

Raising standards to protect the environment.



UniCredit is an environmentally conscious institution and, in Slovakia, it has instituted an energy management system that complies with the STN EN 16001 EMS certification standards. This is the bank's second such certification, building on an earlier ISO 14001 certification, and underscores its commitment to reducing emissions and protecting the environment from further climate change. This was a concrete endorsement of the articulated project of lower energy costs. The development of sustainable energy programmes is strategic both for the European Union and for UniCredit which has its own project named Environmental Programme Sustainability. A tangible and certified answer to an issue of great social importance.

Environment and Suppliers

PRIORITIES 2012

Maintain our Eco-Management and Audit Scheme (EMAS) registration and extend it to encompass its newly expanded scope

Update our product specification sheets to include social and environmental standards for our procurement processes

Finish testing and assessing our Group's model for carbon risk management

Reduce our carbon emissions by 15 percent by year-end since 2008

Priorities 2011

Define final metrics for our carbon model and begin analysis of the underlying impacts of financed emissions, based on test results

Complete and implement product sheet (specifying social and environmental standards for procurement), train the buyers

Increase training on environmental impacts (direct and indirect)

Extend EMAS registration to the new entities of UniCredit S.p.A.

Key achievements 2011

Partially achieved: Testing is underway in our Corporate & Investment Banking division in Germany. Results are expected to be delivered the first half of 2012

Partially achieved: We have designed and tested the first product sheets and upgraded our supplier selection system

Achieved: We provided training to more than 100 representatives from our Organization Business Partner network on our environmental management system

Achieved: The extension has been completed. To harmonize data collection procedures, the evaluation period to retain our EMAS registration has been postponed to mid-2012

Our Environmental Management Systems

Our Group operates several different environmental management systems (EMS) within our different territories and legal entities. UniCredit S.p.A. observes the standards of the European Union's Eco-Management and Audit Scheme (EMAS), which was selected with the aim of taking an increasingly standardized approach to evaluating and reporting on our Group's environmental performance.

Expanding our EMAS scope in response to One4C

UniCredit consolidated the bulk of its operations in Italy within the UniCredit S.p.A. corporate structure in 2010, a process that represented part of our One4C organizational changes. In 2011, we began to revise our EMAS program, which previously applied only to our headquarter operations, to expand it in line with UniCredit S.p.A.'s new structure. Our EMAS program is now being extended to cover operations involving more than 40,000 employees working across some 5,000 sites in Italy.

The enlarged scope of our EMAS program will represent a best practice in the European banking sector, as UniCredit will be the first financial institution to apply EMAS to such an extensive set of facilities and operations. Considerable effort has gone into expanding the scope of our EMAS registration, both in terms of training the responsible personnel and building our capacity to manage the substantial new streams of related data.

Direct impacts

The direct environmental impacts assessed by our EMAS program relate to the physical operations of our offices and branches. As a starting point in assessing these impacts across the new EMAS scope, UniCredit surveyed a representative sampling of our branches, offices and other sites, categorized according to size, location and function.

The dramatic expansion of the EMAS to so many sites requires the extensive involvement of our Real Estate unit.

This unit will provide appropriate training to its building management staff in 2012 and will begin to use them to implement EMAS measures and assess compliance at all the relevant business sites.

Indirect impacts

The indirect impacts covered by the program include the downstream effects of our business activities as well as the upstream effects related to the activities of our suppliers. As a result, we have developed a revised EMAS methodology that incorporates environmental considerations into our procurement, credit processes, export finance, project finance and other banking activities. These revisions are in keeping with our Groupwide model and cover the bulk of our operations in Italy.

The majority of these activities did not fall within the operational scope of UniCredit S.p.A. prior to our One4C organizational changes. Applying the EMAS standards to these activities has required the involvement of a number of business units and functions.

Training personnel and implementing our EMAS program in the context of this greatly expanded scope will continue in 2012.

EMAS training to our Organizational Business Partners

Expanding the scope of our EMAS certification involves training our Group's Organizational Business Partners, our colleagues who are responsible for procurement and office management at thousands of business sites. To raise their awareness of environmental data collection and oversight, we have held six customized, one-day EMAS training programs in Bologna, Milan and Rome. To date, more than 100 employees have participated.

