

PRESS RELEASE

UniCredit targets 20 per cent women in senior leadership roles by 2022

Part of the Bank's Diversity Action Plan

Milan 5 October 2018 – UniCredit today announced a Group-wide target of 20 per cent¹ women in senior leadership roles by 2022 as part of the Bank's Diversity Action Plan and further to its commitments related to joining the UK's [HM Treasury Women in Finance Charter](#) in July 2018. The Bank will also appoint one member of the senior executive team as responsible and accountable for gender diversity and inclusion in the Group.

Jean Pierre Mustier, CEO of UniCredit, commented: "Diversity is crucial to ensuring innovation and sustainable returns. UniCredit, as a pan-European bank, is enriched by our diverse workforce and we are fully committed to creating a positive working environment where all talents, skills and experience are valued and different points of view can be openly expressed. This is key to achieving our goal of being one of the best employers in the European financial sector. Gender balance is an important part of this and we recognise that we still have a long way to go on that front. We are taking decisive actions to continuously improve the diversity and gender balance across all levels of our Group and the 20 per cent by 2022 target is one clear example of this."

Further, specific gender balance targets will be put in place for select top management roles, including targets on gender pay gap / balance and on gender diversity initiatives more generally. Additional targets have also been set, both at the Group and local level, such as: increasing the number of women in the promotion process for leadership roles, monitoring short list distribution and ensuring that women have equal opportunities in the recruitment process.

Progress against the diversity and inclusion targets is tracked through the Gender Balance Dashboard and published externally in the annual Group Integrated Report. The 20 per cent Group-wide target will be part of the Bank's Diversity Action Plan launched in 2017 with a focus on developing and supporting diversity at all levels through specific initiatives related to: recruitment and talent; professional development; remuneration; work-life balance; information and education. In 2018, a Diversity & Inclusion Committee was established to monitor the progress of these initiatives.

For further information on UniCredit's Diversity & Inclusion initiatives please visit: <http://www.unicreditgroup.eu/diversity&inclusion>

About the Women in Finance Charter

The Charter is a commitment by the UK's HM Treasury and signatory firms to work together to build a more balanced and fair industry. Firms that sign up to this Charter are pledging to be the best businesses in the sector. The Charter commits firms to supporting the progression of women into senior roles in the financial services sector, recognises the diversity of the sector and that firms have different starting points regarding gender balance, and requires firms to publicly report on progress to deliver against their internal targets to support the transparency and accountability needed to drive change.

About UniCredit

UniCredit is a simple successful pan-European Commercial Bank, with a fully plugged in CIB, delivering a unique Western, Central and Eastern European network to its extensive client franchise: 26 million clients. UniCredit offers both local and international expertise to its clients, providing them with unparalleled access to leading banks in its 14 core markets through its European banking network: Italy, Germany, Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Hungary, Romania, Russia, Serbia, Slovakia, Slovenia and Turkey. Leveraging on an international network of representative offices and branches, UniCredit serves clients in another 18 countries worldwide.

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¹ +/- 1 per cent.