IMPACT International Graduate Program
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.
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).
UniCredit is a pan-European Group thanks to its strong presence in the core markets...

25 million customers

#1 Commercial Bank in CEE
... and thanks to its wide network around the globe.
UniCredit has an international profile with a strong European identity...

... with well diversified revenues.

Consolidated Total Revenues

<table>
<thead>
<tr>
<th>By Business Lines (%)</th>
<th>By Region (%)</th>
</tr>
</thead>
<tbody>
<tr>
<td>Commercial Banking Italy</td>
<td>Italy</td>
</tr>
<tr>
<td>CEE Division</td>
<td>Germany</td>
</tr>
<tr>
<td>CIB*</td>
<td>CEE</td>
</tr>
<tr>
<td>Commercial Banking Germany</td>
<td>Austria</td>
</tr>
<tr>
<td>Commercial Banking Austria</td>
<td></td>
</tr>
<tr>
<td>Asset Gathering</td>
<td></td>
</tr>
</tbody>
</table>

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 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.

Double call in 2018!
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

Start

CAMPUS @ UniCredit HQ
meet senior leaders Induction &
technical training

JOB ROTATION
Start @ Target Area or in
other business / CLs

BUDDY PROGRAM

LEARNING &
DEVELOPMENT
Focus on digital and life
skills

JOB ROTATION
Other business / CLs

THE IMPACT OF
MY IDEAS

JOB ROTATION
international experience

LEADERSHIP &
DEVELOPMENT
Digital leadership
development centre

GRADUATION

CAREER
MENTORING
and inclusion in
TALENT
MANAGEMENT
PROGRAM
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**

## Gender Distribution

<table>
<thead>
<tr>
<th>Gender</th>
<th>Percentage</th>
</tr>
</thead>
<tbody>
<tr>
<td>Male</td>
<td>53%</td>
</tr>
<tr>
<td>Female</td>
<td>47%</td>
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</tbody>
</table>

## Placement

<table>
<thead>
<tr>
<th>Function</th>
<th>Count</th>
</tr>
</thead>
<tbody>
<tr>
<td>CIB</td>
<td>30</td>
</tr>
<tr>
<td>CEO Functions</td>
<td>9</td>
</tr>
<tr>
<td>Commercial Banking</td>
<td>8</td>
</tr>
<tr>
<td>COO Functions</td>
<td>7</td>
</tr>
<tr>
<td>CEE</td>
<td>2</td>
</tr>
</tbody>
</table>

## Nationalities

<table>
<thead>
<tr>
<th>Count</th>
<th>Nationalities</th>
</tr>
</thead>
<tbody>
<tr>
<td>7</td>
<td>Austria, Hong Kong, France</td>
</tr>
<tr>
<td>8</td>
<td>Austria, China, France, Germany, Italy, Russia, Slovenia, Ukraine, USA</td>
</tr>
</tbody>
</table>
Impact International Graduate Program  
2018 edition

1\textsuperscript{st} CALL
Selection period: 10\textsuperscript{th} - 31\textsuperscript{st} January 2018
Program start: May 1\textsuperscript{st} 2018

2\textsuperscript{nd} CALL
Selection period: 9\textsuperscript{th} - 30\textsuperscript{th} April 2018
Program start: September 1\textsuperscript{st} 2018

Apply online
www.unicreditgroup.eu/impact