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ATLANTE - CERASI
STUDIO NOTARILE ASSOCIATO

Repertorio N.72298 Raccolta N.37542

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

REPUBBLICA ITALIANA

L'anno duemilaventicinque, il giorno trenta del mese di maggio

(30 maggio 2025)

in Roma, piazzale di Porta Pia 121;
alle ore 17,30
io sottoscritto Dr. Nicola Atlante Notaio in Roma, iscritto al Collegio Notarile di Roma;
su richiesta della dottoressa Silvia Maria Rovere nata a Caraglio (CN) il 26 luglio 1971 domiciliata presso la sede ove appresso, da me personalmente conosciuta, verbalizzo ai sensi dell'art. 2375 c.c. come segue l'Assemblea della società:

**"POSTE ITALIANE - SOCIETA' PER AZIONI"**

con sede in Roma Viale Europa 190, codice fiscale e registro imprese di Roma 97103880585, Partita Iva 01114601006, R.E.A. di Roma n. 842633, capitale sociale iscritto al registro imprese alla data odierna di Euro 1.306.110.000,00 interamente versati (la Società)
tenutasi in Roma, viale Europa 175, il giorno 30 maggio 2025 con inizio alle ore 14,16 e con chiusura alle ore 15,28.
Io sottoscritto Notaio do atto che il resoconto dello svolgimento della predetta Assemblea, cui io Notaio ho assistito senza soluzione di continuità nel luogo di convocazione sopra indicato e dunque in Roma viale Europa 175, è quello di seguito riportato.

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Essendo le ore 14,16 del giorno 30 maggio 2025, il Presidente rivolge un cordiale benvenuto a tutti anche a nome dell'Amministratore Delegato, degli altri componenti il Consiglio di Amministrazione, del Direttore Generale, del Collegio Sindacale, del Magistrato Delegato della Corte dei Conti e dei dipendenti della Società.
Quale Presidente del Consiglio di Amministrazione di Poste Italiane S.p.A. assume la presidenza dell'Assemblea ai sensi dell'art. 12.1 dello Statuto, dichiarandola aperta.
Ricorda preliminarmente che la Società ha deciso di avvalersi della facoltà prevista dall'articolo 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

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anche deleghe o subdeleghe ai 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.

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

Dà atto quindi di essere fisicamente presente presso il luogo di convocazione dell'assemblea, unitamente al Notaio verbalizzante ed al Segretario del Consiglio di Amministrazione, quali di seguito individuati, mentre intervengono a loro volta mediante collegamento audiovideo 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.

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, presente in sala, 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:

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

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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 12/04/1968 all'uopo autorizzato in forza della delega rilasciata in data 15/05/2025, a firma del Dott. Alessio Mottola, Amministratore Delegato e Direttore Generale di Monte Titoli S.p.A. in virtù dei poteri assegnatigli dal Consiglio di Amministrazione.
Conferma che i mezzi di collegamento adottati garantiscono l'identificazione dei partecipanti, la loro partecipazione e l'esercizio del diritto di voto.
Informa preliminarmente che alle domande pervenute per iscritto prima dell'assemblea ai sensi dell'art. 127-ter, comma 1-bis, del Testo Unico della Finanza – entro il termine indicato nell'avviso di convocazione (ossia, entro il 21 maggio 2025) – 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 27 maggio 2025). 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 30 maggio 2025, 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 aprile 2025, di cui è stata data altresì notizia mediante comunicato stampa, e (ii) per estratto sul quotidiano "Il Sole 24 Ore" in data 18 aprile 2025, con il seguente ordine del giorno:

1) Bilancio di esercizio al 31 dicembre 2024. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2024.
2) Destinazione dell'utile di esercizio.
3) Nomina del Collegio Sindacale.
4) Determinazione del compenso dei membri effettivi del Collegio Sindacale.
5) Nomina di un membro del Consiglio di Amministrazione.
6) Relazione sulla politica in materia di remunerazione per l'esercizio 2025.
7) Relazione sui compensi corrisposti nell'esercizio 2024.

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

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, fatto salvo quanto di seguito indicato con riferimento:

(i) alla proposta presentata dall'Azionista di controllo Ministero dell'Economia e delle Finanze in merito al punto 4) all'ordine del giorno, relativo alla determinazione del compenso dei membri effettivi del Collegio Sindacale;

(ii) alla proposta presentata da parte di un raggruppamento di 12 società di gestione del risparmio e altri investitori istituzionali titolari complessivamente di circa lo 0,621% del capitale sociale di Poste Italiane S.p.A., in merito al punto 5) all'ordine del giorno, relativo alla nomina di un membro del Consiglio di Amministrazione, 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 6 maggio 2025 a valle della presentazione della proposta medesima.

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 29 maggio 2025, 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 28 maggio 2025.

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

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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.

Il Rappresentante Designato:

= **dichiara che nel termine di legge, sono pervenute a Monte Titoli da parte degli aventi diritto:**
**- n. 7 deleghe ai sensi dell'art. 135-undecies del TUF, per complessive n. 387.825.843 azioni, pari al 29,693% delle n. 1.306.110.000 azioni costituenti il capitale sociale;**
**- n. 1 delega ai sensi dell'art. 135-novies del TUF per complessive n. 457.138.500 azioni, pari al 35,000% delle n. 1.306.110.000 azioni costituenti il capitale sociale;**
**- n. 2.207 subdeleghe ai sensi dell'art. 135-novies del TUF per complessive n. 203.339.342 azioni, pari al 15,568% delle n. 1.306.110.000 azioni costituenti il capitale sociale;**
**= pertanto risultano pervenute complessivamente n. 2.215 deleghe/subdeleghe per complessive n. 1.048.303.685 azioni, pari al 80,262% delle n. 1.306.110.000 azioni costituenti il capitale sociale;**
**e**
= informa che prima di ogni votazione, comunicherà le azioni per le quali non sono state espresse indicazioni di voto dal delegante;
= comunica che Monte Titoli ha rispettato l'obbligo di riservatezza circa le deleghe/subdeleghe ricevute 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".

Il Presidente

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;

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- 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. 1688 aventi diritto di voto rappresentanti n. 1.048.303.685 azioni pari al 80,262% delle n. 1.306.110.000 azioni costituenti il capitale sociale;**

- ai sensi dell'art. 3 del Regolamento assembleare e delle vigenti disposizioni in materia, è stata accertata la legittimazione all'intervento e al diritto di voto in assemblea e, in particolare, è stata verificata la rispondenza alle vigenti norme di legge e di statuto delle deleghe portate dal Rappresentante Designato.

Dichiara che:

- non risulta siano state effettuate sollecitazioni di deleghe di voto ai sensi dell'art. 136 e seguenti del Testo Unico della Finanza;
- il capitale sociale sottoscritto e versato alla data odierna è di Euro 1.306.110.000,00 suddiviso in numero 1.306.110.000 azioni ordinarie prive di indicazione del valore nominale;
- alla data odierna la società detiene n. 12.181.546 azioni proprie, pari a circa lo 0,93% 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

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sospeso. Pertanto, hanno diritto di voto, escluse le indicate azioni proprie, n. 1.293.928.454 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 21 maggio 2025, partecipano direttamente o indirettamente, in misura superiore al 3% del capitale sociale sottoscritto di Poste Italiane S.p.A., rappresentato da azioni con diritto di voto, i seguenti soggetti:

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

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

- 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

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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 17 aprile 2025, le relazioni illustrative sul terzo, quarto e quinto argomento all'ordine del giorno, nonché gli "Orientamenti del Collegio Sindacale di Poste

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Italiane S.p.A. agli Azionisti sulla composizione del nuovo Collegio Sindacale";

in data 28 aprile 2025:

(i) le relazioni illustrative sul primo, secondo, sesto, settimo, ottavo e nono argomento all'ordine del giorno;

(ii) la "Relazione Finanziaria Annuale 2024" - 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 26 marzo 2025 - unitamente alle relazioni del collegio sindacale e della società di revisione e alla relazione annuale sul governo societario e gli assetti proprietari;

(iii) la "Relazione sulla politica in materia di remunerazione 2025 e sui compensi corrisposti 2024" - predisposta ai sensi dell'art. 123-ter del Testo Unico della Finanza - di cui al sesto e settimo argomento all'ordine del giorno;

(iv) il Documento informativo inerente l'ottavo argomento all'ordine del giorno.

Inoltre:

in data 30 aprile 2025, è stata depositata la lista dei candidati a componenti del Collegio Sindacale presentata da parte di un raggruppamento di 12 società di gestione del risparmio e altri investitori istituzionali, titolari complessivamente di circa lo 0,621% del capitale sociale di Poste Italiane S.p.A. - 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 6 maggio 2025 a valle della presentazione della lista medesima - corredata della relativa documentazione, 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:

- Sindaci effettivi: 1) Antonio Mansi; 2) Daniela Travella;
- Sindaci supplenti: 1) Giuseppina Manzo; 2) Giovanni Poggio;

in data 5 maggio 2025, è stata depositata la lista dei candidati a componenti del Collegio Sindacale presentata 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, e contrassegnata dal n. 1, in cui sono indicati i seguenti candidati:

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- Sindaci effettivi: 1) Giovanni Caravetta; 2) Laura Gualtieri;
- Sindaci supplenti: 1) Pierluigi Pace; 2) Fulvia Astolfi;

entrambe le suddette liste sono state pubblicate sul sito internet, all'interno dell'apposita sezione dedicata alla presente Assemblea, nei termini di legge (ossia entro il 9 maggio 2025), unitamente alla proposta dell'Azionista Ministero dell'Economia e delle Finanze - pervenuta alla Società in data 5 maggio 2025, insieme alla presentazione della lista dei candidati a componenti del Collegio Sindacale - relativa al punto 4) all'ordine del giorno (Determinazione del compenso dei membri effettivi del Collegio Sindacale), che prevede in particolare:

- per il Presidente del Collegio Sindacale: un compenso pari a 80.000 euro annui lordi;
- per ciascun altro Sindaco effettivo: un compenso pari a 70.000 euro annui lordi,

oltre al rimborso delle spese di viaggio e soggiorno sostenute in esecuzione dell'incarico, debitamente documentate;

in data 30 aprile 2025, è stata presentata da parte del medesimo raggruppamento di società di gestione del risparmio e di investitori istituzionali, che ha proceduto al deposito della lista n. 2 dei candidati a componenti del Collegio Sindacale, la proposta di candidatura di Alessandro Marchesini per la nomina quale membro del Consiglio di Amministrazione di cui al punto 5) all'ordine del giorno. Tale proposta di candidatura è stata pubblicata sul sito internet in data 9 maggio 2025.

In data 13 maggio 2025, sono stati infine depositati presso la sede sociale i bilanci e i prospetti riepilogativi delle società controllate e collegate. Non sussistono nel Gruppo Poste Italiane società controllate rilevanti non appartenenti all'Unione Europea.

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

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:

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- 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 4 aprile 2025, le relazioni ai

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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 2024 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 4 aprile 2025 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.
il Rappresentante Designato dichiara di non avere ricevuto interventi su uno o più punti all'ordine del giorno.
Il Presidente dichiara quindi chiusa la trattazione unica di tutti i punti all'ordine del giorno.

**Votazione sui singoli punti all'OdG**

Il Presidente 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 2024. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2024 - conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

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

- *esaminato il progetto di bilancio di esercizio al 31 dicembre 2024 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 2024, con la relativa relazione della Società di revisione legale;*
- *preso atto del bilancio consolidato al 31 dicembre 2024 con le relative relazioni del Consiglio di Amministrazione e della Società di revisione legale;*

*delibera*

*di approvare il bilancio di esercizio al 31 dicembre 2024 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

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

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

- **presenti n. 1.688 azionisti per n. 1.048.303.685 azioni tutte ammesse al voto, pari al 80,262% del capitale sociale;**
- **favorevoli n. 1.046.419.437 azioni pari al 99,820% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 1.535.007 azioni pari al 0,147% del capitale sociale rappresentato in Assemblea;**
- **astenuti n.349.241 azioni pari al 0,033% del capitale sociale rappresentato in Assemblea.**

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 614.956.640 euro come segue:*

*1.1) a "Riserva di utili" per euro 61.000.000;*

*1.2) a disposizione della Società per l'eventuale distribuzione per 553.956.640 euro;*

*2. di destinare l'utile netto dell'esercizio 2024 di Poste*

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*Italiane S.p.A., pari a 1.882.349.708 euro come segue:*
*2.1) a "Riserve di utili" afferenti al Patrimonio BancoPosta per 61.000.000 euro;*
*2.2) a riserva denominata "Risultati portati a nuovo", quota non disponibile alla distribuzione, per 7.546.584 euro;*
*2.3) alla distribuzione in favore degli Azionisti, a titolo di dividendo, l'importo di 1,08 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 1,08 euro per azione come segue:*
- *l'importo di 0,33 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 20 novembre 2024, previo stacco in data 18 novembre 2024 della cedola n. 15 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 19 novembre 2024, per un importo complessivo di 427.223.741 euro;*
- *l'importo di 0,75 euro per ognuna delle azioni ordinarie che risulteranno in circolazione il 23 giugno 2025, 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 2024 di 0,75 euro per azione ordinaria – al lordo delle eventuali ritenute di legge – a decorrere dal 25 giugno 2025, con "data stacco" della cedola n. 16 coincidente con il 23 giugno 2025 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 24 giugno 2025."*

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.
Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni.
Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:

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- **presenti n. 1.688 azionisti per n. 1.048.303.685 azioni tutte ammesse al voto, pari al 80,262% del capitale sociale;**
- **favorevoli n. 1.047.923.023 azioni pari al 99,964% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 274.904 azioni pari al 0,026% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 105.758 azioni pari al 0,010% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

**Votazione su 3° e 4° punto OdG**

Prima di passare alla votazione separata sul terzo e quarto 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 Collegio Sindacale e alla determinazione dei compensi dei membri effettivi dell'organo di controllo.

Ricorda che per gli argomenti di cui ai punti 3 e 4 all'ordine del giorno non sono state presentate proposte dal Consiglio di Amministrazione, essendo la competenza a formulare le proposte in questione rimessa agli Azionisti.

In particolare, per quanto riguarda il terzo argomento all'ordine del giorno, concernente la nomina del Collegio Sindacale, ricorda che si procederà mediante voto di lista, sulla base delle candidature presentate dagli Azionisti prima dell'Assemblea.

Segnala, quindi, che non è stato necessario ricorrere alla riapertura dei termini di cui all'art. 144-sexies, comma 5, del Regolamento Emittenti; infatti, entro il termine di legge del 5 maggio 2025, come indicato in sede di apertura dei lavori assembleari, sono state depositate 2 liste, rispettivamente:

- Lista contrassegnata dal n. 1, presentata dall'Azionista Ministero dell'Economia e delle Finanze, titolare complessivamente di numero 382.127.890 azioni ordinarie di Poste Italiane S.p.A. pari al 29,257% circa del capitale sociale, in cui sono indicati i seguenti candidati:

Sindaci effettivi: 1) Giovanni Caravetta; 2) Laura Gualtieri;
Sindaci supplenti: 1) Pierluigi Pace; 2) Fulvia Astolfi;

- Lista contrassegnata dal n. 2, presentata da un raggruppamento di 12 società di gestione del risparmio e altri investitori istituzionali, titolari complessivamente di numero 8.108.950 azioni ordinarie di Poste Italiane S.p.A. pari allo 0,621% circa del capitale sociale, in cui sono indicati i seguenti candidati:

Sindaci effettivi: 1) Antonio Mansi; 2) Daniela Travella;
Sindaci supplenti: 1) Giuseppina Manzo; 2) Giovanni Poggio.

I soci presentatori della Lista n. 2 hanno dichiarato l'assenza di rapporti di collegamento con i soci che detengono una partecipazione di controllo o maggioranza relativa, ai sensi di legge e di statuto, e tenuto conto

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delle raccomandazioni di cui alla Comunicazione Consob n. DEM/9017893 del 26 febbraio 2009.
Entrambe 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 attestante (i) il possesso dei requisiti previsti dal Decreto del Ministro di giustizia n. 162 del 30 marzo 2000, quali integrati dalle disposizioni di cui all'art. 25.1 dello statuto sociale, nonché degli ulteriori requisiti indicati dalla normativa anche regolamentare vigente (ivi incluso il Decreto del Ministro dell'Economia e delle Finanze n. 169 del 23 novembre 2020) e dalle disposizioni di Vigilanza di Banca d'Italia applicabili a Poste Italiane, (ii) la loro accettazione della candidatura, e (iii) gli incarichi di amministrazione e controllo ricoperti dai Sindaci presso altre società, tenuto altresì conto delle disposizioni previste dall'art. 148□bis del Testo Unico della Finanza, dal citato DM n. 169/2020 e dall'art. 36 del Decreto Legge 6 dicembre 2011, n. 201.

Ricorda 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 9 maggio 2025).
Ricorda che:
- dalla lista che ha ottenuto il maggior numero dei voti vengono tratti, nell'ordine progressivo con il quale sono elencati nelle sezioni della lista stessa, due Sindaci effettivi e due Sindaci supplenti; il rimanente Sindaco effettivo ed il restante Sindaco supplente vengono invece tratti dalle altre liste, nel rispetto della normativa vigente e secondo il meccanismo descritto nell'art. 14.4, lett. b), dello Statuto sociale, da applicare distintamente a ciascuna delle sezioni in cui le altre liste sono articolate;
- la presidenza del Collegio Sindacale spetta al Sindaco effettivo nominato con le modalità previste dall'art. 14.4, lett. b), dello Statuto sociale (ossia al Sindaco effettivo tratto dalle liste di minoranza, secondo quanto richiesto dall'art. 148, comma 2□bis del Testo Unico della Finanza).

Ricorda altresì che in sede di presentazione e deposito della lista n. 1, in data 5 maggio 2025, il medesimo Azionista Ministero dell'Economia e delle Finanze ha presentato alla Società la propria proposta da sottoporre all'odierna Assemblea per quanto riguarda il compenso dei

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membri effettivi del Collegio Sindacale, di cui al quarto argomento all'ordine del giorno, che prevede in particolare:

- per il Presidente del Collegio Sindacale: un compenso pari a 80.000 euro annui lordi;
- per ciascun altro Sindaco effettivo: un compenso pari a 70.000 euro annui lordi;

oltre al rimborso delle spese di viaggio e soggiorno sostenute in esecuzione dell'incarico, debitamente documentate.

La suddetta proposta presentata dall'Azionista Ministero dell'Economia e delle Finanze è stata tempestivamente pubblicata dalla Società sul sito internet aziendale, all'interno dell'apposita sezione dedicata alla presente Assemblea.

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

**VOTAZIONE 3° punto all'Ordine del Giorno**

Ricorda che, in relazione al terzo punto all'ordine del giorno – Nomina del Collegio Sindacale – 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 tutte le liste o astenersi.

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.

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

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

- **presenti n. 1.688 azionisti per n. 1.048.303.685 azioni tutte ammesse al voto, pari al 80,262% del capitale sociale;**
- **favorevoli alla Lista n. 1 n. 857.312.491 azioni pari al 81,781% del capitale sociale rappresentato in Assemblea;**
- **favorevoli alla Lista n. 2 n. 188.974.771 azioni pari al 18,027% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 194.501 azioni pari al 0,018% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 1.821.922 azioni pari al 0,174% del capitale sociale rappresentato in Assemblea.**

Risultano pertanto eletti

- Antonio Mansi, nato a Lecce il 31 maggio 1965, al quale, come primo candidato della lista di minoranza, spetta la Presidenza del Collegio Sindacale;
- Giovanni Caravetta, nato a Roma il 10 maggio 1964, Sindaco effettivo;
- Laura Gualtieri, nata a Reggio Emilia il 18 ottobre 1968, Sindaco effettivo;

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- Giuseppina Manzo, nata a Taranto il 9 gennaio 1981, Sindaco supplente;
- Pierluigi Pace, nato a Roma il 14 novembre 1962, Sindaco supplente;
- Fulvia Astolfi, nata a Roma il 12 luglio 1963, Sindaco supplente.

Il collegio sindacale scadrà alla data dell'assemblea convocata per l'approvazione del bilancio al 31/12/2027.

Rinvia alla documentazione già pubblicata circa gli incarichi di amministrazione e controllo ricoperti presso altre società, da parte dei sindaci eletti, rispetto alla quale non risultano aggiornamenti.

Esprime a questo punto, a nome del Consiglio di Amministrazione e di tutta la Società, un ringraziamento ed un saluto al Collegio uscente per l'impegno, la capacità professionale e l'apporto costruttivo di cui, nello scrupoloso rispetto della distinzione dei ruoli, ha costantemente dato prova in questi anni nell'espletamento del suo mandato.

**VOTAZIONE 4° punto all'Ordine del Giorno**

Secondo quanto previsto 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 quarto punto all'ordine del giorno - Determinazione del compenso dei membri effettivi del Collegio Sindacale - sottoponendo pertanto all'approvazione dell'Assemblea la seguente deliberazione:

***"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. 25.1 dello Statuto Sociale,***

***delibera:***

***di determinare come segue il compenso dei membri effettivi del Collegio Sindacale: un compenso fisso di 80.000 euro lordi annui per il Presidente del Collegio Sindacale e 70.000 euro lordi annui per ciascuno degli altri Sindaci effettivi, oltre al rimborso delle spese di viaggio e soggiorno sostenute in esecuzione dell'incarico, debitamente documentate."***

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.

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

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

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- **presenti n. 1.688 azionisti per n. 1.048.303.685 azioni tutte ammesse al voto, pari al 80,262% del capitale sociale;**
- **favorevoli n. 1.047.400.882 azioni pari al 99,914% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 275.015 azioni pari al 0,026% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 627.788 azioni pari al 0,060% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

**Votazione su 5° punto OdG**

Prima di passare alla votazione sul quinto punto all'ordine del giorno, ricorda che – a seguito delle dimissioni dalla carica di Consigliere di Amministrazione rassegnate da Armando Ponzini – il Consiglio di Amministrazione in data 26 marzo 2025 ha nominato per cooptazione, ai sensi dell'art. 2386, comma 1, cod. civ., quale membro del Consiglio il Dott. Alessandro Marchesini, che resta in carica (secondo quanto al riguardo disposto dalla citata norma codicistica) fino alla presente Assemblea degli Azionisti.

In proposito, ricorda altresì che il Consiglio di Amministrazione ha formulato all'Assemblea la proposta di confermare nell'incarico il Dott. Alessandro Marchesini fino alla scadenza del mandato del Consiglio di Amministrazione in carica, vale a dire fino alla data dell'Assemblea che sarà convocata per l'approvazione del bilancio di esercizio al 31 dicembre 2025, secondo quanto riportato nella relazione illustrativa relativa al quinto punto all'ordine del giorno.

In aggiunta a quanto sopra, come già segnalato in sede di apertura dei lavori assembleari, in data 30 aprile 2025 è stata presentata da parte di un raggruppamento di 12 società di gestione del risparmio e altri investitori istituzionali, titolari complessivamente di numero 8.108.950 azioni ordinarie di Poste Italiane S.p.A. pari allo 0,621% circa del capitale sociale – ossia il medesimo raggruppamento che ha proceduto al deposito della lista n. 2 per la nomina del Collegio Sindacale di cui al precedente punto 3) all'ordine del giorno – la proposta di candidatura dello stesso Dott. Alessandro Marchesini, quale membro del Consiglio di Amministrazione. Tale proposta di candidatura è stata pubblicata sul sito internet in data 9 maggio 2025.

Ne consegue che verrà posta in votazione la proposta di nomina di Alessandro Marchesini in unica soluzione, avendo le proposte formulate dal Consiglio di Amministrazione e dal raggruppamento di azionisti testè indicato sul quinto punto all'ordine del giorno contenuto sostanzialmente identico.

**VOTAZIONE 5° punto all'Ordine del Giorno**

Sottopone quindi la seguente proposta di deliberazione sul quinto punto all'ordine del giorno – Nomina di un membro del Consiglio di Amministrazione – in linea con quella

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contenuta nella Relazione illustrativa del Consiglio di Amministrazione e con quella formulata dal citato raggruppamento di azionisti:

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

*nomina,*

*quale membro del Consiglio di Amministrazione della Società, il Dott. Alessandro Marchesini, nato a Bologna il 18 luglio 1973, fino alla scadenza del mandato del Consiglio di Amministrazione in carica, vale a dire fino alla data dell'Assemblea che sarà convocata per l'approvazione del bilancio di esercizio al 31 dicembre 2025."*

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.

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

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

- **presenti n. 1.688 azionisti per n. 1.048.303.685 azioni tutte ammesse al voto, pari al 80,262% del capitale sociale;**
- **favorevoli n. 1.048.270.814 azioni pari al 99,997% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 20.794 azioni pari al 0,002% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 12.077 azioni pari al 0,001% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

**Votazione su 6°, 7°, 8° e 9° punto OdG**

Prima di passare alla votazione separata sul sesto, sul settimo, sull'ottavo e sul nono 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 al sesto 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 settimo punto all'ordine del giorno - ha carattere non vincolante.

Passa quindi alla votazione separata sul sesto, settimo, ottavo e nono punto all'ordine del giorno.

**VOTAZIONE 6° punto all'Ordine del Giorno**

Secondo quanto previsto dall'articolo 10.1 del Regolamento

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assembleare, sottopone quindi la seguente proposta di deliberazione sul sesto punto all'ordine del giorno – Relazione sulla politica in materia di remunerazione per l'esercizio 2025 – 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 2025 – comprensiva delle linee guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta, riportate in allegato alla relazione sulla politica di remunerazione – che illustra (i) la politica della Società in materia di remunerazione dei componenti degli organi di amministrazione, del direttore generale e degli altri dirigenti con responsabilità strategiche e dei componenti degli organi di controllo, nonché (ii) le procedure utilizzate per l'adozione e l'attuazione di tale politica."*

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

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

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

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

- **presenti n. 1.688 azionisti per n. 1.048.303.685 azioni tutte ammesse al voto, pari al 80,262% del capitale sociale;**
- **favorevoli n. 1.038.253.690 azioni pari al 99,041% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 9.859.721 azioni pari al 0,941% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 190.274 azioni pari al 0,018% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

**VOTAZIONE 7° punto all'Ordine del Giorno**

Secondo quanto previsto dall'articolo 10.1 del Regolamento assembleare, sottopone quindi la seguente proposta di deliberazione sul settimo punto all'ordine del giorno – Relazione sui compensi corrisposti nell'esercizio 2024 – conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

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

*delibera in senso favorevole*

*sulla Relazione sui compensi corrisposti nel corso dell'esercizio 2024, 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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Dà inizio alle operazioni di voto con riferimento al settimo 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 settimo punto all'ordine del giorno.
Il rappresentante designato dichiara di aver ricevuto istruzioni per tutte le azioni.
Il Presidente comunica quindi l'esito delle votazioni fornito dall'ufficio di Presidenza, sulla base delle informazioni testé pervenute dal Rappresentante Designato:

- **presenti n. 1.688 azionisti per n. 1.048.303.685 azioni tutte ammesse al voto, pari al 80,262% del capitale sociale;**
- **favorevoli n. 1.040.801.189 azioni pari al 99,284% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 5.558.489 azioni pari al 0,530% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 1.944.007 azioni pari al 0,186% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

**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 – Piani di incentivazione basati su strumenti finanziari – conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

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

***delibera:***

***1. di approvare i Piani di incentivazione basati su strumenti finanziari, le cui caratteristiche sono descritte nel documento informativo predisposto ai sensi dell'art. 84-bis, comma 1, della Deliberazione Consob 14 maggio 1999, n. 11971 e successive modifiche ed integrazioni, e messo a disposizione del pubblico presso la sede sociale, sul meccanismo di stoccaggio autorizzato "eMarket STORAGE" (www.emarketstorage.com) e sul sito internet della Società;***

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

Dà inizio alle operazioni di voto con riferimento all'ottavo punto all'ordine del giorno.
Invita quindi a esprimere il voto sull'ottavo punto all'ordine del giorno.

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

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

- **presenti n. 1.688 azionisti per n. 1.048.303.685 azioni tutte ammesse al voto, pari al 80,262% del capitale sociale;**
- **favorevoli n. 1.045.582.539 azioni pari al 99,740% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 777.144 azioni pari al 0,074% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 1.944.002 azioni pari al 0,186% del capitale sociale rappresentato in Assemblea.**

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 – Autorizzazione all'acquisto e alla disposizione di azioni proprie, a servizio dei piani di incentivazione basati su strumenti finanziari. Deliberazioni inerenti e conseguenti – conforme a quella contenuta nella Relazione illustrativa del Consiglio di Amministrazione:

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

*delibera*

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

- *il numero massimo di azioni da acquistare è pari a n. 2,6 milioni di azioni ordinarie della Società, rappresentative del 0,20% circa del capitale sociale di Poste Italiane S.p.A., che ammonta attualmente a euro 1.306.110.000,00 suddiviso in n. 1.306.110.000 azioni ordinarie prive dell'indicazione del valore nominale, per un esborso complessivo fino a 50,0 milioni di euro; gli acquisti dovranno essere effettuati nei limiti degli utili distribuibili e delle riserve disponibili risultanti dall'ultimo bilancio regolarmente approvato;*
- *gli acquisti dovranno essere effettuati ad un prezzo che sarà individuato di volta in volta, avuto riguardo alla modalità prescelta per l'effettuazione dell'operazione e nel rispetto delle eventuali prescrizioni regolamentari, anche comunitarie, ad un corrispettivo che non sia superiore al*

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

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

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

- *le azioni proprie saranno destinate a servire i piani di incentivazione descritti in narrativa (vale a dire (i) il piano di incentivazione a lungo termine "ILT Performance Share 2025-2027", e (ii) il piano di incentivazione a breve termine 2025, basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta) e tali azioni saranno assegnate con le modalità e nei termini indicati dai regolamenti dei piani stessi;*
- *la vendita o gli altri atti dispositivi delle azioni proprie in portafoglio che dovessero residuare una volta effettuata l'assegnazione prevista dai piani di incentivazione, potranno avvenire secondo i termini e le condizioni di volta in volta stabiliti dal Consiglio di Amministrazione o dai soggetti da esso delegati, con le modalità ritenute più opportune e rispondenti all'interesse della Società, in conformità alle finalità e ai criteri di cui alla presente autorizzazione e in ogni caso, nel rispetto della normativa, anche comunitaria, di riferimento;*

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

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

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

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

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

- **presenti n. 1.688 azionisti per n. 1.048.303.685 azioni tutte ammesse al voto, pari al 80,262% del capitale sociale;**
- **favorevoli n. 1.047.799.574 azioni pari al 99,952% del capitale sociale rappresentato in Assemblea;**
- **contrari n. 398.353 azioni pari al 0,038% del capitale sociale rappresentato in Assemblea;**
- **astenuti n. 105.758 azioni pari al 0,010% del capitale sociale rappresentato in Assemblea.**

La proposta è approvata.

**Chiusura dei lavori**

Non essendovi altri argomenti da trattare il Presidente dichiara chiusa l'Assemblea alle ore 15,28, ringraziando tutti gli intervenuti.

********

**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 (componenti del Collegio Sindacale) con il dettaglio delle votazioni;

e) esito della quarta votazione (compensi del Collegio Sindacale) con il dettaglio delle votazioni

f) esito della quinta votazione (nomina di un membro del Consiglio d'Amministrazione) con il dettaglio delle votazioni

g) esito della sesta votazione (relazione sulla politica di remunerazione 2025) con il dettaglio delle votazioni

h) esito della settima votazione (relazione sui compensi corrisposti nel 2024) con il dettaglio delle votazioni;

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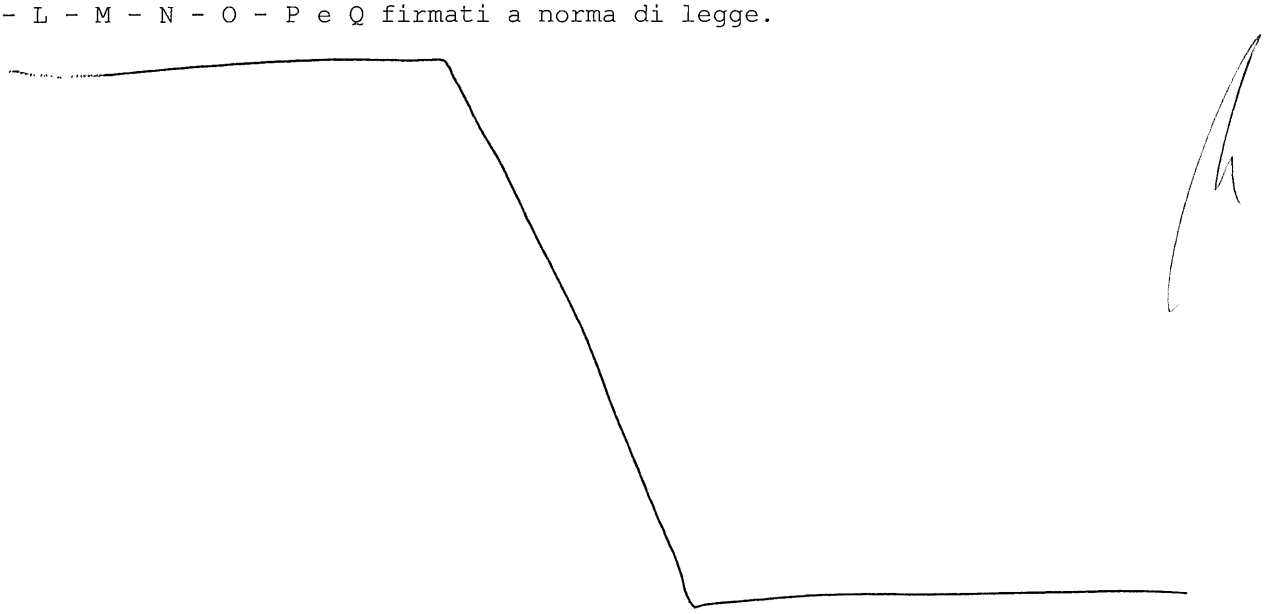
i) esito della ottava votazione (piani di incentivazione) con il dettaglio delle votazioni;
l) esito della nona votazione (azioni proprie) con il dettaglio delle votazioni;
m) elenco dei partecipanti e dei deleganti e giornale presenze in Assemblea;
n) relazioni del Consiglio di Amministrazione sui singoli punti all'ordine del giorno;
o) relazione sulla politica di remunerazione 2025 e sui compensi corrisposti nel 2024;
p) documento informativo relativo al piano di incentivazione di lungo termine 2025;
q) risposte alle domande formulate da alcuni Azionisti ex art. 127-ter del Decreto Legislativo 24 febbraio 1998 n.58;

**mentre non si allegano al verbale:**

- relazione finanziaria annuale 2024 (comprende tra l'altro: bilancio di esercizio al 31 dicembre 2024 con rispettiva relazione sulla gestione corredato dalla relazione del Collegio Sindacale e dalla relazione della Società di revisione; bilancio consolidato al 31 dicembre 2024 con rispettiva relazione sulla gestione corredato dalla relazione della Società di revisione);
- rendicontazione di sostenibilità relativa all'esercizio 2024;

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 cinquantuno pagine e fin qui della cinquantaduesima di tredici fogli. Sottoscritto da me Notaio alle ore 18,30.
F.to: dr. Nicola ATLANTE, Notaio.
Segue copia degli allegati A - B - C - D - E - F - G - H - I - L - M - N - O - P e Q firmati a norma di legge.



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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

COMUNICAZIONE DEL PRESIDENTE

Sono presenti n. **1.688** aventi diritto partecipanti all'Assemblea per il tramite del Rappresentante Designato,

per complessive n. **1.048.303.685** azioni ordinarie, regolarmente depositate ed aventi diritto,

che rappresentano il **80,262%** di n. **1.306.110.000** azioni ordinarie costituenti il capitale sociale.

All. A al racc. 37542

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 1**

*Bilancio di esercizio al 31 dicembre 2024. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2024.*

| | n. azioni | % azioni rappresentate in assemblea | % del Capitale Sociale |
|---|---|---|---|
| Quorum costitutivo assemblea | 1.048.303.685 | 100% | 80,262% |
| Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo): | 1.048.303.685 | 100,000% | 80,262% |
| Azioni per le quali il RD non dispone di istruzioni: | 0 | 0,000% | 0,000% |

| | n. azioni | % partecipanti al voto | % del Capitale Sociale |
|---|---|---|---|
| Favorevole | 1.046.419.437 | 99,820% | 80,117% |
| Contrario | 1.535.007 | 0,147% | 0,118% |
| Astenuto | 349.241 | 0,033% | 0,027% |
| Totali | 1.048.303.685 | 100,000% | 80,262% |

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 1**

*Bilancio di esercizio al 31 dicembre 2024. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2024.*

*Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del dottor Massimiliano Chiado' Piat*

| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| (R) EUROPEAN EQUITIES | | 30.453 | 0,003% | F |
| 1975 IRREV TRUST OF C D WEYERHAEUSER | | 675 | 0,000% | F |
| 405 MSTV I LP | | 46.167 | 0,004% | F |
| 801 INVESTMENTS LLC | | 4.605 | 0,000% | F |
| A.A. B DIVERSIFIE | | 44.867 | 0,004% | F |
| AA SSGA ACTIONS INDICE EURO | | 149.502 | 0,014% | F |
| AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO | | 14.424 | 0,001% | F |
| AB COLLECTIVE INVESTMENT TRUST SERIES | | 1.270 | 0,000% | F |
| AB SICAV I - ALL MARKET INCOME | | 210.315 | 0,020% | F |
| AB SICAV III - DYNAMIC ALL MAR | | 1.732 | 0,000% | F |
| AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO | | 1.009 | 0,000% | F |
| AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO | | 3.102 | 0,000% | F |
| ABB PENSION FUND | | 1.101 | 0,000% | F |
| ABN AMRO FUNDS | | 18.858 | 0,002% | F |
| ABNFLPA RHUMBLINE INTL EQUITY 262408 | | 1.166 | 0,000% | F |
| ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND | | 3.005 | 0,000% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND | | 36.386 | 0,003% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND | | 23.461 | 0,002% | F |
| ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND | | 9.805 | 0,001% | F |
| ACCIDENT COMPENSATION CORPORATION | | 282.534 | 0,027% | F |
| ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV | | 76.517 | 0,007% | F |
| ACHMEA REINSURANCE CO NV | | 10.365 | 0,001% | F |
| ACHMEA SCHADEVERZEKERINGEN NV | | 15.673 | 0,001% | F |
| ACHMEA VARIABLE SECURITIES HEALTH FUND | | 23.406 | 0,002% | F |
| ACS 30:70 GLOBAL EQUITY TRACKER FUND | | 100 | 0,000% | F |
| ACTICCIA 90 N 10 | | 175.000 | 0,017% | F |
| ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO | | 20.294 | 0,002% | F |
| ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO | | 53.055 | 0,005% | F |
| ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO | | 150.803 | 0,014% | F |
| ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO | | 78.666 | 0,008% | F |
| ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO | | 59.578 | 0,006% | F |
| ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO | | 10.326 | 0,001% | F |
| ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO | | 87.294 | 0,008% | F |
| ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO | | 1.080 | 0,000% | F |
| ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND | | 281 | 0,000% | F |
| AEAM FUNDS - AEGON WORLD EQUITY BETA POOL [P | | 3.332 | 0,000% | F |
| AEGON CUSTODY B.V. | | 193.819 | 0,018% | F |
| AEGON GLOBAL MULTI MANAGER WORLD EQUITY INDEX FUND | | 2.120 | 0,000% | F |
| AEGON LEVENSVERZEKERING N.V | | 30.957 | 0,003% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AEGON WORLD EQUITY INDEX FUND II | | 27.607 | 0,003% | F |
| AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS | | 56.113 | 0,005% | F |
| AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD | | 27.849 | 0,003% | F |
| AIB GROUP IRISH PENSION SCHEME | | 10.077 | 0,001% | F |
| AILIS SICAV | | 81.284 | 0,008% | F |
| AIM EQUITY EUROPE CANTONS | | 24.441 | 0,002% | F |
| AJAY MALIK | | 39.905 | 0,004% | F |
| AKTIEN EUROPA - UI | | 28.312 | 0,003% | F |
| AKTIEN SUEDEUROPA UI | | 41.200 | 0,004% | F |
| ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION | | 95.856 | 0,009% | F |
| ALASKA COMMON TRUST FUND | | 17.333 | 0,002% | F |
| ALASKA PERMANENT FUND CORPORATION | | 3.229 | 0,000% | F |
| ALBERTA INVESTMENT MANAGEMENT CORPORATION | | 958 | 0,000% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS CORE ITALY FUND | | 157.000 | 0,015% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS SUSTAINABLE WORLD FUND | | 57.849 | 0,006% | F |
| ALLIANZ GLOBAL INVESTORS FUND | | 793.804 | 0,076% | F |
| ALLIANZ GLOBAL INVESTORS GMBH | | 175.096 | 0,017% | F |
| ALLIANZ GLOBAL INVESTORS GMBH FOR CONVEST 21 VL | | 33.832 | 0,003% | F |
| ALLIANZ GLOBAL INVESTORS GMBH FOR FONDIS | | 18.959 | 0,002% | F |
| ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN | | 11.000 | 0,001% | F |
| ALLIANZ VGL AGI QUANTAMENTAL CONVICTION ENHANCED EUROPE | | 33.272 | 0,003% | F |
| ALLIANZGI F PENCABBV PENSIONS | | 41.603 | 0,004% | F |
| ALLIANZGI FONDS AFE | | 29.463 | 0,003% | F |
| ALLIANZGI FONDS OLB PENSIONEN | | 4.211 | 0,000% | F |
| ALLIANZGI S AKTIEN | | 174.245 | 0,017% | F |
| ALLIANZGI-FONDS AFE SEGMENT AFE-AA3 | | 90.987 | 0,009% | F |
| ALLIANZGI-FONDS BREMEN | | 6.838 | 0,001% | F |
| ALLIANZGI-FONDS CT-DRAECO | | 9.791 | 0,001% | F |
| ALLIANZGI-FONDS GANO 2 | | 6.279 | 0,001% | F |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA | | 46.785 | 0,004% | F |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-GM1-G_MA | | 39.834 | 0,004% | F |
| ALLIANZGI-FONDS TOSCA | | 2.755 | 0,000% | F |
| ALLOCATION PROTECTION 80 | | 342.903 | 0,033% | F |
| ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH | | 3.276 | 0,000% | F |
| AMERICAN BUREAU OF SHIPPING | | 722 | 0,000% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF | | 265.382 | 0,025% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND | | 7.484 | 0,001% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF | | 70.001 | 0,007% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF | | 8.564 | 0,001% | F |
| AMERICAN CENTURY ICAV | | 5.274 | 0,001% | F |
| AMERICAN HEART ASSOCIATION, INC. | | 2.370 | 0,000% | F |
| AMLC EQ SINGLE STOCKS | | 13.622 | 0,001% | F |
| AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND | | 5.615 | 0,001% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND | | 29.595 | 0,003% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND HEDGED | | 2.563 | 0,000% | F |
| AMP WHOLESALE GLOBAL EQUITIES FUND | | 22.714 | 0,002% | F |
| AMSELECT - HSBC EURO EQUITY VALUE | | 364.007 | 0,035% | F |
| AMUNDI BRIDGEWATER CORE GLOB | | 337 | 0,000% | F |
| AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU | | 21.930 | 0,002% | F |
| AMUNDI ESG GLOBAL LOW CARBON FUND | | 33.929 | 0,003% | F |
| AMUNDI ESG IMPROVERS EURO | | 963.302 | 0,092% | F |
| AMUNDI ETF ICAV | | 69.128 | 0,007% | F |
| AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 23.971 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 19.642 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 99.640 | 0,010% | F |
| AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB | | 4.322 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AMUNDI EURO STOXX SELECT DIVIDEND 30 | | 161.678 | 0,015% | F |
| AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS | | 588.573 | 0,056% | F |
| AMUNDI FTSE MIB | | 166.329 | 0,016% | F |
| AMUNDI FUNDS EQUITY EURO RISK PARITY | | 21.861 | 0,002% | F |
| AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT | | 75.477 | 0,007% | F |
| AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND | | 18.086 | 0,002% | F |
| AMUNDI INDEX MSCI EMU SRI | | 58.869 | 0,006% | F |
| AMUNDI INDEX MSCI EUROPE | | 256.835 | 0,025% | F |
| AMUNDI INDEX MSCI EUROPE SRI | | 433.867 | 0,041% | F |
| AMUNDI INDEX MSCI WORLD | | 27.582 | 0,003% | F |
| AMUNDI INDEX MSCI WORLD SRI | | 10.990 | 0,001% | F |
| AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE | | 7.161 | 0,001% | F |
| AMUNDI MSCI ACWI SRI PAB UCITS ETF | | 2.722 | 0,000% | F |
| AMUNDI MSCI EMU | | 56.045 | 0,005% | F |
| AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT | | 37.928 | 0,004% | F |
| AMUNDI MSCI EMU ESG LEADERS SELECT | | 368.684 | 0,035% | F |
| AMUNDI MSCI EMU VALUE FACTOR U | | 30.777 | 0,003% | F |
| AMUNDI MSCI EUROPE | | 96.199 | 0,009% | F |
| AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB | | 4.724 | 0,000% | F |
| AMUNDI MSCI EUROPE ESG LEADERS | | 105.748 | 0,010% | F |
| AMUNDI MSCI EUROPE EX SWITZERLAND | | 50.081 | 0,005% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB | | 243 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR | | 3.448 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE TRANSITION CTB | | 1.165 | 0,000% | F |
| AMUNDI MSCI WORLD ESG UNIVERSAL SELECT | | 942 | 0,000% | F |
| AMUNDI PATRIMOINE PEA | | 99.683 | 0,010% | F |
| AMUNDI PRIME EUROZONE | | 9.529 | 0,001% | F |
| AMUNDI S AND P EUROZONE CLIMAT | | 303.537 | 0,029% | F |
| AMUNDI STOXX EUROPE 600 | | 525.208 | 0,050% | F |
| AMUNDI STOXX EUROPE 600 ESG II UCITS ETF | | 2.216 | 0,000% | F |
| AMUNDI STRATEGIES ACTIONS EURO CORE | | 88.092 | 0,008% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE CORE + | | 20.734 | 0,002% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY | | 565 | 0,000% | F |
| ANDRA AP-FONDEN | | 121.507 | 0,012% | F |
| AP ACTIONS 1 EURO | | 21.156 | 0,002% | F |
| APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND | | 16.564 | 0,002% | F |
| APPLE 401(K) PLAN | | 2.949 | 0,000% | F |
| AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT | | 108.724 | 0,010% | F |
| AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD | | 1.010 | 0,000% | F |
| AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. | | 316.330 | 0,030% | F |
| AQR FUNDS - AQR GLOBAL EQUITY FUND | | 6.114 | 0,001% | F |
| AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND | | 24.946 | 0,002% | F |
| AQR FUNDS - AQR MANAGED FUTURESSTRATEGY HV FUND | | 184.411 | 0,018% | F |
| AQR FUNDS - AQR TREND TOTAL RETURN FUND | | 8.815 | 0,001% | F |
| AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND | | 22.704 | 0,002% | F |
| AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND | | 405.805 | 0,039% | F |
| AQR FUNDS AQR LONGSHORT EQUITY FUND | | 1.009.262 | 0,096% | F |
| AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND | | 89.314 | 0,009% | F |
| AQR FUNDSAQR MULTIASSET FUND | | 37.296 | 0,004% | F |
| AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC | | 370.793 | 0,035% | F |
| AQR INNOVATION FUND L.P. - SE RIES 42 MULTI-ALPHA GSS DEVELO PED LARGE CAP | | 568 | 0,000% | F |
| AQR INNOVATION FUND, L.P. | | 4.218 | 0,000% | F |
| AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND | | 346.857 | 0,033% | F |
| AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC | | 81.197 | 0,008% | F |
| AQR TAX AWARE TOTAL RETURN FUND LLC | | 216.758 | 0,021% | F |
| AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC | | 2.434 | 0,000% | F |
| AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC | | 3.088 | 0,000% | F |
| AQR UCITS FUNDS II | | 13.047 | 0,001% | F |
| ARBEJDSMARKEDETS TILLAEGSPENSION | | 745.283 | 0,071% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ARCA AZIONI ITALIA | | 482.000 | 0,046% | F |
| ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST | | 9.216 | 0,001% | F |
| ARERO - DER WELTFONDS - ESG | | 10.139 | 0,001% | F |
| ARIZONA PSPRS TRUST | | 56.023 | 0,005% | F |
| ARIZONA STATE RETIREMENT SYSTEM | | 48.416 | 0,005% | F |
| ARKWRIGHT, LLC | | 1.611 | 0,000% | F |
| ARR INT EX US ALPHA EXTENSION TRUST FUND | | 67.768 | 0,006% | F |
| ARRCO QUANT 1 | | 139.308 | 0,013% | F |
| ARRCO QUANT 2 | | 22.279 | 0,002% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I | | 544.310 | 0,052% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II | | 380.001 | 0,036% | F |
| ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I | | 4.360 | 0,000% | F |
| ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP. | | 363 | 0,000% | F |
| ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND | | 24.300 | 0,002% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED | | 6.618 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED | | 14.434 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED. | | 438 | 0,000% | F |
| ARROWSTREET CANADA GLOBAL ALL-COUNTRY ALPHA EXTENSION FUND I | | 2.418 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI | | 267.501 | 0,026% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT. | | 3.461 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED | | 12.163 | 0,001% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD | | 4.377 | 0,000% | F |
| ARROWSTREET COLLECTIVE INVESTMENT TRUST | | 891.897 | 0,085% | F |
| ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND | | 292.738 | 0,028% | F |
| ARROWSTREET GLOBAL EQUITY FUND | | 1.122.195 | 0,107% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT | | 2.982 | 0,000% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P. | | 10.634 | 0,001% | F |
| ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION. | | 38.532 | 0,004% | F |
| ARROWSTREET US GROUP TRUST | | 1.530.930 | 0,146% | F |
| ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP | | 248.582 | 0,024% | F |
| ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY- | | 2.718 | 0,000% | F |
| ARTEMIS SMARTGARP EUROPEAN EQUITY FUND | | 1.502.657 | 0,143% | F |
| ARTEMIS SMARTGARP GLOBAL EQUITY FUND | | 467.397 | 0,045% | F |
| ARTEMIS SMARTGARP UK EQUITY FUND | | 800.000 | 0,076% | F |
| ASAST AKTIEN AUSLAND PASSIV UBS FUND MANAGEMENT SWITZERLAND AG | | 3.640 | 0,000% | F |
| ASCENSION ALPHA FUND LLC | | 6.068 | 0,001% | F |
| ASIAN DEVELOPMENT BANK | | 24.762 | 0,002% | F |
| ASSET MANAGEMENT EXCHANGE UCITS CCF | | 19.165 | 0,002% | F |
| ASSET MANAGEMENT EXCHANGE UCITS CCF .. | | 19.304 | 0,002% | F |
| ASSURDIX | | 40.409 | 0,004% | F |
| ATCP-UI-FONDS | | 1.693 | 0,000% | F |
| AURION GLOBAL EQUITY FUND | | 1 | 0,000% | F |
| AUSTRALIAN CAPITAL TERRITORY | | 6.242 | 0,001% | F |
| AUSTRALIAN NATIONAL UNIVERSITY. | | 6.662 | 0,001% | F |
| AUSTRALIAN RETIREMENT TRUST | | 297.273 | 0,028% | F |
| AUSTRALIANSUPER | | 8.854 | 0,001% | F |
| AUTORIDADE MONETARIA DE MACAU | | 814 | 0,000% | F |
| AVADIS FUND-AKTIEN WELT AST 2 | | 16.642 | 0,002% | F |
| AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2 | | 14.135 | 0,001% | F |
| AVALON PORTFOLIO II LLC | | 1.928 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND | | 2.104 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND | | 38.687 | 0,004% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND | | 309 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND | | 21.399 | 0,002% | F |
| AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND | | 7.112 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND | | 3.437 | 0,000% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND | | 38.066 | 0,004% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND | | 12.856 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND | | 56.815 | 0,005% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND | | 31.149 | 0,003% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND | | 25.763 | 0,002% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I | | 163 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II | | 1.080 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III | | 3.277 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV | | 1.851 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V | | 924 | 0,000% | F |
| AVIVA INVESTORS UK FUND SERVICES LIMITED | | 44.383 | 0,004% | F |
| AVIVA LIFE & PENSIONS IRELAND DAC | | 19.887 | 0,002% | F |
| AVIVA LIFE & PENSIONS UK LIMITED | | 56.733 | 0,005% | F |
| AVIVA LIFE AND PENSIONS UK LIMITED | | 3.900 | 0,000% | F |
| AWARE SUPER | | 15.929 | 0,002% | F |
| AXA AA DIVERSIFIE INDICIEL 1 | | 33.868 | 0,003% | F |
| AXA MPS PREVIDENZA PER TE - CRESCITA | | 252.937 | 0,024% | F |
| AXA PEA REGULARITE | | 1.409.147 | 0,134% | F |
| AZIMUT LIFE DAC | | 1.279 | 0,000% | F |
| AZL DFA INTERNATIONAL CORE EQUITY FUND | | 3.921 | 0,000% | F |
| AZL GLOBAL EQUITY INDEX FUND 114072 AZL MSCI GLOBAL EQU | | 2.089 | 0,000% | F |
| AZL INTERNATIONAL INDEX FUND | | 30.109 | 0,003% | F |
| BANCO CENTRAL DE TIMOR-LESTE (BCTL) | | 39.156 | 0,004% | F |
| BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA | | 10.983 | 0,001% | F |
| BANK OF BOTSWANA. | | 1.171 | 0,000% | F |
| BANK OF KOREA | | 36.159 | 0,003% | F |
| BASTI 1 METZLER | | 2.569 | 0,000% | F |
| BAYERNINVEST 375-FONDS | | 49.000 | 0,005% | F |
| BAYERNINVEST AA 1-FONDS | | 14.899 | 0,001% | F |
| BAYERNINVEST HA1-FONDS | | 9.490 | 0,001% | F |
| BAYERNINVEST HC1-FONDS | | 5.733 | 0,001% | F |
| BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS | | 6.450 | 0,001% | F |
| BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND | | 4.772 | 0,000% | F |
| BEAR CREEK INVESTMENT LLC | | 6.473 | 0,001% | F |
| BEAT DRUGS FUND ASSOCIATION | | 582 | 0,000% | F |
| BEL EQUITY EUROPE | | 101.964 | 0,010% | F |
| BERESFORD FUNDS ICAV | | 10.362 | 0,001% | F |
| BESSEMER TRUST CO CLEARING ACCT | | 622.483 | 0,059% | F |
| BEST INVESTMENT CORPORATION | | 5.227 | 0,000% | F |
| BESTSELECT - UBS SRI GLOBAL EQUITY | | 2.916 | 0,000% | F |
| BEWAARSTICHTING NNIP I | | 114.467 | 0,011% | F |
| BFT PARTNERS VIA EQUITY EUROPE | | 27.673 | 0,003% | F |
| BG MASTER FUND ICAV | | 4.889 | 0,000% | F |
| BGF DYNAMIC HIGH INCOME FUND | | 24.363 | 0,002% | F |
| BGF GLBL MLTI ASSET IN FD EQ BSKT | | 15.375 | 0,001% | F |
| BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS | | 44.703 | 0,004% | F |
| BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE | | 17.315 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BLACKROCK AUTHORISED CONTRACTUAL SCHEME I | | 569.736 | 0,054% | F |
| BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND | | 3.930 | 0,000% | F |
| BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND | | 20.073 | 0,002% | F |
| BLACKROCK FUND MANAGERS LTD | | 459.078 | 0,044% | F |
| BLACKROCK GLOBAL FUNDS | | 9.065 | 0,001% | F |
| BLACKROCK GLOBAL INDEX FUNDS | | 43.293 | 0,004% | F |
| BLACKROCK IG INTERNATIONAL EQUITY POOL | | 24.239 | 0,002% | F |
| BLACKROCK INDEX SELECTION FUND | | 317.875 | 0,030% | F |
| BLACKROCK INSTITUTIONAL POOLED FUNDS PLC | | 33.559 | 0,003% | F |
| BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS | | 4.019.402 | 0,383% | F |
| BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC. | | 5.785 | 0,001% | F |
| BLACKROCK LIFE LIMITED | | 11.964 | 0,001% | F |
| BLACKROCK LIFE LTD | | 95.428 | 0,009% | F |
| BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B | | 85.216 | 0,008% | F |
| BLACKROCK UCITS CCF | | 38.880 | 0,004% | F |
| BLKB EQUITY SWITZERLAND FOCUS | | 164.178 | 0,016% | F |
| BMO DIVERSIFIED INCOME PORTFOLIO | | 5.592 | 0,001% | F |
| BMO MSCI EAFE ESG LEADERS INDEXETF | | 3.631 | 0,000% | F |
| BMO MSCI EAFE INDEX ETF | | 155.952 | 0,015% | F |
| BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE | | 256.984 | 0,025% | F |
| BNP PARIBAS EASY - LOW CARBON 100 EUROZONE PAB | | 858 | 0,000% | F |
| BNP PARIBAS EASY - MSCI EMU SRI PAB | | 240.947 | 0,023% | F |
| BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE | | 98.847 | 0,009% | F |
| BNP PARIBAS EASY - MSCI EUROPE SRI PAB | | 150.815 | 0,014% | F |
| BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES PAB 5% CAPPED | | 187.121 | 0,018% | F |
| BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF | | 80.768 | 0,008% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-SERIES PAB 5 CAPPED UCITS ETF | | 5.678 | 0,001% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF | | 11.734 | 0,001% | F |
| BNP PARIBAS EASY MSCI EUROPE MIN TE | | 189.364 | 0,018% | F |
| BNP PARIBAS EQUITY - FOCUS ITALIA | | 41.046 | 0,004% | F |
| BNP PARIBAS FINANCE EUROPE ISR | | 123.981 | 0,012% | F |
| BNP PARIBAS FUNDS - EURO LOW VOL EQUITY | | 19.100 | 0,002% | F |
| BNP PARIBAS FUNDS - SEASONS | | 144.928 | 0,014% | F |
| BNPP DUBLIN / FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND II | | 71.644 | 0,007% | F |
| BNPP DUBLIN/FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND I | | 6.676 | 0,001% | F |
| BNY MELLON INTERNATIONAL EQUITY ETF | | 13.887 | 0,001% | F |
| BNY MELLON INTERNATIONAL STOCK INDEX FUND | | 8.016 | 0,001% | F |
| BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND | | 36.296 | 0,003% | F |
| BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND | | 15.094 | 0,001% | F |
| BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND | | 5.886 | 0,001% | F |
| BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA | | 553 | 0,000% | F |
| BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST | | 8.418 | 0,001% | F |
| BOCI PRUDENTIAL TRUSTEE LIMITED BOCPIFS EUIF | | 34.184 | 0,003% | F |
| BOOSTER WHOLESALE SCHEME | | 3.263 | 0,000% | F |
| BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S | | 50.000 | 0,005% | F |
| BRIDGE BUILDER INTERNATIONAL E | | 24.869 | 0,002% | F |
| BRIDGE BUILDER TAX MANAGED | | 3.267 | 0,000% | F |
| BRIDGEWATER BLUE PEAK FUND LP. | | 1.194 | 0,000% | F |
| BRIDGEWATER PURE ALPHA FUND III LTD | | 3.486 | 0,000% | F |
| BRIDGEWATER PURE ALPHA MAJOR MARKETS TRADING COMPANY LTD. | | 4.310 | 0,000% | F |
| BRIDGEWATER PURE ALPHA STERLING FUND LTD | | 2.330 | 0,000% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD. | | 129.747 | 0,012% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY IV LP | | 1.824 | 0,000% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY LTD | | 15.642 | 0,001% | F |
| BRIGHTER SUPER | | 18.294 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO | | 4.330 | 0,000% | F |
| BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO | | 38.593 | 0,004% | F |
| BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION. | | 1.047 | 0,000% | F |
| BRUCE POWER PENSION PLAN | | 44.918 | 0,004% | F |
| BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD | | 450 | 0,000% | F |
| BRUNSWICK UNIT 2 QUALIFIED NUCLEAR | | 12.525 | 0,001% | F |
| BSF FORMUE EUR EQUITY INDEX FUND | | 14.383 | 0,001% | F |
| BUILDERS ASSET MANAGEMENT WATER LLC | | 19.011 | 0,002% | F |
| BUMA-UNIVERSAL-FONDS I | | 3.913 | 0,000% | F |
| BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND | | 66.513 | 0,006% | F |
| BUREAU OF LABOR FUNDS-LABOR PENSION FUND | | 466.945 | 0,045% | F |
| BUREAU OF PUBLIC SERVICE PENSION FUND | | 10.990 | 0,001% | F |
| BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST | | 3.182 | 0,000% | F |
| BW DMO FUND LTD. | | 14.420 | 0,001% | F |
| BW PASPG LTD | | 4.269 | 0,000% | F |
| BW-M PA 24, LTD | | 3.339 | 0,000% | F |
| BWSP GLOBAL MACRO TRADING LIMITED | | 249 | 0,000% | F |
| CAISSE DE DEPOT ET PLACEMENT DUQUEBEC | | 727.048 | 0,069% | F |
| CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 1.394.476 | 0,133% | F |
| CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM | | 42.760 | 0,004% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF | | 3.919 | 0,000% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND | | 29.983 | 0,003% | F |
| CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO | | 4.086 | 0,000% | F |
| CANADA PENSION PLAN INVESTMENT BOARD (CPPIB) | | 811.964 | 0,077% | F |
| CANOVAI ALBERTO | CNVLRT99A19A564R | 430 | 0,000% | F |
| CAPULA TAIL RISK MASTER FUND LIMITED | | 2.313 | 0,000% | F |
| CARDANO COMMON CONTRACTUAL FUND | | 2.143 | 0,000% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE | | 48.068 | 0,005% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL | | 26.676 | 0,003% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I) | | 6.436 | 0,001% | F |
| CARESUPER | | 127.022 | 0,012% | F |
| CASSA DEPOSITI E PRESTITI SPA | 80199230584 | 457.138.500 | 43,607% | F |
| CATERPILLAR INC. MASTER RETIREMENT TRUST | | 5.218 | 0,000% | F |
| CATERPILLAR INVESTMENT TRUST. | | 43.826 | 0,004% | F |
| CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND | | 3.063 | 0,000% | F |
| CB NL AIF CLIENTS ASSETS TAXABLE | | 181.862 | 0,017% | F |
| CBP GROWTH SEGMENT AKTIEN GLOBAL- BEST STYLES | | 58.035 | 0,006% | F |
| CC AND L Q GLOBAL EQUITY FUND | | 1.739 | 0,000% | F |
| CC AND L Q GROUP GLOBAL EQUITY FUND | | 5.191 | 0,000% | F |
| CC AND L Q INTERNATIONAL EQUITY FUND | | 7.147 | 0,001% | F |
| CC&L Q WORLD EX-USA EQUITY EXTENSION MASTER FUND LTD. | | 26.448 | 0,003% | F |
| CCCVM TRANSITION ACTS MONDIALES | | 6.132 | 0,001% | F |
| CENTRAL BANK OF IRELAND - MSCI PAB | | 18.735 | 0,002% | F |
| CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING | | 10.073 | 0,001% | F |
| CENTRAL PROVIDENT FUND BOARD | | 1.019 | 0,000% | F |
| CENTRALPENSIONFD SSGA SCI BETA LV 775358 | | 34.203 | 0,003% | F |
| CERES FONDS D ACTIONS MONDE | | 5.492 | 0,001% | F |
| CERVURITE INTERNATIONAL LLC | | 27.240 | 0,003% | F |
| CFSIL RE CNEALTH GS FD 16 | | 11.156 | 0,001% | F |
| CFSIL-COMMONWLTH GBL SHARE FD 17 | | 722.770 | 0,069% | F |
| CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND | | 13.101 | 0,001% | F |
| CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1 | | 29.400 | 0,003% | F |
| CHARLES C. GATES TRUST OF 6/30/1941 | | 3.478 | 0,000% | F |
| CHCP GLOBAL SECURITIES LP | | 2.533 | 0,000% | F |
| CHEVRON MASTER PENSION TRUST | | 2.773 | 0,000% | F |
| CHORELIA N 3 | | 141.131 | 0,013% | F |
| CHORELIA N 7 | | 179.128 | 0,017% | F |
| CHORELIA N?11 | | 200.840 | 0,019% | F |
| CHORELIA N?9 | | 203.554 | 0,019% | F |
| CHURCH COMMISSIONERS FOR ENGLAND | | 7.878 | 0,001% | F |
| CIBC EUROPEAN INDEX FUND | | 2.048 | 0,000% | F |
| CIBC GL MAARS ALT CR REPO 011448 | | 1 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| CIBC INTERNATIONAL EQUITY INDEX ETF | | 1.232 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX POOL | | 1 | 0,000% | F |
| CIBC INTERNATIONAL INDEX FUND | | 27.628 | 0,003% | F |
| CIBC PENSION PLAN | | 26.565 | 0,003% | F |
| CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF | | 279.410 | 0,027% | F |
| CIN BELGIUM LIMITED | | 17 | 0,000% | F |
| CINDY SPRINGS LLC | | 42.020 | 0,004% | F |
| CITITRUST LIMITED | | 6.213 | 0,001% | F |
| CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND | | 2.634 | 0,000% | F |
| CITITRUST LTD | | 932 | 0,000% | F |
| CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN | | 18.545 | 0,002% | F |
| CITY OF NEW YORK DEFERRED COMPENSATION PLAN | | 18.150 | 0,002% | F |
| CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM. | | 30.423 | 0,003% | F |
| CITY UNIVERSITY OF NEW YORK | | 331 | 0,000% | F |
| CM-AM CONVICTIONS EURO | | 200.000 | 0,019% | F |
| CM-AM PEA SECURITE | | 1.655.860 | 0,158% | F |
| CM-AM PEA SERENITE | | 426.629 | 0,041% | F |
| CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN | | 40.928 | 0,004% | F |
| CO PERATIE KLAVERBLAD VERZEKERINGEN U.A. | | 17.523 | 0,002% | F |
| COLLEGE RETIREMENT EQUITIES FUND | | 359.094 | 0,034% | F |
| COLONIAL FIRST STATE INVESTMENT FUND 50. | | 8.070 | 0,001% | F |
| COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND.. | | 40.471 | 0,004% | F |
| COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A. | | 253.248 | 0,024% | F |
| COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC | | 2.321 | 0,000% | F |
| COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN | | 6.593 | 0,001% | F |
| COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA | | 77.885 | 0,007% | F |
| CONNECTICUT GENERAL LIFE INSURANCE COMPANY | | 8.519 | 0,001% | F |
| CONNOR CLARK & LUNN COLLECTIVE INVESTMENT TRUST | | 19.484 | 0,002% | F |
| CONSERVATION INTERNATIONAL FOUNDATION, INC. | | 655 | 0,000% | F |
| CONSOLIDATED EDISON RETIREMENT PLAN | | 17.076 | 0,002% | F |
| CONSTELLATION FITZPATRICK QUALIFIED FUND | | 2.521 | 0,000% | F |
| CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND | | 2.633 | 0,000% | F |
| CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND | | 995 | 0,000% | F |
| CORALIUM PEA SANTÉ | | 151.407 | 0,014% | F |
| COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY | | 40.669 | 0,004% | F |
| CPR EUROLAND ESG | | 131.776 | 0,013% | F |
| CPR EUROPE ESG POCHE COR | | 41.073 | 0,004% | F |
| CREDIT SUISSE INDEX FUND (LUX) | | 442.442 | 0,042% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962 | | 33.879 | 0,003% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND | | 86.197 | 0,008% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX | | 1.011 | 0,000% | F |
| CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED) | | 6.337 | 0,001% | F |
| DEAM FONDS ZDV | | 4.442 | 0,000% | F |
| DEE STREET GLOBAL EQUITY FUND | | 1.282 | 0,000% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT | | 145.545 | 0,014% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90 | | 9.343 | 0,001% | F |
| DEKA INVESTMENT GMBH A FU 5 FONDS | | 12.017 | 0,001% | F |
| DEKA INVESTMENT GMBH A SRR U1 | | 3.810 | 0,000% | F |
| DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG | | 32.163 | 0,003% | F |
| DEKA INVESTMENT GMBH GLOBALE AKTIEN | | 15.235 | 0,001% | F |
| DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA | | 154.550 | 0,015% | F |
| DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21 | | 6.885 | 0,001% | F |
| DEKA INVESTMENT GMBH W/A-REVI 2 | | 35.000 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF | | 427.317 | 0,041% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF | | 18.193 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF | | 6.314 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF | | 40.459 | 0,004% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF | | 24.552 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON | | 35.447 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL | | 10.342 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKAFONDS-RA-HH W/DWS AKTIEN | | 34.378 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS | | 14.000 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF | | 18.398 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF | | 8.165 | 0,001% | F |
| DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS | | 15.869 | 0,002% | F |
| DEKA INVESTMENT GMBH W/KREBSHILFE 1-FONDS | | 4.610 | 0,000% | F |
| DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II | | 16.624 | 0,002% | F |
| DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3 | | 5.860 | 0,001% | F |
| DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV | | 590 | 0,000% | F |
| DEKA INVESTMENT GMBH W/SSH-FONDS W/U04 | | 88.100 | 0,008% | F |
| DEKA INVESTMENT GMBH W/SVAM-FONDS | | 8.459 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TREMONIUS-FONDS | | 7.257 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02 | | 18.639 | 0,002% | F |
| DEKA VALUE PLUS | | 143.484 | 0,014% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS | | 21.000 | 0,002% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG | | 9.200 | 0,001% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/IDB-STRATEGIE WUPPERTAL | | 1.226 | 0,000% | F |
| DEKA-MASTER-HAEK I | | 9.731 | 0,001% | F |
| DEKA-RAB | | 45.699 | 0,004% | F |
| DESJARDINS INTERNATIONAL EQUITYIND EX ETF | | 26.593 | 0,003% | F |
| DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF | | 351 | 0,000% | F |
| DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE | | 1.122 | 0,000% | F |
| DESTINATIONS INTERNATIONAL EQU | | 8.148 | 0,001% | F |
| DEUTSCHE DCG EQ | | 1.719 | 0,000% | F |
| DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF) | | 1.587 | 0,000% | F |
| DEVIF-FONDS NR. 349 | | 4.983 | 0,000% | F |
| DFI LP EQUITY (PASSIVE | | 532 | 0,000% | F |
| DIGITAL FUNDS STARS EUROZONE | | 11.563 | 0,001% | F |
| DILLON MARKETABLE SECURITIES COMMON TRUST FUND. | | 1.830 | 0,000% | F |
| DIMENSIONAL FUNDS PLC | | 72.447 | 0,007% | F |
| DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E | | 1.928 | 0,000% | F |
| DNB BANK ASA | | 43.684 | 0,004% | F |
| DPAM DBI-RDT B EQUITIES EMU INDEX | | 30.600 | 0,003% | F |
| DPAM L EQUITIES EMU SRI MSCI INDEX | | 15.793 | 0,002% | F |
| DPAM L EQUITIES WORLD SRI MSCI INDEX | | 2.400 | 0,000% | F |
| DPCTA-MASTERFONDS | | 20.577 | 0,002% | F |
| DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING | | 22.120 | 0,002% | F |
| DUNHAM INTERNATIONAL STOCK FUND | | 3.924 | 0,000% | F |
| DWS INVESTMENT GMBH DRIVEINVEST FOR PENSIONS SEG 2 | | 19.703 | 0,002% | F |
| DWS INVESTMENT GMBH FOR DEAM-FONDS CPT | | 5.000 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1 | | 5.654 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN | | 2.700 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ | | 13.396 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE | | 82.290 | 0,008% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROPEAN EQUITY | | 149.806 | 0,014% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY | | 39.640 | 0,004% | F |
| DWS INVESTMENT GMBH FOR DWS SYSTEMATIC EUROPEAN EQUITY | | 49.942 | 0,005% | F |
| DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER | | 1.350 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1 | | 26.908 | 0,003% | F |
| DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY | | 16.258 | 0,002% | F |
| DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND | | 4.766 | 0,000% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT | | 71.015 | 0,007% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO | | 1.316 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DWS MULTI ASSET PIR FUND | | 52.095 | 0,005% | F |
| DYNASTY INVEST LTD | | 1.134 | 0,000% | F |
| E-TRADE NO FEE INTERNATIONAL INDEX FUND | | 240 | 0,000% | F |
| EBK-AKTIEN-UNIVERSAL-FONDS | | 76.801 | 0,007% | F |
| EGEPARGNE 2 DIVERSIFIE | | 19.708 | 0,002% | F |
| ELEVA UCITS FUND - ELEVA ABSOLUTE RETURN EUROPE | | 165.346 | 0,016% | F |
| EMBO-FONDS | | 11.075 | 0,001% | F |
| EMERGENCY SERVICES SUPERANNUATION SCHEME | | 2.465 | 0,000% | F |
| EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE | | 1 | 0,000% | F |
| EMPOWER ANNUITY INSURANCE COMPANY | | 64.699 | 0,006% | F |
| ENHANCED INDEX INTERNATIONAL SHARE FUND | | 21.104 | 0,002% | F |
| ENPAM | | 200.000 | 0,019% | F |
| ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI | | 11.750.450 | 1,121% | F |
| ENVIRONMENT FUND | | 3.673 | 0,000% | F |
| EPARGNE ACTIONS MONDE ISR | | 89.181 | 0,009% | F |
| EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO | | 33.001 | 0,003% | F |
| EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 26.765 | 0,003% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO | | 4.314 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO | | 4.919 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO | | 6.624 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO | | 9.310 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO | | 14.979 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 42.245 | 0,004% | F |
| EQUIPSUPER | | 57.778 | 0,006% | F |
| EQUITABLE FINANCIAL LIFE INSURANCE COMPANY | | 2.957 | 0,000% | F |
| ERAFP ACTIONS EURO I | | 592.588 | 0,057% | F |
| ERAFP ACTIONS EURO IV | | 274.204 | 0,026% | F |
| ERISA ACTION EUROPE N 2 | | 41.236 | 0,004% | F |
| ERISA ACTIONS GRANDES VALEURS | | 817.353 | 0,078% | F |
| ERSTE ASSET MANAGEMENT GMBH | | 441.100 | 0,042% | F |
| ESKOM PENSION AND PROVIDENT FUND | | 37.165 | 0,004% | F |
| ESPERIDES - S.A. SICAV-SIF | | 5.551 | 0,001% | F |
| ESSENTIA HEALTH | | 1.633 | 0,000% | F |
| EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB) | | 1.335 | 0,000% | F |
| F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC | | 3.419 | 0,000% | F |
| FACTORY MUTUAL INSURANCE COMPANY | | 5.790 | 0,001% | F |
| FAMILY INVESTMENTS CHILD TRUST FUND | | 5.916 | 0,001% | F |
| FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND | | 7.919 | 0,001% | F |
| FCM INTERNATIONAL LLC | | 835 | 0,000% | F |
| FCP HUMANIS RETRAITE ACTIONS | | 297.159 | 0,028% | F |
| FCP HUMANIS RETRAITE ACTIONS BAS CARBONE | | 213.173 | 0,020% | F |
| FCP SODIUM 1 | | 30.421 | 0,003% | F |
| FEDERATED HERMES GLOBAL ALLOCATION FUND | | 3.151 | 0,000% | F |
| FEDEX CORPORATION EMPLOYEES PENSION TRUST | | 15.223 | 0,001% | F |
| FGV - ACTIONS EUROPE LM B | | 124.795 | 0,012% | F |
| FGV ACTIONS EUROPE LM A | | 16.067 | 0,002% | F |
| FIDDLER PARTNERS LLC | | 474 | 0,000% | F |
| FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND | | 1.495.132 | 0,143% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND | | 15.397 | 0,001% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND | | 81.250 | 0,008% | F |
| FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF | | 27.911 | 0,003% | F |
| FIDELITY FUNDS - GLOBAL QUALITY INCOME POOL | | 292 | 0,000% | F |
| FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST | | 562 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND | | 51.455 | 0,005% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND | | 184 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND | | 97.365 | 0,009% | F |
| FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND | | 489.400 | 0,047% | F |
| FIDELITY SAI INTERNATIONAL INDEX FUND | | 173.026 | 0,017% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND | | 47.254 | 0,005% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND | | 186.693 | 0,018% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA | | 15.167 | 0,001% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. | | 832.136 | 0,079% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND | | 196.253 | 0,019% | F |
| FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF | | 36.046 | 0,003% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND | | 5.248 | 0,001% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND | | 12.362 | 0,001% | F |
| FIDEURAM COMPARTO PIANO AZIONI ITALIA | | 430.000 | 0,041% | F |
| FIDEURAM COMPARTO PIANO BILANCIATO ITALIA 50 | | 65.000 | 0,006% | F |
| FIDEURAM ITALIA | | 24.200 | 0,002% | F |
| FINALTIS EFFICIENT BETA EURO | | 4.994 | 0,000% | F |
| FIRE AND POLICE PENSION ASSOCIATION OF COLORADO | | 1 | 0,000% | F |
| FIRST PRIVATE EURO DIVIDENDEN STAUFER | | 75.136 | 0,007% | F |
| FIRST SENTIER INVESTORS GLOBAL UMBRELLA FUND PUBLIC LIMITED COMPANY | | 1.629 | 0,000% | F |
| FIRST TRUST DEVELOPED MARKETS EX US ALPHADEX FUND | | 80.016 | 0,008% | F |
| FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND | | 333.751 | 0,032% | F |
| FIRST TRUST EUROPE ALPHADEX FUND | | 64.741 | 0,006% | F |
| FIRST TRUST EUROZONE ALPHADEX ETF | | 17.333 | 0,002% | F |
| FIRST TRUST EUROZONE ALPHADEX UCITS ETF | | 25.092 | 0,002% | F |
| FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF | | 77.719 | 0,007% | F |
| FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF | | 12.722 | 0,001% | F |
| FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF | | 10.019 | 0,001% | F |
| FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF | | 44.365 | 0,004% | F |
| FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND | | 703.069 | 0,067% | F |
| FISCHER FAMILY TRUST | | 1.424 | 0,000% | F |
| FJARDE AP-FONDEN. | | 52.809 | 0,005% | F |
| FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND | | 8.645 | 0,001% | F |
| FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND | | 952 | 0,000% | F |
| FLORIDA GLOBAL EQUITY FUND LLC | | 4.654 | 0,000% | F |
| FLORIDA RETIREMENT SYSTEM | | 32.110 | 0,003% | F |
| FLORIDA RETIREMENT SYSTEM TRUST FUND | | 36.415 | 0,003% | F |
| FLORIDA RETSYS MINERVA 1009008 | | 14.956 | 0,001% | F |
| FLOURISH INVESTMENT CORPORATION | | 2.333 | 0,000% | F |
| FOLKSAM OMSESIDIG SAKFORSAKRING | | 17.361 | 0,002% | F |
| FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY | | 9.389 | 0,001% | F |
| FONDATION BOTNAR.. | | 20.429 | 0,002% | F |
| FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA | 00499230373 | 1.702.438 | 0,162% | F |
| FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES | | 1.933 | 0,000% | F |
| FONDITALIA | | 917.680 | 0,088% | F |
| FONDOPOSTE | | 41.029 | 0,004% | F |
| FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.) | | 1 | 0,000% | F |
| FONDS FUER STIFTUNGEN INVESCO | | 11.065 | 0,001% | F |
| FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS | | 2.001 | 0,000% | F |
| FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST.. | | 5.589 | 0,001% | F |
| FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST | | 664 | 0,000% | F |
| FOREIGN STOCK INDEX MOTHER FUND | | 29.833 | 0,003% | F |
| FORSTA AP - FONDEN | | 92.442 | 0,009% | F |
| FOVERUKA PENSION UNIVERSAL | | 7.109 | 0,001% | F |
| FRANKLIN INTERNATIONAL EQUITY INDEX ETF | | 6.059 | 0,001% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF | | 3.615 | 0,000% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF | | 2.484 | 0,000% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL DIVIDEND MULTIPLIER INDEX | | 20.846 | 0,002% | F |



3P

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG | | 105.327 | 0,010% | F |
| FRANKLIN TEMPLETON ICAV | | 378.421 | 0,036% | F |
| FUNDACAO CALOUSTE GULBENKIAN | | 3.440 | 0,000% | F |
| FUNDO DE PENSOES . | | 5.355 | 0,001% | F |
| FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU | | 11.362 | 0,001% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F | | 97.655 | 0,009% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI. | | 23.474 | 0,002% | F |
| FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500) | | 2.736 | 0,000% | F |
| G.A.-FUND-B - EQUITY BROAD EURO P | | 13.078 | 0,001% | F |
| G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES | | 7.264 | 0,001% | F |
| GARD UNIT TRUST | | 9.721 | 0,001% | F |
| GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY | | 1.841 | 0,000% | F |
| GENERAL ORGANISATION FOR SOCIAL INSURANCE. | | 408.653 | 0,039% | F |
| GENERAL PENSION AND SOCIAL SECURITY AUTHORITY | | 6.980 | 0,001% | F |
| GENERALI DIVERSIFICATION | | 944 | 0,000% | F |
| GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT | | 187.800 | 0,018% | F |
| GERANA SICAV-SIF, S.A. | | 8.456 | 0,001% | F |
| GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND | | 2.795 | 0,000% | F |
| GLOBAL EQUITIES ENHANCED INDEX FUND | | 336.988 | 0,032% | F |
| GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC | | 2.198 | 0,000% | F |
| GLOBAL MULTI ASSET STRATEGY FUND | | 3.396 | 0,000% | F |
| GLOBAL MULTI-FACTOR EQUITY FUND | | 18.746 | 0,002% | F |
| GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND CAYMAN L.P. | | 3.300 | 0,000% | F |
| GLOBAL X MSCI SUPERDIVIDEND EAFE ETF | | 17.138 | 0,002% | F |
| GLS BANK AKTIENFONDS C/O UNIVERSAL-INVESTMENT- | | 700.000 | 0,067% | F |
| GMO BENCHMARK-FREE FUND | | 8.535 | 0,001% | F |
| GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND | | 4.882 | 0,000% | F |
| GMO IMPLEMENTATION FUND | | 16.295 | 0,002% | F |
| GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES | | 18.806 | 0,002% | F |
| GODFOND SVERIGE & VARLDEN | | 4.688 | 0,000% | F |
| GOLDMAN SACHS ETF ICAV | | 82 | 0,000% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E | | 19.164 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT | | 433.618 | 0,041% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF | | 81.147 | 0,008% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO | | 20.375 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF | | 7.574 | 0,001% | F |
| GOLDMAN SACHS FUNDS III | | 123.480 | 0,012% | F |
| GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND | | 25.471 | 0,002% | F |
| GOVERNMENT EMPLOYEES SUPERANNUATION BRD | | 49.586 | 0,005% | F |
| GOVERNMENT OF NORWAY | | 700.000 | 0,067% | F |
| GOVERNMENT PENSION INVESTMENT FUND | | 2.136.270 | 0,204% | F |
| GOVERNMENT SUPERANNUATION FUND | | 12.310 | 0,001% | F |
| GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD. | | 30 | 0,000% | F |
| GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND | | 12.968 | 0,001% | F |
| GREAT WEST INTERNATIONAL INDEX FUND | | 68.448 | 0,007% | F |
| GREEN CENTURY MSCI INTERNATION | | 15.809 | 0,002% | F |
| GREENFINCH FOUNDATION | | 2.460 | 0,000% | F |
| GUIDEMARK WORLD EX-US FUND | | 18.125 | 0,002% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND | | 62.243 | 0,006% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND. | | 25.999 | 0,002% | F |
| HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 4.837 | 0,000% | F |
| HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND | | 397.156 | 0,038% | F |
| HAWKES FAMILY LLC | | 1.283 | 0,000% | F |
| HAWTHORN DM LLC | | 9.507 | 0,001% | F |
| HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO | | 688 | 0,000% | F |
| HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO | | 286 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL | | 6.699 | 0,001% | F |
| HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO | | 9.459 | 0,001% | F |
| HC RENTE | | 2.170 | 0,000% | F |
| HEALTHCARE EMPLOYEES PENSION | | 137.281 | 0,013% | F |
| HELIUM ALPHA | | 5.881 | 0,001% | F |
| HELVETIA I EUROPA | | 52.607 | 0,005% | F |
| HESTA | | 138.785 | 0,013% | F |
| HI PNWL DIVIDENDE PLUS FONDS | | 644.333 | 0,061% | F |
| HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS | | 83.000 | 0,008% | F |
| HILLSDALE GLOBAL EQUITY FUND | | 6.898 | 0,001% | F |
| HI-PNWL-DIVIDENDE-PLUS-FONDS | | 217.327 | 0,021% | F |
| HI-PROAM-STIFTUNGSFONDS | | 2.393 | 0,000% | F |
| HI-PROVINZIAL-LOWRISK-DIVIDENDENSTRATEGIE-FONDS | | 13.830 | 0,001% | F |
| HMT HANSEMERKUR AKTIEN INVEST | | 1.524 | 0,000% | F |
| HMT-KVMV-FONDS THEODOR-HEUSS-A | | 439 | 0,000% | F |
| HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE | | 250.725 | 0,024% | F |
| HORIZON BUSINESS SRI DYN DBI-RDT | | 39.050 | 0,004% | F |
| HOSPITAL AUTHORITY PROVIDENT FUND SCHEME | | 13.596 | 0,001% | F |
| HOSTPLUS POOLED SUPERANNUATION TRUST | | 57.832 | 0,006% | F |
| HP+P STIFTUNGSFONDS | | 15.900 | 0,002% | F |
| HPE COMMON CONTRACTUAL FUND. | | 2.462 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 11. | | 787 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 12. | | 4.892 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 2 | | 2.539 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 3 | | 3.135 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 6 | | 411 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 7. | | 4.085 | 0,000% | F |
| HSBC ACTIONS MONDE | | 97.577 | 0,009% | F |
| HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY | | 141.593 | 0,014% | F |
| HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF | | 203 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF | | 414 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF | | 12.170 | 0,001% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF | | 3.597 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF | | 879 | 0,000% | F |
| HSBC EURO ACTIONS | | 323.566 | 0,031% | F |
| HSBC GLOBAL INVESTMENT FUNDS | | 59.360 | 0,006% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND | | 1.218 | 0,000% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND | | 18.319 | 0,002% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND | | 1.795 | 0,000% | F |
| HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND | | 14.268 | 0,001% | F |
| HUMANIS RETRAITE DIVERSIFIE | | 291.231 | 0,028% | F |
| IA CLARINGTON GLOBAL VALUE FUND | | 5.257 | 0,001% | F |
| IADB POST RETIREMENT BENEFITS FUND | | 14.689 | 0,001% | F |
| IADB STAFF RETIREMENT FUND | | 40.700 | 0,004% | F |
| IAGAM GLOBAL EQUITY TRUST. | | 45.536 | 0,004% | F |
| IBM 401(K) PLUS PLAN TRUST | | 35.565 | 0,003% | F |
| IF IST - EUROPE INDEX SRI | | 9.821 | 0,001% | F |
| IF IST - GLOBE INDEX | | 22.328 | 0,002% | F |
| IG MACKENZIE INTERNATIONAL SMALL CAP FUND | | 531.149 | 0,051% | F |
| ILA - A-ILDSCG | | 2.038 | 0,000% | F |
| ILA - A-ILEZEQG | | 9.537 | 0,001% | F |
| ILA - A-ILGLOEQG | | 1.987 | 0,000% | F |
| ILA - A-ILGLOEQN | | 852 | 0,000% | F |
| ILA - RAFIMF | | 2.849 | 0,000% | F |
| ILA-A-ILIMCFHY | | 4.312 | 0,000% | F |
| ILA-A-ILSDMH | | 42.355 | 0,004% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY | | 21.659 | 0,002% | F |
| ILA-LA WORLD ESG SCREENED FUND | | 5.226 | 0,000% | F |
| ILLINOIS MUNICIPAL RETIREMENT FUND | | 24.512 | 0,002% | F |
| IMCO GLOBAL PUBLIC EQUITY LP | | 77.168 | 0,007% | F |
| IMPACTASSETS INC. | | 202 | 0,000% | F |
| IMPERIAL INTERNATIONAL EQUITY POOL | | 14.911 | 0,001% | F |
| INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER | 80122170584 | 3.130.190 | 0,299% | F |
| ING DIRECT SICAV | | 20.493 | 0,002% | F |
| INSPIRE INTERNATIONAL ETF 80 A | | 84.469 | 0,008% | F |
| INSTITUTIONAL RETIREMENT TRUST | | 9.922 | 0,001% | F |
| INTERFUND SICAV | | 22.622 | 0,002% | F |
| INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT | | 8.314 | 0,001% | F |
| INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC | | 646.985 | 0,062% | F |
| INTERNATIONAL EQUITIES B UNIT TRUST | | 1.449 | 0,000% | F |
| INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST | | 483 | 0,000% | F |
| INTERNATIONAL EQUITIES SECTOR TRUST | | 744 | 0,000% | F |
| INTERNATIONAL EQUITY FUND | | 3.862 | 0,000% | F |
| INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST | | 1.000 | 0,000% | F |
| INTERNATIONAL MONETARY FUND | | 30.572 | 0,003% | F |
| INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT | | 4.019 | 0,000% | F |
| INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN | | 13.901 | 0,001% | F |
| INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO | | 890.800 | 0,085% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE A-EUROPA-LA-PASSIV | | 3.706 | 0,000% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE INKA LUCK | | 68.221 | 0,007% | F |
| INVESCO ADVANTAGE INTERNATIONALFUND | | 1.388 | 0,000% | F |
| INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF | | 61.933 | 0,006% | F |
| INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF | | 85.378 | 0,008% | F |
| INVESCO FUNDS | | 767.843 | 0,073% | F |
| INVESCO GLOB ENHAN EQUITY UCITS ETF | | 352 | 0,000% | F |
| INVESCO GLOBAL BALANCED INDEX FUND UK | | 28.328 | 0,003% | F |
| INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND | | 6.169 | 0,001% | F |
| INVESCO GLOBAL EX UK CORE EQUITY INDEX FUND UK | | 18.263 | 0,002% | F |
| INVESCO GLOBAL EX UK ENHANCED INDEX FUND UK | | 25.748 | 0,002% | F |
| INVESCO MARKETS II PLC | | 31.724 | 0,003% | F |
| INVESCO MARKETS II PUBLIC LTD | | 26.285 | 0,003% | F |
| INVESCO MARKETS III PLC | | 77 | 0,000% | F |
| INVESCO MSCI EAFE INCOME ADVANTAGE ETF | | 2.927 | 0,000% | F |
| INVESCO MSCI EUR EQ WGHT UCITS ETF | | 68.423 | 0,007% | F |
| INVESCO MSCI WORLD SRI INDEX FUND | | 601 | 0,000% | F |
| INVESCO POOLED INVESTMENT FUND - EUROPE FUND | | 55.147 | 0,005% | F |
| INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES | | 47.045 | 0,004% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF | | 102.373 | 0,010% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED MOMENTUM ETF | | 73.775 | 0,007% | F |
| INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL | | 139.811 | 0,013% | F |
| INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL | | 95.254 | 0,009% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL | | 9.736 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL | | 13.896 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL | | 18.566 | 0,002% | F |
| INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE | | 1.796 | 0,000% | F |
| INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL | | 3.723 | 0,000% | F |
| INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI | | 24.633 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING | | 24.767 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL | | 25.097 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL | | 14.212 | 0,001% | F |
| INVESTITORI EUROPA | | 7.000 | 0,001% | F |
| INVESTITORI FLEXIBLE EQUITY ESG | | 1.760 | 0,000% | F |
| INVESTITORI PIAZZA AFFARI | | 25.500 | 0,002% | F |
| IOM UBS GLOBAL PASSIVE EQUITIES | | 5.346 | 0,001% | F |
| IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 12.449 | 0,001% | F |
| IP ACTIONS EURO | | 8.537 | 0,001% | F |
| IPC MULTIFACTOR INTERNATIONAL EQUITY | | 4.327 | 0,000% | F |
| IRISH LIFE ASSURANCE PLC | | 59.767 | 0,006% | F |
| IRISH LIFE ASSURANCE. | | 39.283 | 0,004% | F |
| IRISH LIFE CLIMATE FOCUSED FUND | | 758 | 0,000% | F |
| IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND | | 14.781 | 0,001% | F |
| IRR K LLC | | 4.519 | 0,000% | F |
| ISHARES ALL-COUNTRY EQUITY INDEX FUND | | 1.197 | 0,000% | F |
| ISHARES BLOCKCHAIN AND TECH ETF | | 3.654 | 0,000% | F |
| ISHARES CORE MSCI EAFE ETF | | 3.044.354 | 0,290% | F |
| ISHARES CORE MSCI EAFE IMI INDEX ETF | | 30.939 | 0,003% | F |
| ISHARES CORE MSCI EUROPE ETF | | 211.985 | 0,020% | F |
| ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF | | 416.783 | 0,040% | F |
| ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF | | 632.658 | 0,060% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF | | 5.483 | 0,001% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF | | 10.465 | 0,001% | F |
| ISHARES ESG ADVANCED MSCI EAFE ETF | | 42.268 | 0,004% | F |
| ISHARES ESG ADVANCED MSCI EAFE INDEX ETF | | 8.474 | 0,001% | F |
| ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE) | | 994.259 | 0,095% | F |
| ISHARES EURO STOXX UCITS ETF (DE) | | 191.446 | 0,018% | F |
| ISHARES II PUBLIC LIMITED COMPANY | | 1.236.388 | 0,118% | F |
| ISHARES III PUBLIC LIMITED COMPANY | | 1.235.638 | 0,118% | F |
| ISHARES INTERNATIONAL EQUITY FACTOR ETF | | 143.329 | 0,014% | F |
| ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF | | 541 | 0,000% | F |
| ISHARES IV PUBLIC LIMITED COMPANY | | 1.337.371 | 0,128% | F |
| ISHARES MSCI ACWI ETF | | 98.290 | 0,009% | F |
| ISHARES MSCI ACWI EX U.S. ETF | | 99.097 | 0,009% | F |
| ISHARES MSCI ACWI LOW CARBON TARGET ETF | | 24.340 | 0,002% | F |
| ISHARES MSCI EAFE ETF | | 1.529.206 | 0,146% | F |
| ISHARES MSCI EAFE INTERNATIONALINDEX FUND | | 288.895 | 0,028% | F |
| ISHARES MSCI EAFE VALUE ETF | | 1.042.422 | 0,099% | F |
| ISHARES MSCI EUR QLTY DIV UCITS ETF | | 476.761 | 0,045% | F |
| ISHARES MSCI EUROPE FINANCIALS ETF | | 616.770 | 0,059% | F |
| ISHARES MSCI EUROPE IMI INDEX ETF | | 3.689 | 0,000% | F |
| ISHARES MSCI EUROZONE ETF | | 551.177 | 0,053% | F |
| ISHARES MSCI GLOBAL MULTIFACTORETF | | 5.987 | 0,001% | F |
| ISHARES MSCI INTL MOMENTUM FACTOR ETF | | 120.790 | 0,012% | F |
| ISHARES MSCI ITALY ETF | | 545.080 | 0,052% | F |
| ISHARES MSCI KOKUSAI ETF | | 1.622 | 0,000% | F |
| ISHARES MSCI WORLD ETF | | 32.928 | 0,003% | F |
| ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF | | 144 | 0,000% | F |
| ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF | | 5.733 | 0,001% | F |
| ISHARES PUBLIC LIMITED COMPANY | | 2.691.275 | 0,257% | F |
| ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE | | 72.374 | 0,007% | F |
| ISHARES STOXX EUROPE 600 UCITS ETF (DE) | | 347.245 | 0,033% | F |
| ISHARES STOXX EUROPE MID 200 UCITS ETF (DE) | | 145.621 | 0,014% | F |
| ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE) | | 822.423 | 0,078% | F |
| ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE | | 1.979.158 | 0,189% | F |
| ISHARES V PUBLIC LIMITED COMPANY | | 307.933 | 0,029% | F |
| ISHARES VI PUBLIC LIMITED COMPANY | | 289.473 | 0,028% | F |
| ISHARES VII PUBLIC LIMITED COMPANY | | 981.817 | 0,094% | F |
| ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND | | 38.547 | 0,004% | F |
| ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND | | 2.409 | 0,000% | F |
| ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH) | | 3.662 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO | | 371 | 0,000% | F |
| JANUS HENDERSON HORIZON FUND - EUROLAND FUND | | 602.852 | 0,058% | F |
| JEFFREY LLC | | 7.080 | 0,001% | F |
| JNL INTERNATIONAL INDEX FUND | | 71.027 | 0,007% | F |
| JNL/DFA INTERNATIONAL CORE EQUITY FUND | | 9.139 | 0,001% | F |
| JNL/JPMORGAN GLOBAL ALLOCATION FUND | | 1.330 | 0,000% | F |
| JNL/MELLON MSCI WORLD INDEX FUND | | 5.947 | 0,001% | F |
| JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND | | 76.991 | 0,007% | F |
| JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF | | 9.242 | 0,001% | F |
| JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY | | 28.121 | 0,003% | F |
| JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF | | 22.738 | 0,002% | F |
| JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST | | 32.130 | 0,003% | F |
| JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST. | | 16.613 | 0,002% | F |
| JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST | | 54.567 | 0,005% | F |
| JOHN T. WALTON FAMILY TRUST | | 120.586 | 0,012% | F |
| JOSHUA GREEN CORPORATION | | 3.450 | 0,000% | F |
| JPM MULTI INCOME FUND | | 25.190 | 0,002% | F |
| JPMORGAN BETABUILDERS EUROPE ETF | | 175.059 | 0,017% | F |
| JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF | | 132.623 | 0,013% | F |
| JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND | | 162.006 | 0,015% | F |
| JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF | | 53.915 | 0,005% | F |
| JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF | | 13.151 | 0,001% | F |
| JPMORGAN EUROPE STRATEGIC DIVIDEND FUND | | 3.486 | 0,000% | F |
| JPMORGAN FLEXIBLE INCOME ETF | | 198 | 0,000% | F |
| JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND | | 3.264 | 0,000% | F |
| JPMORGAN FUNDS | | 354.244 | 0,034% | F |
| JPMORGAN GLOBAL ALLOCATION FUND | | 4.019 | 0,000% | F |
| JPMORGAN INCOME BUILDER FUND | | 76.135 | 0,007% | F |
| JPMORGAN INVESTMENT FUNDS | | 347.020 | 0,033% | F |
| JPMORGAN MULTI BALANCED FUND | | 2.159 | 0,000% | F |
| JTW TRUST NO. 2 UAD 9/19/02. | | 2.007 | 0,000% | F |
| JTW TRUST NO. 3 UAD 9/19/02. | | 2.827 | 0,000% | F |
| JTW TRUST NO. 4 UAD 9/19/02. | | 2.036 | 0,000% | F |
| JTW TRUST NO. 5 UAD 9/19/02. | | 1.555 | 0,000% | F |
| JUNON ACTIONS OBLIGATIONS | | 221.998 | 0,021% | F |
| K INVESTMENTS SH LIMITED. | | 34.350 | 0,003% | F |
| KAISER FOUNDATION HOSPITALS | | 6.781 | 0,001% | F |
| KAISER PERMANENTE GROUP TRUST | | 5.311 | 0,001% | F |
| KAP IP GLO EQUI III 56097 | | 10.289 | 0,001% | F |
| KAP MPI INTERNATIONALE AKTIER 55016 | | 139.345 | 0,013% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER | | 3.011 | 0,000% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5 | | 72.462 | 0,007% | F |
| KAPITALFORENINGEN EMD INVEST VERDENSINDEKS | | 8.758 | 0,001% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I | | 17.756 | 0,002% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX | | 29.365 | 0,003% | F |
| KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS | | 18.873 | 0,002% | F |
| KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED | | 176.190 | 0,017% | F |
| KAS BANK PF | | 632 | 0,000% | F |
| KBC ECO FUND/WORLD | | 13.970 | 0,001% | F |
| KBC EQUITY FUND EUROZONE | | 377.140 | 0,036% | F |
| KBC EQUITY FUND EUROZONE DBI-RDT | | 47.780 | 0,005% | F |
| KBC EQUITY FUND SRI EUROZONE | | 619.635 | 0,059% | F |
| KBC EQUITY FUND WORLD | | 125.793 | 0,012% | F |
| KBC EQUITY FUND/EUROPE | | 34.784 | 0,003% | F |
| KBC EQUITY FUND/SRI WORLD | | 162.329 | 0,015% | F |
| KBC EQUITY FUND/WORLD DBI-ROT | | 29.453 | 0,003% | F |
| KBC EQUITY SRI WORLD DBI-RDT | | 20.462 | 0,002% | F |
| KBC INST FUND EURO EQUITY | | 53.482 | 0,005% | F |



44

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| KBC INSTITUTIONAL FUND SRI EURO | | 79.283 | 0,008% | F |
| KBC INSTITUTIONAL FUND/SRI WORLD EQUITY | | 32.384 | 0,003% | F |
| KBI FUNDS ICAV | | 14.564 | 0,001% | F |
| KBI GLOBAL INVESTMENT FUND | | 8.844 | 0,001% | F |
| KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1 | | 75.651 | 0,007% | F |
| KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR | | 50.120 | 0,005% | F |
| KESKINÄINEN VAKUUTUSYHTIÖ FENNIA | | 9.102 | 0,001% | F |
| KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI | | 19.773 | 0,002% | F |
| KOKUSAI EQUITY INDEX FUND, A S | | 12.306 | 0,001% | F |
| KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP | | 69.228 | 0,007% | F |
| KUMPULAN WANG PERSARAAN DIPERBADANKAN | | 13.139 | 0,001% | F |
| KUTXABANK GESTION SGIIC, S.A. | | 242.248 | 0,023% | F |
| KUTXABANK PENSIONES, S.A., SGFP | | 99.319 | 0,009% | F |
| LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES | | 52.795 | 0,005% | F |
| LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION | | 1.690 | 0,000% | F |
| LACERA MASTER OPEB TRUST | | 11.377 | 0,001% | F |
| LACM GLOBAL EQUITY FUND LP | | 1.877 | 0,000% | F |
| LAKE AVENUE INVESTMENTS LLC | | 18.058 | 0,002% | F |
| LARGE CAP INTL PORTFOLIO OF DFA INV | | 154.290 | 0,015% | F |
| LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP TRUST | | 8.200 | 0,001% | F |
| LAZARD ASSET MANAGEMENT LLC | | 118 | 0,000% | F |
| LBPAM 3 MOIS | | 2.182.558 | 0,208% | F |
| LBPAM ACTIONS DIVIDENDES EUROP | | 3.163 | 0,000% | F |
| LBPAM ISR ACTIONS 80 | | 63.889 | 0,006% | F |
| LBPAM ISR ACTIONS EURO LARGE CAP | | 3.599 | 0,000% | F |
| LBPAM ISR ACTIONS EUROMONDE | | 124.806 | 0,012% | F |
| LBPAM ISR ACTIONS EUROPE 50 | | 375.097 | 0,036% | F |
| LBPAM ISR ACTIONS FOCUS EURO | | 87.076 | 0,008% | F |
| LBPAM ISR AVENIR EURO | | 956 | 0,000% | F |
| LBPAM ISR STRATEGIE PEA 1 | | 10.996 | 0,001% | F |
| LBPAM ISR STRATEGIE PEA 2 | | 17.216 | 0,002% | F |
| LBPAM SHORT TERM | | 133.000 | 0,013% | F |
| LCL ACTIONS EURO CORE+ | | 69.430 | 0,007% | F |
| LCL ACTIONS MONDE HORS EUROPE EURO | | 186.002 | 0,018% | F |
| LCL TRIPLE HORIZON (SEPT 2021) | | 122.133 | 0,012% | F |
| LEADERSEL P.M.I | | 29.030 | 0,003% | F |
| LEGAL & GENERAL ASSURANCE SOCIETY LIMITED | | 655 | 0,000% | F |
| LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E | | 6.009 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO | | 30.046 | 0,003% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE | | 8.830 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED | | 330 | 0,000% | F |
| LEGAL & GENERAL GLOBAL EQUITY INDEX FUND | | 12.796 | 0,001% | F |
| LEGAL & GENERAL ICAV. | | 6.172 | 0,001% | F |
| LEGAL & GENERAL MSCI EAFE FUND LLC | | 39.561 | 0,004% | F |
| LEGAL & GENERAL MSCI EAFE SL FUND LLC | | 27.903 | 0,003% | F |
| LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT ( | | 16.397 | 0,002% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED | | 162.311 | 0,015% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND | | 2.953 | 0,000% | F |
| LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED | | 1.260.036 | 0,120% | F |
| LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED | | 14.483 | 0,001% | F |
| LEGAL AND GENERAL CCF | | 24.279 | 0,002% | F |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST. | | 40.947 | 0,004% | F |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.. | | 272 | 0,000% | F |
| LEGAL AND GENERAL EUROPEAN INDEX TRUST | | 195.654 | 0,019% | F |
| LEGAL AND GENERAL INTERNATIONAL INDEX TRUST | | 61.961 | 0,006% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| LEGAL AND GENERAL UCITS ETF PLC | | 144.585 | 0,014% | F |
| LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF | | 362.985 | 0,035% | F |
| LFM ACTIONS MONDE VOLATILITE C | | 89.564 | 0,009% | F |
| LGIM MANAGERS (EUROPE) LIMITED | | 33.279 | 0,003% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME | | 4.600 | 0,000% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME.. | | 399 | 0,000% | F |
| LM FUND LP | | 474 | 0,000% | F |
| LMAP 909 SUB FUND OF LMAP IRELAND ICAV | | 2.661 | 0,000% | F |
| LMT MRT BLRK EUROPE VALUE 775373 | | 7.397 | 0,001% | F |
| LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR | | 318 | 0,000% | F |
| LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST | | 5.496 | 0,001% | F |
| LOF TARGETNETZERO EUROPE EQUITY | | 6.189 | 0,001% | F |
| LOF TARGETNETZERO GLOBAL EQUITY | | 2.054 | 0,000% | F |
| LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME. | | 11.075 | 0,001% | F |
| LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM. | | 25.820 | 0,002% | F |
| LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI | | 2.437 | 0,000% | F |
| LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST | | 70.070 | 0,007% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS( | | 8.251 | 0,001% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND | | 65.083 | 0,006% | F |
| LUXCELLENCE-HELVETIA EUROP EQUITY | | 6.312 | 0,001% | F |
| LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND | | 9.286 | 0,001% | F |
| LVIP SSGA DEVELOPED INTERNATIONAL 150 FU | | 221.071 | 0,021% | F |
| LVIP SSGA INTERNATIONAL INDEX FUND | | 58.233 | 0,006% | F |
| LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G. | | 45.566 | 0,004% | F |
| LYXOR FTSE MIB UCITS ETF | | 422.304 | 0,040% | F |
| LYXOR MSCI EUROPE UCITS ETF | | 30.242 | 0,003% | F |
| M INTERNATIONAL EQUITY FUND | | 2.463 | 0,000% | F |
| M PRIME EUROPE STOCKS | | 223 | 0,000% | F |
| MACK EAFE EQUITY POOL | | 11.863 | 0,001% | F |
| MACKENZIE INTERNATIONAL EQUITY INDEX ETF | | 19.532 | 0,002% | F |
| MACQUARIE INTERNATIONAL EQUITIES FUND | | 17.922 | 0,002% | F |
| MACQUARIE MULTI-FACTOR FUND | | 6.015 | 0,001% | F |
| MAN FUNDS XII SPC-MAN 17831 SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED | | 3.898 | 0,000% | F |
| MANAGED PENSION FUNDS LIMITED | | 3.947 | 0,000% | F |
| MANDARINE EQUITY INCOME | | 4.285 | 0,000% | F |
| MANDAT ACTION HGAM | | 215.978 | 0,021% | F |
| MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND | | 24.109 | 0,002% | F |
| MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF | | 10.341 | 0,001% | F |
| MANVILLE PERSONAL INJURY SETTLEMENT TRUST | | 1.514 | 0,000% | F |
| MARIGOLD TACTICAL STRATEGIES LTD | | 1.388 | 0,000% | F |
| MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK | | 10.427 | 0,001% | F |
| MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUIT | | 55.636 | 0,005% | F |
| MARYLAND STATE RETIREMENT PENSION SYSTEM | | 44.400 | 0,004% | F |
| MASTERFONDS BANTHUS | | 11.259 | 0,001% | F |
| MASTERINVEST KAPITALANLAGE GMBH | | 2.426 | 0,000% | F |
| MATB MSCI KOKUSAI INDEX MOTHER FUND | | 7.663 | 0,001% | F |
| MBB PUBLIC MARKETS I LLC | | 30.773 | 0,003% | F |
| MBB SMART FUND C LLC | | 14.329 | 0,001% | F |
| MBB SMART FUND P LLC | | 12.148 | 0,001% | F |
| MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP) | | 1.625 | 0,000% | F |
| MD INTERNATIONAL GROWTH FUND | | 4.411 | 0,000% | F |
| MD INTERNATIONAL VALUE FUND | | 7.898 | 0,001% | F |
| MDPIM INTERNATIONAL EQUITY INDEX POOL | | 27.212 | 0,003% | F |
| MDPIM INTERNATIONAL EQUITY POOL | | 123.133 | 0,012% | F |
| MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH | | 27.767 | 0,003% | F |
| MEDIOLANUM GESTION SGIIC, SA | | 5.386 | 0,001% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA | | 1.170.000 | 0,112% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA | | 170.000 | 0,016% | F |
| MERCER GLOBAL EQUITY FUND | | 34.419 | 0,003% | F |
| MERCER INDEXED INTERNATIONAL SHARES FUND | | 37.972 | 0,004% | F |
| MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND | | 832 | 0,000% | F |
| MERCER NONUS CORE EQUITY FUND | | 262.370 | 0,025% | F |
| MERCER PASSIVE INTERNATIONAL SHARES FUND | | 13.316 | 0,001% | F |
| MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND | | 2.084 | 0,000% | F |
| MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL | | 12.465 | 0,001% | F |
| MERCER QIF COMMON CONTRACTUAL FUND | | 154.589 | 0,015% | F |
| MERCER UCITS COMMON CONTRACTUALFUND | | 31.680 | 0,003% | F |
| MERCER UNHEDGED OVERSEAS SHARES TRUST | | 162.993 | 0,016% | F |
| MERCER WHOLESALE FUNDS | | 1.392 | 0,000% | F |
| MERCK AND CO INC MASTER RETIREMENT TRUST | | 111.328 | 0,011% | F |
| METALLRENTE FONDS PORTFOLIO | | 30.392 | 0,003% | F |
| METIS EQUITY TRUST | | 2.593 | 0,000% | F |
| METROPOLITAN EMPLOYEE BENEFIT SYSTEM | | 6.573 | 0,001% | F |
| METROPOLITAN LIFE INSURANCE COMPANY | | 10.063 | 0,001% | F |
| MGF | | 46.878 | 0,004% | F |
| MGI FUNDS PLC | | 77.360 | 0,007% | F |
| MGTS AFH DA EURO JPM GROWTH | | 32.056 | 0,003% | F |
| MGTS AFH DA EURO JPM VALUE | | 55.318 | 0,005% | F |
| MI FONDS K12 | | 42.009 | 0,004% | F |
| MICHAEL AND MAIRA CAREN TRUST 930 | | 1.217 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE | | 1.048 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST | | 1.992 | 0,000% | F |
| MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN | | 24.736 | 0,002% | F |
| MIDDLETOWN WORKS HOURLY AND SALARIED UNION | | 706 | 0,000% | F |
| MI-FONDS 384 | | 23.719 | 0,002% | F |
| MI-FONDS F47 | | 32.464 | 0,003% | F |
| MIGROS BANK (LUX) FONDS 30 | | 1.100 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 40 (EUR) | | 1.190 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 50 | | 1.540 | 0,000% | F |
| MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS | | 2.999 | 0,000% | F |
| MINEWORKERS' PENSION SCHEME | | 7.996 | 0,001% | F |
| MINISTERO DELL'ECONOMIA E DELLE FINANZE | 80415740580 | 382.127.890 | 36,452% | F |
| MINISTRY OF ECONOMY AND FINANCE | | 167.790 | 0,016% | F |
| MISSOURI EDUCATION PENSION TRUST | | 187.626 | 0,018% | F |
| MM DEVELOPED WORLD EQUITY INDEX FUND II | | 13.875 | 0,001% | F |
| MOA INTERNATIONAL FUND | | 634.404 | 0,061% | F |
| MOBIUS LIFE LIMITED. | | 13.906 | 0,001% | F |
| MONETARY AUTHORITY OF MACAO | | 1 | 0,000% | F |
| MONTSEGUR CROISSANCE | | 131.203 | 0,013% | F |
| MORELLI FRANCESCO | MRLFNC60D28E716Q | 110 | 0,000% | F |
| MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO | | 1.886 | 0,000% | F |
| MORGAN STANLEY PATHWAY FUNDS - | | 12.751 | 0,001% | F |
| MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO | | 102 | 0,000% | F |
| MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST | | 2.278 | 0,000% | F |
| MOTHER CABRINI HEALTH FOUNDATION INC | | 28.842 | 0,003% | F |
| MOUNT HATTON INVESTMENTS LIMITED | | 48.954 | 0,005% | F |
| MSCI ACWI EX-U.S. IMI INDEX FUND B2 | | 9.805 | 0,001% | F |
| MSCI EQUITY INDEX FUND B - ITALY (MSITB) | | 160.654 | 0,015% | F |
| MSCI EUROPE EQUITY INDEX FUND B (EUROSECB | | 30.013 | 0,003% | F |
| MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND | | 1.779 | 0,000% | F |
| MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND | | 434.948 | 0,041% | F |
| MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX | | 17.168 | 0,002% | F |
| NAA WORLD EQUITY INCOME FUND | | 3.619 | 0,000% | F |
| NAA WORLD EQUITY INCOME SERIES | | 8.842 | 0,001% | F |
| NATHALIE DE GUNZBERG | | 1.244 | 0,000% | F |
| NATIONAL BANK FINANCIAL INC | | 2.757 | 0,000% | F |
| NATIONAL COUNCIL FOR SOCIAL SEC FUND | | 13.351 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC | | 158.219 | 0,015% | F |
| NATIONAL EMPLOYMENT SAVINGS TRUST | | 843.157 | 0,080% | F |
| NATIONAL PENSION INSURANCE FUND | | 76.047 | 0,007% | F |
| NATIONWIDE INTERNATIONAL INDEX FUND | | 20.242 | 0,002% | F |
| NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST | | 33.237 | 0,003% | F |
| NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST | | 66.682 | 0,006% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O | | 1.037 | 0,000% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO | | 155.685 | 0,015% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE | | 6.263 | 0,001% | F |
| NB BRETON HILL MULTI-STYLE PREMIA MASTER FUND LP C/O WALKERS CORPORATE LIMITED | | 114 | 0,000% | F |
| NBIMC EAFE EQUITY INDEX FUND. | | 8.523 | 0,001% | F |
| NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS | | 57.842 | 0,006% | F |
| NEUALT LLC | | 16.784 | 0,002% | F |
| NEW AIRWAYS PENSION SCHEME | | 310 | 0,000% | F |
| NEW YORK STATE COMMON RETIREMENT FUND | | 88.900 | 0,008% | F |
| NEW YORK STATE TEACHERS RETIREMENT SYSTEM | | 871.990 | 0,083% | F |
| NEW ZEALAND SUPERANNUATION FUND. | | 621.025 | 0,059% | F |
| NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POWER PLANT | | 2.129 | 0,000% | F |
| NFL PLAYER TAX QUALIFIED ANNUITY PLAN | | 3.977 | 0,000% | F |
| NORDEA EUROPEAN PASSIVE FUND | | 10.284 | 0,001% | F |
| NORDEA GLOBAL PASSIVE FUND | | 17.185 | 0,002% | F |
| NORDEA WORLD PASSIVE FUND | | 13.786 | 0,001% | F |
| NORGES BANK | | 11.037.708 | 1,053% | F |
| NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND | | 137.640 | 0,013% | F |
| NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND. | | 61.970 | 0,006% | F |
| NORTHERN LIGHTS FUND TRUST IV | | 17.478 | 0,002% | F |
| NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR | | 45.071 | 0,004% | F |
| NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING | | 66.447 | 0,006% | F |
| NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST | | 937.401 | 0,089% | F |
| NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND | | 319.312 | 0,030% | F |
| NORTHERN TRUST UCITS FGR FUND | | 121.304 | 0,012% | F |
| NORTHERN WORLD SELECTION INDEX FUND | | 24.255 | 0,002% | F |
| NORTHROP GRUMMAN PENSION MASTERTRUST | | 7.505 | 0,001% | F |
| NOW PENSIONS TRUST | | 34.471 | 0,003% | F |
| NSP MINNESEOTA RETAIL PRAIRIE II | | 4.235 | 0,000% | F |
| NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST | | 4.229 | 0,000% | F |
| NSP MONTICELLO MINNESOTA RETAIL | | 6.527 | 0,001% | F |
| NT WORLD GREEN TRANSITION INDEX FUND | | 488 | 0,000% | F |
| NUNAVUT TRUST | | 1.913 | 0,000% | F |
| NUVEEN INTERNATIONAL EQUITY INDEX FUND | | 48.971 | 0,005% | F |
| NV HAGELUNIE | | 2.157 | 0,000% | F |
| NVIT INTERNATIONAL INDEX FUND | | 20.615 | 0,002% | F |
| OFI INVEST ESG EURO EQUITY SMA | | 547 | 0,000% | F |
| OLD WESTBURY LARGE CAP STRATEGIES FUND | | 2.951.738 | 0,282% | F |
| OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND. | | 626.174 | 0,060% | F |
| OMERS ADMINISTRATION CORPORATION | | 93.657 | 0,009% | F |
| ONEMARKETS ITALY ICAV | | 328 | 0,000% | F |
| ONEMARKETS PIMCO GLOBAL BALANCED ALLOC | | 8.275 | 0,001% | F |
| ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL | | 38.946 | 0,004% | F |
| OPENWORLD PUBLIC LIMITED COMPANY | | 703 | 0,000% | F |
| ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM | | 62.398 | 0,006% | F |
| OSSH 1 TRUST | | 59.087 | 0,006% | F |
| OSSIAM IRL ICAV | | 6.565 | 0,001% | F |
| OSSIAM LUX | | 342.384 | 0,033% | F |
| OSTRUM SRI EURO MINVOL EQUITY | | 11.816 | 0,001% | F |
| OSTRUM SRI EUROPE EQUITY | | 258.678 | 0,025% | F |
| PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST | | 1.105 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| PAPPALARDO ROBERTO | PPPRRT87C12C351M | 5 | 0,000% | F |
| PARAMETRIC INTERNATIONAL EQUITYFUND | | 9.300 | 0,001% | F |
| PASSIVE GLOBAL SHARE TRUST | | 8.834 | 0,001% | F |
| PCA TAX SHELTERED ANNUITY PLAN | | 3.023 | 0,000% | F |
| PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND | | 2.082 | 0,000% | F |
| PENSION BENEFIT GUARANTY CORPORATION | | 128.044 | 0,012% | F |
| PENSION RESERVES INVESTMENT TRUST FUND | | 43.382 | 0,004% | F |
| PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB | | 65.160 | 0,006% | F |
| PEOPLE'S BANK OF CHINA | | 106.254 | 0,010% | F |
| PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND | | 2.133 | 0,000% | F |
| PERTUBUHAN KESELAMATAN SOSIAL | | 50.250 | 0,005% | F |
| PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF | | 2.893 | 0,000% | F |
| PFA PENSION FORSIKRINGSAKTIESELSKAB | | 115.207 | 0,011% | F |
| PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND | | 990 | 0,000% | F |
| PGIM QMA INTERNATIONAL EQUITY FUND | | 36.890 | 0,004% | F |
| PHILADELPHIA GAS WORKS PENSION PLAN | | 1.183 | 0,000% | F |
| PHILIP VERONICA A KOVACH JT TEN/WROS 2934 | | 19 | 0,000% | F |
| PHOSPHORE | | 34.120 | 0,003% | F |
| PICTET - EUROPE INDEX | | 53.720 | 0,005% | F |
| PICTET - MULTI ASSET GLOBAL OPPORTUNITIES | | 50.724 | 0,005% | F |
| PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES | | 107.087 | 0,010% | F |
| PICTET CH - GLOBAL EQUITIES | | 3.568 | 0,000% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER | | 18.770 | 0,002% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL | | 15.027 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER | | 14.903 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE | | 2.420 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL | | 3.444 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER | | 6.334 | 0,001% | F |
| PICTET-EUROLAND INDEX | | 15.708 | 0,001% | F |
| PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND | | 966 | 0,000% | F |
| PIMCO FUNDS GLOBAL INVESTORS SERIES PLC | | 48.674 | 0,005% | F |
| PINK CALI LLC | | 486 | 0,000% | F |
| PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH | | 2.133 | 0,000% | F |
| PIVOTAL PHILANTHROPIES FOUNDATION | | 2.249 | 0,000% | F |
| PK CSG WORLD EQUITY UBS FUND MANAGEMENT SWITZERLAND AG | | 5.152 | 0,000% | F |
| PLATO INST I FUND EURO EQUITY | | 12.549 | 0,001% | F |
| PLATO INSTIT INDEX FND WORLD DBI-RDT | | 5.458 | 0,001% | F |
| PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY | | 25.437 | 0,002% | F |
| PLEIADES TRUST | | 79.666 | 0,008% | F |
| POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST | | 6.243 | 0,001% | F |
| POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY | | 71.439 | 0,007% | F |
| POOL REINSURANCE CO LTD | | 3.465 | 0,000% | F |
| PRAXIS INTERNATIONAL INDEX FUND | | 51.414 | 0,005% | F |
| PREVINDAI FONDO PENSIONE | | 61.120 | 0,006% | F |
| PREVOYANCENE FUND PREVOYANCENE GLOBAL ASSETS UBS FUND MANAGEMENT SWITZERLAND AG | | 3.172 | 0,000% | F |
| PRIME SUPER PTY LTD | | 4.376 | 0,000% | F |
| PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX | | 27.768 | 0,003% | F |
| PRINCIPAL FUNDS INC OVERSEAS FUND | | 4.768 | 0,000% | F |
| PRIVILEDGE - JP MORGAN PAN EUROPEAN FLEXIBLE EQUITY | | 121.411 | 0,012% | F |
| PROCTER AND GAMBLE BELGIUM PENSION FUND | | 1.329 | 0,000% | F |
| PRO-GEN INVESTMENTS LLC | | 1.449 | 0,000% | F |
| PROJECT 121/160-41 (P) | | 5.177 | 0,000% | F |
| PROJECT 121/160-70 (P) | | 1.959 | 0,000% | F |
| PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL | | 25.766 | 0,002% | F |
| PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS | | 1.797 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR. | | 1.361 | 0,000% | F |
| PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD | | 25.232 | 0,002% | F |
| PRUDENTIAL HONG KONG LIMITED | | 68.515 | 0,007% | F |
| PRUDENTIAL INVESTMENT PORTFOLIOS 9 PGIM ABSOLUTE RETURN BO | | 13.875 | 0,001% | F |
| PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY | | 23.315 | 0,002% | F |
| PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST | | 7.980 | 0,001% | F |
| PSF GLOBAL EQUITY PORT PI6337A 0000296332 | | 31.900 | 0,003% | F |
| PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO | | 6.990 | 0,001% | F |
| PUBLIC EMPLOYEES' LONG-TERM CARE FUND | | 8.301 | 0,001% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO | | 80.434 | 0,008% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO | | 269 | 0,000% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 139.925 | 0,013% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI | | 76.699 | 0,007% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA | | 220.052 | 0,021% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 37.844 | 0,004% | F |
| PUBLIC SECTOR PENSION INVESTMENT BOARD. | | 207.431 | 0,020% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND | | 115.267 | 0,011% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND | | 218.893 | 0,021% | F |
| QIC INTERNATIONAL EQUITIES FUND. | | 40.624 | 0,004% | F |
| QIC LISTED EQUITIES FUND | | 180.467 | 0,017% | F |
| QUALITY EDUCATION FUND | | 849 | 0,000% | F |
| QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES | | 262.008 | 0,025% | F |
| RAGS-FUNDMASTER | | 50.383 | 0,005% | F |
| RAILWAYS PENSION TRUSTEE COMPANY LIMITED | | 33.354 | 0,003% | F |
| RATTAZZI LUPO | RTTLPU53A25Z133M | 864.780 | 0,082% | F |
| RBC INDIGO INTERNATIONAL EQUITYINDEX FUND | | 3.226 | 0,000% | F |
| RBC O'SHAUGHNESSY INTERNATIONAL EQUITY FUND | | 3.075 | 0,000% | F |
| REASSURE LIMITED | | 114.783 | 0,011% | F |
| REGIME DE RENTES DU MOUVEMENT DESJARDINS | | 19.518 | 0,002% | F |
| RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT | | 15.492 | 0,001% | F |
| RETIREMENT BENEFITS INVESTMENT FUND | | 3.563 | 0,000% | F |
| RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES. | | 27.191 | 0,003% | F |
| REUSSER JÜRG, FRED | | 6.000 | 0,001% | F |
| RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST | | 352.057 | 0,034% | F |
| RHUMBLINE INTERNATIONAL POOLED INDEX TRUST | | 17.611 | 0,002% | F |
| RHUMBLINE LOW CARBON INDEX FUNDLLC | | 25.942 | 0,002% | F |
| RLA GLOBAL SHARE FUND | | 5.642 | 0,001% | F |
| RLA INTERNATIONAL EQUITIES FUND | | 14.263 | 0,001% | F |
| RLA NZ INTERNATIONAL EQUITIES FUND | | 6.640 | 0,001% | F |
| ROBECO CAPITAL GROWTH FUNDS | | 131.998 | 0,013% | F |
| ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF | | 55.066 | 0,005% | F |
| ROBECO UCITS ICAV | | 35.063 | 0,003% | F |
| ROBECO UMBRELLA FUND I N.V. | | 23.500 | 0,002% | F |
| ROBIN 1-FONDS | | 37.515 | 0,004% | F |
| ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 2.430 | 0,000% | F |
| ROCHE U.S. RETIREMENT PLANS MASTER TRUST | | 7.884 | 0,001% | F |
| ROPS EURO P | | 80.611 | 0,008% | F |
| ROPS-SMART INDEX EURO | | 59.706 | 0,006% | F |
| ROSEFINCH FOUNDATION | | 2.460 | 0,000% | F |
| ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND | | 72.306 | 0,007% | F |
| ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT | | 730 | 0,000% | F |
| RPAQ 2015 FUND LP | | 30.987 | 0,003% | F |
| RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND | | 1.901 | 0,000% | F |
| RT VIF VERSICHERUNG INTERNATIONAL FONDS | | 44.200 | 0,004% | F |
| RTX SAVINGS PLAN MASTER TRUST | | 131.911 | 0,013% | F |
| RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND | | 14.482 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND | | 5.370 | 0,001% | F |
| RUSSELL INVESTMENT COMPANY PLC | | 30.158 | 0,003% | F |
| RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND | | 4.258 | 0,000% | F |
| RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND | | 7.081 | 0,001% | F |
| RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT | | 7.497 | 0,001% | F |
| RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND | | 1.928 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND | | 4.728 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL | | 1.544 | 0,000% | F |
| RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND | | 3.836 | 0,000% | F |
| RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL | | 916 | 0,000% | F |
| RUTGERS THE STATE UNIVERSITY | | 7.378 | 0,001% | F |
| S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST | | 782 | 0,000% | F |
| SABADELL EUROPA BOLSA FUTURO, FI | | 201.255 | 0,019% | F |
| SAKKARAH 7 FCP | | 13.005 | 0,001% | F |
| SAS TRUSTEE CORPORATION POOLED FUND | | 214.498 | 0,020% | F |
| SBC MASTER PENSION TRUST | | 8.896 | 0,001% | F |
| SCHLUMBERGER GROUP TRUST AGREEMENT | | 27.878 | 0,003% | F |
| SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF | | 11.028 | 0,001% | F |
| SCHRODER GLOBAL CORE FUND | | 915 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE EQUITY FUND | | 3.190 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE FUND | | 4.372 | 0,000% | F |
| SCHRODER GLOBAL VALUE FUND | | 95.490 | 0,009% | F |
| SCHRODER INSTITUTIONAL POOLED FUNDS | | 2.233 | 0,000% | F |
| SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST | | 340.824 | 0,033% | F |
| SCHRODER INTERNATIONAL SELECTION FUND | | 325.541 | 0,031% | F |
| SCHRODER MANAGED BALANCED FUND | | 9.097 | 0,001% | F |
| SCHRODER PENSION MANAGEMENT LIMITED | | 15.871 | 0,002% | F |
| SCHRODER QEP GLOBAL ACTIVE VALUE FUND | | 60.730 | 0,006% | F |
| SCHRODER QEP GLOBAL CORE FUND | | 64.779 | 0,006% | F |
| SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND | | 6.787 | 0,001% | F |
| SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND | | 9.792 | 0,001% | F |
| SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND | | 236.336 | 0,023% | F |
| SCHRODERS CAPITAL SEMI-LIQUID | | 1.177 | 0,000% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND | | 66.868 | 0,006% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF | | 308.852 | 0,029% | F |
| SCHWAB INTERNATIONAL CORE EQUITY FUND | | 74.461 | 0,007% | F |
| SCHWAB INTERNATIONAL EQUITY ETF | | 910.306 | 0,087% | F |
| SCHWAB INTERNATIONAL INDEX FUND | | 270.822 | 0,026% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX FUND | | 1.036 | 0,000% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF | | 8.587 | 0,001% | F |
| SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF | | 1.618 | 0,000% | F |
| SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND | | 52.865 | 0,005% | F |
| SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND | | 54.413 | 0,005% | F |
| SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF | | 2.560 | 0,000% | F |
| SEI GLOBAL MASTER FUND PLC THE | | 4.015 | 0,000% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND | | 5.876 | 0,001% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND | | 200.946 | 0,019% | F |
| SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND | | 28.394 | 0,003% | F |
| SELECTION EURO CLIMAT JANVIER 2025 | | 105.089 | 0,010% | F |
| SELECTION FRANCE SOCIAL (JANVIER 2022) | | 238.837 | 0,023% | F |
| SELFFINANCING POSTSECONDARY EDUCATION FUND | | 277 | 0,000% | F |
| SELIGSON AND CO EUROPE INDEX FUND | | 41.506 | 0,004% | F |
| SENTINEL INTERNATIONAL FUND | | 1.046 | 0,000% | F |
| SG ACTIONS INTERNATIONALES | | 73.926 | 0,007% | F |
| SGA INTERNATIONAL EQUITY CIT | | 17.233 | 0,002% | F |
| SGD GE 2014-1 | | 3.136 | 0,000% | F |
| SHELL CANADA 2007 PENSION PLAN | | 882 | 0,000% | F |



51

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SHELL NEDERLAND PENSIOENFONDS STICHTING | | 17.087 | 0,002% | F |
| SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND | | 4.895 | 0,000% | F |
| SHELTON INTERNATIONAL SELECT EQUITY FUND | | 14.300 | 0,001% | F |
| SHERIFFS PENSION AND RELIEF FUND | | 4.434 | 0,000% | F |
| SHINKO GLOBAL EQUITY INDEX MOTHER FUND | | 80 | 0,000% | F |
| SIEMENS EMU EQUITIES | | 67.286 | 0,006% | F |
| SIEMENS-FONDS SIEMENS-RENTE | | 45.202 | 0,004% | F |
| SIMPLICITY HEDGED GLOBAL SHARE FUND | | 10.230 | 0,001% | F |
| SIMPLICITY UNHEDGED GLOBAL SHARE FUND | | 10.090 | 0,001% | F |
| SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND | | 631.375 | 0,060% | F |
| SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND | | 290.394 | 0,028% | F |
| SLW PORTFOLIO LLC | | 256 | 0,000% | F |
| SMART WHOLESALE GLOBAL EQUITY ESG FUND | | 5.319 | 0,001% | F |
| SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND | | 13.950 | 0,001% | F |
| SNOWFINCH FOUNDATION | | 2.460 | 0,000% | F |
| SOCIAL PROTECTION FUND | | 13.603 | 0,001% | F |
| SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST | | 1.599 | 0,000% | F |
| SOGECAP PROTECTED EQUITIES | | 43.771 | 0,004% | F |
| SP INTERNATIONAL SHARES TRUST | | 5.626 | 0,001% | F |
| SPA MANDATE BLACKROCK | | 13.428 | 0,001% | F |
| SPARINVEST SICAV - GLOBAL EQUITY TA POOL | | 5.495 | 0,001% | F |
| SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS. | | 602.224 | 0,057% | F |
| SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF | | 9.920 | 0,001% | F |
| SPDR MSCI EAFE STRATEGICFACTORSETF | | 8.731 | 0,001% | F |
| SPDR MSCI WORLD QUALITY MIX FUND | | 1.052 | 0,000% | F |
| SPDR MSCI WORLD STRATEGICFACTORS ETF | | 938 | 0,000% | F |
| SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF | | 204.557 | 0,020% | F |
| SPDR PORTFOLIO EUROPE ETF | | 28.540 | 0,003% | F |
| SPDR SP WORLD EX AUSTRALIA FUND | | 2.182 | 0,000% | F |
| SPP GENERATION 40-TAL | | 2.183 | 0,000% | F |
| SPP GENERATION 50-TAL | | 18.037 | 0,002% | F |
| SPP GENERATION 60-TAL | | 15.755 | 0,002% | F |
| SPP GENERATION 70-TAL | | 43.080 | 0,004% | F |
| SPP GENERATION 80-TAL | | 43.477 | 0,004% | F |
| SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND | | 198.418 | 0,019% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 1 | | 86.692 | 0,008% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 2 | | 37.789 | 0,004% | F |
| SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST | | 458 | 0,000% | F |
| SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND | | 2.873 | 0,000% | F |
| SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND | | 13.607 | 0,001% | F |
| SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND | | 222.967 | 0,021% | F |
| SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST | | 2.667 | 0,000% | F |
| SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY | | 22.748 | 0,002% | F |
| SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY | | 46.476 | 0,004% | F |
| SST GLOB ADV TAX EXEMPT RETIREMENT PLANS | | 2.183.054 | 0,208% | F |
| ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING | | 3.753 | 0,000% | F |
| ST PFD PMA MANDATE BLACKROCK | | 4.654 | 0,000% | F |
| STANDARD BANK OF SOUTH AFRICA LTD | | 257.169 | 0,025% | F |
| STANLIB FUNDS LIMITED | | 45.258 | 0,004% | F |
| STAR PASTEUR | | 17.656 | 0,002% | F |
| STATE OF ALASKA RETIREMENT AND BENEFITS PLANS | | 46.277 | 0,004% | F |
| STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD | | 59.731 | 0,006% | F |
| STATE OF MICHIGAN RETIREMENT SYSTEM | | 34.861 | 0,003% | F |
| STATE OF MINNESOTA | | 197.753 | 0,019% | F |
| STATE OF NEW JERSEY COMMON PENSION FUND D | | 198.475 | 0,019% | F |
| STATE OF NEW MEXICO STATE INVESTMENT COUNCIL | | 102.435 | 0,010% | F |
| STATE OF UTAH SCHOOL AND INSTITUTIONAL TRUST FUNDS TRUST FUNDS | | 3.254 | 0,000% | F |
| STATE OF WISCONSIN INVESTMENT BOARD | | 91.570 | 0,009% | F |
| STATE OF WYOMING | | 22.111 | 0,002% | F |
| STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN | | 25.989 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| STATE STREET CCF | | 6.563 | 0,001% | F |
| STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST | | 2.497 | 0,000% | F |
| STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV | | 198.703 | 0,019% | F |
| STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO | | 130.200 | 0,012% | F |
| STATE STREET GLOBAL INDEX PLUS TRUST | | 1.454 | 0,000% | F |
| STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO | | 61.882 | 0,006% | F |
| STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15 | | 6.100 | 0,001% | F |
| STATE STREET IRELAND UNIT TRUST | | 1.279 | 0,000% | F |
| STATE STREET TOTAL RETURN VIS FUND | | 2.708 | 0,000% | F |
| STATE TEACHERS RETIREMENT SYSTEM OF OHIO | | 464.363 | 0,044% | F |
| STATE UNIVERSITIES RETIREMENT SYSTEM | | 123.670 | 0,012% | F |
| STELLAR INSURANCE, LTD. | | 718 | 0,000% | F |
| STEUART L. WALTON FAMILY TRUST UAD 03/19/13 | | 1.986 | 0,000% | F |
| STICHTING BEDRIJFSPENSIOENFONDS VOOR HET | | 1.950 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL | | 74.587 | 0,007% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR | | 3.886 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF | | 23.550 | 0,002% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF | | 9.146 | 0,001% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL. | | 15.986 | 0,002% | F |
| STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS | | 279.210 | 0,027% | F |
| STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS | | 21.341 | 0,002% | F |
| STICHTING CZ FUND DEPOSITARY | | 7.289 | 0,001% | F |
| STICHTING HEINEKEN PENSIOENFONDS | | 14.109 | 0,001% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY NORTH AMERICA | | 4.135 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY PACIFIC | | 2.490 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ASR WERELDWIJD AANDELEN FONDS | | 5.618 | 0,001% | F |
| STICHTING MN SERVICES | | 154.719 | 0,015% | F |
| STICHTING MN SERVICES AANDELENFO ND | | 26.651 | 0,003% | F |
| STICHTING PENSIOENFONDS APF | | 13.011 | 0,001% | F |
| STICHTING PENSIOENFONDS CAMPINA | | 5.995 | 0,001% | F |
| STICHTING PENSIOENFONDS HOOGOVENS | | 8.323 | 0,001% | F |
| STICHTING PENSIOENFONDS ING | | 30.369 | 0,003% | F |
| STICHTING PENSIOENFONDS NOTARIAAT | | 2.330 | 0,000% | F |
| STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN | | 7.031 | 0,001% | F |
| STICHTING PENSIOENFONDS PGB | | 163.424 | 0,016% | F |
| STICHTING PENSIOENFONDS PROVISUM | | 2.224 | 0,000% | F |
| STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER | | 22.115 | 0,002% | F |
| STICHTING PENSIOENFONDS SAGITTARIUS | | 9.894 | 0,001% | F |
| STICHTING PENSIOENFONDS STAPLES | | 2.550 | 0,000% | F |
| STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS | | 9.815 | 0,001% | F |
| STICHTING PENSIOENFONDS VOOR HUISARTSEN | | 28.472 | 0,003% | F |
| STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES | | 46.112 | 0,004% | F |
| STICHTING PHILIPS PENSIOENFONDS | | 8.317 | 0,001% | F |
| STICHTING PME PENSIOENFONDS | | 56.851 | 0,005% | F |
| STOREBRAND EUROPA | | 341.878 | 0,033% | F |
| STOREBRAND EUROPA PLUS | | 8.609 | 0,001% | F |
| STOREBRAND GLOBAL ALL COUNTRIES | | 181.885 | 0,017% | F |
| STOREBRAND LIVSFORSIKRING AS | | 279.692 | 0,027% | F |
| STRATEGIC INTERNATIONAL EQUITY FUND | | 7.380 | 0,001% | F |
| STREICHER MENGATO MARIA CECILIA | | 9 | 0,000% | F |
| SUBSIDIZED SCHOOLS PROVIDENT FUND | | 11.054 | 0,001% | F |
| SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO | | 23.786 | 0,002% | F |
| SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO | | 884 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT | | 1.683 | 0,000% | F |
| SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL | | 14.542 | 0,001% | F |
| SUSTAINABLE GS 1 TRUST | | 6.128 | 0,001% | F |
| SWISS NATIONAL BANK | | 1.178.367 | 0,112% | F |
| SYCOMORE INCLUSIVE JOBS | | 263.616 | 0,025% | F |
| T ROWE PRICE GLOBAL EX US EQUITY 1001293 | | 129 | 0,000% | F |
| T. ROWE PRICE FOREIGN INVESTMENT, INC | | 2.839 | 0,000% | F |
| T. ROWE PRICE FUNDS SICAV | | 14 | 0,000% | F |
| T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND | | 7.650 | 0,001% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND | | 39.063 | 0,004% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST | | 121.613 | 0,012% | F |
| TALCOTT RESOLUTION LIFE INSURANCE COMPANY | | 5.408 | 0,001% | F |
| TANGERINE BALANCED GROWTH PORTFOLIO | | 6.756 | 0,001% | F |
| TANGERINE BALANCED INCOME PORTFOLIO | | 670 | 0,000% | F |
| TANGERINE BALANCED PORTFOLIO | | 4.469 | 0,000% | F |
| TANGERINE EQUITY GROWTH PORTFOLIO | | 9.359 | 0,001% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND | | 77.691 | 0,007% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND | | 318.720 | 0,030% | F |
| TD EMERALD INTERNATIONAL EQUITY INDEX FUND | | 89.894 | 0,009% | F |
| TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST | | 2.561 | 0,000% | F |
| TD EUROPEAN INDEX FUND | | 3.357 | 0,000% | F |
| TD INTERNATIONAL EQUITY INDEX ETF | | 52.269 | 0,005% | F |
| TEACHER RETIREMENT SYSTEM OF TEXAS | | 557.946 | 0,053% | F |
| TEACHERS RETIREMENT ALLOWANCES FUND | | 986 | 0,000% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS | | 315.848 | 0,030% | F |
| TEAM SUPERANNUATION FUND | | 20.347 | 0,002% | F |
| TELSTRA SUPERANNUATION SCHEME | | 11.787 | 0,001% | F |
| TESCO PLC PENSION SCHEME | | 425 | 0,000% | F |
| TEXAS MUNICIPAL RETIREMENT SYSTEM | | 69.293 | 0,007% | F |
| TEXAS PERMANENT SCHOOL FUND CORP | | 1 | 0,000% | F |
| TEXAS UTILITIES QUAL NDT PARTNERSHIP | | 2.393 | 0,000% | F |
| THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO | | 15.120 | 0,001% | F |
| THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED | | 54.679 | 0,005% | F |
| THE ARROWSTREET COMMON CONTRACTUAL FUND | | 798.622 | 0,076% | F |
| THE ASSOCIATED BRITISH FOODS PENSION SCHEME | | 113.508 | 0,011% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV | | 94.753 | 0,009% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN | | 211.030 | 0,020% | F |
| THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE | | 15.361 | 0,001% | F |
| THE BANK OF NEW YORK MELLON SA NV | | 239.562 | 0,023% | F |
| THE BARCLAYS BANK UK RETIREMENTFUND | | 5.881 | 0,001% | F |
| THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE | | 187 | 0,000% | F |
| THE CAPTIVE INVESTORS FUND | | 7.874 | 0,001% | F |
| THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE | | 3.209 | 0,000% | F |
| THE COMMONWEALTH FUND | | 1.507 | 0,000% | F |
| THE ESB PENSION FUND | | 7.885 | 0,001% | F |
| THE FIRST CHURCH OF CHRIST SCIENTIST | | 1.046 | 0,000% | F |
| THE GREATER MANCHESTER PENSION FUND | | 84.511 | 0,008% | F |
| THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT | | 678 | 0,000% | F |
| THE HKSAR GOVERNMENT SCHOLARSHIP FUND | | 573 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND | | 6.035 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND | | 630 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND | | 52.752 | 0,005% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142 | | 1.184 | 0,000% | F |

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| 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 400076151 | | 26.799 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893 | | 26.215 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974 | | 1.726 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501 | | 1.660 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND | | 221 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521 | | 1.814 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492 | | 7.618 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536 | | 759 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST) | | 43.335 | 0,004% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND | | 23.624 | 0,002% | F |
| THE MISSOURI FOUNDATION FOR HEALTH | | 8.979 | 0,001% | F |
| THE MONETARY AUTHORITY OF SINGAPORE | | 31.533 | 0,003% | F |
| THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN | | 15.872 | 0,002% | F |
| THE NEMOURS FOUNDATION PENSION PLAN | | 471 | 0,000% | F |
| THE NOMURA TRUST AND BANKING C | | 19.560 | 0,002% | F |
| THE PEOPLE'S PENSION SCHEME | | 197.785 | 0,019% | F |
| THE PRUDENTIAL INSURANCE COMPANY OF AMERICA | | 16.057 | 0,002% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO | | 494 | 0,000% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT | | 819 | 0,000% | F |
| THE PUBLIC INSTITUTION FOR SOCIAL SECURITY | | 8.618 | 0,001% | F |
| THE REGENTS OF THE UNIVERSITY OF CALIFORNIA | | 551.526 | 0,053% | F |
| THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND | | 121 | 0,000% | F |
| THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST | | 8.998 | 0,001% | F |
| THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER | | 88.722 | 0,008% | F |
| THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR | | 2.590 | 0,000% | F |
| THE TRUSTEES OF THE HENRY SMITH CHARITY. | | 8.207 | 0,001% | F |
| THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW | | 4.916 | 0,000% | F |
| THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME | | 92.902 | 0,009% | F |
| THEAM QUANT - EUROPE TARGET PREMIUM | | 173.000 | 0,017% | F |
| THEAM QUANT- EQUITY EUROZONE GURU | | 138.217 | 0,013% | F |
| THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED | | 34.686 | 0,003% | F |
| THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13 | | 6.192 | 0,001% | F |
| THRIFT SAVINGS PLAN | | 1.447.045 | 0,138% | F |
| THRIVENT INTERNATIONAL INDEX PORTFOLIO | | 5.919 | 0,001% | F |
| THYSSEN GLOBAL INVESTMENTS LLC | | 1.492 | 0,000% | F |
| TIAACREF INTERNATIONAL EQUITY INDEX FUND | | 538.933 | 0,051% | F |
| TIMOTHY PLAN INTERNATIONAL ETF. | | 31.495 | 0,003% | F |
| TIMOTHY PLAN MARKET NEUTRAL ETF | | 4.413 | 0,000% | F |
| TONI ACTIONS ISR 100 | | 46.960 | 0,004% | F |
| TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV | | 30.940 | 0,003% | F |
| TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP | | 3.184 | 0,000% | F |
| TRANSAMERICA MSCI EAFE INDEX VP | | 2.795 | 0,000% | F |
| TRATON-UI-DYNAMIK | | 16.295 | 0,002% | F |
| TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT | | 112.646 | 0,011% | F |
| TRINITY COLLEGE CAMBRIDGE | | 11.414 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10 | | 13.786 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21 | | 1.826 | 0,000% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3 | | 33.091 | 0,003% | 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 | 0,000% | F |
| TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO | | 6.642 | 0,001% | F |
| TSA EQUITY FUND #2 | | 2.614 | 0,000% | F |
| TSGX SOLACT ESG TBACO EX UNHG(3387) | | 629 | 0,000% | F |
| UAPF - BLACK ROCK PASSIVE EQUITY | | 2.160 | 0,000% | F |
| UAPF - INVESCO ACTIVE | | 104.066 | 0,010% | F |
| UBS (IRL) ETF PLC | | 195.920 | 0,019% | F |
| UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME | | 844.405 | 0,081% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE | | 64.109 | 0,006% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II | | 160.645 | 0,015% | F |
| UBS ASSET MANAGEMENT LIFE LTD | | 181.577 | 0,017% | F |
| UBS CH INDEX FUND 3 EQUITIES WORLD EX CH VALUE WEIGHTED UBS FUND MANAGEMENT SWITZERLAND AG | | 2.354 | 0,000% | F |
| UBS CH INDEX FUND EQ EMU UBS FUND MANAGEMENT SWITZERLAND AG | | 14.612 | 0,001% | F |
| UBS COMMON CONTRACTUAL FUND | | 13.860 | 0,001% | F |
| UBS FTSE RAFI DEVELOPED 1000 INDEX FUND | | 15.020 | 0,001% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS | | 440 | 0,000% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN | | 17.183 | 0,002% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG. | | 373.448 | 0,036% | F |
| UBS GLOBAL EQUITY CLIMATE TRANSITION FUND | | 8.047 | 0,001% | F |
| UBS LUX FUND SOLUTIONS | | 1.254.927 | 0,120% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS | | 8.421 | 0,001% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS | | 145.359 | 0,014% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A4 FONDS | | 21.093 | 0,002% | F |
| UI-FONDS BAV RBI AKTIEN | | 73.387 | 0,007% | F |
| UIN-EBBA | | 2.071 | 0,000% | F |
| UI-S | | 49.112 | 0,005% | F |
| UNIDIVIDENDENASS | | 26.993 | 0,003% | F |
| UNIGEST, S.G.I.I.C., S.A.U. | | 30.203 | 0,003% | F |
| UNIGLOBAL DIVIDENDE | | 52.898 | 0,005% | F |
| UNION INVESTMENT PRIVATFONDS G M8H UNIINSTIT EUROP MINRI | | 46.563 | 0,004% | F |
| UNISUPER | | 11.730 | 0,001% | F |
| UNITED GLOBAL STABLE SELECT EQUITY FUND | | 16.239 | 0,002% | F |
| UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE | | 2.571 | 0,000% | F |
| UNITED SERVICES AUTOMOBILE ASSOCIATION | | 3.850 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND | | 1.166 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS | | 5.323 | 0,001% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO EUROPA CORE AKTIENFONDS | | 58.868 | 0,006% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO GLOBAL DYNAMIK FONDS | | 5.281 | 0,001% | F |
| UNIVERSAL INVESTMENT GMBH | | 50.500 | 0,005% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH | | 154.650 | 0,015% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI | | 15.365 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS | | 37.739 | 0,004% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS | | 7.700 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1 | | 20.760 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS | | 19.396 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN SOLVENCY | | 3.781 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS | | 8.168 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V | | 7.416 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1 | | 2.296 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS | | 5.807 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS | | 827 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-AGI ALLOKATION(490306) | | 10.730 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP | | 29.396 | 0,003% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI | | 2.790 | 0,000% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG | | 3.811 | 0,000% | F |
| UNIVERSITIES SUPERANNUATION SCHEME | | 70.739 | 0,007% | F |
| UNIVERSITY OF NOTRE DAME DU LAC | | 8.658 | 0,001% | F |
| UNIVEUNIVERSAL INVESTMENT GESELLSCH AFT MBH SOZIALBANK | | 24.000 | 0,002% | F |
| USAA CASUALTY INSURANCE COMPANY | | 4.259 | 0,000% | F |
| USAA GENERAL INDEMNITY COMPANY | | 3.500 | 0,000% | F |
| UTAH STATE RETIREMENT SYSTEMS | | 50.630 | 0,005% | F |
| UVIMCO PARAMETRIC PHYS MSCI WRLD | | 514 | 0,000% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL | | 54.172 | 0,005% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SPARINVEST SA | | 23.470 | 0,002% | F |
| VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK | | 69.768 | 0,007% | F |
| VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND | | 41.208 | 0,004% | F |
| VANADIUM | | 160.435 | 0,015% | F |
| VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF | | 13.734 | 0,001% | F |
| VANGUARD DEVELOPED MARKETS INDEX FUND | | 4.020.835 | 0,384% | F |
| VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK | | 11.098 | 0,001% | F |
| VANGUARD ESG INTERNATIONAL STOCK ETF | | 79.833 | 0,008% | F |
| VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND | | 11.930 | 0,001% | F |
| VANGUARD EUROPEAN STOCK INDEX FUND | | 1.062.417 | 0,101% | F |
| VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST | | 96.158 | 0,009% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST | | 502.368 | 0,048% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II | | 3.352.125 | 0,320% | F |
| VANGUARD FTSE ALL WORLD EX US INDEX FUND | | 949.480 | 0,091% | F |
| VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF | | 86.207 | 0,008% | F |
| VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF | | 8.755 | 0,001% | F |
| VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND | | 13.001 | 0,001% | F |
| VANGUARD FUNDS PUBLIC LIMITED COMPANY | | 722.438 | 0,069% | F |
| VANGUARD GLOBAL MOMENTUM FACTORETF | | 13.803 | 0,001% | F |
| VANGUARD INTERNATIONAL SHARES INDEX FUND | | 180.648 | 0,017% | F |
| VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND | | 9.898 | 0,001% | F |
| VANGUARD INTL HIGH DIV YLD INDEX FD | | 331.507 | 0,032% | F |
| VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY | | 547.567 | 0,052% | F |
| VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF | | 11.164 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF | | 8.979 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF | | 8.893 | 0,001% | F |
| VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY | | 157.278 | 0,015% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF | | 7.158 | 0,001% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF | | 4.204 | 0,000% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF | | 12.396 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND | | 6.388.661 | 0,609% | F |
| VANGUARD TOTAL WORLD STOCK INDEX FUND | | 294.824 | 0,028% | F |
| VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST | | 26.114 | 0,002% | F |
| VARENNE VALEUR | | 600.000 | 0,057% | F |
| VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO | | 11.685 | 0,001% | F |
| VARIOPARTNER SICAV | | 20.772 | 0,002% | F |
| VBV VK EUROPA AKTIEN ESG FONDS | | 88.636 | 0,008% | F |
| VEBA PARTNERSHIP N L P | | 1.679 | 0,000% | F |
| VENTRY INDUSTRIES LLC | | 992 | 0,000% | F |
| VERDIPAPIRFONDET DNB EUROPA | | 4.165 | 0,000% | F |
| VERDIPAPIRFONDET DNB GLOBAL INDEKS | | 12.961 | 0,001% | F |
| VERDIPAPIRFONDET EQUINOR AKSJER EUROPA | | 20.000 | 0,002% | F |
| VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS | | 81.873 | 0,008% | F |
| VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS. | | 29.088 | 0,003% | F |
| VERDIPAPIRFONDET KRON INDEKS GLOBAL | | 11.515 | 0,001% | F |
| VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS | | 48.826 | 0,005% | F |
| VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER | | 18.214 | 0,002% | F |
| VERENIGING TOT BEHOUD VAN NATUURMONUMENTEN IN NEDERLAND | | 21.405 | 0,002% | F |
| VERMOGENSMANAGEMENT AKTIENSTARS | | 75.982 | 0,007% | F |
| VF (LUX) - VALIANT EUROPE EQUITIES | | 14.427 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST1 | | 10.728 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST2 | | 23.013 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 1 | | 18.999 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 2 | | 31.848 | 0,003% | F |
| VGV POOLFONDS PA1 | | 14.394 | 0,001% | F |
| VIA SMART-EQUITY EUROPE | | 67.106 | 0,006% | F |
| VIA SMART-EQUITY WORLD | | 59.376 | 0,006% | F |
| VICTORY MARKET NEUTRAL INCOME FUNDFUND | | 439.374 | 0,042% | F |
| VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF | | 110.751 | 0,011% | F |
| VICTORYSHARES INTERNATIONAL VOLATILITY WTD ETFVOLATILITY WTD INDEX ETF | | 17.991 | 0,002% | F |
| VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND | | 331.691 | 0,032% | F |
| VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND | | 31.746 | 0,003% | F |
| VILLIERS ALTO | | 54.364 | 0,005% | F |
| VIVACCIO ISR ACTIONS | | 359.746 | 0,034% | F |
| VOYA BALANCED INCOME PORTFOLIO | | 8.581 | 0,001% | F |
| VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND | | 33.531 | 0,003% | F |
| VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND | | 102.966 | 0,010% | F |
| VOYA GLOBAL EQUITY FUND | | 56.562 | 0,005% | F |
| VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.000 | 0,010% | F |
| VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.154 | 0,010% | F |
| VOYA INTERNATIONAL INDEX PORTFOLIO | | 30.423 | 0,003% | F |
| VOYA MM INTL EQ FUND VIM VMI 003265 | | 19.291 | 0,002% | F |
| VOYA VACS INDEX SERIES I PORTFOLIO | | 39.892 | 0,004% | F |
| VR BANK KT EUROPROTECT UI | | 32.016 | 0,003% | F |
| WASHINGTON STATE INVESTMENT BOARD | | 708.818 | 0,068% | F |
| WBW TRUST NUMBER ONE | | 814 | 0,000% | F |
| WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N | | 211 | 0,000% | F |
| WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO | | 15.888 | 0,002% | F |
| WESPATH FUNDS TRUST XOPONANCE SVCE | | 4.000 | 0,000% | F |
| WESPATH XPONANCE SVCEF I | | 684 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST | | 3.217 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO.2 TRUST | | 240.286 | 0,023% | F |
| WESTPAC WHOLESALE UNHEDGED INTERNATIONAL SHARE TRUST | | 18.252 | 0,002% | F |
| WHEELS COMMON INVESTMENT FUND. | | 1.141 | 0,000% | F |
| WIF-DWS QI EUROZONE SHORT EXT EQTY | | 9.962 | 0,001% | F |
| WILLIS TOWERS WATSON GROUP TRUST | | 17.954 | 0,002% | F |
| WILSHIRE BRIDGEWATER MANAGED ALPHA MASTER FUND LIMITED | | 5.784 | 0,001% | F |
| WINDWISE MSCI EAFE INDEX NON LENDING | | 15.228 | 0,001% | F |
| WISDOMTREE DYN CUR HDGE INTL EQ FD 1001802 | | 49.587 | 0,005% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| WISDOMTREE GLOBAL HIGH DIV FUND 1001795 | | 2.182 | 0,000% | F |
| WISDOMTREE INTL EQUITY FUND 1001810 | | 41.867 | 0,004% | F |
| WISDOMTREE INTL HIGH DIV FUND 1001812 | | 17.131 | 0,002% | F |
| WISDOMTREE INTL LARGECAP DIV FD | | 62.983 | 0,006% | F |
| WISDOMTREE INTL MULTIFACTOR FUND 1001815 | | 14.372 | 0,001% | F |
| WISDOMTREE ISSUER ICAV | | 4.254 | 0,000% | F |
| WM POOL - EQUITIES TRUST NO. 31 - ROBECO | | 6.768 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 38 - SCHRODER | | 5.338 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 74. | | 7.856 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 75. | | 134.480 | 0,013% | F |
| WM POOL - EQUITIES TRUST NO. 76 - ROBECO | | 1.846 | 0,000% | F |
| WM POOL - FIXED INTEREST TRUST NO 12 | | 836 | 0,000% | F |
| WM POOL - GLOBAL EQUITIES TRUST NO 6 | | 15.631 | 0,001% | F |
| WORLD EQUITIES II | | 7.236 | 0,001% | F |
| WORLD TRADE ORGANIZATION PENSION PLAN | | 4.072 | 0,000% | F |
| WSSP INTERNATIONAL EQUITIES TRUST | | 2.972 | 0,000% | F |
| WYOMING RETIREMENT SYSTEM | | 130 | 0,000% | F |
| XTRACKERS | | 404.910 | 0,039% | F |
| XTRACKERS (IE) PUBLIC LIMITED COMPANY | | 577.010 | 0,055% | F |
| XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF | | 841 | 0,000% | F |
| XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF | | 3.013 | 0,000% | F |
| XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF | | 2.888 | 0,000% | F |
| XTRACKERS MSCI EAFE HEDGED EQUITY ETF | | 190.402 | 0,018% | F |
| XTRACKERS MSCI EUROPE HEDGED EQUITY ETF | | 24.648 | 0,002% | F |
| XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF | | 4.792 | 0,000% | F |
| XTRACKERS MSCI KOKUSAI EQUITY ETF | | 3.331 | 0,000% | F |
| ZEPHYR - EUROPE EQUITY ESG OPTIMIZED | | 1.384 | 0,000% | F |
| ZEPHYR - OPTIMISED PLUS 2 | | 4.826 | 0,000% | F |
| ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA | | 26.011 | 0,002% | F |
| 2122 ABP DME CORE INT | | 279.749 | 0,027% | C |
| 2124 ABP DME CORE BLACKROCK | | 469.450 | 0,045% | C |
| BIGIANI LUCA | | 700 | 0,000% | C |
| CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS | | 7.046 | 0,001% | C |
| SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 330.892 | 0,032% | C |
| STICHTING BLUE SKY LIQUID ASSET FUNDS | | 8.298 | 0,001% | C |
| STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL | | 30.756 | 0,003% | C |
| STICHTING PENSIOENFONDS ABP | | 408.116 | 0,039% | C |
| CHALLENGE FUNDS - CHALLENGE ITALIAN EQUITY | | 102.000 | 0,010% | A |
| CITY OF NEW YORK GROUP TRUST | | 202.288 | 0,019% | A |
| EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES | | 1.072 | 0,000% | A |
| HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND | | 1.733 | 0,000% | A |
| PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST | | 114 | 0,000% | A |
| PEPCO HOLDINGS INC. VEBA TRUST | | 839 | 0,000% | A |
| TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK | | 41.195 | 0,004% | A |

**Totale votanti** 1.048.303.685 100%

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

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 2**

*Destinazione dell'utile di esercizio.*

| | n. azioni | % azioni rappresentate in assemblea | % del Capitale Sociale |
|---|---|---|---|
| Quorum costitutivo assemblea | 1.048.303.685 | 100% | 80,262% |
| Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo): | 1.048.303.685 | 100,000% | 80,262% |
| Azioni per le quali il RD non dispone di istruzioni: | 0 | 0,000% | 0,000% |

| | n. azioni | % partecipanti al voto | % del Capitale Sociale |
|---|---|---|---|
| Favorevole | 1.047.923.023 | 99,964% | 80,233% |
| Contrario | 274.904 | 0,026% | 0,021% |
| Astenuto | 105.758 | 0,010% | 0,008% |
| Totali | 1.048.303.685 | 100,000% | 80,262% |

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**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 dottor Massimiliano Chiado' Piat*

| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| (R) EUROPEAN EQUITIES | | 30.453 | 0,003% | F |
| 1975 IRREV TRUST OF C D WEYERHAEUSER | | 675 | 0,000% | F |
| 2122 ABP DME CORE INT | | 279.749 | 0,027% | F |
| 2124 ABP DME CORE BLACKROCK | | 469.450 | 0,045% | F |
| 405 MSTV I LP | | 46.167 | 0,004% | F |
| 801 INVESTMENTS LLC | | 4.605 | 0,000% | F |
| A.A. B DIVERSIFIE | | 44.867 | 0,004% | F |
| AA SSGA ACTIONS INDICE EURO | | 149.502 | 0,014% | F |
| AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO | | 14.424 | 0,001% | F |
| AB COLLECTIVE INVESTMENT TRUST SERIES | | 1.270 | 0,000% | F |
| AB SICAV I - ALL MARKET INCOME | | 210.315 | 0,020% | F |
| AB SICAV III - DYNAMIC ALL MAR | | 1.732 | 0,000% | F |
| AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO | | 1.009 | 0,000% | F |
| AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO | | 3.102 | 0,000% | F |
| ABB PENSION FUND | | 1.101 | 0,000% | F |
| ABN AMRO FUNDS | | 18.858 | 0,002% | F |
| ABNFLPA RHUMBLINE INTL EQUITY 262408 | | 1.166 | 0,000% | F |
| ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND | | 3.005 | 0,000% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND | | 36.386 | 0,003% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND | | 23.461 | 0,002% | F |
| ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND | | 9.805 | 0,001% | F |
| ACCIDENT COMPENSATION CORPORATION | | 282.534 | 0,027% | F |
| ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV | | 76.517 | 0,007% | F |
| ACHMEA REINSURANCE CO NV | | 10.365 | 0,001% | F |
| ACHMEA SCHADEVERZEKERINGEN NV | | 15.673 | 0,001% | F |
| ACHMEA VARIABLE SECURITIES HEALTH FUND | | 23.406 | 0,002% | F |
| ACS 30:70 GLOBAL EQUITY TRACKER FUND | | 100 | 0,000% | F |
| ACTICCIA 90 N 10 | | 175.000 | 0,017% | F |
| ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO | | 20.294 | 0,002% | F |
| ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO | | 53.055 | 0,005% | F |
| ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO | | 150.803 | 0,014% | F |
| ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO | | 78.666 | 0,008% | F |
| ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO | | 59.578 | 0,006% | F |
| ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO | | 10.326 | 0,001% | F |
| ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO | | 87.294 | 0,008% | F |
| ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO | | 1.080 | 0,000% | F |
| ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND | | 281 | 0,000% | F |
| AEAM FUNDS - AEGON WORLD EQUITY BETA POOL (P | | 3.332 | 0,000% | F |
| AEGON CUSTODY B.V. | | 193.819 | 0,018% | F |
| AEGON GLOBAL MULTI MANAGER WORLD EQUITY INDEX FUND | | 2.120 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AEGON LEVENSVERZEKERING N.V | | 30.957 | 0,003% | F |
| AEGON WORLD EQUITY INDEX FUND II | | 27.607 | 0,003% | F |
| AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS | | 56.113 | 0,005% | F |
| AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD | | 27.849 | 0,003% | F |
| AIB GROUP IRISH PENSION SCHEME | | 10.077 | 0,001% | F |
| AILIS SICAV | | 81.284 | 0,008% | F |
| AIM EQUITY EUROPE CANTONS | | 24.441 | 0,002% | F |
| AJAY MALIK | | 39.905 | 0,004% | F |
| AKTIEN EUROPA - UI | | 28.312 | 0,003% | F |
| AKTIEN SUEDEUROPA UI | | 41.200 | 0,004% | F |
| ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION | | 95.856 | 0,009% | F |
| ALASKA COMMON TRUST FUND | | 17.333 | 0,002% | F |
| ALASKA PERMANENT FUND CORPORATION | | 3.229 | 0,000% | F |
| ALBERTA INVESTMENT MANAGEMENT CORPORATION | | 958 | 0,000% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS CORE ITALY FUND | | 157.000 | 0,015% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS SUSTAINABLE WORLD FUND | | 57.849 | 0,006% | F |
| ALLIANZ GLOBAL INVESTORS FUND | | 793.804 | 0,076% | F |
| ALLIANZ GLOBAL INVESTORS GMBH | | 175.096 | 0,017% | F |
| ALLIANZ GLOBAL INVESTORS GMBH FOR CONVEST 21 VL | | 33.832 | 0,003% | F |
| ALLIANZ GLOBAL INVESTORS GMBH FOR FONDIS | | 18.959 | 0,002% | F |
| ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN | | 11.000 | 0,001% | F |
| ALLIANZ VGL AGI QUANTAMENTAL CONVICTION ENHANCED EUROPE | | 33.272 | 0,003% | F |
| ALLIANZGI F PENCABBV PENSIONS | | 41.603 | 0,004% | F |
| ALLIANZGI FONDS AFE | | 29.463 | 0,003% | F |
| ALLIANZGI FONDS OLB PENSIONEN | | 4.211 | 0,000% | F |
| ALLIANZGI S AKTIEN | | 174.245 | 0,017% | F |
| ALLIANZGI-FONDS AFE SEGMENT AFE-AA3 | | 90.987 | 0,009% | F |
| ALLIANZGI-FONDS BREMEN | | 6.838 | 0,001% | F |
| ALLIANZGI-FONDS CT-DRAECO | | 9.791 | 0,001% | F |
| ALLIANZGI-FONDS GANO 2 | | 6.279 | 0,001% | F |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA | | 46.785 | 0,004% | F |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-GM1-G_MA | | 39.834 | 0,004% | F |
| ALLIANZGI-FONDS TOSCA | | 2.755 | 0,000% | F |
| ALLOCATION PROTECTION 80 | | 342.903 | 0,033% | F |
| ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH | | 3.276 | 0,000% | F |
| AMERICAN BUREAU OF SHIPPING | | 722 | 0,000% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF | | 265.382 | 0,025% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND | | 7.484 | 0,001% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF | | 70.001 | 0,007% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF | | 8.564 | 0,001% | F |
| AMERICAN CENTURY ICAV | | 5.274 | 0,001% | F |
| AMERICAN HEART ASSOCIATION, INC. | | 2.370 | 0,000% | F |
| AMLC EQ SINGLE STOCKS | | 13.622 | 0,001% | F |
| AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND | | 5.615 | 0,001% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND | | 29.595 | 0,003% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND HEDGED | | 2.563 | 0,000% | F |
| AMP WHOLESALE GLOBAL EQUITIES FUND | | 22.714 | 0,002% | F |
| AMSELECT - HSBC EURO EQUITY VALUE | | 364.007 | 0,035% | F |
| AMUNDI BRIDGEWATER CORE GLOB | | 337 | 0,000% | F |
| AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU | | 21.930 | 0,002% | F |
| AMUNDI ESG GLOBAL LOW CARBON FUND | | 33.929 | 0,003% | F |
| AMUNDI ESG IMPROVERS EURO | | 963.302 | 0,092% | F |
| AMUNDI ETF ICAV | | 69.128 | 0,007% | F |
| AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 23.971 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 19.642 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 99.640 | 0,010% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB | | 4.322 | 0,000% | F |
| AMUNDI EURO STOXX SELECT DIVIDEND 30 | | 161.678 | 0,015% | F |
| AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS | | 588.573 | 0,056% | F |
| AMUNDI FTSE MIB | | 166.329 | 0,016% | F |
| AMUNDI FUNDS EQUITY EURO RISK PARITY | | 21.861 | 0,002% | F |
| AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT | | 75.477 | 0,007% | F |
| AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND | | 18.086 | 0,002% | F |
| AMUNDI INDEX MSCI EMU SRI | | 58.869 | 0,006% | F |
| AMUNDI INDEX MSCI EUROPE | | 256.835 | 0,025% | F |
| AMUNDI INDEX MSCI EUROPE SRI | | 433.867 | 0,041% | F |
| AMUNDI INDEX MSCI WORLD | | 27.582 | 0,003% | F |
| AMUNDI INDEX MSCI WORLD SRI | | 10.990 | 0,001% | F |
| AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE | | 7.161 | 0,001% | F |
| AMUNDI MSCI ACWI SRI PAB UCITS ETF | | 2.722 | 0,000% | F |
| AMUNDI MSCI EMU | | 56.045 | 0,005% | F |
| AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT | | 37.928 | 0,004% | F |
| AMUNDI MSCI EMU ESG LEADERS SELECT | | 368.684 | 0,035% | F |
| AMUNDI MSCI EMU VALUE FACTOR U | | 30.777 | 0,003% | F |
| AMUNDI MSCI EUROPE | | 96.199 | 0,009% | F |
| AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB | | 4.724 | 0,000% | F |
| AMUNDI MSCI EUROPE ESG LEADERS | | 105.748 | 0,010% | F |
| AMUNDI MSCI EUROPE EX SWITZERLAND | | 50.081 | 0,005% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB | | 243 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR | | 3.448 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE TRANSITION CTB | | 1.165 | 0,000% | F |
| AMUNDI MSCI WORLD ESG UNIVERSAL SELECT | | 942 | 0,000% | F |
| AMUNDI PATRIMOINE PEA | | 99.683 | 0,010% | F |
| AMUNDI PRIME EUROZONE | | 9.529 | 0,001% | F |
| AMUNDI S AND P EUROZONE CLIMAT | | 303.537 | 0,029% | F |
| AMUNDI STOXX EUROPE 600 | | 525.208 | 0,050% | F |
| AMUNDI STOXX EUROPE 600 ESG II UCITS ETF | | 2.216 | 0,000% | F |
| AMUNDI STRATEGIES ACTIONS EURO CORE | | 88.092 | 0,008% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE CORE + | | 20.734 | 0,002% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY | | 565 | 0,000% | F |
| ANDRA AP-FONDEN | | 121.507 | 0,012% | F |
| AP ACTIONS 1 EURO | | 21.156 | 0,002% | F |
| APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND | | 16.564 | 0,002% | F |
| APPLE 401(K) PLAN | | 2.949 | 0,000% | F |
| AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT | | 108.724 | 0,010% | F |
| AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD | | 1.010 | 0,000% | F |
| AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. | | 316.330 | 0,030% | F |
| AQR FUNDS - AQR GLOBAL EQUITY FUND | | 6.114 | 0,001% | F |
| AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND | | 24.946 | 0,002% | F |
| AQR FUNDS - AQR MANAGED FUTURESSTRATEGY HV FUND | | 184.411 | 0,018% | F |
| AQR FUNDS - AQR TREND TOTAL RETURN FUND | | 8.815 | 0,001% | F |
| AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND | | 22.704 | 0,002% | F |
| AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND | | 405.805 | 0,039% | F |
| AQR FUNDS AQR LONGSHORT EQUITY FUND | | 1.009.262 | 0,096% | F |
| AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND | | 89.314 | 0,009% | F |
| AQR FUNDSAQR MULTIASSET FUND | | 37.296 | 0,004% | F |
| AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC | | 370.793 | 0,035% | F |
| AQR INNOVATION FUND L.P. - SE RIES 42 MULTI-ALPHA GSS DEVELO PED LARGE CAP | | 568 | 0,000% | F |
| AQR INNOVATION FUND, L.P. | | 4.218 | 0,000% | F |
| AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND | | 346.857 | 0,033% | F |
| AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC | | 81.197 | 0,008% | F |
| AQR TAX AWARE TOTAL RETURN FUND LLC | | 216.758 | 0,021% | F |
| AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC | | 2.434 | 0,000% | F |
| AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC | | 3.088 | 0,000% | F |
| AQR UCITS FUNDS II | | 13.047 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ARBEJDSMARKEDETS TILLAEGSPENSION | | 745.283 | 0,071% | F |
| ARCA AZIONI ITALIA | | 482.000 | 0,046% | F |
| ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST | | 9.216 | 0,001% | F |
| ARERO - DER WELTFONDS - ESG | | 10.139 | 0,001% | F |
| ARIZONA PSPRS TRUST | | 56.023 | 0,005% | F |
| ARIZONA STATE RETIREMENT SYSTEM | | 48.416 | 0,005% | F |
| ARKWRIGHT, LLC | | 1.611 | 0,000% | F |
| ARR INT EX US ALPHA EXTENSION TRUST FUND | | 67.768 | 0,006% | F |
| ARRCO QUANT 1 | | 139.308 | 0,013% | F |
| ARRCO QUANT 2 | | 22.279 | 0,002% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I | | 544.310 | 0,052% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II | | 380.001 | 0,036% | F |
| ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I | | 4.360 | 0,000% | F |
| ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP. | | 363 | 0,000% | F |
| ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND | | 24.300 | 0,002% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED | | 6.618 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED | | 14.434 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED. | | 438 | 0,000% | F |
| ARROWSTREET CANADA GLOBAL ALL-COUNTRY ALPHA EXTENSION FUND I | | 2.418 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI | | 267.501 | 0,026% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT. | | 3.461 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED | | 12.163 | 0,001% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD | | 4.377 | 0,000% | F |
| ARROWSTREET COLLECTIVE INVESTMENT TRUST | | 891.897 | 0,085% | F |
| ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND | | 292.738 | 0,028% | F |
| ARROWSTREET GLOBAL EQUITY FUND | | 1.122.195 | 0,107% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT | | 2.982 | 0,000% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P. | | 10.634 | 0,001% | F |
| ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION. | | 38.532 | 0,004% | F |
| ARROWSTREET US GROUP TRUST | | 1.530.930 | 0,146% | F |
| ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP | | 248.582 | 0,024% | F |
| ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY- | | 2.718 | 0,000% | F |
| ARTEMIS SMARTGARP EUROPEAN EQUITY FUND | | 1.502.657 | 0,143% | F |
| ARTEMIS SMARTGARP GLOBAL EQUITY FUND | | 467.397 | 0,045% | F |
| ARTEMIS SMARTGARP UK EQUITY FUND | | 800.000 | 0,076% | F |
| ASAST AKTIEN AUSLAND PASSIV UBS FUND MANAGEMENT SWITZERLAND AG | | 3.640 | 0,000% | F |
| ASCENSION ALPHA FUND LLC | | 6.068 | 0,001% | F |
| ASIAN DEVELOPMENT BANK | | 24.762 | 0,002% | F |
| ASSET MANAGEMENT EXCHANGE UCITS CCF | | 19.165 | 0,002% | F |
| ASSET MANAGEMENT EXCHANGE UCITS CCF .. | | 19.304 | 0,002% | F |
| ASSURDIX | | 40.409 | 0,004% | F |
| ATCP-UI-FONDS | | 1.693 | 0,000% | F |
| AURION GLOBAL EQUITY FUND | | 1 | 0,000% | F |
| AUSTRALIAN CAPITAL TERRITORY | | 6.242 | 0,001% | F |
| AUSTRALIAN NATIONAL UNIVERSITY. | | 6.662 | 0,001% | F |
| AUSTRALIAN RETIREMENT TRUST | | 297.273 | 0,028% | F |
| AUSTRALIANSUPER | | 8.854 | 0,001% | F |
| AUTORIDADE MONETARIA DE MACAU | | 814 | 0,000% | F |
| AVADIS FUND-AKTIEN WELT AST 2 | | 16.642 | 0,002% | F |
| AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2 | | 14.135 | 0,001% | F |
| AVALON PORTFOLIO II LLC | | 1.928 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND | | 2.104 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND | | 38.687 | 0,004% | F |
| AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND | | 309 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND | | 21.399 | 0,002% | F |
| AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND | | 7.112 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND | | 3.437 | 0,000% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND | | 38.066 | 0,004% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND | | 12.856 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND | | 56.815 | 0,005% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND | | 31.149 | 0,003% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND | | 25.763 | 0,002% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I | | 163 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II | | 1.080 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III | | 3.277 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV | | 1.851 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V | | 924 | 0,000% | F |
| AVIVA INVESTORS UK FUND SERVICES LIMITED | | 44.383 | 0,004% | F |
| AVIVA LIFE & PENSIONS IRELAND DAC | | 19.887 | 0,002% | F |
| AVIVA LIFE & PENSIONS UK LIMITED | | 56.733 | 0,005% | F |
| AVIVA LIFE AND PENSIONS UK LIMITED | | 3.900 | 0,000% | F |
| AWARE SUPER | | 15.929 | 0,002% | F |
| AXA AA DIVERSIFIE INDICIEL 1 | | 33.868 | 0,003% | F |
| AXA MPS PREVIDENZA PER TE - CRESCITA | | 252.937 | 0,024% | F |
| AXA PEA REGULARITE | | 1.409.147 | 0,134% | F |
| AZIMUT LIFE DAC | | 1.279 | 0,000% | F |
| AZL DFA INTERNATIONAL CORE EQUITY FUND | | 3.921 | 0,000% | F |
| AZL GLOBAL EQUITY INDEX FUND 114072 AZL MSCI GLOBAL EQU | | 2.089 | 0,000% | F |
| AZL INTERNATIONAL INDEX FUND | | 30.109 | 0,003% | F |
| BANCO CENTRAL DE TIMOR-LESTE (BCTL) | | 39.156 | 0,004% | F |
| BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA | | 10.983 | 0,001% | F |
| BANK OF BOTSWANA. | | 1.171 | 0,000% | F |
| BANK OF KOREA | | 36.159 | 0,003% | F |
| BASTI 1 METZLER | | 2.569 | 0,000% | F |
| BAYERNINVEST 375-FONDS | | 49.000 | 0,005% | F |
| BAYERNINVEST AA 1-FONDS | | 14.899 | 0,001% | F |
| BAYERNINVEST HA1-FONDS | | 9.490 | 0,001% | F |
| BAYERNINVEST HC1-FONDS | | 5.733 | 0,001% | F |
| BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR : BAYERNINVEST BAY 1-FONDS | | 6.450 | 0,001% | F |
| BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND | | 4.772 | 0,000% | F |
| BEAR CREEK INVESTMENT LLC | | 6.473 | 0,001% | F |
| BEAT DRUGS FUND ASSOCIATION | | 582 | 0,000% | F |
| BEL EQUITY EUROPE | | 101.964 | 0,010% | F |
| BERESFORD FUNDS ICAV | | 10.362 | 0,001% | F |
| BESSEMER TRUST CO CLEARING ACCT | | 622.483 | 0,059% | F |
| BEST INVESTMENT CORPORATION | | 5.227 | 0,000% | F |
| BESTSELECT - UBS SRI GLOBAL EQUITY | | 2.916 | 0,000% | F |
| BEWAARSTICHTING NNIP I | | 114.467 | 0,011% | F |
| BFT PARTNERS VIA EQUITY EUROPE | | 27.673 | 0,003% | F |
| BG MASTER FUND ICAV | | 4.889 | 0,000% | F |
| BGF DYNAMIC HIGH INCOME FUND | | 24.363 | 0,002% | F |
| BGF GLBL MLTI ASSET IN FD EQ BSKT | | 15.375 | 0,001% | F |
| BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS | | 44.703 | 0,004% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE | | 17.315 | 0,002% | F |
| BLACKROCK AUTHORISED CONTRACTUAL SCHEME I | | 569.736 | 0,054% | F |
| BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND | | 3.930 | 0,000% | F |
| BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND | | 20.073 | 0,002% | F |
| BLACKROCK FUND MANAGERS LTD | | 459.078 | 0,044% | F |
| BLACKROCK GLOBAL FUNDS | | 9.065 | 0,001% | F |
| BLACKROCK GLOBAL INDEX FUNDS | | 43.293 | 0,004% | F |
| BLACKROCK IG INTERNATIONAL EQUITY POOL | | 24.239 | 0,002% | F |
| BLACKROCK INDEX SELECTION FUND | | 317.875 | 0,030% | F |
| BLACKROCK INSTITUTIONAL POOLED FUNDS PLC | | 33.559 | 0,003% | F |
| BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS | | 4.019.402 | 0,383% | F |
| BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC. | | 5.785 | 0,001% | F |
| BLACKROCK LIFE LIMITED | | 11.964 | 0,001% | F |
| BLACKROCK LIFE LTD | | 95.428 | 0,009% | F |
| BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B | | 85.216 | 0,008% | F |
| BLACKROCK UCITS CCF | | 38.880 | 0,004% | F |
| BLKB EQUITY SWITZERLAND FOCUS | | 164.178 | 0,016% | F |
| BMO DIVERSIFIED INCOME PORTFOLIO | | 5.592 | 0,001% | F |
| BMO MSCI EAFE ESG LEADERS INDEXETF | | 3.631 | 0,000% | F |
| BMO MSCI EAFE INDEX ETF | | 155.952 | 0,015% | F |
| BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE | | 256.984 | 0,025% | F |
| BNP PARIBAS EASY - LOW CARBON 100 EUROZONE PAB | | 858 | 0,000% | F |
| BNP PARIBAS EASY - MSCI EMU SRI PAB | | 240.947 | 0,023% | F |
| BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE | | 98.847 | 0,009% | F |
| BNP PARIBAS EASY - MSCI EUROPE SRI PAB | | 150.815 | 0,014% | F |
| BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES PAB 5% CAPPED | | 187.121 | 0,018% | F |
| BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF | | 80.768 | 0,008% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-SERIES PAB 5 CAPPED UCITS ETF | | 5.678 | 0,001% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF | | 11.734 | 0,001% | F |
| BNP PARIBAS EASY MSCI EUROPE MIN TE | | 189.364 | 0,018% | F |
| BNP PARIBAS EQUITY - FOCUS ITALIA | | 41.046 | 0,004% | F |
| BNP PARIBAS FINANCE EUROPE ISR | | 123.981 | 0,012% | F |
| BNP PARIBAS FUNDS - EURO LOW VOL EQUITY | | 19.100 | 0,002% | F |
| BNP PARIBAS FUNDS - SEASONS | | 144.928 | 0,014% | F |
| BNPP DUBLIN / FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND II | | 71.644 | 0,007% | F |
| BNPP DUBLIN/FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND I | | 6.676 | 0,001% | F |
| BNY MELLON INTERNATIONAL EQUITY ETF | | 13.887 | 0,001% | F |
| BNY MELLON INTERNATIONAL STOCK INDEX FUND | | 8.016 | 0,001% | F |
| BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND | | 36.296 | 0,003% | F |
| BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND | | 15.094 | 0,001% | F |
| BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND | | 5.886 | 0,001% | F |
| BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA | | 553 | 0,000% | F |
| BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST | | 8.418 | 0,001% | F |
| BOCI PRUDENTIAL TRUSTEE LIMITED BOCPIES EUIF | | 34.184 | 0,003% | F |
| BOOSTER WHOLESALE SCHEME | | 3.263 | 0,000% | F |
| BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S | | 50.000 | 0,005% | F |
| BRIDGE BUILDER INTERNATIONAL E | | 24.869 | 0,002% | F |
| BRIDGE BUILDER TAX MANAGED | | 3.267 | 0,000% | F |
| BRIDGEWATER BLUE PEAK FUND LP. | | 1.194 | 0,000% | F |
| BRIDGEWATER PURE ALPHA FUND III LTD | | 3.486 | 0,000% | F |
| BRIDGEWATER PURE ALPHA MAJOR MARKETS TRADING COMPANY LTD. | | 4.310 | 0,000% | F |
| BRIDGEWATER PURE ALPHA STERLING FUND LTD | | 2.330 | 0,000% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD. | | 129.747 | 0,012% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY IV LP | | 1.824 | 0,000% | F |



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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BRIDGEWATER PURE ALPHA TRADING COMPANY LTD | | 15.642 | 0,001% | F |
| BRIGHTER SUPER | | 18.294 | 0,002% | F |
| BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO | | 4.330 | 0,000% | F |
| BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO | | 38.593 | 0,004% | F |
| BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION. | | 1.047 | 0,000% | F |
| BRUCE POWER PENSION PLAN | | 44.918 | 0,004% | F |
| BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD | | 450 | 0,000% | F |
| BRUNSWICK UNIT 2 QUALIFIED NUCLEAR | | 12.525 | 0,001% | F |
| BSF FORMUE EUR EQUITY INDEX FUND | | 14.383 | 0,001% | F |
| BUILDERS ASSET MANAGEMENT WATER LLC | | 19.011 | 0,002% | F |
| BUMA-UNIVERSAL-FONDS I | | 3.913 | 0,000% | F |
| BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND | | 66.513 | 0,006% | F |
| BUREAU OF LABOR FUNDS-LABOR PENSION FUND | | 466.945 | 0,045% | F |
| BUREAU OF PUBLIC SERVICE PENSION FUND | | 10.990 | 0,001% | F |
| BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST | | 3.182 | 0,000% | F |
| BW DMO FUND LTD. | | 14.420 | 0,001% | F |
| BW PASPG LTD | | 4.269 | 0,000% | F |
| BW-M PA 24, LTD | | 3.339 | 0,000% | F |
| BWSP GLOBAL MACRO TRADING LIMITED | | 249 | 0,000% | F |
| CAISSE DE DEPOT ET PLACEMENT DUQUEBEC | | 727.048 | 0,069% | F |
| CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 1.394.476 | 0,133% | F |
| CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM | | 42.760 | 0,004% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF | | 3.919 | 0,000% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND | | 29.983 | 0,003% | F |
| CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO | | 4.086 | 0,000% | F |
| CANADA PENSION PLAN INVESTMENT BOARD (CPPIB) | | 811.964 | 0,077% | F |
| CANOVAI ALBERTO | CNVLRT99A19A564R | 430 | 0,000% | F |
| CAPULA TAIL RISK MASTER FUND LIMITED | | 2.313 | 0,000% | F |
| CARDANO COMMON CONTRACTUAL FUND | | 2.143 | 0,000% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE | | 48.068 | 0,005% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL | | 26.676 | 0,003% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I) | | 6.436 | 0,001% | F |
| CARESUPER | | 127.022 | 0,012% | F |
| CASSA DEPOSITI E PRESTITI SPA | 80199230584 | 457.138.500 | 43,607% | F |
| CATERPILLAR INC. MASTER RETIREMENT TRUST | | 5.218 | 0,000% | F |
| CATERPILLAR INVESTMENT TRUST. | | 43.826 | 0,004% | F |
| CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND | | 3.063 | 0,000% | F |
| CB NL AIF CLIENTS ASSETS TAXABLE | | 181.862 | 0,017% | F |
| CBP GROWTH SEGMENT AKTIEN GLOBAL- BEST STYLES | | 58.035 | 0,006% | F |
| CC AND L Q GLOBAL EQUITY FUND | | 1.739 | 0,000% | F |
| CC AND L Q GROUP GLOBAL EQUITY FUND | | 5.191 | 0,000% | F |
| CC AND L Q INTERNATIONAL EQUITY FUND | | 7.147 | 0,001% | F |
| CC&L Q WORLD EX-USA EQUITY EXTENSION MASTER FUND LTD. | | 26.448 | 0,003% | F |
| CCCVM TRANSITION ACTS MONDIALES | | 6.132 | 0,001% | F |
| CENTRAL BANK OF IRELAND - MSCI PAB | | 18.735 | 0,002% | F |
| CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING | | 10.073 | 0,001% | F |
| CENTRAL PROVIDENT FUND BOARD | | 1.019 | 0,000% | F |
| CENTRALPENSIONFD SSGA SCI BETA LV 775358 | | 34.203 | 0,003% | F |
| CERES FONDS D ACTIONS MONDE | | 5.492 | 0,001% | F |
| CERVURITE INTERNATIONAL LLC | | 27.240 | 0,003% | F |
| CFSIL RE CNEALTH GS FD 16 | | 11.156 | 0,001% | F |
| CFSIL-COMMONWLTH GBL SHARE FD 17 | | 722.770 | 0,069% | F |
| CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND | | 13.101 | 0,001% | F |
| CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1 | | 29.400 | 0,003% | F |
| CHARLES C. GATES TRUST OF 6/30/1941 | | 3.478 | 0,000% | F |
| CHCP GLOBAL SECURITIES LP | | 2.533 | 0,000% | F |
| CHEVRON MASTER PENSION TRUST | | 2.773 | 0,000% | F |
| CHORELIA N 3 | | 141.131 | 0,013% | F |
| CHORELIA N 7 | | 179.128 | 0,017% | F |
| CHORELIA N?11 | | 200.840 | 0,019% | F |
| CHORELIA N?9 | | 203.554 | 0,019% | F |
| CHURCH COMMISSIONERS FOR ENGLAND | | 7.878 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS | | 7.046 | 0,001% | F |
| CIBC EUROPEAN INDEX FUND | | 2.048 | 0,000% | F |
| CIBC GL MAARS ALT CR REPO 011448 | | 1 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX ETF | | 1.232 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX POOL | | 1 | 0,000% | F |
| CIBC INTERNATIONAL INDEX FUND | | 27.628 | 0,003% | F |
| CIBC PENSION PLAN | | 26.565 | 0,003% | F |
| CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF | | 279.410 | 0,027% | F |
| CIN BELGIUM LIMITED | | 17 | 0,000% | F |
| CINDY SPRINGS LLC | | 42.020 | 0,004% | F |
| CITITRUST LIMITED | | 6.213 | 0,001% | F |
| CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND | | 2.634 | 0,000% | F |
| CITITRUST LTD | | 932 | 0,000% | F |
| CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN | | 18.545 | 0,002% | F |
| CITY OF NEW YORK DEFERRED COMPENSATION PLAN | | 18.150 | 0,002% | F |
| CITY OF NEW YORK GROUP TRUST | | 202.288 | 0,019% | F |
| CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM. | | 30.423 | 0,003% | F |
| CITY UNIVERSITY OF NEW YORK | | 331 | 0,000% | F |
| CM-AM CONVICTIONS EURO | | 200.000 | 0,019% | F |
| CM-AM PEA SECURITE | | 1.655.860 | 0,158% | F |
| CM-AM PEA SERENITE | | 426.629 | 0,041% | F |
| CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN | | 40.928 | 0,004% | F |
| CO PERATIE KLAVERBLAD VERZEKERINGEN U.A. | | 17.523 | 0,002% | F |
| COLLEGE RETIREMENT EQUITIES FUND | | 359.094 | 0,034% | F |
| COLONIAL FIRST STATE INVESTMENT FUND 50. | | 8.070 | 0,001% | F |
| COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND.. | | 40.471 | 0,004% | F |
| COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A. | | 253.248 | 0,024% | F |
| COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC | | 2.321 | 0,000% | F |
| COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN | | 6.593 | 0,001% | F |
| COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA | | 77.885 | 0,007% | F |
| CONNECTICUT GENERAL LIFE INSURANCE COMPANY | | 8.519 | 0,001% | F |
| CONNOR CLARK & LUNN COLLECTIVE INVESTMENT TRUST | | 19.484 | 0,002% | F |
| CONSERVATION INTERNATIONAL FOUNDATION, INC. | | 655 | 0,000% | F |
| CONSOLIDATED EDISON RETIREMENT PLAN | | 17.076 | 0,002% | F |
| CONSTELLATION FITZPATRICK QUALIFIED FUND | | 2.521 | 0,000% | F |
| CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND | | 2.633 | 0,000% | F |
| CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND | | 995 | 0,000% | F |
| CORALIUM PEA SANTE | | 151.407 | 0,014% | F |
| COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY | | 40.669 | 0,004% | F |
| CPR EUROLAND ESG | | 131.776 | 0,013% | F |
| CPR EUROPE ESG POCHE COR | | 41.073 | 0,004% | F |
| CREDIT SUISSE INDEX FUND (LUX) | | 442.442 | 0,042% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962 | | 33.879 | 0,003% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND | | 86.197 | 0,008% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX | | 1.011 | 0,000% | F |
| CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED) | | 6.337 | 0,001% | F |
| DEAM FONDS ZDV | | 4.442 | 0,000% | F |
| DEE STREET GLOBAL EQUITY FUND | | 1.282 | 0,000% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT | | 145.545 | 0,014% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90 | | 9.343 | 0,001% | F |
| DEKA INVESTMENT GMBH A FU 5 FONDS | | 12.017 | 0,001% | F |
| DEKA INVESTMENT GMBH A SRR U1 | | 3.810 | 0,000% | F |
| DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG | | 32.163 | 0,003% | F |
| DEKA INVESTMENT GMBH GLOBALE AKTIEN | | 15.235 | 0,001% | F |
| DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA | | 154.550 | 0,015% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21 | | 6.885 | 0,001% | F |
| DEKA INVESTMENT GMBH W/A-REVI 2 | | 35.000 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF | | 427.317 | 0,041% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF | | 18.193 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF | | 6.314 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF | | 40.459 | 0,004% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF | | 24.552 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON | | 35.447 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL | | 10.342 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKAFONDS-RA-HH W/DWS AKTIEN | | 34.378 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS | | 14.000 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF | | 18.398 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF | | 8.165 | 0,001% | F |
| DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS | | 15.869 | 0,002% | F |
| DEKA INVESTMENT GMBH W/KREBSHILFE 1-FONDS | | 4.610 | 0,000% | F |
| DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II | | 16.624 | 0,002% | F |
| DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3 | | 5.860 | 0,001% | F |
| DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV | | 590 | 0,000% | F |
| DEKA INVESTMENT GMBH W/SSH-FONDS W/U04 | | 88.100 | 0,008% | F |
| DEKA INVESTMENT GMBH W/SVAM-FONDS | | 8.459 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TREMONIUS-FONDS | | 7.257 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02 | | 18.639 | 0,002% | F |
| DEKA VALUE PLUS | | 143.484 | 0,014% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS | | 21.000 | 0,002% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG | | 9.200 | 0,001% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/IDB-STRATEGIE WUPPERTAL | | 1.226 | 0,000% | F |
| DEKA-MASTER-HAEK I | | 9.731 | 0,001% | F |
| DEKA-RAB | | 45.699 | 0,004% | F |
| DESJARDINS INTERNATIONAL EQUITYIND EX ETF | | 26.593 | 0,003% | F |
| DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF | | 351 | 0,000% | F |
| DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE | | 1.122 | 0,000% | F |
| DESTINATIONS INTERNATIONAL EQU | | 8.148 | 0,001% | F |
| DEUTSCHE DCG EQ | | 1.719 | 0,000% | F |
| DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF) | | 1.587 | 0,000% | F |
| DEVIF-FONDS NR. 349 | | 4.983 | 0,000% | F |
| DFI LP EQUITY (PASSIVE | | 532 | 0,000% | F |
| DIGITAL FUNDS STARS EUROZONE | | 11.563 | 0,001% | F |
| DILLON MARKETABLE SECURITIES COMMON TRUST FUND. | | 1.830 | 0,000% | F |
| DIMENSIONAL FUNDS PLC | | 72.447 | 0,007% | F |
| DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E | | 1.928 | 0,000% | F |
| DNB BANK ASA | | 43.684 | 0,004% | F |
| DPAM DBI-RDT B EQUITIES EMU INDEX | | 30.600 | 0,003% | F |
| DPAM L EQUITIES EMU SRI MSCI INDEX | | 15.793 | 0,002% | F |
| DPAM L EQUITIES WORLD SRI MSCI INDEX | | 2.400 | 0,000% | F |
| DPCTA-MASTERFONDS | | 20.577 | 0,002% | F |
| DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING | | 22.120 | 0,002% | F |
| DUNHAM INTERNATIONAL STOCK FUND | | 3.924 | 0,000% | F |
| DWS INVESTMENT GMBH DRIVEINVEST FOR PENSIONS SEG 2 | | 19.703 | 0,002% | F |
| DWS INVESTMENT GMBH FOR DEAM-FONDS CPT | | 5.000 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1 | | 5.654 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN | | 2.700 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ | | 13.396 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE | | 82.290 | 0,008% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROPEAN EQUITY | | 149.806 | 0,014% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY | | 39.640 | 0,004% | F |
| DWS INVESTMENT GMBH FOR DWS SYSTEMATIC EUROPEAN EQUITY | | 49.942 | 0,005% | F |
| DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER | | 1.350 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1 | | 26.908 | 0,003% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY | | 16.258 | 0,002% | F |
| DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND | | 4.766 | 0,000% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT | | 71.015 | 0,007% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO | | 1.316 | 0,000% | F |
| DWS MULTI ASSET PIR FUND | | 52.095 | 0,005% | F |
| DYNASTY INVEST LTD | | 1.134 | 0,000% | F |
| E TRADE NO FEE INTERNATIONAL INDEX FUND | | 240 | 0,000% | F |
| EBK-AKTIEN-UNIVERSAL-FONDS | | 76.801 | 0,007% | F |
| EGEPARGNE 2 DIVERSIFIE | | 19.708 | 0,002% | F |
| ELEVA UCITS FUND - ELEVA ABSOLUTE RETURN EUROPE | | 165.346 | 0,016% | F |
| EMBO-FONDS | | 11.075 | 0,001% | F |
| EMERGENCY SERVICES SUPERANNUATION SCHEME | | 2.465 | 0,000% | F |
| EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE | | 1 | 0,000% | F |
| EMPOWER ANNUITY INSURANCE COMPANY | | 64.699 | 0,006% | F |
| ENHANCED INDEX INTERNATIONAL SHARE FUND | | 21.104 | 0,002% | F |
| ENPAM | | 200.000 | 0,019% | F |
| ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI | | 11.750.450 | 1,121% | F |
| ENVIRONMENT FUND | | 3.673 | 0,000% | F |
| EPARGNE ACTIONS MONDE ISR | | 89.181 | 0,009% | F |
| EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO | | 33.001 | 0,003% | F |
| EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 26.765 | 0,003% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO | | 4.314 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO | | 4.919 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO | | 6.624 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO | | 9.310 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO | | 14.979 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 42.245 | 0,004% | F |
| EQUIPSUPER | | 57.778 | 0,006% | F |
| EQUITABLE FINANCIAL LIFE INSURANCE COMPANY | | 2.957 | 0,000% | F |
| ERAFP ACTIONS EURO I | | 592.588 | 0,057% | F |
| ERISA ACTION EUROPE N 2 | | 41.236 | 0,004% | F |
| ERISA ACTIONS GRANDES VALEURS | | 817.353 | 0,078% | F |
| ERSTE ASSET MANAGEMENT GMBH | | 441.100 | 0,042% | F |
| ESKOM PENSION AND PROVIDENT FUND | | 37.165 | 0,004% | F |
| ESPERIDES - S.A. SICAV-SIF | | 5.551 | 0,001% | F |
| ESSENTIA HEALTH | | 1.633 | 0,000% | F |
| EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB) | | 1.335 | 0,000% | F |
| F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC | | 3.419 | 0,000% | F |
| FACTORY MUTUAL INSURANCE COMPANY | | 5.790 | 0,001% | F |
| FAMILY INVESTMENTS CHILD TRUST FUND | | 5.916 | 0,001% | F |
| FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND | | 7.919 | 0,001% | F |
| FCM INTERNATIONAL LLC | | 835 | 0,000% | F |
| FCP HUMANIS RETRAITE ACTIONS | | 297.159 | 0,028% | F |
| FCP HUMANIS RETRAITE ACTIONS BAS CARBONE | | 213.173 | 0,020% | F |
| FCP SODIUM I | | 30.421 | 0,003% | F |
| FEDERATED HERMES GLOBAL ALLOCATION FUND | | 3.151 | 0,000% | F |
| FEDEX CORPORATION EMPLOYEES PENSION TRUST | | 15.223 | 0,001% | F |
| FGV - ACTIONS EUROPE LM B | | 124.795 | 0,012% | F |
| FGV ACTIONS EUROPE LM A | | 16.067 | 0,002% | F |
| FIDDLER PARTNERS LLC | | 474 | 0,000% | F |
| FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND | | 1.495.132 | 0,143% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND | | 15.397 | 0,001% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND | | 81.250 | 0,008% | F |
| FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF | | 27.911 | 0,003% | F |
| FIDELITY FUNDS - GLOBAL QUALITY INCOME POOL | | 292 | 0,000% | F |
| FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST | | 562 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND | | 51.455 | 0,005% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND | | 184 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND | | 97.365 | 0,009% | F |
| FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND | | 489.400 | 0,047% | F |
| FIDELITY SAI INTERNATIONAL INDEX FUND | | 173.026 | 0,017% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND | | 47.254 | 0,005% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND | | 186.693 | 0,018% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA | | 15.167 | 0,001% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. | | 832.136 | 0,079% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND | | 196.253 | 0,019% | F |
| FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF | | 36.046 | 0,003% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND | | 5.248 | 0,001% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND | | 12.362 | 0,001% | F |
| FIDEURAM COMPARTO PIANO AZIONI ITALIA | | 430.000 | 0,041% | F |
| FIDEURAM COMPARTO PIANO BILANCIATO ITALIA 50 | | 65.000 | 0,006% | F |
| FIDEURAM ITALIA | | 24.200 | 0,002% | F |
| FINALTIS EFFICIENT BETA EURO | | 4.994 | 0,000% | F |
| FIRE AND POLICE PENSION ASSOCIATION OF COLORADO | | 1 | 0,000% | F |
| FIRST PRIVATE EURO DIVIDENDEN STAUFER | | 75.136 | 0,007% | F |
| FIRST SENTIER INVESTORS GLOBAL UMBRELLA FUND PUBLIC LIMITED COMPANY | | 1.629 | 0,000% | F |
| FIRST TRUST DEVELOPED MARKETS EX US ALPHADEX FUND | | 80.016 | 0,008% | F |
| FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND | | 333.751 | 0,032% | F |
| FIRST TRUST EUROPE ALPHADEX FUND | | 64.741 | 0,006% | F |
| FIRST TRUST EUROZONE ALPHADEX ETF | | 17.333 | 0,002% | F |
| FIRST TRUST EUROZONE ALPHADEX UCITS ETF | | 25.092 | 0,002% | F |
| FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF | | 77.719 | 0,007% | F |
| FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF | | 12.722 | 0,001% | F |
| FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF | | 10.019 | 0,001% | F |
| FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF | | 44.365 | 0,004% | F |
| FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND | | 703.069 | 0,067% | F |
| FISCHER FAMILY TRUST | | 1.424 | 0,000% | F |
| FJARDE AP-FONDEN. | | 52.809 | 0,005% | F |
| FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND | | 8.645 | 0,001% | F |
| FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND | | 952 | 0,000% | F |
| FLORIDA GLOBAL EQUITY FUND LLC | | 4.654 | 0,000% | F |
| FLORIDA RETIREMENT SYSTEM | | 32.110 | 0,003% | F |
| FLORIDA RETIREMENT SYSTEM TRUST FUND | | 36.415 | 0,003% | F |
| FLORIDA RETSYS MINERVA 1009008 | | 14.956 | 0,001% | F |
| FLOURISH INVESTMENT CORPORATION | | 2.333 | 0,000% | F |
| FOLKSAM OMSESIDIG SAKFORSAKRING | | 17.361 | 0,002% | F |
| FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY | | 9.389 | 0,001% | F |
| FONDATION BOTNAR.. | | 20.429 | 0,002% | F |
| FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA | 00499230373 | 1.702.438 | 0,162% | F |
| FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES | | 1.933 | 0,000% | F |
| FONDITALIA | | 917.680 | 0,088% | F |
| FONDOPOSTE | | 41.029 | 0,004% | F |
| FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.) | | 1 | 0,000% | F |
| FONDS FUER STIFTUNGEN INVESCO | | 11.065 | 0,001% | F |
| FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS | | 2.001 | 0,000% | F |
| FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST.. | | 5.589 | 0,001% | F |
| FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST | | 664 | 0,000% | F |
| FOREIGN STOCK INDEX MOTHER FUND | | 29.833 | 0,003% | F |
| FORSTA AP - FONDEN | | 92.442 | 0,009% | F |
| FOVERUKA PENSION UNIVERSAL | | 7.109 | 0,001% | F |
| FRANKLIN INTERNATIONAL EQUITY INDEX ETF | | 6.059 | 0,001% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF | | 3.615 | 0,000% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF | | 2.484 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL DIVIDEND MULTIPLIER INDEX | | 20.846 | 0,002% | F |
| FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG | | 105.327 | 0,010% | F |
| FRANKLIN TEMPLETON ICAV | | 378.421 | 0,036% | F |
| FUNDACAO CALOUSTE GULBENKIAN | | 3.440 | 0,000% | F |
| FUNDO DE PENSOES . | | 5.355 | 0,001% | F |
| FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU | | 11.362 | 0,001% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F | | 97.655 | 0,009% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI. | | 23.474 | 0,002% | F |
| FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500) | | 2.736 | 0,000% | F |
| G.A.-FUND-B - EQUITY BROAD EURO P | | 13.078 | 0,001% | F |
| G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES | | 7.264 | 0,001% | F |
| GARD UNIT TRUST | | 9.721 | 0,001% | F |
| GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY | | 1.841 | 0,000% | F |
| GENERAL ORGANISATION FOR SOCIAL INSURANCE. | | 408.653 | 0,039% | F |
| GENERAL PENSION AND SOCIAL SECURITY AUTHORITY | | 6.980 | 0,001% | F |
| GENERALI DIVERSIFICATION | | 944 | 0,000% | F |
| GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT | | 187.800 | 0,018% | F |
| GERANA SICAV-SIF, S.A. | | 8.456 | 0,001% | F |
| GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND | | 2.795 | 0,000% | F |
| GLOBAL EQUITIES ENHANCED INDEX FUND | | 336.988 | 0,032% | F |
| GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC | | 2.198 | 0,000% | F |
| GLOBAL MULTI ASSET STRATEGY FUND | | 3.396 | 0,000% | F |
| GLOBAL MULTI-FACTOR EQUITY FUND | | 18.746 | 0,002% | F |
| GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND CAYMAN L.P. | | 3.300 | 0,000% | F |
| GLOBAL X MSCI SUPERDIVIDEND EAFE ETF | | 17.138 | 0,002% | F |
| GLS BANK AKTIENFONDS C/O UNIVERSAL-INVESTMENT- | | 700.000 | 0,067% | F |
| GMO BENCHMARK-FREE FUND | | 8.535 | 0,001% | F |
| GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND | | 4.882 | 0,000% | F |
| GMO IMPLEMENTATION FUND | | 16.295 | 0,002% | F |
| GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES | | 18.806 | 0,002% | F |
| GODFOND SVERIGE & VARLDEN | | 4.688 | 0,000% | F |
| GOLDMAN SACHS ETF ICAV | | 82 | 0,000% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E | | 19.164 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT | | 433.618 | 0,041% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF | | 81.147 | 0,008% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO | | 20.375 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF | | 7.574 | 0,001% | F |
| GOLDMAN SACHS FUNDS III | | 123.480 | 0,012% | F |
| GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND | | 25.471 | 0,002% | F |
| GOVERNMENT EMPLOYEES SUPERANNUATION BRD | | 49.586 | 0,005% | F |
| GOVERNMENT OF NORWAY | | 700.000 | 0,067% | F |
| GOVERNMENT PENSION INVESTMENT FUND | | 2.136.270 | 0,204% | F |
| GOVERNMENT SUPERANNUATION FUND | | 12.310 | 0,001% | F |
| GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD. | | 30 | 0,000% | F |
| GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND | | 12.968 | 0,001% | F |
| GREAT WEST INTERNATIONAL INDEX FUND | | 68.448 | 0,007% | F |
| GREEN CENTURY MSCI INTERNATION | | 15.809 | 0,002% | F |
| GREENFINCH FOUNDATION | | 2.460 | 0,000% | F |
| GUIDEMARK WORLD EX-US FUND | | 18.125 | 0,002% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND | | 62.243 | 0,006% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND. | | 25.999 | 0,002% | F |
| HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 4.837 | 0,000% | F |
| HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND | | 397.156 | 0,038% | F |
| HAWKES FAMILY LLC | | 1.283 | 0,000% | F |
| HAWTHORN DM LLC | | 9.507 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO | | 688 | 0,000% | F |
| HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO | | 286 | 0,000% | F |
| HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL | | 6.699 | 0,001% | F |
| HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO | | 9.459 | 0,001% | F |
| HC RENTE | | 2.170 | 0,000% | F |
| HEALTHCARE EMPLOYEES PENSION | | 137.281 | 0,013% | F |
| HELIUM ALPHA | | 5.881 | 0,001% | F |
| HELVETIA I EUROPA | | 52.607 | 0,005% | F |
| HESTA | | 138.785 | 0,013% | F |
| HI PNWL DIVIDENDE PLUS FONDS | | 644.333 | 0,061% | F |
| HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS | | 83.000 | 0,008% | F |
| HILLSDALE GLOBAL EQUITY FUND | | 6.898 | 0,001% | F |
| HI-PNWL-DIVIDENDE-PLUS-FONDS | | 217.327 | 0,021% | F |
| HI-PROAM-STIFTUNGSFONDS | | 2.393 | 0,000% | F |
| HI-PROVINZIAL-LOWRISK-DIVIDENDENSTRATEGIE-FONDS | | 13.830 | 0,001% | F |
| HMT HANSEMERKUR AKTIEN INVEST | | 1.524 | 0,000% | F |
| HMT-KVMV-FONDS THEODOR-HEUSS-A | | 439 | 0,000% | F |
| HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE | | 250.725 | 0,024% | F |
| HORIZON BUSINESS SRI DYN DBI-RDT | | 39.050 | 0,004% | F |
| HOSPITAL AUTHORITY PROVIDENT FUND SCHEME | | 13.596 | 0,001% | F |
| HOSTPLUS POOLED SUPERANNUATION TRUST | | 57.832 | 0,006% | F |
| HP+P STIFTUNGSFONDS | | 15.900 | 0,002% | F |
| HPE COMMON CONTRACTUAL FUND. | | 2.462 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 11. | | 787 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 12. | | 4.892 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 2 | | 2.539 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 3 | | 3.135 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 6 | | 411 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 7. | | 4.085 | 0,000% | F |
| HSBC ACTIONS MONDE | | 97.577 | 0,009% | F |
| HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY | | 141.593 | 0,014% | F |
| HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF | | 203 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF | | 414 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF | | 12.170 | 0,001% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF | | 3.597 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF | | 879 | 0,000% | F |
| HSBC EURO ACTIONS | | 323.566 | 0,031% | F |
| HSBC GLOBAL INVESTMENT FUNDS | | 59.360 | 0,006% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND | | 1.218 | 0,000% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND | | 18.319 | 0,002% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND | | 1.795 | 0,000% | F |
| HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND | | 14.268 | 0,001% | F |
| HUMANIS RETRAITE DIVERSIFIE | | 291.231 | 0,028% | F |
| IA CLARINGTON GLOBAL VALUE FUND | | 5.257 | 0,001% | F |
| IADB POST RETIREMENT BENEFITS FUND | | 14.689 | 0,001% | F |
| IADB STAFF RETIREMENT FUND | | 40.700 | 0,004% | F |
| IAGAM GLOBAL EQUITY TRUST. | | 45.536 | 0,004% | F |
| IBM 401(K) PLUS PLAN TRUST | | 35.565 | 0,003% | F |
| IF IST - EUROPE INDEX SRI | | 9.821 | 0,001% | F |
| IF IST - GLOBE INDEX | | 22.328 | 0,002% | F |
| IG MACKENZIE INTERNATIONAL SMALL CAP FUND | | 531.149 | 0,051% | F |
| ILA - A-ILDSCG | | 2.038 | 0,000% | F |
| ILA - A-ILEZEQG | | 9.537 | 0,001% | F |
| ILA - A-ILGLOEQG | | 1.987 | 0,000% | F |
| ILA - A-ILGLOEQN | | 852 | 0,000% | F |
| ILA - RAFIMF | | 2.849 | 0,000% | F |



f3

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ILA-A-ILIMCFHY | | 4.312 | 0,000% | F |
| ILA-A-ILSDMH | | 42.355 | 0,004% | F |
| ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY | | 21.659 | 0,002% | F |
| ILA-LA WORLD ESG SCREENED FUND | | 5.226 | 0,000% | F |
| ILLINOIS MUNICIPAL RETIREMENT FUND | | 24.512 | 0,002% | F |
| IMCO GLOBAL PUBLIC EQUITY LP | | 77.168 | 0,007% | F |
| IMPACTASSETS INC. | | 202 | 0,000% | F |
| IMPERIAL INTERNATIONAL EQUITY POOL | | 14.911 | 0,001% | F |
| INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER | 80122170584 | 3.130.190 | 0,299% | F |
| ING DIRECT SICAV | | 20.493 | 0,002% | F |
| INSPIRE INTERNATIONAL ETF 80 A | | 84.469 | 0,008% | F |
| INSTITUTIONAL RETIREMENT TRUST | | 9.922 | 0,001% | F |
| INTERFUND SICAV | | 22.622 | 0,002% | F |
| INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT | | 8.314 | 0,001% | F |
| INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC | | 646.985 | 0,062% | F |
| INTERNATIONAL EQUITIES B UNIT TRUST | | 1.449 | 0,000% | F |
| INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST | | 483 | 0,000% | F |
| INTERNATIONAL EQUITIES SECTOR TRUST | | 744 | 0,000% | F |
| INTERNATIONAL EQUITY FUND | | 3.862 | 0,000% | F |
| INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST | | 1.000 | 0,000% | F |
| INTERNATIONAL MONETARY FUND | | 30.572 | 0,003% | F |
| INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT | | 4.019 | 0,000% | F |
| INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN | | 13.901 | 0,001% | F |
| INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO | | 890.800 | 0,085% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE A-EUROPA-LA-PASSIV | | 3.706 | 0,000% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE INKA LUCK | | 68.221 | 0,007% | F |
| INVESCO ADVANTAGE INTERNATIONALFUND | | 1.388 | 0,000% | F |
| INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF | | 61.933 | 0,006% | F |
| INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF | | 85.378 | 0,008% | F |
| INVESCO FUNDS | | 767.843 | 0,073% | F |
| INVESCO GLOB ENHAN EQUITY UCITS ETF | | 352 | 0,000% | F |
| INVESCO GLOBAL BALANCED INDEX FUND UK | | 28.328 | 0,003% | F |
| INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND | | 6.169 | 0,001% | F |
| INVESCO GLOBAL EX UK CORE EQUITY INDEX FUND UK | | 18.263 | 0,002% | F |
| INVESCO GLOBAL EX UK ENHANCED INDEX FUND UK | | 25.748 | 0,002% | F |
| INVESCO MARKETS II PLC | | 31.724 | 0,003% | F |
| INVESCO MARKETS II PUBLIC LTD | | 26.285 | 0,003% | F |
| INVESCO MARKETS III PLC | | 77 | 0,000% | F |
| INVESCO MSCI EAFE INCOME ADVANTAGE ETF | | 2.927 | 0,000% | F |
| INVESCO MSCI EUR EQ WGHT UCITS ETF | | 68.423 | 0,007% | F |
| INVESCO MSCI WORLD SRI INDEX FUND | | 601 | 0,000% | F |
| INVESCO POOLED INVESTMENT FUND - EUROPE FUND | | 55.147 | 0,005% | F |
| INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES | | 47.045 | 0,004% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF | | 102.373 | 0,010% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED MOMENTUM ETF | | 73.775 | 0,007% | F |
| INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL | | 139.811 | 0,013% | F |
| INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL | | 95.254 | 0,009% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL | | 9.736 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL | | 13.896 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED ACCUMULATING KL | | 18.566 | 0,002% | F |
| INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE | | 1.796 | 0,000% | F |
| INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL | | 3.723 | 0,000% | F |

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|---|---|---|---|---|
| INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI | | 24.633 | 0,002% | F |
| INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING | | 24.767 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL | | 25.097 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL | | 14.212 | 0,001% | F |
| INVESTITORI EUROPA | | 7.000 | 0,001% | F |
| INVESTITORI FLEXIBLE EQUITY ESG | | 1.760 | 0,000% | F |
| INVESTITORI PIAZZA AFFARI | | 25.500 | 0,002% | F |
| IOM UBS GLOBAL PASSIVE EQUITIES | | 5.346 | 0,001% | F |
| IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 12.449 | 0,001% | F |
| IP ACTIONS EURO | | 8.537 | 0,001% | F |
| IPC MULTIFACTOR INTERNATIONAL EQUITY | | 4.327 | 0,000% | F |
| IRISH LIFE ASSURANCE PLC | | 59.767 | 0,006% | F |
| IRISH LIFE ASSURANCE. | | 39.283 | 0,004% | F |
| IRISH LIFE CLIMATE FOCUSED FUND | | 758 | 0,000% | F |
| IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND | | 14.781 | 0,001% | F |
| IRR K LLC | | 4.519 | 0,000% | F |
| ISHARES ALL-COUNTRY EQUITY INDEX FUND | | 1.197 | 0,000% | F |
| ISHARES BLOCKCHAIN AND TECH ETF | | 3.654 | 0,000% | F |
| ISHARES CORE MSCI EAFE ETF | | 3.044.354 | 0,290% | F |
| ISHARES CORE MSCI EAFE IMI INDEX ETF | | 30.939 | 0,003% | F |
| ISHARES CORE MSCI EUROPE ETF | | 211.985 | 0,020% | F |
| ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF | | 416.783 | 0,040% | F |
| ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF | | 632.658 | 0,060% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF | | 5.483 | 0,001% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF | | 10.465 | 0,001% | F |
| ISHARES ESG ADVANCED MSCI EAFE ETF | | 42.268 | 0,004% | F |
| ISHARES ESG ADVANCED MSCI EAFE INDEX ETF | | 8.474 | 0,001% | F |
| ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE) | | 994.259 | 0,095% | F |
| ISHARES EURO STOXX UCITS ETF (DE) | | 191.446 | 0,018% | F |
| ISHARES II PUBLIC LIMITED COMPANY | | 1.236.388 | 0,118% | F |
| ISHARES III PUBLIC LIMITED COMPANY | | 1.235.638 | 0,118% | F |
| ISHARES INTERNATIONAL EQUITY FACTOR ETF | | 143.329 | 0,014% | F |
| ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF | | 541 | 0,000% | F |
| ISHARES IV PUBLIC LIMITED COMPANY | | 1.337.371 | 0,128% | F |
| ISHARES MSCI ACWI ETF | | 98.290 | 0,009% | F |
| ISHARES MSCI ACWI EX U.S. ETF | | 99.097 | 0,009% | F |
| ISHARES MSCI ACWI LOW CARBON TARGET ETF | | 24.340 | 0,002% | F |
| ISHARES MSCI EAFE ETF | | 1.529.206 | 0,146% | F |
| ISHARES MSCI EAFE INTERNATIONALINDEX FUND | | 288.895 | 0,028% | F |
| ISHARES MSCI EAFE VALUE ETF | | 1.042.422 | 0,099% | F |
| ISHARES MSCI EUR QLTY DIV UCITS ETF | | 476.761 | 0,045% | F |
| ISHARES MSCI EUROPE FINANCIALS ETF | | 616.770 | 0,059% | F |
| ISHARES MSCI EUROPE IMI INDEX ETF | | 3.689 | 0,000% | F |
| ISHARES MSCI EUROZONE ETF | | 551.177 | 0,053% | F |
| ISHARES MSCI GLOBAL MULTIFACTORETF | | 5.987 | 0,001% | F |
| ISHARES MSCI INTL MOMENTUM FACTOR ETF | | 120.790 | 0,012% | F |
| ISHARES MSCI ITALY ETF | | 545.080 | 0,052% | F |
| ISHARES MSCI KOKUSAI ETF | | 1.622 | 0,000% | F |
| ISHARES MSCI WORLD ETF | | 32.928 | 0,003% | F |
| ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF | | 144 | 0,000% | F |
| ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF | | 5.733 | 0,001% | F |
| ISHARES PUBLIC LIMITED COMPANY | | 2.691.275 | 0,257% | F |
| ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE | | 72.374 | 0,007% | F |
| ISHARES STOXX EUROPE 600 UCITS ETF (DE) | | 347.245 | 0,033% | F |
| ISHARES STOXX EUROPE MID 200 UCITS ETF (DE) | | 145.621 | 0,014% | F |
| ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE) | | 822.423 | 0,078% | F |
| ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE | | 1.979.158 | 0,189% | F |
| ISHARES V PUBLIC LIMITED COMPANY | | 307.933 | 0,029% | F |
| ISHARES VI PUBLIC LIMITED COMPANY | | 289.473 | 0,028% | F |
| ISHARES VII PUBLIC LIMITED COMPANY | | 981.817 | 0,094% | F |
| ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND | | 38.547 | 0,004% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND | | 2.409 | 0,000% | F |
| ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH) | | 3.662 | 0,000% | F |
| JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO | | 371 | 0,000% | F |
| JANUS HENDERSON HORIZON FUND - EUROLAND FUND | | 602.852 | 0,058% | F |
| JEFFREY LLC | | 7.080 | 0,001% | F |
| JNL INTERNATIONAL INDEX FUND | | 71.027 | 0,007% | F |
| JNL/DFA INTERNATIONAL CORE EQUITY FUND | | 9.139 | 0,001% | F |
| JNL/JPMORGAN GLOBAL ALLOCATION FUND | | 1.330 | 0,000% | F |
| JNL/MELLON MSCI WORLD INDEX FUND | | 5.947 | 0,001% | F |
| JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND | | 76.991 | 0,007% | F |
| JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF | | 9.242 | 0,001% | F |
| JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY | | 28.121 | 0,003% | F |
| JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF | | 22.738 | 0,002% | F |
| JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST | | 32.130 | 0,003% | F |
| JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST. | | 16.613 | 0,002% | F |
| JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST | | 54.567 | 0,005% | F |
| JOHN T. WALTON FAMILY TRUST | | 120.586 | 0,012% | F |
| JOSHUA GREEN CORPORATION | | 3.450 | 0,000% | F |
| JPM MULTI INCOME FUND | | 25.190 | 0,002% | F |
| JPMORGAN BETABUILDERS EUROPE ETF | | 175.059 | 0,017% | F |
| JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF | | 132.623 | 0,013% | F |
| JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND | | 162.006 | 0,015% | F |
| JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF | | 53.915 | 0,005% | F |
| JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF | | 13.151 | 0,001% | F |
| JPMORGAN EUROPE STRATEGIC DIVIDEND FUND | | 3.486 | 0,000% | F |
| JPMORGAN FLEXIBLE INCOME ETF | | 198 | 0,000% | F |
| JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND | | 3.264 | 0,000% | F |
| JPMORGAN FUNDS | | 354.244 | 0,034% | F |
| JPMORGAN GLOBAL ALLOCATION FUND | | 4.019 | 0,000% | F |
| JPMORGAN INCOME BUILDER FUND | | 76.135 | 0,007% | F |
| JPMORGAN INVESTMENT FUNDS | | 347.020 | 0,033% | F |
| JPMORGAN MULTI BALANCED FUND | | 2.159 | 0,000% | F |
| JTW TRUST NO. 2 UAD 9/19/02. | | 2.007 | 0,000% | F |
| JTW TRUST NO. 3 UAD 9/19/02. | | 2.827 | 0,000% | F |
| JTW TRUST NO. 4 UAD 9/19/02. | | 2.036 | 0,000% | F |
| JTW TRUST NO. 5 UAD 9/19/02. | | 1.555 | 0,000% | F |
| JUNON ACTIONS OBLIGATIONS | | 221.998 | 0,021% | F |
| K INVESTMENTS SH LIMITED. | | 34.350 | 0,003% | F |
| KAISER FOUNDATION HOSPITALS | | 6.781 | 0,001% | F |
| KAISER PERMANENTE GROUP TRUST | | 5.311 | 0,001% | F |
| KAP IP GLO EQUI III 56097 | | 10.289 | 0,001% | F |
| KAP MPI INTERNATIONALE AKTIER 55016 | | 139.345 | 0,013% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER | | 3.011 | 0,000% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5 | | 72.462 | 0,007% | F |
| KAPITALFORENINGEN EMD INVEST VERDENSINDEKS | | 8.758 | 0,001% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I | | 17.756 | 0,002% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX | | 29.365 | 0,003% | F |
| KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS | | 18.873 | 0,002% | F |
| KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED | | 176.190 | 0,017% | F |
| KAS BANK PF | | 632 | 0,000% | F |
| KBC ECO FUND/WORLD | | 13.970 | 0,001% | F |
| KBC EQUITY FUND EUROZONE | | 377.140 | 0,036% | F |
| KBC EQUITY FUND EUROZONE DBI-RDT | | 47.780 | 0,005% | F |
| KBC EQUITY FUND SRI EUROZONE | | 619.635 | 0,059% | F |
| KBC EQUITY FUND WORLD | | 125.793 | 0,012% | F |
| KBC EQUITY FUND/EUROPE | | 34.784 | 0,003% | F |
| KBC EQUITY FUND/SRI WORLD | | 162.329 | 0,015% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| KBC EQUITY FUND/WORLD DBI-ROT | | 29.453 | 0,003% | F |
| KBC EQUITY SRI WORLD DBI-RDT | | 20.462 | 0,002% | F |
| KBC INST FUND EURO EQUITY | | 53.482 | 0,005% | F |
| KBC INSTITUTIONAL FUND SRI EURO | | 79.283 | 0,008% | F |
| KBC INSTITUTIONAL FUND/SRI WORLD EQUITY | | 32.384 | 0,003% | F |
| KBI FUNDS ICAV | | 14.564 | 0,001% | F |
| KBI GLOBAL INVESTMENT FUND | | 8.844 | 0,001% | F |
| KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1 | | 75.651 | 0,007% | F |
| KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR | | 50.120 | 0,005% | F |
| KESKINÄINEN VAKUUTUSYHTIÖ FENNIA | | 9.102 | 0,001% | F |
| KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI | | 19.773 | 0,002% | F |
| KOKUSAI EQUITY INDEX FUND, A S | | 12.306 | 0,001% | F |
| KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP | | 69.228 | 0,007% | F |
| KUMPULAN WANG PERSARAAN DIPERBADANKAN | | 13.139 | 0,001% | F |
| KUTXABANK GESTION SGIIC, S.A. | | 242.248 | 0,023% | F |
| KUTXABANK PENSIONES, S.A., SGFP | | 99.319 | 0,009% | F |
| LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES | | 52.795 | 0,005% | F |
| LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION | | 1.690 | 0,000% | F |
| LACERA MASTER OPEB TRUST | | 11.377 | 0,001% | F |
| LACM GLOBAL EQUITY FUND LP | | 1.877 | 0,000% | F |
| LAKE AVENUE INVESTMENTS LLC | | 18.058 | 0,002% | F |
| LARGE CAP INTL PORTFOLIO OF DFA INV | | 154.290 | 0,015% | F |
| LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP TRUST | | 8.200 | 0,001% | F |
| LAZARD ASSET MANAGEMENT LLC | | 118 | 0,000% | F |
| LBPAM 3 MOIS | | 2.182.558 | 0,208% | F |
| LBPAM ACTIONS DIVIDENDES EUROP | | 3.163 | 0,000% | F |
| LBPAM ISR ACTIONS 80 | | 63.889 | 0,006% | F |
| LBPAM ISR ACTIONS EURO LARGE CAP | | 3.599 | 0,000% | F |
| LBPAM ISR ACTIONS EUROMONDE | | 124.806 | 0,012% | F |
| LBPAM ISR ACTIONS EUROPE 50 | | 375.097 | 0,036% | F |
| LBPAM ISR ACTIONS FOCUS EURO | | 87.076 | 0,008% | F |
| LBPAM ISR AVENIR EURO | | 956 | 0,000% | F |
| LBPAM ISR STRATEGIE PEA 1 | | 10.996 | 0,001% | F |
| LBPAM ISR STRATEGIE PEA 2 | | 17.216 | 0,002% | F |
| LBPAM SHORT TERM | | 133.000 | 0,013% | F |
| LCL ACTIONS EURO CORE+ | | 69.430 | 0,007% | F |
| LCL ACTIONS MONDE HORS EUROPE EURO | | 186.002 | 0,018% | F |
| LCL TRIPLE HORIZON (SEPT 2021) | | 122.133 | 0,012% | F |
| LEADERSEL P.M.I | | 29.030 | 0,003% | F |
| LEGAL & GENERAL ASSURANCE SOCIETY LIMITED | | 655 | 0,000% | F |
| LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E | | 6.009 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO | | 30.046 | 0,003% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE | | 8.830 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED | | 330 | 0,000% | F |
| LEGAL & GENERAL GLOBAL EQUITY INDEX FUND | | 12.796 | 0,001% | F |
| LEGAL & GENERAL ICAV. | | 6.172 | 0,001% | F |
| LEGAL & GENERAL MSCI EAFE FUND LLC | | 39.561 | 0,004% | F |
| LEGAL & GENERAL MSCI EAFE SL FUND LLC | | 27.903 | 0,003% | F |
| LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT ( | | 16.397 | 0,002% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED | | 162.311 | 0,015% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND | | 2.953 | 0,000% | F |
| LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED | | 1.260.036 | 0,120% | F |
| LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED | | 14.483 | 0,001% | F |
| LEGAL AND GENERAL CCF | | 24.279 | 0,002% | F |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST. | | 40.947 | 0,004% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.. | | 272 | 0,000% | F |
| LEGAL AND GENERAL EUROPEAN INDEX TRUST | | 195.654 | 0,019% | F |
| LEGAL AND GENERAL INTERNATIONAL INDEX TRUST | | 61.961 | 0,006% | F |
| LEGAL AND GENERAL UCITS ETF PLC | | 144.585 | 0,014% | F |
| LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF | | 362.985 | 0,035% | F |
| LFM ACTIONS MONDE VOLATILITE C | | 89.564 | 0,009% | F |
| LGIM MANAGERS (EUROPE) LIMITED | | 33.279 | 0,003% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME | | 4.600 | 0,000% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME.. | | 399 | 0,000% | F |
| LM FUND LP | | 474 | 0,000% | F |
| LMAP 909 SUB FUND OF LMAP IRELAND ICAV | | 2.661 | 0,000% | F |
| LMT MRT BLRK EUROPE VALUE 775373 | | 7.397 | 0,001% | F |
| LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR | | 318 | 0,000% | F |
| LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST | | 5.496 | 0,001% | F |
| LOF TARGETNETZERO EUROPE EQUITY | | 6.189 | 0,001% | F |
| LOF TARGETNETZERO GLOBAL EQUITY | | 2.054 | 0,000% | F |
| LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME. | | 11.075 | 0,001% | F |
| LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM. | | 25.820 | 0,002% | F |
| LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI | | 2.437 | 0,000% | F |
| LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST | | 70.070 | 0,007% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS( | | 8.251 | 0,001% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND | | 65.083 | 0,006% | F |
| LUXCELLENCE-HELVETIA EUROP EQUITY | | 6.312 | 0,001% | F |
| LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND | | 9.286 | 0,001% | F |
| LVIP SSGA DEVELOPED INTERNATIONAL 150 FU | | 221.071 | 0,021% | F |
| LVIP SSGA INTERNATIONAL INDEX FUND | | 58.233 | 0,006% | F |
| LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G. | | 45.566 | 0,004% | F |
| LYXOR FTSE MIB UCITS ETF | | 422.304 | 0,040% | F |
| LYXOR MSCI EUROPE UCITS ETF | | 30.242 | 0,003% | F |
| M INTERNATIONAL EQUITY FUND | | 2.463 | 0,000% | F |
| M PRIME EUROPE STOCKS | | 223 | 0,000% | F |
| MACK EAFE EQUITY POOL | | 11.863 | 0,001% | F |
| MACKENZIE INTERNATIONAL EQUITY INDEX ETF | | 19.532 | 0,002% | F |
| MACQUARIE INTERNATIONAL EQUITIES FUND | | 17.922 | 0,002% | F |
| MACQUARIE MULTI-FACTOR FUND | | 6.015 | 0,001% | F |
| MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED | | 3.898 | 0,000% | F |
| MANAGED PENSION FUNDS LIMITED | | 3.947 | 0,000% | F |
| MANDARINE EQUITY INCOME | | 4.285 | 0,000% | F |
| MANDAT ACTION HGAM | | 215.978 | 0,021% | F |
| MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND | | 24.109 | 0,002% | F |
| MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF | | 10.341 | 0,001% | F |
| MANVILLE PERSONAL INJURY SETTLEMENT TRUST | | 1.514 | 0,000% | F |
| MARIGOLD TACTICAL STRATEGIES LTD | | 1.388 | 0,000% | F |
| MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK | | 10.427 | 0,001% | F |
| MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUIT | | 55.636 | 0,005% | F |
| MARYLAND STATE RETIREMENT PENSION SYSTEM | | 44.400 | 0,004% | F |
| MASTERFONDS BANTHUS | | 11.259 | 0,001% | F |
| MASTERINVEST KAPITALANLAGE GMBH | | 2.426 | 0,000% | F |
| MATB MSCI KOKUSAI INDEX MOTHER FUND | | 7.663 | 0,001% | F |
| MBB PUBLIC MARKETS I LLC | | 30.773 | 0,003% | F |
| MBB SMART FUND C LLC | | 14.329 | 0,001% | F |
| MBB SMART FUND P LLC | | 12.148 | 0,001% | F |
| MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP) | | 1.625 | 0,000% | F |
| MD INTERNATIONAL GROWTH FUND | | 4.411 | 0,000% | F |
| MD INTERNATIONAL VALUE FUND | | 7.898 | 0,001% | F |
| MDPIM INTERNATIONAL EQUITY INDEX POOL | | 27.212 | 0,003% | F |
| MDPIM INTERNATIONAL EQUITY POOL | | 123.133 | 0,012% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH | | 27.767 | 0,003% | F |
| MEDIOLANUM GESTION SGIIC, SA | | 5.386 | 0,001% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA | | 1.170.000 | 0,112% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA | | 170.000 | 0,016% | F |
| MERCER GLOBAL EQUITY FUND | | 34.419 | 0,003% | F |
| MERCER INDEXED INTERNATIONAL SHARES FUND | | 37.972 | 0,004% | F |
| MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND | | 832 | 0,000% | F |
| MERCER NONUS CORE EQUITY FUND | | 262.370 | 0,025% | F |
| MERCER PASSIVE INTERNATIONAL SHARES FUND | | 13.316 | 0,001% | F |
| MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND | | 2.084 | 0,000% | F |
| MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL | | 12.465 | 0,001% | F |
| MERCER QIF COMMON CONTRACTUAL FUND | | 154.589 | 0,015% | F |
| MERCER UCITS COMMON CONTRACTUALFUND | | 31.680 | 0,003% | F |
| MERCER UNHEDGED OVERSEAS SHARES TRUST | | 162.993 | 0,016% | F |
| MERCER WHOLESALE FUNDS | | 1.392 | 0,000% | F |
| MERCK AND CO INC MASTER RETIREMENT TRUST | | 111.328 | 0,011% | F |
| METALLRENTE FONDS PORTFOLIO | | 30.392 | 0,003% | F |
| METIS EQUITY TRUST | | 2.593 | 0,000% | F |
| METROPOLITAN EMPLOYEE BENEFIT SYSTEM | | 6.573 | 0,001% | F |
| METROPOLITAN LIFE INSURANCE COMPANY | | 10.063 | 0,001% | F |
| MGF | | 46.878 | 0,004% | F |
| MGI FUNDS PLC | | 77.360 | 0,007% | F |
| MGTS AFH DA EURO JPM GROWTH | | 32.056 | 0,003% | F |
| MGTS AFH DA EURO JPM VALUE | | 55.318 | 0,005% | F |
| MI FONDS K12 | | 42.009 | 0,004% | F |
| MICHAEL AND MAIRA CAREN TRUST 930 | | 1.217 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE | | 1.048 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST | | 1.992 | 0,000% | F |
| MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN | | 24.736 | 0,002% | F |
| MIDDLETOWN WORKS HOURLY AND SALARIED UNION | | 706 | 0,000% | F |
| MI-FONDS 384 | | 23.719 | 0,002% | F |
| MI-FONDS F47 | | 32.464 | 0,003% | F |
| MIGROS BANK (LUX) FONDS 30 | | 1.100 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 40 (EUR) | | 1.190 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 50 | | 1.540 | 0,000% | F |
| MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS | | 2.999 | 0,000% | F |
| MINEWORKERS' PENSION SCHEME | | 7.996 | 0,001% | F |
| MINISTERO DELL'ECONOMIA E DELLE FINANZE | 80415740580 | 382.127.890 | 36,452% | F |
| MINISTRY OF ECONOMY AND FINANCE | | 167.790 | 0,016% | F |
| MISSOURI EDUCATION PENSION TRUST | | 187.626 | 0,018% | F |
| MM DEVELOPED WORLD EQUITY INDEX FUND II | | 13.875 | 0,001% | F |
| MOA INTERNATIONAL FUND | | 634.404 | 0,061% | F |
| MOBIUS LIFE LIMITED. | | 13.906 | 0,001% | F |
| MONETARY AUTHORITY OF MACAO | | 1 | 0,000% | F |
| MONTSEGUR CROISSANCE | | 131.203 | 0,013% | F |
| MORELLI FRANCESCO | MRLFNC60D28E716Q | 110 | 0,000% | F |
| MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO | | 1.886 | 0,000% | F |
| MORGAN STANLEY PATHWAY FUNDS - | | 12.751 | 0,001% | F |
| MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO | | 102 | 0,000% | F |
| MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST | | 2.278 | 0,000% | F |
| MOTHER CABRINI HEALTH FOUNDATION INC | | 28.842 | 0,003% | F |
| MOUNT HATTON INVESTMENTS LIMITED | | 48.954 | 0,005% | F |
| MSCI ACWI EX-U.S. IMI INDEX FUND B2 | | 9.805 | 0,001% | F |
| MSCI EQUITY INDEX FUND B - ITALY (MSITB) | | 160.654 | 0,015% | F |
| MSCI EUROPE EQUITY INDEX FUND B (EUROSECB | | 30.013 | 0,003% | F |
| MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND | | 1.779 | 0,000% | F |
| MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND | | 434.948 | 0,041% | F |
| MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX | | 17.168 | 0,002% | F |
| NAA WORLD EQUITY INCOME FUND | | 3.619 | 0,000% | F |
| NAA WORLD EQUITY INCOME SERIES | | 8.842 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| NATHALIE DE GUNZBERG | | 1.244 | 0,000% | F |
| NATIONAL BANK FINANCIAL INC | | 2.757 | 0,000% | F |
| NATIONAL COUNCIL FOR SOCIAL SEC FUND | | 13.351 | 0,001% | F |
| NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC | | 158.219 | 0,015% | F |
| NATIONAL EMPLOYMENT SAVINGS TRUST | | 843.157 | 0,080% | F |
| NATIONAL PENSION INSURANCE FUND | | 76.047 | 0,007% | F |
| NATIONWIDE INTERNATIONAL INDEX FUND | | 20.242 | 0,002% | F |
| NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST | | 33.237 | 0,003% | F |
| NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST | | 66.682 | 0,006% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O | | 1.037 | 0,000% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO | | 155.685 | 0,015% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE | | 6.263 | 0,001% | F |
| NB BRETON HILL MULTI-STYLE PREMIA MASTER FUND LP C/O WALKERS CORPORATE LIMITED | | 114 | 0,000% | F |
| NBIMC EAFE EQUITY INDEX FUND. | | 8.523 | 0,001% | F |
| NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS | | 57.842 | 0,006% | F |
| NEUALT LLC | | 16.784 | 0,002% | F |
| NEW AIRWAYS PENSION SCHEME | | 310 | 0,000% | F |
| NEW YORK STATE COMMON RETIREMENT FUND | | 88.900 | 0,008% | F |
| NEW YORK STATE TEACHERS RETIREMENT SYSTEM | | 871.990 | 0,083% | F |
| NEW ZEALAND SUPERANNUATION FUND. | | 621.025 | 0,059% | F |
| NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POWER PLANT | | 2.129 | 0,000% | F |
| NFL PLAYER TAX QUALIFIED ANNUITY PLAN | | 3.977 | 0,000% | F |
| NORDEA EUROPEAN PASSIVE FUND | | 10.284 | 0,001% | F |
| NORDEA GLOBAL PASSIVE FUND | | 17.185 | 0,002% | F |
| NORDEA WORLD PASSIVE FUND | | 13.786 | 0,001% | F |
| NORGES BANK | | 11.037.708 | 1,053% | F |
| NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND | | 137.640 | 0,013% | F |
| NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND. | | 61.970 | 0,006% | F |
| NORTHERN LIGHTS FUND TRUST IV | | 17.478 | 0,002% | F |
| NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR | | 45.071 | 0,004% | F |
| NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING | | 66.447 | 0,006% | F |
| NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST | | 937.401 | 0,089% | F |
| NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND | | 319.312 | 0,030% | F |
| NORTHERN TRUST UCITS FGR FUND | | 121.304 | 0,012% | F |
| NORTHERN WORLD SELECTION INDEX FUND | | 24.255 | 0,002% | F |
| NORTHROP GRUMMAN PENSION MASTERTRUST | | 7.505 | 0,001% | F |
| NOW PENSIONS TRUST | | 34.471 | 0,003% | F |
| NSP MINNESEOTA RETAIL PRAIRIE II | | 4.235 | 0,000% | F |
| NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST | | 4.229 | 0,000% | F |
| NSP MONTICELLO MINNESOTA RETAIL | | 6.527 | 0,001% | F |
| NT WORLD GREEN TRANSITION INDEX FUND | | 488 | 0,000% | F |
| NUNAVUT TRUST | | 1.913 | 0,000% | F |
| NUVEEN INTERNATIONAL EQUITY INDEX FUND | | 48.971 | 0,005% | F |
| NV HAGELUNIE | | 2.157 | 0,000% | F |
| NVIT INTERNATIONAL INDEX FUND | | 20.615 | 0,002% | F |
| OFI INVEST ESG EURO EQUITY SMA | | 547 | 0,000% | F |
| OLD WESTBURY LARGE CAP STRATEGIES FUND | | 2.951.738 | 0,282% | F |
| OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND. | | 626.174 | 0,060% | F |
| OMERS ADMINISTRATION CORPORATION | | 93.657 | 0,009% | F |
| ONEMARKETS ITALY ICAV | | 328 | 0,000% | F |
| ONEMARKETS PIMCO GLOBAL BALANCED ALLOC | | 8.275 | 0,001% | F |
| ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL | | 38.946 | 0,004% | F |
| OPENWORLD PUBLIC LIMITED COMPANY | | 703 | 0,000% | F |
| ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM | | 62.398 | 0,006% | F |
| OSSH 1 TRUST | | 59.087 | 0,006% | F |
| OSSIAM IRL ICAV | | 6.565 | 0,001% | F |
| OSSIAM LUX | | 342.384 | 0,033% | F |
| OSTRUM SRI EURO MINVOL EQUITY | | 11.816 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| OSTRUM SRI EUROPE EQUITY | | 258.678 | 0,025% | F |
| PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST | | 1.105 | 0,000% | F |
| PAPPALARDO ROBERTO | PPPRRT87C12C351M | 5 | 0,000% | F |
| PARAMETRIC INTERNATIONAL EQUITYFUND | | 9.300 | 0,001% | F |
| PASSIVE GLOBAL SHARE TRUST | | 8.834 | 0,001% | F |
| PCA TAX SHELTERED ANNUITY PLAN | | 3.023 | 0,000% | F |
| PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND | | 2.082 | 0,000% | F |
| PENSION BENEFIT GUARANTY CORPORATION | | 128.044 | 0,012% | F |
| PENSION RESERVES INVESTMENT TRUST FUND | | 43.382 | 0,004% | F |
| PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB | | 65.160 | 0,006% | F |
| PEOPLE'S BANK OF CHINA | | 106.254 | 0,010% | F |
| PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND | | 2.133 | 0,000% | F |
| PERTUBUHAN KESELAMATAN SOSIAL | | 50.250 | 0,005% | F |
| PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF | | 2.893 | 0,000% | F |
| PFA PENSION FORSIKRINGSAKTIESELSKAB | | 115.207 | 0,011% | F |
| PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND | | 990 | 0,000% | F |
| PGIM QMA INTERNATIONAL EQUITY FUND | | 36.890 | 0,004% | F |
| PHILADELPHIA GAS WORKS PENSION PLAN | | 1.183 | 0,000% | F |
| PHILIP VERONICA A KOVACH JT TEN/WROS 2934 | | 19 | 0,000% | F |
| PHOSPHORE | | 34.120 | 0,003% | F |
| PICTET - EUROPE INDEX | | 53.720 | 0,005% | F |
| PICTET - MULTI ASSET GLOBAL OPPORTUNITIES | | 50.724 | 0,005% | F |
| PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES | | 107.087 | 0,010% | F |
| PICTET CH - GLOBAL EQUITIES | | 3.568 | 0,000% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER | | 18.770 | 0,002% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL | | 15.027 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER | | 14.903 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE | | 2.420 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL | | 3.444 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER | | 6.334 | 0,001% | F |
| PICTET-EUROLAND INDEX | | 15.708 | 0,001% | F |
| PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND | | 966 | 0,000% | F |
| PIMCO FUNDS GLOBAL INVESTORS SERIES PLC | | 48.674 | 0,005% | F |
| PINK CALI LLC | | 486 | 0,000% | F |
| PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH | | 2.133 | 0,000% | F |
| PIVOTAL PHILANTHROPIES FOUNDATION | | 2.249 | 0,000% | F |
| PK CSG WORLD EQUITY UBS FUND MANAGEMENT SWITZERLAND AG | | 5.152 | 0,000% | F |
| PLATO INST I FUND EURO EQUITY | | 12.549 | 0,001% | F |
| PLATO INSTIT INDEX FND WORLD DBI-RDT | | 5.458 | 0,001% | F |
| PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY | | 25.437 | 0,002% | F |
| PLEIADES TRUST | | 79.666 | 0,008% | F |
| POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST | | 6.243 | 0,001% | F |
| POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY | | 71.439 | 0,007% | F |
| POOL REINSURANCE CO LTD | | 3.465 | 0,000% | F |
| PRAXIS INTERNATIONAL INDEX FUND | | 51.414 | 0,005% | F |
| PREVINDAI FONDO PENSIONE | | 61.120 | 0,006% | F |
| PREVOYANCENE FUND PREVOYANCENE GLOBAL ASSETS UBS FUND MANAGEMENT SWITZERLAND AG | | 3.172 | 0,000% | F |
| PRIME SUPER PTY LTD | | 4.376 | 0,000% | F |
| PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX | | 27.768 | 0,003% | F |
| PRINCIPAL FUNDS INC OVERSEAS FUND | | 4.768 | 0,000% | F |
| PRIVILEDGE - JP MORGAN PAN EUROPEAN FLEXIBLE EQUITY | | 121.411 | 0,012% | F |
| PROCTER AND GAMBLE BELGIUM PENSION FUND | | 1.329 | 0,000% | F |
| PRO-GEN INVESTMENTS LLC | | 1.449 | 0,000% | F |
| PROJECT 121/160-41 (P) | | 5.177 | 0,000% | F |
| PROJECT 121/160-70 (P) | | 1.959 | 0,000% | F |
| PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL | | 25.766 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS | | 1.797 | 0,000% | F |
| PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR. | | 1.361 | 0,000% | F |
| PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD | | 25.232 | 0,002% | F |
| PRUDENTIAL HONG KONG LIMITED | | 68.515 | 0,007% | F |
| PRUDENTIAL INVESTMENT PORTFOLIOS 9 PGIM ABSOLUTE RETURN BO | | 13.875 | 0,001% | F |
| PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY | | 23.315 | 0,002% | F |
| PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST | | 7.980 | 0,001% | F |
| PSF GLOBAL EQUITY PORT PI6337A 0000296332 | | 31.900 | 0,003% | F |
| PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO | | 6.990 | 0,001% | F |
| PUBLIC EMPLOYEES' LONG-TERM CARE FUND | | 8.301 | 0,001% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO | | 80.434 | 0,008% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO | | 269 | 0,000% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 139.925 | 0,013% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI | | 76.699 | 0,007% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA | | 220.052 | 0,021% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 37.844 | 0,004% | F |
| PUBLIC SECTOR PENSION INVESTMENT BOARD. | | 207.431 | 0,020% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND | | 115.267 | 0,011% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND | | 218.893 | 0,021% | F |
| QIC INTERNATIONAL EQUITIES FUND. | | 40.624 | 0,004% | F |
| QIC LISTED EQUITIES FUND | | 180.467 | 0,017% | F |
| QUALITY EDUCATION FUND | | 849 | 0,000% | F |
| QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES | | 262.008 | 0,025% | F |
| RAGS-FUNDMASTER | | 50.383 | 0,005% | F |
| RAILWAYS PENSION TRUSTEE COMPANY LIMITED | | 33.354 | 0,003% | F |
| RATTAZZI LUPO | RTTLPU53A25Z133M | 864.780 | 0,082% | F |
| RBC INDIGO INTERNATIONAL EQUITYINDEX FUND | | 3.226 | 0,000% | F |
| RBC O'SHAUGHNESSY INTERNATIONAL EQUITY FUND | | 3.075 | 0,000% | F |
| REASSURE LIMITED | | 114.783 | 0,011% | F |
| REGIME DE RENTES DU MOUVEMENT DESJARDINS | | 19.518 | 0,002% | F |
| RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT | | 15.492 | 0,001% | F |
| RETIREMENT BENEFITS INVESTMENT FUND | | 3.563 | 0,000% | F |
| RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES. | | 27.191 | 0,003% | F |
| REUSSER JÜRG, FRED | | 6.000 | 0,001% | F |
| RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST | | 352.057 | 0,034% | F |
| RHUMBLINE INTERNATIONAL POOLED INDEX TRUST | | 17.611 | 0,002% | F |
| RHUMBLINE LOW CARBON INDEX FUNDLLC | | 25.942 | 0,002% | F |
| RLA GLOBAL SHARE FUND | | 5.642 | 0,001% | F |
| RLA INTERNATIONAL EQUITIES FUND | | 14.263 | 0,001% | F |
| RLA NZ INTERNATIONAL EQUITIES FUND | | 6.640 | 0,001% | F |
| ROBECO CAPITAL GROWTH FUNDS | | 131.998 | 0,013% | F |
| ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF | | 55.066 | 0,005% | F |
| ROBECO UCITS ICAV | | 35.063 | 0,003% | F |
| ROBECO UMBRELLA FUND I N.V. | | 23.500 | 0,002% | F |
| ROBIN 1-FONDS | | 37.515 | 0,004% | F |
| ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 2.430 | 0,000% | F |
| ROCHE U.S. RETIREMENT PLANS MASTER TRUST | | 7.884 | 0,001% | F |
| ROPS EURO P | | 80.611 | 0,008% | F |
| ROPS-SMART INDEX EURO | | 59.706 | 0,006% | F |
| ROSEFINCH FOUNDATION | | 2.460 | 0,000% | F |
| ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND | | 72.306 | 0,007% | F |
| ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT | | 730 | 0,000% | F |
| RPAQ 2015 FUND LP | | 30.987 | 0,003% | F |
| RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND | | 1.901 | 0,000% | F |
| RT VIF VERSICHERUNG INTERNATIONAL FONDS | | 44.200 | 0,004% | F |
| RTX SAVINGS PLAN MASTER TRUST | | 131.911 | 0,013% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND | | 14.482 | 0,001% | F |
| RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND | | 5.370 | 0,001% | F |
| RUSSELL INVESTMENT COMPANY PLC | | 30.158 | 0,003% | F |
| RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND | | 4.258 | 0,000% | F |
| RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND | | 7.081 | 0,001% | F |
| RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT | | 7.497 | 0,001% | F |
| RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND | | 1.928 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND | | 4.728 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL | | 1.544 | 0,000% | F |
| RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND | | 3.836 | 0,000% | F |
| RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL | | 916 | 0,000% | F |
| RUTGERS THE STATE UNIVERSITY | | 7.378 | 0,001% | F |
| S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST | | 782 | 0,000% | F |
| SABADELL EUROPA BOLSA FUTURO, FI | | 201.255 | 0,019% | F |
| SAKKARAH 7 FCP | | 13.005 | 0,001% | F |
| SAS TRUSTEE CORPORATION POOLED FUND | | 214.498 | 0,020% | F |
| SBC MASTER PENSION TRUST | | 8.896 | 0,001% | F |
| SCHLUMBERGER GROUP TRUST AGREEMENT | | 27.878 | 0,003% | F |
| SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF | | 11.028 | 0,001% | F |
| SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 330.892 | 0,032% | F |
| SCHRODER GLOBAL CORE FUND | | 915 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE EQUITY FUND | | 3.190 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE FUND | | 4.372 | 0,000% | F |
| SCHRODER GLOBAL VALUE FUND | | 95.490 | 0,009% | F |
| SCHRODER INSTITUTIONAL POOLED FUNDS | | 2.233 | 0,000% | F |
| SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST | | 340.824 | 0,033% | F |
| SCHRODER INTERNATIONAL SELECTION FUND | | 325.541 | 0,031% | F |
| SCHRODER MANAGED BALANCED FUND | | 9.097 | 0,001% | F |
| SCHRODER PENSION MANAGEMENT LIMITED | | 15.871 | 0,002% | F |
| SCHRODER QEP GLOBAL ACTIVE VALUE FUND | | 60.730 | 0,006% | F |
| SCHRODER QEP GLOBAL CORE FUND | | 64.779 | 0,006% | F |
| SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND | | 6.787 | 0,001% | F |
| SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND | | 9.792 | 0,001% | F |
| SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND | | 236.336 | 0,023% | F |
| SCHRODERS CAPITAL SEMI-LIQUID | | 1.177 | 0,000% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND | | 66.868 | 0,006% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF | | 308.852 | 0,029% | F |
| SCHWAB INTERNATIONAL CORE EQUITY FUND | | 74.461 | 0,007% | F |
| SCHWAB INTERNATIONAL EQUITY ETF | | 910.306 | 0,087% | F |
| SCHWAB INTERNATIONAL INDEX FUND | | 270.822 | 0,026% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX FUND | | 1.036 | 0,000% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF | | 8.587 | 0,001% | F |
| SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF | | 1.618 | 0,000% | F |
| SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND | | 52.865 | 0,005% | F |
| SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND | | 54.413 | 0,005% | F |
| SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF | | 2.560 | 0,000% | F |
| SEI GLOBAL MASTER FUND PLC THE | | 4.015 | 0,000% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND | | 5.876 | 0,001% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND | | 200.946 | 0,019% | F |
| SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND | | 28.394 | 0,003% | F |
| SELECTION EURO CLIMAT JANVIER 2025 | | 105.089 | 0,010% | F |
| SELECTION FRANCE SOCIAL (JANVIER 2022) | | 238.837 | 0,023% | F |
| SELFFINANCING POSTSECONDARY EDUCATION FUND | | 277 | 0,000% | F |
| SELIGSON AND CO EUROPE INDEX FUND | | 41.506 | 0,004% | F |
| SENTINEL INTERNATIONAL FUND | | 1.046 | 0,000% | F |
| SG ACTIONS INTERNATIONALES | | 73.926 | 0,007% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SGA INTERNATIONAL EQUITY CIT | | 17.233 | 0,002% | F |
| SGD GE 2014-1 | | 3.136 | 0,000% | F |
| SHELL CANADA 2007 PENSION PLAN | | 882 | 0,000% | F |
| SHELL NEDERLAND PENSIOENFONDS STICHTING | | 17.087 | 0,002% | F |
| SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND | | 4.895 | 0,000% | F |
| SHELTON INTERNATIONAL SELECT EQUITY FUND | | 14.300 | 0,001% | F |
| SHERIFFS PENSION AND RELIEF FUND | | 4.434 | 0,000% | F |
| SHINKO GLOBAL EQUITY INDEX MOTHER FUND | | 80 | 0,000% | F |
| SIEMENS EMU EQUITIES | | 67.286 | 0,006% | F |
| SIEMENS-FONDS SIEMENS-RENTE | | 45.202 | 0,004% | F |
| SIMPLICITY HEDGED GLOBAL SHARE FUND | | 10.230 | 0,001% | F |
| SIMPLICITY UNHEDGED GLOBAL SHARE FUND | | 10.090 | 0,001% | F |
| SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND | | 631.375 | 0,060% | F |
| SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND | | 290.394 | 0,028% | F |
| SLW PORTFOLIO LLC | | 256 | 0,000% | F |
| SMART WHOLESALE GLOBAL EQUITY ESG FUND | | 5.319 | 0,001% | F |
| SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND | | 13.950 | 0,001% | F |
| SNOWFINCH FOUNDATION | | 2.460 | 0,000% | F |
| SOCIAL PROTECTION FUND | | 13.603 | 0,001% | F |
| SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST | | 1.599 | 0,000% | F |
| SOGECAP PROTECTED EQUITIES | | 43.771 | 0,004% | F |
| SP INTERNATIONAL SHARES TRUST | | 5.626 | 0,001% | F |
| SPA MANDATE BLACKROCK | | 13.428 | 0,001% | F |
| SPARINVEST SICAV - GLOBAL EQUITY TA POOL | | 5.495 | 0,001% | F |
| SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS. | | 602.224 | 0,057% | F |
| SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF | | 9.920 | 0,001% | F |
| SPDR MSCI EAFE STRATEGICFACTORSETF | | 8.731 | 0,001% | F |
| SPDR MSCI WORLD QUALITY MIX FUND | | 1.052 | 0,000% | F |
| SPDR MSCI WORLD STRATEGICFACTORS ETF | | 938 | 0,000% | F |
| SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF | | 204.557 | 0,020% | F |
| SPDR PORTFOLIO EUROPE ETF | | 28.540 | 0,003% | F |
| SPDR SP WORLD EX AUSTRALIA FUND | | 2.182 | 0,000% | F |
| SPP GENERATION 40-TAL | | 2.183 | 0,000% | F |
| SPP GENERATION 50-TAL | | 18.037 | 0,002% | F |
| SPP GENERATION 60-TAL | | 15.755 | 0,002% | F |
| SPP GENERATION 70-TAL | | 43.080 | 0,004% | F |
| SPP GENERATION 80-TAL | | 43.477 | 0,004% | F |
| SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND | | 198.418 | 0,019% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 1 | | 86.692 | 0,008% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 2 | | 37.789 | 0,004% | F |
| SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST | | 458 | 0,000% | F |
| SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND | | 2.873 | 0,000% | F |
| SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND | | 13.607 | 0,001% | F |
| SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND | | 222.967 | 0,021% | F |
| SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST | | 2.667 | 0,000% | F |
| SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY | | 22.748 | 0,002% | F |
| SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY | | 46.476 | 0,004% | F |
| SST GLOB ADV TAX EXEMPT RETIREMENT PLANS | | 2.183.054 | 0,208% | F |
| ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING | | 3.753 | 0,000% | F |
| ST PFD PMA MANDATE BLACKROCK | | 4.654 | 0,000% | F |
| STANDARD BANK OF SOUTH AFRICA LTD | | 257.169 | 0,025% | F |
| STANLIB FUNDS LIMITED | | 45.258 | 0,004% | F |
| STAR PASTEUR | | 17.656 | 0,002% | F |
| STATE OF ALASKA RETIREMENT AND BENEFITS PLANS | | 46.277 | 0,004% | F |
| STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD | | 59.731 | 0,006% | F |
| STATE OF MICHIGAN RETIREMENT SYSTEM | | 34.861 | 0,003% | F |
| STATE OF MINNESOTA | | 197.753 | 0,019% | F |
| STATE OF NEW JERSEY COMMON PENSION FUND D | | 198.475 | 0,019% | F |
| STATE OF NEW MEXICO STATE INVESTMENT COUNCIL | | 102.435 | 0,010% | F |
| STATE OF UTAH SCHOOL AND INSTITUTIONAL TRUST FUNDS TRUST FUNDS | | 3.254 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| STATE OF WISCONSIN INVESTMENT BOARD | | 91.570 | 0,009% | F |
| STATE OF WYOMING | | 22.111 | 0,002% | F |
| STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN | | 25.989 | 0,002% | F |
| STATE STREET CCF | | 6.563 | 0,001% | F |
| STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST | | 2.497 | 0,000% | F |
| STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV | | 198.703 | 0,019% | F |
| STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO | | 130.200 | 0,012% | F |
| STATE STREET GLOBAL INDEX PLUS TRUST | | 1.454 | 0,000% | F |
| STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO | | 61.882 | 0,006% | F |
| STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15 | | 6.100 | 0,001% | F |
| STATE STREET IRELAND UNIT TRUST | | 1.279 | 0,000% | F |
| STATE STREET TOTAL RETURN VIS FUND | | 2.708 | 0,000% | F |
| STATE TEACHERS RETIREMENT SYSTEM OF OHIO | | 464.363 | 0,044% | F |
| STATE UNIVERSITIES RETIREMENT SYSTEM | | 123.670 | 0,012% | F |
| STELLAR INSURANCE, LTD. | | 718 | 0,000% | F |
| STEUART L. WALTON FAMILY TRUST UAD 03/19/13 | | 1.986 | 0,000% | F |
| STICHTING BEDRIJFSPENSIOENFONDS VOOR HET | | 1.950 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL | | 74.587 | 0,007% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR | | 3.886 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF | | 23.550 | 0,002% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF | | 9.146 | 0,001% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL. | | 15.986 | 0,002% | F |
| STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS | | 279.210 | 0,027% | F |
| STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS. | | 21.341 | 0,002% | F |
| STICHTING BLUE SKY LIQUID ASSET FUNDS | | 8.298 | 0,001% | F |
| STICHTING CZ FUND DEPOSITARY | | 7.289 | 0,001% | F |
| STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL | | 30.756 | 0,003% | F |
| STICHTING HEINEKEN PENSIOENFONDS | | 14.109 | 0,001% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY NORTH AMERICA | | 4.135 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY PACIFIC | | 2.490 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ASR WERELDWIJD AANDELEN FONDS | | 5.618 | 0,001% | F |
| STICHTING MN SERVICES | | 154.719 | 0,015% | F |
| STICHTING MN SERVICES AANDELENFO ND | | 26.651 | 0,003% | F |
| STICHTING PENSIOENFONDS ABP | | 408.116 | 0,039% | F |
| STICHTING PENSIOENFONDS APF | | 13.011 | 0,001% | F |
| STICHTING PENSIOENFONDS CAMPINA | | 5.995 | 0,001% | F |
| STICHTING PENSIOENFONDS HOOGOVENS | | 8.323 | 0,001% | F |
| STICHTING PENSIOENFONDS ING | | 30.369 | 0,003% | F |
| STICHTING PENSIOENFONDS NOTARIAAT | | 2.330 | 0,000% | F |
| STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN | | 7.031 | 0,001% | F |
| STICHTING PENSIOENFONDS PGB | | 163.424 | 0,016% | F |
| STICHTING PENSIOENFONDS PROVISUM | | 2.224 | 0,000% | F |
| STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER | | 22.115 | 0,002% | F |
| STICHTING PENSIOENFONDS SAGITTARIUS | | 9.894 | 0,001% | F |
| STICHTING PENSIOENFONDS STAPLES | | 2.550 | 0,000% | F |
| STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS | | 9.815 | 0,001% | F |
| STICHTING PENSIOENFONDS VOOR HUISARTSEN | | 28.472 | 0,003% | F |
| STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES | | 46.112 | 0,004% | F |
| STICHTING PHILIPS PENSIOENFONDS | | 8.317 | 0,001% | F |
| STICHTING PME PENSIOENFONDS | | 56.851 | 0,005% | F |
| STOREBRAND EUROPA | | 341.878 | 0,033% | F |
| STOREBRAND EUROPA PLUS | | 8.609 | 0,001% | F |
| STOREBRAND GLOBAL ALL COUNTRIES | | 181.885 | 0,017% | F |
| STOREBRAND LIVSFORSIKRING AS | | 279.692 | 0,027% | F |
| STRATEGIC INTERNATIONAL EQUITY FUND | | 7.380 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| STREICHER MENGATO MARIA CECILIA | | 9 | 0,000% | F |
| SUBSIDIZED SCHOOLS PROVIDENT FUND | | 11.054 | 0,001% | F |
| SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO | | 23.786 | 0,002% | F |
| SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO | | 884 | 0,000% | F |
| SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT | | 1.683 | 0,000% | F |
| SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL | | 14.542 | 0,001% | F |
| SUSTAINABLE GS 1 TRUST | | 6.128 | 0,001% | F |
| SWISS NATIONAL BANK | | 1.178.367 | 0,112% | F |
| SYCOMORE INCLUSIVE JOBS | | 263.616 | 0,025% | F |
| T ROWE PRICE GLOBAL EX US EQUITY 1001293 | | 129 | 0,000% | F |
| T. ROWE PRICE FOREIGN INVESTMENT, INC | | 2.839 | 0,000% | F |
| T. ROWE PRICE FUNDS SICAV | | 14 | 0,000% | F |
| T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND | | 7.650 | 0,001% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND | | 39.063 | 0,004% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST | | 121.613 | 0,012% | F |
| TALCOTT RESOLUTION LIFE INSURANCE COMPANY | | 5.408 | 0,001% | F |
| TANGERINE BALANCED GROWTH PORTFOLIO | | 6.756 | 0,001% | F |
| TANGERINE BALANCED INCOME PORTFOLIO | | 670 | 0,000% | F |
| TANGERINE BALANCED PORTFOLIO | | 4.469 | 0,000% | F |
| TANGERINE EQUITY GROWTH PORTFOLIO | | 9.359 | 0,001% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND | | 77.691 | 0,007% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND | | 318.720 | 0,030% | F |
| TD EMERALD INTERNATIONAL EQUITY INDEX FUND | | 89.894 | 0,009% | F |
| TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST | | 2.561 | 0,000% | F |
| TD EUROPEAN INDEX FUND | | 3.357 | 0,000% | F |
| TD INTERNATIONAL EQUITY INDEX EIF | | 52.269 | 0,005% | F |
| TEACHER RETIREMENT SYSTEM OF TEXAS | | 557.946 | 0,053% | F |
| TEACHERS RETIREMENT ALLOWANCES FUND | | 986 | 0,000% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK | | 41.195 | 0,004% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS | | 315.848 | 0,030% | F |
| TEAM SUPERANNUATION FUND | | 20.347 | 0,002% | F |
| TELSTRA SUPERANNUATION SCHEME | | 11.787 | 0,001% | F |
| TESCO PLC PENSION SCHEME | | 425 | 0,000% | F |
| TEXAS MUNICIPAL RETIREMENT SYSTEM | | 69.293 | 0,007% | F |
| TEXAS PERMANENT SCHOOL FUND CORP | | 1 | 0,000% | F |
| TEXAS UTILITIES QUAL NDT PARTNERSHIP | | 2.393 | 0,000% | F |
| THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO | | 15.120 | 0,001% | F |
| THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED | | 54.679 | 0,005% | F |
| THE ARROWSTREET COMMON CONTRACTUAL FUND | | 798.622 | 0,076% | F |
| THE ASSOCIATED BRITISH FOODS PENSION SCHEME | | 113.508 | 0,011% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV | | 94.753 | 0,009% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN | | 211.030 | 0,020% | F |
| THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE | | 15.361 | 0,001% | F |
| THE BANK OF NEW YORK MELLON SA NV | | 239.562 | 0,023% | F |
| THE BARCLAYS BANK UK RETIREMENTFUND | | 5.881 | 0,001% | F |
| THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE | | 187 | 0,000% | F |
| THE CAPTIVE INVESTORS FUND | | 7.874 | 0,001% | F |
| THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE | | 3.209 | 0,000% | F |
| THE COMMONWEALTH FUND | | 1.507 | 0,000% | F |
| THE ESB PENSION FUND | | 7.885 | 0,001% | F |
| THE FIRST CHURCH OF CHRIST SCIENTIST | | 1.046 | 0,000% | F |
| THE GREATER MANCHESTER PENSION FUND | | 84.511 | 0,008% | F |
| THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT | | 678 | 0,000% | F |
| THE HKSAR GOVERNMENT SCHOLARSHIP FUND | | 573 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND | | 6.035 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND | | 630 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND | | 52.752 | 0,005% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142 | | 1.184 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151 | | 26.799 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893 | | 26.215 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974 | | 1.726 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501 | | 1.660 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND | | 221 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521 | | 1.814 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492 | | 7.618 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536 | | 759 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST) | | 43.335 | 0,004% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND | | 23.624 | 0,002% | F |
| THE MISSOURI FOUNDATION FOR HEALTH | | 8.979 | 0,001% | F |
| THE MONETARY AUTHORITY OF SINGAPORE | | 31.533 | 0,003% | F |
| THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN | | 15.872 | 0,002% | F |
| THE NEMOURS FOUNDATION PENSION PLAN | | 471 | 0,000% | F |
| THE NOMURA TRUST AND BANKING C | | 19.560 | 0,002% | F |
| THE PEOPLE'S PENSION SCHEME | | 197.785 | 0,019% | F |
| THE PRUDENTIAL INSURANCE COMPANY OF AMERICA . | | 16.057 | 0,002% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO | | 494 | 0,000% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT | | 819 | 0,000% | F |
| THE PUBLIC INSTITUTION FOR SOCIAL SECURITY . | | 8.618 | 0,001% | F |
| THE REGENTS OF THE UNIVERSITY OF CALIFORNIA | | 551.526 | 0,053% | F |
| THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND | | 121 | 0,000% | F |
| THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST | | 8.998 | 0,001% | F |
| THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER | | 88.722 | 0,008% | F |
| THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR | | 2.590 | 0,000% | F |
| THE TRUSTEES OF THE HENRY SMITH CHARITY. | | 8.207 | 0,001% | F |
| THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW | | 4.916 | 0,000% | F |
| THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME | | 92.902 | 0,009% | F |
| THEAM QUANT - EUROPE TARGET PREMIUM | | 173.000 | 0,017% | F |
| THEAM QUANT- EQUITY EUROZONE GURU | | 138.217 | 0,013% | F |
| THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED | | 34.686 | 0,003% | F |
| THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13 | | 6.192 | 0,001% | F |
| THRIFT SAVINGS PLAN | | 1.447.045 | 0,138% | F |
| THRIVENT INTERNATIONAL INDEX PORTFOLIO | | 5.919 | 0,001% | F |
| THYSSEN GLOBAL INVESTMENTS LLC | | 1.492 | 0,000% | F |
| TIAACREF INTERNATIONAL EQUITY INDEX FUND | | 538.933 | 0,051% | F |
| TIMOTHY PLAN INTERNATIONAL ETF. | | 31.495 | 0,003% | F |
| TIMOTHY PLAN MARKET NEUTRAL ETF | | 4.413 | 0,000% | F |
| TONI ACTIONS ISR 100 | | 46.960 | 0,004% | F |
| TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV | | 30.940 | 0,003% | F |
| TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP | | 3.184 | 0,000% | F |
| TRANSAMERICA MSCI EAFE INDEX VP | | 2.795 | 0,000% | F |
| TRATON-UI-DYNAMIK | | 16.295 | 0,002% | F |
| TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT | | 112.646 | 0,011% | F |
| TRINITY COLLEGE CAMBRIDGE | | 11.414 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10 | | 13.786 | 0,001% | 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 21 | | 1.826 | 0,000% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3 | | 33.091 | 0,003% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8 | | 1.235 | 0,000% | F |
| TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO | | 6.642 | 0,001% | F |
| TSA EQUITY FUND #2 | | 2.614 | 0,000% | F |
| TSGX SOLACT ESG TBACO EX UNHG(3387) | | 629 | 0,000% | F |
| UAPF - BLACK ROCK PASSIVE EQUITY | | 2.160 | 0,000% | F |
| UAPF - INVESCO ACTIVE | | 104.066 | 0,010% | F |
| UBS (IRL) ETF PLC | | 195.920 | 0,019% | F |
| UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME | | 844.405 | 0,081% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE | | 64.109 | 0,006% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II | | 160.645 | 0,015% | F |
| UBS ASSET MANAGEMENT LIFE LTD | | 181.577 | 0,017% | F |
| UBS CH INDEX FUND 3 EQUITIES WORLD EX CH VALUE WEIGHTED UBS FUND MANAGEMENT SWITZERLAND AG | | 2.354 | 0,000% | F |
| UBS CH INDEX FUND EQ EMU UBS FUND MANAGEMENT SWITZERLAND AG | | 14.612 | 0,001% | F |
| UBS COMMON CONTRACTUAL FUND | | 13.860 | 0,001% | F |
| UBS FTSE RAFI DEVELOPED 1000 INDEX FUND | | 15.020 | 0,001% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS | | 440 | 0,000% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN | | 17.183 | 0,002% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG. | | 373.448 | 0,036% | F |
| UBS GLOBAL EQUITY CLIMATE TRANSITION FUND | | 8.047 | 0,001% | F |
| UBS LUX FUND SOLUTIONS | | 1.254.927 | 0,120% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS | | 8.421 | 0,001% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS | | 145.359 | 0,014% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A4 FONDS | | 21.093 | 0,002% | F |
| UI-FONDS BAV RBI AKTIEN | | 73.387 | 0,007% | F |
| UIN-EBBA | | 2.071 | 0,000% | F |
| UI-S | | 49.112 | 0,005% | F |
| UNIDIVIDENDENASS | | 26.993 | 0,003% | F |
| UNIGEST, S.G.I.I.C., S.A.U. | | 30.203 | 0,003% | F |
| UNIGLOBAL DIVIDENDE | | 52.898 | 0,005% | F |
| UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI | | 46.563 | 0,004% | F |
| UNISUPER | | 11.730 | 0,001% | F |
| UNITED GLOBAL STABLE SELECT EQUITY FUND | | 16.239 | 0,002% | F |
| UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE | | 2.571 | 0,000% | F |
| UNITED SERVICES AUTOMOBILE ASSOCIATION | | 3.850 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND | | 1.166 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS | | 5.323 | 0,001% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO EUROPA CORE AKTIENFONDS | | 58.868 | 0,006% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO GLOBAL DYNAMIK FONDS | | 5.281 | 0,001% | F |
| UNIVERSAL INVESTMENT GMBH | | 50.500 | 0,005% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH | | 154.650 | 0,015% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI | | 15.365 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS | | 37.739 | 0,004% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS | | 7.700 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1 | | 20.760 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS | | 19.396 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN SOLVENCY | | 3.781 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS | | 8.168 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V | | 7.416 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1 | | 2.296 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS | | 5.807 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS | | 827 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-AGI ALLOKATION(490306) | | 10.730 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP | | 29.396 | 0,003% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI | | 2.790 | 0,000% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG | | 3.811 | 0,000% | F |
| UNIVERSITIES SUPERANNUATION SCHEME | | 70.739 | 0,007% | F |
| UNIVERSITY OF NOTRE DAME DU LAC | | 8.658 | 0,001% | F |
| UNIVEUNIVERSAL INVESTMENT GESELLSCH AFT MBH SOZIALBANK | | 24.000 | 0,002% | F |
| USAA CASUALTY INSURANCE COMPANY | | 4.259 | 0,000% | F |
| USAA GENERAL INDEMNITY COMPANY | | 3.500 | 0,000% | F |
| UTAH STATE RETIREMENT SYSTEMS | | 50.630 | 0,005% | F |
| UVIMCO PARAMETRIC PHYS MSCI WRLD | | 514 | 0,000% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL | | 54.172 | 0,005% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SPARINVEST SA | | 23.470 | 0,002% | F |
| VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK | | 69.768 | 0,007% | F |
| VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND | | 41.208 | 0,004% | F |
| VANADIUM | | 160.435 | 0,015% | F |
| VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF | | 13.734 | 0,001% | F |
| VANGUARD DEVELOPED MARKETS INDEX FUND | | 4.020.835 | 0,384% | F |
| VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK | | 11.098 | 0,001% | F |
| VANGUARD ESG INTERNATIONAL STOCK ETF | | 79.833 | 0,008% | F |
| VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND | | 11.930 | 0,001% | F |
| VANGUARD EUROPEAN STOCK INDEX FUND | | 1.062.417 | 0,101% | F |
| VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST | | 96.158 | 0,009% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST | | 502.368 | 0,048% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II | | 3.352.125 | 0,320% | F |
| VANGUARD FTSE ALL WORLD EX US INDEX FUND | | 949.480 | 0,091% | F |
| VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF | | 86.207 | 0,008% | F |
| VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF | | 8.755 | 0,001% | F |
| VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND | | 13.001 | 0,001% | F |
| VANGUARD FUNDS PUBLIC LIMITED COMPANY | | 722.438 | 0,069% | F |
| VANGUARD GLOBAL MOMENTUM FACTORETF | | 13.803 | 0,001% | F |
| VANGUARD INTERNATIONAL SHARES INDEX FUND | | 180.648 | 0,017% | F |
| VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND | | 9.898 | 0,001% | F |
| VANGUARD INTL HIGH DIV YLD INDEX FD | | 331.507 | 0,032% | F |
| VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY | | 547.567 | 0,052% | F |
| VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF | | 11.164 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF | | 8.979 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF | | 8.893 | 0,001% | F |
| VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY | | 157.278 | 0,015% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF | | 7.158 | 0,001% | F |



