Statistiche relative a dati sulla corporate governance

TAB.1CG: INFORMAZIONI GENERALI		Società del campione	Società che comunicano di aver aderito all'ultima edizione del Codice di Corporate Governance 2020		Numero pagine Relazione di Corporate Governance	La società dà info sul congruo preavviso per invio documentazione preconsiliare		Preavviso congruo per invio documentazione preconsiliare (giorni)	E' contemplata eccezione a circolazione info per "esigenze di riservatezza"?		Società che indicano esserci stata partecipazione dirigenti a riunioni CdA	
LISTINO	***Anno***	**#**	***N°***	***%***	**μ**	***N°***	***%***	**μ**	***N°***	***%***	***N°***	***%***
FTSE MIB	***2022***	33	33	100.0%	108.3	33	100.0%	3.9	16	48.5%	29	87.9%
	2021	33	32	97.0%	98.2	32	97.0%	3.5	14	42.4%	30	90.9%
	2020	34		0.0%		31	91.2%	2.9	15	44.1%	31	91.2%
FTSE MID CAP	***2022***	57	55	96.5%	84.0	50	87.7%	3.1	23	40.4%	52	91.2%
	2021	59	53	89.8%	79.3	46	78.0%	3.1	20	33.9%	49	83.1%
	2020	57		0.0%		42	73.7%	2.9	19	33.3%	42	73.7%
ALTRE	***2022***	121	114	94.2%	67.3	97	80.2%	3.0	41	33.9%	93	76.9%
	2021	126	95	75.4%	60.3	93	73.8%	3.1	45	35.7%	83	65.9%
	2020	129		0.0%		81	62.8%	2.9	40	31.0%	73	56.6%
FINANZIARIE	***2022***	39	38	97.4%	95.2	36	92.3%	3.1	22	56.4%	29	74.4%
	2021	40	34	85.0%	84.4	34	85.0%	3.0	24	60.0%	28	70.0%
	2020	40		0.0%		31	77.5%	2.7	20	50.0%	26	65.0%
NON FINANZIARIE	***2022***	172	164	95.3%	74.3	144	83.7%	3.2	58	33.7%	145	84.3%
	2021	178	146	82.0%	68.2	137	77.0%	3.2	55	30.9%	134	75.3%
	2020	180		0.0%		123	68.3%	2.9	54	30.0%	120	66.7%
GRANDI	***2022***	55	55	100.0%	98.0	55	100.0%	3.6	25	45.5%	49	89.1%
	2021	55	53	96.4%	93.6	50	90.9%	3.5	23	41.8%	50	90.9%
	2020	59		0.0%		50	84.7%	2.9	25	42.4%	53	89.8%
PICCOLE	***2022***	156	147	94.2%	71.2	125	80.1%	3.0	55	35.3%	125	80.1%
	2021	163	127	77.9%	63.6	121	74.2%	3.0	56	34.4%	112	68.7%
	2020	161		0.0%		104	64.6%	2.9	49	30.4%	93	57.8%
NON CONCENTRATE	***2022***	71	70	98.6%	86.8	64	90.1%	3.3	34	47.9%	56	78.9%
	2021	83	68	81.9%	80.3	71	85.5%	3.2	35	42.2%	63	75.9%
	2020	96		0.0%		72	75.0%	3.0	37	38.5%	66	68.8%
CONCENTRATE	***2022***	140	132	94.3%	73.9	116	82.9%	3.1	46	32.9%	118	84.3%
	2021	135	112	83.0%	65.6	100	74.1%	3.1	44	32.6%	99	73.3%
	2020	124		0.0%		82	66.1%	2.8	37	29.8%	80	64.5%
GRANDI NON CONCENTRATE	***2022***	25	25	100.0%	113.4	25	100.0%	3.6	14	56.0%	21	84.0%
	2021	26	25	96.2%	107.5	25	96.2%	3.6	14	53.8%	23	88.5%
	2020	32		0.0%		28	87.5%	3.2	14	43.8%	28	87.5%
GRANDI CONCENTRATE	***2022***	30	30	100.0%	85.2	30	100.0%	3.7	11	36.7%	28	93.3%
	2021	29	28	96.6%	81.2	25	86.2%	3.4	9	31.0%	27	93.1%
	2020	27		0.0%		22	81.5%	2.4	11	40.7%	25	92.6%
PICCOLE NON CONCENTRATE	***2022***	46	45	97.8%	72.3	39	84.8%	3.1	20	43.5%	35	76.1%
	2021	57	43	75.4%	67.9	46	80.7%	3.0	21	36.8%	40	70.2%
	2020	64		0.0%		44	68.8%	2.8	23	35.9%	38	59.4%
PICCOLE CONCENTRATE	***2022***	110	102	92.7%	70.8	86	78.2%	2.9	35	31.8%	90	81.8%
	2021	106	84	79.2%	61.3	75	70.8%	3.0	35	33.0%	72	67.9%
	2020	97		0.0%		60	61.9%	2.9	26	26.8%	55	56.7%
FAMILY	***2022***	123	115	93.5%	68.9	101	82.1%	2.9	40	32.5%	98	79.7%
	2021	126	98	77.8%	62.6	95	75.4%	3.0	40	31.7%	86	68.3%
STATE	***2022***	26	26	100.0%	104.3	25	96.2%	3.8	6	23.1%	24	92.3%
	2021	26	26	100.0%	91.5	24	92.3%	3.6	7	26.9%	23	88.5%
ALTRI ASSETTI	***2022***	45	45	100.0%	78.0	39	86.7%	3.3	22	48.9%	38	84.4%
	2021	43	37	86.0%	71.9	33	76.7%	3.3	19	44.2%	37	86.0%
WIDELY HELD	***2022***	17	16	94.1%	106.2	15	88.2%	3.5	12	70.6%	14	82.4%
	2021	23	19	82.6%	93.8	19	82.6%	3.1	13	56.5%	16	69.6%
TOTALE	***2022***	211	202	95.7%	78.2	180	85.3%	3.2	80	37.9%	174	82.5%
	2021	218	180	82.6%	71.2	171	78.4%	3.2	79	36.2%	162	74.3%
	2020	220		0.0%		154	70.0%	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" in CdA			Amm.ri "di minoranza" (% rispetto a totale CdA) (OVE PRESENTI)		Società che indicano l'effettiva presenza di sindaci "di minoranza"		
LISTINO	***Anno***	*μ*	*μ*	*μ%*	*μ*	*μ%*	*μ*	*μ%*	*#*	*N°*	*%*	*μ*	*μ%*	*#*	*N°*	*%*
FTSE MIB	**2022**	12.5	1.7	14.2%	10.8	85.8%	8.1	64.9%	33	31	93.9%	2.6	21.6%	32	29	90.6%
	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	**2022**	10.4	2.4	24.8%	8.0	75.2%	5.3	50.6%	57	41	71.9%	1.5	14.5%	56	44	78.6%
	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	**2022**	8.6	2.5	30.1%	6.1	69.9%	3.6	42.8%	121	52	43.0%	1.4	14.3%	119	53	44.5%
	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	**2022**	11.2	1.7	17.2%	9.4	82.8%	6.6	57.5%	39	27	69.2%	2.1	17.4%	37	27	73.0%
	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	**2022**	9.3	2.5	28.2%	6.8	71.8%	4.4	46.3%	172	97	56.4%	1.6	15.9%	170	99	58.2%
	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	**2022**	12.0	2.0	18.0%	9.9	82.0%	7.3	60.4%	55	51	92.7%	2.2	19.1%	54	51	94.4%
	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	**2022**	8.9	2.5	29.1%	6.4	70.9%	3.9	44.1%	156	73	46.8%	1.4	14.2%	153	75	49.0%
	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	**2022**	10.3	1.9	20.0%	8.4	80.0%	5.7	54.2%	71	48	67.6%	2.1	19.1%	70	42	60.0%
	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	**2022**	9.3	2.6	29.3%	6.8	70.7%	4.3	45.4%	140	76	54.3%	1.5	14.3%	137	84	61.3%
	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	**2022**	12.3	1.6	14.0%	10.6	86.0%	8.4	68.5%	25	23	92.0%	2.9	23.8%	24	22	91.7%
	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	**2022**	11.7	2.4	21.4%	9.3	78.6%	6.3	53.7%	30	28	93.3%	1.7	15.3%	30	29	96.7%
	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	**2022**	9.3	2.1	23.2%	7.2	76.8%	4.3	46.5%	46	25	54.3%	1.4	14.8%	46	20	43.5%
	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	**2022**	8.7	2.6	31.5%	6.1	68.5%	3.8	43.1%	110	48	43.6%	1.4	13.8%	107	55	51.4%
	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	**2022**	9.0	2.8	32.2%	6.3	67.8%	4.0	43.2%	123	57	46.3%	1.3	12.7%	121	65	53.7%
	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%
STATE	**2022**	10.4	1.3	13.2%	9.0	86.8%	6.9	66.1%	26	25	96.2%	2.5	24.1%	26	23	88.5%
	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	**2022**	10.4	1.9	20.0%	8.4	80.0%	5.1	48.6%	45	28	62.2%	1.6	15.3%	44	28	63.6%
	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	**2022**	11.5	2.0	19.2%	9.5	80.8%	6.9	57.8%	17	14	82.4%	2.4	18.0%	16	10	62.5%
	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	**2022**	9.7	2.4	26.2%	7.3	73.8%	4.8	48.3%	211	124	58.8%	1.7	16.2%	207	126	60.9%
	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%	7.5	73.8%	4.6	46.0%	220	110	50.0%	1.7	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 quali-quantitativa 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	***2022***	33	24	72.7%	16	48.5%	6	18.2%
	2021	33	24	72.7%	16	48.5%	5	15.2%
	2020	34						
FTSE MID CAP	***2022***	57	29	50.9%	16	28.1%	3	5.3%
	2021	59	34	57.6%	13	22.0%	2	3.4%
	2020	57						
ALTRE	***2022***	121	35	28.9%	18	14.9%	4	3.3%
	2021	126	36	28.6%	22	17.5%	2	1.6%
	2020	129						
FINANZIARIE	***2022***	39	27	69.2%	15	38.5%	6	15.4%
	2021	40	28	70.0%	16	40.0%	5	12.5%
	2020	40						
NON FINANZIARIE	***2022***	172	61	35.5%	35	20.3%	7	4.1%
	2021	178	66	37.1%	35	19.7%	4	2.2%
	2020	180						
GRANDI	***2022***	55	38	69.1%	20	36.4%	6	10.9%
	2021	55	40	72.7%	21	38.2%	6	10.9%
	2020	59						
PICCOLE	***2022***	156	50	32.1%	30	19.2%	7	4.5%
	2021	163	54	33.1%	30	18.4%	3	1.8%
	2020	161						
NON CONCENTRATE	***2022***	71	39	54.9%	30	42.3%	12	16.9%
	2021	83	42	50.6%	37	44.6%	9	10.8%
	2020	96						
CONCENTRATE	***2022***	140	49	35.0%	20	14.3%	1	0.7%
	2021	135	52	38.5%	14	10.4%	0	0.0%
	2020	124						
GRANDI NON CONCENTRATE	***2022***	25	20	80.0%	14	56.0%	6	24.0%
	2021	26	20	76.9%	17	65.4%	6	23.1%
	2020	32						
GRANDI CONCENTRATE	***2022***	30	18	60.0%	6	20.0%	0	0.0%
	2021	29	20	69.0%	4	13.8%	0	0.0%
	2020	27						
PICCOLE NON CONCENTRATE	***2022***	46	19	41.3%	16	34.8%	6	13.0%
	2021	57	22	38.6%	20	35.1%	3	5.3%
	2020	64						
PICCOLE CONCENTRATE	***2022***	110	31	28.2%	14	12.7%	1	0.9%
	2021	106	32	30.2%	10	9.4%	0	0.0%
	2020	97						
FAMILY	***2022***	123	35	28.5%	15	12.2%	0	0.0%
	2021	126	42	33.3%	14	11.1%	0	0.0%
STATE	***2022***	26	17	65.4%	10	38.5%	2	7.7%
	2021	26	18	69.2%	9	34.6%	0	0.0%
ALTRI ASSETTI	***2022***	45	23	51.1%	13	28.9%	4	8.9%
	2021	43	20	46.5%	12	27.9%	2	4.7%
WIDELY HELD	***2022***	17	13	76.5%	12	70.6%	7	41.2%
	2021	23	14	60.9%	16	69.6%	7	30.4%
TOTALE	***2022***	211	88	41.7%	50	23.7%	13	6.2%
	2021	218	94	43.1%	51	23.4%	9	4.1%
	2020	220						

TAB.4CG: IMPEGNO PER PARTECIPAZIONE AGLI ORGANI DI AMMINISTRAZIONE, CONTROLLO E COMITATI		Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al CdA			Numero Riunioni CdA	Durata Riunioni Cda (minuti)	Impegno annuo CdA (ore)	Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al CE			Numero Riunioni CE	Durata Riunioni CE (minuti)	Impegno annuo CE (ore)	Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al CS			Numero Riunioni CS	Durata Riunioni CS (minuti)	Impegno annuo CS (ore)
LISTINO	***Anno***	**#**	**N°**	**%**	**μ**	**μ**	**μ**	**#**	**N°**	**%**	**μ**	**μ**	**μ**	**#**	**N°**	**%**	**μ**	**μ**	**μ**
FTSE MIB	***2022***	33	33	100.0%	14.3	198	50	2.0	2	100.0%	9.0	75	12	32	31	96.9%	24.4	154	68
	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	***2022***	57	55	96.5%	12.6	149	35	4.0	3	75.0%	17.0	140	43	56	53	94.6%	16.3	137	39
	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	***2022***	121	114	94.2%	10.6	109	20	9.0	3	33.3%	9.4	55	18	119	98	82.4%	12.3	129	27
	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	***2022***	39	39	100.0%	16.2	182	55	5.0	5	100.0%	24.8	87	35	37	34	91.9%	25.6	137	68
	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	***2022***	172	163	94.8%	10.7	123	23	10.0	3	30.0%	4.7	100	11	170	148	87.1%	13.0	135	30
	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	***2022***	55	55	100.0%	13.3	176	42	3.0	3	100.0%	13.0	100	25	54	52	96.3%	20.7	150	55
	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	***2022***	156	147	94.2%	11.1	118	24	12.0	5	41.7%	11.0	87	26	153	130	85.0%	13.4	129	30
	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	***2022***	71	67	94.4%	13.0	157	37	2.0	2	100.0%	26.5	90	40	70	61	87.1%	18.0	138	48
	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	***2022***	140	135	96.4%	11.0	123	25	13.0	6	46.2%	9.1	93	21	137	121	88.3%	13.9	134	32
	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	***2022***	25	25	100.0%	15.0	194	52	1.0	1	100.0%	11.0	90	17	24	24	100.0%	25.0	156	71
	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	***2022***	30	30	100.0%	11.9	162	34	2.0	2	100.0%	14.0	105	30	30	28	93.3%	17.2	146	41
	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	***2022***	46	42	91.3%	11.9	136	29	1.0	1	100.0%	42.0	90	63	46	37	80.4%	14.2	126	33
	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	***2022***	110	105	95.5%	10.8	111	23	11.0	4	36.4%	8.2	86	17	107	93	86.9%	13.0	131	29
	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	***2022***	123	117	95.1%	10.0	112	19	10.0	4	40.0%	7.8	86	17	121	103	85.1%	12.7	131	27
	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
STATE	***2022***	26	26	100.0%	14.5	187	48	1.0	1	100.0%	7.0	60	7	26	25	96.2%	19.6	164	58
	2021	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	***2022***	45	42	93.3%	12.9	140	34	2.0	1	50.0%	16.5	150	53	44	38	86.4%	15.3	121	33
	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	***2022***	17	17	100.0%	16.6	192	57	2.0	2	100.0%	26.5	90	40	16	16	100.0%	27.6	155	81
	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	***2022***	211	202	95.7%	11.7	134	29	15.0	8	53.3%	11.4	92	26	207	182	87.9%	15.3	135	37
	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

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TAB.5CG: IMPEGNO PER PARTECIPAZIONE AGLI ORGANI DI AMMINISTRAZIONE, CONTROLLO E COMITATI		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)
LISTINO	***Anno***	**#**	***N°***	**%**	**μ**	**μ**	**μ**	**#**	***N°***	**%**	**μ**	**μ**	**μ**	**#**	***N°***	**%**	**μ**	**μ**	**μ**
FTSE MIB	***2022***	30	16	53.3%	9.8	64	11	32	31	96.9%	10.7	101	19	33	32	97.0%	14.7	188	54
	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	***2022***	44	12	27.3%	7.3	58	8	55	53	96.4%	6.4	78	9	55	54	98.2%	9.9	124	24
	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	***2022***	70	13	18.6%	3.9	61	5	109	81	74.3%	4.5	66	6	109	86	78.9%	7.3	95	13
	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	***2022***	31	23	74.2%	10.5	62	11	39	37	94.9%	8.8	74	12	39	39	100.0%	14.7	161	48
	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	***2022***	113	18	15.9%	3.0	61	4	157	128	81.5%	5.4	77	8	158	133	84.2%	7.9	110	17
	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	***2022***	47	19	40.4%	9.1	64	10	53	52	98.1%	9.2	96	16	55	54	98.2%	12.6	162	40
	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	***2022***	97	22	22.7%	5.3	60	6	143	113	79.0%	4.9	68	6	142	118	83.1%	7.9	103	17
	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	***2022***	52	19	36.5%	10.1	69	12	69	60	87.0%	7.4	82	12	67	60	89.6%	11.1	141	35
	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	***2022***	92	22	23.9%	4.4	55	4	127	105	82.7%	5.4	73	7	130	112	86.2%	8.3	111	19
	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	***2022***	23	13	56.5%	10.8	70	13	25	25	100.0%	11.0	99	20	25	25	100.0%	16.1	191	60
	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	***2022***	24	6	25.0%	5.5	49	5	28	27	96.4%	7.7	93	12	30	29	96.7%	9.7	136	24
	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	***2022***	29	6	20.7%	8.7	68	12	44	35	79.5%	5.3	70	7	42	35	83.3%	8.1	105	17
	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	***2022***	68	16	23.5%	4.0	57	4	99	78	78.8%	4.7	67	6	100	83	83.0%	7.9	102	17
	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	***2022***	78	15	19.2%	3.4	54	3	111	86	77.5%	4.3	73	6	111	95	85.6%	7.3	103	14
	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
STATE	***2022***	20	8	40.0%	8.3	74	11	26	26	100.0%	9.0	88	14	26	25	96.2%	13.1	161	41
	2021	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	***2022***	31	8	25.8%	5.6	55	6	43	37	86.0%	6.5	74	9	44	36	81.8%	9.1	116	22
	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
WIDELY HELD	***2022***	15	10	66.7%	13.4	67	15	16	16	100.0%	12.2	83	19	16	16	100.0%	16.9	181	64
	2021	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	***2022***	144	41	28.5%	7.0	61	8	196	165	84.2%	6.1	77	9	197	172	87.3%	9.2	122	24
	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 AMMINISTRATORI E SINDACI)	CdA			Com.Esecutivo			Collegio sindacale			Com. Nomine		
	Media	95.5%		Media	98.5%		Media	98.4%		Media	96.1%	
Distribuzione per presenze	N	%	% cumulata	N	%	% cumulata	N	%	% cumulata	N	%	% cumulata
100	1516	75%	75%	31	89%	89%	543	87%	87%	109	86%	86%
90<x<100	193	10%	85%	2	6%	94%	54	9%	95%	6	5%	91%
75<x<90	221	11%	96%	2	6%	100%	23	4%	99%	5	4%	94%
50<x<75	60	3%	99%	0	0%	100%	3	0%	100%	4	3%	98%
x<50	28	1%	100%	0	0%	100%	3	0%	100%	3	2%	100%
Totale dati disponibili	2018	99%		35	67%		626	98%		127	96%	
n.d.	26	1%		17	33%		12	2%		5	4%	
Totale generale	2044			52			638			132		

TAB.6CG: PRESENZE NEGLI ORGANI (DATI 2021 SU SINGOLI AMMINISTRATORI E SINDACI)	Com Remunerazioni			Com. Controllo e Rischi			Com. Sostenibilità			Com. OPC		
	Media	97.6%		Media	97.4%		Media	97.3%		Media	97.9%	
Distribuzione per presenze	N	%	% cumulata	N	%	% cumulata	N	%	% cumulata	N	%	% cumulata
100	518	91%	91%	535	86%	86%	118	87%	87%	291	92%	92%
90<x<100	16	3%	94%	25	4%	90%	4	3%	90%	4	1%	93%
75<x<90	20	4%	97%	50	8%	98%	10	7%	98%	14	4%	97%
50<x<75	12	2%	99%	9	1%	100%	2	1%	99%	5	2%	99%
x<50	4	1%	100%	3	0%	100%	1	1%	100%	3	1%	100%
Totale dati disponibili	570	97%		622	97%		135	92%		317	88%	
n.d.	18	3%		19	3%		11	8%		42	12%	
Totale generale	588			641			146			359		

TAB. 7CG: ORIENTAMENTO CDA SU NUMERO MASSIMO INCARICHI; PRESIDENTE, CEO E LEAD INDEPENDENT DIRECTOR		Il CdA ha espresso orientamento su N MAX incarichi in società quotate/di rilevanti dimensione compatibile con incarico			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 Lead Independent Director (tra quelle per cui il LID è raccomandato)		Gli amministratori indipendenti si sono riuniti almeno una volta		
LISTINO	**Anno**	**#**	**N°**	**%**	**μ**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**# (società con più di un indipendente)**	**N°**	**%**	**N°**	**% (su società con più di un indipendente)**	**N°**	**% (su società per cui è raccom. Ist. del LID)**	**#**	**N°**	**%**
FTSE MIB	**2022**	33	30	90.9%	4.4	32	97.0%	32	97.0%	2	6.1%	2	6.1%	33	3	9.1%	13	39.4%	3	100.0%	33	32	97.0%
	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	**2022**	57	30	52.6%	5.5	55	96.5%	55	96.5%	14	24.6%	13	22.8%	55	21	38.2%	31	56.4%	20	95.2%	55	43	78.2%
	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	**2022**	121	39	32.2%	6.2	111	91.7%	114	94.2%	38	31.4%	32	26.4%	111	54	48.6%	59	53.2%	42	77.8%	111	58	52.3%
	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	**2022**	39	26	66.7%	4.3	36	92.3%	35	89.7%	3	7.7%	2	5.1%	37	4	10.8%	7	18.9%	3	75.0%	37	27	73.0%
	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	**2022**	172	73	42.4%	5.6	162	94.2%	166	96.5%	51	29.7%	45	26.2%	162	74	45.7%	96	59.3%	62	83.8%	162	106	65.4%
	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	**2022**	55	47	85.5%	5.0	54	98.2%	52	94.5%	5	9.1%	7	12.7%	55	8	14.5%	24	43.6%	8	100.0%	55	50	90.9%
	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	**2022**	156	52	33.3%	5.8	144	92.3%	149	95.5%	49	31.4%	40	25.6%	144	70	48.6%	79	54.9%	57	81.4%	144	83	57.6%
	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	**2022**	71	42	59.2%	4.3	67	94.4%	68	95.8%	14	19.7%	8	11.3%	68	17	25.0%	26	38.2%	17	100.0%	68	47	69.1%
	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%	22	110.0%	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%	14	58.3%	91	70	76.9%
CONCENTRATE	**2022**	140	57	40.7%	6.1	131	93.6%	133	95.0%	40	28.6%	39	27.9%	131	61	46.6%	77	58.8%	46	75.4%	131	86	65.6%
	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%	51	87.9%	114	85	74.6%
GRANDI NON CONCENTRATE	**2022**	25	22	88.0%	4.1	24	96.0%	24	96.0%	3	12.0%	2	8.0%	25	3	12.0%	8	32.0%	3	100.0%	25	23	92.0%
	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	**2022**	30	25	83.3%	5.7	30	100.0%	28	93.3%	2	6.7%	5	16.7%	30	5	16.7%	16	53.3%	5	100.0%	30	27	90.0%
	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	**2022**	46	20	43.5%	4.4	43	93.5%	44	95.7%	11	23.9%	6	13.0%	43	14	32.6%	18	41.9%	11	78.6%	43	24	55.8%
	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	**2022**	110	32	29.1%	6.5	101	91.8%	105	95.5%	38	34.5%	34	30.9%	101	56	55.4%	61	60.4%	46	82.1%	101	59	58.4%
	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	**2022**	123	38	30.9%	6.1	114	92.7%	121	98.4%	42	34.1%	45	36.6%	114	65	57.0%	78	68.4%	56	86.2%	114	71	62.3%
	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%
STATE	**2022**	26	23	88.5%	4.8	26	100.0%	26	100.0%	2	7.7%	0	0.0%	26	2	7.7%	9	34.6%	2	100.0%	26	22	84.6%
	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	**2022**	45	25	55.6%	5.2	43	95.6%	37	82.2%	8	17.8%	0	0.0%	44	8	18.2%	13	29.5%	5	62.5%	44	27	61.4%
	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%
WIDELY HELD	**2022**	17	13	76.5%	4.1	15	88.2%	17	100.0%	2	11.8%	2	11.8%	15	3	20.0%	3	20.0%	2	66.7%	15	13	86.7%
	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	**2022**	211	99	46.9%	5.4	198	93.8%	201	95.3%	54	25.6%	47	22.3%	199	78	39.2%	103	51.8%	65	83.3%	199	133	66.8%
	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 indipendenza			Il CdA ha definito parametri "significatività" remunerazioni aggiuntive ai fini indipendenza		Descrizione 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	**2022**	33	23	69.7%	20	60.6%	33	23	69.7%	5	15.2%
	2021	33	16	48.5%	11	33.3%	33	9	27.3%	3	9.1%
	2020	34	10	29.4%			34				
FTSE MID CAP	**2022**	57	34	59.6%	39	68.4%	57	38	66.7%	9	15.8%
	2021	59	18	30.5%	17	28.8%	59	17	28.8%	12	20.3%
	2020	57	5	8.8%			57				
ALTRE	**2022**	121	53	43.8%	48	39.7%	121	48	39.7%	15	12.4%
	2021	126	13	10.3%	11	8.7%	126	9	7.1%	12	9.5%
	2020	129	4	3.1%			129				
FINANZIARIE	**2022**	39	22	56.4%	21	53.8%	39	22	56.4%	3	7.7%
	2021	40	15	37.5%	10	25.0%	40	10	25.0%	4	10.0%
	2020	40	11	27.5%			40				
NON FINANZIARIE	**2022**	172	88	51.2%	86	50.0%	172	87	50.6%	26	15.1%
	2021	178	32	18.0%	29	16.3%	178	25	14.0%	23	12.9%
	2020	180	8	4.4%			180				
GRANDI	**2022**	55	38	69.1%	37	67.3%	55	39	70.9%	9	16.4%
	2021	55	23	41.8%	18	32.7%	55	16	29.1%	7	12.7%
	2020	59	13	22.0%			59				
PICCOLE	**2022**	156	72	46.2%	70	44.9%	156	70	44.9%	20	12.8%
	2021	163	24	14.7%	21	12.9%	163	19	11.7%	20	12.3%
	2020	161	6	3.7%			161				
NON CONCENTRATE	**2022**	71	41	57.7%	41	57.7%	71	42	59.2%	12	16.9%
	2021	83	22	26.5%	15	18.1%	83	14	16.9%	11	13.3%
	2020	96	14	14.6%			96				
CONCENTRATE	**2022**	140	69	49.3%	66	47.1%	140	67	47.9%	17	12.1%
	2021	135	25	18.5%	24	17.8%	135	21	15.6%	16	11.9%
	2020	124	5	4.0%			124				
GRANDI NON CONCENTRATE	**2022**	25	16	64.0%	15	60.0%	25	17	68.0%	3	12.0%
	2021	26	13	50.0%	9	34.6%	26	8	30.8%	2	7.7%
	2020	32	10	31.3%			32				
GRANDI CONCENTRATE	**2022**	30	22	73.3%	22	73.3%	30	22	73.3%	6	20.0%
	2021	29	10	34.5%	9	31.0%	29	8	27.6%	5	17.2%
	2020	27	3	11.1%			27				
PICCOLE NON CONCENTRATE	**2022**	46	25	54.3%	26	56.5%	46	25	54.3%	9	19.6%
	2021	57	9	15.8%	6	10.5%	57	6	10.5%	9	15.8%
	2020	64	4	6.3%			64				
PICCOLE CONCENTRATE	**2022**	110	47	42.7%	44	40.0%	110	45	40.9%	11	10.0%
	2021	106	15	14.2%	15	14.2%	106	13	12.3%	11	10.4%
	2020	97	2	2.1%			97				
FAMILY	**2022**	123	55	44.7%	51	41.5%	123	53	43.1%	18	14.6%
	2021	126	19	15.1%	18	14.3%	126	18	14.3%	16	12.7%
STATE	**2022**	26	15	57.7%	19	73.1%	26	17	65.4%	3	11.5%
	2021	26	11	42.3%	8	30.8%	26	5	19.2%	3	11.5%
ALTRI ASSETTI	**2022**	45	31	68.9%	30	66.7%	45	31	68.9%	7	15.6%
	2021	43	9	20.9%	10	23.3%	43	9	20.9%	5	11.6%
WIDELY HELD	**2022**	17	9	52.9%	7	41.2%	17	8	47.1%	1	5.9%
	2021	23	8	34.8%	3	13.0%	23	3	13.0%	3	13.0%
TOTALE	**2022**	211	110	52.1%	107	50.7%	211	109	51.7%	29	13.7%
	2021	218	47	21.6%	39	17.9%	218	35	16.1%	27	12.4%
	2020	220	19	8.6%			220				

