

# IMPACT International Graduate Program

One Bank  
**One**  
 UniCredit



Welcome to  
 **UniCredit**

# UniCredit is ready to seize opportunities of evolving banking environment...

Our Vision is to be **One Bank, One UniCredit: a pan-European commercial bank** with a **simple easily replicable business model**, an efficient plugged in client-focused Corporate & Investment Banking and a **unique Western Central and Eastern European network** which we proudly deliver to our **25 million extensive client franchise**.

We offer local expertise and international reach. We accompany our clients around the globe, providing them with seamless access to our leading banks in **14 core markets** as well as to our **operations in another 18 countries worldwide**.

**One Bank**  
**One**  
 **UniCredit**



## ... by the means of our Five Fundamentals.

Everything we do is based on **our Five Fundamentals**. Our top priority, every minute of the day, is to serve our customers the very best we can (**Customers First**). To do this, we will rely on the quality and commitment of our people (**People Development**), and on our ability to cooperate and generate synergies as **One Bank, One UniCredit (Cooperation & Synergies)**, and we will take the right kind of risk (**Risk Management**) while being very disciplined in executing our strategy (**Execution & Discipline**).

### Customers First

Customers are our lifeblood and the reason the bank exists



### People Development

Each and every one of us need to be motivated by and engaged in the success of the bank



### Cooperation & Synergies

It is what will drive the bank, make the business stronger and more profitable



### Risk Management

Managing risk is at the core of our business, we need to apply it to everything we do



### Execution & Discipline

Discipline and focus is what will make us successful; not only do we say what we do, we do what we say