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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF | | 4.204 | 0,000% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF | | 12.396 | 0,001% | F |
| VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND | | 6.388.661 | 0,609% | F |
| VANGUARD TOTAL WORLD STOCK INDEX FUND | | 294.824 | 0,028% | F |
| VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST | | 26.114 | 0,002% | F |
| VARENNE VALEUR | | 600.000 | 0,057% | F |
| VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO | | 11.685 | 0,001% | F |
| VARIOPARTNER SICAV | | 20.772 | 0,002% | F |
| VBV VK EUROPA AKTIEN ESG FONDS | | 88.636 | 0,008% | F |
| VEBA PARTNERSHIP N L P | | 1.679 | 0,000% | F |
| VENTRY INDUSTRIES LLC | | 992 | 0,000% | F |
| VERDIPAPIRFONDET DNB EUROPA | | 4.165 | 0,000% | F |
| VERDIPAPIRFONDET DNB GLOBAL INDEKS | | 12.961 | 0,001% | F |
| VERDIPAPIRFONDET EQUINOR AKSJER EUROPA | | 20.000 | 0,002% | F |
| VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS | | 81.873 | 0,008% | F |
| VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS. | | 29.088 | 0,003% | F |
| VERDIPAPIRFONDET KRON INDEKS GLOBAL | | 11.515 | 0,001% | F |
| VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS | | 48.826 | 0,005% | F |
| VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER | | 18.214 | 0,002% | F |
| VERENIGING TOT BEHOUD VAN NATUURMONUMENTEN IN NEDERLAND | | 21.405 | 0,002% | F |
| VERMOGENSMANAGEMENT AKTIENSTARS | | 75.982 | 0,007% | F |
| VF (LUX) - VALIANT EUROPE EQUITIES | | 14.427 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST1 | | 10.728 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST2 | | 23.013 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 1 | | 18.999 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 2 | | 31.848 | 0,003% | F |
| VGV POOLFONDS PA1 | | 14.394 | 0,001% | F |
| VIA SMART-EQUITY EUROPE | | 67.106 | 0,006% | F |
| VIA SMART-EQUITY WORLD | | 59.376 | 0,006% | F |
| VICTORY MARKET NEUTRAL INCOME FUNDFUND | | 439.374 | 0,042% | F |
| VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF | | 110.751 | 0,011% | F |
| VICTORYSHARES INTERNATIONAL VOLATILITY WTD ETFVOLATILITY WTD INDEX ETF | | 17.991 | 0,002% | F |
| VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND | | 331.691 | 0,032% | F |
| VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND | | 31.746 | 0,003% | F |
| VILLIERS ALTO | | 54.364 | 0,005% | F |
| VIVACCIO ISR ACTIONS | | 359.746 | 0,034% | F |
| VOYA BALANCED INCOME PORTFOLIO | | 8.581 | 0,001% | F |
| VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND | | 33.531 | 0,003% | F |
| VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND | | 102.966 | 0,010% | F |
| VOYA GLOBAL EQUITY FUND | | 56.562 | 0,005% | F |
| VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.000 | 0,010% | F |
| VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.154 | 0,010% | F |
| VOYA INTERNATIONAL INDEX PORTFOLIO | | 30.423 | 0,003% | F |
| VOYA MM INTL EQ FUND VIM VMI 003265 | | 19.291 | 0,002% | F |
| VOYA VACS INDEX SERIES I PORTFOLIO | | 39.892 | 0,004% | F |
| VR BANK KT EUROPROTECT UI | | 32.016 | 0,003% | F |
| WASHINGTON STATE INVESTMENT BOARD | | 708.818 | 0,068% | F |
| WBW TRUST NUMBER ONE | | 814 | 0,000% | F |
| WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N | | 211 | 0,000% | F |
| WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO | | 15.888 | 0,002% | F |
| WESPATH FUNDS TRUST XOPONANCE SVCE | | 4.000 | 0,000% | F |
| WESPATH XPONANCE SVCEF I | | 684 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST | | 3.217 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO.2 TRUST | | 240.286 | 0,023% | F |
| WESTPAC WHOLESALE UNHEDGED INTERNATIONAL SHARE TRUST | | 18.252 | 0,002% | F |
| WHEELS COMMON INVESTMENT FUND. | | 1.141 | 0,000% | F |
| WIF-DWS QI EUROZONE SHORT EXT EQTY | | 9.962 | 0,001% | F |
| WILLIS TOWERS WATSON GROUP TRUST | | 17.954 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| WILSHIRE BRIDGEWATER MANAGED ALPHA MASTER FUND LIMITED | | 5.784 | 0,001% | F |
| WINDWISE MSCI EAFE INDEX NON LENDING | | 15.228 | 0,001% | F |
| WISDOMTREE DYN CUR HDGE INTL EQ FD 1001802 | | 49.587 | 0,005% | F |
| WISDOMTREE GLOBAL HIGH DIV FUND 1001795 | | 2.182 | 0,000% | F |
| WISDOMTREE INTL EQUITY FUND 1001810 | | 41.867 | 0,004% | F |
| WISDOMTREE INTL HIGH DIV FUND 1001812 | | 17.131 | 0,002% | F |
| WISDOMTREE INTL LARGECAP DIV FD | | 62.983 | 0,006% | F |
| WISDOMTREE INTL MULTIFACTOR FUND 1001815 | | 14.372 | 0,001% | F |
| WISDOMTREE ISSUER ICAV | | 4.254 | 0,000% | F |
| WM POOL - EQUITIES TRUST NO. 31 - ROBECO | | 6.768 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 38 - SCHRODER | | 5.338 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 74. | | 7.856 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 75. | | 134.480 | 0,013% | F |
| WM POOL - EQUITIES TRUST NO. 76 - ROBECO | | 1.846 | 0,000% | F |
| WM POOL - FIXED INTEREST TRUST NO 12 | | 836 | 0,000% | F |
| WM POOL - GLOBAL EQUITIES TRUST NO 6 | | 15.631 | 0,001% | F |
| WORLD EQUITIES II | | 7.236 | 0,001% | F |
| WORLD TRADE ORGANIZATION PENSION PLAN | | 4.072 | 0,000% | F |
| WSSP INTERNATIONAL EQUITIES TRUST | | 2.972 | 0,000% | F |
| WYOMING RETIREMENT SYSTEM | | 130 | 0,000% | F |
| XTRACKERS | | 404.910 | 0,039% | F |
| XTRACKERS (IE) PUBLIC LIMITED COMPANY | | 577.010 | 0,055% | F |
| XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF | | 841 | 0,000% | F |
| XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF | | 3.013 | 0,000% | F |
| XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF | | 2.888 | 0,000% | F |
| XTRACKERS MSCI EAFE HEDGED EQUITY ETF | | 190.402 | 0,018% | F |
| XTRACKERS MSCI EUROPE HEDGED EQUITY ETF | | 24.648 | 0,002% | F |
| XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF | | 4.792 | 0,000% | F |
| XTRACKERS MSCI KOKUSAI EQUITY ETF | | 3.331 | 0,000% | F |
| ZEPHYR - EUROPE EQUITY ESG OPTIMIZED | | 1.384 | 0,000% | F |
| ZEPHYR - OPTIMISED PLUS 2 | | 4.826 | 0,000% | F |
| ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA | | 26.011 | 0,002% | F |
| BIGIANI LUCA | | 700 | 0,000% | C |
| ERAFP ACTIONS EURO IV | | 274.204 | 0,026% | C |
| CHALLENGE FUNDS - CHALLENGE ITALIAN EQUITY | | 102.000 | 0,010% | A |
| EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES | | 1.072 | 0,000% | A |
| HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND | | 1.733 | 0,000% | A |
| PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST | | 114 | 0,000% | A |
| PEPCO HOLDINGS INC. VEBA TRUST | | 839 | 0,000% | A |

| | | | |
|---|---|---|---|
| **Totale votanti** | | **1.048.303.685** | **100%** |

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

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 3**

*Nomina del Collegio Sindacale.*

| | n. azioni | % azioni rappresentate in assemblea | % del Capitale Sociale |
|---|---|---|---|
| Quorum costitutivo assemblea | 1.048.303.685 | 100% | 80,262% |
| Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo): | 1.048.303.685 | 100,000% | 80,262% |
| Azioni per le quali il RD non dispone di istruzioni: | 0 | 0,000% | 0,000% |

| | n. azioni | % partecipanti al voto | % del Capitale Sociale |
|---|---|---|---|
| Lista 1 | 857.312.491 | 81,781% | 65,639% |
| Lista 2 | 188.974.771 | 18,027% | 14,469% |
| Contrario | 194.501 | 0,018% | 0,015% |
| Astenuto | 1.821.922 | 0,174% | 0,139% |
| Totali | 1.048.303.685 | 100,000% | 80,262% |

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 3**

*Nomina del Collegio Sindacale.*

*Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del dottor Massimiliano Chiado' Piat*

| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| CANOVAI ALBERTO | CNVLRT99A19A564R | 430 | 0,000% | L1 |
| CASSA DEPOSITI E PRESTITI SPA | 80199230584 | 457.138.500 | 43,607% | L1 |
| CIN BELGIUM LIMITED | | 17 | 0,000% | L1 |
| ENPAM | | 200.000 | 0,019% | L1 |
| ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI | | 11.750.450 | 1,121% | L1 |
| FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA | 00499230373 | 1.702.438 | 0,162% | L1 |
| FONDOPOSTE | | 41.029 | 0,004% | L1 |
| HC RENTE | | 2.170 | 0,000% | L1 |
| INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER | 80122170584 | 3.130.190 | 0,299% | L1 |
| LMAP 909 SUB FUND OF LMAP IRELAND ICAV | | 2.661 | 0,000% | L1 |
| LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS( | | 8.251 | 0,001% | L1 |
| LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND | | 65.083 | 0,006% | L1 |
| MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK | | 10.427 | 0,001% | L1 |
| MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUIT | | 55.636 | 0,005% | L1 |
| MINISTERO DELL'ECONOMIA E DELLE FINANZE | 80415740580 | 382.127.890 | 36,452% | L1 |
| PCA TAX SHELTERED ANNUITY PLAN | | 3.023 | 0,000% | L1 |
| PREVINDAI FONDO PENSIONE | | 61.120 | 0,006% | L1 |
| RATTAZZI LUPO | RTTLPU53A25Z133M | 864.780 | 0,082% | L1 |
| SIEMENS EMU EQUITIES | | 67.286 | 0,006% | L1 |
| SIEMENS-FONDS SIEMENS-RENTE | | 45.202 | 0,004% | L1 |
| TIMOTHY PLAN INTERNATIONAL ETF. | | 31.495 | 0,003% | L1 |
| TIMOTHY PLAN MARKET NEUTRAL ETF | | 4.413 | 0,000% | L1 |
| (R) EUROPEAN EQUITIES | | 30.453 | 0,003% | L2 |
| 1975 IRREV TRUST OF C D WEYERHAEUSER | | 675 | 0,000% | L2 |
| 2122 ABP DME CORE INT | | 279.749 | 0,027% | L2 |
| 2124 ABP DME CORE BLACKROCK | | 469.450 | 0,045% | L2 |
| 405 MSTV I LP | | 46.167 | 0,004% | L2 |
| 801 INVESTMENTS LLC | | 4.605 | 0,000% | L2 |
| A.A. B DIVERSIFIE | | 44.867 | 0,004% | L2 |
| AA SSGA ACTIONS INDICE EURO | | 149.502 | 0,014% | L2 |
| AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO | | 14.424 | 0,001% | L2 |
| AB COLLECTIVE INVESTMENT TRUST SERIES | | 1.270 | 0,000% | L2 |
| AB SICAV I - ALL MARKET INCOME | | 210.315 | 0,020% | L2 |
| AB SICAV III - DYNAMIC ALL MAR | | 1.732 | 0,000% | L2 |
| AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO | | 1.009 | 0,000% | L2 |
| AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO | | 3.102 | 0,000% | L2 |
| ABB PENSION FUND | | 1.101 | 0,000% | L2 |
| ABN AMRO FUNDS | | 18.858 | 0,002% | L2 |
| ABNFLPA RHUMBLINE INTL EQUITY 262408 | | 1.166 | 0,000% | L2 |
| ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND | | 3.005 | 0,000% | L2 |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND | | 36.386 | 0,003% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND | | 23.461 | 0,002% | L2 |
| ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND | | 9.805 | 0,001% | L2 |
| ACCIDENT COMPENSATION CORPORATION | | 282.534 | 0,027% | L2 |
| ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV | | 76.517 | 0,007% | L2 |
| ACHMEA REINSURANCE CO NV | | 10.365 | 0,001% | L2 |
| ACHMEA SCHADEVERZEKERINGEN NV | | 15.673 | 0,001% | L2 |
| ACHMEA VARIABLE SECURITIES HEALTH FUND | | 23.406 | 0,002% | L2 |
| ACS 30:70 GLOBAL EQUITY TRACKER FUND | | 100 | 0,000% | L2 |
| ACTICCIA 90 N 10 | | 175.000 | 0,017% | L2 |
| ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO | | 20.294 | 0,002% | L2 |
| ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO | | 53.055 | 0,005% | L2 |
| ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO | | 150.803 | 0,014% | L2 |
| ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO | | 78.666 | 0,008% | L2 |
| ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO | | 59.578 | 0,006% | L2 |
| ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO | | 10.326 | 0,001% | L2 |
| ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO | | 87.294 | 0,008% | L2 |
| ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO | | 1.080 | 0,000% | L2 |
| ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND | | 281 | 0,000% | L2 |
| AEAM FUNDS - AEGON WORLD EQUITY BETA POOL (P | | 3.332 | 0,000% | L2 |
| AEGON CUSTODY B.V. | | 193.819 | 0,018% | L2 |
| AEGON GLOBAL MULTI MANAGER WORLD EQUITY INDEX FUND | | 2.120 | 0,000% | L2 |
| AEGON LEVENSVERZEKERING N.V | | 30.957 | 0,003% | L2 |
| AEGON WORLD EQUITY INDEX FUND II | | 27.607 | 0,003% | L2 |
| AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS | | 56.113 | 0,005% | L2 |
| AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD | | 27.849 | 0,003% | L2 |
| AIB GROUP IRISH PENSION SCHEME | | 10.077 | 0,001% | L2 |
| AILIS SICAV | | 81.284 | 0,008% | L2 |
| AIM EQUITY EUROPE CANTONS | | 24.441 | 0,002% | L2 |
| AJAY MALIK | | 39.905 | 0,004% | L2 |
| AKTIEN EUROPA - UI | | 28.312 | 0,003% | L2 |
| AKTIEN SUEDEUROPA UI | | 41.200 | 0,004% | L2 |
| ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION | | 95.856 | 0,009% | L2 |
| ALASKA COMMON TRUST FUND | | 17.333 | 0,002% | L2 |
| ALASKA PERMANENT FUND CORPORATION | | 3.229 | 0,000% | L2 |
| ALBERTA INVESTMENT MANAGEMENT CORPORATION | | 958 | 0,000% | L2 |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS CORE ITALY FUND | | 157.000 | 0,015% | L2 |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS SUSTAINABLE WORLD FUND | | 57.849 | 0,006% | L2 |
| ALLIANZ GLOBAL INVESTORS FUND | | 793.804 | 0,076% | L2 |
| ALLIANZ GLOBAL INVESTORS GMBH | | 175.096 | 0,017% | L2 |
| ALLIANZ GLOBAL INVESTORS GMBH FOR CONVEST 21 VL | | 33.832 | 0,003% | L2 |
| ALLIANZ GLOBAL INVESTORS GMBH FOR FONDIS | | 18.959 | 0,002% | L2 |
| ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN | | 11.000 | 0,001% | L2 |
| ALLIANZ VGL AGI QUANTAMENTAL CONVICTION ENHANCED EUROPE | | 33.272 | 0,003% | L2 |
| ALLIANZGI F PENCABBV PENSIONS | | 41.603 | 0,004% | L2 |
| ALLIANZGI FONDS AFE | | 29.463 | 0,003% | L2 |
| ALLIANZGI FONDS OLB PENSIONEN | | 4.211 | 0,000% | L2 |
| ALLIANZGI S AKTIEN | | 174.245 | 0,017% | L2 |
| ALLIANZGI-FONDS AFE SEGMENT AFE-AA3 | | 90.987 | 0,009% | L2 |
| ALLIANZGI-FONDS BREMEN | | 6.838 | 0,001% | L2 |
| ALLIANZGI-FONDS CT-DRAECO | | 9.791 | 0,001% | L2 |
| ALLIANZGI-FONDS GANO 2 | | 6.279 | 0,001% | L2 |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA | | 46.785 | 0,004% | L2 |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-GM1-G_MA | | 39.834 | 0,004% | L2 |
| ALLIANZGI-FONDS TOSCA | | 2.755 | 0,000% | L2 |
| ALLOCATION PROTECTION 80 | | 342.903 | 0,033% | L2 |
| ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH | | 3.276 | 0,000% | L2 |
| AMERICAN BUREAU OF SHIPPING | | 722 | 0,000% | L2 |



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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF | | 265.382 | 0,025% | L2 |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND | | 7.484 | 0,001% | L2 |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF | | 70.001 | 0,007% | L2 |
| AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF | | 8.564 | 0,001% | L2 |
| AMERICAN CENTURY ICAV | | 5.274 | 0,001% | L2 |
| AMERICAN HEART ASSOCIATION, INC. | | 2.370 | 0,000% | L2 |
| AMLC EQ SINGLE STOCKS | | 13.622 | 0,001% | L2 |
| AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND | | 5.615 | 0,001% | L2 |
| AMP INTERNATIONAL EQUITY INDEX FUND | | 29.595 | 0,003% | L2 |
| AMP INTERNATIONAL EQUITY INDEX FUND HEDGED | | 2.563 | 0,000% | L2 |
| AMP WHOLESALE GLOBAL EQUITIES FUND | | 22.714 | 0,002% | L2 |
| AMSELECT - HSBC EURO EQUITY VALUE | | 364.007 | 0,035% | L2 |
| AMUNDI BRIDGEWATER CORE GLOB | | 337 | 0,000% | L2 |
| AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU | | 21.930 | 0,002% | L2 |
| AMUNDI ESG GLOBAL LOW CARBON FUND | | 33.929 | 0,003% | L2 |
| AMUNDI ESG IMPROVERS EURO | | 963.302 | 0,092% | L2 |
| AMUNDI ETF ICAV | | 69.128 | 0,007% | L2 |
| AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 23.971 | 0,002% | L2 |
| AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 19.642 | 0,002% | L2 |
| AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 99.640 | 0,010% | L2 |
| AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB | | 4.322 | 0,000% | L2 |
| AMUNDI EURO STOXX SELECT DIVIDEND 30 | | 161.678 | 0,015% | L2 |
| AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS | | 588.573 | 0,056% | L2 |
| AMUNDI FTSE MIB | | 166.329 | 0,016% | L2 |
| AMUNDI FUNDS EQUITY EURO RISK PARITY | | 21.861 | 0,002% | L2 |
| AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT | | 75.477 | 0,007% | L2 |
| AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND | | 18.086 | 0,002% | L2 |
| AMUNDI INDEX MSCI EMU SRI | | 58.869 | 0,006% | L2 |
| AMUNDI INDEX MSCI EUROPE | | 256.835 | 0,025% | L2 |
| AMUNDI INDEX MSCI EUROPE SRI | | 433.867 | 0,041% | L2 |
| AMUNDI INDEX MSCI WORLD | | 27.582 | 0,003% | L2 |
| AMUNDI INDEX MSCI WORLD SRI | | 10.990 | 0,001% | L2 |
| AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE | | 7.161 | 0,001% | L2 |
| AMUNDI MSCI ACWI SRI PAB UCITS ETF | | 2.722 | 0,000% | L2 |
| AMUNDI MSCI EMU | | 56.045 | 0,005% | L2 |
| AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT | | 37.928 | 0,004% | L2 |
| AMUNDI MSCI EMU ESG LEADERS SELECT | | 368.684 | 0,035% | L2 |
| AMUNDI MSCI EMU VALUE FACTOR U | | 30.777 | 0,003% | L2 |
| AMUNDI MSCI EUROPE | | 96.199 | 0,009% | L2 |
| AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB | | 4.724 | 0,000% | L2 |
| AMUNDI MSCI EUROPE ESG LEADERS | | 105.748 | 0,010% | L2 |
| AMUNDI MSCI EUROPE EX SWITZERLAND | | 50.081 | 0,005% | L2 |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB | | 243 | 0,000% | L2 |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR | | 3.448 | 0,000% | L2 |
| AMUNDI MSCI WORLD CLIMATE TRANSITION CTB | | 1.165 | 0,000% | L2 |
| AMUNDI MSCI WORLD ESG UNIVERSAL SELECT | | 942 | 0,000% | L2 |
| AMUNDI PATRIMOINE PEA | | 99.683 | 0,010% | L2 |
| AMUNDI PRIME EUROZONE | | 9.529 | 0,001% | L2 |
| AMUNDI S AND P EUROZONE CLIMAT | | 303.537 | 0,029% | L2 |
| AMUNDI STOXX EUROPE 600 | | 525.208 | 0,050% | L2 |
| AMUNDI STOXX EUROPE 600 ESG II UCITS ETF | | 2.216 | 0,000% | L2 |
| AMUNDI STRATEGIES ACTIONS EURO CORE | | 88.092 | 0,008% | L2 |
| AMUNDI STRATEGIES ACTIONS EUROPE CORE + | | 20.734 | 0,002% | L2 |
| AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY | | 565 | 0,000% | L2 |
| ANDRA AP-FONDEN | | 121.507 | 0,012% | L2 |
| AP ACTIONS 1 EURO | | 21.156 | 0,002% | L2 |
| APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND | | 16.564 | 0,002% | L2 |
| APPLE 401(K) PLAN | | 2.949 | 0,000% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT | | 108.724 | 0,010% | L2 |
| AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD | | 1.010 | 0,000% | L2 |
| AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. | | 316.330 | 0,030% | L2 |
| AQR FUNDS - AQR GLOBAL EQUITY FUND | | 6.114 | 0,001% | L2 |
| AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND | | 24.946 | 0,002% | L2 |
| AQR FUNDS - AQR MANAGED FUTURESSTRATEGY HV FUND | | 184.411 | 0,018% | L2 |
| AQR FUNDS - AQR TREND TOTAL RETURN FUND | | 8.815 | 0,001% | L2 |
| AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND | | 22.704 | 0,002% | L2 |
| AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND | | 405.805 | 0,039% | L2 |
| AQR FUNDS AQR LONGSHORT EQUITY FUND | | 1.009.262 | 0,096% | L2 |
| AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND | | 89.314 | 0,009% | L2 |
| AQR FUNDSAQR MULTIASSET FUND | | 37.296 | 0,004% | L2 |
| AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC | | 370.793 | 0,035% | L2 |
| AQR INNOVATION FUND L.P. - SE RIES 42 MULTI-ALPHA GSS DEVELO PED LARGE CAP | | 568 | 0,000% | L2 |
| AQR INNOVATION FUND, L.P. | | 4.218 | 0,000% | L2 |
| AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND | | 346.857 | 0,033% | L2 |
| AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC | | 81.197 | 0,008% | L2 |
| AQR TAX AWARE TOTAL RETURN FUND LLC | | 216.758 | 0,021% | L2 |
| AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC | | 2.434 | 0,000% | L2 |
| AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC | | 3.088 | 0,000% | L2 |
| AQR UCITS FUNDS II | | 13.047 | 0,001% | L2 |
| ARBEJDSMARKEDETS TILLAEGSPENSION | | 745.283 | 0,071% | L2 |
| ARCA AZIONI ITALIA | | 482.000 | 0,046% | L2 |
| ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST | | 9.216 | 0,001% | L2 |
| ARERO - DER WELTFONDS - ESG | | 10.139 | 0,001% | L2 |
| ARIZONA PSPRS TRUST | | 56.023 | 0,005% | L2 |
| ARIZONA STATE RETIREMENT SYSTEM | | 48.416 | 0,005% | L2 |
| ARKWRIGHT, LLC | | 1.611 | 0,000% | L2 |
| ARR INT EX US ALPHA EXTENSION TRUST FUND | | 67.768 | 0,006% | L2 |
| ARRCO QUANT 1 | | 139.308 | 0,013% | L2 |
| ARRCO QUANT 2 | | 22.279 | 0,002% | L2 |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I | | 544.310 | 0,052% | L2 |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II | | 380.001 | 0,036% | L2 |
| ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I | | 4.360 | 0,000% | L2 |
| ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP. | | 363 | 0,000% | L2 |
| ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND | | 24.300 | 0,002% | L2 |
| ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED | | 6.618 | 0,001% | L2 |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED | | 14.434 | 0,001% | L2 |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED. | | 438 | 0,000% | L2 |
| ARROWSTREET CANADA GLOBAL ALL-COUNTRY ALPHA EXTENSION FUND I | | 2.418 | 0,000% | L2 |
| ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI | | 267.501 | 0,026% | L2 |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT. | | 3.461 | 0,000% | L2 |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED | | 12.163 | 0,001% | L2 |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD | | 4.377 | 0,000% | L2 |
| ARROWSTREET COLLECTIVE INVESTMENT TRUST | | 891.897 | 0,085% | L2 |
| ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND | | 292.738 | 0,028% | L2 |
| ARROWSTREET GLOBAL EQUITY FUND | | 1.122.195 | 0,107% | L2 |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT | | 2.982 | 0,000% | L2 |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P. | | 10.634 | 0,001% | L2 |
| ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION. | | 38.532 | 0,004% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ARROWSTREET US GROUP TRUST | | 1.530.930 | 0,146% | L2 |
| ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP | | 248.582 | 0,024% | L2 |
| ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY- | | 2.718 | 0,000% | L2 |
| ARTEMIS SMARTGARP EUROPEAN EQUITY FUND | | 1.502.657 | 0,143% | L2 |
| ARTEMIS SMARTGARP GLOBAL EQUITY FUND | | 467.397 | 0,045% | L2 |
| ARTEMIS SMARTGARP UK EQUITY FUND | | 800.000 | 0,076% | L2 |
| ASAST AKTIEN AUSLAND PASSIV UBS FUND MANAGEMENT SWITZERLAND AG | | 3.640 | 0,000% | L2 |
| ASCENSION ALPHA FUND LLC | | 6.068 | 0,001% | L2 |
| ASIAN DEVELOPMENT BANK | | 24.762 | 0,002% | L2 |
| ASSET MANAGEMENT EXCHANGE UCITS CCF | | 19.165 | 0,002% | L2 |
| ASSET MANAGEMENT EXCHANGE UCITS CCF .. | | 19.304 | 0,002% | L2 |
| ASSURDIX | | 40.409 | 0,004% | L2 |
| ATCP-UI-FONDS | | 1.693 | 0,000% | L2 |
| AURION GLOBAL EQUITY FUND | | 1 | 0,000% | L2 |
| AUSTRALIAN CAPITAL TERRITORY | | 6.242 | 0,001% | L2 |
| AUSTRALIAN NATIONAL UNIVERSITY. | | 6.662 | 0,001% | L2 |
| AUSTRALIAN RETIREMENT TRUST | | 297.273 | 0,028% | L2 |
| AUSTRALIANSUPER | | 8.854 | 0,001% | L2 |
| AUTORIDADE MONETARIA DE MACAU | | 814 | 0,000% | L2 |
| AVADIS FUND-AKTIEN WELT AST 2 | | 16.642 | 0,002% | L2 |
| AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2 | | 14.135 | 0,001% | L2 |
| AVALON PORTFOLIO II LLC | | 1.928 | 0,000% | L2 |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND | | 2.104 | 0,000% | L2 |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND | | 38.687 | 0,004% | L2 |
| AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND | | 309 | 0,000% | L2 |
| AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND | | 21.399 | 0,002% | L2 |
| AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND | | 7.112 | 0,001% | L2 |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND | | 3.437 | 0,000% | L2 |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND | | 38.066 | 0,004% | L2 |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND | | 12.856 | 0,001% | L2 |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND | | 56.815 | 0,005% | L2 |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND | | 31.149 | 0,003% | L2 |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND | | 25.763 | 0,002% | L2 |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I | | 163 | 0,000% | L2 |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II | | 1.080 | 0,000% | L2 |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III | | 3.277 | 0,000% | L2 |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV | | 1.851 | 0,000% | L2 |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V | | 924 | 0,000% | L2 |
| AVIVA INVESTORS UK FUND SERVICES LIMITED | | 44.383 | 0,004% | L2 |
| AVIVA LIFE & PENSIONS IRELAND DAC | | 19.887 | 0,002% | L2 |
| AVIVA LIFE & PENSIONS UK LIMITED | | 56.733 | 0,005% | L2 |
| AVIVA LIFE AND PENSIONS UK LIMITED | | 3.900 | 0,000% | L2 |
| AWARE SUPER | | 15.929 | 0,002% | L2 |
| AXA AA DIVERSIFIE INDICIEL 1 | | 33.868 | 0,003% | L2 |
| AXA MPS PREVIDENZA PER TE - CRESCITA | | 252.937 | 0,024% | L2 |
| AXA PEA REGULARITE | | 1.409.147 | 0,134% | L2 |
| AZIMUT LIFE DAC | | 1.279 | 0,000% | L2 |
| AZL DFA INTERNATIONAL CORE EQUITY FUND | | 3.921 | 0,000% | L2 |
| AZL GLOBAL EQUITY INDEX FUND 114072 AZL MSCI GLOBAL EQU | | 2.089 | 0,000% | L2 |
| AZL INTERNATIONAL INDEX FUND | | 30.109 | 0,003% | L2 |
| BANCO CENTRAL DE TIMOR-LESTE (BCTL) | | 39.156 | 0,004% | L2 |



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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA | | 10.983 | 0,001% | L2 |
| BANK OF BOTSWANA. | | 1.171 | 0,000% | L2 |
| BANK OF KOREA | | 36.159 | 0,003% | L2 |
| BASTI 1 METZLER | | 2.569 | 0,000% | L2 |
| BAYERNINVEST 375-FONDS | | 49.000 | 0,005% | L2 |
| BAYERNINVEST AA 1-FONDS | | 14.899 | 0,001% | L2 |
| BAYERNINVEST HA1-FONDS | | 9.490 | 0,001% | L2 |
| BAYERNINVEST HC1-FONDS | | 5.733 | 0,001% | L2 |
| BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS | | 6.450 | 0,001% | L2 |
| BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND | | 4.772 | 0,000% | L2 |
| BEAR CREEK INVESTMENT LLC | | 6.473 | 0,001% | L2 |
| BEAT DRUGS FUND ASSOCIATION | | 582 | 0,000% | L2 |
| BEL EQUITY EUROPE | | 101.964 | 0,010% | L2 |
| BERESFORD FUNDS ICAV | | 10.362 | 0,001% | L2 |
| BESSEMER TRUST CO CLEARING ACCT | | 622.483 | 0,059% | L2 |
| BEST INVESTMENT CORPORATION | | 5.227 | 0,000% | L2 |
| BESTSELECT - UBS SRI GLOBAL EQUITY | | 2.916 | 0,000% | L2 |
| BEWAARSTICHTING NNIP I | | 114.467 | 0,011% | L2 |
| BFT PARTNERS VIA EQUITY EUROPE | | 27.673 | 0,003% | L2 |
| BG MASTER FUND ICAV | | 4.889 | 0,000% | L2 |
| BGF DYNAMIC HIGH INCOME FUND | | 24.363 | 0,002% | L2 |
| BGF GLBL MLTI ASSET IN FD EQ BSKT | | 15.375 | 0,001% | L2 |
| BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS | | 44.703 | 0,004% | L2 |
| BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE | | 17.315 | 0,002% | L2 |
| BLACKROCK AUTHORISED CONTRACTUAL SCHEME I | | 569.736 | 0,054% | L2 |
| BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND | | 3.930 | 0,000% | L2 |
| BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND | | 20.073 | 0,002% | L2 |
| BLACKROCK FUND MANAGERS LTD | | 459.078 | 0,044% | L2 |
| BLACKROCK GLOBAL FUNDS | | 9.065 | 0,001% | L2 |
| BLACKROCK GLOBAL INDEX FUNDS | | 43.293 | 0,004% | L2 |
| BLACKROCK IG INTERNATIONAL EQUITY POOL | | 24.239 | 0,002% | L2 |
| BLACKROCK INDEX SELECTION FUND | | 317.875 | 0,030% | L2 |
| BLACKROCK INSTITUTIONAL POOLED FUNDS PLC | | 33.559 | 0,003% | L2 |
| BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS | | 4.019.402 | 0,383% | L2 |
| BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC. | | 5.785 | 0,001% | L2 |
| BLACKROCK LIFE LIMITED | | 11.964 | 0,001% | L2 |
| BLACKROCK LIFE LTD | | 95.428 | 0,009% | L2 |
| BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B | | 85.216 | 0,008% | L2 |
| BLACKROCK UCITS CCF | | 38.880 | 0,004% | L2 |
| BLKB EQUITY SWITZERLAND FOCUS | | 164.178 | 0,016% | L2 |
| BMO DIVERSIFIED INCOME PORTFOLIO | | 5.592 | 0,001% | L2 |
| BMO MSCI EAFE ESG LEADERS INDEXETF | | 3.631 | 0,000% | L2 |
| BMO MSCI EAFE INDEX ETF | | 155.952 | 0,015% | L2 |
| BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE | | 256.984 | 0,025% | L2 |
| BNP PARIBAS EASY - LOW CARBON 100 EUROZONE PAB | | 858 | 0,000% | L2 |
| BNP PARIBAS EASY - MSCI EMU SRI PAB | | 240.947 | 0,023% | L2 |
| BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE | | 98.847 | 0,009% | L2 |
| BNP PARIBAS EASY - MSCI EUROPE SRI PAB | | 150.815 | 0,014% | L2 |
| BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES PAB 5% CAPPED | | 187.121 | 0,018% | L2 |
| BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF | | 80.768 | 0,008% | L2 |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-SERIES PAB 5 CAPPED UCITS ETF | | 5.678 | 0,001% | L2 |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF | | 11.734 | 0,001% | L2 |
| BNP PARIBAS EASY MSCI EUROPE MIN TE | | 189.364 | 0,018% | L2 |
| BNP PARIBAS EQUITY - FOCUS ITALIA | | 41.046 | 0,004% | L2 |
| BNP PARIBAS FINANCE EUROPE ISR | | 123.981 | 0,012% | L2 |
| BNP PARIBAS FUNDS - EURO LOW VOL EQUITY | | 19.100 | 0,002% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BNP PARIBAS FUNDS - SEASONS | | 144.928 | 0,014% | L2 |
| BNPP DUBLIN / FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND II | | 71.644 | 0,007% | L2 |
| BNPP DUBLIN/FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND I | | 6.676 | 0,001% | L2 |
| BNY MELLON INTERNATIONAL EQUITY ETF | | 13.887 | 0,001% | L2 |
| BNY MELLON INTERNATIONAL STOCK INDEX FUND. | | 8.016 | 0,001% | L2 |
| BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND | | 36.296 | 0,003% | L2 |
| BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND | | 15.094 | 0,001% | L2 |
| BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND | | 5.886 | 0,001% | L2 |
| BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA | | 553 | 0,000% | L2 |
| BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST | | 8.418 | 0,001% | L2 |
| BOCI PRUDENTIAL TRUSTEE LIMITED BOCPIFS EUIF | | 34.184 | 0,003% | L2 |
| BOOSTER WHOLESALE SCHEME | | 3.263 | 0,000% | L2 |
| BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S | | 50.000 | 0,005% | L2 |
| BRIDGE BUILDER INTERNATIONAL E | | 24.869 | 0,002% | L2 |
| BRIDGE BUILDER TAX MANAGED | | 3.267 | 0,000% | L2 |
| BRIDGEWATER BLUE PEAK FUND LP. | | 1.194 | 0,000% | L2 |
| BRIDGEWATER PURE ALPHA FUND III LTD | | 3.486 | 0,000% | L2 |
| BRIDGEWATER PURE ALPHA MAJOR MARKETS TRADING COMPANY LTD. | | 4.310 | 0,000% | L2 |
| BRIDGEWATER PURE ALPHA STERLING FUND LTD | | 2.330 | 0,000% | L2 |
| BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD. | | 129.747 | 0,012% | L2 |
| BRIDGEWATER PURE ALPHA TRADING COMPANY IV-LP | | 1.824 | 0,000% | L2 |
| BRIDGEWATER PURE ALPHA TRADING COMPANY LTD | | 15.642 | 0,001% | L2 |
| BRIGHTER SUPER | | 18.294 | 0,002% | L2 |
| BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO | | 4.330 | 0,000% | L2 |
| BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO | | 38.593 | 0,004% | L2 |
| BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION. | | 1.047 | 0,000% | L2 |
| BRUCE POWER PENSION PLAN | | 44.918 | 0,004% | L2 |
| BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD | | 450 | 0,000% | L2 |
| BRUNSWICK UNIT 2 QUALIFIED NUCLEAR | | 12.525 | 0,001% | L2 |
| BSF FORMUE EUR EQUITY INDEX FUND | | 14.383 | 0,001% | L2 |
| BUILDERS ASSET MANAGEMENT WATER LLC | | 19.011 | 0,002% | L2 |
| BUMA-UNIVERSAL-FONDS I | | 3.913 | 0,000% | L2 |
| BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND | | 66.513 | 0,006% | L2 |
| BUREAU OF LABOR FUNDS-LABOR PENSION FUND | | 466.945 | 0,045% | L2 |
| BUREAU OF PUBLIC SERVICE PENSION FUND | | 10.990 | 0,001% | L2 |
| BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST | | 3.182 | 0,000% | L2 |
| BW DMO FUND LTD. | | 14.420 | 0,001% | L2 |
| BW PASPG LTD | | 4.269 | 0,000% | L2 |
| BW-M PA 24, LTD | | 3.339 | 0,000% | L2 |
| BWSP GLOBAL MACRO TRADING LIMITED | | 249 | 0,000% | L2 |
| CAISSE DE DEPOT ET PLACEMENT DUQUEBEC | | 727.048 | 0,069% | L2 |
| CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 1.394.476 | 0,133% | L2 |
| CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM | | 42.760 | 0,004% | L2 |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF | | 3.919 | 0,000% | L2 |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND | | 29.983 | 0,003% | L2 |
| CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO | | 4.086 | 0,000% | L2 |
| CANADA PENSION PLAN INVESTMENT BOARD (CPPIB) | | 811.964 | 0,077% | L2 |
| CAPULA TAIL RISK MASTER FUND LIMITED | | 2.313 | 0,000% | L2 |
| CARDANO COMMON CONTRACTUAL FUND | | 2.143 | 0,000% | L2 |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE | | 48.068 | 0,005% | L2 |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL | | 26.676 | 0,003% | L2 |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I) | | 6.436 | 0,001% | L2 |
| CARESUPER | | 127.022 | 0,012% | L2 |
| CATERPILLAR INC. MASTER RETIREMENT TRUST | | 5.218 | 0,000% | L2 |
| CATERPILLAR INVESTMENT TRUST. | | 43.826 | 0,004% | L2 |
| CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND | | 3.063 | 0,000% | L2 |
| CB NL AIF CLIENTS ASSETS TAXABLE | | 181.862 | 0,017% | L2 |
| CBP GROWTH SEGMENT AKTIEN GLOBAL- BEST STYLES | | 58.035 | 0,006% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| CC AND L Q GLOBAL EQUITY FUND | | 1.739 | 0,000% | L2 |
| CC AND L Q GROUP GLOBAL EQUITY FUND | | 5.191 | 0,000% | L2 |
| CC AND L Q INTERNATIONAL EQUITY FUND | | 7.147 | 0,001% | L2 |
| CC&L Q WORLD EX-USA EQUITY EXTENSION MASTER FUND LTD. | | 26.448 | 0,003% | L2 |
| CCCVM TRANSITION ACTS MONDIALES | | 6.132 | 0,001% | L2 |
| CENTRAL BANK OF IRELAND - MSCI PAB | | 18.735 | 0,002% | L2 |
| CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING | | 10.073 | 0,001% | L2 |
| CENTRAL PROVIDENT FUND BOARD | | 1.019 | 0,000% | L2 |
| CENTRALPENSIONFD SSGA SCI BETA LV 775358 | | 34.203 | 0,003% | L2 |
| CERES FONDS D ACTIONS MONDE | | 5.492 | 0,001% | L2 |
| CERVURITE INTERNATIONAL LLC | | 27.240 | 0,003% | L2 |
| CFSIL RE CNEALTH GS FD 16 | | 11.156 | 0,001% | L2 |
| CFSIL-COMMONWLTH GBL SHARE FD 17 | | 722.770 | 0,069% | L2 |
| CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND | | 13.101 | 0,001% | L2 |
| CHALLENGE FUNDS - CHALLENGE ITALIAN EQUITY | | 102.000 | 0,010% | L2 |
| CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1 | | 29.400 | 0,003% | L2 |
| CHARLES C. GATES TRUST OF 6/30/1941 | | 3.478 | 0,000% | L2 |
| CHCP GLOBAL SECURITIES LP | | 2.533 | 0,000% | L2 |
| CHEVRON MASTER PENSION TRUST | | 2.773 | 0,000% | L2 |
| CHORELIA N 3 | | 141.131 | 0,013% | L2 |
| CHORELIA N 7 | | 179.128 | 0,017% | L2 |
| CHORELIA N?11 | | 200.840 | 0,019% | L2 |
| CHORELIA N?9 | | 203.554 | 0,019% | L2 |
| CHURCH COMMISSIONERS FOR ENGLAND | | 7.878 | 0,001% | L2 |
| CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS | | 7.046 | 0,001% | L2 |
| CIBC EUROPEAN INDEX FUND | | 2.048 | 0,000% | L2 |
| CIBC GL MAARS ALT CR REPO 011448 | | 1 | 0,000% | L2 |
| CIBC INTERNATIONAL EQUITY INDEX ETF | | 1.232 | 0,000% | L2 |
| CIBC INTERNATIONAL EQUITY INDEX POOL | | 1 | 0,000% | L2 |
| CIBC INTERNATIONAL INDEX FUND | | 27.628 | 0,003% | L2 |
| CIBC PENSION PLAN | | 26.565 | 0,003% | L2 |
| CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF | | 279.410 | 0,027% | L2 |
| CINDY SPRINGS LLC | | 42.020 | 0,004% | L2 |
| CITITRUST LIMITED | | 6.213 | 0,001% | L2 |
| CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND | | 2.634 | 0,000% | L2 |
| CITITRUST LTD | | 932 | 0,000% | L2 |
| CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN | | 18.545 | 0,002% | L2 |
| CITY OF NEW YORK DEFERRED COMPENSATION PLAN | | 18.150 | 0,002% | L2 |
| CITY OF NEW YORK GROUP TRUST | | 202.288 | 0,019% | L2 |
| CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM. | | 30.423 | 0,003% | L2 |
| CITY UNIVERSITY OF NEW YORK | | 331 | 0,000% | L2 |
| CM-AM CONVICTIONS EURO | | 200.000 | 0,019% | L2 |
| CM-AM PEA SECURITE | | 1.655.860 | 0,158% | L2 |
| CM-AM PEA SERENITE | | 426.629 | 0,041% | L2 |
| CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN | | 40.928 | 0,004% | L2 |
| CO PERATIE KLAVERBLAD VERZEKERINGEN U.A. | | 17.523 | 0,002% | L2 |
| COLLEGE RETIREMENT EQUITIES FUND | | 359.094 | 0,034% | L2 |
| COLONIAL FIRST STATE INVESTMENT FUND 50. | | 8.070 | 0,001% | L2 |
| COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND.. | | 40.471 | 0,004% | L2 |
| COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A. | | 253.248 | 0,024% | L2 |
| COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC | | 2.321 | 0,000% | L2 |
| COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN | | 6.593 | 0,001% | L2 |
| COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA | | 77.885 | 0,007% | L2 |
| CONNECTICUT GENERAL LIFE INSURANCE COMPANY | | 8.519 | 0,001% | L2 |
| CONNOR CLARK & LUNN COLLECTIVE INVESTMENT TRUST | | 19.484 | 0,002% | L2 |
| CONSERVATION INTERNATIONAL FOUNDATION, INC. | | 655 | 0,000% | L2 |
| CONSOLIDATED EDISON RETIREMENT PLAN | | 17.076 | 0,002% | L2 |
| CONSTELLATION FITZPATRICK QUALIFIED FUND | | 2.521 | 0,000% | L2 |
| CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND | | 2.633 | 0,000% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND | | 995 | 0,000% | L2 |
| CORALIUM PEA SANTE | | 151.407 | 0,014% | L2 |
| COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY | | 40.669 | 0,004% | L2 |
| CPR EUROLAND ESG | | 131.776 | 0,013% | L2 |
| CPR EUROPE ESG POCHE COR | | 41.073 | 0,004% | L2 |
| CREDIT SUISSE INDEX FUND (LUX) | | 442.442 | 0,042% | L2 |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962 | | 33.879 | 0,003% | L2 |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND | | 86.197 | 0,008% | L2 |
| CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED) | | 6.337 | 0,001% | L2 |
| DEAM FONDS ZDV | | 4.442 | 0,000% | L2 |
| DEE STREET GLOBAL EQUITY FUND | | 1.282 | 0,000% | L2 |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT | | 145.545 | 0,014% | L2 |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90 | | 9.343 | 0,001% | L2 |
| DEKA INVESTMENT GMBH A FU 5 FONDS | | 12.017 | 0,001% | L2 |
| DEKA INVESTMENT GMBH A SRR U1 | | 3.810 | 0,000% | L2 |
| DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG | | 32.163 | 0,003% | L2 |
| DEKA INVESTMENT GMBH GLOBALE AKTIEN | | 15.235 | 0,001% | L2 |
| DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA | | 154.550 | 0,015% | L2 |
| DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21 | | 6.885 | 0,001% | L2 |
| DEKA INVESTMENT GMBH W/A-REVI 2 | | 35.000 | 0,003% | L2 |
| DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF | | 427.317 | 0,041% | L2 |
| DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF | | 18.193 | 0,002% | L2 |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF | | 6.314 | 0,001% | L2 |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF | | 40.459 | 0,004% | L2 |
| DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF | | 24.552 | 0,002% | L2 |
| DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON | | 35.447 | 0,003% | L2 |
| DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL | | 10.342 | 0,001% | L2 |
| DEKA INVESTMENT GMBH W/DEKAFONDS-RA-HH W/DWS AKTIEN | | 34.378 | 0,003% | L2 |
| DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS | | 14.000 | 0,001% | L2 |
| DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF | | 18.398 | 0,002% | L2 |
| DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF | | 8.165 | 0,001% | L2 |
| DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS | | 15.869 | 0,002% | L2 |
| DEKA INVESTMENT GMBH W/KREBSHILFE 1-FONDS | | 4.610 | 0,000% | L2 |
| DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II | | 16.624 | 0,002% | L2 |
| DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3 | | 5.860 | 0,001% | L2 |
| DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV | | 590 | 0,000% | L2 |
| DEKA INVESTMENT GMBH W/SSH-FONDS W/U04 | | 88.100 | 0,008% | L2 |
| DEKA INVESTMENT GMBH W/SVAM-FONDS | | 8.459 | 0,001% | L2 |
| DEKA INVESTMENT GMBH W/TREMONIUS-FONDS | | 7.257 | 0,001% | L2 |
| DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02 | | 18.639 | 0,002% | L2 |
| DEKA VALUE PLUS | | 143.484 | 0,014% | L2 |
| DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS | | 21.000 | 0,002% | L2 |
| DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG | | 9.200 | 0,001% | L2 |
| DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/IDB-STRATEGIE WUPPERTAL | | 1.226 | 0,000% | L2 |
| DEKA-MASTER-HAEK I | | 9.731 | 0,001% | L2 |
| DEKA-RAB | | 45.699 | 0,004% | L2 |
| DESJARDINS INTERNATIONAL EQUITYIND EX ETF | | 26.593 | 0,003% | L2 |
| DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF | | 351 | 0,000% | L2 |
| DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE | | 1.122 | 0,000% | L2 |
| DESTINATIONS INTERNATIONAL EQU | | 8.148 | 0,001% | L2 |
| DEUTSCHE DCG EQ | | 1.719 | 0,000% | L2 |
| DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF) | | 1.587 | 0,000% | L2 |
| DEVIF-FONDS NR. 349 | | 4.983 | 0,000% | L2 |
| DFI LP EQUITY (PASSIVE | | 532 | 0,000% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DIGITAL FUNDS STARS EUROZONE | | 11.563 | 0,001% | L2 |
| DILLON MARKETABLE SECURITIES COMMON TRUST FUND. | | 1.830 | 0,000% | L2 |
| DIMENSIONAL FUNDS PLC | | 72.447 | 0,007% | L2 |
| DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E | | 1.928 | 0,000% | L2 |
| DNB BANK ASA | | 43.684 | 0,004% | L2 |
| DPAM DBI-RDT B EQUITIES EMU INDEX | | 30.600 | 0,003% | L2 |
| DPAM L EQUITIES EMU SRI MSCI INDEX | | 15.793 | 0,002% | L2 |
| DPAM L EQUITIES WORLD SRI MSCI INDEX | | 2.400 | 0,000% | L2 |
| DPCTA-MASTERFONDS | | 20.577 | 0,002% | L2 |
| DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING | | 22.120 | 0,002% | L2 |
| DUNHAM INTERNATIONAL STOCK FUND | | 3.924 | 0,000% | L2 |
| DWS INVESTMENT GMBH DRIVEINVEST FOR PENSIONS SEG 2 | | 19.703 | 0,002% | L2 |
| DWS INVESTMENT GMBH FOR DEAM-FONDS CPT | | 5.000 | 0,000% | L2 |
| DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1 | | 5.654 | 0,001% | L2 |
| DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN | | 2.700 | 0,000% | L2 |
| DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ | | 13.396 | 0,001% | L2 |
| DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE | | 82.290 | 0,008% | L2 |
| DWS INVESTMENT GMBH FOR DWS QI EUROPEAN EQUITY | | 149.806 | 0,014% | L2 |
| DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY | | 39.640 | 0,004% | L2 |
| DWS INVESTMENT GMBH FOR DWS SYSTEMATIC EUROPEAN EQUITY | | 49.942 | 0,005% | L2 |
| DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER | | 1.350 | 0,000% | L2 |
| DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1 | | 26.908 | 0,003% | L2 |
| DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY | | 16.258 | 0,002% | L2 |
| DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND | | 4.766 | 0,000% | L2 |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT | | 71.015 | 0,007% | L2 |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO | | 1.316 | 0,000% | L2 |
| DWS MULTI ASSET PIR FUND | | 52.095 | 0,005% | L2 |
| DYNASTY INVEST LTD | | 1.134 | 0,000% | L2 |
| E TRADE NO FEE INTERNATIONAL INDEX FUND | | 240 | 0,000% | L2 |
| EBK-AKTIEN-UNIVERSAL-FONDS | | 76.801 | 0,007% | L2 |
| EGEPARGNE 2 DIVERSIFIE | | 19.708 | 0,002% | L2 |
| ELEVA UCITS FUND - ELEVA ABSOLUTE RETURN EUROPE | | 165.346 | 0,016% | L2 |
| EMBO-FONDS | | 11.075 | 0,001% | L2 |
| EMERGENCY SERVICES SUPERANNUATION SCHEME | | 2.465 | 0,000% | L2 |
| EMPOWER ANNUITY INSURANCE COMPANY | | 64.699 | 0,006% | L2 |
| ENHANCED INDEX INTERNATIONAL SHARE FUND | | 21.104 | 0,002% | L2 |
| ENVIRONMENT FUND | | 3.673 | 0,000% | L2 |
| EPARGNE ACTIONS MONDE ISR | | 89.181 | 0,009% | L2 |
| EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO | | 33.001 | 0,003% | L2 |
| EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 26.765 | 0,003% | L2 |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO | | 4.314 | 0,000% | L2 |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO | | 4.919 | 0,000% | L2 |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO | | 6.624 | 0,001% | L2 |
| EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO | | 9.310 | 0,001% | L2 |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO | | 14.979 | 0,001% | L2 |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 42.245 | 0,004% | L2 |
| EQUIPSUPER | | 57.778 | 0,006% | L2 |
| EQUITABLE FINANCIAL LIFE INSURANCE COMPANY | | 2.957 | 0,000% | L2 |
| ERAFP ACTIONS EURO I | | 592.588 | 0,057% | L2 |
| ERAFP ACTIONS EURO IV | | 274.204 | 0,026% | L2 |
| ERISA ACTION EUROPE N 2 | | 41.236 | 0,004% | L2 |
| ERISA ACTIONS GRANDES VALEURS | | 817.353 | 0,078% | L2 |
| ERSTE ASSET MANAGEMENT GMBH | | 441.100 | 0,042% | L2 |
| ESKOM PENSION AND PROVIDENT FUND | | 37.165 | 0,004% | L2 |
| ESPERIDES - S.A. SICAV-SIF | | 5.551 | 0,001% | L2 |
| ESSENTIA HEALTH | | 1.633 | 0,000% | L2 |
| EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB) | | 1.335 | 0,000% | L2 |
| F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC | | 3.419 | 0,000% | L2 |
| FACTORY MUTUAL INSURANCE COMPANY | | 5.790 | 0,001% | L2 |



102

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FAMILY INVESTMENTS CHILD TRUST FUND | | 5.916 | 0,001% | L2 |
| FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND | | 7.919 | 0,001% | L2 |
| FCM INTERNATIONAL LLC | | 835 | 0,000% | L2 |
| FCP HUMANIS RETRAITE ACTIONS | | 297.159 | 0,028% | L2 |
| FCP HUMANIS RETRAITE ACTIONS BAS CARBONE | | 213.173 | 0,020% | L2 |
| FCP SODIUM I | | 30.421 | 0,003% | L2 |
| FEDERATED HERMES GLOBAL ALLOCATION FUND | | 3.151 | 0,000% | L2 |
| FEDEX CORPORATION EMPLOYEES PENSION TRUST | | 15.223 | 0,001% | L2 |
| FGV - ACTIONS EUROPE LM B | | 124.795 | 0,012% | L2 |
| FGV ACTIONS EUROPE LM A | | 16.067 | 0,002% | L2 |
| FIDDLER PARTNERS LLC | | 474 | 0,000% | L2 |
| FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND | | 1.495.132 | 0,143% | L2 |
| FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND | | 15.397 | 0,001% | L2 |
| FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND | | 81.250 | 0,008% | L2 |
| FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF | | 27.911 | 0,003% | L2 |
| FIDELITY FUNDS - GLOBAL QUALITY INCOME POOL | | 292 | 0,000% | L2 |
| FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST | | 562 | 0,000% | L2 |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND | | 51.455 | 0,005% | L2 |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND | | 184 | 0,000% | L2 |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND | | 97.365 | 0,009% | L2 |
| FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND | | 489.400 | 0,047% | L2 |
| FIDELITY SAI INTERNATIONAL INDEX FUND | | 173.026 | 0,017% | L2 |
| FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND | | 47.254 | 0,005% | L2 |
| FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND | | 186.693 | 0,018% | L2 |
| FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA | | 15.167 | 0,001% | L2 |
| FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. | | 832.136 | 0,079% | L2 |
| FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND | | 196.253 | 0,019% | L2 |
| FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF | | 36.046 | 0,003% | L2 |
| FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND | | 5.248 | 0,001% | L2 |
| FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND | | 12.362 | 0,001% | L2 |
| FIDEURAM COMPARTO PIANO AZIONI ITALIA | | 430.000 | 0,041% | L2 |
| FIDEURAM COMPARTO PIANO BILANCIATO ITALIA 50 | | 65.000 | 0,006% | L2 |
| FIDEURAM ITALIA | | 24.200 | 0,002% | L2 |
| FINALTIS EFFICIENT BETA EURO | | 4.994 | 0,000% | L2 |
| FIRE AND POLICE PENSION ASSOCIATION OF COLORADO | | 1 | 0,000% | L2 |
| FIRST PRIVATE EURO DIVIDENDEN STAUFER | | 75.136 | 0,007% | L2 |
| FIRST SENTIER INVESTORS GLOBAL UMBRELLA FUND PUBLIC LIMITED COMPANY | | 1.629 | 0,000% | L2 |
| FIRST TRUST DEVELOPED MARKETS EX US ALPHADEX FUND | | 80.016 | 0,008% | L2 |
| FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND | | 333.751 | 0,032% | L2 |
| FIRST TRUST EUROPE ALPHADEX FUND | | 64.741 | 0,006% | L2 |
| FIRST TRUST EUROZONE ALPHADEX ETF | | 17.333 | 0,002% | L2 |
| FIRST TRUST EUROZONE ALPHADEX UCITS ETF | | 25.092 | 0,002% | L2 |
| FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF | | 77.719 | 0,007% | L2 |
| FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF | | 12.722 | 0,001% | L2 |
| FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF | | 10.019 | 0,001% | L2 |
| FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF | | 44.365 | 0,004% | L2 |
| FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND | | 703.069 | 0,067% | L2 |
| FISCHER FAMILY TRUST | | 1.424 | 0,000% | L2 |
| FJARDE AP-FONDEN, | | 52.809 | 0,005% | L2 |
| FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND | | 8.645 | 0,001% | L2 |
| FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND | | 952 | 0,000% | L2 |
| FLORIDA GLOBAL EQUITY FUND LLC | | 4.654 | 0,000% | L2 |
| FLORIDA RETIREMENT SYSTEM | | 32.110 | 0,003% | L2 |
| FLORIDA RETIREMENT SYSTEM TRUST FUND | | 36.415 | 0,003% | L2 |
| FLORIDA RETSYS MINERVA 1009008 | | 14.956 | 0,001% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FLOURISH INVESTMENT CORPORATION | | 2.333 | 0,000% | L2 |
| FOLKSAM OMSESIDIG SAKFORSAKRING | | 17.361 | 0,002% | L2 |
| FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY | | 9.389 | 0,001% | L2 |
| FONDATION BOTNAR.. | | 20.429 | 0,002% | L2 |
| FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES | | 1.933 | 0,000% | L2 |
| FONDITALIA | | 917.680 | 0,088% | L2 |
| FONDS FUER STIFTUNGEN INVESCO | | 11.065 | 0,001% | L2 |
| FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS | | 2.001 | 0,000% | L2 |
| FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST.. | | 5.589 | 0,001% | L2 |
| FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST | | 664 | 0,000% | L2 |
| FOREIGN STOCK INDEX MOTHER FUND | | 29.833 | 0,003% | L2 |
| FORSTA AP - FONDEN | | 92.442 | 0,009% | L2 |
| FOVERUKA PENSION UNIVERSAL | | 7.109 | 0,001% | L2 |
| FRANKLIN INTERNATIONAL EQUITY INDEX ETF | | 6.059 | 0,001% | L2 |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF | | 3.615 | 0,000% | L2 |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF | | 2.484 | 0,000% | L2 |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL DIVIDEND MULTIPLIER INDEX | | 20.846 | 0,002% | L2 |
| FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG | | 105.327 | 0,010% | L2 |
| FRANKLIN TEMPLETON ICAV | | 378.421 | 0,036% | L2 |
| FUNDACAO CALOUSTE GULBENKIAN | | 3.440 | 0,000% | L2 |
| FUNDO DE PENSOES . | | 5.355 | 0,001% | L2 |
| FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU | | 11.362 | 0,001% | L2 |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F | | 97.655 | 0,009% | L2 |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI. | | 23.474 | 0,002% | L2 |
| FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500) | | 2.736 | 0,000% | L2 |
| G.A.-FUND-B - EQUITY BROAD EURO P | | 13.078 | 0,001% | L2 |
| G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES | | 7.264 | 0,001% | L2 |
| GARD UNIT TRUST | | 9.721 | 0,001% | L2 |
| GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY | | 1.841 | 0,000% | L2 |
| GENERAL ORGANISATION FOR SOCIAL INSURANCE. | | 408.653 | 0,039% | L2 |
| GENERAL PENSION AND SOCIAL SECURITY AUTHORITY | | 6.980 | 0,001% | L2 |
| GENERALI DIVERSIFICATION | | 944 | 0,000% | L2 |
| GERANA SICAV-SIF, S.A. | | 8.456 | 0,001% | L2 |
| GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND | | 2.795 | 0,000% | L2 |
| GLOBAL EQUITIES ENHANCED INDEX FUND | | 336.988 | 0,032% | L2 |
| GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC | | 2.198 | 0,000% | L2 |
| GLOBAL MULTI ASSET STRATEGY FUND | | 3.396 | 0,000% | L2 |
| GLOBAL MULTI-FACTOR EQUITY FUND | | 18.746 | 0,002% | L2 |
| GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND CAYMAN L.P. | | 3.300 | 0,000% | L2 |
| GLOBAL X MSCI SUPERDIVIDEND EAFE ETF | | 17.138 | 0,002% | L2 |
| GLS BANK AKTIENFONDS C/O UNIVERSAL-INVESTMENT- | | 700.000 | 0,067% | L2 |
| GMO BENCHMARK-FREE FUND | | 8.535 | 0,001% | L2 |
| GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND | | 4.882 | 0,000% | L2 |
| GMO IMPLEMENTATION FUND | | 16.295 | 0,002% | L2 |
| GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES | | 18.806 | 0,002% | L2 |
| GODFOND SVERIGE & VARLDEN | | 4.688 | 0,000% | L2 |
| GOLDMAN SACHS ETF ICAV | | 82 | 0,000% | L2 |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E | | 19.164 | 0,002% | L2 |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT | | 433.618 | 0,041% | L2 |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF | | 81.147 | 0,008% | L2 |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO | | 20.375 | 0,002% | L2 |
| GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF | | 7.574 | 0,001% | L2 |
| GOLDMAN SACHS FUNDS III | | 123.480 | 0,012% | L2 |
| GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND | | 25.471 | 0,002% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| GOVERNMENT EMPLOYEES SUPERANNUATION BRD | | 49.586 | 0,005% | L2 |
| GOVERNMENT OF NORWAY | | 700.000 | 0,067% | L2 |
| GOVERNMENT PENSION INVESTMENT FUND | | 2.136.270 | 0,204% | L2 |
| GOVERNMENT SUPERANNUATION FUND | | 12.310 | 0,001% | L2 |
| GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD. | | 30 | 0,000% | L2 |
| GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND | | 12.968 | 0,001% | L2 |
| GREAT WEST INTERNATIONAL INDEX FUND | | 68.448 | 0,007% | L2 |
| GREENFINCH FOUNDATION | | 2.460 | 0,000% | L2 |
| GUIDEMARK WORLD EX-US FUND | | 18.125 | 0,002% | L2 |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND | | 62.243 | 0,006% | L2 |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND. | | 25.999 | 0,002% | L2 |
| HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 4.837 | 0,000% | L2 |
| HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND | | 397.156 | 0,038% | L2 |
| HAWKES FAMILY LLC | | 1.283 | 0,000% | L2 |
| HAWTHORN DM LLC | | 9.507 | 0,001% | L2 |
| HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO | | 688 | 0,000% | L2 |
| HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO | | 286 | 0,000% | L2 |
| HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL | | 6.699 | 0,001% | L2 |
| HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO | | 9.459 | 0,001% | L2 |
| HEALTHCARE EMPLOYEES PENSION | | 137.281 | 0,013% | L2 |
| HELIUM ALPHA | | 5.881 | 0,001% | L2 |
| HELVETIA 1 EUROPA | | 52.607 | 0,005% | L2 |
| HESTA | | 138.785 | 0,013% | L2 |
| HI PNWL DIVIDENDE PLUS FONDS | | 644.333 | 0,061% | L2 |
| HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS | | 83.000 | 0,008% | L2 |
| HILLSDALE GLOBAL EQUITY FUND | | 6.898 | 0,001% | L2 |
| HI-PNWL-DIVIDENDE-PLUS-FONDS | | 217.327 | 0,021% | L2 |
| HI-PROAM-STIFTUNGSFONDS | | 2.393 | 0,000% | L2 |
| HI-PROVINZIAL-LOWRISK-DIVIDENDENSTRATEGIE-FONDS | | 13.830 | 0,001% | L2 |
| HMT HANSEMERKUR AKTIEN INVEST | | 1.524 | 0,000% | L2 |
| HMT-KVMV-FONDS THEODOR-HEUSS-A | | 439 | 0,000% | L2 |
| HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE | | 250.725 | 0,024% | L2 |
| HORIZON BUSINESS SRI DYN DBI-RDT | | 39.050 | 0,004% | L2 |
| HOSPITAL AUTHORITY PROVIDENT FUND SCHEME | | 13.596 | 0,001% | L2 |
| HOSTPLUS POOLED SUPERANNUATION TRUST | | 57.832 | 0,006% | L2 |
| HP+P STIFTUNGSFONDS | | 15.900 | 0,002% | L2 |
| HPE COMMON CONTRACTUAL FUND. | | 2.462 | 0,000% | L2 |
| HRW TESTAMENTARY TRUST NO. 11. | | 787 | 0,000% | L2 |
| HRW TESTAMENTARY TRUST NO. 12. | | 4.892 | 0,000% | L2 |
| HRW TESTAMENTARY TRUST NO. 2 | | 2.539 | 0,000% | L2 |
| HRW TESTAMENTARY TRUST NO. 3 | | 3.135 | 0,000% | L2 |
| HRW TESTAMENTARY TRUST NO. 6 | | 411 | 0,000% | L2 |
| HRW TESTAMENTARY TRUST NO. 7. | | 4.085 | 0,000% | L2 |
| HSBC ACTIONS MONDE | | 97.577 | 0,009% | L2 |
| HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK $ CREENED INDEX EQUITY | | 141.593 | 0,014% | L2 |
| HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF | | 203 | 0,000% | L2 |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF | | 414 | 0,000% | L2 |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF | | 12.170 | 0,001% | L2 |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF | | 3.597 | 0,000% | L2 |
| HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF | | 879 | 0,000% | L2 |
| HSBC EURO ACTIONS | | 323.566 | 0,031% | L2 |
| HSBC GLOBAL INVESTMENT FUNDS | | 59.360 | 0,006% | L2 |
| HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND | | 1.218 | 0,000% | L2 |
| HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND | | 18.319 | 0,002% | L2 |
| HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND | | 1.795 | 0,000% | L2 |
| HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND | | 14.268 | 0,001% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| HUMANIS RETRAITE DIVERSIFIE | | 291.231 | 0,028% | L2 |
| IA CLARINGTON GLOBAL VALUE FUND | | 5.257 | 0,001% | L2 |
| IADB POST RETIREMENT BENEFITS FUND | | 14.689 | 0,001% | L2 |
| IADB STAFF RETIREMENT FUND | | 40.700 | 0,004% | L2 |
| IAGAM GLOBAL EQUITY TRUST. | | 45.536 | 0,004% | L2 |
| IBM 401(K) PLUS PLAN TRUST | | 35.565 | 0,003% | L2 |
| IF IST - EUROPE INDEX SRI | | 9.821 | 0,001% | L2 |
| IF IST - GLOBE INDEX | | 22.328 | 0,002% | L2 |
| IG MACKENZIE INTERNATIONAL SMALL CAP FUND | | 531.149 | 0,051% | L2 |
| ILA - A-ILDSCG | | 2.038 | 0,000% | L2 |
| ILA - A-ILEZEQG | | 9.537 | 0,001% | L2 |
| ILA - A-ILGLOEQG | | 1.987 | 0,000% | L2 |
| ILA - A-ILGLOEQN | | 852 | 0,000% | L2 |
| ILA - RAFIMF | | 2.849 | 0,000% | L2 |
| ILA-A-ILIMCFHY | | 4.312 | 0,000% | L2 |
| ILA-A-ILSDMH | | 42.355 | 0,004% | L2 |
| ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY | | 21.659 | 0,002% | L2 |
| ILA-LA WORLD ESG SCREENED FUND | | 5.226 | 0,000% | L2 |
| ILLINOIS MUNICIPAL RETIREMENT FUND | | 24.512 | 0,002% | L2 |
| IMCO GLOBAL PUBLIC EQUITY LP | | 77.168 | 0,007% | L2 |
| IMPACTASSETS INC. | | 202 | 0,000% | L2 |
| IMPERIAL INTERNATIONAL EQUITY POOL | | 14.911 | 0,001% | L2 |
| ING DIRECT SICAV | | 20.493 | 0,002% | L2 |
| INTERFUND SICAV | | 22.622 | 0,002% | L2 |
| INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT | | 8.314 | 0,001% | L2 |
| INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC | | 646.985 | 0,062% | L2 |
| INTERNATIONAL EQUITIES B UNIT TRUST | | 1.449 | 0,000% | L2 |
| INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST | | 483 | 0,000% | L2 |
| INTERNATIONAL EQUITIES SECTOR TRUST | | 744 | 0,000% | L2 |
| INTERNATIONAL EQUITY FUND | | 3.862 | 0,000% | L2 |
| INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST | | 1.000 | 0,000% | L2 |
| INTERNATIONAL MONETARY FUND | | 30.572 | 0,003% | L2 |
| INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT | | 4.019 | 0,000% | L2 |
| INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN | | 13.901 | 0,001% | L2 |
| INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO | | 890.800 | 0,085% | L2 |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE A-EUROPA-LA-PASSIV | | 3.706 | 0,000% | L2 |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE INKA LUCK | | 68.221 | 0,007% | L2 |
| INVESCO FUNDS | | 767.843 | 0,073% | L2 |
| INVESCO GLOB ENHAN EQUITY UCITS ETF | | 352 | 0,000% | L2 |
| INVESCO GLOBAL BALANCED INDEX FUND UK | | 28.328 | 0,003% | L2 |
| INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND | | 6.169 | 0,001% | L2 |
| INVESCO GLOBAL EX UK CORE EQUITY INDEX FUND UK | | 18.263 | 0,002% | L2 |
| INVESCO GLOBAL EX UK ENHANCED INDEX FUND UK | | 25.748 | 0,002% | L2 |
| INVESCO MARKETS II PLC | | 12.114 | 0,001% | L2 |
| INVESCO MSCI WORLD SRI INDEX FUND | | 601 | 0,000% | L2 |
| INVESCO POOLED INVESTMENT FUND - EUROPE FUND | | 55.147 | 0,005% | L2 |
| INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES | | 47.045 | 0,004% | L2 |
| INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL | | 139.811 | 0,013% | L2 |
| INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL | | 95.254 | 0,009% | L2 |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL | | 9.736 | 0,001% | L2 |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL | | 13.896 | 0,001% | L2 |
| INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL | | 18.566 | 0,002% | L2 |
| INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE | | 1.796 | 0,000% | L2 |
| INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL | | 3.723 | 0,000% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI | | 24.633 | 0,002% | L2 |
| INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING | | 24.767 | 0,002% | L2 |
| INVESTERINGSFORENINGEN SPARINVEST INDEX DOW-JONES SUSTAINABILITY WORLD KL | | 25.097 | 0,002% | L2 |
| INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL | | 14.212 | 0,001% | L2 |
| INVESTITORI EUROPA | | 7.000 | 0,001% | L2 |
| INVESTITORI FLEXIBLE EQUITY ESG | | 1.760 | 0,000% | L2 |
| INVESTITORI PIAZZA AFFARI | | 25.500 | 0,002% | L2 |
| IOM UBS GLOBAL PASSIVE EQUITIES | | 5.346 | 0,001% | L2 |
| IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 12.449 | 0,001% | L2 |
| IP ACTIONS EURO | | 8.537 | 0,001% | L2 |
| IPC MULTIFACTOR INTERNATIONAL EQUITY | | 4.327 | 0,000% | L2 |
| IRISH LIFE ASSURANCE PLC | | 59.767 | 0,006% | L2 |
| IRISH LIFE ASSURANCE. | | 39.283 | 0,004% | L2 |
| IRISH LIFE CLIMATE FOCUSED FUND | | 758 | 0,000% | L2 |
| IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND | | 14.781 | 0,001% | L2 |
| IRR K LLC | | 4.519 | 0,000% | L2 |
| ISHARES ALL-COUNTRY EQUITY INDEX FUND | | 1.197 | 0,000% | L2 |
| ISHARES BLOCKCHAIN AND TECH ETF | | 3.654 | 0,000% | L2 |
| ISHARES CORE MSCI EAFE ETF | | 3.044.354 | 0,290% | L2 |
| ISHARES CORE MSCI EAFE IMI INDEX ETF | | 30.939 | 0,003% | L2 |
| ISHARES CORE MSCI EUROPE ETF | | 211.985 | 0,020% | L2 |
| ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF | | 416.783 | 0,040% | L2 |
| ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF | | 632.658 | 0,060% | L2 |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF | | 5.483 | 0,001% | L2 |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF | | 10.465 | 0,001% | L2 |
| ISHARES ESG ADVANCED MSCI EAFE ETF | | 42.268 | 0,004% | L2 |
| ISHARES ESG ADVANCED MSCI EAFE INDEX ETF | | 8.474 | 0,001% | L2 |
| ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE) | | 994.259 | 0,095% | L2 |
| ISHARES EURO STOXX UCITS ETF (DE) | | 191.446 | 0,018% | L2 |
| ISHARES II PUBLIC LIMITED COMPANY | | 1.236.388 | 0,118% | L2 |
| ISHARES III PUBLIC LIMITED COMPANY | | 1.235.638 | 0,118% | L2 |
| ISHARES INTERNATIONAL EQUITY FACTOR ETF | | 143.329 | 0,014% | L2 |
| ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF | | 541 | 0,000% | L2 |
| ISHARES IV PUBLIC LIMITED COMPANY | | 1.337.371 | 0,128% | L2 |
| ISHARES MSCI ACWI ETF | | 98.290 | 0,009% | L2 |
| ISHARES MSCI ACWI EX U.S. ETF | | 99.097 | 0,009% | L2 |
| ISHARES MSCI ACWI LOW CARBON TARGET ETF | | 24.340 | 0,002% | L2 |
| ISHARES MSCI EAFE ETF | | 1.529.206 | 0,146% | L2 |
| ISHARES MSCI EAFE INTERNATIONALINDEX FUND | | 288.895 | 0,028% | L2 |
| ISHARES MSCI EAFE VALUE ETF | | 1.042.422 | 0,099% | L2 |
| ISHARES MSCI EUR QLTY DIV UCITS ETF | | 476.761 | 0,045% | L2 |
| ISHARES MSCI EUROPE FINANCIALS ETF | | 616.770 | 0,059% | L2 |
| ISHARES MSCI EUROPE IMI INDEX ETF | | 3.689 | 0,000% | L2 |
| ISHARES MSCI EUROZONE ETF | | 551.177 | 0,053% | L2 |
| ISHARES MSCI GLOBAL MULTIFACTORETF | | 5.987 | 0,001% | L2 |
| ISHARES MSCI INTL MOMENTUM FACTOR ETF | | 120.790 | 0,012% | L2 |
| ISHARES MSCI ITALY ETF | | 545.080 | 0,052% | L2 |
| ISHARES MSCI KOKUSAI ETF | | 1.622 | 0,000% | L2 |
| ISHARES MSCI WORLD ETF | | 32.928 | 0,003% | L2 |
| ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF | | 144 | 0,000% | L2 |
| ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF | | 5.733 | 0,001% | L2 |
| ISHARES PUBLIC LIMITED COMPANY | | 2.691.275 | 0,257% | L2 |
| ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE | | 72.374 | 0,007% | L2 |
| ISHARES STOXX EUROPE 600 UCITS ETF (DE) | | 347.245 | 0,033% | L2 |
| ISHARES STOXX EUROPE MID 200 UCITS ETF (DE) | | 145.621 | 0,014% | L2 |
| ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE) | | 822.423 | 0,078% | L2 |
| ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE | | 1.979.158 | 0,189% | L2 |
| ISHARES V PUBLIC LIMITED COMPANY | | 307.933 | 0,029% | L2 |
| ISHARES VI PUBLIC LIMITED COMPANY | | 289.473 | 0,028% | L2 |
| ISHARES VII PUBLIC LIMITED COMPANY | | 981.817 | 0,094% | L2 |
| ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND | | 38.547 | 0,004% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND | | 2.409 | 0,000% | L2 |
| ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH) | | 3.662 | 0,000% | L2 |
| JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO | | 371 | 0,000% | L2 |
| JANUS HENDERSON HORIZON FUND - EUROLAND FUND | | 602.852 | 0,058% | L2 |
| JEFFREY LLC | | 7.080 | 0,001% | L2 |
| JNL INTERNATIONAL INDEX FUND | | 71.027 | 0,007% | L2 |
| JNL/DFA INTERNATIONAL CORE EQUITY FUND | | 9.139 | 0,001% | L2 |
| JNL/JPMORGAN GLOBAL ALLOCATION FUND | | 1.330 | 0,000% | L2 |
| JNL/MELLON MSCI WORLD INDEX FUND | | 5.947 | 0,001% | L2 |
| JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND | | 76.991 | 0,007% | L2 |
| JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF | | 9.242 | 0,001% | L2 |
| JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY | | 28.121 | 0,003% | L2 |
| JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF | | 22.738 | 0,002% | L2 |
| JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST | | 32.130 | 0,003% | L2 |
| JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST. | | 16.613 | 0,002% | L2 |
| JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST | | 54.567 | 0,005% | L2 |
| JOHN T. WALTON FAMILY TRUST | | 120.586 | 0,012% | L2 |
| JOSHUA GREEN CORPORATION | | 3.450 | 0,000% | L2 |
| JPM MULTI INCOME FUND | | 25.190 | 0,002% | L2 |
| JPMORGAN BETABUILDERS EUROPE ETF | | 175.059 | 0,017% | L2 |
| JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF | | 132.623 | 0,013% | L2 |
| JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND | | 162.006 | 0,015% | L2 |
| JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF | | 53.915 | 0,005% | L2 |
| JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF | | 13.151 | 0,001% | L2 |
| JPMORGAN EUROPE STRATEGIC DIVIDEND FUND | | 3.486 | 0,000% | L2 |
| JPMORGAN FLEXIBLE INCOME ETF | | 198 | 0,000% | L2 |
| JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND | | 3.264 | 0,000% | L2 |
| JPMORGAN FUNDS | | 354.244 | 0,034% | L2 |
| JPMORGAN GLOBAL ALLOCATION FUND | | 4.019 | 0,000% | L2 |
| JPMORGAN INCOME BUILDER FUND | | 76.135 | 0,007% | L2 |
| JPMORGAN INVESTMENT FUNDS | | 347.020 | 0,033% | L2 |
| JPMORGAN MULTI BALANCED FUND | | 2.159 | 0,000% | L2 |
| JTW TRUST NO. 2 UAD 9/19/02. | | 2.007 | 0,000% | L2 |
| JTW TRUST NO. 3 UAD 9/19/02. | | 2.827 | 0,000% | L2 |
| JTW TRUST NO. 4 UAD 9/19/02. | | 2.036 | 0,000% | L2 |
| JTW TRUST NO. 5 UAD 9/19/02. | | 1.555 | 0,000% | L2 |
| JUNON ACTIONS OBLIGATIONS | | 221.998 | 0,021% | L2 |
| K INVESTMENTS SH LIMITED. | | 34.350 | 0,003% | L2 |
| KAISER FOUNDATION HOSPITALS | | 6.781 | 0,001% | L2 |
| KAISER PERMANENTE GROUP TRUST | | 5.311 | 0,001% | L2 |
| KAP IP GLO EQUI III 56097 | | 10.289 | 0,001% | L2 |
| KAP MPI INTERNATIONALE AKTIER 55016 | | 139.345 | 0,013% | L2 |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER | | 3.011 | 0,000% | L2 |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5 | | 72.462 | 0,007% | L2 |
| KAPITALFORENINGEN EMD INVEST VERDENSINDEKS | | 8.758 | 0,001% | L2 |
| KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I | | 17.756 | 0,002% | L2 |
| KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX | | 29.365 | 0,003% | L2 |
| KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS | | 18.873 | 0,002% | L2 |
| KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED | | 176.190 | 0,017% | L2 |
| KAS BANK PF | | 632 | 0,000% | L2 |
| KBC ECO FUND/WORLD | | 13.970 | 0,001% | L2 |
| KBC EQUITY FUND EUROZONE | | 377.140 | 0,036% | L2 |
| KBC EQUITY FUND EUROZONE DBI-RDT | | 47.780 | 0,005% | L2 |
| KBC EQUITY FUND SRI EUROZONE | | 619.635 | 0,059% | L2 |
| KBC EQUITY FUND WORLD | | 125.793 | 0,012% | L2 |
| KBC EQUITY FUND/EUROPE | | 34.784 | 0,003% | L2 |
| KBC EQUITY FUND/SRI WORLD | | 162.329 | 0,015% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| KBC EQUITY FUND/WORLD DBI-ROT | | 29.453 | 0,003% | L2 |
| KBC EQUITY SRI WORLD DBI-RDT | | 20.462 | 0,002% | L2 |
| KBC INST FUND EURO EQUITY | | 53.482 | 0,005% | L2 |
| KBC INSTITUTIONAL FUND SRI EURO | | 79.283 | 0,008% | L2 |
| KBC INSTITUTIONAL FUND/SRI WORLD EQUITY | | 32.384 | 0,003% | L2 |
| KBI FUNDS ICAV | | 14.564 | 0,001% | L2 |
| KBI GLOBAL INVESTMENT FUND | | 8.844 | 0,001% | L2 |
| KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1 | | 75.651 | 0,007% | L2 |
| KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR | | 50.120 | 0,005% | L2 |
| KESKINÄINEN VAKUUTUSYHTIÖ FENNIA | | 9.102 | 0,001% | L2 |
| KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI | | 19.773 | 0,002% | L2 |
| KOKUSAI EQUITY INDEX FUND, A S | | 12.306 | 0,001% | L2 |
| KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP | | 69.228 | 0,007% | L2 |
| KUMPULAN WANG PERSARAAN DIPERBADANKAN | | 13.139 | 0,001% | L2 |
| KUTXABANK GESTION SGIIC, S.A. | | 242.248 | 0,023% | L2 |
| KUTXABANK PENSIONES, S.A., SGFP | | 99.319 | 0,009% | L2 |
| LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES | | 52.795 | 0,005% | L2 |
| LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION | | 1.690 | 0,000% | L2 |
| LACERA MASTER OPEB TRUST | | 11.377 | 0,001% | L2 |
| LACM GLOBAL EQUITY FUND LP | | 1.877 | 0,000% | L2 |
| LAKE AVENUE INVESTMENTS LLC | | 18.058 | 0,002% | L2 |
| LARGE CAP INTL PORTFOLIO OF DFA INV | | 154.290 | 0,015% | L2 |
| LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP TRUST | | 8.200 | 0,001% | L2 |
| LAZARD ASSET MANAGEMENT LLC | | 118 | 0,000% | L2 |
| LBPAM 3 MOIS | | 2.182.558 | 0,208% | L2 |
| LBPAM ACTIONS DIVIDENDES EUROP | | 3.163 | 0,000% | L2 |
| LBPAM ISR ACTIONS 80 | | 63.889 | 0,006% | L2 |
| LBPAM ISR ACTIONS EURO LARGE CAP | | 3.599 | 0,000% | L2 |
| LBPAM ISR ACTIONS EUROMONDE | | 124.806 | 0,012% | L2 |
| LBPAM ISR ACTIONS EUROPE 50 | | 375.097 | 0,036% | L2 |
| LBPAM ISR ACTIONS FOCUS EURO | | 87.076 | 0,008% | L2 |
| LBPAM ISR AVENIR EURO | | 956 | 0,000% | L2 |
| LBPAM ISR STRATEGIE PEA 1 | | 10.996 | 0,001% | L2 |
| LBPAM ISR STRATEGIE PEA 2 | | 17.216 | 0,002% | L2 |
| LBPAM SHORT TERM | | 133.000 | 0,013% | L2 |
| LCL ACTIONS EURO CORE+ | | 69.430 | 0,007% | L2 |
| LCL ACTIONS MONDE HORS EUROPE EURO | | 186.002 | 0,018% | L2 |
| LCL TRIPLE HORIZON (SEPT 2021) | | 122.133 | 0,012% | L2 |
| LEADERSEL P.M.I | | 29.030 | 0,003% | L2 |
| LEGAL & GENERAL ASSURANCE SOCIETY LIMITED | | 655 | 0,000% | L2 |
| LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E | | 6.009 | 0,001% | L2 |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO | | 30.046 | 0,003% | L2 |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE | | 8.830 | 0,001% | L2 |
| LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED | | 330 | 0,000% | L2 |
| LEGAL & GENERAL GLOBAL EQUITY INDEX FUND | | 12.796 | 0,001% | L2 |
| LEGAL & GENERAL ICAV. | | 6.172 | 0,001% | L2 |
| LEGAL & GENERAL MSCI EAFE FUND LLC | | 39.561 | 0,004% | L2 |
| LEGAL & GENERAL MSCI EAFE SL FUND LLC | | 27.903 | 0,003% | L2 |
| LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT ( | | 16.397 | 0,002% | L2 |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED | | 162.311 | 0,015% | L2 |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND | | 2.953 | 0,000% | L2 |
| LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED | | 1.260.036 | 0,120% | L2 |
| LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED | | 14.483 | 0,001% | L2 |
| LEGAL AND GENERAL CCF | | 24.279 | 0,002% | L2 |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST. | | 40.947 | 0,004% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.. | | 272 | 0,000% | L2 |
| LEGAL AND GENERAL EUROPEAN INDEX TRUST | | 195.654 | 0,019% | L2 |
| LEGAL AND GENERAL INTERNATIONAL INDEX TRUST | | 61.961 | 0,006% | L2 |
| LEGAL AND GENERAL UCITS ETF PLC | | 144.585 | 0,014% | L2 |
| LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF | | 362.985 | 0,035% | L2 |
| LFM ACTIONS MONDE VOLATILITE C | | 89.564 | 0,009% | L2 |
| LGIM MANAGERS (EUROPE) LIMITED | | 33.279 | 0,003% | L2 |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME | | 4.600 | 0,000% | L2 |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME.. | | 399 | 0,000% | L2 |
| LM FUND LP | | 474 | 0,000% | L2 |
| LMT MRT BLRK EUROPE VALUE 775373 | | 7.397 | 0,001% | L2 |
| LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR | | 318 | 0,000% | L2 |
| LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST | | 5.496 | 0,001% | L2 |
| LOF TARGETNETZERO EUROPE EQUITY | | 6.189 | 0,001% | L2 |
| LOF TARGETNETZERO GLOBAL EQUITY | | 2.054 | 0,000% | L2 |
| LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME. | | 11.075 | 0,001% | L2 |
| LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM | | 25.820 | 0,002% | L2 |
| LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI | | 2.437 | 0,000% | L2 |
| LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST | | 70.070 | 0,007% | L2 |
| LUXCELLENCE-HELVETIA EUROP EQUITY | | 6.312 | 0,001% | L2 |
| LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND | | 9.286 | 0,001% | L2 |
| LVIP SSGA DEVELOPED INTERNATIONAL 150 FU | | 221.071 | 0,021% | L2 |
| LVIP SSGA INTERNATIONAL INDEX FUND | | 58.233 | 0,006% | L2 |
| LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G. | | 45.566 | 0,004% | L2 |
| LYXOR FTSE MIB UCITS ETF | | 422.304 | 0,040% | L2 |
| LYXOR MSCI EUROPE UCITS ETF | | 30.242 | 0,003% | L2 |
| M INTERNATIONAL EQUITY FUND | | 2.463 | 0,000% | L2 |
| M PRIME EUROPE STOCKS | | 223 | 0,000% | L2 |
| MACK EAFE EQUITY POOL | | 11.863 | 0,001% | L2 |
| MACKENZIE INTERNATIONAL EQUITY INDEX ETF | | 19.532 | 0,002% | L2 |
| MACQUARIE INTERNATIONAL EQUITIES FUND | | 17.922 | 0,002% | L2 |
| MACQUARIE MULTI-FACTOR FUND | | 6.015 | 0,001% | L2 |
| MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED | | 3.898 | 0,000% | L2 |
| MANAGED PENSION FUNDS LIMITED | | 3.947 | 0,000% | L2 |
| MANDARINE EQUITY INCOME | | 4.285 | 0,000% | L2 |
| MANDAT ACTION HGAM | | 215.978 | 0,021% | L2 |
| MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND | | 24.109 | 0,002% | L2 |
| MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF | | 10.341 | 0,001% | L2 |
| MANVILLE PERSONAL INJURY SETTLEMENT TRUST | | 1.514 | 0,000% | L2 |
| MARIGOLD TACTICAL STRATEGIES LTD | | 1.388 | 0,000% | L2 |
| MARYLAND STATE RETIREMENT PENSION SYSTEM | | 44.400 | 0,004% | L2 |
| MASTERFONDS BANTHUS | | 11.259 | 0,001% | L2 |
| MASTERINVEST KAPITALANLAGE GMBH | | 2.426 | 0,000% | L2 |
| MATB MSCI KOKUSAI INDEX MOTHER FUND | | 7.663 | 0,001% | L2 |
| MBB PUBLIC MARKETS I LLC | | 30.773 | 0,003% | L2 |
| MBB SMART FUND C LLC | | 14.329 | 0,001% | L2 |
| MBB SMART FUND P LLC | | 12.148 | 0,001% | L2 |
| MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP) | | 1.625 | 0,000% | L2 |
| MD INTERNATIONAL GROWTH FUND | | 4.411 | 0,000% | L2 |
| MD INTERNATIONAL VALUE FUND | | 7.898 | 0,001% | L2 |
| MDPIM INTERNATIONAL EQUITY INDEX POOL | | 27.212 | 0,003% | L2 |
| MDPIM INTERNATIONAL EQUITY POOL | | 123.133 | 0,012% | L2 |
| MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH | | 27.767 | 0,003% | L2 |
| MEDIOLANUM GESTION SGIIC, SA | | 5.386 | 0,001% | L2 |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA | | 1.170.000 | 0,112% | L2 |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA | | 170.000 | 0,016% | L2 |
| MERCER GLOBAL EQUITY FUND | | 34.419 | 0,003% | L2 |
| MERCER INDEXED INTERNATIONAL SHARES FUND | | 37.972 | 0,004% | L2 |
| MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND | | 832 | 0,000% | L2 |
| MERCER NONUS CORE EQUITY FUND | | 262.370 | 0,025% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| MERCER PASSIVE INTERNATIONAL SHARES FUND | | 13.316 | 0,001% | L2 |
| MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND | | 2.084 | 0,000% | L2 |
| MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL | | 12.465 | 0,001% | L2 |
| MERCER QIF COMMON CONTRACTUAL FUND | | 154.589 | 0,015% | L2 |
| MERCER UCITS COMMON CONTRACTUALFUND | | 31.680 | 0,003% | L2 |
| MERCER UNHEDGED OVERSEAS SHARES TRUST | | 162.993 | 0,016% | L2 |
| MERCER WHOLESALE FUNDS | | 1.392 | 0,000% | L2 |
| MERCK AND CO INC MASTER RETIREMENT TRUST | | 111.328 | 0,011% | L2 |
| METALLRENTE FONDS PORTFOLIO | | 30.392 | 0,003% | L2 |
| METIS EQUITY TRUST | | 2.593 | 0,000% | L2 |
| METROPOLITAN EMPLOYEE BENEFIT SYSTEM | | 6.573 | 0,001% | L2 |
| METROPOLITAN LIFE INSURANCE COMPANY | | 10.063 | 0,001% | L2 |
| MGF | | 46.878 | 0,004% | L2 |
| MGI FUNDS PLC | | 77.360 | 0,007% | L2 |
| MGTS AFH DA EURO JPM GROWTH | | 32.056 | 0,003% | L2 |
| MGTS AFH DA EURO JPM VALUE | | 55.318 | 0,005% | L2 |
| MI FONDS K12 | | 42.009 | 0,004% | L2 |
| MICHAEL AND MAIRA CAREN TRUST 930 | | 1.217 | 0,000% | L2 |
| MICHIGAN CATHOLIC CONFERENCE | | 1.048 | 0,000% | L2 |
| MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST | | 1.992 | 0,000% | L2 |
| MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN | | 24.736 | 0,002% | L2 |
| MIDDLETOWN WORKS HOURLY AND SALARIED UNION | | 706 | 0,000% | L2 |
| MI-FONDS 384 | | 23.719 | 0,002% | L2 |
| MI-FONDS F47 | | 32.464 | 0,003% | L2 |
| MIGROS BANK (LUX) FONDS 30 | | 1.100 | 0,000% | L2 |
| MIGROS BANK (LUX) FONDS 40 (EUR) | | 1.190 | 0,000% | L2 |
| MIGROS BANK (LUX) FONDS 50 | | 1.540 | 0,000% | L2 |
| MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS | | 2.999 | 0,000% | L2 |
| MINEWORKERS' PENSION SCHEME | | 7.996 | 0,001% | L2 |
| MINISTRY OF ECONOMY AND FINANCE | | 167.790 | 0,016% | L2 |
| MISSOURI EDUCATION PENSION TRUST | | 187.626 | 0,018% | L2 |
| MM DEVELOPED WORLD EQUITY INDEX FUND II | | 13.875 | 0,001% | L2 |
| MOA INTERNATIONAL FUND | | 634.404 | 0,061% | L2 |
| MOBIUS LIFE LIMITED. | | 13.906 | 0,001% | L2 |
| MONETARY AUTHORITY OF MACAO | | 1 | 0,000% | L2 |
| MONTSEGUR CROISSANCE | | 131.203 | 0,013% | L2 |
| MORELLI FRANCESCO | MRLFNC60D28E716Q | 110 | 0,000% | L2 |
| MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO | | 1.886 | 0,000% | L2 |
| MORGAN STANLEY PATHWAY FUNDS - | | 12.751 | 0,001% | L2 |
| MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO | | 102 | 0,000% | L2 |
| MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST | | 2.278 | 0,000% | L2 |
| MOTHER CABRINI HEALTH FOUNDATION INC | | 28.842 | 0,003% | L2 |
| MOUNT HATTON INVESTMENTS LIMITED | | 48.954 | 0,005% | L2 |
| MSCI ACWI EX-U.S. IMI INDEX FUND B2 | | 9.805 | 0,001% | L2 |
| MSCI EQUITY INDEX FUND B - ITALY (MSITB) | | 160.654 | 0,015% | L2 |
| MSCI EUROPE EQUITY INDEX FUND B (EUROSECB | | 30.013 | 0,003% | L2 |
| MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND | | 1.779 | 0,000% | L2 |
| MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND | | 434.948 | 0,041% | L2 |
| MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX | | 17.168 | 0,002% | L2 |
| NAA WORLD EQUITY INCOME FUND | | 3.619 | 0,000% | L2 |
| NAA WORLD EQUITY INCOME SERIES | | 8.842 | 0,001% | L2 |
| NATHALIE DE GUNZBERG | | 1.244 | 0,000% | L2 |
| NATIONAL BANK FINANCIAL INC | | 2.757 | 0,000% | L2 |
| NATIONAL COUNCIL FOR SOCIAL SEC FUND | | 13.351 | 0,001% | L2 |
| NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC | | 158.219 | 0,015% | L2 |
| NATIONAL EMPLOYMENT SAVINGS TRUST | | 843.157 | 0,080% | L2 |
| NATIONAL PENSION INSURANCE FUND | | 76.047 | 0,007% | L2 |
| NATIONWIDE INTERNATIONAL INDEX FUND | | 20.242 | 0,002% | L2 |
| NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST | | 33.237 | 0,003% | L2 |
| NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST | | 66.682 | 0,006% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O | | 1.037 | 0,000% | L2 |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO | | 155.685 | 0,015% | L2 |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE | | 6.263 | 0,001% | L2 |
| NB BRETON HILL MULTI-STYLE PREMIA MASTER FUND LP C/O WALKERS CORPORATE LIMITED | | 114 | 0,000% | L2 |
| NBIMC EAFE EQUITY INDEX FUND. | | 8.523 | 0,001% | L2 |
| NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS | | 57.842 | 0,006% | L2 |
| NEUALT LLC | | 16.784 | 0,002% | L2 |
| NEW AIRWAYS PENSION SCHEME | | 310 | 0,000% | L2 |
| NEW YORK STATE COMMON RETIREMENT FUND | | 88.900 | 0,008% | L2 |
| NEW YORK STATE TEACHERS RETIREMENT SYSTEM | | 871.990 | 0,083% | L2 |
| NEW ZEALAND SUPERANNUATION FUND. | | 621.025 | 0,059% | L2 |
| NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POWER PLANT | | 2.129 | 0,000% | L2 |
| NFL PLAYER TAX QUALIFIED ANNUITY PLAN | | 3.977 | 0,000% | L2 |
| NORDEA EUROPEAN PASSIVE FUND | | 10.284 | 0,001% | L2 |
| NORDEA GLOBAL PASSIVE FUND | | 17.185 | 0,002% | L2 |
| NORDEA WORLD PASSIVE FUND | | 13.786 | 0,001% | L2 |
| NORGES BANK | | 11.037.708 | 1,053% | L2 |
| NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND | | 137.640 | 0,013% | L2 |
| NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND. | | 61.970 | 0,006% | L2 |
| NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR | | 45.071 | 0,004% | L2 |
| NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING | | 66.447 | 0,006% | L2 |
| NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST | | 937.401 | 0,089% | L2 |
| NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND | | 319.312 | 0,030% | L2 |
| NORTHERN TRUST UCITS FGR FUND | | 121.304 | 0,012% | L2 |
| NORTHERN WORLD SELECTION INDEX FUND | | 24.255 | 0,002% | L2 |
| NORTHROP GRUMMAN PENSION MASTERTRUST | | 7.505 | 0,001% | L2 |
| NOW PENSIONS TRUST | | 34.471 | 0,003% | L2 |
| NSP MINNESEOTA RETAIL PRAIRIE II | | 4.235 | 0,000% | L2 |
| NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST | | 4.229 | 0,000% | L2 |
| NSP MONTICELLO MINNESOTA RETAIL | | 6.527 | 0,001% | L2 |
| NT WORLD GREEN TRANSITION INDEX FUND | | 488 | 0,000% | L2 |
| NUNAVUT TRUST | | 1.913 | 0,000% | L2 |
| NUVEEN INTERNATIONAL EQUITY INDEX FUND | | 48.971 | 0,005% | L2 |
| NV HAGELUNIE | | 2.157 | 0,000% | L2 |
| NVIT INTERNATIONAL INDEX FUND | | 20.615 | 0,002% | L2 |
| OFI INVEST ESG EURO EQUITY SMA | | 547 | 0,000% | L2 |
| OLD WESTBURY LARGE CAP STRATEGIES FUND | | 2.951.738 | 0,282% | L2 |
| OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND. | | 626.174 | 0,060% | L2 |
| OMERS ADMINISTRATION CORPORATION | | 93.657 | 0,009% | L2 |
| ONEMARKETS ITALY ICAV | | 328 | 0,000% | L2 |
| ONEMARKETS PIMCO GLOBAL BALANCED ALLOC | | 8.275 | 0,001% | L2 |
| OPENWORLD PUBLIC LIMITED COMPANY | | 703 | 0,000% | L2 |
| ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM | | 62.398 | 0,006% | L2 |
| OSSH 1 TRUST | | 59.087 | 0,006% | L2 |
| OSSIAM IRL ICAV | | 6.565 | 0,001% | L2 |
| OSSIAM LUX | | 342.384 | 0,033% | L2 |
| OSTRUM SRI EURO MINVOL EQUITY | | 11.816 | 0,001% | L2 |
| OSTRUM SRI EUROPE EQUITY | | 258.678 | 0,025% | L2 |
| PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST | | 1.105 | 0,000% | L2 |
| PARAMETRIC INTERNATIONAL EQUITYFUND | | 9.300 | 0,001% | L2 |
| PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND | | 2.082 | 0,000% | L2 |
| PENSION BENEFIT GUARANTY CORPORATION | | 128.044 | 0,012% | L2 |
| PENSION RESERVES INVESTMENT TRUST FUND | | 43.382 | 0,004% | L2 |
| PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB | | 65.160 | 0,006% | L2 |
| PEOPLE'S BANK OF CHINA | | 106.254 | 0,010% | L2 |
| PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND | | 2.133 | 0,000% | L2 |
| PERTUBUHAN KESELAMATAN SOSIAL | | 50.250 | 0,005% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF | | 2.893 | 0,000% | L2 |
| PFA PENSION FORSIKRINGSAKTIESELSKAB | | 115.207 | 0,011% | L2 |
| PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND | | 990 | 0,000% | L2 |
| PGIM QMA INTERNATIONAL EQUITY FUND | | 36.890 | 0,004% | L2 |
| PHILADELPHIA GAS WORKS PENSION PLAN | | 1.183 | 0,000% | L2 |
| PHILIP VERONICA A KOVACH JT TEN/WROS 2934 | | 19 | 0,000% | L2 |
| PHOSPHORE | | 34.120 | 0,003% | L2 |
| PICTET - EUROPE INDEX | | 53.720 | 0,005% | L2 |
| PICTET - MULTI ASSET GLOBAL OPPORTUNITIES | | 50.724 | 0,005% | L2 |
| PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES | | 107.087 | 0,010% | L2 |
| PICTET CH - GLOBAL EQUITIES | | 3.568 | 0,000% | L2 |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER | | 18.770 | 0,002% | L2 |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL | | 15.027 | 0,001% | L2 |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER | | 14.903 | 0,001% | L2 |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE | | 2.420 | 0,000% | L2 |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL | | 3.444 | 0,000% | L2 |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER | | 6.334 | 0,001% | L2 |
| PICTET-EUROLAND INDEX | | 15.708 | 0,001% | L2 |
| PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND | | 966 | 0,000% | L2 |
| PIMCO FUNDS GLOBAL INVESTORS SERIES PLC | | 48.674 | 0,005% | L2 |
| PINK CALI LLC | | 486 | 0,000% | L2 |
| PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH | | 2.133 | 0,000% | L2 |
| PIVOTAL PHILANTHROPIES FOUNDATION | | 2.249 | 0,000% | L2 |
| PK CSG WORLD EQUITY UBS FUND MANAGEMENT SWITZERLAND AG | | 5.152 | 0,000% | L2 |
| PLATO INST I FUND EURO EQUITY | | 12.549 | 0,001% | L2 |
| PLATO INSTIT INDEX FND WORLD DBI-RDT | | 5.458 | 0,001% | L2 |
| PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY | | 25.437 | 0,002% | L2 |
| PLEIADES TRUST | | 79.666 | 0,008% | L2 |
| POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST | | 6.243 | 0,001% | L2 |
| POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY | | 71.439 | 0,007% | L2 |
| POOL REINSURANCE CO LTD | | 3.465 | 0,000% | L2 |
| PRAXIS INTERNATIONAL INDEX FUND | | 51.414 | 0,005% | L2 |
| PREVOYANCENE FUND PREVOYANCENE GLOBAL ASSETS UBS FUND MANAGEMENT SWITZERLAND AG | | 3.172 | 0,000% | L2 |
| PRIME SUPER PTY LTD | | 4.376 | 0,000% | L2 |
| PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX | | 27.768 | 0,003% | L2 |
| PRINCIPAL FUNDS INC OVERSEAS FUND | | 4.768 | 0,000% | L2 |
| PRIVILEDGE - JP MORGAN PAN EUROPEAN FLEXIBLE EQUITY | | 121.411 | 0,012% | L2 |
| PROCTER AND GAMBLE BELGIUM PENSION FUND | | 1.329 | 0,000% | L2 |
| PRO-GEN INVESTMENTS LLC | | 1.449 | 0,000% | L2 |
| PROJECT 121/160-41 (P) | | 5.177 | 0,000% | L2 |
| PROJECT 121/160-70 (P) | | 1.959 | 0,000% | L2 |
| PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL | | 25.766 | 0,002% | L2 |
| PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS | | 1.797 | 0,000% | L2 |
| PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR. | | 1.361 | 0,000% | L2 |
| PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD | | 25.232 | 0,002% | L2 |
| PRUDENTIAL HONG KONG LIMITED | | 68.515 | 0,007% | L2 |
| PRUDENTIAL INVESTMENT PORTFOLIOS 9 PGIM ABSOLUTE RETURN BO | | 13.875 | 0,001% | L2 |
| PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY | | 23.315 | 0,002% | L2 |
| PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST | | 7.980 | 0,001% | L2 |
| PSF GLOBAL EQUITY PORT PI6337A 0000296332 | | 31.900 | 0,003% | L2 |
| PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO | | 6.990 | 0,001% | L2 |
| PUBLIC EMPLOYEES' LONG-TERM CARE FUND | | 8.301 | 0,001% | L2 |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO | | 80.434 | 0,008% | L2 |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO | | 269 | 0,000% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 139.925 | 0,013% | L2 |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI | | 76.699 | 0,007% | L2 |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA | | 220.052 | 0,021% | L2 |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 37.844 | 0,004% | L2 |
| PUBLIC SECTOR PENSION INVESTMENT BOARD. | | 207.431 | 0,020% | L2 |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND | | 115.267 | 0,011% | L2 |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND | | 218.893 | 0,021% | L2 |
| QIC INTERNATIONAL EQUITIES FUND. | | 40.624 | 0,004% | L2 |
| QIC LISTED EQUITIES FUND | | 180.467 | 0,017% | L2 |
| QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES | | 262.008 | 0,025% | L2 |
| RAGS-FUNDMASTER | | 50.383 | 0,005% | L2 |
| RAILWAYS PENSION TRUSTEE COMPANY LIMITED | | 33.354 | 0,003% | L2 |
| RBC INDIGO INTERNATIONAL EQUITYINDEX FUND | | 3.226 | 0,000% | L2 |
| RBC O'SHAUGHNESSY INTERNATIONAL EQUITY FUND | | 3.075 | 0,000% | L2 |
| REASSURE LIMITED | | 114.783 | 0,011% | L2 |
| REGIME DE RENTES DU MOUVEMENT DESJARDINS | | 19.518 | 0,002% | L2 |
| RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT | | 15.492 | 0,001% | L2 |
| RETIREMENT BENEFITS INVESTMENT FUND | | 3.563 | 0,000% | L2 |
| RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES. | | 27.191 | 0,003% | L2 |
| RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST | | 352.057 | 0,034% | L2 |
| RHUMBLINE INTERNATIONAL POOLED INDEX TRUST | | 17.611 | 0,002% | L2 |
| RHUMBLINE LOW CARBON INDEX FUNDLLC | | 25.942 | 0,002% | L2 |
| RLA GLOBAL SHARE FUND | | 5.642 | 0,001% | L2 |
| RLA INTERNATIONAL EQUITIES FUND | | 14.263 | 0,001% | L2 |
| RLA NZ INTERNATIONAL EQUITIES FUND | | 6.640 | 0,001% | L2 |
| ROBECO CAPITAL GROWTH FUNDS | | 131.998 | 0,013% | L2 |
| ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF | | 55.066 | 0,005% | L2 |
| ROBECO UCITS ICAV | | 35.063 | 0,003% | L2 |
| ROBECO UMBRELLA FUND I N.V. | | 23.500 | 0,002% | L2 |
| ROBIN 1-FONDS | | 37.515 | 0,004% | L2 |
| ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 2.430 | 0,000% | L2 |
| ROCHE U.S. RETIREMENT PLANS MASTER TRUST | | 7.884 | 0,001% | L2 |
| ROPS EURO P | | 80.611 | 0,008% | L2 |
| ROPS-SMART INDEX EURO | | 59.706 | 0,006% | L2 |
| ROSEFINCH FOUNDATION | | 2.460 | 0,000% | L2 |
| ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND | | 72.306 | 0,007% | L2 |
| ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT | | 730 | 0,000% | L2 |
| RPAQ 2015 FUND LP | | 30.987 | 0,003% | L2 |
| RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND | | 1.901 | 0,000% | L2 |
| RT VIF VERSICHERUNG INTERNATIONAL FONDS | | 44.200 | 0,004% | L2 |
| RTX SAVINGS PLAN MASTER TRUST | | 131.911 | 0,013% | L2 |
| RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND | | 14.482 | 0,001% | L2 |
| RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND | | 5.370 | 0,001% | L2 |
| RUSSELL INVESTMENT COMPANY PLC | | 30.158 | 0,003% | L2 |
| RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND | | 4.258 | 0,000% | L2 |
| RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND | | 7.081 | 0,001% | L2 |
| RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT | | 7.497 | 0,001% | L2 |
| RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND | | 1.928 | 0,000% | L2 |
| RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND | | 4.728 | 0,000% | L2 |
| RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL | | 1.544 | 0,000% | L2 |
| RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND | | 3.836 | 0,000% | L2 |
| RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL | | 916 | 0,000% | L2 |
| RUTGERS THE STATE UNIVERSITY | | 7.378 | 0,001% | L2 |
| S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST | | 782 | 0,000% | L2 |
| SABADELL EUROPA BOLSA FUTURO, FI | | 201.255 | 0,019% | L2 |
| SAKKARAH 7 FCP | | 13.005 | 0,001% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SAS TRUSTEE CORPORATION POOLED FUND | | 214.498 | 0,020% | L2 |
| SBC MASTER PENSION TRUST | | 8.896 | 0,001% | L2 |
| SCHLUMBERGER GROUP TRUST AGREEMENT | | 27.878 | 0,003% | L2 |
| SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF | | 11.028 | 0,001% | L2 |
| SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 330.892 | 0,032% | L2 |
| SCHRODER GLOBAL CORE FUND | | 915 | 0,000% | L2 |
| SCHRODER GLOBAL SUSTAINABLE EQUITY FUND | | 3.190 | 0,000% | L2 |
| SCHRODER GLOBAL SUSTAINABLE FUND | | 4.372 | 0,000% | L2 |
| SCHRODER GLOBAL VALUE FUND | | 95.490 | 0,009% | L2 |
| SCHRODER INSTITUTIONAL POOLED FUNDS | | 2.233 | 0,000% | L2 |
| SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST | | 340.824 | 0,033% | L2 |
| SCHRODER INTERNATIONAL SELECTION FUND | | 325.541 | 0,031% | L2 |
| SCHRODER MANAGED BALANCED FUND | | 9.097 | 0,001% | L2 |
| SCHRODER PENSION MANAGEMENT LIMITED | | 15.871 | 0,002% | L2 |
| SCHRODER QEP GLOBAL ACTIVE VALUE FUND | | 60.730 | 0,006% | L2 |
| SCHRODER QEP GLOBAL CORE FUND | | 64.779 | 0,006% | L2 |
| SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND | | 6.787 | 0,001% | L2 |
| SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND | | 9.792 | 0,001% | L2 |
| SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND | | 236.336 | 0,023% | L2 |
| SCHRODERS CAPITAL SEMI-LIQUID | | 1.177 | 0,000% | L2 |
| SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND | | 66.868 | 0,006% | L2 |
| SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF | | 308.852 | 0,029% | L2 |
| SCHWAB INTERNATIONAL CORE EQUITY FUND | | 74.461 | 0,007% | L2 |
| SCHWAB INTERNATIONAL EQUITY ETF | | 910.306 | 0,087% | L2 |
| SCHWAB INTERNATIONAL INDEX FUND | | 270.822 | 0,026% | L2 |
| SCOTIA INTERNATIONAL EQUITY INDEX FUND | | 1.036 | 0,000% | L2 |
| SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF | | 8.587 | 0,001% | L2 |
| SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF | | 1.618 | 0,000% | L2 |
| SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND | | 52.865 | 0,005% | L2 |
| SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND | | 54.413 | 0,005% | L2 |
| SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF | | 2.560 | 0,000% | L2 |
| SEI GLOBAL MASTER FUND PLC THE | | 4.015 | 0,000% | L2 |
| SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND | | 5.876 | 0,001% | L2 |
| SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND | | 200.946 | 0,019% | L2 |
| SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND | | 28.394 | 0,003% | L2 |
| SELECTION EURO CLIMAT JANVIER 2025 | | 105.089 | 0,010% | L2 |
| SELECTION FRANCE SOCIAL (JANVIER 2022) | | 238.837 | 0,023% | L2 |
| SELIGSON AND CO EUROPE INDEX FUND | | 41.506 | 0,004% | L2 |
| SENTINEL INTERNATIONAL FUND | | 1.046 | 0,000% | L2 |
| SG ACTIONS INTERNATIONALES | | 73.926 | 0,007% | L2 |
| SGA INTERNATIONAL EQUITY CIT | | 17.233 | 0,002% | L2 |
| SGD GE 2014-1 | | 3.136 | 0,000% | L2 |
| SHELL CANADA 2007 PENSION PLAN | | 882 | 0,000% | L2 |
| SHELL NEDERLAND PENSIOENFONDS STICHTING | | 17.087 | 0,002% | L2 |
| SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND | | 4.895 | 0,000% | L2 |
| SHELTON INTERNATIONAL SELECT EQUITY FUND | | 14.300 | 0,001% | L2 |
| SHERIFFS PENSION AND RELIEF FUND | | 4.434 | 0,000% | L2 |
| SHINKO GLOBAL EQUITY INDEX MOTHER FUND | | 80 | 0,000% | L2 |
| SIMPLICITY HEDGED GLOBAL SHARE FUND | | 10.230 | 0,001% | L2 |
| SIMPLICITY UNHEDGED GLOBAL SHARE FUND | | 10.090 | 0,001% | L2 |
| SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND | | 631.375 | 0,060% | L2 |
| SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND | | 290.394 | 0,028% | L2 |
| SLW PORTFOLIO LLC | | 256 | 0,000% | L2 |
| SMART WHOLESALE GLOBAL EQUITY ESG FUND | | 5.319 | 0,001% | L2 |
| SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND | | 13.950 | 0,001% | L2 |
| SNOWFINCH FOUNDATION | | 2.460 | 0,000% | L2 |
| SOCIAL PROTECTION FUND | | 13.603 | 0,001% | L2 |
| SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST | | 1.599 | 0,000% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SOGECAP PROTECTED EQUITIES | | 43.771 | 0,004% | L2 |
| SP INTERNATIONAL SHARES TRUST | | 5.626 | 0,001% | L2 |
| SPA MANDATE BLACKROCK | | 13.428 | 0,001% | L2 |
| SPARINVEST SICAV - GLOBAL EQUITY TA POOL | | 5.495 | 0,001% | L2 |
| SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS, | | 602.224 | 0,057% | L2 |
| SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF | | 9.920 | 0,001% | L2 |
| SPDR MSCI EAFE STRATEGICFACTORSETF | | 8.731 | 0,001% | L2 |
| SPDR MSCI WORLD QUALITY MIX FUND | | 1.052 | 0,000% | L2 |
| SPDR MSCI WORLD STRATEGICFACTORS ETF | | 938 | 0,000% | L2 |
| SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF | | 204.557 | 0,020% | L2 |
| SPDR PORTFOLIO EUROPE ETF | | 28.540 | 0,003% | L2 |
| SPDR SP WORLD EX AUSTRALIA FUND | | 2.182 | 0,000% | L2 |
| SPP GENERATION 40-TAL | | 2.183 | 0,000% | L2 |
| SPP GENERATION 50-TAL | | 18.037 | 0,002% | L2 |
| SPP GENERATION 60-TAL | | 15.755 | 0,002% | L2 |
| SPP GENERATION 70-TAL | | 43.080 | 0,004% | L2 |
| SPP GENERATION 80-TAL | | 43.477 | 0,004% | L2 |
| SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND | | 198.418 | 0,019% | L2 |
| SPW MANAGED ICVC - SPW TACTICALFUND 1 | | 86.692 | 0,008% | L2 |
| SPW MANAGED ICVC - SPW TACTICALFUND 2 | | 37.789 | 0,004% | L2 |
| SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST | | 458 | 0,000% | L2 |
| SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND | | 2.873 | 0,000% | L2 |
| SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND | | 13.607 | 0,001% | L2 |
| SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND | | 222.967 | 0,021% | L2 |
| SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST | | 2.667 | 0,000% | L2 |
| SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY | | 22.748 | 0,002% | L2 |
| SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY | | 46.476 | 0,004% | L2 |
| SST GLOB ADV TAX EXEMPT RETIREMENT PLANS | | 2.183.054 | 0,208% | L2 |
| ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING | | 3.753 | 0,000% | L2 |
| ST PFD PMA MANDATE BLACKROCK | | 4.654 | 0,000% | L2 |
| STANDARD BANK OF SOUTH AFRICA LTD | | 257.169 | 0,025% | L2 |
| STANLIB FUNDS LIMITED | | 45.258 | 0,004% | L2 |
| STAR PASTEUR | | 17.656 | 0,002% | L2 |
| STATE OF ALASKA RETIREMENT AND BENEFITS PLANS | | 46.277 | 0,004% | L2 |
| STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD | | 59.731 | 0,006% | L2 |
| STATE OF MICHIGAN RETIREMENT SYSTEM | | 34.861 | 0,003% | L2 |
| STATE OF MINNESOTA | | 197.753 | 0,019% | L2 |
| STATE OF NEW JERSEY COMMON PENSION FUND D | | 198.475 | 0,019% | L2 |
| STATE OF NEW MEXICO STATE INVESTMENT COUNCIL | | 102.435 | 0,010% | L2 |
| STATE OF UTAH SCHOOL AND INSTITUTIONAL TRUST FUNDS TRUST FUNDS | | 3.254 | 0,000% | L2 |
| STATE OF WISCONSIN INVESTMENT BOARD | | 91.570 | 0,009% | L2 |
| STATE OF WYOMING | | 22.111 | 0,002% | L2 |
| STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN | | 25.989 | 0,002% | L2 |
| STATE STREET CCF | | 6.563 | 0,001% | L2 |
| STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST | | 2.497 | 0,000% | L2 |
| STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV | | 198.703 | 0,019% | L2 |
| STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO | | 130.200 | 0,012% | L2 |
| STATE STREET GLOBAL INDEX PLUS TRUST | | 1.454 | 0,000% | L2 |
| STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO | | 61.882 | 0,006% | L2 |
| STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15 | | 6.100 | 0,001% | L2 |
| STATE STREET IRELAND UNIT TRUST | | 1.279 | 0,000% | L2 |
| STATE STREET TOTAL RETURN VIS FUND | | 2.708 | 0,000% | L2 |
| STATE TEACHERS RETIREMENT SYSTEM OF OHIO | | 464.363 | 0,044% | L2 |
| STATE UNIVERSITIES RETIREMENT SYSTEM | | 123.670 | 0,012% | L2 |
| STELLAR INSURANCE, LTD. | | 718 | 0,000% | L2 |
| STEUART L. WALTON FAMILY TRUST UAD 03/19/13 | | 1.986 | 0,000% | L2 |
| STICHTING BEDRIJFSPENSIOENFONDS VOOR HET | | 1.950 | 0,000% | L2 |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL | | 74.587 | 0,007% | L2 |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR | | 3.886 | 0,000% | L2 |



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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF | | 23.550 | 0,002% | L2 |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF | | 9.146 | 0,001% | L2 |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL. | | 15.986 | 0,002% | L2 |
| STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS | | 279.210 | 0,027% | L2 |
| STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS | | 21.341 | 0,002% | L2 |
| STICHTING BLUE SKY LIQUID ASSET FUNDS | | 8.298 | 0,001% | L2 |
| STICHTING CZ FUND DEPOSITARY | | 7.289 | 0,001% | L2 |
| STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL | | 30.756 | 0,003% | L2 |
| STICHTING HEINEKEN PENSIOENFONDS | | 14.109 | 0,001% | L2 |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY NORTH AMERICA | | 4.135 | 0,000% | L2 |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY PACIFIC | | 2.490 | 0,000% | L2 |
| STICHTING JURIDISCH EIGENAAR ASR WERELDWIJD AANDELEN FONDS | | 5.618 | 0,001% | L2 |
| STICHTING MN SERVICES | | 154.719 | 0,015% | L2 |
| STICHTING MN SERVICES AANDELENFO ND | | 26.651 | 0,003% | L2 |
| STICHTING PENSIOENFONDS ABP | | 408.116 | 0,039% | L2 |
| STICHTING PENSIOENFONDS APF | | 13.011 | 0,001% | L2 |
| STICHTING PENSIOENFONDS CAMPINA | | 5.995 | 0,001% | L2 |
| STICHTING PENSIOENFONDS HOOGOVENS | | 8.323 | 0,001% | L2 |
| STICHTING PENSIOENFONDS ING | | 30.369 | 0,003% | L2 |
| STICHTING PENSIOENFONDS NOTARIAAT | | 2.330 | 0,000% | L2 |
| STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN | | 7.031 | 0,001% | L2 |
| STICHTING PENSIOENFONDS PGB | | 163.424 | 0,016% | L2 |
| STICHTING PENSIOENFONDS PROVISUM | | 2.224 | 0,000% | L2 |
| STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER | | 22.115 | 0,002% | L2 |
| STICHTING PENSIOENFONDS SAGITTARIUS | | 9.894 | 0,001% | L2 |
| STICHTING PENSIOENFONDS STAPLES | | 2.550 | 0,000% | L2 |
| STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS | | 9.815 | 0,001% | L2 |
| STICHTING PENSIOENFONDS VOOR HUISARTSEN | | 28.472 | 0,003% | L2 |
| STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES | | 46.112 | 0,004% | L2 |
| STICHTING PHILIPS PENSIOENFONDS | | 8.317 | 0,001% | L2 |
| STICHTING PME PENSIOENFONDS | | 56.851 | 0,005% | L2 |
| STOREBRAND EUROPA | | 341.878 | 0,033% | L2 |
| STOREBRAND EUROPA PLUS | | 8.609 | 0,001% | L2 |
| STOREBRAND GLOBAL ALL COUNTRIES | | 181.885 | 0,017% | L2 |
| STOREBRAND LIVSFORSIKRING AS | | 279.692 | 0,027% | L2 |
| STRATEGIC INTERNATIONAL EQUITY FUND | | 7.380 | 0,001% | L2 |
| SUBSIDIZED SCHOOLS PROVIDENT FUND | | 11.054 | 0,001% | L2 |
| SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO | | 23.786 | 0,002% | L2 |
| SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO | | 884 | 0,000% | L2 |
| SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT | | 1.683 | 0,000% | L2 |
| SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL | | 14.542 | 0,001% | L2 |
| SUSTAINABLE GS 1 TRUST | | 6.128 | 0,001% | L2 |
| SYCOMORE INCLUSIVE JOBS | | 263.616 | 0,025% | L2 |
| T ROWE PRICE GLOBAL EX US EQUITY 1001293 | | 129 | 0,000% | L2 |
| T. ROWE PRICE FOREIGN INVESTMENT, INC | | 2.839 | 0,000% | L2 |
| T. ROWE PRICE FUNDS SICAV | | 14 | 0,000% | L2 |
| T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND | | 7.650 | 0,001% | L2 |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND | | 39.063 | 0,004% | L2 |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST | | 121.613 | 0,012% | L2 |
| TALCOTT RESOLUTION LIFE INSURANCE COMPANY | | 5.408 | 0,001% | L2 |
| TANGERINE BALANCED GROWTH PORTFOLIO | | 6.756 | 0,001% | L2 |
| TANGERINE BALANCED INCOME PORTFOLIO | | 670 | 0,000% | L2 |
| TANGERINE BALANCED PORTFOLIO | | 4.469 | 0,000% | L2 |
| TANGERINE EQUITY GROWTH PORTFOLIO | | 9.359 | 0,001% | L2 |
| TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND | | 77.691 | 0,007% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND | | 318.720 | 0,030% | L2 |
| TD EMERALD INTERNATIONAL EQUITY INDEX FUND | | 89.894 | 0,009% | L2 |
| TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST | | 2.561 | 0,000% | L2 |
| TD EUROPEAN INDEX FUND | | 3.357 | 0,000% | L2 |
| TD INTERNATIONAL EQUITY INDEX ETF | | 52.269 | 0,005% | L2 |
| TEACHER RETIREMENT SYSTEM OF TEXAS | | 557.946 | 0,053% | L2 |
| TEACHERS RETIREMENT ALLOWANCES FUND | | 986 | 0,000% | L2 |
| TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK | | 41.195 | 0,004% | L2 |
| TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS | | 315.848 | 0,030% | L2 |
| TEAM SUPERANNUATION FUND | | 20.347 | 0,002% | L2 |
| TELSTRA SUPERANNUATION SCHEME | | 11.787 | 0,001% | L2 |
| TESCO PLC PENSION SCHEME | | 425 | 0,000% | L2 |
| TEXAS MUNICIPAL RETIREMENT SYSTEM | | 69.293 | 0,007% | L2 |
| TEXAS UTILITIES QUAL NDT PARTNERSHIP | | 2.393 | 0,000% | L2 |
| THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO | | 15.120 | 0,001% | L2 |
| THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED | | 54.679 | 0,005% | L2 |
| THE ARROWSTREET COMMON CONTRACTUAL FUND | | 798.622 | 0,076% | L2 |
| THE ASSOCIATED BRITISH FOODS PENSION SCHEME | | 113.508 | 0,011% | L2 |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV | | 94.753 | 0,009% | L2 |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN | | 211.030 | 0,020% | L2 |
| THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE | | 15.361 | 0,001% | L2 |
| THE BANK OF NEW YORK MELLON SA NV | | 239.562 | 0,023% | L2 |
| THE BARCLAYS BANK UK RETIREMENTFUND | | 5.881 | 0,001% | L2 |
| THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE | | 187 | 0,000% | L2 |
| THE CAPTIVE INVESTORS FUND | | 7.874 | 0,001% | L2 |
| THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE | | 3.209 | 0,000% | L2 |
| THE COMMONWEALTH FUND | | 1.507 | 0,000% | L2 |
| THE ESB PENSION FUND | | 7.885 | 0,001% | L2 |
| THE FIRST CHURCH OF CHRIST SCIENTIST | | 1.046 | 0,000% | L2 |
| THE GREATER MANCHESTER PENSION FUND | | 84.511 | 0,008% | L2 |
| THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT | | 678 | 0,000% | L2 |
| THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND | | 6.035 | 0,001% | L2 |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND | | 630 | 0,000% | L2 |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND | | 52.752 | 0,005% | L2 |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142 | | 1.184 | 0,000% | L2 |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151 | | 26.799 | 0,003% | L2 |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893 | | 26.215 | 0,003% | L2 |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974 | | 1.726 | 0,000% | L2 |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501 | | 1.660 | 0,000% | L2 |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND | | 221 | 0,000% | L2 |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521 | | 1.814 | 0,000% | L2 |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492 | | 7.618 | 0,001% | L2 |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536 | | 759 | 0,000% | L2 |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST) | | 43.335 | 0,004% | L2 |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND | | 23.624 | 0,002% | L2 |
| THE MISSOURI FOUNDATION FOR HEALTH | | 8.979 | 0,001% | L2 |
| THE MONETARY AUTHORITY OF SINGAPORE | | 31.533 | 0,003% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN | | 15.872 | 0,002% | L2 |
| THE NEMOURS FOUNDATION PENSION PLAN | | 471 | 0,000% | L2 |
| THE NOMURA TRUST AND BANKING C | | 19.560 | 0,002% | L2 |
| THE PEOPLE'S PENSION SCHEME | | 197.785 | 0,019% | L2 |
| THE PRUDENTIAL INSURANCE COMPANY OF AMERICA | | 16.057 | 0,002% | L2 |
| THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO | | 494 | 0,000% | L2 |
| THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT | | 819 | 0,000% | L2 |
| THE PUBLIC INSTITUTION FOR SOCIAL SECURITY | | 8.618 | 0,001% | L2 |
| THE REGENTS OF THE UNIVERSITY OF CALIFORNIA | | 551.526 | 0,053% | L2 |
| THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND | | 121 | 0,000% | L2 |
| THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER | | 88.722 | 0,008% | L2 |
| THE TRUSTEES OF THE HENRY SMITH CHARITY. | | 8.207 | 0,001% | L2 |
| THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW | | 4.916 | 0,000% | L2 |
| THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME | | 92.902 | 0,009% | L2 |
| THEAM QUANT - EUROPE TARGET PREMIUM | | 173.000 | 0,017% | L2 |
| THEAM QUANT- EQUITY EUROZONE GURU | | 138.217 | 0,013% | L2 |
| THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED | | 34.686 | 0,003% | L2 |
| THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13 | | 6.192 | 0,001% | L2 |
| THRIFT SAVINGS PLAN | | 1.447.045 | 0,138% | L2 |
| THRIVENT INTERNATIONAL INDEX PORTFOLIO | | 5.919 | 0,001% | L2 |
| THYSSEN GLOBAL INVESTMENTS LLC | | 1.492 | 0,000% | L2 |
| TIAACREF INTERNATIONAL EQUITY INDEX FUND | | 538.933 | 0,051% | L2 |
| TONI ACTIONS ISR 100 | | 46.960 | 0,004% | L2 |
| TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV | | 30.940 | 0,003% | L2 |
| TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP | | 3.184 | 0,000% | L2 |
| TRANSAMERICA MSCI EAFE INDEX VP | | 2.795 | 0,000% | L2 |
| TRATON-UI-DYNAMIK | | 16.295 | 0,002% | L2 |
| TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT | | 112.646 | 0,011% | L2 |
| TRINITY COLLEGE CAMBRIDGE | | 11.414 | 0,001% | L2 |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10 | | 13.786 | 0,001% | L2 |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21 | | 1.826 | 0,000% | L2 |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3 | | 33.091 | 0,003% | L2 |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8 | | 1.235 | 0,000% | L2 |
| TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO | | 6.642 | 0,001% | L2 |
| TSA EQUITY FUND #2 | | 2.614 | 0,000% | L2 |
| TSGX SOLACT ESG TBACO EX UNHG(3387) | | 629 | 0,000% | L2 |
| UAPF - BLACK ROCK PASSIVE EQUITY | | 2.160 | 0,000% | L2 |
| UAPF - INVESCO ACTIVE | | 104.066 | 0,010% | L2 |
| UBS (IRL) ETF PLC | | 195.920 | 0,019% | L2 |
| UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME | | 844.405 | 0,081% | L2 |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE | | 64.109 | 0,006% | L2 |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II | | 160.645 | 0,015% | L2 |
| UBS ASSET MANAGEMENT LIFE LTD | | 181.577 | 0,017% | L2 |
| UBS CH INDEX FUND 3 EQUITIES WORLD EX CH VALUE WEIGHTED UBS FUND MANAGEMENT SWITZERLAND AG | | 2.354 | 0,000% | L2 |
| UBS CH INDEX FUND EQ EMU UBS FUND MANAGEMENT SWITZERLAND AG | | 14.612 | 0,001% | L2 |
| UBS COMMON CONTRACTUAL FUND | | 13.860 | 0,001% | L2 |
| UBS FTSE RAFI DEVELOPED 1000 INDEX FUND | | 15.020 | 0,001% | L2 |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS | | 440 | 0,000% | L2 |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN | | 17.183 | 0,002% | L2 |
| UBS FUND MANAGEMENT (SWITZERLAND) AG. | | 373.448 | 0,036% | L2 |
| UBS GLOBAL EQUITY CLIMATE TRANSITION FUND | | 8.047 | 0,001% | L2 |
| UBS LUX FUND SOLUTIONS | | 1.254.927 | 0,120% | L2 |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS | | 8.421 | 0,001% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS | | 145.359 | 0,014% | L2 |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A4 FONDS | | 21.093 | 0,002% | L2 |
| UI-FONDS BAV RBI AKTIEN | | 73.387 | 0,007% | L2 |
| UIN-EBBA | | 2.071 | 0,000% | L2 |
| UI-S | | 49.112 | 0,005% | L2 |
| UNIDIVIDENDENASS | | 26.993 | 0,003% | L2 |
| UNIGEST, S.G.I.I.C., S.A.U. | | 30.203 | 0,003% | L2 |
| UNIGLOBAL DIVIDENDE | | 52.898 | 0,005% | L2 |
| UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI | | 46.563 | 0,004% | L2 |
| UNISUPER | | 11.730 | 0,001% | L2 |
| UNITED GLOBAL STABLE SELECT EQUITY FUND | | 16.239 | 0,002% | L2 |
| UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE | | 2.571 | 0,000% | L2 |
| UNITED SERVICES AUTOMOBILE ASSOCIATION | | 3.850 | 0,000% | L2 |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND | | 1.166 | 0,000% | L2 |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS | | 5.323 | 0,001% | L2 |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO EUROPA CORE AKTIENFONDS | | 58.868 | 0,006% | L2 |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO GLOBAL DYNAMIK FONDS | | 5.281 | 0,001% | L2 |
| UNIVERSAL INVESTMENT GMBH | | 50.500 | 0,005% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH | | 154.650 | 0,015% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI | | 15.365 | 0,001% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS | | 37.739 | 0,004% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS | | 7.700 | 0,001% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1 | | 20.760 | 0,002% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS | | 19.396 | 0,002% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN SOLVENCY | | 3.781 | 0,000% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS | | 8.168 | 0,001% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V | | 7.416 | 0,001% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1 | | 2.296 | 0,000% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS | | 5.807 | 0,001% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS | | 827 | 0,000% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-AGI ALLOKATION(490306) | | 10.730 | 0,001% | L2 |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP | | 29.396 | 0,003% | L2 |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI | | 2.790 | 0,000% | L2 |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG | | 3.811 | 0,000% | L2 |
| UNIVERSITIES SUPERANNUATION SCHEME | | 70.739 | 0,007% | L2 |
| UNIVERSITY OF NOTRE DAME DU LAC | | 8.658 | 0,001% | L2 |
| UNIVEUNIVERSAL INVESTMENT GESELLSCH AFT MBH SOZIALBANK | | 24.000 | 0,002% | L2 |
| USAA CASUALTY INSURANCE COMPANY | | 4.259 | 0,000% | L2 |
| USAA GENERAL INDEMNITY COMPANY | | 3.500 | 0,000% | L2 |
| UTAH STATE RETIREMENT SYSTEMS | | 50.630 | 0,005% | L2 |
| UVIMCO PARAMETRIC PHYS MSCI WRLD | | 514 | 0,000% | L2 |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL | | 54.172 | 0,005% | L2 |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SPARINVEST SA | | 23.470 | 0,002% | L2 |
| VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK | | 69.768 | 0,007% | L2 |
| VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND | | 41.208 | 0,004% | L2 |
| VANADIUM | | 160.435 | 0,015% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF | | 13.734 | 0,001% | L2 |
| VANGUARD DEVELOPED MARKETS INDEX FUND | | 4.020.835 | 0,384% | L2 |
| VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK | | 11.098 | 0,001% | L2 |
| VANGUARD ESG INTERNATIONAL STOCK ETF | | 79.833 | 0,008% | L2 |
| VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND | | 11.930 | 0,001% | L2 |
| VANGUARD EUROPEAN STOCK INDEX FUND | | 1.062.417 | 0,101% | L2 |
| VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST | | 96.158 | 0,009% | L2 |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST | | 502.368 | 0,048% | L2 |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II | | 3.352.125 | 0,320% | L2 |
| VANGUARD FTSE ALL WORLD EX US INDEX FUND | | 949.480 | 0,091% | L2 |
| VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF | | 86.207 | 0,008% | L2 |
| VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF | | 8.755 | 0,001% | L2 |
| VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND | | 13.001 | 0,001% | L2 |
| VANGUARD FUNDS PUBLIC LIMITED COMPANY | | 722.438 | 0,069% | L2 |
| VANGUARD GLOBAL MOMENTUM FACTORETF | | 13.803 | 0,001% | L2 |
| VANGUARD INTERNATIONAL SHARES INDEX FUND | | 180.648 | 0,017% | L2 |
| VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND | | 9.898 | 0,001% | L2 |
| VANGUARD INTL HIGH DIV YLD INDEX FD | | 331.507 | 0,032% | L2 |
| VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY | | 547.567 | 0,052% | L2 |
| VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF | | 11.164 | 0,001% | L2 |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF | | 8.979 | 0,001% | L2 |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF | | 8.893 | 0,001% | L2 |
| VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY | | 157.278 | 0,015% | L2 |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF | | 7.158 | 0,001% | L2 |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF | | 4.204 | 0,000% | L2 |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF | | 12.396 | 0,001% | L2 |
| VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND | | 6.388.661 | 0,609% | L2 |
| VANGUARD TOTAL WORLD STOCK INDEX FUND | | 294.824 | 0,028% | L2 |
| VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST | | 26.114 | 0,002% | L2 |
| VARENNE VALEUR | | 600.000 | 0,057% | L2 |
| VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO | | 11.685 | 0,001% | L2 |
| VARIOPARTNER SICAV | | 20.772 | 0,002% | L2 |
| VBV VK EUROPA AKTIEN ESG FONDS | | 88.636 | 0,008% | L2 |
| VEBA PARTNERSHIP N L P | | 1.679 | 0,000% | L2 |
| VENTRY INDUSTRIES LLC | | 992 | 0,000% | L2 |
| VERDIPAPIRFONDET DNB EUROPA | | 4.165 | 0,000% | L2 |
| VERDIPAPIRFONDET DNB GLOBAL INDEKS | | 12.961 | 0,001% | L2 |
| VERDIPAPIRFONDET EQUINOR AKSJER EUROPA | | 20.000 | 0,002% | L2 |
| VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS | | 81.873 | 0,008% | L2 |
| VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS. | | 29.088 | 0,003% | L2 |
| VERDIPAPIRFONDET KRON INDEKS GLOBAL | | 11.515 | 0,001% | L2 |
| VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS | | 48.826 | 0,005% | L2 |
| VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER | | 18.214 | 0,002% | L2 |
| VERENIGING TOT BEHOUD VAN NATUURMONUMENTEN IN NEDERLAND | | 21.405 | 0,002% | L2 |
| VERMOGENSMANAGEMENT AKTIENSTARS | | 75.982 | 0,007% | L2 |
| VF (LUX) - VALIANT EUROPE EQUITIES | | 14.427 | 0,001% | L2 |
| VFMC INTERNATIONAL EQUITY TRUST1 | | 10.728 | 0,001% | L2 |
| VFMC INTERNATIONAL EQUITY TRUST2 | | 23.013 | 0,002% | L2 |
| VFMC LOW VOLATILITY EQUITY TRUST 1 | | 18.999 | 0,002% | L2 |
| VFMC LOW VOLATILITY EQUITY TRUST 2 | | 31.848 | 0,003% | L2 |
| VGV POOLFONDS PA1 | | 14.394 | 0,001% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| VIA SMART-EQUITY EUROPE | | 67.106 | 0,006% | L2 |
| VIA SMART-EQUITY WORLD | | 59.376 | 0,006% | L2 |
| VICTORY MARKET NEUTRAL INCOME FUNDFUND | | 439.374 | 0,042% | L2 |
| VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF | | 110.751 | 0,011% | L2 |
| VICTORYSHARES INTERNATIONAL VOLATILITY WTD ETFVOLATILITY WTD INDEX ETF | | 17.991 | 0,002% | L2 |
| VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND | | 331.691 | 0,032% | L2 |
| VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND | | 31.746 | 0,003% | L2 |
| VILLIERS ALTO | | 54.364 | 0,005% | L2 |
| VIVACCIO ISR ACTIONS | | 359.746 | 0,034% | L2 |
| VOYA BALANCED INCOME PORTFOLIO | | 8.581 | 0,001% | L2 |
| VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND | | 33.531 | 0,003% | L2 |
| VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND | | 102.966 | 0,010% | L2 |
| VOYA GLOBAL EQUITY FUND | | 56.562 | 0,005% | L2 |
| VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.000 | 0,010% | L2 |
| VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.154 | 0,010% | L2 |
| VOYA INTERNATIONAL INDEX PORTFOLIO | | 30.423 | 0,003% | L2 |
| VOYA MM INTL EQ FUND VIM VMI 003265 | | 19.291 | 0,002% | L2 |
| VOYA VACS INDEX SERIES I PORTFOLIO | | 39.892 | 0,004% | L2 |
| VR BANK KT EUROPROTECT UI | | 32.016 | 0,003% | L2 |
| WASHINGTON STATE INVESTMENT BOARD | | 708.818 | 0,068% | L2 |
| WBW TRUST NUMBER ONE | | 814 | 0,000% | L2 |
| WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N | | 211 | 0,000% | L2 |
| WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO | | 15.888 | 0,002% | L2 |
| WESPATH FUNDS TRUST XOPONANCE SVCE | | 4.000 | 0,000% | L2 |
| WESPATH XPONANCE SVCEF I | | 684 | 0,000% | L2 |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST | | 3.217 | 0,000% | L2 |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO.2 TRUST | | 240.286 | 0,023% | L2 |
| WESTPAC WHOLESALE UNHEDGED INTERNATIONAL SHARE TRUST | | 18.252 | 0,002% | L2 |
| WHEELS COMMON INVESTMENT FUND. | | 1.141 | 0,000% | L2 |
| WIF-DWS QI EUROZONE SHORT EXT EQTY | | 9.962 | 0,001% | L2 |
| WILLIS TOWERS WATSON GROUP TRUST | | 17.954 | 0,002% | L2 |
| WILSHIRE BRIDGEWATER MANAGED ALPHA MASTER FUND LIMITED | | 5.784 | 0,001% | L2 |
| WINDWISE MSCI EAFE INDEX NON LENDING | | 15.228 | 0,001% | L2 |
| WISDOMTREE DYN CUR HDGE INTL EQ FD 1001802 | | 49.587 | 0,005% | L2 |
| WISDOMTREE GLOBAL HIGH DIV FUND 1001795 | | 2.182 | 0,000% | L2 |
| WISDOMTREE INTL EQUITY FUND 1001810 | | 41.867 | 0,004% | L2 |
| WISDOMTREE INTL HIGH DIV FUND 1001812 | | 17.131 | 0,002% | L2 |
| WISDOMTREE INTL LARGECAP DIV FD | | 62.983 | 0,006% | L2 |
| WISDOMTREE INTL MULTIFACTOR FUND 1001815 | | 14.372 | 0,001% | L2 |
| WISDOMTREE ISSUER ICAV | | 4.254 | 0,000% | L2 |
| WM POOL - EQUITIES TRUST NO. 31 - ROBECO | | 6.768 | 0,001% | L2 |
| WM POOL - EQUITIES TRUST NO. 38 - SCHRODER | | 5.338 | 0,001% | L2 |
| WM POOL - EQUITIES TRUST NO. 75. | | 134.480 | 0,013% | L2 |
| WM POOL - EQUITIES TRUST NO. 76 - ROBECO | | 1.846 | 0,000% | L2 |
| WM POOL - FIXED INTEREST TRUST NO 12 | | 836 | 0,000% | L2 |
| WM POOL - GLOBAL EQUITIES TRUST NO 6 | | 15.631 | 0,001% | L2 |
| WORLD EQUITIES II | | 7.236 | 0,001% | L2 |
| WORLD TRADE ORGANIZATION PENSION PLAN | | 4.072 | 0,000% | L2 |
| WSSP INTERNATIONAL EQUITIES TRUST | | 2.972 | 0,000% | L2 |
| WYOMING RETIREMENT SYSTEM | | 130 | 0,000% | L2 |
| XTRACKERS | | 404.910 | 0,039% | L2 |
| XTRACKERS (IE) PUBLIC LIMITED COMPANY | | 577.010 | 0,055% | L2 |
| XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF | | 841 | 0,000% | L2 |
| XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF | | 3.013 | 0,000% | L2 |
| XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF | | 2.888 | 0,000% | L2 |
| XTRACKERS MSCI EAFE HEDGED EQUITY ETF | | 190.402 | 0,018% | L2 |
| XTRACKERS MSCI EUROPE HEDGED EQUITY ETF | | 24.648 | 0,002% | L2 |
| XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF | | 4.792 | 0,000% | L2 |
| XTRACKERS MSCI KOKUSAI EQUITY ETF | | 3.331 | 0,000% | L2 |
| ZEPHYR - EUROPE EQUITY ESG OPTIMIZED | | 1.384 | 0,000% | L2 |
| ZEPHYR - OPTIMISED PLUS 2 | | 4.826 | 0,000% | L2 |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA | | 26.011 | 0,002% | L2 |
| BIGIANI LUCA | | 700 | 0,000% | C |
| FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.) | | 1 | 0,000% | C |
| GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT | | 187.800 | 0,018% | C |
| REUSSER JÜRG, FRED | | 6.000 | 0,001% | C |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX | | 1.011 | 0,000% | A |
| EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE | | 1 | 0,000% | A |
| EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES | | 1.072 | 0,000% | A |
| GREEN CENTURY MSCI INTERNATION | | 15.809 | 0,002% | A |
| HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND | | 1.733 | 0,000% | A |
| INSPIRE INTERNATIONAL ETF 80 A | | 84.469 | 0,008% | A |
| INSTITUTIONAL RETIREMENT TRUST | | 9.922 | 0,001% | A |
| INVESCO ADVANTAGE INTERNATIONALFUND | | 1.388 | 0,000% | A |
| INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF | | 61.933 | 0,006% | A |
| INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF | | 85.378 | 0,008% | A |
| INVESCO MARKETS II PLC | | 19.610 | 0,002% | A |
| INVESCO MARKETS II PUBLIC LTD | | 26.285 | 0,003% | A |
| INVESCO MARKETS III PLC | | 77 | 0,000% | A |
| INVESCO MSCI EAFE INCOME ADVANTAGE ETF | | 2.927 | 0,000% | A |
| INVESCO MSCI EUR EQ WGHT UCITS ETF | | 68.423 | 0,007% | A |
| INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF | | 102.373 | 0,010% | A |
| INVESCO S AND P INTERNATIONAL DEVELOPED MOMENTUM ETF | | 73.775 | 0,007% | A |
| NORTHERN LIGHTS FUND TRUST IV | | 17.478 | 0,002% | A |
| ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL | | 38.946 | 0,004% | A |
| PAPPALARDO ROBERTO | PPPRRT87C12C351M | 5 | 0,000% | A |
| PASSIVE GLOBAL SHARE TRUST | | 8.834 | 0,001% | A |
| PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST | | 114 | 0,000% | A |
| PEPCO HOLDINGS INC. VEBA TRUST | | 839 | 0,000% | A |
| QUALITY EDUCATION FUND | | 849 | 0,000% | A |
| SELFFINANCING POSTSECONDARY EDUCATION FUND | | 277 | 0,000% | A |
| STREICHER MENGATO MARIA CECILIA | | 9 | 0,000% | A |
| SWISS NATIONAL BANK | | 1.178.367 | 0,112% | A |
| TEXAS PERMANENT SCHOOL FUND CORP | | 1 | 0,000% | A |
| THE HKSAR GOVERNMENT SCHOLARSHIP FUND | | 573 | 0,000% | A |
| THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST | | 8.998 | 0,001% | A |
| THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR | | 2.590 | 0,000% | A |
| WM POOL - EQUITIES TRUST NO. 74. | | 7.856 | 0,001% | A |
| **Totale votanti** | | **1.048.303.685** | **100%** | |

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

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 4**

*Determinazione del compenso dei membri effettivi del Collegio Sindacale.*

| | n. azioni | % azioni rappresentate in assemblea | % del Capitale Sociale |
|---|---|---|---|
| Quorum costitutivo assemblea | 1.048.303.685 | 100% | 80,262% |
| Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo): | 1.048.303.685 | 100,000% | 80,262% |
| Azioni per le quali il RD non dispone di istruzioni: | 0 | 0,000% | 0,000% |

| | n. azioni | % partecipanti al voto | % del Capitale Sociale |
|---|---|---|---|
| Favorevole | 1.047.400.882 | 99,914% | 80,193% |
| Contrario | 275.015 | 0,026% | 0,021% |
| Astenuto | 627.788 | 0,060% | 0,048% |
| Totali | 1.048.303.685 | 100,000% | 80,262% |

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 4**

*Determinazione del compenso dei membri effettivi del Collegio Sindacale.*

*Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del dottor Massimiliano Chiado' Piat*

| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| (R) EUROPEAN EQUITIES | | 30.453 | 0,003% | F |
| 1975 IRREV TRUST OF C D WEYERHAEUSER | | 675 | 0,000% | F |
| 2122 ABP DME CORE INT | | 279.749 | 0,027% | F |
| 2124 ABP DME CORE BLACKROCK | | 469.450 | 0,045% | F |
| 405 MSTV I LP | | 46.167 | 0,004% | F |
| 801 INVESTMENTS LLC | | 4.605 | 0,000% | F |
| A.A. B DIVERSIFIE | | 44.867 | 0,004% | F |
| AA SSGA ACTIONS INDICE EURO | | 149.502 | 0,014% | F |
| AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO | | 14.424 | 0,001% | F |
| AB COLLECTIVE INVESTMENT TRUST SERIES | | 1.270 | 0,000% | F |
| AB SICAV I - ALL MARKET INCOME | | 210.315 | 0,020% | F |
| AB SICAV III - DYNAMIC ALL MAR | | 1.732 | 0,000% | F |
| AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO | | 1.009 | 0,000% | F |
| AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO | | 3.102 | 0,000% | F |
| ABB PENSION FUND | | 1.101 | 0,000% | F |
| ABN AMRO FUNDS | | 18.858 | 0,002% | F |
| ABNFLPA RHUMBLINE INTL EQUITY 262408 | | 1.166 | 0,000% | F |
| ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND | | 3.005 | 0,000% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND | | 36.386 | 0,003% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND | | 23.461 | 0,002% | F |
| ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND | | 9.805 | 0,001% | F |
| ACCIDENT COMPENSATION CORPORATION | | 282.534 | 0,027% | F |
| ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV | | 76.517 | 0,007% | F |
| ACHMEA REINSURANCE CO NV | | 10.365 | 0,001% | F |
| ACHMEA SCHADEVERZEKERINGEN NV | | 15.673 | 0,001% | F |
| ACHMEA VARIABLE SECURITIES HEALTH FUND | | 23.406 | 0,002% | F |
| ACS 30:70 GLOBAL EQUITY TRACKER FUND | | 100 | 0,000% | F |
| ACTICCIA 90 N 10 | | 175.000 | 0,017% | F |
| ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO | | 20.294 | 0,002% | F |
| ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO | | 53.055 | 0,005% | F |
| ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO | | 150.803 | 0,014% | F |
| ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO | | 78.666 | 0,008% | F |
| ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO | | 59.578 | 0,006% | F |
| ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO | | 10.326 | 0,001% | F |
| ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO | | 87.294 | 0,008% | F |
| ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO | | 1.080 | 0,000% | F |
| ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND | | 281 | 0,000% | F |
| AEAM FUNDS - AEGON WORLD EQUITY BETA POOL (P | | 3.332 | 0,000% | F |
| AEGON CUSTODY B.V. | | 193.819 | 0,018% | F |
| AEGON GLOBAL MULTI MANAGER WORLD EQUITY INDEX FUND | | 2.120 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AEGON LEVENSVERZEKERING N.V | | 30.957 | 0,003% | F |
| AEGON WORLD EQUITY INDEX FUND II | | 27.607 | 0,003% | F |
| AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS | | 56.113 | 0,005% | F |
| AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD | | 27.849 | 0,003% | F |
| AIB GROUP IRISH PENSION SCHEME | | 10.077 | 0,001% | F |
| AILIS SICAV | | 81.284 | 0,008% | F |
| AIM EQUITY EUROPE CANTONS | | 24.441 | 0,002% | F |
| AJAY MALIK | | 39.905 | 0,004% | F |
| AKTIEN EUROPA - UI | | 28.312 | 0,003% | F |
| AKTIEN SUEDEUROPA UI | | 41.200 | 0,004% | F |
| ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION | | 95.856 | 0,009% | F |
| ALASKA COMMON TRUST FUND | | 17.333 | 0,002% | F |
| ALASKA PERMANENT FUND CORPORATION | | 3.229 | 0,000% | F |
| ALBERTA INVESTMENT MANAGEMENT CORPORATION | | 958 | 0,000% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS CORE ITALY FUND | | 157.000 | 0,015% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS SUSTAINABLE WORLD FUND | | 57.849 | 0,006% | F |
| ALLIANZ GLOBAL INVESTORS FUND | | 793.804 | 0,076% | F |
| ALLIANZ GLOBAL INVESTORS GMBH | | 175.096 | 0,017% | F |
| ALLIANZ GLOBAL INVESTORS GMBH FOR CONVEST 21 VL | | 33.832 | 0,003% | F |
| ALLIANZ GLOBAL INVESTORS GMBH FOR FONDIS | | 18.959 | 0,002% | F |
| ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN | | 11.000 | 0,001% | F |
| ALLIANZ VGL AGI QUANTAMENTAL CONVICTION ENHANCED EUROPE | | 33.272 | 0,003% | F |
| ALLIANZGI F PENCABBV PENSIONS | | 41.603 | 0,004% | F |
| ALLIANZGI FONDS AFE | | 29.463 | 0,003% | F |
| ALLIANZGI FONDS OLB PENSIONEN | | 4.211 | 0,000% | F |
| ALLIANZGI S AKTIEN | | 174.245 | 0,017% | F |
| ALLIANZGI-FONDS AFE SEGMENT AFE-AA3 | | 90.987 | 0,009% | F |
| ALLIANZGI-FONDS BREMEN | | 6.838 | 0,001% | F |
| ALLIANZGI-FONDS CT-DRAECO | | 9.791 | 0,001% | F |
| ALLIANZGI-FONDS GANO 2 | | 6.279 | 0,001% | F |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA | | 46.785 | 0,004% | F |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-GM1-G_MA | | 39.834 | 0,004% | F |
| ALLIANZGI-FONDS TOSCA | | 2.755 | 0,000% | F |
| ALLOCATION PROTECTION 80 | | 342.903 | 0,033% | F |
| ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH | | 3.276 | 0,000% | F |
| AMERICAN BUREAU OF SHIPPING | | 722 | 0,000% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF | | 265.382 | 0,025% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND | | 7.484 | 0,001% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF | | 70.001 | 0,007% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF | | 8.564 | 0,001% | F |
| AMERICAN CENTURY ICAV | | 5.274 | 0,001% | F |
| AMERICAN HEART ASSOCIATION, INC. | | 2.370 | 0,000% | F |
| AMLC EQ SINGLE STOCKS | | 13.622 | 0,001% | F |
| AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND | | 5.615 | 0,001% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND | | 29.595 | 0,003% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND HEDGED | | 2.563 | 0,000% | F |
| AMP WHOLESALE GLOBAL EQUITIES FUND | | 22.714 | 0,002% | F |
| AMSELECT - HSBC EURO EQUITY VALUE | | 364.007 | 0,035% | F |
| AMUNDI BRIDGEWATER CORE GLOB | | 337 | 0,000% | F |
| AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU | | 21.930 | 0,002% | F |
| AMUNDI ESG GLOBAL LOW CARBON FUND | | 33.929 | 0,003% | F |
| AMUNDI ESG IMPROVERS EURO | | 963.302 | 0,092% | F |
| AMUNDI ETF ICAV | | 69.128 | 0,007% | F |
| AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 23.971 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 19.642 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 99.640 | 0,010% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB | | 4.322 | 0,000% | F |
| AMUNDI EURO STOXX SELECT DIVIDEND 30 | | 161.678 | 0,015% | F |
| AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS | | 588.573 | 0,056% | F |
| AMUNDI FTSE MIB | | 166.329 | 0,016% | F |
| AMUNDI FUNDS EQUITY EURO RISK PARITY | | 21.861 | 0,002% | F |
| AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT | | 75.477 | 0,007% | F |
| AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND | | 18.086 | 0,002% | F |
| AMUNDI INDEX MSCI EMU SRI | | 58.869 | 0,006% | F |
| AMUNDI INDEX MSCI EUROPE | | 256.835 | 0,025% | F |
| AMUNDI INDEX MSCI EUROPE SRI | | 433.867 | 0,041% | F |
| AMUNDI INDEX MSCI WORLD | | 27.582 | 0,003% | F |
| AMUNDI INDEX MSCI WORLD SRI | | 10.990 | 0,001% | F |
| AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE | | 7.161 | 0,001% | F |
| AMUNDI MSCI ACWI SRI PAB UCITS ETF | | 2.722 | 0,000% | F |
| AMUNDI MSCI EMU | | 56.045 | 0,005% | F |
| AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT | | 37.928 | 0,004% | F |
| AMUNDI MSCI EMU ESG LEADERS SELECT | | 368.684 | 0,035% | F |
| AMUNDI MSCI EMU VALUE FACTOR U | | 30.777 | 0,003% | F |
| AMUNDI MSCI EUROPE | | 96.199 | 0,009% | F |
| AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB | | 4.724 | 0,000% | F |
| AMUNDI MSCI EUROPE ESG LEADERS | | 105.748 | 0,010% | F |
| AMUNDI MSCI EUROPE EX SWITZERLAND | | 50.081 | 0,005% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB | | 243 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR | | 3.448 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE TRANSITION CTB | | 1.165 | 0,000% | F |
| AMUNDI MSCI WORLD ESG UNIVERSAL SELECT | | 942 | 0,000% | F |
| AMUNDI PATRIMOINE PEA | | 99.683 | 0,010% | F |
| AMUNDI PRIME EUROZONE | | 9.529 | 0,001% | F |
| AMUNDI S AND P EUROZONE CLIMAT | | 303.537 | 0,029% | F |
| AMUNDI STOXX EUROPE 600 | | 525.208 | 0,050% | F |
| AMUNDI STOXX EUROPE 600 ESG II UCITS ETF | | 2.216 | 0,000% | F |
| AMUNDI STRATEGIES ACTIONS EURO CORE | | 88.092 | 0,008% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE CORE + | | 20.734 | 0,002% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY | | 565 | 0,000% | F |
| ANDRA AP-FONDEN | | 121.507 | 0,012% | F |
| AP ACTIONS 1 EURO | | 21.156 | 0,002% | F |
| APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND | | 16.564 | 0,002% | F |
| APPLE 401(K) PLAN | | 2.949 | 0,000% | F |
| AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT | | 108.724 | 0,010% | F |
| AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD | | 1.010 | 0,000% | F |
| AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. | | 316.330 | 0,030% | F |
| AQR FUNDS - AQR GLOBAL EQUITY FUND | | 6.114 | 0,001% | F |
| AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND | | 24.946 | 0,002% | F |
| AQR FUNDS - AQR MANAGED FUTURESSTRATEGY HV FUND | | 184.411 | 0,018% | F |
| AQR FUNDS - AQR TREND TOTAL RETURN FUND | | 8.815 | 0,001% | F |
| AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND | | 22.704 | 0,002% | F |
| AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND | | 405.805 | 0,039% | F |
| AQR FUNDS AQR LONGSHORT EQUITY FUND | | 1.009.262 | 0,096% | F |
| AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND | | 89.314 | 0,009% | F |
| AQR FUNDSAQR MULTIASSET FUND | | 37.296 | 0,004% | F |
| AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC | | 370.793 | 0,035% | F |
| AQR INNOVATION FUND L.P. - SE RIES 42 MULTI-ALPHA GSS DEVELO PED LARGE CAP | | 568 | 0,000% | F |
| AQR INNOVATION FUND, L.P. | | 4.218 | 0,000% | F |
| AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND | | 346.857 | 0,033% | F |
| AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC | | 81.197 | 0,008% | F |
| AQR TAX AWARE TOTAL RETURN FUND LLC | | 216.758 | 0,021% | F |
| AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC | | 2.434 | 0,000% | F |
| AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC | | 3.088 | 0,000% | F |
| AQR UCITS FUNDS II | | 13.047 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ARBEJDSMARKEDETS TILLAEGSPENSION | | 745.283 | 0,071% | F |
| ARCA AZIONI ITALIA | | 482.000 | 0,046% | F |
| ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST | | 9.216 | 0,001% | F |
| ARERO - DER WELTFONDS - ESG | | 10.139 | 0,001% | F |
| ARIZONA PSPRS TRUST | | 56.023 | 0,005% | F |
| ARIZONA STATE RETIREMENT SYSTEM | | 48.416 | 0,005% | F |
| ARKWRIGHT, LLC | | 1.611 | 0,000% | F |
| ARR INT EX US ALPHA EXTENSION TRUST FUND | | 67.768 | 0,006% | F |
| ARRCO QUANT 1 | | 139.308 | 0,013% | F |
| ARRCO QUANT 2 | | 22.279 | 0,002% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I | | 544.310 | 0,052% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II | | 380.001 | 0,036% | F |
| ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I | | 4.360 | 0,000% | F |
| ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP. | | 363 | 0,000% | F |
| ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND | | 24.300 | 0,002% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED | | 6.618 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED | | 14.434 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED. | | 438 | 0,000% | F |
| ARROWSTREET CANADA GLOBAL ALL-COUNTRY ALPHA EXTENSION FUND I | | 2.418 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI | | 267.501 | 0,026% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT. | | 3.461 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED | | 12.163 | 0,001% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD | | 4.377 | 0,000% | F |
| ARROWSTREET COLLECTIVE INVESTMENT TRUST | | 891.897 | 0,085% | F |
| ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND | | 292.738 | 0,028% | F |
| ARROWSTREET GLOBAL EQUITY FUND | | 1.122.195 | 0,107% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT | | 2.982 | 0,000% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P. | | 10.634 | 0,001% | F |
| ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION. | | 38.532 | 0,004% | F |
| ARROWSTREET US GROUP TRUST | | 1.530.930 | 0,146% | F |
| ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP | | 248.582 | 0,024% | F |
| ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY- | | 2.718 | 0,000% | F |
| ARTEMIS SMARTGARP EUROPEAN EQUITY FUND | | 1.502.657 | 0,143% | F |
| ARTEMIS SMARTGARP GLOBAL EQUITY FUND | | 467.397 | 0,045% | F |
| ARTEMIS SMARTGARP UK EQUITY FUND | | 800.000 | 0,076% | F |
| ASAST AKTIEN AUSLAND PASSIV UBS FUND MANAGEMENT SWITZERLAND AG | | 3.640 | 0,000% | F |
| ASCENSION ALPHA FUND LLC | | 6.068 | 0,001% | F |
| ASIAN DEVELOPMENT BANK | | 24.762 | 0,002% | F |
| ASSET MANAGEMENT EXCHANGE UCITS CCF | | 19.165 | 0,002% | F |
| ASSET MANAGEMENT EXCHANGE UCITS CCF .. | | 19.304 | 0,002% | F |
| ASSURDIX | | 40.409 | 0,004% | F |
| ATCP-UI-FONDS | | 1.693 | 0,000% | F |
| AURION GLOBAL EQUITY FUND | | 1 | 0,000% | F |
| AUSTRALIAN CAPITAL TERRITORY | | 6.242 | 0,001% | F |
| AUSTRALIAN NATIONAL UNIVERSITY. | | 6.662 | 0,001% | F |
| AUSTRALIAN RETIREMENT TRUST | | 297.273 | 0,028% | F |
| AUSTRALIANSUPER | | 8.854 | 0,001% | F |
| AUTORIDADE MONETARIA DE MACAU | | 814 | 0,000% | F |
| AVADIS FUND-AKTIEN WELT AST 2 | | 16.642 | 0,002% | F |
| AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2 | | 14.135 | 0,001% | F |
| AVALON PORTFOLIO II LLC | | 1.928 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND | | 2.104 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND | | 38.687 | 0,004% | F |
| AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND | | 309 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND | | 21.399 | 0,002% | F |
| AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND | | 7.112 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND | | 3.437 | 0,000% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND | | 38.066 | 0,004% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND | | 12.856 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND | | 56.815 | 0,005% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND | | 31.149 | 0,003% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED.WORLD EX UK EQUITY INDEX FUND | | 25.763 | 0,002% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I | | 163 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II | | 1.080 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III | | 3.277 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV | | 1.851 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V | | 924 | 0,000% | F |
| AVIVA INVESTORS UK FUND SERVICES LIMITED | | 44.383 | 0,004% | F |
| AVIVA LIFE & PENSIONS IRELAND DAC | | 19.887 | 0,002% | F |
| AVIVA LIFE & PENSIONS UK LIMITED | | 56.733 | 0,005% | F |
| AVIVA LIFE AND PENSIONS UK LIMITED | | 3.900 | 0,000% | F |
| AWARE SUPER | | 15.929 | 0,002% | F |
| AXA AA DIVERSIFIE INDICIEL 1 | | 33.868 | 0,003% | F |
| AXA MPS PREVIDENZA PER TE - CRESCITA | | 252.937 | 0,024% | F |
| AXA PEA REGULARITE | | 1.409.147 | 0,134% | F |
| AZIMUT LIFE DAC | | 1.279 | 0,000% | F |
| AZL DFA INTERNATIONAL CORE EQUITY FUND | | 3.921 | 0,000% | F |
| AZL GLOBAL EQUITY INDEX FUND 114072 AZL MSCI GLOBAL EQU | | 2.089 | 0,000% | F |
| AZL INTERNATIONAL INDEX FUND | | 30.109 | 0,003% | F |
| BANCO CENTRAL DE TIMOR-LESTE (BCTL) | | 39.156 | 0,004% | F |
| BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA | | 10.983 | 0,001% | F |
| BANK OF BOTSWANA. | | 1.171 | 0,000% | F |
| BANK OF KOREA | | 36.159 | 0,003% | F |
| BASTI 1 METZLER | | 2.569 | 0,000% | F |
| BAYERNINVEST 375-FONDS | | 49.000 | 0,005% | F |
| BAYERNINVEST AA 1-FONDS | | 14.899 | 0,001% | F |
| BAYERNINVEST HA1-FONDS | | 9.490 | 0,001% | F |
| BAYERNINVEST HC1-FONDS | | 5.733 | 0,001% | F |
| BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS | | 6.450 | 0,001% | F |
| BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND | | 4.772 | 0,000% | F |
| BEAR CREEK INVESTMENT LLC | | 6.473 | 0,001% | F |
| BEAT DRUGS FUND ASSOCIATION | | 582 | 0,000% | F |
| BEL EQUITY EUROPE | | 101.964 | 0,010% | F |
| BERESFORD FUNDS ICAV | | 10.362 | 0,001% | F |
| BESSEMER TRUST CO CLEARING ACCT | | 622.483 | 0,059% | F |
| BEST INVESTMENT CORPORATION | | 5.227 | 0,000% | F |
| BESTSELECT - UBS SRI GLOBAL EQUITY | | 2.916 | 0,000% | F |
| BEWAARSTICHTING NNIP I | | 114.467 | 0,011% | F |
| BFT PARTNERS VIA EQUITY EUROPE | | 27.673 | 0,003% | F |
| BG MASTER FUND ICAV | | 4.889 | 0,000% | F |
| BGF DYNAMIC HIGH INCOME FUND | | 24.363 | 0,002% | F |
| BGF GLBL MLTI ASSET IN FD EQ BSKT | | 15.375 | 0,001% | F |
| BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS | | 44.703 | 0,004% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE | | 17.315 | 0,002% | F |
| BLACKROCK AUTHORISED CONTRACTUAL SCHEME I | | 569.736 | 0,054% | F |
| BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND | | 3.930 | 0,000% | F |
| BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND | | 20.073 | 0,002% | F |
| BLACKROCK FUND MANAGERS LTD | | 459.078 | 0,044% | F |
| BLACKROCK GLOBAL FUNDS | | 9.065 | 0,001% | F |
| BLACKROCK GLOBAL INDEX FUNDS | | 43.293 | 0,004% | F |
| BLACKROCK IG INTERNATIONAL EQUITY POOL | | 24.239 | 0,002% | F |
| BLACKROCK INDEX SELECTION FUND | | 317.875 | 0,030% | F |
| BLACKROCK INSTITUTIONAL POOLED FUNDS PLC | | 33.559 | 0,003% | F |
| BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS | | 4.019.402 | 0,383% | F |
| BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC. | | 5.785 | 0,001% | F |
| BLACKROCK LIFE LIMITED | | 11.964 | 0,001% | F |
| BLACKROCK LIFE LTD | | 95.428 | 0,009% | F |
| BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B | | 85.216 | 0,008% | F |
| BLACKROCK UCITS CCF | | 38.880 | 0,004% | F |
| BLKB EQUITY SWITZERLAND FOCUS | | 164.178 | 0,016% | F |
| BMO DIVERSIFIED INCOME PORTFOLIO | | 5.592 | 0,001% | F |
| BMO MSCI EAFE ESG LEADERS INDEXETF | | 3.631 | 0,000% | F |
| BMO MSCI EAFE INDEX ETF | | 155.952 | 0,015% | F |
| BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE | | 256.984 | 0,025% | F |
| BNP PARIBAS EASY - LOW CARBON 100 EUROZONE PAB | | 858 | 0,000% | F |
| BNP PARIBAS EASY - MSCI EMU SRI PAB | | 240.947 | 0,023% | F |
| BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE | | 98.847 | 0,009% | F |
| BNP PARIBAS EASY - MSCI EUROPE SRI PAB | | 150.815 | 0,014% | F |
| BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES PAB 5% CAPPED | | 187.121 | 0,018% | F |
| BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF | | 80.768 | 0,008% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-SERIES PAB 5 CAPPED UCITS ETF | | 5.678 | 0,001% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF | | 11.734 | 0,001% | F |
| BNP PARIBAS EASY MSCI EUROPE MIN TE | | 189.364 | 0,018% | F |
| BNP PARIBAS EQUITY - FOCUS ITALIA | | 41.046 | 0,004% | F |
| BNP PARIBAS FINANCE EUROPE ISR | | 123.981 | 0,012% | F |
| BNP PARIBAS FUNDS - EURO LOW VOL EQUITY | | 19.100 | 0,002% | F |
| BNP PARIBAS FUNDS - SEASONS | | 144.928 | 0,014% | F |
| BNPP DUBLIN / FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND II | | 71.644 | 0,007% | F |
| BNPP DUBLIN/FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND I | | 6.676 | 0,001% | F |
| BNY MELLON INTERNATIONAL EQUITY ETF | | 13.887 | 0,001% | F |
| BNY MELLON INTERNATIONAL STOCK INDEX FUND | | 8.016 | 0,001% | F |
| BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND | | 36.296 | 0,003% | F |
| BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND | | 15.094 | 0,001% | F |
| BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND | | 5.886 | 0,001% | F |
| BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA | | 553 | 0,000% | F |
| BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST | | 8.418 | 0,001% | F |
| BOCI PRUDENTIAL TRUSTEE LIMITED BOCPIFS EUIF | | 34.184 | 0,003% | F |
| BOOSTER WHOLESALE SCHEME | | 3.263 | 0,000% | F |
| BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S | | 50.000 | 0,005% | F |
| BRIDGE BUILDER INTERNATIONAL E | | 24.869 | 0,002% | F |
| BRIDGE BUILDER TAX MANAGED | | 3.267 | 0,000% | F |
| BRIDGEWATER BLUE PEAK FUND LP. | | 1.194 | 0,000% | F |
| BRIDGEWATER PURE ALPHA FUND III LTD | | 3.486 | 0,000% | F |
| BRIDGEWATER PURE ALPHA MAJOR MARKETS TRADING COMPANY LTD. | | 4.310 | 0,000% | F |
| BRIDGEWATER PURE ALPHA STERLING FUND LTD | | 2.330 | 0,000% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD. | | 129.747 | 0,012% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY IV LP | | 1.824 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BRIDGEWATER PURE ALPHA TRADING COMPANY LTD | | 15.642 | 0,001% | F |
| BRIGHTER SUPER | | 18.294 | 0,002% | F |
| BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO | | 4.330 | 0,000% | F |
| BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO | | 38.593 | 0,004% | F |
| BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION. | | 1.047 | 0,000% | F |
| BRUCE POWER PENSION PLAN | | 44.918 | 0,004% | F |
| BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD | | 450 | 0,000% | F |
| BRUNSWICK UNIT 2 QUALIFIED NUCLEAR | | 12.525 | 0,001% | F |
| BSF FORMUE EUR EQUITY INDEX FUND | | 14.383 | 0,001% | F |
| BUILDERS ASSET MANAGEMENT WATER LLC | | 19.011 | 0,002% | F |
| BUMA-UNIVERSAL-FONDS I | | 3.913 | 0,000% | F |
| BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND | | 66.513 | 0,006% | F |
| BUREAU OF LABOR FUNDS-LABOR PENSION FUND | | 466.945 | 0,045% | F |
| BUREAU OF PUBLIC SERVICE PENSION FUND | | 10.990 | 0,001% | F |
| BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST | | 3.182 | 0,000% | F |
| BW DMO FUND LTD. | | 14.420 | 0,001% | F |
| BW PASPG LTD | | 4.269 | 0,000% | F |
| BW-M PA 24, LTD | | 3.339 | 0,000% | F |
| BWSP GLOBAL MACRO TRADING LIMITED | | 249 | 0,000% | F |
| CAISSE DE DEPOT ET PLACEMENT DUQUEBEC | | 727.048 | 0,069% | F |
| CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 1.394.476 | 0,133% | F |
| CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM | | 42.760 | 0,004% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF | | 3.919 | 0,000% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND | | 29.983 | 0,003% | F |
| CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO | | 4.086 | 0,000% | F |
| CANADA PENSION PLAN INVESTMENT BOARD (CPPIB) | | 811.964 | 0,077% | F |
| CANOVAI ALBERTO | CNVLRT99A19A564R | 430 | 0,000% | F |
| CAPULA TAIL RISK MASTER FUND LIMITED | | 2.313 | 0,000% | F |
| CARDANO COMMON CONTRACTUAL FUND | | 2.143 | 0,000% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE | | 48.068 | 0,005% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL | | 26.676 | 0,003% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I) | | 6.436 | 0,001% | F |
| CARESUPER | | 127.022 | 0,012% | F |
| CASSA DEPOSITI E PRESTITI SPA | 80199230584 | 457.138.500 | 43,607% | F |
| CATERPILLAR INC. MASTER RETIREMENT TRUST | | 5.218 | 0,000% | F |
| CATERPILLAR INVESTMENT TRUST. | | 43.826 | 0,004% | F |
| CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND | | 3.063 | 0,000% | F |
| CB NL AIF CLIENTS ASSETS TAXABLE | | 181.862 | 0,017% | F |
| CBP GROWTH SEGMENT AKTIEN GLOBAL- BEST STYLES | | 58.035 | 0,006% | F |
| CC AND L Q GLOBAL EQUITY FUND | | 1.739 | 0,000% | F |
| CC AND L Q GROUP GLOBAL EQUITY FUND | | 5.191 | 0,000% | F |
| CC AND L Q INTERNATIONAL EQUITY FUND | | 7.147 | 0,001% | F |
| CC&L Q WORLD EX-USA EQUITY EXTENSION MASTER FUND LTD. | | 26.448 | 0,003% | F |
| CCCVM TRANSITION ACTS MONDIALES | | 6.132 | 0,001% | F |
| CENTRAL BANK OF IRELAND - MSCI PAB | | 18.735 | 0,002% | F |
| CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING | | 10.073 | 0,001% | F |
| CENTRAL PROVIDENT FUND BOARD | | 1.019 | 0,000% | F |
| CENTRALPENSIONFD SSGA SCI BETA LV 775358 | | 34.203 | 0,003% | F |
| CERES FONDS D ACTIONS MONDE | | 5.492 | 0,001% | F |
| CERVURITE INTERNATIONAL LLC | | 27.240 | 0,003% | F |
| CFSIL RE CNEALTH GS FD 16 | | 11.156 | 0,001% | F |
| CFSIL-COMMONWLTH GBL SHARE FD 17 | | 722.770 | 0,069% | F |
| CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND | | 13.101 | 0,001% | F |
| CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1 | | 29.400 | 0,003% | F |
| CHARLES C. GATES TRUST OF 6/30/1941 | | 3.478 | 0,000% | F |
| CHCP GLOBAL SECURITIES LP | | 2.533 | 0,000% | F |
| CHEVRON MASTER PENSION TRUST | | 2.773 | 0,000% | F |
| CHORELIA N 3 | | 141.131 | 0,013% | F |
| CHORELIA N 7 | | 179.128 | 0,017% | F |
| CHORELIA N?11 | | 200.840 | 0,019% | F |
| CHORELIA N?9 | | 203.554 | 0,019% | F |
| CHURCH COMMISSIONERS FOR ENGLAND | | 7.878 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS | | 7.046 | 0,001% | F |
| CIBC EUROPEAN INDEX FUND | | 2.048 | 0,000% | F |
| CIBC GL MAARS ALT CR REPO 011448 | | 1 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX ETF | | 1.232 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX POOL | | 1 | 0,000% | F |
| CIBC INTERNATIONAL INDEX FUND | | 27.628 | 0,003% | F |
| CIBC PENSION PLAN | | 26.565 | 0,003% | F |
| CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF | | 279.410 | 0,027% | F |
| CIN BELGIUM LIMITED | | 17 | 0,000% | F |
| CINDY SPRINGS LLC | | 42.020 | 0,004% | F |
| CITITRUST LIMITED | | 6.213 | 0,001% | F |
| CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND | | 2.634 | 0,000% | F |
| CITITRUST LTD | | 932 | 0,000% | F |
| CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN | | 18.545 | 0,002% | F |
| CITY OF NEW YORK DEFERRED COMPENSATION PLAN | | 18.150 | 0,002% | F |
| CITY OF NEW YORK GROUP TRUST | | 202.288 | 0,019% | F |
| CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM. | | 30.423 | 0,003% | F |
| CITY UNIVERSITY OF NEW YORK | | 331 | 0,000% | F |
| CM-AM CONVICTIONS EURO | | 200.000 | 0,019% | F |
| CM-AM PEA SECURITE | | 1.655.860 | 0,158% | F |
| CM-AM PEA SERENITE | | 426.629 | 0,041% | F |
| CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN | | 40.928 | 0,004% | F |
| CO PERATIE KLAVERBLAD VERZEKERINGEN U.A. | | 17.523 | 0,002% | F |
| COLLEGE RETIREMENT EQUITIES FUND | | 359.094 | 0,034% | F |
| COLONIAL FIRST STATE INVESTMENT FUND 50. | | 8.070 | 0,001% | F |
| COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND.. | | 40.471 | 0,004% | F |
| COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A. | | 253.248 | 0,024% | F |
| COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC | | 2.321 | 0,000% | F |
| COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN | | 6.593 | 0,001% | F |
| COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA | | 77.885 | 0,007% | F |
| CONNECTICUT GENERAL LIFE INSURANCE COMPANY | | 8.519 | 0,001% | F |
| CONNOR CLARK & LUNN COLLECTIVE INVESTMENT TRUST | | 19.484 | 0,002% | F |
| CONSERVATION INTERNATIONAL FOUNDATION, INC. | | 655 | 0,000% | F |
| CONSOLIDATED EDISON RETIREMENT PLAN | | 17.076 | 0,002% | F |
| CONSTELLATION FITZPATRICK QUALIFIED FUND | | 2.521 | 0,000% | F |
| CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND | | 2.633 | 0,000% | F |
| CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND | | 995 | 0,000% | F |
| CORALIUM PEA SANTé | | 151.407 | 0,014% | F |
| COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY | | 40.669 | 0,004% | F |
| CPR EUROLAND ESG | | 131.776 | 0,013% | F |
| CPR EUROPE ESG POCHE COR | | 41.073 | 0,004% | F |
| CREDIT SUISSE INDEX FUND (LUX) | | 442.442 | 0,042% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962 | | 33.879 | 0,003% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND | | 86.197 | 0,008% | F |
| CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED) | | 6.337 | 0,001% | F |
| DEAM FONDS ZDV | | 4.442 | 0,000% | F |
| DEE STREET GLOBAL EQUITY FUND | | 1.282 | 0,000% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT | | 145.545 | 0,014% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90 | | 9.343 | 0,001% | F |
| DEKA INVESTMENT GMBH A FU 5 FONDS | | 12.017 | 0,001% | F |
| DEKA INVESTMENT GMBH A SRR U1 | | 3.810 | 0,000% | F |
| DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG | | 32.163 | 0,003% | F |
| DEKA INVESTMENT GMBH GLOBALE AKTIEN | | 15.235 | 0,001% | F |
| DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA | | 154.550 | 0,015% | F |
| DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21 | | 6.885 | 0,001% | F |
| DEKA INVESTMENT GMBH W/A-REVI 2 | | 35.000 | 0,003% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF | | 427.317 | 0,041% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF | | 18.193 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF | | 6.314 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF | | 40.459 | 0,004% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF | | 24.552 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON | | 35.447 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL | | 10.342 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKAFONDS-RA-HH W/DWS AKTIEN | | 34.378 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS | | 14.000 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF | | 18.398 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF | | 8.165 | 0,001% | F |
| DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS | | 15.869 | 0,002% | F |
| DEKA INVESTMENT GMBH W/KREBSHILFE 1-FONDS | | 4.610 | 0,000% | F |
| DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II | | 16.624 | 0,002% | F |
| DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3 | | 5.860 | 0,001% | F |
| DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV | | 590 | 0,000% | F |
| DEKA INVESTMENT GMBH W/SSH-FONDS W/U04 | | 88.100 | 0,008% | F |
| DEKA INVESTMENT GMBH W/SVAM-FONDS | | 8.459 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TREMONIUS-FONDS | | 7.257 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02 | | 18.639 | 0,002% | F |
| DEKA VALUE PLUS | | 143.484 | 0,014% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS | | 21.000 | 0,002% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG | | 9.200 | 0,001% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLÄSSUNG LUXEMBURG W/IDB-STRATEGIE WUPPERTAL | | 1.226 | 0,000% | F |
| DEKA-MASTER-HAEK I | | 9.731 | 0,001% | F |
| DEKA-RAB | | 45.699 | 0,004% | F |
| DESJARDINS INTERNATIONAL EQUITYIND EX ETF | | 26.593 | 0,003% | F |
| DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF | | 351 | 0,000% | F |
| DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE | | 1.122 | 0,000% | F |
| DESTINATIONS INTERNATIONAL EQU | | 8.148 | 0,001% | F |
| DEUTSCHE DCG EQ | | 1.719 | 0,000% | F |
| DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF) | | 1.587 | 0,000% | F |
| DEVIF-FONDS NR. 349 | | 4.983 | 0,000% | F |
| DFI LP EQUITY (PASSIVE | | 532 | 0,000% | F |
| DIGITAL FUNDS STARS EUROZONE | | 11.563 | 0,001% | F |
| DILLON MARKETABLE SECURITIES COMMON TRUST FUND. | | 1.830 | 0,000% | F |
| DIMENSIONAL FUNDS PLC | | 72.447 | 0,007% | F |
| DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E | | 1.928 | 0,000% | F |
| DNB BANK ASA | | 43.684 | 0,004% | F |
| DPAM DBI-RDT B EQUITIES EMU INDEX | | 30.600 | 0,003% | F |
| DPAM L EQUITIES EMU SRI MSCI INDEX | | 15.793 | 0,002% | F |
| DPAM L EQUITIES WORLD SRI MSCI INDEX | | 2.400 | 0,000% | F |
| DPCTA-MASTERFONDS | | 20.577 | 0,002% | F |
| DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING | | 22.120 | 0,002% | F |
| DUNHAM INTERNATIONAL STOCK FUND | | 3.924 | 0,000% | F |
| DWS INVESTMENT GMBH DRIVEINVEST FOR PENSIONS SEG 2 | | 19.703 | 0,002% | F |
| DWS INVESTMENT GMBH FOR DEAM-FONDS CPT | | 5.000 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1 | | 5.654 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN | | 2.700 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ | | 13.396 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE | | 82.290 | 0,008% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROPEAN EQUITY | | 149.806 | 0,014% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY | | 39.640 | 0,004% | F |
| DWS INVESTMENT GMBH FOR DWS SYSTEMATIC EUROPEAN EQUITY | | 49.942 | 0,005% | F |
| DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER | | 1.350 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1 | | 26.908 | 0,003% | F |
| DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY | | 16.258 | 0,002% | F |
| DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND | | 4.766 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT | | 71.015 | 0,007% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO | | 1.316 | 0,000% | F |
| DWS MULTI ASSET PIR FUND | | 52.095 | 0,005% | F |
| DYNASTY INVEST LTD | | 1.134 | 0,000% | F |
| E TRADE NO FEE INTERNATIONAL INDEX FUND | | 240 | 0,000% | F |
| EBK-AKTIEN-UNIVERSAL-FONDS | | 76.801 | 0,007% | F |
| EGEPARGNE 2 DIVERSIFIE | | 19.708 | 0,002% | F |
| ELEVA UCITS FUND - ELEVA ABSOLUTE RETURN EUROPE | | 165.346 | 0,016% | F |
| EMBO-FONDS | | 11.075 | 0,001% | F |
| EMERGENCY SERVICES SUPERANNUATION SCHEME | | 2.465 | 0,000% | F |
| EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE | | 1 | 0,000% | F |
| EMPOWER ANNUITY INSURANCE COMPANY | | 64.699 | 0,006% | F |
| ENHANCED INDEX INTERNATIONAL SHARE FUND | | 21.104 | 0,002% | F |
| ENPAM | | 200.000 | 0,019% | F |
| ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI | | 11.750.450 | 1,121% | F |
| ENVIRONMENT FUND | | 3.673 | 0,000% | F |
| EPARGNE ACTIONS MONDE ISR | | 89.181 | 0,009% | F |
| EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO | | 33.001 | 0,003% | F |
| EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 26.765 | 0,003% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO | | 4.314 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO | | 4.919 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO | | 6.624 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO | | 9.310 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO | | 14.979 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 42.245 | 0,004% | F |
| EQUIPSUPER | | 57.778 | 0,006% | F |
| EQUITABLE FINANCIAL LIFE INSURANCE COMPANY | | 2.957 | 0,000% | F |
| ERAFP ACTIONS EURO I | | 592.588 | 0,057% | F |
| ERISA ACTION EUROPE N 2 | | 41.236 | 0,004% | F |
| ERISA ACTIONS GRANDES VALEURS | | 817.353 | 0,078% | F |
| ERSTE ASSET MANAGEMENT GMBH | | 441.100 | 0,042% | F |
| ESKOM PENSION AND PROVIDENT FUND | | 37.165 | 0,004% | F |
| ESPERIDES - S.A. SICAV-SIF | | 5.551 | 0,001% | F |
| ESSENTIA HEALTH | | 1.633 | 0,000% | F |
| EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB) | | 1.335 | 0,000% | F |
| F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC | | 3.419 | 0,000% | F |
| FACTORY MUTUAL INSURANCE COMPANY | | 5.790 | 0,001% | F |
| FAMILY INVESTMENTS CHILD TRUST FUND | | 5.916 | 0,001% | F |
| FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND | | 7.919 | 0,001% | F |
| FCM INTERNATIONAL LLC | | 835 | 0,000% | F |
| FCP HUMANIS RETRAITE ACTIONS | | 297.159 | 0,028% | F |
| FCP HUMANIS RETRAITE ACTIONS BAS CARBONE | | 213.173 | 0,020% | F |
| FCP SODIUM I | | 30.421 | 0,003% | F |
| FEDERATED HERMES GLOBAL ALLOCATION FUND | | 3.151 | 0,000% | F |
| FEDEX CORPORATION EMPLOYEES PENSION TRUST | | 15.223 | 0,001% | F |
| FGV - ACTIONS EUROPE LM B | | 124.795 | 0,012% | F |
| FGV ACTIONS EUROPE LM A | | 16.067 | 0,002% | F |
| FIDDLER PARTNERS LLC | | 474 | 0,000% | F |
| FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND | | 1.495.132 | 0,143% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND | | 15.397 | 0,001% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND | | 81.250 | 0,008% | F |
| FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF | | 27.911 | 0,003% | F |
| FIDELITY FUNDS - GLOBAL QUALITY INCOME POOL | | 292 | 0,000% | F |
| FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST | | 562 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND | | 51.455 | 0,005% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND | | 184 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND | | 97.365 | 0,009% | F |
| FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND | | 489.400 | 0,047% | F |
| FIDELITY SAI INTERNATIONAL INDEX FUND | | 173.026 | 0,017% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND | | 47.254 | 0,005% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND | | 186.693 | 0,018% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA | | 15.167 | 0,001% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. | | 832.136 | 0,079% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND | | 196.253 | 0,019% | F |
| FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF | | 36.046 | 0,003% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND | | 5.248 | 0,001% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND | | 12.362 | 0,001% | F |
| FIDEURAM COMPARTO PIANO AZIONI ITALIA | | 430.000 | 0,041% | F |
| FIDEURAM COMPARTO PIANO BILANCIATO ITALIA 50 | | 65.000 | 0,006% | F |
| FIDEURAM ITALIA | | 24.200 | 0,002% | F |
| FINALTIS EFFICIENT BETA EURO | | 4.994 | 0,000% | F |
| FIRE AND POLICE PENSION ASSOCIATION OF COLORADO | | 1 | 0,000% | F |
| FIRST PRIVATE EURO DIVIDENDEN STAUFER | | 75.136 | 0,007% | F |
| FIRST SENTIER INVESTORS GLOBAL UMBRELLA FUND PUBLIC LIMITED COMPANY | | 1.629 | 0,000% | F |
| FIRST TRUST DEVELOPED MARKETS EX US ALPHADEX FUND | | 80.016 | 0,008% | F |
| FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND | | 333.751 | 0,032% | F |
| FIRST TRUST EUROPE ALPHADEX FUND | | 64.741 | 0,006% | F |
| FIRST TRUST EUROZONE ALPHADEX ETF | | 17.333 | 0,002% | F |
| FIRST TRUST EUROZONE ALPHADEX UCITS ETF | | 25.092 | 0,002% | F |
| FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF | | 77.719 | 0,007% | F |
| FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF | | 12.722 | 0,001% | F |
| FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF | | 10.019 | 0,001% | F |
| FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF | | 44.365 | 0,004% | F |
| FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND | | 703.069 | 0,067% | F |
| FISCHER FAMILY TRUST | | 1.424 | 0,000% | F |
| FJARDE AP-FONDEN. | | 52.809 | 0,005% | F |
| FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND | | 8.645 | 0,001% | F |
| FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND | | 952 | 0,000% | F |
| FLORIDA GLOBAL EQUITY FUND LLC | | 4.654 | 0,000% | F |
| FLORIDA RETIREMENT SYSTEM | | 32.110 | 0,003% | F |
| FLORIDA RETIREMENT SYSTEM TRUST FUND | | 36.415 | 0,003% | F |
| FLORIDA RETSYS MINERVA 1009008 | | 14.956 | 0,001% | F |
| FLOURISH INVESTMENT CORPORATION | | 2.333 | 0,000% | F |
| FOLKSAM OMSESIDIG SAKFORSAKRING | | 17.361 | 0,002% | F |
| FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY | | 9.389 | 0,001% | F |
| FONDATION BOTNAR.. | | 20.429 | 0,002% | F |
| FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA | 00499230373 | 1.702.438 | 0,162% | F |
| FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES | | 1.933 | 0,000% | F |
| FONDITALIA | | 917.680 | 0,088% | F |
| FONDOPOSTE | | 41.029 | 0,004% | F |
| FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.) | | 1 | 0,000% | F |
| FONDS FUER STIFTUNGEN INVESCO | | 11.065 | 0,001% | F |
| FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS | | 2.001 | 0,000% | F |
| FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST.. | | 5.589 | 0,001% | F |
| FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST | | 664 | 0,000% | F |
| FOREIGN STOCK INDEX MOTHER FUND | | 29.833 | 0,003% | F |
| FORSTA AP - FONDEN | | 92.442 | 0,009% | F |
| FOVERUKA PENSION UNIVERSAL | | 7.109 | 0,001% | F |
| FRANKLIN INTERNATIONAL EQUITY INDEX ETF | | 6.059 | 0,001% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF | | 3.615 | 0,000% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF | | 2.484 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL DIVIDEND MULTIPLIER INDEX | | 20.846 | 0,002% | F |
| FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG | | 105.327 | 0,010% | F |
| FRANKLIN TEMPLETON ICAV | | 378.421 | 0,036% | F |
| FUNDACAO CALOUSTE GULBENKIAN | | 3.440 | 0,000% | F |
| FUNDO DE PENSOES . | | 5.355 | 0,001% | F |
| FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU | | 11.362 | 0,001% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F | | 97.655 | 0,009% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI. | | 23.474 | 0,002% | F |
| FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500) | | 2.736 | 0,000% | F |
| G.A.-FUND-B - EQUITY BROAD EURO P | | 13.078 | 0,001% | F |
| G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES | | 7.264 | 0,001% | F |
| GARD UNIT TRUST | | 9.721 | 0,001% | F |
| GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY | | 1.841 | 0,000% | F |
| GENERAL ORGANISATION FOR SOCIAL INSURANCE. | | 408.653 | 0,039% | F |
| GENERAL PENSION AND SOCIAL SECURITY AUTHORITY | | 6.980 | 0,001% | F |
| GENERALI DIVERSIFICATION | | 944 | 0,000% | F |
| GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT | | 187.800 | 0,018% | F |
| GERANA SICAV-SIF, S.A. | | 8.456 | 0,001% | F |
| GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND | | 2.795 | 0,000% | F |
| GLOBAL EQUITIES ENHANCED INDEX FUND | | 336.988 | 0,032% | F |
| GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC | | 2.198 | 0,000% | F |
| GLOBAL MULTI ASSET STRATEGY FUND | | 3.396 | 0,000% | F |
| GLOBAL MULTI-FACTOR EQUITY FUND | | 18.746 | 0,002% | F |
| GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND CAYMAN L.P. | | 3.300 | 0,000% | F |
| GLOBAL X MSCI SUPERDIVIDEND EAFE ETF | | 17.138 | 0,002% | F |
| GLS BANK AKTIENFONDS C/O UNIVERSAL-INVESTMENT- | | 700.000 | 0,067% | F |
| GMO BENCHMARK-FREE FUND | | 8.535 | 0,001% | F |
| GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND | | 4.882 | 0,000% | F |
| GMO IMPLEMENTATION FUND | | 16.295 | 0,002% | F |
| GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES | | 18.806 | 0,002% | F |
| GODFOND SVERIGE & VARLDEN | | 4.688 | 0,000% | F |
| GOLDMAN SACHS ETF ICAV | | 82 | 0,000% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E | | 19.164 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT | | 433.618 | 0,041% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF | | 81.147 | 0,008% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO | | 20.375 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF | | 7.574 | 0,001% | F |
| GOLDMAN SACHS FUNDS III | | 123.480 | 0,012% | F |
| GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND | | 25.471 | 0,002% | F |
| GOVERNMENT EMPLOYEES SUPERANNUATION BRD | | 49.586 | 0,005% | F |
| GOVERNMENT OF NORWAY | | 700.000 | 0,067% | F |
| GOVERNMENT PENSION INVESTMENT FUND | | 2.136.270 | 0,204% | F |
| GOVERNMENT SUPERANNUATION FUND | | 12.310 | 0,001% | F |
| GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD. | | 30 | 0,000% | F |
| GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND | | 12.968 | 0,001% | F |
| GREAT WEST INTERNATIONAL INDEX FUND | | 68.448 | 0,007% | F |
| GREEN CENTURY MSCI INTERNATION | | 15.809 | 0,002% | F |
| GREENFINCH FOUNDATION | | 2.460 | 0,000% | F |
| GUIDEMARK WORLD EX-US FUND | | 18.125 | 0,002% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND | | 62.243 | 0,006% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND. | | 25.999 | 0,002% | F |
| HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 4.837 | 0,000% | F |
| HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND | | 397.156 | 0,038% | F |
| HAWKES FAMILY LLC | | 1.283 | 0,000% | F |
| HAWTHORN DM LLC | | 9.507 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO | | 688 | 0,000% | F |
| HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO | | 286 | 0,000% | F |
| HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL | | 6.699 | 0,001% | F |
| HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO | | 9.459 | 0,001% | F |
| HC RENTE | | 2.170 | 0,000% | F |
| HEALTHCARE EMPLOYEES PENSION | | 137.281 | 0,013% | F |
| HELIUM ALPHA | | 5.881 | 0,001% | F |
| HELVETIA I EUROPA | | 52.607 | 0,005% | F |
| HESTA | | 138.785 | 0,013% | F |
| HI PNWL DIVIDENDE PLUS FONDS | | 644.333 | 0,061% | F |
| HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS | | 83.000 | 0,008% | F |
| HILLSDALE GLOBAL EQUITY FUND | | 6.898 | 0,001% | F |
| HI-PNWL-DIVIDENDE-PLUS-FONDS | | 217.327 | 0,021% | F |
| HI-PROAM-STIFTUNGSFONDS | | 2.393 | 0,000% | F |
| HI-PROVINZIAL-LOWRISK-DIVIDENDENSTRATEGIE-FONDS | | 13.830 | 0,001% | F |
| HMT HANSEMERKUR AKTIEN INVEST | | 1.524 | 0,000% | F |
| HMT-KVMV-FONDS THEODOR-HEUSS-A | | 439 | 0,000% | F |
| HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE | | 250.725 | 0,024% | F |
| HORIZON BUSINESS SRI DYN DBI-RDT | | 39.050 | 0,004% | F |
| HOSPITAL AUTHORITY PROVIDENT FUND SCHEME | | 13.596 | 0,001% | F |
| HOSTPLUS POOLED SUPERANNUATION TRUST | | 57.832 | 0,006% | F |
| HP+P STIFTUNGSFONDS | | 15.900 | 0,002% | F |
| HPE COMMON CONTRACTUAL FUND. | | 2.462 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 11. | | 787 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 12. | | 4.892 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 2 | | 2.539 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 3 | | 3.135 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 6 | | 411 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 7. | | 4.085 | 0,000% | F |
| HSBC ACTIONS MONDE | | 97.577 | 0,009% | F |
| HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY | | 141.593 | 0,014% | F |
| HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF | | 203 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF | | 414 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF | | 12.170 | 0,001% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF | | 3.597 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF | | 879 | 0,000% | F |
| HSBC EURO ACTIONS | | 323.566 | 0,031% | F |
| HSBC GLOBAL INVESTMENT FUNDS | | 59.360 | 0,006% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND | | 1.218 | 0,000% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND | | 18.319 | 0,002% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND | | 1.795 | 0,000% | F |
| HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND | | 14.268 | 0,001% | F |
| HUMANIS RETRAITE DIVERSIFIE | | 291.231 | 0,028% | F |
| IA CLARINGTON GLOBAL VALUE FUND | | 5.257 | 0,001% | F |
| IADB POST RETIREMENT BENEFITS FUND | | 14.689 | 0,001% | F |
| IADB STAFF RETIREMENT FUND | | 40.700 | 0,004% | F |
| IAGAM GLOBAL EQUITY TRUST. | | 45.536 | 0,004% | F |
| IBM 401(K) PLUS PLAN TRUST | | 35.565 | 0,003% | F |
| IF IST - EUROPE INDEX SRI | | 9.821 | 0,001% | F |
| IF IST - GLOBE INDEX | | 22.328 | 0,002% | F |
| IG MACKENZIE INTERNATIONAL SMALL CAP FUND | | 531.149 | 0,051% | F |
| ILA - A-ILDSCG | | 2.038 | 0,000% | F |
| ILA - A-ILEZEQG | | 9.537 | 0,001% | F |
| ILA - A-ILGLOEQG | | 1.987 | 0,000% | F |
| ILA - A-ILGLOEQN | | 852 | 0,000% | F |
| ILA - RAFIMF | | 2.849 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ILA-A-ILIMCFHY | | 4.312 | 0,000% | F |
| ILA-A-ILSDMH | | 42.355 | 0,004% | F |
| ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY | | 21.659 | 0,002% | F |
| ILA-LA WORLD ESG SCREENED FUND | | 5.226 | 0,000% | F |
| ILLINOIS MUNICIPAL RETIREMENT FUND | | 24.512 | 0,002% | F |
| IMCO GLOBAL PUBLIC EQUITY LP | | 77.168 | 0,007% | F |
| IMPACTASSETS INC. | | 202 | 0,000% | F |
| IMPERIAL INTERNATIONAL EQUITY POOL | | 14.911 | 0,001% | F |
| INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER | 80122170584 | 3.130.190 | 0,299% | F |
| ING DIRECT SICAV | | 20.493 | 0,002% | F |
| INSPIRE INTERNATIONAL ETF 80 A | | 84.469 | 0,008% | F |
| INTERFUND SICAV | | 22.622 | 0,002% | F |
| INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT | | 8.314 | 0,001% | F |
| INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC | | 646.985 | 0,062% | F |
| INTERNATIONAL EQUITIES B UNIT TRUST | | 1.449 | 0,000% | F |
| INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST | | 483 | 0,000% | F |
| INTERNATIONAL EQUITIES SECTOR TRUST | | 744 | 0,000% | F |
| INTERNATIONAL EQUITY FUND | | 3.862 | 0,000% | F |
| INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST | | 1.000 | 0,000% | F |
| INTERNATIONAL MONETARY FUND | | 30.572 | 0,003% | F |
| INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT | | 4.019 | 0,000% | F |
| INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN | | 13.901 | 0,001% | F |
| INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO | | 890.800 | 0,085% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE A-EUROPA-LA-PASSIV | | 3.706 | 0,000% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE INKA LUCK | | 68.221 | 0,007% | F |
| INVESCO FUNDS | | 767.843 | 0,073% | F |
| INVESCO GLOB ENHAN EQUITY UCITS ETF | | 352 | 0,000% | F |
| INVESCO GLOBAL BALANCED INDEX FUND UK | | 28.328 | 0,003% | F |
| INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND | | 6.169 | 0,001% | F |
| INVESCO GLOBAL EX UK CORE EQUITY INDEX FUND UK | | 18.263 | 0,002% | F |
| INVESCO GLOBAL EX UK ENHANCED INDEX FUND UK | | 25.748 | 0,002% | F |
| INVESCO MARKETS II PLC | | 12.114 | 0,001% | F |
| INVESCO MSCI WORLD SRI INDEX FUND | | 601 | 0,000% | F |
| INVESCO POOLED INVESTMENT FUND - EUROPE FUND | | 55.147 | 0,005% | F |
| INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES | | 47.045 | 0,004% | F |
| INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL | | 139.811 | 0,013% | F |
| INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL | | 95.254 | 0,009% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL | | 9.736 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL | | 13.896 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED ACCUMULATING KL | | 18.566 | 0,002% | F |
| INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE | | 1.796 | 0,000% | F |
| INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL | | 3.723 | 0,000% | F |
| INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI | | 24.633 | 0,002% | F |
| INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING | | 24.767 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL | | 25.097 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL | | 14.212 | 0,001% | F |
| INVESTITORI EUROPA | | 7.000 | 0,001% | F |
| INVESTITORI FLEXIBLE EQUITY ESG | | 1.760 | 0,000% | F |
| INVESTITORI PIAZZA AFFARI | | 25.500 | 0,002% | F |
| IOM UBS GLOBAL PASSIVE EQUITIES | | 5.346 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 12.449 | 0,001% | F |
| IP ACTIONS EURO | | 8.537 | 0,001% | F |
| IPC MULTIFACTOR INTERNATIONAL EQUITY | | 4.327 | 0,000% | F |
| IRISH LIFE ASSURANCE PLC | | 59.767 | 0,006% | F |
| IRISH LIFE ASSURANCE. | | 39.283 | 0,004% | F |
| IRISH LIFE CLIMATE FOCUSED FUND | | 758 | 0,000% | F |
| IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND | | 14.781 | 0,001% | F |
| IRR K LLC | | 4.519 | 0,000% | F |
| ISHARES ALL-COUNTRY EQUITY INDEX FUND | | 1.197 | 0,000% | F |
| ISHARES BLOCKCHAIN AND TECH ETF | | 3.654 | 0,000% | F |
| ISHARES CORE MSCI EAFE ETF | | 3.044.354 | 0,290% | F |
| ISHARES CORE MSCI EAFE IMI INDEX ETF | | 30.939 | 0,003% | F |
| ISHARES CORE MSCI EUROPE ETF | | 211.985 | 0,020% | F |
| ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF | | 416.783 | 0,040% | F |
| ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF | | 632.658 | 0,060% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF | | 5.483 | 0,001% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF | | 10.465 | 0,001% | F |
| ISHARES ESG ADVANCED MSCI EAFE ETF | | 42.268 | 0,004% | F |
| ISHARES ESG ADVANCED MSCI EAFE INDEX ETF | | 8.474 | 0,001% | F |
| ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE) | | 994.259 | 0,095% | F |
| ISHARES EURO STOXX UCITS ETF (DE) | | 191.446 | 0,018% | F |
| ISHARES II PUBLIC LIMITED COMPANY | | 1.236.388 | 0,118% | F |
| ISHARES III PUBLIC LIMITED COMPANY | | 1.235.638 | 0,118% | F |
| ISHARES INTERNATIONAL EQUITY FACTOR ETF | | 143.329 | 0,014% | F |
| ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF | | 541 | 0,000% | F |
| ISHARES IV PUBLIC LIMITED COMPANY | | 1.337.371 | 0,128% | F |
| ISHARES MSCI ACWI ETF | | 98.290 | 0,009% | F |
| ISHARES MSCI ACWI EX U.S. ETF | | 99.097 | 0,009% | F |
| ISHARES MSCI ACWI LOW CARBON TARGET ETF | | 24.340 | 0,002% | F |
| ISHARES MSCI EAFE ETF | | 1.529.206 | 0,146% | F |
| ISHARES MSCI EAFE INTERNATIONALINDEX FUND | | 288.895 | 0,028% | F |
| ISHARES MSCI EAFE VALUE ETF | | 1.042.422 | 0,099% | F |
| ISHARES MSCI EUR QLTY DIV UCITS ETF | | 476.761 | 0,045% | F |
| ISHARES MSCI EUROPE FINANCIALS ETF | | 616.770 | 0,059% | F |
| ISHARES MSCI EUROPE IMI INDEX ETF | | 3.689 | 0,000% | F |
| ISHARES MSCI EUROZONE ETF | | 551.177 | 0,053% | F |
| ISHARES MSCI GLOBAL MULTIFACTORETF | | 5.987 | 0,001% | F |
| ISHARES MSCI INTL MOMENTUM FACTOR ETF | | 120.790 | 0,012% | F |
| ISHARES MSCI ITALY ETF | | 545.080 | 0,052% | F |
| ISHARES MSCI KOKUSAI ETF | | 1.622 | 0,000% | F |
| ISHARES MSCI WORLD ETF | | 32.928 | 0,003% | F |
| ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF | | 144 | 0,000% | F |
| ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF | | 5.733 | 0,001% | F |
| ISHARES PUBLIC LIMITED COMPANY | | 2.691.275 | 0,257% | F |
| ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE | | 72.374 | 0,007% | F |
| ISHARES STOXX EUROPE 600 UCITS ETF (DE) | | 347.245 | 0,033% | F |
| ISHARES STOXX EUROPE MID 200 UCITS ETF (DE) | | 145.621 | 0,014% | F |
| ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE) | | 822.423 | 0,078% | F |
| ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE | | 1.979.158 | 0,189% | F |
| ISHARES V PUBLIC LIMITED COMPANY | | 307.933 | 0,029% | F |
| ISHARES VI PUBLIC LIMITED COMPANY | | 289.473 | 0,028% | F |
| ISHARES VII PUBLIC LIMITED COMPANY | | 981.817 | 0,094% | F |
| ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND | | 38.547 | 0,004% | F |
| ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND | | 2.409 | 0,000% | F |
| ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH) | | 3.662 | 0,000% | F |
| JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO | | 371 | 0,000% | F |
| JANUS HENDERSON HORIZON FUND - EUROLAND FUND | | 602.852 | 0,058% | F |
| JEFFREY LLC | | 7.080 | 0,001% | F |
| JNL INTERNATIONAL INDEX FUND | | 71.027 | 0,007% | F |
| JNL/DFA INTERNATIONAL CORE EQUITY FUND | | 9.139 | 0,001% | F |
| JNL/JPMORGAN GLOBAL ALLOCATION FUND | | 1.330 | 0,000% | F |
| JNL/MELLON MSCI WORLD INDEX FUND | | 5.947 | 0,001% | F |



132

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND | | 76.991 | 0,007% | F |
| JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF | | 9.242 | 0,001% | F |
| JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY | | 28.121 | 0,003% | F |
| JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF | | 22.738 | 0,002% | F |
| JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST | | 32.130 | 0,003% | F |
| JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST. | | 16.613 | 0,002% | F |
| JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST | | 54.567 | 0,005% | F |
| JOHN T. WALTON FAMILY TRUST | | 120.586 | 0,012% | F |
| JOSHUA GREEN CORPORATION | | 3.450 | 0,000% | F |
| JPM MULTI INCOME FUND | | 25.190 | 0,002% | F |
| JPMORGAN BETABUILDERS EUROPE ETF | | 175.059 | 0,017% | F |
| JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF | | 132.623 | 0,013% | F |
| JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND | | 162.006 | 0,015% | F |
| JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF | | 53.915 | 0,005% | F |
| JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF | | 13.151 | 0,001% | F |
| JPMORGAN EUROPE STRATEGIC DIVIDEND FUND | | 3.486 | 0,000% | F |
| JPMORGAN FLEXIBLE INCOME ETF | | 198 | 0,000% | F |
| JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND | | 3.264 | 0,000% | F |
| JPMORGAN FUNDS | | 354.244 | 0,034% | F |
| JPMORGAN GLOBAL ALLOCATION FUND | | 4.019 | 0,000% | F |
| JPMORGAN INCOME BUILDER FUND | | 76.135 | 0,007% | F |
| JPMORGAN INVESTMENT FUNDS | | 347.020 | 0,033% | F |
| JPMORGAN MULTI BALANCED FUND | | 2.159 | 0,000% | F |
| JTW TRUST NO. 2 UAD 9/19/02. | | 2.007 | 0,000% | F |
| JTW TRUST NO. 3 UAD 9/19/02. | | 2.827 | 0,000% | F |
| JTW TRUST NO. 4 UAD 9/19/02. | | 2.036 | 0,000% | F |
| JTW TRUST NO. 5 UAD 9/19/02. | | 1.555 | 0,000% | F |
| JUNON ACTIONS OBLIGATIONS | | 221.998 | 0,021% | F |
| K INVESTMENTS SH LIMITED. | | 34.350 | 0,003% | F |
| KAISER FOUNDATION HOSPITALS | | 6.781 | 0,001% | F |
| KAISER PERMANENTE GROUP TRUST | | 5.311 | 0,001% | F |
| KAP IP GLO EQUI III 56097 | | 10.289 | 0,001% | F |
| KAP MPI INTERNATIONALE AKTIER 55016 | | 139.345 | 0,013% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER | | 3.011 | 0,000% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5 | | 72.462 | 0,007% | F |
| KAPITALFORENINGEN EMD INVEST VERDENSINDEKS | | 8.758 | 0,001% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I | | 17.756 | 0,002% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX | | 29.365 | 0,003% | F |
| KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS | | 18.873 | 0,002% | F |
| KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED | | 176.190 | 0,017% | F |
| KAS BANK PF | | 632 | 0,000% | F |
| KBC ECO FUND/WORLD | | 13.970 | 0,001% | F |
| KBC EQUITY FUND EUROZONE | | 377.140 | 0,036% | F |
| KBC EQUITY FUND EUROZONE DBI-RDT | | 47.780 | 0,005% | F |
| KBC EQUITY FUND SRI EUROZONE | | 619.635 | 0,059% | F |
| KBC EQUITY FUND WORLD | | 125.793 | 0,012% | F |
| KBC EQUITY FUND/EUROPE | | 34.784 | 0,003% | F |
| KBC EQUITY FUND/SRI WORLD | | 162.329 | 0,015% | F |
| KBC EQUITY FUND/WORLD DBI-ROT | | 29.453 | 0,003% | F |
| KBC EQUITY SRI WORLD DBI-RDT | | 20.462 | 0,002% | F |
| KBC INST FUND EURO EQUITY | | 53.482 | 0,005% | F |
| KBC INSTITUTIONAL FUND SRI EURO | | 79.283 | 0,008% | F |
| KBC INSTITUTIONAL FUND/SRI WORLD EQUITY | | 32.384 | 0,003% | F |
| KBI FUNDS ICAV | | 14.564 | 0,001% | F |
| KBI GLOBAL INVESTMENT FUND | | 8.844 | 0,001% | F |
| KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1 | | 75.651 | 0,007% | F |
| KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR | | 50.120 | 0,005% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| KESKINÄINEN VAKUUTUSYHTIÖ FENNIA | | 9.102 | 0,001% | F |
| KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI | | 19.773 | 0,002% | F |
| KOKUSAI EQUITY INDEX FUND, A S | | 12.306 | 0,001% | F |
| KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP | | 69.228 | 0,007% | F |
| KUMPULAN WANG PERSARAAN DIPERBADANKAN | | 13.139 | 0,001% | F |
| KUTXABANK GESTION SGIIC, S.A. | | 242.248 | 0,023% | F |
| KUTXABANK PENSIONES, S.A., SGFP | | 99.319 | 0,009% | F |
| LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES | | 52.795 | 0,005% | F |
| LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION | | 1.690 | 0,000% | F |
| LACERA MASTER OPEB TRUST | | 11.377 | 0,001% | F |
| LACM GLOBAL EQUITY FUND LP | | 1.877 | 0,000% | F |
| LAKE AVENUE INVESTMENTS LLC | | 18.058 | 0,002% | F |
| LARGE CAP INTL PORTFOLIO OF DFA INV | | 154.290 | 0,015% | F |
| LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP TRUST | | 8.200 | 0,001% | F |
| LAZARD ASSET MANAGEMENT LLC | | 118 | 0,000% | F |
| LBPAM 3 MOIS | | 2.182.558 | 0,208% | F |
| LBPAM ACTIONS DIVIDENDES EUROP | | 3.163 | 0,000% | F |
| LBPAM ISR ACTIONS 80 | | 63.889 | 0,006% | F |
| LBPAM ISR ACTIONS EURO LARGE CAP | | 3.599 | 0,000% | F |
| LBPAM ISR ACTIONS EUROMONDE | | 124.806 | 0,012% | F |
| LBPAM ISR ACTIONS EUROPE 50 | | 375.097 | 0,036% | F |
| LBPAM ISR ACTIONS FOCUS EURO | | 87.076 | 0,008% | F |
| LBPAM ISR AVENIR EURO | | 956 | 0,000% | F |
| LBPAM ISR STRATEGIE PEA 1 | | 10.996 | 0,001% | F |
| LBPAM ISR STRATEGIE PEA 2 | | 17.216 | 0,002% | F |
| LBPAM SHORT TERM | | 133.000 | 0,013% | F |
| LCL ACTIONS EURO CORE+ | | 69.430 | 0,007% | F |
| LCL ACTIONS MONDE HORS EUROPE EURO | | 186.002 | 0,018% | F |
| LCL TRIPLE HORIZON (SEPT 2021) | | 122.133 | 0,012% | F |
| LEADERSEL P.M.I | | 29.030 | 0,003% | F |
| LEGAL & GENERAL ASSURANCE SOCIETY LIMITED | | 655 | 0,000% | F |
| LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E | | 6.009 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO | | 30.046 | 0,003% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE | | 8.830 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED | | 330 | 0,000% | F |
| LEGAL & GENERAL GLOBAL EQUITY INDEX FUND | | 12.796 | 0,001% | F |
| LEGAL & GENERAL ICAV. | | 6.172 | 0,001% | F |
| LEGAL & GENERAL MSCI EAFE FUND LLC | | 39.561 | 0,004% | F |
| LEGAL & GENERAL MSCI EAFE SL FUND LLC | | 27.903 | 0,003% | F |
| LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT ( | | 16.397 | 0,002% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED | | 162.311 | 0,015% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND | | 2.953 | 0,000% | F |
| LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED | | 1.260.036 | 0,120% | F |
| LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED | | 14.483 | 0,001% | F |
| LEGAL AND GENERAL CCF | | 24.279 | 0,002% | F |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST. | | 40.947 | 0,004% | F |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.. | | 272 | 0,000% | F |
| LEGAL AND GENERAL EUROPEAN INDEX TRUST | | 195.654 | 0,019% | F |
| LEGAL AND GENERAL INTERNATIONAL INDEX TRUST | | 61.961 | 0,006% | F |
| LEGAL AND GENERAL UCITS ETF PLC | | 144.585 | 0,014% | F |
| LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF | | 362.985 | 0,035% | F |
| LFM ACTIONS MONDE VOLATILITE C | | 89.564 | 0,009% | F |
| LGIM MANAGERS (EUROPE) LIMITED | | 33.279 | 0,003% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME | | 4.600 | 0,000% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME.. | | 399 | 0,000% | F |



141

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| LM FUND LP | | 474 | 0,000% | F |
| LMAP 909 SUB FUND OF LMAP IRELAND ICAV | | 2.661 | 0,000% | F |
| LMT MRT BLRK EUROPE VALUE 775373 | | 7.397 | 0,001% | F |
| LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR | | 318 | 0,000% | F |
| LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST | | 5.496 | 0,001% | F |
| LOF TARGETNETZERO EUROPE EQUITY | | 6.189 | 0,001% | F |
| LOF TARGETNETZERO GLOBAL EQUITY | | 2.054 | 0,000% | F |
| LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME. | | 11.075 | 0,001% | F |
| LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM. | | 25.820 | 0,002% | F |
| LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI | | 2.437 | 0,000% | F |
| LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST | | 70.070 | 0,007% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS( | | 8.251 | 0,001% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND | | 65.083 | 0,006% | F |
| LUXCELLENCE-HELVETIA EUROP EQUITY | | 6.312 | 0,001% | F |
| LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND | | 9.286 | 0,001% | F |
| LVIP SSGA DEVELOPED INTERNATIONAL 150 FU | | 221.071 | 0,021% | F |
| LVIP SSGA INTERNATIONAL INDEX FUND | | 58.233 | 0,006% | F |
| LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G. | | 45.566 | 0,004% | F |
| LYXOR FTSE MIB UCITS ETF | | 422.304 | 0,040% | F |
| LYXOR MSCI EUROPE UCITS ETF | | 30.242 | 0,003% | F |
| M INTERNATIONAL EQUITY FUND | | 2.463 | 0,000% | F |
| M PRIME EUROPE STOCKS | | 223 | 0,000% | F |
| MACK EAFE EQUITY POOL | | 11.863 | 0,001% | F |
| MACKENZIE INTERNATIONAL EQUITY INDEX ETF | | 19.532 | 0,002% | F |
| MACQUARIE INTERNATIONAL EQUITIES FUND | | 17.922 | 0,002% | F |
| MACQUARIE MULTI-FACTOR FUND | | 6.015 | 0,001% | F |
| MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED | | 3.898 | 0,000% | F |
| MANAGED PENSION FUNDS LIMITED | | 3.947 | 0,000% | F |
| MANDARINE EQUITY INCOME | | 4.285 | 0,000% | F |
| MANDAT ACTION HGAM | | 215.978 | 0,021% | F |
| MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND | | 24.109 | 0,002% | F |
| MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF | | 10.341 | 0,001% | F |
| MANVILLE PERSONAL INJURY SETTLEMENT TRUST | | 1.514 | 0,000% | F |
| MARIGOLD TACTICAL STRATEGIES LTD | | 1.388 | 0,000% | F |
| MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK | | 10.427 | 0,001% | F |
| MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUIT | | 55.636 | 0,005% | F |
| MARYLAND STATE RETIREMENT PENSION SYSTEM | | 44.400 | 0,004% | F |
| MASTERFONDS BANTHUS | | 11.259 | 0,001% | F |
| MASTERINVEST KAPITALANLAGE GMBH | | 2.426 | 0,000% | F |
| MATB MSCI KOKUSAI INDEX MOTHER FUND | | 7.663 | 0,001% | F |
| MBB PUBLIC MARKETS I LLC | | 30.773 | 0,003% | F |
| MBB SMART FUND C LLC | | 14.329 | 0,001% | F |
| MBB SMART FUND P LLC | | 12.148 | 0,001% | F |
| MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP) | | 1.625 | 0,000% | F |
| MD INTERNATIONAL GROWTH FUND | | 4.411 | 0,000% | F |
| MD INTERNATIONAL VALUE FUND | | 7.898 | 0,001% | F |
| MDPIM INTERNATIONAL EQUITY INDEX POOL | | 27.212 | 0,003% | F |
| MDPIM INTERNATIONAL EQUITY POOL | | 123.133 | 0,012% | F |
| MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH | | 27.767 | 0,003% | F |
| MEDIOLANUM GESTION SGIIC, SA | | 5.386 | 0,001% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA | | 1.170.000 | 0,112% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA | | 170.000 | 0,016% | F |
| MERCER GLOBAL EQUITY FUND | | 34.419 | 0,003% | F |
| MERCER INDEXED INTERNATIONAL SHARES FUND | | 37.972 | 0,004% | F |
| MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND | | 832 | 0,000% | F |
| MERCER NONUS CORE EQUITY FUND | | 262.370 | 0,025% | F |
| MERCER PASSIVE INTERNATIONAL SHARES FUND | | 13.316 | 0,001% | F |
| MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND | | 2.084 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL | | 12.465 | 0,001% | F |
| MERCER QIF COMMON CONTRACTUAL FUND | | 154.589 | 0,015% | F |
| MERCER UCITS COMMON CONTRACTUALFUND | | 31.680 | 0,003% | F |
| MERCER UNHEDGED OVERSEAS SHARES TRUST | | 162.993 | 0,016% | F |
| MERCER WHOLESALE FUNDS | | 1.392 | 0,000% | F |
| MERCK AND CO INC MASTER RETIREMENT TRUST | | 111.328 | 0,011% | F |
| METALLRENTE FONDS PORTFOLIO | | 30.392 | 0,003% | F |
| METIS EQUITY TRUST | | 2.593 | 0,000% | F |
| METROPOLITAN EMPLOYEE BENEFIT SYSTEM | | 6.573 | 0,001% | F |
| METROPOLITAN LIFE INSURANCE COMPANY | | 10.063 | 0,001% | F |
| MGF | | 46.878 | 0,004% | F |
| MGI FUNDS PLC | | 77.360 | 0,007% | F |
| MGTS AFH DA EURO JPM GROWTH | | 32.056 | 0,003% | F |
| MGTS AFH DA EURO JPM VALUE | | 55.318 | 0,005% | F |
| MI FONDS K12 | | 42.009 | 0,004% | F |
| MICHAEL AND MAIRA CAREN TRUST 930 | | 1.217 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE | | 1.048 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST | | 1.992 | 0,000% | F |
| MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN | | 24.736 | 0,002% | F |
| MIDDLETOWN WORKS HOURLY AND SALARIED UNION | | 706 | 0,000% | F |
| MI-FONDS 384 | | 23.719 | 0,002% | F |
| MI-FONDS F47 | | 32.464 | 0,003% | F |
| MIGROS BANK (LUX) FONDS 30 | | 1.100 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 40 (EUR) | | 1.190 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 50 | | 1.540 | 0,000% | F |
| MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS | | 2.999 | 0,000% | F |
| MINEWORKERS' PENSION SCHEME | | 7.996 | 0,001% | F |
| MINISTERO DELL'ECONOMIA E DELLE FINANZE | 80415740580 | 382.127.890 | 36,452% | F |
| MINISTRY OF ECONOMY AND FINANCE | | 167.790 | 0,016% | F |
| MISSOURI EDUCATION PENSION TRUST | | 187.626 | 0,018% | F |
| MM DEVELOPED WORLD EQUITY INDEX FUND II | | 13.875 | 0,001% | F |
| MOA INTERNATIONAL FUND | | 634.404 | 0,061% | F |
| MOBIUS LIFE LIMITED. | | 13.906 | 0,001% | F |
| MONETARY AUTHORITY OF MACAO | | 1 | 0,000% | F |
| MONTSEGUR CROISSANCE | | 131.203 | 0,013% | F |
| MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO | | 1.886 | 0,000% | F |
| MORGAN STANLEY PATHWAY FUNDS - | | 12.751 | 0,001% | F |
| MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO | | 102 | 0,000% | F |
| MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST | | 2.278 | 0,000% | F |
| MOTHER CABRINI HEALTH FOUNDATION INC | | 28.842 | 0,003% | F |
| MOUNT HATTON INVESTMENTS LIMITED | | 48.954 | 0,005% | F |
| MSCI ACWI EX-U.S. IMI INDEX FUND B2 | | 9.805 | 0,001% | F |
| MSCI EQUITY INDEX FUND B - ITALY (MSITB) | | 160.654 | 0,015% | F |
| MSCI EUROPE EQUITY INDEX FUND B (EUROSECB | | 30.013 | 0,003% | F |
| MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND | | 1.779 | 0,000% | F |
| MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND | | 434.948 | 0,041% | F |
| MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX | | 17.168 | 0,002% | F |
| NAA WORLD EQUITY INCOME FUND | | 3.619 | 0,000% | F |
| NAA WORLD EQUITY INCOME SERIES | | 8.842 | 0,001% | F |
| NATHALIE DE GUNZBERG | | 1.244 | 0,000% | F |
| NATIONAL BANK FINANCIAL INC | | 2.757 | 0,000% | F |
| NATIONAL COUNCIL FOR SOCIAL SEC FUND | | 13.351 | 0,001% | F |
| NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC | | 158.219 | 0,015% | F |
| NATIONAL EMPLOYMENT SAVINGS TRUST | | 843.157 | 0,080% | F |
| NATIONAL PENSION INSURANCE FUND | | 76.047 | 0,007% | F |
| NATIONWIDE INTERNATIONAL INDEX FUND | | 20.242 | 0,002% | F |
| NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST | | 33.237 | 0,003% | F |
| NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST | | 66.682 | 0,006% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O | | 1.037 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO | | 155.685 | 0,015% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE | | 6.263 | 0,001% | F |
| NB BRETON HILL MULTI-STYLE PREMIA MASTER FUND LP C/O WALKERS CORPORATE LIMITED | | 114 | 0,000% | F |
| NBIMC EAFE EQUITY INDEX FUND. | | 8.523 | 0,001% | F |
| NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS | | 57.842 | 0,006% | F |
| NEUALT LLC | | 16.784 | 0,002% | F |
| NEW AIRWAYS PENSION SCHEME | | 310 | 0,000% | F |
| NEW YORK STATE COMMON RETIREMENT FUND | | 88.900 | 0,008% | F |
| NEW YORK STATE TEACHERS RETIREMENT SYSTEM | | 871.990 | 0,083% | F |
| NEW ZEALAND SUPERANNUATION FUND. | | 621.025 | 0,059% | F |
| NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POWER PLANT | | 2.129 | 0,000% | F |
| NFL PLAYER TAX QUALIFIED ANNUITY PLAN | | 3.977 | 0,000% | F |
| NORDEA EUROPEAN PASSIVE FUND | | 10.284 | 0,001% | F |
| NORDEA GLOBAL PASSIVE FUND | | 17.185 | 0,002% | F |
| NORDEA WORLD PASSIVE FUND | | 13.786 | 0,001% | F |
| NORGES BANK | | 11.037.708 | 1,053% | F |
| NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND | | 137.640 | 0,013% | F |
| NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND. | | 61.970 | 0,006% | F |
| NORTHERN LIGHTS FUND TRUST IV | | 17.478 | 0,002% | F |
| NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR | | 45.071 | 0,004% | F |
| NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING | | 66.447 | 0,006% | F |
| NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST | | 937.401 | 0,089% | F |
| NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND | | 319.312 | 0,030% | F |
| NORTHERN TRUST UCITS FGR FUND | | 121.304 | 0,012% | F |
| NORTHERN WORLD SELECTION INDEX FUND | | 24.255 | 0,002% | F |
| NORTHROP GRUMMAN PENSION MASTERTRUST | | 7.505 | 0,001% | F |
| NOW PENSIONS TRUST | | 34.471 | 0,003% | F |
| NSP MINNESEOTA RETAIL PRAIRIE II | | 4.235 | 0,000% | F |
| NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST | | 4.229 | 0,000% | F |
| NSP MONTICELLO MINNESOTA RETAIL | | 6.527 | 0,001% | F |
| NT WORLD GREEN TRANSITION INDEX FUND | | 488 | 0,000% | F |
| NUNAVUT TRUST | | 1.913 | 0,000% | F |
| NUVEEN INTERNATIONAL EQUITY INDEX FUND | | 48.971 | 0,005% | F |
| NV HAGELUNIE | | 2.157 | 0,000% | F |
| NVIT INTERNATIONAL INDEX FUND | | 20.615 | 0,002% | F |
| OFI INVEST ESG EURO EQUITY SMA | | 547 | 0,000% | F |
| OLD WESTBURY LARGE CAP STRATEGIES FUND | | 2.951.738 | 0,282% | F |
| OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND. | | 626.174 | 0,060% | F |
| OMERS ADMINISTRATION CORPORATION | | 93.657 | 0,009% | F |
| ONEMARKETS ITALY ICAV | | 328 | 0,000% | F |
| ONEMARKETS PIMCO GLOBAL BALANCED ALLOC | | 8.275 | 0,001% | F |
| OPENWORLD PUBLIC LIMITED COMPANY | | 703 | 0,000% | F |
| ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM | | 62.398 | 0,006% | F |
| OSSH 1 TRUST | | 59.087 | 0,006% | F |
| OSSIAM IRL ICAV | | 6.565 | 0,001% | F |
| OSSIAM LUX | | 342.384 | 0,033% | F |
| OSTRUM SRI EURO MINVOL EQUITY | | 11.816 | 0,001% | F |
| OSTRUM SRI EUROPE EQUITY | | 258.678 | 0,025% | F |
| PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST | | 1.105 | 0,000% | F |
| PARAMETRIC INTERNATIONAL EQUITYFUND | | 9.300 | 0,001% | F |
| PCA TAX SHELTERED ANNUITY PLAN | | 3.023 | 0,000% | F |
| PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND | | 2.082 | 0,000% | F |
| PENSION BENEFIT GUARANTY CORPORATION | | 128.044 | 0,012% | F |
| PENSION RESERVES INVESTMENT TRUST FUND | | 43.382 | 0,004% | F |
| PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB | | 65.160 | 0,006% | F |
| PEOPLE'S BANK OF CHINA | | 106.254 | 0,010% | F |
| PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND | | 2.133 | 0,000% | F |
| PERTUBUHAN KESELAMATAN SOSIAL | | 50.250 | 0,005% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF | | 2.893 | 0,000% | F |
| PFA PENSION FORSIKRINGSAKTIESELSKAB | | 115.207 | 0,011% | F |
| PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND | | 990 | 0,000% | F |
| PGIM QMA INTERNATIONAL EQUITY FUND | | 36.890 | 0,004% | F |
| PHILADELPHIA GAS WORKS PENSION PLAN | | 1.183 | 0,000% | F |
| PHILIP VERONICA A KOVACH JT TEN/WROS 2934 | | 19 | 0,000% | F |
| PHOSPHORE | | 34.120 | 0,003% | F |
| PICTET - EUROPE INDEX | | 53.720 | 0,005% | F |
| PICTET - MULTI ASSET GLOBAL OPPORTUNITIES | | 50.724 | 0,005% | F |
| PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES | | 107.087 | 0,010% | F |
| PICTET CH - GLOBAL EQUITIES | | 3.568 | 0,000% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER | | 18.770 | 0,002% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL | | 15.027 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER | | 14.903 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE | | 2.420 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL | | 3.444 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER | | 6.334 | 0,001% | F |
| PICTET-EUROLAND INDEX | | 15.708 | 0,001% | F |
| PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND | | 966 | 0,000% | F |
| PIMCO FUNDS GLOBAL INVESTORS SERIES PLC | | 48.674 | 0,005% | F |
| PINK CALI LLC | | 486 | 0,000% | F |
| PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH | | 2.133 | 0,000% | F |
| PIVOTAL PHILANTHROPIES FOUNDATION | | 2.249 | 0,000% | F |
| PK CSG WORLD EQUITY UBS FUND MANAGEMENT SWITZERLAND AG | | 5.152 | 0,000% | F |
| PLATO INST I FUND EURO EQUITY | | 12.549 | 0,001% | F |
| PLATO INSTIT INDEX FND WORLD DBI-RDT | | 5.458 | 0,001% | F |
| PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY | | 25.437 | 0,002% | F |
| PLEIADES TRUST | | 79.666 | 0,008% | F |
| POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST | | 6.243 | 0,001% | F |
| POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY | | 71.439 | 0,007% | F |
| POOL REINSURANCE CO LTD | | 3.465 | 0,000% | F |
| PRAXIS INTERNATIONAL INDEX FUND | | 51.414 | 0,005% | F |
| PREVINDAI FONDO PENSIONE | | 61.120 | 0,006% | F |
| PREVOYANCENE FUND PREVOYANCENE GLOBAL ASSETS UBS FUND MANAGEMENT SWITZERLAND AG | | 3.172 | 0,000% | F |
| PRIME SUPER PTY LTD | | 4.376 | 0,000% | F |
| PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX | | 27.768 | 0,003% | F |
| PRINCIPAL FUNDS INC OVERSEAS FUND | | 4.768 | 0,000% | F |
| PRIVILEDGE - JP MORGAN PAN EUROPEAN FLEXIBLE EQUITY | | 121.411 | 0,012% | F |
| PROCTER AND GAMBLE BELGIUM PENSION FUND | | 1.329 | 0,000% | F |
| PRO-GEN INVESTMENTS LLC | | 1.449 | 0,000% | F |
| PROJECT 121/160-41 (P) | | 5.177 | 0,000% | F |
| PROJECT 121/160-70 (P) | | 1.959 | 0,000% | F |
| PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL | | 25.766 | 0,002% | F |
| PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS | | 1.797 | 0,000% | F |
| PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR. | | 1.361 | 0,000% | F |
| PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD | | 25.232 | 0,002% | F |
| PRUDENTIAL HONG KONG LIMITED | | 68.515 | 0,007% | F |
| PRUDENTIAL INVESTMENT PORTFOLIOS 9 PGIM ABSOLUTE RETURN BO | | 13.875 | 0,001% | F |
| PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY | | 23.315 | 0,002% | F |
| PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST | | 7.980 | 0,001% | F |
| PSF GLOBAL EQUITY PORT PI6337A 0000296332 | | 31.900 | 0,003% | F |
| PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO | | 6.990 | 0,001% | F |
| PUBLIC EMPLOYEES' LONG-TERM CARE FUND | | 8.301 | 0,001% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO | | 80.434 | 0,008% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO | | 269 | 0,000% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 139.925 | 0,013% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI | | 76.699 | 0,007% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA | | 220.052 | 0,021% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 37.844 | 0,004% | F |
| PUBLIC SECTOR PENSION INVESTMENT BOARD. | | 207.431 | 0,020% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND | | 115.267 | 0,011% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND | | 218.893 | 0,021% | F |
| QIC INTERNATIONAL EQUITIES FUND. | | 40.624 | 0,004% | F |
| QIC LISTED EQUITIES FUND | | 180.467 | 0,017% | F |
| QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES | | 262.008 | 0,025% | F |
| RAGS-FUNDMASTER | | 50.383 | 0,005% | F |
| RAILWAYS PENSION TRUSTEE COMPANY LIMITED | | 33.354 | 0,003% | F |
| RATTAZZI LUPO | RTTLPU53A25Z133M | 864.780 | 0,082% | F |
| RBC INDIGO INTERNATIONAL EQUITYINDEX FUND. | | 3.226 | 0,000% | F |
| RBC O'SHAUGHNESSY INTERNATIONAL EQUITY FUND | | 3.075 | 0,000% | F |
| REASSURE LIMITED | | 114.783 | 0,011% | F |
| REGIME DE RENTES DU MOUVEMENT DESJARDINS | | 19.518 | 0,002% | F |
| RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT | | 15.492 | 0,001% | F |
| RETIREMENT BENEFITS INVESTMENT FUND | | 3.563 | 0,000% | F |
| RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES. | | 27.191 | 0,003% | F |
| REUSSER JÜRG, FRED | | 6.000 | 0,001% | F |
| RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST | | 352.057 | 0,034% | F |
| RHUMBLINE INTERNATIONAL POOLED INDEX TRUST | | 17.611 | 0,002% | F |
| RHUMBLINE LOW CARBON INDEX FUNDLLC | | 25.942 | 0,002% | F |
| RLA GLOBAL SHARE FUND | | 5.642 | 0,001% | F |
| RLA INTERNATIONAL EQUITIES FUND | | 14.263 | 0,001% | F |
| RLA NZ INTERNATIONAL EQUITIES FUND | | 6.640 | 0,001% | F |
| ROBECO CAPITAL GROWTH FUNDS | | 131.998 | 0,013% | F |
| ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF | | 55.066 | 0,005% | F |
| ROBECO UCITS ICAV | | 35.063 | 0,003% | F |
| ROBECO UMBRELLA FUND I N.V. | | 23.500 | 0,002% | F |
| ROBIN 1-FONDS | | 37.515 | 0,004% | F |
| ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 2.430 | 0,000% | F |
| ROCHE U.S. RETIREMENT PLANS MASTER TRUST | | 7.884 | 0,001% | F |
| ROPS EURO P | | 80.611 | 0,008% | F |
| ROPS-SMART INDEX EURO | | 59.706 | 0,006% | F |
| ROSEFINCH FOUNDATION | | 2.460 | 0,000% | F |
| ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND | | 72.306 | 0,007% | F |
| ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT | | 730 | 0,000% | F |
| RPAQ 2015 FUND LP | | 30.987 | 0,003% | F |
| RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND | | 1.901 | 0,000% | F |
| RT VIF VERSICHERUNG INTERNATIONAL FONDS | | 44.200 | 0,004% | F |
| RTX SAVINGS PLAN MASTER TRUST | | 131.911 | 0,013% | F |
| RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND | | 14.482 | 0,001% | F |
| RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND | | 5.370 | 0,001% | F |
| RUSSELL INVESTMENT COMPANY PLC | | 30.158 | 0,003% | F |
| RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND | | 4.258 | 0,000% | F |
| RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND | | 7.081 | 0,001% | F |
| RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT | | 7.497 | 0,001% | F |
| RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND | | 1.928 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND | | 4.728 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL | | 1.544 | 0,000% | F |
| RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND | | 3.836 | 0,000% | F |
| RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL | | 916 | 0,000% | F |
| RUTGERS THE STATE UNIVERSITY | | 7.378 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST | | 782 | 0,000% | F |
| SABADELL EUROPA BOLSA FUTURO, FI | | 201.255 | 0,019% | F |
| SAKKARAH 7 FCP | | 13.005 | 0,001% | F |
| SAS TRUSTEE CORPORATION POOLED FUND | | 214.498 | 0,020% | F |
| SBC MASTER PENSION TRUST | | 8.896 | 0,001% | F |
| SCHLUMBERGER GROUP TRUST AGREEMENT | | 27.878 | 0,003% | F |
| SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF | | 11.028 | 0,001% | F |
| SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 330.892 | 0,032% | F |
| SCHRODER GLOBAL CORE FUND | | 915 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE EQUITY FUND | | 3.190 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE FUND | | 4.372 | 0,000% | F |
| SCHRODER GLOBAL VALUE FUND | | 95.490 | 0,009% | F |
| SCHRODER INSTITUTIONAL POOLED FUNDS | | 2.233 | 0,000% | F |
| SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST | | 340.824 | 0,033% | F |
| SCHRODER INTERNATIONAL SELECTION FUND | | 325.541 | 0,031% | F |
| SCHRODER MANAGED BALANCED FUND | | 9.097 | 0,001% | F |
| SCHRODER PENSION MANAGEMENT LIMITED | | 15.871 | 0,002% | F |
| SCHRODER QEP GLOBAL ACTIVE VALUE FUND | | 60.730 | 0,006% | F |
| SCHRODER QEP GLOBAL CORE FUND | | 64.779 | 0,006% | F |
| SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND | | 6.787 | 0,001% | F |
| SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND | | 9.792 | 0,001% | F |
| SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND | | 236.336 | 0,023% | F |
| SCHRODERS CAPITAL SEMI-LIQUID | | 1.177 | 0,000% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND | | 66.868 | 0,006% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF | | 308.852 | 0,029% | F |
| SCHWAB INTERNATIONAL CORE EQUITY FUND | | 74.461 | 0,007% | F |
| SCHWAB INTERNATIONAL EQUITY ETF | | 910.306 | 0,087% | F |
| SCHWAB INTERNATIONAL INDEX FUND | | 270.822 | 0,026% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX FUND | | 1.036 | 0,000% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF | | 8.587 | 0,001% | F |
| SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF | | 1.618 | 0,000% | F |
| SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND | | 52.865 | 0,005% | F |
| SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND | | 54.413 | 0,005% | F |
| SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF | | 2.560 | 0,000% | F |
| SEI GLOBAL MASTER FUND PLC THE | | 4.015 | 0,000% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND | | 5.876 | 0,001% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND | | 200.946 | 0,019% | F |
| SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND | | 28.394 | 0,003% | F |
| SELECTION EURO CLIMAT JANVIER 2025 | | 105.089 | 0,010% | F |
| SELECTION FRANCE SOCIAL (JANVIER 2022) | | 238.837 | 0,023% | F |
| SELIGSON AND CO EUROPE INDEX FUND | | 41.506 | 0,004% | F |
| SENTINEL INTERNATIONAL FUND | | 1.046 | 0,000% | F |
| SG ACTIONS INTERNATIONALES | | 73.926 | 0,007% | F |
| SGA INTERNATIONAL EQUITY CIT | | 17.233 | 0,002% | F |
| SGD GE 2014-1 | | 3.136 | 0,000% | F |
| SHELL CANADA 2007 PENSION PLAN | | 882 | 0,000% | F |
| SHELL NEDERLAND PENSIOENFONDS STICHTING | | 17.087 | 0,002% | F |
| SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND | | 4.895 | 0,000% | F |
| SHELTON INTERNATIONAL SELECT EQUITY FUND | | 14.300 | 0,001% | F |
| SHERIFFS PENSION AND RELIEF FUND | | 4.434 | 0,000% | F |
| SHINKO GLOBAL EQUITY INDEX MOTHER FUND | | 80 | 0,000% | F |
| SIEMENS EMU EQUITIES | | 67.286 | 0,006% | F |
| SIEMENS-FONDS SIEMENS-RENTE | | 45.202 | 0,004% | F |
| SIMPLICITY HEDGED GLOBAL SHARE FUND | | 10.230 | 0,001% | F |
| SIMPLICITY UNHEDGED GLOBAL SHARE FUND | | 10.090 | 0,001% | F |
| SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND | | 631.375 | 0,060% | F |
| SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND | | 290.394 | 0,028% | F |
| SLW PORTFOLIO LLC | | 256 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SMART WHOLESALE GLOBAL EQUITY ESG FUND | | 5.319 | 0,001% | F |
| SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND | | 13.950 | 0,001% | F |
| SNOWFINCH FOUNDATION | | 2.460 | 0,000% | F |
| SOCIAL PROTECTION FUND | | 13.603 | 0,001% | F |
| SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST | | 1.599 | 0,000% | F |
| SOGECAP PROTECTED EQUITIES | | 43.771 | 0,004% | F |
| SP INTERNATIONAL SHARES TRUST | | 5.626 | 0,001% | F |
| SPA MANDATE BLACKROCK | | 13.428 | 0,001% | F |
| SPARINVEST SICAV - GLOBAL EQUITY TA POOL | | 5.495 | 0,001% | F |
| SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS. | | 602.224 | 0,057% | F |
| SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF | | 9.920 | 0,001% | F |
| SPDR MSCI EAFE STRATEGICFACTORSETF | | 8.731 | 0,001% | F |
| SPDR MSCI WORLD QUALITY MIX FUND | | 1.052 | 0,000% | F |
| SPDR MSCI WORLD STRATEGICFACTORS ETF | | 938 | 0,000% | F |
| SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF | | 204.557 | 0,020% | F |
| SPDR PORTFOLIO EUROPE ETF | | 28.540 | 0,003% | F |
| SPDR SP WORLD EX AUSTRALIA FUND | | 2.182 | 0,000% | F |
| SPP GENERATION 40-TAL | | 2.183 | 0,000% | F |
| SPP GENERATION 50-TAL | | 18.037 | 0,002% | F |
| SPP GENERATION 60-TAL | | 15.755 | 0,002% | F |
| SPP GENERATION 70-TAL | | 43.080 | 0,004% | F |
| SPP GENERATION 80-TAL | | 43.477 | 0,004% | F |
| SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND | | 198.418 | 0,019% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 1 | | 86.692 | 0,008% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 2 | | 37.789 | 0,004% | F |
| SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST | | 458 | 0,000% | F |
| SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND | | 2.873 | 0,000% | F |
| SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND | | 13.607 | 0,001% | F |
| SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND | | 222.967 | 0,021% | F |
| SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST | | 2.667 | 0,000% | F |
| SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY | | 22.748 | 0,002% | F |
| SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY | | 46.476 | 0,004% | F |
| SST GLOB ADV TAX EXEMPT RETIREMENT PLANS | | 2.183.054 | 0,208% | F |
| ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING | | 3.753 | 0,000% | F |
| ST PFD PMA MANDATE BLACKROCK | | 4.654 | 0,000% | F |
| STANDARD BANK OF SOUTH AFRICA LTD | | 257.169 | 0,025% | F |
| STANLIB FUNDS LIMITED | | 45.258 | 0,004% | F |
| STAR PASTEUR | | 17.656 | 0,002% | F |
| STATE OF ALASKA RETIREMENT AND BENEFITS PLANS | | 46.277 | 0,004% | F |
| STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD | | 59.731 | 0,006% | F |
| STATE OF MICHIGAN RETIREMENT SYSTEM | | 34.861 | 0,003% | F |
| STATE OF MINNESOTA | | 197.753 | 0,019% | F |
| STATE OF NEW JERSEY COMMON PENSION FUND D | | 198.475 | 0,019% | F |
| STATE OF NEW MEXICO STATE INVESTMENT COUNCIL | | 102.435 | 0,010% | F |
| STATE OF UTAH SCHOOL AND INSTITUTIONAL TRUST FUNDS TRUST FUNDS | | 3.254 | 0,000% | F |
| STATE OF WISCONSIN INVESTMENT BOARD | | 91.570 | 0,009% | F |
| STATE OF WYOMING | | 22.111 | 0,002% | F |
| STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN | | 25.989 | 0,002% | F |
| STATE STREET CCF | | 6.563 | 0,001% | F |
| STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST | | 2.497 | 0,000% | F |
| STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV | | 198.703 | 0,019% | F |
| STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO | | 130.200 | 0,012% | F |
| STATE STREET GLOBAL INDEX PLUS TRUST | | 1.454 | 0,000% | F |
| STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO | | 61.882 | 0,006% | F |
| STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15 | | 6.100 | 0,001% | F |
| STATE STREET IRELAND UNIT TRUST | | 1.279 | 0,000% | F |
| STATE STREET TOTAL RETURN VIS FUND | | 2.708 | 0,000% | F |
| STATE TEACHERS RETIREMENT SYSTEM OF OHIO | | 464.363 | 0,044% | F |
| STATE UNIVERSITIES RETIREMENT SYSTEM | | 123.670 | 0,012% | F |
| STELLAR INSURANCE, LTD. | | 718 | 0,000% | F |
| STEUART L. WALTON FAMILY TRUST UAD 03/19/13 | | 1.986 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| STICHTING BEDRIJFSPENSIOENFONDS VOOR HET | | 1.950 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL | | 74.587 | 0,007% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR | | 3.886 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF | | 23.550 | 0,002% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF | | 9.146 | 0,001% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL. | | 15.986 | 0,002% | F |
| STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS | | 279.210 | 0,027% | F |
| STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS | | 21.341 | 0,002% | F |
| STICHTING BLUE SKY LIQUID ASSET FUNDS | | 8.298 | 0,001% | F |
| STICHTING CZ FUND DEPOSITARY | | 7.289 | 0,001% | F |
| STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL | | 30.756 | 0,003% | F |
| STICHTING HEINEKEN PENSIOENFONDS | | 14.109 | 0,001% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY NORTH AMERICA | | 4.135 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY PACIFIC | | 2.490 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ASR WERELDWIJD AANDELEN FONDS | | 5.618 | 0,001% | F |
| STICHTING MN SERVICES | | 154.719 | 0,015% | F |
| STICHTING MN SERVICES AANDELENFO ND | | 26.651 | 0,003% | F |
| STICHTING PENSIOENFONDS ABP | | 408.116 | 0,039% | F |
| STICHTING PENSIOENFONDS APF | | 13.011 | 0,001% | F |
| STICHTING PENSIOENFONDS CAMPINA | | 5.995 | 0,001% | F |
| STICHTING PENSIOENFONDS HOOGOVENS | | 8.323 | 0,001% | F |
| STICHTING PENSIOENFONDS ING | | 30.369 | 0,003% | F |
| STICHTING PENSIOENFONDS NOTARIAAT | | 2.330 | 0,000% | F |
| STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN | | 7.031 | 0,001% | F |
| STICHTING PENSIOENFONDS PGB | | 163.424 | 0,016% | F |
| STICHTING PENSIOENFONDS PROVISUM | | 2.224 | 0,000% | F |
| STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER | | 22.115 | 0,002% | F |
| STICHTING PENSIOENFONDS SAGITTARIUS | | 9.894 | 0,001% | F |
| STICHTING PENSIOENFONDS STAPLES | | 2.550 | 0,000% | F |
| STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS | | 9.815 | 0,001% | F |
| STICHTING PENSIOENFONDS VOOR HUISARTSEN | | 28.472 | 0,003% | F |
| STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES | | 46.112 | 0,004% | F |
| STICHTING PHILIPS PENSIOENFONDS | | 8.317 | 0,001% | F |
| STICHTING PME PENSIOENFONDS | | 56.851 | 0,005% | F |
| STOREBRAND EUROPA | | 341.878 | 0,033% | F |
| STOREBRAND EUROPA PLUS | | 8.609 | 0,001% | F |
| STOREBRAND GLOBAL ALL COUNTRIES | | 181.885 | 0,017% | F |
| STOREBRAND LIVSFORSIKRING AS | | 279.692 | 0,027% | F |
| STRATEGIC INTERNATIONAL EQUITY FUND | | 7.380 | 0,001% | F |
| STREICHER MENGATO MARIA CECILIA | | 9 | 0,000% | F |
| SUBSIDIZED SCHOOLS PROVIDENT FUND | | 11.054 | 0,001% | F |
| SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO | | 23.786 | 0,002% | F |
| SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO | | 884 | 0,000% | F |
| SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT | | 1.683 | 0,000% | F |
| SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL | | 14.542 | 0,001% | F |
| SUSTAINABLE GS 1 TRUST | | 6.128 | 0,001% | F |
| SWISS NATIONAL BANK | | 1.178.367 | 0,112% | F |
| SYCOMORE INCLUSIVE JOBS | | 263.616 | 0,025% | F |
| T ROWE PRICE GLOBAL EX US EQUITY 1001293 | | 129 | 0,000% | F |
| T. ROWE PRICE FOREIGN INVESTMENT, INC | | 2.839 | 0,000% | F |
| T. ROWE PRICE FUNDS SICAV | | 14 | 0,000% | F |
| T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND | | 7.650 | 0,001% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND | | 39.063 | 0,004% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST | | 121.613 | 0,012% | F |
| TALCOTT RESOLUTION LIFE INSURANCE COMPANY | | 5.408 | 0,001% | F |
| TANGERINE BALANCED GROWTH PORTFOLIO | | 6.756 | 0,001% | F |
| TANGERINE BALANCED INCOME PORTFOLIO | | 670 | 0,000% | F |
| TANGERINE BALANCED PORTFOLIO | | 4.469 | 0,000% | F |
| TANGERINE EQUITY GROWTH PORTFOLIO | | 9.359 | 0,001% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND | | 77.691 | 0,007% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND | | 318.720 | 0,030% | F |
| TD EMERALD INTERNATIONAL EQUITY INDEX FUND | | 89.894 | 0,009% | F |
| TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST | | 2.561 | 0,000% | F |
| TD EUROPEAN INDEX FUND | | 3.357 | 0,000% | F |
| TD INTERNATIONAL EQUITY INDEX ETF | | 52.269 | 0,005% | F |
| TEACHER RETIREMENT SYSTEM OF TEXAS | | 557.946 | 0,053% | F |
| TEACHERS RETIREMENT ALLOWANCES FUND | | 986 | 0,000% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK | | 41.195 | 0,004% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS | | 315.848 | 0,030% | F |
| TEAM SUPERANNUATION FUND | | 20.347 | 0,002% | F |
| TELSTRA SUPERANNUATION SCHEME | | 11.787 | 0,001% | F |
| TESCO PLC PENSION SCHEME | | 425 | 0,000% | F |
| TEXAS MUNICIPAL RETIREMENT SYSTEM | | 69.293 | 0,007% | F |
| TEXAS UTILITIES QUAL NDT PARTNERSHIP | | 2.393 | 0,000% | F |
| THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO | | 15.120 | 0,001% | F |
| THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED | | 54.679 | 0,005% | F |
| THE ARROWSTREET COMMON CONTRACTUAL FUND | | 798.622 | 0,076% | F |
| THE ASSOCIATED BRITISH FOODS PENSION SCHEME | | 113.508 | 0,011% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV | | 94.753 | 0,009% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN | | 211.030 | 0,020% | F |
| THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE | | 15.361 | 0,001% | F |
| THE BANK OF NEW YORK MELLON SA NV | | 239.562 | 0,023% | F |
| THE BARCLAYS BANK UK RETIREMENTFUND | | 5.881 | 0,001% | F |
| THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE | | 187 | 0,000% | F |
| THE CAPTIVE INVESTORS FUND | | 7.874 | 0,001% | F |
| THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE | | 3.209 | 0,000% | F |
| THE COMMONWEALTH FUND | | 1.507 | 0,000% | F |
| THE ESB PENSION FUND | | 7.885 | 0,001% | F |
| THE FIRST CHURCH OF CHRIST SCIENTIST | | 1.046 | 0,000% | F |
| THE GREATER MANCHESTER PENSION FUND | | 84.511 | 0,008% | F |
| THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT | | 678 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND | | 6.035 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND | | 630 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND | | 52.752 | 0,005% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142 | | 1.184 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151 | | 26.799 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893 | | 26.215 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974 | | 1.726 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501 | | 1.660 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND | | 221 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521 | | 1.814 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492 | | 7.618 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536 | | 759 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST) | | 43.335 | 0,004% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND | | 23.624 | 0,002% | F |
| THE MISSOURI FOUNDATION FOR HEALTH | | 8.979 | 0,001% | F |
| THE MONETARY AUTHORITY OF SINGAPORE | | 31.533 | 0,003% | F |
| THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN | | 15.872 | 0,002% | F |
| THE NEMOURS FOUNDATION PENSION PLAN | | 471 | 0,000% | F |
| THE NOMURA TRUST AND BANKING C | | 19.560 | 0,002% | F |
| THE PEOPLE'S PENSION SCHEME | | 197.785 | 0,019% | F |
| THE PRUDENTIAL INSURANCE COMPANY OF AMERICA | | 16.057 | 0,002% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO | | 494 | 0,000% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE.MANAGED PORT | | 819 | 0,000% | F |
| THE PUBLIC INSTITUTION FOR SOCIAL SECURITY | | 8.618 | 0,001% | F |
| THE REGENTS OF THE UNIVERSITY OF CALIFORNIA | | 551.526 | 0,053% | F |
| THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND | | 121 | 0,000% | F |
| THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER | | 88.722 | 0,008% | F |
| THE TRUSTEES OF THE HENRY SMITH CHARITY. | | 8.207 | 0,001% | F |
| THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW | | 4.916 | 0,000% | F |
| THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME | | 92.902 | 0,009% | F |
| THEAM QUANT - EUROPE TARGET PREMIUM | | 173.000 | 0,017% | F |
| THEAM QUANT- EQUITY EUROZONE GURU | | 138.217 | 0,013% | F |
| THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED | | 34.686 | 0,003% | F |
| THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13 | | 6.192 | 0,001% | F |
| THRIFT SAVINGS PLAN | | 1.447.045 | 0,138% | F |
| THRIVENT INTERNATIONAL INDEX PORTFOLIO | | 5.919 | 0,001% | F |
| THYSSEN GLOBAL INVESTMENTS LLC | | 1.492 | 0,000% | F |
| TIAACREF INTERNATIONAL EQUITY INDEX FUND | | 538.933 | 0,051% | F |
| TIMOTHY PLAN INTERNATIONAL ETF. | | 31.495 | 0,003% | F |
| TIMOTHY PLAN MARKET NEUTRAL ETF | | 4.413 | 0,000% | F |
| TONI ACTIONS ISR 100 | | 46.960 | 0,004% | F |
| TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV | | 30.940 | 0,003% | F |
| TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP | | 3.184 | 0,000% | F |
| TRANSAMERICA MSCI EAFE INDEX VP | | 2.795 | 0,000% | F |
| TRATON-UI-DYNAMIK | | 16.295 | 0,002% | F |
| TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT | | 112.646 | 0,011% | F |
| TRINITY COLLEGE CAMBRIDGE | | 11.414 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10 | | 13.786 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21 | | 1.826 | 0,000% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3 | | 33.091 | 0,003% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8 | | 1.235 | 0,000% | F |
| TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO | | 6.642 | 0,001% | F |
| TSA EQUITY FUND #2 | | 2.614 | 0,000% | F |
| TSGX SOLACT ESG TBACO EX UNHG(3387) | | 629 | 0,000% | F |
| UAPF - BLACK ROCK PASSIVE EQUITY | | 2.160 | 0,000% | F |
| UAPF - INVESCO ACTIVE | | 104.066 | 0,010% | F |
| UBS (IRL) ETF PLC | | 195.920 | 0,019% | F |
| UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME | | 844.405 | 0,081% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE | | 64.109 | 0,006% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II | | 160.645 | 0,015% | F |
| UBS ASSET MANAGEMENT LIFE LTD | | 181.577 | 0,017% | F |
| UBS CH INDEX FUND 3 EQUITIES WORLD EX CH VALUE WEIGHTED UBS FUND MANAGEMENT SWITZERLAND AG | | 2.354 | 0,000% | F |
| UBS CH INDEX FUND EQ EMU UBS FUND MANAGEMENT SWITZERLAND AG | | 14.612 | 0,001% | F |
| UBS COMMON CONTRACTUAL FUND | | 13.860 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| UBS FTSE RAFI DEVELOPED 1000 INDEX FUND | | 15.020 | 0,001% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS | | 440 | 0,000% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN | | 17.183 | 0,002% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG. | | 373.448 | 0,036% | F |
| UBS GLOBAL EQUITY CLIMATE TRANSITION FUND | | 8.047 | 0,001% | F |
| UBS LUX FUND SOLUTIONS | | 1.254.927 | 0,120% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS | | 8.421 | 0,001% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS | | 145.359 | 0,014% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A4 FONDS | | 21.093 | 0,002% | F |
| UI-FONDS BAV RBI AKTIEN | | 73.387 | 0,007% | F |
| UIN-EBBA | | 2.071 | 0,000% | F |
| UI-S | | 49.112 | 0,005% | F |
| UNIDIVIDENDENASS | | 26.993 | 0,003% | F |
| UNIGEST, S.G.I.I.C., S.A.U. | | 30.203 | 0,003% | F |
| UNIGLOBAL DIVIDENDE | | 52.898 | 0,005% | F |
| UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI | | 46.563 | 0,004% | F |
| UNISUPER | | 11.730 | 0,001% | F |
| UNITED GLOBAL STABLE SELECT EQUITY FUND | | 16.239 | 0,002% | F |
| UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE | | 2.571 | 0,000% | F |
| UNITED SERVICES AUTOMOBILE ASSOCIATION | | 3.850 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND | | 1.166 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS | | 5.323 | 0,001% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO EUROPA CORE AKTIENFONDS | | 58.868 | 0,006% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO GLOBAL DYNAMIK FONDS | | 5.281 | 0,001% | F |
| UNIVERSAL INVESTMENT GMBH | | 50.500 | 0,005% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH | | 154.650 | 0,015% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI | | 15.365 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS | | 37.739 | 0,004% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS | | 7.700 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1 | | 20.760 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS | | 19.396 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN SOLVENCY | | 3.781 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS | | 8.168 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V | | 7.416 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1 | | 2.296 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS | | 5.807 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS | | 827 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-AGI ALLOKATION(490306) | | 10.730 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP | | 29.396 | 0,003% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI | | 2.790 | 0,000% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG | | 3.811 | 0,000% | F |
| UNIVERSITIES SUPERANNUATION SCHEME | | 70.739 | 0,007% | F |
| UNIVERSITY OF NOTRE DAME DU LAC | | 8.658 | 0,001% | F |
| UNIVEUNIVERSAL INVESTMENT GESELLSCH AFT MBH SOZIALBANK | | 24.000 | 0,002% | F |
| USAA CASUALTY INSURANCE COMPANY | | 4.259 | 0,000% | F |
| USAA GENERAL INDEMNITY COMPANY | | 3.500 | 0,000% | F |
| UTAH STATE RETIREMENT SYSTEMS | | 50.630 | 0,005% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| UVIMCO PARAMETRIC PHYS MSCI WRLD | | 514 | 0,000% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL | | 54.172 | 0,005% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SPARINVEST SA | | 23.470 | 0,002% | F |
| VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK | | 69.768 | 0,007% | F |
| VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND | | 41.208 | 0,004% | F |
| VANADIUM | | 160.435 | 0,015% | F |
| VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF | | 13.734 | 0,001% | F |
| VANGUARD DEVELOPED MARKETS INDEX FUND | | 4.020.835 | 0,384% | F |
| VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK | | 11.098 | 0,001% | F |
| VANGUARD ESG INTERNATIONAL STOCK ETF | | 79.833 | 0,008% | F |
| VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND | | 11.930 | 0,001% | F |
| VANGUARD EUROPEAN STOCK INDEX FUND | | 1.062.417 | 0,101% | F |
| VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST | | 96.158 | 0,009% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST | | 502.368 | 0,048% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II | | 3.352.125 | 0,320% | F |
| VANGUARD FTSE ALL WORLD EX US INDEX FUND | | 949.480 | 0,091% | F |
| VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF | | 86.207 | 0,008% | F |
| VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF | | 8.755 | 0,001% | F |
| VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND | | 13.001 | 0,001% | F |
| VANGUARD FUNDS PUBLIC LIMITED COMPANY | | 722.438 | 0,069% | F |
| VANGUARD GLOBAL MOMENTUM FACTORETF | | 13.803 | 0,001% | F |
| VANGUARD INTERNATIONAL SHARES INDEX FUND | | 180.648 | 0,017% | F |
| VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND | | 9.898 | 0,001% | F |
| VANGUARD INTL HIGH DIV YLD INDEX FD | | 331.507 | 0,032% | F |
| VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY | | 547.567 | 0,052% | F |
| VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF | | 11.164 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF | | 8.979 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF | | 8.893 | 0,001% | F |
| VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY | | 157.278 | 0,015% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF | | 7.158 | 0,001% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF | | 4.204 | 0,000% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF | | 12.396 | 0,001% | F |
| VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND | | 6.388.661 | 0,609% | F |
| VANGUARD TOTAL WORLD STOCK INDEX FUND | | 294.824 | 0,028% | F |
| VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST | | 26.114 | 0,002% | F |
| VARENNE VALEUR | | 600.000 | 0,057% | F |
| VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO | | 11.685 | 0,001% | F |
| VARIOPARTNER SICAV | | 20.772 | 0,002% | F |
| VBV VK EUROPA AKTIEN ESG FONDS | | 88.636 | 0,008% | F |
| VEBA PARTNERSHIP N L P | | 1.679 | 0,000% | F |
| VENTRY INDUSTRIES LLC | | 992 | 0,000% | F |
| VERDIPAPIRFONDET DNB EUROPA | | 4.165 | 0,000% | F |
| VERDIPAPIRFONDET DNB GLOBAL INDEKS | | 12.961 | 0,001% | F |
| VERDIPAPIRFONDET EQUINOR AKSJER EUROPA | | 20.000 | 0,002% | F |
| VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS | | 81.873 | 0,008% | F |
| VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS. | | 29.088 | 0,003% | F |
| VERDIPAPIRFONDET KRON INDEKS GLOBAL | | 11.515 | 0,001% | F |
| VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS | | 48.826 | 0,005% | F |
| VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER | | 18.214 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| VERENIGING TOT BEHOUD VAN NATUURMONUMENTEN IN NEDERLAND | | 21.405 | 0,002% | F |
| VERMOGENSMANAGEMENT AKTIENSTARS | | 75.982 | 0,007% | F |
| VF (LUX) - VALIANT EUROPE EQUITIES | | 14.427 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST1 | | 10.728 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST2 | | 23.013 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 1 | | 18.999 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 2 | | 31.848 | 0,003% | F |
| VGV POOLFONDS PA1 | | 14.394 | 0,001% | F |
| VIA SMART-EQUITY EUROPE | | 67.106 | 0,006% | F |
| VIA SMART-EQUITY WORLD | | 59.376 | 0,006% | F |
| VICTORY MARKET NEUTRAL INCOME FUNDFUND | | 439.374 | 0,042% | F |
| VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF | | 110.751 | 0,011% | F |
| VICTORYSHARES INTERNATIONAL VOLATILITY WTD ETFVOLATILITY WTD INDEX ETF | | 17.991 | 0,002% | F |
| VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND | | 331.691 | 0,032% | F |
| VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND | | 31.746 | 0,003% | F |
| VILLIERS ALTO | | 54.364 | 0,005% | F |
| VIVACCIO ISR ACTIONS | | 359.746 | 0,034% | F |
| VOYA BALANCED INCOME PORTFOLIO | | 8.581 | 0,001% | F |
| VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND | | 33.531 | 0,003% | F |
| VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND | | 102.966 | 0,010% | F |
| VOYA GLOBAL EQUITY FUND | | 56.562 | 0,005% | F |
| VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.000 | 0,010% | F |
| VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.154 | 0,010% | F |
| VOYA INTERNATIONAL INDEX PORTFOLIO | | 30.423 | 0,003% | F |
| VOYA MM INTL EQ FUND VIM VMI 003265 | | 19.291 | 0,002% | F |
| VOYA VACS INDEX SERIES I PORTFOLIO | | 39.892 | 0,004% | F |
| VR BANK KT EUROPROTECT UI | | 32.016 | 0,003% | F |
| WASHINGTON STATE INVESTMENT BOARD | | 708.818 | 0,068% | F |
| WBW TRUST NUMBER ONE | | 814 | 0,000% | F |
| WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N | | 211 | 0,000% | F |
| WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO | | 15.888 | 0,002% | F |
| WESPATH FUNDS TRUST XOPONANCE SVCE | | 4.000 | 0,000% | F |
| WESPATH XPONANCE SVCEF I | | 684 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST | | 3.217 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO.2 TRUST | | 240.286 | 0,023% | F |
| WESTPAC WHOLESALE UNHEDGED INTERNATIONAL SHARE TRUST | | 18.252 | 0,002% | F |
| WHEELS COMMON INVESTMENT FUND. | | 1.141 | 0,000% | F |
| WIF-DWS QI EUROZONE SHORT EXT EQTY | | 9.962 | 0,001% | F |
| WILLIS TOWERS WATSON GROUP TRUST | | 17.954 | 0,002% | F |
| WILSHIRE BRIDGEWATER MANAGED ALPHA MASTER FUND LIMITED | | 5.784 | 0,001% | F |
| WINDWISE MSCI EAFE INDEX NON LENDING | | 15.228 | 0,001% | F |
| WISDOMTREE DYN CUR HDGE INTL EQ FD 1001802 | | 49.587 | 0,005% | F |
| WISDOMTREE GLOBAL HIGH DIV FUND 1001795 | | 2.182 | 0,000% | F |
| WISDOMTREE INTL EQUITY FUND 1001810 | | 41.867 | 0,004% | F |
| WISDOMTREE INTL HIGH DIV FUND 1001812 | | 17.131 | 0,002% | F |
| WISDOMTREE INTL LARGECAP DIV FD | | 62.983 | 0,006% | F |
| WISDOMTREE INTL MULTIFACTOR FUND 1001815 | | 14.372 | 0,001% | F |
| WISDOMTREE ISSUER ICAV | | 4.254 | 0,000% | F |
| WM POOL - EQUITIES TRUST NO. 31 - ROBECO | | 6.768 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 38 - SCHRODER | | 5.338 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 75. | | 134.480 | 0,013% | F |
| WM POOL - EQUITIES TRUST NO. 76 - ROBECO | | 1.846 | 0,000% | F |
| WM POOL - FIXED INTEREST TRUST NO 12 | | 836 | 0,000% | F |
| WM POOL - GLOBAL EQUITIES TRUST NO 6 | | 15.631 | 0,001% | F |
| WORLD EQUITIES II | | 7.236 | 0,001% | F |
| WORLD TRADE ORGANIZATION PENSION PLAN | | 4.072 | 0,000% | F |
| WSSP INTERNATIONAL EQUITIES TRUST | | 2.972 | 0,000% | F |
| WYOMING RETIREMENT SYSTEM | | 130 | 0,000% | F |
| XTRACKERS | | 404.910 | 0,039% | F |
| XTRACKERS (IE) PUBLIC LIMITED COMPANY | | 577.010 | 0,055% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF | | 841 | 0,000% | F |
| XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF | | 3.013 | 0,000% | F |
| XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF | | 2.888 | 0,000% | F |
| XTRACKERS MSCI EAFE HEDGED EQUITY ETF | | 190.402 | 0,018% | F |
| XTRACKERS MSCI EUROPE HEDGED EQUITY ETF | | 24.648 | 0,002% | F |
| XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF | | 4.792 | 0,000% | F |
| XTRACKERS MSCI KOKUSAI EQUITY ETF | | 3.331 | 0,000% | F |
| ZEPHYR - EUROPE EQUITY ESG OPTIMIZED | | 1.384 | 0,000% | F |
| ZEPHYR - OPTIMISED PLUS 2 | | 4.826 | 0,000% | F |
| ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA | | 26.011 | 0,002% | F |
| BIGIANI LUCA | | 700 | 0,000% | C |
| ERAFP ACTIONS EURO IV | | 274.204 | 0,026% | C |
| MORELLI FRANCESCO | MRLFNC60D28E716Q | 110 | 0,000% | C |
| TEXAS PERMANENT SCHOOL FUND CORP | | 1 | 0,000% | C |
| CHALLENGE FUNDS - CHALLENGE ITALIAN EQUITY | | 102.000 | 0,010% | A |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX | | 1.011 | 0,000% | A |
| EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES | | 1.072 | 0,000% | A |
| HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND | | 1.733 | 0,000% | A |
| INSTITUTIONAL RETIREMENT TRUST | | 9.922 | 0,001% | A |
| INVESCO ADVANTAGE INTERNATIONALFUND | | 1.388 | 0,000% | A |
| INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF | | 61.933 | 0,006% | A |
| INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF | | 85.378 | 0,008% | A |
| INVESCO MARKETS II PLC | | 19.610 | 0,002% | A |
| INVESCO MARKETS II PUBLIC LTD | | 26.285 | 0,003% | A |
| INVESCO MARKETS III PLC | | 77 | 0,000% | A |
| INVESCO MSCI EAFE INCOME ADVANTAGE ETF | | 2.927 | 0,000% | A |
| INVESCO MSCI EUR EQ WGHT UCITS ETF | | 68.423 | 0,007% | A |
| INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF | | 102.373 | 0,010% | A |
| INVESCO S AND P INTERNATIONAL DEVELOPED MOMENTUM ETF | | 73.775 | 0,007% | A |
| ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL | | 38.946 | 0,004% | A |
| PAPPALARDO ROBERTO | PPPRRT87C12C351M | 5 | 0,000% | A |
| PASSIVE GLOBAL SHARE TRUST | | 8.834 | 0,001% | A |
| PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST | | 114 | 0,000% | A |
| PEPCO HOLDINGS INC. VEBA TRUST | | 839 | 0,000% | A |
| QUALITY EDUCATION FUND | | 849 | 0,000% | A |
| SELFFINANCING POSTSECONDARY EDUCATION FUND | | 277 | 0,000% | A |
| THE HKSAR GOVERNMENT SCHOLARSHIP FUND | | 573 | 0,000% | A |
| THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST | | 8.998 | 0,001% | A |
| THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR | | 2.590 | 0,000% | A |
| WM POOL - EQUITIES TRUST NO. 74. | | 7.856 | 0,001% | A |

