



Employees involvement

Gift Matching Program

In 2022, the Gift Matching Program turned 20: a great opportunity to support all Group employees in their concrete commitment to social projects.

The Gift Matching Program is a long-standing initiative that began in 2003 and has grown over the years, following the developments, changes and evolution of UniCredit and the Foundation. The program **doubles the donations made by employee groups in all countries where UniCredit operates to the Third Sector Entities selected by our people.**

Over the years, this simple mechanism has made it possible to help hundreds of projects, explore and support local needs and necessities, and stand by our employees, their awareness and their desire to do something tangible to help the community.


How does the program work? Each employee can promote and coordinate a “donation group”, becoming its Ambassador, or participate in an initiative coordinated by a colleague.

The rules require a minimum number of participants and minimum donation per group depending on the country, since the initiative is fine-tuned to local characteristics and sensitivities to best encourage employee participation.

Participation was impressive again in 2022: 13 countries in the Group perimeter involved, **167 projects supported, 4,923 donations made and a total of €961,612 raised by** employees and the Foundation

 **13**
COUNTRIES INVOLVED

 **167**
PROJECTS SUPPORTED

 **4,923**
DONATIONS

 **€961,612**
DONATED BY EMPLOYEES AND THE FOUNDATION



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To me, the Gift Matching program is the wonder of discovering that our Bank is actively committed to creating a positive impact on the community, by giving our people the opportunity to contribute in person. It is the wonder of meeting colleagues who take responsibility of gathering information about various non-profit organizations to propose to other colleagues to contribute together in making our society better.

Cinzia De Marchi

Culture Champion for Compliance
GMP Ambassador

The 2022 edition of the Gift Matching Program supported projects for young people (aged 0-24) and, in line with the Foundation's new Purpose, an **additional contribution** was made to initiatives aimed at promoting **projects in the field of education**, to offer young people skills, tools and equal opportunities to access the education system.

To boost employee commitment over the years, the Foundation continued to actively involve **retired colleagues**, whose donations increased the amount matched by UniCredit Foundation.

A significant contribution was also made (in Italy) by **Employee Third Sector Entities**, associations formed exclusively by retired and former UniCredit employees and coordinated by an employee in service, which aimed to raise funds for organisations focused above all on the needs of the local territory.

Over 20 years, the Gift Matching Program has supported over 6,000 projects, with 163,650 donations made, more than €27 million donated by employees and €25 million matched by the Foundation, totalling more than €52 million donated to social initiatives.

THE GIFT MATCHING PROGRAM TURNS 20



163,650

total donations



€27m

donated by employees



>6.000

projects supported



€25m

contributed by the Foundation



€51.8m

donated overall



Rest-Cent

Rest-Cent Italy

Thanks to Rest-Cent Italy 2022, employees of the UniCredit Group Italy were able to donate the extra cents of their net salary to two projects that support disabled children.

The two beneficiary non-profit organisations were selected through public call; a special commission, chaired by a UniCredit Foundation Board Member, selected the 5 finalists, which were then put to a vote by the employees.

The winners were:

- Occhi Azzurri Onlus with the project “CR2 Recreational Rehabilitation Centre”
- Lega del filo d’Oro Onlus with the project “My line to the world”

6,900 of our people participated in the initiative and, like every year, UniCredit Foundation matched the entire amount raised: each organisation received a total of €41,267.06

The 2023 edition will introduce an important novelty, allowing employees to donate amounts from one to three euros in addition to their rest cents and, in line with the Foundation’s new Purpose, will support two projects combating early school leaving.

The two beneficiary organisations, selected through public call by the special commission made up of UniCredit members and external members, are:

- Comunità di Sant’Egidio ACAP Onlus with the project “Go school!”
- Oxfam Italia Onlus with the project “Mentoring for school success”



6,900

employees involved



2

projects supported



€82,534

donated overall

THE 2023 NON-PROFIT ORGANISATIONS AND PROJECTS

Go school!

COMUNITA’ DI SANT’EGIDIO

“An extraordinary plan to combat educational poverty and early school leaving for 500 minors and adolescents in Genoa, Rome and Naples”

The project intends to address the educational poverty emergency in Italy. It aims to prevent and combat early school leaving and the social isolation of 500 minors and adolescents (aged 11-19) in Genoa, Rome and Naples. Planned activities include supervising and managing the cases of disadvantaged minors and families to coordinate their integration and schooling; social support for families; multi-dimensional study support courses for the minors involved during the year (at Schools of Peace) and the summer period (at Summer Schools).

Mentoring for school success

OXFAM ITALIA ONLUS

Mentoring programmes that encourage peer study to combat early school leaving at middle and high schools

This project aims to combat early school leaving at middle and high schools in Tuscany and Sicily, especially in the cities of Arezzo and Ragusa, through mentoring programmes. How does it work? Around 50 student mentors attending the final year of middle school or the last three years of high school, suitably trained and supervised by teachers, will accompany around 60 younger school mates (in early middle school or in the first two years of high school), selected among the students at greatest risk of dropping out. The mentors will help the more vulnerable students with remedial activities, afternoon homework and orientation, promoting their school motivation and inclusion.

Rest-Cent Germany

In 2022, the Rest-Cent Germany fundraising initiative continued, the longest micro-donation experience launched in Germany in 2012.

The 2022 edition saw **over 33% employee participation and raised a total of €22,844.75, which, like every year, will be fully matched by UniCredit Foundation.**

Two beneficiary organisations were selected in the context of the “Youth & Education” focus.



33%

employee participation



€22,845

donated by employees



€45,690

donated overall

2022 BENEFICIARY NON-PROFITS AND PROJECTS

IB Süd: IB Süd Startseite (ib-sued.de)

INTERNATIONALER BUND (IB) FREIER TRÄGER DER JUGEND-, SOZIAL- UND BILDUNGSARBEIT E.V.

The vocational integration classes in Fuerstenfeldbruck are pre-vocational measures designed to last two years. In the first year, the special focus is on language acquisition. The students, many of whom have fled war-torn countries, learn German. In the second year, there is a stronger focus on career orientation to prepare the young people for vocational training or secondary school.

The project support is dedicated to a class of 16 Ukrainian students between the ages of 16 and 18, for which a Ukrainian teacher was hired to teach German. In the meantime, the class has been expanded internationally by three students from Afghanistan and one student from Turkey.

In addition to the lessons, the often-traumatized refugee youths are looked after by social pedagogues who also conduct sports and creative projects with them to give the young people new courage to face life. The class community is very good, all are studying hard and are highly motivated to obtain a school certificate and start an apprenticeship.

Soccer meets culture

LITCAM GEMEINNÜTZIGE GESELLSCHAFT MBH

The idea behind the project is to combine soccer training with academic mentoring in order to provide children with the opportunity to improve their social skills in a team environment.

The project also aims to arouse interest in education and culture among young people from socially disadvantaged educational backgrounds.

The project, which lasts at least an entire school year, sees 24 children divided into two groups training twice a week.


Football training is carried out in collaboration with a well-known local football club, while school tutoring is geared to the individual needs of the participants and the emphasis is usually on facilitating the German language.

Soccer is also a recurring theme in lessons and, for example, for arithmetic exercises soccer league tables are used, or students read soccer stories.



**UNLOCKING
THE POTENTIAL
OF EUROPE'S
NEXT GENERATION**



 UniCredit
Foundation