

Do the right thing!



2020

UNEP FI Principles for Responsible Banking reporting

UniCredit



Reporting and self-assessment requirements	High-level summary of bank's response	Reference(s)/link(s) to bank's full response/ relevant information	
Principle 1: Alignment We will align our business strategy to be consistent with and contribute to individuals' needs and society's goals, as expressed in the Sustainable Development Goals (SDGs), the Paris Climate Agreement and relevant national and regional frameworks.			
1.1 Describe (high-level) your bank's business model, including the main customer segments served, types of products and services provided, the main sectors and types of activities, and where relevant, the technologies financed across the main geographies in which your bank has operations or provides products and services.	UniCredit is a Pan-European Commercial Bank, with a fully plugged-in Corporate & Investment Banking, delivering a unique Western, Central and Eastern European network to its extensive and growing customer franchise. We meet real customer needs with real solutions which harness synergies between our businesses: Corporate & Investment Banking, Commercial Banking and Wealth Management. We offer local and international expertise, providing unparalleled access to market leading products and services in 13 core markets through our European banking network. Leveraging an international network of representative offices and branches, UniCredit serves customers in 16 other countries worldwide.	Corporate Website https://www.unicreditgroup. eu/en/unicredit-at-a-glance. html?topmenu=INT-TM_ ABO0_en052 https://www.unicreditgroup. eu/en/business.html Integrated Report 2020 • Our business model, page 38	
1.2 Describe how your bank has aligned and/or is planning to align its strategy to be consistent with and contribute to society's goals, as expressed in the Sustainable Development Goals (SDGs), the Paris Climate Agreement, and relevant national and regional frameworks.	Sustainability is part of UniCredit's DNA and a key component of its business model. The core of our business is to support customers and stakeholders in managing social and environmental challenges and financing their investments for a sustainable future. In this respect, we have set a number of strategic ESG targets and commitments and we are continuously integrating working practices which are aligned to society's goals.	Corporate Website: https://www.unicreditgroup. eu/en/a-sustainable-bank/ sustainability-strategy.html Integrated Report 2020 • Our Commitment to a more sustainable world, page 4 • Our Strategy, page 18 • Stakeholders engagement, page 32 • Our business model, page 38 • Social and relationship Capital, page 64	

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Principle 2: Impact and Target Setting

We will continuously increase our positive impacts while reducing the negative impacts on, and managing the risks to, people and environment resulting from our activities, products and services. To this end, we will set and publish targets where we can have the most significant impacts.

2.1 Impact Analysis:

Show that your bank has identified the areas in which it has its most significant (potential) positive and negative impact through an impact analysis that fulfills the following elements:

- <u>Scope</u>: The bank's core business areas, products/services across the main geographies that the bank operates in have been as described under 1.1. have been considered in the scope of the analysis.
- <u>Scale of Exposure</u>: In identifying its areas of most significant impact the bank has considered where its core business/its major activities lie in terms of industries, technologies and geographies.
- c. <u>Context & Relevance:</u> Your bank has taken into account the most relevant challenges and priorities related to sustainable development in the countries/regions in which it operates.
- d. Scale and intensity/salience of impact: In identifying its areas of most significant impact, the bank has considered the scale and intensity/ salience of the (potential) social, economic and environmental impacts resulting from the bank's activities and provision of products and services.

(Your bank should have engaged with relevant stakeholders to help inform your analysis under elements c) and d))

Show that building on this analysis, the bank has

- identified and disclosed its areas of most significant (potential) positive and negative impact
- identified strategic business opportunities in relation to the increase of positive impacts/reduction of negative impacts

The viability of our business depends on our ability to create and sustain strong relationships with customers and the wider community. In our approach we aim to generate positive impact on society by improving how people live and how businesses operate, as well as by supporting the well-being and competitiveness of the countries in which we work.

UniCredit contribution to SDGs UniCredit strongly supports the United Nations 2030 Agenda for Sustainable Development. An attentive assessment of our initiatives and their positive impacts on society has allowed UniCredit to actively contribute to the achievement of the UN SDGs.