TAB. 9CG: BOARD EVALUATION		Il CdA comunica di avere effettuato la board evaluation			Istruttoria svolta con supporto CN (eventualmente accorpato ad altri comitati)		Nell'ultima autovalutazione si è fatto ricorso a un consulente esterno?	
LISTINO	***Anno***	**#**	***N°***	***%***	***N°***	***%***	***N°***	***%***
FTSE MIB	***2022***	33	30	90.9%	27	90.0%	27	90.0%
	2021	33	31	93.9%	23	74.2%	26	83.9%
	2020	34	32	94.1%			25	78.1%
FTSE MID CAP	***2022***	57	47	82.5%	27	57.4%	14	29.8%
	2021	59	54	91.5%	25	46.3%	20	37.0%
	2020	57	54	94.7%			19	35.2%
ALTRE	***2022***	121	84	69.4%	35	41.7%	16	19.0%
	2021	126	86	68.3%	33	38.4%	13	15.1%
	2020	129	97	75.2%			12	12.4%
FINANZIARIE	***2022***	39	36	92.3%	27	75.0%	22	61.1%
	2021	40	36	90.0%	24	66.7%	23	63.9%
	2020	40	36	90.0%			20	55.6%
NON FINANZIARIE	***2022***	172	125	72.7%	62	49.6%	35	28.0%
	2021	178	135	75.8%	57	42.2%	36	26.7%
	2020	180	147	81.7%			36	24.5%
GRANDI	***2022***	55	49	89.1%	38	77.6%	35	71.4%
	2021	55	51	92.7%	35	68.6%	37	72.5%
	2020	59	57	96.6%			39	68.4%
PICCOLE	***2022***	156	112	71.8%	51	45.5%	22	19.6%
	2021	163	120	73.6%	46	38.3%	22	18.3%
	2020	161	126	78.3%			17	13.5%
NON CONCENTRATE	***2022***	71	58	81.7%	34	58.6%	28	48.3%
	2021	83	67	80.7%	35	52.2%	32	47.8%
	2020	96	80	83.3%			38	47.5%
CONCENTRATE	***2022***	140	103	73.6%	55	53.4%	29	28.2%
	2021	135	104	77.0%	46	44.2%	27	26.0%
	2020	124	103	83.1%			18	17.5%
GRANDI NON CONCENTRATE	***2022***	25	24	96.0%	22	91.7%	21	87.5%
	2021	26	24	92.3%	21	87.5%	22	91.7%
	2020	32	31	96.9%			27	87.1%
GRANDI CONCENTRATE	***2022***	30	25	83.3%	16	64.0%	14	56.0%
	2021	29	27	93.1%	14	51.9%	15	55.6%
	2020	27	26	96.3%			12	46.2%
PICCOLE NON CONCENTRATE	***2022***	46	34	73.9%	12	35.3%	7	20.6%
	2021	57	43	75.4%	14	32.6%	10	23.3%
	2020	64	49	76.6%			11	22.4%
PICCOLE CONCENTRATE	***2022***	110	78	70.9%	39	50.0%	15	19.2%
	2021	106	77	72.6%	32	41.6%	12	15.6%
	2020	97	77	79.4%			6	7.8%
FAMILY	***2022***	123	88	71.5%	44	50.0%	13	14.8%
	2021	126	94	74.6%	38	40.4%	17	18.1%
STATE	***2022***	26	23	88.5%	16	69.6%	14	60.9%
	2021	26	24	92.3%	12	50.0%	15	62.5%
ALTRI ASSETTI	***2022***	45	35	77.8%	17	48.6%	20	57.1%
	2021	43	34	79.1%	17	50.0%	13	38.2%
WIDELY HELD	***2022***	17	15	88.2%	12	80.0%	10	66.7%
	2021	23	19	82.6%	14	73.7%	14	73.7%
TOTALE	***2022***	211	161	76.3%	89	55.3%	57	35.4%
	2021	218	171	78.4%	81	47.4%	59	34.5%
	2020	220	183	83.2%			56	30.6%

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***	***μ%***	***μ***	***μ%***	***μ***	***μ%***	***#***	***N°***	***%***
FTSE MIB	***2022***	4.0	3.0	75.0%	1.0	25.0%	1.0	25.0%	33	2	6.1%
	2021	4.3	3.7	83.3%	0.7	16.7%	0.7	16.7%	33		0.0%
	2020										
FTSE MID CAP	***2022***	3.8	3.8	100.0%	0.0	0.0%	0.0	0.0%	57	4	7.0%
	2021	4.6	3.4	75.0%	1.1	25.0%	0.3	6.0%	59	1	1.7%
	2020										
ALTRE	***2022***	3.7	3.4	96.8%	0.2	3.2%	0.2	3.2%	121	2	1.7%
	2021	3.9	2.7	76.4%	1.2	23.6%	0.2	3.2%	126	2	1.6%
	2020										
FINANZIARIE	***2022***	4.0	4.0	100.0%	0.0	0.0%	0.0	0.0%	39	5	12.8%
	2021	4.3	4.3	100.0%	0.0	0.0%	0.0	0.0%	40		0.0%
	2020										
NON FINANZIARIE	***2022***	3.6	3.2	92.1%	0.4	7.9%	0.4	7.9%	172	2	1.2%
	2021	4.2	2.5	66.4%	1.6	33.6%	0.5	9.2%	178	3	1.7%
	2020										
GRANDI	***2022***	3.7	3.0	83.3%	0.7	16.7%	0.7	16.7%	55	3	5.5%
	2021	4.7	3.4	72.6%	1.3	27.4%	0.6	13.1%	55	1	1.8%
	2020										
PICCOLE	***2022***	3.8	3.6	97.6%	0.2	2.4%	0.2	2.4%	156	2	1.3%
	2021	3.9	2.9	79.5%	1.0	20.5%	0.2	2.4%	163	2	1.2%
	2020										
NON CONCENTRATE	***2022***	5.0	5.0	100.0%	0.0	0.0%	0.0	0.0%	71	2	2.8%
	2021	5.0	4.2	84.0%	0.8	16.0%	0.0	0.0%	83		0.0%
	2020										
CONCENTRATE	***2022***	3.5	3.2	94.0%	0.3	6.0%	0.3	6.0%	140	2	1.4%
	2021	3.9	2.7	74.5%	1.2	25.5%	0.4	8.6%	135	3	2.2%
	2020										
GRANDI NON CONCENTRATE	***2022***	4.0	4.0	100.0%	0.0	0.0%	0.0	0.0%	25	1	4.0%
	2021	5.0	5.0	100.0%	0.0	0.0%	0.0	0.0%	26		0.0%
	2020										
GRANDI CONCENTRATE	***2022***	3.5	2.5	75.0%	1.0	25.0%	1.0	25.0%	30	2	6.7%
	2021	4.5	2.3	52.1%	2.3	47.9%	1.0	22.9%	29	1	3.4%
	2020										
PICCOLE NON CONCENTRATE	***2022***	6.0	6.0	100.0%	0.0	0.0%	0.0	0.0%	46	1	2.2%
	2021	5.0	3.0	60.0%	2.0	40.0%	0.0	0.0%	57		0.0%
	2020										
PICCOLE CONCENTRATE	***2022***	3.5	3.4	97.4%	0.2	2.6%	0.2	2.6%	110	2	1.8%
	2021	3.7	2.9	83.5%	0.8	16.5%	0.2	2.9%	106	2	1.9%
	2020										
FAMILY	***2022***	3.6	3.4	97.1%	0.2	2.9%	0.2	2.9%	123	2	1.6%
	2021	4.2	3.2	80.7%	1.0	19.3%	0.3	3.8%	126	2	1.6%
STATE	***2022***	4.0	2.0	50.0%	2.0	50.0%	2.0	50.0%	26	1	3.8%
	2021	4.0	1.5	37.5%	2.5	62.5%	1.5	37.5%	26	1	3.8%
ALTRI ASSETTI	***2022***	3.0	3.0	100.0%	0.0	0.0%	0.0	0.0%	45	2	4.4%
	2021	4.0	2.0	60.0%	2.0	40.0%	0.0	0.0%	43		0.0%
WIDELY HELD	***2022***	5.0	5.0	100.0%	0.0	0.0%	0.0	0.0%	17	2	11.8%
	2021	4.7	4.7	100.0%	0.0	0.0%	0.0	0.0%	23		0.0%
TOTALE	***2022***	3.7	3.5	94.8%	0.3	5.2%	0.3	5.2%	211	2	0.9%
	2021	4.2	3.1	77.0%	1.1	23.0%	0.3	6.3%	218	3	1.4%
	2020										

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**	**μ%**	**μ**	**μ%**	**μ**	**μ%**	**#**	**N°**	**%**
FTSE MIB	***2022***	33	33	100.0%	3.8	0.0	0.0%	3.8	100.0%	3.5	90.6%	33	28	84.8%
	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	***2022***	57	55	96.5%	3.4	0.0	0.0%	3.4	100.0%	2.8	84.4%	57	23	40.4%
	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	***2022***	121	109	90.1%	3.0	0.0	0.0%	3.0	100.0%	2.6	88.3%	121	30	24.8%
	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	**2022**	39	39	100.0%	3.5	0.0	0.0%	3.5	100.0%	2.9	84.7%	39	20	51.3%
	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	**2022**	172	158	91.9%	3.2	0.0	0.0%	3.2	100.0%	2.8	88.3%	172	61	35.5%
	2021	178	165	92.7%	3.2	0.0	0.4%	3.1	99.6%	2.7	86.7%	178	56	31.5%
	2020	180	168	93.3%	3.1	0.0	0.2%	3.1	99.8%	2.7	87.4%	180	52	28.9%
GRANDI	**2022**	55	55	100.0%	3.6	0.0	0.0%	3.6	100.0%	3.2	90.0%	55	39	70.9%
	2021	55	55	100.0%	3.7	0.0	0.0%	3.7	100.0%	3.2	88.7%	55	38	69.1%
	2020	59	59	100.0%	3.6	0.0	0.0%	3.6	100.0%	3.3	90.6%	59	39	66.1%
PICCOLE	**2022**	156	142	91.0%	3.1	0.0	0.0%	3.1	100.0%	2.7	86.7%	156	42	26.9%
	2021	163	150	92.0%	3.1	0.0	0.5%	3.1	99.5%	2.6	85.7%	163	38	23.3%
	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	**2022**	71	67	94.4%	3.5	0.0	0.0%	3.5	100.0%	3.0	87.2%	71	37	52.1%
	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	**2022**	140	130	92.9%	3.2	0.0	0.0%	3.2	100.0%	2.7	87.8%	140	44	31.4%
	2021	135	125	92.6%	3.1	0.0	0.6%	3.1	99.4%	2.7	87.1%	135	40	29.6%
	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	**2022**	25	25	100.0%	3.8	0.0	0.0%	3.8	100.0%	3.6	94.7%	25	21	84.0%
	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	**2022**	30	30	100.0%	3.4	0.0	0.0%	3.4	100.0%	2.9	86.1%	30	18	60.0%
	2021	29	29	100.0%	3.5	0.0	0.0%	3.5	100.0%	2.9	83.2%	29	16	55.2%
	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	**2022**	46	42	91.3%	3.3	0.0	0.0%	3.3	100.0%	2.6	82.8%	46	16	34.8%
	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	**2022**	110	100	90.9%	3.1	0.0	0.0%	3.1	100.0%	2.7	88.4%	110	26	23.6%
	2021	106	96	90.6%	3.0	0.0	0.8%	3.0	99.2%	2.6	88.3%	106	24	22.6%
	2020	97	88	90.7%	3.0	0.0	0.5%	2.9	99.5%	2.6	88.8%	97	19	19.6%
FAMILY	**2022**	123	111	90.2%	3.1	0.0	0.0%	3.1	100.0%	2.7	88.2%	123	30	24.4%
	2021	126	115	91.3%	3.1	0.0	0.6%	3.1	99.4%	2.7	88.4%	126	30	23.8%
STATE	**2022**	26	26	100.0%	3.5	0.0	0.0%	3.5	100.0%	3.0	85.1%	26	22	84.6%
	2021	26	26	100.0%	3.6	0.0	0.0%	3.6	100.0%	2.9	80.4%	26	21	80.8%
ALTRI ASSETTI	**2022**	45	44	97.8%	3.3	0.0	0.0%	3.3	100.0%	3.0	91.3%	45	20	44.4%
	2021	43	42	97.7%	3.2	0.0	0.0%	3.2	100.0%	2.7	84.9%	43	14	32.6%
WIDELY HELD	**2022**	17	16	94.1%	3.9	0.0	0.0%	3.9	100.0%	3.0	77.6%	17	9	52.9%
	2021	23	22	95.7%	3.8	0.0	0.0%	3.8	100.0%	3.3	86.7%	23	11	47.8%
TOTALE	**2022**	211	197	93.4%	3.3	0.0	0.0%	3.3	100.0%	2.8	87.6%	211	81	38.4%
	2021	218	205	94.0%	3.3	0.0	0.4%	3.2	99.6%	2.8	86.5%	218	76	34.9%
	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: PRESENZA E COMPOSIZIONE DEL COMITATO NOMINE		La società ha istituito un Comitato Nomine			N. totale in CN	Amm.ri ESECUTIVI (% rispetto a totale CN)		Amm.ri NON ESECUTIVI (% rispetto a totale CN)		Amm.ri INDIPENDENTI (% rispetto a totale CN)		Società che hanno amministratori "di minoranza" in CN		
LISTINO	***Anno***	***#***	***N°***	***%***	***μ***	***μ***	***μ%***	***μ***	***μ%***	***μ***	***μ%***	***#***	***N°***	***%***
FTSE MIB	***2022***	33	30	90.9%	3.6	0.1	1.6%	3.5	98.4%	2.7	76.5%	33	9	27.3%
	2021	33	30	90.9%	3.8	0.1	2.8%	3.7	97.2%	2.8	74.7%	33	11	33.3%
	2020	34	30	88.2%	4.2	0.1	1.5%	4.1	98.5%	3.0	73.7%	34	10	29.4%
FTSE MID CAP	***2022***	57	44	77.2%	3.4	0.0	0.0%	3.4	100.0%	2.5	74.2%	57	4	7.0%
	2021	59	43	72.9%	3.3	0.0	0.0%	3.3	100.0%	2.5	77.9%	59	5	8.5%
	2020	57	41	71.9%	3.3	0.0	0.0%	3.3	100.0%	2.4	74.7%	57	6	10.5%
ALTRE	***2022***	121	70	57.9%	2.9	0.0	0.0%	2.9	100.0%	2.5	84.8%	121	3	2.5%
	2021	126	78	61.9%	2.8	0.0	0.0%	2.8	100.0%	2.4	84.8%	126	3	2.4%
	2020	129	75	58.1%	2.9	0.1	2.6%	2.8	97.4%	2.3	79.5%	129	2	1.6%
FINANZIARIE	***2022***	39	31	79.5%	3.3	0.0	0.0%	3.3	100.0%	2.6	77.5%	39	9	23.1%
	2021	40	33	82.5%	3.4	0.0	0.0%	3.4	100.0%	2.6	78.2%	40	11	27.5%
	2020	40	32	80.0%	3.6	0.0	0.0%	3.6	100.0%	2.6	73.9%	40	11	27.5%
NON FINANZIARIE	***2022***	172	113	65.7%	3.3	0.1	1.7%	3.3	98.3%	2.6	79.4%	172	7	4.1%
	2021	178	118	66.3%	3.3	0.1	2.9%	3.2	97.1%	2.5	78.4%	178	8	4.5%
	2020	180	114	63.3%	3.4	0.1	3.2%	3.3	96.8%	2.6	78.4%	180	7	3.9%
GRANDI	***2022***	55	47	85.5%	3.5	0.1	1.4%	3.4	98.6%	2.7	77.2%	55	9	16.4%
	2021	55	49	89.1%	3.8	0.1	2.3%	3.7	97.7%	2.9	77.7%	55	13	23.6%
	2020	59	51	86.4%	4.0	0.0	1.0%	4.0	99.0%	2.9	73.9%	59	13	22.0%
PICCOLE	***2022***	156	97	62.2%	3.2	0.0	0.0%	3.2	100.0%	2.5	79.2%	156	7	4.5%
	2021	163	102	62.6%	3.0	0.0	0.0%	3.0	100.0%	2.3	78.9%	163	6	3.7%
	2020	161	95	59.0%	3.0	0.0	1.6%	2.9	98.4%	2.3	77.8%	161	5	3.1%
NON CONCENTRATE	***2022***	71	52	73.2%	3.4	0.0	0.0%	3.4	100.0%	2.6	76.1%	71	10	14.1%
	2021	83	63	75.9%	3.5	0.0	1.0%	3.5	99.0%	2.6	74.5%	83	13	15.7%
	2020	96	69	71.9%	3.7	0.1	1.9%	3.6	98.1%	2.5	68.2%	96	12	12.5%
CONCENTRATE	***2022***	140	92	65.7%	3.2	0.1	1.5%	3.2	98.5%	2.6	80.9%	140	6	4.3%
	2021	135	88	65.2%	3.2	0.1	1.4%	3.1	98.6%	2.6	83.8%	135	6	4.4%
	2020	124	77	62.1%	3.2	0.0	0.0%	3.2	100.0%	2.8	89.7%	124	6	4.8%
GRANDI NON CONCENTRATE	***2022***	25	23	92.0%	3.6	0.0	0.0%	3.6	100.0%	2.8	78.7%	25	8	32.0%
	2021	26	25	96.2%	3.9	0.1	1.6%	3.8	98.4%	2.9	77.7%	26	11	42.3%
	2020	32	30	93.8%	4.2	0.1	1.3%	4.1	98.7%	2.9	70.9%	32	10	31.3%
GRANDI CONCENTRATE	***2022***	30	24	80.0%	3.2	0.2	5.0%	3.0	95.0%	2.2	73.3%	30	1	3.3%
	2021	29	24	82.8%	3.5	0.2	4.2%	3.3	95.8%	2.7	77.8%	29	2	6.9%
	2020	27	21	77.8%	3.5	0.0	0.0%	3.5	100.0%	2.8	83.6%	27	3	11.1%
PICCOLE NON CONCENTRATE	***2022***	46	29	63.0%	3.0	0.0	0.0%	3.0	100.0%	2.1	71.9%	46	2	4.3%
	2021	57	38	66.7%	3.0	0.0	0.0%	3.0	100.0%	2.0	69.3%	57	2	3.5%
	2020	64	39	60.9%	2.9	0.1	3.0%	2.8	97.0%	1.8	63.6%	64	2	3.1%
PICCOLE CONCENTRATE	***2022***	110	68	61.8%	3.3	0.0	0.0%	3.3	100.0%	2.8	84.0%	110	5	4.5%
	2021	106	64	60.4%	3.0	0.0	0.0%	3.0	100.0%	2.6	86.8%	106	4	3.8%
	2020	97	56	57.7%	3.0	0.0	0.0%	3.0	100.0%	2.8	93.3%	97	3	3.1%
FAMILY	***2022***	123	78	63.4%	2.9	0.0	0.0%	2.9	100.0%	2.4	81.8%	123	2	1.6%
	2021	126	80	63.5%	3.1	0.1	1.8%	3.0	98.2%	2.5	81.5%	126	5	4.0%
STATE	***2022***	26	20	76.9%	3.8	0.0	0.0%	3.8	100.0%	3.3	88.0%	26	8	30.8%
	2021	26	21	80.8%	3.6	0.0	0.0%	3.6	100.0%	3.1	86.5%	26	7	26.9%
ALTRI ASSETTI	***2022***	45	31	68.9%	3.1	0.1	3.1%	3.0	96.9%	2.3	75.0%	45	1	2.2%
	2021	43	31	72.1%	3.3	0.1	2.8%	3.2	97.2%	2.2	69.6%	43	1	2.3%
WIDELY HELD	***2022***	17	15	88.2%	3.5	0.0	0.0%	3.5	100.0%	2.4	68.2%	17	5	29.4%
	2021	23	19	82.6%	3.6	0.0	0.0%	3.6	100.0%	2.6	75.8%	23	6	26.1%
TOTALE	***2022***	211	144	68.2%	3.3	0.0	0.7%	3.3	99.3%	2.6	78.2%	211	16	7.6%
	2021	218	151	69.3%	3.4	0.0	1.1%	3.3	98.9%	2.6	78.3%	218	19	8.7%
	2020	220	146	66.4%	3.5	0.0	1.3%	3.5	98.7%	2.6	75.7%	220	18	8.2%

TAB. 13CG: FUNZIONI ESERCITATE DAL COMITATO NOMINE		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?	
LISTINO	***Anno***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***
FTSE MIB	***2022***	30	90.9%	28	93.3%	28	93.3%	21	70.0%	12	40.0%	10	33.3%	15	50.0%	27	90.0%
	2021	30	90.9%	26	86.7%	27	90.0%	9	30.0%	10	33.3%	9	30.0%	10	33.3%	26	86.7%
	2020	30	88.2%														
FTSE MID CAP	***2022***	44	77.2%	41	93.2%	43	97.7%	31	70.5%	5	11.4%	5	11.4%	21	47.7%	35	79.5%
	2021	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	41	71.9%														
ALTRE	***2022***	70	57.9%	61	87.1%	63	90.0%	50	71.4%	6	8.6%	5	7.1%	26	37.1%	53	75.7%
	2021	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	75	58.1%														
FINANZIARIE	***2022***	31	79.5%	31	100.0%	31	100.0%	24	77.4%	13	41.9%	12	38.7%	16	51.6%	29	93.5%
	2021	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	32	80.0%														
NON FINANZIARIE	***2022***	113	65.7%	99	87.6%	103	91.2%	78	69.0%	10	8.8%	8	7.1%	46	40.7%	86	76.1%
	2021	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	114	63.3%														
GRANDI	***2022***	47	85.5%	44	93.6%	44	93.6%	31	66.0%	12	25.5%	10	21.3%	20	42.6%	41	87.2%
	2021	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	51	86.4%														
PICCOLE	***2022***	97	62.2%	86	88.7%	90	92.8%	71	73.2%	11	11.3%	10	10.3%	42	43.3%	74	76.3%
	2021	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	95	59.0%														
NON CONCENTRATE	***2022***	52	73.2%	45	86.5%	48	92.3%	37	71.2%	16	30.8%	13	25.0%	28	53.8%	43	82.7%
	2021	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	69	71.9%														
CONCENTRATE	***2022***	92	65.7%	85	92.4%	86	93.5%	65	70.7%	7	7.6%	7	7.6%	34	37.0%	72	78.3%
	2021	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	77	62.1%														
GRANDI NON CONCENTRATE	***2022***	23	92.0%	22	95.7%	22	95.7%	16	69.6%	12	52.2%	10	43.5%	12	52.2%	21	91.3%
	2021	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	30	93.8%														
GRANDI CONCENTRATE	***2022***	24	80.0%	22	91.7%	22	91.7%	15	62.5%	0	0.0%	0	0.0%	8	33.3%	20	83.3%
	2021	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	21	77.8%														
PICCOLE NON CONCENTRATE	***2022***	29	63.0%	23	79.3%	26	89.7%	21	72.4%	4	13.8%	3	10.3%	16	55.2%	22	75.9%
	2021	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	39	60.9%														
PICCOLE CONCENTRATE	***2022***	68	61.8%	63	92.6%	64	94.1%	50	73.5%	7	10.3%	7	10.3%	26	38.2%	52	76.5%
	2021	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	56	57.7%														
FAMILY	***2022***	78	63.4%	71	91.0%	75	96.2%	58	74.4%	7	9.0%	7	9.0%	30	38.5%	63	80.8%
	2021	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	***2022***	20	76.9%	19	95.0%	19	95.0%	12	60.0%	5	25.0%	5	25.0%	8	40.0%	17	85.0%
	2021	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	***2022***	31	68.9%	26	83.9%	25	80.6%	20	64.5%	5	16.1%	3	9.7%	13	41.9%	21	67.7%
	2021	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	***2022***	15	88.2%	14	93.3%	15	100.0%	12	80.0%	6	40.0%	5	33.3%	11	73.3%	14	93.3%
	2021	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	***2022***	144	68.2%	130	90.3%	134	93.1%	102	70.8%	23	16.0%	20	13.9%	62	43.1%	115	79.9%
	2021	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	146	66.4%														

TAB. 14CG: PRESENZA E COMPOSIZIONE DEL COMITATO REMUNERAZIONI		La società ha istituito un Comitato Remunerazioni			N. totale in CR	Amm.ri ESECUTIVI (% rispetto a totale CR)		Amm.ri NON ESECUTIVI (% rispetto a totale CR)		Amm.ri INDIPENDENTI (% rispetto a totale CR)		Società che hanno amministratori "di minoranza" in CR		
LISTINO	***Anno***	#	N°	%	μ	μ	μ%	μ	μ%	μ	μ%	#	N°	%
FTSE MIB	***2022***	33	32	97.0%	3.5	0.0	0.0%	3.5	100.0%	3.0	84.2%	33	23	69.7%
	2021	33	32	97.0%	3.4	0.0	0.0%	3.4	100.0%	2.8	82.2%	33	21	63.6%
	2020	34	33	97.1%	3.5	0.0	0.0%	3.5	100.0%	2.9	84.3%	34	20	58.8%
FTSE MID CAP	***2022***	57	55	96.5%	3.1	0.0	0.0%	3.1	100.0%	2.5	81.6%	57	16	28.1%
	2021	59	57	96.6%	3.2	0.0	0.0%	3.2	100.0%	2.5	80.1%	59	18	30.5%
	2020	57	56	98.2%	3.2	0.1	1.8%	3.1	98.2%	2.6	81.9%	57	19	33.3%
ALTRE	***2022***	121	109	90.1%	2.9	0.0	0.0%	2.9	100.0%	2.5	85.5%	121	28	23.1%
	2021	126	115	91.3%	2.9	0.0	0.0%	2.9	100.0%	2.4	83.7%	126	22	17.5%
	2020	129	117	90.7%	2.9	0.0	0.3%	2.9	99.7%	2.4	83.0%	129	13	10.1%
FINANZIARIE	***2022***	39	39	100.0%	3.1	0.0	0.0%	3.1	100.0%	2.5	82.0%	39	15	38.5%
	2021	40	40	100.0%	3.1	0.0	0.0%	3.1	100.0%	2.5	81.1%	40	11	27.5%
	2020	40	40	100.0%	3.1	0.0	0.0%	3.1	100.0%	2.5	80.2%	40	10	25.0%
NON FINANZIARIE	***2022***	172	157	91.3%	3.1	0.0	0.0%	3.1	100.0%	2.6	84.7%	172	52	30.2%
	2021	178	164	92.1%	3.1	0.0	0.0%	3.1	100.0%	2.5	82.8%	178	50	28.1%
	2020	180	166	92.2%	3.0	0.0	0.8%	3.0	99.2%	2.5	83.6%	180	42	23.3%
GRANDI	***2022***	55	53	96.4%	3.3	0.0	0.0%	3.3	100.0%	2.9	86.2%	55	35	63.6%
	2021	55	53	96.4%	3.4	0.0	0.0%	3.4	100.0%	2.8	83.1%	55	32	58.2%
	2020	59	58	98.3%	3.3	0.0	1.1%	3.3	98.9%	2.8	84.3%	59	31	52.5%
PICCOLE	***2022***	156	143	91.7%	3.0	0.0	0.0%	3.0	100.0%	2.4	83.4%	156	32	20.5%
	2021	163	151	92.6%	3.0	0.0	0.0%	3.0	100.0%	2.4	82.2%	163	29	17.8%
	2020	161	148	91.9%	2.9	0.0	0.5%	2.9	99.5%	2.4	82.3%	161	21	13.0%
NON CONCENTRATE	***2022***	71	69	97.2%	3.2	0.0	0.0%	3.2	100.0%	2.6	81.1%	71	27	38.0%
	2021	83	82	98.8%	3.2	0.0	0.0%	3.2	100.0%	2.5	79.3%	83	27	32.5%
	2020	96	94	97.9%	3.2	0.0	0.4%	3.1	99.6%	2.5	80.1%	96	26	27.1%
CONCENTRATE	***2022***	140	127	90.7%	3.0	0.0	0.0%	3.0	100.0%	2.5	85.9%	140	40	28.6%
	2021	135	122	90.4%	3.0	0.0	0.0%	3.0	100.0%	2.5	84.6%	135	34	25.2%
	2020	124	112	90.3%	3.0	0.0	0.9%	2.9	99.1%	2.5	85.3%	124	26	21.0%
GRANDI NON CONCENTRATE	***2022***	25	25	100.0%	3.5	0.0	0.0%	3.5	100.0%	3.0	86.9%	25	16	64.0%
	2021	26	26	100.0%	3.5	0.0	0.0%	3.5	100.0%	2.9	84.2%	26	16	61.5%
	2020	32	32	100.0%	3.4	0.0	0.0%	3.4	100.0%	2.9	84.6%	32	18	56.3%
GRANDI CONCENTRATE	***2022***	30	28	93.3%	3.2	0.0	0.0%	3.2	100.0%	2.7	85.6%	30	19	63.3%
	2021	29	27	93.1%	3.3	0.0	0.0%	3.3	100.0%	2.7	82.0%	29	16	55.2%
	2020	27	26	96.3%	3.3	0.1	2.6%	3.2	97.4%	2.8	84.0%	27	13	48.1%
PICCOLE NON CONCENTRATE	***2022***	46	44	95.7%	3.1	0.0	0.0%	3.1	100.0%	2.4	77.8%	46	11	23.9%
	2021	57	56	98.2%	3.1	0.0	0.0%	3.1	100.0%	2.4	77.1%	57	11	19.3%
	2020	64	62	96.9%	3.0	0.0	0.5%	3.0	99.5%	2.3	77.8%	64	8	12.5%
PICCOLE CONCENTRATE	***2022***	110	99	90.0%	2.9	0.0	0.0%	2.9	100.0%	2.5	86.0%	110	21	19.1%
	2021	106	95	89.6%	2.9	0.0	0.0%	2.9	100.0%	2.5	85.4%	106	18	17.0%
	2020	97	86	88.7%	2.9	0.0	0.4%	2.9	99.6%	2.4	85.7%	97	13	13.4%
FAMILY	***2022***	123	111	90.2%	2.9	0.0	0.0%	2.9	100.0%	2.5	86.3%	123	29	23.6%
	2021	126	114	90.5%	3.0	0.0	0.0%	3.0	100.0%	2.6	86.3%	126	23	18.3%
STATE	***2022***	26	26	100.0%	3.3	0.0	0.0%	3.3	100.0%	2.8	82.4%	26	20	76.9%
	2021	26	26	100.0%	3.4	0.0	0.0%	3.4	100.0%	2.8	80.4%	26	18	69.2%
ALTRI ASSETTI	***2022***	45	43	95.6%	3.1	0.0	0.0%	3.1	100.0%	2.7	84.9%	45	12	26.7%
	2021	43	42	97.7%	3.0	0.0	0.0%	3.0	100.0%	2.3	77.2%	43	12	27.9%
WIDELY HELD	***2022***	17	16	94.1%	3.3	0.0	0.0%	3.3	100.0%	2.4	70.9%	17	6	35.3%
	2021	23	22	95.7%	3.2	0.0	0.0%	3.2	100.0%	2.5	75.5%	23	8	34.8%
TOTALE	***2022***	211	196	92.9%	3.1	0.0	0.0%	3.1	100.0%	2.6	84.2%	211	67	31.8%
	2021	218	204	93.6%	3.1	0.0	0.0%	3.1	100.0%	2.5	82.5%	218	61	28.0%
	2020	220	206	93.6%	3.0	0.0	0.7%	3.0	99.3%	2.5	82.9%	220	52	23.6%

