

Statistiche relative a dati sulla corporate governance

TAB.1CG: INFORMAZIONI GENERALI		Società del campione	Società che comunicano di aver aderito al Codice di Corporate Governance 2020		Relazione CG "navigabile"?		Numero pagine Relazione CG	Il CdA comunica di avere esaminato la lettera inviata dal Presidente del Comitato per la CG?		Preavviso congruo per invio documentazione preconsigliare (giorni)	E' contemplata eccezione a circolazione info per "esigenze di riservatezza"?		Società che indicano esserci stata partecipazione dirigenti a riunioni CdA		
LISTINO	Anno		#	N°	%	%		N°	μ		N°	%	μ	N°	%
FTSE MIB	2021	33	32	97.0%	32	97.0%	98.2	32	97.0%	3.5	14	42.4%	30	90.9%	
	2020	34	34	100.0%		0.0%		28	82.4%	2.9	15	44.1%	31	91.2%	
FTSE MID CAP	2021	59	53	89.8%	59	100.0%	79.3	55	93.2%	3.1	20	33.9%	49	83.1%	
	2020	57	54	94.7%		0.0%		50	87.7%	2.9	19	33.3%	42	73.7%	
ALTRE	2021	126	95	75.4%	122	96.8%	60.3	103	81.7%	3.1	45	35.7%	83	65.9%	
	2020	129	121	93.8%		0.0%		95	73.6%	2.9	40	31.0%	73	56.6%	
FINANZIARIE	2021	40	34	85.0%	39	97.5%	84.4	37	92.5%	3.0	24	60.0%	28	70.0%	
	2020	40	38	95.0%		0.0%		35	87.5%	2.7	20	50.0%	26	65.0%	
NON FINANZIARIE	2021	178	146	82.0%	174	97.8%	68.2	153	86.0%	3.2	55	30.9%	134	75.3%	
	2020	180	171	95.0%		0.0%		138	76.7%	2.9	54	30.0%	120	66.7%	
GRANDI	2021	55	53	96.4%	54	98.2%	93.6	53	96.4%	3.5	23	41.8%	50	90.9%	
	2020	59	59	100.0%		0.0%		52	88.1%	2.9	25	42.4%	53	89.8%	
PICCOLE	2021	163	127	77.9%	159	97.5%	63.6	137	84.0%	3.0	56	34.4%	112	68.7%	
	2020	161	150	93.2%		0.0%		121	75.2%	2.9	49	30.4%	93	57.8%	
NON CONCENTRATE	2021	83	68	81.9%	82	98.8%	80.3	70	84.3%	3.2	35	42.2%	63	75.9%	
	2020	96	94	97.9%		0.0%		77	80.2%	3.0	37	38.5%	66	68.8%	
CONCENTRATE	2021	135	112	83.0%	131	97.0%	65.6	120	88.9%	3.1	44	32.6%	99	73.3%	
	2020	124	115	92.7%		0.0%		96	77.4%	2.8	37	29.8%	80	64.5%	
GRANDI NON CONCENTRATE	2021	26	25	96.2%	26	100.0%	107.5	25	96.2%	3.6	14	53.8%	23	88.5%	
	2020	32	32	100.0%		0.0%		27	84.4%	3.2	14	43.8%	28	87.5%	
GRANDI CONCENTRATE	2021	29	28	96.6%	28	96.6%	81.2	28	96.6%	3.4	9	31.0%	27	93.1%	
	2020	27	27	100.0%		0.0%		25	92.6%	2.4	11	40.7%	25	92.6%	
PICCOLE NON CONCENTRATE	2021	57	43	75.4%	56	98.2%	67.9	45	78.9%	3.0	21	36.8%	40	70.2%	
	2020	64	62	96.9%		0.0%		50	78.1%	2.8	23	35.9%	38	59.4%	
PICCOLE CONCENTRATE	2021	106	84	79.2%	103	97.2%	61.3	92	86.8%	3.0	35	33.0%	72	67.9%	
	2020	97	88	90.7%		0.0%		71	73.2%	2.9	26	26.8%	55	56.7%	
FAMILY STATE	2021	126	98	77.8%	123	97.6%	62.6	109	86.5%	3.0	40	31.7%	86	68.3%	
	2021	26	26	100.0%	25	96.2%	91.5	25	96.2%	3.6	7	26.9%	23	88.5%	
ALTRI ASSETTI	2021	43	37	86.0%	42	97.7%	71.9	36	83.7%	3.3	19	44.2%	37	86.0%	
	2021	23	19	82.6%	23	100.0%	93.8	20	87.0%	3.1	13	56.5%	16	69.6%	
TOTALE	2021	218	180	82.6%	213	97.7%	71.2	190	87.2%	3.2	79	36.2%	162	74.3%	
	2020	220	209	95.0%		0.0%		173	78.6%	2.9	74	33.6%	146	66.4%	

TAB.2CG: COMPOSIZIONE DEL CDA e CS		N. totale in CdA		Amm.ri ESECUTIVI (% rispetto a totale CdA)			Amm.ri NON ESECUTIVI (% rispetto a totale CdA)		Amm.ri INDIPENDENTI (% rispetto a totale CdA)		Società che hanno amministratori "di minoranza"			Amm.ri "di minoranza" (% rispetto a totale CdA) (ove presenti)		Società che hanno sindaci "di minoranza"		
LISTINO	Anno	μ	μ	$\mu\%$	μ	$\mu\%$	μ	$\mu\%$	#	N°	%	μ	$\mu\%$	#	N°	%		
FTSE MIB	2021	12.5	1.9	15.3%	10.6	84.7%	7.7	61.4%	33	31	93.9%	2.5	20.4%	32	30	93.8%		
	2020	12.2	2.1	17.5%	10.1	82.5%	7.3	59.5%	34	26	76.5%	2.4	21.2%	32	28	87.5%		
FTSE MID CAP	2021	10.8	2.5	24.9%	8.3	75.1%	5.5	49.7%	59	41	69.5%	1.6	15.2%	58	45	77.6%		
	2020	11.1	2.5	23.7%	8.6	76.3%	5.6	50.1%	57	47	82.5%	1.7	15.4%	56	48	85.7%		
ALTRE	2021	8.6	2.5	29.9%	6.1	70.1%	3.6	42.3%	126	49	38.9%	1.5	15.9%	124	51	41.1%		
	2020	8.8	2.5	29.6%	6.3	70.4%	3.5	40.6%	129	37	28.7%	1.3	14.2%	128	46	35.9%		
FINANZIARIE	2021	11.3	1.8	17.4%	9.5	82.6%	6.4	55.3%	40	26	65.0%	2.0	17.2%	38	28	73.7%		
	2020	11.5	2.1	20.0%	9.4	80.0%	6.1	51.8%	40	20	50.0%	2.1	17.1%	37	22	59.5%		
NON FINANZIARIE	2021	9.4	2.5	28.3%	6.9	71.7%	4.3	45.3%	178	95	53.4%	1.7	16.8%	176	98	55.7%		
	2020	9.6	2.5	27.6%	7.0	72.4%	4.3	44.7%	180	90	50.0%	1.7	16.2%	179	100	55.9%		
GRANDI	2021	12.1	2.2	18.6%	9.9	81.4%	7.1	58.4%	55	49	89.1%	2.3	19.6%	54	50	92.6%		
	2020	12.2	2.3	19.4%	9.8	80.6%	7.0	57.7%	59	51	86.4%	2.1	18.8%	56	53	94.6%		
PICCOLE	2021	9.0	2.5	28.9%	6.5	71.1%	3.9	43.4%	163	72	44.2%	1.4	15.0%	160	76	47.5%		
	2020	9.1	2.5	28.7%	6.6	71.3%	3.8	41.7%	161	59	36.6%	1.4	14.2%	160	69	43.1%		
NON CONCENTRATE	2021	10.4	2.1	21.1%	8.3	78.9%	5.5	51.6%	83	50	60.2%	2.1	19.1%	81	49	60.5%		
	2020	10.5	2.3	23.1%	8.2	76.9%	5.3	49.8%	96	46	47.9%	2.1	18.9%	93	53	57.0%		
CONCENTRATE	2021	9.4	2.6	29.5%	6.8	70.5%	4.2	44.5%	135	71	52.6%	1.6	15.2%	133	77	57.9%		
	2020	9.5	2.6	28.6%	6.9	71.4%	4.1	43.0%	124	64	51.6%	1.5	14.6%	123	69	56.1%		
GRANDI NON CONCENTRATE	2021	12.6	2.0	16.1%	10.6	83.9%	7.9	63.3%	26	24	92.3%	2.7	22.4%	25	23	92.0%		
	2020	12.5	2.2	17.9%	10.3	82.1%	7.7	61.5%	32	27	84.4%	2.6	22.1%	29	26	89.7%		
GRANDI CONCENTRATE	2021	11.7	2.3	20.8%	9.4	79.2%	6.4	54.1%	29	25	86.2%	1.9	16.8%	29	27	93.1%		
	2020	11.7	2.4	21.3%	9.3	78.7%	6.2	53.1%	27	24	88.9%	1.7	15.1%	27	27	100.0%		
PICCOLE NON CONCENTRATE	2021	9.5	2.1	23.3%	7.3	76.7%	4.4	46.2%	57	26	45.6%	1.5	16.1%	56	26	46.4%		
	2020	9.4	2.3	25.7%	7.1	74.3%	4.2	43.9%	64	19	29.7%	1.4	14.2%	64	27	42.2%		
PICCOLE CONCENTRATE	2021	8.7	2.7	31.9%	6.1	68.1%	3.6	41.9%	106	46	43.4%	1.4	14.3%	104	50	48.1%		
	2020	8.9	2.6	30.6%	6.3	69.4%	3.5	40.2%	97	40	41.2%	1.4	14.2%	96	42	43.8%		
FAMILY STATE	2021	9.4	2.8	31.6%	6.6	68.4%	4.1	43.7%	126	61	48.4%	1.5	14.2%	124	65	52.4%		
	2021	10.3	1.4	13.9%	8.9	86.1%	6.4	62.5%	26	23	88.5%	2.6	25.6%	26	23	88.5%		
ALTRI ASSETTI	2021	10.0	2.0	21.1%	8.0	78.9%	4.6	44.2%	43	21	48.8%	1.5	14.3%	42	24	57.1%		
WIDELY HELD	2021	11.1	2.2	21.2%	8.9	78.8%	6.3	54.6%	23	16	69.6%	2.2	17.6%	22	14	63.6%		
TOTALE	2021	9.8	2.4	26.3%	7.4	73.7%	4.7	47.2%	218	121	55.5%	1.8	16.8%	214	126	58.9%		
	2020	9.9	2.5	26.2%	7	73.8%	5	46.0%	220	110	50.0%	2	16.4%	216	122	56.5%		

TAB. 3CG: RUOLO DEL CDA IN CARICA RISPETTO AL RINNOVO DEL CDA STESSO		Il CdA ha espresso orientamenti agli azionisti su composizione qualitativa ottimale			Il CdA ha la facoltà di presentare una propria lista di candidati		Il CdA in carica ha al suo interno consiglieri tratti da "lista del CdA"	
LISTINO	Anno	#	N°	%	N°	%	N°	%
FTSE MIB	2021	33	24	72.7%	16	48.5%	5	15.2%
FTSE MID CAP	2021	59	34	57.6%	13	22.0%	2	3.4%
ALTRE	2021	126	36	28.6%	22	17.5%	2	1.6%
FINANZIARIE	2021	40	28	70.0%	16	40.0%	5	12.5%
NON FINANZIARIE	2021	178	66	37.1%	35	19.7%	4	2.2%
GRANDI	2021	55	40	72.7%	21	38.2%	6	10.9%
PICCOLE	2021	163	54	33.1%	30	18.4%	3	1.8%
NON CONCENTRATE	2021	83	42	50.6%	37	44.6%	9	10.8%
CONCENTRATE	2021	135	52	38.5%	14	10.4%	0	0.0%
GRANDI NON CONCENTRATE	2021	26	20	76.9%	17	65.4%	6	23.1%
GRANDI CONCENTRATE	2021	29	20	69.0%	4	13.8%	0	0.0%
PICCOLE NON CONCENTRATE	2021	57	22	38.6%	20	35.1%	3	5.3%
PICCOLE CONCENTRATE	2021	106	32	30.2%	10	9.4%	0	0.0%
FAMILY	2021	126	42	33.3%	14	11.1%	0	0.0%
STATE	2021	26	18	69.2%	9	34.6%	0	0.0%
ALTRI ASSETTI	2021	43	20	46.5%	12	27.9%	2	4.7%
WIDELY HELD	2021	23	14	60.9%	16	69.6%	7	30.4%
TOTALE	2021	218	94	43.1%	51	23.4%	9	4.1%

TAB.4CG: IMPEGNO PER PARTECIPAZIONE A CDA, COMITATO ESECUTIVO E COLLEGIO SINDACALE		Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al CdA			Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al CE			Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al CS			Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al CS								
		#	N°	%	#	N°	%	#	N°	%	#	N°	%						
LISTINO	Anno	μ	μ	μ	μ	μ	μ	μ	μ	μ	μ	μ	μ						
FTSE MIB	2021	33	33	100.0%	14.7	194	51	3.0	3	100.0%	9.0	120	22	32	28	87.5%	22.4	158	65
	2020	34	34	100.0%	12.9	198	47	5.0	5	100.0%	10.2	109	20	32	29	90.6%	21.7	160	63
FTSE MID CAP	2021	59	58	98.3%	12.5	148	35	7.0	6	85.7%	14.9	120	36	58	51	87.9%	17.0	145	40
	2020	57	56	98.2%	12.1	157	35	7.0	5	71.4%	11.4	141	33	56	49	87.5%	16.8	153	45
ALTRE	2021	126	120	95.2%	10.6	111	21	9.0	5	55.6%	9.6	69	19	124	108	87.1%	12.5	133	27
	2020	129	124	96.1%	10.1	119	21	8.0	4	50.0%	11.5	68	24	128	102	79.7%	11.2	147	28
FINANZIARIE	2021	40	38	95.0%	15.6	188	56	6.0	6	100.0%	22.0	127	46	38	32	84.2%	26.4	149	71
	2020	40	38	95.0%	15.7	197	57	8.0	7	87.5%	20.8	113	41	37	31	83.8%	26.1	160	79
NON FINANZIARIE	2021	178	173	97.2%	10.9	123	24	13.0	8	61.5%	6.5	85	13	176	155	88.1%	12.8	139	29
	2020	180	176	97.8%	10.0	129	23	12.0	7	58.3%	4.8	104	11	179	149	83.2%	11.7	149	30
GRANDI	2021	55	55	100.0%	14.2	176	46	7.0	7	100.0%	11.9	116	29	54	48	88.9%	20.4	161	58
	2020	59	58	98.3%	12.9	187	45	9.0	9	100.0%	9.8	129	23	56	49	87.5%	20.0	165	58
PICCOLE	2021	163	156	95.7%	10.9	120	24	12.0	7	58.3%	11.2	91	25	160	139	86.9%	13.5	133	29
	2020	161	156	96.9%	10.4	124	23	11.0	5	45.5%	12.3	72	31	160	131	81.9%	12.2	146	31
NON CONCENTRATE	2021	83	81	97.6%	13.3	152	38	5.0	4	80.0%	14.4	105	31	81	71	87.7%	17.5	139	43
	2020	96	94	97.9%	12.2	158	36	8.0	6	75.0%	12.6	98	26	93	77	82.8%	16.2	154	45
CONCENTRATE	2021	135	130	96.3%	10.8	123	24	14.0	10	71.4%	10.4	104	25	133	116	87.2%	13.9	141	32
	2020	124	120	96.8%	10.1	128	23	12.0	8	66.7%	10.2	116	25	123	103	83.7%	12.7	148	33
GRANDI NON CONCENTRATE	2021	26	26	100.0%	15.9	197	55	3.0	3	100.0%	9.0	110	21	25	23	92.0%	23.9	166	72
	2020	32	31	96.9%	14.4	204	56	5.0	5	100.0%	10.0	100	19	29	24	82.8%	22.4	162	67
GRANDI CONCENTRATE	2021	29	29	100.0%	12.7	158	37	4.0	4	100.0%	14.0	120	35	29	25	86.2%	17.3	156	46
	2020	27	27	100.0%	11.0	167	33	4.0	4	100.0%	9.5	165	27	27	25	92.6%	17.5	168	49
PICCOLE NON CONCENTRATE	2021	57	55	96.5%	12.1	131	30	2.0	1	50.0%	22.5	90	63	56	48	85.7%	14.5	126	30
	2020	64	63	98.4%	11.1	135	26	3.0	1	33.3%	17.0	90	62	64	53	82.8%	13.5	151	36
PICCOLE CONCENTRATE	2021	106	101	95.3%	10.3	113	20	10.0	6	60.0%	8.9	91	18	104	91	87.5%	12.9	137	28
	2020	97	93	95.9%	9.9	117	20	8.0	4	50.0%	10.5	68	24	96	78	81.3%	11.3	142	27
FAMILY	2021	126	121	96.0%	10.4	119	22	12.0	8	66.7%	10.0	109	27	124	106	85.5%	13.0	139	28
	2020	26	25	96.2%	14.4	165	43	2.0	2	100.0%	8.5	60	9	26	24	92.3%	17.8	173	54
ALTRI ASSETTI	2021	43	42	97.7%	12.2	130	29	2.0	1	50.0%	9.0	86	22	42	38	90.5%	14.0	120	28
WIDELY HELD	2021	23	23	100.0%	15.3	188	53	3.0	3	100.0%	20.7	130	40	22	19	86.4%	27.0	148	76
TOTALE	2021	218	211	96.8%	11.7	134	30	19.0	14	73.7%	11.4	104	27	214	187	87.4%	15.2	140	36
	2020	220	214	97.3%	11.0	141	29	20.0	14	70.0%	11.2	109	26	216	180	83.3%	14.2	151	38

TAB.5CG: IMPEGNO PER PARTECIPAZIONE Ai COMITATI "DA CODICE"		Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al CN			Numero Riunioni CN	Durata Riunioni CN (minuti)	Impegno annuo CN (ore)	Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al CR			Numero Riunioni CR	Durata Riunioni CR (minuti)	Impegno annuo CR (ore)	Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al CCR			Numero Riunioni CCR	Durata Riunioni CCR (minuti)	Impegno annuo CCR (ore)
		#	N°	%				#	N°	%				#	N°	%			
LISTINO	Anno	#	N°	%	μ	μ	μ	#	N°	%	μ	μ	μ	#	N°	%	μ	μ	μ
FTSE MIB	2021	30	18	60.0%	8.3	74	10	32	29	90.6%	10.3	93	17	33	32	97.0%	13.9	175	47
	2020	30	15	50.0%	9.5	71	13	33	30	90.9%	8.9	85	14	34	33	97.1%	12.8	170	41
FTSE MID CAP	2021	43	15	34.9%	5.9	68	7	57	48	84.2%	6.3	76	9	57	54	94.7%	10.2	125	25
	2020	41	14	34.1%	5.4	62	6	56	50	89.3%	6.4	72	8	55	51	92.7%	10.1	127	23
ALTRE	2021	78	7	9.0%	4.9	56	5	115	87	75.7%	4.0	65	5	115	97	84.3%	6.9	93	12
	2020	75	7	9.3%	4.0	65	6	117	83	70.9%	3.6	58	4	119	98	82.4%	6.7	96	12
FINANZIARIE	2021	33	26	78.8%	8.5	71	10	40	33	82.5%	7.8	76	11	40	38	95.0%	14.5	157	46
	2020	32	25	78.1%	9.0	65	11	40	32	80.0%	7.7	69	10	40	36	90.0%	13.9	154	42
NON FINANZIARIE	2021	118	14	11.9%	3.7	65	5	164	131	79.9%	5.1	73	7	165	145	87.9%	7.6	107	15
	2020	114	11	9.6%	2.7	70	4	166	131	78.9%	4.6	67	7	168	146	86.9%	7.3	109	15
GRANDI	2021	49	22	44.9%	8.1	70	10	53	49	92.5%	8.8	88	14	55	53	96.4%	12.7	164	40
	2020	51	23	45.1%	8.5	67	11	58	53	91.4%	8.2	80	12	59	55	93.2%	12.1	157	36
PICCOLE	2021	102	18	17.6%	5.2	67	6	151	115	76.2%	4.5	67	6	150	130	86.7%	7.6	98	14
	2020	95	13	13.7%	4.1	66	6	148	110	74.3%	4.0	61	5	149	127	85.2%	7.2	101	14
NON CONCENTRATE	2021	63	26	41.3%	7.7	79	10	82	68	82.9%	6.8	75	11	80	71	88.8%	10.4	132	29
	2020	69	25	36.2%	7.5	75	11	94	75	79.8%	6.2	70	9	93	80	86.0%	9.8	130	25
CONCENTRATE	2021	88	14	15.9%	5.1	48	5	122	96	78.7%	4.8	72	7	125	112	89.6%	8.1	108	17
	2020	77	11	14.3%	4.6	47	5	112	88	78.6%	4.4	65	6	115	102	88.7%	7.6	109	16
GRANDI NON CONCENTRATE	2021	25	16	64.0%	8.6	79	11	26	24	92.3%	10.5	94	18	26	25	96.2%	14.8	187	53
	2020	30	17	56.7%	9.3	71	13	32	28	87.5%	9.6	82	15	32	28	87.5%	13.8	176	46
GRANDI CONCENTRATE	2021	24	6	25.0%	6.8	47	6	27	25	92.6%	7.3	83	11	29	28	96.6%	10.7	142	28
	2020	21	6	28.6%	6.0	55	6	26	25	96.2%	6.4	78	9	27	27	100.0%	10.1	138	24
PICCOLE NON CONCENTRATE	2021	38	10	26.3%	6.4	80	9	56	44	78.6%	5.1	65	7	54	46	85.2%	8.2	102	16
	2020	39	8	20.5%	4.5	83	6	62	47	75.8%	4.3	63	5	61	52	85.2%	7.6	105	14
PICCOLE CONCENTRATE	2021	64	8	12.5%	4.2	49	4	95	71	74.7%	4.1	68	5	96	84	87.5%	7.4	96	13
	2020	56	5	8.9%	3.7	38	5	86	63	73.3%	3.8	60	5	88	75	85.2%	6.9	99	13
FAMILY	2021	80	13	16.3%	4.1	54	4	114	84	73.7%	4.0	69	5	115	103	89.6%	7.1	106	14
	2020	21	7	33.3%	8.1	73	10	26	24	92.3%	9.6	89	15	26	24	92.3%	12.3	151	35
ALTRI ASSETTI	2021	31	7	22.6%	6.2	49	6	42	36	85.7%	5.4	61	6	42	36	85.7%	9.2	95	16
	2020	19	13	68.4%	8.7	93	12	22	20	90.9%	9.7	93	17	22	20	90.9%	14.5	174	55
TOTALE	2021	151	40	26.5%	6.6	69	8	204	164	80.4%	5.6	73	8	205	183	89.3%	9.0	117	22
	2020	146	36	24.7%	6.5	66	9	206	163	79.1%	5.2	67	7	208	182	87.5%	8.6	118	20