Tracking CO₂ emissions at UniCredit Bank Austria AG

UniCredit Bank Austria AG relies on an environmental management system (EMS) that is certified according to the ISO 14001 standard. The bank's EMS certification was received in May 2011 and applies to its central administrative office and its branch offices.

One of the current key objectives of the EMS is to reduce carbon dioxide emissions produced by our facilities in Austria by 30 percent by 2020.

To achieve this, the EMS tracks UniCredit Bank Austria AG direct and indirect environmental impacts. Direct impacts include our internal consumption of resources and the waste we generate, while indirect impacts include our environmental repercussions associated with our suppliers. Our procurement processes require that we track the degree to which our suppliers comply with our bank's environmental policies.

Our indirect impacts also include those associated with the activities of organizations and individuals who receive financing from the bank.

As a result, all credit applications must provide information on the potential environmental impacts of the projects in question. In assessing the creditworthiness of an applicant, the environmental factors within the purview of the EMAS and ISO 14001 certifications must be considered.

Our Environmental Sustainability Program

Our Group undertakes a range of activities to minimize the direct impacts of our operations and to take environmental considerations into account in how we operate our business. Chief among them in 2011 have been our carbon inventory and our carbon model with the WWF, which are both under development.

We cut our carbon emissions by 15% ahead of our 2012 target and aim for a 30% reduction by 2020

UniCredit carbon inventory

For the last four years, we have conducted a Groupwide inventory of our scope 1 and 2 carbon emissions. The carbon inventory for 2011 indicated reductions of these emissions, which are now 15 percent lower than in 2008¹. Some of the key sources of this improvement relate to space optimization and improvements in data center efficiency across our Group.

Space optimization

With respect to space optimization, one noteworthy project is Garibaldi Porta Nuova, our new headquarters office complex in Milan. Once it is operational, it will take the place of a number of older

facilities scattered around Milan. Similarly, in Croatia, several older buildings on Samoborska Street will be vacated shortly, and staff will be relocated to a highly energy-efficient new structure.

Projected energy savings Groupwide from all space optimization activities is expected to amount to 65 GWh.

Data center efficiency

Improvements in data center efficiency are being achieved by installing more efficient cooling systems that utilize heat exchangers. Energy recovered from the data centers' air conditioning is used to heat the buildings' offices. Additionally, efficient new electric motors are being used in the cooling towers of our centers.

The improvements performed over the last three years resulted in an estimated decrease of 1,600 tons of aggregate CO₂ emissions at our Group's data centers. This is a significant achievement considering that data centers typically experience annual increases in energy consumption and CO₂ emissions in order to cope with escalating security standards and data flows.

In Italy, our data center at Verona Bassano was upgraded this year with 270 new fan coils, which helped cut energy consumption by 50 percent. The distribution pipes for coolant water were retrofitted, while high-efficiency inverters were put into place for the water-pumping system.

At our Verona Monte Bianco center, a more efficient cooling system was installed, featuring new heat exchangers and an energy recovery system used to heat the building's offices. High-efficiency inverters were put into place for the water-pumping system, and

efficient new motors were installed in the cooling towers.

Our investment in our two Verona data centers generated a total of €63,560 in savings in 2011.

At our data transfer node at Milano Cambi, an efficient new installation was created in a 500-square-meter facility. The use of state-of-the-art technology has improved the site's power usage effectiveness (PUE) from 2.0 to 1.45, with total savings to be calculated next year. Computers will be moved into the new facility in 2012.

At our Group's data center in Tucherpark, Munich, we have installed a comprehensive green cooling system. It is now equipped with a sustainable chilled water system, using water from a nearby canal. This has resulted in an annual reduction in electricity use of roughly 1.4 GWh, corresponding to 510 tons of carbon or the equivalent of 1.4 kg of nuclear waste. This was accompanied by a savings of 50,000 tons of groundwater, which previously required considerable processing and cleaning as well.

Further optimization of the data center is still being planned. In line air cooling will be implemented to further improve efficiency.

In February 2012, more than 60,000 employees conducted 2,000,000 minutes of online conference calls and sent 7,000,000 instant messages

¹ The 2008 GHG inventory baseline data was recalculated using updated emission factors.

Environment and Suppliers

We are closely monitoring our business travel in order to reduce our costs and environmental impacts. UniCredit Bank Austria AG committed to a business trip policy, which evaluates the necessity of every business trip. This policy is available on intranet. Overall we are investing in technology communication to ensure that our employees travel for business meetings only when it is necessary.

