

Svet
se spreminja.

Spreminjajmo
se skupaj.

Letošnje poročilo kaže, kako inovativni izdelki in ideje skupine UniCredit pomagajo našim strankam in podjetjem, da se odzovejo na izzive spreminjajočega se sveta.

Izpostavili smo napredne nove večkanalne produkte in storitve, ki smo jih razvili, da bi zadovoljili sodobne potrebe naših strank, in tako pokazali, kako se Banka prilagaja spremembam – in kako naše rešitve pomagajo tudi našim strankam, da se istočasno prilagajajo.

V skupini UniCredit omogočamo uporabnikom naših bančnih storitev, da popolnoma izkoristijo tehnologije in prilagojene storitve, ki so jim na voljo, da lahko dosežejo svoje cilje. Kot njihov partner, imamo odgovornost, da jim zagotovimo fleksibilnost, možnost predvidevanja in orodja, ki jih potrebujejo za premagovanje ovir in izkoriščanje novih priložnosti.

Svet se spreminja. Spreminjajmo se skupaj.

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Finančni kazalniki

	2014	2013	2012
Izkaz finančnega položaja (v 1.000 EUR)			
Bilančna vsota	2.578.732	2.488.557	2.815.367
Vloge nebančnega sektorja	1.368.511	1.276.833	1.227.789
Vloge pravnih in drugih oseb, ki opravljajo dejavnost	852.556	784.478	784.264
Vloge prebivalstva	515.955	492.355	443.525
Kreditni nebančnemu sektorju, merjeni po odplačni vrednosti	1.743.570	1.895.472	2.269.317
Kreditni pravnim in drugim osebam, ki opravljajo dejavnost	1.023.251	1.137.984	1.495.493
Kreditni prebivalstvu	720.319	757.488	773.824
Kapital	244.001	227.715	251.623
Oslabitve finančnih sredstev	200.700	170.431	113.405
Rezervacije	7.116	6.137	2.443
Obseg zunajbilančnega poslovanja	2.927.580	3.685.267	3.844.597
Izkaz poslovnega izida (v 1.000 EUR)			
Čisti obrestni prihodki	48.626	48.389	55.970
Čisti neobrestni prihodki	21.596	23.842	21.306
Promet (čisti obrestni in čisti neobrestni prihodki)	70.222	72.231	77.276
Stroški dela	(22.259)	(22.640)	(23.928)
Drugi administrativni stroški	(11.720)	(12.337)	(12.908)
Amortizacija	(5.113)	(5.052)	(4.586)
Oslabitve in rezervacije	(30.517)	(79.595)	(35.544)
Poslovni izid pred obdavčitvijo	613	(47.393)	310
Davek od dohodka pravnih oseb	(14)	8.194	763
Izkaz drugega vseobsegajočega donosa (v 1.000 EUR)			
Drugi vseobsegajoči donos pred obdavčitvijo	18.899	17.196	12.924
Davek iz dohodka pravnih oseb od drugega vseobsegajočega donosa	(3.212)	(2.924)	(3.262)
Zaposleni			
Število zaposlenih na dan 31. december	563	576	601
Število zaposlenih v ekvivalentu polnega delovnega časa na dan 31. december	516,0	535,2	559,1
Delnice			
Število delničarjev	25	26	27
Nominalna vrednost delnic (v EUR)	4,17	4,17	4,17
Knjigovodska vrednost delnic (v EUR)	49,92	46,58	51,48
Število delnic	4.888.193	4.888.193	4.888.193
Kapital			
Količnik kapitalske ustreznosti	19,7 %	16,9 %	13,5 %
Kvaliteta sredstev in prevzetih obveznosti			
Oslabitve finančnih sredstev, merjenih po odplačni vrednosti in rezervacije za prevzete obveznosti / razvrščene aktivne bilančne in razvrščene zunajbilančne postavke	7,0 %	5,9 %	3,6 %
Profitabilnost			
Obrestna marža	1,8 %	1,8 %	1,9 %
Marža finančnega posredništva	2,6 %	2,6 %	2,6 %
Donos na aktivno po davkih (ROA)	0,0 %	(1,4 %)	0,0 %
Donos na kapital pred davki (ROE)	0,3 %	(19,3 %)	0,1 %
Donos na kapital po davkih	0,3 %	(15,9 %)	0,4 %
Stroški poslovanja			
Operativni stroški / povprečna aktiva	1,5 %	1,5 %	1,4 %
Likvidnost			
Likvidna sredstva / kratkoročne finančne obveznosti do nebančnega sektorja, merjene po odplačni vrednosti	43,9 %	34,7 %	29,9 %
Likvidna sredstva / povprečna aktiva	21,7 %	14,5 %	9,1 %

Nagovor izvršnega direktorja skupine UniCredit



FEDERICO GHIZZONI

Izvršni direktor skupine UniCredit

“Vrnili smo se k dobičkonosnosti in želi sadove našega trdega dela. Zdaj se spet lahko osredotočimo na doseganje rasti.”

Spoštovani delničarji,

Leta 2014 smo se vrnili k dobičkonosnosti in želi sadove trdega dela, da bi okrepili našo kapitalsko pozicijo, poenostavili procese in povečali učinkovitost. Zdaj se spet lahko osredotočimo na doseganje rasti.

To obdobje je predstavljalo prelomnico za našo Skupino. V prvem letu uresničevanja našega poslovnega načrta smo dosegli dobiček dveh milijard evrov. Ta cilj smo dosegli s pravočasnim izvajanjem začetne faze našega načrta. Dva pomembna mejnika sta bila prva javna ponudba družbe Fineco in prodaja UniCredit Bank Credit Management. Načrt poudarja naložbe, razvoj naših komercialnih bančnih dejavnosti, realizacijo večje vrednosti iz naših osnovnih sredstev in zmanjšanje nestrategičnih sredstev. Dobri rezultati v Italiji ter srednji in vzhodni Evropi so pokazali, da smo sprejemali prave strateške odločitve. Ob zavedanju, da je naša Skupina pomembna za širše, med seboj povezano gospodarstvo, zagotavljamo finančna sredstva, kjer je to najbolj potrebno, in obenem spodbujamo razvoj skupnosti, kjer živimo in delamo.

Dosežki skupine UniCredit v letu 2014 so še toliko bolj pomembni, če jih gledamo v luči stalnih geopolitičnih napetosti in brezposelnosti, ki težijo Evropo. V tem kompleksnem okolju smo rasli z osredotočanjem na dnevno poslovanje v naši dejavnosti. Zahvaljujoč dobrim odločitvam naših vodilnih kadrov in strokovnosti naših zaposlenih, smo dosegli precejšen napredek pri učinkovitosti in povečali svoj tržni delež - predvsem v obliki novih posojil.

Poleg tega smo priča pozitivnim makroekonomskim premikom, ki lahko pomagajo ponovno pridobiti zaupanje trga in spodbujati naložbe, zato lahko gledamo v prihodnost z optimizmom. Kljub temu se zavedamo, da se bo trdno in trajnostno okrevanje Evrope uresničilo le, če lahko voditelji držav izpeljejo strukturne reforme po vsej celini. V preteklem letu smo pokazali naše zaupanje v potencial Evrope, ko

smo se odločili, da uporabimo kar največ sredstev, ki nam jih je dala na voljo Evropska centralna banka, za podporo družinam in podjetjem, s čimer smo prispevali svoj del k razvoju realnega gospodarstva.

Podpora skupnostim je jedro našega poslanstva. To je razlog, zaradi katerega smo preoblikovali naš poslovni model in vlagamo v inovativne nove storitve - kot so mednarodni centri UniCredit, ki olajšujejo čezmejne transakcije za pravne osebe. Ta model izvira iz naše zavezanosti k trajnostnemu delovanju in ohranjanju svetovnih virov. Tesni odnosi s strankami so osrednjega pomena za to vizijo. Kupci želijo danes, bolj kot kdajkoli prej, nadzor nad tem, kako, kdaj in kje komunicirajo s svojo banko. Naša naloga je razviti inovativne načine, ki so prijazni uporabnikom, da bi omogočili tesne poslovne odnose, ki jih zaznamujejo vrhunske storitve. V prihodnosti želimo tesno partnerstvo z našimi kupci razviti kot še bolj prepoznavno značilnost naše Skupine.

Naša večkanalna strategija¹ je ključnega pomena za uresničevanje tega izziva, za kar že zdaj namenjamo znatna sredstva za kadre in tehnologijo. Cilj je združiti najboljše elemente osebnega in digitalnega bančništva za izboljšanje kakovosti in učinkovitosti naših storitev. Ankete o zadovoljstvu strank so potrdile, da je delo, ki smo ga opravili, dobro. Te raziskave kažejo tudi, da naše stranke cenijo svoje odnose z nami. Sposobnost naših sodelavcev, da prenesejo načela našega modela kompetenc v konkretne ukrepe, je v središču tega poslovnega uspeha. Zavezali smo se, da še naprej gradimo na teh prednostih, zato bomo še naprej vlagali v spretnosti in znanja vseh naših sodelavcev. Strokovnost naših sodelavcev je bila dodatno potrjena, ko je bil lani izveden pregled kakovosti sredstev in ko je bila UniCredit, na podlagi celovitega pregleda, uvrščena med najmočnejše banke v Evropi. Menim, da je bil pregled ključnega pomena in je znatno prispeval k preglednosti in zaupanju v

evropskem bančnem sektorju. S tem je zagotovil trdne temelje za pravo bančno unijo, kar je temeljni pogoj za trdno in trajnostno gospodarsko okrevanje. Vsa ta dogajanja so pomagala skupini UniCredit, da se sooči z novimi izzivi. Zdaj je naš glavni cilj, da se UniCredit uveljavi kot vodilna banka v Evropi, kar zadeva kakovost storitev.

Od drugih akterjev v tem sektorju se želimo razlikovati tudi zaradi sodelovanja v digitalni revoluciji, ki trenutno povzroča preoblikovanje bančništva. Dobro smo pripravljeni na izzive prihodnosti. Naša široka evropska prisotnost, trden kapitalski položaj, močna kultura upravljanja s tveganji in inovativen duh so tesno povezani z našo zavezanostjo doseganju trajnostnih rezultatov in sodelovanju z našimi deležniki. Soočamo se s precej bolj zahtevnim okoljem, toda veliko novih premikov in trendov poteka v našo korist, vključno z zakonodajnim povezovanjem na evropski ravni, soglasjem o potrebi po ponovnem zaagonu investicijske dejavnosti in strmim padcem cen energentov.

Kot ena izmed najbolj stabilnih in dobro pozicioniranih bank v Evropi se bomo še naprej po svojih najboljših močeh trudili, da bi podprli trajnostno okrevanje po vsej celine. V letu 2015 bomo še naprej prevzemali vodilno vlogo v evropskem gospodarstvu in uporabljali naša sredstva in znanje s preudarnostjo in odločnostjo.

S spoštovanjem,



Federico Ghizzoni
Izvršni direktor
skupine UniCredit

1 Večkanalna strategija – banka pri poslovanju uporablja več kanalov za komunikacijo in poslovanje izven fizičnih bančnih poslovalnic: internet (spletna mesta, spletno bančništvo, mobilno in tablično bančništvo, družbena omrežja), bankomatsko mrežo in POS terminale ter kontaktni center (digitalni kanali; telefon, e-pošta).

Nagovor predsednika uprave Banke



MAG. STEFAN VAVTI

Predsednik uprave UniCredit
Banka Slovenija d.d.

“Leto 2014 je bilo leto dolgo pričakovane stabilizacije v slovenskem gospodarstvu in posledično tudi v bančnem sektorju.”

Spoštovane dame, spoštovani
gospodje, cenjeni poslovni
partnerji!

Leto 2014 je bilo leto dolgo pričakovane stabilizacije v slovenskem gospodarstvu in posledično tudi v bančnem sektorju. Gospodarstvo se je v zadnjih dveh četrthletjih leta 2014 prebudilo, s čimer se je končalo večletno obdobje recesije. Vrnitev k pozitivnim stopnjam rasti BDP napoveduje tudi možen preobrat, kar zadeva povpraševanje po posojilih. Vendar pa dvig pričakujemo šele v drugi polovici leta 2015, saj celoten bančni sektor še vedno obremenjujejo slaba posojila v višini več kot 15 % vseh posojil. Poleg tega pa številna finančna in poslovna prestrukturiranja podjetij v različnih segmentih v razmerah prezadolženosti predstavljajo dodaten pritisk na ekonomsko okolje.

Rezultati obremenitvenih testov so ob koncu leta 2013 pokazali potrebo po podhranjenju treh največjih domačih bank, kar je bila posledica pomanjkanja kapitala in izpostavljenosti slabim posojilom. Znatno del slabih terjatev pa je bil prenesen na novoustanovljeno Družbo za upravljanje terjatev bank (DUTB).

UniCredit Banka Slovenija d.d. je bila med redkimi bankami, ki niso potrebovale zunanje pomoči, bodisi s strani lastnika ali države. Morebitne primanjkljaje smo pokrili s kapitalskimi rezervami, pridobljenimi v minulih letih. Še več, v letu 2014 smo zabeležili vrnitev k pozitivnemu poslovnemu izidu po obdavčitvi in več kot 15,7 milijona evrov vseobsegajočega donosa. Takšen rezultat je bil posledica višjih prihodkov, tako obrestnih kot tudi prihodkov od provizij, in nižjih stroškov po zaslugi doslednejše stroškovne discipline ter nižjih rezervacij za posojila. Istočasno se je naša bilančna vsota povečala za več kot 90 milijonov evrov v primerjavi z letom 2013, in je konec leta znašala 2,6 milijard evrov.

V letu 2014 smo beležili napredek pri celi vrsti trajnostnih pokazateljev; dodatno smo izboljšali razmerje med posojili in depoziti, ohranili visoko raven zadovoljstva strank in znatno povečali neobrestne prihodke in provizije, kar deluje kot protiutež vse bolj zahtevnim razmeram na področju obrestnih mer; količnik kapitalske ustreznosti pa se je konec leta 2014 približal 20 %, kar je izjemno visoko in dobra popotnica za nadaljnjo organsko rast v letu 2015 in 2016.

Naš položaj ene izmed vodilnih bank v državi so potrdili tudi regulatorji, ki so nas uvrstili med tri sistemsko pomembne banke v Sloveniji. To pomeni, da je v letu 2015 Evropska centralna banka (ECB) prevzela neposreden nadzor nad Banko. Po drugi strani pa bolj zahteven regulatorni okvir postavlja resne izzive za resurse Banke.

V preteklem letu je Banka ponovno prejela vrsto nagrad in priznanj. Če omenimo le nekatere; že četrto leto zapored nam je revija EMEA Finance podelila priznanje »Najboljša banka v Sloveniji«, revija Global Finance nam je podelila titulo »Najboljša banka za skrbniške storitve v Sloveniji«, ugledna mednarodna revija Euromoney pa nas je ponovno prepoznala kot najboljšo banko za upravljanje denarnih sredstev v Sloveniji.

Naša organizacija pa ni poslovala uspešno zgolj finančno, pač pa smo se še bolj aktivno vključevali tudi v družbeno odgovorne tematike. Angažirali smo se skozi donacije za neprivilegirane v naši družbi si pomočjo otrokom in v sodelovanju z Zvezo prijateljev mladine ter z lokalno organizacijo Rdečega križa, medtem ko smo naša sponzorska sredstva namenili za podporo izbranim kulturnim, poslovnim in izobraževalnim dogodkom.

Na koncu bi se radi zahvalili naši številčni in rastoči bazi zvestih in zadovoljnih strank, ki so nam zaupale in ki so podpirale naše aktivnosti. Ne nazadnje naj se zahvalim tudi vsem našim zaposlenim, ki so idejam vlili življenje, ki so dodali svojo predanost doseganju

naših skupnih ciljev, ki so posvetili energijo timskega delu ter omogočili preobrat. Zaradi vseh teh razlogov se lahko podamo v leto 2015 z več optimizma, kljub številnim izzivom, s katerimi se še vedno sooča bančna industrija.

S spoštovanjem,



Mag. Stefan Vavti

predsednik uprave

UniCredit Banka Slovenija d.d.

Predstavitev UniCredit Banka Slovenija d.d.

Sedež:	Šmartinska 140 SI-1000 Ljubljana Slovenija
Telefon:	+ 386 1 5876 600
Brezplačna telefonska številka:	080 88 00
Faks:	+ 386 1 5876 684
Spletna stran:	www.unicreditbank.si
Elektronska pošta:	info@unicreditgroup.si
Osnovna dejavnost:	drugo denarno posredništvo
Šifra dejavnosti:	K/64.190
Leto ustanovitve:	1991
Predsednik nadzornega sveta:	Martin Klauzer
Registrirana:	pri Okrožnem sodišču v Ljubljani št. reg. vl. 1/10521/00
Osnovni kapital:	20.383.764,81 EUR
Matična številka:	5446546
Identifikacijska številka:	SI59622806
Poravnalni račun pri Banki Slovenije:	01000-0002900092
Swift:	BACXSI22

Organi upravljanja Banke

Nadzorni svet do 30. aprila 2014

Član	Funkcija	Datum nastopa	Datum prenehanja funkcije
Gianni Franco Giacomo Papa	Predsednik nadzornega sveta	21. april 2011	30. april 2014
Martin Klauzer	Namestnik predsednika nadzornega sveta	24. april 2007	30. april 2014
Franco Andreetta	Član nadzornega sveta	9. februar 2009	30. april 2014
Francesco Slocovich	Član nadzornega sveta	2. januar 2013	30. april 2014
Heinz Karl Tschiltsch	Član nadzornega sveta	8. september 2010	30. april 2014
Giuseppe Verrascina	Član nadzornega sveta	9. februar 2009	30. april 2014

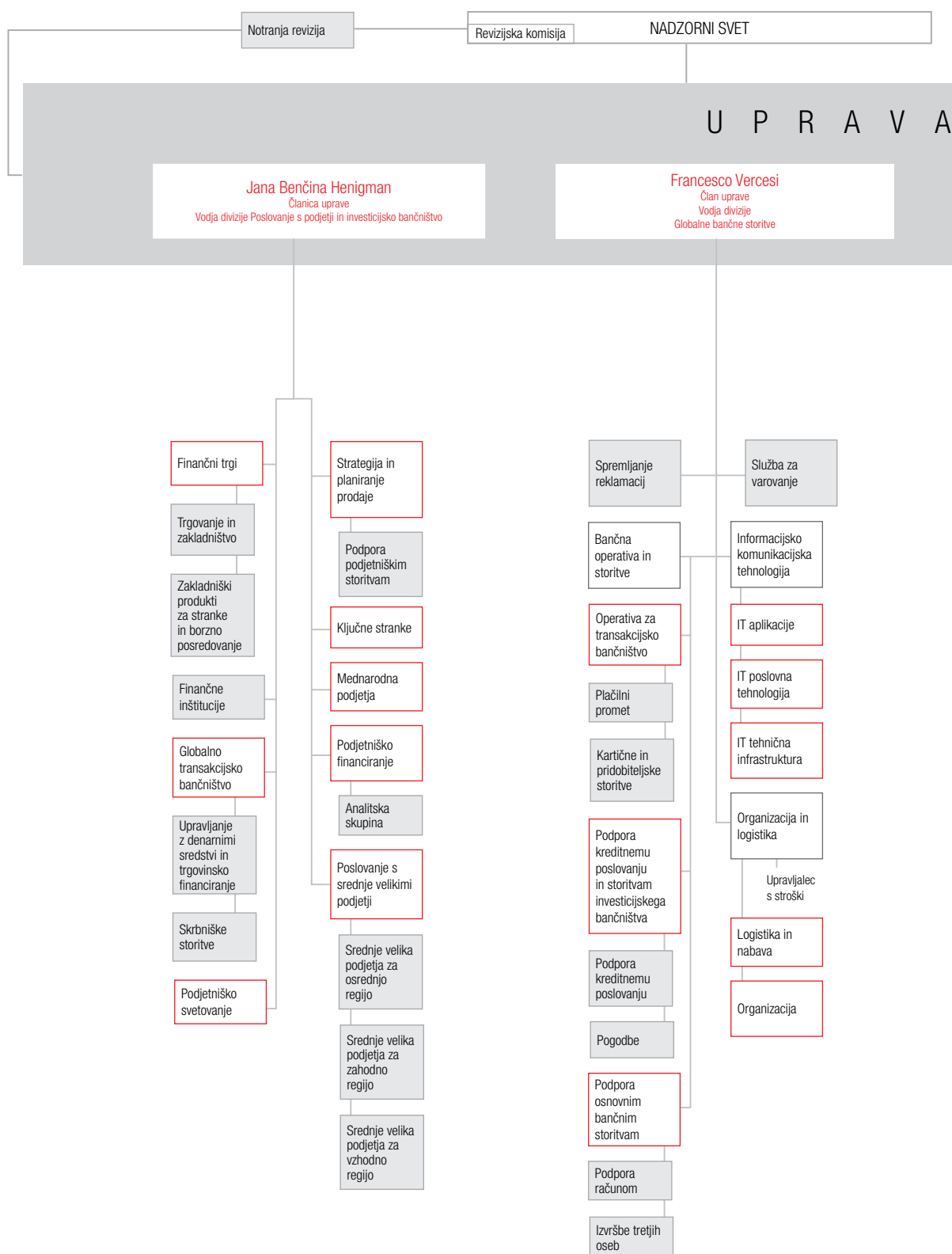
Nadzorni svet od 1. maja 2014

Član	Funkcija	Datum nastopa	Datum prenehanja funkcije
Martin Klauzer	Predsednik nadzornega sveta	1. maj 2014	n. a.
Heinz Karl Tschiltsch	Namestnik predsednika nadzornega sveta	1. maj 2014	n. a.
Franco Andreetta	Član nadzornega sveta	1. maj 2014	n. a.
Mariya Lerch Mihaylova	Članica nadzornega sveta	1. maj 2014	n. a.
Francesco Slocovich	Član nadzornega sveta	1. maj 2014	n. a.
Giuseppe Verrascina	Član nadzornega sveta	1. maj 2014	n. a.

Uprava

Član	Funkcija	Datum nastopa	Datum prenehanja funkcije
Mag. Stefan Vavti	Predsednik uprave	17. julij 2012	n. a.
Mag. Jana Benčina Henigman	Članica uprave	19. junij 2012	n. a.
Damijan Dolinar, CFA	Član uprave	5. julij 2011	n. a.
Francesco Vercesi, MBA	Član uprave	20. oktober 2009	n. a.

Organizacijska shema



BANK E

Damijan Dolinar
Član uprave
Vodja divizije Upravljanje s tveganji CRO

Stefan Vavti
Predsednik uprave
CEO



Poslovna mreža

Poslovna enota Ljubljana BTC

Šmartinska cesta 140
SI - 1000 Ljubljana
Tel.: 01 5876 600

Agencija Ljubljana Šmartinska

Šmartinska cesta 53
SI - 1000 Ljubljana
Tel.: 01 6011 120

Agencija Ljubljana Bežigrad

Dunajska cesta 177
SI - 1000 Ljubljana
Tel.: 01 6011 100

Poslovna enota Celje

Prešernova 8
SI - 3000 Celje
Tel.: 03 4252 479

Agencija Šentjur

Cesta Leona Dobrotinška 3
SI - 3230 Šentjur pri Celju
Tel.: 03 6005 680

Poslovna enota Maribor

Ulica škofa Maksimilijana Držečnika 6
SI - 2000 Maribor
Tel.: 02 2285 320

Agencija Maribor Magdalena

Žolgarjeva ulica 19
SI - 2000 Maribor
Tel.: 02 6005 650

Poslovna enota Murska Sobota

Trg zmage 5
SI - 9000 Murska Sobota
Tel.: 02 5341 440

Poslovna enota Radovljica

Gorenjska cesta 24
SI - 4240 Radovljica
Tel.: 04 5971 630

Poslovna enota Trbovlje

Ulica 1. junija 2
SI - 1420 Trbovlje
Tel.: 04 5612 562

Poslovna enota Ljubljana Celovška

Celovška 111
SI - 1000 Ljubljana
Tel.: 01 2528 460

Agencija Ljubljana Celovška

Celovška cesta 150
SI - 1000 Ljubljana
Tel.: 01 5000 546

Agencija Ljubljana Bežigrad

Dunajska cesta 47
SI - 1000 Ljubljana
Tel.: 01 2528 430

Poslovna enota Koper

Pristaniška 12
SI - 6000 Koper
Tel.: 05 6101 010

Agencija Lucija

Obala 112
SI - 6320 Portorož
Tel.: 05 6006 080

Poslovna enota Ptuj

Ulica heroja Lacka 1
SI - 2250 Ptuj
Tel.: 02 7980 340

Poslovna enota Kamnik

Ljubljanska cesta 4b
SI - 1241 Kamnik
Tel.: 01 8396 500

Poslovna enota Nova Gorica

Tolminskih puntarjev 2b
SI - 5000 Nova Gorica
Tel.: 05 3383 140

Agencija Sežana

Partizanska 37a
SI - 6210 Sežana
Tel.: 05 7314 589

Poslovna enota Ljubljana Wolfova

Wolfova 1
SI - 1000 Ljubljana
Tel.: 01 5876 472

Poslovna enota Ljubljana Tržaška

Tržaška cesta 19
SI - 1000 Ljubljana
Tel.: 01 2410 364

Agencija Logatec

Tržaška cesta 32
SI - 1370 Logatec
Tel.: 01 7591 940

Poslovna enota Ljubljana Rudnik

Ukmarjeva 4
SI - 1000 Ljubljana
Tel.: 01 2836 000

Poslovna enota Kranj

Na skali 1
SI - 4000 Kranj
Tel.: 04 2018 180

Agencija Šenčur

Poslovna cona A 2
SI - 4208 Šenčur pri Kranju
Tel.: 04 6002 160

Poslovna enota Novo mesto

Glavni trg 20
SI - 8000 Novo mesto
Tel.: 07 3737 400

Poslovna enota Krško

Ulica 11. novembra 53
SI - 8273 Leskovec pri Krškem
Tel.: 07 6006 070

Poslovna enota Velenje

Šaleška 20a
SI - 3320 Velenje
Tel.: 03 8987 300

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Natančno. Z enim samim klikom.

Zbogom potrdila in poslovne knjige. Pozdravljeno spletno računovodstvo. **UniCredit Family Budget**, nova spletna storitev za finančno poslovanje, razvrsti stroške v različne kategorije in ustvarja lahko razumljive grafikone in grafe za lažje sledenje prometu in stanju na računu. Omogoča preprost in praktičen pristop k spletnemu bančništvu ter vam pomaga upravljati prihranke in spremljati račune. Prihodnost se namreč prične s pravimi odgovori.



Dosežki in dogodki v letu 2014

JANUAR

Pripravili Multi varčevalni račun

Multi varčevalni račun UniCredit Bank je hkrati vpogledni račun in prilagodljiva kratkoročna ali dolgoročna naložba, v domači valuti EUR. Omogoča varčevanje z različnimi ročnostmi, za različne namene na enem računu in ponuja popoln nadzor nad privarčevanimi sredstvi. Prihranki na Multi varčevalnem računu so varni, bolje obrestovani in ločeni od sredstev na osebnem bančnem računu. Multi varčevalni račun je namenjen vsem, ki želijo varno in postopno, a hkrati fleksibilno varčevati, ne glede na status in starost (otroci, dijaki, študenti, zaposleni in upokojeanci).

FEBRUAR

Otvoritev novega sedeža UniCredit ob 15. obletnici delovanja Skupine in širitve na mednarodne trge

Skupina UniCredit je 15. obletnico obstoja obeležila z otvoritvijo UniCredit Tower, novega sedeža v Milanu. Slavnostni otvoritvi so med drugimi prisostvovali italijanski premier, Enrico Letta, predsednik UniCredita, Guiseppe Vita in predsednik uprave UniCredit, Federico Ghizzoni.

Prejeli tri nagrade za vzajemne sklade Pioneer

Revija Moje finance je na podelitvi v Ljubljani podelila nove zvezdice najboljšim vzajemnim skladom. Ob tem so razglasili tudi zmagovalce posameznih kategorij. Banka je prejela tri kipce; za najboljši Euro obvezniški sklad je bil nagrajen PF Euro Bond, za najboljši Euro delniški sklad za tri- in pet-letno obdobje pa sklad PF Top European Players. Ocene podelijo vsako leto februarja, letos je bil to že četrti izbor.

Dogodek za izvozna podjetja

Februarja je UniCredit Banka Slovenija d.d. za svoje stranke, predvsem tiste, ki poslujejo s tujimi trgi, pripravila brezplačen dogodek z naslovom »Trgovinsko financiranje in dokumentarno poslovanje: produkti, rešitve in izkušnje«. Na dogodku smo predstavili konkretne produkte trgovinskega financiranja ter načine financiranja obratnega kapitala in izvoznih poslov, predstavniki SID banke pa so pojasnili zavarovalne produkte za izvoznike.

Italijansko-slovenski forum

Banka je tudi v letu 2014 sponzorirala dogodek Italijansko-slovenski forum, ki so ga organizirali Veleposlaništvo Italije v Ljubljani in združenje Italijansko-slovenski Forum Italo-Sloveno ter Ekonomska fakulteta Univerze v Ljubljani. Namen srečanja z naslovom »Trgi, javni dolg in privatizacija: izkušnje in izzivi« je bil predstaviti najpomembnejša področja in vpliv sedanjega privatizacijskega procesa.

MAREC

Dva slovenska otroke pospremila nogometne zvezdnike na stadion

Skupina UniCredit je uradna banka UEFA Champions League. UniCredit Banka Slovenija d.d. je zato organizirala nagradno igro

za izbor dveh otrok, ki sta pospremila na igrišče nogometaše UEFA Champions League. Za mesto spremljevalcev se je potegovalo 200 otrok iz vse Slovenije. Že peto leto zapored je Banka izpolnila željo dvema otrokoma; na tekmi na stadionu Allianz Arena v Münchnu sta se 7-letna Ava iz Ljubljane in 8-letni Žak iz Novega Mesta pridružila nogometašem FC Bayern München in Arsenal FC. Oba sta prejela darilni paket, ki vključuje vstop na nogometno igrišče z roko v roki z nogometnim zvezdnikom, vstopnice za ogled tekme skupaj s staršema, nočitev z zajtrkom ter organiziran prevoz na relaciji Ljubljana – München – Ljubljana.

Spletna igra »Moj Ekovrt«

Program Šolski ekovrtovi, ki ga izvaja Inštitut za trajnostni razvoj (ITR), in ga je podprla tudi UniCredit Bank, nudi strokovno pomoč vrtcem in šolam v Sloveniji, ki so posadile ali si želijo svoj ekovrtiček. Cilj izvajanja programa je vzgojiti mlade za odgovoren in trajnostno naravn (ekološki) način pridelave zdrave hrane. Spletna igra »Moj ekovrt«, ki je nastala v okviru partnerstva ITR in UniCredit Bank, je namenjena izobraževanju mladih o ekološkem vrtnarjenju.

Razpis za opravljanje mednarodne prakse na področju podjetniškega in investicijskega bančništva

Mednarodna praksa je usmerjena v pridobitev praktičnega znanja s področja poslovanja s podjetji in investicijskega bančništva. Program poteka v Italiji, Nemčiji, Avstriji in nekaterih državah srednje in vzhodne Evrope.

APRIL

Na skupščini delničarjev imenovani novi člani nadzornega sveta

23. aprila 2013 je na sedežu Banke v Ljubljani potekala skupščina delničarjev UniCredit Banka Slovenija d.d. Na njej je bil sprejet plan razvoja in temelji poslovne politike za leto 2014 po predlogu uprave Banke.

Skupščina Banke je ugotovila, da je 30. 4. 2014 potekel mandat dotedanjim članom nadzornega sveta. Za nove člane nadzornega sveta za obdobje od 1. 5. 2014 do 30. 4. 2017, so bili imenovani: Martin Klauzer, Marija Lerch, Franco Adreetta, Guiseppe Verrascina, Heinz Karl Tschiltch ter Francesco Slocovich.

Zajtrk finančnih trgov

Okrog sto udeležencev se je aprila udeležilo tradicionalnega zajtrka finančnih trgov, ki ga za svoje stranke organizira UniCredit Banka Slovenija d.d. Kot običajno so govorniki na dogodku postregli s pregledom gospodarskega položaja ter dogajanjem na lokalnem in mednarodnih finančnih trgih. Predstavili so aktualne informacije s področja makroekonomske situacije ter udeležence seznanili z razvojem poslovne klime in gospodarskega okolja v prihodnje. Osrednja govornika dogodka sta bila dr. Philip Gisdakis, vodja oddelka raziskav bonitetnih strategij in strukturiranega financiranja v okviru skupine UniCredit, ki je predstavil makroekonomski pregled stanja in trendov, ter dr. Jože P. Damijan, redni profesor na Ekonomski fakulteti Univerze v Ljubljani, ki je predstavil analizo razdolževanja slovenskega gospodarstva. Poleg njiju so udeležence nagovorili tudi Borna Ljubičič,

namestnik vodje za razvoj poslovanja globalnega transakcijskega bančništva v srednji in vzhodni Evropi UniCredit, mag. Stefan Vavti, predsednik uprave UniCredit Banka Slovenija d.d., in mag. Jana Benčina Henigman, članica uprave UniCredit Banka Slovenija d.d.

MAJ

UniCredit Banka Slovenija d.d. že štiri leta zapored prejemnica priznanja »Najboljša banka v Sloveniji«

Revija EMEA Finance že šesto leto podeljuje nagrade za dosežke evropskih bank. Metodologija ocenjevanja na kratko sestoji iz ocene dosežkov posamezne banke v preteklem letu ter podatkov o trgih, na katerih delujejo. Pregledajo paleta dejavnikov, ki vplivajo na uvrstitev banke, med njimi prihodke, dobiček, rast tržnega deleža, rast kreditov in depozitov ter pomembne posle (v primeru investicijskih bank). UniCredit Banka Slovenija d.d. je naziv najboljša banka v Sloveniji prejela tudi za leta 2010, 2011 in 2012, tako letos že četrto leto zapored.

Prejeli priznanje za družbeno odgovorne prakse

Banka je od Mreže za družbeno odgovornost Slovenije (MDOS) prejela priznanje za dolgoletno sodelovanje z Zvezo prijateljev Mladine Moste Polje. Sodelovanje poteka v obliki donacij za pomoč pri izvedbi njenih programov ter se dopolnjuje z aktivnim vključevanjem sodelavcev Banke, poslovnih partnerjev in širše javnosti. Banka je od vsakega sklenjenega depozita namenila sredstva za projekt Botrstvo in na ta način zbrala dodatna sredstva. Sodelavci so s prostovoljno delovno akcijo uredili dvorišče in igrala počitniškega doma Zveze prijateljev mladine v Kranjski gori, kljub omejenim finančnim sredstvom pa želijo z inovativnimi pristopi in iznajdljivostjo prispevati k ozaveščenju in spodbujanju dobre prakse.

UniCredit Bank prejela polni certifikat Družini prijazno podjetje

Ekvilib inštitut, podeljevalec certifikata Družini prijazno podjetje, je na podelitvi v Ljubljani, podelil certifikate 17 podjetjem, od tega je 16 podjetij prejelo osnovni, UniCredit Banka Slovenija d.d. pa polni certifikat.

Ogled finala

UniCredit Banka Slovenija d.d. je za vse nogometne navdušence pripravila nagradno igro »Z UniCredit Bank na finale UEFA«. Prvi izžrebani nagrajenec je prejel tri vstopnice za ogled tekme finala UEFA Champions League med FC Real Madrid in Athletic Club de futbol, 24. maja 2014 v Lizboni. Nagrada je vključevala tudi prevoz in nastanitev z zajtrkom. Ostali izžrebani nagrajenci pa so prejeli enega od 100 uradnih kovancev tekme UEFA Champions League, ki jih je podarila skupina UniCredit.

Revija Global Finance UniCredit podelila številne nagrade

UniCredit Banka Slovenija d.d. je že četrto leto zapored prejela priznanje »Najboljša banka za skrbniške storitve v Sloveniji«. Skupina je bila nagrajena kot »Najboljša banka za financiranje dobaviteljev v državah regije SVE« in »Najboljša banka za skrbniške storitve« v sedmih državah SVE.

Financiranje dobaviteljev

Spomladi je Banka organizirala dogodek z naslovom »Financiranje dobaviteljev: produkti, rešitve in izkušnje«, kjer so strokovnjaki UniCredit Banka Slovenija d.d. predstavili bančno rešitev za financiranje dobaviteljev (t.i. supply chain finance), ki dobaviteljem prinaša številne prednosti. V okviru okrogle mize so o svojih izkušnjah s produktom »supply chain finance« spregovorili tudi predstavniki podjetij.

JUNIJ

UniCredit med najvišje ocenjenimi na področju trgovskega financiranja

Tudi letos so bralci vodilnega informacijskega portala Trade & Forfaiting Review (TFR) glasovali za najboljše banke na področju trgovskega financiranja. Skupina UniCredit je v letu 2014 prejela tri nagrade za odličnost na področju trgovskega financiranja. Že petič zapored je prejela nagrado za najboljšo banko na področju trgovskega financiranja v srednji in vzhodni Evropi. Zasedla je drugo mesto za najboljšo »forfaiting« finančno institucijo (metoda financiranja prodajnih izvoznih poslov), kar je v primerjavi z letom 2013 za eno mesto višja uvrstitev. Med najboljšimi ponudniki financiranja za manjša in srednje velika podjetja pa je enako kot v letu 2013 zasedla tretje mesto.

Obvezno poslovanje z e-računi tudi na področju javnih plačil

UniCredit Banka Slovenija d.d. je junija nastopila na dogodku časnika Finance »E-računi: Kako iz tega narediti dober posel?«, kjer so se udeleženci seznanili s primeri dobre prakse. UniCredit Banka Slovenija d.d. že nekaj let omogoča učinkovito elektronsko izmenjavo računov, kar za prejemnika in izdajatelja računa prinaša številne prednosti, kot so na primer prihranek časa, avtomatski vnos in usklajevanje ter skrb za okolje.

JULIJ

UniCredit Bank je ponosni sponzor Verdijevega Rekviea

UniCredit Banka Slovenija d.d. je s ponosom podprla izvedbo 62. Ljubljana Festivala, ki je 7. julija glavno mesto zapolnil z eno najbolj dovršenih del Giuseppeja Verdija. Skladatelj je z njim dokazal svojo ustvarjalno moč, vidno tako v veličastni melodiki kot tudi odlični orkestraciji. Rekvieom je združil umetnike iz različnih držav, ki so pod taktiko enega najbolj mednarodno priznanih dirigentov Riccarda Mutija obiskovalcem ljubljanskega Kongresnega trga pričarali nepozabno glasbeno doživetje.

Konferenca slovenskih izvoznikov

UniCredit Banka Slovenija d.d. je kot partnerica projekta časnika Finance, Izvozniki.si, nastopila na Konferenci slovenskih izvoznikov, kjer je predsednik uprave, mag. Stefan Vavti, sodeloval v pogovoru o finančni podpori slovenskemu izvozu. S takšnimi in podobnimi projekti se v Banki trudimo prispevati k skupnemu iskanju in spodbujanju izvoznih priložnosti.

Dosežki in dogodki v letu 2014

AVGUST

Poslovni rezultati Banke v prvem polletju 2014

UniCredit Banka Slovenija d.d. je v prvi polovici leta 2014 dodatno okrepila kapitalsko ustreznost, količnik se je v prvih šestih mesecih izboljšal s 16,9 % na 18,3 %, kar kaže na zelo trdno kapitalsko osnovo Banke. Prav tako je zrasla bilančna vsota Banke, in to za 6,8 %. Za 13,3 % so se povečali depoziti, medtem ko krediti ostajajo na podobni ravni kot ob koncu leta 2013. Čiste opravnine so na letni ravni zrasle za 3,9 %, predvsem zaradi uspešnega pridobivanja novih strank in izdaje vrednostnih papirjev.

Operativni stroški in amortizacija so na letni ravni padli za 5,7 %, kar je posledica povečane operativne učinkovitosti in boljšega upravljanja virov. Dobiček pred obdavčitvijo je dosegel 0,3 milijona evrov, dobiček po obdavčitvi v drugem vseobsegajočem donosu pa je znašal 13,0 milijonov evrov.

SEPTEMBER

Azimut prejel posebno pohvalo

Azimut, korporativna revija UniCredit Bank, ki jo izdajamo že od leta 2007, je namenjen managerjem in strankam ter potencialnim strankam privatnega bančništva. Tiskamo jo v omejeni nakladi in s tem ohranjamo njeno ekskluzivnost. Ker so odzivi bralcev, med katerimi so tudi uredniki najpomembnejših medijev, pozitivni, smo revijo postavili ob bok ostalim na slovenskem trgu. Na festivalu POMP Forum smo se uvrstili na drugo mesto, prejeli smo posebno pohvalo v kategoriji najboljši tiskani medij, obenem pa smo bili med finalisti tudi v kategoriji najboljša naslovnica.

OKTOBER

Že tretjič zapored najboljši pri upravljanju z denarnimi sredstvi

Vedno smo posebej veseli priznanj, ki nam jih naklonijo zadovoljne stranke. Te so v raziskavi Euromoney Cash Management Survey 2014 UniCredit Banka Slovenija d.d. ponovno prepoznale kot najboljšo banko za upravljanje denarnih sredstev v Sloveniji. Poleg Slovenije so tako priznanje na svojem področju dobile tudi članice skupine UniCredit v Avstriji, Bolgariji in na Madžarskem. Raziskava Euromoney Cash Management Survey poteka pod okriljem ugledne mednarodne revije Euromoney, ki že od leta 1969 podrobno spremlja dogajanja in finančne institucije na globalnih finančnih trgih. V okviru obsežnega anketnega vprašalnika stranke ocenjujejo vse vidike poslovanja banke na področju upravljanja denarnih sredstev, vprašanja pa se nanašajo tudi na strokovnost in odzivnost zaposlenih v banki, inovativnost in pomoč pri implementaciji novih produktov ter varnost in prilagodljivost sistemov banke potrebam podjetij.

Zdrava finančna prihodnost

Oktobra je UniCredit Banka Slovenija d.d. za svoje stranke pripravila dogodek z naslovom »Skupaj do zdrave finančne prihodnosti«. Na njem je dr. France Arhar, direktor Združenja bank Slovenije, z makroekonomske perspektive razložil, česa smo se naučili iz krize zadnjih let in kaj lahko pričakujemo v prihodnje. Miloš Vignjevič, vodja podjetniškega financiranja v UniCredit Bank, je razložil bančni pogled na možnosti financiranja v prihodnosti, dr. Nadja Zorko, direktorica

finančne funkcije in pooblaščenka uprave iz podjetja Eti d.d., pa je udeležencem srečanja prenesla svoje izkušnje glede različnih načinov prilagajanja finančnih funkcij podjetja spremenjenemu poslovnemu okolju. Na koncu so se lahko udeleženci dogodka pod vodstvom Ane Bole iz Joga celice naučili nekaj praktičnih vaj, s katerimi lahko vsakodnevno poskrbijo za ravnovesje v stresnih situacijah.

NOVEMBER

22 slovenskih otrok pospremi na igrišče zvezdnike UEFA Champions League

UniCredit Banka Slovenija d.d. je v sodelovanju z MasterCard organizirala nagradno igro za otroke, ki so na tekmi NK Maribor proti Chelsea FC v Ljudskem vrtu v Mariboru pospremili na igrišče nogometaše UEFA Champions League.

Za mesto spremljevalcev je bilo veliko interesa, prispelo je več kot 300 prijav otrok iz celotne Slovenije, Banka pa je sanje uresničila 22 otrokom, ki so v Mariboru vstopili na nogometno igrišče skupaj z nogometnim zvezdnikom.

ECB prevzela neposredni nadzor nad Banko

ECB je prevzela neposredni nadzor nad sistemsko pomembnimi bankami v območju evra. To predstavlja enega od treh stebrov bančne unije v EU, ki naj bi prispeval k večji trdnosti in finančni integraciji evropskega bančnega sistema. Nadzora so poleg naše Banke deležne tudi NLB in NKBM.

DECEMBER

Finančni dnevi UniCredit Bank v znamenju internacionalizacije

Tudi letos je UniCredit Banka Slovenija d.d. na začetku decembra za svoje stranke organizirala tradicionalni dvodnevni dogodek Finančni dnevi, tokrat vsebinsko pod sloganom »Let's be international together!«. Tako so bile teme večinoma prilagojene tistim, ki poslujejo ali želijo poslovati na mednarodnih trgih. Poudarek je bil na izmenjavi mednarodnih izkušenj podjetij, učinkovitih poslovnih modelih, ki zadovoljujejo potrebe različnih trgov, izvoznih priložnostih ter spodbujanju tujih naložb na slovenskem trgu. Na dogodku so se zvrstila številna predavanja in okrogle mize, nastopilo je veliko pomembnih domačih in tujih gostov ter predstavnikov tujih gospodarskih predstavništev v Sloveniji, prav tako pa ni manjkalo priložnosti za sproščeno druženje.

Dobra dejanja namesto nakupa novoletnih daril

UniCredit Banka Slovenija d.d. je namesto nakupa novoletnih daril tudi tokrat denar namenila otrokom iz socialno šibkih okolij. Pod okriljem Rdečega križa bo omogočila letovanje še večjemu številu otrok, tudi takim, ki morja še nikoli niso videli, obenem pa nadaljuje tudi tradicijo podpore projektu Botrstvo Zveze prijateljev mladine.

Managerski koncert

Banka je s sponzorskimi sredstvi podprla managerski koncert, kjer je pod taktirko Georga Pehlivaniana nastopil Simfonični orkester RTV Slovenija, solistka španska violinistka Leticia Moreno ter mladi glasbeni talenti, ki jih je predstavljala pianist Armin Čoralič. Managerski

koncert je največji dogodek slovenske poslovne javnosti, ki se ga že dolga leta udeležujejo managerji najpomembnejših slovenskih podjetij, poleg njih pa še vodilni politiki in veleposlaniki tujih držav. Ima tudi dobrodelno noto, saj organizator vsako leto nameni velik del dobička koncerta mladim slovenskim glasbenikom, s čimer je podprl mnoge glasbenike, ki so se kasneje uveljavili kot odlični solisti, kot npr: Mate Bekavac, Mojca Zlobko, Martin Belič, Luka Šulić in Anja Bukovec.

Gospodarsko okolje v letu 2014

Leto 2014 je v Sloveniji najbolj zaznamovala vrnitev gospodarske rasti. Izvoz in naložbe so bili gonilo rasti, pri čemer so bile slednje močno podprte s sredstvi EU in so neposredno vplivale na gradbeništvo. Beležili smo tudi rahlo rast osebne potrošnje in storitev. Istočasno pa v evro območju gospodarska aktivnost ostaja šibka; leta 2014 so četrtletne rasti znašale med 0,1 % in 0,3 %, kar je skoraj identično kot leto pred tem. Zaostrovanje odnosov z Rusijo, kriza v Ukrajini in deflacija pa predstavljajo dodatna tveganja za zdravo rast v prihodnjem obdobju. Domača stopnja inflacije po metodi HICP je bila rekordno nizka z 0,4 % na letni ravni predvsem zaradi padanja cen energentov, je pa bila tudi osnovna inflacija pod povprečjem evro skupine.

Drug pomemben dogodek v letu 2014 je bila sprememba statusa Republike Slovenije na dolžniških trgih. V letu 2013 smo beležili rekordno visoke pribitke na obrestne mere državnih obveznic, v letu 2014 pa se je po stabilizaciji bančnega sistema preko dokapitalizacije poddržavljenih bank in prenosa slabih terjatev na DUTB situacija bistveno izboljšala. Na splošno so se pribitki vseh državnih obveznic evro območja znižali, ampak največja sprememba je bila prav pri slovenskih obveznicah. Zaradi nižjega kreditnega pribitka se je obrestna mera pri slovenskih državnih obveznicah znižala za skoraj 1,50 odstotne točke. To pa se je zgodilo po tem, ko je že v zadnjem četrtletju leta 2013 – ko je postalo jasno, da bo Slovenija svoj bančni sistem reševala sama – ta učinek prinesel za 1,80 odstotne točke nižji kreditni pribitek na državne obveznice Republike Slovenije.

Bančni sektor se je še naprej intenzivno krčil in to predvsem preko zmanjševanja kreditiranja nebančnega sektorja (-31 %, oktober 2014/2013). Tudi če izločimo prenos slabih kreditov na DUTB v tem obdobju, je padec kreditiranja nebančnega sektorja še vedno znašal visokih -10 %. Razlog za takšno krčenje so šibka kreditna sposobnost podjetij in zadržanost do novih posojil zaradi negotovosti glede gospodarskega okrevanja na strani povpraševanja in omejena ponudba zaradi višjih kreditnih standardov bank. Posledično se delež kreditov v bilanci bančnega sistema znižuje, predvsem na račun likvidnih vrednostnih papirjev. Ob tem so se banke še naprej razdolževale v tujini in pri Evrosistemu.

Po podatkih Banke Slovenije se je stopnja upadanja povpraševanja po kreditih v letu 2014 zmanjšala, kar naj bi se nadaljevalo tudi v letu 2015, leta 2016 pa je pričakovati prvo šibko pozitivno rast bruto kreditiranja nebančnega sektorja po petih letih.

Čas
je dragocen.

Izkoristite njegovo
vrednost.

Nasvet, ko ga želite.

Vsakdo potrebuje nasvet. In nihče ne želi zapravljati časa. Zato smo ustvarili **Video Advice@home**. Ta uporabna storitev zagotavlja strokovne nasvete prek spleta, kar vam omogoča, da se povežete z našimi svetovalci iz udobja vašega doma. Program, ki ga enostavno namestite, nam omogoča, da se hitro odzovemo na vprašanja o vašem transakcijskem računu, avtomobilskem posojilu ali hipoteki. Tako lahko ustvarjamo vrednost za vas, kadarkoli in kjerkoli nas potrebujete.



Poslanstvo, vizija in vrednote

Naša zavzetost je naša prednost

V finančni skupini UniCredit je naše najmočnejše orodje prav trdna in neomajna zavzetost – za naše stranke, za naše sodelavce, za naše vlagatelje, za lokalne skupnosti, v katerih delujemo, pa tudi zavzetost za spoštovanje naših temeljnih vrednot, spoštovanje kulture, doseganje visoke kakovosti v vsem, kar počnemo, in zavzetost za trajnosten uspeh našega podjetja.

Predano vlagamo v graditev odnosov s strankami in prevzemamo aktivno vlogo v lokalnih skupnostih. Ob zasledovanju poti trajnostne rasti je Banka v zadnjih nekaj letih nenehno zaposlovala nove sodelavce in tako postala zanesljiv in privlačen delodajalec za lokalno okolje.

Poslanstvo in vizija

Naša vizija je osredotočati se na ljudi kot posameznike, kar bomo dosegli s prizadevanjem, da povečamo njihov potencial ter jim pomagamo uresničiti njihove načrte in ideje.

Trdno verjamemo, da ima vsak posameznik pravico in odgovornost oblikovati lastno prihodnost. Finančna znanja zaposlenih v Banki lahko pomagajo posameznikom in podjetjem pri oblikovanju njihove prihodnosti kot tudi pri doseganju polnega potenciala. Banka si prizadeva dosegati dobičkonosno in trajnostno rast na način, ki prinaša koristi družbi kot tudi vsem našim deležnikom.

Vrednote

Naše vrednote – delimo si jih vsi zaposleni v skupini UniCredit – temeljijo na poštenosti kot pogoju trajnosti, kar omogoča, da dobiček preoblikujemo v vrednost za vse naše deležnike. Vrednote izhajajo iz naše Listine o vrednotah, ki predstavlja osnovo vsega, kar počnemo. Naše vrednote so:

- Poštenost – imamo enoten visok standard za vse, kar počnemo; se uporablja za vse enako in brez diskriminacije.
- Zaupanje – delimo skupen kodeks vrednot, ki je podlaga vsemu, kar počnemo. Ta je trden temelj našega ugleda in gradi zaupanje v podjetje, ki je ključnega pomena za dobičkonosno, trajnostno rast.
- Spoštovanje – nenehno si prizadevamo pridobiti spoštovanje, po drugi strani pa ga z veseljem izražamo tistim, ki si ga zaslužijo.
- Preglednost – trudimo se, da je vse, kar počnemo, vedno pošteno, relevantno in odkrito.
- Vzajemnost – aktivno si prizadevamo pomagati posameznikom okoli sebe, pri čemer verjamemo, da bomo tudi sami deležni enake pomoči.
- Svoboda delovanja – gojimo kulturo odprtosti, ki našim ljudem omogoča uresničevanje njihovega potenciala ter jih spodbuja k doseganju višjih ciljev za naše stranke in deležnike.

Privrženost tem vrednotam razumemo kot predpogoj za ohranjanje zaupanja do Banke ter njenega ugleda.

Stranka v središču pozornosti

V skladu z našim poslanstvom je glavni cilj Banke zadovoljiti potrebe vsake posamezne stranke v skladu z idejo, da je celotno poslovanje lokalno, skozi neomejene ali standardizirane produkte. Pri oblikovanju in razvoju produktov skušamo iz članstva v Skupini doseči ekonomijo obsega na strani prihodkov kot tudi na stroškovni strani in pri dobičku. Posledično tudi organiziranost Banke sledi standardom Skupine in omogoča prenos znanj in dobrih praks. Naša konkurenčna prednost je tudi v tem, da lahko servisiramo stranke s pomočjo široke mreže bank, ki so vodilne na lokalnih trgih. Sposobni smo podpreti mednarodne stranke Skupine, ki so prisotne na slovenskem trgu, kot tudi slovenske stranke pri njihovih prizadevanjih za širitev poslovanja v tujino.

Trajnostni uspeh

V UniCredit Banka Slovenija d.d. smo prepričani, da je mogoče finančne cilje doseči le s trajnostnim razvojem ob upoštevanju naslednjih načel:

- Prizadevamo si graditi dolgoročne odnose s strankami in v našem sistemu nagrajevanja upoštevati zadovoljstvo strank.
- Raznolikost: želimo uporabiti najrazličnejše talente naših zaposlenih, ne glede na njihovo starost, spol, versko opredelitev, zdravje ali spolno usmeritev.
- Družbena odgovornost: želimo biti predan in koristen član lokalnih skupnosti, kar uresničujemo tudi z našimi donatorskimi in sponzorskimi dejavnostmi.
- Ekološka trajnost: pri poslovanju dajemo velik pomen ekološki trajnosti. Spodbujamo in podpiramo zavedanje o medsebojni odvisnosti okoljevarstvenih tematik in bančništva.
- Izobraževanja, spodbude in sistem nagrajevanja so namenjeni temu, da naši zaposleni uberejo podjetniško pot in pri tem ustvarjajo ravnotežje med delom in prostim časom.

Upravljanje na osnovi dodane vrednosti

Celotno upravljanje in delovanje Banke temelji na upoštevanju naštetih vrednot. V skladu z usmeritvijo skupine UniCredit je Banka vzpostavila sistem ekonomske dodane vrednosti (EVA – Economic value added) kot glavno merilo uspešnosti poslovanja. EVA meri prispevek dobička nad stroški kapitala in se ne uporablja le na ravni celotne Banke pač pa tudi pri posameznih odločitvah o kreditih. EVA je danes standardno merilo uspešnosti poslovanja, ki združuje tako rast na podlagi razvoja sredstev, uteženih s tveganjem, in potrebne razporeditve kapitala kot tudi izboljšanja dobičkonosnosti kot gonilne sile vrednosti.

Banka vlaga kapital v tiste poslovne segmente, produkte in storitve, kjer je mogoče doseči najvišjo dodano vrednost. Preglednost oblikovanja vrednosti in / ali upadanja vrednosti je ključnega pomena za trajnostne rezultate.

Naša strategija

11. marca 2014 je svet direktorjev UniCredit odobril 5-letni strateški načrt s ciljem zagotavljanja trajnostno dobičkonosnost v prihodnjih letih. Načrt je osnovan na trdnih temeljih, močni kulturi upravljanja s tveganji ter na izboljšani makroekonomski klimi. Naši cilji so: utrditi vodilni položaj na področju finančnih storitev za podjetja po Evropi, vpeljati inovativen način razmišljanja v naši mreži poslovalnic ter vzpostaviti najodobnejši digitalni odtis.

V UniCredit razumemo našo vlogo kot del širšega sistema, ki uporablja vire ali kapital ter ustvarja skupno vrednost. V resnici je trdnost našega poslovanja odvisna od uspešnosti naših strank in skupnosti, v katerih delujemo. Da bi ustvarili večjo vrednost, razvijamo inovativne rešitve, ki predstavljajo privlačne naložbene priložnosti ter hkrati ustvarjamo pozitiven rezultat za našo Skupino.

Petletni strateški načrt smo sprejeli s ciljem zagotavljanja vzdržno dobičkonosnost ter na najboljši možen način uporabljati vire, ki jih imamo na voljo. Na takšen način se učinkovito odzivamo na prioritete naših deležnikov.



* Za podrobnosti glej Sustainability Report 2014.

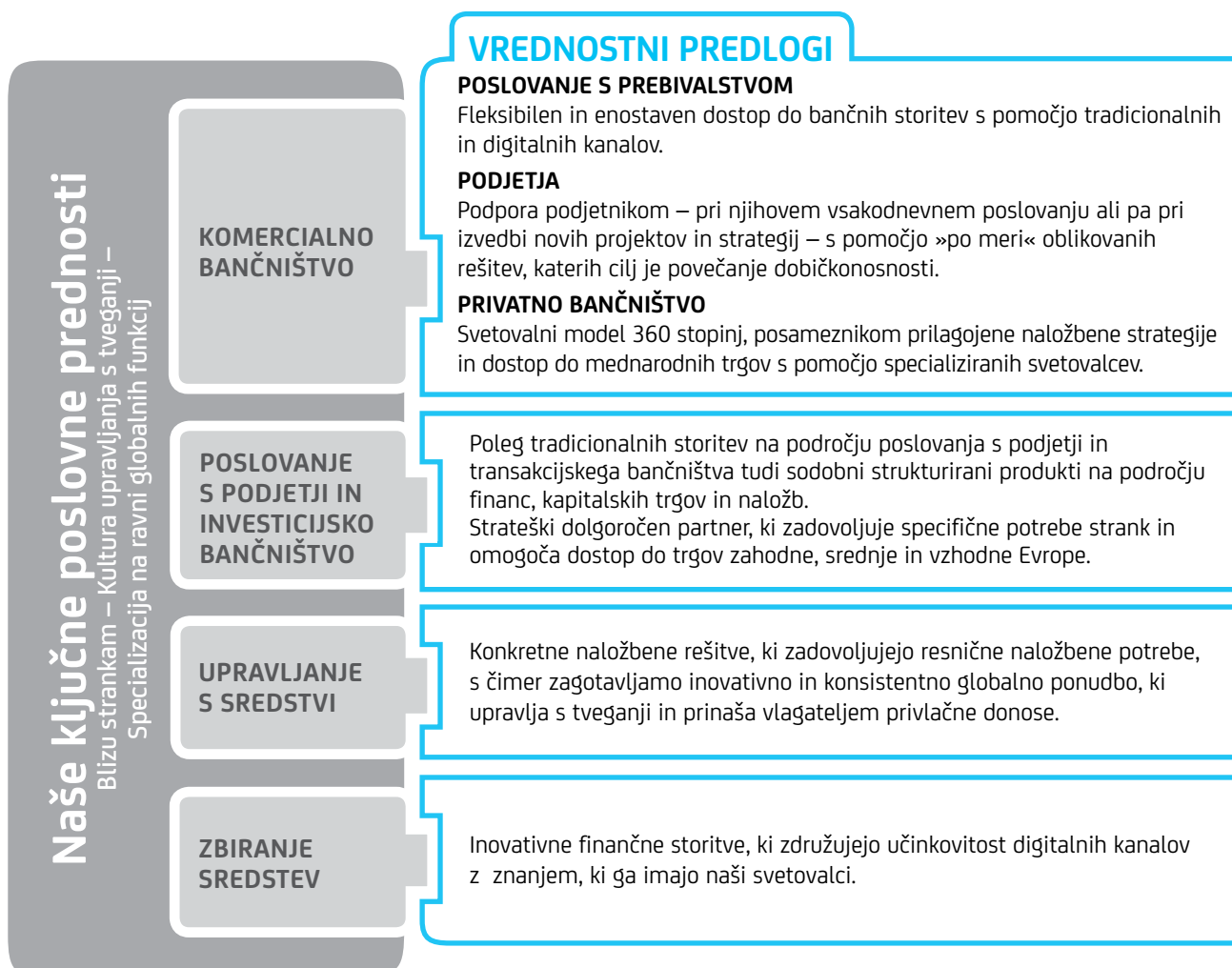
Naš poslovni model

V skupini UniCredit si prizadevamo ponuditi odlične bančne storitve ter zagotoviti podporo ekonomski rasti v skupnostih, v katerih poslujemo. To zahteva razvoj novih storitvenih modelov, ki omogočajo povezave med podjetji na različnih lokacijah, pri čemer mora biti banka bolj dostopna in transparentna, kar pomeni tudi trajnostna.