**Totale votanti** **1.048.303.685** **100%**

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



155

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 5**

*Nomina di un membro del Consiglio di Amministrazione.*

| | n. azioni | % azioni rappresentate in assemblea | % del Capitale Sociale |
|---|---|---|---|
| Quorum costitutivo assemblea | 1.048.303.685 | 100% | 80,262% |
| Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo): | 1.048.303.685 | 100,000% | 80,262% |
| Azioni per le quali il RD non dispone di istruzioni: | 0 | 0,000% | 0,000% |

| | n. azioni | % partecipanti al voto | % del Capitale Sociale |
|---|---|---|---|
| Favorevole | 1.048.270.814 | 99,997% | 80,259% |
| Contrario | 20.794 | 0,002% | 0,002% |
| Astenuto | 12.077 | 0,001% | 0,001% |
| Totali | 1.048.303.685 | 100,000% | 80,262% |

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 5**

*Nomina di un membro del Consiglio di Amministrazione.*

*Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del dottor Massimiliano Chiado' Piat*

| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| (R) EUROPEAN EQUITIES | | 30.453 | 0,003% | F |
| 1975 IRREV TRUST OF C D WEYERHAEUSER | | 675 | 0,000% | F |
| 2122 ABP DME CORE INT | | 279.749 | 0,027% | F |
| 2124 ABP DME CORE BLACKROCK | | 469.450 | 0,045% | F |
| 405 MSTV I LP | | 46.167 | 0,004% | F |
| 801 INVESTMENTS LLC | | 4.605 | 0,000% | F |
| A.A. B DIVERSIFIE | | 44.867 | 0,004% | F |
| AA SSGA ACTIONS INDICE EURO | | 149.502 | 0,014% | F |
| AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO | | 14.424 | 0,001% | F |
| AB COLLECTIVE INVESTMENT TRUST SERIES | | 1.270 | 0,000% | F |
| AB SICAV I - ALL MARKET INCOME | | 210.315 | 0,020% | F |
| AB SICAV III - DYNAMIC ALL MAR | | 1.732 | 0,000% | F |
| AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO | | 1.009 | 0,000% | F |
| AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO | | 3.102 | 0,000% | F |
| ABB PENSION FUND | | 1.101 | 0,000% | F |
| ABN AMRO FUNDS | | 18.858 | 0,002% | F |
| ABNFLPA RHUMBLINE INTL EQUITY 262408 | | 1.166 | 0,000% | F |
| ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND | | 3.005 | 0,000% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND | | 36.386 | 0,003% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND | | 23.461 | 0,002% | F |
| ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND | | 9.805 | 0,001% | F |
| ACCIDENT COMPENSATION CORPORATION | | 282.534 | 0,027% | F |
| ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV | | 76.517 | 0,007% | F |
| ACHMEA REINSURANCE CO NV | | 10.365 | 0,001% | F |
| ACHMEA SCHADEVERZEKERINGEN NV | | 15.673 | 0,001% | F |
| ACHMEA VARIABLE SECURITIES HEALTH FUND | | 23.406 | 0,002% | F |
| ACS 30:70 GLOBAL EQUITY TRACKER FUND | | 100 | 0,000% | F |
| ACTICCIA 90 N 10 | | 175.000 | 0,017% | F |
| ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO | | 20.294 | 0,002% | F |
| ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO | | 53.055 | 0,005% | F |
| ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO | | 150.803 | 0,014% | F |
| ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO | | 78.666 | 0,008% | F |
| ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO | | 59.578 | 0,006% | F |
| ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO | | 10.326 | 0,001% | F |
| ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO | | 87.294 | 0,008% | F |
| ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO | | 1.080 | 0,000% | F |
| ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND | | 281 | 0,000% | F |
| AEAM FUNDS - AEGON WORLD EQUITY BETA POOL (P | | 3.332 | 0,000% | F |
| AEGON CUSTODY B.V. | | 193.819 | 0,018% | F |
| AEGON GLOBAL MULTI MANAGER WORLD EQUITY INDEX FUND | | 2.120 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AEGON LEVENSVERZEKERING N.V | | 30.957 | 0,003% | F |
| AEGON WORLD EQUITY INDEX FUND II | | 27.607 | 0,003% | F |
| AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS | | 56.113 | 0,005% | F |
| AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD | | 27.849 | 0,003% | F |
| AIB GROUP IRISH PENSION SCHEME | | 10.077 | 0,001% | F |
| AILIS SICAV | | 81.284 | 0,008% | F |
| AIM EQUITY EUROPE CANTONS | | 24.441 | 0,002% | F |
| AJAY MALIK | | 39.905 | 0,004% | F |
| AKTIEN EUROPA - UI | | 28.312 | 0,003% | F |
| AKTIEN SUEDEUROPA UI | | 41.200 | 0,004% | F |
| ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION | | 95.856 | 0,009% | F |
| ALASKA COMMON TRUST FUND | | 17.333 | 0,002% | F |
| ALASKA PERMANENT FUND CORPORATION | | 3.229 | 0,000% | F |
| ALBERTA INVESTMENT MANAGEMENT CORPORATION | | 958 | 0,000% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS CORE ITALY FUND | | 157.000 | 0,015% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS SUSTAINABLE WORLD FUND | | 57.849 | 0,006% | F |
| ALLIANZ GLOBAL INVESTORS FUND | | 793.804 | 0,076% | F |
| ALLIANZ GLOBAL INVESTORS GMBH | | 175.096 | 0,017% | F |
| ALLIANZ GLOBAL INVESTORS GMBH FOR CONVEST 21 VL | | 33.832 | 0,003% | F |
| ALLIANZ GLOBAL INVESTORS GMBH FOR FONDIS | | 18.959 | 0,002% | F |
| ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN | | 11.000 | 0,001% | F |
| ALLIANZ VGL AGI QUANTAMENTAL CONVICTION ENHANCED EUROPE | | 33.272 | 0,003% | F |
| ALLIANZGI F PENCABBV PENSIONS | | 41.603 | 0,004% | F |
| ALLIANZGI FONDS AFE | | 29.463 | 0,003% | F |
| ALLIANZGI FONDS OLB PENSIONEN | | 4.211 | 0,000% | F |
| ALLIANZGI S AKTIEN | | 174.245 | 0,017% | F |
| ALLIANZGI-FONDS AFE SEGMENT AFE-AA3 | | 90.987 | 0,009% | F |
| ALLIANZGI-FONDS BREMEN | | 6.838 | 0,001% | F |
| ALLIANZGI-FONDS CT-DRAECO | | 9.791 | 0,001% | F |
| ALLIANZGI-FONDS GANO 2 | | 6.279 | 0,001% | F |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA | | 46.785 | 0,004% | F |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-GM1-G_MA | | 39.834 | 0,004% | F |
| ALLIANZGI-FONDS TOSCA | | 2.755 | 0,000% | F |
| ALLOCATION PROTECTION 80 | | 342.903 | 0,033% | F |
| ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH | | 3.276 | 0,000% | F |
| AMERICAN BUREAU OF SHIPPING | | 722 | 0,000% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF | | 265.382 | 0,025% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND | | 7.484 | 0,001% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF | | 70.001 | 0,007% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF | | 8.564 | 0,001% | F |
| AMERICAN CENTURY ICAV | | 5.274 | 0,001% | F |
| AMERICAN HEART ASSOCIATION, INC. | | 2.370 | 0,000% | F |
| AMLC EQ SINGLE STOCKS | | 13.622 | 0,001% | F |
| AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND | | 5.615 | 0,001% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND | | 29.595 | 0,003% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND HEDGED | | 2.563 | 0,000% | F |
| AMP WHOLESALE GLOBAL EQUITIES FUND | | 22.714 | 0,002% | F |
| AMSELECT - HSBC EURO EQUITY VALUE | | 364.007 | 0,035% | F |
| AMUNDI BRIDGEWATER CORE GLOB | | 337 | 0,000% | F |
| AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU | | 21.930 | 0,002% | F |
| AMUNDI ESG GLOBAL LOW CARBON FUND | | 33.929 | 0,003% | F |
| AMUNDI ESG IMPROVERS EURO | | 963.302 | 0,092% | F |
| AMUNDI ETF ICAV | | 69.128 | 0,007% | F |
| AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 23.971 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 19.642 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 99.640 | 0,010% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB | | 4.322 | 0,000% | F |
| AMUNDI EURO STOXX SELECT DIVIDEND 30 | | 161.678 | 0,015% | F |
| AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS | | 588.573 | 0,056% | F |
| AMUNDI FTSE MIB | | 166.329 | 0,016% | F |
| AMUNDI FUNDS EQUITY EURO RISK PARITY | | 21.861 | 0,002% | F |
| AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT | | 75.477 | 0,007% | F |
| AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND | | 18.086 | 0,002% | F |
| AMUNDI INDEX MSCI EMU SRI | | 58.869 | 0,006% | F |
| AMUNDI INDEX MSCI EUROPE | | 256.835 | 0,025% | F |
| AMUNDI INDEX MSCI EUROPE SRI | | 433.867 | 0,041% | F |
| AMUNDI INDEX MSCI WORLD | | 27.582 | 0,003% | F |
| AMUNDI INDEX MSCI WORLD SRI | | 10.990 | 0,001% | F |
| AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE | | 7.161 | 0,001% | F |
| AMUNDI MSCI ACWI SRI PAB UCITS ETF | | 2.722 | 0,000% | F |
| AMUNDI MSCI EMU | | 56.045 | 0,005% | F |
| AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT | | 37.928 | 0,004% | F |
| AMUNDI MSCI EMU ESG LEADERS SELECT | | 368.684 | 0,035% | F |
| AMUNDI MSCI EMU VALUE FACTOR U | | 30.777 | 0,003% | F |
| AMUNDI MSCI EUROPE | | 96.199 | 0,009% | F |
| AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB | | 4.724 | 0,000% | F |
| AMUNDI MSCI EUROPE ESG LEADERS | | 105.748 | 0,010% | F |
| AMUNDI MSCI EUROPE EX SWITZERLAND | | 50.081 | 0,005% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB | | 243 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR | | 3.448 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE TRANSITION CTB | | 1.165 | 0,000% | F |
| AMUNDI MSCI WORLD ESG UNIVERSAL SELECT | | 942 | 0,000% | F |
| AMUNDI PATRIMOINE PEA | | 99.683 | 0,010% | F |
| AMUNDI PRIME EUROZONE | | 9.529 | 0,001% | F |
| AMUNDI S AND P EUROZONE CLIMAT | | 303.537 | 0,029% | F |
| AMUNDI STOXX EUROPE 600 | | 525.208 | 0,050% | F |
| AMUNDI STOXX EUROPE 600 ESG II UCITS ETF | | 2.216 | 0,000% | F |
| AMUNDI STRATEGIES ACTIONS EURO CORE | | 88.092 | 0,008% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE CORE + | | 20.734 | 0,002% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY | | 565 | 0,000% | F |
| ANDRA AP-FONDEN | | 121.507 | 0,012% | F |
| AP ACTIONS 1 EURO | | 21.156 | 0,002% | F |
| APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND | | 16.564 | 0,002% | F |
| APPLE 401(K) PLAN | | 2.949 | 0,000% | F |
| AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT | | 108.724 | 0,010% | F |
| AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD | | 1.010 | 0,000% | F |
| AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. | | 316.330 | 0,030% | F |
| AQR FUNDS - AQR GLOBAL EQUITY FUND | | 6.114 | 0,001% | F |
| AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND | | 24.946 | 0,002% | F |
| AQR FUNDS - AQR MANAGED FUTURESSTRATEGY HV FUND | | 184.411 | 0,018% | F |
| AQR FUNDS - AQR TREND TOTAL RETURN FUND | | 8.815 | 0,001% | F |
| AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND | | 22.704 | 0,002% | F |
| AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND | | 405.805 | 0,039% | F |
| AQR FUNDS AQR LONGSHORT EQUITY FUND | | 1.009.262 | 0,096% | F |
| AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND | | 89.314 | 0,009% | F |
| AQR FUNDSAQR MULTIASSET FUND | | 37.296 | 0,004% | F |
| AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC | | 370.793 | 0,035% | F |
| AQR INNOVATION FUND L.P. - SE RIES 42 MULTI-ALPHA GSS DEVELO PED LARGE CAP | | 568 | 0,000% | F |
| AQR INNOVATION FUND, L.P. | | 4.218 | 0,000% | F |
| AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND | | 346.857 | 0,033% | F |
| AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC | | 81.197 | 0,008% | F |
| AQR TAX AWARE TOTAL RETURN FUND LLC | | 216.758 | 0,021% | F |
| AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC | | 2.434 | 0,000% | F |
| AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC | | 3.088 | 0,000% | F |
| AQR UCITS FUNDS II | | 13.047 | 0,001% | F |



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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ARBEJDSMARKEDETS TILLAEGSPENSION | | 745.283 | 0,071% | F |
| ARCA AZIONI ITALIA | | 482.000 | 0,046% | F |
| ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST | | 9.216 | 0,001% | F |
| ARERO - DER WELTFONDS - ESG | | 10.139 | 0,001% | F |
| ARIZONA PSPRS TRUST | | 56.023 | 0,005% | F |
| ARIZONA STATE RETIREMENT SYSTEM | | 48.416 | 0,005% | F |
| ARKWRIGHT, LLC | | 1.611 | 0,000% | F |
| ARR INT EX US ALPHA EXTENSION TRUST FUND | | 67.768 | 0,006% | F |
| ARRCO QUANT 1 | | 139.308 | 0,013% | F |
| ARRCO QUANT 2 | | 22.279 | 0,002% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I | | 544.310 | 0,052% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II | | 380.001 | 0,036% | F |
| ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I | | 4.360 | 0,000% | F |
| ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP. | | 363 | 0,000% | F |
| ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND | | 24.300 | 0,002% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED | | 6.618 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED | | 14.434 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED. | | 438 | 0,000% | F |
| ARROWSTREET CANADA GLOBAL ALL-COUNTRY ALPHA EXTENSION FUND I | | 2.418 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI | | 267.501 | 0,026% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT. | | 3.461 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED | | 12.163 | 0,001% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD | | 4.377 | 0,000% | F |
| ARROWSTREET COLLECTIVE INVESTMENT TRUST | | 891.897 | 0,085% | F |
| ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND | | 292.738 | 0,028% | F |
| ARROWSTREET GLOBAL EQUITY FUND | | 1.122.195 | 0,107% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT | | 2.982 | 0,000% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P. | | 10.634 | 0,001% | F |
| ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION. | | 38.532 | 0,004% | F |
| ARROWSTREET US GROUP TRUST | | 1.530.930 | 0,146% | F |
| ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP | | 248.582 | 0,024% | F |
| ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY- | | 2.718 | 0,000% | F |
| ARTEMIS SMARTGARP EUROPEAN EQUITY FUND | | 1.502.657 | 0,143% | F |
| ARTEMIS SMARTGARP GLOBAL EQUITY FUND | | 467.397 | 0,045% | F |
| ARTEMIS SMARTGARP UK EQUITY FUND | | 800.000 | 0,076% | F |
| ASAST AKTIEN AUSLAND PASSIV UBS FUND MANAGEMENT SWITZERLAND AG | | 3.640 | 0,000% | F |
| ASCENSION ALPHA FUND LLC | | 6.068 | 0,001% | F |
| ASIAN DEVELOPMENT BANK | | 24.762 | 0,002% | F |
| ASSET MANAGEMENT EXCHANGE UCITS CCF | | 19.165 | 0,002% | F |
| ASSET MANAGEMENT EXCHANGE UCITS CCF .. | | 19.304 | 0,002% | F |
| ASSURDIX | | 40.409 | 0,004% | F |
| ATCP-UI-FONDS | | 1.693 | 0,000% | F |
| AURION GLOBAL EQUITY FUND | | 1 | 0,000% | F |
| AUSTRALIAN CAPITAL TERRITORY | | 6.242 | 0,001% | F |
| AUSTRALIAN NATIONAL UNIVERSITY. | | 6.662 | 0,001% | F |
| AUSTRALIAN RETIREMENT TRUST | | 297.273 | 0,028% | F |
| AUSTRALIANSUPER | | 8.854 | 0,001% | F |
| AUTORIDADE MONETARIA DE MACAU | | 814 | 0,000% | F |
| AVADIS FUND-AKTIEN WELT AST 2 | | 16.642 | 0,002% | F |
| AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2 | | 14.135 | 0,001% | F |
| AVALON PORTFOLIO II LLC | | 1.928 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND | | 2.104 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND | | 38.687 | 0,004% | F |
| AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND | | 309 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND | | 21.399 | 0,002% | F |
| AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND | | 7.112 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND | | 3.437 | 0,000% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND | | 38.066 | 0,004% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND | | 12.856 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND | | 56.815 | 0,005% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND | | 31.149 | 0,003% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND | | 25.763 | 0,002% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I | | 163 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II | | 1.080 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III | | 3.277 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV | | 1.851 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V | | 924 | 0,000% | F |
| AVIVA INVESTORS UK FUND SERVICES LIMITED | | 44.383 | 0,004% | F |
| AVIVA LIFE & PENSIONS IRELAND DAC | | 19.887 | 0,002% | F |
| AVIVA LIFE & PENSIONS UK LIMITED | | 56.733 | 0,005% | F |
| AVIVA LIFE AND PENSIONS UK LIMITED | | 3.900 | 0,000% | F |
| AWARE SUPER | | 15.929 | 0,002% | F |
| AXA AA DIVERSIFIE INDICIEL 1 | | 33.868 | 0,003% | F |
| AXA MPS PREVIDENZA PER TE - CRESCITA | | 252.937 | 0,024% | F |
| AXA PEA REGULARITE | | 1.409.147 | 0,134% | F |
| AZIMUT LIFE DAC | | 1.279 | 0,000% | F |
| AZL DFA INTERNATIONAL CORE EQUITY FUND | | 3.921 | 0,000% | F |
| AZL GLOBAL EQUITY INDEX FUND 114072 AZL MSCI GLOBAL EQU | | 2.089 | 0,000% | F |
| AZL INTERNATIONAL INDEX FUND | | 30.109 | 0,003% | F |
| BANCO CENTRAL DE TIMOR-LESTE (BCTL) | | 39.156 | 0,004% | F |
| BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA | | 10.983 | 0,001% | F |
| BANK OF BOTSWANA. | | 1.171 | 0,000% | F |
| BANK OF KOREA | | 36.159 | 0,003% | F |
| BASTI 1 METZLER | | 2.569 | 0,000% | F |
| BAYERNINVEST 375-FONDS | | 49.000 | 0,005% | F |
| BAYERNINVEST AA 1-FONDS | | 14.899 | 0,001% | F |
| BAYERNINVEST HA1-FONDS | | 9.490 | 0,001% | F |
| BAYERNINVEST HC1-FONDS | | 5.733 | 0,001% | F |
| BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS | | 6.450 | 0,001% | F |
| BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND | | 4.772 | 0,000% | F |
| BEAR CREEK INVESTMENT LLC | | 6.473 | 0,001% | F |
| BEAT DRUGS FUND ASSOCIATION | | 582 | 0,000% | F |
| BEL EQUITY EUROPE | | 101.964 | 0,010% | F |
| BERESFORD FUNDS ICAV | | 10.362 | 0,001% | F |
| BESSEMER TRUST CO CLEARING ACCT | | 622.483 | 0,059% | F |
| BEST INVESTMENT CORPORATION | | 5.227 | 0,000% | F |
| BESTSELECT - UBS SRI GLOBAL EQUITY | | 2.916 | 0,000% | F |
| BEWAARSTICHTING NNIP I | | 114.467 | 0,011% | F |
| BFT PARTNERS VIA EQUITY EUROPE | | 27.673 | 0,003% | F |
| BG MASTER FUND ICAV | | 4.889 | 0,000% | F |
| BGF DYNAMIC HIGH INCOME FUND | | 24.363 | 0,002% | F |
| BGF GLBL MLTI ASSET IN FD EQ BSKT | | 15.375 | 0,001% | F |
| BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS | | 44.703 | 0,004% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE | | 17.315 | 0,002% | F |
| BLACKROCK AUTHORISED CONTRACTUAL SCHEME I | | 569.736 | 0,054% | F |
| BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND | | 3.930 | 0,000% | F |
| BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND | | 20.073 | 0,002% | F |
| BLACKROCK FUND MANAGERS LTD | | 459.078 | 0,044% | F |
| BLACKROCK GLOBAL FUNDS | | 9.065 | 0,001% | F |
| BLACKROCK GLOBAL INDEX FUNDS | | 43.293 | 0,004% | F |
| BLACKROCK IG INTERNATIONAL EQUITY POOL | | 24.239 | 0,002% | F |
| BLACKROCK INDEX SELECTION FUND | | 317.875 | 0,030% | F |
| BLACKROCK INSTITUTIONAL POOLED FUNDS PLC | | 33.559 | 0,003% | F |
| BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS | | 4.019.402 | 0,383% | F |
| BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC. | | 5.785 | 0,001% | F |
| BLACKROCK LIFE LIMITED | | 11.964 | 0,001% | F |
| BLACKROCK LIFE LTD | | 95.428 | 0,009% | F |
| BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B | | 85.216 | 0,008% | F |
| BLACKROCK UCITS CCF | | 38.880 | 0,004% | F |
| BLKB EQUITY SWITZERLAND FOCUS | | 164.178 | 0,016% | F |
| BMO DIVERSIFIED INCOME PORTFOLIO | | 5.592 | 0,001% | F |
| BMO MSCI EAFE ESG LEADERS INDEXETF | | 3.631 | 0,000% | F |
| BMO MSCI EAFE INDEX ETF | | 155.952 | 0,015% | F |
| BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE | | 256.984 | 0,025% | F |
| BNP PARIBAS EASY - LOW CARBON 100 EUROZONE PAB | | 858 | 0,000% | F |
| BNP PARIBAS EASY - MSCI EMU SRI PAB | | 240.947 | 0,023% | F |
| BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE | | 98.847 | 0,009% | F |
| BNP PARIBAS EASY - MSCI EUROPE SRI PAB | | 150.815 | 0,014% | F |
| BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES PAB 5% CAPPED | | 187.121 | 0,018% | F |
| BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF | | 80.768 | 0,008% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-SERIES PAB 5 CAPPED UCITS ETF | | 5.678 | 0,001% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF | | 11.734 | 0,001% | F |
| BNP PARIBAS EASY MSCI EUROPE MIN TE | | 189.364 | 0,018% | F |
| BNP PARIBAS EQUITY - FOCUS ITALIA | | 41.046 | 0,004% | F |
| BNP PARIBAS FINANCE EUROPE ISR | | 123.981 | 0,012% | F |
| BNP PARIBAS FUNDS - EURO LOW VOL EQUITY | | 19.100 | 0,002% | F |
| BNP PARIBAS FUNDS - SEASONS | | 144.928 | 0,014% | F |
| BNPP DUBLIN / FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND II | | 71.644 | 0,007% | F |
| BNPP DUBLIN/FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND I | | 6.676 | 0,001% | F |
| BNY MELLON INTERNATIONAL EQUITY ETF | | 13.887 | 0,001% | F |
| BNY MELLON INTERNATIONAL STOCK INDEX FUND | | 8.016 | 0,001% | F |
| BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND | | 36.296 | 0,003% | F |
| BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND | | 15.094 | 0,001% | F |
| BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND | | 5.886 | 0,001% | F |
| BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA | | 553 | 0,000% | F |
| BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST | | 8.418 | 0,001% | F |
| BOCI PRUDENTIAL TRUSTEE LIMITED BOCPIFS EUIF | | 34.184 | 0,003% | F |
| BOOSTER WHOLESALE SCHEME | | 3.263 | 0,000% | F |
| BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S | | 50.000 | 0,005% | F |
| BRIDGE BUILDER INTERNATIONAL E | | 24.869 | 0,002% | F |
| BRIDGE BUILDER TAX MANAGED | | 3.267 | 0,000% | F |
| BRIDGEWATER BLUE PEAK FUND LP. | | 1.194 | 0,000% | F |
| BRIDGEWATER PURE ALPHA FUND III LTD | | 3.486 | 0,000% | F |
| BRIDGEWATER PURE ALPHA MAJOR MARKETS TRADING COMPANY LTD. | | 4.310 | 0,000% | F |
| BRIDGEWATER PURE ALPHA STERLING FUND LTD | | 2.330 | 0,000% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD. | | 129.747 | 0,012% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY IV LP | | 1.824 | 0,000% | F |



162

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BRIDGEWATER PURE ALPHA TRADING COMPANY LTD | | 15.642 | 0,001% | F |
| BRIGHTER SUPER | | 18.294 | 0,002% | F |
| BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO | | 4.330 | 0,000% | F |
| BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO | | 38.593 | 0,004% | F |
| BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION. | | 1.047 | 0,000% | F |
| BRUCE POWER PENSION PLAN | | 44.918 | 0,004% | F |
| BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD | | 450 | 0,000% | F |
| BRUNSWICK UNIT 2 QUALIFIED NUCLEAR | | 12.525 | 0,001% | F |
| BSF FORMUE EUR EQUITY INDEX FUND | | 14.383 | 0,001% | F |
| BUILDERS ASSET MANAGEMENT WATER LLC | | 19.011 | 0,002% | F |
| BUMA-UNIVERSAL-FONDS I | | 3.913 | 0,000% | F |
| BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND | | 66.513 | 0,006% | F |
| BUREAU OF LABOR FUNDS-LABOR PENSION FUND | | 466.945 | 0,045% | F |
| BUREAU OF PUBLIC SERVICE PENSION FUND | | 10.990 | 0,001% | F |
| BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST | | 3.182 | 0,000% | F |
| BW DMO FUND LTD. | | 14.420 | 0,001% | F |
| BW PASPG LTD | | 4.269 | 0,000% | F |
| BW-M PA 24, LTD | | 3.339 | 0,000% | F |
| BWSP GLOBAL MACRO TRADING LIMITED | | 249 | 0,000% | F |
| CAISSE DE DEPOT ET PLACEMENT DUQUEBEC | | 727.048 | 0,069% | F |
| CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 1.394.476 | 0,133% | F |
| CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM | | 42.760 | 0,004% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF | | 3.919 | 0,000% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND | | 29.983 | 0,003% | F |
| CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO | | 4.086 | 0,000% | F |
| CANADA PENSION PLAN INVESTMENT BOARD (CPPIB) | | 811.964 | 0,077% | F |
| CANOVAI ALBERTO | CNVLRT99A19A564R | 430 | 0,000% | F |
| CAPULA TAIL RISK MASTER FUND LIMITED | | 2.313 | 0,000% | F |
| CARDANO COMMON CONTRACTUAL FUND | | 2.143 | 0,000% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE | | 48.068 | 0,005% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL | | 26.676 | 0,003% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I) | | 6.436 | 0,001% | F |
| CARESUPER | | 127.022 | 0,012% | F |
| CASSA DEPOSITI E PRESTITI SPA | 80199230584 | 457.138.500 | 43,607% | F |
| CATERPILLAR INC. MASTER RETIREMENT TRUST | | 5.218 | 0,000% | F |
| CATERPILLAR INVESTMENT TRUST. | | 43.826 | 0,004% | F |
| CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND | | 3.063 | 0,000% | F |
| CB NL AIF CLIENTS ASSETS TAXABLE | | 181.862 | 0,017% | F |
| CBP GROWTH SEGMENT AKTIEN GLOBAL- BEST STYLES | | 58.035 | 0,006% | F |
| CC AND L Q GLOBAL EQUITY FUND | | 1.739 | 0,000% | F |
| CC AND L Q GROUP GLOBAL EQUITY FUND | | 5.191 | 0,000% | F |
| CC AND L Q INTERNATIONAL EQUITY FUND | | 7.147 | 0,001% | F |
| CC&L Q WORLD EX-USA EQUITY EXTENSION MASTER FUND LTD. | | 26.448 | 0,003% | F |
| CCCVM TRANSITION ACTS MONDIALES | | 6.132 | 0,001% | F |
| CENTRAL BANK OF IRELAND - MSCI PAB | | 18.735 | 0,002% | F |
| CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING | | 10.073 | 0,001% | F |
| CENTRAL PROVIDENT FUND BOARD | | 1.019 | 0,000% | F |
| CENTRALPENSIONFD SSGA SCI BETA LV 775358 | | 34.203 | 0,003% | F |
| CERES FONDS D ACTIONS MONDE | | 5.492 | 0,001% | F |
| CERVURITE INTERNATIONAL LLC | | 27.240 | 0,003% | F |
| CFSIL RE CNEALTH GS FD 16 | | 11.156 | 0,001% | F |
| CFSIL-COMMONWLTH GBL SHARE FD 17 | | 722.770 | 0,069% | F |
| CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND | | 13.101 | 0,001% | F |
| CHALLENGE FUNDS - CHALLENGE ITALIAN EQUITY | | 102.000 | 0,010% | F |
| CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1 | | 29.400 | 0,003% | F |
| CHARLES C. GATES TRUST OF 6/30/1941 | | 3.478 | 0,000% | F |
| CHCP GLOBAL SECURITIES LP | | 2.533 | 0,000% | F |
| CHEVRON MASTER PENSION TRUST | | 2.773 | 0,000% | F |
| CHORELIA N 3 | | 141.131 | 0,013% | F |
| CHORELIA N 7 | | 179.128 | 0,017% | F |
| CHORELIA N?11 | | 200.840 | 0,019% | F |
| CHORELIA N?9 | | 203.554 | 0,019% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| CHURCH COMMISSIONERS FOR ENGLAND | | 7.878 | 0,001% | F |
| CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS | | 7.046 | 0,001% | F |
| CIBC EUROPEAN INDEX FUND | | 2.048 | 0,000% | F |
| CIBC GL MAARS ALT CR REPO 011448 | | 1 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX ETF | | 1.232 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX POOL | | 1 | 0,000% | F |
| CIBC INTERNATIONAL INDEX FUND | | 27.628 | 0,003% | F |
| CIBC PENSION PLAN | | 26.565 | 0,003% | F |
| CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF | | 279.410 | 0,027% | F |
| CIN BELGIUM LIMITED | | 17 | 0,000% | F |
| CINDY SPRINGS LLC | | 42.020 | 0,004% | F |
| CITITRUST LIMITED | | 6.213 | 0,001% | F |
| CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND | | 2.634 | 0,000% | F |
| CITITRUST LTD | | 932 | 0,000% | F |
| CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN | | 18.545 | 0,002% | F |
| CITY OF NEW YORK DEFERRED COMPENSATION PLAN | | 18.150 | 0,002% | F |
| CITY OF NEW YORK GROUP TRUST | | 202.288 | 0,019% | F |
| CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM. | | 30.423 | 0,003% | F |
| CITY UNIVERSITY OF NEW YORK | | 331 | 0,000% | F |
| CM-AM CONVICTIONS EURO | | 200.000 | 0,019% | F |
| CM-AM PEA SECURITE | | 1.655.860 | 0,158% | F |
| CM-AM PEA SERENITE | | 426.629 | 0,041% | F |
| CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN | | 40.928 | 0,004% | F |
| CO PERATIE KLAVERBLAD VERZEKERINGEN U.A. | | 17.523 | 0,002% | F |
| COLLEGE RETIREMENT EQUITIES FUND | | 359.094 | 0,034% | F |
| COLONIAL FIRST STATE INVESTMENT FUND 50. | | 8.070 | 0,001% | F |
| COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND.. | | 40.471 | 0,004% | F |
| COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A. | | 253.248 | 0,024% | F |
| COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC | | 2.321 | 0,000% | F |
| COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN | | 6.593 | 0,001% | F |
| COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA | | 77.885 | 0,007% | F |
| CONNECTICUT GENERAL LIFE INSURANCE COMPANY | | 8.519 | 0,001% | F |
| CONNOR CLARK & LUNN COLLECTIVE INVESTMENT TRUST | | 19.484 | 0,002% | F |
| CONSERVATION INTERNATIONAL FOUNDATION, INC. | | 655 | 0,000% | F |
| CONSOLIDATED EDISON RETIREMENT PLAN | | 17.076 | 0,002% | F |
| CONSTELLATION FITZPATRICK QUALIFIED FUND | | 2.521 | 0,000% | F |
| CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND | | 2.633 | 0,000% | F |
| CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND | | 995 | 0,000% | F |
| CORALIUM PEA SANTé | | 151.407 | 0,014% | F |
| COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY | | 40.669 | 0,004% | F |
| CPR EUROLAND ESG | | 131.776 | 0,013% | F |
| CPR EUROPE ESG POCHE COR | | 41.073 | 0,004% | F |
| CREDIT SUISSE INDEX FUND (LUX) | | 442.442 | 0,042% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962 | | 33.879 | 0,003% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND | | 86.197 | 0,008% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX | | 1.011 | 0,000% | F |
| CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED) | | 6.337 | 0,001% | F |
| DEAM FONDS ZDV | | 4.442 | 0,000% | F |
| DEE STREET GLOBAL EQUITY FUND | | 1.282 | 0,000% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT | | 145.545 | 0,014% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90 | | 9.343 | 0,001% | F |
| DEKA INVESTMENT GMBH A FU 5 FONDS | | 12.017 | 0,001% | F |
| DEKA INVESTMENT GMBH A SRR U1 | | 3.810 | 0,000% | F |
| DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG | | 32.163 | 0,003% | F |
| DEKA INVESTMENT GMBH GLOBALE AKTIEN | | 15.235 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA | | 154.550 | 0,015% | F |
| DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21 | | 6.885 | 0,001% | F |
| DEKA INVESTMENT GMBH W/A-REVI 2 | | 35.000 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF | | 427.317 | 0,041% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF | | 18.193 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF | | 6.314 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF | | 40.459 | 0,004% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF | | 24.552 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON | | 35.447 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL | | 10.342 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKAFONDS-RA-HH W/DWS AKTIEN | | 34.378 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS | | 14.000 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF | | 18.398 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF | | 8.165 | 0,001% | F |
| DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS | | 15.869 | 0,002% | F |
| DEKA INVESTMENT GMBH W/KREBSHILFE 1-FONDS | | 4.610 | 0,000% | F |
| DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II | | 16.624 | 0,002% | F |
| DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3 | | 5.860 | 0,001% | F |
| DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV | | 590 | 0,000% | F |
| DEKA INVESTMENT GMBH W/SSH-FONDS W/U04 | | 88.100 | 0,008% | F |
| DEKA INVESTMENT GMBH W/SVAM-FONDS | | 8.459 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TREMONIUS-FONDS | | 7.257 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02 | | 18.639 | 0,002% | F |
| DEKA VALUE PLUS | | 143.484 | 0,014% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS | | 21.000 | 0,002% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG | | 9.200 | 0,001% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/IDB-STRATEGIE WUPPERTAL | | 1.226 | 0,000% | F |
| DEKA-MASTER-HAEK I | | 9.731 | 0,001% | F |
| DEKA-RAB | | 45.699 | 0,004% | F |
| DESJARDINS INTERNATIONAL EQUITYIND EX ETF | | 26.593 | 0,003% | F |
| DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF | | 351 | 0,000% | F |
| DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE | | 1.122 | 0,000% | F |
| DESTINATIONS INTERNATIONAL EQU | | 8.148 | 0,001% | F |
| DEUTSCHE DCG EQ | | 1.719 | 0,000% | F |
| DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF) | | 1.587 | 0,000% | F |
| DEVIF-FONDS NR. 349 | | 4.983 | 0,000% | F |
| DFI LP EQUITY (PASSIVE | | 532 | 0,000% | F |
| DIGITAL FUNDS STARS EUROZONE | | 11.563 | 0,001% | F |
| DILLON MARKETABLE SECURITIES COMMON TRUST FUND. | | 1.830 | 0,000% | F |
| DIMENSIONAL FUNDS PLC | | 72.447 | 0,007% | F |
| DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E | | 1.928 | 0,000% | F |
| DNB BANK ASA | | 43.684 | 0,004% | F |
| DPAM DBI-RDT B EQUITIES EMU INDEX | | 30.600 | 0,003% | F |
| DPAM L EQUITIES EMU SRI MSCI INDEX | | 15.793 | 0,002% | F |
| DPAM L EQUITIES WORLD SRI MSCI INDEX | | 2.400 | 0,000% | F |
| DPCTA-MASTERFONDS | | 20.577 | 0,002% | F |
| DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING | | 22.120 | 0,002% | F |
| DUNHAM INTERNATIONAL STOCK FUND | | 3.924 | 0,000% | F |
| DWS INVESTMENT GMBH DRIVEINVEST FOR PENSIONS SEG 2 | | 19.703 | 0,002% | F |
| DWS INVESTMENT GMBH FOR DEAM-FONDS CPT | | 5.000 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1 | | 5.654 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN | | 2.700 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ | | 13.396 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE | | 82.290 | 0,008% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROPEAN EQUITY | | 149.806 | 0,014% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY | | 39.640 | 0,004% | F |
| DWS INVESTMENT GMBH FOR DWS SYSTEMATIC EUROPEAN EQUITY | | 49.942 | 0,005% | F |
| DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER | | 1.350 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1 | | 26.908 | 0,003% | F |
| DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY | | 16.258 | 0,002% | F |
| DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND | | 4.766 | 0,000% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT | | 71.015 | 0,007% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO | | 1.316 | 0,000% | F |
| DWS MULTI ASSET PIR FUND | | 52.095 | 0,005% | F |
| DYNASTY INVEST LTD | | 1.134 | 0,000% | F |
| E TRADE NO FEE INTERNATIONAL INDEX FUND | | 240 | 0,000% | F |
| EBK-AKTIEN-UNIVERSAL-FONDS | | 76.801 | 0,007% | F |
| EGEPARGNE 2 DIVERSIFIE | | 19.708 | 0,002% | F |
| ELEVA UCITS FUND - ELEVA ABSOLUTE RETURN EUROPE | | 165.346 | 0,016% | F |
| EMBO-FONDS | | 11.075 | 0,001% | F |
| EMERGENCY SERVICES SUPERANNUATION SCHEME | | 2.465 | 0,000% | F |
| EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE | | 1 | 0,000% | F |
| EMPOWER ANNUITY INSURANCE COMPANY | | 64.699 | 0,006% | F |
| ENHANCED INDEX INTERNATIONAL SHARE FUND | | 21.104 | 0,002% | F |
| ENPAM | | 200.000 | 0,019% | F |
| ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI | | 11.750.450 | 1,121% | F |
| ENVIRONMENT FUND | | 3.673 | 0,000% | F |
| EPARGNE ACTIONS MONDE ISR | | 89.181 | 0,009% | F |
| EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO | | 33.001 | 0,003% | F |
| EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 26.765 | 0,003% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO | | 4.314 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO | | 4.919 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO | | 6.624 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO | | 9.310 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO | | 14.979 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 42.245 | 0,004% | F |
| EQUIPSUPER | | 57.778 | 0,006% | F |
| EQUITABLE FINANCIAL LIFE INSURANCE COMPANY | | 2.957 | 0,000% | F |
| ERAFP ACTIONS EURO I | | 592.588 | 0,057% | F |
| ERAFP ACTIONS EURO IV | | 274.204 | 0,026% | F |
| ERISA ACTION EUROPE N 2 | | 41.236 | 0,004% | F |
| ERISA ACTIONS GRANDES VALEURS | | 817.353 | 0,078% | F |
| ERSTE ASSET MANAGEMENT GMBH | | 441.100 | 0,042% | F |
| ESKOM PENSION AND PROVIDENT FUND | | 37.165 | 0,004% | F |
| ESPERIDES - S.A. SICAV-SIF | | 5.551 | 0,001% | F |
| ESSENTIA HEALTH | | 1.633 | 0,000% | F |
| EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB) | | 1.335 | 0,000% | F |
| F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC | | 3.419 | 0,000% | F |
| FACTORY MUTUAL INSURANCE COMPANY | | 5.790 | 0,001% | F |
| FAMILY INVESTMENTS CHILD TRUST FUND | | 5.916 | 0,001% | F |
| FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND | | 7.919 | 0,001% | F |
| FCM INTERNATIONAL LLC | | 835 | 0,000% | F |
| FCP HUMANIS RETRAITE ACTIONS | | 297.159 | 0,028% | F |
| FCP HUMANIS RETRAITE ACTIONS BAS CARBONE | | 213.173 | 0,020% | F |
| FCP SODIUM I | | 30.421 | 0,003% | F |
| FEDERATED HERMES GLOBAL ALLOCATION FUND | | 3.151 | 0,000% | F |
| FEDEX CORPORATION EMPLOYEES PENSION TRUST | | 15.223 | 0,001% | F |
| FGV - ACTIONS EUROPE LM B | | 124.795 | 0,012% | F |
| FGV ACTIONS EUROPE LM A | | 16.067 | 0,002% | F |
| FIDDLER PARTNERS LLC | | 474 | 0,000% | F |
| FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND | | 1.495.132 | 0,143% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND | | 15.397 | 0,001% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND | | 81.250 | 0,008% | F |
| FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF | | 27.911 | 0,003% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FIDELITY FUNDS - GLOBAL QUALITY INCOME POOL | | 292 | 0,000% | F |
| FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST | | 562 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND | | 51.455 | 0,005% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND | | 184 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND | | 97.365 | 0,009% | F |
| FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND | | 489.400 | 0,047% | F |
| FIDELITY SAI INTERNATIONAL INDEX FUND | | 173.026 | 0,017% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND | | 47.254 | 0,005% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND | | 186.693 | 0,018% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA | | 15.167 | 0,001% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. | | 832.136 | 0,079% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND | | 196.253 | 0,019% | F |
| FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF | | 36.046 | 0,003% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND | | 5.248 | 0,001% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND | | 12.362 | 0,001% | F |
| FIDEURAM COMPARTO PIANO AZIONI ITALIA | | 430.000 | 0,041% | F |
| FIDEURAM COMPARTO PIANO BILANCIATO ITALIA 50 | | 65.000 | 0,006% | F |
| FIDEURAM ITALIA | | 24.200 | 0,002% | F |
| FINALTIS EFFICIENT BETA EURO | | 4.994 | 0,000% | F |
| FIRE AND POLICE PENSION ASSOCIATION OF COLORADO | | 1 | 0,000% | F |
| FIRST PRIVATE EURO DIVIDENDEN STAUFER | | 75.136 | 0,007% | F |
| FIRST SENTIER INVESTORS GLOBAL UMBRELLA FUND PUBLIC LIMITED COMPANY | | 1.629 | 0,000% | F |
| FIRST TRUST DEVELOPED MARKETS EX US ALPHADEX FUND | | 80.016 | 0,008% | F |
| FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND | | 333.751 | 0,032% | F |
| FIRST TRUST EUROPE ALPHADEX FUND | | 64.741 | 0,006% | F |
| FIRST TRUST EUROZONE ALPHADEX ETF | | 17.333 | 0,002% | F |
| FIRST TRUST EUROZONE ALPHADEX UCITS ETF | | 25.092 | 0,002% | F |
| FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF | | 77.719 | 0,007% | F |
| FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF | | 12.722 | 0,001% | F |
| FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF | | 10.019 | 0,001% | F |
| FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF | | 44.365 | 0,004% | F |
| FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND | | 703.069 | 0,067% | F |
| FISCHER FAMILY TRUST | | 1.424 | 0,000% | F |
| FJARDE AP-FONDEN. | | 52.809 | 0,005% | F |
| FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND | | 8.645 | 0,001% | F |
| FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND | | 952 | 0,000% | F |
| FLORIDA GLOBAL EQUITY FUND LLC | | 4.654 | 0,000% | F |
| FLORIDA RETIREMENT SYSTEM | | 32.110 | 0,003% | F |
| FLORIDA RETIREMENT SYSTEM TRUST FUND | | 36.415 | 0,003% | F |
| FLORIDA RETSYS MINERVA 1009008 | | 14.956 | 0,001% | F |
| FLOURISH INVESTMENT CORPORATION | | 2.333 | 0,000% | F |
| FOLKSAM OMSESIDIG SAKFORSAKRING | | 17.361 | 0,002% | F |
| FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY | | 9.389 | 0,001% | F |
| FONDATION BOTNAR.. | | 20.429 | 0,002% | F |
| FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA | 00499230373 | 1.702.438 | 0,162% | F |
| FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES | | 1.933 | 0,000% | F |
| FONDITALIA | | 917.680 | 0,088% | F |
| FONDOPOSTE | | 41.029 | 0,004% | F |
| FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.) | | 1 | 0,000% | F |
| FONDS FUER STIFTUNGEN INVESCO | | 11.065 | 0,001% | F |
| FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS | | 2.001 | 0,000% | F |
| FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST.. | | 5.589 | 0,001% | F |
| FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST | | 664 | 0,000% | F |
| FOREIGN STOCK INDEX MOTHER FUND | | 29.833 | 0,003% | F |
| FORSTA AP - FONDEN | | 92.442 | 0,009% | F |
| FOVERUKA PENSION UNIVERSAL | | 7.109 | 0,001% | F |
| FRANKLIN INTERNATIONAL EQUITY INDEX ETF | | 6.059 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF | | 3.615 | 0,000% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF | | 2.484 | 0,000% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL DIVIDEND MULTIPLIER INDEX | | 20.846 | 0,002% | F |
| FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG | | 105.327 | 0,010% | F |
| FRANKLIN TEMPLETON ICAV | | 378.421 | 0,036% | F |
| FUNDACAO CALOUSTE GULBENKIAN | | 3.440 | 0,000% | F |
| FUNDO DE PENSOES . | | 5.355 | 0,001% | F |
| FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU | | 11.362 | 0,001% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F | | 97.655 | 0,009% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI. | | 23.474 | 0,002% | F |
| FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500) | | 2.736 | 0,000% | F |
| G.A.-FUND-B - EQUITY BROAD EURO P | | 13.078 | 0,001% | F |
| G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES | | 7.264 | 0,001% | F |
| GARD UNIT TRUST | | 9.721 | 0,001% | F |
| GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY | | 1.841 | 0,000% | F |
| GENERAL ORGANISATION FOR SOCIAL INSURANCE. | | 408.653 | 0,039% | F |
| GENERAL PENSION AND SOCIAL SECURITY AUTHORITY | | 6.980 | 0,001% | F |
| GENERALI DIVERSIFICATION | | 944 | 0,000% | F |
| GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT | | 187.800 | 0,018% | F |
| GERANA SICAV-SIF, S.A. | | 8.456 | 0,001% | F |
| GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND | | 2.795 | 0,000% | F |
| GLOBAL EQUITIES ENHANCED INDEX FUND | | 336.988 | 0,032% | F |
| GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC | | 2.198 | 0,000% | F |
| GLOBAL MULTI ASSET STRATEGY FUND | | 3.396 | 0,000% | F |
| GLOBAL MULTI-FACTOR EQUITY FUND | | 18.746 | 0,002% | F |
| GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND CAYMAN L.P. | | 3.300 | 0,000% | F |
| GLOBAL X MSCI SUPERDIVIDEND EAFE ETF | | 17.138 | 0,002% | F |
| GLS BANK AKTIENFONDS C/O UNIVERSAL-INVESTMENT- | | 700.000 | 0,067% | F |
| GMO BENCHMARK-FREE FUND | | 8.535 | 0,001% | F |
| GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND | | 4.882 | 0,000% | F |
| GMO IMPLEMENTATION FUND | | 16.295 | 0,002% | F |
| GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES | | 18.806 | 0,002% | F |
| GODFOND SVERIGE & VARLDEN | | 4.688 | 0,000% | F |
| GOLDMAN SACHS ETF ICAV | | 82 | 0,000% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E | | 19.164 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT | | 433.618 | 0,041% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF | | 81.147 | 0,008% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO | | 20.375 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF | | 7.574 | 0,001% | F |
| GOLDMAN SACHS FUNDS III | | 123.480 | 0,012% | F |
| GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND | | 25.471 | 0,002% | F |
| GOVERNMENT EMPLOYEES SUPERANNUATION BRD | | 49.586 | 0,005% | F |
| GOVERNMENT OF NORWAY | | 700.000 | 0,067% | F |
| GOVERNMENT PENSION INVESTMENT FUND | | 2.136.270 | 0,204% | F |
| GOVERNMENT SUPERANNUATION FUND | | 12.310 | 0,001% | F |
| GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD. | | 30 | 0,000% | F |
| GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND | | 12.968 | 0,001% | F |
| GREAT WEST INTERNATIONAL INDEX FUND | | 68.448 | 0,007% | F |
| GREENFINCH FOUNDATION | | 2.460 | 0,000% | F |
| GUIDEMARK WORLD EX-US FUND | | 18.125 | 0,002% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND | | 62.243 | 0,006% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND. | | 25.999 | 0,002% | F |
| HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 4.837 | 0,000% | F |
| HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND | | 397.156 | 0,038% | F |
| HAWKES FAMILY LLC | | 1.283 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| HAWTHORN DM LLC | | 9.507 | 0,001% | F |
| HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO | | 688 | 0,000% | F |
| HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO | | 286 | 0,000% | F |
| HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL | | 6.699 | 0,001% | F |
| HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO | | 9.459 | 0,001% | F |
| HC RENTE | | 2.170 | 0,000% | F |
| HEALTHCARE EMPLOYEES PENSION | | 137.281 | 0,013% | F |
| HELIUM ALPHA | | 5.881 | 0,001% | F |
| HELVETIA I EUROPA | | 52.607 | 0,005% | F |
| HESTA | | 138.785 | 0,013% | F |
| HI PNWL DIVIDENDE PLUS FONDS | | 644.333 | 0,061% | F |
| HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS | | 83.000 | 0,008% | F |
| HILLSDALE GLOBAL EQUITY FUND | | 6.898 | 0,001% | F |
| HI-PNWL-DIVIDENDE-PLUS-FONDS | | 217.327 | 0,021% | F |
| HI-PROAM-STIFTUNGSFONDS | | 2.393 | 0,000% | F |
| HI-PROVINZIAL-LOWRISK-DIVIDENDENSTRATEGIE-FONDS | | 13.830 | 0,001% | F |
| HMT HANSEMERKUR AKTIEN INVEST | | 1.524 | 0,000% | F |
| HMT-KVMV-FONDS THEODOR-HEUSS-A | | 439 | 0,000% | F |
| HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE | | 250.725 | 0,024% | F |
| HORIZON BUSINESS SRI DYN DBI-RDT | | 39.050 | 0,004% | F |
| HOSPITAL AUTHORITY PROVIDENT FUND SCHEME | | 13.596 | 0,001% | F |
| HOSTPLUS POOLED SUPERANNUATION TRUST | | 57.832 | 0,006% | F |
| HP+P STIFTUNGSFONDS | | 15.900 | 0,002% | F |
| HPE COMMON CONTRACTUAL FUND. | | 2.462 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 11. | | 787 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 12. | | 4.892 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 2 | | 2.539 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 3 | | 3.135 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 6 | | 411 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 7. | | 4.085 | 0,000% | F |
| HSBC ACTIONS MONDE | | 97.577 | 0,009% | F |
| HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY | | 141.593 | 0,014% | F |
| HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF | | 203 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF | | 414 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF | | 12.170 | 0,001% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF | | 3.597 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF | | 879 | 0,000% | F |
| HSBC EURO ACTIONS | | 323.566 | 0,031% | F |
| HSBC GLOBAL INVESTMENT FUNDS | | 59.360 | 0,006% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND | | 1.218 | 0,000% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND | | 18.319 | 0,002% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND | | 1.795 | 0,000% | F |
| HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND | | 14.268 | 0,001% | F |
| HUMANIS RETRAITE DIVERSIFIE | | 291.231 | 0,028% | F |
| IA CLARINGTON GLOBAL VALUE FUND | | 5.257 | 0,001% | F |
| IADB POST RETIREMENT BENEFITS FUND | | 14.689 | 0,001% | F |
| IADB STAFF RETIREMENT FUND | | 40.700 | 0,004% | F |
| IAGAM GLOBAL EQUITY TRUST. | | 45.536 | 0,004% | F |
| IBM 401(K) PLUS PLAN TRUST | | 35.565 | 0,003% | F |
| IF IST - EUROPE INDEX SRI | | 9.821 | 0,001% | F |
| IF IST - GLOBE INDEX | | 22.328 | 0,002% | F |
| IG MACKENZIE INTERNATIONAL SMALL CAP FUND | | 531.149 | 0,051% | F |
| ILA - A-ILDSCG | | 2.038 | 0,000% | F |
| ILA - A-ILEZEQG | | 9.537 | 0,001% | F |
| ILA - A-ILGLOEQG | | 1.987 | 0,000% | F |
| ILA - A-ILGLOEQN | | 852 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ILA - RAFIMF | | 2.849 | 0,000% | F |
| ILA-A-ILIMCFHY | | 4.312 | 0,000% | F |
| ILA-A-ILSDMH | | 42.355 | 0,004% | F |
| ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY | | 21.659 | 0,002% | F |
| ILA-LA WORLD ESG SCREENED FUND | | 5.226 | 0,000% | F |
| ILLINOIS MUNICIPAL RETIREMENT FUND | | 24.512 | 0,002% | F |
| IMCO GLOBAL PUBLIC EQUITY LP | | 77.168 | 0,007% | F |
| IMPACTASSETS INC. | | 202 | 0,000% | F |
| IMPERIAL INTERNATIONAL EQUITY POOL | | 14.911 | 0,001% | F |
| INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER | 80122170584 | 3.130.190 | 0,299% | F |
| ING DIRECT SICAV | | 20.493 | 0,002% | F |
| INSPIRE INTERNATIONAL ETF 80 A | | 84.469 | 0,008% | F |
| INSTITUTIONAL RETIREMENT TRUST | | 9.922 | 0,001% | F |
| INTERFUND SICAV | | 22.622 | 0,002% | F |
| INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC | | 646.985 | 0,062% | F |
| INTERNATIONAL EQUITIES B UNIT TRUST | | 1.449 | 0,000% | F |
| INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST | | 483 | 0,000% | F |
| INTERNATIONAL EQUITIES SECTOR TRUST | | 744 | 0,000% | F |
| INTERNATIONAL EQUITY FUND | | 3.862 | 0,000% | F |
| INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST | | 1.000 | 0,000% | F |
| INTERNATIONAL MONETARY FUND | | 30.572 | 0,003% | F |
| INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT | | 4.019 | 0,000% | F |
| INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN | | 13.901 | 0,001% | F |
| INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO | | 890.800 | 0,085% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE A-EUROPA-LA-PASSIV | | 3.706 | 0,000% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE INKA LUCK | | 68.221 | 0,007% | F |
| INVESCO ADVANTAGE INTERNATIONALFUND | | 1.388 | 0,000% | F |
| INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF | | 61.933 | 0,006% | F |
| INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF | | 85.378 | 0,008% | F |
| INVESCO FUNDS | | 767.843 | 0,073% | F |
| INVESCO GLOB ENHAN EQUITY UCITS ETF | | 352 | 0,000% | F |
| INVESCO GLOBAL BALANCED INDEX FUND UK | | 28.328 | 0,003% | F |
| INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND | | 6.169 | 0,001% | F |
| INVESCO GLOBAL EX UK CORE EQUITY INDEX FUND UK | | 18.263 | 0,002% | F |
| INVESCO GLOBAL EX UK ENHANCED INDEX FUND UK | | 25.748 | 0,002% | F |
| INVESCO MARKETS II PLC | | 31.724 | 0,003% | F |
| INVESCO MARKETS II PUBLIC LTD | | 26.285 | 0,003% | F |
| INVESCO MARKETS III PLC | | 77 | 0,000% | F |
| INVESCO MSCI EAFE INCOME ADVANTAGE ETF | | 2.927 | 0,000% | F |
| INVESCO MSCI EUR EQ WGHT UCITS ETF | | 68.423 | 0,007% | F |
| INVESCO MSCI WORLD SRI INDEX FUND | | 601 | 0,000% | F |
| INVESCO POOLED INVESTMENT FUND - EUROPE FUND | | 55.147 | 0,005% | F |
| INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES | | 47.045 | 0,004% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF | | 102.373 | 0,010% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED MOMENTUM ETF | | 73.775 | 0,007% | F |
| INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL | | 139.811 | 0,013% | F |
| INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL | | 95.254 | 0,009% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL | | 9.736 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL | | 13.896 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED ACCUMULATING KL | | 18.566 | 0,002% | F |
| INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE | | 1.796 | 0,000% | F |
| INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL | | 3.723 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI | | 24.633 | 0,002% | F |
| INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING | | 24.767 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL | | 25.097 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL | | 14.212 | 0,001% | F |
| INVESTITORI EUROPA | | 7.000 | 0,001% | F |
| INVESTITORI FLEXIBLE EQUITY ESG | | 1.760 | 0,000% | F |
| INVESTITORI PIAZZA AFFARI | | 25.500 | 0,002% | F |
| IOM UBS GLOBAL PASSIVE EQUITIES | | 5.346 | 0,001% | F |
| IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 12.449 | 0,001% | F |
| IP ACTIONS EURO | | 8.537 | 0,001% | F |
| IPC MULTIFACTOR INTERNATIONAL EQUITY | | 4.327 | 0,000% | F |
| IRISH LIFE ASSURANCE PLC | | 59.767 | 0,006% | F |
| IRISH LIFE ASSURANCE. | | 39.283 | 0,004% | F |
| IRISH LIFE CLIMATE FOCUSED FUND | | 758 | 0,000% | F |
| IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND | | 14.781 | 0,001% | F |
| IRR K LLC | | 4.519 | 0,000% | F |
| ISHARES ALL-COUNTRY EQUITY INDEX FUND | | 1.197 | 0,000% | F |
| ISHARES BLOCKCHAIN AND TECH ETF | | 3.654 | 0,000% | F |
| ISHARES CORE MSCI EAFE ETF | | 3.044.354 | 0,290% | F |
| ISHARES CORE MSCI EAFE IMI INDEX ETF | | 30.939 | 0,003% | F |
| ISHARES CORE MSCI EUROPE ETF | | 211.985 | 0,020% | F |
| ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF | | 416.783 | 0,040% | F |
| ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF | | 632.658 | 0,060% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF | | 5.483 | 0,001% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF | | 10.465 | 0,001% | F |
| ISHARES ESG ADVANCED MSCI EAFE ETF | | 42.268 | 0,004% | F |
| ISHARES ESG ADVANCED MSCI EAFE INDEX ETF | | 8.474 | 0,001% | F |
| ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE) | | 994.259 | 0,095% | F |
| ISHARES EURO STOXX UCITS ETF (DE) | | 191.446 | 0,018% | F |
| ISHARES II PUBLIC LIMITED COMPANY | | 1.236.388 | 0,118% | F |
| ISHARES III PUBLIC LIMITED COMPANY | | 1.235.638 | 0,118% | F |
| ISHARES INTERNATIONAL EQUITY FACTOR ETF | | 143.329 | 0,014% | F |
| ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF | | 541 | 0,000% | F |
| ISHARES IV PUBLIC LIMITED COMPANY | | 1.337.371 | 0,128% | F |
| ISHARES MSCI ACWI ETF | | 98.290 | 0,009% | F |
| ISHARES MSCI ACWI EX U.S. ETF | | 99.097 | 0,009% | F |
| ISHARES MSCI ACWI LOW CARBON TARGET ETF | | 24.340 | 0,002% | F |
| ISHARES MSCI EAFE ETF | | 1.529.206 | 0,146% | F |
| ISHARES MSCI EAFE INTERNATIONALINDEX FUND | | 288.895 | 0,028% | F |
| ISHARES MSCI EAFE VALUE ETF | | 1.042.422 | 0,099% | F |
| ISHARES MSCI EUR QLTY DIV UCITS ETF | | 476.761 | 0,045% | F |
| ISHARES MSCI EUROPE FINANCIALS ETF | | 616.770 | 0,059% | F |
| ISHARES MSCI EUROPE IMI INDEX ETF | | 3.689 | 0,000% | F |
| ISHARES MSCI EUROZONE ETF | | 551.177 | 0,053% | F |
| ISHARES MSCI GLOBAL MULTIFACTORETF | | 5.987 | 0,001% | F |
| ISHARES MSCI INTL MOMENTUM FACTOR ETF | | 120.790 | 0,012% | F |
| ISHARES MSCI ITALY ETF | | 545.080 | 0,052% | F |
| ISHARES MSCI KOKUSAI ETF | | 1.622 | 0,000% | F |
| ISHARES MSCI WORLD ETF | | 32.928 | 0,003% | F |
| ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF | | 144 | 0,000% | F |
| ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF | | 5.733 | 0,001% | F |
| ISHARES PUBLIC LIMITED COMPANY | | 2.691.275 | 0,257% | F |
| ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF-DE | | 72.374 | 0,007% | F |
| ISHARES STOXX EUROPE 600 UCITS ETF (DE) | | 347.245 | 0,033% | F |
| ISHARES STOXX EUROPE MID 200 UCITS ETF (DE) | | 145.621 | 0,014% | F |
| ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE) | | 822.423 | 0,078% | F |
| ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE | | 1.979.158 | 0,189% | F |
| ISHARES V PUBLIC LIMITED COMPANY | | 307.933 | 0,029% | F |
| ISHARES VI PUBLIC LIMITED COMPANY | | 289.473 | 0,028% | F |
| ISHARES VII PUBLIC LIMITED COMPANY | | 981.817 | 0,094% | F |
| ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND | | 38.547 | 0,004% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND | | 2.409 | 0,000% | F |
| ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH) | | 3.662 | 0,000% | F |
| JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO | | 371 | 0,000% | F |
| JANUS HENDERSON HORIZON FUND - EUROLAND FUND | | 602.852 | 0,058% | F |
| JEFFREY LLC | | 7.080 | 0,001% | F |
| JNL INTERNATIONAL INDEX FUND | | 71.027 | 0,007% | F |
| JNL/DFA INTERNATIONAL CORE EQUITY FUND | | 9.139 | 0,001% | F |
| JNL/JPMORGAN GLOBAL ALLOCATION FUND | | 1.330 | 0,000% | F |
| JNL/MELLON MSCI WORLD INDEX FUND | | 5.947 | 0,001% | F |
| JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND | | 76.991 | 0,007% | F |
| JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF | | 9.242 | 0,001% | F |
| JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY | | 28.121 | 0,003% | F |
| JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF | | 22.738 | 0,002% | F |
| JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST | | 32.130 | 0,003% | F |
| JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST. | | 16.613 | 0,002% | F |
| JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST | | 54.567 | 0,005% | F |
| JOHN T. WALTON FAMILY TRUST | | 120.586 | 0,012% | F |
| JOSHUA GREEN CORPORATION | | 3.450 | 0,000% | F |
| JPM MULTI INCOME FUND | | 25.190 | 0,002% | F |
| JPMORGAN BETABUILDERS EUROPE ETF | | 175.059 | 0,017% | F |
| JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF | | 132.623 | 0,013% | F |
| JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND | | 162.006 | 0,015% | F |
| JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF | | 53.915 | 0,005% | F |
| JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF | | 13.151 | 0,001% | F |
| JPMORGAN EUROPE STRATEGIC DIVIDEND FUND | | 3.486 | 0,000% | F |
| JPMORGAN FLEXIBLE INCOME ETF | | 198 | 0,000% | F |
| JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND | | 3.264 | 0,000% | F |
| JPMORGAN FUNDS | | 354.244 | 0,034% | F |
| JPMORGAN GLOBAL ALLOCATION FUND | | 4.019 | 0,000% | F |
| JPMORGAN INCOME BUILDER FUND | | 76.135 | 0,007% | F |
| JPMORGAN INVESTMENT FUNDS | | 347.020 | 0,033% | F |
| JPMORGAN MULTI BALANCED FUND | | 2.159 | 0,000% | F |
| JTW TRUST NO. 2 UAD 9/19/02. | | 2.007 | 0,000% | F |
| JTW TRUST NO. 3 UAD 9/19/02. | | 2.827 | 0,000% | F |
| JTW TRUST NO. 4 UAD 9/19/02. | | 2.036 | 0,000% | F |
| JTW TRUST NO. 5 UAD 9/19/02. | | 1.555 | 0,000% | F |
| JUNON ACTIONS OBLIGATIONS | | 221.998 | 0,021% | F |
| K INVESTMENTS SH LIMITED. | | 34.350 | 0,003% | F |
| KAISER FOUNDATION HOSPITALS | | 6.781 | 0,001% | F |
| KAISER PERMANENTE GROUP TRUST | | 5.311 | 0,001% | F |
| KAP IP GLO EQUI III 56097 | | 10.289 | 0,001% | F |
| KAP MPI INTERNATIONALE AKTIER 55016 | | 139.345 | 0,013% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER | | 3.011 | 0,000% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5 | | 72.462 | 0,007% | F |
| KAPITALFORENINGEN EMD INVEST VERDENSINDEKS | | 8.758 | 0,001% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I | | 17.756 | 0,002% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX | | 29.365 | 0,003% | F |
| KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS | | 18.873 | 0,002% | F |
| KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED | | 176.190 | 0,017% | F |
| KAS BANK PF | | 632 | 0,000% | F |
| KBC ECO FUND/WORLD | | 13.970 | 0,001% | F |
| KBC EQUITY FUND EUROZONE | | 377.140 | 0,036% | F |
| KBC EQUITY FUND EUROZONE DBI-RDT | | 47.780 | 0,005% | F |
| KBC EQUITY FUND SRI EUROZONE | | 619.635 | 0,059% | F |
| KBC EQUITY FUND WORLD | | 125.793 | 0,012% | F |
| KBC EQUITY FUND/EUROPE | | 34.784 | 0,003% | F |
| KBC EQUITY FUND/SRI WORLD | | 162.329 | 0,015% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| KBC EQUITY FUND/WORLD DBI-ROT | | 29.453 | 0,003% | F |
| KBC EQUITY SRI WORLD DBI-RDT | | 20.462 | 0,002% | F |
| KBC INST FUND EURO EQUITY | | 53.482 | 0,005% | F |
| KBC INSTITUTIONAL FUND SRI EURO | | 79.283 | 0,008% | F |
| KBC INSTITUTIONAL FUND/SRI WORLD EQUITY | | 32.384 | 0,003% | F |
| KBI FUNDS ICAV | | 14.564 | 0,001% | F |
| KBI GLOBAL INVESTMENT FUND | | 8.844 | 0,001% | F |
| KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST I | | 75.651 | 0,007% | F |
| KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR | | 50.120 | 0,005% | F |
| KESKINÄINEN VAKUUTUSYHTIÖ FENNIA | | 9.102 | 0,001% | F |
| KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI | | 19.773 | 0,002% | F |
| KOKUSAI EQUITY INDEX FUND, A S | | 12.306 | 0,001% | F |
| KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP | | 69.228 | 0,007% | F |
| KUMPULAN WANG PERSARAAN DIPERBADANKAN | | 13.139 | 0,001% | F |
| KUTXABANK GESTION SGIIC, S.A. | | 242.248 | 0,023% | F |
| KUTXABANK PENSIONES, S.A., SGFP | | 99.319 | 0,009% | F |
| LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES | | 52.795 | 0,005% | F |
| LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION | | 1.690 | 0,000% | F |
| LACERA MASTER OPEB TRUST | | 11.377 | 0,001% | F |
| LACM GLOBAL EQUITY FUND LP | | 1.877 | 0,000% | F |
| LAKE AVENUE INVESTMENTS LLC | | 18.058 | 0,002% | F |
| LARGE CAP INTL PORTFOLIO OF DFA INV | | 154.290 | 0,015% | F |
| LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP TRUST | | 8.200 | 0,001% | F |
| LAZARD ASSET MANAGEMENT LLC | | 118 | 0,000% | F |
| LBPAM 3 MOIS | | 2.182.558 | 0,208% | F |
| LBPAM ACTIONS DIVIDENDES EUROP | | 3.163 | 0,000% | F |
| LBPAM ISR ACTIONS 80 | | 63.889 | 0,006% | F |
| LBPAM ISR ACTIONS EURO LARGE CAP | | 3.599 | 0,000% | F |
| LBPAM ISR ACTIONS EUROMONDE | | 124.806 | 0,012% | F |
| LBPAM ISR ACTIONS EUROPE 50 | | 375.097 | 0,036% | F |
| LBPAM ISR ACTIONS FOCUS EURO | | 87.076 | 0,008% | F |
| LBPAM ISR AVENIR EURO | | 956 | 0,000% | F |
| LBPAM ISR STRATEGIE PEA 1 | | 10.996 | 0,001% | F |
| LBPAM ISR STRATEGIE PEA 2 | | 17.216 | 0,002% | F |
| LBPAM SHORT TERM | | 133.000 | 0,013% | F |
| LCL ACTIONS EURO CORE+ | | 69.430 | 0,007% | F |
| LCL ACTIONS MONDE HORS EUROPE EURO | | 186.002 | 0,018% | F |
| LCL TRIPLE HORIZON (SEPT 2021) | | 122.133 | 0,012% | F |
| LEADERSEL P.M.I | | 29.030 | 0,003% | F |
| LEGAL & GENERAL ASSURANCE SOCIETY LIMITED | | 655 | 0,000% | F |
| LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E | | 6.009 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO | | 30.046 | 0,003% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE | | 8.830 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED | | 330 | 0,000% | F |
| LEGAL & GENERAL GLOBAL EQUITY INDEX FUND | | 12.796 | 0,001% | F |
| LEGAL & GENERAL ICAV. | | 6.172 | 0,001% | F |
| LEGAL & GENERAL MSCI EAFE FUND LLC | | 39.561 | 0,004% | F |
| LEGAL & GENERAL MSCI EAFE SL FUND LLC | | 27.903 | 0,003% | F |
| LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT ( | | 16.397 | 0,002% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED | | 162.311 | 0,015% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND | | 2.953 | 0,000% | F |
| LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED | | 1.260.036 | 0,120% | F |
| LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED | | 14.483 | 0,001% | F |
| LEGAL AND GENERAL CCF | | 24.279 | 0,002% | F |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST. | | 40.947 | 0,004% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.. | | 272 | 0,000% | F |
| LEGAL AND GENERAL EUROPEAN INDEX TRUST | | 195.654 | 0,019% | F |
| LEGAL AND GENERAL INTERNATIONAL INDEX TRUST | | 61.961 | 0,006% | F |
| LEGAL AND GENERAL UCITS ETF PLC | | 144.585 | 0,014% | F |
| LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF | | 362.985 | 0,035% | F |
| LFM ACTIONS MONDE VOLATILITE C | | 89.564 | 0,009% | F |
| LGIM MANAGERS (EUROPE) LIMITED | | 33.279 | 0,003% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME | | 4.600 | 0,000% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME.. | | 399 | 0,000% | F |
| LM FUND LP | | 474 | 0,000% | F |
| LMAP 909 SUB FUND OF LMAP IRELAND ICAV | | 2.661 | 0,000% | F |
| LMT MRT BLRK EUROPE VALUE 775373 | | 7.397 | 0,001% | F |
| LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR | | 318 | 0,000% | F |
| LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST | | 5.496 | 0,001% | F |
| LOF TARGETNETZERO EUROPE EQUITY | | 6.189 | 0,001% | F |
| LOF TARGETNETZERO GLOBAL EQUITY | | 2.054 | 0,000% | F |
| LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME. | | 11.075 | 0,001% | F |
| LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM. | | 25.820 | 0,002% | F |
| LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI | | 2.437 | 0,000% | F |
| LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST | | 70.070 | 0,007% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS( | | 8.251 | 0,001% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND | | 65.083 | 0,006% | F |
| LUXCELLENCE-HELVETIA EUROP EQUITY | | 6.312 | 0,001% | F |
| LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND | | 9.286 | 0,001% | F |
| LVIP SSGA DEVELOPED INTERNATIONAL 150 FU | | 221.071 | 0,021% | F |
| LVIP SSGA INTERNATIONAL INDEX FUND | | 58.233 | 0,006% | F |
| LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G. | | 45.566 | 0,004% | F |
| LYXOR FTSE MIB UCITS ETF | | 422.304 | 0,040% | F |
| LYXOR MSCI EUROPE UCITS ETF | | 30.242 | 0,003% | F |
| M INTERNATIONAL EQUITY FUND | | 2.463 | 0,000% | F |
| M PRIME EUROPE STOCKS | | 223 | 0,000% | F |
| MACK EAFE EQUITY POOL | | 11.863 | 0,001% | F |
| MACKENZIE INTERNATIONAL EQUITY INDEX ETF | | 19.532 | 0,002% | F |
| MACQUARIE INTERNATIONAL EQUITIES FUND | | 17.922 | 0,002% | F |
| MACQUARIE MULTI-FACTOR FUND | | 6.015 | 0,001% | F |
| MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED | | 3.898 | 0,000% | F |
| MANAGED PENSION FUNDS LIMITED | | 3.947 | 0,000% | F |
| MANDAT ACTION HGAM | | 215.978 | 0,021% | F |
| MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND | | 24.109 | 0,002% | F |
| MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF | | 10.341 | 0,001% | F |
| MANVILLE PERSONAL INJURY SETTLEMENT TRUST | | 1.514 | 0,000% | F |
| MARIGOLD TACTICAL STRATEGIES LTD | | 1.388 | 0,000% | F |
| MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK | | 10.427 | 0,001% | F |
| MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUIT | | 55.636 | 0,005% | F |
| MARYLAND STATE RETIREMENT PENSION SYSTEM | | 44.400 | 0,004% | F |
| MASTERFONDS BANTHUS | | 11.259 | 0,001% | F |
| MASTERINVEST KAPITALANLAGE GMBH | | 2.426 | 0,000% | F |
| MATB MSCI KOKUSAI INDEX MOTHER FUND | | 7.663 | 0,001% | F |
| MBB PUBLIC MARKETS I LLC | | 30.773 | 0,003% | F |
| MBB SMART FUND C LLC | | 14.329 | 0,001% | F |
| MBB SMART FUND P LLC | | 12.148 | 0,001% | F |
| MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP) | | 1.625 | 0,000% | F |
| MD INTERNATIONAL GROWTH FUND | | 4.411 | 0,000% | F |
| MD INTERNATIONAL VALUE FUND | | 7.898 | 0,001% | F |
| MDPIM INTERNATIONAL EQUITY INDEX POOL | | 27.212 | 0,003% | F |
| MDPIM INTERNATIONAL EQUITY POOL | | 123.133 | 0,012% | F |
| MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH | | 27.767 | 0,003% | F |

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|---|---|---|---|---|
| MEDIOLANUM GESTION SGIIC, SA | | 5.386 | 0,001% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA | | 1.170.000 | 0,112% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA | | 170.000 | 0,016% | F |
| MERCER GLOBAL EQUITY FUND | | 34.419 | 0,003% | F |
| MERCER INDEXED INTERNATIONAL SHARES FUND | | 37.972 | 0,004% | F |
| MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND | | 832 | 0,000% | F |
| MERCER NONUS CORE EQUITY FUND | | 262.370 | 0,025% | F |
| MERCER PASSIVE INTERNATIONAL SHARES FUND | | 13.316 | 0,001% | F |
| MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND | | 2.084 | 0,000% | F |
| MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL | | 12.465 | 0,001% | F |
| MERCER QIF COMMON CONTRACTUAL FUND | | 154.589 | 0,015% | F |
| MERCER UCITS COMMON CONTRACTUALFUND | | 31.680 | 0,003% | F |
| MERCER UNHEDGED OVERSEAS SHARES TRUST | | 162.993 | 0,016% | F |
| MERCER WHOLESALE FUNDS | | 1.392 | 0,000% | F |
| MERCK AND CO INC MASTER RETIREMENT TRUST | | 111.328 | 0,011% | F |
| METALLRENTE FONDS PORTFOLIO | | 30.392 | 0,003% | F |
| METIS EQUITY TRUST | | 2.593 | 0,000% | F |
| METROPOLITAN EMPLOYEE BENEFIT SYSTEM | | 6.573 | 0,001% | F |
| METROPOLITAN LIFE INSURANCE COMPANY | | 10.063 | 0,001% | F |
| MGF | | 46.878 | 0,004% | F |
| MGI FUNDS PLC | | 77.360 | 0,007% | F |
| MGTS AFH DA EURO JPM GROWTH | | 32.056 | 0,003% | F |
| MGTS AFH DA EURO JPM VALUE | | 55.318 | 0,005% | F |
| MI FONDS K12 | | 42.009 | 0,004% | F |
| MICHAEL AND MAIRA CAREN TRUST 930 | | 1.217 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE | | 1.048 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST | | 1.992 | 0,000% | F |
| MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN | | 24.736 | 0,002% | F |
| MIDDLETOWN WORKS HOURLY AND SALARIED UNION | | 706 | 0,000% | F |
| MI-FONDS 384 | | 23.719 | 0,002% | F |
| MI-FONDS F47 | | 32.464 | 0,003% | F |
| MIGROS BANK (LUX) FONDS 30 | | 1.100 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 40 (EUR) | | 1.190 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 50 | | 1.540 | 0,000% | F |
| MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS | | 2.999 | 0,000% | F |
| MINEWORKERS' PENSION SCHEME | | 7.996 | 0,001% | F |
| MINISTERO DELL'ECONOMIA E DELLE FINANZE | 80415740580 | 382.127.890 | 36,452% | F |
| MINISTRY OF ECONOMY AND FINANCE | | 167.790 | 0,016% | F |
| MISSOURI EDUCATION PENSION TRUST | | 187.626 | 0,018% | F |
| MM DEVELOPED WORLD EQUITY INDEX FUND II | | 13.875 | 0,001% | F |
| MOA INTERNATIONAL FUND | | 634.404 | 0,061% | F |
| MOBIUS LIFE LIMITED. | | 13.906 | 0,001% | F |
| MONETARY AUTHORITY OF MACAO | | 1 | 0,000% | F |
| MONTSEGUR CROISSANCE | | 131.203 | 0,013% | F |
| MORELLI FRANCESCO | MRLFNC60D28E716Q | 110 | 0,000% | F |
| MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO | | 1.886 | 0,000% | F |
| MORGAN STANLEY PATHWAY FUNDS - | | 12.751 | 0,001% | F |
| MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO | | 102 | 0,000% | F |
| MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST | | 2.278 | 0,000% | F |
| MOTHER CABRINI HEALTH FOUNDATION INC | | 28.842 | 0,003% | F |
| MOUNT HATTON INVESTMENTS LIMITED | | 48.954 | 0,005% | F |
| MSCI ACWI EX-U.S. IMI INDEX FUND B2 | | 9.805 | 0,001% | F |
| MSCI EQUITY INDEX FUND B - ITALY (MSITB) | | 160.654 | 0,015% | F |
| MSCI EUROPE EQUITY INDEX FUND B (EUROSECB | | 30.013 | 0,003% | F |
| MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND | | 1.779 | 0,000% | F |
| MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND | | 434.948 | 0,041% | F |
| MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX | | 17.168 | 0,002% | F |
| NAA WORLD EQUITY INCOME FUND | | 3.619 | 0,000% | F |
| NAA WORLD EQUITY INCOME SERIES | | 8.842 | 0,001% | F |
| NATHALIE DE GUNZBERG | | 1.244 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| NATIONAL BANK FINANCIAL INC | | 2.757 | 0,000% | F |
| NATIONAL COUNCIL FOR SOCIAL SEC FUND | | 13.351 | 0,001% | F |
| NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC | | 158.219 | 0,015% | F |
| NATIONAL EMPLOYMENT SAVINGS TRUST | | 843.157 | 0,080% | F |
| NATIONAL PENSION INSURANCE FUND | | 76.047 | 0,007% | F |
| NATIONWIDE INTERNATIONAL INDEX FUND | | 20.242 | 0,002% | F |
| NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST | | 33.237 | 0,003% | F |
| NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST | | 66.682 | 0,006% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O | | 1.037 | 0,000% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO | | 155.685 | 0,015% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE | | 6.263 | 0,001% | F |
| NB BRETON HILL MULTI-STYLE PREMIA MASTER FUND LP C/O WALKERS CORPORATE LIMITED | | 114 | 0,000% | F |
| NBIMC EAFE EQUITY INDEX FUND. | | 8.523 | 0,001% | F |
| NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS | | 57.842 | 0,006% | F |
| NEUALT LLC | | 16.784 | 0,002% | F |
| NEW AIRWAYS PENSION SCHEME | | 310 | 0,000% | F |
| NEW YORK STATE COMMON RETIREMENT FUND | | 88.900 | 0,008% | F |
| NEW YORK STATE TEACHERS RETIREMENT SYSTEM | | 871.990 | 0,083% | F |
| NEW ZEALAND SUPERANNUATION FUND. | | 621.025 | 0,059% | F |
| NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POWER PLANT | | 2.129 | 0,000% | F |
| NFL PLAYER TAX QUALIFIED ANNUITY PLAN | | 3.977 | 0,000% | F |
| NORDEA EUROPEAN PASSIVE FUND | | 10.284 | 0,001% | F |
| NORDEA GLOBAL PASSIVE FUND | | 17.185 | 0,002% | F |
| NORDEA WORLD PASSIVE FUND | | 13.786 | 0,001% | F |
| NORGES BANK | | 11.037.708 | 1,053% | F |
| NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND | | 137.640 | 0,013% | F |
| NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND. | | 61.970 | 0,006% | F |
| NORTHERN LIGHTS FUND TRUST IV | | 17.478 | 0,002% | F |
| NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR | | 45.071 | 0,004% | F |
| NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING | | 66.447 | 0,006% | F |
| NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST | | 937.401 | 0,089% | F |
| NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND | | 319.312 | 0,030% | F |
| NORTHERN TRUST UCITS FGR FUND | | 121.304 | 0,012% | F |
| NORTHERN WORLD SELECTION INDEX FUND | | 24.255 | 0,002% | F |
| NORTHROP GRUMMAN PENSION MASTERTRUST | | 7.505 | 0,001% | F |
| NOW PENSIONS TRUST | | 34.471 | 0,003% | F |
| NSP MINNESEOTA RETAIL PRAIRIE II | | 4.235 | 0,000% | F |
| NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST | | 4.229 | 0,000% | F |
| NSP MONTICELLO MINNESOTA RETAIL | | 6.527 | 0,001% | F |
| NT WORLD GREEN TRANSITION INDEX FUND | | 488 | 0,000% | F |
| NUNAVUT TRUST | | 1.913 | 0,000% | F |
| NUVEEN INTERNATIONAL EQUITY INDEX FUND | | 48.971 | 0,005% | F |
| NV HAGELUNIE | | 2.157 | 0,000% | F |
| NVIT INTERNATIONAL INDEX FUND | | 20.615 | 0,002% | F |
| OFI INVEST ESG EURO EQUITY SMA | | 547 | 0,000% | F |
| OLD WESTBURY LARGE CAP STRATEGIES FUND | | 2.951.738 | 0,282% | F |
| OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND. | | 626.174 | 0,060% | F |
| OMERS ADMINISTRATION CORPORATION | | 93.657 | 0,009% | F |
| ONEMARKETS ITALY ICAV | | 328 | 0,000% | F |
| ONEMARKETS PIMCO GLOBAL BALANCED ALLOC | | 8.275 | 0,001% | F |
| ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL | | 38.946 | 0,004% | F |
| OPENWORLD PUBLIC LIMITED COMPANY | | 703 | 0,000% | F |
| ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM | | 62.398 | 0,006% | F |
| OSSH 1 TRUST | | 59.087 | 0,006% | F |
| OSSIAM IRL ICAV | | 6.565 | 0,001% | F |
| OSSIAM LUX | | 342.384 | 0,033% | F |
| OSTRUM SRI EURO MINVOL EQUITY | | 11.816 | 0,001% | F |
| OSTRUM SRI EUROPE EQUITY | | 258.678 | 0,025% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST | | 1.105 | 0,000% | F |
| PARAMETRIC INTERNATIONAL EQUITYFUND | | 9.300 | 0,001% | F |
| PASSIVE GLOBAL SHARE TRUST | | 8.834 | 0,001% | F |
| PCA TAX SHELTERED ANNUITY PLAN | | 3.023 | 0,000% | F |
| PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND | | 2.082 | 0,000% | F |
| PENSION BENEFIT GUARANTY CORPORATION | | 128.044 | 0,012% | F |
| PENSION RESERVES INVESTMENT TRUST FUND | | 43.382 | 0,004% | F |
| PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB | | 65.160 | 0,006% | F |
| PEOPLE'S BANK OF CHINA | | 106.254 | 0,010% | F |
| PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND | | 2.133 | 0,000% | F |
| PERTUBUHAN KESELAMATAN SOSIAL | | 50.250 | 0,005% | F |
| PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF | | 2.893 | 0,000% | F |
| PFA PENSION FORSIKRINGSAKTIESELSKAB | | 115.207 | 0,011% | F |
| PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND | | 990 | 0,000% | F |
| PGIM QMA INTERNATIONAL EQUITY FUND | | 36.890 | 0,004% | F |
| PHILADELPHIA GAS WORKS PENSION PLAN | | 1.183 | 0,000% | F |
| PHILIP VERONICA A KOVACH JT TEN/WROS 2934 | | 19 | 0,000% | F |
| PHOSPHORE | | 34.120 | 0,003% | F |
| PICTET - EUROPE INDEX | | 53.720 | 0,005% | F |
| PICTET - MULTI ASSET GLOBAL OPPORTUNITIES | | 50.724 | 0,005% | F |
| PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES | | 107.087 | 0,010% | F |
| PICTET CH - GLOBAL EQUITIES | | 3.568 | 0,000% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER | | 18.770 | 0,002% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL | | 15.027 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER | | 14.903 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE | | 2.420 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL | | 3.444 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER | | 6.334 | 0,001% | F |
| PICTET-EUROLAND INDEX | | 15.708 | 0,001% | F |
| PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND | | 966 | 0,000% | F |
| PIMCO FUNDS GLOBAL INVESTORS SERIES PLC | | 48.674 | 0,005% | F |
| PINK CALI LLC | | 486 | 0,000% | F |
| PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH | | 2.133 | 0,000% | F |
| PIVOTAL PHILANTHROPIES FOUNDATION | | 2.249 | 0,000% | F |
| PK CSG WORLD EQUITY UBS FUND MANAGEMENT SWITZERLAND AG | | 5.152 | 0,000% | F |
| PLATO INST I FUND EURO EQUITY | | 12.549 | 0,001% | F |
| PLATO INSTIT INDEX FND WORLD DBI-RDT | | 5.458 | 0,001% | F |
| PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY | | 25.437 | 0,002% | F |
| PLEIADES TRUST | | 79.666 | 0,008% | F |
| POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST | | 6.243 | 0,001% | F |
| POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY | | 71.439 | 0,007% | F |
| POOL REINSURANCE CO LTD | | 3.465 | 0,000% | F |
| PRAXIS INTERNATIONAL INDEX FUND | | 51.414 | 0,005% | F |
| PREVINDAI FONDO PENSIONE | | 61.120 | 0,006% | F |
| PREVOYANCENE FUND PREVOYANCENE GLOBAL ASSETS UBS FUND MANAGEMENT SWITZERLAND AG | | 3.172 | 0,000% | F |
| PRIME SUPER PTY LTD | | 4.376 | 0,000% | F |
| PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX | | 27.768 | 0,003% | F |
| PRINCIPAL FUNDS INC OVERSEAS FUND | | 4.768 | 0,000% | F |
| PRIVILEDGE - JP MORGAN PAN EUROPEAN FLEXIBLE EQUITY | | 121.411 | 0,012% | F |
| PROCTER AND GAMBLE BELGIUM PENSION FUND | | 1.329 | 0,000% | F |
| PRO-GEN INVESTMENTS LLC | | 1.449 | 0,000% | F |
| PROJECT 121/160-41 (P) | | 5.177 | 0,000% | F |
| PROJECT 121/160-70 (P) | | 1.959 | 0,000% | F |
| PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL | | 25.766 | 0,002% | F |
| PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS | | 1.797 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR. | | 1.361 | 0,000% | F |
| PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD | | 25.232 | 0,002% | F |
| PRUDENTIAL HONG KONG LIMITED | | 68.515 | 0,007% | F |
| PRUDENTIAL INVESTMENT PORTFOLIOS 9 PGIM ABSOLUTE RETURN BO | | 13.875 | 0,001% | F |
| PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY | | 23.315 | 0,002% | F |
| PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST | | 7.980 | 0,001% | F |
| PSF GLOBAL EQUITY PORT PI6337A 0000296332 | | 31.900 | 0,003% | F |
| PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO | | 6.990 | 0,001% | F |
| PUBLIC EMPLOYEES' LONG-TERM CARE FUND | | 8.301 | 0,001% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO | | 80.434 | 0,008% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO | | 269 | 0,000% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 139.925 | 0,013% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI | | 76.699 | 0,007% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA | | 220.052 | 0,021% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 37.844 | 0,004% | F |
| PUBLIC SECTOR PENSION INVESTMENT BOARD. | | 207.431 | 0,020% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND | | 115.267 | 0,011% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND | | 218.893 | 0,021% | F |
| QIC INTERNATIONAL EQUITIES FUND. | | 40.624 | 0,004% | F |
| QIC LISTED EQUITIES FUND | | 180.467 | 0,017% | F |
| QUALITY EDUCATION FUND | | 849 | 0,000% | F |
| QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES | | 262.008 | 0,025% | F |
| RAGS-FUNDMASTER | | 50.383 | 0,005% | F |
| RAILWAYS PENSION TRUSTEE COMPANY LIMITED | | 33.354 | 0,003% | F |
| RATTAZZI LUPO | RTTLPU53A25Z133M | 864.780 | 0,082% | F |
| RBC INDIGO INTERNATIONAL EQUITYINDEX FUND | | 3.226 | 0,000% | F |
| RBC O'SHAUGHNESSY INTERNATIONAL EQUITY FUND | | 3.075 | 0,000% | F |
| REASSURE LIMITED | | 114.783 | 0,011% | F |
| REGIME DE RENTES DU MOUVEMENT DESJARDINS | | 19.518 | 0,002% | F |
| RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT | | 15.492 | 0,001% | F |
| RETIREMENT BENEFITS INVESTMENT FUND | | 3.563 | 0,000% | F |
| RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES. | | 27.191 | 0,003% | F |
| REUSSER JÜRG, FRED | | 6.000 | 0,001% | F |
| RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST | | 352.057 | 0,034% | F |
| RHUMBLINE INTERNATIONAL POOLED INDEX TRUST | | 17.611 | 0,002% | F |
| RHUMBLINE LOW CARBON INDEX FUNDLLC | | 25.942 | 0,002% | F |
| RLA GLOBAL SHARE FUND | | 5.642 | 0,001% | F |
| RLA INTERNATIONAL EQUITIES FUND | | 14.263 | 0,001% | F |
| RLA NZ INTERNATIONAL EQUITIES FUND | | 6.640 | 0,001% | F |
| ROBECO CAPITAL GROWTH FUNDS | | 131.998 | 0,013% | F |
| ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF | | 55.066 | 0,005% | F |
| ROBECO UCITS ICAV | | 35.063 | 0,003% | F |
| ROBECO UMBRELLA FUND I N.V. | | 23.500 | 0,002% | F |
| ROBIN 1-FONDS | | 37.515 | 0,004% | F |
| ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 2.430 | 0,000% | F |
| ROCHE U.S. RETIREMENT PLANS MASTER TRUST | | 7.884 | 0,001% | F |
| ROPS EURO P | | 80.611 | 0,008% | F |
| ROPS-SMART INDEX EURO | | 59.706 | 0,006% | F |
| ROSEFINCH FOUNDATION | | 2.460 | 0,000% | F |
| ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND | | 72.306 | 0,007% | F |
| ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT | | 730 | 0,000% | F |
| RPAQ 2015 FUND LP | | 30.987 | 0,003% | F |
| RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND | | 1.901 | 0,000% | F |
| RT VIF VERSICHERUNG INTERNATIONAL FONDS | | 44.200 | 0,004% | F |
| RTX SAVINGS PLAN MASTER TRUST | | 131.911 | 0,013% | F |
| RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND | | 14.482 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND | | 5.370 | 0,001% | F |
| RUSSELL INVESTMENT COMPANY PLC | | 30.158 | 0,003% | F |
| RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND | | 4.258 | 0,000% | F |
| RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND | | 7.081 | 0,001% | F |
| RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT | | 7.497 | 0,001% | F |
| RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND | | 1.928 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND | | 4.728 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL | | 1.544 | 0,000% | F |
| RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND | | 3.836 | 0,000% | F |
| RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL | | 916 | 0,000% | F |
| RUTGERS THE STATE UNIVERSITY | | 7.378 | 0,001% | F |
| S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST | | 782 | 0,000% | F |
| SABADELL EUROPA BOLSA FUTURO, FI | | 201.255 | 0,019% | F |
| SAKKARAH 7 FCP | | 13.005 | 0,001% | F |
| SAS TRUSTEE CORPORATION POOLED FUND | | 214.498 | 0,020% | F |
| SBC MASTER PENSION TRUST | | 8.896 | 0,001% | F |
| SCHLUMBERGER GROUP TRUST AGREEMENT | | 27.878 | 0,003% | F |
| SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF | | 11.028 | 0,001% | F |
| SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 330.892 | 0,032% | F |
| SCHRODER GLOBAL CORE FUND | | 915 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE EQUITY FUND | | 3.190 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE FUND | | 4.372 | 0,000% | F |
| SCHRODER GLOBAL VALUE FUND | | 95.490 | 0,009% | F |
| SCHRODER INSTITUTIONAL POOLED FUNDS | | 2.233 | 0,000% | F |
| SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST | | 340.824 | 0,033% | F |
| SCHRODER INTERNATIONAL SELECTION FUND | | 325.541 | 0,031% | F |
| SCHRODER MANAGED BALANCED FUND | | 9.097 | 0,001% | F |
| SCHRODER PENSION MANAGEMENT LIMITED | | 15.871 | 0,002% | F |
| SCHRODER QEP GLOBAL ACTIVE VALUE FUND | | 60.730 | 0,006% | F |
| SCHRODER QEP GLOBAL CORE FUND | | 64.779 | 0,006% | F |
| SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND | | 6.787 | 0,001% | F |
| SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND | | 9.792 | 0,001% | F |
| SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND | | 236.336 | 0,023% | F |
| SCHRODERS CAPITAL SEMI-LIQUID | | 1.177 | 0,000% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND | | 66.868 | 0,006% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF | | 308.852 | 0,029% | F |
| SCHWAB INTERNATIONAL CORE EQUITY FUND | | 74.461 | 0,007% | F |
| SCHWAB INTERNATIONAL EQUITY ETF | | 910.306 | 0,087% | F |
| SCHWAB INTERNATIONAL INDEX FUND | | 270.822 | 0,026% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX FUND | | 1.036 | 0,000% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF | | 8.587 | 0,001% | F |
| SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF | | 1.618 | 0,000% | F |
| SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND | | 52.865 | 0,005% | F |
| SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND | | 54.413 | 0,005% | F |
| SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF | | 2.560 | 0,000% | F |
| SEI GLOBAL MASTER FUND PLC THE | | 4.015 | 0,000% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND | | 5.876 | 0,001% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND | | 200.946 | 0,019% | F |
| SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND | | 28.394 | 0,003% | F |
| SELECTION EURO CLIMAT JANVIER 2025 | | 105.089 | 0,010% | F |
| SELECTION FRANCE SOCIAL (JANVIER 2022) | | 238.837 | 0,023% | F |
| SELFFINANCING POSTSECONDARY EDUCATION FUND | | 277 | 0,000% | F |
| SELIGSON AND CO EUROPE INDEX FUND | | 41.506 | 0,004% | F |
| SENTINEL INTERNATIONAL FUND | | 1.046 | 0,000% | F |
| SG ACTIONS INTERNATIONALES | | 73.926 | 0,007% | F |
| SGA INTERNATIONAL EQUITY CIT | | 17.233 | 0,002% | F |
| SGD GE 2014-1 | | 3.136 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SHELL CANADA 2007 PENSION PLAN | | 882 | 0,000% | F |
| SHELL NEDERLAND PENSIOENFONDS STICHTING | | 17.087 | 0,002% | F |
| SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND | | 4.895 | 0,000% | F |
| SHELTON INTERNATIONAL SELECT EQUITY FUND | | 14.300 | 0,001% | F |
| SHERIFFS PENSION AND RELIEF FUND | | 4.434 | 0,000% | F |
| SHINKO GLOBAL EQUITY INDEX MOTHER FUND | | 80 | 0,000% | F |
| SIEMENS EMU EQUITIES | | 67.286 | 0,006% | F |
| SIEMENS-FONDS SIEMENS-RENTE | | 45.202 | 0,004% | F |
| SIMPLICITY HEDGED GLOBAL SHARE FUND | | 10.230 | 0,001% | F |
| SIMPLICITY UNHEDGED GLOBAL SHARE FUND | | 10.090 | 0,001% | F |
| SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND | | 631.375 | 0,060% | F |
| SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND | | 290.394 | 0,028% | F |
| SLW PORTFOLIO LLC | | 256 | 0,000% | F |
| SMART WHOLESALE GLOBAL EQUITY ESG FUND | | 5.319 | 0,001% | F |
| SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND | | 13.950 | 0,001% | F |
| SNOWFINCH FOUNDATION | | 2.460 | 0,000% | F |
| SOCIAL PROTECTION FUND | | 13.603 | 0,001% | F |
| SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST | | 1.599 | 0,000% | F |
| SOGECAP PROTECTED EQUITIES | | 43.771 | 0,004% | F |
| SP INTERNATIONAL SHARES TRUST | | 5.626 | 0,001% | F |
| SPA MANDATE BLACKROCK | | 13.428 | 0,001% | F |
| SPARINVEST SICAV - GLOBAL EQUITY TA POOL | | 5.495 | 0,001% | F |
| SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS. | | 602.224 | 0,057% | F |
| SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF | | 9.920 | 0,001% | F |
| SPDR MSCI EAFE STRATEGICFACTORSETF | | 8.731 | 0,001% | F |
| SPDR MSCI WORLD QUALITY MIX FUND | | 1.052 | 0,000% | F |
| SPDR MSCI WORLD STRATEGICFACTORS ETF | | 938 | 0,000% | F |
| SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF | | 204.557 | 0,020% | F |
| SPDR PORTFOLIO EUROPE ETF | | 28.540 | 0,003% | F |
| SPDR SP WORLD EX AUSTRALIA FUND | | 2.182 | 0,000% | F |
| SPP GENERATION 40-TAL | | 2.183 | 0,000% | F |
| SPP GENERATION 50-TAL | | 18.037 | 0,002% | F |
| SPP GENERATION 60-TAL | | 15.755 | 0,002% | F |
| SPP GENERATION 70-TAL | | 43.080 | 0,004% | F |
| SPP GENERATION 80-TAL | | 43.477 | 0,004% | F |
| SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND | | 198.418 | 0,019% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 1 | | 86.692 | 0,008% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 2 | | 37.789 | 0,004% | F |
| SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST | | 458 | 0,000% | F |
| SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND | | 2.873 | 0,000% | F |
| SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND | | 13.607 | 0,001% | F |
| SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND | | 222.967 | 0,021% | F |
| SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST | | 2.667 | 0,000% | F |
| SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY | | 22.748 | 0,002% | F |
| SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY | | 46.476 | 0,004% | F |
| SST GLOB ADV TAX EXEMPT RETIREMENT PLANS | | 2.183.054 | 0,208% | F |
| ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING | | 3.753 | 0,000% | F |
| ST PFD PMA MANDATE BLACKROCK | | 4.654 | 0,000% | F |
| STANDARD BANK OF SOUTH AFRICA LTD | | 257.169 | 0,025% | F |
| STANLIB FUNDS LIMITED | | 45.258 | 0,004% | F |
| STAR PASTEUR | | 17.656 | 0,002% | F |
| STATE OF ALASKA RETIREMENT AND BENEFITS PLANS | | 46.277 | 0,004% | F |
| STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD | | 59.731 | 0,006% | F |
| STATE OF MICHIGAN RETIREMENT SYSTEM | | 34.861 | 0,003% | F |
| STATE OF MINNESOTA | | 197.753 | 0,019% | F |
| STATE OF NEW JERSEY COMMON PENSION FUND D | | 198.475 | 0,019% | F |
| STATE OF NEW MEXICO STATE INVESTMENT COUNCIL | | 102.435 | 0,010% | F |
| STATE OF UTAH SCHOOL AND INSTITUTIONAL TRUST FUNDS TRUST FUNDS | | 3.254 | 0,000% | F |
| STATE OF WISCONSIN INVESTMENT BOARD | | 91.570 | 0,009% | F |
| STATE OF WYOMING | | 22.111 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN | | 25.989 | 0,002% | F |
| STATE STREET CCF | | 6.563 | 0,001% | F |
| STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST | | 2.497 | 0,000% | F |
| STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV | | 198.703 | 0,019% | F |
| STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO | | 130.200 | 0,012% | F |
| STATE STREET GLOBAL INDEX PLUS TRUST | | 1.454 | 0,000% | F |
| STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO | | 61.882 | 0,006% | F |
| STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15 | | 6.100 | 0,001% | F |
| STATE STREET IRELAND UNIT TRUST | | 1.279 | 0,000% | F |
| STATE STREET TOTAL RETURN VIS FUND | | 2.708 | 0,000% | F |
| STATE TEACHERS RETIREMENT SYSTEM OF OHIO | | 464.363 | 0,044% | F |
| STATE UNIVERSITIES RETIREMENT SYSTEM | | 123.670 | 0,012% | F |
| STELLAR INSURANCE, LTD. | | 718 | 0,000% | F |
| STEUART L. WALTON FAMILY TRUST UAD 03/19/13 | | 1.986 | 0,000% | F |
| STICHTING BEDRIJFSPENSIOENFONDS VOOR HET | | 1.950 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL | | 74.587 | 0,007% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR | | 3.886 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF | | 23.550 | 0,002% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF | | 9.146 | 0,001% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL. | | 15.986 | 0,002% | F |
| STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS | | 279.210 | 0,027% | F |
| STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS | | 21.341 | 0,002% | F |
| STICHTING BLUE SKY LIQUID ASSET FUNDS | | 8.298 | 0,001% | F |
| STICHTING CZ FUND DEPOSITARY | | 7.289 | 0,001% | F |
| STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL | | 30.756 | 0,003% | F |
| STICHTING HEINEKEN PENSIOENFONDS | | 14.109 | 0,001% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY NORTH AMERICA | | 4.135 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY PACIFIC | | 2.490 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ASR WERELDWIJD AANDELEN FONDS | | 5.618 | 0,001% | F |
| STICHTING MN SERVICES | | 154.719 | 0,015% | F |
| STICHTING MN SERVICES AANDELENFO ND | | 26.651 | 0,003% | F |
| STICHTING PENSIOENFONDS ABP | | 408.116 | 0,039% | F |
| STICHTING PENSIOENFONDS APF | | 13.011 | 0,001% | F |
| STICHTING PENSIOENFONDS CAMPINA | | 5.995 | 0,001% | F |
| STICHTING PENSIOENFONDS HOOGOVENS | | 8.323 | 0,001% | F |
| STICHTING PENSIOENFONDS ING | | 30.369 | 0,003% | F |
| STICHTING PENSIOENFONDS NOTARIAAT | | 2.330 | 0,000% | F |
| STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN | | 7.031 | 0,001% | F |
| STICHTING PENSIOENFONDS PGB | | 163.424 | 0,016% | F |
| STICHTING PENSIOENFONDS PROVISUM | | 2.224 | 0,000% | F |
| STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER | | 22.115 | 0,002% | F |
| STICHTING PENSIOENFONDS SAGITTARIUS | | 9.894 | 0,001% | F |
| STICHTING PENSIOENFONDS STAPLES | | 2.550 | 0,000% | F |
| STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS | | 9.815 | 0,001% | F |
| STICHTING PENSIOENFONDS VOOR HUISARTSEN | | 28.472 | 0,003% | F |
| STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES | | 46.112 | 0,004% | F |
| STICHTING PHILIPS PENSIOENFONDS | | 8.317 | 0,001% | F |
| STICHTING PME PENSIOENFONDS | | 56.851 | 0,005% | F |
| STOREBRAND EUROPA | | 341.878 | 0,033% | F |
| STOREBRAND EUROPA PLUS | | 8.609 | 0,001% | F |
| STOREBRAND GLOBAL ALL COUNTRIES | | 181.885 | 0,017% | F |
| STOREBRAND LIVSFORSIKRING AS | | 279.692 | 0,027% | F |
| STRATEGIC INTERNATIONAL EQUITY FUND | | 7.380 | 0,001% | F |
| STREICHER MENGATO MARIA CECILIA | | 9 | 0,000% | F |
| SUBSIDIZED SCHOOLS PROVIDENT FUND | | 11.054 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO | | 23.786 | 0,002% | F |
| SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO | | 884 | 0,000% | F |
| SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT | | 1.683 | 0,000% | F |
| SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL | | 14.542 | 0,001% | F |
| SUSTAINABLE GS 1 TRUST | | 6.128 | 0,001% | F |
| SWISS NATIONAL BANK | | 1.178.367 | 0,112% | F |
| SYCOMORE INCLUSIVE JOBS | | 263.616 | 0,025% | F |
| T ROWE PRICE GLOBAL EX US EQUITY 1001293 | | 129 | 0,000% | F |
| T. ROWE PRICE FOREIGN INVESTMENT, INC | | 2.839 | 0,000% | F |
| T. ROWE PRICE FUNDS SICAV | | 14 | 0,000% | F |
| T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND | | 7.650 | 0,001% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND | | 39.063 | 0,004% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST | | 121.613 | 0,012% | F |
| TALCOTT RESOLUTION LIFE INSURANCE COMPANY | | 5.408 | 0,001% | F |
| TANGERINE BALANCED GROWTH PORTFOLIO | | 6.756 | 0,001% | F |
| TANGERINE BALANCED INCOME PORTFOLIO | | 670 | 0,000% | F |
| TANGERINE BALANCED PORTFOLIO | | 4.469 | 0,000% | F |
| TANGERINE EQUITY GROWTH PORTFOLIO | | 9.359 | 0,001% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND | | 77.691 | 0,007% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND | | 318.720 | 0,030% | F |
| TD EMERALD INTERNATIONAL EQUITY INDEX FUND | | 89.894 | 0,009% | F |
| TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST | | 2.561 | 0,000% | F |
| TD EUROPEAN INDEX FUND | | 3.357 | 0,000% | F |
| TD INTERNATIONAL EQUITY INDEX ETF | | 52.269 | 0,005% | F |
| TEACHER RETIREMENT SYSTEM OF TEXAS | | 557.946 | 0,053% | F |
| TEACHERS RETIREMENT ALLOWANCES FUND | | 986 | 0,000% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK | | 41.195 | 0,004% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS | | 315.848 | 0,030% | F |
| TEAM SUPERANNUATION FUND | | 20.347 | 0,002% | F |
| TELSTRA SUPERANNUATION SCHEME | | 11.787 | 0,001% | F |
| TESCO PLC PENSION SCHEME | | 425 | 0,000% | F |
| TEXAS MUNICIPAL RETIREMENT SYSTEM | | 69.293 | 0,007% | F |
| TEXAS PERMANENT SCHOOL FUND CORP | | 1 | 0,000% | F |
| TEXAS UTILITIES QUAL NDT PARTNERSHIP | | 2.393 | 0,000% | F |
| THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO | | 15.120 | 0,001% | F |
| THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED | | 54.679 | 0,005% | F |
| THE ARROWSTREET COMMON CONTRACTUAL FUND | | 798.622 | 0,076% | F |
| THE ASSOCIATED BRITISH FOODS PENSION SCHEME | | 113.508 | 0,011% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV | | 94.753 | 0,009% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN | | 211.030 | 0,020% | F |
| THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE | | 15.361 | 0,001% | F |
| THE BANK OF NEW YORK MELLON SA NV | | 239.562 | 0,023% | F |
| THE BARCLAYS BANK UK RETIREMENTFUND | | 5.881 | 0,001% | F |
| THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE | | 187 | 0,000% | F |
| THE CAPTIVE INVESTORS FUND | | 7.874 | 0,001% | F |
| THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE | | 3.209 | 0,000% | F |
| THE COMMONWEALTH FUND | | 1.507 | 0,000% | F |
| THE ESB PENSION FUND | | 7.885 | 0,001% | F |
| THE FIRST CHURCH OF CHRIST SCIENTIST | | 1.046 | 0,000% | F |
| THE GREATER MANCHESTER PENSION FUND | | 84.511 | 0,008% | F |
| THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT | | 678 | 0,000% | F |
| THE HKSAR GOVERNMENT SCHOLARSHIP FUND | | 573 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND | | 6.035 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND | | 630 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND | | 52.752 | 0,005% | F |

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| 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 | | 1.184 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151 | | 26.799 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893 | | 26.215 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974 | | 1.726 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501 | | 1.660 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND | | 221 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521 | | 1.814 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492 | | 7.618 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536 | | 759 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST) | | 43.335 | 0,004% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND | | 23.624 | 0,002% | F |
| THE MISSOURI FOUNDATION FOR HEALTH | | 8.979 | 0,001% | F |
| THE MONETARY AUTHORITY OF SINGAPORE | | 31.533 | 0,003% | F |
| THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN | | 15.872 | 0,002% | F |
| THE NEMOURS FOUNDATION PENSION PLAN | | 471 | 0,000% | F |
| THE NOMURA TRUST AND BANKING C | | 19.560 | 0,002% | F |
| THE PEOPLE'S PENSION SCHEME | | 197.785 | 0,019% | F |
| THE PRUDENTIAL INSURANCE COMPANY OF AMERICA | | 16.057 | 0,002% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO | | 494 | 0,000% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT | | 819 | 0,000% | F |
| THE PUBLIC INSTITUTION FOR SOCIAL SECURITY | | 8.618 | 0,001% | F |
| THE REGENTS OF THE UNIVERSITY OF CALIFORNIA | | 551.526 | 0,053% | F |
| THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND | | 121 | 0,000% | F |
| THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST | | 8.998 | 0,001% | F |
| THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER | | 88.722 | 0,008% | F |
| THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR | | 2.590 | 0,000% | F |
| THE TRUSTEES OF THE HENRY SMITH CHARITY. | | 8.207 | 0,001% | F |
| THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW | | 4.916 | 0,000% | F |
| THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME | | 92.902 | 0,009% | F |
| THEAM QUANT - EUROPE TARGET PREMIUM | | 173.000 | 0,017% | F |
| THEAM QUANT- EQUITY EUROZONE GURU | | 138.217 | 0,013% | F |
| THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED | | 34.686 | 0,003% | F |
| THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13 | | 6.192 | 0,001% | F |
| THRIFT SAVINGS PLAN | | 1.447.045 | 0,138% | F |
| THRIVENT INTERNATIONAL INDEX PORTFOLIO | | 5.919 | 0,001% | F |
| THYSSEN GLOBAL INVESTMENTS LLC | | 1.492 | 0,000% | F |
| TIAACREF INTERNATIONAL EQUITY INDEX FUND | | 538.933 | 0,051% | F |
| TIMOTHY PLAN INTERNATIONAL ETF. | | 31.495 | 0,003% | F |
| TIMOTHY PLAN MARKET NEUTRAL ETF | | 4.413 | 0,000% | F |
| TONI ACTIONS ISR 100 | | 46.960 | 0,004% | F |
| TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV | | 30.940 | 0,003% | F |
| TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP | | 3.184 | 0,000% | F |
| TRANSAMERICA MSCI EAFE INDEX VP | | 2.795 | 0,000% | F |
| TRATON-UI-DYNAMIK | | 16.295 | 0,002% | F |
| TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT | | 112.646 | 0,011% | F |
| TRINITY COLLEGE CAMBRIDGE | | 11.414 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10 | | 13.786 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21 | | 1.826 | 0,000% | 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 3 | | 33.091 | 0,003% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8 | | 1.235 | 0,000% | F |
| TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO | | 6.642 | 0,001% | F |
| TSA EQUITY FUND #2 | | 2.614 | 0,000% | F |
| TSGX SOLACT ESG TBACO EX UNHG(3387) | | 629 | 0,000% | F |
| UAPF - BLACK ROCK PASSIVE EQUITY | | 2.160 | 0,000% | F |
| UAPF - INVESCO ACTIVE | | 104.066 | 0,010% | F |
| UBS (IRL) ETF PLC | | 195.920 | 0,019% | F |
| UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME | | 844.405 | 0,081% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE | | 64.109 | 0,006% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II | | 160.645 | 0,015% | F |
| UBS ASSET MANAGEMENT LIFE LTD | | 181.577 | 0,017% | F |
| UBS CH INDEX FUND 3 EQUITIES WORLD EX CH VALUE WEIGHTED UBS FUND MANAGEMENT SWITZERLAND AG | | 2.354 | 0,000% | F |
| UBS CH INDEX FUND EQ EMU UBS FUND MANAGEMENT SWITZERLAND AG | | 14.612 | 0,001% | F |
| UBS COMMON CONTRACTUAL FUND | | 13.860 | 0,001% | F |
| UBS FTSE RAFI DEVELOPED 1000 INDEX FUND | | 15.020 | 0,001% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS | | 440 | 0,000% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN | | 17.183 | 0,002% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG. | | 373.448 | 0,036% | F |
| UBS GLOBAL EQUITY CLIMATE TRANSITION FUND | | 8.047 | 0,001% | F |
| UBS LUX FUND SOLUTIONS | | 1.254.927 | 0,120% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS | | 8.421 | 0,001% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS | | 145.359 | 0,014% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A4 FONDS | | 21.093 | 0,002% | F |
| UI-FONDS BAV RBI AKTIEN | | 73.387 | 0,007% | F |
| UIN-EBBA | | 2.071 | 0,000% | F |
| UI-S | | 49.112 | 0,005% | F |
| UNIDIVIDENDENASS | | 26.993 | 0,003% | F |
| UNIGEST, S.G.I.I.C., S.A.U. | | 30.203 | 0,003% | F |
| UNIGLOBAL DIVIDENDE | | 52.898 | 0,005% | F |
| UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI | | 46.563 | 0,004% | F |
| UNISUPER | | 11.730 | 0,001% | F |
| UNITED GLOBAL STABLE SELECT EQUITY FUND | | 16.239 | 0,002% | F |
| UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE | | 2.571 | 0,000% | F |
| UNITED SERVICES AUTOMOBILE ASSOCIATION | | 3.850 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND | | 1.166 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS | | 5.323 | 0,001% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO EUROPA CORE AKTIENFONDS | | 58.868 | 0,006% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO GLOBAL DYNAMIK FONDS | | 5.281 | 0,001% | F |
| UNIVERSAL INVESTMENT GMBH | | 50.500 | 0,005% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH | | 154.650 | 0,015% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI | | 15.365 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS | | 37.739 | 0,004% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS | | 7.700 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1 | | 20.760 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS | | 19.396 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN SOLVENCY | | 3.781 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS | | 8.168 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V | | 7.416 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1 | | 2.296 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS | | 5.807 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS | | 827 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-AGI ALLOKATION(490306) | | 10.730 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP | | 29.396 | 0,003% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI | | 2.790 | 0,000% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG | | 3.811 | 0,000% | F |
| UNIVERSITIES SUPERANNUATION SCHEME | | 70.739 | 0,007% | F |
| UNIVERSITY OF NOTRE DAME DU LAC | | 8.658 | 0,001% | F |
| UNIVEUNIVERSAL INVESTMENT GESELLSCH AFT MBH SOZIALBANK | | 24.000 | 0,002% | F |
| USAA CASUALTY INSURANCE COMPANY | | 4.259 | 0,000% | F |
| USAA GENERAL INDEMNITY COMPANY | | 3.500 | 0,000% | F |
| UTAH STATE RETIREMENT SYSTEMS | | 50.630 | 0,005% | F |
| UVIMCO PARAMETRIC PHYS MSCI WRLD | | 514 | 0,000% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL | | 54.172 | 0,005% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SPARINVEST SA | | 23.470 | 0,002% | F |
| VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK | | 69.768 | 0,007% | F |
| VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND | | 41.208 | 0,004% | F |
| VANADIUM | | 160.435 | 0,015% | F |
| VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF | | 13.734 | 0,001% | F |
| VANGUARD DEVELOPED MARKETS INDEX FUND | | 4.020.835 | 0,384% | F |
| VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK | | 11.098 | 0,001% | F |
| VANGUARD ESG INTERNATIONAL STOCK ETF | | 79.833 | 0,008% | F |
| VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND | | 11.930 | 0,001% | F |
| VANGUARD EUROPEAN STOCK INDEX FUND | | 1.062.417 | 0,101% | F |
| VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST | | 96.158 | 0,009% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST | | 502.368 | 0,048% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II | | 3.352.125 | 0,320% | F |
| VANGUARD FTSE ALL WORLD EX US INDEX FUND | | 949.480 | 0,091% | F |
| VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF | | 86.207 | 0,008% | F |
| VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF | | 8.755 | 0,001% | F |
| VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND | | 13.001 | 0,001% | F |
| VANGUARD FUNDS PUBLIC LIMITED COMPANY | | 722.438 | 0,069% | F |
| VANGUARD GLOBAL MOMENTUM FACTORETF | | 13.803 | 0,001% | F |
| VANGUARD INTERNATIONAL SHARES INDEX FUND | | 180.648 | 0,017% | F |
| VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND | | 9.898 | 0,001% | F |
| VANGUARD INTL HIGH DIV YLD INDEX FD | | 331.507 | 0,032% | F |
| VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY | | 547.567 | 0,052% | F |
| VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF | | 11.164 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF | | 8.979 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF | | 8.893 | 0,001% | F |
| VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY | | 157.278 | 0,015% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF | | 7.158 | 0,001% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF | | 4.204 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF | | 12.396 | 0,001% | F |
| VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND | | 6.388.661 | 0,609% | F |
| VANGUARD TOTAL WORLD STOCK INDEX FUND | | 294.824 | 0,028% | F |
| VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST | | 26.114 | 0,002% | F |
| VARENNE VALEUR | | 600.000 | 0,057% | F |
| VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO | | 11.685 | 0,001% | F |
| VARIOPARTNER SICAV | | 20.772 | 0,002% | F |
| VBV VK EUROPA AKTIEN ESG FONDS | | 88.636 | 0,008% | F |
| VEBA PARTNERSHIP N L P | | 1.679 | 0,000% | F |
| VENTRY INDUSTRIES LLC | | 992 | 0,000% | F |
| VERDIPAPIRFONDET DNB EUROPA | | 4.165 | 0,000% | F |
| VERDIPAPIRFONDET DNB GLOBAL INDEKS | | 12.961 | 0,001% | F |
| VERDIPAPIRFONDET EQUINOR AKSJER EUROPA | | 20.000 | 0,002% | F |
| VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS | | 81.873 | 0,008% | F |
| VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS. | | 29.088 | 0,003% | F |
| VERDIPAPIRFONDET KRON INDEKS GLOBAL | | 11.515 | 0,001% | F |
| VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS | | 48.826 | 0,005% | F |
| VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER | | 18.214 | 0,002% | F |
| VERENIGING TOT BEHOUD VAN NATUURMONUMENTEN IN NEDERLAND | | 21.405 | 0,002% | F |
| VERMOGENSMANAGEMENT AKTIENSTARS | | 75.982 | 0,007% | F |
| VF (LUX) - VALIANT EUROPE EQUITIES | | 14.427 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST1 | | 10.728 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST2 | | 23.013 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 1 | | 18.999 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 2 | | 31.848 | 0,003% | F |
| VGV POOLFONDS PA1 | | 14.394 | 0,001% | F |
| VIA SMART-EQUITY EUROPE | | 67.106 | 0,006% | F |
| VIA SMART-EQUITY WORLD | | 59.376 | 0,006% | F |
| VICTORY MARKET NEUTRAL INCOME FUNDFUND | | 439.374 | 0,042% | F |
| VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF | | 110.751 | 0,011% | F |
| VICTORYSHARES INTERNATIONAL VOLATILITY WTD ETFVOLATILITY WTD INDEX ETF | | 17.991 | 0,002% | F |
| VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND | | 331.691 | 0,032% | F |
| VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND | | 31.746 | 0,003% | F |
| VILLIERS ALTO | | 54.364 | 0,005% | F |
| VIVACCIO ISR ACTIONS | | 359.746 | 0,034% | F |
| VOYA BALANCED INCOME PORTFOLIO | | 8.581 | 0,001% | F |
| VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND | | 33.531 | 0,003% | F |
| VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND | | 102.966 | 0,010% | F |
| VOYA GLOBAL EQUITY FUND | | 56.562 | 0,005% | F |
| VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.000 | 0,010% | F |
| VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.154 | 0,010% | F |
| VOYA INTERNATIONAL INDEX PORTFOLIO | | 30.423 | 0,003% | F |
| VOYA MM INTL EQ FUND VIM VMI 003265 | | 19.291 | 0,002% | F |
| VOYA VACS INDEX SERIES I PORTFOLIO | | 39.892 | 0,004% | F |
| VR BANK KT EUROPROTECT UI | | 32.016 | 0,003% | F |
| WASHINGTON STATE INVESTMENT BOARD | | 708.818 | 0,068% | F |
| WBW TRUST NUMBER ONE | | 814 | 0,000% | F |
| WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N | | 211 | 0,000% | F |
| WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO | | 15.888 | 0,002% | F |
| WESPATH FUNDS TRUST XOPONANCE SVCE | | 4.000 | 0,000% | F |
| WESPATH XPONANCE SVCEF I | | 684 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST | | 3.217 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO.2 TRUST | | 240.286 | 0,023% | F |
| WESTPAC WHOLESALE UNHEDGED INTERNATIONAL SHARE TRUST | | 18.252 | 0,002% | F |
| WHEELS COMMON INVESTMENT FUND. | | 1.141 | 0,000% | F |
| WIF-DWS QI EUROZONE SHORT EXT EQTY | | 9.962 | 0,001% | F |
| WILLIS TOWERS WATSON GROUP TRUST | | 17.954 | 0,002% | F |
| WILSHIRE BRIDGEWATER MANAGED ALPHA MASTER FUND LIMITED | | 5.784 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| WINDWISE MSCI EAFE INDEX NON LENDING | | 15.228 | 0,001% | F |
| WISDOMTREE DYN CUR HDGE INTL EQ FD 1001802 | | 49.587 | 0,005% | F |
| WISDOMTREE GLOBAL HIGH DIV FUND 1001795 | | 2.182 | 0,000% | F |
| WISDOMTREE INTL EQUITY FUND 1001810 | | 41.867 | 0,004% | F |
| WISDOMTREE INTL HIGH DIV FUND 1001812 | | 17.131 | 0,002% | F |
| WISDOMTREE INTL LARGECAP DIV FD | | 62.983 | 0,006% | F |
| WISDOMTREE INTL MULTIFACTOR FUND 1001815 | | 14.372 | 0,001% | F |
| WISDOMTREE ISSUER ICAV | | 4.254 | 0,000% | F |
| WM POOL - EQUITIES TRUST NO. 31 - ROBECO | | 6.768 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 38 - SCHRODER | | 5.338 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 74. | | 7.856 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 75. | | 134.480 | 0,013% | F |
| WM POOL - EQUITIES TRUST NO. 76 - ROBECO | | 1.846 | 0,000% | F |
| WM POOL - FIXED INTEREST TRUST NO 12 | | 836 | 0,000% | F |
| WM POOL - GLOBAL EQUITIES TRUST NO 6 | | 15.631 | 0,001% | F |
| WORLD EQUITIES II | | 7.236 | 0,001% | F |
| WORLD TRADE ORGANIZATION PENSION PLAN | | 4.072 | 0,000% | F |
| WSSP INTERNATIONAL EQUITIES TRUST | | 2.972 | 0,000% | F |
| WYOMING RETIREMENT SYSTEM | | 130 | 0,000% | F |
| XTRACKERS | | 404.910 | 0,039% | F |
| XTRACKERS (IE) PUBLIC LIMITED COMPANY | | 577.010 | 0,055% | F |
| XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF | | 841 | 0,000% | F |
| XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF | | 3.013 | 0,000% | F |
| XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF | | 2.888 | 0,000% | F |
| XTRACKERS MSCI EAFE HEDGED EQUITY ETF | | 190.402 | 0,018% | F |
| XTRACKERS MSCI EUROPE HEDGED EQUITY ETF | | 24.648 | 0,002% | F |
| XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF | | 4.792 | 0,000% | F |
| XTRACKERS MSCI KOKUSAI EQUITY ETF | | 3.331 | 0,000% | F |
| ZEPHYR - EUROPE EQUITY ESG OPTIMIZED | | 1.384 | 0,000% | F |
| ZEPHYR - OPTIMISED PLUS 2 | | 4.826 | 0,000% | F |
| ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA | | 26.011 | 0,002% | F |
| BIGIANI LUCA | | 700 | 0,000% | C |
| GREEN CENTURY MSCI INTERNATION | | 15.809 | 0,002% | C |
| MANDARINE EQUITY INCOME | | 4.285 | 0,000% | C |
| EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES | | 1.072 | 0,000% | A |
| HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND | | 1.733 | 0,000% | A |
| INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT | | 8.314 | 0,001% | A |
| PAPPALARDO ROBERTO | PPPRRT87C12C351M | 5 | 0,000% | A |
| PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST | | 114 | 0,000% | A |
| PEPCO HOLDINGS INC. VEBA TRUST | | 839 | 0,000% | A |

**Totale votanti** **1.048.303.685** **100%**

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

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 6**

*Relazione sulla politica in materia di remunerazione per l'esercizio 2025.*

| | n. azioni | % azioni rappresentate in assemblea | % del Capitale Sociale |
|---|---|---|---|
| Quorum costitutivo assemblea | 1.048.303.685 | 100% | 80,262% |
| Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo): | 1.048.303.685 | 100,000% | 80,262% |
| Azioni per le quali il RD non dispone di istruzioni: | 0 | 0,000% | 0,000% |

| | n. azioni | % partecipanti al voto | % del Capitale Sociale |
|---|---|---|---|
| Favorevole | 1.038.253.690 | 99,041% | 79,492% |
| Contrario | 9.859.721 | 0,941% | 0,755% |
| Astenuto | 190.274 | 0,018% | 0,015% |
| Totali | 1.048.303.685 | 100,000% | 80,262% |

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 6**

*Relazione sulla politica in materia di remunerazione per l'esercizio 2025.*

*Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del dottor Massimiliano Chiado' Piat*

| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| (R) EUROPEAN EQUITIES | | 30.453 | 0,003% | F |
| 1975 IRREV TRUST OF C D WEYERHAEUSER | | 675 | 0,000% | F |
| 2122 ABP DME CORE INT | | 279.749 | 0,027% | F |
| 2124 ABP DME CORE BLACKROCK | | 469.450 | 0,045% | F |
| 405 MSTV I LP | | 46.167 | 0,004% | F |
| 801 INVESTMENTS LLC | | 4.605 | 0,000% | F |
| A.A. B DIVERSIFIE | | 44.867 | 0,004% | F |
| AA SSGA ACTIONS INDICE EURO | | 149.502 | 0,014% | F |
| AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO | | 14.424 | 0,001% | F |
| AB COLLECTIVE INVESTMENT TRUST SERIES | | 1.270 | 0,000% | F |
| AB SICAV I - ALL MARKET INCOME | | 210.315 | 0,020% | F |
| AB SICAV III - DYNAMIC ALL MAR | | 1.732 | 0,000% | F |
| AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO | | 1.009 | 0,000% | F |
| AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO | | 3.102 | 0,000% | F |
| ABB PENSION FUND | | 1.101 | 0,000% | F |
| ABN AMRO FUNDS | | 18.858 | 0,002% | F |
| ABNFLPA RHUMBLINE INTL EQUITY 262408 | | 1.166 | 0,000% | F |
| ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND | | 3.005 | 0,000% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND | | 36.386 | 0,003% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND | | 23.461 | 0,002% | F |
| ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND | | 9.805 | 0,001% | F |
| ACCIDENT COMPENSATION CORPORATION | | 282.534 | 0,027% | F |
| ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV | | 76.517 | 0,007% | F |
| ACHMEA REINSURANCE CO NV | | 10.365 | 0,001% | F |
| ACHMEA SCHADEVERZEKERINGEN NV | | 15.673 | 0,001% | F |
| ACHMEA VARIABLE SECURITIES HEALTH FUND | | 23.406 | 0,002% | F |
| ACS 30:70 GLOBAL EQUITY TRACKER FUND | | 100 | 0,000% | F |
| ACTICCIA 90 N 10 | | 175.000 | 0,017% | F |
| ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO | | 20.294 | 0,002% | F |
| ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO | | 53.055 | 0,005% | F |
| ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO | | 150.803 | 0,014% | F |
| ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO | | 78.666 | 0,008% | F |
| ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO | | 59.578 | 0,006% | F |
| ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO | | 10.326 | 0,001% | F |
| ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO | | 87.294 | 0,008% | F |
| ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO | | 1.080 | 0,000% | F |
| ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND | | 281 | 0,000% | F |
| AEAM FUNDS - AEGON WORLD EQUITY BETA POOL (P | | 3.332 | 0,000% | F |
| AEGON CUSTODY B.V. | | 193.819 | 0,018% | F |
| AEGON GLOBAL MULTI MANAGER WORLD EQUITY INDEX FUND | | 2.120 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AEGON LEVENSVERZEKERING N.V | | 30.957 | 0,003% | F |
| AEGON WORLD EQUITY INDEX FUND II | | 27.607 | 0,003% | F |
| AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD | | 27.849 | 0,003% | F |
| AIB GROUP IRISH PENSION SCHEME | | 10.077 | 0,001% | F |
| AILIS SICAV | | 81.284 | 0,008% | F |
| AJAY MALIK | | 39.905 | 0,004% | F |
| AKTIEN EUROPA - UI | | 28.312 | 0,003% | F |
| AKTIEN SUEDEUROPA UI | | 41.200 | 0,004% | F |
| ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION | | 95.856 | 0,009% | F |
| ALASKA COMMON TRUST FUND | | 17.333 | 0,002% | F |
| ALASKA PERMANENT FUND CORPORATION | | 3.229 | 0,000% | F |
| ALBERTA INVESTMENT MANAGEMENT CORPORATION | | 958 | 0,000% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS CORE ITALY FUND | | 157.000 | 0,015% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS SUSTAINABLE WORLD FUND | | 57.849 | 0,006% | F |
| ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH | | 3.276 | 0,000% | F |
| AMERICAN BUREAU OF SHIPPING | | 722 | 0,000% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF | | 265.382 | 0,025% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND | | 7.484 | 0,001% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF | | 70.001 | 0,007% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF | | 8.564 | 0,001% | F |
| AMERICAN CENTURY ICAV | | 5.274 | 0,001% | F |
| AMERICAN HEART ASSOCIATION, INC. | | 2.370 | 0,000% | F |
| AMLC EQ SINGLE STOCKS | | 13.622 | 0,001% | F |
| AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND | | 5.615 | 0,001% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND | | 29.595 | 0,003% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND HEDGED | | 2.563 | 0,000% | F |
| AMP WHOLESALE GLOBAL EQUITIES FUND | | 22.714 | 0,002% | F |
| AMSELECT - HSBC EURO EQUITY VALUE | | 364.007 | 0,035% | F |
| AMUNDI BRIDGEWATER CORE GLOB | | 337 | 0,000% | F |
| AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU | | 21.930 | 0,002% | F |
| AMUNDI ESG GLOBAL LOW CARBON FUND | | 33.929 | 0,003% | F |
| AMUNDI ESG IMPROVERS EURO | | 963.302 | 0,092% | F |
| AMUNDI ETF ICAV | | 69.128 | 0,007% | F |
| AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 23.971 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 19.642 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 99.640 | 0,010% | F |
| AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB | | 4.322 | 0,000% | F |
| AMUNDI EURO STOXX SELECT DIVIDEND 30 | | 161.678 | 0,015% | F |
| AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS | | 588.573 | 0,056% | F |
| AMUNDI FTSE MIB | | 166.329 | 0,016% | F |
| AMUNDI FUNDS EQUITY EURO RISK PARITY | | 21.861 | 0,002% | F |
| AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT | | 75.477 | 0,007% | F |
| AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND | | 18.086 | 0,002% | F |
| AMUNDI INDEX MSCI EMU SRI | | 58.869 | 0,006% | F |
| AMUNDI INDEX MSCI EUROPE | | 256.835 | 0,025% | F |
| AMUNDI INDEX MSCI EUROPE SRI | | 433.867 | 0,041% | F |
| AMUNDI INDEX MSCI WORLD | | 27.582 | 0,003% | F |
| AMUNDI INDEX MSCI WORLD SRI | | 10.990 | 0,001% | F |
| AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE | | 7.161 | 0,001% | F |
| AMUNDI MSCI ACWI SRI PAB UCITS ETF | | 2.722 | 0,000% | F |
| AMUNDI MSCI EMU | | 56.045 | 0,005% | F |
| AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT | | 37.928 | 0,004% | F |
| AMUNDI MSCI EMU ESG LEADERS SELECT | | 368.684 | 0,035% | F |
| AMUNDI MSCI EMU VALUE FACTOR U | | 30.777 | 0,003% | F |
| AMUNDI MSCI EUROPE | | 96.199 | 0,009% | F |
| AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB | | 4.724 | 0,000% | F |
| AMUNDI MSCI EUROPE ESG LEADERS | | 105.748 | 0,010% | F |
| AMUNDI MSCI EUROPE EX SWITZERLAND | | 50.081 | 0,005% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB | | 243 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR | | 3.448 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE TRANSITION CTB | | 1.165 | 0,000% | F |
| AMUNDI MSCI WORLD ESG UNIVERSAL SELECT | | 942 | 0,000% | F |
| AMUNDI PATRIMOINE PEA | | 99.683 | 0,010% | F |
| AMUNDI PRIME EUROZONE | | 9.529 | 0,001% | F |
| AMUNDI S AND P EUROZONE CLIMAT | | 303.537 | 0,029% | F |
| AMUNDI STOXX EUROPE 600 | | 525.208 | 0,050% | F |
| AMUNDI STOXX EUROPE 600 ESG II UCITS ETF | | 2.216 | 0,000% | F |
| AMUNDI STRATEGIES ACTIONS EURO CORE | | 88.092 | 0,008% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE CORE + | | 20.734 | 0,002% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY | | 565 | 0,000% | F |
| ANDRA AP-FONDEN | | 121.507 | 0,012% | F |
| AP ACTIONS 1 EURO | | 21.156 | 0,002% | F |
| APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND | | 16.564 | 0,002% | F |
| APPLE 401(K) PLAN | | 2.949 | 0,000% | F |
| AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT | | 108.724 | 0,010% | F |
| AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD | | 1.010 | 0,000% | F |
| AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. | | 316.330 | 0,030% | F |
| AQR FUNDS - AQR GLOBAL EQUITY FUND | | 6.114 | 0,001% | F |
| AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND | | 24.946 | 0,002% | F |
| AQR FUNDS - AQR MANAGED FUTURESSTRATEGY HV FUND | | 184.411 | 0,018% | F |
| AQR FUNDS - AQR TREND TOTAL RETURN FUND | | 8.815 | 0,001% | F |
| AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND | | 22.704 | 0,002% | F |
| AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND | | 405.805 | 0,039% | F |
| AQR FUNDS AQR LONGSHORT EQUITY FUND | | 1.009.262 | 0,096% | F |
| AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND | | 89.314 | 0,009% | F |
| AQR FUNDSAQR MULTIASSET FUND | | 37.296 | 0,004% | F |
| AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC | | 370.793 | 0,035% | F |
| AQR INNOVATION FUND L.P. - SE RIES 42 MULTI-ALPHA GSS DEVELO PED LARGE CAP | | 568 | 0,000% | F |
| AQR INNOVATION FUND, L.P. | | 4.218 | 0,000% | F |
| AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND | | 346.857 | 0,033% | F |
| AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC | | 81.197 | 0,008% | F |
| AQR TAX AWARE TOTAL RETURN FUND LLC | | 216.758 | 0,021% | F |
| AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC | | 2.434 | 0,000% | F |
| AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC | | 3.088 | 0,000% | F |
| AQR UCITS FUNDS II | | 13.047 | 0,001% | F |
| ARBEJDSMARKEDETS TILLAEGSPENSION | | 745.283 | 0,071% | F |
| ARCA AZIONI ITALIA | | 482.000 | 0,046% | F |
| ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST | | 9.216 | 0,001% | F |
| ARERO - DER WELTFONDS - ESG | | 10.139 | 0,001% | F |
| ARIZONA PSPRS TRUST | | 56.023 | 0,005% | F |
| ARIZONA STATE RETIREMENT SYSTEM | | 48.416 | 0,005% | F |
| ARKWRIGHT, LLC | | 1.611 | 0,000% | F |
| ARR INT EX US ALPHA EXTENSION TRUST FUND | | 67.768 | 0,006% | F |
| ARRCO QUANT 1 | | 139.308 | 0,013% | F |
| ARRCO QUANT 2 | | 22.279 | 0,002% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I | | 544.310 | 0,052% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II | | 380.001 | 0,036% | F |
| ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I | | 4.360 | 0,000% | F |
| ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP. | | 363 | 0,000% | F |
| ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND | | 24.300 | 0,002% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED | | 6.618 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED | | 14.434 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED. | | 438 | 0,000% | F |



191

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ARROWSTREET CANADA GLOBAL ALL-COUNTRY ALPHA EXTENSION FUND I | | 2.418 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI | | 267.501 | 0,026% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT. | | 3.461 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED | | 12.163 | 0,001% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD | | 4.377 | 0,000% | F |
| ARROWSTREET COLLECTIVE INVESTMENT TRUST | | 891.897 | 0,085% | F |
| ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND | | 292.738 | 0,028% | F |
| ARROWSTREET GLOBAL EQUITY FUND | | 1.122.195 | 0,107% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT | | 2.982 | 0,000% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P. | | 10.634 | 0,001% | F |
| ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION. | | 38.532 | 0,004% | F |
| ARROWSTREET US GROUP TRUST | | 1.530.930 | 0,146% | F |
| ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP | | 248.582 | 0,024% | F |
| ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY- | | 2.718 | 0,000% | F |
| ARTEMIS SMARTGARP EUROPEAN EQUITY FUND | | 1.502.657 | 0,143% | F |
| ARTEMIS SMARTGARP GLOBAL EQUITY FUND | | 467.397 | 0,045% | F |
| ARTEMIS SMARTGARP UK EQUITY FUND | | 800.000 | 0,076% | F |
| ASAST AKTIEN AUSLAND PASSIV UBS FUND MANAGEMENT SWITZERLAND AG | | 3.640 | 0,000% | F |
| ASCENSION ALPHA FUND LLC | | 6.068 | 0,001% | F |
| ASIAN DEVELOPMENT BANK | | 24.762 | 0,002% | F |
| ASSET MANAGEMENT EXCHANGE UCITS CCF | | 19.165 | 0,002% | F |
| ASSURDIX | | 40.409 | 0,004% | F |
| ATCP-UI-FONDS | | 1.693 | 0,000% | F |
| AURION GLOBAL EQUITY FUND | | 1 | 0,000% | F |
| AUSTRALIAN CAPITAL TERRITORY | | 6.242 | 0,001% | F |
| AUSTRALIAN NATIONAL UNIVERSITY. | | 6.662 | 0,001% | F |
| AUSTRALIAN RETIREMENT TRUST | | 297.273 | 0,028% | F |
| AUSTRALIANSUPER | | 8.854 | 0,001% | F |
| AUTORIDADE MONETARIA DE MACAU | | 814 | 0,000% | F |
| AVADIS FUND-AKTIEN WELT AST 2 | | 16.642 | 0,002% | F |
| AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2 | | 14.135 | 0,001% | F |
| AVALON PORTFOLIO II LLC | | 1.928 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND | | 2.104 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND | | 38.687 | 0,004% | F |
| AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND | | 309 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND | | 21.399 | 0,002% | F |
| AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND | | 7.112 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND | | 3.437 | 0,000% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND | | 38.066 | 0,004% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND | | 12.856 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND | | 56.815 | 0,005% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND | | 31.149 | 0,003% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND | | 25.763 | 0,002% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I | | 163 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II | | 1.080 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III | | 3.277 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV | | 1.851 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V | | 924 | 0,000% | F |
| AVIVA INVESTORS UK FUND SERVICES LIMITED | | 44.383 | 0,004% | F |
| AVIVA LIFE & PENSIONS IRELAND DAC | | 19.887 | 0,002% | F |
| AVIVA LIFE & PENSIONS UK LIMITED | | 56.733 | 0,005% | F |
| AVIVA LIFE AND PENSIONS UK LIMITED | | 3.900 | 0,000% | F |
| AWARE SUPER | | 15.929 | 0,002% | F |
| AXA AA DIVERSIFIE INDICIEL 1 | | 33.868 | 0,003% | F |
| AXA MPS PREVIDENZA PER TE - CRESCITA | | 252.937 | 0,024% | F |
| AXA PEA REGULARITE | | 1.409.147 | 0,134% | F |
| AZIMUT LIFE DAC | | 1.279 | 0,000% | F |
| AZL DFA INTERNATIONAL CORE EQUITY FUND | | 3.921 | 0,000% | F |
| AZL GLOBAL EQUITY INDEX FUND 114072 AZL MSCI GLOBAL EQU | | 2.089 | 0,000% | F |
| AZL INTERNATIONAL INDEX FUND | | 30.109 | 0,003% | F |
| BANCO CENTRAL DE TIMOR-LESTE (BCTL) | | 39.156 | 0,004% | F |
| BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA | | 10.983 | 0,001% | F |
| BANK OF BOTSWANA. | | 1.171 | 0,000% | F |
| BANK OF KOREA | | 36.159 | 0,003% | F |
| BASTI 1 METZLER | | 2.569 | 0,000% | F |
| BAYERNINVEST 375-FONDS | | 49.000 | 0,005% | F |
| BAYERNINVEST AA 1-FONDS | | 14.899 | 0,001% | F |
| BAYERNINVEST HA1-FONDS | | 9.490 | 0,001% | F |
| BAYERNINVEST HC1-FONDS | | 5.733 | 0,001% | F |
| BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS | | 6.450 | 0,001% | F |
| BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND | | 4.772 | 0,000% | F |
| BEAR CREEK INVESTMENT LLC | | 6.473 | 0,001% | F |
| BEAT DRUGS FUND ASSOCIATION | | 582 | 0,000% | F |
| BEL EQUITY EUROPE | | 101.964 | 0,010% | F |
| BERESFORD FUNDS ICAV | | 10.362 | 0,001% | F |
| BESSEMER TRUST CO CLEARING ACCT | | 622.483 | 0,059% | F |
| BESTSELECT - UBS SRI GLOBAL EQUITY | | 2.916 | 0,000% | F |
| BEWAARSTICHTING NNIP I | | 114.467 | 0,011% | F |
| BFT PARTNERS VIA EQUITY EUROPE | | 27.673 | 0,003% | F |
| BG MASTER FUND ICAV | | 4.889 | 0,000% | F |
| BGF DYNAMIC HIGH INCOME FUND | | 24.363 | 0,002% | F |
| BGF GLBL MLTI ASSET IN FD EQ BSKT | | 15.375 | 0,001% | F |
| BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS | | 44.703 | 0,004% | F |
| BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE | | 17.315 | 0,002% | F |
| BLACKROCK AUTHORISED CONTRACTUAL SCHEME I | | 569.736 | 0,054% | F |
| BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND | | 3.930 | 0,000% | F |
| BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND | | 20.073 | 0,002% | F |
| BLACKROCK FUND MANAGERS LTD | | 459.078 | 0,044% | F |
| BLACKROCK GLOBAL FUNDS | | 9.065 | 0,001% | F |
| BLACKROCK GLOBAL INDEX FUNDS | | 43.293 | 0,004% | F |
| BLACKROCK IG INTERNATIONAL EQUITY POOL | | 24.239 | 0,002% | F |
| BLACKROCK INDEX SELECTION FUND | | 317.875 | 0,030% | F |
| BLACKROCK INSTITUTIONAL POOLED FUNDS PLC | | 33.559 | 0,003% | F |
| BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS | | 4.019.402 | 0,383% | F |
| BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC. | | 5.785 | 0,001% | F |
| BLACKROCK LIFE LIMITED | | 11.964 | 0,001% | F |
| BLACKROCK LIFE LTD | | 95.428 | 0,009% | F |
| BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B | | 85.216 | 0,008% | F |
| BLACKROCK UCITS CCF | | 38.880 | 0,004% | F |
| BLKB EQUITY SWITZERLAND FOCUS | | 164.178 | 0,016% | F |
| BMO DIVERSIFIED INCOME PORTFOLIO | | 5.592 | 0,001% | F |
| BMO MSCI EAFE ESG LEADERS INDEXETF | | 3.631 | 0,000% | F |
| BMO MSCI EAFE INDEX ETF | | 155.952 | 0,015% | F |
| BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE | | 256.984 | 0,025% | F |
| BNP PARIBAS EASY - LOW CARBON 100 EUROZONE PAB | | 858 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BNP PARIBAS EASY - MSCI EMU SRI PAB | | 240.947 | 0,023% | F |
| BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE | | 98.847 | 0,009% | F |
| BNP PARIBAS EASY - MSCI EUROPE SRI PAB | | 150.815 | 0,014% | F |
| BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES PAB 5% CAPPED | | 187.121 | 0,018% | F |
| BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF | | 80.768 | 0,008% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-SERIES PAB 5 CAPPED UCITS ETF | | 5.678 | 0,001% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF | | 11.734 | 0,001% | F |
| BNP PARIBAS EASY MSCI EUROPE MIN TE | | 189.364 | 0,018% | F |
| BNP PARIBAS EQUITY - FOCUS ITALIA | | 41.046 | 0,004% | F |
| BNP PARIBAS FINANCE EUROPE ISR | | 123.981 | 0,012% | F |
| BNP PARIBAS FUNDS - EURO LOW VOL EQUITY | | 19.100 | 0,002% | F |
| BNP PARIBAS FUNDS - SEASONS | | 144.928 | 0,014% | F |
| BNPP DUBLIN / FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND II | | 71.644 | 0,007% | F |
| BNPP DUBLIN/FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND I | | 6.676 | 0,001% | F |
| BNY MELLON INTERNATIONAL EQUITY ETF | | 13.887 | 0,001% | F |
| BNY MELLON INTERNATIONAL STOCK INDEX FUND | | 8.016 | 0,001% | F |
| BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND | | 36.296 | 0,003% | F |
| BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND | | 15.094 | 0,001% | F |
| BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND | | 5.886 | 0,001% | F |
| BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA | | 553 | 0,000% | F |
| BOCI PRUDENTIAL TRUSTEE LIMITED BOCPIFS EUIF | | 34.184 | 0,003% | F |
| BOOSTER WHOLESALE SCHEME | | 3.263 | 0,000% | F |
| BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S | | 50.000 | 0,005% | F |
| BRIDGE BUILDER INTERNATIONAL E | | 24.869 | 0,002% | F |
| BRIDGE BUILDER TAX MANAGED | | 3.267 | 0,000% | F |
| BRIDGEWATER BLUE PEAK FUND LP. | | 1.194 | 0,000% | F |
| BRIDGEWATER PURE ALPHA FUND III LTD | | 3.486 | 0,000% | F |
| BRIDGEWATER PURE ALPHA MAJOR MARKETS TRADING COMPANY LTD. | | 4.310 | 0,000% | F |
| BRIDGEWATER PURE ALPHA STERLING FUND LTD | | 2.330 | 0,000% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD. | | 129.747 | 0,012% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY IV LP | | 1.824 | 0,000% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY LTD. | | 15.642 | 0,001% | F |
| BRIGHTER SUPER | | 18.294 | 0,002% | F |
| BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO | | 4.330 | 0,000% | F |
| BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO | | 38.593 | 0,004% | F |
| BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION. | | 1.047 | 0,000% | F |
| BRUCE POWER PENSION PLAN | | 44.918 | 0,004% | F |
| BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD | | 450 | 0,000% | F |
| BRUNSWICK UNIT 2 QUALIFIED NUCLEAR | | 12.525 | 0,001% | F |
| BSF FORMUE EUR EQUITY INDEX FUND | | 14.383 | 0,001% | F |
| BUILDERS ASSET MANAGEMENT WATER LLC | | 19.011 | 0,002% | F |
| BUMA-UNIVERSAL-FONDS I | | 3.913 | 0,000% | F |
| BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND | | 66.513 | 0,006% | F |
| BUREAU OF LABOR FUNDS-LABOR PENSION FUND | | 466.945 | 0,045% | F |
| BUREAU OF PUBLIC SERVICE PENSION FUND | | 10.990 | 0,001% | F |
| BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST | | 3.182 | 0,000% | F |
| BW DMO FUND LTD. | | 14.420 | 0,001% | F |
| BW PASPG LTD | | 4.269 | 0,000% | F |
| BW-M PA 24, LTD | | 3.339 | 0,000% | F |
| BWSP GLOBAL MACRO TRADING LIMITED | | 249 | 0,000% | F |
| CAISSE DE DEPOT ET PLACEMENT DUQUEBEC | | 727.048 | 0,069% | F |
| CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 1.394.476 | 0,133% | F |
| CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM | | 42.760 | 0,004% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF | | 3.919 | 0,000% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND | | 29.983 | 0,003% | F |
| CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO | | 4.086 | 0,000% | F |
| CANADA PENSION PLAN INVESTMENT BOARD (CPPIB) | | 811.964 | 0,077% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| CANOVAI ALBERTO | CNVLRT99A19A564R | 430 | 0,000% | F |
| CAPULA TAIL RISK MASTER FUND LIMITED | | 2.313 | 0,000% | F |
| CARDANO COMMON CONTRACTUAL FUND | | 2.143 | 0,000% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE | | 48.068 | 0,005% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL | | 26.676 | 0,003% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I) | | 6.436 | 0,001% | F |
| CARESUPER | | 127.022 | 0,012% | F |
| CASSA DEPOSITI E PRESTITI SPA | 80199230584 | 457.138.500 | 43,607% | F |
| CATERPILLAR INC. MASTER RETIREMENT TRUST | | 5.218 | 0,000% | F |
| CATERPILLAR INVESTMENT TRUST. | | 43.826 | 0,004% | F |
| CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND | | 3.063 | 0,000% | F |
| CB NL AIF CLIENTS ASSETS TAXABLE | | 181.862 | 0,017% | F |
| CC AND L Q GLOBAL EQUITY FUND | | 1.739 | 0,000% | F |
| CC AND L Q GROUP GLOBAL EQUITY FUND | | 5.191 | 0,000% | F |
| CC AND L Q INTERNATIONAL EQUITY FUND | | 7.147 | 0,001% | F |
| CC&L Q WORLD EX-USA EQUITY EXTENSION MASTER FUND LTD. | | 26.448 | 0,003% | F |
| CCCVM TRANSITION ACTS MONDIALES | | 6.132 | 0,001% | F |
| CENTRAL BANK OF IRELAND - MSCI PAB | | 18.735 | 0,002% | F |
| CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING | | 10.073 | 0,001% | F |
| CENTRAL PROVIDENT FUND BOARD | | 1.019 | 0,000% | F |
| CENTRALPENSIONFD SSGA SCI BETA LV 775358 | | 34.203 | 0,003% | F |
| CERES FONDS D ACTIONS MONDE | | 5.492 | 0,001% | F |
| CERVURITE INTERNATIONAL LLC | | 27.240 | 0,003% | F |
| CFSIL RE CNEALTH GS FD 16 | | 11.156 | 0,001% | F |
| CFSIL-COMMONWLTH GBL SHARE FD 17 | | 722.770 | 0,069% | F |
| CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND | | 13.101 | 0,001% | F |
| CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1 | | 29.400 | 0,003% | F |
| CHARLES C. GATES TRUST OF 6/30/1941 | | 3.478 | 0,000% | F |
| CHCP GLOBAL SECURITIES LP | | 2.533 | 0,000% | F |
| CHEVRON MASTER PENSION TRUST | | 2.773 | 0,000% | F |
| CHORELIA N 3 | | 141.131 | 0,013% | F |
| CHORELIA N 7 | | 179.128 | 0,017% | F |
| CHORELIA N?11 | | 200.840 | 0,019% | F |
| CHORELIA N?9 | | 203.554 | 0,019% | F |
| CHURCH COMMISSIONERS FOR ENGLAND | | 7.878 | 0,001% | F |
| CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS | | 7.046 | 0,001% | F |
| CIBC EUROPEAN INDEX FUND | | 2.048 | 0,000% | F |
| CIBC GL MAARS ALT CR REPO 011448 | | 1 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX ETF | | 1.232 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX POOL | | 1 | 0,000% | F |
| CIBC INTERNATIONAL INDEX FUND | | 27.628 | 0,003% | F |
| CIBC PENSION PLAN | | 26.565 | 0,003% | F |
| CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF | | 279.410 | 0,027% | F |
| CIN BELGIUM LIMITED | | 17 | 0,000% | F |
| CINDY SPRINGS LLC | | 42.020 | 0,004% | F |
| CITITRUST LIMITED | | 6.213 | 0,001% | F |
| CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND | | 2.634 | 0,000% | F |
| CITITRUST LTD | | 932 | 0,000% | F |
| CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN | | 18.545 | 0,002% | F |
| CITY OF NEW YORK DEFERRED COMPENSATION PLAN | | 18.150 | 0,002% | F |
| CITY OF NEW YORK GROUP TRUST | | 202.288 | 0,019% | F |
| CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM. | | 30.423 | 0,003% | F |
| CITY UNIVERSITY OF NEW YORK | | 331 | 0,000% | F |
| CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN | | 40.928 | 0,004% | F |
| CO PERATIE KLAVERBLAD VERZEKERINGEN U.A. | | 17.523 | 0,002% | F |
| COLLEGE RETIREMENT EQUITIES FUND | | 359.094 | 0,034% | F |
| COLONIAL FIRST STATE INVESTMENT FUND 50. | | 8.070 | 0,001% | F |
| COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND.. | | 40.471 | 0,004% | F |
| COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A. | | 253.248 | 0,024% | F |
| COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC | | 2.321 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN | | 6.593 | 0,001% | F |
| COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA | | 77.885 | 0,007% | F |
| CONNECTICUT GENERAL LIFE INSURANCE COMPANY | | 8.519 | 0,001% | F |
| CONNOR CLARK & LUNN COLLECTIVE INVESTMENT TRUST | | 19.484 | 0,002% | F |
| CONSERVATION INTERNATIONAL FOUNDATION, INC. | | 655 | 0,000% | F |
| CONSOLIDATED EDISON RETIREMENT PLAN | | 17.076 | 0,002% | F |
| CONSTELLATION FITZPATRICK QUALIFIED FUND | | 2.521 | 0,000% | F |
| CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND | | 2.633 | 0,000% | F |
| CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND | | 995 | 0,000% | F |
| COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY | | 40.669 | 0,004% | F |
| CPR EUROLAND ESG | | 131.776 | 0,013% | F |
| CPR EUROPE ESG POCHE COR | | 41.073 | 0,004% | F |
| CREDIT SUISSE INDEX FUND (LUX) | | 442.442 | 0,042% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962 | | 33.879 | 0,003% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND | | 86.197 | 0,008% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX | | 1.011 | 0,000% | F |
| CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED) | | 6.337 | 0,001% | F |
| DEAM FONDS ZDV | | 4.442 | 0,000% | F |
| DEE STREET GLOBAL EQUITY FUND | | 1.282 | 0,000% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT. | | 145.545 | 0,014% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90 | | 9.343 | 0,001% | F |
| DEKA INVESTMENT GMBH A FU 5 FONDS | | 12.017 | 0,001% | F |
| DEKA INVESTMENT GMBH A SRR U1 | | 3.810 | 0,000% | F |
| DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG | | 32.163 | 0,003% | F |
| DEKA INVESTMENT GMBH GLOBALE AKTIEN | | 15.235 | 0,001% | F |
| DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA | | 154.550 | 0,015% | F |
| DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21 | | 6.885 | 0,001% | F |
| DEKA INVESTMENT GMBH W/A-REVI 2 | | 35.000 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF | | 427.317 | 0,041% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF | | 18.193 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF | | 6.314 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF | | 40.459 | 0,004% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF | | 24.552 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON | | 35.447 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL | | 10.342 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKAFONDS-RA-HH W/DWS AKTIEN | | 34.378 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS | | 14.000 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF | | 18.398 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF | | 8.165 | 0,001% | F |
| DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS | | 15.869 | 0,002% | F |
| DEKA INVESTMENT GMBH W/KREBSHILFE 1-FONDS | | 4.610 | 0,000% | F |
| DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II | | 16.624 | 0,002% | F |
| DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3 | | 5.860 | 0,001% | F |
| DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV | | 590 | 0,000% | F |
| DEKA INVESTMENT GMBH W/SSH-FONDS W/U04 | | 88.100 | 0,008% | F |
| DEKA INVESTMENT GMBH W/SVAM-FONDS | | 8.459 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TREMONIUS-FONDS | | 7.257 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02 | | 18.639 | 0,002% | F |
| DEKA VALUE PLUS | | 143.484 | 0,014% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS | | 21.000 | 0,002% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG | | 9.200 | 0,001% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/IDB-STRATEGIE WUPPERTAL | | 1.226 | 0,000% | F |
| DEKA-MASTER-HAEK I | | 9.731 | 0,001% | F |
| DEKA-RAB | | 45.699 | 0,004% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DESJARDINS INTERNATIONAL EQUITYIND EX ETF | | 26.593 | 0,003% | F |
| DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF | | 351 | 0,000% | F |
| DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE | | 1.122 | 0,000% | F |
| DESTINATIONS INTERNATIONAL EQU | | 8.148 | 0,001% | F |
| DEUTSCHE DCG EQ | | 1.719 | 0,000% | F |
| DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF) | | 1.587 | 0,000% | F |
| DEVIF-FONDS NR. 349 | | 4.983 | 0,000% | F |
| DFI LP EQUITY (PASSIVE | | 532 | 0,000% | F |
| DIGITAL FUNDS STARS EUROZONE | | 11.563 | 0,001% | F |
| DILLON MARKETABLE SECURITIES COMMON TRUST FUND. | | 1.830 | 0,000% | F |
| DIMENSIONAL FUNDS PLC | | 72.447 | 0,007% | F |
| DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E | | 1.928 | 0,000% | F |
| DNB BANK ASA | | 43.684 | 0,004% | F |
| DPAM DBI-RDT B EQUITIES EMU INDEX | | 30.600 | 0,003% | F |
| DPAM L EQUITIES EMU SRI MSCI INDEX | | 15.793 | 0,002% | F |
| DPAM L EQUITIES WORLD SRI MSCI INDEX | | 2.400 | 0,000% | F |
| DPCTA-MASTERFONDS | | 20.577 | 0,002% | F |
| DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING | | 22.120 | 0,002% | F |
| DUNHAM INTERNATIONAL STOCK FUND | | 3.924 | 0,000% | F |
| DWS INVESTMENT GMBH DRIVEINVEST FOR PENSIONS SEG 2 | | 19.703 | 0,002% | F |
| DWS INVESTMENT GMBH FOR DEAM-FONDS CPT | | 5.000 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1 | | 5.654 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN | | 2.700 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ | | 13.396 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE | | 82.290 | 0,008% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROPEAN EQUITY | | 149.806 | 0,014% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY | | 39.640 | 0,004% | F |
| DWS INVESTMENT GMBH FOR DWS SYSTEMATIC EUROPEAN EQUITY | | 49.942 | 0,005% | F |
| DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER | | 1.350 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1 | | 26.908 | 0,003% | F |
| DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY | | 16.258 | 0,002% | F |
| DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND | | 4.766 | 0,000% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT | | 71.015 | 0,007% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO | | 1.316 | 0,000% | F |
| DWS MULTI ASSET PIR FUND | | 52.095 | 0,005% | F |
| DYNASTY INVEST LTD | | 1.134 | 0,000% | F |
| E TRADE NO FEE INTERNATIONAL INDEX FUND | | 240 | 0,000% | F |
| EBK-AKTIEN-UNIVERSAL-FONDS | | 76.801 | 0,007% | F |
| EGEPARGNE 2 DIVERSIFIE | | 19.708 | 0,002% | F |
| ELEVA UCITS FUND - ELEVA ABSOLUTE RETURN EUROPE | | 165.346 | 0,016% | F |
| EMBO-FONDS | | 11.075 | 0,001% | F |
| EMERGENCY SERVICES SUPERANNUATION SCHEME | | 2.465 | 0,000% | F |
| EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE | | 1 | 0,000% | F |
| EMPOWER ANNUITY INSURANCE COMPANY | | 64.699 | 0,006% | F |
| ENHANCED INDEX INTERNATIONAL SHARE FUND | | 21.104 | 0,002% | F |
| ENPAM | | 200.000 | 0,019% | F |
| ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI | | 11.750.450 | 1,121% | F |
| ENVIRONMENT FUND | | 3.673 | 0,000% | F |
| EPARGNE ACTIONS MONDE ISR | | 89.181 | 0,009% | F |
| EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO | | 33.001 | 0,003% | F |
| EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 26.765 | 0,003% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO | | 4.314 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO | | 4.919 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO | | 6.624 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO | | 9.310 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO | | 14.979 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 42.245 | 0,004% | F |



197

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| EQUIPSUPER | | 57.778 | 0,006% | F |
| EQUITABLE FINANCIAL LIFE INSURANCE COMPANY | | 2.957 | 0,000% | F |
| ERAFP ACTIONS EURO I | | 592.588 | 0,057% | F |
| ERISA ACTION EUROPE N 2 | | 41.236 | 0,004% | F |
| ERISA ACTIONS GRANDES VALEURS | | 817.353 | 0,078% | F |
| ERSTE ASSET MANAGEMENT GMBH | | 441.100 | 0,042% | F |
| ESSENTIA HEALTH | | 1.633 | 0,000% | F |
| EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB) | | 1.335 | 0,000% | F |
| F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC | | 3.419 | 0,000% | F |
| FACTORY MUTUAL INSURANCE COMPANY | | 5.790 | 0,001% | F |
| FAMILY INVESTMENTS CHILD TRUST FUND | | 5.916 | 0,001% | F |
| FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND | | 7.919 | 0,001% | F |
| FCM INTERNATIONAL LLC | | 835 | 0,000% | F |
| FCP HUMANIS RETRAITE ACTIONS | | 297.159 | 0,028% | F |
| FCP HUMANIS RETRAITE ACTIONS BAS CARBONE | | 213.173 | 0,020% | F |
| FCP SODIUM I | | 30.421 | 0,003% | F |
| FEDERATED HERMES GLOBAL ALLOCATION FUND | | 3.151 | 0,000% | F |
| FEDEX CORPORATION EMPLOYEES PENSION TRUST | | 15.223 | 0,001% | F |
| FGV ACTIONS EUROPE LM A | | 16.067 | 0,002% | F |
| FIDDLER PARTNERS LLC | | 474 | 0,000% | F |
| FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND | | 1.495.132 | 0,143% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND | | 15.397 | 0,001% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND | | 81.250 | 0,008% | F |
| FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF | | 27.911 | 0,003% | F |
| FIDELITY FUNDS - GLOBAL QUALITY INCOME POOL | | 292 | 0,000% | F |
| FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST | | 562 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND | | 51.455 | 0,005% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND | | 184 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND | | 97.365 | 0,009% | F |
| FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND | | 489.400 | 0,047% | F |
| FIDELITY SAI INTERNATIONAL INDEX FUND | | 173.026 | 0,017% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND | | 47.254 | 0,005% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND | | 186.693 | 0,018% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA | | 15.167 | 0,001% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. | | 832.136 | 0,079% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND | | 196.253 | 0,019% | F |
| FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF | | 36.046 | 0,003% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND | | 5.248 | 0,001% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND | | 12.362 | 0,001% | F |
| FIDEURAM COMPARTO PIANO AZIONI ITALIA | | 430.000 | 0,041% | F |
| FIDEURAM COMPARTO PIANO BILANCIATO ITALIA 50 | | 65.000 | 0,006% | F |
| FIDEURAM ITALIA | | 24.200 | 0,002% | F |
| FINALTIS EFFICIENT BETA EURO | | 4.994 | 0,000% | F |
| FIRE AND POLICE PENSION ASSOCIATION OF COLORADO | | 1 | 0,000% | F |
| FIRST PRIVATE EURO DIVIDENDEN STAUFER | | 75.136 | 0,007% | F |
| FIRST SENTIER INVESTORS GLOBAL UMBRELLA FUND PUBLIC LIMITED COMPANY | | 1.629 | 0,000% | F |
| FIRST TRUST DEVELOPED MARKETS EX US ALPHADEX FUND | | 80.016 | 0,008% | F |
| FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND | | 333.751 | 0,032% | F |
| FIRST TRUST EUROPE ALPHADEX FUND | | 64.741 | 0,006% | F |
| FIRST TRUST EUROZONE ALPHADEX ETF | | 17.333 | 0,002% | F |
| FIRST TRUST EUROZONE ALPHADEX UCITS ETF | | 25.092 | 0,002% | F |
| FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF | | 77.719 | 0,007% | F |
| FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF | | 12.722 | 0,001% | F |
| FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF | | 10.019 | 0,001% | F |
| FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF | | 44.365 | 0,004% | F |
| FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND | | 703.069 | 0,067% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FISCHER FAMILY TRUST | | 1.424 | 0,000% | F |
| FJARDE AP-FONDEN. | | 52.809 | 0,005% | F |
| FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND | | 8.645 | 0,001% | F |
| FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND | | 952 | 0,000% | F |
| FLORIDA GLOBAL EQUITY FUND LLC | | 4.654 | 0,000% | F |
| FLORIDA RETIREMENT SYSTEM | | 32.110 | 0,003% | F |
| FLORIDA RETIREMENT SYSTEM TRUST FUND | | 36.415 | 0,003% | F |
| FLORIDA RETSYS MINERVA 1009008 | | 14.956 | 0,001% | F |
| FLOURISH INVESTMENT CORPORATION | | 2.333 | 0,000% | F |
| FOLKSAM OMSESIDIG SAKFORSAKRING | | 17.361 | 0,002% | F |
| FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY | | 9.389 | 0,001% | F |
| FONDATION BOTNAR.. | | 20.429 | 0,002% | F |
| FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA | 00499230373 | 1.702.438 | 0,162% | F |
| FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES | | 1.933 | 0,000% | F |
| FONDITALIA | | 917.680 | 0,088% | F |
| FONDOPOSTE | | 41.029 | 0,004% | F |
| FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.) | | 1 | 0,000% | F |
| FONDS FUER STIFTUNGEN INVESCO | | 11.065 | 0,001% | F |
| FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS | | 2.001 | 0,000% | F |
| FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST.. | | 5.589 | 0,001% | F |
| FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST | | 664 | 0,000% | F |
| FOREIGN STOCK INDEX MOTHER FUND | | 29.833 | 0,003% | F |
| FORSTA AP - FONDEN | | 92.442 | 0,009% | F |
| FOVERUKA PENSION UNIVERSAL | | 7.109 | 0,001% | F |
| FRANKLIN INTERNATIONAL EQUITY INDEX ETF | | 6.059 | 0,001% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF | | 3.615 | 0,000% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF | | 2.484 | 0,000% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL DIVIDEND MULTIPLIER INDEX | | 20.846 | 0,002% | F |
| FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG | | 105.327 | 0,010% | F |
| FRANKLIN TEMPLETON ICAV | | 378.421 | 0,036% | F |
| FUNDACAO CALOUSTE GULBENKIAN | | 3.440 | 0,000% | F |
| FUNDO DE PENSOES . | | 5.355 | 0,001% | F |
| FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU | | 11.362 | 0,001% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F | | 97.655 | 0,009% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI. | | 23.474 | 0,002% | F |
| FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500) | | 2.736 | 0,000% | F |
| G.A.-FUND-B - EQUITY BROAD EURO P | | 13.078 | 0,001% | F |
| G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES | | 7.264 | 0,001% | F |
| GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY | | 1.841 | 0,000% | F |
| GENERAL ORGANISATION FOR SOCIAL INSURANCE. | | 408.653 | 0,039% | F |
| GENERAL PENSION AND SOCIAL SECURITY AUTHORITY | | 6.980 | 0,001% | F |
| GENERALI DIVERSIFICATION | | 944 | 0,000% | F |
| GERANA SICAV-SIF, S.A. | | 8.456 | 0,001% | F |
| GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND | | 2.795 | 0,000% | F |
| GLOBAL EQUITIES ENHANCED INDEX FUND | | 336.988 | 0,032% | F |
| GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC | | 2.198 | 0,000% | F |
| GLOBAL MULTI-FACTOR EQUITY FUND | | 18.746 | 0,002% | F |
| GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND CAYMAN L.P. | | 3.300 | 0,000% | F |
| GLOBAL X MSCI SUPERDIVIDEND EAFE ETF | | 17.138 | 0,002% | F |
| GLS BANK AKTIENFONDS C/O UNIVERSAL-INVESTMENT- | | 700.000 | 0,067% | F |
| GMO BENCHMARK-FREE FUND | | 8.535 | 0,001% | F |
| GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND | | 4.882 | 0,000% | F |
| GMO IMPLEMENTATION FUND | | 16.295 | 0,002% | F |
| GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES | | 18.806 | 0,002% | F |
| GODFOND SVERIGE & VARLDEN | | 4.688 | 0,000% | F |
| GOLDMAN SACHS ETF ICAV | | 82 | 0,000% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E | | 19.164 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT | | 433.618 | 0,041% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF | | 81.147 | 0,008% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO | | 20.375 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF | | 7.574 | 0,001% | F |
| GOLDMAN SACHS FUNDS III | | 123.480 | 0,012% | F |
| GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND | | 25.471 | 0,002% | F |
| GOVERNMENT EMPLOYEES SUPERANNUATION BRD | | 49.586 | 0,005% | F |
| GOVERNMENT OF NORWAY | | 700.000 | 0,067% | F |
| GOVERNMENT PENSION INVESTMENT FUND | | 2.136.270 | 0,204% | F |
| GOVERNMENT SUPERANNUATION FUND | | 12.310 | 0,001% | F |
| GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD. | | 30 | 0,000% | F |
| GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND | | 12.968 | 0,001% | F |
| GREAT WEST INTERNATIONAL INDEX FUND | | 68.448 | 0,007% | F |
| GREEN CENTURY MSCI INTERNATION | | 15.809 | 0,002% | F |
| GREENFINCH FOUNDATION | | 2.460 | 0,000% | F |
| GUIDEMARK WORLD EX-US FUND | | 18.125 | 0,002% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND | | 62.243 | 0,006% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND. | | 25.999 | 0,002% | F |
| HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 4.837 | 0,000% | F |
| HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND | | 397.156 | 0,038% | F |
| HAWKES FAMILY LLC | | 1.283 | 0,000% | F |
| HAWTHORN DM LLC | | 9.507 | 0,001% | F |
| HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO | | 688 | 0,000% | F |
| HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO | | 286 | 0,000% | F |
| HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL | | 6.699 | 0,001% | F |
| HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO | | 9.459 | 0,001% | F |
| HC RENTE | | 2.170 | 0,000% | F |
| HEALTHCARE EMPLOYEES PENSION | | 137.281 | 0,013% | F |
| HELIUM ALPHA | | 5.881 | 0,001% | F |
| HELVETIA I EUROPA | | 52.607 | 0,005% | F |
| HESTA | | 138.785 | 0,013% | F |
| HI PNWL DIVIDENDE PLUS FONDS | | 644.333 | 0,061% | F |
| HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS | | 83.000 | 0,008% | F |
| HILLSDALE GLOBAL EQUITY FUND | | 6.898 | 0,001% | F |
| HI-PNWL-DIVIDENDE-PLUS-FONDS | | 217.327 | 0,021% | F |
| HI-PROAM-STIFTUNGSFONDS | | 2.393 | 0,000% | F |
| HI-PROVINZIAL-LOWRISK-DIVIDENDENSTRATEGIE-FONDS | | 13.830 | 0,001% | F |
| HMT HANSEMERKUR AKTIEN INVEST | | 1.524 | 0,000% | F |
| HMT-KVMV-FONDS THEODOR-HEUSS-A | | 439 | 0,000% | F |
| HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE | | 250.725 | 0,024% | F |
| HORIZON BUSINESS SRI DYN DBI-RDT | | 39.050 | 0,004% | F |
| HOSPITAL AUTHORITY PROVIDENT FUND SCHEME | | 13.596 | 0,001% | F |
| HOSTPLUS POOLED SUPERANNUATION TRUST | | 57.832 | 0,006% | F |
| HP+P STIFTUNGSFONDS | | 15.900 | 0,002% | F |
| HPE COMMON CONTRACTUAL FUND. | | 2.462 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 11. | | 787 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 12. | | 4.892 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 2 | | 2.539 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 3 | | 3.135 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 6 | | 411 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 7. | | 4.085 | 0,000% | F |
| HSBC ACTIONS MONDE | | 97.577 | 0,009% | F |
| HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY | | 141.593 | 0,014% | F |
| HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF | | 203 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF | | 414 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF | | 12.170 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF | | 3.597 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF | | 879 | 0,000% | F |
| HSBC EURO ACTIONS | | 323.566 | 0,031% | F |
| HSBC GLOBAL INVESTMENT FUNDS | | 59.360 | 0,006% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND | | 1.218 | 0,000% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND | | 18.319 | 0,002% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND | | 1.795 | 0,000% | F |
| HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND | | 14.268 | 0,001% | F |
| HUMANIS RETRAITE DIVERSIFIE | | 291.231 | 0,028% | F |
| IA CLARINGTON GLOBAL VALUE FUND | | 5.257 | 0,001% | F |
| IADB POST RETIREMENT BENEFITS FUND | | 14.689 | 0,001% | F |
| IADB STAFF RETIREMENT FUND | | 40.700 | 0,004% | F |
| IAGAM GLOBAL EQUITY TRUST. | | 45.536 | 0,004% | F |
| IBM 401(K) PLUS PLAN TRUST | | 35.565 | 0,003% | F |
| IF IST - EUROPE INDEX SRI | | 9.821 | 0,001% | F |
| IF IST - GLOBE INDEX | | 22.328 | 0,002% | F |
| IG MACKENZIE INTERNATIONAL SMALL CAP FUND | | 531.149 | 0,051% | F |
| ILA - A-ILDSCG | | 2.038 | 0,000% | F |
| ILA - A-ILEZEQG | | 9.537 | 0,001% | F |
| ILA - A-ILGLOEQG | | 1.987 | 0,000% | F |
| ILA - A-ILGLOEQN | | 852 | 0,000% | F |
| ILA - RAFIMF | | 2.849 | 0,000% | F |
| ILA-A-ILIMCFHY | | 4.312 | 0,000% | F |
| ILA-A-ILSDMH | | 42.355 | 0,004% | F |
| ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY | | 21.659 | 0,002% | F |
| ILA-LA WORLD ESG SCREENED FUND | | 5.226 | 0,000% | F |
| ILLINOIS MUNICIPAL RETIREMENT FUND | | 24.512 | 0,002% | F |
| IMCO GLOBAL PUBLIC EQUITY LP | | 77.168 | 0,007% | F |
| IMPACTASSETS INC. | | 202 | 0,000% | F |
| IMPERIAL INTERNATIONAL EQUITY POOL | | 14.911 | 0,001% | F |
| INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER | 80122170584 | 3.130.190 | 0,299% | F |
| ING DIRECT SICAV | | 20.493 | 0,002% | F |
| INSPIRE INTERNATIONAL ETF 80 A | | 84.469 | 0,008% | F |
| INSTITUTIONAL RETIREMENT TRUST | | 9.922 | 0,001% | F |
| INTERFUND SICAV | | 22.622 | 0,002% | F |
| INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT | | 8.314 | 0,001% | F |
| INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC | | 646.985 | 0,062% | F |
| INTERNATIONAL EQUITIES B UNIT TRUST | | 1.449 | 0,000% | F |
| INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST | | 483 | 0,000% | F |
| INTERNATIONAL EQUITIES SECTOR TRUST | | 744 | 0,000% | F |
| INTERNATIONAL EQUITY FUND | | 3.862 | 0,000% | F |
| INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST | | 1.000 | 0,000% | F |
| INTERNATIONAL MONETARY FUND | | 30.572 | 0,003% | F |
| INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT | | 4.019 | 0,000% | F |
| INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN | | 13.901 | 0,001% | F |
| INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO | | 890.800 | 0,085% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE A-EUROPA-LA-PASSIV | | 3.706 | 0,000% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE INKA LUCK | | 68.221 | 0,007% | F |
| INVESCO ADVANTAGE INTERNATIONALFUND | | 1.388 | 0,000% | F |
| INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF | | 61.933 | 0,006% | F |
| INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF | | 85.378 | 0,008% | F |
| INVESCO FUNDS | | 767.843 | 0,073% | F |
| INVESCO GLOB ENHAN EQUITY UCITS ETF | | 352 | 0,000% | F |
| INVESCO GLOBAL BALANCED INDEX FUND UK | | 28.328 | 0,003% | F |



201

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND | | 6.169 | 0,001% | F |
| INVESCO GLOBAL EX UK CORE EQUITY INDEX FUND UK | | 18.263 | 0,002% | F |
| INVESCO GLOBAL EX UK ENHANCED INDEX FUND UK | | 25.748 | 0,002% | F |
| INVESCO MARKETS II PLC | | 31.724 | 0,003% | F |
| INVESCO MARKETS II PUBLIC LTD | | 26.285 | 0,003% | F |
| INVESCO MARKETS III PLC | | 77 | 0,000% | F |
| INVESCO MSCI EAFE INCOME ADVANTAGE ETF | | 2.927 | 0,000% | F |
| INVESCO MSCI EUR EQ WGHT UCITS ETF | | 68.423 | 0,007% | F |
| INVESCO MSCI WORLD SRI INDEX FUND | | 601 | 0,000% | F |
| INVESCO POOLED INVESTMENT FUND - EUROPE FUND | | 55.147 | 0,005% | F |
| INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES | | 47.045 | 0,004% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF | | 102.373 | 0,010% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED MOMENTUM ETF | | 73.775 | 0,007% | F |
| INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL | | 139.811 | 0,013% | F |
| INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL | | 95.254 | 0,009% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL | | 9.736 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL | | 13.896 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED ACCUMULATING KL | | 18.566 | 0,002% | F |
| INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE | | 1.796 | 0,000% | F |
| INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL | | 3.723 | 0,000% | F |
| INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI | | 24.633 | 0,002% | F |
| INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK-ALLOKERING | | 24.767 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL | | 25.097 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL | | 14.212 | 0,001% | F |
| IOM UBS GLOBAL PASSIVE EQUITIES | | 5.346 | 0,001% | F |
| IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 12.449 | 0,001% | F |
| IP ACTIONS EURO | | 8.537 | 0,001% | F |
| IPC MULTIFACTOR INTERNATIONAL EQUITY | | 4.327 | 0,000% | F |
| IRISH LIFE ASSURANCE PLC | | 59.767 | 0,006% | F |
| IRISH LIFE ASSURANCE. | | 39.283 | 0,004% | F |
| IRISH LIFE CLIMATE FOCUSED FUND | | 758 | 0,000% | F |
| IRR K LLC | | 4.519 | 0,000% | F |
| ISHARES ALL-COUNTRY EQUITY INDEX FUND | | 1.197 | 0,000% | F |
| ISHARES BLOCKCHAIN AND TECH ETF | | 3.654 | 0,000% | F |
| ISHARES CORE MSCI EAFE ETF | | 3.044.354 | 0,290% | F |
| ISHARES CORE MSCI EAFE IMI INDEX ETF | | 30.939 | 0,003% | F |
| ISHARES CORE MSCI EUROPE ETF | | 211.985 | 0,020% | F |
| ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF | | 416.783 | 0,040% | F |
| ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF | | 632.658 | 0,060% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF | | 5.483 | 0,001% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF | | 10.465 | 0,001% | F |
| ISHARES ESG ADVANCED MSCI EAFE ETF | | 42.268 | 0,004% | F |
| ISHARES ESG ADVANCED MSCI EAFE INDEX ETF | | 8.474 | 0,001% | F |
| ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE) | | 994.259 | 0,095% | F |
| ISHARES EURO STOXX UCITS ETF (DE) | | 191.446 | 0,018% | F |
| ISHARES II PUBLIC LIMITED COMPANY | | 1.236.388 | 0,118% | F |
| ISHARES III PUBLIC LIMITED COMPANY | | 1.235.638 | 0,118% | F |
| ISHARES INTERNATIONAL EQUITY FACTOR ETF | | 143.329 | 0,014% | F |
| ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF | | 541 | 0,000% | F |
| ISHARES IV PUBLIC LIMITED COMPANY | | 1.337.371 | 0,128% | F |
| ISHARES MSCI ACWI ETF | | 98.290 | 0,009% | F |
| ISHARES MSCI ACWI EX U.S. ETF | | 99.097 | 0,009% | F |
| ISHARES MSCI ACWI LOW CARBON TARGET ETF | | 24.340 | 0,002% | F |
| ISHARES MSCI EAFE ETF | | 1.529.206 | 0,146% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ISHARES MSCI EAFE INTERNATIONALINDEX FUND | | 288.895 | 0,028% | F |
| ISHARES MSCI EAFE VALUE ETF | | 1.042.422 | 0,099% | F |
| ISHARES MSCI EUR QLTY DIV UCITS ETF | | 476.761 | 0,045% | F |
| ISHARES MSCI EUROPE FINANCIALS ETF | | 616.770 | 0,059% | F |
| ISHARES MSCI EUROPE IMI INDEX ETF | | 3.689 | 0,000% | F |
| ISHARES MSCI EUROZONE ETF | | 551.177 | 0,053% | F |
| ISHARES MSCI GLOBAL MULTIFACTORETF | | 5.987 | 0,001% | F |
| ISHARES MSCI INTL MOMENTUM FACTOR ETF | | 120.790 | 0,012% | F |
| ISHARES MSCI ITALY ETF | | 545.080 | 0,052% | F |
| ISHARES MSCI KOKUSAI ETF | | 1.622 | 0,000% | F |
| ISHARES MSCI WORLD ETF | | 32.928 | 0,003% | F |
| ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF | | 144 | 0,000% | F |
| ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF | | 5.733 | 0,001% | F |
| ISHARES PUBLIC LIMITED COMPANY | | 2.691.275 | 0,257% | F |
| ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE | | 72.374 | 0,007% | F |
| ISHARES STOXX EUROPE 600 UCITS ETF (DE) | | 347.245 | 0,033% | F |
| ISHARES STOXX EUROPE MID 200 UCITS ETF (DE) | | 145.621 | 0,014% | F |
| ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE) | | 822.423 | 0,078% | F |
| ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE | | 1.979.158 | 0,189% | F |
| ISHARES V PUBLIC LIMITED COMPANY | | 307.933 | 0,029% | F |
| ISHARES VI PUBLIC LIMITED COMPANY | | 289.473 | 0,028% | F |
| ISHARES VII PUBLIC LIMITED COMPANY | | 981.817 | 0,094% | F |
| ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND | | 38.547 | 0,004% | F |
| ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND | | 2.409 | 0,000% | F |
| ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH) | | 3.662 | 0,000% | F |
| JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO | | 371 | 0,000% | F |
| JANUS HENDERSON HORIZON FUND - EUROLAND FUND | | 602.852 | 0,058% | F |
| JEFFREY LLC | | 7.080 | 0,001% | F |
| JNL INTERNATIONAL INDEX FUND | | 71.027 | 0,007% | F |
| JNL/DFA INTERNATIONAL CORE EQUITY FUND | | 9.139 | 0,001% | F |
| JNL/JPMORGAN GLOBAL ALLOCATION FUND | | 1.330 | 0,000% | F |
| JNL/MELLON MSCI WORLD INDEX FUND | | 5.947 | 0,001% | F |
| JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND | | 76.991 | 0,007% | F |
| JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF | | 9.242 | 0,001% | F |
| JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY | | 28.121 | 0,003% | F |
| JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF | | 22.738 | 0,002% | F |
| JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST | | 32.130 | 0,003% | F |
| JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST. | | 16.613 | 0,002% | F |
| JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST | | 54.567 | 0,005% | F |
| JOHN T. WALTON FAMILY TRUST | | 120.586 | 0,012% | F |
| JOSHUA GREEN CORPORATION | | 3.450 | 0,000% | F |
| JPM MULTI INCOME FUND | | 25.190 | 0,002% | F |
| JPMORGAN BETABUILDERS EUROPE ETF | | 175.059 | 0,017% | F |
| JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF | | 132.623 | 0,013% | F |
| JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND | | 162.006 | 0,015% | F |
| JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF | | 53.915 | 0,005% | F |
| JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF | | 13.151 | 0,001% | F |
| JPMORGAN EUROPE STRATEGIC DIVIDEND FUND | | 3.486 | 0,000% | F |
| JPMORGAN FLEXIBLE INCOME ETF | | 198 | 0,000% | F |
| JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND | | 3.264 | 0,000% | F |
| JPMORGAN FUNDS | | 354.244 | 0,034% | F |
| JPMORGAN GLOBAL ALLOCATION FUND | | 4.019 | 0,000% | F |
| JPMORGAN INCOME BUILDER FUND | | 76.135 | 0,007% | F |
| JPMORGAN INVESTMENT FUNDS | | 347.020 | 0,033% | F |
| JPMORGAN MULTI BALANCED FUND | | 2.159 | 0,000% | F |
| JTW TRUST NO. 2 UAD 9/19/02. | | 2.007 | 0,000% | F |
| JTW TRUST NO. 3 UAD 9/19/02. | | 2.827 | 0,000% | F |
| JTW TRUST NO. 4 UAD 9/19/02. | | 2.036 | 0,000% | F |
| JTW TRUST NO. 5 UAD 9/19/02. | | 1.555 | 0,000% | F |
| JUNON ACTIONS OBLIGATIONS | | 221.998 | 0,021% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| K INVESTMENTS SH LIMITED. | | 34.350 | 0,003% | F |
| KAISER FOUNDATION HOSPITALS | | 6.781 | 0,001% | F |
| KAISER PERMANENTE GROUP TRUST | | 5.311 | 0,001% | F |
| KAP IP GLO EQUI III 56097 | | 10.289 | 0,001% | F |
| KAP MPI INTERNATIONALE AKTIER 55016 | | 139.345 | 0,013% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER | | 3.011 | 0,000% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5 | | 72.462 | 0,007% | F |
| KAPITALFORENINGEN EMD INVEST VERDENSINDEKS | | 8.758 | 0,001% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I | | 17.756 | 0,002% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX | | 29.365 | 0,003% | F |
| KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS | | 18.873 | 0,002% | F |
| KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED | | 176.190 | 0,017% | F |
| KAS BANK PF | | 632 | 0,000% | F |
| KBC ECO FUND/WORLD | | 13.970 | 0,001% | F |
| KBC EQUITY FUND EUROZONE | | 377.140 | 0,036% | F |
| KBC EQUITY FUND EUROZONE DBI-RDT | | 47.780 | 0,005% | F |
| KBC EQUITY FUND SRI EUROZONE | | 619.635 | 0,059% | F |
| KBC EQUITY FUND WORLD | | 125.793 | 0,012% | F |
| KBC EQUITY FUND/EUROPE | | 34.784 | 0,003% | F |
| KBC EQUITY FUND/SRI WORLD | | 162.329 | 0,015% | F |
| KBC EQUITY FUND/WORLD DBI-ROT | | 29.453 | 0,003% | F |
| KBC EQUITY SRI WORLD DBI-RDT | | 20.462 | 0,002% | F |
| KBC INST FUND EURO EQUITY | | 53.482 | 0,005% | F |
| KBC INSTITUTIONAL FUND SRI EURO | | 79.283 | 0,008% | F |
| KBC INSTITUTIONAL FUND/SRI WORLD EQUITY | | 32.384 | 0,003% | F |
| KBI FUNDS ICAV | | 14.564 | 0,001% | F |
| KBI GLOBAL INVESTMENT FUND | | 8.844 | 0,001% | F |
| KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1 | | 75.651 | 0,007% | F |
| KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR | | 50.120 | 0,005% | F |
| KESKINÄINEN VAKUUTUSYHTIÖ FENNIA | | 9.102 | 0,001% | F |
| KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI | | 19.773 | 0,002% | F |
| KOKUSAI EQUITY INDEX FUND, A S | | 12.306 | 0,001% | F |
| KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP | | 69.228 | 0,007% | F |
| KUMPULAN WANG PERSARAAN DIPERBADANKAN | | 13.139 | 0,001% | F |
| KUTXABANK GESTION SGIIC, S.A. | | 242.248 | 0,023% | F |
| KUTXABANK PENSIONES, S.A., SGFP | | 99.319 | 0,009% | F |
| LACERA MASTER OPEB TRUST | | 11.377 | 0,001% | F |
| LACM GLOBAL EQUITY FUND LP | | 1.877 | 0,000% | F |
| LAKE AVENUE INVESTMENTS LLC | | 18.058 | 0,002% | F |
| LARGE CAP INTL PORTFOLIO OF DFA INV | | 154.290 | 0,015% | F |
| LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP TRUST | | 8.200 | 0,001% | F |
| LAZARD ASSET MANAGEMENT LLC | | 118 | 0,000% | F |
| LCL ACTIONS EURO CORE+ | | 69.430 | 0,007% | F |
| LCL ACTIONS MONDE HORS EUROPE EURO | | 186.002 | 0,018% | F |
| LCL TRIPLE HORIZON (SEPT 2021) | | 122.133 | 0,012% | F |
| LEADERSEL P.M.I | | 29.030 | 0,003% | F |
| LEGAL & GENERAL ASSURANCE SOCIETY LIMITED | | 655 | 0,000% | F |
| LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E | | 6.009 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO | | 30.046 | 0,003% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE | | 8.830 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED | | 330 | 0,000% | F |
| LEGAL & GENERAL GLOBAL EQUITY INDEX FUND | | 12.796 | 0,001% | F |
| LEGAL & GENERAL ICAV. | | 6.172 | 0,001% | F |
| LEGAL & GENERAL MSCI EAFE FUND LLC | | 39.561 | 0,004% | F |
| LEGAL & GENERAL MSCI EAFE SL FUND LLC | | 27.903 | 0,003% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT ( | | 16.397 | 0,002% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED | | 162.311 | 0,015% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND | | 2.953 | 0,000% | F |
| LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED | | 1.260.036 | 0,120% | F |
| LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED | | 14.483 | 0,001% | F |
| LEGAL AND GENERAL CCF | | 24.279 | 0,002% | F |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST. | | 40.947 | 0,004% | F |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.. | | 272 | 0,000% | F |
| LEGAL AND GENERAL EUROPEAN INDEX TRUST | | 195.654 | 0,019% | F |
| LEGAL AND GENERAL INTERNATIONAL INDEX TRUST | | 61.961 | 0,006% | F |
| LEGAL AND GENERAL UCITS ETF PLC | | 144.585 | 0,014% | F |
| LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF | | 362.985 | 0,035% | F |
| LFM ACTIONS MONDE VOLATILITE C | | 89.564 | 0,009% | F |
| LGIM MANAGERS (EUROPE) LIMITED | | 33.279 | 0,003% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME | | 4.600 | 0,000% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME.. | | 399 | 0,000% | F |
| LM FUND LP | | 474 | 0,000% | F |
| LMAP 909 SUB FUND OF LMAP IRELAND ICAV | | 2.661 | 0,000% | F |
| LMT MRT BLRK EUROPE VALUE 775373 | | 7.397 | 0,001% | F |
| LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR | | 318 | 0,000% | F |
| LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST | | 5.496 | 0,001% | F |
| LOF TARGETNETZERO EUROPE EQUITY | | 6.189 | 0,001% | F |
| LOF TARGETNETZERO GLOBAL EQUITY | | 2.054 | 0,000% | F |
| LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME. | | 11.075 | 0,001% | F |
| LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM. | | 25.820 | 0,002% | F |
| LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI | | 2.437 | 0,000% | F |
| LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST | | 70.070 | 0,007% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS( | | 8.251 | 0,001% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND | | 65.083 | 0,006% | F |
| LUXCELLENCE-HELVETIA EUROP EQUITY | | 6.312 | 0,001% | F |
| LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND | | 9.286 | 0,001% | F |
| LVIP SSGA DEVELOPED INTERNATIONAL 150 FU | | 221.071 | 0,021% | F |
| LVIP SSGA INTERNATIONAL INDEX FUND | | 58.233 | 0,006% | F |
| LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G. | | 45.566 | 0,004% | F |
| LYXOR FTSE MIB UCITS ETF | | 422.304 | 0,040% | F |
| LYXOR MSCI EUROPE UCITS ETF | | 30.242 | 0,003% | F |
| M INTERNATIONAL EQUITY FUND | | 2.463 | 0,000% | F |
| M PRIME EUROPE STOCKS | | 223 | 0,000% | F |
| MACK EAFE EQUITY POOL | | 11.863 | 0,001% | F |
| MACKENZIE INTERNATIONAL EQUITY INDEX ETF | | 19.532 | 0,002% | F |
| MACQUARIE INTERNATIONAL EQUITIES FUND | | 17.922 | 0,002% | F |
| MACQUARIE MULTI-FACTOR FUND | | 6.015 | 0,001% | F |
| MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED | | 3.898 | 0,000% | F |
| MANAGED PENSION FUNDS LIMITED | | 3.947 | 0,000% | F |
| MANDARINE EQUITY INCOME | | 4.285 | 0,000% | F |
| MANDAT ACTION HGAM | | 215.978 | 0,021% | F |
| MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND | | 24.109 | 0,002% | F |
| MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF | | 10.341 | 0,001% | F |
| MANVILLE PERSONAL INJURY SETTLEMENT TRUST | | 1.514 | 0,000% | F |
| MARIGOLD TACTICAL STRATEGIES LTD | | 1.388 | 0,000% | F |
| MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK | | 10.427 | 0,001% | F |
| MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUIT | | 55.636 | 0,005% | F |
| MARYLAND STATE RETIREMENT PENSION SYSTEM | | 44.400 | 0,004% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| MASTERFONDS BANTHUS | | 11.259 | 0,001% | F |
| MASTERINVEST KAPITALANLAGE GMBH | | 2.426 | 0,000% | F |
| MATB MSCI KOKUSAI INDEX MOTHER FUND | | 7.663 | 0,001% | F |
| MBB PUBLIC MARKETS I LLC | | 30.773 | 0,003% | F |
| MBB SMART FUND C LLC | | 14.329 | 0,001% | F |
| MBB SMART FUND P LLC | | 12.148 | 0,001% | F |
| MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP) | | 1.625 | 0,000% | F |
| MD INTERNATIONAL GROWTH FUND | | 4.411 | 0,000% | F |
| MD INTERNATIONAL VALUE FUND | | 7.898 | 0,001% | F |
| MDPIM INTERNATIONAL EQUITY INDEX POOL | | 27.212 | 0,003% | F |
| MDPIM INTERNATIONAL EQUITY POOL | | 123.133 | 0,012% | F |
| MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH | | 27.767 | 0,003% | F |
| MEDIOLANUM GESTION SGIIC, SA | | 5.386 | 0,001% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA | | 1.170.000 | 0,112% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA | | 170.000 | 0,016% | F |
| MERCER GLOBAL EQUITY FUND | | 34.419 | 0,003% | F |
| MERCER INDEXED INTERNATIONAL SHARES FUND | | 37.972 | 0,004% | F |
| MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND | | 832 | 0,000% | F |
| MERCER NONUS CORE EQUITY FUND | | 262.370 | 0,025% | F |
| MERCER PASSIVE INTERNATIONAL SHARES FUND | | 13.316 | 0,001% | F |
| MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND | | 2.084 | 0,000% | F |
| MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL | | 12.465 | 0,001% | F |
| MERCER QIF COMMON CONTRACTUAL FUND | | 154.589 | 0,015% | F |
| MERCER UCITS COMMON CONTRACTUALFUND | | 31.680 | 0,003% | F |
| MERCER UNHEDGED OVERSEAS SHARES TRUST | | 162.993 | 0,016% | F |
| MERCER WHOLESALE FUNDS | | 1.392 | 0,000% | F |
| MERCK AND CO INC MASTER RETIREMENT TRUST | | 111.328 | 0,011% | F |
| METIS EQUITY TRUST | | 2.593 | 0,000% | F |
| METROPOLITAN EMPLOYEE BENEFIT SYSTEM | | 6.573 | 0,001% | F |
| METROPOLITAN LIFE INSURANCE COMPANY | | 10.063 | 0,001% | F |
| MGI FUNDS PLC | | 77.360 | 0,007% | F |
| MGTS AFH DA EURO JPM GROWTH | | 32.056 | 0,003% | F |
| MGTS AFH DA EURO JPM VALUE | | 55.318 | 0,005% | F |
| MI FONDS K12 | | 42.009 | 0,004% | F |
| MICHAEL AND MAIRA CAREN TRUST 930 | | 1.217 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE | | 1.048 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST | | 1.992 | 0,000% | F |
| MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN | | 24.736 | 0,002% | F |
| MIDDLETOWN WORKS HOURLY AND SALARIED UNION | | 706 | 0,000% | F |
| MI-FONDS 384 | | 23.719 | 0,002% | F |
| MI-FONDS F47 | | 32.464 | 0,003% | F |
| MIGROS BANK (LUX) FONDS 30 | | 1.100 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 40 (EUR) | | 1.190 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 50 | | 1.540 | 0,000% | F |
| MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS | | 2.999 | 0,000% | F |
| MINEWORKERS' PENSION SCHEME | | 7.996 | 0,001% | F |
| MINISTERO DELL'ECONOMIA E DELLE FINANZE | 80415740580 | 382.127.890 | 36,452% | F |
| MINISTRY OF ECONOMY AND FINANCE | | 167.790 | 0,016% | F |
| MISSOURI EDUCATION PENSION TRUST | | 187.626 | 0,018% | F |
| MM DEVELOPED WORLD EQUITY INDEX FUND II | | 13.875 | 0,001% | F |
| MOA INTERNATIONAL FUND | | 634.404 | 0,061% | F |
| MOBIUS LIFE LIMITED. | | 13.906 | 0,001% | F |
| MONETARY AUTHORITY OF MACAO | | 1 | 0,000% | F |
| MONTSEGUR CROISSANCE | | 131.203 | 0,013% | F |
| MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO | | 1.886 | 0,000% | F |
| MORGAN STANLEY PATHWAY FUNDS - | | 12.751 | 0,001% | F |
| MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO | | 102 | 0,000% | F |
| MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST | | 2.278 | 0,000% | F |
| MOTHER CABRINI HEALTH FOUNDATION INC | | 28.842 | 0,003% | F |
| MSCI ACWI EX-U.S. IMI INDEX FUND B2 | | 9.805 | 0,001% | F |
| MSCI EQUITY INDEX FUND B - ITALY (MSITB) | | 160.654 | 0,015% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| MSCI EUROPE EQUITY INDEX FUND B (EUROSECB | | 30.013 | 0,003% | F |
| MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND | | 1.779 | 0,000% | F |
| MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND | | 434.948 | 0,041% | F |
| MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX | | 17.168 | 0,002% | F |
| NAA WORLD EQUITY INCOME FUND | | 3.619 | 0,000% | F |
| NAA WORLD EQUITY INCOME SERIES | | 8.842 | 0,001% | F |
| NATHALIE DE GUNZBERG | | 1.244 | 0,000% | F |
| NATIONAL BANK FINANCIAL INC | | 2.757 | 0,000% | F |
| NATIONAL COUNCIL FOR SOCIAL SEC FUND | | 13.351 | 0,001% | F |
| NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC | | 158.219 | 0,015% | F |
| NATIONAL EMPLOYMENT SAVINGS TRUST | | 843.157 | 0,080% | F |
| NATIONAL PENSION INSURANCE FUND | | 76.047 | 0,007% | F |
| NATIONWIDE INTERNATIONAL INDEX FUND | | 20.242 | 0,002% | F |
| NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST | | 33.237 | 0,003% | F |
| NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST | | 66.682 | 0,006% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O | | 1.037 | 0,000% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE | | 6.263 | 0,001% | F |
| NB BRETON HILL MULTI-STYLE PREMIA MASTER FUND LP C/O WALKERS CORPORATE LIMITED | | 114 | 0,000% | F |
| NBIMC EAFE EQUITY INDEX FUND. | | 8.523 | 0,001% | F |
| NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS | | 57.842 | 0,006% | F |
| NEUALT LLC | | 16.784 | 0,002% | F |
| NEW AIRWAYS PENSION SCHEME | | 310 | 0,000% | F |
| NEW YORK STATE COMMON RETIREMENT FUND | | 88.900 | 0,008% | F |
| NEW YORK STATE TEACHERS RETIREMENT SYSTEM | | 871.990 | 0,083% | F |
| NEW ZEALAND SUPERANNUATION FUND. | | 621.025 | 0,059% | F |
| NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POWER PLANT | | 2.129 | 0,000% | F |
| NFL PLAYER TAX QUALIFIED ANNUITY PLAN | | 3.977 | 0,000% | F |
| NORDEA EUROPEAN PASSIVE FUND | | 10.284 | 0,001% | F |
| NORDEA GLOBAL PASSIVE FUND | | 17.185 | 0,002% | F |
| NORDEA WORLD PASSIVE FUND | | 13.786 | 0,001% | F |
| NORGES BANK | | 11.037.708 | 1,053% | F |
| NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND | | 137.640 | 0,013% | F |
| NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND. | | 61.970 | 0,006% | F |
| NORTHERN LIGHTS FUND TRUST IV | | 17.478 | 0,002% | F |
| NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR | | 45.071 | 0,004% | F |
| NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING | | 66.447 | 0,006% | F |
| NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST | | 937.401 | 0,089% | F |
| NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND | | 319.312 | 0,030% | F |
| NORTHERN TRUST UCITS FGR FUND | | 121.304 | 0,012% | F |
| NORTHERN WORLD SELECTION INDEX FUND | | 24.255 | 0,002% | F |
| NORTHROP GRUMMAN PENSION MASTERTRUST | | 7.505 | 0,001% | F |
| NOW PENSIONS TRUST | | 34.471 | 0,003% | F |
| NSP MINNESEOTA RETAIL PRAIRIE II | | 4.235 | 0,000% | F |
| NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST | | 4.229 | 0,000% | F |
| NSP MONTICELLO MINNESOTA RETAIL | | 6.527 | 0,001% | F |
| NT WORLD GREEN TRANSITION INDEX FUND | | 488 | 0,000% | F |
| NUNAVUT TRUST | | 1.913 | 0,000% | F |
| NUVEEN INTERNATIONAL EQUITY INDEX FUND | | 48.971 | 0,005% | F |
| NV HAGELUNIE | | 2.157 | 0,000% | F |
| NVIT INTERNATIONAL INDEX FUND | | 20.615 | 0,002% | F |
| OFI INVEST ESG EURO EQUITY SMA | | 547 | 0,000% | F |
| OLD WESTBURY LARGE CAP STRATEGIES FUND | | 2.951.738 | 0,282% | F |
| OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND. | | 626.174 | 0,060% | F |
| OMERS ADMINISTRATION CORPORATION | | 93.657 | 0,009% | F |
| ONEMARKETS ITALY ICAV | | 328 | 0,000% | F |
| ONEMARKETS PIMCO GLOBAL BALANCED ALLOC | | 8.275 | 0,001% | F |
| ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL | | 38.946 | 0,004% | F |
| OPENWORLD PUBLIC LIMITED COMPANY | | 703 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM | | 62.398 | 0,006% | F |
| OSSH 1 TRUST | | 59.087 | 0,006% | F |
| OSSIAM IRL ICAV | | 6.565 | 0,001% | F |
| OSSIAM LUX | | 342.384 | 0,033% | F |
| OSTRUM SRI EURO MINVOL EQUITY | | 11.816 | 0,001% | F |
| OSTRUM SRI EUROPE EQUITY | | 258.678 | 0,025% | F |
| PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST | | 1.105 | 0,000% | F |
| PARAMETRIC INTERNATIONAL EQUITYFUND | | 9.300 | 0,001% | F |
| PASSIVE GLOBAL SHARE TRUST | | 8.834 | 0,001% | F |
| PCA TAX SHELTERED ANNUITY PLAN | | 3.023 | 0,000% | F |
| PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND | | 2.082 | 0,000% | F |
| PENSION BENEFIT GUARANTY CORPORATION | | 128.044 | 0,012% | F |
| PENSION RESERVES INVESTMENT TRUST FUND | | 43.382 | 0,004% | F |
| PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB | | 65.160 | 0,006% | F |
| PEOPLE'S BANK OF CHINA | | 106.254 | 0,010% | F |
| PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND | | 2.133 | 0,000% | F |
| PERTUBUHAN KESELAMATAN SOSIAL | | 50.250 | 0,005% | F |
| PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF | | 2.893 | 0,000% | F |
| PFA PENSION FORSIKRINGSAKTIESELSKAB | | 115.207 | 0,011% | F |
| PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND | | 990 | 0,000% | F |
| PGIM QMA INTERNATIONAL EQUITY FUND | | 36.890 | 0,004% | F |
| PHILADELPHIA GAS WORKS PENSION PLAN | | 1.183 | 0,000% | F |
| PHILIP VERONICA A KOVACH JT TEN/WROS 2934 | | 19 | 0,000% | F |
| PHOSPHORE | | 34.120 | 0,003% | F |
| PICTET - EUROPE INDEX | | 53.720 | 0,005% | F |
| PICTET - MULTI ASSET GLOBAL OPPORTUNITIES | | 50.724 | 0,005% | F |
| PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES | | 107.087 | 0,010% | F |
| PICTET CH - GLOBAL EQUITIES | | 3.568 | 0,000% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER | | 18.770 | 0,002% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL | | 15.027 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER | | 14.903 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE | | 2.420 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL | | 3.444 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER | | 6.334 | 0,001% | F |
| PICTET-EUROLAND INDEX | | 15.708 | 0,001% | F |
| PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND | | 966 | 0,000% | F |
| PIMCO FUNDS GLOBAL INVESTORS SERIES PLC | | 48.674 | 0,005% | F |
| PINK CALI LLC | | 486 | 0,000% | F |
| PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH | | 2.133 | 0,000% | F |
| PIVOTAL PHILANTHROPIES FOUNDATION | | 2.249 | 0,000% | F |
| PK CSG WORLD EQUITY UBS FUND MANAGEMENT SWITZERLAND AG | | 5.152 | 0,000% | F |
| PLATO INST I FUND EURO EQUITY | | 12.549 | 0,001% | F |
| PLATO INSTIT INDEX FND WORLD DBI-RDT | | 5.458 | 0,001% | F |
| PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY | | 25.437 | 0,002% | F |
| PLEIADES TRUST | | 79.666 | 0,008% | F |
| POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST | | 6.243 | 0,001% | F |
| POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY | | 71.439 | 0,007% | F |
| POOL REINSURANCE CO LTD | | 3.465 | 0,000% | F |
| PRAXIS INTERNATIONAL INDEX FUND | | 51.414 | 0,005% | F |
| PREVINDAI FONDO PENSIONE | | 61.120 | 0,006% | F |
| PREVOYANCENE FUND PREVOYANCENE GLOBAL ASSETS UBS FUND MANAGEMENT SWITZERLAND AG | | 3.172 | 0,000% | F |
| PRIME SUPER PTY LTD | | 4.376 | 0,000% | F |
| PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX | | 27.768 | 0,003% | F |
| PRINCIPAL FUNDS INC OVERSEAS FUND | | 4.768 | 0,000% | F |
| PRIVILEDGE - JP MORGAN PAN EUROPEAN FLEXIBLE EQUITY | | 121.411 | 0,012% | F |
| PROCTER AND GAMBLE BELGIUM PENSION FUND | | 1.329 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| PRO-GEN INVESTMENTS LLC | | 1.449 | 0,000% | F |
| PROJECT 121/160-41 (P) | | 5.177 | 0,000% | F |
| PROJECT 121/160-70 (P) | | 1.959 | 0,000% | F |
| PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL | | 25.766 | 0,002% | F |
| PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS | | 1.797 | 0,000% | F |
| PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR. | | 1.361 | 0,000% | F |
| PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD | | 25.232 | 0,002% | F |
| PRUDENTIAL INVESTMENT PORTFOLIOS 9 PGIM ABSOLUTE RETURN BO | | 13.875 | 0,001% | F |
| PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY | | 23.315 | 0,002% | F |
| PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST | | 7.980 | 0,001% | F |
| PSF GLOBAL EQUITY PORT PI6337A 0000296332 | | 31.900 | 0,003% | F |
| PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO | | 6.990 | 0,001% | F |
| PUBLIC EMPLOYEES' LONG-TERM CARE FUND | | 8.301 | 0,001% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO | | 80.434 | 0,008% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO | | 269 | 0,000% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 139.925 | 0,013% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI | | 76.699 | 0,007% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA | | 220.052 | 0,021% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 37.844 | 0,004% | F |
| PUBLIC SECTOR PENSION INVESTMENT BOARD. | | 207.431 | 0,020% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND | | 115.267 | 0,011% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND | | 218.893 | 0,021% | F |
| QIC INTERNATIONAL EQUITIES FUND. | | 40.624 | 0,004% | F |
| QIC LISTED EQUITIES FUND | | 180.467 | 0,017% | F |
| QUALITY EDUCATION FUND | | 849 | 0,000% | F |
| QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES | | 262.008 | 0,025% | F |
| RAGS-FUNDMASTER | | 50.383 | 0,005% | F |
| RAILWAYS PENSION TRUSTEE COMPANY LIMITED | | 33.354 | 0,003% | F |
| RATTAZZI LUPO | RTTLPU53A25Z133M | 864.780 | 0,082% | F |
| RBC INDIGO INTERNATIONAL EQUITYINDEX FUND | | 3.226 | 0,000% | F |
| RBC O'SHAUGHNESSY INTERNATIONAL EQUITY FUND | | 3.075 | 0,000% | F |
| REASSURE LIMITED | | 114.783 | 0,011% | F |
| REGIME DE RENTES DU MOUVEMENT DESJARDINS | | 19.518 | 0,002% | F |
| RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT | | 15.492 | 0,001% | F |
| RETIREMENT BENEFITS INVESTMENT FUND | | 3.563 | 0,000% | F |
| RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES. | | 27.191 | 0,003% | F |
| REUSSER JÜRG, FRED | | 6.000 | 0,001% | F |
| RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST | | 352.057 | 0,034% | F |
| RHUMBLINE INTERNATIONAL POOLED INDEX TRUST | | 17.611 | 0,002% | F |
| RHUMBLINE LOW CARBON INDEX FUNDLLC | | 25.942 | 0,002% | F |
| RLA GLOBAL SHARE FUND | | 5.642 | 0,001% | F |
| RLA INTERNATIONAL EQUITIES FUND | | 14.263 | 0,001% | F |
| RLA NZ INTERNATIONAL EQUITIES FUND | | 6.640 | 0,001% | F |
| ROBIN 1-FONDS | | 37.515 | 0,004% | F |
| ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 2.430 | 0,000% | F |
| ROCHE U.S. RETIREMENT PLANS MASTER TRUST | | 7.884 | 0,001% | F |
| ROPS EURO P | | 80.611 | 0,008% | F |
| ROPS-SMART INDEX EURO | | 59.706 | 0,006% | F |
| ROSEFINCH FOUNDATION | | 2.460 | 0,000% | F |
| ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND | | 72.306 | 0,007% | F |
| ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT | | 730 | 0,000% | F |
| RPAQ 2015 FUND LP | | 30.987 | 0,003% | F |
| RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND | | 1.901 | 0,000% | F |
| RT VIF VERSICHERUNG INTERNATIONAL FONDS | | 44.200 | 0,004% | F |
| RTX SAVINGS PLAN MASTER TRUST | | 131.911 | 0,013% | F |
| RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND | | 14.482 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND | | 5.370 | 0,001% | F |
| RUSSELL INVESTMENT COMPANY PLC | | 30.158 | 0,003% | F |
| RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND | | 4.258 | 0,000% | F |
| RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND | | 7.081 | 0,001% | F |
| RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT | | 7.497 | 0,001% | F |
| RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND | | 1.928 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND | | 4.728 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL | | 1.544 | 0,000% | F |
| RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND | | 3.836 | 0,000% | F |
| RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL | | 916 | 0,000% | F |
| RUTGERS THE STATE UNIVERSITY | | 7.378 | 0,001% | F |
| S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST | | 782 | 0,000% | F |
| SABADELL EUROPA BOLSA FUTURO, FI | | 201.255 | 0,019% | F |
| SAKKARAH 7 FCP | | 13.005 | 0,001% | F |
| SAS TRUSTEE CORPORATION POOLED FUND | | 214.498 | 0,020% | F |
| SBC MASTER PENSION TRUST | | 8.896 | 0,001% | F |
| SCHLUMBERGER GROUP TRUST AGREEMENT | | 27.878 | 0,003% | F |
| SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF | | 11.028 | 0,001% | F |
| SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 330.892 | 0,032% | F |
| SCHRODER GLOBAL CORE FUND | | 915 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE EQUITY FUND | | 3.190 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE FUND | | 4.372 | 0,000% | F |
| SCHRODER GLOBAL VALUE FUND | | 95.490 | 0,009% | F |
| SCHRODER INSTITUTIONAL POOLED FUNDS | | 2.233 | 0,000% | F |
| SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST | | 340.824 | 0,033% | F |
| SCHRODER INTERNATIONAL SELECTION FUND | | 325.541 | 0,031% | F |
| SCHRODER MANAGED BALANCED FUND | | 9.097 | 0,001% | F |
| SCHRODER PENSION MANAGEMENT LIMITED | | 15.871 | 0,002% | F |
| SCHRODER QEP GLOBAL ACTIVE VALUE FUND | | 60.730 | 0,006% | F |
| SCHRODER QEP GLOBAL CORE FUND | | 64.779 | 0,006% | F |
| SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND | | 6.787 | 0,001% | F |
| SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND | | 9.792 | 0,001% | F |
| SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND | | 236.336 | 0,023% | F |
| SCHRODERS CAPITAL SEMI-LIQUID | | 1.177 | 0,000% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND | | 66.868 | 0,006% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF | | 308.852 | 0,029% | F |
| SCHWAB INTERNATIONAL CORE EQUITY FUND | | 74.461 | 0,007% | F |
| SCHWAB INTERNATIONAL EQUITY ETF | | 910.306 | 0,087% | F |
| SCHWAB INTERNATIONAL INDEX FUND | | 270.822 | 0,026% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX FUND | | 1.036 | 0,000% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF | | 8.587 | 0,001% | F |
| SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF | | 1.618 | 0,000% | F |
| SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND | | 52.865 | 0,005% | F |
| SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND | | 54.413 | 0,005% | F |
| SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF | | 2.560 | 0,000% | F |
| SEI GLOBAL MASTER FUND PLC THE | | 4.015 | 0,000% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND | | 5.876 | 0,001% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND | | 200.946 | 0,019% | F |
| SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND | | 28.394 | 0,003% | F |
| SELECTION EURO CLIMAT JANVIER 2025 | | 105.089 | 0,010% | F |
| SELECTION FRANCE SOCIAL (JANVIER 2022) | | 238.837 | 0,023% | F |
| SELFFINANCING POSTSECONDARY EDUCATION FUND | | 277 | 0,000% | F |
| SELIGSON AND CO EUROPE INDEX FUND | | 41.506 | 0,004% | F |
| SENTINEL INTERNATIONAL FUND | | 1.046 | 0,000% | F |
| SG ACTIONS INTERNATIONALES | | 73.926 | 0,007% | F |
| SGA INTERNATIONAL EQUITY CIT | | 17.233 | 0,002% | F |
| SGD GE 2014-1 | | 3.136 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SHELL CANADA 2007 PENSION PLAN | | 882 | 0,000% | F |
| SHELL NEDERLAND PENSIOENFONDS STICHTING | | 17.087 | 0,002% | F |
| SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND | | 4.895 | 0,000% | F |
| SHELTON INTERNATIONAL SELECT EQUITY FUND | | 14.300 | 0,001% | F |
| SHERIFFS PENSION AND RELIEF FUND | | 4.434 | 0,000% | F |
| SHINKO GLOBAL EQUITY INDEX MOTHER FUND | | 80 | 0,000% | F |
| SIEMENS EMU EQUITIES | | 67.286 | 0,006% | F |
| SIEMENS-FONDS SIEMENS-RENTE | | 45.202 | 0,004% | F |
| SIMPLICITY HEDGED GLOBAL SHARE FUND | | 10.230 | 0,001% | F |
| SIMPLICITY UNHEDGED GLOBAL SHARE FUND | | 10.090 | 0,001% | F |
| SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND | | 631.375 | 0,060% | F |
| SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND | | 290.394 | 0,028% | F |
| SLW PORTFOLIO LLC | | 256 | 0,000% | F |
| SMART WHOLESALE GLOBAL EQUITY ESG FUND | | 5.319 | 0,001% | F |
| SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND | | 13.950 | 0,001% | F |
| SNOWFINCH FOUNDATION | | 2.460 | 0,000% | F |
| SOCIAL PROTECTION FUND | | 13.603 | 0,001% | F |
| SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST | | 1.599 | 0,000% | F |
| SOGECAP PROTECTED EQUITIES | | 43.771 | 0,004% | F |
| SP INTERNATIONAL SHARES TRUST | | 5.626 | 0,001% | F |
| SPA MANDATE BLACKROCK | | 13.428 | 0,001% | F |
| SPARINVEST SICAV - GLOBAL EQUITY TA POOL | | 5.495 | 0,001% | F |
| SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS. | | 602.224 | 0,057% | F |
| SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF | | 9.920 | 0,001% | F |
| SPDR MSCI EAFE STRATEGICFACTORSETF | | 8.731 | 0,001% | F |
| SPDR MSCI WORLD QUALITY MIX FUND | | 1.052 | 0,000% | F |
| SPDR MSCI WORLD STRATEGICFACTORS ETF | | 938 | 0,000% | F |
| SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF | | 204.557 | 0,020% | F |
| SPDR PORTFOLIO EUROPE ETF | | 28.540 | 0,003% | F |
| SPDR SP WORLD EX AUSTRALIA FUND | | 2.182 | 0,000% | F |
| SPP GENERATION 40-TAL | | 2.183 | 0,000% | F |
| SPP GENERATION 50-TAL | | 18.037 | 0,002% | F |
| SPP GENERATION 60-TAL | | 15.755 | 0,002% | F |
| SPP GENERATION 70-TAL | | 43.080 | 0,004% | F |
| SPP GENERATION 80-TAL | | 43.477 | 0,004% | F |
| SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND | | 198.418 | 0,019% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 1 | | 86.692 | 0,008% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 2 | | 37.789 | 0,004% | F |
| SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST | | 458 | 0,000% | F |
| SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND | | 2.873 | 0,000% | F |
| SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND | | 13.607 | 0,001% | F |
| SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND | | 222.967 | 0,021% | F |
| SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST | | 2.667 | 0,000% | F |
| SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY | | 22.748 | 0,002% | F |
| SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY | | 46.476 | 0,004% | F |
| SST GLOB ADV TAX EXEMPT RETIREMENT PLANS | | 2.183.054 | 0,208% | F |
| ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING | | 3.753 | 0,000% | F |
| ST PFD PMA MANDATE BLACKROCK | | 4.654 | 0,000% | F |
| STANDARD BANK OF SOUTH AFRICA LTD | | 53.761 | 0,005% | F |
| STANLIB FUNDS LIMITED | | 45.258 | 0,004% | F |
| STAR PASTEUR | | 17.656 | 0,002% | F |
| STATE OF ALASKA RETIREMENT AND BENEFITS PLANS | | 46.277 | 0,004% | F |
| STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD | | 59.731 | 0,006% | F |
| STATE OF MICHIGAN RETIREMENT SYSTEM | | 34.861 | 0,003% | F |
| STATE OF MINNESOTA | | 197.753 | 0,019% | F |
| STATE OF NEW JERSEY COMMON PENSION FUND D | | 198.475 | 0,019% | F |
| STATE OF NEW MEXICO STATE INVESTMENT COUNCIL | | 102.435 | 0,010% | F |
| STATE OF UTAH SCHOOL AND INSTITUTIONAL TRUST FUNDS TRUST FUNDS | | 3.254 | 0,000% | F |
| STATE OF WISCONSIN INVESTMENT BOARD | | 91.570 | 0,009% | F |
| STATE OF WYOMING | | 22.111 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN | | 25.989 | 0,002% | F |
| STATE STREET CCF | | 6.563 | 0,001% | F |
| STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST | | 2.497 | 0,000% | F |
| STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV | | 198.703 | 0,019% | F |
| STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO | | 130.200 | 0,012% | F |
| STATE STREET GLOBAL INDEX PLUS TRUST | | 1.454 | 0,000% | F |
| STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO | | 61.882 | 0,006% | F |
| STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15 | | 6.100 | 0,001% | F |
| STATE STREET IRELAND UNIT TRUST | | 1.279 | 0,000% | F |
| STATE STREET TOTAL RETURN VIS FUND | | 2.708 | 0,000% | F |
| STATE TEACHERS RETIREMENT SYSTEM OF OHIO | | 464.363 | 0,044% | F |
| STATE UNIVERSITIES RETIREMENT SYSTEM | | 123.670 | 0,012% | F |
| STELLAR INSURANCE, LTD. | | 718 | 0,000% | F |
| STEUART L. WALTON FAMILY TRUST UAD 03/19/13 | | 1.986 | 0,000% | F |
| STICHTING BEDRIJFSPENSIOENFONDS VOOR HET | | 1.950 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL | | 74.587 | 0,007% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR | | 3.886 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF | | 23.550 | 0,002% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF | | 9.146 | 0,001% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL. | | 15.986 | 0,002% | F |
| STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS | | 279.210 | 0,027% | F |
| STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS | | 21.341 | 0,002% | F |
| STICHTING CZ FUND DEPOSITARY | | 7.289 | 0,001% | F |
| STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL | | 30.756 | 0,003% | F |
| STICHTING HEINEKEN PENSIOENFONDS | | 14.109 | 0,001% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY NORTH AMERICA | | 4.135 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY PACIFIC | | 2.490 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ASR WERELDWIJD AANDELEN FONDS | | 5.618 | 0,001% | F |
| STICHTING MN SERVICES | | 154.719 | 0,015% | F |
| STICHTING MN SERVICES AANDELENFO ND | | 26.651 | 0,003% | F |
| STICHTING PENSIOENFONDS ABP | | 408.116 | 0,039% | F |
| STICHTING PENSIOENFONDS APF | | 13.011 | 0,001% | F |
| STICHTING PENSIOENFONDS CAMPINA | | 5.995 | 0,001% | F |
| STICHTING PENSIOENFONDS HOOGOVENS | | 8.323 | 0,001% | F |
| STICHTING PENSIOENFONDS ING | | 30.369 | 0,003% | F |
| STICHTING PENSIOENFONDS NOTARIAAT | | 2.330 | 0,000% | F |
| STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN | | 7.031 | 0,001% | F |
| STICHTING PENSIOENFONDS PGB | | 163.424 | 0,016% | F |
| STICHTING PENSIOENFONDS PROVISUM | | 2.224 | 0,000% | F |
| STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER | | 22.115 | 0,002% | F |
| STICHTING PENSIOENFONDS SAGITTARIUS | | 9.894 | 0,001% | F |
| STICHTING PENSIOENFONDS STAPLES | | 2.550 | 0,000% | F |
| STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS | | 9.815 | 0,001% | F |
| STICHTING PENSIOENFONDS VOOR HUISARTSEN | | 28.472 | 0,003% | F |
| STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES | | 46.112 | 0,004% | F |
| STICHTING PHILIPS PENSIOENFONDS | | 8.317 | 0,001% | F |
| STICHTING PME PENSIOENFONDS | | 56.851 | 0,005% | F |
| STOREBRAND EUROPA | | 341.878 | 0,033% | F |
| STOREBRAND EUROPA PLUS | | 8.609 | 0,001% | F |
| STOREBRAND GLOBAL ALL COUNTRIES | | 181.885 | 0,017% | F |
| STOREBRAND LIVSFORSIKRING AS | | 279.692 | 0,027% | F |
| STRATEGIC INTERNATIONAL EQUITY FUND | | 7.380 | 0,001% | F |
| STREICHER MENGATO MARIA CECILIA | | 9 | 0,000% | F |
| SUBSIDIZED SCHOOLS PROVIDENT FUND | | 11.054 | 0,001% | F |
| SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO | | 23.786 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO | | 884 | 0,000% | F |
| SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT | | 1.683 | 0,000% | F |
| SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL | | 14.542 | 0,001% | F |
| SUSTAINABLE GS 1 TRUST | | 6.128 | 0,001% | F |
| SWISS NATIONAL BANK | | 1.178.367 | 0,112% | F |
| T ROWE PRICE GLOBAL EX US EQUITY 1001293 | | 129 | 0,000% | F |
| T. ROWE PRICE FOREIGN INVESTMENT, INC | | 2.839 | 0,000% | F |
| T. ROWE PRICE FUNDS SICAV | | 14 | 0,000% | F |
| T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND | | 7.650 | 0,001% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND | | 39.063 | 0,004% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST | | 121.613 | 0,012% | F |
| TALCOTT RESOLUTION LIFE INSURANCE COMPANY | | 5.408 | 0,001% | F |
| TANGERINE BALANCED GROWTH PORTFOLIO | | 6.756 | 0,001% | F |
| TANGERINE BALANCED INCOME PORTFOLIO | | 670 | 0,000% | F |
| TANGERINE BALANCED PORTFOLIO | | 4.469 | 0,000% | F |
| TANGERINE EQUITY GROWTH PORTFOLIO | | 9.359 | 0,001% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND | | 77.691 | 0,007% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND | | 318.720 | 0,030% | F |
| TD EMERALD INTERNATIONAL EQUITY INDEX FUND | | 89.894 | 0,009% | F |
| TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST | | 2.561 | 0,000% | F |
| TD EUROPEAN INDEX FUND | | 3.357 | 0,000% | F |
| TD INTERNATIONAL EQUITY INDEX ETF | | 52.269 | 0,005% | F |
| TEACHER RETIREMENT SYSTEM OF TEXAS | | 557.946 | 0,053% | F |
| TEACHERS RETIREMENT ALLOWANCES FUND | | 986 | 0,000% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK | | 41.195 | 0,004% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS | | 315.848 | 0,030% | F |
| TEAM SUPERANNUATION FUND | | 20.347 | 0,002% | F |
| TELSTRA SUPERANNUATION SCHEME | | 11.787 | 0,001% | F |
| TESCO PLC PENSION SCHEME | | 425 | 0,000% | F |
| TEXAS MUNICIPAL RETIREMENT SYSTEM | | 69.293 | 0,007% | F |
| TEXAS PERMANENT SCHOOL FUND CORP | | 1 | 0,000% | F |
| TEXAS UTILITIES QUAL NDT PARTNERSHIP | | 2.393 | 0,000% | F |
| THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO | | 15.120 | 0,001% | F |
| THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED | | 54.679 | 0,005% | F |
| THE ARROWSTREET COMMON CONTRACTUAL FUND | | 798.622 | 0,076% | F |
| THE ASSOCIATED BRITISH FOODS PENSION SCHEME | | 113.508 | 0,011% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV | | 94.753 | 0,009% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN | | 211.030 | 0,020% | F |
| THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE | | 15.361 | 0,001% | F |
| THE BANK OF NEW YORK MELLON SA NV | | 208.242 | 0,020% | F |
| THE BARCLAYS BANK UK RETIREMENTFUND | | 5.881 | 0,001% | F |
| THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE | | 187 | 0,000% | F |
| THE CAPTIVE INVESTORS FUND | | 7.874 | 0,001% | F |
| THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE | | 3.209 | 0,000% | F |
| THE COMMONWEALTH FUND | | 1.507 | 0,000% | F |
| THE ESB PENSION FUND | | 7.885 | 0,001% | F |
| THE FIRST CHURCH OF CHRIST SCIENTIST | | 1.046 | 0,000% | F |
| THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT | | 678 | 0,000% | F |
| THE HKSAR GOVERNMENT SCHOLARSHIP FUND | | 573 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI.FOREIGN EQUITY INDEX MOTHER FUND | | 6.035 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND | | 630 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND | | 52.752 | 0,005% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142 | | 1.184 | 0,000% | F |

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| 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 400076151 | | 26.799 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893 | | 26.215 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974 | | 1.726 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501 | | 1.660 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND | | 221 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521 | | 1.814 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492 | | 7.618 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536 | | 759 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST) | | 43.335 | 0,004% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND | | 23.624 | 0,002% | F |
| THE MISSOURI FOUNDATION FOR HEALTH | | 8.979 | 0,001% | F |
| THE MONETARY AUTHORITY OF SINGAPORE | | 31.533 | 0,003% | F |
| THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN | | 15.872 | 0,002% | F |
| THE NEMOURS FOUNDATION PENSION PLAN | | 471 | 0,000% | F |
| THE NOMURA TRUST AND BANKING C | | 19.560 | 0,002% | F |
| THE PEOPLE'S PENSION SCHEME | | 197.785 | 0,019% | F |
| THE PRUDENTIAL INSURANCE COMPANY OF AMERICA | | 16.057 | 0,002% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO | | 494 | 0,000% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT | | 819 | 0,000% | F |
| THE PUBLIC INSTITUTION FOR SOCIAL SECURITY | | 8.618 | 0,001% | F |
| THE REGENTS OF THE UNIVERSITY OF CALIFORNIA | | 551.526 | 0,053% | F |
| THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND | | 121 | 0,000% | F |
| THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST | | 8.998 | 0,001% | F |
| THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER | | 88.722 | 0,008% | F |
| THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR | | 2.590 | 0,000% | F |
| THE TRUSTEES OF THE HENRY SMITH CHARITY. | | 8.207 | 0,001% | F |
| THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW | | 4.916 | 0,000% | F |
| THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME | | 92.902 | 0,009% | F |
| THEAM QUANT - EUROPE TARGET PREMIUM | | 173.000 | 0,017% | F |
| THEAM QUANT- EQUITY EUROZONE GURU | | 138.217 | 0,013% | F |
| THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED | | 34.686 | 0,003% | F |
| THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13 | | 6.192 | 0,001% | F |
| THRIFT SAVINGS PLAN | | 1.447.045 | 0,138% | F |
| THRIVENT INTERNATIONAL INDEX PORTFOLIO | | 5.919 | 0,001% | F |
| THYSSEN GLOBAL INVESTMENTS LLC | | 1.492 | 0,000% | F |
| TIAACREF INTERNATIONAL EQUITY INDEX FUND | | 538.933 | 0,051% | F |
| TIMOTHY PLAN INTERNATIONAL ETF. | | 31.495 | 0,003% | F |
| TIMOTHY PLAN MARKET NEUTRAL ETF | | 4.413 | 0,000% | F |
| TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV | | 30.940 | 0,003% | F |
| TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP | | 3.184 | 0,000% | F |
| TRANSAMERICA MSCI EAFE INDEX VP | | 2.795 | 0,000% | F |
| TRATON-UI-DYNAMIK | | 16.295 | 0,002% | F |
| TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT | | 112.646 | 0,011% | F |
| TRINITY COLLEGE CAMBRIDGE | | 11.414 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10 | | 13.786 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21 | | 1.826 | 0,000% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3 | | 33.091 | 0,003% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8 | | 1.235 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO | | 6.642 | 0,001% | F |
| TSA EQUITY FUND #2 | | 2.614 | 0,000% | F |
| TSGX SOLACT ESG TBACO EX UNHG(3387) | | 629 | 0,000% | F |
| UAPF - BLACK ROCK PASSIVE EQUITY | | 2.160 | 0,000% | F |
| UAPF - INVESCO ACTIVE | | 104.066 | 0,010% | F |
| UBS (IRL) ETF PLC | | 195.920 | 0,019% | F |
| UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME | | 844.405 | 0,081% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE | | 64.109 | 0,006% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II | | 160.645 | 0,015% | F |
| UBS ASSET MANAGEMENT LIFE LTD | | 181.577 | 0,017% | F |
| UBS CH INDEX FUND 3 EQUITIES WORLD EX CH VALUE WEIGHTED UBS FUND MANAGEMENT SWITZERLAND AG | | 2.354 | 0,000% | F |
| UBS CH INDEX FUND EQ EMU UBS FUND MANAGEMENT SWITZERLAND AG | | 14.612 | 0,001% | F |
| UBS COMMON CONTRACTUAL FUND | | 13.860 | 0,001% | F |
| UBS FTSE RAFI DEVELOPED 1000 INDEX FUND | | 15.020 | 0,001% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS | | 440 | 0,000% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN | | 17.183 | 0,002% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG. | | 373.448 | 0,036% | F |
| UBS GLOBAL EQUITY CLIMATE TRANSITION FUND | | 8.047 | 0,001% | F |
| UBS LUX FUND SOLUTIONS | | 1.254.927 | 0,120% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS | | 8.421 | 0,001% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS | | 145.359 | 0,014% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A4 FONDS | | 21.093 | 0,002% | F |
| UI-FONDS BAV RBI AKTIEN | | 73.387 | 0,007% | F |
| UIN-EBBA | | 2.071 | 0,000% | F |
| UI-S | | 49.112 | 0,005% | F |
| UNIDIVIDENDENASS | | 26.993 | 0,003% | F |
| UNIGEST, S.G.I.I.C., S.A.U. | | 30.203 | 0,003% | F |
| UNIGLOBAL DIVIDENDE | | 52.898 | 0,005% | F |
| UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI | | 46.563 | 0,004% | F |
| UNISUPER | | 11.730 | 0,001% | F |
| UNITED GLOBAL STABLE SELECT EQUITY FUND | | 16.239 | 0,002% | F |
| UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE | | 2.571 | 0,000% | F |
| UNITED SERVICES AUTOMOBILE ASSOCIATION | | 3.850 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND | | 1.166 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS | | 5.323 | 0,001% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO EUROPA CORE AKTIENFONDS | | 58.868 | 0,006% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO GLOBAL DYNAMIK FONDS | | 5.281 | 0,001% | F |
| UNIVERSAL INVESTMENT GMBH | | 50.500 | 0,005% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH | | 154.650 | 0,015% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI | | 15.365 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS | | 37.739 | 0,004% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS | | 7.700 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1 | | 20.760 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS | | 19.396 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN SOLVENCY | | 3.781 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS | | 8.168 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V | | 7.416 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1 | | 2.296 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS | | 5.807 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS | | 827 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-AGI ALLOKATION(490306) | | 10.730 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP | | 29.396 | 0,003% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI | | 2.790 | 0,000% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG | | 3.811 | 0,000% | F |
| UNIVERSITIES SUPERANNUATION SCHEME | | 70.739 | 0,007% | F |
| UNIVERSITY OF NOTRE DAME DU LAC | | 8.658 | 0,001% | F |
| UNIVEUNIVERSAL INVESTMENT GESELLSCH AFT MBH SOZIALBANK | | 24.000 | 0,002% | F |
| USAA CASUALTY INSURANCE COMPANY | | 4.259 | 0,000% | F |
| USAA GENERAL INDEMNITY COMPANY | | 3.500 | 0,000% | F |
| UTAH STATE RETIREMENT SYSTEMS | | 50.630 | 0,005% | F |
| UVIMCO PARAMETRIC PHYS MSCI WRLD | | 514 | 0,000% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL | | 54.172 | 0,005% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SPARINVEST SA | | 23.470 | 0,002% | F |
| VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK | | 69.768 | 0,007% | F |
| VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND | | 41.208 | 0,004% | F |
| VANADIUM | | 160.435 | 0,015% | F |
| VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF | | 13.734 | 0,001% | F |
| VANGUARD DEVELOPED MARKETS INDEX FUND | | 4.020.835 | 0,384% | F |
| VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK | | 11.098 | 0,001% | F |
| VANGUARD ESG INTERNATIONAL STOCK ETF | | 79.833 | 0,008% | F |
| VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND | | 11.930 | 0,001% | F |
| VANGUARD EUROPEAN STOCK INDEX FUND | | 1.062.417 | 0,101% | F |
| VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST | | 96.158 | 0,009% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST | | 502.368 | 0,048% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II | | 3.352.125 | 0,320% | F |
| VANGUARD FTSE ALL WORLD EX US INDEX FUND | | 949.480 | 0,091% | F |
| VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF | | 86.207 | 0,008% | F |
| VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF | | 8.755 | 0,001% | F |
| VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND | | 13.001 | 0,001% | F |
| VANGUARD FUNDS PUBLIC LIMITED COMPANY | | 722.438 | 0,069% | F |
| VANGUARD GLOBAL MOMENTUM FACTORETF | | 13.803 | 0,001% | F |
| VANGUARD INTERNATIONAL SHARES INDEX FUND | | 180.648 | 0,017% | F |
| VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND | | 9.898 | 0,001% | F |
| VANGUARD INTL HIGH DIV YLD INDEX FD | | 331.507 | 0,032% | F |
| VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY | | 547.567 | 0,052% | F |
| VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF | | 11.164 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF | | 8.979 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF | | 8.893 | 0,001% | F |
| VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY | | 157.278 | 0,015% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF | | 7.158 | 0,001% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF | | 4.204 | 0,000% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF | | 12.396 | 0,001% | F |
| VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND | | 6.388.661 | 0,609% | F |
| VANGUARD TOTAL WORLD STOCK INDEX FUND | | 294.824 | 0,028% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST | | 26.114 | 0,002% | F |
| VARENNE VALEUR | | 600.000 | 0,057% | F |
| VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO | | 11.685 | 0,001% | F |
| VARIOPARTNER SICAV | | 20.772 | 0,002% | F |
| VBV VK EUROPA AKTIEN ESG FONDS | | 88.636 | 0,008% | F |
| VEBA PARTNERSHIP N L P | | 1.679 | 0,000% | F |
| VENTRY INDUSTRIES LLC | | 992 | 0,000% | F |
| VERDIPAPIRFONDET DNB EUROPA | | 4.165 | 0,000% | F |
| VERDIPAPIRFONDET DNB GLOBAL INDEKS | | 12.961 | 0,001% | F |
| VERDIPAPIRFONDET EQUINOR AKSJER EUROPA | | 20.000 | 0,002% | F |
| VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS | | 81.873 | 0,008% | F |
| VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS. | | 29.088 | 0,003% | F |
| VERDIPAPIRFONDET KRON INDEKS GLOBAL | | 11.515 | 0,001% | F |
| VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS | | 48.826 | 0,005% | F |
| VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER | | 18.214 | 0,002% | F |
| VF (LUX) - VALIANT EUROPE EQUITIES | | 14.427 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST1 | | 10.728 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST2 | | 23.013 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 1 | | 18.999 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 2 | | 31.848 | 0,003% | F |
| VGV POOLFONDS PA1 | | 14.394 | 0,001% | F |
| VIA SMART-EQUITY EUROPE | | 67.106 | 0,006% | F |
| VIA SMART-EQUITY WORLD | | 59.376 | 0,006% | F |
| VICTORY MARKET NEUTRAL INCOME FUNDFUND | | 439.374 | 0,042% | F |
| VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF | | 110.751 | 0,011% | F |
| VICTORYSHARES INTERNATIONAL VOLATILITY WTD ETFVOLATILITY WTD INDEX ETF | | 17.991 | 0,002% | F |
| VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND | | 331.691 | 0,032% | F |
| VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND | | 31.746 | 0,003% | F |
| VILLIERS ALTO | | 54.364 | 0,005% | F |
| VOYA BALANCED INCOME PORTFOLIO | | 8.581 | 0,001% | F |
| VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND | | 33.531 | 0,003% | F |
| VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND | | 102.966 | 0,010% | F |
| VOYA GLOBAL EQUITY FUND | | 56.562 | 0,005% | F |
| VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.000 | 0,010% | F |
| VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.154 | 0,010% | F |
| VOYA INTERNATIONAL INDEX PORTFOLIO | | 30.423 | 0,003% | F |
| VOYA MM INTL EQ FUND VIM VMI 003265 | | 19.291 | 0,002% | F |
| VOYA VACS INDEX SERIES I PORTFOLIO | | 39.892 | 0,004% | F |
| VR BANK KT EUROPROTECT UI | | 32.016 | 0,003% | F |
| WASHINGTON STATE INVESTMENT BOARD | | 708.818 | 0,068% | F |
| WBW TRUST NUMBER ONE | | 814 | 0,000% | F |
| WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N | | 211 | 0,000% | F |
| WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO | | 15.888 | 0,002% | F |
| WESPATH FUNDS TRUST XOPONANCE SVCE | | 4.000 | 0,000% | F |
| WESPATH XPONANCE SVCEF I | | 684 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST | | 3.217 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO.2 TRUST | | 240.286 | 0,023% | F |
| WESTPAC WHOLESALE UNHEDGED INTERNATIONAL SHARE TRUST | | 18.252 | 0,002% | F |
| WHEELS COMMON INVESTMENT FUND. | | 1.141 | 0,000% | F |
| WIF-DWS QI EUROZONE SHORT EXT EQTY | | 9.962 | 0,001% | F |
| WILLIS TOWERS WATSON GROUP TRUST | | 17.954 | 0,002% | F |
| WILSHIRE BRIDGEWATER MANAGED ALPHA MASTER FUND LIMITED | | 5.784 | 0,001% | F |
| WINDWISE MSCI EAFE INDEX NON LENDING | | 15.228 | 0,001% | F |
| WISDOMTREE DYN CUR HDGE INTL EQ FD 1001802 | | 49.587 | 0,005% | F |
| WISDOMTREE GLOBAL HIGH DIV FUND 1001795 | | 2.182 | 0,000% | F |
| WISDOMTREE INTL EQUITY FUND 1001810 | | 41.867 | 0,004% | F |
| WISDOMTREE INTL HIGH DIV FUND 1001812 | | 17.131 | 0,002% | F |
| WISDOMTREE INTL LARGECAP DIV FD | | 62.983 | 0,006% | F |
| WISDOMTREE INTL MULTIFACTOR FUND 1001815 | | 14.372 | 0,001% | F |
| WISDOMTREE ISSUER ICAV | | 4.254 | 0,000% | F |



217

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| WM POOL - EQUITIES TRUST NO. 38 - SCHRODER | | 5.338 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 74. | | 7.856 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 75. | | 107.410 | 0,010% | F |
| WM POOL - GLOBAL EQUITIES TRUST NO 6 | | 15.631 | 0,001% | F |
| WORLD EQUITIES II | | 7.236 | 0,001% | F |
| WORLD TRADE ORGANIZATION PENSION PLAN | | 4.072 | 0,000% | F |
| WSSP INTERNATIONAL EQUITIES TRUST | | 2.972 | 0,000% | F |
| WYOMING RETIREMENT SYSTEM | | 130 | 0,000% | F |
| XTRACKERS | | 404.910 | 0,039% | F |
| XTRACKERS (IE) PUBLIC LIMITED COMPANY | | 577.010 | 0,055% | F |
| XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF | | 841 | 0,000% | F |
| XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF | | 3.013 | 0,000% | F |
| XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF | | 2.888 | 0,000% | F |
| XTRACKERS MSCI EAFE HEDGED EQUITY ETF | | 190.402 | 0,018% | F |
| XTRACKERS MSCI EUROPE HEDGED EQUITY ETF | | 24.648 | 0,002% | F |
| XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF | | 4.792 | 0,000% | F |
| XTRACKERS MSCI KOKUSAI EQUITY ETF | | 3.331 | 0,000% | F |
| ZEPHYR - EUROPE EQUITY ESG OPTIMIZED | | 1.384 | 0,000% | F |
| ZEPHYR - OPTIMISED PLUS 2 | | 4.826 | 0,000% | F |
| ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA | | 26.011 | 0,002% | F |
| AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS | | 56.113 | 0,005% | C |
| AIM EQUITY EUROPE CANTONS | | 24.441 | 0,002% | C |
| ALLIANZ GLOBAL INVESTORS FUND | | 793.804 | 0,076% | C |
| ALLIANZ GLOBAL INVESTORS GMBH. | | 175.096 | 0,017% | C |
| ALLIANZ GLOBAL INVESTORS GMBH FOR CONVEST 21 VL | | 33.832 | 0,003% | C |
| ALLIANZ GLOBAL INVESTORS GMBH FOR FONDIS | | 18.959 | 0,002% | C |
| ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN | | 11.000 | 0,001% | C |
| ALLIANZ VGL AGI QUANTAMENTAL CONVICTION ENHANCED EUROPE | | 33.272 | 0,003% | C |
| ALLIANZGI F PENCABBV PENSIONS | | 41.603 | 0,004% | C |
| ALLIANZGI FONDS AFE | | 29.463 | 0,003% | C |
| ALLIANZGI FONDS OLB PENSIONEN | | 4.211 | 0,000% | C |
| ALLIANZGI S AKTIEN | | 174.245 | 0,017% | C |
| ALLIANZGI-FONDS AFE SEGMENT AFE-AA3 | | 90.987 | 0,009% | C |
| ALLIANZGI-FONDS BREMEN | | 6.838 | 0,001% | C |
| ALLIANZGI-FONDS CT-DRAECO | | 9.791 | 0,001% | C |
| ALLIANZGI-FONDS GANO 2 | | 6.279 | 0,001% | C |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA | | 46.785 | 0,004% | C |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-GM1-G_MA | | 39.834 | 0,004% | C |
| ALLIANZGI-FONDS TOSCA | | 2.755 | 0,000% | C |
| ALLOCATION PROTECTION 80 | | 342.903 | 0,033% | C |
| ASSET MANAGEMENT EXCHANGE UCITS CCF .. | | 19.304 | 0,002% | C |
| BEST INVESTMENT CORPORATION | | 5.227 | 0,000% | C |
| BIGIANI LUCA | | 700 | 0,000% | C |
| BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST | | 8.418 | 0,001% | C |
| CBP GROWTH SEGMENT AKTIEN GLOBAL- BEST STYLES | | 58.035 | 0,006% | C |
| CM-AM CONVICTIONS EURO | | 200.000 | 0,019% | C |
| CM-AM PEA SECURITE | | 1.655.860 | 0,158% | C |
| CM-AM PEA SERENITE | | 426.629 | 0,041% | C |
| CORALIUM PEA SANTE | | 151.407 | 0,014% | C |
| ERAFP ACTIONS EURO IV | | 274.204 | 0,026% | C |
| ESKOM PENSION AND PROVIDENT FUND | | 37.165 | 0,004% | C |
| ESPERIDES - S.A. SICAV-SIF | | 5.551 | 0,001% | C |
| FGV - ACTIONS EUROPE LM B | | 124.795 | 0,012% | C |
| GARD UNIT TRUST | | 9.721 | 0,001% | C |
| GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT | | 187.800 | 0,018% | C |
| GLOBAL MULTI ASSET STRATEGY FUND | | 3.396 | 0,000% | C |
| INVESTITORI EUROPA | | 7.000 | 0,001% | C |
| INVESTITORI FLEXIBLE EQUITY ESG | | 1.760 | 0,000% | C |
| INVESTITORI PIAZZA AFFARI | | 25.500 | 0,002% | C |
| IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND | | 14.781 | 0,001% | C |
| LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES | | 52.795 | 0,005% | C |
| LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION | | 1.690 | 0,000% | C |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| LBPAM 3 MOIS | | 2.182.558 | 0,208% | C |
| LBPAM ACTIONS DIVIDENDES EUROP | | 3.163 | 0,000% | C |
| LBPAM ISR ACTIONS 80 | | 63.889 | 0,006% | C |
| LBPAM ISR ACTIONS EURO LARGE CAP | | 3.599 | 0,000% | C |
| LBPAM ISR ACTIONS EUROMONDE | | 124.806 | 0,012% | C |
| LBPAM ISR ACTIONS EUROPE 50 | | 375.097 | 0,036% | C |
| LBPAM ISR ACTIONS FOCUS EURO | | 87.076 | 0,008% | C |
| LBPAM ISR AVENIR EURO | | 956 | 0,000% | C |
| LBPAM ISR STRATEGIE PEA 1 | | 10.996 | 0,001% | C |
| LBPAM ISR STRATEGIE PEA 2 | | 17.216 | 0,002% | C |
| LBPAM SHORT TERM | | 133.000 | 0,013% | C |
| METALLRENTE FONDS PORTFOLIO | | 30.392 | 0,003% | C |
| MGF | | 46.878 | 0,004% | C |
| MORELLI FRANCESCO | MRLFNC60D28E716Q | 110 | 0,000% | C |
| MOUNT HATTON INVESTMENTS LIMITED | | 48.954 | 0,005% | C |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO | | 155.685 | 0,015% | C |
| PRUDENTIAL HONG KONG LIMITED | | 68.515 | 0,007% | C |
| ROBECO CAPITAL GROWTH FUNDS | | 131.998 | 0,013% | C |
| ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF | | 55.066 | 0,005% | C |
| ROBECO UCITS ICAV | | 35.063 | 0,003% | C |
| ROBECO UMBRELLA FUND I N.V. | | 23.500 | 0,002% | C |
| STANDARD BANK OF SOUTH AFRICA LTD | | 203.408 | 0,019% | C |
| STICHTING BLUE SKY LIQUID ASSET FUNDS | | 8.298 | 0,001% | C |
| SYCOMORE INCLUSIVE JOBS | | 263.616 | 0,025% | C |
| THE BANK OF NEW YORK MELLON SA NV | | 31.320 | 0,003% | C |
| TONI ACTIONS ISR 100 | | 46.960 | 0,004% | C |
| VERENIGING TOT BEHOUD VAN NATUURMONUMENTEN IN NEDERLAND | | 21.405 | 0,002% | C |
| VERMOGENSMANAGEMENT AKTIENSTARS | | 75.982 | 0,007% | C |
| VIVACCIO ISR ACTIONS | | 359.746 | 0,034% | C |
| WM POOL - EQUITIES TRUST NO. 31 - ROBECO | | 6.768 | 0,001% | C |
| WM POOL - EQUITIES TRUST NO. 75. | | 27.070 | 0,003% | C |
| WM POOL - EQUITIES TRUST NO. 76 - ROBECO | | 1.846 | 0,000% | C |
| WM POOL - FIXED INTEREST TRUST NO 12 | | 836 | 0,000% | C |
| CHALLENGE FUNDS - CHALLENGE ITALIAN EQUITY | | 102.000 | 0,010% | A |
| EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES | | 1.072 | 0,000% | A |
| HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND | | 1.733 | 0,000% | A |
| PAPPALARDO ROBERTO | PPPRRT87C12C351M | 5 | 0,000% | A |
| PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST | | 114 | 0,000% | A |
| PEPCO HOLDINGS INC. VEBA TRUST | | 839 | 0,000% | A |
| THE GREATER MANCHESTER PENSION FUND | | 84.511 | 0,008% | A |
| **Totale votanti** | | **1.048.303.685** | **100%** | |