- Paris Agreement Portfolio Composition Analysis The PACTA methodology enables banks to measure the alignment of their corporate lending portfolios with climate scenarios (e.g. International Energy Agency - IEA's Sustainable Development Scenario – SDS) across a set of key climaterelevant sectors and technologies. It represents a step forward in the climate scenario analysis for lending. Banks can use this information to help steer their lending portfolio, to inform their decisions around climate target setting and to gain insights into their engagement with customers on their respective climate actions. In 2020 UniCredit completed the test and will continue to work and deep dive preliminary results from this PACTA in 2021.
- EBA Sensitivity pilot exercise

In 2020 UniCredit voluntarily signed up to the first sensitivity exercise launched by European Banking Authority (EBA) and run at EU level. The pilot aims to:

- make a preliminary estimate of the amount of sustainable exposures, based on EU green taxonomy and held by EU banks
- test different methodologies to classify sustainable exposures (learning exercise)
- explore main data and methodological challenges for banks to assess

The exercise could be considered as a starting point for future climate risk assessment by the EBA sensitivity analysis (e.g. impact from an increase in the risk parameters on bank exposures). The data was submitted in December 2020 and results will be shown in the final EBA report in the first quarter of 2021 at aggregated level

 Social Impact Banking project Social Impact Banking (SIB) is UniCredit's commitment to building a fairer and more inclusive society by identifying, financing and promoting initiatives that can have a positive social impact.
 The programme, which started in Italy at the end of 2017, has now been extended to 10 other Group countries. SIB allows UniCredit to help people at risk of financial exclusion and companies committed to addressing social issues.
 Our commitment to the Group's strategy-T23 plan objectives to be achieved by 2023:

€1 bn target of disbursed loans (€225.1 m actually

- Integrated Report 2020Value Creation, page 14Our Strategy, page 18
- Stakeholder Engagement, page 32
- Business Model, page 38
- Risk Management, page 48
- Social and relationship Capital, page 64
- Natural Capital, page 78

Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Impact Analysis.

We have made progress on the implementation of the PRB but still have to work on the development and testing of a fully-fledged methodology to analyse all impacts of the Group activities.

disbursed as at 2020)

Reporting and self-assessment requirements	High-level summary of bank's response	Reference(s)/link(s) to bank's full response/ relevant information		
 2.2 Target Setting Show that the bank has set and published a minimum of two Specific, Measurable (can be qualitative or quantitative), Achievable, Relevant and Time-bound (SMART) targets, which address at least two of the identified "areas of most significant impact", resulting from the bank's activities and provision of products and services. Show that these targets are linked to and drive alignment with and greater contribution to appropriate Sustainable Development Goals, the goals of the Paris Agreement, and other relevant international, national or regional frameworks. The bank should have identified a baseline. Show that the bank has analysed and acknowledged significant (potential) negative impacts of the SUG/climate change/society's goals and that it has set out relevant actions to mitigate those as far as feasible to maximize the net positive impact of the set targets. 	In 2019 UniCredit announced its ESG targets as part of a long- term commitment to sustainability. Sustainability is part of our Group's DNA and a key component of our business model	Integrated Report 2020 • Our Strategy, page 18		
Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding target setting. As announced in November 2019, UniCredit has set several ESG targets fully integrated in the Group business strategy.				
 2.3 Plans for Target Implementation and Monitoring Show that your bank has defined actions and milestones to meet the set targets. Show that your bank has put in place the means to measure and monitor progress against the set targets. Definitions of key performance indicators, any changes in these definitions, and any rebasing of baselines should be transparent. 	In order to strengthen our sustainability performance, in 2020 an international external advisor was involved in implementing the actions necessary for our journey towards ESG strategic objectives.	Integrated Report 2020 • Our Strategy, page 18		
	if it has fulfilled the requirements regarding Plans for Target Implement	ation and Monitoring.		
We have put in place a specific project for the pur our targets.	rpose of implementing our ESG Strategic objectives and we are constant	y monitoring the achievement of		
 2.4 Progress on Implementing Targets For each target separately: Show that your bank has implemented the actions it had previously defined to meet the set target. Or explain why actions could not be implemented/needed to be changed and how your bank is adapting its plan to meet its set target. Report on your bank's progress over the last 12 months (up to 18 months in your first reporting after becoming a signatory) towards achieving each of the set targets and the impact your progress resulted in. (where feasible and appropriate, banks 	In our 2020 Integrated Report we show progress of our sustainability performance against our ESG commitments and targets. We have already achieved some of them and are well on track for the ones remaining, again demonstrating the strategic importance that sustainability has for UniCredit and all its employees.	Integrated Report 2020 • Our Strategy, page 18		
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should include quantitative disclosures).	if it has fulfilled the requirements regarding progress on implementing	tardata		

