

DIVERSITY IN RBI: Vision, Mission and Guiding Principles



VISION:

Diversity as a key to success allows us to overcome boundaries. For RBI, diversity means added value. Leveraging the opportunities provided by diversity offers sustainable benefits for our company, our employees, as well as the economy and society.

MISSION:

By promoting diversity, we are continuing Raiffeisen's 130-year-long success story. As a strong partner, we harness the potential of diversity actively and professionally in order to best support our clients and to present ourselves as an appealing employer.

GUIDING PRINCIPLES:

- **We value and respect each other** regardless of gender, sexual orientation, age, culture, origin, religion, ideology, physical impairment or other characteristics.
- We maintain a **respectful, appreciative culture of communication**, for which we require a **variety of perspectives**.
- Our aim is to **maximize variety in our teams** and ensure that diversity also exists at the higher levels of management.
- We understand the needs of our diverse client base. As a universal bank, we support our partners in achieving their aims worldwide. A clear **commitment to diversity** and the appropriate training of our employees is a matter of course for us.
- We are aware that our **behavior is influenced by our unconscious bias**. Recognizing these prejudices and reflecting on them is a matter of course for us because we intend to make the best decisions and take conscious action.
- We approach **staff decisions objectively**: the filling of positions, decisions on compensation, employee appraisals, assessments of potential, promotions and nominations for projects are all based on employee skills, performance and potential.