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

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 7**

*Relazione sui compensi corrisposti nell'esercizio 2024.*

| | n. azioni | % azioni rappresentate in assemblea | % del Capitale Sociale |
|---|---|---|---|
| Quorum costitutivo assemblea | 1.048.303.685 | 100% | 80,262% |
| Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo): | 1.048.303.685 | 100,000% | 80,262% |
| Azioni per le quali il RD non dispone di istruzioni: | 0 | 0,000% | 0,000% |

| | n. azioni | % partecipanti al voto | % del Capitale Sociale |
|---|---|---|---|
| Favorevole | 1.040.801.189 | 99,284% | 79,687% |
| Contrario | 5.558.489 | 0,530% | 0,426% |
| Astenuto | 1.944.007 | 0,186% | 0,149% |
| Totali | 1.048.303.685 | 100,000% | 80,262% |

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 7**

*Relazione sui compensi corrisposti nell'esercizio 2024.*

*Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del dottor Massimiliano Chiado' Piat*

| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| (R) EUROPEAN EQUITIES | | 30.453 | 0,003% | F |
| 1975 IRREV TRUST OF C D WEYERHAEUSER | | 675 | 0,000% | F |
| 2122 ABP DME CORE INT | | 279.749 | 0,027% | F |
| 2124 ABP DME CORE BLACKROCK | | 469.450 | 0,045% | F |
| 405 MSTV I LP | | 46.167 | 0,004% | F |
| 801 INVESTMENTS LLC | | 4.605 | 0,000% | F |
| A.A. B DIVERSIFIE | | 44.867 | 0,004% | F |
| AA SSGA ACTIONS INDICE EURO | | 149.502 | 0,014% | F |
| AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO | | 14.424 | 0,001% | F |
| AB COLLECTIVE INVESTMENT TRUST SERIES | | 1.270 | 0,000% | F |
| AB SICAV I - ALL MARKET INCOME | | 210.315 | 0,020% | F |
| AB SICAV III - DYNAMIC ALL MAR | | 1.732 | 0,000% | F |
| AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO | | 1.009 | 0,000% | F |
| AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO | | 3.102 | 0,000% | F |
| ABB PENSION FUND | | 1.101 | 0,000% | F |
| ABN AMRO FUNDS | | 18.858 | 0,002% | F |
| ABNFLPA RHUMBLINE INTL EQUITY 262408 | | 1.166 | 0,000% | F |
| ACCIDENT COMPENSATION CORPORATION | | 282.534 | 0,027% | F |
| ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV | | 76.517 | 0,007% | F |
| ACHMEA REINSURANCE CO NV | | 10.365 | 0,001% | F |
| ACHMEA SCHADEVERZEKERINGEN NV | | 15.673 | 0,001% | F |
| ACHMEA VARIABLE SECURITIES HEALTH FUND | | 23.406 | 0,002% | F |
| ACS 30:70 GLOBAL EQUITY TRACKER FUND | | 100 | 0,000% | F |
| ACTICCIA 90 N 10 | | 175.000 | 0,017% | F |
| ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO | | 20.294 | 0,002% | F |
| ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO | | 53.055 | 0,005% | F |
| ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO | | 150.803 | 0,014% | F |
| ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO | | 78.666 | 0,008% | F |
| ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO | | 59.578 | 0,006% | F |
| ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO | | 10.326 | 0,001% | F |
| ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO | | 87.294 | 0,008% | F |
| ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO | | 1.080 | 0,000% | F |
| ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND | | 281 | 0,000% | F |
| AEAM FUNDS - AEGON WORLD EQUITY BETA POOL (P | | 3.332 | 0,000% | F |
| AEGON CUSTODY B.V. | | 193.819 | 0,018% | F |
| AEGON GLOBAL MULTI MANAGER WORLD EQUITY INDEX FUND | | 2.120 | 0,000% | F |
| AEGON LEVENSVERZEKERING N.V | | 30.957 | 0,003% | F |
| AEGON WORLD EQUITY INDEX FUND II | | 27.607 | 0,003% | F |
| AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD | | 27.849 | 0,003% | F |
| AIB GROUP IRISH PENSION SCHEME | | 10.077 | 0,001% | F |
| AILIS SICAV | | 81.284 | 0,008% | F |



224

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AJAY MALIK | | 39.905 | 0,004% | F |
| AKTIEN EUROPA - UI | | 28.312 | 0,003% | F |
| AKTIEN SUEDEUROPA UI | | 41.200 | 0,004% | F |
| ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION | | 95.856 | 0,009% | F |
| ALASKA COMMON TRUST FUND | | 17.333 | 0,002% | F |
| ALASKA PERMANENT FUND CORPORATION | | 3.229 | 0,000% | F |
| ALBERTA INVESTMENT MANAGEMENT CORPORATION | | 958 | 0,000% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS CORE ITALY FUND | | 157.000 | 0,015% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS SUSTAINABLE WORLD FUND | | 57.849 | 0,006% | F |
| ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH | | 3.276 | 0,000% | F |
| AMERICAN BUREAU OF SHIPPING | | 722 | 0,000% | F |
| AMERICAN-CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF | | 265.382 | 0,025% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND | | 7.484 | 0,001% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF | | 70.001 | 0,007% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF | | 8.564 | 0,001% | F |
| AMERICAN CENTURY ICAV | | 5.274 | 0,001% | F |
| AMERICAN HEART ASSOCIATION, INC. | | 2.370 | 0,000% | F |
| AMLC EQ SINGLE STOCKS | | 13.622 | 0,001% | F |
| AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND | | 5.615 | 0,001% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND | | 29.595 | 0,003% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND HEDGED | | 2.563 | 0,000% | F |
| AMP WHOLESALE GLOBAL EQUITIES FUND | | 22.714 | 0,002% | F |
| AMSELECT - HSBC EURO EQUITY VALUE | | 364.007 | 0,035% | F |
| AMUNDI BRIDGEWATER CORE GLOB | | 337 | 0,000% | F |
| AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU | | 21.930 | 0,002% | F |
| AMUNDI ESG GLOBAL LOW CARBON FUND | | 33.929 | 0,003% | F |
| AMUNDI ESG IMPROVERS EURO | | 963.302 | 0,092% | F |
| AMUNDI ETF ICAV | | 69.128 | 0,007% | F |
| AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 23.971 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 19.642 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 99.640 | 0,010% | F |
| AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB | | 4.322 | 0,000% | F |
| AMUNDI EURO STOXX SELECT DIVIDEND 30 | | 161.678 | 0,015% | F |
| AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS | | 588.573 | 0,056% | F |
| AMUNDI FTSE MIB | | 166.329 | 0,016% | F |
| AMUNDI FUNDS EQUITY EURO RISK PARITY | | 21.861 | 0,002% | F |
| AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT | | 75.477 | 0,007% | F |
| AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND | | 18.086 | 0,002% | F |
| AMUNDI INDEX MSCI EMU SRI | | 58.869 | 0,006% | F |
| AMUNDI INDEX MSCI EUROPE | | 256.835 | 0,025% | F |
| AMUNDI INDEX MSCI EUROPE SRI | | 433.867 | 0,041% | F |
| AMUNDI INDEX MSCI WORLD | | 27.582 | 0,003% | F |
| AMUNDI INDEX MSCI WORLD SRI | | 10.990 | 0,001% | F |
| AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE | | 7.161 | 0,001% | F |
| AMUNDI MSCI ACWI SRI PAB UCITS ETF | | 2.722 | 0,000% | F |
| AMUNDI MSCI EMU | | 56.045 | 0,005% | F |
| AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT | | 37.928 | 0,004% | F |
| AMUNDI MSCI EMU ESG LEADERS SELECT | | 368.684 | 0,035% | F |
| AMUNDI MSCI EMU VALUE FACTOR U | | 30.777 | 0,003% | F |
| AMUNDI MSCI EUROPE | | 96.199 | 0,009% | F |
| AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB | | 4.724 | 0,000% | F |
| AMUNDI MSCI EUROPE ESG LEADERS | | 105.748 | 0,010% | F |
| AMUNDI MSCI EUROPE EX SWITZERLAND | | 50.081 | 0,005% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB | | 243 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR | | 3.448 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE TRANSITION CTB | | 1.165 | 0,000% | F |
| AMUNDI MSCI WORLD ESG UNIVERSAL SELECT | | 942 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AMUNDI PATRIMOINE PEA | | 99.683 | 0,010% | F |
| AMUNDI PRIME EUROZONE | | 9.529 | 0,001% | F |
| AMUNDI S AND P EUROZONE CLIMAT | | 303.537 | 0,029% | F |
| AMUNDI STOXX EUROPE 600 | | 525.208 | 0,050% | F |
| AMUNDI STOXX EUROPE 600 ESG II UCITS ETF | | 2.216 | 0,000% | F |
| AMUNDI STRATEGIES ACTIONS EURO CORE | | 88.092 | 0,008% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE CORE + | | 20.734 | 0,002% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY | | 565 | 0,000% | F |
| ANDRA AP-FONDEN | | 121.507 | 0,012% | F |
| AP ACTIONS 1 EURO | | 21.156 | 0,002% | F |
| APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND | | 16.564 | 0,002% | F |
| APPLE 401(K) PLAN | | 2.949 | 0,000% | F |
| AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT | | 108.724 | 0,010% | F |
| AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD | | 1.010 | 0,000% | F |
| AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. | | 316.330 | 0,030% | F |
| AQR FUNDS - AQR GLOBAL EQUITY FUND | | 6.114 | 0,001% | F |
| AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND | | 24.946 | 0,002% | F |
| AQR FUNDS - AQR MANAGED FUTURESSTRATEGY HV FUND | | 184.411 | 0,018% | F |
| AQR FUNDS - AQR TREND TOTAL RETURN FUND | | 8.815 | 0,001% | F |
| AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND | | 22.704 | 0,002% | F |
| AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND | | 405.805 | 0,039% | F |
| AQR FUNDS AQR LONGSHORT EQUITY FUND | | 1.009.262 | 0,096% | F |
| AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND | | 89.314 | 0,009% | F |
| AQR FUNDSAQR MULTIASSET FUND | | 37.296 | 0,004% | F |
| AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC | | 370.793 | 0,035% | F |
| AQR INNOVATION FUND L.P. - SE RIES 42 MULTI-ALPHA GSS DEVELO PED LARGE CAP | | 568 | 0,000% | F |
| AQR INNOVATION FUND, L.P. | | 4.218 | 0,000% | F |
| AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND | | 346.857 | 0,033% | F |
| AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC | | 81.197 | 0,008% | F |
| AQR TAX AWARE TOTAL RETURN FUND LLC | | 216.758 | 0,021% | F |
| AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC | | 2.434 | 0,000% | F |
| AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC | | 3.088 | 0,000% | F |
| AQR UCITS FUNDS II | | 13.047 | 0,001% | F |
| ARBEJDSMARKEDETS TILLAEGSPENSION | | 745.283 | 0,071% | F |
| ARCA AZIONI ITALIA | | 482.000 | 0,046% | F |
| ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST | | 9.216 | 0,001% | F |
| ARERO - DER WELTFONDS - ESG | | 10.139 | 0,001% | F |
| ARIZONA PSPRS TRUST | | 56.023 | 0,005% | F |
| ARIZONA STATE RETIREMENT SYSTEM | | 48.416 | 0,005% | F |
| ARKWRIGHT, LLC | | 1.611 | 0,000% | F |
| ARR INT EX US ALPHA EXTENSION TRUST FUND | | 67.768 | 0,006% | F |
| ARRCO QUANT 1 | | 139.308 | 0,013% | F |
| ARRCO QUANT 2 | | 22.279 | 0,002% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I | | 544.310 | 0,052% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II | | 380.001 | 0,036% | F |
| ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I | | 4.360 | 0,000% | F |
| ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP. | | 363 | 0,000% | F |
| ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND | | 24.300 | 0,002% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED | | 6.618 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED | | 14.434 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED. | | 438 | 0,000% | F |
| ARROWSTREET CANADA GLOBAL ALL-COUNTRY ALPHA EXTENSION FUND I | | 2.418 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI | | 267.501 | 0,026% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT. | | 3.461 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED | | 12.163 | 0,001% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD | | 4.377 | 0,000% | F |
| ARROWSTREET COLLECTIVE INVESTMENT TRUST | | 891.897 | 0,085% | F |
| ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND | | 292.738 | 0,028% | F |
| ARROWSTREET GLOBAL EQUITY FUND | | 1.122.195 | 0,107% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT | | 2.982 | 0,000% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P. | | 10.634 | 0,001% | F |
| ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION. | | 38.532 | 0,004% | F |
| ARROWSTREET US GROUP TRUST | | 1.530.930 | 0,146% | F |
| ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP | | 248.582 | 0,024% | F |
| ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY- | | 2.718 | 0,000% | F |
| ARTEMIS SMARTGARP EUROPEAN EQUITY FUND | | 1.502.657 | 0,143% | F |
| ARTEMIS SMARTGARP GLOBAL EQUITY FUND | | 467.397 | 0,045% | F |
| ARTEMIS SMARTGARP UK EQUITY FUND | | 800.000 | 0,076% | F |
| ASAST AKTIEN AUSLAND PASSIV UBS FUND MANAGEMENT SWITZERLAND AG | | 3.640 | 0,000% | F |
| ASCENSION ALPHA FUND LLC | | 6.068 | 0,001% | F |
| ASIAN DEVELOPMENT BANK | | 24.762 | 0,002% | F |
| ASSET MANAGEMENT EXCHANGE UCITS CCF | | 19.165 | 0,002% | F |
| ASSURDIX | | 40.409 | 0,004% | F |
| ATCP-UI-FONDS | | 1.693 | 0,000% | F |
| AURION GLOBAL EQUITY FUND | | 1 | 0,000% | F |
| AUSTRALIAN CAPITAL TERRITORY | | 6.242 | 0,001% | F |
| AUSTRALIAN NATIONAL UNIVERSITY. | | 6.662 | 0,001% | F |
| AUSTRALIAN RETIREMENT TRUST | | 297.273 | 0,028% | F |
| AUSTRALIANSUPER | | 8.854 | 0,001% | F |
| AUTORIDADE MONETARIA DE MACAU | | 814 | 0,000% | F |
| AVADIS FUND-AKTIEN WELT AST 2 | | 16.642 | 0,002% | F |
| AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2 | | 14.135 | 0,001% | F |
| AVALON PORTFOLIO II LLC | | 1.928 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND | | 2.104 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND | | 38.687 | 0,004% | F |
| AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND | | 309 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND | | 21.399 | 0,002% | F |
| AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND | | 7.112 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND | | 3.437 | 0,000% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND | | 38.066 | 0,004% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND | | 12.856 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND | | 56.815 | 0,005% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND | | 31.149 | 0,003% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND | | 25.763 | 0,002% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I | | 163 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II | | 1.080 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III | | 3.277 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV | | 1.851 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V | | 924 | 0,000% | F |
| AVIVA INVESTORS UK FUND SERVICES LIMITED | | 44.383 | 0,004% | F |
| AVIVA LIFE & PENSIONS IRELAND DAC | | 19.887 | 0,002% | F |
| AVIVA LIFE & PENSIONS UK LIMITED | | 56.733 | 0,005% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AVIVA LIFE AND PENSIONS UK LIMITED | | 3.900 | 0,000% | F |
| AWARE SUPER | | 15.929 | 0,002% | F |
| AXA AA DIVERSIFIE INDICIEL 1 | | 33.868 | 0,003% | F |
| AXA MPS PREVIDENZA PER TE - CRESCITA | | 252.937 | 0,024% | F |
| AXA PEA REGULARITE | | 1.409.147 | 0,134% | F |
| AZIMUT LIFE DAC | | 1.279 | 0,000% | F |
| AZL DFA INTERNATIONAL CORE EQUITY FUND | | 3.921 | 0,000% | F |
| AZL GLOBAL EQUITY INDEX FUND 114072 AZL MSCI GLOBAL EQU | | 2.089 | 0,000% | F |
| AZL INTERNATIONAL INDEX FUND | | 30.109 | 0,003% | F |
| BANCO CENTRAL DE TIMOR-LESTE (BCTL) | | 39.156 | 0,004% | F |
| BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA | | 10.983 | 0,001% | F |
| BANK OF BOTSWANA. | | 1.171 | 0,000% | F |
| BANK OF KOREA | | 36.159 | 0,003% | F |
| BASTI 1 METZLER | | 2.569 | 0,000% | F |
| BAYERNINVEST 375-FONDS | | 49.000 | 0,005% | F |
| BAYERNINVEST AA 1-FONDS | | 14.899 | 0,001% | F |
| BAYERNINVEST HA1-FONDS | | 9.490 | 0,001% | F |
| BAYERNINVEST HC1-FONDS | | 5.733 | 0,001% | F |
| BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS | | 6.450 | 0,001% | F |
| BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND | | 4.772 | 0,000% | F |
| BEAR CREEK INVESTMENT LLC | | 6.473 | 0,001% | F |
| BEAT DRUGS FUND ASSOCIATION | | 582 | 0,000% | F |
| BEL EQUITY EUROPE | | 101.964 | 0,010% | F |
| BERESFORD FUNDS ICAV | | 10.362 | 0,001% | F |
| BESSEMER TRUST CO CLEARING ACCT | | 622.483 | 0,059% | F |
| BEST INVESTMENT CORPORATION | | 5.227 | 0,000% | F |
| BESTSELECT - UBS SRI GLOBAL EQUITY | | 2.916 | 0,000% | F |
| BEWAARSTICHTING NNIP I | | 114.467 | 0,011% | F |
| BFT PARTNERS VIA EQUITY EUROPE | | 27.673 | 0,003% | F |
| BG MASTER FUND ICAV | | 4.889 | 0,000% | F |
| BGF DYNAMIC HIGH INCOME FUND | | 24.363 | 0,002% | F |
| BGF GLBL MLTI ASSET IN FD EQ BSKT | | 15.375 | 0,001% | F |
| BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS | | 44.703 | 0,004% | F |
| BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE | | 17.315 | 0,002% | F |
| BLACKROCK AUTHORISED CONTRACTUAL SCHEME I | | 569.736 | 0,054% | F |
| BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND | | 3.930 | 0,000% | F |
| BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND | | 20.073 | 0,002% | F |
| BLACKROCK FUND MANAGERS LTD | | 459.078 | 0,044% | F |
| BLACKROCK GLOBAL FUNDS | | 9.065 | 0,001% | F |
| BLACKROCK GLOBAL INDEX FUNDS | | 43.293 | 0,004% | F |
| BLACKROCK IG INTERNATIONAL EQUITY POOL | | 24.239 | 0,002% | F |
| BLACKROCK INDEX SELECTION FUND | | 317.875 | 0,030% | F |
| BLACKROCK INSTITUTIONAL POOLED FUNDS PLC | | 33.559 | 0,003% | F |
| BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS | | 4.019.402 | 0,383% | F |
| BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC. | | 5.785 | 0,001% | F |
| BLACKROCK LIFE LIMITED | | 11.964 | 0,001% | F |
| BLACKROCK LIFE LTD | | 95.428 | 0,009% | F |
| BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B | | 85.216 | 0,008% | F |
| BLACKROCK UCITS CCF | | 38.880 | 0,004% | F |
| BLKB EQUITY SWITZERLAND FOCUS | | 164.178 | 0,016% | F |
| BMO DIVERSIFIED INCOME PORTFOLIO | | 5.592 | 0,001% | F |
| BMO MSCI EAFE ESG LEADERS INDEXETF | | 3.631 | 0,000% | F |
| BMO MSCI EAFE INDEX ETF | | 155.952 | 0,015% | F |
| BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE | | 256.984 | 0,025% | F |
| BNP PARIBAS EASY - LOW CARBON 100 EUROZONE PAB | | 858 | 0,000% | F |
| BNP PARIBAS EASY - MSCI EMU SRI PAB | | 240.947 | 0,023% | F |
| BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE | | 98.847 | 0,009% | F |
| BNP PARIBAS EASY - MSCI EUROPE SRI PAB | | 150.815 | 0,014% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES PAB 5% CAPPED | | 187.121 | 0,018% | F |
| BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF | | 80.768 | 0,008% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-SERIES PAB 5 CAPPED UCITS ETF | | 5.678 | 0,001% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF | | 11.734 | 0,001% | F |
| BNP PARIBAS EASY MSCI EUROPE MIN TE | | 189.364 | 0,018% | F |
| BNP PARIBAS EQUITY - FOCUS ITALIA | | 41.046 | 0,004% | F |
| BNP PARIBAS FINANCE EUROPE ISR | | 123.981 | 0,012% | F |
| BNP PARIBAS FUNDS - EURO LOW VOL EQUITY | | 19.100 | 0,002% | F |
| BNP PARIBAS FUNDS - SEASONS | | 144.928 | 0,014% | F |
| BNPP DUBLIN / FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND II | | 71.644 | 0,007% | F |
| BNPP DUBLIN/FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND I | | 6.676 | 0,001% | F |
| BNY MELLON INTERNATIONAL EQUITY ETF | | 13.887 | 0,001% | F |
| BNY MELLON INTERNATIONAL STOCK INDEX FUND | | 8.016 | 0,001% | F |
| BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND | | 36.296 | 0,003% | F |
| BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND | | 15.094 | 0,001% | F |
| BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND | | 5.886 | 0,001% | F |
| BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA | | 553 | 0,000% | F |
| BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST | | 8.418 | 0,001% | F |
| BOCI PRUDENTIAL TRUSTEE LIMITED BOCPIFS EUIF | | 34.184 | 0,003% | F |
| BOOSTER WHOLESALE SCHEME | | 3.263 | 0,000% | F |
| BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S | | 50.000 | 0,005% | F |
| BRIDGE BUILDER INTERNATIONAL E | | 24.869 | 0,002% | F |
| BRIDGE BUILDER TAX MANAGED | | 3.267 | 0,000% | F |
| BRIDGEWATER BLUE PEAK FUND LP. | | 1.194 | 0,000% | F |
| BRIDGEWATER PURE ALPHA FUND III LTD | | 3.486 | 0,000% | F |
| BRIDGEWATER PURE ALPHA MAJOR MARKETS TRADING COMPANY LTD. | | 4.310 | 0,000% | F |
| BRIDGEWATER PURE ALPHA STERLING FUND LTD | | 2.330 | 0,000% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD. | | 129.747 | 0,012% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY IV LP | | 1.824 | 0,000% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY LTD | | 15.642 | 0,001% | F |
| BRIGHTER SUPER | | 18.294 | 0,002% | F |
| BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO | | 4.330 | 0,000% | F |
| BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO | | 38.593 | 0,004% | F |
| BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION. | | 1.047 | 0,000% | F |
| BRUCE POWER PENSION PLAN | | 44.918 | 0,004% | F |
| BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD | | 450 | 0,000% | F |
| BRUNSWICK UNIT 2 QUALIFIED NUCLEAR | | 12.525 | 0,001% | F |
| BSF FORMUE EUR EQUITY INDEX FUND | | 14.383 | 0,001% | F |
| BUILDERS ASSET MANAGEMENT WATER LLC | | 19.011 | 0,002% | F |
| BUMA-UNIVERSAL-FONDS I | | 3.913 | 0,000% | F |
| BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND | | 66.513 | 0,006% | F |
| BUREAU OF LABOR FUNDS-LABOR PENSION FUND | | 466.945 | 0,045% | F |
| BUREAU OF PUBLIC SERVICE PENSION FUND | | 10.990 | 0,001% | F |
| BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST | | 3.182 | 0,000% | F |
| BW DMO FUND LTD. | | 14.420 | 0,001% | F |
| BW PASPG LTD | | 4.269 | 0,000% | F |
| BW-M PA 24, LTD | | 3.339 | 0,000% | F |
| BWSP GLOBAL MACRO TRADING LIMITED | | 249 | 0,000% | F |
| CAISSE DE DEPOT ET PLACEMENT DUQUEBEC | | 727.048 | 0,069% | F |
| CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 1.394.476 | 0,133% | F |
| CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM | | 42.760 | 0,004% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF | | 3.919 | 0,000% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND | | 29.983 | 0,003% | F |
| CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO | | 4.086 | 0,000% | F |
| CANADA PENSION PLAN INVESTMENT BOARD (CPPIB) | | 811.964 | 0,077% | F |
| CANOVA! ALBERTO | CNVLRT99A19A564R | 430 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| CAPULA TAIL RISK MASTER FUND LIMITED | | 2.313 | 0,000% | F |
| CARDANO COMMON CONTRACTUAL FUND | | 2.143 | 0,000% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE | | 48.068 | 0,005% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL | | 26.676 | 0,003% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I) | | 6.436 | 0,001% | F |
| CARESUPER | | 127.022 | 0,012% | F |
| CASSA DEPOSITI E PRESTITI SPA | 80199230584 | 457.138.500 | 43,607% | F |
| CATERPILLAR INC. MASTER RETIREMENT TRUST | | 5.218 | 0,000% | F |
| CATERPILLAR INVESTMENT TRUST. | | 43.826 | 0,004% | F |
| CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND | | 3.063 | 0,000% | F |
| CB NL AIF CLIENTS ASSETS TAXABLE | | 181.862 | 0,017% | F |
| CC AND L Q GLOBAL EQUITY FUND | | 1.739 | 0,000% | F |
| CC AND L Q GROUP GLOBAL EQUITY FUND | | 5.191 | 0,000% | F |
| CC AND L Q INTERNATIONAL EQUITY FUND | | 7.147 | 0,001% | F |
| CC&L Q WORLD EX-USA EQUITY EXTENSION MASTER FUND LTD. | | 26.448 | 0,003% | F |
| CCCVM TRANSITION ACTS MONDIALES | | 6.132 | 0,001% | F |
| CENTRAL BANK OF IRELAND - MSCI PAB | | 18.735 | 0,002% | F |
| CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING | | 10.073 | 0,001% | F |
| CENTRAL PROVIDENT FUND BOARD | | 1.019 | 0,000% | F |
| CENTRALPENSIONFD SSGA SCI BETA LV 775358 | | 34.203 | 0,003% | F |
| CERES FONDS D ACTIONS MONDE | | 5.492 | 0,001% | F |
| CERVURITE INTERNATIONAL LLC | | 27.240 | 0,003% | F |
| CFSIL RE CNEALTH GS FD 16 | | 11.156 | 0,001% | F |
| CFSIL-COMMONWLTH GBL SHARE FD 17 | | 722.770 | 0,069% | F |
| CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND | | 13.101 | 0,001% | F |
| CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1 | | 29.400 | 0,003% | F |
| CHARLES C. GATES TRUST OF 6/30/1941 | | 3.478 | 0,000% | F |
| CHCP GLOBAL SECURITIES LP | | 2.533 | 0,000% | F |
| CHEVRON MASTER PENSION TRUST | | 2.773 | 0,000% | F |
| CHORELIA N 3 | | 141.131 | 0,013% | F |
| CHORELIA N 7 | | 179.128 | 0,017% | F |
| CHORELIA N?11 | | 200.840 | 0,019% | F |
| CHORELIA N?9 | | 203.554 | 0,019% | F |
| CHURCH COMMISSIONERS FOR ENGLAND | | 7.878 | 0,001% | F |
| CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS | | 7.046 | 0,001% | F |
| CIBC EUROPEAN INDEX FUND | | 2.048 | 0,000% | F |
| CIBC GL MAARS ALT CR REPO 011448 | | 1 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX ETF | | 1.232 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX POOL | | 1 | 0,000% | F |
| CIBC INTERNATIONAL INDEX FUND | | 27.628 | 0,003% | F |
| CIBC PENSION PLAN | | 26.565 | 0,003% | F |
| CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF | | 279.410 | 0,027% | F |
| CIN BELGIUM LIMITED | | 17 | 0,000% | F |
| CINDY SPRINGS LLC | | 42.020 | 0,004% | F |
| CITITRUST LIMITED | | 6.213 | 0,001% | F |
| CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND | | 2.634 | 0,000% | F |
| CITITRUST LTD | | 932 | 0,000% | F |
| CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN | | 18.545 | 0,002% | F |
| CITY OF NEW YORK DEFERRED COMPENSATION PLAN | | 18.150 | 0,002% | F |
| CITY OF NEW YORK GROUP TRUST | | 202.288 | 0,019% | F |
| CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM. | | 30.423 | 0,003% | F |
| CITY UNIVERSITY OF NEW YORK | | 331 | 0,000% | F |
| CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN | | 40.928 | 0,004% | F |
| CO PERATIE KLAVERBLAD VERZEKERINGEN U.A. | | 17.523 | 0,002% | F |
| COLLEGE RETIREMENT EQUITIES FUND | | 359.094 | 0,034% | F |
| COLONIAL FIRST STATE INVESTMENT FUND 50. | | 8.070 | 0,001% | F |
| COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND.. | | 40.471 | 0,004% | F |
| COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A. | | 253.248 | 0,024% | F |
| COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC | | 2.321 | 0,000% | F |
| COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN | | 6.593 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA | | 77.885 | 0,007% | F |
| CONNECTICUT GENERAL LIFE INSURANCE COMPANY | | 8.519 | 0,001% | F |
| CONNOR CLARK & LUNN COLLECTIVE INVESTMENT TRUST | | 19.484 | 0,002% | F |
| CONSERVATION INTERNATIONAL FOUNDATION, INC. | | 655 | 0,000% | F |
| CONSOLIDATED EDISON RETIREMENT PLAN | | 17.076 | 0,002% | F |
| CONSTELLATION FITZPATRICK QUALIFIED FUND | | 2.521 | 0,000% | F |
| CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND | | 2.633 | 0,000% | F |
| CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND | | 995 | 0,000% | F |
| COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY | | 40.669 | 0,004% | F |
| CPR EUROLAND ESG | | 131.776 | 0,013% | F |
| CPR EUROPE ESG POCHE COR | | 41.073 | 0,004% | F |
| CREDIT SUISSE INDEX FUND (LUX) | | 442.442 | 0,042% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962 | | 33.879 | 0,003% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND | | 86.197 | 0,008% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX | | 1.011 | 0,000% | F |
| CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED) | | 6.337 | 0,001% | F |
| DEAM FONDS ZDV | | 4.442 | 0,000% | F |
| DEE STREET GLOBAL EQUITY FUND | | 1.282 | 0,000% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT | | 145.545 | 0,014% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT.90 | | 9.343 | 0,001% | F |
| DEKA INVESTMENT GMBH A FU 5 FONDS | | 12.017 | 0,001% | F |
| DEKA INVESTMENT GMBH A SRR U1 | | 3.810 | 0,000% | F |
| DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG | | 32.163 | 0,003% | F |
| DEKA INVESTMENT GMBH GLOBALE AKTIEN | | 15.235 | 0,001% | F |
| DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA | | 154.550 | 0,015% | F |
| DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21 | | 6.885 | 0,001% | F |
| DEKA INVESTMENT GMBH W/A-REVI 2 | | 35.000 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF | | 427.317 | 0,041% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF | | 18.193 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF | | 6.314 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF | | 40.459 | 0,004% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF | | 24.552 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON | | 35.447 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL | | 10.342 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKAFONDS-RA-HH W/DWS AKTIEN | | 34.378 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS | | 14.000 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF | | 18.398 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF | | 8.165 | 0,001% | F |
| DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS | | 15.869 | 0,002% | F |
| DEKA INVESTMENT GMBH W/KREBSHILFE 1-FONDS | | 4.610 | 0,000% | F |
| DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II | | 16.624 | 0,002% | F |
| DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3 | | 5.860 | 0,001% | F |
| DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV | | 590 | 0,000% | F |
| DEKA INVESTMENT GMBH W/SSH-FONDS W/U04 | | 88.100 | 0,008% | F |
| DEKA INVESTMENT GMBH W/SVAM-FONDS | | 8.459 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TREMONIUS-FONDS | | 7.257 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02 | | 18.639 | 0,002% | F |
| DEKA VALUE PLUS | | 143.484 | 0,014% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS | | 21.000 | 0,002% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG | | 9.200 | 0,001% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/IDB-STRATEGIE WUPPERTAL | | 1.226 | 0,000% | F |
| DEKA-MASTER-HAEK I | | 9.731 | 0,001% | F |
| DEKA-RAB | | 45.699 | 0,004% | F |
| DESJARDINS INTERNATIONAL EQUITYIND EX ETF | | 26.593 | 0,003% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF | | 351 | 0,000% | F |
| DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE | | 1.122 | 0,000% | F |
| DESTINATIONS INTERNATIONAL EQU | | 8.148 | 0,001% | F |
| DEUTSCHE DCG EQ | | 1.719 | 0,000% | F |
| DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF) | | 1.587 | 0,000% | F |
| DFI LP EQUITY (PASSIVE | | 532 | 0,000% | F |
| DIGITAL FUNDS STARS EUROZONE | | 11.563 | 0,001% | F |
| DILLON MARKETABLE SECURITIES COMMON TRUST FUND. | | 1.830 | 0,000% | F |
| DIMENSIONAL FUNDS PLC | | 72.447 | 0,007% | F |
| DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E | | 1.928 | 0,000% | F |
| DNB BANK ASA | | 43.684 | 0,004% | F |
| DPAM DBI-RDT B EQUITIES EMU INDEX | | 30.600 | 0,003% | F |
| DPAM L EQUITIES EMU SRI MSCI INDEX | | 15.793 | 0,002% | F |
| DPAM L EQUITIES WORLD SRI MSCI INDEX | | 2.400 | 0,000% | F |
| DPCTA-MASTERFONDS | | 20.577 | 0,002% | F |
| DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING | | 22.120 | 0,002% | F |
| DUNHAM INTERNATIONAL STOCK FUND | | 3.924 | 0,000% | F |
| DWS INVESTMENT GMBH DRIVEINVEST FOR PENSIONS SEG 2 | | 19.703 | 0,002% | F |
| DWS INVESTMENT GMBH FOR DEAM-FONDS CPT | | 5.000 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1 | | 5.654 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN | | 2.700 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ | | 13.396 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE | | 82.290 | 0,008% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROPEAN EQUITY | | 149.806 | 0,014% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY | | 39.640 | 0,004% | F |
| DWS INVESTMENT GMBH FOR DWS SYSTEMATIC EUROPEAN EQUITY | | 49.942 | 0,005% | F |
| DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER | | 1.350 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1 | | 26.908 | 0,003% | F |
| DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY | | 16.258 | 0,002% | F |
| DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND | | 4.766 | 0,000% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT | | 71.015 | 0,007% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS:ZDV EVO | | 1.316 | 0,000% | F |
| DWS MULTI ASSET PIR FUND | | 52.095 | 0,005% | F |
| DYNASTY INVEST LTD | | 1.134 | 0,000% | F |
| E TRADE NO FEE INTERNATIONAL INDEX FUND | | 240 | 0,000% | F |
| EBK-AKTIEN-UNIVERSAL-FONDS | | 76.801 | 0,007% | F |
| EGEPARGNE 2 DIVERSIFIE | | 19.708 | 0,002% | F |
| ELEVA UCITS FUND - ELEVA ABSOLUTE RETURN EUROPE | | 165.346 | 0,016% | F |
| EMBO-FONDS | | 11.075 | 0,001% | F |
| EMERGENCY SERVICES SUPERANNUATION SCHEME | | 2.465 | 0,000% | F |
| EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE | | 1 | 0,000% | F |
| EMPOWER ANNUITY INSURANCE COMPANY | | 64.699 | 0,006% | F |
| ENHANCED INDEX INTERNATIONAL SHARE FUND | | 21.104 | 0,002% | F |
| ENPAM | | 200.000 | 0,019% | F |
| ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI | | 11.750.450 | 1,121% | F |
| ENVIRONMENT FUND | | 3.673 | 0,000% | F |
| EPARGNE ACTIONS MONDE ISR | | 89.181 | 0,009% | F |
| EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO | | 33.001 | 0,003% | F |
| EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 26.765 | 0,003% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO | | 4.314 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO | | 4.919 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO | | 6.624 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO | | 9.310 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO | | 14.979 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 42.245 | 0,004% | F |
| EQUIPSUPER | | 57.778 | 0,006% | F |
| EQUITABLE FINANCIAL LIFE INSURANCE COMPANY | | 2.957 | 0,000% | F |



228

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ERISA ACTION EUROPE N 2 | | 41.236 | 0,004% | F |
| ERISA ACTIONS GRANDES VALEURS | | 817.353 | 0,078% | F |
| ERSTE ASSET MANAGEMENT GMBH | | 441.100 | 0,042% | F |
| ESKOM PENSION AND PROVIDENT FUND | | 37.165 | 0,004% | F |
| ESSENTIA HEALTH | | 1.633 | 0,000% | F |
| EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB) | | 1.335 | 0,000% | F |
| F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC | | 3.419 | 0,000% | F |
| FACTORY MUTUAL INSURANCE COMPANY | | 5.790 | 0,001% | F |
| FAMILY INVESTMENTS CHILD TRUST FUND | | 5.916 | 0,001% | F |
| FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND | | 7.919 | 0,001% | F |
| FCM INTERNATIONAL LLC | | 835 | 0,000% | F |
| FCP HUMANIS RETRAITE ACTIONS | | 297.159 | 0,028% | F |
| FCP HUMANIS RETRAITE ACTIONS BAS CARBONE | | 213.173 | 0,020% | F |
| FCP SODIUM I | | 30.421 | 0,003% | F |
| FEDERATED HERMES GLOBAL ALLOCATION FUND | | 3.151 | 0,000% | F |
| FEDEX CORPORATION EMPLOYEES PENSION TRUST | | 15.223 | 0,001% | F |
| FGV - ACTIONS EUROPE LM B | | 124.795 | 0,012% | F |
| FGV ACTIONS EUROPE LM A | | 16.067 | 0,002% | F |
| FIDDLER PARTNERS LLC | | 474 | 0,000% | F |
| FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND | | 1.495.132 | 0,143% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND | | 15.397 | 0,001% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND | | 81.250 | 0,008% | F |
| FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF | | 27.911 | 0,003% | F |
| FIDELITY FUNDS - GLOBAL QUALITY INCOME POOL | | 292 | 0,000% | F |
| FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST | | 562 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND | | 51.455 | 0,005% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND | | 184 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND | | 97.365 | 0,009% | F |
| FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND | | 489.400 | 0,047% | F |
| FIDELITY SAI INTERNATIONAL INDEX FUND | | 173.026 | 0,017% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND | | 47.254 | 0,005% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND | | 186.693 | 0,018% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA | | 15.167 | 0,001% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. | | 832.136 | 0,079% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND | | 196.253 | 0,019% | F |
| FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF | | 36.046 | 0,003% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND | | 5.248 | 0,001% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND | | 12.362 | 0,001% | F |
| FIDEURAM COMPARTO PIANO AZIONI ITALIA | | 430.000 | 0,041% | F |
| FIDEURAM COMPARTO PIANO BILANCIATO ITALIA 50 | | 65.000 | 0,006% | F |
| FIDEURAM ITALIA | | 24.200 | 0,002% | F |
| FINALTIS EFFICIENT BETA EURO | | 4.994 | 0,000% | F |
| FIRE AND POLICE PENSION ASSOCIATION OF COLORADO | | 1 | 0,000% | F |
| FIRST PRIVATE EURO DIVIDENDEN STAUFER | | 75.136 | 0,007% | F |
| FIRST SENTIER INVESTORS GLOBAL UMBRELLA FUND PUBLIC LIMITED COMPANY | | 1.629 | 0,000% | F |
| FIRST TRUST DEVELOPED MARKETS EX US ALPHADEX FUND | | 80.016 | 0,008% | F |
| FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND | | 333.751 | 0,032% | F |
| FIRST TRUST EUROPE ALPHADEX FUND | | 64.741 | 0,006% | F |
| FIRST TRUST EUROZONE ALPHADEX ETF | | 17.333 | 0,002% | F |
| FIRST TRUST EUROZONE ALPHADEX UCITS ETF | | 25.092 | 0,002% | F |
| FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF | | 77.719 | 0,007% | F |
| FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF | | 12.722 | 0,001% | F |
| FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF | | 10.019 | 0,001% | F |
| FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF | | 44.365 | 0,004% | F |
| FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND | | 703.069 | 0,067% | F |
| FISCHER FAMILY TRUST | | 1.424 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FJARDE AP-FONDEN. | | 52.809 | 0,005% | F |
| FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND | | 8.645 | 0,001% | F |
| FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND | | 952 | 0,000% | F |
| FLORIDA GLOBAL EQUITY FUND LLC | | 4.654 | 0,000% | F |
| FLORIDA RETIREMENT SYSTEM | | 32.110 | 0,003% | F |
| FLORIDA RETIREMENT SYSTEM TRUST FUND | | 36.415 | 0,003% | F |
| FLORIDA RETSYS MINERVA 1009008 | | 14.956 | 0,001% | F |
| FLOURISH INVESTMENT CORPORATION | | 2.333 | 0,000% | F |
| FOLKSAM OMSESIDIG SAKFORSAKRING | | 17.361 | 0,002% | F |
| FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY | | 9.389 | 0,001% | F |
| FONDATION BOTNAR.. | | 20.429 | 0,002% | F |
| FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA | 00499230373 | 1.702.438 | 0,162% | F |
| FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES | | 1.933 | 0,000% | F |
| FONDITALIA | | 917.680 | 0,088% | F |
| FONDOPOSTE | | 41.029 | 0,004% | F |
| FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.) | | 1 | 0,000% | F |
| FONDS FUER STIFTUNGEN INVESCO | | 11.065 | 0,001% | F |
| FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS | | 2.001 | 0,000% | F |
| FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST.. | | 5.589 | 0,001% | F |
| FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST | | 664 | 0,000% | F |
| FOREIGN STOCK INDEX MOTHER FUND | | 29.833 | 0,003% | F |
| FORSTA AP - FONDEN | | 92.442 | 0,009% | F |
| FOVERUKA PENSION UNIVERSAL | | 7.109 | 0,001% | F |
| FRANKLIN INTERNATIONAL EQUITY INDEX ETF | | 6.059 | 0,001% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF | | 3.615 | 0,000% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF | | 2.484 | 0,000% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL DIVIDEND MULTIPLIER INDEX | | 20.846 | 0,002% | F |
| FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG | | 105.327 | 0,010% | F |
| FRANKLIN TEMPLETON ICAV | | 378.421 | 0,036% | F |
| FUNDACAO CALOUSTE GULBENKIAN | | 3.440 | 0,000% | F |
| FUNDO DE PENSOES . | | 5.355 | 0,001% | F |
| FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU | | 11.362 | 0,001% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F | | 97.655 | 0,009% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI. | | 23.474 | 0,002% | F |
| FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500) | | 2.736 | 0,000% | F |
| G.A.-FUND-B - EQUITY BROAD EURO P | | 13.078 | 0,001% | F |
| G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES | | 7.264 | 0,001% | F |
| GARD UNIT TRUST | | 9.721 | 0,001% | F |
| GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY | | 1.841 | 0,000% | F |
| GENERAL ORGANISATION FOR SOCIAL INSURANCE. | | 408.653 | 0,039% | F |
| GENERAL PENSION AND SOCIAL SECURITY AUTHORITY | | 6.980 | 0,001% | F |
| GENERALI DIVERSIFICATION | | 944 | 0,000% | F |
| GERANA SICAV-SIF, S.A. | | 8.456 | 0,001% | F |
| GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND | | 2.795 | 0,000% | F |
| GLOBAL EQUITIES ENHANCED INDEX FUND | | 336.988 | 0,032% | F |
| GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC | | 2.198 | 0,000% | F |
| GLOBAL MULTI-FACTOR EQUITY FUND | | 18.746 | 0,002% | F |
| GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND CAYMAN L.P. | | 3.300 | 0,000% | F |
| GLOBAL X MSCI SUPERDIVIDEND EAFE ETF | | 17.138 | 0,002% | F |
| GLS BANK AKTIENFONDS C/O UNIVERSAL-INVESTMENT- | | 700.000 | 0,067% | F |
| GMO BENCHMARK-FREE FUND | | 8.535 | 0,001% | F |
| GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND | | 4.882 | 0,000% | F |
| GMO IMPLEMENTATION FUND | | 16.295 | 0,002% | F |
| GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES | | 18.806 | 0,002% | F |
| GODFOND SVERIGE & VARLDEN | | 4.688 | 0,000% | F |
| GOLDMAN SACHS ETF ICAV | | 82 | 0,000% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E | | 19.164 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT | | 433.618 | 0,041% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF | | 81.147 | 0,008% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO | | 20.375 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF | | 7.574 | 0,001% | F |
| GOLDMAN SACHS FUNDS III | | 123.480 | 0,012% | F |
| GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND | | 25.471 | 0,002% | F |
| GOVERNMENT EMPLOYEES SUPERANNUATION BRD | | 49.586 | 0,005% | F |
| GOVERNMENT OF NORWAY | | 700.000 | 0,067% | F |
| GOVERNMENT PENSION INVESTMENT FUND | | 2.136.270 | 0,204% | F |
| GOVERNMENT SUPERANNUATION FUND | | 12.310 | 0,001% | F |
| GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD. | | 30 | 0,000% | F |
| GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND | | 12.968 | 0,001% | F |
| GREAT WEST INTERNATIONAL INDEX FUND | | 68.448 | 0,007% | F |
| GREEN CENTURY MSCI INTERNATION | | 15.809 | 0,002% | F |
| GREENFINCH FOUNDATION | | 2.460 | 0,000% | F |
| GUIDEMARK WORLD EX-US FUND | | 18.125 | 0,002% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND | | 62.243 | 0,006% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND. | | 25.999 | 0,002% | F |
| HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 4.837 | 0,000% | F |
| HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND | | 397.156 | 0,038% | F |
| HAWKES FAMILY LLC | | 1.283 | 0,000% | F |
| HAWTHORN DM LLC | | 9.507 | 0,001% | F |
| HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO | | 688 | 0,000% | F |
| HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO | | 286 | 0,000% | F |
| HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL | | 6.699 | 0,001% | F |
| HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO | | 9.459 | 0,001% | F |
| HC RENTE | | 2.170 | 0,000% | F |
| HEALTHCARE EMPLOYEES PENSION | | 137.281 | 0,013% | F |
| HELIUM ALPHA | | 5.881 | 0,001% | F |
| HELVETIA I EUROPA | | 52.607 | 0,005% | F |
| HESTA | | 138.785 | 0,013% | F |
| HI PNWL DIVIDENDE PLUS FONDS | | 644.333 | 0,061% | F |
| HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS | | 83.000 | 0,008% | F |
| HILLSDALE GLOBAL EQUITY FUND | | 6.898 | 0,001% | F |
| HI-PNWL-DIVIDENDE-PLUS-FONDS | | 217.327 | 0,021% | F |
| HI-PROAM-STIFTUNGSFONDS | | 2.393 | 0,000% | F |
| HI-PROVINZIAL-LOWRISK-DIVIDENDENSTRATEGIE-FONDS | | 13.830 | 0,001% | F |
| HMT HANSEMERKUR AKTIEN INVEST | | 1.524 | 0,000% | F |
| HMT-KVMV-FONDS THEODOR-HEUSS-A | | 439 | 0,000% | F |
| HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE | | 250.725 | 0,024% | F |
| HORIZON BUSINESS SRI DYN DBI-RDT | | 39.050 | 0,004% | F |
| HOSPITAL AUTHORITY PROVIDENT FUND SCHEME | | 13.596 | 0,001% | F |
| HOSTPLUS POOLED SUPERANNUATION TRUST | | 57.832 | 0,006% | F |
| HP+P STIFTUNGSFONDS | | 15.900 | 0,002% | F |
| HPE COMMON CONTRACTUAL FUND. | | 2.462 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 11. | | 787 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 12. | | 4.892 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 2 | | 2.539 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 3 | | 3.135 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 6 | | 411 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 7. | | 4.085 | 0,000% | F |
| HSBC ACTIONS MONDE | | 97.577 | 0,009% | F |
| HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY | | 141.593 | 0,014% | F |
| HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF | | 203 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF | | 414 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF | | 12.170 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF | | 3.597 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF | | 879 | 0,000% | F |
| HSBC EURO ACTIONS | | 323.566 | 0,031% | F |
| HSBC GLOBAL INVESTMENT FUNDS | | 59.360 | 0,006% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND | | 1.218 | 0,000% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND | | 18.319 | 0,002% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND | | 1.795 | 0,000% | F |
| HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND | | 14.268 | 0,001% | F |
| HUMANIS RETRAITE DIVERSIFIE | | 291.231 | 0,028% | F |
| IA CLARINGTON GLOBAL VALUE FUND | | 5.257 | 0,001% | F |
| IADB POST RETIREMENT BENEFITS FUND | | 14.689 | 0,001% | F |
| IADB STAFF RETIREMENT FUND | | 40.700 | 0,004% | F |
| IAGAM GLOBAL EQUITY TRUST. | | 45.536 | 0,004% | F |
| IBM 401(K) PLUS PLAN TRUST | | 35.565 | 0,003% | F |
| IF IST - EUROPE INDEX SRI | | 9.821 | 0,001% | F |
| IF IST - GLOBE INDEX | | 22.328 | 0,002% | F |
| IG MACKENZIE INTERNATIONAL SMALL CAP FUND | | 531.149 | 0,051% | F |
| ILA - A-ILDSCG | | 2.038 | 0,000% | F |
| ILA - A-ILEZEQG | | 9.537 | 0,001% | F |
| ILA - A-ILGLOEQG | | 1.987 | 0,000% | F |
| ILA - A-ILGLOEQN | | 852 | 0,000% | F |
| ILA - RAFIMF | | 2.849 | 0,000% | F |
| ILA-A-ILIMCFHY | | 4.312 | 0,000% | F |
| ILA-A-ILSDMH | | 42.355 | 0,004% | F |
| ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY | | 21.659 | 0,002% | F |
| ILA-LA WORLD ESG SCREENED FUND | | 5.226 | 0,000% | F |
| ILLINOIS MUNICIPAL RETIREMENT FUND | | 24.512 | 0,002% | F |
| IMCO GLOBAL PUBLIC EQUITY LP | | 77.168 | 0,007% | F |
| IMPACTASSETS INC. | | 202 | 0,000% | F |
| IMPERIAL INTERNATIONAL EQUITY POOL | | 14.911 | 0,001% | F |
| INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER | 80122170584 | 3.130.190 | 0,299% | F |
| ING DIRECT SICAV | | 20.493 | 0,002% | F |
| INSPIRE INTERNATIONAL ETF 80 A | | 84.469 | 0,008% | F |
| INSTITUTIONAL RETIREMENT TRUST | | 9.922 | 0,001% | F |
| INTERFUND SICAV | | 22.622 | 0,002% | F |
| INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT | | 8.314 | 0,001% | F |
| INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC | | 646.985 | 0,062% | F |
| INTERNATIONAL EQUITIES B UNIT TRUST | | 1.449 | 0,000% | F |
| INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST | | 483 | 0,000% | F |
| INTERNATIONAL EQUITIES SECTOR TRUST | | 744 | 0,000% | F |
| INTERNATIONAL EQUITY FUND | | 3.862 | 0,000% | F |
| INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST | | 1.000 | 0,000% | F |
| INTERNATIONAL MONETARY FUND | | 30.572 | 0,003% | F |
| INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT | | 4.019 | 0,000% | F |
| INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN | | 13.901 | 0,001% | F |
| INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO | | 890.800 | 0,085% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE A-EUROPA-LA-PASSIV | | 3.706 | 0,000% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE INKA LUCK | | 68.221 | 0,007% | F |
| INVESCO ADVANTAGE INTERNATIONALFUND | | 1.388 | 0,000% | F |
| INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF | | 61.933 | 0,006% | F |
| INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF | | 85.378 | 0,008% | F |
| INVESCO FUNDS | | 767.843 | 0,073% | F |
| INVESCO GLOB ENHAN EQUITY UCITS ETF | | 352 | 0,000% | F |
| INVESCO GLOBAL BALANCED INDEX FUND UK | | 28.328 | 0,003% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND | | 6.169 | 0,001% | F |
| INVESCO GLOBAL EX UK CORE EQUITY INDEX FUND UK | | 18.263 | 0,002% | F |
| INVESCO GLOBAL EX UK ENHANCED INDEX FUND UK | | 25.748 | 0,002% | F |
| INVESCO MARKETS II PLC | | 31.724 | 0,003% | F |
| INVESCO MARKETS II PUBLIC LTD | | 26.285 | 0,003% | F |
| INVESCO MARKETS III PLC | | 77 | 0,000% | F |
| INVESCO MSCI EAFE INCOME ADVANTAGE ETF | | 2.927 | 0,000% | F |
| INVESCO MSCI EUR EQ WGHT UCITS ETF | | 68.423 | 0,007% | F |
| INVESCO MSCI WORLD SRI INDEX FUND | | 601 | 0,000% | F |
| INVESCO POOLED INVESTMENT FUND - EUROPE FUND | | 55.147 | 0,005% | F |
| INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES | | 47.045 | 0,004% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF | | 102.373 | 0,010% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED MOMENTUM ETF | | 73.775 | 0,007% | F |
| INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL | | 139.811 | 0,013% | F |
| INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL | | 95.254 | 0,009% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL | | 9.736 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL | | 13.896 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED ACCUMULATING KL | | 18.566 | 0,002% | F |
| INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE | | 1.796 | 0,000% | F |
| INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL | | 3.723 | 0,000% | F |
| INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI | | 24.633 | 0,002% | F |
| INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING | | 24.767 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL | | 25.097 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL | | 14.212 | 0,001% | F |
| IOM UBS GLOBAL PASSIVE EQUITIES | | 5.346 | 0,001% | F |
| IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 12.449 | 0,001% | F |
| IP ACTIONS EURO | | 8.537 | 0,001% | F |
| IPC MULTIFACTOR INTERNATIONAL EQUITY | | 4.327 | 0,000% | F |
| IRISH LIFE ASSURANCE PLC | | 59.767 | 0,006% | F |
| IRISH LIFE ASSURANCE. | | 39.283 | 0,004% | F |
| IRISH LIFE CLIMATE FOCUSED FUND | | 758 | 0,000% | F |
| IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND | | 14.781 | 0,001% | F |
| IRR K LLC | | 4.519 | 0,000% | F |
| ISHARES ALL-COUNTRY EQUITY INDEX FUND | | 1.197 | 0,000% | F |
| ISHARES BLOCKCHAIN AND TECH ETF | | 3.654 | 0,000% | F |
| ISHARES CORE MSCI EAFE ETF | | 3.044.354 | 0,290% | F |
| ISHARES CORE MSCI EAFE IMI INDEX ETF | | 30.939 | 0,003% | F |
| ISHARES CORE MSCI EUROPE ETF | | 211.985 | 0,020% | F |
| ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF | | 416.783 | 0,040% | F |
| ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF | | 632.658 | 0,060% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF | | 5.483 | 0,001% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF | | 10.465 | 0,001% | F |
| ISHARES ESG ADVANCED MSCI EAFE ETF | | 42.268 | 0,004% | F |
| ISHARES ESG ADVANCED MSCI EAFE INDEX ETF | | 8.474 | 0,001% | F |
| ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE) | | 994.259 | 0,095% | F |
| ISHARES EURO STOXX UCITS ETF (DE) | | 191.446 | 0,018% | F |
| ISHARES II PUBLIC LIMITED COMPANY | | 1.236.388 | 0,118% | F |
| ISHARES III PUBLIC LIMITED COMPANY | | 1.235.638 | 0,118% | F |
| ISHARES INTERNATIONAL EQUITY FACTOR ETF | | 143.329 | 0,014% | F |
| ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF | | 541 | 0,000% | F |
| ISHARES IV PUBLIC LIMITED COMPANY | | 1.337.371 | 0,128% | F |
| ISHARES MSCI ACWI ETF | | 98.290 | 0,009% | F |
| ISHARES MSCI ACWI EX U.S. ETF | | 99.097 | 0,009% | F |
| ISHARES MSCI ACWI LOW CARBON TARGET ETF | | 24.340 | 0,002% | F |

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|---|---|---|---|---|
| ISHARES MSCI EAFE ETF | | 1.529.206 | 0,146% | F |
| ISHARES MSCI EAFE INTERNATIONALINDEX FUND | | 288.895 | 0,028% | F |
| ISHARES MSCI EAFE VALUE ETF | | 1.042.422 | 0,099% | F |
| ISHARES MSCI EUR QLTY DIV UCITS ETF | | 476.761 | 0,045% | F |
| ISHARES MSCI EUROPE FINANCIALS ETF | | 616.770 | 0,059% | F |
| ISHARES MSCI EUROPE IMI INDEX ETF | | 3.689 | 0,000% | F |
| ISHARES MSCI EUROZONE ETF | | 551.177 | 0,053% | F |
| ISHARES MSCI GLOBAL MULTIFACTORETF | | 5.987 | 0,001% | F |
| ISHARES MSCI INTL MOMENTUM FACTOR ETF | | 120.790 | 0,012% | F |
| ISHARES MSCI ITALY ETF | | 545.080 | 0,052% | F |
| ISHARES MSCI KOKUSAI ETF | | 1.622 | 0,000% | F |
| ISHARES MSCI WORLD ETF | | 32.928 | 0,003% | F |
| ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF | | 144 | 0,000% | F |
| ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF | | 5.733 | 0,001% | F |
| ISHARES PUBLIC LIMITED COMPANY | | 2.691.275 | 0,257% | F |
| ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE | | 72.374 | 0,007% | F |
| ISHARES STOXX EUROPE 600 UCITS ETF (DE) | | 347.245 | 0,033% | F |
| ISHARES STOXX EUROPE MID 200 UCITS ETF (DE) | | 145.621 | 0,014% | F |
| ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE) | | 822.423 | 0,078% | F |
| ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE | | 1.979.158 | 0,189% | F |
| ISHARES V PUBLIC LIMITED COMPANY | | 307.933 | 0,029% | F |
| ISHARES VI PUBLIC LIMITED COMPANY | | 289.473 | 0,028% | F |
| ISHARES VII PUBLIC LIMITED COMPANY | | 981.817 | 0,094% | F |
| ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND | | 38.547 | 0,004% | F |
| ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND | | 2.409 | 0,000% | F |
| ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH) | | 3.662 | 0,000% | F |
| JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO | | 371 | 0,000% | F |
| JANUS HENDERSON HORIZON FUND - EUROLAND FUND | | 602.852 | 0,058% | F |
| JEFFREY LLC | | 7.080 | 0,001% | F |
| JNL INTERNATIONAL INDEX FUND | | 71.027 | 0,007% | F |
| JNL/DFA INTERNATIONAL CORE EQUITY FUND | | 9.139 | 0,001% | F |
| JNL/JPMORGAN GLOBAL ALLOCATION FUND | | 1.330 | 0,000% | F |
| JNL/MELLON MSCI WORLD INDEX FUND | | 5.947 | 0,001% | F |
| JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND | | 76.991 | 0,007% | F |
| JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF | | 9.242 | 0,001% | F |
| JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY | | 28.121 | 0,003% | F |
| JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF | | 22.738 | 0,002% | F |
| JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST | | 32.130 | 0,003% | F |
| JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST. | | 16.613 | 0,002% | F |
| JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST | | 54.567 | 0,005% | F |
| JOHN T. WALTON FAMILY TRUST | | 120.586 | 0,012% | F |
| JOSHUA GREEN CORPORATION | | 3.450 | 0,000% | F |
| JPM MULTI INCOME FUND | | 25.190 | 0,002% | F |
| JPMORGAN BETABUILDERS EUROPE ETF | | 175.059 | 0,017% | F |
| JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF | | 132.623 | 0,013% | F |
| JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND | | 162.006 | 0,015% | F |
| JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF | | 53.915 | 0,005% | F |
| JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF | | 13.151 | 0,001% | F |
| JPMORGAN EUROPE STRATEGIC DIVIDEND FUND | | 3.486 | 0,000% | F |
| JPMORGAN FLEXIBLE INCOME ETF | | 198 | 0,000% | F |
| JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND | | 3.264 | 0,000% | F |
| JPMORGAN FUNDS | | 354.244 | 0,034% | F |
| JPMORGAN GLOBAL ALLOCATION FUND | | 4.019 | 0,000% | F |
| JPMORGAN INCOME BUILDER FUND | | 76.135 | 0,007% | F |
| JPMORGAN INVESTMENT FUNDS | | 347.020 | 0,033% | F |
| JPMORGAN MULTI BALANCED FUND | | 2.159 | 0,000% | F |
| JTW TRUST NO. 2 UAD 9/19/02. | | 2.007 | 0,000% | F |
| JTW TRUST NO. 3 UAD 9/19/02. | | 2.827 | 0,000% | F |
| JTW TRUST NO. 4 UAD 9/19/02. | | 2.036 | 0,000% | F |
| JTW TRUST NO. 5 UAD 9/19/02. | | 1.555 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| JUNON ACTIONS OBLIGATIONS | | 221.998 | 0,021% | F |
| K INVESTMENTS SH LIMITED. | | 34.350 | 0,003% | F |
| KAISER FOUNDATION HOSPITALS | | 6.781 | 0,001% | F |
| KAISER PERMANENTE GROUP TRUST | | 5.311 | 0,001% | F |
| KAP IP GLO EQUI III 56097 | | 10.289 | 0,001% | F |
| KAP MPI INTERNATIONALE AKTIER 55016 | | 139.345 | 0,013% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER | | 3.011 | 0,000% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5 | | 72.462 | 0,007% | F |
| KAPITALFORENINGEN EMD INVEST VERDENSINDEKS | | 8.758 | 0,001% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I | | 17.756 | 0,002% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX | | 29.365 | 0,003% | F |
| KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS | | 18.873 | 0,002% | F |
| KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED | | 176.190 | 0,017% | F |
| KAS BANK PF | | 632 | 0,000% | F |
| KBC ECO FUND/WORLD | | 13.970 | 0,001% | F |
| KBC EQUITY FUND EUROZONE | | 377.140 | 0,036% | F |
| KBC EQUITY FUND EUROZONE DBI-RDT | | 47.780 | 0,005% | F |
| KBC EQUITY FUND SRI EUROZONE | | 619.635 | 0,059% | F |
| KBC EQUITY FUND WORLD | | 125.793 | 0,012% | F |
| KBC EQUITY FUND/EUROPE | | 34.784 | 0,003% | F |
| KBC EQUITY FUND/SRI WORLD | | 162.329 | 0,015% | F |
| KBC EQUITY FUND/WORLD DBI-ROT | | 29.453 | 0,003% | F |
| KBC EQUITY SRI WORLD DBI-RDT | | 20.462 | 0,002% | F |
| KBC INST FUND EURO EQUITY | | 53.482 | 0,005% | F |
| KBC INSTITUTIONAL FUND SRI EURO | | 79.283 | 0,008% | F |
| KBC INSTITUTIONAL FUND/SRI WORLD EQUITY | | 32.384 | 0,003% | F |
| KBI FUNDS ICAV | | 14.564 | 0,001% | F |
| KBI GLOBAL INVESTMENT FUND | | 8.844 | 0,001% | F |
| KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1 | | 75.651 | 0,007% | F |
| KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR | | 50.120 | 0,005% | F |
| KESKINÄINEN VAKUUTUSYHTIÖ FENNIA | | 9.102 | 0,001% | F |
| KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI | | 19.773 | 0,002% | F |
| KOKUSAI EQUITY INDEX FUND, A S | | 12.306 | 0,001% | F |
| KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP | | 69.228 | 0,007% | F |
| KUMPULAN WANG PERSARAAN DIPERBADANKAN | | 13.139 | 0,001% | F |
| KUTXABANK GESTION SGIIC, S.A. | | 242.248 | 0,023% | F |
| KUTXABANK PENSIONES, S.A., SGFP | | 99.319 | 0,009% | F |
| LACERA MASTER OPEB TRUST | | 11.377 | 0,001% | F |
| LACM GLOBAL EQUITY FUND LP | | 1.877 | 0,000% | F |
| LAKE AVENUE INVESTMENTS LLC | | 18.058 | 0,002% | F |
| LARGE CAP INTL PORTFOLIO OF DFA INV | | 154.290 | 0,015% | F |
| LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP TRUST | | 8.200 | 0,001% | F |
| LAZARD ASSET MANAGEMENT LLC | | 118 | 0,000% | F |
| LBPAM 3 MOIS | | 2.182.558 | 0,208% | F |
| LBPAM ACTIONS DIVIDENDES EUROP | | 3.163 | 0,000% | F |
| LBPAM ISR ACTIONS 80 | | 63.889 | 0,006% | F |
| LBPAM ISR ACTIONS EURO LARGE CAP | | 3.599 | 0,000% | F |
| LBPAM ISR ACTIONS EUROMONDE | | 124.806 | 0,012% | F |
| LBPAM ISR ACTIONS EUROPE 50 | | 375.097 | 0,036% | F |
| LBPAM ISR ACTIONS FOCUS EURO | | 87.076 | 0,008% | F |
| LBPAM ISR AVENIR EURO | | 956 | 0,000% | F |
| LBPAM ISR STRATEGIE PEA 1 | | 10.996 | 0,001% | F |
| LBPAM ISR STRATEGIE PEA 2 | | 17.216 | 0,002% | F |
| LBPAM SHORT TERM | | 133.000 | 0,013% | F |
| LCL ACTIONS EURO CORE+ | | 69.430 | 0,007% | F |
| LCL ACTIONS MONDE HORS EUROPE EURO | | 186.002 | 0,018% | F |
| LCL TRIPLE HORIZON (SEPT 2021) | | 122.133 | 0,012% | F |
| LEADERSEL P.M.I | | 29.030 | 0,003% | F |
| LEGAL & GENERAL ASSURANCE SOCIETY LIMITED | | 655 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E | | 6.009 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO | | 30.046 | 0,003% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE | | 8.830 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED | | 330 | 0,000% | F |
| LEGAL & GENERAL GLOBAL EQUITY INDEX FUND | | 12.796 | 0,001% | F |
| LEGAL & GENERAL ICAV. | | 6.172 | 0,001% | F |
| LEGAL & GENERAL MSCI EAFE FUND LLC | | 39.561 | 0,004% | F |
| LEGAL & GENERAL MSCI EAFE SL FUND LLC | | 27.903 | 0,003% | F |
| LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT ( | | 16.397 | 0,002% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED | | 162.311 | 0,015% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND | | 2.953 | 0,000% | F |
| LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED | | 1.260.036 | 0,120% | F |
| LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED | | 14.483 | 0,001% | F |
| LEGAL AND GENERAL CCF | | 24.279 | 0,002% | F |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST. | | 40.947 | 0,004% | F |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.. | | 272 | 0,000% | F |
| LEGAL AND GENERAL EUROPEAN INDEX TRUST | | 195.654 | 0,019% | F |
| LEGAL AND GENERAL INTERNATIONAL INDEX TRUST | | 61.961 | 0,006% | F |
| LEGAL AND GENERAL UCITS ETF PLC | | 144.585 | 0,014% | F |
| LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF | | 362.985 | 0,035% | F |
| LFM ACTIONS MONDE VOLATILITE C | | 89.564 | 0,009% | F |
| LGIM MANAGERS (EUROPE) LIMITED | | 33.279 | 0,003% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME | | 4.600 | 0,000% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME.. | | 399 | 0,000% | F |
| LM FUND LP | | 474 | 0,000% | F |
| LMAP 909 SUB FUND OF LMAP IRELAND ICAV | | 2.661 | 0,000% | F |
| LMT MRT BLRK EUROPE VALUE 775373 | | 7.397 | 0,001% | F |
| LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR | | 318 | 0,000% | F |
| LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST | | 5.496 | 0,001% | F |
| LOF TARGETNETZERO EUROPE EQUITY | | 6.189 | 0,001% | F |
| LOF TARGETNETZERO GLOBAL EQUITY | | 2.054 | 0,000% | F |
| LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME. | | 11.075 | 0,001% | F |
| LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM. | | 25.820 | 0,002% | F |
| LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI | | 2.437 | 0,000% | F |
| LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST | | 70.070 | 0,007% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS( | | 8.251 | 0,001% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND | | 65.083 | 0,006% | F |
| LUXCELLENCE-HELVETIA EUROP EQUITY | | 6.312 | 0,001% | F |
| LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND | | 9.286 | 0,001% | F |
| LVIP SSGA DEVELOPED INTERNATIONAL 150 FU | | 221.071 | 0,021% | F |
| LVIP SSGA INTERNATIONAL INDEX FUND | | 58.233 | 0,006% | F |
| LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G. | | 45.566 | 0,004% | F |
| LYXOR FTSE MIB UCITS ETF | | 422.304 | 0,040% | F |
| LYXOR MSCI EUROPE UCITS ETF | | 30.242 | 0,003% | F |
| M INTERNATIONAL EQUITY FUND | | 2.463 | 0,000% | F |
| M PRIME EUROPE STOCKS | | 223 | 0,000% | F |
| MACK EAFE EQUITY POOL | | 11.863 | 0,001% | F |
| MACKENZIE INTERNATIONAL EQUITY INDEX ETF | | 19.532 | 0,002% | F |
| MACQUARIE INTERNATIONAL EQUITIES FUND | | 17.922 | 0,002% | F |
| MACQUARIE MULTI-FACTOR FUND | | 6.015 | 0,001% | F |
| MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED | | 3.898 | 0,000% | F |
| MANAGED PENSION FUNDS LIMITED | | 3.947 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| MANDARINE EQUITY INCOME | | 4.285 | 0,000% | F |
| MANDAT ACTION HGAM | | 215.978 | 0,021% | F |
| MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND | | 24.109 | 0,002% | F |
| MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF | | 10.341 | 0,001% | F |
| MANVILLE PERSONAL INJURY SETTLEMENT TRUST | | 1.514 | 0,000% | F |
| MARIGOLD TACTICAL STRATEGIES LTD | | 1.388 | 0,000% | F |
| MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK | | 10.427 | 0,001% | F |
| MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUIT | | 55.636 | 0,005% | F |
| MARYLAND STATE RETIREMENT PENSION SYSTEM | | 44.400 | 0,004% | F |
| MASTERFONDS BANTHUS | | 11.259 | 0,001% | F |
| MASTERINVEST KAPITALANLAGE GMBH | | 2.426 | 0,000% | F |
| MATB MSCI KOKUSAI INDEX MOTHER FUND | | 7.663 | 0,001% | F |
| MBB PUBLIC MARKETS I LLC | | 30.773 | 0,003% | F |
| MBB SMART FUND C LLC | | 14.329 | 0,001% | F |
| MBB SMART FUND P LLC | | 12.148 | 0,001% | F |
| MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP) | | 1.625 | 0,000% | F |
| MD INTERNATIONAL GROWTH FUND | | 4.411 | 0,000% | F |
| MD INTERNATIONAL VALUE FUND | | 7.898 | 0,001% | F |
| MDPIM INTERNATIONAL EQUITY INDEX POOL | | 27.212 | 0,003% | F |
| MDPIM INTERNATIONAL EQUITY POOL | | 123.133 | 0,012% | F |
| MEDIOLANUM GESTION SGIIC, SA | | 5.386 | 0,001% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA | | 1.170.000 | 0,112% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA | | 170.000 | 0,016% | F |
| MERCER GLOBAL EQUITY FUND | | 34.419 | 0,003% | F |
| MERCER INDEXED INTERNATIONAL SHARES FUND | | 37.972 | 0,004% | F |
| MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND | | 832 | 0,000% | F |
| MERCER NONUS CORE EQUITY FUND | | 262.370 | 0,025% | F |
| MERCER PASSIVE INTERNATIONAL SHARES FUND | | 13.316 | 0,001% | F |
| MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND | | 2.084 | 0,000% | F |
| MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL | | 12.465 | 0,001% | F |
| MERCER QIF COMMON CONTRACTUAL FUND | | 154.589 | 0,015% | F |
| MERCER UCITS COMMON CONTRACTUALFUND | | 31.680 | 0,003% | F |
| MERCER UNHEDGED OVERSEAS SHARES TRUST | | 162.993 | 0,016% | F |
| MERCER WHOLESALE FUNDS | | 1.392 | 0,000% | F |
| MERCK AND CO INC MASTER RETIREMENT TRUST | | 111.328 | 0,011% | F |
| METIS EQUITY TRUST | | 2.593 | 0,000% | F |
| METROPOLITAN EMPLOYEE BENEFIT SYSTEM | | 6.573 | 0,001% | F |
| METROPOLITAN LIFE INSURANCE COMPANY | | 10.063 | 0,001% | F |
| MGF | | 46.878 | 0,004% | F |
| MGI FUNDS PLC | | 77.360 | 0,007% | F |
| MGTS AFH DA EURO JPM GROWTH | | 32.056 | 0,003% | F |
| MGTS AFH DA EURO JPM VALUE | | 55.318 | 0,005% | F |
| MI FONDS K12 | | 42.009 | 0,004% | F |
| MICHAEL AND MAIRA CAREN TRUST 930 | | 1.217 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE | | 1.048 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST | | 1.992 | 0,000% | F |
| MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN | | 24.736 | 0,002% | F |
| MIDDLETOWN WORKS HOURLY AND SALARIED UNION | | 706 | 0,000% | F |
| MI-FONDS 384 | | 23.719 | 0,002% | F |
| MI-FONDS F47 | | 32.464 | 0,003% | F |
| MIGROS BANK (LUX) FONDS 30 | | 1.100 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 40 (EUR) | | 1.190 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 50 | | 1.540 | 0,000% | F |
| MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS | | 2.999 | 0,000% | F |
| MINEWORKERS' PENSION SCHEME | | 7.996 | 0,001% | F |
| MINISTERO DELL'ECONOMIA E DELLE FINANZE | 80415740580 | 382.127.890 | 36,452% | F |
| MINISTRY OF ECONOMY AND FINANCE | | 167.790 | 0,016% | F |
| MISSOURI EDUCATION PENSION TRUST | | 187.626 | 0,018% | F |
| MM DEVELOPED WORLD EQUITY INDEX FUND II | | 13.875 | 0,001% | F |
| MOA INTERNATIONAL FUND | | 634.404 | 0,061% | F |
| MOBIUS LIFE LIMITED. | | 13.906 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| MONETARY AUTHORITY OF MACAO | | 1 | 0,000% | F |
| MONTSEGUR CROISSANCE | | 131.203 | 0,013% | F |
| MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO | | 1.886 | 0,000% | F |
| MORGAN STANLEY PATHWAY FUNDS - | | 12.751 | 0,001% | F |
| MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO | | 102 | 0,000% | F |
| MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST | | 2.278 | 0,000% | F |
| MOTHER CABRINI HEALTH FOUNDATION INC | | 28.842 | 0,003% | F |
| MOUNT HATTON INVESTMENTS LIMITED | | 48.954 | 0,005% | F |
| MSCI ACWI EX-U.S. IMI INDEX FUND B2 | | 9.805 | 0,001% | F |
| MSCI EQUITY INDEX FUND B - ITALY (MSITB) | | 160.654 | 0,015% | F |
| MSCI EUROPE EQUITY INDEX FUND B (EUROSECB | | 30.013 | 0,003% | F |
| MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND | | 1.779 | 0,000% | F |
| MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND | | 434.948 | 0,041% | F |
| MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX | | 17.168 | 0,002% | F |
| NAA WORLD EQUITY INCOME FUND | | 3.619 | 0,000% | F |
| NAA WORLD EQUITY INCOME SERIES | | 8.842 | 0,001% | F |
| NATHALIE DE GUNZBERG | | 1.244 | 0,000% | F |
| NATIONAL BANK FINANCIAL INC | | 2.757 | 0,000% | F |
| NATIONAL COUNCIL FOR SOCIAL SEC FUND | | 13.351 | 0,001% | F |
| NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC | | 158.219 | 0,015% | F |
| NATIONAL EMPLOYMENT SAVINGS TRUST | | 843.157 | 0,080% | F |
| NATIONAL PENSION INSURANCE FUND | | 76.047 | 0,007% | F |
| NATIONWIDE INTERNATIONAL INDEX FUND | | 20.242 | 0,002% | F |
| NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST | | 33.237 | 0,003% | F |
| NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST | | 66.682 | 0,006% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O | | 1.037 | 0,000% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO | | 155.685 | 0,015% | F |
| NB BRETON HILL MULTI-STYLE PREMIA MASTER FUND LP C/O WALKERS CORPORATE LIMITED | | 114 | 0,000% | F |
| NBIMC EAFE EQUITY INDEX FUND. | | 8.523 | 0,001% | F |
| NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS | | 57.842 | 0,006% | F |
| NEUALT LLC | | 16.784 | 0,002% | F |
| NEW AIRWAYS PENSION SCHEME | | 310 | 0,000% | F |
| NEW YORK STATE COMMON RETIREMENT FUND | | 88.900 | 0,008% | F |
| NEW YORK STATE TEACHERS RETIREMENT SYSTEM | | 871.990 | 0,083% | F |
| NEW ZEALAND SUPERANNUATION FUND. | | 621.025 | 0,059% | F |
| NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POWER PLANT | | 2.129 | 0,000% | F |
| NFL PLAYER TAX QUALIFIED ANNUITY PLAN | | 3.977 | 0,000% | F |
| NORDEA EUROPEAN PASSIVE FUND | | 10.284 | 0,001% | F |
| NORDEA GLOBAL PASSIVE FUND | | 17.185 | 0,002% | F |
| NORDEA WORLD PASSIVE FUND | | 13.786 | 0,001% | F |
| NORGES BANK | | 11.037.708 | 1,053% | F |
| NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND | | 137.640 | 0,013% | F |
| NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND. | | 61.970 | 0,006% | F |
| NORTHERN LIGHTS FUND TRUST IV | | 17.478 | 0,002% | F |
| NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR | | 45.071 | 0,004% | F |
| NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING | | 66.447 | 0,006% | F |
| NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST | | 937.401 | 0,089% | F |
| NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND | | 319.312 | 0,030% | F |
| NORTHERN TRUST UCITS FGR FUND | | 121.304 | 0,012% | F |
| NORTHERN WORLD SELECTION INDEX FUND | | 24.255 | 0,002% | F |
| NORTHROP GRUMMAN PENSION MASTERTRUST | | 7.505 | 0,001% | F |
| NOW PENSIONS TRUST | | 34.471 | 0,003% | F |
| NSP MINNESEOTA RETAIL PRAIRIE II | | 4.235 | 0,000% | F |
| NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST | | 4.229 | 0,000% | F |
| NSP MONTICELLO MINNESOTA RETAIL | | 6.527 | 0,001% | F |
| NT WORLD GREEN TRANSITION INDEX FUND | | 488 | 0,000% | F |
| NUNAVUT TRUST | | 1.913 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| NUVEEN INTERNATIONAL EQUITY INDEX FUND | | 48.971 | 0,005% | F |
| NV HAGELUNIE | | 2.157 | 0,000% | F |
| NVIT INTERNATIONAL INDEX FUND | | 20.615 | 0,002% | F |
| OLD WESTBURY LARGE CAP STRATEGIES FUND | | 2.951.738 | 0,282% | F |
| OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND. | | 626.174 | 0,060% | F |
| OMERS ADMINISTRATION CORPORATION | | 93.657 | 0,009% | F |
| ONEMARKETS ITALY ICAV | | 328 | 0,000% | F |
| ONEMARKETS PIMCO GLOBAL BALANCED ALLOC | | 8.275 | 0,001% | F |
| ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL | | 38.946 | 0,004% | F |
| OPENWORLD PUBLIC LIMITED COMPANY | | 703 | 0,000% | F |
| ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM | | 62.398 | 0,006% | F |
| OSSH 1 TRUST | | 59.087 | 0,006% | F |
| OSTRUM SRI EURO MINVOL EQUITY | | 11.816 | 0,001% | F |
| OSTRUM SRI EUROPE EQUITY | | 258.678 | 0,025% | F |
| PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST | | 1.105 | 0,000% | F |
| PARAMETRIC INTERNATIONAL EQUITYFUND | | 9.300 | 0,001% | F |
| PASSIVE GLOBAL SHARE TRUST | | 8.834 | 0,001% | F |
| PCA TAX SHELTERED ANNUITY PLAN | | 3.023 | 0,000% | F |
| PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND | | 2.082 | 0,000% | F |
| PENSION BENEFIT GUARANTY CORPORATION | | 128.044 | 0,012% | F |
| PENSION RESERVES INVESTMENT TRUST FUND | | 43.382 | 0,004% | F |
| PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB | | 65.160 | 0,006% | F |
| PEOPLE'S BANK OF CHINA | | 106.254 | 0,010% | F |
| PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND | | 2.133 | 0,000% | F |
| PERTUBUHAN KESELAMATAN SOSIAL | | 50.250 | 0,005% | F |
| PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF | | 2.893 | 0,000% | F |
| PFA PENSION FORSIKRINGSAKTIESELSKAB | | 115.207 | 0,011% | F |
| PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND | | 990 | 0,000% | F |
| PGIM QMA INTERNATIONAL EQUITY FUND | | 36.890 | 0,004% | F |
| PHILADELPHIA GAS WORKS PENSION PLAN | | 1.183 | 0,000% | F |
| PHILIP VERONICA A KOVACH JT TEN/WROS 2934 | | 19 | 0,000% | F |
| PHOSPHORE | | 34.120 | 0,003% | F |
| PICTET - EUROPE INDEX | | 53.720 | 0,005% | F |
| PICTET - MULTI ASSET GLOBAL OPPORTUNITIES | | 50.724 | 0,005% | F |
| PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES | | 107.087 | 0,010% | F |
| PICTET CH - GLOBAL EQUITIES | | 3.568 | 0,000% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER | | 18.770 | 0,002% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL | | 15.027 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER | | 14.903 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE | | 2.420 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL | | 3.444 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER | | 6.334 | 0,001% | F |
| PICTET-EUROLAND INDEX | | 15.708 | 0,001% | F |
| PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND | | 966 | 0,000% | F |
| PIMCO FUNDS GLOBAL INVESTORS SERIES PLC | | 48.674 | 0,005% | F |
| PINK CALI LLC | | 486 | 0,000% | F |
| PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH | | 2.133 | 0,000% | F |
| PIVOTAL PHILANTHROPIES FOUNDATION | | 2.249 | 0,000% | F |
| PK CSG WORLD EQUITY UBS FUND MANAGEMENT SWITZERLAND AG | | 5.152 | 0,000% | F |
| PLATO INST I FUND EURO EQUITY | | 12.549 | 0,001% | F |
| PLATO INSTIT INDEX FND WORLD DBI-RDT | | 5.458 | 0,001% | F |
| PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY | | 25.437 | 0,002% | F |
| PLEIADES TRUST | | 79.666 | 0,008% | F |
| POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST | | 6.243 | 0,001% | F |
| POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY | | 71.439 | 0,007% | F |
| POOL REINSURANCE CO LTD | | 3.465 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| PRAXIS INTERNATIONAL INDEX FUND | | 51.414 | 0,005% | F |
| PREVINDAI FONDO PENSIONE | | 61.120 | 0,006% | F |
| PREVOYANCENE FUND PREVOYANCENE GLOBAL ASSETS UBS FUND MANAGEMENT SWITZERLAND AG | | 3.172 | 0,000% | F |
| PRIME SUPER PTY LTD | | 4.376 | 0,000% | F |
| PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX | | 27.768 | 0,003% | F |
| PRINCIPAL FUNDS INC OVERSEAS FUND | | 4.768 | 0,000% | F |
| PRIVILEDGE - JP MORGAN PAN EUROPEAN FLEXIBLE EQUITY | | 121.411 | 0,012% | F |
| PROCTER AND GAMBLE BELGIUM PENSION FUND | | 1.329 | 0,000% | F |
| PRO-GEN INVESTMENTS LLC | | 1.449 | 0,000% | F |
| PROJECT 121/160-41 (P) | | 5.177 | 0,000% | F |
| PROJECT 121/160-70 (P) | | 1.959 | 0,000% | F |
| PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL | | 25.766 | 0,002% | F |
| PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS | | 1.797 | 0,000% | F |
| PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR. | | 1.361 | 0,000% | F |
| PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD | | 25.232 | 0,002% | F |
| PRUDENTIAL HONG KONG LIMITED | | 68.515 | 0,007% | F |
| PRUDENTIAL INVESTMENT PORTFOLIOS 9 PGIM ABSOLUTE RETURN BO | | 13.875 | 0,001% | F |
| PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY | | 23.315 | 0,002% | F |
| PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST | | 7.980 | 0,001% | F |
| PSF GLOBAL EQUITY PORT PI6337A 0000296332 | | 31.900 | 0,003% | F |
| PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO | | 6.990 | 0,001% | F |
| PUBLIC EMPLOYEES' LONG-TERM CARE FUND | | 8.301 | 0,001% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO | | 80.434 | 0,008% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO | | 269 | 0,000% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 139.925 | 0,013% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI | | 76.699 | 0,007% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA | | 220.052 | 0,021% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 37.844 | 0,004% | F |
| PUBLIC SECTOR PENSION INVESTMENT BOARD. | | 207.431 | 0,020% | F |
| QIC INTERNATIONAL EQUITIES FUND. | | 40.624 | 0,004% | F |
| QIC LISTED EQUITIES FUND | | 180.467 | 0,017% | F |
| QUALITY EDUCATION FUND | | 849 | 0,000% | F |
| RAGS-FUNDMASTER | | 50.383 | 0,005% | F |
| RAILWAYS PENSION TRUSTEE COMPANY LIMITED | | 33.354 | 0,003% | F |
| RATTAZZI LUPO | RTTLPU53A25Z133M | 864.780 | 0,082% | F |
| RBC INDIGO INTERNATIONAL EQUITYINDEX FUND | | 3.226 | 0,000% | F |
| RBC O'SHAUGHNESSY INTERNATIONAL EQUITY FUND | | 3.075 | 0,000% | F |
| REGIME DE RENTES DU MOUVEMENT DESJARDINS | | 19.518 | 0,002% | F |
| RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT | | 15.492 | 0,001% | F |
| RETIREMENT BENEFITS INVESTMENT FUND | | 3.563 | 0,000% | F |
| RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES. | | 27.191 | 0,003% | F |
| REUSSER JÜRG, FRED | | 6.000 | 0,001% | F |
| RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST | | 352.057 | 0,034% | F |
| RHUMBLINE INTERNATIONAL POOLED INDEX TRUST | | 17.611 | 0,002% | F |
| RHUMBLINE LOW CARBON INDEX FUNDLLC | | 25.942 | 0,002% | F |
| RLA GLOBAL SHARE FUND | | 5.642 | 0,001% | F |
| RLA INTERNATIONAL EQUITIES FUND | | 14.263 | 0,001% | F |
| RLA NZ INTERNATIONAL EQUITIES FUND | | 6.640 | 0,001% | F |
| ROBECO CAPITAL GROWTH FUNDS | | 131.998 | 0,013% | F |
| ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF | | 55.066 | 0,005% | F |
| ROBECO UCITS ICAV | | 35.063 | 0,003% | F |
| ROBECO UMBRELLA FUND I N.V. | | 23.500 | 0,002% | F |
| ROBIN 1-FONDS | | 37.515 | 0,004% | F |
| ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 2.430 | 0,000% | F |
| ROCHE U.S. RETIREMENT PLANS MASTER TRUST | | 7.884 | 0,001% | F |
| ROPS EURO P | | 80.611 | 0,008% | F |
| ROPS-SMART INDEX EURO | | 59.706 | 0,006% | F |
| ROSEFINCH FOUNDATION | | 2.460 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT | | 730 | 0,000% | F |
| RPAQ 2015 FUND LP | | 30.987 | 0,003% | F |
| RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND | | 1.901 | 0,000% | F |
| RT VIF VERSICHERUNG INTERNATIONAL FONDS | | 44.200 | 0,004% | F |
| RTX SAVINGS PLAN MASTER TRUST | | 131.911 | 0,013% | F |
| RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND | | 14.482 | 0,001% | F |
| RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND | | 5.370 | 0,001% | F |
| RUSSELL INVESTMENT COMPANY PLC | | 30.158 | 0,003% | F |
| RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND | | 4.258 | 0,000% | F |
| RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND | | 7.081 | 0,001% | F |
| RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT | | 7.497 | 0,001% | F |
| RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND | | 1.928 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND | | 4.728 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL | | 1.544 | 0,000% | F |
| RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND | | 3.836 | 0,000% | F |
| RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL | | 916 | 0,000% | F |
| RUTGERS THE STATE UNIVERSITY | | 7.378 | 0,001% | F |
| S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST | | 782 | 0,000% | F |
| SABADELL EUROPA BOLSA FUTURO, FI | | 201.255 | 0,019% | F |
| SAKKARAH 7 FCP | | 13.005 | 0,001% | F |
| SAS TRUSTEE CORPORATION POOLED FUND | | 214.498 | 0,020% | F |
| SBC MASTER PENSION TRUST | | 8.896 | 0,001% | F |
| SCHLUMBERGER GROUP TRUST AGREEMENT | | 27.878 | 0,003% | F |
| SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF | | 11.028 | 0,001% | F |
| SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 330.892 | 0,032% | F |
| SCHRODER GLOBAL CORE FUND | | 915 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE EQUITY FUND | | 3.190 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE FUND | | 4.372 | 0,000% | F |
| SCHRODER GLOBAL VALUE FUND | | 95.490 | 0,009% | F |
| SCHRODER INSTITUTIONAL POOLED FUNDS | | 2.233 | 0,000% | F |
| SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST | | 340.824 | 0,033% | F |
| SCHRODER INTERNATIONAL SELECTION FUND | | 325.541 | 0,031% | F |
| SCHRODER MANAGED BALANCED FUND | | 9.097 | 0,001% | F |
| SCHRODER PENSION MANAGEMENT LIMITED | | 15.871 | 0,002% | F |
| SCHRODER QEP GLOBAL ACTIVE VALUE FUND | | 60.730 | 0,006% | F |
| SCHRODER QEP GLOBAL CORE FUND | | 64.779 | 0,006% | F |
| SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND | | 6.787 | 0,001% | F |
| SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND | | 9.792 | 0,001% | F |
| SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND | | 236.336 | 0,023% | F |
| SCHRODERS CAPITAL SEMI-LIQUID | | 1.177 | 0,000% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND | | 66.868 | 0,006% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF | | 308.852 | 0,029% | F |
| SCHWAB INTERNATIONAL CORE EQUITY FUND | | 74.461 | 0,007% | F |
| SCHWAB INTERNATIONAL EQUITY ETF | | 910.306 | 0,087% | F |
| SCHWAB INTERNATIONAL INDEX FUND | | 270.822 | 0,026% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX FUND | | 1.036 | 0,000% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF | | 8.587 | 0,001% | F |
| SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF | | 1.618 | 0,000% | F |
| SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND | | 52.865 | 0,005% | F |
| SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND | | 54.413 | 0,005% | F |
| SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF | | 2.560 | 0,000% | F |
| SEI GLOBAL MASTER FUND PLC THE | | 4.015 | 0,000% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND | | 5.876 | 0,001% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND | | 200.946 | 0,019% | F |
| SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND | | 28.394 | 0,003% | F |
| SELECTION EURO CLIMAT JANVIER 2025 | | 105.089 | 0,010% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SELECTION FRANCE SOCIAL (JANVIER 2022) | | 238.837 | 0,023% | F |
| SELFFINANCING POSTSECONDARY EDUCATION FUND | | 277 | 0,000% | F |
| SELIGSON AND CO EUROPE INDEX FUND | | 41.506 | 0,004% | F |
| SENTINEL INTERNATIONAL FUND | | 1.046 | 0,000% | F |
| SG ACTIONS INTERNATIONALES | | 73.926 | 0,007% | F |
| SGA INTERNATIONAL EQUITY CIT | | 17.233 | 0,002% | F |
| SGD GE 2014-1 | | 3.136 | 0,000% | F |
| SHELL CANADA 2007 PENSION PLAN | | 882 | 0,000% | F |
| SHELL NEDERLAND PENSIOENFONDS STICHTING | | 17.087 | 0,002% | F |
| SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND | | 4.895 | 0,000% | F |
| SHELTON INTERNATIONAL SELECT EQUITY FUND | | 14.300 | 0,001% | F |
| SHERIFFS PENSION AND RELIEF FUND | | 4.434 | 0,000% | F |
| SHINKO GLOBAL EQUITY INDEX MOTHER FUND | | 80 | 0,000% | F |
| SIEMENS EMU EQUITIES | | 67.286 | 0,006% | F |
| SIEMENS-FONDS SIEMENS-RENTE | | 45.202 | 0,004% | F |
| SIMPLICITY HEDGED GLOBAL SHARE FUND | | 10.230 | 0,001% | F |
| SIMPLICITY UNHEDGED GLOBAL SHARE FUND | | 10.090 | 0,001% | F |
| SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND | | 631.375 | 0,060% | F |
| SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND | | 290.394 | 0,028% | F |
| SLW PORTFOLIO LLC | | 256 | 0,000% | F |
| SMART WHOLESALE GLOBAL EQUITY ESG FUND | | 5.319 | 0,001% | F |
| SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND | | 13.950 | 0,001% | F |
| SNOWFINCH FOUNDATION | | 2.460 | 0,000% | F |
| SOCIAL PROTECTION FUND | | 13.603 | 0,001% | F |
| SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST | | 1.599 | 0,000% | F |
| SP INTERNATIONAL SHARES TRUST | | 5.626 | 0,001% | F |
| SPA MANDATE BLACKROCK | | 13.428 | 0,001% | F |
| SPARINVEST SICAV - GLOBAL EQUITY TA POOL | | 5.495 | 0,001% | F |
| SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS. | | 602.224 | 0,057% | F |
| SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF | | 9.920 | 0,001% | F |
| SPDR MSCI EAFE STRATEGICFACTORSETF | | 8.731 | 0,001% | F |
| SPDR MSCI WORLD QUALITY MIX FUND | | 1.052 | 0,000% | F |
| SPDR MSCI WORLD STRATEGICFACTORS ETF | | 938 | 0,000% | F |
| SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF | | 204.557 | 0,020% | F |
| SPDR PORTFOLIO EUROPE ETF | | 28.540 | 0,003% | F |
| SPDR SP WORLD EX AUSTRALIA FUND | | 2.182 | 0,000% | F |
| SPP GENERATION 40-TAL | | 2.183 | 0,000% | F |
| SPP GENERATION 50-TAL | | 18.037 | 0,002% | F |
| SPP GENERATION 60-TAL | | 15.755 | 0,002% | F |
| SPP GENERATION 70-TAL | | 43.080 | 0,004% | F |
| SPP GENERATION 80-TAL | | 43.477 | 0,004% | F |
| SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND | | 198.418 | 0,019% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 1 | | 86.692 | 0,008% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 2 | | 37.789 | 0,004% | F |
| SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST | | 458 | 0,000% | F |
| SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND | | 2.873 | 0,000% | F |
| SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND | | 13.607 | 0,001% | F |
| SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND | | 222.967 | 0,021% | F |
| SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST | | 2.667 | 0,000% | F |
| SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY | | 22.748 | 0,002% | F |
| SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY | | 46.476 | 0,004% | F |
| SST GLOB ADV TAX EXEMPT RETIREMENT PLANS | | 2.183.054 | 0,208% | F |
| ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING | | 3.753 | 0,000% | F |
| ST PFD PMA MANDATE BLACKROCK | | 4.654 | 0,000% | F |
| STANDARD BANK OF SOUTH AFRICA LTD | | 257.169 | 0,025% | F |
| STANLIB FUNDS LIMITED | | 45.258 | 0,004% | F |
| STAR PASTEUR | | 17.656 | 0,002% | F |
| STATE OF ALASKA RETIREMENT AND BENEFITS PLANS | | 46.277 | 0,004% | F |
| STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD | | 59.731 | 0,006% | F |
| STATE OF MICHIGAN RETIREMENT SYSTEM | | 34.861 | 0,003% | F |
| STATE OF MINNESOTA | | 197.753 | 0,019% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| STATE OF NEW JERSEY COMMON PENSION FUND D | | 198.475 | 0,019% | F |
| STATE OF NEW MEXICO STATE INVESTMENT COUNCIL | | 102.435 | 0,010% | F |
| STATE OF UTAH SCHOOL AND INSTITUTIONAL TRUST FUNDS TRUST FUNDS | | 3.254 | 0,000% | F |
| STATE OF WISCONSIN INVESTMENT BOARD | | 91.570 | 0,009% | F |
| STATE OF WYOMING | | 22.111 | 0,002% | F |
| STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN | | 25.989 | 0,002% | F |
| STATE STREET CCF | | 6.563 | 0,001% | F |
| STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST | | 2.497 | 0,000% | F |
| STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV | | 198.703 | 0,019% | F |
| STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO | | 130.200 | 0,012% | F |
| STATE STREET GLOBAL INDEX PLUS TRUST | | 1.454 | 0,000% | F |
| STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO | | 61.882 | 0,006% | F |
| STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15 | | 6.100 | 0,001% | F |
| STATE STREET IRELAND UNIT TRUST | | 1.279 | 0,000% | F |
| STATE STREET TOTAL RETURN VIS FUND | | 2.708 | 0,000% | F |
| STATE TEACHERS RETIREMENT SYSTEM OF OHIO | | 464.363 | 0,044% | F |
| STATE UNIVERSITIES RETIREMENT SYSTEM | | 123.670 | 0,012% | F |
| STELLAR INSURANCE, LTD. | | 718 | 0,000% | F |
| STEUART L. WALTON FAMILY TRUST UAD 03/19/13 | | 1.986 | 0,000% | F |
| STICHTING BEDRIJFSPENSIOENFONDS VOOR HET | | 1.950 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL | | 74.587 | 0,007% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR | | 3.886 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF | | 23.550 | 0,002% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF | | 9.146 | 0,001% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL. | | 15.986 | 0,002% | F |
| STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS | | 279.210 | 0,027% | F |
| STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS | | 21.341 | 0,002% | F |
| STICHTING CZ FUND DEPOSITARY | | 7.289 | 0,001% | F |
| STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL | | 30.756 | 0,003% | F |
| STICHTING HEINEKEN PENSIOENFONDS | | 14.109 | 0,001% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY NORTH AMERICA | | 4.135 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY PACIFIC | | 2.490 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ASR WERELDWIJD AANDELEN FONDS | | 5.618 | 0,001% | F |
| STICHTING PENSIOENFONDS ABP | | 408.116 | 0,039% | F |
| STICHTING PENSIOENFONDS APF | | 13.011 | 0,001% | F |
| STICHTING PENSIOENFONDS CAMPINA | | 5.995 | 0,001% | F |
| STICHTING PENSIOENFONDS HOOGOVENS | | 8.323 | 0,001% | F |
| STICHTING PENSIOENFONDS ING | | 30.369 | 0,003% | F |
| STICHTING PENSIOENFONDS NOTARIAAT | | 2.330 | 0,000% | F |
| STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN | | 7.031 | 0,001% | F |
| STICHTING PENSIOENFONDS PGB | | 163.424 | 0,016% | F |
| STICHTING PENSIOENFONDS PROVISUM | | 2.224 | 0,000% | F |
| STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER | | 22.115 | 0,002% | F |
| STICHTING PENSIOENFONDS SAGITTARIUS | | 9.894 | 0,001% | F |
| STICHTING PENSIOENFONDS STAPLES | | 2.550 | 0,000% | F |
| STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS | | 9.815 | 0,001% | F |
| STICHTING PENSIOENFONDS VOOR HUISARTSEN | | 28.472 | 0,003% | F |
| STICHTING PHILIPS PENSIOENFONDS | | 8.317 | 0,001% | F |
| STICHTING PME PENSIOENFONDS | | 56.851 | 0,005% | F |
| STOREBRAND EUROPA | | 341.878 | 0,033% | F |
| STOREBRAND EUROPA PLUS | | 8.609 | 0,001% | F |
| STOREBRAND GLOBAL ALL COUNTRIES | | 181.885 | 0,017% | F |
| STOREBRAND LIVSFORSIKRING AS | | 279.692 | 0,027% | F |
| STRATEGIC INTERNATIONAL EQUITY FUND | | 7.380 | 0,001% | F |
| STREICHER MENGATO MARIA CECILIA | | 9 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SUBSIDIZED SCHOOLS PROVIDENT FUND | | 11.054 | 0,001% | F |
| SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO | | 23.786 | 0,002% | F |
| SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO | | 884 | 0,000% | F |
| SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT | | 1.683 | 0,000% | F |
| SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL | | 14.542 | 0,001% | F |
| SUSTAINABLE GS 1 TRUST | | 6.128 | 0,001% | F |
| SWISS NATIONAL BANK | | 1.178.367 | 0,112% | F |
| SYCOMORE INCLUSIVE JOBS | | 263.616 | 0,025% | F |
| T ROWE PRICE GLOBAL EX US EQUITY 1001293 | | 129 | 0,000% | F |
| T. ROWE PRICE FOREIGN INVESTMENT, INC | | 2.839 | 0,000% | F |
| T. ROWE PRICE FUNDS SICAV | | 14 | 0,000% | F |
| T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND | | 7.650 | 0,001% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND | | 39.063 | 0,004% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST | | 121.613 | 0,012% | F |
| TALCOTT RESOLUTION LIFE INSURANCE COMPANY | | 5.408 | 0,001% | F |
| TANGERINE BALANCED GROWTH PORTFOLIO | | 6.756 | 0,001% | F |
| TANGERINE BALANCED INCOME PORTFOLIO | | 670 | 0,000% | F |
| TANGERINE BALANCED PORTFOLIO | | 4.469 | 0,000% | F |
| TANGERINE EQUITY GROWTH PORTFOLIO | | 9.359 | 0,001% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND | | 77.691 | 0,007% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND | | 318.720 | 0,030% | F |
| TD EMERALD INTERNATIONAL EQUITY INDEX FUND | | 89.894 | 0,009% | F |
| TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST | | 2.561 | 0,000% | F |
| TD EUROPEAN INDEX FUND | | 3.357 | 0,000% | F |
| TD INTERNATIONAL EQUITY INDEX ETF | | 52.269 | 0,005% | F |
| TEACHER RETIREMENT SYSTEM OF TEXAS | | 557.946 | 0,053% | F |
| TEACHERS RETIREMENT ALLOWANCES FUND | | 986 | 0,000% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK | | 41.195 | 0,004% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS | | 315.848 | 0,030% | F |
| TEAM SUPERANNUATION FUND | | 20.347 | 0,002% | F |
| TELSTRA SUPERANNUATION SCHEME | | 11.787 | 0,001% | F |
| TESCO PLC PENSION SCHEME | | 425 | 0,000% | F |
| TEXAS MUNICIPAL RETIREMENT SYSTEM | | 69.293 | 0,007% | F |
| TEXAS PERMANENT SCHOOL FUND CORP | | 1 | 0,000% | F |
| TEXAS UTILITIES QUAL NDT PARTNERSHIP | | 2.393 | 0,000% | F |
| THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO | | 15.120 | 0,001% | F |
| THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED | | 54.679 | 0,005% | F |
| THE ARROWSTREET COMMON CONTRACTUAL FUND | | 798.622 | 0,076% | F |
| THE ASSOCIATED BRITISH FOODS PENSION SCHEME | | 113.508 | 0,011% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV | | 94.753 | 0,009% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN | | 211.030 | 0,020% | F |
| THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE | | 15.361 | 0,001% | F |
| THE BANK OF NEW YORK MELLON SA NV | | 208.242 | 0,020% | F |
| THE BARCLAYS BANK UK RETIREMENTFUND | | 5.881 | 0,001% | F |
| THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE | | 187 | 0,000% | F |
| THE CAPTIVE INVESTORS FUND | | 7.874 | 0,001% | F |
| THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE | | 3.209 | 0,000% | F |
| THE COMMONWEALTH FUND | | 1.507 | 0,000% | F |
| THE ESB PENSION FUND | | 7.885 | 0,001% | F |
| THE FIRST CHURCH OF CHRIST SCIENTIST | | 1.046 | 0,000% | F |
| THE GREATER MANCHESTER PENSION FUND | | 84.511 | 0,008% | F |
| THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT | | 678 | 0,000% | F |
| THE HKSAR GOVERNMENT SCHOLARSHIP FUND | | 573 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND | | 6.035 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND | | 630 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND | | 52.752 | 0,005% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142 | | 1.184 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151 | | 26.799 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893 | | 26.215 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974 | | 1.726 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501 | | 1.660 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND | | 221 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521 | | 1.814 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492 | | 7.618 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536 | | 759 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST) | | 43.335 | 0,004% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND | | 23.624 | 0,002% | F |
| THE MISSOURI FOUNDATION FOR HEALTH | | 8.979 | 0,001% | F |
| THE MONETARY AUTHORITY OF SINGAPORE | | 31.533 | 0,003% | F |
| THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN | | 15.872 | 0,002% | F |
| THE NEMOURS FOUNDATION PENSION PLAN | | 471 | 0,000% | F |
| THE NOMURA TRUST AND BANKING C | | 19.560 | 0,002% | F |
| THE PEOPLE'S PENSION SCHEME | | 197.785 | 0,019% | F |
| THE PRUDENTIAL INSURANCE COMPANY OF AMERICA | | 16.057 | 0,002% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO | | 494 | 0,000% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT | | 819 | 0,000% | F |
| THE PUBLIC INSTITUTION FOR SOCIAL SECURITY | | 8.618 | 0,001% | F |
| THE REGENTS OF THE UNIVERSITY OF CALIFORNIA | | 551.526 | 0,053% | F |
| THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND | | 121 | 0,000% | F |
| THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST | | 8.998 | 0,001% | F |
| THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER | | 88.722 | 0,008% | F |
| THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR | | 2.590 | 0,000% | F |
| THE TRUSTEES OF THE HENRY SMITH CHARITY. | | 8.207 | 0,001% | F |
| THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW | | 4.916 | 0,000% | F |
| THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME | | 92.902 | 0,009% | F |
| THEAM QUANT - EUROPE TARGET PREMIUM | | 173.000 | 0,017% | F |
| THEAM QUANT- EQUITY EUROZONE GURU | | 138.217 | 0,013% | F |
| THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED | | 34.686 | 0,003% | F |
| THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13 | | 6.192 | 0,001% | F |
| THRIFT SAVINGS PLAN | | 1.447.045 | 0,138% | F |
| THRIVENT INTERNATIONAL INDEX PORTFOLIO | | 5.919 | 0,001% | F |
| THYSSEN GLOBAL INVESTMENTS LLC | | 1.492 | 0,000% | F |
| TIAACREF INTERNATIONAL EQUITY INDEX FUND | | 538.933 | 0,051% | F |
| TIMOTHY PLAN INTERNATIONAL ETF. | | 31.495 | 0,003% | F |
| TIMOTHY PLAN MARKET NEUTRAL ETF | | 4.413 | 0,000% | F |
| TONI ACTIONS ISR 100 | | 46.960 | 0,004% | F |
| TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV | | 30.940 | 0,003% | F |
| TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP | | 3.184 | 0,000% | F |
| TRANSAMERICA MSCI EAFE INDEX VP | | 2.795 | 0,000% | F |
| TRATON-UI-DYNAMIK | | 16.295 | 0,002% | F |
| TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT | | 112.646 | 0,011% | F |
| TRINITY COLLEGE CAMBRIDGE | | 11.414 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10 | | 13.786 | 0,001% | 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 21 | | 1.826 | 0,000% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3 | | 33.091 | 0,003% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8 | | 1.235 | 0,000% | F |
| TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO | | 6.642 | 0,001% | F |
| TSA EQUITY FUND #2 | | 2.614 | 0,000% | F |
| TSGX SOLACT ESG TBACO EX UNHG(3387) | | 629 | 0,000% | F |
| UAPF - BLACK ROCK PASSIVE EQUITY | | 2.160 | 0,000% | F |
| UAPF - INVESCO ACTIVE | | 104.066 | 0,010% | F |
| UBS (IRL) ETF PLC | | 195.920 | 0,019% | F |
| UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME | | 844.405 | 0,081% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE | | 64.109 | 0,006% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II | | 160.645 | 0,015% | F |
| UBS ASSET MANAGEMENT LIFE LTD | | 181.577 | 0,017% | F |
| UBS CH INDEX FUND 3 EQUITIES WORLD EX CH VALUE WEIGHTED UBS FUND MANAGEMENT SWITZERLAND AG | | 2.354 | 0,000% | F |
| UBS CH INDEX FUND EQ EMU UBS FUND MANAGEMENT SWITZERLAND AG | | 14.612 | 0,001% | F |
| UBS COMMON CONTRACTUAL FUND | | 13.860 | 0,001% | F |
| UBS FTSE RAFI DEVELOPED 1000 INDEX FUND | | 15.020 | 0,001% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS | | 440 | 0,000% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN | | 17.183 | 0,002% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG. | | 373.448 | 0,036% | F |
| UBS GLOBAL EQUITY CLIMATE TRANSITION FUND | | 8.047 | 0,001% | F |
| UBS LUX FUND SOLUTIONS | | 1.254.927 | 0,120% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS | | 8.421 | 0,001% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS | | 145.359 | 0,014% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A4 FONDS | | 21.093 | 0,002% | F |
| UI-FONDS BAV RBI AKTIEN | | 73.387 | 0,007% | F |
| UI-S | | 49.112 | 0,005% | F |
| UNIGEST, S.G.I.I.C., S.A.U. | | 30.203 | 0,003% | F |
| UNISUPER | | 11.730 | 0,001% | F |
| UNITED GLOBAL STABLE SELECT EQUITY FUND | | 16.239 | 0,002% | F |
| UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE | | 2.571 | 0,000% | F |
| UNITED SERVICES AUTOMOBILE ASSOCIATION | | 3.850 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND | | 1.166 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS | | 5.323 | 0,001% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO EUROPA CORE AKTIENFONDS | | 58.868 | 0,006% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO GLOBAL DYNAMIK FONDS | | 5.281 | 0,001% | F |
| UNIVERSAL INVESTMENT GMBH | | 50.500 | 0,005% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH | | 154.650 | 0,015% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI | | 15.365 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-. AKTIENFONDS | | 37.739 | 0,004% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS | | 7.700 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1 | | 20.760 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS | | 19.396 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN SOLVENCY | | 3.781 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS | | 8.168 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V | | 7.416 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1 | | 2.296 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS | | 5.807 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS | | 827 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-AGI ALLOKATION(490306) | | 10.730 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP | | 29.396 | 0,003% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI | | 2.790 | 0,000% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG | | 3.811 | 0,000% | F |
| UNIVERSITIES SUPERANNUATION SCHEME | | 70.739 | 0,007% | F |
| UNIVERSITY OF NOTRE DAME DU LAC | | 8.658 | 0,001% | F |
| UNIVEUNIVERSAL INVESTMENT GESELLSCH AFT MBH SOZIALBANK | | 24.000 | 0,002% | F |
| USAA CASUALTY INSURANCE COMPANY | | 4.259 | 0,000% | F |
| USAA GENERAL INDEMNITY COMPANY | | 3.500 | 0,000% | F |
| UTAH STATE RETIREMENT SYSTEMS | | 50.630 | 0,005% | F |
| UVIMCO PARAMETRIC PHYS MSCI WRLD | | 514 | 0,000% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL | | 54.172 | 0,005% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SPARINVEST SA | | 23.470 | 0,002% | F |
| VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK | | 69.768 | 0,007% | F |
| VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND | | 41.208 | 0,004% | F |
| VANADIUM | | 160.435 | 0,015% | F |
| VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF | | 13.734 | 0,001% | F |
| VANGUARD DEVELOPED MARKETS INDEX FUND | | 4.020.835 | 0,384% | F |
| VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK | | 11.098 | 0,001% | F |
| VANGUARD ESG INTERNATIONAL STOCK ETF | | 79.833 | 0,008% | F |
| VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND | | 11.930 | 0,001% | F |
| VANGUARD EUROPEAN STOCK INDEX FUND | | 1.062.417 | 0,101% | F |
| VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST | | 96.158 | 0,009% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST | | 502.368 | 0,048% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II | | 3.352.125 | 0,320% | F |
| VANGUARD FTSE ALL WORLD EX US INDEX FUND | | 949.480 | 0,091% | F |
| VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF | | 86.207 | 0,008% | F |
| VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF | | 8.755 | 0,001% | F |
| VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND | | 13.001 | 0,001% | F |
| VANGUARD FUNDS PUBLIC LIMITED COMPANY | | 722.438 | 0,069% | F |
| VANGUARD GLOBAL MOMENTUM FACTORETF | | 13.803 | 0,001% | F |
| VANGUARD INTERNATIONAL SHARES INDEX FUND | | 180.648 | 0,017% | F |
| VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND | | 9.898 | 0,001% | F |
| VANGUARD INTL HIGH DIV YLD INDEX FD | | 331.507 | 0,032% | F |
| VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY | | 547.567 | 0,052% | F |
| VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF | | 11.164 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF | | 8.979 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF | | 8.893 | 0,001% | F |
| VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY | | 157.278 | 0,015% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF | | 7.158 | 0,001% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF | | 4.204 | 0,000% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF | | 12.396 | 0,001% | F |
| VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND | | 6.388.661 | 0,609% | F |
| VANGUARD TOTAL WORLD STOCK INDEX FUND | | 294.824 | 0,028% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST | | 26.114 | 0,002% | F |
| VARENNE VALEUR | | 600.000 | 0,057% | F |
| VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO | | 11.685 | 0,001% | F |
| VARIOPARTNER SICAV | | 20.772 | 0,002% | F |
| VBV VK EUROPA AKTIEN ESG FONDS | | 88.636 | 0,008% | F |
| VEBA PARTNERSHIP N L P | | 1.679 | 0,000% | F |
| VENTRY INDUSTRIES LLC | | 992 | 0,000% | F |
| VERDIPAPIRFONDET DNB EUROPA | | 4.165 | 0,000% | F |
| VERDIPAPIRFONDET DNB GLOBAL INDEKS | | 12.961 | 0,001% | F |
| VERDIPAPIRFONDET EQUINOR AKSJER EUROPA | | 20.000 | 0,002% | F |
| VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS | | 81.873 | 0,008% | F |
| VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS. | | 29.088 | 0,003% | F |
| VERDIPAPIRFONDET KRON INDEKS GLOBAL | | 11.515 | 0,001% | F |
| VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS | | 48.826 | 0,005% | F |
| VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER | | 18.214 | 0,002% | F |
| VERENIGING TOT BEHOUD VAN NATUURMONUMENTEN IN NEDERLAND | | 21.405 | 0,002% | F |
| VF (LUX) - VALIANT EUROPE EQUITIES | | 14.427 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST1 | | 10.728 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST2 | | 23.013 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 1 | | 18.999 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 2 | | 31.848 | 0,003% | F |
| VGV POOLFONDS PA1 | | 14.394 | 0,001% | F |
| VIA SMART-EQUITY EUROPE | | 67.106 | 0,006% | F |
| VIA SMART-EQUITY WORLD | | 59.376 | 0,006% | F |
| VICTORY MARKET NEUTRAL INCOME FUNDFUND | | 439.374 | 0,042% | F |
| VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF | | 110.751 | 0,011% | F |
| VICTORYSHARES INTERNATIONAL VOLATILITY WTD ETFVOLATILITY WTD INDEX ETF | | 17.991 | 0,002% | F |
| VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND | | 331.691 | 0,032% | F |
| VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND | | 31.746 | 0,003% | F |
| VILLIERS ALTO | | 54.364 | 0,005% | F |
| VIVACCIO ISR ACTIONS | | 359.746 | 0,034% | F |
| VOYA BALANCED INCOME PORTFOLIO | | 8.581 | 0,001% | F |
| VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND | | 33.531 | 0,003% | F |
| VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND | | 102.966 | 0,010% | F |
| VOYA GLOBAL EQUITY FUND | | 56.562 | 0,005% | F |
| VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.000 | 0,010% | F |
| VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.154 | 0,010% | F |
| VOYA INTERNATIONAL INDEX PORTFOLIO | | 30.423 | 0,003% | F |
| VOYA MM INTL EQ FUND VIM VMI 003265 | | 19.291 | 0,002% | F |
| VOYA VACS INDEX SERIES I PORTFOLIO | | 39.892 | 0,004% | F |
| VR BANK KT EUROPROTECT UI | | 32.016 | 0,003% | F |
| WASHINGTON STATE INVESTMENT BOARD | | 708.818 | 0,068% | F |
| WBW TRUST NUMBER ONE | | 814 | 0,000% | F |
| WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N | | 211 | 0,000% | F |
| WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO | | 15.888 | 0,002% | F |
| WESPATH FUNDS TRUST XOPONANCE SVCE | | 4.000 | 0,000% | F |
| WESPATH XPONANCE SVCEF I | | 684 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST | | 3.217 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO.2 TRUST | | 240.286 | 0,023% | F |
| WESTPAC WHOLESALE UNHEDGED INTERNATIONAL SHARE TRUST | | 18.252 | 0,002% | F |
| WHEELS COMMON INVESTMENT FUND. | | 1.141 | 0,000% | F |
| WIF-DWS QI EUROZONE SHORT EXT EQTY | | 9.962 | 0,001% | F |
| WILLIS TOWERS WATSON GROUP TRUST | | 17.954 | 0,002% | F |
| WILSHIRE BRIDGEWATER MANAGED ALPHA MASTER FUND LIMITED | | 5.784 | 0,001% | F |
| WINDWISE MSCI EAFE INDEX NON LENDING | | 15.228 | 0,001% | F |
| WISDOMTREE DYN CUR HDGE INTL EQ FD 1001802 | | 49.587 | 0,005% | F |
| WISDOMTREE GLOBAL HIGH DIV FUND 1001795 | | 2.182 | 0,000% | F |
| WISDOMTREE INTL EQUITY FUND 1001810 | | 41.867 | 0,004% | F |
| WISDOMTREE INTL HIGH DIV FUND 1001812 | | 17.131 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| WISDOMTREE INTL LARGECAP DIV FD | | 62.983 | 0,006% | F |
| WISDOMTREE INTL MULTIFACTOR FUND 1001815 | | 14.372 | 0,001% | F |
| WISDOMTREE ISSUER ICAV | | 4.254 | 0,000% | F |
| WM POOL - EQUITIES TRUST NO. 31 - ROBECO | | 6.768 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 38 - SCHRODER | | 5.338 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 74. | | 7.856 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 75. | | 134.480 | 0,013% | F |
| WM POOL - EQUITIES TRUST NO. 76 - ROBECO | | 1.846 | 0,000% | F |
| WM POOL - FIXED INTEREST TRUST NO 12 | | 836 | 0,000% | F |
| WM POOL - GLOBAL EQUITIES TRUST NO 6 | | 15.631 | 0,001% | F |
| WORLD EQUITIES II | | 7.236 | 0,001% | F |
| WORLD TRADE ORGANIZATION PENSION PLAN | | 4.072 | 0,000% | F |
| WSSP INTERNATIONAL EQUITIES TRUST | | 2.972 | 0,000% | F |
| WYOMING RETIREMENT SYSTEM | | 130 | 0,000% | F |
| XTRACKERS | | 404.910 | 0,039% | F |
| XTRACKERS (IE) PUBLIC LIMITED COMPANY | | 577.010 | 0,055% | F |
| XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF | | 841 | 0,000% | F |
| XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF | | 3.013 | 0,000% | F |
| XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF | | 2.888 | 0,000% | F |
| XTRACKERS MSCI EAFE HEDGED EQUITY ETF | | 190.402 | 0,018% | F |
| XTRACKERS MSCI EUROPE HEDGED EQUITY ETF | | 24.648 | 0,002% | F |
| XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF | | 4.792 | 0,000% | F |
| XTRACKERS MSCI KOKUSAI EQUITY ETF | | 3.331 | 0,000% | F |
| ZEPHYR - EUROPE EQUITY ESG OPTIMIZED | | 1.384 | 0,000% | F |
| ZEPHYR - OPTIMISED PLUS 2 | | 4.826 | 0,000% | F |
| ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA | | 26.011 | 0,002% | F |
| ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND | | 3.005 | 0,000% | C |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND | | 36.386 | 0,003% | C |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND | | 23.461 | 0,002% | C |
| ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND | | 9.805 | 0,001% | C |
| ALLOCATION PROTECTION 80 | | 342.903 | 0,033% | C |
| ASSET MANAGEMENT EXCHANGE UCITS CCF .. | | 19.304 | 0,002% | C |
| BIGIANI LUCA | | 700 | 0,000% | C |
| CM-AM CONVICTIONS EURO | | 200.000 | 0,019% | C |
| CM-AM PEA SECURITE | | 1.655.860 | 0,158% | C |
| CM-AM PEA SERENITE | | 426.629 | 0,041% | C |
| CORALIUM PEA SANT? | | 151.407 | 0,014% | C |
| DEVIF-FONDS NR. 349 | | 4.983 | 0,000% | C |
| ERAFP ACTIONS EURO I | | 592.588 | 0,057% | C |
| ERAFP ACTIONS EURO IV | | 274.204 | 0,026% | C |
| GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT | | 187.800 | 0,018% | C |
| LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES | | 52.795 | 0,005% | C |
| LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION | | 1.690 | 0,000% | C |
| MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH | | 27.767 | 0,003% | C |
| MORELLI FRANCESCO | MRLFNC60D28E716Q | 110 | 0,000% | C |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE | | 6.263 | 0,001% | C |
| OFI INVEST ESG EURO EQUITY SMA | | 547 | 0,000% | C |
| OSSIAM IRL ICAV | | 6.565 | 0,001% | C |
| OSSIAM LUX | | 342.384 | 0,033% | C |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND | | 115.267 | 0,011% | C |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND | | 218.893 | 0,021% | C |
| QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES | | 262.008 | 0,025% | C |
| REASSURE LIMITED | | 114.783 | 0,011% | C |
| ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND | | 72.306 | 0,007% | C |
| SOGECAP PROTECTED EQUITIES | | 43.771 | 0,004% | C |
| STICHTING BLUE SKY LIQUID ASSET FUNDS | | 8.298 | 0,001% | C |
| STICHTING MN SERVICES | | 154.719 | 0,015% | C |
| STICHTING MN SERVICES AANDELENFO ND | | 26.651 | 0,003% | C |
| STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES | | 46.112 | 0,004% | C |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| UIN-EBBA | | 2.071 | 0,000% | C |
| UNIDIVIDENDENASS | | 26.993 | 0,003% | C |
| UNIGLOBAL DIVIDENDE | | 52.898 | 0,005% | C |
| UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI | | 46.563 | 0,004% | C |
| AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS | | 56.113 | 0,005% | A |
| AIM EQUITY EUROPE CANTONS | | 24.441 | 0,002% | A |
| ALLIANZ GLOBAL INVESTORS FUND | | 793.804 | 0,076% | A |
| ALLIANZ GLOBAL INVESTORS GMBH | | 175.096 | 0,017% | A |
| ALLIANZ GLOBAL INVESTORS GMBH FOR CONVEST 21 VL | | 33.832 | 0,003% | A |
| ALLIANZ GLOBAL INVESTORS GMBH FOR FONDIS | | 18.959 | 0,002% | A |
| ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN | | 11.000 | 0,001% | A |
| ALLIANZ VGL AGI QUANTAMENTAL CONVICTION ENHANCED EUROPE | | 33.272 | 0,003% | A |
| ALLIANZGI F PENCABBV PENSIONS | | 41.603 | 0,004% | A |
| ALLIANZGI FONDS AFE | | 29.463 | 0,003% | A |
| ALLIANZGI FONDS OLB PENSIONEN | | 4.211 | 0,000% | A |
| ALLIANZGI S AKTIEN | | 174.245 | 0,017% | A |
| ALLIANZGI-FONDS AFE SEGMENT AFE-AA3 | | 90.987 | 0,009% | A |
| ALLIANZGI-FONDS BREMEN | | 6.838 | 0,001% | A |
| ALLIANZGI-FONDS CT-DRAECO | | 9.791 | 0,001% | A |
| ALLIANZGI-FONDS GANO 2 | | 6.279 | 0,001% | A |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA | | 46.785 | 0,004% | A |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-GM1-G_MA | | 39.834 | 0,004% | A |
| ALLIANZGI-FONDS TOSCA | | 2.755 | 0,000% | A |
| CBP GROWTH SEGMENT AKTIEN GLOBAL- BEST STYLES | | 58.035 | 0,006% | A |
| CHALLENGE FUNDS - CHALLENGE ITALIAN EQUITY | | 102.000 | 0,010% | A |
| ESPERIDES - S.A. SICAV-SIF | | 5.551 | 0,001% | A |
| EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES | | 1.072 | 0,000% | A |
| GLOBAL MULTI ASSET STRATEGY FUND | | 3.396 | 0,000% | A |
| HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND | | 1.733 | 0,000% | A |
| INVESTITORI EUROPA | | 7.000 | 0,001% | A |
| INVESTITORI FLEXIBLE EQUITY ESG | | 1.760 | 0,000% | A |
| INVESTITORI PIAZZA AFFARI | | 25.500 | 0,002% | A |
| METALLRENTE FONDS PORTFOLIO | | 30.392 | 0,003% | A |
| PAPPALARDO ROBERTO | PPPRRT87C12C351M | 5 | 0,000% | A |
| PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST | | 114 | 0,000% | A |
| PEPCO HOLDINGS INC. VEBA TRUST | | 839 | 0,000% | A |
| THE BANK OF NEW YORK MELLON SA NV | | 31.320 | 0,003% | A |
| VERMOGENSMANAGEMENT AKTIENSTARS | | 75.982 | 0,007% | A |
| **Totale votanti** | | **1.048.303.685** | **100%** | |

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

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 8**

*Piani di incentivazione basati su strumenti finanziari.*

| | n. azioni | % azioni rappresentate in assemblea | % del Capitale Sociale |
|---|---|---|---|
| Quorum costitutivo assemblea | 1.048.303.685 | 100% | 80,262% |
| Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo): | 1.048.303.685 | 100,000% | 80,262% |
| Azioni per le quali il RD non dispone di istruzioni: | 0 | 0,000% | 0,000% |

| | n. azioni | % partecipanti al voto | % del Capitale Sociale |
|---|---|---|---|
| Favorevole | 1.045.582.539 | 99,740% | 80,053% |
| Contrario | 777.144 | 0,074% | 0,060% |
| Astenuto | 1.944.002 | 0,186% | 0,149% |
| Totali | 1.048.303.685 | 100,000% | 80,262% |

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 8**

*Piani di incentivazione basati su strumenti finanziari.*

*Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del dottor Massimiliano Chiado' Piat*

| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| (R) EUROPEAN EQUITIES | | 30.453 | 0,003% | F |
| 1975 IRREV TRUST OF C D WEYERHAEUSER | | 675 | 0,000% | F |
| 2122 ABP DME CORE INT | | 279.749 | 0,027% | F |
| 2124 ABP DME CORE BLACKROCK | | 469.450 | 0,045% | F |
| 405 MSTV I LP | | 46.167 | 0,004% | F |
| 801 INVESTMENTS LLC | | 4.605 | 0,000% | F |
| A.A. B DIVERSIFIE | | 44.867 | 0,004% | F |
| AA SSGA ACTIONS INDICE EURO | | 149.502 | 0,014% | F |
| AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO | | 14.424 | 0,001% | F |
| AB COLLECTIVE INVESTMENT TRUST SERIES | | 1.270 | 0,000% | F |
| AB SICAV I - ALL MARKET INCOME | | 210.315 | 0,020% | F |
| AB SICAV III - DYNAMIC ALL MAR | | 1.732 | 0,000% | F |
| AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO | | 1.009 | 0,000% | F |
| AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO | | 3.102 | 0,000% | F |
| ABB PENSION FUND | | 1.101 | 0,000% | F |
| ABN AMRO FUNDS | | 18.858 | 0,002% | F |
| ABNFLPA RHUMBLINE INTL EQUITY 262408 | | 1.166 | 0,000% | F |
| ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND | | 3.005 | 0,000% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND | | 36.386 | 0,003% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND | | 23.461 | 0,002% | F |
| ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND | | 9.805 | 0,001% | F |
| ACCIDENT COMPENSATION CORPORATION | | 282.534 | 0,027% | F |
| ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV | | 76.517 | 0,007% | F |
| ACHMEA REINSURANCE CO NV | | 10.365 | 0,001% | F |
| ACHMEA SCHADEVERZEKERINGEN NV | | 15.673 | 0,001% | F |
| ACHMEA VARIABLE SECURITIES HEALTH FUND | | 23.406 | 0,002% | F |
| ACS 30:70 GLOBAL EQUITY TRACKER FUND | | 100 | 0,000% | F |
| ACTICCIA 90 N 10 | | 175.000 | 0,017% | F |
| ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO | | 20.294 | 0,002% | F |
| ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO | | 53.055 | 0,005% | F |
| ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO | | 150.803 | 0,014% | F |
| ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO | | 78.666 | 0,008% | F |
| ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO | | 59.578 | 0,006% | F |
| ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO | | 10.326 | 0,001% | F |
| ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO | | 87.294 | 0,008% | F |
| ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO | | 1.080 | 0,000% | F |
| ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND | | 281 | 0,000% | F |
| AEAM FUNDS - AEGON WORLD EQUITY BETA POOL (P | | 3.332 | 0,000% | F |
| AEGON CUSTODY B.V. | | 193.819 | 0,018% | F |
| AEGON GLOBAL MULTI MANAGER WORLD EQUITY INDEX FUND | | 2.120 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AEGON LEVENSVERZEKERING N.V | | 30.957 | 0,003% | F |
| AEGON WORLD EQUITY INDEX FUND II | | 27.607 | 0,003% | F |
| AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD | | 27.849 | 0,003% | F |
| AIB GROUP IRISH PENSION SCHEME | | 10.077 | 0,001% | F |
| AILIS SICAV | | 81.284 | 0,008% | F |
| AJAY MALIK | | 39.905 | 0,004% | F |
| AKTIEN EUROPA - UI | | 28.312 | 0,003% | F |
| AKTIEN SUEDEUROPA UI | | 41.200 | 0,004% | F |
| ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION | | 95.856 | 0,009% | F |
| ALASKA COMMON TRUST FUND | | 17.333 | 0,002% | F |
| ALASKA PERMANENT FUND CORPORATION | | 3.229 | 0,000% | F |
| ALBERTA INVESTMENT MANAGEMENT CORPORATION | | 958 | 0,000% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS CORE ITALY FUND | | 157.000 | 0,015% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS SUSTAINABLE WORLD FUND | | 57.849 | 0,006% | F |
| ALLOCATION PROTECTION 80 | | 342.903 | 0,033% | F |
| ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH | | 3.276 | 0,000% | F |
| AMERICAN BUREAU OF SHIPPING | | 722 | 0,000% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF | | 265.382 | 0,025% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND | | 7.484 | 0,001% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF | | 70.001 | 0,007% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF | | 8.564 | 0,001% | F |
| AMERICAN CENTURY ICAV | | 5.274 | 0,001% | F |
| AMERICAN HEART ASSOCIATION, INC. | | 2.370 | 0,000% | F |
| AMLC EQ SINGLE STOCKS | | 13.622 | 0,001% | F |
| AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND | | 5.615 | 0,001% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND | | 29.595 | 0,003% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND HEDGED | | 2.563 | 0,000% | F |
| AMP WHOLESALE GLOBAL EQUITIES FUND | | 22.714 | 0,002% | F |
| AMSELECT - HSBC EURO EQUITY VALUE | | 364.007 | 0,035% | F |
| AMUNDI BRIDGEWATER CORE GLOB. | | 337 | 0,000% | F |
| AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU | | 21.930 | 0,002% | F |
| AMUNDI ESG GLOBAL LOW CARBON FUND | | 33.929 | 0,003% | F |
| AMUNDI ESG IMPROVERS EURO | | 963.302 | 0,092% | F |
| AMUNDI ETF ICAV | | 69.128 | 0,007% | F |
| AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 23.971 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 19.642 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 99.640 | 0,010% | F |
| AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB | | 4.322 | 0,000% | F |
| AMUNDI EURO STOXX SELECT DIVIDEND 30 | | 161.678 | 0,015% | F |
| AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS | | 588.573 | 0,056% | F |
| AMUNDI FTSE MIB | | 166.329 | 0,016% | F |
| AMUNDI FUNDS EQUITY EURO RISK PARITY | | 21.861 | 0,002% | F |
| AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT | | 75.477 | 0,007% | F |
| AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND | | 18.086 | 0,002% | F |
| AMUNDI INDEX MSCI EMU SRI | | 58.869 | 0,006% | F |
| AMUNDI INDEX MSCI EUROPE | | 256.835 | 0,025% | F |
| AMUNDI INDEX MSCI EUROPE SRI | | 433.867 | 0,041% | F |
| AMUNDI INDEX MSCI WORLD | | 27.582 | 0,003% | F |
| AMUNDI INDEX MSCI WORLD SRI | | 10.990 | 0,001% | F |
| AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE | | 7.161 | 0,001% | F |
| AMUNDI MSCI ACWI SRI PAB UCITS ETF | | 2.722 | 0,000% | F |
| AMUNDI MSCI EMU | | 56.045 | 0,005% | F |
| AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT | | 37.928 | 0,004% | F |
| AMUNDI MSCI EMU ESG LEADERS SELECT | | 368.684 | 0,035% | F |
| AMUNDI MSCI EMU VALUE FACTOR U | | 30.777 | 0,003% | F |
| AMUNDI MSCI EUROPE | | 96.199 | 0,009% | F |
| AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB | | 4.724 | 0,000% | F |
| AMUNDI MSCI EUROPE ESG LEADERS | | 105.748 | 0,010% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AMUNDI MSCI EUROPE EX SWITZERLAND | | 50.081 | 0,005% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB | | 243 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR | | 3.448 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE TRANSITION CTB | | 1.165 | 0,000% | F |
| AMUNDI MSCI WORLD ESG UNIVERSAL SELECT | | 942 | 0,000% | F |
| AMUNDI PATRIMOINE PEA | | 99.683 | 0,010% | F |
| AMUNDI PRIME EUROZONE | | 9.529 | 0,001% | F |
| AMUNDI S AND P EUROZONE CLIMAT | | 303.537 | 0,029% | F |
| AMUNDI STOXX EUROPE 600 | | 525.208 | 0,050% | F |
| AMUNDI STOXX EUROPE 600 ESG II UCITS ETF | | 2.216 | 0,000% | F |
| AMUNDI STRATEGIES ACTIONS EURO CORE | | 88.092 | 0,008% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE CORE + | | 20.734 | 0,002% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY | | 565 | 0,000% | F |
| ANDRA AP-FONDEN | | 121.507 | 0,012% | F |
| AP ACTIONS 1 EURO | | 21.156 | 0,002% | F |
| APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND | | 16.564 | 0,002% | F |
| APPLE 401(K) PLAN | | 2.949 | 0,000% | F |
| AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT | | 108.724 | 0,010% | F |
| AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD | | 1.010 | 0,000% | F |
| AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. | | 316.330 | 0,030% | F |
| AQR FUNDS - AQR GLOBAL EQUITY FUND | | 6.114 | 0,001% | F |
| AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND | | 24.946 | 0,002% | F |
| AQR FUNDS - AQR MANAGED FUTURESSTRATEGY HV FUND | | 184.411 | 0,018% | F |
| AQR FUNDS - AQR TREND TOTAL RETURN FUND | | 8.815 | 0,001% | F |
| AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND | | 22.704 | 0,002% | F |
| AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND | | 405.805 | 0,039% | F |
| AQR FUNDS AQR LONGSHORT EQUITY FUND | | 1.009.262 | 0,096% | F |
| AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND | | 89.314 | 0,009% | F |
| AQR FUNDSAQR MULTIASSET FUND | | 37.296 | 0,004% | F |
| AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC | | 370.793 | 0,035% | F |
| AQR INNOVATION FUND L.P. - SE RIES 42 MULTI-ALPHA GSS DEVELO PED LARGE CAP | | 568 | 0,000% | F |
| AQR INNOVATION FUND, L.P. | | 4.218 | 0,000% | F |
| AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND | | 346.857 | 0,033% | F |
| AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC | | 81.197 | 0,008% | F |
| AQR TAX AWARE TOTAL RETURN FUND LLC | | 216.758 | 0,021% | F |
| AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC | | 2.434 | 0,000% | F |
| AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC | | 3.088 | 0,000% | F |
| AQR UCITS FUNDS II | | 13.047 | 0,001% | F |
| ARBEJDSMARKEDETS TILLAEGSPENSION | | 745.283 | 0,071% | F |
| ARCA AZIONI ITALIA | | 482.000 | 0,046% | F |
| ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST | | 9.216 | 0,001% | F |
| ARERO - DER WELTFONDS - ESG | | 10.139 | 0,001% | F |
| ARIZONA PSPRS TRUST | | 56.023 | 0,005% | F |
| ARIZONA STATE RETIREMENT SYSTEM | | 48.416 | 0,005% | F |
| ARKWRIGHT, LLC | | 1.611 | 0,000% | F |
| ARR INT EX US ALPHA EXTENSION TRUST FUND | | 67.768 | 0,006% | F |
| ARRCO QUANT 2 | | 22.279 | 0,002% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I | | 544.310 | 0,052% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II | | 380.001 | 0,036% | F |
| ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I | | 4.360 | 0,000% | F |
| ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP. | | 363 | 0,000% | F |
| ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND | | 24.300 | 0,002% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED | | 6.618 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED | | 14.434 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED. | | 438 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ARROWSTREET CANADA GLOBAL ALL-COUNTRY ALPHA EXTENSION FUND I | | 2.418 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI | | 267.501 | 0,026% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT. | | 3.461 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED | | 12.163 | 0,001% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD | | 4.377 | 0,000% | F |
| ARROWSTREET COLLECTIVE INVESTMENT TRUST | | 891.897 | 0,085% | F |
| ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND | | 292.738 | 0,028% | F |
| ARROWSTREET GLOBAL EQUITY FUND | | 1.122.195 | 0,107% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT | | 2.982 | 0,000% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P. | | 10.634 | 0,001% | F |
| ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION. | | 38.532 | 0,004% | F |
| ARROWSTREET US GROUP TRUST | | 1.530.930 | 0,146% | F |
| ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP | | 248.582 | 0,024% | F |
| ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY- | | 2.718 | 0,000% | F |
| ARTEMIS SMARTGARP EUROPEAN EQUITY FUND | | 1.502.657 | 0,143% | F |
| ARTEMIS SMARTGARP GLOBAL EQUITY FUND | | 467.397 | 0,045% | F |
| ARTEMIS SMARTGARP UK EQUITY FUND | | 800.000 | 0,076% | F |
| ASAST AKTIEN AUSLAND PASSIV UBS FUND MANAGEMENT SWITZERLAND AG | | 3.640 | 0,000% | F |
| ASCENSION ALPHA FUND LLC | | 6.068 | 0,001% | F |
| ASIAN DEVELOPMENT BANK | | 24.762 | 0,002% | F |
| ASSET MANAGEMENT EXCHANGE UCITS CCF | | 19.165 | 0,002% | F |
| ASSURDIX | | 40.409 | 0,004% | F |
| ATCP-UI-FONDS | | 1.693 | 0,000% | F |
| AURION GLOBAL EQUITY FUND | | 1 | 0,000% | F |
| AUSTRALIAN CAPITAL TERRITORY | | 6.242 | 0,001% | F |
| AUSTRALIAN NATIONAL UNIVERSITY. | | 6.662 | 0,001% | F |
| AUSTRALIAN RETIREMENT TRUST | | 297.273 | 0,028% | F |
| AUSTRALIANSUPER | | 8.854 | 0,001% | F |
| AUTORIDADE MONETARIA DE MACAU | | 814 | 0,000% | F |
| AVADIS FUND-AKTIEN WELT AST 2 | | 16.642 | 0,002% | F |
| AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2 | | 14.135 | 0,001% | F |
| AVALON PORTFOLIO II LLC | | 1.928 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND | | 2.104 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND | | 38.687 | 0,004% | F |
| AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND | | 309 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND | | 21.399 | 0,002% | F |
| AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND | | 7.112 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND | | 3.437 | 0,000% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND | | 38.066 | 0,004% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND | | 12.856 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND | | 56.815 | 0,005% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND | | 31.149 | 0,003% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND | | 25.763 | 0,002% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I | | 163 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II | | 1.080 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III | | 3.277 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV | | 1.851 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V | | 924 | 0,000% | F |
| AVIVA INVESTORS UK FUND SERVICES LIMITED | | 44.383 | 0,004% | F |
| AVIVA LIFE & PENSIONS IRELAND DAC | | 19.887 | 0,002% | F |
| AVIVA LIFE & PENSIONS UK LIMITED | | 56.733 | 0,005% | F |
| AVIVA LIFE AND PENSIONS UK LIMITED | | 3.900 | 0,000% | F |
| AWARE SUPER | | 15.929 | 0,002% | F |
| AXA AA DIVERSIFIE INDICIEL 1 | | 33.868 | 0,003% | F |
| AXA MPS PREVIDENZA PER TE - CRESCITA | | 252.937 | 0,024% | F |
| AXA PEA REGULARITE | | 1.409.147 | 0,134% | F |
| AZIMUT LIFE DAC | | 1.279 | 0,000% | F |
| AZL DFA INTERNATIONAL CORE EQUITY FUND | | 3.921 | 0,000% | F |
| AZL GLOBAL EQUITY INDEX FUND 114072 AZL MSCI GLOBAL EQU | | 2.089 | 0,000% | F |
| AZL INTERNATIONAL INDEX FUND | | 30.109 | 0,003% | F |
| BANCO CENTRAL DE TIMOR-LESTE (BCTL) | | 39.156 | 0,004% | F |
| BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA | | 10.983 | 0,001% | F |
| BANK OF BOTSWANA. | | 1.171 | 0,000% | F |
| BANK OF KOREA | | 36.159 | 0,003% | F |
| BASTI 1 METZLER | | 2.569 | 0,000% | F |
| BAYERNINVEST 375-FONDS | | 49.000 | 0,005% | F |
| BAYERNINVEST AA 1-FONDS | | 14.899 | 0,001% | F |
| BAYERNINVEST HA1-FONDS | | 9.490 | 0,001% | F |
| BAYERNINVEST HC1-FONDS | | 5.733 | 0,001% | F |
| BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS | | 6.450 | 0,001% | F |
| BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND | | 4.772 | 0,000% | F |
| BEAR CREEK INVESTMENT LLC | | 6.473 | 0,001% | F |
| BEAT DRUGS FUND ASSOCIATION | | 582 | 0,000% | F |
| BEL EQUITY EUROPE | | 101.964 | 0,010% | F |
| BERESFORD FUNDS ICAV | | 10.362 | 0,001% | F |
| BESSEMER TRUST CO CLEARING ACCT | | 622.483 | 0,059% | F |
| BEST INVESTMENT CORPORATION | | 5.227 | 0,000% | F |
| BESTSELECT - UBS SRI GLOBAL EQUITY | | 2.916 | 0,000% | F |
| BEWAARSTICHTING NNIP I | | 114.467 | 0,011% | F |
| BFT PARTNERS VIA EQUITY EUROPE | | 27.673 | 0,003% | F |
| BG MASTER FUND ICAV | | 4.889 | 0,000% | F |
| BGF DYNAMIC HIGH INCOME FUND | | 24.363 | 0,002% | F |
| BGF GLBL MLTI ASSET IN FD EQ BSKT | | 15.375 | 0,001% | F |
| BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS | | 44.703 | 0,004% | F |
| BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE | | 17.315 | 0,002% | F |
| BLACKROCK AUTHORISED CONTRACTUAL SCHEME I | | 569.736 | 0,054% | F |
| BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND | | 3.930 | 0,000% | F |
| BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND | | 20.073 | 0,002% | F |
| BLACKROCK FUND MANAGERS LTD | | 459.078 | 0,044% | F |
| BLACKROCK GLOBAL FUNDS | | 9.065 | 0,001% | F |
| BLACKROCK GLOBAL INDEX FUNDS | | 43.293 | 0,004% | F |
| BLACKROCK IG INTERNATIONAL EQUITY POOL | | 24.239 | 0,002% | F |
| BLACKROCK INDEX SELECTION FUND | | 317.875 | 0,030% | F |
| BLACKROCK INSTITUTIONAL POOLED FUNDS PLC | | 33.559 | 0,003% | F |
| BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS | | 4.019.402 | 0,383% | F |
| BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC. | | 5.785 | 0,001% | F |
| BLACKROCK LIFE LIMITED | | 11.964 | 0,001% | F |
| BLACKROCK LIFE LTD | | 95.428 | 0,009% | F |
| BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B | | 85.216 | 0,008% | F |
| BLACKROCK UCITS CCF | | 38.880 | 0,004% | F |
| BLKB EQUITY SWITZERLAND FOCUS | | 164.178 | 0,016% | F |
| BMO DIVERSIFIED INCOME PORTFOLIO | | 5.592 | 0,001% | F |
| BMO MSCI EAFE ESG LEADERS INDEXETF | | 3.631 | 0,000% | F |
| BMO MSCI EAFE INDEX ETF | | 155.952 | 0,015% | F |
| BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE | | 256.984 | 0,025% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BNP PARIBAS EASY - LOW CARBON 100 EUROZONE PAB | | 858 | 0,000% | F |
| BNP PARIBAS EASY - MSCI EMU SRI PAB | | 240.947 | 0,023% | F |
| BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE | | 98.847 | 0,009% | F |
| BNP PARIBAS EASY - MSCI EUROPE SRI PAB | | 150.815 | 0,014% | F |
| BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES PAB 5% CAPPED | | 187.121 | 0,018% | F |
| BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF | | 80.768 | 0,008% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-SERIES PAB 5 CAPPED UCITS ETF | | 5.678 | 0,001% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF | | 11.734 | 0,001% | F |
| BNP PARIBAS EASY MSCI EUROPE MIN TE | | 189.364 | 0,018% | F |
| BNP PARIBAS EQUITY - FOCUS ITALIA | | 41.046 | 0,004% | F |
| BNP PARIBAS FINANCE EUROPE ISR | | 123.981 | 0,012% | F |
| BNP PARIBAS FUNDS - EURO LOW VOL EQUITY | | 19.100 | 0,002% | F |
| BNP PARIBAS FUNDS - SEASONS | | 144.928 | 0,014% | F |
| BNPP DUBLIN / FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND II | | 71.644 | 0,007% | F |
| BNPP DUBLIN/FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND I | | 6.676 | 0,001% | F |
| BNY MELLON INTERNATIONAL EQUITY ETF | | 13.887 | 0,001% | F |
| BNY MELLON INTERNATIONAL STOCK INDEX FUND | | 8.016 | 0,001% | F |
| BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND | | 36.296 | 0,003% | F |
| BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND | | 15.094 | 0,001% | F |
| BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND | | 5.886 | 0,001% | F |
| BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA | | 553 | 0,000% | F |
| BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST | | 8.418 | 0,001% | F |
| BOCI PRUDENTIAL TRUSTEE LIMITED BOCPIFS EUIF | | 34.184 | 0,003% | F |
| BOOSTER WHOLESALE SCHEME | | 3.263 | 0,000% | F |
| BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S | | 50.000 | 0,005% | F |
| BRIDGE BUILDER INTERNATIONAL E | | 24.869 | 0,002% | F |
| BRIDGE BUILDER TAX MANAGED | | 3.267 | 0,000% | F |
| BRIDGEWATER BLUE PEAK FUND LP. | | 1.194 | 0,000% | F |
| BRIDGEWATER PURE ALPHA FUND III LTD | | 3.486 | 0,000% | F |
| BRIDGEWATER PURE ALPHA MAJOR MARKETS TRADING COMPANY LTD. | | 4.310 | 0,000% | F |
| BRIDGEWATER PURE ALPHA STERLING FUND LTD | | 2.330 | 0,000% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD. | | 129.747 | 0,012% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY IV LP | | 1.824 | 0,000% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY LTD | | 15.642 | 0,001% | F |
| BRIGHTER SUPER | | 18.294 | 0,002% | F |
| BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO | | 4.330 | 0,000% | F |
| BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO | | 38.593 | 0,004% | F |
| BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION. | | 1.047 | 0,000% | F |
| BRUCE POWER PENSION PLAN | | 44.918 | 0,004% | F |
| BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD | | 450 | 0,000% | F |
| BRUNSWICK UNIT 2 QUALIFIED NUCLEAR | | 12.525 | 0,001% | F |
| BSF FORMUE EUR EQUITY INDEX FUND | | 14.383 | 0,001% | F |
| BUILDERS ASSET MANAGEMENT WATER LLC | | 19.011 | 0,002% | F |
| BUMA-UNIVERSAL-FONDS I | | 3.913 | 0,000% | F |
| BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND | | 66.513 | 0,006% | F |
| BUREAU OF LABOR FUNDS-LABOR PENSION FUND | | 466.945 | 0,045% | F |
| BUREAU OF PUBLIC SERVICE PENSION FUND | | 10.990 | 0,001% | F |
| BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST | | 3.182 | 0,000% | F |
| BW DMO FUND LTD. | | 14.420 | 0,001% | F |
| BW PASPG LTD | | 4.269 | 0,000% | F |
| BW-M PA 24, LTD | | 3.339 | 0,000% | F |
| BWSP GLOBAL MACRO TRADING LIMITED | | 249 | 0,000% | F |
| CAISSE DE DEPOT ET PLACEMENT DUQUEBEC | | 727.048 | 0,069% | F |
| CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 1.394.476 | 0,133% | F |
| CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM | | 42.760 | 0,004% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF | | 3.919 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND | | 29.983 | 0,003% | F |
| CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO | | 4.086 | 0,000% | F |
| CANADA PENSION PLAN INVESTMENT BOARD (CPPIB) | | 811.964 | 0,077% | F |
| CANOVAI ALBERTO | CNVLRT99A19A564R | 430 | 0,000% | F |
| CAPULA TAIL RISK MASTER FUND LIMITED | | 2.313 | 0,000% | F |
| CARDANO COMMON CONTRACTUAL FUND | | 2.143 | 0,000% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE | | 48.068 | 0,005% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL | | 26.676 | 0,003% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I) | | 6.436 | 0,001% | F |
| CARESUPER | | 127.022 | 0,012% | F |
| CASSA DEPOSITI E PRESTITI SPA | 80199230584 | 457.138.500 | 43,607% | F |
| CATERPILLAR INC. MASTER RETIREMENT TRUST | | 5.218 | 0,000% | F |
| CATERPILLAR INVESTMENT TRUST. | | 43.826 | 0,004% | F |
| CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND | | 3.063 | 0,000% | F |
| CB NL AIF CLIENTS ASSETS TAXABLE | | 181.862 | 0,017% | F |
| CC AND L Q GLOBAL EQUITY FUND | | 1.739 | 0,000% | F |
| CC AND L Q GROUP GLOBAL EQUITY FUND | | 5.191 | 0,000% | F |
| CC AND L Q INTERNATIONAL EQUITY FUND | | 7.147 | 0,001% | F |
| CC&L Q WORLD EX-USA EQUITY EXTENSION MASTER FUND LTD. | | 26.448 | 0,003% | F |
| CCCVM TRANSITION ACTS MONDIALES | | 6.132 | 0,001% | F |
| CENTRAL BANK OF IRELAND - MSCI PAB | | 18.735 | 0,002% | F |
| CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING | | 10.073 | 0,001% | F |
| CENTRAL PROVIDENT FUND BOARD | | 1.019 | 0,000% | F |
| CENTRALPENSIONFD SSGA SCI BETA LV 775358 | | 34.203 | 0,003% | F |
| CERES FONDS D ACTIONS MONDE | | 5.492 | 0,001% | F |
| CERVURITE INTERNATIONAL LLC | | 27.240 | 0,003% | F |
| CFSIL RE CNEALTH GS FD 16 | | 11.156 | 0,001% | F |
| CFSIL-COMMONWLTH GBL SHARE FD 17 | | 722.770 | 0,069% | F |
| CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND | | 13.101 | 0,001% | F |
| CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1 | | 29.400 | 0,003% | F |
| CHARLES C. GATES TRUST OF 6/30/1941 | | 3.478 | 0,000% | F |
| CHCP GLOBAL SECURITIES LP | | 2.533 | 0,000% | F |
| CHEVRON MASTER PENSION TRUST | | 2.773 | 0,000% | F |
| CHORELIA N 3 | | 141.131 | 0,013% | F |
| CHORELIA N 7 | | 179.128 | 0,017% | F |
| CHORELIA N?11 | | 200.840 | 0,019% | F |
| CHORELIA N?9 | | 203.554 | 0,019% | F |
| CHURCH COMMISSIONERS FOR ENGLAND | | 7.878 | 0,001% | F |
| CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS | | 7.046 | 0,001% | F |
| CIBC EUROPEAN INDEX FUND | | 2.048 | 0,000% | F |
| CIBC GL MAARS ALT CR REPO 011448 | | 1 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX ETF | | 1.232 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX POOL | | 1 | 0,000% | F |
| CIBC INTERNATIONAL INDEX FUND | | 27.628 | 0,003% | F |
| CIBC PENSION PLAN | | 26.565 | 0,003% | F |
| CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF | | 279.410 | 0,027% | F |
| CIN BELGIUM LIMITED | | 17 | 0,000% | F |
| CINDY SPRINGS LLC | | 42.020 | 0,004% | F |
| CITITRUST LIMITED | | 6.213 | 0,001% | F |
| CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND | | 2.634 | 0,000% | F |
| CITITRUST LTD | | 932 | 0,000% | F |
| CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN | | 18.545 | 0,002% | F |
| CITY OF NEW YORK DEFERRED COMPENSATION PLAN | | 18.150 | 0,002% | F |
| CITY OF NEW YORK GROUP TRUST | | 202.288 | 0,019% | F |
| CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM. | | 30.423 | 0,003% | F |
| CITY UNIVERSITY OF NEW YORK | | 331 | 0,000% | F |
| CM-AM CONVICTIONS EURO | | 200.000 | 0,019% | F |
| CM-AM PEA SECURITE | | 1.655.860 | 0,158% | F |
| CM-AM PEA SERENITE | | 426.629 | 0,041% | F |
| CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN | | 40.928 | 0,004% | F |
| CO PERATIE KLAVERBLAD VERZEKERINGEN U.A. | | 17.523 | 0,002% | F |
| COLLEGE RETIREMENT EQUITIES FUND | | 359.094 | 0,034% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| COLONIAL FIRST STATE INVESTMENT FUND 50. | | 8.070 | 0,001% | F |
| COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND.. | | 40.471 | 0,004% | F |
| COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A. | | 253.248 | 0,024% | F |
| COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC | | 2.321 | 0,000% | F |
| COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN | | 6.593 | 0,001% | F |
| COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA | | 77.885 | 0,007% | F |
| CONNECTICUT GENERAL LIFE INSURANCE COMPANY | | 8.519 | 0,001% | F |
| CONNOR CLARK & LUNN COLLECTIVE INVESTMENT TRUST | | 19.484 | 0,002% | F |
| CONSERVATION INTERNATIONAL FOUNDATION, INC. | | 655 | 0,000% | F |
| CONSOLIDATED EDISON RETIREMENT PLAN | | 17.076 | 0,002% | F |
| CONSTELLATION FITZPATRICK QUALIFIED FUND | | 2.521 | 0,000% | F |
| CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND | | 2.633 | 0,000% | F |
| CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND | | 995 | 0,000% | F |
| CORALIUM PEA SANT? | | 151.407 | 0,014% | F |
| COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY | | 40.669 | 0,004% | F |
| CPR EUROLAND ESG | | 131.776 | 0,013% | F |
| CPR EUROPE ESG POCHE COR | | 41.073 | 0,004% | F |
| CREDIT SUISSE INDEX FUND (LUX) | | 442.442 | 0,042% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962 | | 33.879 | 0,003% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND | | 86.197 | 0,008% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX | | 1.011 | 0,000% | F |
| CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED) | | 6.337 | 0,001% | F |
| DEAM FONDS ZDV | | 4.442 | 0,000% | F |
| DEE STREET GLOBAL EQUITY FUND | | 1.282 | 0,000% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT | | 145.545 | 0,014% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT:90 | | 9.343 | 0,001% | F |
| DEKA INVESTMENT GMBH A FU 5 FONDS | | 12.017 | 0,001% | F |
| DEKA INVESTMENT GMBH A SRR U1 | | 3.810 | 0,000% | F |
| DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG | | 32.163 | 0,003% | F |
| DEKA INVESTMENT GMBH GLOBALE AKTIEN | | 15.235 | 0,001% | F |
| DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA | | 154.550 | 0,015% | F |
| DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21 | | 6.885 | 0,001% | F |
| DEKA INVESTMENT GMBH W/A-REVI 2 | | 35.000 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF | | 427.317 | 0,041% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF | | 18.193 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF | | 6.314 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF | | 40.459 | 0,004% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF | | 24.552 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON | | 35.447 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL | | 10.342 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKAFONDS-RA-HH W/DWS AKTIEN | | 34.378 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS | | 14.000 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF | | 18.398 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF | | 8.165 | 0,001% | F |
| DEKA INVESTMENT GMBH W/EL8-FM 1 U05 CS | | 15.869 | 0,002% | F |
| DEKA INVESTMENT GMBH W/KREBSHILFE 1-FONDS | | 4.610 | 0,000% | F |
| DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II | | 16.624 | 0,002% | F |
| DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3 | | 5.860 | 0,001% | F |
| DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV | | 590 | 0,000% | F |
| DEKA INVESTMENT GMBH W/SSH-FONDS W/U04 | | 88.100 | 0,008% | F |
| DEKA INVESTMENT GMBH W/SVAM-FONDS | | 8.459 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TREMONIUS-FONDS | | 7.257 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02 | | 18.639 | 0,002% | F |
| DEKA VALUE PLUS | | 143.484 | 0,014% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS | | 21.000 | 0,002% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG | | 9.200 | 0,001% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/IDB-STRATEGIE WUPPERTAL | | 1.226 | 0,000% | F |
| DEKA-MASTER-HAEK I | | 9.731 | 0,001% | F |
| DEKA-RAB | | 45.699 | 0,004% | F |
| DESJARDINS INTERNATIONAL EQUITYIND EX ETF | | 26.593 | 0,003% | F |
| DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF | | 351 | 0,000% | F |
| DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE | | 1.122 | 0,000% | F |
| DESTINATIONS INTERNATIONAL EQU | | 8.148 | 0,001% | F |
| DEUTSCHE DCG EQ | | 1.719 | 0,000% | F |
| DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF) | | 1.587 | 0,000% | F |
| DEVIF-FONDS NR. 349 | | 4.983 | 0,000% | F |
| DFI LP EQUITY (PASSIVE | | 532 | 0,000% | F |
| DIGITAL FUNDS STARS EUROZONE | | 11.563 | 0,001% | F |
| DILLON MARKETABLE SECURITIES COMMON TRUST FUND, | | 1.830 | 0,000% | F |
| DIMENSIONAL FUNDS PLC | | 72.447 | 0,007% | F |
| DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E | | 1.928 | 0,000% | F |
| DNB BANK ASA | | 43.684 | 0,004% | F |
| DPAM DBI-RDT B EQUITIES EMU-INDEX | | 30.600 | 0,003% | F |
| DPAM L EQUITIES EMU SRI MSCI INDEX | | 15.793 | 0,002% | F |
| DPAM L EQUITIES WORLD SRI MSCI INDEX | | 2.400 | 0,000% | F |
| DPCTA-MASTERFONDS | | 20.577 | 0,002% | F |
| DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING | | 22.120 | 0,002% | F |
| DUNHAM INTERNATIONAL STOCK FUND | | 3.924 | 0,000% | F |
| DWS INVESTMENT GMBH DRIVEINVEST FOR PENSIONS SEG 2 | | 19.703 | 0,002% | F |
| DWS INVESTMENT GMBH FOR DEAM-FONDS CPT | | 5.000 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1 | | 5.654 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN | | 2.700 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ | | 13.396 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE | | 82.290 | 0,008% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROPEAN EQUITY | | 149.806 | 0,014% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY | | 39.640 | 0,004% | F |
| DWS INVESTMENT GMBH FOR DWS SYSTEMATIC EUROPEAN EQUITY | | 49.942 | 0,005% | F |
| DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER | | 1.350 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1 | | 26.908 | 0,003% | F |
| DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY | | 16.258 | 0,002% | F |
| DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND | | 4.766 | 0,000% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT | | 71.015 | 0,007% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO | | 1.316 | 0,000% | F |
| DWS MULTI ASSET PIR FUND | | 52.095 | 0,005% | F |
| DYNASTY INVEST LTD | | 1.134 | 0,000% | F |
| E TRADE NO FEE INTERNATIONAL INDEX FUND | | 240 | 0,000% | F |
| EBK-AKTIEN-UNIVERSAL-FONDS | | 76.801 | 0,007% | F |
| EGEPARGNE 2 DIVERSIFIE | | 19.708 | 0,002% | F |
| ELEVA UCITS FUND - ELEVA ABSOLUTE RETURN EUROPE | | 165.346 | 0,016% | F |
| EMBO-FONDS | | 11.075 | 0,001% | F |
| EMERGENCY SERVICES SUPERANNUATION SCHEME | | 2.465 | 0,000% | F |
| EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE | | 1 | 0,000% | F |
| EMPOWER ANNUITY INSURANCE COMPANY | | 64.699 | 0,006% | F |
| ENHANCED INDEX INTERNATIONAL SHARE FUND | | 21.104 | 0,002% | F |
| ENPAM | | 200.000 | 0,019% | F |
| ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI | | 11.750.450 | 1,121% | F |
| ENVIRONMENT FUND | | 3.673 | 0,000% | F |
| EPARGNE ACTIONS MONDE ISR | | 89.181 | 0,009% | F |
| EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO | | 33.001 | 0,003% | F |
| EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 26.765 | 0,003% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO | | 4.314 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO | | 4.919 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO | | 6.624 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO | | 9.310 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO | | 14.979 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 42.245 | 0,004% | F |
| EQUIPSUPER | | 57.778 | 0,006% | F |
| EQUITABLE FINANCIAL LIFE INSURANCE COMPANY | | 2.957 | 0,000% | F |
| ERAFP ACTIONS EURO I | | 592.588 | 0,057% | F |
| ERAFP ACTIONS EURO IV | | 274.204 | 0,026% | F |
| ERISA ACTION EUROPE N 2 | | 41.236 | 0,004% | F |
| ERISA ACTIONS GRANDES VALEURS | | 817.353 | 0,078% | F |
| ERSTE ASSET MANAGEMENT GMBH | | 441.100 | 0,042% | F |
| ESKOM PENSION AND PROVIDENT FUND | | 37.165 | 0,004% | F |
| ESSENTIA HEALTH | | 1.633 | 0,000% | F |
| EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB) | | 1.335 | 0,000% | F |
| F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC | | 3.419 | 0,000% | F |
| FACTORY MUTUAL INSURANCE COMPANY | | 5.790 | 0,001% | F |
| FAMILY INVESTMENTS CHILD TRUST FUND | | 5.916 | 0,001% | F |
| FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND | | 7.919 | 0,001% | F |
| FCM INTERNATIONAL LLC | | 835 | 0,000% | F |
| FCP HUMANIS RETRAITE ACTIONS | | 297.159 | 0,028% | F |
| FCP HUMANIS RETRAITE ACTIONS BAS CARBONE | | 213.173 | 0,020% | F |
| FCP SODIUM I | | 30.421 | 0,003% | F |
| FEDERATED HERMES GLOBAL ALLOCATION FUND | | 3.151 | 0,000% | F |
| FEDEX CORPORATION EMPLOYEES PENSION TRUST | | 15.223 | 0,001% | F |
| FGV - ACTIONS EUROPE LM B | | 124.795 | 0,012% | F |
| FGV ACTIONS EUROPE LM A | | 16.067 | 0,002% | F |
| FIDDLER PARTNERS LLC | | 474 | 0,000% | F |
| FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND | | 1.495.132 | 0,143% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND | | 15.397 | 0,001% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND | | 81.250 | 0,008% | F |
| FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF | | 27.911 | 0,003% | F |
| FIDELITY FUNDS - GLOBAL QUALITY INCOME POOL | | 292 | 0,000% | F |
| FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST | | 562 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND | | 51.455 | 0,005% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND | | 184 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND | | 97.365 | 0,009% | F |
| FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND | | 489.400 | 0,047% | F |
| FIDELITY SAI INTERNATIONAL INDEX FUND | | 173.026 | 0,017% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND | | 47.254 | 0,005% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND | | 186.693 | 0,018% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA | | 15.167 | 0,001% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. | | 832.136 | 0,079% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND | | 196.253 | 0,019% | F |
| FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF | | 36.046 | 0,003% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND | | 5.248 | 0,001% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND | | 12.362 | 0,001% | F |
| FIDEURAM COMPARTO PIANO AZIONI ITALIA | | 430.000 | 0,041% | F |
| FIDEURAM COMPARTO PIANO BILANCIATO ITALIA 50 | | 65.000 | 0,006% | F |
| FIDEURAM ITALIA | | 24.200 | 0,002% | F |
| FINALTIS EFFICIENT BETA EURO | | 4.994 | 0,000% | F |
| FIRE AND POLICE PENSION ASSOCIATION OF COLORADO | | 1 | 0,000% | F |
| FIRST PRIVATE EURO DIVIDENDEN STAUFER | | 75.136 | 0,007% | F |
| FIRST SENTIER INVESTORS GLOBAL UMBRELLA FUND PUBLIC LIMITED COMPANY | | 1.629 | 0,000% | F |
| FIRST TRUST DEVELOPED MARKETS EX US ALPHADEX FUND | | 80.016 | 0,008% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND | | 333.751 | 0,032% | F |
| FIRST TRUST EUROPE ALPHADEX FUND | | 64.741 | 0,006% | F |
| FIRST TRUST EUROZONE ALPHADEX ETF | | 17.333 | 0,002% | F |
| FIRST TRUST EUROZONE ALPHADEX UCITS ETF | | 25.092 | 0,002% | F |
| FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF | | 77.719 | 0,007% | F |
| FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF | | 12.722 | 0,001% | F |
| FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF | | 10.019 | 0,001% | F |
| FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF | | 44.365 | 0,004% | F |
| FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND | | 703.069 | 0,067% | F |
| FISCHER FAMILY TRUST | | 1.424 | 0,000% | F |
| FJARDE AP-FONDEN. | | 52.809 | 0,005% | F |
| FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND | | 8.645 | 0,001% | F |
| FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND | | 952 | 0,000% | F |
| FLORIDA GLOBAL EQUITY FUND LLC | | 4.654 | 0,000% | F |
| FLORIDA RETIREMENT SYSTEM | | 32.110 | 0,003% | F |
| FLORIDA RETIREMENT SYSTEM TRUST FUND | | 36.415 | 0,003% | F |
| FLORIDA RETSYS MINERVA 1009008 | | 14.956 | 0,001% | F |
| FLOURISH INVESTMENT CORPORATION | | 2.333 | 0,000% | F |
| FOLKSAM OMSESIDIG SAKFORSAKRING | | 17.361 | 0,002% | F |
| FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY | | 9.389 | 0,001% | F |
| FONDATION BOTNAR.. | | 20.429 | 0,002% | F |
| FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA | 00499230373 | 1.702.438 | 0,162% | F |
| FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES | | 1.933 | 0,000% | F |
| FONDITALIA | | 917.680 | 0,088% | F |
| FONDOPOSTE | | 41.029 | 0,004% | F |
| FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.) | | 1 | 0,000% | F |
| FONDS FUER STIFTUNGEN INVESCO | | 11.065 | 0,001% | F |
| FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS | | 2.001 | 0,000% | F |
| FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST.. | | 5.589 | 0,001% | F |
| FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST | | 664 | 0,000% | F |
| FOREIGN STOCK INDEX MOTHER FUND | | 29.833 | 0,003% | F |
| FORSTA AP - FONDEN | | 92.442 | 0,009% | F |
| FOVERUKA PENSION UNIVERSAL | | 7.109 | 0,001% | F |
| FRANKLIN INTERNATIONAL EQUITY INDEX ETF | | 6.059 | 0,001% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF | | 3.615 | 0,000% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF | | 2.484 | 0,000% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL DIVIDEND MULTIPLIER INDEX | | 20.846 | 0,002% | F |
| FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG | | 105.327 | 0,010% | F |
| FRANKLIN TEMPLETON ICAV | | 378.421 | 0,036% | F |
| FUNDACAO CALOUSTE GULBENKIAN | | 3.440 | 0,000% | F |
| FUNDO DE PENSOES . | | 5.355 | 0,001% | F |
| FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU | | 11.362 | 0,001% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F | | 97.655 | 0,009% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI. | | 23.474 | 0,002% | F |
| FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500) | | 2.736 | 0,000% | F |
| G.A.-FUND-B - EQUITY BROAD EURO P | | 13.078 | 0,001% | F |
| G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES | | 7.264 | 0,001% | F |
| GARD UNIT TRUST | | 9.721 | 0,001% | F |
| GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY | | 1.841 | 0,000% | F |
| GENERAL ORGANISATION FOR SOCIAL INSURANCE. | | 408.653 | 0,039% | F |
| GENERAL PENSION AND SOCIAL SECURITY AUTHORITY | | 6.980 | 0,001% | F |
| GENERALI DIVERSIFICATION | | 944 | 0,000% | F |
| GERANA SICAV-SIF, S.A. | | 8.456 | 0,001% | F |
| GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND | | 2.795 | 0,000% | F |
| GLOBAL EQUITIES ENHANCED INDEX FUND | | 336.988 | 0,032% | F |
| GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC | | 2.198 | 0,000% | F |
| GLOBAL MULTI-FACTOR EQUITY FUND | | 18.746 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND CAYMAN L.P. | | 3.300 | 0,000% | F |
| GLOBAL X MSCI SUPERDIVIDEND EAFE ETF | | 17.138 | 0,002% | F |
| GLS BANK AKTIENFONDS C/O UNIVERSAL-INVESTMENT- | | 700.000 | 0,067% | F |
| GMO BENCHMARK-FREE FUND | | 8.535 | 0,001% | F |
| GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND | | 4.882 | 0,000% | F |
| GMO IMPLEMENTATION FUND | | 16.295 | 0,002% | F |
| GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES | | 18.806 | 0,002% | F |
| GODFOND SVERIGE & VARLDEN | | 4.688 | 0,000% | F |
| GOLDMAN SACHS ETF ICAV | | 82 | 0,000% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E | | 19.164 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT | | 433.618 | 0,041% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF | | 81.147 | 0,008% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO | | 20.375 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF | | 7.574 | 0,001% | F |
| GOLDMAN SACHS FUNDS III | | 123.480 | 0,012% | F |
| GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND | | 25.471 | 0,002% | F |
| GOVERNMENT EMPLOYEES SUPERANNUATION BRD | | 49.586 | 0,005% | F |
| GOVERNMENT OF NORWAY | | 700.000 | 0,067% | F |
| GOVERNMENT PENSION INVESTMENT FUND | | 2.136.270 | 0,204% | F |
| GOVERNMENT SUPERANNUATION FUND | | 12.310 | 0,001% | F |
| GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD. | | 30 | 0,000% | F |
| GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND | | 12.968 | 0,001% | F |
| GREAT WEST INTERNATIONAL INDEX FUND | | 68.448 | 0,007% | F |
| GREENFINCH FOUNDATION | | 2.460 | 0,000% | F |
| GUIDEMARK WORLD EX-US FUND | | 18.125 | 0,002% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND | | 62.243 | 0,006% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND. | | 25.999 | 0,002% | F |
| HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 4.837 | 0,000% | F |
| HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND | | 397.156 | 0,038% | F |
| HAWKES FAMILY LLC | | 1.283 | 0,000% | F |
| HAWTHORN DM LLC | | 9.507 | 0,001% | F |
| HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO | | 688 | 0,000% | F |
| HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO | | 286 | 0,000% | F |
| HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL | | 6.699 | 0,001% | F |
| HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO | | 9.459 | 0,001% | F |
| HEALTHCARE EMPLOYEES PENSION | | 137.281 | 0,013% | F |
| HELIUM ALPHA | | 5.881 | 0,001% | F |
| HELVETIA I EUROPA | | 52.607 | 0,005% | F |
| HESTA | | 138.785 | 0,013% | F |
| HI PNWL DIVIDENDE PLUS FONDS | | 644.333 | 0,061% | F |
| HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS | | 83.000 | 0,008% | F |
| HILLSDALE GLOBAL EQUITY FUND | | 6.898 | 0,001% | F |
| HI-PNWL-DIVIDENDE-PLUS-FONDS | | 217.327 | 0,021% | F |
| HI-PROAM-STIFTUNGSFONDS | | 2.393 | 0,000% | F |
| HI-PROVINZIAL-LOWRISK-DIVIDENDENSTRATEGIE-FONDS | | 13.830 | 0,001% | F |
| HMT HANSEMERKUR AKTIEN INVEST | | 1.524 | 0,000% | F |
| HMT-KVMV-FONDS THEODOR-HEUSS-A | | 439 | 0,000% | F |
| HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE | | 250.725 | 0,024% | F |
| HORIZON BUSINESS SRI DYN DBI-RDT | | 39.050 | 0,004% | F |
| HOSPITAL AUTHORITY PROVIDENT FUND SCHEME | | 13.596 | 0,001% | F |
| HOSTPLUS POOLED SUPERANNUATION TRUST | | 57.832 | 0,006% | F |
| HP+P STIFTUNGSFONDS | | 15.900 | 0,002% | F |
| HPE COMMON CONTRACTUAL FUND. | | 2.462 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 11. | | 787 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 12. | | 4.892 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 2 | | 2.539 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 3 | | 3.135 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 6 | | 411 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| HRW TESTAMENTARY TRUST NO. 7. | | 4.085 | 0,000% | F |
| HSBC ACTIONS MONDE | | 97.577 | 0,009% | F |
| HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY | | 141.593 | 0,014% | F |
| HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF | | 203 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF | | 414 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF | | 12.170 | 0,001% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF | | 3.597 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF | | 879 | 0,000% | F |
| HSBC EURO ACTIONS | | 323.566 | 0,031% | F |
| HSBC GLOBAL INVESTMENT FUNDS | | 59.360 | 0,006% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND | | 1.218 | 0,000% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND | | 18.319 | 0,002% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND | | 1.795 | 0,000% | F |
| HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND | | 14.268 | 0,001% | F |
| HUMANIS RETRAITE DIVERSIFIE | | 291.231 | 0,028% | F |
| IA CLARINGTON GLOBAL VALUE FUND | | 5.257 | 0,001% | F |
| IADB POST RETIREMENT BENEFITS FUND | | 14.689 | 0,001% | F |
| IADB STAFF RETIREMENT FUND | | 40.700 | 0,004% | F |
| IAGAM GLOBAL EQUITY TRUST. | | 45.536 | 0,004% | F |
| IBM 401(K) PLUS PLAN TRUST | | 35.565 | 0,003% | F |
| IF IST - EUROPE INDEX SRI | | 9.821 | 0,001% | F |
| IF IST - GLOBE INDEX | | 22.328 | 0,002% | F |
| IG MACKENZIE INTERNATIONAL SMALL CAP FUND | | 531.149 | 0,051% | F |
| ILA - A-ILDSCG | | 2.038 | 0,000% | F |
| ILA - A-ILEZEQG | | 9.537 | 0,001% | F |
| ILA - A-ILGLOEQG | | 1.987 | 0,000% | F |
| ILA - A-ILGLOEQN | | 852 | 0,000% | F |
| ILA - RAFIMF | | 2.849 | 0,000% | F |
| ILA-A-ILIMCFHY | | 4.312 | 0,000% | F |
| ILA-A-ILSDMH | | 42.355 | 0,004% | F |
| ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY | | 21.659 | 0,002% | F |
| ILA-LA WORLD ESG SCREENED FUND | | 5.226 | 0,000% | F |
| ILLINOIS MUNICIPAL RETIREMENT FUND | | 24.512 | 0,002% | F |
| IMCO GLOBAL PUBLIC EQUITY LP | | 77.168 | 0,007% | F |
| IMPACTASSETS INC. | | 202 | 0,000% | F |
| IMPERIAL INTERNATIONAL EQUITY POOL | | 14.911 | 0,001% | F |
| INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER | 80122170584 | 3.130.190 | 0,299% | F |
| ING DIRECT SICAV | | 20.493 | 0,002% | F |
| INSPIRE INTERNATIONAL ETF 80 A | | 84.469 | 0,008% | F |
| INSTITUTIONAL RETIREMENT TRUST | | 9.922 | 0,001% | F |
| INTERFUND SICAV | | 22.622 | 0,002% | F |
| INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT | | 8.314 | 0,001% | F |
| INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC | | 646.985 | 0,062% | F |
| INTERNATIONAL EQUITIES B UNIT TRUST | | 1.449 | 0,000% | F |
| INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST | | 483 | 0,000% | F |
| INTERNATIONAL EQUITIES SECTOR TRUST | | 744 | 0,000% | F |
| INTERNATIONAL EQUITY FUND | | 3.862 | 0,000% | F |
| INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST | | 1.000 | 0,000% | F |
| INTERNATIONAL MONETARY FUND | | 30.572 | 0,003% | F |
| INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT | | 4.019 | 0,000% | F |
| INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN | | 13.901 | 0,001% | F |
| INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO | | 890.800 | 0,085% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE A-EUROPA-LA-PASSIV | | 3.706 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE INKA LUCK | | 68.221 | 0,007% | F |
| INVESCO ADVANTAGE INTERNATIONALFUND | | 1.388 | 0,000% | F |
| INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF | | 61.933 | 0,006% | F |
| INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF | | 85.378 | 0,008% | F |
| INVESCO FUNDS | | 767.843 | 0,073% | F |
| INVESCO GLOB ENHAN EQUITY UCITS ETF | | 352 | 0,000% | F |
| INVESCO GLOBAL BALANCED INDEX FUND UK | | 28.328 | 0,003% | F |
| INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND | | 6.169 | 0,001% | F |
| INVESCO GLOBAL EX UK CORE EQUITY INDEX FUND UK | | 18.263 | 0,002% | F |
| INVESCO GLOBAL EX UK ENHANCED INDEX FUND UK | | 25.748 | 0,002% | F |
| INVESCO MARKETS II PLC | | 31.724 | 0,003% | F |
| INVESCO MARKETS II PUBLIC LTD | | 26.285 | 0,003% | F |
| INVESCO MARKETS III PLC | | 77 | 0,000% | F |
| INVESCO MSCI EAFE INCOME ADVANTAGE ETF | | 2.927 | 0,000% | F |
| INVESCO MSCI EUR EQ WGHT UCITS ETF | | 68.423 | 0,007% | F |
| INVESCO MSCI WORLD SRI INDEX FUND | | 601 | 0,000% | F |
| INVESCO POOLED INVESTMENT FUND - EUROPE FUND | | 55.147 | 0,005% | F |
| INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES | | 47.045 | 0,004% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF | | 102.373 | 0,010% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED MOMENTUM ETF | | 73.775 | 0,007% | F |
| INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER - ANSVARLIG UDVIKLING KL | | 139.811 | 0,013% | F |
| INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER - ANSVARLIG UDVIKLING AKK. KL | | 95.254 | 0,009% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL | | 9.736 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL | | 13.896 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED ACCUMULATING KL | | 18.566 | 0,002% | F |
| INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE | | 1.796 | 0,000% | F |
| INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL | | 3.723 | 0,000% | F |
| INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI | | 24.633 | 0,002% | F |
| INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING | | 24.767 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL | | 25.097 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL | | 14.212 | 0,001% | F |
| IOM UBS GLOBAL PASSIVE EQUITIES | | 5.346 | 0,001% | F |
| IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 12.449 | 0,001% | F |
| IP ACTIONS EURO | | 8.537 | 0,001% | F |
| IPC MULTIFACTOR INTERNATIONAL EQUITY | | 4.327 | 0,000% | F |
| IRISH LIFE ASSURANCE PLC | | 59.767 | 0,006% | F |
| IRISH LIFE ASSURANCE. | | 39.283 | 0,004% | F |
| IRISH LIFE CLIMATE FOCUSED FUND | | 758 | 0,000% | F |
| IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND | | 14.781 | 0,001% | F |
| IRR K LLC | | 4.519 | 0,000% | F |
| ISHARES ALL-COUNTRY EQUITY INDEX FUND | | 1.197 | 0,000% | F |
| ISHARES BLOCKCHAIN AND TECH ETF | | 3.654 | 0,000% | F |
| ISHARES CORE MSCI EAFE ETF | | 3.044.354 | 0,290% | F |
| ISHARES CORE MSCI EAFE IMI INDEX ETF | | 30.939 | 0,003% | F |
| ISHARES CORE MSCI EUROPE ETF | | 211.985 | 0,020% | F |
| ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF | | 416.783 | 0,040% | F |
| ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF | | 632.658 | 0,060% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF | | 5.483 | 0,001% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF | | 10.465 | 0,001% | F |
| ISHARES ESG ADVANCED MSCI EAFE ETF | | 42.268 | 0,004% | F |
| ISHARES ESG ADVANCED MSCI EAFE INDEX ETF | | 8.474 | 0,001% | F |
| ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE) | | 994.259 | 0,095% | F |
| ISHARES EURO STOXX UCITS ETF (DE) | | 191.446 | 0,018% | F |
| ISHARES II PUBLIC LIMITED COMPANY | | 1.236.388 | 0,118% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ISHARES III PUBLIC LIMITED COMPANY | | 1.235.638 | 0,118% | F |
| ISHARES INTERNATIONAL EQUITY FACTOR ETF | | 143.329 | 0,014% | F |
| ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF | | 541 | 0,000% | F |
| ISHARES IV PUBLIC LIMITED COMPANY | | 1.337.371 | 0,128% | F |
| ISHARES MSCI ACWI ETF | | 98.290 | 0,009% | F |
| ISHARES MSCI ACWI EX U.S. ETF | | 99.097 | 0,009% | F |
| ISHARES MSCI ACWI LOW CARBON TARGET ETF | | 24.340 | 0,002% | F |
| ISHARES MSCI EAFE ETF | | 1.529.206 | 0,146% | F |
| ISHARES MSCI EAFE INTERNATIONALINDEX FUND | | 288.895 | 0,028% | F |
| ISHARES MSCI EAFE VALUE ETF | | 1.042.422 | 0,099% | F |
| ISHARES MSCI EUR QLTY DIV UCITS ETF | | 476.761 | 0,045% | F |
| ISHARES MSCI EUROPE FINANCIALS ETF | | 616.770 | 0,059% | F |
| ISHARES MSCI EUROPE IMI INDEX ETF | | 3.689 | 0,000% | F |
| ISHARES MSCI EUROZONE ETF | | 551.177 | 0,053% | F |
| ISHARES MSCI GLOBAL MULTIFACTORETF | | 5.987 | 0,001% | F |
| ISHARES MSCI INTL MOMENTUM FACTOR ETF | | 120.790 | 0,012% | F |
| ISHARES MSCI ITALY ETF | | 545.080 | 0,052% | F |
| ISHARES MSCI KOKUSAI ETF | | 1.622 | 0,000% | F |
| ISHARES MSCI WORLD ETF | | 32.928 | 0,003% | F |
| ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF | | 144 | 0,000% | F |
| ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF | | 5.733 | 0,001% | F |
| ISHARES PUBLIC LIMITED COMPANY | | 2.691.275 | 0,257% | F |
| ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE | | 72.374 | 0,007% | F |
| ISHARES STOXX EUROPE 600 UCITS ETF (DE) | | 347.245 | 0,033% | F |
| ISHARES STOXX EUROPE MID 200 UCITS ETF (DE) | | 145.621 | 0,014% | F |
| ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE) | | 822.423 | 0,078% | F |
| ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE | | 1.979.158 | 0,189% | F |
| ISHARES V PUBLIC LIMITED COMPANY | | 307.933 | 0,029% | F |
| ISHARES VI PUBLIC LIMITED COMPANY | | 289.473 | 0,028% | F |
| ISHARES VII PUBLIC LIMITED COMPANY | | 981.817 | 0,094% | F |
| ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND | | 38.547 | 0,004% | F |
| ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND | | 2.409 | 0,000% | F |
| ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH) | | 3.662 | 0,000% | F |
| JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO | | 371 | 0,000% | F |
| JANUS HENDERSON HORIZON FUND - EUROLAND FUND | | 602.852 | 0,058% | F |
| JEFFREY LLC | | 7.080 | 0,001% | F |
| JNL INTERNATIONAL INDEX FUND | | 71.027 | 0,007% | F |
| JNL/DFA INTERNATIONAL CORE EQUITY FUND | | 9.139 | 0,001% | F |
| JNL/JPMORGAN GLOBAL ALLOCATION FUND | | 1.330 | 0,000% | F |
| JNL/MELLON MSCI WORLD INDEX FUND | | 5.947 | 0,001% | F |
| JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND | | 76.991 | 0,007% | F |
| JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF | | 9.242 | 0,001% | F |
| JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY | | 28.121 | 0,003% | F |
| JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF | | 22.738 | 0,002% | F |
| JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST | | 32.130 | 0,003% | F |
| JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST. | | 16.613 | 0,002% | F |
| JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST | | 54.567 | 0,005% | F |
| JOHN T. WALTON FAMILY TRUST | | 120.586 | 0,012% | F |
| JOSHUA GREEN CORPORATION | | 3.450 | 0,000% | F |
| JPM MULTI INCOME FUND | | 25.190 | 0,002% | F |
| JPMORGAN BETABUILDERS EUROPE ETF | | 175.059 | 0,017% | F |
| JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF | | 132.623 | 0,013% | F |
| JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND | | 162.006 | 0,015% | F |
| JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF | | 53.915 | 0,005% | F |
| JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF | | 13.151 | 0,001% | F |
| JPMORGAN EUROPE STRATEGIC DIVIDEND FUND | | 3.486 | 0,000% | F |
| JPMORGAN FLEXIBLE INCOME ETF | | 198 | 0,000% | F |
| JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND | | 3.264 | 0,000% | F |
| JPMORGAN FUNDS | | 354.244 | 0,034% | F |
| JPMORGAN GLOBAL ALLOCATION FUND | | 4.019 | 0,000% | F |



767

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| JPMORGAN INCOME BUILDER FUND | | 76.135 | 0,007% | F |
| JPMORGAN INVESTMENT FUNDS | | 347.020 | 0,033% | F |
| JPMORGAN MULTI BALANCED FUND | | 2.159 | 0,000% | F |
| JTW TRUST NO. 2 UAD 9/19/02. | | 2.007 | 0,000% | F |
| JTW TRUST NO. 3 UAD 9/19/02. | | 2.827 | 0,000% | F |
| JTW TRUST NO. 4 UAD 9/19/02. | | 2.036 | 0,000% | F |
| JTW TRUST NO. 5 UAD 9/19/02. | | 1.555 | 0,000% | F |
| JUNON ACTIONS OBLIGATIONS | | 221.998 | 0,021% | F |
| K INVESTMENTS SH LIMITED. | | 34.350 | 0,003% | F |
| KAISER FOUNDATION HOSPITALS | | 6.781 | 0,001% | F |
| KAISER PERMANENTE GROUP TRUST | | 5.311 | 0,001% | F |
| KAP IP GLO EQUI III 56097 | | 10.289 | 0,001% | F |
| KAP MPI INTERNATIONALE AKTIER 55016 | | 139.345 | 0,013% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER | | 3.011 | 0,000% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER S | | 72.462 | 0,007% | F |
| KAPITALFORENINGEN EMD INVEST VERDENSINDEKS | | 8.758 | 0,001% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I | | 17.756 | 0,002% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX | | 29.365 | 0,003% | F |
| KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS | | 18.873 | 0,002% | F |
| KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED | | 176.190 | 0,017% | F |
| KAS BANK PF | | 632 | 0,000% | F |
| KBC ECO FUND/WORLD | | 13.970 | 0,001% | F |
| KBC EQUITY FUND EUROZONE | | 377.140 | 0,036% | F |
| KBC EQUITY FUND EUROZONE DBI-RDT | | 47.780 | 0,005% | F |
| KBC EQUITY FUND SRI EUROZONE | | 619.635 | 0,059% | F |
| KBC EQUITY FUND WORLD | | 125.793 | 0,012% | F |
| KBC EQUITY FUND/EUROPE | | 34.784 | 0,003% | F |
| KBC EQUITY FUND/SRI WORLD | | 162.329 | 0,015% | F |
| KBC EQUITY FUND/WORLD DBI-ROT | | 29.453 | 0,003% | F |
| KBC EQUITY SRI WORLD DBI-RDT | | 20.462 | 0,002% | F |
| KBC INST FUND EURO EQUITY | | 53.482 | 0,005% | F |
| KBC INSTITUTIONAL FUND SRI EURO | | 79.283 | 0,008% | F |
| KBC INSTITUTIONAL FUND/SRI WORLD EQUITY | | 32.384 | 0,003% | F |
| KBI FUNDS ICAV | | 14.564 | 0,001% | F |
| KBI GLOBAL INVESTMENT FUND | | 8.844 | 0,001% | F |
| KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1 | | 75.651 | 0,007% | F |
| KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR | | 50.120 | 0,005% | F |
| KESKINÄINEN VAKUUTUSYHTIÖ FENNIA | | 9.102 | 0,001% | F |
| KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI | | 19.773 | 0,002% | F |
| KOKUSAI EQUITY INDEX FUND, A S | | 12.306 | 0,001% | F |
| KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP | | 69.228 | 0,007% | F |
| KUMPULAN WANG PERSARAAN DIPERBADANKAN | | 13.139 | 0,001% | F |
| KUTXABANK GESTION SGIIC, S.A. | | 242.248 | 0,023% | F |
| KUTXABANK PENSIONES, S.A., SGFP | | 99.319 | 0,009% | F |
| LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES | | 52.795 | 0,005% | F |
| LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION | | 1.690 | 0,000% | F |
| LACERA MASTER OPEB TRUST | | 11.377 | 0,001% | F |
| LACM GLOBAL EQUITY FUND LP | | 1.877 | 0,000% | F |
| LAKE AVENUE INVESTMENTS LLC | | 18.058 | 0,002% | F |
| LARGE CAP INTL PORTFOLIO OF DFA INV | | 154.290 | 0,015% | F |
| LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP TRUST | | 8.200 | 0,001% | F |
| LAZARD ASSET MANAGEMENT LLC | | 118 | 0,000% | F |
| LBPAM 3 MOIS | | 2.182.558 | 0,208% | F |
| LBPAM ACTIONS DIVIDENDES EUROP | | 3.163 | 0,000% | F |
| LBPAM ISR ACTIONS 80 | | 63.889 | 0,006% | F |
| LBPAM ISR ACTIONS EURO LARGE CAP | | 3.599 | 0,000% | F |
| LBPAM ISR ACTIONS EUROMONDE | | 124.806 | 0,012% | F |
| LBPAM ISR ACTIONS EUROPE 50 | | 375.097 | 0,036% | F |
| LBPAM ISR ACTIONS FOCUS EURO | | 87.076 | 0,008% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| LBPAM ISR AVENIR EURO | | 956 | 0,000% | F |
| LBPAM ISR STRATEGIE PEA 1 | | 10.996 | 0,001% | F |
| LBPAM ISR STRATEGIE PEA 2 | | 17.216 | 0,002% | F |
| LBPAM SHORT TERM | | 133.000 | 0,013% | F |
| LCL ACTIONS EURO CORE+ | | 69.430 | 0,007% | F |
| LCL ACTIONS MONDE HORS EUROPE EURO | | 186.002 | 0,018% | F |
| LCL TRIPLE HORIZON (SEPT 2021) | | 122.133 | 0,012% | F |
| LEADERSEL P.M.I | | 29.030 | 0,003% | F |
| LEGAL & GENERAL ASSURANCE SOCIETY LIMITED | | 655 | 0,000% | F |
| LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E | | 6.009 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO | | 30.046 | 0,003% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE | | 8.830 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED | | 330 | 0,000% | F |
| LEGAL & GENERAL GLOBAL EQUITY INDEX FUND | | 12.796 | 0,001% | F |
| LEGAL & GENERAL ICAV. | | 6.172 | 0,001% | F |
| LEGAL & GENERAL MSCI EAFE FUND LLC | | 39.561 | 0,004% | F |
| LEGAL & GENERAL MSCI EAFE SL FUND LLC | | 27.903 | 0,003% | F |
| LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT ( | | 16.397 | 0,002% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED | | 162.311 | 0,015% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND | | 2.953 | 0,000% | F |
| LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED | | 1.260.036 | 0,120% | F |
| LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED | | 14.483 | 0,001% | F |
| LEGAL AND GENERAL CCF | | 24.279 | 0,002% | F |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST. | | 40.947 | 0,004% | F |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.. | | 272 | 0,000% | F |
| LEGAL AND GENERAL EUROPEAN INDEX TRUST | | 195.654 | 0,019% | F |
| LEGAL AND GENERAL INTERNATIONAL INDEX TRUST | | 61.961 | 0,006% | F |
| LEGAL AND GENERAL UCITS ETF PLC | | 144.585 | 0,014% | F |
| LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF | | 362.985 | 0,035% | F |
| LFM ACTIONS MONDE VOLATILITE C | | 89.564 | 0,009% | F |
| LGIM MANAGERS (EUROPE) LIMITED | | 33.279 | 0,003% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME | | 4.600 | 0,000% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME.. | | 399 | 0,000% | F |
| LM FUND LP | | 474 | 0,000% | F |
| LMAP 909 SUB FUND OF LMAP IRELAND ICAV | | 2.661 | 0,000% | F |
| LMT MRT BLRK EUROPE VALUE 775373 | | 7.397 | 0,001% | F |
| LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR | | 318 | 0,000% | F |
| LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST | | 5.496 | 0,001% | F |
| LOF TARGETNETZERO EUROPE EQUITY | | 6.189 | 0,001% | F |
| LOF TARGETNETZERO GLOBAL EQUITY | | 2.054 | 0,000% | F |
| LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME. | | 11.075 | 0,001% | F |
| LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM. | | 25.820 | 0,002% | F |
| LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI | | 2.437 | 0,000% | F |
| LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST | | 70.070 | 0,007% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS( | | 8.251 | 0,001% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND | | 65.083 | 0,006% | F |
| LUXCELLENCE-HELVETIA EUROP EQUITY | | 6.312 | 0,001% | F |
| LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND | | 9.286 | 0,001% | F |
| LVIP SSGA DEVELOPED INTERNATIONAL 150 FU | | 221.071 | 0,021% | F |
| LVIP SSGA INTERNATIONAL INDEX FUND | | 58.233 | 0,006% | F |
| LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G. | | 45.566 | 0,004% | F |
| LYXOR FTSE MIB UCITS ETF | | 422.304 | 0,040% | F |
| LYXOR MSCI EUROPE UCITS ETF | | 30.242 | 0,003% | F |



26P

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| M INTERNATIONAL EQUITY FUND | | 2.463 | 0,000% | F |
| M PRIME EUROPE STOCKS | | 223 | 0,000% | F |
| MACK EAFE EQUITY POOL | | 11.863 | 0,001% | F |
| MACKENZIE INTERNATIONAL EQUITY INDEX ETF | | 19.532 | 0,002% | F |
| MACQUARIE INTERNATIONAL EQUITIES FUND | | 17.922 | 0,002% | F |
| MACQUARIE MULTI-FACTOR FUND | | 6.015 | 0,001% | F |
| MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED | | 3.898 | 0,000% | F |
| MANAGED PENSION FUNDS LIMITED | | 3.947 | 0,000% | F |
| MANDARINE EQUITY INCOME | | 4.285 | 0,000% | F |
| MANDAT ACTION HGAM | | 215.978 | 0,021% | F |
| MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND | | 24.109 | 0,002% | F |
| MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF | | 10.341 | 0,001% | F |
| MANVILLE PERSONAL INJURY SETTLEMENT TRUST | | 1.514 | 0,000% | F |
| MARIGOLD TACTICAL STRATEGIES LTD | | 1.388 | 0,000% | F |
| MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK | | 10.427 | 0,001% | F |
| MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUIT | | 55.636 | 0,005% | F |
| MARYLAND STATE RETIREMENT PENSION SYSTEM | | 44.400 | 0,004% | F |
| MASTERFONDS BANTHUS | | 11.259 | 0,001% | F |
| MASTERINVEST KAPITALANLAGE GMBH | | 2.426 | 0,000% | F |
| MATB MSCI KOKUSAI INDEX MOTHER FUND | | 7.663 | 0,001% | F |
| MBB PUBLIC MARKETS I LLC | | 30.773 | 0,003% | F |
| MBB SMART FUND C LLC | | 14.329 | 0,001% | F |
| MBB SMART FUND P LLC | | 12.148 | 0,001% | F |
| MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP) | | 1.625 | 0,000% | F |
| MD INTERNATIONAL GROWTH FUND | | 4.411 | 0,000% | F |
| MD INTERNATIONAL VALUE FUND | | 7.898 | 0,001% | F |
| MDPIM INTERNATIONAL EQUITY INDEX POOL | | 27.212 | 0,003% | F |
| MDPIM INTERNATIONAL EQUITY POOL | | 123.133 | 0,012% | F |
| MEDIOLANUM GESTION SGIIC, SA | | 5.386 | 0,001% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA | | 1.170.000 | 0,112% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA | | 170.000 | 0,016% | F |
| MERCER GLOBAL EQUITY FUND | | 34.419 | 0,003% | F |
| MERCER INDEXED INTERNATIONAL SHARES FUND | | 37.972 | 0,004% | F |
| MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND | | 832 | 0,000% | F |
| MERCER NONUS CORE EQUITY FUND | | 262.370 | 0,025% | F |
| MERCER PASSIVE INTERNATIONAL SHARES FUND | | 13.316 | 0,001% | F |
| MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND | | 2.084 | 0,000% | F |
| MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL | | 12.465 | 0,001% | F |
| MERCER QIF COMMON CONTRACTUAL FUND | | 154.589 | 0,015% | F |
| MERCER UCITS COMMON CONTRACTUALFUND | | 31.680 | 0,003% | F |
| MERCER UNHEDGED OVERSEAS SHARES TRUST | | 162.993 | 0,016% | F |
| MERCER WHOLESALE FUNDS | | 1.392 | 0,000% | F |
| MERCK AND CO INC MASTER RETIREMENT TRUST | | 111.328 | 0,011% | F |
| METIS EQUITY TRUST | | 2.593 | 0,000% | F |
| METROPOLITAN EMPLOYEE BENEFIT SYSTEM | | 6.573 | 0,001% | F |
| METROPOLITAN LIFE INSURANCE COMPANY | | 10.063 | 0,001% | F |
| MGF | | 46.878 | 0,004% | F |
| MGI FUNDS PLC | | 77.360 | 0,007% | F |
| MGTS AFH DA EURO JPM GROWTH | | 32.056 | 0,003% | F |
| MGTS AFH DA EURO JPM VALUE | | 55.318 | 0,005% | F |
| MI FONDS K12 | | 42.009 | 0,004% | F |
| MICHAEL AND MAIRA CAREN TRUST 930 | | 1.217 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE | | 1.048 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST | | 1.992 | 0,000% | F |
| MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN | | 24.736 | 0,002% | F |
| MIDDLETOWN WORKS HOURLY AND SALARIED UNION | | 706 | 0,000% | F |
| MI-FONDS 384 | | 23.719 | 0,002% | F |
| MI-FONDS F47 | | 32.464 | 0,003% | F |
| MIGROS BANK (LUX) FONDS 30 | | 1.100 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 40 (EUR) | | 1.190 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 50 | | 1.540 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS | | 2.999 | 0,000% | F |
| MINEWORKERS' PENSION SCHEME | | 7.996 | 0,001% | F |
| MINISTERO DELL'ECONOMIA E DELLE FINANZE | 80415740580 | 382.127.890 | 36,452% | F |
| MINISTRY OF ECONOMY AND FINANCE | | 167.790 | 0,016% | F |
| MISSOURI EDUCATION PENSION TRUST | | 187.626 | 0,018% | F |
| MM DEVELOPED WORLD EQUITY INDEX FUND II | | 13.875 | 0,001% | F |
| MOA INTERNATIONAL FUND | | 634.404 | 0,061% | F |
| MOBIUS LIFE LIMITED. | | 13.906 | 0,001% | F |
| MONETARY AUTHORITY OF MACAO | | 1 | 0,000% | F |
| MONTSEGUR CROISSANCE | | 131.203 | 0,013% | F |
| MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO | | 1.886 | 0,000% | F |
| MORGAN STANLEY PATHWAY FUNDS - | | 12.751 | 0,001% | F |
| MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO | | 102 | 0,000% | F |
| MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST | | 2.278 | 0,000% | F |
| MOTHER CABRINI HEALTH FOUNDATION INC | | 28.842 | 0,003% | F |
| MOUNT HATTON INVESTMENTS LIMITED | | 48.954 | 0,005% | F |
| MSCI ACWI EX-U.S. IMI INDEX FUND B2 | | 9.805 | 0,001% | F |
| MSCI EQUITY INDEX FUND B - ITALY (MSITB) | | 160.654 | 0,015% | F |
| MSCI EUROPE EQUITY INDEX FUND B (EUROSECB | | 30.013 | 0,003% | F |
| MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND | | 1.779 | 0,000% | F |
| MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND | | 434.948 | 0,041% | F |
| MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX | | 17.168 | 0,002% | F |
| NAA WORLD EQUITY INCOME FUND | | 3.619 | 0,000% | F |
| NAA WORLD EQUITY INCOME SERIES | | 8.842 | 0,001% | F |
| NATHALIE DE GUNZBERG | | 1.244 | 0,000% | F |
| NATIONAL BANK FINANCIAL INC | | 2.757 | 0,000% | F |
| NATIONAL COUNCIL FOR SOCIAL SEC FUND | | 13.351 | 0,001% | F |
| NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC | | 158.219 | 0,015% | F |
| NATIONAL EMPLOYMENT SAVINGS TRUST | | 843.157 | 0,080% | F |
| NATIONAL PENSION INSURANCE FUND | | 76.047 | 0,007% | F |
| NATIONWIDE INTERNATIONAL INDEX FUND | | 20.242 | 0,002% | F |
| NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST | | 33.237 | 0,003% | F |
| NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST | | 66.682 | 0,006% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O | | 1.037 | 0,000% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO | | 155.685 | 0,015% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE | | 6.263 | 0,001% | F |
| NB BRETON HILL MULTI-STYLE PREMIA MASTER FUND LP C/O WALKERS CORPORATE LIMITED | | 114 | 0,000% | F |
| NBIMC EAFE EQUITY INDEX FUND. | | 8.523 | 0,001% | F |
| NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS | | 57.842 | 0,006% | F |
| NEUALT LLC | | 16.784 | 0,002% | F |
| NEW AIRWAYS PENSION SCHEME | | 310 | 0,000% | F |
| NEW YORK STATE COMMON RETIREMENT FUND | | 88.900 | 0,008% | F |
| NEW YORK STATE TEACHERS RETIREMENT SYSTEM | | 871.990 | 0,083% | F |
| NEW ZEALAND SUPERANNUATION FUND. | | 621.025 | 0,059% | F |
| NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POWER PLANT | | 2.129 | 0,000% | F |
| NFL PLAYER TAX QUALIFIED ANNUITY PLAN | | 3.977 | 0,000% | F |
| NORDEA EUROPEAN PASSIVE FUND | | 10.284 | 0,001% | F |
| NORDEA GLOBAL PASSIVE FUND | | 17.185 | 0,002% | F |
| NORDEA WORLD PASSIVE FUND | | 13.786 | 0,001% | F |
| NORGES BANK | | 11.037.708 | 1,053% | F |
| NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND | | 137.640 | 0,013% | F |
| NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND. | | 61.970 | 0,006% | F |
| NORTHERN LIGHTS FUND TRUST IV | | 17.478 | 0,002% | F |
| NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR | | 45.071 | 0,004% | F |
| NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING | | 66.447 | 0,006% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST | | 937.401 | 0,089% | F |
| NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND | | 319.312 | 0,030% | F |
| NORTHERN TRUST UCITS FGR FUND | | 121.304 | 0,012% | F |
| NORTHERN WORLD SELECTION INDEX FUND | | 24.255 | 0,002% | F |
| NORTHROP GRUMMAN PENSION MASTERTRUST | | 7.505 | 0,001% | F |
| NOW PENSIONS TRUST | | 34.471 | 0,003% | F |
| NSP MINNESEOTA RETAIL PRAIRIE II | | 4.235 | 0,000% | F |
| NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST | | 4.229 | 0,000% | F |
| NSP MONTICELLO MINNESOTA RETAIL | | 6.527 | 0,001% | F |
| NT WORLD GREEN TRANSITION INDEX FUND | | 488 | 0,000% | F |
| NUNAVUT TRUST | | 1.913 | 0,000% | F |
| NUVEEN INTERNATIONAL EQUITY INDEX FUND | | 48.971 | 0,005% | F |
| NV HAGELUNIE | | 2.157 | 0,000% | F |
| NVIT INTERNATIONAL INDEX FUND | | 20.615 | 0,002% | F |
| OFI INVEST ESG EURO EQUITY SMA | | 547 | 0,000% | F |
| OLD WESTBURY LARGE CAP STRATEGIES FUND | | 2.951.738 | 0,282% | F |
| OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND. | | 626.174 | 0,060% | F |
| OMERS ADMINISTRATION CORPORATION | | 93.657 | 0,009% | F |
| ONEMARKETS ITALY ICAV | | 328 | 0,000% | F |
| ONEMARKETS PIMCO GLOBAL BALANCED ALLOC | | 8.275 | 0,001% | F |
| ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL | | 38.946 | 0,004% | F |
| OPENWORLD PUBLIC LIMITED COMPANY | | 703 | 0,000% | F |
| ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM | | 62.398 | 0,006% | F |
| OSSH 1 TRUST | | 59.087 | 0,006% | F |
| OSSIAM IRL ICAV | | 6.565 | 0,001% | F |
| OSSIAM LUX | | 342.384 | 0,033% | F |
| OSTRUM SRI EURO MINVOL EQUITY | | 11.816 | 0,001% | F |
| OSTRUM SRI EUROPE EQUITY | | 258.678 | 0,025% | F |
| PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST | | 1.105 | 0,000% | F |
| PAPPALARDO ROBERTO | PPPRRT87C12C351M | 5 | 0,000% | F |
| PARAMETRIC INTERNATIONAL EQUITYFUND | | 9.300 | 0,001% | F |
| PASSIVE GLOBAL SHARE TRUST | | 8.834 | 0,001% | F |
| PCA TAX SHELTERED ANNUITY PLAN | | 3.023 | 0,000% | F |
| PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND | | 2.082 | 0,000% | F |
| PENSION BENEFIT GUARANTY CORPORATION | | 128.044 | 0,012% | F |
| PENSION RESERVES INVESTMENT TRUST FUND | | 43.382 | 0,004% | F |
| PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB | | 65.160 | 0,006% | F |
| PEOPLE'S BANK OF CHINA | | 106.254 | 0,010% | F |
| PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND | | 2.133 | 0,000% | F |
| PERTUBUHAN KESELAMATAN SOSIAL | | 50.250 | 0,005% | F |
| PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF | | 2.893 | 0,000% | F |
| PFA PENSION FORSIKRINGSAKTIESELSKAB | | 115.207 | 0,011% | F |
| PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND | | 990 | 0,000% | F |
| PGIM QMA INTERNATIONAL EQUITY FUND | | 36.890 | 0,004% | F |
| PHILADELPHIA GAS WORKS PENSION PLAN | | 1.183 | 0,000% | F |
| PHILIP VERONICA A KOVACH JT TEN/WROS 2934 | | 19 | 0,000% | F |
| PHOSPHORE | | 34.120 | 0,003% | F |
| PICTET - EUROPE INDEX | | 53.720 | 0,005% | F |
| PICTET - MULTI ASSET GLOBAL OPPORTUNITIES | | 50.724 | 0,005% | F |
| PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES | | 107.087 | 0,010% | F |
| PICTET CH - GLOBAL EQUITIES | | 3.568 | 0,000% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER | | 18.770 | 0,002% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL | | 15.027 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER | | 14.903 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE | | 2.420 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL | | 3.444 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER | | 6.334 | 0,001% | F |
| PICTET-EUROLAND INDEX | | 15.708 | 0,001% | F |



272

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND | | 966 | 0,000% | F |
| PIMCO FUNDS GLOBAL INVESTORS SERIES PLC | | 48.674 | 0,005% | F |
| PINK CALI LLC | | 486 | 0,000% | F |
| PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH | | 2.133 | 0,000% | F |
| PIVOTAL PHILANTHROPIES FOUNDATION | | 2.249 | 0,000% | F |
| PK CSG WORLD EQUITY UBS FUND MANAGEMENT SWITZERLAND AG | | 5.152 | 0,000% | F |
| PLATO INST I FUND EURO EQUITY | | 12.549 | 0,001% | F |
| PLATO INSTIT INDEX FND WORLD DBI-RDT | | 5.458 | 0,001% | F |
| PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY | | 25.437 | 0,002% | F |
| PLEIADES TRUST | | 79.666 | 0,008% | F |
| POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST | | 6.243 | 0,001% | F |
| POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY | | 71.439 | 0,007% | F |
| POOL REINSURANCE CO LTD | | 3.465 | 0,000% | F |
| PRAXIS INTERNATIONAL INDEX FUND | | 51.414 | 0,005% | F |
| PREVINDAI FONDO PENSIONE | | 61.120 | 0,006% | F |
| PREVOYANCENE FUND PREVOYANCENE GLOBAL ASSETS UBS FUND MANAGEMENT SWITZERLAND AG | | 3.172 | 0,000% | F |
| PRIME SUPER PTY LTD | | 4.376 | 0,000% | F |
| PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX | | 27.768 | 0,003% | F |
| PRINCIPAL FUNDS INC OVERSEAS FUND | | 4.768 | 0,000% | F |
| PRIVILEDGE - JP MORGAN PAN EUROPEAN FLEXIBLE EQUITY | | 121.411 | 0,012% | F |
| PROCTER AND GAMBLE BELGIUM PENSION FUND | | 1.329 | 0,000% | F |
| PRO-GEN INVESTMENTS LLC | | 1.449 | 0,000% | F |
| PROJECT 121/160-41 (P) | | 5.177 | 0,000% | F |
| PROJECT 121/160-70 (P) | | 1.959 | 0,000% | F |
| PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL | | 25.766 | 0,002% | F |
| PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS | | 1.797 | 0,000% | F |
| PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR. | | 1.361 | 0,000% | F |
| PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD | | 25.232 | 0,002% | F |
| PRUDENTIAL HONG KONG LIMITED | | 68.515 | 0,007% | F |
| PRUDENTIAL INVESTMENT PORTFOLIOS 9 PGIM ABSOLUTE RETURN BO | | 13.875 | 0,001% | F |
| PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY | | 23.315 | 0,002% | F |
| PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST | | 7.980 | 0,001% | F |
| PSF GLOBAL EQUITY PORT PI6337A 0000296332 | | 31.900 | 0,003% | F |
| PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO | | 6.990 | 0,001% | F |
| PUBLIC EMPLOYEES' LONG-TERM CARE FUND | | 8.301 | 0,001% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO | | 80.434 | 0,008% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO | | 269 | 0,000% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 139.925 | 0,013% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI | | 76.699 | 0,007% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA | | 220.052 | 0,021% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 37.844 | 0,004% | F |
| PUBLIC SECTOR PENSION INVESTMENT BOARD. | | 207.431 | 0,020% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND | | 115.267 | 0,011% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND | | 218.893 | 0,021% | F |
| QIC INTERNATIONAL EQUITIES FUND. | | 40.624 | 0,004% | F |
| QIC LISTED EQUITIES FUND | | 180.467 | 0,017% | F |
| QUALITY EDUCATION FUND | | 849 | 0,000% | F |
| QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES | | 262.008 | 0,025% | F |
| RAGS-FUNDMASTER | | 50.383 | 0,005% | F |
| RAILWAYS PENSION TRUSTEE COMPANY LIMITED | | 33.354 | 0,003% | F |
| RATTAZZI LUPO | RTTLPU53A25Z133M | 864.780 | 0,082% | F |
| RBC INDIGO INTERNATIONAL EQUITYINDEX FUND | | 3.226 | 0,000% | F |
| RBC O'SHAUGHNESSY INTERNATIONAL EQUITY FUND | | 3.075 | 0,000% | F |
| REASSURE LIMITED | | 114.783 | 0,011% | F |
| REGIME DE RENTES DU MOUVEMENT DESJARDINS | | 19.518 | 0,002% | F |
| RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT | | 15.492 | 0,001% | F |
| RETIREMENT BENEFITS INVESTMENT FUND | | 3.563 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES. | | 27.191 | 0,003% | F |
| REUSSER JÜRG, FRED | | 6.000 | 0,001% | F |
| RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST | | 352.057 | 0,034% | F |
| RHUMBLINE INTERNATIONAL POOLED INDEX TRUST | | 17.611 | 0,002% | F |
| RHUMBLINE LOW CARBON INDEX FUNDLLC | | 25.942 | 0,002% | F |
| RLA GLOBAL SHARE FUND | | 5.642 | 0,001% | F |
| RLA INTERNATIONAL EQUITIES FUND | | 14.263 | 0,001% | F |
| RLA NZ INTERNATIONAL EQUITIES FUND | | 6.640 | 0,001% | F |
| ROBECO CAPITAL GROWTH FUNDS | | 131.998 | 0,013% | F |
| ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF | | 55.066 | 0,005% | F |
| ROBECO UCITS ICAV | | 35.063 | 0,003% | F |
| ROBECO UMBRELLA FUND I N.V. | | 23.500 | 0,002% | F |
| ROBIN 1-FONDS | | 37.515 | 0,004% | F |
| ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 2.430 | 0,000% | F |
| ROCHE U.S. RETIREMENT PLANS MASTER TRUST | | 7.884 | 0,001% | F |
| ROPS EURO P | | 80.611 | 0,008% | F |
| ROPS-SMART INDEX EURO | | 59.706 | 0,006% | F |
| ROSEFINCH FOUNDATION | | 2.460 | 0,000% | F |
| ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND | | 72.306 | 0,007% | F |
| ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT | | 730 | 0,000% | F |
| RPAQ 2015 FUND LP | | 30.987 | 0,003% | F |
| RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND | | 1.901 | 0,000% | F |
| RT VIF VERSICHERUNG INTERNATIONAL FONDS | | 44.200 | 0,004% | F |
| RTX SAVINGS PLAN MASTER TRUST | | 131.911 | 0,013% | F |
| RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND | | 14.482 | 0,001% | F |
| RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND | | 5.370 | 0,001% | F |
| RUSSELL INVESTMENT COMPANY PLC | | 30.158 | 0,003% | F |
| RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND | | 4.258 | 0,000% | F |
| RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND | | 7.081 | 0,001% | F |
| RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT | | 7.497 | 0,001% | F |
| RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND | | 1.928 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND | | 4.728 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL | | 1.544 | 0,000% | F |
| RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND | | 3.836 | 0,000% | F |
| RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL | | 916 | 0,000% | F |
| RUTGERS THE STATE UNIVERSITY | | 7.378 | 0,001% | F |
| S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST | | 782 | 0,000% | F |
| SABADELL EUROPA BOLSA FUTURO, FI | | 201.255 | 0,019% | F |
| SAKKARAH 7 FCP | | 13.005 | 0,001% | F |
| SAS TRUSTEE CORPORATION POOLED FUND | | 214.498 | 0,020% | F |
| SBC MASTER PENSION TRUST | | 8.896 | 0,001% | F |
| SCHLUMBERGER GROUP TRUST AGREEMENT | | 27.878 | 0,003% | F |
| SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF | | 11.028 | 0,001% | F |
| SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 330.892 | 0,032% | F |
| SCHRODER GLOBAL CORE FUND | | 915 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE EQUITY FUND | | 3.190 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE FUND | | 4.372 | 0,000% | F |
| SCHRODER GLOBAL VALUE FUND | | 95.490 | 0,009% | F |
| SCHRODER INSTITUTIONAL POOLED FUNDS | | 2.233 | 0,000% | F |
| SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST | | 340.824 | 0,033% | F |
| SCHRODER INTERNATIONAL SELECTION FUND | | 325.541 | 0,031% | F |
| SCHRODER MANAGED BALANCED FUND | | 9.097 | 0,001% | F |
| SCHRODER PENSION MANAGEMENT LIMITED | | 15.871 | 0,002% | F |
| SCHRODER QEP GLOBAL ACTIVE VALUE FUND | | 60.730 | 0,006% | F |
| SCHRODER QEP GLOBAL CORE FUND | | 64.779 | 0,006% | F |
| SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND | | 6.787 | 0,001% | F |
| SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND | | 9.792 | 0,001% | F |
| SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND | | 236.336 | 0,023% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SCHRODERS CAPITAL SEMI-LIQUID | | 1.177 | 0,000% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND | | 66.868 | 0,006% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF | | 308.852 | 0,029% | F |
| SCHWAB INTERNATIONAL CORE EQUITY FUND | | 74.461 | 0,007% | F |
| SCHWAB INTERNATIONAL EQUITY ETF | | 910.306 | 0,087% | F |
| SCHWAB INTERNATIONAL INDEX FUND | | 270.822 | 0,026% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX FUND | | 1.036 | 0,000% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF | | 8.587 | 0,001% | F |
| SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF | | 1.618 | 0,000% | F |
| SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND | | 52.865 | 0,005% | F |
| SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND | | 54.413 | 0,005% | F |
| SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF | | 2.560 | 0,000% | F |
| SEI GLOBAL MASTER FUND PLC THE | | 4.015 | 0,000% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND | | 5.876 | 0,001% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND | | 200.946 | 0,019% | F |
| SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND | | 28.394 | 0,003% | F |
| SELECTION EURO CLIMAT JANVIER 2025 | | 105.089 | 0,010% | F |
| SELECTION FRANCE SOCIAL (JANVIER 2022) | | 238.837 | 0,023% | F |
| SELFFINANCING POSTSECONDARY EDUCATION FUND | | 277 | 0,000% | F |
| SELIGSON AND CO EUROPE INDEX FUND | | 41.506 | 0,004% | F |
| SENTINEL INTERNATIONAL FUND | | 1.046 | 0,000% | F |
| SG ACTIONS INTERNATIONALES | | 73.926 | 0,007% | F |
| SGA INTERNATIONAL EQUITY CIT | | 17.233 | 0,002% | F |
| SGD GE 2014-1 | | 3.136 | 0,000% | F |
| SHELL CANADA 2007 PENSION PLAN | | 882 | 0,000% | F |
| SHELL NEDERLAND PENSIOENFONDS STICHTING | | 17.087 | 0,002% | F |
| SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND | | 4.895 | 0,000% | F |
| SHELTON INTERNATIONAL SELECT EQUITY FUND | | 14.300 | 0,001% | F |
| SHERIFFS PENSION AND RELIEF FUND | | 4.434 | 0,000% | F |
| SHINKO GLOBAL EQUITY INDEX MOTHER FUND | | 80 | 0,000% | F |
| SIMPLICITY HEDGED GLOBAL SHARE FUND | | 10.230 | 0,001% | F |
| SIMPLICITY UNHEDGED GLOBAL SHARE FUND | | 10.090 | 0,001% | F |
| SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND | | 631.375 | 0,060% | F |
| SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND | | 290.394 | 0,028% | F |
| SLW PORTFOLIO LLC | | 256 | 0,000% | F |
| SMART WHOLESALE GLOBAL EQUITY ESG FUND | | 5.319 | 0,001% | F |
| SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND | | 13.950 | 0,001% | F |
| SNOWFINCH FOUNDATION | | 2.460 | 0,000% | F |
| SOCIAL PROTECTION FUND | | 13.603 | 0,001% | F |
| SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST | | 1.599 | 0,000% | F |
| SOGECAP PROTECTED EQUITIES | | 43.771 | 0,004% | F |
| SP INTERNATIONAL SHARES TRUST | | 5.626 | 0,001% | F |
| SPA MANDATE BLACKROCK | | 13.428 | 0,001% | F |
| SPARINVEST SICAV - GLOBAL EQUITY TA POOL | | 5.495 | 0,001% | F |
| SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS. | | 602.224 | 0,057% | F |
| SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF | | 9.920 | 0,001% | F |
| SPDR MSCI EAFE STRATEGICFACTORSETF | | 8.731 | 0,001% | F |
| SPDR MSCI WORLD QUALITY MIX FUND | | 1.052 | 0,000% | F |
| SPDR MSCI WORLD STRATEGICFACTORS ETF | | 938 | 0,000% | F |
| SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF | | 204.557 | 0,020% | F |
| SPDR PORTFOLIO EUROPE ETF | | 28.540 | 0,003% | F |
| SPDR SP WORLD EX AUSTRALIA FUND | | 2.182 | 0,000% | F |
| SPP GENERATION 40-TAL | | 2.183 | 0,000% | F |
| SPP GENERATION 50-TAL | | 18.037 | 0,002% | F |
| SPP GENERATION 60-TAL | | 15.755 | 0,002% | F |
| SPP GENERATION 70-TAL | | 43.080 | 0,004% | F |
| SPP GENERATION 80-TAL | | 43.477 | 0,004% | F |
| SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND | | 198.418 | 0,019% | F |

275

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SPW MANAGED ICVC - SPW TACTICALFUND 1 | | 86.692 | 0,008% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 2 | | 37.789 | 0,004% | F |
| SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST | | 458 | 0,000% | F |
| SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND | | 2.873 | 0,000% | F |
| SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND | | 13.607 | 0,001% | F |
| SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND | | 222.967 | 0,021% | F |
| SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST | | 2.667 | 0,000% | F |
| SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY | | 22.748 | 0,002% | F |
| SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY | | 46.476 | 0,004% | F |
| SST GLOB ADV TAX EXEMPT RETIREMENT PLANS | | 2.183.054 | 0,208% | F |
| ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING | | 3.753 | 0,000% | F |
| ST PFD PMA MANDATE BLACKROCK | | 4.654 | 0,000% | F |
| STANDARD BANK OF SOUTH AFRICA LTD | | 257.169 | 0,025% | F |
| STANLIB FUNDS LIMITED | | 45.258 | 0,004% | F |
| STAR PASTEUR | | 17.656 | 0,002% | F |
| STATE OF ALASKA RETIREMENT AND BENEFITS PLANS | | 46.277 | 0,004% | F |
| STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD | | 59.731 | 0,006% | F |
| STATE OF MICHIGAN RETIREMENT SYSTEM | | 34.861 | 0,003% | F |
| STATE OF MINNESOTA | | 197.753 | 0,019% | F |
| STATE OF NEW JERSEY COMMON PENSION FUND D | | 198.475 | 0,019% | F |
| STATE OF NEW MEXICO STATE INVESTMENT COUNCIL | | 102.435 | 0,010% | F |
| STATE OF UTAH SCHOOL AND INSTITUTIONAL TRUST FUNDS TRUST FUNDS | | 3.254 | 0,000% | F |
| STATE OF WISCONSIN INVESTMENT BOARD | | 91.570 | 0,009% | F |
| STATE OF WYOMING | | 22.111 | 0,002% | F |
| STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN | | 25.989 | 0,002% | F |
| STATE STREET CCF | | 6.563 | 0,001% | F |
| STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST | | 2.497 | 0,000% | F |
| STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV | | 198.703 | 0,019% | F |
| STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO | | 130.200 | 0,012% | F |
| STATE STREET GLOBAL INDEX PLUS TRUST | | 1.454 | 0,000% | F |
| STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO | | 61.882 | 0,006% | F |
| STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15 | | 6.100 | 0,001% | F |
| STATE STREET IRELAND UNIT TRUST | | 1.279 | 0,000% | F |
| STATE STREET TOTAL RETURN VIS FUND | | 2.708 | 0,000% | F |
| STATE TEACHERS RETIREMENT SYSTEM OF OHIO | | 464.363 | 0,044% | F |
| STATE UNIVERSITIES RETIREMENT SYSTEM | | 123.670 | 0,012% | F |
| STELLAR INSURANCE, LTD. | | 718 | 0,000% | F |
| STEUART L. WALTON FAMILY TRUST UAD 03/19/13 | | 1.986 | 0,000% | F |
| STICHTING BEDRIJFSPENSIOENFONDS VOOR HET | | 1.950 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL | | 74.587 | 0,007% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR | | 3.886 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF | | 23.550 | 0,002% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF | | 9.146 | 0,001% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL. | | 15.986 | 0,002% | F |
| STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS | | 279.210 | 0,027% | F |
| STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS | | 21.341 | 0,002% | F |
| STICHTING CZ FUND DEPOSITARY | | 7.289 | 0,001% | F |
| STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL | | 30.756 | 0,003% | F |
| STICHTING HEINEKEN PENSIOENFONDS | | 14.109 | 0,001% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY NORTH AMERICA | | 4.135 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY PACIFIC | | 2.490 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ASR WERELDWIJD AANDELEN FONDS | | 5.618 | 0,001% | F |
| STICHTING PENSIOENFONDS ABP | | 408.116 | 0,039% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| STICHTING PENSIOENFONDS APF | | 13.011 | 0,001% | F |
| STICHTING PENSIOENFONDS CAMPINA | | 5.995 | 0,001% | F |
| STICHTING PENSIOENFONDS HOOGOVENS | | 8.323 | 0,001% | F |
| STICHTING PENSIOENFONDS ING | | 30.369 | 0,003% | F |
| STICHTING PENSIOENFONDS NOTARIAAT | | 2.330 | 0,000% | F |
| STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN | | 7.031 | 0,001% | F |
| STICHTING PENSIOENFONDS PGB | | 163.424 | 0,016% | F |
| STICHTING PENSIOENFONDS PROVISUM | | 2.224 | 0,000% | F |
| STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER | | 22.115 | 0,002% | F |
| STICHTING PENSIOENFONDS SAGITTARIUS | | 9.894 | 0,001% | F |
| STICHTING PENSIOENFONDS STAPLES | | 2.550 | 0,000% | F |
| STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS | | 9.815 | 0,001% | F |
| STICHTING PENSIOENFONDS VOOR HUISARTSEN | | 28.472 | 0,003% | F |
| STICHTING PHILIPS PENSIOENFONDS | | 8.317 | 0,001% | F |
| STICHTING PME PENSIOENFONDS | | 56.851 | 0,005% | F |
| STOREBRAND EUROPA | | 341.878 | 0,033% | F |
| STOREBRAND EUROPA PLUS | | 8.609 | 0,001% | F |
| STOREBRAND GLOBAL ALL COUNTRIES | | 181.885 | 0,017% | F |
| STOREBRAND LIVSFORSIKRING AS | | 279.692 | 0,027% | F |
| STRATEGIC INTERNATIONAL EQUITY FUND | | 7.380 | 0,001% | F |
| STREICHER MENGATO MARIA CECILIA | | 9 | 0,000% | F |
| SUBSIDIZED SCHOOLS PROVIDENT FUND | | 11.054 | 0,001% | F |
| SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO | | 23.786 | 0,002% | F |
| SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO | | 884 | 0,000% | F |
| SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT | | 1.683 | 0,000% | F |
| SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL | | 14.542 | 0,001% | F |
| SUSTAINABLE GS 1 TRUST | | 6.128 | 0,001% | F |
| SWISS NATIONAL BANK | | 1.178.367 | 0,112% | F |
| SYCOMORE INCLUSIVE JOBS | | 263.616 | 0,025% | F |
| T ROWE PRICE GLOBAL EX US EQUITY 1001293 | | 129 | 0,000% | F |
| T. ROWE PRICE FOREIGN INVESTMENT, INC | | 2.839 | 0,000% | F |
| T. ROWE PRICE FUNDS SICAV | | 14 | 0,000% | F |
| T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND | | 7.650 | 0,001% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND | | 39.063 | 0,004% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST | | 121.613 | 0,012% | F |
| TALCOTT RESOLUTION LIFE INSURANCE COMPANY | | 5.408 | 0,001% | F |
| TANGERINE BALANCED GROWTH PORTFOLIO | | 6.756 | 0,001% | F |
| TANGERINE BALANCED INCOME PORTFOLIO | | 670 | 0,000% | F |
| TANGERINE BALANCED PORTFOLIO | | 4.469 | 0,000% | F |
| TANGERINE EQUITY GROWTH PORTFOLIO | | 9.359 | 0,001% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND | | 77.691 | 0,007% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND | | 318.720 | 0,030% | F |
| TD EMERALD INTERNATIONAL EQUITY INDEX FUND | | 89.894 | 0,009% | F |
| TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST | | 2.561 | 0,000% | F |
| TD EUROPEAN INDEX FUND | | 3.357 | 0,000% | F |
| TD INTERNATIONAL EQUITY INDEX ETF | | 52.269 | 0,005% | F |
| TEACHER RETIREMENT SYSTEM OF TEXAS | | 557.946 | 0,053% | F |
| TEACHERS RETIREMENT ALLOWANCES FUND | | 986 | 0,000% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK | | 41.195 | 0,004% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS | | 315.848 | 0,030% | F |
| TEAM SUPERANNUATION FUND | | 20.347 | 0,002% | F |
| TELSTRA SUPERANNUATION SCHEME | | 11.787 | 0,001% | F |
| TESCO PLC PENSION SCHEME | | 425 | 0,000% | F |
| TEXAS MUNICIPAL RETIREMENT SYSTEM | | 69.293 | 0,007% | F |
| TEXAS PERMANENT SCHOOL FUND CORP | | 1 | 0,000% | F |
| TEXAS UTILITIES QUAL NDT PARTNERSHIP | | 2.393 | 0,000% | F |
| THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO | | 15.120 | 0,001% | F |
| THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED | | 54.679 | 0,005% | F |
| THE ARROWSTREET COMMON CONTRACTUAL FUND | | 798.622 | 0,076% | F |
| THE ASSOCIATED BRITISH FOODS PENSION SCHEME | | 113.508 | 0,011% | F |

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|---|---|---|---|---|
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV | | 94.753 | 0,009% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN | | 211.030 | 0,020% | F |
| THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE | | 15.361 | 0,001% | F |
| THE BANK OF NEW YORK MELLON SA NV | | 208.242 | 0,020% | F |
| THE BARCLAYS BANK UK RETIREMENTFUND | | 5.881 | 0,001% | F |
| THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE | | 187 | 0,000% | F |
| THE CAPTIVE INVESTORS FUND | | 7.874 | 0,001% | F |
| THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE | | 3.209 | 0,000% | F |
| THE COMMONWEALTH FUND | | 1.507 | 0,000% | F |
| THE ESB PENSION FUND | | 7.885 | 0,001% | F |
| THE FIRST CHURCH OF CHRIST SCIENTIST | | 1.046 | 0,000% | F |
| THE GREATER MANCHESTER PENSION FUND | | 84.511 | 0,008% | F |
| THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT | | 678 | 0,000% | F |
| THE HKSAR GOVERNMENT SCHOLARSHIP FUND | | 573 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND | | 6.035 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND | | 630 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND | | 52.752 | 0,005% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142 | | 1.184 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151 | | 26.799 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893 | | 26.215 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974 | | 1.726 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501 | | 1.660 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND | | 221 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521 | | 1.814 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492 | | 7.618 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536 | | 759 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST) | | 43.335 | 0,004% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND | | 23.624 | 0,002% | F |
| THE MISSOURI FOUNDATION FOR HEALTH | | 8.979 | 0,001% | F |
| THE MONETARY AUTHORITY OF SINGAPORE | | 31.533 | 0,003% | F |
| THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN | | 15.872 | 0,002% | F |
| THE NEMOURS FOUNDATION PENSION PLAN | | 471 | 0,000% | F |
| THE NOMURA TRUST AND BANKING C | | 19.560 | 0,002% | F |
| THE PEOPLE'S PENSION SCHEME | | 197.785 | 0,019% | F |
| THE PRUDENTIAL INSURANCE COMPANY OF AMERICA | | 16.057 | 0,002% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOUO | | 494 | 0,000% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT | | 819 | 0,000% | F |
| THE PUBLIC INSTITUTION FOR SOCIAL SECURITY | | 8.618 | 0,001% | F |
| THE REGENTS OF THE UNIVERSITY OF CALIFORNIA | | 551.526 | 0,053% | F |
| THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND | | 121 | 0,000% | F |
| THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST | | 8.998 | 0,001% | F |
| THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER | | 88.722 | 0,008% | F |
| THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR | | 2.590 | 0,000% | F |
| THE TRUSTEES OF THE HENRY SMITH CHARITY. | | 8.207 | 0,001% | F |
| THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW | | 4.916 | 0,000% | F |
| THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME | | 92.902 | 0,009% | F |

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|---|---|---|---|---|
| THEAM QUANT - EUROPE TARGET PREMIUM | | 173.000 | 0,017% | F |
| THEAM QUANT- EQUITY EUROZONE GURU | | 138.217 | 0,013% | F |
| THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED | | 34.686 | 0,003% | F |
| THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13 | | 6.192 | 0,001% | F |
| THRIFT SAVINGS PLAN | | 1.447.045 | 0,138% | F |
| THRIVENT INTERNATIONAL INDEX PORTFOLIO | | 5.919 | 0,001% | F |
| THYSSEN GLOBAL INVESTMENTS LLC | | 1.492 | 0,000% | F |
| TIAACREF INTERNATIONAL EQUITY INDEX FUND | | 538.933 | 0,051% | F |
| TONI ACTIONS ISR 100 | | 46.960 | 0,004% | F |
| TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV | | 30.940 | 0,003% | F |
| TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP | | 3.184 | 0,000% | F |
| TRANSAMERICA MSCI EAFE INDEX VP | | 2.795 | 0,000% | F |
| TRATON-UI-DYNAMIK | | 16.295 | 0,002% | F |
| TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT | | 112.646 | 0,011% | F |
| TRINITY COLLEGE CAMBRIDGE | | 11.414 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10 | | 13.786 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21 | | 1.826 | 0,000% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3 | | 33.091 | 0,003% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8 | | 1.235 | 0,000% | F |
| TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO | | 6.642 | 0,001% | F |
| TSA EQUITY FUND #2 | | 2.614 | 0,000% | F |
| TSGX SOLACT ESG TBACO EX UNHG(3387) | | 629 | 0,000% | F |
| UAPF - BLACK ROCK PASSIVE EQUITY | | 2.160 | 0,000% | F |
| UAPF - INVESCO ACTIVE | | 104.066 | 0,010% | F |
| UBS (IRL) ETF PLC | | 195.920 | 0,019% | F |
| UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME | | 844.405 | 0,081% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE | | 64.109 | 0,006% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II | | 160.645 | 0,015% | F |
| UBS ASSET MANAGEMENT LIFE LTD | | 181.577 | 0,017% | F |
| UBS CH INDEX FUND 3 EQUITIES WORLD EX CH VALUE WEIGHTED UBS FUND MANAGEMENT SWITZERLAND AG | | 2.354 | 0,000% | F |
| UBS CH INDEX FUND EQ EMU UBS FUND MANAGEMENT SWITZERLAND AG | | 14.612 | 0,001% | F |
| UBS COMMON CONTRACTUAL FUND | | 13.860 | 0,001% | F |
| UBS FTSE RAFI DEVELOPED 1000 INDEX FUND | | 15.020 | 0,001% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS | | 440 | 0,000% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN | | 17.183 | 0,002% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG. | | 373.448 | 0,036% | F |
| UBS GLOBAL EQUITY CLIMATE TRANSITION FUND | | 8.047 | 0,001% | F |
| UBS LUX FUND SOLUTIONS | | 1.254.927 | 0,120% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS | | 8.421 | 0,001% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS | | 145.359 | 0,014% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A4 FONDS | | 21.093 | 0,002% | F |
| UI-FONDS BAV RBI AKTIEN | | 73.387 | 0,007% | F |
| UIN-EBBA | | 2.071 | 0,000% | F |
| UI-S | | 49.112 | 0,005% | F |
| UNIDIVIDENDENASS | | 26.993 | 0,003% | F |
| UNIGEST, S.G.I.I.C., S.A.U. | | 30.203 | 0,003% | F |
| UNIGLOBAL DIVIDENDE | | 52.898 | 0,005% | F |
| UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI | | 46.563 | 0,004% | F |
| UNISUPER | | 11.730 | 0,001% | F |
| UNITED GLOBAL STABLE SELECT EQUITY FUND | | 16.239 | 0,002% | F |
| UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE | | 2.571 | 0,000% | F |
| UNITED SERVICES AUTOMOBILE ASSOCIATION | | 3.850 | 0,000% | F |

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|---|---|---|---|---|
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND | | 1.166 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS | | 5.323 | 0,001% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO EUROPA CORE AKTIENFONDS | | 58.868 | 0,006% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO GLOBAL DYNAMIK FONDS | | 5.281 | 0,001% | F |
| UNIVERSAL INVESTMENT GMBH | | 50.500 | 0,005% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH | | 154.650 | 0,015% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI | | 15.365 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS | | 37.739 | 0,004% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS | | 7.700 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1 | | 20.760 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS | | 19.396 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN SOLVENCY | | 3.781 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS | | 8.168 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V | | 7.416 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1 | | 2.296 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS | | 5.807 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS | | 827 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-AGI ALLOKATION(490306) | | 10.730 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP | | 29.396 | 0,003% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI | | 2.790 | 0,000% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG | | 3.811 | 0,000% | F |
| UNIVERSITIES SUPERANNUATION SCHEME | | 70.739 | 0,007% | F |
| UNIVERSITY OF NOTRE DAME DU LAC | | 8.658 | 0,001% | F |
| UNIVEUNIVERSAL INVESTMENT GESELLSCH AFT MBH SOZIALBANK | | 24.000 | 0,002% | F |
| USAA CASUALTY INSURANCE COMPANY | | 4.259 | 0,000% | F |
| USAA GENERAL INDEMNITY COMPANY | | 3.500 | 0,000% | F |
| UTAH STATE RETIREMENT SYSTEMS | | 50.630 | 0,005% | F |
| UVIMCO PARAMETRIC PHYS MSCI WRLD | | 514 | 0,000% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL | | 54.172 | 0,005% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SPARINVEST SA | | 23.470 | 0,002% | F |
| VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK | | 69.768 | 0,007% | F |
| VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND | | 41.208 | 0,004% | F |
| VANADIUM | | 160.435 | 0,015% | F |
| VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF | | 13.734 | 0,001% | F |
| VANGUARD DEVELOPED MARKETS INDEX FUND | | 4.020.835 | 0,384% | F |
| VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK | | 11.098 | 0,001% | F |
| VANGUARD ESG INTERNATIONAL STOCK ETF | | 79.833 | 0,008% | F |
| VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND | | 11.930 | 0,001% | F |
| VANGUARD EUROPEAN STOCK INDEX FUND | | 1.062.417 | 0,101% | F |
| VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST | | 96.158 | 0,009% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST | | 502.368 | 0,048% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II | | 3.352.125 | 0,320% | F |
| VANGUARD FTSE ALL WORLD EX US INDEX FUND | | 949.480 | 0,091% | F |
| VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF | | 86.207 | 0,008% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF | | 8.755 | 0,001% | F |
| VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND | | 13.001 | 0,001% | F |
| VANGUARD FUNDS PUBLIC LIMITED COMPANY | | 722.438 | 0,069% | F |
| VANGUARD GLOBAL MOMENTUM FACTORETF | | 13.803 | 0,001% | F |
| VANGUARD INTERNATIONAL SHARES INDEX FUND | | 180.648 | 0,017% | F |
| VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND | | 9.898 | 0,001% | F |
| VANGUARD INTL HIGH DIV YLD INDEX FD | | 331.507 | 0,032% | F |
| VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY | | 547.567 | 0,052% | F |
| VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF | | 11.164 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF | | 8.979 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF | | 8.893 | 0,001% | F |
| VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY | | 157.278 | 0,015% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF | | 7.158 | 0,001% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF | | 4.204 | 0,000% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF | | 12.396 | 0,001% | F |
| VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND | | 6.388.661 | 0,609% | F |
| VANGUARD TOTAL WORLD STOCK INDEX FUND | | 294.824 | 0,028% | F |
| VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST | | 26.114 | 0,002% | F |
| VARENNE VALEUR | | 600.000 | 0,057% | F |
| VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO | | 11.685 | 0,001% | F |
| VARIOPARTNER SICAV | | 20.772 | 0,002% | F |
| VBV VK EUROPA AKTIEN ESG FONDS | | 88.636 | 0,008% | F |
| VEBA PARTNERSHIP N L P | | 1.679 | 0,000% | F |
| VENTRY INDUSTRIES LLC | | 992 | 0,000% | F |
| VERDIPAPIRFONDET DNB EUROPA | | 4.165 | 0,000% | F |
| VERDIPAPIRFONDET DNB GLOBAL INDEKS | | 12.961 | 0,001% | F |
| VERDIPAPIRFONDET EQUINOR AKSJER EUROPA | | 20.000 | 0,002% | F |
| VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS | | 81.873 | 0,008% | F |
| VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS. | | 29.088 | 0,003% | F |
| VERDIPAPIRFONDET KRON INDEKS GLOBAL | | 11.515 | 0,001% | F |
| VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS | | 48.826 | 0,005% | F |
| VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER | | 18.214 | 0,002% | F |
| VERENIGING TOT BEHOUD VAN NATUURMONUMENTEN IN NEDERLAND | | 21.405 | 0,002% | F |
| VF (LUX) - VALIANT EUROPE EQUITIES | | 14.427 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST1 | | 10.728 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST2 | | 23.013 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 1 | | 18.999 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 2 | | 31.848 | 0,003% | F |
| VGV POOLFONDS PA1 | | 14.394 | 0,001% | F |
| VIA SMART-EQUITY EUROPE | | 67.106 | 0,006% | F |
| VIA SMART-EQUITY WORLD | | 59.376 | 0,006% | F |
| VICTORY MARKET NEUTRAL INCOME FUNDFUND | | 439.374 | 0,042% | F |
| VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF | | 110.751 | 0,011% | F |
| VICTORYSHARES INTERNATIONAL VOLATILITY WTD ETFVOLATILITY WTD INDEX ETF | | 17.991 | 0,002% | F |
| VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND | | 331.691 | 0,032% | F |
| VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND | | 31.746 | 0,003% | F |
| VILLIERS ALTO | | 54.364 | 0,005% | F |
| VIVACCIO ISR ACTIONS | | 359.746 | 0,034% | F |
| VOYA BALANCED INCOME PORTFOLIO | | 8.581 | 0,001% | F |
| VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND | | 33.531 | 0,003% | F |
| VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND | | 102.966 | 0,010% | F |
| VOYA GLOBAL EQUITY FUND | | 56.562 | 0,005% | F |
| VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.000 | 0,010% | F |

281

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.154 | 0,010% | F |
| VOYA INTERNATIONAL INDEX PORTFOLIO | | 30.423 | 0,003% | F |
| VOYA MM INTL EQ FUND VIM VMI 003265 | | 19.291 | 0,002% | F |
| VOYA VACS INDEX SERIES I PORTFOLIO | | 39.892 | 0,004% | F |
| VR BANK KT EUROPROTECT UI | | 32.016 | 0,003% | F |
| WASHINGTON STATE INVESTMENT BOARD | | 708.818 | 0,068% | F |
| WBW TRUST NUMBER ONE | | 814 | 0,000% | F |
| WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N | | 211 | 0,000% | F |
| WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO | | 15.888 | 0,002% | F |
| WESPATH FUNDS TRUST XOPONANCE SVCE | | 4.000 | 0,000% | F |
| WESPATH XPONANCE SVCEF I | | 684 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST | | 3.217 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO.2 TRUST | | 240.286 | 0,023% | F |
| WESTPAC WHOLESALE UNHEDGED INTERNATIONAL SHARE TRUST | | 18.252 | 0,002% | F |
| WHEELS COMMON INVESTMENT FUND. | | 1.141 | 0,000% | F |
| WIF-DWS QI EUROZONE SHORT EXT EQTY | | 9.962 | 0,001% | F |
| WILLIS TOWERS WATSON GROUP TRUST | | 17.954 | 0,002% | F |
| WILSHIRE BRIDGEWATER MANAGED ALPHA MASTER FUND LIMITED | | 5.784 | 0,001% | F |
| WINDWISE MSCI EAFE INDEX NON LENDING | | 15.228 | 0,001% | F |
| WISDOMTREE DYN CUR HDGE INTL EQ FD 1001802 | | 49.587 | 0,005% | F |
| WISDOMTREE GLOBAL HIGH DIV FUND 1001795 | | 2.182 | 0,000% | F |
| WISDOMTREE INTL EQUITY FUND 1001810 | | 41.867 | 0,004% | F |
| WISDOMTREE INTL HIGH DIV FUND 1001812 | | 17.131 | 0,002% | F |
| WISDOMTREE INTL LARGECAP DIV FD | | 62.983 | 0,006% | F |
| WISDOMTREE INTL MULTIFACTOR FUND 1001815 | | 14.372 | 0,001% | F |
| WISDOMTREE ISSUER ICAV | | 4.254 | 0,000% | F |
| WM POOL - EQUITIES TRUST NO. 31 - ROBECO | | 6.768 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 38 - SCHRODER | | 5.338 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 74. | | 7.856 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 75. | | 134.480 | 0,013% | F |
| WM POOL - EQUITIES TRUST NO. 76 - ROBECO | | 1.846 | 0,000% | F |
| WM POOL - FIXED INTEREST TRUST NO 12 | | 836 | 0,000% | F |
| WM POOL - GLOBAL EQUITIES TRUST NO 6 | | 15.631 | 0,001% | F |
| WORLD EQUITIES II | | 7.236 | 0,001% | F |
| WORLD TRADE ORGANIZATION PENSION PLAN | | 4.072 | 0,000% | F |
| WSSP INTERNATIONAL EQUITIES TRUST | | 2.972 | 0,000% | F |
| WYOMING RETIREMENT SYSTEM | | 130 | 0,000% | F |
| XTRACKERS | | 404.910 | 0,039% | F |
| XTRACKERS (IE) PUBLIC LIMITED COMPANY | | 577.010 | 0,055% | F |
| XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF | | 841 | 0,000% | F |
| XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF | | 3.013 | 0,000% | F |
| XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF | | 2.888 | 0,000% | F |
| XTRACKERS MSCI EAFE HEDGED EQUITY ETF | | 190.402 | 0,018% | F |
| XTRACKERS MSCI EUROPE HEDGED EQUITY ETF | | 24.648 | 0,002% | F |
| XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF | | 4.792 | 0,000% | F |
| XTRACKERS MSCI KOKUSAI EQUITY ETF | | 3.331 | 0,000% | F |
| ZEPHYR - EUROPE EQUITY ESG OPTIMIZED | | 1.384 | 0,000% | F |
| ZEPHYR - OPTIMISED PLUS 2 | | 4.826 | 0,000% | F |
| ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA | | 26.011 | 0,002% | F |
| ARRCO QUANT 1 | | 139.308 | 0,013% | C |
| ASSET MANAGEMENT EXCHANGE UCITS CCF .. | | 19.304 | 0,002% | C |
| BIGIANI LUCA | | 700 | 0,000% | C |
| GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT | | 187.800 | 0,018% | C |
| GREEN CENTURY MSCI INTERNATION | | 15.809 | 0,002% | C |
| HC RENTE | | 2.170 | 0,000% | C |
| MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH | | 27.767 | 0,003% | C |
| MORELLI FRANCESCO | MRLFNC60D28E716Q | 110 | 0,000% | C |
| SIEMENS EMU EQUITIES | | 67.286 | 0,006% | C |
| SIEMENS-FONDS SIEMENS-RENTE | | 45.202 | 0,004% | C |
| STICHTING BLUE SKY LIQUID ASSET FUNDS | | 8.298 | 0,001% | C |
| STICHTING MN SERVICES | | 154.719 | 0,015% | C |
| STICHTING MN SERVICES AANDELENFO ND | | 26.651 | 0,003% | C |

282

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES | | 46.112 | 0,004% | C |
| TIMOTHY PLAN INTERNATIONAL ETF. | | 31.495 | 0,003% | C |
| TIMOTHY PLAN MARKET NEUTRAL ETF | | 4.413 | 0,000% | C |
| AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS | | 56.113 | 0,005% | A |
| AIM EQUITY EUROPE CANTONS | | 24.441 | 0,002% | A |
| ALLIANZ GLOBAL INVESTORS FUND | | 793.804 | 0,076% | A |
| ALLIANZ GLOBAL INVESTORS GMBH | | 175.096 | 0,017% | A |
| ALLIANZ GLOBAL INVESTORS GMBH FOR CONVEST 21 VL | | 33.832 | 0,003% | A |
| ALLIANZ GLOBAL INVESTORS GMBH FOR FONDIS | | 18.959 | 0,002% | A |
| ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN | | 11.000 | 0,001% | A |
| ALLIANZ VGL AGI QUANTAMENTAL CONVICTION ENHANCED EUROPE | | 33.272 | 0,003% | A |
| ALLIANZGI F PENCABBV PENSIONS | | 41.603 | 0,004% | A |
| ALLIANZGI FONDS AFE | | 29.463 | 0,003% | A |
| ALLIANZGI FONDS OLB PENSIONEN | | 4.211 | 0,000% | A |
| ALLIANZGI S AKTIEN | | 174.245 | 0,017% | A |
| ALLIANZGI-FONDS AFE SEGMENT AFE-AA3 | | 90.987 | 0,009% | A |
| ALLIANZGI-FONDS BREMEN | | 6.838 | 0,001% | A |
| ALLIANZGI-FONDS CT-DRAECO | | 9.791 | 0,001% | A |
| ALLIANZGI-FONDS GANO 2 | | 6.279 | 0,001% | A |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA | | 46.785 | 0,004% | A |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-GM1-G_MA | | 39.834 | 0,004% | A |
| ALLIANZGI-FONDS TOSCA | | 2.755 | 0,000% | A |
| CBP GROWTH SEGMENT AKTIEN GLOBAL- BEST STYLES | | 58.035 | 0,006% | A |
| CHALLENGE FUNDS - CHALLENGE ITALIAN EQUITY | | 102.000 | 0,010% | A |
| ESPERIDES - S.A. SICAV-SIF | | 5.551 | 0,001% | A |
| EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES | | 1.072 | 0,000% | A |
| GLOBAL MULTI ASSET STRATEGY FUND | | 3.396 | 0,000% | A |
| HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND | | 1.733 | 0,000% | A |
| INVESTITORI EUROPA | | 7.000 | 0,001% | A |
| INVESTITORI FLEXIBLE EQUITY ESG | | 1.760 | 0,000% | A |
| INVESTITORI PIAZZA AFFARI | | 25.500 | 0,002% | A |
| METALLRENTE FONDS PORTFOLIO | | 30.392 | 0,003% | A |
| PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST | | 114 | 0,000% | A |
| PEPCO HOLDINGS INC. VEBA TRUST | | 839 | 0,000% | A |
| THE BANK OF NEW YORK MELLON SA NV | | 31.320 | 0,003% | A |
| VERMOGENSMANAGEMENT AKTIENSTARS | | 75.982 | 0,007% | A |
| **Totale votanti** | | **1.048.303.685** | **100%** | |

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

283

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 9**

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

| | n. azioni | % azioni rappresentate in assemblea | % del Capitale Sociale |
|---|---|---|---|
| Quorum costitutivo assemblea | 1.048.303.685 | 100% | 80,262% |
| Azioni per le quali il RD dispone di istruzioni per l'OdG in votazione (quorum deliberativo): | 1.048.303.685 | 100,000% | 80,262% |
| Azioni per le quali il RD non dispone di istruzioni: | 0 | 0,000% | 0,000% |

| | n. azioni | % partecipanti al voto | % del Capitale Sociale |
|---|---|---|---|
| Favorevole | 1.047.799.574 | 99,952% | 80,223% |
| Contrario | 398.353 | 0,038% | 0,031% |
| Astenuto | 105.758 | 0,010% | 0,008% |
| Totali | 1.048.303.685 | 100,000% | 80,262% |

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

**Punto 9**

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

*Elenco dei partecipanti alla votazione per il tramite del Rappresentante Designato Monte Titoli S.p.A. nella persona del dottor Massimiliano Chiado' Piat*

| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| (R) EUROPEAN EQUITIES | | 30.453 | 0,003% | F |
| 1975 IRREV TRUST OF C D WEYERHAEUSER | | 675 | 0,000% | F |
| 2122 ABP DME CORE INT | | 279.749 | 0,027% | F |
| 2124 ABP DME CORE BLACKROCK | | 469.450 | 0,045% | F |
| 405 MSTV I LP | | 46.167 | 0,004% | F |
| 801 INVESTMENTS LLC | | 4.605 | 0,000% | F |
| A.A. B DIVERSIFIE | | 44.867 | 0,004% | F |
| AA SSGA ACTIONS INDICE EURO | | 149.502 | 0,014% | F |
| AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO | | 14.424 | 0,001% | F |
| AB COLLECTIVE INVESTMENT TRUST SERIES | | 1.270 | 0,000% | F |
| AB SICAV I - ALL MARKET INCOME | | 210.315 | 0,020% | F |
| AB SICAV III - DYNAMIC ALL MAR | | 1.732 | 0,000% | F |
| AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO | | 1.009 | 0,000% | F |
| AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO | | 3.102 | 0,000% | F |
| ABB PENSION FUND | | 1.101 | 0,000% | F |
| ABN AMRO FUNDS | | 18.858 | 0,002% | F |
| ABNFLPA RHUMBLINE INTL EQUITY 262408 | | 1.166 | 0,000% | F |
| ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND | | 3.005 | 0,000% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND | | 36.386 | 0,003% | F |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND | | 23.461 | 0,002% | F |
| ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND | | 9.805 | 0,001% | F |
| ACCIDENT COMPENSATION CORPORATION | | 282.534 | 0,027% | F |
| ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV | | 76.517 | 0,007% | F |
| ACHMEA REINSURANCE CO NV | | 10.365 | 0,001% | F |
| ACHMEA SCHADEVERZEKERINGEN NV | | 15.673 | 0,001% | F |
| ACHMEA VARIABLE SECURITIES HEALTH FUND | | 23.406 | 0,002% | F |
| ACS 30:70 GLOBAL EQUITY TRACKER FUND | | 100 | 0,000% | F |
| ACTICCIA 90 N 10 | | 175.000 | 0,017% | F |
| ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO | | 20.294 | 0,002% | F |
| ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO | | 53.055 | 0,005% | F |
| ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO | | 150.803 | 0,014% | F |
| ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO | | 78.666 | 0,008% | F |
| ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO | | 59.578 | 0,006% | F |
| ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO | | 10.326 | 0,001% | F |
| ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO | | 87.294 | 0,008% | F |
| ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO | | 1.080 | 0,000% | F |
| ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND | | 281 | 0,000% | F |
| AEAM FUNDS - AEGON WORLD EQUITY BETA POOL (P | | 3.332 | 0,000% | F |
| AEGON CUSTODY B.V. | | 193.819 | 0,018% | F |

285

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AEGON GLOBAL MULTI MANAGER WORLD EQUITY INDEX FUND | | 2.120 | 0,000% | F |
| AEGON LEVENSVERZEKERING N.V | | 30.957 | 0,003% | F |
| AEGON WORLD EQUITY INDEX FUND II | | 27.607 | 0,003% | F |
| AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS | | 56.113 | 0,005% | F |
| AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD | | 27.849 | 0,003% | F |
| AIB GROUP IRISH PENSION SCHEME | | 10.077 | 0,001% | F |
| AILIS SICAV | | 81.284 | 0,008% | F |
| AIM EQUITY EUROPE CANTONS | | 24.441 | 0,002% | F |
| AJAY MALIK | | 39.905 | 0,004% | F |
| AKTIEN EUROPA - UI | | 28.312 | 0,003% | F |
| AKTIEN SUEDEUROPA UI | | 41.200 | 0,004% | F |
| ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION | | 95.856 | 0,009% | F |
| ALASKA COMMON TRUST FUND | | 17.333 | 0,002% | F |
| ALASKA PERMANENT FUND CORPORATION | | 3.229 | 0,000% | F |
| ALBERTA INVESTMENT MANAGEMENT CORPORATION | | 958 | 0,000% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS CORE ITALY FUND | | 157.000 | 0,015% | F |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS SUSTAINABLE WORLD FUND | | 57.849 | 0,006% | F |
| ALLIANZ GLOBAL INVESTORS FUND | | 793.804 | 0,076% | F |
| ALLIANZ GLOBAL INVESTORS GMBH | | 175.096 | 0,017% | F |
| ALLIANZ GLOBAL INVESTORS GMBH FOR CONVEST 21 VL | | 33.832 | 0,003% | F |
| ALLIANZ GLOBAL INVESTORS GMBH FOR FONDIS | | 18.959 | 0,002% | F |
| ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN | | 11.000 | 0,001% | F |
| ALLIANZ VGL AGI QUANTAMENTAL CONVICTION ENHANCED EUROPE | | 33.272 | 0,003% | F |
| ALLIANZGI F PENCABBV PENSIONS | | 41.603 | 0,004% | F |
| ALLIANZGI FONDS AFE | | 29.463 | 0,003% | F |
| ALLIANZGI FONDS OLB PENSIONEN | | 4.211 | 0,000% | F |
| ALLIANZGI S AKTIEN | | 174.245 | 0,017% | F |
| ALLIANZGI-FONDS AFE SEGMENT AFE-AA3 | | 90.987 | 0,009% | F |
| ALLIANZGI-FONDS BREMEN | | 6.838 | 0,001% | F |
| ALLIANZGI-FONDS CT-DRAECO | | 9.791 | 0,001% | F |
| ALLIANZGI-FONDS GANO 2 | | 6.279 | 0,001% | F |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA | | 46.785 | 0,004% | F |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-GM1-G_MA | | 39.834 | 0,004% | F |
| ALLIANZGI-FONDS TOSCA | | 2.755 | 0,000% | F |
| ALLOCATION PROTECTION 80 | | 342.903 | 0,033% | F |
| ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH | | 3.276 | 0,000% | F |
| AMERICAN BUREAU OF SHIPPING | | 722 | 0,000% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF | | 265.382 | 0,025% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND | | 7.484 | 0,001% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF | | 70.001 | 0,007% | F |
| AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF | | 8.564 | 0,001% | F |
| AMERICAN CENTURY ICAV | | 5.274 | 0,001% | F |
| AMERICAN HEART ASSOCIATION, INC. | | 2.370 | 0,000% | F |
| AMLC EQ SINGLE STOCKS | | 13.622 | 0,001% | F |
| AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND | | 5.615 | 0,001% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND | | 29.595 | 0,003% | F |
| AMP INTERNATIONAL EQUITY INDEX FUND HEDGED | | 2.563 | 0,000% | F |
| AMP WHOLESALE GLOBAL EQUITIES FUND | | 22.714 | 0,002% | F |
| AMSELECT - HSBC EURO EQUITY VALUE | | 364.007 | 0,035% | F |
| AMUNDI BRIDGEWATER CORE GLOB | | 337 | 0,000% | F |
| AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU | | 21.930 | 0,002% | F |
| AMUNDI ESG GLOBAL LOW CARBON FUND | | 33.929 | 0,003% | F |
| AMUNDI ESG IMPROVERS EURO | | 963.302 | 0,092% | F |
| AMUNDI ETF ICAV | | 69.128 | 0,007% | F |
| AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 23.971 | 0,002% | F |
| AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 19.642 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 99.640 | 0,010% | F |
| AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB | | 4.322 | 0,000% | F |
| AMUNDI EURO STOXX SELECT DIVIDEND 30 | | 161.678 | 0,015% | F |
| AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS | | 588.573 | 0,056% | F |
| AMUNDI FTSE MIB | | 166.329 | 0,016% | F |
| AMUNDI FUNDS EQUITY EURO RISK PARITY | | 21.861 | 0,002% | F |
| AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT | | 75.477 | 0,007% | F |
| AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND | | 18.086 | 0,002% | F |
| AMUNDI INDEX MSCI EMU SRI | | 58.869 | 0,006% | F |
| AMUNDI INDEX MSCI EUROPE | | 256.835 | 0,025% | F |
| AMUNDI INDEX MSCI EUROPE SRI | | 433.867 | 0,041% | F |
| AMUNDI INDEX MSCI WORLD | | 27.582 | 0,003% | F |
| AMUNDI INDEX MSCI WORLD SRI | | 10.990 | 0,001% | F |
| AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE | | 7.161 | 0,001% | F |
| AMUNDI MSCI ACWI SRI PAB UCITS ETF | | 2.722 | 0,000% | F |
| AMUNDI MSCI EMU | | 56.045 | 0,005% | F |
| AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT | | 37.928 | 0,004% | F |
| AMUNDI MSCI EMU ESG LEADERS SELECT | | 368.684 | 0,035% | F |
| AMUNDI MSCI EMU VALUE FACTOR U | | 30.777 | 0,003% | F |
| AMUNDI MSCI EUROPE | | 96.199 | 0,009% | F |
| AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB | | 4.724 | 0,000% | F |
| AMUNDI MSCI EUROPE ESG LEADERS | | 105.748 | 0,010% | F |
| AMUNDI MSCI EUROPE EX SWITZERLAND | | 50.081 | 0,005% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB | | 243 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR | | 3.448 | 0,000% | F |
| AMUNDI MSCI WORLD CLIMATE TRANSITION CTB | | 1.165 | 0,000% | F |
| AMUNDI MSCI WORLD ESG UNIVERSAL SELECT | | 942 | 0,000% | F |
| AMUNDI PATRIMOINE PEA | | 99.683 | 0,010% | F |
| AMUNDI PRIME EUROZONE | | 9.529 | 0,001% | F |
| AMUNDI S AND P EUROZONE CLIMAT | | 303.537 | 0,029% | F |
| AMUNDI STOXX EUROPE 600 | | 525.208 | 0,050% | F |
| AMUNDI STOXX EUROPE 600 ESG II UCITS ETF | | 2.216 | 0,000% | F |
| AMUNDI STRATEGIES ACTIONS EURO CORE | | 88.092 | 0,008% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE CORE + | | 20.734 | 0,002% | F |
| AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY | | 565 | 0,000% | F |
| ANDRA AP-FONDEN | | 121.507 | 0,012% | F |
| AP ACTIONS 1 EURO | | 21.156 | 0,002% | F |
| APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND | | 16.564 | 0,002% | F |
| APPLE 401(K) PLAN | | 2.949 | 0,000% | F |
| AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT | | 108.724 | 0,010% | F |
| AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD | | 1.010 | 0,000% | F |
| AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. | | 316.330 | 0,030% | F |
| AQR FUNDS - AQR GLOBAL EQUITY FUND | | 6.114 | 0,001% | F |
| AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND | | 24.946 | 0,002% | F |
| AQR FUNDS - AQR MANAGED FUTURESSTRATEGY HV FUND | | 184.411 | 0,018% | F |
| AQR FUNDS - AQR TREND TOTAL RETURN FUND | | 8.815 | 0,001% | F |
| AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND | | 22.704 | 0,002% | F |
| AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND | | 405.805 | 0,039% | F |
| AQR FUNDS AQR LONGSHORT EQUITY FUND | | 1.009.262 | 0,096% | F |
| AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND | | 89.314 | 0,009% | F |
| AQR FUNDSAQR MULTIASSET FUND | | 37.296 | 0,004% | F |
| AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC | | 370.793 | 0,035% | F |
| AQR INNOVATION FUND L.P. - SE RIES 42 MULTI-ALPHA GSS DEVELO PED LARGE CAP | | 568 | 0,000% | F |
| AQR INNOVATION FUND, L.P. | | 4.218 | 0,000% | F |
| AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND | | 346.857 | 0,033% | F |
| AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC | | 81.197 | 0,008% | F |
| AQR TAX AWARE TOTAL RETURN FUND LLC | | 216.758 | 0,021% | F |
| AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC | | 2.434 | 0,000% | F |