# UniCredit is a pan-European Group thanks to its strong presence in the core markets...

 Юникредит Банк

 UniCredit Bank

 HypoVereinsbank  
Member of  UniCredit

 Bank Austria  
Member of  UniCredit

 Schoellerbank  
Private Banking

 Zagrebačka banka  
UniCredit Group

 UniCredit Bank

 UniCredit Bank  
Banja Luka

 UniCredit  
**FINECO**  
B A N K

 UniCredit Bulbank

 YapıKredi

25 million  
customers

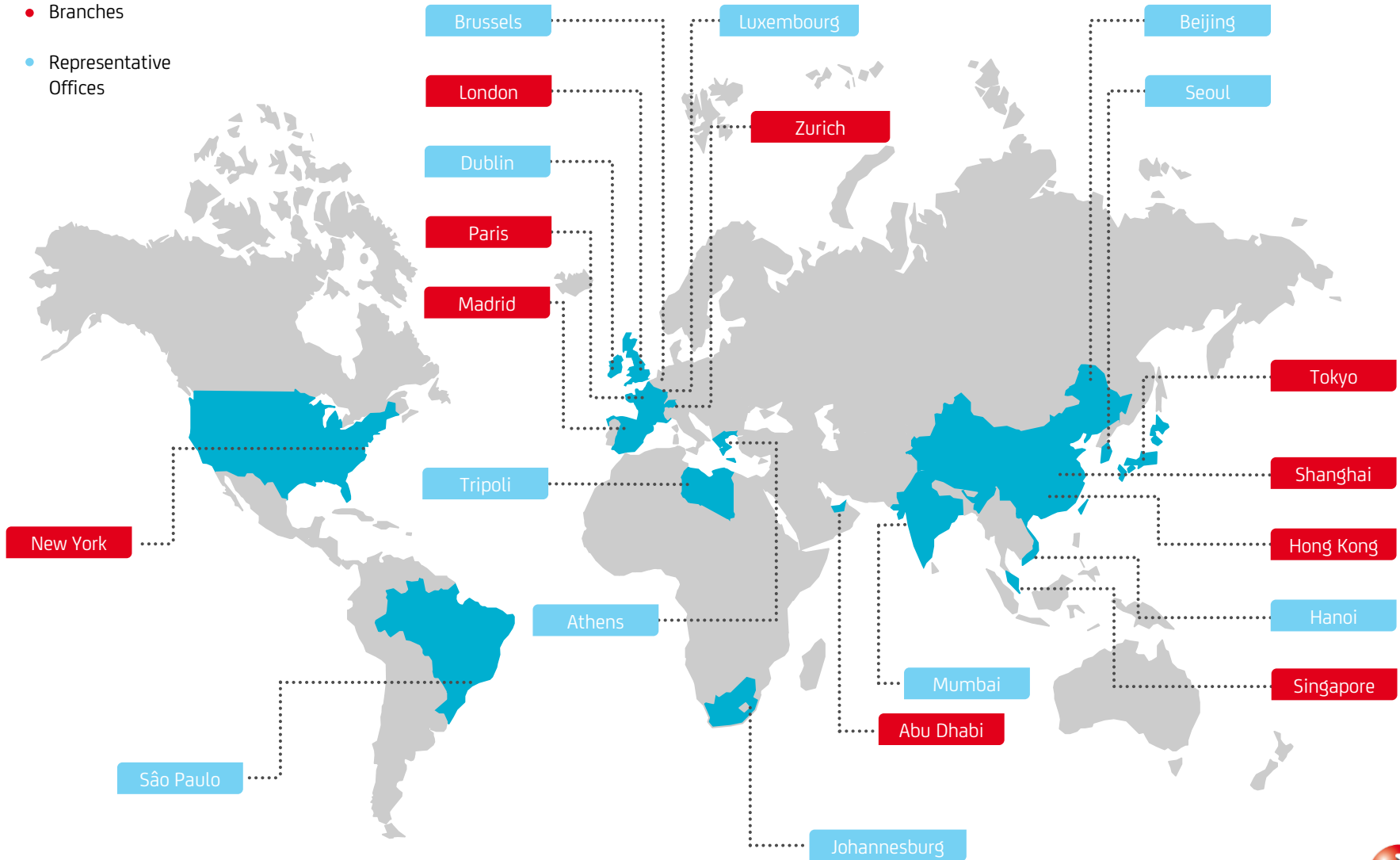
#1 Commercial  
Bank in CEE



# ... and thanks to its wide network around the globe.

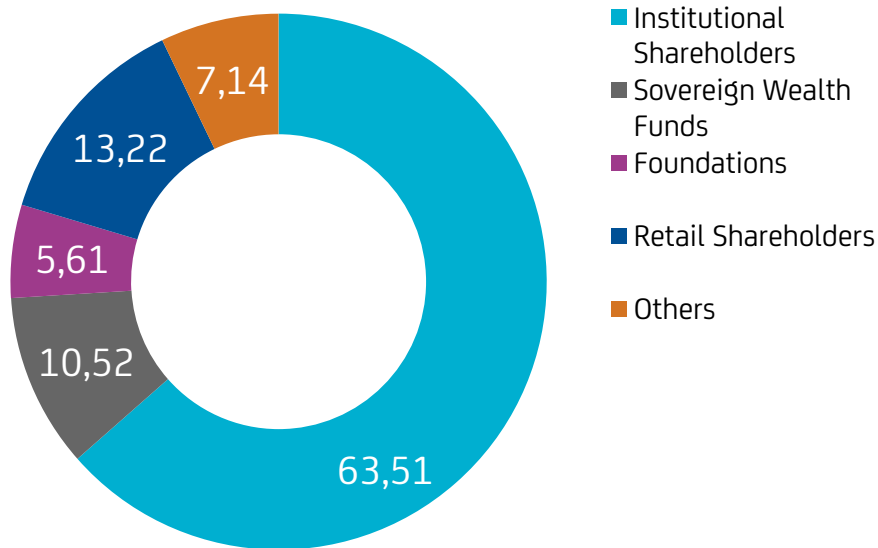
• Branches

• Representative Offices

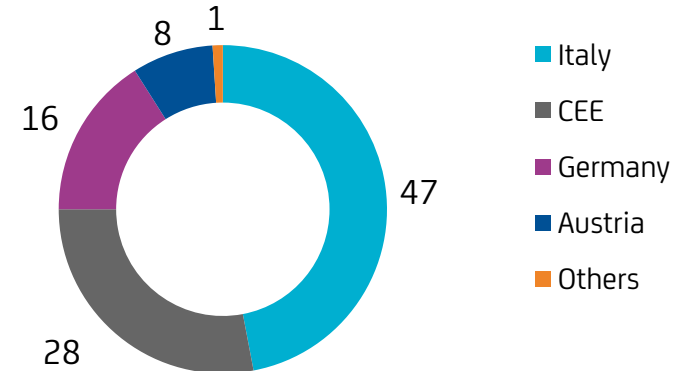


# UniCredit has an international profile with a strong European identity...

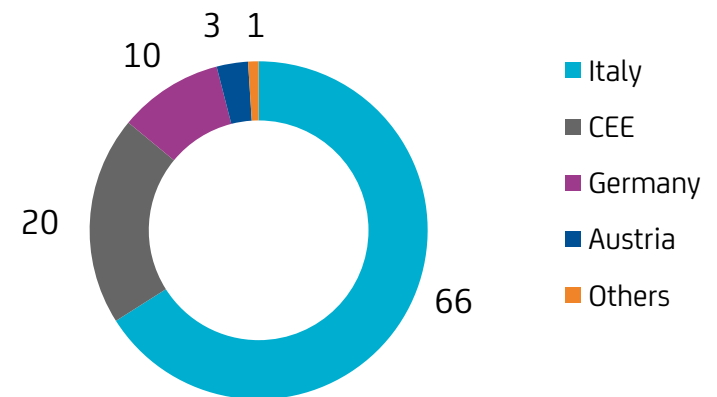