Rezultat procesa prestrukturiranja, ki smo ga sprožili v začetku leta 2012, je poenostavitev naših operativnih procesov. Da bi bili bližje našim strankam, imajo lokalna predstavništva večjo moč odločanja. Cilj te spremembe je poenostavitev poslovanja z uvedbo poenostavljene verige upravljanja, bolj učinkovite komercialne mreže ter širših možnosti za oblikovanje posamezniku prilagojenih rešitev. Poleg tega omogoča našim lokalnim predstavništvom več učinkovitosti pri pomoči razvoju trgov, na katerih poslujejo.

NAŠE POSLANSTVO

Mi, sodelavci skupine UniCredit se zavzemamo za ustvarjanje vrednosti za naše stranke. Kot vodilna evropska banka si prizadevamo za razvoj skupnosti, v katerih živimo, za svoje sodelavce pa želimo ustvariti prijazno delovno okolje. Stremimo k odličnosti in si nenehno prizadevamo, da bi bilo poslovanje z nami enostavno. Te zaveze nam omogočajo oblikovanje trajnostne vrednosti za naše deležnike.



Poudarki

UniCredit je vodilna evropska komercialna banka, ki posluje v **17** državah z več kot **147.000** zaposlenimi, preko **8.500** poslovnimi enotami ter z mednarodno mrežo, ki se razprostira na **50** trgov.

Svoje prednosti gradimo na močni evropski identiteti, razvejani mednarodni prisotnosti in široki bazi strank.

Naš strateški položaj v zahodni in vzhodni Evropi nam omogoča enega najvišjih tržnih deležev v regiji.



VEČ KOT

147.000

zaposlenih¹



VEČ KOT

8.500

poslovnih enot²

Finančni poudarki (v mio EUR)

PRIHODEK IZ POSLOVANJA

22.513

ČISTI DOBIČEK

2.008

KAPITAL

49.390

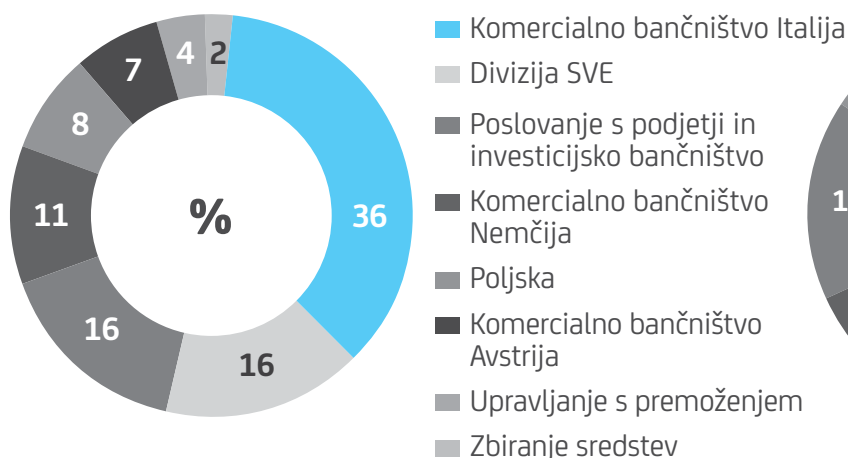
SKUPNA SREDSTVA

844.217

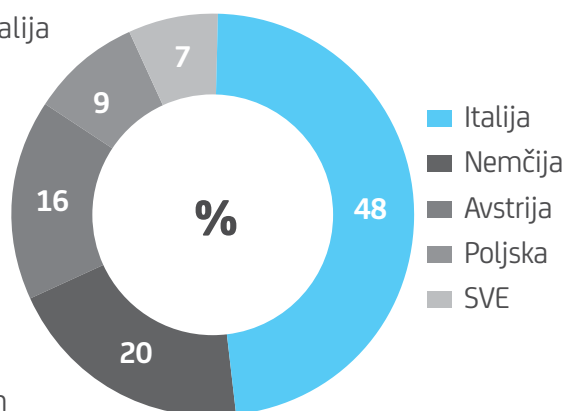
KOLIČNIK TIER 1

10,41 %

PRIHODKI PO POSLOVNIH PODROČJIH*



PRIHODKI PO REGIJAH*



1. Podatki na dan 31. december 2014. FTE = "Full Time Equivalent"; število zaposlenih za polni delovni čas. Podatki vključujejo vse zaposlene družbe Koç Financial Services Group (Turčija).

2. Podatki na dan 31. december 2014. Podatki vključujejo vse poslovalnice družbe Koç Financial Services Group (Turčija).

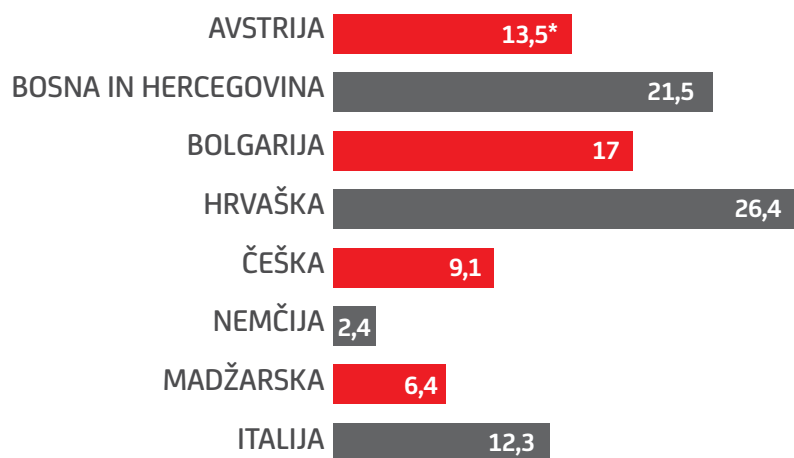
* Podatki na dan 31. december 2014.



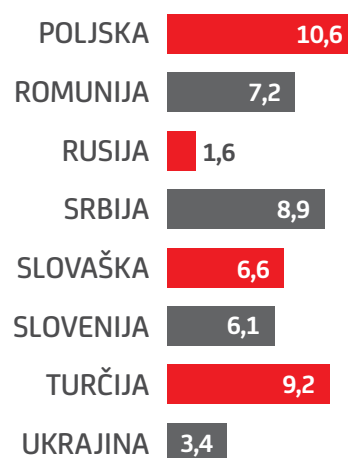
Kje smo prisotni

AVSTRIJA	ITALIJA
AZERBAJDŽAN	POLJSKA
BOSNA IN HERCEGOVINA	ROMUNIJA
BOLGARIJA	RUSIJA
HRVAŠKA	SRBIJA
ČEŠKA	SLOVAŠKA
NEMČIJA	SLOVENIJA
MADŽARSKA	TURČIJA
	UKRAJINA

TRŽNI DELEŽ³(%)



TRŽNI DELEŽ (%)



3. Tržni deleži glede na celotna sredstva po stanju na dan 31. december 2014 za države SVE. Tržni deleži glede na skupno število kreditov strankam po stanju na 31. december 2014 za Italijo, Nemčijo in Avstrijo.

Vir: UniCredit National Center Banks, UniCredit Research, UniCredit CEE Strategic Analysis.

Podatki na dan 30. september 2014, razen za Bosno in Hercegovino, Slovenijo (2Q 2014), Romunijo (1Q 2014), Madžarsko (FY 2013) in Bolgarijo (3Q 2014).

* Podatki na dan 30. november 2014.

Naš pristop

UniCredit ima pomembne odgovornosti znotraj kompleksne verige ustvarjanja vrednosti. Uporabljamo različne vrste kapitala – finančnega, človeškega, družbenega, intelektualnega, okoljskega kot »inpute«, s katerimi pomagamo našemu gospodarstvu in širši družbi. Ti »inputi« močno vplivajo na naš poslovni model ter na kakovost produktov in storitev, ki jih zagotavljamo, torej na naš »output«.

Podrobno smo preučili naš vpliv na okolje, zato se še bolj zavedamo pomembne vloge, ki jo imamo v gospodarstvih držav, v katerih poslujemo. Odgovoren pristop je vodilo vsega, kar počnemo; od osnovnih bančnih dejavnosti do naših pobud v smeri družbeno odgovornega ravnanja. Te pobude se navezujejo na finančno vključitev in izobraževanje, s čimer dopolnjujemo našo filantropijo na področju družbenega vključevanja. Globoko verjamemo, da skupnosti, ki zagotavljajo resnično raznolikost možnosti, vzdržujejo inovativno okolje, ki omogoča rast tako posameznikom kot podjetjem.

PROCES USTVARJANJA VREDNOSTI V ŠIRŠEM DRUŽBENEM KONTEKSTU



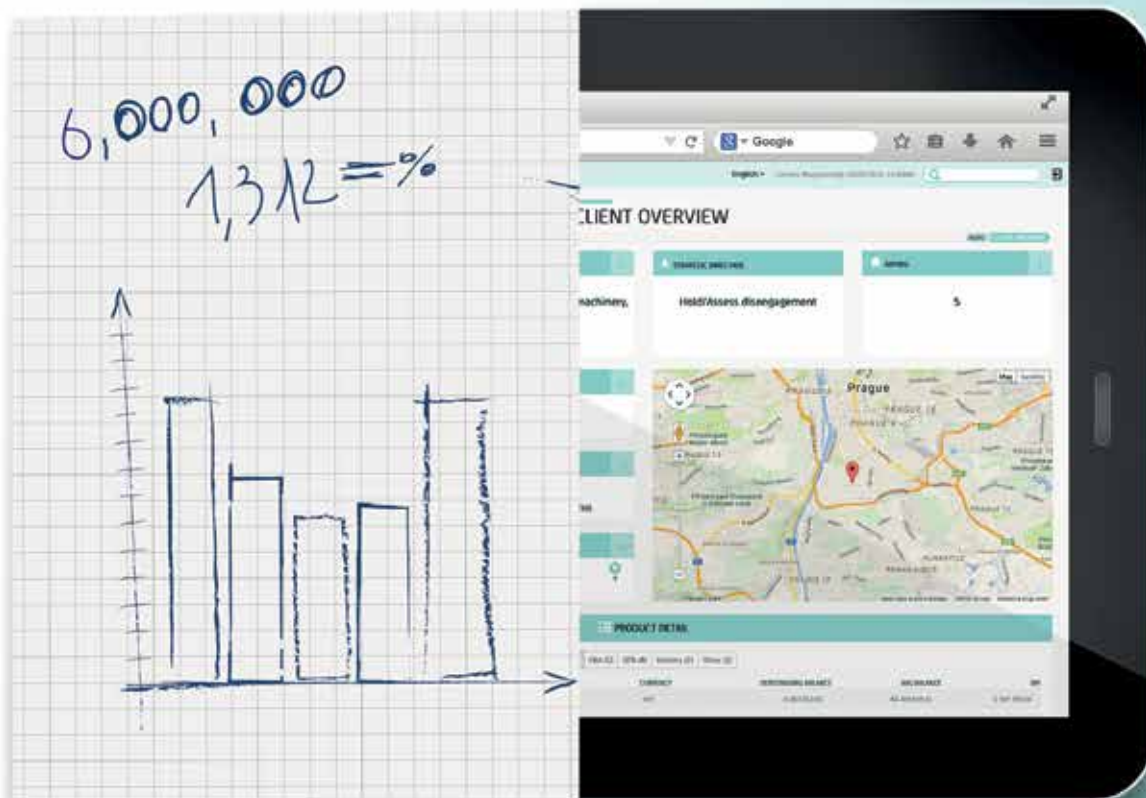
1. Za podrobnosti glej [Sustainability Report 2014](#).
Vir: prilagojeno iz IIRC ogrodja.

Podatki
so jasni.

S podpornimi
storitvami do
uporabnih informacij.

Jasni odgovori za prihodnost.

Pot k znanju se začne z razumevanjem. **Babel** je aplikacija, ki preoblikuje podatke v uporabne in točne informacije. Z njo lahko razvijamo posamezniku prilagojene produkte in storitve. Babel nam omogoča izpolnitev vaših pričakovanj ter nudi pomoč pri pomembnih življenjskih odločitvah. Kajti informacije so ključ za predvidevanje prihodnosti.



Finančni rezultati

Izkaz poslovnega izida za leto 2014

Leto 2014 je bilo za Banko uspešno, saj je ponovno zabeležila pozitiven rezultat v višini 0,6 milijona evrov čistega dobička po obdavčitvi ter poleg tega 15,7 milijona evrov drugega vseobsegajočega donosa po obdavčitvi.

V letu 2014 so čisti prihodki Banke od obresti dosegli 48,6 milijona evrov, kar predstavlja povečanje za 0,2 milijona evrov (oziroma za 0,5 %). Padec prihodkov od obresti je bil nevtraliziran s padcem odhodkov za obresti, oboje pa odraža padajoče obrestne mere na trgih.

Banka je uspešno povečala čiste opravnine na 24,7 milijona evrov oziroma za 1,3 milijona evrov (5,5 %) v primerjavi s preteklim letom. Povečanje izhaja iz stabilne rasti kartičnega poslovanja, podjetniškega finančnega svetovanja kot tudi iz transakcij z vrednostnimi papirji. Slednje se naša predvsem na prve javne ponudbe vrednostnih papirjev za stranke.

Realizirane izgube v postavki "Realizirani dobički in izgube iz finančnih sredstev in obveznosti, ki niso merjeni po pošteni vrednosti skozi izkaz poslovnega izida" znašajo 2,8 milijona evrov. V to postavko sodi 4,2 milijona evrov dobička, ki je bil realiziran s prodajo obveznic razpoložljivih za prodajo ter 7,2 milijona evrov odpisanih kreditov. Vsi ti krediti so bili v celoti oslabiljeni v predhodnih letih, zato so posledično sproščene oslavitve v enakem znesku.

V letu 2014 je Banka ustvarila dobiček iz trgovanja vključno s tečajnimi razlikami v višini 1,9 milijona evrov (v letu 2013: izguba v višini 1,2 milijona evrov). Čisti dobiček iz trgovanja z vrednostnimi papirji je bil stabilen v primerjavi z letom poprej, saj je znašal 0,2 milijona evrov navkljub znatno višjemu obsegu vrednostnih papirjev, s katerimi se je trgovalo (351 milijonov evrov kupljenih in prodanih vrednostnih papirjev v letu 2014 v primerjavi z 92 milijonov evrov v letu 2013). Prav tako je čisti dobiček iz nakupa in prodaje tujih valut vključno s tečajnimi razlikami dosegel enako raven v obeh letih (neto 0,4 milijona evrov). Čisti dobiček iz trgovanja z izvedenimi finančnimi instrumenti je znašal 1,3 milijona evrov, medtem ko je leta 2013 Banka pri tej postavki poročala izgubo v višini 1,8 milijona evrov. Učinek začetnega pripoznanja prilagoditev kreditnega vrednotenja (credit value adjustment – CVA) in prilagoditev vrednotenja obveznosti (debt value adjustment – DVA) za trgovalne izvedene finančne instrumente v letu 2013 v primerjavi z letom 2014 je enak razliki v rezultatu trgovanja z izvedenimi finančnimi instrumenti v obeh letih. Slednje je povzročilo za 3,1 milijona evrov izgube v letu 2013. Če izključimo ta učinek, je bil trgovalni rezultat Banke v obeh letih stabilen.

CVA in DVA sta tako v letu 2013 kot tudi v 2014 edina vplivala na postavko »Spremembe poštene vrednosti pri obračunavanju varovanj pred tveganji« z izgubo v višini 1,2 milijona evrov v letu 2014 v primerjavi z dobičkom v višini 2,6 milijona evrov v letu 2013 (začetno pripoznanje).

Postavka "Druga čista poslovna izguba" je v obeh letih znašala 0,7 milijona evrov.

Zahvaljujoč strogemu upravljanju stroškov je Banka uspela znižati administrativne stroške iz 35,0 milijona evrov v letu 2013 za 1,0 milijona evrov na 34,0 milijona evrov v letu 2014 (kar predstavlja znižanje za 2,9 % na letni ravni).

Stroški amortizacije so ostali stabilni, in sicer pri znesku 5,1 milijona evrov.

Banka je oblikovala rezervacije v višini 1,2 milijona evrov, kar je za 2,7 milijona evrov (oziroma za 69,5 %) manj kot leto poprej. Banka ni oblikovala dodatnih rezervacij za svoje zunajbilančno poslovanje, kar je predstavljajo večino rezervacij v letu 2013. Rezervacije v letu 2014 so bile oblikovane za pravno nerešene tožbe, morebitne izgube, odpravnine in jubilejne nagrade.

V letu 2014 je Banka oblikovala 28,6 milijona evrov oslabeitev za kredite, kar je 48,2 % manj kot v predhodnem letu. Obseg slabih posojil je v letu 2014 upadel, in sicer iz 352,4 milijona evrov na 339,6 milijona evrov. Oslabitve finančnih sredstev razpoložljivih za prodajo so znašale 0,8 milijona evrov (v primerjavi z 19,5 milijona evrov v letu 2013).

Banka je zaključila poslovno leto 2014 s čistim dobičkom v višini 0,6 milijona evrov, tako da izkazuje pomemben preobrat svojih finančnih rezultatov, saj je v letu 2013 zabeležila 39,2 milijona evrov izgube.

V okviru postavke »Drugi vseobsegajoči donos« je Banka pripoznala 15,7 milijona evrov čistega dobička po obdavčitvi. Dobički v zvezi s finančnimi sredstvi, razpoložljivimi za prodajo so prispevali večji del k slednjemu, in sicer 11,8 milijona evrov (14,2 milijona evrov pred obdavčitvijo). Na vseobsegajoči donos je pomembno vplival zmanjšan kreditni razpon za Republiko Slovenijo, kar je botrovalo višjim tržnim cenam državnih obveznic. Dobički v zvezi z varovanjem denarnih tokov so prispevali 3,7 milijona evrov, aktuarski dobički pa 0,2 milijona evrov.

Izkaz finančnega položaja za leto 2014

UniCredit Banka Slovenija d.d. je v letu 2014 povečala svojo bilančno vsoto za 90,2 milijona evrov (oziroma za 3,6 %); ta je konec leta znašala 2.578,7 milijona evrov.

Obseg finančnih sredstev, namenjenih trgovanju, je bil konec leta 2014 sestavljen izključno iz pozitivne poštene vrednosti izvedenih finančnih instrumentov za trgovanje. Znašal je 16,4 milijona evrov, kar pomeni, da je bil na letni ravni za 1,2 milijona evrov višji (oziroma za 7,8 %). Ob koncu predhodnega leta je bil sestavljen tudi iz vrednostnih papirjev, namenjenih trgovanju, v višini 0,2 milijona evrov.

Finančna sredstva, razpoložljiva za prodajo, so ob koncu leta 2014 dosegla 354,4 milijona evrov, od tega 354,1 milijona evrov v obveznicah, preostalih 0,2 milijona evrov pa v delnicah. Obveznice so bile kupljene tekom leta za neto 114,3 milijona evrov (kar pomeni povečanje obsega za 50,7 %). Dodatnih 14,3 milijona evrov povečanja izhaja iz njihove povečane vrednosti. Delnice so bile prodane za 24,7 milijona evrov ter oslabiljene za 0,8 milijona evrov.

Postavka »Izvedeni finančni instrumenti, namenjeni varovanju« predstavlja pozitivno sedanjo vrednost zamenjav (swaps), ki jih je Banka imela v lasti, da bi varovala svoje denarne tokove. Ob koncu leta 2014 je znašala 11,9 milijona evrov, kar predstavlja povečanje za 4,9 milijona evrov v primerjavi s koncem leta 2013.

Krediti so ob koncu leta 2014 znašali 1.797,2 milijona evrov, kar predstavlja zmanjšanje za 116,5 milijona evrov na letni ravni (oziroma za 6,1 %). Krediti strankam so znašali 1.743,6 milijona evrov brez oslabitev. Njihov bruto obseg se je zmanjšal za 121,6 milijona evrov, medtem ko so se oslabitve povečale za 30,3 milijona evrov v primerjavi s koncem leta 2013. Večji del tega padca se nanaša na dolgoročne kredite, med temi pa na kredite podjetjem in prebivalstvu. Obseg kreditov javnemu sektorju se je povečal. Ob koncu leta oslabitve predstavljajo 10,0 % bruto obsega kreditov strankam (7,9 % ob koncu leta 2013).

Banka v letu 2014 ni spremenila svojih sredstev v posesti do zapadlosti.

Banka ima v lasti opredmetena osnovna sredstva v znesku 7,3 milijona evrov, kar predstavlja padec za 1,8 milijona evrov v primerjavi z letom 2013; povečanja zaradi nabav so bila več kot nevtralizirana z amortizacijo.

Med neopredmetenimi sredstvi Banka pripoznava zgolj programsko opremo, in sicer v znesku 18,8 milijona evrov. Obseg te kategorije je v letu 2014 rahlo upadel. Kupljena je bila nova programska oprema v znesku 2,5 milijona evrov, ki pa je bila amortizirana ali odpisana v znesku 3,2 milijona evrov.

Banka nima več terjatev za davek. Padec odloženih terjatev za davke v znesku 3,2 milijona evrov izhaja iz dobičkov pripoznanih znotraj drugega vseobsegajočega donosa.

Finančne obveznosti, namenjene trgovanju, vsebujejo izključno negativno sedanjo vrednost izvedenih finančnih instrumentov. Le-te so ob koncu leta 2014 znašale 17,2 milijona evrov, torej ravno toliko kot ob koncu leta 2013.

Obseg izvedenih finančnih instrumentov namenjenih varovanju na strani obveznosti predstavlja negativno sedanjo vrednost zamenjav (swaps), ki jih ima Banka v lasti, da bi varovala svoje denarne tokove. Ta postavka je ob koncu leta 2014 znašala 53,4 milijona evrov, kar predstavlja povečanje za 6,1 milijona evrov na letni ravni.

Finančne obveznosti, merjene po odplačni vrednosti, so ob koncu leta 2014 znašale 2.253,0 milijona evrov, kar predstavlja povečanje za 67,1 milijona evrov v letu 2014 v primerjavi z letom 2013. Banka je poplačala svoje obveznosti do bank v znesku 25,7 milijona evrov. Vloge strank, ki so dosegle znesek 1.368,5 milijona evrov, so se povečale za 91,7 milijona evrov oziroma za 7,2 %.

Banka je dobro kapitalizirana in izkazuje količnik kapitalske ustreznosti v višini 19,7 %, kar pomeni izboljšanje za 2,8 odstotnih točk v primerjavi z letom 2013.

Poslovanje Banke na različnih segmentih

Poslovanje s prebivalstvom in malimi podjetji

SPLOŠEN PREGLED

V segmentu poslovanja s prebivalstvom in malimi podjetji smo v letu 2014 presegli večino zastavljenih ciljev. Na področju kreditiranja prebivalstva smo kljub temu, da so bile makroekonomske razmere zahtevne, ohranili 8,9 % tržni delež. Na področju depozitov prebivalstva smo tudi v letu 2014 naredili korak naprej in povečali tržni delež na 3,5 %, pri čemer se je najbolj povečal naš tržni delež pri sredstvih na vpogled. Prav tako smo tudi letos povečali tržne deleže na področju kartičnega poslovanja in POS pridobiteljstva.

Podobno kot v prejšnjih letih se je tudi v letu 2014 nadaljeval trend pridobivanja novih strank, tako da smo skupno število strank povečali na dobrih 137.000. Strankam zagotavljamo bančne storitve preko mreže 28 poslovnih enot in agencij po vseh državah. Poleg poslovne mreže pa so vedno pomembnejši kanali tudi klicni center in direktno bančništvo, zlasti Online b@nka, v zadnjem času pa tudi Mobilna banka Go!, ki s hitro rastjo deleža pametnih telefonov postaja vedno bolj priljubljena. Tehnološki razvoj, predvsem na področju elektronike, računalništva in interneta je bliskovit in korenito spreminja vsa področja našega življenja in navad. Spletna in mobilna banka sta zato med najvišjimi prioritetami, zato v Banki ves čas delamo na razvoju obeh.

Kakovost storitev ostaja naše vodilo in ena naših ključnih zavez. V ta namen vsako leto izvajamo poglobljeno raziskavo zadovoljstva strank, ki že več let zapored potrjuje, da v oči strank uživamo ugled in zaupanje. Prav tako s pomočjo skrivnih nakupov preverjamo izpolnjevanje postavljenih standardov kakovosti storitev in jih po potrebi ves čas izboljšujemo. V letu 2014 smo večino novih strank pridobili na podlagi priporočil obstoječih zadovoljnih strank, zato bo ustvarjanje vrednosti za stranke ter njihovo zadovoljstvo ena naših glavnih zavez in usmeritev tudi v prihodnje. Zato smo nadaljevali tudi z bančno šolo in izobraževanju vseh sodelavcev ter s tem prispevali k utrjevanju strokovnega znanja za zagotovitev ustreznega svetovanja strankam.

Ena izmed naših ključnih usmeritev je tudi poenostavitev poslovanja. Posledično veliko energije usmerjamo v poenostavitev glavnih procesov, pa tudi v celo vrsto manjših izboljšav, ki imajo vpliv tudi na kakovost storitev. V letu 2014 smo poenostavili depozitni proces za segmenta prebivalstva in malih podjetij ter naredili prve korake pri poenostavitvi kreditnega procesa za mala podjetja. Prav tako smo poenostavili proces odobravanja in knjiženja limitov za stranke. V letu 2014 smo poglobili sodelovanje z našimi partnerji ERGO Življenjsko zavarovalnico d.d. in Generali Zavarovalnico d.d., s katerima strankam ponujamo kakovostne in konkurenčne zavarovalniške storitve ter s podjetjem Pioneer Investments SA, s katerim sodelujemo na področju vzajemnih skladov. Prav tako smo nadaljevali večletno uspešno partnerstvo z Zdravniško zbornico Slovenije, proti koncu leta 2014 pa smo sklenili tudi novo ekskluzivno partnerstvo z blagovno znamko Apple.

SEGMENTI IN PRODUKTI

Segment poslovanja s prebivalstvom

UniCredit Banka Slovenija d.d. na področju poslovanja s prebivalstvom posluje z več kot 125.000 strankami, ki jim ponujamo celovit nabor kakovostnih bančnih storitev. Ponudbo ves čas prilagajamo potrebam strank, hkrati pa skrbimo tudi za to, da so rešitve za stranke jasne, pregledne in enostavne.

V letu 2014 smo v tem segmentu posebno pozornost posvetili razvoju sodobnih tržnih poti. Strankam smo ponudili slovensko in angleško različico posodobljene Mobilne banke Go! s funkcijo FastPay in M-žetonom, ki je sestavni del aplikacije Go! in nadomešča fizični generator gesel, ki je doslej predstavljal edino možnost za vstopanje in podpisovanje nalogov v Online b@nki.

Poleg tega smo razvili tudi spletno aplikacijo ePristop, ki omogoča enostavno odpiranje računa preko spleta, s čimer potencialnim novim strankam še dodatno poenostavimo zamenjavo banke.

Paleta storitev na področju varčevanja smo v letu 2014 dopolnili z novim produktom Multi-varčevalni račun, ki odgovarja na izzive časa, ter povpraševanja in potreb strank. V enem ponuja tako likvidnost kot konkurenčno obrestno mero.

V sodelovanju z ERGO Življenjsko zavarovalnico d.d. smo strankam ponudili peto različico naložbenega življenjskega zavarovanja Moj Garant. Prav tako smo predstavili novo riziko življenjsko zavarovanje ERGO Protect, ki je dobra izbira za vse, ki želijo svoje najbližje zaščititi pred nepredvidenimi dogodki. V sodelovanju z Generali Zavarovalnico d.d. pa smo prenovili tudi premoženjsko zavarovanje Paket Dom. Na področju naložb smo produktno polico dopolnili s standardiziranim upravljanjem ETF portfeljev in portfeljev vzajemnih skladov Pioneer Investments, ki so dobra izbira za vse stranke, ki želijo del svojih prihodkov usmeriti na kapitalske trge ali želijo redno varčevati v vzajemnih skladih.

Segment poslovanja z malimi podjetji

Zaradi izboljšanja kakovosti storitev smo v letu 2014 v segmentu malih podjetij prenovili model servisiranja strank. Ustanovili smo šest podjetniških centrov (v Ljubljani, Mariboru, Kranju, Celju, Kopru in Novem mestu), ki so specializirani za zagotavljanje kakovostnih storitev zahtevnejšim strankam iz tega segmenta in ki združujejo svetovalce z največ izkušnjami pri delu s tem segmentom strank. Stranke, ki potrebujejo osnovne bančne storitve, pa lahko poslujejo v katerikoli od poslovnih enot. Poleg tega smo tudi malim podjetjem omogočili možnost odpiranja računa preko spletne aplikacije ePristop.

Poleg prenove servisnega modela smo v letu 2014 uvedli nekaj poenostavitev v procesu odobravanja in spremljanja kreditov v segmentu malih podjetij, ki jih želimo v letu 2015 še nadgraditi. Podobno kot v segmentu prebivalstva smo tudi za mala podjetja vpeljali program dobrodošlice. Le-ta je zastavljen kot sistematičen način servisiranja novih strank v obdobju prvih treh mesecev, ki so ključni pri ohranjanju in povečevanju zadovoljstva strank.

Privatno bančništvo

Privatno bančništvo predstavlja segment strank (fizičnih oseb), ki jim Banka ponuja rešitve, zasnovane za upravljanje finančnih sredstev z zneskom nad 400.000 evrov.

Glavno vodilo v Privatnem bančništvu je iskanje optimalne razporeditve celotnega premoženja za posamezno stranko glede na njene finančne cilje in pričakovanja. Pri določanju ustreznih rešitev in primernih reakcij na spremenljive razmere na finančnih trgih Banka izhaja iz globalne naložbene strategije (GIS), ki za posamezni profil stranke določa, kakšna je najprimernejša razporeditev v danem trenutku.

Ugled, ki ga uživajo privatni bančniki in metodološko dosledni upravitelji premoženja, je pripomogel k dinamični rasti segmenta v letu 2014.

OBETI

V letu 2015 bo naša strategija usmerjena v ohranjanje tržnega deleža pri kreditih in v nadaljnjo rast tržnega deleža na področju depozitov, še zlasti na segmentu prebivalstva. Ponovno smo si zastavili ambiciozne cilje, kar zadeva rast števila strank tako v segmentu prebivalstva kot tudi malih podjetij. Naši naporji bodo še naprej usmerjeni v zagotavljanje in izboljševanje kakovosti storitev, skladnost poslovanja, poenostavitev produktne police in procesov ter v nadaljnji razvoj sodobnih tržnih poti, zlasti Online b@anke, Mobilne banke Go! in spletne strani.

Poslovanje s podjetji in investicijsko bančništvo

SPLOŠEN PREGLED

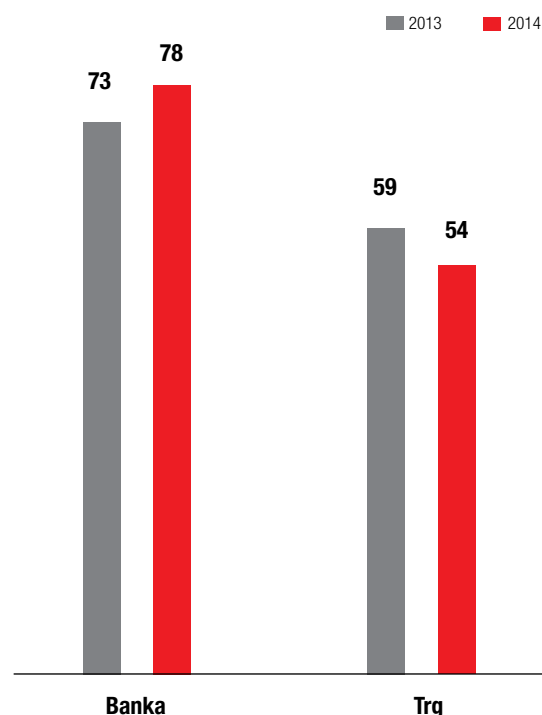
V letu 2014 so se razmere v slovenskem gospodarstvu postopoma pričele izboljševati in gospodarska rast je bila prvič po dveh letih zopet pozitivna ter višja od pričakovane. Poglavitni dejavnik okrevanja bruto domačega proizvoda je ostal izvoz, še posebej njegova pospešena rast v prvih devetih mesecih, in to kljub dokaj šibkemu povpraševanju naših glavnih trgovinskih partneric. Ostale glavne determinante gospodarske dejavnosti pa so, z izjemo rasti uvoza, le deloma sledile rasti izvoza. Domače povpraševanje se ni bistveno spremenilo, lahko pa pričakujemo, da se bo z izboljšanim razpoloženjem postopoma krepilo naslednje leto.

V letu 2014 se je obseg kreditiranja slovenskih bank do nebančnega sektorja, ne glede na postopno okrevanje gospodarske dejavnosti in stabiliziranje razmer v slovenskem bančnem sistemu, še vedno zmanjševal. Do vključno novembra 2014 se je obseg posojil domačih bank nefinančnim družbam neto zmanjšal za 1,2 milijarde evrov, kar je sicer za četrtno manj kot v enakem obdobju lani (prenos na DUTB ni upoštevan). Nadaljevanje pojava razdolževanja podjetij in zadržano povpraševanje po posojilih za tekoče poslovanje in po investicijskih

posojilih je tako že drugo leto zapored občutila tudi divizija Poslovanje s podjetji in investicijsko bančništvo.

Zadovoljstvo strank z UniCredit Banka Slovenija d.d. pa je kljub tržnim negotovostim in zaostrenim razmeram glede na leto prej zraslo, medtem ko je zadovoljstvo strank v segmentu poslovanja s podjetji na slovenskem trgu v povprečju padlo. V primerjavi z zadovoljstvom z ostalimi bankami na slovenskem trgu je zadovoljstvo strank v letu 2014 bilo najvišje prav z UniCredit Banka Slovenija d.d., kar potrjujejo rezultati neodvisne raziskave zadovoljstva strank, ki jo izvaja mednarodno priznana tržno-raziskovalna agencija TNS.

TRI*M INDEKS - 2013 do 2014



*(Opomba: Raziskavo zadovoljstva strank za UniCredit Banka Slovenija d.d. izvaja mednarodna tržno-raziskovalna agencija TNS.)

Zavedamo se, da na zadovoljstvo strank pomembno vplivajo kredibilnost bančnih svetovalcev, zanesljivost banke in dolgoročni odnosi s strankami ter da je uspeh na trgu mogoče doseči samo takrat, ko se poslovni partnerji med sabo zares poznajo. V preteklem letu smo zato veliko časa posvetili izobraževanju kadrov, poznavanju strank in izmenjavi izkušenj. Zaposleni so bili med letom vključeni v Akademijo Banke, ki vključuje tako produktne, procesne kot prodajne znanja, v središče pozornosti pa postavlja stranko in njene potrebe.

Poslovanje Banke na različnih segmentih

Za podjetja smo v letu 2014 organizirali številne dogodke, s ciljem predstavitve makroekonomske razmere in rešitve, ki v dani tržni situaciji omogočajo racionalnejše poslovanje. Aktivno smo sodelovali kot podporniki projekta Izvozniki.si, delili znanje, organizirali dogodke, povezovali slovenske izvoznike in si tako prizadevali prispevati k vzpostavitvi zdravega, močnega in odprtega gospodarskega okolja. Izvozna usmerjenost in mednarodno poslovanje sta bila tudi v središču pozornosti naše korporativne revije Azimut, kjer smo objavljali izkušnje, izzive, težave in rešitve slovenskih podjetij pri poslovanju s tujino.

Podporo strankam pri njihovih mednarodnih dejavnostih smo v UniCredit Banka Slovenija d.d. okrepili s številnimi internimi projekti in aktivnostmi, znotraj koncepta čezmejne rešitve pa smo podjetjem ponujali poenoten princip poslovanja ter skrajšane in ugodnejše pogoje pri opravljanju plačilnega prometa s tujino v UniCredit skupini.

Kakovost najrazličnejših storitev v UniCredit dokazujejo tudi številne prejete prestižne nagrade uglednih finančnih revij, ki nam pomenijo izjemno priznanje. Kot zelo močna regionalna sila v investicijskem bančništvu imamo vodilno vlogo v državah SVE. V letu 2014 smo bili izbrani za najboljšo banko na področju upravljanja z denarnimi sredstvi v Sloveniji in SVE (Euromoney), najboljšo banko za skrbniške storitve v Sloveniji in SVE (Global Finance), v regiji vzhodne in srednje Evrope pa smo prejeli nagrade za najboljšo banko na področju trgovskega financiranja in financiranja dobaviteljev (Global Finance).

FINANČNI REZULTATI

Tudi v letu 2014 je divizija Poslovanje s podjetji in investicijsko bančništvo v primerjavi s celotnim bančnim sektorjem dosegla dobre rezultate. V tem letu je ustvarila 51 milijonov evrov prihodkov, kar je 1 % manj kot v letu poprej.

Kljub okrevanju slovenske gospodarske dejavnosti v letu 2014 je kreditno povpraševanje zdravega jedra zasebnega sektorja v tem času ostalo zadržano. Z nadaljevanjem stabilizacije bančnega sistema se je tudi obseg financiranja podjetij zmanjšal za 6 % in je ob koncu leta 2014 znašal slabo 1,1 milijardo evrov. Povprečni obseg kreditov strank se je v letu 2014 zmanjšal za 11 %. Ne glede na to pa smo ohranili visoko osredotočenost na stranke in intenzivno smo sodelovali s tistimi, ki imajo zdrava poslovna jedra in dobre možnosti za razvoj.

Še posebej nam je v ponos 751 milijonov evrov zbranih depozitov strank divizije Poslovanje s podjetji in investicijsko bančništvo. V letu 2014 je namreč povprečni obseg depozitov naših strank zrasel za kar 28 %, posledično pa se je izboljšalo tudi razmerje med krediti in depoziti naše Divizije. Visoka rast depozitov potrjuje dobre partnerske odnose s strankami in njihovo visoko zaupanje v našo Banko, tako v njeno stabilnost kot varnost.

SEGMENTI IN PRODUKTI

Za potrebe strank smo oblikovali tri sklope bančnih storitev. V okviru področja dela Poslovanje s podjetji in investicijsko bančništvo Banka podjetjem nudi financiranje in druge klasične bančne

produkte. Globalno transakcijsko bančništvo ponuja storitve s področja upravljanja z denarnimi sredstvi in zunanega trgovskega financiranja ter skrbniške storitve, v okviru področja dela Produkti in finančni trgi pa Banka nudi bančne storitve finančnim ustanovam, borzno posredovanje, zakladniške produkte, trguje za svoj račun in ponuja storitve podjetniških financ.

Kljub postopnemu izboljševanju gospodarske dejavnosti je kreditno povpraševanje slovenskih podjetij ostalo šibko, zlasti povpraševanje po dolgoročnih posojilih zaradi prelaganja podjetniških naložb. Ob nadaljevanju procesa razdolževanja so visoki finančni vzvodi gospodarstvu še vedno onemogočali uspešno in hitro prestrukturiranje lastnega financiranja.

V UniCredit Banka Slovenija d.d. dosledno upoštevamo visoke kreditne standarde, saj verjamemo, da lahko le na tak način dosegamo tako vzdržno poslovanje in razvoj podjetij, ki jih financiramo, kot tudi naše Banke. Kljub temu, da želimo financirati podjetja s potencialom za razvoj in hkrati biti dober partner strankam, smo na področju poslovanja s podjetji in investicijskega bančništva pri obsegu financiranja v letu 2014 že drugo leto zapored beležili negativne stopnje rasti. Obseg financiranja se je v letu 2014 v povprečju zmanjšal za 11 %, vendar pa je upad bistveno manjši kot v predhodnem letu.

Divizija Poslovanje s podjetji in investicijsko bančništvo je iz naslova celotnega financiranja v letu 2014 ustvarila za približno 23 milijonov evrov obrestnih prihodkov, kar predstavlja 45 % vseh njenih prihodkov.

Globalno transakcijsko bančništvo

V preteklem letu smo aktivno razvijali transakcijsko bančništvo in upravljanje z denarnimi sredstvi, ponujali storitve in produktne rešitve s področja trgovskega financiranja in dokumentarnega poslovanja ter nudili globalne skrbniške storitve za pravne osebe in finančne institucije. Na področju transakcijskega bančništva smo v letu 2014 ustvarili 16 milijonov evrov prihodkov.

Ob upoštevanju potreb strank in zakonskih zahtev na področju upravljanja z denarnimi sredstvi smo v letu 2014 implementirali rešitve za dokončni prehod na SEPA. Ponovno smo povečali število transakcij in tržni delež na področju plačilnega prometa. Visoki volumni vlog na vpogled so ponovno dokazali, da je UniCredit Banka Slovenija d.d. zanesljiv partner svojim strankam.

Z namenom izboljšanja zadovoljstva naših strank smo izvedli pohitritve sistemov elektronskega bančništva in zalednih plačilnih sistemov. Tako lahko naše stranke bolj učinkovito upravljajo storitve transakcijskega bančništva. Slednje so naše stranke tudi prepoznale, saj je bila na podlagi raziskave Euromoney Cash Management Survey UniCredit Banka Slovenija d.d. tudi v letu 2014 izbrana za najboljšo banko na področju upravljanja z denarnimi sredstvi v Sloveniji, skupina UniCredit pa je bila izbrana kot najboljša banka na področju upravljanja z denarnimi sredstvi v srednji in vzhodni Evropi. Na področju trgovskega financiranja smo pripravili več dogodkov

za naše stranke z namenom širjenja znanja in predstavitev možnosti, ki jih ponujamo izvoznikom in podjetjem, ki poslujejo mednarodno. Uspešno smo ponujali standardne bančne rešitve in storitve, to so plačilne in storitvene garancije, akreditive (vključno s »stand-by« akreditivi) in rešitve dokumentarnega poslovanja, kakor tudi financiranje dobaviteljev in odkupe terjatev.

Na področju skrbniških storitev je bila UniCredit Banka Slovenija d.d. tudi v letu 2014 zelo uspešna in je tako ostala med vodilnimi ponudniki skrbniških storitev za tuje vlagatelje. Ravno tako smo bili uspešni pri pridobivanju domačih vlagateljev, s pomočjo katerih smo sredstva strank povečali za več kot 60 %.

Nadaljnji razvoj transakcijskega bančništva z močnim poudarkom na potrebah in zadovoljstvu strank ostaja eden ključnih strateških ciljev Banke.

Produkti in finančni trgi

Leto 2014 so zaznamovala najrazličnejša dejanja Evropske centralne banke, od nižanja ključnih obrestnih mer do večanja količine denarja v obtoku preko bančnih operacij, vse z namenom spodbujanja evropskega gospodarstva. Zaradi presežne likvidnosti so donosi evrskih državnih obveznic konstantno skozi vse leto znova in znova beležili rekordno nizke ravni. Tudi Slovenija pri tem ni bila izjema in je kljub začetnim spekulacijam o finančnem zlomu države sledila trendu padanja obrestnih mer. Banka je na tržne razmere odreagirala pravočasno in konstantno povečevala portfelj državnih obveznic, obrestne prihodke ter vrednost vloženega kapitala. Obrestna pozicija predstavlja v trgovalnem portfelju banke največji delež in je v največji meri zaslužna za trgovalni rezultat.

Na področju produktov za zavarovanje pred tržnimi tveganji se je povečalo povpraševanje po produktih za zaščito pred tečajnimi tveganji. Kljub temu, da je cena zavarovanja pred obrestnim tveganjem najnižja v zgodovini, pa je povpraševanje po teh produktih še naprej nizko.

OBETI

Glede na napovedi lahko v Sloveniji v letu 2015 pričakujemo nadaljnje okrevanje gospodarske dejavnosti, ki bo povezano z nadaljnjo rastjo izvoza in s postopnim izboljšanjem zasebne potrošnje. Kljub temu pa bi se lahko okrevanje nekoliko upočasnilo, v kolikor se šibko domače povpraševanje naših glavnih trgovinskih partneric in hkrati tudi geopolitične napetosti ne izboljšajo. V letu 2015 pričakujemo nadaljevanje stabilizacije razmer v slovenskem bančnem sistemu. Vendar pa glede na dejstvo, da sta za kreditno rast potrebni približno dve leti gospodarske rasti, v letu 2015 še ne pričakujemo hitre oživitve posojilne dejavnosti.

Strategija divizije Poslovanje s podjetji in investicijsko bančništvo UniCredit Banka Slovenija d.d. bo ostala prilagojena zaostrenim tržnim razmeram. Pri tem bomo še naprej v središču pozornosti ohranjali nadaljevanje odličnih odnosov s komitenti, spodbujanje dobrih projektov, skrb za kadre in vzdržno rast. Ključni stebri strategije so

trdni in bodo tudi v prihodnje ostali naslednji:

- ohranjanje strank v središču naših naporov in pozornosti,
- ohranjanje zadovoljstva strank in hkrati povečevanja zadovoljstva v primerjavi z drugimi bankami,
- ciljno pridobivanje novih strank,
- izboljševanje donosnosti poslovanja,
- zdrava in vzdržna rast tako z vidika prihodkov kot tudi z vidika bilančne vsote,
- razvoj in nadgradnja storitev in produktov, prilagojenih potrebam strank,
- razvijanje znanja zaposlenih, prenos dobrih praks znotraj Banke in skupine UniCredit ter povečevanje zadovoljstva zaposlenih,
- izboljševanje procesne učinkovitosti poslovanja in
- dosledno sledenje regulatornim zahtevam.

Globalne bančne storitve

V preteklih letih je bilo poslanstvo divizije Globalne bančne storitve na eni strani dobro, varno in učinkovito delovanje vseh bančnih poslov, in na drugi strani zagotavljanje tehnološke pripravljenosti Banke za izpolnjevanje trenutnih in nastajajočih potreb njenih strank.

V letu 2014 se je divizija Globalne bančne storitve še naprej osredotočala na notranjo učinkovitost in optimizacije s ciljem ohranjanja vrhunske kakovosti storitev Banke, pri čemer je stremela k izboljšanju razmerja med stroški in prihodki, ter zagotavljanju najvišje varnosti in zanesljivosti poslovanja. Divizija deluje na treh glavnih stebrih: Poslovanje, informacijske tehnologije in komunikacije, ter organizacija in logistika. Poleg tega so bile od konca leta 2014 v diviziji ustanovljene namenske skupine za varnost in upravljanje pritožb.

Bančna operativa in storitve

Oddelek Bančna operativa in storitve je največji del divizije Globalne bančne storitve in opravlja zaledne aktivnosti za komercialno, transakcijsko in osnovno bančništvo. Izboljšava procesov je ostala v središču pozornosti tega področja, usklajena v okviru programa, ki ga upravlja specializirano osebje, usposobljeno v skladu z metodologijo Lean Six Sigma. Ta pristop zagotavlja stalno izboljševanje notranjih procesov, ki naj bi pomagali odpraviti postavke brez dodane vrednosti, in pri uporabi na ravni celotne organizacije, sproščati resurse za neposredne stike s strankami in poznavanje strank. Metodologijo podpira posebno orodje, ki omogoča merjenje produktivnosti ključnih kazalnikov uspešnosti, kar omogoča Banki, da bolje analizira učinkovitost, dodeljevanje sredstev in zmogljivosti.

Banka je optimizirala številne procese med njimi tudi proces vezan na knjiženje garancij, kjer se je z avtomatskim prenosom podatkov iz "front-end" sistemov v glavno knjigo, čas procesiranja enega garancijskega posla zmanjšal za 75 %. Proces priprave pogodb za pravne osebe je bil v celoti avtomatiziran z uvedbo nove aplikacije, ki zmanjšuje operativno tveganje in omogoča nadzor celotne priprave pogodb od začetka do konca.

Poslovanje Banke na različnih segmentih

Kljub znatnemu povečanju varnostnih operacij, ustvarjenih s povečanjem obsega poslov, je banka uspela obdržati absorpcijo virov na isti ravni z uvedbo več avtomatizacij procesov, hkrati pa je vzpostavila večji nadzor nad dokumentacijskimi tokovi. Podobno je na področju plačil; medtem ko je Banka nadaljevala s povečevanjem obsega poslov na vseh področjih (plačila, kartice in POS promet), je oddelku Bančna operativa in storitve uspelo zagotoviti kontrole in skladnost, uvesti vrhunska orodja in metodologije za obvladovanje goljufij, in podpreti uvedbo novih storitev, kot so brezkontaktni POS terminali.

Ker stranke ostajajo v središču naše pozornosti, je oddelek Bančna operativa in storitve uvedel več sprememb pri upravljanju pogodb, da bi omogočili hitrejšo in boljše storitve za stranke z zmanjšanjem čakalnih dob in izboljšanjem procesa delegiranja nalog z uvedbo namenskega orodja za upravljanje nalog. V sodelovanju z IKT je Banka dejansko uvedla nov centraliziran sistem, ki ga še naprej razširja s faznim pristopom. Sistem omogoča višjo stopnjo avtomatizacije in centralizirano upravljanje procesov. Nadomestil je več aplikacij z eno celovito rešitvijo, s čimer je poenostavil uporabo ter vzdrževanje in razvoj. Poleg tega je Banka preoblikovala okvir upravljanja odprtih nalog s samodejnim dodeljevanjem čakalne vrste za trenutno najboljšega operaterja, brez predhodno potrebnega ročnega posredovanja zaposlenih.

In ne nazadnje je oddelek Bančna operativa in storitve aktivno sodeloval pri izvajanju ukrepov, katerih cilj je ohranitev največjega možnega upoštevanja razvijajočih se predpisov, kot so EMIR, FACTA in predpisi proti pranju denarja, zaradi vse bolj kompleksnega konteksta finančnih transakcij.

Informacijsko komunikacijska tehnologija (IKT)

V skladu s svojo dolgoročno strategijo, je oddelek IKT nadaljeval z nadgradnjo tehnološkega okolja Banke, s ciljem ustvariti učinkovit in medsebojno povezan nabor aplikacij ki ga podpira stabilna in varna infrastruktura, ki je sposobna zadovoljiti razvijajoče se potrebe komitentov Banke in merila produktivnosti industrije.

Med poslovnimi novostmi za pravne osebe je Banka nadgradila svoj delovni tok za kreditiranje podjetij z novo in izboljšano različico, ter uvedla nov sistem za upravljanje pokojninskih skladov z visoko stopnjo avtomatizacije in zanesljivosti za podporo nadaljnjega razvoja podjetij. Poleg tega je oddelek IKT lokalno implementiral novo rešitev Skupine za poslovanje z izvedenimi finančnimi instrumenti. V okviru projekta je bila dosežena tudi optimizacija povezanega sistema poročanja, katere cilj je poiskati učinkovitost v skladu s splošno usmeritvijo Banke.

V zvezi s poslovanjem s prebivalstvom je bilo izvedenih veliko sistemskih izboljšav s ciljem povečanja učinkovitosti, enostavnosti in kakovosti podatkov. Proces prekoračitve je bil preoblikovan in racionaliziran za do 70 %, s čimer se je poplačala začetna naložba IKT v manj kot šestih mesecih.

Na področju elektronskega bančništva je Banka investirala v povečano zanesljivost sistema z novo tristopenjsko infrastrukturo za Ebank,

izvedla več nadgradenj, ki jih zahteva uredba SEPA, integrirala spletno bančništvo s sistemom za upravljanje dokumentov, razvila varnostni SMS za preprečevanje goljufij in e-obrazce za varnost in udobje naših strank. Kar zadeva plačila, je oddelek IKT izvedel več nadgradenj, da bi skrajšali čas obdelave transakcij, kar je v končni fazi prineslo več kot 50 % hitrejšo obdelavo, skupaj z vzporednim povečanjem nadzora nad sumljivimi transakcijami, kot zahtevajo predpisi. Nadaljnja avtomatizacija prek sistema za upravljanje z dokumenti je podprla zagotavljanje dokumentov strankam po elektronski poti, torej ne le zmanjševanje tiskanja in stroškov, ampak tudi izboljšanje splošne izkušnje strank z brezhibnim zagotavljanjem vseh ustreznih dokumentov prek spletnega bančništva.

Organizacija in logistika

Po uskladitvi reorganizacije leta 2013, katere cilj je bil ustvariti učinkovitejšo strukturo, je oddelek Organizacija in logistika preusmeril svojo pozornost k projektom za učinkovitost in rast produktivnosti, in celo povečal prioriteto obvladovanja stroškov.

Projektna pisarna je uspešno vodila različne in kritične projekte, ki podpirajo obsežne migracije na nove aplikacije IKT, kot tudi navzkrižno funkcionalna prizadevanja za preoblikovanje. Služba je usklajevala konsolidacijo glavnega sedeža Banke iz treh lokacij na eno in vključila UniCredit Leasing, zaradi česar se je skupni prostor glavnega sedeža zmanjšal za 20 % in posledično v letu 2014 znižal operativne stroške za 18 % in stroške najema za 16 %. Ključni mejniki so bili tudi certificiranje notranjih pravil za arhiviranje s strani Arhiva Republike Slovenije, kar je omogočilo pravno veljavnost e-arhiviranih dokumentov in tako podprlo potekajoči prehod na brezpapirno poslovanje, ter pregled kakovosti sredstev banke (t. i. Asset Quality Review), kar Projektna pisarna močno podpira. Da bi podprl strateški poslovni razvoj, je oddelek Organizacija koordiniral projekt za povečanje sinergij s svojim liziškim poslovanjem in uspešno pridobil licenco za lizing posle. Poleg tega je vodil izvajanje ciljne platforme IKT "Trgi in zakladništvo" Skupine, namenjene optimalnemu obvladovanju poslovanja, ki hkrati zagotavlja skladnost z zakonskimi zahtevami, gonilniki industrializacije in harmonizacijo Skupine.

Kot je bilo pričakovano, so prizadevanja za obvladovanje stroškov pozitivno prispevala k boljšemu končnemu rezultatu Banke. Če izvajamo posredne davke in dajatve, so stroški pokazali pozitivne trende na skoraj vseh področjih, še posebej pri svetovalnih in strokovnih storitvah, stroških najema in zunanjih stroških kreditne izterjave, kljub povečanju obsega dela za izterjavo. Enota Nabava je zagotovila preglednost in stroškovno učinkovitost zahvaljujoč centraliziranemu upravljanju in skrbnim razpisnim postopkom, vključeni pa so bili v več kot 240 pogajanj in 4,3 milijona evrov obsega porabe.

Služba za varovanje

Banka je ob tem, da je stremela k najvišjim varnostnim standardom in se soočala z nenehno spreminjajočim se okoljem tveganja,

nadaljevala z vlaganji na tem področju. Zlasti, in v sodelovanju z oddelkom IKT, je bila nadgrajena naša mreža bankomatov in opredeljen nov sistem za upravljanje identitet, ki je povezal nov sistem človeških virov, nadzor dostopa in druge sisteme povezane z upravljanjem uporabnikov, nadgrajeni pa so bili tudi tehnična infrastruktura omrežij, strežniki, sistemi poslovanja in spremljanja s ciljem, da bi povečali njihovo varnost in odpornost Banke pred potencialnimi prekinitvami.

Ob koncu leta se je skupina Služba za varovanje preoblikovala v enotno ekipo, ki poroča neposredno vodji divizije in članu uprave, da bi se nadalje uskladil z najboljšimi praksami na področju varnosti Skupine, dali večjo pozornost neprekinjenemu delovanju in kriznemu upravljanju, informacijski zaščiti ter preprečevanju goljufij in izgub.

Obvladovanje poslovnih tveganj

Upravljanje s tveganji

Eden izmed ključnih gradnikov poslovanja UniCredit Banka Slovenija d.d. je kultura upravljanja s tveganji. Banka verjame, da se njeni visoki cilji glede kazalcev dobičkonosnosti, ugleda, kakovosti in nenazadnje kulture upravljanja s tveganji medsebojno močno prepletajo. Z namenom trajnostnega doseganja visokih ambicij se Banka pri svojem delu osredotoča na vsa omenjena področja. Pri tem ustrezna kultura upravljanja s tveganji ni le eden izmed ciljev, temveč je ključni pogoj za doseganje ciljev Banke na vseh področjih. S tega vidika upravljanje s tveganji zadeva vso Banko in vse zaposlene na vseh področjih.

S strokovno-upravljaljskega vidika osrednjo vlogo pri širitvi kulture tveganj in pri koordiniranju upravljanja s tveganji v Banki nosi divizija Upravljanje s tveganji. Med tveganji, ki jim Banka posveča še posebno pozornost, so med drugim kreditno tveganje, tržna tveganja, likvidnostno tveganje, operativno tveganje, strateško tveganje, tveganje ugleda in poslovno tveganje. Podroben opis upravljanja s tveganji z organizacijskega in postopkovnega vidika ter z vidika pomembnejših kazalnikov upravljanja s tveganji je podan v poglavju Celovito upravljanje s tveganji.

Okolje, v katerem je v letu 2014 poslovala UniCredit Banka Slovenija d.d., je bilo zaznamovano z vrnitvijo zaupanja mednarodnih finančnih trgov v slovenski državni dolg in posledično z znižanjem in stabilizacijo donosov na državne obveznice. Korenita preobrazba slovenskega bančnega sistema, ki se je začela že konec leta 2013 skozi dokapitalizacijo petih bank s strani države in z začetkom prenosa slabih naložb na Družbo za upravljanje terjatev bank (DUTB), se je v letu 2014 nadaljevala z realizacijo prenosov slabih naložb na DUTB, z dodatno dokapitalizacijo ene izmed prej omenjenih bank in z dokapitalizacijo še šeste banke, ki je s tem ukrepom prešla v 100 % državno last. Posledično imajo banke, ki poslujejo pod posebnim regulatornim režimom s posebnimi regulatornimi omejitvami pri poslovanju, več kot polovico kreditne izpostavljenosti do gospodarstva in prebivalstva v Sloveniji. Skoraj polovica nominalne vrednosti slabih naložb v državi pa je bila v lasti DUTB. Omenjene spremembe so s seboj prinesle številne izzive, ki so vplivali tako na dogajanje na trgu novega kreditiranja kot tudi na področje prestrukturiranja problematičnih kreditnih izpostavljenosti v slovenskem gospodarstvu.

V letu 2014 je UniCredit Banka Slovenija d.d. oblikovala za 30,6 milijona evrov oslabitev in rezervacij za kreditno tveganje, kar je za okoli 38 % manj kot v letu 2013. Zmanjšanje je posledica dejstva, da se je ne glede na zahtevno okolje obseg problematičnih oziroma težje izterljivih terjatev Banke do gospodarstva in prebivalstva v letu 2014 rahlo znižal, in sicer na 340 milijonov evrov v primerjavi s 352 milijonov evrov ob koncu leta 2013, medtem ko se je na ravni bančnega sistema tudi v letu 2014 povečeval (neupoštevajoč prenose na DUTB). Poleg tradicionalno močne usmerjenosti Banke k upravljanju s problematičnimi terjatvami je k zmanjšanju le-teh prispeval tudi trend splošnega izboljšanja sodelovanja med deležniki v prestrukturiranjih, tudi kot posledica sprejetja slovenskih načel

prestrukturiranja marca 2014, pri oblikovanju katerih je pomembno vlogo odigrala prav UniCredit Banka Slovenija d. d. Pokritost slabih in dvomljivih naložb s slabitvami se je tako od konca leta 2013 povečala iz 45,9 % na 56,2 % ob koncu leta 2014 in s tem še dodatno povečala varnost poslovanja.

S strateškega vidika se je tudi v letu 2014 potrdila dolgoročna usmerjenost Banke k varnosti kot temelju za zdravo bančništvo. Pristop na podlagi notranjih bonitetnih sistemov (v nadaljevanju IRB pristop) k ocenjevanju kapitalskih potreb za kreditno tveganje s svojimi strogimi pravili nastanka dogodka neplačila omogoča Banki hitrejšo identifikacijo morebitnih slabšanj v portfelju in hitrejšo odzivanje. Klasifikacija kreditne aktive, ki jo Banka uporablja, pa je zaradi konservativnosti strožja od regulatornih zahtev, kar zagotavlja dodatno varnost pri poslovanju Banke.