188

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC | | 3.088 | 0,000% | F |
| AQR UCITS FUNDS II | | 13.047 | 0,001% | F |
| ARBEJDSMARKEDETS TILLAEGSPENSION | | 745.283 | 0,071% | F |
| ARCA AZIONI ITALIA | | 482.000 | 0,046% | F |
| ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST | | 9.216 | 0,001% | F |
| ARERO - DER WELTFONDS - ESG | | 10.139 | 0,001% | F |
| ARIZONA PSPRS TRUST | | 56.023 | 0,005% | F |
| ARIZONA STATE RETIREMENT SYSTEM | | 48.416 | 0,005% | F |
| ARKWRIGHT, LLC | | 1.611 | 0,000% | F |
| ARR INT EX US ALPHA EXTENSION TRUST FUND | | 67.768 | 0,006% | F |
| ARRCO QUANT 2 | | 22.279 | 0,002% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I | | 544.310 | 0,052% | F |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II | | 380.001 | 0,036% | F |
| ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I | | 4.360 | 0,000% | F |
| ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP. | | 363 | 0,000% | F |
| ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND | | 24.300 | 0,002% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED | | 6.618 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED | | 14.434 | 0,001% | F |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED. | | 438 | 0,000% | F |
| ARROWSTREET CANADA GLOBAL ALL-COUNTRY ALPHA EXTENSION FUND I | | 2.418 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI | | 267.501 | 0,026% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT. | | 3.461 | 0,000% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED | | 12.163 | 0,001% | F |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD | | 4.377 | 0,000% | F |
| ARROWSTREET COLLECTIVE INVESTMENT TRUST | | 891.897 | 0,085% | F |
| ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND | | 292.738 | 0,028% | F |
| ARROWSTREET GLOBAL EQUITY FUND | | 1.122.195 | 0,107% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT | | 2.982 | 0,000% | F |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P. | | 10.634 | 0,001% | F |
| ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION. | | 38.532 | 0,004% | F |
| ARROWSTREET US GROUP TRUST | | 1.530.930 | 0,146% | F |
| ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP | | 248.582 | 0,024% | F |
| ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY- | | 2.718 | 0,000% | F |
| ARTEMIS SMARTGARP EUROPEAN EQUITY FUND | | 1.502.657 | 0,143% | F |
| ARTEMIS SMARTGARP GLOBAL EQUITY FUND | | 467.397 | 0,045% | F |
| ARTEMIS SMARTGARP UK EQUITY FUND | | 800.000 | 0,076% | F |
| ASAST AKTIEN AUSLAND PASSIV UBS FUND MANAGEMENT SWITZERLAND AG | | 3.640 | 0,000% | F |
| ASCENSION ALPHA FUND LLC | | 6.068 | 0,001% | F |
| ASIAN DEVELOPMENT BANK | | 24.762 | 0,002% | F |
| ASSET MANAGEMENT EXCHANGE UCITS CCF | | 19.165 | 0,002% | F |
| ASSURDIX | | 40.409 | 0,004% | F |
| ATCP-UI-FONDS | | 1.693 | 0,000% | F |
| AURION GLOBAL EQUITY FUND | | 1 | 0,000% | F |
| AUSTRALIAN CAPITAL TERRITORY | | 6.242 | 0,001% | F |
| AUSTRALIAN NATIONAL UNIVERSITY. | | 6.662 | 0,001% | F |
| AUSTRALIAN RETIREMENT TRUST | | 297.273 | 0,028% | F |
| AUSTRALIANSUPER | | 8.854 | 0,001% | F |
| AUTORIDADE MONETARIA DE MACAU | | 814 | 0,000% | F |
| AVADIS FUND-AKTIEN WELT AST 2 | | 16.642 | 0,002% | F |
| AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2 | | 14.135 | 0,001% | F |
| AVALON PORTFOLIO II LLC | | 1.928 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND | | 2.104 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND | | 38.687 | 0,004% | F |
| AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND | | 309 | 0,000% | F |
| AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND | | 21.399 | 0,002% | F |
| AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND | | 7.112 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND | | 3.437 | 0,000% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND | | 38.066 | 0,004% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND | | 12.856 | 0,001% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND | | 56.815 | 0,005% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND | | 31.149 | 0,003% | F |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND | | 25.763 | 0,002% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I | | 163 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II | | 1.080 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III | | 3.277 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV | | 1.851 | 0,000% | F |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V | | 924 | 0,000% | F |
| AVIVA INVESTORS UK FUND SERVICES LIMITED | | 44.383 | 0,004% | F |
| AVIVA LIFE & PENSIONS IRELAND DAC | | 19.887 | 0,002% | F |
| AVIVA LIFE & PENSIONS UK LIMITED | | 56.733 | 0,005% | F |
| AVIVA LIFE AND PENSIONS UK LIMITED | | 3.900 | 0,000% | F |
| AWARE SUPER | | 15.929 | 0,002% | F |
| AXA AA DIVERSIFIE INDICIEL 1 | | 33.868 | 0,003% | F |
| AXA MPS PREVIDENZA PER TE - CRESCITA | | 252.937 | 0,024% | F |
| AXA PEA REGULARITE | | 1.409.147 | 0,134% | F |
| AZIMUT LIFE DAC | | 1.279 | 0,000% | F |
| AZL DFA INTERNATIONAL CORE EQUITY FUND | | 3.921 | 0,000% | F |
| AZL GLOBAL EQUITY INDEX FUND 114072 AZL MSCI GLOBAL EQU | | 2.089 | 0,000% | F |
| AZL INTERNATIONAL INDEX FUND | | 30.109 | 0,003% | F |
| BANCO CENTRAL DE TIMOR-LESTE (BCTL) | | 39.156 | 0,004% | F |
| BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA | | 10.983 | 0,001% | F |
| BANK OF BOTSWANA. | | 1.171 | 0,000% | F |
| BANK OF KOREA | | 36.159 | 0,003% | F |
| BASTI 1 METZLER | | 2.569 | 0,000% | F |
| BAYERNINVEST 375-FONDS | | 49.000 | 0,005% | F |
| BAYERNINVEST AA 1-FONDS | | 14.899 | 0,001% | F |
| BAYERNINVEST HA1-FONDS | | 9.490 | 0,001% | F |
| BAYERNINVEST HC1-FONDS | | 5.733 | 0,001% | F |
| BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS | | 6.450 | 0,001% | F |
| BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND | | 4.772 | 0,000% | F |
| BEAR CREEK INVESTMENT LLC | | 6.473 | 0,001% | F |
| BEAT DRUGS FUND ASSOCIATION | | 582 | 0,000% | F |
| BEL EQUITY EUROPE | | 101.964 | 0,010% | F |
| BERESFORD FUNDS ICAV | | 10.362 | 0,001% | F |
| BESSEMER TRUST CO CLEARING ACCT | | 622.483 | 0,059% | F |
| BEST INVESTMENT CORPORATION | | 5.227 | 0,000% | F |
| BESTSELECT - UBS SRI GLOBAL EQUITY | | 2.916 | 0,000% | F |
| BEWAARSTICHTING NNIP I | | 114.467 | 0,011% | F |
| BFT PARTNERS VIA EQUITY EUROPE | | 27.673 | 0,003% | F |
| BG MASTER FUND ICAV | | 4.889 | 0,000% | F |
| BGF DYNAMIC HIGH INCOME FUND | | 24.363 | 0,002% | F |
| BGF GLBL MLTI ASSET IN FD EQ BSKT | | 15.375 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS | | 44.703 | 0,004% | F |
| BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE | | 17.315 | 0,002% | F |
| BLACKROCK AUTHORISED CONTRACTUAL SCHEME I | | 569.736 | 0,054% | F |
| BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND | | 3.930 | 0,000% | F |
| BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND | | 20.073 | 0,002% | F |
| BLACKROCK FUND MANAGERS LTD | | 459.078 | 0,044% | F |
| BLACKROCK GLOBAL FUNDS | | 9.065 | 0,001% | F |
| BLACKROCK GLOBAL INDEX FUNDS | | 43.293 | 0,004% | F |
| BLACKROCK IG INTERNATIONAL EQUITY POOL | | 24.239 | 0,002% | F |
| BLACKROCK INDEX SELECTION FUND | | 317.875 | 0,030% | F |
| BLACKROCK INSTITUTIONAL POOLED FUNDS PLC | | 33.559 | 0,003% | F |
| BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS | | 4.019.402 | 0,383% | F |
| BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC. | | 5.785 | 0,001% | F |
| BLACKROCK LIFE LIMITED | | 11.964 | 0,001% | F |
| BLACKROCK LIFE LTD | | 95.428 | 0,009% | F |
| BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B | | 85.216 | 0,008% | F |
| BLACKROCK UCITS CCF | | 38.880 | 0,004% | F |
| BLKB EQUITY SWITZERLAND FOCUS | | 164.178 | 0,016% | F |
| BMO DIVERSIFIED INCOME PORTFOLIO | | 5.592 | 0,001% | F |
| BMO MSCI EAFE ESG LEADERS INDEXETF | | 3.631 | 0,000% | F |
| BMO MSCI EAFE INDEX ETF | | 155.952 | 0,015% | F |
| BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE | | 256.984 | 0,025% | F |
| BNP PARIBAS EASY - LOW CARBON 100 EUROZONE PAB | | 858 | 0,000% | F |
| BNP PARIBAS EASY - MSCI EMU SRI PAB | | 240.947 | 0,023% | F |
| BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE | | 98.847 | 0,009% | F |
| BNP PARIBAS EASY - MSCI EUROPE SRI PAB | | 150.815 | 0,014% | F |
| BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES PAB 5% CAPPED | | 187.121 | 0,018% | F |
| BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF | | 80.768 | 0,008% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-SERIES PAB 5 CAPPED UCITS ETF | | 5.678 | 0,001% | F |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF | | 11.734 | 0,001% | F |
| BNP PARIBAS EASY MSCI EUROPE MIN TE | | 189.364 | 0,018% | F |
| BNP PARIBAS EQUITY - FOCUS ITALIA | | 41.046 | 0,004% | F |
| BNP PARIBAS FINANCE EUROPE ISR | | 123.981 | 0,012% | F |
| BNP PARIBAS FUNDS - EURO LOW VOL EQUITY | | 19.100 | 0,002% | F |
| BNP PARIBAS FUNDS - SEASONS | | 144.928 | 0,014% | F |
| BNPP DUBLIN / FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND II | | 71.644 | 0,007% | F |
| BNPP DUBLIN/FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND I | | 6.676 | 0,001% | F |
| BNY MELLON INTERNATIONAL EQUITY ETF | | 13.887 | 0,001% | F |
| BNY MELLON INTERNATIONAL STOCK INDEX FUND | | 8.016 | 0,001% | F |
| BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND | | 36.296 | 0,003% | F |
| BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND | | 15.094 | 0,001% | F |
| BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND | | 5.886 | 0,001% | F |
| BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA | | 553 | 0,000% | F |
| BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST | | 8.418 | 0,001% | F |
| BOCI PRUDENTIAL TRUSTEE LIMITED BOCPIFS EUIF | | 34.184 | 0,003% | F |
| BOOSTER WHOLESALE SCHEME | | 3.263 | 0,000% | F |
| BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S | | 50.000 | 0,005% | F |
| BRIDGE BUILDER INTERNATIONAL E | | 24.869 | 0,002% | F |
| BRIDGE BUILDER TAX MANAGED | | 3.267 | 0,000% | F |
| BRIDGEWATER BLUE PEAK FUND LP. | | 1.194 | 0,000% | F |
| BRIDGEWATER PURE ALPHA FUND III LTD | | 3.486 | 0,000% | F |
| BRIDGEWATER PURE ALPHA MAJOR MARKETS TRADING COMPANY LTD. | | 4.310 | 0,000% | F |
| BRIDGEWATER PURE ALPHA STERLING FUND LTD | | 2.330 | 0,000% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD. | | 129.747 | 0,012% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| BRIDGEWATER PURE ALPHA TRADING COMPANY IV LP | | 1.824 | 0,000% | F |
| BRIDGEWATER PURE ALPHA TRADING COMPANY LTD | | 15.642 | 0,001% | F |
| BRIGHTER SUPER | | 18.294 | 0,002% | F |
| BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO | | 4.330 | 0,000% | F |
| BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO | | 38.593 | 0,004% | F |
| BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION. | | 1.047 | 0,000% | F |
| BRUCE POWER PENSION PLAN | | 44.918 | 0,004% | F |
| BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD | | 450 | 0,000% | F |
| BRUNSWICK UNIT 2 QUALIFIED NUCLEAR | | 12.525 | 0,001% | F |
| BSF FORMUE EUR EQUITY INDEX FUND | | 14.383 | 0,001% | F |
| BUILDERS ASSET MANAGEMENT WATER LLC | | 19.011 | 0,002% | F |
| BUMA-UNIVERSAL-FONDS I | | 3.913 | 0,000% | F |
| BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND | | 66.513 | 0,006% | F |
| BUREAU OF LABOR FUNDS-LABOR PENSION FUND | | 466.945 | 0,045% | F |
| BUREAU OF PUBLIC SERVICE PENSION FUND | | 10.990 | 0,001% | F |
| BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST | | 3.182 | 0,000% | F |
| BW DMO FUND LTD. | | 14.420 | 0,001% | F |
| BW PASPG LTD | | 4.269 | 0,000% | F |
| BW-M PA 24, LTD | | 3.339 | 0,000% | F |
| BWSP GLOBAL MACRO TRADING LIMITED | | 249 | 0,000% | F |
| CAISSE DE DEPOT ET PLACEMENT DUQUEBEC | | 727.048 | 0,069% | F |
| CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 1.394.476 | 0,133% | F |
| CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM | | 42.760 | 0,004% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF | | 3.919 | 0,000% | F |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND | | 29.983 | 0,003% | F |
| CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO | | 4.086 | 0,000% | F |
| CANADA PENSION PLAN INVESTMENT BOARD (CPPIB) | | 811.964 | 0,077% | F |
| CANOVAI ALBERTO | CNVLRT99A19A564R | 430 | 0,000% | F |
| CAPULA TAIL RISK MASTER FUND LIMITED | | 2.313 | 0,000% | F |
| CARDANO COMMON CONTRACTUAL FUND | | 2.143 | 0,000% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE | | 48.068 | 0,005% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL | | 26.676 | 0,003% | F |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I) | | 6.436 | 0,001% | F |
| CARESUPER | | 127.022 | 0,012% | F |
| CASSA DEPOSITI E PRESTITI SPA | 80199230584 | 457.138.500 | 43,607% | F |
| CATERPILLAR INC. MASTER RETIREMENT TRUST | | 5.218 | 0,000% | F |
| CATERPILLAR INVESTMENT TRUST. | | 43.826 | 0,004% | F |
| CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND | | 3.063 | 0,000% | F |
| CB NL AIF CLIENTS ASSETS TAXABLE | | 181.862 | 0,017% | F |
| CBP GROWTH SEGMENT AKTIEN GLOBAL- BEST STYLES | | 58.035 | 0,006% | F |
| CC AND L Q GLOBAL EQUITY FUND | | 1.739 | 0,000% | F |
| CC AND L Q GROUP GLOBAL EQUITY FUND | | 5.191 | 0,000% | F |
| CC AND L Q INTERNATIONAL EQUITY FUND | | 7.147 | 0,001% | F |
| CC&L Q WORLD EX-USA EQUITY EXTENSION MASTER FUND LTD. | | 26.448 | 0,003% | F |
| CCCVM TRANSITION ACTS MONDIALES | | 6.132 | 0,001% | F |
| CENTRAL BANK OF IRELAND - MSCI PAB | | 18.735 | 0,002% | F |
| CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING | | 10.073 | 0,001% | F |
| CENTRAL PROVIDENT FUND BOARD | | 1.019 | 0,000% | F |
| CENTRALPENSIONFD SSGA SCI BETA LV 775358 | | 34.203 | 0,003% | F |
| CERES FONDS D ACTIONS MONDE | | 5.492 | 0,001% | F |
| CERVURITE INTERNATIONAL LLC | | 27.240 | 0,003% | F |
| CFSIL RE CNEALTH GS FD 16 | | 11.156 | 0,001% | F |
| CFSIL-COMMONWLTH GBL SHARE FD 17 | | 722.770 | 0,069% | F |
| CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND | | 13.101 | 0,001% | F |
| CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1 | | 29.400 | 0,003% | F |
| CHARLES C. GATES TRUST OF 6/30/1941 | | 3.478 | 0,000% | F |
| CHCP GLOBAL SECURITIES LP | | 2.533 | 0,000% | F |
| CHEVRON MASTER PENSION TRUST | | 2.773 | 0,000% | F |
| CHORELIA N 3 | | 141.131 | 0,013% | F |
| CHORELIA N 7 | | 179.128 | 0,017% | F |
| CHORELIA N?11 | | 200.840 | 0,019% | F |
| CHORELIA N?9 | | 203.554 | 0,019% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| CHURCH COMMISSIONERS FOR ENGLAND | | 7.878 | 0,001% | F |
| CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS | | 7.046 | 0,001% | F |
| CIBC EUROPEAN INDEX FUND | | 2.048 | 0,000% | F |
| CIBC GL MAARS ALT CR REPO 011448 | | 1 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX ETF | | 1.232 | 0,000% | F |
| CIBC INTERNATIONAL EQUITY INDEX POOL | | 1 | 0,000% | F |
| CIBC INTERNATIONAL INDEX FUND | | 27.628 | 0,003% | F |
| CIBC PENSION PLAN | | 26.565 | 0,003% | F |
| CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF | | 279.410 | 0,027% | F |
| CIN BELGIUM LIMITED | | 17 | 0,000% | F |
| CINDY SPRINGS LLC | | 42.020 | 0,004% | F |
| CITITRUST LIMITED | | 6.213 | 0,001% | F |
| CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND | | 2.634 | 0,000% | F |
| CITITRUST LTD | | 932 | 0,000% | F |
| CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN | | 18.545 | 0,002% | F |
| CITY OF NEW YORK DEFERRED COMPENSATION PLAN | | 18.150 | 0,002% | F |
| CITY OF NEW YORK GROUP TRUST | | 202.288 | 0,019% | F |
| CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM. | | 30.423 | 0,003% | F |
| CITY UNIVERSITY OF NEW YORK | | 331 | 0,000% | F |
| CM-AM CONVICTIONS EURO | | 200.000 | 0,019% | F |
| CM-AM PEA SECURITE | | 1.655.860 | 0,158% | F |
| CM-AM PEA SERENITE | | 426.629 | 0,041% | F |
| CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN | | 40.928 | 0,004% | F |
| CO PERATIE KLAVERBLAD VERZEKERINGEN U.A. | | 17.523 | 0,002% | F |
| COLLEGE RETIREMENT EQUITIES FUND | | 359.094 | 0,034% | F |
| COLONIAL FIRST STATE INVESTMENT FUND 50. | | 8.070 | 0,001% | F |
| COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND.. | | 40.471 | 0,004% | F |
| COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A. | | 253.248 | 0,024% | F |
| COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC | | 2.321 | 0,000% | F |
| COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN | | 6.593 | 0,001% | F |
| COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA | | 77.885 | 0,007% | F |
| CONNECTICUT GENERAL LIFE INSURANCE COMPANY | | 8.519 | 0,001% | F |
| CONNOR CLARK & LUNN COLLECTIVE INVESTMENT TRUST | | 19.484 | 0,002% | F |
| CONSERVATION INTERNATIONAL FOUNDATION, INC. | | 655 | 0,000% | F |
| CONSOLIDATED EDISON RETIREMENT PLAN | | 17.076 | 0,002% | F |
| CONSTELLATION FITZPATRICK QUALIFIED FUND | | 2.521 | 0,000% | F |
| CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND | | 2.633 | 0,000% | F |
| CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND | | 995 | 0,000% | F |
| CORALIUM PEA SANTE | | 151.407 | 0,014% | F |
| COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY | | 40.669 | 0,004% | F |
| CPR EUROLAND ESG | | 131.776 | 0,013% | F |
| CPR EUROPE ESG POCHE COR | | 41.073 | 0,004% | F |
| CREDIT SUISSE INDEX FUND (LUX) | | 442.442 | 0,042% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962 | | 33.879 | 0,003% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND | | 86.197 | 0,008% | F |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX | | 1.011 | 0,000% | F |
| CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED) | | 6.337 | 0,001% | F |
| DEAM FONDS ZDV | | 4.442 | 0,000% | F |
| DEE STREET GLOBAL EQUITY FUND | | 1.282 | 0,000% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT | | 145.545 | 0,014% | F |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90 | | 9.343 | 0,001% | F |
| DEKA INVESTMENT GMBH A FU 5 FONDS | | 12.017 | 0,001% | F |
| DEKA INVESTMENT GMBH A SRR U1 | | 3.810 | 0,000% | F |
| DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG | | 32.163 | 0,003% | F |
| DEKA INVESTMENT GMBH GLOBALE AKTIEN | | 15.235 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA | | 154.550 | 0,015% | F |
| DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21 | | 6.885 | 0,001% | F |
| DEKA INVESTMENT GMBH W/A-REVI 2 | | 35.000 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF | | 427.317 | 0,041% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF | | 18.193 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF | | 6.314 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF | | 40.459 | 0,004% | F |
| DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF | | 24.552 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON | | 35.447 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL | | 10.342 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DEKAFONDS-RA-HH W/DWS AKTIEN | | 34.378 | 0,003% | F |
| DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS | | 14.000 | 0,001% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF | | 18.398 | 0,002% | F |
| DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF | | 8.165 | 0,001% | F |
| DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS | | 15.869 | 0,002% | F |
| DEKA INVESTMENT GMBH W/KREBSHILFE 1-FONDS | | 4.610 | 0,000% | F |
| DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II | | 16.624 | 0,002% | F |
| DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3 | | 5.860 | 0,001% | F |
| DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV | | 590 | 0,000% | F |
| DEKA INVESTMENT GMBH W/SSH-FONDS W/U04 | | 88.100 | 0,008% | F |
| DEKA INVESTMENT GMBH W/SVAM-FONDS | | 8.459 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TREMONIUS-FONDS | | 7.257 | 0,001% | F |
| DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02 | | 18.639 | 0,002% | F |
| DEKA VALUE PLUS | | 143.484 | 0,014% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS | | 21.000 | 0,002% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG | | 9.200 | 0,001% | F |
| DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/IDB-STRATEGIE WUPPERTAL | | 1.226 | 0,000% | F |
| DEKA-MASTER-HAEK I | | 9.731 | 0,001% | F |
| DEKA-RAB | | 45.699 | 0,004% | F |
| DESJARDINS INTERNATIONAL EQUITYIND EX ETF | | 26.593 | 0,003% | F |
| DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF | | 351 | 0,000% | F |
| DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE | | 1.122 | 0,000% | F |
| DESTINATIONS INTERNATIONAL EQU | | 8.148 | 0,001% | F |
| DEUTSCHE DCG EQ | | 1.719 | 0,000% | F |
| DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF) | | 1.587 | 0,000% | F |
| DEVIF-FONDS NR. 349 | | 4.983 | 0,000% | F |
| DFI LP EQUITY (PASSIVE | | 532 | 0,000% | F |
| DIGITAL FUNDS STARS EUROZONE | | 11.563 | 0,001% | F |
| DILLON MARKETABLE SECURITIES COMMON TRUST FUND. | | 1.830 | 0,000% | F |
| DIMENSIONAL FUNDS PLC | | 72.447 | 0,007% | F |
| DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E | | 1.928 | 0,000% | F |
| DNB BANK ASA | | 43.684 | 0,004% | F |
| DPAM DBI-RDT B EQUITIES EMU INDEX | | 30.600 | 0,003% | F |
| DPAM L EQUITIES EMU SRI MSCI INDEX | | 15.793 | 0,002% | F |
| DPAM L EQUITIES WORLD SRI MSCI INDEX | | 2.400 | 0,000% | F |
| DPCTA-MASTERFONDS | | 20.577 | 0,002% | F |
| DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING | | 22.120 | 0,002% | F |
| DUNHAM INTERNATIONAL STOCK FUND | | 3.924 | 0,000% | F |
| DWS INVESTMENT GMBH DRIVEINVEST FOR PENSIONS SEG 2 | | 19.703 | 0,002% | F |
| DWS INVESTMENT GMBH FOR DEAM-FONDS CPT | | 5.000 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1 | | 5.654 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN | | 2.700 | 0,000% | F |
| DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ | | 13.396 | 0,001% | F |
| DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE | | 82.290 | 0,008% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROPEAN EQUITY | | 149.806 | 0,014% | F |
| DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY | | 39.640 | 0,004% | F |
| DWS INVESTMENT GMBH FOR DWS SYSTEMATIC EUROPEAN EQUITY | | 49.942 | 0,005% | F |
| DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER | | 1.350 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1 | | 26.908 | 0,003% | F |
| DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY | | 16.258 | 0,002% | F |
| DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND | | 4.766 | 0,000% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT | | 71.015 | 0,007% | F |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO | | 1.316 | 0,000% | F |
| DWS MULTI ASSET PIR FUND | | 52.095 | 0,005% | F |
| DYNASTY INVEST LTD | | 1.134 | 0,000% | F |
| E TRADE NO FEE INTERNATIONAL INDEX FUND | | 240 | 0,000% | F |
| EBK-AKTIEN-UNIVERSAL-FONDS | | 76.801 | 0,007% | F |
| EGEPARGNE 2 DIVERSIFIE | | 19.708 | 0,002% | F |
| ELEVA UCITS FUND - ELEVA ABSOLUTE RETURN EUROPE | | 165.346 | 0,016% | F |
| EMBO-FONDS | | 11.075 | 0,001% | F |
| EMERGENCY SERVICES SUPERANNUATION SCHEME | | 2.465 | 0,000% | F |
| EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE | | 1 | 0,000% | F |
| EMPOWER ANNUITY INSURANCE COMPANY | | 64.699 | 0,006% | F |
| ENHANCED INDEX INTERNATIONAL SHARE FUND | | 21.104 | 0,002% | F |
| ENPAM | | 200.000 | 0,019% | F |
| ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI | | 11.750.450 | 1,121% | F |
| ENVIRONMENT FUND | | 3.673 | 0,000% | F |
| EPARGNE ACTIONS MONDE ISR | | 89.181 | 0,009% | F |
| EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO | | 33.001 | 0,003% | F |
| EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 26.765 | 0,003% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO | | 4.314 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO | | 4.919 | 0,000% | F |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO | | 6.624 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO | | 9.310 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO | | 14.979 | 0,001% | F |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 42.245 | 0,004% | F |
| EQUIPSUPER | | 57.778 | 0,006% | F |
| EQUITABLE FINANCIAL LIFE INSURANCE COMPANY | | 2.957 | 0,000% | F |
| ERAFP ACTIONS EURO I | | 592.588 | 0,057% | F |
| ERAFP ACTIONS EURO IV | | 274.204 | 0,026% | F |
| ERISA ACTION EUROPE N 2 | | 41.236 | 0,004% | F |
| ERISA ACTIONS GRANDES VALEURS | | 817.353 | 0,078% | F |
| ERSTE ASSET MANAGEMENT GMBH | | 441.100 | 0,042% | F |
| ESKOM PENSION AND PROVIDENT FUND | | 37.165 | 0,004% | F |
| ESPERIDES - S.A. SICAV-SIF | | 5.551 | 0,001% | F |
| ESSENTIA HEALTH | | 1.633 | 0,000% | F |
| EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB) | | 1.335 | 0,000% | F |
| F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC | | 3.419 | 0,000% | F |
| FACTORY MUTUAL INSURANCE COMPANY | | 5.790 | 0,001% | F |
| FAMILY INVESTMENTS CHILD TRUST FUND | | 5.916 | 0,001% | F |
| FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND | | 7.919 | 0,001% | F |
| FCM INTERNATIONAL LLC | | 835 | 0,000% | F |
| FCP HUMANIS RETRAITE ACTIONS | | 297.159 | 0,028% | F |
| FCP HUMANIS RETRAITE ACTIONS BAS CARBONE | | 213.173 | 0,020% | F |
| FCP SODIUM I | | 30.421 | 0,003% | F |
| FEDEX CORPORATION EMPLOYEES PENSION TRUST | | 15.223 | 0,001% | F |
| FGV - ACTIONS EUROPE LM B | | 124.795 | 0,012% | F |
| FGV ACTIONS EUROPE LM A | | 16.067 | 0,002% | F |
| FIDDLER PARTNERS LLC | | 474 | 0,000% | F |
| FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND | | 1.495.132 | 0,143% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND | | 15.397 | 0,001% | F |
| FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND | | 81.250 | 0,008% | F |
| FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF | | 27.911 | 0,003% | F |
| FIDELITY FUNDS - GLOBAL QUALITY INCOME POOL | | 292 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST | | 562 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND | | 51.455 | 0,005% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND | | 184 | 0,000% | F |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND | | 97.365 | 0,009% | F |
| FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND | | 489.400 | 0,047% | F |
| FIDELITY SAI INTERNATIONAL INDEX FUND | | 173.026 | 0,017% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND | | 47.254 | 0,005% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND | | 186.693 | 0,018% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA | | 15.167 | 0,001% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. | | 832.136 | 0,079% | F |
| FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND | | 196.253 | 0,019% | F |
| FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF | | 36.046 | 0,003% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND | | 5.248 | 0,001% | F |
| FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND | | 12.362 | 0,001% | F |
| FIDEURAM COMPARTO PIANO AZIONI ITALIA | | 430.000 | 0,041% | F |
| FIDEURAM COMPARTO PIANO BILANCIATO ITALIA 50 | | 65.000 | 0,006% | F |
| FIDEURAM ITALIA | | 24.200 | 0,002% | F |
| FINALTIS EFFICIENT BETA EURO | | 4.994 | 0,000% | F |
| FIRE AND POLICE PENSION ASSOCIATION OF COLORADO | | 1 | 0,000% | F |
| FIRST PRIVATE EURO DIVIDENDEN STAUFER | | 75.136 | 0,007% | F |
| FIRST SENTIER INVESTORS GLOBAL UMBRELLA FUND PUBLIC LIMITED COMPANY. | | 1.629 | 0,000% | F |
| FIRST TRUST DEVELOPED MARKETS EX US ALPHADEX FUND | | 80.016 | 0,008% | F |
| FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND | | 333.751 | 0,032% | F |
| FIRST TRUST EUROPE ALPHADEX FUND | | 64.741 | 0,006% | F |
| FIRST TRUST EUROZONE ALPHADEX ETF | | 17.333 | 0,002% | F |
| FIRST TRUST EUROZONE ALPHADEX UCITS ETF | | 25.092 | 0,002% | F |
| FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF | | 77.719 | 0,007% | F |
| FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF | | 12.722 | 0,001% | F |
| FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF | | 10.019 | 0,001% | F |
| FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF | | 44.365 | 0,004% | F |
| FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND | | 703.069 | 0,067% | F |
| FISCHER FAMILY TRUST | | 1.424 | 0,000% | F |
| FJARDE AP-FONDEN. | | 52.809 | 0,005% | F |
| FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND | | 8.645 | 0,001% | F |
| FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND | | 952 | 0,000% | F |
| FLORIDA GLOBAL EQUITY FUND LLC | | 4.654 | 0,000% | F |
| FLORIDA RETIREMENT SYSTEM | | 32.110 | 0,003% | F |
| FLORIDA RETIREMENT SYSTEM TRUST FUND | | 36.415 | 0,003% | F |
| FLORIDA RETSYS MINERVA 1009008 | | 14.956 | 0,001% | F |
| FLOURISH INVESTMENT CORPORATION | | 2.333 | 0,000% | F |
| FOLKSAM OMSESIDIG SAKFORSAKRING | | 17.361 | 0,002% | F |
| FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY | | 9.389 | 0,001% | F |
| FONDATION BOTNAR.. | | 20.429 | 0,002% | F |
| FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA | 00499230373 | 1.702.438 | 0,162% | F |
| FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES | | 1.933 | 0,000% | F |
| FONDITALIA | | 917.680 | 0,088% | F |
| FONDOPOSTE | | 41.029 | 0,004% | F |
| FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.) | | 1 | 0,000% | F |
| FONDS FUER STIFTUNGEN INVESCO | | 11.065 | 0,001% | F |
| FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS | | 2.001 | 0,000% | F |
| FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST.. | | 5.589 | 0,001% | F |
| FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST | | 664 | 0,000% | F |
| FOREIGN STOCK INDEX MOTHER FUND | | 29.833 | 0,003% | F |
| FORSTA AP - FONDEN | | 92.442 | 0,009% | F |
| FOVERUKA PENSION UNIVERSAL | | 7.109 | 0,001% | F |
| FRANKLIN INTERNATIONAL EQUITY INDEX ETF | | 6.059 | 0,001% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF | | 3.615 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF | | 2.484 | 0,000% | F |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL DIVIDEND MULTIPLIER INDEX | | 20.846 | 0,002% | F |
| FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG | | 105.327 | 0,010% | F |
| FRANKLIN TEMPLETON ICAV | | 378.421 | 0,036% | F |
| FUNDACAO CALOUSTE GULBENKIAN | | 3.440 | 0,000% | F |
| FUNDO DE PENSOES . | | 5.355 | 0,001% | F |
| FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU | | 11.362 | 0,001% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F | | 97.655 | 0,009% | F |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI. | | 23.474 | 0,002% | F |
| FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500) | | 2.736 | 0,000% | F |
| G.A.-FUND-B - EQUITY BROAD EURO P | | 13.078 | 0,001% | F |
| G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES | | 7.264 | 0,001% | F |
| GARD UNIT TRUST | | 9.721 | 0,001% | F |
| GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY | | 1.841 | 0,000% | F |
| GENERAL ORGANISATION FOR SOCIAL INSURANCE. | | 408.653 | 0,039% | F |
| GENERAL PENSION AND SOCIAL SECURITY AUTHORITY | | 6.980 | 0,001% | F |
| GENERALI DIVERSIFICATION | | 944 | 0,000% | F |
| GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT | | 187.800 | 0,018% | F |
| GERANA SICAV-SIF, S.A. | | 8.456 | 0,001% | F |
| GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND | | 2.795 | 0,000% | F |
| GLOBAL EQUITIES ENHANCED INDEX FUND | | 336.988 | 0,032% | F |
| GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC | | 2.198 | 0,000% | F |
| GLOBAL MULTI ASSET STRATEGY FUND | | 3.396 | 0,000% | F |
| GLOBAL MULTI-FACTOR EQUITY FUND | | 18.746 | 0,002% | F |
| GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND CAYMAN L.P. | | 3.300 | 0,000% | F |
| GLOBAL X MSCI SUPERDIVIDEND EAFE ETF | | 17.138 | 0,002% | F |
| GLS BANK AKTIENFONDS C/O UNIVERSAL-INVESTMENT- | | 700.000 | 0,067% | F |
| GMO BENCHMARK-FREE FUND | | 8.535 | 0,001% | F |
| GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND | | 4.882 | 0,000% | F |
| GMO IMPLEMENTATION FUND | | 16.295 | 0,002% | F |
| GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES | | 18.806 | 0,002% | F |
| GODFOND SVERIGE & VARLDEN | | 4.688 | 0,000% | F |
| GOLDMAN SACHS ETF ICAV | | 82 | 0,000% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E | | 19.164 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT | | 433.618 | 0,041% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF | | 81.147 | 0,008% | F |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO | | 20.375 | 0,002% | F |
| GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF | | 7.574 | 0,001% | F |
| GOLDMAN SACHS FUNDS III | | 123.480 | 0,012% | F |
| GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND | | 25.471 | 0,002% | F |
| GOVERNMENT EMPLOYEES SUPERANNUATION BRD | | 49.586 | 0,005% | F |
| GOVERNMENT OF NORWAY | | 700.000 | 0,067% | F |
| GOVERNMENT PENSION INVESTMENT FUND | | 2.136.270 | 0,204% | F |
| GOVERNMENT SUPERANNUATION FUND | | 12.310 | 0,001% | F |
| GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD. | | 30 | 0,000% | F |
| GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND | | 12.968 | 0,001% | F |
| GREAT WEST INTERNATIONAL INDEX FUND | | 68.448 | 0,007% | F |
| GREEN CENTURY MSCI INTERNATION | | 15.809 | 0,002% | F |
| GREENFINCH FOUNDATION | | 2.460 | 0,000% | F |
| GUIDEMARK WORLD EX-US FUND | | 18.125 | 0,002% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND | | 62.243 | 0,006% | F |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND. | | 25.999 | 0,002% | F |
| HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 4.837 | 0,000% | F |
| HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND | | 397.156 | 0,038% | F |
| HAWKES FAMILY LLC | | 1.283 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| HAWTHORN DM LLC | | 9.507 | 0,001% | F |
| HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO | | 688 | 0,000% | F |
| HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO | | 286 | 0,000% | F |
| HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL | | 6.699 | 0,001% | F |
| HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO | | 9.459 | 0,001% | F |
| HC RENTE | | 2.170 | 0,000% | F |
| HEALTHCARE EMPLOYEES PENSION | | 137.281 | 0,013% | F |
| HELIUM ALPHA | | 5.881 | 0,001% | F |
| HELVETIA I EUROPA | | 52.607 | 0,005% | F |
| HESTA | | 138.785 | 0,013% | F |
| HI PNWL DIVIDENDE PLUS FONDS | | 644.333 | 0,061% | F |
| HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS | | 83.000 | 0,008% | F |
| HILLSDALE GLOBAL EQUITY FUND | | 6.898 | 0,001% | F |
| HI-PNWL-DIVIDENDE-PLUS-FONDS | | 217.327 | 0,021% | F |
| HI-PROAM-STIFTUNGSFONDS | | 2.393 | 0,000% | F |
| HI-PROVINZIAL-LOWRISK-DIVIDENDENSTRATEGIE-FONDS | | 13.830 | 0,001% | F |
| HMT HANSEMERKUR AKTIEN INVEST | | 1.524 | 0,000% | F |
| HMT-KVMV-FONDS THEODOR-HEUSS-A | | 439 | 0,000% | F |
| HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE | | 250.725 | 0,024% | F |
| HORIZON BUSINESS SRI DYN DBI-RDT | | 39.050 | 0,004% | F |
| HOSPITAL AUTHORITY PROVIDENT FUND SCHEME | | 13.596 | 0,001% | F |
| HOSTPLUS POOLED SUPERANNUATION TRUST | | 57.832 | 0,006% | F |
| HP+P STIFTUNGSFONDS | | 15.900 | 0,002% | F |
| HPE COMMON CONTRACTUAL FUND. | | 2.462 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 11. | | 787 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 12. | | 4.892 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 2 | | 2.539 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 3 | | 3.135 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 6 | | 411 | 0,000% | F |
| HRW TESTAMENTARY TRUST NO. 7. | | 4.085 | 0,000% | F |
| HSBC ACTIONS MONDE | | 97.577 | 0,009% | F |
| HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY | | 141.593 | 0,014% | F |
| HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF | | 203 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF | | 414 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF | | 12.170 | 0,001% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF | | 3.597 | 0,000% | F |
| HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF | | 879 | 0,000% | F |
| HSBC EURO ACTIONS | | 323.566 | 0,031% | F |
| HSBC GLOBAL INVESTMENT FUNDS | | 59.360 | 0,006% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND | | 1.218 | 0,000% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND | | 18.319 | 0,002% | F |
| HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND | | 1.795 | 0,000% | F |
| HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND | | 14.268 | 0,001% | F |
| HUMANIS RETRAITE DIVERSIFIE | | 291.231 | 0,028% | F |
| IA CLARINGTON GLOBAL VALUE FUND | | 5.257 | 0,001% | F |
| IADB POST RETIREMENT BENEFITS FUND | | 14.689 | 0,001% | F |
| IADB STAFF RETIREMENT FUND | | 40.700 | 0,004% | F |
| IAGAM GLOBAL EQUITY TRUST. | | 45.536 | 0,004% | F |
| IBM 401(K) PLUS PLAN TRUST | | 35.565 | 0,003% | F |
| IF IST - EUROPE INDEX SRI | | 9.821 | 0,001% | F |
| IF IST - GLOBE INDEX | | 22.328 | 0,002% | F |
| IG MACKENZIE INTERNATIONAL SMALL CAP FUND | | 531.149 | 0,051% | F |
| ILA - A-ILDSCG | | 2.038 | 0,000% | F |
| ILA - A-ILEZEQG | | 9.537 | 0,001% | F |
| ILA - A-ILGLOEQG | | 1.987 | 0,000% | F |
| ILA - A-ILGLOEQN | | 852 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ILA - RAFIMF | | 2.849 | 0,000% | F |
| ILA-A-ILIMCFHY | | 4.312 | 0,000% | F |
| ILA-A-ILSDMH | | 42.355 | 0,004% | F |
| ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY | | 21.659 | 0,002% | F |
| ILA-LA WORLD ESG SCREENED FUND | | 5.226 | 0,000% | F |
| ILLINOIS MUNICIPAL RETIREMENT FUND | | 24.512 | 0,002% | F |
| IMCO GLOBAL PUBLIC EQUITY LP | | 77.168 | 0,007% | F |
| IMPACTASSETS INC. | | 202 | 0,000% | F |
| IMPERIAL INTERNATIONAL EQUITY POOL | | 14.911 | 0,001% | F |
| INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER | 80122170584 | 3.130.190 | 0,299% | F |
| ING DIRECT SICAV | | 20.493 | 0,002% | F |
| INSPIRE INTERNATIONAL ETF 80 A | | 84.469 | 0,008% | F |
| INSTITUTIONAL RETIREMENT TRUST | | 9.922 | 0,001% | F |
| INTERFUND SICAV | | 22.622 | 0,002% | F |
| INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT | | 8.314 | 0,001% | F |
| INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC | | 646.985 | 0,062% | F |
| INTERNATIONAL EQUITIES B UNIT TRUST | | 1.449 | 0,000% | F |
| INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST | | 483 | 0,000% | F |
| INTERNATIONAL EQUITIES SECTOR TRUST | | 744 | 0,000% | F |
| INTERNATIONAL EQUITY FUND | | 3.862 | 0,000% | F |
| INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST | | 1.000 | 0,000% | F |
| INTERNATIONAL MONETARY FUND | | 30.572 | 0,003% | F |
| INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT | | 4.019 | 0,000% | F |
| INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN | | 13.901 | 0,001% | F |
| INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO | | 890.800 | 0,085% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE A-EUROPA-LA PASSIV | | 3.706 | 0,000% | F |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE INKA LUCK | | 68.221 | 0,007% | F |
| INVESCO ADVANTAGE INTERNATIONALFUND | | 1.388 | 0,000% | F |
| INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF | | 61.933 | 0,006% | F |
| INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF | | 85.378 | 0,008% | F |
| INVESCO FUNDS | | 767.843 | 0,073% | F |
| INVESCO GLOB ENHAN EQUITY UCITS ETF | | 352 | 0,000% | F |
| INVESCO GLOBAL BALANCED INDEX FUND UK | | 28.328 | 0,003% | F |
| INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND | | 6.169 | 0,001% | F |
| INVESCO GLOBAL EX UK CORE EQUITY INDEX FUND UK | | 18.263 | 0,002% | F |
| INVESCO GLOBAL EX UK ENHANCED INDEX FUND UK | | 25.748 | 0,002% | F |
| INVESCO MARKETS II PLC | | 31.724 | 0,003% | F |
| INVESCO MARKETS II PUBLIC LTD | | 26.285 | 0,003% | F |
| INVESCO MARKETS III PLC | | 77 | 0,000% | F |
| INVESCO MSCI EAFE INCOME ADVANTAGE ETF | | 2.927 | 0,000% | F |
| INVESCO MSCI EUR EQ WGHT UCITS ETF | | 68.423 | 0,007% | F |
| INVESCO MSCI WORLD SRI INDEX FUND | | 601 | 0,000% | F |
| INVESCO POOLED INVESTMENT FUND - EUROPE FUND | | 55.147 | 0,005% | F |
| INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES | | 47.045 | 0,004% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF | | 102.373 | 0,010% | F |
| INVESCO S AND P INTERNATIONAL DEVELOPED MOMENTUM ETF | | 73.775 | 0,007% | F |
| INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL | | 139.811 | 0,013% | F |
| INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL | | 95.254 | 0,009% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL | | 9.736 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL | | 13.896 | 0,001% | F |
| INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED ACCUMULATING KL | | 18.566 | 0,002% | F |
| INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE | | 1.796 | 0,000% | F |

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|---|---|---|---|---|
| INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL | | 3.723 | 0,000% | F |
| INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI | | 24.633 | 0,002% | F |
| INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING | | 24.767 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL | | 25.097 | 0,002% | F |
| INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL | | 14.212 | 0,001% | F |
| INVESTITORI EUROPA | | 7.000 | 0,001% | F |
| INVESTITORI FLEXIBLE EQUITY ESG | | 1.760 | 0,000% | F |
| INVESTITORI PIAZZA AFFARI | | 25.500 | 0,002% | F |
| IOM UBS GLOBAL PASSIVE EQUITIES | | 5.346 | 0,001% | F |
| IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 12.449 | 0,001% | F |
| IP ACTIONS EURO | | 8.537 | 0,001% | F |
| IPC MULTIFACTOR INTERNATIONAL EQUITY | | 4.327 | 0,000% | F |
| IRISH LIFE ASSURANCE PLC | | 59.767 | 0,006% | F |
| IRISH LIFE ASSURANCE. | | 39.283 | 0,004% | F |
| IRISH LIFE CLIMATE FOCUSED FUND | | 758 | 0,000% | F |
| IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND | | 14.781 | 0,001% | F |
| IRR K LLC | | 4.519 | 0,000% | F |
| ISHARES ALL-COUNTRY EQUITY INDEX FUND | | 1.197 | 0,000% | F |
| ISHARES BLOCKCHAIN AND TECH ETF | | 3.654 | 0,000% | F |
| ISHARES CORE MSCI EAFE ETF | | 3.044.354 | 0,290% | F |
| ISHARES CORE MSCI EAFE IMI INDEX ETF | | 30.939 | 0,003% | F |
| ISHARES CORE MSCI EUROPE ETF | | 211.985 | 0,020% | F |
| ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF | | 416.783 | 0,040% | F |
| ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF | | 632.658 | 0,060% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF | | 5.483 | 0,001% | F |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF | | 10.465 | 0,001% | F |
| ISHARES ESG ADVANCED MSCI EAFE ETF | | 42.268 | 0,004% | F |
| ISHARES ESG ADVANCED MSCI EAFE INDEX ETF | | 8.474 | 0,001% | F |
| ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE) | | 994.259 | 0,095% | F |
| ISHARES EURO STOXX UCITS ETF (DE) | | 191.446 | 0,018% | F |
| ISHARES II PUBLIC LIMITED COMPANY | | 1.236.388 | 0,118% | F |
| ISHARES III PUBLIC LIMITED COMPANY | | 1.235.638 | 0,118% | F |
| ISHARES INTERNATIONAL EQUITY FACTOR ETF | | 143.329 | 0,014% | F |
| ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF | | 541 | 0,000% | F |
| ISHARES IV PUBLIC LIMITED COMPANY | | 1.337.371 | 0,128% | F |
| ISHARES MSCI ACWI ETF | | 98.290 | 0,009% | F |
| ISHARES MSCI ACWI EX U.S. ETF | | 99.097 | 0,009% | F |
| ISHARES MSCI ACWI LOW CARBON TARGET ETF | | 24.340 | 0,002% | F |
| ISHARES MSCI EAFE ETF | | 1.529.206 | 0,146% | F |
| ISHARES MSCI EAFE INTERNATIONALINDEX FUND | | 288.895 | 0,028% | F |
| ISHARES MSCI EAFE VALUE ETF | | 1.042.422 | 0,099% | F |
| ISHARES MSCI EUR QLTY DIV UCITS ETF | | 476.761 | 0,045% | F |
| ISHARES MSCI EUROPE FINANCIALS ETF | | 616.770 | 0,059% | F |
| ISHARES MSCI EUROPE IMI INDEX ETF | | 3.689 | 0,000% | F |
| ISHARES MSCI EUROZONE ETF | | 551.177 | 0,053% | F |
| ISHARES MSCI GLOBAL MULTIFACTORETF | | 5.987 | 0,001% | F |
| ISHARES MSCI INTL MOMENTUM FACTOR ETF | | 120.790 | 0,012% | F |
| ISHARES MSCI ITALY ETF | | 545.080 | 0,052% | F |
| ISHARES MSCI KOKUSAI ETF | | 1.622 | 0,000% | F |
| ISHARES MSCI WORLD ETF | | 32.928 | 0,003% | F |
| ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF | | 144 | 0,000% | F |
| ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF | | 5.733 | 0,001% | F |
| ISHARES PUBLIC LIMITED COMPANY | | 2.691.275 | 0,257% | F |
| ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE | | 72.374 | 0,007% | F |
| ISHARES STOXX EUROPE 600 UCITS ETF (DE) | | 347.245 | 0,033% | F |
| ISHARES STOXX EUROPE MID 200 UCITS ETF (DE) | | 145.621 | 0,014% | F |
| ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE) | | 822.423 | 0,078% | F |
| ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE | | 1.979.158 | 0,189% | F |
| ISHARES V PUBLIC LIMITED COMPANY | | 307.933 | 0,029% | F |
| ISHARES VI PUBLIC LIMITED COMPANY | | 289.473 | 0,028% | F |
| ISHARES VII PUBLIC LIMITED COMPANY | | 981.817 | 0,094% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND | | 38.547 | 0,004% | F |
| ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND | | 2.409 | 0,000% | F |
| ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH) | | 3.662 | 0,000% | F |
| JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO | | 371 | 0,000% | F |
| JANUS HENDERSON HORIZON FUND - EUROLAND FUND | | 602.852 | 0,058% | F |
| JEFFREY LLC | | 7.080 | 0,001% | F |
| JNL INTERNATIONAL INDEX FUND | | 71.027 | 0,007% | F |
| JNL/DFA INTERNATIONAL CORE EQUITY FUND | | 9.139 | 0,001% | F |
| JNL/JPMORGAN GLOBAL ALLOCATION FUND | | 1.330 | 0,000% | F |
| JNL/MELLON MSCI WORLD INDEX FUND | | 5.947 | 0,001% | F |
| JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND | | 76.991 | 0,007% | F |
| JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF | | 9.242 | 0,001% | F |
| JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY | | 28.121 | 0,003% | F |
| JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF | | 22.738 | 0,002% | F |
| JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST | | 32.130 | 0,003% | F |
| JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST. | | 16.613 | 0,002% | F |
| JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST | | 54.567 | 0,005% | F |
| JOHN T. WALTON FAMILY TRUST | | 120.586 | 0,012% | F |
| JOSHUA GREEN CORPORATION | | 3.450 | 0,000% | F |
| JPM MULTI INCOME FUND | | 25.190 | 0,002% | F |
| JPMORGAN BETABUILDERS EUROPE ETF | | 175.059 | 0,017% | F |
| JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF | | 132.623 | 0,013% | F |
| JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND | | 162.006 | 0,015% | F |
| JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF | | 53.915 | 0,005% | F |
| JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF | | 13.151 | 0,001% | F |
| JPMORGAN EUROPE STRATEGIC DIVIDEND FUND | | 3.486 | 0,000% | F |
| JPMORGAN FLEXIBLE INCOME ETF | | 198 | 0,000% | F |
| JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND | | 3.264 | 0,000% | F |
| JPMORGAN FUNDS | | 354.244 | 0,034% | F |
| JPMORGAN GLOBAL ALLOCATION FUND | | 4.019 | 0,000% | F |
| JPMORGAN INCOME BUILDER FUND | | 76.135 | 0,007% | F |
| JPMORGAN INVESTMENT FUNDS | | 347.020 | 0,033% | F |
| JPMORGAN MULTI BALANCED FUND | | 2.159 | 0,000% | F |
| JTW TRUST NO. 2 UAD 9/19/02. | | 2.007 | 0,000% | F |
| JTW TRUST NO. 3 UAD 9/19/02. | | 2.827 | 0,000% | F |
| JTW TRUST NO. 4 UAD 9/19/02. | | 2.036 | 0,000% | F |
| JTW TRUST NO. 5 UAD 9/19/02. | | 1.555 | 0,000% | F |
| JUNON ACTIONS OBLIGATIONS | | 221.998 | 0,021% | F |
| K INVESTMENTS SH LIMITED. | | 34.350 | 0,003% | F |
| KAISER FOUNDATION HOSPITALS | | 6.781 | 0,001% | F |
| KAISER PERMANENTE GROUP TRUST | | 5.311 | 0,001% | F |
| KAP IP GLO EQUI III 56097 | | 10.289 | 0,001% | F |
| KAP MPI INTERNATIONALE AKTIER 55016 | | 139.345 | 0,013% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER | | 3.011 | 0,000% | F |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5 | | 72.462 | 0,007% | F |
| KAPITALFORENINGEN EMD INVEST VERDENSINDEKS | | 8.758 | 0,001% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I | | 17.756 | 0,002% | F |
| KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX | | 29.365 | 0,003% | F |
| KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS | | 18.873 | 0,002% | F |
| KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED | | 176.190 | 0,017% | F |
| KAS BANK PF | | 632 | 0,000% | F |
| KBC ECO FUND/WORLD | | 13.970 | 0,001% | F |
| KBC EQUITY FUND EUROZONE | | 377.140 | 0,036% | F |
| KBC EQUITY FUND EUROZONE DBI-RDT | | 47.780 | 0,005% | F |
| KBC EQUITY FUND SRI EUROZONE | | 619.635 | 0,059% | F |
| KBC EQUITY FUND WORLD | | 125.793 | 0,012% | F |
| KBC EQUITY FUND/EUROPE | | 34.784 | 0,003% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| KBC EQUITY FUND/SRI WORLD | | 162.329 | 0,015% | F |
| KBC EQUITY FUND/WORLD DBI-ROT | | 29.453 | 0,003% | F |
| KBC EQUITY SRI WORLD DBI-RDT | | 20.462 | 0,002% | F |
| KBC INST FUND EURO EQUITY | | 53.482 | 0,005% | F |
| KBC INSTITUTIONAL FUND SRI EURO | | 79.283 | 0,008% | F |
| KBC INSTITUTIONAL FUND/SRI WORLD EQUITY | | 32.384 | 0,003% | F |
| KBI FUNDS ICAV | | 14.564 | 0,001% | F |
| KBI GLOBAL INVESTMENT FUND | | 8.844 | 0,001% | F |
| KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1 | | 75.651 | 0,007% | F |
| KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR | | 50.120 | 0,005% | F |
| KESKINÄINEN VAKUUTUSYHTIÖ FENNIA | | 9.102 | 0,001% | F |
| KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI | | 19.773 | 0,002% | F |
| KOKUSAI EQUITY INDEX FUND, A S | | 12.306 | 0,001% | F |
| KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP | | 69.228 | 0,007% | F |
| KUMPULAN WANG PERSARAAN DIPERBADANKAN | | 13.139 | 0,001% | F |
| KUTXABANK GESTION SGIIC, S.A. | | 242.248 | 0,023% | F |
| KUTXABANK PENSIONES, S.A., SGFP | | 99.319 | 0,009% | F |
| LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES | | 52.795 | 0,005% | F |
| LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION | | 1.690 | 0,000% | F |
| LACERA MASTER OPEB TRUST | | 11.377 | 0,001% | F |
| LACM GLOBAL EQUITY FUND LP | | 1.877 | 0,000% | F |
| LAKE AVENUE INVESTMENTS LLC | | 18.058 | 0,002% | F |
| LARGE CAP INTL PORTFOLIO OF DFA INV | | 154.290 | 0,015% | F |
| LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP TRUST | | 8.200 | 0,001% | F |
| LAZARD ASSET MANAGEMENT LLC | | 118 | 0,000% | F |
| LBPAM 3 MOIS | | 2.182.558 | 0,208% | F |
| LBPAM ACTIONS DIVIDENDES EUROP | | 3.163 | 0,000% | F |
| LBPAM ISR ACTIONS 80 | | 63.889 | 0,006% | F |
| LBPAM ISR ACTIONS EURO LARGE CAP | | 3.599 | 0,000% | F |
| LBPAM ISR ACTIONS EUROMONDE | | 124.806 | 0,012% | F |
| LBPAM ISR ACTIONS EUROPE 50 | | 375.097 | 0,036% | F |
| LBPAM ISR ACTIONS FOCUS EURO | | 87.076 | 0,008% | F |
| LBPAM ISR AVENIR EURO | | 956 | 0,000% | F |
| LBPAM ISR STRATEGIE PEA 1 | | 10.996 | 0,001% | F |
| LBPAM ISR STRATEGIE PEA 2 | | 17.216 | 0,002% | F |
| LBPAM SHORT TERM | | 133.000 | 0,013% | F |
| LCL ACTIONS EURO CORE+ | | 69.430 | 0,007% | F |
| LCL ACTIONS MONDE HORS EUROPE EURO | | 186.002 | 0,018% | F |
| LCL TRIPLE HORIZON (SEPT 2021) | | 122.133 | 0,012% | F |
| LEADERSEL P.M.I | | 29.030 | 0,003% | F |
| LEGAL & GENERAL ASSURANCE SOCIETY LIMITED | | 655 | 0,000% | F |
| LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E | | 6.009 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO | | 30.046 | 0,003% | F |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE | | 8.830 | 0,001% | F |
| LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED | | 330 | 0,000% | F |
| LEGAL & GENERAL GLOBAL EQUITY INDEX FUND | | 12.796 | 0,001% | F |
| LEGAL & GENERAL ICAV. | | 6.172 | 0,001% | F |
| LEGAL & GENERAL MSCI EAFE FUND LLC | | 39.561 | 0,004% | F |
| LEGAL & GENERAL MSCI EAFE SL FUND LLC | | 27.903 | 0,003% | F |
| LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT ( | | 16.397 | 0,002% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED | | 162.311 | 0,015% | F |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND | | 2.953 | 0,000% | F |
| LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED | | 1.260.036 | 0,120% | F |
| LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED | | 14.483 | 0,001% | F |
| LEGAL AND GENERAL CCF | | 24.279 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST. | | 40.947 | 0,004% | F |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.. | | 272 | 0,000% | F |
| LEGAL AND GENERAL EUROPEAN INDEX TRUST | | 195.654 | 0,019% | F |
| LEGAL AND GENERAL INTERNATIONAL INDEX TRUST | | 61.961 | 0,006% | F |
| LEGAL AND GENERAL UCITS ETF PLC | | 144.585 | 0,014% | F |
| LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF | | 362.985 | 0,035% | F |
| LFM ACTIONS MONDE VOLATILITE C | | 89.564 | 0,009% | F |
| LGIM MANAGERS (EUROPE) LIMITED | | 33.279 | 0,003% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME | | 4.600 | 0,000% | F |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME.. | | 399 | 0,000% | F |
| LM FUND LP | | 474 | 0,000% | F |
| LMAP 909 SUB FUND OF LMAP IRELAND ICAV | | 2.661 | 0,000% | F |
| LMT MRT BLRK EUROPE VALUE 775373 | | 7.397 | 0,001% | F |
| LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR | | 318 | 0,000% | F |
| LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST | | 5.496 | 0,001% | F |
| LOF TARGETNETZERO EUROPE EQUITY | | 6.189 | 0,001% | F |
| LOF TARGETNETZERO GLOBAL EQUITY | | 2.054 | 0,000% | F |
| LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME. | | 11.075 | 0,001% | F |
| LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM. | | 25.820 | 0,002% | F |
| LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI | | 2.437 | 0,000% | F |
| LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST | | 70.070 | 0,007% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS( | | 8.251 | 0,001% | F |
| LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND | | 65.083 | 0,006% | F |
| LUXCELLENCE-HELVETIA EUROP EQUITY | | 6.312 | 0,001% | F |
| LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND | | 9.286 | 0,001% | F |
| LVIP SSGA DEVELOPED INTERNATIONAL 150 FU | | 221.071 | 0,021% | F |
| LVIP SSGA INTERNATIONAL INDEX FUND | | 58.233 | 0,006% | F |
| LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G. | | 45.566 | 0,004% | F |
| LYXOR FTSE MIB UCITS ETF | | 422.304 | 0,040% | F |
| LYXOR MSCI EUROPE UCITS ETF | | 30.242 | 0,003% | F |
| M INTERNATIONAL EQUITY FUND | | 2.463 | 0,000% | F |
| M PRIME EUROPE STOCKS | | 223 | 0,000% | F |
| MACK EAFE EQUITY POOL | | 11.863 | 0,001% | F |
| MACKENZIE INTERNATIONAL EQUITY INDEX ETF | | 19.532 | 0,002% | F |
| MACQUARIE INTERNATIONAL EQUITIES FUND | | 17.922 | 0,002% | F |
| MACQUARIE MULTI-FACTOR FUND | | 6.015 | 0,001% | F |
| MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED | | 3.898 | 0,000% | F |
| MANAGED PENSION FUNDS LIMITED | | 3.947 | 0,000% | F |
| MANDARINE EQUITY INCOME | | 4.285 | 0,000% | F |
| MANDAT ACTION HGAM | | 215.978 | 0,021% | F |
| MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND | | 24.109 | 0,002% | F |
| MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF | | 10.341 | 0,001% | F |
| MANVILLE PERSONAL INJURY SETTLEMENT TRUST | | 1.514 | 0,000% | F |
| MARIGOLD TACTICAL STRATEGIES LTD | | 1.388 | 0,000% | F |
| MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK | | 10.427 | 0,001% | F |
| MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUIT | | 55.636 | 0,005% | F |
| MARYLAND STATE RETIREMENT PENSION SYSTEM | | 44.400 | 0,004% | F |
| MASTERFONDS BANTHUS | | 11.259 | 0,001% | F |
| MASTERINVEST KAPITALANLAGE GMBH | | 2.426 | 0,000% | F |
| MATB MSCI KOKUSAI INDEX MOTHER FUND | | 7.663 | 0,001% | F |
| MBB PUBLIC MARKETS I LLC | | 30.773 | 0,003% | F |
| MBB SMART FUND C LLC | | 14.329 | 0,001% | F |
| MBB SMART FUND P LLC | | 12.148 | 0,001% | F |
| MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP) | | 1.625 | 0,000% | F |
| MD INTERNATIONAL GROWTH FUND | | 4.411 | 0,000% | F |
| MD INTERNATIONAL VALUE FUND | | 7.898 | 0,001% | F |
| MDPIM INTERNATIONAL EQUITY INDEX POOL | | 27.212 | 0,003% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| MDPIM INTERNATIONAL EQUITY POOL | | 123.133 | 0,012% | F |
| MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH | | 27.767 | 0,003% | F |
| MEDIOLANUM GESTION SGIIC, SA | | 5.386 | 0,001% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA | | 1.170.000 | 0,112% | F |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA | | 170.000 | 0,016% | F |
| MERCER GLOBAL EQUITY FUND | | 34.419 | 0,003% | F |
| MERCER INDEXED INTERNATIONAL SHARES FUND | | 37.972 | 0,004% | F |
| MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND | | 832 | 0,000% | F |
| MERCER NONUS CORE EQUITY FUND | | 262.370 | 0,025% | F |
| MERCER PASSIVE INTERNATIONAL SHARES FUND | | 13.316 | 0,001% | F |
| MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND | | 2.084 | 0,000% | F |
| MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL | | 12.465 | 0,001% | F |
| MERCER QIF COMMON CONTRACTUAL FUND | | 154.589 | 0,015% | F |
| MERCER UCITS COMMON CONTRACTUALFUND | | 31.680 | 0,003% | F |
| MERCER UNHEDGED OVERSEAS SHARES TRUST | | 162.993 | 0,016% | F |
| MERCER WHOLESALE FUNDS | | 1.392 | 0,000% | F |
| MERCK AND CO INC MASTER RETIREMENT TRUST | | 111.328 | 0,011% | F |
| METALLRENTE FONDS PORTFOLIO | | 30.392 | 0,003% | F |
| METIS EQUITY TRUST | | 2.593 | 0,000% | F |
| METROPOLITAN EMPLOYEE BENEFIT SYSTEM | | 6.573 | 0,001% | F |
| METROPOLITAN LIFE INSURANCE COMPANY | | 10.063 | 0,001% | F |
| MGF | | 46.878 | 0,004% | F |
| MGI FUNDS PLC | | 77.360 | 0,007% | F |
| MGTS AFH DA EURO JPM GROWTH | | 32.056 | 0,003% | F |
| MGTS AFH DA EURO JPM VALUE | | 55.318 | 0,005% | F |
| MI FONDS K12 | | 42.009 | 0,004% | F |
| MICHAEL AND MAIRA CAREN TRUST 930 | | 1.217 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE | | 1.048 | 0,000% | F |
| MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST | | 1.992 | 0,000% | F |
| MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN | | 24.736 | 0,002% | F |
| MIDDLETOWN WORKS HOURLY AND SALARIED UNION | | 706 | 0,000% | F |
| MI-FONDS 384 | | 23.719 | 0,002% | F |
| MI-FONDS F47 | | 32.464 | 0,003% | F |
| MIGROS BANK (LUX) FONDS 30 | | 1.100 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 40 (EUR) | | 1.190 | 0,000% | F |
| MIGROS BANK (LUX) FONDS 50 | | 1.540 | 0,000% | F |
| MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS | | 2.999 | 0,000% | F |
| MINEWORKERS' PENSION SCHEME | | 7.996 | 0,001% | F |
| MINISTERO DELL'ECONOMIA E DELLE FINANZE | 80415740580 | 382.127.890 | 36,452% | F |
| MINISTRY OF ECONOMY AND FINANCE | | 167.790 | 0,016% | F |
| MISSOURI EDUCATION PENSION TRUST | | 187.626 | 0,018% | F |
| MM DEVELOPED WORLD EQUITY INDEX FUND II | | 13.875 | 0,001% | F |
| MOA INTERNATIONAL FUND | | 634.404 | 0,061% | F |
| MOBIUS LIFE LIMITED. | | 13.906 | 0,001% | F |
| MONETARY AUTHORITY OF MACAO | | 1 | 0,000% | F |
| MONTSEGUR CROISSANCE | | 131.203 | 0,013% | F |
| MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO | | 1.886 | 0,000% | F |
| MORGAN STANLEY PATHWAY FUNDS - | | 12.751 | 0,001% | F |
| MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL : STRATEGI ST PORTFOLIO | | 102 | 0,000% | F |
| MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST | | 2.278 | 0,000% | F |
| MOTHER CABRINI HEALTH FOUNDATION INC | | 28.842 | 0,003% | F |
| MOUNT HATTON INVESTMENTS LIMITED | | 48.954 | 0,005% | F |
| MSCI ACWI EX-U.S. IMI INDEX FUND B2 | | 9.805 | 0,001% | F |
| MSCI EQUITY INDEX FUND B - ITALY (MSITB) | | 160.654 | 0,015% | F |
| MSCI EUROPE EQUITY INDEX FUND B (EUROSECB | | 30.013 | 0,003% | F |
| MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND | | 1.779 | 0,000% | F |
| MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND | | 434.948 | 0,041% | F |
| MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX | | 17.168 | 0,002% | F |
| NAA WORLD EQUITY INCOME FUND | | 3.619 | 0,000% | F |
| NAA WORLD EQUITY INCOME SERIES | | 8.842 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| NATHALIE DE GUNZBERG | | 1.244 | 0,000% | F |
| NATIONAL BANK FINANCIAL INC | | 2.757 | 0,000% | F |
| NATIONAL COUNCIL FOR SOCIAL SEC FUND | | 13.351 | 0,001% | F |
| NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC | | 158.219 | 0,015% | F |
| NATIONAL EMPLOYMENT SAVINGS TRUST | | 843.157 | 0,080% | F |
| NATIONAL PENSION INSURANCE FUND | | 76.047 | 0,007% | F |
| NATIONWIDE INTERNATIONAL INDEX FUND | | 20.242 | 0,002% | F |
| NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST | | 33.237 | 0,003% | F |
| NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST | | 66.682 | 0,006% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O | | 1.037 | 0,000% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO | | 155.685 | 0,015% | F |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE | | 6.263 | 0,001% | F |
| NB BRETON HILL MULTI-STYLE PREMIA MASTER FUND LP C/O WALKERS CORPORATE LIMITED | | 114 | 0,000% | F |
| NBIMC EAFE EQUITY INDEX FUND. | | 8.523 | 0,001% | F |
| NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS | | 57.842 | 0,006% | F |
| NEUALT LLC | | 16.784 | 0,002% | F |
| NEW AIRWAYS PENSION SCHEME | | 310 | 0,000% | F |
| NEW YORK STATE COMMON RETIREMENT FUND | | 88.900 | 0,008% | F |
| NEW YORK STATE TEACHERS RETIREMENT SYSTEM | | 871.990 | 0,083% | F |
| NEW ZEALAND SUPERANNUATION FUND. | | 621.025 | 0,059% | F |
| NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POWER PLANT | | 2.129 | 0,000% | F |
| NFL PLAYER TAX QUALIFIED ANNUITY PLAN | | 3.977 | 0,000% | F |
| NORDEA EUROPEAN PASSIVE FUND | | 10.284 | 0,001% | F |
| NORDEA GLOBAL PASSIVE FUND | | 17.185 | 0,002% | F |
| NORDEA WORLD PASSIVE FUND | | 13.786 | 0,001% | F |
| NORGES BANK | | 11.037.708 | 1,053% | F |
| NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND | | 137.640 | 0,013% | F |
| NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND. | | 61.970 | 0,006% | F |
| NORTHERN LIGHTS FUND TRUST IV | | 17.478 | 0,002% | F |
| NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR | | 45.071 | 0,004% | F |
| NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING | | 66.447 | 0,006% | F |
| NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST | | 937.401 | 0,089% | F |
| NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND | | 319.312 | 0,030% | F |
| NORTHERN TRUST UCITS FGR FUND | | 121.304 | 0,012% | F |
| NORTHERN WORLD SELECTION INDEX FUND | | 24.255 | 0,002% | F |
| NORTHROP GRUMMAN PENSION MASTERTRUST | | 7.505 | 0,001% | F |
| NOW PENSIONS TRUST | | 34.471 | 0,003% | F |
| NSP MINNESEOTA RETAIL PRAIRIE II | | 4.235 | 0,000% | F |
| NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST | | 4.229 | 0,000% | F |
| NSP MONTICELLO MINNESOTA RETAIL | | 6.527 | 0,001% | F |
| NT WORLD GREEN TRANSITION INDEX FUND | | 488 | 0,000% | F |
| NUNAVUT TRUST | | 1.913 | 0,000% | F |
| NUVEEN INTERNATIONAL EQUITY INDEX FUND | | 48.971 | 0,005% | F |
| NV HAGELUNIE | | 2.157 | 0,000% | F |
| NVIT INTERNATIONAL INDEX FUND | | 20.615 | 0,002% | F |
| OFI INVEST ESG EURO EQUITY SMA | | 547 | 0,000% | F |
| OLD WESTBURY LARGE CAP STRATEGIES FUND | | 2.951.738 | 0,282% | F |
| OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND. | | 626.174 | 0,060% | F |
| OMERS ADMINISTRATION CORPORATION | | 93.657 | 0,009% | F |
| ONEMARKETS ITALY ICAV | | 328 | 0,000% | F |
| ONEMARKETS PIMCO GLOBAL BALANCED ALLOC | | 8.275 | 0,001% | F |
| ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL | | 38.946 | 0,004% | F |
| OPENWORLD PUBLIC LIMITED COMPANY | | 703 | 0,000% | F |
| ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM | | 62.398 | 0,006% | F |
| OSSH 1 TRUST | | 59.087 | 0,006% | F |
| OSSIAM IRL ICAV | | 6.565 | 0,001% | F |
| OSSIAM LUX | | 342.384 | 0,033% | F |
| OSTRUM SRI EURO MINVOL EQUITY | | 11.816 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| OSTRUM SRI EUROPE EQUITY | | 258.678 | 0,025% | F |
| PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST | | 1.105 | 0,000% | F |
| PAPPALARDO ROBERTO | PPPRRT87C12C351M | 5 | 0,000% | F |
| PARAMETRIC INTERNATIONAL EQUITYFUND | | 9.300 | 0,001% | F |
| PASSIVE GLOBAL SHARE TRUST | | 8.834 | 0,001% | F |
| PCA TAX SHELTERED ANNUITY PLAN | | 3.023 | 0,000% | F |
| PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND | | 2.082 | 0,000% | F |
| PENSION BENEFIT GUARANTY CORPORATION | | 128.044 | 0,012% | F |
| PENSION RESERVES INVESTMENT TRUST FUND | | 43.382 | 0,004% | F |
| PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB | | 65.160 | 0,006% | F |
| PEOPLE'S BANK OF CHINA | | 106.254 | 0,010% | F |
| PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND | | 2.133 | 0,000% | F |
| PERTUBUHAN KESELAMATAN SOSIAL | | 50.250 | 0,005% | F |
| PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF | | 2.893 | 0,000% | F |
| PFA PENSION FORSIKRINGSAKTIESELSKAB | | 115.207 | 0,011% | F |
| PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND | | 990 | 0,000% | F |
| PGIM QMA INTERNATIONAL EQUITY FUND | | 36.890 | 0,004% | F |
| PHILADELPHIA GAS WORKS PENSION PLAN | | 1.183 | 0,000% | F |
| PHILIP VERONICA A KOVACH JT TEN/WROS 2934 | | 19 | 0,000% | F |
| PHOSPHORE | | 34.120 | 0,003% | F |
| PICTET - EUROPE INDEX | | 53.720 | 0,005% | F |
| PICTET - MULTI ASSET GLOBAL OPPORTUNITIES | | 50.724 | 0,005% | F |
| PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES | | 107.087 | 0,010% | F |
| PICTET CH - GLOBAL EQUITIES | | 3.568 | 0,000% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER | | 18.770 | 0,002% | F |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL | | 15.027 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER | | 14.903 | 0,001% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE | | 2.420 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL | | 3.444 | 0,000% | F |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER | | 6.334 | 0,001% | F |
| PICTET-EUROLAND INDEX | | 15.708 | 0,001% | F |
| PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND | | 966 | 0,000% | F |
| PIMCO FUNDS GLOBAL INVESTORS SERIES PLC | | 48.674 | 0,005% | F |
| PINK CALI LLC | | 486 | 0,000% | F |
| PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH | | 2.133 | 0,000% | F |
| PIVOTAL PHILANTHROPIES FOUNDATION | | 2.249 | 0,000% | F |
| PK CSG WORLD EQUITY UBS FUND MANAGEMENT SWITZERLAND AG | | 5.152 | 0,000% | F |
| PLATO INST I FUND EURO EQUITY | | 12.549 | 0,001% | F |
| PLATO INSTIT INDEX FND WORLD DBI-RDT | | 5.458 | 0,001% | F |
| PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY | | 25.437 | 0,002% | F |
| PLEIADES TRUST | | 79.666 | 0,008% | F |
| POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST | | 6.243 | 0,001% | F |
| POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW-JERSEY | | 71.439 | 0,007% | F |
| POOL REINSURANCE CO LTD | | 3.465 | 0,000% | F |
| PRAXIS INTERNATIONAL INDEX FUND | | 51.414 | 0,005% | F |
| PREVINDAI FONDO PENSIONE | | 61.120 | 0,006% | F |
| PREVOYANCENE FUND PREVOYANCENE GLOBAL ASSETS UBS FUND MANAGEMENT SWITZERLAND AG | | 3.172 | 0,000% | F |
| PRIME SUPER PTY LTD | | 4.376 | 0,000% | F |
| PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX | | 27.768 | 0,003% | F |
| PRINCIPAL FUNDS INC OVERSEAS FUND | | 4.768 | 0,000% | F |
| PRIVILEDGE - JP MORGAN PAN EUROPEAN FLEXIBLE EQUITY | | 121.411 | 0,012% | F |
| PROCTER AND GAMBLE BELGIUM PENSION FUND | | 1.329 | 0,000% | F |
| PRO-GEN INVESTMENTS LLC | | 1.449 | 0,000% | F |
| PROJECT 121/160-41 (P) | | 5.177 | 0,000% | F |
| PROJECT 121/160-70 (P) | | 1.959 | 0,000% | F |
| PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL | | 25.766 | 0,002% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS | | 1.797 | 0,000% | F |
| PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR. | | 1.361 | 0,000% | F |
| PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD | | 25.232 | 0,002% | F |
| PRUDENTIAL HONG KONG LIMITED | | 68.515 | 0,007% | F |
| PRUDENTIAL INVESTMENT PORTFOLIOS 9 PGIM ABSOLUTE RETURN BO | | 13.875 | 0,001% | F |
| PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY | | 23.315 | 0,002% | F |
| PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST | | 7.980 | 0,001% | F |
| PSF GLOBAL EQUITY PORT PI6337A 0000296332 | | 31.900 | 0,003% | F |
| PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO | | 6.990 | 0,001% | F |
| PUBLIC EMPLOYEES' LONG-TERM CARE FUND | | 8.301 | 0,001% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO | | 80.434 | 0,008% | F |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO | | 269 | 0,000% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 139.925 | 0,013% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI | | 76.699 | 0,007% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA | | 220.052 | 0,021% | F |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 37.844 | 0,004% | F |
| PUBLIC SECTOR PENSION INVESTMENT BOARD. | | 207.431 | 0,020% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND | | 115.267 | 0,011% | F |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND | | 218.893 | 0,021% | F |
| QIC INTERNATIONAL EQUITIES FUND. | | 40.624 | 0,004% | F |
| QIC LISTED EQUITIES FUND | | 180.467 | 0,017% | F |
| QUALITY EDUCATION FUND | | 849 | 0,000% | F |
| QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES | | 262.008 | 0,025% | F |
| RAGS-FUNDMASTER | | 50.383 | 0,005% | F |
| RAILWAYS PENSION TRUSTEE COMPANY LIMITED | | 33.354 | 0,003% | F |
| RATTAZZI LUPO | RTTLPU53A25Z133M | 864.780 | 0,082% | F |
| RBC INDIGO INTERNATIONAL EQUITYINDEX FUND | | 3.226 | 0,000% | F |
| RBC O'SHAUGHNESSY INTERNATIONAL EQUITY FUND | | 3.075 | 0,000% | F |
| REASSURE LIMITED | | 114.783 | 0,011% | F |
| REGIME DE RENTES DU MOUVEMENT DESJARDINS | | 19.518 | 0,002% | F |
| RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT | | 15.492 | 0,001% | F |
| RETIREMENT BENEFITS INVESTMENT FUND | | 3.563 | 0,000% | F |
| RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES. | | 27.191 | 0,003% | F |
| REUSSER JÜRG, FRED | | 6.000 | 0,001% | F |
| RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST | | 352.057 | 0,034% | F |
| RHUMBLINE INTERNATIONAL POOLED INDEX TRUST | | 17.611 | 0,002% | F |
| RHUMBLINE LOW CARBON INDEX FUNDLLC | | 25.942 | 0,002% | F |
| RLA GLOBAL SHARE FUND | | 5.642 | 0,001% | F |
| RLA INTERNATIONAL EQUITIES FUND | | 14.263 | 0,001% | F |
| RLA NZ INTERNATIONAL EQUITIES FUND | | 6.640 | 0,001% | F |
| ROBECO CAPITAL GROWTH FUNDS | | 131.998 | 0,013% | F |
| ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF | | 55.066 | 0,005% | F |
| ROBECO UCITS ICAV | | 35.063 | 0,003% | F |
| ROBECO UMBRELLA FUND I N.V. | | 23.500 | 0,002% | F |
| ROBIN 1-FONDS | | 37.515 | 0,004% | F |
| ROBINSON UNIT 2 QUAUFIED NUCLEAR DECOMMISSIONING FUND | | 2.430 | 0,000% | F |
| ROCHE U.S. RETIREMENT PLANS MASTER TRUST | | 7.884 | 0,001% | F |
| ROPS EURO P | | 80.611 | 0,008% | F |
| ROPS-SMART INDEX EURO | | 59.706 | 0,006% | F |
| ROSEFINCH FOUNDATION | | 2.460 | 0,000% | F |
| ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND | | 72.306 | 0,007% | F |
| ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT | | 730 | 0,000% | F |
| RPAQ 2015 FUND LP | | 30.987 | 0,003% | F |
| RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND | | 1.901 | 0,000% | F |
| RT VIF VERSICHERUNG INTERNATIONAL FONDS | | 44.200 | 0,004% | F |
| RTX SAVINGS PLAN MASTER TRUST | | 131.911 | 0,013% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND | | 14.482 | 0,001% | F |
| RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND | | 5.370 | 0,001% | F |
| RUSSELL INVESTMENT COMPANY PLC | | 30.158 | 0,003% | F |
| RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND | | 4.258 | 0,000% | F |
| RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND | | 7.081 | 0,001% | F |
| RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT | | 7.497 | 0,001% | F |
| RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND | | 1.928 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND | | 4.728 | 0,000% | F |
| RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL | | 1.544 | 0,000% | F |
| RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND | | 3.836 | 0,000% | F |
| RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL | | 916 | 0,000% | F |
| RUTGERS THE STATE UNIVERSITY | | 7.378 | 0,001% | F |
| S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST | | 782 | 0,000% | F |
| SABADELL EUROPA BOLSA FUTURO, FI | | 201.255 | 0,019% | F |
| SAKKARAH 7 FCP | | 13.005 | 0,001% | F |
| SAS TRUSTEE CORPORATION POOLED FUND | | 214.498 | 0,020% | F |
| SBC MASTER PENSION TRUST | | 8.896 | 0,001% | F |
| SCHLUMBERGER GROUP TRUST AGREEMENT | | 27.878 | 0,003% | F |
| SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF | | 11.028 | 0,001% | F |
| SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 330.892 | 0,032% | F |
| SCHRODER GLOBAL CORE FUND | | 915 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE EQUITY FUND | | 3.190 | 0,000% | F |
| SCHRODER GLOBAL SUSTAINABLE FUND | | 4.372 | 0,000% | F |
| SCHRODER GLOBAL VALUE FUND | | 95.490 | 0,009% | F |
| SCHRODER INSTITUTIONAL POOLED FUNDS | | 2.233 | 0,000% | F |
| SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST | | 340.824 | 0,033% | F |
| SCHRODER INTERNATIONAL SELECTION FUND | | 325.541 | 0,031% | F |
| SCHRODER MANAGED BALANCED FUND | | 9.097 | 0,001% | F |
| SCHRODER PENSION MANAGEMENT LIMITED | | 15.871 | 0,002% | F |
| SCHRODER QEP GLOBAL ACTIVE VALUE FUND | | 60.730 | 0,006% | F |
| SCHRODER QEP GLOBAL CORE FUND | | 64.779 | 0,006% | F |
| SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND | | 6.787 | 0,001% | F |
| SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND | | 9.792 | 0,001% | F |
| SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND | | 236.336 | 0,023% | F |
| SCHRODERS CAPITAL SEMI-LIQUID | | 1.177 | 0,000% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND | | 66.868 | 0,006% | F |
| SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF | | 308.852 | 0,029% | F |
| SCHWAB INTERNATIONAL CORE EQUITY FUND | | 74.461 | 0,007% | F |
| SCHWAB INTERNATIONAL EQUITY ETF | | 910.306 | 0,087% | F |
| SCHWAB INTERNATIONAL INDEX FUND | | 270.822 | 0,026% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX FUND | | 1.036 | 0,000% | F |
| SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF | | 8.587 | 0,001% | F |
| SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF | | 1.618 | 0,000% | F |
| SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND | | 52.865 | 0,005% | F |
| SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND | | 54.413 | 0,005% | F |
| SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF | | 2.560 | 0,000% | F |
| SEI GLOBAL MASTER FUND PLC THE | | 4.015 | 0,000% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND | | 5.876 | 0,001% | F |
| SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND | | 200.946 | 0,019% | F |
| SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND | | 28.394 | 0,003% | F |
| SELECTION EURO CLIMAT JANVIER 2025 | | 105.089 | 0,010% | F |
| SELECTION FRANCE SOCIAL (JANVIER 2022) | | 238.837 | 0,023% | F |
| SELFFINANCING POSTSECONDARY EDUCATION FUND | | 277 | 0,000% | F |
| SELIGSON AND CO EUROPE INDEX FUND | | 41.506 | 0,004% | F |
| SENTINEL INTERNATIONAL FUND | | 1.046 | 0,000% | F |
| SG ACTIONS INTERNATIONALES | | 73.926 | 0,007% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SGA INTERNATIONAL EQUITY CIT | | 17.233 | 0,002% | F |
| SGD GE 2014-1 | | 3.136 | 0,000% | F |
| SHELL CANADA 2007 PENSION PLAN | | 882 | 0,000% | F |
| SHELL NEDERLAND PENSIOENFONDS STICHTING | | 17.087 | 0,002% | F |
| SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND | | 4.895 | 0,000% | F |
| SHELTON INTERNATIONAL SELECT EQUITY FUND | | 14.300 | 0,001% | F |
| SHERIFFS PENSION AND RELIEF FUND | | 4.434 | 0,000% | F |
| SHINKO GLOBAL EQUITY INDEX MOTHER FUND | | 80 | 0,000% | F |
| SIEMENS EMU EQUITIES | | 67.286 | 0,006% | F |
| SIEMENS-FONDS SIEMENS-RENTE | | 45.202 | 0,004% | F |
| SIMPLICITY HEDGED GLOBAL SHARE FUND | | 10.230 | 0,001% | F |
| SIMPLICITY UNHEDGED GLOBAL SHARE FUND | | 10.090 | 0,001% | F |
| SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND | | 631.375 | 0,060% | F |
| SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND | | 290.394 | 0,028% | F |
| SLW PORTFOLIO LLC | | 256 | 0,000% | F |
| SMART WHOLESALE GLOBAL EQUITY ESG FUND | | 5.319 | 0,001% | F |
| SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND | | 13.950 | 0,001% | F |
| SNOWFINCH FOUNDATION | | 2.460 | 0,000% | F |
| SOCIAL PROTECTION FUND | | 13.603 | 0,001% | F |
| SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST | | 1.599 | 0,000% | F |
| SOGECAP PROTECTED EQUITIES | | 43.771 | 0,004% | F |
| SP INTERNATIONAL SHARES TRUST | | 5.626 | 0,001% | F |
| SPA MANDATE BLACKROCK | | 13.428 | 0,001% | F |
| SPARINVEST SICAV - GLOBAL EQUITY TA POOL | | 5.495 | 0,001% | F |
| SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS. | | 602.224 | 0,057% | F |
| SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF | | 9.920 | 0,001% | F |
| SPDR MSCI EAFE STRATEGICFACTORSETF | | 8.731 | 0,001% | F |
| SPDR MSCI WORLD QUALITY MIX FUND | | 1.052 | 0,000% | F |
| SPDR MSCI WORLD STRATEGICFACTORS ETF | | 938 | 0,000% | F |
| SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF | | 204.557 | 0,020% | F |
| SPDR PORTFOLIO EUROPE ETF | | 28.540 | 0,003% | F |
| SPDR SP WORLD EX AUSTRALIA FUND | | 2.182 | 0,000% | F |
| SPP GENERATION 40-TAL | | 2.183 | 0,000% | F |
| SPP GENERATION 50-TAL | | 18.037 | 0,002% | F |
| SPP GENERATION 60-TAL | | 15.755 | 0,002% | F |
| SPP GENERATION 70-TAL | | 43.080 | 0,004% | F |
| SPP GENERATION 80-TAL | | 43.477 | 0,004% | F |
| SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND | | 198.418 | 0,019% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 1 | | 86.692 | 0,008% | F |
| SPW MANAGED ICVC - SPW TACTICALFUND 2 | | 37.789 | 0,004% | F |
| SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST | | 458 | 0,000% | F |
| SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND | | 2.873 | 0,000% | F |
| SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND | | 13.607 | 0,001% | F |
| SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND | | 222.967 | 0,021% | F |
| SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST | | 2.667 | 0,000% | F |
| SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY | | 22.748 | 0,002% | F |
| SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY | | 46.476 | 0,004% | F |
| SST GLOB ADV TAX EXEMPT RETIREMENT PLANS | | 2.183.054 | 0,208% | F |
| ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING | | 3.753 | 0,000% | F |
| ST PFD PMA MANDATE BLACKROCK | | 4.654 | 0,000% | F |
| STANDARD BANK OF SOUTH AFRICA LTD | | 257.169 | 0,025% | F |
| STANLIB FUNDS LIMITED | | 45.258 | 0,004% | F |
| STAR PASTEUR | | 17.656 | 0,002% | F |
| STATE OF ALASKA RETIREMENT AND BENEFITS PLANS | | 46.277 | 0,004% | F |
| STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD | | 59.731 | 0,006% | F |
| STATE OF MICHIGAN RETIREMENT SYSTEM | | 34.861 | 0,003% | F |
| STATE OF MINNESOTA | | 197.753 | 0,019% | F |
| STATE OF NEW JERSEY COMMON PENSION FUND D | | 198.475 | 0,019% | F |
| STATE OF NEW MEXICO STATE INVESTMENT COUNCIL | | 102.435 | 0,010% | F |
| STATE OF UTAH SCHOOL AND INSTITUTIONAL TRUST FUNDS TRUST FUNDS | | 3.254 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| STATE OF WISCONSIN INVESTMENT BOARD | | 91.570 | 0,009% | F |
| STATE OF WYOMING | | 22.111 | 0,002% | F |
| STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN | | 25.989 | 0,002% | F |
| STATE STREET CCF | | 6.563 | 0,001% | F |
| STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST | | 2.497 | 0,000% | F |
| STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV | | 198.703 | 0,019% | F |
| STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO | | 130.200 | 0,012% | F |
| STATE STREET GLOBAL INDEX PLUS TRUST | | 1.454 | 0,000% | F |
| STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO | | 61.882 | 0,006% | F |
| STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15 | | 6.100 | 0,001% | F |
| STATE STREET IRELAND UNIT TRUST | | 1.279 | 0,000% | F |
| STATE STREET TOTAL RETURN VIS FUND | | 2.708 | 0,000% | F |
| STATE TEACHERS RETIREMENT SYSTEM OF OHIO | | 464.363 | 0,044% | F |
| STATE UNIVERSITIES RETIREMENT SYSTEM | | 123.670 | 0,012% | F |
| STELLAR INSURANCE, LTD. | | 718 | 0,000% | F |
| STEUART L. WALTON FAMILY TRUST UAD 03/19/13 | | 1.986 | 0,000% | F |
| STICHTING BEDRIJFSPENSIOENFONDS VOOR HET | | 1.950 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL | | 74.587 | 0,007% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR | | 3.886 | 0,000% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF | | 23.550 | 0,002% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF | | 9.146 | 0,001% | F |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL. | | 15.986 | 0,002% | F |
| STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS | | 279.210 | 0,027% | F |
| STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS | | 21.341 | 0,002% | F |
| STICHTING CZ FUND DEPOSITARY | | 7.289 | 0,001% | F |
| STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL | | 30.756 | 0,003% | F |
| STICHTING HEINEKEN PENSIOENFONDS | | 14.109 | 0,001% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY NORTH AMERICA | | 4.135 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY PACIFIC | | 2.490 | 0,000% | F |
| STICHTING JURIDISCH EIGENAAR ASR WERELDWIJD AANDELEN FONDS | | 5.618 | 0,001% | F |
| STICHTING PENSIOENFONDS ABP | | 408.116 | 0,039% | F |
| STICHTING PENSIOENFONDS APF | | 13.011 | 0,001% | F |
| STICHTING PENSIOENFONDS CAMPINA | | 5.995 | 0,001% | F |
| STICHTING PENSIOENFONDS HOOGOVENS | | 8.323 | 0,001% | F |
| STICHTING PENSIOENFONDS ING | | 30.369 | 0,003% | F |
| STICHTING PENSIOENFONDS NOTARIAAT | | 2.330 | 0,000% | F |
| STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN | | 7.031 | 0,001% | F |
| STICHTING PENSIOENFONDS PGB | | 163.424 | 0,016% | F |
| STICHTING PENSIOENFONDS PROVISUM | | 2.224 | 0,000% | F |
| STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER | | 22.115 | 0,002% | F |
| STICHTING PENSIOENFONDS SAGITTARIUS | | 9.894 | 0,001% | F |
| STICHTING PENSIOENFONDS STAPLES | | 2.550 | 0,000% | F |
| STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS | | 9.815 | 0,001% | F |
| STICHTING PENSIOENFONDS VOOR HUISARTSEN | | 28.472 | 0,003% | F |
| STICHTING PHILIPS PENSIOENFONDS | | 8.317 | 0,001% | F |
| STICHTING PME PENSIOENFONDS | | 56.851 | 0,005% | F |
| STOREBRAND EUROPA | | 341.878 | 0,033% | F |
| STOREBRAND EUROPA PLUS | | 8.609 | 0,001% | F |
| STOREBRAND GLOBAL ALL COUNTRIES | | 181.885 | 0,017% | F |
| STOREBRAND LIVSFORSIKRING AS | | 279.692 | 0,027% | F |
| STRATEGIC INTERNATIONAL EQUITY FUND | | 7.380 | 0,001% | F |
| STREICHER MENGATO MARIA CECILIA | | 9 | 0,000% | F |
| SUBSIDIZED SCHOOLS PROVIDENT FUND | | 11.054 | 0,001% | F |
| SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO | | 23.786 | 0,002% | F |
| SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO | | 884 | 0,000% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT | | 1.683 | 0,000% | F |
| SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL | | 14.542 | 0,001% | F |
| SUSTAINABLE GS 1 TRUST | | 6.128 | 0,001% | F |
| SWISS NATIONAL BANK | | 1.178.367 | 0,112% | F |
| SYCOMORE INCLUSIVE JOBS | | 263.616 | 0,025% | F |
| T ROWE PRICE GLOBAL EX US EQUITY 1001293 | | 129 | 0,000% | F |
| T. ROWE PRICE FOREIGN INVESTMENT, INC | | 2.839 | 0,000% | F |
| T. ROWE PRICE FUNDS SICAV | | 14 | 0,000% | F |
| T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND | | 7.650 | 0,001% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND | | 39.063 | 0,004% | F |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST | | 121.613 | 0,012% | F |
| TALCOTT RESOLUTION LIFE INSURANCE COMPANY | | 5.408 | 0,001% | F |
| TANGERINE BALANCED GROWTH PORTFOLIO | | 6.756 | 0,001% | F |
| TANGERINE BALANCED INCOME PORTFOLIO | | 670 | 0,000% | F |
| TANGERINE BALANCED PORTFOLIO | | 4.469 | 0,000% | F |
| TANGERINE EQUITY GROWTH PORTFOLIO | | 9.359 | 0,001% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND | | 77.691 | 0,007% | F |
| TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND | | 318.720 | 0,030% | F |
| TD EMERALD INTERNATIONAL EQUITY INDEX FUND | | 89.894 | 0,009% | F |
| TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST | | 2.561 | 0,000% | F |
| TD EUROPEAN INDEX FUND | | 3.357 | 0,000% | F |
| TD INTERNATIONAL EQUITY INDEX ETF | | 52.269 | 0,005% | F |
| TEACHER RETIREMENT SYSTEM OF TEXAS | | 557.946 | 0,053% | F |
| TEACHERS RETIREMENT ALLOWANCES FUND | | 986 | 0,000% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK | | 41.195 | 0,004% | F |
| TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS | | 315.848 | 0,030% | F |
| TEAM SUPERANNUATION FUND | | 20.347 | 0,002% | F |
| TELSTRA SUPERANNUATION SCHEME | | 11.787 | 0,001% | F |
| TESCO PLC PENSION SCHEME | | 425 | 0,000% | F |
| TEXAS MUNICIPAL RETIREMENT SYSTEM | | 69.293 | 0,007% | F |
| TEXAS PERMANENT SCHOOL FUND CORP | | 1 | 0,000% | F |
| TEXAS UTILITIES QUAL NDT PARTNERSHIP | | 2.393 | 0,000% | F |
| THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO | | 15.120 | 0,001% | F |
| THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED | | 54.679 | 0,005% | F |
| THE ARROWSTREET COMMON CONTRACTUAL FUND | | 798.622 | 0,076% | F |
| THE ASSOCIATED BRITISH FOODS PENSION SCHEME | | 113.508 | 0,011% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV | | 94.753 | 0,009% | F |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN | | 211.030 | 0,020% | F |
| THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE | | 15.361 | 0,001% | F |
| THE BANK OF NEW YORK MELLON SA NV | | 239.562 | 0,023% | F |
| THE BARCLAYS BANK UK RETIREMENTFUND | | 5.881 | 0,001% | F |
| THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE | | 187 | 0,000% | F |
| THE CAPTIVE INVESTORS FUND | | 7.874 | 0,001% | F |
| THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE | | 3.209 | 0,000% | F |
| THE COMMONWEALTH FUND | | 1.507 | 0,000% | F |
| THE ESB PENSION FUND | | 7.885 | 0,001% | F |
| THE FIRST CHURCH OF CHRIST SCIENTIST | | 1.046 | 0,000% | F |
| THE GREATER MANCHESTER PENSION FUND | | 84.511 | 0,008% | F |
| THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT | | 678 | 0,000% | F |
| THE HKSAR GOVERNMENT SCHOLARSHIP FUND | | 573 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND | | 6.035 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND | | 630 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND | | 52.752 | 0,005% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142 | | 1.184 | 0,000% | F |

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| 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 400076151 | | 26.799 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893 | | 26.215 | 0,003% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974 | | 1.726 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501 | | 1.660 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND | | 221 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521 | | 1.814 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492 | | 7.618 | 0,001% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536 | | 759 | 0,000% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST) | | 43.335 | 0,004% | F |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND | | 23.624 | 0,002% | F |
| THE MISSOURI FOUNDATION FOR HEALTH | | 8.979 | 0,001% | F |
| THE MONETARY AUTHORITY OF SINGAPORE | | 31.533 | 0,003% | F |
| THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN | | 15.872 | 0,002% | F |
| THE NEMOURS FOUNDATION PENSION PLAN | | 471 | 0,000% | F |
| THE NOMURA TRUST AND BANKING C | | 19.560 | 0,002% | F |
| THE PEOPLE'S PENSION SCHEME | | 197.785 | 0,019% | F |
| THE PRUDENTIAL INSURANCE COMPANY OF AMERICA | | 16.057 | 0,002% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO | | 494 | 0,000% | F |
| THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT | | 819 | 0,000% | F |
| THE PUBLIC INSTITUTION FOR SOCIAL SECURITY | | 8.618 | 0,001% | F |
| THE REGENTS OF THE UNIVERSITY OF CALIFORNIA | | 551.526 | 0,053% | F |
| THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND | | 121 | 0,000% | F |
| THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST | | 8.998 | 0,001% | F |
| THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER | | 88.722 | 0,008% | F |
| THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR | | 2.590 | 0,000% | F |
| THE TRUSTEES OF THE HENRY SMITH CHARITY. | | 8.207 | 0,001% | F |
| THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW | | 4.916 | 0,000% | F |
| THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME | | 92.902 | 0,009% | F |
| THEAM QUANT - EUROPE TARGET PREMIUM | | 173.000 | 0,017% | F |
| THEAM QUANT- EQUITY EUROZONE GURU | | 138.217 | 0,013% | F |
| THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED | | 34.686 | 0,003% | F |
| THOMAS L. WALTON FAMILY TRUST UAD 03/1 9/13 | | 6.192 | 0,001% | F |
| THRIFT SAVINGS PLAN | | 1.447.045 | 0,138% | F |
| THRIVENT INTERNATIONAL INDEX PORTFOLIO | | 5.919 | 0,001% | F |
| THYSSEN GLOBAL INVESTMENTS LLC | | 1.492 | 0,000% | F |
| TIAACREF INTERNATIONAL EQUITY INDEX FUND | | 538.933 | 0,051% | F |
| TIMOTHY PLAN INTERNATIONAL ETF. | | 31.495 | 0,003% | F |
| TIMOTHY PLAN MARKET NEUTRAL ETF | | 4.413 | 0,000% | F |
| TONI ACTIONS ISR 100 | | 46.960 | 0,004% | F |
| TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV | | 30.940 | 0,003% | F |
| TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP | | 3.184 | 0,000% | F |
| TRANSAMERICA MSCI EAFE INDEX VP | | 2.795 | 0,000% | F |
| TRATON-UI-DYNAMIK | | 16.295 | 0,002% | F |
| TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT | | 112.646 | 0,011% | F |
| TRINITY COLLEGE CAMBRIDGE | | 11.414 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10 | | 13.786 | 0,001% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21 | | 1.826 | 0,000% | F |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3 | | 33.091 | 0,003% | 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 | 0,000% | F |
| TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO | | 6.642 | 0,001% | F |
| TSA EQUITY FUND #2 | | 2.614 | 0,000% | F |
| TSGX SOLACT ESG TBACO EX UNHG(3387) | | 629 | 0,000% | F |
| UAPF - BLACK ROCK PASSIVE EQUITY | | 2.160 | 0,000% | F |
| UAPF - INVESCO ACTIVE | | 104.066 | 0,010% | F |
| UBS (IRL) ETF PLC | | 195.920 | 0,019% | F |
| UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME | | 844.405 | 0,081% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE | | 64.109 | 0,006% | F |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II | | 160.645 | 0,015% | F |
| UBS ASSET MANAGEMENT LIFE LTD | | 181.577 | 0,017% | F |
| UBS CH INDEX FUND 3 EQUITIES WORLD EX CH VALUE WEIGHTED UBS FUND MANAGEMENT SWITZERLAND AG | | 2.354 | 0,000% | F |
| UBS CH INDEX FUND EQ EMU UBS FUND MANAGEMENT SWITZERLAND AG | | 14.612 | 0,001% | F |
| UBS COMMON CONTRACTUAL FUND | | 13.860 | 0,001% | F |
| UBS FTSE RAFI DEVELOPED 1000 INDEX FUND | | 15.020 | 0,001% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS | | 440 | 0,000% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN | | 17.183 | 0,002% | F |
| UBS FUND MANAGEMENT (SWITZERLAND) AG. | | 373.448 | 0,036% | F |
| UBS GLOBAL EQUITY CLIMATE TRANSITION FUND | | 8.047 | 0,001% | F |
| UBS LUX FUND SOLUTIONS | | 1.254.927 | 0,120% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS | | 8.421 | 0,001% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS | | 145.359 | 0,014% | F |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A4 FONDS | | 21.093 | 0,002% | F |
| UI-FONDS BAV RBI AKTIEN | | 73.387 | 0,007% | F |
| UIN-EBBA | | 2.071 | 0,000% | F |
| UI-S | | 49.112 | 0,005% | F |
| UNIDIVIDENDENASS | | 26.993 | 0,003% | F |
| UNIGEST, S.G.I.I.C., S.A.U. | | 30.203 | 0,003% | F |
| UNIGLOBAL DIVIDENDE | | 52.898 | 0,005% | F |
| UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI | | 46.563 | 0,004% | F |
| UNISUPER | | 11.730 | 0,001% | F |
| UNITED GLOBAL STABLE SELECT EQUITY FUND | | 16.239 | 0,002% | F |
| UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE | | 2.571 | 0,000% | F |
| UNITED SERVICES AUTOMOBILE ASSOCIATION | | 3.850 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND | | 1.166 | 0,000% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS | | 5.323 | 0,001% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO EUROPA CORE AKTIENFONDS | | 58.868 | 0,006% | F |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO GLOBAL DYNAMIK FONDS | | 5.281 | 0,001% | F |
| UNIVERSAL INVESTMENT GMBH | | 50.500 | 0,005% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH | | 154.650 | 0,015% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI | | 15.365 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS | | 37.739 | 0,004% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS | | 7.700 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1 | | 20.760 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS | | 19.396 | 0,002% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN SOLVENCY | | 3.781 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS | | 8.168 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V | | 7.416 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1 | | 2.296 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS | | 5.807 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS | | 827 | 0,000% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-AGI ALLOKATION(490306) | | 10.730 | 0,001% | F |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP | | 29.396 | 0,003% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI | | 2.790 | 0,000% | F |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG | | 3.811 | 0,000% | F |
| UNIVERSITIES SUPERANNUATION SCHEME | | 70.739 | 0,007% | F |
| UNIVERSITY OF NOTRE DAME DU LAC | | 8.658 | 0,001% | F |
| UNIVEUNIVERSAL INVESTMENT GESELLSCH AFT MBH SOZIALBANK | | 24.000 | 0,002% | F |
| USAA CASUALTY INSURANCE COMPANY | | 4.259 | 0,000% | F |
| USAA GENERAL INDEMNITY COMPANY | | 3.500 | 0,000% | F |
| UTAH STATE RETIREMENT SYSTEMS | | 50.630 | 0,005% | F |
| UVIMCO PARAMETRIC PHYS MSCI WRLD | | 514 | 0,000% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL | | 54.172 | 0,005% | F |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SPARINVEST SA | | 23.470 | 0,002% | F |
| VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK | | 69.768 | 0,007% | F |
| VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND | | 41.208 | 0,004% | F |
| VANADIUM | | 160.435 | 0,015% | F |
| VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF | | 13.734 | 0,001% | F |
| VANGUARD DEVELOPED MARKETS INDEX FUND | | 4.020.835 | 0,384% | F |
| VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK | | 11.098 | 0,001% | F |
| VANGUARD ESG INTERNATIONAL STOCK ETF | | 79.833 | 0,008% | F |
| VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND | | 11.930 | 0,001% | F |
| VANGUARD EUROPEAN STOCK INDEX FUND | | 1.062.417 | 0,101% | F |
| VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST | | 96.158 | 0,009% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST | | 502.368 | 0,048% | F |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II | | 3.352.125 | 0,320% | F |
| VANGUARD FTSE ALL WORLD EX US INDEX FUND | | 949.480 | 0,091% | F |
| VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF | | 86.207 | 0,008% | F |
| VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF | | 8.755 | 0,001% | F |
| VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND | | 13.001 | 0,001% | F |
| VANGUARD FUNDS PUBLIC LIMITED COMPANY | | 722.438 | 0,069% | F |
| VANGUARD GLOBAL MOMENTUM FACTORETF | | 13.803 | 0,001% | F |
| VANGUARD INTERNATIONAL SHARES INDEX FUND | | 180.648 | 0,017% | F |
| VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND | | 9.898 | 0,001% | F |
| VANGUARD INTL HIGH DIV YLD INDEX FD | | 331.507 | 0,032% | F |
| VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY | | 547.567 | 0,052% | F |
| VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF | | 11.164 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF | | 8.979 | 0,001% | F |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF | | 8.893 | 0,001% | F |
| VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY | | 157.278 | 0,015% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF | | 7.158 | 0,001% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF | | 4.204 | 0,000% | F |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF | | 12.396 | 0,001% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND | | 6.388.661 | 0,609% | F |
| VANGUARD TOTAL WORLD STOCK INDEX FUND | | 294.824 | 0,028% | F |
| VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST | | 26.114 | 0,002% | F |
| VARENNE VALEUR | | 600.000 | 0,057% | F |
| VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO | | 11.685 | 0,001% | F |
| VARIOPARTNER SICAV | | 20.772 | 0,002% | F |
| VBV VK EUROPA AKTIEN ESG FONDS | | 88.636 | 0,008% | F |
| VEBA PARTNERSHIP N L P | | 1.679 | 0,000% | F |
| VENTRY INDUSTRIES LLC | | 992 | 0,000% | F |
| VERDIPAPIRFONDET DNB EUROPA | | 4.165 | 0,000% | F |
| VERDIPAPIRFONDET DNB GLOBAL INDEKS | | 12.961 | 0,001% | F |
| VERDIPAPIRFONDET EQUINOR AKSJER EUROPA | | 20.000 | 0,002% | F |
| VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS | | 81.873 | 0,008% | F |
| VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS. | | 29.088 | 0,003% | F |
| VERDIPAPIRFONDET KRON INDEKS GLOBAL | | 11.515 | 0,001% | F |
| VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS | | 48.826 | 0,005% | F |
| VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER | | 18.214 | 0,002% | F |
| VERENIGING TOT BEHOUD VAN NATUURMONUMENTEN IN NEDERLAND | | 21.405 | 0,002% | F |
| VERMOGENSMANAGEMENT AKTIENSTARS | | 75.982 | 0,007% | F |
| VF (LUX) - VALIANT EUROPE EQUITIES | | 14.427 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST1 | | 10.728 | 0,001% | F |
| VFMC INTERNATIONAL EQUITY TRUST2 | | 23.013 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 1 | | 18.999 | 0,002% | F |
| VFMC LOW VOLATILITY EQUITY TRUST 2 | | 31.848 | 0,003% | F |
| VGV POOLFONDS PA1 | | 14.394 | 0,001% | F |
| VIA SMART-EQUITY EUROPE | | 67.106 | 0,006% | F |
| VIA SMART-EQUITY WORLD | | 59.376 | 0,006% | F |
| VICTORY MARKET NEUTRAL INCOME FUNDFUND | | 439.374 | 0,042% | F |
| VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF | | 110.751 | 0,011% | F |
| VICTORYSHARES INTERNATIONAL VOLATILITY WTD ETFVOLATILITY WTD INDEX ETF | | 17.991 | 0,002% | F |
| VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND | | 331.691 | 0,032% | F |
| VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND | | 31.746 | 0,003% | F |
| VILLIERS ALTO | | 54.364 | 0,005% | F |
| VIVACCIO ISR ACTIONS | | 359.746 | 0,034% | F |
| VOYA BALANCED INCOME PORTFOLIO | | 8.581 | 0,001% | F |
| VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND | | 33.531 | 0,003% | F |
| VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND | | 102.966 | 0,010% | F |
| VOYA GLOBAL EQUITY FUND | | 56.562 | 0,005% | F |
| VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.000 | 0,010% | F |
| VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.154 | 0,010% | F |
| VOYA INTERNATIONAL INDEX PORTFOLIO | | 30.423 | 0,003% | F |
| VOYA MM INTL EQ FUND VIM VMI 003265 | | 19.291 | 0,002% | F |
| VOYA VACS INDEX SERIES I PORTFOLIO | | 39.892 | 0,004% | F |
| VR BANK KT EUROPROTECT UI | | 32.016 | 0,003% | F |
| WASHINGTON STATE INVESTMENT BOARD | | 708.818 | 0,068% | F |
| WBW TRUST NUMBER ONE | | 814 | 0,000% | F |
| WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N | | 211 | 0,000% | F |
| WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO | | 15.888 | 0,002% | F |
| WESPATH FUNDS TRUST XOPONANCE SVCE | | 4.000 | 0,000% | F |
| WESPATH XPONANCE SVCEF I | | 684 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST | | 3.217 | 0,000% | F |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO.2 TRUST | | 240.286 | 0,023% | F |
| WESTPAC WHOLESALE UNHEDGED INTERNATIONAL SHARE TRUST | | 18.252 | 0,002% | F |
| WHEELS COMMON INVESTMENT FUND. | | 1.141 | 0,000% | F |
| WIF-DWS QI EUROZONE SHORT EXT EQTY | | 9.962 | 0,001% | F |
| WILLIS TOWERS WATSON GROUP TRUST | | 17.954 | 0,002% | F |
| WILSHIRE BRIDGEWATER MANAGED ALPHA MASTER FUND LIMITED | | 5.784 | 0,001% | F |
| WINDWISE MSCI EAFE INDEX NON LENDING | | 15.228 | 0,001% | F |
| WISDOMTREE DYN CUR HDGE INTL EQ FD 1001802 | | 49.587 | 0,005% | F |

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| Anagrafica | CF/PI | Azioni | % su votanti | Voto |
|---|---|---|---|---|
| WISDOMTREE GLOBAL HIGH DIV FUND 1001795 | | 2.182 | 0,000% | F |
| WISDOMTREE INTL EQUITY FUND 1001810 | | 41.867 | 0,004% | F |
| WISDOMTREE INTL HIGH DIV FUND 1001812 | | 17.131 | 0,002% | F |
| WISDOMTREE INTL LARGECAP DIV FD | | 62.983 | 0,006% | F |
| WISDOMTREE INTL MULTIFACTOR FUND 1001815 | | 14.372 | 0,001% | F |
| WISDOMTREE ISSUER ICAV | | 4.254 | 0,000% | F |
| WM POOL - EQUITIES TRUST NO. 31 - ROBECO | | 6.768 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 38 - SCHRODER | | 5.338 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 74. | | 7.856 | 0,001% | F |
| WM POOL - EQUITIES TRUST NO. 75. | | 134.480 | 0,013% | F |
| WM POOL - EQUITIES TRUST NO. 76 - ROBECO | | 1.846 | 0,000% | F |
| WM POOL - FIXED INTEREST TRUST NO 12 | | 836 | 0,000% | F |
| WM POOL - GLOBAL EQUITIES TRUST NO 6 | | 15.631 | 0,001% | F |
| WORLD EQUITIES II | | 7.236 | 0,001% | F |
| WORLD TRADE ORGANIZATION PENSION PLAN | | 4.072 | 0,000% | F |
| WSSP INTERNATIONAL EQUITIES TRUST | | 2.972 | 0,000% | F |
| WYOMING RETIREMENT SYSTEM | | 130 | 0,000% | F |
| XTRACKERS | | 404.910 | 0,039% | F |
| XTRACKERS (IE) PUBLIC LIMITED COMPANY | | 577.010 | 0,055% | F |
| XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF | | 841 | 0,000% | F |
| XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF | | 3.013 | 0,000% | F |
| XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF | | 2.888 | 0,000% | F |
| XTRACKERS MSCI EAFE HEDGED EQUITY ETF | | 190.402 | 0,018% | F |
| XTRACKERS MSCI EUROPE HEDGED EQUITY ETF | | 24.648 | 0,002% | F |
| XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF | | 4.792 | 0,000% | F |
| XTRACKERS MSCI KOKUSAI EQUITY ETF | | 3.331 | 0,000% | F |
| ZEPHYR - EUROPE EQUITY ESG OPTIMIZED | | 1.384 | 0,000% | F |
| ZEPHYR - OPTIMISED PLUS 2 | | 4.826 | 0,000% | F |
| ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA | | 26.011 | 0,002% | F |
| ARRCO QUANT 1 | | 139.308 | 0,013% | C |
| ASSET MANAGEMENT EXCHANGE UCITS CCF .. | | 19.304 | 0,002% | C |
| BIGIANI LUCA | | 700 | 0,000% | C |
| FEDERATED HERMES GLOBAL ALLOCATION FUND | | 3.151 | 0,000% | C |
| MORELLI FRANCESCO | MRLFNC60D28E716Q | 110 | 0,000% | C |
| STICHTING BLUE SKY LIQUID ASSET FUNDS | | 8.298 | 0,001% | C |
| STICHTING MN SERVICES | | 154.719 | 0,015% | C |
| STICHTING MN SERVICES AANDELENFO ND | | 26.651 | 0,003% | C |
| STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES | | 46.112 | 0,004% | C |
| CHALLENGE FUNDS - CHALLENGE ITALIAN EQUITY | | 102.000 | 0,010% | A |
| EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES | | 1.072 | 0,000% | A |
| HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND | | 1.733 | 0,000% | A |
| PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST | | 114 | 0,000% | A |
| PEPCO HOLDINGS INC. VEBA TRUST | | 839 | 0,000% | A |

| | | | |
|---|---|---|---|
| **Totale votanti** | | **1.048.303.685** | **100%** |

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

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# POSTE ITALIANE
## Assemblea ordinaria
## 30 maggio 2025

| | Deleghe/subdeleghe accettate | | | Deleghe/subdeleghe non accettate | | |
|---|---|---|---|---|---|---|
| | n. deleghe | Azioni | % del Capitale Sociale | n. deleghe | Azioni | % del Capitale Sociale |
| RD - art. 135 undecies TUF: | 7 | 387.825.843 | 29,693% | 0 | 0 | 0,000% |
| Ord - art 135 novies TUF | 1 | 457.138.500 | 35,000% | 0 | 0 | 0,000% |
| Subdeleghe - art 135 novies TUF | 1* | 203.339.342 | 15,568% | 0 | 0 | 0,000% |
| **Totale** | 2.215 | 1.048.303.685 | 80,262% | 0 | 0 | 0,000% |

(*) che recepisce 2.207 deleghe

316

APP. M e
Acc. 37542

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# POSTE ITALIANE S.p.A.
## Assemblea ordinaria
## 30 maggio 2025

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

| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| (R) EUROPEAN EQUITIES | | 30.453 | 0,002% |
| 1975 IRREV TRUST OF C D WEYERHAEUSER | | 675 | 0,000% |
| 2122 ABP DME CORE INT | | 279.749 | 0,021% |
| 2124 ABP DME CORE BLACKROCK | | 469.450 | 0,036% |
| 405 MSTV I LP | | 46.167 | 0,004% |
| 801 INVESTMENTS LLC | | 4.605 | 0,000% |
| A.A. B DIVERSIFIE | | 44.867 | 0,003% |
| AA SSGA ACTIONS INDICE EURO | | 149.502 | 0,011% |
| AB BOND FUND INC AB ALL MARKETREAL RETURN PORTFOLIO | | 14.424 | 0,001% |
| AB COLLECTIVE INVESTMENT TRUST SERIES | | 1.270 | 0,000% |
| AB SICAV I - ALL MARKET INCOME | | 210.315 | 0,016% |
| AB SICAV III - DYNAMIC ALL MAR | | 1.732 | 0,000% |
| AB VARIABLE PRODUCTS SERIES FUND INC. - AB DYNAMIC ASSET AL LOCATION PORTFOLIO | | 1.009 | 0,000% |
| AB VPSF AB GLOBAL RISK ALLOCATIONMODERATE PORTFOLIO | | 3.102 | 0,000% |
| ABB PENSION FUND | | 1.101 | 0,000% |
| ABN AMRO FUNDS | | 18.858 | 0,001% |
| ABNFLPA RHUMBLINE INTL EQUITY 262408 | | 1.166 | 0,000% |
| ABRDN OEIC II-ABRDN GLOBAL BALANCED GROWTH FUND | | 3.005 | 0,000% |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY ENHANCED INDEX FUND | | 36.386 | 0,003% |
| ABRDN OEIC IV-ABRDN EUROPEAN EQUITY TRACKER FUND | | 23.461 | 0,002% |
| ABRDN OEIC IV-ABRDN EVOLVE EUROPEAN EQUITY INDEX FUND | | 9.805 | 0,001% |
| ACCIDENT COMPENSATION CORPORATION | | 282.534 | 0,022% |
| ACHMEA PENSIOEN EN LEVENSVERZEKERINGEN NV | | 76.517 | 0,006% |
| ACHMEA REINSURANCE CO NV | | 10.365 | 0,001% |
| ACHMEA SCHADEVERZEKERINGEN NV | | 15.673 | 0,001% |
| ACHMEA VARIABLE SECURITIES HEALTH FUND | | 23.406 | 0,002% |
| ACS 30:70 GLOBAL EQUITY TRACKER FUND | | 100 | 0,000% |
| ACTICCIA 90 N 10 | | 175.000 | 0,013% |
| ADVANCED SERIES TRUST AST ACADEMIC STRATEGIES ASSET ALLOCATION PORTFOLIO | | 20.294 | 0,002% |
| ADVANCED SERIES TRUST AST ADVANCED STRATEGIES PORTFOLIO | | 53.055 | 0,004% |
| ADVANCED SERIES TRUST AST BALANCED ASSET ALLOCATION PORTFOLIO | | 150.803 | 0,012% |
| ADVANCED SERIES TRUST AST CAPITAL GROWTH ASSET ALLOCATION PORTFOLIO | | 78.666 | 0,006% |
| ADVANCED SERIES TRUST AST INTERNATIONAL GROWTH PORTFOLIO | | 59.578 | 0,005% |
| ADVANCED SERIES TRUST AST PRESERVATION ASSET ALLOCATION PORTFOLIO | | 10.326 | 0,001% |
| ADVANCED SERIES TRUST AST PRUDENTIAL GROWTH ALLOCATION PORTFOLIO | | 87.294 | 0,007% |
| ADVANCED SERIES TRUST AST QUANTITATIVE MODELING PORTFOLIO | | 1.080 | 0,000% |
| ADVISER MANAGED TRUST - DIVERSIFIED EQUITY FUND | | 281 | 0,000% |
| AEAM FUNDS - AEGON WORLD EQUITY BETA POOL (P | | 3.332 | 0,000% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| AEGON CUSTODY B.V. | | 193.819 | 0,015% |
| AEGON GLOBAL MULTI MANAGER WORLD EQUITY INDEX FUND | | 2.120 | 0,000% |
| AEGON LEVENSVERZEKERING N.V | | 30.957 | 0,002% |
| AEGON WORLD EQUITY INDEX FUND II | | 27.607 | 0,002% |
| AGI FONDS EADS INVEST FOR LIFE AKTIENFONDS | | 56.113 | 0,004% |
| AHL EVOLUTION LTD SHARMAINE BERKELEY ARGONAUT LTD | | 27.849 | 0,002% |
| AIB GROUP IRISH PENSION SCHEME | | 10.077 | 0,001% |
| AILIS SICAV | | 81.284 | 0,006% |
| AIM EQUITY EUROPE CANTONS | | 24.441 | 0,002% |
| AJAY MALIK | | 39.905 | 0,003% |
| AKTIEN EUROPA - UI | | 28.312 | 0,002% |
| AKTIEN SUEDEUROPA UI | | 41.200 | 0,003% |
| ALAMEDA COUNTY EMPLOYEES' RETIREMENT ASSOCIATION | | 95.856 | 0,007% |
| ALASKA COMMON TRUST FUND | | 17.333 | 0,001% |
| ALASKA PERMANENT FUND CORPORATION | | 3.229 | 0,000% |
| ALBERTA INVESTMENT MANAGEMENT CORPORATION | | 958 | 0,000% |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS CORE ITALY FUND | | 157.000 | 0,012% |
| ALGEBRIS UCITS FUNDS PLC - ALGEBRIS SUSTAINABLE WORLD FUND | | 57.849 | 0,004% |
| ALLIANZ GLOBAL INVESTORS FUND | | 793.804 | 0,061% |
| ALLIANZ GLOBAL INVESTORS GMBH | | 175.096 | 0,013% |
| ALLIANZ GLOBAL INVESTORS GMBH FOR CONVEST 21 VL | | 33.832 | 0,003% |
| ALLIANZ GLOBAL INVESTORS GMBH FOR FONDIS | | 18.959 | 0,001% |
| ALLIANZ GLOBAL INVESTORS GMBH W/ALLIANZGI-FONDS AOKNW-AR SEGMENT OKWLCO-AKTIEN | | 11.000 | 0,001% |
| ALLIANZ VGL AGI QUANTAMENTAL CONVICTION ENHANCED EUROPE | | 33.272 | 0,003% |
| ALLIANZGI F PENCABBV PENSIONS | | 41.603 | 0,003% |
| ALLIANZGI FONDS AFE | | 29.463 | 0,002% |
| ALLIANZGI FONDS OLB PENSIONEN | | 4.211 | 0,000% |
| ALLIANZGI S AKTIEN | | 174.245 | 0,013% |
| ALLIANZGI-FONDS AFE SEGMENT AFE-AA3 | | 90.987 | 0,007% |
| ALLIANZGI-FONDS BREMEN | | 6.838 | 0,001% |
| ALLIANZGI-FONDS CT-DRAECO | | 9.791 | 0,001% |
| ALLIANZGI-FONDS GANO 2 | | 6.279 | 0,000% |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-AA2-E_EUA | | 46.785 | 0,004% |
| ALLIANZGI-FONDS PF1 SEGMENT PF1-GM1-G_MA | | 39.834 | 0,003% |
| ALLIANZGI-FONDS TOSCA | | 2.755 | 0,000% |
| ALLOCATION PROTECTION 80 | | 342.903 | 0,026% |
| ALTE LEIPZIGER TRUST INVESTMENT GESELLSCHAFT MBH | | 3.276 | 0,000% |
| AMERICAN BUREAU OF SHIPPING | | 722 | 0,000% |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY ETF | | 265.382 | 0,020% |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL EQUITY FUND | | 7.484 | 0,001% |
| AMERICAN CENTURY ETF TRUST-AVANTIS INTERNATIONAL LARGE CAPVALUE ETF | | 70.001 | 0,005% |
| AMERICAN CENTURY ETF TRUST-AVANTIS RESPONSIBLE INTERNATIONAL EQUITY ETF | | 8.564 | 0,001% |
| AMERICAN CENTURY ICAV | | 5.274 | 0,000% |
| AMERICAN HEART ASSOCIATION, INC. | | 2.370 | 0,000% |
| AMLC EQ SINGLE STOCKS | | 13.622 | 0,001% |
| AMP CAPITAL SPECIALIST INTERNATIONAL SHARE FUND | | 5.615 | 0,000% |
| AMP INTERNATIONAL EQUITY INDEX FUND | | 29.595 | 0,002% |
| AMP INTERNATIONAL EQUITY INDEX FUND HEDGED | | 2.563 | 0,000% |
| AMP WHOLESALE GLOBAL EQUITIES FUND | | 22.714 | 0,002% |
| AMSELECT - HSBC EURO EQUITY VALUE | | 364.007 | 0,028% |
| AMUNDI BRIDGEWATER CORE GLOB | | 337 | 0,000% |
| AMUNDI CANADA GLOBAL HIGH INCOME & LOW VOLATILITY EQUITY TRU | | 21.930 | 0,002% |
| AMUNDI ESG GLOBAL LOW CARBON FUND | | 33.929 | 0,003% |
| AMUNDI ESG IMPROVERS EURO | | 963.302 | 0,074% |
| AMUNDI ETF ICAV | | 69.128 | 0,005% |
| AMUNDI ETF ICAV - AMUNDI S AND P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 23.971 | 0,002% |
| AMUNDI ETF ICAV - AMUNDI S&P 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 19.642 | 0,002% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| AMUNDI ETF ICAV - AMUNDI SANDP 500 EQUAL WEIGHT ESG LEADERS UCITS ETF | | 99.640 | 0,008% |
| AMUNDI EURO ISTOXX CLIMATE PARIS ALIGNED PAB | | 4.322 | 0,000% |
| AMUNDI EURO STOXX SELECT DIVIDEND 30 | | 161.678 | 0,012% |
| AMUNDI FD EUROPEAN EQUITY ESG IMPROVERS | | 588.573 | 0,045% |
| AMUNDI FTSE MIB | | 166.329 | 0,013% |
| AMUNDI FUNDS EQUITY EURO RISK PARITY | | 21.861 | 0,002% |
| AMUNDI FUNDS PIONEER FLEXIBLE OPPORTUNIT | | 75.477 | 0,006% |
| AMUNDI INDEX EUROPE EX UK SMALL AND MID CAP FUND | | 18.086 | 0,001% |
| AMUNDI INDEX MSCI EMU SRI | | 58.869 | 0,005% |
| AMUNDI INDEX MSCI EUROPE | | 256.835 | 0,020% |
| AMUNDI INDEX MSCI EUROPE SRI | | 433.867 | 0,033% |
| AMUNDI INDEX MSCI WORLD | | 27.582 | 0,002% |
| AMUNDI INDEX MSCI WORLD SRI | | 10.990 | 0,001% |
| AMUNDI INDEX SOLUTIONS - AMUNDI PRIME EUROPE | | 7.161 | 0,001% |
| AMUNDI MSCI ACWI SRI PAB UCITS ETF | | 2.722 | 0,000% |
| AMUNDI MSCI EMU | | 56.045 | 0,004% |
| AMUNDI MSCI EMU ESG CTB NET ZERO AMBIT | | 37.928 | 0,003% |
| AMUNDI MSCI EMU ESG LEADERS SELECT | | 368.684 | 0,028% |
| AMUNDI MSCI EMU VALUE FACTOR U | | 30.777 | 0,002% |
| AMUNDI MSCI EUROPE | | 96.199 | 0,007% |
| AMUNDI MSCI EUROPE CLIMATE TRANSIT CTB | | 4.724 | 0,000% |
| AMUNDI MSCI EUROPE ESG LEADERS | | 105.748 | 0,008% |
| AMUNDI MSCI EUROPE EX SWITZERLAND | | 50.081 | 0,004% |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIG PAB | | 243 | 0,000% |
| AMUNDI MSCI WORLD CLIMATE PARIS ALIGNED PAB UMWELTZEICHEN UCITS ETF DR | | 3.448 | 0,000% |
| AMUNDI MSCI WORLD CLIMATE TRANSITION CTB | | 1.165 | 0,000% |
| AMUNDI MSCI WORLD ESG UNIVERSAL SELECT | | 942 | 0,000% |
| AMUNDI PATRIMOINE PEA | | 99.683 | 0,008% |
| AMUNDI PRIME EUROZONE | | 9.529 | 0,001% |
| AMUNDI S AND P EUROZONE CLIMAT | | 303.537 | 0,023% |
| AMUNDI STOXX EUROPE 600 | | 525.208 | 0,040% |
| AMUNDI STOXX EUROPE 600 ESG II UCITS ETF | | 2.216 | 0,000% |
| AMUNDI STRATEGIES ACTIONS EURO CORE | | 88.092 | 0,007% |
| AMUNDI STRATEGIES ACTIONS EUROPE CORE + | | 20.734 | 0,002% |
| AMUNDI STRATEGIES ACTIONS EUROPE RISK PARITY | | 565 | 0,000% |
| ANDRA AP-FONDEN | | 121.507 | 0,009% |
| AP ACTIONS 1 EURO | | 21.156 | 0,002% |
| APOSTLE PEOPLE AND PLANET DIVERSIFIED FUND | | 16.564 | 0,001% |
| APPLE 401(K) PLAN | | 2.949 | 0,000% |
| AQR DELPHI LONG-SHORT EQUITY MASTER ACCOUNT L.P. PORTFOLIO MARGIN ACCT | | 108.724 | 0,008% |
| AQR DELTA MASTER ACCOUNT LP COOGIER FIDUCIARY SERVICES (CAYMAN) LTD | | 1.010 | 0,000% |
| AQR EQUITY MARKET NEUTRAL GLOBAL VALUE FUND L.P. | | 316.330 | 0,024% |
| AQR FUNDS - AQR GLOBAL EQUITY FUND | | 6.114 | 0,000% |
| AQR FUNDS - AQR INTERNATIONAL MOMENTUM STYLE FUND | | 24.946 | 0,002% |
| AQR FUNDS - AQR MANAGED FUTURESSTRATEGY HV FUND | | 184.411 | 0,014% |
| AQR FUNDS - AQR TREND TOTAL RETURN FUND | | 8.815 | 0,001% |
| AQR FUNDS AQR ALTERNATIVE RISKPREMIA FUND | | 22.704 | 0,002% |
| AQR FUNDS AQR EQUITY MARKET NEUTRAL FUND | | 405.805 | 0,031% |
| AQR FUNDS AQR LONGSHORT EQUITY FUND | | 1.009.262 | 0,077% |
| AQR FUNDS AQR STYLE PREMIA ALTERNATIVE LV FUND | | 89.314 | 0,007% |
| AQR FUNDSAQR MULTIASSET FUND | | 37.296 | 0,003% |
| AQR GLOBAL STOCK SELECTION OFFSHORE FUND II L.P. C/O AQR CAPITAL MANAGEMENT LLC | | 370.793 | 0,028% |
| AQR INNOVATION FUND L.P. - SE RIES 42 MULTI-ALPHA GSS DEVELO PED LARGE CAP | | 568 | 0,000% |
| AQR INNOVATION FUND, L.P. | | 4.218 | 0,000% |
| AQR LUX FUNDS- AQR DIVERSIFIED-RISK PREMIA FUND | | 346.857 | 0,027% |
| AQR TAX ADVANTAGED GLOBAL EQUITY MARKET NEUTRAL FUND L.P. PM ACCOUNT C/O AQR MANAGEMENT LLC | | 81.197 | 0,006% |
| AQR TAX AWARE TOTAL RETURN FUND LLC | | 216.758 | 0,017% |
| AQR TAX-AWARE DELPHI LONG SHORT EQUITY FUND LLC | | 2.434 | 0,000% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| AQR TAX-AWARE DELPHI PLUS FUND LLC C/O AQR CAPITAL MANAGEMENT LLC | | 3.088 | 0,000% |
| AQR UCITS FUNDS II | | 13.047 | 0,001% |
| ARBEJDSMARKEDETS TILLAEGSPENSION | | 745.283 | 0,057% |
| ARCA AZIONI ITALIA | | 482.000 | 0,037% |
| ARCHITAS MULTIMANAGER GLOBAL FUNDS UNIT TRUST | | 9.216 | 0,001% |
| ARERO - DER WELTFONDS - ESG | | 10.139 | 0,001% |
| ARIZONA PSPRS TRUST | | 56.023 | 0,004% |
| ARIZONA STATE RETIREMENT SYSTEM | | 48.416 | 0,004% |
| ARKWRIGHT, LLC | | 1.611 | 0,000% |
| ARR INT EX US ALPHA EXTENSION TRUST FUND | | 67.768 | 0,005% |
| ARRCO QUANT 1 | | 139.308 | 0,011% |
| ARRCO QUANT 2 | | 22.279 | 0,002% |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND I | | 544.310 | 0,042% |
| ARROWSTREET (CANADA) GLOBAL ALL-COUNTRY FUND II | | 380.001 | 0,029% |
| ARROWSTREET (CANADA) GLOBAL WORLD ALPHA EXTENSION FUND I | | 4.360 | 0,000% |
| ARROWSTREET (DELAWARE) ALPHA EXTENSION FUND LP. | | 363 | 0,000% |
| ARROWSTREET ACWI ALPHA EXTENSION COMMON VALUES TRUST FUND | | 24.300 | 0,002% |
| ARROWSTREET ACWI ALPHA EXTENSION FUND III (CAYMAN) LIMITED | | 6.618 | 0,001% |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED | | 14.434 | 0,001% |
| ARROWSTREET ACWI ALPHA EXTENSION FUND V (CAYMAN) LIMITED. | | 438 | 0,000% |
| ARROWSTREET CANADA GLOBAL ALL-COUNTRY ALPHA EXTENSION FUND I | | 2.418 | 0,000% |
| ARROWSTREET CAPITAL GLOBAL ALL COUNTRY ALPHA EXTENSION FUND LIMI | | 267.501 | 0,020% |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMIT. | | 3.461 | 0,000% |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LIMITED | | 12.163 | 0,001% |
| ARROWSTREET CAPITAL GLOBAL EQUITY ALPHA EXTENSION FUND LTD | | 4.377 | 0,000% |
| ARROWSTREET COLLECTIVE INVESTMENT TRUST | | 891.897 | 0,068% |
| ARROWSTREET EAFE ALPHA EXTENSION TRUST FUND | | 292.738 | 0,022% |
| ARROWSTREET GLOBAL EQUITY FUND | | 1.122.195 | 0,086% |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION CIT | | 2.982 | 0,000% |
| ARROWSTREET INTERNATIONAL EQUITY EAFE ALPHA EXTENSION FUND L.P. | | 10.634 | 0,001% |
| ARROWSTREET INTERNATIONAL EQUITY WORLD EX US ALPHA EXTENSION. | | 38.532 | 0,003% |
| ARROWSTREET US GROUP TRUST | | 1.530.930 | 0,117% |
| ARROWSTREET US GROUP TRUST - ARROWSTREET GLOBAL EQUITY - ALP | | 248.582 | 0,019% |
| ARROWSTREET US GROUP TRUST-ARROWSTREET INTERNATIONAL EQUITY- | | 2.718 | 0,000% |
| ARTEMIS SMARTGARP EUROPEAN EQUITY FUND | | 1.502.657 | 0,115% |
| ARTEMIS SMARTGARP GLOBAL EQUITY FUND | | 467.397 | 0,036% |
| ARTEMIS SMARTGARP UK EQUITY FUND | | 800.000 | 0,061% |
| ASAST AKTIEN AUSLAND PASSIV UBS FUND MANAGEMENT SWITZERLAND AG | | 3.640 | 0,000% |
| ASCENSION ALPHA FUND LLC | | 6.068 | 0,000% |
| ASIAN DEVELOPMENT BANK | | 24.762 | 0,002% |
| ASSET MANAGEMENT EXCHANGE UCITS CCF | | 19.165 | 0,001% |
| ASSET MANAGEMENT EXCHANGE UCITS CCF .. | | 19.304 | 0,001% |
| ASSURDIX | | 40.409 | 0,003% |
| ATCP-UI-FONDS | | 1.693 | 0,000% |
| AURION GLOBAL EQUITY FUND | | 1 | 0,000% |
| AUSTRALIAN CAPITAL TERRITORY | | 6.242 | 0,000% |
| AUSTRALIAN NATIONAL UNIVERSITY. | | 6.662 | 0,001% |
| AUSTRALIAN RETIREMENT TRUST | | 297.273 | 0,023% |
| AUSTRALIANSUPER | | 8.854 | 0,001% |
| AUTORIDADE MONETARIA DE MACAU | | 814 | 0,000% |
| AVADIS FUND-AKTIEN WELT AST 2 | | 16.642 | 0,001% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| AVADIS FUND-AKTIEN WELT CO2 SELECT AST 2 | | 14.135 | 0,001% |
| AVALON PORTFOLIO II LLC | | 1.928 | 0,000% |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED LIFE FUND | | 2.104 | 0,000% |
| AVIVA INVESTORS FUNDS ACS - AI BALANCED PENSION FUND | | 38.687 | 0,003% |
| AVIVA INVESTORS FUNDS ACS - AI CAUTIOUS PENSION FUND | | 309 | 0,000% |
| AVIVA INVESTORS FUNDS ACS - AI STRATEGIC GLOBAL EQUITY FUND | | 21.399 | 0,002% |
| AVIVA INVESTORS INVESTMENT FUNDS ICVC AVIVA INVESTORS INTERNATIONAL INDEX TRACKING FUND | | 7.112 | 0,001% |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 30:70 GLOBAL EQUITY (CURRENCY HEDGED) INDEX FUND | | 3.437 | 0,000% |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 50:50 GLOBAL EQUITY INDEX FUND | | 38.066 | 0,003% |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI 60:40 GLOBAL EQUITY INDEX FUND | | 12.856 | 0,001% |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI CONTINENTAL EUROPEAN EQUITY INDEX FUND | | 56.815 | 0,004% |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED EUROPEAN EX UK EQUITY INDEX FUND | | 31.149 | 0,002% |
| AVIVA INVESTORS PASSIVE FUNDS ACS - AI DEVELOPED WORLD EX UK EQUITY INDEX FUND | | 25.763 | 0,002% |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND I | | 163 | 0,000% |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND II | | 1.080 | 0,000% |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND III | | 3.277 | 0,000% |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND IV | | 1.851 | 0,000% |
| AVIVA INVESTORS PORTFOLIO FUNDS ICVC AVIVA INVESTORS MULTI-ASSET CORE FUND V | | 924 | 0,000% |
| AVIVA INVESTORS UK FUND SERVICES LIMITED | | 44.383 | 0,003% |
| AVIVA LIFE & PENSIONS IRELAND DAC | | 19.887 | 0,002% |
| AVIVA LIFE & PENSIONS UK LIMITED. | | 56.733 | 0,004% |
| AVIVA LIFE AND PENSIONS UK LIMITED | | 3.900 | 0,000% |
| AWARE SUPER | | 15.929 | 0,001% |
| AXA AA DIVERSIFIE INDICIEL 1 | | 33.868 | 0,003% |
| AXA MPS PREVIDENZA PER TE - CRESCITA | | 252.937 | 0,019% |
| AXA PEA REGULARITE | | 1.409.147 | 0,108% |
| AZIMUT LIFE DAC | | 1.279 | 0,000% |
| AZL DFA INTERNATIONAL CORE EQUITY FUND | | 3.921 | 0,000% |
| AZL GLOBAL EQUITY INDEX FUND 114072 AZL MSCI GLOBAL EQU | | 2.089 | 0,000% |
| AZL INTERNATIONAL INDEX FUND | | 30.109 | 0,002% |
| BANCO CENTRAL DE TIMOR-LESTE (BCTL) | | 39.156 | 0,003% |
| BANCO NACIONAL DE PANAMA ACTING AS TRUSTEE OF THE FIDEICOMISO DE FOND O DE AHORRO DE PANAMA | | 10.983 | 0,001% |
| BANK OF BOTSWANA. | | 1.171 | 0,000% |
| BANK OF KOREA | | 36.159 | 0,003% |
| BASTI 1 METZLER | | 2.569 | 0,000% |
| BAYERNINVEST 375-FONDS | | 49.000 | 0,004% |
| BAYERNINVEST AA 1-FONDS | | 14.899 | 0,001% |
| BAYERNINVEST HA1-FONDS | | 9.490 | 0,001% |
| BAYERNINVEST HC1-FONDS | | 5.733 | 0,000% |
| BAYERNINVEST KAPITALVERWALTUNGSGESELLSCHAFT MBH FOR BAYERNINVEST BAY 1-FONDS | | 6.450 | 0,000% |
| BCT POOLED INVESTMENT FUND SERIES SMART EUROPEAN EQUITY FUND | | 4.772 | 0,000% |
| BEAR CREEK INVESTMENT LLC | | 6.473 | 0,000% |
| BEAT DRUGS FUND ASSOCIATION | | 582 | 0,000% |
| BEL EQUITY EUROPE | | 101.964 | 0,008% |
| BERESFORD FUNDS ICAV | | 10.362 | 0,001% |
| BESSEMER TRUST CO CLEARING ACCT | | 622.483 | 0,048% |
| BEST INVESTMENT CORPORATION | | 5.227 | 0,000% |
| BESTSELECT - UBS SRI GLOBAL EQUITY | | 2.916 | 0,000% |
| BEWAARSTICHTING NNIP I | | 114.467 | 0,009% |
| BFT PARTNERS VIA EQUITY EUROPE | | 27.673 | 0,002% |
| BG MASTER FUND ICAV | | 4.889 | 0,000% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| BGF DYNAMIC HIGH INCOME FUND | | 24.363 | 0,002% |
| BGF GLBL MLTI ASSET IN FD EQ BSKT | | 15.375 | 0,001% |
| BIGIANI LUCA | | 700 | 0,000% |
| BLACKROCK ASSET MANAGEMENT DEUTSCHLAND AG FOR ISHARES DOW JONESEUROZONE LEADERS | | 44.703 | 0,003% |
| BLACKROCK ASSET MANAGEMENT SCHWEIZ AG FOR ISHARES WORLD EX SWITZERLAND ESG SCREE | | 17.315 | 0,001% |
| BLACKROCK AUTHORISED CONTRACTUAL SCHEME I | | 569.736 | 0,044% |
| BLACKROCK CDN MSCI ACWI EX-CANADA INDEX FUND | | 3.930 | 0,000% |
| BLACKROCK CDN MSCI EAFE EQUITY INDEX FUND | | 20.073 | 0,002% |
| BLACKROCK FUND MANAGERS LTD | | 459.078 | 0,035% |
| BLACKROCK GLOBAL FUNDS | | 9.065 | 0,001% |
| BLACKROCK GLOBAL INDEX FUNDS | | 43.293 | 0,003% |
| BLACKROCK IG INTERNATIONAL EQUITY POOL | | 24.239 | 0,002% |
| BLACKROCK INDEX SELECTION FUND | | 317.875 | 0,024% |
| BLACKROCK INSTITUTIONAL POOLED FUNDS PLC | | 33.559 | 0,003% |
| BLACKROCK INSTITUTIONAL TRUST COMPANY, N.A. INVESTMENT FUNDS FOR EMPLOYEE BENEFIT TRUSTS | | 4.019.402 | 0,308% |
| BLACKROCK INTERNATIONAL INDEX V.I. FUND OF BLACKROCK VARIABLE SERIES FUNDS, INC. | | 5.785 | 0,000% |
| BLACKROCK LIFE LIMITED | | 11.964 | 0,001% |
| BLACKROCK LIFE LTD | | 95.428 | 0,007% |
| BLACKROCK MSCI EAFE EQUITY INDEX NON-LENDABLE FUND B | | 85.216 | 0,007% |
| BLACKROCK UCITS CCF | | 38.880 | 0,003% |
| BLKB EQUITY SWITZERLAND FOCUS | | 164.178 | 0,013% |
| BMO DIVERSIFIED INCOME PORTFOLIO | | 5.592 | 0,000% |
| BMO MSCI EAFE ESG LEADERS INDEXETF | | 3.631 | 0,000% |
| BMO MSCI EAFE INDEX ETF | | 155.952 | 0,012% |
| BNP PARIBAS ATHENA PRESTIGE ROBOTIQUE ET INTELLIGENCE ARTIFICIELLE | | 256.984 | 0,020% |
| BNP PARIBAS EASY - LOW CARBON 100 EUROZONE PAB | | 858 | 0,000% |
| BNP PARIBAS EASY - MSCI EMU SRI PAB | | 240.947 | 0,018% |
| BNP PARIBAS EASY - MSCI EUROPE ESG FILTERED MIN TE | | 98.847 | 0,008% |
| BNP PARIBAS EASY - MSCI EUROPE SRI PAB | | 150.815 | 0,012% |
| BNP PARIBAS EASY - MSCI WORLD SRI S-SERIES PAB 5% CAPPED | | 187.121 | 0,014% |
| BNP PARIBAS EASY FR - BNP PARIBAS EASY STOXX EUROPE 600 UCITS ETF | | 80.768 | 0,006% |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI ACWI SRI S-SERIES PAB 5 CAPPED UCITS ETF | | 5.678 | 0,000% |
| BNP PARIBAS EASY ICAV - BNP PARIBAS EASY MSCI WORLD MIN TE UCITS ETF | | 11.734 | 0,001% |
| BNP PARIBAS EASY MSCI EUROPE MIN TE | | 189.364 | 0,014% |
| BNP PARIBAS EQUITY - FOCUS ITALIA | | 41.046 | 0,003% |
| BNP PARIBAS FINANCE EUROPE ISR | | 123.981 | 0,009% |
| BNP PARIBAS FUNDS - EURO LOW VOL EQUITY | | 19.100 | 0,001% |
| BNP PARIBAS FUNDS - SEASONS | | 144.928 | 0,011% |
| BNPP DUBLIN / FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND II | | 71.644 | 0,005% |
| BNPP DUBLIN/FAM SERIES UCITS ICAV/DYNAMIC PROFILE FINECO AM FUND I | | 6.676 | 0,001% |
| BNY MELLON INTERNATIONAL EQUITY ETF | | 13.887 | 0,001% |
| BNY MELLON INTERNATIONAL STOCK INDEX FUND | | 8.016 | 0,001% |
| BNYM MELLON CF SL INTERNATIONAL STOCK INDEX FUND | | 36.296 | 0,003% |
| BNYM MELLON DT NSL INTERNATIONAL STOCK INDEX FUND | | 15.094 | 0,001% |
| BNZ WHOLESALE INTERNATIONAL EQUITIES (INDEX) FUND | | 5.886 | 0,000% |
| BOARD OF PENSIONS OF THE EVANGELICAL LUTHERAN CHURCH IN AMERICA | | 553 | 0,000% |
| BOARD OF TRUSTEES OF THE NATIONAL PROVIDENT FUND AS TRUSTEE OF THE GLOBAL ASSET TRUST | | 8.418 | 0,001% |
| BOCI PRUDENTIAL TRUSTEE LIMITED BOCPIFS EUIF | | 34.184 | 0,003% |
| BOOSTER WHOLESALE SCHEME | | 3.263 | 0,000% |
| BPI GLOBAL INVESTMENT FUND- BPI EUROPEAN FINANCIAL EQUITIES L/S | | 50.000 | 0,004% |
| BRIDGE BUILDER INTERNATIONAL E | | 24.869 | 0,002% |
| BRIDGE BUILDER TAX MANAGED | | 3.267 | 0,000% |
| BRIDGEWATER BLUE PEAK FUND LP. | | 1.194 | 0,000% |
| BRIDGEWATER PURE ALPHA FUND III LTD | | 3.486 | 0,000% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| BRIDGEWATER PURE ALPHA MAJOR MARKETS TRADING COMPANY LTD. | | 4.310 | 0,000% |
| BRIDGEWATER PURE ALPHA STERLING FUND LTD | | 2.330 | 0,000% |
| BRIDGEWATER PURE ALPHA TRADING COMPANY II LTD. | | 129.747 | 0,010% |
| BRIDGEWATER PURE ALPHA TRADING COMPANY IV LP | | 1.824 | 0,000% |
| BRIDGEWATER PURE ALPHA TRADING COMPANY LTD | | 15.642 | 0,001% |
| BRIGHTER SUPER | | 18.294 | 0,001% |
| BRIGHTHOUSE FUNDS TRUST I SCHRODERS GLOBAL MULTIASSET PORTFOLIO | | 4.330 | 0,000% |
| BRIGHTHOUSE FUNDS TRUST II METLIFE MSCI EAFE INDEX PORTFOLIO | | 38.593 | 0,003% |
| BRITISH COLUMBIA INVESTMENT MANAGEMENT CORPORATION. | | 1.047 | 0,000% |
| BRUCE POWER PENSION PLAN | | 44.918 | 0,003% |
| BRUNEI SHELL PETROLEUM COMPANY SENDIRIAN BERHAD | | 450 | 0,000% |
| BRUNSWICK UNIT 2 QUALIFIED NUCLEAR | | 12.525 | 0,001% |
| BSF FORMUE EUR EQUITY INDEX FUND | | 14.383 | 0,001% |
| BUILDERS ASSET MANAGEMENT WATER LLC | | 19.011 | 0,001% |
| BUMA-UNIVERSAL-FONDS I | | 3.913 | 0,000% |
| BUREAU OF LABOR FUNDS - LABOR RETIREMENT FUND | | 66.513 | 0,005% |
| BUREAU OF LABOR FUNDS-LABOR PENSION FUND | | 466.945 | 0,036% |
| BUREAU OF PUBLIC SERVICE PENSION FUND | | 10.990 | 0,001% |
| BUSS (QUEENSLAND) POOLED SUPERANNUATION TRUST | | 3.182 | 0,000% |
| BW DMO FUND LTD. | | 14.420 | 0,001% |
| BW PASPG LTD | | 4.269 | 0,000% |
| BW-M PA 24, LTD | | 3.339 | 0,000% |
| BWSP GLOBAL MACRO TRADING LIMITED | | 249 | 0,000% |
| CAISSE DE DEPOT ET PLACEMENT DUQUEBEC | | 727.048 | 0,056% |
| CALIFORNIA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 1.394.476 | 0,107% |
| CALIFORNIA STATE TEACHERS' RETIREMENT SYSTEM | | 42.760 | 0,003% |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX ETF | | 3.919 | 0,000% |
| CALVERT INTERNATIONAL RESPONSIBLE INDEX FUND | | 29.983 | 0,002% |
| CALVERT VP EAFE INTERNATIONAL INDEX PORTFOLIO | | 4.086 | 0,000% |
| CANADA PENSION PLAN INVESTMENT BOARD (CPPIB) | | 811.964 | 0,062% |
| CANOVAI ALBERTO | CNVLRT99A19A564R | 430 | 0,000% |
| CAPULA TAIL RISK MASTER FUND LIMITED | | 2.313 | 0,000% |
| CARDANO COMMON CONTRACTUAL FUND | | 2.143 | 0,000% |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY EUROPE | | 48.068 | 0,004% |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL | | 26.676 | 0,002% |
| CARDANO ESG TRANSITION ENHANCED INDEX EQUITY GLOBAL (I) | | 6.436 | 0,000% |
| CARESUPER | | 127.022 | 0,010% |
| CASSA DEPOSITI E PRESTITI SPA | 80199230584 | 457.138.500 | 35,000% |
| CATERPILLAR INC. MASTER RETIREMENT TRUST | | 5.218 | 0,000% |
| CATERPILLAR INVESTMENT TRUST. | | 43.826 | 0,003% |
| CAYMAN ISLANDS CHAMBER OF COMMERCE PENSION FUND | | 3.063 | 0,000% |
| CB NL AIF CLIENTS ASSETS TAXABLE | | 181.862 | 0,014% |
| CBP GROWTH SEGMENT AKTIEN GLOBAL- BEST STYLES | | 58.035 | 0,004% |
| CC AND L Q GLOBAL EQUITY FUND | | 1.739 | 0,000% |
| CC AND L Q GROUP GLOBAL EQUITY FUND | | 5.191 | 0,000% |
| CC AND L Q INTERNATIONAL EQUITY FUND | | 7.147 | 0,001% |
| CC&L Q WORLD EX-USA EQUITY EXTENSION MASTER FUND LTD. | | 26.448 | 0,002% |
| CCCVM TRANSITION ACTS MONDIALES | | 6.132 | 0,000% |
| CENTRAL BANK OF IRELAND - MSCI PAB | | 18.735 | 0,001% |
| CENTRAL PENSION FUND OF THE INTERNATIONAL UNION OF OPERATING | | 10.073 | 0,001% |
| CENTRAL PROVIDENT FUND BOARD | | 1.019 | 0,000% |
| CENTRALPENSIONFD SSGA SCI BETA LV 775358 | | 34.203 | 0,003% |
| CERES FONDS D ACTIONS MONDE | | 5.492 | 0,000% |
| CERVURITE INTERNATIONAL LLC | | 27.240 | 0,002% |
| CFSIL RE CNEALTH GS FD 16 | | 11.156 | 0,001% |
| CFSIL-COMMONWLTH GBL SHARE FD 17 | | 722.770 | 0,055% |
| CHALLENGE FUNDS - CHALLENGE INTERNATIONAL EQUITY FUND | | 13.101 | 0,001% |
| CHALLENGE FUNDS - CHALLENGE ITALIAN EQUITY | | 102.000 | 0,008% |
| CHALLENGE FUNDS - CHALLENGE PROVIDENT FUND 1 | | 29.400 | 0,002% |
| CHARLES C. GATES TRUST OF 6/30/1941 | | 3.478 | 0,000% |
| CHCP GLOBAL SECURITIES LP | | 2.533 | 0,000% |
| CHEVRON MASTER PENSION TRUST | | 2.773 | 0,000% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| CHORELIA N 3 | | 141.131 | 0,011% |
| CHORELIA N 7 | | 179.128 | 0,014% |
| CHORELIA N?11 | | 200.840 | 0,015% |
| CHORELIA N?9 | | 203.554 | 0,016% |
| CHURCH COMMISSIONERS FOR ENGLAND | | 7.878 | 0,001% |
| CHURCH OF ENGLAND INVESTMENT FUND FOR PENSIONS | | 7.046 | 0,001% |
| CIBC EUROPEAN INDEX FUND | | 2.048 | 0,000% |
| CIBC GL MAARS ALT CR REPO 011448 | | 1 | 0,000% |
| CIBC INTERNATIONAL EQUITY INDEX ETF | | 1.232 | 0,000% |
| CIBC INTERNATIONAL EQUITY INDEX POOL | | 1 | 0,000% |
| CIBC INTERNATIONAL INDEX FUND | | 27.628 | 0,002% |
| CIBC PENSION PLAN | | 26.565 | 0,002% |
| CIBC QX INTERNATIONAL LOW VOLATILITY DIVIDEND ETF | | 279.410 | 0,021% |
| CIN BELGIUM LIMITED | | 17 | 0,000% |
| CINDY SPRINGS LLC | | 42.020 | 0,003% |
| CITITRUST LIMITED | | 6.213 | 0,000% |
| CITITRUST LIMITED AS TRUSTEE OF BLACKROCK PREMIER FUNDS-BLACKROCK WORLD EQUITY INDEX FUND | | 2.634 | 0,000% |
| CITITRUST LTD | | 932 | 0,000% |
| CITY OF LOS ANGELES FIRE AND POLICE PENSION PLAN | | 18.545 | 0,001% |
| CITY OF NEW YORK DEFERRED COMPENSATION PLAN | | 18.150 | 0,001% |
| CITY OF NEW YORK GROUP TRUST | | 202.288 | 0,015% |
| CITY OF PHILADELPHIA PUBLIC EMPLOYEES RETIREMENT SYSTEM. | | 30.423 | 0,002% |
| CITY UNIVERSITY OF NEW YORK | | 331 | 0,000% |
| CM-AM CONVICTIONS EURO | | 200.000 | 0,015% |
| CM-AM PEA SECURITE | | 1.655.860 | 0,127% |
| CM-AM PEA SERENITE | | 426.629 | 0,033% |
| CO OPERATIVE SUPERANNUATION SOCIETY PENSION PLAN | | 40.928 | 0,003% |
| CO PERATIE KLAVERBLAD VERZEKERINGEN U.A. | | 17.523 | 0,001% |
| COLLEGE RETIREMENT EQUITIES FUND | | 359.094 | 0,027% |
| COLONIAL FIRST STATE INVESTMENT FUND 50. | | 8.070 | 0,001% |
| COLONIAL FIRST STATE WHOLESALE INDEXED GLOBAL SHARE FUND.. | | 40.471 | 0,003% |
| COMMINGLED PENSION TRUST FUND (EAFE EQUITY INDEX) OF JP MORGAN CHASE BANK, N.A. | | 253.248 | 0,019% |
| COMMONFUND STRATEGIC SOLUTIONS GLOBAL EQUITY, LLC | | 2.321 | 0,000% |
| COMMONWEALTH OF MASSACHUSETTS EMPLOYEES DEFERRED COMPENSATION PLAN | | 6.593 | 0,001% |
| COMMONWEALTH SUPERANNUATION CORPORATION AS TRUSTEE FOR ARIA | | 77.885 | 0,006% |
| CONNECTICUT GENERAL LIFE INSURANCE COMPANY | | 8.519 | 0,001% |
| CONNOR CLARK & LUNN COLLECTIVE INVESTMENT TRUST | | 19.484 | 0,001% |
| CONSERVATION INTERNATIONAL FOUNDATION, INC. | | 655 | 0,000% |
| CONSOLIDATED EDISON RETIREMENT PLAN | | 17.076 | 0,001% |
| CONSTELLATION FITZPATRICK QUALIFIED FUND | | 2.521 | 0,000% |
| CONSTRUCTION AND BUILDING UNIONS SUPERANNUATION FUND | | 2.633 | 0,000% |
| CONSUMERS ENERGY COMPANY NON-UNION WELFARE BENEFIT TRUST TO PROVIDE FOR RETIREE HEALTH CARE AND | | 995 | 0,000% |
| CORALIUM PEA SANT? | | 151.407 | 0,012% |
| COUNTY EMPLOYEES ANNUITY AND BENEFIT FUND OF COOK COUNTY | | 40.669 | 0,003% |
| CPR EUROLAND ESG | | 131.776 | 0,010% |
| CPR EUROPE ESG POCHE COR | | 41.073 | 0,003% |
| CREDIT SUISSE INDEX FUND (LUX) | | 442.442 | 0,034% |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR JAPAN SCIENCE AND TECHNOLOGY AGENCY 16619-9962 | | 33.879 | 0,003% |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR MIZUHO TRUST & BANKING CO., LTD. AS TRUSTEE FOR INTERNATIONAL EQUITY PASSIVE FUND | | 86.197 | 0,007% |
| CUSTODY BANK OF JAPAN, LTD. AS TRUSTEE FOR SMTB INVESCO GLOBAL ESG INSIGHT INDEX | | 1.011 | 0,000% |
| CUSTODY BANK OF JAPAN, LTD. RE: STB FOREIGN STOCK INDEX MOTHER FUND(CURRENCY HEDGED) | | 6.337 | 0,000% |
| DEAM FONDS ZDV | | 4.442 | 0,000% |
| DEE STREET GLOBAL EQUITY FUND | | 1.282 | 0,000% |
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT | | 145.545 | 0,011% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| DEKA INTERNATIONAL S.A. W/DEKA-EUROPAGARANT 90 | | 9.343 | 0,001% |
| DEKA INVESTMENT GMBH A FU 5 FONDS | | 12.017 | 0,001% |
| DEKA INVESTMENT GMBH A SRR U1 | | 3.810 | 0,000% |
| DEKA INVESTMENT GMBH DEKA VALUE EXTRA SEGM KINZIG | | 32.163 | 0,002% |
| DEKA INVESTMENT GMBH GLOBALE AKTIEN | | 15.235 | 0,001% |
| DEKA INVESTMENT GMBH KVR FONDS AKTIEN EUROPA | | 154.550 | 0,012% |
| DEKA INVESTMENT GMBH W/A-DOR-FONDS W/U21 | | 6.885 | 0,001% |
| DEKA INVESTMENT GMBH W/A-REVI 2 | | 35.000 | 0,003% |
| DEKA INVESTMENT GMBH W/DEKA EURO STOXX SEL.DIV.30UC.ETF | | 427.317 | 0,033% |
| DEKA INVESTMENT GMBH W/DEKA MSCI EMU CL.C.ESG UCITS ETF | | 18.193 | 0,001% |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE MC UCITS ETF | | 6.314 | 0,000% |
| DEKA INVESTMENT GMBH W/DEKA MSCI EUROPE UCITS ETF | | 40.459 | 0,003% |
| DEKA INVESTMENT GMBH W/DEKA MSCI WORLD UCITS ETF | | 24.552 | 0,002% |
| DEKA INVESTMENT GMBH W/DEKA STARKENBURG U04 AKTIEN BANTLEON | | 35.447 | 0,003% |
| DEKA INVESTMENT GMBH W/DEKA-ESG KOMMUNAL | | 10.342 | 0,001% |
| DEKA INVESTMENT GMBH W/DEKAFONDS-RA-HH W/DWS AKTIEN | | 34.378 | 0,003% |
| DEKA INVESTMENT GMBH W/DEKA-PRIVATVORSORGE AS | | 14.000 | 0,001% |
| DEKA INVESTMENT GMBH W/DK.MSCI EURO.CL.CH.ESG UCITS ETF | | 18.398 | 0,001% |
| DEKA INVESTMENT GMBH W/DK.MSCI WOR.CL.CH.ESG UCITS ETF | | 8.165 | 0,001% |
| DEKA INVESTMENT GMBH W/ELB-FM 1 U05 CS | | 15.869 | 0,001% |
| DEKA INVESTMENT GMBH W/KREBSHILFE 1-FONDS | | 4.610 | 0,000% |
| DEKA INVESTMENT GMBH W/LWH FONDS AKTIEN II | | 16.624 | 0,001% |
| DEKA INVESTMENT GMBH W/SE-RENDITE SEGMENT 3 | | 5.860 | 0,000% |
| DEKA INVESTMENT GMBH W/SH AKTIEN WELT PASSIV | | 590 | 0,000% |
| DEKA INVESTMENT GMBH W/SSH-FONDS W/U04 | | 88.100 | 0,007% |
| DEKA INVESTMENT GMBH W/SVAM-FONDS | | 8.459 | 0,001% |
| DEKA INVESTMENT GMBH W/TREMONIUS-FONDS | | 7.257 | 0,001% |
| DEKA INVESTMENT GMBH W/TUT-MASTERFONDS W/A-DAGOBERT U02 | | 18.639 | 0,001% |
| DEKA VALUE PLUS | | 143.484 | 0,011% |
| DEKA VERMOEGENSMANAGEMENT GMBH W/HAMBURGER ESG-FONDS - BEST IN PROGRESS | | 21.000 | 0,002% |
| DEKA VERMOEGENSMANAGEMENT GMBH W/VM BC AUSSCHÜTTUNGSCONCEPT REGIONAL ESG | | 9.200 | 0,001% |
| DEKA VERMOEGENSMANAGEMENT GMBH, NIEDERLASSUNG LUXEMBURG W/IDB-STRATEGIE WUPPERTAL | | 1.226 | 0,000% |
| DEKA-MASTER-HAEK 1 | | 9.731 | 0,001% |
| DEKA-RAB | | 45.699 | 0,003% |
| DESJARDINS INTERNATIONAL EQUITYIND EX ETF | | 26.593 | 0,002% |
| DESJARDINS RI DEVELOPED EXUSA EXCANADA LOW CO2 INDEX ETF | | 351 | 0,000% |
| DESJARDINS SECURITE FINANCIERE COMPAGNIE D'ASSURANCE VIE | | 1.122 | 0,000% |
| DESTINATIONS INTERNATIONAL EQU | | 8.148 | 0,001% |
| DEUTSCHE DCG EQ | | 1.719 | 0,000% |
| DEVELOPED EX-FOSSIL FUEL INDEX FUND B (FTDEVXFF) | | 1.587 | 0,000% |
| DEVIF-FONDS NR. 349 | | 4.983 | 0,000% |
| DFI LP EQUITY (PASSIVE | | 532 | 0,000% |
| DIGITAL FUNDS STARS EUROZONE | | 11.563 | 0,001% |
| DILLON MARKETABLE SECURITIES COMMON TRUST FUND. | | 1.830 | 0,000% |
| DIMENSIONAL FUNDS PLC | | 72.447 | 0,006% |
| DIMENSIONAL INTERNATIONAL VECTOR EQUITY ETF OF DIMENSIONAL E | | 1.928 | 0,000% |
| DNB BANK ASA | | 43.684 | 0,003% |
| DPAM DBI-RDT B EQUITIES EMU INDEX | | 30.600 | 0,002% |
| DPAM L EQUITIES EMU SRI MSCI INDEX | | 15.793 | 0,001% |
| DPAM L EQUITIES WORLD SRI MSCI INDEX | | 2.400 | 0,000% |
| DPCTA-MASTERFONDS | | 20.577 | 0,002% |
| DUKE ENERGY QUALIFIED NUCLEAR DECOMMISSIONING | | 22.120 | 0,002% |
| DUNHAM INTERNATIONAL STOCK FUND | | 3.924 | 0,000% |
| DWS INVESTMENT GMBH DRIVEINVEST FOR PENSIONS SEG 2 | | 19.703 | 0,002% |
| DWS INVESTMENT GMBH FOR DEAM-FONDS CPT | | 5.000 | 0,000% |
| DWS INVESTMENT GMBH FOR DEAMFONDS GSK 1 | | 5.654 | 0,000% |
| DWS INVESTMENT GMBH FOR DEAMFONDS KGPENSIONEN | | 2.700 | 0,000% |
| DWS INVESTMENT GMBH FOR DEAMFONDS PG EQ | | 13.396 | 0,001% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| DWS INVESTMENT GMBH FOR DWS ESGQI LOWVOL EUROPE | | 82.290 | 0,006% |
| DWS INVESTMENT GMBH FOR DWS QI EUROPEAN EQUITY | | 149.806 | 0,011% |
| DWS INVESTMENT GMBH FOR DWS QI EUROZONE EQUITY | | 39.640 | 0,003% |
| DWS INVESTMENT GMBH FOR DWS SYSTEMATIC EUROPEAN EQUITY | | 49.942 | 0,004% |
| DWS INVESTMENT GMBH FOR DWS-FONDS SFT MASTER | | 1.350 | 0,000% |
| DWS INVESTMENT GMBH FOR DWSMERKURFONDS 1 | | 26.908 | 0,002% |
| DWS INVESTMENT GMBH FOR GCB PENSION FUND GERMANY | | 16.258 | 0,001% |
| DWS INVESTMENT GMBH FOR MULTI-INDEX EQUITY FUND | | 4.766 | 0,000% |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS BPT | | 71.015 | 0,005% |
| DWS INVESTMENT GMBH ON BEHALF OF DWS FONDS ZDV EVO | | 1.316 | 0,000% |
| DWS MULTI ASSET PIR FUND | | 52.095 | 0,004% |
| DYNASTY INVEST LTD | | 1.134 | 0,000% |
| E TRADE NO FEE INTERNATIONAL INDEX FUND | | 240 | 0,000% |
| EBK-AKTIEN-UNIVERSAL-FONDS | | 76.801 | 0,006% |
| EGEPARGNE 2 DIVERSIFIE | | 19.708 | 0,002% |
| ELEVA UCITS FUND - ELEVA ABSOLUTE RETURN EUROPE | | 165.346 | 0,013% |
| EMBO-FONDS | | 11.075 | 0,001% |
| EMERGENCY SERVICES SUPERANNUATION SCHEME | | 2.465 | 0,000% |
| EMPLOYEES RETIREMENT SYSTEM OF THE CITY OF BALTIMORE | | 1 | 0,000% |
| EMPOWER ANNUITY INSURANCE COMPANY | | 64.699 | 0,005% |
| ENHANCED INDEX INTERNATIONAL SHARE FUND | | 21.104 | 0,002% |
| ENPAM | | 200.000 | 0,015% |
| ENTE NAZIONALE DI PREVIDENZA ED ASSISTENZA DEI MEDICI E DEGLI ODONTOIATRI | | 11.750.450 | 0,900% |
| ENVIRONMENT FUND | | 3.673 | 0,000% |
| EPARGNE ACTIONS MONDE ISR | | 89.181 | 0,007% |
| EQ ADVISORS TRUST - 1290 VT SMARTBETA EQUITY ESG PORTFOLIO | | 33.001 | 0,003% |
| EQ ADVISORS TRUST - ATM INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 26.765 | 0,002% |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC AGGRESSIVE GROWTH PORTFOLIO | | 4.314 | 0,000% |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC GROWTH PORTFOLIO | | 4.919 | 0,000% |
| EQ ADVISORS TRUST - EQ/AB DYNAMIC MODERATE GROWTH PORTFOLIO | | 6.624 | 0,001% |
| EQ ADVISORS TRUST - EQ/GLOBAL EQUITY MANAGED VOLATILITY PORTFOLIO | | 9.310 | 0,001% |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL CORE MANAGED VOLATILITY PORTFOLIO | | 14.979 | 0,001% |
| EQ ADVISORS TRUST - EQ/INTERNATIONAL MANAGED VOLATILITY PORTFOLIO | | 42.245 | 0,003% |
| EQUIPSUPER | | 57.778 | 0,004% |
| EQUITABLE FINANCIAL LIFE INSURANCE COMPANY | | 2.957 | 0,000% |
| ERAFP ACTIONS EURO I | | 592.588 | 0,045% |
| ERAFP ACTIONS EURO IV | | 274.204 | 0,021% |
| ERISA ACTION EUROPE N 2 | | 41.236 | 0,003% |
| ERISA ACTIONS GRANDES VALEURS | | 817.353 | 0,063% |
| ERSTE ASSET MANAGEMENT GMBH | | 441.100 | 0,034% |
| ESKOM PENSION AND PROVIDENT FUND | | 37.165 | 0,003% |
| ESPERIDES - S.A. SICAV-SIF | | 5.551 | 0,000% |
| ESSENTIA HEALTH | | 1.633 | 0,000% |
| EUROPE EQUITY INDEX ESG SCREENED FUND B(EURXCWB) | | 1.335 | 0,000% |
| EXELON CORPORATION EMPLOYEES' BENEFIT TRUST FOR UNION EMPLOYEES | | 1.072 | 0,000% |
| F.M. KIRBY TRUST DATED 1/3/75 F/B/O ALIC | | 3.419 | 0,000% |
| FACTORY MUTUAL INSURANCE COMPANY | | 5.790 | 0,000% |
| FAMILY INVESTMENTS CHILD TRUST FUND | | 5.916 | 0,000% |
| FAMILY INVESTMENTS GLOBAL ICVC FAMILY BALANCED INTERNATIONALFUND | | 7.919 | 0,001% |
| FCM INTERNATIONAL LLC | | 835 | 0,000% |
| FCP HUMANIS RETRAITE ACTIONS | | 297.159 | 0,023% |
| FCP HUMANIS RETRAITE ACTIONS BAS CARBONE | | 213.173 | 0,016% |
| FCP SODIUM I | | 30.421 | 0,002% |
| FEDERATED HERMES GLOBAL ALLOCATION FUND | | 3.151 | 0,000% |
| FEDEX CORPORATION EMPLOYEES PENSION TRUST | | 15.223 | 0,001% |
| FGV - ACTIONS EUROPE LM B | | 124.795 | 0,010% |
| FGV ACTIONS EUROPE LM A | | 16.067 | 0,001% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| FIDDLER PARTNERS LLC | | 474 | 0,000% |
| FIDELITY CONCORD STREET TRUST FIDELITY INTERNATIONAL INDEX FUND | | 1.495.132 | 0,114% |
| FIDELITY CONCORD STREET TRUST: FIDELITY SERIES INTERNATIONAL INDEX FUND | | 15.397 | 0,001% |
| FIDELITY CONCORD STREET TRUST: FIDELITY ZERO INTERNATIONAL INDEX FUND | | 81.250 | 0,006% |
| FIDELITY COVINGTON TRUST: FIDELITY TARGETED INTL FACTOR ETF | | 27.911 | 0,002% |
| FIDELITY FUNDS - GLOBAL QUALITY INCOME POOL | | 292 | 0,000% |
| FIDELITY GLOBAL EX-U.S. EQUITY INDEX INSTITUTIONAL TRUST | | 562 | 0,000% |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX EUROPE EX UK FUND | | 51.455 | 0,004% |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD ESG SCREENED FUND | | 184 | 0,000% |
| FIDELITY INVESTMENT FUNDS - FIDELITY INDEX WORLD FUND | | 97.365 | 0,007% |
| FIDELITY RUTLAND SQUARE TRUST II STRATEGIC ADVISERS INT FUND | | 489.400 | 0,037% |
| FIDELITY SAI INTERNATIONAL INDEX FUND | | 173.026 | 0,013% |
| FIDELITY SALEM STREET TRUST: FIDELITY FLEX INTERNATIONAL INDEX FUND | | 47.254 | 0,004% |
| FIDELITY SALEM STREET TRUST: FIDELITY GLOBAL EX U.S. INDEX FUND | | 186.693 | 0,014% |
| FIDELITY SALEM STREET TRUST: FIDELITY INTERNATIONAL SUSTAINA | | 15.167 | 0,001% |
| FIDELITY SALEM STREET TRUST: FIDELITY SERIES GLOBAL EX U.S. | | 832.136 | 0,064% |
| FIDELITY SALEM STREET TRUST: FIDELITY TOTAL INTERNATIONAL INDEX FUND | | 196.253 | 0,015% |
| FIDELITY UCITS ICAV/ FIDELITY GLOBAL QUALITY INCOME UCITS ETF | | 36.046 | 0,003% |
| FIDELITY UCITS II ICAV/FIDELITY MSCI EUROPE INDEX FUND | | 5.248 | 0,000% |
| FIDELITY UCITS II ICAV/FIDELITY MSCI WORLD INDEX FUND | | 12.362 | 0,001% |
| FIDEURAM COMPARTO PIANO AZIONI ITALIA | | 430.000 | 0,033% |
| FIDEURAM COMPARTO PIANO BILANCIATO ITALIA 50 | | 65.000 | 0,005% |
| FIDEURAM ITALIA | | 24.200 | 0,002% |
| FINALTIS EFFICIENT BETA EURO | | 4.994 | 0,000% |
| FIRE AND POLICE PENSION ASSOCIATION OF COLORADO | | 1 | 0,000% |
| FIRST PRIVATE EURO DIVIDENDEN STAUFER | | 75.136 | 0,006% |
| FIRST SENTIER INVESTORS GLOBAL UMBRELLA FUND PUBLIC LIMITED COMPANY | | 1.629 | 0,000% |
| FIRST TRUST DEVELOPED MARKETS EX US ALPHADEX FUND | | 80.016 | 0,006% |
| FIRST TRUST DOW JONES GLOBAL SELECT DIVIDEND INDEX FUND | | 333.751 | 0,026% |
| FIRST TRUST EUROPE ALPHADEX FUND | | 64.741 | 0,005% |
| FIRST TRUST EUROZONE ALPHADEX ETF | | 17.333 | 0,001% |
| FIRST TRUST EUROZONE ALPHADEX UCITS ETF | | 25.092 | 0,002% |
| FIRST TRUST GLOBAL CAPITAL STRENGTH ESG LEADERS UCITS ETF | | 77.719 | 0,006% |
| FIRST TRUST HORIZON MANAGED VOLATILITY DEVELOPED INTERNATIONAL ETF | | 12.722 | 0,001% |
| FIRST TRUST INTERNATIONAL CAPITAL STRENGTH ETF | | 10.019 | 0,001% |
| FIRST TRUST RIVERFRONT DYNAMIC DEVELOPED INTERNATIONAL ETF | | 44.365 | 0,003% |
| FIRST TRUST STOXX EUROPEAN SELECT DIVIDEND INDEX FUND | | 703.069 | 0,054% |
| FISCHER FAMILY TRUST | | 1.424 | 0,000% |
| FJARDE AP-FONDEN. | | 52.809 | 0,004% |
| FLEXSHARES MORNINGSTAR DEVELOPED MARKETS EX-US FACTOR TILT INDEX FUND | | 8.645 | 0,001% |
| FLEXSHARES STOXX GLOBAL ESG SELECT INDEX FUND | | 952 | 0,000% |
| FLORIDA GLOBAL EQUITY FUND LLC | | 4.654 | 0,000% |
| FLORIDA RETIREMENT SYSTEM | | 32.110 | 0,002% |
| FLORIDA RETIREMENT SYSTEM TRUST FUND | | 36.415 | 0,003% |
| FLORIDA RETSYS MINERVA 1009008 | | 14.956 | 0,001% |
| FLOURISH INVESTMENT CORPORATION | | 2.333 | 0,000% |
| FOLKSAM OMSESIDIG SAKFORSAKRING | | 17.361 | 0,001% |
| FONDACO OBIETTIVO WELFARE UCITS SICAV - EQUITY- EURO EQUITY | | 9.389 | 0,001% |
| FONDATION BOTNAR.. | | 20.429 | 0,002% |
| FONDAZIONE CASSA DI RISPARMIO IN BOLOGNA | 00499230373 | 1.702.438 | 0,130% |
| FONDAZIONE ROMA - GLOBAL PASSIVE EQUITIES | | 1.933 | 0,000% |
| FONDITALIA | | 917.680 | 0,070% |
| FONDOPOSTE | | 41.029 | 0,003% |
| FONDS DE SOLIDARITE DES TRAVAILLEURS DU QUEBEC (F.T.Q.) | | 1 | 0,000% |
| FONDS FUER STIFTUNGEN INVESCO | | 11.065 | 0,001% |



327

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| FOOD AND AGRICULTURE ORGANIZATION OF THE UNITED NATIONS | | 2.001 | 0,000% |
| FORD MOTOR COMPANY DEFINED BENEFIT MASTER TRUST., | | 5.589 | 0,000% |
| FORD MOTOR COMPANY OF CANADA LIMITED PENSION TRUST | | 664 | 0,000% |
| FOREIGN STOCK INDEX MOTHER FUND | | 29.833 | 0,002% |
| FORSTA AP - FONDEN | | 92.442 | 0,007% |
| FOVERUKA PENSION UNIVERSAL | | 7.109 | 0,001% |
| FRANKLIN INTERNATIONAL EQUITY INDEX ETF | | 6.059 | 0,000% |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROPE ETF | | 3.615 | 0,000% |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN FTSE EUROZONE ETF | | 2.484 | 0,000% |
| FRANKLIN TEMPLETON ETF TRUST - FRANKLIN INTERNATIONAL DIVIDEND MULTIPLIER INDEX | | 20.846 | 0,002% |
| FRANKLIN TEMPLETON ETF TRUST-FRANKLIN LIBERTYQ INT'L EQUITY HEDG | | 105.327 | 0,008% |
| FRANKLIN TEMPLETON ICAV | | 378.421 | 0,029% |
| FUNDACAO CALOUSTE GULBENKIAN | | 3.440 | 0,000% |
| FUNDO DE PENSOES . | | 5.355 | 0,000% |
| FUNDO DE SEGURANCA SOCIAL DO GOVERNO DA REGIAO ADMINISTRATIVA ESPECIAL DE MACAU | | 11.362 | 0,001% |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF FUTURE F | | 97.655 | 0,007% |
| FUTURE FUND BOARD OF GUARDIANS FOR AND ON BEHALF OF THE MEDI. | | 23.474 | 0,002% |
| FUTURE WORLD DEVELOPED EQUITY INDEX FUND (3500) | | 2.736 | 0,000% |
| G.A.-FUND-B - EQUITY BROAD EURO P | | 13.078 | 0,001% |
| G.A.-FUND-B - SUSTAINABLE WORLD EQUITIES | | 7.264 | 0,001% |
| GARD UNIT TRUST | | 9.721 | 0,001% |
| GARRISON PROPERTY AND CASUALTY INSURANCE COMPANY | | 1.841 | 0,000% |
| GENERAL ORGANISATION FOR SOCIAL INSURANCE. | | 408.653 | 0,031% |
| GENERAL PENSION AND SOCIAL SECURITY AUTHORITY | | 6.980 | 0,001% |
| GENERALI DIVERSIFICATION | | 944 | 0,000% |
| GENUS DIVIDEND EQUITY FUND GENUS CAPITAL MANAGEMENT | | 187.800 | 0,014% |
| GERANA SICAV-SIF, S.A. | | 8.456 | 0,001% |
| GLOBAL DEVELOPED MARKET PASSIVE EQUITY FUND | | 2.795 | 0,000% |
| GLOBAL EQUITIES ENHANCED INDEX FUND | | 336.988 | 0,026% |
| GLOBAL EQUITY SERIES OF SALT CREEK INVESTMENTS LLC | | 2.198 | 0,000% |
| GLOBAL MULTI ASSET STRATEGY FUND | | 3.396 | 0,000% |
| GLOBAL MULTI-FACTOR EQUITY FUND | | 18.746 | 0,001% |
| GLOBAL RESEARCH EQUITY EXTENDED MASTER FUND CAYMAN L.P. | | 3.300 | 0,000% |
| GLOBAL X MSCI SUPERDIVIDEND EAFE ETF | | 17.138 | 0,001% |
| GLS BANK AKTIENFONDS C/O UNIVERSAL-INVESTMENT- | | 700.000 | 0,054% |
| GMO BENCHMARK-FREE FUND | | 8.535 | 0,001% |
| GMO FUNDS PLC GMO GLOBAL REAL RETURN (UCITS) FUND | | 4.882 | 0,000% |
| GMO IMPLEMENTATION FUND | | 16.295 | 0,001% |
| GMT I PLACEMENTS TRADITIONNELS – ACTIONS ETRANGERES | | 18.806 | 0,001% |
| GODFOND SVERIGE & VARLDEN | | 4.688 | 0,000% |
| GOLDMAN SACHS ETF ICAV | | 82 | 0,000% |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA EUROPE E | | 19.164 | 0,001% |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVE BETA INTERNAT | | 433.618 | 0,033% |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS ACTIVEBETA WORLD LOW VOL PLUS EQUITY ETF | | 81.147 | 0,006% |
| GOLDMAN SACHS ETF TRUST GOLDMAN SACHS MARKETBETA INTERNATIO | | 20.375 | 0,002% |
| GOLDMAN SACHS ETF TRUST II GOLDMAN SACHS MARKETBETA TOTAL INTERNATIONAL EQUITY ETF | | 7.574 | 0,001% |
| GOLDMAN SACHS FUNDS III | | 123.480 | 0,009% |
| GOLDMAN SACHS TRUST GOLDMAN SACHS GLOBAL MANAGED BETA FUND | | 25.471 | 0,002% |
| GOVERNMENT EMPLOYEES SUPERANNUATION BRD | | 49.586 | 0,004% |
| GOVERNMENT OF NORWAY | | 700.000 | 0,054% |
| GOVERNMENT PENSION INVESTMENT FUND | | 2.136.270 | 0,164% |
| GOVERNMENT SUPERANNUATION FUND | | 12.310 | 0,001% |
| GRAHAM MARKET NEUTRAL QUANTITATIVE EQUITIES LTD. | | 30 | 0,000% |
| GREAT WEST CORE STRATEGIES INTERNATIONAL EQUITY FUND | | 12.968 | 0,001% |
| GREAT WEST INTERNATIONAL INDEX FUND | | 68.448 | 0,005% |

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|---|---|---|---|
| GREEN CENTURY MSCI INTERNATION | | 15.809 | 0,001% |
| GREENFINCH FOUNDATION | | 2.460 | 0,000% |
| GUIDEMARK WORLD EX-US FUND | | 18.125 | 0,001% |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY FUND | | 62.243 | 0,005% |
| GUIDESTONE FUNDS INTERNATIONAL EQUITY INDEX FUND. | | 25.999 | 0,002% |
| HARRIS UNIT 1 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 4.837 | 0,000% |
| HARTFORD SCHRODERS INTERNATIONAL MULTI-CAP VALUE FUND | | 397.156 | 0,030% |
| HARVEST GLOBAL VALUE OPPORTUNITIES EQUITY FUND | | 1.733 | 0,000% |
| HAWKES FAMILY LLC | | 1.283 | 0,000% |
| HAWTHORN DM LLC | | 9.507 | 0,001% |
| HC CAPITAL TRUST - THE ESG GROWTH PORTFOLIO | | 688 | 0,000% |
| HC CAPITAL TRUST- THE CATHOLIC SRI GROWTH PORTFOLIO | | 286 | 0,000% |
| HC CAPITAL TRUST- THE INSTITUTIONAL INTERNATIONAL EQUITY PORTFOL | | 6.699 | 0,001% |
| HC CAPITAL TRUST- THE INTERNATIONAL EQUITY PORTFOLIO | | 9.459 | 0,001% |
| HC RENTE | | 2.170 | 0,000% |
| HEALTHCARE EMPLOYEES PENSION | | 137.281 | 0,011% |
| HELIUM ALPHA | | 5.881 | 0,000% |
| HELVETIA I EUROPA | | 52.607 | 0,004% |
| HESTA | | 138.785 | 0,011% |
| HI PNWL DIVIDENDE PLUS FONDS | | 644.333 | 0,049% |
| HI-AKTIEN-AKTIV-FUNDAMENTAL-SFONDS | | 83.000 | 0,006% |
| HILLSDALE GLOBAL EQUITY FUND | | 6.898 | 0,001% |
| HI-PNWL-DIVIDENDE-PLUS-FONDS | | 217.327 | 0,017% |
| HI-PROAM-STIFTUNGSFONDS | | 2.393 | 0,000% |
| HI-PROVINZIAL-LOWRISK-DIVIDENDENSTRATEGIE-FONDS | | 13.830 | 0,001% |
| HMT HANSEMERKUR AKTIEN INVEST | | 1.524 | 0,000% |
| HMT-KVMV-FONDS THEODOR-HEUSS-A | | 439 | 0,000% |
| HONG KONG SPECIAL ADMINISTRATIVE REGION GOVERNMENT EXCHANGE | | 250.725 | 0,019% |
| HORIZON BUSINESS SRI DYN DBI-RDT | | 39.050 | 0,003% |
| HOSPITAL AUTHORITY PROVIDENT FUND SCHEME | | 13.596 | 0,001% |
| HOSTPLUS POOLED SUPERANNUATION TRUST | | 57.832 | 0,004% |
| HP+P STIFTUNGSFONDS | | 15.900 | 0,001% |
| HPE COMMON CONTRACTUAL FUND. | | 2.462 | 0,000% |
| HRW TESTAMENTARY TRUST NO. 11. | | 787 | 0,000% |
| HRW TESTAMENTARY TRUST NO. 12. | | 4.892 | 0,000% |
| HRW TESTAMENTARY TRUST NO. 2 | | 2.539 | 0,000% |
| HRW TESTAMENTARY TRUST NO. 3 | | 3.135 | 0,000% |
| HRW TESTAMENTARY TRUST NO. 6 | | 411 | 0,000% |
| HRW TESTAMENTARY TRUST NO. 7. | | 4.085 | 0,000% |
| HSBC ACTIONS MONDE | | 97.577 | 0,007% |
| HSBC BANK PLC AS TRUSTEE OF STATE STREET AUT EUROPE EX UK S CREENED INDEX EQUITY | | 141.593 | 0,011% |
| HSBC ETFS PLC - HSBC EUROPE SUSTAINABLE EQUITY UCITS ETF | | 203 | 0,000% |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC EUROPE EX UK SUSTAINABLE EQUITY UCITS ETF | | 414 | 0,000% |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI EUROPE UCITS ETF | | 12.170 | 0,001% |
| HSBC ETFS PUBLIC LIMITED COMPANY - HSBC MSCI WORLD UCITS ETF | | 3.597 | 0,000% |
| HSBC ETFS PUBLIC LIMITED COMPANY- HSBC DEVELOPED WORLD SUSTAINABLE EQUITY UCITS ETF | | 879 | 0,000% |
| HSBC EURO ACTIONS | | 323.566 | 0,025% |
| HSBC GLOBAL INVESTMENT FUNDS | | 59.360 | 0,005% |
| HSBC INDEX TRACKER INVESTMENT FUNDS - DEVELOPED WORLD SUSTAINABLE EQUITY INDEX FUND | | 1.218 | 0,000% |
| HSBC INDEX TRACKER INVESTMENT FUNDS - EUROPEAN INDEX FUND | | 18.319 | 0,001% |
| HSBC INDEX TRACKER INVESTMENT FUNDS - FTSE ALL-WORLD INDEX FUND | | 1.795 | 0,000% |
| HSBC POOLED INVESTMENT FUND - HSBC POOLED EUROPE EQUITY INDEX TRACKING FUND | | 14.268 | 0,001% |
| HUMANIS RETRAITE DIVERSIFIE | | 291.231 | 0,022% |
| IA CLARINGTON GLOBAL VALUE FUND | | 5.257 | 0,000% |
| IADB POST RETIREMENT BENEFITS FUND | | 14.689 | 0,001% |

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|---|---|---|---|
| IADB STAFF RETIREMENT FUND | | 40.700 | 0,003% |
| IAGAM GLOBAL EQUITY TRUST. | | 45.536 | 0,003% |
| IBM 401(K) PLUS PLAN TRUST | | 35.565 | 0,003% |
| IF IST - EUROPE INDEX SRI | | 9.821 | 0,001% |
| IF IST - GLOBE INDEX | | 22.328 | 0,002% |
| IG MACKENZIE INTERNATIONAL SMALL CAP FUND | | 531.149 | 0,041% |
| ILA - A-ILDSCG | | 2.038 | 0,000% |
| ILA - A-ILEZEQG | | 9.537 | 0,001% |
| ILA - A-ILGLOEQG | | 1.987 | 0,000% |
| ILA - A-ILGLOEQN | | 852 | 0,000% |
| ILA - RAFIMF | | 2.849 | 0,000% |
| ILA-A-ILIMCFHY | | 4.312 | 0,000% |
| ILA-A-ILSDMH | | 42.355 | 0,003% |
| ILA-ILSEAFE - SUSTAINABLE EAFE EQUITY | | 21.659 | 0,002% |
| ILA-LA WORLD ESG SCREENED FUND | | 5.226 | 0,000% |
| ILLINOIS MUNICIPAL RETIREMENT FUND | | 24.512 | 0,002% |
| IMCO GLOBAL PUBLIC EQUITY LP | | 77.168 | 0,006% |
| IMPACTASSETS INC. | | 202 | 0,000% |
| IMPERIAL INTERNATIONAL EQUITY POOL | | 14.911 | 0,001% |
| INARCASSA - CASSA NAZIONALE DI PREVIDENZA ED ASSISTENZA PER | 80122170584 | 3.130.190 | 0,240% |
| ING DIRECT SICAV | | 20.493 | 0,002% |
| INSPIRE INTERNATIONAL ETF 80 A | | 84.469 | 0,006% |
| INSTITUTIONAL RETIREMENT TRUST | | 9.922 | 0,001% |
| INTERFUND SICAV | | 22.622 | 0,002% |
| INTERNATIONAL BANK FOR RECONSTRUCTION AND DEVELOPMENT | | 8.314 | 0,001% |
| INTERNATIONAL CORE EQUITY PORTFOLIO OF DFA INVESTMENT DIMENSIONS GROUP INC | | 646.985 | 0,050% |
| INTERNATIONAL EQUITIES B UNIT TRUST | | 1.449 | 0,000% |
| INTERNATIONAL EQUITIES PASSIVE B UNIT TRUST | | 483 | 0,000% |
| INTERNATIONAL EQUITIES SECTOR TRUST | | 744 | 0,000% |
| INTERNATIONAL EQUITY FUND | | 3.862 | 0,000% |
| INTERNATIONAL EXPATRIATE BENEFIT MASTER TRUST | | 1.000 | 0,000% |
| INTERNATIONAL MONETARY FUND | | 30.572 | 0,002% |
| INTERNATIONAL MONETARY FUND RETIRED STAFF BENEFITS INVESTMENT ACCOUNT | | 4.019 | 0,000% |
| INTERNATIONAL MONETARY FUND STAFF RETIREMENT PLAN | | 13.901 | 0,001% |
| INTERNATIONAL TILTS MASTER PORTFOLIO OF MASTER INVESTMENT PORTFO | | 890.800 | 0,068% |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE A-EUROPA-LA-PASSIV | | 3.706 | 0,000% |
| INTERNATIONALE KAPITALANLAGEGESELLSCHAFT MBH RE INKA LUCK | | 68.221 | 0,005% |
| INVESCO ADVANTAGE INTERNATIONALFUND | | 1.388 | 0,000% |
| INVESCO FTSE RAFI DEVELOPED MARKETS EX U S ETF | | 61.933 | 0,005% |
| INVESCO FTSE RAFI EMERGING MARKETS UCITS ETF | | 85.378 | 0,007% |
| INVESCO FUNDS | | 767.843 | 0,059% |
| INVESCO GLOB ENHAN EQUITY UCITS ETF | | 352 | 0,000% |
| INVESCO GLOBAL BALANCED INDEX FUND UK | | 28.328 | 0,002% |
| INVESCO GLOBAL EQUITY INCOME ADVANTAGE FUND | | 6.169 | 0,000% |
| INVESCO GLOBAL EX UK CORE EQUITY INDEX FUND UK | | 18.263 | 0,001% |
| INVESCO GLOBAL EX UK ENHANCED INDEX FUND UK | | 25.748 | 0,002% |
| INVESCO MARKETS II PLC | | 31.724 | 0,002% |
| INVESCO MARKETS II PUBLIC LTD | | 26.285 | 0,002% |
| INVESCO MARKETS III PLC | | 77 | 0,000% |
| INVESCO MSCI EAFE INCOME ADVANTAGE ETF | | 2.927 | 0,000% |
| INVESCO MSCI EUR EQ WGHT UCITS ETF | | 68.423 | 0,005% |
| INVESCO MSCI WORLD SRI INDEX FUND | | 601 | 0,000% |
| INVESCO POOLED INVESTMENT FUND - EUROPE FUND | | 55.147 | 0,004% |
| INVESCO POOLED INVESTMENT FUND - GLOBAL STRATEGIC EQUITY FUN INSTITUTIONAL CLIENTS GROUP SECURITIES AND FUND SERVICES | | 47.045 | 0,004% |
| INVESCO S AND P INTERNATIONAL DEVELOPED LOW VOLATILITY ETF | | 102.373 | 0,008% |
| INVESCO S AND P INTERNATIONAL DEVELOPED MOMENTUM ETF | | 73.775 | 0,006% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| INVESTERINGSFORENINGEN BANKINVEST - EUROPAEISKE AKTIER ANSVARLIG UDVIKLING KL | | 139.811 | 0,011% |
| INVESTERINGSFORENINGEN BANKINVEST EUROPAEISKE AKTIER ANSVARLIG UDVIKLING AKK. KL | | 95.254 | 0,007% |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS BNP KL | | 9.736 | 0,001% |
| INVESTERINGSFORENINGEN DANSKE INVEST EUROPA INDEKS KL | | 13.896 | 0,001% |
| INVESTERINGSFORENINGEN DANSKE INVEST INDEX EUROPE RESTRICTED - ACCUMULATING KL | | 18.566 | 0,001% |
| INVESTERINGSFORENINGEN LAEGERNES INVEST LI AKTIER GLOBALE | | 1.796 | 0,000% |
| INVESTERINGSFORENINGEN NORDEA INVEST GLOBALE AKTIER INDEKS KL | | 3.723 | 0,000% |
| INVESTERINGSFORENINGEN NYKREDIT INVEST ENGROS GLOBALE AKTI | | 24.633 | 0,002% |
| INVESTERINGSFORENINGEN NYKREDIT INVEST TAKTISK ALLOKERING | | 24.767 | 0,002% |
| INVESTERINGSFORENINGEN SPARINVEST INDEX DOW JONES SUSTAINABILITY WORLD KL | | 25.097 | 0,002% |
| INVESTERINGSFORENINGEN SPARINVEST INDEX EUROPA VALUE KL | | 14.212 | 0,001% |
| INVESTITORI EUROPA | | 7.000 | 0,001% |
| INVESTITORI FLEXIBLE EQUITY ESG | | 1.760 | 0,000% |
| INVESTITORI PIAZZA AFFARI | | 25.500 | 0,002% |
| IOM UBS GLOBAL PASSIVE EQUITIES | | 5.346 | 0,000% |
| IOWA PUBLIC EMPLOYEES RETIREMENT SYSTEM | | 12.449 | 0,001% |
| IP ACTIONS EURO | | 8.537 | 0,001% |
| IPC MULTIFACTOR INTERNATIONAL EQUITY | | 4.327 | 0,000% |
| IRISH LIFE ASSURANCE PLC | | 59.767 | 0,005% |
| IRISH LIFE ASSURANCE. | | 39.283 | 0,003% |
| IRISH LIFE CLIMATE FOCUSED FUND | | 758 | 0,000% |
| IRONBARK ROYAL LONDON DIVERSIFIED G LOBAL SHARE FUND | | 14.781 | 0,001% |
| IRR K LLC | | 4.519 | 0,000% |
| ISHARES ALL-COUNTRY EQUITY INDEX FUND | | 1.197 | 0,000% |
| ISHARES BLOCKCHAIN AND TECH ETF | | 3.654 | 0,000% |
| ISHARES CORE MSCI EAFE ETF | | 3.044.354 | 0,233% |
| ISHARES CORE MSCI EAFE IMI INDEX ETF | | 30.939 | 0,002% |
| ISHARES CORE MSCI EUROPE ETF | | 211.985 | 0,016% |
| ISHARES CORE MSCI INTERNATIONALDEVELOPED MARKETS ETF | | 416.783 | 0,032% |
| ISHARES CORE MSCI TOTAL INTERNATIONAL STOCK ETF | | 632.658 | 0,048% |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG (AUD HEDGED) ETF | | 5.483 | 0,000% |
| ISHARES CORE MSCI WORLD EX AUSTRALIA ESG ETF | | 10.465 | 0,001% |
| ISHARES ESG ADVANCED MSCI EAFE ETF | | 42.268 | 0,003% |
| ISHARES ESG ADVANCED MSCI EAFE INDEX ETF | | 8.474 | 0,001% |
| ISHARES EURO STOXX SELECT DIVIDEND 30 UCITS ETF (DE) | | 994.259 | 0,076% |
| ISHARES EURO STOXX UCITS ETF (DE) | | 191.446 | 0,015% |
| ISHARES II PUBLIC LIMITED COMPANY | | 1.236.388 | 0,095% |
| ISHARES III PUBLIC LIMITED COMPANY | | 1.235.638 | 0,095% |
| ISHARES INTERNATIONAL EQUITY FACTOR ETF | | 143.329 | 0,011% |
| ISHARES INTERNATIONAL FUNDAMENTAL INDEX ETF | | 541 | 0,000% |
| ISHARES IV PUBLIC LIMITED COMPANY | | 1.337.371 | 0,102% |
| ISHARES MSCI ACWI ETF | | 98.290 | 0,008% |
| ISHARES MSCI ACWI EX U.S. ETF | | 99.097 | 0,008% |
| ISHARES MSCI ACWI LOW CARBON TARGET ETF | | 24.340 | 0,002% |
| ISHARES MSCI EAFE ETF | | 1.529.206 | 0,117% |
| ISHARES MSCI EAFE INTERNATIONALINDEX FUND | | 288.895 | 0,022% |
| ISHARES MSCI EAFE VALUE ETF | | 1.042.422 | 0,080% |
| ISHARES MSCI EUR QLTY DIV UCITS ETF | | 476.761 | 0,037% |
| ISHARES MSCI EUROPE FINANCIALS ETF | | 616.770 | 0,047% |
| ISHARES MSCI EUROPE IMI INDEX ETF | | 3.689 | 0,000% |
| ISHARES MSCI EUROZONE ETF | | 551.177 | 0,042% |
| ISHARES MSCI GLOBAL MULTIFACTORETF | | 5.987 | 0,000% |
| ISHARES MSCI INTL MOMENTUM FACTOR ETF | | 120.790 | 0,009% |
| ISHARES MSCI ITALY ETF | | 545.080 | 0,042% |
| ISHARES MSCI KOKUSAI ETF | | 1.622 | 0,000% |
| ISHARES MSCI WORLD ETF | | 32.928 | 0,003% |
| ISHARES MSCI WORLD EX AUSTRALIA MOMENTUM ETF | | 144 | 0,000% |
| ISHARES PARIS-ALIGNED CLIMATE MSCI WORLD EX USA ETF | | 5.733 | 0,000% |

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|---|---|---|---|
| ISHARES PUBLIC LIMITED COMPANY | | 2.691.275 | 0,206% |
| ISHARES STOXX EUROPE 600 FINANCIAL SERVICES UCITS ETF DE | | 72.374 | 0,006% |
| ISHARES STOXX EUROPE 600 UCITS ETF (DE) | | 347.245 | 0,027% |
| ISHARES STOXX EUROPE MID 200 UCITS ETF (DE) | | 145.621 | 0,011% |
| ISHARES STOXX EUROPE SELECT DIVIDEND 30 UCITS ETF (DE) | | 822.423 | 0,063% |
| ISHARES STOXX GLOBAL SELECT DIVI100 UCITS ETF DE | | 1.979.158 | 0,152% |
| ISHARES V PUBLIC LIMITED COMPANY | | 307.933 | 0,024% |
| ISHARES VI PUBLIC LIMITED COMPANY | | 289.473 | 0,022% |
| ISHARES VII PUBLIC LIMITED COMPANY | | 981.817 | 0,075% |
| ISHARES WHOLESALE INTERNATIONAL EQUITY INDEX FUND | | 38.547 | 0,003% |
| ISHARES WHOLESALE SCREENED INTERNATIONAL EQUITY INDEX FUND | | 2.409 | 0,000% |
| ISHARES WORLD EX SWITZERLAND EQUITY INDEX FUND II (CH) | | 3.662 | 0,000% |
| JANE TAFT INGALLS TR DTD 12 6 51 FDC ATTN GARY LOMBARDO | | 371 | 0,000% |
| JANUS HENDERSON HORIZON FUND - EUROLAND FUND | | 602.852 | 0,046% |
| JEFFREY LLC | | 7.080 | 0,001% |
| JNL INTERNATIONAL INDEX FUND | | 71.027 | 0,005% |
| JNL/DFA INTERNATIONAL CORE EQUITY FUND | | 9.139 | 0,001% |
| JNL/JPMORGAN GLOBAL ALLOCATION FUND | | 1.330 | 0,000% |
| JNL/MELLON MSCI WORLD INDEX FUND | | 5.947 | 0,000% |
| JOHN HANCOCK FUNDS II INTERNATIONAL STRATEGIC EQUITY ALLOCATION FUND | | 76.991 | 0,006% |
| JOHN HANCOCK INTERNATIONAL HIGHDIVIDEND ETF | | 9.242 | 0,001% |
| JOHN HANCOCK LIFE AND HEALTH INSURANCE COMPANY | | 28.121 | 0,002% |
| JOHN HANCOCK MULTIFACTOR DEVELOPED INTERNATIONAL ETF | | 22.738 | 0,002% |
| JOHN HANCOCK TRUST COMPANY COLLECTIVE INVESTMENT TRUST | | 32.130 | 0,002% |
| JOHN HANCOCK VARIABLE INSURANCE TRUST INTERNATIONAL EQUITY INDEX TRUST. | | 16.613 | 0,001% |
| JOHN HANCOCK VARIABLE INSURANCETRUST STRAT EQ ALLOCATION TRUST | | 54.567 | 0,004% |
| JOHN T. WALTON FAMILY TRUST | | 120.586 | 0,009% |
| JOSHUA GREEN CORPORATION | | 3.450 | 0,000% |
| JPM MULTI INCOME FUND | | 25.190 | 0,002% |
| JPMORGAN BETABUILDERS EUROPE ETF | | 175.059 | 0,013% |
| JPMORGAN BETABUILDERS INTERNATIONAL EQUITY ETF | | 132.623 | 0,010% |
| JPMORGAN DEVELOPED INTERNATIONAL VALUE FUND | | 162.006 | 0,012% |
| JPMORGAN DIVERSIFIED RETURN INTERNATIONAL EQUITY ETF | | 53.915 | 0,004% |
| JPMORGAN ETFS (IRELAND) ICAV - GLOBAL EQUITY MULTI-FACTOR UCITS ETF | | 13.151 | 0,001% |
| JPMORGAN EUROPE STRATEGIC DIVIDEND FUND | | 3.486 | 0,000% |
| JPMORGAN FLEXIBLE INCOME ETF | | 198 | 0,000% |
| JPMORGAN FUND ICVC - JPM MULTI-ASSET INCOME FUND | | 3.264 | 0,000% |
| JPMORGAN FUNDS | | 354.244 | 0,027% |
| JPMORGAN GLOBAL ALLOCATION FUND | | 4.019 | 0,000% |
| JPMORGAN INCOME BUILDER FUND | | 76.135 | 0,006% |
| JPMORGAN INVESTMENT FUNDS | | 347.020 | 0,027% |
| JPMORGAN MULTI BALANCED FUND | | 2.159 | 0,000% |
| JTW TRUST NO. 2 UAD 9/19/02. | | 2.007 | 0,000% |
| JTW TRUST NO. 3 UAD 9/19/02. | | 2.827 | 0,000% |
| JTW TRUST NO. 4 UAD 9/19/02. | | 2.036 | 0,000% |
| JTW TRUST NO. 5 UAD 9/19/02. | | 1.555 | 0,000% |
| JUNON ACTIONS OBLIGATIONS | | 221.998 | 0,017% |
| K INVESTMENTS SH LIMITED. | | 34.350 | 0,003% |
| KAISER FOUNDATION HOSPITALS | | 6.781 | 0,001% |
| KAISER PERMANENTE GROUP TRUST | | 5.311 | 0,000% |
| KAP IP GLO EQUI III 56097 | | 10.289 | 0,001% |
| KAP MPI INTERNATIONALE AKTIER 55016 | | 139.345 | 0,011% |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA LINK - INDEKS GLOBALE AKTIER | | 3.011 | 0,000% |
| KAPITALFORENINGEN DANSKE INVEST INSTITUTIONAL AFDELING DANICA PENSION - AKTIER 5 | | 72.462 | 0,006% |
| KAPITALFORENINGEN EMD INVEST VERDENSINDEKS | | 8.758 | 0,001% |
| KAPITALFORENINGEN INVESTIN PRO GLOBAL EQUITIES I | | 17.756 | 0,001% |
| KAPITALFORENINGEN INVESTIN PRO GLOBALE AKTIER INDEX | | 29.365 | 0,002% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| KAPITALFORENINGEN LAEGERNES INVEST KLI AKTIER GLOBALE INDENYKREDIT PORTEFOELJE ADMINISTRATION AS | | 18.873 | 0,001% |
| KAPITALFORENINGEN SAMPENSION INVEST, GLOBALT AKTIEINDEKS ENHANCED | | 176.190 | 0,013% |
| KAS BANK PF | | 632 | 0,000% |
| KBC ECO FUND/WORLD | | 13.970 | 0,001% |
| KBC EQUITY FUND EUROZONE | | 377.140 | 0,029% |
| KBC EQUITY FUND EUROZONE DBI-RDT | | 47.780 | 0,004% |
| KBC EQUITY FUND SRI EUROZONE | | 619.635 | 0,047% |
| KBC EQUITY FUND WORLD | | 125.793 | 0,010% |
| KBC EQUITY FUND/EUROPE | | 34.784 | 0,003% |
| KBC EQUITY FUND/SRI WORLD | | 162.329 | 0,012% |
| KBC EQUITY FUND/WORLD DBI-ROT | | 29.453 | 0,002% |
| KBC EQUITY SRI WORLD DBI-RDT | | 20.462 | 0,002% |
| KBC INST FUND EURO EQUITY | | 53.482 | 0,004% |
| KBC INSTITUTIONAL FUND SRI EURO | | 79.283 | 0,006% |
| KBC INSTITUTIONAL FUND/SRI WORLD EQUITY | | 32.384 | 0,002% |
| KBI FUNDS ICAV | | 14.564 | 0,001% |
| KBI GLOBAL INVESTMENT FUND | | 8.844 | 0,001% |
| KEB HANA BANK ATF MIRAE ASSET ER DEVELOPED NATION MULTI FACTOR PRIVATELY PLACED MASTER INVESTMENT TRUST 1 | | 75.651 | 0,006% |
| KEB HANA-KOREA POST-MIRAE TRIUMPH MU FA 1 CPR | | 50.120 | 0,004% |
| KESKINÄINEN VAKUUTUSYHTIÖ FENNIA | | 9.102 | 0,001% |
| KLAVERBLAD SCHADEVERZEKERINGSMAATSCHAPPI | | 19.773 | 0,002% |
| KOKUSAI EQUITY INDEX FUND, A S | | 12.306 | 0,001% |
| KOMMUNAL LANDSPENSJONSKASSE GJENSIDIG FORSIKRINGSSELSKAP | | 69.228 | 0,005% |
| KUMPULAN WANG PERSARAAN DIPERBADANKAN | | 13.139 | 0,001% |
| KUTXABANK GESTION SGIIC, S.A. | | 242.248 | 0,019% |
| KUTXABANK PENSIONES, S.A., SGFP | | 99.319 | 0,008% |
| LA FRANCAISE SYSTEMATIC EUROPEAN EQUITIES | | 52.795 | 0,004% |
| LA FRANCAISE SYSTEMATIC MULTI ASSET ALLOCATION | | 1.690 | 0,000% |
| LACERA MASTER OPEB TRUST | | 11.377 | 0,001% |
| LACM GLOBAL EQUITY FUND LP | | 1.877 | 0,000% |
| LAKE AVENUE INVESTMENTS LLC | | 18.058 | 0,001% |
| LARGE CAP INTL PORTFOLIO OF DFA INV | | 154.290 | 0,012% |
| LAWRENCE LIVERMORE NATIONAL SECURITY LLC AND TRIAD NATIONAL SECURITY LLC DEFINED BENEFIT PLAN GROUP TRUST | | 8.200 | 0,001% |
| LAZARD ASSET MANAGEMENT LLC | | 118 | 0,000% |
| LBPAM 3 MOIS | | 2.182.558 | 0,167% |
| LBPAM ACTIONS DIVIDENDES EUROP | | 3.163 | 0,000% |
| LBPAM ISR ACTIONS 80 | | 63.889 | 0,005% |
| LBPAM ISR ACTIONS EURO LARGE CAP | | 3.599 | 0,000% |
| LBPAM ISR ACTIONS EUROMONDE | | 124.806 | 0,010% |
| LBPAM ISR ACTIONS EUROPE 50 | | 375.097 | 0,029% |
| LBPAM ISR ACTIONS FOCUS EURO | | 87.076 | 0,007% |
| LBPAM ISR AVENIR EURO | | 956 | 0,000% |
| LBPAM ISR STRATEGIE PEA 1 | | 10.996 | 0,001% |
| LBPAM ISR STRATEGIE PEA 2 | | 17.216 | 0,001% |
| LBPAM SHORT TERM | | 133.000 | 0,010% |
| LCL ACTIONS EURO CORE+ | | 69.430 | 0,005% |
| LCL ACTIONS MONDE HORS EUROPE EURO | | 186.002 | 0,014% |
| LCL TRIPLE HORIZON (SEPT 2021) | | 122.133 | 0,009% |
| LEADERSEL P.M.I | | 29.030 | 0,002% |
| LEGAL & GENERAL ASSURANCE SOCIETY LIMITED | | 655 | 0,000% |
| LEGAL & GENERAL FUTURE WORLD ESG T&O DEVELOPED FOSSIL FUEL E | | 6.009 | 0,000% |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED DEVELO | | 30.046 | 0,002% |
| LEGAL & GENERAL FUTURE WORLD ESG TILTED AND OPTIMISED EUROPE | | 8.830 | 0,001% |
| LEGAL & GENERAL FUTURE WORLD GLOBAL MULTI-FACTOR ESG TILTED | | 330 | 0,000% |
| LEGAL & GENERAL GLOBAL EQUITY INDEX FUND | | 12.796 | 0,001% |
| LEGAL & GENERAL ICAV. | | 6.172 | 0,000% |
| LEGAL & GENERAL MSCI EAFE FUND LLC | | 39.561 | 0,003% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| LEGAL & GENERAL MSCI EAFE SL FUND LLC | | 27.903 | 0,002% |
| LEGAL & GENERAL MSCI WORLD SOCIALLY RESPONSIBLE INVESTMENT ( | | 16.397 | 0,001% |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LIMITEDONS MANAGEMENT) LIMITED | | 162.311 | 0,012% |
| LEGAL AND GENERAL ASSURANCE ( PENSIONS MANAGEMENT) LTD PMC FTSE TPI GLOBAL (EX FOSSIL FUELS) EQUITY INDEX FUND | | 2.953 | 0,000% |
| LEGAL AND GENERAL ASSURANCE (PENSIONS MANAGEMENT) LIMITED | | 1.260.036 | 0,096% |
| LEGAL AND GENERAL ASSURANCE PENSIONS MANAGEMENT LIMITED | | 14.483 | 0,001% |
| LEGAL AND GENERAL CCF | | 24.279 | 0,002% |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST. | | 40.947 | 0,003% |
| LEGAL AND GENERAL COLLECTIVE INVESTMENT TRUST.. | | 272 | 0,000% |
| LEGAL AND GENERAL EUROPEAN INDEX TRUST | | 195.654 | 0,015% |
| LEGAL AND GENERAL INTERNATIONAL INDEX TRUST | | 61.961 | 0,005% |
| LEGAL AND GENERAL UCITS ETF PLC | | 144.585 | 0,011% |
| LEGG MASON INTERNATIONAL LOW VOLATILITY HIGH DIVIDEND ETF | | 362.985 | 0,028% |
| LFM ACTIONS MONDE VOLATILITE C | | 89.564 | 0,007% |
| LGIM MANAGERS (EUROPE) LIMITED | | 33.279 | 0,003% |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME | | 4.600 | 0,000% |
| LGPS CENTRAL AUTHORISED CONTRACTUAL SCHEME.. | | 399 | 0,000% |
| LM FUND LP | | 474 | 0,000% |
| LMAP 909 SUB FUND OF LMAP IRELAND ICAV | | 2.661 | 0,000% |
| LMT MRT BLRK EUROPE VALUE 775373 | | 7.397 | 0,001% |
| LOCKHEED MARTIN CORPORATION DEFINED CONTRIBUTION PLANS MASTER TR | | 318 | 0,000% |
| LOCKHEED MARTIN CORPORATION MASTER RETIREMENT TRUST | | 5.496 | 0,000% |
| LOF TARGETNETZERO EUROPE EQUITY | | 6.189 | 0,000% |
| LOF TARGETNETZERO GLOBAL EQUITY | | 2.054 | 0,000% |
| LONDON LGPS CIV AUTHORISED CONTRACTUAL SCHEME. | | 11.075 | 0,001% |
| LOS ANGELES CITY EMPLOYEES' RETIREMENT SYSTEM. | | 25.820 | 0,002% |
| LOS ANGELES COUNTY EMPLOYEES RETIREMENT ASSOCIATI | | 2.437 | 0,000% |
| LUCENT TECHNOLOGIES INC DEFINED CONTRIBUTION PLAN MASTER TRUST | | 70.070 | 0,005% |
| LUMYNA-MARSHALL WACE UCITS SICAV -LUMYNA -MW TOPS ENV FOCUS( | | 8.251 | 0,001% |
| LUMYNA-MARSHALL WACE UCITS SICAV-LUMYNA-MW TOPS UCITS FUND | | 65.083 | 0,005% |
| LUXCELLENCE-HELVETIA EUROP EQUITY | | 6.312 | 0,000% |
| LVIP DIMENSIONAL INTERNATIONAL CORE EQUITY FUND | | 9.286 | 0,001% |
| LVIP SSGA DEVELOPED INTERNATIONAL 150 FU | | 221.071 | 0,017% |
| LVIP SSGA INTERNATIONAL INDEX FUND | | 58.233 | 0,004% |
| LVM LANDWIRTSCHAFTLICHER VERSICHERUNGSVEREIN MUENSTER A.G. | | 45.566 | 0,003% |
| LYXOR FTSE MIB UCITS ETF | | 422.304 | 0,032% |
| LYXOR MSCI EUROPE UCITS ETF | | 30.242 | 0,002% |
| M INTERNATIONAL EQUITY FUND | | 2.463 | 0,000% |
| M PRIME EUROPE STOCKS | | 223 | 0,000% |
| MACK EAFE EQUITY POOL | | 11.863 | 0,001% |
| MACKENZIE INTERNATIONAL EQUITY INDEX ETF | | 19.532 | 0,001% |
| MACQUARIE INTERNATIONAL EQUITIES FUND | | 17.922 | 0,001% |
| MACQUARIE MULTI-FACTOR FUND | | 6.015 | 0,000% |
| MAN FUNDS XII SPC-MAN 1783 I SP C/O MAPLES SECRETARIES (CAYMAN) LIMITED | | 3.898 | 0,000% |
| MANAGED PENSION FUNDS LIMITED | | 3.947 | 0,000% |
| MANDARINE EQUITY INCOME | | 4.285 | 0,000% |
| MANDAT ACTION HGAM | | 215.978 | 0,017% |
| MANULIFE INVESTMENT MANAGEMENT INTERNATIONAL EQUITY INDEX POOLED FUND | | 24.109 | 0,002% |
| MANULIFE MULTIFACTOR DEVELOPED INTERNATIONAL INDEX ETF | | 10.341 | 0,001% |
| MANVILLE PERSONAL INJURY SETTLEMENT TRUST | | 1.514 | 0,000% |
| MARIGOLD TACTICAL STRATEGIES LTD | | 1.388 | 0,000% |
| MARSHALL WACE INVESTMENT STRATEGIES - GLOBAL FINANCIALS MARK | | 10.427 | 0,001% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| MARSHALL WACE INVESTMENT STRATEGIES-TOPS INTERNATIONAL EQUIT | | 55.636 | 0,004% |
| MARYLAND STATE RETIREMENT PENSION SYSTEM | | 44.400 | 0,003% |
| MASTERFONDS BANTHUS | | 11.259 | 0,001% |
| MASTERINVEST KAPITALANLAGE GMBH | | 2.426 | 0,000% |
| MATB MSCI KOKUSAI INDEX MOTHER FUND | | 7.663 | 0,001% |
| MBB PUBLIC MARKETS I LLC | | 30.773 | 0,002% |
| MBB SMART FUND C LLC | | 14.329 | 0,001% |
| MBB SMART FUND P LLC | | 12.148 | 0,001% |
| MCIC VERMONT (A RECIPROCAL RISKRETENTION GROUP) | | 1.625 | 0,000% |
| MD INTERNATIONAL GROWTH FUND | | 4.411 | 0,000% |
| MD INTERNATIONAL VALUE FUND | | 7.898 | 0,001% |
| MDPIM INTERNATIONAL EQUITY INDEX POOL | | 27.212 | 0,002% |
| MDPIM INTERNATIONAL EQUITY POOL | | 123.133 | 0,009% |
| MEAG MUNICH ERGO KAPITALANLAGEGESELLSCHAFT MBH | | 27.767 | 0,002% |
| MEDIOLANUM GESTION SGIIC, SA | | 5.386 | 0,000% |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE FUTURO ITALIA | | 1.170.000 | 0,090% |
| MEDIOLANUM GESTIONE FONDI SGR - FLESSIBILE SVILUPPO ITALIA | | 170.000 | 0,013% |
| MERCER GLOBAL EQUITY FUND | | 34.419 | 0,003% |
| MERCER INDEXED INTERNATIONAL SHARES FUND | | 37.972 | 0,003% |
| MERCER MULTI-MANAGER INTERNATIONAL SHARES FUND | | 832 | 0,000% |
| MERCER NONUS CORE EQUITY FUND | | 262.370 | 0,020% |
| MERCER PASSIVE INTERNATIONAL SHARES FUND | | 13.316 | 0,001% |
| MERCER PASSIVE SUSTAINABLE INTERNATIONAL SHARES FUND | | 2.084 | 0,000% |
| MERCER PRIVATE WEALTH INTERNATIONAL FOCUSED EQUITY POOL | | 12.465 | 0,001% |
| MERCER QIF COMMON CONTRACTUAL FUND | | 154.589 | 0,012% |
| MERCER UCITS COMMON CONTRACTUALFUND | | 31.680 | 0,002% |
| MERCER UNHEDGED OVERSEAS SHARES TRUST | | 162.993 | 0,012% |
| MERCER WHOLESALE FUNDS | | 1.392 | 0,000% |
| MERCK AND CO INC MASTER RETIREMENT TRUST | | 111.328 | 0,009% |
| METALLRENTE FONDS PORTFOLIO | | 30.392 | 0,002% |
| METIS EQUITY TRUST | | 2.593 | 0,000% |
| METROPOLITAN EMPLOYEE BENEFIT SYSTEM | | 6.573 | 0,001% |
| METROPOLITAN LIFE INSURANCE COMPANY | | 10.063 | 0,001% |
| MGF | | 46.878 | 0,004% |
| MGI FUNDS PLC | | 77.360 | 0,006% |
| MGTS AFH DA EURO JPM GROWTH | | 32.056 | 0,002% |
| MGTS AFH DA EURO JPM VALUE | | 55.318 | 0,004% |
| MI FONDS K12 | | 42.009 | 0,003% |
| MICHAEL AND MAIRA CAREN TRUST 930 | | 1.217 | 0,000% |
| MICHIGAN CATHOLIC CONFERENCE | | 1.048 | 0,000% |
| MICHIGAN CATHOLIC CONFERENCE MASTER PENSION TRUST | | 1.992 | 0,000% |
| MICROSOFT CORPORATION SAVINGS PLUS 401(K) PLAN | | 24.736 | 0,002% |
| MIDDLETOWN WORKS HOURLY AND SALARIED UNION | | 706 | 0,000% |
| MI-FONDS 384 | | 23.719 | 0,002% |
| MI-FONDS F47 | | 32.464 | 0,002% |
| MIGROS BANK (LUX) FONDS 30 | | 1.100 | 0,000% |
| MIGROS BANK (LUX) FONDS 40 (EUR) | | 1.190 | 0,000% |
| MIGROS BANK (LUX) FONDS 50 | | 1.540 | 0,000% |
| MINDEROO FOUNDATION LIMITED ATO THE MINDEROO FOUNDATION TRUS | | 2.999 | 0,000% |
| MINEWORKERS' PENSION SCHEME | | 7.996 | 0,001% |
| MINISTERO DELL'ECONOMIA E DELLE FINANZE | 80415740580 | 382.127.890 | 29,257% |
| MINISTRY OF ECONOMY AND FINANCE | | 167.790 | 0,013% |
| MISSOURI EDUCATION PENSION TRUST | | 187.626 | 0,014% |
| MM DEVELOPED WORLD EQUITY INDEX FUND II | | 13.875 | 0,001% |
| MOA INTERNATIONAL FUND | | 634.404 | 0,049% |
| MOBIUS LIFE LIMITED. | | 13.906 | 0,001% |
| MONETARY AUTHORITY OF MACAO | | 1 | 0,000% |
| MONTSEGUR CROISSANCE | | 131.203 | 0,010% |
| MORELLI FRANCESCO | MRLFNC60D28E716Q | 110 | 0,000% |
| MORGAN STANLEY INSTITUTIONAL FUND TRUST - GLOBAL STRATEGIST PORTFOLIO | | 1.886 | 0,000% |
| MORGAN STANLEY PATHWAY FUNDS - | | 12.751 | 0,001% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| MORGAN STANLEY VARIABLE INSURANCE F UND, INC. GLOBAL STRATEGI ST PORTFOLIO | | 102 | 0,000% |
| MOTABILITY AS SOLE TRUSTEE OF THE MOTABILITY ENDOWMENT TRUST | | 2.278 | 0,000% |
| MOTHER CABRINI HEALTH FOUNDATION INC | | 28.842 | 0,002% |
| MOUNT HATTON INVESTMENTS LIMITED | | 48.954 | 0,004% |
| MSCI ACWI EX-U.S. IMI INDEX FUND B2 | | 9.805 | 0,001% |
| MSCI EQUITY INDEX FUND B - ITALY (MSITB) | | 160.654 | 0,012% |
| MSCI EUROPE EQUITY INDEX FUND B (EUROSECB | | 30.013 | 0,002% |
| MTBJ HIGH QUALITYLOW VOLATILITYWORLD EQ INDEX MOTHER FND | | 1.779 | 0,000% |
| MULTI-MANAGER INTERNATIONAL EQUITY STRATEGIES FUND | | 434.948 | 0,033% |
| MUTUAL FUND LOCALTAPIOLA EUROPE CLIMATE INDEX | | 17.168 | 0,001% |
| NAA WORLD EQUITY INCOME FUND | | 3.619 | 0,000% |
| NAA WORLD EQUITY INCOME SERIES | | 8.842 | 0,001% |
| NATHALIE DE GUNZBERG | | 1.244 | 0,000% |
| NATIONAL BANK FINANCIAL INC | | 2.757 | 0,000% |
| NATIONAL COUNCIL FOR SOCIAL SEC FUND | | 13.351 | 0,001% |
| NATIONAL COUNCIL FOR SOCIAL SECURITY FUND PRC | | 158.219 | 0,012% |
| NATIONAL EMPLOYMENT SAVINGS TRUST | | 843.157 | 0,065% |
| NATIONAL PENSION INSURANCE FUND | | 76.047 | 0,006% |
| NATIONWIDE INTERNATIONAL INDEX FUND | | 20.242 | 0,002% |
| NATWEST ST JAMES'S PLACE BALANCED MANAGED UNIT TRUST | | 33.237 | 0,003% |
| NATWEST ST JAMES'S PLACE MANAGED GROWTH UNIT TRUST | | 66.682 | 0,005% |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE O | | 1.037 | 0,000% |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE CONTINENTAL EURO | | 155.685 | 0,012% |
| NATWEST TRUSTEE AND DEPOSITARY SERVICES LIMITED AS TRUSTEE OF ST. JAMES'S PLACE STRATEGIC MANAGE | | 6.263 | 0,000% |
| NB BRETON HILL MULTI-STYLE PREMIA MASTER FUND LP C/O WALKERS CORPORATE LIMITED | | 114 | 0,000% |
| NBIMC EAFE EQUITY INDEX FUND. | | 8.523 | 0,001% |
| NEBRASKA PUBLIC EMPLOYEES RETIREMENT SYSTEMS | | 57.842 | 0,004% |
| NEUALT LLC | | 16.784 | 0,001% |
| NEW AIRWAYS PENSION SCHEME | | 310 | 0,000% |
| NEW YORK STATE COMMON RETIREMENT FUND | | 88.900 | 0,007% |
| NEW YORK STATE TEACHERS RETIREMENT SYSTEM | | 871.990 | 0,067% |
| NEW ZEALAND SUPERANNUATION FUND. | | 621.025 | 0,048% |
| NEXTERA ENERGY DUANE ARNOLD LLC QUALIFIED DECOMMISSIONING THE DUANE ARNOLD ENERGY CENTER NUCLEAR POWER PLANT | | 2.129 | 0,000% |
| NFL PLAYER TAX QUALIFIED ANNUITY PLAN | | 3.977 | 0,000% |
| NORDEA EUROPEAN PASSIVE FUND | | 10.284 | 0,001% |
| NORDEA GLOBAL PASSIVE FUND | | 17.185 | 0,001% |
| NORDEA WORLD PASSIVE FUND | | 13.786 | 0,001% |
| NORGES BANK | | 11.037.708 | 0,845% |
| NORTHERN FUNDS - INTERNATIONAL EQUITY INDEX FUND | | 137.640 | 0,011% |
| NORTHERN FUNDS INTERNATIONAL GROWTH EQUITY FUND. | | 61.970 | 0,005% |
| NORTHERN LIGHTS FUND TRUST IV | | 17.478 | 0,001% |
| NORTHERN TRUST COMMON ALL COUNTRY WORLD EX-US INVESTABLE MAR | | 45.071 | 0,003% |
| NORTHERN TRUST COMMON EAFE INDEX FUND - LENDING | | 66.447 | 0,005% |
| NORTHERN TRUST GLOBAL INVESTMENTS COLLECTIVE FUNDS TRUST | | 937.401 | 0,072% |
| NORTHERN TRUST UCITS COMMON CONTRACTUAL FUND. | | 319.312 | 0,024% |
| NORTHERN TRUST UCITS FGR FUND | | 121.304 | 0,009% |
| NORTHERN WORLD SELECTION INDEX FUND | | 24.255 | 0,002% |
| NORTHROP GRUMMAN PENSION MASTERTRUST | | 7.505 | 0,001% |
| NOW PENSIONS TRUST | | 34.471 | 0,003% |
| NSP MINNESEOTA RETAIL PRAIRIE II | | 4.235 | 0,000% |
| NSP MINNESOTA PRAIRIE I RETAIL QUALIFIED TRUST | | 4.229 | 0,000% |
| NSP MONTICELLO MINNESOTA RETAIL | | 6.527 | 0,000% |
| NT WORLD GREEN TRANSITION INDEX FUND | | 488 | 0,000% |
| NUNAVUT TRUST | | 1.913 | 0,000% |
| NUVEEN INTERNATIONAL EQUITY INDEX FUND | | 48.971 | 0,004% |
| NV HAGELUNIE | | 2.157 | 0,000% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| NVIT INTERNATIONAL INDEX FUND | | 20.615 | 0,002% |
| OFI INVEST ESG EURO EQUITY SMA | | 547 | 0,000% |
| OLD WESTBURY LARGE CAP STRATEGIES FUND | | 2.951.738 | 0,226% |
| OLD WESTBURY SMALL AND MID CAP STRATEGIES FUND. | | 626.174 | 0,048% |
| OMERS ADMINISTRATION CORPORATION | | 93.657 | 0,007% |
| ONEMARKETS ITALY ICAV | | 328 | 0,000% |
| ONEMARKETS PIMCO GLOBAL BALANCED ALLOC | | 8.275 | 0,001% |
| ONEPATH GLOBAL SHARES - LARGE CAP (UNHEDGED) INDEX POOL | | 38.946 | 0,003% |
| OPENWORLD PUBLIC LIMITED COMPANY | | 703 | 0,000% |
| ORANGE COUNTY EMPLOYEES RETIREMENT SYSTEM | | 62.398 | 0,005% |
| OSSH 1 TRUST | | 59.087 | 0,005% |
| OSSIAM IRL ICAV | | 6.565 | 0,001% |
| OSSIAM LUX | | 342.384 | 0,026% |
| OSTRUM SRI EURO MINVOL EQUITY | | 11.816 | 0,001% |
| OSTRUM SRI EUROPE EQUITY | | 258.678 | 0,020% |
| PACIFIC GAS AND ELECTRIC COMPANY CUSTOMER CREDIT TRUST | | 1.105 | 0,000% |
| PAPPALARDO ROBERTO | PPPRRT87C12C351M | 5 | 0,000% |
| PARAMETRIC INTERNATIONAL EQUITYFUND | | 9.300 | 0,001% |
| PASSIVE GLOBAL SHARE TRUST | | 8.834 | 0,001% |
| PCA TAX SHELTERED ANNUITY PLAN | | 3.023 | 0,000% |
| PECO ENERGY COMPANY RETIREE LIFE INSURANCE TRUST | | 114 | 0,000% |
| PENN SERIES DEVELOPED INTERNATIONAL INDEX FUND | | 2.082 | 0,000% |
| PENSION BENEFIT GUARANTY CORPORATION | | 128.044 | 0,010% |
| PENSION RESERVES INVESTMENT TRUST FUND | | 43.382 | 0,003% |
| PENSIONDANMARK PENSIONSFORSIKRINGSAKTIESELSKAB | | 65.160 | 0,005% |
| PEOPLE'S BANK OF CHINA | | 106.254 | 0,008% |
| PEPCO HOLDINGS INC. VEBA TRUST | | 839 | 0,000% |
| PERPETUAL PRIVATE RI INTERNATIONAL SHARE FUND | | 2.133 | 0,000% |
| PERTUBUHAN KESELAMATAN SOSIAL | | 50.250 | 0,004% |
| PES:PIMCO RAFI DYNAMIC MULTI-FACTOR INTERNATIONAL EQUITY ETF | | 2.893 | 0,000% |
| PFA PENSION FORSIKRINGSAKTIESELSKAB | | 115.207 | 0,009% |
| PGIM QMA INTERNATIONAL DEVELOPED MARKETS INDEX FUND | | 990 | 0,000% |
| PGIM QMA INTERNATIONAL EQUITY FUND | | 36.890 | 0,003% |
| PHILADELPHIA GAS WORKS PENSION PLAN | | 1.183 | 0,000% |
| PHILIP VERONICA A KOVACH JT TEN/WROS 2934 | | 19 | 0,000% |
| PHOSPHORE | | 34.120 | 0,003% |
| PICTET - EUROPE INDEX | | 53.720 | 0,004% |
| PICTET - MULTI ASSET GLOBAL OPPORTUNITIES | | 50.724 | 0,004% |
| PICTET - QUEST AI-DRIVEN GLOBAL EQUITIES | | 107.087 | 0,008% |
| PICTET CH - GLOBAL EQUITIES | | 3.568 | 0,000% |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER | | 18.770 | 0,001% |
| PICTET CH INSTITUTIONAL - EUROPEAN EX SWISS EQUITIES TRACKER EX SL | | 15.027 | 0,001% |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER | | 14.903 | 0,001% |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE | | 2.420 | 0,000% |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS EQUITIES TRACKER US TE EX SL | | 3.444 | 0,000% |
| PICTET CH INSTITUTIONAL - WORLD EX SWISS SUSTAINABLE EQUITIES TRACKER | | 6.334 | 0,000% |
| PICTET-EUROLAND INDEX | | 15.708 | 0,001% |
| PIMCO BERMUDA TRUST II: PIMCO BERMUDA DYNAMIC MULTI-ASST STRATEGY FUND | | 966 | 0,000% |
| PIMCO FUNDS GLOBAL INVESTORS SERIES PLC | | 48.674 | 0,004% |
| PINK CALI LLC | | 486 | 0,000% |
| PITTSBURGH THEOLOGICAL SEMINARY OF THE PRESBYTERIAN CHURCH | | 2.133 | 0,000% |
| PIVOTAL PHILANTHROPIES FOUNDATION | | 2.249 | 0,000% |
| PK CSG WORLD EQUITY UBS FUND MANAGEMENT SWITZERLAND AG | | 5.152 | 0,000% |
| PLATO INST I FUND EURO EQUITY | | 12.549 | 0,001% |
| PLATO INSTIT INDEX FND WORLD DBI-RDT | | 5.458 | 0,000% |
| PLATO INSTITUTIONAL INDEX FUND/EUROPEAN EQUITY | | 25.437 | 0,002% |
| PLEIADES TRUST | | 79.666 | 0,006% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| POINT BEACH UNIT 1 AND UNIT 2 NON QUALIFIED TRUST | | 6.243 | 0,000% |
| POLICE AND FIREMEN'S RETIREMENTSYSTEM OF NEW JERSEY | | 71.439 | 0,005% |
| POOL REINSURANCE CO LTD | | 3.465 | 0,000% |
| PRAXIS INTERNATIONAL INDEX FUND | | 51.414 | 0,004% |
| PREVINDAI FONDO PENSIONE | | 61.120 | 0,005% |
| PREVOYANCENE FUND PREVOYANCENE GLOBAL ASSETS UBS FUND MANAGEMENT SWITZERLAND AG | | 3.172 | 0,000% |
| PRIME SUPER PTY LTD | | 4.376 | 0,000% |
| PRINCIPAL FUNDS INC INTERNATIONAL EQUITY INDEX | | 27.768 | 0,002% |
| PRINCIPAL FUNDS INC OVERSEAS FUND | | 4.768 | 0,000% |
| PRIVILEDGE - JP MORGAN PAN EUROPEAN FLEXIBLE EQUITY | | 121.411 | 0,009% |
| PROCTER AND GAMBLE BELGIUM PENSION FUND | | 1.329 | 0,000% |
| PRO-GEN INVESTMENTS LLC | | 1.449 | 0,000% |
| PROJECT 121/160-41 (P) | | 5.177 | 0,000% |
| PROJECT 121/160-70 (P) | | 1.959 | 0,000% |
| PROTEA FUND - ORCADIA EQUITIES EMU SRI EX-FOSSIL | | 25.766 | 0,002% |
| PROVIDENCE HEALTH & SERVICES AND SWEDISH HEALTH SERVICES MAS | | 1.797 | 0,000% |
| PROVIDENCE HEALTH & SERVICES CASH BALANCE RETIREMENT PLAN TR. | | 1.361 | 0,000% |
| PRUDENTIAL ASSURANCE COMPANY SINGAPORE (PTE) LTD | | 25.232 | 0,002% |
| PRUDENTIAL HONG KONG LIMITED | | 68.515 | 0,005% |
| PRUDENTIAL INVESTMENT PORTFOLIOS 9 PGIM ABSOLUTE RETURN BO | | 13.875 | 0,001% |
| PRUDENTIAL LEGACY INSURANCE COMPANY OF NEW JERSEY | | 23.315 | 0,002% |
| PRUDENTIAL TRUST COMPANY COLLECTIVE TRUST | | 7.980 | 0,001% |
| PSF GLOBAL EQUITY PORT PI6337A 0000296332 | | 31.900 | 0,002% |
| PUBLIC EMPLOYEE RETIREMENT SYSTEM OF IDAHO | | 6.990 | 0,001% |
| PUBLIC EMPLOYEES' LONG-TERM CARE FUND | | 8.301 | 0,001% |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF COLORADO | | 80.434 | 0,006% |
| PUBLIC EMPLOYEES RETIREMENT ASSOCIATION OF NEW MEXICO | | 269 | 0,000% |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 139.925 | 0,011% |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF MISSISSIPPI | | 76.699 | 0,006% |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF NEVADA | | 220.052 | 0,017% |
| PUBLIC EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 37.844 | 0,003% |
| PUBLIC SECTOR PENSION INVESTMENT BOARD. | | 207.431 | 0,016% |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS EUROPEAN EX UK FUND | | 115.267 | 0,009% |
| PUTM AUTHORISED CONTRACTUAL SCHEME - PUTM ACS SUSTAINABLE INDEX EUROPEAN EQUITY FUND | | 218.893 | 0,017% |
| QIC INTERNATIONAL EQUITIES FUND. | | 40.624 | 0,003% |
| QIC LISTED EQUITIES FUND | | 180.467 | 0,014% |
| QUALITY EDUCATION FUND | | 849 | 0,000% |
| QUONIAM FUNDS SELECTION SICAV - EUROPEAN EQUITIES | | 262.008 | 0,020% |
| RAGS-FUNDMASTER | | 50.383 | 0,004% |
| RAILWAYS PENSION TRUSTEE COMPANY LIMITED | | 33.354 | 0,003% |
| RATTAZZI LUPO | RTTLPU53A25Z133M | 864.780 | 0,066% |
| RBC INDIGO INTERNATIONAL EQUITYINDEX FUND | | 3.226 | 0,000% |
| RBC O'SHAUGHNESSY INTERNATIONAL EQUITY FUND | | 3.075 | 0,000% |
| REASSURE LIMITED | | 114.783 | 0,009% |
| REGIME DE RENTES DU MOUVEMENT DESJARDINS | | 19.518 | 0,001% |
| RETIR.AND SEC. PROGRAM AND SAVINGS PLAN NTCA AND ITSMEMBERS MT | | 15.492 | 0,001% |
| RETIREMENT BENEFITS INVESTMENT FUND | | 3.563 | 0,000% |
| RETIREMENT PLAN FOR CHICAGO TRANSIT AUTHORITY EMPLOYEES. | | 27.191 | 0,002% |
| REUSSER JÜRG, FRED | | 6.000 | 0,000% |
| RHODE ISLAND EMPLOYEES RETIREMENT SYSTEMS POOLED TRUST | | 352.057 | 0,027% |
| RHUMBLINE INTERNATIONAL POOLED INDEX TRUST | | 17.611 | 0,001% |
| RHUMBLINE LOW CARBON INDEX FUNDLLC | | 25.942 | 0,002% |
| RLA GLOBAL SHARE FUND | | 5.642 | 0,000% |
| RLA INTERNATIONAL EQUITIES FUND | | 14.263 | 0,001% |
| RLA NZ INTERNATIONAL EQUITIES FUND | | 6.640 | 0,001% |
| ROBECO CAPITAL GROWTH FUNDS | | 131.998 | 0,010% |
| ROBECO INSTITUTIONAL ASSET MANAGEMENT B V AS THE MANAGER OF | | 55.066 | 0,004% |
| ROBECO UCITS ICAV | | 35.063 | 0,003% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| ROBECO UMBRELLA FUND I N.V. | | 23.500 | 0,002% |
| ROBIN 1-FONDS | | 37.515 | 0,003% |
| ROBINSON UNIT 2 QUALIFIED NUCLEAR DECOMMISSIONING FUND | | 2.430 | 0,000% |
| ROCHE U.S. RETIREMENT PLANS MASTER TRUST | | 7.884 | 0,001% |
| ROPS EURO P | | 80.611 | 0,006% |
| ROPS-SMART INDEX EURO | | 59.706 | 0,005% |
| ROSEFINCH FOUNDATION | | 2.460 | 0,000% |
| ROYAL LONDON EQUITY FUNDS ICVC - ROYAL LONDON EUROPE EX UK EQUITY TILT FUND | | 72.306 | 0,006% |
| ROYAL UNITED KINGDOM BENEFICENT ASSOCIAT | | 730 | 0,000% |
| RPAQ 2015 FUND LP | | 30.987 | 0,002% |
| RSS INV SUSTAINABLE GLOBAL SHARES EX FOSSIL FUELS FUND | | 1.901 | 0,000% |
| RT VIF VERSICHERUNG INTERNATIONAL FONDS | | 44.200 | 0,003% |
| RTX SAVINGS PLAN MASTER TRUST | | 131.911 | 0,010% |
| RUSSELL INVESTMENT COMPANY INTERNATIONAL DEVELOPED MARKETS FUND | | 14.482 | 0,001% |
| RUSSELL INVESTMENT COMPANY MULTIFACTOR INTERNATIONAL EQUITY FUND | | 5.370 | 0,000% |
| RUSSELL INVESTMENT COMPANY PLC | | 30.158 | 0,002% |
| RUSSELL INVESTMENT FUNDS INTERNATIONAL DEVELOPED MARKETS FUND | | 4.258 | 0,000% |
| RUSSELL INVESTMENTS GLOBAL SHARES INDEX FUND | | 7.081 | 0,001% |
| RUSSELL INVESTMENTS INSTITUTIONAL FUNDS, LLC INTERNATIONAL EQUIT | | 7.497 | 0,001% |
| RUSSELL INVESTMENTS LOW CARBON GLOBAL SHARES FUND | | 1.928 | 0,000% |
| RUSSELL INVESTMENTS MULTIASSET FACTOR EXPOSURE FUND | | 4.728 | 0,000% |
| RUSSELL INVESTMENTS MULTIFACTORINTERNATIONAL EQUITY POOL | | 1.544 | 0,000% |
| RUSSELL INVESTMENTS SUSTAINABLE GLOBAL SHARES FUND | | 3.836 | 0,000% |
| RUSSELL INVESTMENTS YIELD OPPORTUNITIES POOL | | 916 | 0,000% |
| RUTGERS THE STATE UNIVERSITY | | 7.378 | 0,001% |
| S. ROBSON WALTON 2009 GRAT NO. 4 ARTICLE II TRUST | | 782 | 0,000% |
| SABADELL EUROPA BOLSA FUTURO, FI | | 201.255 | 0,015% |
| SAKKARAH 7 FCP | | 13.005 | 0,001% |
| SAS TRUSTEE CORPORATION POOLED FUND | | 214.498 | 0,016% |
| SBC MASTER PENSION TRUST | | 8.896 | 0,001% |
| SCHLUMBERGER GROUP TRUST AGREEMENT | | 27.878 | 0,002% |
| SCHLUMBERGER INTERNATIONAL STAFF RETIREMENT FUND FCP-SIF | | 11.028 | 0,001% |
| SCHOOL EMPLOYEES RETIREMENT SYSTEM OF OHIO | | 330.892 | 0,025% |
| SCHRODER GLOBAL CORE FUND | | 915 | 0,000% |
| SCHRODER GLOBAL SUSTAINABLE EQUITY FUND | | 3.190 | 0,000% |
| SCHRODER GLOBAL SUSTAINABLE FUND | | 4.372 | 0,000% |
| SCHRODER GLOBAL VALUE FUND | | 95.490 | 0,007% |
| SCHRODER INSTITUTIONAL POOLED FUNDS | | 2.233 | 0,000% |
| SCHRODER INTERNATIONAL MULTI-CAP VALUE TRUST | | 340.824 | 0,026% |
| SCHRODER INTERNATIONAL SELECTION FUND | | 325.541 | 0,025% |
| SCHRODER MANAGED BALANCED FUND | | 9.097 | 0,001% |
| SCHRODER PENSION MANAGEMENT LIMITED | | 15.871 | 0,001% |
| SCHRODER QEP GLOBAL ACTIVE VALUE FUND | | 60.730 | 0,005% |
| SCHRODER QEP GLOBAL CORE FUND | | 64.779 | 0,005% |
| SCHRODER SUSTAINABLE FUTURE MULTI-ASSET FUND | | 6.787 | 0,001% |
| SCHRODER SUSTAINABLE GLOBAL CORE PIE FUND | | 9.792 | 0,001% |
| SCHRODER SUSTAINABLE MULTI-FACTOR EQUITY FUND | | 236.336 | 0,018% |
| SCHRODERS CAPITAL SEMI-LIQUID | | 1.177 | 0,000% |
| SCHWAB FUNDAMENTAL INTERNATIONAL EQUITY INDEX FUND | | 66.868 | 0,005% |
| SCHWAB FUNDAMENTAL INTERNATIONAL LARGE COMPANY INDEX ETF | | 308.852 | 0,024% |
| SCHWAB INTERNATIONAL CORE EQUITY FUND | | 74.461 | 0,006% |
| SCHWAB INTERNATIONAL EQUITY ETF | | 910.306 | 0,070% |
| SCHWAB INTERNATIONAL INDEX FUND | | 270.822 | 0,021% |
| SCOTIA INTERNATIONAL EQUITY INDEX FUND | | 1.036 | 0,000% |
| SCOTIA INTERNATIONAL EQUITY INDEX TRACKER ETF | | 8.587 | 0,001% |
| SCOTIA RESPONSIBLE INVESTING INTERNATIONAL EQUITY INDEX ETF | | 1.618 | 0,000% |
| SCOTTISH WIDOWS INV.SOLUTIONS FUNDS ICVC-FUNDAMENTAL INDEX GLOBAL EQUITY FUND | | 52.865 | 0,004% |
| SCOTTISH WIDOWS INVESTMENT SOLUTIONS FUNDS ICVC- EUROPEAN (EX UK)EQUITY FUND | | 54.413 | 0,004% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| SEASONS SERIES TRUST SA MULTI-MANAGED INTERNATIONAL EQUITY PORTF | | 2.560 | 0,000% |
| SEI GLOBAL MASTER FUND PLC THE | | 4.015 | 0,000% |
| SEI INSTITUTIONAL INVESTMENTS TRUST - SCREENED WORLD EQUITY EX-US FUND | | 5.876 | 0,000% |
| SEI INSTITUTIONAL INVESTMENTS TRUST - WORLD EQUITY EX-US FUND | | 200.946 | 0,015% |
| SEI INSTITUTIONAL MANAGED TRUST - MULTI- ASSET INCOME FUND | | 28.394 | 0,002% |
| SELECTION EURO CLIMAT JANVIER 2025 | | 105.089 | 0,008% |
| SELECTION FRANCE SOCIAL (JANVIER 2022) | | 238.837 | 0,018% |
| SELFFINANCING POSTSECONDARY EDUCATION FUND | | 277 | 0,000% |
| SELIGSON AND CO EUROPE INDEX FUND | | 41.506 | 0,003% |
| SENTINEL INTERNATIONAL FUND | | 1.046 | 0,000% |
| SG ACTIONS INTERNATIONALES | | 73.926 | 0,006% |
| SGA INTERNATIONAL EQUITY CIT | | 17.233 | 0,001% |
| SGD GE 2014-1 | | 3.136 | 0,000% |
| SHELL CANADA 2007 PENSION PLAN | | 882 | 0,000% |
| SHELL NEDERLAND PENSIOENFONDS STICHTING | | 17.087 | 0,001% |
| SHELL TRUST (BERMUDA) LTD AS TRUSTEE OF THE SHELL OVERSEAS CONTRIBUTORY PENSION FUND | | 4.895 | 0,000% |
| SHELTON INTERNATIONAL SELECT EQUITY FUND | | 14.300 | 0,001% |
| SHERIFFS PENSION AND RELIEF FUND | | 4.434 | 0,000% |
| SHINKO GLOBAL EQUITY INDEX MOTHER FUND | | 80 | 0,000% |
| SIEMENS EMU EQUITIES | | 67.286 | 0,005% |
| SIEMENS-FONDS SIEMENS-RENTE | | 45.202 | 0,003% |
| SIMPLICITY HEDGED GLOBAL SHARE FUND | | 10.230 | 0,001% |
| SIMPLICITY UNHEDGED GLOBAL SHARE FUND | | 10.090 | 0,001% |
| SIX CIRCLES INTERNATIONAL UNCONSTRAINED EQUITY FUND | | 631.375 | 0,048% |
| SIX CIRCLES MANAGED EQUITY PORTFOLIO INTERNATIONAL UNCONSTRAINED FUND | | 290.394 | 0,022% |
| SLW PORTFOLIO LLC | | 256 | 0,000% |
| SMART WHOLESALE GLOBAL EQUITY ESG FUND | | 5.319 | 0,000% |
| SMTB FOREI GN EQUITY INDEX OPENMOTHER FUND | | 13.950 | 0,001% |
| SNOWFINCH FOUNDATION | | 2.460 | 0,000% |
| SOCIAL PROTECTION FUND | | 13.603 | 0,001% |
| SOCIALLY RESPONSIBLE INVESTMENT ASSET CLASS TRUST | | 1.599 | 0,000% |
| SOGECAP PROTECTED EQUITIES | | 43.771 | 0,003% |
| SP INTERNATIONAL SHARES TRUST | | 5.626 | 0,000% |
| SPA MANDATE BLACKROCK | | 13.428 | 0,001% |
| SPARINVEST SICAV - GLOBAL EQUITY TA POOL | | 5.495 | 0,000% |
| SPARTAN GROUP TRUST FOR EMPLOYEE BENEFIT PLANS. | | 602.224 | 0,046% |
| SPDR MSCI EAFE FOSSIL FUEL RESERVES FREE ETF | | 9.920 | 0,001% |
| SPDR MSCI EAFE STRATEGICFACTORSETF | | 8.731 | 0,001% |
| SPDR MSCI WORLD QUALITY MIX FUND | | 1.052 | 0,000% |
| SPDR MSCI WORLD STRATEGICFACTORS ETF | | 938 | 0,000% |
| SPDR PORTFOLIO DEVELOPED WORLD EXUS ETF | | 204.557 | 0,016% |
| SPDR PORTFOLIO EUROPE ETF | | 28.540 | 0,002% |
| SPDR SP WORLD EX AUSTRALIA FUND | | 2.182 | 0,000% |
| SPP GENERATION 40-TAL | | 2.183 | 0,000% |
| SPP GENERATION 50-TAL | | 18.037 | 0,001% |
| SPP GENERATION 60-TAL | | 15.755 | 0,001% |
| SPP GENERATION 70-TAL | | 43.080 | 0,003% |
| SPP GENERATION 80-TAL | | 43.477 | 0,003% |
| SPW MANAGED ICVC - SPW GLOBAL (EX UK) EQUITY FUND | | 198.418 | 0,015% |
| SPW MANAGED ICVC - SPW TACTICALFUND 1 | | 86.692 | 0,007% |
| SPW MANAGED ICVC - SPW TACTICALFUND 2 | | 37.789 | 0,003% |
| SRW 2009 FRIENDS AND FAMILY CONTINUATION TRUST | | 458 | 0,000% |
| SSB FTSE RAFI DEVELOPED 1000 INDEX NONLENDING COMMON TRUST FUND | | 2.873 | 0,000% |
| SSB MSCI ACWI EX USA IMI SCREENED NONLENDING COMMON TRUST FUND | | 13.607 | 0,001% |
| SSB MSCI ITALY INDEX SECURITIESLENDING COMMON TRUST FUND | | 222.967 | 0,017% |
| SSGA MSCI ACWI EX-USA INDEX NON-LENDING DAILY TRUST | | 2.667 | 0,000% |
| SSGA SPDR ETFS EUROPE I PUBLIC LIMITED COMPANY | | 22.748 | 0,002% |
| SSGA SPDR ETFS EUROPE II PUBLICLIMITED COMPANY | | 46.476 | 0,004% |
| SST GLOB ADV TAX EXEMPT RETIREMENT PLANS | | 2.183.054 | 0,167% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| ST BEDRIJFSTAKPENSIOENFONDS VOOR DE PARTICULIERE BEVEILIGING | | 3.753 | 0,000% |
| ST PFD PMA MANDATE BLACKROCK | | 4.654 | 0,000% |
| STANDARD BANK OF SOUTH AFRICA LTD | | 257.169 | 0,020% |
| STANLIB FUNDS LIMITED | | 45.258 | 0,003% |
| STAR PASTEUR | | 17.656 | 0,001% |
| STATE OF ALASKA RETIREMENT AND BENEFITS PLANS | | 46.277 | 0,004% |
| STATE OF IDAHO ENDOWMENT FUND INVESTMENT BOARD | | 59.731 | 0,005% |
| STATE OF MICHIGAN RETIREMENT SYSTEM | | 34.861 | 0,003% |
| STATE OF MINNESOTA | | 197.753 | 0,015% |
| STATE OF NEW JERSEY COMMON PENSION FUND D | | 198.475 | 0,015% |
| STATE OF NEW MEXICO STATE INVESTMENT COUNCIL | | 102.435 | 0,008% |
| STATE OF UTAH SCHOOL AND INSTITUTIONAL TRUST FUNDS TRUST FUNDS | | 3.254 | 0,000% |
| STATE OF WISCONSIN INVESTMENT BOARD | | 91.570 | 0,007% |
| STATE OF WYOMING | | 22.111 | 0,002% |
| STATE OIL FUND OF THE REPUBLIC OF AZERBAIJAN | | 25.989 | 0,002% |
| STATE STREET CCF | | 6.563 | 0,001% |
| STATE STREET GLOBAL ADVISORS GROSS ROLL UP UNIT TRUST | | 2.497 | 0,000% |
| STATE STREET GLOBAL ADVISORS LUXEMBOURG SICAV | | 198.703 | 0,015% |
| STATE STREET GLOBAL ALL CAP EQUITY EXUS INDEX PORTFOLIO | | 130.200 | 0,010% |
| STATE STREET GLOBAL INDEX PLUS TRUST | | 1.454 | 0,000% |
| STATE STREET INTERNATIONAL DEVELOPED EQUITY INDEX PORTFOLIO | | 61.882 | 0,005% |
| STATE STREET INTERNATIONAL EQUITIES INDEX TRUST LEVEL 15 | | 6.100 | 0,000% |
| STATE STREET IRELAND UNIT TRUST | | 1.279 | 0,000% |
| STATE STREET TOTAL RETURN VIS FUND | | 2.708 | 0,000% |
| STATE TEACHERS RETIREMENT SYSTEM OF OHIO | | 464.363 | 0,036% |
| STATE UNIVERSITIES RETIREMENT SYSTEM | | 123.670 | 0,009% |
| STELLAR INSURANCE, LTD. | | 718 | 0,000% |
| STEUART L. WALTON FAMILY TRUST UAD 03/19/13 | | 1.986 | 0,000% |
| STICHTING BEDRIJFSPENSIOENFONDS VOOR HET | | 1.950 | 0,000% |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE DETAILHANDEL | | 74.587 | 0,006% |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR DE ZOETWARENINDUSTR | | 3.886 | 0,000% |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET LEVENSMIDDELENBEDRIJF | | 23.550 | 0,002% |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHILDERS AFW ERKINGS ENGLASZETBEDRIJF | | 9.146 | 0,001% |
| STICHTING BEDRIJFSTAKPENSIOENFONDS VOOR HET SCHOONMAAK EN GL. | | 15.986 | 0,001% |
| STICHTING BEWAARDER ACHMEA BELEGGINGSPOOLS | | 279.210 | 0,021% |
| STICHTING BEWAARDER SYNTRUS ACHMEA BELEGGINGSPOOLS | | 21.341 | 0,002% |
| STICHTING BLUE SKY LIQUID ASSET FUNDS | | 8.298 | 0,001% |
| STICHTING CZ FUND DEPOSITARY | | 7.289 | 0,001% |
| STICHTING DEPOSITARY APG DEVELOPED MARKETS EQUITY POOL | | 30.756 | 0,002% |
| STICHTING HEINEKEN PENSIOENFONDS | | 14.109 | 0,001% |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY NORTH AMERICA | | 4.135 | 0,000% |
| STICHTING JURIDISCH EIGENAAR ACTIAM BELEGGINGSFONDSEN ON BEHALF OF ACTIAM SUSTAINABLE INDEX FUND EQUITY PACIFIC | | 2.490 | 0,000% |
| STICHTING JURIDISCH EIGENAAR ASR WERELDWIJD AANDELEN FONDS | | 5.618 | 0,000% |
| STICHTING MN SERVICES | | 154.719 | 0,012% |
| STICHTING MN SERVICES AANDELENFO ND | | 26.651 | 0,002% |
| STICHTING PENSIOENFONDS ABP | | 408.116 | 0,031% |
| STICHTING PENSIOENFONDS APF | | 13.011 | 0,001% |
| STICHTING PENSIOENFONDS CAMPINA | | 5.995 | 0,000% |
| STICHTING PENSIOENFONDS HOOGOVENS | | 8.323 | 0,001% |
| STICHTING PENSIOENFONDS ING | | 30.369 | 0,002% |
| STICHTING PENSIOENFONDS NOTARIAAT | | 2.330 | 0,000% |
| STICHTING PENSIOENFONDS OPENBARE BIBLIOTHEKEN | | 7.031 | 0,001% |
| STICHTING PENSIOENFONDS PGB | | 163.424 | 0,013% |
| STICHTING PENSIOENFONDS PROVISUM | | 2.224 | 0,000% |
| STICHTING PENSIOENFONDS RAIL AND OPENBAAR VERVOER | | 22.115 | 0,002% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| STICHTING PENSIOENFONDS SAGITTARIUS | | 9.894 | 0,001% |
| STICHTING PENSIOENFONDS STAPLES | | 2.550 | 0,000% |
| STICHTING PENSIOENFONDS VOOR DE ARCHITECTENBUREAUS | | 9.815 | 0,001% |
| STICHTING PENSIOENFONDS VOOR HUISARTSEN | | 28.472 | 0,002% |
| STICHTING PENSIOOENFONDS METAAL EN TECHNIEK MN SERVICES | | 46.112 | 0,004% |
| STICHTING PHILIPS PENSIOENFONDS | | 8.317 | 0,001% |
| STICHTING PME PENSIOENFONDS | | 56.851 | 0,004% |
| STOREBRAND EUROPA | | 341.878 | 0,026% |
| STOREBRAND EUROPA PLUS | | 8.609 | 0,001% |
| STOREBRAND GLOBAL ALL COUNTRIES | | 181.885 | 0,014% |
| STOREBRAND LIVSFORSIKRING AS | | 279.692 | 0,021% |
| STRATEGIC INTERNATIONAL EQUITY FUND | | 7.380 | 0,001% |
| STREICHER MENGATO MARIA CECILIA | | 9 | 0,000% |
| SUBSIDIZED SCHOOLS PROVIDENT FUND | | 11.054 | 0,001% |
| SUNAMERICA SERIES TRUST - SA INTERNATIONAL INDEX PORTFOLIO | | 23.786 | 0,002% |
| SUNAMERICA SERIES TRUST SA JPM DIVERSIFIED BALANCED PORTFOLIO | | 884 | 0,000% |
| SUNAMERICA SERIES TRUST- SA SCHRODERS VCP GLOBAL ALLOCATION PORT | | 1.683 | 0,000% |
| SUPERANNUATION FUNDS MANAGEMENT CORPORATION OF SOUTH AUSTRAL | | 14.542 | 0,001% |
| SUSTAINABLE GS 1 TRUST | | 6.128 | 0,000% |
| SWISS NATIONAL BANK | | 1.178.367 | 0,090% |
| SYCOMORE INCLUSIVE JOBS | | 263.616 | 0,020% |
| T ROWE PRICE GLOBAL EX US EQUITY 1001293 | | 129 | 0,000% |
| T. ROWE PRICE FOREIGN INVESTMENT, INC | | 2.839 | 0,000% |
| T. ROWE PRICE FUNDS SICAV | | 14 | 0,000% |
| T. ROWE PRICE INTEGRATED GLOBAL EQUITY FUND | | 7.650 | 0,001% |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX FUND | | 39.063 | 0,003% |
| T. ROWE PRICE INTERNATIONAL EQUITY INDEX TRUST | | 121.613 | 0,009% |
| TALCOTT RESOLUTION LIFE INSURANCE COMPANY | | 5.408 | 0,000% |
| TANGERINE BALANCED GROWTH PORTFOLIO | | 6.756 | 0,001% |
| TANGERINE BALANCED INCOME PORTFOLIO | | 670 | 0,000% |
| TANGERINE BALANCED PORTFOLIO | | 4.469 | 0,000% |
| TANGERINE EQUITY GROWTH PORTFOLIO | | 9.359 | 0,001% |
| TCORPIM DEVELOPED MARKETS EQUITIES (HEDGED) FUND | | 77.691 | 0,006% |
| TCORPIM DEVELOPED MARKETS EQUITIES (SOVEREIGN INVESTOR - HEDGED) FUND | | 318.720 | 0,024% |
| TD EMERALD INTERNATIONAL EQUITY INDEX FUND | | 89.894 | 0,007% |
| TD EMERALD LOW CARBON GLOBAL EQUITY INDEX POOLED FUND TRUST | | 2.561 | 0,000% |
| TD EUROPEAN INDEX FUND | | 3.357 | 0,000% |
| TD INTERNATIONAL EQUITY INDEX ETF | | 52.269 | 0,004% |
| TEACHER RETIREMENT SYSTEM OF TEXAS | | 557.946 | 0,043% |
| TEACHERS RETIREMENT ALLOWANCES FUND | | 986 | 0,000% |
| TEACHERS' RETIREMENT SYSTEM OF THE CITY OF NEW YORK | | 41.195 | 0,003% |
| TEACHERS' RETIREMENT SYSTEM OF THE STATE OF ILLINOIS | | 315.848 | 0,024% |
| TEAM SUPERANNUATION FUND | | 20.347 | 0,002% |
| TELSTRA SUPERANNUATION SCHEME | | 11.787 | 0,001% |
| TESCO PLC PENSION SCHEME | | 425 | 0,000% |
| TEXAS MUNICIPAL RETIREMENT SYSTEM | | 69.293 | 0,005% |
| TEXAS PERMANENT SCHOOL FUND CORP | | 1 | 0,000% |
| TEXAS UTILITIES QUAL NDT PARTNERSHIP | | 2.393 | 0,000% |
| THE AB PORTFOLIOS AB ALL MARKET TOTAL RETURN PORTFOLIO | | 15.120 | 0,001% |
| THE ALPHAGEN MULTI-STRATEGY MASTER FUND LIMITED | | 54.679 | 0,004% |
| THE ARROWSTREET COMMON CONTRACTUAL FUND | | 798.622 | 0,061% |
| THE ASSOCIATED BRITISH FOODS PENSION SCHEME | | 113.508 | 0,009% |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INV | | 94.753 | 0,007% |
| THE BANK OF NEW YORK MELLON EMPLOYEE BENEFIT COLLECTIVE INVESTMENT FUND PLAN | | 211.030 | 0,016% |
| THE BANK OF NEW YORK MELLON INTERNATIONAL LIMITE | | 15.361 | 0,001% |
| THE BANK OF NEW YORK MELLON SA NV | | 239.562 | 0,018% |
| THE BARCLAYS BANK UK RETIREMENTFUND | | 5.881 | 0,000% |
| THE BOARD OF THE PENSION PROTECTION FUND RENAISSANCE | | 187 | 0,000% |
| THE CAPTIVE INVESTORS FUND | | 7.874 | 0,001% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| THE CHANCELLOR, MASTERS AND SCHOLARS OF THE UNIVERSITY OF CAMBRIDGE | | 3.209 | 0,000% |
| THE COMMONWEALTH FUND | | 1.507 | 0,000% |
| THE ESB PENSION FUND | | 7.885 | 0,001% |
| THE FIRST CHURCH OF CHRIST SCIENTIST | | 1.046 | 0,000% |
| THE GREATER MANCHESTER PENSION FUND | | 84.511 | 0,006% |
| THE HARTFORD ROMAN CATHOLIC DIOCESAN CORPORATION RETIREMENT | | 678 | 0,000% |
| THE HKSAR GOVERNMENT SCHOLARSHIP FUND | | 573 | 0,000% |
| THE MASTER TRUST BANK OF JAPAN LTD RE: HITACHI FOREIGN EQUITY INDEX MOTHER FUND | | 6.035 | 0,000% |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: MANULIFE INTERNATIONAL EQUITY INDEX MOTHER FUND | | 630 | 0,000% |
| THE MASTER TRUST BANK OF JAPAN LTD. RE: NISSAY FOREIGN EQUITY INDEX MOTHER FUND | | 52.752 | 0,004% |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076142 | | 1.184 | 0,000% |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR FEDERATION OF NATIONAL PUBLIC SERVICE PERSONNEL MUTUAL AID ASSOCIATIONS 400076151 | | 26.799 | 0,002% |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021893 | | 26.215 | 0,002% |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400021974 | | 1.726 | 0,000% |
| THE MASTER TRUST BANK OF JAPAN, LTD. AS TRUSTEE FOR ORGANIZATION FOR WORKERS' RETIREMENT ALLOWANCE MUTUAL AID 400025501 | | 1.660 | 0,000% |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MSCI-KOKUSAI INDEX MOTHER FUND | | 221 | 0,000% |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MTBJ400025521 | | 1.814 | 0,000% |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021492 | | 7.618 | 0,001% |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: MUTB400021536 | | 759 | 0,000% |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: NZAM EURO STOXX (JPY HEDGED) (PRIVATELY PLACED INVESTMENT TRUST) | | 43.335 | 0,003% |
| THE MASTER TRUST BANK OF JAPAN, LTD. RE: TMA GLOBAL EQUITY INDEX MOTHER FUND | | 23.624 | 0,002% |
| THE MISSOURI FOUNDATION FOR HEALTH | | 8.979 | 0,001% |
| THE MONETARY AUTHORITY OF SINGAPORE | | 31.533 | 0,002% |
| THE NATIONAL BANK OF THE REPUBLIC OF KAZAKHSTAN | | 15.872 | 0,001% |
| THE NEMOURS FOUNDATION PENSION PLAN | | 471 | 0,000% |
| THE NOMURA TRUST AND BANKING C | | 19.560 | 0,001% |
| THE PEOPLE'S PENSION SCHEME | | 197.785 | 0,015% |
| THE PRUDENTIAL INSURANCE COMPANY OF AMERICA | | 16.057 | 0,001% |
| THE PRUDENTIAL SERIES FUND PSF PGIM 50 50 BALANCED PORTFOLIO | | 494 | 0,000% |
| THE PRUDENTIAL SERIES FUND PSF PGIM FLEXIBLE MANAGED PORT | | 819 | 0,000% |
| THE PUBLIC INSTITUTION FOR SOCIAL SECURITY | | 8.618 | 0,001% |
| THE REGENTS OF THE UNIVERSITY OF CALIFORNIA | | 551.526 | 0,042% |
| THE SEVENTH SWEDISH NATIONAL PENSION FUND AP 7 EQUITY FUND | | 121 | 0,000% |
| THE SOUTHERN COMPANY SYSTEM MASTER RETIREMENT TRUST | | 8.998 | 0,001% |
| THE STATE OF CONNECTICUT, ACTING THROUGH ITS TREASURER | | 88.722 | 0,007% |
| THE STEAMSHIP MUT. UNDERWRITING ASSOC TTEES (BM) LTD AS TTEES OF THE ST MT TR | | 2.590 | 0,000% |
| THE TRUSTEES OF THE HENRY SMITH CHARITY. | | 8.207 | 0,001% |
| THE UNIVERSITY COURT OF THE UNIVERSITY OF GLASGOW | | 4.916 | 0,000% |
| THE WS ACCESS POOL AUTHORISED CONTRACTUAL SCHEME | | 92.902 | 0,007% |
| THEAM QUANT - EUROPE TARGET PREMIUM | | 173.000 | 0,013% |
| THEAM QUANT- EQUITY EUROZONE GURU | | 138.217 | 0,011% |
| THEAM QUANT FUNDS - WORLD CLIMATE NAVIGATOR 90% PROTECTED | | 34.686 | 0,003% |
| THOMAS L. WALTON FAMILY TRUST UAD 03/19/13 | | 6.192 | 0,000% |
| THRIFT SAVINGS PLAN | | 1.447.045 | 0,111% |
| THRIVENT INTERNATIONAL INDEX PORTFOLIO | | 5.919 | 0,000% |
| THYSSEN GLOBAL INVESTMENTS LLC | | 1.492 | 0,000% |

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|---|---|---|---|
| TIAACREF INTERNATIONAL EQUITY INDEX FUND | | 538.933 | 0,041% |
| TIMOTHY PLAN INTERNATIONAL ETF. | | 31.495 | 0,002% |
| TIMOTHY PLAN MARKET NEUTRAL ETF | | 4.413 | 0,000% |
| TONI ACTIONS ISR 100 | | 46.960 | 0,004% |
| TOTAL INTERNATIONAL EX U.S. INDEX MASTER PORTFOLIO OF MASTER INV | | 30.940 | 0,002% |
| TRANSAMERICA MORGAN STANLEY GLOBAL ALLOCATION VP | | 3.184 | 0,000% |
| TRANSAMERICA MSCI EAFE INDEX VP | | 2.795 | 0,000% |
| TRATON-UI-DYNAMIK | | 16.295 | 0,001% |
| TREASURER OF THE STATE OF NORTH CAROLINA EQUITY INVESTMENT | | 112.646 | 0,009% |
| TRINITY COLLEGE CAMBRIDGE | | 11.414 | 0,001% |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 10 | | 13.786 | 0,001% |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 21 | | 1.826 | 0,000% |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 3 | | 33.091 | 0,003% |
| TRUST AND CUSTODY SERVICES BANK LTD AS TRUSTEE FOR PENSION INVESTMENT FUND TRUST NUMBER 8 | | 1.235 | 0,000% |
| TRUST I AB GLOBAL DYNAMIC ALLOCATION PORTFOLIO | | 6.642 | 0,001% |
| TSA EQUITY FUND #2 | | 2.614 | 0,000% |
| TSGX SOLACT ESG TBACO EX UNHG(3387) | | 629 | 0,000% |
| UAPF - BLACK ROCK PASSIVE EQUITY | | 2.160 | 0,000% |
| UAPF - INVESCO ACTIVE | | 104.066 | 0,008% |
| UBS (IRL) ETF PLC | | 195.920 | 0,015% |
| UBS (LUX) EQUITY SICAV - EURO COUNTRIES INCOME | | 844.405 | 0,065% |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE | | 64.109 | 0,005% |
| UBS (LUX) INSTITUTIONAL FUND - EQUITIES EUROPE (EX CH) PASSIVE II | | 160.645 | 0,012% |
| UBS ASSET MANAGEMENT LIFE LTD | | 181.577 | 0,014% |
| UBS CH INDEX FUND 3 EQUITIES WORLD EX CH VALUE WEIGHTED UBS FUND MANAGEMENT SWITZERLAND AG | | 2.354 | 0,000% |
| UBS CH INDEX FUND EQ EMU UBS FUND MANAGEMENT SWITZERLAND AG | | 14.612 | 0,001% |
| UBS COMMON CONTRACTUAL FUND | | 13.860 | 0,001% |
| UBS FTSE RAFI DEVELOPED 1000 INDEX FUND | | 15.020 | 0,001% |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS | | 440 | 0,000% |
| UBS FUND MANAGEMENT (SWITZERLAND) AG ON BEHALF OF ZURICH INVESTINSTITUTIONAL FUNDS - ZIF GREEN | | 17.183 | 0,001% |
| UBS FUND MANAGEMENT (SWITZERLAND) AG. | | 373.448 | 0,029% |
| UBS GLOBAL EQUITY CLIMATE TRANSITION FUND | | 8.047 | 0,001% |
| UBS LUX FUND SOLUTIONS | | 1.254.927 | 0,096% |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYERISCHER PENSIONSFONDS | | 8.421 | 0,001% |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A1-FONDS | | 145.359 | 0,011% |
| UI BVK KAPITALVERWALTUNGSGESELLSCHAFT MBH ON BEHALF OF BAYVK A4 FONDS | | 21.093 | 0,002% |
| UI-FONDS BAV RBI AKTIEN | | 73.387 | 0,006% |
| UIN-EBBA | | 2.071 | 0,000% |
| UI-S | | 49.112 | 0,004% |
| UNIDIVIDENDENASS | | 26.993 | 0,002% |
| UNIGEST, S.G.I.I.C., S.A.U. | | 30.203 | 0,002% |
| UNIGLOBAL DIVIDENDE | | 52.898 | 0,004% |
| UNION INVESTMENT PRIVATFONDS G MBH UNIINSTIT EUROP MINRI | | 46.563 | 0,004% |
| UNISUPER | | 11.730 | 0,001% |
| UNITED GLOBAL STABLE SELECT EQUITY FUND | | 16.239 | 0,001% |
| UNITED NATIONS RELIEF AND WORKS AGENCY FOR PALESTINE REFUGEE | | 2.571 | 0,000% |
| UNITED SERVICES AUTOMOBILE ASSOCIATION | | 3.850 | 0,000% |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR EMPUREON EUROPE EQUITY FUND | | 1.166 | 0,000% |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH FOR KFPT UNIVERSAL FONDS | | 5.323 | 0,000% |
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO EUROPA CORE AKTIENFONDS | | 58.868 | 0,005% |

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|---|---|---|---|
| UNIVERSAL INVESTMENT GESELLSCHAFT MBH ON BEHALF OF INVESCO GLOBAL DYNAMIK FONDS | | 5.281 | 0,000% |
| UNIVERSAL INVESTMENT GMBH | | 50.500 | 0,004% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH | | 154.650 | 0,012% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR ARBOR I UI | | 15.365 | 0,001% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR PRO2-UI-AKTIENFONDS | | 37.739 | 0,003% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR SCULPTOR FONDS | | 7.700 | 0,001% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH FOR UI-ELKB-FONDS 1 | | 20.760 | 0,002% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF COLUMBUS FONDS | | 19.396 | 0,001% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF HMT EURO AKTIEN SOLVENCY | | 3.781 | 0,000% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF STBV-NW-UNIVERSAL-FONDS | | 8.168 | 0,001% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-CA V | | 7.416 | 0,001% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF UNIVERSAL-FONDS ZVK 1 | | 2.296 | 0,000% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF VSTBH-UNIVERSAL-FONDS | | 5.807 | 0,000% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH ON BEHALF OF WMB-UNIVERSAL-FONDS | | 827 | 0,000% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/MASTER VANR FRA SEGM. MASTER VANR-AGI ALLOKATION(490306) | | 10.730 | 0,001% |
| UNIVERSAL-INVESTMENT-GESELLSCHAFT MBH W/ZEIT-UNIVERSAL-FONDS W/SEGMENT AKTIEN SMALL-UND MIDCAP | | 29.396 | 0,002% |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR CTWI 1 UI | | 2.790 | 0,000% |
| UNIVERSALINVESTMENTGESELLSCHAFTMBH FOR UIFONDS AKTIEN WORLD ESG | | 3.811 | 0,000% |
| UNIVERSITIES SUPERANNUATION SCHEME | | 70.739 | 0,005% |
| UNIVERSITY OF NOTRE DAME DU LAC | | 8.658 | 0,001% |
| UNIVEUNIVERSAL INVESTMENT GESELLSCH AFT MBH SOZIALBANK | | 24.000 | 0,002% |
| USAA CASUALTY INSURANCE COMPANY | | 4.259 | 0,000% |
| USAA GENERAL INDEMNITY COMPANY | | 3.500 | 0,000% |
| UTAH STATE RETIREMENT SYSTEMS | | 50.630 | 0,004% |
| UVIMCO PARAMETRIC PHYS MSCI WRLD | | 514 | 0,000% |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE EUROPA KL | | 54.172 | 0,004% |
| VAERDIPAPIRFONDEN SPARINVEST INDEX BAEREDYGTIGE GLOBALE AKTIER ETIK KL ID SPARINVEST AS FILIAL AF SPARINVEST SA | | 23.470 | 0,002% |
| VALIC COMPANY I - INTERNATIONALSOCIALLY RESPONSIBLE FUNDK | | 69.768 | 0,005% |
| VALIC COMPANY I INTERNATIONAL EQUITIES INDEX FUND | | 41.208 | 0,003% |
| VANADIUM | | 160.435 | 0,012% |
| VANECK VECTORS MSCI INTERNATIONAL SUSTAINABLE EQUITY ETF | | 13.734 | 0,001% |
| VANGUARD DEVELOPED MARKETS INDEX FUND | | 4.020.835 | 0,308% |
| VANGUARD ESG DEVELOPED WORLD ALL CAP EQ INDEX FND UK | | 11.098 | 0,001% |
| VANGUARD ESG INTERNATIONAL STOCK ETF | | 79.833 | 0,006% |
| VANGUARD ETHICALLY CONSCIOUS INTERNATIONAL SHARES INDEX FUND | | 11.930 | 0,001% |
| VANGUARD EUROPEAN STOCK INDEX FUND | | 1.062.417 | 0,081% |
| VANGUARD FIDUCIARY TRUST COMPANY DEVELOPED MARKETS INDEX TRUST | | 96.158 | 0,007% |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST | | 502.368 | 0,038% |
| VANGUARD FIDUCIARY TRUST COMPANY INSTITUTIONAL TOTAL INTERNATIONAL STOCK MARKET INDEX TRUST II | | 3.352.125 | 0,257% |
| VANGUARD FTSE ALL WORLD EX US INDEX FUND | | 949.480 | 0,073% |
| VANGUARD FTSE DEVELOPED ALL CAPEX NORTH AMERICA INDEX ETF | | 86.207 | 0,007% |
| VANGUARD FTSE DEVELOPED EUROPE ALL CAP INDEX ETF | | 8.755 | 0,001% |
| VANGUARD FTSE DEVELOPED EX NORTH AMERICA HIGH DIVIDEND YIELD IND | | 13.001 | 0,001% |
| VANGUARD FUNDS PUBLIC LIMITED COMPANY | | 722.438 | 0,055% |
| VANGUARD GLOBAL MOMENTUM FACTORETF | | 13.803 | 0,001% |
| VANGUARD INTERNATIONAL SHARES INDEX FUND | | 180.648 | 0,014% |

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|---|---|---|---|
| VANGUARD INTERNATIONAL SHARES SELECT EXCLUSIONS INDEX FUND | | 9.898 | 0,001% |
| VANGUARD INTL HIGH DIV YLD INDEX FD | | 331.507 | 0,025% |
| VANGUARD INVESTMENT SERIES PUBLIC LIMITED COMPANY | | 547.567 | 0,042% |
| VANGUARD INVESTMENTS COMMON CONTR FD- VANGUARD FTSE DEV EUR EX UK CCF | | 11.164 | 0,001% |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DEVELOPED WRLD CCF | | 8.979 | 0,001% |
| VANGUARD INVESTMENTS COMMON CONTRACTUAL FD- VANG FTSE DVLPD WRLD EX UK CCF | | 8.893 | 0,001% |
| VANGUARD INVESTMENTS FUNDS ICVC-VANGUARD FTSE DEVELOPED WOR LD EX - U.K. EQUITY | | 157.278 | 0,012% |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV EU II CCF | | 7.158 | 0,001% |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II CCF | | 4.204 | 0,000% |
| VANGUARD INVESTMENTS II CCF-VANGUARD SELECTED SCREENED FTSE DEV WRLD II(B)CCF | | 12.396 | 0,001% |
| VANGUARD TOTAL INTERNATIONAL STOCK INDEX FUND | | 6.388.661 | 0,489% |
| VANGUARD TOTAL WORLD STOCK INDEX FUND | | 294.824 | 0,023% |
| VANTAGETRUST III MASTER COLLECTIVE INVESTMENT FUNDS TRUST | | 26.114 | 0,002% |
| VARENNE VALEUR | | 600.000 | 0,046% |
| VARIABLE INSURANCE PRODUCTS FUND II: INTERNATIONAL INDEX PORTFOLIO | | 11.685 | 0,001% |
| VARIOPARTNER SICAV | | 20.772 | 0,002% |
| VBV VK EUROPA AKTIEN ESG FONDS | | 88.636 | 0,007% |
| VEBA PARTNERSHIP N L P | | 1.679 | 0,000% |
| VENTRY INDUSTRIES LLC | | 992 | 0,000% |
| VERDIPAPIRFONDET DNB EUROPA | | 4.165 | 0,000% |
| VERDIPAPIRFONDET DNB GLOBAL INDEKS | | 12.961 | 0,001% |
| VERDIPAPIRFONDET EQUINOR AKSJER EUROPA | | 20.000 | 0,002% |
| VERDIPAPIRFONDET KLP AKSJE GLOBAL INDEKS | | 81.873 | 0,006% |
| VERDIPAPIRFONDET KLP AKSJEEUROPA INDEKS. | | 29.088 | 0,002% |
| VERDIPAPIRFONDET KRON INDEKS GLOBAL | | 11.515 | 0,001% |
| VERDIPAPIRFONDET STOREBRAND GLOBAL INDEKS | | 48.826 | 0,004% |
| VERDIPAPIRFONDET STOREBRAND INDEKS ALLE MARKEDER | | 18.214 | 0,001% |
| VERENIGING TOT BEHOUD VAN NATUURMONUMENTEN IN NEDERLAND | | 21.405 | 0,002% |
| VERMOGENSMANAGEMENT AKTIENSTARS | | 75.982 | 0,006% |
| VF (LUX) - VALIANT EUROPE EQUITIES | | 14.427 | 0,001% |
| VFMC INTERNATIONAL EQUITY TRUST1 | | 10.728 | 0,001% |
| VFMC INTERNATIONAL EQUITY TRUST2 | | 23.013 | 0,002% |
| VFMC LOW VOLATILITY EQUITY TRUST 1 | | 18.999 | 0,001% |
| VFMC LOW VOLATILITY EQUITY TRUST 2 | | 31.848 | 0,002% |
| VGV POOLFONDS PA1 | | 14.394 | 0,001% |
| VIA SMART-EQUITY EUROPE | | 67.106 | 0,005% |
| VIA SMART-EQUITY WORLD | | 59.376 | 0,005% |
| VICTORY MARKET NEUTRAL INCOME FUNDFUND | | 439.374 | 0,034% |
| VICTORYSHARES INTERNATIONAL VALUE MOMENTUM ETF | | 110.751 | 0,008% |
| VICTORYSHARES INTERNATIONAL VOLATILITY WTD ETFVOLATILITY WTD INDEX ETF | | 17.991 | 0,001% |
| VIF ICVC VANGUARD FTSE DEVELOPED EUROPE EXUK EQUITY INDEX FUND | | 331.691 | 0,025% |
| VIF ICVC VANGUARD FTSE GLOBAL ALL CAP INDEX FUND | | 31.746 | 0,002% |
| VILLIERS ALTO | | 54.364 | 0,004% |
| VIVACCIO ISR ACTIONS | | 359.746 | 0,028% |
| VOYA BALANCED INCOME PORTFOLIO | | 8.581 | 0,001% |
| VOYA GLOBAL ADVANTAGE AND PREMIUM OPPORTUNITY FUND | | 33.531 | 0,003% |
| VOYA GLOBAL EQUITY DIVIDEND AND PREMIUM OPPORTUNITY FUND | | 102.966 | 0,008% |
| VOYA GLOBAL EQUITY FUND | | 56.562 | 0,004% |
| VOYA GLOBAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.000 | 0,008% |
| VOYA INTERNATIONAL HIGH DIVIDEND LOW VOLATILITY PORTFOLIO | | 105.154 | 0,008% |
| VOYA INTERNATIONAL INDEX PORTFOLIO | | 30.423 | 0,002% |
| VOYA MM INTL EQ FUND VIM VMI 003265 | | 19.291 | 0,001% |
| VOYA VACS INDEX SERIES I PORTFOLIO | | 39.892 | 0,003% |

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| Anagrafica | CF/PI | Azioni | % sul C.S. |
|---|---|---|---|
| VR BANK KT EUROPROTECT UI | | 32.016 | 0,002% |
| WASHINGTON STATE INVESTMENT BOARD | | 708.818 | 0,054% |
| WBW TRUST NUMBER ONE | | 814 | 0,000% |
| WELLINGTON MANAGEMENT COMPANY LLP WELLINGTON TRUST COMPANY N | | 211 | 0,000% |
| WELLS FARGO INTERNATIONAL GROWTH PORTFOLIO | | 15.888 | 0,001% |
| WESPATH FUNDS TRUST XOPONANCE SVCE | | 4.000 | 0,000% |
| WESPATH XPONANCE SVCEF I | | 684 | 0,000% |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO. 3 TRUST | | 3.217 | 0,000% |
| WESTPAC WHOLESALE INTERNATIONAL SHARE NO.2 TRUST | | 240.286 | 0,018% |
| WESTPAC WHOLESALE UNHEDGED INTERNATIONAL SHARE TRUST | | 18.252 | 0,001% |
| WHEELS COMMON INVESTMENT FUND. | | 1.141 | 0,000% |
| WIF-DWS QI EUROZONE SHORT EXT EQTY | | 9.962 | 0,001% |
| WILLIS TOWERS WATSON GROUP TRUST | | 17.954 | 0,001% |
| WILSHIRE BRIDGEWATER MANAGED ALPHA MASTER FUND LIMITED | | 5.784 | 0,000% |
| WINDWISE MSCI EAFE INDEX NON LENDING | | 15.228 | 0,001% |
| WISDOMTREE DYN CUR HDGE INTL EQ FD 1001802 | | 49.587 | 0,004% |
| WISDOMTREE GLOBAL HIGH DIV FUND 1001795 | | 2.182 | 0,000% |
| WISDOMTREE INTL EQUITY FUND 1001810 | | 41.867 | 0,003% |
| WISDOMTREE INTL HIGH DIV FUND 1001812 | | 17.131 | 0,001% |
| WISDOMTREE INTL LARGECAP DIV FD | | 62.983 | 0,005% |
| WISDOMTREE INTL MULTIFACTOR FUND 1001815 | | 14.372 | 0,001% |
| WISDOMTREE ISSUER ICAV | | 4.254 | 0,000% |
| WM POOL - EQUITIES TRUST NO. 31 - ROBECO | | 6.768 | 0,001% |
| WM POOL - EQUITIES TRUST NO. 38 - SCHRODER | | 5.338 | 0,000% |
| WM POOL - EQUITIES TRUST NO. 74. | | 7.856 | 0,001% |
| WM POOL - EQUITIES TRUST NO. 75. | | 134.480 | 0,010% |
| WM POOL - EQUITIES TRUST NO. 76 - ROBECO | | 1.846 | 0,000% |
| WM POOL - FIXED INTEREST TRUST NO 12 | | 836 | 0,000% |
| WM POOL - GLOBAL EQUITIES TRUST NO 6 | | 15.631 | 0,001% |
| WORLD EQUITIES II | | 7.236 | 0,001% |
| WORLD TRADE ORGANIZATION PENSION PLAN | | 4.072 | 0,000% |
| WSSP INTERNATIONAL EQUITIES TRUST | | 2.972 | 0,000% |
| WYOMING RETIREMENT SYSTEM | | 130 | 0,000% |
| XTRACKERS | | 404.910 | 0,031% |
| XTRACKERS (IE) PUBLIC LIMITED COMPANY | | 577.010 | 0,044% |
| XTRACKERS FTSE DEVELOPED EX US MULTIFACTOR ETF | | 841 | 0,000% |
| XTRACKERS MSCI ALL WORLD EX US HEDGED EQUITY ETF | | 3.013 | 0,000% |
| XTRACKERS MSCI EAFE ESG LEADERS EQUITY ETF | | 2.888 | 0,000% |
| XTRACKERS MSCI EAFE HEDGED EQUITY ETF | | 190.402 | 0,015% |
| XTRACKERS MSCI EUROPE HEDGED EQUITY ETF | | 24.648 | 0,002% |
| XTRACKERS MSCI EUROZONE HEDGED EQUITY ETF | | 4.792 | 0,000% |
| XTRACKERS MSCI KOKUSAI EQUITY ETF | | 3.331 | 0,000% |
| ZEPHYR - EUROPE EQUITY ESG OPTIMIZED | | 1.384 | 0,000% |
| ZEPHYR - OPTIMISED PLUS 2 | | 4.826 | 0,000% |
| ZWITSERLEVEN INSTITUTIONELE BELEGGINGSFONDSEN - ZWITSERLEVEN INDEX AANDELENFONDS EUROPA | | 26.011 | 0,002% |

**Totale** **1.048.303.685** **80,262%**

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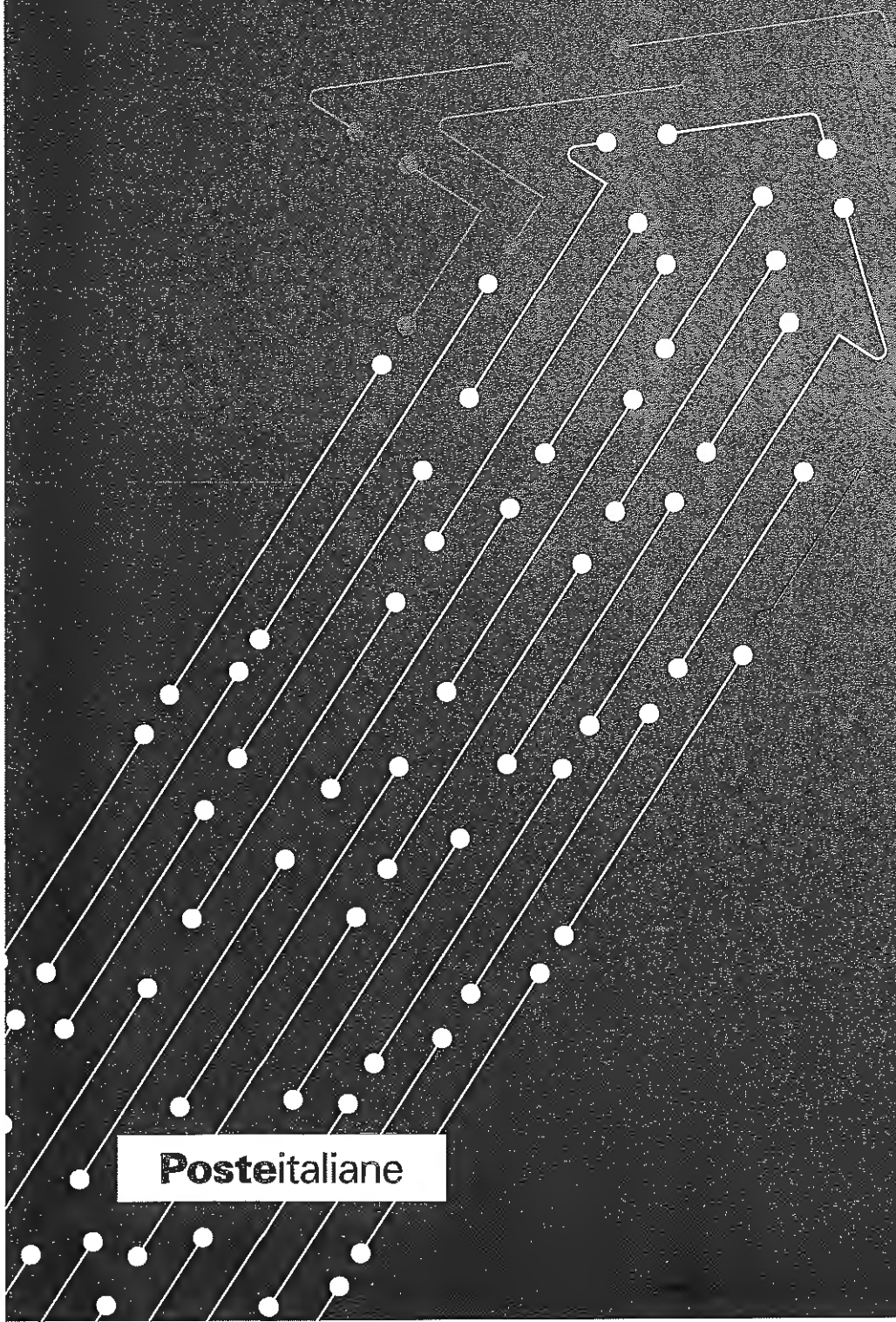
# VALORE PER L'ITALIA

## RELAZIONI ILLUSTRATIVE DEL CONSIGLIO DI AMMINISTRAZIONE SUI PUNTI ALL'ORDINE DEL GIORNO DELL'ASSEMBLEA DEGLI AZIONISTI 30 MAGGIO **2025**

ARR. N 2
Racc. 3+542



Posteitaliane

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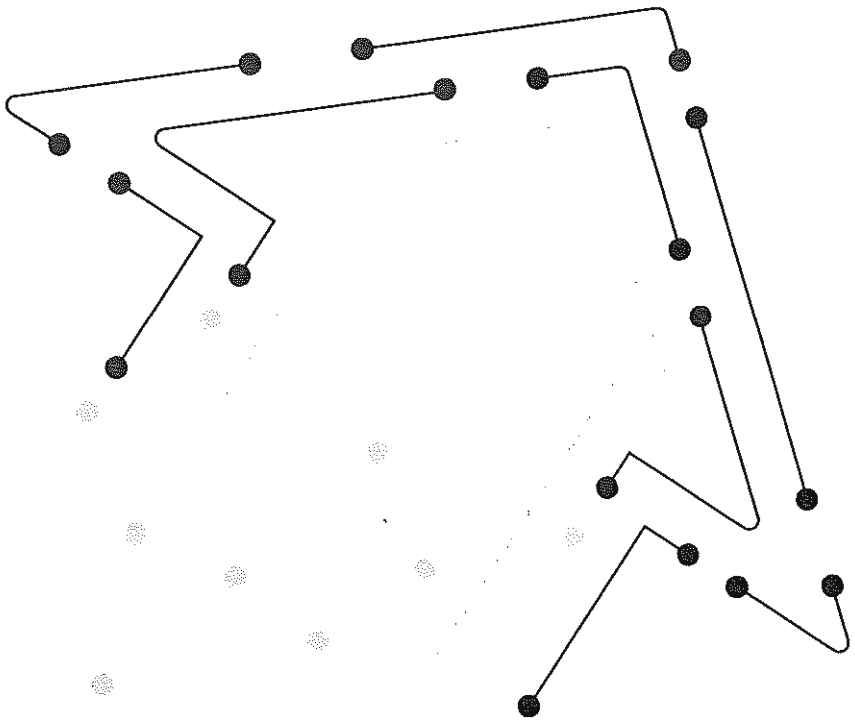
# RELAZIONI ILLUSTRATIVE DEL CONSIGLIO DI AMMINISTRAZIONE SUI PUNTI ALL'ORDINE DEL GIORNO DELL'ASSEMBLEA DEGLI AZIONISTI 30 MAGGIO **2025**



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# GENERALE

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01. Avviso di convocazione
Assemblea Poste Italiane 30.5.2025 4

02. Relazioni illustrative del Consiglio di Amministrazione sui punti all'ordine del giorno 22

1. Relazione del Consiglio di Amministrazione sul primo argomento all'ordine del giorno 22

2. Relazione del Consiglio di Amministrazione sul secondo argomento all'ordine del giorno 23

3. Relazione del Consiglio di Amministrazione sul terzo argomento all'ordine del giorno 25

4. Relazione del Consiglio di Amministrazione sul quarto argomento all'ordine del giorno 28

5. Relazione del Consiglio di Amministrazione sul quinto argomento all'ordine del giorno 29

6. Relazione del Consiglio di Amministrazione sul sesto argomento all'ordine del giorno 31

7. Relazione del Consiglio di Amministrazione sul settimo argomento all'ordine del giorno 32

8. Relazione del Consiglio di Amministrazione sull'ottavo argomento all'ordine del giorno 33

9. Relazione del Consiglio di Amministrazione sul nono argomento all'ordine del giorno 34

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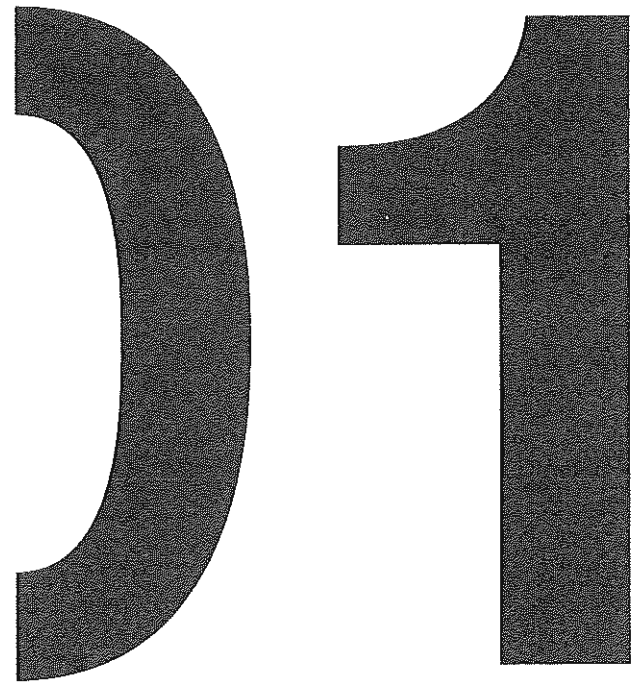

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# Avviso di Convocazione Assemblea Poste Italiane 30.5.2025

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# 01 Avviso di Convocazione Assemblea Poste Italiane 30.05.2025

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Convocazione di Assemblea ordinaria . . . . . 8

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# Convocazione di Assemblea ordinaria

L'Assemblea degli azionisti è convocata in sede ordinaria per il giorno 30 maggio 2025, 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 2024. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2024.
2. Destinazione dell'utile di esercizio.
3. Nomina del Collegio Sindacale.
4. Determinazione del compenso dei membri effettivi del Collegio Sindacale.
5. Nomina di un membro del Consiglio di Amministrazione.
6. Relazione sulla politica in materia di remunerazione per l'esercizio 2025.
7. Relazione sui compensi corrisposti nell'esercizio 2024.
8. Piani di incentivazione basati su strumenti finanziari.
9. Autorizzazione all'acquisto e alla disposizione di azioni proprie, a servizio dei piani di incentivazione basati su strumenti finanziari. Deliberazioni inerenti e conseguenti.