TAB.6CG: PRESENZE NEGLI ORGANI (DATI 2021 SU SINGOLI AMMINISTRATORIE SINDACI)	CdA			Com.Esecutivo			Collegio sindacale			Com. Nomine			Com Remunerazioni			Com. Controllo e Rischi			Com. Sostenibilità			Com. OPC		
	Media	95.2%		Media	97.6%		Media	98.0%		Media	94.9%		Media	97.0%		Media	97.0%		Media	97.3%		Media	96.4%	
Distribuzione per presenze	N	%	% cumulata	N	%	% cumulata	N	%	% cumulata	N	%	% cumulata	N	%	% cumulata	N	%	% cumulata	N	%	% cumulata	N	%	% cumulata
100	1532	75%	75%	62	91%	91%	556	86%	86%	116	85%	85%	515	91%	91%	539	85%	85%	99	89%	89%	192	88%	88%
90<x<100	219	11%	85%	1	1%	93%	50	8%	94%	2	1%	87%	7	1%	92%	36	6%	91%	1	1%	90%	6	3%	91%
75<x<90	205	10%	95%	4	6%	99%	24	4%	98%	7	5%	92%	21	4%	95%	37	6%	96%	8	7%	97%	7	3%	94%
50<x<75	66	3%	99%	0	0%	99%	7	1%	99%	8	6%	98%	20	4%	99%	20	3%	100%	3	3%	100%	9	4%	98%
x<50	28	1%	100%	1	1%	100%	8	1%	100%	3	2%	100%	6	1%	100%	3	0%	100%	0	0%	100%	4	2%	100%
Totale dati disponibili	2050	96%		68	86%		645	97%		136	91%		569	93%		635	95%		111	90%		218	67%	
n.d.	86	4%		11	14%		17	3%		13	9%		45	7%		33	5%		12	10%		108	33%	
Totale generale	2136			79			662			149			614			668			123			326		

LISTINO	Anno	Il CdA ha espresso orientamento su N MAX incarichi in società quotate/di rilevanti dimensione compatibile con l'incarico di amministratore			Se esiste N MAX incarichi prefissato	La composizione del CdA (CdS se dualistica) rispetta le raccomandazioni del codice per specifico Basket			La società identifica il CEO tra gli amministratori esecutivi		Il Presidente è il CEO		Il presidente è l'azionista che controlla la società		La società è in una situazione in cui è raccomandata l'istituzione del LID			La società identifica un Lead Independent Director		La società identifica un LID (tra quelle per cui il LID è raccomandato)		Gli amministratori indipendenti si sono riuniti almeno una volta		
		#	N°	%		μ	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	% (su società con più di un indipendente)	N°	% (su società per cui è raccomandato ist. del LID)	#	N°
FTSE MIB	2021	33	25	75.8%	4.2	31	93.9%	33	100.0%	2	6.1%	1	3.0%	33	2	6.1%	11	33.3%	2	100.0%	33	32	97.0%	
	2020	34	24	70.6%		34	100.0%	30	88.2%	2	5.9%	2	5.9%	34	3	8.8%	9	26.5%	3	100.0%	34	31	91.2%	
FTSE MID CAP	2021	59	31	52.5%	6.2	55	93.2%	56	94.9%	17	28.8%	14	23.7%	56	22	39.3%	29	51.8%	19	86.4%	56	46	82.1%	
	2020	57	31	54.4%		54	94.7%	51	89.5%	15	26.3%	13	22.8%	54	20	37.0%	27	50.0%	18	90.0%	54	45	83.3%	
ALTRE	2021	126	43	34.1%	5.3	115	91.3%	120	95.2%	44	34.9%	29	23.0%	116	56	48.3%	58	50.0%	42	75.0%	116	70	60.3%	
	2020	129	45	34.9%		117	90.7%	112	86.8%	47	36.4%	32	24.8%	117	59	50.4%	63	53.8%	47	79.7%	117	79	67.5%	
FINANZIARIE	2021	40	27	67.5%	4.7	38	95.0%	37	92.5%	4	10.0%	2	5.0%	39	5	12.8%	8	20.5%	3	60.0%	39	29	74.4%	
	2020	40	25	62.5%		37	92.5%	32	80.0%	4	10.0%	2	5.0%	37	5	13.5%	8	21.6%	3	60.0%	37	28	75.7%	
NON FINANZIARIE	2021	178	72	40.4%	5.4	163	91.6%	172	96.6%	59	33.1%	42	23.6%	166	75	45.2%	90	54.2%	60	80.0%	166	119	71.7%	
	2020	180	75	41.7%		168	93.3%	161	89.4%	60	33.3%	45	25.0%	168	77	45.8%	91	54.2%	65	84.4%	168	127	75.6%	
GRANDI	2021	55	38	69.1%	4.7	52	94.5%	53	96.4%	6	10.9%	5	9.1%	55	7	12.7%	21	38.2%	7	100.0%	55	51	92.7%	
	2020	59	42	71.2%		59	100.0%	52	88.1%	8	13.6%	8	13.6%	59	10	16.9%	22	37.3%	10	100.0%	59	49	83.1%	
PICCOLE	2021	163	61	37.4%	5.7	149	91.4%	156	95.7%	57	35.0%	39	23.9%	150	73	48.7%	77	51.3%	56	76.7%	150	97	64.7%	
	2020	161	58	36.0%		146	90.7%	141	87.6%	56	34.8%	39	24.2%	146	72	49.3%	77	52.7%	58	80.6%	146	106	72.6%	
NON CONCENTRATE	2021	83	44	53.0%	4.4	75	90.4%	81	97.6%	18	21.7%	8	9.6%	79	20	25.3%	26	32.9%	17	85.0%	79	58	73.4%	
	2020	96	54	56.3%		91	94.8%	83	86.5%	19	19.8%	13	13.5%	91	24	26.4%	35	38.5%	22	91.7%	91	70	76.9%	
CONCENTRATE	2021	135	55	40.7%	5.9	126	93.3%	128	94.8%	45	33.3%	36	26.7%	126	60	47.6%	72	57.1%	46	76.7%	126	90	71.4%	
	2020	124	46	37.1%		114	91.9%	110	88.7%	45	36.3%	34	27.4%	114	58	50.9%	64	56.1%	46	79.3%	114	85	74.6%	
GRANDI NON CONCENTRATE	2021	26	20	76.9%	4.0	23	88.5%	26	100.0%	2	7.7%	1	3.8%	26	2	7.7%	6	23.1%	2	100.0%	26	24	92.3%	
	2020	32	24	75.0%		32	100.0%	29	90.6%	3	9.4%	3	9.4%	32	4	12.5%	9	28.1%	4	100.0%	32	27	84.4%	
GRANDI CONCENTRATE	2021	29	18	62.1%	5.4	29	100.0%	27	93.1%	4	13.8%	4	13.8%	29	5	17.2%	15	51.7%	5	100.0%	29	27	93.1%	
	2020	27	18	66.7%		27	100.0%	23	85.2%	5	18.5%	5	18.5%	27	6	22.2%	13	48.1%	6	100.0%	27	22	81.5%	
PICCOLE NON CONCENTRATE	2021	57	24	42.1%	4.8	52	91.2%	55	96.5%	16	28.1%	7	12.3%	53	18	34.0%	20	37.7%	15	83.3%	53	34	64.2%	
	2020	64	30	46.9%		59	92.2%	54	84.4%	16	25.0%	10	15.6%	59	20	33.9%	26	44.1%	18	90.0%	59	43	72.9%	
PICCOLE CONCENTRATE	2021	106	37	34.9%	6.3	97	91.5%	101	95.3%	41	38.7%	32	30.2%	97	55	56.7%	57	58.8%	41	74.5%	97	63	64.9%	
	2020	97	28	28.9%		87	89.7%	87	89.7%	40	41.2%	29	29.9%	87	52	59.8%	51	58.6%	40	76.9%	87	63	72.4%	
FAMILY STATE	2021	126	45	35.7%	6.1	117	92.9%	121	96.0%	49	38.9%	40	31.7%	118	65	55.1%	76	64.4%	53	81.5%	118	80	67.8%	
	2021	26	21	80.8%	4.7	25	96.2%	26	100.0%	2	7.7%	0	0.0%	25	2	8.0%	7	28.0%	2	100.0%	25	20	80.0%	
ALTRI ASSETTI WIDELY HELD	2021	43	19	44.2%	4.4	40	93.0%	39	90.7%	9	20.9%	2	4.7%	41	10	24.4%	12	29.3%	6	60.0%	41	29	70.7%	
	2021	23	14	60.9%	4.4	19	82.6%	23	100.0%	3	13.0%	2	8.7%	21	3	14.3%	3	14.3%	2	66.7%	21	19	90.5%	
TOTALE	2021	218	99	45.4%	5.3	201	92.2%	209	95.9%	63	28.9%	44	20.2%	205	80	39.0%	98	47.8%	63	78.8%	205	148	72.2%	
	2020	220	100	45.5%		205	93.2%	193	87.7%	64	29.1%	47	21.4%	205	82	40.0%	99	48.3%	68	82.9%	205	155	75.6%	

TAB. 8CG: VALUTAZIONE DELL'INDIPENDENZA DEGLI AMMINISTRATORI		Il CdA ha definito ex ante parametri espliciti per valutare "significatività" relazioni ai fini dell'indipendenza			Il CdA ha definito parametri "significatività" remunerazioni aggiuntive ai fini dell'indipendenza		E' fornita una descrizione dei parametri			Valutazione indipendenza consiglieri positiva, su base individuale, nonostante una (o più) delle situazioni ex raccomandazione 7	
LISTINO	Anno	#	N°	%	N°	%	#	N°	%	N°	%
FTSE MIB	2021	33	16	48.5%	11	33.3%	11	9	81.8%	3	9.1%
	2020	34	10	29.4%							
FTSE MID CAP	2021	59	18	30.5%	17	28.8%	17	17	100.0%	12	20.3%
	2020	57	5	8.8%							
ALTRE	2021	126	13	10.3%	11	8.7%	11	9	81.8%	12	9.5%
	2020	129	4	3.1%							
FINANZIARIE	2021	40	15	37.5%	10	25.0%	10	10	100.0%	4	10.0%
	2020	40	11	27.5%							
NON FINANZIARIE	2021	178	32	18.0%	29	16.3%	29	25	86.2%	23	12.9%
	2020	180	8	4.4%							
GRANDI	2021	55	23	41.8%	18	32.7%	18	16	88.9%	7	12.7%
	2020	59	13	22.0%							
PICCOLE	2021	163	24	14.7%	21	12.9%	21	19	90.5%	20	12.3%
	2020	161	6	3.7%							
NON CONCENTRATE	2021	83	22	26.5%	15	18.1%	15	14	93.3%	11	13.3%
	2020	96	14	14.6%							
CONCENTRATE	2021	135	25	18.5%	24	17.8%	24	21	87.5%	16	11.9%
	2020	124	5	4.0%							
GRANDI NON CONCENTRATE	2021	26	13	50.0%	9	34.6%	9	8	88.9%	2	7.7%
	2020	32	10	31.3%							
GRANDI CONCENTRATE	2021	29	10	34.5%	9	31.0%	9	8	88.9%	5	17.2%
	2020	27	3	11.1%							
PICCOLE NON CONCENTRATE	2021	57	9	15.8%	6	10.5%	6	6	100.0%	9	15.8%
	2020	64	4	6.3%							
PICCOLE CONCENTRATE	2021	106	15	14.2%	15	14.2%	15	13	86.7%	11	10.4%
	2020	97	2	2.1%							
FAMILY STATE	2021	126	19	15.1%	18	14.3%	18	18	100.0%	16	12.7%
	2021	26	11	42.3%	8	30.8%	8	5	62.5%	3	11.5%
ALTRI ASSETTI	2021	43	9	20.9%	10	23.3%	10	9	90.0%	5	11.6%
	2021	23	8	34.8%	3	13.0%	3	3	100.0%	3	13.0%
TOTALE	2021	218	47	21.6%	39	17.9%	39	35	89.7%	27	12.4%
	2020	220	19	8.6%							

TAB. 9CG: BOARD EVALUATION		Il CdA comunica di avere effettuato la board evaluation			Board evaluation ha incluso "peer review"		Istruttoria svolta con supporto CN		Nell'ultima autovalutazione si è fatto ricorso a un consulente esterno?		Viene indicata la cadenza (in anni) della board evaluation		Cadenza media (in anni) della board evaluation
LISTINO	Anno	#	N°	%	N°	%	N°	%	N°	%	N°	%	μ
FTSE MIB	2021	33	31	93.9%	4	12.9%	23	74.2%	26	83.9%	18	58.1%	1.0
	2020	34	32	94.1%	5	15.6%		0.0%	25	78.1%		0.0%	
FTSE MID CAP	2021	59	54	91.5%	0	0.0%	25	46.3%	20	37.0%	29	53.7%	1.2
	2020	57	54	94.7%	2	3.7%		0.0%	19	35.2%		0.0%	
ALTRE	2021	126	86	68.3%	0	0.0%	33	38.4%	13	15.1%	42	48.8%	1.3
	2020	129	97	75.2%		0.0%		0.0%	12	12.4%		0.0%	
FINANZIARIE	2021	40	36	90.0%	1	2.8%	24	66.7%	23	63.9%	20	55.6%	1.2
	2020	40	36	90.0%	2	5.6%		0.0%	20	55.6%		0.0%	
NON FINANZIARIE	2021	178	135	75.8%	3	2.2%	57	42.2%	36	26.7%	69	51.1%	1.2
	2020	180	147	81.7%	5	3.4%		0.0%	36	24.5%		0.0%	
GRANDI	2021	55	51	92.7%	4	7.8%	35	68.6%	37	72.5%	30	58.8%	1.1
	2020	59	57	96.6%	6	10.5%		0.0%	39	68.4%		0.0%	
PICCOLE	2021	163	120	73.6%	0	0.0%	46	38.3%	22	18.3%	59	49.2%	1.3
	2020	161	126	78.3%	1	0.8%		0.0%	17	13.5%		0.0%	
NON CONCENTRATE	2021	83	67	80.7%	4	6.0%	35	52.2%	32	47.8%	39	58.2%	1.1
	2020	96	80	83.3%	5	6.3%		0.0%	38	47.5%		0.0%	
CONCENTRATE	2021	135	104	77.0%	0	0.0%	46	44.2%	27	26.0%	50	48.1%	1.3
	2020	124	103	83.1%	2	1.9%		0.0%	18	17.5%		0.0%	
GRANDI NON CONCENTRATE	2021	26	24	92.3%	4	16.7%	21	87.5%	22	91.7%	17	70.8%	1.0
	2020	32	31	96.9%	5	16.1%		0.0%	27	87.1%		0.0%	
GRANDI CONCENTRATE	2021	29	27	93.1%	0	0.0%	14	51.9%	15	55.6%	13	48.1%	1.2
	2020	27	26	96.3%	1	3.8%		0.0%	12	46.2%		0.0%	
PICCOLE NON CONCENTRATE	2021	57	43	75.4%	0	0.0%	14	32.6%	10	23.3%	22	51.2%	1.2
	2020	64	49	76.6%		0.0%		0.0%	11	22.4%		0.0%	
PICCOLE CONCENTRATE	2021	106	77	72.6%	0	0.0%	32	41.6%	12	15.6%	37	48.1%	1.3
	2020	97	77	79.4%	1	1.3%		0.0%	6	7.8%		0.0%	
FAMILY	2021	126	94	74.6%	0	0.0%	38	40.4%	17	18.1%	47	50.0%	1.3
	2020	26	24	92.3%	2	8.3%	12	50.0%	15	62.5%	12	50.0%	1.2
STATE	2021	43	34	79.1%	1	2.9%	17	50.0%	13	38.2%	19	55.9%	1.2
	2020	23	19	82.6%	1	5.3%	14	73.7%	14	73.7%	11	57.9%	1.0
ALTRI ASSETTI	2021	43	34	79.1%	1	2.9%	17	50.0%	13	38.2%	19	55.9%	1.2
	2020	23	19	82.6%	1	5.3%	14	73.7%	14	73.7%	11	57.9%	1.0
TOTALE	2021	218	171	78.4%	4	2.3%	81	47.4%	59	34.5%	89	52.0%	1.2
	2020	220	183	83.2%	7	3.8%		0.0%	56	30.6%		0.0%	

TAB.10CG: COMPOSIZIONE DEL CE		N. totale in CE	Amm.ri ESECUTIVI (% rispetto a totale CE)		Amm.ri NON ESECUTIVI (% rispetto a totale CE)		Amm.ri INDIPENDENTI (% rispetto a totale CE)		Società che hanno amministratori "di minoranza" in CE		
LISTINO	Anno		μ	μ	$\mu\%$	μ	$\mu\%$	μ	$\mu\%$	#	N°
FTSE MIB	2021	4.3	3.7	83.3%	0.7	16.7%	0.7	16.7%	33		0.0%
	2020								34		0.0%
FTSE MID CAP	2021	4.6	3.4	75.0%	1.1	25.0%	0.3	6.0%	59	1	1.7%
	2020								57		0.0%
ALTRE	2021	3.9	2.7	76.4%	1.2	23.6%	0.2	3.2%	126	2	1.6%
	2020								129		0.0%
FINANZIARIE	2021	4.3	4.3	100.0%	0.0	0.0%	0.0	0.0%	40		0.0%
	2020								40		0.0%
NON FINANZIARIE	2021	4.2	2.5	66.4%	1.6	33.6%	0.5	9.2%	178	3	1.7%
	2020								180		0.0%
GRANDI	2021	4.7	3.4	72.6%	1.3	27.4%	0.6	13.1%	55	1	1.8%
	2020								59		0.0%
PICCOLE	2021	3.9	2.9	79.5%	1.0	20.5%	0.2	2.4%	163	2	1.2%
	2020								161		0.0%
NON CONCENTRATE	2021	5.0	4.2	84.0%	0.8	16.0%	0.0	0.0%	83		0.0%
	2020								96		0.0%
CONCENTRATE	2021	3.9	2.7	74.5%	1.2	25.5%	0.4	8.6%	135	3	2.2%
	2020								124		0.0%
GRANDI NON CONCENTRATE	2021	5.0	5.0	100.0%	0.0	0.0%	0.0	0.0%	26		0.0%
	2020								32		0.0%
GRANDI CONCENTRATE	2021	4.5	2.3	52.1%	2.3	47.9%	1.0	22.9%	29	1	3.4%
	2020								27		0.0%
PICCOLE NON CONCENTRATE	2021	5.0	3.0	60.0%	2.0	40.0%	0.0	0.0%	57		0.0%
	2020								64		0.0%
PICCOLE CONCENTRATE	2021	3.7	2.9	83.5%	0.8	16.5%	0.2	2.9%	106	2	1.9%
	2020								97		0.0%
FAMILY STATE	2021	4.2	3.2	80.7%	1.0	19.3%	0.3	3.8%	126	2	1.6%
	2021								4.0	1.5	37.5%
ALTRI ASSETTI	2021	4.0	2.0	60.0%	2.0	40.0%	0.0	0.0%	43		0.0%
	2021								4.7	4.7	100.0%
WIDELY HELD	2021	4.7	4.7	100.0%	0.0	0.0%	0.0	0.0%	23		0.0%
	2020										
TOTALE	2021	4.2	3.1	77.0%	1.1	23.0%	0.3	6.3%	218	3	1.4%
	2020								220		0.0%