Additional projects

Several additional projects designed to reduce our carbon footprint deserve to be mentioned.

In Milan, an energy monitoring smart building pilot project is being carried out in two of our buildings, and will later be extended to all large UniCredit buildings. Energy consumption will likely be reduced by 15 to 30 percent by implementing efficiency measures. The resulting energy savings will result in the improvements paying for themselves in less than two years.

UniCredit's CEE IT Efficiency Program implemented energy savings in the CEE by changing the settings on 2,400 computer workstations in the head office and branch network, putting them into standby mode after roughly an hour of inactivity. Tests carried out in early 2011 demonstrated a 44 percent reduction in power consumption and an annual savings of 65 kg of CO₂ per workstation.

At our data center in Munich's Tucherpark, the building's existing façade is being renovated. With its new windows, it will boast a thermal transmission coefficient of 0.55 W/m²K, a dramatic improvement over the 2.5 W/m²K of the existing façade. A 20 percent savings in energy used for heating is expected.

In Bulgaria, efficient LED lighting is now being used extensively, and automated lighting controls have been installed in the headquarters building. During non-working hours, lights are switched off automatically.

In Germany, an efficient lighting initiative has resulted in the installation of LED lighting in parking structures, utility rooms, bathrooms and other areas.

In Russia, lighting in common areas is now turned off automatically during non-working hours. In the first quarter of 2012, 300 75-watt lamps have been replaced with 60-watt lamps, resulting in a savings of 4.5 kWh. In the second quarter, another 1,192 lamps will be replaced, saving an added 23.9 kWh.

Remote control systems will be installed in roughly 50 of our facilities in Italy in 2012, after installing in more than 60 in 2011. These systems make it possible to monitor energy usage and automate lighting and heating controls. Upon completion of this process, savings of 15,000 MWh will be realized.

Developing a carbon model with the WWF

In 2011, we refined our partnership with the WWF by working together to further develop a model from 2010 that assesses investment opportunities related to reducing the global economy's carbon footprint. This initiative is intended to prepare our Group and our clients for a future characterized by increasingly stringent regulatory regimes for carbon emissions. At UniCredit, we believe that developing our carbon compliance expertise differentiates our services, supports our customers, and reduces the potential economic risks associated with regulatory and market changes in this field.

While developing the model, UniCredit and the WWF assessed how different carbon budgets would affect different regions and business sectors. The budgets, or possible limits to be placed on carbon emissions, were drawn both from existing legislation and from the two-degrees-Celsius scenario. This scenario, in which greenhouse gases cause a global rise in atmospheric temperatures of two degrees Celsius, is accepted by the scientific community as the most severe disruption from which our environment could likely recover. Thus, carbon budgets have commonly been developed to maintain temperatures within this limit. In the future, we envision that this project will contribute significantly to our ability to assess creditworthiness in a manner that gives due weight to climate change considerations.

This model also allows us to define quantitative carbon reduction targets within a given industry, thereby providing guidelines for future adjustments by individual companies. For each specific source of carbon emissions, the model identifies applicable abatement technologies, quantifies potential reductions and assesses implementation costs. Additionally, the model can assess the potential costs incurred by an individual company as it works to achieve either best-in-class performance or compliance with the limits associated with a two-degrees-Celsius scenario.

Our next step will be to assess the accuracy and effectiveness of the model in a confidential collaboration with one of our industrial clients. The goal of this pilot project would be to demonstrate that carbon compliance and efficiency can provide companies with distinct competitive advantages,

partly by reducing their energy costs and economic risks. We expect to test the model with select customers in 2012.

Employee engagement

We have carried out a series of activities groupwide to raise awareness among our employees of our environmental priorities and efforts.

In 2011, we conducted credit risk training on the topic of environmental and social issues and risks. Three training sessions were held and were attended by 75 employees. The F&SME division conducted four training sessions on environmental and social issues and risks, in which a total of 180 employees took part. We also held environmental awareness-raising sessions for 120 executive managers from the F&SME division.

To inform our colleagues about the purpose and scope of the carbon inventory, we have produced two informative videos. One addresses the effects of climate change, while the other contains a presentation by COO Paolo Fiorentino, asking our colleagues to join in the effort to reduce greenhouse gas emissions.

