.3 dello Statuto sociale demanda invece al Consiglio di Amministrazione, sentito il parere del Collegio Sindacale, il compito di stabilire la remunerazione degli Amministratori investiti di particolari cariche in conformità dello Statuto sociale.

Si ricorda che l'Assemblea ordinaria dell'8 maggio 2023 – ossia in occasione del precedente rinnovo del Consiglio di Amministrazione – ha deliberato, ai sensi dell'art. 23.1 dello Statuto sociale, un compenso fisso pari ad euro 60.000 lordi annui per il Presidente del Consiglio di Amministrazione e ad euro 40.000 lordi annui per ogni componente del Consiglio di Amministrazione.

In relazione a quanto sopra, si invita l'Assemblea a determinare – sulla base delle proposte che potranno essere formulate dagli Azionisti (secondo termini e modalità al riguardo indicate nell'avviso di convocazione della presente Assemblea) – il compenso spettante ai membri del Consiglio di Amministrazione.

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Relazione del Consiglio di Amministrazione sull'ottavo argomento all'ordine del giorno

Relazione sulla politica in materia di remunerazione per l'esercizio 2026.

Signori Azionisti,

la relazione sulla politica in materia di remunerazione per l'esercizio 2026 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 2026, 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 2025, 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 2026 e sui compensi corrisposti 2025" – messo a disposizione del pubblico 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 2026 – 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.

Relazione del Consiglio di Amministrazione sul nono argomento all'ordine del giorno

Relazione sui compensi corrisposti nell'esercizio 2025.

Signori Azionisti,

la relazione sui compensi corrisposti nell'esercizio 2025 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 2025, 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 2025 è riportata in apposito documento – denominato "Relazione sulla politica in materia di remunerazione 2026 e sui compensi corrisposti 2025" – messo a disposizione del pubblico 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 2025, 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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Relazione del Consiglio di Amministrazione sul decimo argomento all'ordine del giorno

Piano di incentivazione a breve termine MBO 2026, basato 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 del Piano di incentivazione a breve termine MBO 2026 basato su strumenti finanziari, la cui struttura è stata definita dal Consiglio di Amministrazione, su proposta del Comitato Remunerazioni.

In particolare, si tratta del piano di incentivazione a breve termine 2026, basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta e per il personale rilevante del Gruppo Assicurativo Poste Vita ("Piano MBO 2026").

Si segnala che il Piano MBO 2026 prevede l'attribuzione di Diritti a ricevere Azioni di Poste Italiane S.p.A. a favore dei beneficiari.

Per tale motivo, il Piano MBO 2026 risulta qualificabile quale piano di compenso basato 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 del Piano MBO 2026 sono descritte in dettaglio in un apposito documento informativo messo a disposizione del pubblico 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 sul Piano MBO 2026 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 il Piano di incentivazione a breve termine 2026, basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta e per il personale rilevante del Gruppo Assicurativo Poste Vita, 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 di Poste Italiane, sul meccanismo di stoccaggio autorizzato "eMarket STORAGE" (www.emarketstorage.it) e sul sito internet della Società;
2. di attribuire al Consiglio di Amministrazione, con facoltà di subdelega, tutti i poteri occorrenti alla concreta attuazione del Piano MBO 2026, da esercitare nel rispetto di quanto indicato nel relativo documento informativo.

Relazione del Consiglio di Amministrazione sull'undicesimo argomento all'ordine del giorno

Piano di incentivazione a lungo termine ILT *Performance Share* 2026-2028, basato 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 del Piano di incentivazione a lungo termine ILT *Performance Share* 2026-2028 ("Piano ILT *Performance Share* 2026-2028") basato su strumenti finanziari, la cui struttura è stata definita dal Consiglio di Amministrazione, su proposta del Comitato Remunerazioni.

In particolare, si tratta del piano di incentivazione a lungo termine ILT *Performance Share* 2026-2028, basato su strumenti finanziari, destinato ad un novero di beneficiari individuati nell'ambito del management del Gruppo Poste Italiane.

Si segnala che il Piano ILT *Performance Share* 2026-2028 prevede l'attribuzione di Diritti a ricevere Azioni di Poste Italiane S.p.A. a favore dei beneficiari.

Per tale motivo, il Piano ILT *Performance Share* 2026-2028 risulta qualificabile quale piano di compenso basato 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 del Piano ILT *Performance Share* 2026-2028 sono descritte in dettaglio in un apposito documento informativo messo a disposizione del pubblico 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 sul Piano ILT *Performance Share* 2026-2028 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 il Piano di incentivazione a lungo termine ILT *Performance Share* 2026-2028, basato 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 di Poste Italiane, sul meccanismo di stoccaggio autorizzato "eMarket STORAGE" (www.emarketstorage.it) e sul sito internet della Società;
2. di attribuire al Consiglio di Amministrazione, con facoltà di subdelega, tutti i poteri occorrenti alla concreta attuazione del Piano ILT *Performance Share* 2026-2028, da esercitare nel rispetto di quanto indicato nel relativo documento informativo.

Relazione del Consiglio di Amministrazione sul dodicesimo argomento all'ordine del giorno

Piano di incentivazione a lungo termine ILT *Phantom Stock Option* triennale, basato 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 del Piano di incentivazione a lungo termine *Phantom Stock Option* triennale basato su strumenti finanziari ("Piano ILT *Phantom Stock Option* triennale" o "Piano PSO"), la cui struttura è stata definita dal Consiglio di Amministrazione, su proposta del Comitato Remunerazioni.

In particolare, si tratta del piano di incentivazione a lungo termine *Phantom Stock Option* triennale, basato su strumenti finanziari, destinato ad un novero di beneficiari individuati nell'ambito del management apicale del Gruppo Poste Italiane.

Si segnala che il Piano ILT *Phantom Stock Option* triennale, pur non prevedendo l'assegnazione di Azioni di Poste Italiane S.p.A. a favore dei beneficiari, consiste nell'assegnazione di *Phantom Stock Options* che conferiscono ai beneficiari il diritto di acquistare Azioni virtuali allo *Strike Price* e conseguentemente di ricevere eventualmente un Premio in denaro – qualora al momento della conversione delle *Phantom Stock Options* Maturate, il relativo valore di conversione sia superiore allo *Strike Price* – nei termini e alle condizioni previste dal regolamento e dalla relativa documentazione attuativa. Le *Phantom Stock Options* maturate dal beneficiario verranno convertite in un premio in denaro, in parte al termine del periodo di performance e in parte al termine del periodo di *retention*.

Per tale motivo, il Piano ILT *Phantom Stock Option* triennale risulta qualificabile quale piano di compenso basato 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 del Piano ILT *Phantom Stock Option* triennale sono descritte in dettaglio in un apposito documento informativo messo a disposizione del pubblico contestualmente alla presente relazione e al quale si rinvia.

Tutto ciò premesso, sottoponiamo alla Vostra approvazione la seguente

Proposta

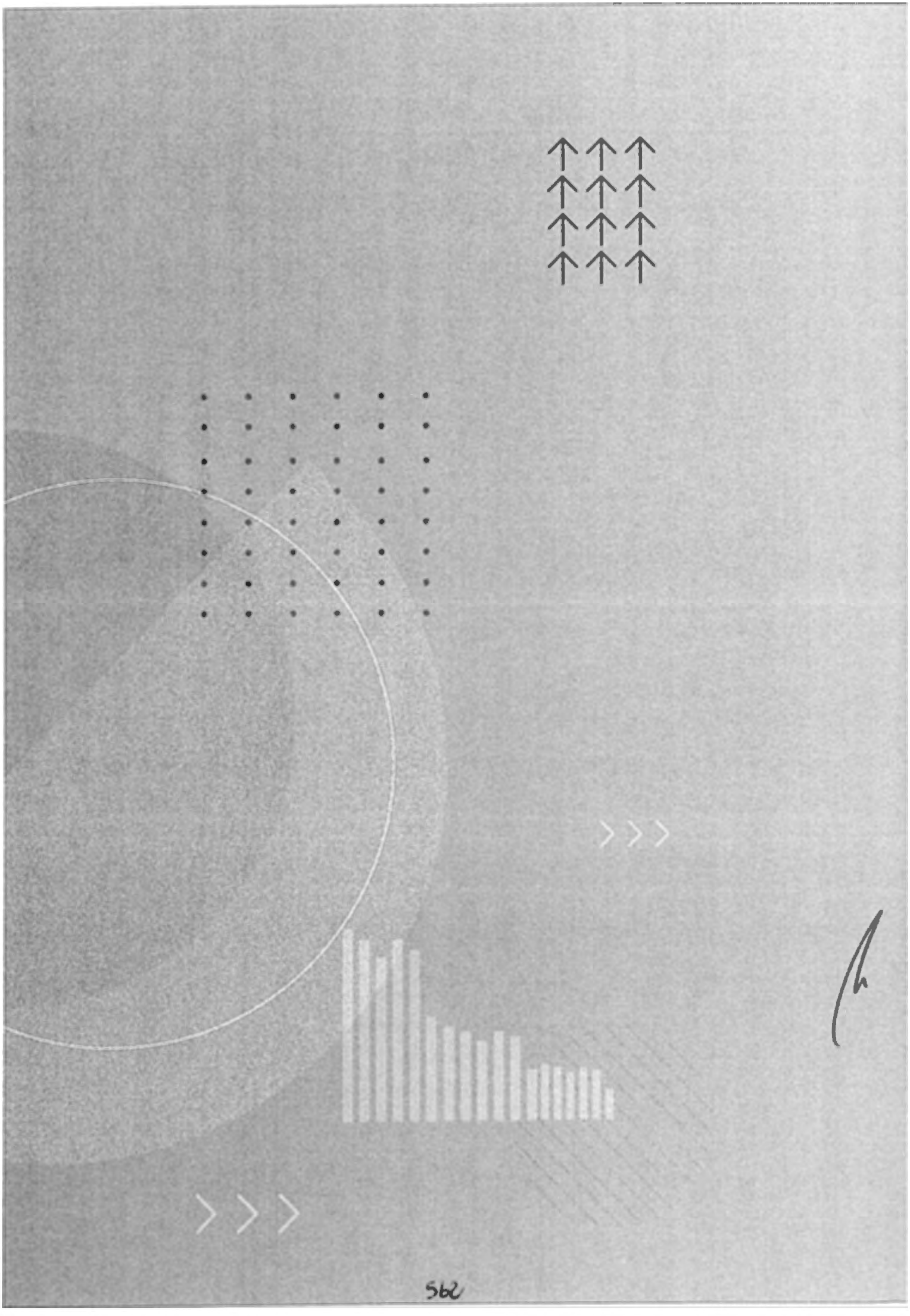
L'Assemblea di Poste Italiane S.p.A., esaminata la relazione illustrativa del Consiglio di Amministrazione e il documento informativo sul Piano ILT *Phantom Stock Option* triennale predisposto ai sensi dell'art. 84-*bis*, comma 1, della Deliberazione CONSOB 14 maggio 1999, n. 11971 e successive modifiche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

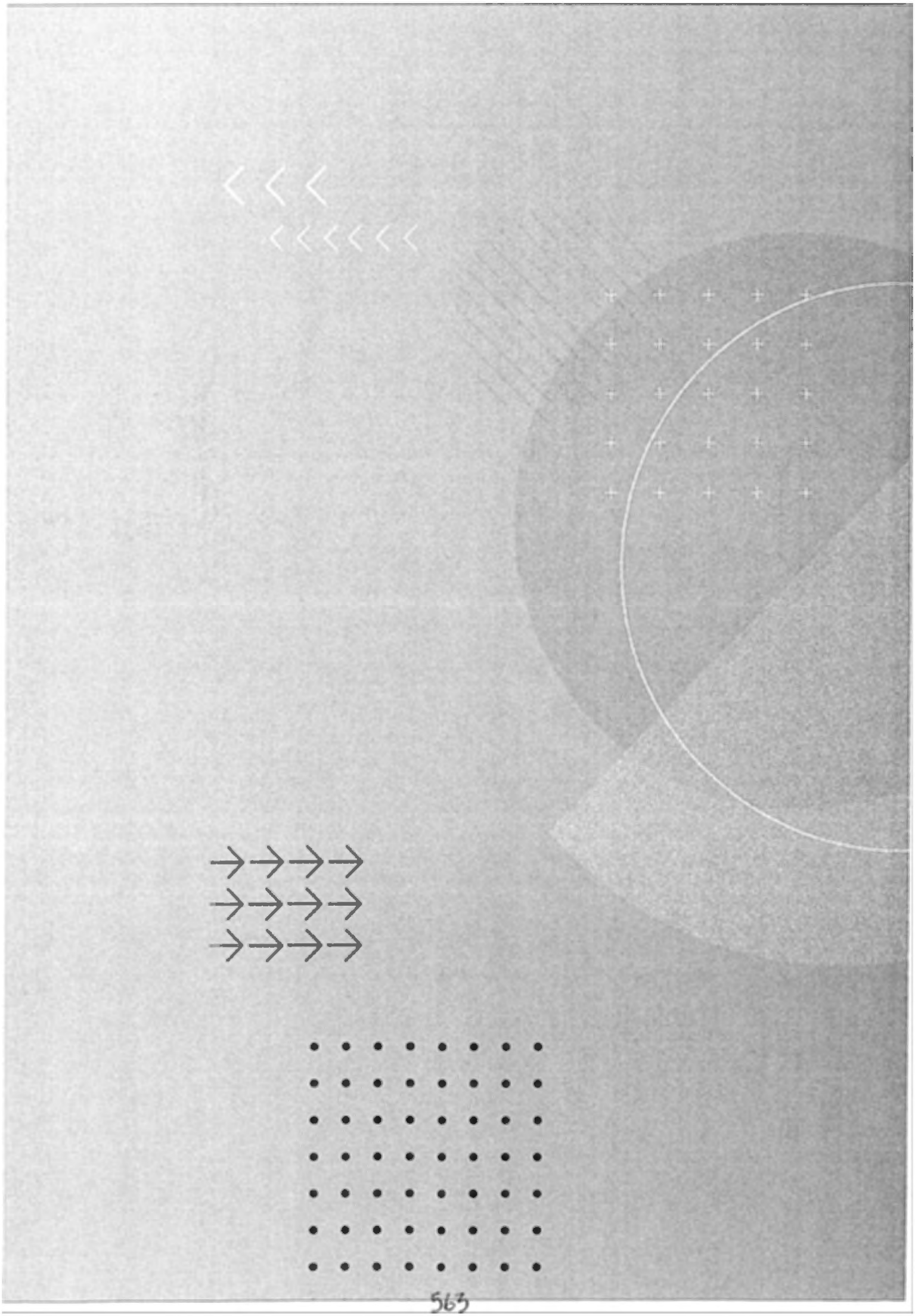
delibera:

1. di approvare il Piano di incentivazione a lungo termine *Phantom Stock Option* triennale, basato 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 di Poste Italiane, sul meccanismo di stoccaggio autorizzato "eMarket STORAGE" (www.emarketstorage.it) e sul sito internet della Società;
2. di attribuire al Consiglio di Amministrazione, con facoltà di subdelega, tutti i poteri occorrenti alla concreta attuazione del Piano ILT *Phantom Stock Option* triennale, da esercitare nel rispetto di quanto indicato nel relativo documento informativo.

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RELAZIONE SULLA POLITICA IN MATERIA DI REMUNERAZIONE **2026** E SUI COMPENSI CORRISPOSTI **2025**

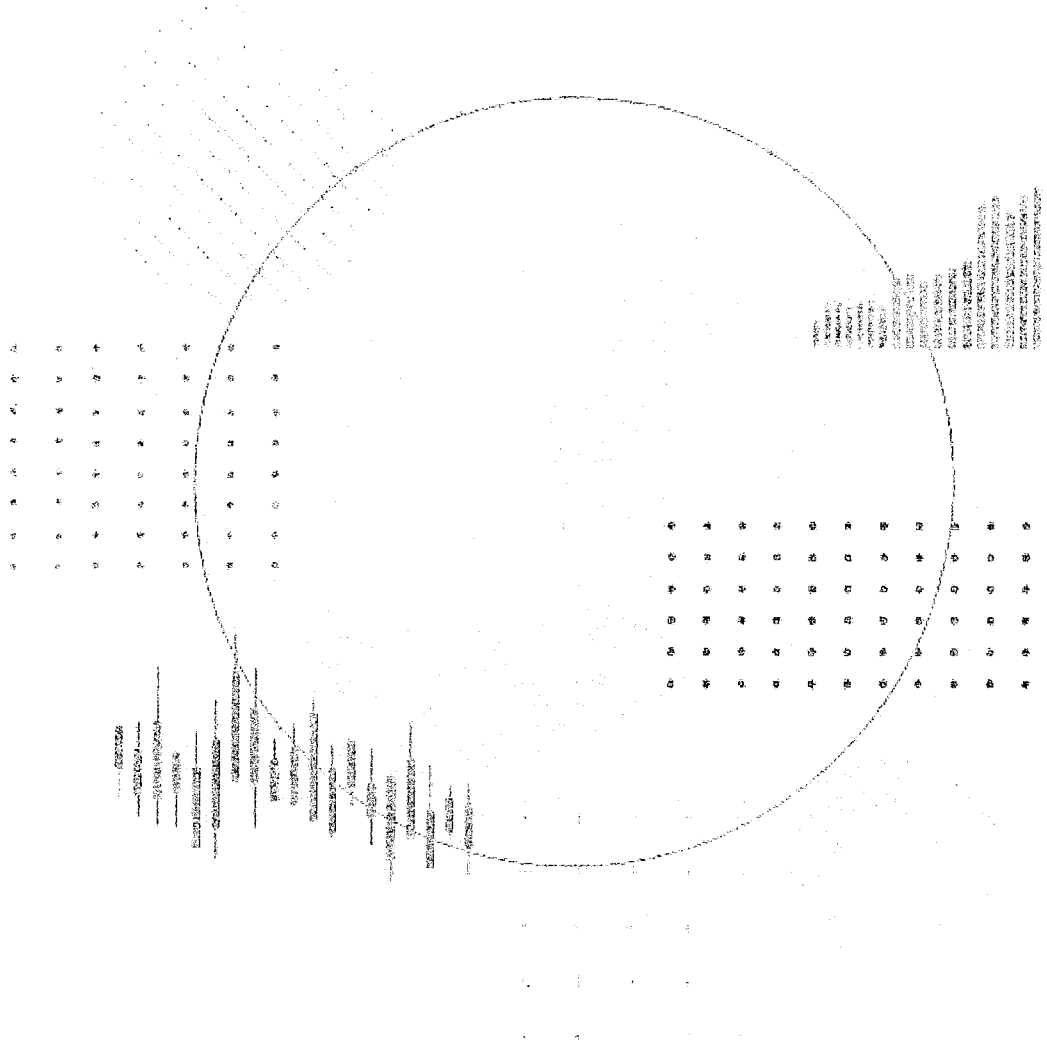
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RELAZIONE SULLA POLITICA
IN MATERIA DI REMUNERAZIONE **2026**
E SUI COMPENSI CORRISPOSTI **2025**

PAESE, PERSONE, PROSSIMITÀ, TUTTO IN UNA **P**



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INTRODUZIONE

Lettera del Presidente del comitato remunerazioni

Signore e Signori Azionisti,

in qualità di Presidente del Comitato Remunerazioni di Poste Italiane, ho il piacere di sottoporvi la "Relazione sulla Politica in materia di Remunerazione 2026 e sui compensi corrisposti 2025", approvata dal Consiglio di Amministrazione in data 17 marzo 2026, su proposta del Comitato che presiedo. La Relazione che vi presento illustra i principi e gli elementi che compongono la remunerazione e rendiconta quanto realizzato, garantendo neutralità ed equità nelle politiche retributive.

Strategia, *governance* e risultati

Il 2025 ha rappresentato un anno di notevoli risultati per Poste Italiane, segnando al contempo un importante passaggio verso una nuova fase evolutiva del Gruppo, in piena coerenza con il Piano "The Connecting Platform", con la riorganizzazione delle attività finanziarie e con l'acquisizione della partecipazione strategica in TIM. Il nuovo assetto rafforzerà la capacità del Gruppo di offrire un ecosistema completo, moderno e competitivo, con servizi finanziari e di pagamento più integrati, innovativi e pienamente rispondenti alle esigenze di una clientela sempre più digitale. Tale configurazione consentirà di consolidare ulteriormente il ruolo di Poste Italiane come piattaforma di servizi di riferimento a beneficio di tutto il Paese, capace di coniugare prossimità territoriale, leadership digitale ed eccellenza operativa.

Tutte le principali linee di attività hanno registrato una crescita significativa, con una performance finanziaria superiore alle attese, confermando la solidità del Piano strategico e la capacità del Gruppo di tradurre con continuità la visione industriale in risultati concreti e misurabili. Su queste solide basi, l'aggiornamento del piano per il 2026 delinea un percorso di crescita organica e sostenibile, con un EBIT adjusted superiore a 3,3 miliardi di euro, un utile netto (al netto della partecipazione in TIM) pari a 2,3 miliardi di euro e una politica dei dividendi ulteriormente rafforzata, con un dividendo proposto di 1,25 euro per azione. In uno scenario in continua evoluzione, Poste Italiane continuerà a svolgere un ruolo fondante per lo sviluppo del sistema economico nazionale, facendo leva su innovazione, solidità industriale e capacità di adattamento, mantenendo al centro la prossimità ai territori e l'inclusione, attraverso una presenza capillare che abilita servizi sempre più accessibili e di qualità.

Engagement degli azionisti e *compliance* normativa

Nella definizione della politica di remunerazione 2026 abbiamo preso avvio, come di consueto, da un'approfondita analisi delle tendenze di mercato e da un ampio processo di ascolto e coinvolgimento di tutti gli *stakeholder*. Alla luce del significativo consenso registrato in occasione dell'Assemblea 2025 e delle indicazioni emerse nella citata fase di *engagement*, l'impianto della politica di remunerazione viene sostanzialmente confermato, preservando gli elementi cardine e i meccanismi di funzionamento dei sistemi di incentivazione, introducendo tuttavia novità importanti mirate a rendere la politica retributiva sempre più aderente alla realtà strategica e di *business* del Gruppo.



Carlo D'Asaro Biondo
Presidente del Comitato Remunerazioni

Preme sottolineare che nel 2025 i principali *proxy advisor* hanno espresso, su tutti i punti all'ordine del giorno afferenti alla remunerazione, una raccomandazione di voto favorevole, senza sollevare particolari rilievi. Inoltre, il livello di trasparenza che da anni contraddistingue la politica di remunerazione di Poste Italiane è riconosciuto dagli investitori come *best in class*, grazie anche alla comunicazione *ex ante* ed *ex post* dei target alla base dei sistemi incentivanti di breve e lungo termine.

Dal dialogo con gli *stakeholder* sono emerse riflessioni sull'opportunità di rimodulare il peso delle componenti ESG, che sono state ridotte dal 40% al 30% sia nell'MBO sia nell'LTI *Performance Share*. Al riguardo, Poste Italiane ribadisce il proprio impegno nei confronti della sostenibilità in tutte le sue declinazioni, identificando KPI ESG rigorosi, misurabili e coerenti con gli obiettivi di crescita sostenibile del Gruppo, a garanzia di un presidio costante del *management* sulle tematiche di sostenibilità, ontologicamente connesse alla strategia e all'identità di Poste Italiane.

Come è noto, per la sua peculiare natura, il Gruppo Poste Italiane applica, in materia di remunerazioni, sia la normativa prevista per le società quotate sia quella più specifica destinata alle società finanziarie. Nel pieno rispetto delle disposizioni vigenti e delle best practice in termini di comunicazione al mercato, la Relazione offre a tutti voi un quadro trasparente 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. Abbiamo dedicato particolare attenzione a rendere la politica di remunerazione del Gruppo sempre più comprensibile e accessibile, con l'obiettivo di mettere voi azionisti nelle migliori condizioni per valutare — e ci auguriamo apprezzare — i contenuti qui illustrati, riservando ampio spazio ai sistemi incentivanti, che intendiamo rendere sempre più un elemento distintivo della nostra politica.

Strategia retributiva e principali novità

La politica di remunerazione di Poste Italiane, strettamente integrata nel piano strategico, è concepita per assicurare un allineamento strutturale con gli obiettivi di crescita sostenibile del Gruppo, anche in relazione alla già citata acquisizione della partecipazione strategica in TIM — di cui il Gruppo detiene, al momento della redazione del presente documento, il 27,32% — e alla riorganizzazione delle attività finanziarie, di pagamento e monetica nell'ambito del "Financial Hub".

La strategia di crescita e di sviluppo della redditività per i nostri azionisti è sostenuta da un solido quadro di remunerazione che abbiamo scelto di potenziare ulteriormente, in coerenza con le sfide che attendono la società e il *management*, fondandoci sui principi guida del *pay-for-performance* e dell'allineamento degli interessi tra *management* e azionisti.

Crediamo fermamente nel *pay-for-performance* e vogliamo che le nostre persone siano premiate a fronte di una creazione di valore solida perché sostenibile nel lungo termine. I sistemi incentivanti adottati si ispirano a questa filosofia, con il giusto

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equilibrio tra obiettivi finanziari e non finanziari, di breve e di lungo termine, misurati attraverso metriche rigorose, verificabili, complementari tra loro e coerenti con le priorità strategiche aziendali. La produzione di un livello adeguato di EBIT rappresenta per noi un imprescindibile *conditio sine qua non* per ricompensare il *management*.

Alla luce di quanto sopra, e considerando l'evoluzione organizzativa e di *governance* delle attività finanziarie e di pagamento del Gruppo, nonché le prospettive relative al comparto «non finanziario» di Poste Italiane, con particolare riguardo alla gestione delle partecipazioni strategiche, la Politica di Remunerazione 2026 introduce alcune novità finalizzate a orientare il conseguimento degli obiettivi deliberati e a rafforzarne l'efficacia; in piena aderenza alle migliori prassi di mercato. In particolare:

- è stato aggiornato il *peer group* di riferimento dell'Amministratore Delegato per riflettere il mutato contesto organizzativo e di *business*, tenendo conto dell'impatto derivante dalla gestione delle partecipazioni strategiche;
- è stato introdotto un piano di incentivazione di lungo termine basato su *Phantom Stock Option* sul titolo Poste Italiane, strutturato in modo da assicurare un collegamento diretto con la creazione di valore generata dall'operazione TIM nell'interesse degli azionisti di Poste Italiane;
- a seguito delle modifiche organizzative e di governance connesse al "*Financial Hub*" e delle evoluzioni di business descritte, è stata proposta una revisione del pacchetto remunerativo e, in particolare, degli schemi di incentivazione dell'Amministratore Delegato, ribilanciandone la focalizzazione rispetto alle nuove sfide strategiche;
- nell'ambito dei piani di incentivazione del Gruppo, è stato esteso il ricorso all'azione Poste Italiane anche ai sistemi di incentivazione di Poste Vita e Poste Assicura, rafforzando l'allineamento degli interessi del *management* con quelli degli azionisti;
- infine, in accoglimento delle istanze espresse da alcuni *stakeholder*, vengono presentati e sottoposti a separata votazione assembleare tre distinti documenti informativi, relativi rispettivamente al sistema di incentivazione a breve termine, al piano ILT *Performance Share* e al piano di *Phantom Stock Option*, a garanzia di maggiore chiarezza e trasparenza per gli azionisti.

È importante sottolineare come la politica di remunerazione e incentivazione 2026 di Poste Italiane si ponga in continuità con il passato per tutti gli ulteriori elementi che la compongono, tra cui, a titolo esemplificativo e non esaustivo: i meccanismi di mitigazione del rischio (incluse le correzioni *ex-post* collegate a *malus e/o clawback*), la politica invariata in materia di pagamenti per la cessazione del rapporto di lavoro e le "Linee Guida di Possesso Azionario". Su tutti questi aspetti riteniamo di aver già una posizione di best in class pienamente condivisa da Voi azionisti.

Il documento, in linea con le best practice, è introdotto da un "Quadro di sintesi" che, in poche pagine e in formato tabellare, fornisce le principali informazioni sulla politica retributiva sottoposta ad approvazione per l'Amministratore Delegato, il Direttore Generale e i Dirigenti con responsabilità strategiche. Seguono le due classiche Sezioni: la "Relazione sulla politica in materia di remunerazione 2026", che illustra in modo dettagliato i contenuti della politica in fase di approvazione, e la "Relazione annuale sui compensi corrisposti 2025", che fornisce un'informativa puntuale sull'attuazione della politica approvata nel precedente esercizio. Data la specificità del Gruppo, è inoltre incluso l'Allegato "Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta", che descrive la politica di remunerazione per il Patrimonio BancoPosta in conformità con quanto previsto dalla normativa bancaria di riferimento.

Confidente che l'impostazione generale della politica di remunerazione e le novità introdotte siano pienamente in linea con le aspettative di Voi Azionisti, colgo l'occasione per ringraziare con sincera gratitudine tutti i membri del Consiglio di Amministrazione e le funzioni aziendali per lo straordinario impegno profuso in questi tre anni di mandato, che hanno visto il nostro Gruppo crescere e diversificarsi con un assetto organizzativo capace di rispondere prontamente alle nuove esigenze e una politica retributiva ormai pienamente allineata alle best practice nazionali e internazionali.

Desidero inoltre esprimere, a nome di tutto il Comitato, un sentito ringraziamento alle persone di Poste Italiane — veri protagonisti di questa storia di successo — per la capacità di esecuzione, la dedizione e l'entusiasmo dimostrati.

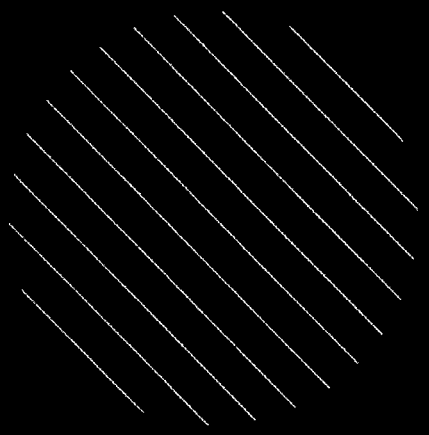
Cordiali saluti,
Carlo D'Asaro Biondo
Presidente del Comitato Remunerazioni
Poste Italiane S.p.A.

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POSTE

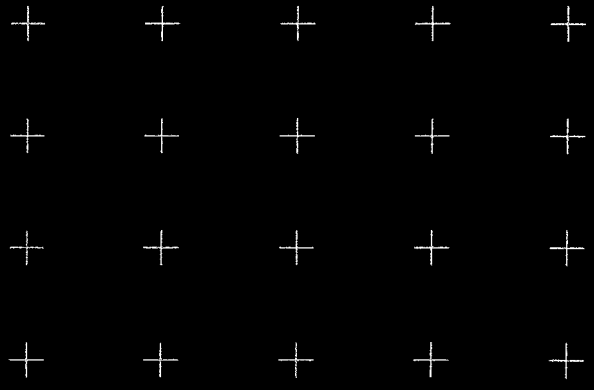
PREMESSA E QUADRO DI SINTESI

1. Premessa e quadro di sintesi



Premessa 12

Quadro di sintesi 14



Premessa

Il presente documento che contiene la **Relazione sulla politica in materia di remunerazione 2026 e sui compensi corrisposti 2025** è redatto da Poste Italiane S.p.A. (di seguito anche "Poste Italiane", "Capogruppo", "Società" o "Azienda") ai sensi del D.Lgs. n. 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 2026 e sui compensi corrisposti 2025 (di seguito anche "Relazione sulla Remunerazione 2026", "Relazione sulla Remunerazione" o "Relazione") 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 2026;
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 2026 illustra, infine, come Poste Italiane abbia tenuto conto del voto espresso in occasione dell'Assemblea degli azionisti svoltasi in data 30 maggio 2025.

La Relazione sui compensi corrisposti 2025, 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:

- 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 2025;
- illustra analiticamente i compensi corrisposti nell'esercizio di riferimento 2025 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 2025 ed evidenziando, altresì, i compensi da corrispondere in uno o più esercizi successivi a fronte dell'attività svolta nell'esercizio di riferimento 2025, eventualmente indicando un valore di stima per le componenti non oggettivamente quantificabili nell'esercizio di riferimento 2025;
- 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 2026*", predisposto al fine di fornire al mercato un quadro di immediata lettura sugli elementi chiave delle politiche di remunerazione e incentivazione 2026.

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 2026 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.

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. A partire dal 2026, i sistemi di incentivazione di Poste Vita e di Poste Assicura sono basati su azioni di Poste Italiane.

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 17 marzo 2026, 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 2025, la Relazione sulla politica in materia di remunerazione 2026, e (ii) al voto consultivo della medesima Assemblea degli azionisti la Relazione sui compensi corrisposti 2025. Sempre nell'adunanza del 17 marzo 2026, 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 2025, l'Allegato Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 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 2025, 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

Di seguito è riportata una illustrazione di sintesi degli elementi della remunerazione per l'Amministratore Delegato, il Direttore Generale ed i restanti Dirigenti con Responsabilità strategiche, aggiornati in considerazione dell'evoluzione del modello di *business* e organizzativo del Gruppo, come descritto nel paragrafo 1.1.

COMPONENTE FISSA

Amministratore Delegato (AD)
I compensi fissi complessivi sono definiti al massimo pari a 1.678.000 euro lordi annui.

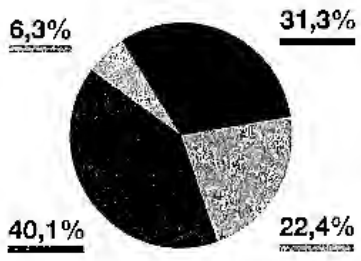
Direttore Generale (DG)
La retribuzione annua lorda fissa è pari a 1.000.000 euro annui.

Dirigenti con Responsabilità Strategiche (DIRS)
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.

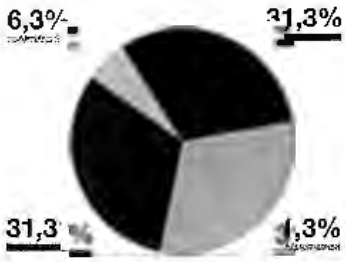
Sono previsti alcuni benefici non monetari nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato. I *benefit* sono disciplinati da specifiche linee guida che prevedono l'applicazione di criteri comuni per segmenti di popolazione omogenei. Rappresentano una componente fissa anche i pagamenti fissi e la previdenza sociale obbligatoria e complementare quali, a titolo esemplificativo e non esaustivo il Trattamento di Fine Rapporto (TFR) e i contributi previdenziali lato azienda sulla retribuzione fissa.

PAY MIX

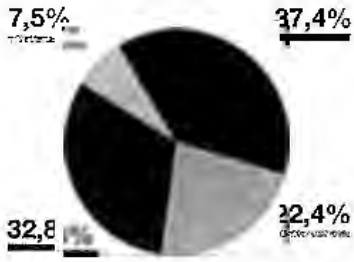
Pay-Mix al *target*



Pay-Mix DG al *target*



Pay-Mix Mediano DIRS al *target*



Fisso | Remunerazione variabile a breve termine *Up-front* e differito | Piano LTI *Performance Share* 2026-2028 | Piano LTI *Phantom Stock Option* triennale

SISTEMA DI INCENTIVAZIONE VARIABILE A BREVE TERMINE MBO 2026

AD
Performance Gate: EBIT *adjusted* di Gruppo.
Livello di Incentivazione: l'assegnazione target è pari complessivamente al 71,71% della componente fissa della remunerazione.

MBO BancoPosta
Condizioni di Accesso: CET1, LCR e RORAC BancoPosta.
Obiettivi di *Performance* (perimetro BancoPosta): redditività corretta per il rischio (peso 50%), economico-finanziari (30%) e ESG (peso 20%).
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.

MBO Industriale
Obiettivi di *Performance*: economico-finanziari (peso 60%), ESG (peso 30%) e Sinergie TIM (10%).
Modalità di erogazione: differimento di un anno del 30% dell'incentivo; corresponsione 100% in forma monetaria.
L'MBO BancoPosta è pari al massimo a due volte i compensi fissi ex art. 2389 c.c.. La quota residua è riferita, invece, all'MBO Industriale.
È prevista l'applicazione di meccanismi di non conformità, *malus* e/o *claw back*.

DG
Performance gate: EBIT *adjusted* di Gruppo.
Livello di incentivazione: l'assegnazione al target è pari al 100% della retribuzione annua lorda fissa.
Obiettivi di *Performance*: economico-finanziari (peso 60%), ESG (peso 30%) e Sinergie TIM (10%).
Modalità di erogazione: differimento di un anno del 30% dell'incentivo; corresponsione 100% in forma monetaria.

È prevista l'applicazione di meccanismi di non conformità, *malus* e/o *claw back*.

DIRS
Performance Gate: EBIT *adjusted* di Gruppo.
Obiettivi di *Performance* differenziati e riconducibili alle seguenti categorie: economico-finanziari (peso 30%), ESG (peso 30%), obiettivi di funzione (peso 40%).

Modalità di erogazione: differenziate, in linea con le normative di riferimento.
Livelli di incentivazione: differenziati per livello di responsabilità e complessità del ruolo e ricompresi, a *target*, tra il 30% e il 75% della retribuzione annua lorda fissa.

Resta inteso che per alcuni DIRS, soggetti a specifiche normative di riferimento, potranno essere previsti schemi e meccanismi differenti per tenere conto delle relative specificità. È prevista l'applicazione di meccanismi di non conformità, *malus* e *claw back*.

BONUS DISCREZIONALI

All'**AD**, al **DG** e al **DIRS** di Poste Italiane **non possono essere attribuiti Bonus discrezionali** (Una Tantum Retributive o Special Award).

SISTEMA DI INCENTIVAZIONE VARIABILE A LUNGO TERMINE: PIANO ILT *PERFORMANCE SHARE* 2026-2028

Caratteristiche comuni
Condizione Cancello: EBIT *adjusted* cumulato triennale di Gruppo.
Obiettivi di *Performance*: EBIT *adjusted* cumulato triennale di Gruppo (peso 40%), *Shareholders Value Creation* (peso 30%) e ESG (peso 30%).
È prevista l'applicazione di meccanismi di non conformità, *malus* e/o *claw back*.

AD
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 potrà essere al target pari al 128,29% della componente fissa della remunerazione.

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 le normative di riferimento.
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 *Performance Share* 2026-2028" sono definite in coerenza con le normative e le politiche di riferimento.

SISTEMA DI INCENTIVAZIONE VARIABILE A LUNGO TERMINE: PIANO ILT *PHANTOM STOCK OPTION* TRIENNALE

PER TUTTI I BENEFICIARI (inclusi AD e DG)
Condizione Cancello: EBIT *adjusted* cumulato triennale di Gruppo.
Obiettivo di *Performance*: Valorizzazione della partecipazione strategica in TIM.
Modalità di erogazione: le *Phantom Stock Option* 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 al *target* pari fino al 20% del fisso per tutti i beneficiari per ciascun anno di *performance*.
È prevista l'applicazione di meccanismi di non conformità e *claw back*.
Alcuni DIRS, soggetti a specifiche normative di riferimento e in coerenza con le normative e le politiche di riferimento, non sono beneficiari del "Piano *Phantom Stock Option*".

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 2026-2028*" 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 2026-2028*" 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 2026-2028*" 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.

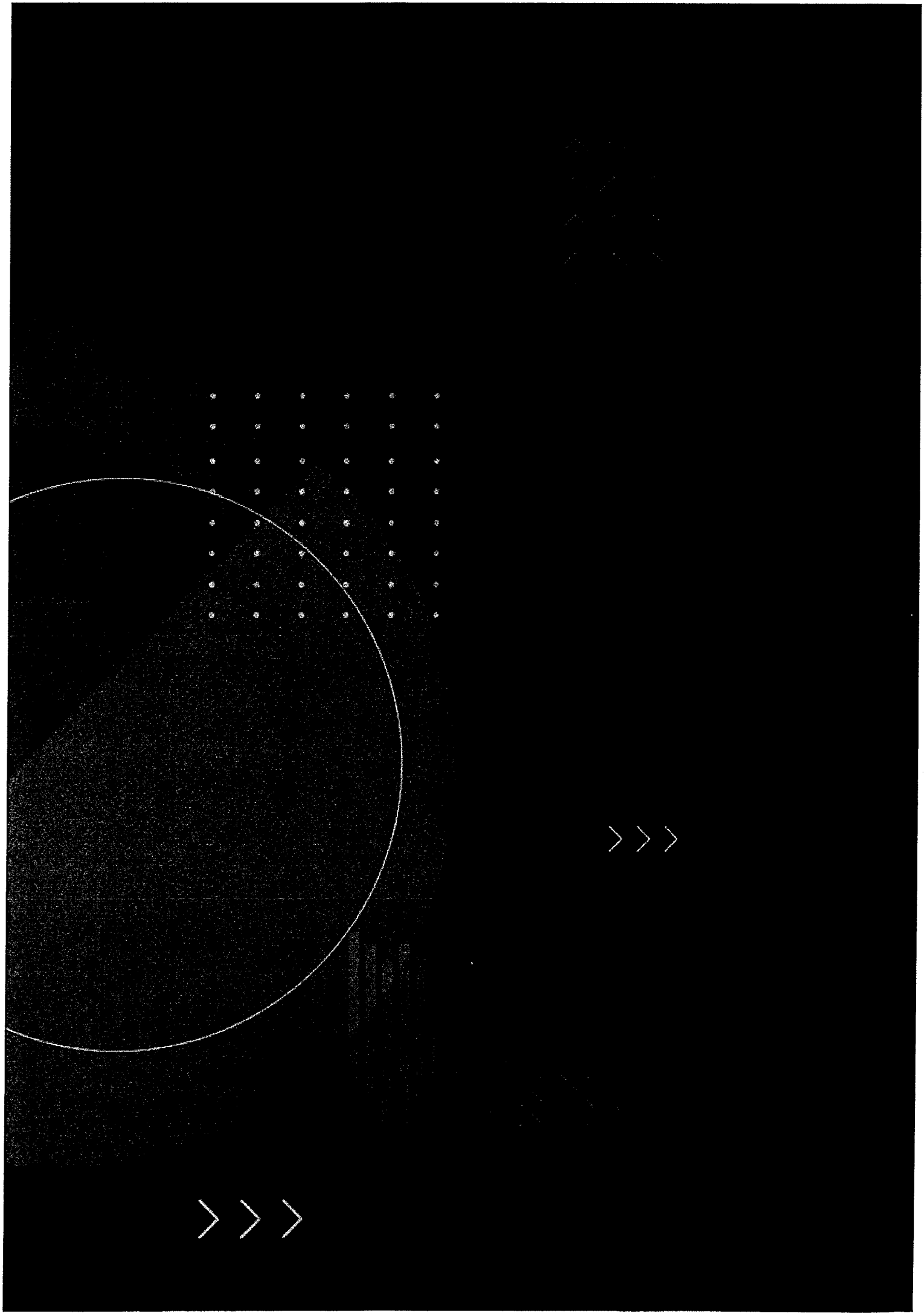
La Società, di norma, non stipula "patti di non concorrenza". Al momento della stesura della presente Relazione, non è presente un "patto di non concorrenza".

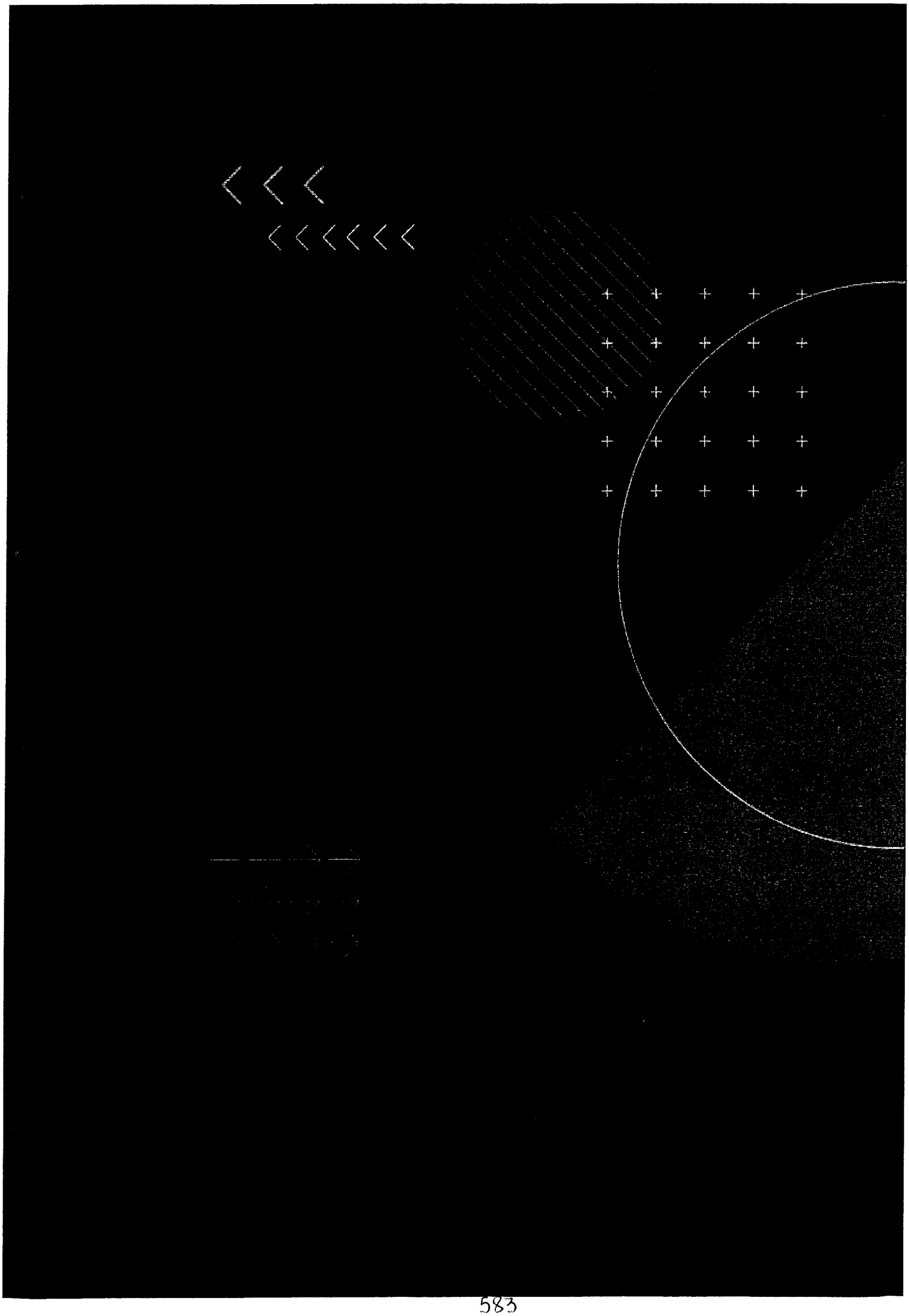
DG e DIRS
L'importo derivante dall'applicazione delle clausole che regolino *ex-ante* gli aspetti economici relativi alla cessazione del rapporto non può superare un numero massimo di mensilità della retribuzione globale di fatto, comprensiva della retribuzione annua lorda fissa, della media di quanto 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". Al momento della stesura della presente Relazione, non sono presenti "patti di non concorrenza".






PT
Posteitaliane
POSTAMAT

RELAZIONE SULLA POLITICA IN MATERIA DI REMUNERAZIONE 2026

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1. La politica di remunerazione 2026: introduzione, principi, durata e principali novità

Poste Italiane è la più grande piattaforma *phygital* del Paese: una realtà capace di connettere l'Italia grazie a una rete capillare di Uffici Postali e punti di terze parti. Ogni giorno, il Gruppo gestisce complessivamente 27 milioni di interazioni, di cui 19 milioni in digitale, al servizio di circa 46 milioni di clienti, integrando in modo continuo canali fisici e digitali. Con questa forza di connessione, Poste Italiane guarda al futuro con una strategia solida e ambiziosa che mette al centro il valore delle persone — azionisti, clienti, dipendenti e comunità.

La crescita del Gruppo non si misura solo nei risultati economici, ma soprattutto nella capacità di generare un impatto concreto e positivo per il sistema Paese, contribuendo a rafforzare coesione sociale, competitività e inclusione. In questo quadro, la crescita sostenibile è sostenuta da investimenti mirati nello sviluppo del comparto logistico, nella diffusione dell'utilizzo di strumenti più innovativi derivanti dall'Intelligenza Artificiale come acceleratore chiave per la crescita – seguendo criteri etici e responsabili di cui l'Azienda ha aderito volontariamente – nel potenziamento dell'offerta di soluzioni finanziarie, assicurative e di pagamento. L'adozione di tecnologie avanzate e il miglioramento continuo dell'infrastruttura operativa rafforzano l'efficienza e la qualità dei servizi, offrendo a cittadini e imprese soluzioni sempre più evolute e un'esperienza via via più personalizzata, coerente con l'obiettivo di garantire servizi accessibili, efficienti e innovativi.

I risultati record del 2025 hanno confermato la solidità del Piano strategico e la capacità del Gruppo di tradurre con continuità la visione in esecuzione, trasformando le direttrici di sviluppo in performance concrete e misurabili. Su queste basi, l'aggiornamento del piano per il 2026, traccia un percorso di crescita organica e sostenibile, con EBIT *adjusted* superiore a 3,3 miliardi, utile netto (al netto della partecipazione in TIM) pari a 2,3 miliardi e una politica dei dividendi ulteriormente rafforzata (*payout* superiore al 70% sull'utile netto di Poste Italiane esclusa la partecipazione in TIM). In uno scenario in continua trasformazione, Poste Italiane continuerà, pertanto, a svolgere un ruolo strategico per il sistema economico nazionale, facendo leva su innovazione, solidità industriale e capacità di adattamento. Al centro resteranno la prossimità ai territori e l'inclusione, valorizzando una presenza capillare che abilita servizi sempre più accessibili e di qualità.

La politica di remunerazione di Poste Italiane, strettamente integrata nel piano strategico, è concepita per garantire un allineamento strutturale con gli obiettivi di crescita sostenibile del Gruppo, anche in relazione all'acquisizione della partecipazione strategica in TIM (Poste Italiane, al momento della redazione del presente documento, detiene il 27,32% del capitale di TIM) e alla riorganizzazione delle attività finanziarie, di pagamento e monetica del Gruppo ("*Financial Hub*").

Il nuovo assetto rafforzerà la capacità del Gruppo di offrire un ecosistema completo, moderno e competitivo, con servizi finanziari e di pagamento più integrati, innovativi e pienamente allineati alle esigenze di una clientela sempre più digitale. Tale assetto permetterà di consolidare ulteriormente il ruolo di Poste Italiane come piattaforma finanziaria di riferimento nel Paese, capace di combinare prossimità territoriale, *leadership* digitale ed eccellenza operativa.

Alla luce di quanto precede, tenuto conto, dell'evoluzione organizzativa e di governance delle attività finanziarie e di pagamento del Gruppo e delle prospettazioni inerenti al comparto «non finanziario» del Gruppo Poste Italiane, con particolare riferimento alla gestione delle partecipazioni strategiche – inclusa TIM –, nel presente documento sono illustrate le opportune modifiche alle Politiche di Remunerazione 2026.

In stretta sinergia con la *People Strategy*, la politica di remunerazione si configura come un elemento determinante per attrarre, valorizzare e fidelizzare le risorse chiave, promuovendo una cultura aziendale fondata su responsabilità, innovazione e sviluppo delle competenze. L'investimento sulle persone è un fattore centrale per la realizzazione della visione strategica di Poste Italiane, poiché rafforza un ambiente di lavoro inclusivo e dinamico, dove competenze, responsabilità e collaborazione si trasformano in risultati concreti e in reali opportunità di crescita professionale.

Novità 2026 e durata della politica in materia di remunerazione

In coerenza con il *"2026 Strategy Update"* del Piano *"The Connecting Platform"*, con la riorganizzazione delle attività finanziarie e con l'acquisizione della partecipazione strategica in TIM, la Politica di Remunerazione 2026 introduce alcune novità volte a indirizzare il raggiungimento degli obiettivi fissati e rafforzarne l'efficacia, in linea con le migliori prassi di mercato. In particolare:

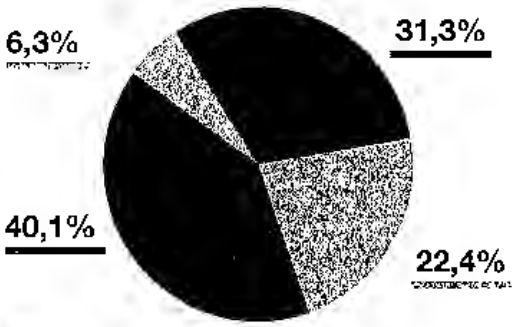
- è stato integrato il paragrafo dedicato al collegamento tra la strategia di Poste Italiane e la *People Strategy* con l'obiettivo di tenere in considerazione e valorizzare, nell'ambito della presente Politica, la partecipazione strategica in TIM;
- è stato aggiornato il *peer group* dell'Amministratore Delegato al fine di tener conto del mutato contesto organizzativo e di *business*, anche in considerazione dell'impatto derivante dalla gestione delle partecipazioni strategiche (i.e. TIM, PagoPA, etc);
- i sistemi MBO 2026 e il Piano ILT *"Performance Share* 2026-2028" sono stati definiti confermando la grande attenzione ai margini, alla creazione di valore per gli azionisti e alle tematiche ESG. Anche per il 2026 sono stati individuati KPI rigorosi e misurabili, pienamente coerenti con le direttrici strategiche del Gruppo. È stato mantenuto un adeguato bilanciamento degli obiettivi, in linea con le prassi di mercato, che, pur prevedendo una leggera riduzione della componente ESG, non determina una minore focalizzazione su tematiche che restano centrali per la *performance* sostenibile e di lungo periodo del Gruppo;
- inoltre, sempre con l'obiettivo di orientare anche l'efficace gestione della partecipazione in TIM, la Politica di Remunerazione 2026 è stata integrata con l'introduzione di un piano di incentivazione di lungo termine basato su *Phantom Stock Option* sul titolo Poste Italiane, strutturato in modo da prevedere un collegamento diretto con la creazione di valore per gli azionisti di Poste Italiane e di TIM;
- al fine di considerare le modifiche organizzative e di governance connesse al *"Financial Hub"* e le evoluzioni di *business* descritte, di conseguenza è stata proposta una revisione del pacchetto remunerativo e degli schemi di incentivazione dell'Amministratore Delegato;
- nell'ambito dei piani di incentivazione del Gruppo Poste Italiane è stato esteso l'utilizzo dell'azione di Poste Italiane anche ai sistemi di incentivazione di Poste Vita e Poste Assicura;
- infine, ascoltando le richieste di alcuni *stakeholder*, vengono presentati e sottoposti a votazione assembleare tre distinti documenti informativi separando il sistema di incentivazione a breve termine, il "Piano ILT *Performance Share* 2026-2028" e il "Piano di *Phantom Stock Option* Triennale".

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Alla luce delle novità introdotte, il "Pay-Mix" dell'Amministratore Delegato, nell'ipotesi di conseguimento dei risultati a livello target, è articolato come segue:

FIGURA 1. *PAY-MIX* AD AL *TARGET*

Pay-Mix al *target*



Componente fissa complessiva

Remunerazione variabile a breve termine *Up-front* o differito

Piano ILT *Performance Share* 2026-2028

Piano ILT *Phantom Stock Option* triennale

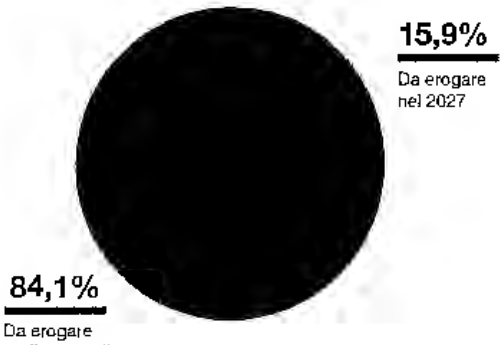
Mix variabile breve termine/lungo termine al *target*



Remunerazione variabile a breve termine *Up-front* e differito

Remunerazione variabile a lungo termine
- *Piano ILT Performance Share* 2026-2028
- *Piano ILT Phantom Stock Option* triennale

Tempistiche di riconoscimento della Remunerazione variabile di nuova assegnazione nel 2026 al *target*



Mix Monetario/Strumenti Finanziari al *target*



In sintesi:

- la componente a lungo termine permane prevalente rispetto a quello a breve termine;
- della remunerazione variabile di nuova assegnazione deliberata nel 2026, circa l'85% potrà essere erogata a partire dal 2028 fino al 2032;
- sempre con riferimento alla remunerazione variabile, circa il 75% potrà essere riconosciuta in strumenti finanziari collegati all'azione di Poste Italiane.

È importante, infine, sottolineare come la Politica di Remunerazione e Incentivazione di Poste Italiane è definita in continuità per tutti gli altri elementi, tra cui, a titolo esemplificativo e non esaustivo, i fattori di mitigazione del rischio (tra i quali le correzioni *ex-post* collegate a *malus* e/o *clawback*), la politica di pagamenti per la conclusione del rapporto invariata (che, ormai da diversi anni, prevede che l'importo da corrispondersi dovrà tener conto della *performance*, al netto dei rischi, e dei comportamenti individuali in linea con quanto descritto relativamente al *claw back*) e le "Linee Guida di Possesso Azionario"

La politica di remunerazione illustrata nella presente Relazione ha durata annuale (2026).

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1.1 The *Connecting Platform*: un modello di crescita sostenibile basato sull'innovazione e sulla centralità delle persone

Il 26 febbraio 2026, Poste Italiane ha presentato i risultati preliminari dell'esercizio 2025 e il "*2026 Strategy Update*" del Piano Strategico "*The Connecting Platform*" confermando la propria ambizione di rafforzare la crescita sostenibile e la creazione di valore per tutti gli *stakeholder*. La strategia si articola su linee guida volte a consolidare il ruolo del Gruppo come principale piattaforma integrata di servizi in Italia, attraverso digitalizzazione, innovazione e un forte radicamento nel tessuto economico e sociale del Paese. In tale contesto, si inserisce l'acquisizione della partecipazione in TIM che rappresenta, nel suo complesso, per Poste Italiane un investimento di natura strategica, con la finalità di creare sinergie tra le aziende.

Risultati 2025

Il 2025 si è confermato un anno di eccezionale rilievo per Poste Italiane, che ha conseguito i migliori risultati della propria storia, con ricavi e redditività su livelli record. La performance è stata solida e diffusa in tutte le aree di *business*, sostenuta da una dinamica commerciale positiva, da un rigoroso presidio dei costi e dai consistenti rendimenti del portafoglio investimenti.

Nel dettaglio, i ricavi hanno raggiunto il massimo storico di 13,12 miliardi di euro, l'EBIT *Adjusted* si è attestato a un livello record pari a 3,24 miliardi di euro e l'utile netto ha raggiunto 2,22 miliardi di euro. I dividendi per l'esercizio 2025 ammontano a 1,6 miliardi di euro, corrispondenti a 1,25 euro per azione. Dal 2020, la crescita media annua del dividendo si attesta intorno al 21%, a conferma di una politica di remunerazione orientata alla creazione di valore e alla sostenibilità nel medio-lungo periodo.

Il Piano Strategico continua a registrare progressi significativi nelle iniziative sottostanti, inclusi il roll-out del nuovo modello di servizio commerciale e il percorso di trasformazione della logistica.

Il Gruppo ha, infatti, consolidato la propria *leadership* nel settore dei pacchi, raggiungendo ricavi record che testimoniano la solidità del modello logistico e la sua crescente rilevanza in un mercato in continua espansione. Risultati particolarmente positivi emergono anche nell'ambito dei servizi finanziari, con il margine di interesse che ha raggiunto i 2,7 miliardi di euro e commissioni di risparmio postale superiori a 1,8 miliardi di euro, a conferma di una gestione efficace e di una strategia diversificata. Nel comparto assicurativo, oltre al segmento "Investimento e Previdenza", il *business* della protezione ha registrato una crescita significativa, con premi lordi in aumento del 21% e un volume complessivo pari a 1,2 miliardi di euro. I ricavi dei servizi PostePay sono pari a 1,7 miliardi di euro, con un incremento del 5% rispetto all'anno precedente, a conferma della capacità del Gruppo di consolidare la propria *leadership* nei pagamenti e nel settore Telco e di rafforzare la propria presenza in quello dell'energia. In tale settore, in particolare, è stata superata la quota del milione di contratti ed è stata avviata l'iniziativa "TIM Energia – Powered by Poste Italiane", che ha ottenuto riscontri commerciali molto promettenti e amplia ulteriormente il perimetro dei servizi offerti ai cittadini.

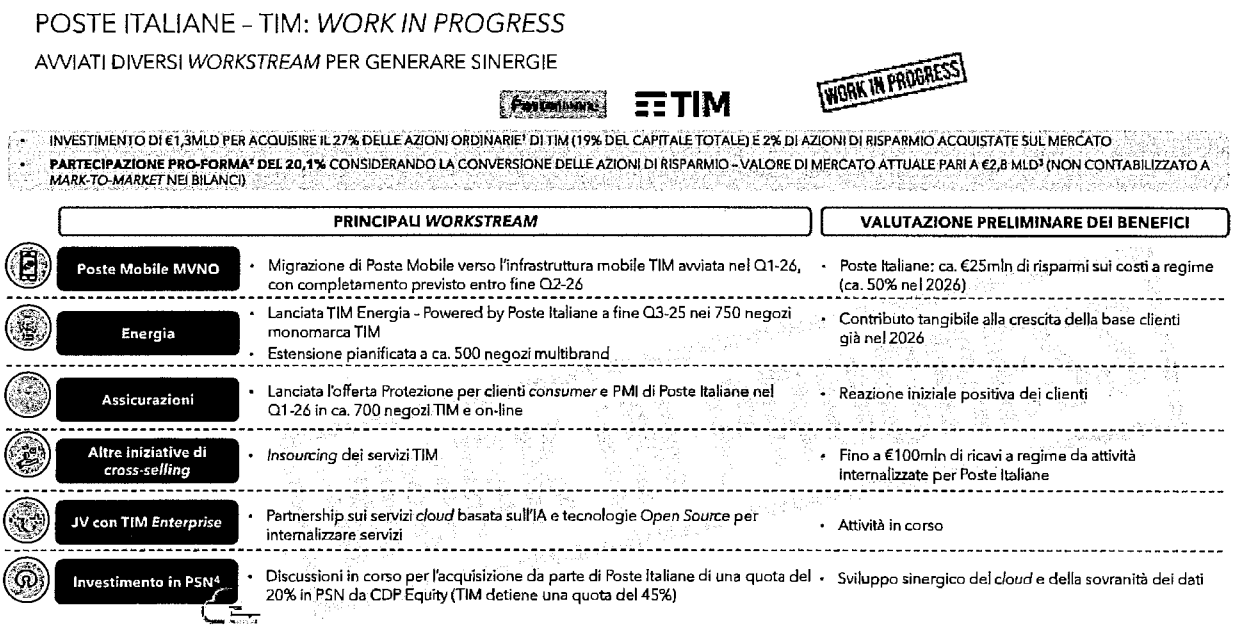
Il rafforzamento della strategia omnicanale è stato ulteriormente sostenuto dal successo della migrazione verso l'App "P" di Poste Italiane, oggi prima applicazione italiana con 16 milioni di download e oltre 4 milioni di utenti attivi giornalieri. Tale *leadership* digitale, alimentata da investimenti continui in intelligenza artificiale e dati, costituisce un pilastro della strategia di lungo periodo e abilita un'innovazione costante, orientata ad anticipare e soddisfare l'evoluzione delle esigenze della clientela

La sostenibilità continua a costituire un pilastro strategico della visione aziendale. Il Progetto Polis procede in linea con la pianificazione, con oltre 4.800 uffici già trasformati in punti di erogazione dei servizi della Pubblica Amministrazione, contribuendo in modo significativo alla coesione territoriale e alla diffusione dell'innovazione nei piccoli comuni. A sostegno dell'impegno di uno sviluppo sostenibile anche nell'ambito *green*, il Gruppo ha realizzato, fra le innumerevoli progettualità del Piano Strategico ESG, specifici interventi secondo due macro-ambiti – rinnovamento della flotta ed efficientamento energetico degli immobili – delineando progetti che riguardano le emissioni dirette generate dalle attività di logistica e dagli impianti di proprietà e le emissioni indirette associate all'energia elettrica consumata.

Poste Italiane, a conferma del proprio impegno, mantiene un posizionamento di eccellenza nei principali indici e rating ESG a livello nazionale e internazionale.

Poste Italiane prosegue, infine, il lavoro per l'individuazione e la realizzazione di sinergie di lungo periodo con TIM. In qualità di maggiore azionista strategico, il Gruppo ha contribuito alla stabilizzazione della governance e alla piena attivazione delle priorità strategiche, a beneficio della futura creazione di valore e di rendimenti sostenibili per gli azionisti. L'obiettivo è di rafforzare lo sviluppo di partnership industriali volte a valorizzare le molteplici opportunità per la realizzazione di sinergie tra le due aziende nei settori, capace di generare valore sostenibile e duraturo per entrambi i Gruppi, i) della telefonia, dei servizi ICT e dei contenuti media, ii) dei servizi finanziari, assicurativi e dei pagamenti, e iii) dell'energia.

FIGURA 2. SINERGIE TRA POSTE ITALIANE E TIM (2026 *STRATEGY UPDATE* – 26 FEBBRAIO 2026)



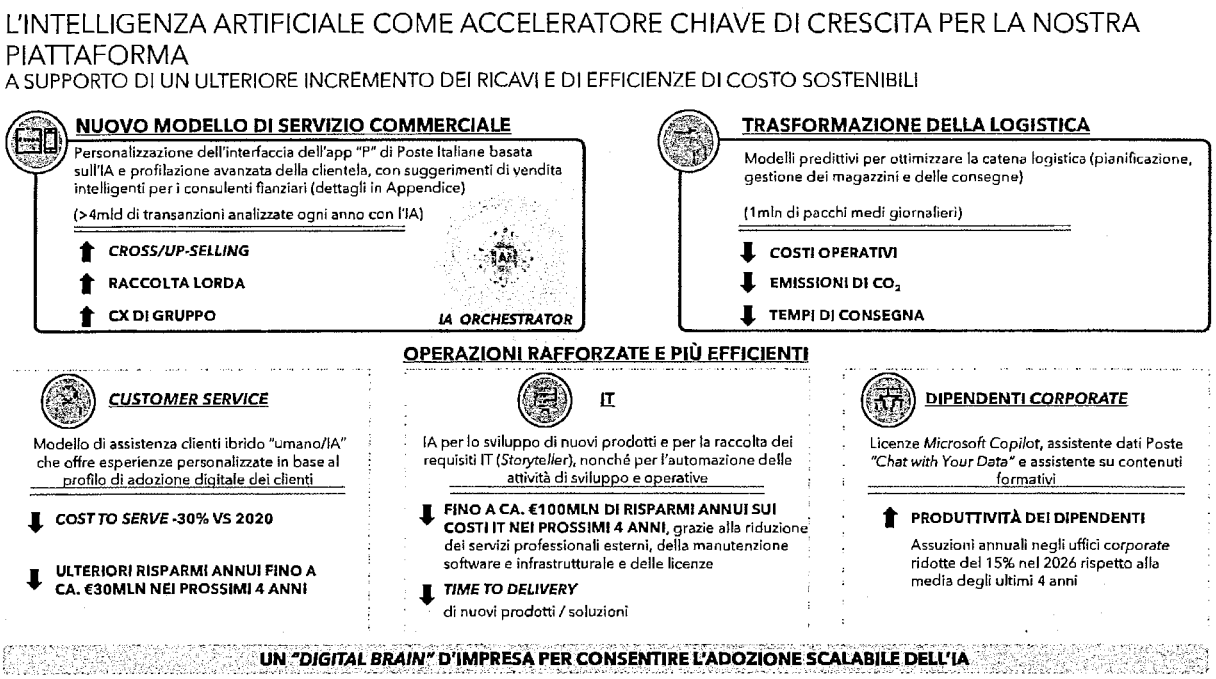
Infine, si fa presente come il capitale umano costituisca il principale fattore abilitante della strategia di Poste Italiane: un patrimonio di competenze, responsabilità e prossimità che rende possibile l'evoluzione del Gruppo e la qualità del servizio ai cittadini. Nel 2025 l'impegno verso le persone si è tradotto in risultati concreti in termini di attrattività, sviluppo e benessere, con la conferma del riconoscimento Top Employer per il settimo anno consecutivo e l'ingresso nella classifica LinkedIn Top Companies 2025. Il coinvolgimento dei dipendenti è stato ulteriormente rafforzato da iniziative di *engagement* come INSIEME (oltre 27 mila contributi), da progetti di inclusione premiati anche con il riconoscimento Dyslexia Friendly Company, dal conseguimento dell'attestazione UNI/PdR 159:2024 (lavoro inclusivo delle persone con disabilità) e dalla conferma della certificazione UNI/PdR 125:2022 (parità di genere) e dal rinnovo dell'attestazione ISO 30415 (gestione delle risorse Umane Diversità e Inclusione). Parallelamente il programma di welfare aziendale ha registrato un nuovo record con circa 50 mila adesioni (+22% rispetto al 2024), a sostegno della qualità della vita e del benessere delle persone.

2026 *Strategy Update*

L'aggiornamento della strategia 2026 conferma il percorso di crescita di Poste Italiane, con obiettivi finanziari di Gruppo fissati per il 2026 con ricavi pari a 13,5 miliardi di euro, EBIT *Adjusted* superiore a 3,3 miliardi di euro e utile netto (al netto della partecipazione in TIM) pari a 2,3 miliardi di euro.

La strategia poggia su quattro direttrici principali: trasformazione digitale, sviluppo dei servizi finanziari e assicurativi, evoluzione del modello logistico e valorizzazione del capitale umano, con una forte attenzione alla sostenibilità e alla generazione di valore per tutti gli *stakeholder*.

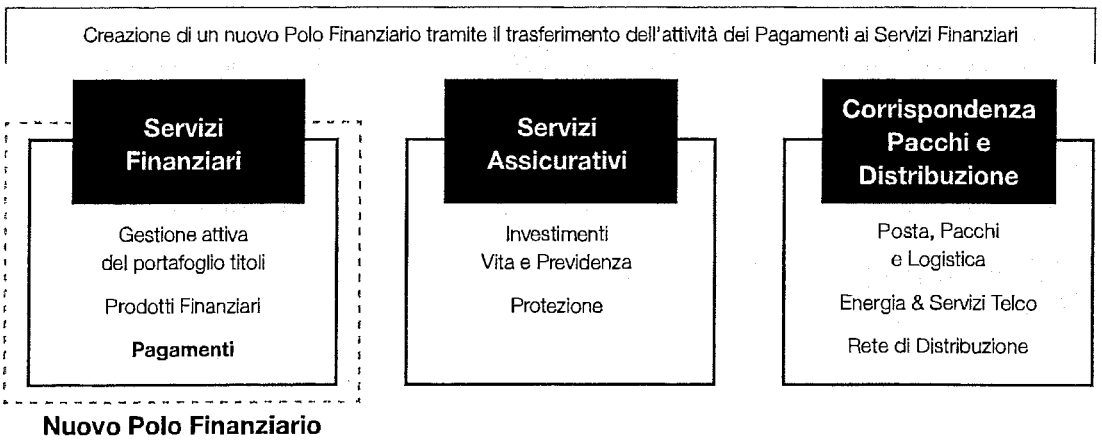
FIGURA 3. L'INTELLIGENZA ARTIFICIALE COME ACCELERATORE CHIAVE DI CRESCITA PER LA NOSTRA PIATTAFORMA (2026 *STRATEGY UPDATE* – 26 FEBBRAIO 2026)



Sul piano industriale, il 2026 consolida l'evoluzione di Poste Italiane come piattaforma omnicanale e data-driven, con l'Intelligenza Artificiale indicata come acceleratore chiave sia per la crescita dei ricavi sia per l'efficientamento dei costi, applicata al modello di servizio commerciale, alla logistica e al potenziamento delle operations.

L'aggiornamento 2026 prevede, inoltre, un'evoluzione dell'assetto organizzativo con l'avvio della riorganizzazione di Gruppo finalizzata alla creazione di un nuovo "Polo Finanziario" ("*Financial Hub*"), integrando pagamenti, monetica e servizi finanziari. Tale operazione comporterà l'assegnazione delle attività relative alla monetica e ai pagamenti di PostePay al Patrimonio BancoPosta, al fine di ottimizzare la gestione delle risorse e rafforzare l'efficacia operativa dell'intero Gruppo. L'iniziativa mira a rafforzare ulteriormente la centralità del cliente, accelerare il time-to-market, ottimizzare l'impiego del capitale e ampliare le opportunità di *cross-selling*, valorizzando in particolare la crescita e il potenziale della clientela PostePay.

FIGURA 4. NUOVO POLO FINANZIARIO (2026 *STRATEGY UPDATE* – 26 FEBBRAIO 2026)



Per il comparto Corrispondenza, Pacchi e Distribuzione, la trasformazione logistica prosegue nel 2026 con il completamento della nuova rete corriere interna, il rafforzamento della *leadership* nel mercato nazionale dei pacchi e lo sviluppo del *business* internazionale, della logistica integrata e della logistica sanitaria. In parallelo, l'implementazione del nuovo modello di servizio commerciale sarà ulteriormente potenziata dalla riconfigurazione della rete verso un modello "*Hub-and-Spoke*" più efficiente, la cui operatività è prevista nel corso del 2027.

Nel comparto assicurativo, il 2026 è orientato al consolidamento nel segmento "Investimenti e Previdenza" e al consolidamento della crescita nel comparto "Protezione", con l'obiettivo di contribuire alla riduzione della sottoassicurazione del Paese e di cogliere sinergie commerciali con i prodotti di investimento e con reti terze.

Per l'ecosistema PostePay, la strategia punta ad arricchire e ottimizzare i servizi *everyday* migliorando la *customer experience*; nel 2026 è inoltre previsto il completamento della migrazione all'infrastruttura di rete mobile TIM, con benefici attesi anche in termini di profittabilità.

Sul fronte delle partnership e delle infrastrutture digitali, Poste Italiane opera come maggiore azionista strategico di TIM. In tale contesto rientrano la lettera di intenti per una *joint venture* con TIM Enterprise dedicata a servizi IT basati sul cloud e la trattativa per acquisire una partecipazione pari al 20% del Polo Strategico Nazionale (PSN), in coerenza con gli obiettivi di sovranità e confidenzialità dei dati. Complessivamente, l'acquisizione della partecipazione in TIM si configura come un elemento strategico fondamentale per il futuro di Poste Italiane. Le direttrici strategiche rafforzano lo sviluppo di partnership industriali volte a valorizzare le molteplici opportunità per la realizzazione di sinergie tra le due aziende. L'obiettivo è, in sintesi, creare valore per tutti gli *stakeholder* di entrambe le aziende.

Infine, prosegue nel 2026 l'impegno sul progetto Polis: iniziativa rivolta a circa 7.000 comuni sotto i 15.000 abitanti per trasformare gli uffici postali in un hub di servizi digitali a supporto dell'accesso ai servizi della Pubblica Amministrazione, affiancata dalla realizzazione di circa 250 spazi di coworking e da azioni per la transizione energetica.

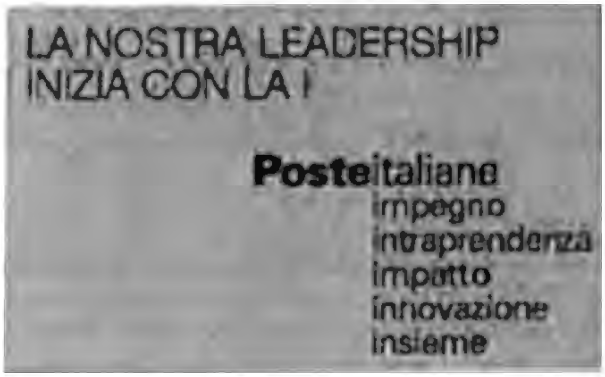
Nel complesso, l'aggiornamento della strategia 2026 delinea un percorso di sviluppo equilibrato, fondato su innovazione, sostenibilità, integrazione dei servizi e valorizzazione delle persone, con l'obiettivo di consolidare il ruolo di Poste Italiane come piattaforma strategica per il Paese e come *leader* nei settori in cui opera.

People Strategy: longevità professionale, *leadership* diffusa e creazione di valore condiviso

La *People Strategy* di Poste Italiane orienta le politiche di gestione e sviluppo del capitale umano lungo l'intero arco della vita lavorativa, in coerenza con il piano strategico, sia con riferimento agli obiettivi economico-finanziari, sia con gli obiettivi ESG sia, infine, con quelli progettuali del Gruppo. In un contesto caratterizzato da rilevanti trasformazioni tecnologiche, demografiche e sociali, la *People Strategy* è finalizzata a promuovere un modello inclusivo e sostenibile, capace di valorizzare le competenze, l'esperienza e la diversità generazionale, rafforzando nel contempo la coesione organizzativa e la creazione di valore nel lungo periodo.

In questo quadro, il nuovo "Modello di *Leadership*" rappresenta una leva strategica della *People Strategy* e ne sostiene l'attuazione operativa. Poste Italiane promuove una concezione della *leadership* come valore diffuso, non limitato ai ruoli manageriali ma esteso a tutte le persone dell'organizzazione, chiamate a esercitare responsabilità, iniziativa e orientamento al risultato nelle attività quotidiane. La *leadership* è pertanto intesa come una competenza trasversale che favorisce l'*engagement*, la collaborazione e lo sviluppo continuo, contribuendo al raggiungimento degli obiettivi strategici e al rafforzamento della cultura aziendale.

Il "Modello di *Leadership*" di Poste Italiane costituisce il riferimento per i comportamenti organizzativi e manageriali e assicura coerenza tra indirizzi strategici e prassi operative. Attraverso il modello delle cinque "I", la *leadership* si traduce in comportamenti osservabili e condivisi, orientati all'innovazione, alla responsabilità e alla creazione di valore per tutti gli *stakeholder*:

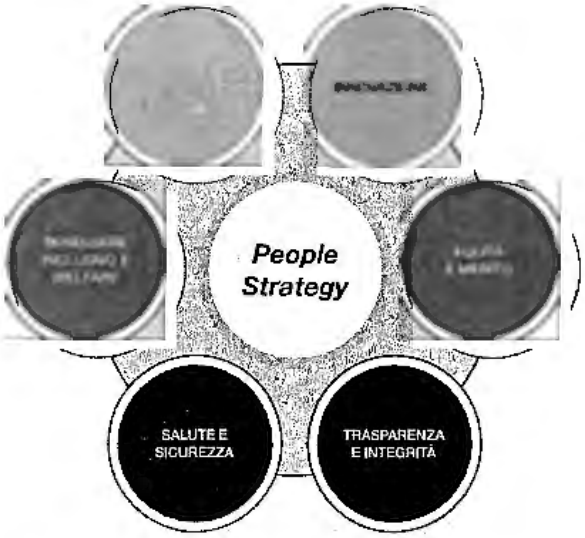


- Impegno, verso le attività svolte, nell'interesse dei clienti e valorizzando le nostre persone;
- Intraprendenza, nel proporre soluzioni con coraggio e assumere decisioni consapevoli;
- Impatto, nella capacità di tradurre le strategie in risultati concreti e misurabili per tutti gli *stakeholder*;
- Innovazione, come leva di miglioramento continuo e di promozione del cambiamento;
- Insieme, condividendo generosamente competenze e risorse, per costruire l'azienda piattaforma.
- Le cinque "I" rappresentano un modello operativo che sostiene una *leadership* sempre più diffusa e coerente con i principi di sostenibilità e inclusione.

Nell'ambito della *People Strategy*, la formazione rappresenta una leva abilitante della performance sostenibile, rafforzando competenze, responsabilità e capacità di adattamento: attraverso l'investimento continuo nello sviluppo delle persone, l'Azienda assicura l'allineamento tra strategia industriale, responsabilità individuali e capacità dell'organizzazione di affrontare le trasformazioni tecnologiche, sociali e di mercato. In questo quadro, la formazione contribuisce alla creazione di valore nel medio lungo periodo, rafforzando il legame tra crescita professionale, risultati di lungo periodo e creazione di valore per tutti gli *stakeholder*.

In questo contesto integrato, la ***People Strategy*** si declina in principi che rafforzano la sostenibilità organizzativa e la longevità professionale.

FIGURA 5. PRINCIPI DELLA *PEOPLE STRATEGY*



Collaborazione, fiducia e prossimità

Poste Italiane promuove una cultura organizzativa fondata sulla fiducia reciproca, sulla collaborazione e sulla prossimità, valorizzando la condivisione delle conoscenze, la qualità delle relazioni e il presidio dei territori come elementi distintivi del proprio modello.

Innovazione

L'innovazione è intesa come processo continuo e inclusivo, che coinvolge tutte le persone lungo l'intero percorso professionale. L'integrazione tra esperienza, competenze e tecnologie digitali rafforza la capacità dell'Azienda di evolvere, sperimentare e migliorare, in una visione che mantiene le persone al centro della trasformazione.

Equità e merito

Poste Italiane adotta un modello di valorizzazione delle persone fondato su equità e riconoscimento del merito, garantendo pari opportunità di sviluppo e di crescita lungo l'intero percorso professionale. Le competenze, l'impegno e i risultati rappresentano i criteri guida per la valorizzazione del contributo individuale, in coerenza con gli obiettivi strategici dell'Azienda.

Trasparenza e integrità

Trasparenza e integrità guidano l'agire quotidiano dell'Azienda e delle sue persone. Poste Italiane promuove comportamenti improntati a correttezza, coerenza e rispetto, garantendo processi chiari e accessibili e favorendo una cultura della responsabilità che rafforza la qualità delle decisioni e la reputazione del Gruppo.

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Salute e sicurezza

La tutela della salute e della sicurezza è un elemento strutturale della *People Strategy*. Poste Italiane investe in ambienti di lavoro sicuri, adottando un approccio di prevenzione e orientato al benessere complessivo delle persone. La sicurezza diventa così una condizione essenziale per garantire continuità, qualità del lavoro e sostenibilità delle performance nel lungo periodo. Poste Italiane garantisce un ambiente di lavoro sicuro e conforme ai più elevati standard internazionali di tutela della salute e sicurezza. L'Azienda ha implementato misure specifiche per la prevenzione degli infortuni, la riduzione dei rischi e la promozione del benessere psicofisico dei propri dipendenti.

Benessere inclusivo e *welfare*

Il benessere delle persone è considerato una leva strategica per la sostenibilità e la competitività dell'Azienda. Poste Italiane adotta un modello di welfare inclusivo, capace di rispondere ai bisogni che evolvono nel tempo e di sostenere l'equilibrio tra vita professionale e personale. La valorizzazione del benessere individuale e collettivo contribuisce a rafforzare la motivazione, l'*engagement* e la longevità professionale.

I principi della *People Strategy* trovano applicazione e concretezza negli elementi della remunerazione con l'obiettivo di (i) attrarre le migliori risorse presenti sul mercato, (ii) motivare e trattenere le professionalità chiave, e (iii) rafforzare l'*engagement*, quale leva strategica per produrre benefici diffusi e sostenibili nel lungo periodo nell'interesse di tutti gli *stakeholder*.

Infine, nell'ambito delle numerose iniziative che ogni anno vengono lanciate e portate avanti a sostegno delle persone di Poste Italiane, si segnala quanto segue:

- l'8 luglio 2025 è stato sottoscritto il verbale d'accordo con le Organizzazioni Sindacali sul Premio di Risultato per Poste Italiane S.p.A. e per le Aziende del Gruppo (per gli anni 2025 e 2026). Tale accordo prevede, in relazione al raggiungimento degli obiettivi definiti, una crescita pari all'11% complessivo dell'importo individuale del premio. È stata confermata la possibilità per i lavoratori di convertire tutto o quota parte del premio in welfare e reso strutturale il riconoscimento da parte dell'Azienda di crediti aggiuntivi che possono arrivare fino a 600 euro in base alla percentuale di conversione scelta dai dipendenti; considerando, quindi, la componente del premio in welfare la crescita si attesta al 22% nel biennio;
- nella sfera della genitorialità sociale per fornire un supporto concreto ai dipendenti che nell'ambito di un rapporto di coniugio o di unione civile partecipano attivamente alla cura e all'educazione del figlio del coniuge o dell'unito civilmente, in linea con i principi generali contenuti nella "*Policy Diversity & Inclusion*", nel 2025 è stato introdotto in Poste Italiane un congedo genitoriale sperimentale della durata massima di un mese, fruibile entro i primi 6 anni di vita del bambino, retribuito a carico dell'Azienda in misura pari all'80% della retribuzione e un congedo non retribuito per malattia bambino di durata massima di 15 giorni fruibile in caso di malattia entro i primi 3 anni di vita del bambino;
- infine, è stato attivato per i dipendenti un servizio sperimentale a livello nazionale per la cura del benessere mentale, che consente a coloro che sono interessati – attraverso un'apposita piattaforma – sia di accedere a incontri di supporto psicologico individuali con professionisti qualificati, sia di avvalersi di vari contenuti di approfondimento su temi relativi al benessere mentale: *blog* con articoli tematici, *podcast*, *test* di autoconsapevolezza, *talk* informativi. Nella piattaforma è inoltre prevista anche una sezione dedicata alle esigenze dei *caregiver* per supportarli nella gestione quotidiana dell'equilibrio vita-lavoro.

1.2 La neutralità delle politiche di remunerazione rispetto al genere

Il Gruppo Poste Italiane promuove una cultura aziendale fondata sul rispetto e sulla valorizzazione delle diversità, riconoscendole come una leva strategica per l'innovazione, la coesione organizzativa e la creazione di valore sostenibile nel lungo periodo. In un'azienda *phygital*, che unisce la forza del digitale alla presenza capillare sul territorio, l'inclusione non è soltanto un principio, ma una condizione abilitante per rafforzare fiducia, qualità del servizio e prossimità alle comunità. L'integrazione di un approccio inclusivo nella gestione delle risorse umane non solo genera un impatto sociale positivo, ma rappresenta altresì un fattore determinante per il vantaggio competitivo dell'azienda, favorendo la tutela del talento, il coinvolgimento del personale e la condivisione degli obiettivi aziendali con tutti gli *stakeholder*.

