



Declaration on the Strategic Plan 2014-2018 of Unicredit Group of the Trade Unions members of UNI Finance.

On May 20th 2014, a meeting was held in Milan of the Trade Unions of UniCredit from Austria, Germany and Italy affiliated at UNI Finance. The meeting was set to express a common position with respect to the new Group Business Plan 2014 - 2018 and their impact on employment in different countries.

The Trade Unions of Austria, Germany and Italy reaffirm that fundamental elements to address the restructuring process envisaged in the Business Plan are the social dialogue and collective bargaining.

The Trade Unions of the three countries:

- express their opposition to the content of the Business Plan based mainly on the reduction of labor costs and cutting jobs;
- recall the top management of their responsibilities to the operating results that have led to a certain very negative in terms of revenues, impairment of goodwill and additional provisions for impaired loans.
- declare that the remuneration of the top management level remains often no more justifiable in terms of fairness, and claims a contribution to the reduction of costs, even by top management;
- argue that appears disproportionate use of external consultants who have strong impacts on the professionalism of the Workers' Group and determine a cost growth;
- stress the need for a policy of good and stable youth employment as well as valorizzazione existing skills.

Dircredito, Fabi, Fiba, Fisac, UNISIND, Uilca, GPAdjp and Ver.Di. reaffirm the priority in signing of a Global Framework Agreement with the involvement of UNI, and the Joint Declaration on the sales managers, in line with the campaign promoted by UNI argument, within which determine among stakeholders, the general principles applicable in the group regardless of the distribution model adopted in the different countries.

Milan, May 20th 2014

Trade Unions of UniCredit Group
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 Member of **UNI FINANCE**