Kazalniki varnosti Banke so se tudi v letu 2014 izboljšali. Tako je količnik temeljnega kapitala ob koncu leta 2014 znašal 17,6 %, količnik skupnega kapitala (oz. kapitalske ustreznosti) pa 19,7 %. To pomeni, da je Banka pripravljena za morebitno nadaljnjo rast in morebitne nadaljnje pretrese na trgu. Z vidika večje likvidnostne neodvisnosti je Banka nadaljevala pot, ki jo je začrtala že leta 2012. Posledično pomembni likvidnostni kazalci tudi v letu 2014 kažejo izboljšanje. Tako je razmerje med krediti in vlogami strank, ki niso banke, na dan 31. 12. 2014 znašalo 1,27 v primerjavi z 1,48 dne 31. 12. 2013. Količnik strukturne likvidnosti nad enim letom je konec leta 2014 znašal 1,17.

Ocenjujemo, da bo v letu 2015 največ izzivov na prihodkovnem področju bančnega sistema, in sicer zaradi naslednjih razlogov: dosedanjega krčenja aktive bančnega sistema, zaenkrat še vedno precej sramežljivih gospodarskih reform slovenske politike, krhkega makroekonomskega okolja v evro območju, ter zaradi še vedno prerazdrobljenega in prenatrpanega bančnega trga v Sloveniji. Posledično bomo za zagotavljanje ustreznih donosov na področju upravljanja s tveganji še posebno pozornost namenili izterjavi najbolj problematičnih terjatev, nadaljnjemu izboljševanju sistema zgodnjih opozorilnih signalov in še hitrejšemu ukrepanju z namenom zmanjševanja dotoka novih problematičnih izpostavljenosti. Obenem se bomo posvetili povečanju učinkovitosti procesa odobrevanja kreditnih tveganj. Po nekaj letih pretresov in kriznega managementa pričakujemo, da je nastopil čas, ko bo v ospredje stopilo spet trajnostno usmerjeno upravljanje s tveganji. Zato se bomo pri svojem poslovanju še posebej osredotočali na doseganje ciljnih vrednosti osnovnih kazalcev okvira prevzemanja tveganj (risk appetite framework) kot so kazalci, ki se nanašajo na kapitalsko ustreznost, kazalci, ki se nanašajo na tržna tveganja, kazalci, ki se nanašajo na deželno tveganje, kazalci, ki se nanašajo na likvidnostno tveganje, kreditno tveganje, dobičkonosnost in operativno tveganje.

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vseh starosti.

Prihodnost je za vsakočar.

Vsi imamo radi preprostost in jasnost. Zato je UniCredit ustvarila storitev **Subito Banca via Internet**, praktičen spletni bančni vmesnik z logično grafiko, intuitivnimi navigacijskimi gumbi in veliko pisavo. Naše spletne storitve želimo narediti enostavne za uporabo tudi tistim, ki niso seznanjeni z novimi tehnologijami. Ponujamo rešitve, ki temeljijo na željah več kot 300 strank, starih več kot 60 let, katerih mnenja smo zbrali na delavnicah v Italiji. Dokazujemo, da lahko vedno ustvarjamo inovacije na nov način.



Družbena odgovornost

Odnos do sodelavcev

V UniCredit Banka Slovenija d.d. se zavedamo, da so zaposleni vir moči, energije in znanja, ki prispevajo k doseganju dolgoročnih ciljev Banke ter zadovoljstvu strank in sodelavcev. Zato njihovem razvoju posvečamo veliko pozornost.

KOMUNICIRANJE S SODELAVCI

Naši sodelavci delovanje Banke odsevajo navzven in so ključni dejavniki graditve ugleda v očeh ostalih deležnikov. Z aktivnostmi, ki smo jih izvajali tudi v letu 2014, smo jim želeli pokazati, da je njihov prispevek pomemben, dobrodošel in cenjen.

Z interno komunikacijo smo poudarjali povezanost prodajnih in neprodajnih enot ter skupno zavezanost k istemu cilju – uresničevanju ciljev Banke. Z aktivno komunikacijo in izvedbo projektov kot so UniCredit dan (v preteklosti pod imenom Dan Listine o vrednotah), s programom izobraževanja perspektivnih kadrov UniQuest, s programoma za identifikacijo in razvoj ključnih kadrov Banke – EDP (Executive Development Plan) za vodje in TMR (Talent Management Review) za talente z vodstvenim potencialom, z obveščanjem o možnostih izobraževanja in zaposlitve v Bank in Skupini ter z drugimi projekti (od teh jih je kar nekaj potekalo v vseh državah, kjer je Skupina prisotna), smo tkali povezave tudi s skupino UniCredit.

O aktualnih temah smo zaposlene tudi v letu 2014 obveščali s pismi uprave, z osebnimi pismi, elektronsko pošto, preko intranetne strani Banke ter osebno, na srečanjih sodelavcev. Oktobra 2014 so na treh koncih Slovenije potekala srečanja zaposlenih z upravo in s ključnimi vodji Banke z namenom predstavitve sodelavkam in sodelavcem situacijo, v kateri se je Banka nahajala, okolja in trendov ter pomembnih smernic za prihodnost. Predstavniki najvišjega vodstva Banke so bili vsakokrat na razpolago tudi za dodatna vprašanja, mnenja in komentarje sodelavcev, ki so se srečanj udeležili.

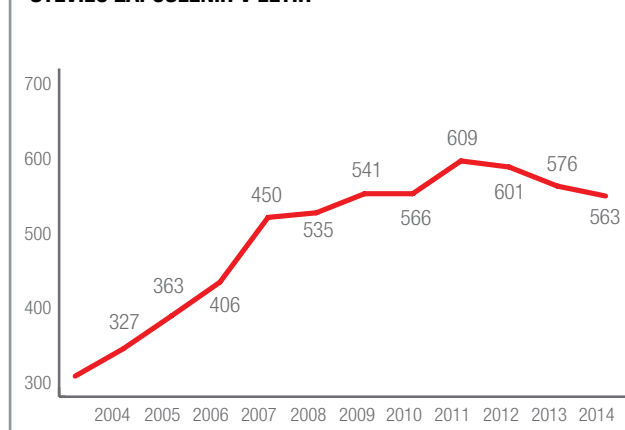
V okviru službe Upravljanje s človeškimi viri smo nadaljevali z obveščanjem zaposlenih o aktualnem dogajanju s področja HR programov in projektov, pri čemer ne pozabljamo tudi na različne skupine zaposlenih, ki so tako ali drugače dalj časa odsotni in jim redno pošiljamo posebne izdaje bančnih novičk: »Novičke za porodnice« so namenjene sodelavkam in sodelavcem na porodniškem dopustu, »Bančne novičke« sodelavcem, ki so dalj časa odsotni zaradi zdravstvenih težav in »Expat novičke«, namenjene tistim, ki svojo kariero nadaljujejo v obliki napotitve v tujini. Na ta način želimo ohranjati stik z zaposlenimi, z njimi deliti koristne informacije in aktualna dogajanja v Banki ter jim omogočiti čim lažjo ponovno vključitev v delovno okolje. Glede na to, da smo del mednarodne mreže in so nekateri zaposleni k nam napoteni s strani članic skupine UniCredit, imamo za njihovo dobrodošlico pripravljen poseben priročnik v angleškem jeziku (UniCredit Bank »Expat Survival Kit«), da jim čim bolj olajšamo prehod v novo delovno okolje ter približamo lokalno kulturo in navade.

ŠTEVILO ZAPOSLENIH IN ZAPOSLOVANJE

V skladu z interno politiko skupine UniCredit pri procesu zaposlovanja sledimo načelu enakosti, ki je poleg transparentnosti osnovno vodilo in kandidatom zagotavlja enake možnosti zaposlovanja ne glede na spol ali druge osebne okoliščine.

V obdobju zadnjih let, poleg eksternega zaposlovanja, Banka vse več pozornosti namenja internemu zaposlovanju in še posebej vzpodbuja med divizijsko prehajanje znanj in veščin. Usmeritev na »interni trg dela« se v zadnjih letih odraža v zmanjšanem številu novih zaposlenih, ki prihajajo v Banko iz eksternega trga. V letu 2014 v primerjavi s predhodnim letom sicer beležimo 2,3 % znižanje števila zaposlenih, kar je posledica že omenjenega internega prenosa znanj kot tudi dodatne optimizacije in avtomatizacije procesov ter dela. Poleg redno zaposlenih sodelavcev smo v letu 2014 za občasna dodatna dela angažirali v povprečju 40 študentov.

ŠTEVILO ZAPOSLENIH V LETIH



Povprečna starost zaposlenih v Banki je 40 let. Strukturo zaposlenih po spolu sestavlja 64,3 % žensk in 35,7 % moških, pri čemer se je razmerje glede na leto 2013 za 0,8 odstotne točke spremenilo v korist žensk. Skrbimo tudi za raznolikost med zaposlenimi, kar se kaže med drugim v mešani strukturi zaposlenih (med njimi je namreč 6 tujcev ali 1 %, kar je posledica programov razvoja zaposlenih znotraj Skupine) in strukturi vodij po spolu, saj je v vodstvenih strukturah razmerje med moškimi in ženskami uravnoteženo, in sicer 51 % moških in 49 % žensk. Razmerje vodilnih zaposlenih po spolu je približno na lanskoletni ravni (50 % / 50 %).

V letu 2014 je osem zaposlenih pridobivalo znanje in izkušnje v okviru začasne napotitve na delo v tujini (7 sodelavcev v Republiki Avstriji in 1 sodelavec v Italiji).

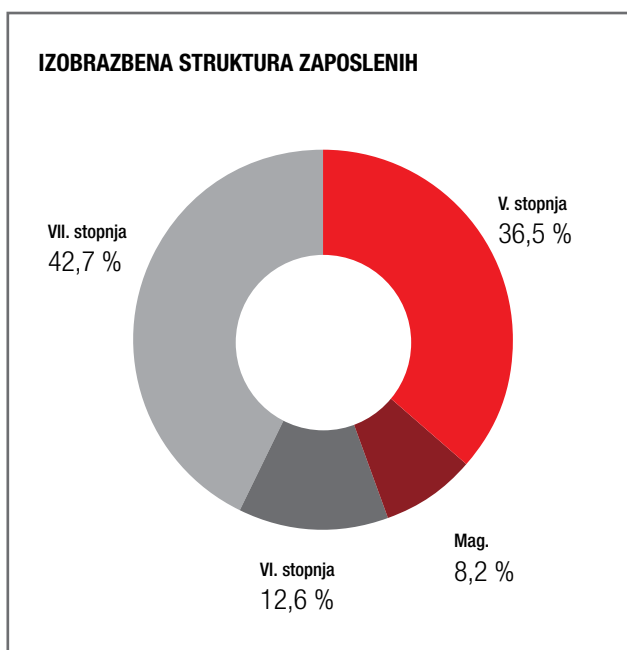
Skupaj 97 % sodelavk in sodelavcev je zaposlenih po kolektivni pogodbi, preostali pa po individualni.

V letu 2014 se nam je skupaj pridružil 41 novih sodelavcev. Na dan 31. 12. 2014 je Banka imela 38 zaposlenih za določen čas, od tega 7 pripravnikov, kar je 6,7 % zaposlenih za določen čas.

V Banki je 184 zaposlenih več kot 10 let, od tega 67 več kot 20 let. V letu 2014 je bilo od zaposlenih na dan 31. 12. skozi leto 47 sodelavk na porodniškem dopustu (8,2 % celotne populacije zaposlenih), skupaj pa se je našim sodelavcem in sodelavkam rodilo 46 otrok. 12 sodelavcev je koristilo tudi očetovski dopust. Na podlagi Zakona o starševskem varstvu in družinskih prejemkih (Ur. l. RS, št. 26/2014) 27 zaposlenih delo opravlja s skrajšanim delovnim časom.

IZOBRAZBENA STRUKTURA

Banka in njeni zaposleni posvečajo veliko pozornost znanju in izobrazbi, kar potrjuje podatek, da je v Banki 8 % zaposlenih z magisterijem, 65,3 % zaposlenih z višjo in visoko strokovno oziroma univerzitetno izobrazbo, 36,5 % zaposlenih pa ima srednjo izobrazbo. Izobrazbena struktura ostaja na približno enaki ravni kot preteklo leto.



USPOSABLJANJE IN IZOBRAŽEVANJE

V letu 2014 je Banka za izobraževanje namenila 0,067 % sredstev od skupnih prihodkov, znesek, porabljen v izobraževalne namene, pa se je v primerjavi s prejšnjimi leti zmanjšal. To je posledica optimizacije stroškov zaradi zahtevne ekonomske situacije ter manjšega obsega zaposlovanja glede na leta poprej, ko je Banka odpirala poslovne enote, zaradi česar je bilo potrebno usposobiti nove sodelavce. Poudariti pa je potrebno, da Banka v zadnjem času v bistveno večji meri spodbuja prenos znanj v okviru internih bančnih šol in izobraževanj, uvaža pa tudi sodobno in stroškovno ugodnejšo obliko izobraževanja – spletno učenje.

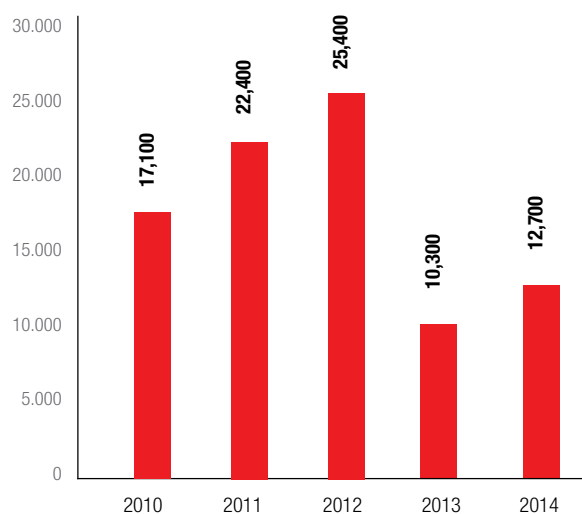
Ključ do dolgoročnega sodelovanja s strankami je profesionalen odnos, za katerega je potrebno stalno izobraževanje sodelavcev. Banka ima zato vzpostavljen celovit program izobraževanja, ki

zagotavlja različnim profilom svetovalcev potrebna znanja za raznovrstne potrebe strank. Zavedamo se, da pričakovano raven znanja zaposlenih lahko dosežemo le z organiziranim in načrtnim izobraževanjem. Nenehne spremembe na trgu, prilagajanje ponudbe strankam ter razvoj aplikacij in produktov zahtevajo permanentno izobraževanje bančnih delavcev. Z izobraževanjem želimo podati svetovalcem potrebna znanja in kompetence za učinkovito delo s strankami. Izobraževanje zajema tako produktna znanja, poznavanje aplikacij, zakonodajno področje, kakor tudi praktična znanja. Izobraževalne programe izvajajo interni in zunanji izvajalci, z njimi pa želi Banka tudi povečati motivacijo in pripadnost zaposlenih.

Divizija Poslovanje s prebivalstvom in malimi podjetji je že v preteklosti na podlagi različnih potreb segmentov svetovalcev oblikovala Retail Bančno šolo, ki se deli na različne izobraževalne programe. Le-ti vključujejo teorijo, ponudbo, dokumentacijo in orodja, potrebna za prodajo bančnih produktov. Novost v preteklem letu je bila Risk Akademija, ki je sestavljena iz 6 različnih modulov, namenjena pa je predvsem vodjem poslovnih enot in agencij. Cilj tega programa je dvigniti ozaveščenost na področju tveganj, izboljšati znanja o kreditnih produktih ter s tem zmanjšati možnosti za sklepanje slabih kreditnih poslov. Poleg Retail bančne šole so potekala tudi ostala redna izobraževanja, ki so bila dodana na podlagi trenutnih potreb v okviru poslovanja poslovnih enot.

CIB Akademija, ki za zaposlene v diviziji Poslovanje s podjetji in investicijsko bančništvo poteka s pomočjo internih sodelavcev, je med letom ponudila številna koristna in uporabna znanja. Gre za večletni projekt, ki spodbuja profesionalen in strokoven razvoj svetovalcem s področja poslovanja s podjetji. Izobraževanja so zasnovana praktično, produkti pa so predstavljeni preko študij primerov, pogostih vprašanj svetovalcev in strank, vključujejo vidike stranke, celoten proces od

ŠTEVILO IZOBRAŽEVALNIH UR



Družbena odgovornost

povpraševanja do sklenitve posla, glavne prednosti produkta oz. storitve in značilnosti pogodbenega razmerja.

Skupaj je bilo v letu 2014 izvedenih preko 12.700 ur izobraževanja (kar je 23 % več od skupnega števila izobraževalnih ur v letu 2013). V povprečju se je vsak zaposleni izobraževal 24 pedagoških ur, pri čemer je bil povprečni strošek za izobraževanje na zaposlenega 90 evrov. Vsebine, ki so jih pokrivala izobraževanja, so bile predvsem bančno strokovne. V okviru e-izobraževanja so bili vsi zaposleni vključeni v spletne tečaje s področja skladnosti poslovanja ter varovanja osebnih podatkov, preko 250 sodelavcev se je udeležilo e-usposabljanja s področja varnosti in zdravja pri delu ter varstva pred požarom, novi sodelavci pa so opravili tudi tečaj iz varnosti informacijskega sistema. Obseg spletnega učenja se je v letu 2014 močno povečal, zaradi česar je v preteklem letu razmerje med spletnim učenjem in klasičnim izobraževanjem znašalo že 21 : 79. Delež internih izobraževanj je dosegel dobrih 44 %, pri čemer je bila največja pozornost namenjena produktnim in procesnim izobraževanjem (skupaj približno 79 % vseh internih izobraževanj) in tečajem s področja skladnosti poslovanja (skupaj 21 % vseh internih izobraževanj).

Uvajalni seminar »Dobrodošli med najboljšimi«, katerega namen je hitrejša in lažja vključitev novo zaposlenih sodelavcev ter spoznavanje vizije in strategije glavnih organizacijskih enot ter njihovih vlog v podjetju, poteka v Banki že od leta 2004. Seminar je bil od svojega začetka izveden že 39-krat, v letu 2014 pa se ga je vdeležilo 39 sodelavcev.

Na področju licenc je v preteklem letu 5 sodelavcev uspešno opravilo preizkus strokovnih znanj, potrebnih za opravljanje poslov zavarovalnega posredovanja, 6 pa za trženje investicijskih skladov. Skupno je imelo ob koncu leta 2014 v Banki dovoljenje za trženje

vzajemnih skladov 100 sodelavcev, za zavarovalno posredovanje 74 sodelavcev, borzno licenco pa ima 16 sodelavcev.

V skupni kvoti izobraževalnih ur predstavljajo treningi v okviru Skupine kar 27 %, interna Retail bančna šola ima 24 % delež, z 19 % sledijo strokovna izobraževanja pri ponudnikih v Sloveniji, treningi s področja skladnosti poslovanja predstavljajo 9 % skupne kvote, izobraževalna tematika varnosti in zdravja pri delu ter varstva pred požari nosi 8 % delež, preostalih 13 % pa predstavljajo ostala, predvsem interna izobraževanja.

RAZVOJ ZAPOSLENIH IN NAGRAJEVANJE

Banka že vrsto let sistematično skrbi za razvoj ključnih kadrov, in sicer s pomočjo dveh razvojnih programov, ki potekata na ravni Skupine in posamezne banke: Executive Development Plan – EDP, gre za program, ki skrbi za razvoj vodij, in Talent Management Review – TMR, ki skrbi za razvoj talentov.

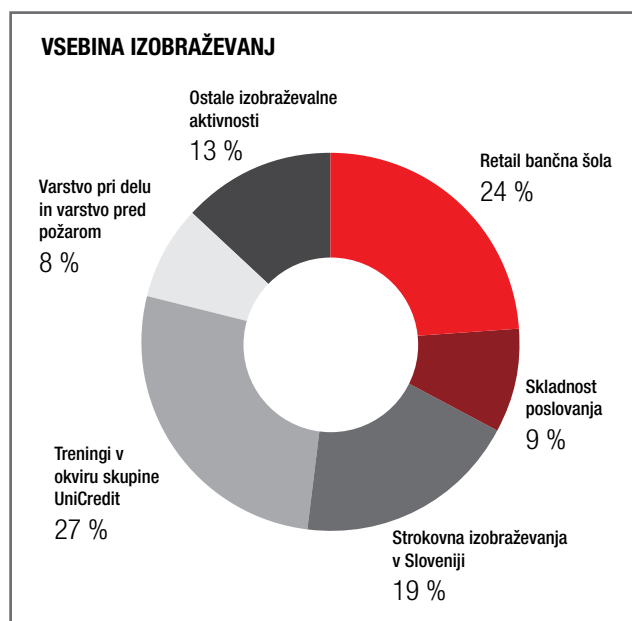
V letu 2014 smo identificirali 35 perspektivnih kadrov – talentov, kar predstavlja 6,2 % celotne populacije (0,6 odstotne točke več kot v predhodnem letu) in jih tekom leta usposabljali ter pripravljali na morebitne bodoče vodstvene vloge.

V program razvoja ključnih kadrov (EDP) je bilo vključenih 6,5 % zaposlenih (vodstvena struktura), kar je za 1,3 odstotne točke več kot v letu prej.

Znotraj Skupine obstaja veliko možnosti za dodatno usposabljanje in izobraževanje v mednarodnih skupinah in mednarodnem okolju; program UniQuest je v prvi vrsti namenjen talentom, njegov cilj pa je poiskati in razvijati mlade strokovnjake iz celotne Skupine. V ta program se lahko prijavi vsak zaposleni, sprejem v program pa je rezultat izpolnjevanja pogojev in opravljenega sprejemnega postopka oz. ocenjevanja. Prednost programa je, da izbrani kandidati eno leto delujejo na realnih poslovnih projektih Skupine. Iz naše Banke se je do sedaj v ta program uspelo uvrstiti 9 zaposlenim. Priložnost za razvoj perspektivnih kadrov in strokovnjakov omogoča še en program Skupine z naslovom »CEE has no boundaries«. Gre za projekt, ki je namenjen mednarodni mobilnosti talentov in pridobivanju oz. deljenju konkretnih delovnih izkušenj v smislu »on-the-job« učenja in razvoja. V letu 2014 pa so v Skupini prav tako potekali še različni podiplomski in magistrski programi, ki ponujajo dodatna znanja na področju investicijskega in podjetniškega bančništva ter poslovanja s prebivalstvom in so bili razpisani tudi za zunanje kandidate.

Bistvo vseh programov je skrb za kontinuiteto razvoja zaposlenih, njihovih sposobnosti in znanj ter skrb za zagotavljanje novih generacij sposobnih vodij in strokovnjakov, ki bodo zagotavljali dolgoročno stabilnost in rast poslovanja Banke ter posledično celotne Skupine.

Za razvoj zaposlenih sistematično skrbimo tudi s pomočjo sistema »Performance management« (Upravljanje z delovno učinkovitostjo), ki je informacijsko podprt z lokalno aplikacijo in v osnovi sestavljen iz dveh delov – letnega osebnega (razvojnega) razgovora, v



sklopu katerega vodja in zaposleni enkrat letno postavljata cilje in ocenjevalnega razgovora, ki poteka dvakrat letno (polletna ocena in skupna celoletna ocena ob koncu leta), kjer je bistveno posredovanje povratne informacije o uspešnosti pri delu, še posebej pa pravilno in sistematično usmerjanje in razvijanje zaposlenih na pravih področjih. Aplikacija omogoča večjo učinkovitost izvedbe, skupek vseh informacij na enem mestu in večjo preglednost.

Letni razvojni pogovor predstavlja osnovo za razvoj zaposlenih in ga opredeljujemo kot konkurenčno prednost, saj je osnova za tak pogovor ocena kvantitativnih in kvalitativnih ciljev ter vedenj oziroma kompetenc. Rezultat vodenja s pomočjo »Performance management« procesa je večja seznanjenost s cilji in strategijo Banke ter posameznimi organizacijskimi enotami, izmenjava pogledov na uspešnost pri delu in s tem večje zadovoljstvo zaposlenih.

S posebno pozornostjo smo v letu 2014 nadgradili sistem nagradjevanja sodelavcev v prodajni mreži direktne prodaje. Z novim pristopom želimo ustrezno in pogosto nagraditi dosežke in napore sodelavcev, hkrati pa jih dodatno spodbujamo h proaktivnosti (narediti vse in tisto »nekaj več«). Navsezadnje slednje od nas pričakujejo tudi naše stranke.

Verjamemo, da s sistemom »Performance management« prispevamo k vzdržnosti poslovanja in zagotavljanju doseganja pozitivnih poslovnih rezultatov na dolgi rok.

RAZISKAVA O ZADOVOLJSTVU ZAPOSLENIH

V okviru skupine UniCredit že od leta 2006 izvajamo raziskavo o zadovoljstvu zaposlenih (People Survey), ki predstavlja ključen element našega modela upravljanja z zaposlenimi in njihovimi sposobnostmi ter znanji. Anketo izvajamo redno na dve leti, v vmesnem času pa enkrat letno merimo »utrip« zadovoljstva zaposlenih s kratkimi raziskavami zadovoljstva in tako leto za letom merimo napredek pri naših prizadevanjih za ohranitev in povečanje uspešnosti poslovanja ter za ustvarjanje prijetnega delovnega okolja, v katerem zaposleni lahko polno izražajo svoje potencialne, povratne informacije pa nam pomagajo izboljšati tudi kakovost odnosov in zadovoljstvo naših sodelavcev ter tako posledično tudi strank.

Zadnja obsežnejša raziskava v sklopu Skupine je potekala konec leta 2013, ko smo sodelavce povabili, da svoja zaznavanja Banke in določenih aspektov delovnega okolja ocenijo preko spletne ankete. Na podlagi rezultatov raziskave je Banka pripravila akcijski načrt, ki je bil usmerjen na tri glavna področja, in sicer:

- a) jasnost in transparentnost strateških ciljev Banke,
- b) jasna metodologija upravljanja z delovno učinkovitostjo ter razvoj zaposlenih,
- c) razvoj vodstvenih sposobnosti vodij.

Uspešnost implementacije ukrepov bo razvidna iz naslednje raziskave, ki bo potekala januarja 2015, pri čemer želimo povečati tudi število sodelujočih v anketi, saj bomo le na ta način kar najboljše zaznali dejansko stopnjo zadovoljstva zaposlenih v Banki.

CERTIFIKAT »DRUŽINI PRIJAZNO PODJETJE«

Ponosni smo na dejstvo, da smo v letu 2014 pridobili polni certifikat »Družini prijazno podjetje«. V skladu s tem veliko pozornost posvečamo družinam in usklajevanju službenega in družinskega življenja naših zaposlenih. Med ukrepi, ki smo jih izvedli, velja izpostaviti otroški bonus, kar pomeni, da vsem staršem prvošolčkov na prvi šolski dan omogočamo spremljanje otrok v šolo in za to koriščenje izrednega plačanega dopusta. Staršem, ki uvajajo otroka v vrtec, omogočamo fleksibilno organizacijo delovnega časa v tednu ujanja. Sodelavke in sodelavci imajo, v kolikor se odločijo za krajši delovni čas v skladu z zakonom, po vrnitvi s porodniškega dopusta možnost krajšega delavnika in jim nudimo za 4-urni delovnik 55 % plačilo plače. Vsem sodelavcem Banke nudimo tudi svetovanje na področju medosebnih odnosov v službenem in zasebnem življenju. Možnost psihološkega svetovanja oz »life coachinga« smo omogočili z namenom, da sodelavcem ponudimo možnost pomoči v situacijah, ki niso nujno neposredno povezane z delovnim okoljem, vsekakor pa lahko vplivajo tudi na motivacijo, zavzetost in medsebojne odnose v delovnem okolju. Ker se zavedamo pomena družbene odgovornosti, ponujamo zaposlenim še možnost dodatnega plačanega dneva za izvajanje prostovoljnega dela.

V okviru polnega certifikata pa smo se v letu 2014 obvezali implementirati tri nove ukrepe, in sicer se bomo v večji meri posvetili ukrepom s področja varovanja zdravja, med ukrepe vpeljujemo tudi pooblaščenca za vprašanja enakih možnosti ter dan odprtih vrat za naše najmlajše (otroke naših sodelavcev).

SKRB ZA VREDNOTE

Ker se čedalje bolj zavedamo, da je potrebno stranke postaviti v središče naše pozornosti, smo se v letu 2014 v okviru UniCredit dneva ob pogovoru o vrednotah (enakopravnost, zaupanje, spoštovanje, preglednost, svoboda delovanja, vzajemnost) še posebej osredotočili na njihove resnične potrebe in razmišljali, kako doseči pozitiven vpliv na stranke. Na ta dan smo si na delavnicah izmenjevali resnične zgodbe in primere iz prakse in se pogovarjali o trajnostnem delovanju. Vsaka skupina je oddala predloge, kako bi lahko naše delovanje izboljšali in kaj bodo člani skupine sami naredili za boljše poslovanje Banke.

Institut ombudsmana, ki je v Banki uveljavljen od konca leta 2007 (v Skupini pa od leta 2006), omogoča zaposlenim neodvisno možnost vlaganja morebitnih pritožb zaradi kršitev Listine o vrednotah, ki jih povzročijo dejanja ali obnašanja med zaposlenimi ali med zaposlenimi in Banko. Na ta način želimo pospešiti reševanje medosebnih konfliktov in težav, spodbujati sodelovanje na delovnem mestu ter ustvarjati sinergije v delovanju med članicami Skupine. Delovanje ombudsmana se nanaša na področje diskriminacije na delovnem mestu, diskriminacije na podlagi subjektivnih kriterijev, namenskega zadrževanja informacij, psihičnega nadlegovanja (mobbing), spolnega nadlegovanja, zasledovanja, zalezovanja in podobno.

Vlogo ombudsmanke Banke je leta 2011 prevzela Polona Zupančič Ban, za njeno namestnico pa je imenovana Mojca Gošler. Obe

Družbena odgovornost

ombudsmanki zelo dobro poznata Banko in zaposlene, saj sta bili dolga leta naši sodelavki in tako lažje sodelujeta pri reševanju morebitnih primerov. Število obravnavanih primerov je vsako leto nižje, v letu 2014 pa so se primeri v večini nanašali na spremembe v organizaciji Banke ter optimizaciji procesov. Vsi primeri so bili uspešno rešeni skozi pogovor in odkrivanje novih, drugačnih pogledov na situacijo.

SKRB ZA ZAPOSLENE

Načrtno spremljanje zdravstvenega stanja je naša obveza, zaveza ter hkrati izražena skrb za sodelavce. Tekom preteklega leta smo v skladu z zakonodajo izvajali predhodne oz. obdobjne zdravniške preglede, v drugi polovici novembra pa smo na sedežu Banke že tradicionalno poskrbeli za možnost cepljenja proti gripi. Banka vse zaposlene tudi kolektivno nezgodno zavaruje.

Vzgoja in izobraževanje v zvezi z varnostjo in zdravjem pri delu ter varstvom pred požarom sta prav tako sestavni del strokovnega usposabljanja vseh zaposlenih. Zato skladno z zakonodajo vsako leto organiziramo potrebna usposabljanja s tega področja, in sicer usposabljanje Varstvo pred požarom ter varno in zdravo delo, ki se ga morajo udeležiti vsi zaposleni čim prej po zaposlitvi in znanje periodično obnavljati v skladu z našo Izjavo o varnosti z oceno tveganja. V letu 2014 smo uvedli elektronsko obliko izobraževanja (e-learning), ki sodelavcem omogoča večjo fleksibilnost pri opravljanju izobraževanja kot tudi preizkusa znanja.

Zaposleni imajo povprečno 25,8 dni dopusta. Regres za dopust je v letu 2014 znašal 90 % povprečne plače v Republiki Sloveniji v predpreteklem mesecu, kar je 10 % več, kot določa Kolektivna pogodba dejavnosti bančništva Slovenije.

Banka skrbi za zaposlene, njihovo zdravje in dobro počutje ter druženje tudi preko športnega društva Tilda, z organizacijo športnih dogodkov, sofinanciranjem kulturnih prireditev ter športnih aktivnosti in druženjem ob novem letu, obisku Dedka Mraza za otroke zaposlenih, športnem dnevu za zaposlene ter poletnem pikniku.

Odnos do strank

Kakovost storitev, ustvarjanje vrednosti za stranke ter zadovoljstvo strank ostajajo naša glavna vodila pri poslovanju v segmentu prebivalstva in malih podjetij.

Rezultati raziskav o zadovoljstvu strank uvrščajo Banko tudi v letu 2014 v sam vrh slovenskega bančnega sektorja in že več let zapored potrjujejo, da v očeh strank uživamo ugled in zaupanje. V zrelem, konkurenčnem in gospodarsko zahtevnem okolju so stranke naša največja moč. Svoje zaupanje in zvestobo nam iz dneva v dan izkazujejo s priporočanjem novih strank preko priporočilnega programa "Priporočam UniCredit Bank". S priporočilnim programom se želimo obstoječim strankam, ki so zadovoljne z nami, zahvaliti za njihova priporočila in obenem nagraditi nove stranke z darilom kot

zahvalo za zaupanje. Z vsakodnevnim zagotavljanjem zastavljenih standardov odnosov s strankami dosegamo kakovost, s katero se želimo razlikovati na trgu. Da znamo prisluhniti potrebam strank ter se ustrezno odzvati na njihove želje in pričakovanja, potrjujejo tudi rezultati skrivnih nakupov, kjer skrivni kupci kakovost storitev Banke ocenjujejo z najvišjo možno oceno.

Za zagotavljanje kakovosti odnosov s strankami smo tudi v letu 2014 nadaljevali z bančno šolo in izobraževanju vseh sodelavcev ter s tem prispevali k utrjevanju strokovnega znanja za zagotovitev ustreznega svetovanja strankam.

Pri programu dobrodošlice, ki smo ga za segment prebivalstva vpeljali že v letu 2013, za segment malih podjetij pa v letu 2014, smo naredili korak naprej pri graditvi osebnih odnosov s strankami. Zastavljen je kot sistematičen način servisiranja novih strank v obdobju prvih treh mesecev, ki so, kot kažejo raziskave, ključni pri ohranjanju in povečevanju zadovoljstva strank. S programom tako po eni strani skrbimo za zagotavljanje kakovostnih, osebnih in strokovnih storitev, po drugi strani pa nam pomaga bolje razumeti pričakovanja in potrebe novih strank, s tem pa tudi pripraviti ponudbo produktov in storitev po meri posameznika.

Strankam iz segmenta prebivalstva smo na področju varčevanja ponudili nov produkt z imenom Multi-varčevalni račun, ki odgovarja na izzive časa, ter povpraševanja in potreb strank. V enem ponuja tako popolno likvidnost kot konkurenčno obrestno mero. Na novo smo v sodelovanju z ERGO Življenjsko zavarovalnico d.d. predstavili tudi riziko življenjsko zavarovanje ERGO Protect, ki je namenjeno zaščiti družine v primeru največjih izgub. Uspešno smo strankam ponudili še peto različico naložbenega življenjskega zavarovanja Moj Garant. Na področju naložb smo obstoječo paleto produktov dopolnili z upravljanjem ETF portfeljev in portfeljev vzajemnih skladov Pioneer Investments, ki so primerni za enkratne naložbe vsem, ki si želijo del svojih prihrankov usmeriti na kapitalske trge.

V segmentu malih podjetij smo v letu 2014 prenovili model servisiranja strank. Ustanovili smo podjetniške centre, v katerih so skoncentrirani bančni svetovalci, ki imajo največ znanja in izkušenj pri delu s strankami iz segmenta malih podjetij. Namen podjetniških centrov je zagotavljati večje zadovoljstvo strank in višjo raven kakovosti storitev zlasti za zahtevnejše stranke z večjim obsegom poslovanja in s potrebami po zahtevnejših bančnih storitvah. Po drugi strani pa smo strankam s potrebami po osnovnih bančnih storitvah omogočili, da te storitve opravijo v katerikoli poslovni enoti Banke.

V letu 2014 smo strankam ponudili slovensko in angleško različico posodobljene mobilne aplikacije GO! s funkcijo FastPay in M-žetonom. M-žeton kot generator gesel za vstop in podpisovanje v spletni banki je strankam posredovan kot del aplikacije GO!, ki je oblikovana posebej tudi za tablične računalnike. Razvili smo spletno aplikacijo ePristop, ki omogoča enostavno odpiranje računa preko spleta. Prek spletne aplikacije ePristop je mogoče odpreti bodisi klasičen bančni račun v paketu, varčevalni račun Multi ali poslovni račun za podjetnike in mala podjetja. V spletni banki lahko stranke uporabnice

spletne banke Online b@nka po novem sklepajo depozite in same sprožijo postopek aktivacije aplikacije mobilnega bančništva GO!, aktivirajo storitev E-račun, varnostno SMS sporočilo ali pa same ukinejo oz. vklopijo prejemanje papirnih izpiskov. Poleg fizičnega generatorja gesel, ki je do sedaj predstavljal edino možnost za vstopanje in podpisovanje v spletni banki Online b@nka, smo poleg že omenjenega M-žetona uvedli tudi storitev SMS-žeton, s katerim lahko stranke izbirajo zase najprimernejšo in priročno možnost. S ciljem zagotavljanja varnosti in novih storitev smo v letu 2014 nadgradili strojno in programsko opremo naše mreže bankomatov, s čimer smo zagotovili doseganje skladnosti s PCI-DSS standardom.

Technološki razvoj, predvsem na področju elektronike, računalništva in interneta je bliskovit in korenito spreminja vsa področja našega življenja in navad. Tako sta spletna in mobilna banka med našimi najvišjimi prioritetami, kar zadeva razvoj obeh. Uporabniška izkušnja naj bi se v prihodnje še izboljšala, Banka pa naj bi bila uporabnikom interneta, pametnih telefonov in tablic v prihodnje še bolj prijazna in resnično »na dlani«, obisk banke pa vse manj nuja, ko gre za vsakdanje bančno poslovanje in vse bolj le izbira tistih, ki si želijo neposrednega, fizičnega stika z bančnimi strokovnjaki pri iskanju nasvetov.

Odnosi z mediji

Zavedamo se, da so dobri odnosi z mediji pomembna sestavina ugleda in prepoznavnosti Banke v javnosti. Predstavniki sedme sile so še vedno tisti, ki jim javnost, s tem pa tudi naše obstoječe in potencialne stranke, zaupa. Pri komunikaciji z njimi si prizadevamo za strokovnost, odzivnost ter proaktivnost z vidika obveščanja javnosti o temah, ki bi jim bile zanimive.

V letu 2014 smo prejeli 488 sklopov novinarskih vprašanj in se pojavili v 2.186 medijskih prispevkih. Skozi celo leto smo medijem pošiljali sporočila za javnost o dogajanju v Banki, novih produktih, prejetih nagradah, dobrodelnih akcijah in podobno. Novinarje smo povabili na izbrane dogodke za stranke, na katerih smo gostili vidne predstavnike Banke ali analitike skupine UniCredit ter jim na ta način odpirali vrata do informacij o dogajanju na finančnih trgih iz prve roke. Odgovorno opravljamo svojo vlogo izobraževalca javnosti o finančnih temah tudi s pomočjo povabil gospodarskih novinarjev na Euromoney konference, katerih sponzor je tudi Skupina, ki v sklopu konference vedno organizira tudi dobro obiskano tiskovno srečanje in predstavi rezultate analize trendov v gospodarstvu. Večkrat ponudimo tudi širše informacije o temah, po katerih novinarji povprašujejo ter jim na ta način pomagamo pri bolj strokovni pripravi prispevkov. Odpiramo jim vrata do strokovnjakov, uprave lokalne Banke in predstavnikov Skupine, s tem pa tkemo pozitivne povezave s tem pomembnim segmentom naše družbe. Odziv medijev kaže, da gremo pri pripravi naših aktivnosti v pravo smer.

Odnosi z dobavitelji

Skladno z Listino o vrednotah in Politiko nabave (Global Procurement Charter) skupine UniCredit v Banki gradimo odnos do dobaviteljev na podlagi preglednosti, vzajemnega spoštovanja, zaupanja ter ob upoštevanju drugih etičnih in zakonskih norm.

Da bi zagotovili večjo preglednost, stroškovno učinkovitost ter transparentnost, smo v Banki že leta 2010 začeli s centralizacijo nabavnega procesa. V letu 2013 smo začeli uporabljati spletno aplikacijo za evidentiranje zahtevkov in evidentiranja ponudb ponudnikov. K sodelovanju praviloma povabimo več (vsaj tri) ponudnikov in izberemo najustrežnejšega dobavitelja. Pri obravnavanju ponudb smo uvedli merila za izbor dobaviteljev, kjer poleg cene praviloma upoštevamo še druge kriterije, kot so denimo kakovost, plačilni pogoji, garancija, poprodajne aktivnosti, ocena dosedanjega sodelovanja s ponudnikom, vzajemno sodelovanje z Banko, družbena odgovornost (zelena nabava) in podobno.

V letu 2014 smo skladno s Protikorupcijsko politiko skupine UniCredit začeli opravljati protikorupcijski skrbni pregled dobaviteljev.

Z namenom varovanja zaupnih podatkov (poslovne skrivnosti) z dobavitelji pred začetkom poslovnega sodelovanja podpisemo dogovor o varovanju podatkov.

Pri izbiri dobaviteljev je Banka nepristranska, saj so le tako lahko naši odnosi z njimi naša konkurenčna prednost in tudi podlaga za vzajemno sodelovanje.

Sponzorstva

Projekt Izvozniki.si časnika Finance je namenjen povezovanju slovenskih izvoznikov, koncentraciji informacij ter promociji idej, pomembnih za izvoz. S podporo temu projektu je Banka na področju poslovanja s podjetji tako finančno kot tudi vsebinsko pripomogla k vzpostavitvi zdravega, močnega in odprtega gospodarskega okolja, ki omogoča uspešen razvoj slovenskih izvoznih podjetij, slovenske države in družbe. Kot partnerica Združenja Manager pa je Banka prispevala k razvoju slovenskega managementa in s tem k uspehu ter večji konkurenčnosti slovenskega gospodarstva.

Za namene malih in srednje velikih podjetij je Banka podprla poslovni dogodek B4B, ki je, v organizaciji podjetja Bisnode, s predavanji, debatami in možnostjo aktivnega mreženja poslovni javnosti ponujal dodatno spodbudo za posel.

Banka je sponzorirala tudi enega najpomembnejših poletnih dogodkov v naši prestolnici, to je Verdijev Rekvjem v organizaciji Ljubljana Festivala, na katerem je dirigent Riccardo Muti združil orkester Slovenske filharmonije ter številne druge umetnike iz različnih držav. V predbožičnem času je Banka podprla tradicionalni 22. managerski koncert, na katerem so pod taktirko Georga Pehlivaniana nastopili

Družbena odgovornost

Simfonični orkester RTV Slovenija in mladi glasbeni talenti, ki jim organizator vsako leto namenijo velik del dobička koncerta.

Banka je podprla tudi prestižno konferenco svetovnega slovesa OCWC Global 2014 na temo odprtega izobraževanja in prosto dostopnih vsebin, ki jo je organiziral Institut Jožef Stefan, ter Slovensko-italijanski forum v organizaciji veleposlaništva Republike Italije.

Poslovno sodelovanje z Zdravniško zbornico Slovenije je bilo namenjeno tako zdravnikom – fizičnim osebam kot tudi zdravnikom z lastno prakso, za katere je Banka pripravila privlačne ponudbe izbranih bančnih storitev ter organizirala različne izobraževalne dogodke.

Kot članica skupine UniCredit je Banka jeseni 2014 vstopila v šesto sezono sponzorstva UEFA Champions League, s čimer je krepila ugled in zavedanje blagovne znamke ter prestižnega sponzorstva. Z oglaševalsko akcijo in številnimi nagradami, ki so omogočale ogled nogometnih tekem, se je približala obstoječim in potencialnim strankam. Banka je podprla tudi hokejsko društvo HDD Olimpija, ki je tekmovalo v državnem prvenstvu in EBEL ligi.

donacijo pomagala malim nogometašem, da so se urili z najboljšimi trenerji.

Banka je z donacijo podprla nadaljnje dobrodelne aktivnosti za pomoč neprivilegiranim otrokom in mladostnikom, ki jih izvajajo članice ženskega Rotary kluba Nike. Mladinsko zdravilišče in letovišče Debeli rtič izvaja programe kurative in preventive na področju zdravja otrok in mladostnikov. Da bi jim omogočili brezskrbno bivanje tudi v prihodnosti, je Banka Rdečemu križu Slovenije namenila del noveletne donacije za izvajanje programov počitnic otrok iz socialno šibkih družin na Debelem rtiču. Sodelavci Banke so tudi z lastnimi denarnimi prispevki podprli humanitarni projekt »Botrstvo v Sloveniji«, obenem pa so številni otroci sodelavcev del denarja, ki so ga dobili ob koncu leta v obliki bona za Dedka Mraza, podarili vrstnikom pod okriljem Zveze prijateljev mladine Ljubljana Moste Polje. Banka je tej organizaciji, s katero neguje dolgoletno partnerstvo, namenila tudi novoletno humanitarno donacijo za vseslovenski projekt »Botrstvo v Sloveniji«.

Donacije

Banka je del sredstev iz mesečnih nadomestil paketa Neprofitni, podarila otrokom in njihovim mamam, ki so našli zavetje v varni hiši Gorenjske, za nakup hrane in nujnih potrebščin. V sodelovanju z Zvezo prijateljev mladine Ljubljana Moste Polje je Banka z donacijo pomagala družini, ki se je zaradi bolezni staršev znašla v hudi stiski. Banka je z donacijo podprla dobrodelno akcijo prostovoljcev za izvedbo zaključnih del nadomestne hiške za socialno šibko družino pod okriljem Zveze prijateljev mladine Šentjur, ki jim zagotavlja boljše bivanjske razmere. Z zbiranjem šolskih potrebščin, knjig, igrač in tudi hrane so sodelavci tudi v letu 2014 pomagali otrokom iz socialno šibkih družin pod okriljem Zveze prijateljev mladine Ljubljana Moste Polje. Žrtvam katastrofalnih poplav v Srbiji ter Bosni in Hercegovini je Banka pomagala z donacijo Fundaciji Ana i Vlade Divac ter Fundaciji Mozaik ter donirala sredstva, ki so se zbirala za pomoč sodelavcem v BiH, ki so izgubili domove v poplavih. Rdečemu križu Hrvaške je Banka nakazala donacijo za pomoč ljudem, ki so jih prizadele hude poplave na Hrvaškem. Finančna sredstva, hrano in drugo materialno pomoč so zbirali tudi sodelavci banke.

Žledolom je v letu 2014 v Sloveniji opustošil ogromne površine gozdov, ki so izjemno pomembni za ohranjanje klime, živalskih vrst in okolja. Banka se je povezala z Zvezo tabornikov Slovenije in podprla njihovo vseslovensko akcijo »Pogozdovanje po žledolomu« z donacijo za nakup 3.500 sadik dreves. Pogozdovanja na področju Logatca se bodo aktivno udeležili tudi sodelavci Banke.

Da bi mladim nogometnim talentom iz socialno šibkih družin omogočili udeležbo na poletnem nogometnem kampu, je Banka v sodelovanju z Zvezo prijateljev mladine Ljubljana Moste Polje z

Poročilo Nadzornega sveta

Splošne ugotovitve

Nadzorni svet UniCredit Banka Slovenija d.d. je v letu 2014 spremljal in nadziral tekoče poslovanje Banke, dosežene finančne rezultate ter delo njene uprave skladno s svojimi pooblastili, pristojnostmi in dolžnostmi, opredeljenimi v Statutu Banke in Poslovniku nadzornega sveta Banke, kakor tudi na podlagi veljavnih določil Zakona o gospodarskih družbah in Zakona o bančništvu ter pripadajočih podzakonskih aktov. Na rednih sejah nadzornega sveta je uprava Banke člane nadzornega sveta obveščala o vseh pomembnih poslovnih dogodkih v Banki in o drugih aktivnostih, povezanih s poslovanjem Banke, o ekonomskem in političnem okolju, pomembnejših zakonskih spremembah, ki so vplivale na poslovanje Banke, ter o doseženih finančnih rezultatih Banke v primerjavi s sprejetim finančnim načrtom poslovanja. Uprava Banke je nadzorni svet redno obveščala tudi o pričakovanih finančnih rezultatih do konca finančnega leta in o njihovem uresničevanju.

V letu 2014 je prišlo do spremembe v sestavi nadzornega sveta Banke. Dne 30. aprila 2014 je potekel mandat vsem obstoječim članom nadzornega sveta Banke, od katerih so bili na skupščini Banke dne 23. aprila 2014 za obdobje od 1. maja 2014 do 30. aprila 2017 ponovno imenovani Martin Klauzer, Heinz Karl Tschiltsch, Franco Andreetta, Francesco Slocovich in Giuseppe Verrascina; novo imenovana za prej navedeno obdobje je bila Mariya Mihaylova Lerch. Za ponovno imenovane člane nadzornega sveta in novo imenovano članico nadzornega sveta je bil v skladu s Politiko Banke glede ocenjevanja članov uprave, nadzornega sveta in nosilcev ključnih funkcij (t.i. Fit & Proper Policy) izveden postopek ocene primernosti in ustreznosti, ki je bil posredovan tudi na Banko Slovenije. Nadzorni svet Banke tako šteje šest članov, in sicer ga sestavljajo Martin Klauzer (predsednik), Heinz Karl Tschiltsch (namestnik predsednika), Franco Andreetta, Mariya Mihaylova Lerch, Francesco Slocovich in Giuseppe Verrascina. Navkljub specifični lastniški strukturi, v kateri je skoraj 100 % lastnik Banke UniCredit Bank Austria AG, večinski lastnik slednje pa UniCredit S.p.A., trije člani nadzornega sveta (Franco Andreetta, Francesco Slocovich in Giuseppe Verrascina) niso zaposleni v skupini UniCredit, ampak so kot zunanji strokovnjaki s področja računovodstva in finančnega poslovanja tudi v letu 2014 prispevali k bolj kakovostnemu in preglednejšemu delu nadzornega sveta. Člani nadzornega sveta niso osebno, posredno ali neposredno udeleženi v lastniški strukturi niti niso v kakršnemkoli poslovnem odnosu z Banko, tako da ne more prihajati do konflikta interesov. Skupina UniCredit ima sicer oblikovane ustrezne mehanizme za obvladovanje in reševanje morebitnih konfliktov interesov, če bi do njih kljub vsemu prišlo.

Nadzorni svet Banke se je v letu 2014 sestal in odločal na štirih rednih sejah. Vsi člani nadzornega sveta so se udeležili druge in četrte seje nadzornega sveta, medtem ko sta svojo udeležbo opravičila Giuseppe Verrascina na prvi seji in Heinz Karl Tschiltsch na tretji seji. Posamezni sklepi so bili v skladu z zakonskimi predpisi, pristojnostmi, opredeljenimi v statutu in upoštevajoč potrebe Banke po učinkovitosti

dela, sprejeti tudi na dopisnih sejah nadzornega sveta in nato predstavljeni ter potrjeni na prvi naslednji redni seji nadzornega sveta. Vse odločitve oziroma sklepi nadzornega sveta so bili sprejeti soglasno, pri čemer so člani nadzornega sveta, ki so bili prisotni na posamezni seji, glede njihovega sprejetja argumentirano izrazili svoja stališča in se aktivno udeleževali pri razpravi.

Nadzorni svet je podrobno preučil vsakokratno predloženo gradivo in poročila revizijske komisije nadzornega sveta ter po potrebi zahteval njihove dopolnitve. Prav tako je redno preverjal svoje delo, kar je še dodatno doprineslo k strokovnosti in kakovosti njegovega dela. Nadzorni svet tako ocenjuje, da je svoje delo v letu 2014 opravil kakovostno in na najvišjem etičnem nivoju, s profesionalno skrbnostjo, skladno z veljavno zakonodajo ter notranjimi pravili skupine UniCredit.

Pomembnejše odločitve nadzornega sveta

Na svoji 59. redni seji, 25. februarja 2014, je nadzorni svet med drugim sprejel letno poročilo o poslovanju Banke za leto 2013, na podlagi predloga revizijske komisije predlagal skupščini Banke imenovanje zunanjega revizorja, podal mnenje k letnemu poročilu notranje revizije o notranjem revidiranju za leto 2013, sprejel sklep o pokrivanju izgube poslovnega leta 2013. Seznanil se je z revizorjevim poročilom pooblaščenice revizijske družbe za leto 2013, na katerega ni imel pripomb, ter potrdil vse ostale dokumente, o katerih je nato odločala skupščina Banke dne 23. aprila 2014. Na isti seji je nadzorni svet podaljšal mandat članu uprave Damijanu Dolinarju. Za ponovno imenovanega člana uprave je bil v skladu s politiko Banke glede ocenjevanja članov uprave, nadzornega sveta in nosilcev ključnih funkcij (Fit & Proper Policy) izveden postopek ocene primernosti in ustreznosti, ki je bil posredovan tudi na Banko Slovenije.

Nadzorni svet je na 60. redni seji, ki je potekala 29. aprila 2014, potrdil pravila upravljanja skupine UniCredit, veljavna tudi za Banko, se seznanil s potekom projekta celovitega znižanja operativnih stroškov Banke, poudaril osredotočenost Banke na povečanje neobrestnih prihodkov ter potrdil rezultate Banke za prvo četrtletje. Na 61. redni seji, ki je potekala 29. julija 2014, je nadzorni svet prvič zasedal v novi sestavi in je potrdil prodajo oziroma sprejem prevzemne ponudbe za delnice družbe Mercator, d.d., katerih imetnica je bila Banka ter potrdil polletne rezultate Banke. Dne 27. oktobra 2014 so člani nadzornega sveta na 62. redni seji potrdili spremembe organizacijske strukture Banke in pravila upravljanja skupine UniCredit veljavna tudi za Banko, ter rezultate Banke za tretje četrtletje.

Nadzorni svet je sodeloval pri sprejemanju vseh ukrepov in aktivnosti, ki so bili potrebni za uresničevanje skupne poslovne politike nadrejenih bančnih skupin. Potrdil je plan razvoja in temelje poslovne politike ter finančni načrt Banke za leto 2014, krovno politiko prejemkov in podal soglasje k določitvi organizacije sistema notranjih kontrol. Prav tako je podrobno spremljal odzivnost Banke na aktualne razmere v gospodarstvu, sodelovanje Banke pri postopkih

Poročilo Nadzornega sveta

prestrukturiranja, vključno s sodelovanjem Banke pri oblikovanju Slovenskih načel finančnega prestrukturiranja dolgov v gospodarstvu v okviru Združenja bank Slovenije, ter redno prejemal obvestila notranje revizije o realizaciji s strani nadzornega sveta potrjenega programa dela, o njenih ugotovitvah ter o pregledih zunanjih nadzornih institucij. V skladu s sprejeto Politiko Banke glede ocenjevanja članov uprave, nadzornega sveta in nosilcev ključnih funkcij (Fit & Proper Policy), ki jo zahtevajo Smernice EBA o ocenjevanju primernosti članov organov vodenja ali nadzora in nosilcev ključnih funkcij ter Sklep Banke Slovenije o skrbnosti članov uprave in nadzornega sveta bank in hranilnic, se je redno seznanjal z njeno implementacijo in njenim izvajanjem. Redno in ažurno je v skladu s profilom tveganosti Banke spremljal višino potrebnih in oblikovanih slabitev, aktivnosti Banke pri prestrukturiranju in izterjavi finančnih terjatev ter obravnaval ugotovitve in priporočila nadzornih organov Banke.

Delovanje revizijske komisije nadzornega sveta

Revizijska komisija nadzornega sveta Banke se je v letu 2014 sestala na štirih rednih sejah (zaporedne številke sej od 29 do 32). Kot posvetovalno telo nadzornega sveta, ki ga sestavljajo predsednik Giuseppe Verrascina, član Franco Andreetta in neodvisni zunanji član Živko Bergant, ima revizijska komisija v okviru svojega delovanja ocenjevalno, (po)svetovalno in predlagalno funkcijo, pri čemer pomaga nadzornemu svetu pri izpolnjevanju njegovih dolžnosti in pristojnosti v zvezi z naslednjimi vsebinami: s primernostjo in učinkovitostjo bančnih postopkov notranje kontrole, kar vključuje ugotavljanje in merjenje tveganj ter upravljanje s tveganji; s skladnostjo z zakonodajo, pravili in politikami, ki urejajo delovanje Banke; s primernostjo računovodskih standardov, ki se uporabljajo pri pripravi računovodskih izkazov; s primernostjo in neodvisnostjo zunanjih bančnih revizorjev ter z zagotavljanjem ustrezne strukture zaposlenih v oddelku notranje revizije.

Uporaba čistega in bilančnega dobička za leto 2014

Uprava Banke je nadzornemu svetu predložila v obravnavo Sklep o uporabi čistega dobička poslovnega leta 2014 v višini 599.239,28 evrov in predlog Sklepa o uporabi bilančnega dobička poslovnega leta 2014 v višini 299.619,64 evrov. Uprava Banke je predlagala, da se v skladu s sprejetimi srednjeročnimi načrti Banke in zaradi zagotavljanja ustreznih kapitalne ustreznosti Banke, čisti dobiček Banke ne uporabi za razdelitev delničarjem ali drugim osebam, ampak se v celoti razporedi v druge rezerve Banke. Uprava Banke je tudi predlagala, da nadzorni svet in skupščina delničarjev v skladu s svojimi pristojnostmi sprejmeta predlagani Sklep o uporabi bilančnega dobička poslovnega leta 2014. S sprejemom takega predloga bo omogočena nadaljnja stabilna rast Banke.

Nadzorni svet je sprejel Sklep o uporabi čistega dobička za leto 2014, soglašal s predlogom uprave o uporabi bilančnega dobička za leto 2014 in priporočil skupščini delničarjev, da ga sprejme v predlagani obliki.

Letno poročilo 2014

Uprava Banke je pripravila letno poročilo o poslovanju UniCredit Banka Slovenija d.d. v letu 2014 in ga v zakonskem roku predložila nadzornemu svetu Banke v preveritev. Skupaj z letnim poročilom je bilo nadzornemu svetu predloženo tudi revizorjevo poročilo o reviziji računovodskega poročila in pregledu poslovnega poročila Banke za poslovno leto 2014 ter dodatno revizorjevo poročilo o izpolnjevanju pravil o upravljanju s tveganji v Banki iz prvega odstavka 211. člena Zakona o bančništvu, ki ju je sestavila pooblaščenca revizorska družba Deloitte revizija d.o.o.

Nadzorni svet je preveril letno poročilo, ki mu ga je v obravnavo predložila uprava Banke. Ugotovil je, da je letno poročilo sestavljeno v skladu s poročili in informacijami o poslovanju Banke v letu 2014 ter s poročili o ekonomskem in političnem okolju, v katerem Banka deluje, in so bila nadzornemu svetu predstavljena v poslovnem letu. Letno poročilo je nadzorni svet primerjal tudi z revidiranimi računovodskimi izkazi za poslovno leto 2014 in ugotovil, da so finančni rezultati, predstavljeni v letnem poročilu, skladni z revizorjevim poročilom. Na podlagi poročil uprave Banke je nadzorni svet mnenja, da je uprava upoštevala ugotovitve in priporočila notranje revizije ter zunanjih nadzornikov v letu 2014 in opravila potrebne aktivnosti za njihovo izpolnitev oziroma zagotovila, da bodo vse potrebne aktivnosti opravljene. Nadzorni svet je mnenja, da sta skupaj z upravo Banke v poslovnem letu 2014 izpolnila vse zakonske zahteve. Na temelju rednega spremljanja poslovanja Banke in navedenih preverjanj je nadzorni svet potrdil letno poročilo o poslovanju Banke v letu 2014.

V revizorjevem poročilu o pregledu računovodskih izkazov za poslovno leto 2014, ki je bilo nadzornemu svetu predloženo skupaj z letnim poročilom, je podano tudi mnenje pooblaščenega revizorja, ki je izdal mnenje brez pridržka. Nadzorni svet je seznanjen z revizorjevim poročilom pooblaščenega revizorja za leto 2014 ter dodatnim revizorjevim poročilom o izpolnjevanju pravil o upravljanju s tveganji za leto 2014 in nanju nima pripomb.



