

## UniCredit Bank is the Top Employer in Serbia for 2025

**Belgrade, January 17, 2025** - For the third year in a row, and for the fourth time in total, **UniCredit Bank has been officially certified as a Top Employer in Serbia**, excelling in the application of best practices and policies in the field of human resources.

At the same time, for the ninth year in a row, UniCredit Group was officially certified as a Top Employer in Europe, with local certificates that, in addition to Serbia, were also received by banks in Austria, Bosnia and Herzegovina (Mostar), Germany, Italy, Romania and the Group's branch in Poland.

**Ivana Ivić, member of the Management Board and Head of People & Culture at UniCredit Bank Serbia**, said on this occasion: *“For the fourth time, this certificate recognized not only the culture and values that are the basis of our business environment, but also a confirmation that investment in employees has a direct positive impact on all business results. We are continuously committed to strengthening the expertise of our employees as well as enabling their further progress. Several initiatives set us apart in the market in terms of our attitude towards employees and the support we provide them at important moments in their lives. For example, I would like to highlight the possibility that after returning from maternity leave, mothers have the opportunity to work part-time for the first month, and at the same time receive full salary, while fathers are allowed to have 20 working days of paid leave after the birth of a child. Also, all employees are allowed to use one day of the year to spend time with their loved ones. Of course, I emphasize that these are only some of the benefits that have influenced us to be recognized again as an employer worthy of such a certificate. In the future, we will continue to invest in the development of our employees, innovative programs and thereby create an even better working environment by incorporating the values of integrity, responsibility and care in everything we do.”*

**Siobhán McDonagh**, Head of Group People & Culture at UniCredit, commented: *“We are very proud that the Top Employer Institute has once again recognised our ongoing dedication to creating a workplace where every individual feels valued, respected and empowered to thrive. By fostering a culture of inclusivity, well-being, and continuous growth, we enable our people to unlock their full potential, driving not only personal success but also creating lasting value for our customers, communities, and stakeholders across Europe.”*

Being certified as a Top Employer showcases UniCredit’s dedication to building a better place of work, as demonstrated by excellent HR policies and people practices. Over the years, we have channelled our efforts into driving a substantial cultural transformation, striving to redefine our future and position ourselves as the bank for Europe’s future.

**David Plink** Top Employers Institute CEO, says: *“Consistency in a not-so-consistent world? Amidst constant change - through technological advances, economic shifts, and evolving social landscapes—it is inspiring to see people and organisations rise to the challenge. This year, the Top Employers Certification Programme highlights the dedication of our Top Employers as they continue to set the standard, consistently delivering world-class HR strategies and practices. These Top Employers strive to foster growth and wellbeing, all while enriching the world of work. We are proud to celebrate these people-first leaders and teams as the Top Employers for 2025!”*



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 & Inclusion, Wellbeing and more.

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**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 three product factories, Corporate, Individual and Group Payments 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.*

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**About Top Employers Institute**

*Top Employers Institute is the #1 global authority on HR strategies. Through its world-leading certification and data-led insights, it guides and empowers organisations to deliver transformational people practices, drive business outcomes, and attract, engage, and retain top talent.*