TAB.15CG: PRESENZA E FUNZIONAMENTO DEL COMITATO SOSTENIBILITA'			La società ha istituito un Comitato con funzioni in ambito Sostenibilità? (Racc.1 lett.a)		Il comitato Sost è accorpato con altri		Vengono fornite informazioni circa il numero di riunioni del Comitato sostenibilità (accorpato)		Vengono fornite informazioni circa la durata delle riunioni del Comitato sostenibilità (accorpato)		Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al Comitato sostenibilità (accorpato)		Numero Riunioni Comitato sostenibilità	Durata Riunioni Comitato sostenibilità (minuti)	Impegno annuo Comitato sostenibilità (ore)	Il Comitato sost NON è accorpato con altri		Vengono fornite informazioni circa il numero di riunioni del Comitato sostenibilità (non accorpato)		Vengono fornite informazioni circa la durata delle riunioni del Comitato sostenibilità (non accorpato)		Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al Comitato sostenibilità (non accorpato)		Numero Riunioni Comitato sostenibilità non accorpato	Durata Riunioni Comitato sostenibilità non accorpato (minuti)	Impegno annuo Comitato sostenibilità non accorpato (ore)
LISTINO	***Anno***	**#**	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	**μ**	**μ**	**μ**	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	**μ**	**μ**	**μ**
FTSE MIB	***2022***	33	30	90.9%	10	33.3%		0.0%		0.0%		0.0%				20	66.7%	20	100.0%	20	100.0%	20	100.0%	7.8	108.4	14.7
	2021	33	29	87.9%	12	41.4%		0.0%								17	58.6%	16	94.1%	16		16	94.1%	7.4	109.9	14.4
	2020	34																								
FTSE MID CAP	***2022***	57	41	71.9%	26	63.4%	1	3.8%		0.0%		0.0%	3.0			15	36.6%	11	73.3%	10	66.7%	10	66.7%	7.4	101.0	15.8
	2021	59	38	64.4%	24	63.2%	1	4.2%					10.0			14	36.8%	9	64.3%	8		8	57.1%	7.2	97.8	11.4
	2020	57																								
ALTRE	***2022***	121	43	35.5%	32	74.4%	1	3.1%		0.0%		0.0%	1.0			11	25.6%	9	81.8%	8	72.7%	8	72.7%	4.3	82.5	7.1
	2021	126	36	28.6%	30	83.3%		0.0%								6	16.7%	6	100.0%	5		5	83.3%	2.3	65.0	2.5
	2020	129																								
FINANZIARIE	***2022***	39	25	64.1%	12	48.0%		0.0%		0.0%		0.0%				13	52.0%	12	92.3%	12	92.3%	12	92.3%	7.3	93.3	13.3
	2021	40	23	57.5%	14	60.9%		0.0%								9	39.1%	8	88.9%	8		8	88.9%	6.4	81.8	8.1
	2020	40																								
NON FINANZIARIE	***2022***	172	89	51.7%	56	62.9%	2	3.6%		0.0%		0.0%	2.0			33	37.1%	28	84.8%	26	78.8%	26	78.8%	6.7	104.5	13.4
	2021	178	80	44.9%	52	65.0%	1	1.9%					10.0			28	35.0%	23	82.1%	21		21	75.0%	6.4	105.3	12.8
	2020	180																								
GRANDI	***2022***	55	50	90.9%	22	44.0%		0.0%		0.0%		0.0%				28	56.0%	25	89.3%	25	89.3%	25	89.3%	7.7	109.0	14.6
	2021	55	46	83.6%	23	50.0%		0.0%								23	50.0%	20	87.0%	19		19	82.6%	7.5	108.1	14.4
	2020	59																								
PICCOLE	***2022***	156	64	41.0%	46	71.9%	2	4.3%		0.0%		0.0%	2.0			18	28.1%	15	83.3%	13	72.2%	13	72.2%	5.5	85.6	11.0
	2021	163	57	35.0%	43	75.4%	1	2.3%					10.0			14	24.6%	11	78.6%	10		10	71.4%	4.5	81.3	6.0
	2020	161																								
NON CONCENTRATE	***2022***	71	42	59.2%	18	42.9%	1	5.6%		0.0%		0.0%	3.0			24	57.1%	24	100.0%	24	100.0%	24	100.0%	7.0	101.5	13.8
	2021	83	43	51.8%	23	53.5%		0.0%								20	46.5%	18	90.0%	18		18	90.0%	6.8	101.9	12.3
	2020	96																								
CONCENTRATE	***2022***	140	72	51.4%	50	69.4%	1	2.0%		0.0%		0.0%	1.0			22	30.6%	16	72.7%	14	63.6%	14	63.6%	6.6	100.1	12.7
	2021	135	60	44.4%	43	71.7%	1	2.3%					10.0			17	28.3%	13	76.5%	11		11	64.7%	5.8	93.8	10.2
	2020	124																								
GRANDI NON CONCENTRATE	***2022***	25	23	92.0%	6	26.1%		0.0%		0.0%		0.0%				17	73.9%	17	100.0%	17	100.0%	17	100.0%	7.6	109.5	14.8
	2021	26	23	88.5%	10	43.5%		0.0%								13	56.5%	12	92.3%	12		12	92.3%	7.7	114.9	15.5
	2020	32																								
GRANDI CONCENTRATE	***2022***	30	27	90.0%	16	59.3%		0.0%		0.0%		0.0%				11	40.7%	8	72.7%	8	72.7%	8	72.7%	7.9	107.8	14.3
	2021	29	23	79.3%	13	56.5%		0.0%								10	43.5%	8	80.0%	7		7	70.0%	7.1	96.3	12.6
	2020	27																								
PICCOLE NON CONCENTRATE	***2022***	46	19	41.3%	12	63.2%	1	8.3%		0.0%		0.0%	3.0			7	36.8%	7	100.0%	7	100.0%	7	100.0%	5.7	81.9	11.3
	2021	57	20	35.1%	13	65.0%		0.0%								7	35.0%	6	85.7%	6		6	85.7%	5.2	75.8	6.0
	2020	64																								
PICCOLE CONCENTRATE	***2022***	110	45	40.9%	34	75.6%	1	2.9%		0.0%		0.0%	1.0			11	24.4%	8	72.7%	6	54.5%	6	54.5%	5.4	90.0	10.6
	2021	106	37	34.9%	30	81.1%	1	3.3%					10.0			7	18.9%	5	71.4%	4		4	57.1%	3.6	89.5	6.2
	2020	97																								
FAMILY	***2022***	123	51	41.5%	40	78.4%	1	2.5%		0.0%		0.0%	1.0			11	21.6%	6	54.5%	6	54.5%	6	54.5%	4.2	98.3	7.7
	2021	126	47	37.3%	37	78.7%	1	2.7%					10.0			10	21.3%	6	60.0%	5		5	50.0%	3.7	97.2	6.7
STATE	***2022***	26	25	96.2%	9	36.0%		0.0%		0.0%		0.0%				16	64.0%	16	100.0%	14	87.5%	14	87.5%	8.0	114.6	17.5
	2021	26	22	84.6%	8	36.4%		0.0%								14	63.6%	14	100.0%	13		13	92.9%	8.1	102.8	15.9
ALTRI ASSETTI	***2022***	45	26	57.8%	15	57.7%		0.0%		0.0%		0.0%				11	42.3%	10	90.9%	10	90.9%	10	90.9%	5.5	74.7	8.1
	2021	43	17	39.5%	11	64.7%	1	9.1%					3.0			6	35.3%	5	83.3%	5		5	83.3%	6.6	105.0	9.8
WIDELY HELD	***2022***	17	12	70.6%	4	33.3%	1	25.0%		0.0%		0.0%	3.0			8	66.7%	8	100.0%	8	100.0%	8	100.0%	8.4	111.9	17.1
	2021	23	17	73.9%	10	58.8%		0.0%								7	41.2%	6	85.7%	6		6	85.7%	4.8	86.5	7.6
TOTALE	***2022***	211	114	54.0%	68	59.6%	2	2.9%		0.0%		0.0%	2.0			46	40.4%	40	87.0%	38	82.6%	38	82.6%	6.9	101.0	13.4
	2021	218	103	47.2%	66	64.1%	1	1.5%					10.0			37	35.9%	31	83.8%	29		29	78.4%	6.4	98.8	11.5
	2020	220																								

TAB.16CG: PRESENZA E FUNZIONAMENTO DEL COMITATO OPC			La società ha istituito un Comitato con funzioni in ambito OPC?		Il Comitato OPC è accorpato con altri		Vengono fornite informazioni circa il numero di riunioni del Comitato OPC (accorpato)		Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al Comitato OPC (accorpato)		Numero Riunioni Comitato OPC (accorpato)	Durata Riunioni Comitato c(minuti)	Impegno annuo Comitato OPC accorpato (ore)	Il Comitato OPC NON è accorpato con altri		Vengono fornite informazioni circa il numero di riunioni del Comitato OPC(non accorpato)		Vengono fornite informazioni che consentono di calcolare l'impegno per la partecipazione al Comitato OPC (non accorpato)		Numero Riunioni Comitato OPC non accorpato	Durata Riunioni Comitato OPC non accorpato (minuti)	Impegno annuo Comitato OPC non accorpato (ore)
LISTINO	***Anno***	**#**	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	**μ**	**μ**	**μ**	***N°***	***%***	***N°***	***%***	***N°***	***%***	**μ**	**μ**	**μ**
FTSE MIB	***2022***	33	33	100.0%	10	30.3%	2	20.0%		0.0%	6.0			23	69.7%	23	100.0%	20	87.0%	7.0	68.2	9.9
	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
	2020																					
FTSE MID CAP	***2022***	57	56	98.2%	25	44.6%	6	24.0%	4	16.0%	2.0	60.5	2.4	31	55.4%	31	100.0%	24	77.4%	5.5	68.1	7.9
	2021	59	58	98.3%	29	50.0%	2	6.9%		0.0%	1.0			29	50.0%	24	82.8%	15	51.7%	6.1	60.1	8.7
	2020																					
ALTRE	***2022***	121	116	95.9%	60	51.7%	15	25.0%	4	6.7%	3.5	85.0	5.5	56	48.3%	46	82.1%	23	41.1%	3.4	55.1	3.8
	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
	2020																					
FINANZIARIE	***2022***	39	39	100.0%	12	30.8%	2	16.7%		0.0%	4.0			27	69.2%	26	96.3%	21	77.8%	7.5	55.9	8.6
	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
	2020																					
NON FINANZIARIE	***2022***	172	166	96.5%	83	50.0%	21	25.3%	8	9.6%	3.2	72.8	4.0	83	50.0%	74	89.2%	46	55.4%	4.0	67.2	6.4
	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
	2020																					
GRANDI	***2022***	55	55	100.0%	21	38.2%	3	14.3%	1	4.8%	4.3	110.0	1.8	34	61.8%	34	100.0%	28	82.4%	6.4	68.8	9.3
	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
	2020																					
PICCOLE	***2022***	156	150	96.2%	74	49.3%	20	27.0%	7	9.5%	3.2	67.4	4.3	76	50.7%	66	86.8%	39	51.3%	4.1	60.0	5.5
	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
	2020																					
NON CONCENTRATE	***2022***	71	69	97.2%	26	37.7%	4	15.4%	1	3.8%	2.3	30.0	0.5	43	62.3%	39	90.7%	28	65.1%	5.4	62.4	7.1
	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
	2020																					
CONCENTRATE	***2022***	140	136	97.1%	69	50.7%	19	27.5%	7	10.1%	3.5	78.9	4.4	67	49.3%	61	91.0%	39	58.2%	4.6	64.6	7.0
	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
	2020																					
GRANDI NON CONCENTRATE	***2022***	25	25	100.0%	8	32.0%	1	12.5%		0.0%	5.0			17	68.0%	17	100.0%	15	88.2%	7.3	63.7	9.2
	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
	2020																					
GRANDI CONCENTRATE	***2022***	30	30	100.0%	13	43.3%	2	15.4%	1	7.7%	4.0	110.0	1.8	17	56.7%	17	100.0%	13	76.5%	5.5	74.6	9.3
	2021	29	29	100.0%	15	51.7%	3	20.0%		0.0%	6.0			14	48.3%	11	78.6%	8	57.1%	7.5	57.9	9.6
	2020																					
PICCOLE NON CONCENTRATE	***2022***	46	44	95.7%	18	40.9%	3	16.7%	1	5.6%	1.3	30.0	0.5	26	59.1%	22	84.6%	13	50.0%	3.9	60.9	4.7
	2021	57	52	91.2%	25	48.1%	2	8.0%		0.0%	4.0			27	51.9%	23	85.2%	12	44.4%	4.1	47.1	4.5
	2020																					
PICCOLE CONCENTRATE	***2022***	110	106	96.4%	56	52.8%	17	30.4%	6	10.7%	3.5	73.7	4.9	50	47.2%	44	88.0%	26	52.0%	4.2	59.6	5.9
	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
	2020																					
FAMILY	***2022***	123	119	96.7%	57	47.9%	15	26.3%	3	5.3%	3.0	86.7	2.9	62	52.1%	55	88.7%	29	46.8%	3.2	60.3	4.4
	2021	126	121	96.0%	63	52.1%	3	4.8%	3	4.8%	1.0	77.3	5.8	58	47.9%	36	62.1%	12	20.7%	4.4	50.8	5.7
STATE	***2022***	26	26	100.0%	15	57.7%	3	20.0%	3	20.0%	3.7	77.3	5.8	11	42.3%	11	100.0%	11	100.0%	7.1	71.5	9.0
	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	***2022***	45	44	97.8%	19	43.2%	5	26.3%	2	10.5%	4.0	45.0	2.8	25	56.8%	22	88.0%	17	68.0%	5.6	64.8	8.4
	2021	43	41	95.3%	17	41.5%	2	11.8%		0.0%	8.5			24	58.5%	20	83.3%	13	54.2%	5.0	50.1	5.1
WIDELY HELD	***2022***	17	16	94.1%	4	25.0%		0.0%	1	25.0%	10.0	20.0	3.3	12	75.0%	12	100.0%	10	83.3%	9.0	63.1	10.4
	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	***2022***	211	205	97.2%	95	46.3%	23	24.2%	8	8.4%	3.3	72.8	4.0	110	53.7%	100	90.9%	67	60.9%	4.9	63.7	7.1
	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
	2020																					

TAB.17CG: COMPOSIZIONE DEL COMITATO SOSTENIBILITA' E DEL COMITATO OPC		N. membri C Sostenibilità (media)	Amm.ri Esecutivi in C Sostenibilità (media)		Amm.ri Non Esecutivi in C Sostenibilità (media)		Di cui indipendenti in C Sostenibilità (media)		Società che hanno amministratori "di minoranza" in C Sostenibilità			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			Amm.ri di minoranza in C OPC (OVE PRESENTI)	
LISTINO	***Anno***	***N°***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***#***	***N°***	***%***	***N°***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***#***	***N°***	***%***	***N°***	***%***
FTSE MIB	***2022***	3.8	0.1	2.0%	3.7	98.0%	2.9	78.8%	33	21	63.6%	3.5	0.0	0.0%	3.5	100.0%	3.5	100.0%	33	28	84.8%	1	37.1%
	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%	1	36.0%
	2020								34		0.0%								34		0.0%		
FTSE MID CAP	***2022***	3.5	0.1	3.2%	3.3	96.8%	2.8	79.2%	57	17	29.8%	3.2	0.0	0.0%	3.2	100.0%	3.1	94.2%	57	30	52.6%	1	35.2%
	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%	1	36.5%
	2020								57		0.0%								57		0.0%		
ALTRE	***2022***	3.1	0.1	4.3%	2.9	95.7%	2.6	85.4%	121	12	9.9%	3.0	0.0	0.2%	3.0	99.8%	2.6	89.1%	121	30	24.8%	1	33.1%
	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%	1	36.0%
	2020								129										129				
FINANZIARIE	***2022***	3.4	0.1	1.7%	3.3	98.3%	2.5	73.7%	39	9	23.1%	3.4	0.0	0.0%	3.4	100.0%	3.2	95.2%	39	23	59.0%	1	32.7%
	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%	1	34.6%
	2020								40		0.0%								40		0.0%		#DIV/0!
NON FINANZIARIE	***2022***	3.4	0.1	3.7%	3.2	96.3%	2.8	83.5%	172	41	23.8%	3.1	0.0	0.1%	3.1	99.9%	2.8	91.6%	172	65	37.8%	1	35.9%
	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%	1	36.7%
	2020								180										180				
GRANDI	***2022***	3.7	0.1	3.1%	3.6	96.9%	2.9	80.9%	55	30	54.5%	3.4	0.0	0.0%	3.4	100.0%	3.3	98.9%	55	44	80.0%	1	37.1%
	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%	1	37.0%
	2020								59		0.0%								59		0.0%		#DIV/0!
PICCOLE	***2022***	3.2	0.1	3.4%	3.0	96.6%	2.6	81.8%	156	20	12.8%	3.0	0.0	0.1%	3.0	99.9%	2.7	89.8%	156	44	28.2%	1	33.0%
	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%	1	35.4%
	2020								161										161				
NON CONCENTRATE	***2022***	3.5	0.1	2.1%	3.4	97.9%	2.8	79.7%	71	22	31.0%	3.3	0.0	0.0%	3.3	100.0%	3.1	93.8%	71	37	52.1%	1	37.3%
	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%	1	37.7%
	2020								96										96				
CONCENTRATE	***2022***	3.3	0.1	4.0%	3.2	96.0%	2.7	82.5%	140	28	20.0%	3.1	0.0	0.2%	3.0	99.8%	2.8	91.5%	140	51	36.4%	1	33.4%
	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%	1	34.8%
	2020								124										124				
GRANDI NON CONCENTRATE	***2022***	3.9	0.1	2.4%	3.7	97.6%	3.0	81.8%	25	15	60.0%	3.6	0.0	0.0%	3.6	100.0%	3.6	100.0%	25	21	84.0%	1	39.5%
	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%	1	36.7%
	2020								32										32				
GRANDI CONCENTRATE	***2022***	3.6	0.2	3.7%	3.4	96.3%	2.8	80.1%	30	15	50.0%	3.2	0.0	0.0%	3.2	100.0%	3.2	98.1%	30	23	76.7%	1	34.9%
	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%	1	37.3%
	2020								27										27				
PICCOLE NON CONCENTRATE	***2022***	3.2	0.1	1.8%	3.1	98.2%	2.5	77.3%	46	7	15.2%	3.1	0.0	0.0%	3.1	100.0%	2.8	90.1%	46	16	34.8%	1	34.4%
	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%	1	38.9%
	2020								64										64				
PICCOLE CONCENTRATE	***2022***	3.2	0.1	4.2%	3.0	95.8%	2.6	83.8%	110	13	11.8%	3.0	0.0	0.2%	3.0	99.8%	2.7	89.6%	110	28	25.5%	1	32.2%
	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%	1	33.1%
	2020								97										97				
FAMILY	***2022***	3.3	0.1	4.3%	3.1	95.7%	2.8	85.4%	123	17	13.8%	3.0	0.0	0.2%	3.0	99.8%	2.7	90.7%	123	37	30.1%	1	34.0%
	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%	1	35.8%
STATE	***2022***	3.4	0.1	2.0%	3.4	98.0%	2.6	77.1%	26	17	65.4%	3.4	0.0	0.0%	3.4	100.0%	3.3	95.8%	26	18	69.2%	1	41.5%
	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%	1	39.1%
ALTRI ASSETTI	***2022***	3.5	0.2	3.3%	3.4	96.7%	2.8	79.1%	45	11	24.4%	3.2	0.0	0.0%	3.2	100.0%	3.1	97.0%	45	22	48.9%	1	33.3%
	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%	1	34.9%
WIDELY HELD	***2022***	3.6	0.1	1.7%	3.5	98.3%	2.8	79.6%	17	5	29.4%	3.6	0.0	0.0%	3.6	100.0%	3.1	85.9%	17	11	64.7%	1	31.8%
	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%	1	34.4%
TOTALE	***2022***	3.4	0.1	3.3%	3.3	96.7%	2.7	81.4%	211	50	23.7%	3.1	0.0	0.1%	3.1	99.9%	2.9	92.3%	211	88	41.7%	1	35.1%
	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%	1	36.2%
	2020								220										220				

TAB.18CG: 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	***2022***	58.6	58.5	70.0	62.2	63.6	55.2	37.6	56.5	58.5	58.2	57.6
	2021	57.2	57.0	69.0	63.2	64.1	55.9	36.6	54.0	57.0	56.4	56.3
	2020	57.9	55.6	65.3	64.5	60.1	56.8	56.2	56.4	57.7	56.0	56.2
FTSE MID CAP	***2022***	58.1	58.3	65.6	65.3	60.5	55.3		58.1	56.9	58.7	57.5
	2021	57.5	58.6	66.8	65.2	60.6	56.2	66.2	55.4	56.6	57.1	57.1
	2020	57.7	59.5	65.7	64.8	59.9	56.3	59.3	56.0	57.0	56.2	57.2
ALTRE	***2022***	57.0	56.7	64.4	63.3	60.3	56.6	49.6	55.7	56.1	59.2	55.9
	2021	55.6	56.6	62.7	64.1	59.7	55.0	63.3	53.0	54.6	58.2	55.7
	2020	56.5	57.5	63.9	64.2	61.3	56.0	60.3	54.7	55.2	57.7	55.2
FINANZIARIE	***2022***	59.2	56.4	65.8	66.7	63.1	61.3		58.5	58.2	58.6	56.9
	2021	58.0	56.3	61.4	67.7	63.9	61.3		54.0	57.3	57.3	57.2
	2020	58.3	56.0	57.6	67.2	63.4	59.8	60.3	57.8	56.5	56.5	56.4
NON FINANZIARIE	***2022***	57.2	57.6	64.9	61.6	60.0	55.5	45.6	56.1	56.6	58.9	56.5
	2021	56.0	57.4	64.2	61.9	59.3	54.5	62.3	53.8	55.3	57.7	56.0
	2020	56.8	58.0	64.9	62.7	59.5	55.3	56.3	54.8	56.4	57.2	55.7
GRANDI	***2022***	58.6	58.1	63.7	61.5	63.0	54.4	37.6	57.5	58.4	57.7	57.7
	2021	57.4	56.3	65.2	63.4	63.0	56.2	61.3	55.1	57.0	56.5	56.7
	2020	58.1	57.1	67.5	64.8	61.1	56.2	57.0	57.0	57.6	56.2	56.6
PICCOLE	***2022***	57.2	57.2	65.2	64.9	59.9	56.6	49.6	56.2	56.0	59.3	56.2
	2021	56.0	57.5	63.8	64.6	59.7	55.2	63.3	53.4	55.1	58.0	56.0
	2020	56.6	57.9	63.7	64.2	60.5	56.2	60.3	54.7	55.6	57.4	55.6
NON CONCENTRATE	***2022***	58.0	58.8	65.9	64.0	62.7	55.8		57.4	56.9	58.4	56.7
	2021	56.7	58.1	66.4	64.5	62.2	56.6	65.6	53.7	55.7	57.3	55.8
	2020	57.7	58.2	65.5	64.6	63.5	55.5	58.5	55.2	57.1	56.8	56.1
CONCENTRATE	***2022***	57.4	56.6	64.7	62.9	60.0	56.2	45.6	56.1	57.0	59.1	56.6
	2021	56.3	56.7	63.1	63.5	59.8	55.0	61.2	53.9	55.9	57.8	56.5
	2020	56.7	57.3	63.8	64.3	58.7	56.7	55.6	55.3	55.7	57.3	55.7
GRANDI NON CONCENTRATE	***2022***	58.7	58.7	77.9	61.6	63.1	54.2		58.9	58.1	59.5	58.5
	2021	57.2	56.6	72.2	62.6	64.2	57.7		54.4	56.7	57.9	57.1
	2020	58.7	57.6	69.2	65.2	64.4	58.5	58.5	56.4	58.0	57.6	57.0
GRANDI CONCENTRATE	***2022***	58.4	57.5	62.4	61.4	63.0	54.4	37.6	56.8	58.8	56.3	57.0
	2021	57.6	56.1	62.9	64.4	62.2	55.0	61.3	55.7	57.4	55.3	56.4
	2020	57.4	56.6	66.6	63.9	56.5	53.6	52.4	57.4	57.1	54.8	55.9
PICCOLE NON CONCENTRATE	***2021***	57.6	58.9	65.1	66.0	62.4	56.2		56.8	55.8	57.7	55.5
	2021	56.4	58.8	65.5	66.2	61.2	55.9	65.6	53.5	54.9	57.0	55.0
	2020	57.0	58.5	64.7	64.0	62.8	54.0		54.8	56.2	56.5	55.5
PICCOLE CONCENTRATE	***2022***	57.0	56.4	65.2	63.9	58.9	56.7	49.6	55.9	56.1	60.0	56.5
	2021	55.8	56.8	63.2	62.8	59.0	54.9	61.1	53.4	55.2	58.5	56.5
	2020	56.4	57.5	63.2	64.5	59.3	57.5	60.3	54.7	55.0	58.0	55.6
FAMILY	***2022***	57.3	56.7	65.0	64.1	57.8	55.5	49.6	56.3	57.1	59.2	56.6
	2021	56.4	56.9	63.6	66.0	59.7	54.5	65.1	54.8	55.5	57.5	56.7
STATE	***2022***	56.8	59.4	68.7	56.9	62.6	59.5	37.6	54.1	56.3	60.2	56.8
	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	***2022***	57.6	56.6	63.2	64.6	64.2	57.2	65.6	56.7	56.3	58.3	57.0
	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	***2022***	60.4	62.4	60.8	68.0	64.5	60.5		60.3	58.5	56.3	55.3
	2021	58.2	56.9	58.1	66.8	63.1	59.5		54.0	58.0	56.8	55.8
TOTALE	***2022***	57.6	57.4	65.0	63.5	60.9	56.1	45.6	56.5	57.0	58.9	56.6
	2021	56.5	57.2	64.0	64.1	60.6	55.4	62.3	53.8	55.8	58.9	56.6
	2020	57.1	57.7	64.4	64.5	60.7	56.2	57.4	55.2	56.4	57.6	56.2