TAB.11CG: PRESENZA E COMPOSIZIONE DEL COMITATO CONTROLLO E RISCHI		La società ha istituito un Comitato Controllo e Rischi			N. totale in CCR	Amm.ri ESECUTIVI (% rispetto a totale CCR)		Amm.ri NON ESECUTIVI (% rispetto a totale CCR)		Amm.ri INDIPENDENTI (% rispetto a totale CCR)		Società che hanno amministratori "di minoranza" in CCR		
LISTINO	Anno	#	N°	%	μ	μ	$\mu\%$	μ	$\mu\%$	μ	$\mu\%$	#	N°	%
FTSE MIB	2021	33	33	100.0%	3.9	0.0	0.0%	3.9	100.0%	3.5	89.1%	33	27	81.8%
	2020	34	34	100.0%	3.8	0.0	0.0%	3.8	100.0%	3.6	93.0%	34	23	67.6%
FTSE MID CAP	2021	59	57	96.6%	3.4	0.0	0.0%	3.4	100.0%	2.8	82.5%	59	23	39.0%
	2020	57	55	96.5%	3.4	0.0	0.0%	3.4	100.0%	2.8	83.9%	57	29	50.9%
ALTRE	2021	126	115	91.3%	3.0	0.0	0.6%	2.9	99.4%	2.6	87.7%	126	26	20.6%
	2020	129	119	92.2%	3.0	0.0	0.3%	2.9	99.7%	2.5	86.8%	129	16	12.4%
FINANZIARIE	2021	40	40	100.0%	3.6	0.0	0.0%	3.6	100.0%	3.1	85.6%	40	20	50.0%
	2020	40	40	100.0%	3.6	0.0	0.0%	3.6	100.0%	3.1	85.5%	40	16	40.0%
NON FINANZIARIE	2021	178	165	92.7%	3.2	0.0	0.4%	3.1	99.6%	2.7	86.7%	178	56	37.3%
	2020	180	168	93.3%	3.1	0.0	0.2%	3.1	99.8%	2.7	87.4%	180	52	28.9%
GRANDI	2021	55	55	100.0%	3.7	0.0	0.0%	3.7	100.0%	3.2	88.7%	55	38	50.0%
	2020	59	59	100.0%	3.6	0.0	0.0%	3.6	100.0%	3.3	90.6%	59	39	66.1%
PICCOLE	2021	163	150	92.0%	3.1	0.0	0.5%	3.1	99.5%	2.6	85.7%	163	38	31.0%
	2020	161	149	92.5%	3.0	0.0	0.3%	3.0	99.7%	2.6	85.7%	161	29	18.0%
NON CONCENTRATE	2021	83	80	96.4%	3.5	0.0	0.0%	3.5	100.0%	3.0	85.5%	83	36	43.4%
	2020	96	93	96.9%	3.4	0.0	0.0%	3.4	100.0%	3.0	86.5%	96	34	35.4%
CONCENTRATE	2021	135	125	92.6%	3.1	0.0	0.6%	3.1	99.4%	2.7	87.1%	135	40	37.3%
	2020	124	115	92.7%	3.1	0.0	0.3%	3.0	99.7%	2.7	87.5%	124	34	27.4%
GRANDI NON CONCENTRATE	2021	26	26	100.0%	3.8	0.0	0.0%	3.8	100.0%	3.7	94.8%	26	22	84.6%
	2020	32	32	100.0%	3.8	0.0	0.0%	3.8	100.0%	3.7	96.5%	32	24	75.0%
GRANDI CONCENTRATE	2021	29	29	100.0%	3.5	0.0	0.0%	3.5	100.0%	2.9	83.2%	29	16	50.0%
	2020	27	27	100.0%	3.4	0.0	0.0%	3.4	100.0%	2.9	83.5%	27	15	55.6%
PICCOLE NON CONCENTRATE	2021	57	54	94.7%	3.3	0.0	0.0%	3.3	100.0%	2.6	81.0%	57	14	24.6%
	2020	64	61	95.3%	3.2	0.0	0.0%	3.2	100.0%	2.6	81.2%	64	10	15.6%
PICCOLE CONCENTRATE	2021	106	96	90.6%	3.0	0.0	0.8%	3.0	99.2%	2.6	88.3%	106	24	31.0%
	2020	97	88	90.7%	3.0	0.0	0.5%	2.9	99.5%	2.6	88.8%	97	19	19.6%
FAMILY STATE	2021	126	115	91.3%	3.1	0.0	0.6%	3.1	99.4%	2.7	88.4%	126	30	31.0%
	2021	26	26	100.0%	3.6	0.0	0.0%	3.6	100.0%	2.9	80.4%	26	21	50.0%
ALTRI ASSETTI	2021	43	42	97.7%	3.2	0.0	0.0%	3.2	100.0%	2.7	84.9%	43	14	32.6%
	2021	23	22	95.7%	3.8	0.0	0.0%	3.8	100.0%	3.3	86.7%	23	11	47.8%
TOTALE	2021	218	205	94.0%	3.3	0.0	0.4%	3.2	99.6%	2.8	86.5%	218	76	37.3%
	2020	220	208	94.5%	3.2	0.0	0.2%	3.2	99.8%	2.8	87.1%	220	68	30.9%

TAB. 12CG: FUNZIONI ESERCITATE DAL COMITATO NOMINE	Anno	La società ha istituito un Comitato per le nomine			Funzioni: Istruttoria autovalutazione?		Funzioni: Definizione composizione ottimale CdA?		Funzioni: Individuazione candidati a cooptazione?		Funzioni: Individuazione candidati amministratori in società controllate?		Funzioni: Individuazione candidati sindaci in società controllate?		Funzioni: Supporto a formazione "lista del CdA" uscente?		Funzioni: Predisposizione e aggiornamento Succession Plan CEO ed esecutivi?	
		#	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%
LISTINO	2021	33	30	90.9%	26	86.7%	27	90.0%	9	30.0%	10	33.3%	9	30.0%	10	33.3%	26	86.7%
FTSE MIB	2020	34	30	88.2%														
FTSE MID CAP	2021	59	43	72.9%	32	74.4%	39	90.7%	13	30.2%	16	37.2%	14	32.6%	11	25.6%	31	72.1%
	2020	57	41	71.9%														
ALTRE	2021	126	78	61.9%	41	52.6%	64	82.1%	14	17.9%	14	17.9%	14	17.9%	14	17.9%	47	60.3%
	2020	129	75	58.1%														
FINANZIARIE	2021	40	33	82.5%	29	87.9%	31	93.9%	15	45.5%	14	42.4%	11	33.3%	9	27.3%	26	78.8%
	2020	40	32	80.0%														
NON FINANZIARIE	2021	178	118	66.3%	70	59.3%	99	83.9%	21	17.8%	26	22.0%	26	22.0%	26	22.0%	78	66.1%
	2020	180	114	63.3%														
GRANDI	2021	55	49	89.1%	40	81.6%	44	89.8%	16	32.7%	14	28.6%	13	26.5%	15	30.6%	38	77.6%
	2020	59	51	86.4%														
PICCOLE	2021	163	102	62.6%	59	57.8%	86	84.3%	20	19.6%	26	25.5%	24	23.5%	20	19.6%	66	64.7%
	2020	161	95	59.0%														
NON CONCENTRATE	2021	83	63	75.9%	45	71.4%	56	88.9%	17	27.0%	21	33.3%	18	28.6%	21	33.3%	43	68.3%
	2020	96	69	71.9%														
CONCENTRATE	2021	135	88	65.2%	54	61.4%	74	84.1%	19	21.6%	19	21.6%	19	21.6%	14	15.9%	61	69.3%
	2020	124	77	62.1%														
GRANDI NON CONCENTRATE	2021	26	25	96.2%	22	88.0%	23	92.0%	10	40.0%	9	36.0%	8	32.0%	10	40.0%	19	76.0%
	2020	32	30	93.8%														
GRANDI CONCENTRATE	2021	29	24	82.8%	18	75.0%	21	87.5%	6	25.0%	5	20.8%	5	20.8%	5	20.8%	19	79.2%
	2020	27	21	77.8%														
PICCOLE NON CONCENTRATE	2021	57	38	66.7%	23	60.5%	33	86.8%	7	18.4%	12	31.6%	10	26.3%	11	28.9%	24	63.2%
	2020	64	39	60.9%														
PICCOLE CONCENTRATE	2021	106	64	60.4%	36	56.3%	53	82.8%	13	20.3%	14	21.9%	14	21.9%	9	14.1%	42	65.6%
	2020	97	56	57.7%														
FAMILY	2021	126	80	63.5%	47	58.8%	70	87.5%	13	16.3%	16	20.0%	16	20.0%	11	13.8%	52	65.0%
STATE	2021	26	21	80.8%	16	76.2%	16	76.2%	7	33.3%	7	33.3%	7	33.3%	6	28.6%	16	76.2%
ALTRI ASSETTI	2021	43	31	72.1%	20	64.5%	25	80.6%	8	25.8%	7	22.6%	6	19.4%	9	29.0%	18	58.1%
WIDELY HELD	2021	23	19	82.6%	16	84.2%	19	100.0%	8	42.1%	10	52.6%	8	42.1%	9	47.4%	18	94.7%
TOTALE	2021	218	151	69.3%	99	65.6%	130	86.1%	36	23.8%	40	26.5%	37	24.5%	35	23.2%	104	68.9%
	2020	220	146	66.4%														

TAB. 13CG: PRESENZA E FUNZIONI ESERCITATE DAL COMITATO REMUNERAZIONI		La società ha istituito un Comitato per le remunerazioni			CR "presenta proposte" su remunerazione CEO		CR "esprime pareri" su remunerazione CEO	
LISTINO	Anno	#	N°	%	N°	%	N°	%
FTSE MIB	2021	33	32	97.0%	31	96.9%	27	84.4%
	2020	34	33	97.1%				
FTSE MID CAP	2021	59	57	96.6%	56	98.2%	37	64.9%
	2020	57	56	98.2%				
ALTRE	2021	126	115	91.3%	110	95.7%	80	69.6%
	2020	129	117	90.7%				
FINANZIARIE	2021	40	40	100.0%	38	95.0%	27	67.5%
	2020	40	40	100.0%				
NON FINANZIARIE	2021	178	164	92.1%	159	97.0%	117	71.3%
	2020	180	166	92.2%				
GRANDI	2021	55	53	96.4%	51	96.2%	42	79.2%
	2020	59	58	98.3%				
PICCOLE	2021	163	151	92.6%	146	96.7%	102	67.5%
	2020	161	148	91.9%				
NON CONCENTRATE	2021	83	82	98.8%	79	96.3%	59	72.0%
	2020	96	94	97.9%				
CONCENTRATE	2021	135	122	90.4%	118	96.7%	85	69.7%
	2020	124	112	90.3%				
GRANDI NON CONCENTRATE	2021	26	26	100.0%	25	96.2%	22	84.6%
	2020	32	32	100.0%				
GRANDI CONCENTRATE	2021	29	27	93.1%	26	96.3%	20	74.1%
	2020	27	26	96.3%				
PICCOLE NON CONCENTRATE	2021	57	56	98.2%	54	96.4%	37	66.1%
	2020	64	62	96.9%				
PICCOLE CONCENTRATE	2021	106	95	89.6%	92	96.8%	65	68.4%
	2020	97	86	88.7%				
FAMILY STATE	2021	126	114	90.5%	110	96.5%	80	70.2%
	2020	26	26	100.0%	26	100.0%	20	76.9%
ALTRI ASSETTI	2021	43	42	97.7%	41	97.6%	28	66.7%
	2020	23	22	95.7%	20	90.9%	16	72.7%
TOTALE	2021	218	204	93.6%	197	96.6%	144	70.6%
	2020	220	206	93.6%				

TAB.14CG: PRESENZA E FUNZIONAMENTO DEL COMITATO SOSTENIBILITA'	Anno	#	La società ha istituito un Comitato con funzioni in ambito Sostenibilità? (Racc.1 lett.a)		Il Comitato Sost è accorpato con altri		Sono fornite informazioni circa il numero di riunioni del Comitato Sost (accorpato)		Sono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al Comitato Sost (accorpato)		Numero Riunioni Comitato Sost (accorpato)			Durata Riunioni Comitato Sost (accorpato) (minuti)		Impegno annuo Comitato Sost (accorpato) (ore)		Il Comitato Sost NON è accorpato con altri		Sono fornite informazioni circa il numero di riunioni del Comitato Sost (autonomo)			Sono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al Comitato Sost (autonomo)		Numero Riunioni Comitato Sost (autonomo)			Durata Riunioni Comitato Sost (autonomo) (minuti)		Impegno annuo Comitato Sost (autonomo) (ore)	
			N°	%	N°	%	N°	%	N°	%	μ	μ	μ	N°	%	N°	%	N°	%	μ	μ	μ	N°	%	N°	%	μ	μ	μ		
LISTINO	2021	33	29	87.9%	12	41.4%		0.0%		0.0%				17	58.6%	16	94.1%	16	94.1%	7.4	109.9	14.4									
FTSE MIB	2021	33	29	87.9%	12	41.4%		0.0%		0.0%				17	58.6%	16	94.1%	16	94.1%	7.4	109.9	14.4									
FTSE MID CAP	2021	59	38	64.4%	24	63.2%	1	4.2%		0.0%	10.0			14	36.8%	9	64.3%	8	57.1%	7.2	97.8	11.4									
ALTRE	2021	126	36	28.6%	30	83.3%	2	6.7%		0.0%	1.0			6	16.7%	6	100.0%	5	83.3%	2.3	65.0	2.5									
FINANZIARIE	2021	40	23	57.5%	14	60.9%		0.0%		0.0%				9	39.1%	8	88.9%	8	88.9%	6.4	81.8	8.1									
NON FINANZIARIE	2021	178	80	44.9%	52	65.0%	1	1.9%		0.0%	10.0			28	35.0%	23	82.1%	21	75.0%	6.4	105.3	12.8									
GRANDI	2021	55	46	83.6%	23	50.0%		0.0%		0.0%				23	50.0%	20	87.0%	19	82.6%	7.5	108.1	14.4									
PICCOLE	2021	163	57	35.0%	43	75.4%	1	2.3%		0.0%	10.0			14	24.6%	11	78.6%	10	71.4%	4.5	81.3	6.0									
NON CONCENTRATE	2021	83	43	51.8%	23	53.5%	1	4.3%		0.0%	1.0			20	46.5%	18	90.0%	18	90.0%	6.8	101.9	12.3									
CONCENTRATE	2021	135	60	44.4%	43	71.7%	1	2.3%		0.0%	10.0			17	28.3%	13	76.5%	11	64.7%	5.8	93.8	10.2									
GRANDI NON CONCENTRATE	2021	26	23	88.5%	10	43.5%		0.0%		0.0%				13	56.5%	12	92.3%	12	92.3%	7.7	114.9	15.5									
GRANDI CONCENTRATE	2021	29	23	79.3%	13	56.5%		0.0%		0.0%				10	43.5%	8	80.0%	7	70.0%	7.1	96.3	12.6									
PICCOLE NON CONCENTRATE	2021	57	20	35.1%	13	65.0%	1	7.7%		0.0%	1.0			7	35.0%	6	85.7%	6	85.7%	5.2	75.8	6.0									
PICCOLE CONCENTRATE	2021	106	37	34.9%	30	81.1%	1	3.3%		0.0%	10.0			7	18.9%	5	71.4%	4	57.1%	3.6	89.5	6.2									
FAMILY	2021	126	47	37.3%	37	78.7%	1	2.7%		0.0%	10.0			10	21.3%	6	60.0%	5	50.0%	3.7	97.2	6.7									
STATE	2021	26	22	84.6%	8	36.4%		0.0%		0.0%				14	63.6%	14	100.0%	13	92.9%	8.1	102.8	15.9									
ALTRI ASSETTI	2021	43	17	39.5%	11	64.7%	1	9.1%		0.0%	1.0			6	35.3%	5	83.3%	5	83.3%	6.6	105.0	9.8									
WIDELY HELD	2021	23	17	73.9%	10	58.8%		0.0%		0.0%				7	41.2%	6	85.7%	6	85.7%	4.8	86.5	7.6									
TOTALE	2021	218	103	47.2%	66	64.1%	1	1.5%		0.0%	10.0			37	35.9%	31	83.8%	29	78.4%	6.4	98.8	11.5									

TAB.15CG: PRESENZA E FUNZIONAMENTO DEL COMITATO OPC	Anno	#	La società ha istituito un Comitato con funzioni in ambito OPC?		Il Comitato OPC è accorpato con altri		Sono fornite informazioni circa il numero di riunioni del Comitato OPC (accorpato)		Sono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al Comitato OPC (accorpato)		Numero Riunioni Comitato OPC (accorpato)			Durata Riunioni Comitato OPC (accorpato) (minuti)		Impegno annuo Comitato OPC (accorpato) (ore)		Il Comitato OPC NON è accorpato con altri		Sono fornite informazioni circa il numero di riunioni del Comitato OPC (autonomo)		Sono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al Comitato OPC (autonomo)		Numero Riunioni Comitato OPC (autonomo)			Durata Riunioni Comitato OPC (autonomo) (minuti)		Impegno annuo Comitato OPC (autonomo) (ore)	
			N°	%	N°	%	N°	%	N°	%	μ	μ	μ	N°	%	N°	%	N°	%	μ	μ	μ	N°	%	N°	%	μ	μ	μ	
LISTINO	2021	33	33	100.0%	12	36.4%	4	33.3%	1	8.3%	8.3	20.0	3.3	21	63.6%	20	95.2%	14	66.7%	7.0	67.4	8.5								
FTSE MIB	2021	33	33	100.0%	12	36.4%	4	33.3%	1	8.3%	8.3	20.0	3.3	21	63.6%	20	95.2%	14	66.7%	7.0	67.4	8.5								
FTSE MID CAP	2021	59	58	98.3%	29	50.0%	2	6.9%	5	17.2%	1.0	102.0	14.9	29	50.0%	24	82.8%	15	51.7%	6.1	60.1	8.7								
ALTRE	2021	126	119	94.4%	63	52.9%	4	6.3%	1	1.6%	5.0	60.0	4.0	56	47.1%	35	62.5%	13	23.2%	4.0	45.5	3.4								
FINANZIARIE	2021	40	40	100.0%	15	37.5%	1	6.7%	1	6.7%	10.0	20.0	3.3	25	62.5%	22	88.0%	14	56.0%	8.0	62.3	10.9								
NON FINANZIARIE	2021	178	170	95.5%	89	52.4%	9	10.1%	1	1.1%	5.0	60.0	4.0	81	47.6%	57	70.4%	28	34.6%	4.4	55.9	5.1								
GRANDI	2021	55	55	100.0%	23	41.8%	5	21.7%	1	4.3%	6.8	20.0	3.3	32	58.2%	29	90.6%	20	62.5%	6.9	66.2	8.6								
PICCOLE	2021	163	155	95.1%	81	52.3%	5	6.2%	1	1.2%	4.2	60.0	4.0	74	47.7%	50	67.6%	22	29.7%	4.5	50.5	5.5								
NON CONCENTRATE	2021	83	78	94.0%	33	42.3%	4	12.1%	1	3.0%	6.0	20.0	3.3	45	57.7%	41	91.1%	24	53.3%	5.2	59.4	6.3								
CONCENTRATE	2021	135	132	97.8%	71	53.8%	6	8.5%	1	1.4%	5.2	60.0	4.0	61	46.2%	38	62.3%	18	29.5%	5.6	56.1	8.0								
GRANDI NON CONCENTRATE	2021	26	26	100.0%	8	30.8%	2	25.0%	1	12.5%	8.0	20.0	3.3	18	69.2%	18	100.0%	12	66.7%	6.6	71.8	8.0								
GRANDI CONCENTRATE	2021	29	29	100.0%	15	51.7%	3	20.0%	2	13.3%	6.0	150.0	23.5	14	48.3%	11	78.6%	8	57.1%	7.5	57.9	9.6								
PICCOLE NON CONCENTRATE	2021	57	52	91.2%	25	48.1%	2	8.0%	4	16.0%	4.0	52.5	4.4	27	51.9%	23	85.2%	12	44.4%	4.1	47.1	4.5								
PICCOLE CONCENTRATE	2021	106	103	97.2%	56	54.4%	3	5.4%	1	1.8%	4.3	60.0	4.0	47	45.6%	27	57.4%	10	21.3%	4.8	54.7	6.7								
FAMILY	2021	126	121	96.0%	63	52.1%	3	4.8%	12	19.0%	1.0	85.2	11.1	58	47.9%	36	62.1%	12	20.7%	4.4	50.8	5.7								
STATE	2021	26	26	100.0%	17	65.4%	4	23.5%	1	5.9%	6.3	60.0	4.0	9	34.6%	8	88.9%	7	77.8%	6.4	71.9	7.1								
ALTRI ASSETTI	2021	43	41	95.3%	17	41.5%	2	11.8%	1	5.9%	8.5	60.0	17.0	24	58.5%	20	83.3%	13	54.2%	5.0	50.1	5.1								
WIDELY HELD	2021	23	22	95.7%	7	31.8%	1	14.3%	1	14.3%	10.0	20.0	3.3	15	68.2%	15	100.0%	10	66.7%	7.8	67.2	11.1								
TOTALE	2021	218	210	96.3%	104	49.5%	10	9.6%	2	1.9%	5.5	40.0	3.7	106	50.5%	79	74.5%	42	39.6%	5.4	58.0	7.0								