Nadzorni svet:
Martin Klauzer
predsednik nadzornega sveta

Izjava o odgovornosti

Uprava je odgovorna za pripravo računovodskih izkazov za poslovno leto. Ti morajo resnično in pošteno prikazovati premoženjsko stanje UniCredit Banka Slovenija d.d. ob koncu poslovnega leta ter njen finančni in poslovni izid za to leto. Uprava je računovodske izkaze pripravila skladno z načelom časovne neomejenosti poslovanja.

Uprava je pri pripravi računovodskih izkazov v letnem poročilu za leto, ki se je končalo 31. decembra 2014, dosledno uporabila ustrezne računovodske usmeritve in jih podprla z utemeljenimi in previdnimi presojami in ocenami ter zagotovila skladnost z vsemi računovodskimi standardi, za katere meni, da so pomembni.

Uprava je odgovorna zagotoviti, da Banka vodi računovodske evidence, ki z razumno natančnostjo razkrivajo finančni položaj Banke in s katerimi je mogoče zagotoviti, da so računovodski izkazi v vseh pomembnejših pogledih skladni s predpisi Vlade Republike Slovenije, predpisi in navodili Banke Slovenije ter z mednarodnimi standardi računovodskega poročanja, kot jih je sprejela EU. Uprava je v splošnem odgovorna tudi za sprejetje ukrepov, ki so razumno potrebni za zaščito premoženja Banke in za preprečevanje in odkrivanje prevar in drugih nepravilnosti.

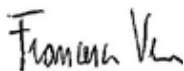
V imenu uprave



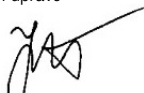
Mag. Stefan Vavti
Predsednik uprave



Damijan Dolinar, CFA
Član uprave



Francesco Vercesi, MBA
Član uprave



Mag. Jana Benčina-Henigman
Članica uprave



Mag. Günter Friedl, MBA, MAS
Finančni direktor

Ljubljana, 4. februar 2015

Poročilo neodvisnega revizorja



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POROČILO NEODVISNEGA REVIZORJA lastnikom družbe UNICREDIT BANKA SLOVENIJA d.d.

Poročilo o računovodskih izkazih

Revidirali smo priložene računovodske izkaze banke Unicredit banka Slovenija d.d. (v nadaljevanju »banka«), ki vključujejo izkaz finančnega položaja na dan 31. decembra 2014, izkaz poslovnega izida, izkaz drugega vseobsegajočega donosa, izkaz sprememb lastniškega kapitala in izkaz denarnih tokov za tedaj končano leto ter povzetek bistvenih računovodskih usmeritev in druge pojasnjevalne opombe.

Odgovornost posloводства za računovodske izkaze

Posloводство je odgovorno za pripravo in pošteno predstavitev teh računovodskih izkazov v skladu z mednarodnimi standardi računovodskega poročanja, kot jih je sprejela EU, in za takšen notranji nadzor, ki je po mnenju posloводства potreben za pripravo računovodskih izkazov, ki ne vsebujejo pomembno napačne navedbe zaradi prevare ali napake.

Revizorjeva odgovornost

Naša odgovornost je izraziti mnenje o teh računovodskih izkazih na podlagi revizije. Revizijo smo opravili v skladu z mednarodnimi standardi revidiranja. Ti standardi zahtevajo od nas izpolnjevanje etičnih zahtev ter načrtovanje in izvedbo revizije za pridobitev sprejemljivega zagotovila, da računovodski izkazi ne vsebujejo pomembno napačne navedbe.

Revizija vključuje izvajanje postopkov za pridobitev revizijskih dokazov o zneskih in razkritjih v računovodskih izkazih. Izbrani postopki so odvisni od revizorjeve presoje in vključujejo tudi ocenjevanje tveganj napačne navedbe v računovodskih izkazih zaradi prevare ali napake. Pri ocenjevanju teh tveganj prouči revizor notranje kontroliranje, povezano s pripravljanjem in poštenim predstavljanjem računovodskih izkazov banke, da bi določil okoliščinam ustrezne revizijske postopke, ne pa, da bi izrazil mnenje o uspešnosti notranjega kontroliranja banke. Revizija vključuje tudi ovrednotenje ustreznosti uporabljenih računovodskih usmeritev in utemeljenosti računovodskih ocen posloводства kot tudi ovrednotenje celotne predstavitve računovodskih izkazov.

Verjamemo, da so pridobljeni revizijski dokazi zadostna in ustrezna podlaga za naše revizijsko mnenje.

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Member of Deloitte Touche Tohmatsu Limited

Mnenje

Po našem mnenju računovodski izkazi podajajo resničen in pošten prikaz finančnega položaja banke na dan 31. decembra 2014 ter njenega poslovnega izida in denarnih tokov za tedaj končano leto v skladu z mednarodnimi standardi računovodskega poročanja, kot jih je sprejela EU.

Poročilo o drugih zakonskih in regulativnih zahtevah

Poslovodstvo je odgovorno tudi za pripravo poslovnega poročila v skladu z zahtevami Zakona o gospodarskih družbah (ZGD-1). Naša odgovornost je podati oceno o tem, ali je poslovno poročilo skladno z revidiranimi računovodskimi izkazi. Naši postopki v zvezi s tem so opravljeni v skladu z mednarodnim standardom revidiranja 720 in omejeni zgolj na oceno skladnosti poslovnega poročila z revidiranimi računovodskimi izkazi. Po našem mnenju je poslovno poročilo skladno z revidiranimi računovodskimi izkazi.

DELOITTE REVIZIJA d.o.o.

Katarina Kadunc
Pooblaščenka revizorka

Yuri Sidorovich
Predsednik uprave

Ljubljana, 24. februar 2015

Deloitte.
DELOITTE REVIZIJA D.O.O.
Ljubljana, Slovenija 3

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Izkaz finančnega položaja

EUR 1.000			
Vsebina	Pojasnilo	31. 12. 2014	31. 12. 2013
Denar v blagajni, stanje na računih pri centralnih bankah in vpogledne vloge pri bankah	1	350.279	245.530
Finančna sredstva, namenjena trgovanju	2	16.368	15.394
Finančna sredstva, razpoložljiva za prodajo	3	354.360	251.352
Izvedeni finančni instrumenti, namenjeni varovanju	4	11.950	7.008
Kredit	5	1.797.196	1.913.724
Kredit bankam		41.484	13.245
Kredit strankam		1.743.570	1.895.472
Druga finančna sredstva		12.142	5.007
Finančna sredstva v posesti do zapadlosti	6	13.160	13.053
Opredmetena osnovna sredstva	7	7.327	9.163
Neopredmetena sredstva	8	18.802	19.472
Terjatve za davek od dohodkov pravnih oseb	9	7.637	11.868
Terjatve za davek		-	1.004
Odložene terjatve za davek		7.637	10.864
Druga sredstva	10	1.653	1.993
SKUPAJ SREDSTVA		2.578.732	2.488.557
Finančne obveznosti, namenjene trgovanju	11	17.239	17.188
Izvedeni finančni instrumenti, namenjeni varovanju	12	53.415	47.356
Finančne obveznosti, merjene po odplačni vrednosti	13	2.253.031	2.185.970
Vloge bank in centralnih bank		425.935	323.731
Vloge strank		1.368.511	1.276.833
Kredit bank in centralnih bank		411.250	539.141
Podrejene obveznosti		30.110	30.117
Druge finančne obveznosti		17.225	16.148
Rezervacije	14	7.116	6.137
Druge obveznosti	15	3.930	4.191
SKUPAJ OBVEZNOSTI		2.334.731	2.260.842
Osnovni kapital	16	20.384	20.384
Kapitalske rezerve	17	107.760	107.760
Akumulirani drugi vseobsegajoči donos	18	11.222	(4.465)
Rezerve iz dobička (vključno z zadržanim dobičkom)	19	104.335	104.036
Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	20	300	-
SKUPAJ KAPITAL		244.001	227.715
SKUPAJ OBVEZNOSTI IN KAPITAL		2.578.732	2.488.557

Pojasnila k računovodskim izkazom so sestavni del slednjih in jih je treba brati skupaj z njimi.

Mag. Stefan Vavti
Predsednik uprave

Francesco Vercesi, MBA
Član uprave

Mag. Jana Benčina Henigman
Članica uprave

Damijan Dolinar, CFA
Član uprave

Mag. Günter Friedl, MBA, MAS
Finančni direktor

Izkaz vseobsegajočega donosa

Izkaz poslovnega izida

EUR 1.000			
Vsebina	Pojasnilo	2014	2013
Prihodki iz obresti	21	82.345	90.255
Odhodki za obresti	22	(33.719)	(41.866)
Čiste obresti		48.626	48.389
Prihodki iz dividend	23	5	5
Prihodki iz opravnin (provizij)	24	31.726	28.652
Odhodki za opravnine (provizije)	25	(6.991)	(5.198)
Čiste opravnine (provizije)		24.735	23.454
Realizirani dobički / izgube iz finančnih sredstev in obveznosti, ki niso merjeni po pošteni vrednosti skozi izkaz poslovnega izida	26	(2.765)	(130)
Čisti dobički / izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju	27	3.179	(694)
Spremembe poštene vrednosti pri obračunavanju varovanj pred tveganji	28	(1.159)	2.570
Čisti dobički / izgube iz tečajnih razlik	29	(1.301)	(523)
Čisti dobički / izgube iz odprave pripoznanja sredstev brez nekratkoročnih sredstev v posesti za prodajo	30	(434)	(95)
Drugi čisti poslovni dobički / izgube	31	(666)	(721)
Administrativni stroški	32	(33.979)	(34.977)
Amortizacija	33	(5.113)	(5.052)
Rezervacije	34	(1.205)	(3.948)
Oslabitve	35	(29.312)	(75.647)
Čisti dobički / izgube iz nekratkoročnih sredstev v posesti za prodajo	36	2	(24)
DOBIČEK / IZGUBA IZ REDNEGA POSLOVANJA		613	(47.393)
Davek iz dohodka pravnih oseb	37	(14)	8.194
ČISTI DOBIČEK / IZGUBA POSLOVNEGA LETA		599	(39.199)
Osnovni in popravljeni dobiček / izguba na delnico (EUR)	20	0,12	(8,02)

Izkaz drugega vseobsegajočega donosa

EUR 1.000			
Vsebina	Pojasnilo	2014	2013
Čisti dobiček / izguba poslovnega leta po obdavčitvi		599	(39.199)
Drugi vseobsegajoči donos po obdavčitvi	18	15.687	14.272
Postavke, ki ne bodo prerazvrščene v poslovni izid		171	188
Aktuarski čisti dobički / izgube v zvezi s pokojninskimi načrti z določenimi zaslužki		205	227
Davek iz dohodka pravnih oseb v zvezi s postavkami, ki ne bodo prerazvrščene v poslovni izid		(34)	(39)
Postavke, ki se lahko pozneje prerazporedijo v poslovni izid		15.516	14.084
Dobički / izgube v zvezi z varovanjem denarnih tokov (uspešni del varovanja)	18	4.477	3.200
Dobički / izgube iz prevrednotenja, izkazani v kapitalu		4.477	3.200
Dobički / izgube v zvezi s finančnimi sredstvi razpoložljivimi za prodajo	18	14.217	13.769
Dobički / izgube iz prevrednotenja, izkazani v kapitalu		13.583	(5.765)
Prenos dobičkov / izgub v poslovni izid		634	19.534
Davek iz dohodka pravnih oseb v zvezi s postavkami, ki se lahko pozneje prerazvrstijo v poslovni izid	18	(3.178)	(2.885)
VSEOBSEGAJOČI DONOS POSLOVNEGA LETA PO OBDAVČITVI		16.286	(24.927)

Pojasnila k računovodskim izkazom so sestavni del slednjih in jih je treba brati skupaj z njimi.



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Predsednik uprave



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Član uprave



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Finančni direktor

Izkaz sprememb lastniškega kapitala

2014

EUR 1.000	Akumulirani drugi vseobsegajoči donos							Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	Skupaj kapital
Vsebina	Osnovni kapital	Kapitalske rezerve	Varovanje denarnih tokov	Finančna sredstva razpoložljiva za prodajo	Aktuarski čisti dobički / izgube za pokojninske programe	Rezerve iz dobička			
ZAČETNO STANJE V POSLOVNEM OBDOBJU	20.384	107.760	(9.006)	4.353	188	104.036	-	227.715	
Vseobsegajoči donos poslovnega leta po obdavčitvi	-	-	3.716	11.800	171	-	599	16.286	
Razporeditev čistega dobička v rezerve iz dobička	-	-	-	-	-	299	(299)	-	
KONČNO STANJE V POSLOVNEM OBDOBJU	20.384	107.760	(5.290)	16.153	359	104.335	300	244.001	
BILANČNI DOBIČEK POSLOVNEGA LETA							300	300	

2013

EUR 1.000		Akumulirani drugi vseobsegajoči donos						Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	Skupaj kapital
Vsebina	Osnovni kapital	Kapitalske rezerve	Varovanje denarnih tokov	Finančna sredstva razpoložljiva za prodajo	Aktuarski čisti dobički / izgube za pokojninske programe	Rezerve iz dobička			
ZAČETNO STANJE V POSLOVNEM OBDOBJU	20.384	107.760	(11.662)	(7.075)	-	141.679	537	251.623	
Vseobsegajoči donos poslovnega leta po obdavčitvi	-	-	2.656	11.428	188	-	(39.199)	(24.927)	
Razporeditev čistega dobička v rezerve iz dobička	-	-	-	-	-	(38.662)	38.662	-	
Drugo	-	-	-	-	-	1.019	-	1.019	
KONČNO STANJE V POSLOVNEM OBDOBJU	20.384	107.760	(9.006)	4.353	188	104.036	-	227.715	
BILANČNI DOBIČEK POSLOVNEGA LETA							-	-	

Pojasnila k računovodskim izkazom so sestavni del slednjih in jih je treba brati skupaj z njimi.

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Izkaz denarnih tokov

EUR 1,000			
Vsebina		2014	2013
A.	DENARNI TOKOVI PRI POSLOVANJU		
a)	Čisti poslovni izid pred obdavčitvijo	613	(47.393)
	Amortizacija	5.113	5.052
	Oslabitve / (odprava oslabitve) finančnih sredstev, razpoložljivih za prodajo	783	19.534
	Oslabitve / (odprava oslabitve) kreditov	28.529	56.113
	Oslabitve opredmetenih osnovnih sredstev, naložbenih nepremičnin, neopredmetenih dolgoročnih sredstev in drugih sredstev	423	38
	Čisti (dobički) / izgube iz tečajnih razlik	1.301	523
	Neto (dobički) / izgube iz finančnih sredstev v posesti do zapadlosti	(627)	(643)
	Neto (dobički) / izgube pri prodaji opredmetenih osnovnih sredstev in naložbenih nepremičnin	(5)	(5)
	Drugi (dobički) / izgube iz financiranja	5.918	3.073
	Druge prilagoditve čistega poslovnega izida pred obdavčitvijo	(1.386)	1.284
	Denarni tokovi pri poslovanju pred spremembami poslovnih sredstev in obveznosti	40.662	37.576
b)	(Povečanja) / zmanjšanja poslovnih sredstev (brez denarnih ekvivalentov)	(12.737)	243.278
	Čisto (povečanje) / zmanjšanje finančnih sredstev, namenjenih trgovanju	441	93
	Čisto (povečanje) / zmanjšanje finančnih sredstev, razpoložljivih za prodajo	(89.574)	(81.660)
	Čisto (povečanje) / zmanjšanje kreditov	80.998	319.533
	Čisto (povečanje) / zmanjšanje izvedenih finančnih sredstev, namenjenih varovanju	(4.943)	7.135
	Čisto (povečanje) / zmanjšanje drugih sredstev	341	(1.823)
c)	Povečanja / (zmanjšanja) poslovnih obveznosti	67.721	(263.521)
	Čisto povečanje / (zmanjšanje) finančnih obveznosti, namenjenih trgovanju	(80)	(436)
	Čisto povečanje / (zmanjšanje) vlog in najetih kreditov, merjenih po odplačni vrednosti	58.475	(253.889)
	Čisto povečanje / (zmanjšanje) izvedenih finančnih obveznosti, namenjenih varovanju	9.587	(9.685)
	Čisto povečanje / (zmanjšanje) drugih obveznosti	(261)	489
č)	Denarni tokovi pri poslovanju (a+b+c)	95.646	17.333
d)	(Plačani) / vrnjeni davek na dohodek pravnih oseb	1.001	290
e)	Neto denarni tokovi pri poslovanju (č+d)	96.647	17.623
B.	DENARNI TOKOVI PRI NALOŽBENJU		
a)	Prejemki pri naložbenju	539	553
	Prejemki pri prodaji opredmetenih osnovnih sredstev in naložbenih nepremičnin	19	33
	Drugi prejemki iz naložbenja	520	520
b)	Izdatki pri naložbenju	(3.041)	(3.769)
	(Izdatki pri nakupu opredmetenih osnovnih sredstev in naložbenih nepremičnin)	(502)	(612)
	(Izdatki pri nakupu neopredmetenih sredstev)	(2.539)	(3.157)
c)	Neto denarni tokovi pri naložbenju (a-b)	(2.502)	(3.216)
C.	Učinki spremembe deviznih tečajev na denarna sredstva in njihove ustreznike	4.337	(3.431)
D.	Čisto povečanje denarnih sredstev in denarnih ustreznikov (Ae+Bc)	94.145	14.407
E.	Denarna sredstva in njihovi ustrezniki na začetku obdobja (Pojasnilo 38)	254.521	243.545
F.	Denarna sredstva in njihovi ustrezniki na koncu obdobja (C+D+E) (Pojasnilo 38)	353.003	254.521

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Povzetek računovodskih usmeritev

Splošne informacije

UniCredit Banka Slovenija d.d. je poslovna banka s sedežem v Sloveniji, ki nudi široko paleto finančnih storitev pravnim in fizičnim osebam. Banka je bila registrirana kot delniška družba 24. januarja 1991. Njen sedež je na Šmartinski cesti 140, Ljubljana, Slovenija. Dne 31. decembra 2014 je imela Banka skupno 28 poslovnih enot po vsej Sloveniji. Banka je hčerinska banka UniCredit Bank Austria AG. Matična banka Skupine je UniCredit S.p.A. s sedežem v Milanu, Piazza Gae Aulenti 3 - Tower A, Italija. Izrazi Banke so del konsolidiranih izkazov skupine UniCredit, ki so dosegljivi na <https://www.unicredit.it/>.

UniCredit Banka Slovenija d.d. ima dovoljenje za opravljanje bančnih storitev po 7. členu Zakona o bančništvu (v nadaljevanju: ZBan-1). Bančne storitve zajemajo sprejemanje depozitov od javnosti ter dajanje kreditov za svoj račun.

Banka ima dovoljenje za opravljanje vzajemno priznanih in dodatnih finančnih storitev.

Banka lahko opravlja naslednje vzajemno priznane finančne storitve po 10. členu ZBan-1:

- sprejemanje depozitov;
- dajanje kreditov, ki vključuje:
 - potrošniške kredite;
 - hipotekarne kredite;
 - odkup terjatev z regresom ali brez njega (factoring);
 - financiranje komercialnih poslov, vključno z izvoznim financiranjem na podlagi odkupa z diskontom in brez regresa dolgoročnih nezapadlih terjatev, zavarovanih s finančnim instrumentom (forfeiting);
- finančni zakup (leasing): dajanje sredstev v zakup, katerega trajanje je približno enako pričakovani življenjski dobi sredstva, ki je predmet zakupa, in pri katerem zakupnik pridobi večino koristi od uporabe sredstev ter prevzame celotno tveganje posla;
- plačilne storitve;
- izdajanje in upravljanje drugih plačilnih instrumentov;
- izdajanje garancij in drugih jamstev;
- trgovanje za svoj račun ali za račun strank:
 - z instrumenti denarnega trga,
 - s tujimi plačilnimi sredstvi, vključno z menjalniškimi posli,
 - s standardiziranimi terminskimi pogodbami in opcijami,
 - z valutnimi in obrestnimi finančnimi instrumenti,
 - s prenosljivimi vrednostnimi papirji;
- sodelovanje pri izdaji vrednostnih papirjev in storitve, povezane s tem;
- svetovanje podjetjem glede kapitalske strukture, poslovne strategije in sorodnih zadev ter svetovanje in storitve v zvezi z združitvami in nakupom podjetij;
- upravljanje z naložbami in svetovanje v zvezi s tem;
- investicijske ter pomožne investicijske storitve in posli.

Banka lahko opravlja naslednje dodatne finančne storitve po 11. členu ZBan-1:

- posredovanje pri prodaji zavarovalnih polic po zakonu, ki ureja zavarovalništvo;

- skrbniške storitve po zakonu, ki ureja investicijske sklade in družbe za upravljanje;
- posredovanje finančnega zakupa (leasinga) in
- posredovanje pri prodaji in odkupu investicijskih diamantov ter pri prodaji naložbenega zlata.

Objavljene računovodske izkaze je uprava Banke potrdila 3. februarja 2015.

Povzetek pomembnih računovodskih usmeritev

Povzetek pomembnih računovodskih usmeritev, ki so uporabljene pri pripravi računovodskih izkazov, navajamo v nadaljevanju. Navedeno računovodsko politiko Banka uporablja za tekoče in primerjalno leto.

IZJAVA O SKLADNOSTI

Računovodski izkazi Banke so bili pripravljeni v skladu z Računovodskimi standardi računovodskega poročanja in pojasnili, ki jih je objavil Odbor za mednarodne računovodske standarde (International Accounting Standards Board, IASB) in jih je sprejela Evropska unija (v nadaljevanju: MSRP).

PODLAGA ZA MERJENJE

Računovodski izkazi so pripravljeni v skladu z MSRP, pri čemer so kot podlaga za merjenje uporabljene izvirne vrednosti, razen ob merjenju finančnih instrumentov, namenjenih trgovanju, finančnih sredstev, pripoznanih po pošteni vrednosti skozi izkaz poslovnega izida, finančnih sredstev, razpoložljivih za prodajo in vseh izvedenih finančnih instrumentov, kjer so kot podlaga za merjenje uporabljene njihove poštene vrednosti.

UPORABA OCEN IN PREDPOSTAVK

Pri pripravi računovodskih izkazov mora uprava pripraviti presoje, ocene in predpostavke, ki vplivajo na uporabo računovodskih usmeritev ter na izkazane zneske sredstev, obveznosti, prihodkov in odhodkov. Dejanski rezultati lahko odstopajo od ocen.

Banka redno pregleduje ocene in osnovne predpostavke zanje. Spremembe računovodskih ocen se pripoznajo v obdobju, v katerem je ocena spremenjena ter v prihodnjih obdobjih, na katera vpliva.

a) Opredelitev poštene vrednosti

Banka dnevno vrednoti izvedene finančne instrumente, finančna sredstva, namenjena trgovanju, kot tudi finančna sredstva, razpoložljiva za prodajo, na pošteno vrednost instrumenta. Opredelitev poštene vrednosti teh finančnih instrumentov zahteva uporabo metod vrednotenja, če tržna cena ni na razpolago. Za finančne instrumente, s katerimi se ne trguje pogosto in katerih cenovna transparentnost je nizka, je poštena vrednost manj objektivna in zahteva različno določene predpostavke, odvisne od več dejavnikov.

Povzetek računovodskih usmeritev

Glede na opredelitev poštene vrednosti, v skladu z MSRP 7 Banka razvršča finančna sredstva na tri ravni, ki so:

- Raven 1: Kot poštena vrednost se uporabi kotirana cena na delujočem trgu za identičen instrument.
- Raven 2: Poštena vrednost se določi na osnovi modelov vrednotenja, ki temeljijo predvsem na tržnih podatkih. Raven 2 vključuje tudi finančna sredstva, katerih poštena vrednost je določena na osnovi kotirane cene za identičen instrument, vendar zanje ne obstaja delujoč trg.
- Raven 3: Poštena vrednost se določi na osnovi modelov vrednotenja, ki ne temeljijo na zaznavnih tržnih podatkih. Vložek se šteje kot zaznavni vložek, če je tržna cena neposredno na razpolago ali jo je možno izpeljati iz tržne cene. Primeri vložkov za Raven 3 so denimo pretekle volatilitosti ali obrestne mere za valute ter zapadlosti, za katere niso na razpolago finančni instrumenti s tržno ceno. Če vrednost finančnega instrumenta temelji na dejavnih, za katere tržna cena ni na razpolago, lahko ob koncu obdobja poročanja vrednost teh dejavnikov izberemo iz nabora razumnih možnih alternativ. Za namen priprave finančnih izkazov so razumne vrednosti, ki so izbrane za takšne vložke, za katere ni na voljo tržne cene, usklajene s prevladujočimi razmerami na trgu ter s pristopom Banke, kar zadeva kontrolo vrednotenja.

b) Oslabitve

Oslabitve finančnih sredstev po odplačni vrednosti

Banka ima natančno določen postopek in notranjo politiko za spremljanje finančnih sredstev in rezervacij za prevzete obveznosti ter oblikovanje oslabitev. Pri politiki za oblikovanje oslabitev Banka sledi sklepu Banke Slovenije o oblikovanju izgub iz kreditnega tveganja bank in hranilnic in zahtevam mednarodnih standardov računovodskega poročanja.

Banka uporablja dva pristopa za oblikovanje oslabitev – skupinski in posamični.

Za stranke iz segmenta poslovanja s podjetji, ki pomembno zamujajo s poravnavo obveznosti, se oslabitve finančnih sredstev v UniCredit Banka Slovenija d.d. ocenjujejo posamično, za segmente poslovanja s prebivalstvom pa skupinsko, in sicer glede na primerno oceno sedanje vrednosti pričakovanega denarnega toka. Kvaliteto strank Banka ocenjuje enkrat mesečno in na podlagi tega oblikuje oslabitve, postopek pa je urejen z internimi navodili in ima ustrezno informacijsko podporo.

Posamične oslabitve Banka oblikuje (na ravni stranke ali posla) ob upoštevanju spodnjih kriterijev:

- v okviru ocenjevanja denarnih tokov Banka presoja tako finančno poslovanje stranke kot tudi njeno preteklo plačilno (ne)disciplino in način odplačevanja;
- morebitne kršitve posojilnih pogodb ali pogojev;
- stečaj ali druge pravne postopke, ki imajo lahko za posledico izgubo za Banko iz te naložbe;
- informacije, ki imajo lahko vpliv na izpad prejetih odplačil za Banko.

Pri tem predstavlja oslabitev finančnega sredstva razliko med knjigovodsko in nadomestljivo vrednostjo. Nadomestljiva vrednost je

opredeljena kot sedanja vrednost (diskontirana vrednost) pričakovanih prihodnjih denarnih tokov ob uporabi izvirne efektivne obrestne mere (t.j. obrestna mera, ki natančno razobrestuje (diskontira) pričakovane prihodnje denarne tokove skozi obdobje pričakovane dobe finančnega sredstva ali, če je primernejše, skozi krajše obdobje na čisto knjigovodsko vrednost finančnega sredstva).

Pri oceni oslabitev Banka lahko upošteva tudi pričakovane denarne tokove iz unovčitve prvovrstnih in primernih zavarovanj.

V segmentu poslovanja s prebivalstvom Banka spremlja boniteto strank na podlagi podatkov pridobljenih iz njene vloge pri Banki in podatkov pridobljenih za obstoječe stranke na podlagi njihovega poslovanja z Banko. Interno so stranke iz tega segmenta na podlagi posameznih verjetnosti neplačila razvrščene v 26 bonitetnih razredov. Banka za segment poslovanja s prebivalstvom oblikuje posamične oslabitve portfeljsko, in sicer vsaj enkrat mesečno. Na podlagi kakovosti portfelja so izračunani kazalniki, ki so skladno s standardi pomembni za izračun pričakovanih izgub (Expected loss) na ravni posamezne stranke.

Pri strankah, kjer ni pripoznanih pomembnih zamud s poravnavo obveznosti, Banka oblikuje skupinske oslabitve na podlagi razvrščanja strank v bonitetne razrede. Pri izračunavanju potrebe za skupinske oslabitve vodstvo Banke upošteva dejavnike, kot so kakovost posojil, velikost portfelja in ekonomske dejavnike, vključno z analizo pretekle plačilne discipline v teh razredih. Oslabitve za nastale vendar še ne izkazane izgube (IBNR) se izračunavajo na mesečni ravni, temeljijo pa na kakovosti portfelja in na tako imenovanem obdobju evidentiranja izgube (Loss detection period). IBNR (Incurred but not reported) tako predstavljajo splošne oslabitve.

Potreba po morebitnih oslabitvah finančnih sredstev v posesti do zapadlosti se ugotavlja, če obstajajo nepristranski dokazi o oslabiljenosti, to so pomembne finančne težave izdajatelja, verjetnost, da bo izdajatelj šel v stečaj ter drugih pomembnih podatkih, ki kažejo, da obstaja izmerljivo zmanjšane ocenjenih prihodnjih denarnih tokov. Če taki dokazi obstajajo, se znesek izgube izmeri kot razlika med knjigovodsko vrednostjo sredstva in sedanjo vrednostjo pričakovanih prihodnjih denarnih tokov.

Oslabitve finančnih sredstev razpoložljivih za prodajo

Isti nepristranski dokazi kažejo tudi na oslabiljenost finančnih sredstev, ki so na razpolago za prodajo. Izguba zaradi oslabitve se pripozna, kadar pride do pomembnega ali dolgotrajnega padca poštene vrednosti pod nabavno vrednost teh finančnih sredstev. Banka kot objektivni dokaz o oslabitvi finančnih naložb v kapitalne instrumente iz skupine finančnih sredstev, razpoložljivih za prodajo, šteje pomembno ali dolgotrajnejše zmanjšanje poštene vrednosti pod njihovo nabavno vrednostjo. Kadar Banka na taki podlagi ugotovi, da je finančna naložba oslabiljena, celotno izgubo iz vrednotenja tega instrumenta prenese v poslovni izid.

Več podrobnosti pa je navedeno v poglavju Bančna tveganja.

SPREMEMBE RAČUNOVODSKIH USMERITEV

Banka v letu 2014 ni spremenila računovodskih usmeritev.

Skladno s Sklepom o spremembah Sklepa o poslovnih knjigah in letnih poročilih bank in hranilnic je Banka izkaz finančnega položaja spremenila kot sledi:

- vpogledne vloge pri bankah, ki so bile v predhodnem letu del postavke »Kreditni bankam«, je v letu 2014 vključila v postavko »Denar v blagajni, stanje na računih pri centralnih bankah in vpogledne vloge pri bankah« (v predhodnem letu se je postavka imenovala »Denar v blagajni in stanje na računih pri centralni banki«),

- v postavko »Kreditni bank in centralnih bank« (v predhodnem letu se je postavka imenovala »Kreditni bank«) je vključila tudi dolgoročni kredit centralne banke, ki je bil v predhodnem letu poročan v postavki »Finančne obveznosti do centralne banke«. Slednja je bila namreč ukinjena.

Učinki preračunov na stanja na dan 31. december 2013 so bili naslednji:

Vsebina	Pojasnilo	31. 12. 2013 revidirani izkaz	Znesek preračunov med postavkami	
			31. 12. 2013	31. 12. 2013
Denar v blagajni, stanje na računih pri centralnih bankah in vpogledne vloge pri bankah	1	135.258	110.272	245.530
Kreditni	5	2.023.996	(110.272)	1.913.724
od tega: kreditni bankam		123.517	(110.272)	13.245
Finančne obveznosti do centralne banke	-	253.226	(253.226)	-
Finančne obveznosti, merjene po odplačni vrednosti	13	1.932.744	253.226	2.185.970
od tega: kreditni bank in centralnih bank		285.915	253.226	539.141

NOVI STANDARDI TER OBSTOJEČI STANDARDI, SPREMENJENI V LETU 2014

Naslednji standardi, spremembe obstoječih standardov in pojasnila, ki jih je izdal Odbor za mednarodne računovodske standarde (OMRS) in ki jih je sprejela EU, veljajo za letna obdobja, ki se začnejo 1. januarja 2014 ali kasneje:

- MSRP 10 'Konsolidirani računovodski izkazi', ki ga je EU sprejela 11. decembra 2012,
- MSRP 11 'Skupne ureditve', ki ga je EU sprejela 11. decembra 2012,
- MSRP 12 'Razkritje deležev v drugih družbah', ki ga je EU sprejela 11. decembra 2012,
- MRS 27 (spremenjen leta 2011) 'Ločeni računovodski izkazi', ki ga je EU sprejela 11. decembra 2012,
- MRS 28 (spremenjen leta 2011) 'Naložbe v pridružena podjetja in skupne podvige', ki ga je EU sprejela 11. decembra 2012,
- Spremembe MSRP 10 'Konsolidirani računovodski izkazi', MSRP 11 'Skupne ureditve' in MSRP 12 'Razkritje deležev v drugih družbah' - Napotki za prehod, ki jih je EU sprejela 4. aprila 2013,
- Spremembe MSRP 10 'Konsolidirani računovodski izkazi', MSRP 12 'Razkritje deležev v drugih družbah' in MRS 27 (spremenjen leta 2011) 'Ločeni računovodski izkazi' - Naložbena podjetja, ki jih je EU sprejela 20. novembra 2013,
- Spremembe MRS 32 'Finančni instrumenti: Predstavitev' – Pobotanje finančnih sredstev in finančnih obveznosti, ki jih je EU sprejela 13. decembra 2012,

- Spremembe MRS 36 'Oslabitev sredstev' – Razkritja nadomestljive vrednosti za nefinančna sredstva, ki jih je EU sprejela 19. decembra 2013,
- Spremembe MRS 39 'Finančni instrumenti: Pripoznavanje in merjenje' – Prenova izpeljanih finančnih instrumentov in nadaljevanje obračunavanja varovanja pred tveganjem, ki jih je EU sprejela 19. decembra 2013.

Sprejetje teh sprememb obstoječih standardov ni privedlo do nikakršnih sprememb v računovodskih usmeritvah Banke.

IZDANI, VENDAR ŠE NE UVELJAVLJENI STANDARDI IN POJASNILA

Na datum odobritve teh računovodskih izkazov so naslednji standardi, spremembe obstoječih standardov in pojasnila, ki jih je izdal OMRS in sprejela EU, bili izdani, vendar še niso stopili v veljavo:

- Spremembe različnih standardov 'Izboljšave MSRP (obdobje 2010-2012)', ki izhajajo iz letnega projekta za izboljšanje MSRP (MSRP 2, MSRP 3, MSRP 8, MSRP 13, MRS 16, MRS 24 in MRS 38), predvsem z namenom odpravljanja neskladnosti in razlage besedila, ki jih je EU sprejela 17. decembra 2014 (spremembe je treba uporabljati za letna obdobja, ki se začnejo 1. februarja 2015 ali pozneje),
- Spremembe različnih standardov 'Izboljšave MSRP (obdobje 2011-2013)', ki izhajajo iz letnega projekta za izboljšanje MSRP (MSRP 1, MSRP 3, MSRP 13 in MRS 40), predvsem z namenom odpravljanja

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neskladnosti in razlage besedila, ki jih je EU sprejela 18. decembra 2014 (spremembe je treba uporabljati za letna obdobja, ki se začnejo 1. januarja 2015 ali pozneje),

- Spremembe MRS 19 'Zasluzki zaposlencev' - Programi z določenimi zasluzki: Prispevki zaposlencev, ki jih je EU sprejela 17. decembra 2014 (velja za letna obdobja, ki se pričnejo 1. februarja 2015 ali kasneje),
- OPMSRP 21 'Dajatve', ki ga je EU sprejela 13. junija 2014 (velja za letna obdobja, ki se začnejo 17. junija 2014 ali pozneje).

Banka predvideva, da novi in spremenjeni standardi ne bodo pomembno vplivali na njene računovodske izkaze, ko jih bo prvič uporabila.

PREVEDBA TUJE VALUTE

Funkcijska in predstavitevna valuta: Postavke v računovodskih izkazih so za leti 2014 in 2013 evidentirane v evrih, ki so funkcijska in predstavitevna valuta Banke.

Transakcije in stanja: Transakcije v tuji valuti so pretvorjene v funkcijsko valuto z uporabo menjalnega tečaja Evropske centralne banke na dan posla. Vsak dobiček ali izguba, ki izhaja iz poravnave transakcij v tujih valutah ter iz pretvorbe denarnih postavk v tujih valutah v funkcijsko valuto, je poročan v izkazu poslovnega izida, razen če je zadržan v kapitalu v primeru varovanja denarnih tokov pred tveganjem ter za prodajo razpoložljivih finančnih sredstev.

Valutni terminski posli se preračunajo v evre po sklenjenem terminskem tečaju.

Promptni menjalni tečaji, ki so bili uporabljeni pri pripravi izkaza finančnega položaja Banke na dan poročanja, so bili naslednji:

Valuta	31. 12. 2014	31. 12. 2013
CHF	1,2024	1,2276
USD	1,2141	1,3791

FINANČNA SREDSTVA

Banka uvršča finančna sredstva v naslednje skupine:

- finančna sredstva po poštenu vrednosti skozi poslovni izid,
- posojila in terjatve,
- finančne naložbe v posesti do zapadlosti v plačilo ter
- za prodajo razpoložljiva finančna sredstva.

Banka razvrsti finančna sredstva v te skupine ob začetnem pripoznanju.

Vsa finančna sredstva, s katerimi Banka razpolaga, so pripoznana ter je njihovo pripoznanje odpravljeno ob upoštevanju datuma plačila. Vsa finančna sredstva se na začetku pripoznajo po poštenu vrednosti in če gre za finančno sredstvo, ki ni podano po poštenu vrednosti skozi poslovni izid, so prišteti tudi stroški posla, ki neposredno izhajajo iz nakupa finančnega sredstva.

Banka odpravi pripoznanje finančnih sredstev, kadar so potekle pogodbenne pravice do denarnih tokov oziroma je prenesla pravice

do prejema denarnih tokov iz finančnih sredstev skupaj z vsemi tveganji in koristmi na drugo stranko. Če Banka ohrani pravice do obvladovanja tveganj, jih pripozna kot ločeno sredstvo oziroma obveznost.

Banka odpravi pripoznanje finančnih obveznosti, kadar so pogodbenne obveznosti izpolnjene, potečejo oziroma so drugače prekinjene.

a) Finančna sredstva po poštenu vrednosti skozi poslovni izid

V to skupino so uvrščena sredstva, ki so uvrščena kot v posesti za trgovanje ter tista, ki jih Banka po začetnem pripoznanju označi po poštenu vrednosti skozi poslovni izid.

- Finančno sredstvo je uvrščeno kot v posesti za trgovanje, če je pridobljeno ali prevzeto v glavnem z namenom prodaje ali ponovnega nakupa v kratkem roku ali če je del portfelja prepoznanih finančnih instrumentov, ki se obravnavajo skupaj in za katere obstajajo dokazi o nedavnem kratkoročnem pobiranju dobičkov. Tudi izvedeni finančni instrumenti so uvrščeni v posesti za trgovanje, razen če so instrumenti za varovanje pred tveganjem.

Po začetnem pripoznanju se ti vrednostni papirji merijo in pripoznavajo po poštenu vrednosti, ki je enaka tečaju na organiziranem trgu vrednostnih papirjev ali izračunana z modelom vrednotenja. Model vrednotenja poštene vrednosti upošteva krivuljo obrestne zamenjave in premijo za kreditno tveganje za določen dolžniški vrednostni papir. Premija za kreditno tveganje se določi s pomočjo primerljivih obveznic z enako zapadlostjo.

Banka vključuje nerealizirane dobičke in izgube v postavki izkaza poslovnega izida »Čisti dobički / izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju«. Obresti iz vrednostnih papirjev za trgovanje se obračunavajo dnevno in so v izkazu poslovnega izida prikazane kot »Prihodki iz obresti«.

- Banka označi finančna sredstva po začetnem pripoznanju po poštenu vrednosti skozi poslovni izid, ker ta oznaka znatno zmanjša nedoslednost merjenja, ki bi sicer izhajala iz merjenja izvedenega finančnega instrumenta kot v posesti za trgovanje ter merjenja osnovnega finančnega sredstva po metodi veljavnih obresti.

Posojila, merjena po poštenu vrednosti skozi poslovni izid, so posojila s fiksno obrestno mero, ki so zavarovana pred tveganjem po referenčni obrestni meri posojila z zamenjavo obrestnih mer. Posojila so pripoznana po poštenu vrednosti skozi poslovni izid, da bi se s tem izognili napakam pri predstavitvi ekonomske vsebine transakcije. Banka ugotavlja pošteno vrednost posojila najmanj enkrat mesečno. V letih 2014 in 2013 Banka ni pripoznala posojil, merjenih po poštenu vrednosti skozi poslovni izid.

b) Posojila in terjatve

Posojila in terjatve so neizpeljana finančna sredstva z določenimi ali določljivimi plačili, ki ne kotirajo na delujočem trgu, razen:

- tistih, ki jih Banka namerava prodati takoj ali kratkoročno, ki se uvrstijo kot v posesti za trgovanje, in tistih, ki jih Banka po

začetnem pripoznanju označi po pošteni vrednosti skozi poslovni izid;

- tistih, ki jih Banka po začetnem pripoznanju označi kot razpoložljiva za prodajo;
- tistih, za katere imetnik morda ne dobi povrnjene skoraj celotne pripoznane začetne naložbe, vendar ne zaradi poslabšanja kreditne sposobnosti, ki se uvrstijo kot na razpolago za prodajo.

Posojila in terjatve se izkazujejo po odplačni vrednosti. Banka pripozna posojila in terjatve na datum plačila oz. kadar postane del pogodbenih določb v finančnem instrumentu ter odpravi njihovo pripoznanje na datum plačila oz. ko potečejo pogodbene pravice do denarnih tokov iz finančnega sredstva.

Prihodki iz obresti od oslavljenih posojil in terjatev so oslavljeni v enakem odstotku kot glavnica.

V poglavju Uporaba ocen in predpostavk je opredeljeno, kako jih Banka oslabi.

Posojila in terjatve zajemajo tudi druga finančna sredstva, to so terjatve za provizije, ki ne sodijo v izračunavanje odplačne vrednosti finančnih sredstev, prehodno nezaračunane prihodke za bančne produkte, terjatve za prodana finančna sredstva, terjatve do kupcev in terjatve v obračunu iz poslovnih razmerij.

c) Finančne naložbe v posesti do zapadlosti v plačilo

Finančne naložbe v posesti do zapadlosti v plačilo so neizpeljana finančna sredstva z določenimi ali določljivimi plačili in določeno zapadlostjo v plačilo, ki jih Banka nedvoumno namerava in zmore posedovati do zapadlosti.

Finančne naložbe v posesti do zapadlosti v plačilo se izkazujejo po odplačni vrednosti. V poglavju Uporaba ocen in predpostavk je opredeljeno, kako jih Banka oslabi.

d) Za prodajo razpoložljiva finančna sredstva

Za prodajo razpoložljiva finančna sredstva so tista neizpeljana finančna sredstva, ki so označena kot razpoložljiva za prodajo ali pa niso uvrščena kot posojila in terjatve, finančne naložbe v posesti do zapadlosti v plačilo ali finančna sredstva po pošteni vrednosti skozi poslovni izid. Ta portfelj vključuje lastniške in dolžniške vrednostne papirje.

Po prvotnem izkazovanju se za prodajo razpoložljiva finančna sredstva izmerijo po njihovih poštenih vrednostih. Tržna vrednost na borzi ne odraža vedno poštene vrednosti dolžniških vrednostnih papirjev. V tem primeru Banka ugotavlja pošteno vrednost dolžniških vrednostnih papirjev z metodo vrednotenja preko modela, kjer pri določitvi cene upošteva krivuljo obrestne zamenjave in premijo za kreditno tveganje za določen dolžniški vrednostni papir. Premija za kreditno tveganje se določi s pomočjo primerljivih obveznic z enako zapadlostjo. Pošteno vrednost lastniških vrednostnih papirjev, ki ne kotirajo na borzi, pa Banka ugotavlja z uporabo ustreznih modelov.

Sprememba poštene vrednosti pri finančnem sredstvu, ki je na razpolago za prodajo, se pripozna neposredno v izkazu drugega vseobsegajočega donosa, razen izgub zaradi oslabitve in deviznih dobičkov in izgub, dokler se za finančno sredstvo ne odpravi pripoznanja in tedaj je prej pripoznani nabrani dobiček ali izguba pripoznan/a v poslovnem izidu. Obresti, izračunane po metodi veljavnih obresti, se obračunavajo dnevno in se pripoznajo v poslovnem izidu. Dividende za kapitalski instrument, ki je na razpolago za prodajo, se pripoznajo v poslovnem izidu, ko je uveljavljena pravica Banke do plačila.

V poglavju Uporaba ocen in predpostavk je opredeljeno, kako jih Banka oslabi.

IZVEDENI FINANČNI INSTRUMENTI

V svojem rednem poslovanju Banka sklepa posle z izvedenimi finančnimi instrumenti, ki predstavljajo majhno začetno naložbo v primerjavi z nazivno vrednostjo pogodbe. Uporabljeni izvedeni finančni instrumenti vključujejo obrestne, valutne in blagovne terminske pogodbe (forward), zamenjave (swap) in opcije (option). Banka uporablja te finančne instrumente za varovanje pred obrestnim in valutnim tveganjem, s katerima se srečuje pri svojem poslovanju na finančnih trgih, aktivno odpira svoje pozicije ter jih prodaja strankam.

Izvedeni finančni instrumenti se v izkazu finančnega položaja pripoznajo po pošteni vrednosti. Poštene vrednosti so določene na podlagi objavljenih cen na delujočem trgu, z uporabo modelov diskontiranih denarnih tokov ali uporabo modelov za opcijsko vrednotenje, odvisno od posameznega izvedenega finančnega instrumenta ter upoštevajoč kreditno tveganje nasprotnih strank. Spremembe poštene vrednosti izvedenih finančnih instrumentov, ki ne predstavljajo instrumentov za varovanje pred tveganjem, se izkazujejo v postavki »Čisti dobički / izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju«.

Vse izvedene finančne instrumente se izkazuje kot sredstva, če je njihova poštena vrednost pozitivna, in kot obveznosti, če je ta negativna.

Poštena vrednost obrestnih in valutnih izvedenih finančnih instrumentov je njihova tržna cena v sistemu Murex. Murex je IT platforma na ravni Skupine za področje Finančni trgi in zakladništvo.

INSTRUMENTI ZA VAROVANJE PRED TVEGANJEM

a) Varovanje poštene vrednosti pred tveganjem

V letu 2014 Banka ni izvajala varovanja poštene vrednosti pred tveganjem.

b) Varovanje denarnih tokov pred tveganjem

V skladu z MSRP varovanje denarnih tokov služi varovanju pred negotovimi (variabilnimi) denarnimi tokovi v prihodnje. S tem namenom so obrestni denarni tokovi varovanih postavk in povezani izvedeni instrumenti, ki so označeni kot instrumenti varovanja pred tveganjem, projicirani v prihodnost (predvidene transakcije).

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Varovanje se nanaša na izpostavljenost variabilnosti denarnih tokov, ki so povezani s pripoznanimi sredstvi ali pripoznanimi obveznostmi do virov sredstev ali pa z načrtovano oz. predvideno transakcijo (ali posameznimi deli teh treh), kar bo vplivalo na čisti dobiček. Instrument varovanja je pripoznan po poštenu vrednosti.

Varovane postavke so obrestni denarni tokovi (predvidene transakcije) transakcij, ki so v ozadju. Pri slednjih gre lahko za transakcije s strankami ali z vrednostnimi papirji, na strani sredstev ali obveznosti v izkazu finančnega položaja, pri katerih je obrestna mera občutljiva na tržne spremembe. Instrumenti varovanja so katerikoli izvedeni finančni instrumenti, ki lahko varujejo pred izpostavljenostjo variabilnosti relevantnih denarnih tokov.

Spremembe poštene vrednosti so razdeljene na učinkovit del, ki ga je mogoče pripisati varovanju, in na neučinkovit del, ki ga ni mogoče pripisati varovanju. Varovanje šteje kot učinkovito, če so za vsako časovno obdobje neto denarni tokovi, povezani z instrumenti varovanja, v razmiku 80 % do 125 % glede na denarne tokove pred tveganjem varovane postavke (postavk). Učinkoviti deli so pripoznani neposredno v kapitalu (akumulirani drugi vseobsegajoči donos, varovanje denarnih tokov). Neučinkoviti del dobička ali izgube na instrumentu varovanja je pripoznan v izkazu poslovnega izida. Da bi se izognili neučinkovitosti, se pripravljajo projekcije, predvsem za limite in morebitne vzroke neučinkovitosti. Oddelek za tržna tveganja konec vsakega meseca izvede preskus učinkovitosti. Spremembe poštene vrednosti izvedenih finančnih instrumentov, ki izhajajo iz kreditnega tveganja nasprotnih stranke, se pripoznajo v izkazu poslovnega izida, v postavki »Spremembe poštene vrednosti pri obračunavanju varovanj pred tveganji«.

Banka preneha obračunavati varovanje pred tveganjem, kadar odpove instrument za varovanje pred tveganjem. Kumulativni dobiček ali izguba iz instrumenta za varovanje pred tveganjem, ki je pripoznan v drugem vseobsegajočem donosu iz obdobja, ko je bilo varovanje pred tveganjem uspešno, prerazvrsti v poslovni izid v istem obdobju, v katerem napovedani denarni tokovi, varovani pred tveganjem, vplivajo na poslovni izid.

Banka se poslužuje varovanja denarnih tokov za upravljanje s tveganji obrestnih mer v skladu z MRS 39.83. Izvedeni finančni instrumenti se ne povezujejo s posameznimi transakcijami.

OPREDMETENA OSNOVNA SREDSTVA (NEPREMIČNINE, NAPRAVE IN OPREMA) IN NEOPREDMETENA DOLGOROČNA SREDSTVA

Opredmetena osnovna in neopredmetena dolgoročna sredstva se pripoznajo po nabavni vrednosti. Banka je za merjenje po pripoznanju izbrala model nabavne vrednosti, kar pomeni, da nabavno vrednost zmanjša za amortizacijski popravek vrednosti in nabrano izgubo zaradi oslabitve.

Amortizacija se izračuna z uporabo metode enakomernega časovnega amortiziranja. Zemljišča in sredstva v izgradnji se ne amortizirajo.

Dobe koristnosti sredstev so razkrite v naslednji tabeli:

	31. 12. 2014	31. 12. 2013
Vlaganja v tuje objekte	10 let	10 let
Računalniška oprema	4 - 6 let	4 - 6 let
Pohištvo, naprave in motorna vozila	4 - 10 let	4 - 10 let
Neopredmetena dolgoročna sredstva - programska oprema	7 let	7 let

Doba koristnosti sredstev se redno preverja ter po potrebi prilagodi amortizacijska doba.

Vlaganja v zakupljene objekte / sredstva se amortizirajo v dobi, ki je krajša, pri čemer se primerjata doba njihove uporabe in preostala doba njihovega zakupa na podlagi metode enakomernega časovnega amortiziranja.

Popravila in obnove manjšega obsega se izkažejo v izkazu poslovnega izida.

Banka preverja vrednost svojih opredmetenih osnovnih in neopredmetenih dolgoročnih sredstev, da bi prepoznala, ali utegnejo biti oslabiljena. Če obstajajo znamenja oslabiljenosti, Banka opravi preizkus oslabiljenosti in oceni nadomestljivo vrednost sredstva (višjo izmed dveh postavk: njegove poštene vrednosti zmanjšane za stroške prodaje ali njegove vrednosti pri uporabi). Kadar je nadomestljiva vrednost sredstva manjša od njegove knjigovodske vrednosti, Banka zmanjša knjigovodsko vrednost na njegovo nadomestljivo vrednost. Takšno zmanjšanje je izguba zaradi oslabitve.

Razveljavitev izgube zaradi oslabitve sredstva se takoj pripozna kot prihodek v izkazu poslovnega izida.

Pripoznanje knjigovodske vrednosti posameznega sredstva se odpravi ob odtujitvi ali če od njegove uporabe ali odtujitve ni več pričakovati prihodnjih gospodarskih koristi. Dobički ali izgube, ki izhajajo iz odprave pripoznanja sredstva, se vključijo v poslovni izid, ko se pripoznanje sredstva odpravi. Dobički ali izgube, ki izhajajo iz odprave pripoznanja posameznega sredstva, se izračunajo na podlagi razlike med čistim donosom ob odtujitvi, če obstaja, in knjigovodsko vrednostjo sredstva.

DRUGA SREDSTVA

Druga sredstva sestavljajo zaloge, terjatve za dane predujme in druga sredstva, ki niso izkazana v ostalih postavkah.

FINANČNE OBVEZNOSTI

Banka meri finančne obveznosti po odplačni vrednosti, razen postavk »Finančne obveznosti, namenjene trgovanju« in »Izvedeni finančni instrumenti, namenjeni varovanju – obveznosti«, ki izkazujeta negativno tržno vrednost izvedenih finančnih instrumentov in ju Banka meri po poštenu vrednosti.

Druge finančne obveznosti sestavljajo obveznosti za provizije, ki ne sodijo v izračunavanje odplačne vrednosti finančnih obveznosti, obveznosti za kupljena finančna sredstva, obveznosti v obračunu

iz poslovnih razmerij, obveznosti do dobaviteljev in druge poslovne obveznosti, ki ustrezajo definiciji finančnega instrumenta.

REZERVACIJE

Rezervacija se pripozna, če ima Banka zaradi preteklega dogodka sedanjo obvezo, če je verjetno, da bo pri poravnavi obveze potreben odtok dejavnikov, ki omogočajo gospodarske koristi, in če je mogoče zanesljivo oceniti znesek obveze.

Rezervacije se oblikujejo za:

- potencialne izgube v zvezi s tveganji, ki izhajajo iz zunajbilančnih postavk;
- jubilejne nagrade in odpravnine;
- potencialne izgube v zvezi s pravnimi spori, v katerih je Banka udeležena oziroma obstaja nevarnost, da bo udeležena;
- druge dogodke, za katere je zelo verjetno, da bo Banka utrpela odliv finančnih sredstev.

IZKAZ DENARNIH TOKOV

Pri poročanju o denarnih tokovih so denarna sredstva opredeljena kot denar v blagajni in na transakcijskih računih pri bankah, vključno z obveznimi rezervami pri Banki Slovenije. Denarni ustrezniki so opredeljeni kot kratkoročne hitro unovčljive naložbe, ki so takoj pretvorljive v znane zneske denarnih sredstev in pri katerih je tveganje spremembe vrednosti nepomembno.

Banka sestavi izkaz denarnih tokov po posredni metodi. Za prikaz denarnih tokov pri poslovanju Banka poslovni izid pred obdavčitvijo dopolni z učinki naslednjih nederenarnih postavk: amortizacija, oslabitve, dobički in izgube iz tečajnih razlik, dobički in izgube iz finančnih sredstev v posesti do zapadlosti, dobički in izgube pri prodaji opredmetenih osnovnih sredstev in neopredmetenih dolgoročnih sredstev, iz financiranja, čisti nerealizirani dobički v akumuliranem drugem vseobsegajočem donosu iz finančnih sredstev, razpoložljivih za prodajo in iz varovanja denarnih tokov pred tveganji. V skladu s Sklepom o poslovnih knjigah in letnih poročilih bank in hranilnic Banka ne glede na to, da sestavi izkaz denarnih tokov po posredni metodi, za prikaz denarnih tokov pri naložbenju in denarnih tokov pri financiranju uporabi neposredno metodo.

UGODNOSTI ZAPOSLENIH

Banka svojim zaposlenim izplačuje jubilejne nagrade in odpravnine ob upokojitvi. Zaposleni so upravičeni do jubilejnih nagrad, če so v Banki neprekinjeno zaposleni določeno časovno obdobje. Do odpravnin so upravičeni tisti zaposleni, ki se upokojijo in so bili pred tem v Banki zaposleni določeno minimalno časovno obdobje. Rezervacije so izračunane le za osebe, zaposlene za nedoločen čas.

Sedanjo vrednost obvez za izplačilo jubilejnih nagrad in odpravnin je izračunal za to usposobljen aktuar z uporabo metode predvidene pomembnosti enot. Ključne aktuarske predpostavke, uporabljene pri izračunu sedanje vrednosti omenjenih obvez, so naslednje:

- diskontna mera – kot diskontna mera so uporabljeni na dan izkaza finančnega položaja znani tržni donosi obveznic, katerih izdajatelji so družbe iz evro območja;
- ocenjeno povečanje prihodnjih plač;

- stopnje smrtnosti – tabela smrtnosti v Sloveniji v letih 2000 – 2002;
- fluktuacija zaposlenih na podlagi zabeleženih podatkov o zaposlenih v Banki v prejšnjih letih;
- starost ob upokojitvi: 65 let ne glede na spol;
- tekoči podatki o zaposlenih v Banki (trajanje zaposlitve, starost, spol, povprečni zaslužki);
- povprečna mesečna plača v Republiki Sloveniji.

Znesek obvez, ki izhajajo iz jubilejnih nagrad in odpravnin zaposlenim, je pripoznan kot sedanja vrednost pričakovanih prihodnjih plačil. Aktuarski dobički in izgube za odpravnine so pripoznani v akumuliranem drugem vseobsegajočem donosu.

Banka plačuje prispevke za pokojninsko zavarovanje v skladu z zakonodajo. Prispevki predstavljajo stroške v obdobju, na katerega se nanašajo, in so v izkazu poslovnega izida prikazani med stroški dela.

PLAČILO Z DELNICAMI

V skladu z MSRP 2 je skupina UniCredit vzpostavila srednje- do dolgoročen program nagrajevanja z delnicami in delniškimi opcijami UniCredit S.p.A. Program je bil vzpostavljen z namenom spodbujanja pripadnosti in motivacije izbranih managerjev in zaposlenih k doseganju strateških ciljev Skupine. Plačilne transakcije so poravnane s kapitalom. V skladu z MSRP so članice Skupine, katerih zaposlenim so bile dodeljene delnice, zavezane plačati matični družbi izmerjeno obveznost za razporeditev njihovim zaposlenim.

DELNIŠKI KAPITAL

Delniški kapital je sestavljen iz vpoklicanega osnovnega kapitala, kapitalskih rezerv, akumuliranega drugega vseobsegajočega donosa (pri poslih z vrednostnimi papirji, razpoložljivimi za prodajo, pri varovanju denarnih tokov in pri aktuarskih čistih dobičkih / izgubah za pokojninske programe), rezerv iz dobička in čistega dobička poslovnega leta. Le čisti dobiček poslovnega leta je izplačljiv.

POGOJNE OBVEZNOSTI IN PREVZETE FINANČNE OBVEZNOSTI

Prevzete finančne obveznosti za jamstva (garancije), tako finančna kot storitvena, predstavljajo nepreklicne obveze Banke za plačila, če komitent Banke ne izpolni svojih obveznosti do tretjih oseb. Merjeni so v skladu z MRS 37.

Listinski akreditivi so nepreklicne pogojne obveznosti Banke, ki na zahtevo stranke (kupca) izvrši ali sprejme plačilo upravičenca (prodajalca), ali plača ali sprejme menice, ki jih je dvignil upravičenec ob predložitvi predpisanih dokumentov, skladno z izpolnjenimi zahtevami izdanega akreditiva. Listinski akreditivi so zavarovani, podobno kot posojila oz. prevzete finančne obveznosti za jamstva, glede na kreditno sposobnost in uspešnost posojilojemalca.

Osnovni namen prevzetih in nepreklicnih obveznosti iz odobrenih posojil je, skladno s sklenjenim dogovorom, zagotovitev sredstev komitentu Banke. Prevzete in nepreklicne obveznosti iz odobrenih posojil sestavljajo nečrpana sredstva iz odobrenih posojil in neporabljeni, odobreni limiti na transakcijskih računih komitentov Banke.

Povzetek računovodskih usmeritev

Tveganja, povezana s pogojnimi obveznostmi in prevzetimi finančnimi obvezami, se ocenjujejo podobno kot tveganja pri odobrenih posojilih, pri čemer so upoštevani kreditna sposobnost in uspešnost posojilojemalca ter vrednosti prejetih zavarovanj in garancij tretjih strank.

OBREŠTNI PRIHODKI IN ODHODKI

V izkazu poslovnega izida se obreštni prihodki in odhodki pripoznajo v ustreznem obdobju po metodi veljavnih obresti.