Additionally, our Group has developed a series of cartoons offering lessons on how to save energy, conserve paper and promote sustainable mobility. These are available to all colleagues at our training centers and on our intranet.

On March 26, 2011, our Group participated in Earth Hour, a WWF initiative, which entailed UniCredit turning off its lights for one hour in 47 representative buildings across Europe. In the March 2012 edition of this initiative, the number of buildings

increased to 72. Our participation in this global program was an expression of our commitment to reducing greenhouse gases in solidarity with the WWF. All of our employees were encouraged to participate.

Promoting green investment

In November 2011, Pioneer Investments signed the Global Investor Statement on Climate Change. This statement was released in November, ahead of the UN climate conference in Durban. It sets forth policies and tools that can be implemented at national and international levels that will catalyze private sector investment and move the world towards a low-carbon future.

Financing Renewable Energy Projects

UniCredit is committed to financing promising renewable energy projects. It is a leading financial institution in this field and provides prospective clients with access to its substantial expertise.

Related financial products

As a sustainable bank, we have taken a forward-looking approach to supporting the development of green infrastructure through our financing and other banking products.

For our corporate customers in Italy, we provide medium- to long-term loans to companies that want to take advantage of incentive programs that support investment in photovoltaic systems. These loans typically range from 24 to 120 months in length.

Also in Italy, our Officinae Verdi program provides financing for household electrical generation

systems and other environmental solutions. For further information, see the subsection further below. In Germany, our SME segment maintained its focus on providing loans for green investments. After analyzing the regional, national and supranational subsidy programs available, we developed a short list of the most attractive programs in each region. In 2011, we strengthened our renewable energy loan expertise, both among our SME segment employees and by leveraging the skills of our Energy & Efficiency Advisory competence center. Loans made to projects related to environmental protection and sustainability totaled €394.8 million in 2011.

In CEE, special loans to encourage energy efficiency and renewable energy production are available to households and individuals. In Bulgaria, we provide loans for photovoltaic systems, while in Croatia we offer green housing loans and green car loans designed to raise environmental awareness and reduce global CO₂ emissions.

**€8.1 billion in loans
for renewable energy
projects**

Environment and Suppliers

As of year-end, UniCredit had a portfolio of €8.1 billion in loans for renewable energy projects, involving photovoltaic power plants (53%), wind farms (37%) and other renewable energy sources – biomass, hydropower and geothermal – (10%). Of this amount €3.0 is financed by Project and Commodity Finance.

UniCredit Leasing (UCL) financed renewable energy transactions totaling €2.1 billion in 2011, which contributed significantly to climate protection and sustainability across Europe. UniCredit Leasing concluded a record number of solar energy transactions, with more than 350 peak megawatts of installed capacity, based on roughly €1 billion in new financing.

In particular we financed two special wind turbines, including the Enercon E-126 model, which was financed by UniCredit Leasing Austria. It is the largest such equipment in the world with a rotor diameter of 126 meters. UCL Austria and UniCredit Bank Austria AG also concluded a €280 million financial lease transaction for Austria's largest wind park, which will be built between 2012 and 2014 and will generate 200 megawatts of installed capacity.

In CEE, UniCredit increased its portfolio to more than €1.2 billion in loans for renewable energy projects in the Czech Republic, Bulgaria, Romania and Slovakia. UniCredit Leasing completed financing a series of photovoltaic plants in the Czech Republic, with €80 million in transactions executed at attractive margins. Leasing colleagues in CEE also developed local cash flow-based leasing transactions, which are currently in progress.

Update on our engagement in Desertec

In 2010, UniCredit became a shareholder in the Desertec Industrial Initiative (Dii), a private sector initiative founded by the Desertec Foundation in 2009. The consortium's initial goal is to develop solar and wind resources in the Middle East and North Africa (MENA) on a large scale. The aim is to create markets for the renewable energy resources of MENA's deserts in a way that will yield substantial benefits for the local economies and generate up to 15 percent of Europe's power needs by 2050. Dii's first pilot project is expected to go into production in Morocco in 2014 or 2016, depending on the availability of photovoltaic solar power (PV) or concentrated solar power (CSP) technology. Additional projects in Algeria and Tunisia are currently in the planning phase. By the end of 2012, the initiative is expected to provide the concrete plan, Desert Power Perspectives 2050, for the development of these resources in Europe, the Middle East and North Africa, with guidelines on the necessary investments.