## UniCredit Shareholder Structure (%)<sup>1</sup>



## UniCredit Employees by Country (%)<sup>2</sup>



## UniCredit Branches by Region (%)<sup>3</sup>



1. Retail: Sodali Shareholders ID retail as of March 2017; Institutional: Nasdaq Shareholders ID as of February 2017 and following "Modello 120A"; Foundations: Company Register and public available information; Others: Nasdaq Shareholders ID as February 2017.

2. Data as at June 30, 2017. FTE "Full Time Equivalent" = number of employees counted for the rate of presence. Figures exclude employees of Ukrasbank, Pioneer, Bank Pekao, Koç Financial Group and Immo Holding.

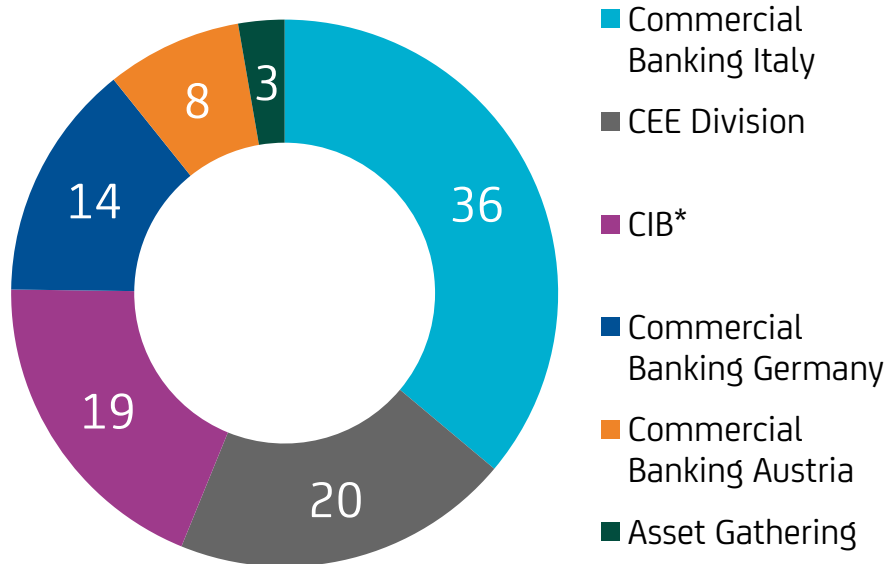
3. Data as at June 30, 2017. Figures exclude branches of Ukrasbank, Pioneer, Bank Pekao, Koç Financial Group and Immo Holding.



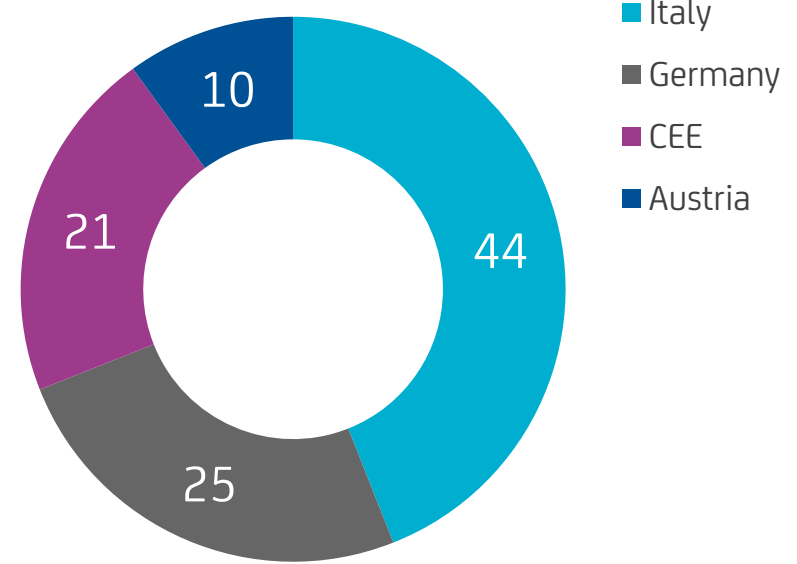
... with well diversified revenues.