PRIHODKI IN ODHODKI IZ PROVIZIJ

Prejete in dane provizije se običajno pripoznajo na dan zaključka izvedene transakcije. Provizije, ki se nanašajo na daljše časovno obdobje, Banka razmejuje.

NAJEMI

Banka ima v poslovnem najemu poslovne prostore. Najemnine se pripoznajo kot strošek po enakomerni časovni metodi v celotni dobi najema.

OBDAVČENJE

Davki se izračunavajo v skladu s predpisi o davku od dohodkov pravnih oseb. Na splošno obdavčljiv dobiček temelji na dobičku ali izgubi, pripoznani v izkazu poslovnega izida, ki je pripravljen v skladu z MSRP. Prilagojen je v skladu z davčnimi predpisi.

Odhodek za davek (prihodek od davka) obsega odmerjeni odhodek za davek (odmerjeni prihodek od davka) in odloženi odhodek za davek (odloženi prihodek od davka).

Za leti 2014 in 2013 je davčna stopnja za davek od dohodkov pravnih oseb in za odložene davke 17 %.

Odloženi davki so namenjeni pokrivanju začasne razlike, ki nastane med davčno vrednostjo sredstev in obveznosti ter njihovo knjigovodsko vrednostjo v izkazu finančnega položaja.

Odložene obveznosti za davek so zneski davka iz dobička, ki jih bo treba poravnati v prihodnjih obdobjih glede na obdavčljive začasne razlike.

Odložene terjatve za davek so zneski davka iz dobička, ki bodo povrnjeni v prihodnjih obdobjih glede na odbitne začasne razlike, prenos neizrabljenih davčnih izgub v naslednja obdobja in prenos neizrabljenih davčnih dobropisov v naslednja obdobja.

Banka mora plačevati različne posredne davke iz poslovanja. Ti so vključeni kot sestavina administrativnih stroškov. Davek na bilančno vsoto je pripoznan v postavki »Drugi čisti poslovni dobički / izgube«. Davek na finančne storitve znižuje prihodke, na katere se nanaša.

POSLOVANJE PO POOBLASTILIH IN POSREDNIŠKO POSLOVANJE

Sredstva, ki jih Banka upravlja kot pooblaščenec, zaupnik ali posrednik, niso sredstva Banke in kot taka niso vključena v računovodske izkaze Banke. S tem poslovanjem Banka zasluži

provizijo, ki je izkazana kot Opravnina od posredniških in komisijskih poslov v izkazu poslovnega izida Banke.

REGULATORNE ZAHTEVE

Za Banko veljajo regulatorne zahteve Banke Slovenije. Ti predpisi vključujejo limite in druge omejitve, ki se nanašajo na zahteve za minimalno kapitalsko ustreznost, klasifikacijo posojil in zunajbilančnih obveznosti in rezervacij za kritje kreditnega tveganja, likvidnosti, obreštnih in deviznih pozicij. Prav tako pojasnila o poslovanju po pooblastilu in o posredniškem poslovanju zahteva Banka Slovenije, ne zahtevajo jih MSRP. 31. decembra 2014 sta bila Banka in njeno poslovanje v vseh pomembnih pogledih usklajena z zakonodajnimi zahtevami.

POVEZANE OSEBE

Povezane osebe so:

- podjetja, ki neposredno ali posredno prek enega ali več posrednikov obvladujejo ali jih obvladujejo druga podjetja, ali pa so pod skupnim upravljanjem poročajočega podjetja;
- ključno ravnateljsko osebje, torej posamezniki, ki imajo izvršilno moč in odgovornost na področjih načrtovanja, usmerjanja in nadziranja dejavnosti Banke;
- ožji člani družine ključnega ravnateljskega osebja, ki so lahko zakonec oziroma partner posameznika in otroci, otroci zakonca oziroma partnerja posameznika ter družinski člani, ki jih vzdržuje posameznik ali zakonec oziroma partner;
- in podjetja, v katerih ima neposredno ali posredno bistven delež pri glasovanju kakšen posameznik, opisan zgoraj, ali na katerega tak posameznik lahko pomembno vpliva. Sem sodijo podjetja v lasti članov uprave ali glavnih delničarjev Banke in podjetja, ki imajo z Banko kakšnega skupnega ključnega člana vodstva.

Pri proučevanju vseh možnih oblik povezav med strankami je pozornost namenjena zlasti vsebini povezave in ne le pravni obliki.

Pojasnila k računovodskim izkazom

Pojasnila k izkazu finančnega položaja

Pojasnilo 1: Denar v blagajni, stanje na računih pri centralnih bankah in vpogledne vloge pri bankah

EUR 1.000	31. 12. 2014	31. 12. 2013
Denar v blagajni	12.497	13.127
Stanja pri centralni banki	18.661	122.131
Obvezne rezerve pri centralni banki	18.661	82.130
Druge sredstva pri centralni banki	-	40.001
Vpogledne vloge pri bankah	319.121	110.272
Skupaj	350.279	245.530

Evropska centralna banka (ECB) od kreditnih institucij s sedežem v sodelujočih državah članicah zahteva, da izpolnjujejo obvezne rezerve, ki jih je potrebno imeti na računih pri ECB in pri sodelujočih nacionalnih centralnih bankah (sodelujoče NCB). Za primerno se šteje, da imajo institucije te rezerve le na računih pri sodelujočih NCB.

Obveznosti do bank in centralnih bank v evro območju ter obveznosti do ECB ni potrebno vključevati v sistem izpolnjevanja obveznih rezerv Evrosistema.

Izračunane obvezne rezerve po stanju na dan 31. december 2014 znašajo 16.237 tisoč evrov.

Pojasnilo 2: Finančna sredstva, namenjena trgovanju

EUR 1.000	31. 12. 2014			31. 12. 2013		
	Raven 1	Raven 2	Skupaj	Raven 1	Raven 2	Skupaj
Lastniški vrednostni papirji	-	-	-	75	-	75
Delnice, tuje banke	-	-	-	1	-	1
Delnice, drugi tuji izdajatelji	-	-	-	74	-	74
Dolžniški vrednostni papirji	-	-	-	-	136	136
Obveznice, Republika Slovenija	-	-	-	-	136	136
Kredit	3	-	3	1	-	1
Izvedeni finančni instrumenti namenjeni trgovanju	-	16.365	16.365	-	15.182	15.182
Terminske pogodbe (Forward)	-	35	35	-	1.499	1.499
Opcije (Option)	-	44	44	-	62	62
Zamenjave (Swap)	-	16.286	16.286	-	13.621	13.621
Skupaj	3	16.365	16.368	76	15.318	15.394

Vsa finančna sredstva, namenjena trgovanju, so bila kot taka označena ob začetnem pripoznanju.

Gibanje dolžniških vrednostnih papirjev

EUR 1.000	2014	2013
Začetno stanje	136	135
Povečanje	350.540	91.989
Nakup	350.540	91.989
Zmanjšanje	(350.676)	(91.988)
Prodaja/unovčenje	(350.676)	(91.988)
Končno stanje	-	136

Pojasnila k računovodskim izkazom

Pojasnilo 3: Finančna sredstva, razpoložljiva za prodajo

EUR 1.000	31. 12. 2014				31. 12. 2013			
	Raven 1	Raven 2	Raven 3	Skupaj	Raven 1	Raven 2	Raven 3	Skupaj
Delnice in deleži	13	-	219	232	24.706	-	1.065	25.771
Obveznice, Republika Slovenija	-	291.132	-	291.132	-	153.427	-	153.427
Obveznice, enote centralne ravni države	13.448	-	-	13.448	21.558	-	-	21.558
Obveznice, banke	-	49.548	-	49.548	-	50.596	-	50.596
Skupaj	13.461	340.680	219	354.360	46.264	204.023	1.065	251.352

Gibanje lastniških vrednostnih papirjev

EUR 1.000	2014		2013	
	Skupaj	Raven 3	Skupaj	Raven 3
Začetno stanje	25.771	1.065	35.644	1.058
Povečanje	29	-	9.668	7
Nakup	-	-	7	7
Pozitivno vrednotenje in tečajne razlike	29	-	9.661	-
Zmanjšanje	(25.568)	(846)	(19.541)	-
Prodaja / unovčenje	(24.722)	-	-	-
Negativno vrednotenje - pripoznano v izkazu poslovnega izida, postavka Oslabitev	(783)	(783)	(19.534)	-
Negativno vrednotenje - pripoznano v izkazu drugega vseobsegajočega donosa	(63)	(63)	(7)	-
Končno stanje	232	219	25.771	1.065

Gibanje dolžniških vrednostnih papirjev

EUR 1.000	2014		2013	
	Skupaj	Raven 3	Skupaj	Raven 3
Začetno stanje	225.581	-	278.449	8.377
Povečanje	213.023	-	99.456	-
Nakup	198.510	-	94.727	-
Pozitivno vrednotenje - pripoznano v izkazu drugega vseobsegajočega donosa	14.513	-	4.729	-
Zmanjšanje	(84.476)	-	(152.324)	(8.377)
Prodaja / unovčenje	(84.214)	-	(152.224)	(8.369)
Negativno vrednotenje - pripoznano v izkazu drugega vseobsegajočega donosa	(262)	-	(100)	(8)
Končno stanje	354.128	-	225.581	-

Pojasnilo 4: Izvedeni finančni instrumenti, namenjeni varovanju - sredstva

EUR 1.000	31. 12. 2014	31. 12. 2013
	Raven 2	Raven 2
Varovanje denarnih tokov pred tveganjem	11.950	7.008
Skupaj	11.950	7.008

Pojasnilo 5: Krediti

Kreditir bankam

EUR 1.000	31. 12. 2014	31. 12. 2013
Kratkoročni krediti	37.744	9.157
Dolgoročni krediti	1.798	3.832
Terjatve iz danih jamstev bankam	1.942	256
Skupaj	41.484	13.245

Banka ni pripoznala oslabitev za kredite bankam niti na dan 31. december 2013 niti na dan 31. december 2014, ker ni bilo znamenj oslabitve.

Kreditir strankam

EUR 1.000	31. 12. 2014			31. 12. 2013		
	Bruto vrednost	Oslabitev	Neto vrednost	Bruto vrednost	Oslabitev	Neto vrednost
Kratkoročni	223.439	(69.455)	153.984	227.103	(57.977)	169.126
Podjetja	180.422	(55.586)	124.836	183.065	(44.227)	138.838
Finančne institucije	8.558	(7.827)	731	9.190	(7.757)	1.433
Javni sektor	16	(2)	14	252	(1)	251
Prebivalstvo	30.662	(4.206)	26.456	30.269	(4.317)	25.952
Samostojni podjetniki	3.322	(1.473)	1.849	3.840	(1.261)	2.579
Neprofitni izvajalci storitev gospodinjstvom	459	(361)	98	487	(414)	73
Dolgoročni	1.713.365	(123.779)	1.589.586	1.831.263	(104.917)	1.726.346
Podjetja	730.651	(90.651)	640.000	820.206	(75.523)	744.683
Finančne institucije	3.913	(1.448)	2.465	4.039	(760)	3.279
Javni sektor	237.469	(211)	237.258	227.905	(271)	227.634
Prebivalstvo	722.113	(28.250)	693.863	756.791	(25.255)	731.536
Samostojni podjetniki	16.599	(3.195)	13.404	19.422	(3.078)	16.344
Neprofitni izvajalci storitev gospodinjstvom	2.620	(24)	2.596	2.900	(30)	2.870
Skupaj	1.936.804	(193.234)	1.743.570	2.058.366	(162.894)	1.895.472

Stanje kreditov zaposlenim na dan 31. december 2014 znaša 20.888 tisoč evrov, na dan 31. december 2013 pa je znašalo 22.383 tisoč evrov.

Oslabitev kreditov strankam

EUR 1.000	2014	2013
Začetno stanje	(162.894)	(106.751)
Oblikovane oslabitve	(65.685)	(77.878)
Negativne tečajne razlike	(1.921)	(3.916)
Oblikovane oslabitve, ki zmanjšujejo čiste obresti	(5.595)	(3.731)
Odpravljene oslabitve	37.086	22.648
Pozitivne tečajne razlike	1.559	4.181
Odpravljene oslabitve, ki povečujejo čiste obresti	4.216	2.553
Končno stanje	(193.234)	(162.894)

Pojasnila k računovodskim izkazom

Druga finančna sredstva

EUR 1.000	31. 12. 2014	31. 12. 2013
Terjatve za provizije (opravnine)	1.096	939
Oslabitve provizij (opravnin)	(43)	(16)
Prehodno nezaračunani prihodki za bančne produkte	181	125
Terjatve iz naslova zapadlih izvedenih finančnih instrumentov	14.055	10.812
Oslabitve terjatev iz naslova zapadlih izvedenih finančnih instrumentov	(7.423)	(7.521)
Terjatve v obračunu	2.750	469
Druga finančna sredstva	1.526	199
Skupaj	12.142	5.007

Oslabitve drugih finančnih sredstev

EUR 1.000	2014	2013
Začetno stanje	(7.537)	(6.654)
Oblikovane oslabitve	(1.067)	(2.200)
Odpravljene oslabitve	1.138	1.317
Končno stanje	(7.466)	(7.537)

Pojasnilo 6: Finančna sredstva v posesti do zapadlosti

EUR 1.000	31. 12. 2014	31. 12. 2013
Obveznice, Republika Slovenija	13.160	13.053
Skupaj	13.160	13.053

Gibanje

EUR 1.000	2014	2013
Začetno stanje	13.053	12.930
Povečanje	627	642
Nakup	627	642
Zmanjšanje	(520)	(519)
Unovčenje	(520)	(519)
Končno stanje	13.160	13.053

Pojasnilo 7: Opredmetena osnovna sredstva

EUR 1.000	2014				Skupaj
	Vlaganja v tuje objekte	Računalniška oprema	Druga oprema	Oprema v pripravi	
Nabavna vrednost					
Začetno stanje	12.189	5.838	6.347	151	24.525
Povečanje	100	-	-	404	504
Prenos iz opreme v pripravi	-	371	106	(477)	-
Izločitev	(1.141)	(73)	(146)	-	(1.360)
Končno stanje	11.148	6.136	6.307	78	23.669
Amortizacijski popravek vrednosti					
Začetno stanje	7.167	3.941	4.254	-	15.362
Amortizacija za leto	890	688	510	-	2.088
Izločitev	(910)	(70)	(128)	-	(1.108)
Končno stanje	7.147	4.559	4.636	-	16.342
Čista knjigovodska vrednost					
Začetno stanje	5.022	1.897	2.093	151	9.163
Končno stanje	4.001	1.577	1.671	78	7.327

EUR 1.000	2013				Skupaj
	Vlaganja v tuje objekte	Računalniška oprema	Druga oprema	Oprema v pripravi	
Nabavna vrednost					
Začetno stanje	12.218	5.270	6.483	481	24.452
Povečanje	31	-	-	582	613
Prenos iz opreme v pripravi	-	836	76	(912)	-
Izločitev	(60)	(268)	(212)	-	(540)
Končno stanje	12.189	5.838	6.347	151	24.525
Amortizacijski popravek vrednosti					
Začetno stanje	6.286	3.573	3.846	-	13.705
Amortizacija za leto	908	632	591	-	2.131
Izločitev	(27)	(264)	(183)	-	(474)
Končno stanje	7.167	3.941	4.254	-	15.362
Čista knjigovodska vrednost					
Začetno stanje	5.932	1.697	2.637	481	10.747
Končno stanje	5.022	1.897	2.093	151	9.163

Banka na dan 31. december 2014 nima pogodbenih obveznosti za pridobitev opredmetenih osnovnih sredstev (na dan 31. december 2013 16 tisoč evrov). Pri vlaganjih v tuje objekte Banka nima možnosti prodaje teh, prav tako nobenih drugih pogodbenih obveznosti v zvezi z njimi.

Banka nima stroškov izposojanja povezanih z opredmetenimi osnovnimi sredstvi, zato jih tudi ni usredstvila.

Pojasnila k računovodskim izkazom

Pojasnilo 8: Neopredmetena dolgoročna sredstva

EUR 1.000	2014	2013
Nabavna vrednost		
Začetno stanje	43.550	40.404
Povečanje	2.540	3.157
Izločitev	(10.359)	(11)
Končno stanje	35.731	43.550
Amortizacijski popravek vrednosti		
Začetno stanje	24.078	21.168
Amortizacija za leto	3.025	2.921
Izločitev	(10.174)	(11)
Končno stanje	16.929	24.078
Čista knjigovodska vrednost		
Začetno stanje	19.472	19.236
Končno stanje	18.802	19.472

Banka kot neopredmetena dolgoročna sredstva pripoznava izključno programsko opremo. Nima znotraj Banke ustvarjenih neopredmetenih sredstev. Banka ima na dan 31. december 2014 za 914 tisoč evrov pogodbenih obveznosti za pridobitev neopredmetenih osnovnih sredstev (na dan 31. december 2013: 287 tisoč evrov).

Banka nima stroškov izposojanja povezanih z neopredmetenimi dolgoročnimi sredstvi, zato jih tudi ni usredstvila.

Pojasnilo 9: Terjatve za davek od dohodkov pravnih oseb

EUR 1.000	31. 12. 2014	31. 12. 2013	Učinek v letu 2014
Terjatve za davek	-	1.004	(1.004)
Odložene terjatve za davek	7.637	10.864	(3.227)
Pripoznane v izkazu poslovnega izida	9.935	9.950	(15)
Kredit bankam in strankam, ki niso banke	4	7	(3)
Finančna sredstva, razpoložljiva za prodajo	1.332	4.926	(3.594)
Opredmetena in neopredmetena osnovna sredstva	28	22	6
Rezervacije	127	130	(3)
Raziskave in razvoj, investicije	422	251	171
Izguba	8.022	4.614	3.408
Pripoznane v kapitalu	(2.298)	914	(3.212)
Rezervacije	(73)	(39)	(34)
Varovanje denarnih tokov	1.083	1.845	(762)
Finančna sredstva, razpoložljiva za prodajo	(3.308)	(892)	(2.416)
Skupaj	7.637	11.868	(4.231)

Banka ima na dan 31. december 2014 neizkoriščene davčne izgube v višini 47.185 tisoč evrov. V letu 2014 se je le-ta povečala za 20.106 tisoč evrov.

Pojasnilo 10: Druga sredstva

EUR 1.000	31. 12. 2014	31. 12. 2013
Predujmi	6	18
Nevračunani stroški in odhodki	148	94
Prehodno nezaračunani prihodki	-	1.029
Druge terjatve	1.499	852
Skupaj	1.653	1.993

Pojasnilo 11: Finančne obveznosti, namenjene trgovanju

EUR 1.000	31. 12. 2014		31. 12. 2013	
	Raven 1	Raven 2	Raven 1	Raven 2
Izvedeni finančni instrumenti, namenjeni trgovanju	-	17.233	-	17.183
Terminske pogodbe (Forward)	-	3.184	-	132
Opcije (Option)	-	44	-	62
Zamenjave (Swap)	-	14.005	-	16.989
Ostale finančne obveznosti, namenjene trgovanju	6	-	5	-
Skupaj	6	17.233	5	17.183

Vse finančne obveznosti, namenjene trgovanju so bile kot take označene ob začetnem pripoznanju.

Pojasnilo 12: Izvedeni finančni instrumenti, namenjeni varovanju - obveznosti

EUR 1.000	31. 12. 2014	31. 12. 2013
	Raven 2	Raven 2
Varovanje denarnih tokov pred tveganjem	53.415	47.356
Skupaj	53.415	47.356

Pojasnilo 13: Finančne obveznosti, merjene po odplačni vrednosti

Vloge bank in centralnih bank

EUR 1.000	31. 12. 2014	31. 12. 2013
Vloge bank na vpogled	7.913	7.792
Kratkoročne vloge bank	190.007	57.167
Dolgoročne vloge bank	228.015	258.772
Skupaj	425.935	323.731

Kreditni bank in centralnih bank

EUR 1.000	31. 12. 2014	31. 12. 2013
Dolgoročni krediti centralne banke	252.509	253.226
Dolgoročni krediti bank	158.741	285.915
Skupaj	411.250	539.141

Pojasnila k računovodskim izkazom

Vloge strank

EUR 1.000	31. 12. 2014	31. 12. 2013
Na vpogled	715.514	585.516
Podjetja	386.966	243.820
Finančne institucije	51.543	147.536
Javni sektor	53.710	26.284
Prebivalstvo	202.455	157.387
Samostojni podjetniki	17.555	8.624
Neprofitni izvajalci storitev gospodinjstvom	3.285	1.865
Kratkoročne vloge	485.186	464.338
Podjetja	225.101	236.176
Finančne institucije	49.956	49.558
Javni sektor	24.050	35.139
Prebivalstvo	178.585	140.799
Samostojni podjetniki	3.926	259
Neprofitni izvajalci storitev gospodinjstvom	3.568	2.407
Dolgoročne vloge	167.811	226.979
Podjetja	19.957	16.722
Finančne institucije	1.216	10.670
Javni sektor	8.093	2.770
Prebivalstvo	134.915	194.169
Samostojni podjetniki	98	104
Neprofitni izvajalci storitev gospodinjstvom	3.532	2.544
Skupaj	1.368.511	1.276.833

Podrejene obveznosti

EUR 1.000	31. 12. 2014	31. 12. 2013
Podrejene obveznosti do bank	30.110	30.117
Skupaj	30.110	30.117

Banka je v letu 2008 najela 10-letno linijo za črpanje podrejenega posojila v višini 20.000 tisoč evrov z obrestno mero EURIBOR + 1,1 %. V letu 2009 je Banka najela dodatno 10-letno linijo za črpanje podrejenega posojila v višini 10.000 tisoč evrov z obrestno mero EURIBOR + 3 %. Posojili sta najeti od UniCredit Bank Austria AG, Dunaj in sta obe v celoti črpani.

Druge finančne obveznosti

EUR 1.000	31. 12. 2014	31. 12. 2013
Sredstva za nakazilo v tujino	2.201	2.866
Obveznosti za provizije	29	209
Obveznosti v obračunu	2.821	4.731
Obveznosti do dobaviteljev	904	1.074
Vnaprej vračunani odhodki in stroški	4.475	3.761
Druge poslovne obveznosti	6.795	3.507
Skupaj	17.225	16.148

Pojasnilo 14: Rezervacije

EUR 1.000	31. 12. 2014	31. 12. 2013
Za pravno nerešene tožbe	1.419	607
Za jubilejne nagrade in odpravnine	882	1.010
Za zunajbilančne obveznosti	4.508	4.520
Druge rezervacije	307	-
Skupaj	7.116	6.137

2014

EUR 1.000	Za pravno nerešene tožbe	Za jubilejne nagrade in odpravnine	Za zunajbilančne obveznosti	Druge rezervacije	Skupaj
Začetno stanje	607	1.010	4.520	-	6.137
Povečanje	1.210	98	3.096	307	4.711
Pripoznavo v izkazu poslovnega izida	1.210	98	3.096	307	4.711
Zmanjšanje	(398)	(226)	(3.108)	-	(3.732)
Poraba rezervacij	-	(20)	-	-	(20)
Sprostitev rezervacij pripoznana v izkazu poslovnega izida	(398)	(1)	(3.108)	-	(3.507)
Sprostitev rezervacij pripoznana v kapitalu	-	(205)	-	-	(205)
Končno stanje	1.419	882	4.508	307	7.116

2013

EUR 1.000	Za pravno nerešene tožbe	Za jubilejne nagrade in odpravnine	Za zunajbilančne obveznosti	Skupaj
Začetno stanje	398	1.190	855	2.443
Povečanje	209	81	4.602	4.892
Pripoznavo v izkazu poslovnega izida	209	75	4.602	4.886
Pripoznavo v kapitalu	-	6	-	6
Zmanjšanje	-	(261)	(937)	(1.198)
Poraba rezervacij	-	(28)	-	(28)
Sprostitev rezervacij pripoznana v izkazu poslovnega izida	-	(1)	(937)	(938)
Sprostitev rezervacij pripoznana v kapitalu	-	(232)	-	(232)
Končno stanje	607	1.010	4.520	6.137

Pojasnilo 15: Druge obveznosti

EUR 1.000	31. 12. 2014	31. 12. 2013
Pasivne časovne razmejitev	1.788	2.210
Obveznosti za davke in prispevke	2.142	1.981
Skupaj	3.930	4.191

Pojasnila k računovodskim izkazom

Pojasnilo 16: Osnovni kapital

EUR 1.000	31. 12. 2014	31. 12. 2013
Navadne delnice - vpis prebivalstva	1	1
Navadne delnice - vpis tuje banke	20.383	20.383
Skupaj	20.384	20.384

Osnovni kapital Banke na dan 31. december 2014 znaša 20.383.765 evrov in je razdeljen na 4.888.193 navadnih imenskih kosovnih delnic, ki so v celoti vplačane. Vsaka primarna kosovna delnica zagotavlja imetniku pravico do enega glasu pri sprejemanju sklepov na skupščini Banke, pravico do dela dobička (dividende) ter pravico do ustreznega dela preostalega premoženja po likvidaciji ali stečaju Banke.

Banka za leti 2014 in 2013 ni izplačala dividend.

Pojasnilo 17: Kapitalske rezerve

EUR 1.000	31. 12. 2014	31. 12. 2013
Vplačani presežek kapitala	91.736	91.736
Kapitalske rezerve, nastale iz splošnega prevrednotevalnega popravka kapitala	16.024	16.024
Skupaj	107.760	107.760

Pojasnilo 18: Akumulirani drugi vseobsegajoči donos

EUR 1.000	31. 12. 2014	31. 12. 2013
Akumulirani drugi vseobsegajoči donos, varovanje denarnih tokov	(5.290)	(9.006)
Akumulirani drugi vseobsegajoči donos, finančna sredstva, razpoložljiva za prodajo	16.153	4.353
Akumulirani drugi vseobsegajoči donos, aktuarski čisti dobički / izgube za pokojninske programe	359	188
Skupaj	11.222	(4.465)

Akumulirani drugi vseobsegajoči donos, varovanje denarnih tokov

EUR 1.000	2014	2013
Začetno stanje	(9.006)	(11.662)
Bruto vrednost	(10.851)	(14.051)
Odloženi davek	1.845	2.389
Povečanje	3.716	2.656
Bruto vrednost	4.477	3.200
Odloženi davek	(761)	(544)
Končno stanje	(5.290)	(9.006)
Bruto vrednost	(6.374)	(10.851)
Odloženi davek	1.084	1.845

Akumulirani drugi vseobsegajoči donos, finančna sredstva, razpoložljiva za prodajo

EUR 1.000	2014	2013
Začetno stanje	4.353	(7.075)
Bruto vrednost	5.244	(8.525)
Odloženi davek	(891)	1.450
Povečanje	12.070	11.517
Bruto vrednost	14.542	13.876
Odloženi davek	(2.472)	(2.359)
Zmanjšanje	(270)	(89)
Bruto vrednost	(325)	(107)
Odloženi davek	55	18
Končno stanje	16.153	4.353
Bruto vrednost	19.461	5.244
Odloženi davek	(3.308)	(891)

Akumulirani drugi vseobsegajoči donos, aktuarski čisti dobički / izgube za pokojninske programe

EUR 1.000	2014	2013
Začetno stanje	188	-
Bruto vrednost	226	-
Odloženi davek	(38)	-
Povečanje	171	193
Bruto vrednost	205	232
Odloženi davek	(34)	(39)
Zmanjšanje	-	(5)
Bruto vrednost	-	(6)
Odloženi davek	-	1
Končno stanje	359	188
Bruto vrednost	431	226
Odloženi davek	(72)	(38)

Pojasnilo 19: Rezerve iz dobička (vključno z zadržanim dobičkom)

EUR 1.000	31. 12. 2014	31. 12. 2013
Zakonske rezerve	1.307	1.307
Druge rezerve iz dobička	103.028	102.729
Skupaj	104.335	104.036

**Pojasnilo 20: Zadržani dobiček / izguba
(vključno s čistim dobičkom / izgubo poslovnega leta)**

EUR 1.000	31. 12. 2014	31. 12. 2013
Čisti dobiček / (izguba) poslovnega leta	599	(39.199)
Razporeditev v rezerve iz dobička	(299)	39.199
Skupaj	300	-

Pojasnila k računovodskim izkazom

Na dan 31. december 2014 je uprava skladno z določili 3. odstavka 230. člena Zakona o gospodarskih družbah oblikovala druge rezerve iz dobička v višini polovice čistega dobička poslovnega leta. Na dan 31. december 2013 je Banka za izgubo poslovnega leta bremenila rezerve iz dobička.

Osnovni in popravljene dobiček na delnico

EUR 1.000	31. 12. 2014	31. 12. 2013
(1) Čisti dobiček poslovnega leta	599	(39.199)
(2) Število delnic	4.888.193	4.888.193
(3) Tehtano povprečno število delnic v letu	4.888.193	4.888.193
(4) Dobiček na delnico v evrih (1) / (3)	0,12	(8,02)

Osnovni in popravljene dobiček na delnico sta enaka.

Pojasnila k izkazu poslovnega izida

Pojasnilo 21: Prihodki iz obresti

EUR 1.000	2014	2013
Obresti iz stanj na računih pri centralni banki	90	85
Obresti iz finančnih sredstev, namenjenih trgovanju	5.347	7.600
Obresti iz izvedenih finančnih instrumentov, namenjenih varovanju	4.846	6.068
Obresti iz finančnih sredstev, razpoložljivih za prodajo	10.742	9.339
Obresti iz danih kreditov	50.093	58.860
Bankam	221	147
Strankam	49.872	58.713
Obresti iz danih oslabljenih kreditov	10.601	7.660
Strankam	10.601	7.660
Obresti iz finančnih sredstev v posesti do zapadlosti	626	643
Skupaj	82.345	90.255

Pojasnilo 22: Odhodki za obresti

EUR 1.000	2014	2013
Obresti za finančne obveznosti do centralne banke	417	1.403
Obresti za finančne obveznosti, namenjene trgovanju	5.238	7.435
Obresti iz izvedenih finančnih instrumentov, namenjenih varovanju	7.584	7.600
Obresti za finančne obveznosti, merjene po odplačni vrednosti	20.480	25.428
Bank	7.107	9.127
Strank	13.373	16.301
Skupaj	33.719	41.866

Obrestni odhodki za podrejeni dolg znašajo 683 tisoč evrov v letu 2014 (649 tisoč evrov v letu 2013).

Pojasnilo 23: Prihodki iz dividend

EUR 1.000	2014	2013
Dividende iz finančnih sredstev, razpoložljivih za prodajo	5	5
Skupaj	5	5

Pojasnilo 24: Prihodki iz opravnin (provizij)

EUR 1.000	2014	2013
Opravnine iz poslov z vrednostnimi papirji	6.355	5.108
Opravnine iz danih jamstev	4.228	4.285
Opravnine iz opravljanja plačilnih storitev - vodenje transakcijskih računov	3.118	3.213
Opravnine iz opravljanja plačilnih storitev - izvrševanje plačil	5.463	5.425
Opravnine iz opravljanja plačilnih storitev - kartično poslovanje	3.524	2.414
Opravnine iz opravljanja drugih plačilnih storitev	1.621	2.086
Opravnine iz kreditnih poslov	5.050	5.414
Opravnine iz investicijskega svetovanja	1.343	321
Opravnine iz drugih poslov	1.024	386
Skupaj	31.726	28.652

Pojasnilo 25: Odhodki za opravnine (provizije)

EUR 1.000	2014	2013
Opravnine od opravljenih plačilnih storitev - kartično poslovanje	2.111	1.610
Opravnine od opravljenih drugih plačilnih storitev	1.636	1.307
Opravnine od opravljenih posredniških in komisijskih poslov	1.016	787
Opravnine od opravljenih storitev za investicijsko svetovanje	634	67
Opravnine od opravljenih drugih storitev	1.594	1.427
Skupaj	6.991	5.198

Pojasnilo 26: Realizirani dobički / izgube iz finančnih sredstev in obveznosti, ki niso merjeni po pošteni vrednosti skozi izkaz poslovnega izida

EUR 1.000	2014	2013
Realizirani dobički	4.455	660
Iz dolžniških vrednostnih papirjev, razpoložljivih za prodajo	2.929	563
Iz lastniških vrednostnih papirjev, razpoložljivih za prodajo	1.342	-
Iz kreditov	12	44
Iz drugih finančnih sredstev in obveznosti	172	53
Realizirane izgube	(7.220)	(790)
Iz dolžniških vrednostnih papirjev, razpoložljivih za prodajo	(17)	(558)
Iz kreditov	(7.203)	(232)
Skupaj	(2.765)	(130)

V letu 2014 je Banka zaključila večje število postopkov izterjave in posledično odpisala višje vrednosti kreditov v primerjavi z letom 2013.

Pojasnila k računovodskim izkazom

Pojasnilo 27: Čisti dobički / izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju

EUR 1.000	2014	2013
Čisti dobički iz trgovanja z vrednostnimi papirji	172	154
Čisti dobički pri nakupu in prodaji tujih valut	1.697	969
Čisti dobički / izgube iz izvedenih finančnih instrumentov	1.310	(1.817)
Skupaj	3.179	(694)

Pojasnilo 28: Spremembe poštene vrednosti pri obračunavanju varovanj pred tveganji

EUR 1.000	2014	2013
Spremembe poštene vrednosti izvedenih finančnih instrumentov za varovanje denarnih tokov skupine finančnih instrumentov - neuspešni del - makro	(1.159)	2.570
Skupaj	(1.159)	2.570

Pojasnilo 29: Čisti dobički / izgube iz tečajnih razlik

EUR 1.000	2014	2013
Dobički iz tečajnih razlik	118.762	232.709
Izgube iz tečajnih razlik	(120.063)	(233.232)
Skupaj	(1.301)	(523)

Pojasnilo 30: Čisti dobički / izgube iz odprave pripoznanja sredstev brez nekratkoročnih sredstev v posesti za prodajo

EUR 1.000	2014	2013
Izgube iz odprave pripoznanja	(434)	(95)
Skupaj	(434)	(95)

Pojasnilo 31: Drugi čisti poslovni dobički / izgube

EUR 1.000	2014	2013
Dobički	1.331	1.103
Dobički iz operativnih tveganj	10	12
Prihodki iz povrnjenih stroškov za delavce napotene v tujino	1.200	1.029
Ostali dobički	121	62
Izgube	(1.997)	(1.824)
Članarine	(60)	(75)
Davek na bilančno vsoto	(1.673)	(1.613)
Ostale izgube	(264)	(136)
Skupaj	(666)	(721)

Pojasnilo 32: Administrativni stroški

EUR 1.000	2014	2013
Stroški dela	22.259	22.640
Ostali administrativni stroški	11.720	12.337
Skupaj	33.979	34.977

Stroški dela

EUR 1.000	2014	2013
Bruto plače	16.413	16.687
Dajatve za socialno zavarovanje	1.150	1.172
Dajatve za pokojninsko zavarovanje	1.393	1.415
Druge dajatve, odvisne od bruto plač	49	50
Nadomestilo za prevoz in za prehrano	1.341	1.338
Variabilni del plače	962	849
Drugi stroški dela	951	1.129
Skupaj	22.259	22.640

V letu 2014 Banka prikazuje med stroški dela znižanje stroškov za neizkoriščene dopuste v višini 37 tisoč evrov (v letu 2013 rast stroškov v višini tisoč evrov).

Ostali administrativni stroški

EUR 1.000	2014	2013
Odhodki za nepremičnine, vzete v poslovni najem	2.213	2.298
Storitve za računalniško in programsko opremo	2.254	2.183
Komunikacijske storitve	1.362	1.383
Stroški svetovalnih in revizijskih storitev	2.097	2.432
Ostale storitve drugih	713	706
Stroški reklame	1.069	1.049
Stroški izobraževanja	80	97
Stroški materiala	264	261
Stroški vzdrževanja osnovnih sredstev	662	544
Stroški zavarovanja	188	524
Stroški za službena potovanja	140	110
Ostali stroški	678	750
Skupaj	11.720	12.337

Stroški svetovalnih in revizijskih storitev vključujejo stroške revizije računovodskih izkazov za leto 2014 v višini 107 tisoč evrov revizijske hiše Deloitte revizija d.o.o. ter stroške za dogovorjeni postopek revizije skrbniških poslov v višini 24 tisoč evrov družbe Deloitte revizija d.o.o.

Banka ima v najemu večje število poslovnih prostorov. Najemne pogodbe se sklenejo za do 15 let z možnostjo podaljšanja oziroma predčasne preinitve.

Najmanjša vsota najemnin, ki bi jih Banka morala plačati v največ letu dni, je 2.193 tisoč evrov, v več kot letu dni in ne več kot petih letih 2.256 tisoč evrov in v več kot petih letih 433 tisoč evrov (leta 2013: 2.218 tisoč evrov v največ letu dni, v več kot letu dni in ne več kot petih letih 2.255 tisoč evrov in v več kot petih letih 573 tisoč evrov).

Pojasnila k računovodskim izkazom

Pojasnilo 33: Amortizacija

EUR 1.000	2014	2013
Amortizacija opredmetenih osnovnih sredstev	2.088	2.131
Amortizacija vlaganj v tuje objekte	890	908
Amortizacija računalniške opreme	688	632
Amortizacija ostale opreme	510	591
Amortizacija neopredmetenih dolgoročnih sredstev	3.025	2.921
Skupaj	5.113	5.052

Pojasnilo 34: Rezervacije

EUR 1.000	2014	2013
Za pravno nerešene tožbe	812	209
Za jubilejne nagrade in odpravnine	98	74
Za potencialne izgube	307	-
Za zunajbilančne obveznosti	(12)	3.665
Skupaj	1.205	3.948

Pojasnilo 35: Oslabitve

EUR 1.000	2014	2013
Oslabitve finančnih sredstev, merjenih po odplačni vrednosti	28.529	56.113
Povečanje	66.752	80.078
Kredit	65.685	77.878
Druga finančna sredstva	1.067	2.200
Zmanjšanje	(38.223)	(23.965)
Kredit	(29.883)	(22.416)
Druga finančna sredstva	(1.137)	(1.317)
Odprava oslabitev zaradi odpisov	(7.203)	(232)
Oslabitve finančnih sredstev, razpoložljivih za prodajo	783	19.534
Povečanje	783	19.534
Skupaj	29.312	75.647

Večina oslabitev finančnih sredstev, razpoložljivih za prodajo, se je v letu 2013 nanašala na enega od lastniških vrednostnih papirjev, ki je bil prodan v letu 2014 (glej tudi pojasnilo 3).

Pojasnilo 36: Čisti dobički / izgube iz nekratkoročnih sredstev v posesti za prodajo

EUR 1.000	2014	2013
Dobički iz nekratkoročnih sredstev v posesti za prodajo	5	6
Izgube iz nekratkoročnih sredstev v posesti za prodajo	(3)	(30)
Skupaj	2	(24)

Pojasnilo 37: Davek iz dohodka pravnih oseb

EUR 1.000	2014	2013
Odloženi davek	14	(8.194)
Skupaj	14	(8.194)

EUR 1.000	2014	2013
Dobiček / izguba pred davki	613	(47.393)
Teoretični davek (17 %)	104	(8.057)
Zmanjšanje davka	(3.731)	(18)
za zmanjšanje prihodkov	(3)	(2)
za davčno priznanje odhodkov preteklih let	(3.728)	(16)
Povečanje davka za nepriznane odhodke	195	3.466
Odloženi davek	3.403	(3.580)
Sprememba davčne stopnje	-	17
Vzpostavitev in odprava začasnih razlik	3.403	(3.597)
Ostale prilagoditve	43	(5)
Skupaj	14	(8.194)

Pojasnila k izkazu denarnih tokov

Pojasnilo 38: Denarni ustrezniki

EUR 1.000	31. 12. 2014	31. 12. 2013
Denar v blagajni	12.497	13.127
Obvezne rezerve pri centralni banki	18.661	82.130
Druge vloge pri centralni banki	-	40.001
Vpogledne vloge pri bankah	319.121	110.272
Kreditni bankam z zapadlostjo do 3 mesece	2.724	8.991
Skupaj	353.003	254.521

Pojasnila k zunajbilančnemu poslovanju v skladu z zahtevami Banke Slovenije

Pojasnilo 39: Zunajbilančno poslovanje

EUR 1.000	31. 12. 2014	31. 12. 2013
Garancije	247.273	279.663
Kreditni limiti in kreditne linije	322.535	325.708
Upniki po spot poslih	3.544	6.179
Nazivna vrednost izvedenih finančnih instrumentov	2.354.228	3.073.717
Skupaj	2.927.580	3.685.267

Pojasnila k računovodskim izkazom

Gibanje garancij

EUR 1.000	2014	2013
Začetno stanje	279.663	329.793
Povečanje	139.822	166.470
Nove garancije	138.924	165.470
Tečajne razlike	898	1.000
Zmanjšanje	(172.212)	(216.600)
Izplačilo garancij	(2.423)	(950)
Ugasnjene garancije	(169.106)	(214.561)
Tečajne razlike	(683)	(1.089)
Končno stanje	247.273	279.663

Izvedeni finančni instrumenti

EUR 1.000	31. 12. 2014	31. 12. 2013
Terminske pogodbe (Forward in Futures)	109.243	83.404
Obrestne opcije (Option)	38.927	177.103
Valutne opcije (Option)	-	1.334
Ostale opcije (Option)	710	710
Obrestne zamenjave (Swap)	1.810.250	2.424.452
Namenjene trgovanju	598.236	740.202
Namenjene varovanju	1.212.014	1.684.250
Valutne zamenjave (Swap)	395.098	386.480
Namenjene trgovanju	196.765	197.604
Namenjene varovanju	198.333	188.876
Blagovne zamenjave	-	234
Skupaj	2.354.228	3.073.717

Pojasnilo, ki se nanaša na negotovost glede gospodarskih koristi, Banka razkriva preko analize kreditnega tveganja nasprotnne stranke v poglavju Bančna tveganja. Pri sklepanju večine poslov z izvedenimi finančnimi instrumenti Banka teži k zapiranju pozicij.

Pojasnilo 40: Poslovanje po pooblastilu

Bilanca stanja iz poslovanja po pooblastilu

EUR 1.000	31. 12. 2014	31. 12. 2013
Denarna sredstva strank za posredovanje s finančnimi instrumenti	5.213	3.336
Terjatve iz poslov gospodarjenja s finančnimi instrumenti	28.540	19.422
Terjatve po skrbniških poslih	8.487.040	5.281.706
Terjatve do KDD za prodane finančne instrumente	44	1.708
Terjatve do drugih poravnalnih sistemov in institucij za prodane finančne instrumente (kupcev)	1.837	829
Terjatve iz poravnalnega poslovanja	2.546	1.709
Terjatve iz drugih poslov v tujem imenu in za tuj račun	189.676	82.361
Skupaj sredstva	8.714.896	5.391.071
Obveznosti do strank iz denarnih sredstev in finančnih instrumentov	33.755	22.758
Obveznosti do KDD za kupljene finančne instrumente	2.546	1.465
Obveznosti do drugih poravnalnih sistemov in institucij za kupljene finančne instrumente (dobaviteljev)	8.486.364	5.282.768
Obveznosti do banke za provizije, stroške ipd.	9	10
Obveznosti iz poravnalnega poslovanja	2.546	1.708
Obveznosti iz drugih poslov v tujem imenu in za tuj račun	189.676	82.362
Skupaj obveznosti	8.714.896	5.391.071

Pojasnilo 41: Posredniško poslovanje

EUR 1.000	31. 12. 2014	31. 12. 2013
Terjatve poravnalnega oz. transakcijskih računov za sredstva strank	8.517.461	5.303.665
Iz finančnih instrumentov	8.515.580	5.301.128
Do KDD oz. obračunskega računa banke za prodane finančne instrumente	44	1.708
Do drugih poravnalnih sistemov in institucij za prodane finančne instrumente (kupcev)	1.837	829
Denarna sredstva strank	5.213	3.336
Na poravnalnem računu za sredstva strank	1.693	488
Na transakcijskih računih bank	3.520	2.848
Skupaj sredstva	8.522.674	5.307.001
Obveznosti poravnalnega oz. transakcijskih računov za sredstva strank	8.522.674	5.307.001
Do strank iz denarnih sredstev in finančnih instrumentov	33.755	22.758
Do KDD oz. obračunskega računa banke za kupljene finančne instrumente	2.546	1.465
Do drugih poravnalnih sistemov in institucij za kupljene finančne instrumente (dobaviteljev)	8.486.364	5.282.768
Do banke oz. poravnalnega računa za provizije, stroške, ipd.	9	10
Skupaj obveznosti	8.522.674	5.307.001
Zabilančna evidenca	8.515.580	5.301.128
Finančni instrumenti, ločeno po storitvah	8.515.580	5.301.128
Gospodarjenje s finančnimi instrumenti	28.540	19.422
Skrbniški posli	8.487.040	5.281.706

Pojasnila k računovodskim izkazom

Prihodki in odhodki iz opravnin v zvezi z investicijskimi storitvami in posli

EUR 1.000	2014	2013
Prihodki iz opravnin (provizij) v zvezi z investicijskimi in pomožnimi investicijskimi storitvami in posli za stranke	6.376	5.107
Sprejemanje, posredovanje in izvrševanje naročil	212	302
Gospodarjenje s finančnimi sredstvi	455	265
Izvedba prvih ali nadaljnjih prodaj brez obveznosti odkupa	621	63
Skrbnišтво in sorodne storitve	5.088	4.477
Odhodki iz opravnin (provizij) v zvezi z investicijskimi in pomožnimi investicijskimi storitvami in posli za stranke	1.449	903
Opravnine v zvezi s KDD družbo in njej podobnimi organizacijami	1.440	341
Opravnine v zvezi z borzo vrednostnih papirjev in njej podobnimi organizacijami	9	562

Pojasnilo 42: Povezane stranke

Banka je hčerinska banka UniCredit Bank Austria AG s sedežem na Dunaju, ki ima v lasti 99,99 % delnic Banke. Lastniki ostalih delnic so slovenska podjetja in fizične osebe. Matična banka Skupine je UniCredit S.p.A, Italija.

V svojem običajnem poslovanju Banka sklepa številne transakcije z drugimi članicami skupine UniCredit, kar vključuje dane in prejete kredite ter depozite, nakupe in prodajo tujih valut ter posle z izvedenimi finančnimi instrumenti.

Obseg poslov s povezanimi strankami ter iz njih izhajajoči prihodki ter odhodki so navedeni v nadaljevanju:

Izkaz finančnega položaja

EUR 1.000	31. 12. 2014	31. 12. 2013
Kredit	353.072	113.351
Uprava	306	318
Ključno ravnateljsko osebje	266	194
Matična banka	336.138	98.328
Ostale povezane osebe v skupini UniCredit	16.293	14.510
Ostale povezane osebe	69	1
Izvedeni finančni instrumenti	15.464	7.266
Matična banka	288	-
Ostale povezane osebe v skupini UniCredit	15.176	7.266
Druga sredstva	3	1.038
Matična banka	3	888
Ostale povezane osebe v skupini UniCredit	-	150
Skupaj sredstva	368.539	121.655
Finančne obveznosti, merjene po odplačni vrednosti	549.347	586.270
Uprava	356	225
Ključno ravnateljsko osebje	25	11
Matična banka	535.928	579.705
Ostale povezane osebe v skupini UniCredit	12.713	6.150
Ostale povezane osebe	325	179
Izvedeni finančni instrumenti	67.371	64.293
Matična banka	28	66
Ostale povezane osebe v skupini UniCredit	67.343	64.227
Druge obveznosti	1.261	1.230
Matična banka	294	443
Ostale povezane osebe v skupini UniCredit	967	787
Skupaj obveznosti	617.979	651.793

Kredit bankam v Skupini vključujejo vloge na vpogled, vezane vloge in kredite. So nezavarovani in sklenjeni z variabilno ali s fiksno obrestno mero.

Izkaz poslovnega izida

EUR 1.000	2014	2013
Prihodki iz obresti	282	811
Uprava	3	3
Ključno ravnateljsko osebje	5	4
Matična banka	127	87
Ostale povezane osebe v skupini UniCredit	143	717
Ostale povezane osebe	4	-
Odhodki za obresti	14.384	16.961
Uprava	5	4
Matična banka	6.345	8.075
Ostale povezane osebe v skupini UniCredit	8.029	8.878
Ostale povezane osebe	5	4
Prihodki iz opravlin (provizij)	968	1.441
Matična banka	434	795
Ostale povezane osebe v skupini UniCredit	534	646
Odhodki za opravnine (provizije)	760	473
Matična banka	164	152
Ostale povezane osebe v skupini UniCredit	596	321
Čisti dobički / izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju	10.942	13.685
Matična banka	565	705
Ostale povezane osebe v skupini UniCredit	10.377	12.980
Spremembe poštene vrednosti pri obračunavanju varovanj pred tveganji	(1.159)	2.570
Ostale povezane osebe v skupini UniCredit	(1.159)	2.570
Drugi poslovni dobički	1.225	1.052
Matična banka	980	890
Ostale povezane osebe v skupini UniCredit	245	162
Administrativni stroški	2.728	2.906
Matična banka	11	51
Ostale povezane osebe v skupini UniCredit	2.717	2.855

Izplačila povezanim strankam

EUR 1.000	2014	2013
Izplačila upravi	569	549
Plače in drugi osebni prejemki	564	520
Zavarovalne premije	5	29
Izplačila članom nadzornega sveta	66	65
Izplačila drugim zaposlenim z individualno pogodbo	1.059	1.198
Plače in drugi osebni prejemki	1.059	1.198
Skupaj	1.694	1.812
Število članov uprave na dan 31.12.	4	4
Število članov nadzornega sveta na dan 31.12.	6	6
Število zaposlenih z individualno pogodbo na dan 31.12.	14	14

V letu 2014 je bilo povprečno trinajst zaposlenih z individualno pogodbo.

V letu 2014 so člani uprave Banke prejeli: mag. Jana Benčina Henigman 117 tisoč evrov fiksne izplačila, 27 tisoč evrov variabilnega izplačila in 1 tisoč evrov drugih prejemkov; mag. Damijan Dolinar, CFA 116 tisoč evrov fiksne dela izplačila, 28 tisoč evrov variabilnega izplačila ter 1 tisoč evrov drugih prejemkov; Francesco Vercesi, MBA 187 tisoč evrov fiksne dela izplačila in 59 tisoč evrov variabilnega dela izplačila.

Pojasnila k računovodskim izkazom

Mag. Stefan Vavti, predsednik uprave, kot napoteni delavec matične banke v skladu s pravili Skupine prejema prejemke za opravljanje funkcije v Banki neposredno s strani matične banke in v letu 2014 ni prejel nobenih dodatnih plačil s strani Banke.

V letih 2013 in 2014 ni bilo izplačil po programu nagrajevanja z delnicami in delniškimi opcijami.

Člani nadzornega sveta so prejeli: Giuseppe Verrascina 31 tisoč evrov nadomestila, Franco Andretta 24 tisoč evrov nadomestila ter Francesco Slocovich 11 tisoč evrov nadomestila.

Pojasnilo 43: Dogodki po datumu poročanja

Banka po datumu poročanja ni zaznala pomembnejših poslovnih dogodkov, ki bi vplivali na računovodske izkaze Banke za leto 2014 ali ki bi zahtevali dodatna razkritja v teh računovodskih izkazih.

Pojasnilo 44: Pravne tožbe

Banka je bila po stanju na dan 31. december 2014 kot tožena stranka vključena v dvajset sodnih sporov, v katerih tožeče stranke uveljavljajo tožbene zahtevke proti Banki v skupni višini 11,7 milijona evrov (na dan 31. december 2013: 11,6 milijona evrov). V skladu z oceno verjetnosti izida je Banka oblikovala ustrezne rezervacije za zadevne pravne spore (prikazane v pojasnilu 14).

Pojasnilo 45: Izjava o oškodovanju

UniCredit Banka Slovenija d.d. kot članica skupine UniCredit v svojem običajnem poslovanju izvaja številne transakcije z drugimi članicami Skupine. Le-te se izvajajo po običajnih tržnih pogojih in nimajo negativnega vpliva na priložene računovodske izkaze. V skladu s 545. členom Zakona o gospodarskih družbah podajamo izjavo, da v letih 2014 in 2013 ni bilo opravljenih škodljivih poslov ali drugih dejanj, ki bi povzročila oškodovanje Banke.

Veliko je še
neraziskanega
v svetu.

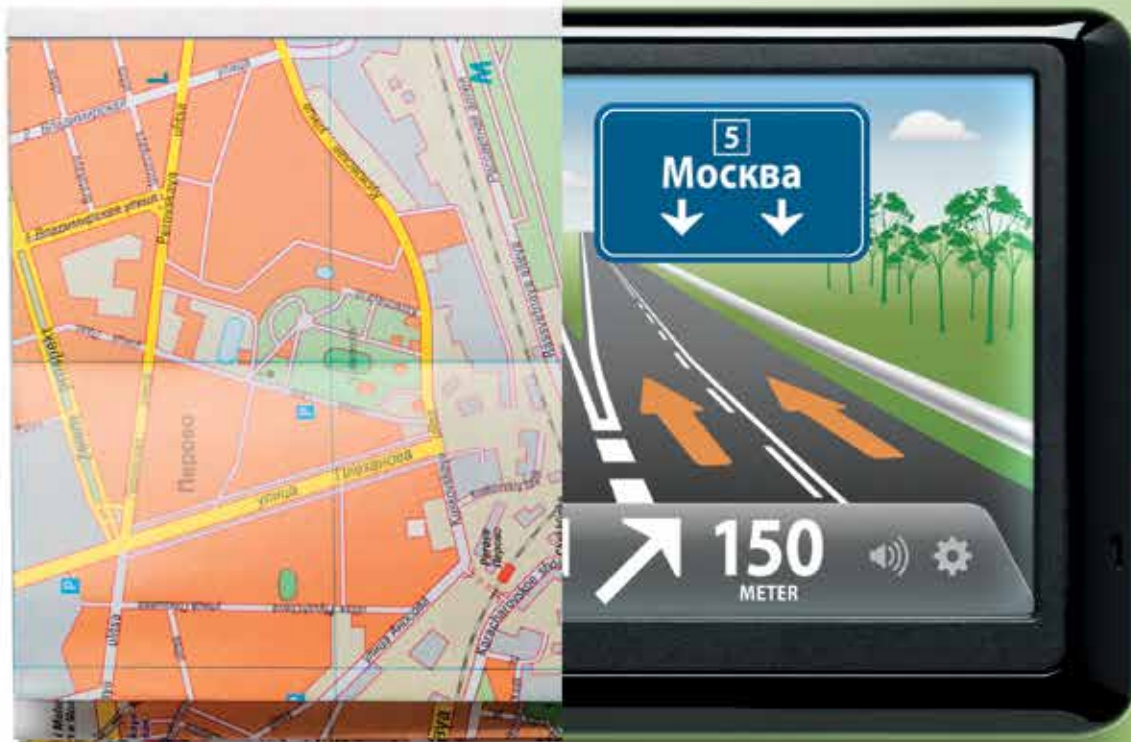
Začnimo ga
odkrivati že sedaj.

Doma tudi, ko ste v tujini.

Skupaj gremo lahko daleč.

UniCredit ima več kot 8.500 poslovalnic in preko 147.000 zaposlenih, na približno 50 trgih po vsem svetu. To pomeni, da imamo na voljo orodja, znanje in ljudi, da lahko pomagamo vašemu podjetju v mednarodnem okolju. **Mednarodni centri UniCredit** združujejo naše najbolj

izkušene čezmejne strokovnjake v enotno, močno mrežo, ki lahko vašemu podjetju zagotovi informacije in storitve, ki jih potrebuje, da uspete v tujini. Od vrednotenja naložb do opredelitve optimalnih finančnih rešitev in seveda zagotavljanja osnovnih bančnih storitev - UniCredit je vedno z vami, kjer koli se odločite, da boste.



Bančna tveganja

Celovito upravljanje s tveganji

UniCredit Banka Slovenija d.d. skladno z načeli skupine UniCredit ugotavlja, meri in/ali upravlja z naslednjimi kategorijami tveganj:

- kreditno tveganje,
- tržno tveganje,
- likvidnostno tveganje,
- operativno tveganje,
- poslovno tveganje,
- tveganje ugleda,
- strateško tveganje,
- kapitalsko tveganje,
- tveganje na področju nepremičnin in
- tveganja iz naslova deležev in kapitalskih udeležb Banke.

Banka upravlja s tveganji na usklajen način po različnih organizacijskih ravneh. Poleg tega je struktura upravljanja s tveganji sestavni del širše prakse upravljanja s tveganji v skupini UniCredit. Na ta način podpira enotnost procesov upravljanja in nadzora nad tveganji v celotni Skupini.

Osrednje aktivnosti upravljanja s tveganji vodi divizija Upravljanje s tveganji. Le-ta je neodvisna od poslovnih enot Banke in je odgovorna neposredno članu uprave za področje upravljanja s tveganji. Osrednje mesto upravljanja s tveganji na najvišji ravni v Banki imajo tri vrste odborov, in sicer: odbor za upravljanje z bilanco banke, kreditni odbor in odbor za operativna tveganja.

Odbor za upravljanje bilance banke (ALCO)

Odbor za upravljanje bilance banke (v nadaljevanju: ALCO) je odbor UniCredit Banka Slovenija d.d., ki se ukvarja z vprašanji celovitega upravljanja s tveganji. ALCO se ukvarja z odobritvijo in pregledovanjem strategij in politik prevzemanja in upravljanja s tveganji, redno preverja izpostavljenost Banke različnim vrstam tveganj in odobri določitve limitov za vse pomembne vrste tveganj ter postopke obvladovanja tveganj. ALCO odbor je odgovoren za upravljanje s strukturo bilance Banke, spremlja izpostavljenost likvidnostnemu in obrestnemu tveganju, spremlja kreditni portfelj, ukvarja pa se tudi z vprašanji upravljanja tveganj, ki zadevajo več divizij in upravljanja poslovanja celotne Banke. Odbor se ukvarja tudi z upravljanjem kapitala Banke; ima pregled nad razvojem kapitalске ustreznosti Banke in količniki, nad regulatornim in ekonomskim kapitalom, razporeditvijo kapitala in razpoložljivimi finančnimi viri.

Kreditni odbor

Z namenom odobritev posamičnih kreditnih izpostavljenosti je v Banki vzpostavljen kreditni odbor. Raven odločanja je določena z zneski predlagane potencialne kreditne izpostavljenosti do posamezne osebe oziroma skupine povezanih oseb ter z bonitetnim razredom dolžnika. Kadar gre za nastanek velike izpostavljenosti, skladno z zakonodajo odločitve potrjuje nadzorni svet Banke. V kreditnem odboru je prisoten predstavnik iz področja upravljanja s tveganji in iz področja prodajnih enot ter predsednik uprave. Redne seje kreditnega odbora potekajo enkrat tedensko. Procesi in načela presoje in odločanja o posamičnih kreditnih izpostavljenostih so določeni v ustreznih internih smernicah in navodilih. Odobritvene pristojnosti za nižje kreditne izpostavljenosti do pravnih in do fizičnih oseb kreditni odbor delegira določenim nosilcem individualne kreditne pristojnosti.

Odbor za operativna tveganja

Odbor za operativna tveganja je pristojen za učinkovit pregled izpostavljenosti operativnemu tveganju. Odbor razpolaga z razumevanjem in znanjem celotnega okvira upravljanja z operativnim tveganjem kot tudi z znanjem o tem, kako izpostavljenost operativnemu tveganju vpliva na poslovanje Banke. Odbor za operativna tveganja je pristojen tudi za preverjanje, ali sta merjenje in sistem nadzora operativnega tveganja močno integrirana v dnevni proces obvladovanja tveganj Banke. Odbor se sestaja najmanj štirikrat na leto.

Upravljanje tveganj

Banka je oblikovala jasna izhodišča za oblikovanje cen za posojila in depozite strank, s čimer zagotavljamo ločitve prejemkov poslovanja s strankami od funkcije internega upravljanja s sredstvi in obveznostmi banke. Enota Upravljanje bilance banke je odgovorna za obvladovanje tržnih tveganj v bančni knjigi in upravlja z likvidnostnim tveganjem ter poroča neposredno izvršnemu direktorju za finance (CFO). Enota Upravljanje bilance banke je odgovorna tudi za upravljanje s strukturo ročnosti in optimizacijo donosa Banke.