TAB.19CG: 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	***2022***	5.1	7.9	10.8	7.9	7.6	6.7	4.1	4.0	4.3	3.8	3.8
	2021	5.4	8.6	10.8	7.6	8.5	5.5	4.1	5.0	4.4	4.9	4.9
	2020	6.7	9.4	15.8	9.1	7.1	7.6	6.5	6.8	5.6	5.5	5.1
FTSE MID CAP	***2022***	7.4	11.9	17.8	15.5	10.4	10.5		9.0	3.7	5.2	5.4
	2021	7.8	11.0	16.5	10.4	11.0	10.7	12.4	9.3	4.7	5.5	6.4
	2020	8.6	13.2	16.5	12.2	12.4	10.9	6.8	9.8	5.7	5.3	6.6
ALTRE	***2022***	7.6	12.0	12.9	6.8	10.9	11.6	0.6	7.8	4.3	5.1	5.1
	2021	8.1	11.5	15.3	6.7	11.8	11.3	3.0	8.3	4.9	6.3	6.2
	2020	8.9	13.4	16.4	8.1	11.8	11.4	6.9	8.8	5.7	6.6	6.3
FINANZIARIE	***2022***	6.0	8.6	11.3	12.7	8.6	10.9		7.7	3.4	3.8	4.6
	2021	6.6	8.2	12.0	11.6	10.4	10.5		7.4	4.4	5.3	5.5
	2020	7.3	9.5	10.9	12.7	9.5	9.8	9.4	7.7	5.2	5.5	5.6
NON FINANZIARIE	***2022***	7.3	11.9	14.5	7.4	10.8	10.8	1.8	7.6	4.4	5.2	5.0
	2021	7.7	11.5	15.7	5.8	11.3	10.3	7.0	8.3	4.8	6.0	6.1
	2020	8.7	13.3	16.8	7.6	11.8	11.0	5.5	9.0	5.8	6.3	6.3
GRANDI	***2022***	5.8	8.9	12.9	9.0	10.3	8.3	4.1	6.1	4.2	3.8	4.4
	2021	6.2	8.8	14.2	8.4	10.1	8.5	11.0	7.0	4.5	5.2	5.4
	2020	7.9	11.2	17.8	11.3	10.7	10.6	6.6	9.3	5.7	4.9	5.8
PICCOLE	***2022***	7.6	12.1	14.4	9.7	10.1	11.5	0.6	8.0	4.1	5.3	5.2
	2021	8.0	11.6	15.7	7.6	11.4	11.1	3.0	8.5	4.9	6.1	6.2
	2020	8.7	13.3	16.1	8.2	11.3	10.9	6.9	8.7	5.7	6.6	6.3
NON CONCENTRATE	***2022***	7.3	13.2	15.4	7.0	11.1	14.9		8.7	4.3	4.7	4.1
	2021	6.9	11.4	14.6	7.3	11.2	10.3	2.8	7.5	4.5	6.2	5.5
	2020	7.8	12.5	16.1	8.6	11.0	9.0	6.4	8.3	5.5	6.3	5.9
CONCENTRATE	***2022***	6.9	10.2	13.9	11.8	9.7	9.7	1.8	7.0	4.0	5.0	5.4
	2021	7.9	10.6	15.8	8.8	11.0	10.4	8.4	8.5	4.9	5.7	6.4
	2020	8.9	12.9	16.5	11.0	11.2	12.1	7.0	9.2	5.8	6.0	6.3
GRANDI NON CONCENTRATE	***2022***	5.0	8.8	11.7	7.3	9.6	10.4		5.3	3.6	3.3	3.7
	2021	5.5	8.0	15.5	7.4	9.1	8.4		5.9	4.1	4.5	4.8
	2020	7.1	10.3	20.7	10.5	9.5	9.3	6.4	7.9	5.3	5.2	5.8
GRANDI CONCENTRATE	***2022***	6.6	8.9	13.1	11.1	10.9	7.7	4.1	6.7	4.8	4.1	5.1
	2021	7.0	9.8	13.8	9.6	10.9	8.5	11.0	7.7	4.9	5.8	6.1
	2020	8.9	12.4	16.3	12.6	12.4	12.1	7.0	10.5	6.2	4.6	5.9
PICCOLE NON CONCENTRATE	***2021***	8.9	15.7	15.7	6.9	12.1	16.2		10.0	5.1	5.4	4.4
	2021	7.8	12.9	14.5	7.2	12.2	11.7	2.8	8.1	4.8	7.0	5.8
	2020	8.3	13.6	15.0	6.9	12.1	8.9		8.4	5.7	6.9	6.0
PICCOLE CONCENTRATE	***2022***	7.0	10.6	14.1	12.2	9.3	10.2	0.6	7.1	3.6	5.3	5.5
	2021	8.2	10.8	16.1	8.2	11.0	10.9	3.1	8.8	4.9	5.6	6.4
	2020	9.0	13.0	16.5	10.0	10.9	12.1	6.9	8.9	5.7	6.4	6.5
FAMILY	***2022***	8.8	12.8	16.1	15.0	11.8	11.9	0.6	9.3	4.9	5.5	5.7
	2021	9.0	12.1	17.4	11.6	12.9	11.6	9.1	10.3	5.2	6.3	6.8
STATE	***2022***	3.6	5.1	6.9	2.6	6.4	0.7	4.1	3.3	3.2	3.1	2.9
	2021	4.2	5.9	10.8	2.9	7.5	3.6	7.0	3.7	3.6	3.4	3.8
ALTRI ASSETTI	***2022***	5.5	8.6	11.0	8.1	9.1	5.2	2.8	6.1	3.5	4.7	4.6
	2021	6.2	10.4	11.9	6.2	8.8	4.9	2.8	5.9	4.7	6.1	5.5
WIDELY HELD	***2022***	5.7	13.4	9.5	7.2	9.9	9.7		4.8	3.5	4.2	3.8
		6.0	9.9	8.6	7.8	8.6	7.8	6.6	6.5	4.3	5.8	5.1
TOTALE	***2022***	7.1	11.3	14.2	9.4	10.2	10.8	1.8	7.6	4.1	4.9	5.0
	2021	7.5	10.9	15.5	8.0	11.0	10.4	7.0	8.1	4.7	4.9	5.0
	2020	8.4	12.7	16.4	9.5	11.1	10.8	6.6	8.8	5.7	5.9	6.0

Statistiche relative a dati sulla politica delle remunerazioni

TAB.1PR: CARATTERISTICHE DELLA RELAZIONE SULLA REMUNERAZIONE		N.pagine Relazione Remunerazione	Executive summary (tabella con almeno tipo e pesi variabile)			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		Descrizione peer groups	
LISTINO	*Anno*	*μ*	*#*	*N°*	*%*	*μ*	*N°*	*%*	*N°*	*%*	*N°*	*%*
FTSE MIB	***2022***	76	33	27	81.8%	1.4	31	93.9%	27	81.8%	31	93.9%
	2021	70	33	23	69.7%	1.5	30	90.9%	26	78.8%	30	90.9%
	2020		34									
FTSE MID CAP	***2022***	50	57	22	38.6%	1.4	37	64.9%	20	35.1%	35	61.4%
	2021	51	59	20	33.9%	1.3	33	55.9%	21	35.6%	32	54.2%
	2020		57		0.0%			0.0%		0.0%		0.0%
ALTRE	***2022***	32	121	14	11.6%	1.3	32	26.4%	9	7.4%	28	23.1%
	2021	32	126	12	9.5%	1.3	29	23.0%	7	5.6%	27	21.4%
	2020		129									
FINANZIARIE	***2022***	74	39	16	41.0%	1.3	22	56.4%	18	46.2%	20	51.3%
	2021	70	40	10	25.0%	1.2	22	55.0%	18	45.0%	22	55.0%
	2020		40									
NON FINANZIARIE	***2022***	37	172	47	27.3%	1.3	78	45.3%	38	22.1%	74	43.0%
	2021	37	178	45	25.3%	1.4	70	39.3%	36	20.2%	67	37.6%
	2020		180									
GRANDI	***2022***	66	55	39	70.9%	1.4	47	85.5%	38	69.1%	47	85.5%
	2021	63	55	33	60.0%	1.4	45	81.8%	37	67.3%	45	81.8%
	2020		59									
PICCOLE	***2022***	36	156	24	15.4%	1.3	53	34.0%	18	11.5%	47	30.1%
	2021	36	163	22	13.5%	1.3	47	28.8%	17	10.4%	44	27.0%
	2020		161									
NON CONCENTRATE	***2022***	52	71	29	40.8%	1.3	47	66.2%	32	45.1%	45	63.4%
	2021	50	83	26	31.3%	1.3	48	57.8%	33	39.8%	47	56.6%
	2020		96									
CONCENTRATE	***2022***	39	140	34	24.3%	1.3	53	37.9%	24	17.1%	49	35.0%
	2021	39	135	29	21.5%	1.3	44	32.6%	21	15.6%	42	31.1%
	2020		124									
GRANDI NON CONCENTRATE	***2022***	77	25	21	84.0%	1.3	23	92.0%	22	88.0%	23	92.0%
	2021	72	26	19	73.1%	1.4	24	92.3%	21	80.8%	24	92.3%
	2020		32									
GRANDI CONCENTRATE	***2022***	57	30	18	60.0%	1.4	24	80.0%	16	53.3%	24	80.0%
	2021	56	29	14	48.3%	1.3	21	72.4%	16	55.2%	21	72.4%
	2020		27									
PICCOLE NON CONCENTRATE	***2022***	39	46	8	17.4%	1.3	24	52.2%	10	21.7%	22	47.8%
	2021	40	57	7	12.3%	1.3	24	42.1%	12	21.1%	23	40.4%
	2020		64									
PICCOLE CONCENTRATE	***2022***	35	110	16	14.5%	1.3	29	26.4%	8	7.3%	25	22.7%
	2021	34	106	15	14.2%	1.3	23	21.7%	5	4.7%	21	19.8%
	2020		97									
FAMILY	***2022***	35	123	25	20.3%	1.3	41	33.3%	15	12.2%	38	30.9%
	2021	36	126	22	17.5%	1.3	42	33.3%	18	14.3%	40	31.7%
STATE	***2022***	59	26	15	57.7%	1.2	18	69.2%	14	53.8%	18	69.2%
	2021	56	26	14	53.8%	1.2	15	57.7%	11	42.3%	14	53.8%
ALTRI ASSETTI	***2022***	44	45	15	33.3%	1.5	28	62.2%	18	40.0%	26	57.8%
	2021	43	43	10	23.3%	1.5	19	44.2%	14	32.6%	19	44.2%
WIDELY HELD	***2022***	81	17	8	47.1%	1.2	13	76.5%	9	52.9%	12	70.6%
	2021	68	23	9	39.1%	1.4	16	69.6%	11	47.8%	16	69.6%
TOTALE	***2022***	44	211	63	29.9%	1.3	100	47.4%	56	26.5%	94	44.5%
	2021	43	218	55	25.2%	1.3	92	42.2%	54	24.8%	89	40.8%
	2020		220									

TAB.2PR: REMUNERAZIONE VARIABILE		E' prevista remunerazione variabile (per amm)			E' prevista componente variabile di breve periodo (MBO)			Tipologia MBO: Bonus cash		Tipologia MBO: Altro (descrizione)	
LISTINO	***Anno***	**#**	**N°**	**%**	**#**	**N°**	**%**	**N°**	**%**	**N°**	**%**
FTSE MIB	***2022***	33	33	100.0%	33	33	100.0%	33	100.0%	9	27.3%
	2021	33	33	100.0%	33	33	100.0%	32	97.0%	9	27.3%
	2020	34	34	100.0%	34	32	94.1%				
FTSE MID CAP	***2022***	57	51	89.5%	51	50	98.0%	49	98.0%	9	18.0%
	2021	59	53	89.8%	52	51	98.1%	51	100.0%	4	7.8%
	2020	57	53	93.0%	53	49	92.5%				
ALTRE	***2022***	121	93	76.9%	93	86	92.5%	84	97.7%	4	4.7%
	2021	126	99	78.6%	99	95	96.0%	94	98.9%	3	3.2%
	2020	129	105	81.4%	105	97	92.4%				
FINANZIARIE	***2022***	39	38	97.4%	38	37	97.4%	35	94.6%	17	45.9%
	2021	40	38	95.0%	38	38	100.0%	37	97.4%	13	34.2%
	2020	40	36	90.0%	36	34	94.4%				
NON FINANZIARIE	***2022***	172	139	80.8%	139	132	95.0%	131	99.2%	5	3.8%
	2021	178	147	82.6%	146	141	96.6%	140	99.3%	3	2.1%
	2020	180	156	86.7%	156	144	92.3%				
GRANDI	***2022***	55	54	98.2%	54	54	100.0%	54	100.0%	12	22.2%
	2021	55	52	94.5%	52	52	100.0%	51	98.1%	11	21.2%
	2020	59	56	94.9%	56	53	94.6%				
PICCOLE	***2022***	156	123	78.8%	123	115	93.5%	112	97.4%	10	8.7%
	2021	163	133	81.6%	132	127	96.2%	126	99.2%	5	3.9%
	2020	161	136	84.5%	136	125	91.9%				
NON CONCENTRATE	***2022***	71	63	88.7%	63	61	96.8%	60	98.4%	13	21.3%
	2021	83	76	91.6%	76	73	96.1%	72	98.6%	14	19.2%
	2020	96	88	91.7%	88	82	93.2%				
CONCENTRATE	***2022***	140	114	81.4%	114	108	94.7%	106	98.1%	9	8.3%
	2021	135	109	80.7%	108	106	98.1%	105	99.1%	2	1.9%
	2020	124	104	83.9%	104	96	92.3%				
GRANDI NON CONCENTRATE	***2022***	25	25	100.0%	25	25	100.0%	25	100.0%	8	32.0%
	2021	26	26	100.0%	26	26	100.0%	25	96.2%	10	38.5%
	2020	32	31	96.9%	31	29	93.5%				
GRANDI CONCENTRATE	***2022***	30	29	96.7%	29	29	100.0%	29	100.0%	4	13.8%
	2021	29	26	89.7%	26	26	100.0%	26	100.0%	1	3.8%
	2020	27	25	92.6%	25	24	96.0%				
PICCOLE NON CONCENTRATE	***2022***	46	38	82.6%	38	36	94.7%	35	97.2%	5	13.9%
	2021	57	50	87.7%	50	47	94.0%	47	100.0%	4	8.5%
	2020	64	57	89.1%	57	53	93.0%				
PICCOLE CONCENTRATE	***2022***	110	85	77.3%	85	79	92.9%	77	97.5%	5	6.3%
	2021	106	83	78.3%	82	80	97.6%	79	98.8%	1	1.3%
	2020	97	79	81.4%	79	72	91.1%				
FAMILY	***2022***	123	94	76.4%	95	89	93.7%	88	98.9%	5	5.6%
	2021	126	97	77.0%	96	93	96.9%	92	98.9%	3	3.2%
STATE	***2022***	26	25	96.2%	25	25	100.0%	25	100.0%	3	12.0%
	2021	26	24	92.3%	24	24	100.0%	24	100.0%	2	8.3%
ALTRI ASSETTI	***2022***	45	42	93.3%	41	39	95.1%	37	94.9%	7	17.9%
	2021	43	42	97.7%	42	40	95.2%	40	100.0%	4	10.0%
WIDELY HELD	***2022***	17	16	94.1%	16	16	100.0%	16	100.0%	7	43.8%
	2021	23	22	95.7%	22	22	100.0%	21	95.5%	7	31.8%
TOTALE	***2022***	211	177	83.9%	177	169	95.5%	166	98.2%	22	13.0%
	2021	218	185	84.9%	184	179	97.3%	177	98.9%	16	8.9%
	2020	220	192	87.3%	192	178	92.7%				

TAB.3PR: CARATTERISTICHE DELLA REMUNERAZIONE VARIABILE DI BREVE PERIODO (MBO)		E' prevista componente variabile di breve periodo (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)
LISTINO	***Anno***	**#**	**N°**	**%**	**N°**	**%**	**μ**	**N°**	**%**	**μ**	**N°**	**%**	**μ**	**N°**	**%**	**μ**
FTSE MIB	***2022***	33	30	90.9%	33	100.0%	69.3%	22	66.7%	23.3%	2	6.1%	100.0%	30	90.9%	17%
	2021	33	30	90.9%	32	97.0%	71.1%	19	57.6%	24.2%	5	15.2%	62.5%	22	66.7%	19%
FTSE MID CAP	***2022***	50	43	86.0%	48	96.0%	71.9%	27	54.0%	26.7%	2	4.0%		33	66.0%	19%
	2021	51	45	88.2%	50	98.0%	75.2%	27	52.9%	29.3%	3	5.9%	35.0%	29	56.9%	18%
ALTRE	***2022***	86	58	67.4%	81	94.2%	84.2%	39	45.3%	28.1%	4	4.7%	5.0%	32	37.2%	16%
	2021	95	70	73.7%	85	89.5%	86.6%	38	40.0%	27.8%	3	3.2%	20.0%	22	23.2%	16%
FINANZIARIE	***2022***	37	30	81.1%	35	94.6%	73.7%	21	56.8%	24.4%	4	10.8%	52.5%	24	64.9%	18%
	2021	38	33	86.8%	36	94.7%	79.5%	20	52.6%	32.4%	6	15.8%	56.7%	11	28.9%	18%
NON FINANZIARIE	***2022***	132	101	76.5%	127	96.2%	77.5%	67	50.8%	26.6%	4	3.0%		71	53.8%	18%
	2021	141	112	79.4%	131	92.9%	80.1%	64	45.4%	25.8%	5	3.5%	22.5%	62	44.0%	18%
GRANDI	***2022***	54	49	90.7%	53	98.1%	69.1%	35	64.8%	23.8%	2	3.7%	100.0%	46	85.2%	18%
	2021	52	47	90.4%	51	98.1%	71.7%	31	59.6%	25.2%	5	9.6%	62.5%	34	65.4%	19%
PICCOLE	***2022***	115	82	71.3%	109	94.8%	81.4%	53	46.1%	28.3%	6	5.2%	5.0%	49	42.6%	17%
	2021	127	98	77.2%	116	91.3%	83.9%	53	41.7%	29.0%	6	4.7%	30.0%	39	30.7%	16%
NON CONCENTRATE	***2022***	61	51	83.6%	59	96.7%	73.6%	34	55.7%	25.0%	6	9.8%	52.5%	39	63.9%	18%
	2021	73	61	83.6%	67	91.8%	73.9%	39	53.4%	28.1%	10	13.7%	43.0%	34	46.6%	17%
CONCENTRATE	***2022***	108	80	74.1%	103	95.4%	78.7%	54	50.0%	27.0%	2	1.9%		56	51.9%	18%
	2021	106	84	79.2%	100	94.3%	84.2%	45	42.5%	26.5%	1	0.9%		39	36.8%	18%
GRANDI NON CONCENTRATE	***2022***	25	24	96.0%	25	100.0%	68.0%	17	68.0%	24.4%	2	8.0%	100.0%	23	92.0%	18%
	2021	26	25	96.2%	25	96.2%	66.4%	17	65.4%	27.1%	5	19.2%	62.5%	18	69.2%	18%
GRANDI CONCENTRATE	***2022***	29	25	86.2%	28	96.6%	70.1%	18	62.1%	23.3%		0.0%		23	79.3%	19%
	2021	26	22	84.6%	26	100.0%	77.5%	14	53.8%	22.3%		0.0%		16	61.5%	21%
PICCOLE NON CONCENTRATE	***2022***	36	27	75.0%	34	94.4%	78.6%	17	47.2%	25.8%	4	11.1%	5.0%	16	44.4%	18%
	2021	47	36	76.6%	42	89.4%	79.0%	22	46.8%	29.0%	5	10.6%	30.0%	16	34.0%	16%
PICCOLE CONCENTRATE	***2022***	79	55	69.6%	75	94.9%	82.7%	36	45.6%	30.1%	2	2.5%		33	41.8%	16%
	2021	80	62	77.5%	74	92.5%	86.6%	31	38.8%	28.9%	1	1.3%		23	28.8%	16%
FAMILY	***2022***	89	64	71.9%	85	95.5%	83.0%	40	44.9%	24.8%	3	3.4%		40	44.9%	18%
STATE	***2022***	25	22	88.0%	24	96.0%	62.7%	19	76.0%	28.1%	1	4.0%		19	76.0%	17%
ALTRI ASSETTI	***2022***	39	31	79.5%	37	94.9%	74.2%	21	53.8%	30.3%	2	5.1%	5.0%	24	61.5%	16%
WIDELY HELD	***2022***	16	14	87.5%	16	100.0%	75.4%	8	50.0%	17.1%	2	12.5%	100.0%	12	75.0%	20%
TOTALE	***2022***	169	131	77.5%	162	95.9%	76.7%	88	52.1%	26.1%	8	4.7%	52.5%	95	56.2%	18%
	2021	179	145	81.0%	167	93.3%	80.0%	84	46.9%	27.4%	11	6.1%	43.0%	73	40.8%	18%

TAB.4PR: CARATTERISTICHE DELLA REMUNERAZIONE VARIABILE DI MEDIO LUNGO PERIODO (LTI)		E' prevista componente variabile di medio-lungo periodo (LTI; obiettivi > 1 anno)			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"	
LISTINO	***Anno***	**#**	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***
FTSE MIB	***2022***	33	30	91%	9	30%	22	73%	1	3%	3	10%		0%		0%	11	37%	19	63%
	2021	33	30	91%	7	23%	22	73%	1	3%	4	13%		0%		0%	7	23%	23	77%
	2020	34	32	94%																
FTSE MID CAP	***2022***	51	45	88%	17	38%	24	53%	2	4%	10	22%	2	4%		0%	33	73%	13	29%
	2021	52	46	88%	18	39%	25	54%	3	7%	7	15%		0%		0%	31	67%	15	33%
	2020	53	47	89%																
ALTRE	***2022***	93	59	63%	35	59%	22	37%	1	2%	7	12%	1	2%	1	2%	37	63%	19	32%
	2021	98	61	62%	37	61%	21	34%	2	3%	10	16%	1	2%	1	2%	44	72%	17	28%
	2020	105	74	70%																
FINANZIARIE	***2022***	38	24	63%	4	17%	18	75%	2	8%	5	21%	1	4%		0%	10	42%	13	54%
	2021	38	24	63%	4	17%	15	63%	3	13%	6	25%		0%		0%	8	33%	16	67%
	2020	36	31	86%																
NON FINANZIARIE	***2022***	139	110	79%	57	52%	50	45%	2	2%	15	14%	2	2%	1	1%	71	65%	38	35%
	2021	145	113	78%	58	51%	53	47%	3	3%	15	13%	1	1%	1	1%	74	65%	39	35%
	2020	156	122	78%																
GRANDI	***2022***	54	49	91%	18	37%	33	67%	2	4%	6	12%	1	2%		0%	23	47%	26	53%
	2021	52	47	90%	15	32%	32	68%	1	2%	5	11%		0%		0%	16	34%	31	66%
	2020	56	53	95%																
PICCOLE	***2022***	123	85	69%	43	51%	35	41%	2	2%	14	16%	2	2%	1	1%	58	68%	25	29%
	2021	131	90	69%	47	52%	36	40%	5	6%	16	18%	1	1%	1	1%	66	73%	24	27%
	2020	136	100	74%																
NON CONCENTRATE	***2022***	63	53	84%	19	36%	32	60%	2	4%	9	17%	1	2%	1	2%	26	49%	28	53%
	2021	76	64	84%	19	30%	37	58%	4	6%	12	19%		0%	1	2%	30	47%	34	53%
	2020	88	78	89%																
CONCENTRATE	***2022***	114	81	71%	42	52%	36	44%	2	2%	11	14%	2	2%		0%	55	68%	23	28%
	2021	107	73	68%	43	59%	31	42%	2	3%	9	12%	1	1%		0%	52	71%	21	29%
	2020	104	75	72%																
GRANDI NON CONCENTRATE	***2022***	25	23	92%	5	22%	19	83%	2	9%	2	9%		0%		0%	9	39%	14	61%
	2021	26	24	92%	3	13%	21	88%	1	4%	2	8%		0%		0%	4	17%	20	83%
	2020	31	30	97%																
GRANDI CONCENTRATE	***2022***	29	26	90%	13	50%	14	54%		0%	4	15%	1	4%		0%	14	54%	12	46%
	2021	26	23	88%	12	52%	11	48%		0%	3	13%		0%		0%	12	52%	11	48%
	2020	25	23	92%																
PICCOLE NON CONCENTRATE	***2022***	38	30	79%	14	47%	13	43%		0%	7	23%	1	3%	1	3%	17	57%	14	47%
	2021	50	40	80%	16	40%	16	40%	3	8%	10	25%		0%	1	3%	26	65%	14	35%
	2020	57	48	84%																
PICCOLE CONCENTRATE	***2022***	85	55	65%	29	53%	22	40%	2	4%	7	13%	1	2%		0%	41	75%	11	20%
	2021	81	50	62%	31	62%	20	40%	2	4%	6	12%	1	2%		0%	40	80%	10	20%
	2020	79	52	66%																
FAMILY	***2022***	95	67	71%	35	52%	26	39%	2	3%	12	18%	2	3%		0%	50	75%	15	22%
	2021	96	64	67%	35	55%	25	39%	2	3%	11	17%	1	2%		0%	50	78%	14	22%
STATE	***2022***	25	20	80%	10	50%	13	65%		0%	1	5%		0%		0%	7	35%	13	65%
	2021	24	21	88%	9	43%	14	67%		0%	1	5%		0%		0%	7	33%	14	67%
ALTRI ASSETTI	***2022***	41	34	83%	14	41%	18	53%	2	6%	4	12%		0%	1	3%	19	56%	15	44%
	2021	41	34	83%	15	44%	16	47%	3	9%	5	15%		0%	1	3%	18	53%	16	47%
WIDELY HELD	***2022***	16	13	81%	2	15%	11	85%		0%	3	23%	1	8%		0%	5	38%	8	62%
	2021	22	18	82%	3	17%	13	72%	1	6%	4	22%		0%		0%	7	39%	11	61%
TOTALE	***2022***	177	134	76%	61	46%	68	51%	4	3%	20	15%	3	2%	1	1%	81	60%	51	38%
	2021	183	137	75%	62	45%	68	50%	6	4%	21	15%	1	1%	1	1%	82	60%	55	40%
	2020	192	153	80%																