### Consolidated Total Revenues<sup>4</sup>

#### By Business Lines (%)



#### By Region (%)



4. Data on 30th June. In accordance with IFRS 5 principle Pioneer Global Asset Management S.p.A. and its subsidiaries have been classified as “discontinued operations”; therefore: • Asset and Liabilities have been respectively presented in the items “Non-current assets as held for sales” and “Non-current liability as held for sale”; • The post-tax profit or loss has been disclosed in item “Profit/Loss for Discontinued Operations”; • The previous periods have been coherently restated. The item “Profit/Loss for Discontinued Operations” includes also the post-tax profit (or loss) of Bank Pekao S.A. and its subsidiaries till the complete disposal of the shareholding held by UGC.”



# UniCredit has defined the "Transform 2019" strategic plan.

The **Capital Increase** has been one of the pillars of the 2016-2019 Strategic Plan and significantly strengthened the Group's capital ratios, which are now in line with the best European systemic banks.

Now the Group continues to reinforce its capital through an **organic capital generation** and proceeds with the implementation of the other four pillars.

This transformation will enable the bank to take advantage of future opportunities and generate long-term profits, functioning successfully as a **simple pan-European commercial bank with a fully plugged in CIB and a unique network in Western, Central and Eastern Europe.**





# Impact International Graduate Program

Value proposition



Double call  
in 2018!

**IMPACT** is the UniCredit Program for best graduates with **leadership potential** and **international mindset**, willing to grow in a **challenging environment** and to achieve the **extra mile**

# Impact International Graduate Program

## Main features



✓ **18-month development journey:** it offers talented graduates a unique insight into the bank activities internationally to kick start their career in the UniCredit Group