Obseg prevzetih tveganj

Strateške cilje Banke se presojamo z vidika obsega prevzetih tveganj. Obseg prevzetih tveganj je opredeljen z različnimi kazalniki, ki ji Banka in Skupina letno pregledata in ustrezno spremenita ali dopolnita. Proces določanja obsega tveganj, ki jih je Banka pripravljena sprejeti, je del procesa planiranja. Banka ima za vsak kazalnik določeno ciljno vrednost (h kateri s svojim poslovanjem stremi) ali t.i. sprožilno vrednost (trigger) ali določen limit.

Kazalniki so naslednji:

- Na področju kapitalne ustreznosti so na eni strani omejitve in pravila podani s strani regulatorja in na drugi strani s strani Skupine. Banka tako na mesečni ravni spremlja gibanje količnika skupnega kapitala in temeljnega kapitala, količnika kapitalne ustreznosti po drugem stebru, količnik kapitalnega vzvoda in količnika obsega prevzemanja tveganj.
- Na področju kreditnega tveganja Banka spremlja verjetnost neplačila, pričakovano izgubo glede na izpostavljenost ob neplačilu in minimalno pokritost kreditne izpostavljenosti z oslabitvami.
- Deželno tveganje, kjer spremljamo izpostavljenost do države.
- Na področju tržnih tveganj Banka spremlja tvegano vrednost v trgovalni knjigi, največjo dovoljeno izgubo v trgovalni in bančni knjigi in neto obrestno občutljivost.
- Na področju dobičkonosnosti, kjer Banka želi obvladovati nestanovitnost v zaslužkih in dosegati vzdržno rast, spremlja tako kazalnik prihodkov iz poslovanja na tveganjem prilagojeno aktivno, operativne stroške in kazalnik Earning at Risk (tveganje dobičkonosnosti).
- Na področju likvidnosti so za Banko pomembni kazalniki kratkoročne likvidnosti, strukturne likvidnosti in količnik likvidnostnega kritja.
- Na področju operativnega tveganja pa Banka spremlja izgube iz naslova operativnega tveganja.

Kreditno tveganje

Kreditno tveganje je opredeljeno kot tveganje nastanka izgube zaradi neizpolnitve obveznosti dolžnika do banke.

Vrste kreditnih tveganj so naslednje:

- Tveganje neplačila: dogodek neplačila nastopi, ko stranka več kot 90 dni zamuja s plačilom katerekoli pomembnejše kreditne obveznosti do Banke oziroma je verjetnost plačila nizka skladno s sklepi Banke Slovenije in veljavnimi internimi akti Banke. Posledica teh dogodkov je uvrstitev vseh naložb povezanih s stranko med slabe naložbe.
- Deželno tveganje pomeni tveganje izgube, ki jo lahko utрпи Skupina v katerikoli državi, zaradi kateregakoli od naslednjih razlogov: možnost poslabšanja ekonomskih razmer, politični ali socialni nemiri, nacionalizacija ali razlastitev premoženja, zavrnitve s strani vlade v primeru zadolženosti, poostrene menjalne kontrole in valutne deprecije ali devalvacije.
- Tveganje poravnave je tveganje, ki lahko nastane pri poravnavi ali obračunavanju posameznih transakcij, v primeru ko ne pride istočasno do izmenjave / poravnave obveznosti v denarju, vrednostnih papirjih in / ali drugih oblikah premoženja.
- Tveganje koncentracije pomeni tveganje nastanka izgube v primeru prekomerne izpostavljenosti do posamezne osebe, skupine povezanih oseb in oseb, ki jih povezujejo skupni dejavniki tveganja, kot so isti gospodarski sektor oziroma geografsko območje ali istovrstni posli in podobno.
- Tveganje nasprotne stranke je tveganje, da bo nasprotna stranka postala neplačnik pred končno poravnavo denarnih tokov iz tega posla. Nanaša se na izvedene finančne instrumente, posle začasne prodaje oziroma odkupa, posoje oziroma izposoje vrednostnih papirjev ali blaga, posle kreditiranja za povečanje trgovalnega portfelja in posle z dolgim rokom poravnave.
- Tveganje lastninjenjam, kateremu Banka ni izpostavljena.

Glavni cilj upravljanja s kreditnim tveganjem je doseganje oziroma ohranjanje visoke kakovosti in razpršenosti kreditnega portfelja. Banka sprejema in upravlja kreditno tveganje skladno z internimi akti. Postopki upravljanja kreditnega tveganja potekajo na ravni posamezne transakcije, stranke in portfelja.

Merjenje kreditnih tveganj

Temelj vsakega kreditnega odobritvenega procesa je podrobna obravnava vsake kreditne izpostavljenosti povezane s stranko. Banka pri procesu odobranja svojih naložb upošteva tako verjetnost dogodka neplačila obveznosti posamezne stranke, kot tudi tveganje povezano z različnimi vrstami izpostavljenosti. Pri merjenju kreditnega tveganja Banka izračunava boniteto na podlagi verjetnosti dogodka neplačila obveznosti posamezne stranke.

Za del kreditnega portfelja pravnih oseb Banka ocenjuje parameter tveganja verjetnost neplačila (PD) skladno s Sklepom o izračunu kapitalne zahteve za kreditno tveganje po pristopu na podlagi notranjih bonitetnih sistemov (IRB) za banke in hranilnice. S tem se je Banka zavezala, da bo postopno uvedla IRB pristop za vse pomembne izpostavljenosti. Banka z namenom učinkovitega in statistično podprtega merjenja kreditnih tveganj pripravlja in spremlja modele skladno s prej omenjenim Sklepom in smernicami skupine UniCredit.

Verjetnost dogodka neplačila in posledično boniteta posamezne stranke je določena na podlagi finančnih podatkov, kvalitativnih dejavnikov in opozorilnih signalov. Banka uporablja deset glavnih razredov bonitete z dodatno delitvijo v podrazrede. Lestvica skupine UniCredit vključuje skupno 26 različnih bonitetnih razredov v razponu od 1+ do 10, ki so umerjeni upoštevajoč lokalne značilnosti.

Bančna tveganja

Primerjava med interno bonitetno skupino in zunanjo bonitetno oceno

Interna bonitetna skupina*	S&P	Moody's	Fitch
1	AAA / AA+ / AA / AA-	Aaa / Aa1 / Aa2 / Aa3	AAA / AA+ / AA / AA-
2	A+ / A / A-	A1 / A2 / A3	A+ / A / A-
3	BBB+ / BBB	Baa1 / Baa2	BBB+ / BBB
4	BBB- / BB+	Baa3 / Ba1	BBB- / BB+
5	BB	Ba2	BB
6	BB- / B+	Ba3 / B1	BB- / B+
7	B	B2	B
8	B- / CCC / CC	B3 / Caa / Ca	B- / CCC / CC

* Pri prikazu internih bonitetnih ocen so za lažjo primerjavo z zunanjimi bonitetnimi ocenami interne bonitetne skupine agregirane v osem skupin, pri čemer pa deveta in deseta skupina predstavljata slabe naložbe in nista prikazani v tabeli.

Bilančne postavke, ki nosijo kreditno tveganje

1.000 EUR	31. 12. 2014	31. 12. 2013
Denar v blagajni	12.497	13.127
Finančna sredstva, namenjena trgovanju	16.368	15.394
Finančna sredstva, razpoložljiva za prodajo	354.360	251.352
Izvedeni finančni instrumenti, namenjeni varovanju	11.950	7.008
Izpostavljenost do bank in strank, ki niso banke	2.335.678	2.316.558
od tega izpostavljenost do bank	381.157	246.187
od tega izpostavljenost do strank, ki niso banke	1.954.521	2.070.371
Finančna sredstva v posesti do zapadlosti	13.160	13.053
Druge sredstva	1.655	1.993
SKUPAJ	2.745.668	2.618.485

Opomba: Znesek izpostavljenosti v tabeli je izražen v bruto vredosti in ne vključuje oslabitev. Druga finančna sredstva in stanja pri centralni banki iz izkaza finančnega položaja so ustrezno razvrščena med banke oz. stranke.

Zunajbilačno poslovanje, ki nosi kreditno tveganje

1.000 EUR	31. 12. 2014	31. 12. 2013
Garancije	247.273	279.663
Kreditni, limiti in kreditne linije	322.535	325.708
Upniki po spot poslih	3.544	6.179
Nazivna vrednost izvedenih finančnih instrumentov	2.354.228	3.073.717
Skupaj	2.927.580	3.685.267

Izpostavljenost Banke deželnemu tveganju iz naslova finančnih sredstev

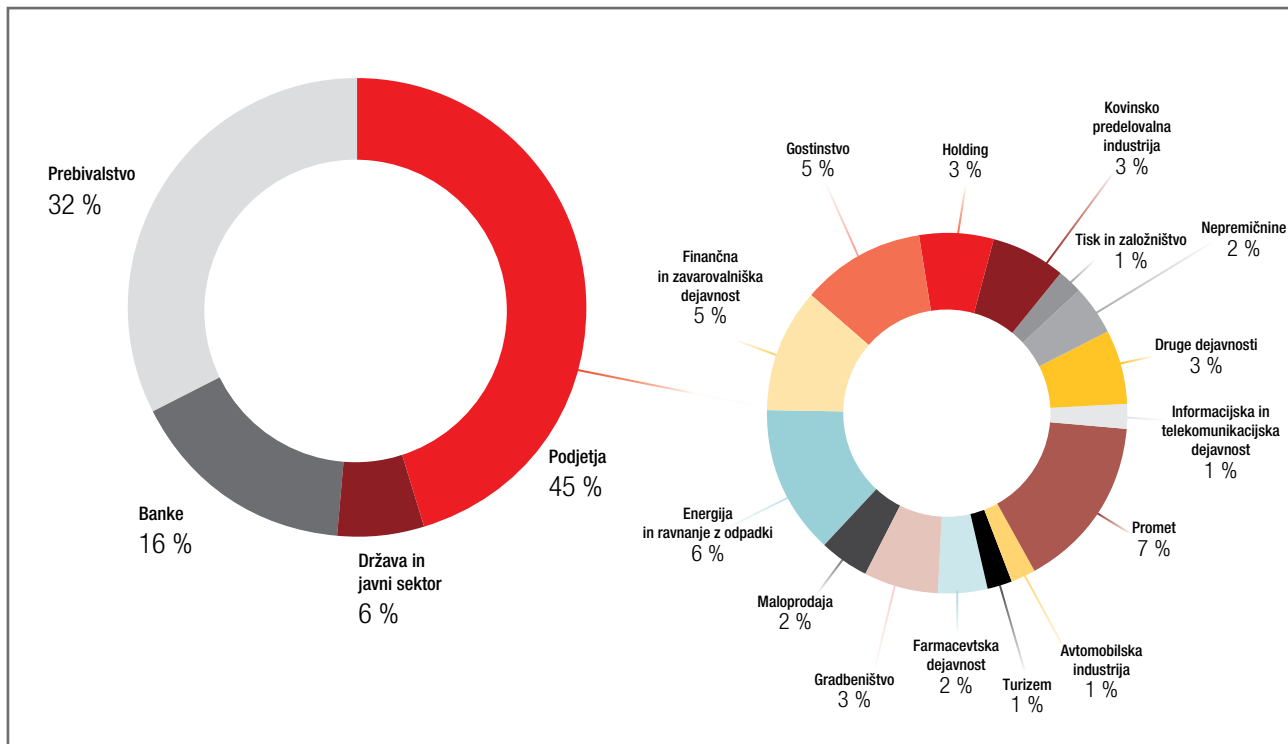
	31. 12. 2014	31. 12. 2013
Finančna sredstva, namenjena trgovanju		
Slovenija	100 %	100 %
Finančna sredstva, razpoložljiva za prodajo		
Slovenija	100 %	99 %
Nemčija		1 %
Finančna sredstva v posesti do zapadlosti		
Slovenija	100 %	100 %

Analiza kreditnega portfelja

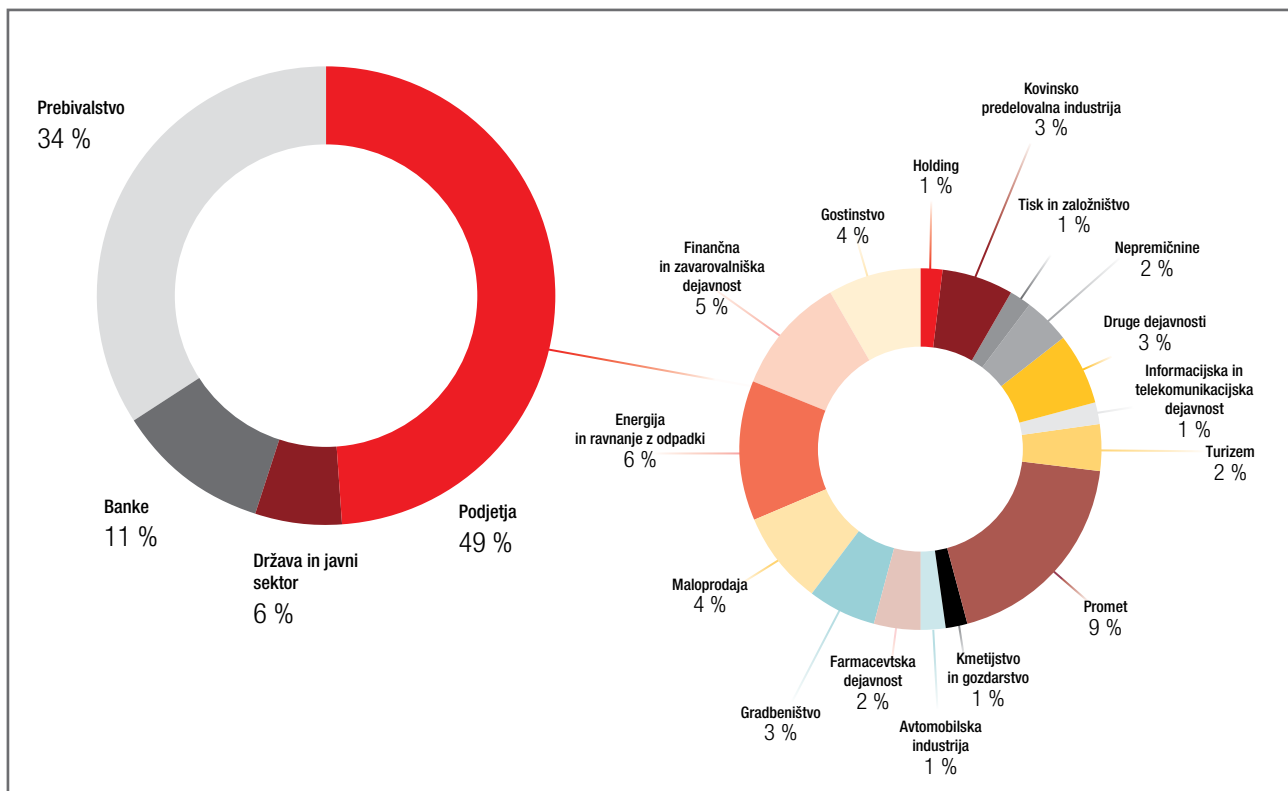
Po stanju na dan 31. december 2014 je Banka izkazovala 6 % znižanje v višini 116 milijonov evrov v segmentu kreditne izpostavljenosti do nebančnega sektorja. Največjo rast kot posledico dodatnega kreditiranja je v nebančnem sektorju Banka dosegla v segmentu farmacevtske dejavnosti in sicer 13 milijonov evrov, kar predstavlja 33 % povečanje glede na prejšnje opazovano obdobje. Največji upad kot posledico

zmanjšane kreditiranja pa je Banka zabeležila v segmentu kovinsko-predelovalne industrije, in sicer za 17 milijonov evrov, kar predstavlja 23 % zmanjšanje glede na prejšnje obdobje. Na celotnem kreditnem portfelju Banke, ki vključuje bančne in nebančne terjatve, je Banka zabeležila povečanje portfelja v višini 19 milijonov evrov, kar predstavlja 0,8 % rast v primerjavi s koncem leta 2013.

Segmentna razdelitev kreditnega portfelja Banke na dan 31. 12. 2014



Segmentna razdelitev kreditnega portfelja Banke na dan 31. 12. 2013



Bančna tveganja

Delitev celotnega kreditnega portfelja Banke po geografski lokaciji

Izpostavljenost glede na geografsko lokacijo	Izpostavljenost (1.000 EUR)		Rast v %
	31. 12. 2014	31. 12. 2013	
SLOVENIJA	1.814.877	2.046.143	(11)
AVSTRIJA	335.362	98.478	241
HRVAŠKA	88.752	76.841	16
NIZOZEMSKA	26.876	29.862	(10)
NEMČIJA	14.734	11.497	28
BOSNA IN HERCEGOVINA	13.564	15.100	(10)
ŠVICA	9.986	2.718	267
ITALIJA	6.481	6.690	(3)
LUKSEMBURG	6.343	5.106	24
MADŽARSKA	6.103	4.400	39
RUSKA FEDERACIJA	2.693	3.354	(20)
DRUGO	9.908	16.369	(39)
Skupaj	2.335.678	2.316.558	1

Opomba: Znesek izpostavljenosti v tabeli je izražen v bruto vrednosti in ne vključuje oslabitev. Druga finančna sredstva in stanja pri centralni banki iz izkaza finančnega položaja so ustrezno razvrščena med banke oz. stranke

Tehnike za zmanjševanje kreditnega tveganja

Z namenom zmanjševanja potencialnih izgub zaradi plačilne nesposobnosti dolžnikov UniCredit Banka Slovenija d.d. uporablja različne tehnike zmanjševanja kreditnega tveganja. Skladno z Direktivo CRD IV in Uredbo CRR, ki v bančno zakonodajo Evropske unije prenašata vsebino načel Basel III, je Banka zavezana k izpolnjevanju zahtev glede tehnik zmanjševanja kreditnega tveganja tako pri svojem poslovanju kot tudi za potrebe izračuna regulatornega kapitala.

Na podlagi splošnih smernic glede tehnik zmanjševanja kreditnega tveganja, ki jih je na ravni Skupine izdala UniCredit S.p.A., je UniCredit Banka Slovenija d.d. v okviru internih pravilnikov opredelila procese, strategije in postopke za upravljanje z zavarovanji s poudarkom na pravilih glede sprejemljivosti, vrednotenja in spremljanja zavarovanj z namenom zagotovitve pravne izvršljivosti in pravočasnega unovčenja zavarovanj v skladu z zakonodajo.

Skladno s kreditno politiko je primarni vir poplačila naložb plačilna sposobnost dolžnika, sprejeta zavarovanja pa predstavljajo sekundarni vir poplačila v primeru, da dolжник preneha z odplačevanjem pogodbenih obveznosti. S tem namenom poleg analize kreditne sposobnosti in plačilne sposobnosti kreditnojemalca Banka izvaja tudi vrednotenje in analizo zavarovanj.

V skladu z zakonodajo je UniCredit Banka Slovenija d.d. vzpostavila sistem vrednotenja, spremljanja in poročanja zavarovanj skladno z zakonsko predpisanimi roki in internimi navodili. Upravljanje s tehnikami zmanjševanja kreditnega tveganja je vgrajeno tako v kreditni proces kot tudi v proces spremljanja kreditnega tveganja.

Kontrole in s tem povezane odgovornosti so bile formalizirane in dokumentirane v internih pravilih ter opisih del in nalog zaposlenih. Prav tako so bili vzpostavljeni procesi, ki zagotavljajo pravilen vnos vseh relevantnih informacij glede identifikacije in vrednotenja zavarovanj v sistemih Banke.

UniCredit Banka Slovenija d.d. za zavarovanje naložb pretežno sprejema naslednja zavarovanja:

- zavarovanje s poslovnimi in stanovanjskimi nepremičninami, s premičninami, denarnimi terjatvami, finančnim premoženjem, zastavo polic življenjskega zavarovanja (t.i. stvarna kreditna zavarovanja);
- solidarna poroštva fizičnih in pravnih oseb, garancije bank, jamstva države, zavarovalnic (t.i. osebna kreditna zavarovanja).

UniCredit Banka Slovenija d.d. namenja dodaten poudarek pomenu procesov in kontrol za zagotavljanje pravne gotovosti zavarovanj in preverjanju kreditne sposobnosti izdajatelja pri osebnih kreditnih zavarovanjih.

Skladno z interno politiko o kreditnih zavarovanjih so tudi kreditna zavarovanja del rednega pregleda, ki se izvaja vsaj enkrat letno bodisi na individualni ali na portfeljski osnovi. Takšen pristop omogoča Banki boljši vpogled v trenutno stanje in dejansko vrednost kreditnega zavarovanja.

Struktura kreditnega portfelja Banke do strank, ki niso banke, glede na boniteto stranke in pripadajoče zavarovanje vrednoteno po tržni ceni prilagojeno glede na izpostavljenost posameznega kredita

EUR 1.000 Klasifikacija strank, ki niso banke	31. 12. 2014		31. 12. 2013	
	Izpostavljenost	Zavarovanje	Izpostavljenost	Zavarovanje
1	39.860	36.132	44.795	42.304
2	239.037	173.813	221.227	188.004
3	365.732	194.485	383.902	209.342
4	423.915	360.455	515.388	375.994
5	173.875	94.336	189.812	109.408
6	152.470	70.247	156.324	81.293
7	128.329	73.352	118.742	101.288
8	79.578	47.149	72.431	48.203
Slabe naložbe	339.640	105.569	352.384	148.602
Neklasificirane stranke	12.085	25.405	15.364	3.754
Skupaj	1.954.521	1.180.944	2.070.371	1.308.191

Opomba: Znesek izpostavljenosti v tabeli je izražen v bruto vrednosti in ne vključuje oslabeitev. Druga finančna sredstva in stanja pri centralni banki iz lkaza finančnega položaja so ustrezno razvrščena med banke oz. stranke.

Struktura kreditnega portfelja Banke do bank glede na boniteto stranke in pripadajoče zavarovanje vrednoteno po tržni ceni prilagojeno glede na izpostavljenost posameznega kredita

EUR 1.000 Klasifikacija bank	31. 12. 2014		31. 12. 2013	
	Izpostavljenost	Zavarovanje	Izpostavljenost	Zavarovanje
1	7.437	0	8.434	0
2	343.515	0	228.637	0
3	21.709	1.708	3.517	2.256
4	7.281	0	55	0
5	1.076	0	5.212	0
6	0	0	54	0
7	0	0	256	255
8	0	0	0	0
Slabe naložbe	0	0	0	0
Neklasificirane stranke	139	0	23	0
Skupaj	381.157	1.708	246.187	2.511

Opomba: Znesek izpostavljenosti v tabeli je izražen v bruto vrednosti. Druga finančna sredstva in stanja pri centralni banki iz lkaza finančnega položaja so ustrezno razvrščena med banke oz. stranke.

Zneski zavarovanj glede na vrste zavarovanj vrednoteno po tržni ceni

EUR 1.000 Vrste zavarovanj	31. 12. 2014	31. 12. 2013
Znesek zavarovanja z nepremičninami	1.726.627	1.954.415
Znesek zavarovanja z nepreklicnimi jamstvi RS	300.921	308.968
Znesek zavarovanja z bančnimi vlogami	9.759	146.004
Druge vrste zavarovanj	123.924	136.733
SKUPAJ	2.161.230	2.546.119

Opomba: Tabela ne vključuje osebnih poroštev in poroštev pravnih oseb.

Bančna tveganja

Vrednost zavarovanj se je v letu 2014 v primerjavi z letom 2013 znižala zaradi:

- prilagoditve vrednosti nepremičnin v segmentu fizičnih oseb na nove tržne vrednosti,
- poplačil kreditov, zavarovanih s poslovnimi nepremičninami,
- znižanja zavarovanj v obliki bančnih vlog prejetih s strani matične družbe.

Politika Banke glede oslabitev in rezervacij

Banka je v svojih internih dokumentih podrobno določila postopke, metodologije in politike tako za spremljanje kakovosti portfelja finančnih sredstev, kot tudi za oblikovanje ustreznih oslabitev ter rezervacij za prevzete obveznosti. Pri politiki za oblikovanje oslabitev Banka sledi sklepu Banke Slovenije o oblikovanju izgub iz kreditnega tveganja bank in hranilnic in zahtevam mednarodnih standardov računovodskega poročanja, kot jih je sprejela EU (v nadaljevanju MSRP).

Banka uporablja dva pristopa za oblikovanje oslabitev – skupinski in posamični. Dodatno se, kot obrazloženo spodaj, oslabitve delijo na specifične in splošne oslabitve.

Za izpostavljenosti do strank, ki pomembno zamujajo s poravnavo obveznosti oziroma strank, pri katerih je nastal katerikoli drugi dogodek tveganja neplačila Banka oblikuje specifične oslabitve. Za izpostavljenosti do pravnih oseb se specifične oslabitve finančnih sredstev v UniCredit Banka Slovenija d.d. ocenjujejo posamično in sicer glede na primerno oceno sedanje vrednosti pričakovanega denarnega toka. Za stranke iz segmenta poslovanja s prebivalstvom se specifične oslabitve finančnih sredstev ocenjujejo skupinsko na podlagi izračuna pričakovane izgube (EL). Kvaliteto strank Banka ocenjuje enkrat mesečno in na podlagi tega oblikuje oslabitve, postopek pa je urejen z internimi navodili in ima ustrezno informacijsko podporo.

Posamične oslabitve Banka oblikuje (na ravni stranke ali posla) ob upoštevanju naslednjih kriterijev:

- v okviru ocenjevanja denarnih tokov Banka presoja tako finančno poslovanje stranke kot tudi njeno preteklo plačilno (ne)disciplino in način odplačevanja;
- morebitne kršitve posojilnih pogodb ali pogojev;
- stečaj ali druge pravne postopke, ki imajo lahko za posledico izgubo za Banko iz te naložbe;
- informacije, ki imajo lahko vpliv na izpad prejetih odplačil za Banko.

Pri tem predstavlja oslabitev finančnega sredstva razliko med knjigovodsko in nadomestljivo vrednostjo. Nadomestljiva vrednost je opredeljena kot sedanja vrednost (diskontirana vrednost) pričakovanih prihodnjih denarnih tokov ob uporabi izvirne efektivne obrestne mere (t.j. obrestna mera, ki natančno razobrestuje (diskontira) pričakovane prihodnje denarne tokove skozi obdobje pričakovane dobe finančnega sredstva ali, če je primernejše, skozi krajše obdobje na čisto knjigovodsko vrednost finančnega sredstva).

V primeru, ko Banka pričakuje, da bo restrukturiranje podlaga za uspešno vračilo obveznosti, kot pričakovane denarne tokove uporabi tokove iz restrukturirane izpostavljenosti. V primeru, ko je verjetnost vračila obveznosti nizka oziroma neopredeljena, pa lahko upošteva tokove iz predvidenega vnovčenja materialnega zavarovanja, pri čemer upošteva realno oceno možnosti prodaje zavarovanja in pravno izvršljivost zavarovanja.

V segmentu poslovanja s prebivalstvom Banka spremlja boniteto strank na podlagi podatkov pridobljenih iz njene vloge pri Banki in podatkov pridobljenih za obstoječe stranke na podlagi njihovega poslovanja z Banko. Interno so stranke iz tega segmenta na podlagi posameznih verjetnosti neplačila razvrščene v 26 bonitetnih razredov. Banka za segment poslovanja s prebivalstvom oblikuje specifične oslabitve skupinsko, in sicer vsaj enkrat mesečno. Na podlagi kakovosti portfelja so izračunani kazalniki, ki so skladni s standardi pomembni za izračun pričakovanih izgub (Expected loss) na ravni posamezne stranke.

Pri strankah, kjer ni pripoznanih pomembnih zamud s poravnavo obveznosti in obenem ni nastal katerikoli drugi dogodek tveganja neplačila, Banka na podlagi razvrščanja strank v bonitetne razrede oblikuje splošne oslabitve. Splošne oslabitve se izračunavajo skupinsko, pri čemer Banka upošteva dejavnike kot so kakovost posojil, velikost portfelja in ekonomske dejavnike, vključno z analizo pretekle plačilne discipline v posameznih bonitetnih razredih. Oslabitve za nastale vendar še ne izkazane izgube (IBNR – Incurred but not reported) se izračunavajo na mesečni ravni, temeljijo pa na kakovosti portfelja. Uporabijo se izračunani kazalniki, ki so skladni s standardi za izračun pričakovanih izgub (Expected loss) na ravni posamezne stranke in dodatno na tako imenovanem obdobju evidentiranja izgube (Loss detection period).

Banka redno spremlja razvoj kreditnega portfelja in pokritost z oslabitvami in rezervacijami v obliki rednih in izrednih poročil in o tem poroča vodstvu. Prav tako Banka izvaja nadzor na ravni stranke za tiste stranke, ki zamujajo s plačili. Tako je Banka uvedla tri statuse glede na tveganost strank, ki določajo, katere aktivnosti se izvajajo in katera enota znotraj Banke je odgovorna za posamezno stranko.

- »Kredit na opazovanju«: pomeni, da stranka še v roku poravnava svoje obveznosti, zaradi različnih opozorilnih signalov pa Banka lahko pričakuje zamude pri odplačevanju v prihodnosti. V takšnih primerih enota Presoja in prevzemanje kreditnih tveganj zahteva vzpostavitev posebnih načrtov aktivnosti s strani poslovnih divizij v Banki.

- »Prestrukturiranje«: v takih primerih si Banka prizadeva prestrukturirati izpostavljenost do stranke z namenom, pomagati stranki vzpostaviti status poravnave obveznosti brez zamud kakor tudi minimizirati potencialno izgubo za Banko. Te aktivnosti izvaja enota Posebni primeri v sodelovanju s poslovnimi divizijami.
- »Pravna izterjava«: pomeni, da je bila pogodba s stranko že prekinjena in/ali odpovedana, odgovornost za spremljanje in izvedbo v zvezi s poplačili izpostavljenosti do Banke preko različnih oblik izvensodne ali sodne poravnave pa v celoti prevzame enota Posebni primeri.

EUR 1.000	31. 12. 2014			31. 12. 2013		
Klasifikacija strank, ki niso banke	Izpostavljenost	Oslabitev	Zavarovanje	Izpostavljenost	Oslabitev	Zavarovanje
1	39.860	4	36.132	44.795	6	42.304
2	239.037	49	173.813	221.227	60	188.004
3	365.732	219	194.485	383.902	318	209.342
4	423.915	295	360.455	515.388	597	375.994
5	173.875	517	94.336	189.812	586	109.408
6	152.470	1.611	70.247	156.324	1.500	81.293
7	128.329	4.191	73.352	118.742	2.740	101.288
8	79.578	2.626	47.149	72.431	2.431	48.203
Slabe naložbe	339.640	190.798	105.569	352.384	161.563	148.602
Neklasificirane stranke	12.085	391	25.405	15.364	631	3.754
Skupaj	1.954.521	200.701	1.180.944	2.070.371	170.431	1.308.191

Opomba: Znesek izpostavljenosti v tabeli je izražen v bruto vrednosti. Druga finančna sredstva in stanja pri centralni banki iz Izkaza finančnega položaja so ustrezno razvrščena med banke oz. stranke.

Kreditna izpostavljenost z oblikovanimi specifičnimi oslabitvami na ravni stranke ali posla je po smernicah določil baselskih standardov vsaka izpostavljenost, pri kateri se zgodi eden ali več »dogodkov neplačila«: majhna verjetnost, da bo dolжник poravnal svoje kreditne obveznosti do Banke, dolжник več kot 90 dni zamuja s plačilom katerekoli pomembne kreditne izpostavljenosti do Banke, Banka odobri prestrukturiranje problematične izpostavljenosti, Banka obravnava izpostavljenost kot nedonosno oziroma Banka vloži predlog za sodno izterjavo ali se nad dolžnikom začne stečajni postopek.

Banka izkazuje 56,18 % pokritost kreditne izpostavljenosti, ki je razvrščena v zamudo nad 90 dni ali izpolnjuje kateregakoli izmed drugih kriterijev za problematično kreditno izpostavljenost, z oslabitvami. Po stanju na dan 31. december 2014 se je vrednost problematične kreditne izpostavljenosti v primerjavi s preteklim letom znižala za 12,7 milijona evrov oziroma za 3,62 % na vrednost 339,64 milijona evrov. Višina oslabitev oblikovanih za problematične izpostavljenosti se je povečala za 29,235 milijona evrov, oziroma za 18,1 % in je znašala 190,80 milijona evrov. Od vseh oslabitev, ki so bile oblikovane za problematične izpostavljenosti, 15,91 % predstavljajo oslabitve na podlagi skupinskih oslabitev, ostalo so posamične oslabitve.

Kreditna izpostavljenost v poslih, pri katerih ni niti prekoračitve zapadlosti v plačilo niti pripoznanih oslabitev, je ob koncu leta 2014 znašala 411,1 milijona evrov (v primerjavi z 257 milijonov evrov konec leta 2013). Večino te izpostavljenosti predstavljajo posli na medbančnem trgu ter izpostavljenosti do Republike Slovenije.

Kakovost kreditnega portfelja

Razvrstitev terjatev, ki niso slabe, po zapadlosti glede na dneve zamud

EUR 1.000	31. 12. 2014	31. 12. 2013
Dnevi zamude		
Nezapadle terjatve	1.613.377	1.705.537
Zapadle do 30 dni	1.023	8.541
Zapadle od 30 do 60 dni	457	1.034
Zapadle od 60 dni do 90 dni	24	2.873
Skupaj	1.614.882	1.717.986

Opomba: Znesek izpostavljenosti v tabeli je izražen v bruto vrednosti. Druga finančna sredstva in stanja pri centralni banki iz Izkaza finančnega položaja so ustrezno razvrščena med banke oz. stranke.

Bančna tveganja

Finančna sredstva, ki so na datum zapadlosti zapadla v plačilo, niso pa oslabljena, za Banko ne predstavljajo materialne vrednosti.

Banka za namene internega poročanja deli slabe terjatve v naslednje skupine:

- Slabe terjatve (skupina Sofferenze) – v to skupino Banka umešča terjatve, ki so slabe, stranke pa nesolventne, kar pa ni bilo nujno prepoznano s strani sodišč, strank.
- Dvomljive terjatve (skupina Incaglio) – v to skupino Banka umešča terjatve do strank, ki se soočajo z začasnimi težavami, za katere Banka predvideva, da bodo v ustreznem časovnem obdobju razrešene.
- Prestrukturirani posli (skupina Ristrutturati) – v to skupino Banka umešča posojila, katerih pogoji so bili ponovno določeni in katerih kreditna kvaliteta se kasneje ni poslabšala.
- Zapadle terjatve (skupina Past Due) – izpostavljenost do strank, ki niso vključene v ostale tri kategorije in ki zamujajo s svojimi obveznostmi za več kot 90 dni in manj kot 180 dni.

Izpostavljenost po skupinah slabih terjatev

EUR 1.000		
Razred Banke Italije	31. 12. 2014	31. 12. 2013
Zapadle terjatve (skupina Past Due)	38.888	55.584
Restrukturirani posli (skupina Ristrutturati)	63.572	48.724
Dvomljive terjatve (skupina: Incaglio)	43.172	54.607
Slabe terjatve (skupina Sofferenze)	194.007	193.469
Skupaj	339.640	352.384

Opomba: Znesek izpostavljenosti v tabeli je izražen v bruto vrednosti. Druga finančna sredstva in stanja pri centralni banki iz Izkaza finančnega položaja so ustrezno razvrščena med banke oz. stranke.

Kreditno tveganje nasprotne stranke

Kreditno tveganje je na splošno definirano kot tveganje, da nasprotna stranka v poslu ne bo izpolnila svojih obveznosti do banke v predvidenem roku. Kreditno tveganje nasprotne stranke pa je termin, ki se uporablja v povezavi s transakcijami zakladništva in vrednostnimi papirji.

Za upravljanje s kreditnim tveganjem nasprotne stranke pri izvedenih finančnih instrumentih UniCredit Banka Slovenija d.d. uporablja interni model. Izpostavljenost do posamezne nasprotne stranke ugotavljamo s pomočjo simulacije razvoja vrednosti portfelja poslov sklenjenih s stranko. Prihodnjo vrednost portfelja izračunamo na podlagi scenarijev, zasnovanih na triletni časovni vrsti volatilitnosti, korelacijah faktorjev tveganja in bodočih denarnih tokov ob upoštevanju stresnih faktorjev.

Simulacije so izračunane za vse glavne tipe poslov, torej terminske pogodbe, valutne opcije, obrestne zamenjave, strukturirani produkti, izvedeni instrumenti na blago.

Kot trenutna izkoriščenost limita oziroma izpostavljenost do nasprotne stranke se upošteva maksimum 95 % kvantilov posameznih časovnih točk v prihodnosti.

Kreditno tveganje nasprotne stranke za UniCredit Banka Slovenija d.d. glede na boniteto strank za izvedene finančne instrumente

EUR 1.000		Izpostavljenost tveganju nasprotne stranke	
Bonitetni razred		31. 12. 2014	31. 12. 2013
1		0	-
2		17.014	11.550
3		4.749	2.605
4		1.635	4.975
5		63	1.085
6		275	7.655
7		1.622	798
8		988	-
Slabe naložbe		2.400	11.448
Nerazvrščene stranke		0	2.164
Skupaj		28.746	42.279

Izpostavljenost v izvedenih finančnih instrumentih se je v primerjavi z letom 2013 zmanjšala zaradi zapadlih poslov za 32 %.

Tržna tveganja

UniCredit Banka Slovenija d.d. je pri svojem poslovanju izpostavljena tržnim tveganjem. Gre za tveganje, da poštena vrednost ali prihodnji denarni tokovi finančnega instrumenta nihajo zaradi sprememb tržnih cen.

Tržna tveganja nastanejo v primeru odprtih pozicij iz naslova obrestne izpostavljenosti, iz naslova tujih valut, iz naslova kreditnega razpona, iz naslova blaga in iz naslova lastniških vrednostnih papirjev. Vse navedeno je izpostavljeno splošnim in posebnim tržnim gibanjem ter spremembam zaradi nestanovitnosti tržnih tečajev ali cen, kot so obrestne mere, kreditni razponi, menjalni tečaji, cene blaga in cene lastniških finančnih instrumentov.

Izpostavljenost banke tržnim tveganjem

EUR 1.000		
Vsebina	31. 12. 2014	31. 12. 2013
Sredstva		
Denar v blagajni in stanje na računih pri centralni banki	350.279	245.530
Finančna sredstva, namenjena trgovanju	16.368	15.394
Finančna sredstva, razpoložljiva za prodajo	354.360	251.352
Izvedeni finančni instrumenti, namenjeni varovanju	11.950	7.008
Kreditni	1.797.196	1.913.724
Finančna sredstva v posesti do zapadlosti	13.160	13.053
Dolgoročne naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb	0	0
Skupaj	2.543.313	2.446.061
Obveznosti		
Finančne obveznosti do centralne banke	0	0
Finančne obveznosti, namenjene trgovanju	17.239	17.188
Izvedeni finančni instrumenti, namenjeni varovanju	53.415	47.356
Finančne obveznosti, merjene po odplačni vrednosti	2.253.031	2.185.970
Rezervacije	7.116	6.137
Skupaj	2.330.801	2.256.651

Metode obvladovanja tržnih tveganj

Obvladovanje tržnih tveganj vključuje vse dejavnosti, povezane s posli zakladništva in upravljanja strukture bilance Banke. Pozicije tveganja se ugotavljajo vsaj enkrat dnevno in analizirajo s strani neodvisne enote za obvladovanje tveganj, ki jih tudi primerja z odobrenimi limiti, določenimi s strani ALCO odbora. Banka se poslužuje varovanja denarnih tokov za upravljanje s tveganji obrestnih mer v skladu z MSRP.

Obvladovanje tveganj v UniCredit Banka Slovenija d.d. vključuje stalno poročanje o poziciji tveganja, postavljanju limitov in nadzoru porabe limitov ter dnevni predstavitvi rezultatov poslovanja zakladništva.

ALCO odbor vsaj enkrat letno določi limite za tržna tveganja Banke v tesnem sodelovanju z ustreznimi enotami UniCredit Bank Austria AG, Dunaj. Celoten sklop pravil za poslovanje zakladništva in upravljanje tržnih tveganj je določen v Pravilniku za finančne trge in je razdeljen na tri dele (splošni del, posebni del in del, ki velja za UniCredit Banka Slovenija d.d.). Limiti so razvrščeni v dve skupini:

- Splošni limiti za tržna tveganja: Ti so namenjeni omejitvi potrebnega notranjega kapitala za pokrivanje tržnih tveganj in za omejitev sprejemljive trgovne izgube. Limiti so določeni v skladu s planiranim dobičkom in z zmožnostjo sprejemanja tveganj. Med splošne limite za tržna tveganja Banka uvršča:
 - Limit največje dovoljene izgube, ki je definiran kot 60-dnevni kumulativni seštevek ekonomskega poslovnega izida trgovne enote;
 - Meje, ki so definirane za testiranje izjemnih situacij in predstavljajo potencialno izgubo portfelja izračunano za posamezni scenarij;
 - Tvegano vrednost (VaR), ki predstavlja potencialno izgubo premoženja v določenem obdobju izračunano z določeno stopnjo zaupanja.
- Specifični limiti za tržna tveganja: So neodvisni od splošnih limitov, vendar delujejo v povezavi z njimi. Banka jih uporablja za učinkovitejši nadzor nad posameznimi vrstami tveganj in predstavljajo mero občutljivosti tržne vrednosti finančnega instrumenta zaradi sprememb specifičnih dejavnikov tveganja.

Izpostavljenost tržnim tveganjem lahko spreminjajo le tisti, ki so pooblaščen za prevzemanje in spreminjanje pozicij.

Bančna tveganja

Limite v Banki dnevno spremlja enota za tržna tveganja. Ob vsakokratni prekoračitvi limita se nemudoma sproži proces spremljanja, obveščanja in ukrepanja, na način kot je določen v pravilniku. V procesu se določijo najprimernejši ukrepi za ponovno vzpostavitev izpostavljenosti v okviru limita. O kršitvah limitov se redno poroča na sejah ALCO odbora.

UniCredit Banka Slovenija d.d. uporablja za izračun kapitalne zahteve za tržna tveganja standardizirani pristop. Interno se za merjenje izpostavljenosti tržnim tveganjem uporablja metodologija skupine UniCredit, ki temelji na tvegani vrednosti (VaR). VaR predstavlja največjo pričakovano izgubo premoženja v določenem časovnem obdobju, izračunano z določeno stopnjo zaupanja. Za namene internega merjenja izpostavljenosti tržnim tveganjem Banka uporablja IMOD model, ki so ga razvili v skupini UniCredit. Skupina skrbi tako za dnevne izračune tvegane vrednosti kot tudi za redna testiranja modela za nazaj (back testing), redno vključitev novih produktov ter za prilagajanje modela splošnim tržnim razmeram in zakonskim zahtevam (npr. direktiva 2010/76/EU (CRD III): preseženo tveganje kapitalne zahteve (IRC), celotna mera tveganja (CRM), specifična za portfelj s korelacijo trgovanja (CTP), tvegana vrednost za izjemne situacije (sVaR)).

Model tvegane vrednosti, ki ga Banka uporablja za interno merjenje izpostavljenosti tržnim tveganjem temelji na metodi historične simulacije, ki tržno tveganje meri na podlagi preteklih podatkov (500 dni) in je izračunana ob predpostavki enodnevnega obdobja posedovanja ter z 99 % stopnjo zaupanja. Poleg tvegane vrednosti (VaR) Banka dnevno spremlja izpostavljenost obrestnim tveganjem po metodologiji obrestnih razmikov in izpostavljenost Banke spremembam v kreditni premiji (DVP) za izdajatelje dolžniških vrednostnih papirjev, ki jih Banka poseduje v svojem portfelju. Za obvladovanje tržnih tveganj Banka uporablja limite, povezane z metodologijo obrestnih razmikov po posameznih valutah in časovnih žepkih (limiti za vsoto bazičnih točk po posameznih valutah in časovnih žepkih ter limiti za vsoto vrednosti absolutnih točk) ter limite za učinke spremembe kreditne premije. Model za obvladovanje ter merjenje izpostavljenosti tržnim tveganjem (IMOD) na osnovi agregiranih podatkov dnevno zagotavlja najpomembnejše parametre tržnih tveganj za poslovanje zakladništva.

Za merjenje in spremljanje tržnih tveganj so v UniCredit Banka Slovenija d.d. prav tako pomembni sistem limitov za posamezne pozicije in analiza stresnih scenarijev. Rezultati spremljanja limitov in analiz stresnih scenarijev se redno poročajo ter obravnavajo na sejah ALCO odbora. Stresni scenariji temeljijo na predpostavkah ekstremnih premikov posameznih parametrov tržnih tveganj. UniCredit Banka Slovenija d.d. analizira učinke analiz občutljivosti ter stresnih scenarijev na rezultate poslovanja Banke in neto ekonomsko vrednost Banke.

Predpostavke analiz občutljivosti in stresnih scenarijev so odvisne od valute in likvidnosti. Rezultati stresnih scenarijev se upoštevajo pri določanju in revidiranju limitov.

Dodatni elementi sistema limitov so limiti največje dovoljene izgube. Limit največje dovoljene izgube je definiran kot 60-dnevni kumulativni seštevek ekonomskega poslovnega izida trgovalne enote. Spremljanje trendov pri dobičkih / izgubah je namenjeno predvsem zgodnjemu odkrivanju morebitnih akumuliranih izgub iz določenih pozicij. Poslovni izid zakladništva se dnevno izračunava, primerja z načrtovanimi poslovnimi rezultati in poroča vodstvu Banke. Poročanje poslovnega izida vključuje sestavine, ki se odražajo v neto prihodkih po MSRP in vrednotenju vseh pozicij po tržni vrednosti, ne glede na njihovo pripoznavanje v finančnih izkazih po MSRP ("celotni prihodki").

Z namenom preverjanja, ali so sklenjeni posli enote zakladništva skladni s trgov, UniCredit Banka Slovenija d.d. uporablja sistem MARCONIS, ki so ga razvili v skupini UniCredit. Sistem MARCONIS v celoti in sistematično pregleduje tržno usklajenost vsake posamezne transakcije zakladništva. V letu 2013 ni bilo sklenjenih poslov, ki bi bili končno ocenjeni kot neskladni s trgov. V letu 2012 je bil v sistem MARCONIS vključen modul, ki se uporablja za preverjanje transparentnosti cen (določitev minimalnih marž in maksimalnih stroškov varovanja za enoto zakladniških produktov za stranke).

Obrestno tveganje, valutno tveganje, tveganja iz naslova trgovanja z lastniškimi vrednostnimi papirji in tveganje kreditnega razpona

Rezultati internega modela, ki temelji na tvegani vrednosti (VaR) ob predpostavki enodnevnega obdobja posesti in 99 % stopnji zaupanja, so za leto 2014 na primerljivih ravneh glede na predhodno leto. Spodnja tabela prikazuje tako tvegano vrednost (skupni VaR) izračunano z upoštevanjem celotne izpostavljenosti Banke, kot tudi za posamezne komponente tvegane vrednosti (VaR), ki izhajajo iz izpostavljenosti Banke tveganju lastniških finančnih instrumentov (EQ VaR), izpostavljenosti kreditnemu tveganju dolžniških vrednostnih papirjev (Spread VaR) ter obrestnemu (IR VaR) in valutnemu (FX VaR) tveganju.

VaR UniCredit Banka Slovenija d.d. 2014 in 2013

EUR 1.000	Tvegana vrednost 2014			Tvegana vrednost 2013		
	Minimum	Maksimum	Povprečje	Minimum	Maksimum	Povprečje
IR VaR	12	452	114	77	453	221
Spread VaR	1.801	3.753	2.720	1.678	3.434	2.653
FX VaR	4	58	19	2	57	17
EQ VaR	20	2.239	1.314	1.235	2.673	2.068
Skupni VaR	2.313	3.904	3.212	2.071	3.660	2.973

UniCredit Banka Slovenija d.d. za namene internega upravljanja s tržnimi tveganji dodatno spremlja tvegano vrednost izračunano ločeno za trgovanje in bančno knjigo. V letu 2014 je povprečna tvegana vrednost izračunana na osnovi pozicij, ki so namenjene trgovanju, znašala 32.000 evrov, povprečna tvegana vrednost izračunana za pozicije v bančni knjigi pa 3.197.000 evrov.

V okviru upravljanja obrestnega tveganja se Banka izpostavlja predvsem tveganju v evrih, ameriških dolarjih in švicarskih frankih. Izpostavljenosti v omenjenih valutah so predstavljene v spodnji tabeli in vključujejo tako postavke trgovalne kot tudi bančne knjige. Obrestno tveganje Banke v valutah, ki tukaj niso prikazane, je minimalno.

Učinki premika obrestne krivulje za eno bazično točko v letu 2014

EUR	31. 12. 2014						Letni max, min, povprečje		
	Do 3 mesece	3 mesece do 1 leta	1 do 3 let	3 do 10 let	Nad 10 let	Skupaj	Letni maksimum	Letni minimum	Absolutno povprečje
CHF	(1.009)	(10.597)	8.040	(1.970)	(202)	(5.738)	8.930	(5.643)	366
EUR	(2.433)	3.929	14.723	77.926	(1.366)	92.779	29.884	(9.604)	4.373
USD	6	80	129	0	0	214	93	(336)	6
Skupaj	(3.437)	(5.708)	17.366	75.955	(1.568)	82.609	29.884	(12.365)	3.988

Učinki premika obrestne krivulje za eno bazično točko v letu 2013

EUR	31. 12. 2013						Letni max, min, povprečje		
	Do 3 mesece	3 mesece do 1 leta	1 do 3 let	3 do 10 let	Nad 10 let	Skupaj	Letni maksimum	Letni minimum	Absolutno povprečje
CHF	1.072	(658)	(551)	(1.147)	(527)	(1.811)	1.670	(3.999)	1.328
EUR	(13.934)	(7.402)	(15.180)	34.586	(247)	(2.177)	36.347	(5.267)	19.446
USD	(42)	121	14	0	0	93	93	(336)	105
Skupaj	15.051	8.181	15.745	35.733	774	4.083	36.955	3.923	21.321

Razmerje med obrestnim tveganjem v bančni knjigi in kapitalom banke je vzpostavljeno v okviru Direktive CRD IV in Uredbe CRR in od Banke zahteva primerjavo spremembe v tržni vrednosti bančne knjige kot posledice premika obrestne krivulje za dve odstotni točki s kapitalom banke. V primeru, da omenjena sprememba obrestnih mer absorbira več kot 20 % kapitala banke, lahko nadzorna institucija od banke zahteva sprejem ukrepov za omejitev tveganja.

Rezultati testiranja stresnega scenarija so pokazali, da bi nenaden vzporedni premik obrestnih mer navzdol za 2 odstotni točki absorbiral približno 1,2 % kapitala Banke, kar je občutno pod mejno vrednostjo 20 %. Trenutna investicija lastniškega kapitala je pri testiranju upoštevana kot odprta izpostavljenost tveganju.

UniCredit Banka Slovenija d.d. izračunava in spremlja poleg, v okviru Direktive CRD IV in Uredbe CRR zahtevane mere, tudi občutljivost neto obrestnih prihodkov na spremembe v obrestnem tveganju v bančni knjigi.

Po metodologiji Skupine se učinek občutljivosti neto obrestnih prihodkov na šoke v spremembi obrestnih mer meri na obrestne pozicije do enega leta, ki izhajajo iz poslovanja Banke in strateških investicijskih odločitev Banke (bančna knjiga). Na dan 31. december 2014 je izračunani učinek obrestnega šoka +100 bazičnih točk znašal 1.601.617 evrov in -603.616 evrov v primeru vzporednega premika obrestne krivulje za -100 bazičnih točk.

Poleg zgoraj omenjenih analiz občutljivosti na obrestno tveganje se dodatno izračunava in spremlja učinke občutljivosti ekonomske vrednosti Banke na različne potencialne šoke v obrestnih merah za celotno obrestno pozicijo Banke v vseh pomembnejših valutah. Pomembnejši scenariji sprememb obrestnih mer, ki so ocenjevani mesečno, so naslednji:

- Vzporedni premik obrestne krivulje +/- 200 in +/- 100 bazičnih točk.
- Spremembe v naklonu krivulje obrestnih mer so analizirane z različnim premikom na kratkoročnem delu krivulje in nasprotnim premikom na dolgoročnem delu krivulje obrestnih mer. Tako se v prvem primeru analizira učinek porasta kratkoročnih obrestnih mer in hkratnega padca dolgoročnih obrestnih mer (primer 1 v spodnji tabeli) ter v drugem primeru učinek padca kratkoročnih obrestnih mer in hkratnega porasta dolgoročnih obrestnih mer (primer 2 v spodnji tabeli).

Ob koncu leta 2014 obrestna občutljivost v EUR ostaja glavni dejavnik tveganja, vendar se je občutljivost ekonomske vrednosti Banke na obrestne šoke zmanjšala, posebno v primeru vzporednih premikov krivulje obrestnih mer, kar je razvidno iz spodnje tabele.

Bančna tveganja

Analiza občutljivosti neto ekonomske vrednosti na obrestno tveganje

Scenarij	Faktor tveganja	Rezultati stresnih scenarijev (EUR) 31. 12. 2014			Rezultati stresnih scenarijev (EUR) 31. 12. 2013		
		EUR	CHF	USD	EUR	CHF	USD
Vzporedni premik -200b.t.		(2.809.216)	917.826	9.767	(2.509.277)	96.282	(2.835)
Vzporedni premik +200b.t.		(4.115.396)	191.756	(117.497)	(300.023)	(168.970)	9.151
Vzporedni premik -100b.t.		(2.940.223)	918.247	9.775	(1.025.432)	72.520	(2.835)
Vzporedni premik +100b.t.		(1.997.561)	89.753	(58.760)	(123.004)	(87.449)	4.602
Premik Primer 1		3.319.294	/	/	(515.499)	/	/
Premik Primer 2		3.035.841	/	/	372.059	/	/

Portfelj dolžniških vrednostnih papirjev Banke združuje predvsem obveznice prvorazrednih izdajateljev, ki so uvrščene bodisi v kategorijo trgovanih vrednostnih papirjev, kategorijo papirjev razpoložljivih za prodajo ali kategorijo papirjev v posesti do zapadlosti. 83 % portfelja obveznic Banke predstavljajo na dan 31. december 2014 obveznice, katerih izdajatelj je Republika Slovenija. Banka redno spremlja položaj na finančnih trgih in ocenjuje kreditno kvaliteto izdajateljev. Poleg portfelja dolžniških vrednostnih papirjev ustvarjajo izpostavljenosti kreditnemu tveganju DVP tudi pozicije, ki izhajajo iz trgovanja s terminkimi pogodbami na DVP. Kot merilo kreditnega tveganja DVP Banka dnevno izračunava in nadzira velikost spremembe tržne vrednosti svojih portfeljev, ki bi jo povzročila morebitna sprememba kreditnih premij izdajateljev za eno bazično točko.

Učinki spremembe kreditne premije vseh izdajateljev za eno bazično točko v letu 2014

EUR		31. 12. 2014				Letni max, min, povprečje		
Zapadlost	Do 6 mesecev	Od 6 mesecev do 2 leti	2 leti do 7 let	nad 7 let	Skupaj	Letni maksimum	Letni minimum	Absolutno povprečje
Skupaj	0	0	60.764	56.939	117.703	64.027	127.457	97.838

Učinki spremembe kreditne premije vseh izdajateljev za eno bazično točko v letu 2013

EUR		31. 12. 2013				Letni max, min, povprečje		
Zapadlost	Do 6 mesecev	Od 6 mesecev do 2 leti	2 leti do 7 let	nad 7 let	Skupaj	Letni maksimum	Letni minimum	Absolutno povprečje
Skupaj	522	28.480	43.087	2.053	74.141	66.364	88.784	77.157

Banka je zgoraj predstavljeni pristop, zasnovan na analizi občutljivosti sprememb kreditnih premij, razširila z dodatnim mesečnim testiranjem šoka povečanja kreditne premije na obveznice v portfelju Banke, katerih izdajatelj je Republika Slovenija.

V primeru uresničitve stresnega testa vzporednega premika krivulje kreditnih premij za +200 bazičnih točk bi ekonomska vrednost Banke na dan 31. december 2014 rezultirala v izgubi v višini 22,9 milijona evrov, ob upoštevanju sedanje vrednosti pozicije Banke v obveznicah, katerih izdajatelj je Republika Slovenija.

UniCredit Banka Slovenija d.d. za namene upravljanja valutnega tveganja poleg tvegane vrednosti (FX VaR) dnevno spremlja in nadzira izpostavljenost Banke v posameznih tujih valutah, vključno s primerjavo dejanske dnevne izpostavljenosti z določenimi limiti za posamezno valuto. Banka je med letom 2014 imela materialne pozicije izključno v pomembnejših tujih valutah, kar je predstavljeno v spodnji tabeli.

Odporna devizna pozicija v letu 2014 in 2013

EUR 1.000		2014		2013	
Valuta		Letni maksimum v kratki poziciji	Letni maksimum v dolgi poziciji	Letni maksimum v kratki poziciji	Letni maksimum v dolgi poziciji
CHF		(4.369)	(730)	(2.807)	507
GBP		(1.031)	88	(145)	243
JPY		(1.197)	494	(495)	189
USD		(3.061)	4.007	(929)	3.953

Bilančne postavke v različnih valutah na dan 31. 12. 2014

EUR 1.000					
Vsebina	EUR	CHF	USD	Ostalo	Skupaj
Denar v blagajni in stanje na računih pri centralni banki	287.088	27.515	30.246	5.430	350.279
Finančna sredstva, namenjena trgovanju	16.362	6	0	0	16.368
Finančna sredstva, razpoložljiva za prodajo	354.360	0	0	0	354.360
Izvedeni finančni instrumenti, namenjeni varovanju	11.950	0	0	0	11.950
Kredit	1.523.709	271.534	1.952	1	1.797.196
Kredit bankam	39.686	0	1.798	0	41.484
Kredit strankam	1.478.094	265.348	128	0	1.743.570
Druga finančna sredstva	5.929	6.186	26	1	12.142
Finančna sredstva v posesti do zapadlosti	13.160	0	0	0	13.160
Opredmetena osnovna sredstva	7.327	0	0	0	7.327
Neopredmetena sredstva	18.802	0	0	0	18.802
Terjatve za davek od dohodkov pravnih oseb	7.637	0	0	0	7.637
Druga sredstva	1.637	0	16	0	1.653
SKUPAJ SREDSTVA	2.242.033	299.055	32.214	5.431	2.578.732
Finančne obveznosti, namenjene trgovanju	17.233	6	0	0	17.239
Izvedeni finančni instrumenti, namenjeni varovanju	53.345	70	0	0	53.415
Finančne obveznosti, merjene po odplačni vrednosti	2.081.906	131.792	35.223	4.110	2.253.031
Vloge bank	425.703	14	147	71	425.935
Vloge strank	1.323.603	6.642	34.244	4.022	1.368.511
Kredit bank	286.297	124.953	0	0	411.250
Podrejene obveznosti	30.110	0	0	0	30.110
Druge finančne obveznosti	16.193	183	832	17	17.225
Rezervacije	7.116	0	0	0	7.116
Druge obveznosti	3.927	1	1	1	3.930
SKUPAJ OBVEZNOSTI	2.163.528	131.869	35.223	4.112	2.334.731
Osnovni kapital	20.384	0	0	0	20.384
Kapitalske rezerve	107.760	0	0	0	107.760
Presežek iz prevrednotenja	11.222	0	0	0	11.222
Rezerve iz dobička (vključno z zadržanim dobičkom)	104.335	0	0	0	104.335
Čisti dobiček poslovnega leta	300	0	0	0	300
SKUPAJ KAPITAL	244.001	0	0	0	244.001
SKUPAJ OBVEZNOSTI IN KAPITAL	2.407.529	131.869	35.223	4.112	2.578.732

Bančna tveganja

Bilančne postavke v različnih valutah na dan 31. 12. 2013

EUR 1.000					
Vsebina	EUR	CHF	USD	Ostalo	Skupaj
Denar v blagajni in stanje na računih pri centralni banki	179.346	9.867	50.706	5.611	245.530
Finančna sredstva, namenjena trgovanju	15.299	16	78	0	15.394
Finančna sredstva, razpoložljiva za prodajo	251.352	0	0	0	251.352
Izvedeni finančni instrumenti, namenjeni varovanju	7.006	2	0	0	7.008
Kredit	1.604.810	305.081	3.833	0	1.913.724
Kredit bankam	9.413	0	3.832	0	13.245
Kredit strankam	1.592.332	303.140	0	0	1.895.472
Druga finančna sredstva	3.066	1.940	1	0	5.007
Finančna sredstva v posesti do zapadlosti	13.053	0	0	0	13.053
Opredmetena osnovna sredstva	9.163	0	0	0	9.163
Neopredmetena sredstva	19.472	0	0	0	19.472
Terjatve za davek od dohodkov pravnih oseb	11.868	0	0	0	11.868
Druga sredstva	1.989	0	4	0	1.993
SKUPAJ SREDSTVA	2.113.358	314.966	54.621	5.611	2.488.557
Finančne obveznosti, namenjene trgovanju	17.125	20	43	0	17.188
Izvedeni finančni instrumenti, namenjeni varovanju	47.214	142	0	0	47.356
Finančne obveznosti, merjene po odplačni vrednosti	1.903.262	164.541	113.193	4.974	2.185.970
Vloge bank	294.540	28.528	414	249	323.731
Vloge strank	1.154.763	5.151	112.335	4.583	1.276.833
Kredit bank	408.542	130.599	0	0	539.141
Podrejene obveznosti	30.117	0	0	0	30.117
Druge finančne obveznosti	15.301	263	443	141	16.148
Rezervacije	6.137	0	0	0	6.137
Druge obveznosti	4.187	0	3	0	4.191
SKUPAJ OBVEZNOSTI	1.977.926	164.703	113.238	4.974	2.260.842
Osnovni kapital	20.384	0	0	0	20.384
Kapitalske rezerve	107.760	0	0	0	107.760
Presežek iz prevrednotenja	-4.466	1	0	0	(4.465)
Rezerve iz dobička (vključno z zadržanim dobičkom)	104.036	0	0	0	104.036
Čisti dobiček poslovnega leta	0	0	0	0	-
SKUPAJ KAPITAL	227.714	1	0	0	227.715
SKUPAJ OBVEZNOSTI IN KAPITAL	2.205.640	164.704	113.238	4.974	2.488.557

Izvedeni finančni instrumenti

V skladu z mednarodnimi priporočili Banka izvedene finančne instrumente razvršča v pogodbe vezane na obrestno mero, pogodbe vezane na devizni tečaj, pogodbe vezane na vrednostne papirje ter kategorijo kreditnih in drugih izvedenih finančnih instrumentov. Podlaga za razvrstitev je osnovni finančni instrument, na katerega se pogodba nanaša.