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Principle 3: Clients and Customers We will work responsibly with our clients and our prosperity for current and future generations.	customers to encourage sustainable practices and enable economic act	tivities that create shared
3.1 <i>Provide an overview</i> of the policies and practices your bank has in place and/or is planning to put in place to promote responsible relationships with its customers. This should include high-level information on any programmes and actions implemented (and/or planned), their scale and, where possible, the results thereof.	All our activity is guided by policies, principles, and frameworks to ensure we behave responsibly in everything we do. The Joint Declaration on Responsible Sales signed with UniCredit European Works Council promotes joint principles and guidelines regarding UniCredit's commercial approach.	Corporate Website https://www.unicreditgroup. eu/en/a-sustainable-bank.html Integrated Report 2020 • Human Capital Supplement, page S.32
3.2 Describe how your bank has worked with and/or is planning to work with its clients and customers to encourage sustainable practices and enable sustainable economic activities. This should include information on actions planned/implemented, products and services developed, and, where possible, the impacts achieved.	Over the years UniCredit has developed an effective and regular dialogue with customers allowing the Bank to identify critical ESG aspects which are increasingly being incorporated in our product offering and dialogue with commercial customers. The Group is partnering with customers in the shift to a low- carbon economy and has set up a Sustainable Finance Advisory Team to deepen dialogue on ESG topics and facilitate their access to Europe's green financing market. Additionally, the Group has worked to strengthen its offer to vulnerable customers thanks to our <i>Social Impact Banking</i> project.	Corporate Website https://esg.brochure.unicredit- cib.eu/ https://www.unicreditgroup. eu/en/a-sustainable-bank/ sustainability-governance. html?topmenu=INT-TM_ SUS02_en097 Integrated Report 2020 • Our Strategy, page 18 • Stakeholder Engagement, page 32 • Natural Capital, page 78

Reporting and	self-assessment			
requirements				

High-level summary of bank's response

Reference(s)/link(s) to bank's full response/ relevant information

Principle 4: Stakeholders

We will proactively and responsibly consult, engage and partner with relevant stakeholders to achieve society's goals.

Listening to our stakeholders has always been the underlying principle at UniCredit, leading us to regularly invest in mutual feedback activities. We systematically collect and assess opinions and concerns expressed by our stakeholders and promptly respond to their observations.

Our dialogue with the stakeholders follows a two-pronged approach, aiming at understanding both who and what our business activities affect as well as how our business development is affected, in order to manage risks and opportunities efficiently.

A greater awareness of the topics that interest our stakeholders can enable us to make more meaningful decisions and promote a more sustainable strategy, investing in long-term value creation and generating positive impacts.

We have identified the following stakeholders:

Customers

engaged via customer satisfaction assessment, brand reputation assessment, mystery shopping, instant feedback, focus groups, workshops, seminars

Colleagues

engaged via the People Survey, internal customer perception of headquarter services, Group Intranet Portal, departmental online communities

- Investors/Shareholders
 engaged via quarterly webcasts and conference calls to present
 results, one-on-one and group meetings, calls, shareholders'
 meeting
- Regulators
 engaged via one-on-one and group meetings, calls

Communities

engaged via surveys, social media

Thanks to this all-embracing engagement, we are able to continue our materiality analysis and leverage the resulting matrix as a tool to support business strategy in order to create value and positive impacts over the long term.

In line with our effort to constantly improve the materiality analysis process, a strong engagement has been shown also at top management and Board level through the several meetings of the Board of Directors and the Corporate Governance, Nomination and Sustainability Committee (CGNS), overviewing ESG topics and our sustainability strategy. In this context, in 2020 all relevant ESG initiatives at Group level were linked to material topics, supporting the final shaping of the new ESG strategic plan. In so doing, the relevance of SDGs was also considered by identifying the areas in which UniCredit wishes to enhance its contribution and improve impacts with respect to the current situation. We believe that fully integrating our sustainability approach into our business strategies allows us to respond promptly to the risks and opportunities arising from material issues. In addition, we are able to assess our initiatives and their positive impacts on society with an active contribution to the achievement of the UN SDGs.