Poste Italiane ha ottenuto, nel corso del 2025, l'attestazione UNI/PdR 159:2024 che riconosce l'adozione di pratiche e comportamenti inclusivi per le persone con disabilità. L'attestato, rilasciato da IMQ – Istituto Italiano del Marchio di Qualità – sottolinea la capacità di Poste Italiane di creare sinergie per garantire le migliori condizioni di inclusione e vita lavorativa per i dipendenti con disabilità. L'attestato conferma allo stesso tempo l'attenzione e il rispetto dell'azienda per i principi di equità nelle opportunità di crescita professionale, in coerenza con i principi del Codice Etico e delle politiche di sostenibilità. Poste Italiane ha sviluppato un sistema strutturato di gestione che prevede misure concrete per garantire ambienti di lavoro pienamente accessibili dal punto di vista fisico e organizzativo e si è distinta per la sua strategia inclusiva che abbraccia l'intero *life cycle* lavorativo delle persone: dalla selezione all'*onboarding*, dalla formazione allo sviluppo e gestione, dal *welfare* inclusivo alla comunicazione e alle piattaforme accessibili. L'obiettivo è l'abbattimento di barriere culturali, sensoriali e fisiche e la creazione di valore condiviso, in un contesto orientato all'ascolto e al dialogo. A tal fine, Poste Italiane ha dato vita ad esperienze di partecipazione come quella degli *Employee Resource Group* (ERG), gruppi di persone dell'azienda interessati alle tematiche inclusive, che propongono idee e progetti da realizzare. Il nuovo riconoscimento, ottenuto da Poste Italiane, rende il Gruppo un punto di riferimento a livello nazionale per le politiche di *disability management* a sostegno dell'inclusione lavorativa, per sostenere la crescita e il benessere di ogni persona, come condizione per realizzare un ambiente di lavoro equo, rispettoso e partecipativo.

Poste Italiane è *Top Employer* per il settimo anno consecutivo grazie all'eccellenza delle sue politiche e delle sue pratiche per le risorse umane. Il *Top Employers Institute* ha riconosciuto, in particolare, l'impegno dell'azienda nel promuovere, anche quest'anno, una cultura organizzativa orientata alla partecipazione, all'innovazione e alla creazione di valore condiviso. Particolare valore è stato attribuito alla piattaforma "INSIEME – *Connecting Ideas*", ritenuta innovativa e molto apprezzata. L'iniziativa, dedicata allo sviluppo di progetti innovativi, sviluppati dai dipendenti di Poste Italiane è stata inserita nel "*Top Employers Best Practices Book*" per il forte legame con la strategia ESG del Gruppo e la capacità di coinvolgere attivamente tutte le persone di Poste Italiane nell'attuazione del piano industriale e degli obiettivi di sostenibilità. È stata inoltre conseguita l'attestazione *UNI/PdR 125:2022* per la parità di genere, rilasciata da IMQ nell'ambito del Piano Nazionale di Ripresa e Resilienza (PNRR), 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. Tale certificazione rappresenta un ulteriore merito, che va ad aggiungersi ad altri importanti riconoscimenti ottenuti da Poste Italiane, 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, Poste Italiane, ha ottenuto a marzo 2026, per la seconda volta, la "Certificazione *Equal Salary*" con validità triennale. Il nuovo processo di certificazione si è concluso con risultati molto positivi e in miglioramento nelle aree oggetto di *audit*, confermando, di conseguenza, 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.

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Il Gruppo Poste Italiane garantisce che le decisioni inerenti alla 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 0,9%, come rappresentato nell'infografica sottostante:

FIGURA 6. *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.

Il *peer group* 2026, definito per il confronto retributivo dell'Amministratore Delegato, è stato aggiornato – a partire da quello approvato nel 2025 – al fine di tenere conto del mutato contesto organizzativo e di *business* anche in considerazione dell'impatto derivante dalla gestione della partecipazione strategica in TIM sul perimetro di attività dell'Amministratore Delegato:

FIGURA 7. *PEER GROUP* DELL'AMMINISTRATORE DELEGATO

ALLIANZ	**ENEL**
ASSICURAZIONI GENERALI	**ENI**
AXA	**INTESA SANPAOLO**
BNP PARIBAS	**LEONARDO**
DEUTSCHE BANK	**NEXI**
DEUTSCHE POST	**UNICREDIT**
DEUTSCHE TELEKOM	**UNIPOL ASSICURAZIONI**

Il *peer group* è stato costruito selezionando le aziende all'interno di un più ampio campione di società italiane ed europee aventi caratteristiche confrontabili con quelle di Poste Italiane. Per il 2026, pertanto, il *peer group* risulta integrato, rispetto al precedente, da aziende del settore telecomunicazioni al fine di renderlo "bilanciato" con riferimento ai diversi *business* presidiati da Poste Italiane, oltre a considerare, in linea con il passato, le grandi aziende partecipate dal Ministero dell'Economia e delle Finanze e da Cassa Depositi e Prestiti, con uno "sguardo" maggiormente orientato all'internazionale.

Per il confronto remunerativo relativo al Direttore Generale e ai Dirigenti con responsabilità strategiche (DIRS), 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.

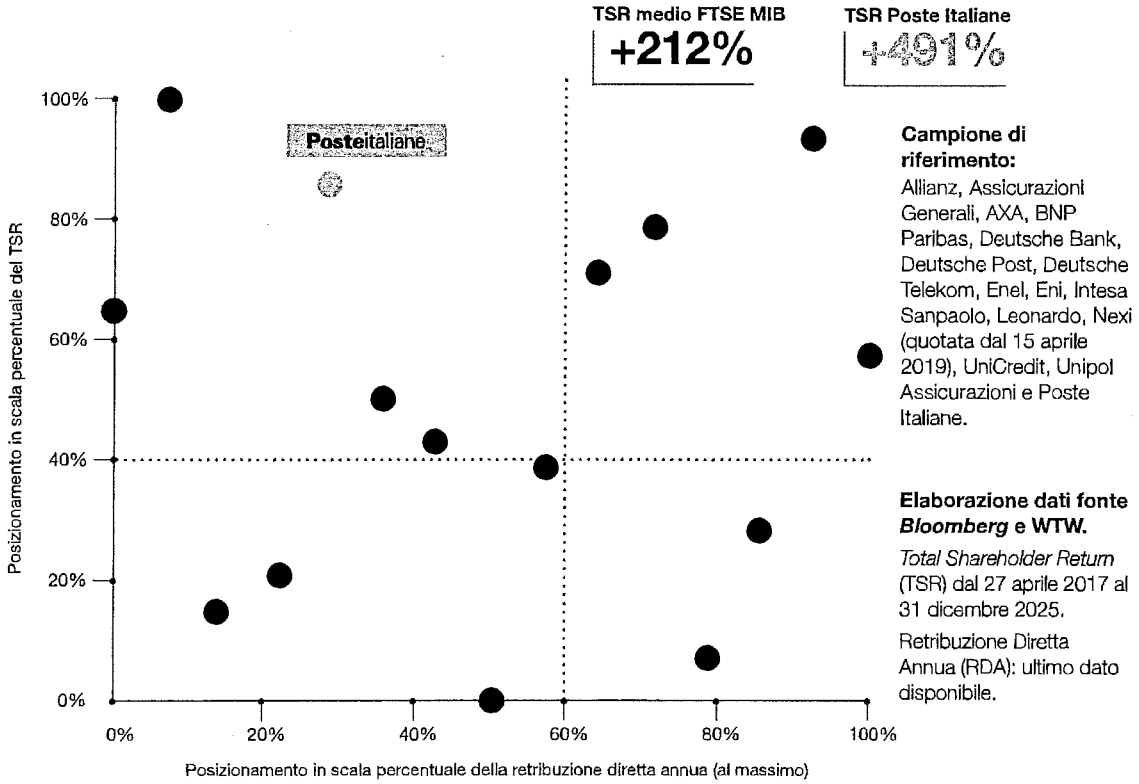
Un valido riferimento per valutare l'adeguatezza delle remunerazioni, nonché la rispondenza con le aspettative di tutti gli *stakeholder*, è il *pay for performance*, che misura il grado di allineamento tra le *performance* della Società e i livelli retributivi, anche rispetto al *peer group* sopra descritto.

Per tener conto degli effetti delle scelte strategiche di medio-lungo periodo si è ritenuto opportuno utilizzare, in linea con quanto già effettuato negli anni passati, 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 2025.

Tale analisi conferma, 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. Si evidenzia che la *performance* di Poste Italiane, sempre in termini di TSR, è più del doppio di quella media realizzata, nel medesimo periodo in osservazione, dalle società appartenenti al FTSE MIB.

A tal proposito, è opportuno ricordare a fini esemplificativi, che nonostante le eccellenti *performance* descritte, l'Amministratore Delegato, dal momento del suo insediamento, non ha mai consuntivato il Sistema MBO al livello massimo arrivando ad ottenere, in un percorso di miglioramento continuo, i più elevati risultati in termini di scheda obiettivi negli ultimi due anni (comunque al di sotto del livello massimo).

FIGURA 8. *PAY FOR PERFORMANCE* 27 APRILE 2017-31 DICEMBRE 2025 AD DI POSTE ITALIANE



Il supporto degli azionisti alla politica di remunerazione

La Relazione sulla politica in materia di remunerazione 2025 ha riportato ampio consenso tra gli azionisti, apprezzamento confermato dal voto assembleare del 30 maggio 2025 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 alla remunerazione, anche con riferimento alle sole minoranze.

Si ritiene, inoltre, opportuno evidenziare che, nel 2025, i principali *proxy advisor* hanno emesso, per tutti i punti all'ordine del giorno afferenti alla remunerazione, una raccomandazione di voto favorevole senza indicare particolari rilievi. In un'ottica di continuo miglioramento e valorizzazione del dialogo con i diversi *stakeholder*, sono state apportate alcune modifiche volte a garantire la massima trasparenza che, da anni, caratterizza la politica di remunerazione di Poste Italiane.

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Di fatto, la Relazione sulla politica di remunerazione 2025, la Relazione sui compensi corrisposti 2024 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, sostanzialmente in linea con gli eccellenti risultati fatti registrare negli anni precedenti.

In particolare, sono stati identificati, anche quest'anno, nuovi KPI ESG rigorosi, misurabili ed in linea con l'obiettivo di crescita sostenibile del Gruppo volti a garantire il focus del management sulle tematiche di sostenibilità, ontologicamente connesse alla strategia e all'identità di Poste Italiane. Dall'ascolto degli *stakeholder*, inoltre, sono emerse riflessioni in merito all'opportunità di un differente bilanciamento dei pesi delle componenti ESG, che di conseguenza sono state leggermente ridotte dal 40% al 30% nell'MBO (20% con riferimento a BancoPosta) e nell'ILT *Performance Share*, in linea con le prassi di mercato. Considerato il livello di maturità del Gruppo in materia ESG e l'importanza della relativa strategia, che pervade ormai saldamente, come noto, i principali *business* del Gruppo, il Consiglio di Amministrazione di Poste Italiane ha valutato che il peso dei KPI ESG nei sistemi di incentivazione nel 2026 sia congruo per continuare a garantire la massima attenzione del management su tali priorità, anche tenendo in considerazione tutte le numerose iniziative e significative iniziative messe in campo negli anni nonchè delle disposizioni normative previste dalla *Corporate Sustainability Reporting Directive* (CSRD).

Sempre nell'ottica di ascolto degli *stakeholder* sono stati predisposti tre Documenti Informativi separati (uno per il piano di incentivazione a breve termine "MBO", uno per il piano di incentivazione ILT Performance Share 2026-2028 e uno per il Piano ILT *Phantom Stock Option* triennale) con la previsione di tre distinti punti all'ordine del giorno dell'Assemblea degli azionisti.

Ciò a ulteriore dimostrazione dell'impegno dell'Azienda nell'ascolto dei propri *stakeholder* con l'obiettivo di migliorare nonostante gli eccellenti risultati conseguiti.

In sintesi, dall'interazione con il 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 alle caratteristiche dei sistemi di incentivazione o ad approfondimenti dedicati a tematiche specifiche e ai principali trend in ambito di remunerazione) con le migliori prassi di mercato.

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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 – tutti 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 2026 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*.

Si ricorda che, a partire dal 2026, i sistemi di incentivazione del personale rilevante di Poste Vita e di Poste Assicura, sono basati su azioni di Poste Italiane e pertanto vengono descritti anche nei documenti informativi sottoposti all'approvazione dell'Assemblea degli azionisti di Poste Italiane.

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.

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Si ricorda che l'Assemblea degli azionisti convocata per il 27 aprile 2026, sarà chiamata, tra l'altro, a rinnovare il Consiglio di Amministrazione e a definire i compensi ex art. 2389 comma 1 c.c. per il nuovo mandato.

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.

Il Consiglio di Amministrazione nominato per il mandato 2026-2028 determinerà il compenso per gli Amministratori investiti di particolari cariche in coerenza con le Politiche di Remunerazione tempo per tempo vigenti.

Il Consiglio di Amministrazione per il mandato 2023-2025 è composto da 9 amministratori – inclusi il Presidente (considerato 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 di quelli di cui alla disciplina prudenziale di settore bancaria) e l'Amministratore Delegato – di cui 8 non esecutivi (tutti dotati dei requisiti di indipendenza di cui all'art. 2 raccomandazione 7 del nuovo Codice di *Corporate Governance* e dei requisiti di indipendenza di cui all'art. 148, comma 3, del TUF[1]), che compongono i cinque Comitati endoconsiliari (la cui composizione al 31 dicembre 2025 è riportata nella figura successiva).

Gli argomenti relativi al governo e alle politiche di remunerazione sono stati affrontati in cinque adunanze del Consiglio di Amministrazione nel corso del 2025.

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.

1. Soltanto uno tra gli Amministratori non esecutivi e indipendenti sia ai sensi del Codice di *Corporate Governance* sia ai sensi del TUF risulta non possedere i requisiti di indipendenza della disciplina prudenziale di settore bancaria.

FIGURA 9. COMPOSIZIONE C.D.A. E COMITATI

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]				●	
Consigliere	**Carlo D'Asaro Biondo**[1]	●		○		
Consigliere	**Valentina Gemignani**[2]		○	○		
Consigliere	**Paolo Marchioni**[1]	○				●
Consigliere	**Matteo Petrella**[1]			●		○
Consigliere	**Patrizia Rutigliano**[1]		●		○	
Consigliere	**Vanda Ternau**[1]		○			○
Consigliere	**Alessandro Marchesini**[1]	○			○	

Presidente ● ● Membro ○ ○

Amministratori investiti di particolari cariche

PRESIDENTE	AMMINISTRATORE DELEGATO
Silvia Maria Rovere[1]	Matteo Del Fante

1. Amministratore non esecutivo e indipendente ai sensi del Testo Unico della Finanza, del Codice di *Corporate Governance* e della disciplina prudenziale di settore bancario.
2. Amministratore non esecutivo e indipendente ai sensi del Testo Unico della Finanza e del Codice di *Corporate Governance*.

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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.

Resta inteso che Poste Italiane, non si è mai avvalsa della facoltà di 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*. Resta inteso che, almeno un componente del Comitato possiede 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 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 31 dicembre 2025, con la precisazione che tutti i membri del Comitato stesso sono dotati dei requisiti di indipendenza di cui all'art. 148, comma 3, del TUF, all'art. 2, raccomandazione 7, del Codice di *Corporate Governance*, nonché dei requisiti di indipendenza della disciplina prudenziale di settore bancaria. Si ricorda che il Presidente del Comitato Remunerazioni è un consigliere tratto dalla lista presentata dagli Investitori Istituzionali.

FIGURA 10. COMPOSIZIONE DEL COMITATO AL 31 DICEMBRE 2025



PRESIDENTE

Carlo D'Asaro Biondo[1]



MEMBRO

Paolo Marchioni



MEMBRO

Alessandro Marchesini[2]

1. Candidato della Lista n. 2 – Investitori Istituzionali, per la nomina dei componenti del Consiglio di Amministrazione 2023-2025.
2. Nominato per cooptazione in data 26 marzo 2025 (e successivamente confermato nella carica dall'Assemblea del 30 maggio 2025) in sostituzione del dimissionario Armando Ponzini; la candidatura di Alessandro Marchesini è stata indicata alla Società da alcuni investitori istituzionali che, in occasione dell'Assemblea dell'8 maggio 2023, avevano concorso alla presentazione della Lista n. 2.

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 2026 del Patrimonio BancoPosta"*.

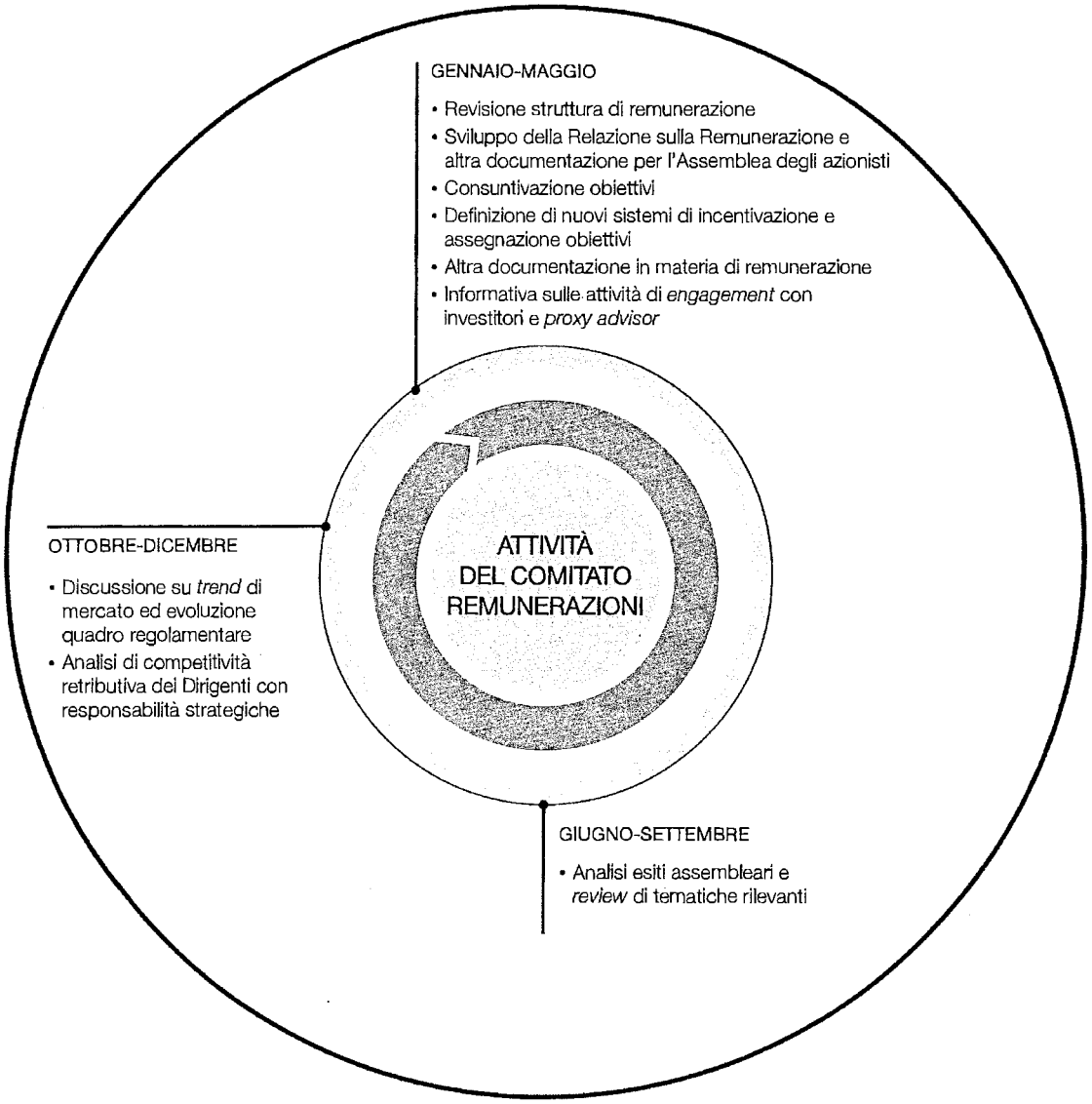
Il Comitato, attraverso il suo Presidente, riferisce al Consiglio di Amministrazione in merito alle attività svolte dal Comitato stesso ogni qualvolta lo ritenga necessario.

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.

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:

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FIGURA 11. 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 2026 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 nell'Allegato "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta*".

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 (oltre che Segretario del Consiglio di Amministrazione) 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 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 2026 del Patrimonio BancoPosta" per i compiti e le responsabilità del Responsabile della funzione BancoPosta e delle altre funzioni coinvolte.

3. Politiche di remunerazione e incentivazione 2026

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.

Componente fissa

La componente 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 componente 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*[2] sono disciplinati da specifiche linee guida che prevedono l'applicazione di criteri comuni per segmenti di popolazione omogenei. Sono considerati componente fissa anche i pagamenti fissi e la previdenza sociale obbligatoria e complementare quali, a titolo esemplificativo e non esaustivo il Trattamento di Fine Rapporto (TFR) e i contributi datoriali sulla remunerazione fissa. Tali componenti, infatti, sono elementi retributivi assegnati sulla base di criteri predeterminati che non sono collegati al livello delle prestazioni rese e non sono soggetti a discrezionalità.

Componente variabile

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 declinato in funzione del segmento di destinatari.

2. 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'Amministratore 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.

All'Amministratore Delegato, al Direttore Generale e ai Dirigenti con responsabilità strategiche di Poste Italiane non possono essere attribuiti bonus discrezionali (*Una Tantum Retributive* o *Special Award*) o definite altre componenti variabili diverse da quanto descritto nel presente documento.

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*), ad eccezione dell'Amministratore Delegato e del Direttore Generale, per i quali, in continuità con la precedente politica, non è previsto il riconoscimento di bonus d'ingresso in sede di assunzione.

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. Si specifica che, al momento della stesura della presente Relazione non sono definiti ex ante patti di non concorrenza per l'AD, il DG e i DIRS.

Infine, con l'obiettivo di rafforzare l'allineamento con gli interessi degli azionisti, è prevista – per i sistemi che prevedono la corresponsione di tutto o parte dell'incentivo in azioni – 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*.

Fattori di mitigazione del rischio

La politica sulla Remunerazione è strutturata in modo tale da allinearla al profilo di rischio del Gruppo al fine di tutelare gli *stakeholder* e garantire loro una creazione di valore sostenibile nel breve, medio e lungo termine. In quest'ottica, l'approccio utilizzato mira ad evitare scelte rischiose o focalizzate sul breve periodo, orientando il management verso comportamenti in linea con la strategia complessiva della Società.

A tal fine, si adottano una serie di meccanismi e di misure specifiche, sintetizzate nella figura successiva, che influenzano direttamente la remunerazione con l'obiettivo di ridurre l'assunzione eccessiva di rischio.

FIGURA 12. FATTORI DI MITIGAZIONE DEL RISCHIO



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3.2 Linee Guida di Possesso Azionario (anche *Share Ownership Guidelines* – SOGs)

Le "Linee Guida di Possesso Azionario" sono state adottate sin dal 2019 e, nel 2024, sono state riviste prevedendo un incremento dell'ammontare *target*.

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 2026-2028*" 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 2026-2028*" 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 2026-2028*" 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 2026-2028*" 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 2026 – 2028*", fino al conseguimento dell'ammontare *target*.

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. L'Assemblea degli azionisti prevista per il 27 aprile 2026 delibererà, per il mandato 2026-2028, i compensi ex art. 2389 comma 1 c.c. su proposta dell'azionista di riferimento.

Nel mandato 2023-2025 non erano 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.

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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 nel successivo paragrafo 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.

I compensi aggiuntivi per i componenti dei Comitati endoconsiliari, per il mandato 2023-2025, sono invariati rispetto a quelli deliberati dal Consiglio di Amministrazione del 10 giugno 2020, sentito il parere del Collegio Sindacale e del Comitato Remunerazioni; maggiori dettagli in merito sono riportati nella seconda sezione del presente documento.

Il Consiglio di Amministrazione nominato per il mandato 2026-2028 determinerà, conformemente all'iter deliberativo già descritto, i compensi per la partecipazione dei Consiglieri ai Comitati endoconsiliari, in qualità di Presidente o di Membro. Resta inteso che il Consiglio di Amministrazione potrà variare i compensi, se del caso, rispetto a quanto deliberato per il mandato 2023-2025, anche tenuto conto di appositi *benchmarking* di mercato.

FIGURA 14. COMPENSI COMITATI ENDOCONSILIARI PER IL MANDATO 2023-2025

		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

Si evidenzia che i benchmark mostrano un posizionamento significativamente inferiore alla mediana di mercato.

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.

L'Assemblea degli azionisti del 27 aprile 2026 determinerà, conformemente all'iter deliberativo già descritto, il compenso ex art. 2389, comma 1 c.c.. Si ricorda, inoltre, che il Consiglio di Amministrazione nominato per il mandato 2026-2028 determinerà, conformemente all'iter deliberativo già descritto, il compenso ex art. 2389, comma 3 c.c. per la carica di Presidente del Consiglio di Amministrazione. Resta inteso che il Consiglio di Amministrazione potrà variare il compenso, se del caso, rispetto a quanto deliberato per il mandato 2023-2025, anche tenuto conto di appositi benchmarking di mercato; in ogni caso, il

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compenso ex art. 2389, per il Presidente del Consiglio di Amministrazione non potrà essere superiore a € 480.000 lordi annui tenuto conto del benchmark in linea con la mediana di mercato.

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)

La remunerazione dell'Amministratore Delegato è composta da una componente fissa, una componente variabile di breve termine e una componente variabile di lungo termine.

Alla luce di quanto già illustrato, tenuto conto:
- delle prospettive del comparto industriale del Gruppo Poste Italiane, compresa l'integrazione strategica con TIM;
- del progetto di riorganizzazione delle attività di BancoPosta, monetica e pagamenti ("Polo Finanziario" o "*Financial Hub*" del Gruppo Poste Italiane);

è illustrata la Politica di remunerazione di Poste Italiane per l'Amministratore Delegato con riferimento alle specificità delle componenti relative al comparto "finanziario" e, distintamente, delle componenti relative al comparto "industriale" già delineate ai paragrafi precedenti.

Il Consiglio di Amministrazione nominato per il mandato 2026-2028 determinerà, conformemente all'iter deliberativo già descritto nei paragrafi precedenti, il compenso ex art. 2389, comma 3 c.c., fisso e variabile, per la carica di Amministratore Delegato nei limiti definiti dalle presenti Politiche di Remunerazione. Similmente il Consiglio di Amministrazione delibererà, su proposta del Comitato Remunerazioni, in merito alla remunerazione fissa e variabile prevista per il rapporto di lavoro dirigenziale, sempre nei limiti definiti dalle presenti Politiche di Remunerazione.

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.

Componente fissa

La componente fissa dell'Amministratore Delegato è composta dai compensi annui lordi fissi relativi al rapporto di amministrazione e al rapporto dirigenziale oltre, come già anticipato, ai benefit, ai pagamenti fissi e alla previdenza sociale obbligatoria e complementare[3].

Si evidenzia, innanzitutto, che il benchmark di mercato condotto da una società di consulenza – rispetto al *peer group* identificato – mostra un posizionamento remunerativo dell'Amministratore Delegato di Poste Italiane significativamente al di sotto della mediana di mercato sia con riferimento ai compensi annui lordi fissi sia alla remunerazione complessiva.

3. La stima del valore annuo pro-forma normalizzato relativo ai benefit, ai pagamenti fissi e alla previdenza sociale è pari a € 415.000 ipotizzando i compensi fissi annui lordi di cui alla nota successiva.

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Inoltre, è opportuno ricordare come a partire dall'insediamento dell'attuale management Poste Italiane abbia fatto registrare eccellenti performance da un punto di vista economico-finanziario e di sostenibilità quali, ad esempio:

- un TSR pari a circa il 500% a partire dal 27 aprile 2017 (considerando il periodo dall'avvio della carica dell'attuale Amministratore Delegato);
- una capitalizzazione incrementata da circa 8 a circa 30 miliardi;
- dei dividendi distribuiti più che triplicati sempre rispetto all'inizio del 2017, per un totale di circa 8 miliardi di dividendi distribuiti nel periodo;
- una solida reputazione ESG consolidata nel tempo. L'impegno a favore della crescita sostenibile è infatti riconosciuto con l'inclusione di Poste Italiane nei principali indici e *rating* di sostenibilità.

Tale percorso di crescita ha, inoltre, riguardato la popolazione manageriale e professionale del Gruppo. In particolare, con riferimento ai non dirigenti i rinnovi contrattuali – nel rispetto dei principi cardine quali la concertazione, la competitività, la prevenzione dei conflitti e la valorizzazione delle professionalità interne – hanno garantito aumenti salariali, nuove misure di *welfare* e potenziamento di quelle esistenti oltre a un complessivo rafforzamento delle tutele, promuovendo il coinvolgimento attivo e la partecipazione delle persone e rafforzando il senso di appartenenza e il contributo alla crescita del Gruppo Poste Italiane.

Ai risultati sopra menzionati, si aggiunge che il valore dell'azione di TIM è passato da € 0,24 del 6 gennaio 2025 a € 0,51 al 30 dicembre 2025 ed è in costante crescita anche all'inizio del 2026, grazie allo *sprint* a seguito dell'acquisizione della partecipazione strategica da parte di Poste Italiane.

Inoltre, proprio a seguito dell'acquisizione della partecipazione in TIM, la gestione delle partecipazioni strategiche e lo studio di ulteriori iniziative di eventuale sviluppo internazionale rivestono un ruolo sempre più centrale per Poste Italiane con conseguente maggior peso e rilevanza di tali attività per l'AD. Coerentemente con tali linee evolutive, nonché anche alla luce della riorganizzazione delle attività finanziarie e di pagamento, viene istituita una nuova funzione organizzativa dedicata alle attività sopra citate, a diretto riporto del Consiglio di Amministrazione, la cui responsabilità è affidata all'AD stesso nel suo ruolo dirigenziale.

In conseguenza di tali scelte strategiche e organizzative si ritiene che l'Amministratore Delegato, all'esito del processo di identificazione del personale più rilevante di BancoPosta, rientri tra i *Material Risk Takers* relativamente alle attività da lui svolte nell'ambito del Patrimonio BancoPosta e che le politiche di remunerazione e incentivazione del BancoPosta si applichino in relazione alle attività poste in essere proprio in tale ambito. Pertanto, sulla base degli elementi fattuali appena descritti, in data 17 marzo 2026, il C.d.A. su proposta del Comitato Remunerazioni e previo parere favorevole del Collegio Sindacale, ha approvato – in aggiunta ai compensi fissi ex art. 2389, comma 1 – il trattamento economico fisso dell'AD che è pari a € 450.000 annui lordi – quale compenso ex art. 2389, comma 3, c.c. – ed € 1.188.000 di retribuzione annua lorda per il rapporto dirigenziale.

A valle dell'Assemblea degli Azionisti del 27 aprile 2026, il Consiglio di Amministrazione nominato per il mandato 2026-2028 sarà chiamato a determinare, conformemente all'iter deliberativo già descritto nei paragrafi precedenti e in linea con i principi di *corporate governance*, il compenso ex art. 2389, comma 3 c.c. per la carica di Amministratore Delegato e la Retribuzione Annua Lorda da dirigente; alla luce del mutato contesto organizzativo e di *business* già descritto e nel rispetto del ruolo, dei poteri e delle valutazioni che verranno effettuate dal Consiglio di Amministrazione nominato per il nuovo mandato, quest'ultimo potrà definire il compenso fisso ex art. 2389, comma 3 c.c. per la carica di Amministratore Delegato e la Retribuzione Annua Lorda da dirigente pari ad un importo complessivamente non superiore a € 1.678.000[4] lordi (inclusivo anche del compenso fisso ex art. 2389, comma 1 c.c.).

Si evidenzia che, anche nell'ipotesi di compensi annui lordi fissi pari a € 1.678.000, il posizionamento retributivo dell'Amministratore Delegato rimane al di sotto della mediana di mercato sia con riferimento ai compensi annui lordi fissi sia con riferimento alla remunerazione complessiva.

È opportuno sottolineare, infine, che i compensi annui lordi fissi di Matteo Del Fante sono corrisposti, *pro-rata temporis*.

4. In tale ipotesi i compensi annui lordi fissi sarebbero così suddivisi: € 490.000 per l'Amministratore Delegato (composti dall'emolumento definito dall'Assemblea degli azionisti *ex* art. 2389, comma 1, c.c. e dal compenso ex art. 2389, comma 3, c.c.) e da un massimo pari ad € 1.188.000 di retribuzione annua lorda per il rapporto dirigenziale. In tale contesto sarebbe confermato, in qualità di dirigente, il ruolo di Responsabile della Funzione Organizzativa a diretto riporto del C.d.A. dedicata alla gestione delle partecipazioni strategiche e allo sviluppo dell'Internazionale. Si ricorda, inoltre, che il rapporto di lavoro dirigenziale è disciplinato dalle previsioni del Contratto Collettivo Nazionale di Lavoro per i dirigenti di aziende produttrici di beni e servizi (di seguito "CCNL").
Resta inteso che, qualora a valle dell'Assemblea degli Azionisti del 27 aprile 2026, fosse individuata un'unica figura di AD-DG si applicherà integralmente, la presente politica di remunerazione dell'AD.

Remunerazione variabile

La remunerazione variabile dell'AD è composta dal sistema d'incentivazione variabile a breve termine ("MBO"), dal "Piano ILT *Performance Share* 2026-2028" e dal "Piano di *Phantom Stock Option* triennale". Il sistema "MBO" incentiva il conseguimento di obiettivi su base annuale, il "Piano ILT *Performance Share* 2026-2028" e il "Piano di *Phantom Stock Option*" su base triennale, con obiettivi e focus differenziati.

È opportuno ricordare che i meccanismi di funzionamento e le proporzioni di assegnazione del sistema d'incentivazione variabile a breve termine ("MBO") e a lungo temine (Piano ILT Performance Share) sono definiti in linea con quelli approvati nel 2025. La percentuale di assegnazione *target* annua del Piano di *Phantom Stock Option* triennale è contenuta al 20% della componente fissa ed ha l'obiettivo di rendere il pacchetto remunerativo dell'Amministratore Delegato maggiormente coerente con il perimetro di attività presidiate e alle attività svolte.

Il Sistema "MBO", il "Piano ILT *Performance Share*" e il "Piano di *Phantom Stock Option*" 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 strumenti finanziari di Poste Italiane. Tali piani hanno l'obiettivo di incentivare il raggiungimento di ambiziosi obiettivi aziendali quali l'efficace implementazione della strategia del Gruppo, la valorizzazione delle partecipazioni strategiche, oltre che favorire la creazione di sinergie con TIM, premiando la generazione di valore per Poste Italiane. Si fa, inoltre, presente che i piani di incentivazione sono sottoposti a meccanismi di differimento e/o retention. Inoltre, ciascuna quota di remunerazione variabile 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 necessaria per la maturazione dell'incentivo, l'EBIT *adjusted* di Gruppo quale indicatore sintetico della sostenibilità economico-finanziaria comune a tutti i *business* in cui Poste Italiane è impegnata nell'orizzonte temporale di riferimento. Il conseguimento di tale obiettivo abilita l'effettiva possibilità di accedere al bonus eventualmente maturato, in virtù degli obiettivi assegnati.

A tal proposito si ricorda che, anche per il 2026, nel rispetto del principio di trasparenza e delle migliori prassi di mercato, viene fornita piena disclosure sia ex ante che *ex post* sugli indicatori previsti per i piani di incentivazione variabile a breve (MBO) e a lungo termine (ILT), sui relativi livelli di raggiungimento (soglia, *target* e massimo) e sull'effettiva consuntivazione. L'approccio adottato colloca la Politica di remunerazione di Poste Italiane tra le *best practice*, con particolare riferimento alla piena *disclosure* dei valore target *ex-ante* anche per i KPI dell'MBO, prassi che viene osservata in solo circa il 10% delle emittenti quotate nell'indice FTSE MIB.

Per maggiori dettagli in merito si rimanda ai paragrafi successivi.

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, è pari al *target*, complessivamente a circa il 71,71% della componente fissa della remunerazione.

Il sistema poggia su uno strutturato e rigoroso processo di definizione degli obiettivi e degli incentivi a essi collegati.

Alla luce di quanto descritto in precedenza con riferimento al perimetro di attività dell'Amministratore Delegato e tenuto conto dell'importante peso del comparto "industriale" del Gruppo e della partecipazione strategica in TIM – il sistema MBO 2026

viene articolato in due differenti schemi ("MBO BancoPosta[5]" e "MBO Industriale") volti a focalizzare l'attenzione sulle due distinte e complesse direttrici strategiche di Poste Italiane.

È previsto un *performance gate* (anche Condizione Cancello), il cui raggiungimento abilita l'effettiva possibilità di accedere al bonus. Il *performance gate* è rappresentato dall'EBIT *adjusted* 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 una crescita nell'erogazione dell'incentivo – a fronte di una performance eccellente in termini di EBIT *adjusted* – fino a un massimo del 110% del *bonus* individuale maturato.

Condizioni di Accesso

Con riferimento all'"MBO BancoPosta" sono previste, oltre al performance gate, ulteriori Condizioni di Accesso descritte di seguito:

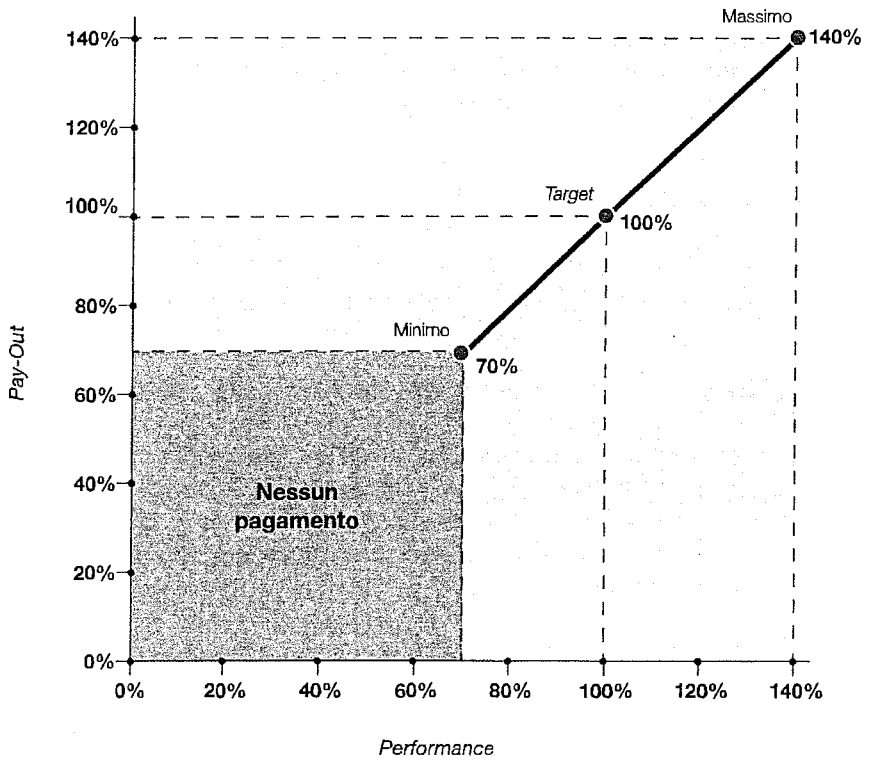
FIGURA 15. CONDIZIONI DI ACCESSO MBO "BANCOPOSTA"

Parametro di adeguatezza patrimoniale BancoPosta: **CET 1**
Parametro di liquidità a breve termine BancoPosta: **LCR**
Parametro di redditività corretta per il rischio BancoPosta: **RORAC**

Sono poi previsti obiettivi di performance per entrambi gli MBO, meglio descritti di seguito. In particolare, 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.

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 16. CURVA DI INCENTIVAZIONE "MBO" AD



5. Resta inteso che, stante la percentuale di incentivazione complessiva del Sistema MBO 2026 evidenziata in precedenza, l'importo dell'MBO BancoPosta potrà essere – nel rispetto della Circolare 285/2013 di Banca d'Italia e del limite 2:1 alla remunerazione variabile – al massimo pari a due volte i compensi ex. art 2389 comma 1 e comma 3 del Codice Civile assoggettati alla normativa bancaria in quanto riferiti alle attività dal medesimo poste in essere in relazione al Patrimonio BancoPosta (nello specifico, € 980.000 a fronte di compensi ex art. 2389 pari a € 490.000).

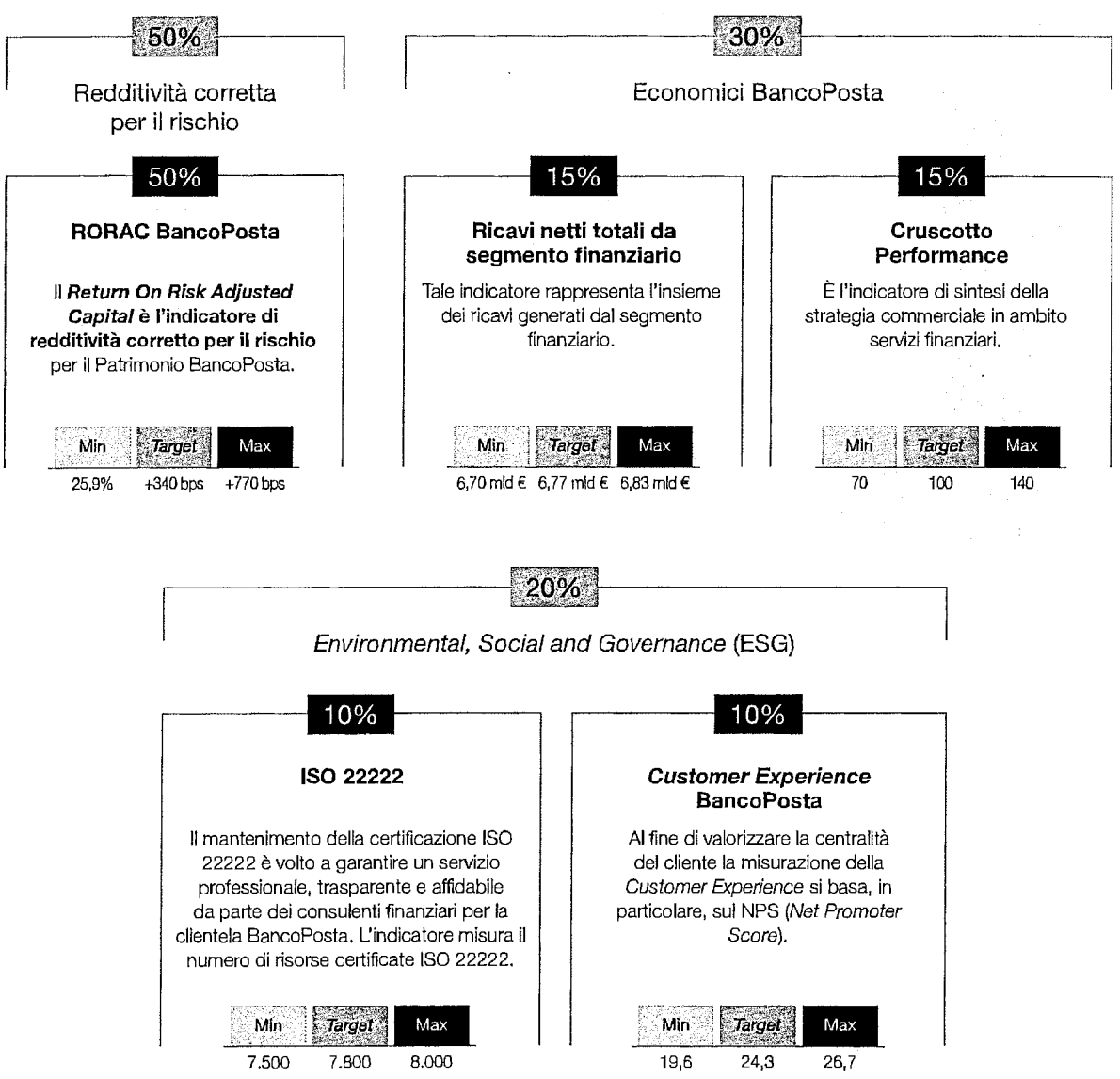
Obiettivi di *performance* e modalità di erogazione

Gli obiettivi di *performance* 2026 sono declinati coerentemente con le direttrici del 2026 *Strategy Update*.

In linea con il principio di trasparenza illustrato nella *People Strategy*, viene fornita piena disclosure sugli obiettivi 2026 e sui relativi livelli di *performance* (minimo, *target* e massimo).

Gli obiettivi di *performance* e le modalità di erogazione del sistema "MBO" 2026 sono differenziate tra "MBO BancoPosta" e "MBO Industriale".

FIGURA 17. OBIETTIVI DI PERFORMANCE SISTEMA "MBO BANCOPOSTA" 2026 – AMMINISTRATORE DELEGATO



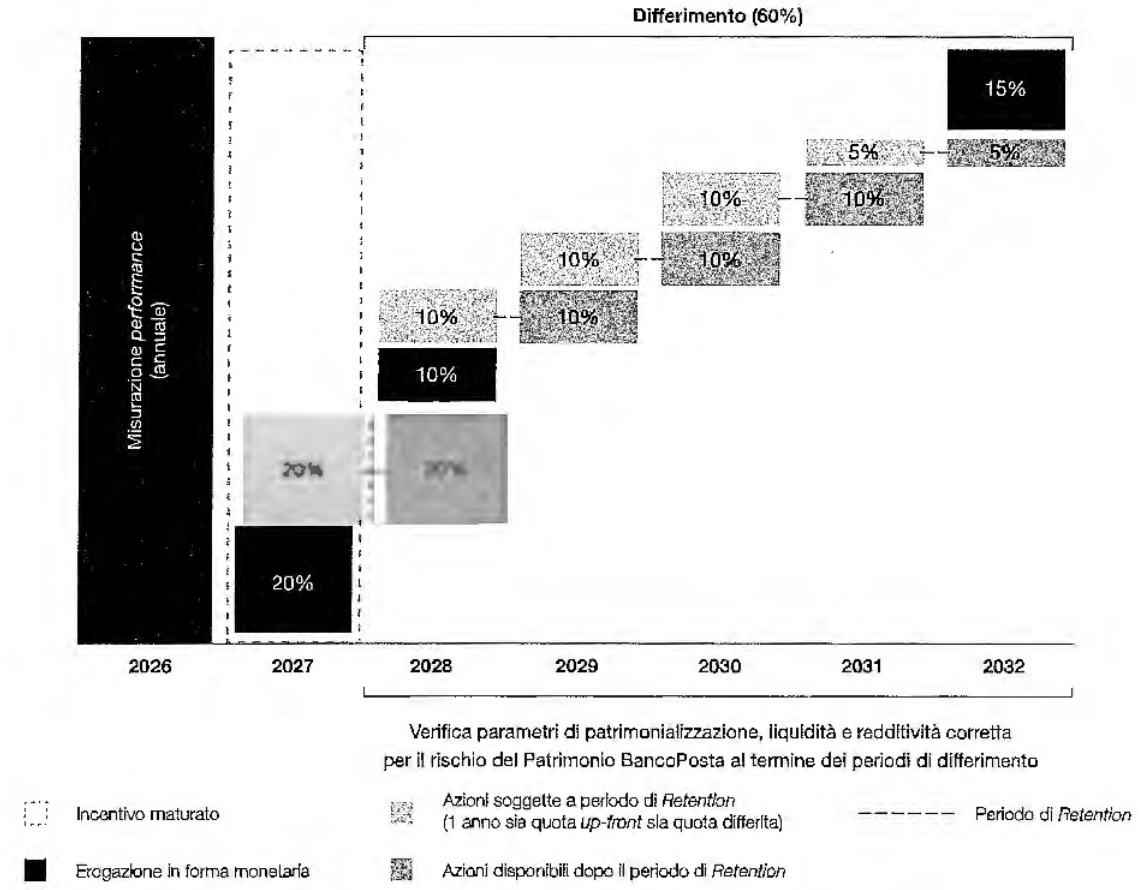
Coerentemente con le previsioni regolamentari in materia, con riferimento agli obiettivi connessi alle attività di BancoPosta, il focus è posto sulla redditività corretta per il rischio misurata tramite l'indicatore chiave in tale ambito, il RORAC di BancoPosta (d'accordo con l'autorità di vigilanza, con un peso del 50%). A presidio delle performance del comparto bancario, sono previsti due ulteriori driver: i "Ricavi netti ordinari totali da segmento finanziario" e il "Cruscotto *Performance* Commerciali" che considera i volumi delle principali grandezze commerciali di BancoPosta con particolare attenzione alla "Raccolta *Retail*" e "Investimenti".

Il sistema è infine bilanciato da obiettivi ESG specifici di BancoPosta, con peso pari al 20%, connessi al numero di risorse certificate ISO 22222 e alla qualità percepita del servizio offerto, misurata tramite la *Customer Experience* di BancoPosta. Quest'ultimo è un indicatore composito in cui la componente prevalente è il *Net Promoter Score* sul canale *retail* per i prodotti finanziari di BancoPosta.

Tale scheda obiettivi è allineata con quella del Responsabile BancoPosta e pienamente coerente con quella prevista per quest'ultimo con riferimento al Sistema MBO 2025.

In linea con le previsioni regolamentari in tema di orizzonte temporale di differimento e in continuità con lo schema adottato nello scorso anno, il riconoscimento del bonus maturato con l'"MBO BancoPosta" è differito per il 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 18. MODALITÀ DI EROGAZIONE DEL SISTEMA "MBO BANCOPOSTA" PER AD



Il numero di diritti a ricevere azioni maturato verrà definito sulla base della media aritmetica dei prezzi dell'azione Poste Italiane 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*.

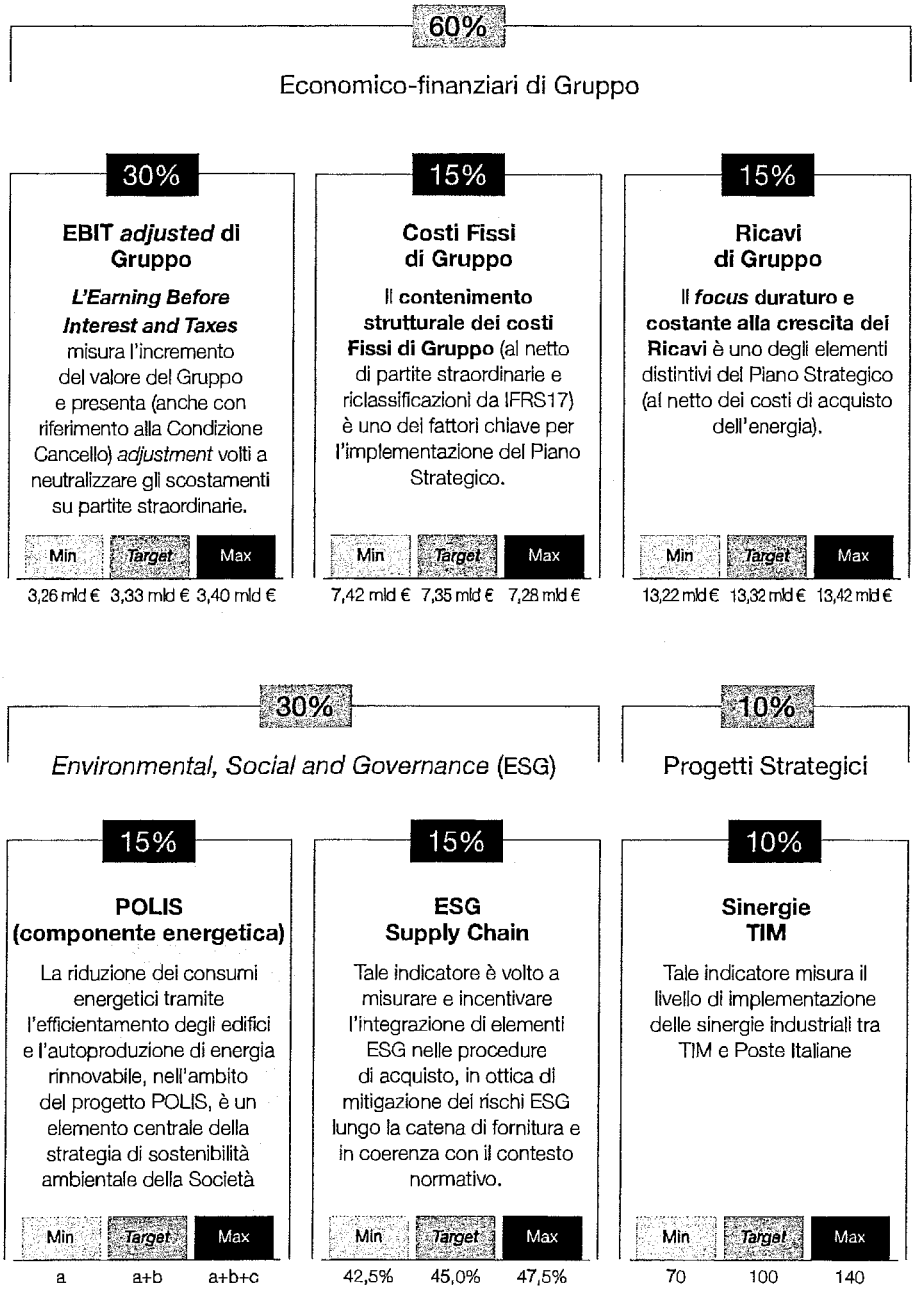
I diritti a ricevere azioni sono sottoposti a un vincolo di *retention* di un anno sia per la parte *up-front* sia per le parti differite. I periodi di *retention* di un anno, in considerazione dell'orizzonte temporale complessivo della remunerazione variabile che comprende anche 5 anni di differimento soggetto a *malus* e almeno 5 anni di *claw back*, sono ampiamente compatibili con i livelli di rischio prospettici sottesi alle attività del Gruppo Poste Italiane e, in particolare, di BancoPosta.

L'erogazione delle quote differite in azioni 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 27 aprile 2026 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF.

Con riferimento all' "MBO Industriale" è confermata l'attenzione alla capacità di generare ricavi e al contempo alla disciplina sui costi fissi, a sostegno di una redditività sostenibile del *business* oltre a prevedere un consueto focus su obiettivi ESG. Per il 2026 è, inoltre, inclusa una componente di progetti strategici connessa alle sinergie con TIM.

FIGURA 19. OBIETTIVI DI *PERFORMANCE* SISTEMA "MBO INDUSTRIALE" 2026 AMMINISTRATORE DELEGATO



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, partite accentrate HR e fair value strumenti di incentivazione, costi di ristrutturazione legati agli esodi incentivati (pari a budget nel 2026 a € 80 mln).

Con riferimento agli obiettivi connessi al comparto "industriale" del Gruppo ("MBO industriale"), in continuità con lo scorso anno, il sistema "MBO" – in aggiunta all'EBIT *adjusted* – affianca al focus sui ricavi anche una forte attenzione alla disciplina sui costi. A questi si aggiunge un ulteriore KPI volto a valorizzare l'attenzione nei confronti dello sviluppo delle sinergie con TIM: in particolare, si raggiunge l'obiettivo minimo nel caso di completamento della migrazione Poste Mobile MVNO verso TIM Mobile, che coinvolge l'intera base clienti della telefonia di Poste Italiane; il livello *target* richiede – oltre a quello minimo – anche l'abilitazione di almeno 250 negozi TIM multi brand all'offerta TIM Energia *Powered by* Poste Italiane; il livello "max" richiede – oltre a quello minimo – anche l'abilitazione di almeno 500 negozi TIM multi brand all'offerta TIM Energia *Powered by* Poste Italiane.

Il sistema prevede altresì obiettivi ESG, con un peso del 30% – in relazione al Progetto Polis e alla ESG supply chain, a conferma della forte attenzione del Gruppo alle tematiche di sostenibilità.

619

Per il 2026, infatti, sono stati identificati come prioritari nell'ambito delle iniziative ESG un obiettivo connesso alla componente energetica del Progetto Polis – in un'ottica di attenzione alle iniziative legate ai cittadini e al sistema Paese – e un obiettivo di eccellenza nell'ambito della selezione dei fornitori sulla base dell'individuazione di criteri ESG nel processo di acquisto.

Con riferimento all'obiettivo legato al Progetto Polis (componente energetica), Poste Italiane all'interno della propria strategia *green* si è posta obiettivi sfidanti di riduzione dei propri consumi mediante l'implementazione di iniziative progettuali volte all'efficientamento energetico degli edifici e all'autoproduzione da fonte rinnovabile dell'energia elettrica utilizzata nei propri centri. Le principali iniziative progettuali riguardano l'installazione di impianti fotovoltaici sulle coperture degli edifici di proprietà, il revamping/efficientamento degli impianti di condizionamento e l'installazione di sistemi di *building automation* per l'ottimizzazione e il controllo da remoto degli impianti. In particolare:

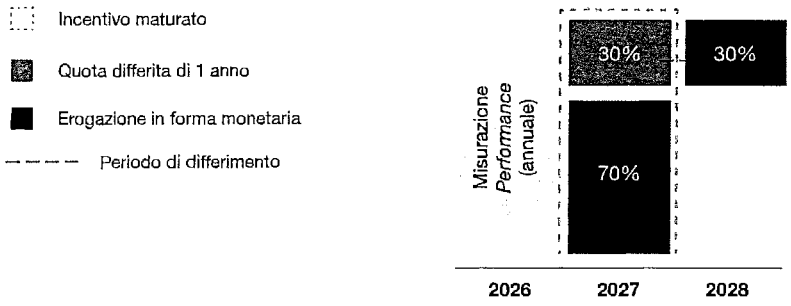
a. numero totale di impianti fotovoltaici installati nei siti di Poste Italiane al 31.12.2026: 1.100;
b. numero di sistemi di *Building Management System* installati nel 2026: 2.500;
c. numero di impianti di condizionamento oggetto di *revamping* ed efficientamento energetico nel 2026: 550.

Il livello minimo prevede la realizzazione di tutti gli impianti fotovoltaici descritti al punto a), il livello *target* prevede, oltre alla realizzazione del punto a), l'installazione di tutti sistemi di *Building Management System* descritti al punto b); infine, il livello massimo prevede, oltre alla realizzazione dei precedenti punti a) e b), il *revamping* e l'efficientamento energetico degli impianti di condizionamento descritti al punto c).

Con riferimento alla ESG supply chain, in linea con l'obiettivo di progressiva evoluzione del *framework* di *sustainable procurement* in ottica di mitigazione dei rischi ESG lungo la catena di fornitura e in coerenza con il contesto normativo, l'indicatore è volto a misurare e incentivare l'integrazione di elementi di sostenibilità sociale, ambientale e di governance nelle procedure di acquisto. Il KPI misura, infatti, il valore percentuale delle procedure competitive di acquisto avviate sul totale delle gare stipulate che presentano requisiti e criteri di partecipazione e/o esecuzione estesi a tutte e tre le dimensioni della sostenibilità.

L'"MBO Industriale" prevede la corresponsione in forma monetaria del bonus maturato, per il 70% al termine del periodo di *performance* e per il restante 30% differito di un anno. Lo schema è il seguente:

FIGURA 20. MODALITÀ DI EROGAZIONE DEL SISTEMA "MBO INDUSTRIALE" PER AD



Il periodo di differimento di un anno e almeno ulteriori 5 anni di *claw back* rappresentano solidi meccanismi di correzione *ex post*.

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.

Sistemi d'incentivazione variabile a lungo termine ("ILT")

I sistemi d'incentivazione variabile a lungo termine sostengono le direttrici strategiche di sviluppo del Gruppo nel suo complesso con un focus sul comparto industriale, al fine di rafforzare l'attenzione alla creazione di valore per gli *stakeholder*, in coerenza con il Piano Strategico e le priorità del Gruppo, attraverso il collegamento degli incentivi assegnati su obiettivi pluriennali e le *performance* effettivamente conseguite nel medesimo periodo di riferimento. Le caratteristiche dei piani di incentivazione variabile a lungo termine, di seguito descritte, sono state definite anche alla luce della normativa applicabile.

620

L'AD è destinatario del "Piano ILT *Performance Share* 2026-2028" e del "Piano di *Phantom Stock Option* triennale", sottoposti ad approvazione in occasione dell'Assemblea degli azionisti del 27 aprile 2026, le cui specificità sono illustrate nei paragrafi seguenti. Il "Piano ILT *Performance Share* 2026-2028", 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. Il "Piano di *Phantom Stock Option* triennale", basato interamente su opzioni con sottostante l'azione di Poste Italiane, è correlato alla valorizzazione della partecipazione in TIM. Tali piani, volti a incentivare l'Amministratore Delegato con riferimento alle attività del comparto industriale del Gruppo Poste Italiane, non rientrano nel perimetro di applicazione della circolare 285/2013 s.m.i. della Banca d'Italia.

Resta inteso che, nell'ambito della componente variabile a lungo termine dell'attuale Amministratore Delegato, permane il "Piano ILT *Performance Share 2024-2026*", assegnato nel 2024, e il "Piano ILT *Performance Share 2025-2027*", assegnato nel 2025, per i quali si rinvia alle Relazioni sulla Remunerazione già approvate, da intendersi qui ritrascritte, oltre che ai Documenti Informativi, già approvati.

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*.

Piano ILT *Performance Share* 2026-2028

Il "Piano ILT *Performance Share* 2026-2028" ("Piano"), basato interamente su azioni, prevede un periodo di *performance* triennale, un periodo di *retention* di 2 anni ed è soggetto a clausole *clawback*.

L'assegnazione, soggetta alle regole di seguito illustrate, è pari al *target* a circa il 128,29% della componente fissa della remunerazione per l'AD.

Il numero di diritti a ricevere azioni assegnato è stato definito sulla base della media aritmetica dei prezzi delle azioni di Poste Italiane rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto al 17 marzo 2026, 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 27 aprile 2026 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF.

Condizione cancello

Il "Piano ILT *Performance Share* 2026-2028" prevede una Condizione Cancello – rappresentata dall'EBIT *adjusted* cumulato triennale del Gruppo Poste Italiane – il cui conseguimento abilita l'effettiva possibilità di accedere all'incentivo collegato al Piano stesso.

FIGURA 21. CONDIZIONE CANCELLO PER IL "PIANO ILT *PERFORMANCE SHARE* 2026-2028" PER AD

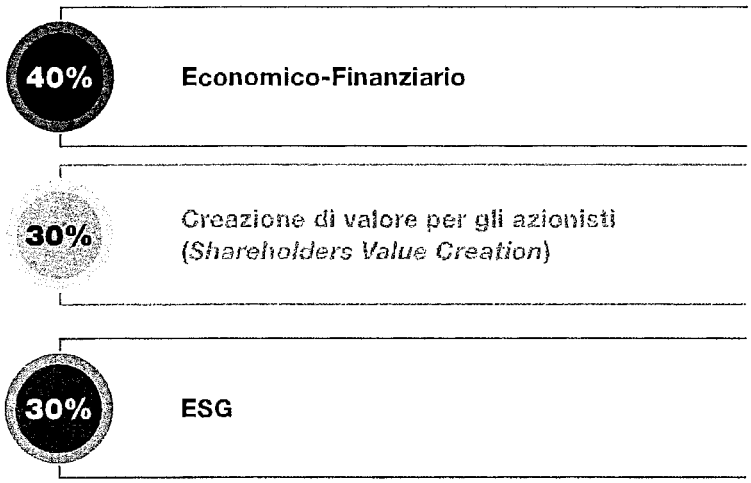
Condizione Cancello
Redditività di Gruppo: EBIT *adjusted* € 9,79 mld*

* Valore arrotondato.

Obiettivi di *performance*

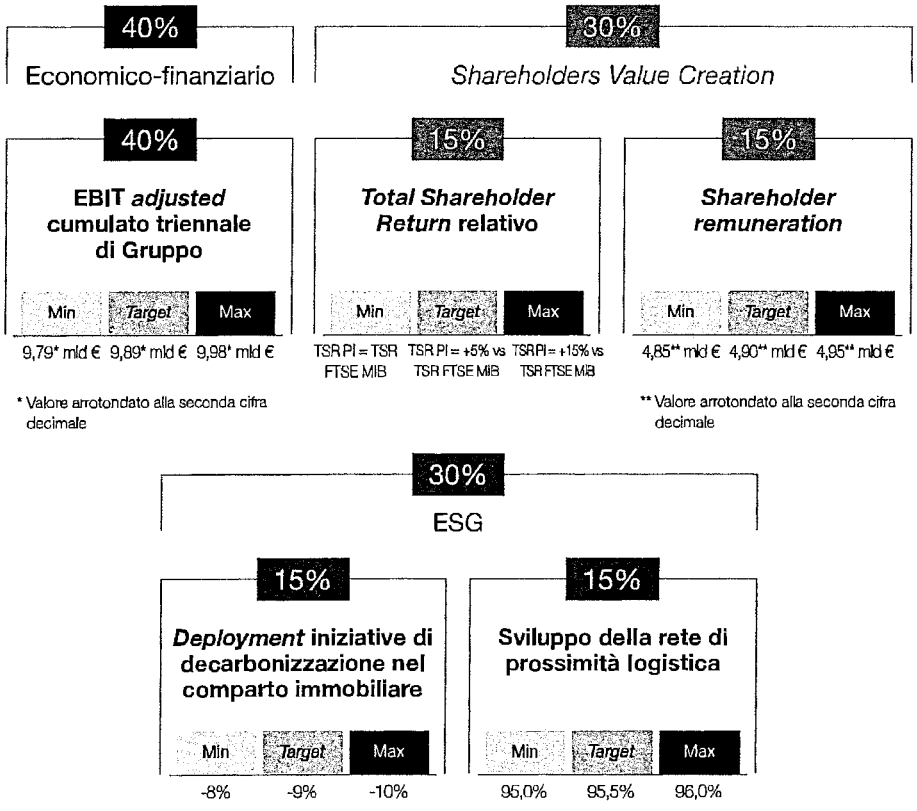
Gli obiettivi di *performance* e i relativi pesi del "Piano ILT *Performance Share* 2026-2028" sono coerenti con quelli del "Piano ILT *Performance Share* 2025-2027":

FIGURA 22. OBIETTIVI DI PERFORMANCE E PESI "PIANO ILT *PERFORMANCE SHARE* 2026-2028" 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 2026-2028"



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.

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L'obiettivo di EBIT *adjusted* cumulato triennale di Gruppo è definito sulla base della somma degli EBIT *adjusted* che saranno consuntivati annualmente.

L'obiettivo legato alla *"Shareholder Value Creation"* viene conseguito attraverso la misurazione dell'obiettivo di *"Total Shareholder Return* relativo"[6] e dell'obiettivo di *"Shareholder Remuneration"*. Tale ultimo obiettivo, che tiene in considerazione la remunerazione degli azionisti sotto forma 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.

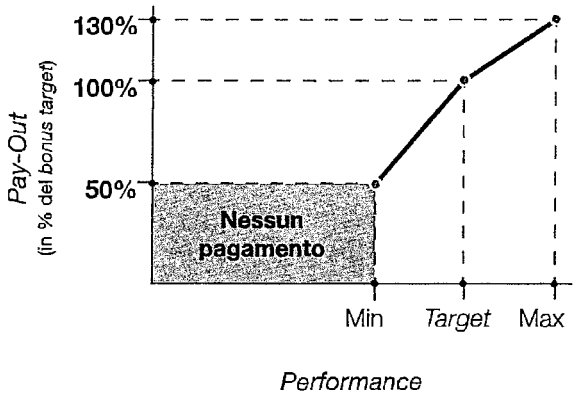
L'area di obiettivi ESG, orientata alla tutela dell'ambiente e dei cittadini, nel triennio di riferimento ha come focus il piano di decarbonizzazione del comparto immobiliare e sullo sviluppo della rete di prossimità logistica. Con riferimento al *"Deployment* iniziative di decarbonizzazione del comparto immobiliare" Poste Italiane, all'interno della propria strategia di sostenibilità ambientale, si è posta obiettivi sfidanti di riduzione delle emissioni di CO_2 attraverso la realizzazione di progetti infrastrutturali volti alla decarbonizzazione degli immobili. L'indicatore viene calcolato come riduzione delle emissioni immobiliari di Poste Italiane (tCO_2e, *scope* 1 + *scope* 2) nell'orizzonte temporale 2026-2028 considerando, a parità di perimetro immobiliare, come baseline le emissioni al 31/12/2024.

Per quanto riguarda il secondo KPI ("Sviluppo della rete di prossimità logistica"), Poste Italiane ha l'obiettivo di migliorare continuativamente il proprio modello di consegna sostenibile che possa ridurre l'impatto ambientale grazie all'ottimizzazione logistica oltre a migliorare l'esperienza del cliente. Concentrare la consegna di più pacchi in un unico punto limita le emissioni e offre ai clienti un'alternativa flessibile alla consegna a domicilio, contribuendo così a un sistema di distribuzione più efficiente ed ecologico. L'obiettivo misura la percentuale di cittadini italiani con una distanza massima di 5 minuti o 2,5 km da un punto di prossimità. In sintesi, l'obiettivo sarà raggiunto al livello massimo, se entro il 2028 ci sarà un punto di prossimità di Poste Italiane entro 5 minuti o 2,5 km dalla residenza di almeno il 96% dei cittadini italiani.

Curva di incentivazione

La curva di incentivazione del Piano ILT *"Performance Share* 2026-2028" nel suo complesso (e dei singoli obiettivi sopra descritti) è la seguente:

FIGURA 24. CURVA DI INCENTIVAZIONE "PIANO ILT *PERFORMANCE SHARE* 2026-2028" PER AD



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 2026 e il 31 marzo 2029, o minor periodo in caso di C.d.A. che convoca l'Assemblea degli azionisti prima dell'ultimo giorno del mese di marzo 2029.

Modalità di erogazione

Il numero di azioni da attribuire viene quantificato al termine del periodo di *performance* triennale a partire dal numero *target* 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% sottoposto a un periodo di *retention* pari a due anni.

FIGURA 25. MODALITÀ DI EROGAZIONE DEL "PIANO ILT *PERFORMANCE SHARE* 2026-2028" PER AD



Il periodo di *performance* di 3 anni e il periodo di *retention* di 2 anni su una quota prevalente dei diritti a ricevere azioni, considerando anche almeno ulteriori 5 anni di *claw back* (e comunque entro i termini di prescrizione previsti), sono compatibili con l'orizzonte temporale di piano e i relativi obiettivi di lungo termine.

Piano di *Phantom Stock Option* triennale

Il "Piano di *Phantom Stock Option* triennale" è basato interamente su opzioni phantom (di seguito anche "*Phantom Stock Option*", "*Phantom Option*", "PSO" o "Piano") con sottostante azioni di Poste Italiane, prevede un periodo di performance triennale (2026-2028), un periodo di *retention* di 2 anni ed è soggetto a clausole di *clawback*. Il Piano consiste nell'assegnazione di *Phantom Stock Options* che conferiscono il diritto di acquistare azioni virtuali allo *Strike Price* e conseguentemente di ricevere eventualmente un premio in denaro qualora, al momento della conversione delle PSO maturate, il relativo valore di conversione sia superiore allo *Strike Price*. In tal caso, le *Phantom Stock Options* maturate verranno convertite in un premio in denaro, in parte al termine del periodo di *performance* e in parte al termine del periodo di *retention* di due anni.

La maturazione delle *PSO* è subordinata alla valorizzazione della partecipazione strategica di Poste Italiane in TIM; tale impatto è misurato attraverso il raggiungimento di un certo livello di TSR di TIM nell'arco del periodo di *performance*, previa verifica della sussistenza della Condizione Cancello collegata all'EBIT *adjusted* cumulato triennale del Gruppo Poste Italiane.

L'assegnazione, soggetta alle regole di seguito illustrate, è pari, al livello *target*, a un numero di *Phantom Stock Option* corrispondenti al 20% della componente fissa della remunerazione per ciascun anno di performance del piano stesso.

Tale Piano ha l'obiettivo di incentivare la significativa creazione di valore connessa allo sviluppo delle sinergie tra Poste Italiane e TIM.

Il numero di *Phantom Stock Option* assegnato è stato identificato sulla base del *Fair Value*[7] di un'opzione calcolato con riferimento al 17 marzo 2026, data del Consiglio di Amministrazione che ha deliberato l'assegnazione del Piano, prendendo altresì in considerazione la probabilità di maturazione. Lo *Strike Price* della *Phantom Stock Option* è stato calcolato come la media aritmetica dei prezzi delle azioni Poste Italiane rilevati nei trenta giorni lavorativi di Borsa antecedenti alla data del Consiglio di Amministrazione che ha deliberato l'assegnazione del Piano. Lo *Strike Price* è pari a € 22,5623.

Si sottolinea che, stante l'utilizzo di *Phantom Stock Option* collegate all'azione di Poste Italiane, la Società sottoporrà all'Assemblea degli azionisti del 27 aprile 2026 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF.

7. Il *Fair Value* dell'opzione è stato definito da un attuario indipendente specializzato attraverso l'utilizzo di un modello di calcolo standard del valore di un'opzione (che considera, ad esempio, volatilità del titolo, *dividend yield*, ecc.).

Si evidenzia, infine, che il "livello di sfida" del Piano è particolarmente significativo anche alla luce della differenza esistente, al momento dell'assegnazione del Piano, tra lo *Strike Price* fissato e il valore corrente dell'azione di Poste Italiane (*Strike Price* maggiore di circa 1 € rispetto al prezzo del titolo).

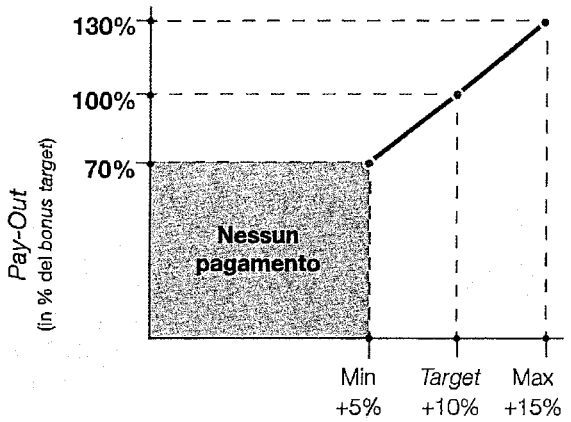
Condizione Cancello

Anche per il "Piano di *Phantom Stock Option* triennale" è prevista la medesima Condizione Cancello, rappresentata dall'EBIT *adjusted* cumulato triennale del Gruppo Poste Italiane, già descritta con riferimento al "Piano ILT *Performance Share* 2026-2028" a cui si rimanda per maggiori dettagli.

Obiettivi e curva di *performance*

Come anticipato, il Piano di *Phantom Stock Option* triennale è collegato ad un obiettivo misurato su un orizzonte temporale che determinerà il numero di *Phantom Option* maturate. Tale KPI è il *Total Shareholder Return* di TIM (di seguito anche "TSR TIM"), misurato come di seguito descritto:

FIGURA 26. CURVA DI *PERFORMANCE* DEL PIANO



Total Shareholder Return TIM

Tale curva corrisponde alla curva di incentivazione del Piano di *Phantom Stock Option* triennale. La misurazione del TSR TIM[8] e il collegamento con l'andamento dell'azione di Poste Italiane consente di incentivare lo sviluppo di sinergie tra le due aziende garantendo al contempo un collegamento diretto tra gli interessi del management e quelli degli azionisti di Poste Italiane e di TIM.

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.

Modalità di erogazione

Il numero di *Phantom Stock Option* da attribuire viene quantificato al termine del periodo di *performance* 2026-2028 a partire dal numero *target* identificato al momento dell'assegnazione, una volta verificato il livello di conseguimento dell'obiettivo. Le *Phantom Stock Option* vengono attribuite secondo il medesimo schema già descritto per il "Piano ILT *Performance Share* 2026-2028" al quale si rimanda per maggiori dettagli.

Al momento dell'esercizio della *Phantom Option* la corresponsione dell'incentivo avverrà in forma monetaria e sarà pari – per ciascuna *Phantom Option* – al differenziale tra il valore di conversione dell'azione di Poste Italiane al momento dell'esercizio e lo *Strike*

8. È un indicatore che misura il rendimento complessivo di un'azione come combinazione delle seguenti 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: dividendi per azione distribuiti nel periodo di riferimento, considerati reinvestiti nel titolo.

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Price definito. Il valore di conversione indica la media aritmetica dei prezzi delle azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti alla Data di Esercizio (per la quota *up-front* è la data dell'Assemblea degli Azionisti del 2029, che approverà il Bilancio 2028; per la quota sottoposta a Retention è la data dell'Assemblea degli Azionisti del 2031, che approverà il Bilancio 2030).

Nello specifico le PSO Maturate verranno convertite in un "Premio" in denaro secondo la seguente formula:

Premio *Up-front* = Quota *Up-front* x (Valore di conversione della Quota *Up-front* - *Strike Price*)

Premio al termine del Periodo di *Retention* = PSO sottoposte a *Retention* x (Valore di conversione delle PSO sottoposte a *Retention* - *Strike Price*)

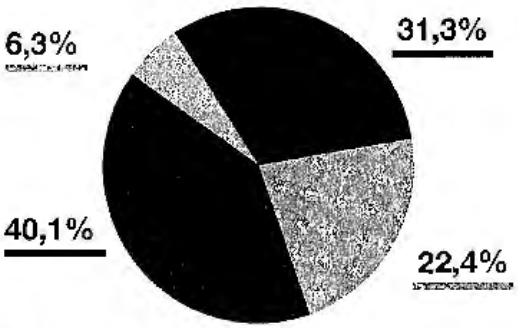
Pertanto, ove il valore di conversione della relativa quota di Premio sia inferiore allo *Strike Price*, non verrà erogato alcun Premio in relazione a tale quota.

Sintesi e *Pay-Mix*

Il "*Pay-Mix*" dell'AD, unitamente all'orizzonte temporale di riconoscimento della remunerazione variabile e al bilanciamento fra la componente monetaria e la componente in strumenti finanziari, nell'ipotesi di conseguimento dei risultati a livello *target*, è articolato come segue:

FIGURA 27. PAY-MIX AD AL *TARGET*

Pay-Mix al *target*



- Componente fissa complessiva
- Remunerazione variabile a breve termine *Up-front* e differito
- Piano ILT *Performance Share* 2026-2028
- Piano ILT *Phantom Stock Option* triennale

Mix variabile breve termine/lungo termine al *target*



- Remunerazione variabile a breve termine *Up-front* e differito
- Remunerazione variabile a lungo termine
  - *Piano ILT Performance Share* 2026-2028
  - *Piano ILT Phantom Stock Option* triennale

Tempistiche di riconoscimento della Remunerazione variabile di nuova assegnazione nel 2026 al *target*



Mix Monetario/Strumenti Finanziari al *target*



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Il *Pay-Mix* è stato calcolato prendendo a riferimento in primis la componente fissa, il valore dei sistemi incentivanti a breve e a lungo termine al *target*, dunque nell'ipotesi di conseguimento del 100% degli obiettivi, considerando il valore del "Piano ILT *Performance Share* 2026-2028" e del "Piano di *Phantom Stock Option* triennale".

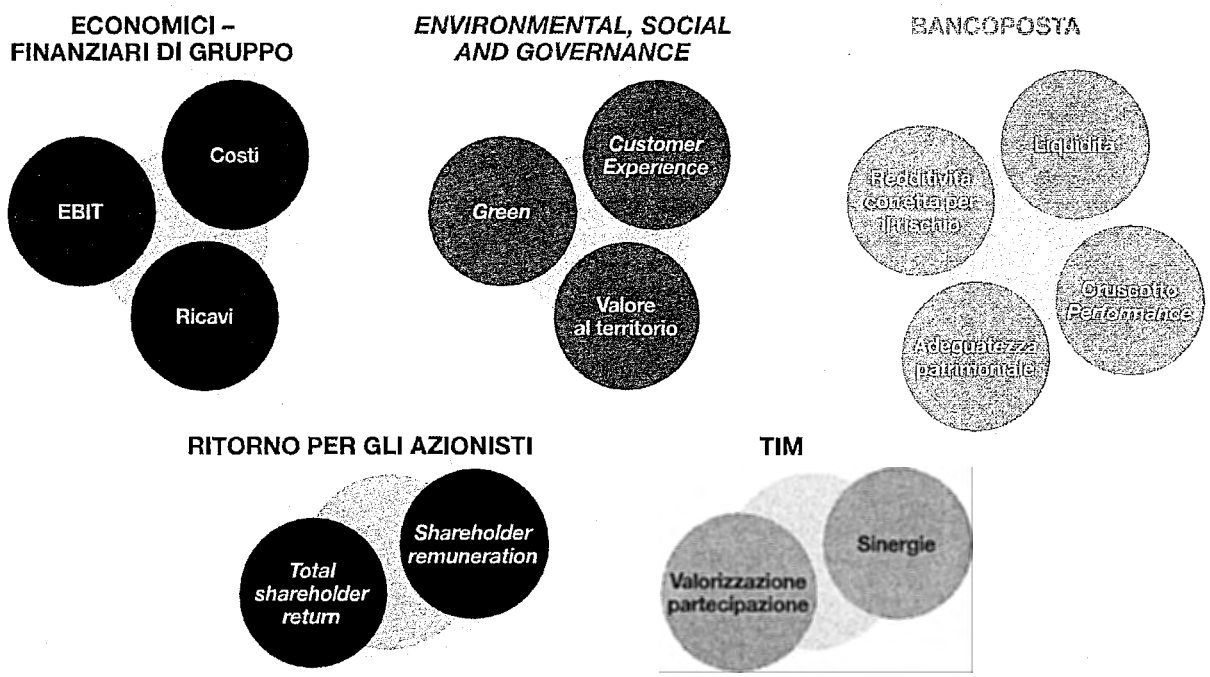
Il mix fra la componente variabile a breve e a lungo termine, nell'ipotesi di conseguimento dei risultati ai livelli *target*, prevede una prevalenza di quest'ultima rispetto a quella di breve termine.

L'importo maturabile annuo potrà essere, quindi, al *target* pari a circa il 71,71%, per il sistema a breve termine e pari a circa il 128,29% per il sistema a lungo termine "Piano ILT *Performance Share* 2026-2028" della componente fissa della remunerazione, con proporzioni coerenti a quanto previsto negli ultimi anni. Inoltre, è prevista l'assegnazione del "Piano di *Phantom Stock Option* triennale" con una quota annuale del *target bonus* pari al 20% della componente fissa della remunerazione.

In merito alle tempistiche di riconoscimento della remunerazione variabile di nuova assegnazione deliberata nel 2026, circa l'85% potrà essere erogata a partire dal 2028 nel caso di *performance* al *target* su un orizzonte temporale quinquennale.

Sempre con riferimento alla remunerazione variabile a livello *target*, come si evince dall'ultimo grafico, circa il 75% potrà essere riconosciuta in strumenti finanziari collegati all'azione di Poste Italiane.

FIGURA 28. SINTESI INDICATORI DI PERFORMANCE RETRIBUZIONE VARIABILE AMMINISTRATORE DELEGATO



L'immagine sopra illustrata rappresenta la "mappa" dei principali ambiti di performance a cui è collegata la componente variabile dell'Amministratore Delegato. Come è possibile osservare, lo spettro delle attività presidiate è estremamente ampio e diversificato (anche rispetto al passato) in quanto, oltre all'andamento economico-finanziario complessivo del Gruppo, si monitorano anche le attività svolte in ambito BancoPosta, gli impatti legati alla valorizzazione della partecipazione e delle sinergie con TIM, il ritorno economico generato per azionisti e investitori e, non meno importante, la sostenibilità ambientale su aree considerate strategiche per il 2026.

Si evidenzia che l'Amministratore Delegato è destinatario di sistemi di incentivazione variabile che dipendono, in misura inferiore al 10% della propria remunerazione complessiva, dai risultati di periodo conseguiti da TIM.

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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 definito ex ante. Al momento della stesura del presente documento, non è presente un patto di non concorrenza per l'Amministratore Delegato.

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.

I criteri per la corresponsione degli eventuali pagamenti spettanti in relazione alla cessazione anticipata del rapporto di amministrazione e del rapporto di lavoro restano immutati per il 2026 e prevedono 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.

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Si ricorda che per il "Piano ILT *Performance Share* 2026-2028", come evidenziato nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 27 aprile 2026, 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"* (a titolo esemplificativo e non esaustivo, presentazione della domanda di accesso ad un trattamento pensionistico, morte o invalidità permanente pari o superiore al 66%) 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"* (a titolo esemplificativo e non esaustivo, licenziamento per giusta causa) 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 ricorda che per il "Piano di *Phantom Stock Option* triennale", come evidenziato nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 27 aprile 2026, gli effetti determinati dalla cessazione del rapporto di lavoro sono i seguenti:

- nel caso in cui, prima della data di maturazione delle *phantom option* o di erogazione del relativo premio, si verifichi la cessazione del rapporto e il beneficiario venga qualificato come *"good leaver"* (a titolo esemplificativo e non esaustivo, presentazione della domanda di accesso ad un trattamento pensionistico, morte o invalidità permanente pari o superiore al 66%) è previsto che l'attribuzione delle *phantom option* ai sensi del piano avvenga alla scadenza naturale del relativo periodo di *performance* e del periodo di *retention* previsto, ferma restando la valutazione circa la sussistenza delle condizioni previste nei regolamenti nonché del raggiungimento dell'obiettivo di *performance* previsti; in tal caso, tuttavia, le *phantom option* verranno 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 maturazione delle *phantom option* o di erogazione del relativo premio, il beneficiario qualificato come *"bad leaver"* (a titolo esemplificativo e non esaustivo, licenziamento per giusta causa) 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 2026" basato su strumenti finanziari, anch'esso descritto nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 27 aprile 2026, 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"* (a titolo esemplificativo e non esaustivo, presentazione della domanda di accesso ad un trattamento pensionistico, morte o invalidità permanente pari o superiore al 66%) 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"* (a titolo esemplificativo e non esaustivo, licenziamento per giusta causa) 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 2020 al 2026 da intendersi qui ritrascritti.

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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 30 maggio 2025 ha nominato il Collegio Sindacale per la durata di tre esercizi, con scadenza alla data dell'Assemblea convocata per l'approvazione del Bilancio al 31 dicembre 2027. 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).

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 14).

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.

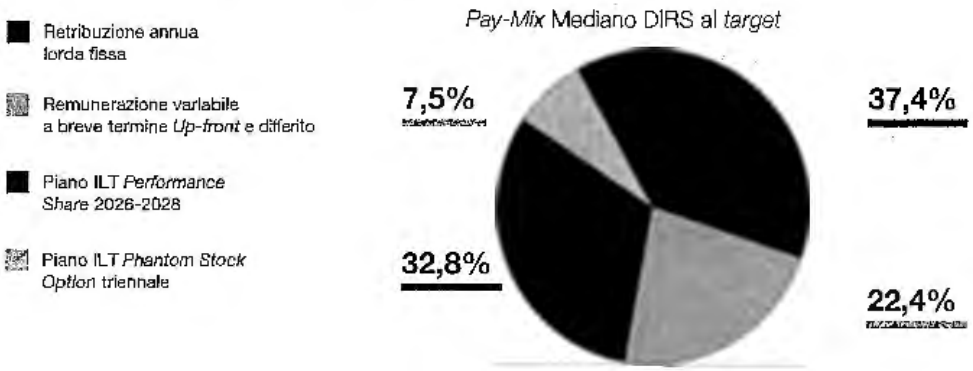
Alla luce di ciò gli schemi di *pay-out* dei *Material Risk Takers* del Patrimonio BancoPosta sono illustrati in dettaglio nell'Allegato *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta"*.