TAB.5PR: OBIETTIVI A BASE DELLA REMUNERAZIONE VARIABILE DI MEDIO LUNGO PERIODO (LTI)		Esistono gates di accesso (nell'LTI)?			Gates/obiettivi di carattere finanziario			Gates legati a obiettivi di business			Gates legati a performance azionaria			Gates legati a parametri ESG		
LISTINO	***Anno***	***#***	***N°***	***%***	***N°***	***%***	***μ***	***N°***	***%***	***μ***	***N°***	***%***	***μ***	***N°***	***%***	***μ***
FTSE MIB	***2022***	30	30	100%	29	97%	61%	4	13%	27%	16	53%	36%	23	77%	24%
	2021	30	30	100%	27	90%		7	23%		16	53%		21	70%	
	2020	32	26	81%												
FTSE MID CAP	***2022***	45	43	96%	37	86%	72%	6	14%	21%	20	47%	45%	25	58%	19%
	2021	46	44	96%	39	89%		8	18%		19	43%		14	32%	
	2020	47	31	66%												
ALTRE	***2022***	59	54	92%	48	89%	72%	11	20%	41%	19	35%	52%	24	44%	20%
	2021	61	55	90%	50	91%		13	24%		13	24%		14	25%	
	2020	74	33	45%												
FINANZIARIE	***2022***	24	24	100%	21	88%	64%	3	13%	52%	13	54%	36%	16	67%	20%
	2021	24	24	100%	21	88%		6	25%		12	50%		9	38%	
	2020	31	27	87%												
NON FINANZIARIE	***2022***	110	103	94%	93	90%	70%	18	17%	23%	42	41%	47%	56	54%	22%
	2021	113	105	93%	95	90%		22	21%		36	34%		40	38%	
	2020	122	63	52%												
GRANDI	***2022***	49	47	96%	44	94%	64%	6	13%	26%	25	53%	43%	35	74%	22%
	2021	47	47	100%	43	91%		10	21%		26	55%		26	55%	
	2020	53	38	72%												
PICCOLE	***2022***	85	80	94%	70	88%	73%	15	19%	33%	30	38%	46%	37	46%	19%
	2021	90	82	91%	73	89%		18	22%		22	27%		23	28%	
	2020	100	52	52%												
NON CONCENTRATE	***2022***	53	51	96%	48	94%	63%	8	16%	24%	24	47%	40%	32	63%	22%
	2021	64	60	94%	52	87%		14	23%		28	47%		23	38%	
	2020	78	52	67%												
CONCENTRATE	***2022***	81	76	94%	66	87%	72%	13	17%	36%	31	41%	47%	40	53%	20%
	2021	73	69	95%	64	93%		14	20%		20	29%		26	38%	
	2020	75	38	51%												
GRANDI NON CONCENTRATE	***2022***	23	23	100%	21	91%	60%	3	13%	25%	13	57%	40%	19	83%	23%
	2021	24	24	100%	21	88%		7	29%		16	67%		16	67%	
	2020	30	25	83%												
GRANDI CONCENTRATE	***2022***	26	24	92%	23	96%	67%	3	13%	27%	12	50%	46%	16	67%	22%
	2021	23	23	100%	22	96%		3	13%		10	43%		10	43%	
	2020	23	13	57%												
PICCOLE NON CONCENTRATE	***2022***	30	28	93%	27	96%	68%	5	18%	23%	11	39%	41%	13	46%	20%
	2021	40	36	90%	31	86%		7	19%		12	33%		7	19%	
	2020	48	27	56%												
PICCOLE CONCENTRATE	***2022***	55	52	95%	43	83%	75%	10	19%	40%	19	37%	48%	24	46%	19%
	2021	50	46	92%	42	91%		11	24%		10	22%		16	35%	
	2020	52	25	48%												
FAMILY	***2022***	67	62	93%	53	85%	77%	11	18%	34%	23	37%	48%	29	47%	20%
	2021	64	60	94%	53	88%		11	18%		18	30%		16	27%	
STATE	***2022***	20	20	100%	19	95%	53%	6	30%	21%	10	50%	38%	16	80%	20%
	2021	21	21	100%	20	95%		7	33%		10	48%		16	76%	
ALTRI ASSETTI	***2022***	34	32	94%	30	94%	67%	3	9%		15	47%	44%	17	53%	27%
	2021	34	31	91%	29	94%		6	19%		11	35%		9	29%	
WIDELY HELD	***2022***	13	13	100%	12	92%	60%	1	8%	35%	7	54%	47%	10	77%	18%
	2021	18	17	94%	14	82%		4	24%		9	53%		8	47%	
TOTALE	***2022***	134	127	95%	114	90%	69%	21	17%	30%	55	43%	44%	72	57%	21%
	2021	137	129	94%	116	90%		28	22%		48	37%		49	38%	
	2020	153	90	59%												

TAB.6PR: PAY OPPORTUNITY CEO			Società che indicano il peso % di MBO e LTI		Pay opportunity CEO: Remunerazione fissa (NB: include anche eventuale importo DG)	Pay opportunity CEO: Totale MBO a target	Pay opportunity CEO: Totale LTI a target	Peso % Remunerazione fissa a target (calcolato su remunerazione totale = fisso + variabile)	Peso % MBO a target (calcolato su remunerazione totale = fisso + variabile)	Se indicato, peso % LTI a target (calcolato su remunerazione totale = fisso + variabile)	Pay opportunity CEO: Totale MBO a livello MAX	Pay opportunity CEO: Totale LTI a livello MAX (attenzione a piani LTI unico vs rolling)	Peso % Remunerazione fissa a livello MAX (calcolato su remunerazione totale = fisso + variabile)	Se indicato, peso % MBO a livello MAX (calcolato su remunerazione totale = fisso + variabile)	Se indicato, peso % LTI a livello MAX (calcolato su remunerazione totale = fisso + variabile)
LISTINO	***Anno***	***#***	***N°***	***%***	***μ***	***μ***	***μ***	***%***	***%***	***%***	***μ***	***μ***	***%***	***%***	***%***
FTSE MIB	***2022***	33	25	76%	1324	1079	1096	41%	29%	29%	1656	1721	34%	33%	33%
	2021	33	21	64%	1334	1146	1316	39%	28%	33%	1569	2076	32%	30%	38%
	2020	34	18	53%					25%	38%					
FTSE MID CAP	***2022***	57	30	53%	866	602	763	45%	25%	30%	875	1175	37%	27%	36%
	2021	59	31	53%	831	478	696	47%	24%	29%	674	1083	39%	27%	34%
	2020	57	21	37%					24%	33%					
ALTRE	***2022***	121	38	31%	499	295	195	57%	27%	16%	388	301	49%	31%	19%
	2021	126	43	34%	484	283	233	56%	26%	19%	369	324	49%	30%	21%
	2020	129	20	16%					30%	20%					
FINANZIARIE	***2022***	39	16	41%	1287	1053	742	44%	36%	20%	1575	962	37%	41%	22%
	2021	40	13	33%	1197	1124	773	44%	36%	20%	1404	992	38%	40%	22%
	2020	40	8	20%					27%	25%					
NON FINANZIARIE	***2022***	172	77	45%	746	512	595	50%	25%	25%	743	965	42%	28%	30%
	2021	178	82	46%	720	445	600	50%	24%	26%	627	953	42%	27%	30%
	2020	180	51	28%					26%	31%					
GRANDI	***2022***	55	38	69%	1174	921	1031	42%	28%	30%	1392	1636	34%	31%	35%
	2021	55	33	60%	1145	914	1075	41%	28%	31%	1259	1702	33%	30%	36%
	2020	59	29	49%					25%	35%					
PICCOLE	***2022***	156	55	35%	607	386	337	54%	27%	20%	537	501	46%	30%	24%
	2021	163	62	38%	594	337	383	54%	24%	22%	454	563	46%	28%	25%
	2020	161	30	19%					28%	25%					
NON CONCENTRATE	***2022***	71	36	51%	983	753	770	45%	27%	28%	1114	1117	37%	31%	32%
	2021	83	35	42%	935	739	882	43%	25%	33%	979	1302	35%	27%	37%
	2020	96	32	33%					25%	32%					
CONCENTRATE	***2022***	140	57	41%	748	511	526	51%	27%	22%	742	868	44%	30%	26%
	2021	135	60	44%	697	420	473	53%	26%	21%	591	759	46%	30%	25%
	2020	124	27	22%					28%	28%					
GRANDI NON CONCENTRATE	***2022***	25	18	72%	1390	1074	1152	40%	29%	31%	1576	1685	33%	32%	35%
	2021	26	15	58%	1453	1313	1426	37%	28%	35%	1694	2106	30%	30%	40%
	2020	32	15	47%					24%	39%					
GRANDI CONCENTRATE	***2022***	30	20	67%	980	783	923	44%	27%	30%	1227	1593	36%	29%	35%
	2021	29	18	62%	888	581	782	44%	28%	28%	897	1366	36%	31%	33%
	2020	27	14	52%					26%	31%					
PICCOLE NON CONCENTRATE	***2022***	46	18	39%	576	431	388	49%	26%	25%	653	549	41%	30%	28%
	2021	57	20	35%	547	308	475	48%	22%	31%	442	699	39%	26%	35%
	2020	64	17	27%					25%	26%					
PICCOLE CONCENTRATE	***2022***	110	37	34%	623	365	312	56%	27%	17%	480	477	48%	30%	22%
	2021	106	42	40%	616	351	340	56%	26%	18%	460	498	50%	30%	21%
	2020	97	13	13%					31%	24%					
FAMILY	***2022***	123	48	39%	729	465	511	53%	26%	21%	636	781	45%	30%	25%
	2021	126	52	41%	712	430	513	53%	26%	22%	599	771	45%	30%	25%
STATE	***2022***	26	16	62%	852	574	738	46%	26%	28%	814	1199	39%	29%	32%
	2021	26	14	54%	808	538	747	46%	25%	29%	716	1243	40%	26%	34%
ALTRI ASSETTI	***2022***	45	22	49%	912	778	664	45%	29%	26%	1221	1117	37%	32%	31%
	2021	43	21	49%	790	538	746	45%	24%	31%	750	1172	38%	26%	36%
WIDELY HELD	***2022***	17	7	41%	1339	1089	970	41%	28%	31%	1713	1208	34%	34%	33%
	2021	23	8	35%	1208	1232	806	42%	30%	28%	1599	1123	35%	35%	30%
TOTALE	***2022***	211	93	44%	839	605	621	49%	27%	24%	886	965	41%	31%	28%
	2021	218	95	44%	785	538	624	49%	26%	25%	734	959	42%	29%	29%
	2020	220	59	27%					26%	30%					

TAB.7PR: BONUS AD HOC		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	***2022***	33	13	39%	32	97%	20	61%	5.0
	2021	33	15	45%	32	97%	19	58%	5.1
	2020	34	13	38%	31	91%			
FTSE MID CAP	***2022***	57	29	51%	48	84%	28	49%	3.7
	2021	59	29	49%	51	86%	23	39%	3.6
	2020	57	26	46%	45	79%			
ALTRE	***2022***	121	49	40%	65	54%	26	21%	3.7
	2021	126	62	49%	68	54%	24	19%	3.9
	2020	129	49	38%	59	46%			
FINANZIARIE	***2022***	39	21	54%	36	92%	27	69%	4.7
	2021	40	21	53%	36	90%	24	60%	5.0
	2020	40	17	43%	31	78%			
NON FINANZIARIE	***2022***	172	70	41%	109	63%	47	27%	3.6
	2021	178	85	48%	115	65%	42	24%	3.6
	2020	180	71	39%	104	58%			
GRANDI	***2022***	55	21	38%	53	96%	30	55%	4.8
	2021	55	22	40%	52	95%	27	49%	4.7
	2020	59	25	42%	52	88%			
PICCOLE	***2022***	156	70	45%	92	59%	44	28%	3.5
	2021	163	84	52%	99	61%	39	24%	3.7
	2020	161	63	39%	83	52%			
NON CONCENTRATE	***2022***	71	30	42%	56	79%	35	49%	4.3
	2021	83	45	54%	67	81%	34	41%	4.5
	2020	96	38	40%	69	72%			
CONCENTRATE	***2022***	140	61	44%	89	64%	39	28%	3.8
	2021	135	61	45%	84	62%	32	24%	3.7
	2020	124	50	40%	66	53%			
GRANDI NON CONCENTRATE	***2022***	25	9	36%	24	96%	16	64%	5.3
	2021	26	12	46%	25	96%	14	54%	5.6
	2020	32	14	44%	29	91%			
GRANDI CONCENTRATE	***2022***	30	12	40%	29	97%	14	47%	4.4
	2021	29	10	34%	27	93%	13	45%	3.8
	2020	27	11	41%	23	85%			
PICCOLE NON CONCENTRATE	***2022***	46	21	46%	32	70%	19	41%	3.4
	2021	57	33	58%	42	74%	20	35%	3.8
	2020	64	24	38%	40	63%			
PICCOLE CONCENTRATE	***2022***	110	49	45%	60	55%	25	23%	3.6
	2021	106	51	48%	57	54%	19	18%	3.7
	2020	97	39	40%	43	44%			
FAMILY	***2022***	123	52	42%	71	58%	30	24%	3.6
	2021	126	62	49%	72	57%	26	21%	3.7
STATE	***2022***	26	10	38%	25	96%	14	54%	4.7
	2021	26	9	35%	24	92%	12	46%	5.0
ALTRI ASSETTI	***2022***	45	23	51%	33	73%	19	42%	3.9
	2021	43	27	63%	34	79%	16	37%	3.6
WIDELY HELD	***2022***	17	6	35%	16	94%	11	65%	4.5
	2021	23	8	35%	21	91%	12	52%	4.8
TOTALE	***2022***	211	91	43%	145	69%	74	35%	4.0
	2021	218	106	49%	151	69%	66	30%	4.1
	2020	220	88	40%	135	61%			

TAB.8PR: VARIAZIONE DELLE REMUNERAZIONI E PAY RATIO			Variazione % Remunerazione CEO			Variazione % Remunerazione dipendenti			La RR riporta info sufficienti a calcolare pay ratio effettivo AD/dipendenti?		
LISTINO	***Anno***	**#**	***N°***	***%***	***μ***	***N°***	***%***	***μ***	***N°***	***%***	***μ***
FTSE MIB	***2022***	33	28	85%	27%	30	91%	4%	25	76%	42.5
	2021	33	28	85%	-10%	28	85%	0%	24	73%	41.8
	2020	34									
FTSE MID CAP	***2022***	57	42	74%	42%	45	79%	6%	32	56%	31.4
	2021	59	42	71%	4%	45	76%	1%	31	53%	22.8
	2020	57									
ALTRE	***2022***	121	76	63%	18%	71	59%	5%	56	46%	18.9
	2021	126	74	59%	11%	65	52%	0%	52	41%	18.2
	2020	129									
FINANZIARIE	***2022***	39	30	77%	31%	32	82%	7%	25	64%	39.1
	2021	40	30	75%	-3%	30	75%	0%	24	60%	30.8
	2020	40									
NON FINANZIARIE	***2022***	172	116	67%	25%	114	66%	4%	88	51%	24.4
	2021	178	114	64%	7%	108	61%	0%	83	47%	22.9
	2020	180									
GRANDI	***2022***	55	45	82%	40%	48	87%	6%	38	69%	37.7
	2021	55	43	78%	-7%	44	80%	0%	35	64%	35.8
	2020	59		0%			0%			0%	
PICCOLE	***2022***	156	101	65%	21%	98	63%	5%	75	48%	22.6
	2021	163	101	62%	10%	94	58%	0%	72	44%	19.4
	2020	161		0%			0%			0%	
NON CONCENTRATE	***2022***	71	52	73%	21%	54	76%	6%	43	61%	26.9
	2021	83	59	71%	-1%	59	71%	0%	47	57%	26.2
	2020	96									
CONCENTRATE	***2022***	140	94	67%	30%	92	66%	4%	70	50%	28.1
	2021	135	85	63%	9%	79	59%	0%	60	44%	23.6
	2020	124									
GRANDI NON CONCENTRATE	***2022***	25	21	84%	28%	22	88%	9%	19	76%	38.3
	2021	26	21	81%	-8%	21	81%	1%	20	77%	39.5
	2020	32									
GRANDI CONCENTRATE	***2022***	30	24	80%	50%	26	87%	4%	19	63%	37.0
	2021	29	22	76%	-6%	23	79%	0%	15	52%	31.0
	2020	27									
PICCOLE NON CONCENTRATE	***2022***	46	31	67%	16%	32	70%	5%	24	52%	17.9
	2021	57	38	67%	3%	38	67%	0%	27	47%	16.4
	2020	64									
PICCOLE CONCENTRATE	***2022***	110	70	64%	23%	66	60%	4%	51	46%	24.8
	2021	106	63	59%	14%	56	53%	0%	45	42%	21.2
	2020	97									
FAMILY	***2022***	123	79	64%	31%	76	62%	4%	60	49%	24.5
	2021	126	76	60%	9%	71	56%	0%	53	42%	19.4
STATE	***2022***	26	20	77%	7%	21	81%	2%	19	73%	29.9
	2021	26	18	69%	-4%	20	77%	-1%	19	73%	34.5
ALTRI ASSETTI	***2022***	45	34	76%	22%	36	80%	6%	24	53%	29.8
	2021	43	32	74%	-1%	30	70%	1%	20	47%	29.1
WIDELY HELD	***2022***	17	13	76%	40%	13	76%	14%	10	59%	37.4
	2021	23	18	78%	4%	17	74%	3%	15	65%	26.2
TOTALE	***2022***	211	146	69%	26%	146	69%	5%	113	54%	27.7
	2021	218	144	66%	5%	138	63%	0%	107	49%	24.7
	2020	220									

TAB.9PR: SEVERANCE PAY		La politica definisce regole di calcolo severance pay		Importo prefissato		Importo variabile entro un cap già definito		Cap legato a remunerazione fissa		Cap legato a remunerazione 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)
LISTINO	***Anno***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***μ***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***μ***
FTSE MIB	***2022***	31	93.9%	10	30.3%	21	67.7%	3	9.7%	17	54.8%	23.7		0.0%		0.0%	14	42.4%	15.0
	2021	31	93.9%	11	33.3%	19	61.3%	2	6.5%	17	54.8%	24.9	1	3.2%		0.0%	16	48.5%	14.8
	2020	28	82.4%	6	17.6%	20	71.4%	6	21.4%	14	50.0%	25.9	1	3.6%	1	3.6%			
FTSE MID CAP	***2022***	34	59.6%	14	24.6%	19	55.9%	3	8.8%	17	50.0%	25.8	1	2.9%		0.0%	23	40.4%	18.0
	2021	36	61.0%	15	25.4%	21	58.3%	4	11.1%	17	47.2%	25.5		0.0%		0.0%	25	42.4%	19.3
	2020	34	59.6%	10	17.5%	23	67.6%	7	20.6%	16	47.1%	24.8		0.0%	1	2.9%			
ALTRE	***2022***	44	36.4%	14	11.6%	22	50.0%	8	18.2%	13	29.5%	24.7	4	9.1%	4	9.1%	39	32.2%	18.6
	2021	48	38.1%	19	15.1%	22	45.8%	8	16.7%	13	27.1%	23.2	3	6.3%	4	8.3%	41	32.5%	18.2
	2020	52	40.3%	14	10.9%	27	51.9%	6	11.5%	21	40.4%	24.4	4	7.7%	8	15.4%			
FINANZIARIE	***2022***	32	82.1%	5	12.8%	26	81.3%	8	25.0%	18	56.3%	25.7	1	3.1%		0.0%	17	43.6%	14.3
	2021	31	77.5%	3	7.5%	27	87.1%	7	22.6%	20	64.5%	26.6	1	3.2%		0.0%	22	55.0%	16.7
	2020	30	75.0%	2	5.0%	27	90.0%	9	30.0%	18	60.0%	25.7	1	3.3%		0.0%			
NON FINANZIARIE	***2022***	77	44.8%	33	19.2%	36	46.8%	6	7.8%	29	37.7%	23.9	4	5.2%	4	5.2%	59	34.3%	18.3
	2021	84	47.2%	42	23.6%	35	41.7%	7	8.3%	27	32.1%	22.9	3	3.6%	4	4.8%	60	33.7%	18.0
	2020	84	46.7%	28	15.6%	43	51.2%	10	11.9%	33	39.3%	24.5	4	4.8%	10	11.9%			
GRANDI	***2022***	45	81.8%	15	27.3%	29	64.4%	3	6.7%	25	55.6%	24.4	1	2.2%		0.0%	21	38.2%	14.4
	2021	45	81.8%	17	30.9%	27	60.0%	3	6.7%	24	53.3%	25.3	1	2.2%		0.0%	25	45.5%	15.1
	2020	45	76.3%	7	11.9%	35	77.8%	10	22.2%	25	55.6%	25.5	1	2.2%	2	4.4%			
PICCOLE	***2022***	64	41.0%	23	14.7%	33	51.6%	11	17.2%	22	34.4%	25.0	4	6.3%	4	6.3%	55	35.3%	19.4
	2021	70	42.9%	28	17.2%	35	50.0%	11	15.7%	23	32.9%	23.9	3	4.3%	4	5.7%	57	35.0%	19.3
	2020	69	42.9%	23	14.3%	35	50.7%	9	13.0%	26	37.7%	24.4	4	5.8%	8	11.6%			
NON CONCENTRATE	***2022***	51	71.8%	21	29.6%	27	52.9%	7	13.7%	20	39.2%	23.4	1	2.0%	2	3.9%	32	45.1%	17.5
	2021	56	67.5%	26	31.3%	26	46.4%	6	10.7%	20	35.7%	23.5	1	1.8%	3	5.4%	40	48.2%	18.9
	2020	59	61.5%	16	16.7%	35	59.3%	13	22.0%	22	37.3%	25.5	3	5.1%	5	8.5%			
CONCENTRATE	***2022***	58	41.4%	17	12.1%	35	60.3%	7	12.1%	27	46.6%	25.7	4	6.9%	2	3.4%	44	31.4%	17.4
	2021	59	43.7%	19	14.1%	36	61.0%	8	13.6%	27	45.8%	25.3	3	5.1%	1	1.7%	42	31.1%	16.5
	2020	55	44.4%	14	11.3%	35	63.6%	6	10.9%	29	52.7%	24.4	2	3.6%	5	9.1%			
GRANDI NON CONCENTRATE	***2022***	24	96.0%	9	36.0%	15	62.5%	3	12.5%	11	45.8%	23.2		0.0%		0.0%	11	44.0%	16.5
	2021	23	88.5%	10	38.5%	13	56.5%	2	8.7%	11	47.8%	24.9		0.0%		0.0%	15	57.7%	16.5
	2020	26	81.3%	3	9.4%	21	80.8%	8	30.8%	13	50.0%	26.4	1	3.8%	1	3.8%			
GRANDI CONCENTRATE	***2022***	21	70.0%	6	20.0%	14	66.7%		0.0%	14	66.7%	25.6	1	4.8%		0.0%	10	33.3%	12.0
	2021	22	75.9%	7	24.1%	14	63.6%	1	4.5%	13	59.1%	25.6	1	4.5%		0.0%	10	34.5%	13.4
	2020	19	70.4%	4	14.8%	14	73.7%	2	10.5%	12	63.2%	24.3		0.0%	1	5.3%			
PICCOLE NON CONCENTRATE	***2022***	27	58.7%	12	26.1%	12	44.4%	4	14.8%	9	33.3%	23.8	1	3.7%	2	7.4%	21	45.7%	18.3
	2021	33	57.9%	16	28.1%	13	39.4%	4	12.1%	9	27.3%	22.1	1	3.0%	3	9.1%	25	43.9%	20.3
	2020	33	51.6%	13	20.3%	14	42.4%	5	15.2%	9	27.3%	24.2	2	6.1%	4	12.1%			
PICCOLE CONCENTRATE	***2022***	37	33.6%	11	10.0%	21	56.8%	7	18.9%	13	35.1%	25.7	3	8.1%	2	5.4%	34	30.9%	20.3
	2021	37	34.9%	12	11.3%	22	59.5%	7	18.9%	14	37.8%	25.1	2	5.4%	1	2.7%	32	30.2%	18.3
	2020	36	37.1%	10	10.3%	21	58.3%	4	11.1%	17	47.2%	24.5	2	5.6%	4	11.1%			
FAMILY	***2022***	43	35.0%	14	11.4%	23	53.5%	4	9.3%	18	41.9%	22.6	3	7.0%	3	7.0%	30	24.4%	19.5
	2021	49	38.9%	17	13.5%	28	57.1%	6	12.2%	21	42.9%	22.7	2	4.1%	2	4.1%	35	27.8%	19.4
STATE	***2022***	20	76.9%	8	30.8%	11	55.0%	3	15.0%	8	40.0%	25.1	1	5.0%		0.0%	14	53.8%	14.6
	2021	20	76.9%	9	34.6%	11	55.0%	2	10.0%	9	45.0%	25.1		0.0%		0.0%	13	50.0%	14.3
ALTRI ASSETTI	***2022***	33	73.3%	12	26.7%	20	60.6%	4	12.1%	16	48.5%	27.3		0.0%	1	3.0%	22	48.9%	14.1
	2021	32	74.4%	14	32.6%	14	43.8%	3	9.4%	11	34.4%	28.1	2	6.3%	2	6.3%	20	46.5%	15.3
WIDELY HELD	***2022***	13	76.5%	4	23.5%	8	61.5%	3	23.1%	5	38.5%	24.0	1	7.7%		0.0%	10	58.8%	21.0
	2021	14	60.9%	5	21.7%	9	64.3%	3	21.4%	6	42.9%	24.0		0.0%		0.0%	14	60.9%	21.0
TOTALE	***2022***	109	51.7%	38	18.0%	62	56.9%	14	12.8%	47	43.1%	24.7	5	4.6%	4	3.7%	76	36.0%	17.5
	2021	115	52.8%	45	20.6%	62	53.9%	14	12.2%	47	40.9%	24.5	4	3.5%	4	3.5%	82	37.6%	17.7
	2020	114	51.8%	30	13.6%	70	61.4%	19	16.7%	51	44.7%	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 fissa		Oggetto possibile deroga: MBO o peso fisso/variabile		Oggetto possibile deroga: piano LTI		Richiamo al wording del TUF		Casistiche espliciatamente citate: Bonus di ingresso (per attrarre/trattenere talenti)		Casistiche espliciatamente citate: Sensibile variazione del perimetro del gruppo		Casistiche espliciatamente citate: Bonus per premiare sforzi/performance eccezionali		Casistiche espliciatamente citate: Revisione parametri (o gate di accesso) del piano per tenere conto di eccezionali circostanze esterne		Ha effettuato deroghe nel 2020	
LISTINO	***Anno***	**#**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**%**	**N°**	**%**	**N°**
FTSE MIB	***2022***	33	28	84.8%	11	39.3%	23	82.1%	21	75.0%	23	82.1%	14	50.0%	13	46.4%	7	25.0%	11	39.3%	3	9.1%
	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%	6	18.2%
	2020	34	25	73.5%									9	36.0%			6	24.0%	2	8.0%		
FTSE MID CAP	***2022***	57	51	89.5%	17	33.3%	38	74.5%	37	72.5%	39	76.5%	22	43.1%	26	51.0%	13	25.5%	24	47.1%	5	8.8%
	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%	12	20.3%
	2020	57	41	71.9%									16	39.0%			14	34.1%	18	43.9%		
ALTRE	***2022***	121	88	72.7%	39	44.3%	59	67.0%	48	54.5%	66	75.0%	38	43.2%	36	40.9%	22	25.0%	42	47.7%	14	11.6%
	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	10.3%
	2020	129	69	53.5%									23	33.3%			15	21.7%	19	27.5%		
FINANZIARIE	***2022***	39	29	74.4%	11	37.9%	21	72.4%	19	65.5%	24	82.8%	10	34.5%	8	27.6%	3	10.3%	10	34.5%	2	5.1%
	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%	4	10.0%
	2020	40	29	72.5%									14	48.3%			10	34.5%	9	31.0%		
NON FINANZIARIE	***2022***	172	138	80.2%	56	40.6%	99	71.7%	87	63.0%	104	75.4%	64	46.4%	67	48.6%	39	28.3%	67	48.6%	20	11.6%
	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%	27	15.2%
	2020	180	106	58.9%									34	32.1%			25	23.6%	30	28.3%		
GRANDI	***2022***	55	47	85.5%	20	42.6%	38	80.9%	36	76.6%	36	76.6%	24	51.1%	25	53.2%	14	29.8%	22	46.8%	6	10.9%
	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%	13	23.6%
	2020	59	43	72.9%									19	44.2%			13	30.2%	13	30.2%		
PICCOLE	***2022***	156	120	76.9%	47	39.2%	82	68.3%	70	58.3%	92	76.7%	50	41.7%	50	41.7%	28	23.3%	55	45.8%	16	10.3%
	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%	18	11.0%
	2020	161	92	57.1%									29	31.5%			22	23.9%	26	28.3%		
NON CONCENTRATE	***2022***	71	55	77.5%	23	41.8%	39	70.9%	37	67.3%	45	81.8%	23	41.8%	20	36.4%	16	29.1%	24	43.6%	9	12.7%
	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%	13	15.7%
	2020	96	63	65.6%									23	36.5%			14	22.2%	14	22.2%		
CONCENTRATE	***2022***	140	112	80.0%	44	39.3%	81	72.3%	69	61.6%	83	74.1%	51	45.5%	55	49.1%	26	23.2%	53	47.3%	13	9.3%
	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%	18	13.3%
	2020	124	72	58.1%									25	34.7%			21	29.2%	25	34.7%		
GRANDI NON CONCENTRATE	***2022***	25	21	84.0%	11	52.4%	19	90.5%	19	90.5%	19	90.5%	9	42.9%	8	38.1%	7	33.3%	10	47.6%	2	8.0%
	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%	5	19.2%
	2020	32	23	71.9%									9	39.1%			5	21.7%	4	17.4%		
GRANDI CONCENTRATE	***2022***	30	26	86.7%	9	34.6%	19	73.1%	17	65.4%	17	65.4%	15	57.7%	17	65.4%	7	26.9%	12	46.2%	4	13.3%
	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%	8	27.6%
	2020	27	20	74.1%									10	50.0%			8	40.0%	9	45.0%		
PICCOLE NON CONCENTRATE	***2022***	46	34	73.9%	12	35.3%	20	58.8%	18	52.9%	26	76.5%	14	41.2%	12	35.3%	9	26.5%	14	41.2%	7	15.2%
	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%	8	14.0%
	2020	64	40	62.5%									14	35.0%			9	22.5%	10	25.0%		
PICCOLE CONCENTRATE	***2022***	110	86	78.2%	35	40.7%	62	72.1%	52	60.5%	66	76.7%	36	41.9%	38	44.2%	19	22.1%	41	47.7%	9	8.2%
	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%	10	9.4%
	2020	97	52	53.6%									15	28.8%			13	25.0%	16	30.8%		
FAMILY	***2022***	123	96	78.0%	38	39.6%	68	70.8%	58	60.4%	73	76.0%	38	39.6%	43	44.8%	26	27.1%	46	47.9%	10	8.1%
	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%	13	10.3%
STATE	***2022***	26	23	88.5%	11	47.8%	18	78.3%	17	73.9%	16	69.6%	14	60.9%	15	65.2%	3	13.0%	8	34.8%	3	11.5%
	2021	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%	7	26.9%
ALTRI ASSETTI	***2022***	45	33	73.3%	12	36.4%	20	60.6%	20	60.6%	26	78.8%	15	45.5%	13	39.4%	8	24.2%	14	42.4%	8	17.8%
	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%	6	14.0%
WIDELY HELD	***2022***	17	15	88.2%	6	40.0%	14	93.3%	11	73.3%	13	86.7%	7	46.7%	4	26.7%	5	33.3%	9	60.0%	1	5.9%
	2021	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%	5	21.7%
TOTALE	***2022***	211	167	79.1%	67	40.1%	120	71.9%	106	63.5%	128	76.6%	74	44.3%	75	44.9%	42	25.1%	77	46.1%	22	10.4%
	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%	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: REMUNERAZIONE DEGLI AMMINISTRATORI (Dati medi in € .000)																					*Fair value* compensi *equity*		
LISTINO	*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	#	%	(media in € .000)
FTSE MIB	2022	413	208	56.2%	28	7.6%	91	24.7%	0	0.0%	8	2.1%	4	1.1%	28	7.6%	3	0.7%	370	33	8.0%	1161
	2021	413	190	55.1%	26	7.5%	66	19.2%	0	0.0%	7	2.0%	3	0.9%	35	10.1%	18	5.2%	345	32	7.7%	887
	2020	415	203	54.8%	28	7.6%	96	25.9%	0	0.0%	8	2.2%	2	0.5%	32	8.7%	1	0.2%	370	27	6.5%	787
FTSE MID CAP	2022	594	167	49.7%	12	3.6%	120	35.5%	6	1.8%	3	1.0%	5	1.5%	15	4.5%	8	2.4%	337	53	8.9%	986
	2021	640	162	60.2%	13	4.7%	47	17.5%	5	1.8%	4	1.4%	4	1.3%	31	11.4%	4	1.6%	269	55	8.6%	455
	2020	633	158	53.7%	14	4.7%	85	28.8%	1	0.2%	3	0.9%	8	2.7%	25	8.7%	1	0.3%	293	49	7.7%	383
ALTRE	2022	1037	95	58.5%	6	3.7%	25	15.5%	0	0.0%	2	0.9%	5	2.8%	29	17.9%	1	0.6%	162	40	3.9%	209
	2021	1083	97	60.9%	5	3.3%	17	10.8%	0	0.0%	2	1.0%	7	4.4%	29	18.1%	2	1.5%	159	25	2.3%	266
	2020	1136	88	56.5%	8	5.0%	17	10.7%	0	0.1%	1	0.9%	4	2.7%	36	23.0%	2	1.2%	155	24	2.1%	137
FINANZIARIE	2022	435	171	54.0%	21	6.5%	93	29.5%	0	0.0%	5	1.7%	3	1.1%	22	7.0%	1	0.2%	316	36	8.3%	1341
	2021	453	160	61.4%	19	7.5%	52	20.1%	0	0.0%	5	2.1%	2	0.7%	21	7.9%	1	0.2%	260	26	5.7%	864
	2020	459	161	57.8%	24	8.6%	67	23.9%	1	0.3%	7	2.6%	1	0.2%	18	6.3%	1	0.3%	278	28	6.1%	447
NON FINANZIARIE	2022	1609	130	54.6%	10	4.2%	59	24.6%	2	0.9%	3	1.2%	5	2.1%	26	10.7%	4	1.7%	238	90	5.6%	562
	2021	1683	127	58.2%	9	4.2%	31	14.2%	2	0.9%	3	1.3%	6	2.8%	33	15.1%	7	3.4%	219	86	5.1%	437
	2020	1725	122	54.1%	11	4.7%	47	21.0%	0	0.0%	2	0.9%	6	2.7%	36	16.0%	1	0.7%	225	72	4.2%	428
GRANDI	2022	660	193	49.6%	23	5.8%	129	33.3%	5	1.4%	6	1.7%	3	0.8%	22	5.6%	7	1.8%	388	53	8.0%	1317
	2021	669	180	56.4%	21	6.5%	56	17.6%	5	1.5%	5	1.7%	3	0.8%	38	11.9%	12	3.7%	319	55	8.2%	650
	2020	717	195	58.6%	22	6.8%	78	23.5%	0	0.0%	6	1.7%	6	1.8%	24	7.3%	1	0.3%	332	51	7.1%	644
PICCOLE	2022	1384	113	59.1%	7	3.8%	36	18.7%	0	0.0%	2	1.0%	5	2.8%	26	13.7%	2	0.8%	191	73	5.3%	399
	2021	1467	113	61.0%	7	3.9%	26	14.1%	0	0.0%	2	1.3%	6	3.5%	27	14.6%	3	1.7%	186	57	3.9%	426
	2020	1467	98	51.9%	9	4.7%	38	20.3%	0	0.2%	2	0.9%	4	2.3%	36	19.0%	1	0.8%	189	49	3.3%	213
NON CONCENTRATE	2022	753	149	52.8%	17	5.8%	88	31.1%	0	0.0%	4	1.5%	5	1.7%	18	6.4%	2	0.7%	283	62	8.2%	1142
	2021	864	145	53.9%	16	5.8%	52	19.4%	0	0.0%	4	1.4%	6	2.1%	37	13.8%	9	3.5%	268	64	7.4%	649
	2020	1005	145	52.1%	17	6.3%	78	28.1%	0	0.0%	4	1.6%	5	1.7%	26	9.3%	2	0.9%	278	59	5.9%	472
CONCENTRATE	2022	1291	133	55.6%	10	4.1%	53	22.3%	3	1.2%	3	1.2%	4	1.9%	29	12.1%	4	1.8%	239	64	5.0%	439
	2021	1272	127	63.6%	9	4.3%	24	12.2%	2	1.2%	3	1.5%	5	2.4%	26	13.0%	4	1.8%	200	48	3.8%	386
	2020	1179	117	58.4%	10	5.0%	28	14.1%	0	0.2%	2	0.9%	5	2.5%	37	18.6%	0	0.2%	200	41	3.5%	376
GRANDI NON CONCENTRATE	2022	308	227	50.2%	29	6.5%	159	35.2%	0	0.0%	7	1.6%	5	1.1%	22	4.9%	2	0.5%	452	30	9.7%	1930
	2021	328	205	51.2%	28	6.9%	73	18.2%	0	0.0%	6	1.5%	2	0.5%	65	16.2%	23	5.7%	401	33	10.1%	863
	2020	401	215	54.9%	30	7.7%	97	24.7%	0	0.0%	8	2.0%	6	1.5%	35	9.0%	1	0.3%	391	30	7.5%	724
GRANDI CONCENTRATE	2022	352	163	48.9%	17	5.0%	103	31.0%	10	3.1%	6	1.7%	1	0.4%	22	6.5%	11	3.4%	333	23	6.5%	517
	2021	341	156	64.7%	14	5.8%	40	16.5%	9	3.8%	5	2.1%	3	1.3%	12	5.1%	2	0.6%	240	22	6.5%	330
	2020	316	170	65.7%	13	5.0%	54	21.0%	0	0.0%	3	1.2%	7	2.5%	11	4.2%	1	0.4%	258	21	6.6%	531
PICCOLE NON CONCENTRATE	2021	445	96	57.7%	8	4.6%	39	23.4%	0	0.0%	2	1.2%	5	2.9%	15	9.2%	2	0.9%	166	32	7.2%	404
	2021	536	107	57.5%	8	4.4%	39	21.0%	0	0.0%	3	1.4%	8	4.3%	20	10.8%	1	0.7%	187	31	5.8%	420
	2020	604	98	48.4%	9	4.5%	66	32.5%	0	0.0%	2	1.1%	4	1.9%	20	9.8%	3	1.7%	203	29	4.8%	212
PICCOLE CONCENTRATE	2022	939	121	59.7%	7	3.5%	34	16.9%	0	0.0%	2	0.9%	6	2.8%	31	15.5%	2	0.8%	204	41	4.4%	395
	2021	931	117	63.0%	7	3.6%	19	10.1%	0	0.0%	2	1.2%	6	3.0%	31	16.7%	4	2.4%	186	26	2.8%	433
	2020	863	98	54.6%	9	4.9%	19	10.5%	1	0.3%	1	0.7%	4	2.5%	47	26.3%	0	0.1%	179	20	2.3%	215
FAMILY	2022	1112	140	55.9%	7	2.8%	57	22.8%	3	1.3%	2	1.0%	6	2.3%	30	11.8%	5	2.1%	250	52	4.7%	460
	2021	1183	135	58.9%	7	3.1%	26	11.3%	3	1.2%	2	1.1%	6	2.5%	40	17.4%	11	4.6%	230	55	4.6%	407
STATE	2022	270	125	62.1%	22	11.1%	48	23.9%	0	0.0%	2	1.2%	1	0.7%	2	1.0%	0	0.0%	202	11	4.1%	797
	2021	267	109	54.3%	18	9.2%	59	29.4%	0	0.0%	2	1.0%	11	5.3%	2	0.9%	0	0.0%	201	10	3.7%	679
ALTRI ASSETTI	2022	466	112	49.1%	14	6.0%	56	24.8%	0	0.0%	3	1.5%	5	2.3%	35	15.3%	2	0.9%	228	43	9.2%	604
	2021	429	121	65.9%	12	6.8%	27	14.9%	0	0.0%	3	1.8%	3	1.7%	16	8.8%	0	0.1%	184	25	5.8%	432
WIDELY HELD	2022	196	217	51.3%	26	6.1%	164	38.9%	0	0.0%	9	2.2%	1	0.2%	6	1.3%	0	0.0%	423	20	10.2%	2013
		257	178	55.6%	22	6.9%	69	21.7%	0	0.0%	8	2.6%	1	0.3%	41	12.7%	1	0.2%	319	22	8.6%	912
TOTALE	2022	2044	139	54.4%	12	4.8%	66	25.9%	2	0.7%	3	1.3%	5	1.8%	25	9.7%	3	1.3%	255	126	6.2%	785
	2021	2136	134	59.0%	11	5.0%	36	15.6%	1	0.6%	3	1.5%	5	2.3%	31	13.4%	6	2.6%	228	112	5.2%	536
	2020	2184	130	55.0%	13	5.7%	51	21.7%	0	0.1%	3	1.3%	5	2.1%	32	13.6%	1	0.6%	236	100	4.6%	433