- Integrated Report 2020
- Stakeholder Engagement, page 32 and Supplement page S.30

4.1 Describe which stakeholders (or groups/ types of stakeholders) your bank has consulted, engaged, collaborated or partnered with for the purpose of implementing these Principles and improving your bank's impacts. This should include a high-level overview of how your bank has identified relevant stakeholders and what issues were

addressed/results achieved.

Reporting and self-assessment requirements

High-level summary of bank's response

Reference(s)/link(s) to bank's full response/ relevant information

Principle 5: Governance & Culture

We will implement our commitment to these Principles through effective governance and a culture of responsible banking.

5.1	Describe the relevant governance structures, policies and procedures your bank has in place/is planning to put in place to manage significant positive and negative (potential) impacts and support effective implementation of the Principles.	The PRB are part of the overall ESG Strategy of the Group. Their implementation is ensured by the Sustainability Governance of the Bank which is steered by the Board Committee on Corporate Governance, Nomination and Sustainability, by the Executive Management Committee Chaired by the CEO and by the newly created Service Line Group ESG Strategy & Impact Banking.	 Integrated Report 2020 Governance, page 46 and Supplement page 5.12
5.2	Describe the initiatives and measures your bank has implemented or is planning to implement to foster a culture of responsible banking among its employees. This should include a high-level overview of capacity building, inclusion in remuneration structures and performance management and leadership communication, amongst others.	 Capacity Building In 2020 a vast range of education activities aimed at engaging colleagues and customers on ESG topics was put in place in particular from the Sustainable Finance Team. Remuneration Structures and Performance Management Sustainability is fully integrated into our business and decision-making process. As a further confirmation of our commitment to ESG Topics, Sustainability KPIs have been formally embedded in the 2020-23 <i>Long-Term Incentive Plan</i> (LTIP) for the CEO, Top Management and other Key Players in the Group. Awareness Campaign In 2020 we launched an internal campaign on the awareness and engagement of ESG topics for our employees with the aim of: announcing UniCredit's commitment to sustainability and the onboarding of UniCredit people generally creating a sustainability culture by increasing engagement, focussing on concrete and targeted messages and stimulating virtuous behaviours. After the launch, the idea is to make the campaign a periodic appointment with contents that provide employees with the latest news and insights about the world of sustainability. Among the initiatives launched in the past year to raise awareness on responsible banking among colleagues, a specific project focused on collecting, promoting and sharing best practices on environmental initiatives in the Real Estate area. Leadership Communication A video message of the Head of ESG Strategy on the PRB Anniversary was recorded for the Anniversary Ceremony in September 2020 and was published on the Group Intranet and on Social Media.	Integrated Report 2020 • Natural Capital, page 78 Integrated Report 2019 • Governance, page 22 https://www.linkedin. com/posts/unicredit_ sustainability-unicredit- unicredit4esg-activity- 6714089667760799744- HPDb
5.3	 Governance Structure for Implementation of the Principles Show that your bank has a governance structure in place for the implementation of the PRB, including: target-setting and actions to achieve targets set remedial action in the event of targets or milestones not being achieved or unexpected negative impacts being detected. 	The PRB are fully embedded in the overall ESG Strategy of the Group, designed, monitored and implemented by the Sustainability Governance defined in point 5.1. Coordination in the implementation of the Principles is the responsibility of the Group Sustainability Unit, part of the Group ESG Strategy & Impact Banking Service Line which is also in charge of engaging other functions of the bank required for the implementation of the PRB. The Group Sustainability Unit is also in charge of the periodic reporting on PRB Implementation.	Integrated Report 2020 Governance, page 46

Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Governance Structure for implementation of the Principles.

UniCredit has an effective and clear Sustainability Governance in place, further reinforced in 2020 by the creation of the new business line Group ESG Strategy & Impact Banking. This Governance ensures the implementation of the PRB which are a key component of the overall ESG strategy of the Group. Growing efforts are being made on awareness and engagement on ESG topics for our employees, moving from dedicated communication campaigns on ESG to a more constant communication exercise on sustainability.

Reporting and self-assessment requirements

High-level summary of bank's response

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Principle 6: Transparency & Accountability

We will periodically review our individual and collective implementation of these Principles and be transparent about and accountable for our positive and negative impacts and our contribution to society's goals.

This first Report offers an overview of our main achievements in implementing the Principles.