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 2026, "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 75% della retribuzione annua lorda fissa[9], con riferimento al sistema d'incentivazione variabile a breve termine ("MBO"), tra il 30% e il 100% della retribuzione annua lorda fissa, con riferimento al "Piano ILT *Performance Share* 2026-2028", e fino al 20% della retribuzione annua lorda fissa sempre a *target* per ciascun anno di *performance* con riferimento al "Piano di *Phantom Stock Option* triennale". Di seguito è rappresentato il *Pay-Mix* relativo al 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.

Componente 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.

Sono previsti alcuni benefici non monetari nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato. I benefit sono disciplinati da specifiche linee guida che prevedono l'applicazione di criteri comuni per segmenti di popolazione omogenei. Rappresentano una componente fissa anche i pagamenti fissi e la previdenza sociale obbligatoria e complementare quali, a titolo esemplificativo e non esaustivo il Trattamento di Fine Rapporto (TFR) e i contributi previdenziali lato azienda sulla retribuzione fissa.

9. Resta inteso, per tutti i sistemi di incentivazione, il riferimento alle specifiche politiche in linea con le rispettive normative di vigilanza in materia di remunerazione (a titolo esemplificativo si veda la Linea Guida in materia di remunerazione e incentivazione del Patrimonio Bancoposta – allegata al presente documento – che prevede il 2:1 tra la componente variabile e la componente fissa della remunerazione).

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Componente variabile

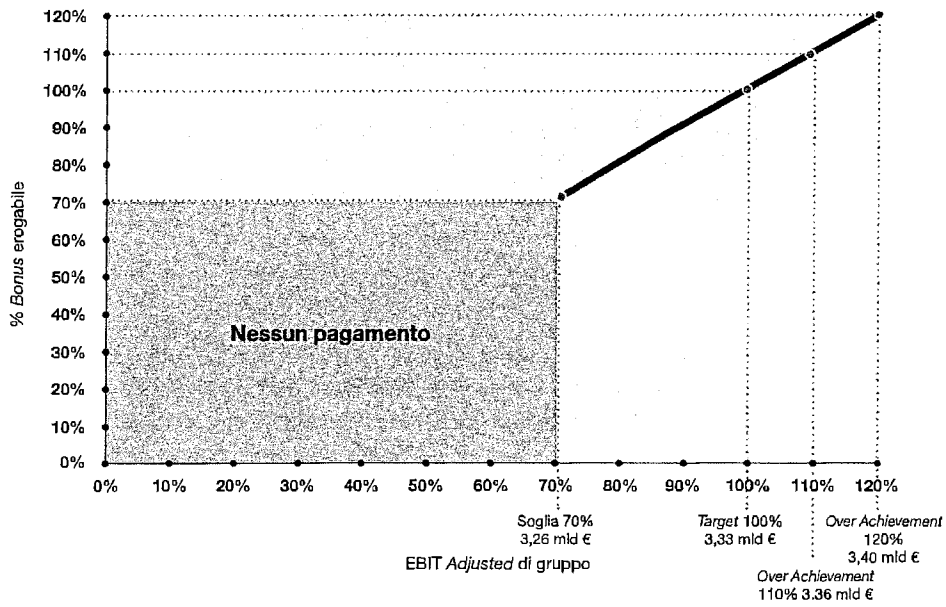
La componente variabile per i DIRS prevede, di norma, la partecipazione al Piano d'incentivazione a breve termine "MBO", al "Piano ILT *Performance Share* 2026-2028" e al "Piano di *Phantom Stock Option* triennale".

Sistema d'incentivazione variabile a breve termine ("MBO")

Il sistema "MBO" 2026 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 *adjusted* 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%[10] 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.

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* è la medesima già rappresentata per l'Amministratore Delegato.

10. Per alcuni DIRS sottoposti a normativa di vigilanza in materia di remunerazione il valore massimo è pari al 110%.

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Gli obiettivi di *performance* 2026 sono declinati coerentemente con le direttrici del Piano Strategico e dello *Strategy Update 2026* e sono specificamente formalizzati e riconducibili, di norma, alle seguenti macro-categorie:

FIGURA 31. TIPOLOGIE DI INDICATORI DI *PERFORMANCE*

PERFORMANCE GATE: EBIT *ADJUSTED* GRUPPO POSTE ITALIANE		
OBIETTIVI DI *PERFORMANCE*		
30%	Economico-finanziari	L'attenzione ai «margini» continua ad essere uno degli elementi fondamentali dell'aggiornamento del Piano Strategico; 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 anche economico-finanziari di funzione collegati ai progetti prioritari 2026 che consentiranno di raggiungere gli obiettivi dell'aggiornamento 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.
30%	ESG	Rappresentano obiettivi, di norma quantitativi, 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*.

Resta inteso che per alcuni DIRS, soggetti a specifiche normative di riferimento, potranno essere previsti schemi e meccanismi differenti per tenere conto delle relative specificità.

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.

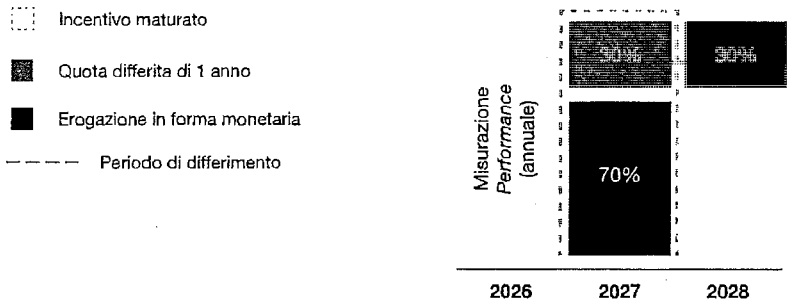
Gli obiettivi assegnati ai DIRS nell'ambito del sistema "MBO" afferiscono, di norma, alle aree sopra menzionate, salvo il rispetto delle normative di riferimento e di quanto definito nei processi di *Corporate Governance* di Gruppo.

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.

Si conferma che, in continuità con gli ultimi anni, 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 è 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 32. 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 2020 al 2026).

Sistema d'incentivazione variabile a lungo termine: Piano ILT *Performance Share* 2026-2028

I DIRS sono, di norma, destinatari del "Piano ILT *Performance Share* 2026-2028" ("Piano") 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 a mantenere il 25% di Azioni disponibili derivanti dal Piano "ILT *Performance Share* 2026-2028", a meno di aver già raggiunto l'ammontare *target*.

Il "Piano ILT *Performance Share* 2026-2028" 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 di Poste Italiane rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto al 17 marzo 2026, 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 27 aprile 2026 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 *adjusted* cumulato triennale del Gruppo Poste Italiane il cui conseguimento abilita l'effettiva possibilità di accedere all'incentivo collegato al "Piano ILT *Performance Share* 2026-2028".

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 medesimo schema di erogazione già descritto per l'Amministratore Delegato.

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 nell'Allegato *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta"*.

Per i DIRS appartenenti al perimetro del Personale Rilevante del Gruppo Vita sono, altresì, definite condizioni di accesso aggiuntive rispetto alla condizione cancello e meccanismi di erogazione allineati alla regolamentazione IVASS.

Sistema d'incentivazione variabile a lungo termine: Piano di *Phantom Stock Option* triennale

I DIRS possono essere destinatari del "Piano di *Phantom Stock Option* triennale" ("Piano") le cui caratteristiche sono già state descritte nel paragrafo dedicato all'Amministratore Delegato a cui si rimanda per maggiori dettagli.

Resta inteso che 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) non sono destinatari di tale Piano.

Il "Piano di *Phantom Stock Option* triennale" per i DIRS prevede l'attribuzione di *Phantom Stock Option* con sottostante l'azione di Poste Italiane al termine di un periodo di *performance* triennale. Il numero massimo di *Phantom Stock Option* è definito in funzione della complessità e delle responsabilità del ruolo del beneficiario oltreché della strategicità della risorsa.

Il numero di *Phantom Stock Option* assegnato è stato definito sulla base del *fair value* delle azioni al 17 marzo 2026, data del Consiglio di Amministrazione che ha deliberato l'assegnazione del Piano.

Si sottolinea che, stante l'utilizzo di *Phantom Stock Option* collegate all'azione di Poste Italiane, la Società sottoporrà all'Assemblea degli azionisti del 27 aprile 2026 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 *adjusted* cumulato triennale del Gruppo Poste Italiane il cui conseguimento abilita l'effettiva possibilità di accedere all'incentivo collegato al "Piano di *Phantom Stock Option* triennale".

L'obiettivo di *performance* previsto per i DIRS è il medesimo già descritto 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 (70%) al di sotto del quale il sistema non si attiva e, conseguentemente, non genera alcuna erogazione. La curva di incentivazione e la curva del KPI sono le medesime già illustrate per l'AD.

Il numero di *Phantom Option* maturate 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 dell'obiettivo: il 60% delle *phantom option* sarà sottoposto a un periodo di *retention* pari a due anni, secondo il medesimo schema di erogazione già descritto per l'Amministratore Delegato.

Resta inteso che qualora al momento della conversione delle *Phantom Stock Option* maturate, il relativo valore di conversione sia inferiore allo *Strike Price* non verrà erogato alcun premio (in relazione a ciascuna quota). Al fine di garantire risultati adeguati e stabili nel tempo e mantenere un corretto allineamento tra incentivi e *performance*, sarà altresì considerata la valutazione della prestazione individuale alla luce della quale potrà essere decurtato il numero di *Phantom Stock Option* maturate.

Si ricorda che, nell'ambito della componente variabile a lungo termine, permane, per alcuni DIRS anche il "Piano ILT *Performance Share* 2024-2026", assegnato nel 2024, e il "Piano ILT *Performance Share* 2025-2027", assegnato nel 2025, 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 – invariato rispetto allo scorso anno – si ricorda che il medesimo non è sottoposto a normativa di vigilanza in materia di remunerazione[11] con riferimento ai *business* vigilati (settore bancario, assicurativo, sistema di pagamenti e del risparmio gestito).

Si ricorda che al Direttore Generale è affidata la responsabilità dei canali commerciali, del *business* "digitale", della tecnologia e "*operations*" oltre alle aree di staff a governo e supporto del Gruppo. Anche in tali ambiti la gestione della partecipazione strategica in TIM pone importanti sfide con una forte attenzione alla creazione delle sinergie tra le due Società.

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").

Si ricorda che la Retribuzione Annua Lorda ("RAL") approvata al momento della nomina era corrispondente all'importo già riconosciuto per il ruolo di Condirettore Generale e Responsabile *Corporate Affairs*; in tale sede non era stata prevista nessuna remunerazione aggiuntiva o indennità per la carica di Direttore Generale. Il Comitato Remunerazioni, anche in relazione all'evoluzione del *business*, ha esaminato l'analisi di *benchmark* specifico svolta da una primaria società di consulenza, sulla base del *peer group* che ha evidenziato un posizionamento retributivo del DG inferiore al primo quartile sia con riferimento alla componente fissa sia a quella complessiva.

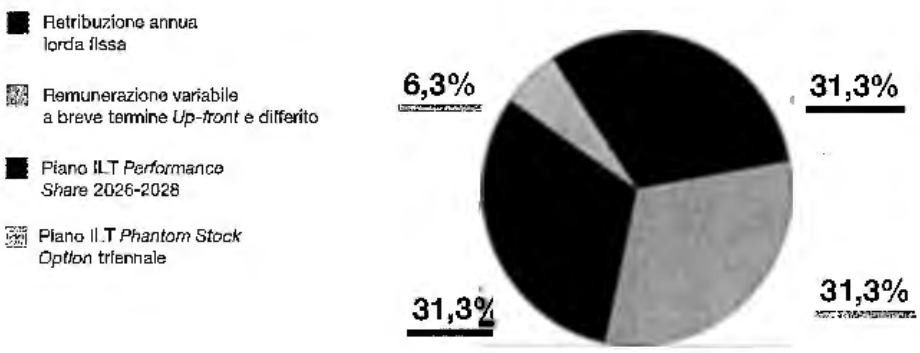
Ciò premesso, la Retribuzione Annua Lorda relativa al rapporto dirigenziale, a decorrere dal 17 marzo 2026, è pari a 1.000.000 euro lordi. Tale componente permane, in ogni caso, al di sotto della mediana del *benchmark* di riferimento.

Sono previsti alcuni *benefit* nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato.

11. Tenuto conto del perimetro di responsabilità, il processo di identificazione dei *Material Risk Taker* del Patrimonio Bancoposta – adottato dal Consiglio di Amministrazione, su proposta del Comitato Remunerazioni e sentito il Comitato Controllo e Rischi – non ha incluso il Direttore Generale.

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 33. *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 del "Piano ILT *Performance Share* 2026-2028" e del "Piano di *Phantom Stock Option* triennale".

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 verifica 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, in linea con quello dell'Amministratore Delegato, un *performance gate*, il cui raggiungimento abilita l'effettiva possibilità di accedere al *bonus*.

Il *performance gate* è rappresentato dall'EBIT *adjusted* 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 110% del bonus individuale maturato, in linea con quanto già descritto per l'Amministratore Delegato.

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.

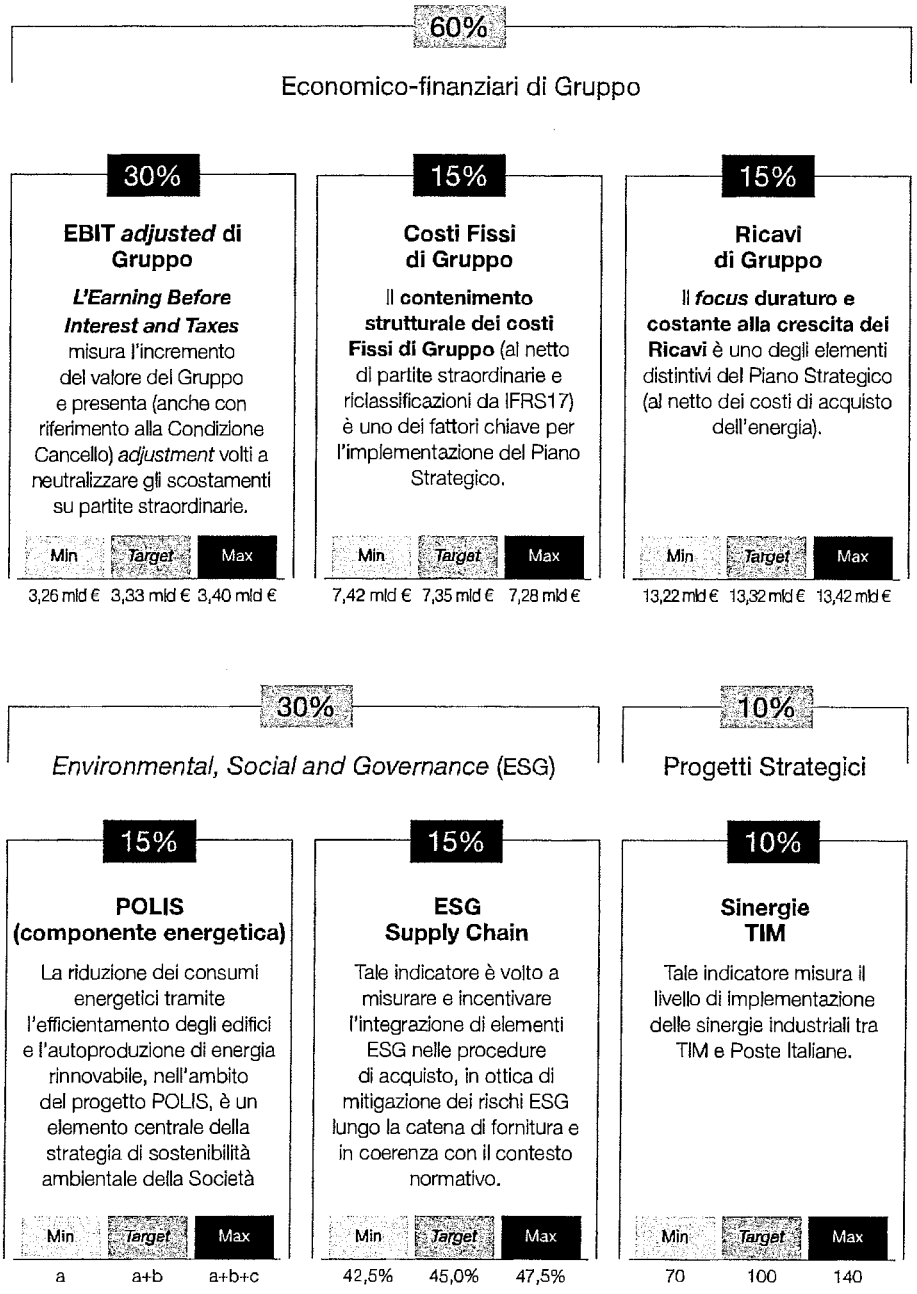
Si evidenzia che, in coerenza con il perimetro di responsabilità assegnate, il Sistema MBO del Direttore Generale non prevede Condizioni di Accesso collegate a BancoPosta.

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*), è la medesima già descritta per l'AD e per i DIRS.

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Gli obiettivi di *performance* 2026 – di seguito rappresentati – sono i medesimi già descritti per l'AD con riferimento al Piano MBO Industriale:

FIGURA 34. OBIETTIVI DI *PERFORMANCE* SISTEMA "MBO" 2026 DG



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, partite accentrate HR e fair value strumenti di incentivazione, costi di ristrutturazione legati agli esodi incentivati (pari a budget nel 2026 a € 80 mln).

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*.

Il Direttore Generale è destinatario del "Piano ILT *Performance Share* 2026-2028" e del "Piano di *Phantom Stock Option* triennale", sottoposti ad approvazione in occasione dell'Assemblea degli azionisti del 27 aprile 2026, che prevedono le medesime caratteristiche già descritte per l'Amministratore Delegato.

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Resta inteso che, nell'ambito della componente variabile a lungo termine dell'attuale Direttore Generale, permane il "Piano ILT *Performance Share 2024-2026*", assegnato nel 2024, e il "Piano ILT *Performance Share 2025-2027*", assegnato nel 2025, per i quali si rinvia alle Relazioni sulla Remunerazione, da intendersi qui ritrascritte, 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[12]:

- 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 definiti ex ante. Al momento della stesura della presente Relazione, non sono presenti patti di non concorrenza, definiti ex ante, per il Direttore Generale e per i Dirigenti con responsabilità strategiche.

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 2026 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* 2026-2028", come evidenziato nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 27 aprile 2026, 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"* (a titolo esemplificativo e non esaustivo, presentazione della domanda di accesso ad un trattamento pensionistico, morte o invalidità permanente pari o superiore al 66%) 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

12. Fermo restando il rispetto di norme inderogabili e di eventuali pattuizioni individuali pregresse e ancora vigenti.

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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*" (a titolo esemplificativo e non esaustivo, licenziamento per giusta causa) 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.

Si ricorda che per il "Piano di *Phantom Stock Option* triennale", come evidenziato nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 27 aprile 2026, gli effetti determinati dalla cessazione del rapporto di lavoro sono i seguenti:
- nel caso in cui, prima della data di maturazione delle *phantom option* o di erogazione del relativo premio, si verifichi la cessazione del rapporto e il beneficiario venga qualificato come "*good leaver*" (a titolo esemplificativo e non esaustivo, presentazione della domanda di accesso ad un trattamento pensionistico, morte o invalidità permanente pari o superiore al 66%) è previsto che l'attribuzione delle *phantom option* ai sensi del piano avvenga alla scadenza naturale del relativo periodo di *performance* e del periodo di *retention* previsto, ferma restando la valutazione circa la sussistenza delle condizioni previste nei regolamenti nonché del raggiungimento dell'obiettivo di *performance* previsti; in tal caso, tuttavia, le *phantom option* verranno 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 maturazione delle *phantom option* o di erogazione del relativo premio, il beneficiario qualificato come "*bad leaver*" (a titolo esemplificativo e non esaustivo, licenziamento per giusta causa) 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.

Similmente si evidenzia che per il "Piano di incentivazione a breve termine 2026 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 27 aprile 2026, 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*" (a titolo esemplificativo e non esaustivo, presentazione della domanda di accesso ad un trattamento pensionistico, morte o invalidità permanente pari o superiore al 66%) 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*" (a titolo esemplificativo e non esaustivo, licenziamento per giusta causa) 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 2026 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 2020 al 2026 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 da ultimo aggiornata l'11 dicembre 2025. 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. n. 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. n. 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 danno di 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 dell'Allegato *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta"*.

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 2026 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. Si fa presente che, a partire dal 2026, il personale del Gruppo Assicurativo Poste Vita destinatario del sistema di incentivazione di lungo termine è incluso tra i beneficiari del Piano ILT *Performance Share* 2026-2028 di Poste Italiane con alcune peculiarità di seguito descritte. Sempre a partire dal 2026, il sistema MBO del Gruppo Assicurativo Poste Vita prevede la corresponsione di una quota del premio in azioni di Poste Italiane.

In particolare, per il "Personale Rilevante" del Gruppo Assicurativo 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 2026, 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%. Inoltre, l'attribuzione di ciascuna quota differita è collegata alla soddisfazione delle condizioni di solvibilità definite annualmente. 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.

Come anticipato, Piano ILT Performance Share 2026-2028 destinato ai beneficiari del Gruppo Poste Vita prevede alcune peculiarità legate alla normativa di riferimento. In particolare, sono definite condizioni di accesso aggiuntive (*Solvency II Ratio*) rispetto alla condizione cancello (EBIT *adjusted* del Gruppo Poste Italiane) e KPI collegati al Gruppo Poste Vita (inclusi KPI ESG) ed al Gruppo Poste Italiane; le modalità di erogazione prevedono il differimento del 60% su un orizzonte temporale complessivo di ulteriori 4 anni (a valle del periodo di performance triennale) incluso il meccanismo di *retention* di un anno che si applica al 100% dell'incentivo. Inoltre, l'attribuzione delle quote differite è inoltre collegata alla soddisfazione delle condizioni di solvibilità definite annualmente. 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 (Regolamento della Banca d'Italia del 5 dicembre 2019 di attuazione degli articoli 4-*undecies* e 6 comma 1, lettere b) e c-*bis*), del TUF e s.m.i.), 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.

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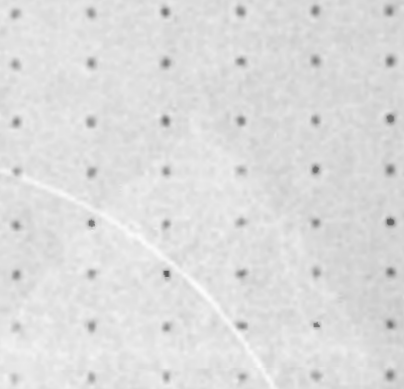
Per tutti i settori sopra evidenziati sono definite politiche di remunerazione e incentivazione più stringenti per specifiche categorie di personale (ad es. i *Material Risk Takers* del Patrimonio BancoPosta):

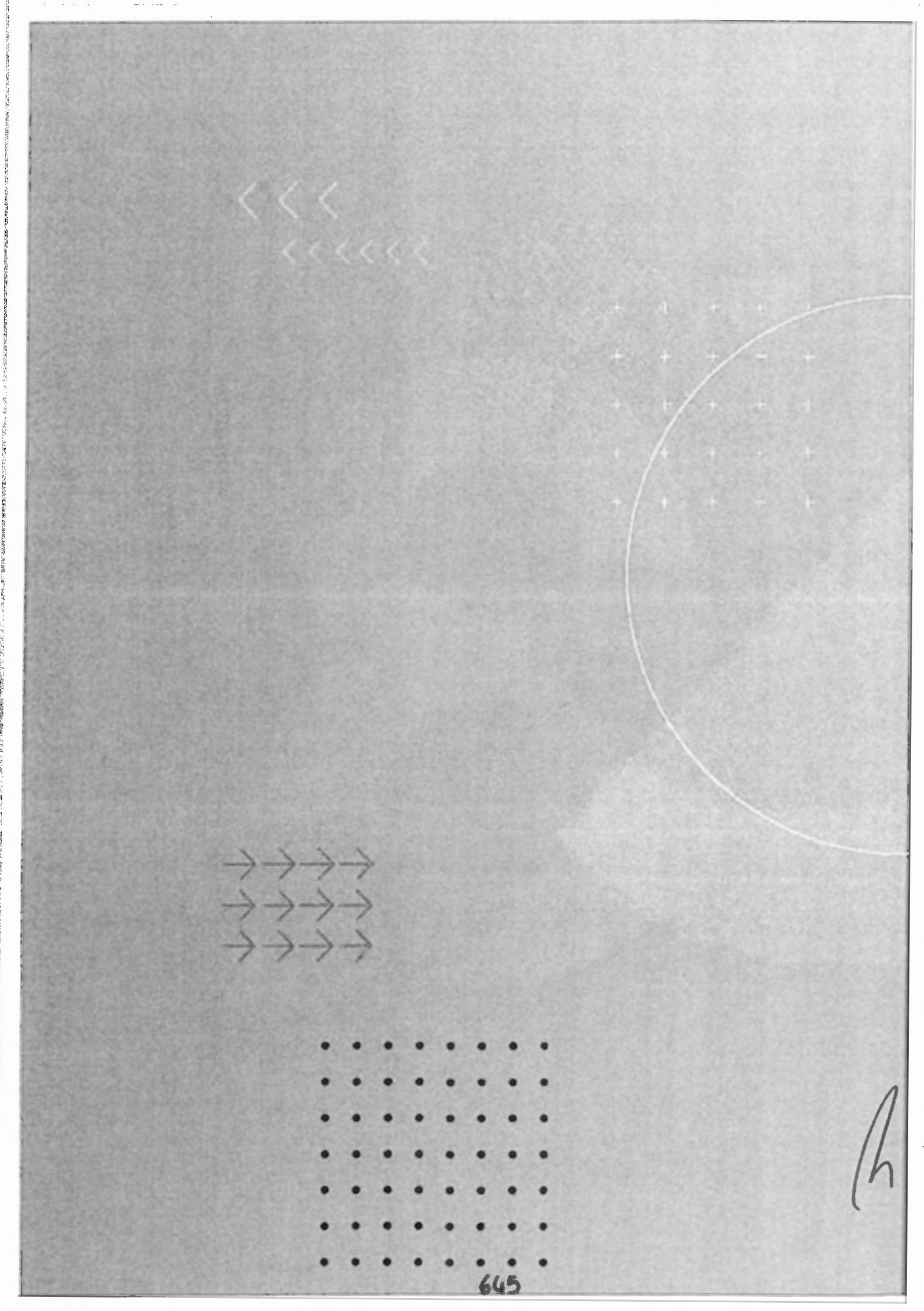
- 45 soggetti che assumono rischi rilevanti per il Patrimonio BancoPosta;
- 26 soggetti individuati da Poste Vita S.p.A. (inclusi i responsabili delle funzioni fondamentali);
- 13 soggetti individuati da Poste Assicura S.p.A. (inclusi i responsabili delle funzioni fondamentali);
- 20 soggetti individuati 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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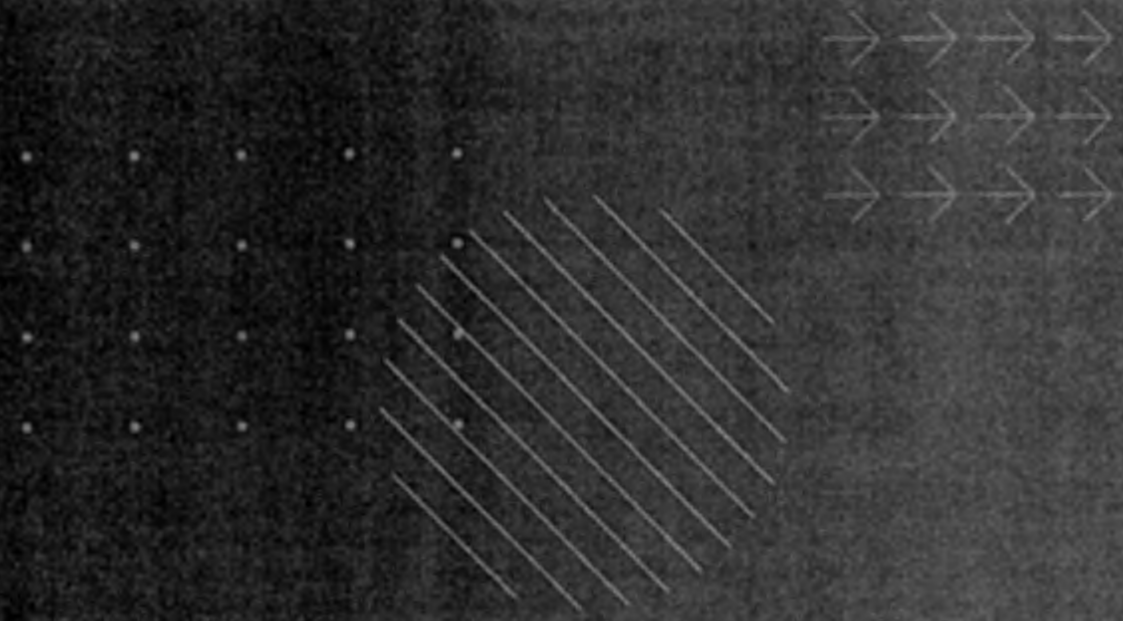




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Posteitaliane

RELAZIONE SUI COMPENSI CORRISPOSTI 2025

3. Relazione sui compensi corrisposti 2025



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Introduzione

I risultati dell'esercizio 2025 e l'aggiornamento del Piano Strategico al 2026, confermano la solidità del percorso industriale e la capacità del Gruppo di generare valore sostenibile nel lungo periodo. Il 2025 si configura come il miglior esercizio nella storia dell'Azienda, con risultati economico-finanziari record, sostenuti da una *performance* commerciale robusta, da ritorni consistenti del portafoglio investimenti e da una disciplina dei costi costantemente presidiata in tutte le aree del Gruppo.

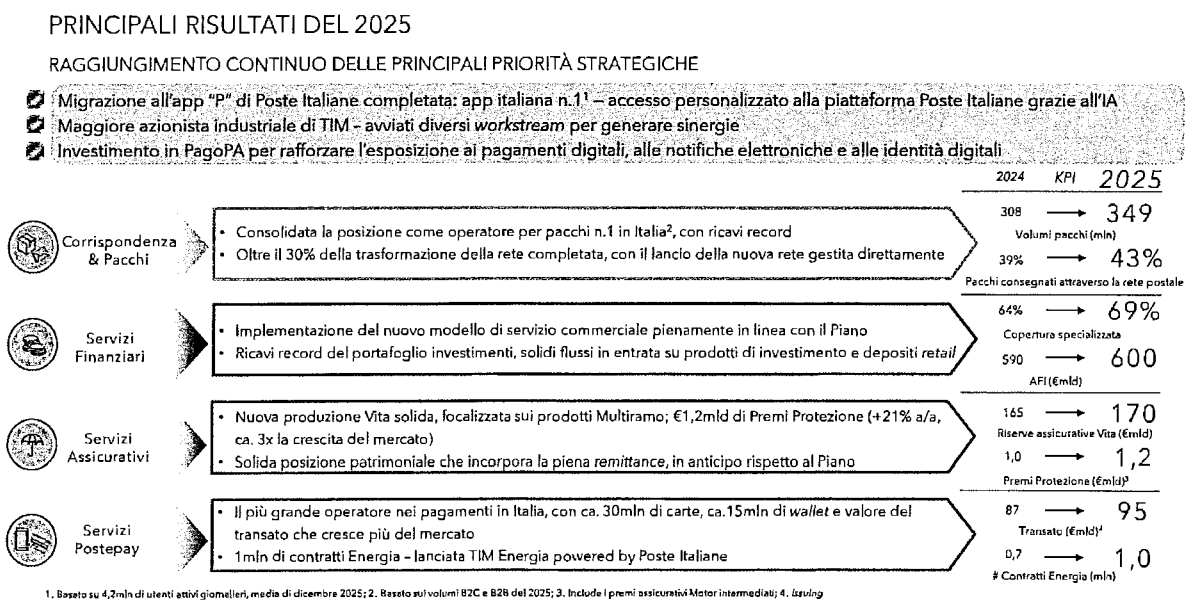
L'implementazione del Piano Strategico prosegue con successo. Il nuovo modello di servizio commerciale sta rafforzando la qualità della relazione con la clientela e l'efficacia della copertura territoriale.

Nel corso del 2025 il Gruppo ha inoltre consolidato il proprio ruolo di azionista industriale di lungo periodo in TIM, portando la partecipazione al 27,32% del capitale ordinario e proseguendo nello sviluppo di iniziative orientate alla generazione di sinergie industriali. In coerenza con la strategia di rafforzamento del proprio ruolo nella digitalizzazione del Paese, Poste Italiane ha esercitato l'opzione per l'acquisizione del 49% di pagoPA, contribuendo alla diffusione dei pagamenti digitali e al progresso dell'inclusione tecnologica.

I ricavi consolidati hanno raggiunto 13,1 miliardi di euro, in crescita del 4,2% su base annua, sostenuti dai rendimenti del portafoglio finanziario, dalla solida dinamica nei comparti del risparmio, investimento e protezione, nonché dalla costante disciplina sui costi. L'EBIT *adjusted* si è attestato a 3,24 miliardi di euro, con un incremento del 9,6%, mentre l'utile netto ha raggiunto 2,22 miliardi di euro, in crescita del 10,3%, confermando la capacità del Gruppo di coniugare sviluppo, efficienza e redditività.

La *performance* ha interessato in modo trasversale tutte le aree di business. Il comparto Corrispondenza, Pacchi e Distribuzione ha registrato ricavi per 3,9 miliardi di euro (+2,7%), con Poste Italiane confermata primo operatore nazionale nel segmento dei pacchi con volumi pari a 349 milioni nell'anno e consolidando la posizione di operatore numero 1 nel settore dei pacchi in Italia. I Servizi Finanziari hanno generato ricavi per 5,7 miliardi di euro (+2,9%), consolidando la centralità del risparmio postale e dei prodotti di investimento, con il margine di interesse al livello record di 2,7 miliardi di euro. I Servizi Assicurativi hanno raggiunto 1,8 miliardi di euro (+11,3%), con una crescita particolarmente significativa nel comparto protezione, con premi lordi sottoscritti in aumento del 21% su base annua a 1,2 miliardi di euro. I Servizi Postepay hanno totalizzato 1,7 miliardi di euro (+5,1%), confermando una traiettoria di espansione che include il superamento di un milione di clienti nell'offerta Energia e lanciato TIM Energia – Powered by Poste Italiane – con risultati commerciali iniziali molto promettenti.

FIGURA 1. PRINCIPALI RISULTATI DEL 2025



Sul fronte digitale e omnicanale, la migrazione verso l'App "P" rappresenta un passaggio strategico di rilievo. L'applicazione si colloca tra le prime in Italia, con oltre 4 milioni di utenti attivi al giorno e circa 16 milioni di utenti complessivi, testimoniando il crescente livello di *engagement* e l'integrazione sempre più efficace tra canali fisici e digitali. L'evoluzione della piattaforma è supportata da un'infrastruttura tecnologica avanzata e dall'adozione estensiva dell'intelligenza artificiale quale leva per l'analisi dei dati, la personalizzazione dell'offerta e il miglioramento dell'efficienza operativa.

La politica dei dividendi è stata ulteriormente rafforzata, in coerenza con i risultati conseguiti - *payout* superiore al 70% sull'utile netto di Poste Italiane esclusa la partecipazione in TIM.

La rete di Poste Italiane si conferma la più estesa e capillare del Paese, con circa un milione di clienti serviti ogni giorno sull'intero territorio nazionale. I recenti interventi normativi hanno rafforzato il riconoscimento del ruolo strategico della rete, estendendo l'obbligo di servizio universale fino al 2036 e introducendo elementi di maggiore flessibilità operativa. Prosegue, inoltre, l'implementazione del nuovo modello commerciale e della riconfigurazione della rete secondo un assetto *hub-and-spoke*, finalizzato a migliorare la *governance*, ampliare l'offerta e rafforzare ulteriormente la qualità del servizio.

Nel complesso, i risultati conseguiti nel 2025 e le linee di sviluppo al 2026 confermano la solidità del modello di piattaforma integrata di Poste Italiane, la capacità di coniugare crescita economica, innovazione tecnologica e responsabilità sociale, nonché l'impegno a generare valore duraturo per tutti gli *stakeholder*.

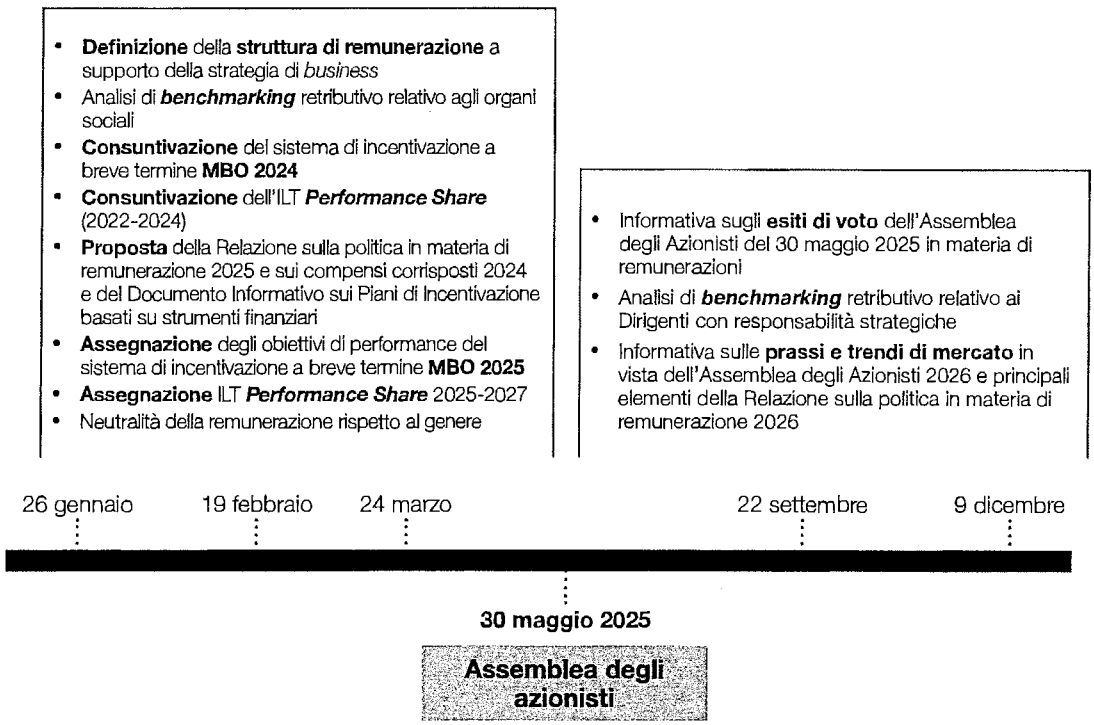
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1. Compensi corrisposti nell'esercizio 2025

1.1 Comitato Remunerazioni e voto degli azionisti

Nel corso del 2025, il Comitato Remunerazioni si è riunito 5 volte e ha trattato i seguenti argomenti:

FIGURA 2. ARGOMENTI TRATTATI NEL CORSO DEL 2025 DAL COMITATO REMUNERAZIONI



La Relazione sui compensi corrisposti 2024 ha riportato ampio consenso tra gli azionisti, 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.

L'esito di voto dell'Assemblea degli azionisti del 30 maggio 2025 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, in continuità con il 2024, anche nel 2025 i principali *proxy advisor* non hanno sollevato particolari rilievi con riferimento alla Relazione sui compensi corrisposti 2024, emettendo per tutti i punti all'ordine del giorno afferenti alla remunerazione una raccomandazione di voto positiva.

Si evidenzia, inoltre, che con riferimento al 2025, non è stata applicata alcuna deroga ai sensi di quanto previsto dall'art. 123-ter, comma 3-*bis* del TUF aggiornato nel 2019. Infine, è utile evidenziare che nel 2025 non si è verificata alcuna circostanza per l'attivazione di meccanismi di *claw back*.

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1.2 Evoluzione delle remunerazioni e delle *performance* di Poste Italiane nel periodo 2021-2025

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 3. TABELLA INFORMATIVA DI CONFRONTO: EVOLUZIONE DELLA REMUNERAZIONE TOTALE DELL'AD, REMUNERAZIONE MEDIA DEI DIPENDENTI E *PERFORMANCE* DELL'AZIENDA[13]

Valori Assoluti		2025	2024	2023	2022	2021	Variazione percentuale 2025 vs 2024
Risultati della società	Utile Netto (€ mld)	2,2	2,0	1,9	1,5	1,6	9,8%
	Dividendi per azione (€)	1,25	1,08	0,8	0,65	0,59	15,7%
Amministratore Delegato	Matteo Del Fante (€ k)*	3.792	3.212	2.705	2.476	2.415	18,0%
Dipendenti	Salari e Stipendi (€ k)**	34	34	34	32	32	0,1%

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 2025 circa 120.000 Full Time Equivalent medi annui).

Variazione percentuale		Variazione percentuale 2025 vs 2024	Variazione percentuale 2024 vs 2023	Variazione percentuale 2023 vs 2022	Variazione percentuale 2022 vs 2021
Risultati della società	Utile Netto	9,8%	4,1%	25,8%	-4,4%
	Dividendi per azione	15,7%	35,0%	23,1%	10,2%
Amministratore Delegato	Matteo Del Fante	18,0%	18,8%	9,2%	2,5%
Dipendenti	Salari e Stipendi	0,1%	0,4%	6,2%	-0,6%

Oltre ai risultati 2025 già evidenziati nell'introduzione alla presente relazione sui Compensi Corrisposti 2025, è opportuno ribadire, inoltre, come a partire dall'insediamento dell'attuale management Poste Italiane abbia fatto registrare eccellenti *performance* da un punto di vista economico-finanziario e di sostenibilità quali, ad esempio:

- un TSR di circa il 500% a partire dal 27 aprile 2017 (considerando il periodo dall'avvio della carica dell'attuale Amministratore Delegato);
- una capitalizzazione incrementata da circa 8 a circa 30 miliardi;
- dei dividendi distribuiti più che triplicati sempre rispetto all'inizio del 2017, per un totale di circa 8 miliardi di dividendi distribuiti nel periodo;
- una solida reputazione ESG; l'impegno a favore della crescita sostenibile è infatti riconosciuto con l'inclusione di Poste Italiane nei principali indici e rating di sostenibilità.

Le variazioni percentuali della remunerazione dell'AD sono esclusivamente legate alla remunerazione variabile e alle relative eccellenti *performance*. Infatti, come evidenziato più avanti, gli incrementi sono relativi all'aumento del titolo Poste Italiane: in linea con le best practice di mercato la maggior parte della remunerazione dell'AD è legata al valore del titolo; un titolo che da inizio mandato è passato da circa € 6 ad azione ad oltre € 22 ad azione. Appare evidente che la buona governance delle remunerazioni porti a questi risultati.

Anche i variabili del resto della popolazione si sono incrementati ma il peso della componente fissa permane nettamente prevalente, a differenza dell'AD.

13. Ai sensi del Regolamento Emittenti, Schema n. 7-*bis* dell'Allegato 3A.

Il rinnovo del Contratto Collettivo Nazionale di Lavoro (CCNL) per il personale non dirigente, siglato da Poste Italiane e le Organizzazioni sindacali, ha iniziato, nel corso del 2025, a produrre gli effetti attesi sulle retribuzioni del personale. In particolare, il confronto tra il 2025 e il 2024, evidenzia una crescita moderata della retribuzione perché l'incremento strutturale dei minimi contrattuali è stato parzialmente compensato dall'elemento transitorio riconosciuto, nel 2024, a titolo di una tantum come competenze contrattuali arretrate e di anticipazione sui futuri miglioramenti economici.

Per il 2025 a Matteo Del Fante sono stati riconosciuti i compensi annui lordi fissi deliberati nell'adunanza del C.d.A. del 28 febbraio 2024, su proposta del Comitato Remunerazioni e previo parere favorevole del Collegio Sindacale, 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.

Suddetti compensi sono rimasti, pertanto, invariati rispetto a quanto deliberato il 28 febbraio 2024.

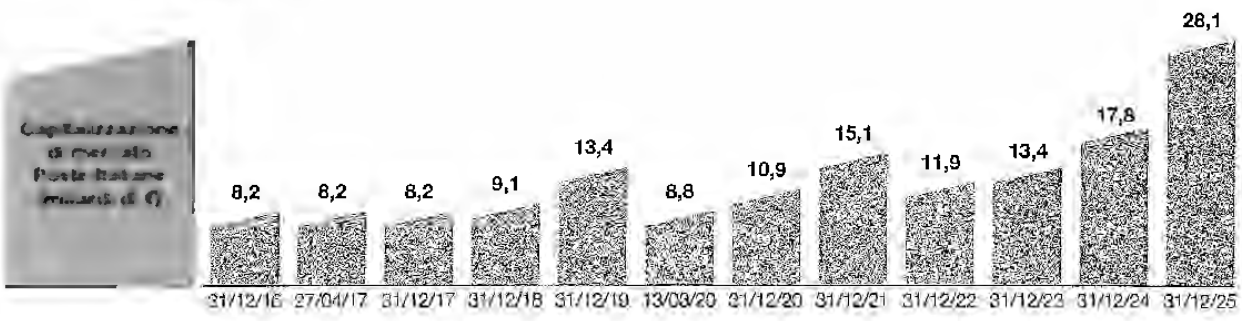
Si ricorda che, per quanto riguarda la componente variabile, nel limite di incidenza massima della remunerazione variabile in rapporto alla remunerazione fissa pari al 2:1.

Ciò premesso, nell'invarianza delle percentuali di assegnazione dei sistemi di remunerazione variabile e dei compensi annui lordi fissi, l'incremento complessivo, rilevato nella tabella rispetto al 2024, deriva prevalentemente dalla remunerazione variabile basata su strumenti finanziari per effetto dell'incremento del valore dell'azione di Poste Italiane. In particolare, il numero "*Strumenti finanziari vested nel corso dell'esercizio e attribuibili*" (rif. Tabella 3A - Amministratore Delegato) pur essendo inferiore (circa 140 mila azioni) a quello dello scorso anno (circa 164 mila azioni), il controvalore attuale in denaro risulta superiore per via dell'incremento del valore dell'Azione (si rammenta, a titolo esemplificativo, che il piano ILT 2021-2023, rappresentato in suddetta tabella, è stato assegnato ad un valore di € 8,6743 per azione).Tale effetto risulta ancora più accentuato considerando l'orizzonte temporale quasi decennale dei piani di breve e lungo termine e il fatto che, per garantire il pieno allineamento con gli interessi degli azionisti, quasi l'85% di tali assegnazioni all'AD è in strumenti finanziari, in linea con le migliori pratiche internazionali in materia di governance e incentivazione del top management. In tale contesto l'apprezzamento del titolo di Poste Italiane ha generato un impatto significativo rispetto all'incremento dei compensi "corrisposti", a fronte di un ritorno complessivo per gli azionisti elevato e crescente negli anni. Questo approccio garantisce un forte allineamento tra la strategia aziendale, la creazione di valore per gli azionisti e gli obiettivi di lungo termine dell'azienda.

A conferma di ciò si rappresenta che il valore alla data di maturazione degli strumenti finanziari rappresentato nel 2025 è superiore di circa € 2 milioni al valore di assegnazione sia per l'apprezzamento del titolo, evidenziato nella figura che segue, sia per le *performance* eccellenti del Gruppo. Resta inteso che i primi beneficiari di tale incremento sono gli investitori per i quali (nell'orizzonte temporale di riferimento dei piani ILT di Poste Italiane) il valore dell'azione si è più che triplicato nel corso del mandato senza considerare i rilevanti dividendi erogati nel medesimo periodo.

L'andamento della capitalizzazione è "illuminante". A partire dal lancio del primo piano strategico dell'attuale management ("Piano Deliver 2022", presentato nel 2018) la capitalizzazione – come già evidenziato – si è più che triplicata e gli unici momenti di "flessione" sono dovuti a variabili esogene di "sistema" che sono state affrontate e brillantemente superate grazie alla solidità della strategia del Gruppo.

FIGURA 4. ANDAMENTO CAPITALIZZAZIONE POSTE ITALIANE 2016-2025

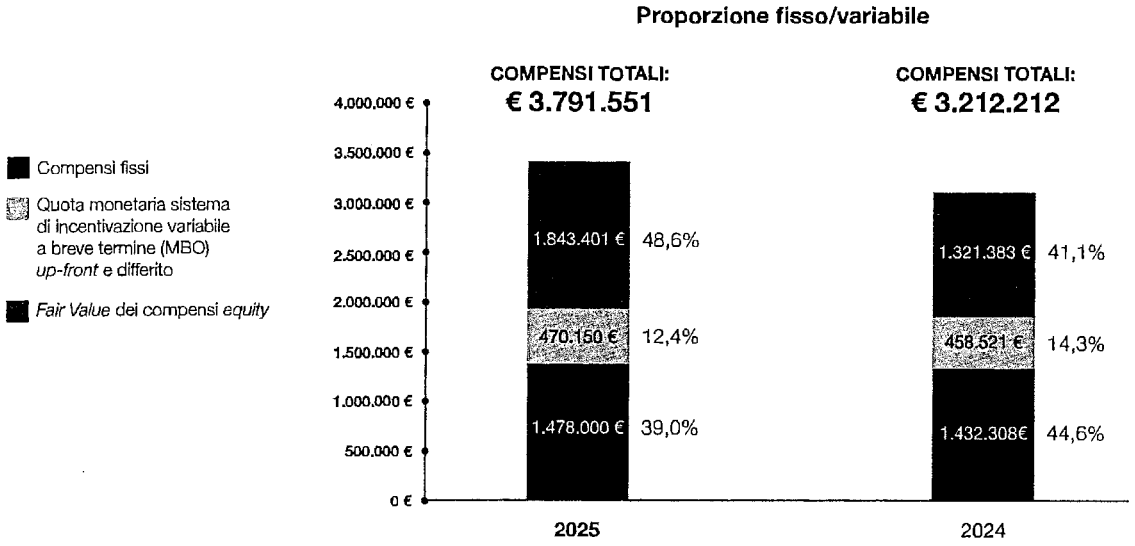


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A seguire, per l'Amministratore Delegato, viene fornito sulla base delle migliori stime disponibili per l'anno 2025 (al momento della redazione del presente documento), il focus sulla proporzione tra i compensi di natura fissa e variabile.

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.

FIGURA 5. PROPORZIONE TRA I COMPENSI DI NATURA FISSA E VARIABILE PER L'AD NELL'AMBITO DEI COMPENSI TOTALI (2024 - 2025)



Fonte dati – Tabelle informative Schema 7-bis Allegato 3A Regolamento Emittenti, Relazione sui compensi corrisposti 2025 e 2024.

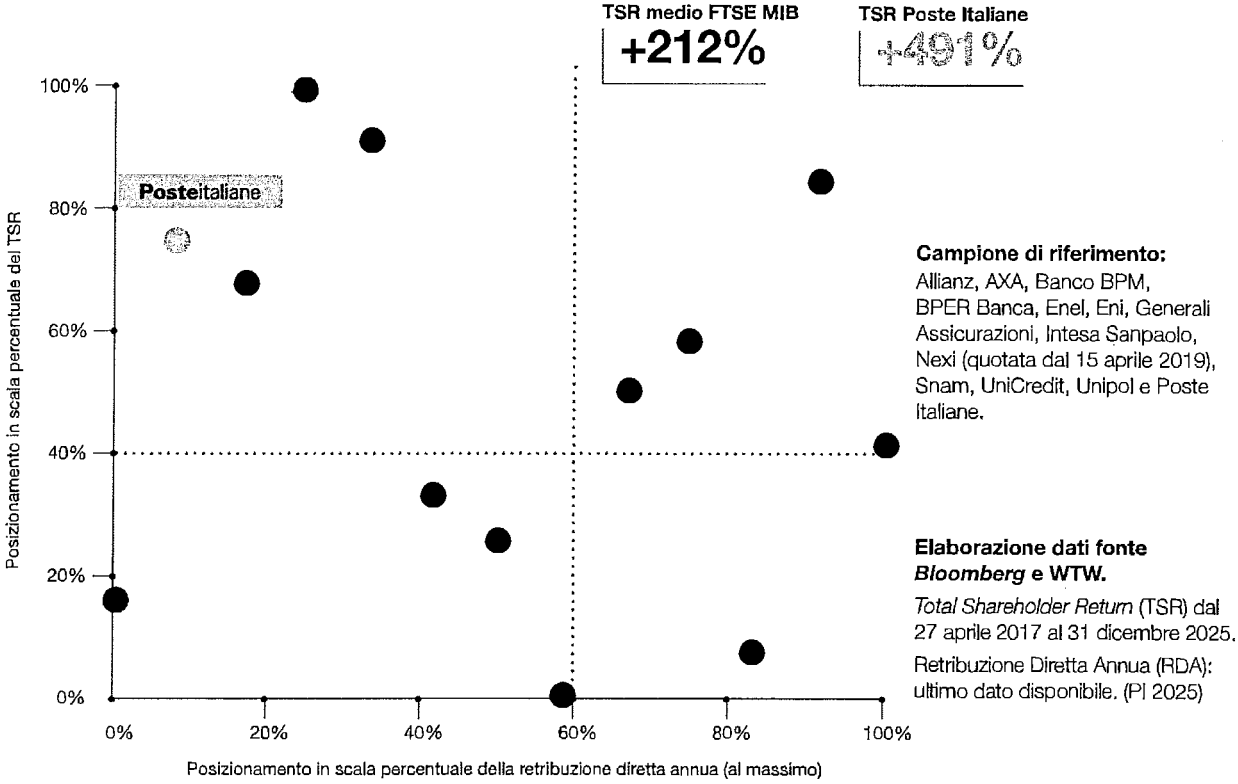
A ulteriore dimostrazione, è stata condotta un'analisi di *Pay for Performance* per il periodo di osservazione dall'avvio della carica dell'AD (27 aprile 2017) fino alla fine del 2025. Questa analisi, effettuata rispetto al *peer group* approvato nell'ambito della Politica in materia di Remunerazione per il 2025, evidenzia per Poste Italiane un posizionamento nell'area di elevata *performance* – in termini di TSR – a cui è collegato un livello di Retribuzione Diretta Annua per il 2025 inferiore al primo quartile del campione di riferimento, come rappresentato nella figura seguente. Si evidenzia che la *performance* di Poste Italiane, sempre in termini di TSR, è più del doppio di quella media realizzata, nel medesimo periodo in osservazione, dalle società appartenenti al FTSE MIB.

Tale grafico evidenzia come l'incremento dei compensi complessivi derivi, sostanzialmente, dall'apprezzamento del valore dell'azione di Poste Italiane (si veda grafico precedente sull'andamento del titolo), che ha positivamente avuto impatto sulla remunerazione basata su strumenti finanziari, generando un aumento di valore in modo particolare delle quote sottoposte a differimento (si ribadisce nuovamente che il valore alla data di maturazione degli strumenti finanziari rappresentato nel 2025 è significativamente superiore al valore di assegnazione per il delta incrementale del valore del titolo). Relativamente ai compensi fissi, si ricorda che gli stessi tengono conto di quanto approvato a far data dal 28 febbraio 2024. Infine, vi è un piccolo incremento nella quota monetaria dell'MBO legato anch'esso alla completa implementazione della rimodulazione dei compensi sopra richiamata.

Si evidenzia che, i compensi variabili corrisposti rappresentati nel grafico sopra (di poco superiori a 2,3 mln/€), sono inferiori all'opportunità di bonus massima (per il 2025 inferiore a 3,0 mln/€); questo anche per la presenza dei fattori di mitigazione del rischio descritti nella Sezione I della presente Relazione, definiti in coerenza con il principio di sobrietà che da sempre caratterizza le politiche di remunerazione di Poste Italiane.

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FIGURA 6. PAY FOR *PERFORMANCE* 27 APRILE 2017- 31 DICEMBRE 2025 AD DI POSTE ITALIANE



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.

FIGURA 7. 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 S.P.A.[14]

valori in € k		2025	2024	2023	2022	2021	Variazione percentuale 2025 vs 2024	Incarico (ove non indicato carica ricoperta per tutto il periodo)
Presidente Consiglio di Amministrazione	Silvia Maria Rovere *	505	505	326	-	-	0,0%	
Consiglieri di Amministrazione	Carlo D'Asaro Biondo	90	90	55	-	-	0,0%	Incarico ricoperto dall'8 maggio 2023
	Valentina Gemignani**	83	83	51	-	-	0,0%	
	Alessandro Marchesini	57	-	-	-	-	n.a.	Incarico ricoperto dal 26 marzo 2025
	Paolo Marchioni	87	85	47	-	-	1,5%	
	Matteo Petrella	93	93	57	-	-	0,0%	Incarico ricoperto dall'8 maggio 2023
	Patrizia Rutigliano	82	82	51	-	-	0,0%	
	Vanda Ternau	75	75	47	-	-	0,0%	
Presidente del Collegio Sindacale	Mauro Lonardo	33	80	80	80	80	-58,4%	Incarico ricoperto fino al 30 maggio 2025
	Antonio Mansi	47	-	-	-	-	n.a.	Incarico ricoperto dal 30 maggio 2025
Sindaci Effettivi	Gianluigi Fiorendi	29	70	70	42	-	-58,4%	Incarico ricoperto dal 28 maggio 2022 al 30 maggio 2025
	Serena Gatteschi	29	70	70	42	-	-58,4%	
	Giovanni Caravetta	41	-	-	-	-	n.a.	Incarico ricoperto dal 30 maggio 2025
	Laura Gualtieri	41	-	-	-	-	n.a.	

Valori arrotondati all'unità
* Anche Presidente del Comitato Sostenibilità.
** Compensi riversati.

14. Ai sensi del Regolamento Emittenti, Schema n. 7-*bis* dell'Allegato 3A.

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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 endoconsiliari, deliberati dal Consiglio di Amministrazione del 28 giugno 2023, risultano invariati rispetto al precedente mandato. Per quanto riguarda il Collegio Sindacale, l'Assemblea degli Azionisti tenutasi il 30 maggio 2025 ha confermato i compensi previsti per il precedente mandato. Le variazioni percentuali riportate nella figura sopra sono riconducibili ai periodi *"pro rata temporis"*, dalla data di nomina, e non collegati a modifiche dei compensi che, come noto, sono rimasti immutati per la Presidente, i Consiglieri di Amministrazione e il Collegio Sindacale rispetto ai precedenti mandati.

FIGURA 8. TABELLA INFORMATIVA DI CONFRONTO: EVOLUZIONE DELLA REMUNERAZIONE TOTALE DEL DG, REMUNERAZIONE MEDIA DEI DIPENDENTI E *PERFORMANCE* DELL'AZIENDA[15]

		2025	2024	2023	2022	2021	Variazione percentuale 2025 vs 2024
Risultati della società	Utile Netto (€ mld)	2,2	2,0	1,9	1,5	1,6	9,8%
	Dividendi per azione (€)	1,25	1,08	0,8	0,65	0,59	15,7%
Direttore Generale	Giuseppe Lasco (€ k)*	2.766	2.180	Incarico ricoperto dal 28 febbraio 2024			26,9%
Dipendenti	Salari e Stipendi (€ k)**	34	34	34	32	32	0,1%

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 2025 circa 120.000 *Full Time Equivalent* medi annui).

Per quanto riguarda il Direttore Generale, Il delta rispetto ai valori dello scorso anno è riconducibile in parte all'apprezzamento del valore dell'azione di Poste Italiane che ha positivamente avuto impatto sulla remunerazione variabile basata su strumenti finanziari – nell'ultimo anno il valore dell'azione è passato da cica € 15 ad azione a circa € 22 ad azione – e in parte alla rappresentazione *pro-rata temporis* del dato (si ricorda, infatti, che Giuseppe Lasco è stato nominato Direttore Generale dal C.d.A. della Società del 28 febbraio 2024 e, pertanto, le informazioni riferite all'anno 2024 comprendono il periodo 28 febbraio 2024 – 31 dicembre 2024 mentre quelle riferite all'anno 2025 l'annualità intera).

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 € 480.000 lordi, 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 € 25.000 per la carica di Presidente del Comitato Sostenibilità.

Non è prevista alcuna forma di remunerazione variabile.

15. Ai sensi del Regolamento Emittenti, Schema n. 7-*bis* dell'Allegato 3A.

1.4 Altri Amministratori

Con riferimento agli altri Consiglieri, sono stati erogati (secondo il criterio pro-rata temporis, ove necessario) i compensi deliberati dall'Assemblea degli azionisti dell'8 maggio 2023 per il mandato 2023-2025 ai sensi dell'art. 2389, comma 1, c.c., pari a € 40.000 lordi annui.

Sono stati, inoltre, erogati (secondo il criterio pro-rata temporis, ove necessario) i compensi aggiuntivi spettanti per la partecipazione ai Comitati endoconsiliari secondo quanto deliberato dal Consiglio di Amministrazione in data 28 giugno 2023, sentito il parere del Collegio Sindacale su proposta del Comitato Remunerazioni.

Si ricorda che sia i compensi ai sensi dell'art. 2389, comma 1, c.c., sia i compensi per la partecipazione ai Comitati endoconsiliari sono invariati rispetto al recedente mandato.

Non è prevista alcuna forma di remunerazione variabile.

Di seguito si riportano i compensi per la partecipazione ai Comitati endoconsiliari per il 2025:

FIGURA 9. COMPENSI COMITATI ENDOCONSILIARI 2025

		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 30 maggio 2023, che ne ha, altresì, determinato i compensi per l'intero periodo di mandato, ossia fino all'approvazione del Bilancio 2027. 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.

I compensi indicati nelle successive tabelle sono riportati secondo il criterio "*pro rata temporis*", dalla data di nomina.

1.6 Amministratore Delegato

Remunerazione fissa

Come precedentemente anticipato, il C.d.A. del 28 febbraio 2024, su proposta del Comitato Remunerazioni e previo parere favorevole del Collegio Sindacale, ha provveduto a rimodulare i compensi annui lordi fissi dell'Amministratore Delegato. Gli stessi, per il 2025 sono stati pari a € 1.478.000 lordi[16].

All'AD sono stati riconosciuti *benefit* in linea con le prassi di mercato per ruoli analoghi e nel rispetto delle normative applicabili.

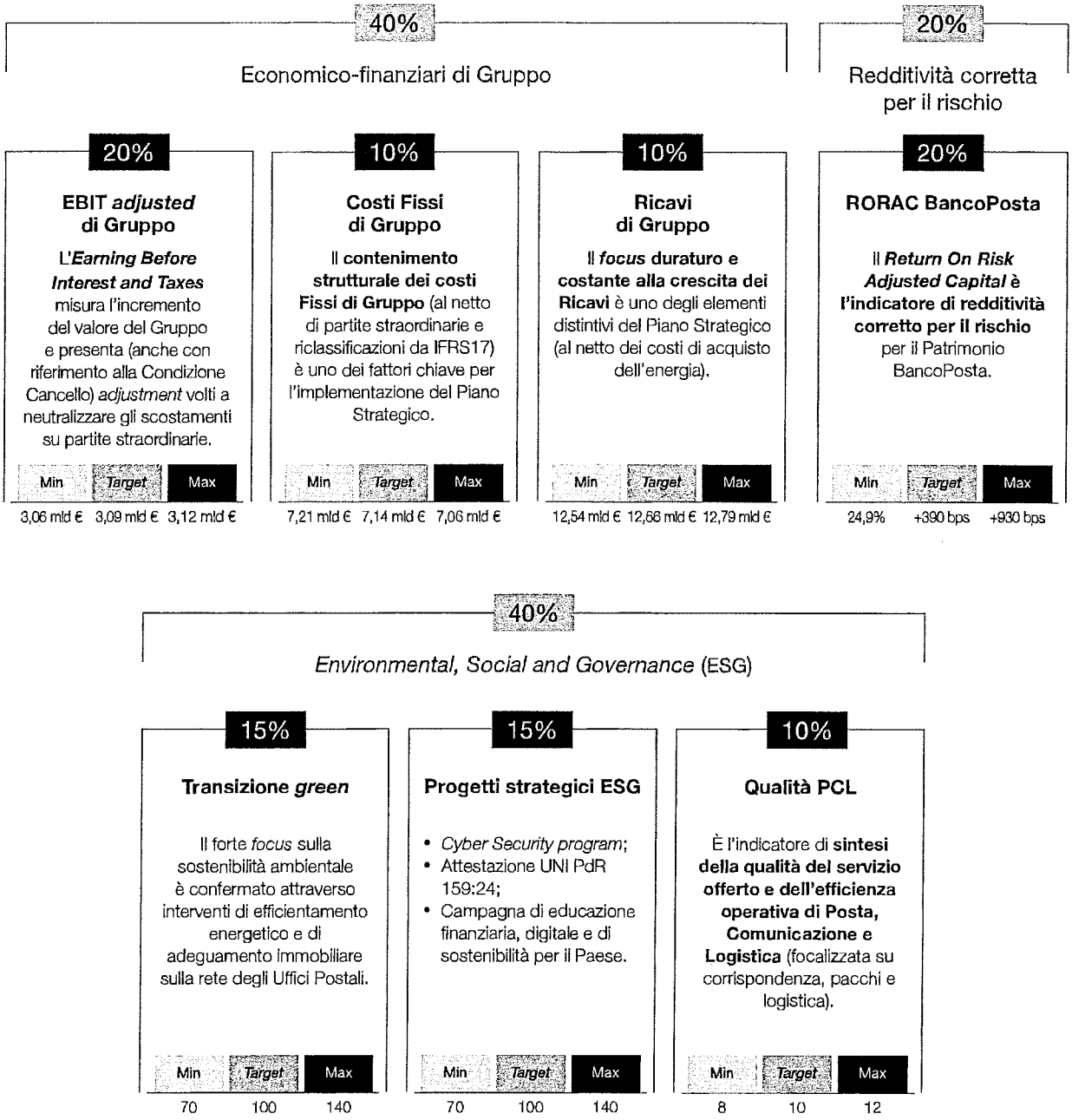
Remunerazione variabile

Nelle pagine a seguire si descrive la consuntivazione dei sistemi di incentivazione il cui periodo di *performance* si è concluso nel 2025. Inoltre, si richiamano i sistemi per i quali sono maturate le quote sottoposte a differimento/*retention*, sempre nel corso del 2025, nel rispetto delle condizioni definite.

16. Di cui € 1.378.000 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 € 1.338.000 quale compenso ex art. 2389, comma 3, c.c.) e € 100.000 in qualità di Dirigente della società.

Con riferimento al sistema di incentivazione variabile a breve termine "MBO", per il periodo di *performance* 2025, gli obiettivi erano i seguenti:

FIGURA 10. OBIETTIVI DI *PERFORMANCE* SISTEMA "MBO" 2025 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 2025 a € 0,09 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.

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FIGURA 11. CONDIZIONE CANCELLO E CONDIZIONI DI ACCESSO DEL SISTEMA "MBO" 2025 AD

Condizioni (ON/OFF)	Valore soglia	Consuntivo
EBIT *adjusted* di Gruppo (€ mld)	3,06	**3,31**
Parametro di adeguatezza Patrimoniale Patrimonio BancoPosta: **CET 1**	15%	**19,8%**
Parametro di Liquidità a breve termine Patrimonio BancoPosta: **LCR**	350%	**595%**
Parametro di redditività corretta per il rischio BancoPosta: **RORAC**	21%	**40,5%**
Parametro di adeguatezza patrimoniale Gruppo Assicurativo Poste Vita: ***Solvency II Ratio***	150%	**304%**

Valori arrotondati.

In particolare, la Condizione Cancello e le Condizioni di Accesso stabilite nel 2025 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" 2025.

FIGURA 12. CONSUNTIVAZIONE OBIETTIVI "MBO" 2025 AD

Obiettivi	Peso	Minimo	Target	Massimo	Consuntivo
EBIT *adjusted* di Gruppo (€ mld)	20%	3,06	3,09	3,12	**3,31**
Costi Fissi di Gruppo (€ mld)	10%	7,21	7,14	7,06	**7,04**
Ricavi di Gruppo (€ mld)	10%	12,54	12,66	12,79	**12,96**
RORAC BancoPosta	20%	24,9%	28,8%	34,2%	**40,5**
Transizione green	15%	70	100	140	**140**
Progetti strategici ESG	15%	70	100	140	**140**
Qualità PCL	10%	8	10	12	**11**
TOTALE					**138%**

Valori arrotondati.

Gli obiettivi di Gruppo relativi all'EBIT, ai Costi Fissi e ai Ricavi Totali nel 2025 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 a livello massimo. Si tratta di valori estremamente elevati soprattutto sui Ricavi che hanno trainato l'EBIT.

Con riferimento agli indicatori ESG fissati per l'MBO 2025, Poste Italiane ha raggiunto *performance* positive (benché non al livello massimo), come di seguito dettagliato:

- **Transizione *Green*.** Nel corso del 2025 è stato positivamente implementato il programma di interventi di efficientamento energetico e di adeguamento immobiliare sulla rete degli Uffici Postali. In particolare:
  a. interventi di adeguamento immobiliare conclusi: oltre 500 interventi in più rispetto al *target*;
  b. impianti fotovoltaici installati: circa 10 impianti in più rispetto al *target*;
  c. sistemi di smart building installati: oltre 1.000 sistemi in più rispetto al *target*.
- **Progetti strategici ESG.** Pieno raggiungimento di tutte le attività previste. Nello specifico:
  - in termini di *Cyber Security* sono state svolte campagne che hanno coinvolto un numero di dipendenti superiore ai 35.000 inizialmente previsti;
  - ad ottobre 2025, Poste Italiane, inoltre, ha ottenuto la certificazione UNI/PdR 159:2024, sull'attuazione di politiche di lavoro inclusive per le persone con disabilità;
  - infine, con l'obiettivo di contribuire all'educazione finanziaria, digitale e di sostenibilità del Paese, con iniziative di sensibilizzazione dei cittadini sull'importanza di tematiche sistemiche di cui l'azienda si fa carico, in virtù del suo ruolo sistemico, ha svolto oltre 150 eventi con un particolare focus su giovani e anziani.
- **Qualità PCL**: si tratta del risultato migliore degli ultimi anni per un incremento significativo della qualità percepita dai nostri clienti. In particolare, il *Net Promoter Score* (NPS) – uno degli indicatori più rilevanti della qualità percepita nell'ambito dell'indicatore qualità di PCL – ha registrato un ulteriore incremento di 5 punti rispetto all'anno precedente, evidenziando un miglioramento costante e strutturale dell'esperienza cliente. Il risultato al valore massimo non è stato raggiunto soprattutto per le *performance* di qualità misurata sui pacchi che seppur in miglioramento sono state condizionate fortemente dall'incremento dei volumi rispetto al 2024, in particolare sui pacchi «lenti».

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Appare evidente che, alla stregua degli obiettivi economico-finanziari, la selezione degli obiettivi ESG e il relativo *target setting*, seguono un processo basato sui medesimi principi di: chiarezza, affidabilità, verificabilità e misurabilità oggettiva. Questo approccio, caratterizzato peraltro da un elevato livello di sfida, prevede differenti livelli di raggiungibilità, secondo una valutazione equa e ragionevole. A conferma di ciò, si fa presente che 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.

Complessivamente, la valutazione rispetto agli obiettivi raggiunti (economico-finanziari, di sostenibilità e di redditività corretta per il rischio) risulta più che positiva, pari al 138% 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 2025, l'Amministratore Delegato ha maturato un incentivo, con riferimento al sistema "MBO" 2025, pari a € 1.044.778; tale importo verrà corrisposto come di seguito descritto:

- per il 40% *up-front* nel 2026, 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 2027);
- 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 2031 in forma monetaria).

Nel 2026, con riferimento all'MBO 2025, sarà quindi erogata esclusivamente una somma lorda di € 208.956 (*up-front* in forma monetaria).

Infine, si evidenzia che è stata verificata la sussistenza delle condizioni di adeguatezza patrimoniale, di liquidità e di redditività corretta per il rischio del Patrimonio BancoPosta e, pertanto, a valle dell'approvazione del Bilancio di esercizio 2025, 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 2020, 2021, 2022, 2023, e 2024 (con circa 870 azioni derivanti dal meccanismo del *dividend equivalent*).

In particolare, per l'AD si procederà alla consegna di 38.315 azioni di Poste Italiane e € 133.715 nel 2026.

Con riferimento ai piani di incentivazione a medio-lungo termine, il cui periodo di *performance* è terminato nel 2025, si ricorda che è giunto a maturazione il "Piano ILT *Performance Share* 2023-2025", assegnato nel corso del 2023. Inoltre, con riferimento ai "Piani ILT *Performance Share*" 2020-2022, 2021-2023 e 2022-2024 sono giunte al termine del periodo di *retention* le quote differite attribuite lo scorso anno per le quali sono state verificate le condizioni per la consegna delle Azioni collegate all'adeguatezza patrimoniale, alla liquidità e alla redditività corretta per il rischio del Patrimonio BancoPosta.

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 13. CONDIZIONE CANCELLO E CONDIZIONI DI ACCESSO DEL "PIANO ILT *PERFORMANCE SHARE* 2023–2025" (ASSEGNATO NEL 2023)

Condizione Cancello	Valore soglia	Consuntivo
EBIT cumulato triennale di Gruppo (€ mld)	6,9	9,0

Condizione di Accesso	Valore soglia	Consuntivo
Parametro di adeguatezza Patrimoniale Patrimonio BancoPosta: **CET 1**	15%	19,8
Parametro di Liquidità a breve termine Patrimonio BancoPosta: **LCR**	350%	595%
Parametro di redditività corretta per il rischio BancoPosta: **RORAC**	21%	40,5%

Valori arrotondati.

Di seguito è riportato il livello di raggiungimento degli obiettivi di *performance* assegnati nel 2023, ovvero l'EBIT di Gruppo cumulato triennale (con peso 40%), il *Total Shareholder Return* relativo (con peso 20%) e gli obiettivi ESG – i) Transizione *Green* e ii) Valore al territorio (con peso 20% per ciascun KPI):

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FIGURA 14. CONSUNTIVAZIONE OBIETTIVI DEL "PIANO ILT *PERFORMANCE SHARE* 2023-2025"

Obiettivi	Peso	Minimo	Target	Massimo	Consuntivo
EBIT cumulato triennale di Gruppo (€ mld)	40%	6,9	7,1	7,4	9,0
Total Shareholder Return relativo (rTSR)	20%	TSR PI = TSR FTSE MIB	TSR PI +5% vs TSR FTSE MIB	TSR PI +15% vs TSR FTSE MIB	>15% vs TSR FTSE MIB
Transizione *green* - Riduzione delle emissioni totali di Gruppo (tCO2e)	20%	-10%	-15%	-20%	Oltre -20%
Valore al territorio - Progetto Polis: cantieri avviati	20%	80%	90%	100%	Oltre 100% (oltre 4.830)
TOTALE					**130%**

Valori arrotondati.

In particolare, l'EBIT, dato dalla somma dei valori consuntivati nel triennio, risulta ampiamente oltre il livello massimo stabilito.

Il *Total Shareholder Return* di Poste Italiane, osservato nel periodo 2023-2025, è risultato pari al 187%, ampiamente superiore al livello del *Total Shareholder Return* del FTSE MIB, pertanto, l'obiettivo è stato raggiunto al livello massimo.

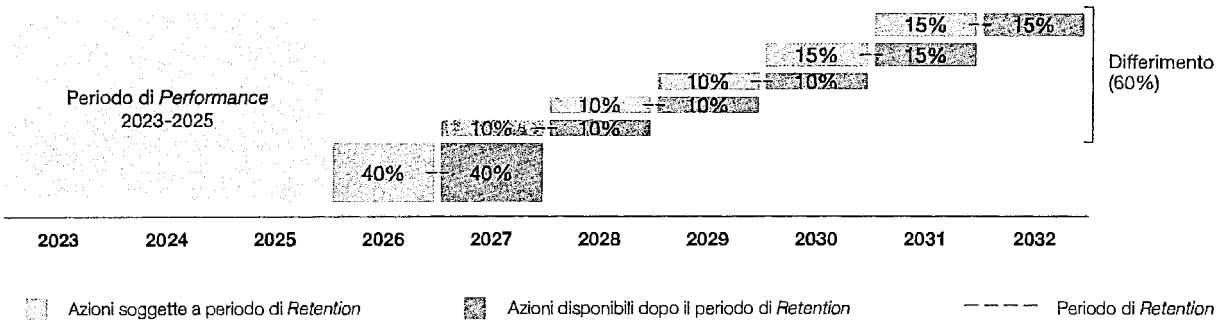
Anche l'obiettivo ESG - Transizione *green* risulta pienamente raggiunto con una riduzione delle emissioni totali di Gruppo (tCO_2e) superiore al 20% nel triennio di riferimento. In proposito, si ricorda che Poste Italiane sta portando avanti una delle trasformazioni green più strutturate tra le grandi aziende italiane, integrando sostenibilità ambientale e efficienza energetica nel proprio piano industriale.

Per quanto riguarda l'obiettivo ESG – Valore al territorio, si evidenzia che gli interventi di adeguamento immobiliare avviati in relazione al Progetto Polis al 31/12/2025 risultano superiori all'obiettivo di 4.830 abilitando, quindi, il raggiungimento dell'obiettivo a livello massimo.

Il risultato complessivo del Piano "ILT *Performance Share* 2023-2025" è, pertanto, pari al livello massimo corrispondente al 130% del livello *target*.

Per l'AD il numero di diritti a ricevere azioni ordinarie di Poste Italiane derivanti dalla consuntivazione del "Piano ILT *Performance Share 2023-2025*" è pari a 162.409, che saranno riconosciuti con le modalità di seguito rappresentate:

FIGURA 15. MODALITÀ CORRESPONSIONE DEL "PIANO ILT *PERFORMANCE SHARE*" 2023-2025



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 2026, non sarà consegnata alcuna azione all'AD con riferimento al Piano "ILT *Performance Share* 2023-2025".

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 2025, saranno consegnate le azioni relative ai "Piani ILT *Performance Share*" 2020-2022, 2021-2023 e 2022-2024 giunte al termine del periodo di *retention*. In particolare, per l'AD si procederà alla consegna di 66.268 azioni di Poste Italiane nel 2026.

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1.7 Direttore Generale e Dirigenti con responsabilità strategiche

Remunerazione fissa

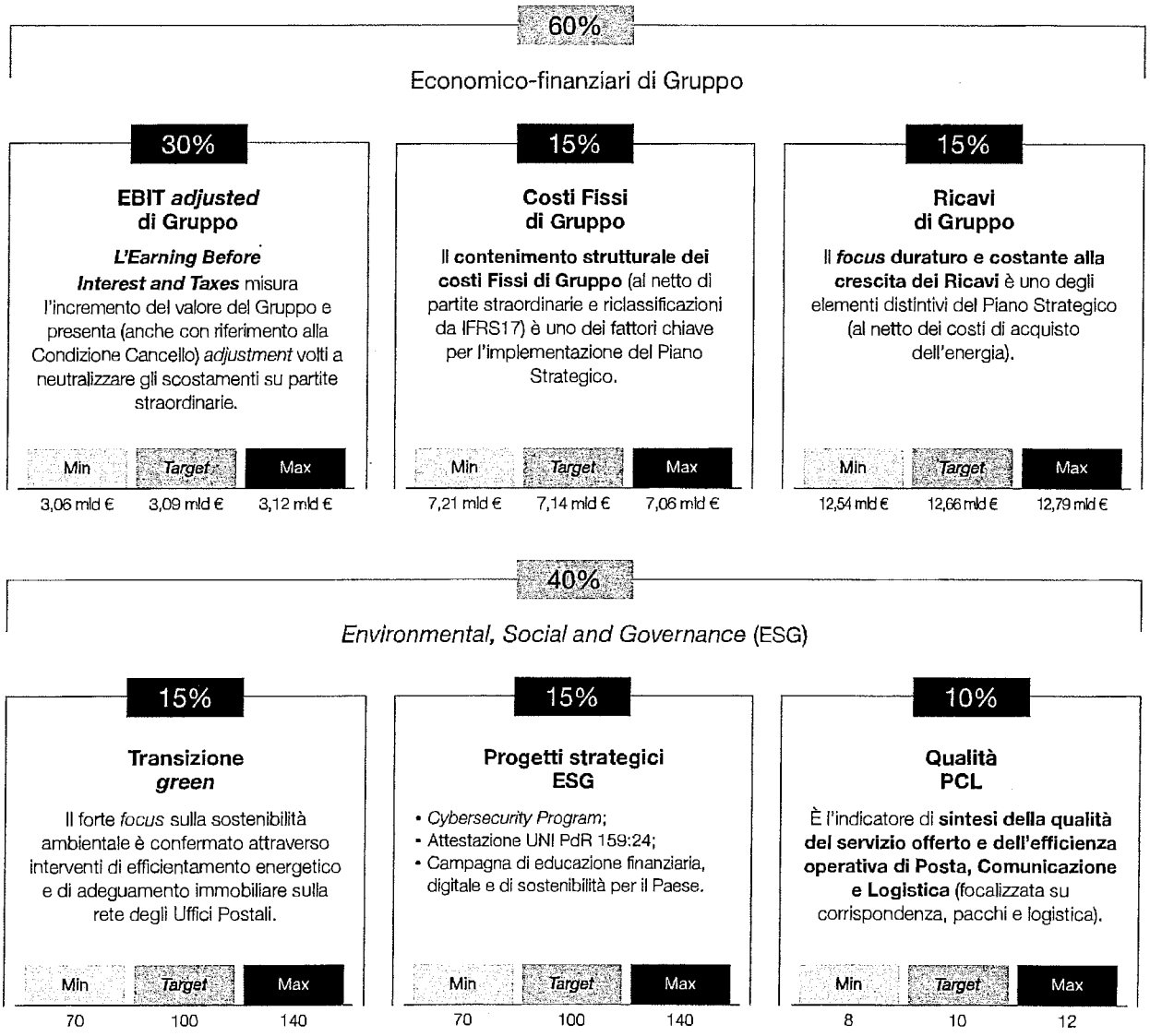
Per il Direttore Generale la componente fissa è costituita esclusivamente dalla Retribuzione Annua Lorda relativa al rapporto dirigenziale che, per il 2025 è stata pari a € 870.000 euro, invariati rispetto allo scorso anno. Per i Dirigenti con responsabilità strategiche (DIRS), nel corso del 2025 sono 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.

Al Direttore Generale e ai Dirigenti con responsabilità strategiche sono stati riconosciuti *benefit* in linea con le prassi di mercato per ruoli analoghi.

Remunerazione variabile

Per il DG, con riferimento al sistema di incentivazione variabile a breve termine "MBO", per il periodo di *performance* 2025, gli obiettivi assegnati erano i seguenti:

FIGURA 16. OBIETTIVI DI *PERFORMANCE* SISTEMA "MBO" 2025 DG



Per il DG, le considerazioni sui livelli di raggiungimento della Condizione Cancello e degli obiettivi di *performance* sono le medesime precedentemente descritte per l'AD. I KPI sono gli stessi (ad eccezione del RORAC BP), come del resto la percentuale complessiva di *performance*.

Complessivamente, infatti, la valutazione rispetto agli obiettivi raggiunti (economico-finanziari, di sostenibilità e di redditività corretta per il rischio) risulta più che positiva, pari al 138% del livello *target* (rispetto a un valore massimo pari al 140%).

Pertanto, sulla base della consuntivazione della Condizione Cancello e degli obiettivi di *performance* appena illustrati, in attuazione di quanto descritto nella Relazione sulla politica in materia di remunerazione 2025, il Direttore Generale ha maturato un incentivo, con riferimento al Sistema MBO pari a € 1.200.600; tale importo verrà corrisposto in forma monetaria con le tempistiche di seguito descritte:

- per il 70% al termine del periodo di *performance* nel 2025;
- il restante 30% differito di un anno nel 2026.

Per i Dirigenti con responsabilità strategiche, i valori relativi agli incentivi a breve termine, con riferimento al periodo di *performance* 2025, 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 macroaree economico-finanziarie, sostenibilità e obiettivi di funzione. Il livello di raggiungimento degli obiettivi è differenziato su base individuale e generalmente superiore al *target*.

FIGURA 17. "MBO 2025" PER I DIRS

PERFORMANCE GATE: EBIT *ADJUSTED* GRUPPO POSTE ITALIANE

OBIETTIVI DI *PERFORMANCE*

20%	Economico-finanziari	L'attenzione ai «margini» continua ad essere uno degli elementi fondamentali del 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 anche economico-finanziari di funzione collegati ai progetti prioritari 2025 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, di norma quantitativi, 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, soggetti a specifiche normative di riferimento, potranno essere previsti schemi e meccanismi differenti per tenere conto delle relative specificità.

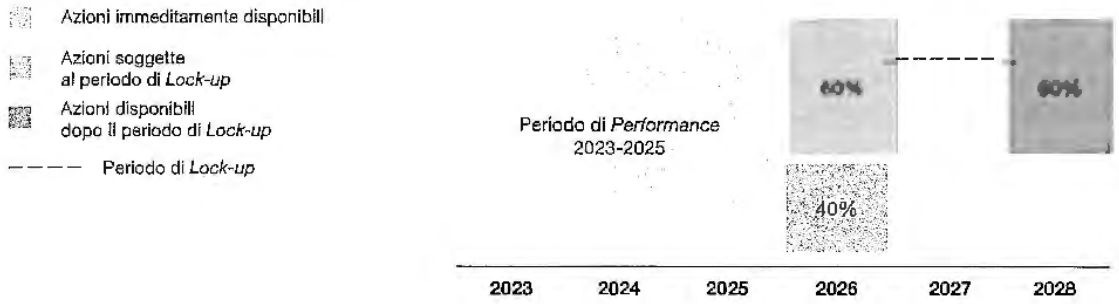
Il livello di raggiungimento medio degli obiettivi per i DIRS è superiore al *target* ed è pari a circa il 138% del *target* stesso (rispetto al 140% al massimo).

Si ricorda che nel 2025 è, inoltre, giunto a maturazione il "Piano ILT *Performance Share 2023-2025*", assegnato nel corso del 2023. La consuntivazione di tale Piano è rappresentata nella Tabella 3A e si rimanda alle figure 12 e 13, già illustrate nel paragrafo dedicato all'AD. Tra i beneficiari vi è altresì Giuseppe Lasco a cui il piano è stato assegnato in qualità di DIRS; in un'ottica di sempre massima trasparenza verso gli azionisti e il mercato, si rappresenta che il numero delle azioni pro-rata *temporis* (a partire dal 28 febbraio 2024 data del C.d.A. della Società che ha nominato Giuseppe Lasco Direttore Generale) maturate in qualità di Direttore Generale è pari a 57.978.