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.

***

## 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".

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, 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.

Non è prevista per tale Assemblea la possibilità di partecipare con mezzi elettronici né di votare per corrispondenza.

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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. 12.181.546 azioni proprie, rappresentative dello 0,933% 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 **21 maggio 2025**, 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 **27 maggio 2025**), 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 **28 maggio 2025**), 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 maggio 2025") 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 maggio 2025") anticipandone copia riprodotta informaticamente (PDF) a mezzo posta elettronica ordinaria alla casella RD@pec.euronext.com (oggetto "Delega Assemblea Poste Italiane maggio 2025");
- notifica al Rappresentante Designato in via elettronica tramite sezione del sito *internet* dedicata alla presente Assemblea.



357

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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 maggio 2025") 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 maggio 2025") anticipandone copia riprodotta informaticamente (PDF) a mezzo posta elettronica ordinaria alla casella RD@pec.euronext.com (oggetto "Delega Assemblea Poste Italiane maggio 2025").

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 29 maggio 2025.

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).

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# 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 – in proposito, tenuto conto che tale termine giungerebbe a scadenza il giorno domenica 27 aprile 2025, tale termine viene posticipato al giorno lunedì **28 aprile 2025** – 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 4) e 5) all'ordine del giorno (concernenti, rispettivamente, la "Determinazione del compenso dei membri effettivi del Collegio Sindacale" e la "Nomina di un membro del 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, ossia entro il 15 maggio 2025, 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 17 maggio 2025) 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.

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# 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 **21 maggio 2025**). 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 27 maggio 2025), 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.

# Voto di lista per la nomina del Collegio Sindacale

I componenti il Collegio Sindacale, che sarà costituito da tre Sindaci effettivi e tre Sindaci supplenti, sono nominati dall'Assemblea sulla base di liste presentate dagli azionisti che, da soli o insieme ad altri azionisti, risultino titolari di almeno lo 0,5% del capitale sociale. 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.

Ogni azionista non può presentare né votare più di una lista, anche se per interposta persona o per il tramite di società fiduciarie. Gli azionisti appartenenti al medesimo gruppo e gli azionisti che aderiscano ad un patto parasociale avente ad oggetto azioni della Società non possono presentare o votare più di una lista, anche se per interposta persona o per il tramite di società fiduciarie.

Ai sensi dell'art. 25 dello statuto sociale le liste dei candidati alla carica di Sindaco devono essere articolate in due sezioni, una per i candidati alla carica di Sindaco effettivo e l'altra per i candidati alla carica di Sindaco supplente, nelle quali i candidati devono essere elencati mediante un numero progressivo e devono risultare in numero non superiore ai componenti dell'organo da eleggere. Il primo dei candidati di ciascuna sezione deve risultare iscritto nel registro dei revisori legali ed avere esercitato l'attività di controllo legale dei conti per un periodo non inferiore a tre anni. Un candidato può presentarsi in una sola lista, a pena di ineleggibilità.

Nel rispetto di quanto previsto dalla normativa vigente in materia di equilibrio tra i generi, le liste devono inoltre includere, tanto ai primi due posti della sezione della lista relativa ai Sindaci effettivi, quanto ai primi due posti della sezione della lista relativa ai Sindaci supplenti, candidati di genere diverso.

I candidati alla carica di Sindaco devono essere in possesso (i) dei requisiti di onorabilità e professionalità previsti, relativamente ai sindaci delle società con azioni quotate, dal Decreto del Ministro della giustizia n. 162 del 30 marzo 2000, quali integrati dalle disposizioni dell'art. 25.1 dello statuto sociale, nonché (ii) degli ulteriori requisiti indicati 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") e dalle Disposizioni di Vigilanza di Banca d'Italia applicabili a Poste Italiane. Per quanto riguarda le situazioni di ineleggibilità e i limiti al cumulo degli incarichi di amministrazione e controllo che possono essere ricoperti da parte dei componenti il Collegio Sindacale, trovano applicazione le disposizioni di legge e di regolamento vigenti, ivi incluso il D.M. 169/2020. Ai fini della presentazione delle candidature, si invitano i Soci a prendere visione anche (i) delle raccomandazioni in materia di indipendenza dei componenti dell'organo di controllo contenute nel Codice italiano di *Corporate Governance* (edizione gennaio 2020), nonché (ii) degli appositi "Orientamenti agli Azionisti sulla composizione quali-quantitativa del nuovo Collegio Sindacale", approvati in data 3 aprile 2025 dal Collegio Sindacale in scadenza e disponibili nella sezione del sito internet della Società dedicata alla presente Assemblea.

Le liste dovranno essere depositate a cura degli azionisti mediante invio all'indirizzo di posta elettronica certificata affari.societari@pec.posteitaliane.it, entro il venticinquesimo giorno precedente la data dell'Assemblea (ossia entro il **5 maggio 2025**); in occasione del deposito delle liste dovranno essere altresì fornite informazioni che consentano l'identificazione di coloro che procedono alla relativa presentazione.



360

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Unitamente alle liste dovrà essere depositata da parte dei Soci che le presentano una dichiarazione contenente le informazioni relative all'identità dei medesimi e l'indicazione della percentuale di partecipazione da essi complessivamente detenuta. La comunicazione attestante la titolarità della suddetta partecipazione potrà pervenire alla Società anche successivamente al deposito delle liste, purché almeno ventuno giorni prima della data dell'Assemblea (ossia entro il **9 maggio 2025**).

Le liste, dovranno essere altresì corredate, a pena di inammissibilità, da (i) una dichiarazione dei Soci diversi da quelli che detengono una partecipazione di controllo o di maggioranza relativa, attestante l'assenza di rapporti di collegamento con questi ultimi previsti dall'articolo 144-*quinquies* del Regolamento Emittenti CONSOB n. 11971/99, tenendo conto anche delle raccomandazioni formulate dalla stessa CONSOB con Comunicazione n. DEM/9017893 del 26 febbraio 2009, e (ii) un'esauriente informativa sulle caratteristiche personali e professionali dei candidati, nonché una dichiarazione dei medesimi candidati attestante l'assenza di cause di incompatibilità, ineleggibilità e/o decadenza, il possesso dei requisiti di professionalità, competenza, onorabilità, correttezza e indipendenza – anche di giudizio – prescritti dalla normativa, anche regolamentare, vigente e dallo statuto sociale e la loro accettazione della candidatura. Tenuto conto che, ai sensi dell'art. 2400, u.c., del codice civile al momento della nomina e prima dell'accettazione dell'incarico dovranno essere resi noti all'Assemblea gli incarichi di amministrazione e controllo ricoperti dai Sindaci presso altre società e tenuto altresì conto delle disposizioni previste dall'art. 148-*bis* del Testo Unico della Finanza, dal DM 169/2020, nonché dall'art. 36 del Decreto Legge 6 dicembre 2011, n. 201, si invita a voler fornire apposita dichiarazione in tal senso nell'ambito dei *curricula vitae*, con raccomandazione di assicurarne l'aggiornamento fino alla data della riunione assembleare.

Nel caso in cui, entro il venticinquesimo giorno precedente la data dell'Assemblea in unica convocazione (ossia entro il **5 maggio 2025**), sia stata presentata una sola lista, ovvero siano state presentate liste soltanto da Azionisti che risultino tra loro collegati ai sensi della disciplina di legge e regolamentare vigente, potranno essere presentate ulteriori liste sino al terzo giorno successivo a tale termine (ossia sino all'**8 maggio 2025**) e la sopra indicata quota minima di partecipazione per la presentazione di liste sarà da considerarsi ridotta della metà.

Si ricorda infine che, ai sensi di legge e di statuto, la presidenza del Collegio Sindacale spetta al Sindaco effettivo tratto dalle liste di minoranza.

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



361

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# 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 aprile 2025.

Roma, 17 aprile 2025

Il Presidente del Consiglio di Amministrazione
**Silvia Maria Rovere**

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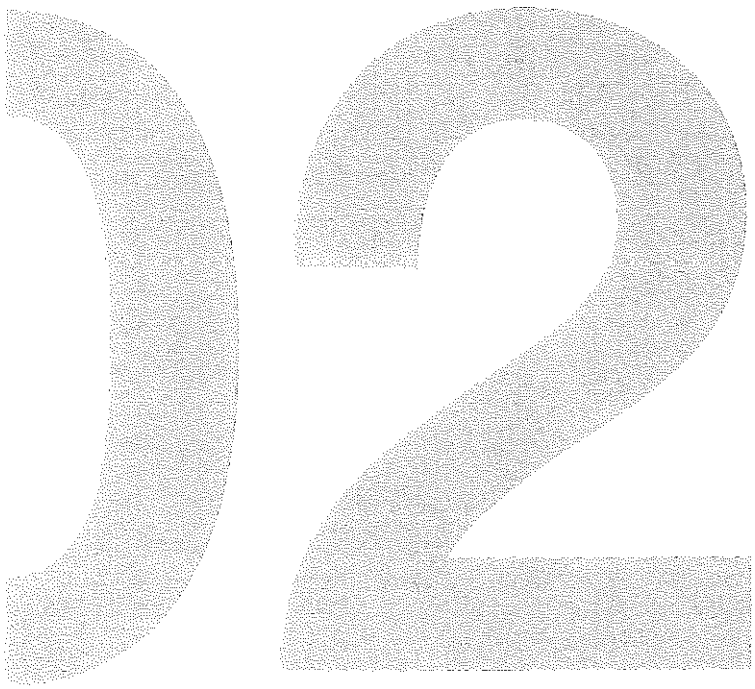

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# 02 Relazioni illustrative del Consiglio di Amministrazione sui punti all'ordine del giorno

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1. Relazione del Consiglio di Amministrazione sul primo argomento all'ordine del giorno 22

2. Relazione del Consiglio di Amministrazione sul secondo argomento all'ordine del giorno 23

3. Relazione del Consiglio di Amministrazione sul terzo argomento all'ordine del giorno 25

4. Relazione del Consiglio di Amministrazione sul quarto argomento all'ordine del giorno 28

5. Relazione del Consiglio di Amministrazione sul quinto argomento all'ordine del giorno 29

6. Relazione del Consiglio di Amministrazione sul sesto argomento all'ordine del giorno 31

7. Relazione del Consiglio di Amministrazione sul settimo argomento all'ordine del giorno 32

8. Relazione del Consiglio di Amministrazione sull'ottavo argomento all'ordine del giorno 33

9. Relazione del Consiglio di Amministrazione sul nono argomento all'ordine del giorno 34

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# 1.

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

## Bilancio di esercizio al 31 dicembre 2024. Relazioni del Consiglio di Amministrazione, del Collegio Sindacale e della Società di revisione. Deliberazioni relative. Presentazione del bilancio consolidato al 31 dicembre 2024.

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 2024 – comprendente il Rendiconto separato del Patrimonio BancoPosta (costituito dalla Società con effetto dal 2 maggio 2011, con delibera dell'assemblea straordinaria degli azionisti del 14 aprile 2011 e il cui funzionamento è disciplinato da apposito regolamento disponibile sul sito della Società www.posteitaliane.it) – che chiude con un utile netto di 1.882 milioni di euro, e (ii) il bilancio consolidato del Gruppo Poste al 31 dicembre 2024, che chiude con un risultato netto di 2.013 milioni di euro (1.994 milioni di euro la quota di pertinenza di Gruppo), approvati dal Consiglio di Amministrazione in data 26 marzo 2025.

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 2024 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 2024, con la relativa relazione della Società di revisione legale;
- preso atto del bilancio consolidato al 31 dicembre 2024 con le relative relazioni del Consiglio di Amministrazione e della Società di revisione legale;

## delibera

di approvare il bilancio di esercizio al 31 dicembre 2024 di Poste Italiane S.p.A., corredato della relativa relazione del Consiglio di Amministrazione e comprendente il Rendiconto separato del Patrimonio BancoPosta.

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

## 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 2025 il Consiglio di Amministrazione – nell'ambito dell'aggiornamento per l'anno 2025 del Piano Strategico 2024-2028 "The Connecting Platform" – ha altresì aggiornato al rialzo la suddetta politica dei dividendi, prevedendo un *pay-out ratio* pari al 70% dell'utile netto di Gruppo durante l'arco del suddetto Piano.

Alla luce di quanto precede, il Consiglio di Amministrazione, nella seduta del 6 novembre 2024, 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 2024 pari a 0,33 euro per azione (per complessivi 427 milioni di euro circa), che è stato posto in pagamento, al lordo delle eventuali ritenute di legge, a decorrere dal 20 novembre 2024.

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 2024 risulta pari a circa 2.013 milioni di euro (1.994 milioni di euro la quota di pertinenza di Gruppo), si propone la distribuzione di un saldo del dividendo pari a 0,75 euro per azione, da mettere in pagamento nel mese di giugno 2025, secondo le date comunicate al mercato in data 14 gennaio 2025 in occasione della diffusione del calendario degli eventi societari dell'anno 2025 e, precisamente: (i) 25 giugno 2025, quale data di pagamento, (ii) 23 giugno 2025, quale "data stacco", e (iii) 24 giugno 2025, quale *record date* (ossia data di legittimazione al pagamento del dividendo stesso).

In tal modo il dividendo complessivo relativo all'esercizio 2024 risulta ammontare a 1,08 euro per azione, in aumento del 35% rispetto al dividendo di 0,800 euro per azione relativo all'esercizio 2023.

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 614.956.640 euro come segue:
   1.1 a "Riserva di utili" per euro 61.000.000;
   1.2 a disposizione della Società per l'eventuale distribuzione per 553.956.640 euro;
2. di destinare l'utile netto dell'esercizio 2024 di Poste Italiane S.p.A., pari a 1.882.349.708 euro come segue:
   2.1 a "Riserve di utili" afferenti al Patrimonio BancoPosta per 61.000.000 euro;
   2.2 a riserva denominata "Risultati portati a nuovo", quota non disponibile alla distribuzione, per 7.546.584 euro;
   2.3 alla distribuzione in favore degli Azionisti, a titolo di dividendo, l'importo di 1,08 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 1,08 euro per azione come segue:
   3.1 l'importo di 0,33 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 20 novembre 2024, previo stacco in data 18 novembre 2024 della cedola n. 15 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 19 novembre 2024, per un importo complessivo di 427.223.741 euro;
   3.2 l'importo di 0,75 euro per ognuna delle azioni ordinarie che risulteranno in circolazione il 23 giugno 2025, 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 2024 di 0,75 euro per azione ordinaria – al lordo delle eventuali ritenute di legge – a decorrere dal 25 giugno 2025, con "data stacco" della cedola n. 16 coincidente con il 23 giugno 2025 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 24 giugno 2025.



352

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

## Nomina del Collegio Sindacale.

Signori Azionisti,

siete stati convocati per discutere e deliberare in merito al rinnovo del Collegio Sindacale, il cui mandato scade in coincidenza con l'approvazione del bilancio dell'esercizio 2024.

In proposito si ricorda che, secondo le previsioni dell'art. 25 dello Statuto sociale, nonché della normativa vigente:

- il Collegio Sindacale è costituito da tre Sindaci effettivi; l'Assemblea, in sede di nomina, è chiamata a eleggere anche tre Sindaci supplenti. I Sindaci così nominati restano in carica per tre esercizi (con scadenza alla data dell'Assemblea convocata per l'approvazione del bilancio relativo al terzo esercizio della carica) e sono rieleggibili alla scadenza del mandato;
- tanto i Sindaci effettivi quanto i Sindaci supplenti sono nominati dall'Assemblea sulla base di liste presentate dagli Azionisti;
- la legittimazione alla presentazione delle liste dei candidati Sindaci spetta agli Azionisti che, da soli o insieme ad altri Azionisti, risultino titolari di almeno lo 0,5% del capitale sociale; 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;
- le liste devono essere articolate in due sezioni: una per i candidati alla carica di Sindaco effettivo e l'altra per i candidati alla carica di Sindaco supplente, nelle quali i candidati devono essere elencati mediante un numero progressivo e devono risultare in numero non superiore a quello dei componenti dell'organo da eleggere;
- il primo dei candidati di ciascuna sezione deve essere iscritto nel registro dei revisori legali ed avere esercitato l'attività di controllo legale dei conti per un periodo non inferiore a tre anni;
- nel rispetto di quanto previsto dalla normativa vigente in materia di equilibrio tra i generi, le liste devono inoltre includere, tanto ai primi due posti della sezione della lista relativa ai Sindaci effettivi, quanto ai primi due posti della sezione della lista relativa ai Sindaci supplenti, candidati di genere diverso;
- ogni Azionista non può presentare né votare più di una lista, anche se per interposta persona o per il tramite di società fiduciarie. I soci appartenenti al medesimo gruppo e i soci che aderiscano ad un patto parasociale avente ad oggetto azioni della Società non possono presentare o votare più di una lista, anche se per interposta persona o per il tramite di società fiduciarie. Un candidato può presentarsi in una sola lista, a pena di ineleggibilità;
- dalla lista che ha ottenuto il maggior numero dei voti vengono tratti, nell'ordine progressivo con il quale sono elencati nelle sezioni della lista stessa, due Sindaci effettivi e due Sindaci supplenti; il rimanente Sindaco effettivo ed il restante Sindaco supplente vengono invece tratti dalle altre liste, nel rispetto della normativa vigente e secondo il meccanismo descritto nell'art. 14.4, lett. b), dello Statuto sociale, da applicare distintamente a ciascuna delle sezioni in cui le altre liste sono articolate;
- la presidenza del Collegio Sindacale spetta al Sindaco effettivo nominato con le modalità previste dall'art. 14.4, lett. b), dello Statuto sociale (ossia al Sindaco effettivo tratto dalle liste di minoranza, secondo quanto richiesto dall'art. 148, comma 2-*bis* del Testo Unico della Finanza, approvato con Decreto Legislativo 24 febbraio 1998, n. 58); in caso di sostituzione del Presidente, tale carica è assunta dal Sindaco supplente, anch'egli nominato con le modalità previste dall'art. 14.4, lett. b), dello Statuto sociale;
- in caso di sostituzione di uno dei Sindaci tratti dalla lista che ha ottenuto il maggior numero dei voti, subentra il primo dei Sindaci supplenti tratto dalla stessa lista. Nel caso in cui il subentro, se effettuato in tal modo, non consenta di ricostituire un Collegio Sindacale conforme alla normativa vigente in materia di equilibrio tra i generi, subentra il secondo dei Sindaci supplenti tratto dalla stessa lista. Qualora successivamente si renda necessario sostituire l'altro Sindaco tratto dalla lista che ha ottenuto il maggior numero dei voti, subentra in ogni caso l'ulteriore Sindaco supplente tratto dalla medesima lista.

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Si ricorda inoltre che i candidati alla carica di Sindaco devono essere in possesso (i) dei requisiti di onorabilità e professionalità previsti, relativamente ai sindaci delle società con azioni quotate, dal Decreto del Ministro della giustizia n. 162 del 30 marzo 2000, quali integrati dalle disposizioni dell'art. 25.1 dello statuto sociale, nonché (ii) degli ulteriori requisiti indicati 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") e dalle Disposizioni di Vigilanza di Banca d'Italia applicabili a Poste Italiane.

Per quanto riguarda le situazioni di ineleggibilità e i limiti al cumulo degli incarichi di amministrazione e controllo che possono essere ricoperti da parte dei componenti il Collegio Sindacale trovano applicazione, rispettivamente, le disposizioni di cui:

i. all'art. 148, comma 3, del Testo Unico della Finanza e all'art. 148-*bis* del Testo Unico della Finanza;
ii. agli artt. 144-*duodecies* e seguenti del Regolamento Emittenti CONSOB (adottato con Delibera 14 maggio 1999, n. 11971);
iii. agli artt. 17 e seguenti del D.M. 169/2020; nonché
iv. alle ulteriori disposizioni di legge e di regolamento applicabili alla Società.

Ai fini della presentazione delle candidature, si invitano gli Azionisti a prendere visione anche (i) delle raccomandazioni in materia di indipendenza dei componenti dell'organo di controllo contenute nel Codice italiano di *Corporate Governance* (edizione gennaio 2020), nonché (ii) degli appositi "Orientamenti agli Azionisti sulla composizione quali-quantitativa del nuovo Collegio Sindacale", approvati in data 3 aprile 2025 dal Collegio Sindacale in scadenza e disponibili nella sezione del sito internet della Società dedicata alla presente Assemblea.

Le liste dovranno essere depositate a cura degli azionisti mediante invio all'indirizzo di posta elettronica certificata affari.societari@pec.posteitaliane.it, entro il venticinquesimo giorno precedente la data dell'Assemblea (ossia entro il 5 maggio 2025); in occasione del deposito delle liste dovranno essere altresì fornite informazioni che consentano l'identificazione di coloro che procedono alla relativa presentazione.

Le liste devono essere corredate da:

- una dichiarazione da parte dei Soci che le presentano contenente l'indicazione della percentuale di partecipazione da essi complessivamente detenuta. La comunicazione attestante la titolarità della suddetta partecipazione potrà pervenire alla Società anche successivamente al deposito delle liste, purché almeno ventuno giorni prima della data dell'Assemblea (ossia entro il 9 maggio 2025);
- una dichiarazione dei Soci diversi da quelli che detengono, anche congiuntamente, una partecipazione di controllo o di maggioranza relativa nella Società, attestante l'assenza di rapporti di collegamento (individuati in base alle previsioni dell'art. 144-*quinquies* del Regolamento Emittenti CONSOB) con questi ultimi. Si segnala a tale riguardo che, in base alle comunicazioni di cui all'art. 120 del Testo Unico della Finanza, la Società risulta soggetta al controllo di diritto da parte del Ministero dell'Economia e delle Finanze, tenuto conto che (i) quest'ultimo (pur non esercitando sulla Società alcuna attività di direzione e coordinamento, secondo quanto disposto 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) detiene il 29,26% del capitale in via diretta, e (ii) Cassa Depositi e Prestiti S.p.A. (società a sua volta controllata dal Ministero stesso) detiene il 35% del capitale. Nel rendere la suddetta dichiarazione si invitano i Soci interessati a tenere conto delle raccomandazioni formulate dalla CONSOB nella Comunicazione DEM/9017893 del 26 febbraio 2009; e
- un'esauriente informativa sulle caratteristiche personali e professionali dei candidati, nonché una dichiarazione dei medesimi candidati attestante (i) l'assenza di cause di incompatibilità, ineleggibilità e/o decadenza, (ii) il possesso dei requisiti di professionalità, competenza, onorabilità, correttezza e indipendenza – anche di giudizio – prescritti dalla normativa, anche regolamentare, vigente e dallo statuto sociale, e (iii) la loro accettazione della candidatura. Tenuto conto che, ai sensi dell'art. 2400, u.c., del Codice civile al momento della nomina e prima dell'accettazione dell'incarico dovranno essere resi noti all'Assemblea gli incarichi di amministrazione e controllo ricoperti dai Sindaci presso altre società e tenuto altresì conto delle disposizioni previste dall'art. 148-*bis* del Testo Unico della Finanza, dal DM 169/2020, nonché dall'art. 36 del Decreto Legge 6 dicembre 2011, n. 201, si invita a voler fornire apposita dichiarazione in tal senso nell'ambito dei *curricula vitae*, con raccomandazione di assicurarne l'aggiornamento fino alla data della riunione assembleare.

Le liste, unitamente alla predetta documentazione a corredo, saranno messe a disposizione del pubblico a cura della Società, almeno ventuno giorni prima della data dell'Assemblea (ossia entro il 9 maggio 2025), presso la sede sociale e sul sito *internet* della Società, nella sezione dedicata all'Assemblea.

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Si segnala che, ai sensi dell'art. 144-*sexies*, comma 5, del Regolamento Emittenti CONSOB, nel caso in cui alla data di scadenza del termine previsto per il deposito delle liste sia stata depositata una sola lista – ovvero siano state depositate soltanto liste presentate da Soci che abbiano tra loro rapporti di collegamento (individuati in base alle previsioni dell'art. 144-*quinquies* del Regolamento Emittenti CONSOB) – potranno essere presentate liste fino al terzo giorno successivo alla scadenza del termine sopra indicato (ossia fino all'8 maggio 2025). In tale caso le liste potranno essere presentate da parte di Azionisti che, da soli o insieme ad altri Azionisti, risultino titolari di almeno lo 0,25% del capitale sociale.

Signori Azionisti, siete pertanto invitati a votare una lista tra quelle che verranno presentate, depositate e rese pubbliche in conformità alle indicate disposizioni normative e statutarie.



375

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

## Determinazione del compenso spettante ai membri effettivi del Collegio Sindacale.

Signori Azionisti,

siete stati convocati per discutere e deliberare in merito alla individuazione della misura della retribuzione dei membri effettivi del Collegio Sindacale, alla cui nomina la presente Assemblea è chiamata a provvedere in separato e precedente punto all'ordine del giorno.

Difatti, secondo quanto disposto dall'art. 2402 cod. civ. e dall'art. 25.1 dello statuto sociale, all'atto della nomina del Collegio Sindacale l'Assemblea provvede a determinare la retribuzione annuale spettante ai Sindaci effettivi per l'intero periodo di durata del relativo ufficio.

Si ricorda che i compensi del Collegio Sindacale in scadenza sono stati fissati dall'Assemblea ordinaria del 27 maggio 2022 in 80.000 euro lordi annui per il Presidente ed in 70.000 euro lordi annui per gli altri Sindaci effettivi.

Si sottolinea che, con riguardo alla remunerazione dei Sindaci, l'art. 5, Raccomandazione n. 30, del Codice di *Corporate Governance* raccomanda che essa sia adeguata "alla competenza, alla professionalità e all'impegno richiesti dalla rilevanza del ruolo ricoperto e alle caratteristiche dimensionali e settoriali dell'impresa e alla sua situazione".

Il Consiglio di Amministrazione si astiene dal formulare specifiche proposte sul presente argomento all'ordine del giorno e invita, pertanto, l'Assemblea a determinare – sulla base delle proposte presentate dagli Azionisti (secondo termini e modalità al riguardo indicate nell'avviso di convocazione della presente Assemblea) – il compenso spettante ai membri effettivi del Collegio Sindacale.

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

## Nomina di un membro del Consiglio di Amministrazione.

Signori Azionisti,

come reso noto nell'ambito del comunicato stampa diffuso in data 30 luglio 2024, si ricorda che il Dott. Armando Ponzini ha rassegnato – con effetto a far data dal 31 luglio 2024 – le proprie dimissioni dalla carica di membro del Consiglio di Amministrazione della Società, a causa di sopraggiunti impegni professionali incompatibili con la carica di Consigliere di Poste Italiane.

In proposito, si ricorda altresì che, come reso noto nell'ambito del comunicato stampa diffuso in data 26 marzo 2025, in pari data[1] il Consiglio di Amministrazione ha nominato per cooptazione, ai sensi dell'art. 2386, comma 1, cod. civ., quale membro del Consiglio stesso il Dott. Alessandro Marchesini, che resta in carica (secondo quanto al riguardo disposto dalla citata norma codicistica) fino alla presente Assemblea degli Azionisti.

Si evidenzia che il nominativo del Consigliere Alessandro Marchesini è stato indicato da alcune società di gestione del risparmio che, in occasione dell'Assemblea degli Azionisti svoltasi in data 8 maggio 2023, avevano concorso alla presentazione della lista "di minoranza" da cui era stato tratto il Consigliere dimissionario Armando Ponzini.

In base alle disposizioni del vigente statuto sociale, in caso di nomina di amministratori che abbia luogo al di fuori delle ipotesi di rinnovo dell'intero Consiglio di Amministrazione – come accade nel caso di specie – l'Assemblea delibera con le maggioranze di legge e senza applicare il procedimento del "voto di lista".

In relazione a quanto sopra, i Signori Azionisti sono pertanto invitati a provvedere alla nomina di un membro del Consiglio di Amministrazione e, a tal fine, il Consiglio stesso propone di confermare nell'incarico il Dott. Alessandro Marchesini fino alla scadenza del mandato del Consiglio di Amministrazione in carica, vale a dire fino alla data dell'Assemblea che sarà convocata per l'approvazione del bilancio di esercizio al 31 dicembre 2025.

Il curriculum vitae del Dott. Alessandro Marchesini è disponibile in allegato alla presente relazione illustrativa.

Qualora gli Azionisti abbiano interesse a proporre ulteriori candidature, si fa presente che le stesse potranno essere presentate secondo quanto indicato nell'avviso di convocazione della presente Assemblea con riferimento alla presentazione di proposte di deliberazione (ex art. 126-*bis*, comma 1, terzo periodo, del Testo Unico della Finanza). Al riguardo, si evidenzia altresì quanto segue:

- dovrà essere presentata una dichiarazione con la quale l'interessato/a accetta la propria candidatura ed attesta, sotto la propria responsabilità, l'inesistenza di cause di ineleggibilità e di incompatibilità (di cui all'art. 14.3 dello statuto sociale), 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), (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;

1. All'esito del positivo espletamento presso la Banca d'Italia della procedura di verifica di idoneità per la carica in capo al candidato, quale prescritte (i) dal 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", e (ii) dalle Disposizioni di Vigilanza di Banca d'Italia applicabili a Poste Italiane.

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- dovrà essere prodotto (anche al fine di consentire alla Società l'espletamento della relativa informativa nei confronti del pubblico successivamente alla eventuale nomina) un "curriculum vitae" contenente le caratteristiche personali e professionali del candidato.

Tutto ciò premesso, sottoponiamo alla Vostra approvazione la seguente

## Proposta

L'Assemblea di Poste Italiane S.p.A. nomina, quale membro del Consiglio di Amministrazione della Società, il Dott. Alessandro Marchesini, nato a Bologna il 18 luglio 1973, fino alla scadenza del mandato del Consiglio di Amministrazione in carica, vale a dire fino alla data dell'Assemblea che sarà convocata per l'approvazione del bilancio di esercizio al 31 dicembre 2025.

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

## Relazione sulla politica in materia di remunerazione per l'esercizio 2025.

Signori Azionisti,

la relazione sulla politica in materia di remunerazione per l'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 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 2025, 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 2024, 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 2025 e sui compensi corrisposti 2024" – messo a disposizione contestualmente alla presente relazione e al quale si rinvia.

Tutto ciò premesso, sottoponiamo alla Vostra approvazione la seguente

## Proposta

L'Assemblea di Poste Italiane S.p.A. approva la relazione sulla politica in materia di remunerazione per l'esercizio 2025 – 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.



379

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# 7.
# Relazione del Consiglio di Amministrazione sul settimo argomento all'ordine del giorno

## Relazione sui compensi corrisposti nell'esercizio 2024.

Signori Azionisti,

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

Secondo quanto previsto 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 2024, 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 2024 è riportata in apposito documento – denominato "Relazione sulla politica in materia di remunerazione 2025 e sui compensi corrisposti 2024" – messo a disposizione contestualmente alla presente relazione e al quale si rinvia.

Tutto ciò premesso, sottoponiamo alla Vostra approvazione la seguente.

## Proposta

L'Assemblea di Poste Italiane S.p.A. delibera in senso favorevole sulla Relazione sui compensi corrisposti nel corso dell'esercizio 2024, 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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# 8.
# Relazione del Consiglio di Amministrazione sull'ottavo argomento all'ordine del giorno

## Piani di incentivazione basati su strumenti finanziari.

Signori Azionisti,

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

In particolare, si tratta dei seguenti sistemi incentivanti (insieme anche i "Piani"):
1. il piano di incentivazione a lungo termine "ILT Performance Share 2025-2027";
2. il piano di incentivazione a breve termine 2025, basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta (MBO).

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

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

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

Tutto ciò premesso, sottoponiamo alla Vostra approvazione la seguente

## Proposta

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

## delibera:

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

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# 9.
# Relazione del Consiglio di Amministrazione sul nono argomento all'ordine del giorno

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

Signori Azionisti,

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

### 1. Motivazioni della proposta di autorizzazione

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

Più precisamente, le azioni proprie saranno destinate a servire i "Piani di Incentivazione", vale a dire:
- il piano di incentivazione a lungo termine "*ILT Performance Share 2025-2027*";
- il piano di incentivazione a breve termine 2025 basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta.

In particolare, il piano di incentivazione a lungo termine "*ILT Performance Share 2025-2027*" ha l'obiettivo di rafforzare il collegamento della componente variabile della remunerazione alla strategia di lungo termine del Gruppo Poste Italiane, in linea con il *budget* e gli obiettivi del Piano Strategico, su un orizzonte temporale pluriennale. Tale piano prevede l'utilizzo di azioni ordinarie di Poste Italiane e, attraverso la previsione di adeguati periodi di indisponibilità delle medesime, garantisce un costante allineamento tra gli interessi dei beneficiari e quelli degli azionisti, favorendo la fidelizzazione delle risorse chiave della Società e del Gruppo Poste Italiane. I beneficiari sono l'Amministratore Delegato, il Direttore Generale della Società e le risorse chiave del Gruppo Poste Italiane che svolgono funzioni rilevanti per l'esecuzione delle direttrici del Piano Strategico.

Con riferimento al piano di incentivazione a breve termine 2025 basato su strumenti finanziari per il personale più rilevante del Patrimonio BancoPosta, ivi incluso l'Amministratore Delegato, coerentemente con la normativa di riferimento, l'obiettivo è quello di collegare la remunerazione alla strategia del Patrimonio BancoPosta. Tale piano rappresenta, inoltre, uno strumento utile a rafforzare l'attenzione sulla creazione di valore e sulla gestione per obiettivi, favorire la continuità del *management* nel lungo periodo generando un effetto di *retention* e sostenere la cultura dell'integrazione e dell'efficienza nonché a ingaggiare i responsabili dei progetti strategici.

Sulla base delle esigenze sopradescritte l'operazione di acquisto di azioni proprie potrà riguardare un numero di azioni fino ad un massimo di 2,6 milioni di azioni proprie, per un controvalore massimo pari a 50 milioni di euro.

Qualora, una volta effettuata l'assegnazione prevista dai piani di incentivazione, residuino azioni proprie in eccedenza, le stesse potranno essere alienate secondo i termini e le condizioni di volta in volta stabiliti dal CdA o dai soggetti da esso delegati, fermo in ogni caso il rispetto dei limiti eventualmente previsti dalla normativa vigente. Si ricorda altresì che la Società ha effettuato (i) nel febbraio 2019 un primo programma di acquisto di azioni proprie – autorizzato dall'Assemblea degli Azionisti del 29 maggio 2018 per un numero massimo di 65,3 milioni di azioni e per un controvalore massimo di euro 500 milioni – nell'ambito del quale ha acqui-



382

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stato un totale di n. 5.257.965 azioni per un controvalore di euro 39.999.993,98; (ii) nel periodo compreso tra il 30 maggio 2022 e il 13 giugno 2022 (estremi inclusi) un secondo programma di acquisto di azioni proprie – autorizzato dall'Assemblea degli Azionisti del 27 maggio 2022 per un numero massimo di 2,6 milioni di azioni e per un controvalore massimo di euro 40 milioni – nell'ambito del quale ha acquistato un totale di n. 2.600.000 azioni per un controvalore di euro 25.300.204,62; (iii) nel periodo compreso tra il 10 maggio e il 31 maggio 2023 (estremi inclusi) un terzo programma di acquisto di azioni proprie – autorizzato dall'Assemblea degli Azionisti dell'8 maggio 2023 per un numero massimo di 3,5 milioni di azioni e per un controvalore massimo di euro 52,5 milioni – nell'ambito del quale ha acquistato un totale di n. 3.500.000 azioni per un controvalore di euro 33.984.897,83; e (iv) nei periodi compresi tra il 3 e il 10 giugno 2024 (estremi inclusi), tra il 7 e il 10 agosto 2024 (estremi inclusi), nonché in data 7 aprile 2025, tre *tranche* del quarto programma di acquisto di azioni proprie – autorizzato dall'Assemblea degli Azionisti del 31 maggio 2024 per un numero massimo di 3,5 milioni di azioni e per un controvalore massimo di euro 56 milioni – nell'ambito del quale ha acquistato finora complessivamente un totale di n. 2.566.411 azioni per un controvalore di euro 33.735.216,46; la restante parte del programma (pari a n. 933.589 azioni) potrà essere completata entro 18 mesi dalla delibera assembleare autorizzativa, ovvero entro il 30 novembre 2025.

Tenuto conto delle assegnazioni di azioni effettuate a partire dal 2021 in esecuzione di precedenti piani di incentivazione, le azioni proprie attualmente in possesso di Poste Italiane ammontano a n. 12.181.546 azioni (pari allo 0,93% del capitale sociale).

## 2. Numero massimo di azioni oggetto della proposta di autorizzazione

Si propone che l'Assemblea autorizzi l'acquisto di azioni proprie, in una o più volte, sino al limite massimo di 2,6 milioni di azioni ordinarie della Società, rappresentative del 0,20% circa del capitale sociale di Poste Italiane, che ammonta attualmente a euro 1.306.110.000,00 suddiviso in n. 1.306.110.000 azioni ordinarie prive dell'indicazione del valore nominale, e per un esborso complessivo fino a 50,0 milioni di euro.

Ai sensi dell'art. 2357, comma 1, del Codice civile, le operazioni di acquisto saranno effettuate nei limiti degli utili distribuibili e delle riserve disponibili risultanti dall'ultimo bilancio regolarmente approvato. Si informa in proposito che le riserve disponibili risultanti dal progetto di bilancio al 31 dicembre 2024 di Poste Italiane, sottoposto all'approvazione della presente Assemblea, ammontano ad un importo complessivo di circa 1.517 milioni di euro, una volta deliberata la distribuzione dei dividendi.

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

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

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

La Società detiene ad oggi n. 12.181.546 di azioni proprie in portafoglio, come in precedenza indicato acquistate (i) nel febbraio 2019, (ii) nel periodo intercorrente tra il 30 maggio e il 13 giugno 2022, (iii) nel periodo compreso tra il 10 maggio 2023 e il 31 maggio 2023, e (iv) nei periodi intercorrenti tra il 3 e il 10 giugno 2024, tra il 7 e il 10 agosto 2024, e in data 7 aprile 2025, e destinate a coprire il fabbisogno derivante dai piani di incentivazione già assegnati.

## 4. Durata per la quale si richiede l'autorizzazione

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

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

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## 5. Corrispettivo minimo e massimo

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

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

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

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

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

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

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

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

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

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

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

Sottoponiamo pertanto alla Vostra approvazione il seguente

## Ordine del giorno

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

## delibera

1. di autorizzare il Consiglio di Amministrazione – ai sensi e per gli effetti dell'art. 2357 del Codice civile – a procedere all'acquisto di azioni della Società, in una o più volte, per un periodo di diciotto mesi dalla data della presente delibera, per il perseguimento delle finalità di cui alla relazione illustrativa del Consiglio di Amministrazione all'odierna Assemblea relativa al presente punto all'ordine del giorno, nei termini e alle condizioni di seguito precisati:
   - il numero massimo di azioni da acquistare è pari a n. 2,6 milioni di azioni ordinarie della Società, rappresentative del 0,20% circa del capitale sociale di Poste Italiane S.p.A., che ammonta attualmente a euro 1.306.110.000,00 suddiviso in n. 1.306.110.000 azioni ordinarie prive dell'indicazione del valore nominale, per un esborso complessivo fino a 50,0 milioni di euro; gli acquisti dovranno essere effettuati nei limiti degli utili distribuibili e delle riserve disponibili risultanti dall'ultimo bilancio regolarmente approvato;
   - gli acquisti dovranno essere effettuati ad un prezzo che sarà individuato di volta in volta, avuto riguardo alla modalità prescelta per l'effettuazione dell'operazione e nel rispetto delle eventuali prescrizioni regolamentari, anche comunitarie, ad un corrispettivo che non sia superiore al prezzo più elevato tra il prezzo dell'ultima operazione indipendente e il prezzo dell'offerta indipendente più elevata corrente nelle sedi di negoziazione dove viene effettuato l'acquisto, fermo restando che tale prezzo non dovrà in ogni caso discostarsi in diminuzione o in aumento di oltre il 10% rispetto al prezzo di riferimento registrato dal titolo Poste Italiane S.p.A. nella seduta del Mercato Telematico Azionario (denominato "Euronext Milan"), organizzato e gestito da Borsa Italiana S.p.A., del giorno precedente ogni singola operazione;
   - gli acquisti dovranno essere effettuati in modo da assicurare la parità di trattamento tra gli Azionisti e secondo le modalità previste dalla normativa, anche comunitaria, di riferimento e comunque secondo le modalità previste dall'art. 144-bis, comma 1, del Regolamento Emittenti;
2. di autorizzare il Consiglio di Amministrazione – ai sensi e per gli effetti dell'art. 2357-ter del codice civile – a procedere alla disposizione, in una o più volte, di tutte o parte delle azioni proprie in portafoglio, senza limiti temporali, anche prima di aver esaurito il quantitativo massimo di azioni acquistabile, nonché all'eventuale riacquisto delle azioni stesse in misura tale per cui le azioni proprie detenute dalla Società e, se del caso, dalle società dalla stessa controllate, non superino il limite stabilito dall'autorizzazione di cui al precedente punto 1. Gli atti di disposizione e/o utilizzo delle azioni proprie in portafoglio potranno avvenire per il perseguimento delle finalità di cui alla relazione illustrativa del Consiglio di Amministrazione all'odierna Assemblea relativa al presente punto all'ordine del giorno, nei termini e alle condizioni di seguito precisati:
   - le azioni proprie saranno destinate a servire i piani di incentivazione descritti in narrativa (vale a dire (i) il piano di incentivazione a lungo termine "ILT Performance Share 2025-2027", e (ii) il piano di incentivazione a breve termine 2025, basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta) e tali azioni saranno assegnate con le modalità e nei termini indicati dai regolamenti dei piani stessi;
   - la vendita o gli altri atti dispositivi delle azioni proprie in portafoglio che dovessero residuare una volta effettuata l'assegnazione prevista dai piani di incentivazione, potranno avvenire secondo i termini e le condizioni di volta in volta stabiliti dal Consiglio di Amministrazione o dai soggetti da esso delegati, con le modalità ritenute più opportune e rispondenti all'interesse della Società, in conformità alle finalità e ai criteri di cui alla presente autorizzazione e in ogni caso, nel rispetto della normativa, anche comunitaria, di riferimento;
3. di conferire al Consiglio di Amministrazione – e, per esso, all'Amministratore Delegato, con facoltà di subdelega – ogni potere occorrente per dare esecuzione alle deliberazioni di cui ai punti precedenti, ponendo in essere tutto quanto richiesto, opportuno, strumentale e/o connesso per il buon esito delle stesse, nonché per provvedere all'informativa al mercato richiesta dalla normativa, anche comunitaria, di riferimento.

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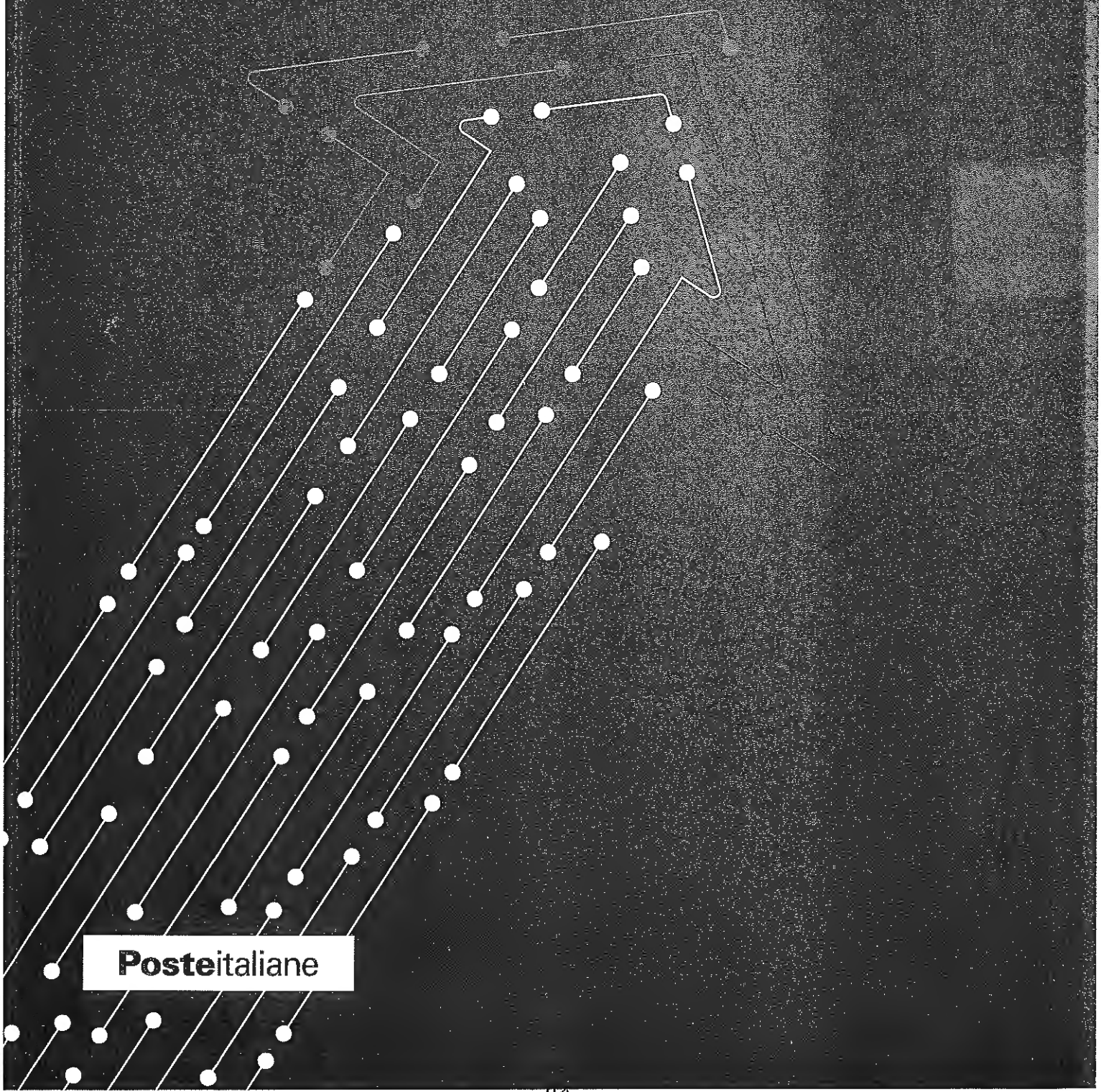
## RELAZIONE SULLA POLITICA IN MATERIA DI REMUNERAZIONE **2025** E SUI COMPENSI CORRISPOSTI **2024**



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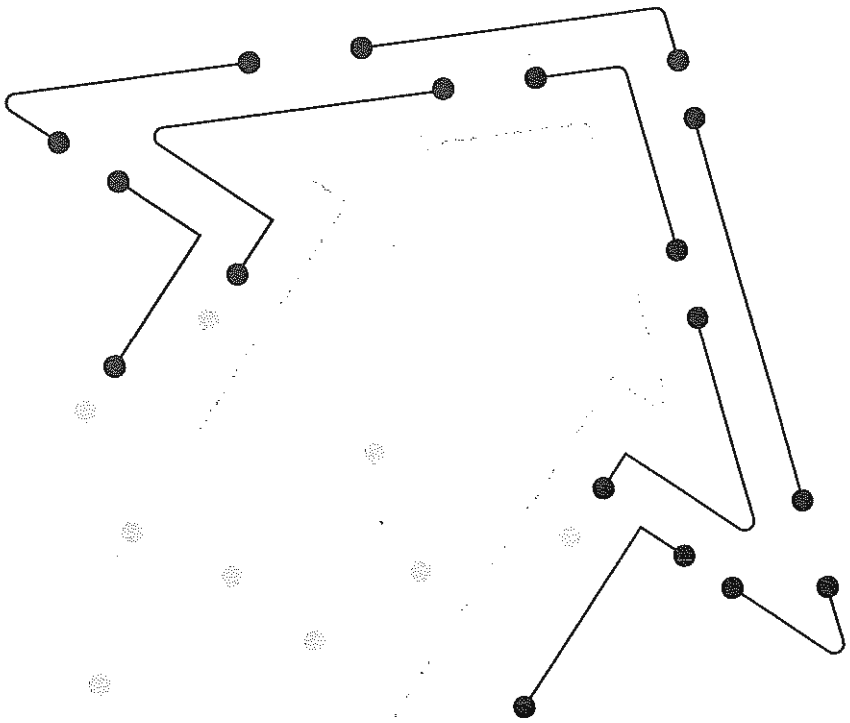

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# GENERALE

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## 01. Premessa e quadro di sintesi 6

Premessa 10

Quadro di sintesi 12

## 02. Relazione sulla politica in materia di remunerazione 2025 16

1. La politica di remunerazione 2025: introduzione, principi, durata e principali novità 20

2. Governo delle politiche di remunerazione e incentivazione 33

3. Politiche di remunerazione e incentivazione 2025 40

4. Meccanismi di *claw back* 71

5. Specificità per i settori regolamentati 72

## 03. Relazione sui compensi corrisposti 2024 76

Introduzione 80

1. Compensi corrisposti nell'esercizio 2024 82

## 04. Allegato: Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta 114

Introduzione 118

1. Ambito normativo e di applicazione 119

2. Governo e controllo delle politiche di remunerazione e incentivazione 121

3. Elementi della politica di remunerazione e incentivazione 128

4. I sistemi di remunerazione e incentivazione del Patrimonio BancoPosta 131

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 e alle attività di supporto al cliente e di trattamento dei reclami 166

6. Attuazione della politica in materia di remunerazione e incentivazione del 2024 170

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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 sono lieto di presentarvi la "Relazione sulla Politica in materia di Remunerazione 2025 e sui compensi corrisposti 2024" approvata dal Consiglio di Amministrazione in data 26 marzo 2025, su proposta del Comitato che presiedo.

Il 2024 è stato l'ennesimo anno con eccellenti risultati per il nostro Gruppo con tutte le principali linee di attività in crescita e una *performance* finanziaria superiore alle previsioni.

Abbiamo registrato ricavi *record* pari a € 12,6 miliardi con un utile netto di € 2,01 miliardi, raggiunto con due anni di anticipo rispetto agli obiettivi previsti dal Piano Strategico. Questo ci consente per l'ottavo anno consecutivo di aumentare il dividendo annuale, arrivando a distribuire € 7 miliardi dal 2016 ad oggi.

Ancora una volta tutto questo è avvenuto con un'attenzione massima per le nostre persone che costituiscono, e continueranno a costituire nel futuro, il nostro *asset* principale e il nostro insostituibile tramite per l'ascolto e il dialogo con il Paese. È con orgoglio che rivendichiamo l'unicità del nostro modello di presenza territoriale diffusa con circa 13 mila uffici postali distribuiti su tutto il territorio nazionale, a presidio della relazione con circa 46 milioni di clienti.

Per questo esprimo, a nome di tutto il Comitato, un forte ringraziamento alle persone di Poste Italiane, veri attori di questa storia di successo, per la capacità di esecuzione, l'impegno e l'entusiasmo profuso.

Il 2024 è stato anche l'anno di messa a regime del nuovo assetto organizzativo che ha permesso di raggiungere sfidanti obiettivi e gettare delle solide basi per far sì che Poste Italiane continui a rappresentare un pilastro strategico per l'Italia in grado di svolgere un ruolo chiave nello sviluppo economico e sociale del Paese.

La Relazione che vi presento, sia nel descrivere i principi e gli elementi che compongono la remunerazione sia nel rendicontare quanto fatto nell'ultimo esercizio, conferma il nostro impegno rispetto alla diversità e alla parità di genere, garantendo la neutralità e l'equità delle politiche di remunerazione. Poste Italiane vuole, infatti, ribadire la sua attenzione al tema della sostenibilità in tutte le sue accezioni, ritenendola in qualche modo ontologicamente legata alla natura stessa di questo Gruppo ed alla sua missione di lungo termine per il Paese, in un contesto internazionale dove iniziano ad essere presenti spinte verso un parziale ripensamento sulla tematica in oggetto.

Il documento, in linea con le *best practice*, è introdotto da un "Quadro di sintesi" che, in poche pagine e in modalità tabellare, fornisce tutte le principali informazioni sulla politica retributiva in approvazione per Amministratore Delegato, Direttore Generale e Dirigenti con Responsabilità Strategiche. Seguono poi le due classiche Sezioni: la "Relazione sulla politica in materia di remunerazione 2025", che descrive in modo approfondito i contenuti della politica che state approvando, e la "Relazione annuale sui compensi corrisposti 2024", che fornisce un'informativa dettagliata sull'implementazione della politica approvata nello scorso esercizio. Inoltre, data la specificità del Gruppo, è presente l'Allegato "Linee Guida sulla politica in materia di remunerazione

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## Carlo D'Asaro Biondo
Presidente del Comitato Remunerazioni

e incentivazione 2025 del Patrimonio BancoPosta" che descrive la politica di remunerazione per il Patrimonio BancoPosta in linea con quanto previsto specificatamente dalla normativa bancaria.

Nella definizione della politica di remunerazione 2025 siamo partiti, come nostra consuetudine, da un'ampia attività di lettura delle dinamiche di mercato, di ascolto e *engagement* di tutti gli *stakeholders*.

Anche in considerazione dell'ampio consenso ottenuto nel corso dell'Assemblea 2024 e delle evidenze emerse nella citata fase di *engagement*, la struttura della politica di remunerazione viene in linea generale confermata, mantenendo gli elementi principali e i meccanismi di funzionamento dei sistemi di incentivazione, con interventi limitati, finalizzati a apportare piccole migliorie su temi specifici con l'obiettivo di rendere l'articolato approccio – già ampiamente apprezzato dal mercato – ancora più chiaro ed esaustivo.

Come noto, per la sua particolare composizione, il Gruppo Poste Italiane applica, in materia di remunerazioni, tanto la normativa prevista per le società quotate quanto quella più specifica prevista per le società finanziarie. È quindi in ottemperanza alle disposizioni vigenti, oltre che alle *best practice* in termini di comunicazione al mercato, che la Relazione offre a tutti voi un quadro di trasparente lettura degli elementi retributivi e del loro collegamento alla *performance* aziendale, alla gestione del rischio, alla sostenibilità e alla creazione di valore nel breve e nel lungo periodo.

Abbiamo quindi focalizzato la nostra attenzione sul cercare di rendere sempre più comprensibile e trasparente la politica di remunerazione del Gruppo, per mettere voi azionisti nella migliore condizione di poter valutare, e speriamo apprezzare, i contenuti qui presentati.

Abbiamo dedicato ampio spazio ai sistemi incentivanti che restano uno degli elementi che vogliamo essere caratterizzanti della nostra politica. Crediamo, infatti, fermamente nel *Pay for performance* e vogliamo che le nostre persone siano premiate a fronte di una creazione di valore sostenibile nel lungo termine. I sistemi incentivanti che utilizziamo sono ispirati a questa filosofia con il giusto equilibrio tra obiettivi finanziari e non finanziari, di lungo e di breve termine, per valutare la *performance* con metriche rigorose, misurabili, complementari tra loro ed in linea con le priorità strategiche aziendali.

Fiducioso che la struttura generale della politica di remunerazione e che le novità introdotte siano in linea con le aspettative di Voi Azionisti, colgo l'occasione per ringraziare vivamente tutti i membri del Consiglio di Amministrazione e le funzioni aziendali che hanno contribuito attivamente alla definizione della stessa, garantendone l'allineamento alle *best practice* nazionali e internazionali, coerentemente alla strategia del Gruppo Poste Italiane.

Cordiali saluti,
Carlo D'Asaro Biondo
Presidente del Comitato Remunerazioni
Poste Italiane S.p.A.



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# Premessa e quadro di sintesi

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# 01 Premessa e quadro di sintesi

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Premessa ..... 10

Quadro di sintesi ..... 12

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# Premessa

Il presente documento che contiene la **Relazione sulla politica in materia di remunerazione 2025 e sui compensi corrisposti 2024** (di seguito anche "Relazione") è redatto da Poste Italiane S.p.A. (di seguito anche "Poste Italiane", "Capogruppo", "Società" o "Azienda") ai sensi del D.Lgs. 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 2025 (di seguito anche "Relazione sulla Remunerazione 2025" o "Relazione sulla Remunerazione") illustra in modo chiaro e comprensibile:

a. la politica della Società in materia di remunerazione dei componenti degli organi di amministrazione, degli organi di controllo (fermo restando quanto previsto dall'articolo 2402 del Codice Civile), dei direttori generali e dei Dirigenti con Responsabilità Strategiche, con riferimento al 2025;
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 *stakeholders*, 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 2025 illustra, infine, come Poste Italiane abbia tenuto conto del voto espresso in occasione dell'Assemblea degli azionisti svoltasi in data 31 maggio 2024.

La Relazione sui compensi corrisposti 2024, 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 2024;
- illustra analiticamente i compensi corrisposti nell'esercizio di riferimento 2024 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 2024 ed evidenziando, altresì, i compensi da corrispondere in uno o più esercizi successivi a fronte dell'attività svolta nell'esercizio di riferimento 2024, eventualmente indicando un valore di stima per le componenti non oggettivamente quantificabili nell'esercizio di riferimento 2024;
- 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 2025*", predisposto al fine di fornire al mercato un quadro di immediata lettura sugli elementi chiave delle politiche di remunerazione e incentivazione 2025.

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 2025 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.

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Le politiche descritte nel presente documento si applicano a Poste Italiane S.p.A. e alle società da questa controllate (di seguito, collettivamente, anche "Gruppo" o "Gruppo Poste Italiane"). Per le società controllate soggette a normativa di settore quali, a titolo esemplificativo e non esaustivo Poste Vita S.p.A., Poste Assicura S.p.A. oppure BancoPosta Fondi S.p.A. SGR, che adottano specifiche politiche di remunerazione coerenti con le normative alle stesse applicabili, il testo della presente Relazione funge da principio ispiratore.

Si evidenzia che, nella predisposizione della Relazione e del relativo Allegato, Poste Italiane si è avvalsa del supporto fornito dalla società di consulenza *WTW*.

Il Consiglio di Amministrazione di Poste Italiane, in data 26 marzo 2025, 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 2024, la Relazione sulla politica in materia di remunerazione 2025, e (ii) al voto consultivo della medesima Assemblea degli azionisti la Relazione sui compensi corrisposti 2024. Sempre nell'adunanza del 26 marzo 2025, 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 2024, l'Allegato Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 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 2024, 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.

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# Quadro di sintesi

**Compensi fissi**

**Amministratore Delegato (AD)**
I compensi fissi complessivi sono pari a 1.478.000 euro lordi annui così come deliberato dal Consiglio di Amministrazione del 28 febbraio 2024.

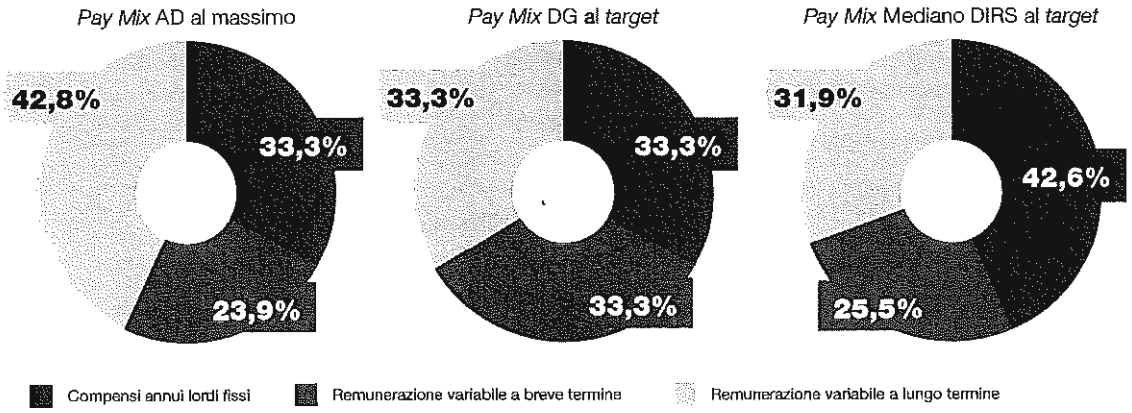
**Direttore Generale (DG)**
La retribuzione annua lorda fissa è pari a 870.000 euro annui così come deliberato dal Consiglio di Amministrazione del 28 febbraio 2024.

**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.

***Benefit***

I *benefit* sono definiti in linea con le prassi di mercato e attribuiti tenendo in considerazione il ruolo e le responsabilità assegnate.

***Pay Mix***




**Sistema di incentivazione variabile a breve termine MBO 2025**

I meccanismi di funzionamento e le percentuali di assegnazione del Sistema di incentivazione variabile a breve termine MBO 2025 sono definiti in linea con quelli approvati nel 2024.

**AD**
Condizione Cancello: EBIT *adjusted* di Gruppo.
Condizioni di Accesso: CET1, LCR e RORAC BancoPosta *e Solvency* II *Ratio* Poste Vita.
Obiettivi di *performance*: economico-finanziari (peso 40%), redditività corretta per il rischio (peso 20%), ESG (peso 40%).
Modalità di erogazione: differimento del 60% dell'incentivo su un orizzonte temporale di 5 anni (pro rata); corresponsione per il 45% in forma monetaria e per il 55% in diritti a ricevere Azioni ordinarie di Poste Italiane, sottoposte a un vincolo di *retention* di un anno.
Livello di incentivazione: l'assegnazione potrà essere al massimo pari al 71,71% dei compensi fissi.
Resta inteso il rispetto del limite di incidenza massima della remunerazione variabile in rapporto alla remunerazione fissa pari al 2:1.
È prevista l'applicazione di meccanismi di non conformità, *malus* e *claw back*.

**DG**
Condizione Cancello: EBIT *adjusted* di Gruppo.
Obiettivi di *performance*: economico-finanziari (peso 60%), ESG (peso 40%).
Modalità di erogazione: differimento di un anno del 30% dell'incentivo; corresponsione 100% in forma monetaria.
Livello di incentivazione: l'assegnazione al *target* è pari al 100% della retribuzione annua lorda fissa.
È prevista l'applicazione di meccanismi di non conformità, *malus* e *claw back*.

**DIRS**
*Performance* Gate: EBIT *adjusted* di Gruppo.
Obiettivi di *performance* differenziati e riconducibili alle seguenti categorie: economico-finanziari (peso 20%), ESG (peso 40%), obiettivi di funzione (peso 40%).
Modalità di erogazione: differenziate, in linea con 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 65% 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*.



403

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**Bonus discrezionali**

All'**AD**, al **DG** e ai **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 2025-2027**

I meccanismi di funzionamento e le percentuali di assegnazione del Sistema di incentivazione variabile a lungo termine Piano ILT 2025-2027 sono definiti in linea con quelli approvati nel 2024.

**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 20%) e ESG (peso 40%), con *focus* sull'Innovazione collegata al miglioramento dell'esperienza per i clienti e alla generazione di valore per il Paese.
È prevista l'applicazione di meccanismi di non conformità, *malus* e *claw back*.

**AD**
Condizioni di Accesso: CET1, LCR e RORAC BancoPosta.
Modalità di erogazione: le Azioni ordinarie di Poste Italiane maturate vengono attribuite per il 40% (quota *up-front*) al termine del periodo di *performance*, per il 60% in cinque quote annuali differite su un arco temporale quinquennale (le prime tre pari al 10% delle Azioni complessivamente maturate e le restanti due quote pari al 15%). Sia la quota *up-front* sia le quote differite sono sottoposte a un vincolo di *retention* di un anno.
Livello di incentivazione: l'assegnazione potrà essere al massimo pari al 128,29% dei compensi fissi.
Resta inteso il rispetto del limite di incidenza massima della remunerazione variabile in rapporto alla remunerazione fissa pari al 2:1.

**DG**
Modalità di erogazione: le Azioni ordinarie di Poste Italiane maturate vengono attribuite per il 40% (quota *up-front*) al termine del periodo di *performance*, e per il 60% sono sottoposte a un vincolo di *retention* di due anni.
Livello di incentivazione: l'assegnazione al *target* è pari al 100% della retribuzione annua lorda fissa.

**DIRS**
Modalità di erogazione: differenziate, in linea con schemi previsti per AD o DG.
Livello di incentivazione: il valore *target* delle assegnazioni varia da un minimo del 30% fino a un massimo del 100% della retribuzione annua lorda fissa.
Per alcuni DIRS, le caratteristiche del Piano ILT sono definite in coerenza con le normative e le politiche di riferimento.

**Linee guida di possesso azionario**

**AD**
Ammontare *target*: 2 annualità di Compensi Fissi.
Tempi e modalità di raggiungimento: 50% di Azioni disponibili derivanti dal Piano ILT *Performance Share* 2025-2027 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* 2025-2027 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* 2025-2027 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".

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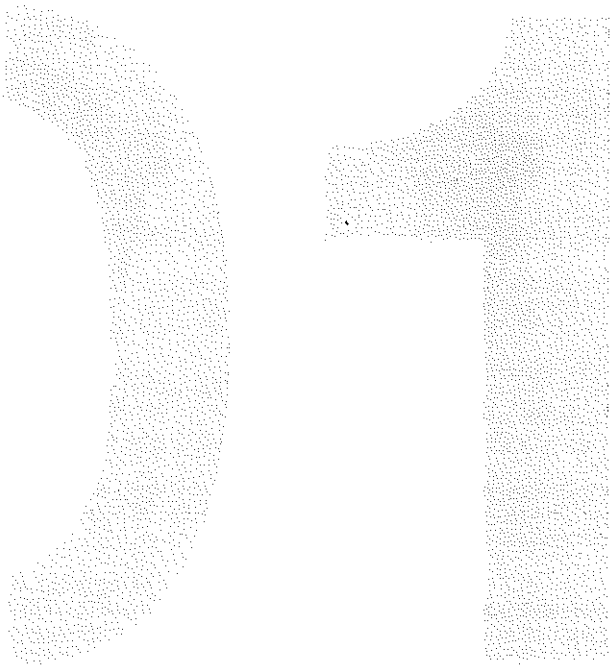

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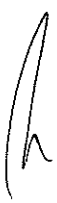

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# 02 Relazione sulla politica in materia di remunerazione 2025

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1. La politica di remunerazione 2025: introduzione, principi, durata e principali novità ..... 20
1.1 *The Connecting Platform*: un modello di crescita sostenibile basato sull'innovazione e sulla centralità delle persone 22
1.2 La neutralità delle politiche di remunerazione rispetto al genere 28
1.3 *Peer Group* 30
1.4 La misurazione del valore generato nell'interesse degli azionisti 31

2. Governo delle politiche di remunerazione e incentivazione ..... 33
2.1 Assemblea degli azionisti 33
2.2 Consiglio di Amministrazione 34
2.3 Collegio Sindacale 39
2.4 Altri soggetti 39

3. Politiche di remunerazione e incentivazione 2025 ..... 40
3.1 Elementi della remunerazione 40
3.2 Linee Guida di Possesso Azionario (anche *Share Ownership Guidelines* – SOGs) 42
3.3 Consiglio di Amministrazione 42
3.3.1 Presidente del Consiglio di Amministrazione 43
3.3.2 Amministratore Delegato (AD) 44
3.4 Collegio Sindacale 60
3.5 Direttore Generale e Dirigenti con Responsabilità Strategiche 60
3.5.1 Dirigenti con Responsabilità Strategiche (DIRS) 60
3.5.2 Direttore Generale (DG) 66
3.5.3 Pagamenti per la conclusione del rapporto 69

4. Meccanismi di *claw back* ..... 71

5. Specificità per i settori regolamentati ..... 72

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# 1.
# La politica di remunerazione 2025: introduzione, principi, durata e principali novità

Poste Italiane è la più grande piattaforma *phygital* in Italia che integra i canali digitali con una rete capillare composta da quasi 13.000 uffici postali e 49.000 punti di terze parti. Complessivamente, il Gruppo gestisce quotidianamente 25 milioni di interazioni *phygital* con una base clienti di 46 milioni di persone. La visione a lungo termine di Poste Italiane si conferma solida e orientata alla creazione di valore per tutti gli *stakeholders*: azionisti, clienti, dipendenti e comunità.

La capacità del Gruppo di adattarsi alle evoluzioni del mercato e di generare crescita sostenibile rappresenta la chiave per consolidare il proprio ruolo di riferimento nel panorama economico nazionale.

Poste Italiane si proietta verso il futuro con una strategia solida e ambiziosa, che pone al centro il valore delle persone: clienti, dipendenti e comunità. La crescita del Gruppo non si limita al raggiungimento di risultati economici, ma si traduce in un impatto concreto e positivo per l'intero sistema Paese. Digitalizzazione, sostenibilità e potenziamento della rete logistica non rappresentano semplicemente direttrici strategiche, bensì leve essenziali per garantire servizi sempre più accessibili, efficienti e innovativi a beneficio della collettività. Un esempio concreto dell'impegno per l'innovazione e l'inclusione è rappresentato dal Progetto Polis, grazie al quale circa 7.000 uffici postali erogheranno servizi essenziali della Pubblica Amministrazione, favorendo la coesione sociale e contribuendo alla riduzione del *digital divide*.

Parallelamente, la crescita sostenibile di Poste Italiane è supportata da investimenti strategici nello sviluppo della logistica, nell'intelligenza artificiale e nelle soluzioni finanziarie. L'adozione di tecnologie avanzate e il continuo miglioramento dell'infrastruttura operativa consentono di rafforzare l'efficienza dei servizi, offrendo ai cittadini e alle imprese soluzioni all'avanguardia e un'esperienza sempre più personalizzata.

I risultati record del 2024 hanno confermato la solidità del piano industriale "*The Connecting Platform*", con un aggiornamento della strategia sul 2025, che traccia un percorso di crescita sostenibile. Infatti, grazie alla sua capacità di innovare e di adattarsi alle trasformazioni del mercato, il Gruppo continuerà a svolgere un ruolo strategico nel panorama economico nazionale, contribuendo attivamente alla costruzione di un futuro sempre più inclusivo e digitale.

La politica di remunerazione di Poste Italiane, strettamente integrata nel Piano Strategico *"The Connecting Platform"*, è concepita per garantire un allineamento strutturale con gli obiettivi di crescita sostenibile del Gruppo. Tale approccio sostiene la creazione di valore condivisa per tutti gli *stakeholders* e favorisce una gestione della *performance* orientata all'eccellenza, oltre che costituire una leva strategica a supporto della competitività e della crescita sostenibile. In tal senso, gli strumenti di remunerazione variabile sono progettati per incentivare il merito, stimolare la realizzazione degli obiettivi aziendali e favorire il consolidamento di un modello di gestione basato su trasparenza, misurabilità e allineamento con i risultati di medio-lungo termine.

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, e garantisce un ambiente di lavoro inclusivo, dinamico e orientato alla crescita professionale.

L'integrazione di parametri ESG nei sistemi di incentivazione, unita a un bilanciamento efficace tra componente fissa e variabile della retribuzione, consolida l'impegno di Poste Italiane verso un modello di sviluppo sostenibile e responsabile. Attraverso questa strategia, il Gruppo attesta la propria capacità di coniugare solidità finanziaria, competitività e centralità delle persone, oltre che rafforzare il proprio ruolo di riferimento nel sistema economico nazionale.

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# Novità 2025 e durata della politica in materia di remunerazione

In coerenza con l'aggiornamento del Piano Strategico *"The Connecting Platform"*, la Politica di Remunerazione 2025 introduce alcune novità volte a rafforzarne l'efficacia, in linea con le migliori prassi di mercato:

- **Gestione del rischio**: è stato inserito un *focus* sui fattori di mitigazione del rischio connessi agli elementi della remunerazione;
- **MBO 2025 e il Piano ILT *Performance Share* 2025-2027**: i sistemi MBO 2025 e il Piano ILT *Performance Share* 2025-2027 sono stati definiti confermando la grande attenzione ai margini, alla creazione di valore per gli azionisti e alle tematiche ESG garantendo, anche quest'anno, l'identificazione di KPI rigorosi, misurabili ed in linea con le priorità strategiche del Gruppo; è inoltre confermato, anche per il 2025, il meccanismo dell'autofinanziamento che prevede livelli soglia fissati in corrispondenza del *budget* con riferimento agli obiettivi di redditività;
- **Trasparenza**: in linea con alcune considerazioni di investitori e *proxy advisor*, sono stati meglio rappresentati alcuni punti della politica di remunerazione come, a titolo esemplificativo e non esaustivo, la descrizione di casistiche di *good/bad leaver* e un maggior dettaglio nella descrizione dei KPI ESG;
- ***People Strategy***: è stato aggiornato il paragrafo relativo alla *People Strategy* del Gruppo in coerenza con le iniziative sviluppate nel corso degli ultimi mesi e quelle previste per il 2025.

La politica di remunerazione illustrata nella presente Relazione ha durata annuale (2025).

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# 1.1 *The Connecting Platform*: un modello di crescita sostenibile basato sull'innovazione e sulla centralità delle persone

Il 21 febbraio 2025, Poste Italiane ha presentato i risultati 2024 e la *guidance* 2025 del Piano Strategico 2024-2028 "*The Connecting Platform*" confermando la propria ambizione di rafforzare la crescita sostenibile e la creazione di valore per tutti gli *stakeholders*. 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.

## Risultati 2024

L'esercizio 2024 ha segnato un anno di risultati straordinari per Poste Italiane, con una *performance* finanziaria superiore alle previsioni e un significativo avanzamento rispetto agli obiettivi strategici.

Il Gruppo ha registrato **ricavi record pari a € 12,6 miliardi**, consolidando la propria crescita e rafforzando la posizione competitiva nei diversi segmenti di mercato. L'**EBIT *adjusted* ha raggiunto i € 2,96 miliardi**, un valore quasi triplicato rispetto al 2017, a conferma della solidità del modello di *business*. L'**utile netto si è attestato a € 2,01 miliardi**, raggiunto con **due anni di anticipo rispetto agli obiettivi previsti dal Piano Strategico**, in piena coerenza con la *Guidance* aggiornata.

Il 2024 rappresenta l'ottavo anno consecutivo di crescita del dividendo annuale, con un totale di € 7 miliardi distribuiti dal 2016, a dimostrazione della capacità del Gruppo di garantire una remunerazione sostenibile e progressiva nel tempo.

Le quattro ***business unit*** **del Gruppo hanno registrato una crescita solida dei ricavi**, testimoniando ulteriormente la validità di un modello di *business* altamente diversificato e resiliente. In particolare:

- **Corrispondenza, Pacchi e Distribuzione** - Ricavi in crescita del 2,6%, con un incremento del 20% nel volume dei pacchi rispetto al 2023. Nel 2024 sono stati consegnati infatti oltre 300 milioni di pacchi, il 39% dei quali attraverso la rete postale, migliorando l'efficienza complessiva.
- **Servizi Finanziari**: Solida crescita, con ricavi lordi a € 6,4 miliardi, grazie alla gestione proattiva del portafoglio di investimenti ed a commissioni record nella distribuzione dei prodotti di finanziamento.
- **Servizi Assicurativi**: Ricavi da terzi dei servizi assicurativi pari a € 1,6 miliardi, con un'espansione del comparto assicurativo Protezione per soddisfare la crescente domanda del mercato e raccolta netta positiva nel ramo vita in un contesto di mercato sfidante.
- **Servizi Postepay**: Ricavi in crescita del 9,5%, sostenuti dall'aumento delle transazioni digitali e dal *business* dell'energia.

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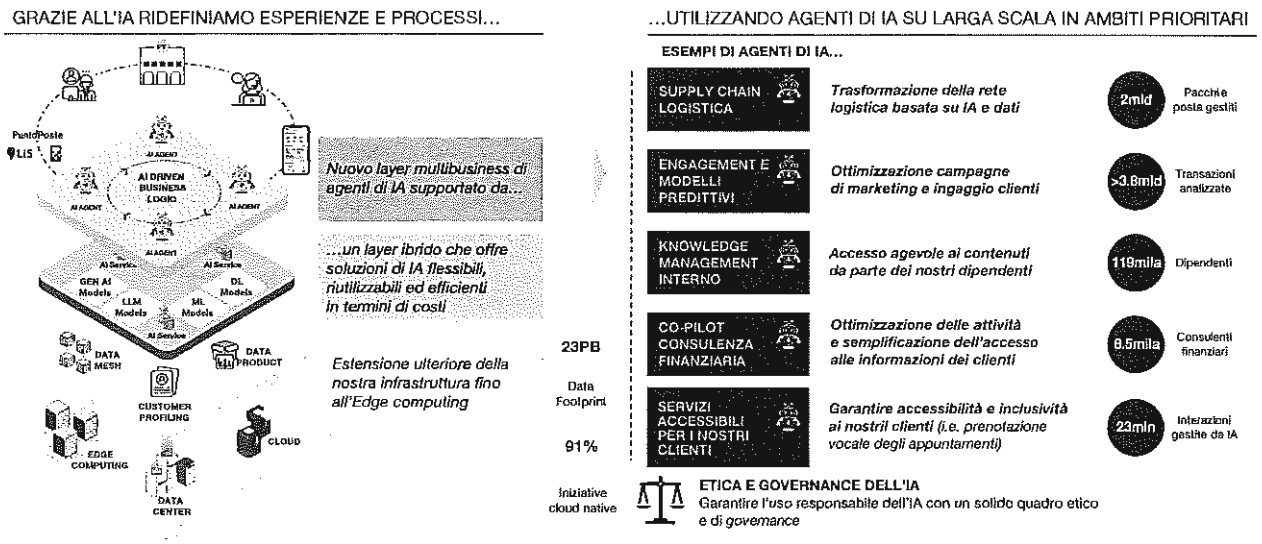
Figura 1.
L'intelligenza artificiale al centro della piattaforma di Poste Italiane (*Capital Markets Day* 2025)




# Aggiornamento della strategia 2025

L'aggiornamento della strategia 2025 **è orientato** a consolidare il ruolo di Poste Italiane come *leader* nei servizi digitali, logistici e finanziari e ad accrescerne la competitività in un contesto in continua evoluzione.

**Evoluzione degli uffici postali in hub relazionali.** L'Ufficio Postale si trasforma da spazio transazionale a centro di relazione e consulenza, rafforzando il rapporto con i clienti e ampliando l'accessibilità ai servizi finanziari e assicurativi, con un'offerta sempre più personalizzata e integrata.

**Nuovo modello di servizio commerciale.** Implementazione di un approccio innovativo che adatta la rete alle esigenze della clientela, garantendo flessibilità e servizi su misura, in linea con le nuove abitudini di consumo e con la crescente digitalizzazione della società.

**Rafforzamento della rete logistica e leadership nei pacchi.** Poste Italiane accelera l'evoluzione della propria infrastruttura logistica, puntando su un modello integrato di gestione dei pacchi. L'obiettivo è consolidare la *leadership* nel settore e-commerce e migliorare l'efficienza operativa per offrire un servizio sempre più veloce, sostenibile e innovativo. Il rafforzamento delle partnership strategiche consente di ottimizzare la gestione della logistica transfrontaliera.

**Espansione del comparto assicurativo e finanziario.** Il Gruppo punta a soddisfare in modo sempre più efficace le esigenze di protezione e investimento dei clienti, mantenendo una crescita costante nel settore degli investimenti e sfruttando il potenziale ancora inespresso della domanda di soluzioni assicurative, promuovendo una maggiore penetrazione del settore nel mercato italiano.

**Consolidamento dell'ecosistema Postepay.** Postepay rafforza la propria posizione nel settore dei pagamenti digitali, e si arricchisce con un'offerta integrata che risponde ai bisogni quotidiani della clientela, incluse energia e telco.

**SuperApp.** Evoluzione chiave nella strategia digitale del Gruppo. Completamente personalizzata sul profilo di ogni cliente, con il supporto di tecnologie avanzate e intelligenza artificiale, offrirà un punto di accesso unico all'intero ecosistema di Poste Italiane, garantendo un'esperienza integrata, intuitiva e altamente innovativa, consentendo ai clienti di gestire pagamenti, operazioni finanziarie e servizi postali in modo semplice e personalizzato.

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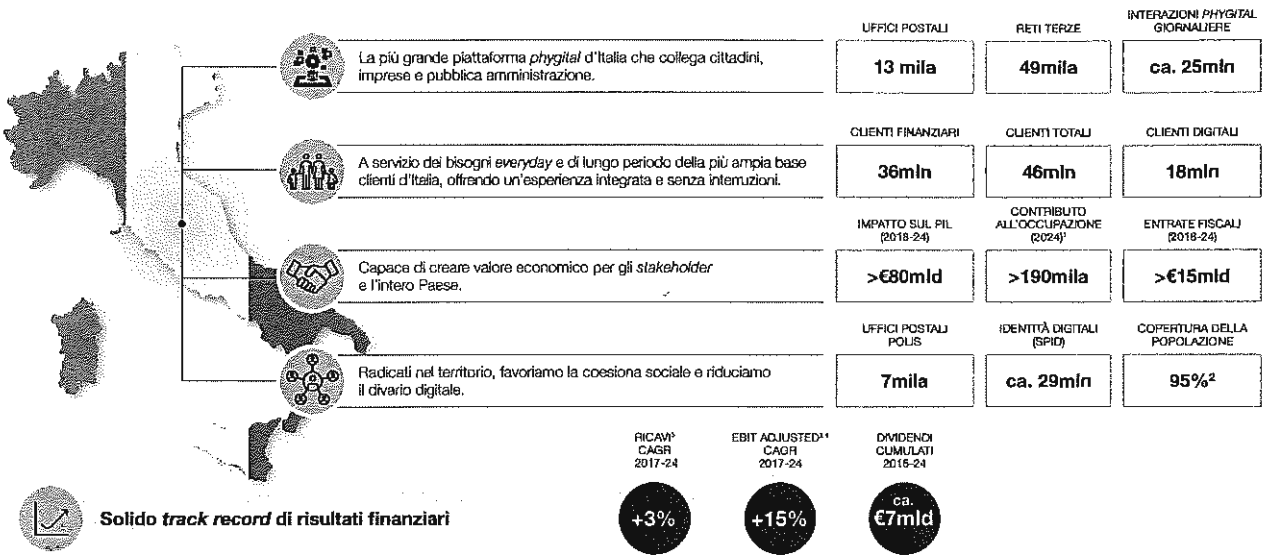
Figura 2.
Poste Italiane: *The Connecting Platform* (*Capital Markets Day* 2025)




1. Include occupazione diretta e indiretta; 2. % della popolazione entro 5 min. (o 2,5km) da un punto *Pick-Up & Drop-off* (inclusi gli Uffici Postali); 3. I dati 2017 sono riportati secondo IFRS4; 4. Rettificato escludendo il contributo al fondo di garanzia assicurativo (€74 mln per il 2024), i costi e proventi di natura straordinaria (quota di oneri di natura straordinaria derivanti dagli esiti dell'analisi volontaria di rischio sui crediti d'imposta, svolta nel corso dell'esercizio 2024, pari a €341 mln nel 2024).

Guardando al futuro, Poste Italiane conferma la propria fiducia nella resilienza e nella sostenibilità del modello di crescita, indipendentemente dal contesto macroeconomico. L'obiettivo è sempre quello di continuare a conseguire una redditività sostenibile di lungo termine che soddisfi le esigenze di tutti gli *stakeholders* e confermi il ruolo di Poste Italiane quale pilastro strategico solido, affidabile ed efficace per l'Italia.

Per l'esercizio 2025, Poste Italiane prevede[1] un **EBIT *adjusted* pari a € 3,1 miliardi** e un **utile netto di € 2,1 miliardi**, consolidando ulteriormente la crescita e l'efficienza operativa del Gruppo. Inoltre, grazie ad una forte visibilità sui flussi di cassa futuri e sulla generazione di capitale, **è confermato l'impegno** a garantire rendimenti attrattivi e sostenibili, con un *pay-out* ratio strutturalmente incrementato al 70% in arco piano, che comporta **oltre € 7,5 miliardi di dividendi cumulati** nel periodo 2024-2028, rispetto all'obiettivo originario di € 6,5 miliardi.

# Cultura e strategia di sostenibilità: il valore delle persone al centro

Poste Italiane è un'azienda sistemica per eccellenza i cui interessi travalicano per definizione quelli dei soli azionisti per abbracciare quelli di un numero ampio e diversificato di *stakeholders*, anche alla luce dei *business* in cui Poste Italiane opera. Le tematiche ESG sono parte integrante della strategia del Gruppo, la quale non potrebbe esistere senza perseguire queste prospettive; a tal fine Poste Italiane – ormai da anni – svolge attività di *engagement* degli *stakeholders* anche al fine di supportare la crescita sostenibile nel lungo periodo.

1. Valori arrotondati al primo decimale.



415

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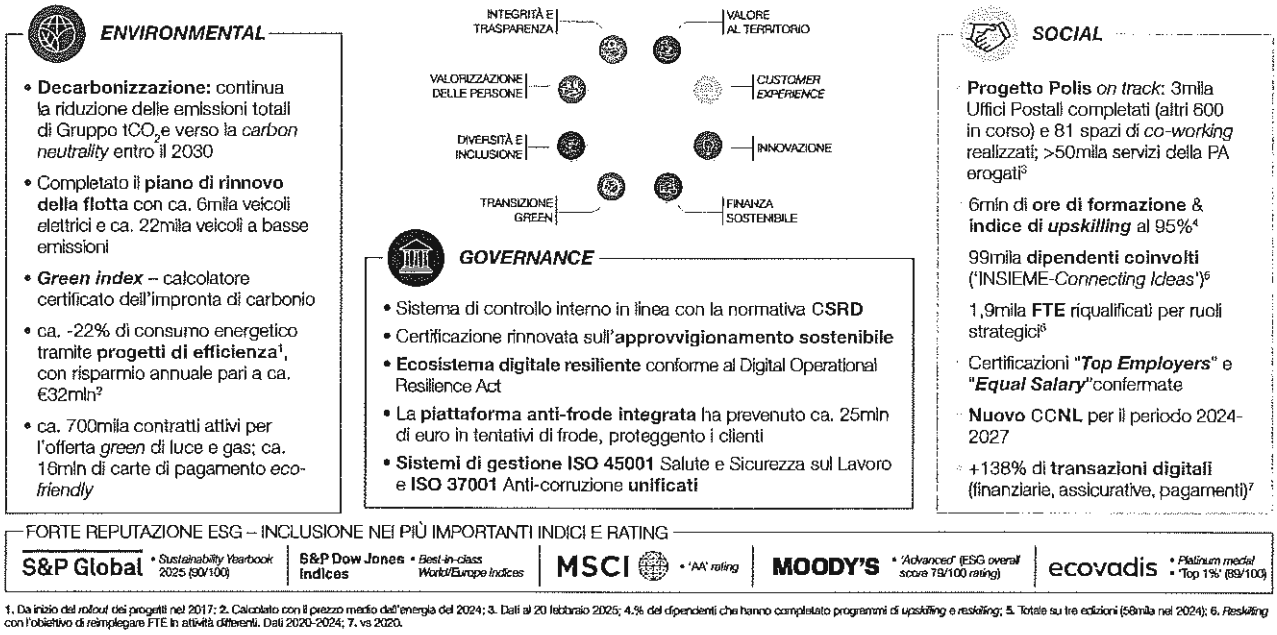
Figura 3.
Principali risultati ESG nel 2024




Poste Italiane pone le persone al centro della propria strategia, riconoscendo il capitale umano come un elemento essenziale per la creazione di valore condiviso e per il raggiungimento degli obiettivi ESG. Il contributo delle persone è il motore della trasformazione e del successo dell'azienda, un fattore distintivo che guida la crescita, l'innovazione e la sostenibilità del Gruppo.

In qualità di primo datore di lavoro in Italia, Poste Italiane attribuisce un ruolo cruciale alla propria *People Strategy*, non solo per garantire il benessere dei dipendenti, ma anche per generare un impatto economico e sociale di ampia portata. Il valore creato dall'azienda va oltre la dimensione interna, contribuendo allo sviluppo sostenibile del Paese, alla crescita delle comunità e al rafforzamento del tessuto economico nazionale. Poste Italiane rappresenta un'infrastruttura strategica, capace di connettere persone, territori e opportunità, guidando il cambiamento con una visione solida e orientata al futuro.

In un contesto in continua evoluzione, l'azienda investe nell'innovazione dei ruoli, nella creazione di nuove professionalità e nella valorizzazione delle competenze, promuovendo un modello organizzativo dinamico e inclusivo. Le politiche di gestione delle Risorse Umane sono orientate a garantire un ambiente di lavoro equo e stimolante, in cui ogni persona possa sviluppare il proprio talento in coerenza con le proprie aspirazioni. L'esperienza lavorativa in Poste Italiane è progettata per coniugare etica, *business* e inclusione, abbattendo stereotipi e barriere, e favorendo un equilibrio armonico tra dimensione sociale e professionale.

Poste Italiane si pone come un punto di riferimento per i giovani in cerca della prima occupazione, per i professionisti che desiderano valorizzare le proprie competenze e per coloro che necessitano di un reinserimento nel mondo del lavoro, anche in condizioni di fragilità o disabilità. In tale senso offre un contesto meritocratico, in cui le persone possono esprimere appieno il proprio potenziale e contribuire attivamente alla crescita del Gruppo.

Secondo tale visione il capitale umano rappresenta un fattore distintivo e imprescindibile per il consolidamento del vantaggio competitivo. La *People Strategy* si basa su un approccio inclusivo che mette al centro il valore delle persone, promuovendo un ambiente di lavoro fondato sulla valorizzazione delle competenze, la diversità e l'innovazione. L'obiettivo è liberare il potenziale generativo di ciascuno, indipendentemente dall'età, dal genere, dallo stato di salute, dal ruolo o dalla condizione sociale.

L'impegno di Poste Italiane per la sostenibilità e la centralità delle persone si traduce in un modello di crescita solido e responsabile, capace di generare valore condiviso per i dipendenti, l'azienda e la collettività. In questo contesto nel luglio 2024, Poste Italiane e le Organizzazioni Sindacali hanno raggiunto un'intesa sul rinnovo del Contratto Collettivo Nazionale di Lavoro (CCNL) per il personale non dirigente di Poste Italiane, valido fino al 31 dicembre 2027. Tale rinnovo, basato su principi cardine quali la concertazione, la competitività, la prevenzione dei conflitti e la valorizzazione delle professionalità interne, promuove il coinvolgimento attivo e la partecipazione delle persone, rafforzando il senso di appartenenza e il contributo alla crescita del Gruppo Poste Italiane.

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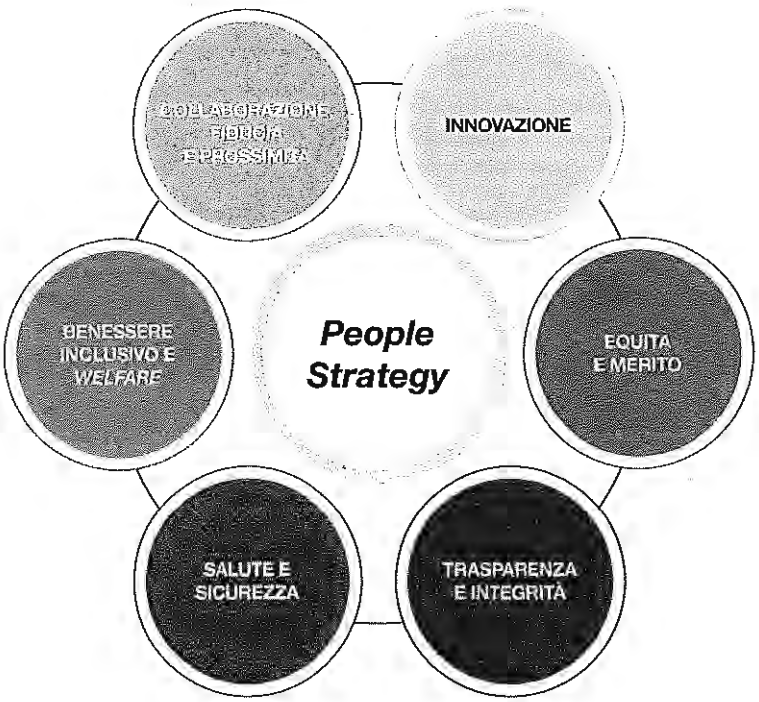
Il CCNL per il personale non dirigente di Poste Italiane 2024-2027 rappresenta un fattore abilitante per l'implementazione delle principali progettualità del Piano Strategico e con elementi di novità – aumenti salariali, nuove misure di *welfare* e un rafforzamento delle tutele – che confermano l'impegno dell'azienda verso il benessere e la qualità della prestazione lavorativa delle persone.

Anche per il personale dirigente, nel 2024, vi è stato il rinnovo del CCNL che ha introdotto misure significative in ambito retributivo, *welfare*, formazione e tutela dei *manager*.

Figura 4.
Principi della *People Strategy*




I principi della *People Strategy* trovano applicazione e concretezza negli elementi della remunerazione con l'obiettivo di attrarre le migliori risorse presenti sul mercato, motivare e trattenere le professionalità chiave, e rafforzare l'*engagement*, quale leva strategica per produrre benefici diffusi e sostenibili nel lungo periodo nell'interesse di tutti gli *stakeholders*.

## Equità e merito

Nell'ambito della propria *People Strategy*, Poste Italiane persegue con determinazione la valorizzazione del talento, dell'equità e del merito, elementi imprescindibili per consolidare un coinvolgimento organizzativo capace di generare benefici duraturi e sostenibili. L'obiettivo è creare un ecosistema aziendale coeso, in grado di coniugare eccellenza individuale e sviluppo collettivo, promuovendo una cultura fondata sulla competenza, sul riconoscimento del valore e sulla partecipazione attiva.

In tale prospettiva, l'equità e il merito costituiscono principi cardine che orientano ogni iniziativa gestionale e strategica, assicurando pari opportunità e valorizzando il contributo di ciascun individuo in funzione delle proprie capacità e del proprio impegno. La realizzazione degli ambiziosi obiettivi delineati dal Piano Strategico richiede, infatti, un modello in cui il riconoscimento del merito rappresenti il fondamento di una cultura aziendale incentrata sulla valorizzazione delle competenze, sull'innovazione e sulla crescita sostenibile.

Le Politiche di Remunerazione e Incentivazione del Gruppo sono strutturate in un quadro di trasparenza e coerenza, favorendo processi di sviluppo professionale fondati su criteri oggettivi e meritocratici, a beneficio di un'organizzazione sempre più solida, equa e competitiva.



417

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## Innovazione

L'innovazione rappresenta il motore trainante della trasformazione aziendale, determinando la ridefinizione dei ruoli professionali, l'evoluzione delle competenze e il perfezionamento costante delle *performance*. Attraverso un approccio dinamico e orientato al futuro, Poste Italiane integra soluzioni all'avanguardia per rispondere alle nuove sfide del mercato, promuovendo un ecosistema lavorativo in cui la crescita delle persone e l'efficienza operativa procedono in sinergia. Poste Italiane ha saputo declinare la propria capacità innovativa in ogni ambito della propria attività, portando soluzioni d'avanguardia anche nelle aree più remote del Paese, rispondendo alle esigenze della cittadinanza, sostenendo lo sviluppo del tessuto produttivo e contribuendo alla modernizzazione della Pubblica Amministrazione. Tuttavia, la centralità dell'innovazione non può prescindere dall'elemento umano. Per questo, la *People Strategy* di Poste Italiane si sviluppa lungo due direttrici fondamentali:

- ridefinizione delle professionalità, per adeguarle alle nuove esigenze di mercato e alle sfide emergenti;
- potenziamento della formazione e dello sviluppo delle competenze, per orientarle ai contesti futuri.

L'azienda investe significativamente nella cultura dell'apprendimento continuo, con un'attenzione particolare alle competenze digitali, all'integrazione delle nuove tecnologie e alla gestione del cambiamento. Nel 2024 sono state erogate oltre 6 milioni di ore di formazione, registrando un *upskilling index* di circa il 95%, a riprova del proprio impegno nella crescita professionale e nella valorizzazione del capitale umano quale fulcro della propria strategia di sviluppo. Infine, Poste Italiane – a partire dal cosiddetto Manifesto Etico – sta implementando un modello di governance dell'IA che definisce regole, processi e responsabilità per un utilizzo sicuro ed efficace delle nuove tecnologie.

## Trasparenza e integrità

La trasparenza costituisce un principio irrinunciabile e un elemento fondante della *governance* aziendale, permeando ogni livello decisionale e gestionale. Tale valore guida ogni interazione, sia interna che esterna, garantendo un ambiente di lavoro basato sulla fiducia reciproca, sulla chiarezza dei processi e sulla responsabilità condivisa. In conformità con i principi sanciti dal Codice Etico, Poste Italiane pone al centro della propria azione il rispetto delle regole, l'integrità dei comportamenti, la lealtà, la correttezza e la trasparenza nelle decisioni aziendali. Questi principi non solo rafforzano l'efficienza organizzativa, ma rappresentano una leva strategica per consolidare la reputazione e l'affidabilità del Gruppo, accrescendo la fiducia di dipendenti, clienti, investitori e *stakeholders* istituzionali.

La trasparenza guida altresì le politiche di remunerazione, elemento imprescindibile per il conseguimento degli obiettivi aziendali e per l'attivazione di un sistema di sviluppo meritocratico. A tal fine, Poste Italiane assicura la massima chiarezza e rappresenta in maniera puntuale tutti gli indicatori di *performance* dei sistemi di incentivazione sia in fase di assegnazione sia di consuntivazione.

## Collaborazione, fiducia e prossimità

In un contesto sempre più dinamico e interconnesso, la collaborazione rappresenta una leva essenziale per promuovere l'innovazione e accrescere il valore aziendale. Poste Italiane si impegna a favorire un modello di *governance* inclusivo, basato sulla creazione di reti collaborative interne ed esterne, finalizzate a generare sinergie e opportunità di sviluppo condiviso. Un esempio tangibile di tale approccio è "*INSIEME – Connecting Ideas*", la piattaforma di *people engagement* che consente ai dipendenti di contribuire attivamente alla strategia aziendale. Nelle prime tre edizioni vi sono stati quasi 100.000 contributi, con una significativa crescita anno su anno, testimoniando l'efficacia di un modello gestionale fondato sulla partecipazione attiva e sulla condivisione della conoscenza.

L'azienda ambisce a essere sempre più presente, dinamica e diversificata, coniugando innovazione tecnologica e centralità delle persone, garantendo al contempo una comunicazione trasparente e una propensione costante al cambiamento.

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## Benessere inclusivo e *welfare*

Poste Italiane pone al centro delle proprie strategie il benessere delle persone, attraverso un sistema di *welfare* aziendale evoluto e personalizzato, concepito per rispondere in modo efficace alle esigenze dei dipendenti e delle loro famiglie. Le politiche di *welfare* aziendale e le strategie di gestione del capitale umano si alimentano reciprocamente, in un processo virtuoso volto a rimuovere ogni barriera culturale e sociale e a favorire la piena realizzazione professionale di ciascun individuo. Tale approccio non solo migliora il clima aziendale e il benessere organizzativo, ma si traduce in un incremento della motivazione e della produttività, contribuendo al raggiungimento degli obiettivi aziendali.

Investire nel *welfare* significa, quindi, promuovere un modello di sviluppo sostenibile, nel quale la centralità delle persone diventa un fattore chiave per la crescita, la competitività e l'innovazione del Gruppo.

## Salute e sicurezza

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.

A testimonianza di tale impegno, nell'ottobre 2024, Poste Italiane ha ottenuto un significativo risultato nell'integrazione dei propri sei sistemi di gestione ISO 45001 in un solo Sistema, che ha ottenuto la verifica di conformità da parte di un riconosciuto ente di certificazione, confermando, ancora una volta, la propria capacità di adottare e applicare standard di eccellenza nella gestione della salute e della sicurezza nei luoghi di lavoro.

Questa attestazione si affianca ad altri importanti riconoscimenti conseguiti dall'azienda, tra cui:
- ISO 30415:2021 per l'inclusione e la valorizzazione delle diversità;
- UNI/PdR 125:2022 per la parità di genere;
- ISO 37001:2016 per la prevenzione della corruzione;
- ISO 37301:2021 per la gestione della compliance.

Attraverso un approccio sistemico e strutturato, Poste Italiane conferma la propria volontà di essere un modello di riferimento per la gestione responsabile delle risorse umane, coniugando innovazione, inclusione e sostenibilità.

# 1.2 La neutralità delle politiche di remunerazione rispetto al genere

Il Gruppo Poste Italiane promuove una cultura aziendale improntata al rispetto e alla valorizzazione delle diversità, riconoscendole come un elemento strategico per la creazione di valore sostenibile nel lungo periodo. 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*.

A garanzia dell'integrità psicofisica, morale e culturale dei propri dipendenti, Poste Italiane assicura condizioni di lavoro improntate alla dignità individuale, ai principi di equità e alla valorizzazione del merito. Tale impegno si traduce in iniziative concrete volte a promuovere un ambiente professionale inclusivo, tra cui la *Policy* Inclusione LGBTQ+, approvata a febbraio 2024, finalizzata alla prevenzione di ogni forma di discriminazione e al miglioramento delle condizioni lavorative, con particolare attenzione alle persone in transizione di genere. In questa prospettiva, Poste Italiane aderisce a realtà di rilievo nel panorama dell'inclusione, come "*Parks* – Liberi e Uguali", e sostiene attivamente programmi di sensibilizzazione rivolti a tutta la popolazione aziendale.

L'azienda ha inoltre avviato percorsi formativi dedicati all'interculturalità, al linguaggio inclusivo e alla disabilità, con particolare attenzione alle neurodiversità e alla dislessia. Nell'ambito di questo impegno, Poste Italiane ha avviato un percorso finalizzato all'ottenimento della certificazione di *Dyslexia Friendly Company*, adeguando le proprie politiche di gestione delle risorse umane per valorizzare le abilità e le potenzialità delle persone con disturbi specifici dell'apprendimento.

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Per il sesto anno consecutivo, Poste Italiane ha ottenuto la certificazione *Top Employer* per l'Italia, distinguendosi tra i migliori datori di lavoro grazie alle proprie politiche di gestione e sviluppo delle risorse umane e all'impegno nella creazione di un ambiente di lavoro basato su principi di equità e merito. Nel 2023 ha inoltre ottenuto 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, nel corso del 2024, Poste Italiane, dopo aver conseguito, nel 2022, la certificazione, con risultati estremamente positivi, ha superato il secondo *audit* di monitoraggio previsto dal processo di valutazione sulla parità salariale tra uomini e donne sviluppato dalla *Equal Salary Foundation*, organizzazione svizzera indipendente senza scopo di lucro. L'*audit* annuale di monitoraggio si è concluso senza evidenze di *non conformities*, confermando, per il terzo anno consecutivo, la solidità delle politiche di gestione e sviluppo delle risorse umane, delle politiche retributive e delle politiche di Diversità e Inclusione avvalorando ulteriormente gli elevati standard di *Governance* adottati dal Gruppo.

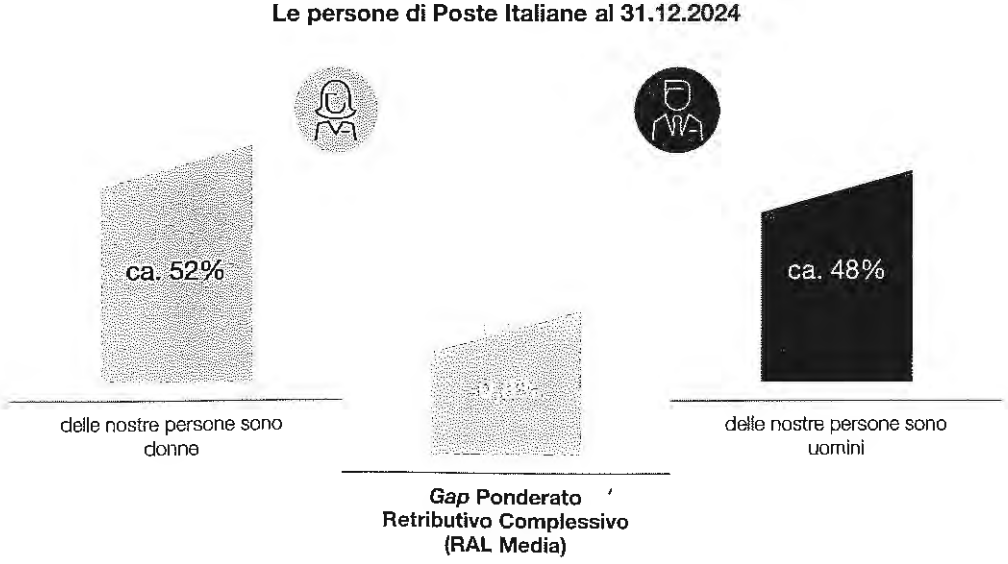
Come descritto nell'ambito della *People Strategy*, favorire lo sviluppo di una cultura basata sull'equità e sul merito, anche nelle politiche retributive e nei percorsi di carriera, è fondamentale nella strategia di Poste Italiane per garantire la competitività del Gruppo e generare effetti positivi per il sistema Paese. La certificazione sottolinea, altresì, la validità del modello della Società basato sull'inclusione e sulla valorizzazione delle diversità e fa di Poste Italiane un riferimento nazionale nell'applicazione dei principi di Diversità e Inclusione.

Il Gruppo Poste Italiane garantisce che le decisioni inerenti 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 0,8% in linea con lo scorso anno, come rappresentato nell'infografica sottostante:

Figura 5.
*Gender Pay Gap* con riferimento al personale di Poste Italiane



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# 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* 2025, definito per il confronto retributivo dell'Amministratore Delegato, non presenta novità rispetto a quello presentato nel 2024 risultando focalizzato su aziende del settore bancario, assicurativo e pagamenti, in aggiunta alle grandi aziende partecipate dal Ministero dell'Economia e delle Finanze e da Cassa Depositi e Prestiti. In particolare:

Figura 6.
*Peer Group* dell'Amministratore Delegato

| | |
|---|---|
| **ALLIANZ** | **INTESA SANPAOLO** |
| **AXA** | **MEDIOBANCA** |
| **BANCO BPM** | **NEXI** |
| **BPER BANCA** | **SNAM** |
| **ENEL** | **UNICREDIT** |
| **ENI** | **UNIPOL** |
| **GENERALI 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.

In particolare, al fine di tener conto dell'assetto proprietario e dell'indice di quotazione di borsa, ferma restando l'appartenenza all'indice FTSE MIB, sono state incluse alcune realtà partecipate dal Ministero dell'Economia e delle Finanze e da Cassa Depositi e Prestiti. Con riferimento al "Settore di *business*" sono stati selezionati gruppi finanziari, riservando un *focus* specifico al settore bancario italiano, anche perché l'Amministratore Delegato è sottoposto alla normativa di vigilanza bancaria in materia di remunerazione.

Per il confronto remunerativo relativo al Direttore Generale e ai Dirigenti con Responsabilità Strategiche, la Società utilizza *panel* di aziende coerenti con le specificità dei ruoli ricoperti; ove ritenuto significativo si può avvalere di *panel* di settore (ad esempio, per il Direttore Generale, aziende che afferiscono ai settori presidiati e per il Responsabile BancoPosta, aziende operanti nel segmento *financial services*).



42

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# 1.4 La misurazione del valore generato nell'interesse degli azionisti

## *Pay for performance*

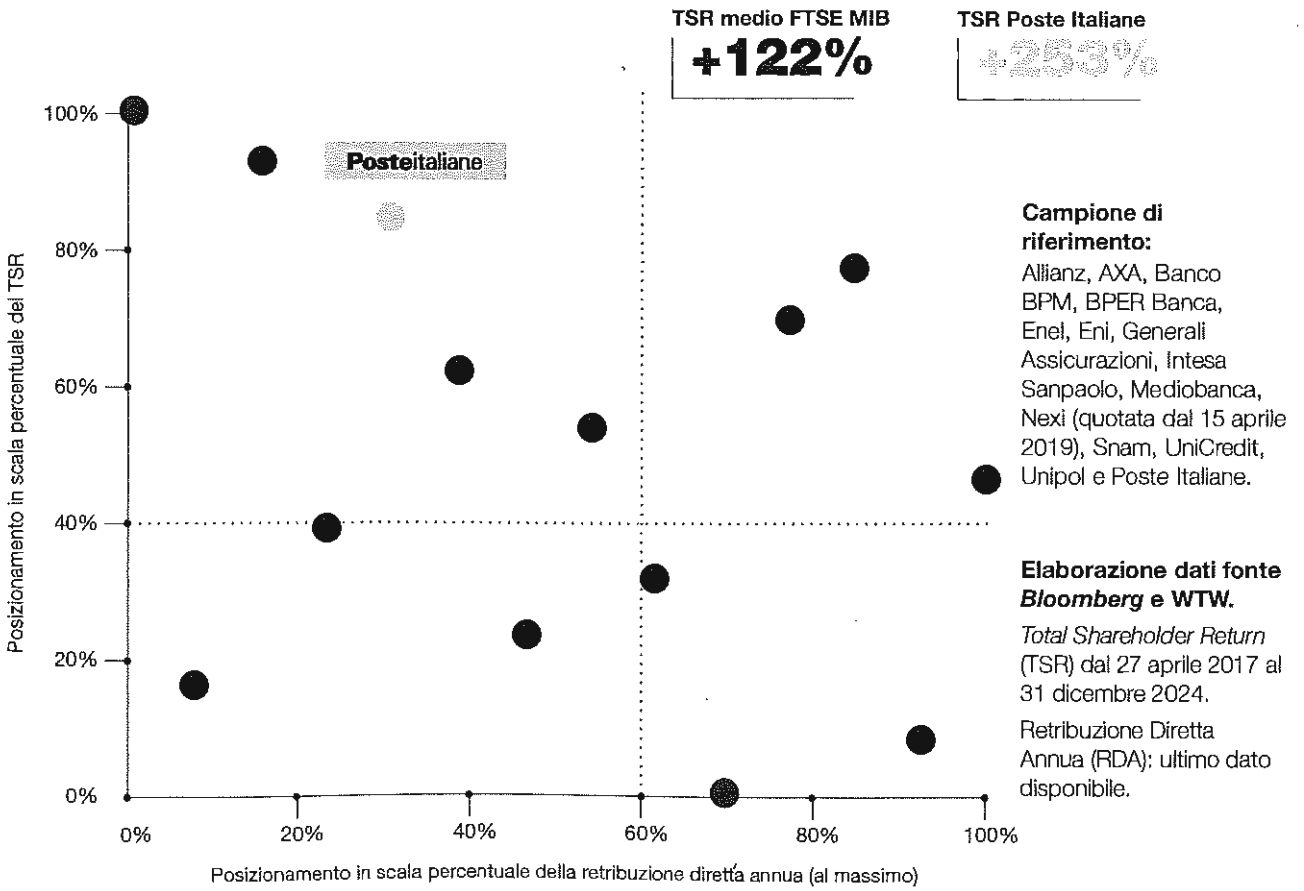
Al fine di assicurare competitività ed efficacia, la Politica di Remunerazione deve essere coerente con la *performance* sostenibile nel lungo termine.

Un valido riferimento per valutare l'adeguatezza delle remunerazioni, nonché la rispondenza con le aspettative di tutti gli *stakeholders*, 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 2024.

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. Nel medesimo arco temporale, peraltro, il *Total Shareholder Return* di Poste Italiane, al netto di due società interessate da operazioni straordinarie, risulta essere il più elevato del campione di società analizzato. Inoltre, la *performance* di Poste Italiane, sempre in termini di TSR, è circa il doppio di quella media realizzata, nel medesimo periodo in osservazione, dalle società appartenenti al FTSE MIB.

Figura 7.
*Pay for performance* 27 aprile 2017-31 dicembre 2024 AD di Poste Italiane



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# Il supporto degli azionisti alla politica di remunerazione

La Relazione sulla politica in materia di remunerazione 2024 ha riportato ampio consenso tra gli azionisti, apprezzamento confermato dal voto assembleare del 31 maggio 2024 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 *stakeholders*, ha permesso di ottenere risultati ampiamente superiori alla media del FTSE MIB, su tutte le tematiche afferenti la remunerazione, anche con riferimento alle sole minoranze.

Si ritiene, inoltre, opportuno evidenziare che, nel 2024, 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 *stakeholders*, sono state apportate alcune modifiche volte a garantire il rispetto dei principi di trasparenza e sobrietà che, da anni, caratterizzano la politica di remunerazione di Poste Italiane.

In particolare:
- sono stati identificati, anche quest'anno, 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 alla storia di Poste Italiane;
- sono state chiarite alcune fattispecie di *Good Leaver* e *Bad Leaver*, connesse ai sistemi di incentivazione variabile.

Inoltre, si evidenzia che non è stato apportato alcun cambiamento alla remunerazione fissa e variabile dell'AD, anche a fronte di risultati in continua crescita e un posizionamento retributivo inferiore alla mediana di mercato.

Ciò a ulteriore dimostrazione dell'impegno dell'azienda nell'ascolto dei propri *stakeholders* con l'obiettivo di migliorare nonostante gli eccellenti risultati di seguito illustrati.

Nello specifico, la Relazione sulla politica di remunerazione 2024, la Relazione sui compensi corrisposti 2023 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 96%, ai più alti livelli del FTSE MIB, in miglioramento rispetto ai già eccellenti risultati fatti registrare negli anni precedenti.

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 a specifiche caratteristiche dei sistemi di incentivazione o ad approfondimenti dedicati agli obiettivi non finanziari/ESG dei sistemi stessi) 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 2025 del Patrimonio BancoPosta".

Con riferimento alle Società controllate sottoposte a vigilanza in materia di remunerazione (ad esempio di Banca d'Italia per le attività di *Asset Management* o IVASS per le attività assicurative), si rimanda alle politiche di remunerazione e incentivazione dalle stesse predisposte e approvate, in coerenza con i processi di *Corporate Governance*.

## 2.1 Assemblea degli azionisti

In materia di remunerazione, l'Assemblea degli azionisti di Poste Italiane:
- determina il compenso dei membri del Consiglio di Amministrazione e dei Sindaci, all'atto della nomina e per tutta la durata del mandato;
- delibera su eventuali piani basati su strumenti finanziari destinati ad Amministratori, dipendenti o collaboratori, ai sensi dell'art. 114-*bis* del TUF;
- si esprime con voto vincolante in merito all'approvazione della Relazione sulla politica in materia di remunerazione di Poste Italiane S.p.A., ai sensi dell'art. 123-*ter*, comma 3-*ter*, del TUF;
- si esprime con voto non vincolante in merito all'approvazione della Relazione sui compensi corrisposti di Poste Italiane S.p.A., ai sensi dell'art. 123-*ter*, comma 6, del TUF.

Si ricorda che, in linea con le previsioni del Regolamento del Patrimonio BancoPosta, l'Assemblea degli azionisti può deliberare sull'eventuale proposta dell'organo con funzione di supervisione strategica di fissare un limite al rapporto tra la componente variabile e quella fissa della remunerazione individuale superiore a 1:1 e in ogni caso entro i limiti massimi definiti dalla regolamentazione applicabile. Il 28 maggio 2021 l'Assemblea degli azionisti di Poste Italiane ha approvato, per alcune categorie appartenenti al Personale più rilevante del Patrimonio BancoPosta, la proposta di innalzamento del limite al rapporto tra la componente variabile e quella fissa della remunerazione individuale fino al 2:1.

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# 2.2 Consiglio di Amministrazione

In materia di remunerazione, il Consiglio di Amministrazione con il supporto del Comitato Remunerazioni:

- determina le politiche e i livelli di remunerazione degli Amministratori investiti di particolari cariche, sentito il Collegio Sindacale, nonché del Direttore Generale, del Responsabile della funzione Controllo Interno, del Responsabile della funzione BancoPosta e del Dirigente Preposto alla redazione dei documenti contabili societari; resta inteso che Presidente e Amministratore Delegato (AD) si astengono dalle votazioni collegate alle decisioni sulla determinazione dei compensi che li riguardano;
- fissa gli Obiettivi di *performance* ai quali sono legati i piani di remunerazione variabile degli Amministratori esecutivi e verifica il raggiungimento dei suddetti Obiettivi di *performance*. Resta inteso che, coerentemente con le previsioni di legge, l'AD si astiene dalle votazioni collegate alle decisioni sulla determinazione degli Obiettivi di *performance* che lo riguardano;
- definisce le principali caratteristiche e le priorità strategiche dei piani di remunerazione variabile rivolti ai Dirigenti con Responsabilità Strategiche e ne verifica il relativo raggiungimento;
- approva le politiche di remunerazione per l'esercizio in corso con riferimento agli Amministratori, al Direttore Generale e ai Dirigenti con Responsabilità Strategiche e le sottopone al voto vincolante dell'Assemblea degli azionisti;
- approva la relazione sui compensi corrisposti per l'esercizio precedente con riferimento agli Amministratori, Sindaci e ai Dirigenti con Responsabilità Strategiche e la sottopone al voto consultivo dell'Assemblea degli azionisti;
- delibera gli eventuali piani basati su strumenti finanziari e li sottopone all'approvazione dell'Assemblea degli azionisti.

Si ricorda che il Direttore Generale (DG) partecipa, senza diritto di voto, alle riunioni del Consiglio di Amministrazione e non prende parte al confronto consiliare ove siano determinate le politiche e i livelli di remunerazione del DG stesso.

Gli argomenti relativi al governo e alle politiche di remunerazione sono stati affrontati in cinque adunanze del Consiglio di Amministrazione nel corso del 2024.

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 l'Amministratore Delegato – di cui 8 non esecutivi (7 dei quali, tra cui il Presidente, dotati dei requisiti di indipendenza di cui all'art. 2 raccomandazione 7 del nuovo Codice di *Corporate Governance*, dei requisiti di indipendenza di cui all'art. 148, comma 3, del TUF, nonché dei requisiti di indipendenza della disciplina prudenziale di settore bancaria), che compongono i cinque Comitati endoconsiliari (la cui composizione attuale è riportata nella figura successiva).

Nell'ambito della Politica in materia di diversità degli Organi di Amministrazione e Controllo di Poste Italiane sono stati individuati criteri per la composizione quali-quantitativa del Consiglio di Amministrazione funzionale a un efficace assolvimento dei compiti e delle responsabilità affidati all'organo di gestione, anche attraverso la presenza di Consiglieri che assicurino una sufficiente diversità di punti di vista e competenze, necessari per una buona comprensione degli affari attuali, dei rischi e delle opportunità a lungo termine relativi all'attività del Gruppo.



425

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Figura 8.
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**[1,2] | | | | ● | |
| Consigliere | **Carlo D'Asaro Biondo**[1,2] | ● | | ○ | | |
| Consigliere | **Valentina Gemignani**[1] | | ○ | ○ | | |
| Consigliere | **Paolo Marchioni**[1,3] | ○ | | | | ● |
| Consigliere | **Matteo Petrella**[1,2] | | | ● | | ○ |
| Consigliere | **Patrizia Rutigliano**[1,2] | | ● | | ○ | |
| Consigliere | **Vanda Ternau**[1,2] | | ○ | | | ○ |
| Consigliere | **Alessandro Marchesini**[1,2] | ○ | | | ○ | |

Presidente ● ● Membro ○ ○

Amministratori investiti di particolari cariche

| PRESIDENTE | AMMINISTRATORE DELEGATO |
|---|---|
| Silvia Maria Rovere[1,2] | Matteo Del Fante |

1. Amministratore non esecutivo.
2. Amministratore indipendente ai sensi del Testo Unico della Finanza, della disciplina prudenziale di settore bancaria e del Codice di *Corporate Governance*.

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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

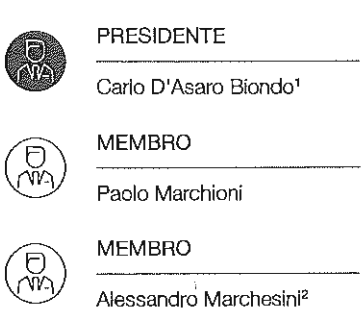
Il Comitato Remunerazioni è investito di compiti consultivi e propositivi in materia di sistemi di remunerazione e incentivazione. Composizione, mandato, poteri e modalità di funzionamento del Comitato sono disciplinati da apposito regolamento approvato dal Consiglio di Amministrazione di Poste Italiane.

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 attuale del Comitato, 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 9.
Composizione del Comitato




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, in sostituzione di Armando Ponzini che aveva rassegnato le proprie dimissioni dalla carica a far data dal 31 luglio 2024; la candidatura del Consigliere Alessandro Marchesini è stata indicata da alcune società di gestione del risparmio che, in occasione dell'Assemblea degli Azionisti svoltasi in data 8 maggio 2023, avevano concorso alla presentazione della Lista n. 2 – Investitori Istituzionali da cui era stato tratto il dimissionario Consigliere Armando Ponzini.



427

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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 2025 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.

428

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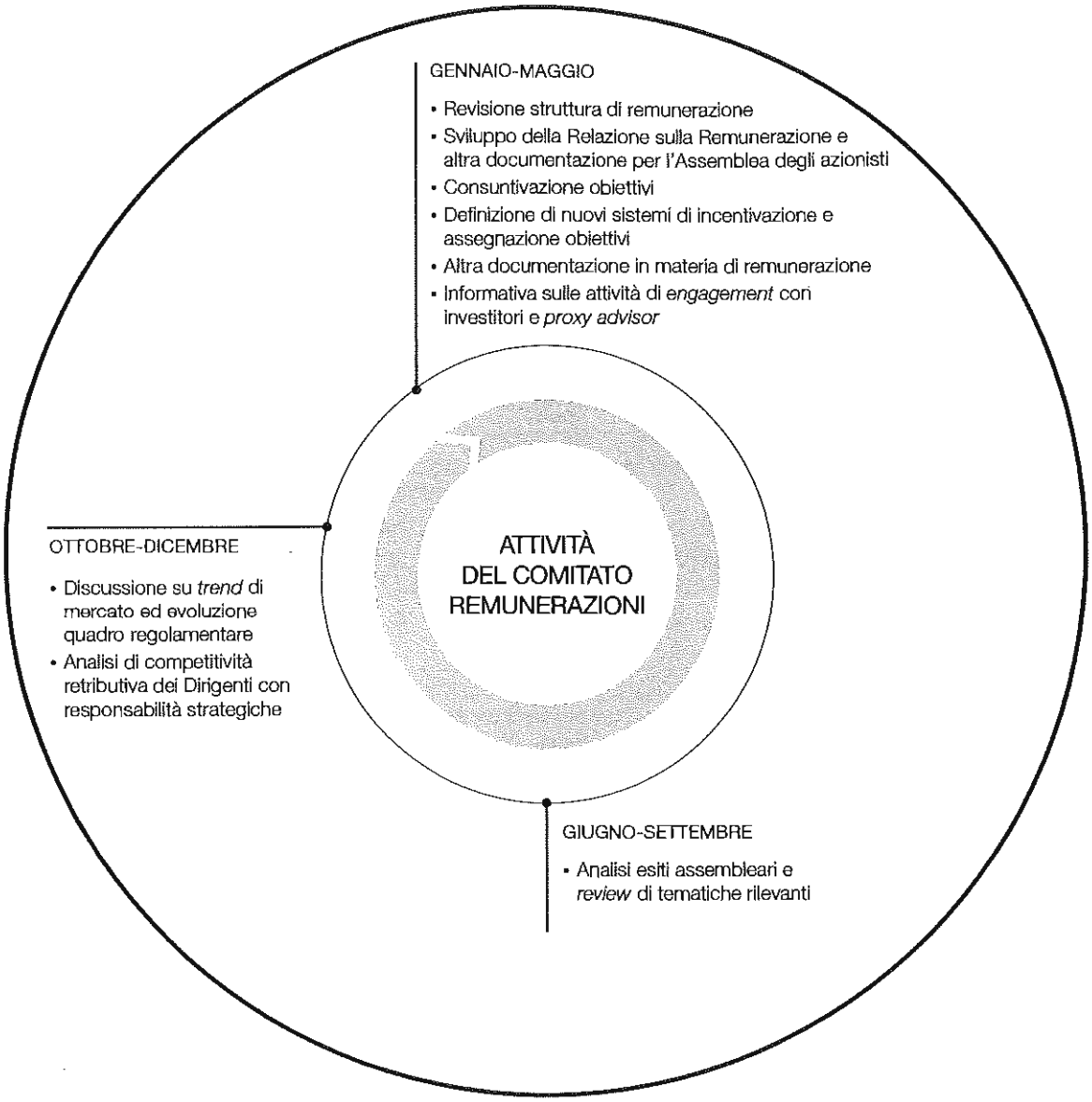
Il Comitato Remunerazioni si riunisce con cadenza periodica e con la frequenza necessaria per lo svolgimento delle proprie funzioni, secondo un calendario annuale che segue tipicamente il seguente ciclo di attività:

Figura 10.
Ciclo di attività del Comitato Remunerazioni



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### 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 2025 del Patrimonio BancoPosta".

## 2.3 Collegio Sindacale

Il Collegio Sindacale partecipa alle riunioni del Comitato Remunerazioni, esprime i pareri richiesti dalla disciplina vigente con riferimento alla remunerazione degli Amministratori investiti di particolari cariche, ai sensi dell'art. 2389, comma 3 c.c., verificandone altresì la coerenza con le politiche generali adottate dalla Società.

## 2.4 Altri soggetti

La funzione Risorse Umane e Organizzazione elabora, in accordo con il Direttore Generale e con l'Amministratore Delegato, l'ipotesi tecnica delle politiche di remunerazione e la sottopone al Comitato Remunerazioni, fatto salvo il rispetto di quanto specificatamente previsto per il Patrimonio BancoPosta nelle "Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta", allegate al presente documento.

La funzione Risorse Umane e Organizzazione – su richiesta del Comitato Remunerazioni – garantisce, inoltre, un ausilio tecnico nel predisporre il materiale propedeutico all'attività del Comitato stesso.

Si ricorda, inoltre, che la funzione Affari Societari assicura il rispetto dei processi di *Corporate Governance* e che il Responsabile della medesima funzione è, al momento della stesura della presente Relazione, anche Segretario del Comitato Remunerazioni (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 2025 del Patrimonio BancoPosta" per i compiti e le responsabilità del Responsabile della funzione BancoPosta e delle altre funzioni coinvolte.

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# 3. Politiche di remunerazione e incentivazione 2025

## 3.1 Elementi della remunerazione

I principali elementi della remunerazione sono la componente fissa, la componente variabile (a breve e a lungo termine), oltre ai pagamenti per la conclusione del rapporto.

Il *mix* retributivo fra componente fissa e variabile, bilanciato fra la componente monetaria e non-monetaria, è correlato al ruolo e alle responsabilità assegnate. Al riguardo, Poste Italiane utilizza sistemi di pesatura dei ruoli certificati periodicamente da società di consulenza indipendenti.

### Componenti fisse

La retribuzione fissa riflette le competenze professionali e manageriali.

Ragioni di equità interna e di competitività esterna (sulla base di strutturati *benchmark* di mercato sviluppati da società di consulenza indipendenti), attrattività, meritocrazia e l'attribuzione di maggiori responsabilità, possono determinare il riconoscimento di adeguamenti della retribuzione fissa. Tali proposte seguono un processo strutturato caratterizzato da parametri oggettivi non discrezionali.

Sono previsti alcuni benefici non monetari nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato. I *benefit*[2] sono disciplinati da specifiche linee guida che prevedono l'applicazione di criteri comuni per segmenti di popolazione omogenei.

### Componenti variabili

La remunerazione variabile costituisce la componente incentivante direttamente collegata alle *performance* aziendali e a quelle individuali, secondo un approccio meritocratico, che riconosce e premia risultati raggiunti sulla base di obiettivi predeterminati, trasparenti, misurabili e verificabili.

Gli incentivi connessi alla remunerazione variabile sono corrisposti all'esito di un puntuale processo di verifica dei risultati effettivamente conseguiti.

La remunerazione variabile viene erogata in forma monetaria e in strumenti finanziari, su un orizzonte temporale annuale e pluriennale.

È previsto un tetto massimo alle erogazioni di natura variabile declinato in funzione del segmento di destinatari.

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.



431

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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 presenti 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 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 *stakeholders* 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 11.
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 implementate nel 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* 2025-2027 di Poste Italiane.

Le caratteristiche sono differenziate per categoria di destinatari:

Figura 12.
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* 2025-2027 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* 2025-2027 da mantenere, a meno di aver già raggiunto l'ammontare *target* |
| **DIRS** | ½ annualità di Retribuzione Annua Lorda | fino alla permanenza nel perimetro del DIRS; 25% di Azioni disponibili derivanti dal Piano ILT *Performance Share* 2025-2027 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* 2025-2027, 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.

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

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2023, per il mandato 2023-2025, ha deliberato i compensi ai sensi dell'art. 2389, comma 1, c.c. pari a € 40.000 lordi annui (fatto salvo quanto precisato al successivo paragrafo 3.3.1 con riferimento al Presidente del Consiglio di Amministrazione). Non è prevista alcuna forma di remunerazione variabile.

Agli Amministratori sono rimborsate le spese sostenute nell'assolvimento del mandato, nei limiti stabiliti dal Consiglio di Amministrazione.

Il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni e sentito il parere del Collegio Sindacale, nell'adunanza del 28 giugno 2023, ha determinato i compensi aggiuntivi per gli Amministratori che sono stati nominati quali componenti dei Comitati endoconsiliari, in funzione della carica assegnata. Tali compensi definiti in continuità con il mandato precedente, sono di seguito riportati:

Figura 13.
Compensi Comitati endoconsiliari

| | | Compenso |
|---|---|---|
| **Comitato Remunerazioni** | Presidente | **25.000** euro |
| | Membro | **17.500** euro |
| **Comitato Nomine e *Corporate Governance*** | Presidente | **25.000** euro |
| | Membro | **17.500** euro |
| **Comitato Controllo e Rischi** | Presidente | **35.000** euro |
| | Membro | **25.000** euro |
| **Comitato Parti Correlate e Soggetti Collegati** | Presidente | **25.000** euro |
| | Membro | **17.500** euro |
| **Comitato Sostenibilità** | Presidente | **25.000** euro |
| | Membro | **17.500** euro |

## 3.3.1 Presidente del Consiglio di Amministrazione

La retribuzione del Presidente del Consiglio di Amministrazione prevede una componente fissa quale emolumento definito dall'Assemblea degli azionisti dell'8 maggio 2023, per il mandato 2023-2025, ai sensi dell'art. 2389, comma 1, c.c. pari a € 60.000 lordi annui.

In aggiunta a quanto sopra, il Consiglio di Amministrazione in data 28 giugno 2023 ha definito, per il mandato 2023-2025, su proposta del Comitato Remunerazioni e sentito il Collegio Sindacale, un compenso per il Presidente del Consiglio di Amministrazione (ex art. 2389, comma 3 c.c.). Tale compenso aggiuntivo è pari a € 420.000 lordi annui. Non è prevista alcuna forma di remunerazione variabile.

Al Presidente sono rimborsate le spese sostenute nell'assolvimento del mandato, nei limiti stabiliti dal Consiglio di Amministrazione.

Coerentemente con le previsioni di legge, il Presidente si astiene dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito.

A completamento del pacchetto retributivo sono previsti alcuni *benefit* nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato.

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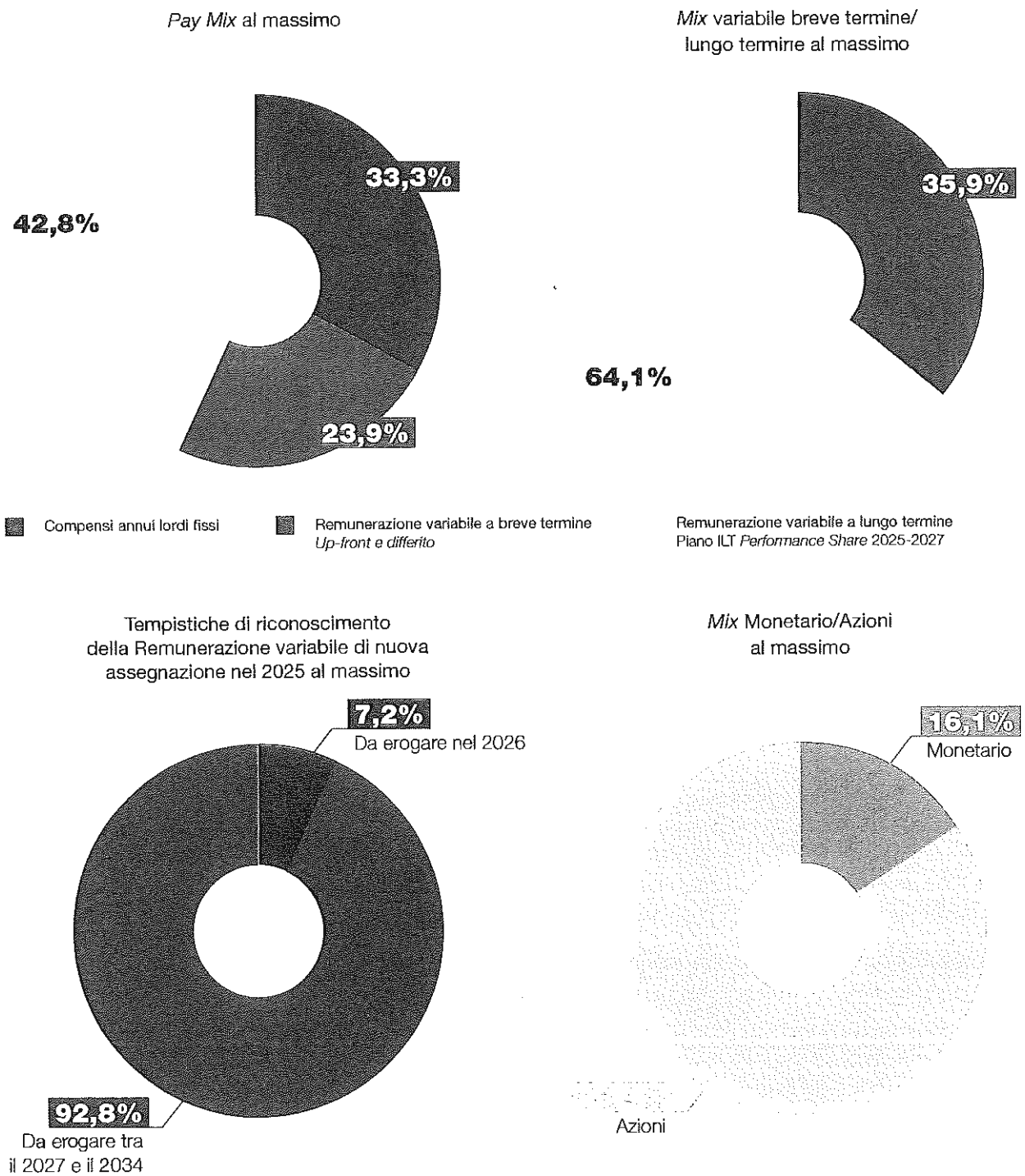
## 3.3.2 Amministratore Delegato (AD)

La remunerazione dell'Amministratore Delegato è composta da una componente fissa, una componente variabile di breve termine e una componente variabile di lungo termine.

Sono previsti, inoltre, alcuni *benefit* nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato.

Il *Pay Mix* dell'AD, unitamente all'orizzonte temporale di riconoscimento della remunerazione variabile e al bilanciamento fra la componente monetaria e la componente azionaria, nell'ipotesi di conseguimento dei risultati a livello "massimo", è articolato come segue:

Figura 14.
*Pay Mix* AD al massimo






435

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Il *Pay Mix* è stato calcolato prendendo a riferimento il valore dei sistemi incentivanti a breve e a lungo termine al massimo, dunque nell'ipotesi di conseguimento dei risultati ai valori massimi, considerando il valore intero del Piano ILT *Performance Share* 2025-2027.

Il mix fra la componente variabile a breve e a lungo termine, nell'ipotesi di conseguimento dei risultati ai valori massimi, prevede una prevalenza di quest'ultima rispetto a quella di breve termine.

L'importo maturabile potrà essere, quindi, al massimo pari a circa il 71,71% dei compensi lordi fissi per il sistema a breve termine, e pari a circa il 128,29% dei compensi lordi fissi per il sistema a lungo termine, in continuità con gli ultimi anni.

In merito alle tempistiche di riconoscimento della remunerazione variabile di nuova assegnazione deliberata nel 2025, meno del 10% potrà essere erogata nel 2026 nel caso di *performance* al massimo, mentre più del 90% potrà essere erogata tra il 2027 e il 2034.

Sempre con riferimento alla remunerazione variabile a livello massimo, come si evince dall'ultimo grafico, quasi l'85% potrà essere riconosciuta in forma azionaria.

In qualità di componente dell'organo consiliare, sono, inoltre, rimborsate le spese sostenute nell'assolvimento del mandato strettamente attinenti ai compiti a esso affidati, nei limiti stabiliti dal Consiglio di Amministrazione.

Coerentemente con le previsioni di legge, l'AD si astiene dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito.

## Compensi annui lordi fissi

I compensi annui lordi fissi dell'Amministratore Delegato, pari a € 1.478.000 sono costituiti da componenti relative al rapporto di amministrazione e al rapporto dirigenziale[3]. A tal proposito si evidenzia che nel 2025, non è stata prevista alcuna revisione dei compensi annui lordi fissi dell'Amministratore Delegato – l'importo indicato è il medesimo deliberato dal Consiglio di Amministrazione del 28 febbraio 2024 – per i quali il *benchmark* di mercato ha confermato un posizionamento retributivo tra il primo quartile e la mediana di mercato.

## Remunerazione variabile

La remunerazione variabile dell'AD è composta dal sistema d'incentivazione variabile a breve termine (MBO) e dal Piano ILT *Performance Share* 2025-2027. Il sistema MBO incentiva il conseguimento di obiettivi su base annuale, il Piano ILT *Performance Share* su base triennale.

È opportuno ricordare che i meccanismi di funzionamento e le percentuali 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 2024.

Il Sistema MBO e il Piano ILT *Performance Share* consentono di mantenere una costante correlazione tra remunerazione variabile e *performance* di breve e di lungo periodo, rafforzando l'allineamento rispetto agli interessi degli investitori anche in considerazione della corresponsione dell'incentivo prevalentemente in Azioni ordinarie di Poste Italiane. Tali piani hanno, altresì, l'obiettivo di supportare l'efficace implementazione della strategia del Gruppo. A tale riguardo, si fa presente che i piani di incentivazione sono sottoposti a meccanismi di differimento e *retention*. Inoltre, ciascuna quota di remunerazione variabile in Azioni (sia *up-front* sia differita) è sottoposta a meccanismi di correzione *ex-post* (*malus* e/o *claw back*) che, sulla base dei risultati conseguiti e/o dei comportamenti individuali, possono condurre alla riduzione, anche significativa, o all'azzeramento della remunerazione variabile stessa e, ove ricorrano particolari condizioni, alla richiesta di restituzione degli importi già corrisposti.

3. Si ricorda che il rapporto di lavoro dirigenziale è, inoltre, disciplinato dalle previsioni del Contratto Collettivo Nazionale di Lavoro per i dirigenti di aziende produttrici di beni e servizi (di seguito "CCNL"). I compensi annui lordi fissi sono così suddivisi: € 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 di retribuzione annua lorda per il rapporto dirigenziale.

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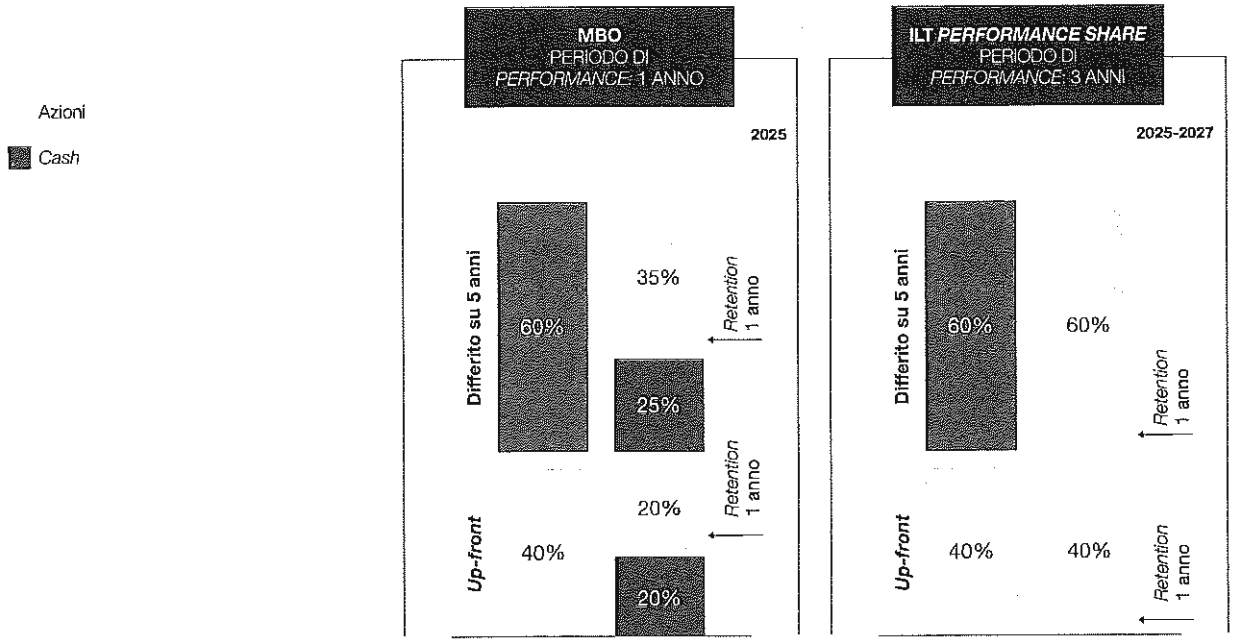
In tutti i sistemi di incentivazione manageriale è previsto, come Condizione Cancello, l'EBIT *adjusted* di Gruppo quale indicatore sintetico della sostenibilità economico-finanziaria comune a tutti i *business* in cui Poste Italiane è impegnata. Il conseguimento della Condizione Cancello abilita l'effettiva possibilità di accedere al bonus, eventualmente maturato, in virtù degli obiettivi assegnati e dell'allineamento ai livelli di *risk tolerance* del capitale, della liquidità e della redditività corretta per il rischio del Patrimonio BancoPosta. A tal proposito si ricorda che, anche per il 2025, nel rispetto del principio di trasparenza, viene fornita piena *disclosure ex ante* ed *ex post* sugli indicatori previsti per i piani di incentivazione variabile a breve (MBO) e a lungo termine (ILT), sui relativi livelli di raggiungimento (soglia, *target* e massimo) e sull'effettiva consuntivazione.

L'Amministratore Delegato è incluso nel Personale più rilevante nell'ambito del perimetro di applicazione delle "Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta" e la relativa struttura remunerativa prevede il contenimento della remunerazione variabile complessiva nell'ambito del rapporto 2:1 tra componente variabile (a breve e a lungo termine) e componente fissa, in aggiunta a periodi di differimento e *retention*.

Per maggiori dettagli in merito si rimanda ai paragrafi successivi.

Figura 15.
Remunerazione variabile AD




Come già anticipato, il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, fissa gli Obiettivi di *performance* ai quali sono legati i piani di remunerazione variabile dell'AD e ne verifica il raggiungimento sempre con l'astensione dell'AD stesso.

## Sistema d'incentivazione variabile a breve termine (MBO)

Il sistema d'incentivazione variabile a breve termine (MBO) ha il fine di rafforzare l'attenzione alla creazione di valore per gli *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 per l'AD sono state definite anche sulla base della normativa applicabile. L'importo maturabile, soggetto alle regole di seguito illustrate e rientrante nel limite del rapporto 2:1 tra componente variabile e componente fissa, è pari al massimo, in linea con quanto previsto negli ultimi anni, a circa il 71,71%[4] dei compensi lordi fissi.

Il sistema poggia su un processo strutturato di definizione degli obiettivi e degli incentivi a essi collegati ed è caratterizzato da:
- una Condizione Cancello e alcune Condizioni di Accesso;
- Obiettivi di *performance*, a ognuno dei quali è assegnato un peso specifico.

4. L'importo massimo alla luce dei compensi annui lordi fissi deliberati dal Consiglio di Amministrazione del 28 febbraio 2024, è pari a € 1.059.920 lordi.



937

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Sono previsti un livello massimo di *performance*, oltre il quale l'incentivo rimane costante, e un livello di soglia, al di sotto del quale il sistema non si attiva e, conseguentemente, non genera alcuna erogazione.

## Condizione Cancello e Condizioni di Accesso

Il sistema MBO prevede una Condizione Cancello, rappresentata dall'obiettivo "EBIT adjusted del Gruppo Poste Italiane" fissato al livello *budget*, il cui conseguimento abilita l'effettiva possibilità di accedere al *bonus* eventualmente maturato in virtù degli obiettivi assegnati. Inoltre, al fine di assicurare la sostenibilità nel tempo del Patrimonio BancoPosta e del Gruppo Poste Vita, le condizioni per l'attivazione del sistema MBO sono integrate con le seguenti previsioni:

Figura 16.
Condizione Cancello e Condizioni di Accesso al sistema MBO AD

| Condizione Cancello | Condizioni di Accesso |
|---|---|
| **Redditività di Gruppo: EBIT *adjusted* 3,06 mld €** | Parametro di adeguatezza patrimoniale BancoPosta: **CET 1** |
| | Parametro di liquidità a breve termine BancoPosta: **LCR** |
| | Parametro di redditività corretta per il rischio BancoPosta: **RORAC** |
| | Parametro di adeguatezza patrimoniale Gruppo Poste Vita: ***Solvency II Ratio*** |

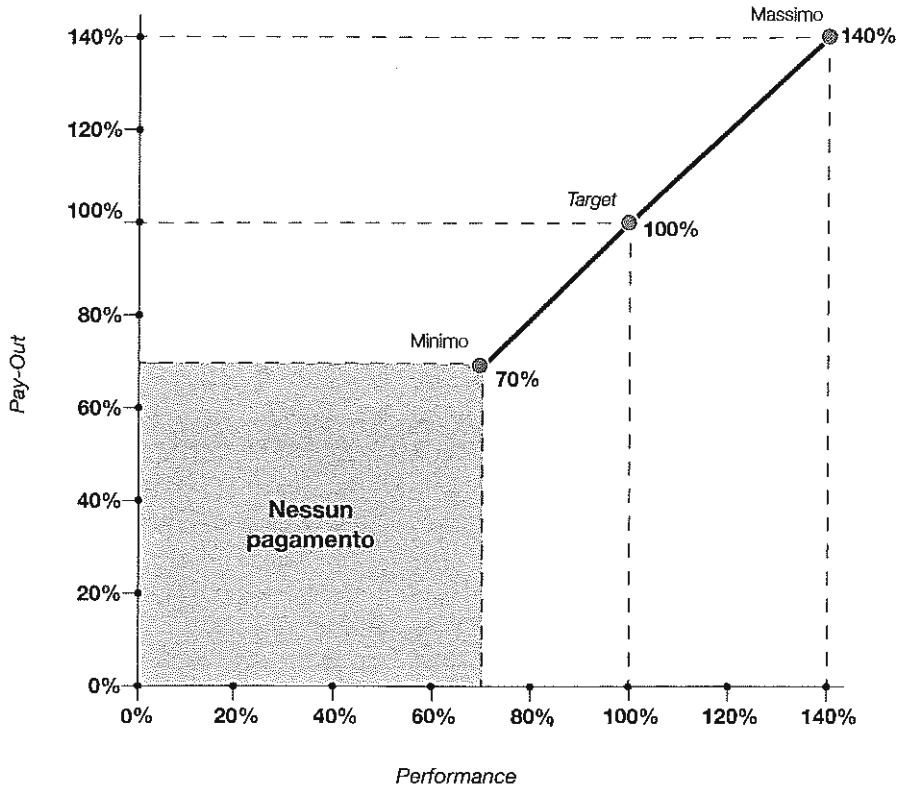
*Valore arrotondato.*

Con riferimento alle Condizioni di Accesso, i parametri definiti sono al livello di *risk tolerance* dei *Risk Appetite Framework* rispettivamente del Patrimonio BancoPosta e del Gruppo Poste Vita.

## Obiettivi di *performance*

Gli Obiettivi di *performance* 2025 sono declinati coerentemente con le direttrici del Piano Strategico 2024-2028. Di seguito si riporta la curva di incentivazione per il sistema MBO che collega il livello ponderato complessivo di raggiungimento degli Obiettivi di *performance* al livello di *pay-out* (per *performance* inferiori al livello "minimo" non è previsto alcun premio):

Figura 17.
Curva di incentivazione MBO AD



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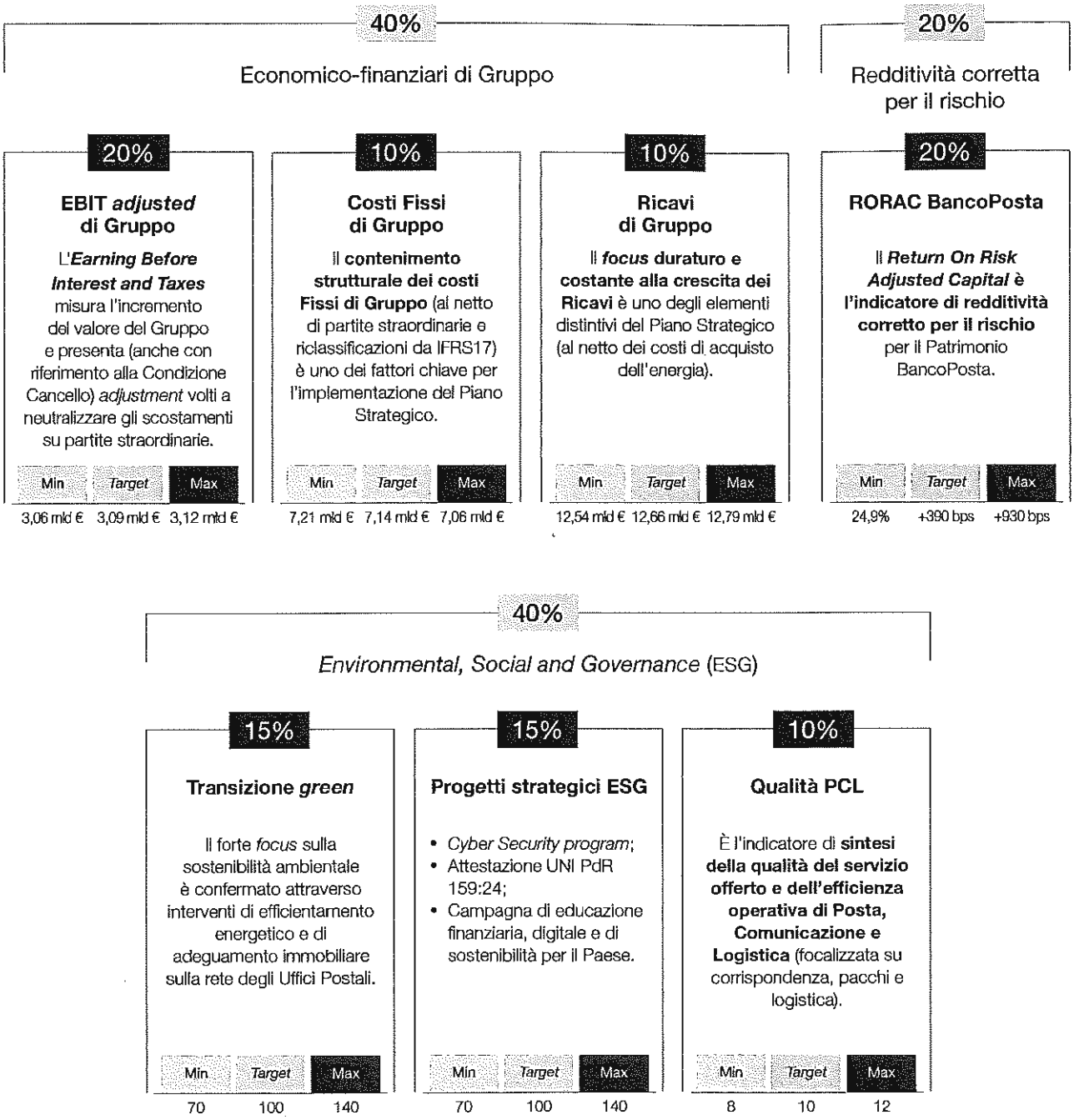
Gli Obiettivi di *performance* 2025 – di seguito rappresentati – sono declinati coerentemente con le direttrici del nuovo Piano Strategico, in coerenza con le aree di responsabilità di competenza:

Figura 18.
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).

In linea con il principio di trasparenza illustrato nella *People Strategy,* viene fornita piena *disclosure* sugli obiettivi 2025 e sui relativi livelli di *performance* (minimo, *target* e massimo).

Con riferimento al Gruppo Poste Vita, partendo da una forte posizione patrimoniale, si conferma l'ambizione manageriale di mantenere un *Solvency II Ratio* che è una delle Condizioni di Accesso del Piano MBO 2025.

L'attenzione alla redditività è l'elemento fondamentale del Piano Strategico dal punto di vista prettamente finanziario: l'EBIT, obiettivo chiave dei sistemi di incentivazione che garantisce la sostenibilità degli stessi, rappresenta l'indicatore di sintesi dei



43P

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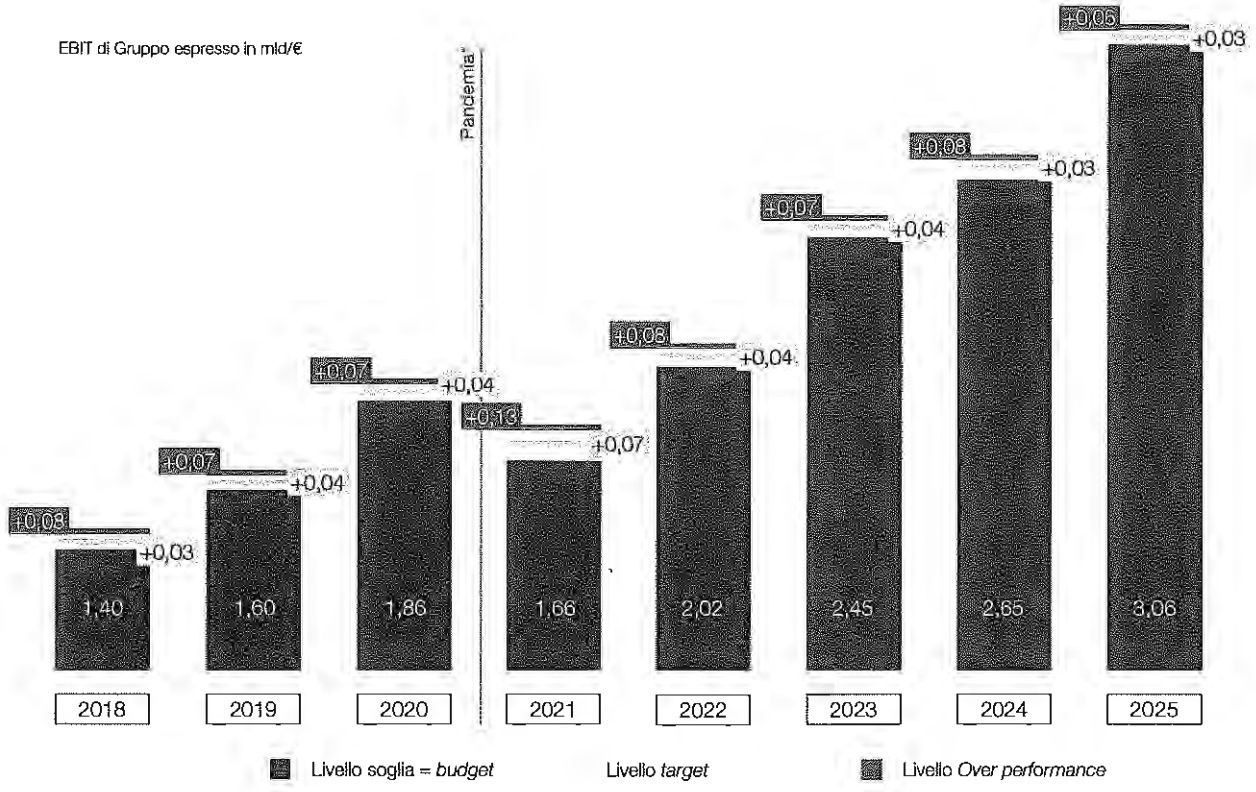
risultati comuni a tutti i *business* del Gruppo ed è misurato a livello annuale e pluriennale. Come già evidenziato, si conferma anche nel 2025 il meccanismo di autofinanziamento collegato all'EBIT del sistema dove il livello soglia coincide con il *budget*. Si tratta di un approccio consolidato in Poste Italiane, definito nel 2018, quando il livello *budget* dell'EBIT risultava pari a € 1,4 miliardi; tale percorso di crescita, apprezzato dagli *stakeholders* nel corso degli anni, conferma la solidità delle *performance*, dimostra nuovamente l'affidabilità dell'operato del *management* e presenta un livello di sfida crescente al pari della *performance* finanziaria registrata nel corso del tempo con un EBIT più che raddoppiato rispetto al 2018.

A conferma di quanto detto, nel grafico di seguito è rappresentato l'andamento del *target setting* per l'obiettivo di *performance* EBIT di Gruppo nel periodo 2018 - 2025, da cui si evince una sempre costante e crescente attenzione alla creazione di valore per gli *stakeholders*, in coerenza con i piani strategici avviati nel corso di suddetto periodo. In particolare, in tale periodo il livello soglia dell'EBIT nel sistema di incentivazione annuale MBO è stato fissato pari al *budget* e ad un livello crescente anno su anno (ad eccezione del 2021 a seguito della pandemia Covid-19), passando da 1,40 miliardi di Euro a oltre 3 miliardi di Euro.

Figura 19.
Evoluzione obiettivo MBO EBIT di Gruppo 2018-2025




* I valori dei livelli EBIT, nel 2021 tengono conto dell'alea connessa agli effetti della pandemia da Covid-19. Si ricorda che nel 2020 Poste Italiane ha deciso di decurtare il 50% del *bonus* MBO per tutto il proprio *management*, oltre 1.300 beneficiari.

Inoltre, in continuità con lo scorso anno, il sistema MBO affianca al *focus* sui ricavi anche una forte attenzione alla disciplina sui costi.

Si conferma, infine, il bilanciamento tra gli obiettivi economico-finanziari e quelli ESG in coerenza con il Piano Strategico 2024-2028, che ribadisce la forte attenzione del Gruppo sulle tematiche della sostenibilità. Alla stregua degli obiettivi economico-finanziari, la selezione degli obiettivi ESG e il relativo *target setting* segue lo stesso processo ispirato dai principi di: chiarezza, affidabilità, verificabilità e misurabilità oggettiva con elevato livello di sfida, in linea con il Piano Strategico di Gruppo, a differenti livelli di raggiungibilità secondo una valutazione equa e ragionevole. Ad ulteriore garanzia, non tutti gli obiettivi, infatti, raggiungono il livello di *performance* massima definita ancorché il percorso virtuoso intrapreso a partire dal 2017, abbia permesso di conseguire risultati eccellenti.

La centralità degli obiettivi di sostenibilità nel Sistema MBO, definiti in linea con i pilastri della strategia ESG, è garantita anche nel 2025, anno in cui la tutela dell'ambiente (Transizione *Green*) e la qualità del servizio offerto (Qualità PCL) sono confermati quali elementi cardine della strategia del Gruppo.

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Con riferimento alla **Transizione *Green***, l'obiettivo sarà focalizzato – in linea con le priorità del Piano Strategico – sugli Uffici Postali e sarà declinato secondo le seguenti direttrici:

a. interventi di adeguamento immobiliare conclusi al 2025 (dato cumulato: 4.340 interventi da inizio progetto);
b. installazione di impianti fotovoltaici (280 impianti);
c. installazione di sistemi di *smart building* (1.000 sistemi di *smart building*).

Il livello minimo (70) di raggiungimento dell'obiettivo prevede la realizzazione di tutti gli interventi di adeguamento immobiliare descritti al punto a), il livello *target* (100) prevede, oltre alla realizzazione del punto a), l'installazione di tutti gli impianti fotovoltaici descritti al punto b); infine, il livello massimo (140) prevede, oltre alla realizzazione dei precedenti punti a) e b), l'installazione di tutti i Sistemi di *Smart building* descritti al punto c).

Con riferimento ai **progetti strategici rilevanti in ambito ESG**, il *focus* nel 2025 sarà sui seguenti obiettivi:

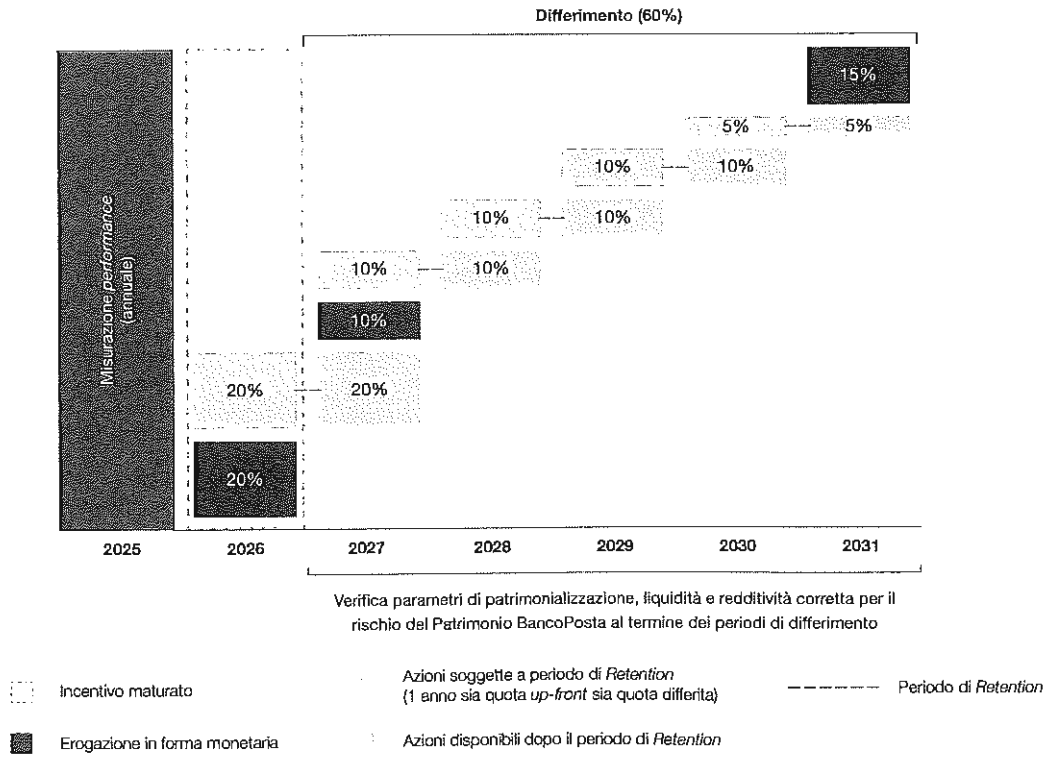
- ***Cyber Security***, con un obiettivo volto a garantire un rafforzamento della tutela delle informazioni dei consumatori anche attraverso campagne di simulazione di *phishing* rivolte in particolare ad almeno 35.000 dipendenti a maggior esposizione a tali rischi;
- **Diversità e Inclusione**, con l'obiettivo di diffondere e consolidare la cultura dell'inclusione da considerarsi come valore aggiunto per le organizzazioni oltre a garantire la tutela dei diritti delle persone con disabilità, prevedendo il conseguimento dell'attestazione UNI/PdR 159:24 "Lavoro inclusivo delle persone con disabilità";
- **Valore al Territorio**, 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 (150 eventi offerti gratuitamente a tutti i cittadini).

Il raggiungimento di 1 obiettivo tra i progetti strategici rilevanti in ambito ESG consente il raggiungimento del livello soglia (70), di 2 obiettivi il raggiungimento del livello *target* (100) e, per raggiungere il livello massimo (140) è necessario che tutti e 3 gli obiettivi siano raggiunti.

## Modalità di erogazione

La modalità di erogazione del sistema MBO prevede il differimento del 60% dell'incentivo su un orizzonte temporale di 5 anni (*pro rata*); la corresponsione avviene per il 45% in forma monetaria e per il 55% in diritti a ricevere Azioni ordinarie di Poste Italiane, come illustrato nella seguente figura:

Figura 20.
Modalità di erogazione del sistema MBO per AD






441

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Il numero di diritti a ricevere Azioni maturato verrà definito sulla base della media aritmetica dei prezzi delle Azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data della delibera del Consiglio di Amministrazione che verificherà il conseguimento della Condizione Cancello, delle Condizioni di Accesso e il livello di raggiungimento degli Obiettivi di *performance*.

I diritti a ricevere Azioni sono sottoposti a un vincolo di *retention* di un anno sia per la parte *up-front* sia per le parti differite. I periodi di *retention* di un anno, in considerazione dell'orizzonte temporale complessivo della remunerazione variabile che comprende anche 5 anni di differimento soggetto a *malus* e almeno 5 anni di *claw back*, sono 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 30 maggio 2025 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF.

Si ricorda che per l'AD sono attualmente in corso i differimenti e/o periodi di *retention* dei Piani MBO riferiti agli anni precedenti, per i quali sono già state verificate la Condizione Cancello, le Condizioni di Accesso e gli obiettivi definiti rispetto all'anno di *performance*. Le componenti differite e/o sottoposte a *retention*, in linea con le politiche di remunerazione tempo per tempo approvate, sono sottoposte a condizioni di *malus* e/o *claw back*, per le quali si rimanda alle relative Relazioni sulla Remunerazione e Documenti Informativi già approvati.

## Sistema d'incentivazione variabile a lungo termine (ILT)

Il sistema d'incentivazione variabile a lungo termine ha il fine di rafforzare l'attenzione alla creazione di valore per gli *stakeholders*, in coerenza con il Piano Strategico, attraverso il collegamento degli incentivi assegnati su obiettivi pluriennali e le *performance* effettivamente conseguite nel medesimo periodo di riferimento. Le caratteristiche del Piano ILT, di seguito descritte, sono state definite anche alla luce della normativa applicabile.

L'AD è destinatario del Piano ILT *Performance Share* 2025-2027, sottoposto ad approvazione in occasione dell'Assemblea degli azionisti del 30 maggio 2025, le cui specificità sono illustrate nel paragrafo seguente. Il Piano ILT *Performance Share* 2025-2027, basato interamente su Azioni ordinarie di Poste Italiane, prevede obiettivi di redditività, connessi alla creazione di valore per gli azionisti e ESG su un orizzonte temporale di 3 anni, volti a massimizzare l'*execution* delle direttrici del Piano Strategico, nel rispetto della rischiosità prospettica governata nel *Risk Appetite Framework* del Patrimonio BancoPosta.

Resta inteso che, nell'ambito della componente variabile a lungo termine dell'attuale Amministratore Delegato, permane il Piano ILT *Performance Share* 2023-2025, assegnato nel 2023, e il Piano ILT *Performance Share* 2024-2026, assegnato nel 2024, 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*, raddoppiato a partire dal 2024.

## Piano ILT *Performance Share* 2025-2027

Il Piano ILT *Performance Share* 2025-2027, è sviluppato in continuità con il Piano 2024-2026: a titolo esemplificativo, il piano è basato su azioni, con un periodo di *performance* triennale, di differimento/*retention* quinquennale e soggetto a clausole di *malus* e/o *clawback*.

L'assegnazione, soggetta alle regole di seguito illustrate, è pari al massimo a circa il 128,29%[5] dei compensi lordi fissi per l'AD, in linea con quanto previsto negli ultimi anni, e rientra nel limite del rapporto 2:1, tra componente variabile e componente fissa.

5. L'importo massimo alla luce dei compensi annui lordi fissi deliberati dal Consiglio di Amministrazione del 28 febbraio 2024 è pari a € 1.896.080 lordi.

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Il numero di diritti a ricevere Azioni assegnato è stato definito sulla base della media aritmetica dei prezzi delle Azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto al 30 gennaio 2025, 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 30 maggio 2025 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF.

## Condizione Cancello e Condizioni di Accesso

Il Piano ILT *Performance Share* 2025-2027 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 stesso, rendendone l'accesso sempre più sfidante in virtù del percorso di crescita intrapreso dal 2018.

Per l'AD, in linea con le normative di riferimento applicabili relativamente al Patrimonio BancoPosta, sono previste, oltre alla Condizione Cancello, anche le seguenti Condizioni di Accesso che devono essere tutte contemporaneamente verificate:

Figura 21.
Condizione Cancello e Condizioni di Accesso al Piano ILT *Performance Share* 2025-2027 per AD

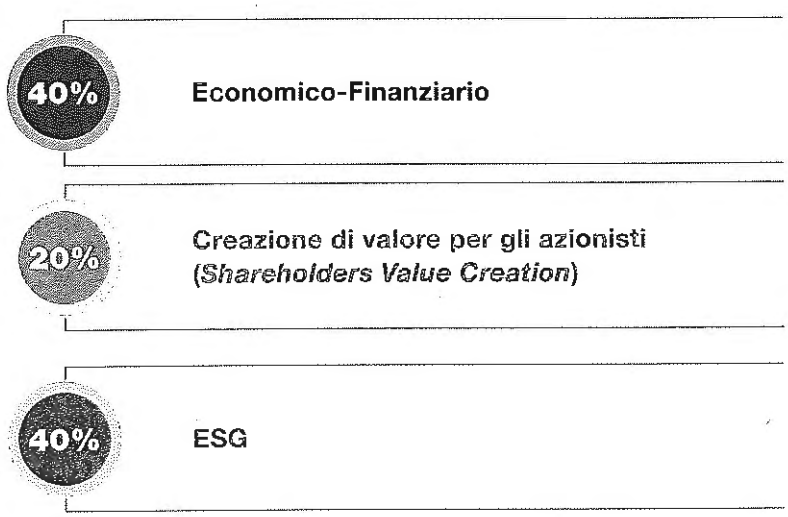
| Condizione Cancello | Condizioni di Accesso |
|---|---|
| **EBIT *adjusted* cumulato triennale di Gruppo: 8,86 mld €** | Parametro di adeguatezza patrimoniale BancoPosta: **CET 1** |
| | Parametro di liquidità a breve termine BancoPosta: **LCR** |
| | Parametro di redditività corretta per il rischio BancoPosta: **RORAC** |

I parametri di adeguatezza patrimoniale, liquidità e redditività corretta per il rischio sono definiti a livello di *risk tolerance*, nel rispetto del *Risk Appetite Framework* del Patrimonio BancoPosta, coerentemente con le previsioni regolamentari in materia.

## Obiettivi di *performance*

Gli Obiettivi di *performance* e i relativi pesi del Piano ILT *Performance Share* 2025-2027 sono coerenti con quelli del Piano ILT *Performance Share* 2024-2026:

Figura 22.
Obiettivi di *performance* e pesi Piano ILT *Performance Share* 2025-2027 per AD - sintesi






443

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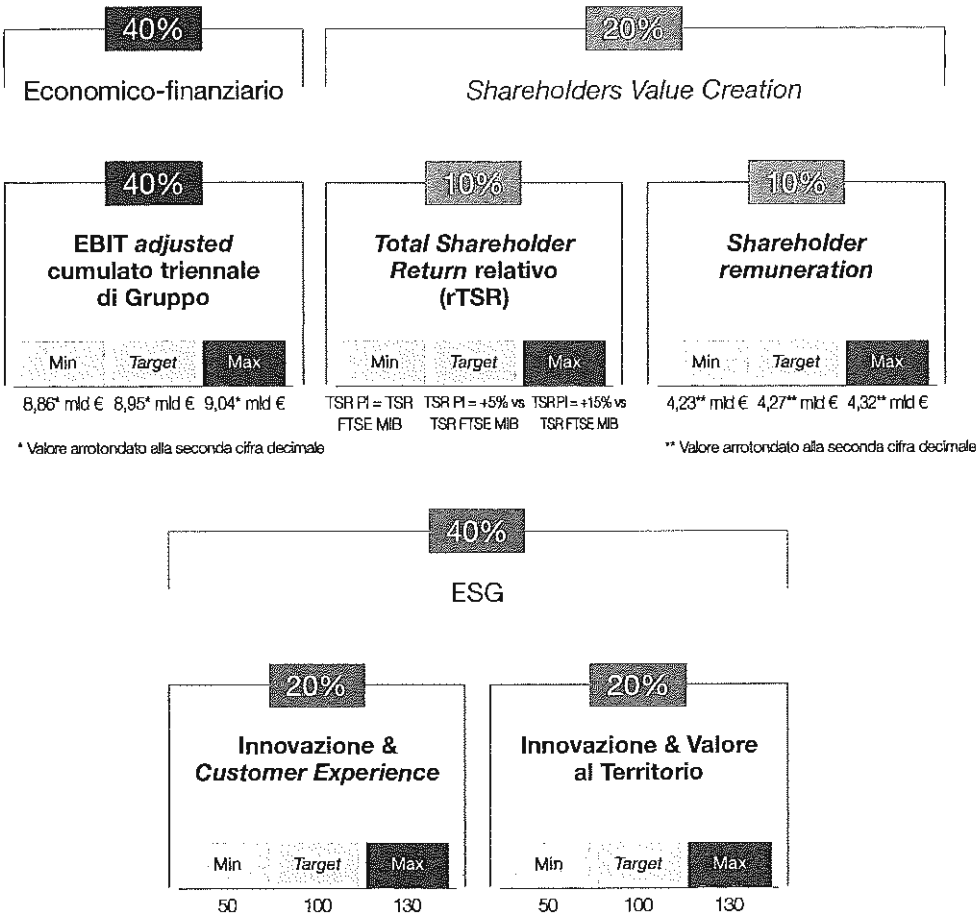
Nell'ambito degli obiettivi descritti, gli specifici KPI sono stati identificati in linea con il Piano Strategico "*The Connecting Platform*" e sono di seguito rappresentati con i relativi livelli di raggiungimento:

Figura 23.
KPI e pesi Piano LTI *Performance Share* 2025-2027




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"[6], in linea con gli scorsi anni, 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 del triennio ha come *focus* l'Innovazione collegata al miglioramento dell'esperienza per i clienti e alla generazione di valore per il Paese. In via preliminare, si evidenzia come tali obiettivi siano perfettamente coerenti con l'approccio che da anni contraddistingue Poste Italiane, dove i temi della sostenibilità sono ontologicamente integrati nella strategia e nella storia del Gruppo. Sia gli obiettivi principali che i relativi sotto-obiettivi sono definiti in modo rigoroso e misurabile, pienamente allineati alle priorità strategiche aziendali. Nel proseguire il percorso avviato negli ultimi anni – si pensi, ad esempio,

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 2025 e il 31 marzo 2028, o minor periodo in caso di C.d.A. che convoca l'Assemblea degli azionisti prima dell'ultimo giorno del mese di marzo 2028.

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al tema dell'intelligenza artificiale, per cui lo scorso anno è stato adottato un Manifesto Etico per un uso responsabile in linea con il Codice Etico e con le altre principali *policy* di Gruppo – l'obiettivo resta quello di garantire un equilibrio tra priorità di *business* e istanze di sostenibilità, in un'ottica di creazione di valore sostenibile condiviso, contribuendo significativamente ad una crescita responsabile.

Si ricorda che l'attenzione al tema della Transizione *Green* è fondante per il Gruppo anche nel 2025 ed è presente, infatti, nel Sistema di Incentivazione a Breve Termine (MBO) 2025 dell'AD e dei DG oltre che nei piani ILT *Performance Share* 2023-2025 e 2024-2026 il cui periodo di *performance* è ancora in corso.

Il primo obiettivo "Innovazione e *Customer Experience*" prevede l'adozione di tecnologie all'avanguardia tra cui l'intelligenza artificiale (IA) per l'incremento dell'efficacia ed efficienza dei processi operativi e il miglioramento dei servizi al cliente. In particolare, il KPI misura l'impatto che l'introduzione dell'intelligenza artificiale esprime sui clienti esterni e sui dipendenti, con riferimento particolare all'estensione dell'assistenza digitale in ambito *Customer Care* per la gestione self delle esigenze dei clienti, alle personalizzazioni per i clienti digitali e al rilascio di strumenti basati sull'intelligenza artificiale a supporto dell'operatività delle *Customer Operation* e dell'Ufficio Postale. In particolare, tale obiettivo viene misurato attraverso 3 sotto-obiettivi:

- l'estensione dell'assistenza digitale in ambito *Customer Care* per la gestione *self* delle esigenze dei clienti (almeno il 46% delle interazioni gestite parzialmente o totalmente da piattaforma AI);
- l'utilizzo di strumenti basati sull'intelligenza artificiale a supporto dell'operatività di *Customer Operation* e Uffici Postali (almeno il 30% degli utenti di *Customer Operations* e UP con accesso allo strumento);
- l'accesso a funzionalità digitali sulla *SuperApp* basate sull'intelligenza artificiale (almeno il 30% di utenti *SuperApp* che accedono a funzionalità basate su AI).

Il secondo obiettivo "Innovazione e Valore al Territorio" prevede l'attivazione di una piattaforma di contenuti *streaming* in uffici postali (*Digital Signage*) e la relativa digitalizzazione di uffici postali attraverso la diffusione di vetrine digitali per la gestione personalizzata dei contenuti. Tale obiettivo ha il fine di promuovere la coesione economica, sociale e territoriale del Paese per superare il *digital divide* nei piccoli centri, nell'ottica di accompagnare le comunità locali verso processi di modernizzazione. In particolare, tale obiettivo prevede 3 sotto-obiettivi:

- l'attivazione di una piattaforma centralizzata *Digital Signage* per la gestione personalizzata dei contenuti;
- la definizione del modello di *governance* e *setup* del tema di gestione dei contenuti;
- l'attivazione di almeno 1.600 vetrine su cui è disponibile il servizio di *Digital Signage*.

Tali obiettivi confermano, anche per il prossimo triennio, il ruolo di Poste Italiane quale *Innovation Hub* per il Sistema Paese. Per ciascun obiettivo ESG ("Innovazione e *Customer Experience*" e "Innovazione e Valore al territorio") il conseguimento di 1 sotto-obiettivo consente il raggiungimento del livello soglia (50), di 2 sotto-obiettivi il raggiungimento del livello *target* (100) e, per raggiungere il livello massimo (130) è necessario che tutti e 3 i sotto-obiettivi siano raggiunti. Tutti i sotto-obiettivi sono caratterizzati da criteri deterministici di misurazione e sono strettamente integrati nel *Business Plan* del Gruppo: si tratta di indicatori di *performance* – specifici, concreti, misurabili, quantitativi e sfidanti - legati a temi ESG ma collegati altresì alla crescita sostenibile del Gruppo. Solo attraverso l'opportuno utilizzo dell'intelligenza artificiale, infatti, è possibile migliorare l'esperienza del cliente agevolando la crescita del *business*, migliorare l'esperienza del dipendente consentendogli di dedicarsi ad attività a maggior valore aggiunto e garantendo i servizi al territorio volti a favorire la coesione economica, sociale e territoriale del Paese e il superamento del *digital divide* nei piccoli centri e nelle aree interne, in coerenza con il *purpose* aziendale.



445

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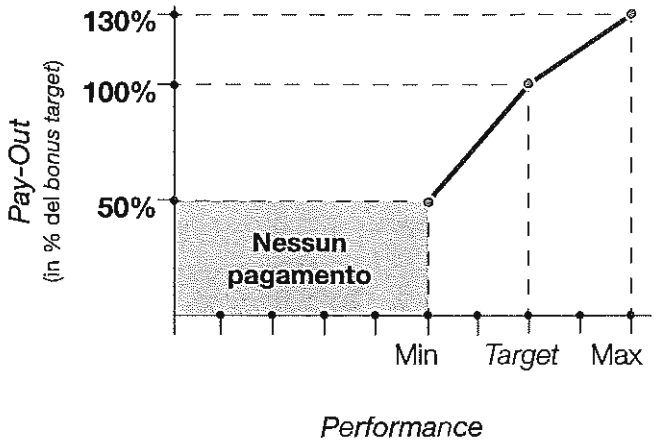
## Curva di incentivazione

La curva di incentivazione del Piano ILT 2025-2027 nel suo complesso (e dei singoli obiettivi sopra descritti) è la seguente:

Figura 24.
Curva di incentivazione Piano ILT *Performance Share* 2025-2027 per AD

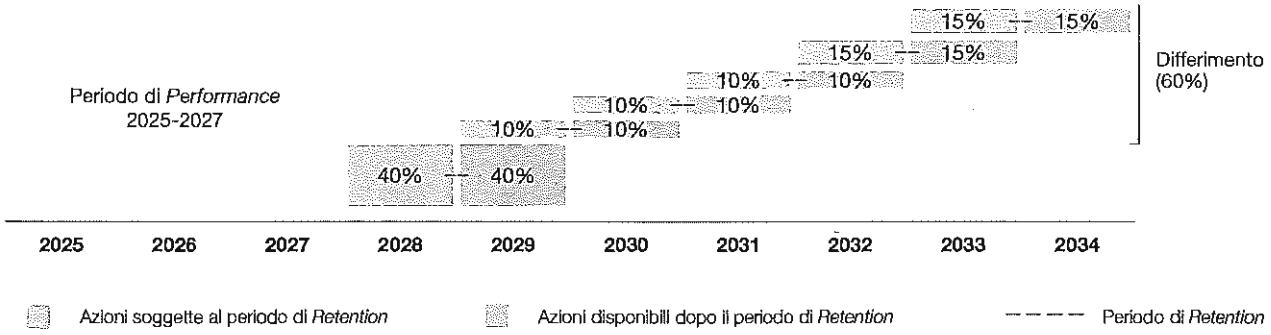



## Modalità di erogazione

Il numero di Azioni da attribuire viene quantificato al termine del periodo di *performance* triennale all'interno del numero massimo identificato al momento dell'assegnazione, una volta verificato il livello di conseguimento degli obiettivi. I diritti a ricevere Azioni vengono attribuiti:

- per il 40% (quota *up-front*), al termine del periodo di *performance*;
- per il 60% in cinque quote annuali differite su un arco temporale quinquennale (le prime tre pari al 10% dei diritti complessivamente maturati e le successive due pari al 15% dei diritti complessivamente maturati).

Figura 25.
Modalità di erogazione del Piano ILT *Performance Share* 2025-2027 per AD




Sia la quota *up-front* sia le quote differite, sono assoggettate a un periodo di *retention* di un anno. I periodi di *retention* di un anno, in considerazione dell'orizzonte temporale complessivo della remunerazione variabile, che comprende anche 5 anni di differimento soggetto a *malus* e almeno ulteriori 5 anni di *claw back* (e comunque entro i termini di prescrizione previsti), sono compatibili con i livelli di rischio prospettici sottesi alle attività del Gruppo Poste Italiane e, in particolare, di BancoPosta.

Al termine dei periodi di differimento verrà verificata la sussistenza del livello *risk tolerance* delle condizioni di adeguatezza patrimoniale, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

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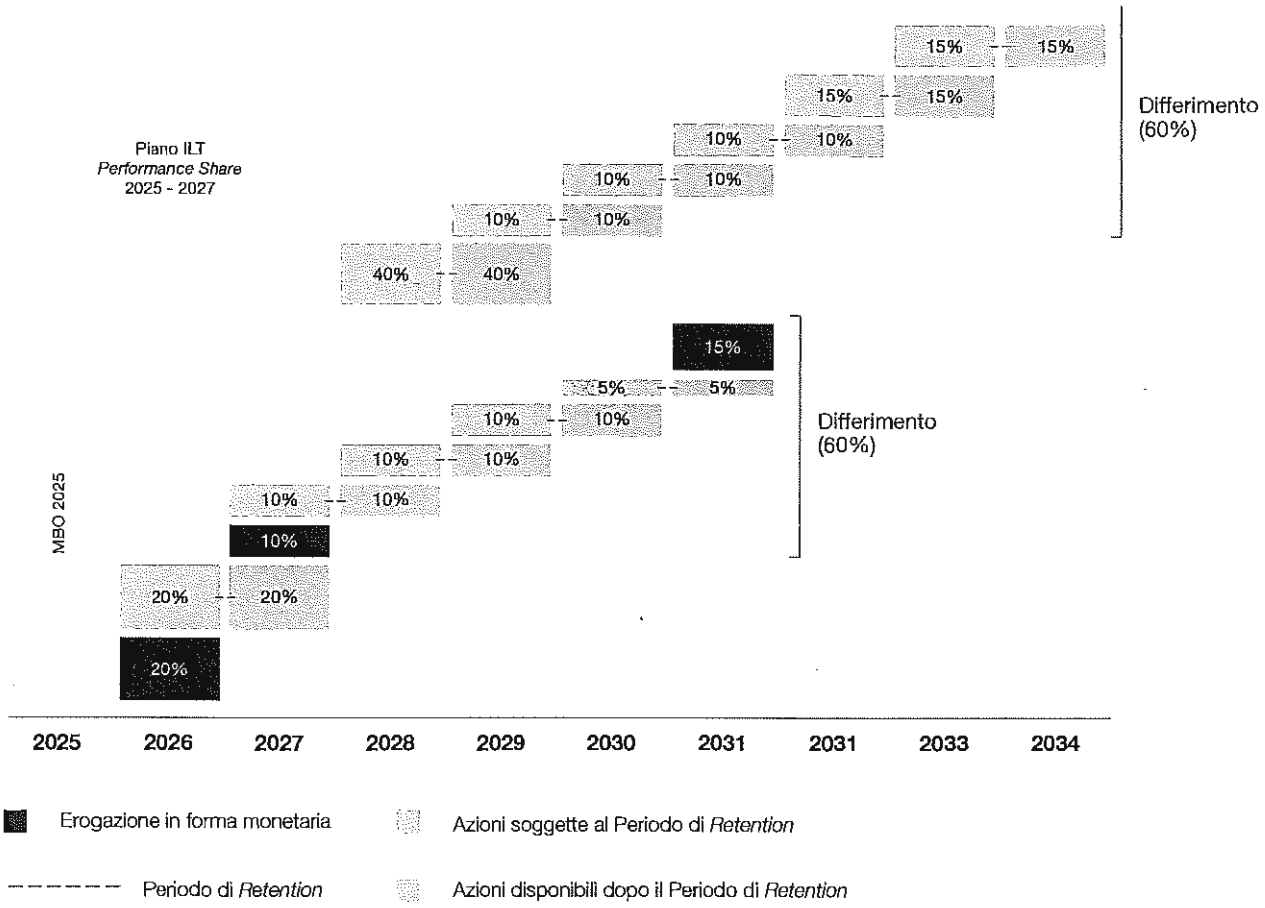
# Sintesi dei sistemi d'incentivazione a breve e a lungo termine assegnati nel 2025

Figura 26.
*Pay-Out* sistemi d'incentivazione assegnati nel 2025 - AD




I sistemi si sviluppano su un orizzonte temporale che arriva fino al 2034, inclusivo dei periodi di *performance*, differimento e *retention*. A fronte delle *performance* conseguite, infatti, meno del 10% della remunerazione variabile di nuova assegnazione per il 2025 viene effettivamente erogata nel 2026, a valle dell'approvazione del Bilancio di Esercizio 2025 da parte dell'Assemblea degli Azionisti, mentre la restante parte è distribuita nel tempo. Ciascuna componente *up-front* e differita è sottoposta alla verifica dei parametri di patrimonializzazione, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

Resta inteso che nel 2023 e nel 2024 sono stati assegnati Piani ILT *Performance Share* triennali il cui periodo di *performance* è, rispettivamente, 2023-2025 e 2024-2026.

Infine, si ricorda che, con l'obiettivo di rafforzare l'allineamento con gli interessi degli azionisti, è confermata l'applicazione del meccanismo del *dividend equivalent*, che stabilisce, per tutte le quote azionarie soggette a *retention*, la consegna di un numero di azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario durante i periodi di *retention*, per le azioni non ancora disponibili.



447

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Figura 27.
Condizioni e Obiettivi di *performance* remunerazione variabile AD

## SINTESI OBIETTIVI DI *PERFORMANCE* DEI SISTEMI D'INCENTIVAZIONE A BREVE E A LUNGO TERMINE ASSEGNATI NEL 2025

### CONDIZIONE CANCELLO

Tutti i piani di incentivazione a breve e a lungo termine prevedono una Condizione Cancello rappresentata dall'EBIT *adjusted* di Gruppo

| MBO 2025 | ILT *PERFORMANCE SHARE* (2025-2027) |
|---|---|
| **CONDIZIONI DI ACCESSO**<br>• **CET1** BancoPosta<br>• **LCR** BancoPosta<br>• **RORAC** BancoPosta<br>• **Solvency II Ratio** Gruppo Poste Vita | **CONDIZIONI DI ACCESSO**<br>• **CET1** BancoPosta<br>• **LCR** BancoPosta<br>• **RORAC** BancoPosta |
| **KPI ECONOMICO-FINANZIARI**<br>• **20%** EBIT *adjusted* di Gruppo<br>• **10%** Ricavi di Gruppo<br>• **10%** Costi Fissi di Gruppo | **KPI ECONOMICO-FINANZIARI**<br>• **40%** EBIT *adjusted* cumulato triennale di Gruppo |
| **KPI REDDITIVITÀ CORRETTA PER IL RISCHIO**<br>• **20%** RORAC BancoPosta | **KPI *SHAREHOLDERS VALUE CREATION***<br>• **10%** *Relative* TSR vs indice FTSE MIB<br>• **10%** *Shareholder remuneration* |
| **KPI ESG**<br>• **15%** Transizione *green*<br>• **15%** Progetti strategici ESG (*Cyber security program*, Certificazione Uni PDR, Campagna di educazione finanziaria, digitale e sostenibilità per il Paese)<br>• **10%** Qualità PCL | **KPI ESG**<br>• **20%** Innovazione & Valore al territorio<br>• **20%** Innovazione & *Customer experience* |

### CONDIZIONE DI *MALUS*

Tutti i piani di incentivazione a breve e a lungo termine, prevedono tre condizioni di *Malus* da misurare al termine di ciascun periodo di differimento: CET1 BancoPosta, LCR BancoPosta e RORAC BancoPosta.

**COMPLETO AUTOFINANZIAMENTO DI TUTTI I SISTEMI DI INCENTIVAZIONE, ATTRAVERSO LA DEFINIZIONE DEI LIVELLI SOGLIA DEGLI OBIETTIVI DI REDDITIVITÀ IN CORRISPONDENZA ALMENO DEL *BUDGET*/PIANO STRATEGICO**

È prevista l'applicazione di meccanismi di *Malus* e *Claw Back* per le quote *up-front* e differite.

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## Pagamenti per la conclusione del rapporto

In coerenza con le prassi di riferimento sussistono ed è possibile stipulare clausole/accordi che regolino *ex-ante* gli aspetti economici relativi alla cessazione anticipata della carica sociale e/o risoluzione anticipata del rapporto di lavoro, con finalità di evitare l'alea di una lite attuale o futura, evitando così i rischi inevitabilmente connessi a un contenzioso giudiziale che potrebbero avere risvolti anche di carattere reputazionale e di immagine per la Società, assicurando al contempo maggiore certezza nei rapporti giuridici.

L'importo derivante dall'applicazione di tali clausole/accordi non può comunque superare un numero massimo di 24 mensilità della remunerazione globale convenzionale lorda, calcolata come sotto riportato, comprensiva di una somma equivalente all'eventuale indennità di preavviso previsto contrattualmente.

Fermo restando il rispetto del predetto limite massimo complessivo pari a 24 mensilità di remunerazione globale convenzionale lorda, l'importo di cui sopra viene determinato sulla base della seguente formula predefinita:
- 10 mensilità in caso di cessazione del rapporto nel corso del primo anno di servizio;
- 16 mensilità in caso di cessazione del rapporto nel corso del secondo anno di servizio;
- 24 mensilità in caso di cessazione del rapporto nel corso del terzo anno di servizio e successivi.

A tali fini la remunerazione globale convenzionale lorda viene calcolata tenendo in considerazione la retribuzione annua lorda fissa da ultimo percepita come Dirigente, la remunerazione annua lorda fissa da ultimo percepita come Amministratore Delegato (inclusiva delle componenti ex art. 2389 comma 1 e comma 3 c.c.) e la remunerazione annua lorda variabile complessiva a breve assegnata al *target* e il valore annuo delle componenti di remunerazione variabile a medio e lungo termine, sempre assegnate al *target*.

L'importo lordo complessivo determinato come sopra indicato è sostitutivo di quanto previsto dalla contrattazione collettiva in caso di licenziamento e verrà riconosciuto a fronte della sottoscrizione di un accordo che contempli ampie rinunce da parte dell'AD relative al rapporto di lavoro intercorso e alle cariche ricoperte, nell'ambito di una transazione generale e novativa.

Non è previsto, di norma, un patto di non concorrenza. 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.

Alla luce della normativa di settore applicabile, gli eventuali pagamenti spettanti in relazione alla cessazione anticipata del rapporto di amministrazione e del rapporto di lavoro saranno corrisposti secondo le seguenti modalità:
- una quota pari al 40% del compenso eventualmente previsto al momento della cessazione è erogata per il 50% in forma monetaria e attribuita per il restante 50% sotto forma di diritti a ricevere azioni di Poste Italiane, sottoposte a un vincolo di *retention* di un anno;
- una quota pari al 60% del compenso eventualmente previsto al momento della cessazione è soggetta a un sistema di pagamento differito in un periodo di 5 anni *pro rata*; più della metà del pagamento differito è effettuato in diritti a ricevere azioni di Poste Italiane, in linea con lo schema previsto per la remunerazione variabile annuale; le quote differite sono sottoposte alla verifica dei parametri soglia di patrimonializzazione e di liquidità del Patrimonio BancoPosta e, per la componente in diritti a ricevere azioni, assoggettate a un vincolo di *retention* pari a un anno;
- le quote differite verranno sottoposte ai meccanismi di *malus* descritti al punto precedente;
- resta inteso che una somma equivalente all'eventuale indennità sostitutiva del periodo di preavviso previsto dal CCNL sarà detratta dall'ammontare complessivo e pagata secondo quanto previsto dalla normativa vigente;
- l'importo complessivo eventualmente erogato verrà sottoposto a meccanismi di *claw back* fino all'intera quota entro 5 anni dal pagamento di ciascuna quota di incentivo e, comunque entro i termini di prescrizione previsti, in relazione alle circostanze definite nelle "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta";
- il numero di diritti a ricevere azioni attribuito verrà definito sulla base della media aritmetica dei prezzi delle azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data di cessazione.



44P

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Si ricorda che per il Piano ILT *Performance Share* 2025-2027, come evidenziato nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 30 maggio 2025, 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 evidenzia, inoltre, che per il Piano di incentivazione a breve termine 2025 basato su strumenti finanziari, anch'esso descritto nel Documento informativo in approvazione nell'Assemblea degli azionisti del 30 maggio 2025, 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 2019 al 2025 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 27 maggio 2022 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 2024. Il 27 maggio 2022 l'Assemblea degli azionisti ha, inoltre, 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.

L'Assemblea degli azionisti del 30 maggio 2025 (ai sensi dell'art. 2402 c.c.), nel procedere al rinnovo del Collegio Sindacale per scadenza del mandato, provvederà a determinare – per ciascun anno di incarico – il compenso per il Presidente e il compenso per ciascun componente effettivo del Collegio. Il Codice di *Corporate Governance* raccomanda, in proposito, che tale compenso sia adeguato alla competenza, alla professionalità e all'impegno (n. riunioni e durata media) richiesti dalla rilevanza del ruolo ricoperto e alle caratteristiche dimensionali e settoriali dell'impresa e alla sua situazione.

Il Collegio Sindacale ha redatto – nell'ambito del processo di autovalutazione – un documento contenente gli Orientamenti agli Azionisti sul rinnovo del Collegio Sindacale stesso nel quale l'organo di controllo ha delineato i profili professionali e le competenze utili ad identificare una composizione qualitativa appropriata del collegio, nonché l'impegno di tempo richiesto per lo svolgimento dell'incarico. Tale documento è stato messo a disposizione del pubblico sul sito *internet* della società nella pagina dell'Assemblea degli Azionisti 2025 (ove è consultabile altresì il presente documento).

# 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.



451

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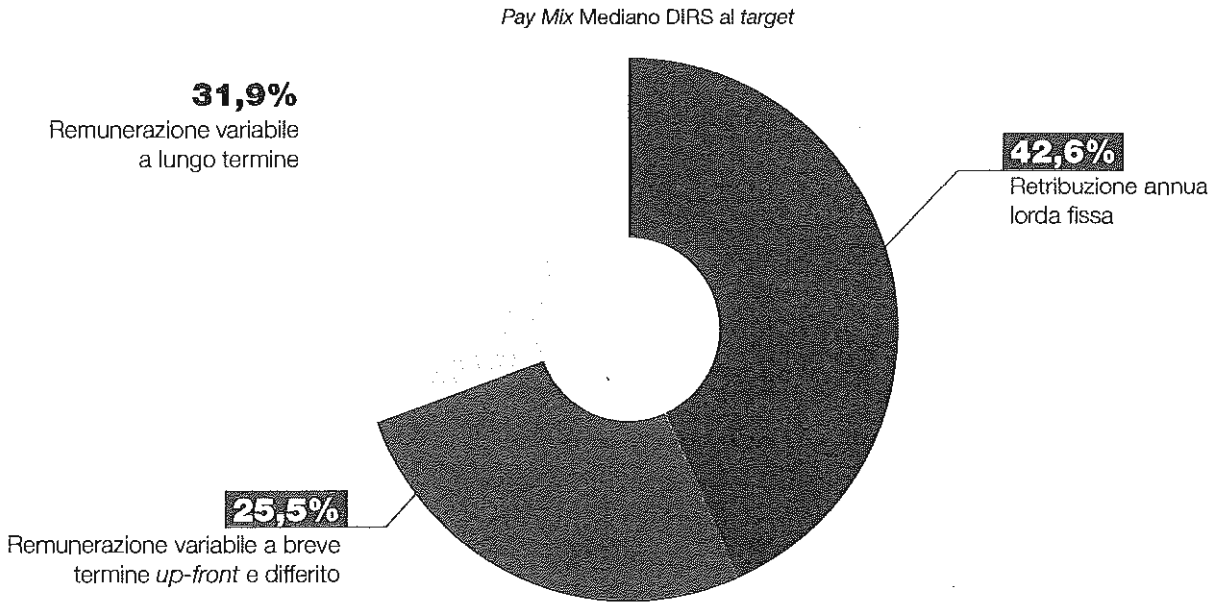
Alla luce di ciò gli schemi di *pay-out* dei *Material Risk Takers* del Patrimonio BancoPosta sono illustrati in dettaglio nell'Allegato "Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta".

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 2025, "Specificità per i settori regolamentati".

L'incidenza dei sistemi di incentivazione variabile rispetto alla remunerazione complessiva è definita in linea con gli obiettivi complessivi di orientamento alla creazione di valore nel lungo termine, tenuto conto delle peculiarità dei singoli *business* in cui Poste Italiane opera.

La componente variabile della remunerazione per i DIRS viene declinata in coerenza con le specificità dei segmenti di *business* e con le responsabilità dei ruoli rispetto al mercato di riferimento. I livelli delle assegnazioni al *target* sono ricompresi tra il 30% e il 65% della retribuzione annua lorda fissa, con riferimento al sistema d'incentivazione variabile a breve termine, e tra il 30% e il 100% della retribuzione annua lorda fissa, con riferimento al sistema d'incentivazione variabile a lungo termine. Di seguito è rappresentato il *Pay Mix* relativo ai DIRS calcolato, allo stato dell'arte, prendendo a riferimento la mediana della retribuzione annua lorda fissa e delle componenti variabili (a breve e a lungo termine) nell'ipotesi di conseguimento dei risultati al *target*:

Figura 28.
Illustrazione *Pay Mix* mediano DIRS al *target*




Resta inteso che il perimetro dei DIRS viene valutato costantemente sulla base dell'evoluzione organizzativa e, pertanto, il *Pay Mix* rappresentato potrebbe variare nel corso dell'anno, sempre nel rispetto dei range dei livelli di incentivazione sopra descritti e nei limiti definiti dalle specifiche normative di vigilanza in materia di remunerazione per i DIRS sottoposti alle normative stesse.

## Retribuzione annua lorda fissa

La retribuzione annua lorda fissa dei DIRS è coerente con il ruolo ricoperto, l'ampiezza delle responsabilità assegnate, l'esperienza e le capacità richieste per ciascuna posizione, nonché il grado di eccellenza dimostrato e la qualità complessiva del contributo individuale ai risultati della Società, anche tenuto conto di appositi *benchmark* di mercato.

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# Remunerazione variabile

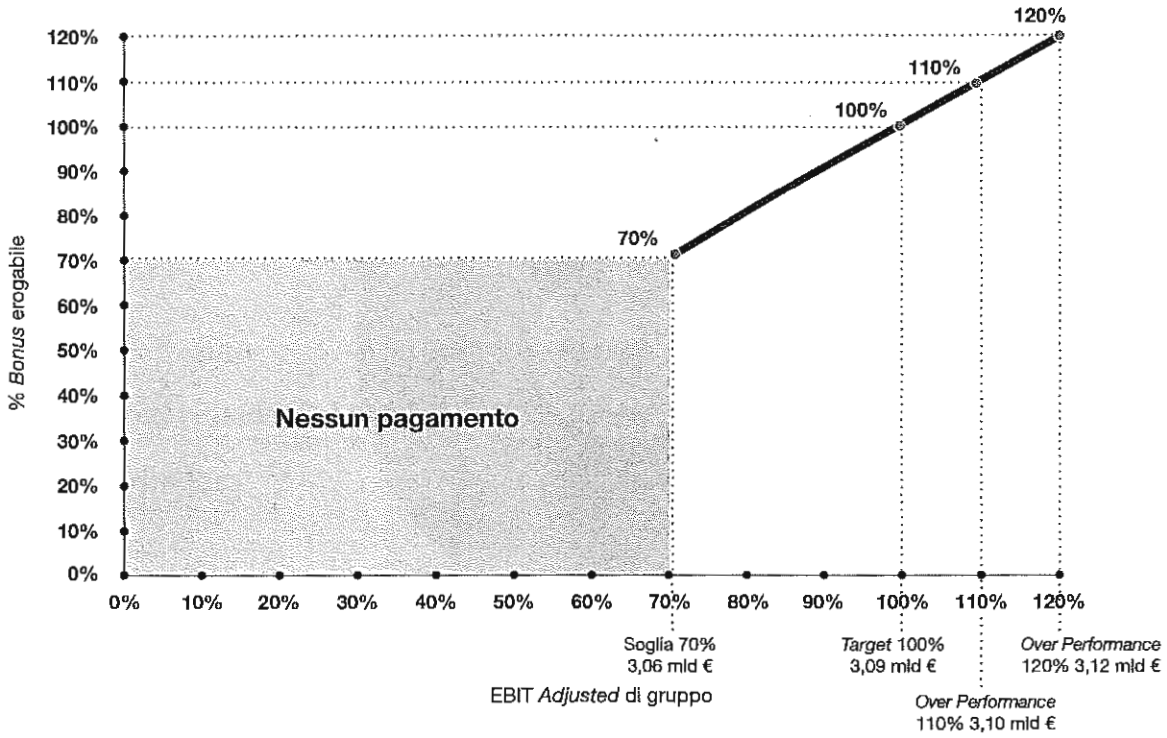
La componente variabile per i DIRS prevede, di norma, la partecipazione al Piano d'incentivazione a breve termine MBO e al Piano ILT *Performance Share* 2025-2027.

## Sistema d'incentivazione variabile a breve termine (MBO)

Il sistema MBO 2025 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%[7] del bonus individuale maturato, come evidenziato nella figura di seguito riportata:

Figura 29.
*Performance Gate*




L'applicazione del *performance gate* tra il livello *Target* e *Over Performance* è vincolata al raggiungimento di determinati livelli di valutazione della prestazione individuale nel suo complesso.

7. Per alcuni DIRS sottoposti a normativa di vigilanza in materia di remunerazione il valore massimo è pari al 110%.



453

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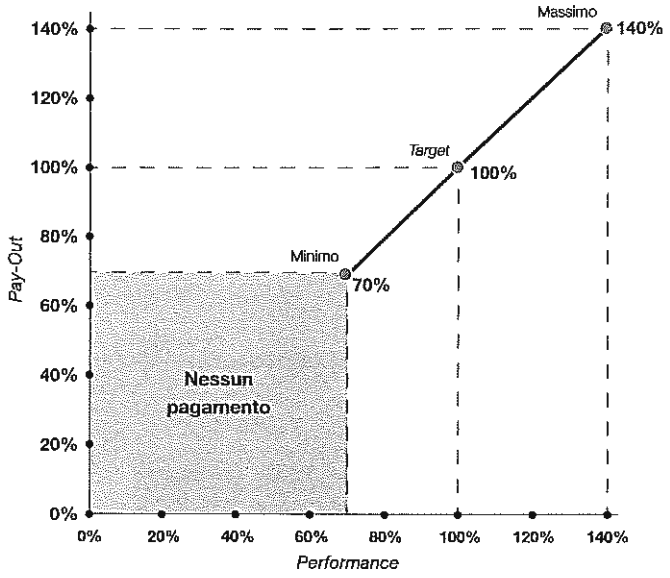
Di seguito si riporta la curva di incentivazione per il sistema MBO che collega il livello ponderato complessivo di raggiungimento degli Obiettivi di *performance* al livello di *pay-out*:

Figura 30.
Curva di incentivazione MBO




Gli Obiettivi di *performance* 2025 sono declinati coerentemente con le direttrici del Piano Strategico 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* | | |
|---|---|---|
| 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 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.

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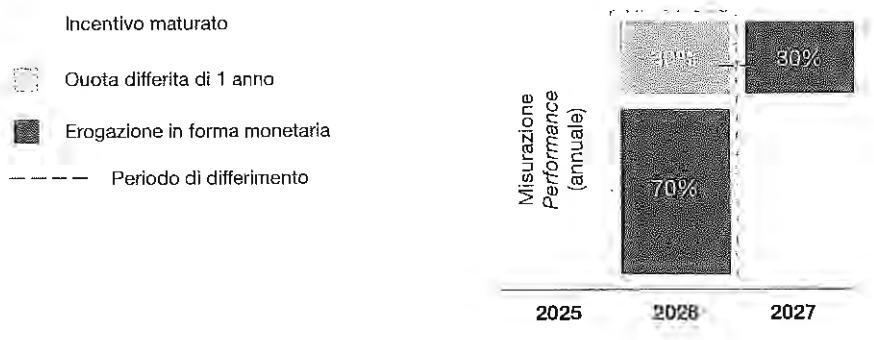
Gli obiettivi assegnati ai DIRS nell'ambito del sistema MBO afferiscono, di norma, alle aree sopra menzionate, salvo il rispetto delle normative di riferimento e di quanto definito nei processi di *Corporate Governance* di Gruppo.

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 il 2024, 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 2019 al 2024).

## Sistema d'incentivazione variabile a lungo termine (Piano ILT *Performance Share* 2025-2027)

I DIRS sono, di norma, destinatari del Piano ILT *Performance Share* 2025-2027 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* 2025-2027, a meno di aver già raggiunto l'ammontare *target*.



455

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Il Piano ILT *Performance Share* 2025-2027 per i DIRS prevede l'attribuzione di diritti a ricevere Azioni ordinarie di Poste Italiane al termine di un periodo di *performance* triennale. Il numero massimo di Azioni è definito in funzione della complessità e delle responsabilità del ruolo del beneficiario oltreché della strategicità della risorsa.

Il numero di diritti a ricevere Azioni assegnato è stato definito sulla base della media aritmetica dei prezzi delle Azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto al 30 gennaio 2025, 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 30 maggio 2025 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.

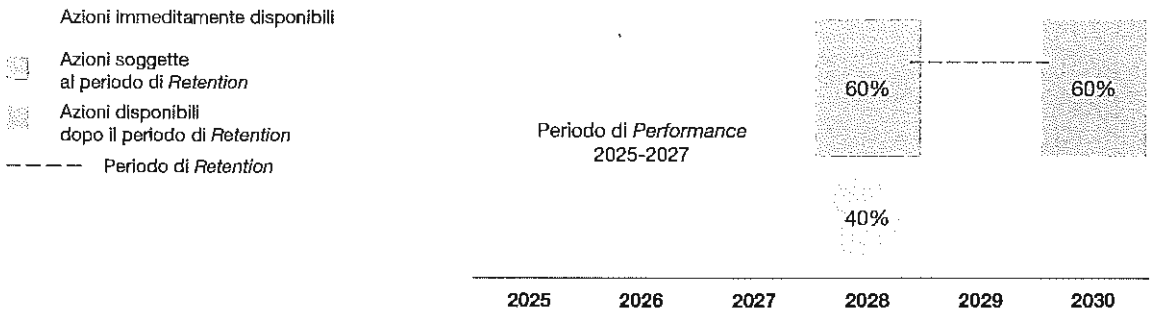
La Condizione Cancello prevista per i DIRS è rappresentata, come per l'AD, dall'EBIT *adjusted* cumulato triennale del Gruppo Poste Italiane il cui conseguimento abilita l'effettiva possibilità di accedere all'incentivo collegato al Piano ILT *Performance Share* 2025-2027.

Gli Obiettivi di *performance* previsti per i DIRS sono gli stessi già descritti per l'AD.

È previsto un livello massimo di *performance* oltre il quale l'incentivo rimane costante (pari al 130% del *target*) e un livello di soglia al di sotto del quale il sistema non si attiva e, conseguentemente, non genera alcuna erogazione. La curva di incentivazione e le curve dei KPI sono le medesime già illustrate per l'AD.

Il numero di diritti a ricevere Azioni verrà quantificato al termine del periodo di *performance* triennale all'interno del numero massimo identificato al momento dell'assegnazione, una volta verificato il livello di conseguimento degli obiettivi. Per i DIRS non sottoposti a specifiche normative di vigilanza in materia di remunerazione, il 60% dei diritti sarà sottoposto a un periodo di *retention* pari a due anni, secondo il seguente schema di erogazione:

Figura 33.
Modalità di erogazione del Piano ILT *Performance Share* per i DIRS non sottoposti a specifiche normative di vigilanza in materia di remunerazione




Per i DIRS appartenenti al perimetro dei *Material Risk Takers (MRTs)* BancoPosta sono, inoltre, definite Condizioni di Accesso aggiuntive rispetto alla Condizione Cancello e meccanismi di erogazione allineati alla normativa stessa, come riportato nelle "Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta".

Si ricorda che, nell'ambito della componente variabile a lungo termine, permane, per alcuni DIRS anche il Piano ILT *Performance Share* 2023-2025, assegnato nel 2023; e il Piano ILT *Performance Share* 2024-2026, assegnato nel 2024, 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).

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## 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[8], si ricorda che il medesimo non è sottoposto a normativa di vigilanza in materia di remunerazione[9] con riferimento ai *business* vigilati (settore bancario, assicurativo, sistema di pagamenti e del risparmio gestito).

Il pacchetto remunerativo del Direttore Generale (DG) è composto da una componente fissa, una componente variabile di breve termine e una componente variabile di lungo termine. Il rapporto di lavoro è disciplinato dalle previsioni del Contratto Collettivo Nazionale di Lavoro per i dirigenti di aziende produttrici di beni e servizi (di seguito "CCNL").

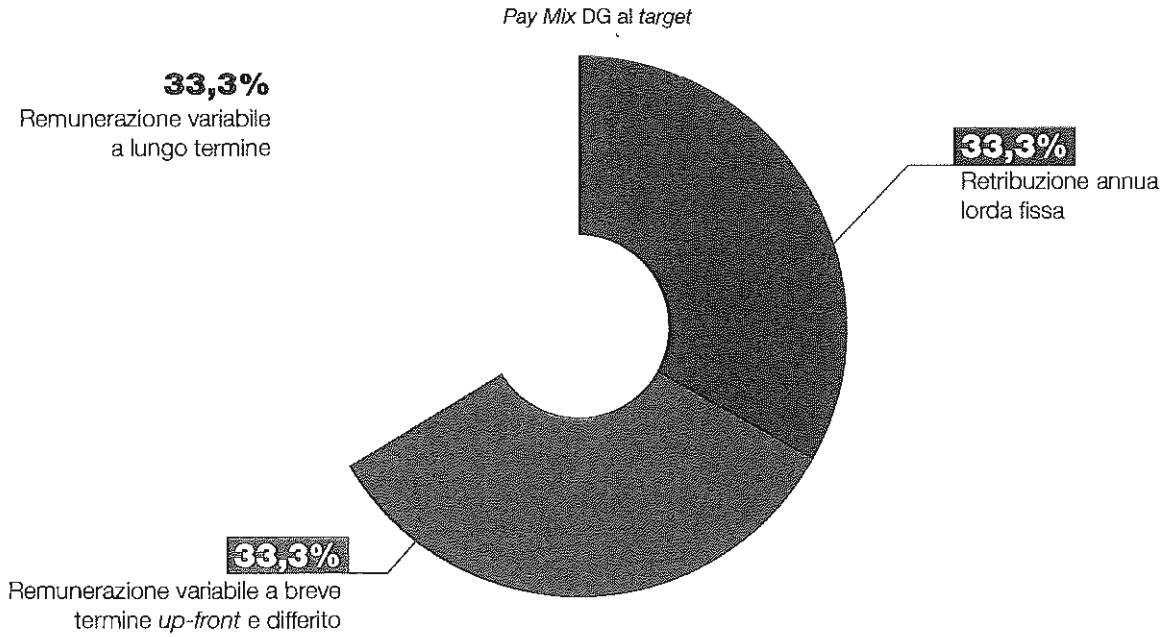
La remunerazione del DG è invariata rispetto allo scorso anno.

La componente fissa è costituita esclusivamente dalla Retribuzione Annua Lorda relativa al rapporto dirigenziale ed è pari a 870.000 euro lordi, in continuità con lo scorso anno.

Sono previsti alcuni *benefit* nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato.

Alla luce di tali elementi, si rappresenta di seguito il *Pay Mix* del Direttore Generale, nell'ipotesi di conseguimento dei risultati a livello *target* degli obiettivi:

Figura 34.
Pay Mix DG al *target*




Il *Pay Mix* è stato calcolato prendendo a riferimento il valore dei sistemi incentivanti a breve e a lungo termine al *target*, considerando il valore intero del Piano ILT *Performance Share* 2025-2027. È opportuno ricordare che i meccanismi di funzionamento e le percentuali di assegnazione (ivi incluso, il *Pay Mix*) 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 2024.

8. Al Direttore Generale è affidata la responsabilità dei canali commerciali, del *business* "digitale", della tecnologia e "*operations*" oltre che della posta e pacchi e di tutte le aree di staff a governo e supporto del Gruppo ivi incluso, a titolo esemplificativo, Risorse Umane e Organizzazione, Amministrazione Finanza e Controllo e Marketing Strategico di Gruppo; il Direttore Generale ha la responsabilità di governare l'implementazione della visione strategica attraverso i canali di *business*, la tecnologia, i servizi digitali e logistico-postali.
9. Tenuto conto del perimetro di responsabilità, il processo di identificazione dei *Material Risk Taker* del Patrimonio Bancoposta – adottato dal Comitato Remunerazioni, sentito il Comitato Controllo e Rischi – non ha incluso il Direttore Generale.



457

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Il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, fissa gli Obiettivi di *performance* ai quali sono legati i piani di remunerazione variabile del DG e ne 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 una Condizione Cancello, rappresentata dall'obiettivo "EBIT *adjusted* del Gruppo Poste Italiane" fissato al livello *budget*, il cui conseguimento abilita l'effettiva possibilità di accedere al bonus eventualmente maturato in virtù degli obiettivi assegnati.

Figura 35.
Condizione Cancello

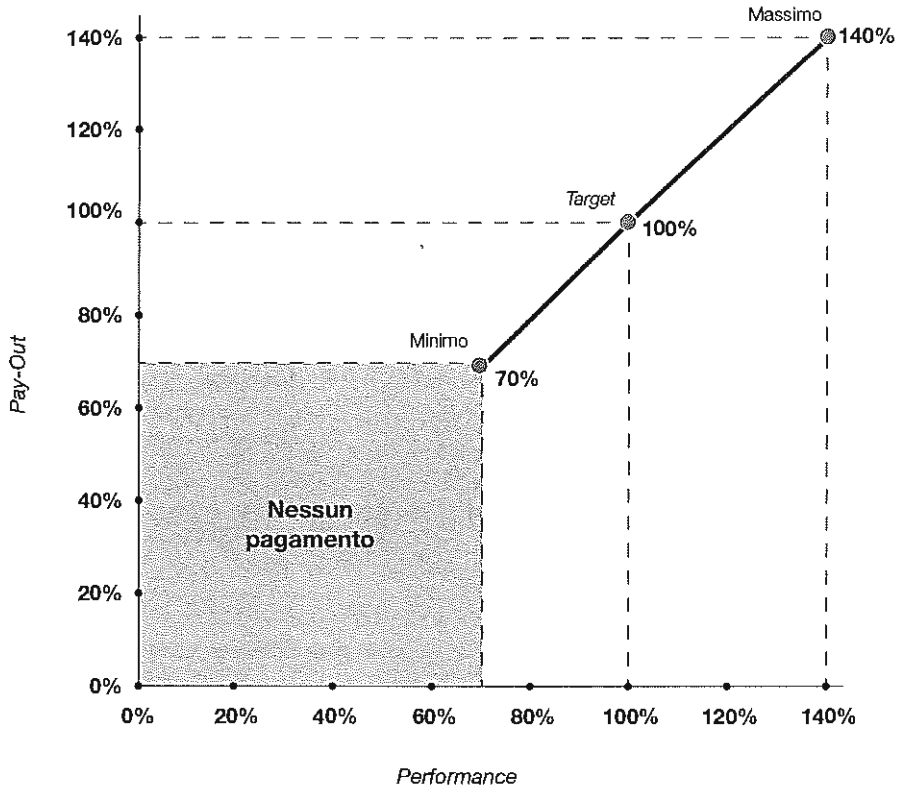
| Condizione Cancello |
|---|
| **Redditività di Gruppo: EBIT *adjusted* 3,06 mld €** |

*Valore arrotondato.*

Si evidenzia che, in coerenza con il perimetro di responsabilità assegnate, il Sistema MBO del Direttore Generale non prevede Condizioni di Accesso collegate a BancoPosta e a Poste Vita.

Di seguito si riporta la curva di incentivazione per il sistema MBO che collega il livello ponderato complessivo di raggiungimento degli Obiettivi di *performance* al livello di *pay-out* (per *performance* inferiori al livello "minimo" non è previsto alcun premio mentre oltre il livello massimo l'incentivo resta stabile al 140% del *target*):

Figura 36.
Curva di incentivazione MBO DG




Gli Obiettivi di *performance* 2025 – di seguito rappresentati – sono allineati a quelli dell'AD con l'unica eccezione del RORAC BancoPosta (non previsto per il DG):

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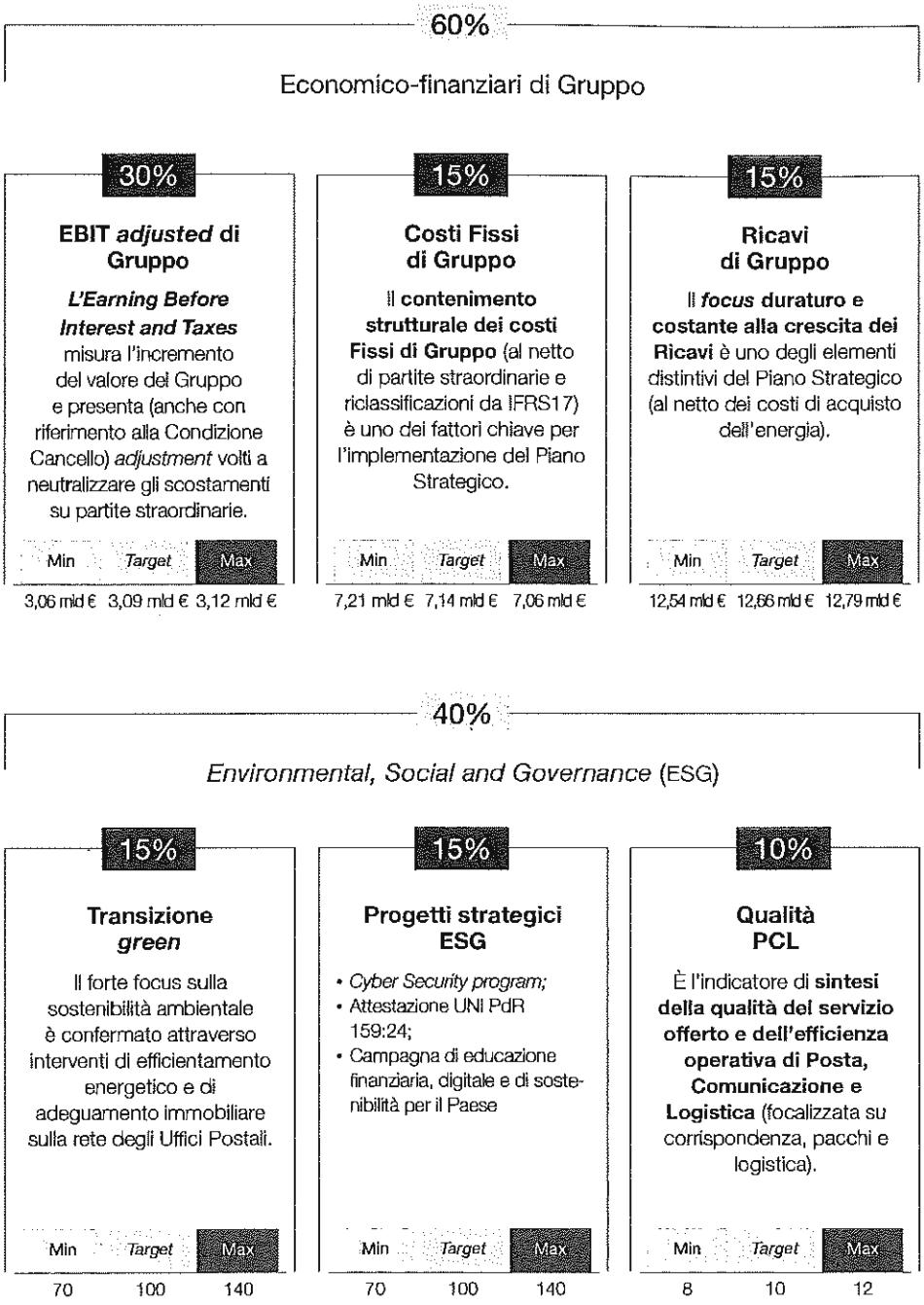
Figura 37.
Obiettivi di *performance* sistema MBO 2025 DG




Nota: I valori di EBIT di Gruppo adjusted, 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).

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*.

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Il Direttore Generale è destinatario del Piano ILT *Performance Share* 2025-2027, sottoposto ad approvazione in occasione dell'Assemblea degli azionisti del 30 maggio 2025, che prevede le medesime caratteristiche già descritte per i DIRS non sottoposti a specifiche normative di vigilanza in materia di remunerazione.

Resta inteso che, nell'ambito della componente variabile a lungo termine dell'attuale Direttore Generale, permane il Piano ILT *Performance Share* 2023-2025, assegnato nel 2023, e il Piano ILT *Performance Share* 2024-2026, assegnato nel 2024, per i quali si rinvia alle Relazioni sulla Remunerazione, da intendersi qui ritrascritte (nel 2023, con riferimento alla politica di remunerazione prevista per i Dirigenti con Responsabilità Strategiche), oltre che ai Documenti Informativi, già approvati.

Si ricorda, inoltre, che il Direttore Generale, come descritto nel par. 3.2 "Linee Guida di Possesso Azionario (anche *Share Ownership Guidelines – SOGs*)", è destinatario delle Linee Guida di Possesso Azionario di Poste Italiane. Resta inteso che il Direttore Generale era già incluso, negli anni scorsi, tra i destinatari delle Linee Guida di Possesso Azionario tempo per tempo approvate in qualità di DIRS.

## 3.5.3 Pagamenti per la conclusione del rapporto

In coerenza con le prassi di riferimento sussistono ed è possibile stipulare clausole/accordi che regolino *ex-ante* gli aspetti economici relativi alla cessazione del rapporto in linea con le strategie, i valori e gli interessi a lungo termine della Società.

Tali accordi sono definiti tenendo conto delle normative applicabili, dei contratti collettivi o individuali e delle prassi di mercato nell'ambito di una transazione generale e novativa per cui restano salvi i pagamenti e le erogazioni dovuti in base a disposizione di legge e di CCNL, quali ad esempio il TFR.

L'importo derivante dall'applicazione delle clausole che regolino *ex-ante* gli aspetti economici relativi alla cessazione del rapporto non può superare un numero massimo di mensilità della retribuzione globale di fatto - comprensiva della retribuzione annua lorda fissa, della media di quanto percepito a titolo di componente variabile a breve termine nell'ultimo triennio (o nel minor periodo di lavoro prestato) e, di norma, del valore dei *benefit* assegnati - come di seguito definito[10]:

- 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. Al momento della stesura della presente Relazione, non sono presenti patti di non concorrenza 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 2025 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*.

10. Fermo restando il rispetto di norme inderogabili e di eventuali pattuizioni individuali pregresse e ancora vigenti.

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Si ricorda che per il Piano ILT *Performance Share* 2025-2027, come evidenziato nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 30 maggio 2025, 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 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.

Similmente si evidenzia che per il Piano di incentivazione a breve termine 2025 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 30 maggio 2025, 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 2025 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 2019 al 2025 da intendersi qui ritrascritti.



461

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# 4. Meccanismi di *claw back*

In linea con le migliori prassi di mercato e le normative di riferimento, la remunerazione variabile complessiva è soggetta alla richiesta di restituzione (clausole di *claw back)* al verificarsi di determinati eventi.

La remunerazione variabile è sottoposta al raggiungimento di prefissati livelli di *performance* e al rispetto del profilo di rischio della Società e, pertanto, non è garantita.

Al verificarsi delle fattispecie descritte di seguito, la stessa è soggetta a meccanismi di aggiustamento *ex-post* che possono comportare la richiesta di restituzione, in tutto o in parte, della remunerazione variabile erogata. Tale disposizione si applica al personale destinatario dei sistemi d'incentivazione variabile, sia a breve sia a lungo termine.

Il processo di applicazione dei meccanismi di *claw back* è condotto in coerenza con la relativa procedura interna adottata dalla Società e approvata dal Consiglio di Amministrazione nell'adunanza del 18 marzo 2019 e aggiornata il 14 dicembre 2022. Tale procedura prevede la partecipazione interdisciplinare di più funzioni aziendali, con differenti competenze, che intervengono nelle diverse fasi del processo ovvero: attivazione, istruttoria, finalizzazione di una relazione informativa, chiusura della procedura e adempimenti obbligatori. Gli organi/funzioni aziendali, responsabili della decisione di procedere al recupero dell'intero ammontare o di parte dei premi variabili già corrisposti, sono differenziati in base al profilo della risorsa oggetto della procedura di *claw back*. Resta inteso che per l'AD, per il DG e per i Dirigenti con Responsabilità Strategiche l'eventuale decisione sarà di competenza del Consiglio di Amministrazione, su proposta del Comitato Remunerazioni.

I meccanismi di *claw back*, cioè di restituzione di premi già corrisposti, vengono attivati tenendo altresì conto dei profili di natura legale, contributiva e fiscale in materia, indipendentemente dal fatto che il rapporto di lavoro sia ancora in essere o cessato.

In particolare, entro 5 anni dal pagamento di ciascuna quota di incentivo e comunque entro i termini di prescrizione previsti, la Società può chiedere la restituzione di quanto già erogato fino all'intero incentivo, fermo restando il diritto al risarcimento dell'eventuale ulteriore danno, in caso di:

- comportamenti non conformi a disposizioni di legge, regolamentari o statutarie, al Codice Etico, al Modello Organizzativo ex D.Lgs. 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).

462

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# 5. Specificità per i settori regolamentati

I sistemi di remunerazione e incentivazione descritti sono declinati all'interno del Gruppo Poste Italiane in considerazione delle peculiarità di settore.

Le specificità relative alle risorse operanti nel Patrimonio BancoPosta e, quindi, correlate alla regolamentazione del settore bancario emanata da Banca d'Italia, sono declinate nell'ambito delle "Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta" allegate alla presente Relazione.

Per i soggetti rilevanti MiFID il sistema di incentivazione a breve termine è definito nel rispetto delle previsioni degli Orientamenti ESMA 3565 in termini, a titolo esemplificativo e non esaustivo, di indicatori di *performance* e meccanismi di differimento (maggiori dettagli sono inclusi nell'Allegato "Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta").

Le specificità correlate al settore assicurativo (Gruppo Assicurativo Poste Vita) e, quindi, alla regolamentazione emanata da IVASS, sono declinate, nel rispetto della solidità patrimoniale e finanziaria e delle politiche di rischio definite, nell'ambito delle politiche di remunerazione e incentivazione predisposte e approvate in coerenza con i processi di *Corporate Governance* delle controllate stesse.

In particolare, per il "Personale Rilevante" del Gruppo Poste Vita l'attribuzione della remunerazione variabile è condizionata al mantenimento di un adeguato livello di patrimonializzazione del Gruppo, in coerenza con il principio di sana e prudente gestione del rischio. Con riferimento al sistema di incentivazione variabile a breve termine MBO 2025, 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.

Anche con riferimento al sistema di incentivazione variabile a lungo termine, nel Piano ILT *Insurance* 2025-2027 vi sono alcune peculiarità legate alla normativa di riferimento. In particolare, sono definite Condizioni di Accesso aggiuntive (*Solvency II Ratio*) rispetto alla Condizione Cancello (EBIT *adjusted* del Gruppo Poste Italiane) e KPI collegati al Gruppo Poste Vita ed al Gruppo Poste Italiane (inclusi KPI ESG); 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):

- 46 soggetti che assumono rischi rilevanti per il Patrimonio BancoPosta;
- 22 soggetti individuati da Poste Vita S.p.A. (inclusi i 4 responsabili delle funzioni fondamentali);
- 13 soggetti individuati da Poste Assicura S.p.A. (inclusi i 4 responsabili delle funzioni fondamentali);
- 21 soggetti individuati da BancoPosta Fondi S.p.A. SGR (inclusi i membri del C.d.A. della SGR).

I numeri sopra elencati sono aggiornati all'ultimo processo di identificazione condotto da ciascuna società.

464

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# 03

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# 03 Relazione sui compensi corrisposti 2024

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Introduzione ... 80

1. Compensi corrisposti nell'esercizio 2024 ... 82
   1.1 Comitato Remunerazioni e voto degli azionisti 82
   1.2 Evoluzione delle remunerazioni e delle *performance* di Poste Italiane nel periodo 2020-2024 83
   1.3 Presidente del Consiglio di Amministrazione 87
   1.4 Altri Amministratori 88
   1.5 Collegio Sindacale 88
   1.6 Amministratore Delegato 89
   1.7 Direttore Generale e Dirigenti con Responsabilità Strategiche 94

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# Introduzione

Nel marzo del 2024 Poste Italiane ha lanciato il Piano Strategico 2024-2028 "*The Connecting Platform*" e, a distanza di un anno, ha superato gli obiettivi finanziari, registrando una solida *performance* su tutta la piattaforma di *business* e realizzando con successo le priorità strategiche individuate. Nell'era digitale, Poste Italiane rimane una delle istituzioni più affidabili in Italia, con una presenza fisica capillare in ogni comunità e la più grande piattaforma *phygital* del Paese. Il 2024 è stato un anno da record. Il Gruppo ha conseguito ricavi pari a € 12,6 miliardi, un EBIT *adjusted* di € 2,96 miliardi (quasi tre volte il livello del 2017) e un utile netto pari a € 2,01 miliardi, con due anni di anticipo rispetto agli obiettivi del Piano e perfettamente in linea con la *guidance* aggiornata a rialzo a febbraio. A partire dal 2017, Poste Italiane ha registrato una crescita dei ricavi con un tasso medio annuo del 3% e grazie all'efficace leva operativa del modello di *business* e a un'attenta disciplina dei costi, il risultato operativo *adjusted* e l'utile netto hanno evidenziato tassi di crescita medi annui rispettivamente del 15% e del 17%. Un elemento chiave della strategia di Poste Italiane è l'allineamento della crescita della remunerazione degli azionisti con l'andamento della redditività. In questo contesto, con la proposta di un dividendo pari a 1,08 euro per azione per l'esercizio 2024, la crescita dei dividendi dal 2017 ha raggiunto un tasso medio annuo del 14%.

In particolare, le quattro *business unit* hanno registrato una solida crescita dei ricavi, confermando ulteriormente la robustezza del modello di *business* altamente diversificato. Al di là del raggiungimento anticipato degli obiettivi finanziari, tutte le iniziative chiave del Piano Industriale "*The Connecting Platform*" sono perfettamente avviate, confermando il ruolo di Poste Italiane come pilastro strategico per l'Italia e per lo sviluppo economico e sociale del Paese. Negli ultimi sette anni, il Gruppo ha più che compensato i minori ricavi derivanti da settori in declino strutturale, come la corrispondenza e i bollettini di pagamento, generando € 2 miliardi di ricavi aggiuntivi da *business* in forte crescita come pacchi e pagamenti digitali, oltre a ricavi significativamente più elevati dal portafoglio investimenti e alla solidità del comparto assicurativo, a conferma della capacità di adattarsi con successo all'evoluzione del mercato.

Figura 1.
EBIT *adjusted* 2024

FORTE CRESCITA DEL RISULTATO OPERATIVO *ADJUSTED* GRAZIE ALLA COSTANTE PROGRESSIONE DEI RICAVI E ALLA LEVA OPERATIVA

**In mld di euro, se non diversamente specificato**

| | 2017 | 2023 | | 2024 | | 2017-24 CAGR | |
|---|---|---|---|---|---|---|---|
| RICAVI[3] | 10,57 | 11,99 | ✓✓ | 12,59 | ✓✓ | +3% | ✓✓ |
| RISULTATO OPERATIVO (EBIT) *ADJUSTED*[1] | 1,12 | 2,62 | ✓✓ | 2,96 | ✓✓ | +15% | ✓✓ |
| UTILE NETTO | 0,69 | 1,93 | ✓✓ | 2,01 | ✓✓ | +17% | ✓✓ |
| DIVIDENDO PER AZIONE (€) | 0,42 | 0,80 | ✓✓ | 1,08 | ✓✓ | +14% | ✓✓ |
| | | | | | Proposto | | |

✓ Raggiunti ✓✓ Superati

I dati 2017 sono riportati secondo IFRS4; 1. Rettificato escludendo il contributo al fondo di garanzia assicurativo (€74 mln per il 2024), costi e proventi di natura straordinaria (quota di oneri di natura straordinaria derivanti dagli esiti dell'analisi volontaria di rischio sui crediti d'imposta, svolta nel corso dell'esercizio 2024, pari a €341 mln per il 2024); 2. Piano Strategico 2024-2028 "*The Connecting Platform*" presentato a marzo 2024; 3. I ricavi sono rettificati al netto del costo delle materie prime e degli oneri di trasporto di energia. I ricavi del 2017 sono riclassificati al

È rilevante sottolineare che ciascuna delle quattro *business unit* sta garantendo un'accelerazione nel raggiungimento dei risultati anche grazie alle sinergie create e alla coerenza del Piano stesso.

Nei Servizi di Posta, Pacchi e Distribuzione, il Gruppo continua a strutturarsi come un operatore logistico *end-to-end* sostenibile. La *leadership* nel settore dei pacchi è riconfermata in tutti i segmenti di clientela serviti. Nel 2024 Poste Italiane ha consegnato oltre 300 milioni di pacchi con una crescita annuale superiore al 20%; inoltre, quasi il 40% di questi pacchi, sono stati consegnati attraverso la rete postale generando notevoli efficienze.



471

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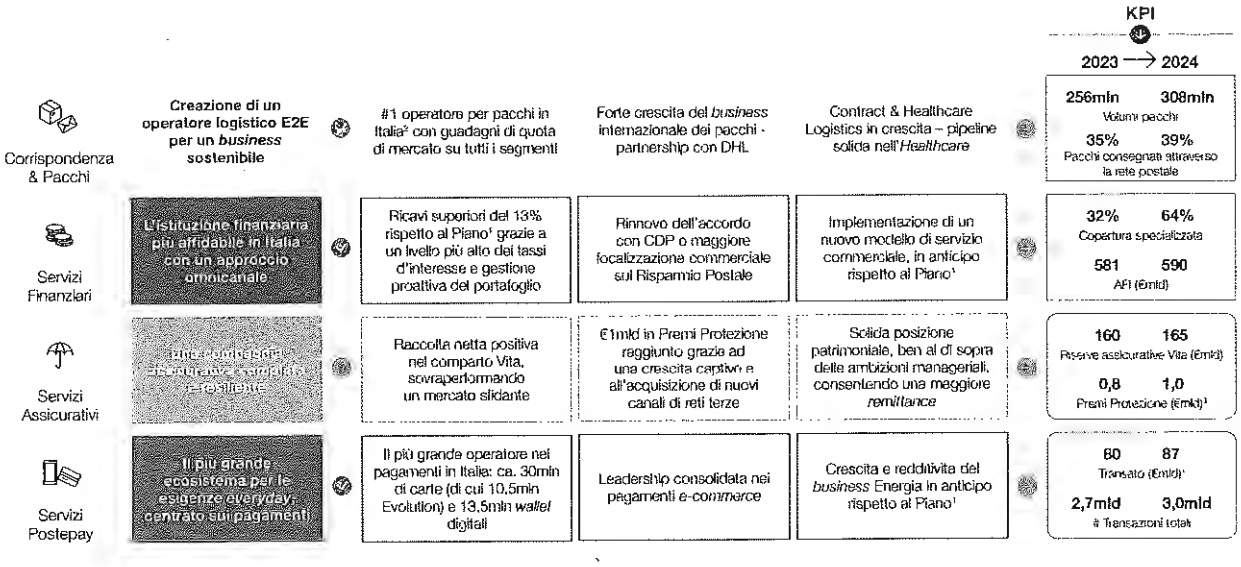
Nell'ambito dei Servizi Finanziari, Poste Italiane si è affermata come la più affidabile piattaforma multicanale con € 2,6 miliardi di ricavi del portafoglio investimenti, il 13% oltre il *target* prefissato. Il rinnovo dell'accordo con Cassa Depositi e Prestiti e la focalizzazione commerciale sul Risparmio postale rappresentano, in ogni caso, pilastri della strategia del Gruppo. L'implementazione del nuovo modello di servizio procede velocemente, assicurando prospettive ottimistiche nel medio e nel lungo termine.

Nei Servizi Assicurativi è stata raggiunta la soglia di € 1 miliardo di premi lordi nel 2024 nel *business* della protezione e la raccolta netta è positiva nel comparto vita, in un conteso di mercato sfidante, grazie ad un forte *focus* commerciale e ad una base clienti fidelizzata.

I Servizi Postepay hanno confermato una solida *performance* con 30 milioni di carte, 13,5 milioni di *digital wallet* e una *leadership* nel settore dell'*e-commerce*. Inoltre, con 700 mila clienti il *business* dell'Energia è più avanti rispetto agli obiettivi iniziali di piano.

Figura 2.
Principali risultati del 2024




1. Piano Strategico 2024-2028 "*The Connecting Platform*" presentato a marzo 2024; 2. Basato sui volumi B2C e B2B del 2024; 3. Include il *Motor* (solo distribuzione); 4. *Issuing*.

I risultati descritti sono stati possibili anche grazie a due fattori che hanno supportato le quattro *business unit:*

- la SuperApp, che rappresenta il punto di accesso unico alla piattaforma di servizi di Poste Italiane per i clienti del Gruppo; tale app è fondamentale per migliorare la *customer experience* e incrementare le opportunità di *cross-selling*;
- il nuovo Contratto Collettivo Nazionale di Lavoro (CCNL), che abilita la trasformazione della rete logistica e garantisce il controllo della gestione del costo del personale nel periodo 2024-2028. Tale accordo, come già rappresentato nella Relazione sulla politica in materia di remunerazione 2025, sottolinea l'impegno di Poste Italiane nel favorire un ambiente di lavoro sempre più equo e sostenibile, in linea con gli obiettivi di crescita e consolidamento a lungo termine.