V vsaki od navedenih kategorij Banka dodatno razlikuje med instrumenti, s katerimi se trguje na prostem trgu (OTC) in instrumenti, s katerimi se trguje na priznanih borzah. Večino portfelja izvedenih finančnih instrumentov Banke še vedno predstavljajo instrumenti, s katerimi se trguje na prostem trgu (OTC).

UniCredit Banka Slovenija d.d. je poslovni partner podjetjem, ki sklepajo navadne in strukturirane posle. Banka pozicije nemudoma zapre, da ne bi prekoračila vzpostavljenih limitov.

UniCredit Banka Slovenija d.d. uporablja izvedene finančne instrumente tudi za upravljanje s strukturo svoje bilance.

Za namene upravljanja portfeljev in upravljanja tveganj se pogodbe vrednotijo po trenutnih cenah z uporabo preverjenih in priznanih modelov. Tržne vrednosti izkazujejo vrednosti pogodb na dan priprave bilance, pri čemer pozitivne tržne vrednosti OTC pogodb nakazujejo obseg kreditnega tveganja nasprotne stranke, ki izhaja iz zadevne dejavnosti.

Obseg izvedenih finančnih instrumentov na dan 31. 12. 2014

v 1.000 EUR	Znesek pogodbe		Vrednotenje (pozitivno)		Vrednotenje (negativno)	
	Trgovalna knjiga	Bančna knjiga	Trgovalna knjiga	Bančna knjiga	Trgovalna knjiga	Bančna knjiga
1. IFI vezani na obrestno mero	637.163	1.212.014	11.820	11.950	12.240	22.069
a) Obrestne opcije	38.927	0	2	0	2	0
b) Enovalutne zamenjave obrestnih mer	598.236	1.212.014	11.818	11.950	12.238	22.069
2. Transakcije povezane z vrednostnimi papirji	710	0	42	0	42	0
a) Opcije vezane na lastniške vrednostne papirje	710	0	42	0	42	0
3. IFI vezani na tujo valuto in zlato	306.008	198.333	4.503	0	4.951	31.346
a) Valutne opcije	0	0	0	0	0	0
b) Medvalutne zamenjave obrestnih mer	196.765	198.333	4.468	0	1.767	31.346
c) Terminski posli na tuje valute	109.243	0	35	0	3.184	0
4. IFI vezani na blago	0	0	0	0	0	0
5. Ostali IFI	0	0	0	0	0	0
Skupaj	943.881	1.410.348	16.365	11.950	17.233	53.415

Obseg izvedenih finančnih instrumentov na dan 31. 12. 2013

v 1.000 EUR	Znesek pogodbe		Vrednotenje (pozitivno)		Vrednotenje (negativno)	
	Trgovalna knjiga	Bančna knjiga	Trgovalna knjiga	Bančna knjiga	Trgovalna knjiga	Bančna knjiga
1. IFI vezani na obrestno mero	917.306	1.684.250	10.580	7.005	9.897	20.457
a) Obrestne opcije	177.103	0	13	0	13	0
b) Enovalutne zamenjave obrestnih mer	740.202	1.684.250	10.567	7.005	9.884	20.457
2. Transakcije povezane z vrednostnimi papirji	710	0	38	0	38	0
a) Opcije vezane na lastniške vrednostne papirje	710	0	38	0	38	0
3. IFI vezani na tujo valuto in zlato	282.342	188.876	4.513	2	7.205	26.899
a) Valutne opcije	1.334	0	11	0	11	0
b) Medvalutne zamenjave obrestnih mer	197.604	188.876	3.004	2	7.063	26.899
c) Terminski posli na tuje valute	83.404	0	1.499	0	132	0
4. IFI vezani na blago	234	0	51	0	43	0
5. Ostali IFI	0	0	0	0	0	0
Skupaj	1.200.592	1.873.126	15.182	7.008	17.183	47.356

Bančna tveganja

Likvidnostno tveganje

Likvidnostno tveganje je tveganje, da banka ni sposobna pravočasno poravnati svojih plačilnih obveznosti, ki nastopijo ob zapadlosti njenih finančnih virov, ali ni zmožna nadomestiti finančnih virov v primeru, da pride do njihovega nenadnega odtoka. Posledica je lahko neizpolnitev obveznosti do strank pri izplačilu depozitov in črpanju odobrenih kreditnih linij.

Likvidnostno tveganje je inherentna sestavina bančnega poslovanja in ga lahko sprožijo dogodki neposredno povezani z zadevno institucijo, kot so denimo znižanje kreditne bonitete ali pa dogodki na trgu, ko nastopijo večje sistemske napake ali motnje v delovanju kapitalskih in denarnih trgov.

UniCredit Banka Slovenija d.d. obravnava likvidnostno tveganje kot centralno tveganje v bančnem poslovanju in z njim upravlja na celovit in strukturiran način. Postopki, odgovornosti in linije poročanja na področju likvidnosti so zapisane v likvidnostni politiki in vključujejo tudi krizni načrt v primeru likvidnostne krize.

Banka zmanjšuje likvidnostno tveganje na naslednje načine:

- s podrobnim planiranjem kratkoročne in srednjeročne ter dolgoročne likvidnosti;
- z učinkovito politiko upravljanja z likvidnostjo v zaostrenih likvidnostnih razmerah s poudarkom na uresničljivem ter ustreznem kriznem načrtu;
- z zadostno likvidnostno rezervo za primere nepričakovanih odlivov;
- z rednim izvajanjem ustreznih stresnih scenarijev.

Glavni komponenti upravljanja z likvidnostnim tveganjem v Banki sta upravljanje s kratkoročno likvidnostjo in upravljanje s strukturno likvidnostjo. Poleg rednih aktivnosti spremljanja in upravljanja pozicij obe vključujeta analizo scenarijev in testiranje izjemnih situacij.

Kratkoročna likvidnost

S kratkoročno likvidnostjo Banka razume upravljanje likvidnosti znotraj delovnega dne in upravljanje z dnevnimi potrebami po refinanciranju Banke. Prvi pristop je osredotočen na dostop do zadostne likvidnosti tekom dneva za pokrivanje vseh obveznosti do plačilnih in poravnalnih sistemov ter vključuje sprotno spremljanje obsežnejših plačil in velikosti zavarovanja v plačilnih sistemih.

Dnevne potrebe po refinanciranju Banka pokriva z aktivnim sodelovanjem na medbančnem trgu v odvisnosti od tržnih gibanj in dejavnikov identificiranih v mesečnem načrtu refinanciranja. Dnevno nadziranje presežkov in primanjkljajev v kratkoročni likvidnosti zagotavlja, da so dnevne potrebe po refinanciranju omejene.

Za namene upravljanja kratkoročnega likvidnostnega tveganja ima Banka vzpostavljen limitni sistem za zapadlosti do treh mesecev z dnevnim spremljanjem koriščenosti limitov. Limiti omejujejo pretirane volumne odprtih pozicij po posameznih zapadlostih in za posamezne valute z namenom, da se omeji tveganje refinanciranja v primeru nelikvidnega trga določene tuje valute.

Strukturna likvidnost

Upravljanje s strukturno likvidnostjo dopolnjuje upravljanje s kratkoročno likvidnostjo. Pokriva razširjen časovni horizont, od zapadlosti preko noči do končnih zapadlosti dolgoročnih sredstev in obveznosti banke, ter obravnava vidike časa do zapadlosti, valutne usklajenosti ter koncentracije. Celotna strukturna likvidnost se analizira v standardnem scenariju likvidnosti ter scenarijih likvidnostne krize na trgu in likvidnostne krize specifične za banko. Prekomerna strukturna neskladja so preprečena s spremljanjem položaja na ravni posameznih valut, kar hkrati znižuje občutljivost banke na položaj trga medvalutnih zamenjav. Količnike strukturne likvidnosti ter izpostavljenosti glede na limite Banka spremlja tedensko in redno obravnava na sejah ALCO odbora.

Testiranje stresnih scenarijev

Da bi zagotovili kontinuirano poslovanje med obdobji izredno negativnega razvoja dogodkov, Banka izvaja testiranje različnih stresnih scenarijev. Glavni scenarij je definiran kot kombinacija negativnega razvoja dogodkov na celotnem bančnem trgu (kriza na trgu) in krizo imena specifično za UniCredit S.p.A. Časovni okvir definiran znotraj kombiniranega scenarija je en mesec. Rezultat kombiniranega scenarija služi Banki tudi kot pomembna mera v okviru določanja za Banko sprejemljivega obsega prevzemanja tveganj. Stresni scenariji se izvajajo tedensko, rezultati testiranja scenarijev pa se mesečno obravnavajo na sejah ALCO odbora. Z oblikovanjem zadostnega obsega virov financiranja Banka zagotavlja, da njene potencialne kapacitete za refinanciranje presegajo potrebe po likvidnosti v definiranih stresnih scenarijih.

Letni načrt financiranja

Letni načrt financiranja pripravljamo enkrat letno z namenom ohranjanja primernega ravnovesja med sredstvi in obveznostmi različnih ročnosti. Priprava načrta financiranja temelji na analizi sredstev in obveznosti in njihovega vpliva tako na kratkoročno kot strukturno likvidnost banke. V tem kontekstu predstavlja letni načrt financiranja zelo pomembno vlogo pri celovitem upravljanju z likvidnostjo banke. Spremljanje izpolnjevanja letnega načrta financiranja se izvaja kontinuirano v okviru procesa spremljanja gibanja sredstev in obveznosti.

Politika upravljanja z likvidnostjo v zaostrenih likvidnostnih razmerah

Kljub temu, da je verjetnost nastanka likvidnostne krize tipično nizka, pa zaradi močnega vpliva na poslovanje Banke zahteva poseben pristop pri upravljanju Banke. V primeru likvidnostne krize je ključno, da Banka reagira hitro na novo nastale razmere in na ta način minimizira morebitne negativne krizne učinke. Namen politike upravljanja z likvidnostjo v zaostrenih likvidnostnih razmerah je zagotoviti ustrezen model upravljanja Banke v takšnih situacijah.

Eden izmed osnovnih elementov te politike je krizni načrt, ki je sestavljen iz nabora možnih ukrepov, ki so Banki na voljo v primeru nastopa likvidnostne krize. Vsak ukrep tipično vključuje opis instrumenta zagotavljanja likvidnosti, z oceno velikosti učinka na likvidnost ter predstavitev časovnice učinkovanja.

Ocena likvidnostnega položaja ob koncu leta

Kljub težki situaciji na globalnem in lokalnem trgu je Banka skozi celotno leto 2014 vzdrževala ustrezen likvidnostni profil. Pomemben vir financiranja ostaja likvidnostni center pri UniCredit Bank Austria AG, Dunaj, kjer se Banka refinancira po tržnih pogojih.

Banka upravlja z neusklajenostjo zapadlosti sredstev in obveznosti tako, da ima oblikovano zadostno likvidnostno rezervo v obliki vrednostnih papirjev in kreditov, ki sodijo med primerno finančno premoženje po merilih ECB.

Razkritja obremenitev sredstev na dan 31.12.2014

EUR 1.000				
Sredstva	Knjigovodska vrednost obremenjenih sredstev	Poštена vrednost obremenjenih sredstev	Poštена vrednost obremenjenih sredstev	Poštена vrednost obremenjenih sredstev
Sredstva institucije poročevalke	280.394		2.298.338	
Lastniški instrumenti	0	0	233	233
Dolžniški vrednostni papirji	11.882	11.882	355.405	354.713
Druga sredstva	268.512		1.942.700	

EUR 1.000		
Obremenjena sredstva/prejeto zavarovanje s premoženjem in povezane obveznosti	Povezane obveznosti, pogojne obveznosti ali posojeni vrednostni papirji	Sredstva, prejeta zavarovanja s premoženjem in izdani lastni dolžniški vrednostni papirji, razen kritih obveznic in s premoženjem zavarovanih vrednostnih papirjev, ki so obremenjeni
Knjigovodska vrednost izbranih finančnih obveznosti	252.509	268.512

Bančna tveganja

Bilanca stanja po zapadlosti na dan 31. 12. 2014

EUR 1.000							
Vsebina	Skupaj	Na vpogled	Do 1 meseca	Od 1 - 3 mesecev	Od 3 - 12 mesecev	Od 1 - 5 let	Nad 5 let
Denar v blagajni in stanje na računih pri centralnih bankah in vpogledne vloge pri bankah	350.279	350.279	0	0	0	0	0
Finančna sredstva, namenjena trgovanju	16.368	0	1.144	798	2.926	7.482	4.018
Finančna sredstva, razpoložljiva za prodajo	393.595	0	126	9.407	11.102	272.929	100.031
Izvedeni finančni instrumenti, namenjeni varovanju	11.950	0	7	32	658	1.695	9.558
Kredit	1.956.050	0	97.375	54.398	405.042	715.418	683.817
Kredit bankam	41.530	0	396	968	38.764	1.402	0
Kredit strankam	1.902.378	0	84.901	53.373	366.271	714.016	683.817
Druga finančna sredstva	12.142	0	12.078	57	7	0	0
Finančna sredstva v posesti do zapadlosti	14.332	0	0	520	0	13.812	0
Opredmetena osnovna sredstva	7.327	0	0	0	0	0	7.327
Neopredmetena dolgoročna sredstva	18.802	0	0	0	0	0	18.802
Terjatve za davek od dohodkov pravnih oseb	7.637	0	0	0	0	7.637	0
Terjatve za davek	0	0	0	0	0	0	0
Odložene terjatve za davek	7.637	0	0	0	0	7.637	0
Druga sredstva	1.653	0	46	1.515	85	3	4
Skupaj sredstva (1)	2.777.993	350.279	98.698	66.670	419.813	1.018.976	823.557
Finančne obveznosti, namenjene trgovanju	17.239	0	1.144	766	3.314	7.319	4.696
Izvedeni finančni instrumenti, namenjeni varovanju	53.415	0	0	61	1.757	41.859	9.738
Finančne obveznosti, merjene po odplačni vrednosti	2.260.282	723.427	568.163	324.212	231.280	315.100	98.100
Vloge bank in centralnih bank	426.973	7.913	140.252	60.225	40.891	82.692	95.000
Vloge strank	1.373.879	715.514	348.212	88.266	180.702	38.791	2.394
Kredit bank in centralnih bank	412.045	0	66.686	174.530	6.506	163.617	706
Podrejene obveznosti	30.160	0	160	0	0	30.000	0
Druge finančne obveznosti	17.225	0	12.853	1.191	3.181	0	0
Rezervacije	7.116	0	418	193	1.975	3.077	1.453
Druge obveznosti	3.930	0	71	122	2.266	863	608
Osnovni kapital	20.384	0	0	0	0	0	20.384
Kapitalske rezerve	107.760	0	0	0	0	0	107.760
Akumulirani drugi vseobsegajoči donos	11.222	0	0	0	0	0	11.222
Rezerve iz dobička (vključno z zadržanim dobičkom)	104.335	0	0	0	0	0	104.335
Zadržani dobiček / izguba (vključno s čistim dobičkom / izgubo poslovnega leta)	300	0	0	0	0	0	300
Skupaj obveznosti in kapital (2)	2.585.983	723.427	569.796	325.354	240.592	368.218	358.596
Neusklajenost (1)-(2)	192.010	(373.148)	(471.098)	(258.684)	179.221	650.758	464.961

Opomba: V tabeli so prikazane nediskontirane postavke izkaza finančnega položaja Banke.

Bilanca stanja po zapadlosti na dan 31. 12. 2013

EUR 1.000							
Vsebina	Skupaj	Na vpogled	Do 1 meseca	Od 1 - 3 mesecev	Od 3 - 12 mesecev	Od 1 - 5 let	Nad 5 let
Denar v blagajni in stanje na računih pri centralnih bankah in vpogledne vloge pri bankah	245.532	205.530	40.002	0	0	0	0
Finančna sredstva, namenjena trgovanju	15.398	0	741	552	1.910	11.194	1.001
Finančna sredstva, razpoložljiva za prodajo	281.320	0	438	7.298	15.121	194.561	63.902
Izvedeni finančni instrumenti, namenjeni varovanju	7.008	0	136	2	542	1.844	4.484
Kredit	2.086.445	0	131.466	71.989	313.218	800.347	769.425
Kredit bankam	13.266	0	6.249	547	4.898	1.572	0
Kredit strankam, ki niso banke	2.068.172	0	120.331	71.329	308.312	798.775	769.425
Druga finančna sredstva	5.007	0	4.886	113	8	0	0
Finančna sredstva v posesti do zapadlosti	14.746	0	0	520	0	14.226	0
Opredmetena osnovna sredstva	9.163	0	0	0	0	0	9.163
Neopredmetena dolgoročna sredstva	19.472	0	0	0	0	0	19.472
Terjatve za davek od dohodkov pravnih oseb	11.868	0	0	0	1.004	10.864	0
Terjatve za davek	1.004	0	0	0	1.004	0	0
Odložene terjatve za davek	10.864	0	0	0	0	10.864	0
Druga sredstva	1.993	0	888	1.049	47	0	9
Skupaj sredstva (1)	2.692.945	205.530	173.671	81.410	331.842	1.033.036	867.456
Finančne obveznosti, namenjene trgovanju	17.188	0	660	532	2.700	12.411	885
Izvedeni finančni instrumenti, namenjeni varovanju	47.356	0	16	34	143	33.508	13.655
Finančne obveznosti, merjene po odplačni vrednosti	2.200.005	593.308	360.563	170.437	235.766	665.699	174.232
Vloge bank in centralnih bank	325.223	7.792	500	57.223	29.817	74.891	155.000
Vloge strank, ki niso banke	1.287.831	585.516	346.872	112.564	194.396	46.974	1.509
Kredit bank in centralnih bank	540.630	0	27	344	8.702	523.834	7.723
Podrejene obveznosti	30.173	0	173	0	0	20.000	10.000
Druge finančne obveznosti	16.148	0	12.991	306	2.851	0	0
Rezervacije	6.137	0	1.312	391	1.001	2.024	1.409
Druge obveznosti	4.191	0	1.776	21	289	1.810	295
Osnovni kapital	20.384	0	0	0	0	0	20.384
Kapitalske rezerve	107.760	0	0	0	0	0	107.760
Akumulirani drugi vse obsegajoči donos	(4.465)	0	0	0	0	0	(4.465)
Rezerve iz dobička (vključno z zadržanim dobičkom)	104.036	0	0	0	0	0	104.036
Zadržani dobiček / izguba (vključno s čistim dobičkom / izgubo poslovnega leta)	0	0	0	0	0	0	0
Skupaj obveznosti in kapital (2)	2.502.592	593.308	364.327	171.415	239.899	715.452	418.191
Neusklajenost (1)-(2)	190.353	(387.778)	(190.656)	(90.005)	91.943	317.584	449.265

Opomba: V tabeli so prikazani nediskontirane postavke izkaza finančnega položaja Banke.

Bančna tveganja

Merjenje poštene vrednosti

Merjenje poštene vrednosti (MSRP 13) razkritja knjigovodskih postavk za instrumente, ki niso merjeni po pošteni vrednosti v izkazu finančnega položaja

EUR 1.000			
Vsebina	Knjigovodska vrednost	Poštena vrednost (raven 2) *	Poštena vrednost (raven 3) *
Sredstva			
Denar v blagajni in stanje na računih pri centralni banki	350.279	360.279	
Finančna sredstva v posesti do zapadlosti	13.160	13.938	
Kreditni bankam	41.484	37.909	3.580
Kreditni strankam, ki niso banke	1.594.721	639.359	1.110.850
Skupaj	1.999.644	1.041.485	1.114.430
Obveznosti			
Finančne obveznosti do centralne banke	0	0	0
Podrejene obveznosti	30.110	0	28.746
Vloge bank	837.185	517.278	310.006
Vloge strank, ki niso banke	1.368.511	351.397	1.018.615
Lastni deleži	0	0	0
Skupaj	2.235.806	868.675	1.357.367

Zgoraj navedeni finančni instrumenti niso vodeni po pošteni vrednosti. Za te instrumente se poštena vrednost izračuna samo za potrebe poročanja in ne vpliva na bilanco stanja ali poslovni izid. Izračun poštene vrednosti je v skladu z metodologijo diskontiranja denarnih tokov za oceno sedanje vrednosti finančnega instrumenta, ki je predmet tveganja nepoplačila. Tveganje denarnih tokov je upoštevano z uporabo uteži pri diskontnih faktorjih, s katerimi se upošteva kreditno in časovno komponento.

* Raven 2: Poštena vrednost se določi na osnovi modelov vrednotenja, ki temeljijo predvsem na tržnih podatkih. Raven 2 vključuje tudi finančna sredstva, katerih poštena vrednost je določena na osnovi kotirane cene za identičen instrument, vendar zanje ne obstaja delujoč trg.

* Raven 3: Poštena vrednost se določi na osnovi modelov vrednotenja, ki ne temeljijo na zaznavnih tržnih podatkih. Vložek se šteje kot zaznavni vložek, če je tržna cena neposredno na razpolago ali jo je možno izpeljati iz tržne cene. Primeri vložkov za Raven 3 so denimo pretekle volatilitosti ali obrestne mere za valute ter zapadlosti, za katere niso na razpolago finančni instrumenti s tržno ceno. Če vrednost finančnega instrumenta temelji na dejavnih, za katere tržna cena ni na razpolago, lahko ob koncu obdobja poročanja vrednost teh dejavnikov izberemo iz nabora razumnih možnih alternativ. Za namen priprave finančnih izkazov so razumne vrednosti, ki so izbrane za takšne vložke, za katere ni na voljo tržne cene, usklajene s prevladujočimi razmerami na trgu ter s pristopom Banke, kar zadeva kontrolo vrednotenja.

Operativno tveganje

Okvir operativnega tveganja

Operativno tveganje je opredeljeno kot tveganje zaradi neustreznih ali neuspešnih internih procesov, nepravilnega ravnanja oseb, neustreznih ali neuspešnih notranjih sistemov in zunanjih dogodkov, ki ne izhajajo iz kreditnega, tržnega in likvidnostnega tveganja. Med operativna tveganja štejemo tudi pravna tveganja in tveganja povezana s skladnostjo poslovanja, izključena pa so strateška tveganja in tveganja ugleda.

Za nadzor, zmanjševanje in kontrolo operativnega tveganja je Banka vzpostavila celovit okvir za ocenjevanje in upravljanje z operativnim tveganjem in učinkovitimi kontrolnimi okoljem. Banka se osredotoča na proaktivno odkrivanje in zmanjševanje operativnega tveganja in z njim povezanih dogodkov. Cilj Banke je obdržati izpostavljenost operativnemu tveganju na ustrezno nizki ravni, v luči njenih finančnih prednosti, značilnosti njenega poslovanja, trgov na katerih posluje, konkurenčnosti okolja in regulatornih omejitev, ki jim je izpostavljena. Ključni poudarki so transparentnost informacij, eskalacija glavnih problemov in določitev odgovornosti za njihovo ustrezno reševanje.

Pristop Banke pri upravljanju z operativnim tveganjem je namenjen zmanjševanju izgub z vpeljavo tradicionalnih pristopov, ki temeljijo na kontroli in vpeljavo dodatnih metod, orodij in pravil, ki so prilagojeni vrsti tveganja, dosledno uporabljeni in izkoriščani. Najpomembnejše orodje pri omejevanju in zmanjševanju tveganja in dejanskih izgub je širitev kulture zavedanja o operativnem tveganju na vseh ravneh v Banki.

Upravljalci operativnega tveganja

Celotna organizacija ter razdelitev pristojnosti in odgovornosti na področju upravljanja operativnega tveganja z vidika ocenjevanja / merjenja, spremljanja in obvladovanja operativnega tveganja je v UniCredit Banka Slovenija d.d. definirana na način, ki omogoča in zagotavlja pravočasno evidentiranje ter poročanje nastalih dogodkov operativnega tveganja, pravočasno vpeljevo ukrepov z namenom preprečitve nastanka škodnih dogodkov in učinkovito spremljanje ter obvladovanje operativnega tveganja.

Uprava Banke je odgovorna za učinkovit pregled in razumevanje izpostavljenosti operativnemu tveganju. Uprava Banke in višje vodstvo so prav tako odgovorni za preverjanje, ali sta merjenje in sistem nadzora operativnega tveganja močno integrirana v dnevni proces obvladovanja tveganj Banke.

Ključni organ v Banki za sprejemanje odločitev, povezanih z operativnim tveganjem, je odbor za operativno tveganje. Na sestankih odbora za operativno tveganje se podrobno analizirajo nastali škodni dogodki v Banki, vključno z analizo o možnih izboljšavah procesov / produktov / sistemov znotraj Banke. Na osnovi poročil o operativnem tveganju, člani Odbora za operativno tveganje predlagajo in nadzirajo procedure za kontrolo in spremljanje operativnega tveganja. Uprava Banke je redno obveščena o vseh pomembnih dogodkih operativnega tveganja, pomembnih temah, spremembah ter novostih in o morebitnih kršitvah na področju operativnega tveganja.

V skupini UniCredit je ključni organ odbor za operativno tveganje, ki vsako četrletje zaseda na Dunaju in se ga udeležujejo vse posamezne banke v Skupini. Odbor ima funkcijo spremljanja in svetovanja na naslednjih področjih: profili in dejavniki tveganja; struktura in definicija limitov; spremembe upravljalkega in kontrolnega okolja za operativna tveganja; strategije za izboljšanje učinkovitosti na področju operativnih tveganj; obravnava akcijskih načrtov za implementacijo dodatnih kontrol / ukrepov, vključno z določitvijo odgovornih enot za njihovo izvedbo in spremljanje v zvezi z ugotovitvami letnega ocenjevanja primernosti sistema upravljanja operativnega tveganja na nivoju celotne skupine UniCredit, kot tudi priporočil notranje revizije; ter tudi obravnava tem s področja tveganj ter izvajanja procesa ocenjevanja notranjega kapitala banke (ICAAP).

Odbor za operativno tveganje v skupini UniCredit ima tudi pooblastila za presojo in odobritev za naslednja področja: regulativa in odobranje politik s področja operativnega tveganja in tveganja ugleda; kontrolni in korektivni ukrepi za izravnavanje pozicij na področju operativnega tveganja v skupini UniCredit; strategije v zvezi z zavarovanji in zavarovalnimi policami na področju skupine UniCredit; metodologije za merjenje in upravljanje ter kontrolo operativnih tveganj; odobranje politik in regulative s področja tveganja ugleda v primerih nekaterih panog ekonomije (t.i. 'sive cone'), ko je potrebna dodatna presoja za to odgovornih odborov.

Funkcija upravljanja operativnega tveganja poteka znotraj samostojne skupine za operativno tveganje, v okviru divizije Upravljanje s tveganji, v tesnem sodelovanju z ostalimi upravitelji operativnega tveganja, ki so imenovani za vsako poslovno divizijo in štabno službo. Skupina za operativno tveganje zagotavlja redno kontrolo nad operativnim tveganjem in je odgovorna za identifikacijo, ocenjevanje, nadzor in zmanjševanje ter kontrolo operativnega tveganja. Skupina je vključena tudi v postopek vpeljave novih produktov. Upravitelji operativnega tveganja so odgovorni za vzpostavitev ustreznih ukrepov za zmanjšanje in preprečevanje operativnega tveganja ter sklenitev morebitnega zavarovanja pred tveganjem. Vsako leto skupina za operativno tveganje organizira tudi celodnevno delavnico za vse upravitelje operativnih tveganj v Banki z namenom predstavitev pomembnih aktualnih dogajanj in novosti, s čimer se utrjuje znanje upraviteljev operativnih tveganj in skrbi za krepitev zavedanja o pomenu aktivnega nadzora in upravljanja operativnega tveganja.

Sistem merjenja operativnega tveganja

Od septembra 2009 Banka uporablja napredni pristop (Advanced Measurement Approach – AMA pristop) za merjenje in izračun kapitalске zahteve za operativno tveganje. Napredni model izračuna kapitalске zahteve za operativno tveganje so razvili na ravni skupine UniCredit. Model uporablja kombinacijo notranjih podatkov, zunanjih podatkov, analize scenarijev in dejavnikov, ki odražajo poslovno okolje in notranje kontrole.

Okvir spremljanja operativnega tveganja predstavlja aplikacija Application for Risk Gauging Online (v nadaljevanju: ARGO). Gre za programsko orodje, ki so ga razvili v okviru Skupine in je namenjeno spremljanju operativnega tveganja. ARGO združuje posamezne sestavine okvira upravljanja operativnega tveganja v enotno orodje, ki temelji na intranetu. ARGO obsega zajemanje, poročanje in analiziranje podatkov, povezanih z operativnim tveganjem, ki omogočajo identifikacijo tveganj, merjenje, nadzor, poročanje in analizo in na ta način omogočajo učinkovito upravljanje Banke z operativnim tveganjem.

Mreža neodvisnih funkcij in skupin, ki so vključene v upravljanje in kontrolo tveganj, zagotavlja upravi Banke zadostne informacije za upravljanje z operativnim tveganjem. V letu 2012 je bila ustanovljena posebna delovna skupina v okviru odbora za operativna tveganja, ki zagotavlja redno spremljanje ukrepov za zmanjšanje operativnih tveganj in aktivnosti ter ugotovitev na posameznih ravneh upravljanja v Banki. Vsako četrletje skupina pripravi posebno poročilo s pregledom vseh sprejetih in planiranih ukrepov za zmanjšanje operativnih tveganj na vseh ravneh upravljanja po posameznih poslovnih področjih in redno spremlja izvajanje tovrstnih ukrepov v Banki.

Bančna tveganja

Sistem za ocenjevanje in merjenje operativnih tveganj temelji na štirih ključnih elementih: zbiranje in analiziranje notranjih dogodkov operativnega tveganja, zunanji dogodki operativnega tveganja, letna analiza scenarijev operativnega tveganja in redno spremljanje dejavnikov / indikatorjev tveganja.

Zbiranje škodnih dogodkov

Škodni dogodki se zbirajo od leta 2002 in so prispevali k:

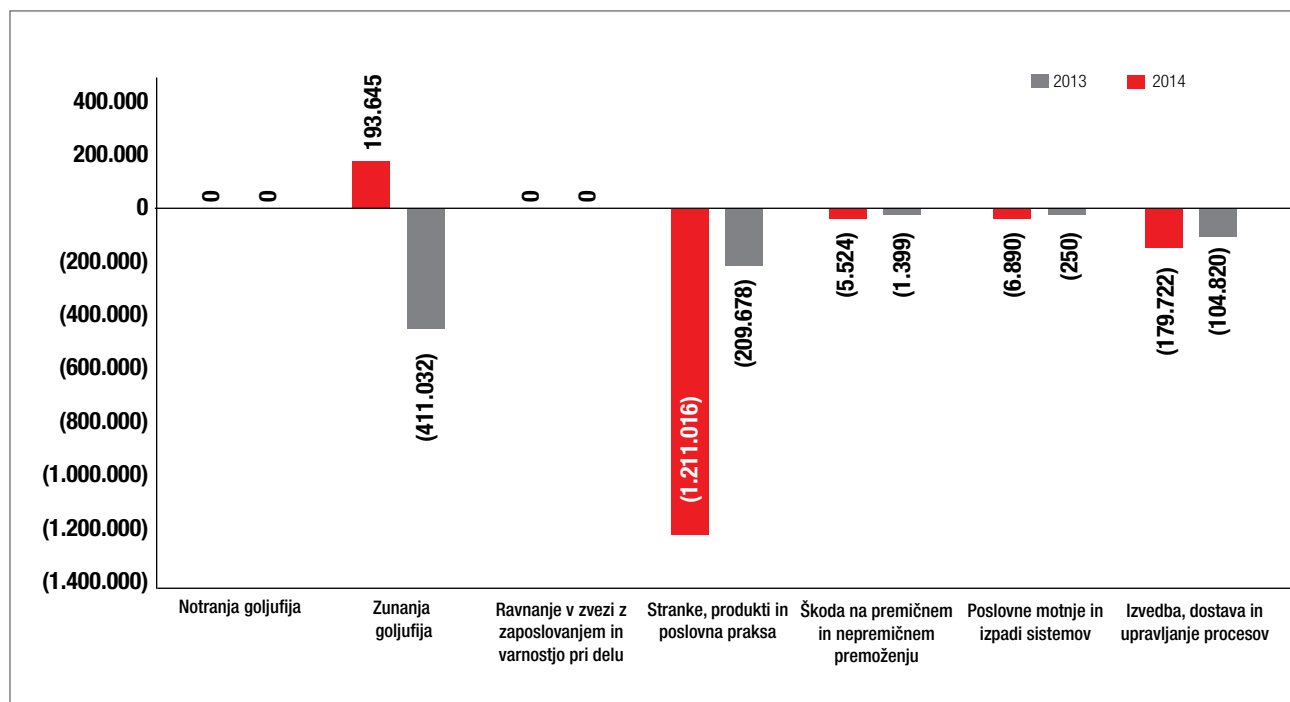
- širitvi zavedanja o operativnem tveganju na vseh ravneh v Banki,
- pridobivanju izkušenj pri samem pojmovanju operativnega tveganja in orodjih,
- poglobljenem razumevanje o vključenosti / povezanosti različnih tveganj v poslovni proces.

Aktivnosti identifikacije, beleženja, zbiranja, potrjevanja in poročanja škodnih dogodkov so organizirane decentralizirano, na ravni organizacijskih enot v Banki. Banka zbira vse izgube in dobičke, ki so povezani z dogodki operativnih tveganj, z zneskom nad 100 evrov in vse potencialne izgube nad 10.000 evrov. Vsak dogodek operativnega tveganja se uvrsti v eno izmed sedmih kategorij tveganja po Basel II standardih (ORX standard):

- notranja goljufija,
- zunanja goljufija,
- ravnanje v zvezi z zaposlovanjem in varnostjo pri delu,
- stranke, produkti in poslovna praksa,
- škoda na premičnem in nepremičnem premoženju,
- poslovne motnje in izpadi sistemov,
- izvedba, dostava in upravljanje procesov.

Izgube operativnih tveganj se redno usklajujejo z računovodskimi izkazi, da bi s tem zagotovili popolnost zbranih izgub iz operativnih tveganj.

Delež neto izgub iz operativnega tveganja po kategorijah tveganja



Banka se zavzema za uvedbo ukrepov, s katerimi upravlja in zmanjšuje izpostavljenost operativnemu tveganju in preprečuje nastanek podobnih škodnih dogodkov v prihodnosti. Vpeljava ukrepov za zmanjševanje operativnega tveganja se redno nadzira.

Indikatorji tveganja

Indikatorji tveganja so numerične spremenljivke, katerih trend je povezan z izpostavljenostjo procesov operativnemu tveganju. Indikatorji tveganja so merljivi podatki oziroma kazalniki, ki odražajo izpostavljenost operativnemu tveganju: vrednost indikatorja mora biti povezana s spremembo v velikosti tveganja. Redno spremljanje indikatorjev tveganja omogoča pridobitev informacije o povečanju tveganja za nastanek škodnega dogodka

tako funkciji upravljanja z operativnim tveganjem kot tudi lastnikom procesov in osebam, ki so neposredno zadolžene za upravljanje s tveganjem na način, da ima lastnik procesa še dovolj časa, da z uvedbo ukrepa prepreči nastanek škodnega dogodka.

Proces izbora indikatorjev vključuje funkcijo upravljanja z operativnim tveganjem in lastnike procesa. Proces temelji na analizi internih podatkov o izgubah, zunanjih dogodkih (iz baze ORX, ki vključuje operativne dogodke celotne svetovne ekonomije), scenarijev ter analizi notranjih kontrol in strokovnjakovih pobudah za procese, mnenju notranje revizije ter spremembah v poslovnemu okolju.

Analiza scenarijev

Namen analize scenarijev je oceniti stopnjo izpostavljenosti Banke operativnemu tveganju zaradi možnih dogodkov operativnega tveganja, ki se zgodijo z majhno verjetnostjo, vendar takrat lahko povzročijo Banki visoke izgube. Pri analizi scenarijev analiziramo pretekle dogodke operativnega tveganja, ki so se zgodili znotraj Banke, v skupini UniCredit ter zunanje dogodke iz baze ORX, prekoračitve pri indikatorjih tveganja, predvsem pa se pri definiranju najbolj relevantnih / možnih črnih scenarijev za Banko upošteva oceno ključnih zaposlenih, ki imajo največ znanja in izkušenj na svojem področju delovanja ter predloge notranje revizije in vodstva Banke. Rezultati v smislu najslabšega možnega scenarija, kritičnih procesov, predlogov ukrepov za zmanjšanje tveganja ali učinkov na tvegani kapital so posebej opisani v poročilih scenarijev.

Interna ocena

Glavni namen letnega procesa internega ocenjevanja je ocenitev primernosti sistema upravljanja operativnega tveganja kot tudi ocenitev skladnosti s standardi skupine UniCredit in z regulatornimi zahtevami za uporabo naprednega pristopa za merjenje kapitalne zahteve za operativno tveganje.

Cilj letne interne ocene je identifikacija glavnih značilnosti posameznih operativnih tveganj, ki so specifični za naše okolje in ocenjevanje ustreznosti vzpostavljenega kontrolnega okolja. V primeru ugotovljenih pomanjkljivosti se izdela akcijski načrt za implementacijo dodatnih kontrol / ukrepov, vključno z določitvijo odgovornih enot za njihovo izvedbo in spremljanje, skladno z načrtanim časovnim okvirjem.

Pravna tveganja in tveganja skladnosti

Banke so visoko regulirane finančne ustanove in s strani pristojnih organov tudi stalno nadzorovane, saj prinašajo in nosijo sistemsko tveganje. Banka je v okviru svojega poslovanja in delovanja izpostavljena pravnemu tveganju in tveganju skladnosti (compliance risk).

Pravno tveganje je tveganje nastanka izgube, zaradi kršenja ali nepravilnega upoštevanja zakonov, podzakonskih aktov, navodil, priporočil, sklenjenih pogodb, dobre bančne prakse ali etičnih norm. Tveganje skladnosti je tveganje finančne izgube, izgube ugleda ali nastopa posameznih regulatornih ukrepov ali sankcij zaradi neskladnosti ravnanja banke z zakoni, drugimi zunanjimi in notranjimi predpisi ter relevantnimi standardi in kodeksi poslovanja.

Naš namen je identificirati, upravljati, nadzirati in zmanjševati pravna tveganja in tveganja skladnosti, ki jim je Banka izpostavljena. Banka si prizadeva aktivno zmanjševati zgoraj navedena tveganja skozi njihovo prepoznavanje, vzpostavitev ustreznih standardov in postopkov za njihovo upravljanje, kot tudi z zagotavljanjem skladnosti preko ukrepov in postopkov aktivnega nadzora.

Politika obvladovanja pravnih tveganj in tveganja skladnosti je vpeljana skozi identifikacijo le-teh in s ponavljajočim rednim ter sistematičnim pregledom področij, kjer je bilo ugotovljeno, oziroma je prisotno tovrstno tveganje ter z določitvijo odgovornosti za razvoj ustreznih postopkov za upravljanje in zmanjševanje tveganj in skozi vzpostavitev postopkov za nadzor skladnosti, upoštevajoč zahtevane standarde.

Pravnemu tveganju in tveganju skladnosti se ne moremo v celoti izogniti in ju povsem izničiti ter ju je tudi zelo težko vnaprej napovedati. Banka je sicer vključena v izrazito majhno število pravnih postopkov / sporov, ki niso pogojeni s položajem Banke za izterjavo svojih terjatev do strank. Banka ima vzpostavljeno funkcijo skladnosti poslovanja, ki poleg izvajanja redne ocene tveganja skladnosti izvaja tudi sistem drugostopenjskih notranjih kontrol, s pomočjo katerih aktivno upravlja s tveganjem skladnosti, pri čemer ima vpeljan tudi sistem nadzora konfliktov interesov, t.i. »whistleblowing-a«, ter protikorupcijske ukrepe.

Poslovno tveganje

Poslovno tveganje je opredeljeno kot neugodna in nepričakovana sprememba obsega poslovanja in / ali marž, ki jih ni mogoče pripisati drugim vrstam tveganj, ter ima za posledico nihanje prihodkov in stroškov brez upoštevanja izrednih dogodkov. Spremembe obsega poslovanja so lahko rezultat nepričakovanega razvoja tržnih gibanj, nepričakovanega vedenja strank, novih tržnih udeležencev / produktov ali spremembe zakonodaje.

Bančna tveganja

Izračun poslovnega tveganja temelji na modelu tveganja neto prihodkov (earnings-at-risk model), ki uporablja časovno vrsto prihodkov in stroškov.

Merjenje poslovnega tveganja meri vpliv zunanjih dejavnikov na upadanje dobičkov in učinek na tržno vrednost.

Kot del splošnega upravljanja z dohodki in stroški je operativno upravljanje poslovnega tveganja odgovornost posameznih poslovnih enot.

Tveganja iz naslova deležev in kapitalskih udeležb Banke

UniCredit Banka Slovenija d.d. ni aktivna pri dolgoročnih naložbah v delnice za svoj račun z namenom, da bi realizirala kratkoročno trgovanje ali bistvena dolgoročna povečanja vrednosti. Deleži Banke so bodisi tesno povezani z njenim poslovanjem (SWIFT, Bankart, itd.) ali pa rezultat poskusov prestrukturiranja.

Banka je v septembru leta 2014 prodala delnice družbe Mercator d.d., ki so do takrat predstavljale največjo kapitalsko naložbo Banke.

Tveganja na področju nepremičnin

UniCredit Banka Slovenija d.d. ne vplaga v nepremičnine, zato temu tveganju ni izpostavljena.

Upravljanje s kapitalom

V okviru procesa ocenjevanja ustreznega notranjega kapitala se UniCredit Banka Slovenija d.d. osredotoča na ekonomski pogled usklajevanja ekonomskega kapitala (kapitalska zahteva) s sposobnostjo prevzemanja tveganja (lastniški kapital) v skladu z drugim stebrom kapitalskega sporazuma.

Ekonomski kapital se izračuna za preteklo obdobje, in sicer vsake tri mesece, vendar se spremlja tudi v okviru letnega procesa načrtovanja. Kapitalska zahteva in razpoložljivi kapital se spreminjata skozi čas, zato Banka zagotovi, da kapitalska zahteva (ki izhaja predvsem iz poslovnih načrtov in napovedi o profilu tveganja v povezavi z makroekonomskimi scenariji) ne preseže razpoložljivega kapitala ter da se razpoložljivi kapital (na katerega vplivajo zlasti načrtovane transakcije s kapitalom in pričakovani dobički) ohrani na določeni ravni, ki omogoča Banki kritje ocenjenih tveganj v vsakem trenutku.

Ekonomski kapital banke naj bi odseval specifičen profil tveganja banke na obširen in dosleden način. Z izjemo likvidnostnega tveganja se ekonomski kapital izračuna z uporabo enotne VaR metode za vse vrste tveganj, ki so bile omenjene v poglavju Bančna tveganja. Poseben dejavnik, ki ga je potrebno upoštevati pri potrebnem tveganem kapitalu, je poslovno tveganje, ki odseva vpliv zunanjih dejavnikov kot so obnašanje potrošnika ali konkurenčnih razmer na tržno vrednost poslovnih enot ali podružnic. Nepričakovane izgube za obdobje enega leta so izračunane s stopnjo zaupanja 99,83 %. Celotno odgovornost za prepoznavanje tveganj in ocene stopnje tveganj prevzema ALCO.

Poleg ekonomskega vidika mora Banka izpolnjevati tudi pravne predpise določene z Uredbo (EU) št. 575/2013 Evropskega Parlamenta in Sveta z dne 26. junija 2013 o bonitetnih zahtevah za kreditne institucije in investicijska podjetja (Uredba CRR) in slovensko zakonodajo.

Regulatorni kapital za kreditno, tržno in operativno tveganje mora ustrezati kapitalski zahtevi. Uprava Banke redno spremlja kapitalsko ustreznost, o kateri poroča Banki Slovenije vsake tri mesece. Banka Slovenije zahteva, da vse banke ohranijo stopnjo skupnega regulatornega kapitala (stopnja kapitalske ustreznosti), ki po mednarodnem dogovoru znaša najmanj 8 % tveganjem prilagojenih zneskov.

Spodnji tabeli predstavljata kratek pregled sestave regulatornega kapitala in stopnjo kapitalske ustreznosti ob koncu let 2014 in 2013. Podajamo dve ločeni tabeli, saj je s 1. januarjem 2014 začela veljati zgoraj omenjena uredba CRR, ki v letu 2013 še ni veljala in tabeli med seboj nista primerljivi. Količnik kapitalske ustreznosti je narasel iz 16,92 % ob koncu leta 2013 na 19,66 % ob koncu leta 2014. Tier 1 količnik kapitalske ustreznosti pa je narasel iz 15,55 % ob koncu leta 2013 na 17,54 % ob koncu leta 2014. Banka je skozi celotno opazovano obdobje izpolnjevala predpisane kapitalske zahteve s strani regulatorja in hkrati povečala varnost poslovanja.

Izračun kapitala in kapitalske zahteve na dan 31.12.2014

EUR 1.000		
Oznaka	Postavka	Znesek
1	KAPITAL	237.625
1.1	TEMELJNI KAPITAL	211.971
1.1.1	NAVADNI LASTNIŠKI TEMELJNI KAPITAL	211.971
1.1.1.1	Kapitalski instrumenti, sprejemljivi kot navaden lastniški temeljni kapital	128.143
1.1.1.1.1	Vplačani kapitalski instrumenti	20.384
1.1.1.1.3	Vplačani presežek kapitala	107.760
1.1.1.2	Zadržani dobiček	104.036
1.1.1.2.1	Zadržani dobiček preteklih let	104.036
1.1.1.2.2	Priznan dobiček ali izguba	0
1.1.1.2.2.1	Dobiček ali izguba, ki pripada nadrejenim lastnikom	599
1.1.1.2.2.2	(-) Del dobičkov med letom ali čistih dobičkov poslovnega leta, ki ni priznan	(599)
1.1.1.3	Akumulirani drug vseobsegajoči donos	11.222
1.1.1.11	(-) Druga neopredmetena sredstva	(18.802)
1.1.1.12	(-) Odložene terjatve za davek, ki se nanašajo na prihodnji dobiček in ne izhajajo iz začasnih razlik, zmanjšanih za povezane obveznosti za davek	(2.777)
1.1.1.13	(-) Primanjkljaj popravkov zaradi kreditnega tveganja glede na pričakovane izgube v okviru pristopa IRB	(71)
1.1.1.16	(-) Presežek odbitka od postavk dodatnega temeljnega kapitala nad dodatnim temeljnim kapitalom	(15.070)
1.1.1.26	Druge prehodne prilagoditve navadnega lastniškega temeljnega kapitala	5.290
1.1.2.9	Druge prehodne prilagoditve dodatnega temeljnega kapitala	(15.070)
1.2	DODATNI KAPITAL	25.654
1.2.1	Kapitalski instrumenti in podrejeni dolgovi, sprejemljivi kot dodatni kapital	22.481
1.2.1.1	Vplačani kapitalski instrumenti in podrejeni dolgovi	22.481
1.2.1.1*	Pojasnjevalna postavka: Kapitalski instrumenti in podrejeni dolgovi, ki niso sprejemljivi	7.519
1.2.5	Presežek rezervacij nad sprejemljivimi pričakovanimi izgubami v okviru pristopa IRB	3.202
1.2.10	Druge prehodne prilagoditve dodatnega kapitala	(28)
2	ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM	1.208.752
2.1	ZNESKI TVEGANJU PRILAGOJENIH IZPOSTAVLJENOSTI ZA KREDITNO TVEGANJE, KREDITNO TVEGANJE NASPROTNE STRANKE IN TVEGANJE ZMANJŠANJA VREDNOSTI TER PROSTE IZROČITVE	1.092.571
2.1.1	Standardizirani pristop (SA)	558.894
2.1.1.1	Kategorije izpostavljenosti na podlagi standardiziranega pristopa brez pozicij v listinjenju	558.894
2.1.1.1.02	Izpostavljenosti do enot regionalne ali lokalne ravni držav	25.924
2.1.1.1.03	Izpostavljenosti do subjektov javnega sektorja	11.329
2.1.1.1.06	Izpostavljenosti do institucij	91
2.1.1.1.07	Izpostavljenosti do podjetij	42.651
2.1.1.1.08	Izpostavljenosti na drobno	274.013
2.1.1.1.09	Izpostavljenosti, zavarovane s hipotekami na nepremičnine	132.970
2.1.1.1.10	Neplačane izpostavljenosti	49.421
2.1.1.1.15	Lastniški instrumenti	110
2.1.1.1.16	Druge postavke	22.385
2.1.2	Pristop na podlagi notranjih bonitetnih ocen (IRB)	533.677
2.1.2.1	Pristopi IRB, kadar se ne uporabljajo lastne ocene LGD ali konverzijski faktorji	533.605
2.1.2.1.02	Izpostavljenosti do institucij	75.510
2.1.2.1.03	Izpostavljenosti do podjetij - MSP	145.087
2.1.2.1.05	Izpostavljenosti do podjetij - drugo	313.008
2.1.2.3	Lastniški instrumenti po pristopu IRB	71

Bančna tveganja

2.2	ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM PORAVNAVE / IZROČITVE	0
2.3	ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM ZA POZICIJSKO IN VALUTNO TVEGANJE TER TVEGANJE SPREMEMBE CEN BLAGA	400
2.3.1	Znesek izpostavljenosti tveganjem za pozicijsko in valutno tveganje ter tveganje spremembe cen blaga, izračunan po standardiziranih pristopih	400
2.3.1.1	Dolžniški instrumenti, s katerimi se trguje na borzi	400
2.4	ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM ZA OPERATIVNO TVEGANJE (OpR)	115.703
2.4.3	OpR napredni pristopi za merjenje (AMA)	115.703
2.6	ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM ZA PRILAGODITEV KREDITNEGA VREDNOTENJA	79
2.7	ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM V ZVEZI Z VELIKIMI IZPOSTAVLJENOSTMI V TRGOVALNI KNJIGI	0
2.8	ZNESKI DRUGIH IZPOSTAVLJENOSTI TVEGANJEM	0
3	Presežek (+) / primanjkljaj (-) skupnega kapitala	140.925
3a	Količnik skupnega kapitala	19,66 %
3b	Količnik temeljnega kapitala	17,54 %

Izračun kapitala in kapitalske zahteve na dan 31. 12. 2013

EUR 1.000		
Oznaka	Postavka	Znesek
1	SKUPAJ KAPITAL (za namen kapitalske ustreznosti)	222.884
1.1	TEMELJNI KAPITAL	212.708
1.1.1.1	Vplačani osnovni kapital	20.384
1.1.1.3	Kapitalske rezerve	107.760
1.1.2.1	Rezerve in zadržani dobiček ali izguba	104.036
1.1.2.6	Presežki iz prevrednotenja (PP) - bonitetni filtri	0
1.1.5	(-) Ostale odbitne postavke temeljnega kapitala	(19.472)
1.1.5.1	(-) Neopredmetena dolgoročna sredstva	(19.472)
1.1.5.4	(-) Druge deželno specifične odbitne postavke	0
1.2	DODATNI KAPITAL I	26.000
1.2.2.3	Podrejeni dolg I	26.000
1.3	(-) ODBITNE POSTAVKE OD TEMELJNEGA IN DODATNEGA KAPITALA I	(15.824)
1.3.8	(-) Primanjkljaj oslabitev in rezervacij po pristopu IRB ter pričakovana izguba iz naslova lastniških instrumentov po pristopu IRB	(15.824)
1.4	SKUPAJ TEMELJNI KAPITAL (za namen kapitalske ustreznosti)	204.796
1.5	SKUPAJ DODATNI KAPITAL I (za namen kapitalske ustreznosti)	18.088
2	KAPITALSKE ZAHTEVE	105.361
2.1	VSOTA KAPITALSKIH ZAHTEV ZA KREDITNO TVEGANJE, TVEGANJE NASPROTNE STRANKE IN TVEGANJE ZARADI ČASOVNE NEUSKLAJENOSTI PLAČILA IN IZROČITVE	93.919
2.1.1	Standardizirani pristop (SA)	51.830
2.1.1.1a	SA kategorije izpostavljenosti brez pozicij listinjenja	0
2.1.1.1b	IRB kategorije izpostavljenosti brez pozicij listinjenja	51.830
2.1.1.1b.01	Enote centralne ravni države in centralne banke	505
2.1.1.1b.02	Institucije	3.378
2.1.1.1b.03	Podjetja	6.134
2.1.1.1b.04	Bančništvo na drobno	39.942
2.1.1.1b.06	Druge sredstva iz naslova nekreditnih obveznosti	1.871
2.1.2	Pristop na podlagi notranjih bonitetnih sistemov (IRB)	42.089
2.1.2.1	Nadzorniško določene ocene LGD (in CF)	42.064
2.1.2.1.02	Institucije	3.022
2.1.2.1.03	Podjetja	39.042
2.1.2.3	Kategorija izpostavljenosti iz naslova lastniških instrumentov	25
2.2	TVEGANJE PORAVNAVE	0
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	Tier 1 količnik kapitalske ustreznosti (%)	15,55 %

Mag. Stefan Vavti
Predsednik uprave

Francesco Vercesi, MBA
Član uprave

Mag. Jana Benčina Henigman
Članica uprave

Damijan Dolinar, CFA
Član uprave

Mag. Günter Friedl, MBA, MAS
Finančni direktor

This year's report depicts how innovative UniCredit products and ideas help our customers and businesses respond to the challenges of this changing world.

By spotlighting sophisticated, new multichannel products and services we have developed to meet the modern needs of our customers, we show how our bank is adapting to rapid changes – and how our solutions are helping our customers adapt at the same time.

At UniCredit, we make it easy for the people who bank with us to take full advantage of the technologies and customized services now available to them – so that they can achieve their goals and live their lives on their own terms. As their partner, we have a clear responsibility to provide them the flexibility, the foresight and the tools they need to overcome obstacles and seize new opportunities.

The world is changing. Let's change together.

Financial Indicators

	2014	2013	2012
Statement of Financial Position (EUR '000)			
Volume of assets	2,578,732	2,488,557	2,815,367
Deposits, customers	1,368,511	1,276,833	1,227,789
Deposits, legal and other entities	852,556	784,478	784,264
Deposits, private customers	515,955	492,355	443,525
Loans, customers	1,743,570	1,895,472	2,269,317
Loans, legal and other entities	1,023,251	1,137,984	1,495,493
Loans, private customers	720,319	757,488	773,824
Equity	244,001	227,715	251,623
Impairment of assets, measured at amortised cost	200,700	170,431	113,405
Provisions	7,116	6,137	2,443
Off-balance-sheet items	2,927,580	3,685,267	3,844,597
Statement of Income (EUR '000)			
Net interest income	48,626	48,389	55,970
Net non-interest income	21,596	23,842	21,306
Turnover (net interest income and net non-interest income)	70,222	72,231	77,276
Staff costs	(22,259)	(22,640)	(23,928)
Other administrative costs	(11,720)	(12,337)	(12,908)
Depreciation	(5,113)	(5,052)	(4,586)
Impairments and provisions	(30,517)	(79,595)	(35,544)
Net income before taxes	613	(47,393)	310
Corporate income tax	(14)	8,194	763
Statement of Other Comprehensive Income (EUR '000)			
Other comprehensive income before tax	18,899	17,196	12,924
Income tax on other comprehensive income	(3,212)	(2,924)	(3,262)
Employees			
Number of employees on 31 December	563	576	601
Number of full time equivalents on 31 December	516.0	535.2	559.1
Shares			
Number of shareholders	25	26	27
Nominal value (EUR)	4.17	4.17	4.17
Book value (EUR)	49.92	46.58	51.48
Number of shares	4,888,193	4,888,193	4,888,193
Equity			
Capital adequacy	19.7 %	16.9 %	13.5 %
Assets Quality and Commitments			
Impairment of assets measured at amortised cost and provision / Sorted assets and sorted off-balance sheet positions	7.0 %	5.9 %	3.6 %
Profitability			
Interest margin	1.8 %	1.8 %	1.9 %
Margin of financial brokerage	2.6 %	2.6 %	2.6 %
Return on assets after taxes	0.0 %	(1.4 %)	0.0 %
Return on equity before taxes	0.3 %	(19.3 %)	0.1 %
Return on equity after taxes	0.3 %	(15.9 %)	0.4 %
Operating costs			
Operating costs / average assets volume	1.5 %	1.5 %	1.4 %
Liquidity			
Liquid assets / short-term deposits non-banks measured at amortised cost	43.9 %	34.7 %	29.9 %
Liquid assets / average assets	21.7 %	14.5 %	9.1 %

CEO's message to the Shareholders



FEDERICO GHIZZONI
Chief Executive Officer

“We returned to profitability, reaping the rewards of our hard work. Now we are once again able to concentrate on the pursuit of growth.”

Dear Shareholders,

In 2014, we returned to profitability, reaping the rewards of our hard work to strengthen our capital position, simplify our processes and increase our efficiency. Now we are again able to concentrate on the pursuit of growth.

The period marked a turning point for our Group. In the first year of the current industrial plan, we achieved our 2 billion euros profit target. We met that target by executing the initial stages of our plan in a timely fashion. Two noteworthy examples were the Fineco IPO and the sale of UniCredit Credit Management Bank. The plan itself emphasizes investment, development of our commercial banking activities, realization of greater value from our core assets, and reduction of non-core assets. Solid results in Italy and Central and Eastern Europe demonstrated that we have been making the right strategic choices. In the knowledge that our Group is intrinsic to the broader, interconnected economy, we are providing financing where it is most needed and also fostering the overall development of the communities where we live and work.

UniCredit's accomplishments in 2014 are even more significant when viewed in light of the persistent geopolitical tensions and unemployment that trouble Europe. In this complex environment, we pursued growth by focusing on the day-to-day operations of our business. Thanks to the strong decision-making skills of our managers and the professionalism of our people, we have achieved considerable gains in efficiency and have increased our market share – principally in the form of new loans.

Furthermore, we are witnessing positive macroeconomic shifts that can help restore market confidence and stimulate investment, putting us in a position to look to the future with optimism. Yet we are well aware that a solid and sustainable European recovery will only take place if government leaders can implement continent-wide structural reforms. In the past year, we demonstrated our

confidence in Europe's true potential when we opted to use the maximum resources made available to us by the European Central Bank to support families and businesses, thereby doing our part to develop the real economy.