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Per DIRS non appartenenti ai *Material Risk Takers* e per il DG i diritti a ricevere le azioni ordinarie di Poste Italiane maturate saranno riconosciuti con le modalità di seguito rappresentate:

FIGURA 18. MODALITÀ CORRESPONSIONE DEL "PIANO ILT *PERFORMANCE SHARE*" 2023-2025 PER I BENEFICIARI *NON MATERIAL RISK TAKER* IVI INCLUSO IL DG



Si ricorda inoltre che nel 2025 verranno consegnate le quote sottoposte a *Lock-Up*/Differimento di anni precedenti.

Infine, per i *Material Risk Takers* BancoPosta, in linea con quanto già descritto per l'AD, saranno consegnate le azioni relative ai "Piani ILT *Performance Share*" 2020-2022, 2021-2023 e 2022-2024 giunte 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 2020, 2021, 2022, 2023 e 2024.

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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	01/01/2025 - 31/12/2025	appr. bilancio 2025									
(I) Compensi nella società che redige il bilancio				€ 480.000	€ 25.000[1]			€ 9.364		€ 514.364		
(II) Compensi da controllate e collegate												
(III) Totale				**€ 480.000**	**€ 25.000**			**€ 9.364**		**€ 514.364**		
Note: [1] Per la carica di Presidente del Comitato Sostenibilità.												
2 Matteo Del Fante	Amministratore Delegato	01/01/2025 - 31/12/2025	appr. bilancio 2025									
(I) Compensi nella società che redige il bilancio				€ 1.478.000[1]		€ 470.150		€ 14.647		€ 1.962.798	€ 1.843.401	
(II) Compensi da controllate e collegate												
(III) Totale				**€ 1.478.000**		**€ 470.150**		**€ 14.647**		**€ 1.962.798**	**€ 1.843.401**	
Note: [1] Di cui € 1.378.000 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 € 1.338.000 quale compenso ex art. 2389, comma 3, c.c.) e € 100.000 in qualità di Dirigente della società.												
3 Carlo D'Asaro Biondo	Consigliere	01/01/2025 - 31/12/2025	appr. bilancio 2025									
(I) Compensi nella società che redige il bilancio				€ 40.000	€ 50.000[1]			€ 521		€ 90.521		
(II) Compensi da controllate e collegate												
(III) Totale				**€ 40.000**	**€ 50.000**			**€ 521**		**€ 90.521**		
Note: [1] Di cui € 25.000 per la carica di Presidente del Comitato Remunerazioni e € 25.000 per la partecipazione al Comitato Controllo e Rischi.												
4 Valentina Gemignani	Consigliere	01/01/2025 - 31/12/2025	appr. bilancio 2025									
(I) Compensi nella società che redige il bilancio				€ 40.000	€ 42.500[1]					€ 82.500[2]		
(II) Compensi da controllate e collegate												
(III) Totale				**€ 40.000**	**€ 42.500**			**€ -**		**€ 82.500**		
Note: [1] Di cui € 25.000 per la partecipazione al Comitato Controllo e Rischi e € 17.500 per la partecipazione al Comitato Nomine e *Corporate Governance*. [2] Compensi riversati.												

* I valori inseriti nelle tabelle illustrate sono stati calcolati *pro rata temporis*, ove necessario. 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.

5	**Alessandro Marchesini**	Consigliere	26/03/2025 - 31/12/2025	appr. bilancio 2025				
	(I) Compensi nella società che redige il bilancio				€ 30.658	€ 26.826[1]		€ 57.484
	(II) Compensi da controllate e collegate							
	(III) Totale				**€ 30.658**	**€ 26.826**	**€ -**	**€ 57.484**

Note:
[1] Di cui € 13.413 per la partecipazione al Comitato Remunerazioni e € 13.413 per la partecipazione al Comitato Sostenibilità.

6	**Paolo Marchioni**	Consigliere	01/01/2025 - 31/12/2025	appr. bilancio 2025				
	(I) Compensi nella società che redige il bilancio				€ 40.000	€ 46.663[1]		€ 86.663
	(II) Compensi da controllate e collegate				€ 15.000			€ 15.000
	(III) Totale				**€ 55.000**	**€ 46.663**	**€ -**	**€ 101.663**

Note:
[1] Di cui € 17.500 per la partecipazione al Comitato Remunerazioni, € 25.000 per la carica di Presidente del Comitato Parti Correlate e Soggetti Collegati e € 4.163 per la partecipazione al Comitato Sostenibilità (quest'ultima carica dal 1/1/25 al 26/3/25).

7	**Matteo Petrella**	Consigliere	01/01/2025 - 31/12/2025	appr. bilancio 2025				
	(I) Compensi nella società che redige il bilancio				€ 40.000	€ 52.500[1]		€ 92.500
	(II) Compensi da controllate e collegate				€ 10.000			€ 10.000
	(III) Totale				**€ 50.000**	**€ 52.500**	**€ -**	**€ 102.500**

Note:
[1] Di cui € 35.000 per la carica di Presidente del Comitato Controllo e Rischi e € 17.500 per la partecipazione al Comitato Parti Correlate e Soggetti Collegati.

8	**Patrizia Rutigliano**	Consigliere	01/01/2025 - 31/12/2025	appr. bilancio 2025				
	(I) Compensi nella società che redige il bilancio				€ 40.000	€ 42.500[1]	€ 521	€ 83.021
	(II) Compensi da controllate e collegate							
	(III) Totale				**€ 40.000**	**€ 42.500**	**€ 521**	**€ 83.021**

Note:
[1] Di cui € 25.000 per la carica di Presidente del Comitato Nomine e Corporate Governance e € 17.500 per la partecipazione al Comitato Sostenibilità.

9	**Vanda Ternau**	Consigliere	01/01/2025 - 31/12/2025	appr. bilancio 2025				
	(I) Compensi nella società che redige il bilancio				€ 40.000	€ 35.000[1]	€ 521	€ 75.521
	(II) Compensi da controllate e collegate				€ 15.000			€ 15.000
	(III) Totale				**€ 55.000**	**€ 35.000**	**€ 521**	**€ 90.521**

Note:
[1] Di cui € 17.500 per la partecipazione al Comitato Nomine e Corporate Governance e € 17.500 per la partecipazione al Comitato Parti Correlate e Soggetti Collegati.

Direttore Generale

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)
Giuseppe Lasco	Direttore Generale	01/01/2025 - 31/12/2025										
(I) Compensi nella società che redige il bilancio				€ 870.000		€ 1.200.600		€ 23.671		€ 2.094.272	€ 695.444	
(II) Compensi da controllate e collegate												
(III) Totale				**€ 870.000**		**€ 1.200.600**		**€ 23.671**		**€ 2.094.272**	**€ 695.444**	

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 (16 Risorse[1])												
(I) Compensi nella società che redige il bilancio				€ 6.610.705		€ 6.219.427		€ 261.375		€ 13.091.506	€ 4.176.176	
(II) Compensi da controllate e collegate				[2]		[3]						
(III) Totale				**€ 6.610.705**		**€ 6.219.427**		**€ 261.375**		**€ 13.091.506**	**€ 4.176.176**	

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 2025 compensi complessivi maggiori rispetto all'Amministratore Delegato.
[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 € 1.048.686.
[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 € 565.571.

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	01/01/2025 - 30/05/2025	appr. bilancio 2024									
(I) Compensi nella società che redige il bilancio				€ 33.242						€ 33.242		
(II) Compensi da controllate e collegate				€ 77.158[1]						€ 77.158		
(III) Totale				**€ 110.400**						**€ 110.400**		
2 Gianluigi Fiorendi	Sindaco Effettivo	01/01/2025 - 30/05/2025	appr. bilancio 2024									
(I) Compensi nella società che redige il bilancio				€ 29.087						€ 29.087		
(II) Compensi da controllate e collegate				€ 18.854[1]						€ 18.854		
(III) Totale				**€ 47.941**						**€ 47.941**		
3 Serena Gatteschi	Sindaco Effettivo	01/01/2025 - 30/05/2025	appr. bilancio 2024									
(I) Compensi nella società che redige il bilancio				€ 29.087						€ 29.087		
(II) Compensi da controllate e collegate				€ 28.009[1]						€ 28.009		
(III) Totale				**€ 57.096**						**€ 57.096**		
4 Antonio Mansi	Presidente del Collegio Sindacale	30/05/2025 - 31/12/2025	appr. bilancio 2027									
(I) Compensi nella società che redige il bilancio				€ 47.105						€ 47.105		
(II) Compensi da controllate e collegate												
(III) Totale				**€ 47.105**						**€ 47.105**		
5 Giovanni Caravetta	Sindaco Effettivo	30/05/2025 - 31/12/2025	appr. bilancio 2027									
(I) Compensi nella società che redige il bilancio				€ 41.217						€ 41.217		
(II) Compensi da controllate e collegate												
(III) Totale				**€ 41.217**						**€ 41.217**		
6 Laura Gualtieri	Sindaco Effettivo	30/05/2025 - 31/12/2025	appr. bilancio 2027									
(I) Compensi nella società che redige il bilancio				€ 41.217						€ 41.217		
(II) Compensi da controllate e collegate												
(III) Totale				**€ 41.217**						**€ 41.217**		

Note:
[1] Periodo considerato dal 01/01/2025 - 31/12/2025 con compensi, eventualmente, pro quota in base al periodo effettivo per cui è stata ricoperta la carica.

Note:
[1] Periodo considerato dal 01/01/2025 - 31/12/2025 con compensi, eventualmente, pro quota in base al periodo effettivo per cui è stata ricoperta la carica.

Note:
[1] Periodo considerato dal 01/01/2025 - 31/12/2025 con compensi, eventualmente, pro quota in base al periodo effettivo per cui è stata ricoperta la carica.

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 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	Amministratore Delegato												
(I) Compensi nella società che redige il bilancio		Sistema di incentivazione a breve termine 2025 ("MBO"), per il personale più rilevante del Patrimonio BancoPosta Delibera Assemblea degli azionisti 30/05/2025			25.469 *Azioni ordinarie di Poste Italiane S.p.A.*	€ 574.639[1]	5 anni	17/03/26	€ 22,5623[2]		9.261[3]	€ 208.949	€ 208.949[4]
(I) Compensi nella società che redige il bilancio		Sistema di incentivazione a breve termine 2024 ("MBO"), per il personale più rilevante del Patrimonio BancoPosta Delibera Assemblea degli azionisti 31/05/2024	16.287 *Azioni ordinarie di Poste Italiane S.p.A.*	5 anni							6.514[3]	€ 146.971	€ 146.971[4]
(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	12.233 *Azioni ordinarie di Poste Italiane S.p.A.*	5 anni							8.156[3]	€ 184.018	€ 184.018[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	3.903 *Azioni ordinarie di Poste Italiane S.p.A.*	5 anni							7.809[3]	€ 176.189	€ 176.189[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									4.154[3] *Azioni ordinarie di Poste Italiane S.p.A.*	€ 93.724	€ 93.724[4]
(I) Compensi nella società che redige il bilancio		Piano ILT *Performance Share* - 2025-2027 Delibera Assemblea degli azionisti 30/05/2025			104.149 *Azioni ordinarie di Poste Italiane S.p.A.*	€ 1.195.631	3 anni	30/01/25	€ 14,0042				€ 434.346

(I) Compensi nella società che redige il bilancio	Piano ILT *Performance Share* - 2024-2026 Delibera Assemblea degli azionisti 31/05/2024	140.798 *Azioni ordinarie di Poste Italiane S.p.A.*				€ 375.874
(I) Compensi nella società che redige il bilancio	Piano ILT *Performance Share* - 2023-2025 Delibera Assemblea degli azionisti 08/05/2023	97.445 *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni	64.964[3]	€ 1.465.737	€ 223.330
(I) Compensi nella società che redige il bilancio	Piano ILT *Performance Share* - 2022-2024 Delibera Assemblea degli azionisti 27/05/2022	55.232 *Poste Italiane S.p.A.*	3 anni	11.047[3]	€ 249.246	
(I) Compensi nella società che redige il bilancio	Piano ILT *Performance Share* - 2021-2023 Delibera Assemblea degli azionisti 28/05/2021	57.873 *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni	14.468	€ 326.431	
(I) Compensi nella società che redige il bilancio	Piano ILT *Performance Share* - secondo ciclo 2020 - 2022 Delibera Assemblea degli azionisti 28/05/2019	7.613 *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[3] *Azioni ordinarie di Poste Italiane S.p.A.*	€ 332.027	
(II) Compensi da controllate e collegate						
(III) Totale			**€ 1.770.270**		**€ 3.183.292**	**€ 1.843.401**

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.

			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)
Giuseppe Lasco	Direttore Generale												
(I) Compensi nella società che redige il bilancio		Piano ILT *Performance Share* - 2025-2027 Delibera Assemblea degli azionisti 30/05/2025			62.125 *Azioni ordinarie di Poste Italiane S.p.A.*	€ 852.293	3 anni	30/01/25	€ 14,0042[1]				€ 315.071
(I) Compensi nella società che redige il bilancio		Piano ILT *Performance Share* - 2024-2026 Delibera Assemblea degli azionisti 31/05/2024	81.558 *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni									€ 278.395
(I) Compensi nella società che redige il bilancio		Piano ILT *Performance Share* - 2023-2025 Delibera Assemblea degli azionisti 08/05/2023									57.978[2] *Azioni ordinarie di Poste Italiane S.p.A.*	€ 1.308.117	€ 101.978
(II) Compensi da controllate e collegate													
(III) Totale						**€ 852.293**						**€ 1.308.117**	**€ 695.444**

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] Di cui 34.787 sottoposte ad un periodo di *Lock-up* pari a 2 anni.

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			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)
Dirigenti con responsabilità strategiche													
(I) Compensi nella società che redige il bilancio		Sistema di incentivazione a breve termine 2025 ("MBO"), per il personale più rilevante del Patrimonio BancoPosta Delibera Assemblea degli azionisti 30/05/2025			20.139 *Azioni ordinarie di Poste Italiane S.p.A.*	€ 454.382[1]	4/5 anni	17/03/26	€ 22,5623[2]		8.201[3]	€ 185.033	€ 185.033[4]
(I) Compensi nella società che redige il bilancio		Sistema di incentivazione a breve termine 2024 ("MBO"), per il personale più rilevante del Patrimonio BancoPosta Delibera Assemblea degli azionisti 31/05/2024	11.956 *Azioni ordinarie di Poste Italiane S.p.A.*	4/5 anni							5.335[3]	€ 120.370	€ 120.370[4]
(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	6.318 *Azioni ordinarie di Poste Italiane S.p.A.*	4/5 anni							5.422[3]	€ 122.333	€ 122.333[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	1.984 *Azioni ordinarie di Poste Italiane S.p.A.*	4/5 anni							3.968[3]	€ 89.527	€ 89.527[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									1.320[3] *Azioni ordinarie di Poste Italiane S.p.A.*	€ 29.762	€ 29.782[4]
(I) Compensi nella società che redige il bilancio		Piano ILT *Performance Share* - 2025-2027 Delibera Assemblea degli azionisti 30/05/2025			315.313 *Azioni ordinarie di Poste Italiane S.p.A.*	€ 4.151.585	3 anni	30/01/25	€ 14,0042[2]				€ 1.529.052
(I) Compensi nella società che redige il bilancio		Piano ILT *Performance Share* - 2024-2026 Delibera Assemblea degli azionisti 31/05/2024	395.237 *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni									€ 1.286.368

(I) Compensi nella società che redige il bilancio	Piano ILT *Performance Share* - 2023-2025 Delibera Assemblea degli azionisti 08/05/2023	45.884 *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni	433.430[5]	€ 9.779.169	€ 813.710
(I) Compensi nella società che redige il bilancio	Piano ILT *Performance Share* - 2022-2024 Delibera Assemblea degli azionisti 27/05/2022	17.765 *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni	3.554[3]	€ 80.186	
(I) Compensi nella società che redige il bilancio	Piano ILT *Performance Share* - 2021-2023 Delibera Assemblea degli azionisti 28/05/2021	15.107 *Azioni ordinarie di Poste Italiane S.p.A.*	3 anni	3.777[3]	€ 85.218	
(I) Compensi nella società che redige il bilancio	Piano ILT *Performance Share* - secondo ciclo 2020 - 2022 Delibera Assemblea degli azionisti 28/05/2019	8.744 *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			6.133[3] *Azioni ordinarie di Poste Italiane S.p.A.*	€ 138.375	
(II) Compensi da controllate e collegate						
(III) Totale			**€ 4.605.967**		**€ 10.629.993**	**€ 4.176.176**

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 30.590 sottoposte a un periodo di retention di 1 anno in coerenza con le previsioni per il personale del Patrimonio BancoPosta e di cui 241.704 sottoposte ad un periodo di *Lock-up* pari a 2 anni.

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	Amministratore Delegato								
(I) Compensi nella società che redige il bilancio		MBO 2025	€ 208.956	€ 261.195	5 anni				
(I) Compensi nella società che redige il bilancio		MBO 2024					€ 101.894	€ 152.840	
(I) Compensi nella società che redige il bilancio		MBO 2023						€ 130.786	
(I) Compensi nella società che redige il bilancio		MBO 2022						€ 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		
(II) Compensi da controllate e collegate									
(III) Totale			**€ 208.956**	**€ 261.195**			**€ 133.715**	**€ 523.348**	
Giuseppe Lasco	Direttore Generale								
(I) Compensi nella società che redige il bilancio		MBO 2025	€ 840.420	€ 360.180	1 anno				
(I) Compensi nella società che redige il bilancio		MBO 2024					€ 303.102		
(II) Compensi da controllate e collegate									
(III) Totale			**€ 840.420**	**€ 360.180**			**€ 303.102**		
Dirigenti con responsabilità strategiche									
(I) Compensi nella società che redige il bilancio		MBO 2025	€ 3.957.589	€ 1.897.190	1 - 5 anni				
(I) Compensi nella società che redige il bilancio		MBO 2024					€ 1.509.917	€ 257.141	
(I) Compensi nella società che redige il bilancio		MBO 2023					€ 33.497	€ 126.903	
(I) Compensi nella società che redige il bilancio		MBO 2022					€ 42.641	€ 68.629	
(I) Compensi nella società che redige il bilancio		MBO 2021					€ 7.854	€ 39.691	
(I) Compensi nella società che redige il bilancio		MBO 2020					€ 10.324		
(I) Compensi nella società che redige il bilancio		Piani ILT SdG Poste Italiane		€ 364.647			€ 434.902	€ 1.128.628	
(II) Compensi da controllate e collegate			(1)	(2)			(3)	(4)	
(III) Totale			**€ 3.957.589**	**€ 2.261.837**			**€ 2.039.135**	**€ 1.620.990**	**€ -**

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 € 185.743.
(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 € 379.829.
(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 € 328.841.
(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 € 723.934.

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TABELLE INFORMATIVE – SCHEMA 7-*TER* CONSOB

TABLE 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 2024	Numero azioni acquistate nel 2025*	Numero azioni vendute nel 2025	Numero azioni possedute a fine 2025	Titolo del possesso
Silvia Maria Rovere	Presidente	POSTE ITALIANE S.P.A.	5.000	0	0	5.000	Proprietà
Matteo Del Fante	Amministratore Delegato	POSTE ITALIANE S.P.A.	136.135	168.758	72.750	232.143	Proprietà
Paolo Marchioni	Congliere di Amministrazione	POSTE ITALIANE S.P.A.	500	1.000	0	1.500	Proprietà
Giuseppe Lasco	Direttore Generale	POSTE ITALIANE S.P.A.	25.705	39.394	37.550	27.549	Proprietà

* Sono incluse le azioni derivanti dalla consegna dei piani di incentivazione basati su strumenti finanziari di Poste Italiane.

TABELLA 2: Partecipazioni dei dirigenti con responsabilità strategiche

Numero Dirigenti con responsabilità strategiche	Società partecipata	Numero azioni possedute a fine 2024	Numero azioni acquistate nel 2025*	Numero azioni vendute nel 2025	Numero azioni possedute a fine 2025	Titolo del possesso
15	POSTE ITALIANE S.P.A.	196.849	275.031	206.305	265.575	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

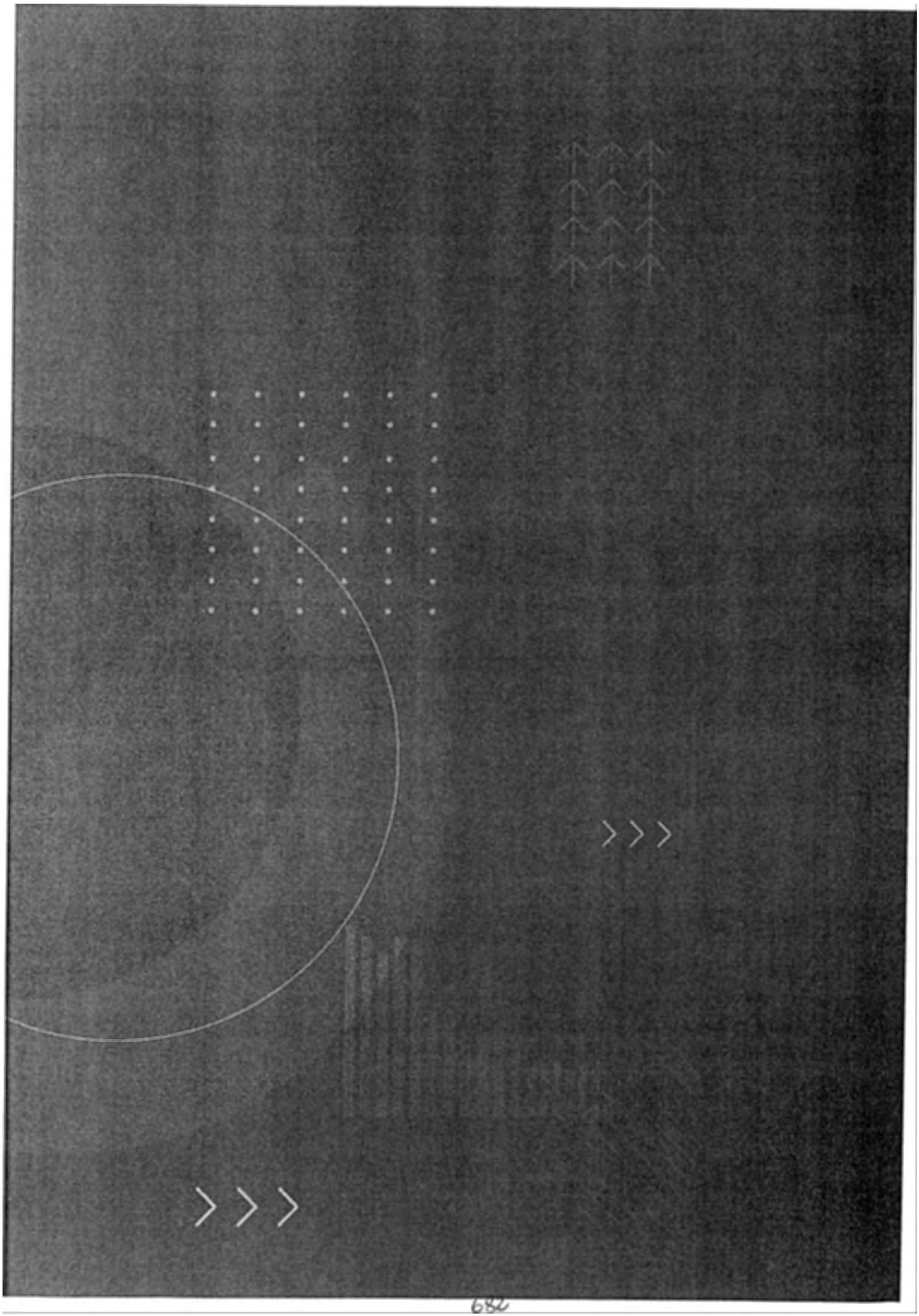
Sistema di incentivazione a breve termine 2025 ("MBO"):

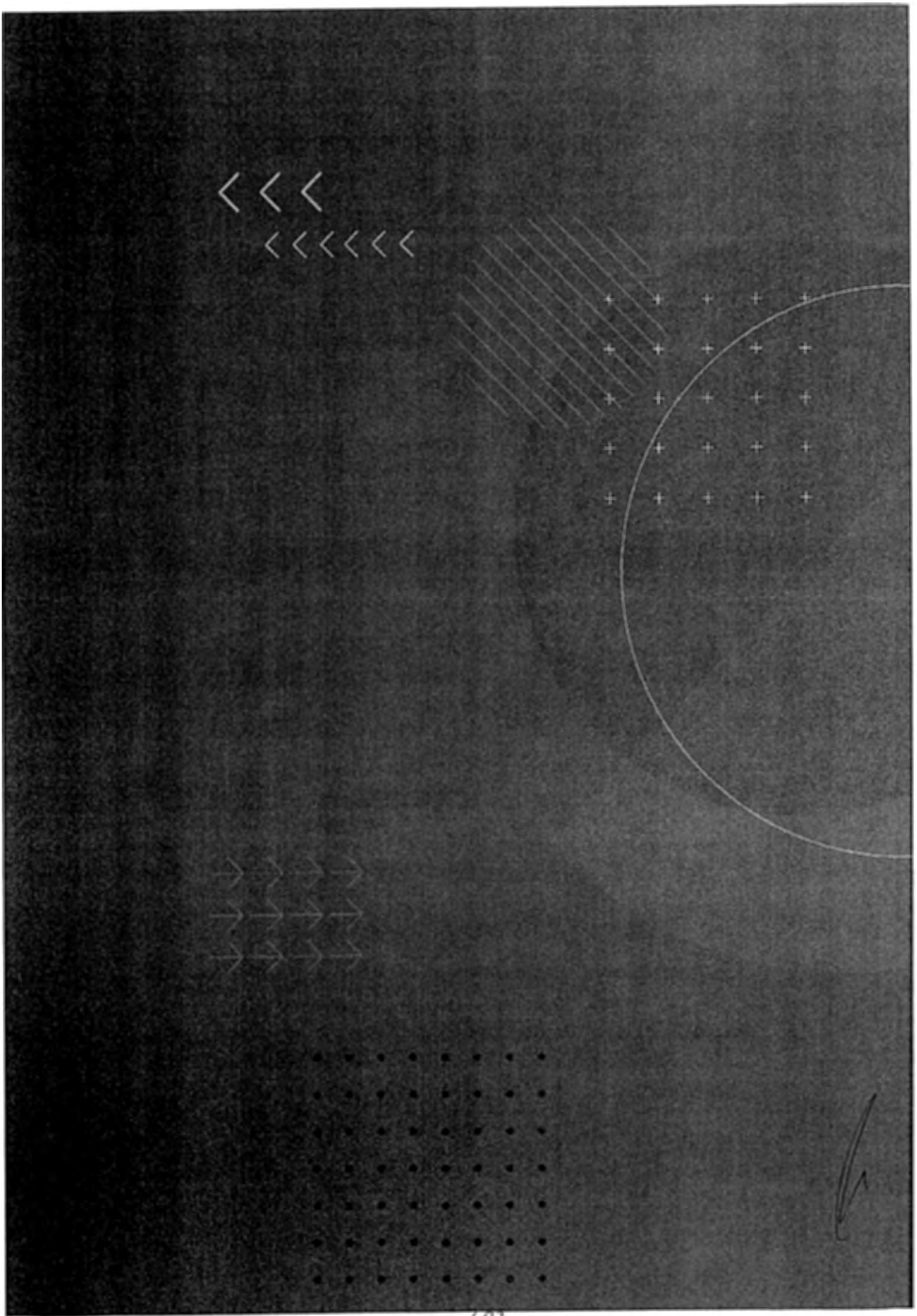
		QUADRO 1						
		Strumenti finanziari diversi dalle stock option						
		Sezione 1 Strumenti relativi a piani, in corso di validità, approvati sulla base di precedenti delibere assembleari						
Nome e cognome o categoria	Carica	Data della delibera assembleare	Tipologia degli strumenti finanziari	Numero strumenti finanziari	Data assegnazione	Eventuale prezzo di acquisto degli strumenti	Prezzo di mercato all'assegnazione	Periodo di *vesting*
Matteo Del Fante	**Amministratore Delegato**	30/05/25	Azioni ordinarie di Poste Italiane S.p.A.	25.469	17/03/26		€ 22,5623[1]	5 anni
Dirigenti con responsabilità strategiche (n.3)		30/05/25	Azioni ordinarie di Poste Italiane S.p.A.	20.139	17/03/26		€ 22,5623[1]	4/5 anni
Altri Beneficiari *Risk Taker* (n.14)		30/05/25	Azioni ordinarie di Poste Italiane S.p.A.	53.414	17/03/26		€ 22,5623[1]	4/5 anni

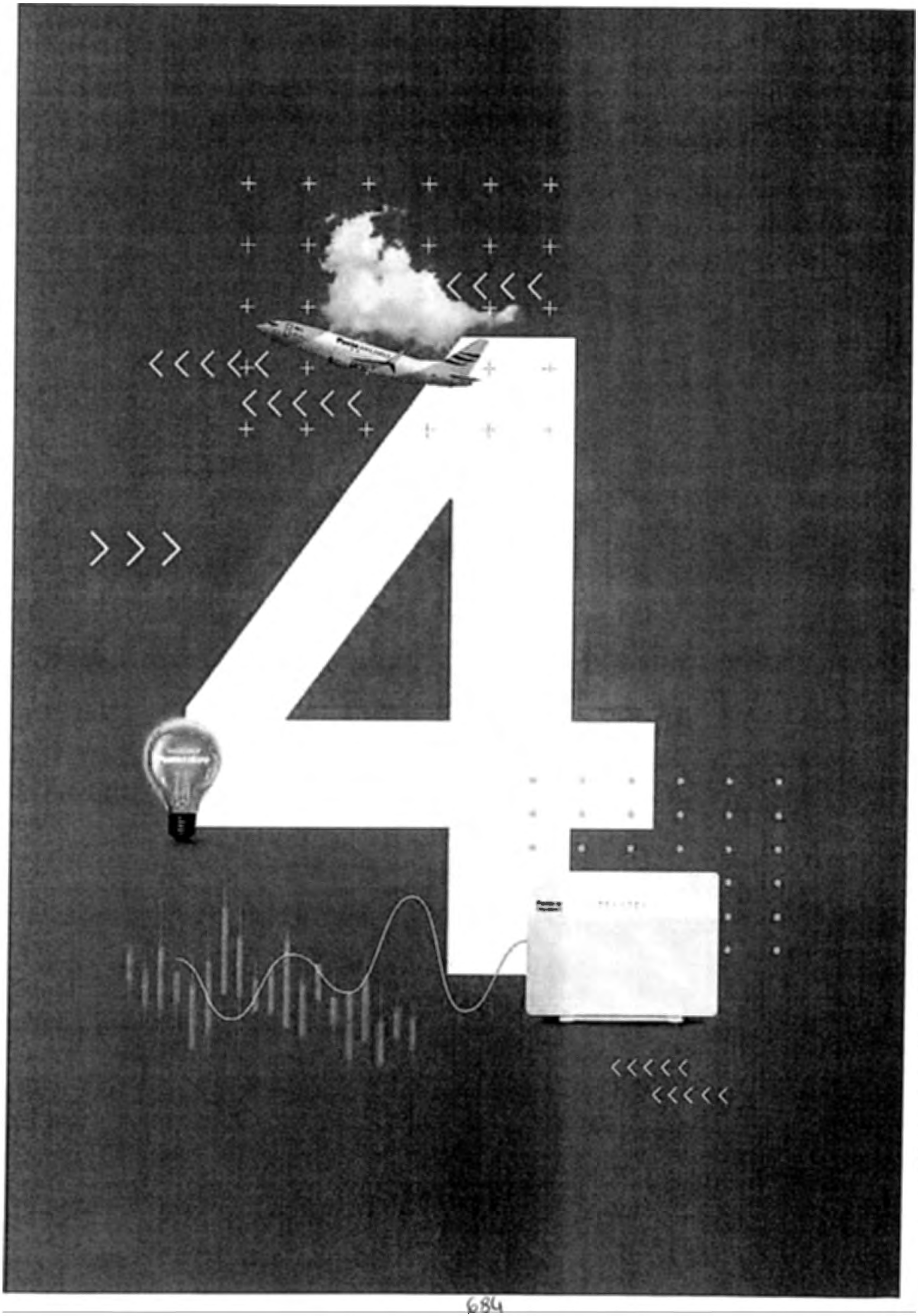
Note:
[1] Valore convenzionale stimato come media aritmetica dei prezzi dell'Azione di Poste Italiane rilevata nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data di assegnazione.

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Allegato: Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta

4. Allegato: Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta

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Introduzione

Il presente Allegato ("*Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta*" o "Linee Guida") – in coerenza con la "*Relazione sulla politica in materia di remunerazione 2026 e sui compensi corrisposti 2025*" 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 2025.

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. n. 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 2026 del Patrimonio BancoPosta"*;
- informativa quali-quantitativa relativa all'applicazione delle *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta"*.

1. Ambito normativo e di applicazione

1.1 Obiettivo del documento

Le *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta"*, in coerenza con la normativa in vigore e con la prima sezione della *"Relazione sulla politica in materia di remunerazione 2026 e sui compensi corrisposti 2025"* 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 le 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.

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).

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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.

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 n. 285/13 e dal legislatore nazionale tramite il D.lgs. n. 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.

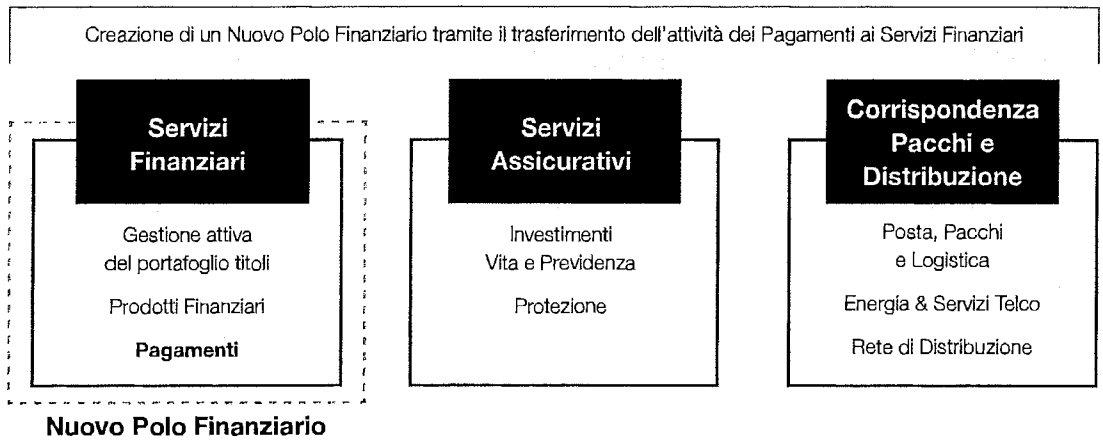
1.3 Ambito di applicazione

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;
- 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.

Lo *Strategy Update 2026* prevede un'evoluzione dell'assetto organizzativo con l'avvio della riorganizzazione di Gruppo finalizzata alla creazione di un nuovo "Polo Finanziario" (*"Financial Hub"*), integrando pagamenti, monetica e servizi finanziari. Tale operazione comporterà l'assegnazione delle attività relative alla monetica e ai pagamenti di PostePay al Patrimonio BancoPosta, al fine di ottimizzare la gestione delle risorse e rafforzare l'efficacia operativa dell'intero Gruppo. L'iniziativa mira a rafforzare ulteriormente la centralità del cliente, accelerare il *time-to-market*, ottimizzare l'impiego del capitale e ampliare le opportunità di *cross-selling*, valorizzando in particolare la crescita e il potenziale della clientela PostePay.

FIGURA 1. NUOVO POLO FINANZIARIO (O *"FINANCIAL HUB"*)



In coerenza con il *"2026 Strategy Update"* del Piano *"The Connecting Platform"*, con la riorganizzazione delle attività finanziarie e con l'acquisizione della partecipazione strategica in TIM, le Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta – in coerenza con la Relazione sulla politica in materia di remunerazione 2026 di Poste Italiane – introducono alcune novità volte a indirizzare il raggiungimento degli obiettivi fissati e rafforzarne l'efficacia, in linea con le migliori prassi di mercato.

Alla luce di quanto già illustrato, tenuto conto:

- da un lato, delle prospettazioni inerenti al comparto industriale del Gruppo Poste Italiane, compresa l'integrazione strategica con TIM;
- dall'altro del progetto di riorganizzazione delle attività di BancoPosta, monetica e pagamenti («Polo Finanziario» del Gruppo Poste Italiane);

nelle presenti Linee Guida è illustrata la Politica di remunerazione per l'Amministratore Delegato in relazione esclusivamente alle attività svolte nell'ambito del Patrimonio BancoPosta.

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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 personale BancoPosta;
- 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*;

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- 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 di Poste Italiane.

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 composto da tre Amministratori non esecutivi, tutti 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.

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 2026 del Patrimonio BancoPosta"* attraverso il supporto di seguito indicato. Il Responsabile della funzione BancoPosta è responsabile della gestione del personale assegnato alla funzione. In tale ambito, assume in autonomia tutte le decisioni riguardanti il personale di BancoPosta in coerenza con le politiche della Società (a eccezione dei suoi primi riporti).

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 2026 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 2026 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.

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 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.

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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.

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 17 marzo 2026.

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 – nell'ultimo trimestre dell'anno.

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 2. 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*.

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.

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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 - relativamente alle attività dai medesimi poste in essere in relazione al Patrimonio BancoPosta - e l'alta dirigenza[4];
- tutti membri del personale BancoPosta con responsabilità manageriali[5] sulle funzioni di controllo o sulle unità operative/ aziendali rilevanti dell'ente[6];
- il membro del personale BancoPosta 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 BancoPosta 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 BancoPosta 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 BancoPosta 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].

Con riferimento all'Amministratore Delegato si evidenzia quanto segue.

Considerato, da un lato, il significativo sviluppo degli ultimi anni dei business non finanziari (tramite acquisizioni strategiche, quali, da ultimo, la partecipazione in TIM, nonché l'ingresso in nuovi settori, quali l'energia, la logistica internazionale ed integrata), e, dall'altro, della creazione del "Polo Finanziario", il Consiglio di Amministrazione, nella seduta del 17 marzo 2026, ha approvato l'avvio della revisione dell'assetto della *governance* relativamente alle attività finanziarie, sulla base delle seguenti due direttrici:

i. creazione di un nuovo Comitato endoconsiliare, esclusivamente dedicato alle attività di BancoPosta;
ii. revisione, in ottica di rafforzamento, del perimetro delle attribuzioni delegate al Responsabile del Patrimonio BancoPosta.

Si prevede, al contempo, l'istituzione di una nuova funzione organizzativa (dunque, fuori dalla struttura organizzativa separata per l'esercizio delle attività di BancoPosta) dedicata alla gestione delle partecipazioni strategiche e lo studio di ulteriori iniziative di eventuale sviluppo internazionale, la cui responsabilità è affidata al dirigente che occupa la posizione di Amministratore Delegato.

In conseguenza delle suddette scelte strategiche e organizzative, l'Amministratore Delegato, all'esito del processo di identificazione del personale più rilevante, è identificato quale *Material Risk Takers* con riferimento alle attività da esso poste in essere in relazione al Patrimonio BancoPosta, con esclusione pertanto delle attività svolte quale dirigente della società in relazione alle responsabilità sopra indicate. Nel seguito si è, pertanto, proceduto a precisare le componenti della remunerazione dell'Amministratore Delegato alle quali si applicano le previsioni delle presenti Linee Guida.

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.
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.

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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 n. 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.

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 17 marzo 2026, ha portato all'identificazione di 45 MRTs (per 46 posizioni).

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.
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.

In particolare, la Fase 1 ha portato all'identificazione come MRTs di 46 posizioni come di seguito indicato:

- i componenti del Consiglio di Amministrazione di Poste Italiane tra cui l'Amministratore Delegato, relativamente alle attività con impatto sul Patrimonio BancoPosta;
- 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 BancoPosta; 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 2025, il numero totale delle posizioni da *Risk Takers* è rimasto invariato (1 posizione è ricoperta *ad interim*).

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.

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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 di BancoPosta, 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 componente fissa

La componente 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 annua lorda"), da una componente "in natura" (*"benefit"*) oltre ai pagamenti fissi e alla previdenza sociale obbligatoria e complementare. Per il Responsabile *Risk Management*, per il Responsabile *Compliance* e per il Responsabile Revisione Interna sono anche riconosciute *Role Based Allowance* o Indennità di Ruolo.

La componente 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 2026 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 di Poste Italiane, 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 componente 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. Medesime considerazioni sono relative ai pagamenti fissi e alla previdenza sociale obbligatoria e complementare in quanto assegnati sulla base di criteri predeterminati che non sono collegati al livello delle prestazioni rese e non sono soggetti ad elementi di discrezionalità; per tali motivi vengono considerati all'interno della componente fissa.

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La componente variabile

La componente 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 componente variabile può essere assegnata o erogata a condizione che i livelli patrimoniali, di liquidità e di redditività corretta per il rischio siano almeno pari ai limiti regolamentari, tenendo anche conto del costo complessivo delle remunerazioni variabili stesse. Tale componente è assegnata in percentuale della componente fissa complessiva come sopra definita.

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 componente variabile è costituita dai seguenti Piani per il personale più rilevante:

- 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* 2026-2028 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.

Inoltre, è confermata l'applicazione del meccanismo del *dividend equivalent*.

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" per il Personale BancoPosta, 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 nel dicembre 2024, pari a € 1.799.891, il cui 25% corrisponde a € 449.973). Tale valore (€ 449.973), infatti, è inferiore al valore corrispondente a 10 volte la remunerazione complessiva media dei dipendenti di BancoPosta. Tale valutazione verrà ripetuta almeno entro il 2028 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.

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 2026 del Patrimonio BancoPosta"*.

Rapporto tra la componente variabile e la componente fissa per il personale più rilevante

Si ricorda che l'Assemblea degli azionisti del 28 maggio 2021 ha approvato la proposta di innalzamento dell'incidenza massima della componente variabile sulla componente 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 (per la componente sottoposta alle presenti Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta), 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 2026, 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 2026 i soggetti coinvolti potrebbero essere i seguenti:

- Amministratore Delegato per cui si conferma il limite del 2:1 per la componente assoggettata alle Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta;
- Responsabile BancoPosta per cui si conferma il limite del 2:1 e altri 8 soggetti appartenenti al *Senior Management* (seppur, nella maggior parte dei casi, con un limite comunque inferiore all'1.5:1);
- 8 soggetti appartenenti alla categoria degli altri *Material Risk Takers* non appartenenti alle funzioni di controllo con un limite, dell'1,5:1.

Resta inteso che il rapporto tra componente variabile e componente fissa complessiva per il personale appartenente alle funzioni aziendali di controllo non può eccedere il limite di un terzo.

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 sono coerenti con quanto descritto nella "*Relazione sulla politica in materia di remunerazione 2026*" di Poste Italiane relativamente alle attività dai medesimi poste in essere in relazione al Patrimonio BancoPosta. 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.

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;
- altro Personale più rilevante;
- altro personale più rilevante appartenente alle 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) relativamente alle attività poste in essere in relazione al Patrimonio BancoPosta;
- 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.

18. Per i membri del Consiglio di Amministrazione e del Collegio Sindacale, il Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane, i Dirigenti è riconosciuta una polizza assicurativa infortuni extra professionali e D&O (quest'ultima riconosciuta anche per i dipendenti).

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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 nel successivo paragrafo 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.

I compensi aggiuntivi per i componenti dei Comitati endoconsiliari, per il mandato 2023-2025, sono invariati rispetto a quelli deliberati dal Consiglio di Amministrazione del 10 giugno 2020, sentito il parere del Collegio Sindacale e del Comitato Remunerazioni; maggiori dettagli in merito sono riportati nella seconda sezione del presente documento.

Il Consiglio di Amministrazione nominato per il mandato 2026-2028 determinerà, conformemente all'*iter* deliberativo già descritto, i compensi per la partecipazione dei Consiglieri ai Comitati endoconsiliari, in qualità di Presidente o di Membro. Resta inteso che il Consiglio di Amministrazione potrà variare i compensi, se del caso, rispetto a quanto deliberato per il mandato 2023-2025, anche tenuto conto di appositi *benchmarking* di mercato.

FIGURA 3. COMPENSI COMITATI ENDOCONSILIARI PER IL MANDATO 2023-2025

		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

Si evidenzia che i *benchmark* mostrano un posizionamento significativamente inferiore alla mediana di mercato.

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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.

Si ricorda che l'Assemblea degli azionisti del 27 aprile 2026 determinerà, conformemente all'iter deliberativo già descritto, il compenso *ex* art. 2389, comma 1 c.c. Si ricorda, inoltre, che il Consiglio di Amministrazione nominato per il mandato 2026-2028 determinerà, conformemente all'iter deliberativo già descritto, il compenso ex art. 2389, comma 3 c.c. per la carica di Presidente del Consiglio di Amministrazione. Resta inteso che il Consiglio di Amministrazione potrà variare il compenso, se del caso, rispetto a quanto deliberato per il mandato 2023-2025, anche tenuto conto di appositi *benchmarking* di mercato; il compenso attuale è leggermente inferiore alla mediana di mercato.

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)

Relativamente alle attività poste in essere in relazione al Patrimonio BancoPosta, la remunerazione dell'Amministratore Delegato è composta da una componente fissa e una componente variabile di breve termine[19].

Ai fini delle presenti Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta la componente fissa della remunerazione è pari solamente ai compensi ex art. 2389 comma 1 cc, ai compensi ex art. 2389 comma 3 c.c., oltre ai *benefit*, ai pagamenti fissi e alla previdenza sociale obbligatoria e complementare.

Nel rispetto del 2:1, i compensi variabili ex art. 2389 comma 3 saranno pari al massimo a € 980.000, in considerazione dei compensi fissi *ex* 2389 comma 1 e comma 3 c.c., al massimo pari a € 490.000 annui lordi.

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.

19. Per completezza di informazione l'AD, come già evidenziato nel primo capitolo delle presenti Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta, è destinatario anche di un trattamento economico al quale non si applicano le presenti Linee Guida in quanto non riferito ad attività poste in essere relativamente al Patrimonio BancoPosta e riguardante il comparto non finanziario del Gruppo Poste Italiane.

Compensi fissi

Come già illustrato, ai fini delle presenti Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta i compensi fissi dell'Amministratore Delegato sono pari ai compensi ex art. 2389 comma 1 c.c. e ai compensi ex art. 2389 comma 3 c.c.. I primi saranno definiti dall'Assemblea degli Azionisti mentre i secondi saranno definiti dal C.d.A. nominato e, in ogni caso, i compensi fissi non saranno superiori complessivamente a € 490.000 tra comma 1 e comma 3 fissi.

Compensi variabili

I compensi variabili dell'AD ai fini delle presenti Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta, sono quelli riferiti ai compensi variabili *ex* art. 2389 comma 3. Essi sono collegati al sistema d'incentivazione variabile a breve termine ("MBO") che incentiva il conseguimento di obiettivi su base annuale e condizioni di malus pluriennali.

È opportuno ricordare che i meccanismi di funzionamento del sistema d'incentivazione variabile a breve termine ("MBO") sono definiti in coerenza con quelli approvati nel 2025.

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 BancoPosta")

Il sistema d'incentivazione variabile a breve termine ("MBO BancoPosta") ha il fine di rafforzare l'attenzione alla creazione di valore per gli *stakeholders* attraverso il collegamento dell'incentivo assegnato su obiettivi annuali e le *performance* effettivamente conseguite nel medesimo periodo di riferimento. Le caratteristiche del sistema "MBO BancoPosta" 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.

Il sistema poggia su un processo strutturato di definizione degli obiettivi e degli incentivi a essi collegati ed è caratterizzato da:
- un *Performance Gate* 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.

Performance Gate e Condizione Cancello

È previsto un *performance gate*, il cui raggiungimento abilita l'effettiva possibilità di accedere al *bonus*. Il *performance gate* è rappresentato dall'EBIT *adjusted* 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 una crescita nell'erogazione dell'incentivo – a fronte di una *performance* eccellente in termine di EBIT *adjusted* – fino a un massimo del 110% del *bonus* individuale maturato.

Il livello soglia del *performance* gate funge, altresì, da Condizione Cancello.

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Condizioni di accesso

Il sistema "MBO BancoPosta" prevede, al fine di assicurare la sostenibilità nel tempo del Patrimonio BancoPosta, le condizioni per l'attivazione del sistema "MBO" sono integrate con le seguenti previsioni:

FIGURA 4. CONDIZIONI DI ACCESSO AL SISTEMA "MBO BANCOPOSTA" AD

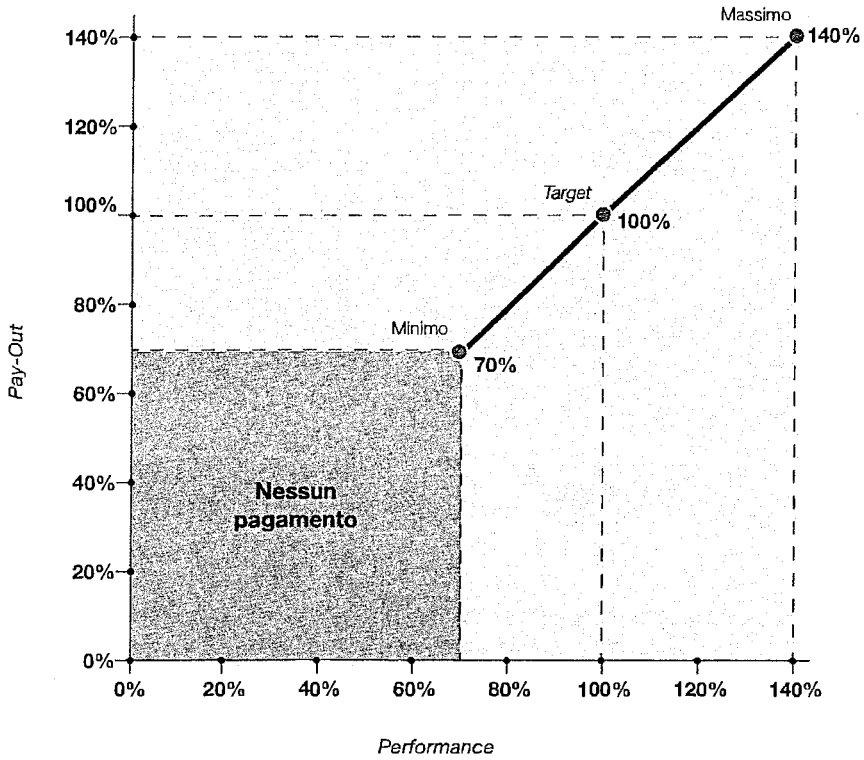
Parametro di adeguatezza patrimoniale BancoPosta: **CET 1**
Parametro di liquidità a breve termine BancoPosta: **LCR**
Parametro di redditività corretta per il rischio BancoPosta: **RORAC**

Con riferimento alle Condizioni di Accesso, i parametri definiti sono al livello di *risk tolerance* dei *Risk Appetite Framework* del Patrimonio BancoPosta.

Obiettivi di *performance*

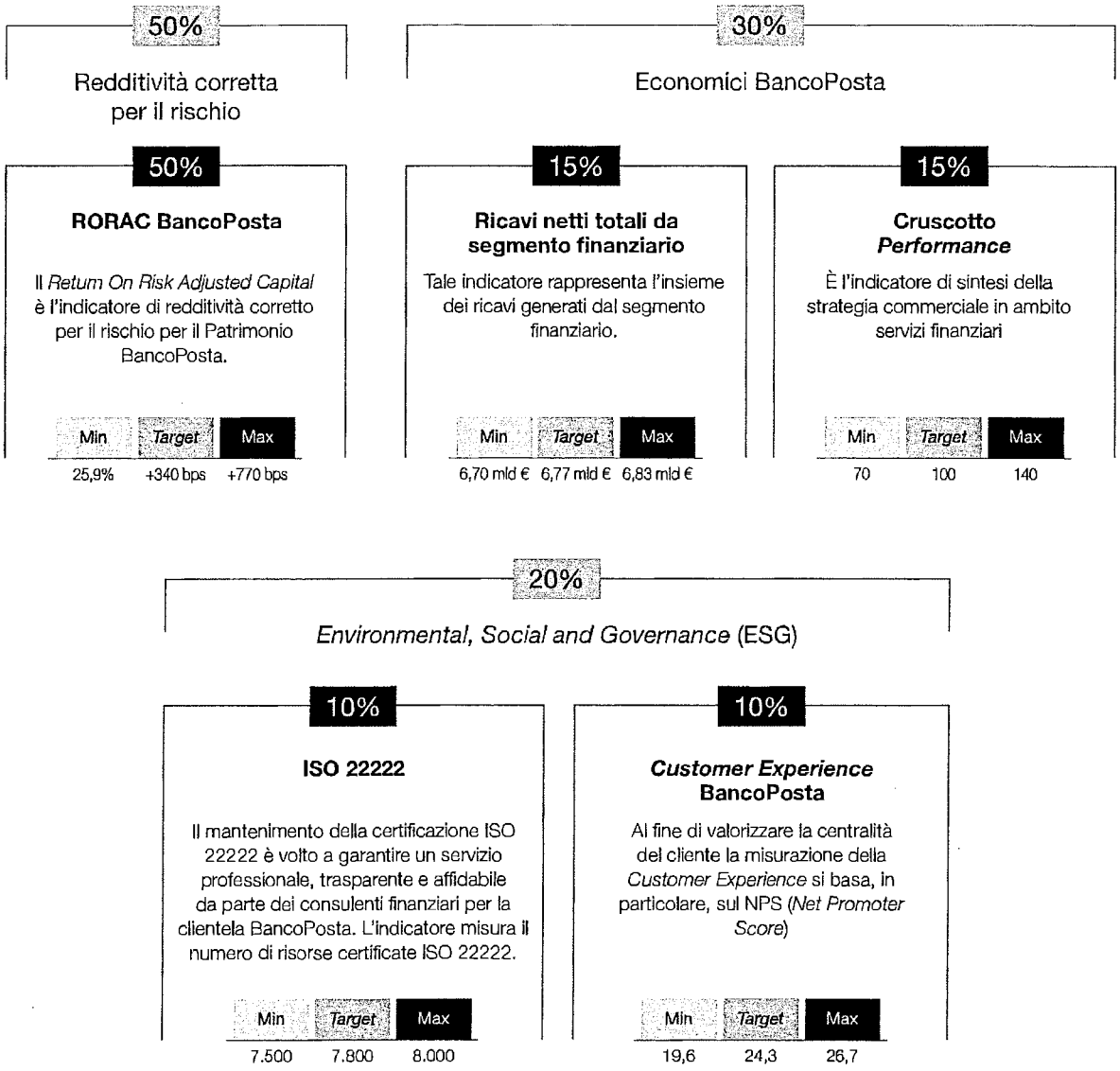
Gli obiettivi di *performance* 2026 sono declinati coerentemente con lo *Strategy Update 2026* e il Piano Strategico 2024–2028. Di seguito si riporta la curva di incentivazione per il sistema "MBO" che collega il livello ponderato complessivo di raggiungimento degli obiettivi di *performance* al livello di *pay-out* (per *performance* inferiori al livello "minimo" non è previsto alcun premio):

FIGURA 5. CURVA DI INCENTIVAZIONE "MBO BANCOPOSTA" AD



Gli obiettivi di *performance* 2026 – di seguito rappresentati – sono declinati coerentemente con le direttrici del nuovo Piano Strategico, in coerenza con le aree di responsabilità di competenza:

FIGURA 6. OBIETTIVI DI *PERFORMANCE* SISTEMA "MBO BANCOPOSTA" 2026 AD



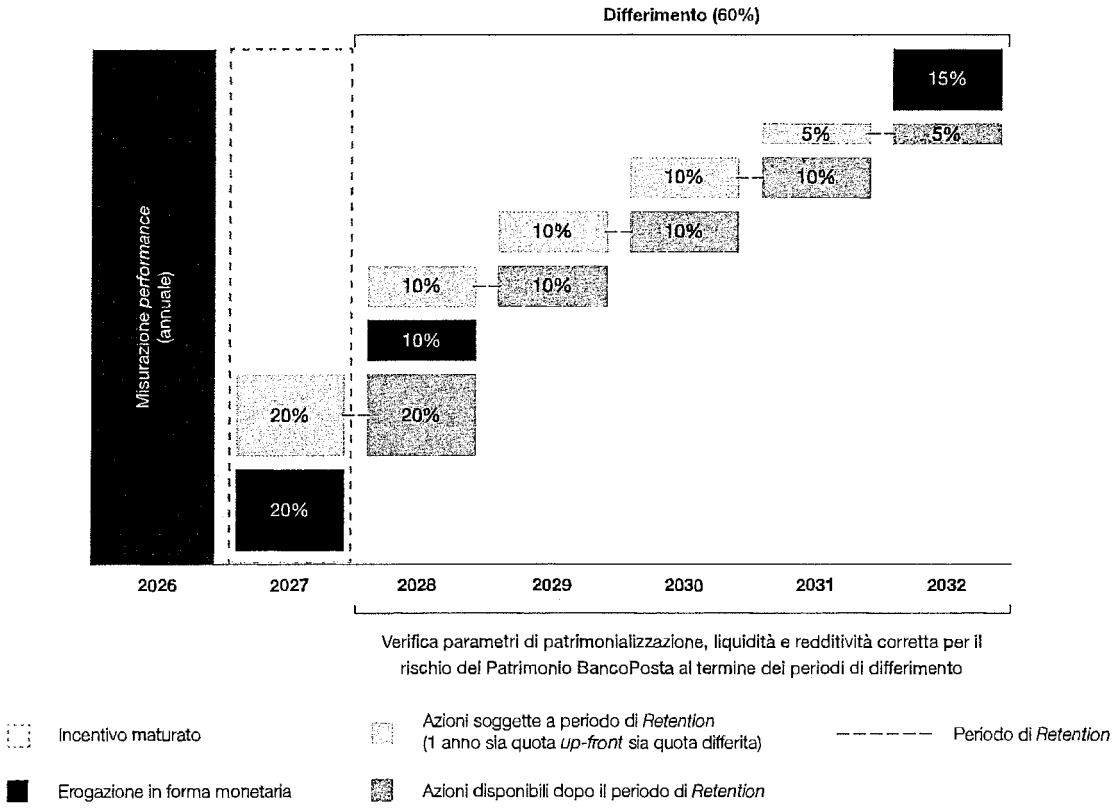
In linea con il principio di trasparenza illustrato nella *People Strategy,* descritta nella Relazione sulla politica in materia di remunerazione 2026 di Poste Italiane, viene fornita piena disclosure sugli obiettivi 2026 e sui relativi livelli di *performance* (minimo, *target* e massimo).

La scheda obiettivi sopra rappresentata è la medesima del Responsabile BancoPosta (quest'ultima in linea con l'assegnazione 2025). Si prevede, d'accordo con l'autorità di vigilanza, un KPI collegato al RORAC con un peso del 50%. Inoltre, vi sono altri due indicatori collegati alla crescita e alla sostenibilità economico-finanziaria del Patrimonio BancoPosta. Il sistema è infine bilanciato da obiettivi ESG specifici di BancoPosta, con peso pari al 20%, connessi al numero di risorse certificate ISO 22222 e alla qualità percepita del servizio offerto, misurata tramite la *Customer Experience* di BancoPosta. Quest'ultimo è un indicatore composito in cui la componente prevalente è il *Net Promoter Score* sul canale *Retail* per i prodotti finanziari di BancoPosta.

Modalità di erogazione

La modalità di erogazione del sistema "MBO BancoPosta" 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 7. MODALITÀ DI EROGAZIONE DEL SISTEMA "MBO BANCOPOSTA" 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 ampiamente 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 27 aprile 2026 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 e Piani ILT 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.

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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. Tale importo per il 2026, come già rappresentato nel relativo paragrafo della Relazione sulla Politica in materia di Remunerazione 2026 di Poste Italiane, è in ogni caso, conforme alla regolamentazione prevista dalla Circolare di Banca d'Italia 285/2013 s.m.i.

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 definito ex ante. Al momento della stesura del presente documento, non è presente un patto di non concorrenza per l'Amministratore Delegato.

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.

I criteri per la corresponsione degli eventuali pagamenti spettanti in relazione alla cessazione anticipata del rapporto di amministrazione e del rapporto di lavoro restano immutati per il 2026 e prevedono 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.

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Si evidenzia che per il "Piano di incentivazione a breve termine 2026" basato su strumenti finanziari, anch'esso descritto nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 27 aprile 2026, 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"* (a titolo esemplificativo e non esaustivo, presentazione della domanda di accesso ad un trattamento pensionistico, morte o invalidità permanente pari o superiore al 66%) 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"* (a titolo esemplificativo e non esaustivo, licenziamento per giusta causa) 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 2020 al 2026 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 30 maggio 2025 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 2027. 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 Altro personale più rilevante

Oltre alla remunerazione fissa già descritta nella sezione precedente, il Personale più rilevante del Patrimonio BancoPosta può essere destinatario del sistema d'incentivazione a breve termine ("MBO") e del sistema di incentivazione a lungo termine come di seguito descritti.

Si ricorda che la remunerazione variabile è assegnata in percentuale della remunerazione fissa complessiva come definita nei capitoli precedenti.

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:

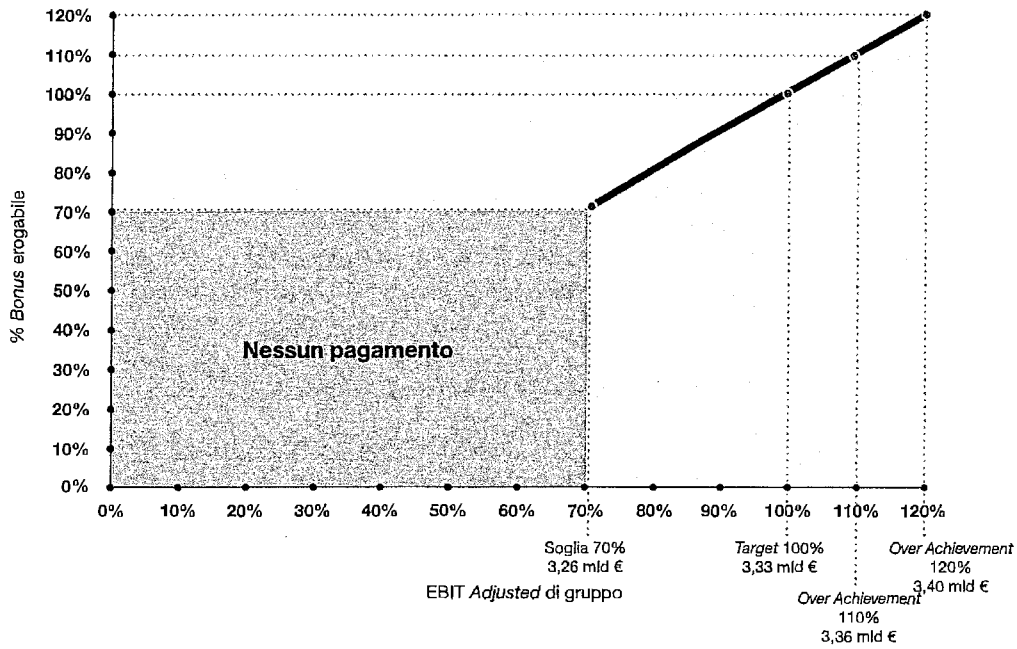
i. definire parametri di *performance* semplici e di immediata valutazione;
ii. garantire, nella definizione dei suddetti parametri, la convergenza fra obiettivi individuali e obiettivi aziendali;
iii. premiare il merito.

Tali criteri sono finalizzati anche garantire la tutela e la valorizzazione dell'interesse della clientela.

Performance Gate e Condizione Cancello

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 *adjusted* 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%[20], come di seguito rappresentato:

FIGURA 8. *PERFORMANCE GATE* (ANCHE CONDIZIONE CANCELLO)



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")*.

20. Per il Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane il valore massimo è pari al 120%.

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Si riporta di seguito il dettaglio:

FIGURA 9. "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).

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 2026 per i *Material Risk Takers* identificati all'interno del Personale BancoPosta.

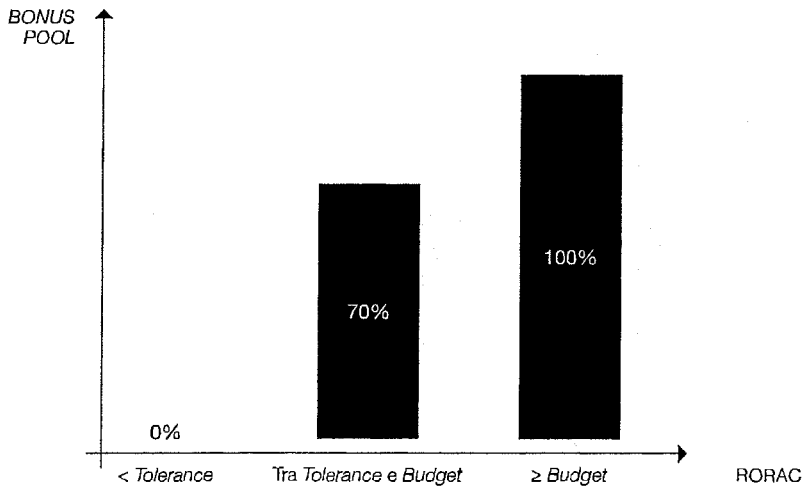
Il *Bonus Pool*, approvato dal Consiglio di Amministrazione su proposta del Comitato Remunerazioni sentito il Comitato Controllo e Rischi, prevede un diretto collegamento con il RAF BancoPosta al fine di confermare la sostenibilità rispetto alla situazione finanziaria del Patrimonio BancoPosta e, quindi, non limitarne la capacità di mantenere o raggiungere un livello di patrimonializzazione adeguato ai rischi assunti.

Il processo 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 10. *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.

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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%

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 Pillar* 2
- 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 di Poste Italiane 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.

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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.

Con riferimento al Personale più rilevante gli obiettivi di *performance* sono prevalentemente corretti per il rischio.

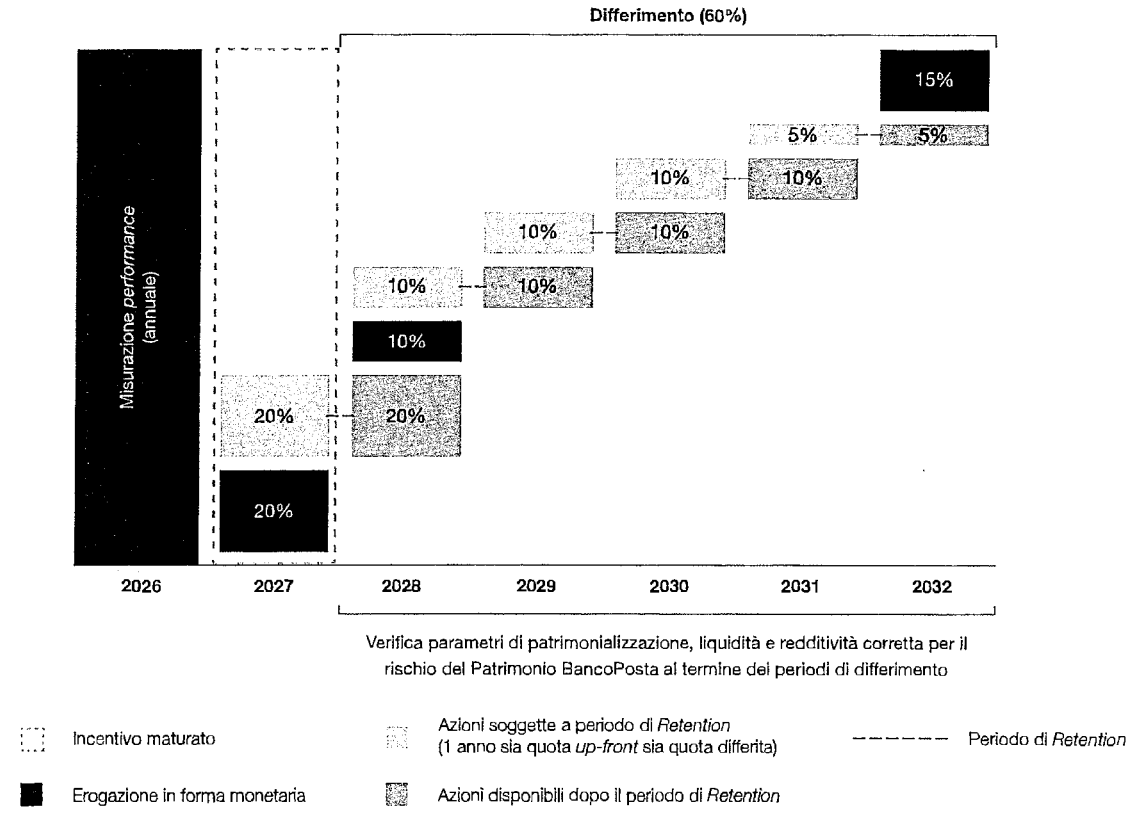
Esempi di indicatori di *performance* per il Personale più rilevante del Patrimonio BancoPosta sono:
- *RORAC* BancoPosta;
- *Customer Experience* BancoPosta;
- Progetti di *business*.

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 descritte per l'AD ed è illustrata nella figura seguente:

FIGURA 11. MODALITÀ DI EROGAZIONE DEL SISTEMA "MBO" PER IL RESPONSABILE DELLA FUNZIONE BANCOPOSTA

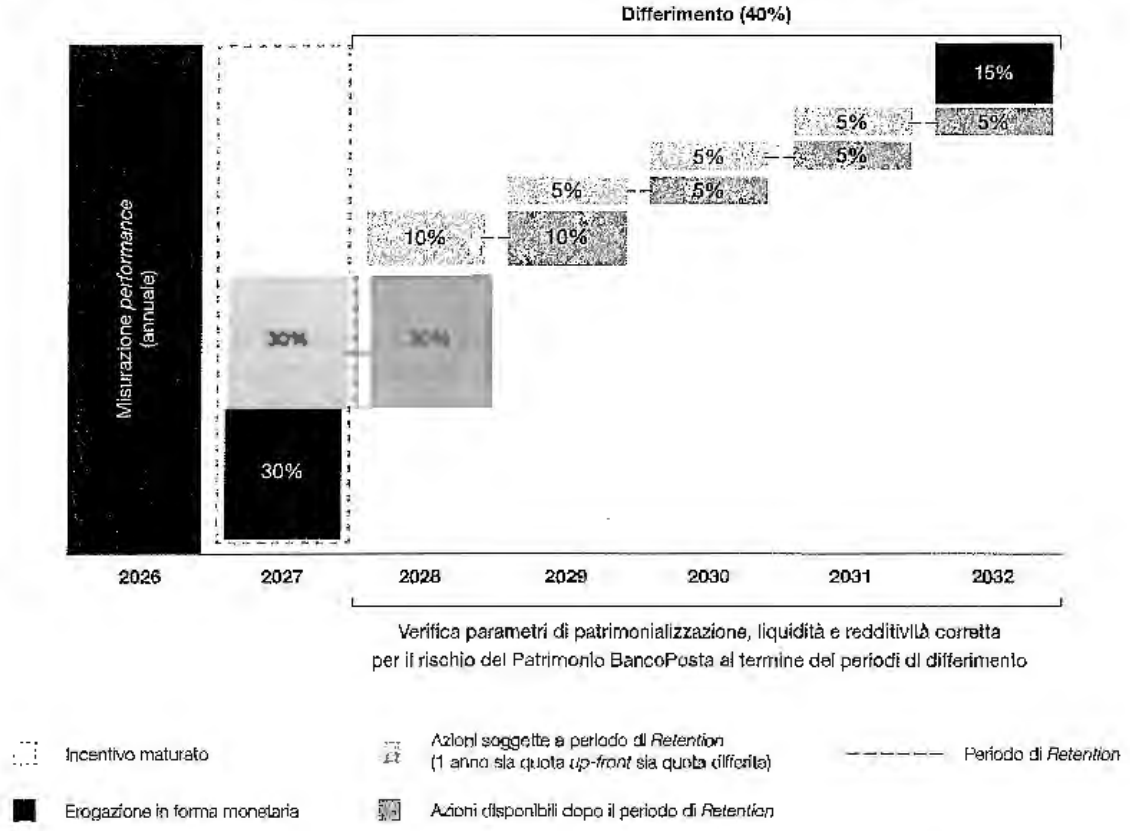


Gli obiettivi di *performance* e i relativi pesi dell'MBO 2026 del Responsabile BancoPosta sono i medesimi già descritti nel paragrafo dedicato all'AD delle presenti Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta. La percentuale di assegnazione è inferiore all'AD poiché il Responsabile BancoPosta è beneficiario altresì del Piano di Incentivazione a Lungo Termine *Performance* Share di BancoPosta all'interno dei vincoli del 2:1 tra Remunerazione Variabile e Remunerazione Fissa Complessiva come sopra descritta.

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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 12. MODALITÀ DI EROGAZIONE DEL SISTEMA "MBO" PER MRTS APPARTENENTI AL *SENIOR MANAGEMENT* (REMUNERAZIONE VARIABILE INFERIORE ALL'IMPORTO PARTICOLARMENTE ELEVATO)

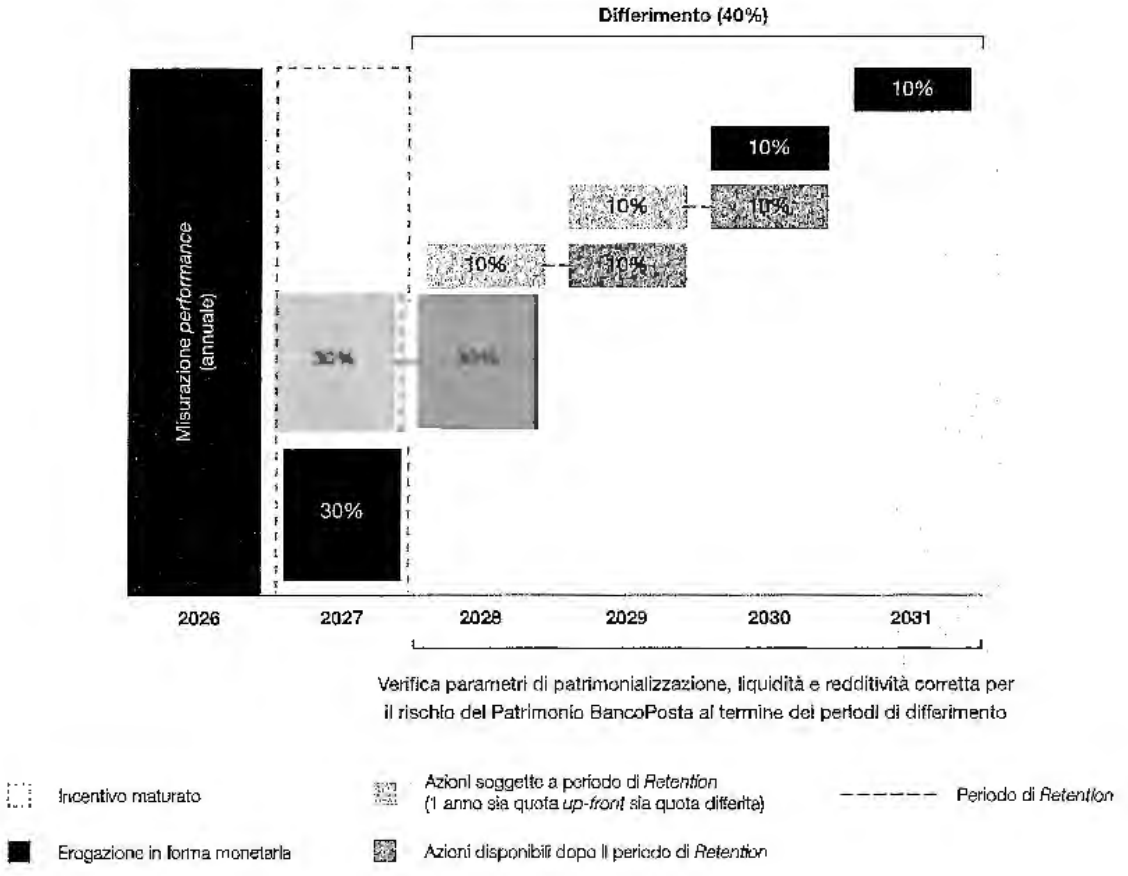


In caso di importo di remunerazione variabile particolarmente elevato – così come definito all'interno del presente documento, ovvero superiore a € 449.973 lordi (inclusi eventuali incentivi di lungo termine computati pro-quota) – lo schema di *pay-out* si modifica prevedendo una componente differita pari al 60%, con articolazione in linea con quella prevista per l'AD e per il Responsabile BancoPosta.

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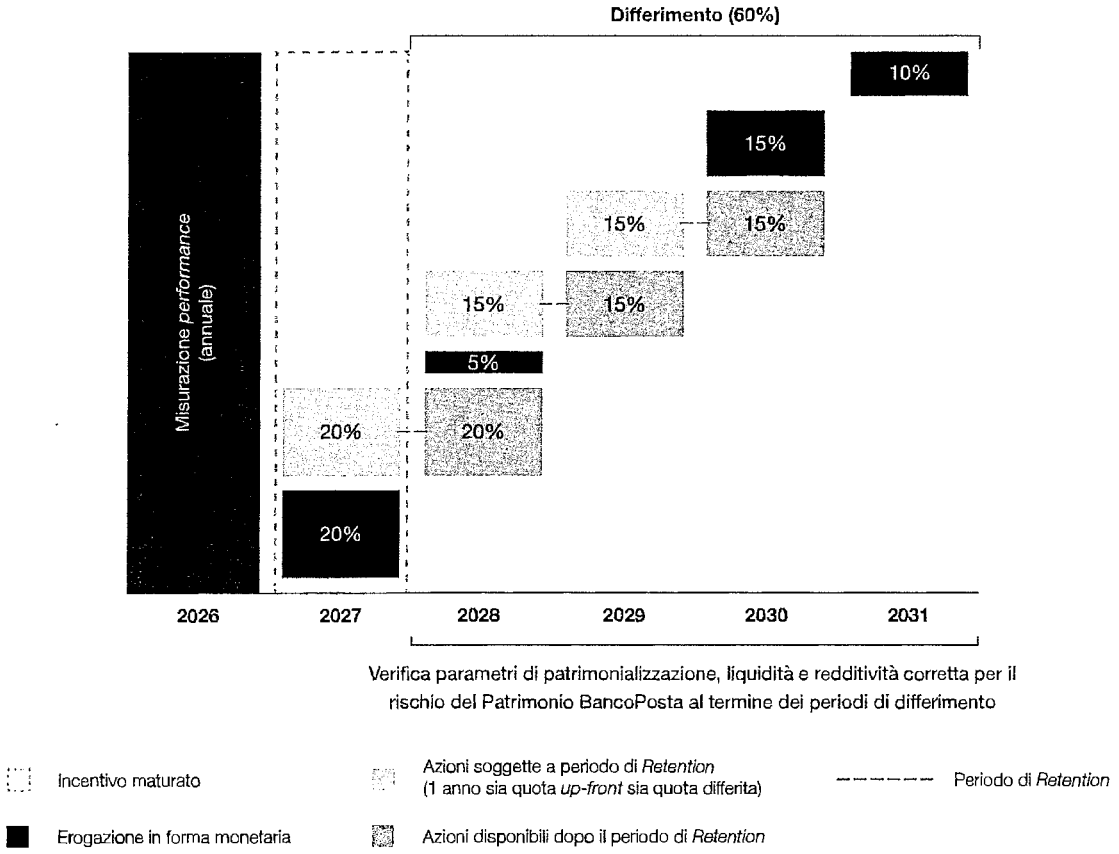
Per i soggetti rientranti nel Personale più rilevante e diversi dal *Senior Management* il *bonus* maturato verrà erogato per il 60% *up-front* e per il 40% differito su 4 anni; sia la quota *up-front* sia la quota differita saranno erogate per il 50% del *bonus* maturato in forma monetaria e il restante il 50% in diritti a ricevere Azioni ordinarie di Poste Italiane secondo il seguente schema:

FIGURA 13. 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 € 449.973 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:

FIGURA 14. 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 del 27 aprile 2026 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)[21]

Il Personale più rilevante può essere destinatario del sistema di incentivazione a lungo temine "Piano ILT *Performance Share* 2026-2028" 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.

Il "Piano ILT *Performance Share* 2026-2028" prevede 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* 2026-2028" può essere così sintetizzato.

Condizione cancello e condizioni di accesso

Il "Piano ILT *Performance Share* 2026-2028" prevede, come negli anni precedenti, una condizione cancello – rappresentata dall'EBIT adjusted cumulato triennale del Gruppo Poste Italiane – il cui conseguimento abilita l'effettiva possibilità di accedere all'incentivo collegato al Piano.

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 15. CONDIZIONE CANCELLO E CONDIZIONI DI ACCESSO AL "PIANO ILT *PERFORMANCE SHARE* 2026-2028"

Condizione Cancello	Condizioni di Accesso
Redditività di Gruppo: EBIT *adjusted* 9,79* mld €	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*

* Valore arrotondato.

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.

21. 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.

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Obiettivi di *performance*

Gli obiettivi di *performance* e i relativi pesi del "Piano ILT *Performance Share* 2026-2028" sono coerenti con quelli del "Piano ILT *Performance Share* 2025-2027":

FIGURA 16. OBIETTIVI DI *PERFORMANCE* E PESI "PIANO ILT *PERFORMANCE SHARE* 2026-2028" - SINTESI

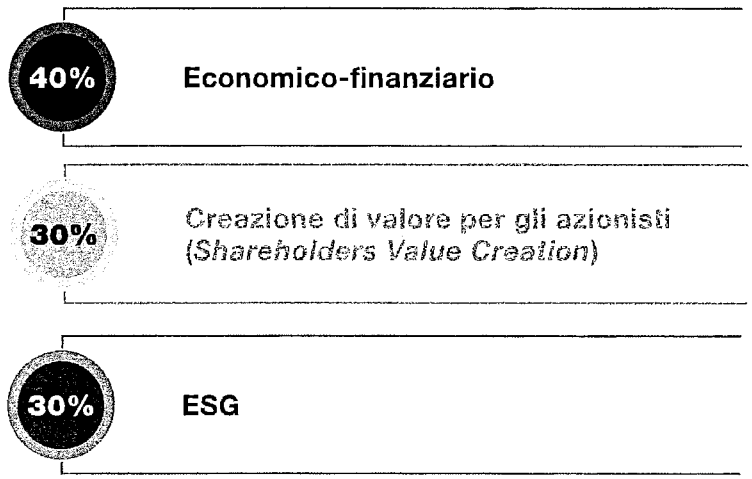
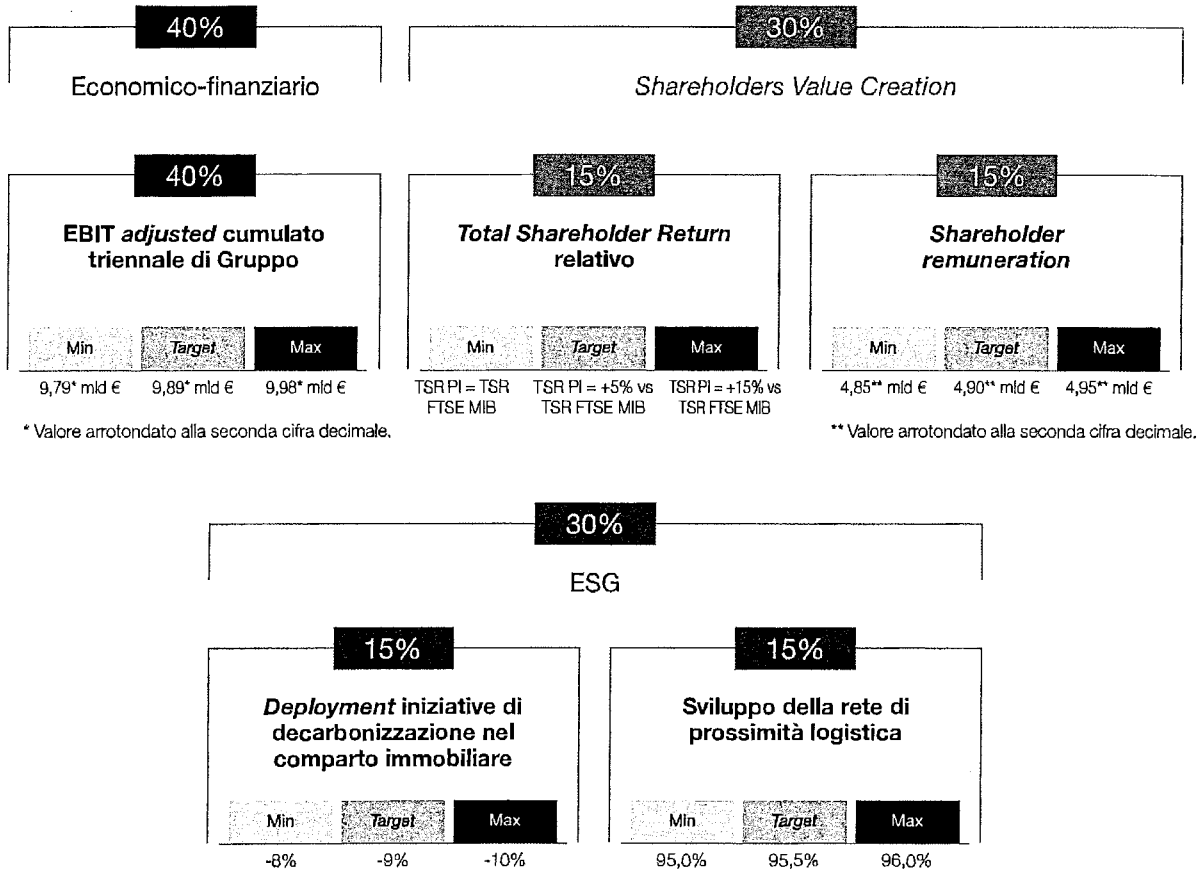


FIGURA 17. KPI E PESI "PIANO ILT *PERFORMANCE SHARE* 2026-2028"



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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 *adjusted* cumulato triennale di Gruppo è definito sulla base della somma degli EBIT *adjusted* che saranno consuntivati annualmente.