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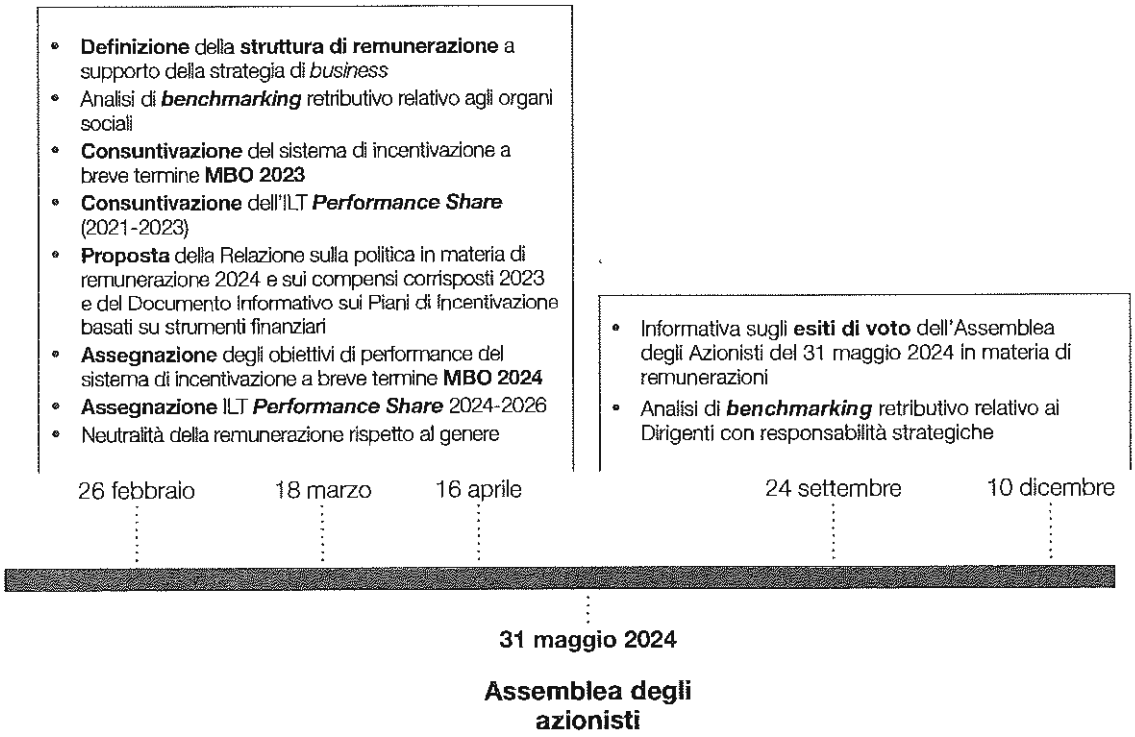
# 1. Compensi corrisposti nell'esercizio 2024

## 1.1 Comitato Remunerazioni e voto degli azionisti

Nel corso del 2024, il Comitato Remunerazioni si è riunito 5 volte e ha trattato i seguenti argomenti:

Figura 3.
Argomenti trattati nel corso del 2024 dal Comitato Remunerazioni




La Relazione sui compensi corrisposti 2023 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 (il più alto del FTSE MIB anche prendendo in considerazione le sole minoranze).

L'esito di voto dell'Assemblea degli azionisti del 31 maggio 2024 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 2023, anche nel 2024 i principali *proxy advisor* non hanno sollevato particolari rilievi con riferimento alla Relazione sui compensi corrisposti 2023, emettendo per tutti i punti all'ordine del giorno afferenti alla remunerazione una raccomandazione di voto positiva.

Sebbene i livelli di trasparenza siano sempre stati ai più alti livelli, a garanzia degli interessi di tutti gli *stakeholders*, la presente Relazione sui compensi corrisposti è stata sviluppata con l'obiettivo di rafforzare ulteriormente la *disclosure*.



473

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Si evidenzia, inoltre, che con riferimento al 2024, 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 2024 non si è verificata alcuna circostanza per l'attivazione di meccanismi di *claw back*.

# 1.2 Evoluzione delle remunerazioni e delle *performance* di Poste Italiane nel periodo 2020-2024

Di seguito sono riportate le informazioni di confronto sulla variazione dei seguenti elementi:

i. i risultati della Società;
ii. la remunerazione totale di ciascuno dei soggetti per i quali le informazioni di cui alla presente Relazione sui compensi corrisposti sono fornite nominativamente;
iii. la remunerazione annua lorda media per i dipendenti.

Figura 4.
Tabella informativa di confronto: evoluzione della remunerazione totale dell'AD, remunerazione media dei dipendenti e *performance* dell'azienda[1]

| Valori Assoluti | | 2024 | 2023 | 2022 | 2021 | 2020 | Variazione percentuale 2024 vs 2023 |
|---|---|---|---|---|---|---|---|
| Risultati della società | Utile Netto (€ mld) | 2,0 | 1,9 | 1,5 | 1,6 | 1,2 | 4,1% |
| | Dividendi per azione (€) | 1,08 | 0,8 | 0,65 | 0,59 | 0,49 | 35,0% |
| Amministratore Delegato | Matteo Del Fante (€ k)* | 3.212 | 2.705 | 2.476 | 2.415 | 1.822 | 18,8% |
| Dipendenti | Salari e Stipendi (€ k) ** | 34 | 34 | 32 | 32 | 31 | 0,4% |

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 2024 circa 119.000 *Full Time Equivalent* medi annui).

| Variazione percentuale | | Variazione percentuale 2024 vs 2023 | Variazione percentuale 2023 vs 2022 | Variazione percentuale 2022 vs 2021 | Variazione percentuale 2021 vs 2020 |
|---|---|---|---|---|---|
| Risultati della società | Utile Netto | 4,1% | 25,8% | -4,4% | 31,7% |
| | Dividendi per azione | 35,0% | 23,1% | 10,2% | 21,4% |
| Amministratore Delegato | Matteo Del Fante | 18,8% | 9,2% | 2,5% | 32,6% |
| Dipendenti | Salari e Stipendi | 0,4% | 6,2% | -0,6% | 4,0% |

Poste Italiane ha registrato *performance* solide con un risultato operativo del 2024 a livelli record, quasi triplicato rispetto al 2017 (anno di insediamento dell'attuale Amministratore Delegato); anche in termini di Utile Netto (€ 2,01 mld) il risultato del 2017 è quasi triplicato (€ 0,7 mld). Tutti i settori hanno contribuito al trend di crescita della redditività operativa sottostante, confermando ancora una volta solide basi per la crescita futura. È utile evidenziare che la presenza di Poste Italiane sul territorio si è ulteriormente rafforzata con circa 13 mila uffici postali e 49 mila di reti terze parti. Poste Italiane costituisce la più grande piattaforma *phygital* del Paese, gestendo oltre 25 milioni di interazioni giornaliere con i suoi circa 46 milioni di clienti, generando benefici diffusi nell'interesse di tutti gli *stakeholders*.

Nel corso del 2024, Poste Italiane e le Organizzazioni sindacali hanno raggiunto l'intesa sul rinnovo del Contratto Collettivo Nazionale di Lavoro (CCNL) per il personale non dirigente valido fino al 31 dicembre 2027.

Tale accordo prevede, a regime, un incremento retributivo strutturale pari a circa 2.700 euro annui lordi medi - i cui impatti diverranno, nel corso dei prossimi anni, via via più apprezzabili - che equivale a una crescita della voce Salari e Stipendi del 2024 pari a circa l'8%, senza tener conto degli effetti di riflessi indiretti sugli altri elementi retributivi (ad esempio indennità per lavoro notturno, lavoro straordinario, ecc.). Oltre a tali elementi, si evidenzia che l'accordo ha previsto anche un importo *Una*

1. Ai sensi del Regolamento Emittenti, Schema n. 7-*bis* dell'Allegato 3A.

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*Tantum* di 1.000 euro lordi medi erogato a settembre 2024 a titolo di competenze contrattuali arretrate e di anticipazione sui futuri miglioramenti economici.

Infine, si ricorda che il recente rinnovo ha previsto ulteriori miglioramenti su altre componenti contrattuali (*ticket* mensa, contributo per la previdenza complementare, prestazioni per il fondo sanitario, ecc.) che, pur non incidendo direttamente sulla voce Salari e Stipendi, concorrono, in ogni caso, al sostegno del potere d'acquisto.

Per Matteo Del Fante l'adunanza del 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 alla luce degli sfidanti obiettivi del Piano Strategico 2024-2028 "*The Connecting Platform*" e a seguito del riassetto organizzativo deliberato nel medesimo mese del 2024 e illustrato nella prima sezione della Relazione sulla Remunerazione 2024. Tali compensi sono stati definiti secondo il principio dell'invarianza dei costi aziendali[2] sui compensi fissi stessi e sono articolati come segue:

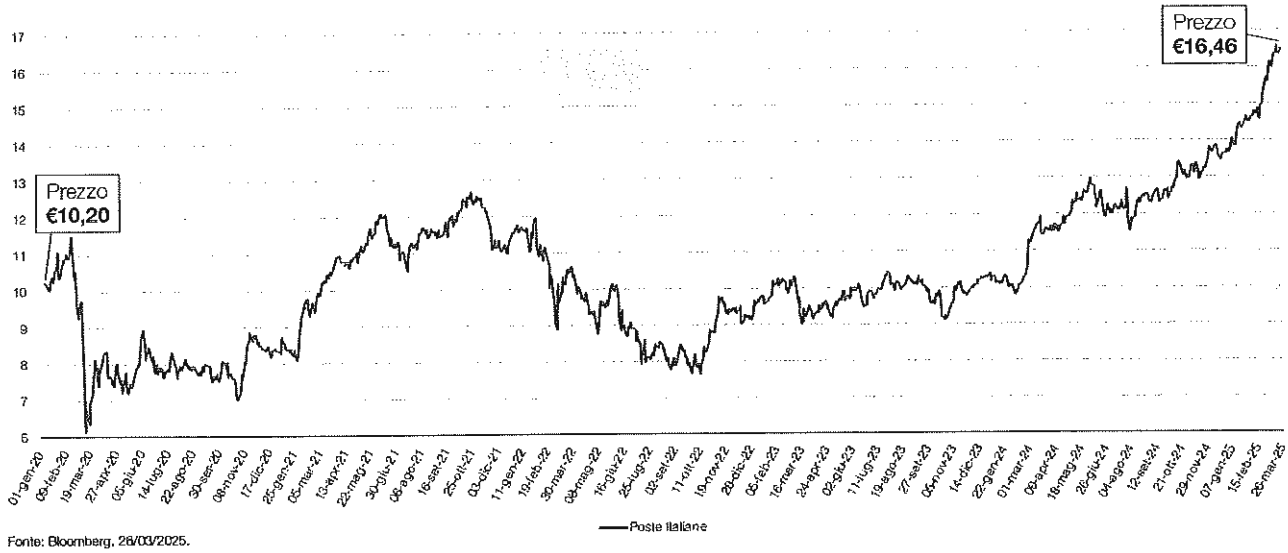
- € 40.000 annui lordi quale emolumento definito dall'Assemblea degli azionisti ex art. 2389, comma 1, c.c.;
- € 1.338.000 annui lordi quale compenso ex art. 2389, comma 3, c.c.;
- € 100.000 di retribuzione annua lorda per il rapporto dirigenziale.

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 – dal 2021 – gli importi maturabili sono rimasti in continuità con il passato pari al massimo a circa il 71,71% dei compensi lordi fissi 2024 con riferimento al Sistema MBO 2024 e circa il 128,29% dei compensi lordi fissi 2024 con riferimento al Piano ILT *Performance Share* 2024-2026.

Si specifica che per il 2024 tutti suddetti valori sono stati riconosciuti secondo il criterio *pro rata temporis.*

Ciò premesso, nell'invarianza delle percentuali di assegnazione dei sistemi di remunerazione variabile, l'incremento complessivo, rilevato nella tabella rispetto al 2023, deriva prevalentemente dalla remunerazione variabile basata su strumenti finanziari per effetto sia dell'incremento del valore dell'azione di Poste Italiane che del raggiungimento di *performance* ancor migliori rispetto ad alcuni cicli passati.

Figura 5.
Andamento del titolo Poste Italiane 1° gennaio 2020 – 26 marzo 2025




Fonte: Bloomberg, 26/03/2025.

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 collegamento 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

2. In particolare, i costi aziendali sui compensi fissi risultano invariati in considerazione dei minori oneri contributivi e previdenziali derivanti dalla riarticolazione tra retribuzione annua lorda e compensi ex art. 2389 comma 3.



475

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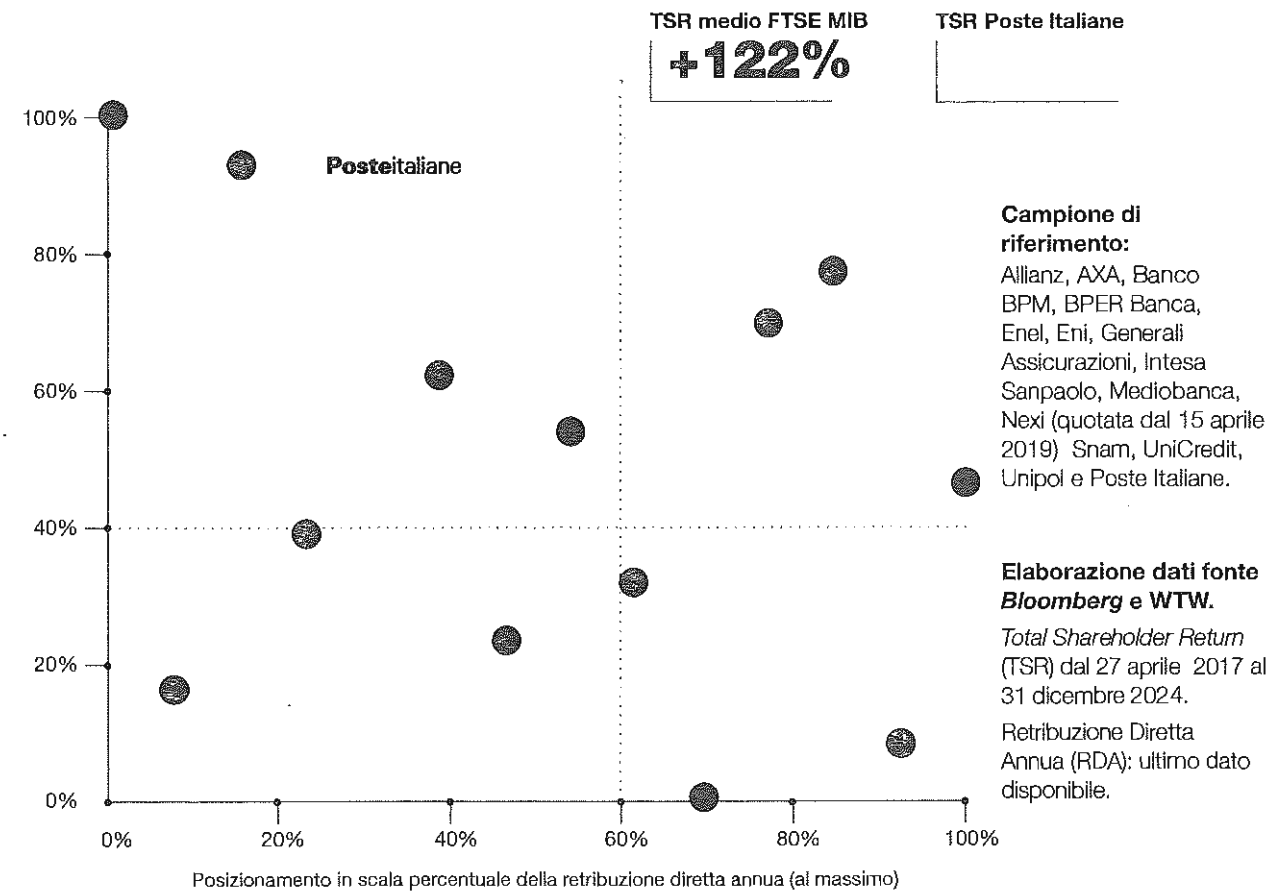
dei compensi "corrisposti", a fronte di un ritorno complessivo per gli azionisti elevato e crescente negli anni. Questo approccio garantisce un forte allineamento tra la strategia aziendale, la creazione di valore per gli azionisti e gli obiettivi di lungo termine dell'azienda.

A conferma di ciò si rappresenta che il valore alla data di maturazione degli strumenti finanziari rappresentato nel 2024 è superiore di oltre € 800 mila al valore di assegnazione sia per l'apprezzamento del titolo, evidenziato nella figura precedente, sia per le *performance* eccellenti del Gruppo.

Sotto la guida di Matteo Del Fante, Poste Italiane ha intrapreso un percorso di crescita e trasformazione, rafforzando il proprio ruolo di pilastro strategico per il Paese. L'implementazione del Piano Industriale *"The Connecting Platform"* ha portato a un miglioramento significativo della redditività, dell'efficienza operativa e della diversificazione del *business*, contribuendo all'apprezzamento del titolo in Borsa e a una costante crescita della remunerazione per gli azionisti. Sotto la sua guida, Poste Italiane ha registrato una crescita significativa, come già descritto, che si è riflessa anche nel valore delle azioni. Il titolo di Poste Italiane prima del 26 marzo 2025, data del C.d.A. di approvazione del presente documento, ha raggiunto un massimo storico di 16,58 euro il 18 marzo 2025, registrando una capitalizzazione di mercato superiore ai 21 miliardi di euro.

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 2024. Questa analisi, effettuata rispetto al *Peer Group* approvato nell'ambito della Politica in materia di Remunerazione per il 2024, 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 2024 inferiore alla mediana del campione di riferimento, come rappresentato nella figura seguente. Nel medesimo arco temporale, peraltro, il *Total Shareholder Return* di Poste Italiane, al netto di due società interessate da operazioni straordinarie, risulta essere il più elevato tra il campione di società analizzato. Inoltre, la *performance* di Poste Italiane, sempre in termini di TSR, è circa il doppio di quella media realizzata, nel medesimo periodo in osservazione, dalle società appartenenti al FTSE MIB. Si sottolinea, inoltre, che il TSR si è ulteriormente incrementato considerando i primi mesi del 2025 attestandosi ad oltre il 320% a metà marzo (sempre prendendo a riferimento il 27 aprile 2017 come inizio del periodo di rilevazione).

Figura 6.
*Pay for performance* 27 aprile 2017- 31 dicembre 2024 AD di Poste Italiane



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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, Direttore Generale, Presidente del Collegio Sindacale e Sindaci Effettivi con riferimento a Poste Italiane S.p.A.[3]

| valori in € k | | 2024 | 2023 | 2022 | 2021 | 2020 | Variazione percentuale 2024 vs 2023 | Incarico (ove non indicato carica ricoperta per tutto il periodo) |
|---|---|---|---|---|---|---|---|---|
| Presidente Consiglio di Amministrazione | Silvia Maria Rovere* | 505 | 326 | - | - | - | 55,1% | |
| Consiglieri di Amministrazione | Carlo D'Asaro Biondo | 90 | 55 | - | - | - | 62,6% | Incarico ricoperto dall'8 maggio 2023 |
| | Valentina Gemignani** | 83 | 51 | - | - | - | 62,0% | |
| | Paolo Marchioni | 85 | 47 | - | - | - | 83,6% | |
| | Matteo Petrella | 93 | 57 | - | - | - | 62,8% | |
| | Armando Ponzini | 48 | 51 | - | - | - | -5,5% | Incarico ricoperto dall'8 maggio 2023 al 31 luglio 2024 |
| | Patrizia Rutigliano | 82 | 51 | - | - | - | 62,0% | Incarico ricoperto dall'8 maggio 2023 |
| | Vanda Ternau | 75 | 47 | - | - | - | 61,2% | |
| Direttore Generale | Giuseppe Lasco | 2.180 | - | - | - | - | n.a. | Incarico ricoperto dal 28 febbraio 2024 |
| Presidente del Collegio Sindacale | Mauro Lonardo | 80 | 80 | 80 | 80 | 80 | 0,0% | |
| Sindaci Effettivi | Gianluigi Fiorendi | 70 | 70 | 42 | - | - | 0,0% | Incarico ricoperto dal 28 maggio 2022 |
| | Serena Gatteschi | 70 | 70 | 42 | - | - | 0,0% | |

Valori arrotondati all'unità.
* Anche Presidente del Comitato Sostenibilità.
** Compensi riversati.

Si ricorda che l'Assemblea degli azionisti dell'8 maggio 2023 ha provveduto a deliberare i compensi ai sensi dell'art. 2389, primo comma, del c.c. per la Presidente e gli altri Consiglieri lasciandoli invariati rispetto al precedente mandato. Anche il compenso ai sensi dell'art. 2389, terzo comma, c.c., per la Presidente e i compensi per la partecipazione ai Comitati endoconsiliari, deliberati dal Consiglio di Amministrazione del 28 giugno 2023, risultano invariati rispetto al 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 e per i Consiglieri di Amministrazione rispetto al precedente mandato.

A seguire, per l'AD, viene fornito sulla base delle migliori stime disponibili per l'anno 2024 (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.

3. Ai sensi del Regolamento Emittenti, Schema n. 7-*bis* dell'Allegato 3A.



477

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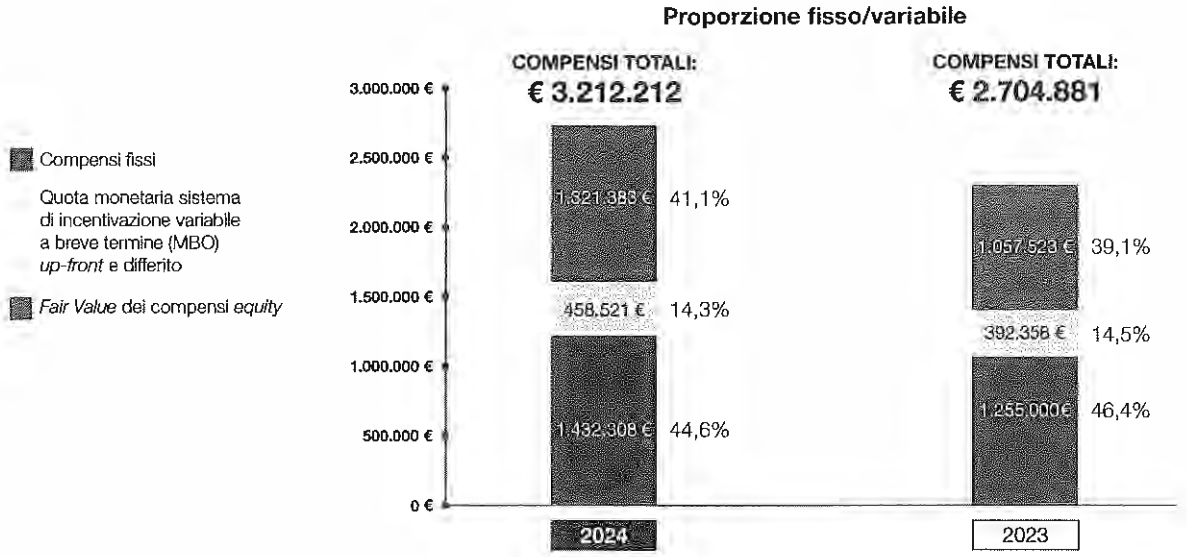
Figura 8.
Proporzione tra i compensi di natura fissa e variabile per l'AD nell'ambito dei compensi totali (2023-2024)




*Fonte dati – Tabelle informative Schema 7-bis Allegato 3A Regolamento Emittenti, Relazione sui compensi corrisposti 2024 e 2023.*

Tale grafico evidenzia come l'incremento dei compensi complessivi derivi, oltre che dalla rimodulazione dei compensi fissi (con costi aziendali invariati sui compensi fissi), soprattutto 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 che il valore alla data di maturazione degli strumenti finanziari rappresentato nel 2024 è superiore di circa € 800 mila al valore di assegnazione). Infine, vi è un piccolo incremento nella quota monetaria dell'MBO legato alle *performance* leggermente migliori rispetto al passato.

Si evidenzia che, i compensi variabili corrisposti rappresentati nel grafico sopra (di poco inferiori a 1,8 mln/€), sono significativamente inferiori all'opportunità di bonus massima (per il 2024 di poco inferiore a 2,9 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.

# 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.

478

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# 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 precedente mandato.

Non è prevista alcuna forma di remunerazione variabile.

Di seguito si riportano i compensi per la partecipazione ai Comitati endoconsiliari per il 2024:

Figura 9.
Compensi Comitati endoconsiliari 2024

| | | Compenso |
|---|---|---|
| **Comitato Remunerazioni** | Presidente | **25.000** euro |
| | Membro | **17.500** euro |
| **Comitato Nomine e *Corporate Governance*** | Presidente | **25.000** euro |
| | Membro | **17.500** euro |
| **Comitato Controllo e Rischi** | Presidente | **35.000** euro |
| | Membro | **25.000** euro |
| **Comitato Parti Correlate e Soggetti Collegati** | Presidente | **25.000** euro |
| | Membro | **17.500** euro |
| **Comitato Sostenibilità** | Presidente | **25.000** euro |
| | Membro | **17.500** euro |

# 1.5 Collegio Sindacale

Il Collegio Sindacale è stato nominato dall'Assemblea degli azionisti in data 27 maggio 2022, che ne ha, altresì, determinato i compensi per l'intero periodo di mandato, ossia fino all'approvazione del Bilancio 2024. In linea con il precedente mandato, al Presidente è stato confermato un compenso pari a € 80.000 lordi annui e, agli altri Sindaci Effettivi del Collegio, un compenso pari a € 70.000 lordi annui.

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# 1.6 Amministratore Delegato

## Compensi annui lordi fissi

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 2024 sono stati pari a € 1.432.308 lordi[4] (secondo il criterio *pro rata temporis*).

## *Benefit*

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 2024. Inoltre, si richiamano i sistemi per i quali sono maturate le quote sottoposte a differimento/*retention*, sempre nel corso del 2024, nel rispetto delle condizioni definite.

4. Di cui € 1.230.000 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 € 1.190.000 quale compenso ex art. 2389, comma 3, c.c.) e € 202.308 in qualità di Direttore Generale (dal 1/1/2024 al 27/2/2024) e Dirigente della società (dal 28/2/24 al 31/12/2024).

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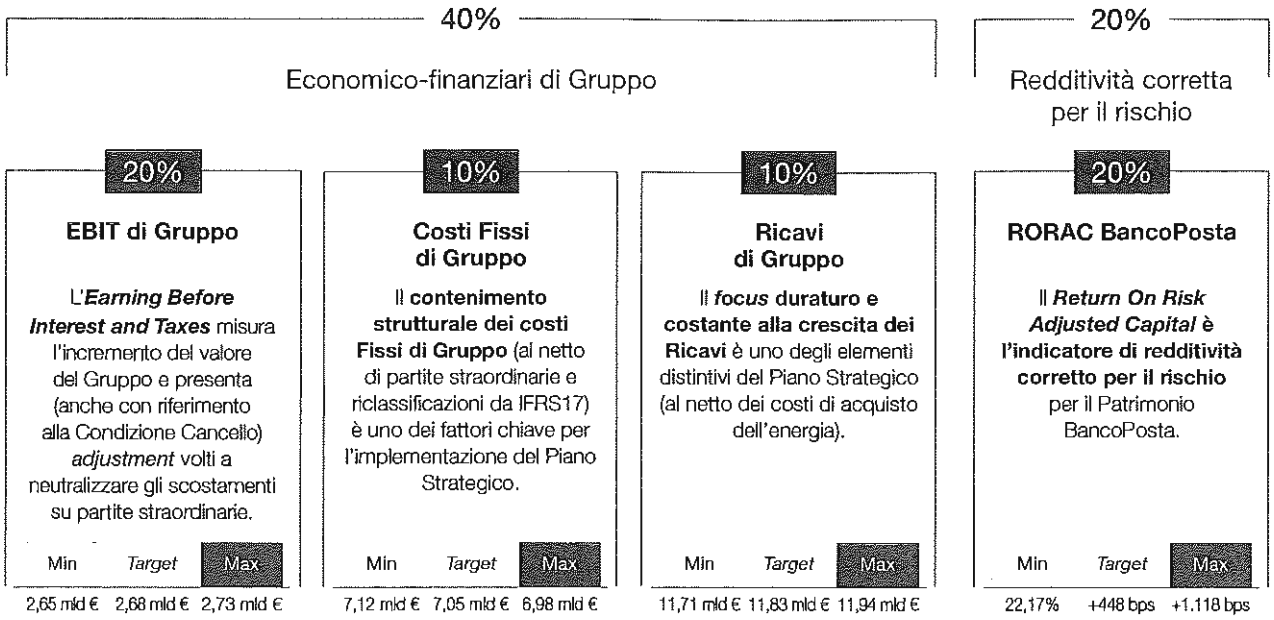
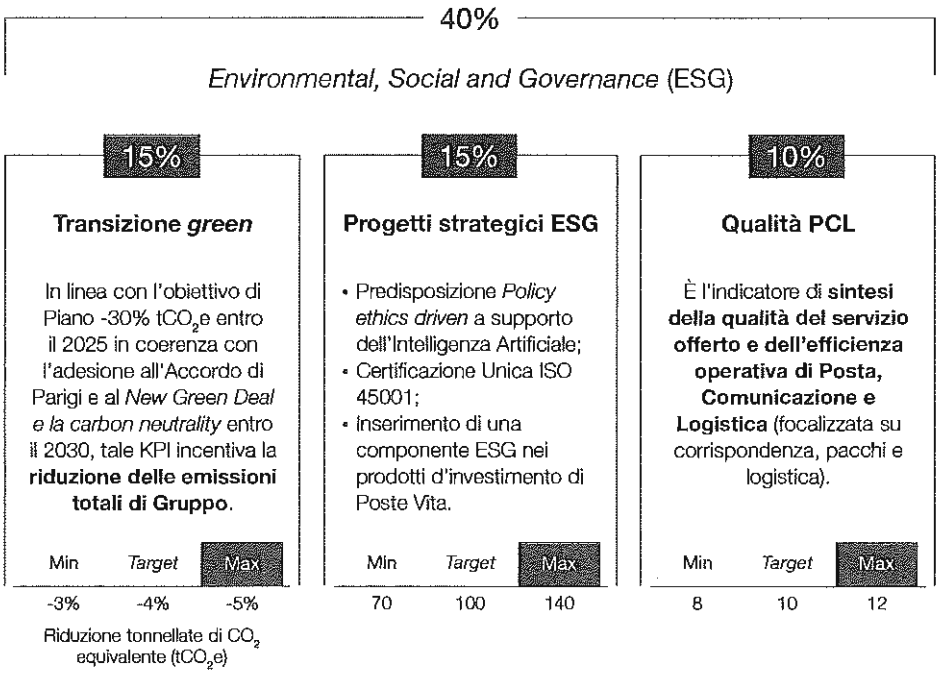
Con riferimento al sistema di incentivazione variabile a breve termine MBO, per il periodo di *performance* 2024, gli obiettivi erano i seguenti:

Figura 10.
Obiettivi di *performance* sistema MBO 2024 AD




Nota: I valori di EBIT di Gruppo, Costi Fissi di Gruppo e Ricavi di Gruppo sono arrotondati alla seconda cifra decimale. Con riferimento ai suddetti KPI, verranno neutralizzate eventuali variazioni di perimetro (in positivo e negativo) generate da M&A, operazioni straordinarie e costi di ristrutturazione legati agli esodi incentivati (pari a *budget* nel 2024 a € 0,05 mld).

Di seguito, è riportato il livello di conseguimento delle Condizioni Cancello e di Accesso e degli Obiettivi di *performance* deliberati dal Consiglio di Amministrazione.



481

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Figura 11.
Condizione Cancello e Condizioni di Accesso del sistema MBO 2024 AD

| Condizioni (ON/OFF) | Valore soglia | Consuntivo |
|---|---|---|
| **EBIT** di Gruppo (€ mld) | 2,65 | **2,96*** |
| Parametro di adeguatezza Patrimoniale Patrimonio BP **CET 1** | 17% | **19%** |
| Parametro di Liquidità a breve termine Patrimonio BP **LCR** | 250% | **593%** |
| Parametro di redditività corretta per il rischio BancoPosta: **RORAC** | 18% | **38%** |
| Parametro di adeguatezza patrimoniale Gruppo Assicurativo Poste Vita: ***Solvency II Ratio*** | 150% | **334%** |

Valori arrotondati.
* Tale rappresentazione non include la neutralizzazione del delta verso *budget* dei costi di ristrutturazione legati agli incentivi all'esodo e partite accentrate HR (pari a 0,15 €mld rispetto al *budget* di 0,05 €mld).

In particolare, la Condizione Cancello e le Condizioni di Accesso stabilite nel 2024 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 2024.

Figura 12.
Consuntivazione obiettivi MBO 2024 AD

| Obiettivi | Peso | Minimo | Target | Massimo | Consuntivo |
|---|---|---|---|---|---|
| **EBIT** di Gruppo (€ mld) | 20% | 2,65 | 2,68 | 2,73 | **2,96*** (massimo) |
| **Costi Fissi di Gruppo** (€ mld) | 10% | 7,12 | 7,05 | 6,98 | **6,97** (massimo) |
| **Ricavi totali di Gruppo** (€ mld) | 10% | 11,71 | 11,82 | 11,94 | **12,43** (massimo) |
| **RORAC BancoPosta** | 20% | 22,17% | 26,65% | 33,36% | **38,40%** (massimo) |
| **Transizione *green*** | 15% | -3% | -4% | -5% | **Oltre -5%** (massimo) |
| **Progetti Strategici ESG** | 15% | 1 | 2 | 3 | **3** (massimo) |
| **Qualità PCL** | 10% | 8 | 10 | 12 | **11** (tra *target* e massimo) |

Valori arrotondati.
* Tale rappresentazione non include la neutralizzazione del delta verso *budget* dei costi di ristrutturazione legati agli incentivi all'esodo e partite accentrate HR (pari a 0,15 €mld rispetto al *budget* di 0,05 €mld).

Gli obiettivi di Gruppo relativi all'EBIT, ai Costi Fissi e ai Ricavi Totali nel 2024 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 2024, Poste Italiane ha raggiunto *performance* positive (benché non al livello massimo), come di seguito dettagliato:

- **Transizione *Green*.** Nel corso del 2024 è proseguito il percorso virtuoso di decarbonizzazione conseguendo una riduzione delle emissioni totali di Gruppo superiore al 5%.
- **Progetti strategici ESG.** Pieno raggiungimento di tutte le attività previste, nello specifico:
  - l'impegno nell'implementazione dell'intelligenza artificiale si è sviluppato all'interno del quadro etico di riferimento e mettendo al centro le persone. Il modello di *governance* dell'intelligenza artificiale (IA) è sviluppato partendo dai principi identificati nel "Manifesto Etico" finalizzato lo scorso dicembre 2024. Nell'ambito di questa iniziativa, Poste Italiane sta implementando un modello di *governance* dell'IA che definisce regole, processi e responsabilità per un utilizzo sicuro ed efficace delle nuove tecnologie. Questo modello si basa sui principi identificati nel Manifesto Etico. In particolare, i pilastri che guidano l'utilizzo dell'intelligenza artificiale in Poste Italiane sono: Trasparenza, Inclusività, Responsabilità, Consapevolezza e Sostenibilità.
  - Poste Italiane ha ottenuto la certificazione unica ISO 45001:2023 per la gestione della salute e sicurezza sul lavoro. Il riconoscimento internazionale, rilasciato da IMQ, è frutto di un lungo percorso concluso a novembre 2024 con il conseguimento della certificazione, attestando la capacità di Poste Italiane di garantire un ambiente lavorativo sicuro e in linea con i più elevati standard di tutela per tutti i suoi dipendenti. Adottando la norma ISO 45001:2023 Poste Italiane applica un sistema di gestione strutturato che include misure efficaci e costantemente monitorate per ridur-

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re i rischi di infortuni e malattie professionali, oltre a prevenire situazioni di potenziale pericolo. Il riconoscimento si inserisce in un percorso di miglioramento continuo delle condizioni di sicurezza, per promuovere la diffusione a ogni livello aziendale della cultura di protezione e benessere.
  - Infine, è stata inserita una componente ESG nei prodotti d'investimento di Poste Vita. Poste Vita, ha integrato i criteri ESG nelle proprie politiche di investimento e nella gamma di prodotti offerti, dimostrando un forte impegno verso la sostenibilità.
- **Qualità PCL**: è stato raggiunto il livello intermedio tra *target* e massimo (11 indicatori) con riferimento all'obiettivo sulla "Qualità PCL", indicatore di sintesi della qualità del servizio offerto e dell'efficienza operativa in ambito recapito e logistica. Dal 2018 ad oggi, è stata rivista l'impostazione attraverso l'introduzione di iniziative orientate al miglioramento continuo anche con specifici investimenti in ambito di misurazione e controllo dei livelli di qualità delle singole strutture operative. L'approccio costantemente innovativo, si è concentrato sul perseguimento di obiettivi specifici dettati dalle esigenze dei clienti e dei relativi *business* di riferimento e, in particolare: mantenimento della promessa (qualità misurata), efficacia, servizi a valore aggiunto e qualità percepita. Tali risultati sono ancor più rilevanti se valutati in un contesto di evoluzione del *network* logistico e del *business* che ha visto un significativo incremento nel volume dei pacchi consegnati.

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, in linea con il Piano Strategico di Gruppo, 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 2024, l'Amministratore Delegato ha maturato un incentivo, con riferimento al sistema MBO 2024, pari a € 1.018.936; tale importo verrà corrisposto come di seguito descritto:

- per il 40% *up-front* nel 2025, 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 2026);
- 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 2030 in forma monetaria).

Nel 2025 sarà quindi erogata esclusivamente una somma lorda di € 203.787 (*up-front* in forma monetaria).

Infine, si evidenzia che è stata verificata la sussistenza delle condizioni di adeguatezza patrimoniale e di liquidità del Patrimonio BancoPosta e, pertanto, a valle dell'approvazione del Bilancio di esercizio 2024, 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 2019, 2020, 2021, 2022 e 2023.

Con riferimento ai piani di incentivazione a medio-lungo termine, il cui periodo di *performance* è terminato nel 2024, si ricorda che è giunto a maturazione il Piano ILT *Performance Share* 2022-2024, assegnato nel corso del 2022. Inoltre, con riferimento al Piano ILT *Performance Share* 2019-2021, è giunta al termine del periodo di *retention* la prima quota differita mentre per il Piano ILT *Performance Share* 2021-2023 è giunta al termine del periodo di *retention* la quota *up-front*, per le quali sono state verificate le condizioni per l'erogazione collegate all'adeguatezza patrimoniale, alla liquidità e alla redditività corretta per il rischio del Patrimonio BancoPosta; riguardo il Piano ILT *Deliver* Quinquennale 2022, maturato 2 anni fa al termine del periodo di *performance*, è giunta al termine del periodo di *retention* di due anni la quota *up-front* per la quale sono state verificate le condizioni per l'erogazione collegate all'adeguatezza patrimoniale, alla liquidità e alla redditività corretta per il rischio del Patrimonio BancoPosta nonché l'inclusione di Poste Italiane in almeno due indici di sostenibilità riconosciuti a livello internazionale.

La consuntivazione di tali sistemi di incentivazione è rappresentata nelle Tabelle 1, 3A e 3B (Schema 7-*bis* CONSOB) e, nelle prossime pagine, si riportano ulteriori dettagli sul conseguimento della Condizione Cancello e delle Condizioni di Accesso e sul livello di raggiungimento degli Obiettivi di *performance*.



483

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Figura 13.
Condizione Cancello e Condizioni di Accesso del Piano ILT *Performance Share* 2022-2024 (assegnato nel 2022)

| Condizione Cancello | Valore soglia | Consuntivo |
|---|---|---|
| **EBIT** di Gruppo cumulato triennale (€ mld) | 6,2 | **7,9** |

| Condizioni di Accesso | Valore soglia | Consuntivo |
|---|---|---|
| Parametro di adeguatezza Patrimoniale Patrimonio BancoPosta: **CET 1** | 17% | **19%** |
| Parametro di Liquidità a breve termine Patrimonio BancoPosta: **LCR** | 250% | **593%** |
| Parametro di redditività corretta per il rischio Patrimonio BancoPosta: **RORAC** | 18% | **38%** |

Valori arrotondati.

Di seguito è riportato il livello di raggiungimento degli Obiettivi di *performance* assegnati nel 2022, ovvero l'EBIT di Gruppo cumulato triennale (con peso 40%), il *Total Shareholder Return* relativo (con peso 40%) e l'obiettivo ESG – *Gender diversity* collegato all'equa rappresentanza di genere nei piani di successione (con peso 20%):

Figura 14.
Consuntivazione obiettivi del Piano ILT *Performance Share* 2022-2024

| Primo Obiettivo | Peso | Minimo | *Target* | Massimo | Consuntivo |
|---|---|---|---|---|---|
| **EBIT** di Gruppo cumulato triennale (€ mld) | 40% | 6,2 | 6,5 | 6,7 | **7,9** *(massimo)* |

Valori arrotondati.

| Secondo Obiettivo | Peso | Minimo | *Target* | Massimo | Consuntivo |
|---|---|---|---|---|---|
| ***Total Shareholder Return* relativo (rTSR)** (TSR Poste Italiane vs FTSE MIB) | 40% | TSR PI = TSR FTSE MIB | TSR PI +5% vs TSR FTSE MIB | TSR PI +15% vs TSR FTSE MIB | **>15% vs TSR FTSE MIB** *(massimo)* |

| Terzo Obiettivo | Peso | Minimo | *Target* | Massimo | Consuntivo |
|---|---|---|---|---|---|
| **Equa rappresentanza di genere nei piani di successione** (numero di candidature alla successione occupate da donne rispetto al numero di candidature complessivo) | 20% | 45% | 47,5% | 50% | **>50%** *(massimo)* |

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 2022-2024, è risultato pari al 45%, ampiamente superiore al livello del *Total Shareholder Return* del FTSE MIB, pertanto, l'obiettivo è stato raggiunto al livello massimo.

Anche l'obiettivo ESG - *Gender diversity* è stato raggiunto al livello massimo grazie ad una rappresentanza del genere femminile superiore al 50% nei piani di successione. Questo risultato è il frutto di un approccio strategico volto a sostenere la crescita professionale delle donne e a garantire che il talento femminile sia adeguatamente valorizzato attraverso diverse iniziative strutturali, tra cui:

- adozione di misure a supporto della conciliazione vita-lavoro, per garantire pari opportunità di crescita professionale;
- *benefit* aziendali mirati, come supporto alla genitorialità, servizi di *welfare* per l'infanzia e programmi di reinserimento post-maternità;
- partnership con università e *business school*, per attrarre giovani talenti femminili nei settori tradizionalmente meno presidiati dalle donne;
- adesione a standard internazionali e certificazioni come quella sulla parità di genere UNI/PdR 125:2022 e *Equal Salary*, a conferma dell'impegno aziendale nel mitigare eventuali squilibri retributivi;
- campagne interne di comunicazione, per promuovere un ambiente di lavoro equo e inclusivo e coinvolgimento attivo dei dipendenti per raccogliere proposte e stimolare il cambiamento culturale.

L'incremento della presenza femminile nelle tavole di successione rappresenta un elemento chiave della strategia di Poste Italiane per una *governance* sempre più inclusiva e sostenibile, in linea con le migliori pratiche ESG e con gli obiettivi delineati nel Piano Strategico di Gruppo.

Il risultato complessivo del Piano ILT *Performance Share* 2022-2024 è, pertanto, pari al livello massimo corrispondente al 130% del livello *target*.

484

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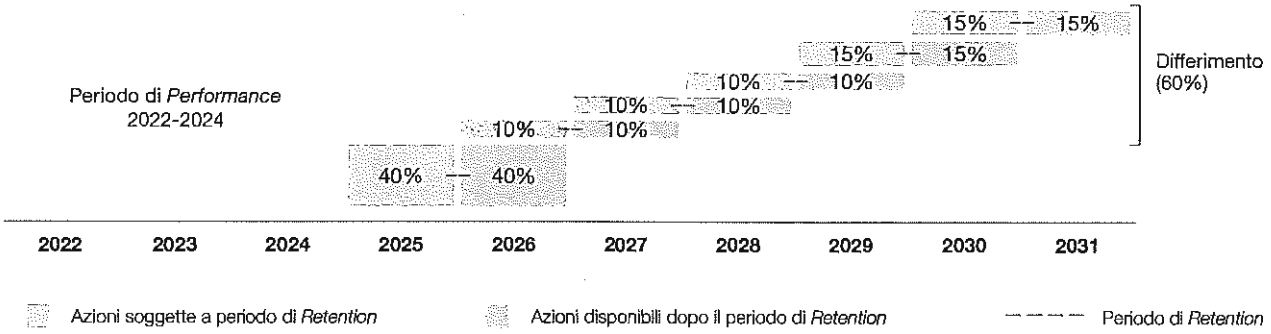
Per l'AD il numero di diritti a ricevere azioni ordinarie di Poste Italiane derivanti dalla consuntivazione del Piano ILT *Performance Share* 2022-2024 è pari a 110.465, che saranno riconosciuti con le modalità di seguito rappresentate:

Figura 15.
Modalità corresponsione del Piano ILT *Performance Share* 2022-2024




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 2025, non sarà consegnata alcuna azione all'AD con riferimento al Piano ILT *Performance Share* 2022-2024.

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 2024, saranno consegnate le azioni relative al primo ciclo (2019-2021) del Piano ILT *Performance Share* e per il Piano ILT *Performance Share* 2021-2023 giunte al termine del periodo di *retention*. In particolare, per l'AD si procederà alla consegna di 72.588 azioni di Poste Italiane nel 2025.

Inoltre, con riferimento al Piano ILT *Deliver* Quinquennale 2022 è giunta al termine del periodo di *retention* di due anni la quota *up-front* per la quale sono state verificate le condizioni per l'erogazione collegate all'adeguatezza patrimoniale, alla liquidità e alla redditività corretta per il rischio del Patrimonio BancoPosta nonché l'inclusione di Poste Italiane in almeno due indici di sostenibilità riconosciuti a livello internazionale. In particolare, per l'AD si procederà alla consegna di 59.789 azioni di Poste Italiane nel 2025. Si evidenzia che, con la consegna di suddetta quota, terminano le spettanze relative al Piano ILT *Deliver* Quinquennale 2022.

# 1.7 Direttore Generale e Dirigenti con Responsabilità Strategiche

## Retribuzione annua lorda fissa

Per il Direttore Generale la componente fissa è costituita esclusivamente dalla Retribuzione Annua Lorda relativa al rapporto dirigenziale che, per il 2024 secondo il criterio *pro rata temporis*, dalla data di nomina, è stata pari a € 732.131 euro. Si ricorda che tale valore corrisponde all'importo già riconosciuto per il ruolo di Condirettore Generale e Responsabile *Corporate Affairs* prima del 28 febbraio 2024, data in cui il C.d.A. della Società ha nominato Giuseppe Lasco, Direttore Generale[5]. Per i Dirigenti con Responsabilità Strategiche (DIRS), nel corso del 2024 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.

5. A riguardo si specifica che la quota parte di remunerazione (fissa e variabile) relativa al periodo 1/1/2024 - 28/2/24, per cui Giuseppe Lasco ha fatto parte del perimetro dei Dirigenti con Responsabilità Strategiche in qualità di Condirettore Generale e Responsabile *Corporate Affairs*, è riportata nelle Tabelle 1, 3A e 3B dedicata ai DIRS. A titolo esemplificativo la parte di Retribuzione annua lorda fissa in qualità di Condirettore Generale e Responsabile *Corporate Affairs* è pari ad € 137.869.



485

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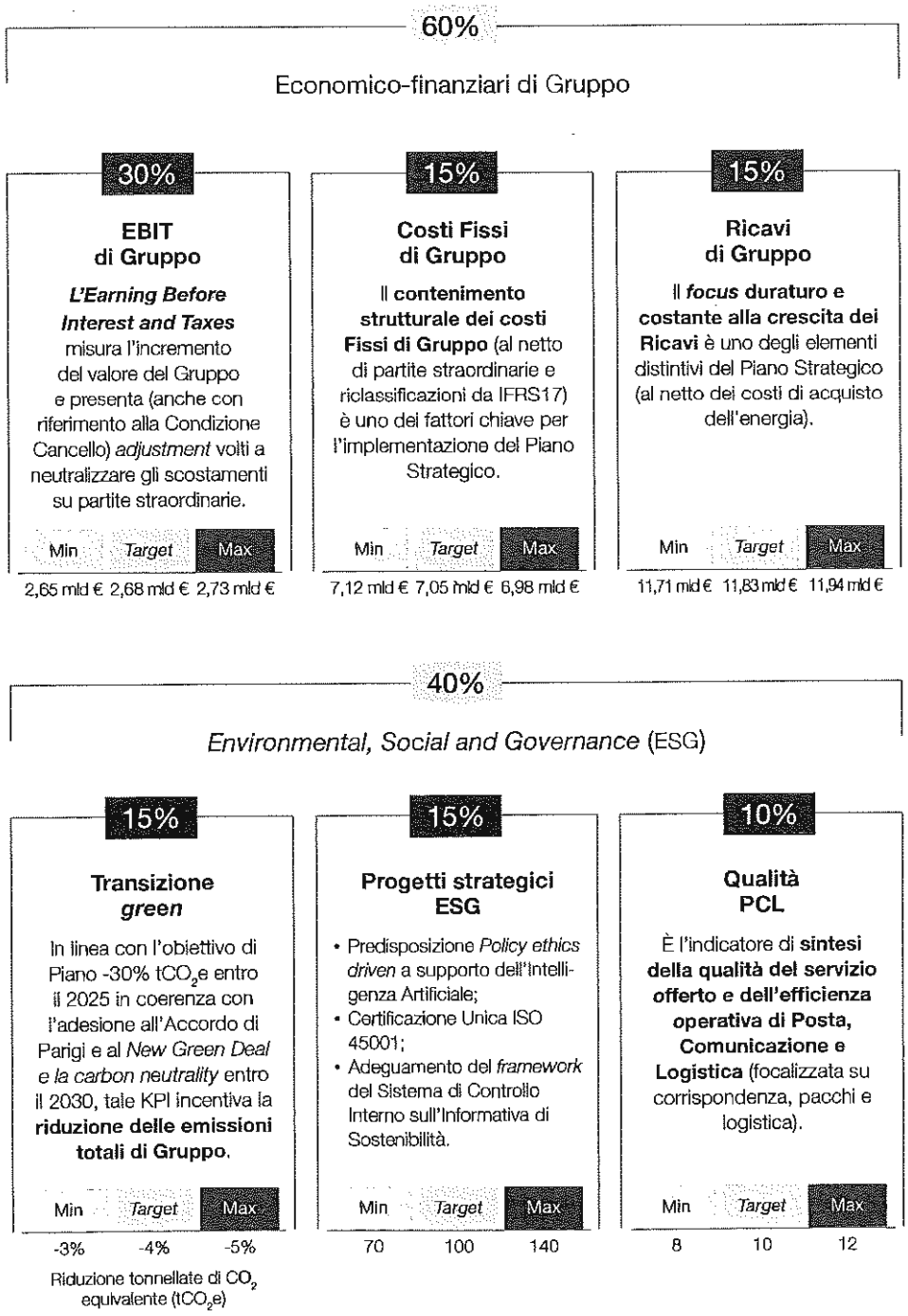
## *Benefit*

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* 2024, gli obiettivi assegnati erano i seguenti:

Figura 16.
Obiettivi di *performance* sistema MBO 2024 DG




Nota: I valori di EBIT di Gruppo, Costi Fissi di Gruppo e Ricavi totali di Gruppo sono arrotondati alla seconda cifra decimale. Con riferimento ai suddetti KPI, verranno neutralizzate eventuali variazioni di perimetro (in positivo e negativo) generate da M&A, operazioni straordinarie e costi di ristrutturazione legati agli esodi incentivati (pari a *budget* nel 2024 a € 0,05 mld).

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Di seguito, è riportato il livello di conseguimento della Condizione Cancello e degli Obiettivi di *performance* deliberati dal Consiglio di Amministrazione.

Le considerazioni sui livelli di raggiungimento della Condizione Cancello e degli Obiettivi di *performance* sono le medesime precedentemente descritte per l'AD, ad eccezione del KPI su Progetti Strategici ESG (consuntivato comunque al livello massimo), che a differenza dell'AD prevedeva tra le attività l'Adeguamento del *framework* del Sistema di Controllo Interno sull'Informativa di Sostenibilità. A tal proposito, si rappresenta che nel 2024 è stata approvata dal C.d.A. la suddetta Linea Guida con l'obiettivo, da un lato, di definire le norme e le metodologie per l'istituzione, il mantenimento nel tempo e la valutazione dell'adeguatezza ed effettiva operatività del sistema di controllo interno sull'informativa di Sostenibilità e, dall'altro, di identificare i ruoli e le responsabilità dei soggetti coinvolti in tale processo.

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 della Condizione Cancello e degli Obiettivi di *performance* appena illustrati, in attuazione di quanto descritto nella Relazione sulla politica in materia di remunerazione 2024, il Direttore Generale ha maturato, secondo il criterio *pro rata temporis*, un incentivo, con riferimento al Sistema MBO pari a € 1.010.341[6]; 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* 2024, 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 2024 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 nuovo Piano Strategico 2024-2028 "*The Connecting Platform*"; in coerenza con quanto previsto per l'AD, è previsto un focus sui Costi e/o sui Ricavi, declinati rispetto al perimetro di competenza. |
| 40% | Obiettivi di Funzione | Si tratta di indicatori quali-quantitativi collegati ai progetti prioritari 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 ef cienza organizzativa e gestionale, ecc. |
| 40% | ESG | Rappresentano obiettivi differenziati per funzione da individuarsi all'interno dei KPI che alimentano la strategia ESG del Gruppo. A titolo esempli cativo, potranno essere assegnati KPI ESG legati alla Transizione *Green*, alla *Customer Experience* e alla *Diversity & Inclusion*. |

Resta inteso che per alcuni DIRS, saranno previsti schemi differenti in *compliance* con le normative di riferimento.

6. Si veda nota precedente.



487

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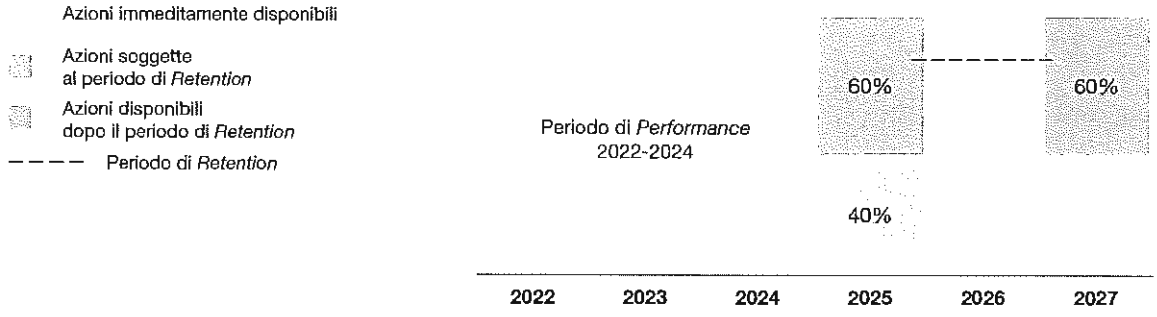
Il livello di raggiungimento medio degli obiettivi per i DIRS è superiore al *target* ed è pari a circa il 135% del *target* stesso (rispetto al 140% al massimo).

Si ricorda che nel 2024 è, inoltre, giunto a maturazione il Piano ILT *Performance Share* 2022-2024, assegnato nel corso del 2022. La consuntivazione di tale Piano è rappresentata nella Tabella 3A e si rimanda alle figure 13 e 14, 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 il *pro rata* delle azioni maturate in qualità di Direttore Generale sono 13.506[7].

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* 2022-2024 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[8].

Infine, per i *Material Risk Takers* BancoPosta, in linea con quanto già descritto per l'AD, saranno consegnate le Azioni relative al primo ciclo (2019-2021) del Piano ILT *Performance Share* e del Piano ILT *Performance Share* 2021-2023 giunte al termine del periodo di *retention,* le Azioni relative al Piano ILT *Deliver* Quinquennale 2022, giunte anch'esse al termine del periodo di *retention,* nonché riconosciute le quote monetarie e in strumenti finanziari giunte al termine dei periodi di differimento e/o *retention* relative ai sistemi di incentivazione a breve termine (MBO) per gli anni 2021, 2022 e 2023.

7. Si veda nota precedente.
8. Si veda nota precedente.

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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 | 01/01/2024 - 31/12/2024 | 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:<br>[1] Per la carica di Presidente del Comitato Sostenibilità. | | | | | | | | | | | | |
| 2 | **Matteo Del Fante** | Amministratore Delegato[1] | 01/01/2024 - 31/12/2024 | appr. bilancio 2025 | | | | | | | | | |
| | (I) Compensi nella società che redige il bilancio | | | | € 1.432.308[2] | | € 458.521 | | € 14.743 | | € 1.905.572 | € 1.321.383 | |
| | (II) Compensi da controllate e collegate | | | | | | | | | | | | |
| | **(III) Totale** | | | | **€ 1.432.308** | | **€ 458.521** | | **€ 14.743** | | **€ 1.905.572** | **€ 1.321.383** | |
| | Note:<br>[1] Anche Direttore Generale dal 1/1/2024 al 28/2/2024.<br>[2] Di cui € 1.230.000 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 € 1.190.000 quale compenso *ex* art. 2389, comma 3, c.c.) e € 202.308 in qualità di Direttore Generale e Dirigente della società. | | | | | | | | | | | | |
| 3 | **Carlo D'Asaro Biondo** | Consigliere | 01/01/2024 - 31/12/2024 | appr. bilancio 2025 | | | | | | | | | |
| | (I) Compensi nella società che redige il bilancio | | | | € 40.000 | € 50.000[1] | | | | | € 90.000 | | |
| | (II) Compensi da controllate e collegate | | | | | | | | | | | | |
| | **(III) Totale** | | | | **€ 40.000** | **€ 50.000** | | | **€ -** | | **€ 90.000** | | |
| | Note:<br>[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 | 01/01/2024 - 31/12/2024 | 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:<br>[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*.<br>[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.

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|---|---|---|---|---|---|---|---|---|
| 5 | **Paolo Marchioni** | Consigliere | 01/01/2024 - 31/12/2024 | appr. bilancio 2025 | | | | |
| | (I) Compensi nella società che redige il bilancio | | | | € 40.000 | € 45.417[1] | | € 85.417 |
| | (II) Compensi da controllate e collegate | | | | € 806 | | | € 806 |
| | **(III) Totale** | | | | **€ 40.806** | **€ 45.417** | **€ -** | **€ 86.223** |

Note:
[1] Di cui € 17.500 per la partecipazione al Comitato Remunerazioni, € 17.500 per la partecipazione al Comitato Sostenibilità e € 10.417 per la carica di Presidente del Comitato Parti Correlate e Soggetti Collegati (quest'ultima carica dal 1/8/24 al 31/12/24).

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 6 | **Matteo Petrella** | Consigliere | 01/01/2024 - 31/12/2024 | 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.

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 7 | **Armando Ponzini** | Consigliere | 01/01/2024 - 31/7/2024 | appr. bilancio 2025 | | | | |
| | (I) Compensi nella società che redige il bilancio | | | | € 23.333 | € 24.792[1] | € 391 | € 48.516 |
| | (II) Compensi da controllate e collegate | | | | | | | |
| | **(III) Totale** | | | | **€ 23.333** | **€ 24.792** | **€ 391** | **€ 48.516** |

Note:
[1] Di cui € 14.584 per la carica di Presidente del Comitato Parti Correlate e Soggetti Collegati e € 10.208 per la partecipazione al Comitato Remunerazioni.

| | | | | | | | | |
|---|---|---|---|---|---|---|---|---|
| 8 | **Patrizia Rutigliano** | Consigliere | 01/01/2024 - 31/12/2024 | 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 | 01/01/2024 - 31/12/2024 | 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.

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## 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[1] | 28/02/2024 - 31/12/2024 | | | | | | | | | | |
| (I) Compensi nella società che redige il bilancio | | | | € 732.131 | | € 1.010.341 | | € 20.232 | | € 1.762.704 | € 438.003 | |
| (II) Compensi da controllate e collegate | | | | | | | | | | | | |
| **(III) Totale** | | | | **€ 732.131** | | **€ 1.010.341** | | **€ 20.232** | | **€ 1.762.704** | **€ 438.003** | |

Note:
[1] Condirettore Generale e Responsabile *Corporate Affairs* dal 1/1/2024 al 28/2/2024.

## 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 | | | | € 6.213.363 | | € 6.091.493 | | € 241.684 | | € 12.546.540 | € 2.804.688 | |
| (II) Compensi da controllate e collegate | | | | [2] | | [3] | | | | | | |
| **(III) Totale** | | | | **€ 6.213.363** | | **€ 6.091.493** | | **€ 241.684** | | **€ 12.546.540** | **€ 2.804.688** | |

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 2024 compensi complessivi maggiori rispetto all'Amministratore Delegato. Sono inclusi (anche con riferimento alle tabelle che seguono) i valori *pro rata temporis* per Giuseppe Lasco in qualità di Condirettore Generale e Responsabile *Corporate Affairs* dal 1/1/2024 al 28/2/2024.
[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 € 988.175.
[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 € 553.966.

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## 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 | 01/01/2024 - 31/12/2024 | appr. bilancio 2024 | | | | | | | | | |
| | (I) Compensi nella società che redige il bilancio | | | | € 80.000 | | | | | | € 80.000 | | |
| | (II) Compensi da controllate e collegate | | | | € 100.363 | | | | | | € 100.363 | | |
| | **(III) Totale** | | | | **€ 180.363** | | | | | | **€ 180.363** | | |
| 2 | **Gianluigi Fiorendi** | Sindaco Effettivo | 01/01/2024 - 31/12/2024 | appr. bilancio 2024 | | | | | | | | | |
| | (I) Compensi nella società che redige il bilancio | | | | € 70.000 | | | | | | € 70.000 | | |
| | (II) Compensi da controllate e collegate | | | | € 8.253 | | | | | | € 8.253 | | |
| | **(III) Totale** | | | | **€ 78.253** | | | | | | **€ 78.253** | | |
| 3 | **Serena Gatteschi** | Sindaco Effettivo | 01/01/2024 - 31/12/2024 | appr. bilancio 2024 | | | | | | | | | |
| | (I) Compensi nella società che redige il bilancio | | | | € 70.000 | | | | | | € 70.000 | | |
| | (II) Compensi da controllate e collegate | | | | € 36.505 | | | | | | € 36.505 | | |
| | **(III) Totale** | | | | **€ 106.505** | | | | | | **€ 106.505** | | |

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## Tabella 3A: piani di incentivazione basati su strumenti finanziari, diversi dalle *stock option*, a favore dei componenti dell'organo di Amministrazione, dei Direttori Generali e degli altri Dirigenti con Responsabilità Strategiche

| | | | Strumenti finanziari assegnati negli esercizi precedenti non vested nel corso dell'esercizio | | Strumenti finanziari assegnati nel corso dell'esercizio | | | | | Strumenti finanziari vested nel corso dell'esercizio e non attribuiti | Strumenti finanziari vested nel corso dell'esercizio e attribuibili | | Strumenti finanziari di competenza dell'esercizio |
|---|---|---|---|---|---|---|---|---|---|---|---|---|---|
| Nome e cognome | Carica | Piano | Numero e tipologia di strumenti finanziari | Periodo di vesting | Numero e tipologia di strumenti finanziari | *Fair value* alla data di assegnazione | Periodo di vesting | Data di assegnazione | Prezzo di mercato all'assegnazione | Numero e tipologia di strumenti finanziari | Numero e tipologia di strumenti finanziari | Valore alla data di maturazione | *Fair Value* |
| (A) | (B) | (1) | (2) | (3) | (4) | (5) | (6) | (7) | (8) | (9) | (10) | (11) | (12) |
| **Matteo Del Fante** | Amministratore Delegato e Direttore Generale fino al 28 febbraio 2024<br>Amministratore Delegato dal 28 febbraio 2024 | | | | | | | | | | | | |
| (I) Compensi nella società che redige il bilancio | | Sistema di incentivazione a breve termine 2024 ("MBO"), per il Personale più rilevante del Patrimonio BancoPosta<br>Delibera Assemblea degli azionisti 31/05/2024 | | | 35.829 *Azioni ordinarie di Poste Italiane S.p.A.* | € 560.430[1] | 5 anni | 26/03/25 | € 15,6418[2] | | 13.028[3] | € 203.781 | € 203.781[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<br>Delibera Assemblea degli azionisti 08/05/2023 | 20.389 *Azioni ordinarie di Poste Italiane S.p.A.* | 5 anni | | | | | | | 8.156[3] | € 127.575 | € 127.575[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<br>Delibera Assemblea degli azionisti 27/05/2022 | 11.712 *Azioni ordinarie di Poste Italiane S.p.A.* | 5 anni | | | | | | | 7.809[3] | € 122.147 | € 122.147[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<br>Delibera Assemblea degli azionisti 28/05/2021 | 4.154 *Azioni ordinarie di Poste Italiane S.p.A.* | 5 anni | | | | | | | 8.306[3] | € 129.921 | € 129.921[4] |
| (I) Compensi nella società che redige il bilancio | | Sistema di incentivazione a breve termine 2020 ("MBO"), per il Personale più rilevante del Patrimonio BancoPosta<br>Delibera Assemblea degli azionisti 15/05/2020 | | | | | | | | | 1.016[3] *Azioni ordinarie di Poste Italiane S.p.A.* | € 15.892 | € 15.892[4] |
| (I) Compensi nella società che redige il bilancio | | Piano ILT Performance Share - 2024-2026<br>Delibera Assemblea degli azionisti 31/05/2024 | | | 140.798 *Azioni ordinarie di Poste Italiane S.p.A.* | € 973.477 | 3 anni | 28/02/24 | € 10,1028[2] | | | | € 372.115 |

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| | | | | | | |
|---|---|---|---|---|---|---|
| (I) Compensi nella società che redige il bilancio | Piano ILT Performance Share - 2023-2025<br><br>Delibera Assemblea degli azionisti 08/05/2023 | 124.930 *Azioni ordinarie di Poste Italiane S.p.A.* | 3 anni | | | € 199.700 |
| (I) Compensi nella società che redige il bilancio | Piano ILT Performance Share - 2022-2024<br><br>Delibera Assemblea degli azionisti 27/05/2022 | 66.279 *Azioni ordinarie di Poste Italiane S.p.A.* | 3 anni | 44.186[3] | € 691.149 | € 150.252 |
| (I) Compensi nella società che redige il bilancio | Piano ILT Performance Share - 2021-2023<br><br>Delibera Assemblea degli azionisti 28/05/2021 | 72.341 *Azioni ordinarie di Poste Italiane S.p.A.* | 3 anni | 14.468[3] | € 226.306 | |
| (I) Compensi nella società che redige il bilancio | Piano ILT Performance Share - secondo ciclo 2020 - 2022<br><br>Delibera Assemblea degli azionisti 28/05/2019 | 7.613 *Azioni ordinarie di Poste Italiane S.p.A.* | 3 anni | 7.614[3] | € 119.097 | |
| (I) Compensi nella società che redige il bilancio | Piano ILT Performance Share - primo ciclo 2019 - 2021<br><br>Delibera Assemblea degli azionisti 28/05/2019 | 14.716 *Azioni ordinarie di Poste Italiane S.p.A.* | 3 anni | | | |
| (I) Compensi nella società che redige il bilancio | Piano di incentivazione di lungo termine ILT Deliver 2022 quinquennale<br><br>Delibera Assemblea degli azionisti 08/05/2023 | | | 59.789 *Azioni ordinarie di Poste Italiane S.p.A.* | € 585.753 | |
| (II) Compensi da controllate e collegate | | | | | | |
| **(III) Totale** | | | **€ 1.533.907** | | **€ 2.221.619** | **€ 1.321.383** |

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.

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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) |
| **Giuseppe Lasco** | Direttore Generale | | | | | | | | | | | | |
| (I) Compensi nella società che redige il bilancio | | Piano ILT Performance Share - 2024-2026<br>Delibera Assemblea degli azionisti 31/05/2024 | | | 81.558 *Azioni ordinarie di Poste Italiane S.p.A.* | € 708.576 | 3 anni | 28/02/24 | € 10,1028[1] | | | | € 244.894 |
| (I) Compensi nella società che redige il bilancio | | Piano ILT Performance Share - 2023-2025<br>Delibera Assemblea degli azionisti 08/05/2023 | 44.599 *Azioni ordinarie di Poste Italiane S.p.A.* | 3 anni | | | | | | | | | € 124.969 |
| (I) Compensi nella società che redige il bilancio | | Piano ILT Performance Share - 2023-2025<br>Delibera Assemblea degli azionisti 08/05/2023 | | | | | | | | | 13.506[2] *Azioni ordinarie di Poste Italiane S.p.A.* | € 211.258 | € 68.139 |
| (II) Compensi da controllate e collegate | | | | | | | | | | | | | |
| **(III) Totale** | | | | | | **€ 708.576** | | | | | | **€ 211.258** | **€ 438.003** |

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 8.104 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 2024 ("MBO"), per il Personale più rilevante del Patrimonio BancoPosta<br><br>Delibera Assemblea degli azionisti 31/05/2024" | | | 28.882 *Azioni ordinarie di Poste Italiane S.p.A.* | € 451.766[1] | 4 / 5 anni | 26/03/25 | € 15,6418[2] | | 11.591[3] | € 181.300 | € 181.300[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<br><br>Delibera Assemblea degli azionisti 08/05/2023" | 11.740 *Azioni ordinarie di Poste Italiane S.p.A.* | 4 / 5 anni | | | | | | | 5.421[3] | € 84.794 | € 84.794[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<br><br>Delibera Assemblea degli azionisti 27/05/2022" | 5.952 *Azioni ordinarie di Poste Italiane S.p.A.* | 4 / 5 anni | | | | | | | 5.022[3] | € 78.553 | € 78.553[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<br><br>Delibera Assemblea degli azionisti 28/05/2021" | 1.320 *Azioni ordinarie di Poste Italiane S.p.A.* | | | | | | | | 2.638[3] | € 41.263 | 41.263[4] |
| (I) Compensi nella società che redige il bilancio | | "Piano ILT Performance Share - 2024-2026<br><br>Delibera Assemblea degli azionisti 31/05/2024" | | | 385.491 *Azioni ordinarie di Poste Italiane S.p.A.* | € 3.246.507 | 3 anni | 28/02/24 | € 10,1028[2] | | | | € 1.290.805 |
| (I) Compensi nella società che redige il bilancio | | "Piano ILT Performance Share - 2023-2025<br><br>Delibera Assemblea degli azionisti 08/05/2023" | 374.760 *Azioni ordinarie di Poste Italiane S.p.A.* | 3 anni | | | | | | | | | € 709.652 |
| (I) Compensi nella società che redige il bilancio | | "Piano ILT Performance Share - 2022-2024<br><br>Delibera Assemblea degli azionisti 27/05/2022" | 21.319 *Azioni ordinarie di Poste Italiane S.p.A.* | 3 anni | | | | | | | 260.753[5] | € 4.078.653 | € 418.321 |

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| | | | | | | |
|---|---|---|---|---|---|---|
| (I) Compensi nella società che redige il bilancio | Piano ILT Performance Share - 2021-2023<br><br>Delibera Assemblea degli azionisti 28/05/2021 | 18.884 *Azioni ordinarie di Poste Italiane S.p.A.* | 3 anni | | 3.777 | € 59.079 |
| (I) Compensi nelle società che redige il bilancio | Piano ILT Performance Share - secondo ciclo 2020 - 2022<br><br>Delibera Assemblea degli azionisti 28/05/2019 | 7.701 *Azioni ordinarie di Poste Italiane S.p.A.* | 3 anni | | 7.701 | € 120.458 |
| (I) Compensi nella società che redige il bilancio | Piano ILT Performance Share - primo ciclo 2019 - 2021<br><br>Delibera Assemblea degli azionisti 28/05/2019 | 4.130 *Azioni ordinarie di Poste Italiane S.p.A.* | 3 anni | | | |
| (I) Compensi nella società che redige il bilancio | Piano di incentivazione di lungo termine ILT Deliver 2022 quinquennale<br><br>Delibera Assemblea degli azionisti 08/05/2023 | | | | 34.813 *Azioni ordinarie di Poste Italiane S.p.A.* | € 341.063 |
| (II) Compensi da controllate e collegate | | | | | | |
| **(III) Totale** | | | | **€ 3.698.274** | **€ 4.985.162** | **€ 2.804.688** |

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 14.212 sottoposte a un periodo di *retention* di 1 anno in coerenza con le previsioni per il personale del Patrimonio BancoPosta e di cui 147.924 sottoposte ad un periodo di *Lock-up* pari a 2 anni.

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## 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 e Direttore Generale fino al 28 febbraio 2024<br>Amministratore Delegato dal 28 febbraio 2024 | | | | | | | | |
| (I) Compensi nella società che redige il bilancio | | MBO 2024 | € 203.787 | € 254.734 | 5 anni | | | | |
| (I) Compensi nella società che redige il bilancio | | MBO 2023 | | | | | € 87.191 | € 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 | |
| (I) Compensi nella società che redige il bilancio | | MBO 2019 | | | | | € 20.539 | | |
| (II) Compensi da controllate e collegate | | | | | | | | | |
| **(III) Totale** | | | **€ 203.787** | **€ 254.734** | | | **€ 107.730** | **€ 402.329** | |
| **Giuseppe Lasco** | Direttore Generale | | | | | | | | |
| (I) Compensi nella società che redige il bilancio | | MBO 2024 | € 707.239 | € 303.102 | 1 anno | | | | |
| (II) Compensi da controllate e collegate | | | | | | | | | |
| **(III) Totale** | | | **€ 707.239** | **€ 303.102** | | | **€ -** | | |
| **Dirigenti con Responsabilità Strategiche** | | | | | | | | | |
| (I) Compensi nella società che redige il bilancio | | MBO 2024 | € 3.739.860 | € 1.815.632 | 1 - 5 anni | | | | |
| (I) Compensi nella società che redige il bilancio | | MBO 2023 | | | | | € 112.016 | € 160.400 | |
| (I) Compensi nella società che redige il bilancio | | MBO 2022 | | | | | € 32.322 | € 111.269 | |
| (I) Compensi nella società che redige il bilancio | | MBO 2021 | | | | | € 38.642 | € 47.545 | |
| (I) Compensi nella società che redige il bilancio | | Piano ILT Deliver 2022 | | | | | € 1.134.506 | | |
| (I) Compensi nella società che redige il bilancio | | Piani ILT SdG Poste Italiane | | € 536.000 | | | € 363.312 | € 1.079.436 | |
| (II) Compensi da controllate e collegate | | | (1) | (2) | | | (3) | (4) | |
| **(III) Totale** | | | **€ 3.739.860** | **€ 2.351.633** | | | **€ 1.680.798** | **€ 1.398.650** | **€ -** |

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 € 178.779.
(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 € 375.186.
(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 € 333.856.
(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 € 643.922.

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# Tabelle informative – schema 7-*ter* CONSOB

## Tabella 1: partecipazioni dei componenti degli organi di Amministrazione di controllo e dei Direttori Generali

| Nome e Cognome | Carica | Società partecipata | Numero azioni possedute a fine 2023 | Numero azioni acquistate nel 2024* | Numero azioni vendute nel 2024 | Numero azioni possedute a fine 2024 | 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. | 90.311 | 79.824 | 34.000 | 136.135 | Proprietà |
| Paolo Marchioni | Consigliere di Amministrazione | POSTE ITALIANE S.P.A. | 500 | 0 | 0 | 500 | Proprietà |
| Giuseppe Lasco | Direttore Generale | POSTE ITALIANE S.P.A. | 7.459 | 46.224 | 27.978 | 25.705 | 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 2023 | Numero azioni acquistate nel 2024* | Numero azioni vendute nel 2024 | Numero azioni possedute a fine 2024 | Titolo del possesso |
|---|---|---|---|---|---|---|
| 14 | POSTE ITALIANE S.P.A. | 104.843 | 258.456 | 179.616 | 183.683 | Proprietà |

* Sono incluse le azioni derivanti dalla consegna dei piani di incentivazione basati su strumenti finanziari di Poste Italiane.

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# Allegato ai sensi dell'art. 84-*bis* del Regolamento Emittenti CONSOB

## Sistema di incentivazione a breve termine 2024 (MBO):

| | | QUADRO 1 | | | | | | |
|---|---|---|---|---|---|---|---|---|
| | | Strumenti finanziari diversi dalle *stock option* | | | | | | |
| | | Sezione 1<br>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** | 31/05/24 | *Azioni ordinarie di Poste Italiane S.p.A.* | 35.829 | 26/03/25 | | € 15,6418 [1] | 5 anni |
| **Dirigenti con Responsabilità Strategiche (n.2)** | | 31/05/24 | *Azioni ordinarie di Poste Italiane S.p.A.* | 28.882 | 26/03/25 | | € 15,6418[1] | 4 / 5 anni |
| **Altri Beneficiari *Risk Taker* (n.13)** | | 31/05/24 | *Azioni ordinarie di Poste Italiane S.p.A.* | 39.090 | 26/03/25 | | € 15,6418[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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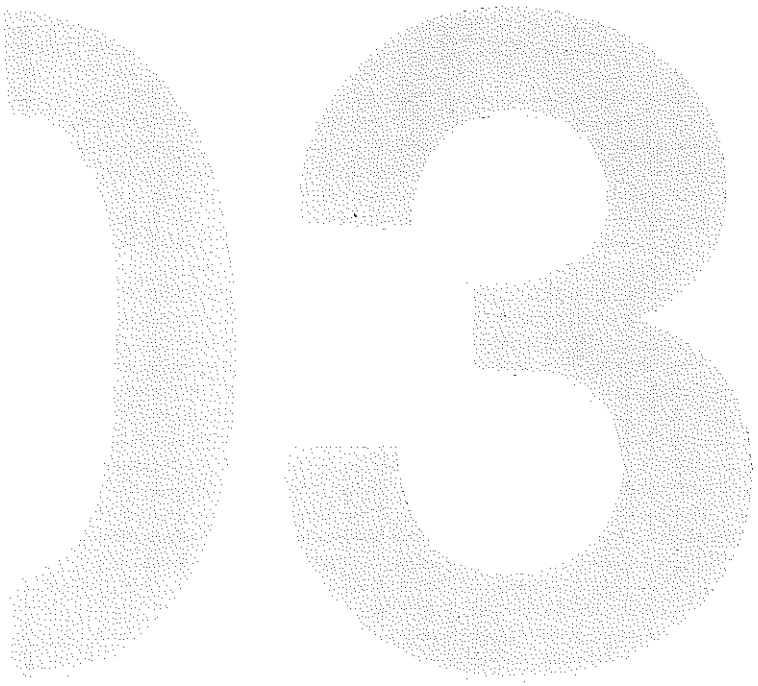

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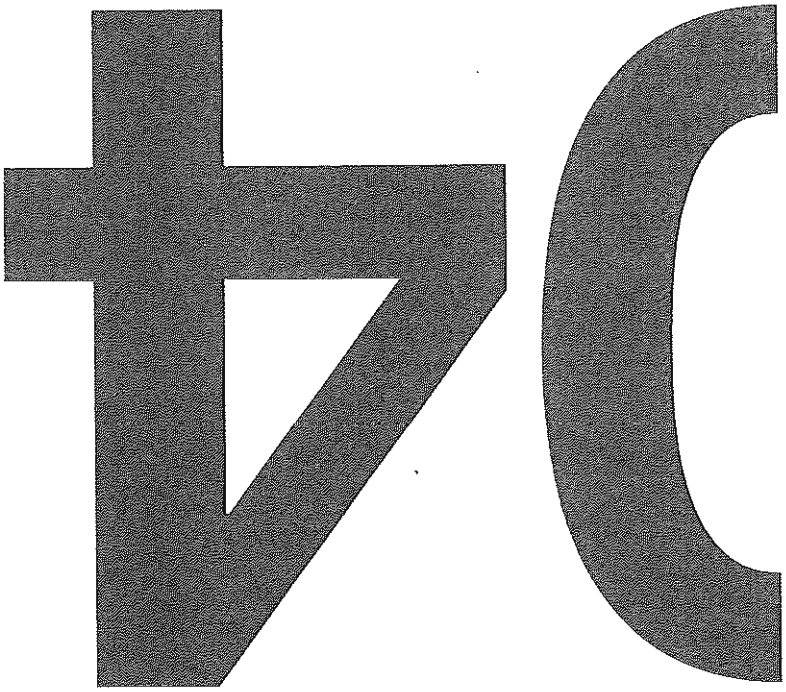

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# 04 Allegato: Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta


Introduzione ..... 118

1. Ambito normativo e di applicazione ..... 119
   - 1.1 Obiettivo del documento 119
   - 1.2 Ambito normativo di riferimento 119
   - 1.3 Ambito di applicazione 120

2. Governo e controllo delle politiche di remunerazione e incentivazione ..... 121
   - 2.1 Ruolo dell'Assemblea degli azionisti 121
   - 2.2 Ruolo del Consiglio di Amministrazione 121
   - 2.3 Ruolo del Comitato Remunerazioni 122
   - 2.4 Compiti e responsabilità delle altre funzioni coinvolte 123
   - 2.5 Processo di determinazione e di controllo delle Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta: sintesi 124
   - 2.6 Identificazione del Personale più rilevante – *Material Risk Takers* 124

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3. Elementi della politica di remunerazione e incentivazione . . . . . 128
3.1 Componenti della remunerazione del Personale più rilevante 128

4. I sistemi di remunerazione e incentivazione del Patrimonio BancoPosta . . . . 131
4.1 Consiglio di Amministrazione 132
4.1.1 Presidente del Consiglio di Amministrazione 133
4.1.2 Amministratore Delegato (AD) 133
4.2 Collegio Sindacale 150
4.3 Personale più rilevante 151
4.4 Personale più rilevante appartenente alle funzioni aziendali di controllo 158
4.5 Pagamenti per la conclusione del rapporto per il Personale più rilevante 159
4.6 Remunerazione del restante Personale BancoPosta (non *Material Risk Takers*) 162
4.7 Meccanismi di aggiustamento *ex-ante* ed *ex-post* (clausole di *malus* e *claw back*) 163

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 e alle attività di supporto al cliente e di trattamento dei reclami . . . . . 166

6. Attuazione della politica in materia di remunerazione e incentivazione del 2024 . . . 170
6.1 *Governance* del processo di remunerazione 170
6.2 Informativa *ex-post* 171

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# Introduzione

Il presente Allegato ("Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta" o "Linee Guida") – in coerenza con la "Relazione sulla politica in materia di remunerazione 2025 e sui compensi corrisposti 2024" 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 2024.

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 2025 del Patrimonio BancoPosta";
- informativa quali-quantitativa relativa all'applicazione delle "Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 del Patrimonio BancoPosta".

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# 1. Ambito normativo e di applicazione

## 1.1 Obiettivo del documento

Le "Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta", in coerenza con la normativa in vigore e con la prima sezione della "Relazione sulla politica in materia di remunerazione 2025 e sui compensi corrisposti 2024" 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.

In particolare, si evidenzia che le previsioni introdotte dal 37° aggiornamento della Circolare 285 del 24 novembre 2021 in tema di soglia di materialità, differimento minimo e principio di neutralità di genere delle politiche di remunerazione erano state già adottate a partire dalle Linee Guida per il 2021.

1. La Circolare n. 285/2013 con il 37° aggiornamento emesso in data 24 novembre 2021, ha recepito le novità introdotte dalla Direttiva (UE) 2019/878 (c.d. CRD V) che, modifica la direttiva 2013/36/UE per quanto riguarda le entità esentate, le società di partecipazione finanziaria, le società di partecipazione finanziaria mista, la remunerazione, le misure e i poteri di vigilanza e le misure di conservazione del capitale. Tale aggiornamento deriva dalla necessità di adeguamento al Regolamento Delegato (UE) 2021/923 della Commissione del 25 marzo 2021, che integra la direttiva 2013/36/UE, con nuove "norme tecniche di regolamentazione" (*Regulatory Technical Standards* - RTS).

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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 (Presidente, Amministratore Delegato, altri Amministratori);
- Collegio Sindacale di Poste Italiane;
- Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane;
- Responsabile della funzione BancoPosta;
- personale delle funzioni aziendali di controllo del Patrimonio BancoPosta;
- altro Personale più rilevante;
- restante personale della funzione BancoPosta non incluso nel Personale più rilevante.

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# 2. Governo e controllo delle politiche di remunerazione e incentivazione

Il processo di elaborazione delle politiche di remunerazione e incentivazione del Patrimonio BancoPosta prevede il coinvolgimento di più ruoli organizzativi, di seguito evidenziati:

- Assemblea degli azionisti di Poste Italiane;
- Consiglio di Amministrazione di Poste Italiane;
- Comitato Remunerazioni di Poste Italiane;
- Responsabile della funzione BancoPosta e i Responsabili delle funzioni *Risk Management*, *Compliance* e Revisione Interna del Patrimonio BancoPosta;
- Responsabile della funzione *HR Business Partner* Vigilate, nell'ambito della funzione Risorse Umane e Organizzazione di Poste Italiane (di seguito *HR Business Partner* Vigilate).

## 2.1 Ruolo dell'Assemblea degli azionisti

In particolare, l'Assemblea degli azionisti, con riguardo al Patrimonio BancoPosta, in coerenza con quanto definito con riferimento a Poste Italiane, approva:

- le politiche di remunerazione e incentivazione a favore dei componenti degli organi con funzione di supervisione strategica, gestione e controllo e del restante personale;
- i piani basati su strumenti finanziari;
- nell'ambito delle politiche di remunerazione e incentivazione di cui sopra, i criteri per la determinazione del compenso da accordare in caso di conclusione anticipata del rapporto di lavoro o di cessazione anticipata dalla carica, ivi compresi i limiti fissati a detto compenso in termini di annualità della remunerazione e l'ammontare massimo che deriva dalla loro applicazione.

In linea con le previsioni del Regolamento del Patrimonio BancoPosta, l'Assemblea degli azionisti può deliberare sull'eventuale proposta dell'organo con funzione di supervisione strategica di fissare un limite al rapporto tra la componente variabile e quella fissa della remunerazione individuale superiore a 1:1 e, in ogni caso, entro i limiti massimi definiti dalla regolamentazione applicabile. A tal proposito, si ricorda che l'Assemblea degli azionisti del 28 maggio 2021 ha approvato la proposta di innalzamento dell'incidenza massima della remunerazione variabile sulla remunerazione fissa dall'1:1 al 2:1, per alcune categorie appartenenti al Personale più rilevante del Patrimonio BancoPosta.

## 2.2 Ruolo del Consiglio di Amministrazione

Il Consiglio di Amministrazione di Poste Italiane su proposta del Comitato Remunerazioni, sentito il Comitato Controllo e Rischi, per quanto di competenza, tra l'altro:

- elabora le "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta" da sottoporre, almeno su base annuale, all'approvazione dell'Assemblea;
- definisce i sistemi di remunerazione e incentivazione nei confronti dei *Material Risk Takers* (o Personale più rilevante), come identificati dalla Società, in base a quanto previsto dalle Disposizioni di Vigilanza;
- approva le Linee Guida di identificazione del Personale più rilevante e il relativo perimetro dei *Material Risk Takers*;
- monitora, con il supporto del Comitato Remunerazioni, la neutralità delle politiche di remunerazione rispetto al genere e sottopone a verifica il divario retributivo di genere (*gender pay gap*) e la sua evoluzione nel tempo.

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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.

Il Comitato, attraverso il suo Presidente, riferisce al Consiglio di Amministrazione in merito alle attività svolte dal Comitato ogni qualvolta lo ritenga necessario.

2. In tal senso si faccia riferimento anche gli Orientamenti per sane politiche di remunerazione ai sensi della direttiva 2013/36/UE emanate da EBA il 2 luglio 2021.



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Il Comitato 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 2025 del Patrimonio BancoPosta" attraverso il supporto di seguito indicato.

La **funzione *HR Business Partner* Vigilate**, attivata dal Responsabile BancoPosta, supporta il processo di formulazione della proposta delle "Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 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 2025 del Patrimonio BancoPosta" e degli obiettivi assegnati rispetto a quanto indicato dalla normativa di riferimento e dal Regolamento del Patrimonio BancoPosta.

La **funzione *Risk Management***, con il supporto della struttura Amministrazione, Pianificazione e Controllo di BancoPosta, contribuisce alla definizione degli indicatori economico-finanziari corretti per il rischio da inserire nei sistemi d'incentivazione, in linea con la situazione di patrimonializzazione e di liquidità del Patrimonio BancoPosta, i rischi assunti nel corso delle sue attività e i livelli di *performance* raggiunti e, conseguentemente, fornisce al Comitato Remunerazioni le informazioni che il Comitato stesso ritiene necessarie per garantire la coerenza con il *Risk Appetite Framework* ("RAF") del Patrimonio BancoPosta in linea con le indicazioni presenti nelle Disposizioni di Vigilanza emanate da Banca d'Italia. Il Responsabile della funzione *Risk Management* è, pertanto, invitato alle riunioni del Comitato Remunerazioni laddove siano trattate tematiche con un impatto sulla gestione del rischio e sui livelli di patrimonializzazione e di liquidità del Patrimonio BancoPosta.

La **funzione Revisione Interna** verifica, con cadenza almeno annuale, la rispondenza delle Linee Guida approvate alle prassi di remunerazione e alla normativa di riferimento. Ha la responsabilità di segnalare le eventuali anomalie agli organi aziendali e alle funzioni competenti, in maniera tale da consentire l'adozione delle misure correttive considerate necessarie. Gli esiti della verifica condotta sono portati annualmente a conoscenza dell'Assemblea degli azionisti.

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# 2.5 Processo di determinazione e di controllo delle Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta: sintesi

Il processo decisionale per la definizione delle "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta" prevede il seguente *iter*:

- il **Responsabile della funzione BancoPosta**, con il supporto della funzione *HR Business Partner* Vigilate, formula le indicazioni per l'elaborazione delle "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta". Tali indicazioni, validate dalle funzioni *Compliance* e *Risk Management*, al fine di accertarne rispettivamente la conformità alla normativa e alle politiche di governo e di gestione del rischio, vengono sottoposte, d'intesa con l'Amministratore Delegato, al Comitato Remunerazioni;
- il **Comitato Remunerazioni** ha il ruolo di svolgere le specifiche funzioni di supporto al Consiglio di Amministrazione, ad esso assegnate dalle Disposizioni di Vigilanza emanate da Banca d'Italia. La composizione, i compiti e il funzionamento del Comitato Remunerazioni sono disciplinati in dettaglio dal relativo regolamento organizzativo;
- il **Comitato Controllo e Rischi** accerta che gli incentivi sottesi al sistema di remunerazione e incentivazione del Patrimonio BancoPosta siano coerenti con il *Risk Appetite Framework* del Patrimonio stesso - sia *ex ante* sia *ex post* - anche sulla base dell'informativa ricevuta dal Responsabile della funzione *Risk Management*. Si segnala, inoltre, che il **Comitato Parti Correlate e Soggetti Collegati**, in linea con quanto al riguardo previsto dalla "Linea Guida Gestione delle operazioni con Parti Correlate e Soggetti Collegati" adottata da Poste Italiane, esprime il proprio parere sulle deliberazioni in materia di remunerazioni, qualora le stesse non siano conformi alle "Linee Guida in materia di remunerazione e incentivazione del Patrimonio BancoPosta" di volta in volta in essere relativamente ai Dirigenti con Responsabilità Strategiche;
- il **Consiglio di Amministrazione** sottopone all'Assemblea degli azionisti e riesamina, con cadenza almeno annuale, le "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta" (con particolare riferimento alle disposizioni relative al Personale più rilevante) ed è responsabile della loro corretta attuazione. Si può avvalere dei pareri emessi dalle funzioni suddette, dal Comitato Remunerazioni e dal Comitato Controllo e Rischi, purché sia garantita la coerenza con le politiche della Società e con le scelte complessive del Patrimonio BancoPosta in termini di assunzione di rischi, strategie, obiettivi di lungo periodo, assetto di governo societario e dei controlli interni. Presidente e Amministratore Delegato si astengono dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito;
- **l'Assemblea degli azionisti**, a conclusione del processo descritto, approva le "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta";
- con frequenza almeno annuale, la **funzione Revisione Interna** verifica la rispondenza delle Linee Guida approvate alle prassi di remunerazione, così come definito nel paragrafo "2.4 Compiti e responsabilità delle altre funzioni coinvolte", e alla normativa. Il risultato della verifica viene portato a conoscenza degli organi e delle funzioni competenti per l'adozione di eventuali misure correttive.

# 2.6 Identificazione del Personale più rilevante – *Material Risk Takers*

Con riferimento alle attività del Patrimonio BancoPosta, alcune posizioni di responsabilità e i relativi titolari sono identificati come Personale più rilevante (*Material Risk Takers, Risk Takers o MRTs*) in quanto l'attività svolta ha o può avere un impatto sostanziale sul profilo di rischio del Patrimonio BancoPosta.

Il processo di individuazione dei MRTs è basato sull'analisi puntuale delle posizioni di responsabilità all'interno dell'organizzazione al fine di valutarne la rilevanza in termini di assunzione di rischi.

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L'analisi viene condotta sulla base di quanto disciplinato nelle "Linee Guida di identificazione del Personale più rilevante riferito al Patrimonio BancoPosta" e ai sensi della normativa vigente[3]. Le "Linee Guida di identificazione del Personale più rilevante riferito al Patrimonio BancoPosta" sono state, da ultimo, aggiornate e approvate dal Consiglio di Amministrazione nella sua adunanza del 26 marzo 2025.

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 1.
Fasi del Processo di identificazione del Personale più rilevante

Si ricorda che il processo di identificazione dei MRTs di seguito descritto prevede il coinvolgimento di più ruoli organizzativi:

- il Consiglio di Amministrazione approva il processo di identificazione; assicura che tale processo sia condotto nel continuo per identificare i *MRTs*, coerentemente con le previsioni delle linee guida EBA, al fine di assicurare che sia identificato nel perimetro chiunque abbia ricoperto un ruolo con impatto rilevante sui rischi del Patrimonio BancoPosta. Inoltre, approva gli esiti dell'eventuale processo di esclusione e ne rivede periodicamente i relativi criteri;
- il Comitato Remunerazioni si esprime, sentito il Comitato Controllo e Rischi e avvalendosi del contributo della funzione *Risk Management*, sugli esiti del processo di identificazione ivi comprese le eventuali esclusioni di individui identificati dai criteri quantitativi;
- il Responsabile BancoPosta, per il tramite della funzione *Risk Management*, avvia il processo di identificazione del Personale più rilevante, attivando i contributi delle funzioni HR *Business Partner* Vigilate e *Compliance*.

Il processo di identificazione dei *Material Risk Takers* di BancoPosta, relativamente alla **Fase 1 – Identificazione diretta dei *Risk Takers*,** è riconducibile ad una identificazione sulla base dei requisiti qualitativi indicati dalla Circolare 285/13 Parte I Titolo IV, capitolo 2, Sezione 1, paragrafo 6 e dal Regolamento Delegato (UE) 2021/923 della Commissione del 25 marzo 2021, descritti nelle "Linee Guida Identificazione del Personale più rilevante riferito al Patrimonio BancoPosta".

In particolare, la normativa prevede che l'identificazione in questione avvenga includendo alcuni soggetti specifici, secondo i seguenti criteri:

- tutti i membri dell'organo con funzione di supervisione strategica e di gestione e l'alta dirigenza[4];
- tutti membri del personale con responsabilità manageriali[5] sulle funzioni di controllo o sulle unità operative/aziendali rilevanti dell'ente[6];

3. Direttiva (UE) 2019/878 recepita nell'ordinamento italiano con l'art. 10 della Legge del 22 aprile 2021 n. 53;
Disposizioni di Vigilanza per le Banche, Parte Prima, Titolo IV, Capitolo 2 "Politiche e Prassi di Remunerazione ed Incentivazione; Regolamento Delegato (UE) 2021/923 della Commissione del 25 marzo 2021 che sostituiscono il Regolamento Delegato (UE) n. 604/2014 precedentemente vigente.
4. Cfr. Circolare 285/12, Parte Prima, Titolo IV - Capitolo 2 - Sezione I – Par. 6 "Identificazione del "Personale più rilevante" e art. 92, paragrafo 3 lettera a, direttiva 2013/36/UE (CRD IV) come modificati dalla direttiva 2019/878/UE. Per un dettaglio maggiore si rimanda al testo della Direttiva.
5. Ai sensi dell'art. 1 del Reg. UE 923/2021 si intendono soggetti con Responsabilità Manageriali coloro che: a) sono a capo di un'unità operativa o di una funzione di controllo e rispondono direttamente all'organo di gestione nel suo complesso o a un suo membro, o all'alta dirigenza.
6. Cfr. Circolare 285/12, Parte Prima, Titolo IV - Capitolo 2 - Sezione I – Par. 6 "Identificazione del Personale più rilevante" e art. 92, paragrafo 3 lettera b, direttiva 2013/36/UE (CRD IV) come modificati dalla direttiva 2019/878/UE. Per un dettaglio maggiore si rimanda al testo della Direttiva.

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- il membro del personale che ha responsabilità manageriali per quanto riguarda determinati ambiti[7] (gli affari giuridici; la solidità delle politiche e delle procedure contabili; le finanze, compresa la fiscalità e il *budgeting*; l'esecuzione di analisi economiche; la prevenzione del riciclaggio e del finanziamento del terrorismo; le risorse umane; lo sviluppo o l'attuazione della politica di remunerazione; le tecnologie dell'informazione; la sicurezza delle informazioni; la gestione degli accordi di esternalizzazione di funzioni essenziali o importanti di cui all'articolo 30, paragrafo 1, del regolamento delegato (UE) 2017/565 della Commissione);
- il membro del personale che ha responsabilità manageriali per una delle categorie di rischio di cui agli articoli da 79 a 87 della direttiva 2013/36/UE o è membro con diritto di voto di un comitato responsabile della gestione di una delle categorie di rischio di cui ai suddetti articoli[8];
- il membro del personale che, in relazione alle esposizioni al rischio di credito di importo nominale per operazione corrispondente allo 0,5% del capitale primario di classe 1 dell'ente e pari ad almeno 5 milioni di euro, ha il potere di adottare, approvare o porre il veto su decisioni riguardanti tali esposizioni al rischio di credito oppure è membro con diritto di voto di un comitato che ha il potere di prendere le decisioni di cui alla presente lettera[9];
- il membro del personale che ha il potere di approvare o vietare l'introduzione di nuovi prodotti o è membro di un comitato che ha il potere di farlo[10].

Relativamente alla **Fase 2 – Applicazione criteri quantitativi,** la normativa nazionale e comunitaria di riferimento, come sopra identificata, in aggiunta ai criteri cosiddetti qualitativi di cui alla Fase 1 - Identificazione diretta dei *Risk Takers*, intende considerare rilevanti i membri del Personale BancoPosta che soddisfino uno o più dei criteri quantitativi distintamente previsti dalle normative applicabili.

In particolare, sono identificati:
- i membri del personale BancoPosta che hanno avuto diritto a una remunerazione significativa nell'esercizio precedente, purché siano rispettate le condizioni seguenti[11]:
  i. la remunerazione del membro del personale BancoPosta è pari o superiore a 500.000 euro e pari o superiore alla remunerazione media corrisposta ai membri dell'organo di gestione e dell'alta dirigenza dell'ente di cui alla lettera a)[12];
  ii. il membro del personale BancoPosta svolge l'attività professionale all'interno di un'unità operativa/aziendale rilevante e l'attività è tale da avere un impatto significativo sul profilo di rischio della pertinente unità operativa/aziendale;
- i membri del personale BancoPosta ai quali è stata attribuita una retribuzione complessiva pari o superiore a 750.000 euro nell'esercizio finanziario precedente o per tale esercizio[13].

Attraverso l'analisi sopra descritta basata sui sopra richiamati criteri qualitativi e quantitativi, viene definito il perimetro complessivo dei *Material Risk Takers* del Patrimonio BancoPosta.

Qualora BancoPosta, in relazione ai soli MRTs identificati in base ai criteri quantitativi, ritenga di poter legittimamente escludere uno o più soggetti identificati, l'eventuale esclusione, seguirà il processo di seguito descritto, in conformità con quanto previsto dalla Circolare 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.

7. Cfr. art. 5, lettera a, del Regolamento (UE) 2021/923 della Commissione del 25 marzo 2021. Per un dettaglio maggiore si rimanda al testo del Regolamento.
8. Cfr. art. 5, lettera b, del Regolamento (UE) 2021/923 della Commissione del 25 marzo 2021. Per un dettaglio maggiore si rimanda al testo del Regolamento.
9. Cfr. art. 5, lettera c, del Regolamento (UE) 2021/923 della Commissione del 25 marzo 2021. Per un dettaglio maggiore si rimanda al testo del Regolamento.
10. Cfr. art. 5, lettera f, del Regolamento (UE) 2021/923 della Commissione del 25 marzo 2021. Per un dettaglio maggiore si rimanda al testo del Regolamento.
11. Cfr. art. 92, paragrafo 3 lettera c, direttiva 2013/36/UE (CRD IV) come modificati dalla direttiva 2019/878/UE. Per un dettaglio maggiore si rimanda al testo della Direttiva.
12. Cfr. art. 92, paragrafo 3 lettera a, direttiva 2013/36/UE (CRD IV) come modificati dalla direttiva 2019/878/UE. Per un dettaglio maggiore si rimanda al testo della Direttiva.
13. Cfr. art. 6 del Regolamento (UE) 2021/923 della Commissione del 25 marzo 2021, per il testo completo.
14. Tale condizione è valutata sulla base di criteri oggettivi, che tengano conto di tutti gli indicatori di rischio e di *performance* pertinenti utilizzati dall'ente per l'identificazione, la gestione e la sorveglianza dei rischi a norma dell'articolo 74 della direttiva 2013/36/UE, e sulla base dei doveri e dei poteri del membro del Personale o della categoria di Personale e del loro impatto sul profilo di rischio dell'ente rispetto all'impatto delle attività professionali dei membri del Personale individuati in base ai criteri qualitativi.



517

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In particolare, la metodologia consta di due dimensioni applicative: una dimensione organizzativa, che tiene conto della capacità di indirizzo organizzativo del ruolo e dei poteri delegati al titolare, attribuendo uno specifico *score* in relazione ad ogni razionale considerato e una dimensione di rischio, che tiene conto degli specifici pesi attribuiti a ciascuna tipologia di rischio considerata[15].

Nel caso in cui l'esclusione riguardi personale identificato come rilevante per i criteri quantitativi riferibili al Regolamento (UE) 2021/923, come descritti precedentemente, è necessario procedere tempestivamente – e in ogni caso entro sei mesi dalla chiusura dell'esercizio precedente – alla presentazione di una istanza di autorizzazione preventiva[16] all'esclusione di cui all'articolo 6, paragrafo 3, del Regolamento delegato (UE) n. 923/2021.

L'applicazione del processo descritto, così come approvato dal C.d.A. del 26 marzo 2025, ha portato all'identificazione di 46 MRTs.

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;
- 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 2024, il numero totale dei *Risk Takers* è incrementato di 1 posizione in seguito a variazioni del perimetro riconducibili a modifiche dell'assetto organizzativo.

15. Per maggiori dettagli sul processo di esclusione, cfr. "Linee Guida di identificazione del Personale più rilevante riferito al Patrimonio BancoPosta".
16. Tale istanza di autorizzazione, in conformità ai nuovi RTS stabiliti dal Regolamento (UE) 923/2021, non deve essere presentata con riferimento al personale la cui remunerazione complessiva sia compresa tra 500.000 e 750.000 euro lordi.
17. Per l'applicazione dei criteri quantitativi sono stati utilizzati: Remunerazione fissa per l'esercizio precedente; stima della Remunerazione variabile a breve e medio lungo termine il cui periodo di *performance* si è concluso al termine dell'esercizio precedente; eventuali erogazioni *Una Tantum* riferite all'esercizio precedente.

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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, secondo quanto prescritto dalle disposizioni di vigilanza emanate dalla Banca d'Italia, è tenuto a non avvalersi di strategie di copertura personale o di assicurazioni sulla retribuzione o su altri aspetti che possono alterare o inficiare gli effetti di allineamento al rischio insiti nei meccanismi della remunerazione variabile. Quanto sopra è confermato attraverso specifiche pattuizioni con il personale interessato.

### La Remunerazione fissa

La remunerazione fissa, di natura stabile e definita sulla base di criteri prestabiliti – che non creano incentivi all'assunzione di rischi e non dipendono dalle *performance* del Patrimonio BancoPosta – è costituita da una componente monetaria ("retribuzione fissa") e da una componente "in natura" ("*benefit*"). Per il Responsabile *Risk Management*, per il Responsabile *Compliance* e per il Responsabile Revisione Interna sono riconosciute *Role Based Allowance* o Indennità di Ruolo.

La retribuzione fissa ricompensa il ruolo ricoperto e l'ampiezza delle responsabilità del personale, rispecchiando l'esperienza e le capacità richieste per ciascuna posizione, nonché il grado di eccellenza dimostrato e la qualità complessiva del contributo ai risultati del Patrimonio BancoPosta. La verifica dei livelli di adeguatezza avviene anche sulla base di valutazioni relative al mercato di riferimento. Si ricorda che periodicamente BancoPosta monitora l'evoluzione delle dinamiche retributive, anche rispetto al trend del settore.

Posto che l'approvazione delle "Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 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 remunerazione fissa in quanto sono disciplinati da specifiche linee guida che prevedono l'applicazione di criteri comuni rispetto alle complessità dei ruoli ricoperti e alle specifiche categorie di dipendenti. Tali componenti hanno natura stabile rispetto alla permanenza nella fascia manageriale o professionale di appartenenza, determinata e corrisposta sulla base di criteri prestabiliti e non discrezionali.

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# La Remunerazione variabile

La remunerazione variabile è direttamente collegata alle *performance* di BancoPosta nonché a quelle individuali del personale, tenuto conto dei rischi assunti nel corso dell'attività (può quindi ridursi sensibilmente, fino ad azzerarsi); la remunerazione variabile può essere assegnata o erogata a condizione che i livelli patrimoniali e di liquidità siano almeno pari ai limiti regolamentari, tenendo anche conto del costo complessivo delle remunerazioni variabili stesse.

In conformità con quanto previsto dalle vigenti disposizioni normative e dalle politiche della Società, la componente variabile in favore del Personale più rilevante rispetta le seguenti caratteristiche:

i. viene determinata attraverso l'utilizzo di indicatori di *performance*, è misurata tenendo conto del livello di rischio assunto ed è coerente con la propensione al rischio definita (*Risk Appetite Framework*) e con le politiche di governo e di gestione dei rischi adottate;
ii. viene sottoposta a meccanismi di correzione *ex-post* che, sulla base dei risultati conseguiti e dei comportamenti individuali, possono condurre a una riduzione, anche significativa, fino all'azzeramento o alla restituzione di quanto erogato, con riferimento alla remunerazione variabile stessa.

La remunerazione variabile è costituita dalle seguenti componenti:

- sistema di incentivazione a breve termine (MBO), con l'obiettivo di collegare la componente variabile della remunerazione ai risultati aziendali di breve periodo, nonché a quelli di funzione e a quelli individuali (prevedendo, inoltre, una stretta correlazione con la prestazione resa, anche con riferimento ai comportamenti attesi);
- sistema di incentivazione a lungo termine, Piano ILT *Performance Share* 2025-2027 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, al fine di rafforzare l'allineamento con gli interessi degli azionisti, è prevista l'applicazione del meccanismo del *dividend equivalent*, che stabilisce, per tutte le quote azionarie soggette a *retention*, la consegna di un numero di Azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario, durante i periodi di *retention*, per le Azioni non ancora disponibili.

In linea con le previsioni normative, il Patrimonio BancoPosta ha provveduto a identificare il livello di remunerazione variabile che rappresenta il limite per considerare l'importo della remunerazione variabile come "particolarmente elevato", al cui conseguimento vengono applicate previsioni più stringenti con riferimento al differimento. A tal fine, il valore preso in considerazione è dato dal 25% della remunerazione complessiva media degli *high earners* italiani (risultante dal rapporto pubblicato dall'EBA 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 2025 del Patrimonio BancoPosta".

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# Rapporto tra la remunerazione variabile e remunerazione fissa

Si ricorda che l'Assemblea degli azionisti del 28 maggio 2021 ha approvato la proposta di innalzamento dell'incidenza massima della remunerazione variabile sulla remunerazione fissa dall'1:1 fino ad un massimo del 2:1, per alcune categorie appartenenti al Personale più rilevante del Patrimonio BancoPosta.

Di seguito sono riportati i ruoli interessati dalla decisione, specificando le funzioni di appartenenza e la numerosità massima delle risorse coinvolte:

- Amministratore Delegato, Responsabile BancoPosta e *Senior Management* (*Material Risk Takers* identificati tra i responsabili delle principali funzioni di *business* nell'ambito del Patrimonio BP), per un massimo di 10 individui si prevede il limite del 2:1;
- funzioni responsabili di rischi specifici, altri *Material Risk Takers*, non appartenenti al *Senior Management*, che hanno una responsabilità di un'unità operativa/aziendale rilevante, per un massimo di 10 individui si prevede il limite dell'1,5:1.

L'adozione di un rapporto massimo del 2:1 è collegata a una politica di remunerazione e incentivazione che riflette e promuove una gestione sana e prudente del rischio, considera indicatori di *performance risk adjusted* e non incoraggia una assunzione di rischi superiori alle soglie di tolleranza definite nel *RAF*, oltre ad essere in linea con la strategia, gli obiettivi, i valori e gli interessi a lungo termine di BancoPosta e del Gruppo Poste Italiane.

Le ragioni della suddetta proposta di innalzamento hanno trovato fondamento nella volontà di motivare le risorse al raggiungimento degli obiettivi del Patrimonio BancoPosta, abilitando la possibilità di attivare una strategia di remunerazione fortemente improntata sull'allineamento con risultati duraturi e sostenibili e, nel contempo, flessibile, per attrarre e mantenere competenze chiave e incentivare al conseguimento di obiettivi coerenti con la strategia di rischio declinata nel Piano Strategico. Tutto ciò in linea con la prassi più diffusa delle società *peer* e senza impattare sui costi fissi.

La stretta correlazione tra i sistemi di incentivazione e la tutela dei requisiti prudenziali in termini di capitale e liquidità è garantita dalla previsione di attivazione dei piani di incentivazione solo a valle della verifica del rispetto delle soglie dei requisiti patrimoniali e di liquidità previste nel RAF del Patrimonio BancoPosta per ciascun anno di riferimento, definite ricomprendendo gli accantonamenti derivanti dai maggiori costi correlati alla remunerazione variabile, in aggiunta a ulteriori condizioni specifiche per i singoli piani di incentivazione.

Si evidenzia, inoltre, come l'adozione di un rapporto massimo 2:1 tra la remunerazione variabile e quella fissa mantiene, anche per il 2025, 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 2025 i soggetti coinvolti sono i seguenti:

- Amministratore Delegato per cui si conferma il limite del 2:1;
- Responsabile BancoPosta per cui si conferma il limite del 2:1;
- 5 soggetti appartenenti alla categoria del *Senior Management* e altri *Material Risk Takers* non appartenenti alle funzioni di controllo con un limite, in via prudenziale per il 2025, dell'1,5:1.

Resta inteso che il rapporto tra componente variabile e componente fissa della remunerazione per il personale appartenente alle funzioni aziendali di controllo non può eccedere il limite di un terzo.



521

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# 4.
# I sistemi di remunerazione e incentivazione del Patrimonio BancoPosta

I sistemi di remunerazione e incentivazione di seguito descritti per il Presidente del Consiglio di Amministrazione, l'Amministratore Delegato, gli altri Amministratori e il Collegio Sindacale coincidono con quanto descritto nella "Relazione sulla politica in materia di remunerazione 2025" di Poste Italiane. Gli organi sopra citati svolgono le funzioni di gestione, di supervisione strategica e di controllo per il Patrimonio BancoPosta senza ricevere ulteriore remunerazione rispetto a quella riconosciuta in qualità di Amministratori o Sindaci di Poste Italiane S.p.A.

Si sottolinea, inoltre, che restano fermi i poteri attribuiti all'Assemblea di Poste Italiane S.p.A. che ha la responsabilità di definire i compensi ex art. 2389, comma 1, c.c. spettanti ai membri del Consiglio di Amministrazione all'atto della nomina[18]. Si ricorda, infine, che lo Statuto della Società prevede che il Consiglio di Amministrazione abbia la responsabilità di definire il pacchetto retributivo degli Amministratori investiti di particolari cariche, *ex* art. 2389, comma 3, c.c. su proposta del Comitato Remunerazioni e sentito il Collegio Sindacale.

L'Assemblea e il Consiglio di Amministrazione, ciascuno secondo gli ambiti di propria competenza, hanno stabilito, come di seguito illustrato più nel dettaglio, i compensi spettanti al Presidente del Consiglio di Amministrazione, all'Amministratore Delegato (AD) e agli altri membri del Consiglio di Amministrazione.

Resta inteso che, coerentemente con le previsioni di legge, il Presidente e l'Amministratore Delegato si astengono dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito.

È esclusiva responsabilità dell'Assemblea ordinaria di Poste Italiane approvare le "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta" o eventuali modifiche alle stesse.

Nei paragrafi che seguono viene descritta la politica retributiva per le seguenti categorie di soggetti:
- Presidente del Consiglio di Amministrazione;
- Amministratore Delegato;
- altri Amministratori;
- Collegio Sindacale;
- Personale più rilevante;
- funzioni aziendali di controllo (*Risk Management*, *Compliance* e Revisione Interna);
- restante personale di BancoPosta.

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 polizze assicurativa infortuni extra professionali e D&O (quest'ultima riconosciuta anche per i dipendenti).

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# 4.1 Consiglio di Amministrazione

La politica remunerativa per i componenti del Consiglio di Amministrazione è differenziata tra:
- Presidente del Consiglio di Amministrazione;
- Amministratore Delegato (AD);
- altri Amministratori.

In via generale e per tutti i componenti del Consiglio di Amministrazione, l'Assemblea degli azionisti, in data 8 maggio 2023, ha definito – sulla base di una proposta presentata dall'Azionista di controllo Ministero dell'Economia e delle Finanze – i compensi ex art. 2389, comma 1, c.c. spettanti ai membri del Consiglio di Amministrazione per il mandato 2023-2025.

Non sono previsti gettoni di presenza per la partecipazione alle riunioni consiliari e alle riunioni dei Comitati endoconsiliari.

Resta inteso che per il Presidente del Consiglio di Amministrazione e gli altri Amministratori, ad eccezione dell'Amministratore Delegato, la remunerazione non è in alcun modo collegata ai risultati conseguiti da Poste Italiane.

Coerentemente con le previsioni di legge, Presidente e Amministratore Delegato si astengono dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito.

In particolare, la remunerazione degli altri Amministratori prevede una componente fissa, a titolo di emolumento, stabilita dall'Assemblea degli azionisti per tutta la durata del mandato. Come sopra indicato, l'Assemblea degli azionisti dell'8 maggio 2023, per il mandato 2023-2025, ha deliberato i compensi ai sensi dell'art. 2389, comma 1, c.c. pari a € 40.000 lordi annui (fatto salvo quanto precisato al paragrafo riferito al Presidente del Consiglio di Amministrazione). Non è prevista alcuna forma di remunerazione variabile.

Agli Amministratori sono rimborsate le spese sostenute nell'assolvimento del mandato, nei limiti stabiliti dal Consiglio di Amministrazione.

Il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni e sentito il parere del Collegio Sindacale, nell'adunanza del 28 giugno 2023, ha determinato i compensi aggiuntivi per gli Amministratori che sono stati nominati quali componenti dei Comitati endoconsiliari, in funzione della carica assegnata. Tali compensi definiti in continuità con il mandato precedente, sono di seguito riportati:

Figura 2.
Compensi Comitati endoconsiliari

| | | Compenso |
|---|---|---|
| **Comitato Remunerazioni** | Presidente | **25.000** euro |
| | Membro | **17.500** euro |
| **Comitato Nomine e *Corporate Governance*** | Presidente | **25.000** euro |
| | Membro | **17.500** euro |
| **Comitato Controllo e Rischi** | Presidente | **35.000** euro |
| | Membro | **25.000** euro |
| **Comitato Parti Correlate e Soggetti Collegati** | Presidente | **25.000** euro |
| | Membro | **17.500** euro |
| **Comitato Sostenibilità** | Presidente | **25.000** euro |
| | Membro | **17.500** euro |

523

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### 4.1.1 Presidente del Consiglio di Amministrazione

La retribuzione del Presidente del Consiglio di Amministrazione prevede una componente fissa quale emolumento definito dall'Assemblea degli azionisti dell'8 maggio 2023, per il mandato 2023-2025, ai sensi dell'art. 2389, comma 1, c.c. pari a € 60.000 lordi annui.

In aggiunta a quanto sopra, il Consiglio di Amministrazione in data 28 giugno 2023 ha definito, per il mandato 2023-2025, su proposta del Comitato Remunerazioni e sentito il Collegio Sindacale, un compenso per il Presidente del Consiglio di Amministrazione (ex art. 2389, comma 3 c.c.). Tale compenso aggiuntivo è pari a € 420.000 lordi annui. Non è prevista alcuna forma di remunerazione variabile.

Al Presidente sono rimborsate le spese sostenute nell'assolvimento del mandato, nei limiti stabiliti dal Consiglio di Amministrazione.

Coerentemente con le previsioni di legge, il Presidente si astiene dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito.

A completamento del pacchetto retributivo sono previsti alcuni *benefit* nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato.

### 4.1.2 Amministratore Delegato (AD)

La remunerazione dell'Amministratore Delegato è composta da una componente fissa, una componente variabile di breve termine e una componente variabile di lungo termine.

Sono previsti, inoltre, alcuni *benefit* nel rispetto delle normative applicabili e tenuto conto delle prassi di mercato.

Il *Pay Mix* dell'AD, unitamente all'orizzonte temporale di riconoscimento della remunerazione variabile e al bilanciamento fra la componente monetaria e la componente azionaria, nell'ipotesi di conseguimento dei risultati a livello "massimo", è articolato come segue:

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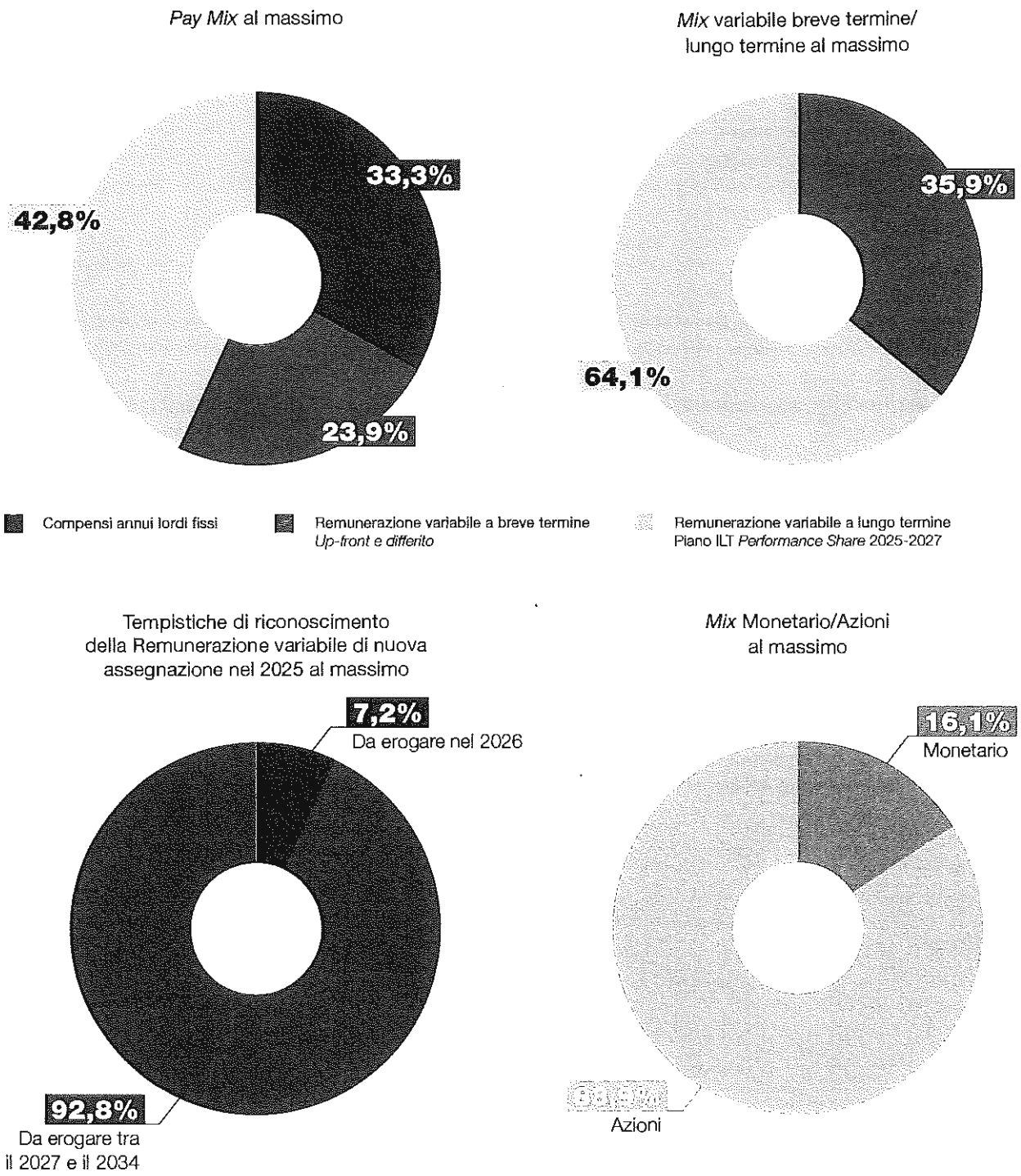
Figura 3.
*Pay Mix* AD al massimo




Il *Pay Mix* è stato calcolato prendendo a riferimento il valore dei sistemi incentivanti a breve e a lungo termine al massimo, dunque nell'ipotesi di conseguimento dei risultati ai valori massimi, considerando il valore intero del Piano ILT *Performance Share* 2025-2027.

Il *mix* fra la componente variabile a breve e a lungo termine, nell'ipotesi di conseguimento dei risultati ai valori massimi, prevede una prevalenza di quest'ultima rispetto a quella di breve termine.

525

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L'importo maturabile potrà essere, quindi, al massimo pari a circa il 71,71% dei compensi lordi fissi per il sistema a breve termine, e pari a circa il 128,29% dei compensi lordi fissi per il sistema a lungo termine, in continuità con gli ultimi anni.

In merito alle tempistiche di riconoscimento della remunerazione variabile di nuova assegnazione deliberata nel 2025, meno del 10% potrà essere erogata nel 2026 nel caso di *performance* al massimo, mentre più del 90% potrà essere erogata tra il 2027 e il 2034.

Sempre con riferimento alla remunerazione variabile a livello massimo, come si evince dall'ultimo grafico, quasi l'85% potrà essere riconosciuta in forma azionaria.

In qualità di componente dell'organo consiliare, sono, inoltre, rimborsate le spese sostenute nell'assolvimento del mandato strettamente attinenti ai compiti a esso affidati, nei limiti stabiliti dal Consiglio di Amministrazione.

Coerentemente con le previsioni di legge, l'AD si astiene dalle votazioni che riguardano le decisioni sui propri compensi oltre a non prendere parte al confronto consiliare in merito.

## Compensi annui lordi fissi

I compensi annui lordi fissi dell'Amministratore Delegato, pari a € 1.478.000 sono costituiti da componenti relative al rapporto di amministrazione e al rapporto dirigenziale[19]. A tal proposito si evidenzia che nel 2025, non è stata prevista alcuna revisione dei compensi annui lordi fissi dell'Amministratore Delegato – l'importo indicato è il medesimo deliberato dal Consiglio di Amministrazione del 28 febbraio 2024 – per i quali il *benchmark* di mercato ha confermato un posizionamento retributivo tra il primo quartile e la mediana di mercato.

## Remunerazione variabile

La remunerazione variabile dell'AD è composta dal sistema d'incentivazione variabile a breve termine (MBO) e dal Piano ILT *Performance Share* 2025-2027. Il sistema MBO incentiva il conseguimento di obiettivi su base annuale, il Piano ILT *Performance Share* su base triennale.

È opportuno ricordare che i meccanismi di funzionamento e le percentuali di assegnazione del sistema d'incentivazione variabile a breve termine (MBO) e a lungo termine (Piano ILT *Performance Share*) sono definiti in linea con quelli approvati nel 2024.

Il Sistema MBO e il Piano ILT *Performance Share* consentono di mantenere una costante correlazione tra remunerazione variabile e *performance* di breve e di lungo periodo, rafforzando l'allineamento rispetto agli interessi degli investitori anche in considerazione della corresponsione dell'incentivo prevalentemente in Azioni ordinarie di Poste Italiane. Tali piani hanno, altresì, l'obiettivo di supportare l'efficace implementazione della strategia del Gruppo. A tale riguardo, si fa presente che i piani di incentivazione sono sottoposti a meccanismi di differimento e *retention*. Inoltre, ciascuna quota di remunerazione variabile in Azioni (sia *up-front* sia differita) è sottoposta a meccanismi di correzione *ex-post* (*malus* e/o *claw back*) che, sulla base dei risultati conseguiti e/o dei comportamenti individuali, possono condurre alla riduzione, anche significativa, o all'azzeramento della remunerazione variabile stessa e, ove ricorrano particolari condizioni, alla richiesta di restituzione degli importi già corrisposti.

In tutti i sistemi di incentivazione manageriale è previsto, come Condizione Cancello, l'EBIT *adjusted* di Gruppo quale indicatore sintetico della sostenibilità economico-finanziaria comune a tutti i *business* in cui Poste Italiane è impegnata. Il conseguimento della Condizione Cancello abilita l'effettiva possibilità di accedere al bonus, eventualmente maturato, in virtù degli obiettivi assegnati e dell'allineamento ai livelli di *risk tolerance* del capitale, della liquidità e della redditività corretta per il rischio del Patrimonio BancoPosta. A tal proposito si ricorda che, anche per il 2025, nel rispetto del principio di trasparenza, viene fornita piena *disclosure ex ante* ed *ex post* sugli indicatori previsti per i piani di incentivazione variabile a breve (MBO) e a lungo termine (ILT), sui relativi livelli di raggiungimento (soglia, *target* e massimo) e sull'effettiva consuntivazione.

19. Si ricorda che il rapporto di lavoro dirigenziale è, inoltre, disciplinato dalle previsioni del Contratto Collettivo Nazionale di Lavoro per dirigenti di aziende produttrici di beni e servizi (di seguito "CCNL"). I compensi annui lordi fissi sono così suddivisi: € 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 di retribuzione annua lorda per il rapporto dirigenziale.

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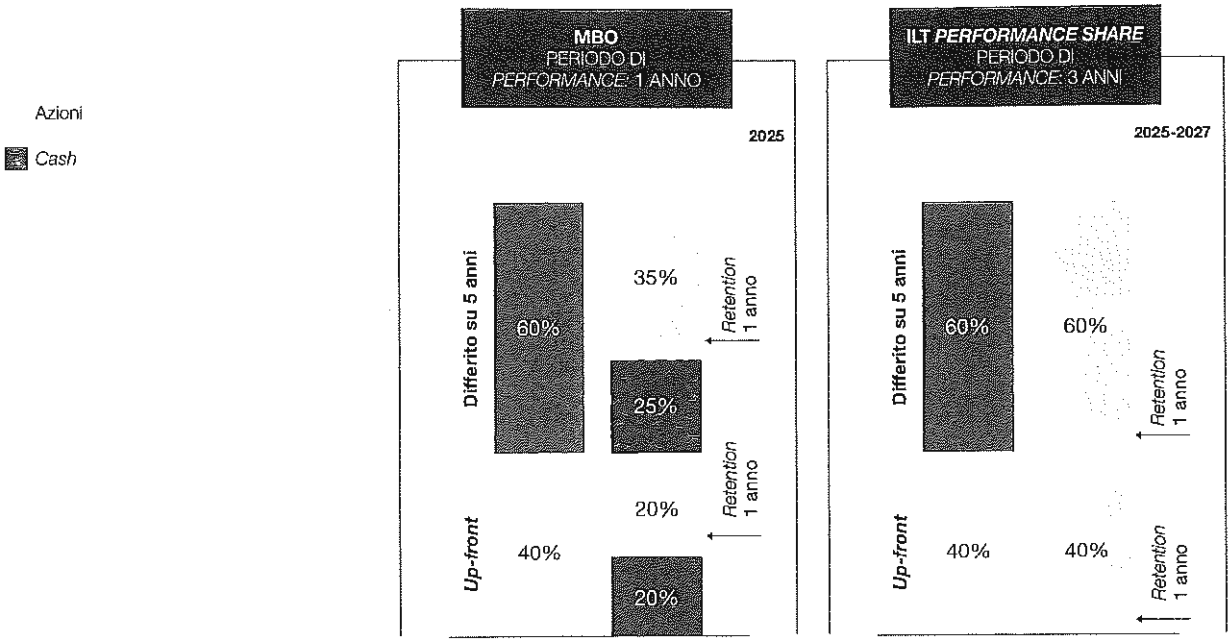
L'Amministratore Delegato è incluso nel Personale più rilevante nell'ambito del perimetro di applicazione delle "Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta" e la relativa struttura remunerativa prevede il contenimento della remunerazione variabile complessiva nell'ambito del rapporto 2:1 tra componente variabile (a breve e a lungo termine) e componente fissa, in aggiunta a periodi di differimento e *retention*.

Per maggiori dettagli in merito si rimanda ai paragrafi successivi.

Figura 4.
Remunerazione variabile AD




Come già anticipato, il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, fissa gli Obiettivi di *performance* ai quali sono legati i piani di remunerazione variabile dell'AD e ne verifica il raggiungimento sempre con l'astensione dell'AD stesso.

## Sistema d'incentivazione variabile a breve termine (MBO)

Il sistema d'incentivazione variabile a breve termine (MBO) ha il fine di rafforzare l'attenzione alla creazione di valore per gli *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 per l'AD sono state definite anche sulla base della normativa applicabile. L'importo maturabile, soggetto alle regole di seguito illustrate e rientrante nel limite del rapporto 2:1 tra componente variabile e componente fissa, è pari al massimo, in linea con quanto previsto negli ultimi anni, a circa il 71,71%[20] dei compensi lordi fissi.

Il sistema poggia su un processo strutturato di definizione degli obiettivi e degli incentivi a essi collegati ed è caratterizzato da:
- una Condizione Cancello e alcune Condizioni di Accesso;
- Obiettivi di *performance*, a ognuno dei quali è assegnato un peso specifico.

Sono previsti un livello massimo di *performance*, oltre il quale l'incentivo rimane costante, e un livello di soglia, al di sotto del quale il sistema non si attiva e, conseguentemente, non genera alcuna erogazione.

20. L'importo massimo alla luce dei compensi annui lordi fissi deliberati dal Consiglio di Amministrazione del 28 febbraio 2024, è pari a € 1.059.920 lordi.



527

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## Condizione Cancello e Condizioni di Accesso

Il sistema MBO prevede una Condizione Cancello, rappresentata dall'obiettivo "EBIT *adjusted* del Gruppo Poste Italiane" fissato al livello *budget*, il cui conseguimento abilita l'effettiva possibilità di accedere al bonus eventualmente maturato in virtù degli obiettivi assegnati. Inoltre, al fine di assicurare la sostenibilità nel tempo del Patrimonio BancoPosta e del Gruppo Poste Vita, le condizioni per l'attivazione del sistema MBO sono integrate con le seguenti previsioni:

Figura 5.
Condizione Cancello e Condizioni di Accesso al sistema MBO AD

| Condizione Cancello | Condizioni di Accesso |
|---|---|
| **Redditività di Gruppo: EBIT *adjusted* 3,06 mld €** | Parametro di adeguatezza patrimoniale BancoPosta: **CET 1** |
| | Parametro di liquidità a breve termine BancoPosta: **LCR** |
| | Parametro di redditività corretta per il rischio BancoPosta: **RORAC** |
| | Parametro di adeguatezza patrimoniale Gruppo Poste Vita: ***Solvency II Ratio*** |

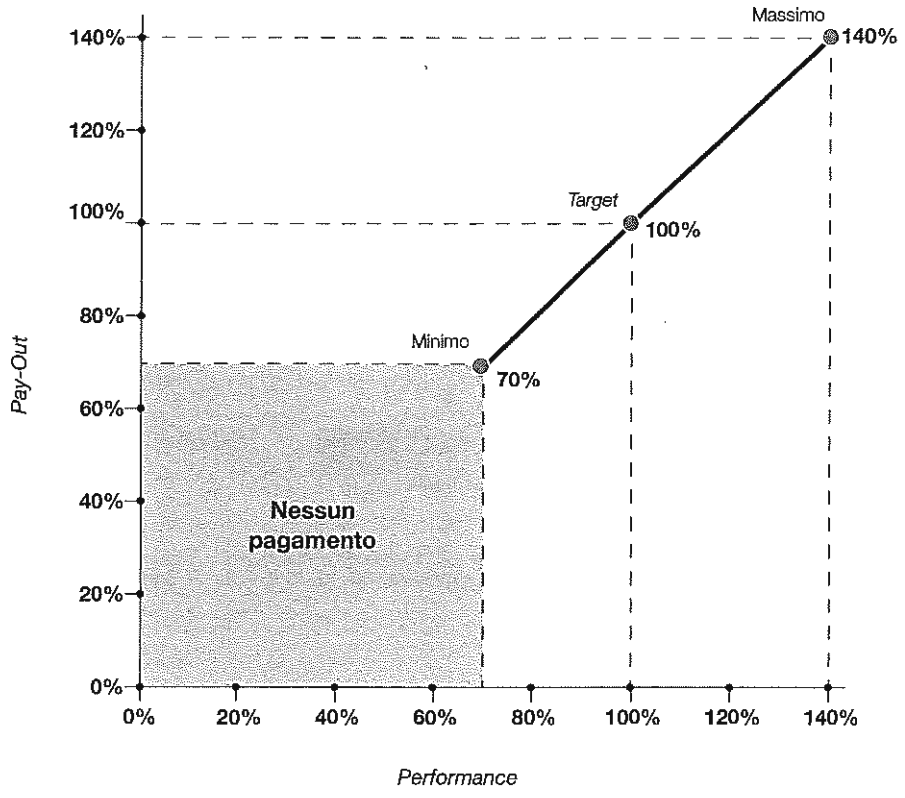
*Valore arrotondato*

Con riferimento alle Condizioni di Accesso, i parametri definiti sono al livello di *risk tolerance* dei *Risk Appetite Framework* rispettivamente del Patrimonio BancoPosta e del Gruppo Poste Vita.

## Obiettivi di *performance*

Gli Obiettivi di *performance* 2025 sono declinati coerentemente con le direttrici del Piano Strategico 2024-2028. Di seguito si riporta la curva di incentivazione per il sistema MBO che collega il livello ponderato complessivo di raggiungimento degli Obiettivi di *performance* al livello di *pay-out* (per *performance* inferiori al livello "minimo" non è previsto alcun premio):

Figura 6.
Curva di incentivazione MBO AD



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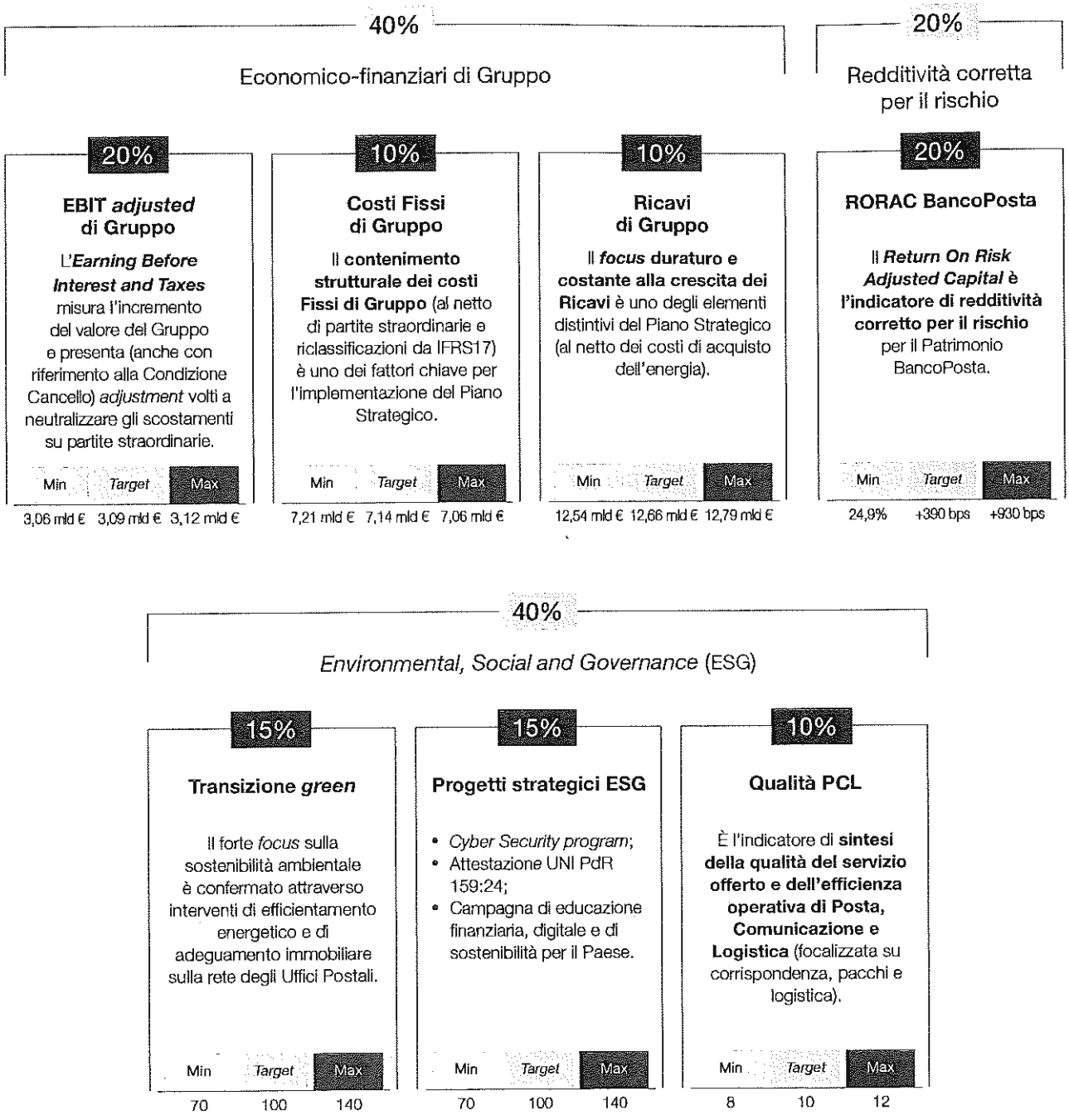
Gli Obiettivi di *performance* 2025 – di seguito rappresentati – sono declinati coerentemente con le direttrici del nuovo Piano Strategico, in coerenza con le aree di responsabilità di competenza:

Figura 7.
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).

In linea con il principio di trasparenza illustrato nella *People Strategy*, descritta nella Relazione sulla politica in materia di remunerazione 2025 di Poste Italiane, viene fornita piena *disclosure* sugli obiettivi 2025 e sui relativi livelli di *performance* (minimo, *target* e massimo).

Con riferimento al Gruppo Poste Vita, partendo da una forte posizione patrimoniale, si conferma l'ambizione manageriale di mantenere un *Solvency II Ratio* che è una delle Condizioni di Accesso del Piano MBO 2025.

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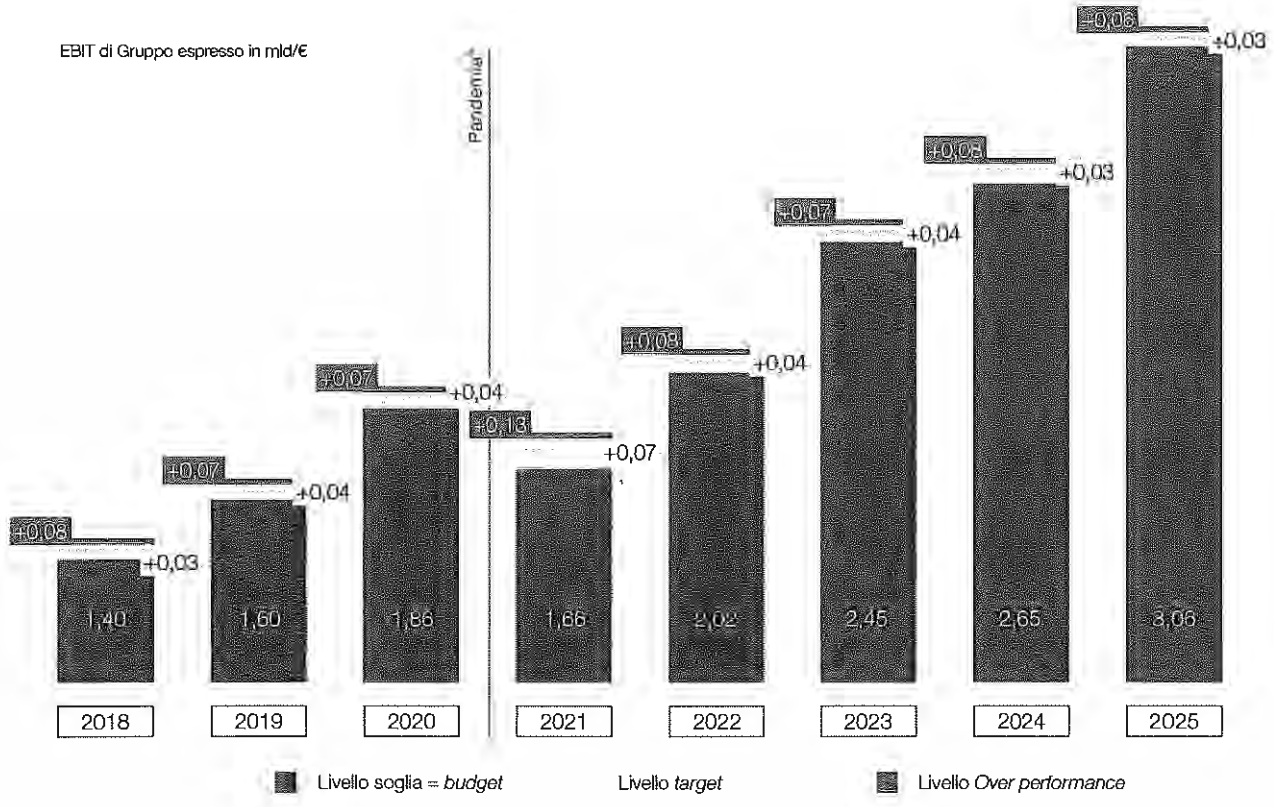
L'attenzione alla redditività è l'elemento fondamentale del Piano Strategico dal punto di vista prettamente finanziario: l'EBIT, obiettivo chiave dei sistemi di incentivazione che garantisce la sostenibilità degli stessi, rappresenta l'indicatore di sintesi dei risultati comuni a tutti i *business* del Gruppo ed è misurato a livello annuale e pluriennale. Come già evidenziato, si conferma anche nel 2025 il meccanismo di autofinanziamento collegato all'EBIT del sistema dove il livello soglia coincide con il *budget*. Si tratta di un approccio consolidato in Poste Italiane, definito nel 2018, quando il livello *budget* dell'EBIT risultava pari a € 1,4 miliardi; tale percorso di crescita, apprezzato dagli *stakeholders* nel corso degli anni, conferma la solidità delle *performance*, dimostra nuovamente l'affidabilità dell'operato del *management* e presenta un livello di sfida crescente al pari della *performance* finanziaria registrata nel corso del tempo con un EBIT più che raddoppiato rispetto al 2018.

A conferma di quanto detto, nel grafico di seguito è rappresentato l'andamento del *target setting* per l'obiettivo di *performance* EBIT di Gruppo nel periodo 2018-2025, da cui si evince una sempre costante e crescente attenzione alla creazione di valore per gli *stakeholders*, in coerenza con i piani strategici avviati nel corso di suddetto periodo. In particolare, in tale periodo il livello soglia dell'EBIT nel sistema di incentivazione annuale MBO è stato fissato pari al *budget* e ad un livello crescente anno su anno (ad eccezione del 2021 a seguito della pandemia Covid-19), passando da 1,40 miliardi di Euro a oltre 3 miliardi di Euro.

Figura 8.
Evoluzione obiettivo MBO EBIT di Gruppo 2018-2025




* I valori dei livelli EBIT, nel 2021 tengono conto dell'alea connessa agli effetti della pandemie da Covid-19. Si ricorda che nel 2020 Poste Italiane ha deciso di decurtare il 50% del *bonus* MBO per tutto il proprio *management*, oltre 1.300 beneficiari.

Inoltre, in continuità con lo scorso anno, il sistema MBO affianca al *focus* sui ricavi anche una forte attenzione alla disciplina sui costi.

Si conferma, infine, il bilanciamento tra gli obiettivi economico-finanziari e quelli ESG in coerenza con il Piano Strategico 2024-2028, che ribadisce la forte attenzione del Gruppo sulle tematiche della sostenibilità. Alla stregua degli obiettivi economico-finanziari, la selezione degli obiettivi ESG e il relativo *target setting* segue lo stesso processo ispirato dai principi di chiarezza, affidabilità, verificabilità e misurabilità oggettiva con elevato livello di sfida, in linea con il Piano Strategico di Gruppo, a differenti livelli di raggiungibilità secondo una valutazione equa e ragionevole. Ad ulteriore garanzia, non tutti gli obiettivi, infatti, raggiungono il livello di *performance* massima definita ancorché il percorso virtuoso intrapreso a partire dal 2017, abbia permesso di conseguire risultati eccellenti.

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La centralità degli obiettivi di sostenibilità nel Sistema MBO, definiti in linea con i pilastri della strategia ESG, è garantita anche nel 2025, anno in cui la tutela dell'ambiente (Transizione *Green*) e la qualità del servizio offerto (Qualità PCL) sono confermati quali elementi cardine della strategia del Gruppo.

Con riferimento alla **Transizione *Green***, l'obiettivo sarà focalizzato – in linea con le priorità del Piano Strategico – sugli Uffici Postali e sarà declinato secondo le seguenti direttrici:

a. interventi di adeguamento immobiliare conclusi al 2025 (dato cumulato: 4.340 interventi da inizio progetto);
b. installazione di impianti fotovoltaici (280 impianti);
c. installazione di sistemi di *Smart building* (1.000 sistemi di *Smart building*);

Il livello minimo (70) di raggiungimento dell'obiettivo prevede la realizzazione di tutti gli interventi di adeguamento immobiliare descritti al punto a), il livello *target* (100) prevede, oltre alla realizzazione del punto a), l'installazione di tutti gli impianti fotovoltaici descritti al punto b); infine, il livello massimo (140) prevede, oltre alla realizzazione dei precedenti punti a) e b), l'installazione di tutti i Sistemi di *Smart building* descritti al punto c).

Con riferimento ai **progetti strategici rilevanti in ambito ESG**, il *focus* nel 2025 sarà sui seguenti obiettivi:

- ***Cyber Security***, con un obiettivo volto a garantire un rafforzamento della tutela delle informazioni dei consumatori anche attraverso campagne di simulazione di *phishing* rivolte in particolare ad almeno 35.000 dipendenti a maggior esposizione a tali rischi;
- **Diversità e Inclusione**, con l'obiettivo di diffondere e consolidare la cultura dell'inclusione da considerarsi come valore aggiunto per le organizzazioni oltre a garantire la tutela dei diritti delle persone con disabilità, prevedendo il conseguimento dell'attestazione UNI/PdR 159:24 "Lavoro inclusivo delle persone con disabilità";
- **Valore al Territorio**, 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 (150 eventi offerti gratuitamente a tutti i cittadini).

Il raggiungimento di 1 obiettivo tra i progetti strategici rilevanti in ambito ESG consente il raggiungimento del livello soglia (70), di 2 obiettivi il raggiungimento del livello *target* (100) e, per raggiungere il livello massimo (140) è necessario che tutti e 3 gli obiettivi siano raggiunti.

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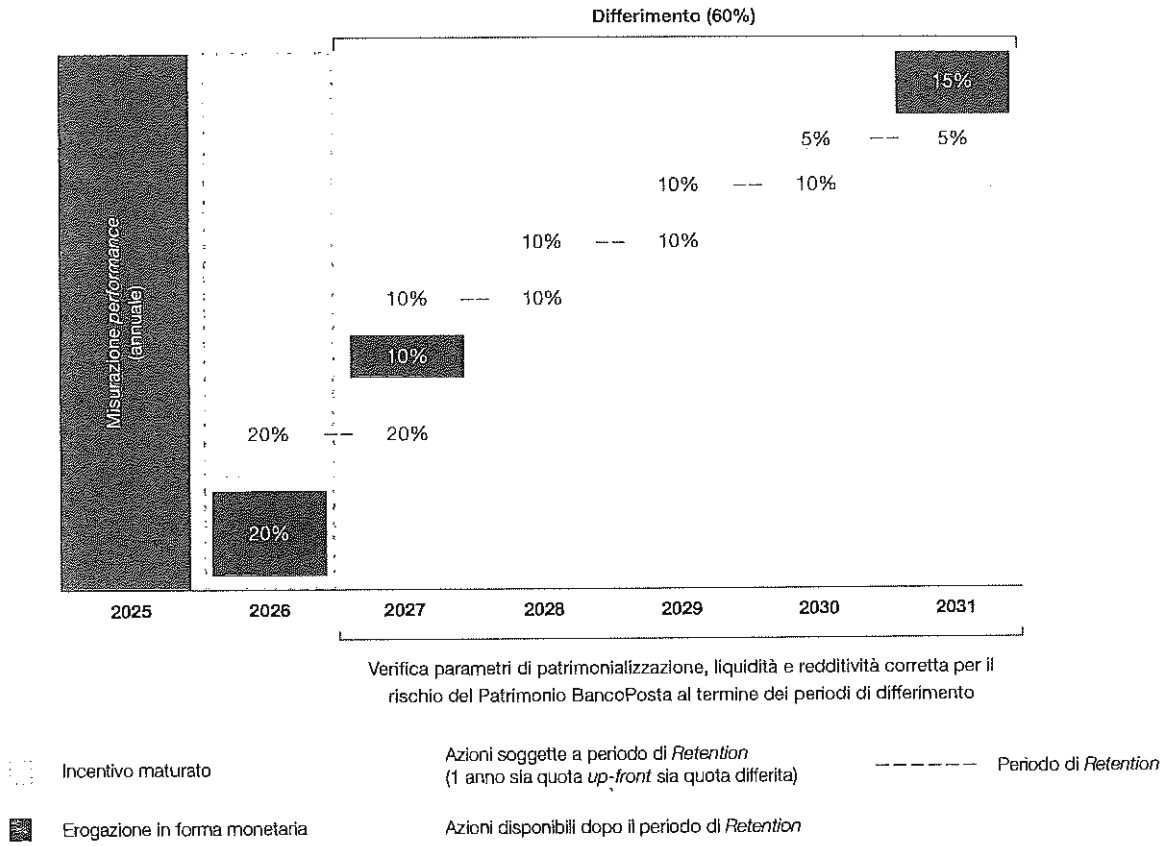
## Modalità di erogazione

La modalità di erogazione del sistema MBO prevede il differimento del 60% dell'incentivo su un orizzonte temporale di 5 anni (*pro rata*); la corresponsione avviene per il 45% in forma monetaria e per il 55% in diritti a ricevere Azioni ordinarie di Poste Italiane, come illustrato nella seguente figura:

Figura 9.
Modalità di erogazione del sistema MBO per AD




Il numero di diritti a ricevere Azioni maturato verrà definito sulla base della media aritmetica dei prezzi delle Azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data della delibera del Consiglio di Amministrazione che verificherà il conseguimento della Condizione Cancello, delle Condizioni di Accesso e il livello di raggiungimento degli Obiettivi di *performance*.

I diritti a ricevere Azioni sono sottoposti a un vincolo di *retention* di un anno sia per la parte *up-front* sia per le parti differite. I periodi di *retention* di un anno, in considerazione dell'orizzonte temporale complessivo della remunerazione variabile che comprende anche 5 anni di differimento soggetto a *malus* e almeno 5 anni di *claw back*, sono 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 30 maggio 2025 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF.

Si ricorda che per l'AD sono attualmente in corso i differimenti e/o periodi di *retention* dei Piani MBO riferiti agli anni precedenti, per i quali sono già state verificate la Condizione Cancello, le Condizioni di Accesso e gli obiettivi definiti rispetto all'anno di *performance*. Le componenti differite e/o sottoposte a *retention*, in linea con le politiche di remunerazione tempo per tempo approvate, sono sottoposte a condizioni di *malus* e/o *claw back*, per le quali si rimanda alle relative Relazioni sulla Remunerazione e Documenti Informativi già approvati.

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## Sistema d'incentivazione variabile a lungo termine (ILT)

Il sistema d'incentivazione variabile a lungo termine ha il fine di rafforzare l'attenzione alla creazione di valore per gli *stakeholders*, in coerenza con il Piano Strategico, attraverso il collegamento degli incentivi assegnati su obiettivi pluriennali e le *performance* effettivamente conseguite nel medesimo periodo di riferimento. Le caratteristiche del Piano ILT, di seguito descritte, sono state definite anche alla luce della normativa applicabile.

L'AD è destinatario del Piano ILT *Performance Share* 2025-2027, sottoposto ad approvazione in occasione dell'Assemblea degli azionisti del 30 maggio 2025, le cui specificità sono illustrate nel paragrafo seguente. Il Piano ILT *Performance Share* 2025-2027, basato interamente su Azioni ordinarie di Poste Italiane, prevede obiettivi di redditività, connessi alla creazione di valore per gli azionisti e ESG su un orizzonte temporale di 3 anni, volti a massimizzare l'*execution* delle direttrici del Piano Strategico, nel rispetto della rischiosità prospettica governata nel *Risk Appetite Framework* del Patrimonio BancoPosta.

Resta inteso che, nell'ambito della componente variabile a lungo termine dell'attuale Amministratore Delegato, permane il Piano ILT *Performance Share* 2023-2025, assegnato nel 2023, e il Piano ILT *Performance Share* 2024-2026, assegnato nel 2024, 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*, raddoppiato a partire dal 2024.

## Piano ILT *Performance Share* 2025-2027

Il Piano ILT *Performance Share* 2025-2027, è sviluppato in continuità con il Piano 2024-2026: a titolo esemplificativo, il piano è basato su azioni, con un periodo di *performance* triennale, di differimento/*retention* quinquennale e soggetto a clausole di *malus* e/o *clawback*.

L'assegnazione, soggetta alle regole di seguito illustrate, è pari al massimo a circa il 128,29%[21] dei compensi lordi fissi per l'AD, in linea con quanto previsto negli ultimi anni, e rientra nel limite del rapporto 2:1, tra componente variabile e componente fissa.

Il numero di diritti a ricevere Azioni assegnato è stato definito sulla base della media aritmetica dei prezzi delle Azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto al 30 gennaio 2025, 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 30 maggio 2025 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF.

### Condizione Cancello e Condizioni di Accesso

Il Piano ILT *Performance Share* 2025-2027 prevede, come negli anni precedenti, una Condizione Cancello – rappresentata dall'EBIT a*djusted* cumulato triennale del Gruppo Poste Italiane – il cui conseguimento abilita l'effettiva possibilità di accedere all'incentivo collegato al Piano stesso, rendendone l'accesso sempre più sfidante in virtù del percorso di crescita intrapreso dal 2018.

21. L'importo massimo alla luce dei compensi annui lordi fissi deliberati dal Consiglio di Amministrazione del 28 febbraio 2024 è pari a € 1.896.080 lordi.

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Per l'AD, in linea con le normative di riferimento applicabili relativamente al Patrimonio BancoPosta, sono previste, oltre alla Condizione Cancello, anche le seguenti Condizioni di Accesso che devono essere tutte contemporaneamente verificate:

Figura 10.
Condizione Cancello e Condizioni di Accesso al Piano ILT *Performance Share* 2025-2027 per AD

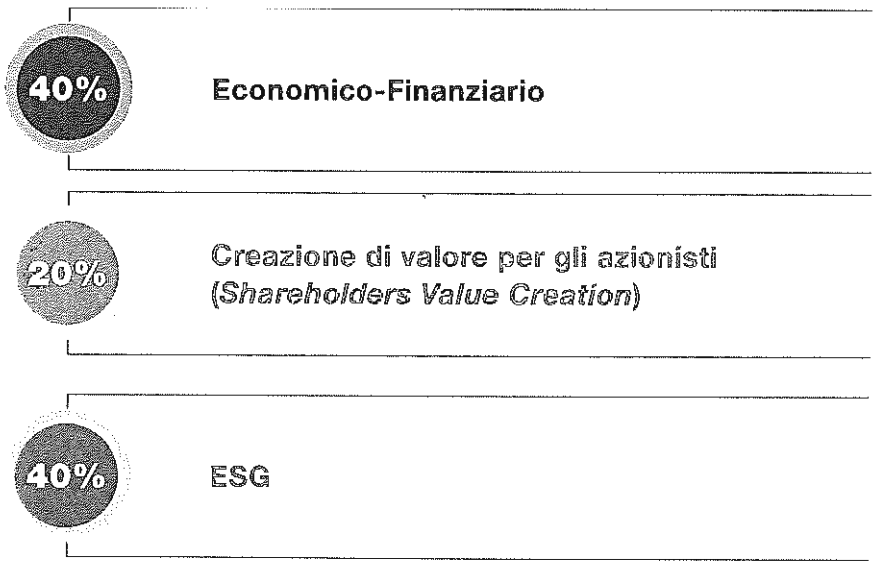
| Condizione Cancello | Condizioni di Accesso |
|---|---|
| **EBIT *adjusted* cumulato triennale di Gruppo: 8,86 mld €** | Parametro di adeguatezza patrimoniale BancoPosta: **CET 1** |
| | Parametro di liquidità a breve termine BancoPosta: **LCR** |
| | Parametro di redditività corretta per il rischio BancoPosta: **RORAC** |

I parametri di adeguatezza patrimoniale, liquidità e redditività corretta per il rischio sono definiti a livello di *risk tolerance*, nel rispetto del *Risk Appetite Framework* del Patrimonio BancoPosta, coerentemente con le previsioni regolamentari in materia.

## Obiettivi di *performance*

Gli Obiettivi di *performance* e i relativi pesi del Piano ILT *Performance Share* 2025-2027 sono coerenti con quelli del Piano ILT *Performance Share* 2024-2026:

Figura 11.
Obiettivi di *performance* e pesi Piano ILT *Performance Share* 2025-2027 per AD - sintesi



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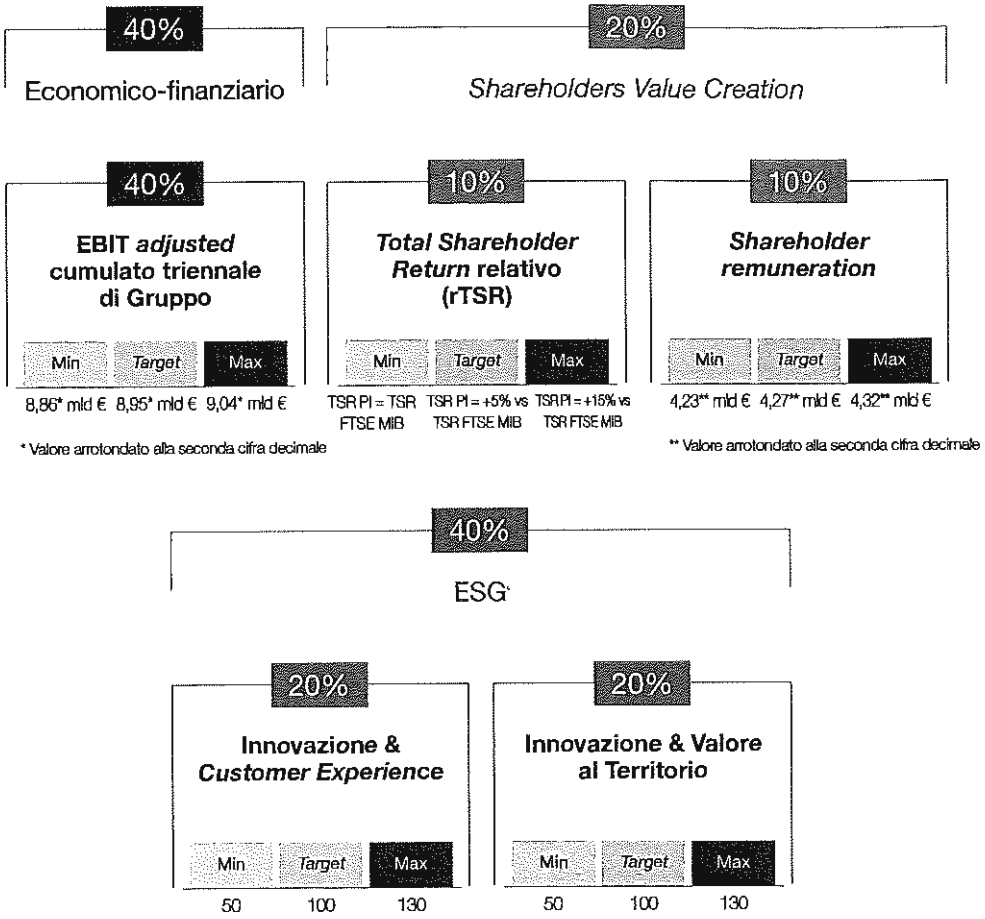
Nell'ambito degli obiettivi descritti, gli specifici KPI sono stati identificati in linea con il Piano Strategico "*The Connecting Platform*" e sono di seguito rappresentati con i relativi livelli di raggiungimento:

Figura 12.
KPI e pesi Piano ILT *Performance Share* 2025-2027




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], in linea con gli scorsi anni, 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.

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 2025 e il 31 marzo 2028, o minor periodo in caso di C.d.A. che convoca l'Assemblea degli Azionisti prima dell'ultimo giorno del mese di marzo 2028.

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L'area di obiettivi ESG del triennio ha come *focus* l'Innovazione collegata al miglioramento dell'esperienza per i clienti e alla generazione di valore per il Paese. In via preliminare, si evidenzia come tali obiettivi siano perfettamente coerenti con l'approccio che da anni contraddistingue Poste Italiane, dove i temi della sostenibilità sono ontologicamente integrati nella strategia e nella storia del Gruppo. Sia gli obiettivi principali che i relativi sotto-obiettivi sono definiti in modo rigoroso e misurabile, pienamente allineati alle priorità strategiche aziendali.

Nel proseguire il percorso avviato negli ultimi anni – si pensi, ad esempio, al tema dell'Intelligenza Artificiale, per cui lo scorso anno è stato adottato un Manifesto Etico per un uso responsabile in linea con il Codice Etico e con le altre principali policy di Gruppo – l'obiettivo resta quello di garantire un equilibrio tra priorità di *business* e istanze di sostenibilità, in un'ottica di creazione di valore sostenibile condiviso, contribuendo significativamente ad una crescita responsabile.

Si ricorda che l'attenzione al tema della Transizione Green è fondante per il Gruppo anche nel 2025 ed è presente, infatti, nel Sistema di Incentivazione a Breve Termine (MBO) 2025 dell'AD e del DG oltre che nei piani ILT Performance Share 2023-2025 e 2024-2026 il cui periodo di *performance* è ancora in corso.

Il primo obiettivo "Innovazione e *Customer Experience*" prevede l'adozione di tecnologie all'avanguardia tra cui l'Intelligenza Artificiale (IA) per l'incremento dell'efficacia ed efficienza dei processi operativi e il miglioramento dei servizi al cliente. In particolare, il KPI misura l'impatto che l'introduzione dell'intelligenza artificiale esprime sui clienti esterni e sui dipendenti, con riferimento particolare all'estensione dell'assistenza digitale in ambito *Customer Care* per la gestione *self* delle esigenze dei clienti, alle personalizzazioni per i clienti digitali e al rilascio di strumenti basati sull'Intelligenza Artificiale a supporto dell'operatività delle *Customer Operation* e dell'Ufficio Postale. In particolare, tale obiettivo viene misurato attraverso 3 sotto-obiettivi:

- l'estensione dell'assistenza digitale in ambito *Customer Care* per la gestione *self* delle esigenze dei clienti (almeno il 46% delle interazioni gestite parzialmente o totalmente da piattaforma AI);
- l'utilizzo di strumenti basati sull'Intelligenza Artificiale a supporto dell'operatività di *Customer Operation* e Uffici Postali (almeno il 30% degli utenti di *Customer Operations* e UP con accesso allo strumento);
- l'accesso a funzionalità digitali sulla Super App basate sull'Intelligenza Artificiale (almeno il 30% di utenti Super App che accedono a funzionalità basate su AI).

Il secondo obiettivo "Innovazione e Valore al Territorio" prevede l'attivazione di una piattaforma di contenuti *streaming* in uffici postali (*Digital Signage*) e la relativa digitalizzazione di uffici postali attraverso la diffusione di vetrine digitali per la gestione personalizzata dei contenuti. Tale obiettivo ha il fine di promuovere la coesione economica, sociale e territoriale del Paese per superare il *digital divide* nei piccoli centri, nell'ottica di accompagnare le comunità locali verso processi di modernizzazione. In particolare, tale obiettivo prevede 3 sotto-obiettivi:

- l'attivazione di una piattaforma centralizzata *Digital Signage* per la gestione personalizzata dei contenuti;
- la definizione del modello di *governance* e *setup* del tema di gestione dei contenuti;
- l'attivazione di almeno 1.600 vetrine su cui è disponibile il servizio di *Digital Signage*.

Tali obiettivi confermano, anche per il prossimo triennio, il ruolo di Poste Italiane quale *Innovation Hub* per il Sistema Paese. Per ciascun obiettivo ESG ("Innovazione e *Customer Experience*" e "Innovazione e Valore al territorio") il conseguimento di 1 sotto-obiettivo consente il raggiungimento del livello soglia (50), di 2 sotto-obiettivi il raggiungimento del livello *target* (100) e, per raggiungere il livello massimo (130) è necessario che tutti e 3 i sotto-obiettivi siano raggiunti. Tutti i sotto-obiettivi sono caratterizzati da criteri deterministici di misurazione e sono strettamente integrati nel *Business Plan* del Gruppo: si tratta di indicatori di *performance* - specifici, concreti, misurabili, quantitativi e sfidanti - legati a temi ESG ma collegati altresì alla crescita sostenibile del Gruppo. Solo attraverso l'opportuno utilizzo dell'intelligenza artificiale, infatti, è possibile migliorare l'esperienza del cliente agevolando la crescita del *business*, migliorare l'esperienza del dipendente consentendogli di dedicarsi ad attività a maggior valore aggiunto e garantendo i servizi al territorio volti a favorire la coesione economica, sociale e territoriale del Paese e il superamento del *digital divide* nei piccoli centri e nelle aree interne, in coerenza con il *purpose* aziendale.



536

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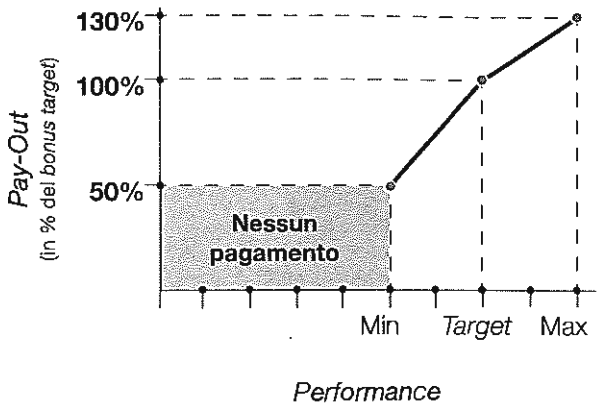
## Curva di incentivazione

La curva di incentivazione del Piano ILT 2025-2027 nel suo complesso (e dei singoli obiettivi sopra descritti) è la seguente:

Figura 13.
Curva di incentivazione Piano ILT *Performance Share* 2025-2027 per AD

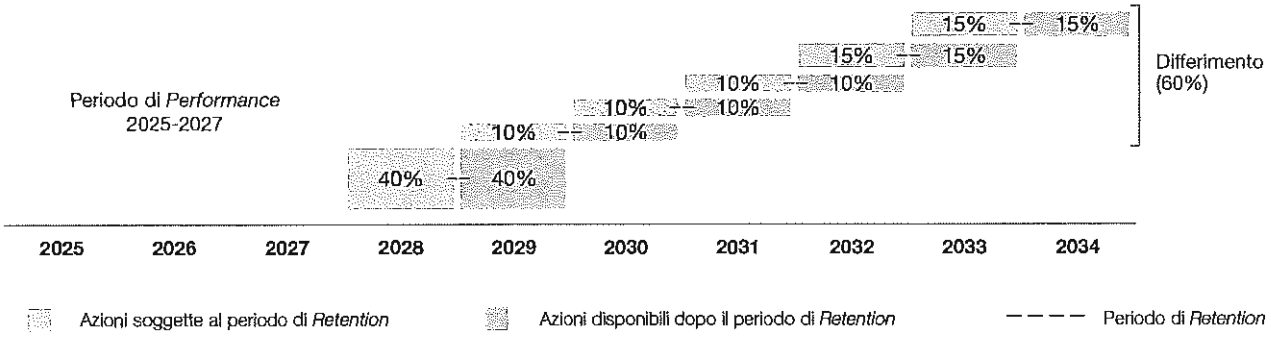



## Modalità di erogazione

Il numero di Azioni da attribuire viene quantificato al termine del periodo di *performance* triennale all'interno del numero massimo identificato al momento dell'assegnazione, una volta verificato il livello di conseguimento degli obiettivi. I diritti a ricevere Azioni vengono attribuiti:

- per il 40% (quota *up-front*), al termine del periodo di *performance*;
- per il 60% in cinque quote annuali differite su un arco temporale quinquennale (le prime tre pari al 10% dei diritti complessivamente maturati e le successive due pari al 15% dei diritti complessivamente maturati).

Figura 14.
Modalità di erogazione del Piano ILT *Performance Share* 2025-2027 per AD




Sia la quota *up-front* sia le quote differite sono assoggettate a un periodo di *retention* di un anno. I periodi di *retention* di un anno, in considerazione dell'orizzonte temporale complessivo della remunerazione variabile, che comprende anche 5 anni di differimento soggetto a *malus* e almeno ulteriori 5 anni di *claw back* (e comunque entro i termini di prescrizione previsti), sono compatibili con i livelli di rischio prospettici sottesi alle attività del Gruppo Poste Italiane e, in particolare, di BancoPosta.

Al termine dei periodi di differimento verrà verificata la sussistenza del livello *risk tolerance* delle condizioni di adeguatezza patrimoniale, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.



537

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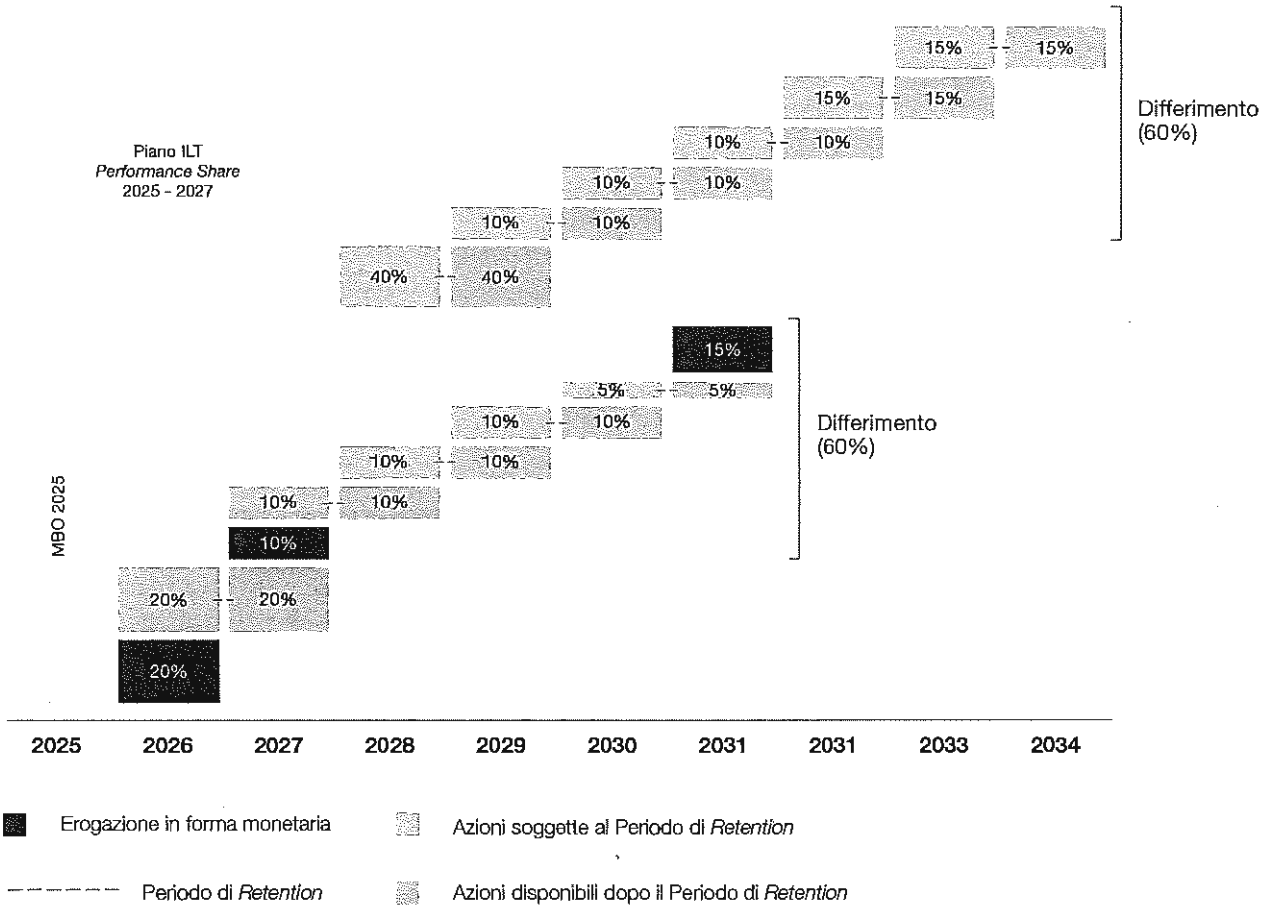
# Sintesi dei sistemi d'incentivazione a breve e a lungo termine assegnati nel 2025

Figura 15.
*Pay-out* sistemi d'incentivazione assegnati nel 2025 - AD




I sistemi si sviluppano su un orizzonte temporale che arriva fino al 2034, inclusivo dei periodi di *performance*, differimento e *retention*. A fronte delle *performance* conseguite, infatti, meno del 10% della remunerazione variabile di nuova assegnazione per il 2025 viene effettivamente erogata nel 2026, a valle dell'approvazione del Bilancio di Esercizio 2025 da parte dell'Assemblea degli Azionisti, mentre la restante parte è distribuita nel tempo. Ciascuna componente *up-front* e differita è sottoposta alla verifica dei parametri di patrimonializzazione, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

Resta inteso che nel 2023 e nel 2024 sono stati assegnati Piani ILT *Performance Share* triennali il cui periodo di *performance* è, rispettivamente, 2023-2025 e 2024-2026.

Infine, si ricorda che, con l'obiettivo di rafforzare l'allineamento con gli interessi degli azionisti, è confermata l'applicazione del meccanismo del *dividend equivalent*, che stabilisce, per tutte le quote azionarie soggette a *retention*, la consegna di un numero di azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario durante i periodi di *retention*, per le azioni non ancora disponibili.

538

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Figura 16.
Condizioni e Obiettivi di *performance* remunerazione variabile AD

## SINTESI OBIETTIVI DI *PERFORMANCE* DEI SISTEMI D'INCENTIVAZIONE A BREVE E A LUNGO TERMINE ASSEGNATI NEL 2025

### CONDIZIONE CANCELLO

Tutti i piani di incentivazione a breve e a lungo termine prevedono una Condizione Cancello rappresentata dall'EBIT *adjusted* di Gruppo

| MBO 2025 | LTI *PERFORMANCE SHARE* (2025-2027) |
|---|---|
| **CONDIZIONI DI ACCESSO**<br>• **CET1** BancoPosta<br>• **LCR** BancoPosta<br>• **RORAC** BancoPosta<br>• **Solvency II Ratio** Gruppo Poste Vita | **CONDIZIONI DI ACCESSO**<br>• **CET1** BancoPosta<br>• **LCR** BancoPosta<br>• **RORAC** BancoPosta |
| **KPI ECONOMICO-FINANZIARI**<br>• **20%** EBIT *adjusted* di Gruppo<br>• **10%** Ricavi di Gruppo<br>• **10%** Costi Fissi di Gruppo | **KPI ECONOMICO-FINANZIARI**<br>• **40%** EBIT *adjusted* cumulato triennale di Gruppo |
| **KPI REDDITIVITÀ CORRETTA PER IL RISCHIO**<br>• **20%** RORAC BancoPosta | **KPI *SHAREHOLDERS VALUE CREATION***<br>• **10%** *Relative* TSR vs indice FTSE MIB<br>• **10%** *Shareholder remuneration* |
| **KPI ESG**<br>• **15%** Transizione *green*<br>• **15%** Progetti strategici ESG (*Cyber security program*, Certificazione Uni PDR, Campagna di educazione finanziaria, digitale e sostenibilità per il Paese)<br>• **10%** Qualità PCL | **KPI ESG**<br>• **20%** Innovazione & Valore al territorio<br>• **20%** Innovazione & *Customer experience* |

### CONDIZIONE DI *MALUS*

Tutti i piani di incentivazione a breve e a lungo termine, prevedono tre condizioni di *Malus* da misurare al termine di ciascun periodo di differimento: CET1 BancoPosta, LCR BancoPosta e RORAC BancoPosta.

**COMPLETO AUTOFINANZIAMENTO DI TUTTI I SISTEMI DI INCENTIVAZIONE, ATTRAVERSO LA DEFINIZIONE DEI LIVELLI SOGLIA DEGLI OBIETTIVI DI REDDITIVITÀ IN CORRISPONDENZA ALMENO DEL *BUDGET*/PIANO STRATEGICO**

È prevista l'applicazione di meccanismi di *Malus* e *Claw Back* per le quote *up-front* e differite.



539

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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. 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.

Alla luce della normativa di settore applicabile, gli eventuali pagamenti spettanti in relazione alla cessazione anticipata del rapporto di amministrazione e del rapporto di lavoro saranno corrisposti secondo le seguenti modalità:
- una quota pari al 40% del compenso eventualmente previsto al momento della cessazione è erogata per il 50% in forma monetaria e attribuita per il restante 50% sotto forma di diritti a ricevere azioni di Poste Italiane, sottoposte a un vincolo di *retention* di un anno;
- una quota pari al 60% del compenso eventualmente previsto al momento della cessazione è soggetta a un sistema di pagamento differito in un periodo di 5 anni *pro rata*; più della metà del pagamento differito è effettuato in diritti a ricevere azioni di Poste Italiane, in linea con lo schema previsto per la remunerazione variabile annuale; le quote differite sono sottoposte alla verifica dei parametri soglia di patrimonializzazione e di liquidità del Patrimonio BancoPosta e, per la componente in diritti a ricevere azioni, assoggettate a un vincolo di *retention* pari a un anno;
- le quote differite verranno sottoposte ai meccanismi di *malus* descritti al punto precedente;
- resta inteso che una somma equivalente all'eventuale indennità sostitutiva del periodo di preavviso previsto dal CCNL sarà detratta dall'ammontare complessivo e pagata secondo quanto previsto dalla normativa vigente;
- l'importo complessivo eventualmente erogato verrà sottoposto a meccanismi di *claw back* fino all'intera quota entro 5 anni dal pagamento di ciascuna quota di incentivo e, comunque entro i termini di prescrizione previsti, in relazione alle circostanze definite nelle "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta";
- il numero di diritti a ricevere azioni attribuito verrà definito sulla base della media aritmetica dei prezzi delle azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data di cessazione.

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Si ricorda che per il Piano ILT *Performance Share* 2025-2027, come evidenziato nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 30 maggio 2025, 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 evidenzia, inoltre, che per il Piano di incentivazione a breve termine 2025 basato su strumenti finanziari, anch'esso descritto nel Documento Informativo in approvazione nell'Assemblea degli azionisti del 30 maggio 2025, 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 2019 al 2025 da intendersi qui ritrascritti.

# 4.2 Collegio Sindacale

La remunerazione del Collegio Sindacale non è in alcun modo collegata ai risultati conseguiti da Poste Italiane. L'emolumento corrisposto ai Sindaci è rappresentato solo da una componente fissa, determinata sulla base dell'impegno richiesto per lo svolgimento delle attività assegnate.

L'Assemblea degli azionisti tenutasi il 27 maggio 2022 ha nominato il Collegio Sindacale per la durata di tre esercizi, con scadenza alla data dell'Assemblea che sarà convocata per l'approvazione del Bilancio al 31 dicembre 2024. Nella medesima adunanza assembleare è stato determinato – per ciascun anno di incarico – il compenso per il Presidente pari a € 80.000 lordi e il compenso per ciascun componente effettivo del Collegio Sindacale pari a € 70.000 lordi, in continuità con il precedente mandato.

Non sono previsti gettoni di presenza per la partecipazione alle riunioni.

I Sindaci hanno diritto al rimborso delle spese di viaggio e soggiorno sostenute in esecuzione dell'incarico, debitamente documentate.



SGI

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L'Assemblea degli azionisti del 30 maggio 2025 (ai sensi dell'art. 2402 c.c.), nel procedere al rinnovo del Collegio Sindacale per scadenza del mandato, provvederà a determinare – per ciascun anno di incarico – il compenso per il Presidente e il compenso per ciascun componente effettivo del Collegio. Il Codice di *Corporate Governance* raccomanda, in proposito, che tale compenso sia adeguato alla competenza, alla professionalità e all'impegno (n. riunioni e durata media) richiesti dalla rilevanza del ruolo ricoperto e alle caratteristiche dimensionali e settoriali dell'impresa e alla sua situazione.

Il Collegio Sindacale ha redatto – nell'ambito del processo di autovalutazione – un documento contenente gli Orientamenti agli Azionisti sul rinnovo del Collegio Sindacale stesso nel quale l'organo di controllo ha delineato i profili professionali e le competenze utili ad identificare una composizione qualitativa appropriata del collegio, nonché l'impegno di tempo richiesto per lo svolgimento dell'incarico e la remunerazione appropriata ad attrarre persone dotate dell'adeguata professionalità richiesta. Tale documento è stato messo a disposizione del pubblico sul sito *internet* della società nella pagina dell'Assemblea degli Azionisti 2025 (ove è consultabile altresì il presente documento).

# 4.3 Personale più rilevante

Oltre alla retribuzione fissa e ai *benefit,* il restante Personale più rilevante del Patrimonio BancoPosta è destinatario del sistema d'incentivazione a breve termine (MBO) e del sistema di incentivazione a lungo termine.

## Sistema d'incentivazione variabile a breve termine (MBO)

### Il legame con la *performance*

La remunerazione variabile a breve termine del restante Personale più rilevante si basa su meccanismi di determinazione oggettivi, trasparenti e verificabili. Gli obiettivi perseguiti nel processo decisionale delle politiche di remunerazione, con particolare riferimento ai criteri di definizione della remunerazione variabile a breve termine, sono i seguenti:

i. definire parametri di *performance* semplici e di immediata valutazione;
ii. garantire, nella definizione dei suddetti parametri, la convergenza fra obiettivi individuali e obiettivi aziendali;
iii. premiare il merito.

Tali criteri sono finalizzati anche garantire la tutela e la valorizzazione dell'interesse della clientela.

### *Performance Gate*

L'attivazione del sistema d'incentivazione manageriale a breve termine (MBO) è vincolata al raggiungimento della specifica soglia economico-finanziaria, definita annualmente a livello di Gruppo, rappresentata dall'EBIT *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%[23].

Il livello soglia del *performance gate* funge, altresì, da Condizione Cancello.

23. Per il Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane il valore massimo è pari al 120%.

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# Rispetto della propensione al rischio

Le condizioni richieste dalla normativa vigente sono collegate ai principi di sostenibilità finanziaria della componente variabile della remunerazione e rappresentate, quindi, dalla verifica della "qualità" dei risultati reddituali *risk adjusted* raggiunti e della coerenza con i livelli di *risk tolerance* dei requisiti patrimoniali, di liquidità e di redditività corretta per il rischio previsti nell'ambito del proprio quadro di riferimento per la determinazione della propensione al rischio del Patrimonio BancoPosta (RAF).

Si riporta di seguito il dettaglio:

Figura 17.
Rispetto della propensione al rischio

| | |
|---|---|
| **Adeguatezza patrimoniale**<br>*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**<br>*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**<br>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).

# *Bonus Pool* per i *Material Risk Takers*

Le risorse economiche consolidate (*Bonus Pool*) previste annualmente nel *budget* di BancoPosta sono definite in logica *bottom up:* il valore complessivo degli incentivi deriva dalla sommatoria delle assegnazioni MBO 2025 per i *Material Risk Takers* identificati all'interno del Personale BancoPosta.

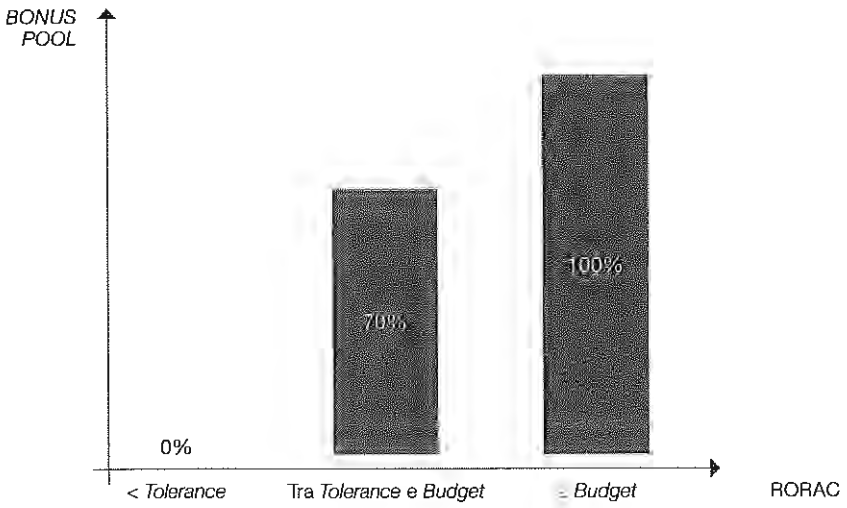
Il *Bonus Pool*, approvato dal Consiglio di Amministrazione su proposta del Comitato Remunerazioni sentito il Comitato Controllo e Rischi, prevede un diretto collegamento con il *RAF* BancoPosta al fine di confermare la sostenibilità rispetto alla situazione finanziaria del Patrimonio BancoPosta e, quindi, 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 18. *Bonus Pool*






543

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Gli intervalli sono definiti "*stepped*" o a gradoni e il funzionamento è di seguito illustrato:

- per valori di RORAC inferiori al livello *Tolerance* definito nel *RAF*, l'incentivo maturato si azzera;
- per valori di RORAC compresi tra la *Tolerance* e il *Budget*, l'incentivo maturato si riduce del 30% (demoltiplicatore applicato al 70%);
- per valori di RORAC uguali o superiori al *Budget*, si conferma l'incentivo maturato.

## Fase 2

L'output della Fase 1 viene ulteriormente corretto in funzione di un indicatore qualitativo del *RAF (RAF Quality Index – RQI)* e di un indicatore di qualità percepita dalla clientela *retail* di BancoPosta (*Net Promoter Score – NPS*).

In particolare, l'aggiustamento è effettuato sulla base dello schema seguente:

| | | 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)

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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.

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 sono:
- *RORAC* BancoPosta;
- *Customer Experience* BancoPosta;
- Progetti di *business*.

## Modalità di erogazione

In linea con la normativa vigente e in funzione della categoria di appartenenza, il bonus maturato verrà erogato in parte *up-front* e in parte al termine del periodo di differimento, prevedendo una corresponsione in forma monetaria e in diritti a ricevere Azioni ordinarie di Poste Italiane.

Per il Responsabile della funzione BancoPosta le modalità di erogazione della componente variabile a breve termine sono le stesse previste per l'AD.



545

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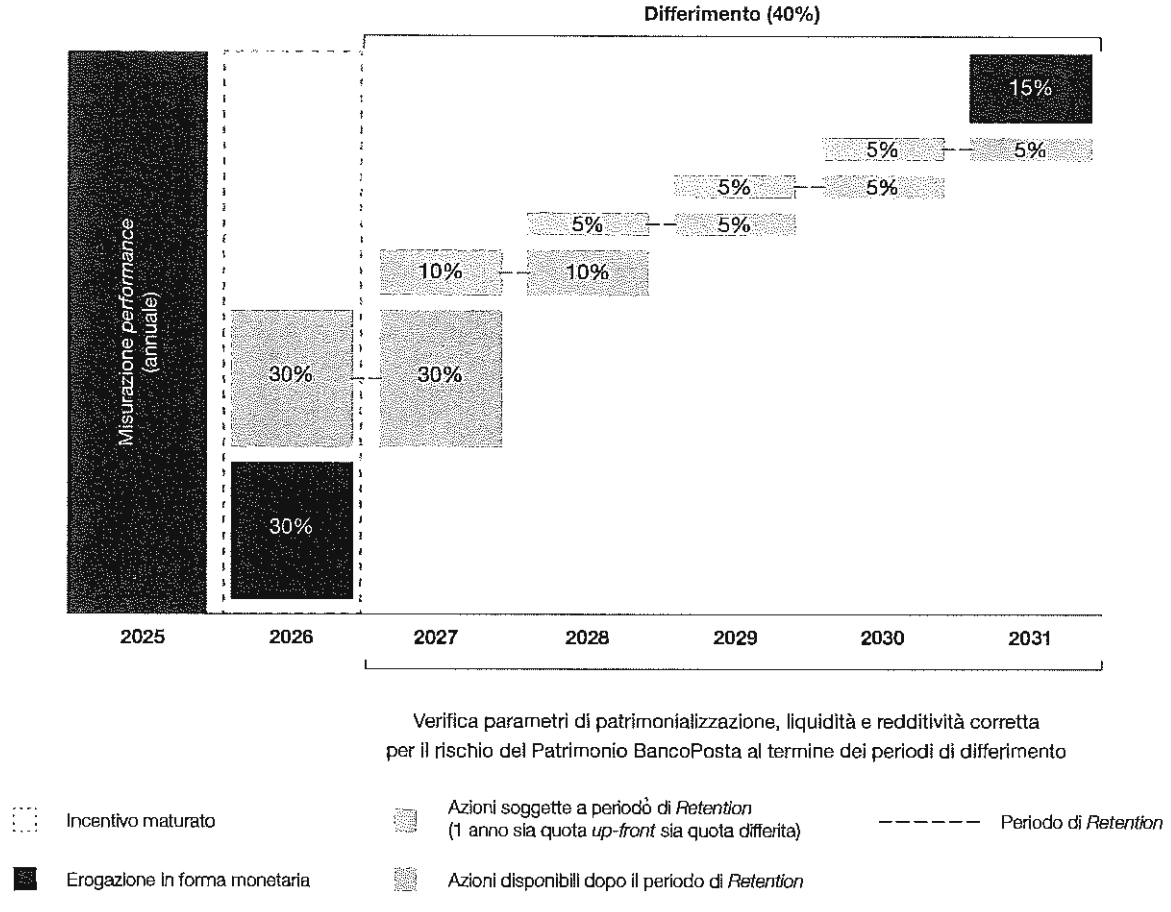
Per i soggetti rientranti nel Personale più rilevante e appartenenti alla categoria del *Senior Management*, il bonus maturato verrà erogato per il 60% *up-front* e per il 40% differito su 5 anni; inoltre, il 45% del bonus maturato verrà erogato in forma monetaria e il restante 55% in diritti a ricevere Azioni ordinarie di Poste Italiane secondo il seguente schema:

Figura 19.
Modalità di erogazione del sistema MBO per MRTs appartenenti al *Senior Management* (remunerazione variabile inferiore all'importo particolarmente elevato)



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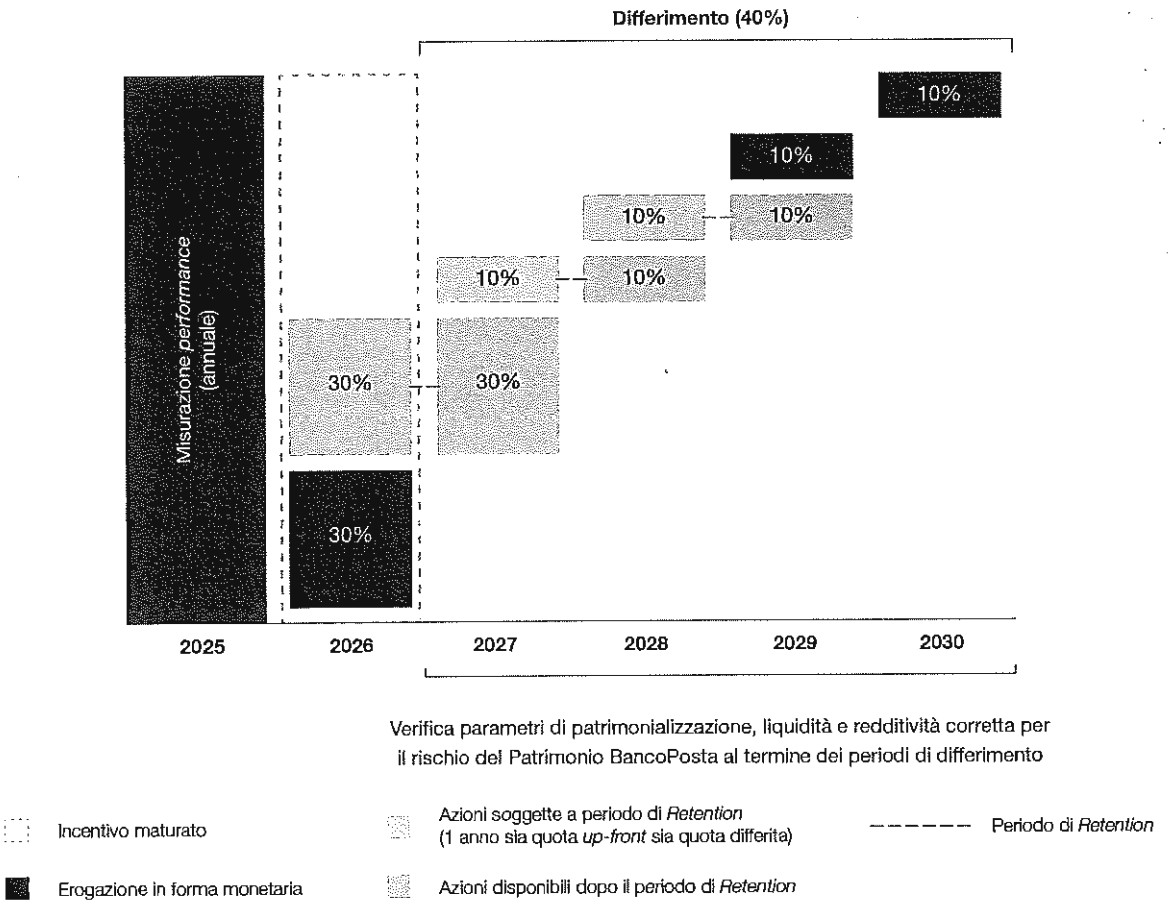
In caso di importo di remunerazione variabile particolarmente elevato – così come definito all'interno del presente documento[24], ovvero superiore a € 449.973 lordi (inclusi eventuali incentivi di lungo termine computati pro-quota) – lo schema di *pay-out* si modifica prevedendo una componente differita pari al 60%, con articolazione in linea con quella prevista per l'AD e per il Responsabile BancoPosta.

Per i soggetti rientranti nel Personale più rilevante e diversi dal *Senior Management* il bonus maturato verrà erogato per il 60% *up-front* e per il 40% differito su 4 anni; sia la quota *up-front* sia la quota differita saranno erogate per il 50% del bonus maturato in forma monetaria e il restante il 50% in diritti a ricevere Azioni ordinarie di Poste Italiane secondo il seguente schema:

Figura 20.
Modalità di erogazione del sistema MBO per MRTs non appartenenti al *Senior Management* (remunerazione variabile inferiore all'importo particolarmente elevato)




24. Cfr. Paragrafo 3.1.



547

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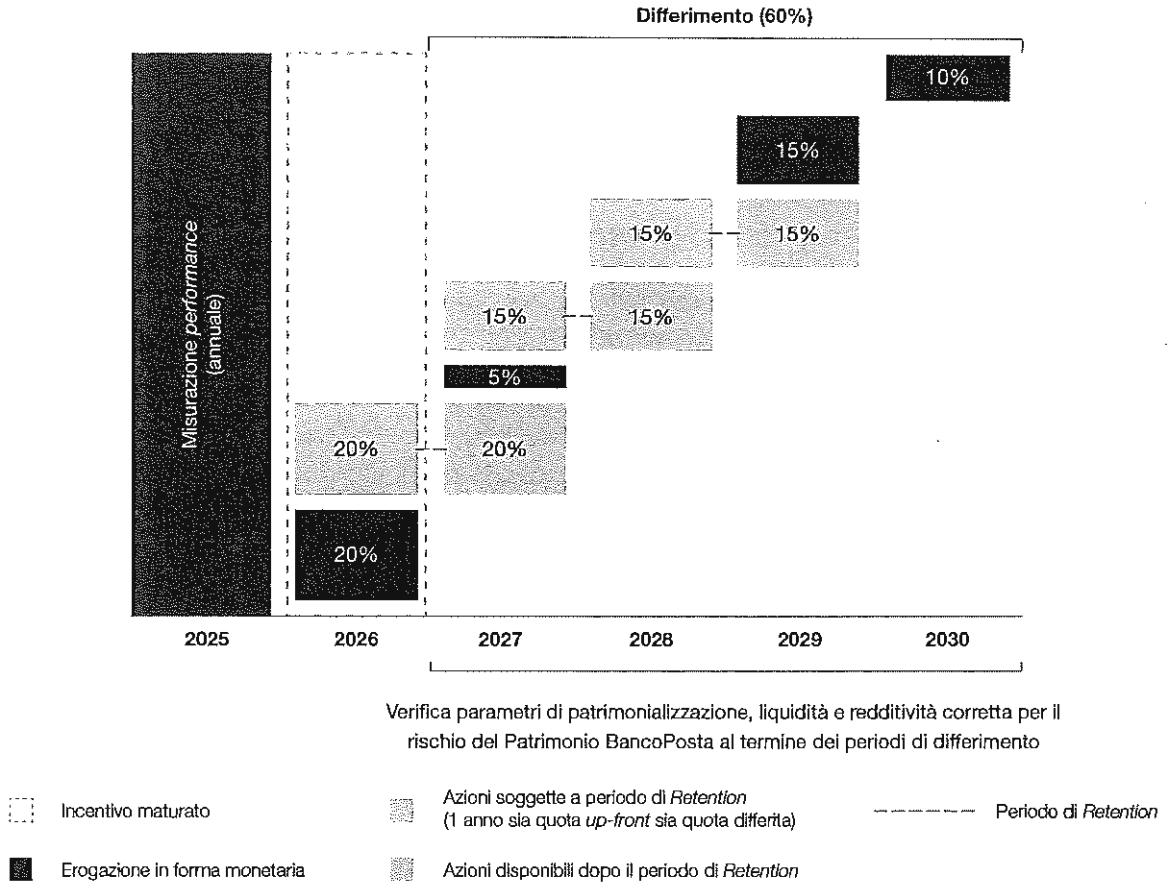
In caso di importo di remunerazione variabile particolarmente elevato – così come definito all'interno del presente documento, ovvero superiore a € 449.973 lordi (inclusi eventuali incentivi di lungo termine computati *pro-quota*) – il bonus maturato verrà erogato per il 40% *up-front* e per il 60% differito 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 21.
Modalità di erogazione del sistema MBO per MRTs non appartenenti al *Senior Management* (remunerazione variabile superiore all'importo particolarmente elevato)




Per le quote in diritti a ricevere Azioni sia *up-front* sia differite (indipendentemente dallo schema di erogazione) si applica un periodo di *retention* di un anno.

L'erogazione delle quote differite avverrà ogni anno, a condizione che sia sostenibile rispetto alla situazione finanziaria del Patrimonio BancoPosta, senza limitare la sua capacità di mantenere o raggiungere il livello di *risk tolerance* di patrimonializzazione, di liquidità e di redditività corretta per il rischio.

Le disposizioni relative al differimento e alla corresponsione in Azioni non saranno applicate per remunerazioni variabili d'importo inferiore a € 50.000 lordi e che non rappresentino più di un terzo della remunerazione totale annua (anche detta "soglia di materialità"). Al di sotto di tale soglia, l'erogazione avviene interamente *up-front* e in forma monetaria, tenuto conto della "immaterialità" nel perseguimento dell'allineamento al rischio nel lungo termine che caratterizzerebbe eventuali componenti differite e/o in Azioni.

Si sottolinea che, stante l'utilizzo di Azioni ordinarie di Poste Italiane, la Società sottoporrà all'Assemblea degli azionisti del 30 maggio 2025 l'approvazione del Documento Informativo predisposto ai sensi dell'art. 114-*bis* del TUF.

548

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## Sistema d'incentivazione a lungo termine (ILT)[25]

Il restante Personale più rilevante può essere destinatario del sistema di incentivazione a lungo temine Piano ILT *Performance Share* 2025-2027 definito in linea con le prassi di mercato con l'obiettivo di collegare una quota della componente variabile della remunerazione al raggiungimento di obiettivi su un orizzonte temporale triennale.

Tale Piano, salvo alcune differenze descritte di seguito, è allineato in termini di finalità, obiettivi e principali caratteristiche con quello già descritto in precedenza per l'AD.

Il Piano ILT *Performance Share* 2025-2027 prevede, in linea con quanto già indicato per l'AD, l'attribuzione di diritti a ricevere Azioni ai beneficiari al termine del periodo di *performance*. Il numero massimo di diritti a ricevere Azioni è definito in funzione della complessità e delle responsabilità del ruolo del beneficiario oltreché della strategicità della risorsa.

Per tutti i beneficiari rientranti nel perimetro del Personale più rilevante (incluso il Responsabile della funzione BancoPosta) il Piano ILT *Performance Share* 2025-2027 assume le medesime caratteristiche già descritte per l'AD (Condizione Cancello, Condizioni di Accesso, Obiettivi di *performance* e modalità di erogazione). Si ricorda che il periodo di differimento è *pro rata* su 5 anni.

Resta inteso che, come per l'AD nell'ambito della componente variabile di lungo termine, anche per il restante Personale più rilevante, ove previsto, permangono il Piano ILT *Performance Share* 2023-2025, assegnato nel 2023, e il Piano ILT *Performance Share* 2024-2026, assegnato nel 2024 per i quali si rinvia alle Relazioni sulla Remunerazione, 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, a seguito dell'approvazione da parte dell'Assemblea degli azionisti delle *Linee Guida sulla politica in materia di remunerazione e incentivazione 2021 del Patrimonio BancoPosta*, esclusivamente per il Responsabile *Risk Management*, per il Responsabile *Compliance* e per il Responsabile Revisione Interna sono riconosciute *Role Based Allowance* o Indennità di Ruolo di importo pari a € 30.000 lordi annui. Le *Role Based Allowance* hanno l'obiettivo di garantire:

- equità interna, a seguito dell'innalzamento dell'incidenza massima della remunerazione variabile sulla remunerazione fissa per il Personale più rilevante del Patrimonio BancoPosta dall'1:1 al 2:1, introdotta a partire dal 2021;
- competitività esterna, stante il fatto che sono ampiamente diffuse fra le banche *peer* di Poste Italiane.

Le *Role Based Allowance* sono considerate una componente fissa della remunerazione, esclusivamente legate alla permanenza nello specifico ruolo, in linea con le previsioni regolamentari di riferimento, in quanto:

- si basano su criteri prestabiliti;
- non sono discrezionali e riflettono il livello di esperienza professionale e anzianità del personale;
- sono trasparenti per quanto riguarda l'importo individuale riconosciuto al singolo membro del personale;
- sono mantenute per un periodo di tempo connesso al ruolo e alle responsabilità organizzative specifiche;
- non possono essere ridotte, sospese né annullate;
- non offrono incentivi all'assunzione di rischi;
- non dipendono dai risultati.

25. 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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Alle funzioni aziendali di controllo si applicano altresì meccanismi d'incentivazione a breve termine coerenti con i compiti assegnati, attribuendo obiettivi qualitativi e indipendenti dai risultati conseguiti dalla Società e dal Patrimonio BancoPosta (fatta salva l'applicazione delle Condizioni Cancello e di Accesso; resta inteso che il RORAC BancoPosta non si applica come Condizione di Accesso); il costante supporto nello sviluppo di una forte e sostenibile cultura della conformità e gestione del rischio e il raggiungimento degli obiettivi progettuali nelle materie di competenza, sono i principali obiettivi assegnati al personale appartenente alle funzioni aziendali di controllo nell'ambito del sistema d'incentivazione a breve termine (MBO). Di seguito alcuni esempi di obiettivi assegnati:

- attività di sviluppo metodologico per la misurazione, valutazione e controllo dei rischi;
- esecuzione di programmi di intervento/verifica definiti in relazione agli esiti di ispezioni di autorità di vigilanza o *audit* interni;
- supporto alle iniziative progettuali di BancoPosta ed allo sviluppo di nuovi modelli di *business* sostenibili (anche in ottica ESG);
- rafforzamento delle attività di controllo, sviluppo dei relativi strumenti a supporto e strutturazione/automazione del *reporting*;
- evoluzione dell'impianto normativo interno e dell'assetto procedurale di BancoPosta e delle funzioni aziendali di controllo.

Si evidenzia che la remunerazione variabile incide sulla remunerazione complessiva in misura inferiore rispetto alla regola generale prevista per il Personale più rilevante; pertanto, il rapporto tra componente variabile e componente fissa della remunerazione per il personale appartenente alle funzioni aziendali di controllo non può eccedere il limite di un terzo.

Per i Responsabili delle funzioni aziendali di controllo del Patrimonio BancoPosta (*Risk Management*, *Compliance*, Revisione Interna e loro riporti) i meccanismi di aggiustamento derivanti dalla rimodulazione del *Bonus Pool* non si applicano. Inoltre, esclusivamente per il Responsabile *Risk Management*, per il Responsabile *Compliance* e per il Responsabile Revisione Interna il *performance gate* può variare da un livello minimo pari al 70% fino a un livello massimo pari al 100% (e ridursi fino ad azzerarsi).

In relazione ai sistemi d'incentivazione a lungo termine, il personale appartenente alle funzioni aziendali di controllo non è, di norma, tra i destinatari del Piano ILT *Performance Share*. La necessità di mantenere un rapporto tra la componente variabile e quella fissa della remunerazione non superiore a un terzo pone un vincolo stringente, tenuto conto che questi soggetti sono inclusi tra i beneficiari del sistema d'incentivazione a breve termine (MBO).

## 4.5 Pagamenti per la conclusione del rapporto per il Personale più rilevante

In coerenza con le prassi di riferimento sussistono ed è possibile stipulare clausole/accordi che regolino *ex-ante* gli aspetti economici relativi alla cessazione anticipata della carica e/o risoluzione anticipata del rapporto di lavoro con finalità di evitare l'alea di una lite attuale o futura, evitando i rischi inevitabilmente connessi a un contenzioso giudiziale che potrebbero avere risvolti anche di carattere reputazionale e di immagine per la Società, assicurando al contempo maggiore certezza nei rapporti giuridici.

L'importo derivante dall'applicazione di tali clausole/accordi non può comunque superare un numero massimo di 24 mensilità della remunerazione globale convenzionale lorda, calcolata come sotto riportato, comprensiva di una somma equivalente all'eventuale indennità di preavviso previsto contrattualmente.

Fermo restando il rispetto del predetto limite massimo complessivo pari a 24 mensilità, per quanto riguarda il Personale più rilevante[26] gli importi vengono determinati sulla base della seguente formula predefinita[27]:

- 10 mensilità in caso di cessazione del rapporto nel corso del primo anno di attività su un ruolo di *Material Risk Takers*;
- 16 mensilità in caso di cessazione del rapporto nel corso del secondo anno di attività su un ruolo di *Material Risk Takers*;
- 24 mensilità in caso di cessazione del rapporto nel corso del terzo anno di attività su un ruolo di *Material Risk Takers* e successivi.

26. Con riferimento all'Amministratore Delegato si rimanda a quanto illustrato nel paragrafo specifico.
27. Fermo restando il rispetto di norme inderogabili.

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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. 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.

La Società, di norma, non stipula "patti di non concorrenza" e al momento della stesura del presente documento non **è presente alcun "patto di non concorrenza"** 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.

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.



551

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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; inoltre, l'importo complessivo eventualmente erogato verrà sottoposto a meccanismi di *malus* e di *claw back* fino all'intera quota entro 5 anni dal pagamento di ciascuna quota di incentivo e, comunque, entro i termini di prescrizione previsti, in relazione alle circostanze definite nelle Linee Guida sulle politiche di remunerazione e incentivazione tempo per tempo vigenti.

In applicazione delle Disposizioni di Vigilanza in tema di remunerazioni in merito alla determinazione dei compensi legati alla conclusione anticipata del rapporto per il Personale più rilevante, si evidenzia che il limite massimo ai compensi corrisposti in caso di risoluzione del rapporto, come sopra descritti, può portare a un esborso massimo individuale pari a circa euro 7,4 milioni lordi determinato sulla base della retribuzione più elevata[28]. Tale esborso è calcolato facendo riferimento alla massima retribuzione prevista tra il Personale destinatario delle presenti Linee Guida applicandovi, a livello massimo, tutte le possibili componenti della remunerazione da corrispondere in caso di cessazione anticipata.

Il processo di definizione degli importi correlati alla conclusione del rapporto è strutturato in modo da assicurare la sostenibilità economica di un'eventuale contemporanea risoluzione anticipata del rapporto di una pluralità di soggetti "con caratteristiche particolarmente rilevanti".

L'importo derivante dall'applicazione dei principi sopra descritti comporta erogazioni correlate alla remunerazione globale lorda del soggetto, proporzionata al ruolo ricoperto e all'ampiezza delle responsabilità assegnate, oltre a rispecchiare l'esperienza e le capacità richieste per ciascuna posizione, nonché le *performance* dimostrate e la qualità complessiva del contributo ai risultati a breve e a lungo termine.

Il compenso da corrispondere legato alla conclusione anticipata del rapporto per l'AD, per il Responsabile della funzione BancoPosta e per il Dirigente Preposto 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*.

28. Si procede a una esemplificazione al solo fine di soddisfare la previsione regolamentare prevista dal "XXV aggiornamento della Circolare Banca d'Italia". La Circolare richiede l'indicazione di un limite massimo della *severance* anche in termini di numero di annualità di retribuzione fissa oltre che in valore assoluto. Il numero di annualità di retribuzione fissa che sottende la remunerazione globale convenzionale lorda, potrebbe, in via del tutto teorica, in caso di assegnazione dei livelli massimi della remunerazione variabile possibili, essere pari a circa 5,2 annualità. Per il 2025 il valore del compenso lordo corrisposto in occasione della risoluzione del rapporto così determinato non potrà comunque essere superiore a euro 7,4 milioni, come sopra specificato.

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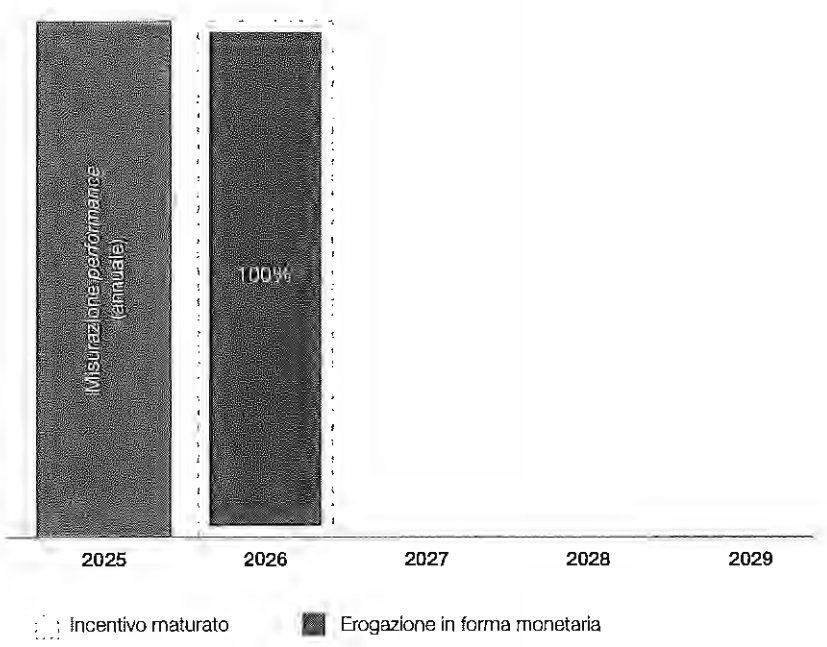
# 4.6 Remunerazione del restante Personale BancoPosta (non *Material Risk Takers*)

Anche per il restante personale BancoPosta (non rientrante nel Personale più rilevante) la remunerazione fissa è costituita da una componente monetaria ("retribuzione fissa") e da una componente "in natura" ("*benefit*").

La remunerazione variabile per il personale BancoPosta non incluso tra i *Material Risk Takers* – coerentemente con le politiche di Gruppo – è direttamente collegata alle *performance* aziendali nonché a quelle individuali, tenuto conto dei rischi assunti nel corso dell'attività (può quindi ridursi sensibilmente, fino ad azzerarsi). Possono essere previsti i seguenti strumenti:

- sistema d'incentivazione a breve termine (MBO) è definito in linea con alcune delle caratteristiche del sistema per il Personale più rilevante descritto in precedenza, contemplando le medesime condizioni di attivazione (a titolo esemplificativo rispetto della propensione al rischio e condizioni individuali). Non sono previsti l'utilizzo di Azioni e modalità di differimento per l'erogazione degli eventuali bonus maturati (come evidenziato nella successiva figura);
- con riferimento al premio di risultato, il CCNL demanda alla contrattazione integrativa di secondo livello la definizione del premio aziendale che è riconosciuto al raggiungimento dei risultati complessivi oltre alle modalità di erogazione (ad es. "la conversione in *welfare* aziendale");
- altri bonus sono definiti all'interno delle politiche aziendali in coerenza con il *budget* e con le prassi di mercato, al fine di assicurare il rispetto dei criteri di equità interna e di sostenibilità dei costi e il confronto con i *benchmark* retributivi di mercato. Sono finalizzati a valorizzare il contributo sulla base della prestazione individuale e dei comportamenti osservati. Vengono presi in considerazione ai fini del computo della retribuzione variabile complessiva;
- bonus d'ingresso sono consentiti in casi eccezionali in fase di assunzione di nuovo personale;
- sistemi di incentivazione sono definiti per specifiche figure con obiettivi infrannuali, annuali e pluriennali collegati a *performance* individuali o di gruppo sottoposti in ogni caso al soddisfacimento dei requisiti di patrimonializzazione e di liquidità;
- sistema di incentivazione variabile a medio termine è definito per i "*professional*"; si tratta di figure non manageriali che, con le proprie competenze specialistiche, supportano l'efficace implementazione del Piano Strategico. Il sistema, nelle prassi, prevede obiettivi su un orizzonte temporale biennale collegati a *performance* sia economico-finanziarie sia ESG sottoposto in ogni caso al soddisfacimento dei requisiti di patrimonializzazione e di liquidità.

Figura 22.
Modalità di erogazione del sistema MBO per il restante Personale BancoPosta (non *Material Risk Takers*)




Alcune risorse non rientranti nel perimetro del Personale più rilevante potrebbero essere destinatarie del Piano ILT *Performance Share* 2025-2027.

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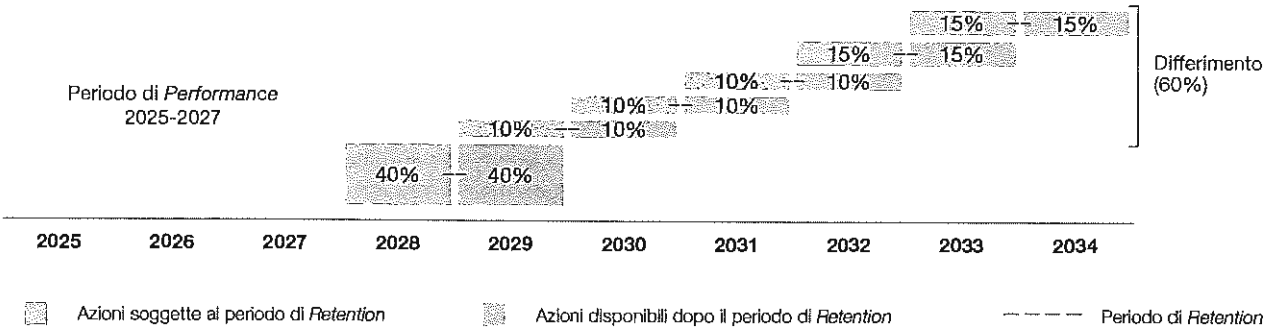
Per questa categoria di beneficiari il Piano ILT *Performance Share* 2025-2027 prevede la Condizione Cancello, le Condizioni di Accesso e gli Obiettivi di *performance* in linea con quanto descritto in precedenza per l'AD e i beneficiari rientranti nel perimetro del Personale più rilevante; anche in termini di modalità di erogazione delle Azioni il Piano ILT *Performance Share* segue il medesimo schema di seguito riportato:

Figura 23.
Modalità di erogazione del Piano ILT *Performance Share* 2025-2027 per i beneficiari non appartenenti al Personale più rilevante




Si ricorda che nessun Amministratore o Dirigente con responsabilità strategiche è incluso nel restante personale BancoPosta (non *Material Risk Takers*).

# 4.7 Meccanismi di aggiustamento *ex-ante* ed *ex-post* (clausole di *malus* e *claw back*)

## Allineamento al rischio *ex-ante*

In linea con le migliori prassi di mercato e le normative di riferimento, la remunerazione variabile non è garantita, ma sottoposta al raggiungimento di prefissati livelli di *performance* unitamente al rispetto del profilo di rischio del Patrimonio BancoPosta, declinato nell'ambito delle Condizioni Cancello, delle Condizioni di Accesso, del *Bonus Pool* e degli obiettivi dei diversi sistemi di incentivazione.

Componenti variabili garantite possono essere previste, in casi eccezionali e in presenza di livelli patrimoniali e di liquidità coerenti con i requisiti prudenziali, per l'assunzione di nuovo personale e limitatamente al primo anno d'impiego. Non possono essere riconosciute più di una volta alla stessa persona né da BancoPosta né da altre società del Gruppo Poste Italiane e non sono soggette alle norme sulla struttura della remunerazione variabile (differimenti e/o componente in strumenti finanziari). Le stesse concorrono alla determinazione del limite al rapporto variabile/fisso della remunerazione del primo anno, salvo che siano corrisposte in un'unica soluzione al momento dell'assunzione. Fatta eccezione per le suddette circostanze è fatto divieto di corrispondere bonus garantiti.

Le remunerazioni volte a compensare il nuovo personale da eventuali contrazioni o azzeramenti di compensi (per effetto di meccanismi di *malus* o *claw back*) derivanti da precedenti impieghi, fermo restando il caso della remunerazione variabile 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*, ecc.).

554

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# Allineamento al rischio *ex-post*

Sono previste alcune fattispecie specifiche, come di seguito descritte, in cui dovranno essere applicati meccanismi di aggiustamento *ex-post* dell'importo della remunerazione variabile. Tali disposizioni si applicano al personale destinatario dei sistemi d'incentivazione variabile (a titolo esemplificativo MBO e/o ILT) e, quindi ove presente, anche al personale non incluso nel perimetro dei *Material Risk Takers*.

## *Claw back*

In linea con le migliori prassi di mercato e le normative di riferimento, la remunerazione variabile complessiva è soggetta alla richiesta di restituzione (clausole di *claw back*) al verificarsi di determinati eventi.

Il processo di applicazione dei meccanismi di *claw back* è condotto in coerenza con la relativa procedura interna adottata dalla Società approvata dal Consiglio di Amministrazione nella sua adunanza del 18 marzo 2019 e aggiornata il 14 dicembre 2022. Tale procedura prevede la partecipazione interdisciplinare di più funzioni aziendali con differenti competenze che intervengono nelle diverse fasi del processo ovvero: attivazione, istruttoria, finalizzazione di una relazione informativa, chiusura della procedura e adempimenti obbligatori. Gli organi/funzioni aziendali, responsabili della decisione di procedere al recupero dell'intero ammontare o di parte dei premi variabili già corrisposti, sono differenziati in base al profilo della risorsa oggetto della procedura di *claw back*. Resta inteso che per l'AD e per gli altri *MRTs* l'eventuale decisione sarà di competenza del Consiglio di Amministrazione, su proposta del Comitato Remunerazioni.

I meccanismi di *claw back*, cioè di restituzione di premi già corrisposti, vengono attivati tenendo altresì conto dei profili di natura legale, contributiva e fiscale in materia, indipendentemente dal fatto che il rapporto di lavoro sia ancora in essere o cessato. Tale disposizione si applica al personale destinatario dei sistemi d'incentivazione variabile sia a breve sia a lungo termine.

In particolare, entro 5 anni dal pagamento di ciascuna quota di incentivo e comunque entro i termini di prescrizione previsti, la Società può chiedere la restituzione di quanto già erogato fino all'intero incentivo, fermo restando il diritto al risarcimento dell'eventuale ulteriore danno, in caso di:

- comportamenti non conformi a disposizioni di legge, regolamentari o statutarie, al Codice Etico, al Modello Organizzativo ex D.Lgs. 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.



555

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# Altri meccanismi di aggiustamento

Si evidenzia che il verificarsi di una o più delle fattispecie evidenziate nell'ambito del *claw back* (a titolo esemplificativo e non esaustivo, comportamenti fraudolenti o di colpa grave del beneficiario a danno della Società, ivi incluso il Patrimonio BancoPosta, o di una delle società del Gruppo ecc.) comporta, altresì, la non erogazione delle quote sottoposte a periodi di *retention*.

Come anticipato, il Personale più rilevante, secondo quanto prescritto dalle Disposizioni di Vigilanza emanate dalla Banca d'Italia, è tenuto a non avvalersi di strategie di copertura personale o di assicurazioni sulla retribuzione o su altri aspetti che possono alterare o inficiare gli effetti di allineamento al rischio insiti nei meccanismi della remunerazione variabile.

Quanto sopra è confermato attraverso specifiche pattuizioni con il personale interessato, nelle quali viene richiesto di comunicare l'eventuale apertura di conti custodia titoli presso altri intermediari, oltre alla eventuale realizzazione di investimenti finanziari in diritti speciali, diversi dai titoli oggetto di scambio nei mercati regolamentati, che hanno come sottostante, diretto o indiretto, le Azioni di Poste Italiane.

Coerentemente con le previsioni regolamentari, Poste Italiane attiverà a tal fine controlli a campione con riferimento ai conti custodia titoli detenuti dal Personale più rilevante presso BancoPosta.

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# 5. Politiche e prassi di remunerazione del personale, non appartenente al Patrimonio BancoPosta, addetto alla rete di vendita di prodotti bancari, finanziari e di pagamento[29] e alle attività di supporto al cliente e di trattamento dei reclami

BancoPosta, nell'esercizio delle attività di collocamento dei prodotti bancari, finanziari[30], assicurativi e di pagamento[31], così come disciplinata dalle norme del Testo Unico Bancario[32], delle Disposizioni di Trasparenza[33], del Testo Unico della Finanza[34], dai Regolamenti IVASS e dal regolamento 2088/2019, presta costante attenzione alla trasparenza delle condizioni contrattuali e alla correttezza dei comportamenti della rete di vendita, non appartenente al Patrimonio BancoPosta, al fine di presidiare i rischi di natura legale e reputazionale connessi ai rapporti con la clientela, non solo con accorgimenti di carattere organizzativo o procedurale, ma anche definendo specifiche politiche di remunerazione del personale a ciò addetto.

In particolare, BancoPosta intende soddisfare i bisogni della clientela attraverso il governo e il controllo dell'intero ciclo di vita dei prodotti nelle varie fasi di elaborazione, distribuzione, monitoraggio e revisione.

Con particolare riferimento alle attività di vendita e commercializzazione di prodotti bancari, finanziari, assicurativi e di pagamento, BancoPosta si avvale delle Funzioni di Poste Italiane delle reti commerciali (denominate Mercato Privati e Mercato Imprese e Pubblica Amministrazione) per il tramite dello specifico Disciplinare Esecutivo[35]. Al riguardo, BancoPosta verifica che i sistemi di remunerazione e incentivazione del personale addetto alla vendita (di seguito "sistemi di remunerazione ed incentivazione commerciale") siano conformi ai seguenti principi:

- siano definiti in coerenza con gli obiettivi e i valori aziendali e le strategie di lungo periodo;
- siano ispirati a criteri di diligenza, trasparenza, correttezza e qualità nelle relazioni con la clientela, al contenimento dei rischi legali e reputazionali, alla tutela e fidelizzazione della clientela, al rispetto delle disposizioni di auto-disciplina eventualmente applicabili;
- non si basino esclusivamente su obiettivi commerciali, bensì anche su criteri qualitativi, e non costituiscano un incentivo a collocare prodotti non adeguati rispetto ai bisogni, alle esigenze finanziarie e in termini ESG dei clienti.

In particolare, i soggetti destinatari della presente linea guida (di seguito "soggetti rilevanti") sono individuati nel personale che offre prodotti ai clienti interagendo con quest'ultimi, nonché in coloro a cui questi rispondono gerarchicamente.

29. Politica redatta anche ai sensi del Provvedimento Banca d'Italia sulla "Trasparenza delle operazioni e dei servizi bancari e finanziari – Correttezza delle relazioni tra intermediari e clienti" del 19 marzo 2019.
30. Nei prodotti finanziari sono ricompresi "gli strumenti finanziari e ogni altra forma di investimento di natura finanziaria" come definiti all'art. 1 comma 1 lettera u) ed i prodotti di investimento assicurativi di cui all'art 1 comma 1, alla lettera w *bis* 3.
31. BancoPosta opera, tra l'altro, come collocatore di PostePay S.p.A., istituto di moneta elettronica del Gruppo Poste Italiane.
32. Decreto legislativo 1° settembre 1993, n. 385 "Testo Unico Bancario", Titolo VI.
33. Provvedimento del 29 luglio 2009 e successive modifiche in materia di Trasparenza delle operazioni e dei servizi bancari e finanziari.
34. Decreto legislativo 24 febbraio 1998, n. 58 Testo Unico della Finanza, Titolo II.
35. Disciplinare Esecutivo "Reti Commerciali" valido dal 1° gennaio 2023 al 31 dicembre 2025.



557

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La valutazione dei sistemi di remunerazione ed incentivazione del personale addetto alla vendita rientra tra le competenze del "Comitato Servizi Finanziari e Assicurativi" (in ambito Poste Italiane) che è presieduto dal Responsabile BancoPosta e prevede la partecipazione, tra gli altri, dei Responsabili delle reti commerciali. Nell'ambito di tale Comitato, previa verifica della Funzione *Compliance* di BancoPosta, sono valutate le logiche di definizione dei sistemi di incentivazione commerciale, il monitoraggio degli obiettivi, l'andamento delle attività svolte, nonché lo stato di realizzazione delle azioni correttive individuate a seguito di eventuali inefficienze o non conformità riscontrate.

Nella definizione dei sistemi di remunerazione ed incentivazione commerciale, BancoPosta, di concerto con le funzioni Mercato Privati, Mercato Imprese e Pubblica Amministrazione, Risorse Umane e Organizzazione, Amministrazione, Finanza e Controllo in ambito Poste Italiane, assicura che:

- la remunerazione non determini incentivi tali da indurre il personale addetto alla rete di vendita a perseguire gli interessi propri o dell'intermediario a danno dei clienti;
- sia tenuto conto di ogni rischio che può determinare un pregiudizio per i clienti, adottando opportuni accorgimenti di presidio;
- la componente variabile della remunerazione:
  - sia ancorata a criteri quantitativi e qualitativi[36];
  - non costituisca un incentivo a offrire uno specifico prodotto, o una specifica categoria o combinazione di prodotti quando da ciò può derivare un pregiudizio per il cliente;
  - sia adeguatamente bilanciata rispetto alla componente fissa della remunerazione;
  - sia soggetta a meccanismi di correzione tali da consentirne la riduzione (anche significativa) o l'azzeramento.

BancoPosta, inoltre, assicura che venga adottata idonea procedura avente ad oggetto il sistema di incentivazione commerciale, volta a disciplinare, tra le altre cose, le modalità con cui le politiche vengono attuate, con particolare riguardo all'applicazione dei criteri per la determinazione della componente variabile, ove prevista, nonché i meccanismi per una chiara e preventiva comunicazione ai soggetti rilevanti delle politiche di remunerazione a loro destinate. Al riguardo, BancoPosta assicura che i soggetti a cui tali meccanismi di incentivazione sono destinati siano debitamente informati antecedentemente all'avvio delle azioni commerciali; ad ogni modo, le politiche di remunerazione ed incentivazione sono sempre facilmente accessibili e consultabili.

Il perimetro dei soggetti cui si applicano le suddette politiche e prassi di remunerazione è composto, alla data del 28 febbraio 2025, da un numero di 49.322 risorse appartenenti alle seguenti strutture e figure commerciali della funzione Mercato Privati e della funzione Mercato Imprese e Pubblica Amministrazione in ambito Poste Italiane:

36. In particolare, la remunerazione variabile non si basa solo sul raggiungimento di obiettivi quantitativi legati alla vendita dei prodotti, ma tiene conto anche di altri criteri (ad es., fidelizzazione e livello di soddisfazione della clientela).

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Figura 24.
Strutture e figure commerciali della funzione Mercato Privati e Mercato Imprese e Pubblica Amministrazione in ambito Poste Italiane

| | Struttura | Figure commerciali |
|---|---|---|
| Mercato Privati | Ufficio Postale | Direttore Ufficio Postale |
| | | Specialista Consulente Finanziario |
| | | Operatore di Sportello |
| | | Operatore di Accoglienza |
| | | Collaboratore Supporto Ufficio Postale |
| | | Operatore *Front End* |
| | | Referente Gestione Ufficio Postale |
| | Filiale | Responsabile Commerciale di Filiale |
| | | Referente Commerciale di Zona |
| | | Gestore *Premium* |
| | | Specialista Consulente Mobile |
| | | Specialista Consulente *Premium* |
| | | Specialista Prodotti *Front End* |
| | | Specialista *Small Business* |
| | Macro Area | Coordinatore Commerciale Territoriale |
| | | Coordinatore *Premium* |
| | | Referente Protezione |
| | | Referente Finanziamenti |
| | | Referente *Premium* |
| | | Referente Vendite POE |
| Mercato Imprese e Pubblica Amministrazione | Commerciale Finanziario e Assicurativo | Responsabile Venditori Specialisti |
| | | Venditore Specialista |
| | | Account Specialista |
| | | Venditore *Junior* |

Infine, con riferimento alle attività di supporto al cliente e di trattamento dei reclami svolte con l'apporto della funzione *Digital, Technology & Operations* in ambito Poste Italiane, per il tramite dello specifico Disciplinare Esecutivo[37], BancoPosta assicura che i sistemi di remunerazione ed incentivazione del personale addetto alla trattazione dei reclami ove esistenti prevedano indicatori che tengano conto, tra l'altro, dei risultati conseguiti nella gestione dei reclami e della qualità delle relazioni con la clientela[38].

# Altro personale Mercato Privati non appartenente al Patrimonio BancoPosta

Negli Orientamenti relativi a taluni aspetti dei requisiti in materia di retribuzione della MiFID II pubblicati nel 2023, l'ESMA mira a promuovere una maggiore convergenza nell'interpretazione dei requisiti in materia di retribuzione della MiFID II, nonché dei requisiti in materia di conflitti di interesse e di norme di comportamento della MiFID nel settore della retribuzione, così come negli approcci di vigilanza relativi a tali requisiti, ponendo l'accento su diverse questioni importanti e avvalorando in tal modo le norme esistenti. Tra le finalità dichiarate da ESMA si segnala l'esigenza di rafforzare i presidi volti ad evitare l'insorgere di conflitti tra gli interessi dei clienti destinatari dell'offerta di prodotti di investimento di Poste Italiane e quelli dei soggetti rilevanti, in termini di retribuzione di quest'ultimi.

37. Disciplinare Esecutivo "*Digital Technology & Operations-Operations (Back Office* e Assistenza Clienti)" valido dal 1° gennaio 2023 al 31 dicembre 2025.
38. Procedura Sistema di Incentivazione Variabile a breve termine MBO del Gruppo Poste Italiane.



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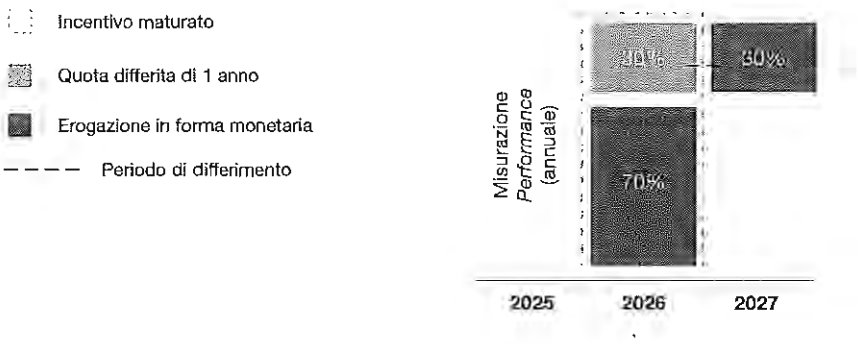
Il perimetro soggettivo di applicazione dei suddetti Orientamenti nell'ambito del Gruppo Poste Italiane è il seguente:

- Responsabile Mercato Privati (MP);
- Responsabile MP/Commerciale e suoi diretti riporti;
- Responsabili MP/Macro Area MP (MAMP);
- Responsabili MP/MAMP Commerciali;
- Responsabili di Filiale.

In totale i soggetti rilevanti ESMA risultano essere oltre 150 *manager* della Funzione Mercato Privati.

Per tale popolazione, in via prudenziale e in linea con le *best practice* di mercato, la remunerazione variabile di breve termine prevede obiettivi in grado di incoraggiare i soggetti rilevanti ad agire nel migliore interesse del cliente e che non creino conflitti di interesse o incentivi che possano indurre i soggetti rilevanti a favorire i propri interessi o gli interessi dell'impresa a potenziale discapito di un cliente. Si prevede, inoltre, un meccanismo di pagamento del 30% del *bonus* maturato in forma monetaria e differito di un anno, oltre a meccanismi di correzione *ex post* quali *malus* e *clawback*: nello specifico, restano applicabili le fatti-specie di *clawback* descritte in precedenza al paragrafo "Meccanismi di aggiustamento *ex-ante* ed *ex-post*" alle quali, sempre con riferimento al sistema di incentivazione a breve termine, si aggiunge la possibilità di ridurre fino ad azzerare le quote non ancora corrisposte o di richiedere la restituzione di quote già corrisposte in caso di "comportamenti fraudolenti o di colpa grave volti a favorire l'interesse personale a discapito degli interessi della clientela".

Figura 25.
Modalità di erogazione della remunerazione variabile di breve termine per i soggetti rilevanti ESMA




Resta inteso che la modalità di erogazione sopra rappresentata non sarà applicata qualora il valore della remunerazione variabile di breve termine risulti d'importo inferiore a € 50.000 lordi.

# 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 2024

Si fornisce, di seguito, la descrizione delle modalità con cui le previsioni contenute nelle "Linee Guida sulla politica in materia di remunerazione e incentivazione 2024 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 2024 a favore della Presidente e dei componenti dell'Organo con funzione di supervisione strategica, dell'Amministratore Delegato, 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 2024 del Patrimonio BancoPosta" sono state definite dal Consiglio di Amministrazione del 18 aprile 2024, sentito il parere del Comitato Remunerazioni e del Comitato Controllo e Rischi, e approvate dall'Assemblea degli azionisti in data 31 maggio 2024.

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 2024, 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 2024 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 2024 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 2024, il perimetro del Personale più rilevante è pari a 45 risorse. Il numero totale degli MRTs, rispetto a dicembre 2023, è incrementato di 3 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 2024 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 2024 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 2024, 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 31 maggio 2024;
- Piano ILT *Performance Share* 2024-2026, coerentemente con quanto definito nel Documento Informativo approvato dall'Assemblea degli azionisti del 31 maggio 2024.

Inoltre, nel corso del 2024, sono stati riconosciuti:

- premio di risultato – demandato dal CCNL alla contrattazione integrativa di secondo livello; il premio aziendale è correlato ad obiettivi di incrementi di produttività, qualità e redditività aziendale. Nel 2024 Poste Italiane e le Organizzazioni sindacali hanno raggiunto l'intesa sul rinnovo del Contratto Collettivo Nazionale di Lavoro per il personale non dirigente di Poste Italiane, l'accordo ha previsto anche un importo *una tantum* di 1.000 euro lordi medi erogato a settembre 2024 a titolo di competenze contrattuali arretrate e di anticipazione sui futuri miglioramenti economici; resta inteso che il personale dirigente non è beneficiario di tale UT;
- 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 2024 è stato pari a € 170.600 coinvolgendo 51 risorse (importo medio pro-capite circa € 3.300 lordi);
- bonus d'ingresso consentiti in casi eccezionali in fase di assunzione di nuovo personale (per il 2024 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 2024 (sistema d'incentivazione a breve termine MBO 2024 e Piano ILT *Performance Share* 2022-2024). Inoltre, si richiamano i sistemi per i quali sono maturate le quote sottoposte a differimento/*retention* sempre nel corso del 2024 nel rispetto delle condizioni definite.

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# Sistema d'incentivazione a breve termine MBO 2024

Con riferimento al sistema di incentivazione variabile a breve termine MBO, per il periodo di *performance* 2024, a seguire è riportato il livello di conseguimento della Condizione Cancello e delle Condizioni di Accesso al sistema, con riferimento al perimetro del Patrimonio BancoPosta. Si evidenzia che le stesse sono state superate e, pertanto, il suddetto sistema è stato attivato.

Figura 26.
Condizione Cancello e Condizioni di Accesso del sistema MBO 2024 AD[39]

| Condizioni (ON/OFF) | Valore soglia | Consuntivo |
|---|---|---|
| **EBIT** di Gruppo (€ mld) | 2,65 | **2,96*** |
| Parametro di adeguatezza Patrimoniale Patrimonio BP **CET 1** | 17% | **19%** |
| Parametro di Liquidità a breve termine Patrimonio BP **LCR** | 250% | **593%** |
| Parametro di redditività corretta per il rischio BancoPosta: **RORAC** | 18% | **38%** |
| Parametro di adeguatezza patrimoniale Gruppo Assicurativo Poste Vita: ***Solvency II Ratio*** | 150% | **334%** |

Valori arrotondati.
* Tale rappresentazione non include la neutralizzazione del delta verso *budget* dei costi di ristrutturazione legati agli incentivi all'esodo e partite accentrate HR (pari a 0,15 €mld rispetto al *budget* di 0,05 €mld)

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 2024.

Figura 27.
Consuntivazione obiettivi MBO 2024 AD

| Obiettivi | Peso | Minimo | Target | Massimo | Consuntivo |
|---|---|---|---|---|---|
| **EBIT** di Gruppo (€ mld) | 20% | 2,65 | 2,68 | 2,73 | **2,96*** (massimo) |
| **Costi Fissi di Gruppo** (€ mld) | 10% | 7,12 | 7,05 | 6,98 | **6,97** (massimo) |
| **Ricavi totali di Gruppo** (€ mld) | 10% | 11,71 | 11,82 | 11,94 | **12,43** (massimo) |
| **RORAC BancoPosta** | 20% | 22,17% | 26,65% | 33,36% | **38,40%** (massimo) |
| **Transizione *green*** | 15% | -3% | -4% | -5% | **Oltre -5%** (massimo) |
| **Progetti Strategici ESG** | 15% | 1 | 2 | 3 | **3** (massimo) |
| **Qualità PCL** | 10% | 8 | 10 | 12 | **11** (tra *target* e massimo) |

Valori arrotondati.
* Tale rappresentazione non include la neutralizzazione del delta verso *budget* dei costi di ristrutturazione legati agli incentivi all'esodo e partite accentrate HR (pari a 0,15 €mld rispetto al *budget* di 0,05 €mld).

Maggiori dettagli con riferimento al sistema MBO 2024 per l'AD sono forniti nella Relazione sui compensi corrisposti 2024 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 2024, 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 2019, 2020, 2021, 2022 e 2023.

39. 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 solo per l'AD.



563

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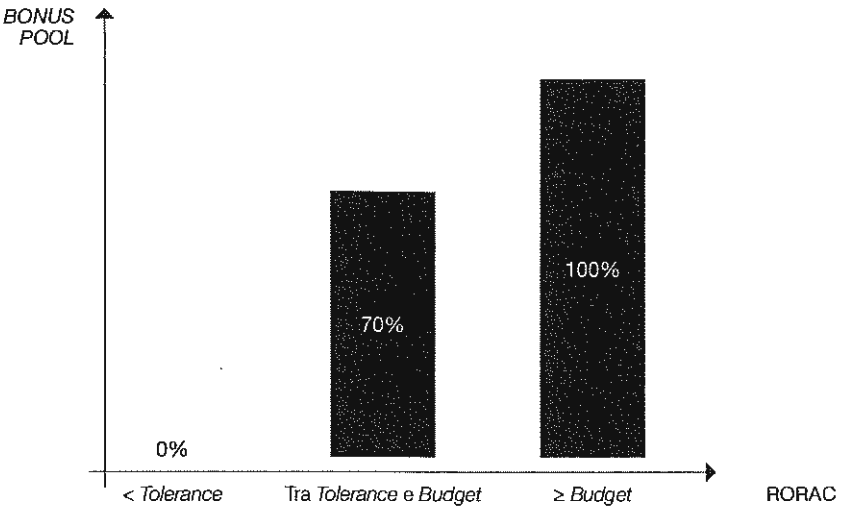
Per quanto riguarda il restante personale *MRTs* il *bonus pool* si è attestato al +7,5%. Si ricorda che il *bonus pool* prevede un diretto collegamento con il RAF BancoPosta strutturato in due fasi:

- Fase 1: "*funding*" definito in ottica prudenziale con riferimento al RORAC secondo il seguente schema:




Il valore di consuntivazione del RORAC è il medesimo dell'AD (>*Budget*) pertanto la Fase 1 risulta pari al 100% confermando l'incentivo maturato.

- Fase 2: L'*output* della Fase 1 viene ulteriormente corretto in funzione di un indicatore qualitativo del RAF (RAF *Quality Index* – RQI) e di un indicatore di qualità percepita dalla clientela *retail* di BancoPosta (*Net Promoter Score* – NPS). In particolare, l'aggiustamento è effettuato sulla base dello schema seguente:

| | | NPS BancoPosta *Retail* | | |
|---|---|---|---|---|
| | | **Basso** | **Medio** | **Alto** |
| **RQI** | **Basso** | -10,0% | -7,5% | -5,0% |
| | **Medio** | -2,5% | 0,0% | +2,5% |
| | **Alto** | +5,0% | +7,5% | +10,0% |

La consuntivazione del RQI si è posizionata a livello "Alto" mentre la consuntivazione del "NPS" si è posizionata a livello "Medio". L'aggiustamento complessivo risulta pertanto pari al +7,5% dell'incentivo maturato.

Si evidenzia che sono previsti anche obiettivi individuali collegati al ruolo ricoperto in aggiunta all'indicatore, di norma, comune a tutti del RORAC BancoPosta (con un peso compreso tra il 30% e il 50%) per i *Material Risk Takers* non appartenenti alle Funzioni di controllo. Si ricorda, infine, che gli Obiettivi di *performance* per i beneficiari appartenenti alle funzioni aziendali di controllo sono coerenti con i compiti assegnati e prevedono l'attribuzione di indicatori qualitativi e indipendenti dai risultati conseguiti dalla Società e dal Patrimonio BancoPosta. Anche per il restante personale *MRTs* è stata verificata la sussistenza delle condizioni di adeguatezza patrimoniale e di liquidità del Patrimonio BancoPosta, pertanto, a valle dell'approvazione del Bilancio di esercizio 2024, 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.

564

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# Piano ILT *Performance Share*

Con riferimento al Piano ILT *Performance Share* 2022-2024 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 28.
Condizione Cancello e Condizioni di Accesso Piano ILT *Performance Share* 2022-2024

| **Condizione Cancello** | **Valore soglia** | **Consuntivo** |
|---|---|---|
| **EBIT** di Gruppo cumulato triennale (€ mld) | 6,2 | **7,9** |

| **Condizioni di Accesso** | **Valore soglia** | **Consuntivo** |
|---|---|---|
| Parametro di adeguatezza Patrimoniale Patrimonio BancoPosta: **CET 1** | 17% | **19%** |
| Parametro di Liquidità a breve termine Patrimonio BancoPosta: **LCR** | 250% | **593%** |
| Parametro di redditività corretta per il rischio Patrimonio BancoPosta: **RORAC** | 18% | **38%** |

Valori arrotondati.

Il superamento di tali condizioni ha consentito l'attivazione del Piano. Di seguito è riportato il livello di raggiungimento degli Obiettivi di *performance* assegnati nel 2022, ovvero l'EBIT di Gruppo cumulato triennale (con peso 40%), il *Total Shareholder Return* relativo (con peso 40%) e l'obiettivo ESG – *Gender diversity* collegato all'equa rappresentanza di genere nei piani di successione (con peso 20%):

Figura 29.
Consuntivazione Obiettivi di *performance* Piano ILT *Performance Share* 2022-2024 assegnato nel 2022

| **Primo Obiettivo** | **Peso** | **Minimo** | **Target** | **Massimo** | **Consuntivo** |
|---|---|---|---|---|---|
| **EBIT** di Gruppo cumulato triennale (€ mld) | 40% | 6,2 | 6,5 | 6,7 | **7,9** *(massimo)* |

Valori arrotondati.

| **Secondo Obiettivo** | **Peso** | **Minimo** | **Target** | **Massimo** | **Consuntivo** |
|---|---|---|---|---|---|
| ***Total Shareholder Return* relativo (rTSR)** (TSR Poste Italiane vs FTSE MIB) | 40% | TSR PI = TSR FTSE MIB | TSR PI +5% vs TSR FTSE MIB | TSR PI +15% vs TSR FTSE MIB | **>15% vs TSR FTSE MIB** *(massimo)* |

| **Terzo Obiettivo** | **Peso** | **Minimo** | **Target** | **Massimo** | **Consuntivo** |
|---|---|---|---|---|---|
| **Equa rappresentanza di genere nei piani di successione** (numero di candidature alla successione occupate da donne rispetto al numero di candidature complessivo) | 20% | 45% | 47,5% | 50% | **>50%** *(massimo)* |

Si ricorda che Condizione Cancello, Condizioni di Accesso e Obiettivi di *performance* per i beneficiari del Patrimonio BancoPosta sono i medesimi previsti per l'AD; maggiori dettagli sulla consuntivazione di quest'ultimo e sui livelli di raggiungimento degli obiettivi sono forniti nella Relazione sui compensi corrisposti 2024 di Poste Italiane.

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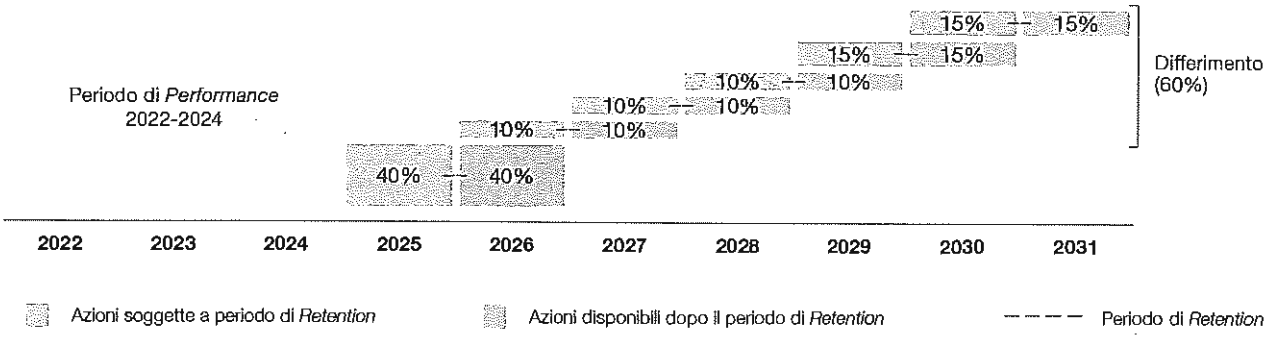
I diritti a ricevere Azioni ordinarie di Poste Italiane derivanti dalla consuntivazione del Piano saranno riconosciuti con le modalità di seguito rappresentate:

Figura 30.
Modalità corresponsione Piano ILT *Performance Share* 2022-2024




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 il primo ciclo (2019-2021) del Piano ILT *Performance Share* e per il Piano ILT *Performance Share* 2021-2023 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 2024, si procederà alla consegna delle azioni collegate a suddette quote. Per l'AD il numero di azioni complessive collegate tali quote è pari a 72.588;
- per il Piano ILT *Deliver* Quinquennale 2022, consuntivato nel 2023, è giunta al termine del periodo di *retention* di due anni la quota up-front in Azioni per la quale sono state positivamente verificate le condizioni per il riconoscimento collegate all'adeguatezza patrimoniale, alla liquidità e alla redditività corretta per il rischio del Patrimonio BancoPosta (CET 1, LCR e RORAC) nonché l'inclusione di Poste Italiane in almeno due indici di sostenibilità riconosciuti a livello internazionale, pertanto, a valle dell'approvazione del Bilancio di esercizio 2024, si procederà alla consegna delle azioni collegate a suddetta quota. Si evidenzia che, con la consegna di suddetta quota, terminano le spettanze relative al Piano ILT *Deliver* Quinquennale 2022. Per l'AD il numero di Azioni collegate a tale quota è pari a 59.789.

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# Informativa al pubblico - Tabelle redatte ai sensi dell'art. 450 del Regolamento n. 575 del 26 giugno 2013 (c.d. CRR)[40] 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;**<br><br>Il Consiglio di Amministrazione è composto da 9 amministratori – inclusi il Presidente (non esecutivo e in possesso dei requisiti di indipendenza di cui all'art. 2 raccomandazione 7 del nuovo Codice di *Corporate Governance*, nonché dei requisiti di indipendenza di cui all'art. 148, comma 3, del TUF) e l'Amministratore Delegato – di cui 8 non esecutivi (7 dei quali, incluso il Presidente, dotati dei requisiti di indipendenza di cui all'art. 2 raccomandazione 7 del nuovo Codice di *Corporate Governance*, dei requisiti di indipendenza di cui all'art. 148, comma 3, del TUF, nonché dei requisiti di indipendenza della disciplina prudenziale di settore bancaria), che compongono i cinque Comitati endoconsiliari.<br>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 2024 il Comitato Remunerazioni si è riunito 5 volte, con una durata media delle riunioni di circa 60 minuti.<br><br>Per maggiori dettagli si veda il paragrafo "Governo delle politiche di remunerazione e incentivazione" contenuto nella "Relazione sulla politica in materia di remunerazione 2025 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;**<br><br>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;**<br><br>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:<br>• Consiglio di Amministrazione di Poste Italiane (Presidente, Amministratore Delegato, altri Amministratori);<br>• Collegio Sindacale di Poste Italiane;<br>• Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane;<br>• Responsabile della funzione BancoPosta;<br>• Personale più rilevante delle funzioni aziendali di controllo del Patrimonio BancoPosta;<br>• altro Personale più rilevante;<br>• 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.**<br><br>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.<br>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 26 marzo 2025.<br><br>Per maggiori dettagli si veda il paragrafo "Identificazione del Personale più rilevante – *Material Risk Takers*" del presente documento. |

40. 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.



567

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**Informazioni relative alle caratteristiche e alla struttura del sistema di remunerazione del Personale più rilevante. Le informazioni comprendono:**

b)

- **un riepilogo delle caratteristiche e degli obiettivi principali della politica di remunerazione e informazioni sul processo decisionale seguito per definire la politica di remunerazione e sul ruolo delle parti interessate;**

  Le "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta" sono volte a ricercare la generazione di valore sostenibile nel lungo periodo. In particolare, la remunerazione complessiva è definita in modo da risultare neutrale rispetto al genere, adeguata all'effettiva responsabilità e ai risultati conseguiti, nella certezza che corrette politiche di remunerazione e incentivazione consentano di incidere positivamente sui comportamenti del personale e di collegare gli obiettivi individuali con quelli strategici e di allineamento al rischio.

  Le "Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta" sono sottoposte, da parte del C.d.A. su proposta del Comitato Remunerazioni sentito il Comitato Controllo e Rischi, con cadenza annuale all'approvazione dell'Assemblea degli azionisti. Il processo di revisione annuale vede la partecipazione delle diverse funzioni aziendali interne secondo i rispettivi ambiti di competenza.

- **informazioni sui criteri utilizzati per la valutazione delle *performance* e l'aggiustamento per i rischi ex ante ed ex post;**

  La remunerazione variabile può essere assegnata o erogata a condizione che i livelli patrimoniali, di liquidità e di redditività 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 2025 prevedono una politica di remunerazione e incentivazione in continuità con il 2024.

  Le principali novità introdotte per il 2025 riguardano l'introduzione del sistema MBO 2025 e del Piano ILT *Performance Share* 2025-2027 che, in coerenza con le *Guidance* 2025 del Piano Strategico 2024-2028 "*The Connecting Platform*", confermano la grande attenzione alla redditività corretta per il rischio e alle tematiche ESG.

- **informazioni sul modo in cui l'ente garantisce che il personale che ricopre funzioni di controllo interno sia remunerato indipendentemente dalle attività che controlla;**

  Al Personale più rilevante delle funzioni aziendali di controllo viene riconosciuta una remunerazione fissa di livello adeguato alle significative responsabilità e all'impegno connesso con il ruolo svolto. A partire dal 2021 esclusivamente per il Responsabile *Risk Management*, per il Responsabile *Compliance* e per il Responsabile Revisione Interna sono riconosciute *Role Based Allowance* o Indennità di Ruolo di importo pari a € 30.000 lordi annui. Sono previsti meccanismi d'incentivazione a breve termine coerenti con i compiti assegnati, attribuendo obiettivi qualitativi e indipendenti dai risultati conseguiti dalla Società e dal Patrimonio BancoPosta. Il rapporto tra componente variabile e componente fissa della remunerazione non può eccedere il limite di un terzo.

  Per maggiori dettagli si veda il paragrafo "Personale più rilevante appartenente alle funzioni aziendali di controllo" del presente documento.

- **politiche e criteri applicati per il riconoscimento della remunerazione variabile garantita e dei trattamenti di fine rapporto.**

  I bonus d'ingresso sono consentiti, in casi eccezionali, in fase di assunzione di nuovo personale, in linea con le migliori prassi di mercato; essi non possono essere riconosciuti più di una volta alla stessa persona né da BancoPosta né da altra società del Gruppo Poste Italiane e non sono soggetti alle norme sulla struttura della remunerazione variabile. I bonus d'ingresso concorrono alla determinazione del limite al rapporto variabile/fisso della remunerazione del primo anno di assunzione, salvo che siano corrisposti in un'unica soluzione al momento dell'assunzione. Fatta eccezione per le suddette circostanze, è fatto divieto di corrispondere bonus garantiti.
  Le gratifiche sono consentite in casi eccezionali e limitate esclusivamente a situazioni specifiche quali la guida di progetti rilevanti, il raggiungimento di risultati straordinari o ai fini del mantenimento in Azienda di professionalità chiave. Non sono riconosciute agli Amministratori e ai Dirigenti con Responsabilità Strategiche. Il riconoscimento di tali compensi è attuato in conformità alle disposizioni normative vigenti (a titolo esemplificativo e non esaustivo, incidenza sul rapporto retribuzione variabile/fisso e criteri di eleggibilità) e alle presenti "Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 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.

568

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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.**<br>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.<br>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).<br>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.<br>Per maggiori dettagli si veda il paragrafo "Personale più rilevante" 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.**<br>L'Assemblea degli azionisti del 28 maggio 2021 ha approvato la proposta di innalzamento dell'incidenza massima della remunerazione variabile sulla remunerazione fissa dall'1:1 fino ad un massimo del 2:1, per il Personale più rilevante del Patrimonio BancoPosta. Il rapporto tra componente variabile e componente fissa della remunerazione per il personale appartenente alle funzioni aziendali di controllo non può eccedere il limite di un terzo.<br>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:**<br>• **un riepilogo dei principali criteri e metriche di *performance* dell'ente, delle linee di *business* e delle singole persone;**<br>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:<br>- RORAC BancoPosta;<br>- *Customer Experience* BancoPosta;<br>- Progetti di *business*.<br>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.<br>Per maggiori dettagli si vedano i paragrafi "Amministratore Delegato (AD)" e "Personale più rilevante" del presente documento.<br>• **un riepilogo di come gli importi della remunerazione variabile individuale sono collegati alle *performance* individuali e dell'ente;**<br>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.<br>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.<br>Per maggiori dettagli si veda il paragrafo "Personale più rilevante" del presente documento<br>• **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;**<br>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.<br>Per maggiori dettagli si veda il paragrafo "Personale più rilevante" del presente documento.<br>• **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".**<br>In caso di mancato raggiungimento dei parametri per l'attivazione del sistema (si veda lettera "C"), le componenti variabili non saranno riconosciute. |



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**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* 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* 2025-2027 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).

f) Per maggiori dettagli si veda il paragrafo "Personale più rilevante" del presente documento.

- **informazioni sui criteri dell'ente per le rettifiche ex post (*malus* durante il periodo di differimento e restituzione dopo la maturazione, se consentiti dal diritto nazionale);**

Per il sistema MBO e il Piano ILT *Performance Share* 2025-2027 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 2025 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 2024" 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 22 risorse; retribuzione complessiva lorda € 2.043k, di cui fissa € 1.651k, di cui variabile € 393k (per una media di circa € 17,9k 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 2024" 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 31/12/2024.

### 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 | 11 | 26 |
| 2 | | Remunerazione fissa complessiva | **€ 1.061.042[1]** | **€ 1.432.308[2]** | **€ 2.713.294** | **€ 2.506.759** |
| 3 | | Di cui in contanti | € 1.061.042 | € 1.432.308 | € 2.713.294 | € 2.506.759 |
| 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 € 10.798.
2. Tale importo non ricomprende il valore dei *benefit* pari a € 14.743.

| | | | 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 | 11 | 26 |
| 10 | | Remunerazione variabile complessiva | **€ -** | **€ 2.746.808** | **€ 2.579.940** | **€ 912.671** |
| 11 | | Di cui in contanti | | € 458.521 | € 738.912 | € 614.934 |
| 12 | | Di cui differita | | € 254.734 | € 315.345 | € 64.029 |
| EU-13a | | Di cui azioni o partecipazioni al capitale equivalenti | | € 2.288.286 | € 1.841.028 | € 297.737 |
| EU-14a | | Di cui differita | | € 1.393.351 | € 1.042.230 | € 146.618 |
| 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) | | € 1.061.042 | € 4.179.116 | € 5.293.234 | € 3.419.430 |

### 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 31/12/2024, alla quale sono aggiunte le *Role Based Allowance* e il valore dei *benefit* (secondo un criterio di imponibilità fiscale).



571

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Per **Remunerazione Variabile complessiva si intende:**

- stima MBO 2024 – *up-front* e differito;
- stima Piano ILT *Performance Share* 2022-2024 – *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 31/12/2024. 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 *bonus* | | | | |
| | **Trattamenti di fine rapporto riconosciuti in periodi precedenti che sono stati versati nel corso dell'esercizio** | | | | |
| 4 | Trattamenti di fine rapporto riconosciuti in periodi precedenti che sono stati versati nel corso dell'esercizio – Numero dei membri del Personale più rilevante | | | | |
| 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 bonus* | | | | |
| 11 | Di cui l'importo più elevato riconosciuto a una singola persona | | | | |

**Note alla Tabella EU REM2:**

Nel corso del 2024 al personale *Risk Taker* non sono stati riconosciuti importi riferiti alla Tabella EU REM2.

SF2

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## Tabella EU REM3: remunerazione differita

| | Remunerazione differita e soggetta a mantenimento | a<br>Importo complessivo della remunerazione differita riconosciuta per periodi di prestazione precedenti | b<br>Di cui importi che maturano nel corso dell'esercizio | c<br>Di cui importi che matureranno negli esercizi successivi | d<br>Importo della correzione delle *performance*, effettuata nell'esercizio, sulla remunerazione differita che sarebbe dovuta maturare nel corso dell'esercizio | e<br>Importo della correzione delle *performance*, effettuata nell'esercizio, sulla remunerazione differita che sarebbe dovuta maturare in successivi anni di prestazione | f<br>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) | EU-g<br>Importo complessivo della remunerazione differita riconosciuta prima dell'esercizio, effettivamente versato nel corso dell'esercizio | EU-h<br>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** | **€ 2.366.939** | **€ 594.640** | **€ 1.772.299** | **€ -** | **€ -** | **€ 931.959** | **€ 330.560** | **€ 486.910** |
| 8 | In contanti | € 510.059 | € 107.730 | € 402.329 | € - | € - | € - | € 119.639 | € - |
| 9 | Azioni o partecipazioni al capitale equivalenti | € 1.856.880 | € 486.910 | € 1.369.970 | € - | € - | € 931.959 | € 151.768 | € 486.910 |
| 10 | Strumenti collegati alle azioni o strumenti non monetari equivalenti | | | | | | | € 59.153 | |
| 11 | Altri strumenti | | | | | | | | |
| 12 | Altre forme | | | | | | | | |
| **13** | **Altri membri dell'alta dirigenza** | **€ 1.811.030** | **€ 485.788** | **€ 1.325.242** | **€ -** | **€ -** | **€ 680.548** | **€ 159.492** | **€ 407.192** |
| 14 | In contanti | € 484.312 | € 78.596 | € 405.716 | € - | € - | € - | € 51.898 | € - |
| 15 | Azioni o partecipazioni al capitale equivalenti | € 1.326.717 | € 407.192 | € 919.526 | € - | € - | € 680.548 | € 81.550 | € 407.192 |
| 16 | Strumenti collegati alle azioni o strumenti non monetari equivalenti | | | | | | | € 26.043 | |
| 17 | Altri strumenti | | | | | | | | |
| 18 | Altre forme | | | | | | | | |
| **19** | **Altri membri del Personale più rilevante** | **€ 98.428** | **€ 31.116** | **€ 67.312** | **€ -** | **€ -** | **€ 18.147** | **€ 39.190** | **€ 23.262** |
| 20 | In contanti | € 62.219 | € 7.854 | € 54.365 | € - | € - | € - | € 6.412 | € - |
| 21 | Azioni o partecipazioni al capitale equivalenti | € 36.209 | € 23.262 | € 12.947 | € - | € - | € 18.147 | € 11.642 | € 23.262 |
| 22 | Strumenti collegati alle azioni o strumenti non monetari equivalenti | | | | | | | € 21.136 | |
| 23 | Altri strumenti | | | | | | | | |
| 24 | Altre forme | | | | | | | | |
| **25** | **Importo totale** | **€ 4.276.396** | **€ 1.111.544** | **€ 3.164.852** | **€ -** | **€ -** | **€ 1.630.654** | **€ 529.241** | **€ 917.364** |

### 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.



573

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**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 26 marzo 2025, data del Consiglio di Amministrazione che ha deliberato di sottoporre all'Assemblea degli azionisti il presente documento.

**Colonna Eu-G:** per le Azioni e gli strumenti collegati alle Azioni (*Phantom Stock* di Poste Italiane) il controvalore in euro è definito sulla base del valore dell'azione nei trenta giorni lavorativi di Borsa antecedenti rispetto al 19 marzo 2024, data del Consiglio di Amministrazione che ha verificato la sussistenza delle condizioni per il riconoscimento della remunerazione differita.

Le informazioni sono riportate per il Personale più rilevante al 31/12/2024. 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 | 1 |
| 3 | Da 2 000 000 a meno di 2 500 000 | 0 |
| 4 | Da 2 500 000 a meno di 3 000 000 | 0 |
| 5 | Da 3 000 000 a meno di 3 500 000 | 0 |
| 6 | Da 3 500 000 a meno di 4 000 000 | 0 |
| 7 | Da 4 000 000 a meno di 4 500 000 | 1 |
| 9 | Da 4 500 000 a meno di 5 000 000 | 0 |
| 9 | Da 5 000 000 a meno di 6 000 000 | 0 |
| 10 | Da 6 000 000 a meno di 7 000 000 | 0 |
| 11 | Da 7 000 000 a meno di 8 000 000 | 0 |

**Note alla Tabella EU REM4:**

Le informazioni sono riportate per il Personale più rilevante al 31/12/2024.

574

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**Tabella EU REM5: informazioni sulla remunerazione del personale le cui attività professionali hanno un impatto rilevante sul profilo di rischio dell'ente (Personale più rilevante)**

| | | a | b | c | d | e | f | g | h | i | j |
|---|---|---|---|---|---|---|---|---|---|---|---|
| | | Remunerazione dell'organo di amministrazione | | | Area 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** | | | | | | | | | | **45** |
| 2 | Di cui membri dell'organo di amministrazione | 7 | 1 | 8 | | | | | | | |
| 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** | **€ 1.061.042** | **€ 4.179.116** | **€ 5.240.157** | **€ 364.192** | **€ 2.047.008** | | **€ 4.181.330** | **€ 2.120.134** | | |
| 6 | Di cui remunerazione variabile | € - | € 2.746.808 | € 2.746.808 | € 136.574 | € 869.809 | | € 2.058.578 | € 427.650 | | |
| 7 | Di cui remunerazione fissa | € 1.061.042[1] | € 1.432.308[2] | € 2.493.349 | € 227.618 | € 1.177.199 | | € 2.122.752 | € 1.692.484 | | |

Note:
1. Tale importo non ricomprende il valore dei *benefit* pari a € 10.798.
2. Tale importo non ricomprende il valore dei *benefit* pari a € 14.743.

**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 31/12/2024. 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.