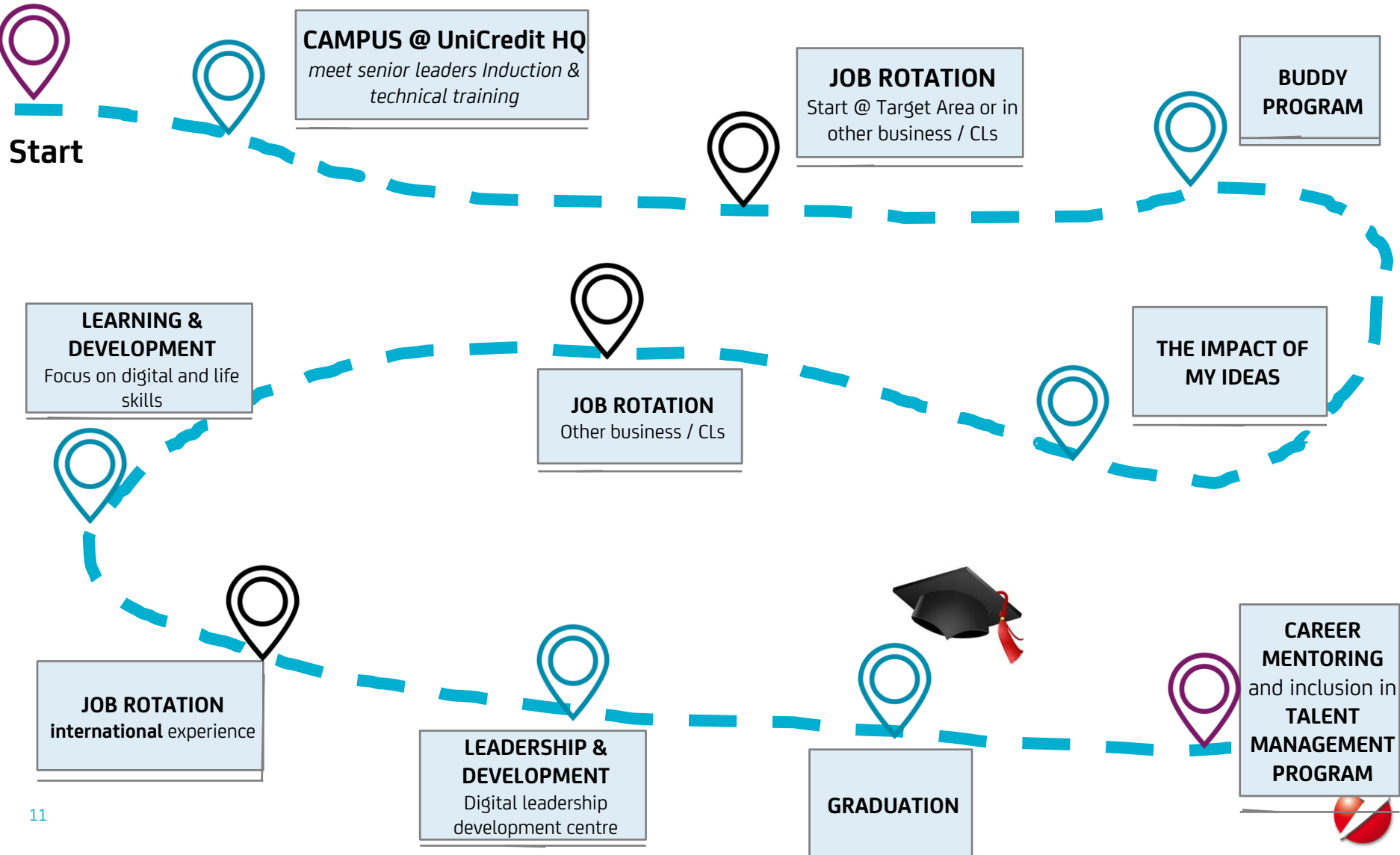
✓ **Rotational path:** to gain **valuable experience, exposure** to senior leaders and a dedicated **learning and development plan**

✓ **Permanent contract:** from the beginning, a competitive **compensation package** and a **clear professional development journey** after the program



# Impact International Graduate Program

## The path



# Impact International Graduate Program

## Focus on Learning & Development initiatives

### Campus

The **official kick-off** of Impact International Graduate Program, providing **induction** to the Group, Strategy and Behaviors of UniCredit people, **networking** opportunities with senior business leaders and fellow graduates, seminars and technical **training** sessions.

### Buddy Program

Three months path designed to **help and support** new graduates from day 1 at UniCredit, by **assigning a buddy** from previous Impact editions. The buddy represents a **fast and easy accessible point of contact** and **information source** on UniCredit culture and how things work and get done within the company. For new hired this also represents a **jump start on networking**, while Alumni have the opportunity to engage and motivate others, expanding their network at the same time.

### The Impact of my ideas

After 3 months from their entrance in UniCredit, Impacters are invited to propose **solutions to business issues**. The aim of the initiative is to leverage on new graduates fresh and unbiased ideas. A panel of business managers will evaluate the most voted ideas and the winning might go under evaluation for further analysis and possible implementation.

### Life and Digital Skills Dev.

In-class or blended/digital trainings focused on the **development of life skills and digital skills**, which are organized during the Program.

### Digital Development Centre

At the beginning of the last job rotation, a Digital Development program aiming to **explore personal distinctive traits** according to the **5 Fundamentals** and the **Talent Personas capabilities**, discover own potential and activate **personal improvement** through a self-defined **Action Plan**.

### Career Mentoring

**Six months mentoring program** with more senior colleagues in UniCredit (band 3-4)



# Impact International Graduate Program

## Selection process & requirements



We look for new graduates with **international mindset**, who are **flexible, curious**, seeking for **challenging** tasks and who are **able to drive change**.