TAB.16CG: COMPOSIZIONE DEL COMITATO SOSTENIBILITA' E DEL COMITATO OPC		N. membri C Sost (media)			Amm.ri Esecutivi in C Sost (media)			Amm.ri Non Esecutivi in C Sost (media)			Di cui indipendenti in C Sost (media)			Società che hanno amministratori "di minoranza" in C Sost			N. membri C OPC (media)			Amm.ri Esecutivi in C OPC (media)			Amm.ri Non Esecutivi in C OPC (media)			Di cui indipendenti in C OPC (media)			Società che hanno amministratori "di minoranza" in C OPC		
LISTINO	Anno	N°	N°	%	N°	%	N°	%	#	N°	%	N°	N°	%	N°	%	N°	%	N°	%	#	N°	%								
FTSE MIB	2021	3.8	0.1	2.2%	3.7	97.8%	2.8	76.5%	33	20	60.6%	3.6	0.0	0.0%	3.6	100.0%	3.4	95.8%	33	26	78.8%										
FTSE MID CAP	2021	3.7	0.1	2.9%	3.6	97.1%	3.1	85.2%	59	14	23.7%	3.3	0.0	0.0%	3.3	100.0%	3.0	91.1%	59	25	42.4%										
ALTRE	2021	3.0	0.2	6.9%	2.8	93.1%	2.4	79.2%	126	10	7.9%	3.0	0.0	0.3%	2.9	99.7%	2.6	89.6%	126	30	23.8%										
FINANZIARIE	2021	3.6	0.2	6.4%	3.4	93.6%	2.6	74.1%	40	9	22.5%	3.4	0.0	0.0%	3.4	100.0%	3.3	95.4%	40	20	50.0%										
NON FINANZIARIE	2021	3.4	0.1	3.6%	3.3	96.4%	2.8	82.4%	178	35	19.7%	3.1	0.0	0.2%	3.1	99.8%	2.7	90.0%	178	61	34.3%										
GRANDI	2021	3.7	0.1	1.5%	3.6	98.5%	2.9	81.1%	55	30	54.5%	3.5	0.0	0.0%	3.5	100.0%	3.4	96.3%	55	38	69.1%										
PICCOLE	2021	3.3	0.2	6.4%	3.1	93.6%	2.6	80.0%	163	14	8.6%	3.0	0.0	0.2%	3.0	99.8%	2.7	89.0%	163	43	26.4%										
NON CONCENTRATE	2021	3.6	0.1	3.3%	3.5	96.7%	2.8	79.5%	83	21	25.3%	3.2	0.0	0.0%	3.2	100.0%	3.1	94.0%	83	37	44.6%										
CONCENTRATE	2021	3.4	0.2	4.9%	3.2	95.1%	2.7	81.3%	135	23	17.0%	3.1	0.0	0.3%	3.1	99.7%	2.7	89.2%	135	44	32.6%										
GRANDI NON CONCENTRATE	2021	3.7	0.1	1.7%	3.6	98.3%	3.0	81.6%	26	15	57.7%	3.6	0.0	0.0%	3.6	100.0%	3.5	96.5%	26	20	76.9%										
GRANDI CONCENTRATE	2021	3.6	0.0	1.2%	3.6	98.8%	2.9	80.6%	29	15	51.7%	3.4	0.0	0.0%	3.4	100.0%	3.3	96.2%	29	18	62.1%										
PICCOLE NON CONCENTRATE	2021	3.5	0.2	5.0%	3.3	95.0%	2.7	77.2%	57	6	10.5%	3.0	0.0	0.0%	3.0	100.0%	2.8	92.7%	57	17	29.8%										
PICCOLE CONCENTRATE	2021	3.2	0.3	7.1%	2.9	92.9%	2.6	81.7%	106	8	7.5%	3.0	0.0	0.3%	3.0	99.7%	2.6	87.2%	106	26	24.5%										
FAMILY	2021	3.4	0.2	5.8%	3.2	94.2%	2.8	83.8%	126	14	11.1%	3.0	0.0	0.3%	3.0	99.7%	2.7	90.3%	126	37	29.4%										
STATE	2021	3.4	0.0	1.1%	3.4	98.9%	2.5	74.5%	26	16	61.5%	3.5	0.0	0.0%	3.5	100.0%	3.0	85.9%	26	18	69.2%										
ALTRI ASSETTI	2021	3.8	0.3	6.6%	3.5	93.4%	2.7	74.5%	43	7	16.3%	3.1	0.0	0.0%	3.1	100.0%	3.0	95.0%	43	15	34.9%										
WIDELY HELD	2021	3.4	0.1	1.6%	3.3	98.4%	2.9	86.4%	23	7	30.4%	3.4	0.0	0.0%	3.4	100.0%	3.1	92.8%	23	11	47.8%										
TOTALE	2021	3.5	0.2	4.2%	3.3	95.8%	2.7	80.5%	218	44	20.2%	3.1	0.0	0.2%	3.1	99.8%	2.8	91.0%	218	81	37.2%										

Statistiche relative a dati sulla politica delle remunerazioni

TAB.1PR: CARATTERISTICHE DELLA RELAZIONE SULLA REMUNERAZIONE	Anno	N.pagine Relazione Remunerazione	RR "navigabile"?			E' presente un executive summary tabellare		Durata della politica di remunerazione (in anni)	La politica sulle remunerazioni utilizza come riferimento le politiche di società comparabili (peers)		La società indica nominativamente i peers utilizzati		Sono presenti anche peers esteri?		E' presente descrizione peer groups	
			#	N°	%	N°	%		μ	N°	%	N°	%	N°	%	N°
LISTINO	2021	70	33	31	93.9%	23	69.7%	1.5	30	90.9%	26	78.8%	24	72.7%	30	90.9%
FTSE MIB	2021	70	33	31	93.9%	23	69.7%	1.5	30	90.9%	26	78.8%	24	72.7%	30	90.9%
FTSE MID CAP	2021	51	59	59	100.0%	20	33.9%	1.3	33	55.9%	21	35.6%	15	25.4%	32	54.2%
ALTRE	2021	32	126	119	94.4%	12	9.5%	1.3	29	23.0%	7	5.6%	5	4.0%	27	21.4%
FINANZIARIE	2021	70	40	38	95.0%	10	25.0%	1.2	22	55.0%	18	45.0%	17	42.5%	22	55.0%
NON FINANZIARIE	2021	37	178	171	96.1%	45	25.3%	1.4	70	39.3%	36	20.2%	27	15.2%	67	37.6%
GRANDI	2021	63	55	53	96.4%	33	60.0%	1.4	45	81.8%	37	67.3%	31	56.4%	45	81.8%
PICCOLE	2021	36	163	156	95.7%	22	13.5%	1.3	47	28.8%	17	10.4%	13	8.0%	44	27.0%
NON CONCENTRATE	2021	50	83	81	97.6%	26	31.3%	1.3	48	57.8%	33	39.8%	29	34.9%	47	56.6%
CONCENTRATE	2021	39	135	128	94.8%	29	21.5%	1.3	44	32.6%	21	15.6%	15	11.1%	42	31.1%
GRANDI NON CONCENTRATE	2021	72	26	25	96.2%	19	73.1%	1.4	24	92.3%	21	80.8%	20	76.9%	24	92.3%
GRANDI CONCENTRATE	2021	56	29	28	96.6%	14	48.3%	1.3	21	72.4%	16	55.2%	11	37.9%	21	72.4%
PICCOLE NON CONCENTRATE	2021	40	57	56	98.2%	7	12.3%	1.3	24	42.1%	12	21.1%	9	15.8%	23	40.4%
PICCOLE CONCENTRATE	2021	34	106	100	94.3%	15	14.2%	1.3	23	21.7%	5	4.7%	4	3.8%	21	19.8%
FAMILY STATE	2021	36	126	122	96.8%	22	17.5%	1.3	42	33.3%	18	14.3%	13	10.3%	40	31.7%
ALTRI ASSETTI	2021	43	43	41	95.3%	10	23.3%	1.5	19	44.2%	14	32.6%	10	23.3%	19	44.2%
WIDELY HELD	2021	68	23	22	95.7%	9	39.1%	1.4	16	69.6%	11	47.8%	11	47.8%	16	69.6%
TOTALE	2021	43	218	209	95.9%	55	25.2%	1.3	92	42.2%	54	24.8%	44	20.2%	89	40.8%

TAB.2PR: REMUNERAZIONE VARIABILE		E' prevista remunerazione variabile (per amm)			Explain mancata previsione componente variabile			E' prevista componente variabile di breve periodo (MBO)			Tipologia MBO: Bonus cash		Tipologia MBO: Altro (descrizione)	
		Anno	#	N°	%	#	N°	%	#	N°	%	N°	%	N°
LISTINO	2021	33	33	100.0%	0		n.a.	33	33	100.0%	32	97.0%	9	27.3%
	2020	34	34	100.0%	0		n.a.	34	32	94.1%		0.0%		0.0%
FTSE MID CAP	2021	59	53	89.8%	6	1	16.7%	53	51	96.2%	51	100.0%	4	7.8%
	2020	57	53	93.0%	4		0.0%	53	49	92.5%		0.0%		0.0%
ALTRE	2021	126	99	78.6%	27	15	55.6%	99	95	96.0%	94	98.9%	3	3.2%
	2020	129	105	81.4%	24	10	41.7%	105	97	92.4%		0.0%		0.0%
FINANZIARIE	2021	40	38	95.0%	2		0.0%	38	38	100.0%	37	97.4%	13	34.2%
	2020	40	36	90.0%	4	1	25.0%	36	34	94.4%		0.0%		0.0%
NON FINANZIARIE	2021	178	147	82.6%	31	16	51.6%	147	141	95.9%	140	99.3%	3	2.1%
	2020	180	156	86.7%	24	9	37.5%	156	144	92.3%		0.0%		0.0%
GRANDI	2021	55	52	94.5%	3		0.0%	52	52	100.0%	51	98.1%	11	21.2%
	2020	59	56	94.9%	3		0.0%	56	53	94.6%		0.0%		0.0%
PICCOLE	2021	163	133	81.6%	30	16	53.3%	133	127	95.5%	126	99.2%	5	3.9%
	2020	161	136	84.5%	25	10	40.0%	136	125	91.9%		0.0%		0.0%
NON CONCENTRATE	2021	83	76	91.6%	7	3	42.9%	76	73	96.1%	72	98.6%	14	19.2%
	2020	96	88	91.7%	8	3	37.5%	88	82	93.2%		0.0%		0.0%
CONCENTRATE	2021	135	109	80.7%	26	13	50.0%	109	106	97.2%	105	99.1%	2	1.9%
	2020	124	104	83.9%	20	7	35.0%	104	96	92.3%		0.0%		0.0%
GRANDI NON CONCENTRATE	2021	26	26	100.0%	0		n.a.	26	26	100.0%	25	96.2%	10	38.5%
	2020	32	31	96.9%	1		0.0%	31	29	93.5%		0.0%		0.0%
GRANDI CONCENTRATE	2021	29	26	89.7%	3		0.0%	26	26	100.0%	26	100.0%	1	3.8%
	2020	27	25	92.6%	2		0.0%	25	24	96.0%		0.0%		0.0%
PICCOLE NON CONCENTRATE	2021	57	50	87.7%	7	3	42.9%	50	47	94.0%	47	100.0%	4	8.5%
	2020	64	57	89.1%	7	3	42.9%	57	53	93.0%		0.0%		0.0%
PICCOLE CONCENTRATE	2021	106	83	78.3%	23	13	56.5%	83	80	96.4%	79	98.8%	1	1.3%
	2020	97	79	81.4%	18	7	38.9%	79	72	91.1%		0.0%		0.0%
FAMILY STATE	2021	126	97	77.0%	29	14	48.3%	97	93	95.9%	92	98.9%	3	3.2%
	2020	26	24	92.3%	2	1	50.0%	24	24	100.0%	24	100.0%	2	8.3%
ALTRI ASSETTI WIDELY HELD	2021	43	42	97.7%	1		0.0%	42	40	95.2%	40	100.0%	4	10.0%
	2020	23	22	95.7%	1	1	100.0%	22	22	100.0%	21	95.5%	7	31.8%
TOTALE	2021	218	185	84.9%	33	16	48.5%	185	179	96.8%	177	98.9%	16	8.9%
	2020	220	192	87.3%	28	10	35.7%	192	178	92.7%		0.0%		0.0%

TAB.3PR: CARATTERISTICHE DELLA REMUNERAZIONE VARIABILE DI BREVE PERIODO (MBO)		Esiste uno o più entry gate nell'MBO?			Esiste indicazione pesi delle varie classi di obiettivi?		Obiettivi MBO per CEO: parametri economico-finanziari		Peso % obiettivi economico/finanziari (su totale MBO)	Obiettivi MBO per CEO: Obiettivi di business		Peso % obiettivi business (su totale MBO)	Obiettivi MBO per CEO: Andamento valore delle azioni		Peso % obiettivi "azionari" (su totale MBO)	Obiettivi MBO per CEO: Parametri ESG		Peso % obiettivi ESG (su totale MBO)
FTSE MIB	2021	33	33	100.0%	30	90.9%	32	97.0%	71.1%	19	57.6%	24.2%	5	15.2%	62.5%	22	66.7%	18.9%
FTSE MID CAP	2021	51	51	100.0%	45	88.2%	50	98.0%	75.2%	27	52.9%	29.3%	3	5.9%	35.0%	29	56.9%	17.5%
ALTRE	2021	95	89	93.7%	70	78.7%	85	95.5%	86.6%	38	42.7%	27.8%	3	3.4%	20.0%	22	24.7%	16.2%
FINANZIARIE	2021	38	38	100.0%	33	86.8%	36	94.7%	79.5%	20	52.6%	32.4%	6	15.8%	56.7%	11	28.9%	17.9%
NON FINANZIARIE	2021	141	135	95.7%	112	83.0%	131	97.0%	80.1%	64	47.4%	25.8%	5	3.7%	22.5%	62	45.9%	17.5%
GRANDI	2021	52	52	100.0%	47	90.4%	51	98.1%	71.7%	31	59.6%	25.2%	5	9.6%	62.5%	34	65.4%	19.0%
PICCOLE	2021	127	121	95.3%	98	81.0%	116	95.9%	83.9%	53	43.8%	29.0%	6	5.0%	30.0%	39	32.2%	16.2%
NON CONCENTRATE	2021	73	72	98.6%	61	84.7%	67	93.1%	73.9%	39	54.2%	28.1%	10	13.9%	43.0%	34	47.2%	17.0%
CONCENTRATE	2021	106	101	95.3%	84	83.2%	100	99.0%	84.2%	45	44.6%	26.5%	1	1.0%		39	38.6%	18.3%
GRANDI NON CONCENTRATE	2021	26	26	100.0%	25	96.2%	25	96.2%	66.4%	17	65.4%	27.1%	5	19.2%	62.5%	18	69.2%	17.8%
GRANDI CONCENTRATE	2021	26	26	100.0%	22	84.6%	26	100.0%	77.5%	14	53.8%	22.3%	5	19.2%	30.0%	16	61.5%	20.8%
PICCOLE NON CONCENTRATE	2021	47	46	97.9%	36	78.3%	42	91.3%	79.0%	22	47.8%	29.0%	5	10.9%	30.0%	16	34.8%	15.8%
PICCOLE CONCENTRATE	2021	80	75	93.8%	62	82.7%	74	98.7%	86.6%	31	41.3%	28.9%	1	1.3%	62.5%	23	30.7%	16.5%
FAMILY STATE	2021	93	90	96.8%	75	83.3%	88	97.8%	85.9%	37	41.1%	25.6%	2	2.2%		30	33.3%	18.3%
ALTRI ASSETTI	2021	24	22	91.7%	20	90.9%	22	100.0%	69.5%	16	72.7%	23.9%	2	9.1%	25.0%	14	63.6%	19.2%
WIDELY HELD	2021	40	39	97.5%	31	79.5%	37	94.9%	76.3%	19	48.7%	27.9%	3	7.7%	30.0%	17	43.6%	15.3%
TOTALE	2021	179	173	96.6%	145	83.8%	167	96.5%	80.0%	84	48.6%	27.4%	11	6.4%	43.0%	73	42.2%	17.6%

TAB.4PR: CARATTERISTICHE DELLA REMUNERAZIONE VARIABILE DI MEDIO-LUNGO PERIODO (LTI)		E' prevista componente variabile di medio-lungo periodo (LTI)			Explain mancata previsione LTI			Tipologia LTI: Bonus cash		Tipologia LTI: Stock grant, restricted stock		Tipologia LTI: Phantom stock		Tipologia LTI: Stock options		Tipologia LTI: Phantom Stock options		Tipologia LTI: Altro		Piano LTI "unico"		Piano LTI "rolling"	
		Anno	#	N°	%	#	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°
FTSE MIB	2021	33	30	91%	3	3	100%	7	23%	22	73%	1	3%	4	13%		0%		0%	7	23%	23	77%
	2020	34	32	94%	2		0%																
FTSE MID CAP	2021	52	46	88%	6		0%	18	39%	25	54%	3	7%	7	15%		0%		0%	31	67%	15	33%
	2020	53	47	89%	6	2	33%																
ALTRE	2021	98	61	62%	37	10	27%	37	61%	21	34%	2	3%	10	16%	1	2%	1	2%	44	72%	17	28%
	2020	105	74	70%	31	10	32%																
FINANZIARIE	2021	38	24	63%	14	4	29%	4	17%	15	63%	3	13%	6	25%		0%		0%	8	33%	16	67%
	2020	36	31	86%	5	2	40%																
NON FINANZIARIE	2021	145	113	78%	32	9	28%	58	51%	53	47%	3	3%	15	13%	1	1%	1	1%	74	65%	39	35%
	2020	156	122	78%	34	10	29%																
GRANDI	2021	52	47	90%	5	3	60%	15	32%	32	68%	1	2%	5	11%	0	0%	1	2%	16	34%	31	66%
	2020	56	53	95%	3	1	33%																
PICCOLE	2021	131	90	69%	41	10	24%	47	52%	36	40%	5	6%	16	18%	1	1%	1	1%	66	73%	24	27%
	2020	136	100	74%	36	11	31%																
NON CONCENTRATE	2021	76	64	84%	12	5	42%	19	30%	37	58%	4	6%	12	19%		0%	1	2%	30	47%	34	53%
	2020	88	78	89%	10	3	30%																
CONCENTRATE	2021	107	73	68%	34	8	24%	43	59%	31	42%	2	3%	9	12%	1	1%		0%	52	71%	21	29%
	2020	104	75	72%	29	9	31%																
GRANDI NON CONCENTRATE	2021	26	24	92%	2	2	100%	3	13%	21	88%	1	4%	2	8%	0	0%		0%	4	17%	20	83%
	2020	31	30	97%	1	8	800%																
GRANDI CONCENTRATE	2021	26	23	88%	3	1	33%	12	52%	11	48%	0	0%	3	13%		0%	1	4%	12	52%	11	48%
	2020	25	23	92%	2	1	50%																
PICCOLE NON CONCENTRATE	2021	50	40	80%	10	3	30%	16	40%	16	40%	3	8%	10	25%	0	0%	1	3%	26	65%	14	35%
	2020	57	48	84%	9	3	33%																
PICCOLE CONCENTRATE	2021	81	50	62%	31	7	23%	31	62%	20	40%	2	4%	6	12%	1	2%	1	2%	40	80%	10	20%
	2020	79	52	66%	27	8	30%																
FAMILY STATE	2021	96	64	67%	32	8	25%	35	55%	25	39%	2	3%	11	17%	1	2%		0%	50	78%	14	22%
	2021	24	21	88%	3	1	33%	9	43%	14	67%	0	0%	1	5%		0%	1	5%	7	33%	14	67%
ALTRI ASSETTI	2021	41	34	83%	7	2	29%	15	44%	16	47%	3	9%	5	15%		0%	1	3%	18	53%	16	47%
	2021	22	18	82%	4	2	50%	3	17%	13	72%	1	6%	4	22%		0%		0%	7	39%	11	61%
WIDELY HELD	2021	22	18	82%	4	2	50%	3	17%	13	72%	1	6%	4	22%		0%		0%	7	39%	11	61%
	2021	22	18	82%	4	2	50%	3	17%	13	72%	1	6%	4	22%		0%		0%	7	39%	11	61%
TOTALE	2021	183	137	75%	46	13	28%	62	45%	68	50%	6	4%	21	15%	1	1%	1	1%	82	60%	55	40%
	2020	192	153	80%	39	12	31%																