After launching in 2009, Dii now has the support of 56 corporations, scientific associations and other partners in the Middle East, North Africa and Europe. In 2011, the Algerian energy company Sonelgaz signed a collaboration agreement with Dii to develop renewable energy in the Algerian desert. Dii also signed an agreement with Medgrid to cooperate on the development of a suitable transmission infrastructure.

Additional agreements concluded in 2011 included arrangements with the Moroccan Solar Energy Agency and STEG Énergies Renouvelables

in Tunisia. These partnerships will facilitate joint projects intended to demonstrate the feasibility of Desertec's vision. The Ministries of Industry and Environment of Morocco have extended their support to Dii, while the EU and several of its member nations have expressed strong support for this undertaking.

The second Dii Desert Energy Conference in Cairo drew nearly 400 scientific, political and business representatives from 33 countries. The event was held under the patronage of Egypt's prime minister and was co-sponsored by UniCredit.

Officinae Verdi

Officinae Verdi S.p.A. is an energy services company that combines the environmental sustainability expertise of the world's largest independent nature conservation organization with the technical and financial support of a major bank. The first of its kind in Europe, this company is the product of a joint venture between UniCredit and the WWF Italy Foundation. It provides services, advanced technological solutions and access to financing for renewable energy generation to households, private businesses and public agencies.

Officinae Verdi's mission is to develop and promote a sustainable model for generating electricity, in which consumers have the capacity to produce their own energy, thereby reducing network inefficiencies and greenhouse gas emissions. To achieve this, it provides customers with support in installing photovoltaic systems, wind turbines, heat pumps and other technologies, and it offers an extensive menu of advisory services on energy efficiency, carbon management, building retrofits and environmental certifications.

It also provides access to third-party financing and dedicated loan products developed by the UniCredit project finance team. Expertise on sustainable practices is made possible through the WWF.

The company was established in July 2011 and began operations in November. Its services are being piloted in some 100 branches in Abruzzo, Lazio and Sardinia, and will be rolled out in select Italian branches in 2012.

Sustainable Procurement

UniCredit has been working toward harmonizing its procurement systems to ensure that goods and services acquired by our Group comply with our sustainability and environmental conservation policies. These changes will be implemented in stages as we extend and expand our current pilot projects, define detailed environmental standards for purchasing, improve our approach to supplier selection, develop training programs for purchasers and product end-users, and expand our dialogue with suppliers.

Procurement processes and supplier screening

In 2011, we completed the first wave of changes to our product procurement sheets, which primarily focused on specifying environmental standards, as well as social standards, for the goods and services we purchase from external vendors. The first product sheets were utilized in a test phase in 2011, and the finalized product sheets were officially launched in 2012. A second wave of changes to the product sheets is being developed for the current year.

Under the new guidelines specified in the Green and Social Procurement Policy, preference is given to suppliers who can demonstrate substantive accomplishments in three areas. First, they must demonstrate significant reductions in their greenhouse gas emissions, resource consumption and waste generation. Second, they must show compliance with the working standards of the International Labour Organization (e.g., freedom of association, collective bargaining, prevention of child labor and forced or compulsory labor). Third, they must demonstrate progress on mitigating the health and safety impacts of their entire supply chain. Their records on these issues are queried using supplier questionnaires, including one on Social Standards & Labor Law and another on Environmental Management.

Our goal is to apply the new vendor management system to 70 to 80 percent of our suppliers in Italy, Austria and Germany by 2016.

In our procurement process, local suppliers are usually preferred because reduced transport requirements result in reduced emissions and resource consumption. To assess our performance on this front, we use an indicator that quantifies the percentage of local suppliers we make use of, by expenditure. We define a local supplier as one that issues invoices and receives payment in the same country in which the goods or services are provided. In 2011, the proportion of our major local suppliers in Italy, Germany and Austria was roughly 95, 89 and 93 percent respectively.

Employee training

In 2011, we carried out the initial training for the buyers who will use the new product procurement sheets described above. We have also continued to work with the WWF to design a training program on sustainable purchasing practices for our procurement teams.

A group of global and local Italian buyers participated in a pilot training course in Milan in July 2011.

The WWF played an active role in this program. In it, 20 employees participated in a seven-hour course on our Green and Social Procurement Policy and related processes.