TAB. 2R: STRUTTURA DELLA REMUNERAZIONE SECONDO LA CARICA (Dati medi in € .000); Relazioni sulla Remunerazione 2020																				*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**	*(%)*	**Indennità di fine rapporto (dalla società e dalle sue controllate)**	*(%)*	**Totale compensi**	**N. Beneficiari**	*% di Beneficiari*	**(media in € .000)**
AD	251	545	49.4%	17	1.6%	420	38.0%	15	1.4%	1	0.1%	6	0.5%	90	8.1%	10	0.9%	1104	76	30.3%	1052
Presidenti	163	329	70.9%	7	1.6%	65	14.0%	3	0.7%	5	1.1%	0	0.0%	52	11.1%	3	0.6%	464	17	10.4%	300
di cui Esecutivi	*78*	*390*	*61.9%*	*7*	*1.2%*	*123*	*19.6%*	*6*	*0.9%*	*3*	*0.5%*	*0*	*0.0%*	*99*	*15.7%*	*2*	*0.3%*	*630*	*13*	*16.7%*	*375*
di cui Non Esecutivi	*85*	*272*	*87.4%*	*8*	*2.4%*	*11*	*3.6%*	*1*	*0.3%*	*7*	*2.2%*	*0*	*0.0%*	*8*	*2.7%*	*4*	*1.3%*	*311*	*4*	*4.7%*	*56*
VP	104	137	66.9%	2	1.2%	16	8.0%	5	2.4%	13	6.5%	0	0.0%	22	11.0%	8	4.1%	205	10	9.6%	455
Altri Esecutivi	125	177	44.1%	7	1.6%	118	29.6%	25	6.2%	3	0.8%	18	4.4%	53	13.2%	0	0.0%	400	21	16.8%	440
Non Esecutivi in CE	3	17	72.1%	0	0.4%	0	0.0%	0	0.0%	7	27.5%	0	0.0%	0	0.0%	0	0.0%	24		0.0%	
Altri Non Esecutivi NON indipendenti	436	38	45.8%	0	0.3%	6	6.9%	3	3.2%	7	8.3%	0	0.0%	22	27.0%	7	8.4%	82	1	0.2%	10
Altri indipendenti	962	42	66.1%	0	0.2%	0	0.1%	0	0.5%	20	31.3%	0	0.0%	1	1.9%	0	0.0%	64	1	0.1%	12
TOTALE	2044	139	54.4%	3	1.3%	66	25.9%	5	1.8%	12	4.8%	2	0.7%	25	9.7%	3	1.3%	255	126	6.2%	785
DG non facenti parte del CdA	29	363	37.2%	11	1.2%	439	45.0%	1	0.1%		0.0%		0.0%	148	15.2%	13	1.3%	976	11	37.9%	243
Presidenti Non Esecutivi	***85***	***272***	***87.4%***	***8***	***2.4%***	***11***	***3.6%***	***1***	***0.3%***	***7***	***2.2%***	***0***	***0.0%***	***8***	***2.7%***	***4***	***1.3%***	***311***	***4***	***4.7%***	***56***
Presidenti Non Esecutivi Indipendenti	*28*	*250*	*92.6%*	*2*	*0.9%*	*0*	*0.0%*	*1*	*0.2%*	*6*	*2.1%*	*0*	*0.0%*	*11*	*4.2%*	*0*	*0.0%*	*271*		*0.0%*	
Presidenti Non Esecutivi Non Indipendenti	*57*	*283*	*85.4%*	*10*	*3.0%*	*17*	*5.1%*	*1*	*0.4%*	*7*	*2.2%*	*0*	*0.0%*	*7*	*2.1%*	*6*	*1.9%*	*332*	*4*	*7.0%*	*56*

TAB.3R: REMUNERAZIONE DEGLI AD
(Dati medi in € .000)

LISTINO	*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* #	%	(media in € .000)
FTSE MIB	***2022***	40	999	46.7%	3	0.1%	819	38.3%	0	0.0%	53	2.5%	32	1.5%	213	10.0%	19	0.9%	2138	26	65.0%	1348
	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	***2022***	71	719	44.7%	1	0.1%	764	47.5%	20	1.2%	16	1.0%	11	0.7%	65	4.1%	11	0.7%	1609	28	39.4%	1436
	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%	572
ALTRE	***2022***	140	328	59.3%	0	0.1%	131	23.7%	0	0.0%	7	1.3%	13	2.3%	67	12.1%	7	1.2%	553	22	15.7%	215
	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	***2022***	43	754	43.3%	2	0.1%	779	44.7%	0	0.0%	33	1.9%	27	1.6%	143	8.2%	4	0.2%	1741	24	55.8%	1749
	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	***2022***	208	502	51.6%	1	0.1%	346	35.5%	7	0.7%	14	1.4%	13	1.3%	79	8.1%	11	1.2%	973	52	25.0%	731
	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%	571
GRANDI	***2022***	64	911	41.3%	2	0.1%	1041	47.2%	22	1.0%	44	2.0%	20	0.9%	153	6.9%	12	0.5%	2206	37	57.8%	1642
	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	***2022***	187	420	57.8%	1	0.1%	207	28.5%	0	0.0%	8	1.1%	14	1.9%	68	9.4%	10	1.3%	727	39	20.9%	493
	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%	296
NON CONCENTRATE	***2022***	90	634	45.0%	1	0.0%	633	44.9%	0	0.0%	23	1.6%	28	2.0%	80	5.7%	12	0.8%	1410	44	48.9%	1411
	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%	607
CONCENTRATE	***2022***	161	496	53.1%	1	0.2%	301	32.2%	9	0.9%	14	1.5%	8	0.9%	95	10.2%	9	1.0%	933	32	19.9%	559
	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	***2022***	32	1047	40.3%	1	0.0%	1304	50.2%	0	0.0%	42	1.6%	39	1.5%	142	5.5%	23	0.9%	2598	24	75.0%	2076
	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	***2022***	32	776	42.8%	4	0.2%	779	42.9%	44	2.4%	46	2.5%	1	0.1%	164	9.1%	0	0.0%	1814	13	40.6%	840
	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***	58	407	53.8%	0	0.1%	263	34.8%	0	0.0%	12	1.6%	22	2.9%	46	6.1%	5	0.7%	755	20	34.5%	613
	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%	297
PICCOLE CONCENTRATE	***2022***	129	426	59.6%	1	0.1%	182	25.5%	0	0.0%	6	0.8%	10	1.4%	78	10.9%	11	1.6%	715	19	14.7%	367
	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	***2022***	160	497	55.1%	1	0.1%	297	33.0%	9	1.0%	10	1.1%	9	1.0%	67	7.5%	12	1.3%	902	31	19.4%	635
	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
STATE	***2022***	26	647	55.6%	0	0.0%	480	41.2%	0	0.0%	17	1.5%	14	1.2%	7	0.6%	0	0.0%	1165	11	42.3%	797
	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	***2022***	44	518	39.1%	4	0.3%	464	35.0%	0	0.0%	29	2.2%	43	3.2%	253	19.1%	15	1.1%	1325	21	47.7%	895
	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
WIDELY HELD	***2022***	21	849	40.2%	0	0.0%	1188	56.2%	0	0.0%	48	2.3%	6	0.3%	21	1.0%	1	0.0%	2111	13	61.9%	2519
	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
TOTALE	***2022***	251	545	49.4%	1	0.1%	420	38.0%	6	0.5%	17	1.6%	15	1.4%	90	8.1%	10	0.9%	1104	76	30.3%	1052
	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.4R: REMUNERAZIONE DEI PRESIDENTI ESECUTIVI (Dati medi in € .000)																					*Fair value* **compensi *equity***		
LISTINO	***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**	**#**	***%***	**(media in € .000)**
FTSE MIB	***2022***	3	518	78.0%	7	1.0%	124	18.6%	0	0.0%	15	2.2%	1	0.1%	0	0.0%	0	0.0%	663	1	33.3%	524
	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	***2022***	22	572	61.7%	3	0.3%	316	34.0%	0	0.0%	12	1.3%	17	1.8%	3	0.3%	6	0.6%	927	5	22.7%	424
	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	***2022***	53	308	61.0%	3	0.6%	43	8.6%	0	0.0%	5	1.0%	1	0.3%	144	28.6%	0	0.0%	505	7	13.2%	318
	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	***2022***	7	290	74.7%	9	2.4%	57	14.7%	0	0.0%	5	1.2%	0	0.0%	9	2.2%	19	4.8%	388	1	14.3%	42
	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	***2022***	71	400	61.2%	2	0.4%	130	19.8%	0	0.0%	8	1.2%	6	1.0%	108	16.5%	0	0.0%	654	12	16.9%	402
	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	***2022***	12	538	49.6%	6	0.6%	525	48.4%	0	0.0%	12	1.1%	0	0.0%	3	0.3%	0	0.0%	1084	2	16.7%	279
	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	***2022***	66	364	66.4%	3	0.5%	50	9.2%	0	0.0%	6	1.2%	7	1.2%	116	21.2%	2	0.4%	548	11	16.7%	392
	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	***2022***	15	323	64.3%	0	0.1%	58	11.5%	0	0.0%	8	1.6%	11	2.2%	93	18.5%	9	1.7%	503	5	33.3%	151
	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	***2022***	63	406	61.5%	4	0.6%	139	21.0%	0	0.0%	7	1.1%	4	0.7%	100	15.2%	0	0.0%	661	8	12.7%	515
	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	***2022***	1	820	98.9%	0	0.0%	0	0.0%	0	0.0%	9	1.1%	0	0.0%	0	0.0%	0	0.0%	829	1	100.0%	524
	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	***2022***	11	512	46.3%	7	0.6%	572	51.7%	0	0.0%	12	1.1%	0	0.0%	3	0.3%	0	0.0%	1107	1	9.1%	35
	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***	14	288	60.1%	0	0.1%	62	12.9%	0	0.0%	8	1.7%	12	2.5%	100	20.8%	9	1.9%	479	4	28.6%	57
	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	***2022***	52	384	67.8%	3	0.5%	47	8.3%	0	0.0%	6	1.0%	5	0.9%	121	21.3%	0	0.0%	566	7	13.5%	583
	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	***2022***	55	434	60.3%	2	0.3%	138	19.2%	0	0.0%	8	1.1%	8	1.1%	127	17.7%	2	0.3%	720	7	12.7%	330
	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
STATE	***2022***	7	276	75.3%	4	1.2%	80	21.7%	0	0.0%	6	1.7%	0	0.1%	0	0.0%	0	0.0%	367	4	57.1%	333
	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	6	85.7%	426
ALTRI ASSETTI	***2022***	15	307	66.2%	6	1.2%	97	20.8%	0	0.0%	7	1.5%	0	0.0%	48	10.3%	0	0.0%	465	6	40.0%	426
	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
WIDELY HELD	***2022***	1	7	100.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	7	1	100.0%	664
	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	***2022***	78	390	61.9%	3	0.5%	123	19.6%	0	0.0%	7	1.2%	6	0.9%	99	15.7%	2	0.3%	630	13	16.7%	375
	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.5R: REMUNERAZIONE DEI PRESIDENTI NON ESECUTIVI (Dati medi in € .000)																				*Fair value* compensi equity		
LISTINO	***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**	**#**	**%**	**(media in € .000)**
FTSE MIB	***2022***	27	484	84.1%	11	1.8%	35	6.2%	0	0.0%	22	3.8%	1	0.1%	10	1.8%	13	2.3%	575	1	3.7%	106
	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		0.0%	
FTSE MID CAP	***2022***	22	242	91.4%	9	3.3%	0	0.0%	0	0.0%	1	0.3%	1	0.5%	12	4.5%	0	0.0%	265	3	13.6%	39
	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	***2022***	36	132	93.1%	3	1.9%	0	0.0%	0	0.0%	1	0.9%	1	0.7%	5	3.5%	0	0.0%	142		0.0%	
	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	***2022***	31	394	91.7%	10	2.3%	0	0.0%	0	0.0%	15	3.4%	1	0.2%	10	2.3%	0	0.0%	430	2	6.5%	9
	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	***2022***	54	202	83.2%	5	2.0%	18	7.3%	0	0.0%	3	1.4%	1	0.4%	7	3.1%	7	2.7%	243	2	3.7%	103
	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	***2022***	36	421	84.3%	11	2.2%	27	5.3%	0	0.0%	16	3.3%	0	0.1%	14	2.8%	10	2.0%	499	2	5.6%	53
	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	***2022***	49	163	94.0%	4	2.2%	0	0.0%	0	0.0%	1	0.6%	1	0.8%	4	2.4%	0	0.0%	174	2	4.1%	58
	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	***2022***	43	315	91.8%	8	2.3%	0	0.0%	0	0.0%	12	3.5%	1	0.3%	7	2.1%	0	0.0%	343	2	4.7%	58
	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	***2022***	42	228	81.9%	6	2.0%	23	8.2%	0	0.0%	3	1.1%	1	0.3%	10	3.5%	8	3.0%	279	2	4.8%	53
	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	***2022***	20	513	91.9%	12	2.2%	0	0.0%	0	0.0%	24	4.4%	1	0.1%	8	1.5%	0	0.0%	559		0.0%	
	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	***2022***	16	305	71.9%	9	2.2%	60	14.1%	0	0.0%	7	1.5%	0	0.0%	21	5.1%	22	5.2%	424	2	12.5%	53
	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***	23	143	91.8%	4	2.7%	0	0.0%	0	0.0%	1	0.7%	1	0.9%	6	3.9%	0	0.0%	156	2	8.7%	58
	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	***2022***	26	181	95.6%	3	1.8%	0	0.0%	0	0.0%	1	0.5%	1	0.7%	2	1.3%	0	0.0%	190		0.0%	
	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	***2022***	31	183	92.3%	4	2.0%	0	0.0%	0	0.0%	1	0.7%	1	0.6%	9	4.4%	0	0.0%	199		0.0%	
	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
STATE	***2022***	17	257	96.6%	3	1.0%	0	0.0%	0	0.0%	5	1.9%	1	0.3%	1	0.2%	0	0.0%	266		0.0%	
	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	***2022***	23	272	75.2%	9	2.6%	42	11.5%	0	0.0%	4	1.2%	0	0.0%	19	5.2%	15	4.2%	361	3	13.0%	69
	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	***2022***	14	489	91.5%	14	2.5%	0	0.0%	0	0.0%	30	5.6%	2	0.4%	0	0.0%	0	0.0%	535	1	7.1%	17
	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	***2022***	85	272	87.4%	7	2.2%	11	3.6%	0	0.0%	8	2.4%	1	0.3%	8	2.7%	4	1.3%	311	4	4.7%	56
	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.6R: REMUNERAZIONE DEGLI AMMINISTRATORI INDIPENDENTI (Dati medi in € .000)																				*Fair value* compensi *equity*		
LISTINO	***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**	**#**	**%**	**(media in € .000)**
FTSE MIB	***2022***	249	79	66.5%	37	31.1%	0	0.1%	0	0.0%	0	0.1%	0	0.3%	2	1.8%	0	0.0%	119		0.0%	
	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	***2022***	293	40	66.3%	19	30.4%	0	0.0%	0	0.0%	0	0.3%	0	0.3%	2	2.7%	0	0.0%	61	1	0.3%	12
	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	***2022***	421	21	65.2%	11	32.8%	0	0.0%	0	0.0%	0	0.1%	0	0.9%	0	1.1%	0	0.0%	33		0.0%	
	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	***2022***	239	71	70.3%	26	25.7%	0	0.0%	0	0.0%	0	0.2%	0	0.5%	3	3.3%	0	0.0%	101	1	0.4%	12
	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	***2022***	724	32	63.4%	18	34.9%	0	0.1%	0	0.0%	0	0.1%	0	0.4%	1	1.0%	0	0.0%	51		0.0%	
	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	***2022***	380	66	66.3%	31	31.1%	0	0.1%	0	0.0%	0	0.2%	0	0.4%	2	2.0%	0	0.0%	100	1	0.3%	12
	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	***2022***	583	26	65.8%	13	31.7%	0	0.0%	0	0.0%	0	0.1%	0	0.6%	1	1.7%	0	0.0%	40		0.0%	
	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	***2022***	400	54	66.7%	25	30.8%	0	0.1%	0	0.0%	0	0.1%	0	0.4%	2	1.9%	0	0.0%	80		0.0%	
	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	***2022***	563	34	65.5%	16	31.9%	0	0.0%	0	0.0%	0	0.2%	0	0.6%	1	1.9%	0	0.0%	52	1	0.2%	12
	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	***2022***	196	86	67.9%	37	29.7%	0	0.1%	0	0.0%	0	0.1%	1	0.4%	2	1.8%	0	0.0%	126		0.0%	
	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	***2022***	184	46	63.2%	24	33.7%	0	0.0%	0	0.0%	0	0.3%	0	0.3%	2	2.5%	0	0.0%	72	1	0.5%	12
	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***	204	22	62.7%	12	34.6%	0	0.0%	0	0.0%	0	0.0%	0	0.3%	1	2.4%	0	0.0%	36		0.0%	
	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	***2022***	379	28	67.3%	13	30.3%	0	0.0%	0	0.0%	0	0.2%	0	0.7%	1	1.4%	0	0.0%	42		0.0%	
	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	***2022***	466	29	68.0%	12	28.9%	0	0.0%	0	0.0%	0	0.2%	1	1.3%	1	1.5%	0	0.0%	43		0.0%	
	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%	
STATE	***2022***	165	48	59.5%	31	38.5%	0	0.0%	0	0.0%	0	0.3%	0	0.1%	1	1.6%	0	0.0%	80		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	***2022***	224	38	62.2%	21	34.4%	0	0.0%	0	0.0%	0	0.0%	0	0.0%	2	3.4%	0	0.0%	61	1	0.4%	12
	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%	
WIDELY HELD	***2022***	108	97	73.2%	33	25.0%	0	0.2%	0	0.0%	0	0.1%	0	0.0%	2	1.4%	0	0.0%	133		0.0%	
		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	***2022***	963	42	66.1%	20	31.3%	0	0.1%	0	0.0%	0	0.2%	0	0.5%	1	1.9%	0	0.0%	64	1	0.1%	12
	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.7R: REMUNERAZIONE DEI SINDACI (Dati medi in € .000)																		
LISTINO	***Anno***	**#**	**Compensi fissi**	**(%)**	**Compensi per comitati**	**(%)**	***Bonus* e altri incentivi**	**(%)**	**Partecipazione agli utili**	**(%)**	**Benefici non monetari**	**(%)**	**Altri compensi**	**(%)**	**Totale compensi da controllate**	**(%)**	**Totale compensi**
FTSE MIB	***2022***	110	75	81.8%	1	1.5%	0	0.0%	0	0.0%	0	0.5%	3	3.8%	11	12.5%	92
	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	***2022***	167	45	83.1%	2	3.1%	0	0.0%	0	0.0%	0	0.1%	1	1.5%	7	12.2%	54
	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	***2022***	361	25	85.3%	1	2.4%	0	0.0%	0	0.0%	0	0.0%	0	1.6%	3	10.6%	30
	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	***2022***	115	65	82.1%	3	3.6%	0	0.0%	0	0.0%	1	0.6%	1	0.9%	10	12.8%	79
	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	***2022***	523	33	84.1%	1	1.7%	0	0.0%	0	0.0%	0	0.0%	1	3.0%	4	11.2%	40
	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	***2022***	178	66	82.1%	2	2.5%	0	0.0%	0	0.0%	0	0.4%	2	3.1%	10	11.9%	80
	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	***2022***	460	29	84.7%	1	2.1%	0	0.0%	0	0.0%	0	0.1%	1	1.6%	4	11.5%	34
	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	***2022***	228	47	83.6%	1	1.2%	0	0.0%	0	0.0%	0	0.4%	2	4.1%	6	10.8%	57
	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	***2022***	410	35	83.4%	1	3.1%	0	0.0%	0	0.0%	0	0.1%	0	1.0%	5	12.4%	41
	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	***2022***	84	78	84.6%	1	1.0%	0	0.0%	0	0.0%	1	0.7%	5	4.9%	8	8.8%	92
	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	***2022***	94	54	79.0%	3	4.3%	0	0.0%	0	0.0%	0	0.0%	1	0.9%	11	15.7%	69
	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***	141	30	82.0%	1	1.4%	0	0.0%	0	0.0%	0	0.0%	1	2.8%	5	13.8%	36
	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	***2022***	319	29	86.0%	1	2.4%	0	0.0%	0	0.0%	0	0.1%	0	1.1%	3	10.4%	33
	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	***2022***	369	31	85.5%	1	1.8%	0	0.0%	0	0.0%	0	0.0%	1	2.2%	4	10.6%	36
	2021	378	30	81.7%	1	2.5%	0	0.0%	0	0.0%	0	0.0%	1	3.2%	5	12.7%	36
STATE	***2022***	84	54	83.8%	0	0.2%	0	0.0%	0	0.0%	0	0.2%	4	6.0%	6	9.8%	64
	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	***2022***	133	39	75.3%	3	5.7%	0	0.0%	0	0.0%	0	0.0%	1	1.1%	9	17.9%	52
	2021	130	37	82.4%	2	3.7%	0	0.0%	0	0.0%	0	0.0%	1	3.2%	5	10.7%	45
WIDELY HELD	***2022***	52	75	89.8%	1	1.1%	0	0.0%	0	0.0%	1	1.2%	0	0.2%	6	7.7%	84
		72	67		2		0		0		2		0		12		
TOTALE	***2022***	638	39	83.5%	1	2.3%	0	0.0%	0	0.0%	0	0.2%	1	2.3%	5	11.7%	47
	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	***2022***	33	33	100.0%	30	90.9%	3	9.1%	20	60.6%	3	9.1%	9	27.3%	1	3.0%	196
	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	***2022***	57	52	91.2%	49	94.2%	3	5.8%	40	76.9%	6	11.5%	2	3.8%	4	7.7%	143
	2021	59	55	93.2%	52	94.5%	3	5.5%	42	76.4%	10	18.2%		0.0%	3	5.5%	130
ALTRE	***2022***	121	71	58.7%	60	84.5%	11	15.5%	51	71.8%	13	18.3%		0.0%	7	9.9%	100
	2021	126	71	56.3%	65	91.5%	6	8.5%	52	73.2%	16	22.5%		0.0%	3	4.2%	92
FINANZIARIE	***2022***	39	28	71.8%	25	89.3%	3	10.7%	20	71.4%	1	3.6%	5	17.9%	2	7.1%	159
	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	***2022***	172	128	74.4%	114	89.1%	14	10.9%	91	71.1%	21	16.4%	6	4.7%	10	7.8%	125
	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	***2022***	55	53	96.4%	49	92.5%	4	7.5%	35	66.0%	6	11.3%	10	18.9%	2	3.8%	179
	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	***2022***	156	103	66.0%	90	87.4%	13	12.6%	76	73.8%	16	15.5%	1	1.0%	10	9.7%	111
	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***	71	54	76.1%	46	85.2%	8	14.8%	37	68.5%	4	7.4%	6	11.1%	7	13.0%	142
	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***	140	102	72.9%	93	91.2%	9	8.8%	74	72.5%	18	17.6%	5	4.9%	5	4.9%	126
	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	***2022***	25	24	96.0%	22	91.7%	2	8.3%	13	54.2%	3	12.5%	6	25.0%	2	8.3%	194
	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***	30	29	96.7%	27	93.1%	2	6.9%	22	75.9%	3	10.3%	4	13.8%		0.0%	167
	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***	46	30	65.2%	24	80.0%	6	20.0%	24	80.0%	1	3.3%		0.0%	5	16.7%	110
	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***	110	73	66.4%	66	90.4%	7	9.6%	52	71.2%	15	20.5%	1	1.4%	5	6.8%	111
	2021	106	68	64.2%	65	95.6%	3	4.4%	50	73.5%	17	25.0%		0.0%	1	1.5%	105
FAMILY	***2022***	123	84	68.3%	77	91.7%	7	8.3%	59	70.2%	17	20.2%	2	2.4%	6	7.1%	113
	2021	126	84	66.7%	80	95.2%	4	4.8%	59	70.2%	21	25.0%	1	1.2%	3	3.6%	108
STATE	***2022***	26	26	100.0%	24	92.3%	2	7.7%	19	73.1%	3	11.5%	4	15.4%		0.0%	187
	2021	26	25	96.2%	24	96.0%	1	4.0%	18	72.0%	4	16.0%	3	12.0%		0.0%	157
ALTRI ASSETTI	***2022***	45	31	68.9%	24	77.4%	7	22.6%	23	74.2%	2	6.5%	3	9.7%	3	9.7%	121
	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	***2022***	17	15	88.2%	14	93.3%	1	6.7%	10	66.7%		0.0%	2	13.3%	3	20.0%	169
	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	***2022***	211	156	73.9%	139	89.1%	17	10.9%	111	71.2%	22	14.1%	11	7.1%	12	7.7%	131
	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			E' riportata matrice materialità (per stakeholder/società)		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	
LISTINO	***Anno***	**#**	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***
FTSE MIB	***2022***	33	29	87.9%	29	87.9%	14	42.4%	27	81.8%	26	78.8%	20	60.6%	21	63.6%	20	60.6%	14	42.4%
	2021	33	31	93.9%	20	60.6%	10	30.3%	22	66.7%	20	60.6%	16	48.5%	17	51.5%	13	39.4%	11	33.3%
FTSE MID CAP	***2022***	52	47	90.4%	41	78.8%	14	26.9%	37	71.2%	33	63.5%	31	59.6%	26	50.0%	19	36.5%	6	11.5%
	2021	55	47	85.5%	37	67.3%	13	23.6%	35	63.6%	27	49.1%	30	54.5%	19	34.5%	15	27.3%	7	12.7%
ALTRE	***2022***	71	59	83.1%	46	64.8%	29	40.8%	50	70.4%	36	50.7%	34	47.9%	24	33.8%	16	22.5%	10	14.1%
	2021	71	59	83.1%	34	47.9%	21	29.6%	49	69.0%	33	46.5%	37	52.1%	27	38.0%	20	28.2%	16	22.5%
FINANZIARIE	***2022***	28	23	82.1%	24	85.7%	11	39.3%	22	78.6%	23	82.1%	13	46.4%	16	57.1%	10	35.7%	8	28.6%
	2021	29	24	82.8%	20	69.0%	9	31.0%	19	65.5%	19	65.5%	11	37.9%	11	37.9%	6	20.7%	6	20.7%
NON FINANZIARIE	***2022***	128	112	87.5%	92	71.9%	46	35.9%	92	71.9%	72	56.3%	72	56.3%	55	43.0%	45	35.2%	22	17.2%
	2021	130	113	86.9%	71	54.6%	35	26.9%	87	66.9%	61	46.9%	72	55.4%	52	40.0%	42	32.3%	28	21.5%
GRANDI	***2022***	53	46	86.8%	44	83.0%	20	37.7%	40	75.5%	36	67.9%	31	58.5%	30	56.6%	29	54.7%	16	30.2%
	2021	53	49	92.5%	33	62.3%	16	30.2%	35	66.0%	28	52.8%	28	52.8%	24	45.3%	20	37.7%	15	28.3%
PICCOLE	***2022***	103	89	86.4%	72	69.9%	37	35.9%	74	71.8%	59	57.3%	54	52.4%	41	39.8%	26	25.2%	14	13.6%
	2021	106	88	83.0%	58	54.7%	28	26.4%	71	67.0%	52	49.1%	55	51.9%	39	36.8%	28	26.4%	19	17.9%
NON CONCENTRATE	***2021***	54	45	83.3%	40	74.1%	20	37.0%	39	72.2%	37	68.5%	29	53.7%	27	50.0%	23	42.6%	16	29.6%
	2021	63	54	85.7%	33	52.4%	17	27.0%	39	61.9%	35	55.6%	31	49.2%	27	42.9%	22	34.9%	16	25.4%
CONCENTRATE	***2021***	102	90	88.2%	76	74.5%	37	36.3%	75	73.5%	58	56.9%	56	54.9%	44	43.1%	32	31.4%	14	13.7%
	2021	96	83	86.5%	58	60.4%	27	28.1%	67	69.8%	45	46.9%	52	54.2%	36	37.5%	26	27.1%	18	18.8%
GRANDI NON CONCENTRATE	***2022***	24	21	87.5%	20	83.3%	9	37.5%	17	70.8%	18	75.0%	13	54.2%	14	58.3%	14	58.3%	9	37.5%
	2021	25	24	96.0%	14	56.0%	8	32.0%	15	60.0%	16	64.0%	12	48.0%	14	56.0%	10	40.0%	8	32.0%
GRANDI CONCENTRATE	***2021***	29	25	86.2%	24	82.8%	11	37.9%	23	79.3%	18	62.1%	18	62.1%	16	55.2%	15	51.7%	7	24.1%
	2021	28	25	89.3%	19	67.9%	8	28.6%	20	71.4%	12	42.9%	16	57.1%	10	35.7%	10	35.7%	7	25.0%
PICCOLE NON CONCENTRATE	***2021***	30	24	80.0%	20	66.7%	11	36.7%	22	73.3%	19	63.3%	16	53.3%	13	43.3%	9	30.0%	7	23.3%
	2021	38	30	78.9%	19	50.0%	9	23.7%	24	63.2%	19	50.0%	19	50.0%	13	34.2%	12	31.6%	8	21.1%
PICCOLE CONCENTRATE	***2021***	73	65	89.0%	52	71.2%	26	35.6%	52	71.2%	40	54.8%	38	52.1%	28	38.4%	17	23.3%	7	9.6%
	2021	68	58	85.3%	39	57.4%	19	27.9%	47	69.1%	33	48.5%	36	52.9%	26	38.2%	16	23.5%	11	16.2%
FAMILY	***2022***	84	74	88.1%	60	71.4%	27	32.1%	60	71.4%	46	54.8%	49	58.3%	34	40.5%	25	29.8%	9	10.7%
	2021	84	69	82.1%	47	56.0%	20	23.8%	57	67.9%	39	46.4%	44	52.4%	31	36.9%	24	28.6%	16	19.0%
STATE	***2022***	26	23	88.5%	20	76.9%	11	42.3%	21	80.8%	17	65.4%	16	61.5%	12	46.2%	13	50.0%	8	30.8%
	2021	25	24	96.0%	17	68.0%	9	36.0%	18	72.0%	14	56.0%	15	60.0%	10	40.0%	9	36.0%	6	24.0%
ALTRI ASSETTI	***2022***	31	26	83.9%	22	71.0%	12	38.7%	21	67.7%	19	61.3%	13	41.9%	15	48.4%	10	32.3%	6	19.4%
	2021	31	28	90.3%	15	48.4%	11	35.5%	20	64.5%	16	51.6%	16	51.6%	15	48.4%	10	32.3%	8	25.8%
WIDELY HELD	***2022***	15	12	80.0%	14	93.3%	7	46.7%	12	80.0%	13	86.7%	7	46.7%	10	66.7%	7	46.7%	7	46.7%
	2021	19	16	84.2%	12	63.2%	4	21.1%	11	57.9%	11	57.9%	8	42.1%	7	36.8%	5	26.3%	4	21.1%
TOTALE	***2022***	156	135	86.5%	116	74.4%	57	36.5%	114	73.1%	95	60.9%	85	54.5%	71	45.5%	55	35.3%	30	19.2%
	2021	159	137	86.2%	91	57.2%	44	27.7%	106	66.7%	80	50.3%	83	52.2%	63	39.6%	48	30.2%	34	21.4%