TAB.5PR: OBIETTIVI A BASE DELLA REMUNERAZIONE VARIABILE DI MEDIO LUNGO PERIODO (LTI)		Esistono gates di accesso (nell'LT)?			Gates/obiettivi di carattere finanziario		Gates/obiettivi di business		Gates/obiettivi legati a performance azionaria		Gates/obiettivi legati a parametri ESG	
LISTINO	Anno	#	N°	%	N°	%	N°	%	N°	%	N°	%
FTSE MIB	2021	30	30	100.0%	27	90.0%	7	23.3%	16	53.3%	21	70.0%
	2020	32	26	81.3%								
FTSE MID CAP	2021	46	44	95.7%	39	88.6%	8	18.2%	19	43.2%	14	31.8%
	2020	47	31	66.0%								
ALTRE	2021	61	55	90.2%	50	90.9%	13	23.6%	13	23.6%	14	25.5%
	2020	74	33	44.6%								
FINANZIARIE	2021	24	24	100.0%	21	87.5%	6	25.0%	12	50.0%	9	37.5%
	2020	31	27	87.1%								
NON FINANZIARIE	2021	113	105	92.9%	95	90.5%	22	21.0%	36	34.3%	40	38.1%
	2020	122	63	51.6%								
GRANDI	2021	47	47	100.0%	43	91.5%	10	21.3%	26	55.3%	26	55.3%
	2020	53	38	71.7%								
PICCOLE	2021	90	82	91.1%	73	89.0%	18	22.0%	22	26.8%	23	28.0%
	2020	100	52	52.0%								
NON CONCENTRATE	2021	64	60	93.8%	52	86.7%	14	23.3%	28	46.7%	23	38.3%
	2020	78	52	66.7%								
CONCENTRATE	2021	73	69	94.5%	64	92.8%	14	20.3%	20	29.0%	26	37.7%
	2020	75	38	50.7%								
GRANDI NON CONCENTRATE	2021	24	24	100.0%	21	87.5%	7	29.2%	16	66.7%	16	66.7%
	2020	30	25	83.3%								
GRANDI CONCENTRATE	2021	23	23	100.0%	22	95.7%	3	13.0%	10	43.5%	10	43.5%
	2020	23	13	56.5%								
PICCOLE NON CONCENTRATE	2021	40	36	90.0%	31	86.1%	7	19.4%	12	33.3%	7	19.4%
	2020	48	27	56.3%								
PICCOLE CONCENTRATE	2021	50	46	92.0%	42	91.3%	11	23.9%	10	21.7%	16	34.8%
	2020	52	25	48.1%								
FAMILY STATE	2021	64	60	93.8%	53	88.3%	11	18.3%	18	30.0%	16	26.7%
	2021	21	21	100.0%	20	95.2%	7	33.3%	10	47.6%	16	76.2%
ALTRI ASSETTI	2021	34	31	91.2%	29	93.5%	6	19.4%	11	35.5%	9	29.0%
	2021	18	17	94.4%	14	82.4%	4	23.5%	9	52.9%	8	47.1%
TOTALE	2021	137	129	94.2%	116	89.9%	28	21.7%	48	37.2%	49	38.0%
	2020	153	90	58.8%								

TAB.6PR: PAY OPPORTUNITY CEO			Società che indicano il peso % di MBO e LTI		Pay opportunit y CEO: Remunerazione fissa	Pay opportunit y CEO: Totale MBO a target	Pay opportunit y CEO: Totale LTI a target	Peso % Remunerazione fissa a target	Peso % MBO a target	Se indicato, peso % LTI a target	Pay opportunit y CEO: Totale MBO a livello MAX	Pay opportunit y CEO: Totale LTI a livello MAX	Peso % Remunerazione fissa a livello MAX	Se indicato, peso % MBO a livello MAX	Se indicato, peso % LTI a livello MAX
LISTINO	Anno	#	N°	%	μ	μ	μ	%	%	%	μ	95 (%	%	%
FTSE MIB	2021	33	21	63.6%	1334	1146	1316	39.0%	27.9%	33.1%	1569	2076	31.9%	30.0%	38.1%
	2020	34	18	52.9%				25.1%	25.1%	38.1%					
FTSE MID CAP	2021	59	31	52.5%	831	478	696	47.0%	23.9%	29.1%	674	1083	38.5%	27.0%	34.4%
	2020	57	21	36.8%				23.8%	23.8%	32.9%					
ALTRE	2021	126	43	34.1%	484	283	233	55.5%	25.8%	18.6%	369	324	48.8%	30.0%	21.2%
	2020	129	20	15.5%				30.4%	30.4%	20.0%					
FINANZIARIE	2021	40	13	32.5%	1197	1124	773	43.6%	36.1%	20.3%	1404	992	38.0%	39.9%	22.0%
	2020	40	8	20.0%				26.8%	26.8%	24.9%					
NON FINANZIARIE	2021	178	82	46.1%	720	445	600	50.0%	24.0%	26.0%	627	953	42.3%	27.3%	30.4%
	2020	180	51	28.3%				26.3%	26.3%	30.9%					
GRANDI	2021	55	33	60.0%	1145	914	1075	40.7%	27.9%	31.4%	1259	1702	33.1%	30.4%	36.4%
	2020	59	29	49.2%				24.9%	24.9%	35.3%					
PICCOLE	2021	163	62	38.0%	594	337	383	53.6%	24.5%	22.0%	454	563	46.3%	28.3%	25.4%
	2020	161	30	18.6%				27.8%	27.8%	25.1%					
NON CONCENTRATE	2021	83	35	42.2%	935	739	882	42.8%	24.6%	32.6%	979	1302	35.2%	27.4%	37.3%
	2020	96	32	33.3%				24.9%	24.9%	32.0%					
CONCENTRATE	2021	135	60	44.4%	697	420	473	52.8%	26.3%	20.9%	591	759	45.5%	29.9%	24.5%
	2020	124	27	21.8%				28.1%	28.1%	27.9%					
GRANDI NON CONCENTRATE	2021	26	15	57.7%	1453	1313	1426	36.5%	28.4%	35.1%	1694	2106	29.7%	29.9%	40.4%
	2020	32	15	46.9%				24.4%	24.4%	39.3%					
GRANDI CONCENTRATE	2021	29	18	62.1%	888	581	782	44.1%	27.6%	28.3%	897	1366	36.0%	30.9%	33.1%
	2020	27	14	51.9%				25.5%	25.5%	31.1%					
PICCOLE NON CONCENTRATE	2021	57	20	35.1%	547	308	475	47.5%	21.8%	30.7%	442	699	39.3%	25.6%	35.1%
	2020	64	17	26.6%				25.4%	25.4%	25.5%					
PICCOLE CONCENTRATE	2021	106	42	39.6%	616	351	340	56.5%	25.7%	17.8%	460	498	49.6%	29.6%	20.8%
	2020	97	13	13.4%				31.0%	31.0%	24.5%					
FAMILY STATE	2021	126	52	41.3%	712	430	513	52.7%	25.7%	21.6%	599	771	44.7%	29.9%	25.3%
	2021	26	14	53.8%	808	538	747	46.2%	25.0%	28.8%	716	1243	39.9%	26.3%	33.8%
ALTRI ASSETTI WIDELY HELD	2021	43	21	48.8%	790	538	746	44.8%	24.3%	30.9%	750	1172	37.9%	26.4%	35.7%
	2021	23	8	34.8%	1208	1232	806	41.7%	30.3%	28.0%	1599	1123	35.4%	34.8%	29.9%
TOTALE	2021	218	95	43.6%	785	538	624	49.1%	25.7%	25.2%	734	959	41.7%	29.0%	29.3%
	2020	220	59	26.8%				26.4%	26.4%	30.1%					

TAB.7PR: BONUS AD HOC E CLAW-BACK		E' prevista possibilità di erogare bonus ad hoc in base a valutazioni ex post			E' prevista clausola claw-back		Durata periodo in cui claw-back è esercitabile (anni)		
LISTINO	Anno	#	N°	%	N°	%	N°	%	μ
FTSE MIB	2021	33	15	45%	32	97%	19	58%	5.1
	2020	34	13	38%	31	91%			
FTSE MID CAP	2021	59	29	49%	51	86%	23	39%	3.6
	2020	57	26	46%	45	79%			
ALTRE	2021	126	62	49%	68	54%	24	19%	3.9
	2020	129	49	38%	59	46%			
FINANZIARIE	2021	40	21	53%	36	90%	24	60%	5.0
	2020	40	17	43%	31	78%			
NON FINANZIARIE	2021	178	85	48%	115	65%	42	24%	3.6
	2020	180	71	39%	104	58%			
GRANDI	2021	55	22	40%	52	95%	27	49%	4.7
	2020	59	25	42%	52	88%			
PICCOLE	2021	163	84	52%	99	61%	39	24%	3.7
	2020	161	63	39%	83	52%			
NON CONCENTRATE	2021	83	45	54%	67	81%	34	41%	4.5
	2020	96	38	40%	69	72%			
CONCENTRATE	2021	135	61	45%	84	62%	32	24%	3.7
	2020	124	50	40%	66	53%			
GRANDI NON CONCENTRATE	2021	26	12	46%	25	96%	14	54%	5.6
	2020	32	14	44%	29	91%			
GRANDI CONCENTRATE	2021	29	10	34%	27	93%	13	45%	3.8
	2020	27	11	41%	23	85%			
PICCOLE NON CONCENTRATE	2021	57	33	58%	42	74%	20	35%	3.8
	2020	64	24	38%	40	63%			
PICCOLE CONCENTRATE	2021	106	51	48%	57	54%	19	18%	3.7
	2020	97	39	40%	43	44%			
FAMILY STATE	2021	126	62	49%	72	57%	26	21%	3.7
	2021	26	9	35%	24	92%	12	46%	
ALTRI ASSETTI	2021	43	27	63%	34	79%	16	37%	3.6
WIDELY HELD	2021	23	8	35%	21	91%	12	52%	4.8
TOTALE	2021	218	106	49%	151	69%	66	30%	4.1
	2020	220	88	40%	135	61%			

TAB.8PR: PAY OPPORTUNITY CEO	Se indicata, per il CEO, % riscontrata di raggiungimento obiettivi MBO					Variazione % Remunerazione CEO ultimo anno			Variazione % Remunerazione dipendenti ultimo anno			La RR riporta info sufficienti a calcolare pay ratio CEO/dipendenti?		
	LISTINO	Anno	#	N°	%	μ	N°	%	μ	N°	%	μ	N°	%
FTSE MIB	2021	33	14	42%	109%	28	85%	-10%	28	85%	0%	24	73%	41.8
FTSE MID CAP	2021	59	22	37%	108%	42	71%	4%	45	76%	1%	31	53%	22.8
ALTRE	2021	126	23	18%	98%	74	59%	11%	65	52%	0%	52	41%	18.2
FINANZIARIE	2021	40	11	28%	104%	30	75%	-3%	30	75%	0%	24	60%	30.8
NON FINANZIARIE	2021	178	48	27%	104%	114	64%	7%	108	61%	0%	83	47%	22.9
GRANDI	2021	55	23	42%	104%	43	78%	-7%	44	80%	0%	35	64%	35.8
PICCOLE	2021	163	36	22%	105%	101	62%	10%	94	58%	0%	72	44%	19.4
NON CONCENTRATE	2021	83	21	25%	100%	59	71%	-1%	59	71%	0%	47	57%	26.2
CONCENTRATE	2021	135	38	28%	107%	85	63%	9%	79	59%	0%	60	44%	23.6
GRANDI NON CONCENTRATE	2021	26	11	42%	109%	21	81%	-8%	21	81%	1%	20	77%	39.5
GRANDI CONCENTRATE	2021	29	12	41%	99%	22	76%	-6%	23	79%	0%	15	52%	31.0
PICCOLE NON CONCENTRATE	2021	57	10	18%	90%	38	67%	3%	38	67%	0%	27	47%	16.4
PICCOLE CONCENTRATE	2021	106	26	25%	110%	63	59%	14%	56	53%	0%	45	42%	21.2
FAMILY STATE	2021	126	28	22%	105%	76	60%	9%	71	56%	0%	53	42%	19.4
ALTRI ASSETTI	2021	26	15	58%	108%	18	69%	-4%	20	77%	-1%	19	73%	34.5
WIDELY HELD	2021	43	11	26%	97%	32	74%	-1%	30	70%	1%	20	47%	29.1
TOTALE	2021	23	5	22%	104%	18	78%	4%	17	74%	3%	15	65%	26.2
TOTALE	2021	218	59	27%	104%	144	66%	5%	138	63%	0%	107	49%	24.7

TAB.9PR: SEVERANCE PAY		La politica esclude esplicitamente possibilità di erogare severance pay			La politica non esclude esplicitamente possibilità di erogare severance pay e non definisce regole di calcolo		La politica definisce regole di calcolo severance pay		Importo prefissato		Importo variabile entro un cap già definito		Cap legato a remunerazione e fissa		Cap legato a remunerazione e complessiva (include variabile)		Cap = numero mesi di remunerazione (fissa o complessiva)	Severance pay parametrata a compenso residuale, dovuto sino alla scadenza naturale del mandato	Altre regole		Oltre a severance pay è prevista possibile clausola di non concorrenza (remunerata a parte)?		N.MAX mesi clausola di non concorrenza per CEO (se indicato)	
																								Anno
FTSE MIB	2021	33	2	6.1%	31	93.9%	31	93.9%	11	33.3%	19	61.3%	2	6.5%	17	89.5%	24.9	1	3.2%	16	51.6%	16	48.5%	14.8
	2020	34	4	11.8%	30	88.2%	28	82.4%	6	17.6%	20	71.4%	6	21.4%	14	70.0%	25.9	1	3.6%	1	3.6%			
FTSE MID CAP	2021	59	12	20.3%	47	79.7%	36	61.0%	15	25.4%	21	58.3%	4	11.1%	17	81.0%	25.5	1	2.8%	25	69.4%	25	42.4%	19.3
	2020	57	14	24.6%	43	75.4%	34	59.6%	10	17.5%	23	67.6%	7	20.6%	16	69.6%	24.8	1	2.9%	1	2.9%			
ALTRE	2021	126	41	32.5%	85	67.5%	48	38.1%	19	15.1%	22	45.8%	8	16.7%	13	59.1%	23.2	3	6.3%	4	8.3%	41	32.5%	18.2
	2020	129	51	39.5%	78	60.5%	52	40.3%	14	10.9%	27	51.9%	6	11.5%	21	77.8%	24.4	4	7.7%	8	15.4%			
FINANZIARIE	2021	40	5	12.5%	35	87.5%	31	77.5%	3	7.5%	27	87.1%	7	22.6%	20	74.1%	26.6	1	3.2%	22	71.0%	22	55.0%	16.7
	2020	40	7	17.5%	33	82.5%	30	75.0%	2	5.0%	27	90.0%	9	30.0%	18	66.7%	25.7	1	3.3%		0.0%			
NON FINANZIARIE	2021	178	50	28.1%	128	71.9%	84	47.2%	42	23.6%	35	41.7%	7	8.3%	27	77.1%	22.9	3	3.6%	4	4.8%	60	33.7%	18.0
	2020	180	62	34.4%	118	65.6%	84	46.7%	28	15.6%	43	51.2%	10	11.9%	33	76.7%	24.5	4	4.8%	10	11.9%			
GRANDI	2021	55	5	9.1%	50	90.9%	45	81.8%	17	30.9%	27	60.0%	3	6.7%	24	88.9%	25.3	1	2.2%	25	55.6%	25	45.5%	15.1
	2020	59	8	13.6%	51	86.4%	45	76.3%	7	11.9%	35	77.8%	10	22.2%	25	71.4%	25.5	1	2.2%	2	4.4%			
PICCOLE	2021	163	50	30.7%	113	69.3%	70	42.9%	28	17.2%	35	50.0%	11	15.7%	23	65.7%	23.9	3	4.3%	4	5.7%	57	35.0%	19.3
	2020	161	61	37.9%	100	62.1%	69	42.9%	23	14.3%	35	50.7%	9	13.0%	26	74.3%	24.4	4	5.8%	8	11.6%			
NON CONCENTRATE	2021	83	18	21.7%	65	78.3%	56	67.5%	26	31.3%	26	46.4%	6	10.7%	20	76.9%	23.5	1	1.8%	3	5.4%	40	48.2%	18.9
	2020	96	23	24.0%	73	76.0%	59	61.5%	16	16.7%	35	59.3%	13	22.0%	22	62.9%	25.5	3	5.1%	5	8.5%			
CONCENTRATE	2021	135	37	27.4%	98	72.6%	59	43.7%	19	14.1%	36	61.0%	8	13.6%	27	75.0%	25.3	3	5.1%	1	1.7%	42	31.1%	16.5
	2020	124	46	37.1%	78	62.9%	55	44.4%	14	11.3%	35	63.6%	6	10.9%	29	82.9%	24.4	2	3.6%	5	9.1%			
GRANDI NON CONCENTRATE	2021	26	2	7.7%	24	92.3%	23	88.5%	10	38.5%	13	56.5%	2	8.7%	11	84.6%	24.9	3	13.0%	15	65.2%	15	57.7%	16.5
	2020	32	3	9.4%	29	90.6%	26	81.3%	3	9.4%	21	80.8%	8	30.8%	13	61.9%	26.4	1	3.8%	1	3.8%			
GRANDI CONCENTRATE	2021	29	3	10.3%	26	89.7%	22	75.9%	7	24.1%	14	63.6%	1	4.5%	13	92.9%	25.6	1	4.5%	10	45.5%	10	34.5%	13.4
	2020	27	5	18.5%	22	81.5%	19	70.4%	4	14.8%	14	73.7%	2	10.5%	12	85.7%	24.3	1	5.3%	1	5.3%			
PICCOLE NON CONCENTRATE	2021	57	16	28.1%	41	71.9%	33	57.9%	16	28.1%	13	39.4%	4	12.1%	9	69.2%	22.1	1	3.0%	3	9.1%	25	43.9%	20.3
	2020	64	20	31.3%	44	68.8%	33	51.6%	13	20.3%	14	42.4%	5	15.2%	9	64.3%	24.2	2	6.1%	4	12.1%			
PICCOLE CONCENTRATE	2021	106	34	32.1%	72	67.9%	37	34.9%	12	11.3%	22	59.5%	7	18.9%	14	63.6%	25.1	2	5.4%	1	2.7%	32	30.2%	18.3
	2020	97	41	42.3%	56	57.7%	36	37.1%	10	10.3%	21	58.3%	4	11.1%	17	81.0%	24.5	2	5.6%	4	11.1%			
FAMILY STATE	2021	126	39	31.0%	87	69.0%	49	38.9%	17	13.5%	28	57.1%	6	12.2%	21	75.0%	22.7	2	4.1%	2	4.1%	35	27.8%	19.4
	2021	26	2	7.7%	24	92.3%	20	76.9%	9	34.6%	11	55.0%	2	10.0%	9	81.8%	25.1	2	10.0%	13	65.0%	13	50.0%	14.3
ALTRI ASSETTI	2021	43	7	16.3%	36	83.7%	32	74.4%	14	32.6%	14	43.8%	3	9.4%	11	78.6%	28.1	2	6.3%	2	6.3%	20	46.5%	15.3
	2021	23	7	30.4%	16	69.6%	14	60.9%	5	21.7%	9	64.3%	3	21.4%	6	66.7%	24.0		0.0%	14	100.0%	14	60.9%	21.0
TOTALE	2021	218	55	25.2%	163	74.8%	115	52.8%	45	20.6%	62	53.9%	14	12.2%	47	75.8%	24.5	4	3.5%	4	3.5%	82	37.6%	17.7
	2020	220	69	31.4%	151	68.6%	114	51.8%	30	13.6%	70	61.4%	19	16.7%	51	72.9%	25.0	5	4.4%	10	8.8%			