Main requirements are:

- **Excellent University degree** and records
- Relevant **work/internship experience**
- Relevant **international experience**
- Fluency in **English**
- **Full-time** availability
- **International** Mobility

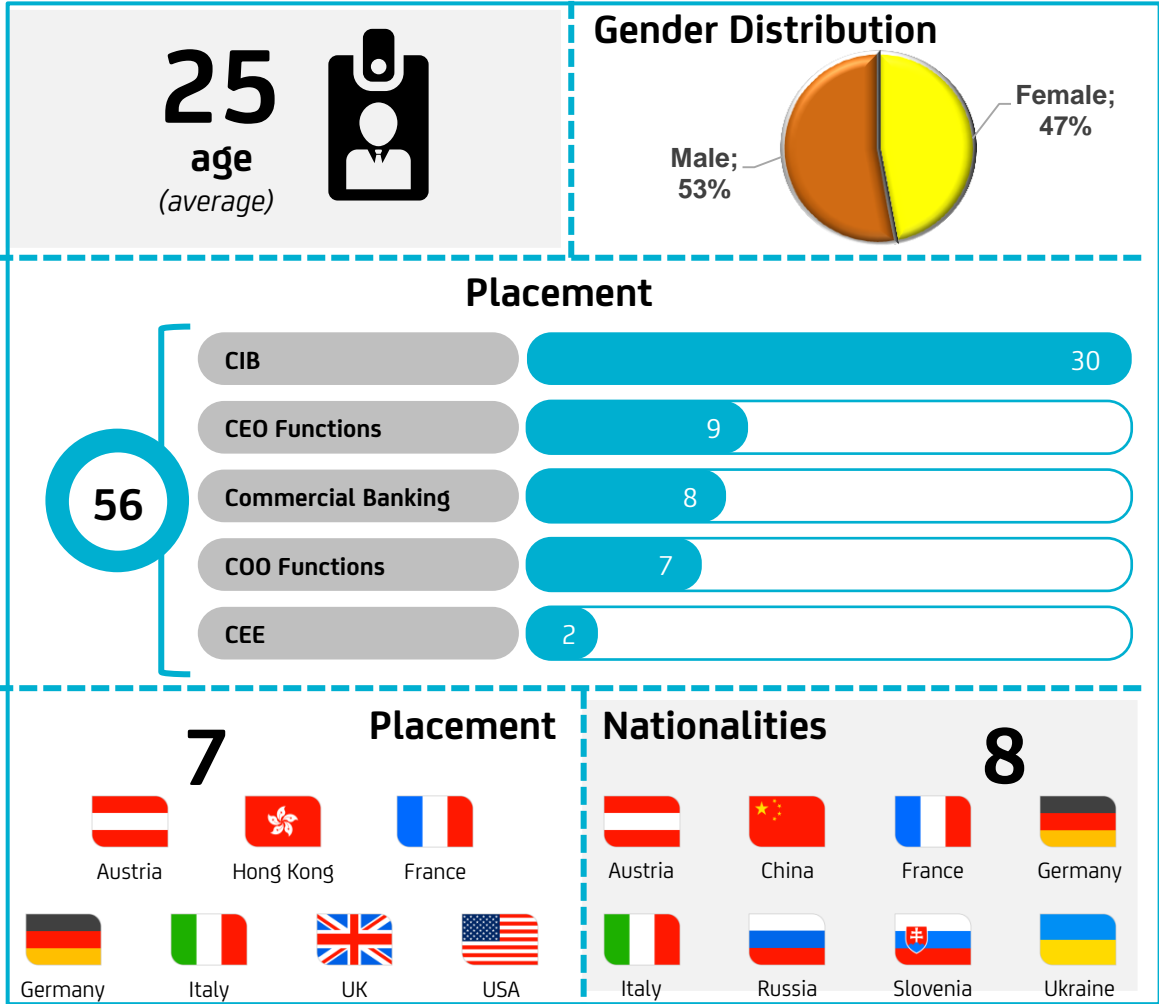
Additional specific requirements based on job positions/profiles.



# Impact International Graduate Program

## Focus on 2017 edition – the graduates profile

IMPACT  
2017 edition



# Impact International Graduate Program

2018 edition

## 1<sup>st</sup> CALL

Selection period: 10<sup>th</sup> - 31<sup>st</sup> January 2018

Program start: May 1<sup>st</sup> 2018

### Placement



Austria



Singapore



France



Germany



Italy



UK



USA

## 2<sup>nd</sup> CALL

Selection period: 9<sup>th</sup> - 30<sup>th</sup> April 2018

Program start: September 1<sup>st</sup> 2018

**Apply online**

[www.unicreditgroup.eu/impact](http://www.unicreditgroup.eu/impact)