TAB.3DNF: CARATTERISTICHE DEL PIANO DI SOSTENIBILITÀ E INFORMAZIONI SU KPI			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 +	
LISTINO	***Anno***	**#**	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***
FTSE MIB	***2022***	33	28	84.8%	24	85.7%	15	45.5%		0.0%	12	36.4%	21	63.6%
	2021	33	28	84.8%	24	85.7%	15	45.5%		0.0%	12	36.4%	21	63.6%
FTSE MID CAP	***2022***	52	37	71.2%	21	56.8%	14	26.9%	1	1.9%	14	26.9%	36	69.2%
	2021	55	31	56.4%	19	61.3%	12	21.8%	1	1.8%	15	27.3%	38	69.1%
ALTRE	***2022***	71	30	42.3%	21	70.0%	14	19.7%		0.0%	25	35.2%	45	63.4%
	2021	71	18	25.4%	14	77.8%	11	15.5%		0.0%	29	40.8%	41	57.7%
FINANZIARIE	***2022***	28	21	75.0%	13	61.9%	4	14.3%	1	3.6%	9	32.1%	16	57.1%
	2021	29	17	58.6%	12	70.6%	6	20.7%	1	3.4%	8	27.6%	18	62.1%
NON FINANZIARIE	***2022***	128	74	57.8%	53	71.6%	39	30.5%		0.0%	42	32.8%	86	67.2%
	2021	130	60	46.2%	45	75.0%	32	24.6%		0.0%	48	36.9%	82	63.1%
GRANDI	***2022***	53	45	84.9%	35	77.8%	24	45.3%		0.0%	13	24.5%	39	73.6%
	2021	53	39	73.6%	31	79.5%	21	39.6%		0.0%	17	32.1%	36	67.9%
PICCOLE	***2022***	103	50	48.5%	31	62.0%	19	18.4%	1	1.0%	38	36.9%	63	61.2%
	2021	106	38	35.8%	26	68.4%	17	16.0%	1	0.9%	39	36.8%	64	60.4%
NON CONCENTRATE	***2021***	54	36	66.7%	28	77.8%	16	29.6%	1	1.9%	18	33.3%	34	63.0%
	2021	63	31	49.2%	24	77.4%	15	23.8%	1	1.6%	22	34.9%	38	60.3%
CONCENTRATE	***2021***	102	59	57.8%	38	64.4%	27	26.5%		0.0%	33	32.4%	68	66.7%
	2021	96	46	47.9%	33	71.7%	23	24.0%		0.0%	34	35.4%	62	64.6%
GRANDI NON CONCENTRATE	***2022***	24	20	83.3%	16	80.0%	10	41.7%		0.0%	7	29.2%	16	66.7%
	2021	25	21	84.0%	17	81.0%	11	44.0%		0.0%	9	36.0%	16	64.0%
GRANDI CONCENTRATE	***2021***	29	25	86.2%	19	76.0%	14	48.3%		0.0%	6	20.7%	23	79.3%
	2021	28	18	64.3%	14	77.8%	10	35.7%		0.0%	8	28.6%	20	71.4%
PICCOLE NON CONCENTRATE	***2021***	30	16	53.3%	12	75.0%	6	20.0%	1	3.3%	11	36.7%	18	60.0%
	2021	38	10	26.3%	7	70.0%	4	10.5%	1	2.6%	13	34.2%	22	57.9%
PICCOLE CONCENTRATE	***2021***	73	34	46.6%	19	55.9%	13	17.8%		0.0%	27	37.0%	45	61.6%
	2021	68	28	41.2%	19	67.9%	13	19.1%		0.0%	26	38.2%	42	61.8%
FAMILY	***2022***	84	42	50.0%	23	54.8%	17	20.2%		0.0%	26	31.0%	58	69.0%
	2021	84	31	36.9%	19	61.3%	12	14.3%		0.0%	32	38.1%	52	61.9%
STATE	***2022***	26	23	88.5%	20	87.0%	16	61.5%		0.0%	4	15.4%	22	84.6%
	2021	25	18	72.0%	17	94.4%	13	52.0%		0.0%	3	12.0%	22	88.0%
ALTRI ASSETTI	***2022***	31	18	58.1%	15	83.3%	7	22.6%		0.0%	15	48.4%	15	48.4%
	2021	31	15	48.4%	12	80.0%	8	25.8%		0.0%	15	48.4%	16	51.6%
WIDELY HELD	***2022***	15	12	80.0%	8	66.7%	3	20.0%	1	6.7%	6	40.0%	7	46.7%
	2021	19	13	68.4%	9	69.2%	5	26.3%	1	5.3%	6	31.6%	10	52.6%
TOTALE	***2022***	156	95	60.9%	66	69.5%	43	27.6%	1	0.6%	51	32.7%	102	65.4%
	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	N.rating riportati Big 5	La società cita inclusione in indici ESG		N.indici citati
LISTINO	***Anno***	**#**	***N°***	***%***	**µ**	**µ**	***N°***	***%***	***µ***
FTSE MIB	***2022***	33	24	72.7%	4.5	2.7	28	84.8%	3.9
	2021	33	20	60.6%	3.7		19	57.6%	4.2
FTSE MID CAP	***2022***	52	31	59.6%	2.2	1.3	11	21.2%	1.5
	2021	55	23	41.8%	2.1		9	16.4%	2.0
ALTRE	***2022***	71	16	22.5%	0.6	0.4	1	1.4%	1.0
	2021	71	5	7.0%	1.0		0	0.0%	0.0
FINANZIARIE	***2022***	28	19	67.9%	3.0	1.7	13	46.4%	3.4
	2021	29	12	41.4%	2.6		8	27.6%	3.4
NON FINANZIARIE	***2022***	128	52	40.6%	2.2	1.6	27	21.1%	3.0
	2021	130	36	27.7%	2.7		20	15.4%	3.6
GRANDI	***2022***	53	39	73.6%	4.1	2.4	37	69.8%	3.3
	2021	53	30	56.6%	3.3		26	49.1%	3.6
PICCOLE	***2022***	103	32	31.1%	1.0	0.6	3	2.9%	1.3
	2021	106	18	17.0%	1.6		2	1.9%	2.0
NON CONCENTRATE	***2021***	54	27	50.0%	3.3	2.0	22	40.7%	3.7
	2021	63	20	31.7%	3.4		16	25.4%	3.9
CONCENTRATE	***2021***	102	44	43.1%	2.0	1.3	18	17.6%	2.5
	2021	96	28	29.2%	2.2		12	12.5%	3.0
GRANDI NON CONCENTRATE	***2022***	24	17	70.8%	4.7	2.9	20	83.3%	3.9
	2021	25	15	60.0%	4.1		14	56.0%	4.1
GRANDI CONCENTRATE	***2021***	29	22	75.9%	3.6	2.0	17	58.6%	2.6
	2021	28	15	53.6%	2.5		12	42.9%	3.0
PICCOLE NON CONCENTRATE	***2021***	30	10	33.3%	1.3	0.6	2	6.7%	1.5
	2021	38	5	13.2%	1.2		2	5.3%	2.0
PICCOLE CONCENTRATE	***2021***	73	22	30.1%	0.9	0.6	1	1.4%	1.0
	2021	68	13	19.1%	1.8		0	0.0%	0.0
FAMILY	***2022***	84	32	38.1%	1.6	1.2	8	9.5%	1.8
	2021	84	19	22.6%	2.2		5	6.0%	1.4
STATE	***2022***	26	14	53.8%	4.0	2.5	13	50.0%	4.1
	2021	25	12	48.0%	3.4		12	48.0%	4.3
ALTRI ASSETTI	***2022***	31	14	45.2%	2.1	1.4	11	35.5%	2.5
	2021	31	9	29.0%	1.8		4	12.9%	4.0
WIDELY HELD	***2022***	15	11	73.3%	3.8	1.6	8	53.3%	3.9
	2021	19	8	42.1%	3.8		7	36.8%	3.3
TOTALE	***2022***	156	71	45.5%	2.4	1.6	40	25.6%	3.2
	2021	159	48	30.2%	2.7		28	17.6%	3.5

TAB.5DNF: SOCIETA' CHE ADOTTANO SPECIFICI PARAMETRI DI MISURAZIONE OBIETTIVI ESG (1)			Società soggette ad obbligo pubblicazione KPI	KPI Fatturato (%)			KPI Capex (%)			KPI Opex (%)			% dipendenti donne			% dirigenti donne			Rapporto remunerazione media donne/uomini (%)			Rapporto remunerazione manager (o dirigenti) donne/uomini (%)		
LISTINO	*Anno*	#	#	*N°*	*%*	*μ*	*N°*	*%*	*μ*	*N°*	*%*	*μ*	*N°*	*%*	*μ*	*N°*	*%*	*μ*	*N°*	*%*	*μ*	*N°*	*%*	*μ*
FTSE MIB	**2022**	33	19	19	100%	23.5%	19	100%	36.4%	19	100%	35.1%	33	100%	35.9%	29	88%	24.3%	18	55%	91.7%	18	55%	85.3%
		33	20																					
FTSE MID CAP	**2022**	52	38	33	87%	23.9%	33	87%	32.5%	33	87%	26.9%	51	98%	36.4%	40	77%	18.0%	16	31%	88.9%	14	27%	89.3%
		55	28																					
ALTRE	**2022**	71	58	55	95%	14.2%	54	93%	15.6%	53	91%	15.5%	70	99%	43.4%	64	90%	18.0%	15	21%	84.6%	19	27%	84.8%
		71	40																					
FINANZIARIE	**2022**	28											27	96%	46.0%	22	79%	20.8%	9	32%	91.7%	9	32%	82.0%
		29											27		46.0%	22		20.8%	9		91.7%	9		82.0%
NON FINANZIARIE	**2022**	128	115	107	93%	18.9%	106	92%	24.6%	105	91%	22.6%	127	99%	38.1%	111	87%	19.1%	40	31%	87.9%	42	33%	87.1%
		130	73										127		38.1%	111		19.1%	40		87.9%	42		87.1%
GRANDI	**2022**	53	36	35	97%	27.4%	35	97%	39.9%	35	97%	34.7%	53	100%	35.4%	45	85%	22.9%	26	49%	91.7%	25	47%	84.7%
		53	31																					
PICCOLE	**2022**	103	79	72	91%	14.7%	71	90%	17.0%	70	89%	16.6%	101	98%	41.6%	88	85%	17.6%	23	22%	85.0%	26	25%	87.7%
		106	57																					
NON CONCENTRATE	**2022**	103	79	72	91%	14.7%	71	90%	17.0%	70	89%	16.6%	101	98%	41.6%	88	85%	17.6%	23	22%	85.0%	26	25%	87.7%
		106	57																					
CONCENTRATE	**2022**	53	36	35	97%	27.4%	35	97%	39.9%	35	97%	34.7%	53	100%	35.4%	45	85%	22.9%	26	49%	91.7%	25	47%	84.7%
		53	31																					
GRANDI NON CONCENTRATE	**2022**	24	11	11	100%	27.1%	11	100%	41.4%	11	100%	40.2%	24	100%	35.7%	20	83%	20.0%	11	46%	93.4%	12	50%	83.1%
		25	15																					
GRANDI CONCENTRATE	**2022**	29	25	24	96%	27.5%	24	96%	39.3%	24	96%	32.1%	29	100%	35.2%	25	86%	25.2%	15	52%	90.5%	13	45%	86.1%
		28	16																					
PICCOLE NON CONCENTRATE	**2022**	30	20	19	95%	1.2%	19	95%	3.5%	18	90%	2.5%	30	100%	47.2%	26	87%	16.7%	10	33%	85.5%	7	23%	82.3%
		38	21																					
PICCOLE CONCENTRATE	**2022**	73	59	53	90%	19.6%	52	88%	21.9%	52	88%	21.5%	71	97%	39.2%	62	85%	17.9%	13	18%	84.6%	19	26%	89.7%
		68	36																					
FAMILY	**2022**	84	71	65	92%	18.9%	64	90%	22.2%	63	89%	20.8%	83	99%	40.0%	71	85%	20.5%	19	23%	87.4%	22	26%	87.0%
		84	42																					
STATE	**2022**	26	20	20	100%	26.5%	20	100%	42.4%	20	100%	36.0%	26	100%	31.4%	23	88%	19.3%	11	42%	92.9%	12	46%	89.2%
		25	14																					
ALTRI ASSETTI	**2022**	31	20	18	90%	11.7%	18	90%	14.1%	18	90%	16.1%	30	97%	44.0%	27	87%	17.8%	11	35%	85.1%	12	39%	82.7%
		31	20																					
WIDELY HELD	**2022**	15	4	4	100%	12.8%	4	100%	20.0%	4	100%	13.7%	15	100%	41.5%	12	80%	16.3%	8	53%	90.2%	5	33%	83.9%
		19	12																					
TOTALE	**2022**	156	115	107	93%	18.9%	106	92%	24.6%	105	91%	22.6%	154	99%	39.5%	133	85%	19.4%	49	31%	88.6%	51	33%	86.2%
		159	88																					

TAB.6DNF: SOCIETA' CHE ADOTTANO SPECIFICI PARAMETRI DI MISURAZIONE OBIETTIVI ESG (2)			N.infortuni/anno			Ore medie di formazione per dipendente			Consumi energetici da fonti NON rinnovabili (GJ)			Consumi energetici da fonti rinnovabili (GJ)			Consumi energetici totali (GJ)			Consumi da fonti rinnovabili (%)		
LISTINO	***Anno***	**#**	***N°***	***%***	***μ***	***N°***	***%***	***μ***	***N°***	***%***	***μ***	***N°***	***%***	***μ***	***N°***	***%***	***μ***	***N°***	***%***	***μ***
FTSE MIB	***2022***	33 33	31	94%	532.5	32	97%	35.1	25	76%	48,656,417	25	76%	3,329,620	30	91%	47,677,277	17	52%	24.9%
FTSE MID CAP	***2022***	52 55	47	90%	84.1	47	90%	23.0	39	75%	2,728,308	39	75%	801,174	50	96%	2,853,294	34	65%	19.9%
ALTRE	***2022***	71 71	69	97%	24.9	67	94%	19.1	50	70%	2,418,004	47	66%	203,367	66	93%	2,671,174	39	55%	13.4%
FINANZIARIE	***2022***	28 29	24	86%	557.8	25	89%	40.3	18	64%	314,890	18	64%	253,194	23	82%	468,647	5	18%	28.2%
NON FINANZIARIE	***2022***	128 130	123	96%	71.4	121	95%	20.4	96	75%	14,979,653	93	73%	1,284,807	123	96%	14,134,159	85	66%	17.4%
GRANDI	***2022***	53 53	50	94%	379.7	49	92%	32.6	42	79%	31,162,989	42	79%	2,680,501	49	92%	31,682,485	33	62%	25.9%
PICCOLE	***2022***	103 106	97	94%	32.9	97	94%	19.4	72	70%	1,873,182	69	67%	166,137	97	94%	2,029,265	57	55%	13.4%
NON CONCENTRATE	***2022***	54 63	50	93%	83.0	51	94%	25.3	34	63%	31,413,237	34	63%	1,964,116	47	87%	24,549,222	24	44%	19.3%
CONCENTRATE	***2022***	102 96	97	95%	185.8	95	93%	23.1	80	78%	4,695,808	77	75%	743,696	99	97%	6,014,819	66	65%	17.5%
GRANDI NON CONCENTRATE	***2022***	24 25	22	92%	143.5	23	96%	33.4	16	67%	66,633,975	16	67%	4,154,115	20	83%	57,383,490	11	46%	26.6%
GRANDI CONCENTRATE	***2022***	29 28	28	97%	565.3	26	90%	31.9	26	90%	9,334,689	26	90%	1,773,662	29	100%	13,957,654	22	76%	25.6%
PICCOLE NON CONCENTRATE	***2022***	30 38	28	93%	35.4	28	93%	18.7	18	60%	105,913	18	60%	17,450	27	90%	227,542	13	43%	13.2%
PICCOLE CONCENTRATE	***2022***	73 68	69	95%	31.9	69	95%	19.7	54	74%	2,462,272	51	70%	218,615	70	96%	2,724,215	44	60%	13.5%
FAMILY	***2022***	84 84	79	94%	70.8	77	92%	19.4	60	71%	742,709	58	69%	451,294	82	98%	2,874,766	55	65%	14.2%
STATE	***2022***	26 25	26	100%	556.3	26	100%	33.7	20	77%	63,403,247	20	77%	3,715,285	24	92%	56,586,064	16	62%	21.1%
ALTRI ASSETTI	***2022***	31 31	29	94%	24.2	29	94%	22.9	24	77%	5,067,537	23	74%	805,686	28	90%	5,033,124	15	48%	23.7%
WIDELY HELD	***2022***	15 19	13	87%	109.0	14	93%	31.9	10	67%	946,626	10	67%	503,303	12	80%	1,213,060	4	27%	37.1%
TOTALE	***2022***	156 159	147	94%	150.8	146	94%	23.8	114	73%	12,664,164	111	71%	1,117,518	146	94%	11,981,373	90	58%	18.0%

