

UniCredit Named Top Employer Europe for 2023

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Belgrade, January 2023 – The Top Employers have been announced and UniCredit has been recognised as a Top Employer¹ for the banks in Austria, Bulgaria, Germany, Hungary, Italy and Serbia.

The Top Employers Institute programme certifies organisations based on the participation and results of their HR Best Practices Survey. This survey covers six HR domains consisting of 20 topics including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equity & Inclusion, Wellbeing and more. Being certified as a Top Employer showcases an organisation's dedication to a better world of work and exhibits this through excellent HR policies and people practices.

Head of People & Culture and member of the Management Board UniCredit Bank Serbia, Ivana Ivić, said on that occasion: *“It is not only a real honor to win this prestigious title for the second time, but it is also a true proof that we are building an environment that is recognized as creating value for our employees. Continuous care of employees, as well as the development of their knowledge and skills are necessary for our common progress. Our main mission is equality and the same opportunities for everyone, and this is what sets our bank apart. Only during the past year at UniCredit Bank in Serbia, we implemented several new employee support initiatives. Our colleagues who become fathers were given the opportunity to use paid leave for 20 working days in the future, while the bank financially helped the expansion of several employee families through financing in vitro fertilization. As an employer, we try to recognize the needs of our employees and the new market circumstances, and this award is a confirmation that we have been on the right track for years”*.

Commenting on the recognition, **Siobhan McDonagh, Head of Group People & Culture at UniCredit** said: *“This recognition is of critical importance to us because it attests to our ability to provide our people with all the levers for success. I am very proud that each year we reconfirm our commitment to providing a better working environment for all our people. We are building a strong cultural foundation for our bank by embedding our Values of Integrity, Ownership and Caring in everything we do. We have done a lot, but we will continue to always do more so our people can collectively continue to Win. The Right Way. Together.”*

David Plink, CEO of Top Employers Institute, added: *“Particularly challenging as the one we are currently living through bring out the best in people and organisations. And we have witnessed this in our Top Employers Certification Programme this year: exceptional performance from the certified Top Employers 2023. These employers have always shown that they care for the development and well-being of their people. By doing so, they collectively enrich the world of work. We are proud to*

¹ and UniCredit S.p.A. Branch in Poland

announce and celebrate this year's group of leading people-oriented employers: the Top Employers 2023."

The programme has certified and recognised 2,052 Top Employers in 121 countries/regions across five continents.

About Top Employers Institute

Top Employers Institute is the global authority on recognising excellence in People Practices. We help accelerate these practices to enrich the world of work. Through the Top Employers Institute Certification Programme, participating companies can be validated, certified, and recognised as an employer of choice. Established over 30 years ago, Top Employers Institute has certified 2 052 organisations in 121 countries/regions. These certified Top Employers positively impact the lives of over 9.5 million employees globally. Top Employers Institute. For a better world of work.

About UniCredit

UniCredit is a pan-European Commercial Bank with a unique service offering in Italy, Germany, Central and Eastern Europe. Our purpose is to empower communities to progress, delivering the best-in-class for all stakeholders, unlocking the potential of our clients and our people across Europe.

We serve over 15 million customers worldwide. They are at the heart of what we do in all our markets. UniCredit is organized in four core regions and two product factories, Corporate and Individual Solutions. This allows us to be close to our clients and use the scale of the entire Group for developing and offering the best products across all our markets.

Digitalisation and our commitment to ESG principles are key enablers for our service. They help us deliver excellence to our stakeholders and creating a sustainable future for our clients, our communities and our people.