For a full disclosure on UniCredit's commitments and achievements on sustainability please refer to our 2020 Integrated Report. The guidelines adopted for the preparation of the sustainability information included in the 2020 Integrated Report, including its Supplement, are the "GRI Sustainability Reporting Standards" and the "Financial Services Sector Disclosures," issued by the GRI - Global Reporting Initiative.

Below we list some international initiatives in which the Group is actively involved and for which substantial results were achieved in 2020 in relation to certain areas of major impact of the Bank's activity:

Equator Principles

UniCredit has adopted the Equator Principles (EP) as a financial industry benchmark for determining, assessing and managing environmental and social risk in projects. We continue to be engaged in the work of the association and to participate in specific working group initiatives aligned with our strategy, geographical scope and business footprint. In the past year we evaluated 62 projects under EP, 17 of which were financed. In 2020, UniCredit externally committed to the adoption of EP4, with the approval of a new set of rules taking effect from 1 July 2020.

Controversial Sector Policies

In 2020 we issued our new coal policy with the clear commitment to exit financing of the coal sector and of the coal-related sector within 2028.

Moreover, in 2019, in order to strengthen our approach on fossil fuels, a policy covering the Oil and Gas (O&G) sector was also approved and published. It identifies the Arctic and Non-Conventional O&G (NCOG) industry sector and defines the rules for reputational risk assessment.

Human Rights

Over the years we have continued to reinforce our approach to human rights, evolving towards the expectations of our stakeholders. This approach is based on international declarations and conventions, standards, principles, guidelines and recommendations, including The Universal Declaration of Human Rights and the International Labour Organization's Fundamental Human Rights Conventions.

We are committed to fighting modern slavery and human trafficking in our business and supply chains. In this regard, UniCredit is also compliant with section 54 of the United Kingdom's Modern Slavery Act 2015.

At the beginning of 2019, UniCredit signed a Global Framework Agreement (GFA) with UNI Global Union. The agreement strengthens the dialogue between the two parties on human rights and fundamental labour rights and confirms the Group's commitment to the highest international standards in this area. The document includes, inter alia, a specific commitment to protecting human rights, in alignment with the Group's code of conduct and the general environmental and social principles and in observance of the United Nations Guidelines on Business and Human Rights.

There has been a continued support of a constructive dialogue with stakeholders by participating in working groups and forums such as the Thun Group. The Thun Group is an informal group of bank representatives and experts on environmental and social/human rights topics working

together on further understanding the United Nations Guiding Principles for managing human rights impacts in the activities of banks. UniCredit Website

https://www.unicreditgroup. eu/en/a-sustainable-bank/ sustainability-reporting.html

https://www.unicreditgroup. eu/content/dam/ unicreditgroup-eu/documents/ en/sustainability/our-vision-ofa-sustainabile-bank/policiesand-guidelines/Human-Rights-Commitment_vers.1.pdf

https://www.unicreditgroup. eu/content/dam/ unicreditgroup-eu/ documents/en/ sustainability/sustainabilitygovernance/2019-UniCredit-Statement-on-Modern-Slavery-Act-and-Human-Trafficking_ siqned.pdf

https://www.unicreditgroup. eu/en/press-media/pressreleases/2019/unicredit-euni-global-union-firmano-unaccordo-internazionale-p.html

Integrated Report 2020

- Report Structure page 2
- Risk management, page 48
- Natural Capital, page 78
- Supplement Risk management, page S.16

6.1 Progress on Implementing the Principles for Responsible Banking

> Show that your bank has progressed on implementing the six Principles over the last 12 months (up to 18 months in your first reporting after becoming a signatory) in addition to the setting and implementation of targets in minimum two areas (see 2.1-2.4).

Show that your bank has considered existing and emerging international/ regional good practices relevant for the implementation of the six Principles for Responsible Banking. Based on this, it has defined priorities and ambitions to align with good practice.

Show that your bank has implemented/ is working on implementing changes in existing practices to reflect and be in line with existing and emerging international/ regional good practices and has made progress on its implementation of these Principles.

Please provide your bank's conclusion/statement if it has fulfilled the requirements regarding Progress on Implementing the Principles for Responsible Banking.

In the past year UniCredit has progressed in its journey towards responsible banking and the implementation of the PRB. The Integrated Report provides a comprehensive view of UniCredit's commitment to ESG topics.



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