

See point (i) of Section 118(4) of Act No. 256/2004 Coll., on Capital Market Undertakings, as amended

Diversity Policy

The Bank implements a diversity policy, which has the effect of a correct and balanced setup of the composition of individuals in the Bank's management bodies, which is considered one of the business priorities.

One of the Supervisory Board's activities is to make sure the **Board of Directors** is composed **so as to** reflect the Bank's needs in terms of managerial competence, i.e. so as to reflect professional experience, technical knowledge, managerial skills and other requirements together with gender balance of its composition.

Based on a proposal of the Board of Directors and the Nomination Committee, the Supervisory Board approved a regulation concerning the nomination process, i.e. valid procedures for nominating the members of corporate bodies with regard to the structure and remuneration thereof.

At least once a year on a regular basis, the Nomination Committee shall:

- Assess the structure, size, composition and activities of the Board of Directors and submit recommendations concerning changes to the Supervisory Board;
- Assess the reliability, professional qualification and experience of individual members of the Board of Directors and the Board of Directors as a whole;
- And submit reports on its assessment to the Supervisory Board.

Further, the Nomination Committee shall review, on a regular basis, the principles of the Board of Directors in terms of **selecting and appointing individuals to top management** and submit recommendations to the Supervisory Board.

When nominating candidates **for vacant positions in the Supervisory Board and Board of Directors**, the Nomination Committee shall analyse the overall composition of individual bodies in terms of professional skills and experience, taking into account the degree of diversity in terms of experience, education, qualification, profession, social status, gender, nationality and age.

Candidates' profiles shall be assessed with regard to the knowledge, professional experience, previous activities, results, reliability and reputation.

All of the aforesaid is assessed in comparison with the Bank's strategic position and the expected development.

In 2017, the mentioned principles were used within the process of succession of a Board of Directors member in retail banking.

At its meeting in December 2017, the Nomination Committee also assessed the activities of the Board of Directors of UniCredit Bank Czech Republic and Slovakia, a.s., and its individual members in 2017. During 2017, there were two meetings of the Nomination Committee of the Supervisory Board of UniCredit Bank Czech Republic and Slovakia, a.s. – in October and December 2017.

The Bank's external auditor, Deloitte Audit s.r.o., has been informed of the extended 2017 Annual Report of UniCredit Bank Czech Republic and Slovakia, a.s.