L'obiettivo legato alla *"Shareholder Value Creation"* viene conseguito attraverso la misurazione dell'obiettivo di *"Total Shareholder Return"* relativo[22] e dell'obiettivo di *"Shareholder Remuneration"*. Tale ultimo obiettivo, che tiene in considerazione la remunerazione degli azionisti sotto forma 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.

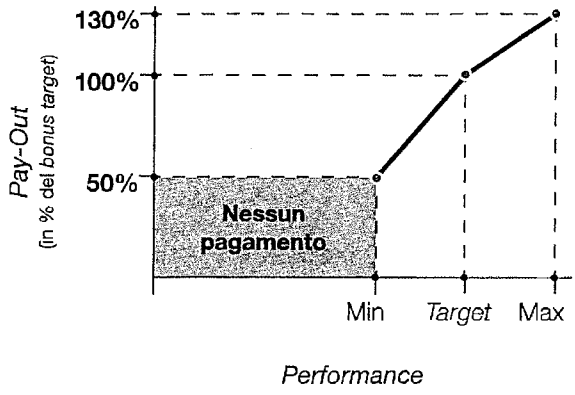
L'area di obiettivi ESG, orientata alla tutela dell'ambiente e dei cittadini, nel triennio di riferimento ha come focus il piano di decarbonizzazione del comparto immobiliare e sullo sviluppo della rete di prossimità logistica. Con riferimento al *"Deployment* iniziative di decarbonizzazione del comparto immobiliare" Poste Italiane, all'interno della propria strategia di sostenibilità ambientale, si è posta obiettivi sfidanti di riduzione delle emissioni di CO_2 attraverso la realizzazione di progetti infrastrutturali volti alla decarbonizzazione degli immobili. L'indicatore viene calcolato come riduzione delle emissioni immobiliari di Poste Italiane (tCO_2e, *scope* 1 + *scope* 2) nell'orizzonte temporale 2026-2028 considerando, a parità di perimetro immobiliare, come baseline le emissioni al 31/12/2024.

Per quanto riguarda il secondo KPI ("Sviluppo della rete di prossimità logistica"), Poste Italiane ha l'obiettivo di migliorare continuativamente il proprio modello di consegna sostenibile che possa ridurre l'impatto ambientale grazie all'ottimizzazione logistica oltre a migliorare l'esperienza del cliente. Concentrare la consegna di più pacchi in un unico punto limita le emissioni e offre ai clienti un'alternativa flessibile alla consegna a domicilio, contribuendo così a un sistema di distribuzione più efficiente ed ecologico. L'obiettivo misura la percentuale di cittadini italiani con una distanza massima di 5 minuti o 2,5 km da un punto di prossimità. In sintesi, l'obiettivo sarà raggiunto al livello massimo, se entro il 2028 ci sarà un punto di prossimità di Poste Italiane entro 5 minuti o 2,5 km dalla residenza di almeno il 96% dei cittadini italiani.

Curva di incentivazione

La curva di incentivazione del "Piano ILT *Performance Share* 2026-2028" nel suo complesso (e dei singoli obiettivi sopra descritti) è la seguente:

FIGURA 18. CURVA DI INCENTIVAZIONE "PIANO ILT *PERFORMANCE SHARE* 2026-2028"



22. 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 2026 e il 31 marzo 2029, o minor periodo in caso di C.d.A. che convoca l'Assemblea degli azionisti prima dell'ultimo giorno del mese di marzo 2029.

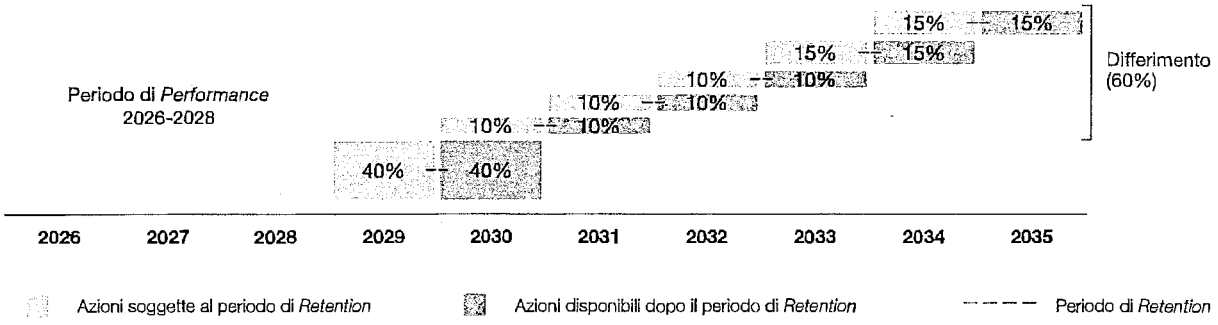
721

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 19. MODALITÀ DI EROGAZIONE DEL "PIANO ILT *PERFORMANCE SHARE* 2026-2028"



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 di BancoPosta.

Resta inteso che per l'altro Personale più rilevante, ove previsti, permangono il "Piano ILT *Performance Share* 2024-2026", assegnato nel 2024, e il "Piano ILT *Performance Share* 2025-2027", assegnato nel 2025 per i quali si rinvia alle Linee Guida sulla politica in materia di remunerazione e incentivazione BancoPosta 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, 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. 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.

A partire dal 2026, in coerenza la riorganizzazione del "Polo Finanziario" già descritta, le *Role Based Allowance* passano da € 30.000 ad € 40.000 lordi annui.

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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.

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 complessiva[23] per il personale più rilevante 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 remunerazione variabile e quella fissa 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").

23. Include, oltre alla Retribuzione Annua Lorda, i *benefit*, i pagamenti fissi, la previdenza sociale obbligatoria e complementare e le *Role Based Allowance*.

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4.5 Pagamenti per la conclusione del rapporto per l'altro Personale più rilevante di BancoPosta[24]

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[25]:

- 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 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 *ex ante*. 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.

Al momento della stesura del presente documento non è presente alcun "patto di non concorrenza" *ex ante* per i *Risk Takers*. 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.

24. Tale paragrafo descrive i *Pagamenti per la conclusione del rapporto per l'altro Personale più rilevante di BancoPosta* ad eccezione dell'Amministratore Delegato per il quale si rimanda a quanto illustrato nel paragrafo specifico delle presenti Linee Guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta.
25. Fermo restando il rispetto di norme inderogabili.

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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 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 (ossia integralmente *up front*); 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 l'altro 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 4,3 milioni lordi determinato sulla base della retribuzione più elevata relativamente a BancoPosta[26] (circa 5,2 annualità della retribuzione annua lorda).

26. La retribuzione più elevata, relativamente alle attività poste in essere in relazione al Patrimonio BancoPosta, è riferita al Responsabile BancoPosta. Resta inteso che i compensi dell'AD di Poste Italiane relativamente alle attività poste in essere in relazione al Patrimonio BancoPosta sono inferiori a quelli del Responsabile BancoPosta.

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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 il Responsabile della funzione BancoPosta e per il Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane 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*.

4.6 Remunerazione del restante Personale BancoPosta (non *Material Risk Takers*)

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).

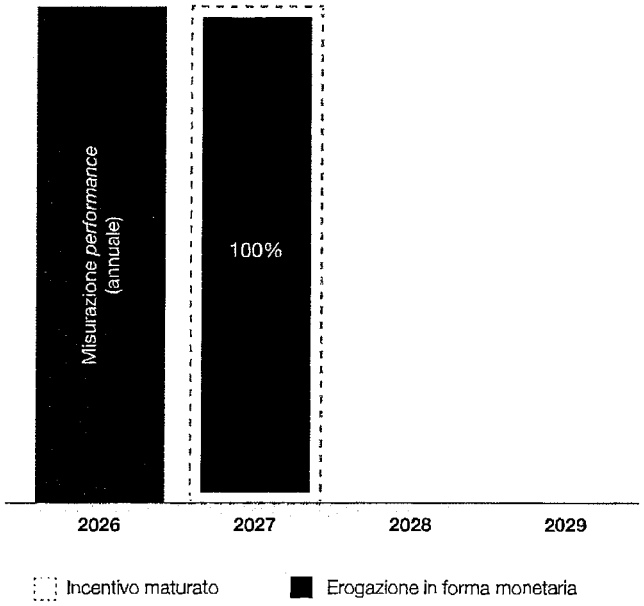
Possono essere previsti i seguenti strumenti:

- 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 né l'utilizzo di Azioni nè modalità di differimento per l'erogazione degli eventuali *bonus* maturati (come evidenziato nella successiva figura); tale sistema è assegnato in percentuale della retribuzione annua lorda;
- 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;
- 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;

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- 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.

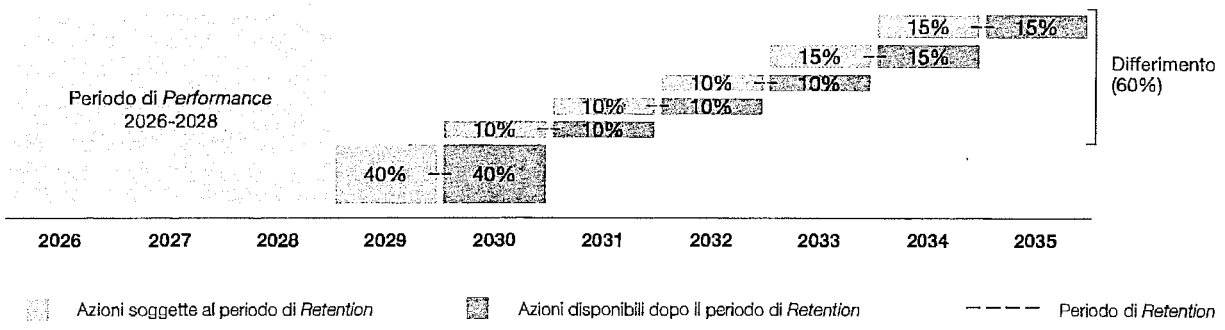
FIGURA 20. MODALITÀ DI EROGAZIONE DEL SISTEMA "MBO" PER IL RESTANTE PERSONALE BANCOPOSTA (*NON MATERIAL RISK TAKERS*)



Alcune risorse non rientranti nel perimetro del Personale più rilevante potrebbero essere destinatarie del "Piano ILT *Performance Share* 2026-2028".

Per questa categoria di beneficiari il "Piano ILT *Performance Share* 2026-2028" 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 21. MODALITÀ DI EROGAZIONE DEL "PIANO ILT *PERFORMANCE SHARE* 2026-2028" PER I BENEFICIARI NON APPARTENENTI AL PERSONALE PIÙ RILEVANTE



Anche per il restante personale BancoPosta (non rientrante nel Personale più rilevante) è possibile stipulare clausole/accordi che regolino *ex-ante* gli aspetti economici relativi alla cessazione del rapporto di lavoro. Suddette clausole/accordi sono definite sulla base di *policy* di Gruppo nel rispetto della normativa tempo per tempo vigente del CCNL di riferimento (non è previsto l'utilizzo di strumenti finanziari e la modalità di erogazione è integralmente *upfront*, in linea con le modalità di erogazione del sistema "MBO" sopra descritte).

Si ricorda che nessun Amministratore o Dirigente con responsabilità strategiche è incluso nel restante personale BancoPosta (non *Material Risk Takers*).

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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 garantita, 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*, etc.).

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 da ultimo aggiornata a dicembre 2025. 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. n. 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. n. 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 danno di 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.

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[27] e alle attività di supporto al cliente e di trattamento dei reclami

BancoPosta, nell'esercizio delle attività di collocamento dei prodotti bancari, finanziari[28], assicurativi e di pagamento[29], così come disciplinata dalle norme del Testo Unico Bancario[30], delle Disposizioni di Trasparenza[31], del Testo Unico della Finanza[32], 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[33]. 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,

27. 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.
28. 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.
29. BancoPosta opera, tra l'altro, come collocatore di PostePay S.p.A., Istituto di moneta elettronica del Gruppo Poste Italiane.
30. Decreto legislativo 1° settembre 1993, n. 385 "Testo Unico Bancario", Titolo VI.
31. Provvedimento del 29 luglio 2009 e successive modifiche in materia di Trasparenza delle operazioni e dei servizi bancari e finanziari.
32. Decreto legislativo 24 febbraio 1998, n. 58 Testo Unico della Finanza, Titolo II.
33. Disciplinare Esecutivo "Reti Commerciali" valido dal 1° gennaio 2023 al 31 dicembre 2025.

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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[34].

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[35];
  - 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 gennaio 2026, da un numero di 48.746 *Full-Time Equivalent* appartenenti alle seguenti strutture e figure commerciali della funzione Mercato Privati e della funzione Mercato Imprese e Pubblica Amministrazione in ambito Poste Italiane:

34. È escluso il personale applicato alla funzione Mercato Reti Terze, in considerazione dell'offerta, presso i punti di vendita di terzi, limitata a operazioni di pagamento, ricariche e prelievo del contante. La funzione Mercato Reti Terze pertanto non offre prodotti di BancoPosta per i quali possa verificarsi una situazione di mancata adeguatezza rispetto ai bisogni, alle esigenze finanziarie e in termini ESG dei clienti.
35. 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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FIGURA 22. 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
		Specialista Consulente Finanziario Dinamico
		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
		Gestore *Premium*
		Specialista Consulente Mobile
		Specialista Consulente Mobile Dinamico
		Specialista Consulente *Premium*
		Specialista Prodotti *Front End*
		Specialista Consulente *Business*
	Macro Area	Coordinatore Commerciale Territoriale
		Coordinatore *Premium*
		Referente Protezione
		Referente Finanziamenti
		Referente *Premium*
		Referente Small Business
Mercato Imprese e Pubblica Amministrazione	Commerciale Finanziario e Assicurativo	Responsabile Venditori Specialisti
		Venditore Specialista
		Account Specialista
		Venditore *Junior*

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[36], 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[37].

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.

36. Disciplinare Esecutivo "*Digital Technology & Operations-Operations (Back Office* e Assistenza Clienti)" valido dal 1° gennaio 2023 al 31 dicembre 2025.
37. Procedura Sistema di Incentivazione Variabile a breve termine MBO del Gruppo Poste Italiane.

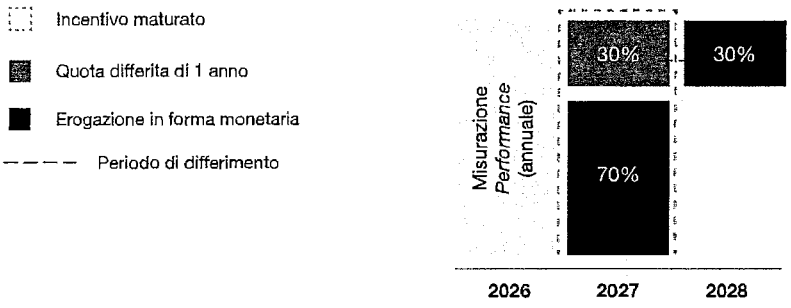
Il perimetro soggettivo di applicazione dei suddetti Orientamenti nell'ambito del Gruppo Poste Italiane è il seguente:

- Responsabile Mercato Privati (MP);
- Responsabile MP/Commerciale e suoi diretti riporti;
- Responsabile MP/Pianificazione e governo della trasformazione 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 circa 160 *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 23. 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.

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 anche ai "livelli di servizio" nei confronti di BancoPosta stessa, con un peso complessivo pari al 15%.

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6. Attuazione della politica in materia di remunerazione e incentivazione del 2025

Si fornisce, di seguito, la descrizione delle modalità con cui le previsioni contenute nelle *"Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 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 2025 a favore dei componenti dell'Organo con funzione di supervisione strategica, 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 2025 del Patrimonio BancoPosta"* sono state definite dal Consiglio di Amministrazione del 26 marzo 2025, sentito il parere del Comitato Remunerazioni e del Comitato Controllo e Rischi, e approvate dall'Assemblea degli azionisti in data 30 maggio 2025.

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 2025, 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 2025 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 2025 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 2025, il perimetro del Personale più rilevante è pari a 46 risorse. Il numero totale degli MRTs, rispetto a dicembre 2024, è incrementato di 1 unità a seguito di variazioni dell'assetto organizzativo.

La funzione Revisione Interna ha proceduto, inoltre, a verificare la rispondenza delle prassi di remunerazione alle politiche di BancoPosta e alla normativa di riferimento.

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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 2025 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 2025 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" 2025, 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 del 30 maggio 2025;
- "Piano ILT *Performance Share* 2025-2027", coerentemente con quanto definito nel Documento Informativo approvato dall'Assemblea degli azionisti del 30 maggio 2025.

Inoltre, nel corso del 2025, 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. In particolare, nel corso del 2025 Poste Italiane e le Organizzazioni sindacali hanno raggiunto l'intesa sulla definizione del premio aziendale per il biennio 2025-2026, comprensiva della "conversione in welfare 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 2025 è stato pari a € 168.600 coinvolgendo 47 risorse (importo medio pro-capite circa € 3.600 lordi);
- *bonus* d'ingresso consentiti in casi eccezionali in fase di assunzione di nuovo personale (per il 2025 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 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 2025 (sistema d'incentivazione a breve termine "MBO" 2025 e piano ILT *Performance Share* 2023-2025). Inoltre, si richiamano i sistemi per i quali sono maturate le quote sottoposte a differimento/*retention* sempre nel corso del 2025 nel rispetto delle condizioni definite.

Sistema d'incentivazione a breve termine "MBO" 2025

Con riferimento al sistema di incentivazione variabile a breve termine "MBO", per il periodo di *performance* 2025, 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.

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FIGURA 24. CONDIZIONE CANCELLO E CONDIZIONI DI ACCESSO DEL SISTEMA "MBO" 2025 AD[38]

Condizioni (ON/OFF)	Valore soglia	Consuntivo
EBIT *adjusted* di Gruppo (€ mld)	3,06	**3,31**
Parametro di adeguatezza Patrimoniale Patrimonio BancoPosta: **CET 1**	15%	**19,8**
Parametro di Liquidità a breve termine Patrimonio BancoPosta: **LCR**	350%	**595%**
Parametro di redditività corretta per il rischio BancoPosta: **RORAC**	21%	**40,5%**
Parametro di adeguatezza patrimoniale Gruppo Assicurativo Poste Vita: ***Solvency II Ratio***	150%	**304%**

Valori arrotondati.

La seguente figura illustra per l'AD i livelli di raggiungimento di ciascun obiettivo di *performance* assegnato, relativamente al sistema d'incentivazione a breve termine "MBO" 2025.

FIGURA 25. CONSUNTIVAZIONE OBIETTIVI "MBO" 2025 AD

Obiettivi	Peso	Minimo	*Target*	Massimo	Consuntivo
EBIT *adjusted* di Gruppo (€ mld)	20%	3,06	3,09	3,12	3,31
Costi Fissi di Gruppo (€ mld)	10%	7,21	7,14	7,06	7,04
Ricavi di Gruppo (€ mld)	10%	12,54	12,66	12,79	12,96
RORAC BancoPosta	20%	24,9%	28,8%	34,2%	40,5 %
Transizione *green*	15%	70	100	140	140
Progetti strategici ESG	15%	70	100	140	140
Qualità PCL	10%	8	10	12	11
TOTALE					**138%**

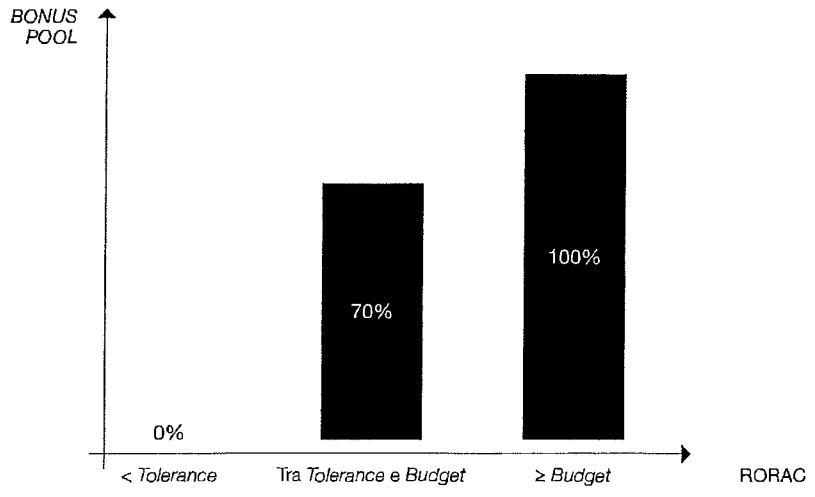
Valori arrotondati.

Maggiori dettagli con riferimento al sistema MBO 2025 per l'AD sono forniti nella Relazione sui compensi corrisposti 2025 di Poste Italiane.

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 2025, 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 2020, 2021, 2022, 2023 e 2024.

Per quanto riguarda il restante personale *MRTs* il *bonus pool* si è attestato al +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:



38. Per il Personale afferente al perimetro del Patrimonio BancoPosta non si applica la condizione collegata al *Solvency II Ratio* del Gruppo Assicurativo Poste Vita prevista, nel 2025, solo per l'AD.

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Il valore di consuntivazione del RORAC è il medesimo dell'AD (>*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 "Basso". L'aggiustamento complessivo risulta pertanto pari al +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 2025, 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 2023-2025*" la condizione cancello e le condizioni di accesso previste per i beneficiari del Patrimonio BancoPosta sono state tutte superate, come rappresentato nella successiva tabella:

FIGURA 26. CONDIZIONE CANCELLO E CONDIZIONI DI ACCESSO "PIANO ILT *PERFORMANCE SHARE* 2023-2025"

Condizione Cancello	**Valore soglia**	**Consuntivo**
EBIT cumulato triennale di Gruppo (€ mld)	6,9	9,0

Condizione di Accesso	**Valore soglia**	**Consuntivo**
Parametro di adeguatezza Patrimoniale Patrimonio BancoPosta: **CET 1**	15%	19,8%
Parametro di Liquidità a breve termine Patrimonio BancoPosta: **LCR**	350%	595%
Parametro di redditività corretta per il rischio BancoPosta: **RORAC**	21%	40,5%

Valori arrotondati.

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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 2023, ovvero l'EBIT di Gruppo cumulato triennale (con peso 40%), il *Total Shareholder Return* relativo (con peso 20%) e gli obiettivi ESG Transizione *green* e Valore al territorio (ciascuno con peso del 20%):

FIGURA 27. CONSUNTIVAZIONE OBIETTIVI DI *PERFORMANCE* "PIANO ILT *PERFORMANCE SHARE* 2023-2025" ASSEGNATO NEL 2023

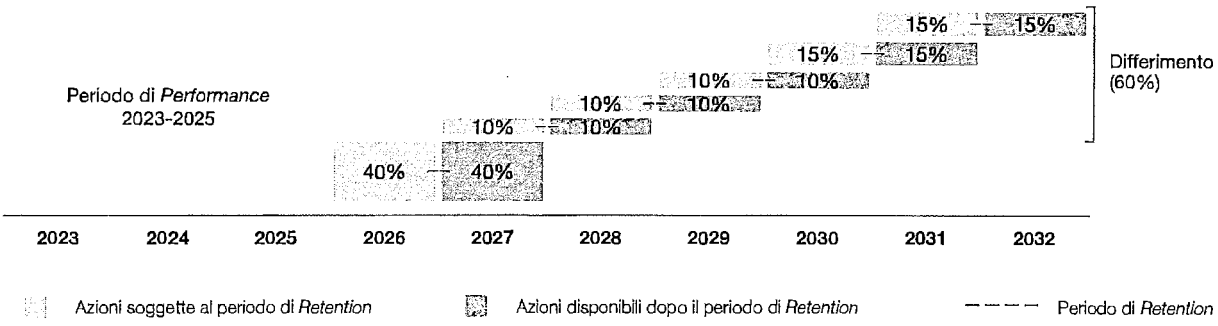
Obiettivi	Peso	Minimo	*Target*	Massimo	Consuntivo
EBIT cumulato triennale di Gruppo (€ mld)	40%	6,9	7,1	7,4	9,0
Total Shareholder Return relativo (rTSR)	20%	TSR PI = TSR FTSE MIB	TSR PI +5% vs TSR FTSE MIB	TSR PI +15% vs TSR FTSE MIB	>15% vs TSR FTSE MIB
Transizione *green* - Riduzione delle emissioni totali di Gruppo (tCO_2e)	20%	-10%	-15%	-20%	Oltre -20%
Valore al territorio - Progetto Polis: cantieri avviati	20%	80%	90%	100%	Oltre 100% (oltre 4.830)
TOTALE					**130%**

Valori arrotondati.

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; maggiori dettagli sulla consuntivazione di quest'ultimo e sui livelli di raggiungimento degli obiettivi sono forniti nella Relazione sui compensi corrisposti 2025 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 28. MODALITÀ CORRESPONSIONE "PIANO ILT *PERFORMANCE SHARE* 2023-2025"



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 lungo termine si evidenzia che per i Piani ILT "*Performance Share*" 2020-2022, 2021-2023 e 2022-2024 è stata positivamente verificata la sussistenza delle condizioni di adeguatezza patrimoniale, di liquidità e redditività corretta per il rischio del Patrimonio BancoPosta (CET 1, LCR e RORAC) per le quote giunte al termine del periodo di *retention*, pertanto, a valle dell'approvazione del Bilancio di esercizio 2025, si procederà alla consegna delle azioni collegate a suddette quote. Per l'AD il numero di azioni complessive collegate tali quote è pari a 66.268.

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 per il mandato 2023-2025 è composto da 9 amministratori – inclusi il Presidente (considerato 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 di quelli di cui alla disciplina prudenziale di settore bancaria) e l'Amministratore Delegato – di cui 8 non esecutivi (tutti dotati dei requisiti di indipendenza di cui all'art. 2 raccomandazione 7 del nuovo Codice di *Corporate Governance* e dei requisiti di indipendenza di cui all'art. 148, comma 3, del TUF[40]), che compongono i cinque Comitati endoconsiliari. Il Comitato Remunerazioni è formato da 3 componenti non esecutivi, di cui uno con funzioni di Presidente. Tutti i membri sono dotati 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 2025 il Comitato Remunerazioni si è riunito 5 volte, con una durata media delle riunioni di circa 60 minuti. Per maggiori dettagli si veda il paragrafo "Governo delle politiche di remunerazione e incentivazione" contenuto nella "*Relazione sulla politica in materia di remunerazione 2026 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; • 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.
	• **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 17 marzo 2026. 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.
40. Soltanto uno tra gli Amministratori non esecutivi e indipendenti sia ai sensi del Codice di Corporate Governance sia ai sensi del TUF risulta non possedere i requisiti di indipendenza della disciplina prudenziale di settore bancaria.

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Informazioni relative alle caratteristiche e alla struttura del sistema di remunerazione del personale più rilevante. Le informazioni comprendono:

- **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 corretta per il rischio 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 2026 prevedono una politica di remunerazione e incentivazione sostanzialmente in continuità con il 2025.

b)

  La principale novità riguarda l'identificazione delle componenti della remunerazione dell'Amministratore Delegato alla quale si applicano le Linee Guida sulle Politiche di Remunerazione BancoPosta, in conseguenza dell'evoluzione della strategia e dell'assetto organizzativo del Gruppo. In particolare, si tratta dei compensi ex art. 2389 comma 1 e comma 3 c.c. (sia per le componenti fisse sia per le componenti variabili). Le altre novità riguardano l'introduzione del sistema MBO 2026 e del Piano ILT *Performance Share* 2026-2028 che sono stati sviluppati in linea con il 2025 senza modifiche alle condizioni di accesso e cancello, ai meccanismi di differimento, alle curve di incentivazione, alle clausole di *malus* e di *clawback*.

- **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; dal 2026, in coerenza la riorganizzazione del "Polo Finanziario", le Role Based Allowance passano da € 30.000 ad € 40.000 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 complessiva 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 2026 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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c)

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.

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.

Resta inteso che alle funzioni aziendali di controllo si applicano meccanismi d'incentivazione a breve termine coerenti con i compiti assegnati.

Per maggiori dettagli si vedano i paragrafi "*Personale più rilevante*" e "*Personale più rilevante appartenente alle funzioni aziendali di controllo*" del presente documento.

d)

I rapporti tra le componenti fissa e variabile della remunerazione stabiliti conformemente all'articolo 94, paragrafo 1, lettera g), della CRD.

L'Assemblea degli azionisti del 28 maggio 2021 ha approvato la proposta di innalzamento dell'incidenza massima della remunerazione variabile sulla remunerazione fissa complessiva 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 complessiva 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.

e)

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 (AD)*" 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;**

  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:

- **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* di BancoPosta 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 2026-2028 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.

f)

- **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* 2026-2028 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 2026 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:

- **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.**

g)

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 (AD)*", "*Personale più rilevante*" e "*Personale più rilevante appartenente alle funzioni aziendali di controllo*" del presente documento.

A richiesta dello Stato membro pertinente o dell'autorità competente, la remunerazione complessiva per ciascun membro dell'organo di amministrazione o dell'alta dirigenza.

h) Si vedano la "*Relazione sui compensi corrisposti 2025*" 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.

- **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.**

i)

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 € 2.501k, di cui fissa € 1.993k, di cui variabile € 508k (per una media di circa € 24k per ciascuna risorsa).

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.

j) Si vedano la "*Relazione sui compensi corrisposti 2025*" 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 31/12/2025.

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	8	1	13	26
2		Remunerazione fissa complessiva	**€ 1.071.646[1]**	**€ 1.478.000[2]**	**€ 2.709.823**	**€ 2.788.912**
3		Di cui in contanti	€ 1.071.646	€ 1.478.000	€ 2.709.823	€ 2.788.912
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 € 10.928.
2. Tale importo non ricomprende il valore dei benefit pari a € 14.647.

			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	8	1	13	26
10		Remunerazione variabile complessiva	**€ -**	**€ 4.709.099**	**€ 4.057.798**	**€ 1.248.469**
11		Di cui in contanti		€ 470.150	€ 729.563	€ 703.817
12		Di cui differita		€ 261.195	€ 310.566	€ 85.050
EU-13a		Di cui azioni o partecipazioni al capitale equivalenti		€ 4.238.949	€ 3.328.235	€ 544.652
EU-14a		Di cui differita		€ 2.564.256	€ 1.934.525	€ 284.208
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)		€ 1.071.646	€ 6.187.099	€ 6.767.621	€ 4.037.381

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 31/12/2025, alla quale sono aggiunte le *Role Based Allowance* e il valore dei *benefit* (secondo un criterio di imponibilità fiscale).

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Per **Remunerazione Variabile complessiva si intende:**
- stima "MBO" 2025 – *up-front* e differito;
- stima "Piano ILT *Performance Share*" 2023-2025 – *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 31/12/2025. È inclusa la remunerazione dei membri del personale più rilevante che sono usciti dal perimetro dei MRT e/o 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				
	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				
5	Trattamenti di fine rapporto riconosciuti in periodi precedenti che sono stati versati nel corso dell'esercizio – Importo complessivo				
	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				
11	Di cui l'importo più elevato riconosciuto a una singola persona				

Note alla Tabella EU REM2:

Nel corso del 2025 al personale *Risk Taker* non sono stati riconosciuti importi riferiti alla Tabella EU REM2.

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**	**€ 3.420.404**	**€ 916.052**	**€ 2.504.352**	**€ -**	**€ -**	**€ 2.200.478**	**€ 916.052**	**€ 782.337**
8	In contanti	€ 657.063	€ 133.715	€ 523.348	€ -	€ -	€ -	€ 133.715	€ -
9	Azioni o partecipazioni al capitale equivalenti	€ 2.763.341	€ 782.337	€ 1.981.004	€ -	€ -	€ 2.200.478	€ 782.337	€ 782.337
10	Strumenti collegati alle azioni o strumenti non monetari equivalenti								
11	Altri strumenti								
12	Altre forme								
13	**Altri membri dell'alta dirigenza**	**€ 2.682.987**	**€ 688.874**	**€ 1.994.113**	**€ -**	**€ -**	**€ 1.538.186**	**€ 688.874**	**€ 578.439**
14	In contanti	€ 721.061	€ 110.435	€ 610.626	€ -	€ -	€ -	€ 110.435	€ -
15	Azioni o partecipazioni al capitale equivalenti	€ 1.961.926	€ 578.439	€ 1.383.488	€ -	€ -	€ 1.538.186	€ 578.439	€ 578.439
16	Strumenti collegati alle azioni o strumenti non monetari equivalenti								
17	Altri strumenti								
18	Altre forme								
19	**Altri membri del Personale più rilevante**	**€ 277.983**	**€ 76.919**	**€ 201.063**	**€ -**	**€ -**	**€ 79.256**	**€ 76.919**	**€ 58.746**
20	In contanti	€ 118.394	€ 18.173	€ 100.221	€ -	€ -	€ -	€ 18.173	€ -
21	Azioni o partecipazioni al capitale equivalenti	€ 159.589	€ 58.746	€ 100.843	€ -	€ -	€ 79.256	€ 58.746	€ 58.746
22	Strumenti collegati alle azioni o strumenti non monetari equivalenti								
23	Altri strumenti								
24	Altre forme								
25	**Importo totale**	**€ 6.381.374**	**€ 1.681.845**	**€ 4.699.529**	**€ -**	**€ -**	**€ 3.817.919**	**€ 1.681.845**	**€ 1.419.522**

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 17 marzo 2026, data del Consiglio di Amministrazione che ha deliberato di sottoporre all'Assemblea degli azionisti il presente documento.

Le informazioni sono riportate per il personale più rilevante al 31/12/2025. È inclusa la remunerazione dei membri del personale più rilevante che sono usciti dal perimetro dei MRT e/o 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	0
3	Da 2 000 000 a meno di 2 500 000	1
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	0
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	1
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 31/12/2025.

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**										**46**
2	Di cui membri dell'organo di amministrazione	8	1	9							
3	Di cui altri membri dell'alta dirigenza				1	2		5	3		
4	Di cui altri membri del Personale più rilevante				2	7		4	13		
5	**Remunerazione complessiva del Personale più rilevante**	**€ 1.071.646**	**€ 6.187.099**	**€ 7.258.745**	**€ 515.962**	**€ 2.478.425**		**€ 5.435.403**	**€ 2.375.212**		
6	Di cui remunerazione variabile	€ -	€ 4.709.099	€ 4.709.099	€ 196.519	€ 1.226.417		€ 3.397.374	€ 485.958		
7	Di cui remunerazione fissa	€ 1.071.646[1]	€ 1.478.000[2]	€ 2.549.646	€ 319.443	€ 1.252.008		€ 2.038.029	€ 1.889.254		

Note:
1. Tale importo non ricomprende il valore dei benefit pari a € 10.928.
2. Tale importo non ricomprende il valore dei benefit pari a € 14.647.

Note alla Tabella EU REM5:

Per **Remunerazione complessiva** si rinvia a quanto descritto nelle note relative alla Tabella EU REM1.

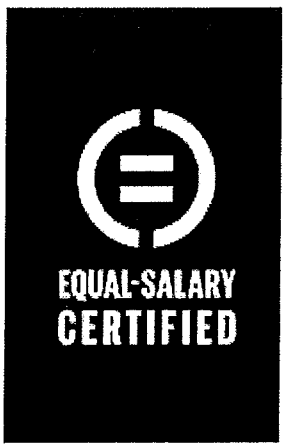
Le informazioni sono riportate per il personale più rilevante al 31/12/2025. È inclusa la remunerazione dei membri del personale più rilevante che sono usciti dal perimetro dei MRT e/o hanno lasciato BancoPosta prima della fine dell'esercizio finanziario.

Focus Neutralità rispetto al genere nell'ambito del Patrimonio BancoPosta

Il Gruppo Poste Italiane promuove una cultura aziendale fondata sul rispetto e sulla valorizzazione delle diversità, riconoscendole come una leva strategica per l'innovazione, la coesione organizzativa e la creazione di valore sostenibile nel lungo periodo. In un'azienda "*phygital*", che unisce la forza del digitale alla presenza capillare sul territorio, l'inclusione non è soltanto un principio, ma una condizione abilitante per rafforzare fiducia, qualità del servizio e prossimità alle comunità. L'integrazione di un approccio inclusivo nella gestione delle risorse umane non solo genera un impatto sociale positivo, ma rappresenta altresì un fattore determinante per il vantaggio competitivo dell'azienda, favorendo la tutela del talento, il coinvolgimento del personale e la condivisione degli obiettivi aziendali con tutti gli *stakeholders*.

Poste Italiane ha ottenuto, nel corso del 2025, l'attestazione UNI/PdR 159:2024 che riconosce l'adozione di pratiche e comportamenti inclusivi per le persone con disabilità. L'attestato, rilasciato da IMQ – Istituto Italiano del Marchio di Qualità – sottolinea la capacità di Poste Italiane di creare sinergie per garantire le migliori condizioni di inclusione e vita lavorativa per i dipendenti con disabilità. L'attestato conferma allo stesso tempo l'attenzione e il rispetto dell'azienda per i principi di equità nelle opportunità di crescita professionale, in coerenza con i principi del Codice Etico e delle politiche di sostenibilità. Poste Italiane ha sviluppato un sistema strutturato di gestione che prevede misure concrete per garantire ambienti di lavoro pienamente accessibili dal punto di vista fisico e organizzativo e si è distinta per la sua strategia inclusiva che abbraccia l'intero *life cycle* lavorativo delle persone: dalla selezione all'*onboarding*, dalla formazione allo sviluppo e gestione, dal *welfare* inclusivo alla comunicazione e alle piattaforme accessibili. L'obiettivo è l'abbattimento di barriere culturali, sensoriali e fisiche e la creazione di valore condiviso, in un contesto orientato all'ascolto e al dialogo. A tal fine, Poste Italiane ha dato vita ad esperienze di partecipazione come quella degli *Employee Resource Group* (ERG), gruppi di persone dell'azienda interessati alle tematiche inclusive, che propongono idee e progetti da realizzare. Il nuovo riconoscimento, ottenuto da Poste Italiane, rende il Gruppo un punto di riferimento a livello nazionale per le politiche di *disability management* a sostegno dell'inclusione lavorativa, per sostenere la crescita e il benessere di ogni persona, come condizione per realizzare un ambiente di lavoro equo, rispettoso e partecipativo.

Poste Italiane è *Top Employer* per il settimo anno consecutivo grazie all'eccellenza delle sue politiche e delle sue pratiche per le risorse umane. Il *Top Employers Institute* ha riconosciuto, in particolare, l'impegno dell'azienda nel promuovere, anche quest'anno, una cultura organizzativa orientata alla partecipazione, all'innovazione e alla creazione di valore condiviso. Particolare valore è stato attribuito alla piattaforma "INSIEME – *Connecting Ideas*", ritenuta innovativa e molto apprezzata. L'iniziativa, dedicata allo sviluppo di progetti innovativi, sviluppati dai dipendenti di Poste Italiane è stata inserita nel *Top Employers Best Practices Book* per il forte legame con la strategia ESG del Gruppo e la capacità di coinvolgere attivamente tutte le persone di Poste Italiane nell'attuazione del piano industriale e degli obiettivi di sostenibilità. È stata inoltre conseguita l'attestazione *UNI/PdR 125:2022* per la parità di genere, rilasciata da IMQ nell'ambito del Piano Nazionale di Ripresa e Resilienza (PNRR), 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. Tale certificazione rappresenta un ulteriore merito, che va ad aggiungersi ad altri importanti riconoscimenti ottenuti da Poste Italiane, 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, Poste Italiane, ha ottenuto a marzo 2026, per la seconda volta, la "Certificazione *Equal Salary*" con validità triennale. Il nuovo processo di certificazione si è concluso con risultati molto positivi e in miglioramento nelle aree oggetto di *audit*, confermando, di conseguenza, 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.

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Il Gruppo Poste Italiane garantisce che le decisioni inerenti alla 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 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 3,8% e in sensibile miglioramento rispetto allo scorso anno (4,6%).

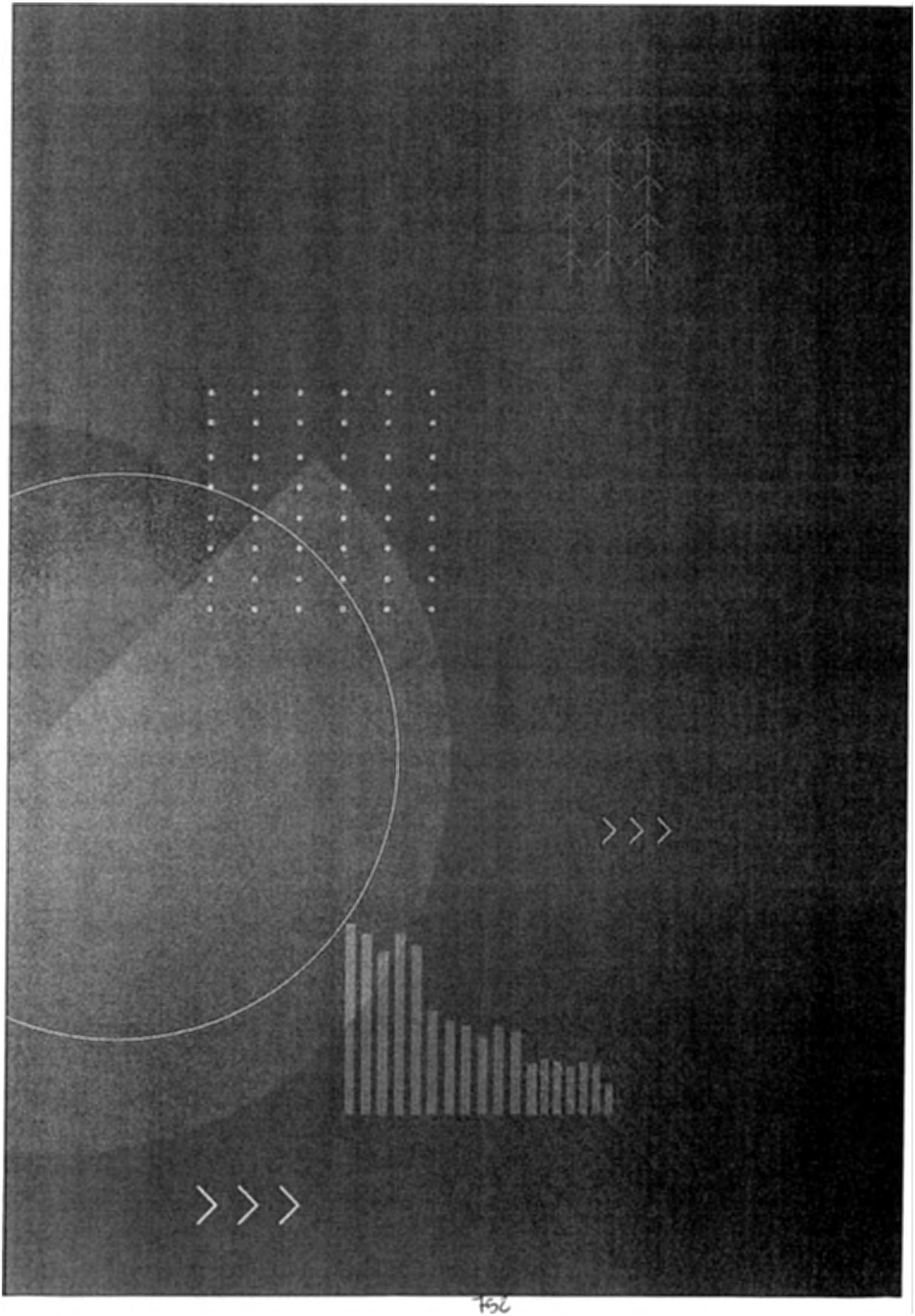
FIGURA 29. *GENDER PAY GAP* CON RIFERIMENTO AL PERSONALE DI BANCOPOSTA

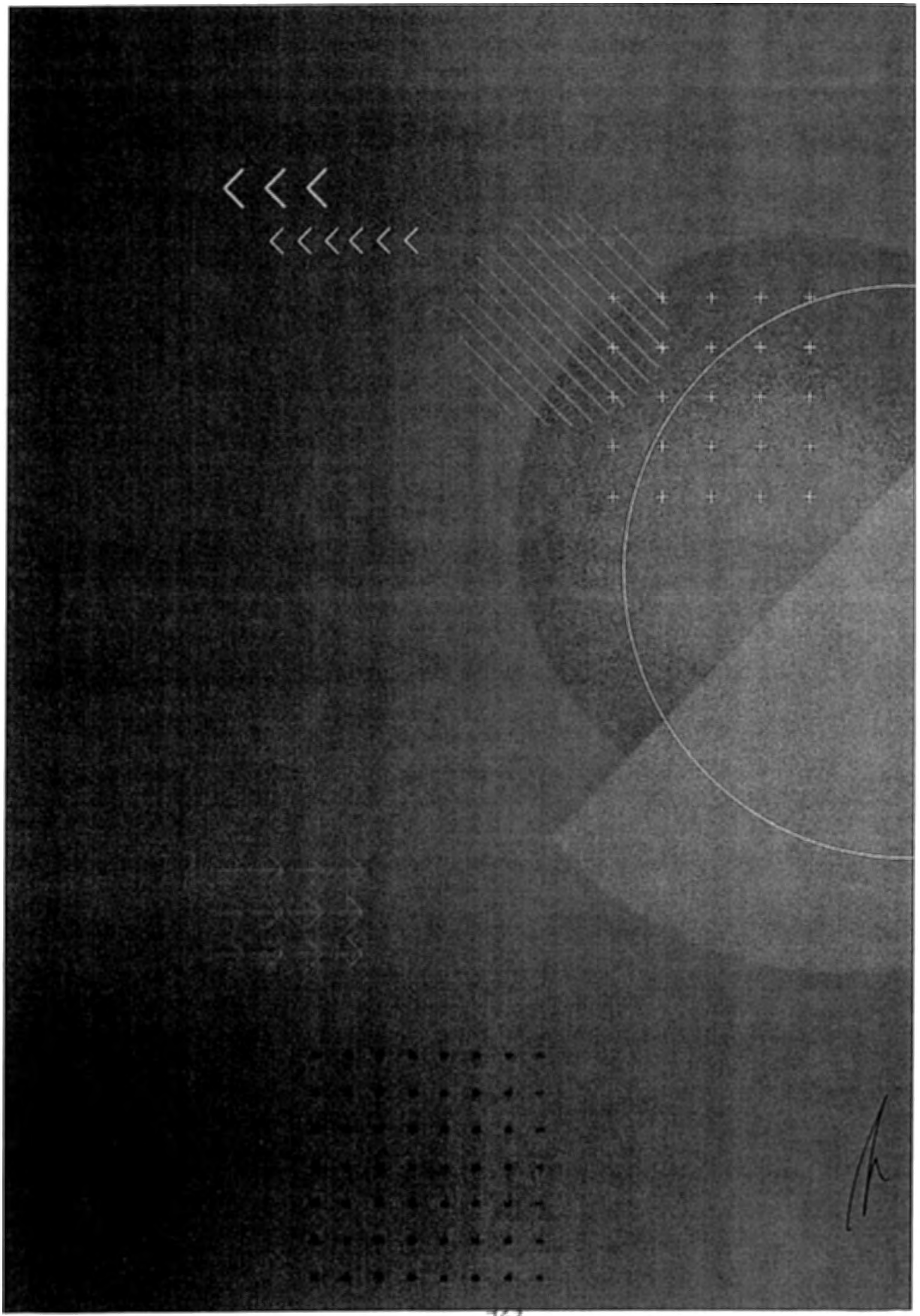


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PIANO DI INCENTIVAZIONE A BREVE TERMINE 2026 BASATO SU STRUMENTI FINANZIARI, PER IL PERSONALE PIÙ RILEVANTE DEL PATRIMONIO BANCOPOSTA E PER IL PERSONALE RILEVANTE DEL GRUPPO ASSICURATIVO POSTE VITA ("MBO")

PAESE, PERSONE, PROSSIMITÀ, TUTTO IN UNA **P**

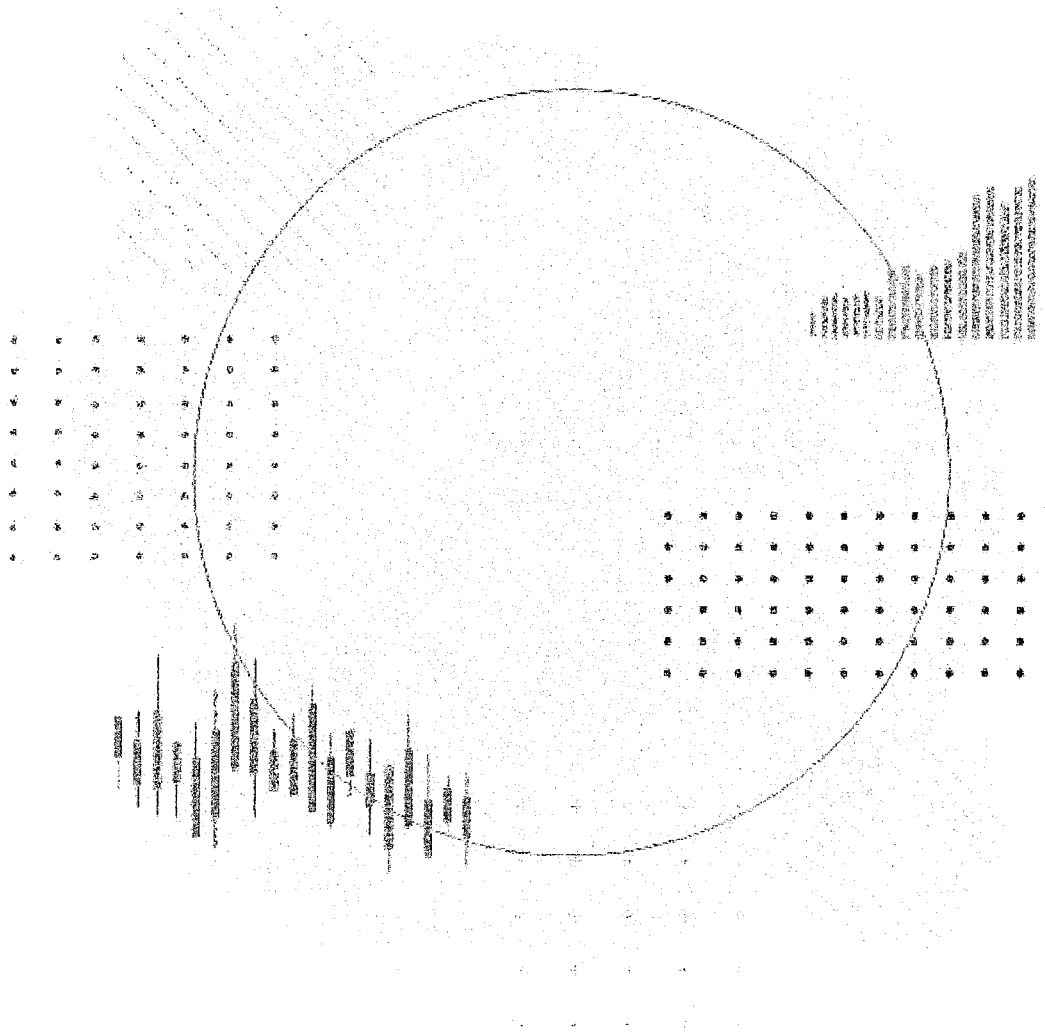


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PIANO DI INCENTIVAZIONE A BREVE TERMINE 2026 BASATO SU STRUMENTI FINANZIARI, PER IL PERSONALE PIÙ RILEVANTE DEL PATRIMONIO BANCOPOSTA E PER IL PERSONALE RILEVANTE DEL GRUPPO ASSICURATIVO POSTE VITA ("MBO")

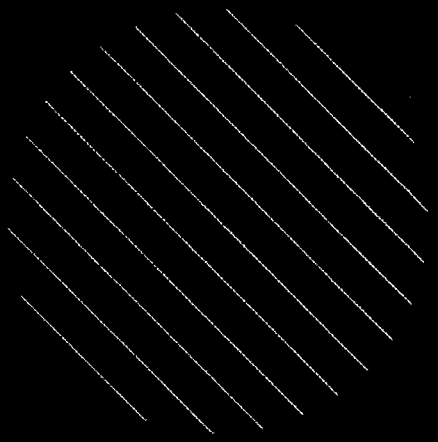
DOCUMENTO INFORMATIVO REDATTO AI SENSI DELL'ART. 84-*BIS* DEL REGOLAMENTO EMITTENTI

PAESE, PERSONE, PROSSIMITÀ, TUTTO IN UNA **P**



Piano di incentivazione a breve termine 2026 basato su strumenti finanziari, per il Personale più rilevante del Patrimonio BancoPosta e del Personale Rilevante del Gruppo Assicurativo Poste Vita ("MBO")

Documento informativo redatto ai sensi dell'art. 84-*bis* del Regolamento Emittenti



Premessa 4

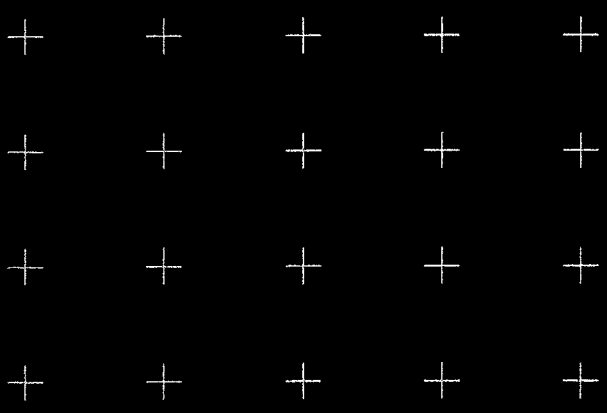
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Premessa

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 come oggetto la proposta di adozione del "**Piano di incentivazione a breve termine 2026 basato su strumenti finanziari, per il Personale più rilevante del Patrimonio BancoPosta e per il Personale Rilevante del Gruppo Assicurativo Poste Vita**" ("**MBO**" o il "**Piano**") approvato 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 27 aprile 2026, l'adozione, ai sensi dell'art. 114-*bis* del D.Lgs. 24 febbraio 1998 n. 58 e successive modifiche ed integrazioni (il "**TUF**"), del "Piano di incentivazione a breve termine 2026 basato su strumenti finanziari".

Il presente Documento Informativo, pertanto, fornisce informazioni circa il "Piano di incentivazione a breve termine 2026 basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta ("**MBO BancoPosta**" o "**MBO BP**") e del personale rilevante per il Gruppo Assicurativo Poste Vita" ("**MBO Poste Vita**" o "**MBO PV**").

Il presente Documento Informativo verrà aggiornato, ove necessario e nei termini e con le modalità prescritte dalla normativa vigente, qualora la proposta di adozione del Piano 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.

"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 di Amministrazione della Società, 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 del Piano;
"Beneficiari BancoPosta" o "Beneficiari BP"	indica le risorse appartenenti al personale *Material Risk Takers* del Patrimonio BancoPosta (incluso l'Amministratore Delegato per la componente di competenza del Patrimonio BancoPosta);
"Beneficiari del Gruppo Assicurativo Poste Vita" o "Beneficiari PV"	indica le risorse appartenenti al Personale Rilevante di Poste Vita S.p.A e Poste Assicura S.p.A.;
"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;
"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 Attribuzione dei Diritti"	• 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, oltre al livello di conseguimento degli Obiettivi di *Performance*, determinando il numero complessivo di Diritti maturati dai Beneficiari;
"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;
"Gruppo Assicurativo Poste Vita"	indica collettivamente: (i) Poste Vita S.p.A. e (ii) Poste Assicura S.p.A.;
"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;
"Obiettivi di *Performance*"	indica gli obiettivi di *performance* assegnati per il Piano;
"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"	indica il periodo successivo al Periodo di *Performance*, la cui durata varia da tre a cinque anni in base alla categoria di appartenenza dei Beneficiari, al termine del quale viene verificato il superamento delle Condizioni di *Malus* per l'attribuzione di ciascuna quota differita;
"Periodo di *Performance*"	indica il periodo annuale (2026) 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*;

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"Personale più rilevante" o *"Material Risk Takers"* BP	con riferimento al Patrimonio BancoPosta, 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"*;
Personale Rilevante PV	con riferimento al Gruppo Assicurativo Poste Vita, indica i Beneficiari dell'impresa assicurativa così come definito dalla lettera m) dell'art. 2 comma 1 del Regolamento IVASS 38/2018, per i quali si applicano le disposizioni di vigilanza per le Compagnie di assicurazione[2] in tema di remunerazione e incentivazione secondo quanto definito nelle *"Politiche di remunerazione e incentivazione di Poste Vita e del Gruppo Poste Vita"* e delle *"Politiche di remunerazione e incentivazione di Poste Assicura"*;
"Premio"	indica il premio erogato in parte in denaro e in parte in Diritti a ricevere Azioni al termini e alle condizioni previste dal piano di incentivazione a breve termine;
"Regolamenti"	indica i regolamenti dei Piani, e eventuali successive modifiche e/o integrazioni, che prevedono i termini e le condizioni applicabili ai sistemi stessi;
***"Senior Management* BP"**	Con riferimento al Patrimonio BancoPosta 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;
"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;
"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.

1. Circolare n. 285/2013 della Banca d'Italia, aggiornamento 37 del 24 novembre 2021.
2. Regolamento IVASS n. 38 del 3 luglio 2018.

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1. I soggetti destinatari

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 è compreso l'Amministratore Delegato (AD) della Società[3].

Si ricorda che l'Amministratore Delegato rientra nel perimetro di applicazione delle "*Linee guida sulla politica in materia di remunerazione e incentivazione 2026 del Patrimonio BancoPosta*" ed è pertanto assoggettato alla vigente normativa di vigilanza bancaria solo relativamente alle attività poste in essere in relazione al Patrimonio BancoPosta e alle componenti della remunerazione ad esse collegate. Rientrano altresì tra i Beneficiari l'Amministratore Delegato di Poste Vita S.p.A.[4] e l'Amministratore Delegato e Direttore Generale di Poste Assicura S.p.A.[5]

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 o del Gruppo Assicurativo Poste Vita, non viene fornita indicazione nominativa dei predetti Beneficiari, ma si fa rimando per essi alle informazioni di seguito riportate.

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 2026 del Patrimonio BancoPosta*", delle "*Politiche di remunerazione e incentivazione di Poste Vita e del Gruppo Poste Vita*" o delle "*Politiche di remunerazione e incentivazione di Poste Assicura*". Alla data del presente documento si tratta di circa 35 *Material Risk Takers* del Patrimonio BancoPosta[6] (Beneficiari BP) e circa 25 risorse appartenenti al Personale Rilevante del Gruppo Assicurativo Poste Vita (Beneficiari PV). Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi beneficiari.

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[7] 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 2026 del Patrimonio BancoPosta*" e non è pertanto assoggettato alla vigente normativa di vigilanza bancaria né a quella in materia assicurativa. Resta inteso che il Direttore Generale è beneficiario del Sistema MBO differito descritto nell'ambito della Politica in materia di Remunerazione 2026 di Poste Italiane (integralmente in forma monetaria).

3. Al momento della redazione del presente documento l'Amministratore Delegato di Poste Italiane è Matteo Del Fante.
4. Al momento della redazione del presente documento l'Amministratore Delegato di Poste Vita S.p.A. è Laura Furlan.
5. Al momento della redazione del presente documento l'Amministratore Delegato e Direttore Generale di Poste Assicura S.p.A. è Andrea Pezzi.
6. 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 2026 del Patrimonio BancoPosta*".
7. Al momento della redazione del presente documento il Direttore Generale di Poste Italiane è Giuseppe Lasco.

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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 azion;*

Non applicabile in quanto non vi sono persone fisiche controllanti la Società.

1.4 Descrizione e indicazione numerica, per separate categorie:

a. *dei dirigenti con responsabilità strategiche diversi da quelli indicati nella lett. b) del paragrafo 1.3;*

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[8];
- il Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane[9];
- l'Amministratore Delegato di Poste Vita S.p.A.[10]

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 ecc.);*

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 2026 del Patrimonio BancoPosta"*, delle *"Politiche di remunerazione e incentivazione di Poste Vita e del Gruppo Poste Vita"* o delle *"Politiche di remunerazione e incentivazione di Poste Assicura"*. Alla data del presente documento si tratta di circa 35 *Material Risk Takers del Patrimonio BancoPosta* così suddivisi:

i. *Material Risk Takers* appartenenti al *Senior Management* con remunerazione variabile inferiore a € 449.973;
ii. *Material Risk Takers* appartenenti al *Senior Management* con remunerazione variabile superiore a € 449.973;
iii. Altri *Material Risk Takers* (non appartenenti al *Senior Management*) con remunerazione variabile inferiore a € 449.973;
iv. Altri *Material Risk Takers* (non appartenenti al *Senior Management*) con remunerazione variabile superiore a € 449.973;

e di circa 25 Beneficiari appartenenti al Personale Rilevante del Gruppo Assicurativo Poste Vita.

8. Al momento della redazione del presente documento il Responsabile della funzione BancoPosta è Andrea Novelli.
9. Al momento della redazione del presente documento il Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane è Alessandro Del Gobbo.
10. Si veda nota 4.

2. Le ragioni che motivano l'adozione del Piano

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 e del Gruppo Assicurativo Poste Vita, al *budget* e alla «*2026 Strategy Update*», nonché 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 e 4.2 del presente documento).

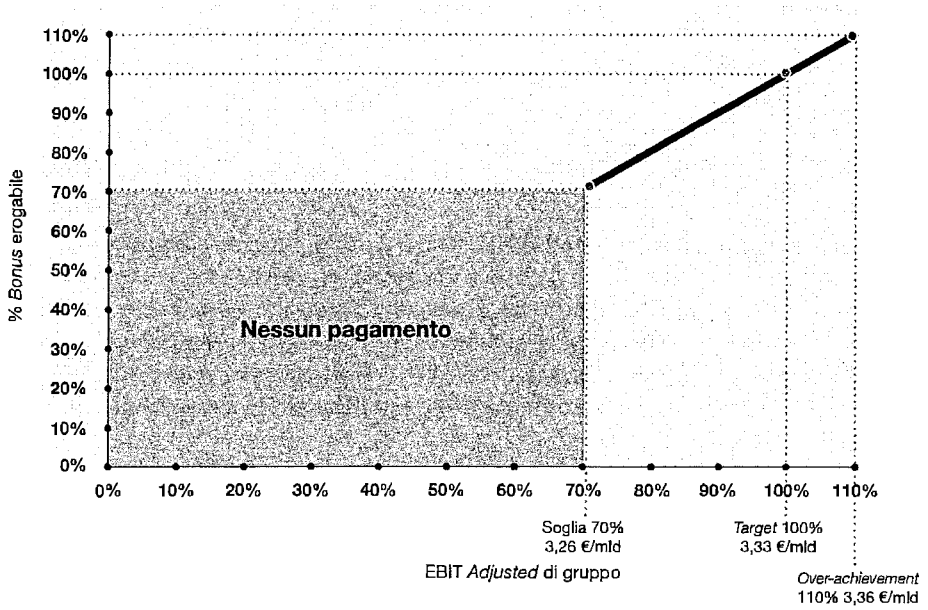
2.2 Variabili chiave, anche nella forma di indicatori di *performance* considerati ai fini dell'attribuzione dei piani basati su strumenti finanziari

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, comune a tutti i Beneficiari, e di specifiche Condizioni di Accesso in funzione della tipologia di Beneficiario, di seguito descritte:

Condizione Cancello – *Performance Gate*	**Condizioni di Accesso**	
Comune a tutti i Beneficiari	**Beneficiari BP**	**Beneficiari PV**
Redditività di Gruppo: EBIT *adjusted* 3,26 €/mld	Parametro di adeguatezza patrimoniale BancoPosta: CET 1 livello risk tolerance approvato nel *Risk Appetite Framework*	Solvency II Ratio Gruppo Assicurativo Poste Vita: livello *risk tolerance* approvato nel *Risk Appetite Framework*
	Parametro di liquidità a breve termine BancoPosta: LCR livello *risk tolerance* approvato nel *Risk Appetite Framework*	Solvency II Ratio Poste Assicura*: livello *risk capacity* approvato nel *Risk Appetite Framework*
	Parametro di redditività corretta per il rischio BancoPosta: RORAC livello *risk tolerance* approvato nel *Risk Appetite Framework*	

* Condizione prevista solo per le risorse operanti in Poste Assicura S.p.A.

L'EBIT *adjusted* di Gruppo, oltre che Condizione Cancello, funge altresì da *Performance Gate* e può variare da un livello minimo pari al 70% fino a un livello massimo pari al 110%[11] come descritto nello schema seguente:



Inoltre, si specifica che per i:

Beneficiari BP

oltre alle Condizioni Cancello e di Accesso descritte nella tabella sopra, è previsto un *Bonus Pool*, determinato:

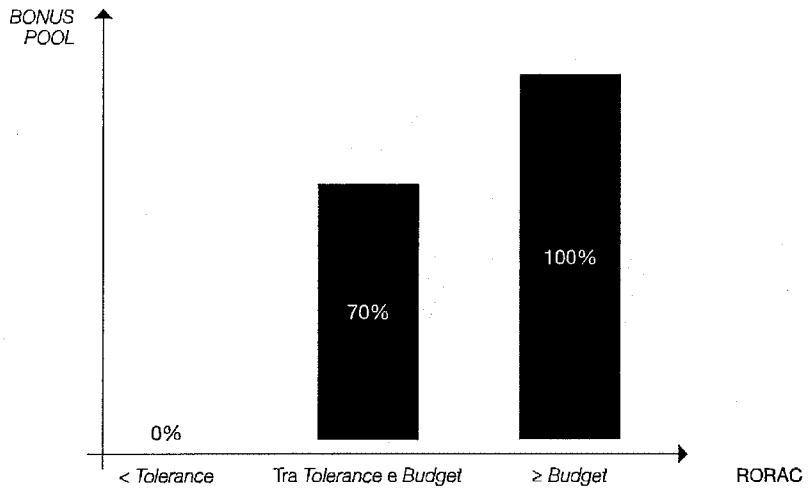
- Fase 1 - sulla base di un «*funding*» definito in ottica prudenziale con riferimento al RORAC del Patrimonio BancoPosta;
- Fase 2 - sulla base di un «meccanismo di aggiustamento», che integra – in una matrice – il RAF *Quality Index* (RQI[12]) con un indicatore non finanziario legato al *Net Promoter Score* BancoPosta *Retail* (NPSBP *Retail*[13])

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 NPSBP *Retail* e degli Obiettivi di *Performance*).

11. Per il Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane il valore massimo è pari al 120%.
12. Il RQI rappresenta la media annuale degli score degli indicatori *Risk Appetite Framework* calcolati con frequenza trimestrale.
13. Il NPSBP *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%

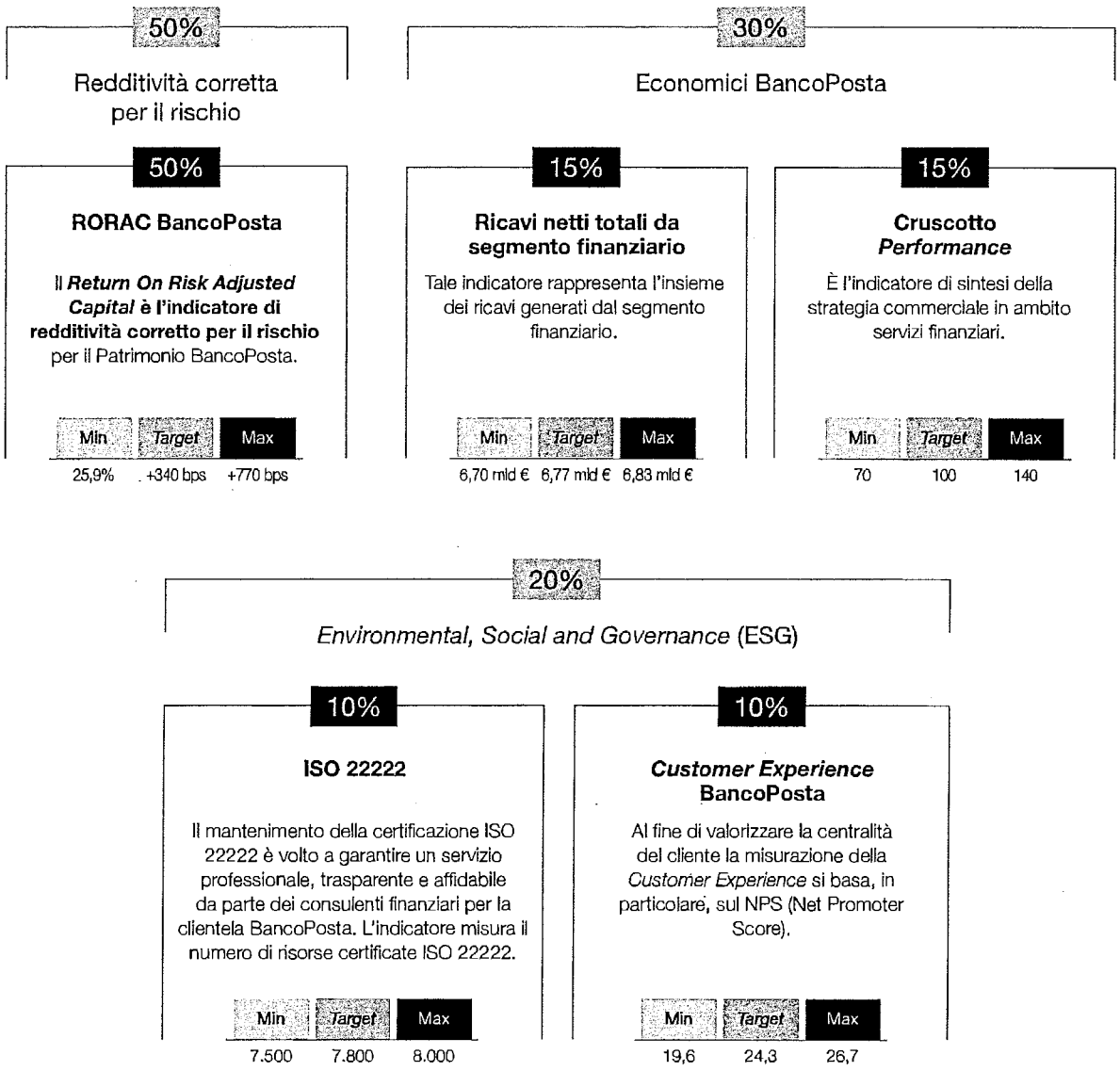
Per l'Amministratore Delegato, il Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane e i Responsabili delle Funzioni di Controllo di BancoPosta e i loro diretti riporti non è prevista l'applicazione del *Bonus Pool*, mentre restano confermate le Condizioni di Accesso 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). 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).

Beneficiari PV

Oltre alle Condizioni Cancello e di Accesso descritte nella tabella sopra, è previsto un Bonus Pool, strutturato sulla base di una correzione definita in ottica prudenziale con riferimento al RORAC del Gruppo Poste Vita normalizzato, con un diretto collegamento fra l'incentivo maturato ed il *Risk Appetite Framework* del Gruppo Poste Vita (RAF).

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Gli Obiettivi di *Performance* del Sistema MBO per l'Amministratore Delegato della Società sono i seguenti:



Si prevede, in linea con le previsioni regolamentari:

- un KPI collegato al RORAC con un peso del 50% d'accordo con l'autorità di vigilanza;
- due indicatori collegati alla crescita e alla sostenibilità economico-finanziaria del Patrimonio BancoPosta;
- un KPI ESG – con un peso del 10% – connesso alla qualità del servizio percepita dalla clientela, connesso alla *Customer Experience* e misurato attraverso il *Net Promoter Score* dei servizi BancoPosta; un secondo KPI ESG – anch'esso con un peso del 10% – connessi al numero di risorse certificate ISO 22222.

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 per alcuni Beneficiari BP) e sostenibilità (ad es. *Customer Experience* di perimetro). 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 2026 del Patrimonio BancoPosta*", nelle "*Politiche di remunerazione e incentivazione di Poste Vita e del Gruppo Poste Vita*" e nelle "*Politiche di remunerazione e incentivazione di Poste Assicura*".

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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, per i Beneficiari BP, più di un terzo della remunerazione totale annua mentre, per i Beneficiari PV, più della metà della remunerazione fissa). Il numero di Diritti dipenderà dal Premio maturato e dal Valore Normale dell'Azione alla data di maturazione del Premio.

Coerentemente con le politiche di BancoPosta e delle Compagnie, ai Beneficiari appartenenti alle Funzioni di Controllo di BancoPosta e alle Funzioni Fondamentali delle Compagnie vengono riconosciuti meccanismi d'incentivazione a breve termine coerenti con i compiti assegnati.

Si ricorda che le retribuzioni variabili del personale appartenente alle Funzioni di Controllo di BancoPosta e alle Funzioni Fondamentali di ciascuna Compagnia incidono sulla remunerazione complessiva in misura inferiore rispetto alla regola generale prevista per il Personale più Rilevante.

La componente variabile nel suo complesso assegnata al Personale più Rilevante di BancoPosta e al Personale Rilevante del Gruppo Assicurativo Poste Vita non supera il rapporto con il fisso definito nelle politiche di remunerazione e incentivazione di BancoPosta e delle Compagnie e approvato dalle rispettive Assemblee dei Soci, tenuto conto di tutti i piani di incentivazione.

Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi beneficiari.

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 al *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 75% dei compensi fissi definiti nelle rispettive Politiche di Remunerazione, fatta eccezione per l'Amministratore Delegato Poste Italiane per il quale la remunerazione variabile riconosciuta come MBO BancoPosta presenta un limite massimo del 2:1 rispetto alla componente di remunerazione riferita esclusivamente ai compensi ex art. 2389 c.c.

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. 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 Piano MBO.

Con riferimento al Piano MBO, successivamente alla conclusione del Periodo di *Performance*, nel corso del 2027 si procederà alla consuntivazione e alla determinazione del Premio e conseguente definizione del numero di Diritti, più in particolare:

Beneficiari BP

Il Consiglio di Amministrazione di Poste Italiane, su proposta del Comitato Remunerazioni, provvederà alla verifica del conseguimento della Condizione Cancello e delle Condizioni di Accesso nonché del livello di raggiungimento del *Bonus Pool* (ove previsto) e degli Obiettivi di *Performance* determinando, di conseguenza, l'ammontare del Premio dovuto all'Amministratore Delegato della Società e al Responsabile della funzione BancoPosta. Per quanto riguarda i rimanenti Beneficiari BP, la valutazione verrà effettuata dallo stesso Amministratore Delegato della Società con facoltà di sub-delega. Il superamento delle Condizioni di *Malus* verrà verificato anche al termine di ciascun Periodo di Differimento.

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Beneficiari PV

Il Consiglio di Amministrazione di ciascuna Compagnia, nel rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita, *provvederà alla verifica del* conseguimento della Condizione Cancello e delle Condizioni di Accesso nonché del livello di raggiungimento del *Bonus Pool* e degli Obiettivi di *Performance,* per il proprio ambito di competenza. Il superamento delle Condizioni di *Malus* verrà verificato anche al termine di ciascun Periodo di Differimento.

L'erogazione del Premio è soggetta ai meccanismi di correzione *ex-post* descritti al paragrafo 4.5 e verrà effettuata, previa applicazione delle ritenute fiscali e contributive, ove applicabili.

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.

2.5 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.

2.6 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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3. *Iter* di approvazione e tempistica di assegnazione degli strumenti

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 27 aprile 2026.

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.

Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi Beneficiari.

3.2 Indicazione dei soggetti incaricati per l'amministrazione del Piano e loro funzione di competenza

Fermo restando quanto indicato nel precedente paragrafo 3.1, il Consiglio – o soggetti da esso delegati[14] – è responsabile della gestione del Piano avvalendosi delle funzioni aziendali competenti.

Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi Beneficiari.

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 di Poste Italiane, o soggetti da esso delegati, su proposta del Comitato Remunerazioni di Poste Italiane, sentiti se del caso altri Comitati endoconsiliari di Poste Italiane, di proporre eventuali variazioni agli Obiettivi di *Performance*, sia verso l'alto sia verso il basso, e/o alle altre caratteristiche del Piano nel caso di modifiche significative del perimetro del Gruppo, dei principi contabili di riferimento rilevanti ai fini del calcolo degli obiettivi economico-finanziari ovvero attivando le procedure di deroga alle Politiche in materia di remunerazione contenute nella Relazione sulla politica in materia di remunerazione di Poste Italiane, in presenza di circostanze eccezionali, 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.

14. Possibili soggetti delegati dal Consiglio di Amministrazione sono, a titolo esemplificativo, l'Amministratore Delegato e/o il Responsabile della funzione BancoPosta. Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi beneficiari.

Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi Beneficiari.

3.4 Descrizione delle modalità attraverso le quali determinare la disponibilità e l'assegnazione degli strumenti finanziari sui quali sono basati i piani

Per l'implementazione del Piano, la Società si avvarrà delle Azioni proprie acquisite nell'ambito delle operazioni di *buy back* avviate negli scorsi anni, tra cui le Azioni rinvenienti dall'operazione effettuata a seguito della delibera dell'Assemblea degli Azionisti del 29 maggio 2018.

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 di Poste Italiane, interamente composto da amministratori non esecutivi – tutti 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 di Amministrazione di Poste Italiane, con l'astensione dell'Amministratore Delegato, su proposta del Comitato Remunerazioni di Poste Italiane e sentito il Comitato Controllo e Rischi di Poste Italiane per quanto di competenza, ha deliberato l'approvazione del Piano e di sottoporre all'Assemblea degli Azionisti l'adozione dello stesso.

Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi Beneficiari.

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 17 marzo 2026, il Consiglio di Poste Italiane ha approvato – su proposta del Comitato Remunerazioni riunitosi in data 13 marzo 2026 – il presente Documento Informativo che verrà sottoposto all'Assemblea degli Azionisti convocata per il 27 aprile 2026.

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 di Poste Italiane chiamata ad approvare il Piano è prevista per il 27 aprile 2026 in unica convocazione. In caso di approvazione del Piano da parte dell'Assemblea, il Consiglio di Amministrazione di Poste Italiane, su proposta del Comitato Remunerazioni di Poste Italiane, 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.

Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi Beneficiari.

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 3.7 non è disponibile poiché l'Assemblea di approvazione del Piano è fissata per il 27 aprile 2026 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 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 17 marzo 2026: Euro 21,7000.

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 di Poste Italiane avverrà previa approvazione del Piano da parte dell'Assemblea degli Azionisti di Poste Italiane, acquisito il parere del Comitato Remunerazioni di Poste Italiane, 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.

Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi Beneficiari.

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4. Le caratteristiche degli strumenti attribuiti

4.1 Descrizione delle forme in cui sono strutturati i piani di compensi basati su azioni

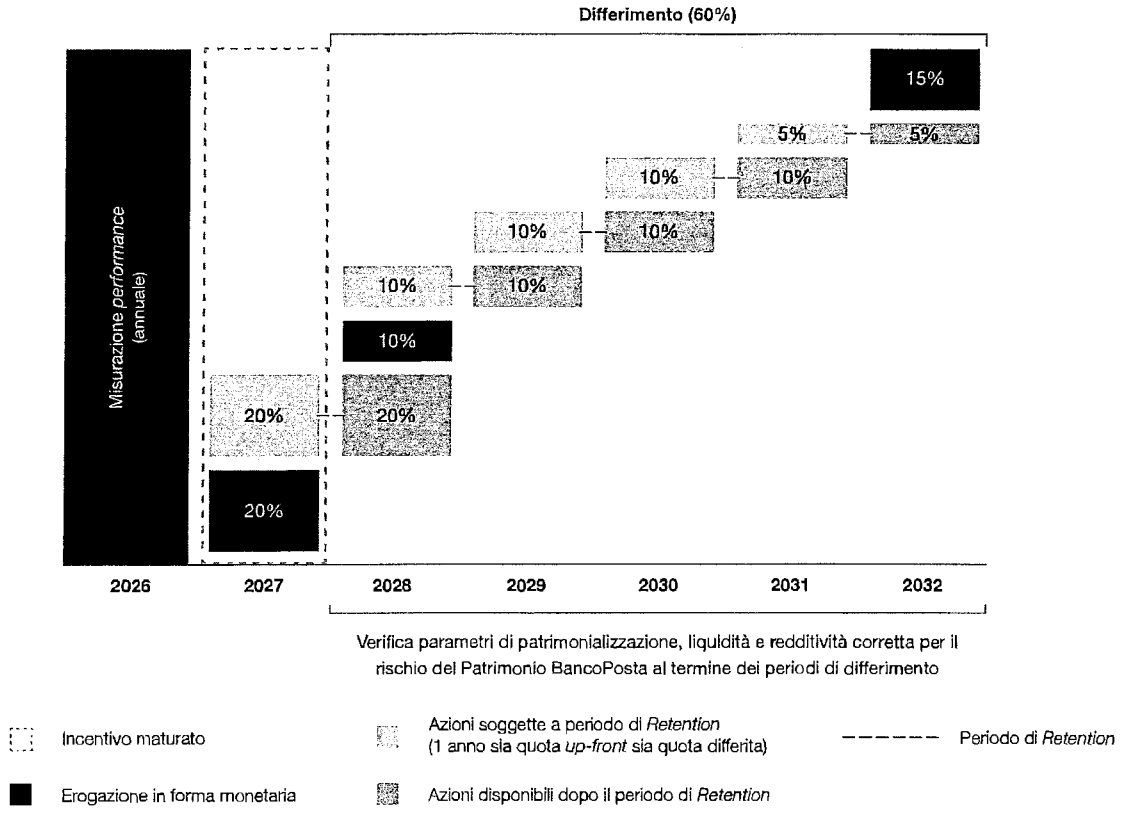
Il Piano MBO prevede l'erogazione di una quota parte del Premio maturato sotto forma di Diritti a ricevere Azioni ai termini e alle condizioni previste dai Regolamenti. La maturazione del Premio (e quindi anche l'attribuzione dei Diritti e, conseguentemente delle Azioni) è subordinata alla verifica del conseguimento della Condizione Cancello e delle Condizioni di Accesso nonché del livello di raggiungimento del *Bonus Pool* (ove previsto) e degli Obiettivi di *Performance*, in base ai criteri esposti al precedente paragrafo 2.2. Tali condizioni sono differenziate tra i Beneficiari.

4.2 Indicazione del periodo di effettiva attuazione del piano con riferimento anche ad eventuali diversi cicli previsti

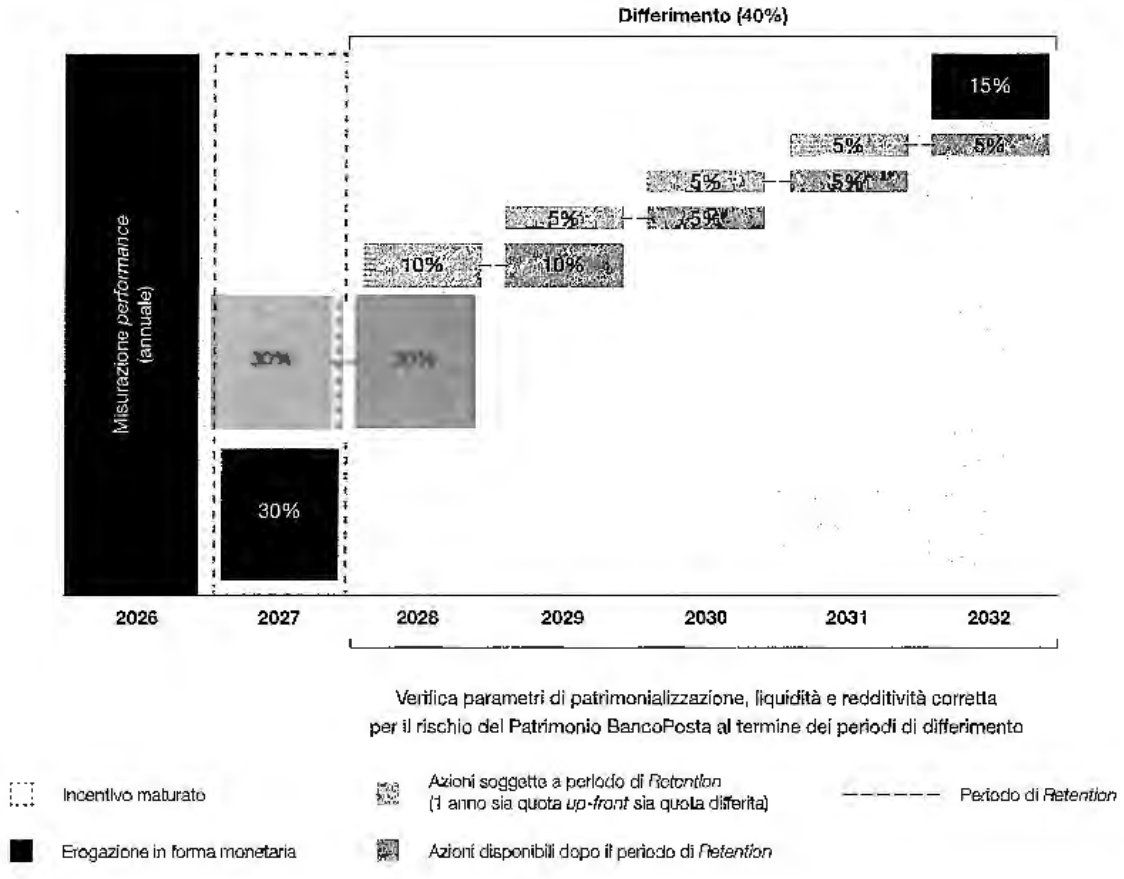
Le modalità di erogazione del Piano MBO sono differenziate sulla base della categoria di appartenenza del Beneficiario.

