

UniCredit Named Top Employer in Serbia for 2024

The Group also received the European level Top Employer Certification

Additional local Top Employer certifications were achieved in Bulgaria, Germany and Italy

Belgrade, January 18th 2024 - UniCredit has been officially certified as a Top Employer in Serbia for its continued commitment to the concrete wellbeing of employees achieved through excellence in HR policies and people practices.

UniCredit also received the European level Top Employer Certification thanks to the local Certifications achieved by the Bank in Bulgaria, Germany, Italy and Serbia as well as by the Group's branch in Poland¹.

Commenting on this achievement, **Siobhan McDonagh, Head of Group People & Culture at UniCredit**, said: *"We are incredibly proud to receive this recognition for another year, tangibly demonstrating our strong focus and commitment to fostering an inclusive and positive working environment for all our people. We continue to transform our bank putting culture and values at its core. This enables us to truly unlock the potential of our people as individuals and professionals to deliver consistent value and better outcomes for all our stakeholders. Collectively, we are building the bank for Europe's future, driving sustainable change for our industry, communities and beyond"*.

Ivana Ivić, Head of People and Culture at UniCredit Bank Serbia and a member of the Management Board, said: *"It is a special honor and pleasure for us to be awarded the Top Employer title for the second year in a row, and the third time. Obtaining such an important certificate confirms our continuous commitment to employees, strengthening their expertise and enabling their further progress. Our bank is distinguished from the market by several initiatives through which we support employees in important moments of their lives, which we are extremely proud of. Dads are allowed to have 20 working days of paid leave after the birth of a child, mothers have the opportunity to work part-time for the first month after returning from maternity leave, and at the same time receive a full salary, and also, the bank reimburses the costs of in vitro fertilization. These are just some of the benefits that influenced us to be recognized as an employer worthy of the Top Employer certificate. We will continue to build a strong cultural foundation for our bank by embedding the values of integrity, responsibility and care in everything we do"*.

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.

Top Employers Institute CEO David Plink commented: *"Exceptional times 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 2024. 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 announce and celebrate this year's group of leading people-oriented employers: the Top Employers 2024."*

The programme has certified and recognised over 2300 Top Employers in 121 countries/regions across five continents.

¹ UniCredit SpA branch in Poland



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. In 2024, Top Employers Institute has certified more than 2300 organisations in 121 countries/regions. These certified Top Employers positively impact the lives of over 12 million employees globally. Top Employers Institute. For a better world of work.

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