TAB.10PR: DEROGHE ALLA POLICY SULLA REMUNERAZIONE	E' prevista deroga alla policy in "circostanze eccezionali" ex art. 123-ter TUF?			Oggetto possibile deroga: remunerazione e fissa		Oggetto possibile deroga: MBO o peso fisso/variabile		Oggetto possibile deroga: piano LTI		Richiamo al wording del TUF		Casistiche esplicitamente citate: Bonus di ingresso (per attrarre/trattenere talenti)		Casistiche esplicitamente citate: Sensibile variazione del perimetro del gruppo		Casistiche esplicitamente citate: Bonus per premiare sforzi/performance eccezionali		Casistiche esplicitamente citate: Revisione parametri (o gate) del piano per tenere conto di eccezionali circostanze esterne		Casistiche esplicitamente citate: Introduzione nuove componenti di remunerazione (es. nuovi piani di incentivo, oggi non inclusi nella policy)		Ha effettuato deroghe nel 2020		
	Anno	#	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	%	N°	%	N°	%	N°		
LISTINO	2021	33	29	87.9%	9	31.0%	16	55.2%	13	44.8%	21	72.4%	14	48.3%	7	24.1%	9	31.0%	7	24.1%	3	10.3%	6	18.2%
	2020	34	25	73.5%									9	36.0%			6	24.0%	2	8.0%				
FTSE MIB	2021	59	54	91.5%	17	31.5%	35	64.8%	32	59.3%	31	57.4%	24	44.4%	17	31.5%	14	25.9%	22	40.7%	7	13.0%	12	20.3%
	2020	57	41	71.9%									16	39.0%			14	34.1%	18	43.9%				
FTSE MID CAP	2021	126	95	75.4%	38	40.0%	62	65.3%	44	46.3%	64	67.4%	45	47.4%	32	33.7%	22	23.2%	42	44.2%	13	13.7%	13	10.3%
	2020	129	69	53.5%									23	33.3%			15	21.7%	19	27.5%				
ALTRE	2021																							
	2020																							
FINANZIARIE	2021	40	34	85.0%	12	35.3%	20	58.8%	18	52.9%	20	58.8%	14	41.2%	6	17.6%	6	17.6%	9	26.5%	2	5.9%	4	10.0%
	2020	40	29	72.5%									14	48.3%			10	34.5%	9	31.0%				
NON FINANZIARIE	2021	178	144	80.9%	52	36.1%	93	64.6%	71	49.3%	96	66.7%	69	47.9%	50	34.7%	39	27.1%	62	43.1%	21	14.6%	27	15.2%
	2020	180	106	58.9%									34	32.1%			25	23.6%	30	28.3%				
GRANDI	2021	55	48	87.3%	14	29.2%	28	58.3%	25	52.1%	31	64.6%	23	47.9%	15	31.3%	13	27.1%	18	37.5%	6	12.5%	13	23.6%
	2020	59	43	72.9%									19	44.2%			13	30.2%	13	30.2%				
PICCOLE	2021	163	130	79.8%	50	38.5%	85	65.4%	64	49.2%	85	65.4%	60	46.2%	41	31.5%	32	24.6%	53	40.8%	17	13.1%	18	11.0%
	2020	161	92	57.1%									29	31.5%			22	23.9%	26	28.3%				
NON CONCENTRATE	2021	83	68	81.9%	21	30.9%	38	55.9%	32	47.1%	46	67.6%	30	44.1%	15	22.1%	17	25.0%	26	38.2%	8	11.8%	13	15.7%
	2020	96	63	65.6%									23	36.5%			14	22.2%	14	22.2%				
CONCENTRATE	2021	135	110	81.5%	43	39.1%	75	68.2%	57	51.8%	70	63.6%	53	48.2%	41	37.3%	28	25.5%	45	40.9%	15	13.6%	18	13.3%
	2020	124	72	58.1%									25	34.7%			21	29.2%	25	34.7%				
GRANDI NON CONCENTRATE	2021	26	22	84.6%	8	36.4%	13	59.1%	14	63.6%	17	77.3%	10	45.5%	4	18.2%	6	27.3%	7	31.8%	2	9.1%	5	19.2%
	2020	32	23	71.9%									9	39.1%			5	21.7%	4	17.4%				
GRANDI CONCENTRATE	2021	29	26	89.7%	6	23.1%	15	57.7%	11	42.3%	14	53.8%	13	50.0%	11	42.3%	7	26.9%	11	42.3%	4	15.4%	8	27.6%
	2020	27	20	74.1%									10	50.0%			8	40.0%	9	45.0%				
PICCOLE NON CONCENTRATE	2021	57	46	80.7%	13	28.3%	25	54.3%	18	39.1%	29	63.0%	20	43.5%	11	23.9%	11	23.9%	19	41.3%	6	13.0%	8	14.0%
	2020	64	40	62.5%									14	35.0%			9	22.5%	10	25.0%				
PICCOLE CONCENTRATE	2021	106	84	79.2%	37	44.0%	60	71.4%	46	54.8%	56	66.7%	40	47.6%	30	35.7%	21	25.0%	34	40.5%	11	13.1%	10	9.4%
	2020	97	52	53.6%									15	28.8%			13	25.0%	16	30.8%				
FAMILY STATE	2021	126	99	78.6%	41	41.4%	67	67.7%	49	49.5%	66	66.7%	43	43.4%	33	33.3%	28	28.3%	38	38.4%	15	15.2%	13	10.3%
	2020	26	24	92.3%	9	37.5%	14	58.3%	13	54.2%	16	66.7%	12	50.0%	11	45.8%	3	12.5%	10	41.7%		0.0%	7	26.9%
ALTRI ASSETTI	2021	43	36	83.7%	9	25.0%	22	61.1%	17	47.2%	24	66.7%	17	47.2%	9	25.0%	9	25.0%	13	36.1%	7	19.4%	6	14.0%
	2020	23	19	82.6%	5	26.3%	10	52.6%	10	52.6%	10	52.6%	11	57.9%	3	15.8%	5	26.3%	10	52.6%	1	5.3%	5	21.7%
WIDELY HELD	2021																							
	2020																							
TOTALE	2021	218	178	81.7%	64	36.0%	113	63.5%	89	50.0%	116	65.2%	83	46.6%	56	31.5%	45	25.3%	71	39.9%	23	12.9%	31	14.2%
	2020	220	135	61.4%									48	35.6%			35	25.9%	39	28.9%				

Statistiche relative a dati sulla remunerazione



TAB. 1R: STRUTTURA DELLA REMUNERAZIONE SECONDO LA CARICA (Dati medi in €.000); Relazioni sulla Remunerazione 2021																		Fair value compensi equity			
Carica	#	Compensi fissi (%)	Benefici non monetari (%)	Bonus e altri incentivi (%)	Altri compensi (%)	Compensi per comitati (%)	Partecipazione agli utili (%)	Compensi da Controllate (%)	Severance pay (%)	Totale compensi	N. Beneficiari	% di Beneficiari	(media in €.000)								
AD	258	522	55.2%	16	1.7%	239	25.3%	26	2.7%	1	0.1%	5	0.5%	97	10.2%	40	4.3%	946	70	27.1%	674
Presidenti	170	340	78.1%	6	1.4%	33	7.7%	2	0.5%	3	0.7%	0	0.0%	50	11.5%	1	0.2%	435	11	6.5%	493
<i>di cui Esecutivi</i>	84	436	73.6%	7	1.1%	51	8.5%	4	0.6%	0	0.0%	0	0.0%	94	15.8%	2	0.3%	592	9	10.7%	380
<i>di cui Non Esecutivi</i>	86	246	87.2%	6	2.0%	16	5.8%	1	0.4%	5	1.9%	0	0.0%	7	2.6%	0	0.0%	282	2	2.3%	1004
VP	111	139	67.4%	2	1.0%	12	5.7%	2	1.1%	11	5.5%	0	0.0%	40	19.2%	0	0.0%	206	6	5.4%	388
Altri Esecutivi	137	170	42.5%	9	2.1%	51	12.7%	21	5.2%	4	0.9%	14	3.6%	118	29.6%	14	3.4%	399	24	17.5%	212
Non Esecutivi in CE	12	36	61.2%	0	0.0%	0	0.0%	0	0.0%	21	36.1%	0	0.0%	2	2.7%	0	0.0%	59		0.0%	
Altri Non Esecutivi NON indipendenti	459	37	54.8%	0	0.5%	1	1.2%	2	2.7%	6	9.4%	0	0.0%	20	30.4%	1	1.2%	67	1	0.2%	3
Altri indipendenti	989	39	64.5%	0	0.5%	0	0.0%	0	0.3%	19	31.6%	0	0.0%	2	3.0%	0	0.0%	60		0.0%	
TOTALE	2136	134	59.0%	3	1.5%	36	15.6%	5	2.3%	11	5.0%	1	0.6%	31	13.4%	6	2.6%	228	112	5.2%	536
DG non facenti parte del CdA	30	182	47.2%	5	1.3%	180	46.7%	1	0.3%	0	0.0%	0	0.0%	9	2.4%	8	2.2%	385	3	10.0%	236
Presidenti Non Esecutivi	86	246	87.2%	6	2.0%	16	5.8%	1	0.4%	5	1.9%	0	0.0%	7	2.6%	0	0.0%	282	2	2.3%	1004
<i>Presidenti Non Esecutivi Indipendenti</i>	17	187	88.7%	0	0.2%	0	0.0%	0	0.0%	6	2.7%	0	0.0%	18	8.4%	0	0.0%	211		0.0%	
<i>Presidenti Non Esecutivi Non Indipendenti</i>	69	260	86.9%	7	2.4%	20	6.8%	1	0.5%	5	1.8%	0	0.0%	5	1.6%	0	0.0%	299	2	2.9%	1004

TAB.2R: ETA' AMMINISTRATORI E SINDACI (SECONDO LA CARICA RICOPERTA)		Tutti gli amm.ri	AD	Presidenti esecutivi	Presidenti non esecutivi	Vice-presidenti	Altri esecutivi	Non esecutivi in CE	Altri non esecutivi NON indipendenti	Altri indipendenti	Presidenti del collegio sindacale	Sindaci
LISTINO	Anno	μ	μ	μ	μ	μ	μ	μ	μ	μ	μ	μ
FTSE MIB	2021	57.2	57.0	69.0	63.2	64.1	55.9	36.6	54.0	57.0	56.4	56.3
FTSE MID CAP	2021	57.5	58.6	66.8	65.2	60.6	56.2	66.2	55.4	56.6	57.1	57.1
ALTRE	2021	55.6	56.6	62.7	64.1	59.7	55.0	63.3	53.0	54.6	58.2	55.7
FINANZIARIE	2021	58.0	56.3	61.4	67.7	63.9	61.3		54.0	57.3	57.3	57.2
NON FINANZIARIE	2021	56.0	57.4	64.2	61.9	59.3	54.5	62.3	53.8	55.3	57.7	56.0
GRANDI	2021	57.4	56.3	65.2	63.4	63.0	56.2	61.3	55.1	57.0	56.5	56.7
PICCOLE	2021	56.0	57.5	63.8	64.6	59.7	55.2	63.3	53.4	55.1	58.0	56.0
NON CONCENTRATE	2021	56.7	58.1	66.4	64.5	62.2	56.6	65.6	53.7	55.7	57.3	55.8
CONCENTRATE	2021	56.3	56.7	63.1	63.5	59.8	55.0	61.2	53.9	55.9	57.8	56.5
GRANDI NON CONCENTRATE	2021	57.2	56.6	72.2	62.6	64.2	57.7		54.4	56.7	57.9	57.1
GRANDI CONCENTRATE	2021	57.6	56.1	62.9	64.4	62.2	55.0	61.3	55.7	57.4	55.3	56.4
PICCOLE NON CONCENTRATE	2021	56.4	58.8	65.5	66.2	61.2	55.9	65.6	53.5	54.9	57.0	55.0
PICCOLE CONCENTRATE	2021	55.8	56.8	63.2	62.8	59.0	54.9	61.1	53.4	55.2	58.5	56.5
FAMILY	2021	56.4	56.9	63.6	66.0	59.7	54.5	65.1	54.8	55.5	57.5	56.7
STATE	2021	55.3	58.5	67.7	56.4	62.7	62.6	53.4	51.8	54.7	59.9	56.1
ALTRI ASSETTI	2021	56.3	58.0	64.6	64.9	60.9	56.9	65.6	52.3	56.0	57.1	55.1
WIDELY HELD	2021	58.2	56.9	58.1	66.8	63.1	59.5		54.0	58.0	56.8	55.8
TOTALE	2021	56.5	57.2	64.0	64.1	60.6	55.4	62.3	53.8	55.8	57.6	56.2

TAB.3R: ANZIANITA' DI CARICA DI AMMINISTRATORI E SINDACI (SECONDO LA CARICA RICOPERTA)		Tutti gli amm.ri	AD	Presidenti esecutivi	Presidenti non esecutivi	Vice-presidenti	Altri esecutivi	Non esecutivi in CE	Altri non esecutivi NON indipendenti	Altri indipendenti	Presidenti del collegio sindacale	Sindaci
LISTINO	Anno	μ	μ	μ	μ	μ	μ	μ	μ	μ	μ	μ
FTSE MIB	2021	4.4	7.6	9.8	6.6	7.5	4.5	3.1	4.0	3.4	3.9	4.0
FTSE MID CAP	2021	6.8	10.0	15.5	9.4	10.0	9.7	11.4	8.3	3.7	4.5	5.4
ALTRE	2021	7.1	10.5	14.3	5.7	10.8	10.3	2.0	7.3	3.9	5.3	5.1
FINANZIARIE	2021	5.6	7.2	11.0	10.6	9.4	9.5		6.4	3.4	4.3	4.5
NON FINANZIARIE	2021	6.7	10.5	14.7	4.8	10.3	9.3	6.0	7.3	3.8	5.0	5.1
GRANDI	2021	5.2	7.8	13.2	7.4	9.1	7.5	10.0	6.0	3.5	4.2	4.4
PICCOLE	2021	7.0	10.6	14.7	6.6	10.4	10.1	2.0	7.5	3.9	5.1	5.2
NON CONCENTRATE	2021	5.9	10.4	13.6	6.3	10.2	9.3	1.8	6.5	3.5	5.2	4.5
CONCENTRATE	2021	6.9	9.6	14.8	7.8	10.0	9.4	7.4	7.5	3.9	4.7	5.4
GRANDI NON CONCENTRAT	2021	4.5	7.0	14.5	6.4	8.1	7.4		4.9	3.1	3.5	3.8
GRANDI CONCENTRATE	2021	6.0	8.8	12.8	8.6	9.9	7.5	10.0	6.7	3.9	4.8	5.1
PICCOLE NON CONCENTRA	2021	6.8	11.9	13.5	6.2	11.2	10.7	1.8	7.1	3.8	6.0	4.8
PICCOLE CONCENTRATE	2021	7.2	9.8	15.1	7.2	10.0	9.9	2.1	7.8	3.9	4.6	5.4
FAMILY	2021	8.0	11.1	16.4	10.6	11.9	10.6	8.1	9.3	4.2	5.3	5.8
STATE	2021	3.2	4.9	9.8	1.9	6.5	2.6	6.0	2.7	2.6	2.4	2.8
ALTRI ASSETTI	2021	5.2	9.4	10.9	5.2	7.8	3.9	1.8	4.9	3.7	5.1	4.5
WIDELY HELD	2021	5.0	8.9	7.6	6.8	7.6	6.8		5.5	3.3	4.8	4.1
TOTALE	2021	6.5	9.9	14.5	7.0	10.0	9.4	6.0	7.1	3.7	4.9	5.0

TAB.4R: REMUNERAZIONE DEGLI AD (Dati medi in € .000)		#	Compensi fissi		Compensi per comitati		Bonus e altri incentivi		Partecipazione agli utili		Benefici non monetari		Altri compensi		Totale compensi da controllate		Indennità di fine rapporto (dalla società e dalle sue controllate)		Totale compensi		Fair value compensi equity		
Anno	μ		%	μ	%	μ	%	μ	%	μ	%	μ	%	μ	%	μ	%	μ	#	%	μ		
FTSE MIB	2021	40	937	45.2%	3	0.1%	617	29.7%	0	0.0%	50	2.4%	24	1.2%	256	12.4%	186	9.0%	2074	23	57.5%	1037	
	2020	40	956	43.8%	3	0.2%	910	41.7%	0	0.0%	54	2.5%	6	0.3%	244	11.2%	9	0.4%	2182	22	55.0%	847	
FTSE MID CAP	2021	72	673	58.0%	2	0.1%	334	28.7%	17	1.4%	15	1.3%	10	0.9%	101	8.7%	10	0.9%	1161	30	41.7%	566	
	2020	63	732	47.6%	1	0.1%	667	43.4%	7	0.4%	15	1.0%	30	2.0%	86	5.6%	0	0.0%	1537	25	39.7%	569	
ALTRE	2021	146	334	62.9%	0	0.0%	89	16.8%	0	0.0%	7	1.4%	34	6.4%	51	9.6%	15	2.9%	531	17	11.6%	374	
	2020	142	309	59.6%	6	1.1%	94	18.0%	0	0.0%	6	1.2%	17	3.3%	73	14.1%	14	2.6%	519	12	8.5%	203	
FINANZIARIE	2021	43	735	52.7%	2	0.1%	483	34.7%	0	0.0%	32	2.3%	8	0.6%	131	9.4%	3	0.2%	1394	20	46.5%	1037	
	2020	39	758	48.2%	1	0.1%	637	40.5%	11	0.7%	47	3.0%	2	0.1%	118	7.5%	0	0.0%	1574	17	43.6%	670	
NON FINANZIARIE	2021	215	480	56.0%	1	0.1%	190	22.2%	6	0.7%	13	1.5%	29	3.4%	90	10.5%	48	5.6%	857	50	23.3%	529	
	2020	206	479	50.2%	5	0.5%	325	34.0%	0	0.0%	10	1.1%	22	2.3%	102	10.7%	11	1.2%	953	42	20.4%	570	
GRANDI	2021	63	867	48.8%	2	0.1%	508	28.6%	19	1.1%	38	2.2%	15	0.9%	201	11.3%	126	7.1%	1777	32	50.8%	884	
	2020	67	906	50.8%	2	0.1%	697	39.0%	0	0.0%	38	2.1%	23	1.3%	113	6.3%	5	0.3%	1785	32	47.8%	856	
PICCOLE	2021	195	411	60.6%	1	0.1%	152	22.5%	0	0.0%	9	1.3%	29	4.3%	63	9.3%	12	1.8%	678	38	19.5%	498	
	2020	178	379	48.9%	5	0.6%	253	32.6%	2	0.3%	8	1.0%	17	2.2%	101	13.0%	11	1.4%	776	27	15.2%	294	
NON CONCENTRATE	2021	103	603	47.0%	1	0.1%	382	29.8%	0	0.0%	19	1.5%	41	3.2%	162	12.6%	76	5.9%	1283	44	42.7%	771	
	2020	113	602	44.2%	1	0.1%	584	42.9%	0	0.0%	25	1.8%	29	2.1%	104	7.6%	17	1.3%	1363	37	32.7%	606	
CONCENTRATE	2021	155	469	64.9%	1	0.1%	145	20.0%	8	1.1%	14	2.0%	16	2.2%	54	7.4%	17	2.3%	722	26	16.8%	510	
	2020	132	456	58.0%	7	0.8%	195	24.8%	3	0.4%	9	1.1%	9	1.2%	105	13.3%	3	0.3%	786	22	16.7%	587	
GRANDI NON CONCENTRATE	2021	32	970	42.7%	1	0.0%	686	30.2%	0	0.0%	34	1.5%	11	0.5%	338	14.9%	233	10.2%	2273	20	62.5%	1109	
	2020	37	970	44.7%	4	0.2%	929	42.9%	0	0.0%	52	2.4%	42	1.9%	172	7.9%	0	0.0%	2169	20	54.1%	871	
GRANDI CONCENTRATE	2021	31	761	60.2%	3	0.2%	324	25.6%	39	3.1%	43	3.4%	20	1.5%	59	4.6%	17	1.3%	1265	12	38.7%	507	
	2020	30	827	63.1%	1	0.1%	410	31.3%	0	0.0%	21	1.6%	0	0.0%	40	3.0%	12	0.9%	1311	12	40.0%	830	
PICCOLE NON CONCENTRATE	2021	71	437	52.3%	1	0.1%	244	29.2%	0	0.0%	12	1.5%	54	6.5%	83	9.9%	5	0.6%	837	24	33.8%	490	
	2020	76	423	43.6%	0	0.0%	416	42.9%	0	0.0%	12	1.2%	23	2.4%	71	7.3%	26	2.6%	970	17	22.4%	294	
PICCOLE CONCENTRATE	2021	124	396	67.5%	1	0.1%	100	17.0%	0	0.0%	7	1.2%	15	2.5%	52	8.9%	16	2.8%	587	14	11.3%	512	
	2020	102	347	54.9%	8	1.3%	131	20.8%	4	0.6%	5	0.8%	12	1.9%	124	19.6%	0	0.0%	632	10	9.8%	295	
FAMILY STATE	2021	159	476	59.3%	0	0.1%	140	17.4%	8	0.9%	9	1.2%	16	2.1%	89	11.1%	64	8.0%	803	29	18.2%	625	
	2021	26	591	46.3%	0	0.0%	554	43.5%	0	0.0%	16	1.2%	107	8.4%	7	0.6%	0	0.0%	1275	9	34.6%	531	
ALTRI ASSETTI	2021	42	572	60.1%	3	0.4%	246	25.8%	0	0.0%	28	3.0%	29	3.0%	72	7.6%	1	0.1%	952	16	38.1%	467	
	2021	31	635	45.5%	1	0.1%	477	34.2%	0	0.0%	35	2.5%	1	0.1%	243	17.4%	4	0.3%	1397	16	51.6%	1051	
Family CEO	2021	64	511	57.4%	1	0.1%	118	13.2%	9	1.1%	10	1.1%	19	2.1%	104	11.6%	118	13.3%	890	11	17.2%	686	
	2020	56	502	62.7%	0	0.0%	197	24.6%	0	0.0%	12	1.5%	12	1.6%	39	4.9%	39	4.8%	801	15	26.8%	615	
TOTALE	2021	258	522	55.2%	1	0.1%	239	25.3%	5	0.5%	16	1.7%	26	2.7%	97	10.2%	40	4.3%	946	70	27.1%	674	
	2020	245	523	49.7%	4	0.4%	374	35.6%	2	0.2%	16	1.5%	19	1.8%	104	9.9%	9	0.9%	1052	59	24.1%	599	