Beneficiari BP

Per l'Amministratore Delegato della Società – solo relativamente alle attività poste in essere in relazione al Patrimonio BancoPosta – 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:

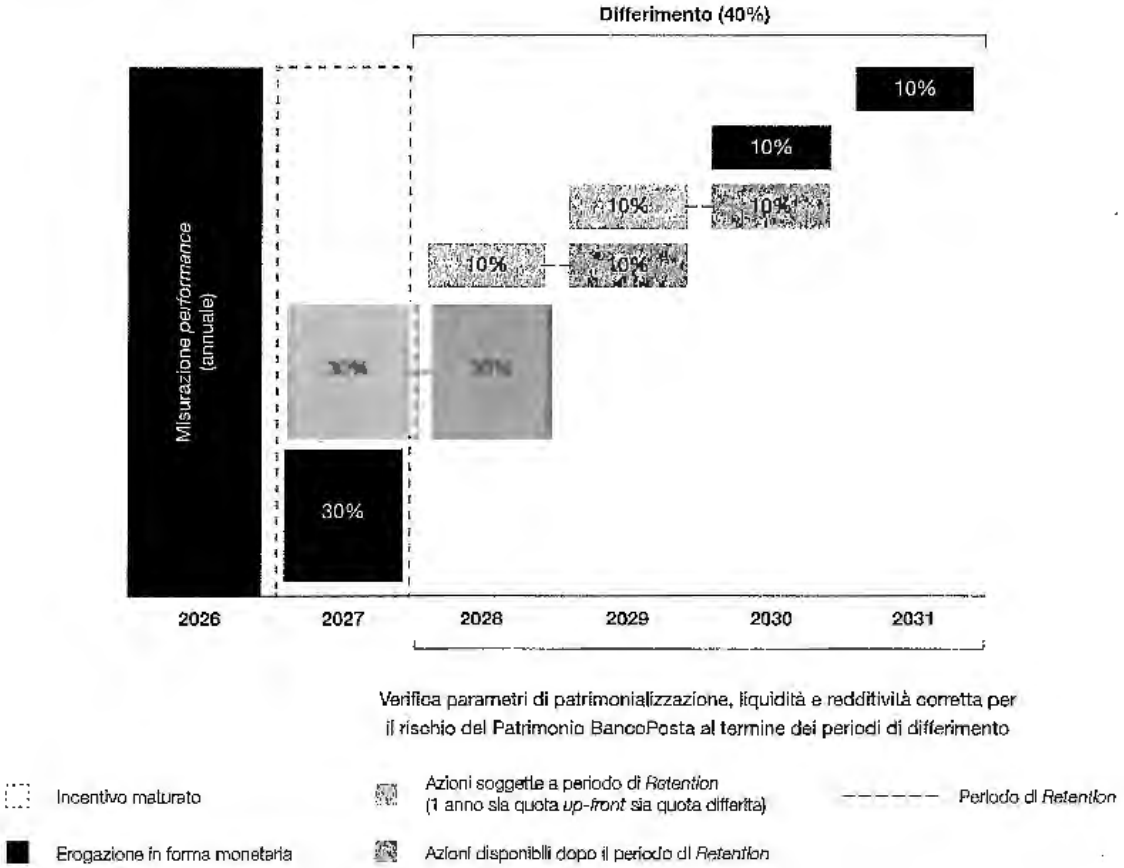


Per i Beneficiari appartenenti al *Senior Management* BP è previsto il differimento del 40% del Premio, su un orizzonte temporale di 5 anni (*pro-rata*). L'erogazione avviene complessivamente per il 45% in forma monetaria e per il 55% in Diritti a ricevere Azioni, prevedendo una incidenza più elevata delle Azioni nella componente differita, secondo lo schema rappresentato di seguito:



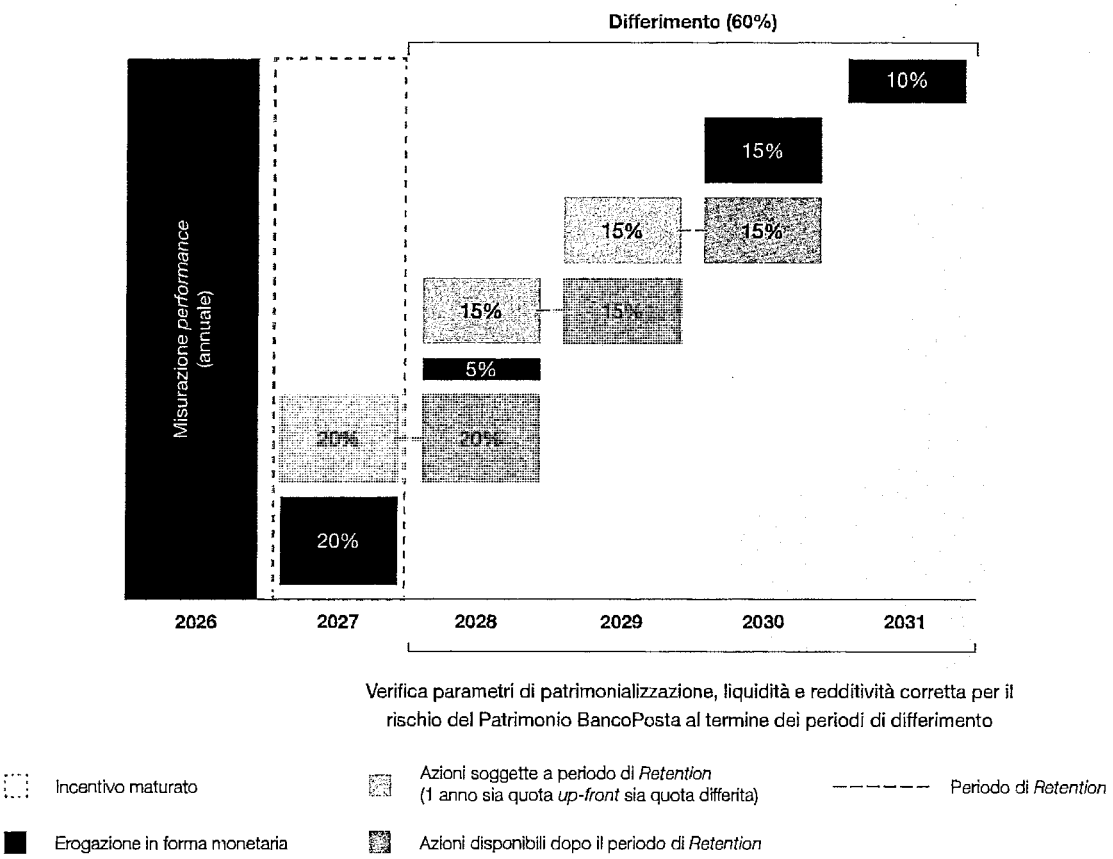
In caso di remunerazione variabile superiore a € 449.973 lordi lo schema dei pagamenti si uniformerà a quello previsto per l'Amministratore Delegato e il Responsabile della funzione BancoPosta.

Per gli altri Beneficiari BP (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:



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In caso di remunerazione variabile superiore a € 449.973 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:



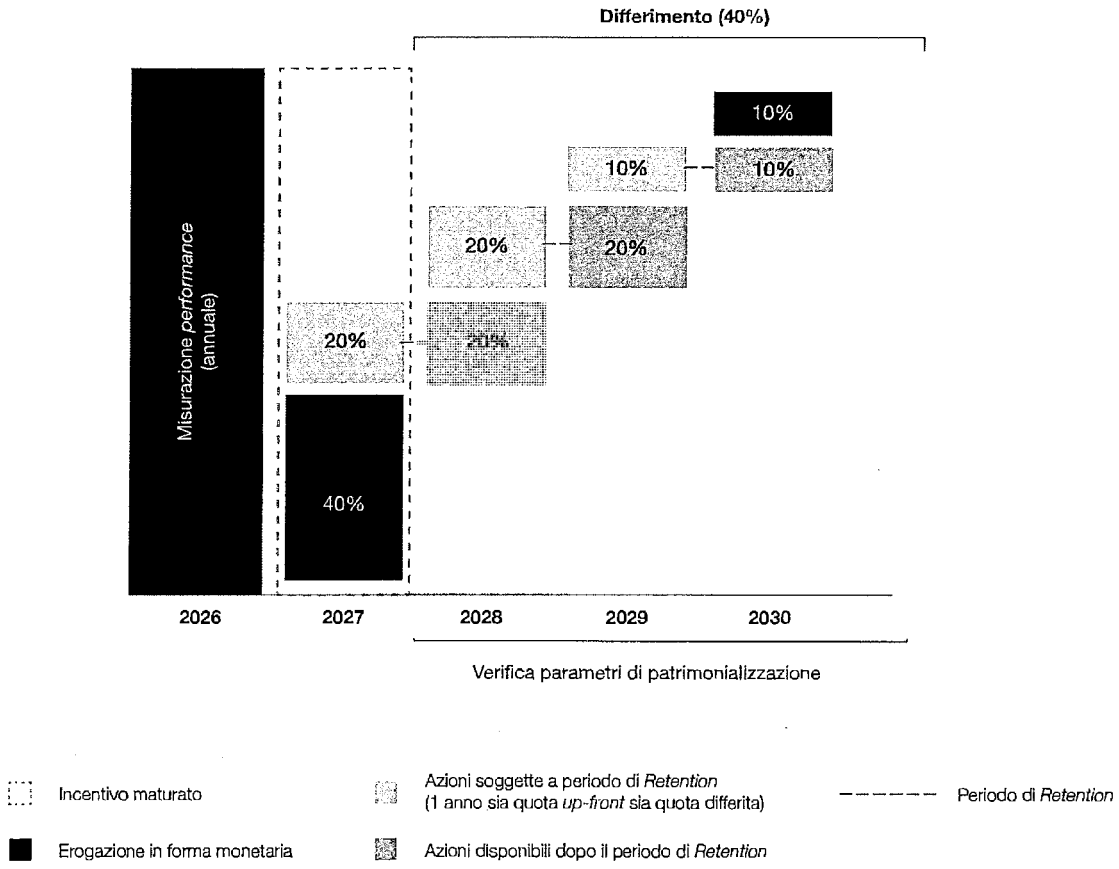
Le quote in Azioni sono soggette ad un Periodo di *Retention* pari ad un anno sia per la quota *up-front* sia per le quote differite.

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.

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Beneficiari PV

Per tutti i Beneficiari PV è previsto il differimento del 40% del Premio, su un orizzonte temporale di 3 anni (pro-rata) e l'erogazione del 50% in forma monetaria e del 50% in Diritti a ricevere Azioni, prevedendo una incidenza più elevata delle Azioni nella componente differita, secondo lo schema rappresentato di seguito:



4.3 Termine del piano

Si rinvia a quanto specificato nel precedente paragrafo 4.2.

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

Ferma restando l'entità degli incentivi assegnati a *target* (paragrafo 2.3) e il numero dei Beneficiari (circa 65 complessivamente), 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, 2.3 e 4.8.

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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 Piano MBO è condizionata al raggiungimento della Condizione Cancello, delle Condizioni di Accesso, del *Bonus Pool* (ove previsto) e degli Obiettivi di *Performance*.

In linea con quanto previsto dalle "*Linee guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta*", dalle "*Politiche di remunerazione e incentivazione di Poste Vita e del Gruppo Poste Vita*" e dalle "*Politiche di remunerazione e incentivazione di Poste Assicura*", secondo gli ambiti di competenza, la Società/Compagnia 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/Compagnia 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. n. 231/01 e/o alla Politica Integrata del Gruppo Poste Italiane applicabili alla Società/Compagnia, al Patrimonio BancoPosta o a una delle società del Gruppo, da cui sia derivata una perdita significativa per la Società/Compagnia, 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 n. 231/01 e/o alla Politica Integrata del Gruppo Poste Italiane applicabili alla Società/Compagnia, al 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/Compagnia, del Patrimonio BancoPosta, o a danno di 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 erogate/consegnate.

Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi Beneficiari.

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.

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.

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*" (a titolo esemplificativo e non esaustivo, presentazione della domanda di accesso ad un trattamento pensionistico, morte o invalidità permanente pari o superiore al 66%), 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*" (a titolo esemplificativo e non esaustivo, licenziamento per giusta causa) 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.

Con riferimento ai Beneficiari BP, tutti i compensi legati alla conclusione anticipata del rapporto di lavoro a cui il Beneficiario avrà diritto, sono corrisposti secondo le modalità previste dal Piano 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 2026 del Patrimonio BancoPosta*".

4.9 Indicazione di eventuali cause di annullamento del Piano

Non sussistono clausole di annullamento del Piano.

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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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.

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 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 9 milioni di Euro.

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 le Azioni proprie acquisite nell'ambito delle operazioni di *buy back* avviate negli scorsi anni (paragrafo 3.4), non sono previsti effetti diluitivi sul capitale. Resta inteso che il numero massimo di titoli assegnabili è inferiore allo 0,1% del capitale sociale ipotizzando che il prezzo dell'Azione rimanga costante.

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.

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.

4.16 – 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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PIANO DI INCENTIVAZIONE A LUNGO TERMINE
ILT PERFORMANCE SHARE 2026-2028

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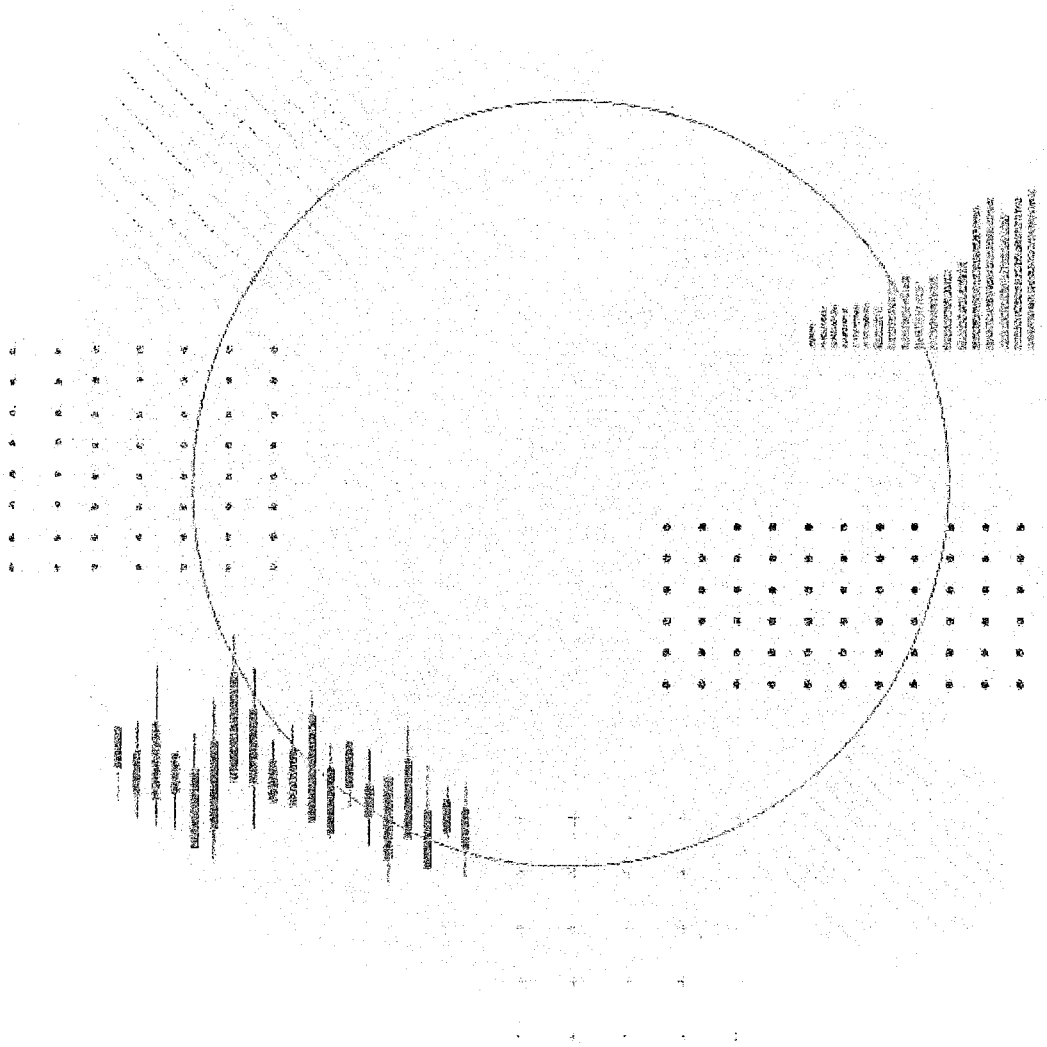


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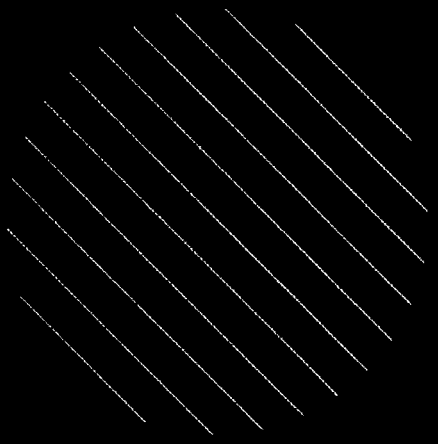
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PAESE, PERSONE, PROSSIMITÀ, TUTTO IN UNA **P**



Piano di incentivazione a lungo termine ILT *Performance Share* 2026-2028

Documento informativo redatto ai sensi dell'art. 84-*bis* del Regolamento Emittenti



Premessa 4

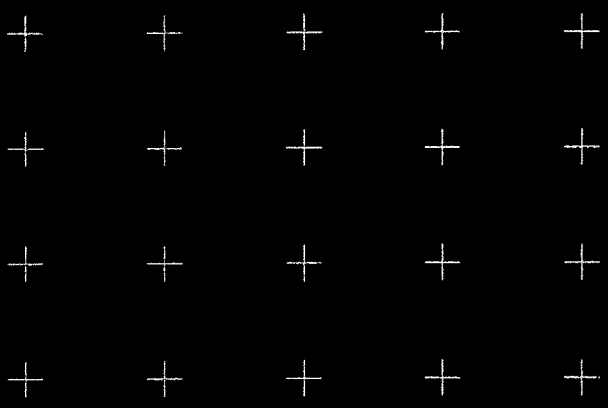
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Premessa

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 come oggetto la proposta di adozione del "**Piano di incentivazione a lungo termine ILT *Performance Share* 2026-2028**" approvato 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 27 aprile 2026, l'adozione, ai sensi dell'art. 114-*bis* del D.Lgs. 24 febbraio 1998 n. 58 e successive modifiche ed integrazioni (il "**TUF**"), del "Piano di incentivazione a lungo termine ILT *Performance Share* 2026-2028".

Il presente Documento Informativo, pertanto, fornisce informazioni sul "Piano ILT *Performance Share* 2026-2028" ("**Piano ILT *Performance Share***" o il "**Piano**").

Il presente Documento Informativo verrà aggiornato, ove necessario e nei termini e con le modalità prescritte dalla normativa vigente, qualora la proposta di adozione del Piano venisse approvata dall'Assemblea degli Azionisti e conformemente alle deliberazioni adottate dalla stessa Assemblea.

Si precisa che il Piano nel presente Documento Informativo è 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.

"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 di Amministrazione della Società, 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 del Piano;
"Beneficiari BancoPosta" o "Beneficiari BP"	indica le risorse appartenenti al personale *Material Risk Takers* e altro personale BancoPosta;
"Beneficiari del Gruppo Assicurativo Poste Vita" o "Beneficiari PV"	indica le risorse appartenenti al Personale Rilevante di Poste Vita S.p.A e Poste Assicura S.p.A. e altro personale appartenente alle due società;
"Beneficiari Poste Italiane" o "Beneficiari PI"	indica le "risorse chiave" per l'*execution* delle direttrici del Piano Strategico (inclusi l'Amministratore Delegato e il Direttore Generale), non appartenenti ai Beneficiari BancoPosta e ai Beneficiari del Gruppo Assicurativo Poste Vita;
"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;
"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. Per i Beneficiari BP sono rappresentate dal raggiungimento almeno del livello *risk tolerance* delle condizioni collegate all'adeguatezza patrimoniale (CET 1), alla liquidità a breve termine (LCR) e alla redditività corretta per il rischio (RORAC) del Patrimonio BancoPosta con riferimento all'anno precedente all'attribuzione. Per i Beneficiari PV sono rappresentate dal raggiungimento almeno del livello *risk tolerance* del Solvency II Ratio del Gruppo Assicurativo Poste Vita con riferimento all'anno precedente all'attribuzione;
"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"	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"	• per la quota *up-front*, coincide con la Data di Maturazione dei Diritti; • per le quote differite dei Beneficiari BP e dei Beneficiari PV, 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 superamento 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;
"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;
"Gruppo Assicurativo Poste Vita"	indica collettivamente: (i) Poste Vita S.p.A. e (ii) Poste Assicura S.p.A.;
"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"	indica le "*Linee Guida di Possesso Azionario*" approvate dal Consiglio di Amministrazione in data 17 marzo 2026, 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;

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"Obiettivi di *Performance*"	indica gli obiettivi di *performance* assegnati per il Piano;
"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"	per i Beneficiari BP e PV indica il periodo 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;
"Periodo di *Performance*"	indica il periodo triennale (2026-2028 – ad eccezione del TSR) 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*" BP	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*";
Personale Rilevante PV	indica i Beneficiari dell'impresa assicurativa così come definito dalla lettera m) dell'art. 2 comma 1 del Regolamento IVASS 38/2018, per i quali si applicano le disposizioni di vigilanza per le Compagnie di assicurazione[2] in tema di remunerazione e incentivazione secondo quanto definito nelle "*Politiche di remunerazione e incentivazione di Poste Vita e del Gruppo Poste Vita*" e delle "*Politiche di remunerazione e incentivazione di Poste Assicura*"
"Regolamenti"	indica i regolamenti del Piano, e eventuali successive modifiche e/o integrazioni, che prevedono i termini e le condizioni applicabili ai sistemi stessi;
"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;
"*Total Shareholder Return*" o "TSR"	è un indicatore che misura il rendimento complessivo di un'azione come combinazione delle seguenti 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: dividendi per azione distribuiti nel periodo di riferimento, considerati reinvestiti nel titolo. Il TSR viene misurato tra il 1° gennaio 2026 e il 31 marzo 2029, o minor periodo in caso di C.d.A. che convoca l'Assemblea degli Azionisti prima dell'ultimo giorno del mese di marzo 2029;
"*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.

1. Circolare n. 285/2013 della Banca d'Italia, aggiornamento 37 del 24 novembre 2021.
2. Regolamento IVASS n. 38 del 3 luglio 2018.

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1. I soggetti destinatari

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[3]. Rientrano altresì tra i Beneficiari l'Amministratore Delegato di Poste Vita S.p.A.[4] e l'Amministratore Delegato e Direttore Generale di Poste Assicura S.p.A.[5].

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.

1.2 Categorie di dipendenti o collaboratori dell'emittente strumenti finanziari e delle società controllanti o controllate di tale emittente

Il Consiglio di Amministrazione riunitosi il 17 marzo 2026, su proposta del Comitato Remunerazioni, ha approvato il numero di Beneficiari complessivi, fino ad un massimo di 370 risorse.

Tra i potenziali Beneficiari del Piano potranno rientrare le "risorse chiave" 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.

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[6].

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;*

3. Al momento della redazione del presente documento l'Amministratore Delegato di Poste Italiane è Matteo Del Fante.
4. Al momento della redazione del presente documento l'Amministratore Delegato di Poste Vita S.p.A. è Laura Furlan.
5. Al momento della redazione del presente documento l'Amministratore Delegato e Direttore Generale di Poste Assicura S.p.A. è Andrea Pezzi.
6. Al momento della redazione del presente documento il Direttore Generale di Poste Italiane è Giuseppe Lasco.

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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.

1.4 Descrizione e indicazione numerica, per separate categorie:

a. *dei dirigenti con responsabilità strategiche diversi da quelli indicati nella lett. b) paragrafo 1.3;*

I Dirigenti con responsabilità strategiche, Beneficiari del Piano alla data di redazione del presente documento, sono 12.

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 ecc.);*

Il Piano è destinato a un numero complessivo massimo di 370 Beneficiari a livello di Gruppo, differenziati con riferimento alle caratteristiche specifiche del Piano.

A tal proposito sono individuate tre 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 30 risorse);
- i Beneficiari PV, per tali intendendosi le "risorse chiave" per l'execution delle direttrici del Piano Strategico, appartenenti al Personale più Rilevante di Poste Vita S.p.A. e Poste Assicura S.p.A. e altro personale appartenente alle due società (per un totale di circa 35 risorse);
- i Beneficiari Poste Italiane, per tali intendendosi le "risorse chiave" per l'*execution* delle direttrici del Piano Strategico (ivi inclusi l'Amministratore Delegato e il Direttore Generale) non appartenenti ai Beneficiari BP e ai Beneficiari PV (per un totale di circa 305 risorse).

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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2. Le ragioni che motivano l'adozione del Piano

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 con la «*2026 Strategy Update*» del Piano Strategico *"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.

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 1.4, sono suddivisi in tre macro-categorie, rispetto alle quali il Piano assume caratteristiche differenziate:
- Beneficiari PI, inclusi l'Amministratore Delegato e il Direttore Generale;
- Beneficiari BP;
- Beneficiari PV.

Per i Beneficiari PI, 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 Azioni di un periodo di *Retention* della durata di due anni.

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 i Beneficiari PV, 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%, differito di 2 anni a decorrere dal termine del Periodo di *Performance,* sottoposto ad un Periodo di *Retention* di un anno.

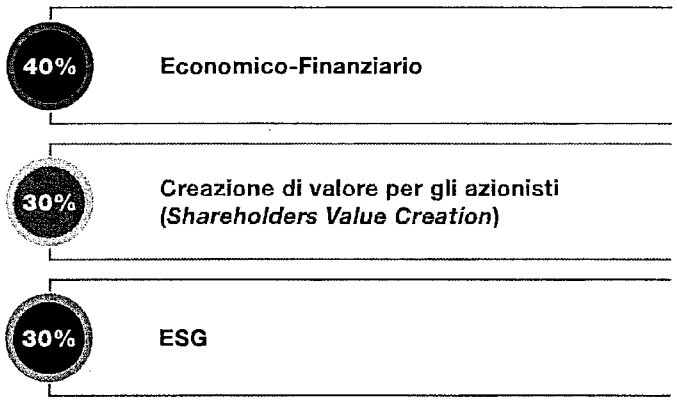
Al termine di ciascun Periodo di *Retention* è prevista l'applicazione del meccanismo di *Dividend Equivalent,* che consiste nella consegna di un numero di azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario durante il Periodo di *Retention* stesso per le Azioni non ancora disponibili.

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 e per i Beneficiari PV);
- 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:

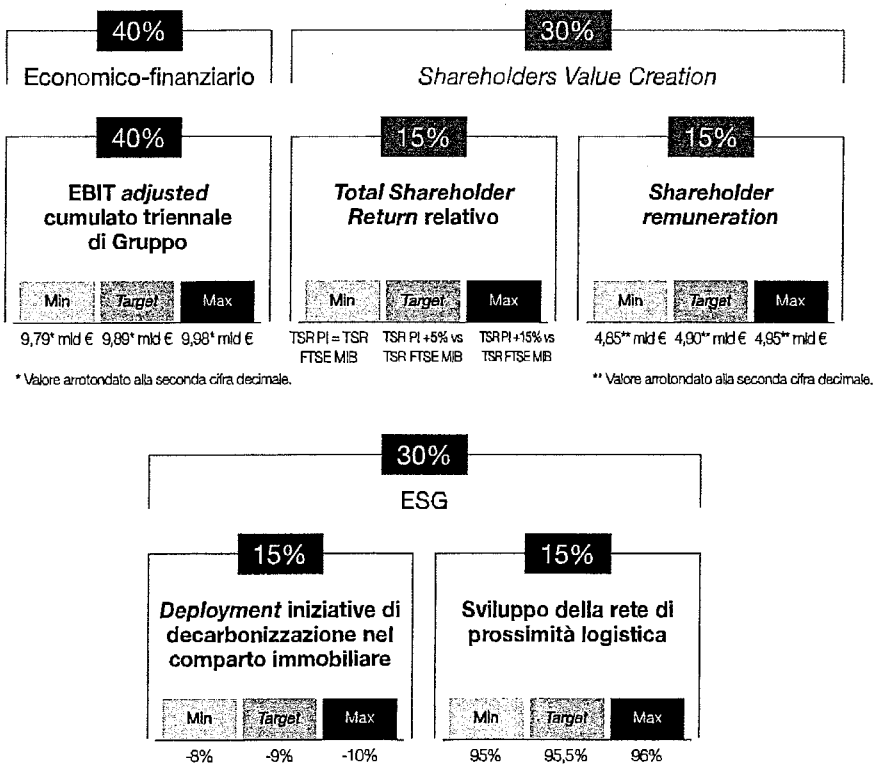
Condizione Cancello	Condizioni di Accesso	
Comune a tutti i Beneficiari	**Beneficiari BP**	**Beneficiari PV**
Redditività di Gruppo: EBIT *adjusted* cumulato triennale 9,79 mld €	Parametro di adeguatezza patrimoniale BancoPosta: CET 1 livello *risk tolerance* approvato nel *Risk Appetite Framework* Parametro 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*	Solvency II Ratio Gruppo Assicurativo Poste Vita: livello *risk tolerance* approvato nel *Risk Appetite Framework*

Gli obiettivi di *performance* del "Piano ILT *Performance Share* 2026-2028" sono riconducibili alle aree di seguito illustrate:



Per i Beneficiari PV sono previsti alcuni obiettivi specifici riferiti al settore assicurativo, in linea con la normativa di settore. Si evidenzia che la quota di obiettivi collegati a Poste Vita è prevalente rispetto a quella di Poste Italiane.

Nell'ambito delle aree sopra descritte, gli specifici KPI, comuni a tutti i Beneficiari[7], sono stati identificati in linea con il Piano Strategico "*The Connecting Platform*" e sono di seguito rappresentati con i relativi livelli di raggiungimento:



7. Ad eccezione di alcuni obiettivi specifici previsti per i Beneficiari PV per i quali si rimanda a quanto descritto in seguito.

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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 *adjusted* cumulato triennale di Gruppo è definito sulla base della somma degli EBIT *adjusted* che saranno consuntivati annualmente.

L'obiettivo legato alla *"Shareholder Value Creation"* viene conseguito attraverso la misurazione dell'obiettivo di *"Total Shareholder Return"* relativo[8] e dell'obiettivo di *"Shareholder Remuneration"*. Tale ultimo obiettivo, che tiene in considerazione la remunerazione degli azionisti sotto forma 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'area di obiettivi ESG, orientata alla tutela dell'ambiente e dei cittadini, nel triennio di riferimento ha come focus il piano di decarbonizzazione del comparto immobiliare e sullo sviluppo della rete di prossimità logistica. Con riferimento al *Deployment* Iniziative di decarbonizzazione del comparto immobiliare Poste Italiane, all'interno della propria strategia di sostenibilità ambientale, si è posta obiettivi sfidanti di riduzione delle emissioni di CO_2 attraverso la realizzazione di progetti infrastrutturali volti alla decarbonizzazione degli immobili. L'indicatore viene calcolato come riduzione delle emissioni immobiliari di Poste Italiane (tCO_2e, *scope* 1 + *scope* 2) nell'orizzonte temporale 2026-2028.

Per quanto riguarda il secondo KPI (Sviluppo della rete di prossimità logistica), Poste Italiane ha l'obiettivo di migliorare continuativamente il proprio modello di consegna sostenibile al fine di ridurre l'impatto ambientale grazie all'ottimizzazione logistica oltre a migliorare l'esperienza del cliente. Concentrare la consegna di più pacchi in un unico punto limita le emissioni e offre ai clienti un'alternativa flessibile alla consegna a domicilio, contribuendo così a un sistema di distribuzione più efficiente ed ecologico. L'obiettivo misura la percentuale di cittadini italiani con una distanza massima di 5 minuti o 2,5 km da un punto di prossimità. In sintesi, l'obiettivo sarà raggiunto al livello massimo, se entro il 2028 ci sarà un punto di prossimità di Poste Italiane entro 5 minuti (o 2,5 km) dalla residenza di almeno il 96% dei cittadini italiani.

Come già evidenziato, per i Beneficiari PV sono previsti alcuni obiettivi specifici riferiti al settore assicurativo, in linea con la normativa di settore, nello specifico è previsto un KPI di redditività, in aggiunta all'EBIT *adjusted* cumulato di Gruppo, e un KPI in ambito ESG legato alla Finanza Sostenibile. Si evidenzia che la quota di obiettivi collegati a Poste Vita è prevalente rispetto a quella di Poste Italiane.

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 del fisso 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 130%, sempre del fisso. 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 (queste ultime solo per Beneficiari BP e per i Beneficiari PV) e al raggiungimento di determinati livelli di Obiettivi di *Performance* descritti al punto 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.

8. 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 2026 e il 31 marzo 2029, o minor periodo in caso di C.d.A. che convoca l'Assemblea degli azionisti prima dell'ultimo giorno del mese di marzo 2029.

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Al termine del Periodo di *Performance* (e, quindi, nel corso del 2029), 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 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 PI (inclusi l'Amministratore Delegato e il Direttore Generale), i Diritti a ricevere Azioni maturano interamente *up-front* al termine del Periodo di *Performance* triennale, con l'applicazione, sul 60% delle Azioni, di un Periodo di *Retention* di 2 anni.

Per i Beneficiari BP e i Beneficiari PV, l'attribuzione delle quote differite avverrà previa verifica del superamento delle Condizioni di Malus al termine di ciascun Periodo di Differimento. I Beneficiari BP e i Beneficiari PV 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.

L'attribuzione delle Azioni è soggetta ai meccanismi di correzione *ex-post* descritti al paragrafo 4.5 e la consegna verrà effettuata, previa applicazione delle ritenute fiscali e contributive, ove previste.

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.

2.5 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.

2.6 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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3. *Iter* di approvazione e tempistica di assegnazione degli strumenti

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 27 aprile 2026.

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.

Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi Beneficiari.

3.2 Indicazione dei soggetti incaricati per l'amministrazione del piano e loro funzione di competenza

Fermo restando quanto indicato nel precedente paragrafo 3.1, il Consiglio – o soggetti da esso delegati[9] – è responsabile della gestione del Piano, avvalendosi delle funzioni aziendali competenti.

Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi Beneficiari.

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 di Poste Italiane, o soggetti da esso delegati, su proposta del Comitato Remunerazioni di Poste Italiane, sentiti se del caso altri Comitati endoconsiliari di Poste Italiane, di proporre eventuali variazioni agli Obiettivi di *Performance*, sia verso l'alto sia verso il basso, e/o alle altre caratteristiche del Piano, nel caso di modifiche significative del perimetro del Gruppo, dei principi contabili di riferimento rilevanti ai fini del calcolo degli obiettivi economico-finanziari, ovvero attivando le procedure di deroga alle Politiche in materia di remunerazione così come definite nella Relazione sulla politica in materia di remunerazione di Poste Italiane, in presenza di circostanze eccezionali, 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.

Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi beneficiari.

9. Possibili soggetti delegati dal Consiglio di Amministrazione sono, a titolo esemplificativo, l'Amministratore Delegato e/o il Direttore Generale, il Responsabile BancoPosta. Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi Beneficiari.

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3.4 Descrizione delle modalità attraverso le quali determinare la disponibilità e l'assegnazione degli strumenti finanziari sui quali sono basati i piani

Per l'implementazione del Piano, la Società si avvarrà delle Azioni proprie acquisite nell'ambito delle operazioni di *buy back* avviate negli scorsi anni, tra cui le Azioni rinvenienti dall'operazione effettuata a seguito della delibera dell'Assemblea degli Azionisti del 29 maggio 2018.

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 di Poste Italiane, interamente composto da amministratori non esecutivi - tutti 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 di Amministrazione di Poste Italiane, con l'astensione dell'Amministratore Delegato, su proposta del Comitato Remunerazioni di Poste Italiane sentito il Comitato Controllo e Rischi di Poste Italiane per quanto di competenza, ha deliberato l'assegnazione del Piano e di sottoporre all'Assemblea degli Azionisti l'adozione dello stesso.

Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi Beneficiari.

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 17 marzo 2026, il Consiglio di Amministrazione di Poste Italiane ha deliberato – su proposta del Comitato Remunerazioni di Poste Italiane riunitosi in data 13 marzo 2026 – l'assegnazione del Piano ai Beneficiari e l'approvazione del presente Documento Informativo sottoposto all'Assemblea degli Azionisti convocata per il 27 aprile 2026.

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 17 marzo 2026, il Consiglio ha deliberato – su proposta del Comitato Remunerazioni riunitosi in data 13 marzo 2026 – l'assegnazione del Piano ai Beneficiari subordinatamente all'approvazione dello stesso da parte dell'Assemblea degli Azionisti di Poste Italiane prevista per il 27 aprile 2026 in unica convocazione.

In caso di approvazione del Piano da parte dell'Assemblea degli Azionisti di Poste Italiane, il Consiglio di Amministrazione di Poste Italiane, su proposta del Comitato Remunerazioni di Poste Italiane, e/o un soggetto opportunamente sub delegato, a seconda del caso, assumeranno le decisioni rilevanti in merito all'implementazione del Piano medesimo.

Resta salvo il rispetto dei processi di *Corporate Governance* vigenti nel Gruppo Assicurativo Poste Vita con riferimento ai relativi Beneficiari.

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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 3.7, in data 17 marzo 2026, è risultato pari a Euro 21,7000.

Si specifica che il numero di Diritti assegnati ai Beneficiari sarà definito sulla base del Valore Normale dell'Azione al 17 marzo 2026, pari a Euro 22,5623.

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 (queste ultime differenziate per i Beneficiari BP e i Beneficiari PV), 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.

4. Le caratteristiche degli strumenti attribuiti

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 relativa 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 e i Beneficiari PV).

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 i Beneficiari PI (incluso l'Amministratore Delegato e il Direttore Generale) che saranno convertiti al momento della maturazione.

4.2 Indicazione del periodo di effettiva attuazione del piano con riferimento anche ad eventuali diversi cicli previsti

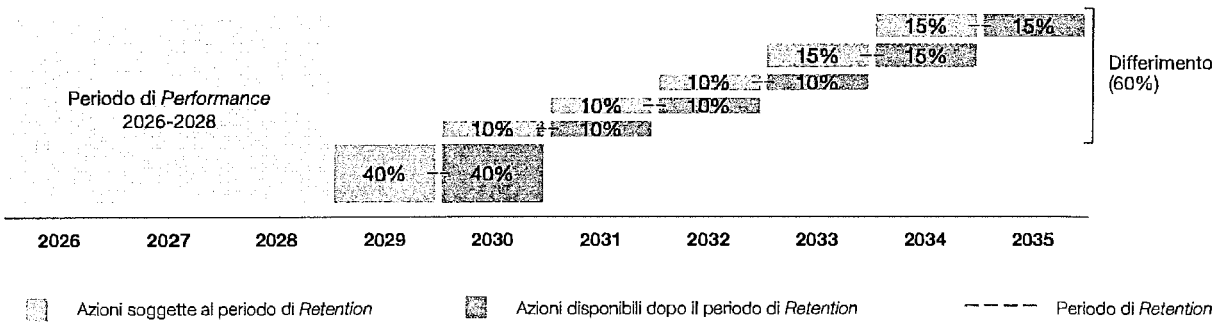
L'attuazione del Piano è differenziata in base alla categoria di appartenenza del Beneficiario.

Per i Beneficiari BP 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 delle Condizioni di *Malus* previste per i Beneficiari BP al termine di ciascun Periodo di Differimento e a patto che non si verifichino i presupposti per l'attivazione di meccanismi di *Malus*.

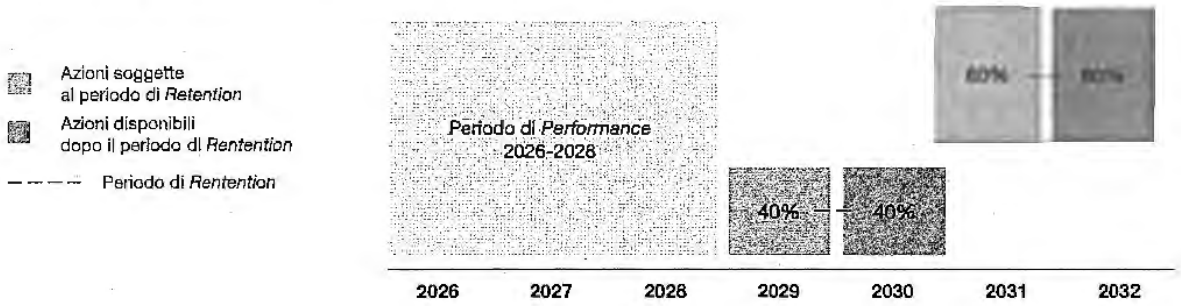
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Per i Beneficiari PV, il Piano prevede l'assegnazione gratuita di Diritti a ricevere Azioni di Poste Italiane al termine di un Periodo di *Performance* triennale, secondo il seguente schema:

- per il 40% *up-front* al termine del Periodo di *Performance*;
- per il restante 60%, differito di 2 anni a decorrere dal termine del Periodo di *Performance*.

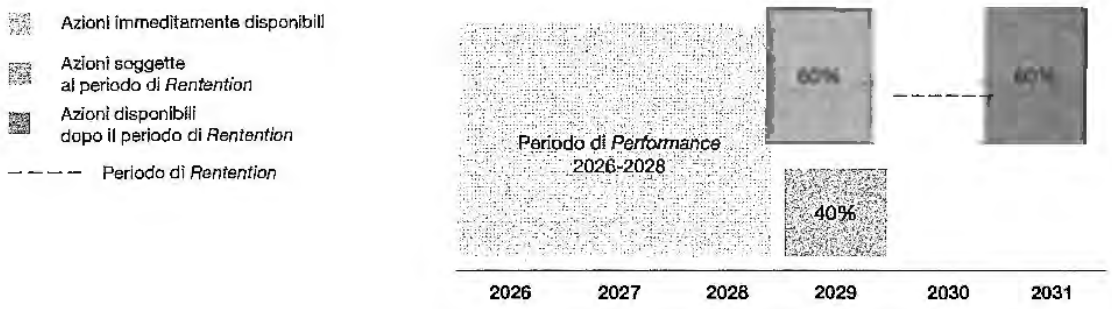
Per i Beneficiari PV è prevista, inoltre, l'applicazione di un ulteriore Periodo di *Retention* della durata di un anno, da applicarsi sia in relazione alla quota attribuita *up-front*, sia in relazione alla quota attribuita in via differita.

Le fasi sopra elencate sono riassunte nel seguente schema:



L'attribuzione delle quote di Azioni differite avverrà a seguito della verifica del superamento delle Condizioni di *Malus* previste per i Beneficiari PV al termine di ciascun Periodo di Differimento e a patto che non si verifichino i presupposti per l'attivazione di meccanismi di *Malus*.

Con riferimento ai Beneficiari PI, incluso l'Amministratore Delegato e il Direttore Generale, il Piano prevede la maturazione dei Diritti a ricevere Azioni di Poste Italiane interamente *up-front*, al termine di un Periodo di *Performance* triennale, con l'applicazione, sul 60% delle Azioni, di un Periodo di *Retention* della durata di 2 anni, secondo lo schema di seguito rappresentato:



4.3 Termine del piano

Si rinvia a quanto specificato nel precedente paragrafo 4.2.

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

Il numero di Diritti assegnati sarà determinato sulla base dei meccanismi descritti nei paragrafi 2.2, 2.3 e 4.8.

Si specifica che, per i Beneficiari BP e i Beneficiari PV, la componente variabile complessiva (comprensiva anche del sistema incentivante di breve termine) assegnata non può superare il rapporto rispetto al fisso tempo per tempo vigente.

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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 (queste ultime per i Beneficiari BP e i Beneficiari PV) e di *Malus*, nonché degli Obiettivi di *Performance*. In linea con quanto previsto dalla *"Relazione sulla politica in materia di remunerazione"*, dalle *"Linee guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta"*, dalle *"Politiche di remunerazione e incentivazione di Poste Vita e del Gruppo Poste Vita"* e dalle *"Politiche di remunerazione e incentivazione di Poste Assicura"*, secondo gli ambiti di competenza, la Società/Compagnia 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 n. 231/01 e/o alla Politica Integrata del Gruppo Poste Italiane applicabili alla Società/Compagnia, al Patrimonio BancoPosta o a una delle società del Gruppo, da cui sia derivata una perdita significativa per la Società/Compagnia, 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 n. 231/01 e/o alla Politica Integrata del Gruppo Poste Italiane applicabili alla Società/Compagnia, al 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/Compagnia, del Patrimonio BancoPosta o a danno di 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.

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 e i Beneficiari PV, il Periodo di *Retention* applicabile a tutte le quote, *up-front* oppure differite, è pari ad un anno; per i Beneficiari PI (incluso l'Amministratore Delegato e il Direttore Generale) il Periodo di *Retention* (applicabile al 60% delle Azioni) è pari a due anni.

Durante i Periodi di Differimento e *Retention* 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 delle "Linee Guida di Possesso Azionario" approvate dal Consiglio di Amministrazione in data 17 marzo 2026 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.

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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.

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*" (a titolo esemplificativo e non esaustivo, presentazione della domanda di accesso ad un trattamento pensionistico, morte o invalidità permanente pari o superiore al 66%) 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*" (a titolo esemplificativo e non esaustivo, licenziamento per giusta causa), 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.

4.9 Indicazione di eventuali cause di annullamento del Piano

Non sussistono cause di annullamento del Piano.

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.

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.

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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 27 milioni di Euro per un massimo di 370 Beneficiari.

4.13 Indicazione degli eventuali effetti diluitivi sul capitale determinati dall'attribuzione delle azioni

In considerazione del fatto che per le Azioni da attribuire ai Beneficiari sulla base del Piano la Società si avvarrà delle Azioni proprie acquisite nell'ambito delle operazioni di *buy back* avviate negli scorsi anni (paragrafo 3.4), non sono previsti effetti diluitivi sul capitale. Resta inteso che il numero massimo di titoli assegnabili è pari a circa lo 0,13% del capitale sociale.

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.

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.

4.16 - 4.23

Non applicabili.

* * *

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**	27/04/26	Azioni ordinarie di Poste Italiane S.p.A.	119.009	17/03/26		€ 22,5623[1]	3 anni
Giuseppe Lasco	**Direttore Generale**	27/04/26	Azioni ordinarie di Poste Italiane S.p.A.	44.322	17/03/26		€ 22,5623[1]	3 anni
Dirigenti con responsabilità strategiche (n.12[2])		27/04/26	Azioni ordinarie di Poste Italiane S.p.A.	222.488	17/03/26		€ 22,5623[1]	3 anni
Beneficiari BancoPosta (n.14)		27/04/26	Azioni ordinarie di Poste Italiane S.p.A.	27.578	17/03/26		€ 22,5623[1]	3 anni
Beneficiari Gruppo Assicurativo Poste Vita (n.23)		27/04/26	Azioni ordinarie di Poste Italiane S.p.A.	63.472	17/03/26		€ 22,5623[1]	3 anni
Beneficiari Poste Italiane (n. 262[3])		27/04/26	Azioni ordinarie di Poste Italiane S.p.A.	632.161	17/03/26		€ 22,5623	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 e 1 Beneficiario del Gruppo Assicurativo Poste Vita.
[3] Sono comprese 26 risorse delle Società del Gruppo.

Le informazioni sopra illustrate si riferiscono alla data di redazione del presente documento (17 marzo 2026).

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PIANO DI INCENTIVAZIONE A LUNGO TERMINE PHANTOM STOCK OPTION TRIENNALE BASATO SU STRUMENTI FINANZIARI

PAESE, PERSONE, PROSSIMITÀ, TUTTO IN UNA **P**

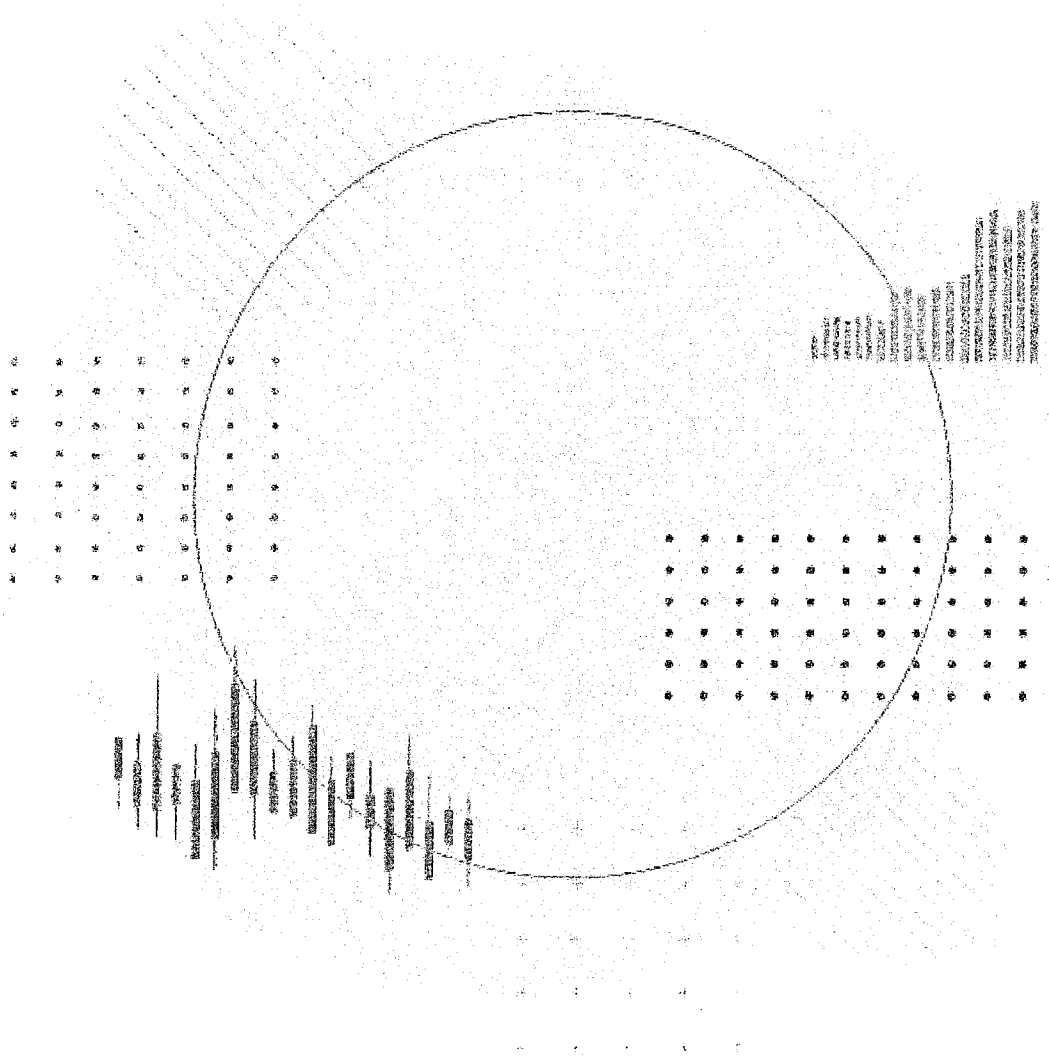


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PIANO DI INCENTIVAZIONE A LUNGO TERMINE PHANTOM STOCK OPTION TRIENNALE BASATO SU STRUMENTI FINANZIARI

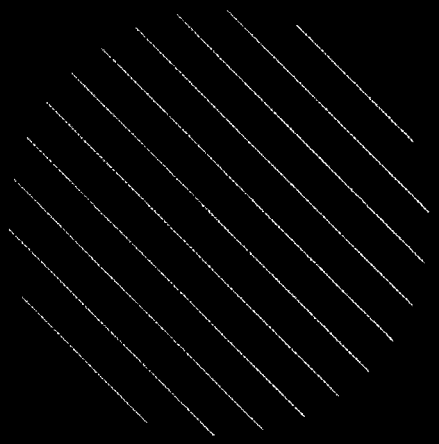
DOCUMENTO INFORMATIVO REDATTO AI SENSI DELL'ART. 84-*BIS* DEL REGOLAMENTO EMITTENTI

PAESE, PERSONE, PROSSIMITÀ, TUTTO IN UNA **P**



Piano di incentivazione a lungo termine *Phantom Stock Options* triennale basato su strumenti finanziari

Documento informativo redatto ai sensi dell'art. 84-*bis* del Regolamento Emittenti



Premessa 4

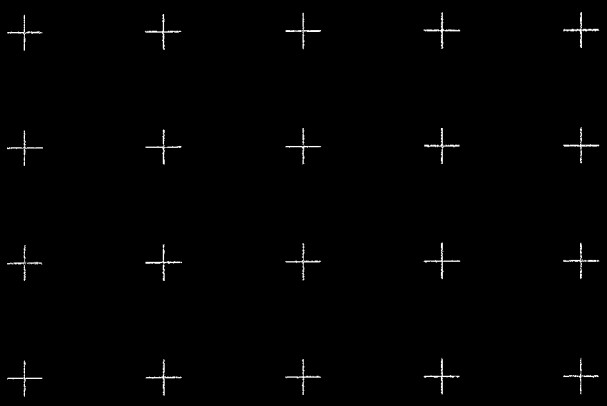
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Premessa

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 come oggetto la proposta di adozione del "**Piano di incentivazione a lungo termine *Phantom Stock Option* triennale basato su strumenti finanziari**" approvato 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 27 aprile 2026, l'adozione, ai sensi dell'art. 114-*bis* del D.Lgs. 24 febbraio 1998 n. 58 e successive modifiche ed integrazioni (il "**TUF**"), del "Piano di incentivazione a lungo termine *Phantom Stock Option* triennale basato su strumenti finanziari".

Il presente Documento Informativo, pertanto, fornisce informazioni sul "**Piano di incentivazione a lungo termine *Phantom Stock Option* triennale basato su strumenti finanziari**" (il "Piano PSO").

Il presente Documento Informativo verrà aggiornato, ove necessario e nei termini e con le modalità prescritte dalla normativa vigente, qualora la proposta di adozione del Piano venisse approvata dall'Assemblea degli Azionisti e conformemente alle deliberazioni adottate dalla stessa Assemblea.

Si precisa che il Piano nel presente Documento Informativo è 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.

"Amministratore Delegato" o "AD"	indica l'amministratore delegato della Società;
"Beneficiari"	indica l'Amministratore Delegato e le "risorse chiave" selezionate per la partecipazione al Piano PSO (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 di Amministrazione della Società, con facoltà di subdelega, di tutti i necessari poteri per attuare e modificare i piani stessi;
"Azioni"	indica le Azioni ordinarie della Società;
"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;
"Condizione Cancello"	indica la condizione, verificata al termine del Periodo di *Performance*, in assenza della quale non viene erogato alcun Premio, anche a fronte del raggiungimento dell'Obiettivo di *Performance;*
"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 delle *Phantom Stock Option*" o "Data di Assegnazione"	indica la data concomitante o successiva alla delibera del Consiglio in cui viene comunicata al Beneficiario la partecipazione al Piano PSO;
"Data di Esercizio"	indica, per la Quota *Up-front*, la data dell'Assemblea degli Azionisti del 2029, che approverà il Bilancio 2028 e, per le *Phantom Stock Option* sottoposte a *Retention*, la data dell'Assemblea degli Azionisti del 2031, che approverà il Bilancio 2030;
"Data di Maturazione delle *Phantom Stock Option*" o "Data di Maturazione"	indica la data della delibera del Consiglio di Amministrazione che verifica il conseguimento della Condizione Cancello oltre al livello di conseguimento dell'Obiettivo di *Performance*, determinando il numero complessivo di PSO Maturate dal Beneficiario;
"Fair Value"	indica il valore teorico della PSO determinato da un attuario esterno secondo i principi contabili IFRS 2;
"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;
"Obiettivo di *Performance*"	indica l'obiettivo individuato dal Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, relativamente al Periodo di *Performance*, sulla base del raggiungimento del quale maturano le PSO assegnate, ove risultino conseguite anche le altre condizioni previste dal Regolamento;
"Periodo di *Retention*"	indica il periodo biennale decorrente dalla delibera del Consiglio che determina il numero di *Phantom Stock Option* Maturate da ciascun Beneficiario al termine del Periodo di *Performance*, decorso il quale le stesse potranno essere eventualmente convertite nel Premio;
"Periodo di *Performance*"	indica il periodo triennale (1° gennaio 2026 – 31 dicembre 2028) in riferimento al quale sono misurati la Condizione Cancello e l'Obiettivo di *Performance*;
***"Phantom Stock Option"* o "PSO"**	indica un'opzione virtuale che attribuisce al Beneficiario il diritto di acquistare una Azione virtuale per ogni opzione maturata a un prezzo unitario pari allo *Strike Price*, nei termini ed alle condizioni previste dal Regolamento e nella relativa documentazione attuativa;
***"Phantom Stock Option* sottoposte a *Retention*" o "PSO sottoposte a *Retention*"**	indica il 60% delle *Phantom Stock Option* Maturate;
***"Phantom Stock Option Maturate"* o "PSO Maturate"**	indica il numero di *Phantom Stock Option* effettivamente maturate dal Beneficiario sulla base del livello di raggiungimento dell'Obiettivo di *Performance*, previa verifica del conseguimento della Condizione Cancello;
"Piano PSO"	indica il Piano di *Phantom Stock Option* triennale di cui al presente Documento Informativo;
"Premio"	indica l'importo lordo erogato al Beneficiario derivante dalla conversione delle PSO Maturate secondo le modalità e le tempistiche previste nel Regolamento e nella relativa documentazione attuativa;
"Premio al termine del Periodo di *Retention*"	indica l'importo lordo erogato al Beneficiario derivante dalla conversione delle PSO sottoposte a *Retention* secondo le modalità e le tempistiche previste nel Regolamento e nella relativa documentazione attuativa;
"Premio *Up-front*"	indica l'importo lordo erogato al Beneficiario derivante dalla conversione della Quota *Up-front* secondo le modalità e le tempistiche previste nel Regolamento e nella relativa documentazione attuativa;
"Quota *Up-front*"	indica il 40% delle *Phantom Stock Option* Maturate;
"Regolamento"	indica il regolamento del Piano PSO ed eventuali successive modifiche e/o integrazioni, che prevedono i termini e le condizioni applicabili al Piano PSO stesso;
"Società"	indica Poste Italiane S.p.A.;

"Strike Price"	indica il prezzo che i Beneficiari dovranno virtualmente versare per l'acquisto di una Azione virtuale a seguito della conversione delle PSO Maturate nel Premio in denaro, che è stato determinato in misura pari al Valore Normale dell'Azione alla data del Consiglio di Amministrazione che ha deliberato l'assegnazione del Piano (17 marzo 2026);
"Termine del Periodo di *Retention*"	indica la data del Consiglio di Amministrazione che – alla fine del Periodo di Retention – delibera la conversione delle PSO sottoposte a *Retention* e la corresponsione del relativo Premio;
"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;
***"Total Shareholder Return"* o "TSR"**	è un indicatore che misura il rendimento complessivo di un'azione come combinazione delle seguenti 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: dividendi per azione distribuiti nel periodo di riferimento, considerati reinvestiti nel titolo;
"Trasferimento" e "Trasferire"	indica la cessione delle PSO o di diritti sulle PSO, 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 di conversione della Quota *Up-front*"	indica il Valore Normale dell'Azione alla Data di Esercizio con riferimento alla Quota *Up-front*;
"Valore di conversione delle PSO sottoposte a *Retention*"	indica il Valore Normale dell'Azione alla Data di Esercizio con riferimento alle *Phantom Stock Option* sottoposte a *Retention*;
"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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1. I soggetti destinatari

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 PSO è compreso l'Amministratore Delegato (AD) della Società[1].

Si segnala che alcuni dei potenziali Beneficiari del Piano PSO, 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 PSO in quanto dipendenti del Gruppo, non viene fornita indicazione nominativa dei predetti Beneficiari ma si fa rimando per essi alle informazioni di seguito riportate.

1.2 Categorie di dipendenti o collaboratori dell'emittente strumenti finanziari e delle società controllanti o controllate di tale emittente

Il Consiglio di Amministrazione riunitosi il 17 marzo 2026, su proposta del Comitato Remunerazioni, ha approvato il numero di Beneficiari complessivi, fino ad un massimo di 70 risorse, tutte non appartenenti al personale operante in BancoPosta, Poste Vita e BPF SGR alla data di assegnazione.

Tra i potenziali Beneficiari del Piano PSO potranno rientrare le "risorse chiave", dirigenti e quadri, che svolgono funzioni rilevanti per il conseguimento degli obiettivi sottostanti al Piano PSO.

I Beneficiari sono nominalmente individuati dal Consiglio di Amministrazione, sentito il parere del Comitato Remunerazioni, o da uno o più soggetti delegati 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 PSO rispetto a quanto illustrato nel presente documento.

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 PSO è compreso il Direttore Generale (DG) della Società[2].

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;*

1. Al momento della redazione del presente documento l'Amministratore Delegato di Poste Italiane è Matteo Del Fante.
2. Al momento della redazione del presente documento il Direttore Generale di Poste Italiane è Giuseppe Lasco.

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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.

1.4 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 PSO alla data di redazione del presente documento, sono 9.

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 ecc.);*

Il Piano PSO è destinato a un numero complessivo massimo di 70 Beneficiari. Il Piano PSO ha le stesse caratteristiche per tutti i Beneficiari.

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 PSO rispetto a quanto illustrato nel presente documento.

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2. Le ragioni che motivano l'adozione del Piano

2.1 Obiettivi che si intendono raggiungere mediante l'attribuzione dei piani

Il Piano PSO intende perseguire i seguenti obiettivi:
- focalizzare l'attenzione del management sul conseguimento degli obiettivi strategici a medio-lungo termine, contribuendo a garantire la creazione di valore e di sinergie a livello di Gruppo;
- supportare la strategia di *retention* del management mantenendo e migliorando la competitività sul mercato;
- rafforzare l'allineamento tra gli interessi del management e quelli degli azionisti;
- garantire il perseguimento di condizioni di profittabilità di Gruppo.

Il Piano PSO prevede quale Obiettivo di *Performance* la valorizzazione per Poste Italiane della partecipazione strategica in TIM attraverso la misurazione del *Total Shareholder Return* (TSR) di TIM S.p.A., società di cui Poste Italiane S.p.A. detiene una partecipazione strategica. La scelta di tale KPI quale Obiettivo di *Performance* è coerente con il nuovo piano strategico che contempla una *partnership* industriale e commerciale tra Poste Italiane e TIM finalizzata allo sviluppo commerciale dei servizi. Tale parametro intende pertanto allineare gli interessi del management di Poste Italiane alla valorizzazione della partecipazione detenuta in TIM e al successo delle iniziative congiunte previste dalla *partnership* strategica.

2.2 Variabili chiave, anche nella forma di indicatori di *performance* considerati ai fini dell'attribuzione dei piani basati su strumenti finanziari

Il Piano PSO consiste nell'assegnazione di *Phantom Stock Option* che conferiscono ai Beneficiari il diritto di acquistare Azioni virtuali allo *Strike Price* e conseguentemente di ricevere eventualmente un Premio in denaro - qualora al momento della conversione delle PSO Maturate, il relativo valore di conversione sia superiore allo *Strike Price* - nei termini e alle condizioni previste dal Regolamento e dalla relativa documentazione attuativa. Le *Phantom Stock Option* Maturate dal Beneficiario verranno convertite in un Premio in denaro, alle condizioni sopra descritte, in parte al termine del Periodo di *Performance* e in parte al termine del Periodo di *Retention*.

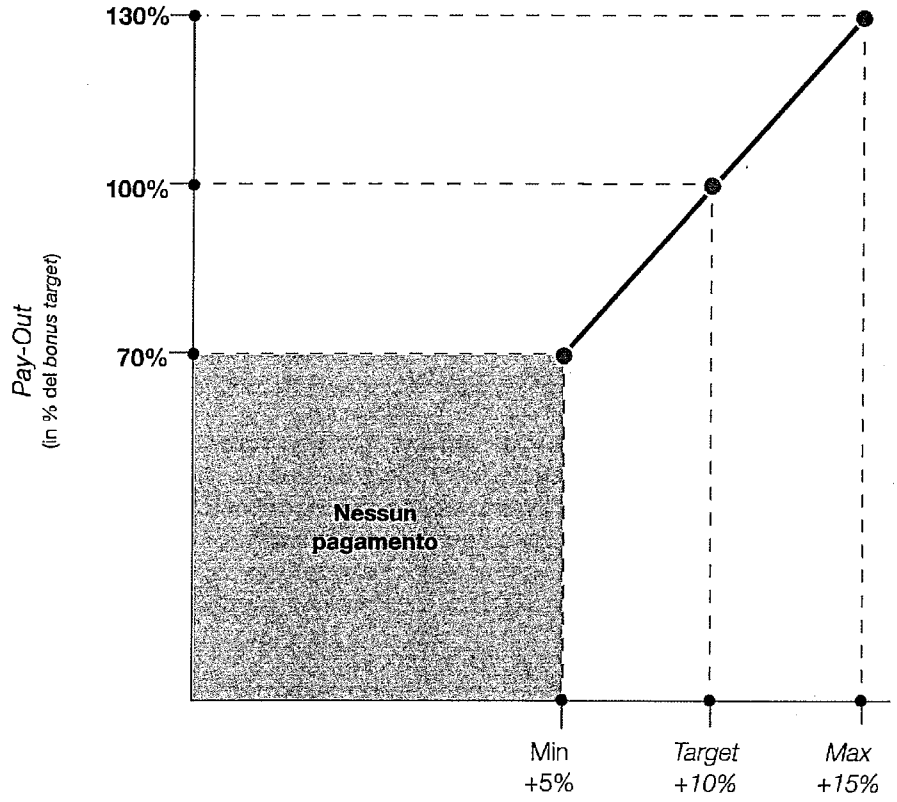
La maturazione delle PSO e, pertanto, la possibilità di ricevere il Premio, è subordinata alla verifica:
- del superamento della Condizione Cancello;
- del livello di raggiungimento dell'Obiettivo di *Performance*.

La Condizione Cancello consiste nel raggiungimento di una determinata soglia di EBIT *adjusted* cumulato triennale di Gruppo, pari a Euro 9,79 miliardi.

L'Obiettivo di *Performance* del Piano PSO è rappresentato dalla valorizzazione della partecipazione strategica in TIM ed è misurata attraverso il TSR assoluto di TIM S.p.A. nel corso del Periodo di *Performance* come segue:

Performance	% di PSO Maturate
Valore Soglia TSR di TIM = +5%	70%
Valore *Target* TSR di TIM = +10%	100%
Valore di *Over-Achievement* TSR di TIM = +15%	130%

La curva di *Performance* è la seguente:



Total Shareholder Return TIM

È previsto un livello massimo di *performance* oltre il quale il numero di PSO Maturate rimane costante e un livello soglia al di sotto del quale non matura alcuna PSO e, conseguentemente, non potrà essere erogato alcun Premio.

Si evidenzia, infine, che il "livello di sfida" del Piano PSO è particolarmente significativo anche alla luce della differenza esistente, al momento dell'assegnazione del Piano PSO, tra lo *Strike Price* fissato e il valore corrente dell'azione di Poste Italiane (*Strike Price* maggiore di circa 1 € rispetto al prezzo del titolo).

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% dell'Obiettivo di *Performance*, previa verifica della Condizione Cancello) è determinato come percentuale del fisso ed è differenziato in base al ruolo ricoperto dal Beneficiario. Il valore *target* delle assegnazioni può variare fino a un massimo del 20% sempre del fisso per ciascun anno di performance. Il numero di *Phantom Stock Option* assegnate a ciascun Beneficiario è ottenuto dividendo il valore *target* dell'assegnazione per il *Fair Value* prendendo altresì in considerazione la probabilità di maturazione.

La maturazione delle PSO e, pertanto, la possibilità di ricevere il Premio, è condizionata al raggiungimento della Condizione Cancello e al raggiungimento di determinati livelli dell'Obiettivo di *Performance*. In caso di mancato raggiungimento della Condizione Cancello e/o del livello soglia dell'Obiettivo di *Performance*, le PSO non matureranno e, pertanto, non potrà essere erogato alcun Premio.

Al termine del Periodo di *Performance* (e, quindi, nel corso del 2029), il Consiglio di Amministrazione della Società, su proposta del Comitato Remunerazioni, provvederà alla verifica del conseguimento della Condizione Cancello, nonché del livello di conseguimento dell'Obiettivo di *Performance* determinando, di conseguenza, il numero di PSO Maturate che verranno eventualmente convertite in Premio secondo i termini e le condizioni previste nel Regolamento.

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Una percentuale pari al 40% delle PSO Maturate (Quota *Up-Front)* sarà eventualmente convertita in Premio entro la fine dell'anno successivo al termine del Periodo di *Performance*, vale a dire entro la fine del 2029. Il restante 60% delle PSO Maturate (PSO sottoposte a *Retention*) saranno eventualmente convertite in Premio entro la fine dell'anno successivo al termine del Periodo di *Retention*, vale a dire entro la fine del 2031.

Si ricorda che la Data di Esercizio, per la Quota *Up-front*, è la data dell'Assemblea degli Azionisti del 2029, che approverà il Bilancio 2028 e, per le *Phantom Stock Option* sottoposte a *Retention*, è la data dell'Assemblea degli Azionisti del 2031, che approverà il Bilancio 2030. Tale modalità è particolarmente "sfidante" per i beneficiari.

Le PSO Maturate verranno convertite in un Premio in denaro secondo la seguente formula:

Premio *Up-front* = Quota *Up-front* PSO x (Valore di conversione della Quota *Up-front* PSO - *Strike Price*).

Premio al termine del Periodo di *Retention* = PSO sottoposte a *Retention* x (Valore di conversione delle PSO sottoposte a *Retention* – *Strike Price*).

Pertanto, ove il valore di conversione della relativa quota di Premio sia inferiore allo *Strike Price*, non verrà erogato alcun Premio in relazione a tale quota.

Resta inteso che, al fine di garantire risultati adeguati e stabili nel tempo e mantenere un corretto allineamento tra incentivi e *performance*, sarà altresì considerata la valutazione della prestazione individuale alla luce della quale potrà essere decurtato il numero di *Phantom Stock Option* maturate (a eccezione dell'AD e del DG).

La corresponsione del Premio è soggetta ai meccanismi di correzione *ex-post* descritti al paragrafo 4.5 e il relativo pagamento verrà effettuato, previa applicazione delle ritenute fiscali e contributive applicabili.

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

Il Piano PSO è basato sull'assegnazione di *Phantom Stock Option* che attribuiscono al Beneficiario il diritto virtuale di acquistare Azioni di Poste Italiane allo *Strike Price*.

Come visto, il Piano PSO prevede quale parametro di riferimento il *Total Shareholder Return* (TSR) di TIM S.p.A., società di cui Poste Italiane S.p.A. detiene una partecipazione strategica. La scelta del TSR di TIM è coerente con il 2026 "*Strategy Update*" che prevede una *partnership* tra Poste Italiane e TIM per lo sviluppo commerciale dei servizi, con l'obiettivo di allineare l'incentivazione alla creazione di valore derivante dalla partecipazione e dalle iniziative congiunte.

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 PSO.

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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3. *Iter* di approvazione e tempistica di assegnazione degli strumenti

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 PSO all'approvazione dell'Assemblea degli Azionisti, convocata per il 27 aprile 2026.

All'Assemblea degli Azionisti verrà richiesto di attribuire al Consiglio, con facoltà di subdelega, ogni potere riguardo la concreta attuazione del Piano PSO.

Resta inteso che nessun Beneficiario potrà prendere parte alle decisioni di competenza del Consiglio riguardanti l'implementazione del Piano PSO in suo favore.

3.2 Indicazione dei soggetti incaricati per l'amministrazione del piano e loro funzione di competenza

Fermo restando quanto indicato nel precedente paragrafo 3.1, il Consiglio - o soggetti da esso delegati - è responsabile della gestione del Piano PSO avvalendosi delle funzioni aziendali competenti.

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 PSO, 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 alla Condizione Cancello e/o all'Obiettivo di *Performance*, sia verso l'alto sia verso il basso, e/o alle altre caratteristiche del Piano PSO nel caso di modifiche significative del perimetro del Gruppo, 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 PSO, non parteciperà alle eventuali discussioni e deliberazioni consiliari al riguardo.

In caso di *delisting* delle azioni di TIM S.p.A. il calcolo del TSR ai fini della consuntivazione dell'Obiettivo di *Performance* verrà effettuato sulla base dell'ultimo dato disponibile al momento del *delisting*, senza tuttavia che ciò comporti il pagamento anticipato del Premio la cui erogazione rimarrà sottoposta ai medesimi termini e condizioni previste nel Regolamento e nella documentazione attuativa. Non è prevista, pertanto, alcuna possibilità di "accelerazione" del Piano PSO.

3.4 Descrizione delle modalità attraverso le quali determinare la disponibilità e l'assegnazione degli strumenti finanziari sui quali sono basati i piani

Il Piano PSO è un piano di *Phantom Stock Option* e non è quindi prevista l'effettiva assegnazione di Azioni, ma il pagamento di un Premio in denaro pari alla differenza tra il valore di conversione di ciascuna quota (*Up-front* o sottoposta a *Retention*) e lo *Strike Price*.

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 PSO è stato coinvolto, nelle varie fasi di elaborazione, il Comitato Remunerazioni della Società, interamente composto da amministratori non esecutivi – tutti 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 di Amministrazione della Società, con l'astensione dell'Amministratore Delegato, su proposta del Comitato Remunerazioni ha deliberato l'assegnazione del Piano PSO e di sottoporre all'Assemblea degli Azionisti l'adozione dello stesso.

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 17 marzo 2026, il Consiglio ha approvato – su proposta del Comitato Remunerazioni riunitosi il 13 marzo 2026 – il presente Documento Informativo che verrà sottoposto all'Assemblea degli Azionisti convocata per il 27 aprile 2026.

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 17 marzo 2026, il Consiglio ha approvato – su proposta del Comitato Remunerazioni riunitosi il 13 marzo 2026 – il presente Documento Informativo che verrà sottoposto all'Assemblea degli Azionisti convocata per il 27 aprile 2026.

In caso di approvazione del Piano PSO 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 PSO medesimo.

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 3.7, in data 17 marzo 2026, è risultato pari a Euro 21,7000.

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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 PSO avverrà previa approvazione dello stesso da parte dell'Assemblea.

Si precisa che le PSO assegnate ai Beneficiari, che daranno loro diritto di ricevere un Premio in denaro, matureranno dopo un Periodo di *Performance* triennale e solo a seguito della verifica della Condizione Cancello, nonché del raggiungimento dell'Obiettivo di *Performance*. La conversione delle PSO Maturate nel Premio avverrà sulla base di una formula predefinita 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.

4. Le caratteristiche degli strumenti attribuiti

4.1 Descrizione delle forme in cui sono strutturati i piani di compensi basati su azioni

Il Piano PSO consiste nell'assegnazione gratuita di *Phantom Stock Option* che conferiscono ai Beneficiari il diritto di acquistare Azioni virtuali allo *Strike Price* e conseguentemente di ricevere eventualmente un Premio in denaro - qualora al momento della conversione delle PSO Maturate, il relativo valore di conversione sia superiore allo *Strike Price* - nei termini e alle condizioni previste dal Regolamento e dalla relativa documentazione attuativa. Le *Phantom Stock Option* Maturate dal Beneficiario verranno convertite in un Premio in denaro, alle condizioni sopra descritte, in parte al termine del Periodo di *Performance* e in parte al termine del Periodo di *Retention*.

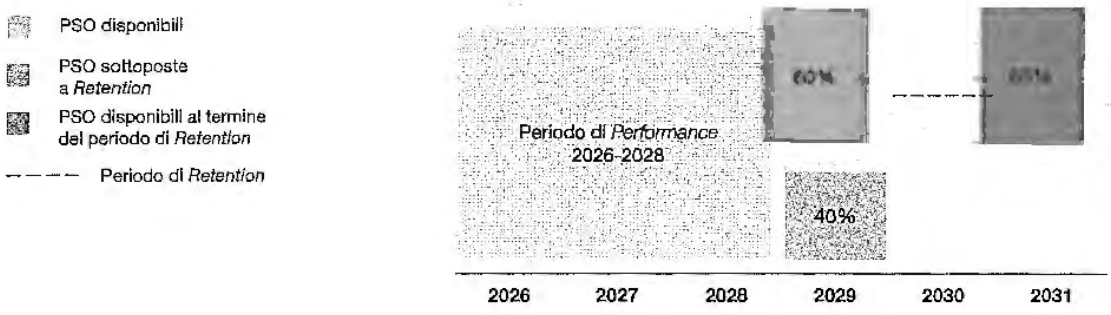
4.2 Indicazione del periodo di effettiva attuazione del piano con riferimento anche ad eventuali diversi cicli previsti

Il Piano PSO si articola in un'unica assegnazione.

Il Piano PSO prevede:

- l'assegnazione al Beneficiario di un certo numero di PSO, la cui maturazione è condizionata al superamento della Condizione Cancello nonché al raggiungimento dell'Obiettivo di *Performance*;
- la definizione della Condizione Cancello e dell'Obiettivo di *Performance*;
- la maturazione delle PSO, la quale avverrà previa verifica da parte del Consiglio, su proposta del Comitato Remunerazioni, del superamento della Condizione Cancello nonché del livello di raggiungimento dell'Obiettivo di *Performance* conseguiti nel corso del Periodo di *Performance;*
- l'eventuale conversione delle PSO in un Premio calcolato moltiplicando il numero di PSO Maturate per la differenza tra il rispettivo valore di conversione e lo *Strike Price*, ove tale differenza risulti positiva e quindi il valore di conversione sia superiore allo *Strike Price*;
- il pagamento del Premio *Up-front* al termine del Periodo di *Performance* e del Premio al termine del Periodo di *Retention*.

Le fasi sopra elencate sono riassunte nel seguente schema:



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4.3 Termine del piano

Il Piano PSO terminerà nel 2031 in cui verranno eventualmente convertite in Premio le PSO sottoposte a *Retention* nei termini e alle condizioni di cui al Regolamento.

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 PSO assegnate sarà determinato sulla base dei meccanismi descritti nei paragrafi 2.2, 2.3 e 4.8.

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

La maturazione delle PSO è subordinata al raggiungimento della Condizione Cancello, nonché dell'Obiettivo di *Performance*, nell'arco del Periodo di *Performance*. La conversione delle PSO Maturate in Premio potrà poi avvenire solo a condizione che il relativo valore di conversione sia superiore allo *Strike Price*.

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 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 del Premio, e comunque entro i termini di prescrizione previsti, la Società può chiedere la restituzione di quanto corrisposto in base al Piano PSO, 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 n. 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 n. 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 danno di una delle società del Gruppo;
- corresponsione 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 PSO non ancora maturate.

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

Si ricorda che il Piano PSO è basato sull'assegnazione di *Phantom Stock Option* a cui fa seguito il pagamento di un Premio in denaro senza alcuna assegnazione effettiva di strumenti finanziari.

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 al pagamento 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.

4.8 Descrizione degli effetti determinati dalla cessazione del rapporto di lavoro

Nel caso in cui, prima del termine del Periodo di *Performance*, si verifichi la cessazione del rapporto e il Beneficiario venga qualificato come "*good leaver*" (a titolo esemplificativo e non esaustivo, presentazione della domanda di accesso ad un trattamento pensionistico, morte o invalidità permanente pari o superiore al 66%), è previsto che il pagamento del Premio (ove dovuto) avvenga alla scadenza naturale del relativo Periodo di *Performance* e del Periodo di *Retention* previsti, ferma restando la valutazione del superamento della Condizione Cancello nonché del grado di raggiungimento dell'Obiettivo di *Performance*; in tal caso, tuttavia, il numero di PSO Maturate verrà riproporzionato secondo il criterio *pro-rata temporis*, considerando il periodo di tempo decorso tra l'inizio del Periodo di *Performance* e la data di cessazione del rapporto. Nel caso di cessazione del rapporto come "*good leaver*" successivamente al completamento del Periodo di *Performance*, le PSO Maturate resteranno attribuite senza proporzionamento e verranno convertite nel Premio nei termini e alle condizioni previste nel Regolamento.

Nel caso di cessazione del rapporto prima della data di pagamento del Premio il Beneficiario qualificato come "*bad leaver*" (secondo quanto previsto nel Regolamento, a titolo esemplificativo e non esaustivo, licenziamento per giusta causa) perderà automaticamente tutte le PSO assegnate o maturate e non ancora convertite in Premio che diverranno inefficaci e il medesimo non avrà inoltre diritto a ricevere alcun compenso o indennizzo a qualsivoglia titolo da parte del Gruppo.

4.9 Indicazione di eventuali cause di annullamento del Piano

Non sussistono cause di annullamento del Piano PSO.

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.

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.

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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 PSO, così come descritto nel presente documento, in caso di raggiungimento di *performance* al *target* – corrispondente al valore complessivo delle assegnazioni – è di circa Euro 12,5 mln.

4.13 Indicazione degli eventuali effetti diluitivi sul capitale determinati dall'attribuzione delle azioni

Non applicabile.

4.14 Eventuali limiti previsti per l'esercizio del diritto di voto e per l'attribuzione dei diritti patrimoniali

Non applicabile.

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.

4.16 Numero di strumenti finanziari sottostanti ciascuna opzione

Ogni *Phantom Stock Option* assegnata attribuisce al Beneficiario l'opzione virtuale di acquistare virtualmente una Azione allo *Strike Price*.

4.17 Scadenza delle opzioni

Le PSO Maturate vengono convertite in Premio in due momenti: successivamente al termine del Periodo di *Performance*, per la Quota *Up-front*, e successivamente al termine del Periodo di *Retention*, per le PSO sottoposte a *Retention*. Le PSO Maturate che non vengono convertite in Premio (poiché lo *Strike Price* è superiore al relativo valore di conversione), scadono immediatamente e non potranno più essere convertite.

4.18 Modalità (americano/europeo), tempistica (ad es. periodi validi per l'esercizio) e clausole di esercizio (ad esempio clausole di *knock-in* e *knock-out*)

Si rimanda a quanto già indicato ai punti 2.2., 2.3. e 4.2.

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4.19 Il prezzo di esercizio dell'opzione ovvero le modalità e i criteri per la sua determinazione, con particolare riguardo: a) alla formula per il calcolo del prezzo di esercizio in relazione ad un determinato prezzo di mercato (c.d. *fair market value*) (ad esempio: prezzo di esercizio pari al 90%, 100% o 110% del prezzo di mercato), e b) alle modalità di determinazione del prezzo di mercato preso a riferimento per la determinazione del prezzo di esercizio (ad esempio: ultimo prezzo del giorno precedente l'assegnazione, media del giorno, media degli ultimi 30 giorni ecc.)

Lo *Strike Price* è stato determinato in misura pari al Valore Normale dell'Azione (vale a dire la media aritmetica dei prezzi dell'Azione rilevati nei trenta giorni lavorativi di Borsa antecedenti) alla data del 17 marzo 2026.

4.20 Nel caso in cui il prezzo di esercizio non è uguale al prezzo di mercato determinato come indicato al punto 4.19.b (*fair market value*), motivazioni di tale differenza

Non applicabile.

4.21 Criteri sulla base dei quali si prevedono differenti prezzi di esercizio tra vari soggetti o varie categorie di soggetti destinatari

Non applicabile.

4.22 Nel caso in cui gli strumenti finanziari sottostanti le opzioni non sono negoziati nei mercati regolamentati, indicazione del valore attribuibile agli strumenti sottostanti o i criteri per determinare tale valore

Non applicabile.

4.23 Criteri per gli aggiustamenti resi necessari a seguito di operazioni straordinarie sul capitale e di altre operazioni che comportano la variazione del numero di strumenti sottostanti (aumenti di capitale, dividendi straordinari, raggruppamento e frazionamento delle azioni sottostanti, fusione e scissione, operazioni di conversione in altre categorie di azioni ecc.)

Si veda il punto 3.3.

* * *

Di seguito si riporta Tabella n. 1 prevista dal paragrafo 4.24 dello Schema 7 dell'Allegato 3A al Regolamento Emittenti.

		QUADRO 2						
		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	Descrizione strumento	Numero opzioni	Data di assegnazione	Prezzo di esercizio	Prezzo di mercato delle azioni sottostanti alla data di assegnazione	Periodo del possibile esercizio (dal-al)
Matteo Del Fante	Amministratore Delegato	27/04/26	Opzioni sulle Azioni Ordinarie di Poste Italiane S.p.A. con liquidazione monetaria (*Phantom Stock Option*)	1.196.000	17/03/26	€ 22,5623	€ 21,7000	[1]
Giuseppe Lasco	Direttore Generale	27/04/26	Opzioni sulle Azioni Ordinarie di Poste Italiane S.p.A. con liquidazione monetaria (*Phantom Stock Option*)	571.429	17/03/26	€ 22,5623	€ 21,7000	[1]
Dirigenti con responsabilità strategiche (n. 9)		27/04/26	Opzioni sulle Azioni Ordinarie di Poste Italiane S.p.A. con liquidazione monetaria (*Phantom Stock Option*)	2.782.864	17/03/26	€ 22,5623	€ 21,7000	[1]
Altri Beneficiari (n. 53)[2]		27/04/26	Opzioni sulle Azioni Ordinarie di Poste Italiane S.p.A. con liquidazione monetaria (*Phantom Stock Option*)	7.393.961	17/03/26	€ 22,5623	€ 21,7000	[1]

Note:
[1] Le *Phantom Stock Option* saranno esercitate in maniera automatica alla Data di esercizio così come definita nel presente Documento Informativo.
[2] Sono comprese 6 risorse delle Società del Gruppo.

Le informazioni sopra illustrate si riferiscono alla data di redazione del presente documento.

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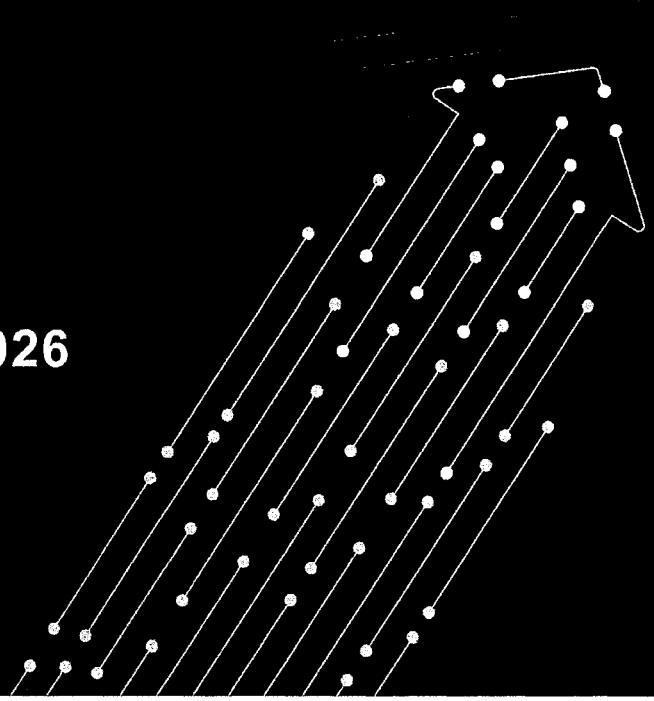
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ASSEMBLEA POSTE ITALIANE

ROMA, 27 APRILE **2026**



All. V e
Racc. 38147

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:

- **Davide Giorgio Maria Reale (n. 2 azioni detenute)**
- **Marco Bava (n. 2 azioni detenute)**
- **Tommaso Marino (n. 1 azione detenuta)**
- **Dario Romano Radaelli (n. 5 azioni detenute)**

***

Si segnala che varie domande, tra quelle formulate, non appaiono direttamente pertinenti agli argomenti all'ordine del giorno dell'Assemblea ordinaria del 27 aprile 2026; ciò nondimeno, la Società ha ritenuto di voler fornire, possibilmente, elementi di risposta a tutte le domande.