Environmental performance indicators¹

Scope 1: direct GHG emissions (tons CO₂ eq), 2009-2011^A

Country	2011	2010	2009
Italy	46,847	62,920	61,835
Germany	19,160	19,682	20,165
Austria	4,358	4,507	4,292
CEE	14,587	13,285	13,752
Total	84,952	100,394	100,044

^A GHG emissions from sources owned or controlled by our Group. Data covers 91% of population (a full-time equivalent of more than 110,800).

Scope 2: indirect energy GHG emissions (tons CO₂ eq), 2009-2011^A

Country	2011	2010 ^B	2009 ^B
Italy	150,746	165,293	180,568
Germany	104,007	107,946	106,845
Austria	24,325	26,443	27,694
CEE	56,650	56,912	57,069
Total	335,727	356,594	372,176

^A GHG emissions from purchased electricity, steam and heating/cooling consumed by our Group owned or controlled equipment or operations. The table below reflects the use of a carbon emission factor for national grid. Data covers 94% of population (a full-time equivalent of more than 110,800).

^B Also due to periodic updates of GHG emission factors, several 2009 and 2010 figures may differ from data presented in the 2010 Sustainability Report.

Scope 3: other indirect energy GHG emissions (tons CO₂ eq), 2009-2011^A

Country	2011	2010 ^B	2009 ^B
Italy	11,599	11,159	10,639
Germany	6,292	6,244	3,969
Austria	2,365	2,257	2,083
CEE	1,911	1,941	1,561
Total	22,167	21,601	18,252

^A GHG emissions from employee business travel and from using paper and recycling paper, glass and plastic. Data covers 86% of population (a full-time equivalent of more than 110,800).

^B Also due to periodic updates of GHG emission factors, several 2009 and 2010 figures may differ from data presented in the 2010 Sustainability Report.

Energy consumption per employee (GJ/capita), 2009-2011^A

Country	2011	2010	2009
Italy	36	41	41
Germany	61	57	54
Austria	50	53	52
CEE	27	27	27

^A Data covers 94% of population (a full-time equivalent of more than 110,800).

¹ Central and Eastern Europe (CEE) countries included are: Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Romania, Russia, Serbia, Slovakia, Slovenia and Hungary. Data for 2010 and 2011 were calculated based on the number of FTEs (full-time equivalent) employees. In 2009, HCs (Head Counts) were used to calculate data. Due to improved data collection and calculation processes, several figures may differ from data presented in the 2010 Sustainability Report. Country-to-country comparisons may be misleading as different tracking systems should be taken into account.

Water usage per employee (m³/capita), 2009-2011^A

Country	2011	2010	2009
Italy	24	38	34
Germany	28	23	17
Austria	25	32	32
CEE	17	20	19

^A Data covers 91% of population (a full-time equivalent of more than 110,800).

Copy paper consumption per employee (kg/capita), 2009-2011^A

Country	2011	2010	2009
Italy	85	68	74
Germany	42	43	45
Austria	54	58	52
CEE	65	70	65

^A Data covers 91% of population (a full-time equivalent of more than 110,800).

Most of the paper used groupwide is Total Chlorine-Free (TCF) or Elemental Chlorine-Free (ECF). In 2011, recycled paper consumption in Italy was 29%, 15% in Austria, 14% in Germany and 14% in CEE.

Waste production per employee (kg/capita), 2009-2011^A

Country	2011	2010	2009
Italy	98	117	121
Germany	531	439	331
Austria	171	201	230
CEE	187	186	186

^A Data covers 86% of population (a full-time equivalent of more than 110,800).

Percentage of waste by disposal method, 2010-2011^A

Country	Valuable materials separated and recycled		Waste incinerated		Waste disposed in landfills		Special waste treatment		Other	
	2011	2010	2011	2010	2011	2010	2011	2010	2011	2010
Italy	96.97%	97.45%	2.82%	2.28%	0.00%	0.00%	0.00%	0.00%	0.21%	0.27%
Germany	67.16%	70.89%	26.28%	28.76%	0.00%	0.00%	0.33%	0.35%	6.23%	0.00%
Austria	94.55%	95.69%	5.45%	4.31%	0.00%	0.00%	0.00%	0.00%	0.00%	0.00%
CEE	16.32%	14.98%	2.50%	2.26%	59.33%	61.27%	2.42%	1.34%	19.43%	20.15%

^A Data covers 86% of population (a full-time equivalent of more than 110,800).