TAB.5R: REMUNERAZIONE DEI PRESIDENTI ESECUTIVI (Dati medi in € .000)		#	Compensi fissi		Compensi per comitati		Bonus e altri incentivi		Partecipazione agli utili		Benefici non monetari		Altri compensi		Totale compensi da controllate		Indennità di fine rapporto (dalla società e dalle sue controllate)		Totale compensi		Fair value compensi equity		
Anno	μ		%	μ	%	μ	%	μ	%	μ	%	μ	%	μ	%	μ	%	μ	#	%	μ		
FTSE MIB	2021	3	432	78.7%	4	0.8%	105	19.1%	0	0.0%	7	1.3%	1	0.1%	0	0.0%	0	0.0%	549	1	33.3%	330	
	2020	7	546	82.0%	3	0.4%	99	14.9%	0	0.0%	10	1.5%	0	0.0%	7	1.1%	0	0.0%	666	1	14.3%	1406	
FTSE MID CAP	2021	23	716	87.8%	0	0.0%	70	8.6%	0	0.0%	12	1.5%	0	0.0%	12	1.5%	4	0.5%	816	6	26.1%	497	
	2020	18	672	93.0%	0	0.1%	19	2.7%	0	0.0%	6	0.9%	12	1.6%	13	1.8%	0	0.0%	723	4	22.2%	182	
ALTRE	2021	58	325	64.3%	0	0.0%	40	7.9%	0	0.0%	4	0.8%	5	1.0%	131	25.9%	0	0.1%	506	2	3.4%	53	
	2020	57	295	53.9%	16	2.9%	58	10.5%	0	0.0%	5	0.8%	5	0.9%	169	30.8%	1	0.1%	548	3	5.3%	103	
FINANZIARIE	2021	5	319	80.7%	0	0.0%	39	9.8%	0	0.0%	4	1.0%	1	0.3%	12	3.1%	20	5.2%	396	1	20.0%	174	
	2020	6	269	79.4%	11	3.2%	32	9.5%	0	0.0%	3	1.0%	1	0.3%	23	6.6%	0	0.0%	339	1	16.7%	174	
NON FINANZIARIE	2021	79	443	73.3%	0	0.0%	51	8.5%	0	0.0%	7	1.1%	4	0.6%	99	16.3%	0	0.1%	605	8	10.1%	406	
	2020	76	410	66.4%	12	1.9%	55	8.8%	0	0.0%	6	0.9%	7	1.1%	129	20.8%	0	0.1%	617	7	9.2%	324	
GRANDI	2021	12	706	82.8%	1	0.1%	109	12.8%	0	0.0%	16	1.8%	0	0.0%	21	2.4%	0	0.0%	853	2	16.7%	497	
	2020	15	754	91.0%	1	0.2%	54	6.6%	0	0.0%	6	0.7%	0	0.0%	13	1.6%	0	0.0%	828	2	13.3%	751	
PICCOLE	2021	72	391	71.2%	0	0.0%	41	7.4%	0	0.0%	5	0.9%	4	0.8%	106	19.3%	2	0.3%	549	7	9.7%	346	
	2020	67	320	58.8%	14	2.5%	53	9.6%	0	0.0%	6	1.0%	8	1.4%	145	26.6%	0	0.1%	545	6	9.0%	157	
NON CONCENTRATE	2021	22	439	78.1%	0	0.0%	33	5.8%	0	0.0%	6	1.0%	0	0.0%	80	14.3%	5	0.8%	562	6	27.3%	262	
	2020	26	385	69.3%	1	0.1%	108	19.4%	0	0.0%	6	1.0%	0	0.0%	55	9.9%	1	0.2%	556	6	23.1%	331	
CONCENTRATE	2021	62	435	72.1%	0	0.1%	57	9.4%	0	0.0%	7	1.2%	5	0.8%	98	16.3%	0	0.1%	603	3	4.8%	616	
	2020	56	406	66.0%	17	2.7%	27	4.4%	0	0.0%	5	0.9%	9	1.5%	151	24.6%	0	0.0%	616	2	3.6%	230	
GRANDI NON CONCENTRATE	2021	3	961	94.4%	0	0.0%	0	0.0%	0	0.0%	10	1.0%	0	0.0%	46	4.6%	0	0.0%	1018	2	66.7%	497	
	2020	5	1016	93.8%	4	0.4%	25	2.3%	0	0.0%	8	0.7%	0	0.0%	30	2.8%	0	0.0%	1083	2	40.0%	751	
GRANDI CONCENTRATE	2021	9	621	77.8%	1	0.2%	146	18.2%	0	0.0%	18	2.2%	0	0.0%	12	1.5%	0	0.0%	799		0.0%		
	2020	10	622	88.8%	0	0.0%	69	9.8%	0	0.0%	4	0.6%	0	0.0%	5	0.7%	0	0.0%	701		0.0%		
PICCOLE NON CONCENTRATE	2021	19	356	72.7%	0	0.0%	38	7.7%	0	0.0%	5	1.0%	0	0.0%	86	17.5%	5	1.1%	490	4	21.1%	145	
	2020	21	235	54.6%	0	0.0%	128	29.6%	0	0.0%	5	1.2%	0	0.0%	61	14.2%	1	0.3%	430	4	19.0%	120	
PICCOLE CONCENTRATE	2021	53	403	70.8%	0	0.0%	42	7.4%	0	0.0%	5	0.9%	6	1.0%	113	19.8%	0	0.1%	570	3	5.7%	616	
	2020	46	359	60.1%	20	3.4%	18	3.1%	0	0.0%	6	0.9%	11	1.8%	183	30.7%	0	0.0%	597	2	4.3%	230	
FAMILY STATE	2021	57	500	71.2%	0	0.0%	58	8.2%	0	0.0%	7	1.0%	5	0.7%	129	18.4%	2	0.3%	702	4	7.0%	355	
	2021	7	236	75.4%	2	0.6%	71	22.7%	0	0.0%	3	1.0%	1	0.3%	0	0.0%	0	0.0%	313		0.0%		
ALTRI ASSETTI	2021	18	333	84.8%	0	0.1%	26	6.6%	0	0.0%	6	1.6%	0	0.0%	27	6.9%	0	0.0%	393	4	22.2%	333	
	2021	2	238	99.0%	0	0.0%	0	0.0%	0	0.0%	3	1.0%	0	0.0%	0	0.0%	0	0.0%	240	1	50.0%	664	
TOTALE	2021	84	436	73.6%	0	0.0%	51	8.5%	0	0.0%	7	1.1%	4	0.6%	94	15.8%	2	0.3%	592	9	10.7%	380	
	2020	82	399	66.9%	12	1.9%	53	8.9%	0	0.0%	6	0.9%	6	1.0%	121	20.3%	0	0.1%	597	8	9.8%	305	

TAB.6R: REMUNERAZIONE DEI PRESIDENTI NON ESECUTIVI (Dati medi in €.000)		Anno	#	Compensi fissi		Compensi per comitati		Bonus e altri incentivi		Partecipazione agli utili		Benefici non monetari		Altri compensi		Totale compensi da controllate		Indennità di fine rapporto (dalla società e dalle sue controllate)		Totale compensi		Fair value compensi equity		
				μ	%	μ	%	μ	%	μ	%	μ	%	μ	%	μ	%	μ	%	μ	#	%	μ	
FTSE MIB	2021	28	417	87.1%	8	1.6%	31	6.4%	0	0.0%	15	3.1%	0	0.0%	9	1.8%	0	0.0%	479	1	3.6%	2005		
	2020	26	457	91.5%	13	2.7%	0	0.0%	0	0.0%	15	3.0%	0	0.0%	14	2.8%	0	0.0%	500	1	0.0%			
FTSE MID CAP	2021	22	266	83.6%	8	2.5%	22	6.9%	0	0.0%	2	0.6%	4	1.3%	16	5.1%	0	0.0%	318	1	4.5%	2		
	2020	24	223	87.7%	9	3.4%	0	0.0%	0	0.0%	1	0.3%	9	3.4%	13	5.2%	0	0.0%	255	1	4.2%	5		
ALTRE	2021	36	100	94.3%	2	1.9%	2	1.8%	0	0.0%	1	1.0%	0	0.0%	1	0.9%	0	0.0%	106		0.0%			
	2020	36	114	88.4%	1	0.7%	10	7.4%	0	0.0%	1	0.8%	2	1.8%	1	0.9%	0	0.0%	129	1	2.8%	7		
FINANZIARIE	2021	32	390	91.3%	9	2.1%	2	0.5%	0	0.0%	13	3.1%	3	0.7%	10	2.4%	0	0.0%	428	1	3.1%	2		
	2020	33	396	90.9%	14	3.2%	2	0.4%	0	0.0%	13	2.9%	3	0.6%	9	2.0%	0	0.0%	436	1	3.0%	5		
NON FINANZIARIE	2021	54	160	81.9%	3	1.7%	25	12.7%	0	0.0%	1	0.7%	0	0.0%	6	2.9%	0	0.0%	195	1	1.9%	2005		
	2020	53	156	88.4%	2	1.3%	6	3.1%	0	0.0%	1	0.4%	4	2.1%	8	4.6%	0	0.0%	176	1	1.9%	7		
GRANDI	2021	38	359	84.5%	8	1.9%	35	8.3%	0	0.0%	11	2.7%	0	0.0%	11	2.7%	0	0.0%	425	2	5.3%	1004		
	2020	37	393	91.4%	13	3.0%	0	0.0%	0	0.0%	11	2.5%	0	0.0%	13	3.1%	0	0.0%	430	1	2.7%	5		
PICCOLE	2021	48	156	92.7%	3	2.0%	1	0.9%	0	0.0%	1	0.8%	2	1.2%	4	2.5%	0	0.0%	168		0.0%			
	2020	49	139	86.8%	2	1.4%	7	4.4%	0	0.0%	1	0.7%	6	3.7%	5	3.0%	0	0.0%	160	1	2.0%	7		
NON CONCENTRATE	2021	46	305	86.1%	7	2.0%	20	5.7%	0	0.0%	10	2.8%	2	0.6%	10	2.8%	0	0.0%	354	1	2.2%	2005		
	2020	52	313	89.5%	9	2.7%	7	1.9%	0	0.0%	8	2.3%	4	1.1%	9	2.5%	0	0.0%	350	1	1.9%	7		
CONCENTRATE	2021	40	177	89.4%	3	1.8%	12	6.1%	0	0.0%	1	0.6%	0	0.0%	4	2.2%	0	0.0%	198	1	2.5%	2		
	2020	34	148	91.2%	3	1.8%	0	0.0%	0	0.0%	1	0.5%	2	1.5%	8	5.0%	0	0.0%	162	1	2.9%	5		
GRANDI NON CONCENTRATE	2021	21	470	84.8%	10	1.7%	41	7.4%	0	0.0%	19	3.5%	0	0.0%	14	2.6%	0	0.0%	555	1	4.8%	2005		
	2020	24	506	91.0%	17	3.1%	0	0.0%	0	0.0%	16	2.9%	0	0.0%	17	3.0%	0	0.0%	556		0.0%			
GRANDI CONCENTRATE	2021	17	220	83.5%	6	2.4%	28	10.7%	0	0.0%	1	0.5%	0	0.0%	8	2.9%	0	0.0%	264	1	5.9%	2		
	2020	13	183	93.4%	5	2.6%	0	0.1%	0	0.0%	1	0.4%	0	0.0%	7	3.5%	0	0.0%	196	1	7.7%	5		
PICCOLE NON CONCENTRATE	2021	25	166	89.4%	5	2.7%	3	1.5%	0	0.0%	2	1.0%	4	2.0%	6	3.4%	0	0.0%	186		0.0%			
	2020	28	148	85.2%	3	1.6%	12	7.0%	0	0.0%	1	0.8%	7	4.2%	2	1.1%	0	0.0%	174	1	3.6%	7		
PICCOLE CONCENTRATE	2021	23	145	97.1%	1	1.0%	0	0.0%	0	0.0%	1	0.6%	0	0.0%	2	1.3%	0	0.0%	149		0.0%			
	2020	21	126	89.4%	2	1.1%	0	0.0%	0	0.0%	1	0.5%	4	2.8%	9	6.2%	0	0.0%	141		0.0%			
FAMILY STATE	2021	33	183	87.7%	4	1.7%	15	7.0%	0	0.0%	1	0.6%	0	0.0%	6	2.9%	0	0.0%	208	1	3.0%	2		
	2021	17	185	76.9%	2	0.9%	51	21.0%	0	0.0%	2	1.0%	0	0.0%	1	0.2%	0	0.0%	241	1	5.9%	2005		
ALTRI ASSETTI	2021	18	274	95.9%	6	2.2%	0	0.0%	0	0.0%	0	0.1%	0	0.0%	5	1.7%	0	0.0%	286		0.0%			
WIDELY HELD	2021	18	389	86.5%	11	2.5%	4	0.9%	0	0.0%	23	5.0%	5	1.1%	18	4.0%	0	0.0%	450		0.0%			
TOTALE	2021	86	246	87.2%	5	1.9%	16	5.8%	0	0.0%	6	2.0%	1	0.4%	7	2.6%	0	0.0%	282	2	2.3%	1004		
	2020	86	248	89.9%	7	2.5%	4	1.5%	0	0.0%	5	1.9%	3	1.2%	8	3.1%	0	0.0%	276	2	2.3%	6		

TAB.7R: REMUNERAZIONE DEGLI AMMINISTRATORI INDIPENDENTI (Dati medi in €.000)		Anno	#	Compensi fissi		Compensi per comitati		Bonus e altri incentivi		Partecipazione agli utili		Benefici non monetari		Altri compensi		Totale compensi da controllate		Indennità di fine rapporto (dalla società e dalle sue controllate)		Totale compensi		Fair value compensi equity		
				μ	%	μ	%	μ	%	μ	%	μ	%	μ	%	μ	%	μ	%	μ	#	%	μ	
FTSE MIB	2021	242	70	65.3%	34	31.5%	0	0.0%	0	0.0%	0	0.1%	0	0.1%	3	2.9%	0	0.0%	108	0.0%				
	2020	233	72	64.2%	38	34.1%	0	0.0%	0	0.0%	0	0.1%	0	0.0%	2	1.5%	0	0.0%	112	0.0%				
FTSE MID CAP	2021	311	40	64.4%	19	31.0%	0	0.0%	0	0.0%	1	1.5%	0	0.4%	2	2.8%	0	0.0%	62	0.0%				
	2020	310	41	65.0%	19	30.9%	0	0.5%	0	0.0%	1	1.1%	0	0.5%	1	2.0%	0	0.0%	63	0.0%				
ALTRE	2021	436	21	63.3%	11	32.6%	0	0.0%	0	0.0%	0	0.0%	0	0.7%	1	3.3%	0	0.0%	33	0.0%				
	2020	435	21	63.4%	11	33.3%	0	0.1%	0	0.0%	0	0.0%	0	0.5%	1	2.8%	0	0.0%	32	0.0%				
FINANZIARIE	2021	241	64	68.1%	26	27.3%	0	0.0%	0	0.0%	1	1.2%	0	0.4%	3	3.1%	0	0.0%	94	0.0%				
	2020	231	66	65.8%	30	30.0%	0	0.4%	0	0.0%	1	0.9%	0	0.2%	3	2.6%	0	0.0%	100	0.0%				
NON FINANZIARIE	2021	748	31	62.4%	17	34.3%	0	0.0%	0	0.0%	0	0.2%	0	0.3%	1	2.9%	0	0.0%	49	0.0%				
	2020	747	31	63.3%	17	34.7%	0	0.0%	0	0.0%	0	0.1%	0	0.3%	1	1.6%	0	0.0%	49	0.0%				
GRANDI	2021	374	60	66.0%	28	31.0%	0	0.0%	0	0.0%	0	0.1%	0	0.2%	3	2.8%	0	0.0%	91	0.0%				
	2020	394	62	66.0%	30	32.3%	0	0.0%	0	0.0%	0	0.1%	0	0.1%	1	1.5%	0	0.0%	94	0.0%				
PICCOLE	2021	615	26	62.6%	13	32.5%	0	0.0%	0	0.0%	0	1.1%	0	0.6%	1	3.2%	0	0.0%	41	0.0%				
	2020	584	24	61.4%	13	33.9%	0	0.5%	0	0.0%	0	0.9%	0	0.6%	1	2.7%	0	0.0%	38	0.0%				
NON CONCENTRATE	2021	438	49	65.0%	24	30.9%	0	0.0%	0	0.0%	1	0.8%	0	0.2%	2	3.1%	0	0.0%	76	0.0%				
	2020	484	50	64.4%	26	33.5%	0	0.3%	0	0.0%	0	0.6%	0	0.0%	1	1.2%	0	0.0%	77	0.0%				
CONCENTRATE	2021	551	31	64.0%	15	32.5%	0	0.0%	0	0.0%	0	0.3%	0	0.6%	1	2.8%	0	0.0%	48	0.0%				
	2020	494	29	64.1%	14	31.8%	0	0.0%	0	0.0%	0	0.1%	0	0.7%	1	3.2%	0	0.0%	45	0.0%				
GRANDI NON CONCENTRATE	2021	197	76	65.5%	36	31.1%	0	0.0%	0	0.0%	0	0.1%	0	0.2%	4	3.2%	0	0.0%	117	0.0%				
	2020	230	76	65.7%	38	32.9%	0	0.0%	0	0.0%	0	0.1%	0	0.0%	1	1.3%	0	0.0%	116	0.0%				
GRANDI CONCENTRATE	2021	177	42	66.9%	19	30.8%	0	0.0%	0	0.0%	0	0.2%	0	0.2%	1	1.9%	0	0.0%	63	0.0%				
	2020	164	43	66.6%	20	30.7%	0	0.0%	0	0.0%	0	0.2%	0	0.1%	1	2.3%	0	0.0%	64	0.0%				
PICCOLE NON CONCENTRATE	2021	241	27	63.9%	13	30.7%	0	0.0%	0	0.0%	1	2.3%	0	0.3%	1	2.9%	0	0.0%	43	0.0%				
	2020	254	25	60.9%	15	35.2%	0	0.9%	0	0.0%	1	1.8%	0	0.0%	1	1.2%	0	0.0%	42	0.0%				
PICCOLE CONCENTRATE	2021	374	25	61.8%	14	33.7%	0	0.0%	0	0.0%	0	0.3%	0	0.8%	1	3.4%	0	0.0%	40	0.0%				
	2020	330	22	61.9%	12	32.7%	0	0.1%	0	0.0%	0	0.1%	0	1.2%	1	4.1%	0	0.0%	36	0.0%				
FAMILY STATE	2021	506	28	64.3%	13	30.8%	0	0.0%	0	0.0%	0	0.2%	0	0.6%	2	4.1%	0	0.0%	43	0.0%				
	2021	158	41	60.5%	25	37.0%	0	0.0%	0	0.0%	0	0.2%	0	0.4%	1	1.9%	0	0.0%	69	0.0%				
ALTRI ASSETTI	2021	190	39	62.7%	22	34.9%	0	0.0%	0	0.0%	0	0.0%	0	0.1%	1	2.3%	0	0.0%	62	0.0%				
	2021	135	78	69.2%	30	26.4%	0	0.0%	0	0.0%	2	1.7%	0	0.1%	3	2.6%	0	0.0%	112	0.0%				
TOTALE	2021	989	39	64.5%	19	31.6%	0	0.0%	0	0.0%	0	0.5%	0	0.3%	2	3.0%	0	0.0%	60	0.0%				
	2020	978	39	64.3%	20	32.9%	0	0.2%	0	0.0%	0	0.4%	0	0.3%	1	2.0%	0	0.0%	61	0.0%				