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Domanda Azionista Davide Giorgio Maria Reale

Il mese scorso è stata annunciata l'OPAS su TIM da oltre 10 miliardi di euro al fine di creare un gruppo integrato nei settori finanziario, assicurativo, logistica, telecomunicazioni e digitale. Non di meno negli ultimi cinque anni, rimarchevoli performances di borsa e dividendo sono state di soddisfazione soprattutto per l'azionariato diffuso.

Con la prospettata creazione del nuovo gruppo, ad oggi il CDA ritiene che già dai prossimi esercizi possa essere riproposta una simile remunerazione del capitale sotto forma di dividendo ai livelli delle ultime annualità?

Si rinvia alla documentazione relativa all'OPAS su TIM già pubblicata e diffusa al mercato (comunicazione ex art. 102 TUF del 22 marzo u.s., comunicato stampa del 22 marzo u.s., analyst presentation del 23 marzo u.s.) nonché a quella che verrà pubblicata e diffusa sulla base della normativa, anche di carattere regolamentare, vigente, anche all'esito dell'istruttoria in corso presso le competenti Autorità di vigilanza.

In ogni caso, le sinergie di ricavo e gli efficientamenti di costo prospettati dall'OPAS nonché il loro progressivo sviluppo consentono di traguardare impatti positivi sugli utili per gli anni futuri.

Domande Azionista Marco Bava

1) La lista consegnata dal Mef (titolare del 29,26% del capitale e per il tramite di Cassa depositi e prestiti di un ulteriore 35%) prevede un consiglio di amministrazione di PT composto, oltre che da Rovere e Del Fante, dai consiglieri **Wanda Ternau, Salvatore Muscarella, Francesco Scacchi e Olga Cuccurullo.** Anche **la segreteria nazionale di Slc Cgil** si congratula con i manager riconfermati al vertice di Poste Italiane. Peccato che Poste Italiane sia il primo datore di lavoro in Italia e dall'anno in cui il Governo, allora presieduto dal Presidente del Consiglio Matteo Renzi, decise per l'alienazione del 35% delle quote pubbliche le politiche attive aziendali che hanno fatto seguito al processo di privatizzazione si sono da subito contraddistinte per la tendenza a preferire una certa flessibilità lavorativa. Agendo in virtù della quale si realizza – secondo le analisi della Corte dei Conti, Sezione di Controllo sugli Enti – il raddoppio del ricorso ai contratti di lavoro a tempo determinato, 7.036 del 2016 contro 14.358 del 2017. Proseguendo in egual misura fino a oggi di cui vorrei avere i dati ?
Nel 2025 il numero complessivo delle risorse assunte con contratto a Tempo Determinato è stato di 12.284.

2) Nonché la graduale contrazione dell'occupazione stabile, 131.942 dipendenti a tempo indeterminato del 2016 contro 106.116 del 2022. Ed oggi ?
Nel 2025 l'occupazione media di Poste Italiane S.p.A. a tempo indeterminato è stata pari a 105.253 FTE, in aumento di circa 1.500 FTE rispetto al dato del 2024.

3) Sebbene l'azienda sia solita annunciare come i «risultati record» conseguiti dal gruppo, in termini di fatturato, riflettano uno «sviluppo sostenibile orientato al benessere dei dipendenti», la realtà purtroppo è ben diversa. Ogni anno, infatti, Poste Italiane assume migliaia di lavoratrici e lavoratori precari. Sono soprattutto giovani. Costretti solitamente a spostarsi di centinaia di chilometri da dove sono residenti e a farsi carico di spese di locazione non indifferenti, anche solo per pochi mesi. L'occasione di entrare a far parte stabilmente della grande azienda, prospettata attraverso una martellante campagna pubblicitaria, presto si riduce a transitoria esperienza lavorativa che nella migliore delle ipotesi si protrae fino a dodici mesi, durata massima consentita senza obbligo di causale secondo la vigente normativa. Dal 2017 al 2023 – ancora, secondo la Corte – quasi 90 mila precari hanno prestato

servizio alle dipendenze di Poste Italiane. Svolgendo, nella maggior parte dei casi, attività di smistamento e recapito della corrispondenza. Nel suddetto arco di tempo l'azienda ha provveduto a stabilizzare 12.500 risorse, riporta Il Sole 24 Ore del 20 luglio 2023, attingendo dalla graduatoria formatasi, cui possono accedere soltanto coloro che sono assunti per almeno sei mesi a tempo determinato. Ma questa è solo la punta di un iceberg fatto di precariato e mancanza di diritti. Oggi la graduatoria contiene circa 10 mila persone già formate e pronte per essere impiegate nell'ambito delle procedure di stabilizzazione. Tutti gli altri dipendenti temporanei risultano "invisibili", ma nella sostanza sono necessari per il mantenimento del servizio di recapito. E in effetti, appare singolare constatare come la quasi totalità dei precari sia impiegata nella gestione della corrispondenza e dei pacchi. A riprova che si ha ben chiara una strategia di sviluppo improntata alla flessibilità, per ridurre i costi e massimizzare i profitti. Rispondendo solo in parte a esigenze di carattere temporaneo o eccezionale in osservanza della disciplina sul contratto a termine. Dati alla mano, solo un lavoratore precario di Poste Italiane su sette ottiene il tanto declamato "posto fisso". Che in molti casi si tratta di part-time involontario, ovvero precarietà a tempo indeterminato. La precarizzazione del lavoro si attua con un peggioramento delle condizioni lavorative. «Vuoi il rinnovo del contratto? Devi sopportare tutto. E scordati le ferie»: titola così un articolo de L'Espresso del 13 dicembre del 2023, sul caso dei portalettere precari di Poste Italiane. «Chi si occupa delle consegne ed ha un tempo determinato punta alla stabilizzazione, regolata tramite una graduatoria. Ma il punteggio spesso diventa uno strumento di ricatto», osservava il settimanale – che ha raccolto decine di testimonianze di lavoratori, per la maggior parte ex dipendenti –. «Il risultato, però – ne scrive ancora – è che le graduatorie sono piene e caratterizzate da tempi d'attesa molto lunghi. Così, per raggiungere un punteggio abbastanza elevato da poter puntare all'indeterminato, la battaglia tra i lavoratori si gioca sul campo. E al ribasso: chi più sopporta e resiste avrà maggior probabilità di vedere rinnovato il contratto. Sara' anche questo il futuro dei dipendenti Tim?
Attraverso il consolidamento di TIM nel Gruppo Poste si punta a valorizzare le competenze delle risorse umane di TIM e Poste Italiane nei rispettivi settori di operatività.

4) Il postino di Reggio Emilia è diventato 'famoso' dopo l'apertura di un processo disciplinare a suo carico alla fine di giugno: le Poste, infatti, avevano deciso di sanzionarlo per aver lavorato 15 ore in più del previsto tra aprile e maggio. Pochi giorni

dopo la notizia che aveva provocato molto clamore, poi, il postino il 9 luglio è rimasto vittima di un grave incidente stradale mentre cercava di completare il giro di consegne di quel giorno. La sanzione che gli è arrivata era per 15 ore di lavoro 'extra', ma lo straordinario che il postino 'stakanovista' di Reggio Emilia (il portalettere che ha ricevuto un procedimento disciplinare per aver lavorato troppo) ha accumulato negli anni è da record: addirittura **7.000 ore di straordinario, che corrispondono ad un tesoretto di circa 100.000 euro**. La cifra è emersa in questi ultimi giorni, dopo il brutto incidente che il postino ha avuto una decina di giorni fa. Il nuovo capitolo della vicenda del **portalettere "stakanovista" di Reggio Emilia** ha dell'incredibile: da alcune verifiche svolte dal sindacato Confsalcom è emerso che il postino, nel corso degli anni, avrebbe accumulato circa 7.000 ore di straordinario non retribuito, per un valore economico stimato in oltre 100.000 euro. "Ci chiediamo come sia possibile che l'azienda abbia tollerato per anni questa mole di lavoro extra, salvo oggi decidere di punire un dipendente per appena 15 ore. Dove sono stati finora i controlli interni?
La normativa vigente ed il contratto collettivo di lavoro applicabile disciplina il lavoro straordinario ed il conseguente riconoscimento economico subordinato all'espressa autorizzazione aziendale. Pertanto, come statuito dalla Suprema Corte di Cassazione con due distinte ordinanze, e come richiamato, di recente, dal tribunale di Roma, lo straordinario non sussiste laddove manchi la prescritta autorizzazione aziendale. Non da ultimo, il lavoratore è tenuto al rispetto dell'orario di lavoro, restando fermi i controlli aziendali che vengono eseguiti a campione.

5) **Perché non si è intervenuti prima**?
Vedere risposta alla domanda n. 4.

6) L'episodio sarebbe poi solo **la punta dell'iceberg** e il fenomeno del **lavoro straordinario non pagato** sarebbe diffuso anche in altri comparti aziendali: dal recapito, al commerciale, fino alla sportelleria. Decine di lavoratori si trattengono regolarmente oltre l'orario senza vedere riconosciuto nemmeno un euro in più? Per garantire il corretto funzionamento dell'ufficio ha fatto ore e ore di **straordinario** che il datore di lavoro – **Poste Italiane** – non gli ha mai pagato. Per questo il direttore di un ufficio postale di Reggio si è rivolto al **tribunale** che gli ha dato ragione, disponendo nei suoi confronti un **risarcimento** di 24.000 euro. Nella sentenza il giudice del lavoro **Elena Vezzosi,** del tribunale reggiano, ha riconosciuto in particolare che lo straordinario era prestato "in un permanente stato di necessità, legittimato dalla piena

consapevolezza da parte di Poste Italiane della **grave situazione operativa** dell'ufficio". L'azienda, secondo il tribunale, avrebbe pertanto "implicitamente autorizzato" le ore extra del dipendente. Inoltre, nel verdetto viene sottolineata una responsabilità diretta di Poste, in termini di "omissione delle cautele necessarie alla salubrità dei luoghi di lavoro". Questo e' il mandato che Del Fante ha ricevuto dal governo neo-fascista Meloni, provato dalla chiusura delle assemblee che infrange la legislazione europea secondo la stessa commissione europea?

La sentenza a cui si fa riferimento appare non conforme al dettato normativo, alla disciplina contrattuale collettiva nonché all'orientamento della Suprema Corte di Cassazione, che già si è pronunciata sul tema con due ordinanze e che, di recente è stata richiamata dal Tribunale di Roma per rigettare la domanda di un dipendente con conseguente condanna alle spese dello stesso a favore dell'Azienda. Pertanto, la stessa è stata impugnata da Poste al fine di ottenerne la riforma.

Con riferimento alle modalità di svolgimento dell'Assemblea, si rinvia alla risposta riferita alla domanda n. 1 dell'azionista Tommaso Marino.

In merito alle cautele necessarie alla salubrità dei luoghi di lavoro, si rileva che, come previsto anche nei documenti di valutazione dei rischi, la pulizia ed igiene delle superfici di tutti gli ambienti è assicurata da apposite funzioni aziendali attraverso contratti di igiene ambientale con ditte specializzate. Le pulizie sono effettuate in orari compatibili con le lavorazioni. La frequenza e le operazioni di pulizia sono modulate in funzione delle attività svolte, come indicato all'art. 64, comma1, lett. d) del D.Lgs. 81/08. Inoltre, il responsabile vigila e segnala eventuali situazioni che incidono significativamente sulle condizioni ordinarie di pulizia ed igiene degli ambienti di lavoro al fine di fare eseguire eventuali interventi straordinari alle ditte di igiene ambientale; vigila circa la regolarità del servizio eseguito dalle ditte, segnalando alle funzioni aziendali che gestiscono i contratti le eventuali inefficienze.

7) Il quadro che emerge è preoccupante e richiama un sistema opaco e approssimativo nella gestione del personale. Il portalettere che, ricoverato in codice rosso, ha subito un delicato intervento chirurgico per lesioni gravi agli arti inferiori e al bacino. Ora è fuori pericolo ma dovrà affrontare una lunga riabilitazione. Tuttavia Poste non ha fatto marcia indietro e non ha chiuso la procedura disciplinare "nemmeno di fronte all'evidenza di una tragedia umana e morale", per cui faccio denuncia di tutto cio' al Presidente del collegio sindacale ai sensi dell'art 2408 cc.

L'infortunio non ha alcun nesso di causa-effetto rispetto al procedimento disciplinare ed alla violazione contestata che prescinde, altresì, dalla vicenda umana. Per completezza, il dipendente ha ricevuto solo un richiamo gestionale.

8) L'avvocato Rocco Bruno che segue molte delle vicende dei portalettere ha detto che Poste ha cambiato strategia, ora paga subito i risarcimenti, prima negava che avessero fatto gli straordinari, Perché è successo che anche il tribunale del lavoro ha imposto immediatamente la consegna del cartellino orologio relativo al periodo di lavoro e ha sancito che gli straordinari vanno pagati, vanno riconosciuti. E ci voleva il tribunale del lavoro per acclararlo? Quanto ci e' costato tutto cio almeno in spese legali?
Come già rappresentato, il cartellino orologio non ha nessuna valenza, anche di natura probatoria, rispetto allo svolgimento di lavoro straordinario come da ultimo ribadito dalla Suprema Corte più volte richiamata.

9) Poste, per risolvere i contenziosi, stipula un accordo sindacale. Si impegna ad assumere a tempo indeterminato tutti i portalettere previa restituzione delle somme erogate a chi aveva vinto le prime cause. Un ex precario oggi riassunto in Poste a seguito della sentenza, aveva ottenuto 48mila euro netti in primo grado. Ma dopo l'accordo. la cifra che Poste gli chiede indietro è quasi raddoppiata. Confermate ?
La questione è stata definitivamente valutata e risolta dalla Suprema Corte di Cassazione che ha statuito il corretto operato di Poste in forza della portata novativa degli accordi di stabilizzazione formalizzati. Appare opportuno precisare che gli stessi Accordi risalgono agli anni tra il 2006 ed il 2015.

10) Insomma, Poste chiedeva indietro ai dipendenti la somma erogata in primo grado più i contributi, che però l'avvocato Costa scopre che Poste non aveva mai versato ai dipendenti?
Quanto dedotto e sostenuto non corrisponde al vero, così come definitivamente accertato dalla Suprema Corte che ha rigettato le richieste dei dipendenti. Nel merito, si tratta di un problema di migrazione delle informazioni tra l'ex Ente IPOST a seguito della confluenza dello stesso Ente in INPS.

11) Poste ha preteso la restituzione al lordo, quindi comprensiva dei contributi, ma questi contributi all'Inps non risultavano versati. ALESSANDRO COSTA – AVVOCATO

CONFSAL COMUNICAZIONE REGIONE PUGLIA sostiene che Non è mai successo una volta che Poste sia riuscita a dare la prova del versamento dei contributi. Confermate?
Vedere risposta alla domanda n. 10.

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12) Di quanti soldi parliamo? 30 milioni di euro?
Essendo stata riconosciuta la correttezza dell'operato di Poste anche dalla Suprema Corte di Cassazione, allo stato, non vi è alcun rischio di esborso economico.

13) Il peccato originale è nel verbale di conciliazione sindacale. Poste, che ha deciso in maniera autonoma la cifra da risarcire, poi però quando c'è da assumere, insomma, chiede indietro le cifre e le chiede comprensive di contributi, ecco, non sappiamo però se li ha versati o meno, basterebbe andare a vedere caso per caso se Poste ha versato loro il contributo ?
Si rimanda alle risposte precedenti.

14) Poste decide le priorità dei prodotti che devono essere consegnati ?
Poste Italiane non stabilisce priorità discrezionali tra i prodotti da consegnare, ma organizza i processi operativi per rispettare i livelli di servizio previsti per ciascun prodotto. In particolare, per i prodotti di corrispondenza ricompresi nel Servizio Universale, Poste è tenuta a conseguire obiettivi specifici definiti dall'Autorità per le Garanzie nelle Comunicazioni (AGCOM) e rappresenta periodicamente all'Autorità il positivo andamento del servizio rispetto a tali obiettivi. Inoltre, nell'ultimo triennio Poste ha sviluppato e rafforzato processi oggettivi e strutturati di ascolto e verifica del livello di soddisfazione della clientela, sia sulla corrispondenza che sui pacchi: i risultati evidenziano un miglioramento deciso e continuo, anno per anno, della soddisfazione dei clienti e dei cittadini.

15) Amazon è tra questi?
Come già evidenziato, Poste Italiane non opera attraverso priorità discrezionali tra prodotti, ma pianifica e gestisce le attività di recapito per garantire il rispetto dei livelli di servizio previsti per ciascuna tipologia di invio. Per quanto attiene ai pacchi, si tratta di un prodotto con caratteristiche specifiche, in cui il destinatario finale attende l'oggetto ordinato e la rapidità del recapito costituisce un elemento essenziale del servizio: per questo Poste offre sul mercato un'ampia gamma di soluzioni, con tempi di consegna anche significativamente differenziati, nonché servizi addizionali (ad es.

consegna al piano, consegna presso punti alternativi di recapito, e ulteriori opzioni di flessibilità). In un mercato fortemente concorrenziale, la crescita registrata da Poste negli ultimi anni nel comparto pacchi rappresenta un indicatore dell'apprezzamento, da parte di tutti i clienti, della capacità di rispettare i tempi di consegna e, più in generale, di assicurare un'elevata soddisfazione dei destinatari finali. Con riferimento a Amazon, in ragione della sua attenzione costante a garantire alla clientela consegne rapide, esso stesso seleziona nell'ambito del nostro portafoglio di offerta, servizi con tempi di recapito particolarmente brevi, con condizioni economiche coerenti con un servizio a valenza "premium".

16) Questo va a scapito degli altri prodotti, se io aspetto un referto dell'ospedale, un documento, una sentenza del tribunale può essere che rimanga in giacenza per una, due settimane? È capitato con l'occasione nel centro di recapito di Treviso dove addirittura abbiamo trovato 14mila atti Equitalia datati dal 2023. significa che non si è mai voluto prendere in considerazione l'opportunità di consegnarle ?
Poste Italiane gestisce quotidianamente, su tutto il territorio nazionale, volumi estremamente significativi: circa 2 miliardi di invii di corrispondenza e oltre 350 milioni di pacchi ogni anno. Tale operatività è resa possibile da una catena del valore articolata, che coinvolge complessivamente circa 40.000 colleghi nelle diverse fasi (accettazione, smistamento, trasporto e recapito). In un sistema di queste dimensioni è fisiologico che possano verificarsi, in limitati contesti territoriali e in specifici momenti, criticità circoscritte che vengono gestite con interventi mirati di ripristino e recupero. In ogni caso, Poste non adotta logiche di "prioritizzazione" discrezionale tra prodotti, ma organizza i processi operativi per rispettare i livelli di servizio previsti per ciascun prodotto. In particolare, per i prodotti di corrispondenza ricompresi nel Servizio Universale, Poste è tenuta a conseguire obiettivi specifici definiti dall'Autorità per le Garanzie nelle Comunicazioni (AGCOM) e rappresenta periodicamente all'Autorità l'andamento del servizio rispetto a tali obiettivi. Inoltre, nell'ultimo triennio Poste ha sviluppato e rafforzato processi strutturati di ascolto e verifica del livello di soddisfazione della clientela, sia sulla corrispondenza sia sui pacchi: i risultati evidenziano un miglioramento deciso e continuo, anno su anno, della soddisfazione dei clienti e dei cittadini. Con riferimento al caso citato relativo al centro di recapito di Treviso, si precisa che si tratta di fatti già oggetto di specifica e accurata verifica interna. L'indagine conclusa nell'anno 2024, ha consentito di accertare alcune irregolarità e individuare le relative responsabilità, adottando conseguenti

provvedimenti gestionali ed organizzativi. Sono state inoltre introdotte specifiche misure procedurali per rafforzare i controlli e prevenire il ripetersi di analoghe situazioni.

17) Per migliorare il servizio al cittadino Poste Italiane due anni fa ha avviato insieme al Governo Meloni il progetto Polis con un finanziamento di ben 1,2 miliardi di euro: 800 milioni dal Pnrr e 400 messi da Cassa depositi e prestiti. Obiettivo è la riqualificazione degli uffici periferici creando sportelli dove è possibile chiedere documenti e certificati. E in controtendenza al progetto Polis, in Veneto, a partire da dicembre 2024, Poste Italiane ha avviato un piano di razionalizzazione di ben 67 uffici postali sul territorio tra aperture a giorni alterni e chiusure. Come a Vittorio Veneto dove dal Covid hanno deciso di non aprire più gli sportelli nel pomeriggio. Come mai?
Il presidio territoriale e la capillarità della rete di Poste Italiane rappresentano elementi strutturali e imprescindibili del modello di servizio, in coerenza con il ruolo di prossimità svolto su tutto il territorio nazionale; in tale ambito, l'Azienda attua interventi mirati di ottimizzazione della rete, finalizzati a una più efficiente allocazione delle risorse e a un migliore equilibrio organizzativo, nel pieno rispetto del quadro normativo e degli obblighi del servizio universale. Tali interventi, senza incidere sulla presenza complessiva nei territori, derivano da un'attenta analisi geografica delle aree di prossimità degli uffici postali che ha evidenziato situazioni di sovrapposizione dell'offerta o di eccessiva concentrazione rispetto ai livelli di domanda, con l'obiettivo di garantire nel tempo sostenibilità, qualità ed efficienza del servizio.

18) E poi ci sono gli uffici chiusi definitivamente come a Trevignano a Venezia dove prima hanno avvisato la clientela di una chiusura temporanea e dopo della sua chiusura definitiva. E poi c'è lo storico ufficio postale a Porto Marghera. Queste decisioni sembrano rientrare in una strategia ben precisa: risparmiare sul costo del lavoro. Tra il 2020 e il 2023 è diminuito di 400 milioni di euro, di fronte a un bilancio chiuso con 2 miliardi di utile. Che da tempo non è certo basato sulla consegna delle lettere ma alla trasformazione di Poste. A quanto ammontano le attività finanziaria ed assicurativa?
Per una informativa completa riguardante le attività finanziarie detenute dal Gruppo si rimanda alla Nota A6 - Attività finanziarie del bilancio consolidato del Gruppo Poste Italiane nella sezione "I bilanci di Poste Italiane" (di seguito "bilancio consolidato") nella Relazione finanziaria annuale 2025. Con particolare riferimento all'operatività

finanziaria e assicurativa, si vedano le Note A6.1 - Attività finanziarie settore finanziario e A6.2 - Attività finanziarie settore assicurativo. Con riferimento ai ricavi, invece, si rimanda a quanto riportato in Note C2 – Ricavi netti da servizi finanziari e C3 – Ricavi netti da servizi assicurativi del bilancio consolidato.

19) i prestiti per le ristrutturazioni non li dà direttamente Poste Italiane, che si appoggia a società finanziarie che poi erogano il credito al cliente finale come Santander e Findomestic?
La normativa vigente prevede che Poste Italiane non possa esercitare attività di concessione di finanziamenti nei confronti del pubblico; tale normativa prevede altresì che Poste Italiane possa svolgere attività di promozione e collocamento presso il pubblico di finanziamenti concessi da banche ed intermediari finanziari abilitati.

20) Ma Santander e Findomestic che erogano i finanziamenti ai clienti di Poste, non si accorgono che lo fanno sulla base di documenti presumibilmente falsi? Perché se questo metodo fosse confermato ci troveremmo di fronte a una dimensione criminale. Perché che cosa accade? I promoter di Poste, ai clienti che non hanno i requisiti gli dicono fai finta che hai da ristrutturare casa, poi gli danno anche il modulo prestampato, cambia solamente la cifra in base al finanziamento da ottenere, c'è anche il nome della ditta che però è all'insaputa di tutto, all'oscuro?
Tutta la gamma di prestiti collocati da Poste si configura come prestito personale non finalizzato, erogato direttamente al cliente richiedente dalla banca/intermediario partner.
La valutazione relativa alla concessione del prestito viene svolta esclusivamente dal partner erogante, unicamente sulla base del merito creditizio del cliente richiedente.

21) Emergerebbe un gruppo di promoter spregiudicati, che non hanno a cuore il cliente. Pensano solo ai prodotti giusti da vendere perché devono raggiungere un target, un obiettivo e partecipare alla loro Champions?
Con riferimento alle relazioni con la clientela, per un'azienda di servizi come Poste Italiane, si conferma essenziale la centralità di un rapporto basato sulla trasparenza e sull'affidabilità delle informazioni, al fine di coniugare il costante impegno per la soddisfazione delle esigenze e aspettative del cliente con il raggiungimento degli obiettivi di crescita, l'eccellenza delle performance e la qualità dei servizi offerti.

Tutte le attività poste in essere in ambito commerciale sono improntate a principi previsti dalla normativa in termini di Codice Etico, in particolare i principi di integrità e legalità, qualità, trasparenza e correttezza nel rispetto anche della normativa di settore. Poste Italiane garantisce il governo, l'indirizzo e il monitoraggio dell'attività di vendita per tutti i segmenti di clientela attraverso l'implementazione delle azioni definite a livello di Gruppo e, con riferimento all'ambito di attribuzione degli obiettivi commerciali si ispira a criteri di correttezza nelle relazioni con la clientela promuovendo comportamenti etici e responsabili da parte della rete di vendita. Con riferimento alle Champions, le stesse si configurano come eventi celebrativi di un risultato di squadra, senza alcun premio di natura economica ma finalizzati a creare scambio e condivisione tra centro e territorio e stimolare un senso di adesione e appartenenza.

22) E' vero che con il conto corrente gratuito gli infilano anche al cliente l'assicurazione da firmare?
Le procedure aziendali non prevedono vendite abbinate di conto corrente ed assicurazione.

23) A quanto ammontano le polizze sanitarie?
Come previsto dal CCNL in vigore, nel 2025 il contributo per le prestazioni previste dal Piano Sanitario, interamente a carico dell'Azienda, è stato di 211 euro annui per dipendente registrando un incremento rispetto al 2024 di ca. 60 euro annui.

24) Risulterebbero decine di casi in cui ai clienti della filiale di Novara, è stata rifilata un'assicurazione anche per la semplice apertura di un conto corrente. Ma che per facilitare la concessione di un prestito a chi non avrebbe i requisiti, i consulenti proponevano di fingere di finanziare lavori di ristrutturazione di casa ai clienti che non dovevano fare questi lavori, molte volte erano ignari del tipo di prestito che gli veniva proposto e cosa succedeva? Che puntualmente i vostri responsabili creavano ad hoc dei preventivi non veritieri non fatti dalle aziende da caricare nelle pratiche?
Si rinvia alla risposta relativa alla domanda n. 20.

25) Tra i consulenti girano addirittura dei moduli di preventivi per ristrutturazioni edili preimpostati. Basta modificare il saldo finale in base al prestito chiesto dal cliente. Preventivi dei quali la stessa ditta, che avrebbe dovuto provvedere alla ristrutturazione, è completamente all'oscuro?

Si rinvia alla risposta relativa alla domanda n. 20.

26) Poste chiede ai neoassunti di vendere prodotti ai clienti senza le abilitazioni rilasciate dall'Ivass, l'Istituto per la vigilanza sulle assicurazioni.? Inserendo password di un'altra collega perché lui non è abilitato, no?
Le procedure aziendali prevedono necessariamente che la vendita di prodotti assicurativi avvenga secondo la normativa di settore applicabile e, quindi, sia effettuata esclusivamente da parte di soggetti abilitati.

27) Cosa c'è dietro tutto questo? Poste che cosa ha da dire su questo?
Si rinvia alla risposta relativa alla domanda n. 26.

28) I costi di integrazione previsti, pari a circa 700 milioni di euro nel periodo 2026-2027, da cosa sono costituiti ?
Si tratta di una stima degli oneri che verranno presumibilmente sostenuti nel periodo 2026-2027 derivanti dall'implementazione delle sinergie previste. Sono in corso le attività finalizzate alla determinazione più puntuale delle voci interessate e degli esercizi di competenza relativi agli esborsi complessivamente stimati.

29) Tim resterà autonoma su brand e organizzazione cosa significa concretamente?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

30) Inoltre, "il personale in eccesso non verrà ridotto, ma riallocato in altre aree del gruppo, sempre nello stesso territorio?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

31) La storia di Telecom ITALIA è una delle più controverse del mercato italiano: dalla privatizzazione che suggerii a Rondelli, presidente del Credito Italiano nel tentativo di portarla sotto il controllo dell'Ifi degli Agnelli. Un accordo personale di Umberto Agnelli dopo anni di invio a Gianni Agnelli dei bilanci Telecom Italia con autofinanziamenti del 50%. L'operatività dell'ingresso fatta con Galateri. Il mancato supporto successivo perche' non mi difesero mai dalle faide interne di potere interno. Fino alla uscita dall'operazione di Galateri perche' non piu' supportato da me: non avevamo i soldi per

il rilancio a Colaninno. Non e' vero, risposi, potevate quotare Fiat Auto che nel 1998 aveva fatto il miglior bilancio della sua storia. Risposta di Galateri: non ci abbiamo pensato. Poi ci furono gli anni degli assalti alla diligenza di Colannino a cui segui l'incarico verbale che un socio forte di Colaninno di vendere la quota di controllo di Telecom Italia. Io la proposi a Berlusconi attraverso Confalonieri che la rifiuto'. Per cui l'acquisi Tronchetti a cui proposi di creare e sviluppare con Bondi Telecom Energia per vedere con le telecomunicazioni elettricita' che i suoi consulenti bocciarono ed oggi si chiama TIM ENERGIA. Riproposi a Galateri una soluzione quella di Telefonoca, che acquisi il controllo di Telecom Italia nominando proprio Galateri presidente. Che nuovamente mi mise da parte. Telefonica vendette a Bollore' per cui proposi a Starace di Enel e Butti un'Ops di Enel su Tim che poi bruciai con l'ingresso in Enel dell'arch. Flavio Cattaneo che aveva danneggiato Tim cacciandomi.. Alla fine Grilli e' riuscito a trasferire la rete obsoleta Tim a KKR in cambio dell'accollo dei debiti di TIM ed a fondere Tim in Poste senza un piano industriale reale. Mentre tutte le mie proposte avevano avuto un piano industriale. Che correlazione c'e' tra il trasporto per scambio di posta e le telecomunicazioni? Sono esattamente l'opposto anche se gli investitori non se ne sono ancora accorti?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

32) Il corrispettivo OPS è strutturato in forma mista: 0,167 euro in contanti più 0,0218 azioni ordinarie di Poste Italiane di nuova emissione per ciascuna azione TIM portata in adesione. Sulla base del prezzo di riferimento di Poste del 20 marzo, il corrispettivo complessivo equivale a un premio del 9,01%. In caso di adesione totale, il controvalore dell'operazione raggiungerebbe circa 10,8 miliardi di euro. Un prezzo vantaggioso per non Telecom di oggi . Perche?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

33) La componente cash sarebbe pari a circa 2,85 miliardi di euro, con la parte restante finanziata attraverso l'emissione di 371,9 milioni di nuove azioni Poste. Che diluzione avrebbero gli azionisti che non aderiscono all'Ops?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

34) L'OPAS non è arrivata senza precedenti. Poste Italiane aveva già acquisito un anno fa una quota del 15% di TIM dai francesi di Vivendi, estesa dell'ulteriore 2,51 residuo a dicembre. Quanto erano state pagate le azioni?
Per l'acquisto del 15% di TIM da Vivendi è stato pagato un prezzo per azione di euro € 0,2975, pari a complessivi € 684 milioni. Mentre per la partecipazione residuale del 2,51% detenuta da Vivendi in TIM il corrispettivo è stato complessivamente pari a euro 187 milioni.

35) L'operazione, se completata, darebbe vita a un operatore con caratteristiche strutturali difficilmente amalgamabili: i 12.800 uffici postali sul territorio nazionale non servono ad un operatore telefonico. TIM, cosa se ne fa?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

36) Poste ha investito significativamente negli ultimi anni nella logistica last-mile e nei servizi digitali (BancoPosta, PostePay, Poste Assicura). L'integrazione con le reti mobili e i servizi IoT di TIM non puo' accelerare lo sviluppo di offerte convergenti: tracciamento real-time delle spedizioni, pagamenti contactless, assicurazioni connesse, identità digitale. Sono i segmenti in cui il gruppo tedesco Deutsche Post-DHL o il francese La Poste hanno già costruito valore negli ultimi anni senza doversi comperare un operatore telefonico?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

37) TIM è anche socia di maggioranza relativa (45%) del Polo Strategico Nazionale, la società che gestisce il cloud sovrano per la Pubblica Amministrazione italiana, di cui Poste è già fornitore di servizi digitali. Un conflitto d'interessi?
Non si ravvisa alcun conflitto, in quanto PSN e Poste forniscono servizi distinti e complementari alle Pubbliche Amministrazioni.

38) Se l'OPAS di Poste andrà a buon fine, l'operatore incumbent italiano tornerebbe sotto controllo statale. Sarebbe il primo caso del genere tra i principali paesi europei che avevano completato la privatizzazione della telco storica, ma con un paradosso: tornerebbero allo stato i servizi TIM ma senza la componente più strategica che caratterizzava gli incumbent europei del secolo scorso, cioè la rete di trasporto. La rete

di accesso in rame e fibra è stata ceduta alla società FiberCop, controllata da KKR (con una quota residuale di TIM), nell'operazione completata a metà 2024. Lo Stato, attraverso Poste, riacquisterebbe un operatore di servizi mobili, cloud e dati enterprise, ma senza la proprietà dell'infrastruttura fissa nazionale. Il paradosso: tornerebbero allo stato i servizi ma senza la componente più strategica, cioè la rete di trasporto. Questo crea una dipendenza strutturale dal gestore della rete – cioè da un fondo di private equity americano – per la componente più critica della connettività nazionale. È una posizione che differisce radicalmente da quella degli incumbent storici, che esercitavano un potere negoziale forte proprio perché possedevano fisicamente i cavi. TIM-Poste dovrà acquistare da KKR l'accesso all'infrastruttura alle condizioni stabilite dall'Autorità per le Garanzie nelle Comunicazioni (AGCOM), in un regime regolatorio che non ha ancora trovato un assestamento definitivo. Sul piano della politica industriale, il ragionamento che giustifica il ritorno pubblico, cioè garantire la sovranità sulle infrastrutture critiche, si scontra con il fatto che la parte più critica di quella infrastruttura è già in mani private non italiane. Lo Stato italiano ha ceduto un operatore che controllava la rete, poi ha lasciato che gli venisse venduta a un fondo straniero, e ora riacquista l'operatore di servizi. E' un piano industriale credibile?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

39) Il PSN gestisce il cloud sovrano per i dati critici della PA con chiavi crittografiche proprietarie, ma i servizi cloud avanzati per le imprese private passano da Google?
Le regole di classificazione dei dati, i requisiti di sovranità e l'ammissibilità dei Cloud Service Provider nel PSN non sono definiti da Poste Italiane, ma dall'Agenzia per la Cybersicurezza Nazionale (ACN) nell'ambito della Strategia Cloud Italia e del quadro normativo europeo (acn.gov.it).
Il PSN si rivolge esclusivamente alla Pubblica Amministrazione, non ai servizi cloud per le imprese private, ed eroga servizi su infrastrutture differenziate in funzione della classificazione ACN del dato (ordinario, critico, strategico), nel rispetto della normativa europea.
Il catalogo (polostrategiconazionale.it) prevede quindi sia servizi di Private Cloud su infrastruttura proprietaria per i carichi più sensibili, sia servizi Cloud con CSP che integrano in modo controllato le tecnologie dei principali hyperscaler. In questo secondo segmento Google è uno dei provider partner del PSN, insieme agli altri hyperscaler internazionali.

La scelta dei provider e la gestione delle chiavi crittografiche sono dunque governate centralmente dal PSN secondo le direttive ACN, e non rientrano nelle prerogative di Poste Italiane.

40) Il coinvolgimento del governo attraverso Grilli e' totale, e Tim non è il partner ideale di Poste. I ricavi incrementali fino a 27 miliardi di euro per una capitalizzazione che sfiorerà in Borsa i 41 miliardi come sono stati calcolati?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

41) Poste Italiane di Tim possiede il 27%, ma è destinata a scivolare al 20% dopo la programmata conversione delle azioni di risparmio. La buona riuscita dell'offerta è vincolata al raggiungimento del canonico 66,67% e per convincere gli altri grandi soci, tra i quali Blackrock, vengono messe sul tavolo 0,0218 azioni ordinarie di Poste di nuova emissione più una componente in contanti di 0,167 euro per ogni quota in adesione. Del Fante ribadisce l'obiettivo del delisting del gruppo di telefonia. Come fa «L'iconico brand sarà protetto», anzi l'addio a Piazza Affari potrà rendere Tim «più aggressiva» sul mercato per cogliere opportunità e «accelerare il consolidamento»?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

42) Il cronoprogramma è serrato, con i documenti d'offerta pubblicati tra tre settimane poco prima dell'assemblea ordinaria di Poste, il 27 aprile, che approverà il bilancio 2025 e rinnoverà i vertici con Del Fante che può correre per il quarto mandato da ad ecco il vero obiettivo dell'OPS?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.
Quanto al rinnovo del Consiglio di Amministrazione di Poste Italiane, si rinvia alle informazioni rese note al mercato (disponibili sul sito internet aziendale) nell'ambito del procedimento di deposito delle liste dei candidati amministratori presentate dagli Azionisti.

43) Il progetto prevede che alcune funzioni siano integrate, come il customer care, la centrale acquisti e il marketing; mentre la sola fusione sarà quella di Poste Mobile in Tim. Quanti esuberi avete calcolato anche se per i sindacati della Uilcom si tratta «di

un'operazione di portata storica» che, secondo la Slc Cgil, porta con sé «una novità positiva per il Paese»?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

44) L'amministratore delegato Matteo Del Fante ha annunciato l'intenzione di creare un maxi polo finanziario mettendo insieme risparmio e pagamenti. Ad essere coinvolte, in quel caso, sono BancoPosta e Postepay con 600 miliardi di euro di attività finanziarie che saranno racchiuse in una sola società insieme ad oltre 30 milioni di carte di pagamento. L'operazione, proposta al mercato, COSA C'ENTRA con una rete fissa e mobile di scala nazionale che non c'e', una posizione preminente nelle infrastrutture cloud e data center ?
Si rinvia alle informazioni rese al pubblico al riguardo.

45) Del Fante ha aggiunto che "l'utile per azione (Eps) sarà positivo già nel 2027 e tale crescita sarà a doppia cifra a partire dal 2028". Come fa ?
Le sinergie di ricavo e gli efficientamenti di costo prospettati dall'OPAS nonché il loro progressivo sviluppo consentono di traguardare impatti positivi sugli utili per gli anni futuri.

46) Poste è già di gran lunga il primo azionista di Tim, con oltre il 27% del capitale. Segue poi il fondo Usa Blackrock, con il 5,1%. L'azionariato di Poste vede, invece, la Cassa Depositi e Prestiti al 35% e il Ministero dell'Economia e delle Finanze con il 29,26%. Che diluizione avranno?
Il Gruppo risultante dal completamento dell'Offerta potrà beneficiare di una governance stabile, con la presenza dello Stato italiano quale azionista di maggioranza con una partecipazione superiore al 50% (anche attraverso la partecipazione detenuta da Cassa Depositi e Prestiti), assicurando stabilità nel lungo periodo ed un chiaro mandato strategico orientato alla creazione di valore per tutti gli stakeholders e per il Paese nel suo complesso. Tale assetto proprietario garantisce inoltre un forte allineamento degli interessi, volto a sostenere una performance competitiva e rendimenti per gli azionisti sostenibili nel tempo.

47) Che incarico avra' dopo la fusione L'AVV NUZZOLO ? idem per Labriola?

Le decisioni in merito all'assetto organizzativo di TIM saranno assunte dai competenti organi a valle dell'eventuale perfezionamento dell'OPAS.

48) Fastweb+Vodafone e Tim hanno avviato una partnership per la costruzione e la gestione di nuove torri per la telefonia mobile, con la prospettiva di realizzare fino a 6mila nuovi siti sul territorio italiano. L' accordo non vincolante è finalizzato anche ad accelerare il roll-out nazionale del 5G. L'iniziativa, subordinata all necessarie autorizzazioni da parte delle autorità competenti, contribuirà a rafforzare la sostenibilità del settore delle telecomunicazioni in Italia e consentirà di destinare maggiori risorse allo sviluppo di reti di nuova generazione. Il progetto, si legge in una nota congiunta, "consentirà a Fastweb+Vodafone e Tim di migliorare l'efficienza operativa e di allineare i costi delle infrastrutture passive alla media europea, mantenendo al tempo stesso standard di qualità elevati delle infrastrutture e la flessibilità tecnologica necessaria per lo sviluppo di reti di nuova generazione". Application Performance Monitoring L'iniziativa sarà inizialmente realizzata attraverso una joint-venture partecipata pariteticamente dai due operatori, con l'obiettivo di valutare in una fase successiva l'ingresso di investitori terzi nella compagine societaria al fine di ottimizzarne la struttura finanziaria. L'infrastruttura sarà inoltre resa disponibile anche ad altri attori del settore sulla base di un modello di accesso aperto. Le attività di costruzione saranno avviate secondo un piano di sviluppo articolato su più anni. Fastweb+Vodafone e Tim opereranno come anchor tenant della nuova infrastruttura, sottoscrivendo accordi di lungo periodo per l'utilizzo delle torri a condizioni di mercato. Le parti valuteranno inoltre la possibilità di fornire ulteriori servizi. Il nuovo accordo segue a ruota un altro progetto congiunto: si tratta della cooperazione, annunciata a gennaio, per lo sviluppo delle reti di accesso mobile attraverso un modello di Radio Access Network (Ran) sharing. Anche questa intesa – propedeutica a un contratto definitivo, previsto entro il secondo trimestre 2026 – ha l'obiettivo di accelerare l'espansione del 5G in Italia. Nel quadro dell'iniziativa, ciascun operatore sarà responsabile dello sviluppo della rete in dieci regioni realizzando circa 15.500 siti entro la fine del 2028. In particolare l'accordo prevede che le due società possano – nelle aree interessate – utilizzare in modo condiviso e reciproco i propri asset radio-mobile, evitando così duplicazioni infrastrutturali. Le nuove efficienze derivate da questa cooperazione "consentiranno", sottolineano le due aziende, "di estendere la copertura delle reti 5G ad alte prestazioni ad aree a bassa densità poco servite, migliorando l'inclusione digitale e la qualità del servizio per famiglie e

imprese". Secondo Fastweb+Vodafone e Tim, "il modello di collaborazione, già ampiamente adottato in altri paesi dell'Unione Europea, garantisce a entrambe le aziende il mantenimento di una piena autonomia commerciale e indipendenza tecnologica un ridotto impatto ambientale e, riducendo i costi di implementazione, libera risorse per nuovi investimenti nella tecnologia mobile di nuova generazione". Cosa serve tutto cio' a Poste?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

49) Secondo un report di Opensignal, l'accordo di Ran sharing 5G tra i due operatori è in grado di produrre degli impatti positivi immediati sulla copertura rurale e sull'esperienza di rete dei clienti. Mentre le implicazioni competitive e normative più ampie si manifesteranno nel tempo, gli effetti immediati a livello di rete sono più chiari: innanzitutto, un immediato miglioramento del 5G nelle zone rurali, dove l'esperienza di copertura potrebbe aumentare fino a circa 7,5 (su una scala da 0 a 10), rispetto al 5,6 di Tim e al 6,8 di Vodafone, con un miglioramento previsto rispettivamente del 32% e dell'11%. Inoltre, nonostante non vengano rilasciate nuove frequenze, la copertura 5G aumenterà: entrambi gli operatori detengono già le stesse allocazioni nazionali nelle bande 700 MHz e 3,7 GHz. Il vantaggio deriva dalla condivisione delle infrastrutture e dall'ampliamento della portata di copertura, non dall'accesso a nuove frequenze. Per quantificare il potenziale impatto, Opensignal ha applicato la stessa metodologia utilizzata nelle precedenti analisi di consolidamento e integrazione di rete (tra cui VodafoneThree nel Regno Unito). La società di analisi ha sovrapposto le aree di copertura di entrambi gli operatori e stimato la percentuale di aree popolate in cui gli utenti avrebbero accesso alla copertura radio combinata, ipotizzando che i siti esistenti continuino a servire le loro attuali aree di copertura uniche. Ciò fornisce una proiezione a livello di rete senza fare ipotesi su prezzi, concorrenza o razionalizzazione dei siti. Secondo Opensignal, il momento in cui è arrivato l'accordo di Ran sharing 5G tra Tim e Fastweb+Vodafone è significativo. Il prossimo rinnovo delle licenze delle frequenze radio in Italia dovrebbe rafforzare gli obblighi di copertura, includendo potenzialmente requisiti più severi in termini di latenza e densità di connessione. In tale contesto, l'estensione della copertura 5G nelle zone rurali favorisce sia l'esperienza dei clienti che la conformità normativa. Una questione tecnica fondamentale riguarda la struttura dello spettro. Un blocco contiguo di 100 MHz nella "C Band" è ampiamente considerato come un punto di riferimento per le implementazioni 5G ad alte

prestazioni. Oggi, Tim e Vodafone detengono ciascuna 80 MHz nella banda 3,7 GHz. Sebbene la condivisione della Ran non aumenti immediatamente la massima larghezza di banda, crea opzioni strategiche. Se i futuri accordi normativi consentiranno un coordinamento più approfondito, potenzialmente nell'ambito di un quadro Multioperator core network, il pooling dei blocchi di frequenze potrebbe consentire un uso più efficiente dello spettro in banda n78. Uno sviluppo che trasformerebbe la partnership da un acceleratore di rollout a un potenziale vantaggio di capacità a lungo termine. Secondo gli analisti di Intermonte pur in assenza di indicazioni sugli economics, l'iniziativa dovrebbe consentire a TIM e Fastweb di migliorare l'efficienza operativa e di allineare i costi alla media europea, mantenendo al tempo stesso standard qualitativi elevati delle infrastrutture e la flessibilità tecnologica necessaria per lo sviluppo di reti di nuova generazione. "Oltre all'opportunità di deconsolidare capex tramite un veicolo off-balance sheet – spiegano – l'iniziativa ha una duplice valenza strategico-industriale: da un lato si inserisce in un contesto di maggiori impegni di investimento da parte degli operatori, che stanno negoziando il rinnovo dello spettro in scadenza nel 2029 in cambio dell'impegno a realizzare maggiori investimenti sul 5G; dall'altro arriva in una fase di confronto con INWIT per la rinegoziazione dei rispettivi MSA a condizioni più allineate a quelle di mercato. In particolare, questa iniziativa — che riguarda sia infrastruttura attiva sia passiva — potrebbe tradursi in una riduzione dei commitment futuri verso INWIT per la realizzazione di nuovi siti, rafforzando il potere negoziale dei due operatori". Il piano di INWIT prevede la realizzazione di circa 3.5k nuove torri tra il 2024 (circa 25k siti) e il 2030 (circa 28.5k), di cui oltre la metà con anchor tenant, con un impegno finanziario medio di circa Eu100k per sito (circa Eu350mn cumulati su 6 anni). "A parità di economics – proseguono gli esperti – la realizzazione di 6 mila torri (solo infrastruttura passiva) da parte della nuova JV implicherebbe un investimento di circa Eu600mn, da ripartire tra due o più operatori su un orizzonte pluriennale, a cui andrà aggiunto l'investimento per gli apparati attivi"?

Quanto rappresentato attiene a operazioni e rapporti commerciali intercorrenti tra soggetti terzi, rispetto ai quali Poste Italiane allo stato non riveste alcun ruolo diretto né è parte contrattuale. Di conseguenza, Poste Italiane non è nella posizione di confermare né di commentare ricostruzioni concernenti dinamiche operative, economiche o contrattuali riferibili a società diverse, le cui attività restano regolate da accordi autonomi e dal quadro normativo e regolatorio applicabile.

50) Il dibattito sul 6G AI-nativo compie un salto di scala. Gli Emirati Arabi Uniti hanno presentato una proposta architetturale che punta a cambiare i presupposti tecnologici della rete mobile, introducendo un livello nativo di intelligenza artificiale capace di operare in modo trasversale. La mossa arriva con il whitepaper firmato da e& Uae – l'operatore telco degli Emirati Arabi Uniti, parte del gruppo internazionale e& (ex Etisalat) – e Khalifa University, che descrive un modello pensato per influenzare i lavori verso l'Imt-2030 e le future Release 21+ del 3Gpp. Il documento introduce un concetto destinato a diventare uno dei temi forti della ricerca internazionale: l'AI plane, uno strato dedicato alle funzioni cognitive, messo sullo stesso piano dei livelli utente, controllo e gestione. L'obiettivo è permettere alla rete di apprendere, ragionare e agire in autonomia, superando l'approccio incrementale che oggi caratterizza l'applicazione dell'AI alle reti 5G. La proposta si basa sull'idea che la connettività debba evolvere da infrastruttura deterministica a sistema cognitivo distribuito. Il whitepaper descrive un ambiente in cui gli agenti intelligenti lavorano su componenti radio, core ed edge, coordinati da un orchestratore che governa l'intero ciclo di vita dell'AI. Il 5G sta rivoluzionando il tuo business: scopri gli use case di successo! Il nuovo AI plane garantisce continuità tra sensing, apprendimento e azione, con loop chiusi che permettono alla rete di anticipare condizioni anomale e intervenire prima che si traducano in degradi di servizio. La presenza del gemello digitale consente di simulare scenari complessi e alimentare gli algoritmi con dati contestuali aggiornati, con un effetto diretto sulla qualità delle decisioni. Il valore politicotecnologico dell'iniziativa emerge con chiarezza. Gli Emirati aspirano a contribuire alla definizione delle architetture globali e propongono un modello che entra nel intendono creare un quadro comparabile tra fornitori e favorire un ambiente realmente multi-vendor. L'apertura verso nuove interfacce standard mira a evitare il rischio di frammentazione e a sostenere un ecosistema interoperabile, requisito essenziale per un mercato che conta su una catena del valore globale e complessa. La visione proposta dagli Emirati si articola intorno a cinque direttrici che delineano l'evoluzione dell'infrastruttura. La prima riguarda la pervasività delle piattaforme di machine learning, pensate per operare in prossimità dei dati grazie a una distribuzione intelligente del calcolo tra cloud ed edge La seconda riguarda l'integrazione di tecnologie avanzate come i sistemi di sensing, che ampliano la capacità della rete di percepire l'ambiente e agire in modo predittivo. Prosegue con l'adozione di architetture aperte e programmabili, in linea con l'orientamento del settore verso modelli O-Ran. La sostenibilità assume un ruolo centrale, in quanto l'aumento delle attività di inferenza richiede strategie di

ottimizzazione energetica. Il quinto pilastro riguarda la governance dell'AI, cruciale per garantire trasparenza, sicurezza e controllo sul comportamento dei modelli. Il posizionamento strategico della proposta emerge anche nei commenti rilasciati dai promotori. Marwan Bin Shakar, chief technology officer di e& Uae, sintetizza così la portata dell'iniziativa: "Il 6G non riguarda prestazioni incrementali; riguarda la ridefinizione della rete come sistema intelligente. Con questo modello introduciamo un'architettura AInativa, in cui apprendimento, ragionamento e decisione autonoma sono parte del Dna della rete. La nostra contribuzione va oltre la visione. Proponiamo un AI-plane strutturato, modelli di autonomia a loop chiuso, Kpi per la misurazione dell'intelligenza e interfacce aperte che possono contribuire direttamente agli standard Imt-2030 e 3Gpp Release 21+. Come operatore nazionale, vogliamo accelerare i testbed di ricerca e garantire che il 6G AI-nativo diventi una base sicura, affidabile e interoperabile per l'economia digitale." Dal fronte accademico, Ahmed Al Durra, associate provost della Khalifa University, sottolinea l'importanza della cooperazione: "Questo whitepaper dimostra la forza della cooperazione tra industria e mondo accademico. Il 6G AInativo richiede nuove tecnologie wireless, nuovi modelli architetturali e nuove regole per la governance del ciclo di vita dell'AI. La nostra università contribuisce con approfondimenti che integrano intelligenza distribuita, ecosistemi di gemelli digitali e orchestrazione autonoma in un quadro organico. Vogliamo posizionare gli Emirati come riferimento globale, garantendo reti intelligenti per progettazione, sicure per architettura e interoperabili su scala mondiale." La proposta arriva in un momento in cui l'agenda globale sul 6G sta prendendo forma. I gruppi di lavoro nei principali mercati hanno già avviato le prime discussioni sulla definizione dei requisiti e il tema dell'intelligenza nativa compare come elemento ricorrente. L'introduzione dell'AI plane offre una base concettuale utile per orientare gli investimenti e strutturare i progetti pilota. La transizione verso infrastrutture autonome richiede però un equilibrio delicato tra innovazione e controllo. L'integrazione di funzioni cognitive su larga scala solleva questioni di sicurezza e affidabilità che gli organismi di standardizzazione dovranno affrontare in modo coordinato. Gli Emirati puntano a giocare un ruolo attivo, contribuendo con un modello completo che copre aspetti architetturali, operativi e normativi. Il 6G AI-nativo non ha ancora una forma definitiva, ma la proposta di e& Uae e Khalifa University rappresenta una delle prime architetture organiche presentate a livello globale. Introduce un modello che va oltre la sperimentazione di algoritmi isolati e abbraccia la rete come sistema che apprende e si autoregola. La presenza dell'AI plane segna un cambio di

prospettiva che potrebbe incidere sulle prossime fasi dello sviluppo tecnologico. Il documento invita l'ecosistema a valutare la rete non solo come infrastruttura di trasmissione, ma come piattaforma cognitiva capace di generare valore attraverso processi decisionali autonomi. Le implicazioni sono ampie e riguardano tanto il mercato delle apparecchiature quanto le politiche industriali mi spiegate cosa serve tutto cio' dopo la fusione di ispirazione governativa ?

Tutte le evoluzioni tecnologiche che possono avere un impatto sull'azienda, il sistema paese ed i cittadini sono sempre valutate con attenzione da Poste Italiane. In particolare, nell'ambito dell'evoluzione delle reti di sesta generazione (di cui le specifiche tecniche sono ancora in corso di definizione) Poste Italiane valuterà i benefici di connettività più intelligente e capacità di calcolo "edge" per progettare e fornire servizi sempre più innovativi a imprese e cittadini.

51) L'Autorità Garante della Concorrenza e del Mercato (Agcm) mette un punto fermo su uno dei dossier più sensibili aperti dopo il riassetto della rete: ha accettato gli impegni proposti da FiberCop e Tim e ha dunque concluso il procedimento relativo al cosiddetto Master Service Agreement (MSA), l'accordo sottoscritto dalle due società a seguito dello scorporo della rete avvenuto a luglio 2024. Il passaggio arriva al termine di un percorso istruttorio e di un confronto articolato: gli impegni sono stati accolti dopo "un ampio processo di consultazione" che ha coinvolto a più riprese gli stakeholder, anche attraverso un market test, e con il contributo dell'Autorità per le garanzie nelle comunicazioni (AgCom). Il messaggio, sul piano regolatorio, è chiaro: la soluzione individuata punta a far convivere il dispiegarsi della concorrenza nei mercati al dettaglio e all'ingrosso con la necessità di preservare "i necessari incentivi agli investimenti futuri". L'istruttoria era stata avviata il 17 dicembre 2024 e guardava da vicino alcune clausole del MSA che, secondo l'Autorità, avrebbero potuto generare frizioni nel mercato. Il focus era su tre ambiti: i vincoli di esclusiva tra Tim e FiberCop per i servizi di accesso alla rete; la scontistica prevista da FiberCop sui prezzi di accesso; le condizioni di cessione degli indefeasable right of use (IRU) relativi ai rilegamenti in fibra ottica dedicati alla clientela business. In sostanza, l'Agcm temeva che il nuovo assetto contrattuale potesse produrre effetti "a cascata", dalla struttura dell'offerta wholesale fino alle scelte dei clienti finali, incidendo sulla transizione tecnologica. Le preoccupazioni esplicitate in sede di avvio dell'istruttoria erano infatti legate al rischio di possibili effetti restrittivi della concorrenza tanto nel mercato all'ingrosso quanto in quello retail, a un potenziale disincentivo agli investimenti futuri

degli operatori di rete nelle infrastrutture FTTH e, punto cruciale in questa fase del mercato italiano, al tema del passaggio della clientela Tim dalla rete in rame a quella in fibra. Proprio qui si incrociano due obiettivi che spesso entrano in tensione: favorire la migrazione verso infrastrutture più performanti, evitando però che tale processo venga "guidato" da meccanismi contrattuali in grado di irrigidire la contendibilità della domanda o di rendere meno conveniente per terzi competere sulla rete e sui servizi. Il contesto, del resto, è quello di un Paese "a più velocità" sul fronte delle reti ultrabroadband: l'Autorità richiama scenari diversi di sviluppo della rete nelle varie aree, con differenze in termini di tecnologie presenti e quindi di livello di concorrenza infrastrutturale. Da qui la scelta di intervenire non solo sulla concorrenza "statica", ma anche su quella "dinamica", cioè legata ai futuri investimenti. L'obiettivo dichiarato è incentivare la competizione sia dove la presenza di reti FTTH alternative è già significativa, sia dove la concorrenza è meno vivace e servono stimoli a nuovi investimenti, senza limitare la mobilità della domanda tra operatori. È in questa chiave che vanno letti gli impegni accolti: riduzione significativa della durata delle esclusive e, nelle aree in cui la Ftth è ancora poco sviluppata, collegamento dell'esclusiva alla realizzazione di nuovi investimenti. Non solo. Le parti si sono impegnate anche ad apportare modifiche sostanziali a un meccanismo di intermediazione di FiberCop – inizialmente presente nel MSA – che interveniva nelle scelte di migrazione della clientela Tim. L'Autorità sottolinea l'esigenza di garantire a Tim "la necessaria autonomia", eliminando il dubbio che quel meccanismo potesse disincentivare le scelte di migrazione. In parallelo, Agcm considera risolutivi gli impegni relativi alle modalità di applicazione degli sconti, un altro snodo delicato perché tocca direttamente la replicabilità delle offerte e l'equilibrio competitivo sul wholesale. Nel complesso, la chiusura del procedimento segnala che l'Antitrust ha ritenuto gli aggiustamenti sufficienti a rimettere in carreggiata il MSA rispetto ai rischi paventati. Ma, soprattutto, indica che il regolatore della concorrenza ha voluto tenere insieme due dimensioni che nel mercato Tlc italiano restano centrali: la contendibilità dell'accesso e la spinta agli investimenti in fibra, soprattutto nelle aree dove la dinamica infrastrutturale è più debole. Sul fronte aziendale, FiberCop incassa la decisione con una lettura che mette l'accento sul ciclo di investimenti e sulla valenza strategica della rete. Quando potra' FiberCop vendere sul mercato direttamente il servizio telefonico?

Poste non ha alcuna partecipazione in Fibercop. Non abbiamo informazioni su eventuali evoluzioni dell'offerta diverse da quelle disponibili al pubblico indistinto.

52) Nel frattempo, vi e' stato l'acquisto, da parte di Kkr attraverso BeexAct srl, della società umbra Connecting Project. Quest'ultima acquistava quantitativi non ingenti di linee da Open Fiber per rivenderle a Fibercop che poi le vendeva a sua volta a Tim. L'acquisto avveniva a prezzi superiori rispetto a quelli di rivendita a Tim. Occorre in questo quadro ricordare che fra Tim e Fibercop ci sono accordi con obblighi di forniture di quest'ultima alla compagnia telefonica. Non riuscire ad ottemperare potrebbe portare Tim a servirsi altrove. Il quadro si completa considerando i rapporti non idilliaci fra Open Fiber e Fibercop che hanno portato a uno stop dei contatti fra le società . Confermate ?

Quanto rappresentato attiene a operazioni e rapporti commerciali intercorrenti tra soggetti terzi, rispetto ai quali Poste Italiane non riveste alcun ruolo diretto né è parte contrattuale. Di conseguenza, Poste Italiane non è nella posizione di confermare né di commentare ricostruzioni concernenti dinamiche operative, economiche o contrattuali riferibili a società diverse, le cui attività restano regolate da accordi autonomi e dal quadro normativo e regolatorio applicabile.

53) Esentati minorenni e over 75, ma con la carta d'identità elettronica si può evitare il pagamento Poste, addio allo Spid gratuito Dal secondo anno servizio a sei euro Addio allo Spid gratuito di Poste Italiane. I contributi pubblici ai gestori sono rimasti per 40 milioni di euro a favore dei provider ?

Dal 1° gennaio 2026 Poste Italiane ha introdotto un contributo annuale per il servizio PosteID abilitato a SPID. L'importo di 6 euro all'anno iva inclusa è richiesto a partire dal secondo anno di attivazione del servizio. Il primo anno è invece gratuito per i nuovi utenti. L'importo annuale previsto per Poste ID è in linea o inferiore rispetto a quello richiesto dagli altri operatori che forniscono il servizio di identità digitale. Il pagamento può essere effettuato online o presso qualsiasi ufficio postale, anche da una persona diversa dal titolare. In caso di mancato pagamento, l'identità digitale PosteID non viene disattivata, ma non è utilizzabile per accedere ai servizi online fino al rinnovo.

La misura punta a garantire qualità, sicurezza e continuità al servizio Poste ID di Poste Italiane che oggi conta quasi 24 milioni di utenti attivi, che Poste Italiane ha accompagnato all'acquisizione dell'identità digitale, supportandoli attraverso i diversi canali di contatto disponibili. L'introduzione del corrispettivo risponde alla necessità di sostenere i crescenti investimenti in tecnologia, infrastrutture e supporto, che l'Azienda fornisce anche tramite operatore.

Al fine di minimizzare l'impatto su specifiche fasce di utenti, in ottica inclusiva, sono esenti dal pagamento i cittadini con almeno 75 anni, i residenti all'estero e i minorenni. In relazione ai fondi PNRR destinati ai Gestori SPID, il decreto legge 24 febbraio 2023, n. 13, convertito, con modificazioni, dalla legge 21 aprile 2023, n. 41, all'art. 18-bis aveva disposto uno stanziamento singolo di 40mln€ di fondi a favore dei Gestori SPID, per gli investimenti connessi al raggiungimento di specifici obiettivi evolutivi e per l'innalzamento del livello dei servizi. Il DPCM previsto dalla norma per la definizione delle regole di riparto dei fondi tra i Gestori è stato successivamente emanato il 16 aprile 2025, assegnando a Poste Italiane un totale di 26,394 mln€, in ragione dei volumi di identità digitali e di autenticazioni gestite. Allo stato attuale Poste Italiane ha percepito il solo contributo una tantum attribuito a tutti i Gestori.

54) Il Tesoro incassa 500 milioni di euro per PagoPa, la piattaforma digitale sulla quale passano i pagamenti destinati alla pubblica amministrazione e che ha sviluppato la app Io. La società era tutta del ministero dell'Economia che ha venduto a due sue partecipate: l'Istituto Poligrafico e Zecca dello Stato ha comprato il 51% delle azioni, mentre Poste Italiane ha rilevato il restante 49%. Il corrispettivo di mezzo miliardo comprende una componente fissa e altre variabili, intanto permette al Mef di mettere un altro tassello al piano di privatizzazione che punta a recuperare 20 miliardi di euro nel periodo entro il 2026 smobilitando parte del suo portafoglio societario. Poste Italiane, che ha tra i soci il Mef con il 29,26% e Cdp con un ulteriore 35%, fa suo il 49% di PagoPa con una spesa di poco inferiore ai 250 milioni di euro. La sola app Io ha registrato 12,5 milioni di utenti attivi negli ultimi 12 mesi, mettendo a disposizione 363 mila servizi singoli integrati che sono stati offerti da oltre 15.900 enti pubblici italiani. Al 15 settembre 2025, ha ricordato PagoPa, sono attive oltre 6 milioni di funzionalità 'Documenti su Io' e sono state rilasciate le versioni digitali di oltre 10,4 milioni di documenti, tra patenti di guida e tessere sanitarie. Ma il grosso della giro di affari della società è rappresentato dai pagamenti dei cittadini verso la pubblica amministrazione, che avvengono in un contesto di sicurezza e trasparenza. I dati aggiornati a ieri mostrano che PagoPa dal 2016 ha permesso di chiudere 1,89 miliardi di transazioni per un valore complessivo che ha superato i 400 miliardi di euro, con un importo medio di 212 euro a operazione. I principali prestatori di servizi di pagamento attivi sulla piattaforma sono Mooney, Intesa Sanpaolo, PostePay, Lis Pay e Poste Italiane. Sono invece oltre 20 mila gli enti aderenti a PagoPa che hanno ricevuto

almeno un pagamento nel corso degli anni. Quanto percepisce PagoPA per ogni transazione ?
PagoPA non è parte del Gruppo Poste Italiane; pertanto, la Società non è al momento nelle condizioni di fornire informazioni al riguardo.

55) Sulla parte retail è partita il 29 settembre l'offerta nei principali uffici Tim del nostro prodotto luce e gas e sta andando bene? QUANTO ?
La vendita dell'energia tramite la partnership con Poste è stata avviata nel 2025 con il lancio di un'offerta TIM Energia "powered by Poste Italiane" attiva sui circa 600 negozi monobrand di TIM (con successiva estensione a circa 500 negozi multibrand dall'26 marzo '26). L'iniziativa prosegue rispettando i piani di sviluppo. Ad oggi sono stati sottoscritti attraverso questa collaborazione circa 45.000 contratti di fornitura di energia e/o gas.

56) Il Tesoro avrebbe dovuto cedere il 14% del capitale, ma l'operazione fu sospesa a fine 2024. Il collocamento porterebbe nelle casse dello Stato circa 3,8 miliardi pur garantendo il controllo pubblico: il Mef ha il 29,2% del capitale e la Cdp il 35%. Procederà dopo la fusione con Tim ?
Ogni decisione in merito al collocamento sul mercato di una quota del capitale della Società detenuta dall'Azionista di controllo Ministero dell'Economia e delle Finanze è rimessa alle determinazioni dell'Azionista medesimo.

57) Negli ultimi mesi erano invece circolate indiscrezioni sul possibile di accorpamento tra BancoPosta e Poste Vita. Del Fante ha però escluso l'ipotesi: «Resteranno autonome». Perche'?
Nell'ambito del Gruppo Poste Italiane è stato di recente dato avvio al progetto di costituzione di un "Polo Finanziario" che vede il reintegro in BancoPosta dei servizi di pagamento e di moneta elettronica, attualmente svolti da Postepay; in tale contesto, BancoPosta continuerà a distribuire i prodotti del Gruppo Assicurativo Poste Vita.

58) A Torino quartiere Parella e' diventato impossibile spedire una lettera perche' state togliendo le buche delle lettere. Perche' lo fate ? Per controllare se sono da svutare non basterebbe mettere una bilancia elettronica monitorata da remoto ?
La rimodulazione delle cassette di impostazione, inclusi i casi segnalati nel quartiere Parella di Torino, si colloca nell'ambito del quadro normativo e regolatorio vigente. In

particolare, l'Autorità per le Garanzie nelle Comunicazioni (AGCOM), con la Delibera n. 308/22/CONS, ha ridefinito i criteri di distribuzione dei punti di accesso al Servizio Universale, prevedendo un adeguamento della rete coerente con l'evoluzione della domanda. La Legge di Bilancio 2026 ha ulteriormente aggiornato le linee guida del Servizio Universale, prevedendo, in linea generale, la definizione di nuovi criteri e modalità per la distribuzione dei punti di accesso alla rete, con possibile apertura anche a soggetti terzi, da attuarsi tramite specifiche deliberazioni successive da parte dell'Autorità. In tale contesto, Poste Italiane sta dando attuazione a un piano progressivo, oggetto di monitoraggio da parte dell'Autorità, che tiene conto dei livelli effettivi di utilizzo e della sostenibilità del servizio, assicurando al contempo adeguati livelli di accessibilità e un costante confronto con gli enti territoriali. Con riferimento a soluzioni tecnologiche di monitoraggio delle cassette, si evidenzia che interventi di questo tipo non risulterebbero idonei a incidere sulle dinamiche strutturali della domanda e comporterebbero, al contempo, oneri non proporzionati.

59) Il settore energia raggiunge circa 950.000 clienti nell'offerta retail per luce e gas, avvicinandosi al target di un milione entro fine anno. Chi e' il fornitore ? quanto ci guadagnamo ?
Ad oggi Poste Energia ha raggiunto e oltrepassato il target di 1 milione di clienti, avendo in customer base un portafoglio pari a circa 1,1 milioni di clienti retail. L'energia elettrica viene acquistata da diversi fornitori di mercato ed è interamente prodotta da fonti rinnovabili, mentre il gas, anch'esso acquistato da diversi fornitori di mercato, viene compensato attraverso l'acquisto di certificati "verdi". Il business cresce secondo le aspettative e già dal 2024 è passato da una fase di start-up, ad un break-even economico/finanziario, contribuendo nel 2025 in modo positivo ai risultati del Gruppo.

60) C'E DA RINNOVARE IL CDA: Ci sono potenziali conflitti d'interesse da parte dei candidati?
Si rinvia alle informazioni rese note al mercato (disponibili sul sito internet aziendale) nell'ambito del procedimento di deposito delle liste dei candidati amministratori presentate dagli Azionisti.

61) Quanto viene pagato il rappresentante designato ? chi e' ? come e' stato scelto ?
La società ha designato per l'assemblea 2026, ai sensi dell'art. 135 undecies *del d.lgs. n. 58/98 e dell'art. 11.5 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. Monte Titoli S.p.A. è altresì il soggetto al quale la Società ha affidato la gestione del proprio libro soci, a seguito dello svolgimento di una procedura competitiva condotta nel rispetto della normativa vigente e delle policy interne.

62) Avete un piano industriale in caso di 3^ GUERRA MONDIALE ?
Pur valutando l'incertezza e la difficoltà di prevedere gli esiti dei conflitti attualmente in corso, il presidio ed il monitoraggio continuativo del contesto economico e finanziario locale ed internazionale consentono di approntare gli scenari strategici ritenuti più idonei anche in caso di evoluzioni fortemente discontinue dei mercati di riferimento.

63) Avete in programma di istituire una fondazione ? con quali fini ?
Nel Gruppo Poste Italiane, da aprile 2015, è presente la Fondazione Poste Insieme.

64) Quanto si è speso per attività di lobbing? Per cosa ? quando ?
Non sono state sostenute spese per attività di lobbying.

65) I certificatori di bilancio fanno anche una consulenza fiscale ?
Il Gruppo, in ottemperanza alle disposizioni di legge, non ha affidato al Revisore legale servizi di consulenza fiscale.

66) Esiste un conto del Presidente? di quale ammontare e' stato ? per cosa viene utilizzato? Che trattamento contabile ha ?
Sulla base della normativa vigente, non è dato fornire riscontro sulla titolarità dei conti correnti.

67) Avete avuto attacchi ai dati con richiesta di riscatti dagli hacker?
Poste Italiane, pur operando in un contesto geopolitico caratterizzato da un marcato incremento delle minacce cyber a livello nazionale, ha assicurato elevati standard di resilienza, garantendo la continuità dei servizi erogati e la protezione della clientela.

Nel periodo di riferimento, la Società è stata oggetto di molteplici attacchi DDoS ad alta intensità, finalizzati a comprometterne la disponibilità dei servizi. Tali eventi sono stati gestiti efficacemente, senza impatti rilevanti, grazie al costante rafforzamento dei presidi di monitoraggio e di gestione degli eventi di sicurezza, nonché al potenziamento delle capacità di cyber intelligence.
Inoltre, Poste Italiane ha proseguito nel percorso di evoluzione delle proprie misure di difesa, attraverso l'adozione di soluzioni tecnologiche avanzate e l'implementazione di strategie volte a ridurre la superficie di attacco e a mitigare i rischi potenziali, contribuendo in modo significativo alla salvaguardia degli utenti e degli asset aziendali.

68) Quanto avete investito in **cybersecurity ? CON CHI ? CHI SONO I VS FORNITORI ?**
Gli investimenti in cybersecurity effettuati nel 2025 ammontano a circa 15,8 milioni di euro. Poste Italiane adotta procedure di selezione dei fornitori improntate a principi di trasparenza, concorrenza, imparzialità e parità di trattamento, nel rispetto della normativa vigente e delle policy interne. Il processo di approvvigionamento si articola in procedure di gara competitive, finalizzate a garantire la massima partecipazione degli operatori economici qualificati e a individuare l'offerta più vantaggiosa.

69) Avete un programma di incentivazione e retribuzione delle idee ?
Poste ha lanciato con successo da fine 2021, l'iniziativa INSIEME, oggi alla sua quarta 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.

70) Mi date il dettaglio delle spese di pubblicita' per testata giornalistica ?
Si veda risposta alla domanda 120.

71) AVETE ADOTTATO la ISO 37001 ed i Sistemi di Gestione Anti-Corruzione?
Sì. Lo standard UNI ISO 37001, relativo ai sistemi di gestione anticorruzione, adottato in Poste Italiane fin dal 2018, rappresenta un'opportunità per mantenere sempre elevato l'impegno aziendale nel contrasto ai fenomeni corruttivi, contribuendo a

consolidare il principio della legalità, con evidenti benefici reputazionali e di patrimonio aziendale. Si evidenzia, tra l'altro, che è stato traguardato l'impegno assunto da Poste Italiane con i propri stakeholder, relativamente alla certificazione integrata secondo le norme ISO 9001 e ISO 37001 "Sistema di Gestione per la Qualità e la Prevenzione della Corruzione", con estensione a tutto il perimetro dei processi e dei siti aziendali (circa 16.000 siti). Infine, anche in ambito di Gruppo si segue la linea dell'attenzione massima ai temi dell'anticorruzione attraverso i rinnovi delle certificazioni ISO 37001, ottenute a partire dal 2019, da società quali Poste Vita, PostePay, BancoPosta Fondi SGR, SDA Express Courier, Poste Assicura, EGI e Postel e la certificazione in via di conseguimento di Poste Air Cargo (target certificazione dicembre 2026).

72) IL PRESIDENTE, i consiglieri d'amministrazione ed i sindaci CREDONO NEL PARADISO ?
La domanda non è pertinente.

73) SONO STATE CONTESTATE MULTE INTERNAZIONALI ?
La risposa è negativa.

74) SONO STATE FATTE OPERAZIONI DI PING-PONG SULLE AZIONI PROPRIE CHUSE ENTRO IL 31.12 ? CON QUALI RISULTATI ECONOMICI DOVE SONO ISCRITTI A BILANCIO ?
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.

75) A chi bisogna rivolgersi per proporre l'acquisto di cioccolatini promozionali, brevetti, marchi e startup ?
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.

76) Avete intenzione di realizzare iniziative in favore degli azionisti come i centri medici realizzati dalla BANCA D'ALBA?

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.

77) TIR: TASSO INTERNO DI REDDITIVITA' MEDIO e WACC = TASSO INTERESSI PASSIVI MEDIO PONDERATO ?
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.

78) AVETE INTENZIONE DI CERTIFICARVI BENEFIT CORPORATION ed ISO 37001?
La certificazione ISO 37001 è stata conseguita da Poste Italiane per la prima volta nel 2018, conferendo all'azienda un primato nel panorama del settore della finanza e delle comunicazioni. Contrasto ai fenomeni corruttivi, trasparenza e legalità sono dunque principi fortemente radicati nel tessuto aziendale di Poste Italiane.
Al momento non è prevista la certificazione Benefit Corporation, tuttavia si evidenzia che, nell'ambito del piano strategico, è stato deciso di costituire società benefit tra cui Postego S.p.A., controllata al 100% da Poste Italiane, con la finalità di internalizzare progressivamente il parco mezzi di consegna di Poste Italiane (ca. 30 mila veicoli), accelerando, tra l'altro, la transizione green del Gruppo.

79) Avete intenzione di fare le assemblee anche via internet ?
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 2026, 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.

80) A quanto sono ammontati i fondi europei per la formazione e per cosa li avete usati ?
Nel 2025 non abbiamo usufruito di fondi europei destinati alla formazione.

81) Avete in progetto nuove acquisizioni e/o cessioni?
Poste Italiane è una delle più importanti realtà industriali in Italia e, pertanto, valuterà nel 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.

82) Il gruppo ha cc in paesi ad alto rischio extra euro?
La risposta è negativa.

83) Avete intenzione di trasferire la sede legale in Olanda ?
Non sono in programma trasferimenti della sede legale o di quella fiscale di Poste Italiane.

84) Avete intenzione di proporre le modifiche statutarie che raddoppiano il voto ?
Per quanto è a conoscenza della società, allo stato non sono allo studio ipotesi simili.

85) Avete call center all'estero? se si dove, con quanti lavoratori, di chi e' la proprietà?
No, non abbiamo siti di Call Center all'estero e quindi nessuna risorsa impiegata.

86) Siete iscritti a Confindustria? se si quanto costa ? avete intenzione di uscirne ?
Poste Italiane è associata a Confindustria dal 2005, attraverso convenzioni pluriennali. La quota associativa relativa all'adesione a Confindustria per il 2025 risulta assestata nel bilancio del Gruppo.

87) Come e' variato l'indebitamento e per cosa ?
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 al 31 dicembre 2025" (di seguito "bilancio consolidato") e del paragrafo

6.5 Andamento Patrimoniale e Finanziario del Gruppo nella sezione "Relazione sulla gestione" della Relazione finanziaria annuale 2025.

88) A quanto ammontano gli incentivi incassati come gruppo suddivisi per tipologia ed entità ?
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 4.12 – Ulteriori informazioni – INFORMATIVA AI SENSI DELLA LEGGE 124/2017 del bilancio consolidato.
L'ammontare dei contributi pubblici rilevati per competenza nell'esercizio 2025 è pari a circa 38 milioni di euro ed è principalmente riferibile 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" nella Relazione finanziaria annuale 2025).

89) Da chi e' composto l'odv con nome cognome e quanto ci costa ?
L'Organismo di Vigilanza di Poste Italiane è costituito da tre membri (Avv. Carlo Longari – Presidente, Esterno, Avv. Massimo Lauro – Componente, Esterno, e dott. Paolo Casati – Componente, Interno). L'OdV 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.
Il costo sostenuto per l'Organismo di Vigilanza della Capogruppo ammonta, per l'esercizio 2025, a circa 96.000 euro.

*90) Quanto costa la sponsorizzazione il Meeting di Rimini di Cl ed o **altre**? Per cosa e per quanto ?*
Con riferimento al Meeting di Rimini non sono state erogate sponsorizzazioni nel 2025.

91) POTETE FORNIRMI L'ELENCO DEI VERSAMENTI e dei crediti AI PARTITI, ALLE FONDAZIONI POLITICHE, AI POLITICI ITALIANI ED ESTERI?
Per quanto attiene i rapporti associativi, non risultano versamenti o crediti verso Partiti, Fondazioni politiche/partitiche, personalità politiche italiane ed estere.

92) AVETE FATTO SMALTIMENTO IRREGOLARE DI RIFIUTI TOSSICI ?

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, compreso il recente sistema RENTRI per i rifiuti speciali pericolosi, 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.

93) QUAL'E' STATO l' investimento nei titoli di stato, GDO, TITOLI STRUTTURATI ?

Al 31 dicembre 2025 il Gruppo Poste Italiane possedeva investimenti in Titoli di Stato iscritti a un valore di 159.732 milioni di euro (si veda al riguardo quanto riportato nella Relazione finanziaria annuale 2025 alla Nota 4.12 – Ulteriori informazioni – Esposizione in titoli di debito sovrano del Bilancio Consolidato).

Per un'informativa completa riguardante le attività finanziarie detenute dal Gruppo si rimanda alla Nota A6 - Attività finanziarie del bilancio consolidato nella Relazione finanziaria annuale 2025.

94) Quanto e' costato lo scorso esercizio il servizio titoli ? e chi lo fa ?

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 2025, il compenso su base annua è stato pari a circa 30.000 euro.

95) Sono previste riduzioni di personale, ristrutturazioni ? delocalizzazioni ?

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.

96) C'e' un impegno di riacquisto di prodotti da clienti dopo un certo tempo ? come viene contabilizzato?
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.

97) Gli amministratori attuali e del passato sono indagati per reati ambientali, RICICLAGGIO, AUTORICLAGGIO O ALTRI che riguardano la società ? CON QUALI POSSIBILI DANNI ALLA SOCIETA'?
Poste Italiane non è a conoscenza di indagini di cui alla domanda in questione.

98) Ragioni e modalità di calcolo dell'indennità di fine mandato degli amministratori.
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 2026 e sui compensi corrisposti 2025.

99) Chi fa la valutazione degli immobili? Quanti anni dura l'incarico ?
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.

100) Esiste una assicurazione D&O (garanzie offerte importi e sinistri coperti, soggetti attualmente coperti, quando é stata deliberata e da che organo, componente di fringe-benefit associato, con quale broker é stata stipulata e quali compagnie la sottoscrivono, scadenza ed effetto scissione su polizza) e quanto ci costa ?
La Società ha attivato una polizza D&O che 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 sei compagnie ed il costo complessivo attuale è di circa 2,2 mln/€ anno. La polizza è stata acquistata attraverso procedura di gara ad inviti per un massimale complessivamente assicurato di 100 mln/€.

101) Sono state stipulate polizze a garanzia dei prospetti informativi (relativamente ai prestiti obbligazionari)?
La risposta è negativa.

102) 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)?
I premi complessivi di Poste Italiane ammontano a circa 16,4mln/€. La struttura di Poste preposta è Tutela Aziendale che collabora principalmente con la Società del gruppo Poste Insurance Broker. Le principali Compagnie sono Generali Italia, AIG, XL, Poste Assicura, Poste Vita, Sogessur, Allianz, Liberty Mutual e Lloyd's di Londra.

103) VORREI SAPERE Quale é 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)
Le informazioni richieste sono fornite nella Relazione finanziaria annuale 2025 nelle Note 4.6 - Analisi e presidio dei rischi – Rischi finanziari del bilancio consolidato e 5.6 - Analisi e presidio dei rischi – Rischi finanziari del bilancio separato, cui si rinvia per ogni dettaglio.

104) VORREI SAPERE QUALI SONO GLI INVESTIMENTI PREVISTI PER LE ENERGIE RINNOVABILI, COME VERRANNO FINANZIATI ED IN QUANTO TEMPO SARANNO RECUPERATI TALI INVESTIMENTI.
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 sovranazionali.

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 in due tranche per 240 milioni di euro, a tasso variabile + spread, con scadenza 7 anni 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);*
- *Linea di credito ottenuta dalla Banca Europea degli investimenti (BEI) nel 2024 per complessivi 450 milioni di euro (completamente erogata, a tasso variabile + spread, con scadenza a 7 anni e rimborso bullet), mirata per una parte a finanziare anche investimenti di efficientamento energetico.*

105) Vi e' stata retrocessione in Italia/estero di investimenti pubblicitari/sponsorizzazioni ?
La risposta è negativa.

106) Come viene rispettata la normativa sul lavoro dei minori ?
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.

107) E' fatta o e' prevista la certificazione etica SA8000 ENAS ?
Gli ambiti della certificazione SA8000 sono coperti, in Poste Italiane, dalle certificazioni ottenute dal sistema di gestione integrato per la qualità (ISO 9001), l'ambiente (ISO 14001), l'efficienza energetica (ISO 50001), la salute e sicurezza del lavoro (ISO 45001) e l'anticorruzione (ISO 37001). Inoltre, nel 2023 sono state conseguite l'attestazione ISO 30415, Linea Guida alla promozione dei principi di diversità e inclusione (D&I) nelle organizzazioni, favorendo l'attuazione di tali principi attraverso azioni concrete e dimostrabili, nonché l'attestazione UNI/PdR 125:2022, per

l'implementazione del sistema di gestione per la parità di genere, promuovendo l'uguaglianza e l'inclusione nel contesto lavorativo. Infine, nel 2025 è stata conseguita l'attestazione UNI/PdR 159:2024 per l'implementazione di un sistema basato sul principio del Lavoro inclusivo delle persone con disabilità.
Ad oggi, dunque, non è prevista la certificazione etica SA8000.

108) Finanziamo l'industria degli armamenti?
La risposta è negativa.

109) vorrei conoscere *POSIZIONE FINANZIARIA NETTA DI GRUPPO ALLA DATA DELL'ASSEMBLEA CON TASSI MEDI ATTIVI E PASSIVI STORICI.*
La posizione finanziaria netta complessiva al 31 dicembre 2025 è in avanzo di 5.643 milioni di euro, in miglioramento di circa 1.299 milioni di euro rispetto ai valori al 31 dicembre 2024 (in cui presentava un avanzo di 4.344 milioni di euro).

110) A quanto sono ammontate le multe Consob, Borsa ecc di quale ammontare e per cosa ?
Le principali sanzioni comminate dalle Autorità al Gruppo nel corso dell'esercizio 2025 sono descritte nella Relazione finanziaria annuale 2025 alla Nota 4.9 del bilancio consolidato: Passività potenziali e principali procedimenti pendenti con le autorità.

111) Vi sono state imposte non pagate ? se si a quanto ammontano? Gli interessi ? le sanzioni ?
La società ritiene di aver regolarmente effettuato i propri adempimenti ai fini fiscali. I principali procedimenti in ambito tributario sono riepilogati nel Par. 9 "Passività potenziali e principali procedimenti pendenti con le Autorità" della Relazione Finanziaria Annuale 2025.

112) vorrei conoscere: *VARIAZIONE PARTECIPAZIONI RISPETTO ALLA RELAZIONE IN DISCUSSIONE.*
Le operazioni societarie intervenute nell'esercizio 2025 e nei primi mesi dell'esercizio 2026 sono descritte nella Relazione finanziaria annuale 2025 alla Nota 3 - Eventi di rilievo intercorsi nell'esercizio ed eventi successivi al 31 dicembre 2025 della sezione "I bilanci di Poste Italiane".

113) vorrei conoscere ad oggi *MINUSVALENZE E PLUSVALENZE TITOLI QUOTATI IN BORSA ALL'ULTIMA LIQUIDAZIONE BORSISTICA DISPONIBILE*

Al 31 dicembre 2025 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 positiva per 1.231 milioni di euro.

Le plusvalenze e le minusvalenze realizzate dal Gruppo Poste Italiane sono esposte nel bilancio consolidato della Relazione finanziaria annuale 2025:

- *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.*

114) vorrei conoscere da inizio anno ad oggi *L'ANDAMENTO DEL FATTURATO* per settore.

I risultati del I trimestre 2026 saranno presentati per approvazione al CdA in data 6 maggio p.v. e comunicati al mercato il 7 maggio p.v. con contestuale pubblicazione sul sito istituzionale.

