

UniCredit Bank is the first company in Serbia to receive a certificate according to the EDGE global standard for gender equality and inclusion

Belgrade, 19.12.2023. - UniCredit Bank in Serbia is the first company in our country to receive a certificate according to the **EDGE global standard for gender equality and inclusion**. The bank received this prestigious certificate based on an extremely rigorous audit, which includes several key criteria: assuming responsibility, equal income, efficiency of policies and practices, and inclusiveness of the organization's culture. UniCredit Bank in Serbia is proud to stand out on the market for its initiatives that confirm gender equality at work: fathers have 20 days of paid leave after the birth of a baby, mothers after returning from maternity leave work part-time with full salary for the first month, while special support is provided employees in their struggle to start families by reimbursing the costs of in vitro fertilization.

Additionally, UniCredit Group also became the first pan-European bank with EDGE certification. In addition to the bank in Serbia, members of the Group in Hungary, Bulgaria, the Czech Republic, Slovakia, Romania and Croatia also received the EDGE certificate. These banks joined the Group's banks in Italy, Germany and Austria that already have this certificate and are at the very top when it comes to gender equality.

EDGE certification is the leading global standard for Diversity, Equality and Inclusion (DE&I), focused on gender equality in the workplace and equality, providing a holistic framework against which organizations worldwide align. This certificate is a guarantee that the company enables: equal representation of women at the middle, higher and highest levels of management, creating continuous opportunities for advancement and equal income, encouraging men to take advantage of the paid parental leave offered by the bank, which is longer than prescribed by law, and another.

Andrea Orcel, CEO of UniCredit: *“UniCredit is setting an example for sustainable business practices in Europe. I am proud that we have become the first banking industry organisation to hold EDGE Certification in 10 countries, and the first pan-European bank with Global certification. Being a champion in gender diversity, equity and inclusion is an integral part of our culture and reinforces our commitment to a clear set of principles and values as a crucial component of our continued business success. The rich diversity within our team creates the inclusive environment needed to provide best-in-class solutions to our growing client base across Europe.”*

Aniela Unguresan, Founder of EDGE Certified Foundation, enthusiastically remarked: *“UniCredit's achievement in securing global EDGE Certification is a business game-changer. Starting with five of its business entities in 2022 and now expanding to include six more to cover more than 80% of its total workforce, UniCredit demonstrates a deep commitment to Diversity, Equity and Inclusion as a driver of sustainable success. Their global certification speaks volumes about their trust in EDGE as a voluntary standard and independent certification. It is also a strategic move to leverage a diverse talent pool, setting new benchmarks for an inclusive and equitable workplace for all. By becoming globally EDGE Certified, UniCredit is not just creating a heartwarming narrative; they are pioneering the future of business – diverse, equitable, inclusive, and exceptionally innovative. Congratulations!”*

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, and 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 three product factories: Corporate and Individual Solutions,



and Group Payment 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.

Digitalization 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.

About EDGE Empower®

EDGE Empower® is an integrated SaaS-based Diversity, Equity & Inclusion (DE&I) solution empowering organisations to be more diverse, equitable, and inclusive, to make meaningful change in the workplace, and to change business and society for the better.

EDGE Empower® combines the power of the latest tech, DE&I expert knowledge and experience, as well as independent verification and certification into one single solution. EDGE Empower is brought to the market by EDGE Strategy LTD, a business founded in 2013 and based in Zug, Switzerland. EDGE Strategy LTD is currently working with more than 200 large organisations in 47 countries across five continents, representing 30 different industries.

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