

UniCredit renews the EDGE Certification® across Europe, reconfirming the Global Status

Belgrade, March 9, 2026 – UniCredit Bank has confirmed its leadership in gender equality and inclusion by renewing its EDGE certification in ten European countries: Serbia, Austria, Bulgaria, Croatia, the Czech Republic, Germany, Hungary, Italy, Romania and Slovakia. Together, these markets represent more than 80% of its employees, making UniCredit the first and only pan-European bank to be recertified at such a scale and to meet the requirements for the prestigious EDGE global certification.

The EDGE certification is the world's leading standard for workplace fairness, assessing organizations through a rigorous process that examines gender representation, pay equity, inclusive policies and the daily cultural experience of employees. It combines quantitative HR data, a review of policies and practices and employee feedback to offer a clear and honest overview of how effectively an organization supports equal opportunities. This year's results show that the Group has made significant and measurable progress.

What stands out most is the consistency of this progress. The representation of women in top management exceeds 30% in all certified entities, and the leadership process shows a strong representation of women advancing from junior to senior levels. The results confirm that gender diversity is not just a stated ambition but an outcome that is increasingly visible in our leadership structures.

Across the Group, employee perceptions show strong confidence in fair employment practices and a high willingness to recommend the organization - clear indicators of a solid foundation of trust, pride and engagement in most entities. These insights add nuance to the overall picture of inclusion, highlighting areas where views differ and where continued attention can foster an even more consistent and positive experience for our people.

Ivana Ivić, Member of the Executive Board and Director of People Development and Organizational Culture, said: *“The renewal of the EDGE certification in ten countries confirms our continued commitment to building an inclusive and progressive work environment. This success reflects, first and foremost, the joint effort of all our teams, but also the common will of all of us to build a culture in which everyone has the opportunity to contribute, grow and progress.”*

Looking ahead, UniCredit Bank remains committed to improving gender balance at all levels of the organization. This includes further progress in gender pay equality, a continued focus on fair and transparent people processes, wider access to mentoring and career development opportunities, as well as through increased use of parental leave. These efforts are supported by a continued focus on inclusive leadership, ensuring that equality is embedded in the way we lead, make decisions and grow.



Together, these achievements form a unique journey of the entire Group towards creating a more diverse, fair and inclusive UniCredit.

UniCredit Bank Serbia is **the first company in Serbia** to receive certification under the EDGE global standard for gender equality and inclusion in 2023.

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 thrive, delivering best-in-class services for all stakeholders, unlocking the potential of our clients and our people across Europe.

We serve more than 15 million clients worldwide. They are at the heart of everything we do in all our markets. UniCredit is organised across four key regions and two product development, corporate and individual solutions centres. This allows us to be close to our clients and to leverage the experience of the entire Group to develop and offer the best products in all our markets. Digitalisation and our commitment to ESG principles are key drivers of our services. They help us deliver excellence to our stakeholders and create a sustainable future for our clients, our communities and our people.