

Press Release

Munich, 16. July 2020

## **HypoVereinsbank joins the "Valuable 500" as a sign of its commitment to diversity and inclusion**

- **"The Valuable 500", founded by Caroline Casey, is a global movement that puts people with disabilities on the corporate agenda worldwide**

With immediate effect, HypoVereinsbank is also joining the "Valuable 500" - a global movement focused on putting disability on the corporate governance agenda. This means that UniCredit whose commitment to the movement at Group level was signed by CEO Jean Pierre Mustier, is also involved at country level in Germany and Austria via HypoVereinsbank and Bank Austria.

"People with disabilities can be just as productive and successful in working life as anyone else, provided that the right framework conditions are in place," says Dr. Michael Diederich, Chairman of the Management Board of HypoVereinsbank. "It is important that we recognise and promote the huge potential of people with disabilities, as employees and customers".

Joining the "Valuable 500" demonstrates the UniCredit Group's strong commitment to diversity and inclusion and builds on ongoing efforts that include dedicated strategies, training, key external partnerships and internal disability management initiatives. The Group has been investing in disability management for more than ten years, including special training for managers, internal engagement initiatives, partnerships with relevant external organisations and specific corporate policies in line with the Joint Declaration on "Equal Opportunities and Non-Discrimination" signed in 2009.

In Germany, the HypoVereinsbank has various dedicated campaigns and partnerships in place. These include programs for employee involvement in projects also concerning disabled, such as "Ehrensache" and cooperative projects such as "Lebenshilfe e.V." or the "Stiftung Pfennigparade".

The Bank is currently heavily focused on developing its digital accessibility for both colleagues and clients as a central part of its commitment to become increasingly inclusive and diverse. Here the issue of disability is firmly on the business agenda. This includes a fully accessible intranet platform and ensuring that all banking services are available via remote channels.

UniCredit has also been recognised for its ongoing work in disability management through a number of external awards, including the top employer certifications in 2018, 2019 and 2020.

**About HypoVereinsbank (UniCredit Bank AG):**

Sustainability is a central element of HypoVereinsbank's business strategy and part of the group-wide DNA. HypoVereinsbank combines traditional banking with social responsibility and actively supports the communities in which it operates. It makes the greatest contribution with sustainable financial products. With Social Impact Banking, the Bank is committed to a fair and inclusive society. The aim is to finance and promote companies and organisations that have a positive social impact. In addition, it promotes the financial education of socially disadvantaged people, especially young adults, with nationwide training programmes. The voluntary commitment of the employees plays a major role in this. In 2019 alone, they volunteered more than 32,000 hours in various HVB programs. The bank supports this voluntary commitment with special leave and donations. In addition, the bank has a long tradition of promoting art and culture (UniCredit Festival Night, Kunsthalle Munich, art collection, etc.). The Bank aligns its corporate activities to reduce its own ecological footprint with the global sustainability goals of the United Nations (SDGs) and evaluates them, using measurable criteria.

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