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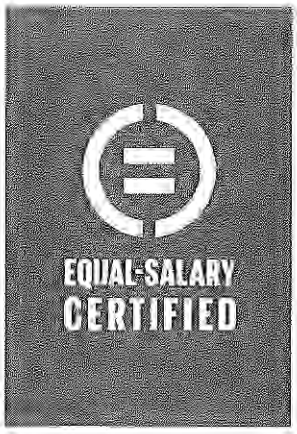
# *Focus* Neutralità rispetto al genere nell'ambito del Patrimonio BancoPosta

Il Gruppo Poste Italiane incentiva lo sviluppo di una cultura fondata sul rispetto e sulla valorizzazione delle diversità che, in tutte le sue forme e manifestazioni e ai diversi livelli dell'organizzazione, è una delle più grandi risorse per la creazione di valore sostenibile nel lungo periodo. La gestione consapevole delle diversità in chiave inclusiva, oltre a creare valore sociale condiviso, determina un vantaggio competitivo per l'intero Gruppo, tutelando le risorse e il loro talento, confermandosi come un elemento abilitante per il coinvolgimento e il *commitment* delle persone nei confronti degli obiettivi aziendali e degli interessi degli *stakeholders*.

Il Gruppo preserva il valore delle proprie persone e ne promuove la tutela dell'integrità psicofisica, morale e culturale attraverso condizioni di lavoro rispettose della dignità individuale e delle regole comportamentali.

Per il sesto anno consecutivo Poste Italiane, inoltre, ha ottenuto la certificazione *Top Employer* per l'Italia e viene riconosciuta tra i migliori datori di lavoro grazie alle sue politiche di valorizzazione delle risorse umane, basate sui principi di equità e merito, e alle iniziative per l'inclusione. Anche quest'anno la solidità delle politiche di Poste Italiane in tema di risorse umane: dalla selezione all'*onboarding*, dalla gestione allo sviluppo, dalla comunicazione interna alla formazione e al *welfare* aziendale. Particolare valore è stato attribuito alle politiche *Diversity&Inclusion* di Poste Italiane, con riferimento anche alle iniziative realizzate dall'azienda a favore delle persone colpite da neurodiversità. Poste Italiane ha infatti avviato anche un programma biennale finalizzato alla valorizzazione di talenti e caratteristiche positive delle persone con dislessia e disturbi specifici dell'apprendimento (DSA) al fine di ottenere il riconoscimento di azienda *Dyslexia Friendly*. Poste Italiane ha ottenuto la certificazione UNI/PdR 125:2022 a ulteriore testimonianza della capacità di garantire la parità di genere nell'ambiente di lavoro. L'attestato, previsto dal Piano Nazionale di Ripresa e Resilienza (PNRR), è stata rilasciato dall'IMQ, organismo internazionale di certificazione, riconoscendo l'impegno concreto di Poste Italiane nel garantire concrete condizioni di parità nelle attività di progettazione, indirizzo, controllo, coordinamento ed erogazione di Servizi Postali, Logistici, Finanziari, Assicurativi e Digitali. Più nello specifico, Poste Italiane ha ottenuto eccellenti risultati nelle sei macroaree oggetto di valutazione: cultura e strategia, *governance*, processi del personale, opportunità di crescita ed inclusione delle donne in azienda, equità remunerativa per genere, tutela della genitorialità e conciliazione vita-lavoro. La certificazione ottenuta rappresenta infatti un ulteriore merito dell'Azienda, che va ad aggiungersi ad altri importanti riconoscimenti ottenuti da Poste Italiane nell'ambito dell'inclusività, tra cui la *leadership* globale nell'uguaglianza di genere secondo il *Gender-Equality Index* di Bloomberg, l'attestazione ISO 30415:2021 *Human resource management – Diversity and Inclusion* e la certificazione "*Equal Salary*".




Proprio in quest'ultimo ambito, nel corso del 2024, Poste Italiane, dopo aver conseguito, nel 2022, la certificazione, con risultati estremamente positivi, ha superato il secondo *audit* di monitoraggio previsto dal processo di valutazione sulla parità salariale tra uomini e donne sviluppato dalla *Equal Salary Foundation*, organizzazione svizzera indipendente senza scopo di lucro. L'*audit* annuale di monitoraggio si è concluso senza evidenze di *non conformities*, confermando, per il terzo anno consecutivo, la solidità delle politiche di gestione e sviluppo delle risorse umane, delle politiche retributive e delle politiche di Diversità e Inclusione avvalorando ulteriormente gli elevati standard di *Governance* adottati dal Gruppo.

Come descritto nell'ambito della *People Strategy* di Poste Italiane, favorire lo sviluppo di una cultura basata sull'equità e sul merito, anche nelle politiche retributive e nei percorsi di carriera, è fondamentale per garantire la competitività del Gruppo e generare effetti positivi per il sistema Paese. La certificazione sottolinea, altresì, la validità del modello della Società basato sull'inclusione e sulla valorizzazione delle diversità e fa di Poste Italiane un riferimento nazionale nell'applicazione dei principi di Diversità e Inclusione.

Il Gruppo Poste Italiane garantisce che le decisioni inerenti la remunerazione, ivi inclusi i sistemi di incentivazione, prescindano dal genere, così come da ogni altra forma di diversità (età, orientamento e identità sessuale, disabilità, stato di salute, origine etnica, nazionalità, lingua, opinioni politiche, condizione socio-economica, fede religiosa) e siano basate sul merito e sulle competenze professionali.

L'equità retributiva rappresenta per BancoPosta uno degli elementi rilevanti della politica di remunerazione, tra i cui obiettivi vi è quello di offrire a tutte le proprie risorse pari accesso alle opportunità aziendali.

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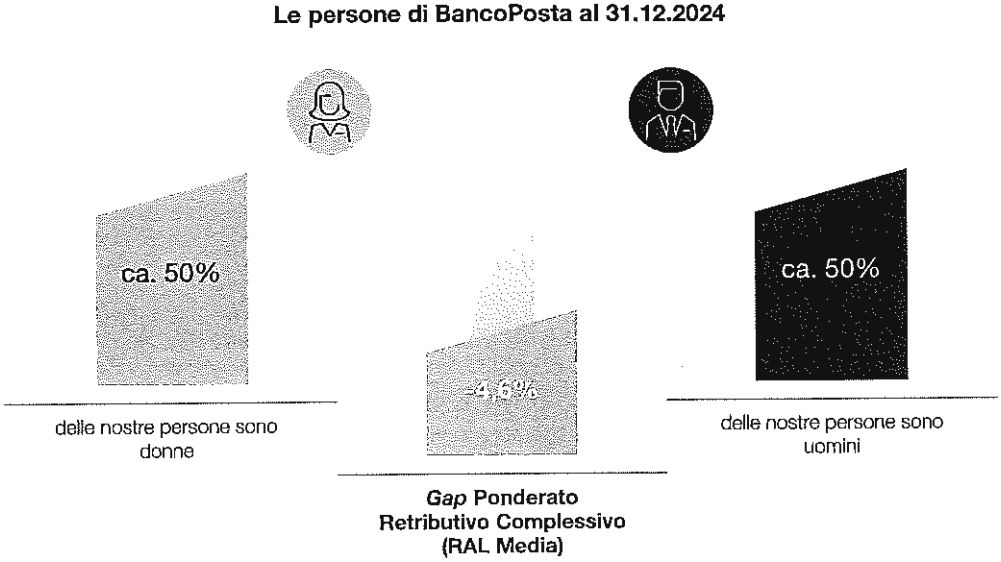
Valutando il *gap* retributivo, calcolato ponderando il differenziale misurato per fasce omogenee di popolazione (cioè a parità di grado di complessità e dal livello di responsabilità associato al ruolo) per il peso relativo del genere femminile, si evidenzia, come rappresentato nell'infografica sottostante, uno scostamento moderato, pari al 4,6% e in miglioramento rispetto allo scorso anno (4,7%).

Figura 31.
*Gender Pay Gap* con riferimento al personale di BancoPosta



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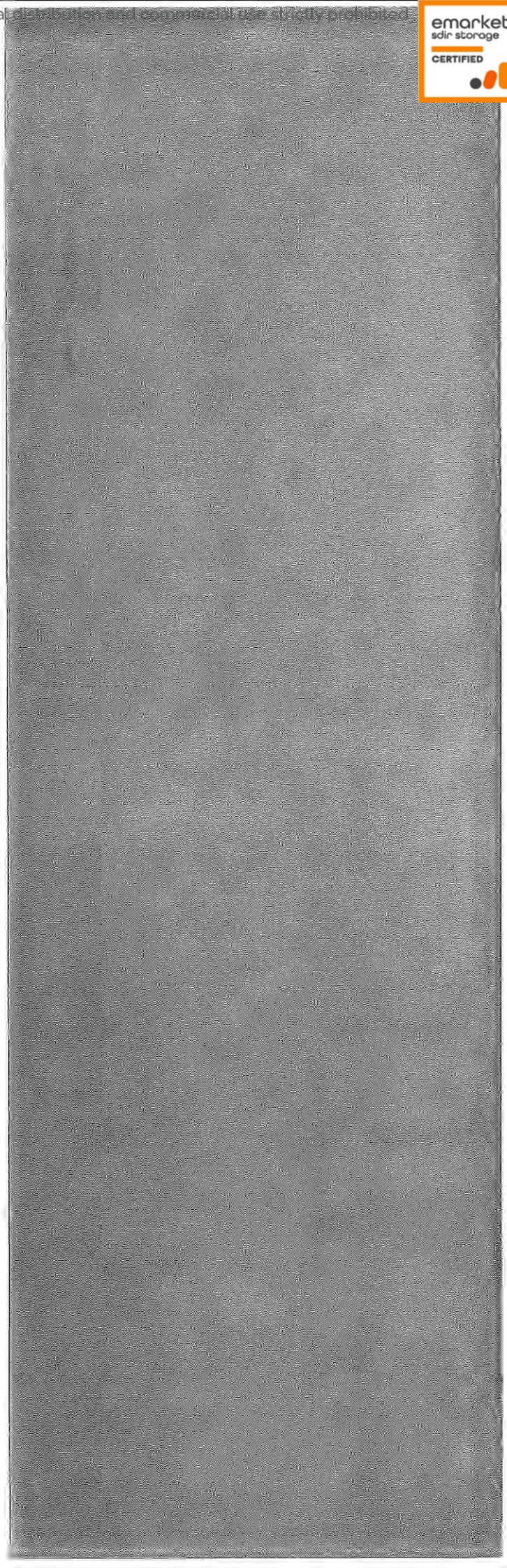

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# VALORE PER L'ITALIA

Art. Pc
Racc. 37542

## PIANI DI INCENTIVAZIONE BASATI SU STRUMENTI FINANZIARI

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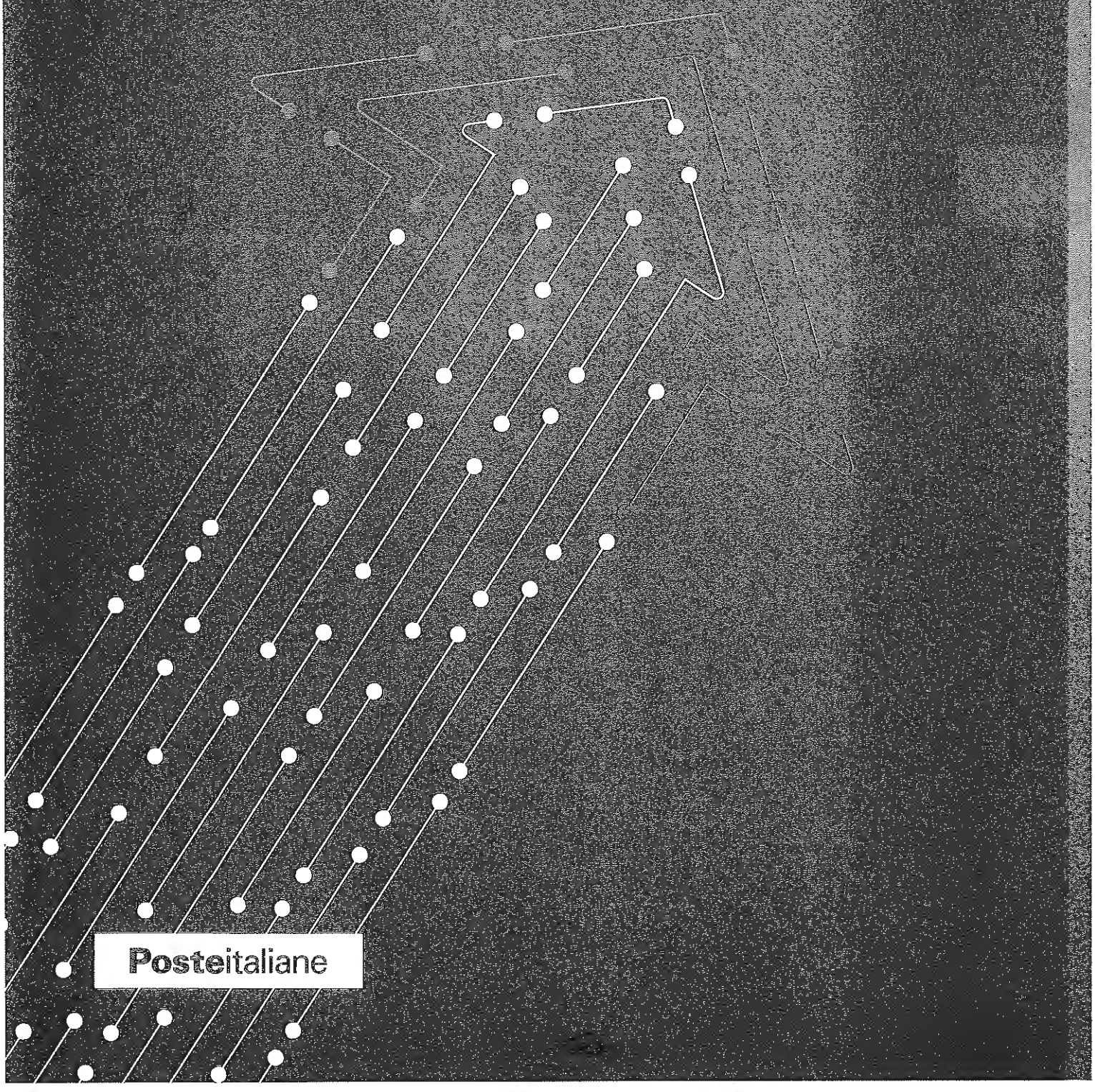

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# PIANI DI INCENTIVAZIONE BASATI SU STRUMENTI FINANZIARI

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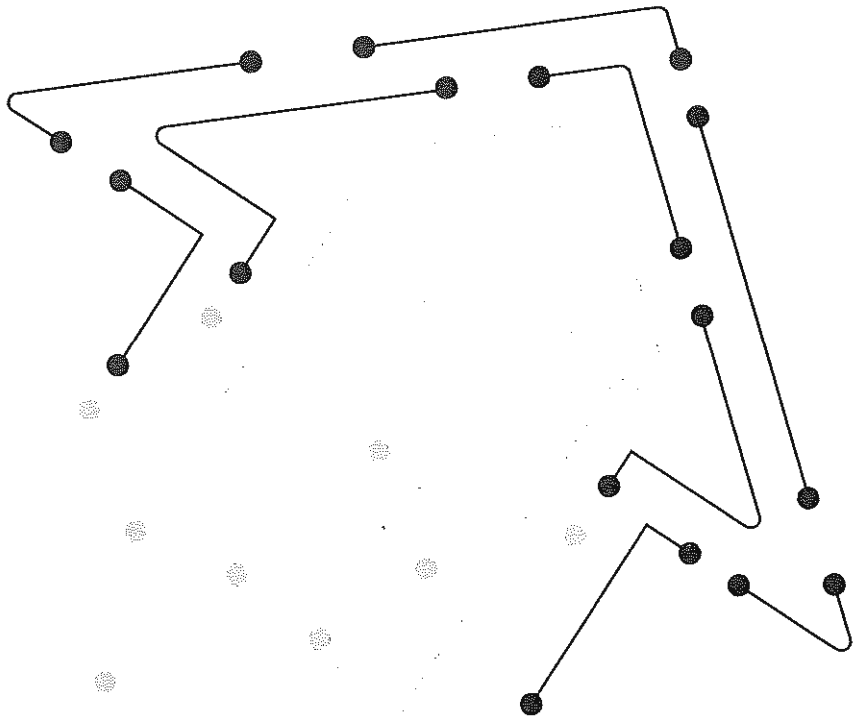

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Premessa 4

Definizioni 5

01. Piano ILT *Performance Share* 2025-2027 8

1.1 I soggetti destinatari 12

1.2 Le ragioni che motivano l'adozione del Piano 14

1.3 Iter di approvazione e tempistica di assegnazione degli strumenti 18

1.4 Le caratteristiche degli strumenti attribuiti 21

02. Piano di incentivazione a breve termine 2025 basato su strumenti finanziari, per il Personale più rilevante del Patrimonio BancoPosta ("MBO") 28

2.1 I soggetti destinatari 32

2.2 Le ragioni che motivano l'adozione del Piano 34

2.3 Iter di approvazione e tempistica di assegnazione degli strumenti 40

2.4 Le caratteristiche degli strumenti attribuiti 43

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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 dei **"Piani di incentivazione basati su strumenti finanziari"** approvati dal Consiglio di Amministrazione di Poste Italiane S.p.A. (la **"Società"** o **"Poste Italiane"**).

Il Consiglio di Amministrazione di Poste Italiane, su proposta del Comitato Remunerazioni, ha deliberato di sottoporre all'Assemblea degli Azionisti, convocata per il 30 maggio 2025, l'adozione, ai sensi dell'art. 114-*bis* del D.Lgs. 24 febbraio 1998 n. 58 e successive modifiche ed integrazioni (il **"TUF"**), dei "Piani di incentivazione basati su strumenti finanziari".

Il presente Documento Informativo, pertanto, fornisce informazioni circa i piani di incentivazione basati su strumenti finanziari con riferimento ai seguenti sistemi incentivanti (i **"Sistemi Incentivanti"**):

- "Piano ILT *Performance Share* 2025-2027" (**"Piano ILT *Performance Share*"**), illustrato al Capitolo 1 del presente documento;
- "Piano di incentivazione a breve termine 2025 basato su strumenti finanziari, per il Personale più rilevante del Patrimonio BancoPosta" (**"MBO"**), illustrato al Capitolo 2 del presente documento.

Il presente Documento Informativo verrà aggiornato, ove necessario e nei termini e con le modalità prescritte dalla normativa vigente, qualora la proposta di adozione dei Sistemi Incentivanti venisse approvata dall'Assemblea degli Azionisti e conformemente alle deliberazioni adottate dalla stessa Assemblea.

Si precisa che i Sistemi Incentivanti descritti nel presente Documento Informativo sono da considerarsi di "particolare rilevanza", ai sensi dell'art. 114-*bis*, comma 3, del TUF e dell'art. 84-*bis*, comma 2 del Regolamento Emittenti.

Il presente Documento Informativo è predisposto ai sensi dell'art. 84-*bis*, comma 1, della Deliberazione CONSOB 14 maggio 1999, n. 11971 e successive modifiche ed integrazioni e messo a disposizione del pubblico presso la sede sociale di Poste Italiane, sulla piattaforma autorizzata "eMarket STORAGE" (www.emarketstorage.com), nonché sul sito internet della Società (www.posteitaliane.it/it/remunerazione.html).



SPO

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# Definizioni

Salvo ove diversamente precisato, i seguenti termini avranno il significato di seguito indicato, essendo inteso che le espressioni e i termini definiti al maschile si intenderanno definiti anche al femminile e che le espressioni e i termini definiti al singolare si intenderanno definiti anche al plurale.

| | |
|---|---|
| **Altri Beneficiari** | **Piano ILT *Performance Share***<br>indica le "risorse chiave" per l'*execution* delle direttrici del Piano Strategico, incluse nel Piano, non appartenenti ai Beneficiari BancoPosta (incluso il Direttore Generale); |
| **Assemblea o Assemblea degli Azionisti** | indica l'Assemblea degli Azionisti della Società, che è chiamata a deliberare – *inter alia* – in merito alla proposta di adozione di piani basati su strumenti finanziari e sull'attribuzione al Consiglio 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 dei Sistemi Incentivanti; |
| **Beneficiari BancoPosta o Beneficiari BP** | indica le risorse appartenenti al personale *Material Risk Takers* e altro personale BancoPosta (incluso l'Amministratore Delegato); |
| **Comitato Remunerazioni** | indica il Comitato costituito all'interno del Consiglio di Amministrazione della Società sulla base dell'articolo 5 del Codice di *Corporate Governance* e, stante la specificità della Società, allineato alla Circolare Banca d'Italia n. 285 del 17 dicembre 2013 e successivi aggiornamenti; |
| **Compensi fissi** | indica la retribuzione annua lorda monetaria e gli eventuali compensi fissi ex art. 2389 del Codice Civile riconosciuti dalla Società; |
| **Condizione Cancello e Condizioni di Accesso** | indica le condizioni, verificate al termine del Periodo di *Performance*, in assenza delle quali non maturano i Diritti (e di conseguenza non vengono attribuite le Azioni), anche a fronte del raggiungimento degli Obiettivi di *Performance*; |
| **Condizioni di *Malus*** | indica le condizioni da verificare al termine dei Periodi di Differimento ai fini dell'attribuzione delle quote differite; |
| **Consiglio o Consiglio di Amministrazione** | indica il Consiglio di Amministrazione della Società; |
| **Controllo** | ha il significato a esso attribuito dall'art. 2359, comma 1, n. 1 del Codice Civile; **"Controllato"** e **"Controllante"** dovranno essere interpretati di conseguenza; |
| **Data di Assegnazione** | **Piano ILT *Performance Share***<br>indica la data concomitante o successiva alla delibera del Consiglio in cui viene comunicata al Beneficiario la partecipazione al Piano; |
| **Data di Attribuzione dei Diritti** | **Piano ILT *Performance Share***<br>• per la quota *up-front*, coincide con la Data di Maturazione dei Diritti;<br>• per le quote differite dei Beneficiari BP (incluso l'Amministratore Delegato), è la data del Consiglio di Amministrazione che verifica il superamento di eventuali Condizioni di *Malus* con riferimento all'anno precedente al termine del Periodo di Differimento di tali quote, determinando, di conseguenza, se attribuire o meno i Diritti relativamente alle quote differite stesse;<br><br>**MBO**<br>• per la quota *up-front*, coincide con la Data di Maturazione dei Diritti;<br>• 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 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; |
| **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; |

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| | |
|---|---|
| **Linee Guida di Possesso Azionario** | **Piano ILT *Performance Share***<br>indica le *"Linee Guida di Possesso Azionario"* approvate dal Consiglio di Amministrazione in data 26 marzo 2025, previo parere del Comitato Remunerazioni, che disciplinano l'impegno a non trasferire fino alla scadenza del mandato, termine del rapporto di lavoro o permanenza nel perimetro dei Dirigenti con responsabilità strategiche, una percentuale delle Azioni Disponibili ricevute sulla base del Piano; |
| **Obiettivi di *Performance*** | indica gli obiettivi di *performance* assegnati per ciascuno dei Sistemi Incentivanti; |
| **Patrimonio BancoPosta** | indica il Patrimonio BancoPosta, separato dal patrimonio di Poste Italiane, che costituisce un compendio di beni e rapporti giuridici destinato esclusivamente al soddisfacimento delle obbligazioni, sorte nell'ambito dell'esercizio delle attività di BancoPosta, e rappresenta il parametro di applicazione degli istituti di vigilanza prudenziale della Banca d'Italia riferiti a tali attività; |
| **Periodo di Differimento** | **Piano ILT *Performance Share***<br>per i Beneficiari BP (incluso l'Amministratore Delegato) indica il periodo quinquennale, decorrente dalla Data di Maturazione dei Diritti, al termine del quale viene verificato, per ciascuna quota differita, il superamento delle Condizioni di *Malus* per l'attribuzione del 60% dei Diritti;<br>**MBO**<br>indica il periodo successivo al Periodo di *Performance*, la cui durata varia da quattro a cinque anni in base alla categoria di appartenenza dei Beneficiari, al termine del quale viene verificato il superamento delle Condizioni di *Malus* per l'attribuzione di ciascuna quota differita; |
| **Periodo di *Performance*** | indica il periodo annuale (2025) per quanto riguarda l'MBO, il periodo triennale (2025-2027 – ad eccezione del TSR, per il quale si rimanda alla relativa definizione) con riferimento al Piano ILT *Performance Share*, in riferimento al quale sono individuati gli Obiettivi di *Performance*; |
| **Periodo di *Retention*** | indica il periodo decorrente dalla Data di Attribuzione dei Diritti al termine del quale sarà trasferita la effettiva titolarità, inclusa la possibilità di disporne, delle Azioni corrispondenti ai Diritti attribuiti, incluso quanto eventualmente derivante dal meccanismo del *Dividend Equivalent;* |
| **Personale più rilevante o *Material Risk Takers*** | indica i Beneficiari in possesso dei requisiti declinati nella Direttiva 2013/36/UE, come modificata dalla Direttiva (UE) n. 878/2019 del Parlamento Europeo e del Consiglio del 20 maggio 2019 e dal Regolamento Delegato UE 2021/923 della Commissione del 25 marzo 2021, individuati sulla base della *"Linea Guida Identificazione del Personale più Rilevante riferito al Patrimonio BancoPosta"*, per la quale si applicano le disposizioni di vigilanza per le banche[1] in tema di remunerazione e incentivazione secondo quanto definito nelle *"Linee Guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta"*; |
| **Premio** | **MBO**<br>indica il premio erogato in parte in denaro e in parte in Diritti a ricevere Azioni ai termini e alle condizioni previste dal piano di incentivazione a breve termine; |
| **Regolamenti** | indica i regolamenti dei Sistemi Incentivanti, e eventuali successive modifiche e/o integrazioni, che prevedono i termini e le condizioni applicabili ai sistemi stessi; |
| ***Senior Management*** | **MBO**<br>indica il personale che risponde al criterio C3.a.2 individuato dalla Direttiva (UE) 2019/878 (recepita nell'ordinamento italiano con l'art. 10 della Legge del 22 aprile 2021 n. 53) ovvero "Tutti i membri dell'alta dirigenza", identificati nei responsabili delle funzioni istituite a diretto riporto del Responsabile BancoPosta; |
| **Sistemi Incentivanti** | indica il "Piano ILT *Performance Share* 2025-2027" e il "Piano di incentivazione a breve termine 2025 basato su strumenti finanziari, per il Personale più rilevante del Patrimonio BancoPosta" ("MBO"); |
| **Società** | indica Poste Italiane S.p.A.; |
| **Testo Unico Bancario o TUB** | "Testo Unico Bancario" ovvero il D.Lgs. 1° settembre 1993, n. 385, e successive modifiche ed integrazioni; |
| **Testo Unico della Finanza o TUF** | "Testo Unico della Finanza" ovvero il D.Lgs. 24 febbraio 1998, n. 58, e successive modifiche ed integrazioni; |
| ***Total Shareholder Return* o TSR** | è un indicatore che misura il rendimento complessivo di un'Azione come somma delle componenti: (i) *capital gain*: rapporto tra la variazione della quotazione dell'Azione (differenza tra il prezzo rilevato alla fine e all'inizio del periodo di riferimento) e la quotazione rilevata all'inizio del periodo stesso; (ii) dividendi: rapporto tra i dividendi per Azione distribuiti nel periodo di riferimento e la quotazione rilevata all'inizio del periodo stesso. È relativo in quanto prevede diversi livelli di raggiungimento a fronte del posizionamento del TSR di Poste Italiane rispetto al TSR dell'indice FTSE MIB.<br>Il TSR Relativo viene misurato tra il 1° gennaio 2025 e il 31 marzo 2028, o minor periodo in caso di C.d.A. che convoca l'Assemblea degli Azionisti prima dell'ultimo giorno del mese di marzo 2028; |
| ***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.



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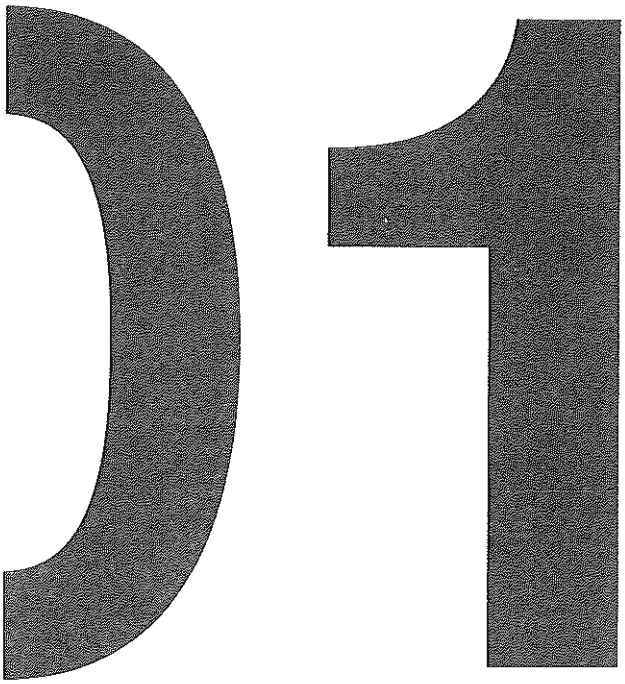

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# Piano ILT
# *Performance Share 2025-2027*

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01

# Piano ILT *Performance Share* 2025-2027

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1.1 I soggetti destinatari ..... 12

1.2 Le ragioni che motivano l'adozione del Piano ..... 14

1.3 Iter di approvazione e tempistica di assegnazione degli strumenti ..... 18

1.4 Le caratteristiche degli strumenti attribuiti ..... 21

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# 1.

# "Piano ILT Performance Share 2025-2027" ("Piano ILT Performance Share" o il "Piano")

## 1.1 I soggetti destinatari

### 1.1.1 Indicazione nominativa dei destinatari che sono componenti del consiglio di amministrazione ovvero del consiglio di gestione dell'emittente strumenti finanziari, delle società controllanti l'emittente e delle società da questa, direttamente o indirettamente, controllate

Tra i Beneficiari del Piano ILT *Performance Share* è compreso l'Amministratore Delegato (AD) della Società, Matteo Del Fante.

Si segnala che alcuni dei potenziali Beneficiari del Piano, oltre all'esercizio delle attribuzioni manageriali connesse al ruolo svolto, possono ricoprire cariche in organi amministrativi di società Controllate dalla Società. Tuttavia, considerato che detti soggetti sono tra i Beneficiari del Piano in quanto dipendenti del Gruppo, non viene fornita indicazione nominativa dei predetti Beneficiari ma si fa rimando per essi alle informazioni di seguito riportate.

### 1.1.2 Categorie di dipendenti o collaboratori dell'emittente strumenti finanziari e delle società controllanti o controllate di tale emittente

Il Consiglio di Amministrazione riunitosi il 30 gennaio 2025, su proposta del Comitato Remunerazioni, ha approvato il numero di Beneficiari complessivi, fino ad un massimo di 300 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.

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## 1.1.3 Indicazione nominativa dei soggetti che beneficiano del piano appartenenti ai seguenti gruppi:

a. direttori generali dell'emittente strumenti finanziari.

Tra i Beneficiari del Piano ILT *Performance Share* è compreso il Direttore Generale (DG) della Società, Giuseppe Lasco;

b. altri dirigenti con responsabilità strategiche dell'emittente strumenti finanziari che non risulta di "minori dimensioni", ai sensi dell'articolo 3, comma 1, lett. f), del Regolamento n. 17221 del 12 marzo 2010, nel caso in cui abbiano percepito nel corso dell'esercizio compensi complessivi (ottenuti sommando i compensi monetari e i compensi basati su strumenti finanziari) maggiori rispetto al compenso complessivo più elevato tra quelli attribuiti ai componenti del consiglio di amministrazione, ovvero dal consiglio di gestione, e ai direttori generali dell'emittente strumenti finanziari.

Non applicabile in quanto non vi sono Dirigenti con responsabilità strategiche che abbiano percepito nel corso dell'ultimo esercizio un compenso lordo complessivo superiore a quello del soggetto rilevante ai fini di questo paragrafo;

c. Persone fisiche controllanti l'emittente azioni, che siano dipendenti ovvero che prestino attività di collaborazione nell'emittente azioni.

Non applicabile in quanto non vi sono persone fisiche controllanti la Società.

## 1.1.4 Descrizione e indicazione numerica, per separate categorie:

a. dei dirigenti con responsabilità strategiche diversi da quelli indicati nella lett. b) del paragrafo 1.1.3.

I Dirigenti con responsabilità strategiche, Beneficiari del Piano alla data di redazione del presente documento, sono 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 300 Beneficiari a livello di Gruppo, differenziati con riferimento alle caratteristiche specifiche del Piano.

A tal proposito sono individuate due macro-categorie:
- i Beneficiari BP, per tali intendendosi le "risorse chiave" per l'*execution* delle direttrici del Piano Strategico, appartenenti ai *Material Risk Takers* e ad altro personale BancoPosta (per un totale di circa 20 risorse alla data di redazione del presente documento) e
- gli Altri Beneficiari, per tali intendendosi le "risorse chiave" per l'*execution* delle direttrici del Piano Strategico non appartenenti ai *Material Risk Takers* e ad altro personale BancoPosta (per un totale di circa 280 risorse alla data di redazione del presente documento).

Resta inteso che potranno essere inseriti ulteriori Beneficiari anche dopo la data di approvazione del presente documento prima che sia decorso metà del Periodo di *Performance*, ferma restando – in ogni caso – la competenza esclusiva dell'Assemblea degli Azionisti a individuare eventuali ulteriori categorie di destinatari del Piano rispetto a quanto illustrato nel presente documento.

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# 1.2 Le ragioni che motivano l'adozione del Piano

## 1.2.1 Obiettivi che si intendono raggiungere mediante l'attribuzione dei piani

L'obiettivo del Piano è quello di rafforzare il collegamento della componente variabile della remunerazione alla strategia di lungo termine del Gruppo, in linea con il *budget* e con la Guidance 2025 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.

## 1.2.2 Variabili chiave, anche nella forma di indicatori di *performance* considerati ai fini dell'attribuzione dei piani basati su strumenti finanziari

I Beneficiari, come anticipato nel punto 1.1.4, sono suddivisi in due macro-categorie, rispetto alle quali il Piano assume caratteristiche differenziate:
- Beneficiari BP, incluso l'Amministratore Delegato;
- altri Beneficiari, incluso il Direttore Generale.

Per i Beneficiari BP, il Piano prevede l'attribuzione di Diritti a ricevere Azioni al termine di un Periodo di *Performance* triennale, secondo il seguente schema:
- per il 40%, *up-front* al termine del Periodo di *Performance*, sottoposto ad un Periodo di *Retention* di un anno;
- per il restante 60%, in cinque quote annuali differite su un arco temporale quinquennale a decorrere dal termine del Periodo di *Performance* (le prime tre pari al 10% dei Diritti complessivamente maturati e le successive due pari al 15% dei Diritti complessivamente maturati); tutte le quote differite sono sottoposte ad un Periodo di *Retention* di un anno.

Per gli Altri Beneficiari, il Piano prevede l'attribuzione di Diritti a ricevere Azioni interamente *up-front* al termine di un Periodo di *Performance* triennale, con l'applicazione sul 60% delle stesse di un periodo di *Retention* della durata di due anni.

Al termine di ciascun Periodo di *Retention* è prevista l'applicazione del meccanismo di *Dividend Equivalent*, che consiste nella consegna di un numero di azioni aggiuntivo corrispondente al controvalore 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);
- del livello di raggiungimento degli Obiettivi di *Performance* conseguiti nel corso del Periodo di *Performance*.

Nello specifico, la Condizione Cancello e le Condizioni di Accesso sono indicate nella tabella che segue:

| **Condizione Cancello** | **Condizioni di Accesso** |
|---|---|
| Redditività di Gruppo: EBIT *adjusted* 8,86 mld € *Valore arrotondato* | Parametro di adeguatezza patrimoniale BancoPosta: CET 1 livello *risk tolerance* approvato nel *Risk Appetite Framework* |
| | Parametro di liquidità a breve termine BancoPosta: LCR livello *risk tolerance* approvato nel *Risk Appetite Framework* |
| | Parametro di redditività corretta per il rischio BancoPosta: RORAC livello *risk tolerance* approvato nel *Risk Appetite Framework* |

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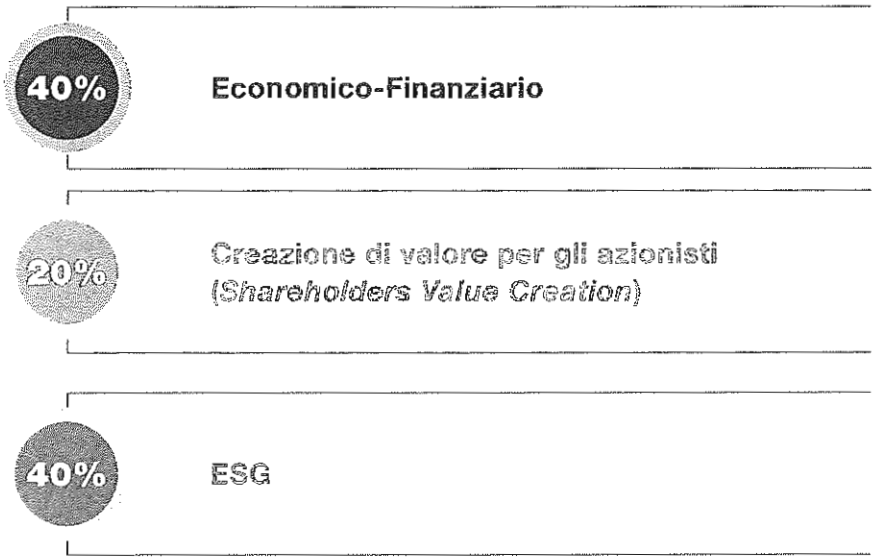
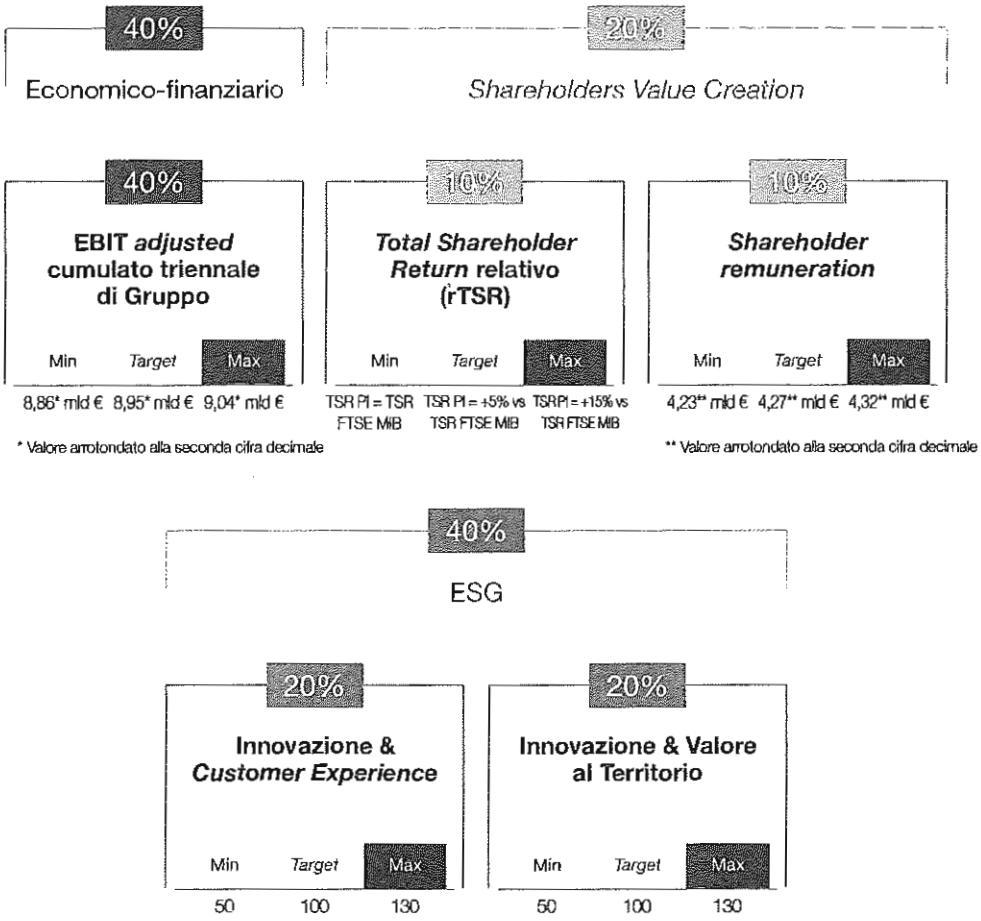
Gli obiettivi di *performance* del "Piano ILT *Performance Share* 2025-2027" sono di seguito illustrati:




Nell'ambito degli obiettivi descritti, gli specifici KPI sono stati identificati in linea con il Piano Strategico "*The Connecting Platform*" e sono di seguito rappresentati con i relativi livelli di raggiungimento:




È previsto un livello massimo di *performance* oltre il quale l'incentivo rimane costante e un livello 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.

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L'obiettivo legato alla *"Shareholder Value Creation"* viene conseguito attraverso la misurazione dell'obiettivo di "*Total Shareholder Return* relativo"[2], in linea con gli scorsi anni, e dell'obiettivó 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 del triennio ha come focus l'Innovazione collegata al miglioramento dell'esperienza per i clienti e alla generazione di valore per il Paese.
In via preliminare, si evidenzia come tali obiettivi siano perfettamente coerenti con l'approccio che da anni contraddistingue Poste Italiane, dove i temi della sostenibilità sono ontologicamente integrati nella strategia e nella storia del Gruppo. Sia gli obiettivi principali che i relativi sotto-obiettivi sono definiti in modo rigoroso e misurabile, pienamente allineati alle priorità strategiche aziendali.

Nel proseguire il percorso avviato negli ultimi anni – si pensi, ad esempio, al tema dell'Intelligenza Artificiale, per cui lo scorso anno è stato adottato un Manifesto Etico per un uso responsabile in linea con il Codice Etico e con le altre principali policy di Gruppo – l'obiettivo resta quello di garantire un equilibrio tra priorità di business e istanze di sostenibilità, in un'ottica di creazione di valore sostenibile condiviso, contribuendo significativamente ad una crescita responsabile.

Si ricorda che l'attenzione al tema della Transizione Green è fondante per il Gruppo anche nel 2025 ed è presente, infatti, nel Sistema di Incentivazione a Breve Termine (MBO) 2025 dell'AD e del DG oltre che nei piani ILT Performance Share 2023-2025 e 2024-2026 il cui periodo di performance è ancora in corso.

Il primo obiettivo "Innovazione e *Customer Experience*" prevede l'adozione di tecnologie all'avanguardia tra cui l'Intelligenza Artificiale (IA) per l'incremento dell'efficacia ed efficienza dei processi operativi e il miglioramento dei servizi al cliente. In particolare, il KPI misura l'impatto che l'introduzione dell'intelligenza Artificiale esprime sui clienti esterni e sui dipendenti, con riferimento particolare all'estensione dell'assistenza digitale in ambito *Customer Care* per la gestione *self* delle esigenze dei clienti, alle personalizzazioni per i clienti digitali e al rilascio di strumenti basati sull'Intelligenza Artificiale a supporto dell'operatività delle *Customer Operation* e dell'Ufficio Postale. In particolare, tale obiettivo viene misurato attraverso 3 sotto-obiettivi:

- l'estensione dell'assistenza digitale in ambito *Customer Care* per la gestione *self* delle esigenze dei clienti (almeno il 46% delle interazioni gestite parzialmente o totalmente da piattaforma AI);
- l'utilizzo di strumenti basati sull'Intelligenza Artificiale a supporto dell'operatività di *Customer Operation* e Uffici Postali (almeno il 30% degli utenti di *Customer Operation*s e UP con accesso allo strumento);
- l'accesso a funzionalità digitali sulla Super App basate sull'Intelligenza Artificiale (almeno il 30% di utenti Super App che accedono a funzionalità basate su AI).

Il secondo obiettivo "Innovazione e Valore al Territorio" prevede l'attivazione di una piattaforma di contenuti *streaming* in uffici postali (*Digital Signage*) e la relativa digitalizzazione di uffici postali attraverso la diffusione di vetrine digitali per la gestione personalizzata dei contenuti. Tale obiettivo ha il fine di promuovere la coesione economica, sociale e territoriale del Paese per superare il *digital divide* nei piccoli centri, nell'ottica di accompagnare le comunità locali verso processi di modernizzazione. In particolare, tale obiettivo prevede 3 sotto-obiettivi:

- l'attivazione di una piattaforma centralizzata *Digital Signage* per la gestione personalizzata dei contenuti;
- la definizione del modello di *governance* e *setup* del tema di gestione dei contenuti;
- l'attivazione di almeno 1.600 vetrine su cui è disponibile il servizio di *Digital Signage*.

Tali obiettivi confermano, anche per il prossimo triennio, il ruolo di Poste Italiane quale *Innovation Hub* per il Sistema Paese. Per ciascun obiettivo ESG ("Innovazione e *Customer Experience*" e "Innovazione e Valore al territorio") il conseguimento di 1 sotto-obiettivo consente il raggiungimento del livello soglia (50), di 2 sotto-obiettivi raggiungimento del livello *target* (100) e, per raggiungere il livello massimo (130) è necessario che tutti e 3 i sotto-obiettivi siano raggiunti. Tutti i sotto-obiettivi sono caratterizzati da criteri deterministici di misurazione e sono strettamente integrati nel *Business Plan* del Gruppo: si tratta di indicatori di *performance* – specifici, concreti, misurabili, quantitativi e sfidanti – legati a temi ESG ma collegati altresì alla crescita sostenibile del Gruppo. Solo attraverso l'opportuno utilizzo dell'intelligenza artificiale, infatti, è possibile migliorare l'esperienza del cliente agevolando la crescita del *business*, migliorare l'esperienza del dipendente consentendogli di dedicarsi ad attività a maggior valore aggiunto e garantendo i servizi al territorio volti a favorire la coesione economica, sociale e territoriale del Paese e il superamento del *digital divide* nei piccoli centri e nelle aree interne, in coerenza con il *purpose* aziendale.

2. 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 2025 e il 31 marzo 2028, o minor periodo in caso di C.d.A. che convoca l'Assemblea degli Azionisti prima dell'ultimo giorno del mese di marzo 2028.

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## 1.2.3 Elementi alla base della determinazione dell'entità del compenso basato su strumenti finanziari, ovvero criteri per la sua determinazione

Il valore *target* dell'assegnazione (al raggiungimento del 100% degli Obiettivi di *Performance*) è determinato come percentuale dei compensi fissi ed è differenziato in base al ruolo ricoperto dal Beneficiario e alla strategicità della risorsa. Il valore *target* delle assegnazioni varia da un minimo del 20% fino a un massimo del 100% dei compensi fissi (in linea con il Piano ILT *Performance Share* 2024-2026). Il numero di Diritti assegnati a ciascun Beneficiario è ottenuto dividendo il valore *target* dell'assegnazione per la media aritmetica dei prezzi delle Azioni rilevati nei trenta giorni lavorativi di Borsa antecedenti alla Data di Assegnazione.

La maturazione dei Diritti e, pertanto, l'attribuzione delle Azioni, è condizionata al raggiungimento della Condizione Cancello, delle Condizioni di Accesso (solo per Beneficiari BP) e al raggiungimento di determinati livelli di Obiettivi di *Performance* descritti al punto 1.2.2. In caso di mancato raggiungimento della Condizione Cancello e/o delle Condizioni di Accesso e/o del livello soglia degli Obiettivi di *Performance*, i Diritti non matureranno e, pertanto, non sarà attribuita alcuna Azione.

Al termine del Periodo di *Performance* (e, quindi, nel corso del 2028), il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, provvederà alla verifica del superamento della Condizione Cancello e delle Condizioni di Accesso (queste ultime solo per i Beneficiari BP incluso l'Amministratore Delegato), nonché del livello di conseguimento degli Obiettivi di *Performance* determinando, di conseguenza, il numero di Diritti maturati e, pertanto, i Diritti da attribuire a ciascun Beneficiario, che verranno trasformati in Azioni secondo le modalità previste nei Regolamenti in base alla specifica categoria di appartenenza del Beneficiario.

Per i Beneficiari BP (incluso l'Amministratore Delegato), l'attribuzione delle quote differite avverrà previa verifica del raggiungimento almeno del livello *risk tolerance* delle Condizioni di *Malus* collegate all'adeguatezza patrimoniale, alla liquidità a breve termine e alla redditività corretta per il rischio del Patrimonio BancoPosta con riferimento all'anno precedente alla loro attribuzione. I Beneficiari BP (incluso l'Amministratore Delegato) diverranno titolari delle Azioni, al termine di un ulteriore Periodo di *Retention* di un anno, da applicarsi sia in relazione alla quota attribuita *up-front*, sia in relazione alle quote attribuite in via differita.

Per gli altri Beneficiari (incluso il Direttore Generale), l'attribuzione delle Azioni avviene interamente *up-front* al termine del *Performance* triennale, con l'applicazione, sul 60% delle stesse, di un Periodo di *Retention* di 2 anni.

L'attribuzione delle Azioni è soggetta ai meccanismi di correzione *ex-post* descritti al paragrafo 1.4.5 e la consegna verrà effettuata, previa applicazione delle ritenute fiscali e contributive, ove previste.

## 1.2.4 Ragioni alla base dell'eventuale decisione di attribuire piani di compensi basati su strumenti finanziari non emessi dall'emittente strumenti finanziari, quali strumenti finanziari emessi da controllate, controllanti o società terze rispetto al gruppo di appartenenza; nel caso in cui i predetti strumenti non siano negoziati nei mercati regolamentati informazioni sui criteri utilizzati per la determinazione del valore a loro attribuibile

Non applicabile.

## 1.2.5 Valutazioni in merito a significative implicazioni di ordine fiscale e contabile che hanno inciso sulla definizione dei piani

Non risultano significative implicazioni di ordine contabile e fiscale che abbiano inciso sulla definizione del Piano.

## 1.2.6 Eventuale sostegno del piano da parte del Fondo speciale per l'incentivazione della partecipazione dei lavoratori nelle imprese, di cui all'articolo 4, comma 112, della legge 24 dicembre 2003 n. 350

Non applicabile.

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# 1.3 Iter di approvazione e tempistica di assegnazione degli strumenti

## 1.3.1 Ambito dei poteri e funzioni delegati dall'assemblea al consiglio di amministrazione al fine dell'attuazione del piano

Il Consiglio, su proposta del Comitato Remunerazioni, ha deliberato di sottoporre il Piano all'approvazione dell'Assemblea degli Azionisti, convocata per il 30 maggio 2025.

All'Assemblea degli Azionisti verrà richiesto di attribuire al Consiglio, con facoltà di subdelega, ogni potere riguardo la concreta attuazione del Piano.

Resta inteso che nessun Beneficiario potrà prendere parte alle decisioni di competenza del Consiglio riguardanti l'implementazione del Piano in suo favore.

## 1.3.2 Indicazione dei soggetti incaricati per l'amministrazione del piano e loro funzione di competenza

Fermo restando quanto indicato nel precedente paragrafo 1.3.1, il Consiglio – o soggetti da esso delegati – è responsabile della gestione del Piano, avvalendosi delle funzioni aziendali competenti.

## 1.3.3 Eventuali procedure esistenti per la revisione del piano anche in relazione a eventuali variazioni degli obiettivi di base

Non sono previste procedure per la revisione del Piano, ferma restando la facoltà del Consiglio di Amministrazione, o soggetti da esso delegati, su proposta del Comitato Remunerazioni, sentiti se del caso altri Comitati endoconsiliari, di proporre eventuali variazioni 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, 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.

## 1.3.4 Descrizione delle modalità attraverso le quali determinare la disponibilità e l'assegnazione degli strumenti finanziari sui quali sono basati i piani

In data 26 marzo 2025 il Consiglio di Amministrazione ha deliberato di sottoporre all'approvazione dell'Assemblea degli Azionisti, convocata per il 30 maggio 2025, la delibera di acquisto di Azioni proprie ai sensi degli artt. 2357 e 2357-*ter* c.c.

Per l'implementazione del Piano, pertanto, la Società si avvarrà delle Azioni proprie che verranno acquisite a seguito della delibera favorevole dell'Assemblea degli Azionisti del 30 maggio 2025.

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## 1.3.5 Ruolo svolto da ciascun amministratore nella determinazione delle caratteristiche del piano; eventuale ricorrenza di situazioni di conflitti di interesse in capo agli amministratori interessati

Nell'individuazione degli elementi essenziali del Piano è stato coinvolto, nelle varie fasi di elaborazione, il Comitato Remunerazioni, interamente composto da amministratori non esecutivi - 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, con l'astensione dell'Amministratore Delegato, su proposta del Comitato Remunerazioni sentito il Comitato Controllo e Rischi per quanto di competenza, ha deliberato l'assegnazione del Piano e di sottoporre all'Assemblea degli Azionisti l'adozione dello stesso.

## 1.3.6 Ai fini di quanto richiesto dall'art. 84-*bis*, comma 1, la data della decisione assunta da parte dell'organo competente a proporre l'approvazione del piano all'assemblea e dell'eventuale proposta dell'eventuale comitato per la remunerazione

In data 30 gennaio 2025, il Consiglio ha deliberato – su proposta del Comitato Remunerazioni riunitosi in data 28 gennaio – l'assegnazione del Piano ai Beneficiari. In data 26 marzo 2025, il Consiglio stesso ha approvato – su proposta del Comitato Remunerazioni riunitosi in data 24 marzo 2025 – il presente Documento Informativo sottoposto all'Assemblea degli Azionisti convocata per il 30 maggio 2025.

## 1.3.7 Ai fini di quanto richiesto dall'art. 84-*bis*, comma 5, lett. a), la data della decisione assunta da parte dell'organo competente in merito all'assegnazione degli strumenti e dell'eventuale proposta al predetto organo formulata dall'eventuale comitato per la remunerazione

In data 30 gennaio 2025, il Consiglio ha deliberato – su proposta del Comitato Remunerazioni riunitosi in data 28 gennaio 2025 – l'assegnazione del Piano ai Beneficiari subordinatamente all'approvazione dello stesso da parte dell'Assemblea degli Azionisti prevista per il 30 maggio 2025 in unica convocazione.

In caso di approvazione del Piano da parte dell'Assemblea degli Azionisti, il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, e/o un soggetto opportunamente sub delegato, a seconda del caso, assumeranno le decisioni rilevanti in merito all'implementazione del Piano medesimo.

## 1.3.8 Prezzo di mercato, registrato nelle predette date, per gli strumenti finanziari su cui è basato il piano, se negoziati in mercati regolamentati

Il prezzo di riferimento del titolo Poste Italiane rilevato presso il Mercato Telematico Azionario organizzato e gestito da Borsa Italiana S.p.A. ai sensi del punto 1.3.7, in data 30 gennaio 2025, è risultato pari a Euro 14,6550.

Si specifica che il numero di Diritti assegnati ai Beneficiari sarà definito sulla base del Valore Normale dell'Azione al 30 gennaio 2025, pari a Euro 14,0042.

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## 1.3.9 Nel caso di piani basati su strumenti finanziari negoziati nei mercati regolamentati, in quali termini e secondo quali modalità l'emittente tiene conto, nell'ambito dell'individuazione della tempistica di assegnazione degli strumenti in attuazione dei piani, della possibile coincidenza temporale tra: (i) detta assegnazione o le eventuali decisioni assunte al riguardo dal comitato per la remunerazione e, (ii) la diffusione di eventuali informazioni rilevanti ai sensi dell'art. 114, comma 1; ad esempio, nel caso in cui tali informazioni siano: a. non già pubbliche ed idonee ad influenzare positivamente le quotazioni di mercato, ovvero b. già pubblicate ed idonee già ad influenzare negativamente le quotazioni di mercato

L'effettiva efficacia del Piano avverrà previa approvazione dello stesso da parte dell'Assemblea.

Si precisa che il diritto in capo ai Beneficiari di ricevere le Azioni oggetto di assegnazione maturerà dopo un Periodo di *Performance* triennale e solo a seguito della verifica della Condizione Cancello, delle Condizioni di Accesso (per i Beneficiari BP incluso l'Amministratore Delegato), nonché del raggiungimento di predeterminati Obiettivi di *Performance,* e quindi senza impatti sulla diffusione di informazioni rilevanti.

Si specifica, inoltre, che ai Beneficiari è fatto divieto di avvalersi di strategie di copertura personale o di assicurazioni sulla retribuzione o su altri aspetti che possano alterare o inficiare gli effetti di allineamento al rischio insiti nei meccanismi della retribuzione variabile.



606

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# 1.4 Le caratteristiche degli strumenti attribuiti

## 1.4.1 Descrizione delle forme in cui sono strutturati i piani di compensi basati su azioni

Il Piano prevede l'assegnazione gratuita di Diritti a ricevere Azioni, ai termini e alle condizioni previste dai Regolamenti e dalla 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 incluso l'Amministratore Delegato).

I Diritti attribuiti al Beneficiario, come sopra descritto, saranno convertiti in Azioni, decorso un Periodo di *Retention*, ad eccezione dei Diritti relativi alla quota del 40% prevista per gli Altri Beneficiari (incluso il Direttore Generale) che saranno convertiti al momento della maturazione.

## 1.4.2 Indicazione del periodo di effettiva attuazione del piano con riferimento anche ad eventuali diversi cicli previsti

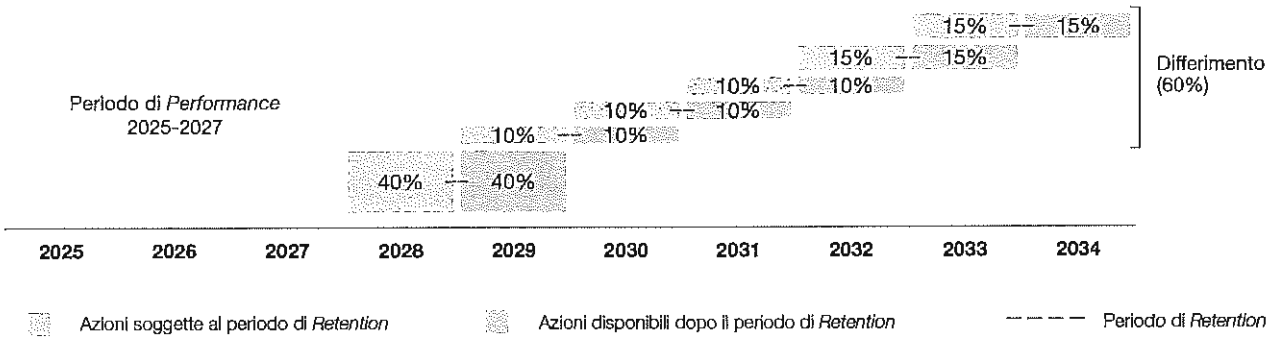
L'attuazione del Piano è differenziata in base alla categoria di appartenenza del Beneficiario.

Per i Beneficiari BP, incluso l'Amministratore Delegato, il Piano prevede l'assegnazione gratuita di Diritti a ricevere Azioni di Poste Italiane al termine di un Periodo di *Performance* triennale, secondo il seguente schema:

- per il 40% *up-front* al termine del Periodo di *Performance*;
- per il restante 60% in cinque quote annuali differite su un arco temporale quinquennale a decorrere dal termine del Periodo di *Performance* (le prime tre pari al 10% dei Diritti complessivamente attribuiti e le successive due pari al 15% dei Diritti complessivamente attribuiti).

Per i Beneficiari BP è prevista, inoltre, l'applicazione di un ulteriore Periodo di *Retention* della durata di un anno, da applicarsi sia in relazione alla quota attribuita *up-front*, sia in relazione alle quote attribuite in via differita.

Le fasi sopra elencate sono riassunte nel seguente schema:




L'attribuzione delle quote di Azioni differite avverrà a seguito della verifica del superamento dei livelli di *risk tolerance* di patrimonializzazione, liquidità e redditività corretta per il rischio adeguati ai rischi assunti e a patto che non si verifichino i presupposti per l'attivazione di meccanismi di *Malus*.

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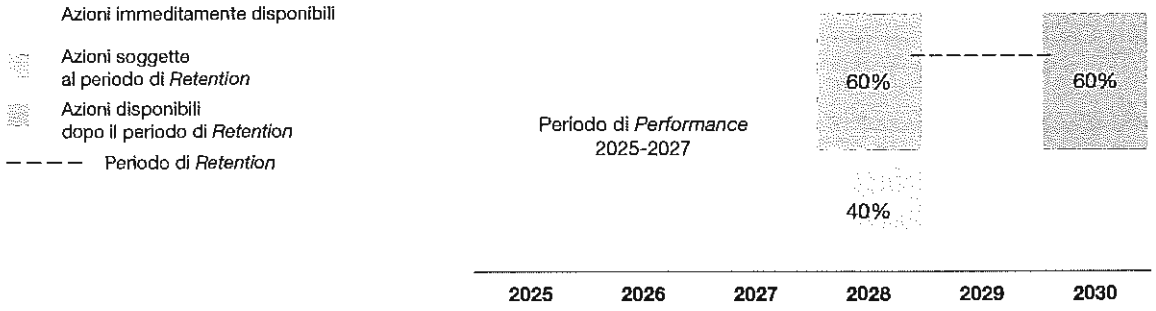
Con riferimento agli Altri Beneficiari, incluso il Direttore Generale, il Piano prevede l'attribuzione di Azioni di Poste Italiane interamente *up-front* al termine di un Periodo di *Performance* triennale, con l'applicazione, sul 60% delle stesse, di un Periodo di *Retention* della durata di 2 anni, secondo lo schema di seguito rappresentato:




## 1.4.3 Termine del piano

Si rinvia a quanto specificato nel precedente paragrafo 1.4.2.

## 1.4.4 Massimo numero di strumenti finanziari, anche nella forma di opzioni, assegnati in ogni anno fiscale in relazione ai soggetti nominativamente individuati o alle indicate categorie

Il numero di Diritti assegnati sarà determinato sulla base dei meccanismi descritti nei paragrafi 1.2.2, 1.2.3 e 1.4.8.

Si specifica che, per i Beneficiari BP (incluso l'Amministratore Delegato), la componente variabile complessiva (comprensiva anche del sistema incentivante di breve termine) assegnata non può superare il rapporto rispetto alla componente fissa tempo per tempo vigente.

## 1.4.5 Modalità e clausole di attuazione del piano, specificando se la effettiva attribuzione degli strumenti è subordinata al verificarsi di condizioni ovvero al conseguimento di determinati risultati anche di performance, descrizioni e condizioni di risultati

L'attribuzione dei Diritti è subordinata al raggiungimento della Condizione Cancello, delle Condizioni di Accesso (per i Beneficiari BP, incluso l'Amministratore Delegato) e di *Malus*, nonché degli Obiettivi di *Performance*, nell'arco del Periodo di *Performance*. In linea con quanto previsto dalla "*Relazione sulla politica in materia di remunerazione*" e dalle "*Linee guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta*", la Società può chiedere la restituzione delle Azioni consegnate ovvero il relativo controvalore monetario, tenendo altresì conto dei profili di natura legale, contributiva e fiscale in materia, indipendentemente dal fatto che il rapporto di lavoro con la Società o con una società del Gruppo sia ancora in essere o cessato. In particolare, entro 5 anni dall'attribuzione di ciascuna quota e comunque entro i termini di prescrizione previsti, la Società può chiedere la restituzione di quanto già corrisposto fino all'intero controvalore, fermo restando il diritto al risarcimento dell'eventuale ulteriore danno, in caso di:

- comportamenti non conformi a disposizioni di legge, regolamentari o statutarie, al Codice Etico, al Modello Organizzativo ex D.Lgs 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;

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- comportamenti fraudolenti o di colpa grave a danno della Società, ivi incluso il 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.

## 1.4.6 Indicazione di eventuali vincoli di disponibilità gravanti sugli strumenti attribuiti ovvero sugli strumenti rivenienti dall'esercizio delle opzioni, con particolare riferimento ai termini entro i quali sia consentito o vietato il successivo trasferimento alla stessa società o a terzi

I Diritti sono sottoposti a un vincolo di *Retention*: per i Beneficiari BP, il Periodo di *Retention* applicabile a tutte le quote, *up-front* oppure differite nei 5 anni successivi, è pari ad un anno; per gli Altri Beneficiari il Periodo di *Retention* (applicabile al 60% dei Diritti maturati) è pari a due anni.

Durante il Periodo di *Retention* e, per i Beneficiari BP (incluso l'Amministratore Delegato) anche durante il Periodo di Differimento, i relativi Beneficiari non hanno la disponibilità dei diritti amministrativi e patrimoniali (fatta salva l'applicazione, unicamente per il periodo di *Retention*, del meccanismo di *Dividend Equivalent* che consiste nella consegna, al termine del periodo di *Retention*, di un numero di azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario durante il Periodo di *Retention* stesso).

I Beneficiari si impegnano, ove previsto, in virtù della sottoscrizione delle "Linee Guida di Possesso Azionario" approvate dal Consiglio di Amministrazione in data 26 marzo 2025 su proposta del Comitato Remunerazioni, a non trasferire fino alla scadenza del mandato, termine del rapporto di lavoro o permanenza nel perimetro dei Dirigenti con responsabilità strategiche, una percentuale delle Azioni Disponibili ricevute sulla base del Piano.

## 1.4.7 Descrizione di eventuali condizioni risolutive in relazione all'attribuzione del Piano nel caso in cui i destinatari effettuino operazioni di *hedging* che consentono di neutralizzare eventuali divieti di vendita degli strumenti finanziari assegnati, anche nella forma di opzioni, ovvero degli strumenti finanziari rivenienti dall'esercizio di tali opzioni

È vietata ai Beneficiari – e comporta la decadenza del diritto alla consegna delle Azioni – l'effettuazione di operazioni di *hedging* che consentano di alterare o inficiare l'allineamento al rischio insito nei meccanismi di incentivazione basati su strumenti finanziari.

## 1.4.8 Descrizione degli effetti determinati dalla cessazione del rapporto di lavoro

Nel caso in cui, prima della Data di Consegna delle Azioni, si verifichi la cessazione del rapporto di lavoro, e il Beneficiario venga qualificato come "*good leaver*" (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.

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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.

## 1.4.9 Indicazione di eventuali cause di annullamento del Piano

Non sussistono cause di annullamento del Piano.

## 1.4.10 Motivazioni relative all'eventuale previsione di un "riscatto", da parte della società, degli strumenti oggetto del Piano, disposto ai sensi dell'art. 2357 e ss. del codice civile; indicazione dei beneficiari del riscatto precisando se lo stesso è destinato soltanto a particolari categorie di dipendenti; gli effetti della cessazione del rapporto di lavoro su detto riscatto

Non applicabile.

## 1.4.11 Eventuali prestiti o altre agevolazioni che si intendono concedere per l'acquisto delle azioni ai sensi dell'art. 2358, comma 3, del codice civile

Non applicabile.

## 1.4.12 Indicazione di valutazioni sull'onere atteso per la società alla data di relativa assegnazione, come determinabile sulla base dei termini e condizioni già definiti, per ammontare complessivo e in relazione a ciascun strumento del piano

L'onere atteso sull'intero arco del Piano, così come descritto nel presente documento, in caso di raggiungimento di *performance* al *target* e ipotizzando che il prezzo dell'Azione rimanga stabile nel periodo, è di circa 21 milioni di Euro per un massimo di 300 Beneficiari.

## 1.4.13 Indicazione degli eventuali effetti diluitivi sul capitale determinati dall'attribuzione delle azioni

In considerazione del fatto che le Azioni, da attribuire ai Beneficiari sulla base del Piano, saranno rese disponibili attraverso l'acquisto di Azioni proprie della Società (paragrafo 1.3.4), non sono previsti effetti diluitivi sul capitale.

## 1.4.14 Eventuali limiti previsti per l'esercizio del diritto di voto e per l'attribuzione dei diritti patrimoniali

Le Azioni Disponibili avranno godimento regolare, non essendo previsti limiti all'esercizio dei diritti sociali o patrimoniali ad esse inerenti.

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## 1.4.15 Nel caso in cui le azioni non sono negoziate nei mercati regolamentati, ogni informazione utile ad una compiuta valutazione del valore a loro attribuibile

Non applicabile.

## 1.4.16 – 1.4.23

Non applicabili.

* * *

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 | 30/05/25 | Azioni ordinarie di Poste Italiane S.p.A. | 104.149 | 30/01/25 | | € 14,0042[1] | 3 anni |
| **Giuseppe Lasco** | Direttore Generale | 30/05/25 | Azioni ordinarie di Poste Italiane S.p.A. | 62.125 | 30/01/25 | | € 14,0042[1] | 3 anni |
| **Dirigenti con responsabilità strategiche (n. 12[2])** | | 30/05/25 | Azioni ordinarie di Poste Italiane S.p.A. | 300.054 | 30/01/25 | | € 14,0042[1] | 3 anni |
| **Beneficiari BancoPosta (n. 14)** | | 30/05/25 | Azioni ordinarie di Poste Italiane S.p.A. | 41.591 | 30/01/25 | | € 14,0042[1] | 3 anni |
| **Altri Beneficiari (n. 247[3])** | | 30/05/25 | Azioni ordinarie di Poste Italiane S.p.A. | 922.711 | 30/01/25 | | € 14,0042[1] | 3 anni |

Note:
(1) Valore convenzionale stimato come media aritmetica dei prezzi dell'Azione di Poste Italiane rilevata nei trenta giorni lavorativi di Borsa antecedenti rispetto alla data di assegnazione.
(2) Sono compresi 2 Beneficiari BancoPosta.
(3) Sono comprese 23 risorse delle Società del Gruppo.

Le informazioni sopra illustrate si riferiscono alla data di redazione del presente documento (26 marzo 2025).

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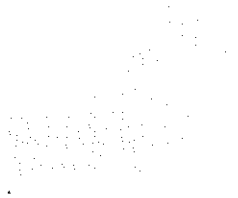

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# 02

# Piano di incentivazione a breve termine 2025 basato su strumenti finanziari, per il Personale più rilevante del Patrimonio BancoPosta ("MBO")

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2.1 I soggetti destinatari ..... 32

2.2 Le ragioni che motivano l'adozione del Piano ..... 34

2.3 Iter di approvazione e tempistica di assegnazione degli strumenti ..... 40

2.4 Le caratteristiche degli strumenti attribuiti ..... 43

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# 2.
# Piano di incentivazione a breve termine 2025 basato su strumenti finanziari, per il personale più rilevante del Patrimonio BancoPosta ("MBO")

## 2.1 I soggetti destinatari

### 2.1.1 Indicazione nominativa dei destinatari che sono componenti del consiglio di amministrazione ovvero del consiglio di gestione dell'emittente strumenti finanziari, delle società controllanti l'emittente e delle società da questa, direttamente o indirettamente, controllate

Tra i Beneficiari del Piano MBO è compreso l'Amministratore Delegato (AD) della Società, Matteo Del Fante.

Si ricorda che l'Amministratore Delegato rientra nel perimetro di applicazione delle "*Linee guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta*" ed è pertanto assoggettato alla vigente normativa di vigilanza bancaria.

Si segnala che alcuni dei potenziali Beneficiari del Sistema MBO, oltre all'esercizio delle attribuzioni manageriali connesse al ruolo svolto, possono ricoprire cariche in organi amministrativi di società Controllate dalla Società. Tuttavia, considerato che detti soggetti sono tra i Beneficiari del Sistema MBO in quanto dipendenti della Società e rientranti nel perimetro del Patrimonio BancoPosta, non viene fornita indicazione nominativa dei predetti Beneficiari, ma si fa rimando per essi alle informazioni di seguito riportate.

### 2.1.2 Categorie di dipendenti o collaboratori dell'emittente strumenti finanziari e delle società controllanti o controllate di tale emittente

Tra i potenziali Beneficiari del Piano potranno rientrare dirigenti e quadri, individuati tra coloro che rivestono posizioni organizzative all'interno del perimetro di applicazione delle "*Linee guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta*". Alla data del presente documento si tratta di circa 35 *Material Risk Takers* identificati attraverso un processo basato sulla ricognizione e valutazione puntuale di ciascuna posizione all'interno dell'organizzazione, utile per valutare la rilevanza di ciascun ruolo in termini di assunzione di rischi. L'identificazione ha seguito un processo strutturato di analisi, basato su criteri qualitativi e criteri quantitativi e declinato nelle "*Linee guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta*".

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## 2.1.3 Indicazione nominativa dei soggetti che beneficiano del piano appartenenti ai seguenti gruppi:

a. direttori generali dell'emittente strumenti finanziari.

Non applicabile in quanto il Direttore Generale della Società, Giuseppe Lasco, non rientra tra i beneficiari del Piano poiché non è incluso nel perimetro di applicazione delle "Linee guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta" e non è pertanto assoggettato alla vigente normativa di vigilanza bancaria. Resta inteso che il Direttore Generale è beneficiario del Sistema MBO differito descritto nell'ambito della Politica in materia di Remunerazione 2025 di Poste Italiane (integralmente in forma monetaria);

b. altri dirigenti con responsabilità strategiche dell'emittente strumenti finanziari che non risulta di "minori dimensioni", ai sensi dell'articolo 3, comma 1, lett. f), del Regolamento n. 17221 del 12 marzo 2010, nel caso in cui abbiano percepito nel corso dell'esercizio compensi complessivi (ottenuti sommando i compensi monetari e i compensi basati su strumenti finanziari) maggiori rispetto al compenso complessivo più elevato tra quelli attribuiti ai componenti del consiglio di amministrazione, ovvero dal consiglio di gestione, e ai direttori generali dell'emittente strumenti finanziari.

Non applicabile in quanto non vi sono Dirigenti con responsabilità strategiche che abbiano percepito nel corso dell'ultimo esercizio un compenso complessivo superiore a quello del soggetto rilevante ai fini di questo paragrafo;

c. Persone fisiche controllanti l'emittente azioni, che siano dipendenti ovvero che prestino attività di collaborazione nell'emittente azioni.

Non applicabile in quanto non vi sono persone fisiche controllanti la Società.

## 2.1.4 Descrizione e indicazione numerica, per separate categorie:

a. dei dirigenti con responsabilità strategiche diversi da quelli indicati nella lett. b) del paragrafo 2.1.3.

Al momento della redazione del presente Documento Informativo, i Dirigenti con responsabilità strategiche della Società Beneficiari del Sistema MBO oggetto del presente Documento Informativo sono:
- il Responsabile della funzione BancoPosta, Guido Maria Nola;
- il Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane, Alessandro Del Gobbo;

b. nel caso di società di minori dimensioni ai sensi dell'art. 3, comma 1, lett. f), del Regolamento n. 17221 del 12 marzo 2010, l'indicazione per aggregato di tutti i dirigenti con responsabilità strategiche dell'emittente strumenti finanziari.

Non applicabile in quanto la Società non si qualifica come società di minori dimensioni;

c. delle altre eventuali categorie di dipendenti o di collaboratori per le quali sono state previste caratteristiche differenziate del piano (ad esempio, dirigenti, quadri, impiegati 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 2025 del Patrimonio BancoPosta"*. Alla data del presente documento si tratta di circa 35 *Material Risk Takers così suddivisi:*
i. *Material Risk Takers* appartenenti al Senior Management con remunerazione variabile inferiore a € 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.

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# 2.2 Le ragioni che motivano l'adozione del Piano

## 2.2.1 Obiettivi che si intendono raggiungere mediante l'attribuzione dei piani

Coerentemente con la normativa di riferimento, l'obiettivo del Piano è quello di collegare la componente variabile della remunerazione alla strategia del Patrimonio BancoPosta, al *budget* e alla Guidance 2025 del Piano Strategico, *"The Connecting Platform"*, ai risultati di breve periodo conseguiti su un periodo annuale. Il Piano rappresenta, inoltre, uno strumento utile a rafforzare l'attenzione alla creazione di valore, alla gestione per obiettivi, alla cultura dell'integrazione e dell'efficienza, nonché a ingaggiare tutti gli *owner* dei progetti strategici e favorire la continuità del *management* nel lungo periodo, generando un effetto di *retention*. Il Piano poggia su un processo strutturato di definizione degli obiettivi e degli incentivi a essi collegati.

L'utilizzo di Azioni per l'erogazione di una quota parte del Premio, contestualmente alla previsione di Periodi di Differimento e *Retention*, ha l'obiettivo di garantire un costante allineamento degli interessi del *management* a quelli degli Azionisti nel corso del tempo (si vedano, in particolare, i punti 2.2.2 e 2.4.2 del presente documento).

## 2.2.2 Variabili chiave, anche nella forma di indicatori di performance considerati ai fini dell'attribuzione dei piani basati su strumenti finanziari

Il Sistema MBO prevede il diritto ad un Premio erogato in parte in forma monetaria e in parte in Diritti a ricevere Azioni, condizionato al raggiungimento degli Obiettivi di *Performance* definiti per il Periodo di *Performance*. La maturazione del Premio (e quindi anche l'attribuzione dei Diritti a ricevere Azioni) è subordinata al superamento della Condizione Cancello e delle Condizioni di Accesso, di seguito descritte:

| Condizione Cancello | Condizioni di Accesso |
|---|---|
| Redditività di Gruppo: EBIT *adjusted* 3,06 mld € *Valore arrotondato* | Parametro di adeguatezza patrimoniale BancoPosta: CET 1 livello *risk tolerance* approvato nel *Risk Appetite Framework* |
| | Parametro di liquidità a breve termine BancoPosta: LCR livello *risk tolerance* approvato nel *Risk Appetite Framework* |
| | Parametro di redditività corretta per il rischio BancoPosta: RORAC livello *risk tolerance* approvato nel *Risk Appetite Framework* |

Oltre alle Condizioni Cancello e di Accesso sopra descritte, è previsto un *Bonus Pool*, determinato:

- Fase 1 - sulla base di un «*funding*» definito in ottica prudenziale con riferimento al RORAC del Patrimonio BancoPosta;
- Fase 2 - sulla base di un «meccanismo di aggiustamento», che integra – in una matrice – il RAF *Quality Index* (RQI[3]) con un indicatore non finanziario legato al *Net Promoter Score* BancoPosta Retail ($NPS_{BP}$ Retail[4]).

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 "$NPS_{BP}$ Retail". Qualora il RORAC fosse inferiore al livello *tolerance*, il *Bonus Pool* si azzererebbe e non vi sarebbero erogazioni relative al Sistema MBO (indipendentemente dal raggiungimento della Condizione Cancello, delle Condizioni di Accesso, del RQI, del $NPS_{BP}$ *Retail* e degli Obiettivi di *Performance*).

3. Il RQI rappresenta la media annuale degli score degli indicatori *Risk Appetite Framework* calcolati con frequenza trimestrale.
4. Il $NPS_{BP}$ *Retail* fornisce un indicatore di valutazione della soddisfazione della clientela BancoPosta *Retail*.



620

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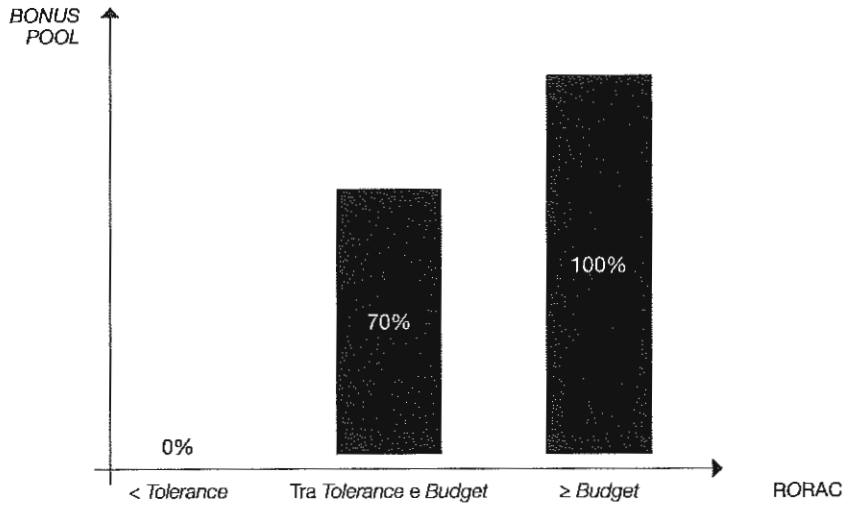
Il *Bonus Pool* viene determinato sulla base di un "funding" definito in ottica prudenziale con riferimento al RORAC secondo il seguente schema:




Il risultato del meccanismo appena descritto viene ulteriormente corretto in funzione di un indicatore qualitativo del RAF (RAF Quality Index – RQI) e di un indicatore di qualità percepita dalla clientela retail di BancoPosta (*Net Promoter Score* – NPS). In particolare, l'aggiustamento è effettuato sulla base dello schema seguente:

| | | NPS BancoPosta Retail | | |
|---|---|---|---|---|
| | | **Basso** | **Medio** | **Alto** |
| **RQI** | **Basso** | -10,0% | -7,5% | -5,0% |
| | **Medio** | -2,5% | 0,0% | +2,5% |
| | **Alto** | +5,0% | +7,5% | +10,0% |

Per l'Amministratore Delegato, il Dirigente Preposto alla redazione dei documenti contabili societari di Poste Italiane e i Responsabili delle Funzioni di Controllo di BancoPosta e i loro diretti riporti non è prevista l'applicazione del *Bonus Pool*, mentre restano confermate le Condizioni di Accesso su LCR, CET 1 e RORAC del Patrimonio BancoPosta (resta inteso che il RORAC BancoPosta non si applica come condizione di accesso per le Funzioni di Controllo).

Si precisa che, oltre alle Condizioni Cancello e di Accesso appena menzionate, per l'Amministratore Delegato si prevede l'applicazione di una ulteriore Condizione di Accesso collegata al *Solvency II Ratio* del Gruppo Assicurativo Poste Vita a livello di *risk tolerance*.



621

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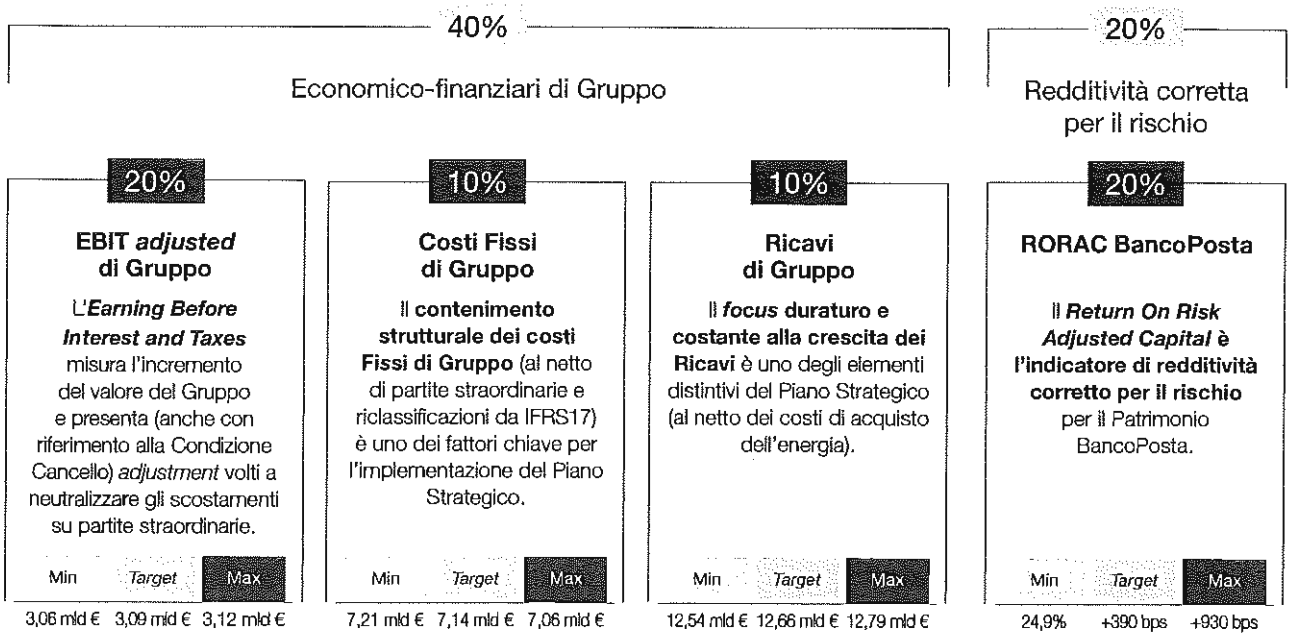
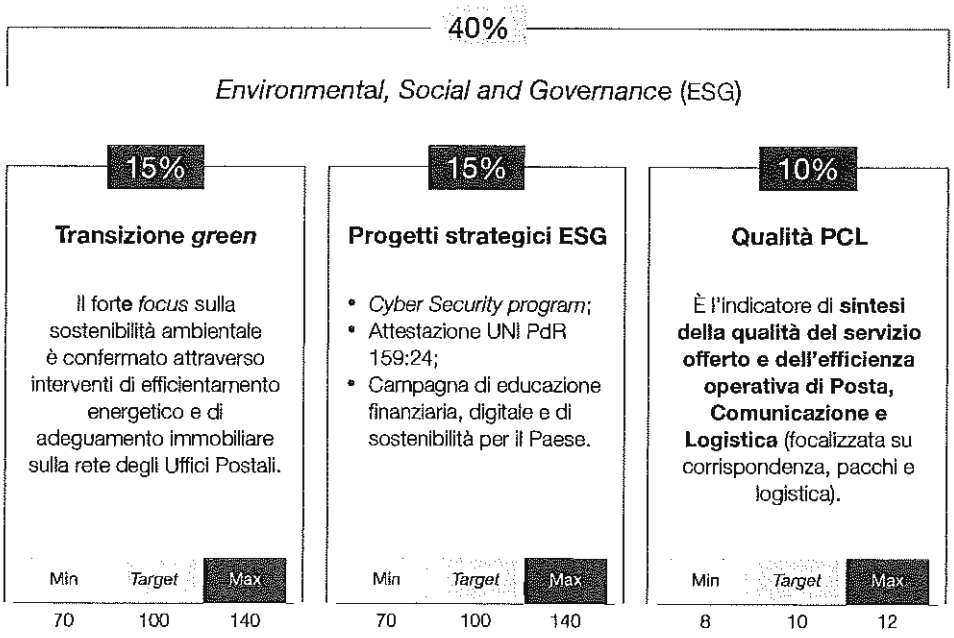
Gli Obiettivi di *Performance* del Sistema MBO per l'Amministratore Delegato sono i seguenti:




Nota: I valori di EBIT di Gruppo, Costi Fissi di Gruppo e Ricavi di Gruppo sono arrotondati alla seconda cifra decimale. Con riferimento ai suddetti KPI, verranno neutralizzate eventuali variazioni di perimetro (in positivo e negativo) generate da M&A, operazioni straordinarie e costi di ristrutturazione legati agli esodi incentivati (pari a budget nel 2025 a € 0,09 mld).

L'attenzione alla redditività è l'elemento fondamentale del Piano Strategico dal punto di vista prettamente finanziario: l'EBIT *adjusted*, obiettivo chiave dei sistemi di incentivazione che garantisce la sostenibilità degli stessi, rappresenta l'indicatore di sintesi dei risultati comuni a tutti i *business* del Gruppo ed è misurato a livello annuale e pluriennale. Come già evidenziato, si conferma anche nel 2025 il meccanismo di autofinanziamento collegato all'EBIT del sistema, dove il livello soglia coincide con il budget. Si tratta di un approccio consolidato in Poste Italiane, definito nel 2018, quando il livello *budget* dell'EBIT risultava pari a € 1,4 miliardi; tale percorso di crescita, apprezzato dagli stakeholders nel corso degli anni, conferma la solidità delle *performance*, dimostra nuovamente l'affidabilità dell'operato del management e presenta un livello di sfida crescente al pari della *performance* finanziaria registrata nel corso del tempo con un EBIT più che raddoppiato rispetto al 2018.

Inoltre, in continuità con lo scorso anno, il Sistema "MBO" affianca al focus sui ricavi anche una forte attenzione alla disciplina sui costi.



622

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Si conferma, infine, il bilanciamento tra gli obiettivi economico-finanziari e quelli ESG in coerenza con il Piano Strategico 2024-2028, che ribadisce la forte attenzione del Gruppo sulle tematiche della sostenibilità. Alla stregua degli obiettivi economico-finanziari, la selezione degli obiettivi ESG e il relativo *target setting* segue lo stesso processo ispirato dai principi di: chiarezza, affidabilità, verificabilità e misurabilità oggettiva con elevato livello di sfida, in linea con il Piano Strategico di Gruppo, a differenti livelli di raggiungibilità secondo una valutazione equa e ragionevole. Ad ulteriore garanzia, non tutti gli obiettivi, infatti, raggiungono ogni anno il livello di *performance* massima definita, ancorché il percorso virtuoso intrapreso a partire dal 2017 abbia restituito risultati eccellenti.

La centralità degli obiettivi di sostenibilità nel sistema MBO, definiti in linea con i pilastri della strategia ESG, è garantita anche nel 2025, anno in cui la tutela dell'ambiente (Transizione *Green*) e la qualità del servizio offerto (Qualità PCL) sono confermati quali elementi cardine della strategia del Gruppo.

Con riferimento alla **Transizione *Green***, l'obiettivo sarà focalizzato – in linea con le priorità del Piano Strategico – sugli Uffici Postali e sarà declinato secondo le seguenti direttrici:

a. interventi di adeguamento immobiliare previsti dal progetto Polis conclusi al 2025 (dato cumulato: 4.340 interventi da inizio progetto);
b. installazione di impianti fotovoltaici (280 impianti);
c. installazione di sistemi di "*Smart building*" (1.000 sistemi di *Smart building*).

Il livello minimo (70) di raggiungimento dell'obiettivo prevede la realizzazione di tutti gli interventi di adeguamento immobiliare descritti al punto a), il livello *target* (100) prevede, oltre alla realizzazione del punto a), l'installazione di tutti gli impianti fotovoltaici descritti al punto b), e infine, il livello massimo (140) prevede, oltre alla realizzazione dei precedenti punti a) e b), l'installazione di tutti i Sistemi di *Smart building* descritti al punto c).

Con riferimento ai **progetti strategici rilevanti in ambito ESG**, il focus nel 2025 sarà sui seguenti obiettivi:

- ***Cyber Security***, con un obiettivo volto a garantire un rafforzamento della tutela delle informazioni dei consumatori anche attraverso campagne di simulazione di *phishing* rivolte in particolare ad almeno 35.000 dipendenti a maggior esposizione a tali rischi;
- **Diversità e inclusione**, con l'obiettivo di diffondere e consolidare la cultura dell'inclusione da considerarsi come valore aggiunto per le organizzazioni oltre a garantire la tutela dei diritti delle persone con disabilità, prevedendo il conseguimento dell'attestazione UNI/PdR 159:24 "Lavoro inclusivo delle persone con disabilità";
- **Valore al Territorio**, 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 (150 eventi offerti gratuitamente a tutti i cittadini).

Il raggiungimento di 1 obiettivo tra i progetti strategici rilevanti in ambito ESG consente il raggiungimento del livello soglia (70), di 2 obiettivi il raggiungimento del livello *target* (100) e, per raggiungere il livello massimo (140) è necessario che tutti e 3 gli obiettivi siano raggiunti.

Gli Obiettivi di *Performance* del Sistema MBO per gli altri Beneficiari sono assegnati individualmente, di norma, con un *focus* sugli indicatori di *performance* corretti per il rischio (ad es. RORAC BancoPosta) e sostenibilità (ad es. *Customer Experience*). La corresponsione del Premio è commisurata al grado di conseguimento di tali Obiettivi di *Performance*. Maggiori dettagli sono contenuti nelle "*Linee Guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta*".

Il Sistema MBO prevede l'erogazione del Premio in parte in forma monetaria e in parte sotto forma di Diritti a ricevere Azioni sia per la quota *up-front* che per la quota differita (modalità non applicate per remunerazioni variabili d'importo inferiore a € 50.000 lordi e che non rappresentino più di un terzo della remunerazione totale annua). Il numero di Diritti dipenderà dal Premio maturato e dal Valore Normale dell'Azione alla data di maturazione del Premio.

Le modalità di erogazione sono differenziate:

i. per l'Amministratore Delegato e il Responsabile della funzione BancoPosta è previsto il differimento del 60% del Premio, su un orizzonte temporale di 5 anni (*pro-rata*); l'erogazione avviene complessivamente per il 45% in forma monetaria e per il 55% in Diritti a ricevere Azioni, prevedendo una incidenza più elevata delle Azioni nella componente differita;
ii. per i Beneficiari appartenenti al Senior Management è previsto il differimento del 40% del Premio, su un orizzonte temporale di 5 anni (*pro-rata*); l'erogazione avviene complessivamente per il 45% in forma monetaria e per il 55% in Diritti a ricevere



623

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Azioni, prevedendo una incidenza più elevata delle Azioni nella componente differita. In caso di remunerazione variabile superiore a € 449.973 lordi, lo schema dei pagamenti sarà uniformato a quanto previsto al precedente punto i.;

iii. per gli altri Beneficiari (non rientranti nelle due categorie precedenti), è previsto il differimento del 40% del Premio, su un orizzonte temporale di 4 anni (*pro-rata*), e l'erogazione del 50% in forma monetaria e del 50% in Diritti a ricevere Azioni, sia per la quota *up-front* sia per la parte differita. In caso di remunerazione variabile superiore a € 449.973, lo schema dei pagamenti verrà modificato prevedendo una componente differita pari al 60%.

I Diritti a ricevere Azioni sono soggetti ad un Periodo di *Retention* di un anno sia per la quota *up-front* sia per le quote differite.

Al termine di ciascun Periodo di *Retention* è *prevista l'applicazione del* meccanismo di *Dividend Equivalent,* che consiste nella consegna di un numero di azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario durante il Periodo di *Retention* stesso per le azioni non ancora disponibili.

In tutti i casi sopra descritti l'erogazione/attribuzione delle quote differite avverrà ogni anno, a condizione che siano rispettati i livelli *risk tolerance* di patrimonializzazione, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

Per un maggior dettaglio dell'orizzonte temporale e delle modalità di erogazione del Sistema MBO si rimanda al successivo paragrafo 2.4.2.

Con riferimento alla componente variabile nel suo complesso assegnata al Personale più rilevante, la stessa non supera il rapporto con la componente fissa approvato dall'Assemblea degli Azionisti, tenuto conto di tutti i piani di incentivazione (0,33:1 per le Funzioni di Controllo di BancoPosta).

In conformità con quanto previsto dalle vigenti disposizioni normative e dalle politiche della Società, la componente variabile in favore del Personale più rilevante rispetta le seguenti caratteristiche:

i. viene determinata attraverso l'utilizzo di indicatori di *Performance*, misurata tenendo conto del livello di rischio assunto e deve essere coerente con la propensione al rischio definita (*Risk Appetite Framework – RAF*) e con le politiche di governo e di gestione dei rischi adottate;
ii. viene sottoposta a meccanismi di correzione *ex-post* (*malus* e *claw back*) che, sulla base dei risultati conseguiti e dei comportamenti individuali, possono condurre a una riduzione, anche significativa, fino all'azzeramento o alla restituzione della remunerazione variabile stessa (si veda il paragrafo 2.4.5).

Coerentemente con le politiche della Società, ai Beneficiari appartenenti alle Funzioni di Controllo di BancoPosta vengono riconosciuti meccanismi d'incentivazione a breve termine coerenti con i compiti assegnati, attribuendo obiettivi qualitativi oltre che indipendenti dai risultati conseguiti dalla Società e dal Patrimonio BancoPosta (fatta salva l'applicazione delle condizioni di attivazione relative ad adeguatezza patrimoniale e liquidità a breve termine). Fra i principali obiettivi assegnati al personale appartenente alle Funzioni di Controllo di BancoPosta nell'ambito del Sistema MBO vi sono il costante supporto nello sviluppo di una forte e sostenibile cultura della conformità e gestione del rischio e il raggiungimento degli obiettivi progettuali nelle materie di competenza.

Si ricorda che le retribuzioni variabili del personale appartenente alle Funzioni di Controllo di BancoPosta incidono sulla remunerazione complessiva in misura inferiore rispetto alla regola generale prevista per il Personale più rilevante. Pertanto, il rapporto tra componente variabile e componente fissa della remunerazione per il personale appartenente alle Funzioni di Controllo di BancoPosta non può eccedere il limite di un terzo.

## 2.2.3 Elementi alla base della determinazione dell'entità del compenso basato su strumenti finanziari, ovvero criteri per la sua determinazione

L'ammontare del Premio è rappresentato da una percentuale dei compensi fissi del Beneficiario in base alle responsabilità affidate, al ruolo e alla strategicità della risorsa. L'entità del Premio 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 65% dei compensi fissi.



624

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La maturazione del Premio (e quindi anche l'attribuzione dei Diritti a ricevere Azioni) è condizionata al raggiungimento della Condizione Cancello, delle Condizioni di Accesso nonché del livello di conseguimento del *Bonus Pool* (ove previsto) e di determinati livelli di Obiettivi di *Performance* già descritti al punto 2.2.2. In caso di mancato raggiungimento della Condizione Cancello e/o delle Condizioni di Accesso e/o del livello soglia complessivo degli Obiettivi di *Performance*, non sarà erogato alcun Premio in base al Sistema MBO.

Con riferimento al Sistema MBO, successivamente alla conclusione del Periodo di *Performance*, nel corso del 2026 il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, provvederà alla verifica del superamento della Condizione Cancello e delle Condizioni di Accesso nonché del livello di conseguimento del *Bonus Pool* (ove previsto) e degli Obiettivi di *Performance* determinando, di conseguenza, l'ammontare del Premio dovuto all'Amministratore Delegato e al Responsabile della funzione BancoPosta (e, di conseguenza, il numero di Diritti). Per quanto riguarda i rimanenti Beneficiari, la valutazione verrà effettuata dallo stesso Amministratore Delegato con facoltà di sub-delega. Il superamento delle Condizioni di Accesso verrà verificata anche al termine di ciascun Periodo di Differimento.

L'erogazione del Premio è soggetta ai meccanismi di correzione *ex-post* descritti al paragrafo 2.4.5 e verrà effettuata, previa applicazione delle ritenute fiscali e contributive, ove applicabili.

## 2.2.4 Ragioni alla base dell'eventuale decisione di attribuire piani di compensi basati su strumenti finanziari non emessi dall'emittente strumenti finanziari, quali strumenti finanziari emessi da controllate, controllanti o società terze rispetto al gruppo di appartenenza; nel caso in cui i predetti strumenti non siano negoziati nei mercati regolamentati informazioni sui criteri utilizzati per la determinazione del valore a loro attribuibile

Non applicabile.

## 2.2.5 Valutazioni in merito a significative implicazioni di ordine fiscale e contabile che hanno inciso sulla definizione dei piani

Non risultano significative implicazioni di ordine contabile e fiscale che abbiano inciso sulla definizione del Piano.

## 2.2.6 Eventuale sostegno del piano da parte del Fondo speciale per l'incentivazione della partecipazione dei lavoratori nelle imprese, di cui all'articolo 4, comma 112, della legge 24 dicembre 2003 n. 350

Non applicabile.



625

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# 2.3 Iter di approvazione e tempistica di assegnazione degli strumenti

## 2.3.1 Ambito dei poteri e funzioni delegati dall'assemblea al consiglio di amministrazione al fine dell'attuazione del piano

Il Consiglio ha deliberato, su proposta del Comitato Remunerazioni, di sottoporre il Piano all'approvazione dell'Assemblea degli Azionisti, convocata per il 30 maggio 2025.

All'Assemblea degli Azionisti verrà richiesto di attribuire al Consiglio, con facoltà di subdelega, ogni potere riguardo la concreta attuazione del Piano.

Resta inteso che nessun Beneficiario può prendere parte alle decisioni di competenza del Consiglio riguardanti l'implementazione del Piano in suo favore.

## 2.3.2 Indicazione dei soggetti incaricati per l'amministrazione del piano e loro funzione di competenza

Fermo restando quanto indicato nel precedente paragrafo 2.3.1, il Consiglio – o soggetti da esso delegati[5] – è responsabile della gestione del Piano avvalendosi delle funzioni aziendali competenti.

## 2.3.3 Eventuali procedure esistenti per la revisione del piano anche in relazione a eventuali variazioni degli obiettivi di base

Non sono previste procedure per la revisione del Piano, ferma restando la facoltà del Consiglio di Amministrazione, o soggetti da esso delegati, su proposta del Comitato Remunerazioni, sentiti se del caso altri Comitati endoconsiliari, di proporre eventuali variazioni 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, 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.

## 2.3.4 Descrizione delle modalità attraverso le quali determinare la disponibilità e l'assegnazione degli strumenti finanziari sui quali sono basati i piani

In data 26 marzo 2025 il Consiglio di Amministrazione ha deliberato di sottoporre all'approvazione dell'Assemblea degli Azionisti, convocata per il 30 maggio 2025, la delibera di Acquisto Azioni proprie ai sensi degli artt. 2357 e 2357-*ter* c.c.

Per l'implementazione del Piano, pertanto, la Società si avvarrà delle Azioni proprie che verranno acquisite a seguito della delibera favorevole dell'Assemblea degli Azionisti del 30 maggio 2025.

5. Possibili soggetti delegati dal Consiglio di Amministrazione sono, a titolo esemplificativo, l'Amministratore Delegato e/o il Responsabile della funzione BancoPosta.

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## 2.3.5 Ruolo svolto da ciascun amministratore nella determinazione delle caratteristiche del piano; eventuale ricorrenza di situazioni di conflitti di interesse in capo agli amministratori interessati

Nell'individuazione degli elementi essenziali del Piano è stato coinvolto, nelle varie fasi di elaborazione, il Comitato Remunerazioni, interamente composto da amministratori non esecutivi – la maggioranza dei quali (tra cui il Presidente) dotati dei requisiti di indipendenza (i) di cui all'art. 2, raccomandazione 7, del Codice di *Corporate Governance*, (ii) di cui al combinato disposto degli artt. 147-*ter*, comma 4, e 148, comma 3, del TUF, nonché (iii) di cui alla disciplina prudenziale di settore bancaria – nel novero dei quali è assicurata la presenza del necessario numero di componenti in possesso di un'adeguata conoscenza ed esperienza in materia finanziaria o di politiche retributive e di gestione del rischio.

Il Consiglio, con l'astensione dell'Amministratore Delegato, su proposta del Comitato Remunerazioni e sentito il Comitato Controllo e Rischi, ha deliberato l'approvazione del Piano e di sottoporre all'Assemblea degli Azionisti l'adozione dello stesso.

## 2.3.6 Ai fini di quanto richiesto dall'art. 84-*bis*, comma 1, la data della decisione assunta da parte dell'organo competente a proporre l'approvazione del piano all'assemblea e dell'eventuale proposta dell'eventuale comitato per la remunerazione

In data 26 marzo 2025, il Consiglio ha approvato – su proposta del Comitato Remunerazioni riunitosi in data 24 marzo 2025 – il presente Documento Informativo che verrà sottoposto all'Assemblea degli Azionisti convocata per il 30 maggio 2025.

## 2.3.7 Ai fini di quanto richiesto dall'art. 84-*bis*, comma 5, lett. a), la data della decisione assunta da parte dell'organo competente in merito all'assegnazione degli strumenti e dell'eventuale proposta al predetto organo formulata dall'eventuale comitato per la remunerazione

L'Assemblea degli Azionisti chiamata ad approvare il Piano è prevista per il 30 maggio 2025 in unica convocazione. In caso di approvazione del Piano da parte dell'Assemblea, il Consiglio di Amministrazione, su proposta del Comitato Remunerazioni, e/o un soggetto opportunamente sub delegato, a seconda del caso, assumeranno le decisioni rilevanti in merito all'implementazione del Piano medesimo, ivi inclusa la conversione di quota parte del Premio in Diritti a ricevere Azioni sulla base del Valore Normale delle stesse alla Data di maturazione dei Diritti.

Le informazioni richieste a quest'ultimo riguardo dall'art. 84-*bis*, comma 5, lett. a) del Regolamento Emittenti, al momento non disponibili, saranno fornite in conformità alla normativa vigente.

## 2.3.8 Prezzo di mercato, registrato nelle predette date, per gli strumenti finanziari su cui è basato il piano, se negoziati in mercati regolamentati

Il prezzo di mercato ai sensi del punto 2.3.7 non è disponibile poiché l'Assemblea di approvazione del Piano è fissata per il 30 maggio 2025 e l'effettiva assegnazione delle Azioni è prevista a valle del periodo di *performance*.

Di seguito si indica il prezzo di mercato delle Azioni registrato nella data indicata nel paragrafo 2.3.6 che precede:

- prezzo di riferimento del titolo Poste Italiane rilevato presso il Mercato Telematico Azionario organizzato e gestito da Borsa Italiana S.p.A. in data 26 marzo 2025: Euro 16,4600.

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## 2.3.9 Nel caso di piani basati su strumenti finanziari negoziati nei mercati regolamentati, in quali termini e secondo quali modalità l'emittente tiene conto, nell'ambito dell'individuazione della tempistica di assegnazione degli strumenti in attuazione dei piani, della possibile coincidenza temporale tra: (i) detta assegnazione o le eventuali decisioni assunte al riguardo dal comitato per la remunerazione e, (ii) la diffusione di eventuali informazioni rilevanti ai sensi dell'art. 114, comma 1; ad esempio, nel caso in cui tali informazioni siano: a. non già pubbliche ed idonee ad influenzare positivamente le quotazioni di mercato, ovvero b. già pubblicate ed idonee già ad influenzare negativamente le quotazioni di mercato

L'attuazione del Piano da parte del Consiglio di Amministrazione avverrà previa approvazione del Piano da parte dell'Assemblea, acquisito il parere del Comitato Remunerazioni, nel rispetto della normativa vigente.

Si precisa che il diritto in capo ai Beneficiari di ricevere il Premio (e, di conseguenza, i Diritti e le Azioni) maturerà al termine del Periodo di *Performance* e solo a seguito della verifica delle Condizioni Cancello e di Accesso, del livello di conseguimento del *Bonus Pool* (ove previsto) e del raggiungimento di predeterminati Obiettivi di *Performance*.

Si specifica, inoltre, che ai Beneficiari è fatto divieto di avvalersi di strategie di copertura personale o di assicurazioni sulla retribuzione o su altri aspetti che possono alterare o inficiare gli effetti di allineamento al rischio insiti nei meccanismi della retribuzione variabile.



628

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# 2.4 Le caratteristiche degli strumenti attribuiti

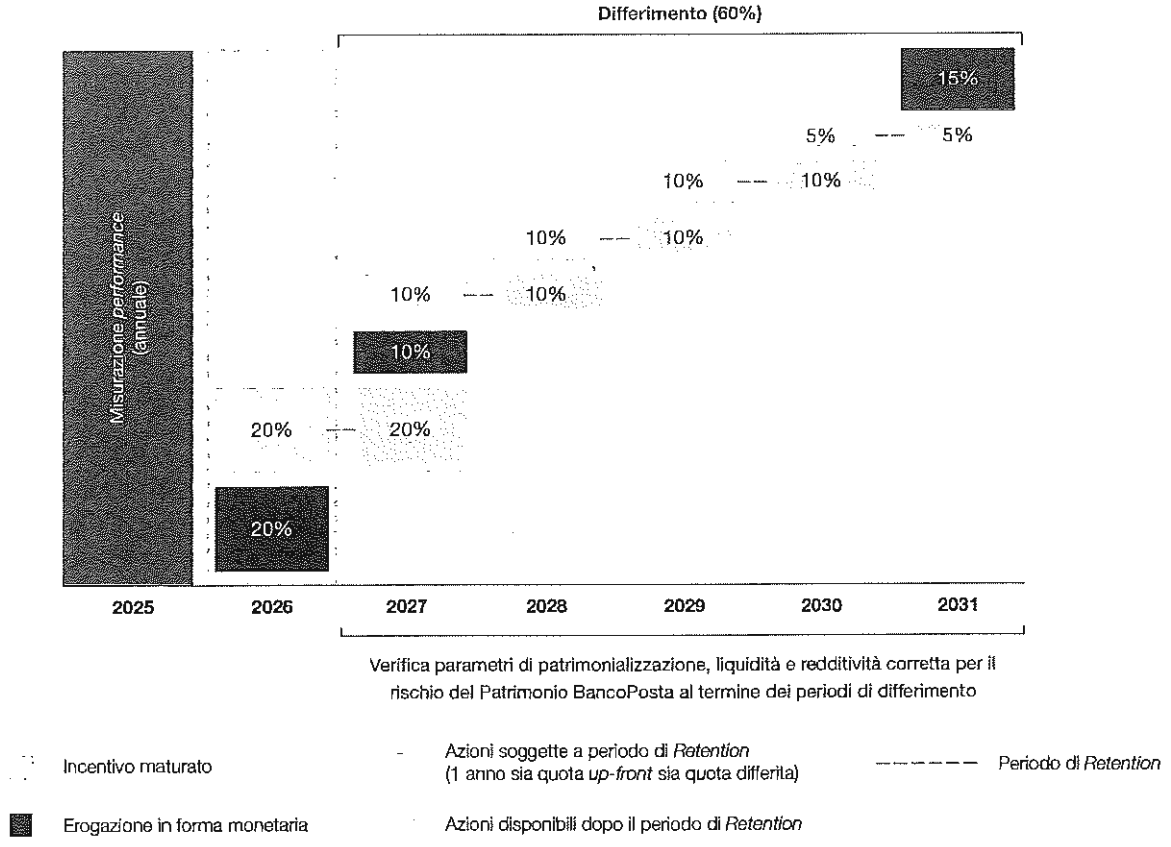
## 2.4.1 Descrizione delle forme in cui sono strutturati i piani di compensi basati su azioni

Il Sistema MBO prevede l'erogazione di una quota parte del Premio maturato sotto forma di Diritti a ricevere Azioni ai termini e alle condizioni previste dai Regolamenti. La maturazione del Premio (e quindi anche l'attribuzione dei Diritti e, conseguentemente delle Azioni) è subordinata alla verifica del superamento della Condizione Cancello e delle Condizioni di Accesso nonché del livello di conseguimento del *Bonus Pool* (ove previsto) e degli Obiettivi di *Performance*, in base ai criteri esposti al precedente paragrafo 2.2.2.

## 2.4.2 Indicazione del periodo di effettiva attuazione del piano con riferimento anche ad eventuali diversi cicli previsti

Le modalità di erogazione del Sistema MBO sono differenziate sulla base della categoria di appartenenza del Beneficiario.

Per l'Amministratore Delegato e il Responsabile della funzione BancoPosta è previsto il differimento del 60% del Premio, su un orizzonte temporale di 5 anni (*pro-rata*). L'erogazione avviene complessivamente per il 45% in forma monetaria e per il 55% in Diritti a ricevere Azioni, prevedendo una incidenza più elevata delle Azioni nella componente differita, secondo lo schema rappresentato di seguito:



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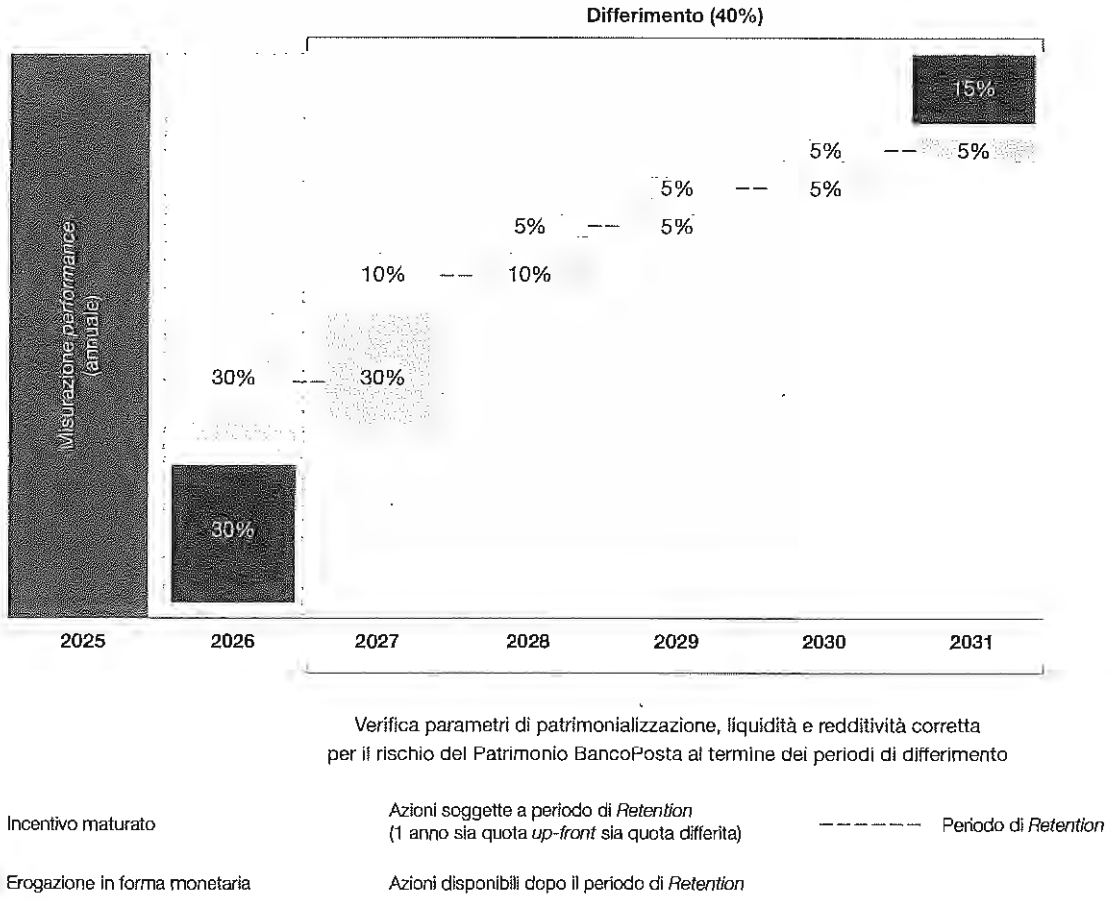
Per i Beneficiari appartenenti al Senior Management è previsto il differimento del 40% del Premio, su un orizzonte temporale di 5 anni (*pro-rata*). L'erogazione avviene complessivamente per il 45% in forma monetaria e per il 55% in Diritti a ricevere Azioni, prevedendo una incidenza più elevata delle Azioni nella componente differita, secondo lo schema rappresentato di seguito:




In caso di remunerazione variabile superiore a € 449.973 lordi lo schema dei pagamenti si uniformerà a quello previsto per l'Amministratore Delegato e il Responsabile della funzione BancoPosta.



630

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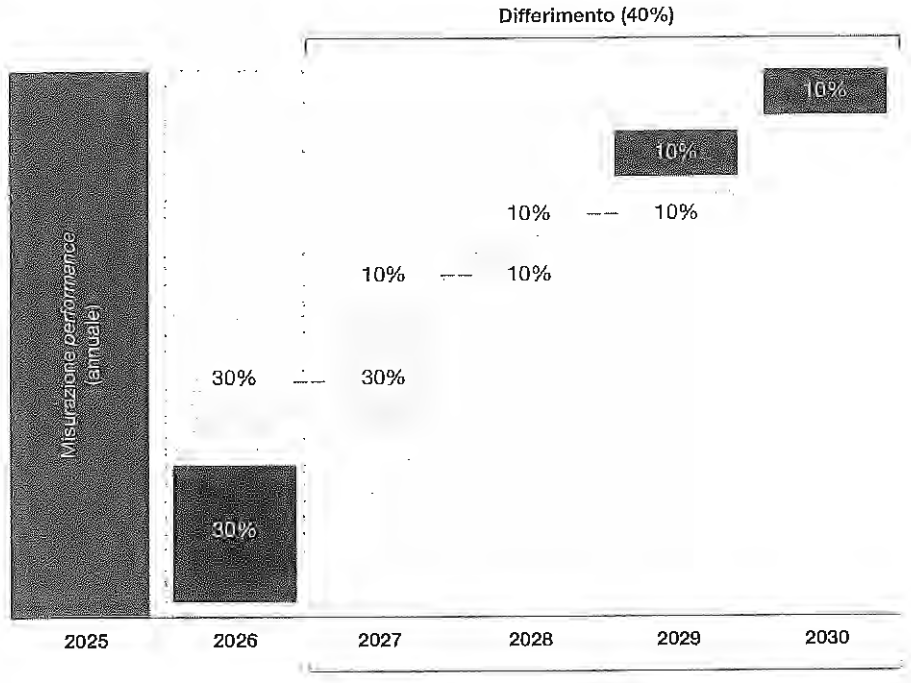
Per gli altri Beneficiari (non rientranti nelle due categorie precedenti), è previsto il differimento del 40% del Premio, su un orizzonte temporale di 4 anni (*pro-rata*), e l'erogazione del 50% in forma monetaria e del 50% in Diritti a ricevere Azioni, sia per la quota *up-front* sia per la parte differita, secondo lo schema rappresentato di seguito:



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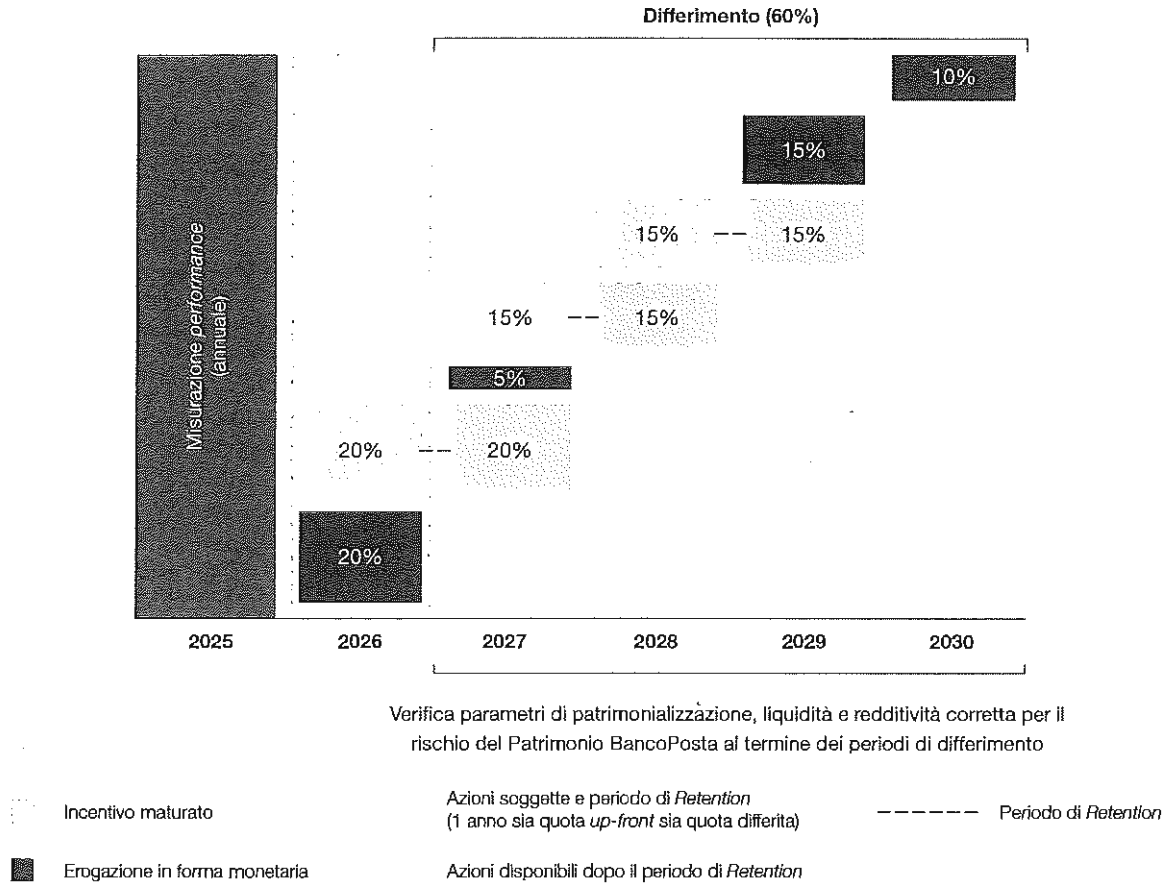
In caso di remunerazione variabile superiore a € 449.973 lordi, lo schema dei pagamenti verrà modificato prevedendo una componente differita pari al 60% su 4 anni; sia la quotá *up-front* sia la quota differita saranno erogate per il 50% in forma monetaria e per il 50% in Diritti a ricevere Azioni secondo lo schema rappresentato di seguito:




Le quote in Azioni sono soggette ad un Periodo di *Retention* pari ad un anno sia per la quota *up-front* sia per le quote differite.

In tutti i casi sopra descritti l'erogazione/attribuzione delle quote differite avverrà ogni anno, a condizione che siano rispettati i livelli *risk tolerance* di patrimonializzazione, liquidità e redditività corretta per il rischio del Patrimonio BancoPosta.

## 2.4.3 Termine del piano

Si rinvia a quanto specificato nel precedente paragrafo 2.4.2.

## 2.4.4 Massimo numero di strumenti finanziari, anche nella forma di opzioni, assegnati in ogni anno fiscale in relazione ai soggetti nominativamente individuati o alle indicate categorie

Fermo restando che la componente variabile assegnata al Personale più rilevante (circa 35 Beneficiari) non può superare il rapporto con la componente fissa approvato dall'Assemblea degli Azionisti e ferma restando l'entità degli incentivi assegnati a *target* ai Beneficiari (paragrafo 2.2.3), non è definibile l'esatto numero massimo di Diritti assegnati in ogni anno. Il numero di Diritti maturati sarà, infatti, determinato sulla base dei meccanismi descritti nei paragrafi 2.2.2, 2.2.3 e 2.4.8.



632

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## 2.4.5 Modalità e clausole di attuazione del piano, specificando se la effettiva attribuzione degli strumenti è subordinata al verificarsi di condizioni ovvero al conseguimento di determinati risultati anche di performance, descrizioni e condizioni di risultati

L'erogazione del Premio connesso al Sistema MBO è condizionata al raggiungimento della Condizione Cancello, delle Condizioni di Accesso, del *Bonus Pool* (ove previsto) e degli Obiettivi di *Performance*, nell'arco del Periodo di *Performance*.

In linea con quanto previsto dalle "*Linee guida sulla politica in materia di remunerazione e incentivazione del Patrimonio BancoPosta*", la Società si riserva di chiedere la restituzione del Premio corrisposto, tenendo altresì conto dei profili di natura legale, contributiva e fiscale in materia, indipendentemente dal fatto che il rapporto di lavoro con la Società o con una società del Gruppo sia ancora in essere o cessato. In particolare, entro 5 anni dal pagamento di ciascuna quota di Premio e comunque entro i termini di prescrizione previsti, la Società può chiedere la restituzione di quanto già erogato fino all'intero Premio, fermo restando il diritto al risarcimento dell'eventuale ulteriore danno, in caso di:

- comportamenti non conformi a disposizioni di legge, regolamentari o statutarie, al Codice Etico, al Modello Organizzativo ex D.Lgs 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.

Il verificarsi di una o più delle suddette fattispecie può comportare, inoltre, l'applicazione di meccanismi di *Malus* per le quote non ancora erogate/consegnate.

## 2.4.6 Indicazione di eventuali vincoli di disponibilità gravanti sugli strumenti attribuiti ovvero sugli strumenti rivenienti dall'esercizio delle opzioni, con particolare riferimento ai termini entro i quali sia consentito o vietato il successivo trasferimento alla stessa società o a terzi

I Diritti maturati sono sottoposti a un vincolo di *Retention* pari ad un anno, sia per la quota *up-front* sia per le quote differite. Alla fine del Periodo di *Retention*, i Diritti verranno trasformati in Azioni che entreranno effettivamente nella titolarità del Beneficiario. Al termine del Periodo di *Retention*, inoltre, è prevista l'applicazione del meccanismo di *Dividend Equivalent* che consiste nella consegna di un numero di azioni aggiuntivo corrispondente al controvalore effettivo dei dividendi non percepiti dal beneficiario durante il Periodo di *Retention* stesso.

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## 2.4.7 Descrizione di eventuali condizioni risolutive in relazione all'attribuzione del Piano nel caso in cui i destinatari effettuino operazioni di hedging che consentono di neutralizzare eventuali divieti di vendita degli strumenti finanziari assegnati, anche nella forma di opzioni, ovvero degli strumenti finanziari rivenienti dall'esercizio di tali opzioni

È vietata ai Beneficiari – e comporta la decadenza del diritto alla corresponsione del Premio – l'effettuazione di operazioni di *hedging* che consentano di alterare o inficiare l'allineamento al rischio insito nei meccanismi di incentivazione basati su strumenti finanziari.

## 2.4.8 Descrizione degli effetti determinati dalla cessazione del rapporto di lavoro

Nel caso in cui, prima della data di erogazione del Premio (e quindi di effettiva consegna delle Azioni), si verifichi la cessazione del rapporto di lavoro e il Beneficiario venga qualificato come "*good leaver*" (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.

Tutti i compensi legati alla conclusione anticipata del rapporto di lavoro a cui il Beneficiario avrà diritto, sono corrisposti secondo le modalità previste dal Sistema MBO per quanto attiene le modalità di differimento e i periodi di *Retention*, il pagamento in strumenti finanziari (Azioni) e la verifica dei livelli di patrimonializzazione e di liquidità del Patrimonio BancoPosta. Ulteriori dettagli sono forniti al paragrafo 4.5 delle "*Linee guida sulla politica in materia di remunerazione e incentivazione 2025 del Patrimonio BancoPosta*".

## 2.4.9 Indicazione di eventuali cause di annullamento del Piano

Non sussistono clausole di annullamento del Piano.

## 2.4.10 Motivazioni relative all'eventuale previsione di un "riscatto", da parte della società, degli strumenti oggetto del Piano, disposto ai sensi dell'art. 2357 e ss. del codice civile; indicazione dei beneficiari del riscatto precisando se lo stesso è destinato soltanto a particolari categorie di dipendenti; gli effetti della cessazione del rapporto di lavoro su detto riscatto

Non applicabile.

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## 2.4.11 Eventuali prestiti o altre agevolazioni che si intendono concedere per l'acquisto delle azioni ai sensi dell'art. 2358, comma 3, del codice civile

Non applicabile.

## 2.4.12 Indicazione di valutazioni sull'onere atteso per la società alla data di relativa assegnazione, come determinabile sulla base dei termini e condizioni già definiti, per ammontare complessivo e in relazione a ciascun strumento del piano

Tale valore non è allo stato determinabile in quanto dipenderà dal valore (i) della componente variabile a breve termine, nonché (ii) dell'Azione al momento dell'attribuzione dei Diritti. Il costo stimato sull'intero arco del Piano, così come descritto nel presente Documento Informativo in coerenza con quanto riportato nel paragrafo 2.4.8 e ipotizzando che il prezzo dell'Azione rimanga stabile (rispetto al prezzo rilevato nei trenta giorni lavorativi di Borsa precedenti alla data in cui il Consiglio ha deliberato di sottoporre all'Assemblea degli Azionisti l'adozione del Piano), è di circa 9 milioni di Euro.

## 2.4.13 Indicazione degli eventuali effetti diluitivi sul capitale determinati dall'attribuzione delle azioni

In considerazione del fatto che le Azioni, da attribuire ai Beneficiari sulla base del Piano, saranno rese disponibili attraverso l'acquisto di Azioni proprie della Società (paragrafo 2.3.4), non sono previsti effetti diluitivi sul capitale.

## 2.4.14 Eventuali limiti previsti per l'esercizio del diritto di voto e per l'attribuzione dei diritti patrimoniali

Le Azioni Disponibili avranno godimento regolare, non essendo previsti limiti all'esercizio dei diritti sociali o patrimoniali ad esse inerenti.

## 2.4.15 Nel caso in cui le azioni non sono negoziate nei mercati regolamentati, ogni informazione utile ad una compiuta valutazione del valore a loro attribuibile

Non applicabile.

## 2.4.16 – 2.4.23

Non applicabili.

* * *

La Tabella n. 1, prevista dal paragrafo 4.24 dello Schema 7 dell'Allegato 3A al Regolamento Emittenti, sarà fornita successivamente secondo le modalità di cui all'art. 84-*bis*, comma 5, lettera a) del Regolamento Emittenti.

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Capitale sociale € 1.306.110.000,00 interamente versato
Codice Fiscale e Registro delle Imprese di Roma n. 97103880585/1996
R.E.A. di Roma n. 842633
Partita I.V.A. n. 01114601006

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**Maggio 2025**

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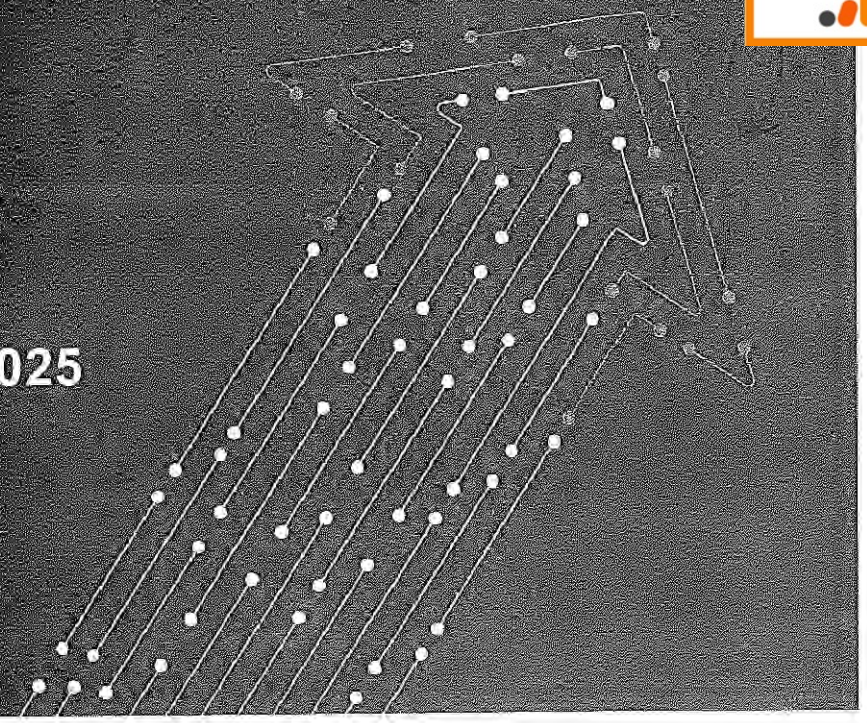
# ASSEMBLEA POSTE ITALIANE

## ROMA, 30 MAGGIO 2025



App. 8 e
Acc. 37562

## RISPOSTE ALLE DOMANDE PERVENUTE PRIMA DELL'ASSEMBLEA AI SENSI DELL'ARTICOLO 127-*TER* DEL DECRETO LEGISLATIVO 24 FEBBRAIO 1998, N. 58

Il presente fascicolo contiene le risposte fornite da Poste Italiane S.p.A. alle domande inviate, ai sensi dell'art. 127-*ter* del Decreto Legislativo 24 febbraio 1998, n.58, dai seguenti Azionisti:

- **Marco Bava (n. 2 azioni detenute)**
- **Alberto Canovai (n. 430 azioni detenute)**
- **Tommaso Marino (n. 3 azioni detenute)**
- **Francesco Morelli (n. 110 azioni detenute)**

**Posteitaliane**

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## DOMANDE AZIONISTA BAVA

1) *Perche' le tastiere dei postamat non sono elettroilluminate perche' con la copertura la sera non si leggono?*

**RISPOSTA**

*Non sono previste tastiere elettroilluminate. Per garantire un'adeguata visibilità durante le ore notturne, gli sportelli automatici sono dotati di faretti che illuminano l'area della tastiera.*

2) Polis è sicuramente una bella idea e coinvolge 7. 000 comuni con meno di 15.000 abitanti, ma funziona un po' con la logica della coperta. Tiri un po' su e ti si scoprono, poi i piedi. È finanziata con 1,2 miliardi di euro, soldi provenienti dal PNRR e da cassa, depositi e prestiti. Consiste in un restyling degli uffici postali e qualche servizio in più che però a ben guardare, sono gli stessi che offrivano gli uffici dei municipi ai propri cittadini. Questo è un investimento da una parte, dall'altra invece sta cercando di tagliare, ottimizzare. È successo, per esempio, da dicembre del 2024 in Veneto, dove 67 uffici postali sono costretti all'apertura in giorni alterni. Poi c'è anche un abbassamento dei costi, un taglio dei costi del lavoro. Questo perché?

**RISPOSTA**

*Nell'ambito del "Piano Nazionale per gli investimenti Complementari" (D.L. n. 59 del 6 maggio 2021, convertito, con modificazioni, dalla legge n. 101 del 1° luglio 2021) del Piano Nazionale di Ripresa e Resilienza (PNRR), è stato approvato il "Progetto Polis – Case dei servizi di cittadinanza digitale", avviato nel 2022, con l'obiettivo di promuovere la coesione economica, sociale e territoriale del Paese e di colmare il digital divide nei piccoli centri e nelle aree interne. Sono interessati circa 7.000 comuni con una popolazione inferiore ai 15 mila abitanti e coinvolge quasi 16 milioni di cittadini.*

*L'iniziativa prevede investimenti complessivi per circa 1,2 miliardi di euro da realizzarsi entro il 31 dicembre 2026 e lo stanziamento da parte del Ministero delle Imprese e del Made in Italy di un contributo complessivo di 800 milioni di euro.*

*Al 31 dicembre 2024, sono stati completati 2.918 Uffici Postali, le cui sedi sono state ammodernate effettuando degli interventi migliorativi, e 81 Spazi per l'Italia (coworking) che offriranno spazi di lavoro condivisi.*

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*Il restyling degli uffici postali e l'introduzione di nuovi servizi digitali permettono di portare innovazione in territori che, spesso, sono ancora troppo lontani dalle soluzioni digitali, modernizzando gli sportelli già esistenti per offrire una gamma più ampia di servizi.*

*Il Progetto Polis intende affrontare in modo concreto la sfida della digitalizzazione e dell'inclusione in contesti rurali e periferici: l'obiettivo finale è quello di garantire a tutti i cittadini, indipendentemente dalla loro posizione geografica, un accesso equo e moderno ai servizi pubblici.*

*Al 30 maggio 2025, in tutti gli uffici postali dei Comuni Polis con meno di 15 mila abitanti, i cittadini possono richiedere servizi Inps e certificati anagrafici, inoltre è possibile richiedere il servizio passaporti in più di 2.300 uffici postali.*

*Nel rispetto del quadro normativo e regolatorio, Poste Italiane monitora costantemente l'andamento della domanda per indirizzare l'evoluzione dell'offerta in coerenza con le modificate esigenze dei clienti: gli eventuali interventi di rimodulazione oraria, che l'Azienda inserisce nei Piani annuali verso le Autorità competenti, sono pianificati nel rispetto dei vincoli di orario minimo di apertura previsto dalla norma.*

*In tale ottica, Poste Italiane è impegnata anche nella riorganizzazione dell'offerta dei servizi su tutto il territorio nazionale, al precipuo scopo di perseguire obiettivi di efficienza e valorizzazione della rete di uffici postali.*

*Negli ultimi anni, anche a seguito della pandemia, i mutamenti nel tessuto sociale del Paese sono stati caratterizzati da una forte accelerazione all'uso di servizi digitali che stanno determinando una significativa trasformazione delle abitudini dei cittadini.*

*In tale nuovo contesto, volto ad offrire servizi evoluti atti ad intercettare nuove esigenze dell'utenza, la Società ha parallelamente predisposto un piano di ottimizzazione della propria rete, in conformità alla normativa di settore, nonché ai conseguenti provvedimenti adottati dall'Autorità di regolamentazione – ed in particolare al Decreto Ministeriale del 7 ottobre 2008, recante "Criteri di distribuzione dei punti di accesso alla rete postale pubblica", come integrato dalla Delibera 342/14/CONS.*

*Tale Piano, espressamente approvato da AGCom con Delibera 115/24/CONS "Approvazione del Piano di Razionalizzazione degli uffici postali per l'anno 2024", contempla alcune chiusure per la Regione Veneto e 33 stabilizzazioni dell'orario di apertura al pubblico adottato già a partire dal 2020. Inoltre, sono stati*



643

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*rimodulati gli orari di alcuni uffici postali che, quindi, continueranno a presidiare il territorio di riferimento con apertura al pubblico su sei giorni settimanali nel solo turno antimeridiano.*

*È utile rappresentare, tuttavia, che ogni singolo intervento è stato illustrato e discusso con le Amministrazioni Comunali, presentando l'offerta complessiva di Poste Italiane sul territorio e, anche al netto di tali interventi, in ogni Comune coinvolto l'offerta resta capillarmente garantita.*

*L'offerta sulla Regione Veneto rimane comunque molto capillare con oltre 1.000 Uffici Postali (1.017), di cui 68 aperti anche nel turno pomeridiano, 801 aperti con apertura al pubblico su sei giorni settimanali nel solo turno antimeridiano, i restanti 148 osservano un orario ridotto.*

3) Vuole presentarsi, Poste, in ottime condizioni con grande appeal quando verrà messo sul mercato il 15% delle azioni che sono in possesso ancora del pubblico. L'ha deciso il governo, in questo momento il 64% di poste è in mano di Cassa depositi e prestiti e Mef. È un'azienda che con i suoi 13.000 uffici copre il 97% dei comuni, ha 119.000 dipendenti. Di questi ci sono oltre 30.000 postini che, come recita il titolo di un romanzo di James Caine, suonano sempre due volte. Ci sono invece Paesi dove i postini non suonano mai: come Alpago. Come mandare le raccomandate per incassare la Tari. Insomma, quello che però è certo, è che il mercato delle poste è in radicale mutazione ormai da anni per via della trasformazione digitale. Da una parte ci sono le corrispondenze che sono in calo, meno del 5%, dall'altra, grazie all'e-commerce, invece, c'è il mondo dei pacchi che è in aumento, 5% anche qui, ma è un comparto che vale 38 miliardi e oltre di euro. Però tutta questa trasformazione ha comportato un fatto. Poste si è trasformata in una fabbrica del turnover. Sono sempre più frequenti le denunce per sfruttamento della manodopera e alienazione dei diritti.? Insomma, è emerso che a Santa Maria a Capua Vetere c'è chi ha fatto 345 ore in più per una somma non retribuita pari a 4.600 €. A Campobasso 285 ore non retribuite per 3.800 €. Insomma, Poste Italiane si difende diciamo così, che quelli erano degli straordinari non autorizzati, ma l'ispettorato del lavoro risponde: puoi anche non averli autorizzati, ma non puoi non sapere che sono state realizzate delle ore in più. Poi c'è una sentenza del tribunale di Pistoia che è abbastanza cristallina su questa vicenda e scrive il giudice: La mancata autorizzazione dello straordinario non può escludere il diritto al relativo compenso, perché il lavoro può essere

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richiesto dal datore, il lavoro straordinario, può essere richiesto dal datore di lavoro anche in maniera non esplicita con la creazione, attenzione questo è un passaggio chiave, di condizioni di lavoro che lo rendano necessario. Ecco la mancata contestazione, perché una volta che lo stesso datore di lavoro è venuto a conoscenza, dovrebbe stoppare il maggior numero di ore lavorate. Ecco, e continua nel caso del dottor, del signor Pascale, il maggior numero di ore lavorate da Carmine era circostanza senz'altro conosciuta o quotidianamente conoscibile. La luce di tutto questo e delle testimonianze raccolte, insomma, quello di Poste, sembra un metodo per risparmiare sui costi della mano d'opera. Ecco, un'operazione che sembra anche riuscita, alla luce del fatto che ha conseguito due miliardi, due miliardi di utili risparmiando 400 milioni di euro sul costo del lavoro. Però la domanda è: ma in quanti sono i lavoratori che hanno lavorato ore di straordinario in più non retribuite con contributi non conversati che non hanno avuto il coraggio o la forza di denunciare? Quante sono le ore di lavoro non retribuite come e' successo con Carmine Pascale ed altri 29 casi?

**RISPOSTA**

*Con riguardo alla retribuzione della prestazione lavorativa resa dai dipendenti di Poste Italiane - siano essi lavoratori a termine o a tempo indeterminato - l'Azienda procede al pagamento dei relativi emolumenti nel rispetto delle previsioni vigenti di legge e di contratto, anche con specifico riferimento alla retribuzione del lavoro straordinario che sia stato richiesto ed autorizzato dalla Società. Al contempo, le modalità di esecuzione delle prestazioni sono rese, da tutto il personale a prescindere dall'ambito di appartenenza, nel pieno rispetto della normativa, del CCNL e degli accordi attuativi vigenti.*

4) I lavoratori di quanto anticipano le spese della benzina e del pranzo? 6 mesi?

**RISPOSTA**

*Il dipendente inviato in trasferta, ai fini del rimborso delle spese sostenute in occasione della stessa, deve provvedere alla consuntivazione entro 20 giorni dal rientro. Per l'autorizzazione al rimborso, la consuntivazione è sottoposta all'approvazione del Responsabile diretto che, verificatane la congruità, provvede di norma entro sette giorni dalla richiesta del lavoratore. Il rimborso in busta paga avviene, normalmente, entro il mese successivo all'approvazione della consuntivazione. In caso di trasferte di lunga durata oppure particolarmente onerose, o effettuate con frequenza significativa, il lavoratore può richiedere un*



645

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*anticipo delle spese di trasferta da sostenere che gli viene erogato tramite bonifico domiciliato o accredito su conto corrente postale.*

5) Poste Italiane, 160 anni di vita. Fino al 1993 è stata una costola del Ministero delle Poste e Telecomunicazioni, un carrozzone sempre in perdita. Poi c'è la riforma Ciampi. E Poste comincia a guardare non solo ai servizi, ma guarda con attenzione anche ai prodotti finanziari. Nel 1998 viene trasformata in società per azioni, si butta anche sui prodotti assicurativi, Poste vita. Poi risanato il bilancio nel 2001, nel 2014 con il governo Letta viene quotata in Borsa. Però il pubblico mantiene il controllo. Ora il governo Meloni vuole mettere sul mercato un altro 15% delle azioni del pubblico. È un momento buono perché i conti vanno bene, Poste ha realizzato due miliardi di utili, grazie anche al taglio dei costi del lavoro, oltre 400 milioni di euro, ma grazie anche ai suoi prodotti finanziari. Bene, ma come stanno i conti, invece, di tutti coloro che hanno investito sui prodotti finanziari di Poste? L'INAPP, ha stretto con Poste, l'Istituto Nazionale per le Politiche Pubbliche. Ecco, le franchigie aumentavano di volta in volta l'assicurazione, si ha il senso che serve solo se stai bene, perché poco serve se sei malato, serve di più a Poste che può, col suo prodotto finanziario, presentarsi in maniera più appetibile sul mercato. Ora, Poste ha stretto anche alle stesse condizioni, assicurazioni con i dipendenti del CNR. Introitando anche di più, perché lì sono circa 10.000 dipendenti?

**RISPOSTA**

*Poste Assicura non impone, né potrebbe naturalmente imporre, le proprie condizioni contrattuali alle proprie controparti, con le quali si confronta, spesso nell'ambito di procedure a evidenzia pubblica, come nel caso del Consiglio Nazionale delle Ricerche ("CNR"), che, a seguito di gara pubblica, nel 2022 ha aggiudicato a Poste Assicura, del Gruppo Poste Italiane, l'appalto di servizio assicurativo di assistenza sanitaria a favore del personale dipendente fino al 31 agosto 2024, con la possibilità per il CNR di richiedere la ripetizione del servizio per ulteriori 24 mesi, anche rivedendolo nelle condizioni.*

*Come permesso dal capitolato di gara, INAPP - Istituto Nazionale per l'Analisi delle Politiche Pubbliche ha indipendentemente aderito alla polizza nel 2022 e, a seguito del rinnovo della stessa negoziato (mai imposto) tra Poste Assicura e il CNR per ulteriori 22 mesi a termini diversi, INAPP ha nuovamente e autonomamente manifestato la volontà di avvalersi della nuova copertura.*

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*Come è chiaro da quanto sopra, nessuna imposizione è stata subita né dal CNR né tantomeno da INAPP.*

6) In attesa del via libera dell'Antitrust all'acquisto del 24,81% di Tim da parte di Poste, Matteo Del Fante avrebbe intrapreso alcune discussioni preliminari con Amazon, suo storico fornitore per i servizi cloud e partner per la logistica dei pacchi – dove invece Poste è un fornitori del colosso Usa ?

**RISPOSTA**

*Poste è fornitore di Amazon nell'ambito del corriere espresso pacchi e di servizi postali.*

7) Una discussione che in futuro potrebbe coinvolgere anche Tim? Il gruppo guidato sul cloud ha ereditato dalla precedente gestione una partnership con Google, in Noovle, che è partita nel 2020 ma non ha dato i risultati sperati.

**RISPOSTA**

*Con riferimento all'investimento di natura strategica rappresentato dalla partecipazione nel capitale sociale di TIM, si rinvia alla risposta relativa alla domanda n. 1 dell'azionista Tommaso Marino.*

8) *COME MAIL BANCOMAT DI SAN MAURO VIENE COSTANT?EMENTE STACCATO DOPO LE 22 PER GESTIONE CON ELEBORATORE CENTRALE ?*

**RISPOSTA**

*Il distacco programmato dell'ATM nelle ore notturne rientra in un piano di prevenzione adottato a livello nazionale, con l'obiettivo di garantire una maggiore sicurezza per i cittadini e per l'area circostante a seguito di un crescente numero di tentativi di attacco agli sportelli automatici durante la notte.*

9) Segnalazione lanciata dal sito **AltroConsumo** alcune settimane fa in merito ai coattivi vincoli imposti da poste Italiane, controllata dallo Stato (Casa Depositi e Prestiti 35%, Ministero dell'Economia e Finanze 29,26%). Le Violazioni delle App POSTE segnalate da Altro Consumo «Ci stanno arrivando molte segnalazioni di clienti Poste italiane che, usando l'**app Postepay** e l'**app Bancoposta** sui loro telefoni Android, si sono visti recapitare **un messaggio che li obbliga ad autorizzare l'accesso ai dati personali** contenuti nel loro smartphone da parte di Poste. Scopo? **Rilevare la presenza di eventuali software** dannosi nel



647

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cellulare che potrebbero rendere meno sicuro l'utilizzo delle app Postepay e Bancoposta. Come si legge nel messaggio, l'**autorizzazione è di fatto obbligatoria**: non ci si può rifiutare, pena il blocco della app **dopo tre accessi.**» ha scritto l'associazione di tutela consumatori nell'articolo del 5 aprile 2024 (*link a fondo pagina*). ***Ma non è questa l'unica vincolante pratica messa in atto da Poste.*** Lo SPID, com'è noto, è ormai una pratica di identificazione indispensabile per avere accesso a qualsiasi servizio dell'amministrazione pubblica, in particolare quelli che prevedono rimborsi, bonus o contributi finanziari sociali. Ebbene, dopo aver pagato i 12 euro a una società pubblica per un servizio pubblico, si è di fatto costretti ad attivare sullo SmartPhone **l'App PosteID – l'applicazione dell'identità digitale di Poste Italiane.** Perché? Perché la gestione alternativa del **PosteIT abilitato a SPID consente l'autenticazione con codice SMS temporaneo solo per 8 volte a bimestre.** Il messaggio di Poste ID segnalato da un lettore con cui si comunica L'OBBLIGO DI ISCRIVERSI ALL'APP per accedere al portale INPS. La spiegazione di una sgarbata consulente di Poste Italiane al numero verde per assistenza **sull'Identità Digitale SPID di Poste Italiane 06.977.977.77, è semplice quanto disarmante... *«Tale possibilità è prevista per favorire gli anziani che non hanno smartphone di nuova generazione ma che ovviamente non hanno bisogno di effettuare accessi con autenticazione SPID così tante volte in un bimestre».*** Sconcertante che l'attivazione dell'**App PosteID sia di fatto COATTIVA al momento della stipula di un servizio di pubblica utilità** per di più a pagamento . Ancor più sconcertante che attivando tale applicazioni si entri nella bolgia infernale del consenso estorto da Poste Italiane per le sue APP come denunciato da AltroConsumo. «I clienti non capiscono bene il motivo della richiesta visto che **cliccando sul tasto "Scopri di più"** si viene rinviati ad una pagina generica del sito di Poste italiane dove si parla di truffe e sicurezza online. Insomma **non si argomenta assolutamente il motivo della richiesta** e soprattutto i dettagli tecnici del funzionamento di questa autorizzazione. Questa richiesta di autorizzazione, arrivata agli utenti senza troppe spiegazioni e con una sorta di ultimatum, **da molti è stata scambiata per un tentativo di truffa**. Per quale motivo state chiedendo queste autorizzazioni ai loro clienti? Secondo Poste "*la normativa Europea, per aumentare il livello di sicurezza dei sistemi di pagamento ed al fine di contrastare le frodi realizzate sui canali on line, prevede che gli Intermediari* (ndr Poste

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Italiane) *si dotino di soluzioni anti-malware*"». «Quindi, dando il consenso, i clienti permetterebbero alle app di Postepay e di Bancoposta **di accedere ai dati contenuti nel proprio telefono** per "*intercettare eventuali software malevoli installati involontariamente dai titolari di carte di pagamento e conti correnti sui propri device*". Insomma, stiamo parlando di una sorta di antivirus (come quelli che testiamo apposta per gli smartphone), ma che cosa succede se la app riscontra la presenza di un malware sullo smartphone non ci è dato sapere, **né l'utente può trovare da qualche parte informazioni a riguardo»**. La normativa europea sul Libero Consenso Sempre secondo AltroConsumo, Quella che Poste sta facendo ai clienti delle sue app è senza dubbio **una richiesta esorbitante rispetto alle reali esigenze di sicurezza** e, soprattutto, viola le **disposizioni europee in materia di privacy** (l'ormai famoso GDPR). Infatti, ciò che afferma Poste, ovvero che sarebbe la normativa europea a imporre alle app sistemi anti-malware che scansionano l'intero telefono, **si scontra proprio con le linee guida europee** (quelle del WP29) sullo sviluppo delle app e con **i principi generali del GDPR**, secondo i quali una app deve richiedere le informazioni personali **esclusivamente necessarie per il funzionamento** dell'applicazione stessa (principio della minimizzazione e principio della pertinenza dei dati personali); l'accesso a funzionalità o dati dello smartphone che esulano dal funzionamento dell'applicazione è pertanto una violazione di legge. «Sempre secondo le norme europee, l'applicazione **può richiedere l'accesso anche ad altri dati personali** (ulteriori rispetto a quelli strettamente necessari per il suo funzionamento), ma **il consenso alla raccolta di questi dati deve essere sempre libero** e informato da parte dell'utente. E, cosa importante, una richiesta di consenso **non deve mai bloccare la fruizione del servizio** se si decide di non concederlo. Tutte cose che in questo caso non avvengono, viste la scarsissima informazione e l'esplicita "minaccia" di bloccare l'accesso all'app (dopo tre volte) se non si concede il consenso» conclude AltroConsumo. Da qui è partita la decisione di segnalare il caso al Garante della Privacy...Avete avuto comunicazioni dallo stesso?

**RISPOSTA**

*Poste Italiane opera come Gestore d'Identità Digitale SPID fin dal lancio del servizio avvenuto nel 2016. L'Azienda ha supportato il rilascio di milioni di identità digitali ai Cittadini, anche durante il periodo Covid19, mettendo a disposizione tutti i propri canali di identificazione (ufficio postale, backoffice, app/sito web), al*



64P

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*fine di garantire la massima inclusività. Il servizio è offerto ai Cittadini a titolo gratuito e, solo dal novembre 2021, è richiesto un contributo una tantum di identificazione nei casi in cui è richiesto l'intervento di un operatore.*

*L'app Poste ID è stata oggetto di numerosissime e costanti evoluzioni, anche al fine di migliorarne la semplicità d'uso a beneficio degli utenti. Grazie all'app, infatti, è possibile accedere velocemente senza la necessità di ricordare/inserire la password, pur garantendo i richiesti livelli di sicurezza. Tale soluzione risulta particolarmente gradita da tutte le fasce di utenti (inclusi i più anziani, come emerge da una recente ricerca di Poste) e, allo stato, l'app PosteID è utilizzata per oltre 9 accessi su 10.*

*Pur in presenza di questi risultati, Poste Italiane ha comunque deciso di garantire a tutti gli utenti la possibilità di autorizzare gli accessi con i c.d. OTP via SMS. In particolare, ogni utente può autorizzare 8 accessi per trimestre, per un totale di 32 accessi l'anno, numero definito per essere del tutto coerente con l'utilizzo medio osservato (29 accessi medi/utente nel 2024, come da ricerca Osservatorio Digital Identity del PoliMI). Inoltre, nel pieno rispetto del proprio ruolo "istituzionale", l'Azienda ha deciso di garantire un numero illimitato di accessi tramite OTP SMS ai Cittadini con un'età uguale o superiore a 75 anni.*

*Si evidenzia, infine, che l'app PosteID è utilizzabile a titolo gratuito e non richiede l'accettazione di consensi per l'accesso al dispositivo per poter essere utilizzata.*

*L'Azienda ha in corso degli approfondimenti con il GPDP al quale ha inviato i necessari chiarimenti in merito alle motivazioni - in fatto ed in diritto - a sostegno dell'impostazione seguita.*

*In particolare, le regole tecniche previste dalla PSD2 in materia di pagamenti digitali stabiliscono criteri attuativi stringenti per contrastare il dilagante fenomeno del malware.*

*Sul punto, ai fini della protezione dei dati personali, è necessario informare gli utenti, in forma breve, come stabilito dalla normativa europea vigente, della necessità di chiedere l'autorizzazione ad accedere ai contenuti dello smartphone, per individuare eventuali pagamenti eseguiti in frode.*

*10) Quanto si è speso per attività di lobbing? Per cosa ? quando ?*

**RISPOSTA**

*Non sono state sostenute spese per attività di lobbying.*



650

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11) *I certificatori di bilancio fanno anche una consulenza fiscale ?*

**RISPOSTA**

*Il Gruppo, in ottemperanza alle disposizioni di legge, non ha affidato al Revisore legale servizi di consulenza fiscale.*

12) *Esiste un conto del Presidente? di quale ammontare e' stato? per cosa viene utilizzato?*

**RISPOSTA**

*Sulla base della normativa vigente, non è dato fornire riscontro sulla titolarità dei conti correnti.*

13) *Avete avuto attacchi ai dati con richiesta di riscatti* dagli hacker *?*

**RISPOSTA**

*Poste Italiane nonostante, il complesso scenario geopolitico abbia implicato un netto aumento degli attacchi cyber in Italia, è stata in grado di contrastarli e garantire la continuità dei propri servizi e la tutela dei propri clienti.*

*Si sono verificati numeri attacchi DDOS massivi verso l'azienda Poste Italiane, volti a bloccare la disponibilità dei nostri servizi senza successo; ciò grazie all'innalzamento dei livelli di monitoraggio e di attenzione degli eventi di sicurezza, al rafforzamento delle attività di cyber intelligence, all'adozione di nuovi strumenti di difesa e di strategie volte a ridurre al minimo la superficie esposta e l'impatto di un eventuale attacco alla base clienti di Poste Italiane.*

14) *Quanto avete investito in* cybersecurity?

**RISPOSTA**

*Gli investimenti in Cybersecurity effettuati nel 2024 ammontano a circa 9,6 milioni di euro.*

15) *Avete un programma di incentivazione e retribuzione delle idee?*

**RISPOSTA**

*Poste ha lanciato con successo da fine 2021, l'iniziativa INSIEME, oggi alla sua terza edizione, che si prefigge di stimolare la proattività e la partecipazione attiva alla vita aziendale anche attraverso la raccolta di idee; in funzione di questa iniziativa le persone aumentano la loro consapevolezza sui temi ESG e di innovazione e possono fruire di momenti di apprendimento a loro dedicati, volti*



GSI

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*al rafforzamento delle loro skills. Non sono previste forme di incentivazione e retribuzione monetarie per i propositori delle idee.*

16) *AVETE ADOTTATO la ISO 37001 ed i Sistemi di Gestione Anti-Corruzione?*

**RISPOSTA**

*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 societario 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.*

17) *IL PRESIDENTE, i consiglieri d'amministrazione ed i sindaci CREDONO NEL PARADISO?*

**RISPOSTA**

*La domanda non è pertinente.*

18) *SONO STATE CONTESTATE MULTE INTERNAZIONALI?*

**RISPOSTA**

*No.*

19) *SONO STATE FATTE OPERAZIONI DI PING-PONG SULLE AZIONI PROPRIE CHUSE ENTRO IL 31.12 ? CON QUALI RISULTATI ECONOMICI DOVE SONO ISCRITTI A BILANCIO ?*

**RISPOSTA**

*Se per "operazioni di ping-pong" si intendono operazioni di trading su azioni proprie, ovvero acquisto e vendita con finalità speculative, confermiamo che dette operazioni non sono state effettuate. Sono stati effettuati esclusivamente*



852

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*acquisti di azioni proprie a servizio dei Piani di incentivazione azionari destinati ad Amministratori e dipendenti del gruppo.*

20) *A chi bisogna rivolgersi per proporre l'acquisto di cioccolatini promozionali, brevetti, marchi e startup ?*

**RISPOSTA**

*I prodotti promozionali possono essere valutati dalla funzione "Comunicazione". L'eventuale valutazione delle startup e di altre attività di terzi spetta alla funzione "Amministrazione Finanza e Controllo" della Società.*

21) Avete intenzione di realizzare iniziative in favore degli azionisti come i centri medici realizzati dalla BANCA D'ALBA ?

**RISPOSTA**

*Negli ultimi anni, sono stati attuati diversi progetti ed iniziative a conferma dell'attenzione che Poste Italiane pone nei confronti dei suoi dipendenti e dei loro bisogni. Tra questi, rientra la realizzazione nel 2021 del presidio poliambulatoriale "Poste Centro Medico", il primo centro medico aziendale d'eccellenza dedicato ai dipendenti del Gruppo Poste Italiane, ai loro familiari e ai pensionati. Al momento non sono previsti interventi specifici a favore degli Azionisti.*

22) TIR: TASSO INTERNO DI REDDITIVITA' MEDIO e WACC = TASSO INTERESSI PASSIVI MEDIO PONDERATO ?

**RISPOSTA**

*La domanda non è chiara in quanto non è indicato a quali asset o business units siano riferiti gli indicatori TIR e WACC in parola.*

23) *AVETE INTENZIONE DI CERTIFICARVI BENEFIT CORPORATION ed ISO 37001?*

**RISPOSTA**

*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.*

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*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.*

24) Avete intenzione di fare le assemblee anche via internet ?

**RISPOSTA**

*L'art. 11, comma 4, dello Statuto sociale di Poste Italiane dispone che: "Il consiglio di amministrazione può prevedere, in relazione a singole assemblee, che coloro ai quali spetta la legittimazione all'intervento in assemblea e all'esercizio del diritto di voto possano partecipare all'assemblea con mezzi di telecomunicazione elettronici".*

*Nel caso dell'Assemblea 2025, 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.*

25) A quanto sono ammontati i fondi europei per la formazione e per cosa li avete usati ?

**RISPOSTA**

*Nel 2024 non abbiamo usufruito di fondi europei destinati alla formazione*

26) *Avete in progetto nuove acquisizioni e/o cessioni ?*

**RISPOSTA**

*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.*

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27) *Il gruppo ha cc in paesi ad alto rischio extra euro ?*

**RISPOSTA**

*La risposta è negativa.*

28) *Avete intenzione di trasferire la sede legale in Olanda ?*

**RISPOSTA**

*Non sono in programma trasferimenti della sede legale o di quella fiscale di Poste Italiane.*

29) *Avete intenzione di proporre le modifiche statutarie che raddoppiano il voto?*

**RISPOSTA**

*Per quanto è a conoscenza della società, allo stato non sono allo studio ipotesi simili.*

30) *Avete call center all'estero? se si dove, con quanti lavoratori, di chi e' la proprietà?*

**RISPOSTA**

*No, non abbiamo siti di Call Center all'estero e quindi nessuna risorsa impiegata.*

31) *Siete iscritti a Confindustria? se si quanto costa? avete intenzione di uscirne ?*

**RISPOSTA**

*Poste Italiane è associata a Confindustria dal 2005, attraverso convenzioni pluriennali. La Convenzione associativa nazionale per il triennio 2020-2022, prorogata per il 2023 e per il 2024, prevede in particolare:*

- *la rappresentanza e assistenza negoziale di Confindustria, con particolare riferimento al percorso che sarà avviato per la definizione del contratto del settore postale;*
- *la promozione di specifiche iniziative strategiche volte a promuovere una nuova cultura di impresa che comporti modelli e scelte di business orientati all'innovazione e alla sostenibilità economica e sociale;*
- *il rafforzamento della presenza e della rappresentanza istituzionale di Poste nel sistema associativo;*
- *il coinvolgimento in azioni mirate alla conoscenza e diffusione presso le*

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*imprese associate dei prodotti e servizi qualificanti di Poste Italiane (servizi di logistica e postali, servizi finanziari, anche evoluti e digitali, servizi assicurativi e di welfare);*

- *la composizione di istanze e interessi diversi garantendo comunque la salvaguardia da possibili azioni lesive da parte di componenti del Sistema confindustriale.*

*La rappresentanza ed assistenza negoziale da parte di Confindustria è valida per tutto il Gruppo Poste Italiane, senza necessità di ulteriori esborsi da parte delle Società del Gruppo.*

*Per il 2025 sarà avviato un confronto con Confindustria volto a proseguire la collaborazione in ambito sindacale, individuando nuovi meccanismi di interazione a livello nazionale e nei territori.*

32) *Come e' variato l'indebitamento e per cosa?*

**RISPOSTA**

*L'indebitamento del Gruppo è commentato nell'ambito della Nota B8 - Passività finanziarie del bilancio consolidato del Gruppo Poste Italiane nella sezione "I bilanci di Poste Italiane" (di seguito "bilancio consolidato") e del paragrafo 6.6 Andamento Patrimoniale e Finanziario del Gruppo nella sezione "Relazione sulla gestione" della Relazione finanziaria annuale 2024.*

33) *A quanto ammontano gli incentivi incassati come gruppo suddivisi per tipologia ed entità ?*

**RISPOSTA**

*L'informativa relativa alle erogazioni ricevute e corrisposte ai sensi della Legge n° 124 del 4 agosto 2017, all'art. 1, commi da 125 a 129 è riportata alla Nota 4.12 – Ulteriori informazioni – INFORMATIVA AI SENSI DELLA LEGGE 124/2017 del bilancio consolidato.*

*L'ammontare dei contributi pubblici rilevati per competenza nell'esercizio 2024 è pari a circa 19 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" - di seguito "bilancio separato" - nella Relazione Finanziaria annuale 2024).*

34) *Da chi e' composto l'odv con nome cognome e quanto ci costa ?*

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**RISPOSTA**

*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 2024, a circa 96.000 euro.*

35) *Quanto costa la sponsorizzazione il Meeting di Rimini di Cl ed o **altre**? Per cosa e per quanto ?*

**RISPOSTA**

*Poste Italiane effettua sponsorizzazioni ad alta visibilità capillari sul territorio in linea con la strategia aziendale e con le procedure. Poste italiane in particolare si è dotata di una specifica procedura che disciplina il processo di sponsorizzazione. La valutazione delle richieste di sponsorizzazione è attribuita al Comitato Sponsorizzazioni ed Erogazioni Liberali con un Presidente esterno. Con riferimento al Meeting di Rimini non sono state erogate sponsorizzazioni nel 2024.*

36) *POTETE FORNIRMI L'ELENCO DEI VERSAMENTI e dei crediti AI PARTITI, ALLE FONDAZIONI POLITICHE, AI POLITICI ITALIANI ED ESTERI?*

**RISPOSTA**

*Per quanto attiene i rapporti associativi, non risultano versamenti o crediti verso Partiti, Fondazioni politiche/partitiche, personalità politiche italiane ed estere.*

37) *AVETE FATTO SMALTIMENTO IRREGOLARE DI RIFIUTI TOSSICI ?*

**RISPOSTA**

*Le lavorazioni aziendali prevedono anche una produzione (sebbene limitata) di rifiuti classificati come pericolosi (in minima parte anche tossici, quali ad esempio vecchi condizionatori portatili). In ogni caso, per tutte le tipologie, sono rispettate le disposizioni di legge previste. Il loro conferimento è effettuato da Imprese di Trasporto Autorizzate dal Ministero iscritte nel nostro albo fornitori e*



657

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*successivamente vengono smaltiti all'interno di Impianti di trattamento autorizzati. La movimentazione dei rifiuti è tracciata secondo le previsioni di legge tramite il FIR – Formulario Identificativo Rifiuti, 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.*

38) *QUAL'E' STATO l'investimento nei titoli di stato, GDO, TITOLI STRUTTURATI ?*

**RISPOSTA**

*Al 31 dicembre 2024 il Gruppo Poste Italiane possedeva investimenti in Titoli di Stato iscritti a un valore di 158.795 milioni di euro (si veda al riguardo quanto riportato nella Relazione finanziaria annuale 2024 alla Nota 4.12 – Ulteriori informazioni – Esposizione in titoli di debito sovrano del Bilancio Consolidato).*

*Per una informativa completa riguardante le attività finanziarie detenute dal Gruppo si rimanda alla Nota A6 - Attività finanziarie del bilancio consolidato nella Relazione finanziaria annuale 2024.*

39) *Quanto e' costato lo scorso esercizio il servizio titoli? e chi lo fa?*

**RISPOSTA**

*L'incarico relativo alle attività di tenuta e gestione in outsourcing del libro soci è svolto da Monte Titoli S.p.A. Per l'esercizio 2024, il compenso su base annua è stato pari a circa 30.000 euro.*

40) *Sono previste riduzioni di personale, ristrutturazioni ? delocalizzazioni ?*

**RISPOSTA**

*Poste Italiane presidia costantemente tutte le azioni finalizzate a garantire la redditività dei diversi Business nel medio lungo termine attraverso opportune azioni di contenimento costi e di recupero di efficienza.*

*In tale senso l'efficientamento degli organici consente il continuo allineamento della base dei costi ai livelli attesi di ricavo per garantire la sostenibilità economico finanziaria del Gruppo.*

*Tutte le azioni di efficientamento degli organici vengono realizzate senza l'utilizzo dello strumento dei licenziamenti collettivi, ma agendo esclusivamente su*

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*strumenti pattizi a basso impatto sociale (esodi incentivati e riallocazioni verso aree in sviluppo).*

*Non sono previste delocalizzazioni.*

41) *C'e' un impegno di riacquisto di prodotti da clienti dopo un certo tempo ? come viene contabilizzato ?*

**RISPOSTA**

*Nella gamma di prodotti attualmente collocati da BancoPosta non ci sono prodotti che prevedono un impegno di riacquisto dai clienti. In ogni caso, in generale non esistono impegni di riacquisto di beni precedentemente venduti.*

42) *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'?*

**RISPOSTA**

*Poste Italiane non è a conoscenza di indagini per i summenzionati reati da parte di consiglieri di amministrazione della stessa Società.*

43) *Ragioni e modalità di calcolo dell'indennità di fine mandato degli amministratori.*

**RISPOSTA**

*Gli amministratori non esecutivi non sono destinatari di indennità di fine mandato.*

*I dettagli sui pagamenti per la conclusione del rapporto dell'Amministratore Delegato sono illustrati al paragrafo 3.3.2 Amministratore Delegato (AD) della Prima Sezione della Relazione sulla Politica in Materia di Remunerazione 2025 e sui compensi corrisposti 2024.*

44) *Chi fa la valutazione degli immobili? Quanti anni dura l'incarico ?*

**RISPOSTA**

*Poste Italiane affida incarichi per le valutazioni immobiliari ad Advisor esterni selezionati a seguito di procedure competitive tra primarie società di consulenza immobiliare; i contratti sono mediamente di durata biennale.*



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45) *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?*

**RISPOSTA**

*La Società ha attivato una polizza D&O, in linea con una delibera approvata dal CdA. La polizza assicura, per i soggetti coperti, la responsabilità civile nello svolgimento delle loro attività professionali. I soggetti attualmente coperti sono, tra gli altri, i membri degli organi di gestione e/o controllo, gli Amministratori, il Direttore Generale, il Dirigente Preposto alla redazione dei documenti contabili societari, i Dirigenti e i dipendenti con funzioni manageriali o di supervisione. Ad oggi il rischio è detenuto da 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/€.*

46) *Sono state stipulate polizze a garanzia dei prospetti informativi (relativamente ai prestiti obbligazionari)?*

**RISPOSTA**

*La risposta è negativa.*

47) *Quali sono gli importi per assicurazioni non finanziarie e previdenziali (differenziati per macroarea, differenziati per stabilimento industriale, quale struttura interna delibera e gestisce le polizze, broker utilizzato e compagnie)?*

**RISPOSTA**

*I premi complessivi di Poste Italiane ammontano a circa 15,5 mln/€. 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 e Lloyd's di Londra.*

48) *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)*

**RISPOSTA**

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*Le informazioni richieste sono fornite nella Relazione Finanziaria annuale 2024 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.*

49) *VORREI SAPERE QUALI SONO GLI INVESTIMENTI PREVISTI PER LE ENERGIE RINNOVABILI, COME VERRANNO FINANZIATI ED IN QUANTO TEMPO SARANNO RECUPERATI TALI INVESTIMENTI.*

**RISPOSTA**

*Poste Italiane ha effettuato ed effettuerà investimenti per le energie rinnovabili principalmente mirati al rinnovo della flotta e a ridurre l'impronta carbonica degli edifici, a fronte di una parte dei quali ha ottenuto finanziamenti da Banche 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 per 240 milioni di euro, a tasso variabile e rimborso amortizing con scadenza 7 anni), mirata in parte a finanziare investimenti di efficientamento energetico (interventi volti a ridurre l'impronta carbonica degli edifici di PI) e di rinnovamento della flotta (con veicoli full electric e ibridi elettrici a basse emissioni);*
- *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.*

50) *Vi e' stata retrocessione in Italia/estero di investimenti pubblicitari/sponsorizzazioni?*

**RISPOSTA**

*La risposta è negativa.*

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51) *Come viene rispettata la normativa sul lavoro dei minori?*

**RISPOSTA**

*Poste Italiane rispetta le previsioni legali e contrattuali che disciplinano il rapporto di lavoro; con specifico riferimento al lavoro minorile, si segnala che non sono presenti dipendenti di età inferiore a 18 anni.*

52) *E' fatta o e' prevista la certificazione etica SA8000 ENAS?*

**RISPOSTA**

*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 è stata conseguita 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. Infine, sempre nel 2023, è stata conseguita 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.*

53) *Finanziamo l'industria degli armamenti?*

**RISPOSTA**

*La risposta è negativa.*

54) vorrei conoscere *POSIZIONE FINANZIARIA NETTA DI GRUPPO ALLA DATA DELL'ASSEMBLEA CON TASSI MEDI ATTIVI E PASSIVI STORICI.*

**RISPOSTA**

*La posizione finanziaria netta complessiva al 31 marzo 2025 è in avanzo di 4.510 milioni di euro, in miglioramento di circa 167 milioni di euro rispetto ai valori al 31 dicembre 2024 (in cui presentava un avanzo di 4.344 milioni di euro).*

55) A quanto sono ammontate le multe Consob, Borsa ecc di quale ammontare e per cosa?

**RISPOSTA**

*Le principali sanzioni comminate dalle Autorità al Gruppo nel corso dell'esercizio 2024 sono descritte nella Relazione Finanziaria Annuale 2024 alla Nota 4.9 del*

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*bilancio consolidato: Passività potenziali e principali procedimenti pendenti con le autorità.*

56) Vi sono state imposte non pagate? Se si a quanto ammontano? Gli interessi ? le sanzioni ?

**RISPOSTA**

*La società ritiene di aver regolarmente effettuato i propri adempimenti ai fini fiscali. Le principali situazioni di contenzioso in essere sono riepilogate nella Relazione Finanziaria Annuale 2024 alla Nota 4.9 del bilancio consolidato: Passività potenziali e principali procedimenti pendenti con le autorità.*

57) vorrei conoscere: *VARIAZIONE PARTECIPAZIONI RISPETTO ALLA RELAZIONE IN DISCUSSIONE.*

**RISPOSTA**

*Le operazioni societarie intervenute nell'esercizio 2024 e nei primi mesi dell'esercizio 2025 sono descritte nella Relazione Finanziaria Annuale 2024 alla Nota 2.8 – "Criteri e metodologie di consolidamento – Variazioni nell'area di consolidamento e altre operazioni societarie" e 3 - Eventi di rilievo intercorsi nell'esercizio ed eventi successivi al 31 dicembre 2024 della sezione "I bilanci di Poste Italiane".*

58) vorrei conoscere ad oggi *MINUSVALENZE E PLUSVALENZE TITOLI QUOTATI IN BORSA ALL'ULTIMA LIQUIDAZIONE BORSISTICA DISPONIBILE*

**RISPOSTA**

*Al 31 dicembre 2024 la riserva di Fair Value relativa agli strumenti finanziari classificati nella categoria Fair Value through OCI, inclusa la Riserva per contratti assicurativi emessi e cessioni in riassicurazione, è negativa per 567 milioni di euro (riserva di fair value negativa per 3.757 milioni di euro al netto della riserva per contratti assicurativi emessi e in cessione in riassicurazione positiva per 3.190 milioni di euro).*

*Le plusvalenze e le minusvalenze realizzate dal Gruppo Poste Italiane sono dettagliatamente esposte nel bilancio consolidato della Relazione Finanziaria 2024:*

- *per l'operatività del settore finanziario nelle Note C2.1 - Proventi derivanti da operatività finanziaria e C2.2 - Oneri derivanti da operatività finanziaria;*

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- *per l'operatività del settore assicurativo nelle Note C3.4.1 - Proventi derivanti dalla gestione finanziaria e altri proventi e C3.4.2 - Oneri derivanti dalla gestione finanziaria e altri oneri.*

*Al 31 marzo 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 negativa per 273 milioni di euro (riserva di fair value negativa per 4.736 milioni di euro al netto della riserva per contratti assicurativi emessi e in cessione in riassicurazione positiva per 4.463 milioni di euro). Per ulteriori informazioni si rimanda al Resoconto intermedio di gestione al 31 marzo 2025.*

59) vorrei conoscere da inizio anno ad oggi *L'ANDAMENTO DEL FATTURATO* per settore.

**RISPOSTA**

*Nel primo trimestre 2025 il totale "ricavi netti della gestione ordinaria" del gruppo è pari a 3.198 milioni di euro, di cui:*

- *949 milioni di euro (2.370 milioni di euro al lordo dei rapporti intersettoriali) settore Corrispondenza, pacchi e distribuzione;*
- *1.409 milioni di euro (1.670 milioni di euro al lordo dei rapporti intersettoriali) settore dei Servizi Finanziari;*
- *442 milioni di euro (389 milioni di euro al lordo dei rapporti intersettoriali) settore dei Servizi Assicurativi;*
- *398 milioni di euro (469 milioni di euro al lordo dei rapporti intersettoriali) settore Servizi Postepay, al netto dei costi connessi all'acquisto delle materie prime, oneri di sistema e trasporto di energia elettrica e gas, classificati gestionalmente a diretta riduzione dei ricavi del settore energia.*

60) 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.*

**RISPOSTA**

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*Se per "operazioni di trading" si intendono operazioni di acquisto e vendita di azioni proprie e del Gruppo con finalità speculative, confermiamo che dette operazioni non sono state effettuate. Sono stati effettuati esclusivamente acquisti di azioni proprie a servizio dei Piani di incentivazione azionari destinati ad Amministratori e dipendenti del gruppo.*

61) vorrei conoscere *PREZZO DI ACQUISTO AZIONI PROPRIE E DATA DI OGNI LOTTO, E SCOSTAMENTO % DAL PREZZO DI BORSA*

**RISPOSTA**

*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.*

62) vorrei conoscere *NOMINATIVO DEI PRIMI 20 AZIONISTI PRESENTI IN SALA CON LE RELATIVE % DI POSSESSO, DEI RAPPRESENTANTI CON LA SPECIFICA DEL TIPO DI PROCURA O DELEGA.*

**RISPOSTA**

*I dati richiesti non saranno ovviamente disponibili fino alla chiusura dei lavori assembleari. Tali dati saranno, comunque, consultabili appena verrà pubblicato il verbale, facendo essi parte dei relativi allegati.*

63) vorrei conoscere *in particolare quali sono i fondi pensione azionisti e per quale quota ?*

**RISPOSTA**

*Nei dati segnalati per la trascrizione a Libro soci non vi è una distinzione che permetta una sicura suddivisione dei soci per categorie, posto che l'informazione relativa alla categoria di appartenenza degli azionisti non è ricompresa tra quelle che gli intermediari – ai sensi dell'art. 83-novies del TUF – devono fornire alle società emittenti ai fini dell'aggiornamento del Libro soci.*

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64) vorrei conoscere *IL NOMINATIVO DEI GIORNALISTI PRESENTI IN SALA O CHE SEGUONO L'ASSEMBLEA ATTRAVERSO IL CIRCUITO CHIUSO DELLE TESTATE CHE RAPPRESENTANO E SE FRA ESSI VE NE SONO CHE HANNO RAPPORTI DI CONSULENZA DIRETTA ED INDIRETTA CON SOCIETA' DEL GRUPPO ANCHE CONTROLLATE e se comunque hanno ricevuto denaro o benefit direttamente o indirettamente da società controllate , collegate, controllanti. Qualora si risponda con "non e' pertinente" , denuncio il fatto al collegio sindacale ai sensi dell'art.2408 cc.*

**RISPOSTA**

*Nel corso dell'Assemblea 2025, 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.*

65) vorrei conoscere *Come sono suddivise le spese pubblicitarie per gruppo editoriale, per valutare l'indice d'indipendenza ? VI SONO STATI VERSAMENTI A GIORNALI O TESTATE GIORNALISTICHE ED INTERNET PER STUDI E CONSULENZE?*

**RISPOSTA**

*L'azienda ha pianificato nel 2024 campagne di comunicazione commerciale e/o istituzionale sui seguenti mezzi:*

- *Internet: 37%*
- *TV: 33%*
- *Stampa quotidiana: 12%*
- *Radio: 9%*
- *Affissione 7%*
- *Stampa periodica: 2%*

*Nessuna spesa è stata effettuata verso giornali o testate giornalistiche e web per studi e consulenze.*

66) vorrei conoscere *IL NUMERO DEI SOCI ISCRITTI A LIBRO SOCI , E LORO SUDDIVISIONE IN BASE A FASCE SIGNIFICATIVE DI POSSESSO AZIONARIO, E FRA RESIDENTI IN ITALIA ED ALL'ESTERO*

**RISPOSTA**

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*Risultano iscritti al libro soci di Poste Italiane S.p.a., in base alle rilevazioni effettuate il 15 maggio 2025, circa 109.691 soci ordinari, di cui 107.329 italiani e 2.362 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 | 10.150 | 10.046 | 104 |
| N. AZIONISTI CHE POSSIEDONO DA 100 A 999 AZIONI | 66.146 | 65.757 | 389 |
| N. AZIONISTI CHE POSSIEDONO DA 1.000 A 9.999 AZIONI | 30.374 | 29.607 | 767 |
| N. AZIONISTI CHE POSSIEDONO DA 10.000 A 99.999 AZIONI | 2.563 | 1.816 | 747 |
| N. AZIONISTI CHE POSSIEDONO DA 100.000 A 999.999 AZIONI | 395 | 88 | 307 |
| N. AZIONISTI CHE POSSIEDONO DA 1.000.000 AZIONI IN SU | 63 | 15 | 48 |
| **NUMERO AZIONISTI** | **109.691** | **107.329** | **2.362** |

67) 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?*

**RISPOSTA**

*Non sussistono rapporti di consulenza tra Poste Italiane o altre società del Gruppo e i membri del Collegio Sindacale.*

*Le spese sostenute dai Sindaci per l'esercizio 2024 sono indicate Relazione Finanziaria annuale 2024 nei paragrafi 4.5 del Bilancio Consolidato e 5.5 del Bilancio Separato: Parti correlate.*

*Quanto ai rapporti con la società di revisione, si rimanda a quanto riportato nella Relazione finanziaria annuale 2024 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 (4.830 migliaia di euro), servizi di attestazione (1.517 migliaia di euro) e altri servizi (64 migliaia di euro). Con riferimento al rimborso spese della società di revisione è previsto fino al 5% degli onorari contrattualmente stabiliti.*



667

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68) vorrei conoscere se *VI SONO STATI RAPPORTI DI FINANZIAMENTO DIRETTO O INDIRETTO DI SINDACATI, PARTITI O MOVIMENTI* ***FONDAZIONI POLITICHE*** *(come ad esempio Italiani nel mondo) , FONDAZIONI ED ASSOCIAZIONI DI CONSUMATORI E/O AZIONISTI NAZIONALI O INTERNAZIONALI NELL'AMBITO DEL GRUPPO ANCHE ATTRAVERSO IL FINANZIAMENTO DI INIZIATIVE SPECIFICHE RICHIESTE DIRETTAMENTE ?*

**RISPOSTA**

*Per quanto riguarda i rapporti associativi, non risultano versamenti o crediti verso queste associazioni, né risultano versamenti o crediti verso Partiti, Fondazioni politiche/partitiche, personalità politiche italiane ed estere. Anche nei confronti delle Associazioni dei consumatori non c'è stato nessun tipo di finanziamento diretto o indiretto.*

69) Vorrei conoscere se *VI SONO TANGENTI PAGATE DA FORNITORI?*

**RISPOSTA**

*La risposta è negativa.*

70) *SE C'E'* E COME FUNZIONA LA RETROCESSIONE DI FINE ANNO ALL'UFFICIO ACQUISTI E DI QUANTO E'?

**RISPOSTA**

*Non sono previste retrocessioni di sorta né all' "ufficio acquisti" né ad alcuna altra funzione aziendale.*

71) vorrei conoscere se *Si sono pagate tangenti per entrare nei paesi emergenti in particolare* ***CINA, Russia e India****?*

**RISPOSTA**

*La risposta è negativa.*

72) vorrei conoscere se *SI E' INCASSATO IN NERO ?*

**RISPOSTA**

*La risposta è negativa.*

73) vorrei conoscere se *Si e' fatto insider trading ?*

**RISPOSTA**

*La risposta è negativa.*

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74) 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 ?*

**RISPOSTA**

*Per quanto noto a questa Società non vi sono dirigenti e/o amministratori che hanno interessenze in società fornitrici. Si evidenzia che il Codice Etico, approvato in CdA, definisce i criteri di condotta in materia di conflitto di interessi a cui devono attenersi amministratori, organi di controllo, management e tutti i dipendenti.*

75) *quanto hanno guadagnato gli amministratori personalmente nelle operazioni straordinarie?*

**RISPOSTA**

*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 2025 e sui compensi corrisposti 2024 sono descritti tutti i sistemi di incentivazione in essere.*

76) vorrei conoscere se *TOTALE EROGAZIONI LIBERALI DEL GRUPPO E PER COSA ED A CHI ?*

**RISPOSTA**

*Si rinvia a quanto riportato nella Relazione Finanziaria Annuale 2024 alla nota 4.12 Ulteriori informazioni - Informativa ai sensi della Legge n.124/2017 del Bilancio Consolidato di Poste Italiane.*

77) vorrei conoscere se *CI SONO GIUDICI FRA CONSULENTI DIRETTI ED INDIRETTI DEL GRUPPO quali sono stati i magistrati che hanno composto collegi arbitrarli e qual'e' stato il loro compenso e come si chiamano ?*

**RISPOSTA**

*Non vi sono tali figure.*

78) vorrei conoscere se *Vi sono cause in corso con varie antitrust ?*

**RISPOSTA**

*Si rinvia a quanto riportato nel Capitolo 4.9 "Passività potenziali e principali Procedimenti pendenti con le Autorità", della Relazione Finanziaria Annuale al 31*

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*dicembre 2024, sezione relativa ai Bilanci di Poste Italiane al 31 dicembre 2024, e a quanto riportato al Capitolo 7.4 "Procedimenti in corso e principali rapporti con le Autorità" del Resoconto intermedio di gestione al 31 marzo 2025.*

79) vorrei conoscere se *VI SONO CAUSE PENALI IN CORSO con indagini sui membri attuali e del passato del cda e o collegio sindacale per fatti che riguardano la società.*

**RISPOSTA**

*La Società non è a conoscenza di cause penali in corso con indagini riguardanti componenti del Consiglio di Amministrazione o del Collegio Sindacale per fatti che riguardano la stessa Società.*

80) vorrei conoscere se *a quanto ammontano i BOND emessi e con quale banca (CREDIT SUISSE FIRST BOSTON, GOLDMAN SACHS, MONGAN STANLEY E CITIGROUP, JP MORGAN, MERRILL LYNCH, BANK OF AMERICA, LEHMAN BROTHERS, DEUTSCHE BANK, BARCLAYS BANK, CANADIA IMPERIAL BANK OF COMMERCE –CIBC-)*

**RISPOSTA**

*Non ci sono state nuove emissioni obbligazionarie nel corso del 2024.*

81) vorrei conoscere *DETTAGLIO COSTO DEL VENDUTO per ciascun settore .*

**RISPOSTA**

*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 2024 al par. 7.2 Altre informazioni della Relazione sulla gestione, in cui sono riportati i conti economici per settore di attività.*

*82)* vorrei conoscere *A QUANTO SONO AMMONTATE LE SPESE PER:*

a. *ACQUISIZIONI E CESSIONI DI PARTECIPAZIONI.*

**RISPOSTA**

*I costi riferiti agli advisor finanziari sostenuti in relazione ad acquisizioni di partecipazioni dal Gruppo Poste Italiane nell'esercizio 2024 sono allineati a condizioni di mercato e ammontano a circa 0,1 milioni di euro.*

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b. *RISANAMENTO AMBIENTALE*

**RISPOSTA**

*Nei budget stanziati per gli interventi in ambito infrastrutturale sono ricompresi capitoli dedicati per interventi di risanamento ambientale quali, ad esempio, di inertizzazione/bonifica di serbatoi interrati, sostituzione condizionatori con gas refrigeranti non più ammessi, ecc.*

c. *Quali e per cosa sono stati fatti investimenti per la tutela ambientale?*

**RISPOSTA**

*In continuità con gli anni precedenti, nel 2024 Poste Italiane ha continuato ad implementare iniziative di sostenibilità, con particolare riferimento alla riduzione dell'impatto ambientale della flotta aziendale.*

*Al 31 dicembre 2024 la flotta risulta essere costituita complessivamente da circa 28.400 nuovi mezzi a basse emissioni, di cui circa 6.100 mezzi full green e circa 8.800 mezzi ibridi. Sono proseguiti gli interventi volti all'automazione e al controllo a distanza della gestione degli impianti (oltre 150 edifici coinvolti negli interventi di Smart Building nel corso del 2024) al fine di ridurre i consumi di energia elettrica e le emissioni di CO2. Sono inoltre proseguiti nell'anno 2024 gli interventi volti alla sostituzione delle lampade tradizionali con quelle a tecnologia LED (ulteriori 13.120 circa nel corso del 2024) e sono stati installati circa 270*

*impianti fotovoltaici nel corso del 2024, per un complessivo di circa 580 impianti con una potenza installata di circa 22.300 KWp.*

*83)* vorrei conoscere

a. *I BENEFICI NON MONETARI ED I BONUS ED INCENTIVI COME VENGONO CALCOLATI ?*

**RISPOSTA**

*Il valore dei Fringe Benefit è definito secondo un criterio di imponibilità fiscale, in conformità con le previsioni normative applicabili.*

*I dettagli su come vengono calcolati gli incentivi sono inclusi nella prima Sezione della Relazione sulla Politica in Materia di Remunerazione 2025 e sui compensi corrisposti 2024, in particolare al paragrafo 3. Politiche di remunerazione e incentivazione 2025.*



67

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b. *QUANTO SONO VARIATI MEDIAMENTE NELL'ULTIMO ANNO GLI STIPENDI DEI MANAGERS e degli a.d illuminati , rispetto a quello DEGLI IMPIEGATI E DEGLI OPERAI ?*

**RISPOSTA**

*Nel 2024 per i quadri e gli impiegati il trend delle retribuzioni medie, al netto delle componenti straordinarie, è risultato in crescita di circa il 7%. Tale incremento è stato principalmente determinato dal rinnovo del CCNL firmato a luglio 2024 e in misura minore dall'applicazione sull'intero anno 2024 dell'ultimo aumento dei minimi tabellari (42€ mensili da luglio 2023) previsto dal CCNL firmato a giugno 2021.*

*Per i dirigenti il trend delle retribuzioni medie nel 2024 ha registrato una crescita di circa il 6%.*

c. vorrei conoscere *RAPPORTO FRA COSTO MEDIO DEI DIRIGENTI/E NON.*

**RISPOSTA**

*Nel 2024 la RAL media dei Dirigenti è stata pari a circa 5 volte la RAL media degli altri dipendenti.*

d. vorrei conoscere *NUMERO DEI DIPENDENTI SUDDIVISI PER CATEGORIA, CI SONO STATE CAUSE PER MOBBING, PER ISTIGAZIONE AL SUICIDIO, INCIDENTI SUL LAVORO e con quali esiti ? PERSONALMENTE NON POSSO ACCETTARE IL DOGMA DELLA RIDUZIONE ASSOLUTA DEL PERSONALE*

**RISPOSTA**

*Di seguito sono riportati i dati numerici inseriti nell'informativa di sostenibilità della Relazione Finanziaria annuale 2024 relativi al personale del Gruppo Poste Italiane, alla chiusura dell'esercizio 2024 espressi in FTE (Full Time Equivalent) netto contratti di somministrazione lavoro (CSL) e comprensivi di stage extracurriculari:*

| | **31 dicembre 2024** |
|---|---|
| Dirigenti | 738 |
| Quadri | 15.654 |
| Impiegati | 94.682 |
| **Totale Personale Stabile** | **111.074** |
| **Totale Personale Flessibile** | **10.168** |
| **Totale** | **121.242** |



672

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*Con riferimento all'anno 2024 sono state notificate 3 cause per presunto mobbing, di cui 2 pendenti e 1 vinta da Poste, e 3 per presunto danno differenziale a seguito infortunio, di cui 2 pendenti, 1 cessata materia del contendere.*

*Nell'anno 2024 gli infortuni sul lavoro registrati in Poste Italiane sono stati 4.783. Di questi, 35 sono stati gli infortuni con prima prognosi superiore a 40 giorni. L'indice di frequenza complessivo è stato pari a 28,07. Nel 2024 sono occorsi 3 infortuni mortali (decessi a seguito di malore). Gli infortuni in itinere (tragitto casa-lavoro) sono stati 1.094.*

e. *Quanti sono stati i dipendenti inviati in mobilità pre pensionamento e con quale età media*

**RISPOSTA**

*La Società non ha mai fatto ricorso al collocamento in mobilità ex legge 223/91.*

*Nel corso del 2024 sono invece stati risolti consensualmente circa 3.000 rapporti di lavoro.*

*L'età media degli interessati è pari a circa 62 anni.*

84) vorrei conoscere *se si sono comperate opere d'arte? da chi e per quale ammontare?*

**RISPOSTA**

*Non risulta siano stati effettuati acquisti di opere d'arte negli ultimi 5 anni.*

85) vorrei conoscere *in quali settori si sono ridotti maggiormente i costi, esclusi i vs stipendi che sono in costante rapido aumento.*

**RISPOSTA**

*Nel 2024 i costi totali sono cresciuti del 7,2% passando da 9.369 milioni di euro del 2023 a 10.042 milioni di euro del 2024. Esaminando le principali componenti di costo:*

- *Il costo del lavoro ha registrato un decremento di 35 milioni di euro (-0,7%), passando da 5.170 milioni di euro del 2023 a 5.135 milioni di euro nel 2024. Analizzando l'andamento del costo del lavoro, senza considerare gli effetti derivanti dall'applicazione dell'IFRS 17, il decremento è stato di 5 milioni di euro (-0,1%). Il costo del lavoro ordinario, ha registrato un incremento di 160*



GF3

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*milioni di euro (+3%), legato all'aumento del costo unitario (+161 milioni di euro) riconducibile: all'incremento dei minimi contrattuali scattato nel mese di luglio 2023 (previsto dal CCNL siglato il 23 giugno del 2021), alla quota di competenza dell'una tantum pagata nel mese di settembre 2024 (prevista dal nuovo CCNL siglato il 23 luglio 2024) e alla componente variabile legata ai risultati. Il costo del lavoro straordinario ha registrato un decremento di 164 milioni di euro, principalmente imputabile al premio di risultato straordinario erogato nel 2023 pari a 133 milioni di euro (previsto dall'Accordo sul Premio di Risultato per l'anno 2023 sottoscritto con le organizzazioni sindacali il 1° agosto 2023).*

- *Il costo per beni e servizi ha registrato un incremento del 9,1%, passando da 3.098 milioni di euro del 2023 a 3.378 milioni di euro del 2024. Analizzando l'andamento del costo per beni e servizi, senza considerare gli effetti derivanti dall'applicazione dell'IFRS 17, l'aumento è stato del 9,2%; oltre che al sostenimento dei costi variabili a supporto del business (principalmente pacchi e pagamenti), la variazione é correlata al perdurare degli effetti dello scenario inflattivo internazionale per 114 milioni di euro.*
- *Il costo per ammortamenti e svalutazioni ha registrato un incremento del 5,4%, passando da 811 milioni di euro del 2023 a 855 milioni di euro del 2024. Analizzando l'andamento del costo per ammortamenti e svalutazioni, senza considerare gli effetti derivanti dall'applicazione dell'IFRS 17, l'aumento è stato del 5,2%; l'incremento è riconducibile ai maggiori ammortamenti su attività immateriali per gli investimenti su applicativi software divenuti disponibili all'uso, oltre a maggiori ammortamenti su Immobili, impianti e macchinari e Attività per diritti d'uso.*

86) vorrei conoscere. *VI SONO SOCIETA' DI FATTO CONTROLLATE (SENSI C.C) MA NON INDICATE NEL BILANCIO CONSOLIDATO ?*

**RISPOSTA**

*Non esistono società controllate di fatto. Tutte le società controllate da Poste Italiane sono indicate nell'ambito della Relazione Finanziaria Annuale 2024.*

87) vorrei conoscere *CHI SONO I FORNITORI DI GAS DEL GRUPPO QUAL'E' IL PREZZO MEDIO.*

**RISPOSTA**



674

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*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 del 2024 è stato di 129,6 c€/Smc (centesimi di euro/metro cubo standard) comprensivo di accise ed al netto dell'IVA.*

88) vorrei conoscere se sono consulenti ed *a quanto ammontano le consulenze pagate a società facenti capo al dr.Bragiotti, Erede, Trevisan e Berger ?*

**RISPOSTA**

*Nella selezione dei propri consulenti la società rispetta apposite procedure interne basate, tra l'altro, sui principi del codice etico di Poste Italiane. Si rappresenta che, per motivi di riservatezza, l'informazione non viene fornita a prescindere dalla sussistenza o meno della fattispecie.*

89) vorrei conoscere. *A quanto ammonta la % di quota italiana degli investimenti in ricerca e sviluppo ?*

**RISPOSTA**

*Le spese di ricerca e sviluppo per i servizi e prodotti offerti alla clientela sono indistinguibili dai costi operativi sostenuti nel normale svolgimento del business e non integrano fattispecie suscettibili di capitalizzazione secondo i principi contabili di riferimento.*

*Rilevano, invece, gli investimenti connessi all'attività di sviluppo dei software utilizzati per lo svolgimento dell'attività anche nell'ottica di migliorare i servizi alla clientela e favorirne l'accesso da parte della stessa. Al riguardo, si rimanda a quanto riportato nella Relazione finanziaria annuale 2024 alla nota A3 – Attività Immateriali del Bilancio Consolidato.*

90) *VORREI CONOSCERE* I COSTI per le ASSEMBLEE e per cosa?

**RISPOSTA**

*Per l'Assemblea 2025, anche e soprattutto in considerazione delle modalità con cui si è svolta, i costi complessivi sostenuti sono pari a circa 15.400 € netto iva per le seguenti attività:*

- *Progettazione creativa evento e declinazione sui vari materiali;*
- *Impianti e strumentazione tecnica;*
- *Allestimento sala.*



675

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91) *VORREI CONOSCERE* I COSTI per VALORI BOLLATI

**RISPOSTA**

*I costi per l'acquisto delle carte valori (francobolli) sostenuti nell'esercizio 2024, riferibili a Poste Italiane, ammontano a circa 1,8 milioni di euro.*

92) Vorrei conoscere la tracciabilità dei rifiuti tossici.

**RISPOSTA**

*Le lavorazioni aziendali prevedono anche una produzione (sebbene limitata) di rifiuti classificati come pericolosi (in minima parte anche tossici, quali ad esempio vecchi condizionatori portatili). In ogni caso, per tutte le tipologie, sono rispettate le disposizioni di legge previste. Il loro conferimento è effettuato da Imprese di Trasporto Autorizzate dal Ministero iscritte nel nostro albo fornitori e successivamente vengono smaltiti all'interno di Impianti di trattamento autorizzati. La movimentazione dei rifiuti è tracciata secondo le previsioni di legge tramite il FIR – Formulario Identificativo Rifiuti, 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.*

93) QUALI auto hanno il Presidente e l'ad e quanto ci costano come dettaglio dei benefits riportati nella relazione sulla remunerazione?

**RISPOSTA**

*La Presidente del Consiglio di Amministrazione non ha un'autovettura assegnata ad uso promiscuo. L'autovettura dell'Amministratore Delegato, alla fine del 2024, è una Mercedes-benz Classe C 220, l'ammontare del benefit per il 2024, riportato nella relazione sui compensi corrisposti, è pari a € 1.828,93.*

94) Dettaglio per utilizzatore dei costi per uso o noleggio di elicotteri ed aerei Quanti sono gli elicotteri utilizzati di che marca e con quale costo orario ed utilizzati da chi? se le risposte sono "Le altre domande non sono pertinenti rispetto ai punti all'ordine del giorno" denuncio tale reticenza al collegio sindacale ai sensi dell'art.2408 cc.

**RISPOSTA**

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*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.*

95) A quanto ammontano i crediti in sofferenza?

**RISPOSTA**

*Al fine di tenere conto di eventuali posizioni creditorie la cui recuperabilità presenta profili di rischio, a livello di Gruppo sono stanziati i seguenti fondi svalutazione crediti (si veda al riguardo la Relazione Finanziaria Annuale 2024 alle Note A8 – Crediti commerciali, A9 – Altri Crediti e attività, e alla Nota 4.6 – Analisi e presidio rischi del bilancio consolidato)*

*- Fondo svalutazione crediti verso clienti per 570 milioni di euro;*

*- Fondo svalutazione crediti verso Controllante per 1 milione di euro;*

*- Fondo svalutazione crediti verso altri per 104 milioni di euro.*

96) CI SONO STATI CONTRIBUTI A SINDACATI E O SINDACALISTI SE SI A CHI A CHE TITOLO E DI QUANTO?

**RISPOSTA**

*In ottemperanza alle disposizioni legali e contrattuali, Poste Italiane trattiene mensilmente nei confronti di ciascun lavoratore iscritto al sindacato, su espressa delega del lavoratore medesimo, una quota della retribuzione (al netto dei contributi obbligatori), provvedendo al relativo versamento a favore dell'Organizzazione Sindacale cui risulti iscritto.*

97) C'e' e quanto costa l'anticipazione su cessione crediti % ?

**RISPOSTA**

*Il Gruppo ha effettuato nel corso dell'esercizio cessione pro-soluto di crediti commerciali in linea con le migliori condizioni di mercato.*

98) C'e' il preposto per il voto per delega e quanto costa? Se la risposta è: "Il relativo costo non è specificamente enucleabile in quanto rientra in un più ampio insieme di attività correlate all'assemblea degli azionisti." Oltre ad indicare gravi mancanze nel sistema di controllo, la denuncio al collegio sindacale ai sensi dell'art.2408 cc.

**RISPOSTA**



677

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*La società ha designato per l'assemblea 2025, 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.*

99) A quanto ammontano gli investimenti in titoli pubblici?

**RISPOSTA**

*Al 31 dicembre 2024 il Gruppo Poste Italiane possedeva investimenti in Titoli di Stato iscritti a un valore di 158.795 milioni di euro (si veda al riguardo quanto riportato nella Relazione finanziaria annuale 2024 alla Nota 4.12 – Ulteriori informazioni – Esposizione in titoli di debito sovrano del Bilancio Consolidato).*

100) Quanto e' l'indebitamento INPS e con l'AGENZIA DELLE ENTRATE?

**RISPOSTA**

*Al 31 dicembre 2024 i debiti verso INPS, per 325 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 65 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.*

101) Se si fa il consolidato fiscale e a quanto ammonta e per quali aliquote?

**RISPOSTA**

*Poste Italiane ha aderito al consolidato fiscale nazionale. Al riguardo, le perdite trasferite al consolidato fiscale compensate con gli imponibili positivi per l'esercizio 2024 ammontano a circa 12.822 migliaia di euro, per un corrispondente risparmio di IRES di circa 3.077 migliaia di euro (aliquota al 24%). Si veda anche quanto riportato nella Relazione finanziaria annuale 2024 alla Nota 2.5 Informazioni rilevanti sui principi contabili.*

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102) Quanto è il margine di contribuzione dello scorso esercizio?

**RISPOSTA**

*La classificazione dei costi nel conto economico del Gruppo Poste Italiane avviene per natura e pertanto non è disponibile il dettaglio del margine di contribuzione. Si rimanda comunque a quanto riportato nella Relazione finanziaria annuale 2024 al paragrafo 6.3 – Andamento economico del Gruppo della Relazione sulla gestione.*

103) 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:

a. 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.)
b. quanto personale è normalmente impiegato in ogni settore / sezione;

**RISPOSTA**

*Le informazioni relative all'assetto organizzativo di Poste Italiane sono reperibili sul sito istituzionale accedendo alla sezione organizzazione e/o all'interno della documentazione ufficiale pubblicata sul sito medesimo.*

*Il modello organizzativo aziendale ed in particolare il presidio delle attività di controllo, governance nonché i rapporti con gli stakeholders, è adeguatamente strutturato e prevede diverse funzioni aziendali dedicate e specialistiche che operano in modalità integrata e sinergica.*

*Relativamente alle richieste formulate a carattere maggiormente specifico si precisa quanto di seguito:*

- *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,*



6PP

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*e in particolare con analisti ed investitori istituzionali nonché le agenzie di rating (c.a. 350 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. 500 risorse)*

- *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, nel rispetto della disciplina in materia (c.a 300 risorse)*
- *le attività connesse al funzionamento degli Organi Societari incluso il Collegio Sindacale vengono svolte dalla funzione Affari Societari (c.a 30 risorse)*
- *le attività afferenti la regolamentazione del settore postale, l'antitrust, regolamentazione digitale e altri mercati, vengono svolte dalla funzione Affari Regolamentari e Rapporti con le Autorithy, fermo restando il sistema di relazioni con le autorità di regolamentazione e vigilanza del Patrimonio Bancoposta (c.a 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)*

c. quale sia la tempistica normale per le registrazioni contabili

**RISPOSTA**

*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,*



680

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*previo rispetto degli obblighi di legge, varia in funzione della tipologia di registrazione e dei sistemi informatici coinvolti.*

d. come siano strutturati (c'è un capoufficio / un team leader / un referente per ogni singolo settore / singola sezione?);

**RISPOSTA**

*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 Poli Amministrativi, le stesse hanno non solo responsabili ma anche il capo settore, secondo i settori di specializzazione di competenza.*

e. a chi riportano i singoli settori / le singole sezioni (al CEO, al CFO, al Presidente, ecc.?).

**RISPOSTA**

*Le strutture organizzative aziendali sono funzioni che operano a diretto riporto del Vertice Aziendale.*

104) ed in altre parole ... possiamo stare tranquilli:

a. che le registrazioni contabili avvengano tempestivamente e nel modo corretto?

**RISPOSTA**

*Le registrazioni contabili vengono svolte nel rispetto delle procedure aziendali e della normativa di riferimento. L'azienda dispone, inoltre, di un sistema di controllo interno, la cui efficacia viene periodicamente verificata.*

b. che vengano tempestivamente pagate le fatture giuste e che vengano monitorati gli incassi delle fatture che emettiamo?

**RISPOSTA**

*Il processo di pagamento delle fatture passive e di incasso delle fatture attive avviene nel rispetto delle procedure aziendali e della normativa di riferimento. L'azienda dispone, inoltre, di un sistema di controllo interno la cui efficacia viene periodicamente verificata.*

c. che siamo in grado di supportare adeguatamente la società di revisione per i controlli di Legge?



681

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**RISPOSTA**

*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 del revisore.*

105) in caso di pagamenti erronei, ad esempio per duplicazione dei pagamenti, come viene gestita la procedura di recupero?

**RISPOSTA**

*Il processo di pagamento delle fatture passive avviene nel rispetto delle procedure aziendali e della normativa di riferimento. L'azienda dispone, inoltre, di un sistema di controllo interno che viene periodicamente verificato. In caso di duplicazioni di pagamento viene attività la procedura di recupero verso la controparte.*

106) in caso di mancati incassi, come viene gestita la procedura di recupero crediti?

**RISPOSTA**

*La gestione del credito e dei relativi incassi viene eseguita nel rispetto della normativa interna di riferimento (solleciti amministrativi e commerciali, diffida legale ed eventuale recupero giudiziale).*

107) Il collegio sindacale ha rispettato l'art.149 comma 2 del Tuf?

**RISPOSTA**

*La risposta è affermativa.*

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## DOMANDE AZIONISTA CANOVAI

1) Al 31 dicembre 2024, sul totale di 12.755 Uffici Postali, risultano 47.254 risorse rispetto alle 47.385 dell'anno precedente e 8.130 sale dedicate alla consulenza rispetto alle 7.907 dell'anno precedente. Chiedo, quante di tali risorse sono relative alla mansione di consulente finanziario e relativamente alla prevedibile evoluzione della gestione, a quanto è stato fissato il valore del KPI operativo "Sale dedicate alla consulenza" per i prossimi 3 esercizi.

**RISPOSTA**

*La previsione di crescita in arco di Piano 2028 del numero di Consulenti Finanziari è del 2,5% rispetto alla chiusura 2024, pari a circa 8.500 risorse. L'implementazione di nuove sale consulenza prevista nell'arco di Piano è di circa 1.000, con conseguente revisione del KPI operativo.*

2) L'impegno del Gruppo nel garantire la formazione continua a tutti i dipendenti è testimoniato dall'obiettivo di realizzare 25 milioni di ore di formazione, come previsto dal Piano Strategico 2024-2028 "The Connecting Platform". A ulteriore riprova, dal 2017 al 2024 Poste Italiane ha investito 42,8 milioni di ore in formazione. Nello specifico nel 2024 sono state erogate circa 6 milioni di ore di formazione, attraverso molteplici iniziative formative sviluppate per rispondere alle sfide del piano strategico e sostenere le specifiche esigenze delle proprie persone. Chiedo, nel corso del 2024, quante di tali ore sono state dedicate alla formazione dei nostri consulenti finanziari, sia relativamente alle c.d. hard-skills sia relativamente alle c.d. soft-skills.

**RISPOSTA**

*Nel 2024 le ore di formazione dedicate ai consulenti finanziari sono circa 1,25 mln di ore, comprensive di hard skills e soft skills.*

3) Il POP (Programma di Orientamento Professionale) è un programma di scouting, rivolto a giovani impiegati best performer, di cui si vogliono intercettare potenzialità di sviluppo su ruoli a maggiore complessità. Gestito da professionisti interni certificati, prevede incontri di follow up con i partecipanti dopo la valutazione del potenziale, per accompagnarli nella messa a terra di piani di miglioramento delle competenze. Con l'obiettivo di ampliare l'azione di valorizzazione dei giovani, il Gruppo ha avviato l'ideazione di un ulteriore Assessment del potenziale rivolto a giovani neolaureati ad un anno dal loro inserimento in Azienda, in modo da recepire



683

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anticipatamente le loro caratteristiche e motivazioni e rendere disponibili percorsi di crescita coerenti. Il programma vedrà la sua piena implementazione nel corso del 2025. Vorrei sapere come viene applicata tale iniziativa relativamente ai nostri giovani laureati che ricoprono il ruolo di consulente finanziario negli Uffici Postali.

**RISPOSTA**

*Il nuovo strumento di assessment smart è in fase di progettazione ed è pensato per i giovani Neolaureati (NAL) ad 1 anno dall'assunzione, per approfondirne potenziale e profilo motivazionale. Per i giovani Specialisti Consulenti in Apprendistato sono invece previste iniziative specifiche di valorizzazione con una induction strutturata in Filiale e negli Uffici Postali, un importante investimento di formazione e professionalizzazione e un sistema di compensation dedicata. A partire dai due anni dall'inserimento in azienda gli specialisti potranno poi partecipare all'assessment POP.*

4) Relativamente ai workshop "Il ruolo del consulente finanziario in Poste Italiane", facente parte degli eventi di recruiting "Digital Talent Day" in collaborazione con AlmaLaurea S.r.l., società interamente controllata dal Consorzio AlmaLaurea, vorrei sapere, nel corso del 2024: a quanto ammontano i relativi costi sostenuti, quanti CV sono stati oggetto di valutazione da parte dei nostri recruiter ai fini dell'ammissione a tali workshop, quanti di questi sono stati ritenuti in linea, quanti colloqui conoscitivi sono stati effettuati successivamente a tali eventi e quanti di questi candidati sono stati infine assunti.

**RISPOSTA**

*I workshop effettuati in collaborazione con Almalaurea si inseriscono nell'ambito delle iniziative di Employer Branding che l'Azienda pone in essere per incontrare i giovani laureandi e laureati, finalizzati a far conoscere i propri ambiti di attività e i propri valori, nonché le principali opportunità di inserimento.*

*Nello specifico, nel corso degli eventi realizzati ad ottobre e novembre 2024 con Almalaurea, è stato presentato il ruolo del Consulente Finanziario e il relativo processo di selezione. Complessivamente ai due eventi hanno partecipato circa 150 giovani che sono stati tutti invitati, in caso di interesse, ad inserire la propria candidatura nel sito aziendale, canale prioritario di reclutamento per tutto il Gruppo. Complessivamente il costo sostenuto per la realizzazione dei due eventi è stato pari a 5.800 € + IVA.*

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5) Relativamente alle posizioni che abbiamo aperto nel corso del 2024 per "Consulente finanziario", vorrei sapere quante candidature abbiamo ricevuto, quanti colloqui conoscitivi sono stati effettuati e quanti candidati sono stati infine assunti.

**RISPOSTA**

*Gli annunci pubblicati nel corso del 2024 per il ruolo di Consulente Finanziario hanno raccolto migliaia di candidature. All'interno di tale bacino, depurato di coloro che non erano in possesso dei requisiti minimi richiesti, è stato coinvolto nell'iter selettivo un numero congruo di candidati per assicurare, in relazione al fabbisogno definito per ciascuna provincia, una concorrenza sufficiente e garantire un adeguato livello di professionalità. Nel 2024 sono state assunte 972 risorse per il ruolo di Consulente Finanziario.*

6) Vorrei sapere, nel corso del 2024, quali sono i servizi che ci sono stati forniti da Oracle Italia S.r.l. o da società ad essa collegate e a quanto ammontano i relativi costi sostenuti.

**RISPOSTA**

*Poste Italiane utilizza da diversi anni prodotti Oracle in differenti ambiti a supporto dei molteplici business del Gruppo Poste Italiane. I prodotti utilizzati da Poste includono prodotti di base, quali ad esempio il Database Management System (DBMS) e il Sistema Operativo, e soluzioni applicative quali ad esempio la soluzione di Identity Access Management per la gestione degli accessi alle applicazioni aziendali e la soluzione di Human Resource Performance Management per la gestione dei processi di sviluppo del personale.*

*In continuità con gli anni passati, nel 2024 Poste ha provveduto a rinnovare la sottoscrizione delle licenze software, assicurare i servizi di manutenzione, attivare nuovi prodotti per indirizzare specifiche esigenze di business e dotarsi di servizi specialistici in ambito sicurezza.*

*I servizi richiesti a Oracle nel 2024 sono stati in linea con quanto previsto a budget e sono stati ordinati nel rispetto delle procedure aziendali.*

7) Considerando il valore del capitale umano di Poste Italiane come elemento fondamentale per la creazione di valore condiviso e raggiungimento degli obiettivi (inclusi quelli ESG), risulta quindi centrale l'importanza di come avviene il reclutamento e la selezione delle nuove risorse. Il nostro processo di recruiting e selezione delle risorse si basa su metodologie rigorose e criteri oggettivi, che

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assicurano l'allineamento tra le competenze dei candidati e i fabbisogni dell'organizzazione. Le attività relative alla ricerca e selezione esterna del personale nel Gruppo Poste Italiane vengono condotte sulla base della specifica procedura operativa "Reclutamento e Selezione del Personale per assunzioni a tempo indeterminato e determinato" redatta tenendo conto, tra l'altro, dei principi di controllo previsti dal vigente modello organizzativo che la Società ha adottato ai sensi del D.lgs. 231/2001. A tal fine, chiedo:

- Se le attività di recruiting vengono svolte direttamente dalla nostra funzione aziendale "Risorse Umane e Organizzazione" oppure se vengono svolte da società esterne ed in tal caso a quanto ammontano i relativi costi sostenuti.
- Se la procedura, in relazione al suo scopo, prevede l'utilizzo di sistemi di intelligenza artificiale o di algoritmi di machine learning.
- Qual è la funzione aziendale responsabile della sua redazione, quale è quella responsabile della sua verifica e quale è quella responsabile della sua approvazione.

**RISPOSTA**

- *La responsabilità delle attività di recruiting e selezione di personale è affidata alla funzione Risorse Umane e Organizzazione. La raccolta delle candidature avviene prioritariamente attraverso la banca dati aziendale e annunci pubblicati nella sezione Carriere presente sul sito www.posteitaliane.it.*
- *Le attività sono gestite con le funzionalità dello specifico applicativo di Oracle HCM.*
- *In linea con i presidi organizzativi adottati la funzione responsabile della redazione della procedura "Reclutamento e Selezione del personale non dirigente per assunzioni a tempo indeterminato e determinato" è Gestione Dirigenti e Selezione; la funzione responsabile della verifica è Risk e Compliance di Gruppo; l'approvazione viene effettuata dal Responsabile della funzione Risorse Umane e Organizzazione.*

8) Poste Italiane supporta giovani e neolaureati e riconosce il valore delle risorse più giovani nell'affrontare le nuove sfide che emergono in un contesto sempre più digitalizzato e mutevole. L'Azienda, inoltre, consapevole della competitività che caratterizza il mondo del lavoro attuale, ritiene fondamentale offrire ai giovani un'opportunità lavorativa che permetta loro di esplorare le proprie capacità ed esprimere il proprio potenziale, confermando il suo impegno nel supporto allo

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sviluppo della comunità in cui opera. In continuità con gli anni precedenti, Poste Italiane ha promosso l'inserimento nel mondo del lavoro dei giovani. Chiedo, nel corso del 2024:

- Quante persone di età inferiore ai 30 anni sono state assunte al fine della prosecuzione della campagna di assunzioni destinata a giovani e neolaureati iniziata nel 2021, quante di esse possiede una laurea e quante il diploma.
- Considerando che a livello di titolo di studio, il requisito richiesto per la posizione di consulente finanziario è la laurea, preferibilmente in discipline economico-giuridiche, quanti sono i giovani candidati assunti con una laurea di primo livello non in discipline economico-giuridiche e come valutiamo i giovani candidati in possesso di una laurea e di un master universitario, entrambi di primo livello in materie scientifiche, ma che hanno superato un corso di perfezionamento universitario in materia economico-giuridico-finanziaria.

**RISPOSTA**

- *Nel corso del 2024 sono state assunte, considerando anche le stabilizzazioni, 2.606 risorse con età inferiore a 30 anni. Di queste il 46% ha una laurea o titolo superiore ed il 54% ha un diploma.*
- *In coerenza con quanto indicato negli annunci di ricerca le assunzioni realizzate nel 2024 hanno riguardato quasi esclusivamente candidati con una laurea, di primo o secondo livello, in discipline economiche-giuridiche.*

  *I candidati in possesso di laurea di primo livello in materie scientifiche ma che hanno conseguito un corso di perfezionamento/master universitario in materie giuridico/finanziarie possono essere presi in considerazione, fermo restando l'accertamento della specifica coerenza del profilo con il ruolo ricercato, attraverso l'iter selettivo previsto.*

9) Al fine di consentire ai clienti che risiedono in zone periferiche l'accesso a servizi di consulenza specialistica su prodotti finanziari è stato lanciato il nuovo assetto della zona SCM con l'introduzione della doppia figura specialistica (SCM dinamico/personal) per migliorare il presidio delle aree geografiche più difficili da raggiungere. Il miglioramento del presidio territoriale è mirato a dare supporto sui prodotti finanziari presso gli Uffici Postali che non prevedono la presenza giornaliera di un Consulente Finanziario. A tal fine, oltre alla riqualificazione degli Uffici Postali, gli investimenti immobiliari hanno riguardato la realizzazione di nuovi spazi destinati agli specialisti commerciali e ai consulenti mobili. Vorrei sapere, al 31 dicembre

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2024, quante sono le zone SCM, quanti consulenti finanziari mobili abbiamo e quanti di tali immobili sono a loro dedicati.

**RISPOSTA**

*Il numero di Consulenti Mobili a fine 2024 era pari a circa 836 risorse. Il nuovo modello di servizio prevede circa 700 zone (di cui una parte con presenza di doppio presidio specialistico, Consulente Mobile Dinamico e Consulente Mobile Personal) che possono operare su circa 1.985 spazi dislocati sugli Uffici Postali che compongono le zone SCM.*

10) IMQ S.p.A. ha emesso in data 29/07/2024 il corrente certificato n. 0806.2018 (valido fino al 01/10/2027) con il quale certifica che il nostro Sistema di Gestione della Sicurezza delle Informazioni è conforme alla norma ISO/IEC 27001:2022 per le attività ivi riportate. Il requisito 5.12 dell'Allegato A di tale norma, prevede che le informazioni siano classificate in base alle esigenze di sicurezza informatica dell'organizzazione, in base alla riservatezza, all'integrità, alla disponibilità e ai requisiti pertinenti delle parti interessate. Chiedo, su tale base:

- Come sono classificate le COI che vengono diffuse ai nostri dipendenti.

**RISPOSTA**

*Si precisa che il citato certificato ISO/IEC 27001 è riferito alle sole strutture di Servizi ICT – Poli Tecnologici e Data Center.*

*La classificazione dei documenti è intesa a garantire – come ben esposto nel quesito stesso - la riservatezza delle informazioni aziendali, a tutela della privativa industriale (segreto industriale aziendale e proprietà intellettuale). Soggetti terzi all'organizzazione aziendale sono pertanto esclusi dalla possibilità di conoscere tale documentazione classificata come "riservata ad uso interno", tra cui rientrano anche le COI.*

- Come è classificata la procedura operativa "Reclutamento e Selezione del Personale per assunzioni a tempo indeterminato e determinato".

**RISPOSTA**

*La procedura operativa "Reclutamento e Selezione del Personale per assunzioni a tempo indeterminato e determinato" è classificata come procedura.*

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- Sulla base della classificazione adottata, oltre ai documenti classificati come pubblici ed a quelli previsti dal Codice Civile, a quali classi di documenti possono avere accesso gli azionisti.

**RISPOSTA**

*Si rinvia al disposto di cui all'art. 2422 cod. civ., nonché alla normativa vigente, anche di carattere regolamentare, applicabile alle società quotate, oltre che all'ordinario regime di pubblicità degli atti e dei documenti.*

- Sulla base della classificazione adottata, chiedo conferma che il Collegio Sindacale, nello svolgimento delle proprie funzioni, ha accesso a tutte le classi di documenti.

**RISPOSTA**

*Si conferma che il Collegio Sindacale ha accesso a tutte le informazioni necessarie allo svolgimento dei propri compiti nel rispetto della normativa vigente, anche di carattere regolamentare, applicabile alle società quotate.*

11) Poste Italiane mette a disposizione un portale pubblico per il Whistleblowing per tutti coloro (inclusi clienti) che vogliano sottoporre casi di potenziali fenomeni di illegalità o presunti illeciti. Nel 2024 il Gruppo Poste Italiane ha ricevuto 5 segnalazioni da parte dei lavoratori propri attraverso il sistema di gestione delle segnalazioni. In ottemperanza al nuovo D.Lgs. 10 marzo 2023, n. 24, con il quale è stata recepita nell'ordinamento italiano la direttiva UE 2019/1937 riguardante "la protezione delle persone che segnalano violazioni del diritto dell'Unione" (cd. disciplina Whistleblowing) e alle Linee Guida ANAC, adottate con delibera del 12 luglio 2023, tutte le segnalazioni, pervenute tramite il Portale a supporto del sistema di gestione delle segnalazioni, sono crittografate pertanto non è possibile riconoscere l'identità del segnalante e distinguere quali segnalazioni sono effettuate da lavoratori dipendenti. Vorrei sapere l'oggetto di tali 5 segnalazioni che abbiamo ricevuto e quante volte si è riunito il Comitato Whistleblowing nel corso del 2024.

**RISPOSTA**

*Le cinque segnalazioni, riconducibili alla casistica "Incidenti, denunce e impatti gravi in materia di diritti umani", fanno riferimento a segnalazioni su strutture territoriali di comportamenti scorretti e/o litigiosi tenuti da personale di Poste Italiane nei confronti di colleghi, contrari ai principi ispiratori del Codice Etico ed alle regole di comportamento contenute nella Politica Integrata del Gruppo PI. Per tutte le*

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*segnalazioni sono state adottate le opportune azioni di risoluzione da parte delle funzioni competenti.*

*Nel corso del 2024 Il Comitato Whistleblowing si è riunito 10 volte gli esiti delle delibere sono pubblicati, in sintesi, sul sito Internet e intranet di Poste Italiane.*

12) Nel corso del 2024 le riunioni del Collegio Sindacale e dei Comitati Endoconsiliari, data la numerosità delle stesse, la necessità di garantire la partecipazione in caso di riunioni consecutive e la complessità di riunire componenti e funzioni aziendali partecipanti, per ragioni di efficienza ed efficacia dello svolgimento delle stesse si sono svolte con la totalità dei partecipanti collegati in audio/videocollegamento, salvo poche riunioni tenute in presenza per adempiere di persona ad alcune formalità, mentre tutte le riunioni del Consiglio d'Amministrazione e/o alcune induction di tipo strategico, si sono tenute in presenza al fine di migliorare l'engagement e le relazioni interpersonali.

In particolar modo, nel corso del 2024, il Collegio Sindacale si è riunito 35 volte con durata media delle riunioni di 160 minuti. Tali riunioni, alcune delle quali tenute in forma congiunta con il comitato controllo e rischi, hanno visto la regolare partecipazione dei sindaci effettivi e la presenza (a 24 delle 28 riunioni cui è stato invitato) del magistrato delegato della Corte dei Conti. Vorrei sapere quante di tali riunioni si sono tenute in presenza.

**RISPOSTA**

*Nel corso del 2024 il Collegio Sindacale ha avuto modo di riunirsi in presenza fisica in un limitato numero di occasioni, ad esempio allorquando è stato chiamato a rilasciare in concomitanza di riunioni del Consiglio di Amministrazione i pareri previsti dalla normativa di riferimento a beneficio dell'organo amministrativo; per maggiori dettagli si rinvia alla "Relazione del Collegio Sindacale di Poste Italiane S.p.A. agli Azionisti, ai sensi dell'art. 153 del D. Lgs. 58/1998" inclusa nella Relazione Finanziaria Annuale 2024 disponibile sul sito internet aziendale www.posteitaliane.it.*

13) Vorrei sapere se, nel corso del 2024, ci sono pervenute richieste ai sensi dell'art. 2422 del Codice Civile e tenuto conto che l'incarico relativo alle attività di tenuta e gestione in outsourcing del libro soci è svolto da Monte Titoli S.p.A. chiedo, qualora pervenissero richieste ai sensi del citato articolo, sia con quali modalità consentiamo di ricevere su supporto informatico (ad esempio file PDF per email) estratti del libro

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soci sia nel caso siano previste delle spese a carico degli azionisti richiedenti a quanto rispettivamente ammontano.

**RISPOSTA**

*Nel corso del 2024 la Società ha ricevuto n. 1 richieste ex art. 2422 cod. civ.; per maggiori dettagli si rinvia alla "Procedura sull'accesso degli azionisti al libro dei soci e al libro delle adunanze e delle deliberazioni delle assemblee" disponibile sul sito internet aziendale www.posteitaliane.it.*

14) Chiedo, ai sensi dall'art. 8 del Decreto del Presidente della Repubblica 14 marzo 2001, n. 144, l'importo della commissione unitaria che applichiamo ai nostri clienti che non sono titolari di conto corrente postale per l'emissione di assegni postali vidimati tratti su Poste Italiane S.p.A. con regolamento per cassa in contanti o mediante addebito su libretto di risparmio postale.

**RISPOSTA**

*Al fine di consentire il trasferimento di fondi a coloro che non sono titolari di conto corrente postale, Poste mette a disposizione lo strumento del vaglia postale, al quale, per previsione normativa, si applicano in quanto compatibili le disposizioni dell'assegno circolare.*

*I costi del servizio sono indicati nel relativo foglio informativo, redatto ai sensi della normativa di trasparenza, consultabile presso gli Uffici Postali e nel sito poste.it*



GA

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## DOMANDE AZIONISTA MARINO

1) Quali cambiamenti si reputa di cominciare a fare nel gruppo Tim? L'Ufficio legale di Tim, capitanato da Agostino Nuzzolo, sarà ridimensionato? Basti solo sapere che da anni la Compagnia si dimostra agguerrita nei confronti di un suo Rappresentante Comune ex Media risp, che semplicemente chiedeva fosse attribuito un equo valore alle azioni di risparmio di questa, all'atto della sua fusione con Telecom. Anni di battaglie, ad oggi culminate con vittoria schiacciante dei risparmisti in Cassazione, che ad oggi tuttavia proseguono perché Tim rifiuta di riconoscere alla categoria le spettanze vantate. E' possibile che un gruppo prestigioso come Tim, debba ridursi a tanto, per non corrispondere un equo indennizzo ai propri azionisti di risparmio, a fronte di miliardi di deficit cumulati negli anni, anche a causa di sostanziosi stipendi della dirigenza di Telecom. E dunque, dato che Poste ha acquistato Tim, mi si dica se esista un progetto per riportarla al suo antico splendore di un tempo. Non avendo azioni ex Tim, ma essendo socio solo di Telecom, con appena qualche azione, non mi sento in conflitto d'interessi se propongo di spostare questa vicenda all'attenzione dell'Avvocatura di Poste, in considerazione degli evidenti insuccessi di quella di Tim. A piè pagina qualche articolo giornalistico che descrive la problematica, con conseguenti riflessi d'immagine che possono dedursene.

**RISPOSTA**

*L'operazione rappresenta per Poste Italiane un investimento di natura strategica, realizzato con l'obiettivo di svolgere un ruolo di azionista industriale di lungo periodo, che possa favorire la creazione di sinergie tra Poste Italiane e TIM, nonché apportare valore aggiunto per tutti gli stakeholder, oltreché promuovere il consolidamento del mercato delle telecomunicazioni in Italia. Eventuali ulteriori comunicazioni, ove previsto, potranno essere diffuse al mercato ai sensi della normativa vigente, anche di carattere regolamentare, applicabile alle società quotate.*

2) Quali sono le istituzioni finanziarie verso le quali siamo indebitati per oltre un miliardo? A che pro?

**RISPOSTA**

*L'unica istituzione finanziaria con la quale Poste Italiane ha un indebitamento che supera un miliardo di euro è la Banca Europea per gli Investimenti (BEI), ovvero la banca di sviluppo dell'Unione Europea, di cui tutti gli stati membri sono azionisti, e*

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*la cui mission è finanziare progetti di investimento che perseguono gli obiettivi dell'UE, come lo sviluppo economico, l'innovazione e il cambiamento climatico.*

*Al 31 dicembre 2024 l'indebitamento in essere verso la BEI è pari a 1.273 milioni di euro, relativo a 5 prestiti con scadenze dal 2026 al 2031. I finanziamenti sono stati erogati a fronte di progetti mirati a finanziare investimenti del Piano industriale, tempo per tempo vigente, coerenti con gli obiettivi BEI e prevalentemente legati a:*

*(i) progetti di automazione, digitalizzazione e innovazione;*

*(ii) sostenibilità, efficienza energetica e rinnovo della flotta di veicoli elettrici a zero emissioni;*

*(iii) investimenti in ambito security systems e prevenzione delle frodi.*

*Il ricorso ai finanziamenti BEI a medio/lungo termine presenta vantaggi in termini di costo della provvista.*

3) Ci elencate i rilievi 2024 di Consob?

**RISPOSTA**

*Nessun rilievo.*

4) Quanti consulenti mobili abbiamo in giro per l'Italia? Con quale procedimento decidiamo di incaricarli? Quali garanzie ci danno? Uno di questi pare che si sia impossessato di circa mezzo milione della clientela? A parte la pubblicità che ce ne deriva, qualche domanda se l'è posta il dott. Del Fante? Almeno avete risarcito i nostri clienti truffati? https://www.ilrestodelcarlino.it/pesaro/cronaca/poste-consulente-ruba-mezzo-milione-gz65shc1

**RISPOSTA**

*Il numero di Consulenti Mobili a fine 2024 era pari a 836 risorse.*

*Le risorse vengono individuate attraverso un iter di selezione interna in base al possesso dei requisiti previsti ai fini delle abilitazioni IVASS e MIFID, tra cui onorabilità e professionalità, nonché di esperienza sui ruoli di vendita.*

*Con riferimento alla vicenda segnalata, all'esito dell'accertamento dei profili di responsabilità emersi a seguito di un'azione di verifica attivata dalle competenti funzioni aziendali, sono stati adottati provvedimenti di tipo disciplinare, patrimoniale e penale e attivate iniziative di risarcimento della clientela nonché le azioni davanti alle competenti sedi giudiziarie a tutela della Società"*

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5) Quest'anno Report ha avviato un'inchiesta nei confronti di Poste: di che si tratta esattamente? Quali provvedimenti ha preso Poste? Quali rilievi le sono stati mossi? Ci sono indagini della magistratura in merito?
https://www.cgil.veneto.it/slc-cgil-veneto-a-report-inchiesta-sulle-poste-italiane-a-partire-dalla-nostra-regione/

**RISPOSTA**

*La puntata di Report con il servizio che ha riguardato Poste Italiane è pubblicata sui canali digitali Rai.*
*Al link di seguito le risposte dell'azienda*
*https://www.rai.it/dl/doc/2025/02/23/1740339321614_Le%20risposte%20di%20Poste%20Italiane%20-%20Report.pdf*
*Al momento non risultano indagini della magistratura in merito.*

6) Ci dite quali dirigenti di Poste abbiano ricevuto avvisi di garanzia e/o siano sotto procedimento penale e per cosa?

**RISPOSTA**

*Tale informazione riguarda la sfera personale dell'individuo destinatario dell'eventuale provvedimento, anche ai sensi della vigente normativa in materia di privacy e protezione dei dati personali.*

7) I costi per beni e servizi sono aumenti di 278 milioni: ce ne spiegate le ragioni? Nella relazione fornite spiegazioni solo in relazione a 196 milioni. E gli altri 82 milioni d'aumento? Non sono mica noccioline!

**RISPOSTA**

*Per i dettagli delle variazioni delle singole voci di costo per beni e servizi, che presentano un incremento complessivo di 278 milioni di euro rispetto al 2023, si veda quanto riportato nella Relazione Finanziaria Annuale 2024 alle Note C4.1 – Costi per servizi, C4.2 - Godimento beni di terzi e C4.3 Materie prime, sussidiarie, di consumo e merci del bilancio separato di Poste Italiane S.p.A..*

8) Ci spiegate perché le spese per utenze energetiche e idriche passino da 105 del 2023 a 126 milioni del 2024?

**RISPOSTA**



694

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*L'incremento delle spese per utenze energetiche ed idriche è dovuto prevalentemente all'aumento della componente tariffaria del prezzo dell'energia elettrica, che nel 2024 si è incrementata considerevolmente.*

9) Il codice etico di Poste non consente di farci sapere se il dott. Alberto Nagel, ad di Mediobanca, amico di lunga data del dott. Del Fante, sia mai stato direttamente e/o indirettamente consulente del gruppo Poste, anche tramite Mediobanca e/o società private ad egli direttamente e/o indirettamente collegate? Attenzione, non sto neanche chiedendo quanto gli abbiamo elargito.

**RISPOSTA**

*Nella selezione dei propri consulenti, la società osserva apposite procedure interne basate, tra l'altro, sui principi del codice etico di Poste Italiane.*

10) Address Software S.r.l., è stata rilevata da Poste al 100%, acquistata da 5 azionisti. Ce ne menzionate i nomi?

**RISPOSTA**

*Postel S.p.A. ha acquisito il 49% di Address Software S.r.l. da cinque persone fisiche che erano azionisti di minoranza della società. Per ogni ulteriore informazione si rinvia ai dati disponibili presso l'ufficio del Registro delle Imprese competente.*

11) A che punto è la causa intentata dal Comune di Cosenza, sotto l'input dell'avv. Agostino Rosselli, vinta in primo e secondo grado e, fino all'anno scorso, pendente in Cassazione? https://www.lametino.it/Cronaca/poste-italiane-condannate-a-risarcire-comune-cosenza-per-1milione-e-709-mila-euro.html

In proposito, così si esprime Il Lamentino, periodico di Cosenza:

Poste Italiane condannate a risarcire Comune Cosenza per 1milione e 709 mila euro Cosenza - "Il Tribunale di Cosenza, con sentenza dell'11 aprile, ha condannato Poste italiane spa a risarcire al Comune di Cosenza la somma di un milione e 709 mila euro, oltre gli interessi, al termine di un contenzioso sorto in seguito alla condotta di Poste italiane che, sostituendosi illegalmente al Tesoriere comunale (Banca Carime), aveva trattenuto, in modo indebito, nelle proprie casse, somme di denaro di pertinenza della Pubblica Amministrazione. A darne notizia è l'Avvocatura comunale, attraverso l'avvocato Agostino Rosselli che ha sostenuto, davanti al Tribunale, le ragioni del Comune di Cosenza". Lo riferisce una nota dell'ufficio stampa del Comune. "Oltre alla condanna di Poste italiane al risarcimento del danno al Comune di Cosenza



GPF

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- prosegue il comunicato - il Tribunale ha dichiarato la risoluzione di nove contratti di conto bancoposta aperti dal Comune per agevolare i pagamenti da parte dei contribuenti sparsi nel territorio nazionale".

"L'illegittimità del comportamento di Poste italiane - si afferma nella sentenza del Tribunale - era stata debitamente segnalata dal Comune con due distinte diffide, con le quali era stata evidenziata l'impossibilità di imporre vincoli alle somme versate sui conti Bancoposta intestati al Comune di Cosenza, trattandosi di conti di servizio per le funzioni essenziali dell'ente, dai quali il tesoriere avrebbe dovuto attingere le somme per i servizi essenziali dell'Ente, oltre che per il pagamento dei creditori che avevano correttamente proceduto a pignoramento". "La sentenza del Tribunale di Cosenza - sostiene l'avvocato Rosselli - è destinata a fare giurisprudenza, in quanto si tratta di una decisione che fa chiarezza in una materia delicata quale è l'espropriazione forzata a danno della P.A. ed è di fondamentale importanza per tutti i 7.982 Comuni d'Italia che quotidianamente subiscono la sottrazione indebita di ingenti somme di denaro da parte di una società privata che non agisce certamente per il bene pubblico e ritiene lecito sostituirsi ai tesorieri degli enti locali trattenendo presso le proprie casse ingenti somme di denaro e lucrando su un bene destinato a soddisfare servizi pubblici essenziali dei cittadini italiani". Dell'articolo, colpisce, in particolare, che siano poco meno di 8 mila comuni a subire sottrazione indebita di somme da parte di Poste. Ci potete dire a quanto ammontino tali sottrazioni in così tanti numerosi comuni e perché vengano svolte, nonostante sentenze contrarie? A proposito della sentenza suesposta, come si è pronunciato in merito il rappresentante della Corte dei conti nel Gruppo Poste? Ha esaminato la questione? Avete avvertito l'ANCI dell'esistenza di tali sentenze, di modo che l'Associazione dei comuni possa darne loro avviso, affinché decidano di impugnare gli abusi di Poste descritti ne sopra richiamato articolo?

**RISPOSTA**

*Con Ordinanza n.16576/2024 emessa in data 13/06/2024 la Terza Sezione Civile della Corte di Cassazione ha accolto il ricorso proposto da Poste Italiane contro il Comune di Cosenza. Nella specie, la Suprema Corte, cassando la sentenza di merito, ha escluso la responsabilità risarcitoria di Poste Italiane nei confronti dell'Ente locale per aver reso dichiarazione positiva ex art. 547 c.p.c. a seguito di pignoramenti notificati alla Società quale terza pignorata sebbene le somme giacenti presso l'istituto fossero indisponibili ai sensi dell'art. 159, comma 2, del d.lgs. n. 267 del 2000.*

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12) Per quale periodo e lo ripeto, per quanto tempo esattamente viene garantita ai dirigenti di gruppo, da pensionati, di continuare a fruire delle polizze che profumatamente paghiamo con i soldi di tutti i soci? Ma Vi rendete conto che dilapidate denaro dei soci? I dirigenti vengono già strapagati nel corso del rapporto di lavoro ma quando il rapporto si chiude, non Vi pare assurdo che continuiamo a sborsare per costoro?

**RISPOSTA**

*Si conferma che la prosecuzione di alcune coperture assicurative derivano da un accordo, sottoscritto nel 2012 tra Poste Italiane S.p.A., Assidipost e Federmanager riferito al funzionamento e alle regole di accesso alle prestazioni del Comitato Paritetico per la formazione e riqualificazione professionale del personale dirigente, con il compito di promuovere le attività di formazione, riqualificazione e sostegno al reddito. Si conferma che ciascun dirigente in servizio contribuisce, insieme all'Azienda, al Comitato stesso. Pertanto, alla luce di quanto sopra rappresentato si conferma che tra le iniziative del Comitato vi è quella di mantenere per periodi definiti, a favore specificatamente del personale che risolve consensualmente il rapporto di lavoro, alcune coperture previste per i dirigenti in servizio.*

13) Secondo le peculiarità tipiche di questo tipo di attività, il Gruppo Poste quanti voti aveva alle ultime assemblee di Mediobanca e Generali? Per chi ha votato e perché. La motivazione era l'amicizia tra il dott. Nagel e il dott. Del Fante? Capite che i voti devono essere espressi nel rispetto degli interessi dei soci e non per siffatti motivi? E per favore non veniteci a raccontare di eventuali partecipazioni, come avete fatto l'anno scorso rispondendo a mie domande pre-assembleari: o ci sono o non ci sono, tutto il resto è fuffa!

**RISPOSTA**

*Con riferimento all'ultima assemblea di Assicurazioni Generali, tenuta il 23/04/2025, BancoPosta Fondi SGR, società del Gruppo Poste Italiane, ha partecipato all'assemblea esercitando diritti di voto per n. 165.301 azioni (rappresentanti lo 0,011% del capitale sociale di Assicurazioni Generali), detenute per il tramite di OICR da essa gestiti nell'ambito dell'attività di gestione del risparmio dei clienti del Gruppo Poste Italiane. Il resoconto completo delle votazioni per ciascun argomento all'ordine del giorno è riportato nel verbale dell'assemblea disponibile sul sito internet dell'emittente.*



697

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*Per quanto riguarda l'ultima assemblea di Mediobanca, tenutasi il 28/10/2024, nessuna società del Gruppo Poste Italiane ha partecipato all'assemblea ed esercitato il diritto di voto.*

14) Quanto è stato speso di oltre 120 milioni di fondi incassati nel 2022? Ne avete incassati altri più di recente? Come li avete spesi?

**RISPOSTA**

*Nell'ambito del Progetto Polis nel 2022 sono stati incassati 125 milioni di euro a titolo di anticipo contributi. Su tale progetto, al 31 dicembre 2024, sono stati effettuati investimenti per 286 milioni di euro. Alla stessa data, le fatture pagate ammontavano a 206 milioni di euro per un contributo maturato pari a 138 milioni di euro. Per informazioni in merito alle spese sostenute nell'ambito del progetto Polis si veda la Relazione Finanziaria Annuale 2024 alle note A1 - Immobili, impianti e macchinari e A3 – Attività immateriali del bilancio consolidato.*

15) Ci elencate il nome, numero e il prezzo di carico di azioni in portafoglio di Gruppo al 31/12/2024? Ce ne dite le relative perdite o potenziali minusvalenze? Si tratta del portafoglio di gruppo, i cui calcoli incidono a bilancio.

**RISPOSTA**

*Di seguito la tabella di riepilogo delle azioni in portafoglio del Gruppo al 31 dicembre 2024 (escluse le azioni detenute nell'ambito degli investimenti del settore assicurativo). Per le variazioni di fair value occorse durante l'esercizio si rimanda alla nota A6 – Attività finanziarie del bilancio consolidato della Relazione Finanziaria annuale 2024.*

(milioni di euro)

| Denominazione | n. azioni | Valore di bilancio al 31.12.2024 |
|---|---|---|
| Nexi SpA | 46.518.238 | 249 |
| sennder Technologies GmbH | 22.880 | 126 |
| MFM Holding Ltd | 11.586.220 | 57 |
| Scalapay Limited | 9.350.688 | 25 |
| Milkman SpA | 615.006 | 0 |
| Volante Technologies Inc | 1.060.464 | 6 |
| Visa Incorporated Series C Convertible Participating Preferred Stock | 32.059 | 17 |
| Visa Incorporated Series A Preferred Stock | 583 | 17 |
| **Totale** | | **497** |

16) Quanti e quali eventi sono stati organizzati complessivamente nell'anno 2024? Quanti di questi li avete fatti in presenza e quanti chiusi?

**RISPOSTA**

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*Nell'anno 2024 sono stati organizzati 115 eventi e di questi 23 sono stati realizzati via web.*

*I target principali a cui ci siamo rivolti, sono stati:*

- *Dipendenti*
- *Clienti / consumatori*
- *Rappresentanti delle Istituzioni Centrali e Locali*
- *Analisti finanziari ed investitori.*

17) Il motivo per cui avete organizzato l'assemblea dei soci chiusa, è che non gradite la presenza di soci scomodi? Oppure perché tanto la legge ve lo consente e non ve ne frega niente di costoro?

**RISPOSTA**

*La Società si è legittimamente avvalsa della facoltà di cui all'art- 135-*undecies*.1 del TUF e all'art. 11.6 dello statuto sociale.*

18) A che punto è il Progetto Polis nelle Province di Catania e Varese?

**RISPOSTA**

*A Catania, al 31 dicembre 2024, si è conclusa la ristrutturazione di 12 UP. A Varese, alla stessa data, si è conclusa la ristrutturazione di 41 UP. L'elenco dei Comuni su cui è stato realizzato il progetto Polis è disponibile sul portale di Poste Italiane.*

19) Come si chiamano le società che hanno fatto la valutazione degli immobili iscritti a bilancio? Quanto ci costano? L'anno scorso mi avete nascosto tali nomi, sebbene avessi fatto una domanda precisa al riguardo? Che motivi avete per non citarcene i nomi?

**RISPOSTA**

*Le valutazioni degli immobili iscritti a bilancio sono effettuate da consulenti indipendenti, qualificati, con comprovata esperienza e conoscenza del mercato immobiliare, selezionati da procedura di gara in coerenza con le procedure aziendali di riferimento.*

20) L'Organismo di vigilanza ha riscontrato incongruenze di qualche genere? Ce le descrivete?

**RISPOSTA**

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*L'Organismo di Vigilanza di Poste Italiane non ha riscontrato violazioni al Modello 231 aziendale.*

21) Chi s'intende proporre quali AD e Presidente di Tim?

**RISPOSTA**

*Si rinvia alla risposta relativa alla domanda n. 1.*

22) E' vero che tra gli obbiettivi di Poste vi è anche quello di far sì che Tim ne usi gli sportelli e la rete d'uffici per pubblicizzare i suoi prodotti? Eppure sul punto sbaglio o l'Antitrust si è dichiarata in modo negativo? Esattamente l'Antitrust, per motivare che ciò costituirebbe una pratica commerciale scorretta sul piano della concorrenza, come si è pronunciata?

**RISPOSTA**

*Come precedentemente comunicato, è in fase avanzata la negoziazione per la fornitura di servizi per l'accesso di Postepay S.p.A. - società interamente controllata da Poste Italiane - all'infrastruttura di rete mobile di TIM a partire dal 1° gennaio 2026. Inoltre, sono in corso valutazioni finalizzate all'avvio di partnership industriali volte a valorizzare le molteplici opportunità per la realizzazione di sinergie tra le due aziende nei settori i) della telefonia, dei servizi ICT e dei contenuti media, ii) dei servizi finanziari, assicurativi e dei pagamenti, e iii) dell'energia.*

23) Il costo delle azioni di Tim è stato di circa un miliardo? All'atto dell'acquisto, di quant'era indebitato il gruppo Tim?

**RISPOSTA**

*Il corrispettivo per l'acquisto delle azioni Tim rilevate da Vivendi è stato pari a 684 milioni di euro (al prezzo di euro 0,2975 per azione) mentre il corrispettivo per l'acquisto delle azioni da Cassa Depositi e Prestiti è stato riconosciuto (i) in parte mediante i proventi derivanti dal trasferimento da Poste Italiane a Cassa Depositi e Prestiti della partecipazione in Nexi e (ii) in parte mediante cassa per circa 170 milioni di euro. Con riferimento all'indebitamento del gruppo TIM si rimanda al bilancio di tale società.*

24) Di quali consulenti si è avvalsa Poste per l'acquisto di azioni Tim?

**RISPOSTA**

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*In merito all'operazione in oggetto, Poste si è avvalsa del supporto – in specifici ambiti – di un ristretto numero di consulenti e banche d'affari di primario standing. Nella selezione dei propri consulenti la società rispetta apposite procedure interne basate, tra l'altro, sui principi del codice etico di Poste Italiane.*

25) Quanto abbiamo pagato le azioni di Tim rilevate da Vivendi? Quanto abbiamo pagato invece le azioni di Tim rilevate da Cassa Depositi e Prestiti?

**RISPOSTA**

*Si rinvia alla risposta di cui alla domanda n.23 e ai comunicati stampa del 15 febbraio 2025 e del 29 marzo 2025.*

26) Progetto Polis. In quali comuni della Provincia di Catania e di Milano ad oggi è stato realizzato?

**RISPOSTA**

*I Comuni sinora interessati dal progetto Polis nella provincia di Catania sono 12, nella provincia di Milano sono 35. L'elenco dei Comuni su cui è stato realizzato il progetto Polis è disponibile sul portale di Poste Italiane.*

27) Il Direct Marketing registra un decremento di volumi del 23,5% (-51 milioni di invii) che determina una variazione negativa dei ricavi di circa 9 milioni di euro (pari al -13,7%), attribuibile al fenomeno della e-substitution. Di cosa si tratta esattamente? Ci spiegate tale fenomeno?

**RISPOSTA**

*Il fenomeno dell'e-substitution fa riferimento al processo di digitalizzazione e di transizione delle comunicazioni fisiche a forme di comunicazione elettronica.*

28) Il gruppo quante azioni di Mediobanca, Generali e MPS possiede?

**RISPOSTA**

*Nell'ambito dell'attività di gestione del risparmio e investimento di riserve tecniche assicurative, alcune società del Gruppo Poste Italiane investono in azioni di società quotate, tra le quali anche banche e assicurazioni italiane. Nell'ambito di tale attività, il Gruppo Poste Italiane non detiene, alla data odierna, alcuna partecipazione eccedente la soglia del capitale che richiede comunicazione al mercato.*

*Si veda inoltre quanto riportato in risposta alla domanda n. 13.*

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29) Il gruppo Poste quali fondi controlla?

**RISPOSTA**

*Al 31 dicembre 2024, il Gruppo Poste Italiane consolida integralmente 11 OICVM (c.d. Fondi Multi-Asset: per un'informativa dettagliata circa il consolidamento di tali Fondi si rimanda al paragrafo 2.8 - Criteri e metodologie di consolidamento).*

*Per l'elenco completo dei Fondi Multi-asset consolidati integralmente si rimanda alla Relazione Finanziaria Annuale 2024 al paragrafo 4.12 - Ulteriori informazioni - Perimetro di consolidamento e dati salienti delle partecipazioni, del bilancio consolidato del Gruppo Poste nella sezione "I bilanci di Poste Italiane".*

30) In quali immobili usati dal gruppo, vi è presenza di amianto? Come state provvedendo ad ovviare al problema?

**RISPOSTA**

*Gli immobili caratterizzati dalla presenza di materiali contenenti amianto (meno dell'6% del totale degli edifici) sono dislocati sul territorio nazionale. La gestione degli stessi, sia per l'utilizzo ordinario che in occasione di interventi impiantistico-strutturali, è effettuata nel rispetto delle normative vigenti.*

31) In cosa consiste il progetto sull'autonomia abitativa delle donne, vittime di violenza? Chi lo dirige? Come fa una donna a chiedere di fruirne?

**RISPOSTA**

*L'iniziativa si inserisce in continuità con il progetto già avviato di inclusione lavorativa delle donne vittime di violenza e loro inserimento nel mondo del lavoro. Obiettivo del progetto è quello di supportare e accompagnare le donne nel percorso di reinserimento sociale insieme alle operatrici dei centri antiviolenza.*

*Nello specifico, il Gruppo ha messo a disposizione 10 alloggi appartenenti al proprio patrimonio immobiliare su tutto il territorio italiano, per donne e madri con figli minori in situazioni economiche difficili. L'iniziativa vede coinvolti 9 Centri Anti Violenza in altrettanti comuni, realtà del Terzo Settore impegnate nella lotta contro la violenza di genere, e il Comune di Bari. Grazie a tale progetto, è stato possibile accogliere un numero considerevole di donne (63) accompagnate anche da minori (39) nel periodo di riferimento. (Relazione Finanziaria 2024).*

*Le donne accedono alle case messe a disposizione da Poste Italiane attraverso un percorso strutturato gestito dai Centri Antiviolenza con i quali Poste Italiane ha un*

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*Accordo. Non si tratta quindi di una domanda diretta da parte della persona interessata, ma di un processo di accompagnamento protetto e guidato.*

32) Cessione partecipazione Nexi: A che prezzo ce l'avevamo in carico? A quanto l'avete venduta a Cassa Depositi e Prestiti?

**RISPOSTA**

*Al 31 dicembre 2024, la partecipazione in Nexi S.p.A., valutata al fair value, era iscritta ad un valore di 249 milioni di euro. La cessione della partecipazione a Cassa Depositi e Prestiti è avvenuta a febbraio 2025 al valore medio rilevato nel periodo definito contrattualmente.*

33) Perché sono aumentate le passività finanziarie e le passività correnti?

**RISPOSTA**

*Le Passività finanziarie correnti del Gruppo passano da 85.150 milioni di euro al 31 dicembre 2023 a 85.374 milioni di euro al 31 dicembre 2024, registrando un incremento di circa 224 milioni di euro. L'incremento di dette passività è riconducibile principalmente al consolidamento integrale dei Fondi OICVM in seguito al completamento del "progetto Multi-Asset" (per ulteriori dettagli si rinvia alla Relazione Finanziaria Annuale 2024 nel paragrafo 2.8 – Criteri e metodologie di consolidamento e alla nota A6 – Attività finanziarie del Bilancio consolidato).*

*Le Passività finanziarie di Gruppo sono commentate per ciascuna tipologia di operatività nella Nota B8 - Passività finanziarie del Bilancio consolidato della Relazione Finanziaria Annuale 2024.*

*Le Passività correnti del Gruppo Poste passano da 90.430 milioni di euro al 31 dicembre 2023 a 90.244 milioni di euro al 31 dicembre 2024, segnando un decremento.*

34) Quanti sono i conti intestati a soggetti di nazionalità russa? Quale importi economici ne gestiamo?

**RISPOSTA**

*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*

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*collegamenti con la Russia/Bielorussia (flussi DEPRU e TRU). Si tratta di un numero molto limitato di rapporti di conto corrente.*

Azioni

35) Le Azioni ammontano a 1.852 milioni di euro e sono detenute principalmente dai nuovi fondi OICVM. La voce in commento comprende, inoltre, azioni detenute dalla compagnia Poste Vita pari a 541 milioni di euro e poste principalmente a copertura di prodotti di Ramo I collegati a Gestioni separate e di Ramo III. Ci spiegate di quali azioni si tratta? Com'è variata la percentuale rispetto all'anno scorso? A quanto le **abbiamo** in carico? Quale importo complessivo di minusvalenza hanno generato?

**RISPOSTA**

*Trattasi di azioni quotate detenute in primarie società poste principalmente a copertura dei prodotti di ramo I collegati alle Gestioni Separate e in parte minoritaria a prodotti di ramo III.*

*L'incremento rispetto allo scorso anno, pari a 1.366 milioni di Euro, è riconducibile per 1.230 milioni di Euro al consolidamento integrale dei Fondi OICVM, da settembre 2024, in seguito al completamento del "progetto Multi-Asset" (per ulteriori dettagli si rinvia alla Relazione Finanziaria Annuale 2024 nel paragrafo 2.8 – Criteri e metodologie di consolidamento e alla nota A6 – Attività finanziarie del Bilancio consolidato); ciò ha comportato la riclassifica degli importi precedentemente inclusi tra le quote di fondi comuni di investimento nelle rispettive voci contabili.*

*Il valore di carico corrisponde al Fair Value (pari a 1.852 milioni di Euro) essendo tutte azioni classificate nella categoria "Attività finanziarie al fair value rilevato a Conto economico".*

*Nel corso dell'esercizio si registra una plusvalenza da valutazione a Conto Economico pari complessivamente a 69 milioni di euro.*

36) Deteniamo azioni che direttamente e/o indirettamente facciano capo al dott. Alberto Nagel, nato a Milano il 7 giugno 1965, e/o a suoi famigliari?

**RISPOSTA**

*Non si comprende l'esatto perimetro della richiesta. In ogni caso, si rinvia ai dati disponibili presso l'ufficio del Registro delle Imprese competente.*

37) Tenuto conto che sono aumentati i debiti da tenuta di conti correnti postali, quali interessi versiamo alla pubblica amministrazione nei suoi conti correnti?

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L'incremento della voce è appunto dovuto ai suoi conti correnti ma per il resto a chi è addebitabile? Qual è il maggior interesse a credito che abbiamo soddisfatto nei confronti della clientela?

**RISPOSTA**

*I debiti per conti correnti postali al 31 dicembre 2024 (pari a ca. 63,0 mld) sono aumentati di ca. 1,1 mld rispetto al 2023 (cfr. tabella B8.1 pag. 503 della Relazione Finanziaria Annuale 2024) grazie soprattutto ai maggiori depositi della clientela riconducibile alla Pubblica Amministrazione.*

*Come riportato in Relazione Finanziaria Annuale alla Nota C2.3 - Oneri derivanti da operatività finanziaria del Bilancio Consolidato, gli interessi passivi riconosciuti alla clientela nel corso del 2024 sono aumentati rispetto all'esercizio precedente di circa 5 milioni di euro. L'incremento è principalmente riconducibile al settore della Pubblica Amministrazione, e in particolare ad alcuni clienti con i quali sono in essere specifici accordi o convenzioni.*

38) Ci hanno fatto rapine per 159 milioni. Poste con quale soggetto assicurativo è assicurata per farsele rimborsare? Quanto ci costano il premio assicurativo?

**RISPOSTA**

*Poste Italiane ritiene in regime di autoassicurazione il rischio rapina, attesa l'antieconomicità di un eventuale copertura assicurativa. Viene, altresì, garantito il rischio Furto e Rapina con apposita copertura specificatamente riferita al Trasporto Valori, attivabile a secondo rischio rispetto alle polizze che vengono stipulate obbligatoriamente dagli istituti affidatari.*

39) Ci spiegate le anticipazioni relative ai debiti per rischi operativi? Abbiamo perso per questo ben 23 milioni? E non siete venuti a capo della problematica?

**RISPOSTA**

*I debiti per rischi operativi di 23 milioni di euro si riferiscono a quella parte di anticipazioni concesse dal MEF per la normale operatività del Patrimonio destinato BancoPosta e per le quali sono successivamente emerse insussistenze dell'attivo, certe o probabili, a causa delle quali la società è tenuta alla restituzione.*

40) Il gruppo quante segnalazioni alla centrale rischi ha effettuato nel 2024? Quante di queste sono state effettuate per errore? Siamo stati citati perciò stesso per quale importo complessivo?

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**RISPOSTA**

*Sulla base della vigente normativa, è preclusa a Poste Italiane l'attività di erogazione di finanziamenti nei confronti del pubblico. Pertanto, non vengono effettuate segnalazioni alla centrale dei rischi da parte di Poste Italiane.*

41) Quali servizi ci hanno fornito i gruppi Mediobanca e Generali? Per quali costi?

**RISPOSTA**

*Le coperture assicurative di Poste Italiane sottoscritte con Generali relative all'anno 2024 sono state acquistate attraverso procedure negoziate oppure scouting condotti da broker assicurativi e coprono circa il 20% del totale dei costi assicurativi complessivi di Poste Italiane.*

*I costi riferiti alle coperture assicurative di Generali nel 2024 sono stati in linea con quanto previsto a budget.*

*Il Gruppo Poste Italiane si avvale della collaborazione di società del gruppo Mediobanca per il servizio di gestione del registro delle informazioni privilegiate, nonché per il servizio di ricerche di mercato, i cui costi per il 2024 sono estremamente contenuti e in linea con quanto previsto a budget.*

42) Che tipo di minusvalenze sono quelle alla voce "Altri costi" per 4 milioni?

**RISPOSTA**

*Le minusvalenze incluse negli altri costi per 4 milioni di euro fanno riferimento principalmente a minusvalenze rilevate dalla capogruppo per dismissione di attività materiali e immateriali effettuate durante l'esercizio.*

43) Perché il gruppo Montepaschi è una correlata esterna? Cosa riguardano 224 milioni di attività finanziarie?

**RISPOSTA**

*Banca Monte dei Paschi di Siena S.p.A. è una società partecipata dal Ministero dell'Economia e delle Finanze – come risulta dal sito istituzionale del MEF alla pagina "Elenco delle partecipazioni dirette del Ministero dell'Economia e delle Finanze" tra le "Partecipazioni di maggioranza/controllo - 1.1. Società quotate" – e pertanto è considerata una parte correlata ai sensi della normativa di riferimento.*

*I 224 milioni di euro di attività finanziarie si riferiscono al saldo al 31 dicembre 2023; il saldo al 31 dicembre 2024 è pari a 129 milioni di euro. Al 31 dicembre 2024 detto saldo si riferisce interamente al Patrimonio BancoPosta e include per 75 milioni di*

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*euro il valore positivo di derivati di copertura da rischio tasso su titoli di stato e per 54 milioni di euro un deposito presso Montepaschi a garanzia di esposizioni in derivati di copertura e pronti-contro-termine.*

44) Come si chiamano le "Altre correlate esterne" con "Altre passività" per 88 milioni?

**RISPOSTA**

*Le altre passività verso correlate esterne, pari a 80 milioni di euro al 31 dicembre 2024 si riferiscono per 72 milioni di euro al debito verso il Fondo Pensione FondoPoste.*

45) Di che si occupa Italia Camp? Chi la gestisce?

**RISPOSTA**

*Italiacamp svolge attività di scouting di innovazione per cittadini, territori e comunità, lavorando in partnership con aziende, istituzioni, università e terzo settore. In particolare, conduce attività di intermediazione tra la domanda e l'offerta di idee e soluzioni per la realizzazione di progetti legati a tematiche sociali, economico-commerciali e/o produttive, scientifiche, in ambito pubblico e/o privato.*
*La gestione della società è affidata ad un Consiglio di Amministrazione.*

46) Quanti sono i dirigenti del gruppo Poste, con debiti verso lo stesso?

**RISPOSTA**

*Poste Italiane non è abilitata a concedere finanziamenti alla clientela, ai propri dipendenti e/o dirigenti.*

47) Alla competenze lorde dei Dirigenti con responsabilità strategiche rilevo per un milione a lungo termine? Ci spiegate di quali benefici si tratta e chi ne fruisce?

**RISPOSTA**

*Si precisa che la voce "Altri benefici con pagamento a lungo termine", presente nel prospetto "Dirigenti con responsabilità strategiche", include il costo relativo ai piani di incentivazione a lungo termine derivante dalle valutazioni attuariali predisposte in base al principio contabile internazionale IAS 19.*
*Per maggiori dettagli si rimanda alla Relazione sulla Politica in Materia di Remunerazione 2025 e sui compensi corrisposti 2024.*

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48) Ci spiegate in virtù di quale miracolo dette competenze per dirigenti siano aumentati di circa 10 miliardi rispetto al 2023?

**RISPOSTA**

*Il costo del lavoro complessivo di Poste Italiane (per i circa 120 mila dipendenti, inclusi tutti i dirigenti) è pari a circa 5 miliardi; pertanto, non è chiaro a cosa faccia riferimento l'importo indicato. In ogni caso, tutti i dettagli sulle remunerazioni dei "Dirigenti con responsabilità strategiche" sono descritti nella Relazione sulla Politica in Materia di Remunerazione 2025 e sui compensi corrisposti 2024.*

49) A parte i loro emolumenti, in aumento di quasi 300 mila euro, i sindaci quant'hanno speso per consulenze? Di quale fondo dispongono?

**RISPOSTA**

*I compensi e spese dei Sindaci per l'esercizio 2024 sono indicate nella Relazione Finanziaria annuale 2024 nei paragrafi 4.5 del Bilancio Consolidato e 5.5 del Bilancio Separato: Parti correlate.*

*Con riferimento all'incremento degli emolumenti si precisa che è principalmente relativo all'ingresso di nuove società del perimetro di consolidamento e relativi collegi sindacali.*

50) A quanto ammonta la sanzione subita da Postepay con provvedimento n. 30286, ad esito del procedimento AGCM PS/11936? Perché non citate tale importo nella relazione finanziaria? E' mai stata reiterata la condotta per cui la società è stata sanzionata?

**RISPOSTA**

*Si rinvia, anche per quanto riguarda il riferimento all'importo della sanzione, a quanto riportato nel Capitolo 9 "Principali procedimenti pendenti e rapporti con le Autorità", della Relazione Finanziaria Annuale al 31 dicembre 2023, sezione relativa ai Bilanci di Poste Italiane al 31 dicembre 2023.*

51) Perché nell'avviso d'assemblea non avete indicato una pec presso cui trasmettere le domande pre-assembleari? Non gradite che ai soci pervenga una ricevuta di consegna? Il sito rilascia ricevuta di consegna ai soci che se ne servano e a cui voi rinviate?

**RISPOSTA**

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*Nell'avviso di convocazione – per ulteriori informazioni sul diritto di porre domande prima dell'Assemblea e circa le modalità del relativo esercizio – si è fatto rinvio alla sezione del sito internet della Società dedicata all'Assemblea, laddove, in particolare, nella parte relativa al diritto di porre domande prima dell'Assemblea stessa, è precisato che le domande possono essere trasmesse alla Società via email, all'indirizzo assemblea.domande@posteitaliane.it ovvero all'indirizzo affari.societari@pec.posteitaliane.it.*

52) Le presenti domande saranno allegate a verbale, come chiedo fin d'ora?

**RISPOSTA**

*Il fascicolo recante le domande preassembleari giunte nel termine indicato nell'avviso di convocazione e le relative risposte sarà allegato al verbale dell'Assemblea.*

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## DOMANDE AZIONISTA MORELLI

1. Vorrei conoscere a quanto sono ammontate le spese per acquisizioni e cessioni di partecipazioni societarie nel 2024?

   **RISPOSTA**

   *I costi riferiti agli advisor finanziari sostenuti in relazione ad acquisizioni di partecipazioni dal Gruppo Poste Italiane nell'esercizio 2024 sono allineati a condizioni di mercato e ammontano a circa 0,1 milioni di euro.*

2. Nel codice etico adottato dalla società si prevede anche "…. che i rapporti interpersonali improntati alla correttezza, all'eguaglianza e al rispetto della dignità della persona, la promozione di un ambiente di lavoro sano e salubre che esclude ogni atto o comportamenti che si configurino come discriminazioni, molestie o violenza sul luogo di lavoro. … La società si impegna a stabilire misure che tutelino l'integrità fisica e morale delle Persone, contrastando pratiche che violino la loro dignità come le violenze, il mobbing e le molestie, anche di natura psicologica "…. ecc.

   Si vuole far notare che sono oramai sei anni che si segnala inutilmente all'Amministratore e al Direttore Generale che diversamente da quanto previsto dal codice etico, da circa 30 anni ho potuto constatare che in alcuni ambiti aziendali ciò non avviene specialmente in alcune unità produttive dove si sono verificate condotte non previste dalle policy aziendali, dal codice etico e dal sistema di gestione 231/01. Condotte commesse da alcuni dipendenti anche con incarico dirigenziale in danno di qualche dipendente.

   Infatti a titolo di esempio, anche nella precedente assemblea avevo segnalato che l'ex datore di lavoro dell'Unita Produttiva Bancoposta, ha riconosciuto senza nessuna esitazione che mi ha affidato l'incarico di elaborare e mettere in opera il Piano per il recupero della Qualità del Bancoposta e questo incarico era stato condiviso e approvato dai massimi vertici di allora prof. Enzo Cardi e prof Augusto Leggio, commentando che bastava leggere solo i tre documenti che sono l'allegato 26 CdA_Leggio_Nomina_GDL_Monitoraggio Piano Qualità Servizi Finanziari del 27/05/1997, l'allegato 25 CdA Nomina Delegato_GdL del 11/04/97 e l'allegato 24 la Nomina a Responsabile Qualità Percepita Servizi Finanziari del 18/09/96 per fugare ogni dubbio e riconoscere che all'operoso dipendente unico professionista statistico presente in azienda era stato chiesto di fare il Piano della Qualità per il Bancoposta,



140

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ed era stato nominato da lui stesso (Datore di Lavoro) anche come Responsabile Nazionale della Qualità dei Servizi Finanziari. L'ex datore, ha cercato di contattare il direttore dell'ufficio del personale per comunicarle di voler trovare un modo per poter riconoscere ora per allora al dipendente (Morelli Francesco) quanto suddetto per una questione di principio e ripristino della verità e cercare di poter rimediare ai torti subiti da due dirigenti del Bancoposta a causa della sua rettitudine e professionalità. Pertanto, chiedo che il dott. Del Fante o chi per esso voglia riconoscere senza ulteriore indugio la paternità del Piano della Qualità dei Servizi Finanziari al dipendente in quanto esiste ed è nota internamente alla società la documentazione che ribalta totalmente le motivazioni a cui è pervenuta erroneamente la Corte di Appello di Roma.

**RISPOSTA**

*Il tema è già stato oggetto di definitivo accertamento giudiziale con la pronuncia di sentenze passate in giudicato.*

3. Presumendo che vi siano state carenze nel sistema di gestione e controllo interno, nella gestione del personale e nella trattazione legale dei procedimenti si vuole chiedere se è possibile depositare documenti che possono dimostrare che i lavoratori sono stati ingiustamente demansionati, lesi di malattie professionali e infortuni sul lavoro provocati da condotte indebite occorse nelle unità produttive?

   **RISPOSTA**

   *NO, eventuali recriminazioni possono essere fatte valere nelle opportune sedi.*

4. Vorrei conoscere Quanti uffici sono attivi a maggio 2025 nel progetto Polis?

   **RISPOSTA**

   *Gli uffici riaperti a fine Aprile, post completamento dei lavori Polis, sono 3.551.*

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Io Notaio Nicola ATLANTE di Roma certifico che la presente copia è conforme all'originale firmato a norma di legge.

Consta di 712 pagine compresa la presente.

Roma lì, 18 GIU. 2025