TAB.7DNF: SOCIETA' CHE ADOTTANO SPECIFICI PARAMETRI DI MISURAZIONE OBIETTIVI ESG (3)			Emissioni GHG Scope 1			Emissioni GHG Scope 2 local based			Emissioni GHG Scope 2 market based			Emissioni GHG Scope 3			Danno info complete su Emissioni totali			Peso Emissioni GHG SCOPE 1 sul totale	Peso Emissioni GHG SCOPE 2 sul totale	Peso Emissioni GHG SCOPE 3 sul totale	Produzione rifiuti non pericolosi (kt)			Produzione rifiuti pericolosi				Produzione rifiuti totalii (kt)		
LISTINO	***Anno***	***#***	***N°***	***%***	***μ***	***N°***	***%***	***μ***	***N°***	***%***	***μ***	***N°***	***%***	***μ***	***N°***	***%***	***μ***	***%***	***%***	***%***	***N°***	***%***	***μ(kt)***	***N°***	***%***	***μ(kt)***	***μ%***	***N°***	***%***	***μ(kt)***
FTSE MIB	***2022***	33 33	31	94%	24,917	28	85%	18,417	25	76%	15,096.68	26	79%	119,686	22	67%	130,202	24%	32%	44%	26	79%	275	26	78.8%	41	16.4%	29	88%	289
FTSE MID CAP	***2022***	52 55	49	94%	1,812	46	88%	1,746	43	83%	2,128.34	28	54%	11,694	25	48%	13,381	22%	29%	49%	41	79%	269	41	78.8%	11	10.1%	42	81%	273
ALTRE	***2022***	71 71	59	83%	100,724	61	86%	1,757	51	72%	2,905.06	14	20%	3,339	13	18%	461,117	34%	41%	25%	57	80%	28	57	80.3%	5	17.8%	59	83%	32
FINANZIARIE	***2022***	28 29	23		7,464	23		276	21		404.95	21	75%	127,517	19	68%	132,189	28%	44%	28%	14	50%	5	14	50.0%	0	5.9%	16	57%	4
NON FINANZIARIE	***2022***	128 130	116	91%	57,175	112	88%	6,222	98	77%	6,210.10	47	37%	17,195	41	32%	162,974	24%	28%	49%	110	86%	179	110	85.9%	16	15.3%	114	89%	190
GRANDI	***2022***	53 53	49	92%	15,884	45	85%	11,486	40	75%	9,451.83	40	75%	78,221	34	64%	84,916	20%	27%	53%	43	81%	392	43	81.1%	32	12.2%	46	87%	400
PICCOLE	***2022***	103 106	90	87%	66,951	90	87%	2,070	79	77%	3,025.57	28	27%	12,755	26	25%	242,552	32%	40%	28%	81	79%	36	81	78.6%	5	16.3%	84	82%	39
NON CONCENTRATE	***2022***	54 63	45	83%	15,687	47	87%	12,567	40	74%	11,498.44	29	54%	100,758	26	48%	109,912	21%	33%	46%	37	69%	125	37	68.5%	22	14.1%	40	74%	136
CONCENTRATE	***2022***	102 96	94	92%	64,873	88	86%	1,279	79	77%	1,989.32	39	38%	14,462	34	33%	186,346	28%	33%	39%	87	85%	174	87	85.3%	11	15.2%	90	88%	181
GRANDI NON CONCENTRATE	***2022***	24 25	21	88%	27,521	21	88%	24,516	18	75%	20,616.62	20	83%	146,058	18	75%	158,688	20%	27%	52%	18	75%	240	18	75.0%	41	15.7%	19	79%	266
GRANDI CONCENTRATE	***2022***	29 28	28	97%	7,157	24	83%	84	22	76%	317.01	20	69%	10,385	16	55%	1,922	20%	27%	53%	25	86%	502	25	86.2%	25	9.9%	27	93%	494
PICCOLE NON CONCENTRATE	***2022***	30 38	24	80%	5,332	26	87%	2,915	22	73%	4,038.11	9	30%	92	8	27%	166	22%	45%	33%	19	63%	16	19	63.3%	3	12.5%	21	70%	18
PICCOLE CONCENTRATE	***2022***	73 68	66	90%	89,358	64	88%	1,727	57	78%	2,634.77	19	26%	18,753	18	25%	350,279	36%	38%	26%	62	85%	42	62	84.9%	6	17.2%	63	86%	47
FAMILY	***2022***	84 84	77	92%	1,797	73	87%	1,595	63	75%	2,154.19	27	32%	104,690	24	29%	118,836	24%	29%	47%	74	88%	157	74	88.1%	7	12.0%	75	89%	165
STATE	***2022***	26 25	24	92%	20,035	21	81%	529	20	77%	776.05	16	62%	38,823	13	50%	28,643	29%	20%	51%	24	92%	321	24	92.3%	49	19.2%	24	92%	370
ALTRI ASSETTI	***2022***	31 31	26	84%	225,584	28	90%	2,510	24	77%	4,473.09	15	48%	2,542	14	45%	426,326	24%	33%	43%	18	58%	11	18	58.1%	1	25.2%	21	68%	11
WIDELY HELD	***2022***	15 19	12	80%	26,633	13	87%	38,874	12	80%	29,875.39	10	67%	7	9	60%	58	24%	63%	13%	8	53%	26	8	53.3%	2	8.1%	10	67%	23
TOTALE	***2022***	156 159	139	89%	48,949	135	87%	5,209	119	76%	5,185.66	68	44%	51,265	60	38%	153,225	25%	33%	42%	124	79%	159	124	79.5%	14	14.9%	130	83%	167

Statistiche relative a dati sul dialogo con gli azionisti

TAB.2EP: Modalità di dialogo previste dall'engagment policy		La politica "copre" attività di dialogo su iniziativa degli investitori?	E' prevista esplicitamente la possibilità di rifiutare il dialogo? O di decidere "se" accettarlo)		Sono identificati esplicitamente i criteri che saranno utilizzati per decidere se accettare/rifiutare il dialogo?		E' identificato il punto di primo contatto		La richiesta di engagement deve contenere particolari indicazioni?		- l'argomento dell'engagement		- un'anticipazione dell'eventuale posizione di chi chiede il dialogo		- le ragioni per cui è ritenuto necessario/opportuno l'engagement		- i consiglieri con cui gli investitori intendono dialogare		- le modalità dell'engagement richiesto (one- o two-way, bilaterale o collettivo, ecc)		- i rappresentanti degli investitori che parteciperebbero al dialogo	
LISTINO	***Anno***	**#**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**
FTSE MIB	**2022**	27	22	81.5%	20	90.9%	26	96.3%	18	66.7%	18	100.0%	10	55.6%	17	94.4%	10	55.6%	16	88.9%	16	88.9%
FTSE MID CAP	**2022**	35	25	71.4%	21	84.0%	35	100.0%	27	77.1%	26	96.3%	15	55.6%	22	81.5%	6	22.2%	21	77.8%	22	81.5%
ALTRE	**2022**	38	23	60.5%	19	82.6%	37	97.4%	20	52.6%	20	100.0%	14	70.0%	11	55.0%	7	35.0%	14	70.0%	12	60.0%
FINANZIARIE	**2022**	23	20	87.0%	15	75.0%	21	91.3%	19	82.6%	19	100.0%	12	63.2%	18	94.7%	7	36.8%	17	89.5%	16	84.2%
NON FINANZIARIE	**2022**	77	50	64.9%	45	90.0%	77	100.0%	46	59.7%	45	97.8%	27	58.7%	32	69.6%	16	34.8%	34	73.9%	34	73.9%
GRANDI	**2022**	45	33	73.3%	29	87.9%	44	97.8%	32	71.1%	32	100.0%	17	53.1%	27	84.4%	12	37.5%	26	81.3%	28	87.5%
PICCOLE	**2022**	55	37	67.3%	31	83.8%	54	98.2%	33	60.0%	32	97.0%	22	66.7%	23	69.7%	11	33.3%	25	75.8%	22	66.7%
NON CONCENTRATE	**2022**	41	31	75.6%	28	90.3%	40	97.6%	27	65.9%	27	100.0%	15	55.6%	23	85.2%	9	33.3%	23	85.2%	22	81.5%
CONCENTRATE	**2022**	59	39	66.1%	32	82.1%	58	98.3%	38	64.4%	37	97.4%	24	63.2%	27	71.1%	14	36.8%	28	73.7%	28	73.7%
GRANDI NON CONCENTRATE	**2022**	19	15	78.9%	14	93.3%	18	94.7%	14	73.7%	14	100.0%	8	57.1%	13	92.9%	7	50.0%	12	85.7%	12	85.7%
GRANDI CONCENTRATE	**2022**	26	18	69.2%	15	83.3%	26	100.0%	18	69.2%	18	100.0%	9	50.0%	14	77.8%	5	27.8%	14	77.8%	16	88.9%
PICCOLE NON CONCENTRATE	**2022**	22	16	72.7%	14	87.5%	22	100.0%	13	59.1%	13	100.0%	7	53.8%	10	76.9%	2	15.4%	11	84.6%	10	76.9%
PICCOLE CONCENTRATE	**2022**	33	21	63.6%	17	81.0%	32	97.0%	20	60.6%	19	95.0%	15	75.0%	13	65.0%	9	45.0%	14	70.0%	12	60.0%
FAMILY	**2022**	41	26	63.4%	22	84.6%	40	97.6%	24	58.5%	24	100.0%	16	66.7%	16	66.7%	10	41.7%	18	75.0%	17	70.8%
STATE	**2022**	21	16	76.2%	14	87.5%	21	100.0%	14	66.7%	14	100.0%	10	71.4%	13	92.9%	5	35.7%	12	85.7%	12	85.7%
ALTRI ASSETTI	**2022**	25	17	68.0%	15	88.2%	25	100.0%	17	68.0%	16	94.1%	10	58.8%	11	64.7%	4	23.5%	12	70.6%	12	70.6%
WIDELY HELD	**2022**	13	11	84.6%	9	81.8%	12	92.3%	10	76.9%	10	100.0%	3	30.0%	10	100.0%	4	40.0%	9	90.0%	9	90.0%
TOTALE	**2022**	100	70	70.0%	60	85.7%	98	98.0%	65	65.0%	64	98.5%	39	60.0%	50	76.9%	23	35.4%	51	78.5%	50	76.9%

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TAB.2EP: Modalità di dialogo previste dall'engagment policy		La politica "copre" attività di dialogo su iniziativa degli investitori?	E' prevista esplicitamente la possibilità di rifiutare il dialogo? O di decidere "se" accettarlo)		Sono identificati esplicitamente i criteri che saranno utilizzati per decidere se accettare/rifiutare il dialogo?		E' identificato il punto di primo contatto		La richiesta di engagement deve contenere particolari indicazioni?		- l'argomento dell'engagement		- un'anticipazione dell'eventuale posizione di chi chiede il dialogo		- le ragioni per cui è ritenuto necessario/opportuno l'engagement		- i consiglieri con cui gli investitori intenono dialogare		- le modalità dell'engagement richiesto (one- o two-way, bilaterale o collettivo, ecc)		- i rappresentanti degli investitori che parteciperebbero al dialogo	
LISTINO	***Anno***	**#**	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***	***N°***	***%***
FTSE MIB	***2022***	27	22	81.5%	20	90.9%	26	96.3%	18	66.7%	18	100.0%	10	55.6%	17	94.4%	10	55.6%	16	88.9%	16	88.9%
FTSE MID CAP	***2022***	35	25	71.4%	21	84.0%	35	100.0%	27	77.1%	26	96.3%	15	55.6%	22	81.5%	6	22.2%	21	77.8%	22	81.5%
ALTRE	***2022***	38	23	60.5%	19	82.6%	37	97.4%	20	52.6%	20	100.0%	14	70.0%	11	55.0%	7	35.0%	14	70.0%	12	60.0%
FINANZIARIE	***2022***	23	20	87.0%	15	75.0%	21	91.3%	19	82.6%	19	100.0%	12	63.2%	18	94.7%	7	36.8%	17	89.5%	16	84.2%
NON FINANZIARIE	***2022***	77	50	64.9%	45	90.0%	77	100.0%	46	59.7%	45	97.8%	27	58.7%	32	69.6%	16	34.8%	34	73.9%	34	73.9%
GRANDI	***2022***	45	33	73.3%	29	87.9%	44	97.8%	32	71.1%	32	100.0%	17	53.1%	27	84.4%	12	37.5%	26	81.3%	28	87.5%
PICCOLE	***2022***	55	37	67.3%	31	83.8%	54	98.2%	33	60.0%	32	97.0%	22	66.7%	23	69.7%	11	33.3%	25	75.8%	22	66.7%
NON CONCENTRATE	***2022***	41	31	75.6%	28	90.3%	40	97.6%	27	65.9%	27	100.0%	15	55.6%	23	85.2%	9	33.3%	23	85.2%	22	81.5%
CONCENTRATE	***2022***	59	39	66.1%	32	82.1%	58	98.3%	38	64.4%	37	97.4%	24	63.2%	27	71.1%	14	36.8%	28	73.7%	28	73.7%
GRANDI NON CONCENTRATE	***2022***	19	15	78.9%	14	93.3%	18	94.7%	14	73.7%	14	100.0%	8	57.1%	13	92.9%	7	50.0%	12	85.7%	12	85.7%
GRANDI CONCENTRATE	***2022***	26	18	69.2%	15	83.3%	26	100.0%	18	69.2%	18	100.0%	9	50.0%	14	77.8%	5	27.8%	14	77.8%	16	88.9%
PICCOLE NON CONCENTRATE	***2022***	22	16	72.7%	14	87.5%	22	100.0%	13	59.1%	13	100.0%	7	53.8%	10	76.9%	2	15.4%	11	84.6%	10	76.9%
PICCOLE CONCENTRATE	***2022***	33	21	63.6%	17	81.0%	32	97.0%	20	60.6%	19	95.0%	15	75.0%	13	65.0%	9	45.0%	14	70.0%	12	60.0%
FAMILY	***2022***	41	26	63.4%	22	84.6%	40	97.6%	24	58.5%	24	100.0%	16	66.7%	16	66.7%	10	41.7%	18	75.0%	17	70.8%
STATE	***2022***	21	16	76.2%	14	87.5%	21	100.0%	14	66.7%	14	100.0%	10	71.4%	13	92.9%	5	35.7%	12	85.7%	12	85.7%
ALTRI ASSETTI	***2022***	25	17	68.0%	15	88.2%	25	100.0%	17	68.0%	16	94.1%	10	58.8%	11	64.7%	4	23.5%	12	70.6%	12	70.6%
WIDELY HELD	***2022***	13	11	84.6%	9	81.8%	12	92.3%	10	76.9%	10	100.0%	3	30.0%	10	100.0%	4	40.0%	9	90.0%	9	90.0%
TOTALE	***2022***	100	70	70.0%	60	85.7%	98	98.0%	65	65.0%	64	98.5%	39	60.0%	50	76.9%	23	35.4%	51	78.5%	50	76.9%

TAB.3EP: Soggetti coinvolti nell'engagement policy			Chi è l'amministratore "responsabile" del dialogo su temi di governance								Chi è l'amministratore "responsabile" del dialogo su temi di business							
		La politica "copre" attività di dialogo su iniziativa degli investitori?	Il Presidente		L'AD		Il Presidente e l'AD		Altri assetti		Il Presidente		L'AD		Il Presidente e l'AD		Altri assetti	
LISTINO	***Anno***	**#**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**
FTSE MIB	***2022***	27	3	11.1%	14	51.9%	10	37.0%	0	0.0%	2	7.4%	18	66.7%	8	29.6%	0	0.0%
FTSE MID CAP	***2022***	35	5	14.3%	16	45.7%	6	17.1%	7	20.0%	3	8.6%	21	60.0%	7	20.0%	3	8.6%
ALTRE	***2022***	38	12	31.6%	11	28.9%	11	28.9%	3	7.9%	9	23.7%	15	39.5%	9	23.7%	3	7.9%
FINANZIARIE	***2022***	23	5	21.7%	9	39.1%	8	34.8%	1	4.3%	3	13.0%	11	47.8%	8	34.8%	1	4.3%
NON FINANZIARIE	***2022***	77	15	19.5%	32	41.6%	19	24.7%	9	11.7%	11	14.3%	43	55.8%	16	20.8%	5	6.5%
GRANDI	***2022***	45	6	13.3%	21	46.7%	14	31.1%	4	8.9%	4	8.9%	28	62.2%	13	28.9%	1	2.2%
PICCOLE	***2022***	55	14	25.5%	20	36.4%	13	23.6%	6	10.9%	10	18.2%	26	47.3%	11	20.0%	5	9.1%
NON CONCENTRATE	***2022***	41	6	14.6%	17	41.5%	17	41.5%	1	2.4%	4	9.8%	23	56.1%	14	34.1%	1	2.4%
CONCENTRATE	***2022***	59	14	23.7%	24	40.7%	10	16.9%	9	15.3%	10	16.9%	31	52.5%	10	16.9%	5	8.5%
GRANDI NON CONCENTRATE	***2022***	19	2	10.5%	7	36.8%	10	52.6%	0	0.0%	1	5.3%	11	57.9%	8	42.1%	0	0.0%
GRANDI CONCENTRATE	***2022***	26	4	15.4%	14	53.8%	4	15.4%	4	15.4%	3	11.5%	17	65.4%	5	19.2%	1	3.8%
PICCOLE NON CONCENTRATE	***2022***	22	4	18.2%	10	45.5%	7	31.8%	1	4.5%	3	13.6%	12	54.5%	6	27.3%	1	4.5%
PICCOLE CONCENTRATE	***2022***	33	10	30.3%	10	30.3%	6	18.2%	5	15.2%	7	21.2%	14	42.4%	5	15.2%	4	12.1%
FAMILY	***2022***	41	6	14.6%	20	48.8%	7	17.1%	6	14.6%	5	12.2%	22	53.7%	7	17.1%	5	12.2%
STATE	***2022***	21	7	33.3%	6	28.6%	6	28.6%	2	9.5%	3	14.3%	14	66.7%	4	19.0%	0	0.0%
ALTRI ASSETTI	***2022***	25	6	24.0%	9	36.0%	8	32.0%	2	8.0%	6	24.0%	10	40.0%	8	32.0%	1	4.0%
WIDELY HELD	***2022***	13	1	7.7%	6	46.2%	6	46.2%	0	0.0%	0	0.0%	8	61.5%	5	38.5%	0	0.0%
TOTALE	***2022***	100	20	20.0%	41	41.0%	27	27.0%	10	10.0%	14	14.0%	54	54.0%	24	24.0%	6	6.0%

TAB.4EP: Soggetti coinvolti nell'engagement policy			Sono fornite informazioni in merito all'eventuale coinvolgimento di altri amministratori su temi di governance e di business	Chi decide sull'eventuale coinvolgimento di altri amministratori su temi di governance								Chi decide sull'eventuale coinvolgimento di altri amministratori su temi di business							
		La politica "copre" attività di dialogo su iniziativa degli investitori?		Il Presidente		L'AD		Il Presidente e l'AD		Altri assetti		Il Presidente		L'AD		Il Presidente e l'AD		Altri assetti	
LISTINO	*Anno*	#		*N°*	*%*	*N°*	*%*	*N°*	*%*	*N°*	*%*	*N°*	*%*	*N°*	*%*	*N°*	*%*	*N°*	*%*
FTSE MIB	**2022**	27	24	2	7.4%	12	50.0%	9	37.5%	1	4.2%	1	4.2%	13	54.2%	9	37.5%	1	4.2%
FTSE MID CAP	**2022**	35	25	2	5.7%	13	52.0%	6	24.0%	4	16.0%	1	4.0%	15	60.0%	5	20.0%	4	16.0%
ALTRE	**2022**	38	18	3	7.9%	7	38.9%	7	38.9%	1	5.6%	3	16.7%	7	38.9%	7	38.9%	1	5.6%
FINANZIARIE	**2022**	23	19	3	13.0%	6	31.6%	7	36.8%	3	15.8%	1	5.3%	8	42.1%	7	36.8%	3	15.8%
NON FINANZIARIE	**2022**	77	48	4	5.2%	26	54.2%	15	31.3%	3	6.3%	4	8.3%	27	56.3%	14	29.2%	3	6.3%
GRANDI	**2022**	45	37	3	6.7%	18	48.6%	13	35.1%	3	8.1%	2	5.4%	20	54.1%	12	32.4%	3	8.1%
PICCOLE	**2022**	55	30	4	7.3%	14	46.7%	9	30.0%	3	10.0%	3	10.0%	15	50.0%	9	30.0%	3	10.0%
NON CONCENTRATE	**2022**	41	30	2	4.9%	13	43.3%	15	50.0%	0	0.0%	1	3.3%	14	46.7%	15	50.0%	0	0.0%
CONCENTRATE	**2022**	59	37	5	8.5%	19	51.4%	7	18.9%	6	16.2%	4	10.8%	21	56.8%	6	16.2%	6	16.2%
GRANDI NON CONCENTRATE	**2022**	19	16	1	5.3%	6	37.5%	9	56.3%	0	0.0%	0	0.0%	7	43.8%	9	56.3%	0	0.0%
GRANDI CONCENTRATE	**2022**	26	21	2	7.7%	12	57.1%	4	19.0%	3	14.3%	2	9.5%	13	61.9%	3	14.3%	3	14.3%
PICCOLE NON CONCENTRATE	**2022**	22	14	1	4.5%	7	50.0%	6	42.9%	0	0.0%	1	7.1%	7	50.0%	6	42.9%	0	0.0%
PICCOLE CONCENTRATE	**2022**	33	16	3	9.1%	7	43.8%	3	18.8%	3	18.8%	2	12.5%	8	50.0%	3	18.8%	3	18.8%
FAMILY	**2022**	41	23	1	2.4%	14	60.9%	4	17.4%	4	17.4%	1	4.3%	14	60.9%	4	17.4%	4	17.4%
STATE	**2022**	21	16	3	14.3%	7	43.8%	6	37.5%	0	0.0%	2	12.5%	9	56.3%	5	31.3%	0	0.0%
ALTRI ASSETTI	**2022**	25	17	2	8.0%	6	35.3%	7	41.2%	2	11.8%	2	11.8%	6	35.3%	7	41.2%	2	11.8%
WIDELY HELD	**2022**	13	11	1	7.7%	5	45.5%	5	45.5%	0	0.0%	0	0.0%	6	54.5%	5	45.5%	0	0.0%
TOTALE	**2022**	100	67	7	7.0%	32	47.8%	22	32.8%	6	9.0%	5	7.5%	35	52.2%	21	31.3%	6	9.0%

TAB.5EP: Modalità di svolgimento, informazione al CdA, monitoraggio e modifiche all'engagement policy		La politica "copre" attività di dialogo su iniziativa degli investitori?	E' prevista possibilità per i singoli amministratori di partecipare a incontri/attività di dialogo "motu proprio" (i.e. non solo dietro esplicito invito degli amministratori "responsabili" del dialogo o su mandato del CdA)?		E' prevista esplicitamente possibilità per il CdA di delegare il dialogo (per singoli punti) ad amministratori diversi da quelli "responsabili" del dialogo in via ordinaria?		E' previsto possibile engagement diretto con CdA della società		Il CdA è informato delle richieste di dialogo in via preventiva		Il CdA è informato delle richieste di dialogo alla prima occasione utile		Il CdA è informato delle richieste di dialogo periodicamente		Il CdA è informato degli sviluppi/contenuti del dialogo alla prima occasione utile		Il CdA è informato periodicamente degli sviluppi/contenuti del dialogo		E' previsto monitoraggio su applicazione della policy e suo possibile aggiornamento?	
LISTINO	***Anno***	**#**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**	**N°**	**%**
FTSE MIB	**2022**	27	0	0.0%	6	22.2%	0	0.0%		0.0%	6	22.2%		0.0%	23	85.2%	3	11.1%	25	92.6%
FTSE MID CAP	**2022**	35	0	0.0%	8	22.9%	0	0.0%		0.0%	1	2.9%		0.0%	25	71.4%	8	22.9%	32	91.4%
ALTRE	**2022**	38	0	0.0%	9	23.7%	0	0.0%		0.0%	4	10.5%	2	5.3%	27	71.1%	6	15.8%	34	89.5%
FINANZIARIE	**2022**	23	0	0.0%	6	26.1%	0	0.0%		0.0%	5	21.7%		0.0%	18	78.3%	4	17.4%	22	95.7%
NON FINANZIARIE	**2022**	77	0	0.0%	17	22.1%	0	0.0%		0.0%	6	7.8%	2	2.6%	57	74.0%	13	16.9%	69	89.6%
GRANDI	**2022**	45	0	0.0%	9	20.0%	0	0.0%		0.0%	7	15.6%		0.0%	36	80.0%	7	15.6%	41	91.1%
PICCOLE	**2022**	55	0	0.0%	14	25.5%	0	0.0%		0.0%	4	7.3%	2	3.6%	39	70.9%	10	18.2%	50	90.9%
NON CONCENTRATE	**2022**	41	0	0.0%	11	26.8%	0	0.0%		0.0%	6	14.6%	1	2.4%	33	80.5%	7	17.1%	38	92.7%
CONCENTRATE	**2022**	59	0	0.0%	12	20.3%	0	0.0%		0.0%	5	8.5%	1	1.7%	42	71.2%	10	16.9%	53	89.8%
GRANDI NON CONCENTRATE	**2022**	19	0	0.0%	5	26.3%	0	0.0%		0.0%	4	21.1%		0.0%	17	89.5%	2	10.5%	17	89.5%
GRANDI CONCENTRATE	**2022**	26	0	0.0%	4	15.4%	0	0.0%		0.0%	3	11.5%		0.0%	19	73.1%	5	19.2%	24	92.3%
PICCOLE NON CONCENTRATE	**2022**	22	0	0.0%	6	27.3%	0	0.0%		0.0%	2	9.1%	1	4.5%	16	72.7%	5	22.7%	21	95.5%
PICCOLE CONCENTRATE	**2022**	33	0	0.0%	8	24.2%	0	0.0%		0.0%	2	6.1%	1	3.0%	23	69.7%	5	15.2%	29	87.9%
FAMILY	**2022**	41	0	0.0%	10	24.4%	0	0.0%		0.0%	2	4.9%	1	2.4%	26	63.4%	9	22.0%	36	87.8%
STATE	**2022**	21	0	0.0%	3	14.3%	0	0.0%		0.0%	5	23.8%		0.0%	18	85.7%	2	9.5%	21	100.0%
ALTRI ASSETTI	**2022**	25	0	0.0%	4	16.0%	0	0.0%		0.0%	2	8.0%	1	4.0%	20	80.0%	5	20.0%	22	88.0%
WIDELY HELD	**2022**	13	0	0.0%	6	46.2%	0	0.0%		0.0%	2	15.4%		0.0%	11	84.6%	1	7.7%	12	92.3%
TOTALE	**2022**	100	0	0.0%	23	23.0%	0	0.0%		0.0%	11	11.0%	2	2.0%	75	75.0%	17	17.0%	91	91.0%