Raiffeisen Bank International

Diversity, Equity, and Inclusion Statement of RBI Group

At RBI Group, we are dedicated to fostering diversity, inclusiveness, and equity to create spaces where individuals feel valued and respected. Guided by our core values of collaboration, proactivity, learning, and responsibility, we believe that by working together and continuously learning, we can drive innovation and achieve remarkable results.

Diversity at RBI means that our employees and customers reflect the rich diversity of the societies we are part of. We understand that equity involves providing opportunities for all individuals and ensuring that these opportunities are realistically attainable. Our approach to equity is about recognizing individual circumstances and creating fair and consistent practices that support everyone's success.

Inclusion is central to our mission. We strive to create environments where every individual feels welcomed, supported, and empowered to contribute to the organization's success. Our commitment to a zero-tolerance policy against discrimination, harassment, and intimidation is outlined in our Code of Conduct, ensuring that all interactions—both internal and external—are respectful and constructive.

We are proud of our Diversity, Equity, and Inclusion framework, which guides our daily decisions and interactions. This framework is built on our core values of collaboration, proactivity, learning, and responsibility and holds essential guiding principles that shape our daily interactions and decision-making processes:

Leadership: Our leaders actively champion DEI, integrating these values into their everyday decisions and leadership practices.

Culture: We cultivate a culture where every individual feels empowered, respected, and valued, proactively preventing and addressing any incidents of discrimination and harassment.

Decision-Making: We commit to recognizing and mitigating unconscious biases to ensure that decisions related to employees —from hiring to promotion and terminations—are fair and equitable based on skills, performance and potential.

Data-driven: We are committed to maintaining transparency and accountability in all DEI efforts, systematically collecting and analyzing data to measure and enhance our impact.

Stakeholders: We understand the diverse needs of our customers and employees, aiming to deliver superior experiences through a diverse workforce.

Our leaders actively champion DEI, fostering a culture where everyone feels empowered and respected. We are committed to recognizing and mitigating unconscious biases in our decision-making processes, ensuring fairness in hiring, promotions, and all employee interactions.

At RBI, we understand that achieving our DEI goals requires accountability. We systematically collect and analyze data to measure the impact of our initiatives, allowing us to continuously improve and adapt our strategies. Our commitment to diversity is reflected in our goal to increase the representation of the underrepresented gender in leadership roles across RBI Group to at least 35% by 2030, with a specific target of 30% representation in the Supervisory Board and Board of RBI AG by 2026.

Together, we are committed to creating a workplace where every individual can thrive. We invite our clients, potential employees, and stakeholders to join us on this important journey toward a more diverse, equitable and inclusive future.