TAB.8R: REMUNERAZIONE DEI SINDACI (Dati medi in € .000)		Anno	#	Compensi fissi		Compensi per comitati		Bonus e altri incentivi		Partecipazione agli utili		Benefici non monetari		Altri compensi		Totale compensi da controllate		Totale compensi
				μ	%	μ	%	μ	%	μ	%	μ	%	μ	%	μ	%	μ
FTSE MIB	2021	112	72	79.7%	1	1.0%	0	0.0%	0	0.0%	1	0.6%	3	2.8%	14	15.9%	90	
	2020	112	73	82.6%	1	0.9%	0	0.0%	0	0.0%	0	0.2%	3	3.8%	11	12.5%	89	
FTSE MID CAP	2021	174	43	83.1%	2	3.9%	0	0.0%	0	0.0%	0	0.7%	1	1.9%	5	10.4%	52	
	2020	168	47	84.9%	1	2.7%	0	0.0%	0	0.0%	0	0.5%	0	0.7%	6	11.2%	55	
ALTRE	2021	376	26	83.1%	1	2.0%	0	0.0%	0	0.0%	0	0.0%	1	2.5%	4	12.4%	31	
	2020	390	25	83.9%	0	1.5%	0	0.0%	0	0.0%	0	0.0%	0	1.2%	4	13.4%	30	
FINANZIARIE	2021	120	62	80.7%	3	4.3%	0	0.0%	0	0.0%	1	1.3%	1	1.3%	10	12.4%	77	
	2020	119	63	82.3%	2	3.1%	0	0.0%	0	0.0%	1	0.7%	0	0.2%	10	13.6%	77	
NON FINANZIARIE	2021	542	33	82.5%	1	1.4%	0	0.0%	0	0.0%	0	0.0%	1	2.9%	5	13.2%	40	
	2020	551	34	84.4%	0	1.1%	0	0.0%	0	0.0%	0	0.0%	1	2.6%	5	11.9%	40	
GRANDI	2021	178	62	80.3%	2	2.4%	0	0.0%	0	0.0%	0	0.4%	2	2.7%	11	14.3%	77	
	2020	184	64	84.5%	2	2.2%	0	0.0%	0	0.0%	0	0.1%	2	2.9%	8	10.2%	76	
PICCOLE	2021	484	29	83.3%	1	2.2%	0	0.0%	0	0.0%	0	0.4%	1	2.2%	4	12.0%	35	
	2020	486	29	83.2%	0	1.3%	0	0.0%	0	0.0%	0	0.3%	0	1.0%	5	14.2%	35	
NON CONCENTRATE	2021	257	44	79.5%	1	1.5%	0	0.0%	0	0.0%	0	0.8%	2	3.1%	8	15.1%	56	
	2020	297	46	84.5%	1	1.5%	0	0.0%	0	0.0%	0	0.4%	1	2.5%	6	11.0%	55	
CONCENTRATE	2021	405	34	84.1%	1	2.9%	0	0.0%	0	0.0%	0	0.0%	1	1.8%	5	11.2%	40	
	2020	373	33	83.0%	1	1.8%	0	0.0%	0	0.0%	0	0.0%	0	1.2%	6	14.0%	40	
GRANDI NON CONCENTRATE	2021	89	73	80.0%	1	0.7%	0	0.0%	0	0.0%	1	0.7%	3	3.4%	14	15.2%	91	
	2020	103	76	85.7%	1	1.6%	0	0.0%	0	0.0%	0	0.2%	3	3.9%	8	8.7%	89	
GRANDI CONCENTRATE	2021	89	51	80.7%	3	4.7%	0	0.0%	0	0.0%	0	0.0%	1	1.6%	8	13.0%	63	
	2020	81	49	82.4%	2	3.3%	0	0.0%	0	0.0%	0	0.0%	1	1.2%	8	13.1%	60	
PICCOLE NON CONCENTRATE	2021	168	29	78.8%	1	2.5%	0	0.0%	0	0.0%	0	1.0%	1	2.8%	6	14.9%	37	
	2020	194	31	83.2%	1	1.5%	0	0.0%	0	0.0%	0	0.7%	0	0.7%	5	14.0%	37	
PICCOLE CONCENTRATE	2021	316	29	85.9%	1	2.0%	0	0.0%	0	0.0%	0	0.0%	1	1.9%	3	10.2%	34	
	2020	292	28	83.2%	0	1.1%	0	0.0%	0	0.0%	0	0.0%	0	1.2%	5	14.4%	34	
FAMILY STATE	2021	378	30	81.7%	1	2.5%	0	0.0%	0	0.0%	0	0.0%	1	3.2%	5	12.7%	36	
	2021	82	52	83.8%	0	0.3%	0	0.0%	0	0.0%	0	0.0%	1	1.7%	9	14.1%	63	
ALTRI ASSETTI WIDELY HELD	2021	130	37	82.4%	2	3.7%	0	0.0%	0	0.0%	0	0.0%	1	3.2%	5	10.7%	45	
	2021	72	67	80.7%	2	1.9%	0	0.0%	0	0.0%	2	2.0%	0	0.5%	12	14.9%	83	
TOTALE	2021	662	38	82.0%	1	2.2%	0	0.0%	0	0.0%	0	0.4%	1	2.4%	6	13.0%	46	
	2020	670	39	83.8%	1	1.7%	0	0.0%	0	0.0%	0	0.2%	1	1.9%	6	12.5%	46	

Statistiche relative a dati sulla Dichiarazione non finanziaria

TAB.1DNF: CARATTERISTICHE DICHIARAZIONE NON FINANZIARIA		Ha DNF			Obbligatoria		Volontaria		Documento autonomo		Sezione Relazione sulla Gestione		Relazione integrata		Bilancio di sostenibilità		N.Pagine
LISTINO	Anno	#	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	μ
FTSE MIB	2021	33	33	100.0%	30	90.9%	3	9.1%	22	66.7%	4	12.1%	7	21.2%		0.0%	164
FTSE MID CAP	2021	59	55	93.2%	52	94.5%	3	5.5%	42	76.4%	10	18.2%		0.0%	3	5.5%	130
ALTRE	2021	126	71	56.3%	65	91.5%	6	8.5%	52	73.2%	16	22.5%		0.0%	3	4.2%	92
FINANZIARIE	2021	40	29	72.5%	26	89.7%	3	10.3%	21	72.4%	2	6.9%	4	13.8%	2	6.9%	136
NON FINANZIARIE	2021	178	130	73.0%	121	93.1%	9	6.9%	95	73.1%	28	21.5%	3	2.3%	4	3.1%	114
GRANDI	2021	55	53	96.4%	49	92.5%	4	7.5%	37	69.8%	8	15.1%	7	13.2%	1	1.9%	153
PICCOLE	2021	163	106	65.0%	98	92.5%	8	7.5%	79	74.5%	22	20.8%		0.0%	5	4.7%	103
NON CONCENTRATE	2021	83	63	75.9%	57	90.5%	6	9.5%	46	73.0%	8	12.7%	5	7.9%	4	6.3%	122
CONCENTRATE	2021	135	96	71.1%	90	93.8%	6	6.3%	70	72.9%	22	22.9%	2	2.1%	2	2.1%	115
GRANDI NON CONCENTRATE	2021	26	25	96.2%	24	96.0%	1	4.0%	17	68.0%	3	12.0%	5	20.0%		0.0%	169
GRANDI CONCENTRATE	2021	29	28	96.6%	25	89.3%	3	10.7%	20	71.4%	5	17.9%	2	7.1%	1	3.6%	142
PICCOLE NON CONCENTRATE	2021	57	38	66.7%	33	86.8%	5	13.2%	29	76.3%	5	13.2%		0.0%	4	10.5%	98
PICCOLE CONCENTRATE	2021	106	68	64.2%	65	95.6%	3	4.4%	50	73.5%	17	25.0%		0.0%	1	1.5%	105
FAMILY STATE	2021	126	84	66.7%	80	95.2%	4	4.8%	59	70.2%	21	25.0%	1	1.2%	3	3.6%	108
ALTRI ASSETTI	2021	43	31	72.1%	26	83.9%	5	16.1%	24	77.4%	4	12.9%	2	6.5%	1	3.2%	101
WIDELY HELD	2021	23	19	82.6%	17	89.5%	2	10.5%	15	78.9%	1	5.3%	1	5.3%	2	10.5%	142
TOTALE	2021	218	159	72.9%	147	92.5%	12	7.5%	116	73.0%	30	18.9%	7	4.4%	6	3.8%	118

TAB.2DNF: FRAMEWORK TEORICO E ANALISI DI MATERIALITÀ NELLA DNF	Anno	#	Identifica SDG ONU di riferimento		N SDG richiamati	E' riportata matrice materialità		Modalità di svolgimento: Survey cartacea/on line		Modalità di svolgimento: Workshop		Stakeholders coinvolti: Dipendenti		Stakeholders coinvolti: Clienti		Stakeholders coinvolti: Fornitori		Stakeholders coinvolti: Finanziatori		Stakeholders coinvolti: Comunità locali		Stakeholders coinvolti: Pubblica amministrazione		Stakeholders sentiti su base regolare		Ogni quanti anni?
			N°	%		N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	N°	%	
LISTINO	2021	33	31	93.9%	10.3	31	93.9%	20	64.5%	10	32.3%	22	71.0%	20	64.5%	16	51.6%	17	54.8%	13	41.9%	11	35.5%	9	27.3%	1.44
FTSE MIB	2021	55	43	78.2%	9.3	47	85.5%	37	78.7%	13	27.7%	35	74.5%	27	57.4%	30	63.8%	19	40.4%	15	31.9%	7	14.9%	12	21.8%	1.17
FTSE MID CAP	2021	71	26	36.6%	8.7	59	83.1%	34	57.6%	21	35.6%	49	83.1%	33	55.9%	37	62.7%	27	45.8%	20	33.9%	16	27.1%	7	9.9%	1.29
ALTRE	2021	29	25	86.2%	10.2	24	82.8%	20	83.3%	9	37.5%	19	79.2%	19	79.2%	11	45.8%	11	45.8%	6	25.0%	6	25.0%	5	17.2%	1.20
FINANZIARIE	2021	130	75	57.7%	9.2	113	86.9%	71	62.8%	35	31.0%	87	77.0%	61	54.0%	72	63.7%	52	46.0%	42	37.2%	28	24.8%	23	17.7%	1.30
NON FINANZIARIE	2021	53	47	88.7%	9.9	49	92.5%	33	67.3%	16	32.7%	35	71.4%	28	57.1%	28	57.1%	24	49.0%	20	40.8%	15	30.6%	14	26.4%	1.36
GRANDI	2021	106	53	50.0%	9.1	88	83.0%	58	65.9%	28	31.8%	71	80.7%	52	59.1%	55	62.5%	39	44.3%	28	31.8%	19	21.6%	14	13.2%	1.21
PICCOLE	2021	63	43	68.3%	10.2	54	85.7%	33	61.1%	17	31.5%	39	72.2%	35	64.8%	31	57.4%	27	50.0%	22	40.7%	16	29.6%	12	19.0%	1.17
NON CONCENTRATE	2021	96	57	59.4%	8.9	83	86.5%	58	69.9%	27	32.5%	67	80.7%	45	54.2%	52	62.7%	36	43.4%	26	31.3%	18	21.7%	16	16.7%	1.38
CONCENTRATE	2021	25	24	96.0%	10.6	24	96.0%	14	58.3%	8	33.3%	15	62.5%	16	66.7%	12	50.0%	14	58.3%	10	41.7%	8	33.3%	7	28.0%	1.29
GRANDI NON CONCENTRATE	2021	28	23	82.1%	9.1	25	89.3%	19	76.0%	8	32.0%	20	80.0%	12	48.0%	16	64.0%	10	40.0%	10	40.0%	7	28.0%	7	25.0%	1.43
GRANDI CONCENTRATE	2021	38	19	50.0%	9.8	30	78.9%	19	63.3%	9	30.0%	24	80.0%	19	63.3%	19	63.3%	13	43.3%	12	40.0%	8	26.7%	5	13.2%	1.00
PICCOLE NON CONCENTRATE	2021	68	34	50.0%	8.7	58	85.3%	39	67.2%	19	32.8%	47	81.0%	33	58.9%	36	62.1%	26	44.8%	16	27.6%	11	19.0%	9	13.2%	1.33
PICCOLE CONCENTRATE	2021	84	45	53.6%	8.8	69	82.1%	47	68.1%	20	29.0%	57	82.6%	39	56.5%	44	63.8%	31	44.9%	24	34.8%	16	23.2%	14	16.7%	1.21
FAMILY	2021	25	22	88.0%	10.2	24	96.0%	17	70.8%	9	37.5%	18	75.0%	14	58.3%	15	62.5%	10	41.7%	9	37.5%	6	25.0%	9	36.0%	1.22
STATE	2021	31	15	48.4%	9.7	28	90.3%	15	53.6%	11	39.3%	20	71.4%	16	57.1%	16	57.1%	15	53.6%	10	35.7%	8	28.6%	1	3.2%	3.00
ALTRI ASSETTI	2021	19	18	94.7%	10.1	16	84.2%	12	75.0%	4	25.0%	11	68.8%	11	68.8%	8	50.0%	7	43.8%	5	31.3%	4	25.0%	4	21.1%	1.25
WIDELY HELD	2021	159	100	62.9%	9.5	137	86.2%	91	66.4%	44	32.1%	106	77.4%	80	58.4%	83	60.6%	63	46.0%	48	35.0%	34	24.8%	28	17.6%	1.29
TOTALE	2021																									

TAB.3DNF: CARATTERISTICHE DEL PIANO DI SOSTENIBILITÀ E INFORMAZIONI SU KPI	Anno	#	Esiste un piano di sostenibilità		E' integrato nel piano strategico		La DNF riporta obiettivi quantitativi (KPI) dichiarati EX ANTE		La DNF rendiconta EX POST raggiungimento KPI solo nell'ultimo anno		La DNF rendiconta EX POST raggiungimento KPI nell'ultimo anno e in quello precedente		La DNF rendiconta EX POST raggiungimento KPI negli ultimi 3 anni o più	
			N°	%	N°	%	N°	%	N°	%	N°	%	N°	%
LISTINO	2021	33	28	84.8%	24	85.7%	15	45.5%	0	0.0%	12	36.4%	21	63.6%
FTSE MIB	2021	33	28	84.8%	24	85.7%	15	45.5%	0	0.0%	12	36.4%	21	63.6%
FTSE MID CAP	2021	55	31	56.4%	19	61.3%	12	21.8%	1	1.8%	15	27.3%	38	69.1%
ALTRE	2021	71	18	25.4%	14	77.8%	11	15.5%	0	0.0%	29	40.8%	41	57.7%
FINANZIARIE	2021	29	17	58.6%	12	70.6%	6	20.7%	1	3.4%	8	27.6%	18	62.1%
NON FINANZIARIE	2021	130	60	46.2%	45	75.0%	32	24.6%	0	0.0%	48	36.9%	82	63.1%
GRANDI	2021	53	39	73.6%	31	79.5%	21	39.6%	0	0.0%	17	32.1%	36	67.9%
PICCOLE	2021	106	38	35.8%	26	68.4%	17	16.0%	1	0.9%	39	36.8%	64	60.4%
NON CONCENTRATE	2021	63	31	49.2%	24	77.4%	15	23.8%	1	1.6%	22	34.9%	38	60.3%
CONCENTRATE	2021	96	46	47.9%	33	71.7%	23	24.0%	0	0.0%	34	35.4%	62	64.6%
GRANDI NON CONCENTRATE	2021	25	21	84.0%	17	81.0%	11	44.0%	0	0.0%	9	36.0%	16	64.0%
GRANDI CONCENTRATE	2021	28	18	64.3%	14	77.8%	10	35.7%	0	0.0%	8	28.6%	20	71.4%
PICCOLE NON CONCENTRATE	2021	38	10	26.3%	7	70.0%	4	10.5%	1	2.6%	13	34.2%	22	57.9%
PICCOLE CONCENTRATE	2021	68	28	41.2%	19	67.9%	13	19.1%	0	0.0%	26	38.2%	42	61.8%
FAMILY	2021	84	31	36.9%	19	61.3%	12	14.3%	0	0.0%	32	38.1%	52	61.9%
STATE	2021	25	18	72.0%	17	94.4%	13	52.0%	0	0.0%	3	12.0%	22	88.0%
ALTRI ASSETTI	2021	31	15	48.4%	12	80.0%	8	25.8%	0	0.0%	15	48.4%	16	51.6%
WIDELY HELD	2021	19	13	68.4%	9	69.2%	5	26.3%	1	5.3%	6	31.6%	10	52.6%
TOTALE	2021	159	77	48.4%	57	74.0%	38	23.9%	1	0.6%	56	35.2%	100	62.9%

TAB.4DNF: INFORMAZIONE SU RATING ED INDICI ESG		#	La società ha rating ESG		N.rating riportati	La società cita inclusione in indici ESG		N.indici citati
LISTINO	Anno		N°	%		N°	%	
FTSE MIB	2021	33	20	60.6%	3.7	19	57.6%	4.2
FTSE MID CAP	2021	55	23	41.8%	2.1	9	16.4%	2.0
ALTRE	2021	71	5	7.0%	1.0		0.0%	
FINANZIARIE	2021	29	12	41.4%	2.6	8	27.6%	3.4
NON FINANZIARIE	2021	130	36	27.7%	2.7	20	15.4%	3.6
GRANDI	2021	53	30	56.6%	3.3	26	49.1%	3.6
PICCOLE	2021	106	18	17.0%	1.6	2	1.9%	2.0
NON CONCENTRATE	2021	63	20	31.7%	3.4	16	25.4%	3.9
CONCENTRATE	2021	96	28	29.2%	2.2	12	12.5%	3.0
GRANDI NON CONCENTRATE	2021	25	15	60.0%	4.1	14	56.0%	4.1
GRANDI CONCENTRATE	2021	28	15	53.6%	2.5	12	42.9%	3.0
PICCOLE NON CONCENTRATE	2021	38	5	13.2%	1.2	2	5.3%	2.0
PICCOLE CONCENTRATE	2021	68	13	19.1%	1.8		0.0%	
FAMILY STATE	2021	84	19	22.6%	2.2	5	6.0%	1.4
ALTRI ASSETTI	2021	31	9	29.0%	1.8	4	12.9%	4.0
WIDELY HELD	2021	19	8	42.1%	3.8	7	36.8%	3.3
TOTALE	2021	159	48	30.2%	2.7	28	17.6%	3.5