115) vorrei conoscere ad oggi *TRADING SU AZIONI PROPRIE E DEL GRUPPO EFFETTUATO ANCHE PER INTERPOSTA SOCIETA' O PERSONA SENSI ART.18 DRP.30/86 IN PARTICOLARE SE E' STATO FATTO ANCHE SU AZIONI D'ALTRE SOCIETA', 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.*

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.

116) vorrei conoscere *PREZZO DI ACQUISTO AZIONI PROPRIE E DATA DI OGNI LOTTO, E SCOSTAMENTO % DAL PREZZO DI BORSA*

L'assemblea ordinaria degli azionisti, in data 31 maggio 2024, 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 56 mln,

da utilizzare a servizio dei piani di incentivazione azionari destinati ad Amministratori e dipendenti del gruppo PI.
Per ulteriori dettagli, si rinvia alle comunicazioni effettuate in materia nei confronti del mercato a partire dal 31 maggio 2024 fino al 10 giugno 2025.
L'assemblea ordinaria degli azionisti, in data 30 maggio 2025, 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. 2,6 mln di azioni (c. 0,20% del capitale sociale) ed un esborso complessivo fino a euro 50 mln, da utilizzare a servizio dei Piani di incentivazione azionari destinati ad Amministratori e dipendenti del gruppo PI.
Per ulteriori dettagli, si rinvia alle comunicazioni effettuate in materia nei confronti del mercato il 30 maggio 2025 e dal 30 marzo 2026.

117) 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.*
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.

118) vorrei conoscere *in particolare quali sono i fondi pensione azionisti e per quale quota?*
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.

119) 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.*

Nel corso dell'Assemblea 2026, ai sensi dell'art. 135-undecies.1 del Testo Unico della Finanza e dell'art. 11.6 dello Statuto sociale, nessun giornalista parteciperà all'Assemblea o ne seguirà i lavori a distanza.

120) 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?*
L'azienda ha pianificato nel 2025 campagne di comunicazione commerciale e/o istituzionale sui seguenti mezzi:

- *TV: 42%*
- *Internet: 37%*
- *Stampa quotidiana: 12%*
- *Radio: 5%*
- *Affissione 2%*
- *Stampa periodica: 2%*

Nessuna spesa è stata effettuata verso giornali o testate giornalistiche e web per studi e consulenze.

121) 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*
Risultano iscritti al libro soci di Poste Italiane S.p.a., in base alle rilevazioni effettuate il 14 aprile 2026, circa 115.328 soci ordinari, di cui 112.485 italiani e 2.483 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	13.744	13.577	167
N. AZIONISTI CHE POSSIEDONO DA 100 A 999 AZIONI	68.452	67.922	530
N. AZIONISTI CHE POSSIEDONO DA 1.000 A 9.999 AZIONI	29.981	29.083	898
N. AZIONISTI CHE POSSIEDONO DA 10.000 A 99.999 AZIONI	2.673	1.816	857
N. AZIONISTI CHE POSSIEDONO DA 100.000 A 999.999 AZIONI	407	74	333
N. AZIONISTI CHE POSSIEDONO DA 1.000.000 AZIONI IN SU	71	13	58
NUMERO TOTALE AZIONISTI	**115.328**	**112.485**	**2.843**

122) vorrei conoscere *SONO ESISTITI NELL'AMBITO DEL GRUPPO E DELLA CONTROLLANTE E O COLLEGATE DIRETTE O INDIRETTE RAPPORTI DI CONSULENZA CON IL COLLEGIO SINDACALE E SOCIETA' DI REVISIONE O SUA CONTROLLANTE. A QUANTO SONO AMMONTATI I RIMBORSI SPESE PER ENTRAMBI?*

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 2025 sono indicate Relazione finanziaria annuale 2025 nei paragrafi 4.5 del Bilancio Consolidato e 5.5 del Bilancio Separato: Parti correlate.

Con riferimento ai rapporti con la società di revisione, si rimanda a quanto riportato nella Relazione finanziaria annuale 2025 nella Nota 5.12 del Bilancio Separato - Ulteriori informazioni – Compensi alla società di revisione ai sensi dell'art. 149 duodecies del "Regolamento emittenti Consob" in cui sono evidenziati i compensi riconosciuti per i servizi resi da Deloitte & Touche S.p.A. o società appartenenti alla sua rete, distinti per servizi di revisione contabile, servizi di attestazione e altri servizi.

Con riferimento al rimborso spese della società di revisione è previsto fino al 5% degli onorari contrattualmente stabiliti.

123) 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 ?*

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.

124) vorrei conoscere se *VI SONO TANGENTI PAGATE DA FORNITORI ?*

La risposta è negativa.

125) *SE C'E'* E COME FUNZIONA LA RETROCESSIONE DI FINE ANNO ALL'UFFICIO ACQUISTI E DI QUANTO E' ?

Non sono previste retrocessioni di sorta né all' "ufficio acquisti" né ad alcuna altra funzione aziendale.

126) vorrei conoscere se *Si sono pagate tangenti per entrare nei paesi emergenti in particolare* ***CINA, Russia e India*** *?*
La risposta è negativa.

127) vorrei conoscere se *SI E' INCASSATO IN NERO ?*
La risposta è negativa.

128) vorrei conoscere se *Si e' fatto insider trading ?*
La risposta è negativa.

129) 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 SOCIETA' FORNITRICI ?*
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.

130) *quanto hanno guadagnato gli amministratori personalmente nelle operazioni straordinarie ?*
Non vi sono specifici premi riconosciuti agli amministratori di Poste Italiane S.p.A. collegati a operazioni straordinarie.
Nella Relazione sulla Politica in Materia di Remunerazione 2026 e sui compensi corrisposti 2025 sono descritti tutti i sistemi di incentivazione in essere.

131) vorrei conoscere se *TOTALE EROGAZIONI LIBERALI DEL GRUPPO E PER COSA ED A CHI ?*
Si rinvia a quanto riportato nella Relazione Finanziaria Annuale 2025, alla nota 4.12 Ulteriori informazioni - Informativa ai sensi della Legge n.124/2017 del Bilancio Consolidato di Poste Italiane.

132) 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 ?*

Non vi sono tali figure.

133) vorrei conoscere se *Vi sono cause in corso con varie antitrust ?*
Si rinvia a quanto riportato nel Capitolo 5.9 "Passività potenziali e principali Procedimenti pendenti con le Autorità", della Relazione Finanziaria Annuale al 31 dicembre 2025, sezione relativa ai Bilanci di Poste Italiane al 31 dicembre 2025.

134) 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.*
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.

135) 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)*
Il 3 dicembre 2025 Poste ha emesso un prestito obbligazionario senior unsecured, denominato in euro e destinato a investitori istituzionali, per un ammontare nominale complessivo di 750 milioni di euro e con durata pari a 5 anni. L'operazione è stata effettuata nell'ambito del Programma Euro Medium Term Notes (EMTN) da 2,5 miliardi di euro.
Le obbligazioni sono state collocate da un sindacato di banche composto da: Barclays, BNP PARIBAS, BofA Securities, Citigroup, Crédit Agricole CIB, Deutsche Bank, IMI-Intesa Sanpaolo, ING, Mediobanca, Morgan Stanley, Société Générale e UniCredit, che hanno agito in qualità di Joint Bookrunners.

136) vorrei conoscere *DETTAGLIO COSTO DEL VENDUTO per ciascun settore .*
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 2025 al paragrafo 7.2 Altre informazioni della Relazione sulla gestione, in cui sono riportati i conti economici per settore di attività.

137) vorrei conoscere

i.A QUANTO SONO AMMONTATE LE SPESE PER:

138) *ACQUISIZIONI E CESSIONI DI PARTECIPAZIONI.*

I costi riferiti agli advisor finanziari sostenuti in relazione ad acquisizioni di partecipazioni dal Gruppo Poste Italiane nell'esercizio 2025 sono allineati a condizioni di mercato.

139) RISANAMENTO AMBIENTALE

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.

140) Quali e per cosa sono stati fatti investimenti per la tutela ambientale ?

In continuità con gli anni precedenti, nel 2025 Poste Italiane ha messo in opera iniziative di sostenibilità, con particolare riferimento alla riduzione dell'impatto ambientale della flotta aziendale.

Al 31 dicembre 2025 la flotta risulta essere costituita complessivamente da circa 30.000 mezzi a basse emissioni, di cui circa 6.200 mezzi elettrici. Sono proseguiti gli interventi volti all'automazione e al controllo a distanza della gestione degli impianti (oltre 2.160 edifici coinvolti negli interventi di Smart Building nel corso del 2025) al fine di ridurre i consumi di energia elettrica e le emissioni di CO2. Sono inoltre proseguiti nell'anno 2025 gli interventi di installazione di impianti fotovoltaici e sono stati installati circa 290 impianti fotovoltaici nel corso del 2025, per un complessivo di circa 870 impianti con una potenza installata di circa 29 MWp.

141) vorrei conoscere

- I BENEFICI NON MONETARI ED I BONUS ED INCENTIVI COME VENGONO CALCOLATI?

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 2026 e sui compensi corrisposti 2025, in particolare al paragrafo 3. Politiche di remunerazione e incentivazione 2026.

- QUANTO SONO VARIATI MEDIAMENTE NELL'ULTIMO ANNO GLI STIPENDI DEI MANAGERS e degli a.d illuminati , rispetto a quello DEGLI IMPIEGATI E DEGLI OPERAI?

Nel 2025, la componente retributiva del personale quadri e impiegati ha registrato un incremento dei minimi tabellari, secondo quanto previsto dall'ultimo CCNL firmato il 23 luglio 2024, e del Premio di Risultato, come da accordo del 8 luglio 2025, incrementi che hanno inciso in maniera strutturale sulla retribuzione complessiva. Per quanto riguarda il personale dirigente, la crescita è riconducibile alla componente variabile della retribuzione legata al miglioramento dei risultati aziendali.

- vorrei conoscere *RAPPORTO FRA COSTO MEDIO DEI DIRIGENTI/E NON.*

Nel 2025 la RAL media dei Dirigenti è stata pari a circa 5 volte la RAL media degli altri dipendenti, dato sostanzialmente in linea con i peers di settore.

- 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*

Nell'anno 2025 gli infortuni sul lavoro registrati in Poste Italiane sono stati 4.673. Di questi, 26 sono stati gli infortuni con prima prognosi superiore a 40 giorni. L'indice di frequenza complessivo è stato pari a 27,76. Nel 2025 sono occorsi 3 infortuni mortali (decessi a seguito di malore (due in occasione di lavoro e uno in itinere). Gli infortuni in itinere (tragitto casa-lavoro) sono stati 1.157.

- Quanti sono stati i dipendenti inviati in mobilità pre pensionamento e con quale età media

La Società non ha mai fatto ricorso al collocamento in mobilità ex legge 223/91.

Nel corso del 2025 sono invece stati risolti consensualmente circa 2.700 rapporti di lavoro. L'età media degli interessati è pari a circa 63 anni.

142) vorrei conoscere *se si sono comperate opere d'arte? da chi e per quale ammontare ?*

Non risulta siano stati effettuati acquisti di opere d'arte negli ultimi 5 anni.

143) vorrei conoscere *in quali settori si sono ridotti maggiormente i costi, esclusi i vs stipendi che sono in costante rapido aumento.*

Nell'esercizio 2025 i costi totali si sono ridotti dello 0,9% passando da 10.042 milioni di euro del 2024 a 9.954 milioni di euro.

L'andamento dei costi è dettagliatamente descritto nella Relazione Finanziaria Annuale 2025 a cui si rimanda.

Per un riepilogo generale si richiama, tra l'altro, quanto riportato nella Relazione sulla Gestione al 31 dicembre 2025, par.6.2 – Andamento economico del gruppo, Costi Totali.

144) vorrei conoscere. *VI SONO SOCIETA' DI FATTO CONTROLLATE (SENSI C.C) MA NON INDICATE NEL BILANCIO CONSOLIDATO?*
Non esistono società controllate di fatto. Tutte le società controllate da Poste Italiane sono indicate nell'ambito della Relazione finanziaria annuale 2025.

145) vorrei conoscere. *CHI SONO I FORNITORI DI GAS DEL GRUPPO QUAL'E' IL PREZZO MEDIO.*
Il fornitore del Gruppo Poste Italiane di gas metano per riscaldamento è la società Postepay SpA per le società del Gruppo, e il Consorzio Servizi SCpA per la Capogruppo. Il prezzo medio del gas per il 2025 è stato di 100,9 c€/Smc (centesimi di euro/metro cubo standard), comprensivo di accise ed al netto dell'IVA.

146) vorrei conoscere se sono consulenti ed *a quanto ammontano le consulenze pagate a società facenti capo al dr.Bragiotti, Erede, Trevisan e Berger ?*
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.

147) vorrei conoscere. *A quanto ammonta la % di quota italiana degli investimenti in ricerca e sviluppo?*
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 2025 alla nota A3 – Attività Immateriali del Bilancio Consolidato.

148) *VORREI CONOSCERE* I COSTI per le ASSEMBLEE e per cosa ?

Per l'Assemblea 2026 i costi complessivi sostenuti sono pari a circa 20.000 € netto iva per le seguenti attività:

- *Progettazione creativa evento e declinazione sui vari materiali;*
- *Impianti e strumentazione tecnica;*
- *Allestimento sala.*

149) *VORREI CONOSCERE* I COSTI per VALORI BOLLATI

I costi per l'acquisto delle carte valori (francobolli) sostenuti nell'esercizio 2025, riferibili a Poste Italiane, ammontano a circa 1,3 milioni di euro.

150) Vorrei conoscere la tracciabilità dei rifiuti tossici.

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, compreso il recente sistema RENTRI per i rifiuti speciali pericolosi, tramite il FIR – Formulario Identificativo Rifiuti, e, limitatamente ai rifiuti pericolosi, è prevista la tenuta e la compilazione del Registro di Carico e Scarico (secondo le modalità introdotte dal RENTRI) e la compilazione della dichiarazione annuale MUD.

151) QUALI auto hanno il Presidente e l'ad e quanto ci costano come dettaglio dei benefits riportati nella relazione sulla remunerazione?

La Presidente del Consiglio di Amministrazione non ha un'autovettura assegnata ad uso promiscuo. L'autovettura dell'Amministratore Delegato, alla fine del 2025, è una Mercedes-Benz Classe C 220, l'ammontare del benefit per il 2025, riportato nella relazione sui compensi corrisposti, è pari a € 1.733,08.

152) 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

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all'ordine del giorno" denuncio tale reticenza al collegio sindacale ai sensi dell'art.2408 cc.

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.

153) A quanto ammontano i crediti in sofferenza?

Al fine di tenere conto di eventuali posizioni creditorie la cui recuperabilità presenta profili di rischio, a livello di Gruppo sono stanziati fondi svalutazione crediti i cui dettagli sono riportati nella Relazione finanziaria annuale 2025 alle Note A8 – Crediti commerciali, A9 – Altri Crediti e attività, e alla Nota 4.6 – Analisi e presidio rischi del bilancio consolidato.

154) CI SONO STATI CONTRIBUTI A SINDACATI E O SINDACALISTI SE SI A CHI A CHE TITOLO E DI QUANTO?

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 della retribuzione (al netto dei contributi obbligatori), provvedendo al relativo versamento a favore dell'Organizzazione Sindacale cui risulti iscritto.

155) C'e' e quanto costa l'anticipazione su cessione crediti % ?

Il Gruppo ha effettuato nel corso dell'esercizio cessione pro-soluto di crediti commerciali in linea con le migliori condizioni di mercato.

156) 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.

Si rinvia alla risposta alla domanda n. 61.

157) A quanto ammontano gli investimenti in titoli pubblici ?

Al 31 dicembre 2025 il Gruppo Poste Italiane possedeva investimenti in Titoli di Stato iscritti a un valore di 159.732 milioni di euro (si veda al riguardo quanto riportato nella

Relazione finanziaria annuale 2025 alla Nota 4.12 – Ulteriori informazioni – Esposizione in titoli di debito sovrano del Bilancio Consolidato).

158) Quanto e' l'indebitamento INPS e con l'AGENZIA DELLE ENTRATE?
Al 31 dicembre 2025 i debiti verso INPS, per 353 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 48 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.

159) Se si fa il consolidato fiscale e a quanto ammonta e per quali aliquote ?
Poste Italiane ha aderito al consolidato fiscale nazionale. Al riguardo, le perdite trasferite al consolidato fiscale, compensate con gli imponibili positivi per il periodo 2025, ammontano a circa 25.950 migliaia di euro, per un corrispondente risparmio di IRES di circa 6.228 migliaia di euro (aliquota al 24%).
Si veda anche quanto riportato nella Relazione finanziaria annuale 2025 alla Nota 2.4 "Informazioni rilevanti sui principi contabili".

160) Quanto è il margine di contribuzione dello scorso esercizio ?
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 2025 nella Relazione sulla Gestione, par.6.2 Andamento economico del Gruppo.

161) 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;

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.

Relativamente alle richieste formulate a carattere maggiormente specifico si precisa quanto di seguito, sottolineando che essendo Poste Italiane un'azienda multi-business i rapporti con le authority/organismi di controllo potrebbero anche essere tenuti, per la quota parte di competenza, da ulteriori funzioni aziendali:

- *la responsabilità dei dati finanziari ed economici è in capo alla funzione Amministrazione, Finanza e Controllo, che garantisce inoltre i rapporti con le società esterne di revisione/controllo contabile e con la comunità finanziaria, e in particolare con analisti ed investitori istituzionali nonché le agenzie di rating (ca. 380 risorse);*
- *l'esecuzione dei processi amministrativo/contabili, sia a livello centrale che territoriale viene effettuata dalla funzione Digital, Technology & Operations, tramite strutture specialistiche suddivise per processo (ad esempio ciclo attivo e ciclo passivo) (ca. 540 risorse - di cui ca. 430 per CA e CP e ca. 110 Servizi Amm. Partecipate)*
- *le attività di antiriciclaggio vengono svolte dalla funzione Antiriciclaggio di Gruppo, fermo restando i presidi specialistici antiriciclaggio previsti in ambito Banco Posta e Società del Gruppo Vigilate, nel rispetto della disciplina in materia (ca. 320 risorse)*
- *le attività connesse al funzionamento degli Organi Societari incluso il Collegio Sindacale vengono svolte dalla funzione Affari Societari (ca. 35 risorse)*
- *le attività afferenti la regolamentazione del settore postale, l'antitrust, regolamentazione digitale e altri mercati, vengono svolte dalla funzione Affari Regolamentari e Antitrust, fermo restando il sistema di relazioni con le autorità di regolamentazione e vigilanza del Patrimonio Bancoposta (ca. 50 risorse)*

- *i rapporti con le istituzioni centrali/locali e con le associazioni di categoria e dei consumatori, in accordo con la Presidenza, vengono svolte dalla funzione Relazioni Istituzionali (ca. 50 risorse)*
- *le attività di presidio dei rischi 231 e supporto all'Organismo di Vigilanza, nonché di fraud management e in generale del presidio integrato del risk management e compliance a livello di Gruppo, vengono svolte dalla funzione Risk e Compliance di Gruppo (ca. 300 risorse)*
- *le attività di controllo interno vengono svolte dalla funzione Controllo Interno che opera a riporto del Consiglio di Amministrazione (ca. 260 risorse).*

- quale sia la tempistica normale per le registrazioni contabili

Il sistema di controllo interno implementato da Poste è volto a garantire la correttezza, completezza e tempestività dei Bilanci e delle relative registrazioni contabili, assicurando il rispetto della normativa esterna e interna di riferimento.

In particolare, sono disciplinati 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?);

Le strutture sopra citate 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 Centri Servizi 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.?).

Le strutture organizzative menzionate (AFC, DTO, RI, ARA, AS, RCG, AG) sono funzioni che operano a diretto riporto del Direttore Generale ad accezione di Controllo Interno che riporta al Consiglio di Amministrazione.

162) ed in altre parole ... possiamo stare tranquilli:

- che le registrazioni contabili avvengano tempestivamente e nel modo corretto?

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?

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?

La società di revisione è adeguatamente supportata nella propria attività di verifica; nell'ambito della funzione Amministrazione Finanza e Controllo sono identificate alcune strutture che garantiscono e sovraintendono il tempestivo riscontro alle richieste della società di revisione.

163) in caso di pagamenti erronei, ad esempio per duplicazione dei pagamenti, come viene gestita la procedura di recupero?

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 attivata la procedura di recupero verso la controparte.

164) in caso di mancati incassi, come viene gestita la procedura di recupero crediti?

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).

165) Il collegio sindacale ha rispettato l'art.149 comma 2 del Tuf?

La risposta è affermativa.

166) La società dispone, direttamente o tramite soggetti terzi incaricati, di strumenti o analisi periodiche relativi alla **composizione della base azionaria**, anche in forma aggregata (ad esempio per scaglioni di partecipazione o per tipologia di investitore) ?

Con riferimento alle domande da n. 166 a n. 174, si fa presente che la Società, nell'ambito delle sue normali attività, dispone di alcuni dati (comunque non relativi a prezzi medi di acquisto) concernenti la struttura dell'azionariato, sia tramite le registrazioni di legge, effettuate in particolare in occasione delle assemblee degli azionisti o del pagamento dei dividendi, sia tramite eventuali analisi di soggetti terzi sulla base di dati pubblici. Informazioni aggregate sulla composizione della base azionaria, nonché indicazioni sui maggiori azionisti, sono pubblicate sul sito della Società.

167) Tali informazioni siano messe a disposizione del **Consiglio di Amministrazione** o dei suoi comitati nell'ambito delle attività di monitoraggio della struttura dell'azionariato e delle relazioni con gli investitori ?
Si rinvia alla risposta alla domanda n. 166.

168) Quali siano le **fonti tecniche** attraverso cui tali informazioni sono rese disponibili alla Società (ad esempio infrastrutture di gestione accentrata degli strumenti finanziari, intermediari partecipanti al sistema, soggetti incaricati della gestione delle corporate action o altri operatori di mercato) ?
Si rinvia alla risposta alla domanda n. 166.

169) Nell'ambito delle registrazioni operative connesse alla gestione degli strumenti finanziari della Società, sia **tecnicamente possibile ricostruire la composizione dell'azionariato a una determinata data storica**, almeno a livello di intermediari partecipanti al sistema accentrato ?
Si rinvia alla risposta alla domanda n. 166.

170) Tale ricostruzione tecnica puo' risultare utile o necessaria in contesti previsti dalla normativa o dalla prassi di mercato, quali ad esempio: operazioni di **corporate action ;** individuazione dei soggetti legittimati alla partecipazione assembleare in base alla **record date ;** esercizio del **diritto di recesso ;** verifiche connesse a **OPA** o ad altre operazioni sul capitale ?
Si rinvia alla risposta alla domanda n. 166.

171) La disponibilità di tali informazioni sulla base azionaria rientra nell'ambito dei **presìdi di governance e di controllo interno** della Società, anche ai fini della

corretta gestione delle relazioni con gli azionisti e della trasparenza informativa verso il mercato ?
Si rinvia alla risposta alla domanda n. 166.

172) La Società ritene che la disponibilità di tali informazioni sulla base azionaria possa contribuire a rafforzare la **trasparenza dell'informativa agli azionisti**, anche mediante la comunicazione di dati aggregati sulla struttura dell'azionariato ?
Si rinvia alla risposta alla domanda n. 166.

173) La Società, direttamente o tramite soggetti terzi incaricati, dispone di informazioni aggregate o analisi relative ai **prezzi medi di acquisto o ai periodi di ingresso degli investitori nel capitale**, utilizzate nell'ambito delle attività di investor relations o di analisi della struttura dell'azionariato ?
Si rinvia alla risposta alla domanda n. 166.

174) Nei casi previsti dalla normativa o nell'ambito di procedimenti giudiziari o regolamentari, sia **tecnicamente possibile ricostruire le operazioni di acquisto relative a specifiche posizioni titoli** attraverso le registrazioni degli intermediari partecipanti al sistema di gestione accentrata degli strumenti finanziari nei limiti consentiti dalla normativa applicabili ?
Si rinvia alla risposta alla domanda n. 166.

Domande Azionista Tommaso Marino

1) Continuate imperterriti a organizzare senza alcun motivo valido assemblee chiuse, con un intento che non trova giustificazione alcuna ma che di fatto determina l'emarginazione dei soci. Tale atteggiamento non vi pare sia incompatibile con l'engagement di cui ogni hanno dato ampio risalto in bilancio? La legge consente che organizziate assemblee chiuse ma non vi obbliga. Dietro siffatto atteggiamento purtroppo traspare un malcelato intento di emarginare i soci, impedendo loro la piena partecipazione attiva nella società. Cosa avete a dire sul punto senza limitarvi a dire che la legge ve lo consente?
Oltre a ricordare che la Società si è avvalsa della facoltà prevista dalla normativa vigente e dal proprio Statuto sociale, si rinvia a quanto indicato nella "Relazione sul governo societario e agli assetti proprietari – esercizio 2025" (Sezione II, Capitolo 14) disponibile sul sito internet aziendale.

2) Costi notarili?
In linea con quelli degli anni precedenti, senza alcun aumento, anche tenuto conto dell'entrata in vigore della normativa sul c.d. equo compenso.

3) Perché, a differenza dell'anno scorso, non avete riportato nessuna pec cui trasmettere le domande preassembleari?
Si rinvia a quanto indicato nella sezione del sito internet aziendale dedicata alla presente Assemblea alla voce denominata "DIRITTO DI PORRE LE DOMANDE PRIMA DELL'ASSEMBLEA", ove è riportato – oltre all'indirizzo di posta elettronica ordinaria assemblea.domande@posteitaliane.it – anche l'indirizzo PEC affari.societari@pec.posteitaliane.it cui poter trasmettere le domande.

4) Il gruppo Poste quali rapporti ha intrattenuto con Evercore e Goldman Sachs , notoriamente incaricati in qualità di advisor finanziari da Tim, nonché con gli advisor legali Bonelli Erede e Gatti Pavesi Bianchi Ludovici? Vi sono o no conflitti d'interessi?
Eventuali incarichi sono sempre conferiti nel rispetto delle procedure e normative di riferimento.

5) Quanti sono complessivamente gli utenti mobili di Poste e perché una parte di essi passano dalla rete Vodafone a quella Tim? Tale scelta viola accordi con Vodafone?
A dicembre 2025 le linee mobili complessive sono 4,457 MLN. Le linee degli utenti mobili sono state migrate nel corso del 2026 dalla rete Vodafone alla rete TIM in virtù del nuovo contratto di fornitura della rete wholesale siglato tra TIM e PostePay. Non ci sono violazioni di accordi con Vodafone poiché è decaduta l'esclusiva contrattuale in virtù dell'applicazione della clausola di 'change of control' prevista nel precedente accordo tra Vodafone e Postepay.

6) Dato che Poste ha lanciato un'OPAS su Tim, il cui indebitamento, se ben ricordo, è di poco meno di 10 miliardi, com'è possibile che per il suo acquisto verranno corrisposti poco meno di 11 miliardi? E teniamo conto che avete comprato anche azioni Tim di Vivendì e Cassa Depositi e Prestiti.
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

7) Quanto avete pagato complessivamente per l'acquisto di poco meno del 10% di azioni Tim, da Cassa Depositi e Prestiti?
Il corrispettivo per l'acquisto della partecipazione del 10% detenuta da Cassa Depositi e Prestiti è stato riconosciuto (i) in parte mediante i proventi derivanti dal trasferimento da Poste Italiane S.p.A. a Cassa Depositi e Prestiti della partecipazione in Nexi e (ii) in parte mediante cassa disponibile (circa 170 milioni di euro).

8) Chi ha incaricato Poste Tim per fare la valutazione di Tim?
Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

9) Avete calcolato di quanto saranno gli esuberi di personale in Tim dopo la fusione? Quanto pensate di risparmiare sul personale?
Le decisioni in merito all'assetto organizzativo di TIM saranno assunte dai competenti organi a valle dell'eventuale perfezionamento dell'OPAS.

10) Riformerete l'ufficio legale di Tim?
Le decisioni in merito all'assetto organizzativo di TIM saranno assunte dai competenti organi a valle dell'eventuale perfezionamento dell'OPAS.

11) Ritenete di affrontare e risolvere le annose battaglie giudiziarie tra il rappresentante ultrattivo dei soci di risparmio, dott. Dario Radaelli, e tale società? Ne acquisirete le sentenze che riconoscono l'attività del dott. Radaelli in favore dei soci di risparmio? Farete un accordo che riconosca agli ex soci un equo compenso? Insomma quali sono i progetti non finanziari su Tim?

Ogni questione posta dagli azionisti di Poste Italiane, per quanto di competenza della stessa, sarà trattata con adeguata cura e diligenza. Relativamente ai rapporti in essere tra TIM e i propri azionisti, si rimanda alla documentazione pubblicata sul sito istituzionale di detta società.

12) Nell'immediato quanto ci ha rimesso il Titolo Poste rispetto all'annuncio di rilevare Tim al 100%?

Si rinvia alle informazioni disponibili sul sito www.posteitaliane.it, sezione investitori/informazioni sul titolo.

13) Qual era il valore implicito di Tim, il giorno prima del lancio OPAS di Poste? Nel calcolarlo avete tenuto conto del suo indebitamento?

Il valore implicito di TIM è desumibile dai prezzi di mercato dell'azione nell'ultima seduta di negoziazione antecedente l'annuncio dell'OPAS, nonché dai termini dell'offerta resi pubblici nel comunicato diffuso ai sensi dell'art. 102 del TUF, che riporta le quotazioni di riferimento e il corrispettivo dell'offerta.

Trattandosi di un valore azionario, esso riflette le valutazioni del mercato, che tengono conto anche della struttura finanziaria e del livello di indebitamento della società.

14) Ci spiegate come saranno realizzati i 700 milioni di sinergie che Poste s'aspetta dall'integrazione di Tim? Sarà effettuata una fusione?

Si rinvia alle informazioni rese al pubblico e alla documentazione già divulgata, ovvero a quella che sarà pubblicata nel prosieguo dell'OPAS TIM.

Non è intenzione di Poste procedere a una fusione con TIM, al fine di preservarne l'avviamento operativo nei settori specifici di riferimento.

15) I direttori degli uffici postali chi li controlla? Ricevono l'utenza che ne faccia richiesta? Quanto guadagnano? I loro nominativi sono messi a conoscenza dell'utenza o costoro rappresentano un'élite da non disturbare?

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Poste Italiane in quanto azienda vigilata adotta un sistema di controlli interni a presidio dei rischi e a garanzia della conformità. Il modello organizzativo prevede, inoltre, una gerarchia territoriale di funzioni di governo della rete degli Uffici Postali. In tale ambito il ruolo della Filiale oltre agli aspetti di supervisione operativa, assicura l'aggiornamento delle competenze e la valutazione dei comportamenti del personale di Ufficio Postale.
Con riferimento alla remunerazione dei Direttori di Ufficio Postale, si precisa che il trattamento economico è previsto dal Contratto Collettivo e accordi sindacali in materia.

16) E' vero o non è vero che negli uffici postali spesso manchino risorse di personale? Risparmiate da tali unità allo scopo di dare dividendi ai soci? Non è meglio fornire prima un buon servizio all'utenza invece di fargli fare le code, quando spesso con 5 sportelli ne funzionano due?
La conformazione della rete degli Uffici Postali richiede interventi continui per garantire il miglior equilibrio possibile tra domanda e offerta di servizi. Trattandosi di una rete capillare e diffusa, caratterizzata da una domanda variabile e ciclica, è necessario un costante adeguamento della capacità operativa attraverso un utilizzo flessibile e dinamico delle risorse. A supporto di ciò, l'Azienda predispone piani di potenziamento dell'organico definiti nell'ambito degli accordi sulle Politiche Attive del Lavoro con le Organizzazioni Sindacali.
L'evoluzione delle abitudini di consumo e dei bisogni della clientela ha inoltre determinato, nel tempo, una trasformazione del modello operativo in senso relazionale, con il conseguente rafforzamento del servizio di consulenza dedicata, erogato negli appositi spazi presenti all'interno degli Uffici Postali.

17) A quanto ammontano le spese effettuate nel 2025 per il Presidente di Tim e il dott. Del Fante, nonché il dott. Giuseppe Lasco? Costoro quanti parenti hanno all'interno del gruppo e tra i fornitori di esso?
Quanto a Poste Italiane si rinvia alle informazioni contenute nella "Relazione Finanziaria Annuale 2025" e nella "Relazione sulla politica in materia di remunerazione 2026 e sui compensi corrisposti 2025" pubblicate sul sito internet aziendale. Inoltre, 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.

18) Ma è vero che non paghiate i contributi INPS ai portalettere? Avete subito sanzioni INPS? Ci sono cause in merito?
Quanto affermato non corrisponde al vero. Non si rilevano sanzioni in merito da parte di INPS. Si sono avute delle cause circa presunte omissioni contributive, a seguito di accordi di stabilizzazione risalenti al periodo 2010-2015, sulle quale si è pronunciata anche la Suprema Corte di Cassazione, stabilendo l'infondatezza delle pretese dei dipendenti che si erano attivati.

19) Lo scorso anno ho chiesto su quali immobili usati dal gruppo Poste vi è presenza di amianto. Genericamente avete risposto che gli immobili interessati da amianto rappresentino il 6% e sono dislocati sull'intero territorio italiano. Ci mensionate tali immobili? Ci dite in quali città sono ubicati? Avete avvertito il personale che ci lavora? Tali immobili sono aperti al pubblico? Lo avete avvisato? Che aspettate a smobilitarlo, anche se il management certamente non vi lavora?
Gli immobili caratterizzati dalla presenza di materiali contenenti amianto sono pari a circa il 4% del totale degli edifici, percentuale aggiornata in funzione delle attività di deamiantizzazione eseguite in concomitanza di interventi di ristrutturazione complessiva degli immobili. Si ribadisce che la gestione degli stessi, sia per l'utilizzo ordinario che in occasione di interventi impiantistico-strutturali, è effettuata nel rispetto delle normative vigenti anche in riferimento agli obblighi informativi.

20) Quali lavori di smobilitamento dell'amianto sono stati fatti l'anno scorso e dove? Quali ditte avete incaricato a tal fine?
Il numero complessivo di attività di deamiantizzazione effettuate nel corso dell'anno 2025 ha consentito di ridurre di circa 2 punti percentuali il totale degli immobili con presenza di amianto presenti sul territorio nazionale. Le ditte incaricate delle attività posseggono specifici requisiti previsti dalla norma.

21) Quante segnalazioni di persone fisiche e giuridiche residenti in Russia e Bielorussia sono state inviate alla Banca d'Italia nel 2025?
Poste Italiane S.p.A. - Patrimonio BancoPosta, in conformità alla normativa vigente (Regolamenti UE833/2014 e s.m.i., CE 765 del 2006 e s.m.i. e Regolamento di esecuzione (UE) 2878/2023 del 18/12/2023), invia periodicamente a Banca d'Italia le segnalazioni relative a clienti che siano cittadini russi/bielorussi o persone fisiche

residenti in Russia/Bielorussia e persone giuridiche che secondo la normativa hanno collegamenti con la Russia/Bielorussia (flussi DEPRU e TRU). Il numero di segnalazioni inviate a Banca d'Italia nel 2025 è stato pari a 92.

22) Ci elencate le minusvalenze?

Si rimanda all'informativa resa nella Relazione Finanziaria Annuale – I bilanci di Poste Italiane - 4. Gruppo poste italiane bilancio al 31 dicembre 2025, e in particolare alle Note:

i) Con riferimento alle minusvalenze di natura finanziaria:

C2.3 – Oneri derivanti da operatività finanziaria, per l'operatività del settore finanziario;

C3.4.2 - Oneri derivanti dalla gestione finanziaria e altri oneri, per l'operatività del settore assicurativo;

C11.1 - Oneri finanziari, derivanti da operatività diverse da quelle del settore finanziario e/o del settore assicurativo.

Con riferimento alle minusvalenze derivanti dalla dismissione di immobilizzazioni materiali e immateriali, incluse nella voce "Altri costi e oneri", si rimanda alla Nota C9.

23) Ci elenca gli appartenenti al CDA di ItaliaCamp? Quali risultati ha ottenuto?

Si rinvia a quanto depositato e iscritto presso il competente ufficio del registro delle imprese.

24) Di quanto sono aumentate le competenze economiche elargite ai dirigenti con responsabilità strategiche?

Per i dettagli si rimanda alla Relazione sulla Politica in Materia di Remunerazione 2026 e sui compensi corrisposti 2025 con riferimento ai DIRS.

25) Ci elencate le condanne 2025 per pratiche commerciali scorrette e i relativi importi?

Si rinvia a quanto riportato al capitolo 9 "Passività potenziali e principali procedimenti pendenti con le autorità" della Relazione Finanziaria Annuale al 31 dicembre 2025, pagg. 685, sezione relativa ai Bilanci di Poste Italiane al 31 dicembre 2025.

26) A quanto ammontano le spese del dott. Giuseppe Lasco quale dirigente? Quali deleghe detiene? Egli ha interessenze in società di fornitori del gruppo Poste e Tim?

Quali sono i suoi benefit? Quanti suoi parenti lavorano all'interno del gruppo Poste? In quali consigli d'amministrazione del gruppo Poste siede?
Oltre a fare riferimento alla risposta relativa alla domanda n. 17, si rinvia al comunicato stampa diffuso in data 29 febbraio 2024 e a quanto depositato e iscritto presso i competenti registri pubblici.

27) "La Società ritiene conforme ad un proprio specifico interesse – oltre che doveroso nei confronti del mercato – l'instaurazione di un dialogo continuativo, fondato sulla comprensione reciproca dei ruoli, con la generalità degli azionisti individuali nonché con gli investitori istituzionali; tale dialogo si svolge nel rispetto delle norme e delle procedure che disciplinano la divulgazione di informazioni privilegiate". Complimenti per la narrazione, quasi viene da commuoversi non fosse che probabilmente, debbo dedurre, quando parlate di dialogo continuativo con azionisti individuali probabilmente mi riferite a soggetti che non sono adusi fare domande? Che peccato, eppure avrei avuto piacere a formulare proposte per contribuire nel mio piccolo a migliorare il gruppo. Quando e se ci fosse, per sbaglio magari, anche un commesso disposto ad ascoltare chi si rende parte attiva per codesta società, a garanzia di trasparenza, fatevi sentire, il mio contributo non verrà mai meno.
Oltre a fare riferimento a quanto indicato nella "Politica di gestione del dialogo con la generalità degli azionisti di Poste Italiane S.p.A. – Engagement policy" disponibile sul sito internet aziendale, si rinvia a quanto riportato nella "Relazione sul governo societario e agli assetti proprietari – esercizio 2025" (Sezione II, Capitolo 13) disponibile sul sito internet aziendale.

28) Quali sono le dieci primarie banche con le quali avete aperto 16 linee di credito? Per quali costi complessivi?
Le 10 banche controparti delle Revolving Credit Facilities in essere al 31 dicembre 2025 sono state selezionate, nel rispetto delle policy interne vigenti in base a riconosciuti criteri di competitività dei costi, tra primari istituti di credito nazionali e internazionali. Il costo di tali linee di credito nel 2025 è risultato in linea con i livelli di mercato.

29) Com'è possibile che creiate precarietà? I dipendenti a tempo determinato sono aumentati di oltre 2 mila unità, invece di crescere! Sempre più incertezza insomma per i lavoratori. Il mutuo poi glielo fate voi mentre le retribuzioni del management crescono a vista d'occhio?

Nel 2025 l'occupazione media di Poste Italiane S.p.A. a tempo indeterminato è in aumento di circa 1.500 FTE rispetto al dato del 2024 e l'occupazione flessibile è in riduzione di circa 1.200 FTE.

30) Complimenti, il 100% dei dirigenti, ovviamente non precari, ha ottenuto sviluppo di carriera. Si può dire anche per tutti gli altri dipendenti?
Gli sviluppi di carriera seguono le ordinarie procedure interne.

31) Vorrei conoscere quanti siano stati i casi di molestie sessuali nel gruppo e come si siano conclusi? Chi li esamina?
Le segnalazioni attinenti comportamenti non corretti di dipendenti risalgono attraverso le competenti funzioni RUO e/o il Comitato Whistleblowing. I casi trattati rispetto all'oggetto, in senso ampio inteso, nel corso del 2025 sono stati 8 e si sono conclusi con sanzioni disciplinari che vanno dalla multa di 2 ore al licenziamento senza preavviso.

32) Della telefonia Poste si occupa direttamente?
La gestione dell'offerta di telefonia all'interno del Gruppo Poste è svolta dalla Società Postepay attraverso una Funzione dedicata.

33) Vorrei conoscere il cda di Postepay e chi ne siano il Presidente e l'AD. La società di quanto è in attivo o passivo?
Si rinvia a quanto depositato e iscritto presso il competente ufficio del registro delle imprese.

34) Di quanto sono cresciuti o diminuiti i clienti residenziali del gruppo Poste?
I dati quantitativi sull'evoluzione dei clienti residenziali non sono oggetto di disclosure, restando ferma l'informativa resa nei documenti di bilancio e nelle comunicazioni al mercato.

35) Il Direttore Editoriale, che è anche Direttore Generale di Poste, quanto guadagna? Quanti lavorano nella redazione di TG Poste? Quanti sono giornalisti?
Nessun compenso specifico è previsto per l'incarico di Direttore Editoriale del TG Poste. Nella redazione lavorano 13 risorse, sono tutti giornalisti.

36) Da quale società dipende la Redazione editoriale? Tale società di quant'è in passivo?
I colleghi della redazione del TG Poste sono dipendenti di Poste italiane e appartengono alla struttura di Comunicazione.

37) Oltre che a dipendenti e pensionati, recapitate il cartaceo dei servizi di TG Poste anche ai soci curiosi che fanno domande?
Poste News viene recapitato anche a 700 soggetti esterni, tra istituzioni locali e nazionali.

38) In quali e quanti immobili c'è amianto? Ne avete eliminato nel 2025? Dove?
Vedi risposte n.19 e n.20.

39) Quale società è stata incaricata di rimuovere amianto? Costi?
Le ditte incaricate delle attività posseggono specifici requisiti previsti dalla norma. I costi sono in linea con i prezzi di mercato.

40) Tra i consiglieri d'amministrazione quali e quanti hanno interessenze con società fornitrici del gruppo Poste, anche attraverso società da essi partecipate e controllate o delle quali siano amministratori?
Per quanto noto a questa Società non vi sono 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.

41) E' vero che il personale preposto agli investimenti in BTP e strumenti finanziari della clientela lavora solo per appuntamenti? Per quali ragioni? Sempre per risparmiare sul personale e accordare più dividendi agli azionisti?
Il modello di consulenza commerciale di Poste Italiane è un modello basato sui bisogni della clientela che, in particolare per l'offerta in ambito servizi di investimento, richiede di dedicare tempo per approfondire le esigenze del cliente e illustrare le soluzioni maggiormente aderenti al suo profilo. In tale ottica l'appuntamento consente di pianificare le attività assicurando un servizio di valore in tutte le fasi della relazione col cliente.

42) Quali sono le società di gruppo in perdita e per cosa? Sono stati assunti provvedimenti nei confronti di chi le guida?

I dati salienti delle principali società del Gruppo sono riportati nel paragrafo 7.2 "Altre informazioni" della Relazione sulla gestione.

Come illustrato nella Relazione sulla Politica in Materia di Remunerazione 2026 e sui compensi corrisposti 2025 tra i fattori di mitigazione del rischio si rappresenta che gli indicatori chiave sono fissati su livelli sfidanti il cui raggiungimento garantisce l'autofinanziamento di tutti i sistemi di incentivazione.

43) Vorrei conoscere il numero complessivo di consulenze di gruppo e per quale importo.

L'importo complessivo delle spese per consulenze relative all'esercizio 2025 è riportato in Nota C5 - Costi per beni e servizi e, in particolare, nella tabella C5.1. Costi per servizi).

44) Si riporta qui di seguito uno stralcio di un'interrogazione alla Camera dei Deputati risalente al 2020, per chiedere come si sia conclusa la vicenda sottostante:

Il 28 ottobre 2020 è stata formalizzata querela in danno di Giuseppe Lasco da parte dell'ispettore Carollo, del Fraud interno di Poste Italiane, con il quale viene documentata una minaccia ricevuta dal querelante in data 5 gennaio 2018; il 29 e 30 ottobre 2020, l'ispettore Carollo è stato sentito dagli inquirenti su vicende illecite, denunciando l'intimidazione nei confronti del medesimo praticata tramite invio di lettera di contestazioni cui fornire riscontro; l'interrogante con precedenti atti di sindacato ispettivo (le interrogazioni nn. 4/06471-4/06901-4/07392) ha trattato le vicende dell'ispettore Carollo e le sue denunce connesse all'attività ispettiva –:

se il Governo sia a conoscenza dei fatti di cui in premessa e se intenda adottare iniziative, per quanto di competenza, affinché, in considerazione della rilevanza pubblica di un'azienda come Poste Italiane e dei servizi che le competono, vi siano criteri particolarmente rigorosi dal punto di vista dell'onorabilità, della competenza e della trasparenza, nella selezione della dirigenza. (4-07658)

In relazione agli atti di sindacato ispettivo citati (interrogazioni nn. 4/06471 – 4/06901 – 4/07392 – 4/07658 presentate nel corso della precedente legislatura), Poste Italiane ha fornito al Ministero competente (Mimit, già Mise) tutti gli elementi informativi, laddove richiesti.

Domande Azionista Dario Romano Radaelli

1) Sul quadro informativo posto a base dell'offerta

Si chiede di indicare se Poste Italiane, ai fini della predisposizione della comunicazione ex art. 102 TUF e del documento di offerta, abbia ricevuto da TIM S.p.A. informazioni in ordine alle criticità emerse nel procedimento informativo assembleare della medesima società, con particolare riferimento alle assemblee del 28.01.2026.

In caso affermativo, si chiede di conoscere:

a. quali criticità siano state rappresentate, e con quale documentazione;

b. quali di esse abbiano formato oggetto di valutazione nella predisposizione della comunicazione ex art. 102 TUF e del documento di offerta, nonché in quale misura;

c. per quali ragioni eventuali criticità rappresentate non siano state considerate ai fini della completezza dell'informativa resa al mercato.

Poste Italiane non è a conoscenza di informazioni al riguardo.

2) Sulla funzione ultrattiva del rappresentante comune e sui relativi profili informativi

Si chiede di chiarire se Poste Italiane abbia considerato, nell'ambito delle proprie valutazioni:

a. l'esistenza della funzione ultrattiva di rappresentante comune degli ex azionisti di risparmio di Telecom Italia Media S.p.A., come risultante da plurime pronunce giurisdizionali (in particolare la Sentenza della Corte di Cassazione n. 1635/2025) e dall'iscrizione nel Registro delle Imprese (avvenuta già il 09.06.2025);

b. le implicazioni giuridiche ed economiche, attuali e prospettiche, connesse all'esercizio di tale funzione;

c. le eventuali ricadute di tali profili sulla rappresentazione della situazione giuridica della società oggetto di offerta.

Si chiede, inoltre, se tali elementi abbiano trovato adeguata considerazione nell'ambito della comunicazione al mercato.

Poste Italiane non è a conoscenza di informazioni al riguardo.

3) Sul fondo ex art. 146 TUF e sui correlati profili di rischio

Si chiede di indicare se Poste Italiane abbia valutato:

a. la consistenza, natura e destinazione del fondo costituito ai sensi dell'art. 146 TUF;

b. l'adeguatezza dello stesso rispetto alle esigenze di tutela della categoria interessata;
c. gli eventuali profili di rischio connessi alla sua gestione e utilizzabilità, anche in relazione ai contenziosi in essere;
d. gli obblighi economici connessi alle attività di tutela della categoria interessata intraprese dal rappresentante comune, ivi inclusi quelli relativi al compenso del titolare della funzione, come risultanti dalle deliberazioni assembleari e dalle pronunce giurisdizionali intervenute, anche con riferimento a eventuali esigenze di rifinanziamento del fondo spese ex art. 146 TUF, nonché – ove non imputati o imputabili a detto fondo – direttamente a carico della società, con conseguente rilevanza ai fini della corretta rappresentazione contabile ai sensi dei principi IAS/IFRS applicabili, anche in termini di rilevazione, valutazione e disclosure di passività attuali ovvero di passività potenziali (contingent liabilities), nonché dei correlati obblighi di informativa al mercato e della completezza della disclosure contenuta nella documentazione dell'offerta; il tutto anche alla luce dei principi ESG cui Poste Italiane dichiara di conformare la propria attività, con particolare riguardo ai profili di trasparenza, accountability e tutela degli investitori.
Si chiede, altresì, se tali elementi siano stati considerati ai fini della determinazione del valore dell'offerta e della rappresentazione dei rischi per gli investitori, anche in relazione alla eventuale insorgenza di obbligazioni economiche attuali o potenziali a carico della società.
Poste Italiane non è a conoscenza di informazioni al riguardo.

4) Sui contenziosi pendenti e sulla loro rappresentazione
Si chiede di chiarire:
a. se e in quale misura Poste Italiane abbia tenuto conto dei contenziosi in essere relativi alle questioni sopra richiamate, anche in relazione ad eventuali ulteriori gradi di giudizio;
b. se tali contenziosi siano stati rappresentati in modo completo e coerente nella documentazione dell'offerta, ovvero se Poste ritenga di dover procedere a integrazioni della stessa;
c. se e come siano stati valutati i possibili effetti economici e giuridici derivanti da eventuali esiti non favorevoli.
Poste Italiane non è a conoscenza di informazioni al riguardo.

5) Sulla conversione delle azioni di risparmio e sulla permanenza dei diritti

Considerato che l'operazione di conversione delle azioni di risparmio di TIM S.p.A. costituisce un passaggio funzionalmente connesso all'operazione di Opas qui in esame, si chiede di chiarire:

a. se, come e per quali ragioni Poste Italiane ritenga che tale conversione possa incidere sui diritti già sorti in capo agli ex azionisti di risparmio di Telecom Italia Media S.p.A.;

b. se ritenga che essa possa incidere sulla permanenza e operatività della funzione ultrattiva sopra richiamata;

c. se tali profili siano stati oggetto (ovvero non siano stati oggetto) di specifica valutazione nell'ambito dell'operazione.

Poste Italiane non è a conoscenza di informazioni al riguardo.

6) Ulteriori criticità emerse successivamente alla comunicazione ex art. 102 TUF e del documento di offerta, in particolare in relazione all'assemblea ordinaria e straordinaria tenutasi il 15.04.2026

Si chiede di indicare se Poste Italiane abbia ricevuto da TIM S.p.A. informazioni in ordine alle criticità emerse nel procedimento informativo assembleare della medesima società, con particolare riferimento all'assemblea ordinaria e straordinaria del 15.04.2026.

In caso affermativo, si chiede di conoscere:

a. quali criticità siano state rappresentate, e con quale documentazione;

b. quali di esse possano essere oggetto di valutazione ai fini della documentazione dell'offerta e degli eventuali aggiornamenti della stessa, nonché in quale misura;

c. per quali ragioni eventuali criticità rappresentate non siano state considerate ai fini della completezza dell'informativa resa al mercato.

Poste Italiane non è a conoscenza di informazioni al riguardo.

7) Sulla completezza dell'informativa e sulla tutela degli investitori

Si chiede, infine, di indicare:

a. se Poste Italiane ritenga che il quadro informativo complessivo attualmente disponibile consenta agli azionisti e al mercato di assumere decisioni pienamente consapevoli in relazione all'offerta;

b. se, alla luce delle criticità sopra richiamate, non ritenga opportuno procedere a integrazioni dell'informativa resa, al fine di garantire il pieno rispetto dei principi di trasparenza e completezza informativa.

Poste Italiane fornisce al mercato tutte le informazioni richieste in conformità con la normativa applicabile.

8) Profili di governance, procedure interne e ulteriori elementi rilevanti ai fini dell'operazione

Si chiede di indicare se Poste Italiane sia dotata di policy interne, procedure o codici di condotta che disciplinino il rispetto e la conformazione alle decisioni dell'autorità giudiziaria, ed in particolare a quelle della Corte di Cassazione, nonché se, e in quale misura, tali presidi siano stati considerati nell'ambito dell'operazione in esame.

Si chiede, inoltre, di indicare da quando siano stati avviati contatti tra Poste Italiane e TIM S.p.A. in relazione all'operazione di OPAS, nonché se tali interlocuzioni si inseriscano in un più ampio percorso strategico preesistente e se abbiano preceduto operazioni rilevanti sul capitale o sulla struttura societaria di TIM S.p.A., ivi inclusa la conversione delle azioni di risparmio.

Si chiede di indicare quali criteri siano stati adottati per la selezione degli advisor legali e finanziari coinvolti nell'operazione, con particolare riferimento ai profili di indipendenza, assenza di conflitti di interesse e adeguatezza rispetto alla complessità dell'operazione, nonché se siano state effettuate verifiche in ordine a eventuali rapporti pregressi degli advisor con soggetti coinvolti nell'operazione.

Si chiede di indicare l'ammontare complessivo dei costi sostenuti o previsti per l'assistenza di advisor legali, finanziari e strategici nell'ambito dell'operazione, nonché se e in quale misura tali costi siano stati considerati nella valutazione economica complessiva della stessa.

Si chiede di chiarire se e in quale misura l'operazione sia stata valutata alla luce dei principi ESG cui Poste Italiane dichiara di conformare la propria attività, anche con riferimento alla tutela degli azionisti di minoranza, alla trasparenza informativa e alla gestione di contenziosi e situazioni giuridiche pendenti.

Si chiede, infine, di indicare se, e in quale misura, nell'ambito della definizione dell'operazione siano intercorse interlocuzioni con soggetti pubblici o autorità istituzionali, nazionali, europee o estere (in particolare l'Autorità antitrust italiana e la competente autorità europea) e se tali interlocuzioni abbiano avuto incidenza sulla struttura o sulle tempistiche dell'operazione.

Ai fini della valutazione dell'operazione, Poste Italiane si è basata su informazioni pubblicamente disponibili. Valutazioni e adempimenti correlati all'operazione sono stati posti in essere nel pieno rispetto delle procedure interne e della normativa applicabile.

All. 2 a racc. 38147

nicola.atlante@notariato.it

Da:	minoranzainunicredit@pec.it
Inviato:	domenica 26 aprile 2026 12.19
A:	poste@pec.posteitaliane.it; affari.societari@pec.posteitaliane.it; rd@pec.euronext.com; nicola.atlante@postacertificata.notariato.it; c.mosca@consob.it; consob@pec.consob.it; francesco.lovoi@giustizia.it; procura.roma@giustizia.it; camillo.falvo@giustizia.it; procura.potenza@giustizia.it; mef@pec.mef.gov.it; cdpspa@pec.cdp.it; sezionepg.tribunale.potenza@pec.gdf.it; pz1150000p@pec.gdf.it
Oggetto:	Incarico conferito dal socio Elman Rosania al rappresentante di Monte Titoli, quale delegato obbligatorio imposto dai vertici di Poste Italiane con convocazione assemblea soci a Roma per domani pomeriggio 27.04.2026 a "porte chiuse".
Allegati:	Votazione ER assemblea 2026 Poste Italiane.pdf; Nota riscontro 24.4.2026 (h 23,32) dei vertici-ufficio affari societari Poste Italiane.pdf





Ai Signori

Silvia Maria Rovere Presidente Cda Poste Italiane spa
Matteo Del Fante Ad Poste Italiane spa
Antonio Mansi Presidente Cs Poste Italiane spa
Alfredo M. Magri Presidente Monte Titoli spa (delegato obbligatorio imposto dai vertici di Poste spa)
Olga Jordao Ad Monte Titoli spa (delegato obbligatorio imposto dai vertici Poste Italiane spa)
Nicola Atlante Notaio in Roma

e per quanto di competenza e comunque per opportuna conoscenza

Chiara Mosca Presidente Vicario Consob
Francesco Lo Voi Procuratore della Repubblica di Roma
Camillo Falvo Procuratore della Repubblica di Potenza

Giancarlo Giorgetti Ministro dell'Economia e Finanze (29,26 c.s. Poste Italiane)
Giovanni Gorno Tempini Presidente Cassa Depositi e Prestiti
Dario Scannapieco Ad Cassa Depositi e Prestiti (35% c.s. Poste Italiane)

Filippo Longo Responsabile Polizia giudiziaria Procura di Potenza (aliquota Gdf)

Loro Sedi

Lo scrivente socio di Poste Italiane spa (in appresso "Poste Italiane") titolare di una azione della Società, Elman Rosania (c.f. RSNLMN59H05L738I, in proprio e nella qualità di rappresentante del Gruppo dei soci risparmiatori di minoranza ex Banca Mediterranea di riferimento, costretto a confluire nel 2000/2007 in Banca di Roma/Capitalia/Unicredit), trasmette alle SS.VV. l'allegato modulo di votazione (corredato da documenti) con le proprie istruzioni di voto "contrario" in merito ai punti nn.1, 2, 3, 7, 8, 9, 10, 11, 12 e di "non votante" ai punti 4, 5, 6 posti all'ordine del giorno dell'assemblea di bilancio di Poste Italiane che si terrà domani pomeriggio, lunedì 27.04.2026 (inizio ore 14:00), a Roma e per il 7° anno consecutivo a "porte chiuse", in contrasto con quanto prescritto dalla direttiva 2007/36/CE e così ledendo, per l'ennesima volta, la libertà dei soci di intervenire direttamente al dibattito assembleare e di scegliersi senza alcun limitazione il delegato.

Nel contempo egli esprime apprezzamento nei confronti della signora Benedetta Leone per le informazioni fornitegli nella giornata del 23.04.2026 al numero telefonico di contatto 02.33635810 di Monte Titoli spa, che è peraltro risultato essere il solo indicato nell'avviso di convocazione assembleare del 17.03.2026 a firma della Presidente Silvia Maria Rovere, mancando l'indicazione dell'equivalente numero telefonico di contatto di Poste Italiane a supporto dei soci.

Esprime apprezzamento anche nei confronti dei vertici di Poste Italiane che, tramite l'ufficio affari societari, hanno tempestivamente e positivamente dato riscontro nella stessa giornata in cui egli aveva richiesto il rilascio di copia digitale e cartacea dei bilanci/dati di tutte le società partecipate del Gruppo Poste Italiane, secondo la prassi già adottata dalle altre società Leonardo e Eni controllate, al pari di Poste Italiane, dal Governo Italiano; e in base alle indicazioni della nota inviatagli tramite l'ufficio societario nella tarda serata del 24.04.2026 (che allega), informa le SS.VV. che domani mattina (intorno alle ore 11-12) si recherà presso la sede legale della Società a Roma in piazza Europa n.190, per visionare ivi l'ulteriore pertinente documentazione segnalata.

Nel richiedere ai vertici e dirigenti di Poste Italiane di volere cortesemente predisporre sul sito societario *www.posteitaliane.it* la diretta pubblica audio-video dei lavori dell'assemblea di domani pomeriggio, ai fini della affermazione della piena e trasparente informativa societaria, peraltro attuata da tempo da primarie società europee, tra cui Société Générale S.A. *http://akah.event.novialys.com/Datas/societe_generale/1206349_5ceff3f981a98/index.php*) e Crédit Agricole, lo scrivente si riserva di inviare una sua dichiarazione, che il referente di Monte Titoli spa, quale suo "delegato obbligatorio" impostogli, presenterà e leggerà subito dopo l'apertura della discussione/trattazione al 1° punto all'ordine del giorno (bilancio di esercizio al 31.12.2025 di Poste Italiane) per essere integralmente riportata nel redigendo verbale assembleare.

La presente nota viene inviata, per quanto di competenza e comunque per opportuna conoscenza, oltre ai destinatari della precedente nota 24.04.2026 dello scrivente, anche al notaio Nicola Atlante, che vorrà considerarla nel caso in cui sia incaricato alla verbalizzazione dell'assemblea di bilancio convocata a "porte chiuse" per domani pomeriggio.

Distinti saluti.

Elman Rosania
(in proprio e n.q. di rappresentante del Gruppo dei soci risparmiatori di minoranza ex Banca Mediterranea di riferimento, costretto a confluire nel 2000/2007 in Banca di Roma-Capitalia/Unicredit)

nicola.atlante@notariato.it

Da:	minoranzainunicredit@pec.it
Inviato:	lunedì 27 aprile 2026 11.42
A:	poste@pec.posteitaliane.it; affari.societari@pec.posteitaliane.it; rd@pec.euronext.com; nicola.atlante@postacertificata.notariato.it; c.mosca@consob.it; consob@pec.consob.it; francesco.lovoi@giustizia.it; procura.roma@giustizia.it; camillo.falvo@giustizia.it; prot.procura.potenza@giustiziacert.it; mef@pec.mef.gov.it; cdpspa@pec.cdp.it; sezionepg.tribunale.potenza@pec.gdf.it; pz1150000p@pec.gdf.it
Oggetto:	Dichiarazione del socio Elman Rosania da presentare-leggere nella assemblea dei soci di Poste Italiane convocata a Roma in viale Europa n.175 per il pomeriggio odierno (27.04.2026) a "porte chiuse", da trascrivere integralmente nel verbale assembleare.
Allegati:	Bnp Paribas ag-2026-avis-de-convocation-jal.pdf; Deutsche Bank AGM-2026-Notice-including-agenda.pdf





Ai Signori

Silvia Maria Rovere Presidente Cda Poste Italiane spa
Matteo Del Fante Ad Poste Italiane spa
Antonio Mansi Presidente Cs Poste Italiane spa
Alfredo M. Magri Presidente Monte Titoli spa (delegato obbligatorio imposto dai vertici di Poste spa)
Olga Jordao Ad Monte Titoli spa (delegato obbligatorio imposto dai vertici Poste Italiane spa)
Nicola Atlante Notaio in Roma

e per quanto di competenza e comunque per opportuna conoscenza

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Filippo Longo Responsabile Polizia giudiziaria Procura di Potenza (aliquota Gdf)

Loro Sedi

Lo scrivente socio di Poste Italiane spa (in appresso "Poste Italiane") titolare di una azione della Società, Elman Rosania (c.f. RSNLMN59H05L738I, in proprio e nella qualità di rappresentante del Gruppo dei soci risparmiatori di minoranza ex Banca Mediterranea di riferimento, costretto a confluire nel 2000/2007 in Banca di Roma/Capitalia/Unicredit), nello sciogliere la riserva indicata nella pregressa nota inviata alle SS.VV. ieri (domenica 26.04.2026) e contenente le proprie istruzioni di voto per l'assemblea di bilancio dei soci di Poste Italiane convocata nel pomeriggio odierno in viale Europa n.175 a Roma e per il 7° anno consecutivo a "porte chiuse", dispone che il referente di Monte Titoli spa, quale suo "delegato obbligatorio" impostogli dai vertici di Poste Italiane, subito dopo l'apertura della discussione/trattazione al 1° punto all'ordine del giorno (bilancio di esercizio al 31.12.2025) presenti e legga la seguente dichiarazione, da riportare integralmente nel redigendo verbale assembleare:

911

«« Il socio Elman Rosania contesta ai vertici di Poste Italiane di continuare a convocare e svolgere le assemblee dei soci in "eclatante contrasto" con la direttiva 2007/36/CE e così ledendo, per l'ennesima volta, la libertà di ogni singolo socio di intervenire direttamente al dibattito assembleare e di scegliersi senza limitazioni il proprio delegato all'assemblea; e tanto, peraltro, essendo dal 2022 terminata l'emergenza sanitaria della pandemia covid-19, che aveva attribuito "in via eccezionale" nel marzo-aprile 2020 la facoltà opzionale ai vertici societari di "derogare" alla modalità ordinaria, fissata nel codice civile, di tenere le assemblee in presenza fisica dei soci.

Facoltà opzionale che continua ad essere esercitata dai vertici societari per rendere "permanente" il divieto della partecipazione fisica dei soci alle assemblee, imponendo, secondo modalità che potrebbero essere equiparate a quelle della "**apartheid**", l'obbligo ai soci di conferire delega unicamente al rappresentante designato dagli stessi vertici societari.

Tale biasimevole facoltà opzionale non esiste, per quanto noto, in nessun altro Stato dell'Unione Europea e, a titolo esemplificativo, si indicano due primarie società europee, Bnp Paribas s.a. (cfr. avviso d'assemblea, link *https://invest.bnpparibas/document/ag-2026-avis-de-convocation-balo*) e Deutsche Bank a.g. (cfr. avviso d'assemblea, link *https://agm.db.com/files/documents/2026/AGM-2026-Notice-including-agenda.pdf*) che, a differenza della quasi totalità delle principali società italiane quotate, terranno in presenza fisica dei soci le loro assemblee di bilancio convocate nelle rispettive date 12.05.2026 a Parigi (Francia) e 28.05.2026 a Francoforte sul Meno (Germania).

E, al riguardo, deve ritenersi incontrovertibile la responsabilità dei governanti, e tra questi soprattutto di Giancarlo Giorgetti attuale Ministro dell'Economia e Finanze, e dei parlamentari della Repubblica italiana, che con il loro operato di specie hanno consentito e continuano a consentire le citate violazioni e lesioni prodotte dall' "abuso della deroga" da parte dei vertici della quasi totalità delle società quotate, mettendo seriamente in crisi la tenuta democratica del Paese, nel quale è palpabile l'aumento dei soggetti poveri, mentre continua ad innalzarsi in modo inarrestabile l'iperbole di ricchezze e patrimoni dei pochi ricchi.

Il socio Elman Rosania contesta anche il fatto che i vertici e l'alta dirigenza di Poste Italiane non abbiano predisposto sul sito societario *www.posteitaliane.it* la diretta pubblica audio-video dei lavori assembleari e tale mancanza costituisce un grave *vulnus* alla piena e trasparente informativa societaria; diretta pubblica audio-video che, peraltro, è attuata da tempo dalle principali società europee, tra cui Bnp Paribas s.a. e Société Générale s.a. (*http://akah.event.novialys.com/Datas/societe_generale/1206349_5ccff3f981a98/index.php*) e Deutsche Bank a.g., e che riguarda la tematica degli *«Interventi di attuazione della trasparenza societaria e del diritto all'informativa e del dovere della piena pubblicità degli atti assembleari»* che, tra l'altro, sono stati trattati nella Commissione Bicamerale di Inchiesta sul Sistema Bancario e Finanziario istituita nella XVII Legislatura e sono stati oggetto di proposte normative indicate pure nella Relazione di minoranza della detta Commissione Bicamerale (cfr. doc. XXIII n. 37-ter, link *https://www.senato.it/service/PDF/PDFServer/BGT/1066726.pdf* , nonché cfr. link *https://www.youtube.com/watch?v=q2bbRl5i_Zg* - *https://www.youtube.com/watch?v=r6eRMiHLdwk*).

Lo stesso socio Elman Rosania contesta ai vertici di Poste Italiane l'insufficienza dei dati dei bilanci delle società partecipate del Gruppo Poste Italiane alla luce della documentazione finora riscontrata, che sarà oggetto di ulteriore visione odierno presso la sede sociale in viale Europa n.190 a Roma e comunque contesta la mancata informazione dei soggetti titolari delle cariche negli organi di tutte le società partecipate del Gruppo Poste Italiane »».

Si allegano alla presente gli avvisi di convocazione delle assemblee dei soci per approvare i bilanci di esercizio al 31.12.2025 di Bnp Paribas s.a. e di Deutsche Bank a.g., come innanzi rappresentato.

La presente nota viene inviata, per quanto di competenza e comunque per opportuna conoscenza, ai destinatari della precedente nota 26.04.2026 dello scrivente, incluso il notaio Nicola Atlante, che vorrà considerarla nel caso in cui sia incaricato alla verbalizzazione dell'assemblea di bilancio convocata a "porte chiuse" per oggi pomeriggio.

Distinti saluti.

Elman Rosania
(in proprio e n.q. di rappresentante del Gruppo dei soci risparmiatori di minoranza ex Banca Mediterranea di riferimento, costretto a confluire nel 2000/2007 in Banca di Roma-Capitalia/Unicredit)

Dario Romano Radaelli
Dottore Commercialista
Revisore Contabile
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Via dei Mille, 2
20900 Monza (MB)
Cell. 347.7143888

Oggetto: Dichiarazione motivata di non voto – Rappresentazione sistemica di profili rilevanti ai fini della completezza del quadro informativo e delle attività di controllo, anche in relazione al ruolo di Poste Italiane S.p.A. quale azionista significativo di TIM S.p.A. – Richiesta di acquisizione agli atti assembleari

Monza, 26.04.2026

Spettabile Poste Italiane S.p.A.
All'attenzione del Consiglio di Amministrazione c/o
poste@pec.posteitaliane.it
alle funzioni competenti coinvolte nell'operazione relativa a TIM S.p.A. c/o
poste@pec.posteitaliane.it
al Collegio Sindacale di Poste Italiane S.p.A. in persona del Presidente e dei Sindaci effettivi:
Al Presidente Antonio Mansi:
amansi@pec.kpmg.it
Al Sindaco Effettivo Laura Gualtieri:
gualtieri@cert.virtax.it
Al Sindaco Effettivo Giovanni Caravetta:
giovanni.caravetta@legalmail.it
a Deloitte & Touche S.p.A., società di revisione di Poste Italiane S.p.A.:
nexthub@deloitte.legalmail.it
e, per opportuna conoscenza,
alla Consob
consob@pec.consob.it

e, per opportuna conoscenza e per quanto di competenza, al Rappresentante Designato ai sensi dell'art. 135-undecies TUF
RD@pec.euronext.com

Il sottoscritto Dott. Dario Romano Radaelli, nella qualità già rappresentata nelle precedenti comunicazioni, formula la presente **dichiarazione di non voto** in relazione all'assemblea convocata.

1. Richiamo a precedenti comunicazioni

Tale determinazione si fonda sulla permanenza di profili già segnalati alla Società con la comunicazione del 03.04.2026, alla quale integralmente si rinvia, unitamente alla documentazione allegata, anche ai fini della tracciabilità dei flussi informativi rilevanti.

La presente comunicazione è trasmessa anche ai fini della piena conoscibilità, nell'ambito delle rispettive competenze, da parte degli organi di controllo e dei soggetti incaricati della revisione.

In particolare, si evidenzia come i profili rappresentati in tale sede – attinenti alla funzione di rappresentanza degli ex azionisti di risparmio, alla relativa dimensione organizzativa e finanziaria e ai possibili riflessi informativi – non risultino essere stati oggetto di specifico riscontro nel merito nell'ambito delle risposte fornite alle domande preassembleari.

2. Rilevanza della funzione e del centro di interessi

Si rappresenta che la funzione oggetto delle precedenti comunicazioni si riferisce alla tutela di un centro di interessi collettivo che, per sua natura, risulta identificabile negli ex azionisti di risparmio di Telecom Italia Media S.p.A. con riferimento alle azioni oggetto di concambio nell'ambito delle operazioni societarie intervenute.

In tale prospettiva, il perimetro del centro di interessi:

1. non include le posizioni oggetto di recesso;
2. non include le azioni detenute dalla società incorporante e annullate per effetto della fusione;
3. risulta invece necessariamente riferito alle posizioni che hanno mantenuto continuità economico-giuridica attraverso il concambio.

Tale precisazione è resa ai fini della corretta qualificazione oggettiva della funzione e della sua proiezione nel sistema delle relazioni giuridiche rilevanti.

3. Profili relativi al centro di interessi e ai meccanismi deliberativi

Si evidenzia altresì che la rilevanza del centro di interessi costituito dagli ex azionisti di risparmio implica, per sua natura, l'esistenza di forme di coordinamento e di espressione collettiva delle relative posizioni.

In particolare, la funzione di rappresentanza presuppone, anche nella sua attuale configurazione, la possibilità che tale centro di interessi si esprima attraverso modalità di natura deliberativa, comunque denominate, sostanzialmente riconducibili alla logica dell'assemblea speciale prevista dall'ordinamento per le categorie di azionisti di risparmio.

Tali modalità risultano funzionali:

1. alla definizione degli indirizzi dell'attività di tutela;
2. alla individuazione o conferma del soggetto chiamato a svolgere la funzione rappresentativa;
3. alla valutazione degli strumenti organizzativi e finanziari connessi alla tutela della categoria, ivi inclusa la gestione e l'eventuale adeguatezza del fondo spese.

In tale prospettiva, la permanenza del centro di interessi e della funzione di rappresentanza rende attuali le esigenze di coordinamento sopra richiamate, anche con riferimento alle possibili evoluzioni dell'assetto organizzativo e delle risorse destinate alla tutela degli interessi collettivi.

4. Memoria di raffronto sistemico (TIM + Poste)

Ai fini della presente dichiarazione, si rappresentano altresì gli elementi emergenti da un raffronto sistemico tra:

a. le risposte fornite da TIM S.p.A. alle domande preassembleari in occasione dell'assemblea del 15 aprile 2026;
b. le comunicazioni e le risposte fornite da Poste Italiane S.p.A.;
c. le dichiarazioni di voto e di non voto formulate da una pluralità di azionisti.

Da tale raffronto emerge un quadro caratterizzato da:

1. ricorso a risposte di carattere generale e non specifico;
2. mancata trattazione puntuale dei profili segnalati;
3. convergenza di rilievi critici da parte di più azionisti indipendenti, i quali hanno evidenziato:
   - incompletezza informativa
   - disallineamenti e incoerenze
   - impossibilità di esprimere un voto pienamente consapevole

Tale convergenza evidenzia un pattern informativo oggettivamente riscontrabile, non riconducibile a posizioni individuali isolate.

5. Incidenza sulla formazione del voto

Alla luce di quanto sopra, e tenuto altresì conto della comunicazione ricevuta alle ore 10:55 del 15.04.2026, trasmessa ai destinatari con PEC del 16.04.2026 e rilevante ai fini della ricostruzione del contesto in cui si è determinato l'impedimento alla partecipazione assembleare:

1. non risulta possibile ricostruire un quadro informativo completo, coerente e internamente verificabile;
2. permangono elementi di disallineamento tra:
   - le informazioni rese agli azionisti
   - le posizioni assunte nei contenziosi
   - le risultanze pubbliche e i flussi informativi rilevanti

Tali circostanze incidono direttamente sulla possibilità di esprimere un voto pienamente consapevole e informato.

6. Finalità della presente dichiarazione

La presente dichiarazione è pertanto resa al fine di:

1. ribadire la rilevanza dei profili già rappresentati;
2. assicurare la continuità e la coerenza delle comunicazioni intervenute;
3. consentire la piena verificabilità ex post della completezza del quadro informativo;
4. rappresentare in modo oggettivo gli elementi rilevanti ai fini del procedimento assembleare.

7. Integrazione documentale e verbalizzazione

Ai medesimi fini, si precisa che:

1. con la sezione A degli allegati alla presente si reinvia la comunicazione del 03.04.2026 e la documentazione già allegata alla medesima;
2. con la sezione B degli allegati alla presente si trasmette ulteriore documentazione venuta ad esistenza antecedentemente alla PEC del 03.04.2026 e che, alla luce degli eventi nel frattempo intercorsi, tra i quali le risposte alle domande preassembleari pubblicate da TIM, si ritiene rilevante ai fini della presente rappresentazione;
3. con la sezione C degli allegati alla presente si trasmette documentazione venuta ad esistenza successivamente alla PEC del 03.04.2026 e in sostanza relativa agli sviluppi intervenuti nel frattempo;
4. la presente memoria di raffronto sistemico;

devono intendersi, a tutti gli effetti, **parte integrante della presente dichiarazione**.

In tale prospettiva, si rappresenta l'opportunità che la presente dichiarazione, unitamente ai documenti sopra richiamati, sia considerata nell'ambito della verbalizzazione assembleare, anche mediante richiamo o allegazione, ai fini della completezza e della corretta rappresentazione degli elementi rilevanti.

8. Tracciabilità delle comunicazioni e profili di verbalizzazione

Si rappresenta che, in data 03.04.2026, il sottoscritto ha trasmesso a Poste Italiane S.p.A., al Collegio Sindacale e alla società di revisione, con contestuale comunicazione per conoscenza alla Consob, una comunicazione contenente elementi rilevanti ai fini del quadro informativo, unitamente alla relativa documentazione allegata.

Della suddetta trasmissione si allegano altresì le ricevute di accettazione e consegna generate dal sistema di posta elettronica certificata, ai fini della piena tracciabilità dei flussi informativi.

Si richiama, altresì, la Relazione del Collegio Sindacale pubblicata in data 23.03.2026, contenente elementi informativi rilevanti connessi alle medesime tematiche, che si allega alla presente ai fini della completezza del quadro informativo e di una più agevole ricostruzione del quadro complessivo e delle valutazioni di competenza dei soggetti destinatari.

In tale contesto, si rappresenta l'opportunità che i membri del Collegio Sindacale presenti in assemblea, nonché, per quanto di competenza, la società di revisione, possano dare atto dell'avvenuta ricezione della suddetta comunicazione e della relativa documentazione.

In presenza di tale presupposto, si evidenzia altresì la rilevanza che i contenuti della comunicazione del 03.04.2026 e della documentazione allegata siano considerati nell'ambito della verbalizzazione assembleare, anche mediante richiamo o allegazione, ai fini della completezza e della corretta rappresentazione del quadro informativo.

Si rappresenta inoltre l'esigenza che i profili oggetto delle domande preassembleari già formulate siano oggetto di un riscontro aggiornato, puntuale e coerente con gli elementi già trasmessi e con le ulteriori circostanze nel frattempo intervenute.

La documentazione trasmessa, unitamente alle relative ricevute di accettazione e consegna, consente la piena ricostruibilità dei flussi informativi e della relativa conoscibilità da parte dei destinatari.

9. Rilevanza del ruolo di Poste Italiane quale azionista significativo di TIM S.p.A.

Si evidenzia altresì che il quadro sopra rappresentato assume particolare rilievo alla luce della posizione rivestita da Poste Italiane S.p.A. quale azionista di riferimento di TIM S.p.A., con una partecipazione significativa idonea a incidere, anche sul piano sostanziale, sugli assetti di governance e sui flussi informativi della partecipata.

In tale prospettiva, gli elementi emersi – concernenti, tra l'altro, le modalità di gestione del procedimento assembleare, la qualità e completezza dell'informativa resa agli azionisti, nonché la rappresentazione della funzione di tutela degli ex azionisti di risparmio – non appaiono suscettibili di essere qualificati come profili meramente interni alla partecipata, ma assumono rilievo anche in relazione al ruolo e alle responsabilità proprie dell'azionista significativo.

Ciò anche in considerazione del fatto che le medesime tematiche risultano strettamente connesse a operazioni e dinamiche societarie di rilievo strategico per Poste Italiane S.p.A., con conseguenti riflessi sul quadro informativo complessivo rilevante per il mercato e per gli investitori.

In tale contesto, si rappresenta l'esigenza che i profili sopra richiamati siano oggetto di adeguata valutazione anche nell'ambito delle competenze proprie degli organi di controllo e della società di revisione di Poste Italiane S.p.A., ai fini della verifica della coerenza, completezza e affidabilità del quadro informativo complessivo.
Si evidenzia, inoltre, come la permanenza di criticità informative e di disallineamenti tra le diverse rappresentazioni dei medesimi fenomeni possa incidere sulla corretta formazione dei processi decisionali, anche a livello di gruppo, nonché sull'affidamento dei soggetti che interagiscono con le società coinvolte.
In tale prospettiva, si rappresenta l'opportunità di una attivazione, per quanto di competenza, volta ad assicurare il riallineamento del quadro informativo e la piena coerenza tra le posizioni assunte nei diversi contesti rilevanti.
La mancata attivazione rispetto ai profili sopra rappresentati potrebbe determinare una persistente disomogeneità del quadro informativo rilevante, suscettibile di riflettersi anche sulle valutazioni degli organi di controllo e dei soggetti terzi chiamati a esprimere giudizi sulla complessiva rappresentazione delle situazioni giuridiche e finanziarie coinvolte.
In tale contesto, la rappresentazione dei profili sopra richiamati non assume carattere meramente informativo, ma rileva ai fini della corretta valutazione del quadro complessivo da parte degli organi di controllo e dei soggetti istituzionalmente preposti.

10. Richiesta di acquisizione agli atti

Si richiede che la presente comunicazione e tutti gli allegati alla stessa (sezioni A – B – C) siano formalmente acquisiti agli atti assembleari e messi a disposizione del soggetto verbalizzante, ai fini della corretta e completa rappresentazione della volontà assembleare.

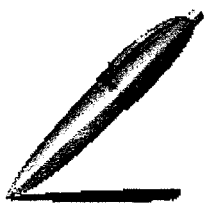
11. Riserva

Il sottoscritto si riserva ogni valutazione e iniziativa in relazione a quanto sopra rappresentato.

12. Conclusione

Resta ferma la disponibilità del sottoscritto a fornire ogni ulteriore elemento utile ai fini di una compiuta valutazione delle questioni rappresentate, sia nei confronti di ciascuno dei destinatari della presente, sia nei confronti del Notaio-Segretario dell'assemblea.

Distinti saluti



Firmato digitalmente da:
Radaelli Dario Romano
Firmato il 26/04/2026 12:40
Seriale Certificato: 5495777
Valido dal 22/01/2026 al 22/01/2029
InfoCamere Qualified Electronic Signature CA

Dott. Dario Romano Radaelli
Azionista di Poste Italiane
Azionista di TIM
Dottore Commercialista
Revisore Legale dei Conti
Titolare della funzione ultrattiva di Rappresentante Comune degli ex azionisti di risparmio di Telecom Italia Media S.p.A., società incorporata in Telecom Italia S.p.A. (oggi TIM S.p.A.), con esercizio delle relative prerogative nei confronti della società incorporante, per conto del centro di interessi costituito dagli ex azionisti di risparmio di Telecom Italia Media S.p.A.

Allegati:
SEZIONE A
All. A.1 – PEC del 03.04.2026 con allegati – Trasmissione originaria
All. A.2 – Ricevute PEC del 03.04.2026 (accettazione e consegna)
SEZIONE B
All. B.1 – Esposto al Collegio Sindacale ex art. 2408 c.c. – 17.01.2026 (già trasmesso con PEC del 03.04.2026 – All. A.1 – qui riallegato per autonoma evidenziazione)
All. B.2 – Relazione del Collegio Sindacale – 23.03.2026
SEZIONE C
C.1 – Interlocuzioni e richieste
All. C.1.1 – PEC a TIM S.p.A. – Trasmissione Estratto Conto - Richiesta documentazione e CU con relative ricevute di accettazione e consegna – 08.04.2026
C.2 – Assemblea TIM e svolgimento

All. C.2.1 – Domande preassembleari e risposte TIM S.p.A. – Assemblea 15.04.2026 (estratti rilevanti)
All. C.2.2 – Interlocuzioni con la società in ordine alla partecipazione assembleare in qualità di titolare della funzione ultrattiva di Rappresentante Comune con relative ricevute di accettazione e consegna – 13.04.2026
All. C.2.3 – Comunicazione General Counsel TIM S.p.A. – 15.04.2026
All. C.2.4 – Comunicazione impedimento accesso assemblea con relative ricevute di accettazione e consegna – 15.04.2026
All. C.2.5 – PEC del 16.04.2026 – Trasmissione comunicazione General Counsel TIM S.p.A. (ore 10:55 del 15.04.2026) – Impedimento partecipazione assembleare

C.3 – Dichiarazioni di voto / non voto

All. C.3.1 – Dichiarazione di non voto Dott. Radaelli – 14.04.2026
All. C.3.2 – Dichiarazione di non voto Azionista Di Bari
All. C.3.3 – Dichiarazione di astensione Azionista Licciardello
All. C.3.4 – Dichiarazione di voto contrario Azionista Corti
All. C.3.5 – Risposta di TIM all'Azionista Corti - Inoltro al sottoscritto

C.4 – Elemento comparativo

All. C.4.1 – Risposte Poste Italiane S.p.A. a domande preassembleari – 27.04.2026 (estratti rilevanti)

C.5 – Profili camerali e iscrizione nel Registro delle Imprese

All. C.5.1 – PEC TIM S.p.A. del 21.04.2026 – contestazione iscrizione e preannuncio contestazione aggiornamento
All. C.5.2 – Riscontro Dott. Radaelli del 21.04.2026 – chiarimenti su aggiornamento iscrizione e richiamo quadro giurisdizionale con ricevute di accettazione e consegna

Si allega anche attestato di partecipazione assembleare

nicola.atlante@notariato.it

Da:	tommasomarino@pec.it
Inviato:	domenica 26 aprile 2026 16.19
A:	poste@pec.posteitaliane.it; consob@pec.consob.it; affari.societari@pec.posteitaliane.it; nicola.atlante@postacertificata.notariato.it
Cc:	dario.radaelli@legalmail.it
Oggetto:	Assemblea degli azionisti Poste del 27 aprile 2026 - Dichiarazione di di non voto conseguente alle risposte a domande preassembleari.

Con la presente intendo dichiarare a verbale dell'Assemblea in oggetto di Poste Italiane, il mio rifiuto di esercitare il voto in seguito al fatto che a molte domande non sono seguite risposte chiare e precise di Poste Italiane.

Addirittura, per quanto concerne la mia domanda preassembleare n. 44, l'avete modificata omettendo di pubblicarne il link pubblico che qui di seguito riproduco e che avrebbe consentito ai consoci di poter leggere per esteso e in forma integrale l'interrogazione parlamentare che ha coinvolto il Vostro attuale direttore generale dott. Giuseppe Lasco, in un'interrogazione alla Camera dei deputati. Ecco il link che mi auguro non cancellerete nell'indifferenza di Consob: https://documenti.camera.it/leg18/resoconti/assemblea/html/sed0435/leg.18.sed0435.allegato_b.pdf

Infine, per protesta non intendo esprimere il mio voto anche perché a varie domande che ha posto il dott. Dario Radaelli, circa vicende Tim che lo hanno riguardo in qualità di Rappresentante Ultrattivo Tim, Poste Italiane ha risposto di non avere informazioni a riguardo. Peccato che vi avessi informato anche lo scorso anno, quando avete risposto la stessa cosa a varie mie domande pre-assembleari.

Di tale scarsità di memoria informo qui anche il Rappresentante Comune in questione, nonché Consob, nell'ipotesi che quest'ultima intendesse mai confutare le vostre asserzioni e magari chiederVi conto del perché abbiate modificato il mio documento contenente le domande pre-assembleari.

Per tutto quanto esposto intendo non esprimere voto e chiedo di allegare a verbale la presente mia dichiarazione.

Trasmetto anche al notaio dell'assemblea, dott. Nicola Atlante, le cui spese notarili 2025 non avete voluto farmi conoscere (domanda pre-assembleare n. 2), per l'inserimento a verbale del presente documento.

Distinti saluti.

Dott. Tommaso Marino

Io Notaio Nicola ATLANTE di Roma certifico che la presente copia è conforme all'originale firmato a norma di legge.

Consta di 919 pagine compresa la presente.

Roma lì, - 6 MAG. 2026