Supporting communities this way is at the core of our mission. It is why we have redesigned our business model and are investing in innovative new services – like UniCredit International Centers, which facilitate cross-border transactions for corporate clients. This model is rooted in a commitment to sustainable operations and to conservation of the world's resources. Strong customer relationships are central to this vision. Customers today want more than ever to control how, when and where they interact with their banks. It is our job to develop innovative, user-friendly ways to enable close business relationships marked by superior service. As we move forward, we intend to make close partnerships with our customers an even more distinguishing feature of our Group.

Our multichannel strategy is key to making this future a reality. Even now, we are dedicating significant resources of both personnel and technology to its implementation. The goal is to combine the best elements of face-to-face and digital banking to improve the quality and efficiency of our services. Customer satisfaction surveys have confirmed that the work we have done is appreciated. These surveys also indicate that our customers value their relationships with UniCredit. The ability of our people to convert the principles of our competency model into concrete action is at the heart of this business success. We are committed to building further on these strengths, and we will continue to invest in the skills and knowledge of all of our colleagues. The quality of our people was evident when the asset quality review was conducted last year, when the comprehensive assessment classified UniCredit as one of the strongest banks in Europe. I believe the review served a vital purpose

and contributed significantly to transparency and trust in the European banking sector. By doing so, it provided a firm foundation for a true banking union, which is a fundamental prerequisite for a solid and sustainable economic recovery.

All of these developments have contributed to preparing UniCredit to face the next set of challenges. Our key objective now is to establish UniCredit as the premier bank in Europe for quality of service. In particular, we plan to differentiate ourselves from other players in the sector by thoroughly assessing and participating in the digital revolution that is transforming the banking business. We are well-equipped to meet the challenges of the future. Our broad European footprint, sound capital position, strong risk management culture and innovative spirit are all closely tied to our commitment to achieving sustainable results and engaging with our stakeholders. We face a considerably more challenging environment, but many new developments and trends are in our favor, including regulatory integration at the European level, a consensus on the need to reignite investment activity and sharp decline in energy prices.

As one of the most robust and best-positioned banks in Europe, we are prepared to continue to do our part to support a sustainable recovery across the continent. In 2015, we will continue to take a primary role in the European economy, putting our resources and skills to the best possible use with foresight and determination.

Sincerely,

Federico Ghizzoni
Chief Executive Officer



Statement by the Chairman of the Management Board



M.Sc. STEFAN VAVTI

Chairman of the Management Board
UniCredit Banka Slovenija d.d.

“2014 was the year of the long awaited stabilization in the Slovenian economy and consequently in the banking sector.”

Dear Ladies, Gentlemen and
Business Partners,

2014 was the year of the long awaited stabilization in the Slovenian economy and consequently in the banking sector. The economy rebounded in the last two quarters of 2014, thus ending years of recession. The return to positive GDP growth also bodes well for a possible turnaround in the sluggish loan demand. However, we expect a pick-up only in the second half of 2015, given that there is still a high amount of non-performing loans, at over 15 %, in the banking sector. Further pressure to the economic environment was exercised by the ongoing financial and business restructuring of many companies in various segments, due to their overleveraged situation.

For banks, the stress tests performed in late 2013 resulted in the fact that the largest three domestic banks had to be fully nationalized as a consequence of under-capitalization and bad loan exposure. A considerable portion of bad assets from the largest three commercial banks was transferred to the newly established Bank Asset Management Company. UniCredit Banka Slovenija d.d. was among the few banks which did not need external help by either its owner nor the state and covered any shortfalls with capital reserves earned in previous years. Furthermore, in 2014 we recorded a return to a positive post-tax result and more than 15.7 million euros of comprehensive income. Such a result was a consequence of higher revenues both in interest and fee income and lower costs through tight cost discipline, as well as lower provisioning levels for loans. At the same time our balance sheet grew by more than 90 million euros compared to 2013, and we thus closed the year at 2.6 billion euros.

In 2014, we made progress on a number of sustainability related topics, such as further improved loan deposit ratio, high customer

satisfaction ratings and considerable increases recorded in non-interest revenue items and fees, which has helped to counterbalance the ever more challenging interest rate environment.

The capital adequacy ratio approached 20 % by the end of 2014 and this gives us a solid basis to believe that the organic growth of the past can be pursued also in the future.

Our positioning as one of the leading banks in the country has been confirmed by regulators and their recognition of us being one of the three systematically important banks in Slovenia. This implies direct supervision by the European Central Bank in 2015. On the other hand, the ever more extensive regulatory framework puts a real challenge to the resources of the Bank.

Again in 2014, the Bank earned a number of awards and recognitions. To mention but a few, for the fourth year in a row the EMEA Finance magazine awarded our Bank the title of "Best Bank in Slovenia", the Global Finance magazine awarded us the title "Best Bank for Custody Services in Slovenia", while a renowned international magazine Euromoney recognized us as the best bank in the provision of cash management services in Slovenia.

The organization did not only perform well financially, but also showed increased engagement in social responsibility topics. We have engaged in donations for the less privileged in our society by supporting children in need through the Friends of Youth Association and the local Red Cross organization, whereas our sponsorships were directed towards supporting selected cultural, business and educational events.

Finally, we would like to thank our numerous loyal customers and our owners who have trusted us and supported our activities. Last but not least, let me thank our employees who gave life to ideas and dedication to achieving common goals, whose energy and teamwork have made the turnaround possible. For all this we can look at 2015 with more optimism despite the still many challenges our banking industry faces.

Yours sincerely,

M.Sc. Stefan Vavti
Chairman of the
Management Board
UniCredit Banka Slovenija d.d.



About UniCredit Banka Slovenija d.d.

Headquarters:	Šmartinska 140 SI - 1000 Ljubljana Slovenia
Telephone:	+ 386 (0)1 5876 600
Toll-free telephone number:	080 88 00
Fax:	+ 386 (0)1 5876 684
Website:	www.unicreditbank.si
E-mail:	info@unicreditgroup.si
Main activity:	Other monetary intermediation
Activity code:	K/64.190
Established in:	1991
Chairman of the Supervisory Board:	Martin Klauzer
The Bank is legally registered:	with the District Court in Ljubljana under Reg. No.: 1/10521/00
Share capital:	20,383,764.81 EUR
Reg. no.:	5446546
VAT ID no.:	SI 59622806
Settlement account:	01000-0002900092
Swift:	BACXSI22

Governing Bodies

Supervisory Board until 30 April 2014

Name	Board member	Beginning of term of office	Termination of term of office
Gianni Franco Giacomo Papa	Chairman of the Supervisory Board	21 April 2011	30 April 2014
Martin Klauzer	Deputy Chairman of the Supervisory Board	24 April 2007	30 April 2014
Franco Andreetta	Member of the Supervisory Board	9 February 2009	30 April 2014
Francesco Slocovich	Member of the Supervisory Board	2 January 2013	30 April 2014
Heinz Karl Tschiltsch	Member of the Supervisory Board	8 September 2010	30 April 2014
Giuseppe Verrascina	Member of the Supervisory Board	9 February 2009	30 April 2014

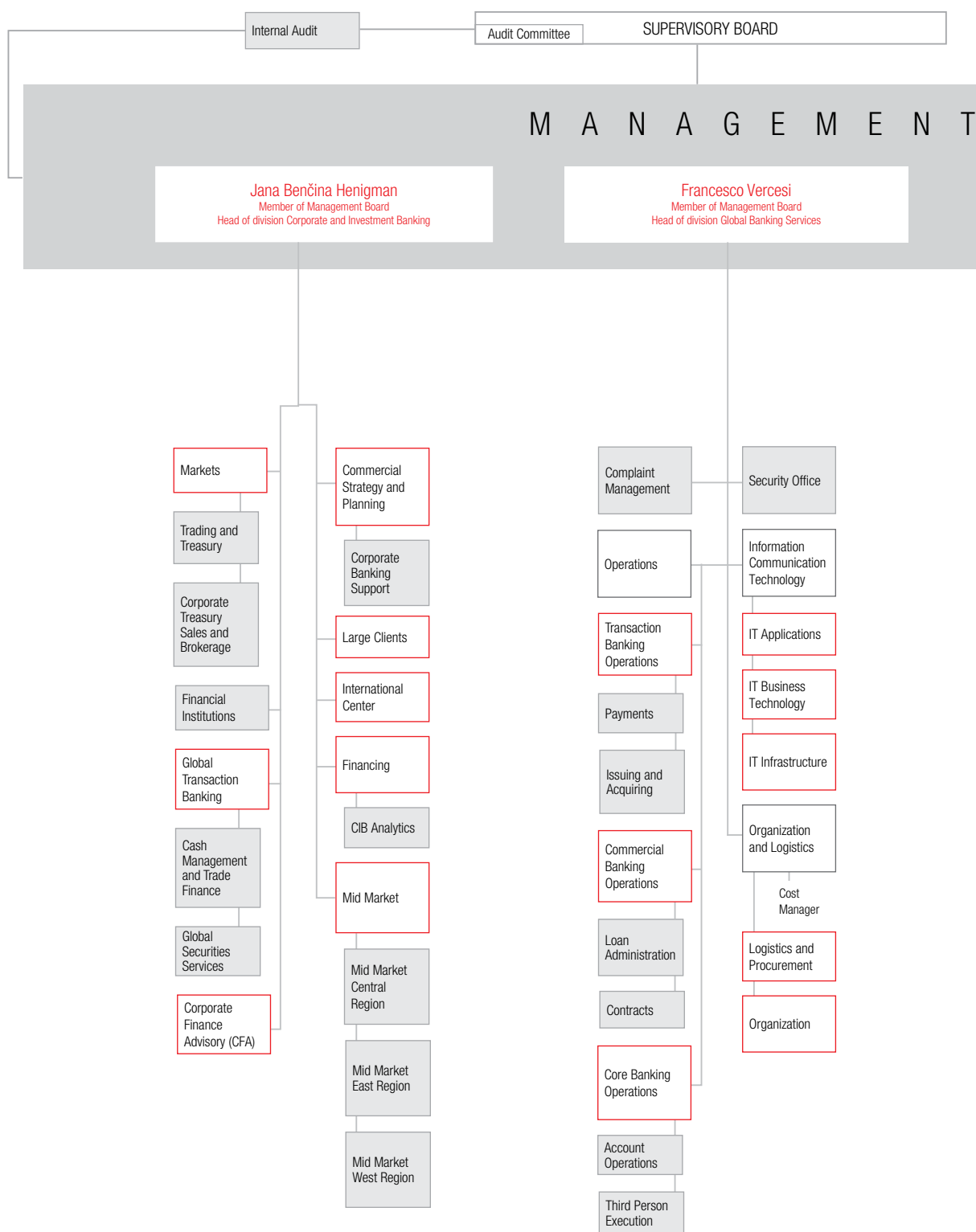
Supervisory Board as of 1 May 2014

Name	Board member	Beginning of term of office	Termination of term of office
Martin Klauzer	Chairman of the Supervisory Board	1 May 2014	n. a.
Heinz Karl Tschiltsch	Deputy Chairman of the Supervisory Board	1 May 2014	n. a.
Franco Andreetta	Member of the Supervisory Board	1 May 2014	n. a.
Mariya Lerch Mihaylova	Member of the Supervisory Board	1 May 2014	n. a.
Francesco Slocovich	Member of the Supervisory Board	1 May 2014	n. a.
Giuseppe Verrascina	Member of the Supervisory Board	1 May 2014	n. a.

Management Board

Name	Board member	Beginning of term of office	Termination of term of office
M.Sc. Stefan Vavti	Chairman of the Management Board	17 July 2012	n. a.
M.Sc. Jana Benčina Henigman	Member of the Management Board	19 June 2012	n. a.
Damijan Dolinar, CFA	Member of the Management Board	5 July 2011	n. a.
Francesco Vercesi, MBA	Member of the Management Board	20 October 2009	n. a.

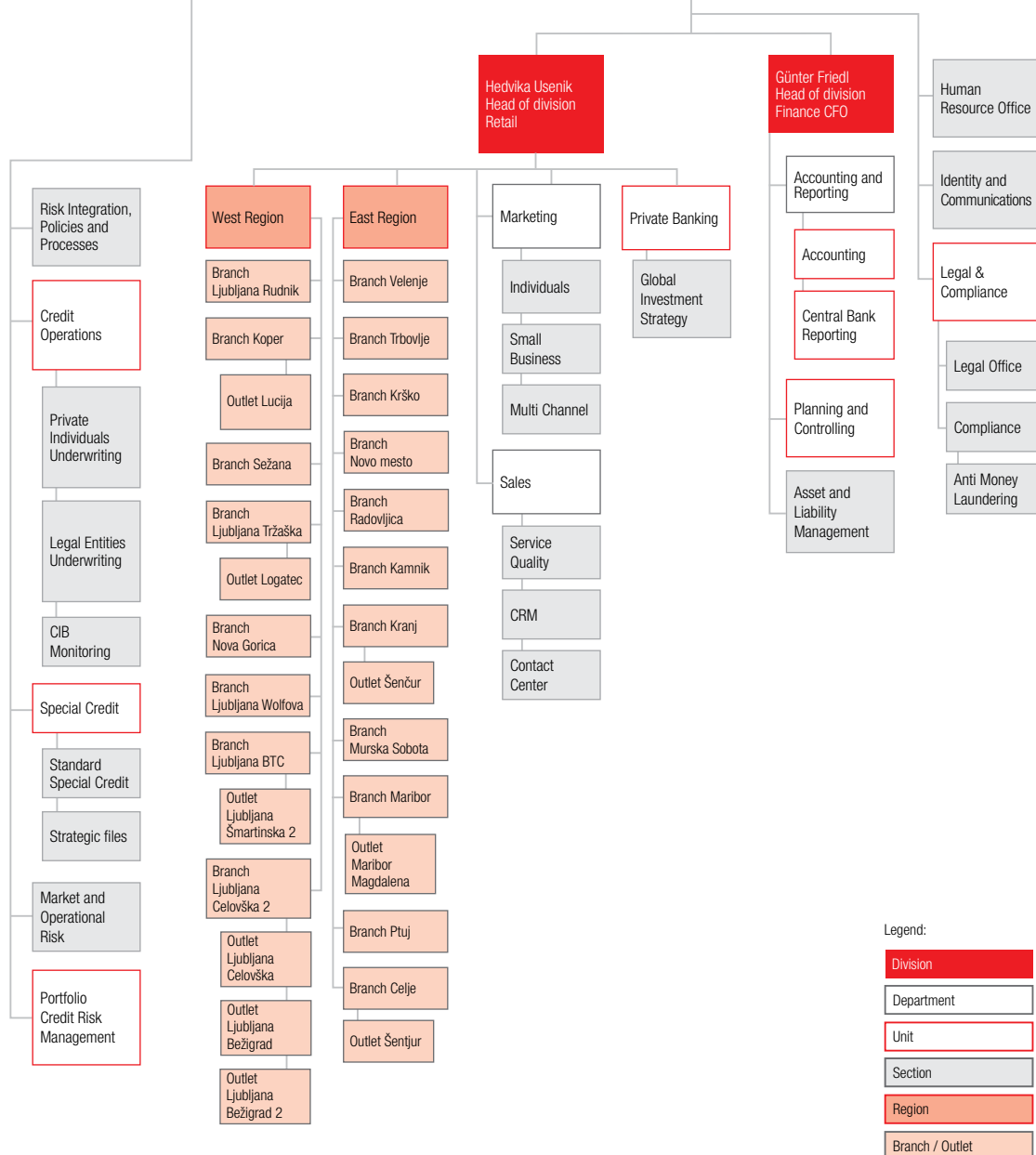
Organisational Structure



B O A R D

Damijan Dolinar
Member of Management Board
Head of division Risk Management CRO

Stefan Vavti
Chairman of the Management Board
CEO



Branch Network

Branch Ljubljana BTC

Šmartinska cesta 140
SI - 1000 Ljubljana
Phone: 01 5876 600

Outlet Ljubljana Šmartinska

Šmartinska cesta 53
SI - 1000 Ljubljana
Phone: 01 6011 120

Outlet Ljubljana Bežigrad

Dunajska cesta 177
SI - 1000 Ljubljana
Phone: 01 6011 100

Branch Celje

Prešernova 8
SI - 3000 Celje
Phone: 03 4252 479

Outlet Šentjur

Cesta Leona Dobrotinška 3
SI - 3230 Šentjur pri Celju
Phone: 03 6005 680

Branch Maribor

Ulica škofa Maksimilijana Držečnika 6
SI - 2000 Maribor
Phone: 02 2285 320

Outlet Maribor Magdalena

Žolgarjeva ulica 19
SI - 2000 Maribor
Phone: 02 6005 650

Branch Murska Sobota

Trg zmage 5
SI - 9000 Murska Sobota
Phone: 02 5341 440

Branch Radovljica

Gorenjska cesta 24
SI - 4240 Radovljica
Phone: 04 5971 630

Branch Trbovlje

Ulica 1. junija 2
SI - 1420 Trbovlje
Phone: 04 5612 562

Branch Ljubljana Celovška

Celovška 111
SI - 1000 Ljubljana
Phone: 01 2528 460

Outlet Ljubljana Celovška

Celovška cesta 150
SI - 1000 Ljubljana
Phone: 01 5000 546

Outlet Ljubljana Bežigrad

Dunajska cesta 47
SI - 1000 Ljubljana
Phone: 01 2528 430

Branch Koper

Pristaniška 12
SI - 6000 Koper
Phone: 05 6101 010

Outlet Lucija

Obala 112
SI - 6320 Portorož
Phone: 05 6006 080

Branch Ptuj

Ulica heroja Lacka 1
SI - 2250 Ptuj
Phone: 02 7980 340

Branch Kamnik

Ljubljanska cesta 4b
SI - 1241 Kamnik
Phone: 01 8396 500

Branch Nova Gorica

Tolminskih puntarjev 2b
SI - 5000 Nova Gorica
Phone: 05 3383 140

Outlet Sežana

Partizanska 37a
SI - 6210 Sežana
Phone: 05 7314 589

Branch Ljubljana Wolfova

Wolfova 1
SI - 1000 Ljubljana
Phone: 01 5876 472

Branch Ljubljana Tržaška

Tržaška cesta 19
SI - 1000 Ljubljana
Phone: 01 2410 364

Outlet Logatec

Tržaška cesta 32
SI - 1370 Logatec
Phone: 01 7591 940

Branch Ljubljana Rudnik

Ukmarjeva 4
SI - 1000 Ljubljana
Phone: 01 2836 000

Branch Kranj

Na skali 1
SI - 4000 Kranj
Phone: 04 2018 180

Outlet Šenčur

Poslovna cona A 2
SI - 4208 Šenčur pri Kranju
Phone: 04 6002 160

Branch Novo mesto

Glavni trg 20
SI - 8000 Novo mesto
Phone: 07 3737 400

Branch Krško

Ulica 11. novembra 53
SI - 8273 Leskovec pri Krškem
Phone: 07 6006 070

Branch Velenje

Šaleška 20a
SI - 3320 Velenje
Phone: 03 8987 300

It isn't always
easy to see
things clearly.

It's easy.

Precision, in just one click.

Goodbye receipts and daily ledgers. Hello online accounting. **UniCredit Family Budget**, a new web-based personal financial management service, sorts expenses into different categories and creates easy-to-understand charts and graphs to help you track transactions and balances. It offers an intuitive, practical approach to online banking, helping you manage savings and monitor accounts. Because the future begins with real answers.



Achievements and Events in 2014

JANUARY

Launched the Multi Savings Account

UniCredit Bank's Multi Savings Account is also a sight deposit account and a flexible short-term or long-term investment in domestic currency. It allows the holder to manage savings with different maturities and for various purposes on a single account and enables full control over the saved-up capital. The Multi Savings Account offers secure savings at better interest rates, which are kept separate from the funds on one's personal bank account. The Multi Savings Account is designed for those who want safe, gradual, yet flexible savings, regardless of their status and age (children, pupils, students, employees and pensioners).

FEBRUARY

Opening of the New UniCredit Headquarters on the 15th Anniversary of the Founding of the Group and of Our Expansion to International Markets

The UniCredit group has marked its 15th anniversary with the opening of the UniCredit Tower, the new headquarters in Milan. The grand opening was attended by the Italian Prime Minister, Enrico Letta, the Chairman of the Board of Directors of UniCredit, Giuseppe Vita and the CEO of UniCredit, Federico Ghizzoni, among other guests.

Pioneer Mutual Funds Received Three Awards

During a ceremony in Ljubljana, the magazine Moje Finance granted new star ratings to the best mutual funds and announced the winners in each of the categories. The Bank was given three awards; the PF Euro Bond was awarded Best Euro Bond Fund, while the fund PF Top European Players was awarded Best Euro Equity Fund for a three- and five-year period. The ratings are granted every year in February and this year's selection was the fourth in a row.

Event for Exporters

In February, UniCredit Banka Slovenija d.d. organized a free event for its customers, especially those who operate on foreign markets, entitled "Trade Finance and Documentary Operations: Products, Solutions and Experiences." At the event, we presented our trade finance products and working capital and export financing solutions, while SID Bank representative explained insurance products aimed at exporters.

Italian-Slovenian Forum

In 2014, the Bank once again sponsored the event Italian-Slovenian forum, organized by the Italian Embassy in Ljubljana and the Italian-Slovenian association Forum Italo-Sloveno and the Faculty of Economics of the University of Ljubljana. The purpose of the event, entitled "Markets, Public Debt and Privatization: Experience and Challenges" was to highlight key areas and the impact of the ongoing privatization process.

MARCH

Two Children from Slovenia Met the World's Greatest Football Stars

The UniCredit group is the official bank of the UEFA Champions League. This is why UniCredit Banka Slovenija d.d. organized a prize competition to select two children, who escorted the football players of the UEFA Champions League to the field. Around 200 children from all over Slovenia entered the competition. For the fifth consecutive year, the Bank fulfilled the dreams of two of these children. 7-year-old Ava from Ljubljana and 8-year-old Žak from Novo Mesto joined the FC Bayern Munich and Arsenal FC teams at the Allianz Arena stadium in Munich. They both received a gift package that included access to the football field hand in hand with one of the greatest stars of football, tickets for the game for the children and their parents, an overnight accommodations with breakfast and transportation from Ljubljana to Munich and back.

"My Eco Garden" Online Game

The program School Eco Gardens, carried out by the Institute for Sustainable Development (ISD) and sponsored by UniCredit Bank, offers professional assistance to kindergartens and schools in Slovenia in their efforts to create their own eco garden. The objective of the program is to educate young people on the subject of responsible and sustainable (organic) healthy food production. The online game "My Eco Garden", which was created within a partnership between the ISD and UniCredit Bank, is aimed at educating young people about organic gardening.

Call for Applications for the International Internship in the Field of Corporate and Investment Banking

The international internship is focused on providing the participants with practical knowledge in the field of corporate banking and investment banking. The program takes place in Italy, Germany, Austria and some countries in Central and Eastern Europe.

APRIL

New Members of the Supervisory Board Appointed at the General Meeting of Shareholders

On 23 April 2013, the Shareholders' Meeting of UniCredit Banka Slovenija d.d. was held at the Bank's headquarters in Ljubljana. At the meeting, a new development plan was adopted as well as the bases of our new business policy for the year 2014, following the proposal of the Bank's Management Board.

At the General Meeting of the Bank it was ascertained that, as of 30 April 2014, the terms of office of the then members of the Supervisory Board had expired. Therefore, the following new members of the Supervisory Board for the period from 1 May 2014 to 30 April 2017 were appointed: Martin Klauzer, Mariya Lerch, Franco Adreetta, Guiseppe Verrascina, Heinz Karl Tschiltsh and Francesco Slocovich.

Financial Breakfast

Around one hundred participants attended the traditional Financial breakfast in April, organized by UniCredit Banka Slovenija d.d for its customers. As usual, the speakers at the event gave an overview

of the economic situation and developments in the local and international financial markets. They presented the latest information in the field of the macroeconomic situation and acquainted the participants with the future development of the business climate and economic environment. The keynote speakers at the event were Philip Gisdakis, Ph. D., Head of Credit Strategy & Structured Credit Research, UniCredit, who presented an overview of the macroeconomic situation and trends, and Jože P. Damijan, Ph. D., professor at the Faculty of Economics, University of Ljubljana, who presented an analysis of the deleveraging of the Slovenian economy. Other speakers included Borna Ljubičić, Deputy Head of Business Development of Global Transaction banking in Central and Eastern Europe UniCredit, M.Sc. Stefan Vavti, CEO of UniCredit Bank and M.Sc. Jana Benčina Henigman, a member of the Management Board of UniCredit Bank.

MAY

UniCredit Banka Slovenija d.d. named "Best Bank in Slovenia" for the Fourth Year in a Row

For the sixth consecutive year, the EMEA Finance magazine awarded European banks for their achievements. The evaluation methodology consists of assessing individual banks based on their achievements over the past year, and of data on the markets in which they operate. The factors that affect a bank's ranking are, among others, revenue, profits, market share growth, growth in loans and deposits and significant transactions (in the case of investment banks). UniCredit Banka Slovenija d.d. was also named "Best Bank in Slovenia" in 2010, 2011 and 2012, making 2013 the fourth year in a row.

Received Recognition for Socially Responsible Practices

The Network for Social Responsibility of Slovenia (MDOS) rewarded the Bank for its long-term cooperation with the Friends of Youth Association of Ljubljana Moste-Polje. The cooperation consists of donations that the Youth Association uses for the implementation of its programs and is complemented by the active involvement of the Bank's employees, business partners and the public. The Bank also allocated part of the profits from every deposit for the sponsorship of the project and thus collected additional funds. The Bank's employees volunteered their time and efforts to renovate the playground at the vacation house of the Friends of Youth Association in Kranjska Gora. Despite limited financial resources, they want to contribute to raising awareness and promote good practices, using innovative approaches and resourcefulness.

UniCredit Bank Received the Full Family-Friendly Enterprise Certificate

The Ekvilib Institute issued Family-Friendly Enterprise certificates to 17 companies during a ceremony held in Ljubljana. Of these 17 certificates, 16 companies received a basic certificate, while UniCredit Banka Slovenija d.d. was the recipient of a full certificate.

Champions League Final – Prize Competition

UniCredit Banka Slovenija d.d. launched a prize competition for all

football fans, entitled "Go to the UEFA Finals with UniCredit Bank". The winner, whose name was the first one drawn, received three tickets for the UEFA Champions League Final between FC Real Madrid and Athletic Club de futbol, which took place on May 24, 2014 in Lisbon. The other winners received one of the 100 official coins of the UEFA Champions League, which were donated by UniCredit.

The Global Finance Magazine Conferred Numerous Awards UniCredit

For the fourth consecutive year, UniCredit Banka Slovenija d.d. received the award as "Best Subcustodian Bank in Slovenia". UniCredit was awarded as Best Supply Chain Finance provider in CEE and as Best Subcustodian Bank in seven CEE countries.

Supplier Financing

In spring, the Bank organized an event under the title "Supply Chain Financing: Products, Solutions and Experience", where UniCredit's experts introduced a banking solution for supplier financing (the so called supply chain finance), which benefits suppliers in many ways. The representatives of the companies involved were given a chance to share their experience with the "supply chain finance" product during a roundtable discussion.

JUNE

UniCredit Ranked Among the Highest-Rated Banks in the Field of Trade Finance

Once again, this year the readers of the leading information portal Trade & Forfeiting Review (TFR) voted for the best banks in the area of trade finance. In 2014, the UniCredit group received three awards for excellence in the field of trade finance. For the fifth time in a row, the Group was named the best bank in trade finance in Central and Eastern Europe. It was also voted second best in the category of "forfeiting" financial institutions (a method of export trade financing), which is one position higher compared to its ranking in 2013. In the category of best providers of financing for small and medium-sized enterprises, the Group received the same ranking as in 2013, which is third place.

Mandatory E-invoicing in Public Procurement

In June, UniCredit Banka Slovenija d.d. appeared at the event hosted by the Finance magazine, entitled "E-invoices: A great business opportunity?" where participants learned about examples of good practice. UniCredit Banka Slovenija d.d. has been providing an efficient electronic exchange of invoices service for several years, which brings many benefits for both the recipient and the issuer of the invoice, such as time savings, automatic input and coordination, in addition to being environmentally friendly.

JULY

UniCredit Bank a Proud Sponsor of Verdi's Requiem

UniCredit Banka Slovenija d.d. sponsored the 62nd Ljubljana Festival, which on 7 July 2014 filled the streets of the capital with the sound of one of the most accomplished works of Giuseppe Verdi. The great

Achievements and Events in 2014

composer wrote the Requiem at the height of his creative powers, which is reflected in its glorious melodicism as well as the excellent orchestration. The Requiem brought together artists from different countries, all under the direction of world-renowned conductor Riccardo Muti. The crowd gathered on Kongresni trg in Ljubljana lived an unforgettable musical experience.

Slovenian Exporters Conference

As a partner of the Izvozniki.si project by the Finance magazine, UniCredit Banka Slovenija d.d. appeared at the Slovenian exporters' conference, where the Chairman of the Board, Stefan Vavti, M.Sc. took part in a discussion on financial support for Slovenian export operations. Projects such as this show Bank's endeavours to contribute to the common goal of identifying and promoting export opportunities.

AUGUST

The Bank's Business Results in the First Half of 2014

In the first half of 2014, UniCredit Banka Slovenija d.d. further strengthened the capital adequacy ratio, which improved from 16.9 % to 18.3 % in the first six months, indicating that the Bank has a very strong capital base. The Bank's total assets also grew by 6.8 %. Deposits increased by 13.3 %, while loans remained at a similar level as at the end of 2013. Net fees and commissions grew by 3.9 % growth on an annual basis, mainly due to successful acquisition of new customers and issuance of securities.

Operating expenses and depreciation decreased by 5.7 % on an annual basis as a result of increased operational efficiency and better resource management. Profit before tax reached 0.3 million euros, while profit after tax in other comprehensive income amounted to 13.0 million euros.

SEPTEMBER

Azimut Received a Special Acknowledgment

Azimut, the corporate magazine of UniCredit Banka Slovenija d.d., which we have been publishing since 2007, is intended for managers and clients and prospective clients of private banking. It is issued in limited editions, which is how we preserve its exclusivity. Due to the positive responses of the readers, including the editors of major media, we have started issuing the magazine alongside all the other publications on the Slovenian market.

At the POMP Forum festival, the Bank ranked second and received a special recognition in the category of best print media, while it was among the finalists in the best cover category.

OCTOBER

Best in Cash Management, for the Third Time in a Row

We are particularly proud of the recognition given to us by satisfied customers. According to the Euromoney Cash Management Survey 2014, customers once again recognized UniCredit Banka Slovenija d.d. as the best bank in the field of cash management services in Slovenia. Besides Slovenia, other members of UniCredit received the

same recognition in their field in Austria, Bulgaria and in Hungary. The Euromoney Cash Management Survey is conducted by the renowned international magazine Euromoney, which has been closely monitoring developments and financial institutions on global financial markets since 1969. As part of the comprehensive survey questionnaire, customers evaluate every aspect of the Bank's operations in the field of cash management. The questionnaire also includes questions about the level of professionalism and the responsiveness of bank employees, the innovativeness and level of assistance in the implementation of new products, as well as safety and the ability of the bank's system to adapt to the needs of companies.

Healthy Financial Future

In October, UniCredit Banka Slovenija d.d. held an event for its customers, entitled "Together for a Healthy Financial Future." At the event, France Arhar, Ph. D., Director of the Bank Association of Slovenia, explained from a macroeconomic perspective, what we have learned from the crisis of the last few years and what we can expect in the future. Miloš Vignjevič, director of Financing at UniCredit Bank, explained the Bank's perspective on financing options in the future, Nadja Zorko, Ph. D., director of the Financial Function and Authorised Representative of the Management Board of Eti d.d., shared her experiences with the various methods of adapting the financial functions of the company to the changes in the business environment. At the end of the event, Ana Bole from Joga Celica showed the participants some practical yoga exercises to help them deal with everyday stressful situations.

NOVEMBER

22 Children from Slovenia Met the Greatest Football Stars of the UEFA Champions League

UniCredit Banka Slovenija d.d. collaborated with MasterCard to organize a prize game for children. The winners escorted the UEFA Champions League football stars to the field during the match between NK Maribor and Chelsea FC in Ljudski vrt in Maribor. Many children participated in the prize game. We received more than 300 applications from children from all over Slovenia. The Bank made the dream come true for 22 children who walked onto the football field with some of the greatest football stars.

The ECB Took Over Direct Supervision of the Bank

The European Central Bank (ECB) took over direct supervision over systemically relevant banks in the euro area. This is one of the three pillars of the European Banking Union, which should contribute to the greater strength and better financial integration of the European banking system. In addition to our Bank, NLB and NKBM were also subjects of the supervision.

DECEMBER

Financial Days of UniCredit Banka Slovenija d.d. dedicated to Internationalization

UniCredit Banka Slovenija d.d. hosted the traditional two-day event for its corporate clients – Financial Days, this time under the slogan

"Let's be international together!" The topics were mostly adapted to those operating or wanting to conduct business internationally. Special emphasis was placed on the exchange of international experience between companies, effective business models that meet the needs of different markets, export opportunities and promoting foreign investment in the Slovenian market. There were numerous lectures and roundtables and a number of important domestic and foreign guests and economy representatives in Slovenia. The event also offered plenty of opportunities for socializing.

Good Deeds Instead of Christmas Gifts

Instead of buying Christmas gifts, UniCredit Bank donated funds to children from socially disadvantaged families. In collaboration with the Red Cross, the Bank's contribution will allow even more children, some of whom have never even seen the sea, to go on vacation, while continuing the tradition of supporting the for the project Botrstvo v Sloveniji (Child Sponsorship in Slovenia) of the Friends of Youth Association.

Managers' Concert

The Bank sponsored the Managers' Concert. This year's concert featured the performances of the RTV Slovenia Symphony Orchestra, conducted by George Pehlivanian, Spanish violinist Leticia Moreno and young musical talents, represented by pianist Armin Čoralić. The Managers' Concert is the most prominent event for the Slovenian business community and every year the managers of the most important Slovenian companies gather there, joined by the leading politicians and foreign ambassadors. The event also has a charitable component, as each year the organizer donates a significant part of the profits to young Slovenian musicians. Many of these musicians went on to become excellent solo artists, such as Mate Bekavac, Mojca Zlobko, Martin Belič, Luka Šulić and Anja Bukovec.

Economic Environment in 2014

The year 2014 in Slovenia was mostly marked by the return of the economic growth. Exports and investments were the drivers for growth, whereby the latter were strongly supported by the EU funds and had a direct impact on the construction industry. We recorded a slight growth in personal consumption and services. At the same time, economic activity in the euro area remains weak; in 2014, quarterly growth ranged between 0.1 % and 0.3 %, which is almost identical to the previous year. The worsening of relations with Russia, the crisis in Ukraine and the deflation could pose additional risks to healthy growth in the future. Domestic inflation rate, according to the HICP method, was at record low of 0.4 % on an annual basis, mainly due to a drop in energy prices, but core inflation was also below the average of the Euro group.

Another important event in 2014 was the change in the status of the Republic of Slovenia in the debt markets. In 2013, we recorded record high interest rate premiums on government bonds, while in 2014, following the stabilization of the banking system through capital increase of nationalized banks and transfer of bad debts to the BAMC (the Bank Asset Management Company), the situation has improved significantly. In general, the premiums on all government bonds of the euro area declined, but the biggest change was with the Slovenian bonds. Due to lower credit premium the interest rate of the Slovenian government bonds fell by almost 1.5 percentage points. This happened after the last quarter of 2013 – when it became clear that Slovenia will resolve its banking system on its own – which brought about 1.8 percentage points lower credit premium on government bonds of the Republic of Slovenia. This is even more fascinating given the fact that the national debt increased to as high as 82 % of the GDP.

The banking sector has continued to shrink intensively and this mainly through the reduction of lending to the non-banking sector (-31 %, October 2014/2013). Even if we eliminate the transfer of bad loans to the BAMC during this period, the decline in lending to the non-banking sector was still as high as 10 %. The reasons for such contractions are weak creditworthiness of companies and reluctance towards new loans due to uncertainty about the economic recovery on the demand side and limited supply due to the higher credit standards of banks. Consequently, the share of loans in the balance sheet of the banking system has decreased, mainly on account of liquid securities. At the same time, banks have continued to deleverage abroad and in the Eurosystem.

According to the Bank of Slovenia, the rate of decline in the demand for loans in 2014 decreased, which is expected to continue in 2015, while in 2016 the first weak positive growth in gross lending to non-banking sector is expected after five years.

Time
is precious.

Give it more value.

Advice when you want it.

Everyone needs advice. And no one wants to waste time. That is why we created **Video Advice@home**. This convenient service delivers expert advice online, allowing you to connect with our consultants from the comfort of home. Easy-to-install software enables us to respond quickly to questions about your current account, car loan or mortgage. We can create value for you, whenever and wherever you need us.



Mission, Vision and Strategy

Our Commitment is Our Strength

At UniCredit, our greatest strength is our solid and rigorous commitment – to our customers, to our employees, to our investors, to the communities we serve, to keeping our core values, to respecting the culture, to achieving high quality in everything we do, and to the sustainable success of our Company.

We are committed to investing in new client relationships and playing an active role in the local communities. By following a sustainable growth path, over the last few years the Bank has been constantly employing new people, thus becoming a reliable and attractive employer for the local environment.

Mission and Vision

Our vision is to focus on people as individuals. To achieve this, we aim to enhance our clients' potential and make their plans and ideas come true.

It is our firm belief that every individual has both the right and responsibility to shape his or her own future and that financial expertise of UniCredit Banka Slovenija d.d. can assist people and businesses in doing so, as well as in achieving their full potential. The Bank aims to achieve profitable, sustainable growth in a manner that benefits society as well as our stakeholders.

Values

Our set of values – shared throughout the UniCredit group – is based on integrity as a condition of sustainability, which makes it possible to transform profit into value for all our stakeholders. This set of values is embedded in our Integrity Charter, which forms the strong backbone for everything we do. These values are:

- Fairness – having one high standard for everything we do, applied evenly and without discrimination.
- Trust – we possess a mutual code of honor among people, which governs everything we do. It is a strong basis of our reputation, and builds the confidence in our company that is so essential to our profitable, sustainable growth.
- Respect – we constantly strive to earn it, and willingly give it to those who deserve it.
- Transparency – making certain that everything we do is always honest, relevant, and straightforward.
- Reciprocity – actively seeking to help those around us with the unspoken certainty that the way we treat others will have a positive return on us.
- Freedom to act – fostering a culture of openness that enables our people to reach their potential and empowers them to achieve more for our customers and our stakeholders.

We see adherence to these values as a prerequisite for maintaining the confidence placed in the Bank and the Bank's reputation.

Customer Centricity

In line with our mission, our main objective is to meet every client's needs in accordance with the idea that all business is local through discretionary or standardized products. However, in creating and developing products we try to unlock the economies of scale on the revenue as well as on the cost side and profit from the membership in the Group. Consequently, also in our Bank, the organizational set-up follows the Group standards and allows knowhow and best-practice transfer throughout the network. It is also seen as a competitive advantage to be able to serve customers through such an extensive network of leading local banks. We are able to support international group clients operating in the Slovenian market as well as Slovenian customers in their attempts to extend their businesses abroad.

Sustainable Success

UniCredit Banka Slovenija d.d. is convinced that financial targets can only be reached through sustainable development in line with the following principles:

- We aim to build long-term customer relationships and take account of customer satisfaction in our incentive system.
- Diversity: We want to use all our employees' various talents despite age, gender, religion, health, or sexual orientation.
- Corporate citizenship: We want to be a committed and valuable member of local communities, which is underlined by our sponsorship activities.
- Ecological sustainability: We attach great importance in our current business to ecological sustainability. We encourage and support an awareness of the interdependence of environmental topics and the banking business.
- Training, encouragement, and our incentive systems are intended to enable our employees to take an entrepreneurial approach while simultaneously fostering work/life balance.

Value-added Management

The overall management and steering of the Bank is based on the principles of value-based management. In line with the Group, the Bank implemented Economic Value Added (EVA) as the main performance measure. EVA measures the profit contribution in excess of the cost of capital and is applied not only at the overall Bank level but also is taken into consideration in individual loan decisions. EVA today is seen as a standard performance measure, which combines both growth via the development of risk weighted assets and thus the capital allocation needed and profitability enhancements as value drivers.

The Bank consequently aims to ensure that the capital is invested in those business segments, product areas, and services where the highest added value can be generated. Transparency on value creation and / or value destruction is of utmost importance for achieving sustainable results.

Our Strategy

On March 11, 2014, our Board of Directors approved the five-year Strategic Plan with the object of ensuring sustained profitability over the coming years. The plan is based on solid fundamentals, a strong culture of risk management and an improving macroeconomic climate. Our goals are to consolidate our leading position in corporate financial services across Europe, to institute an innovative mindset throughout our retail network, and to establish a cutting-edge digital footprint.

UniCredit understands its role as part of a far-reaching system that leverages resources, or capital, to generate shared value. Indeed, the solidity of our business depends on the prosperity of our customers and of the communities in which we operate. To create greater value we, as a bank, develop innovative solutions that form attractive investment opportunities and also generate positive outcomes for our Group.

We adopted our five-year strategic plan building on our solid fundamentals, with the purpose of ensuring sustained profitability, and making the best possible use of the resources at our disposal.

This is how we continue to respond effectively to our stakeholders' priorities.



* See 2014 Sustainability Report for details.

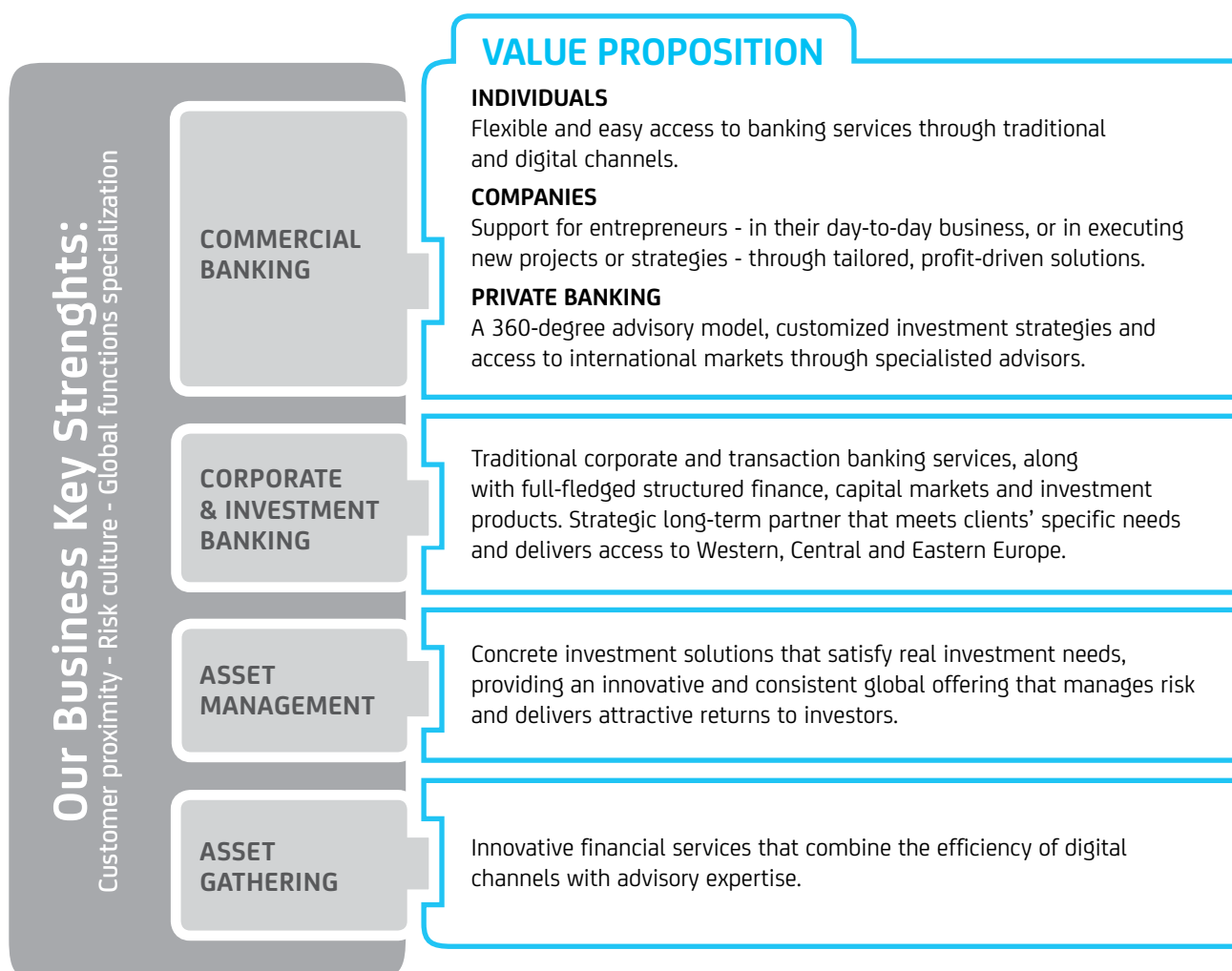
Our Business Model

At UniCredit, we work relentlessly to offer outstanding banking services and to provide real support for economic growth in the communities where we operate. This requires developing new service models that enable connections between businesses in different places while making the bank more accessible and more transparent. It means being a sustainable bank.

The restructuring process that began at the start of 2012 has resulted in major simplification of our operating processes. In order to bring us closer to our customers, for example, our national offices now possess greater decision-making power. The object of this change is to simplify our business by implementing a more streamlined chain of command, a more efficient commercial network, and an expanded ability to create personalized solutions. Additionally, it enables our national offices to be more effective at developing the markets they serve.

OUR MISSION

We UniCredit people are committed to generating value for our customers. As a leading European bank, we are dedicated to the development of the communities in which we live, and to being a great place to work. We aim for excellence and we consistently strive to be easy to deal with. These commitments will allow us to create sustainable value for our shareholders.



Highlights

UniCredit is a leading European commercial bank operating in **17** countries with more than **147,000** employees, over **8,500** branches and with an international network spanning in about **50** markets.

UniCredit benefits from a strong European identity, extensive international presence and broad customer base.

Our strategic position in Western and Eastern Europe gives us one of the region's highest market shares.



OVER
147,000
Employees¹



OVER
8,500
Branches²

Financial Highlights (€ mio)

OPERATING INCOME

22,513

NET PROFIT

2,008

SHAREHOLDER'S EQUITY

49,390

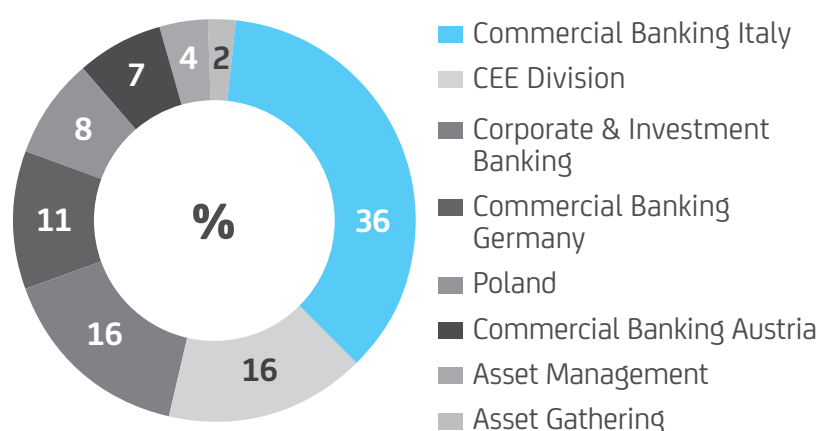
TOTAL ASSETS

844,217

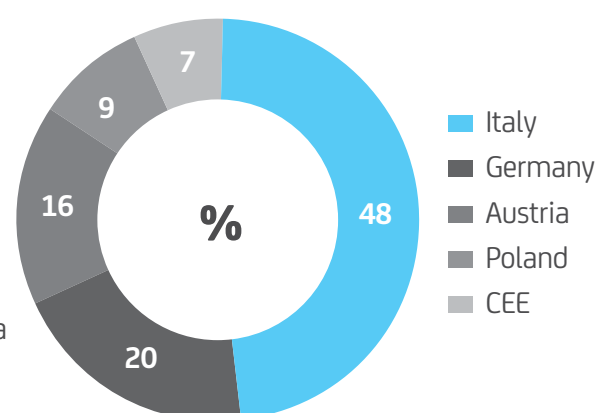
COMMON EQUITY TIER 1 RATIO

10.41 %

REVENUES BY BUSINESS LINES*



REVENUES BY REGION*



1. Data as at December 31, 2014. FTE = "Full Time Equivalent": number of employees counted for the rate of presence. Figures include all employees of Koç Financial Services Group (Turkey).

2. Data as at December 31, 2014. Figures include all branches of Koç Financial Services Group (Turkey).

* Data as at December 31, 2014.

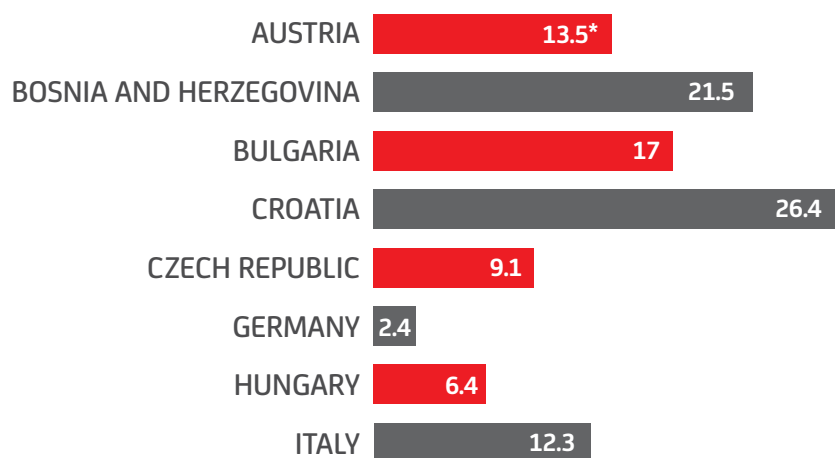


Where we are

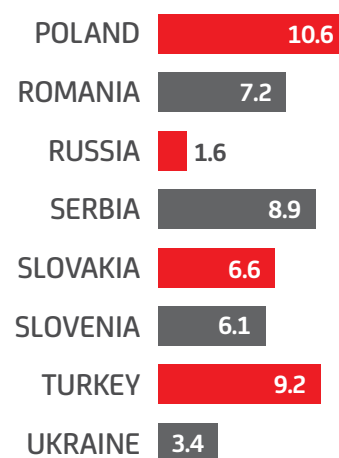
AUSTRIA	ITALY
AZERBAIJAN	POLAND
BOSNIA AND HERZEGOVINA	ROMANIA
BULGARIA	RUSSIA
CROATIA	SERBIA
CZECH REPUBLIC	SLOVAKIA
GERMANY	SLOVENIA
HUNGARY	TURKEY
	UKRAINE



MARKET SHARE³ (%)



MARKET SHARE (%)



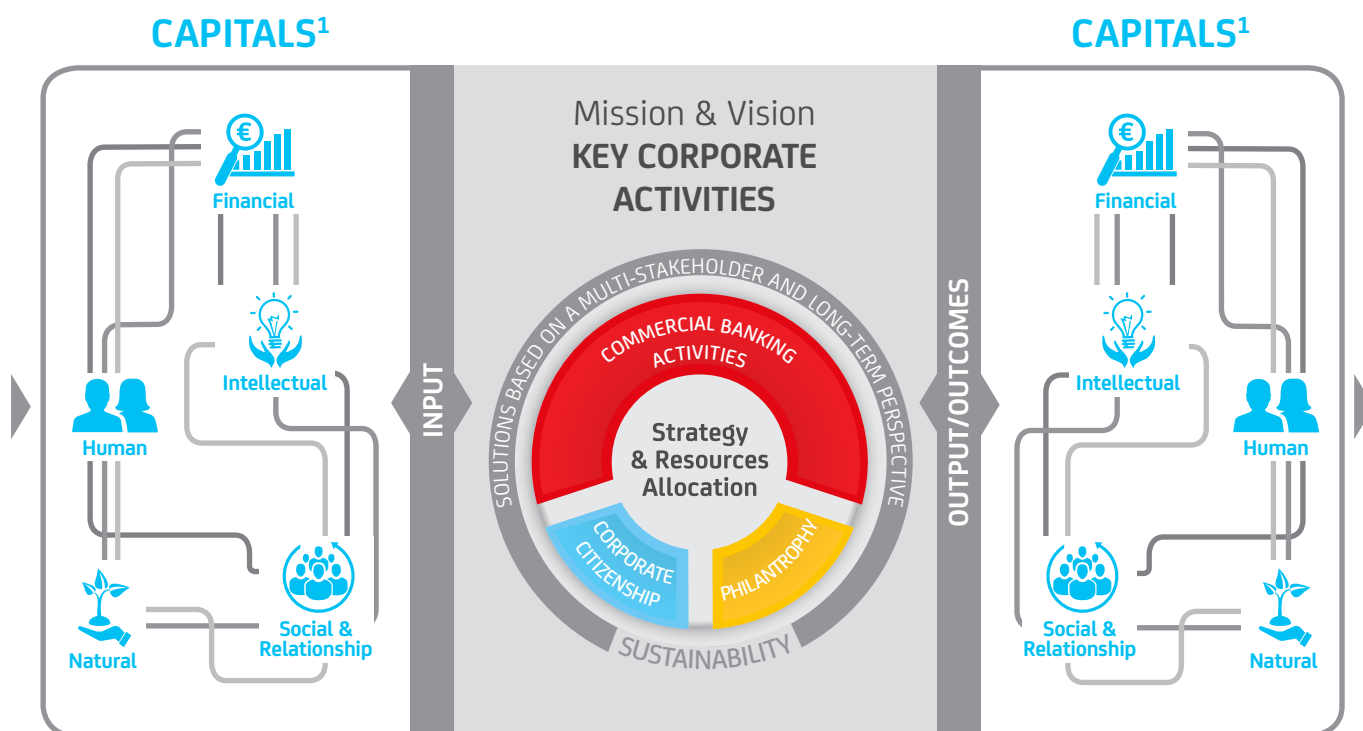
3. Market Shares in terms of Total Assets as 31 December 2014 for CEE Countries. Market Shares in terms of Total Customer Loans as at December 31, 2014 for Italy, Germany and Austria.
Source: UniCredit National Center Banks, UniCredit Research, UniCredit CEE Strategic Analysis.
Data as of September 30, 2014, except for Bosnia and Herzegovina, Slovenia (2Q 2014), Romania (1Q 2014), Hungary (FY 2013) and Bulgaria (3Q 2014).
* Data as of November 30, 2014.

Our Approach

UniCredit holds significant responsibilities within a complex value chain and we use different types of capitals -financial, human, social, intellectual and environmental as inputs to contribute to our economy and society at large. These inputs heavily influence our business model and the quality of the products and services that we provide, i.e., our outputs.

We have studied our impact extensively, and we have become ever more aware of the vital role we play in the real economies of the countries where we operate. A responsible approach guides everything we do, from our core banking activities to our corporate citizenship initiatives. These initiatives emphasize financial inclusion and education, complementing our philanthropy in the field of social inclusion. We strongly believe that communities that provide a genuine diversity of opportunities nurture the innovative environment that enables both people and businesses to thrive.

VALUE CREATION PROCESS IN A BROADER SOCIAL CONTEXT



1. See 2014 Sustainability Report for details.
Source: adapted from the IIRC framework.

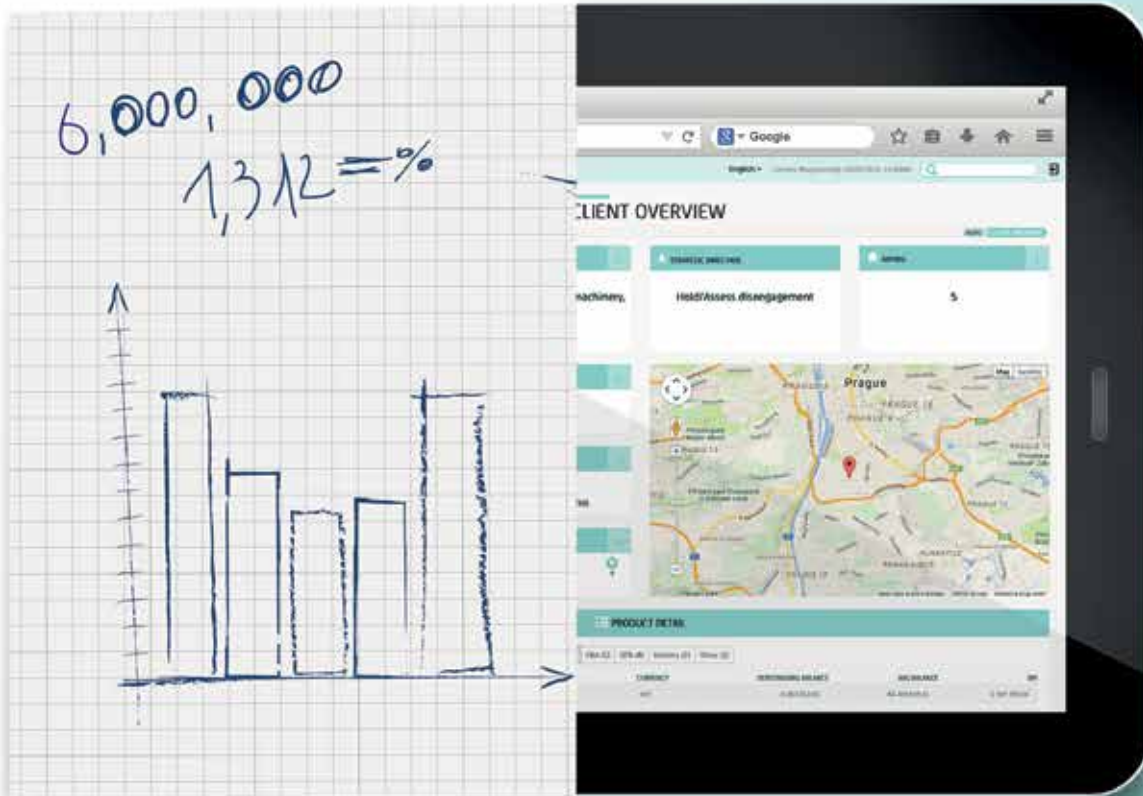
The data
is clear.

Personalized
support services
make it clearer.

Clear-cut answers for the future.

The path to knowledge begins with understanding.

Babel is an application that transforms data into useful and accurate information. With it, we can develop personalized products and services, just for you. Babel ensures that we will always meet your expectations and that we help you with important changes in your life. Because information is key to anticipating the future.



Financial Results

Statement of Comprehensive Income for the Year 2014

The year 2014 was a successful one for the Bank, evidencing again a positive result in the amount of 0.6 million euros of net profit after tax and in addition 15.7 million euros of other comprehensive income after tax.

In 2014, the net interest income of the Bank amounted to 48.6 million euros, which represents an increase of 0.2 million euros (or 0.5 %). The drop of interest income was leveraged with the drop of interest expenses, both reflecting the decreasing interest rates on the markets.

The Bank successfully increased its fee and commission net income to 24.7 million euros, or by 1.3 million euros (5.5 %), compared to the preceding year. The increase derives from a stable increase of card business, from corporate finance advisory as well as from transactions with securities. The latter was mainly due to initial public offers of securities for customers.

Recognized losses within the item "Realized gains and losses on financial assets and liabilities not measured at fair value through profit or loss" amount to 2.8 million euros. This item comprises of 4.2 million euros of profits realized by selling available-for-sale (AFS) bonds and of 7.2 million write-offs of loans. All those loans were entirely impaired in previous years; consequently impairments in the same amount were released.

In 2014, the Bank realized a gain with trading including foreign exchange differences of 1.9 million euros (in 2013: a loss of 1.2 million euros). Net gains on securities trading remained stable compared to the previous year, as they amounted to 0.2 million euros in spite of substantially higher volumes of traded securities (351 million euros of securities purchased and sold in 2014 compared to 92 million euros in 2013). Also, net gains on purchase and sale of foreign currencies including foreign exchange differences amounted to the same level in both years (net 0.4 million euros). Net gains on derivatives trading amounted to 1.3 million euros, whereas the Bank reported a loss in the amount of 1.8 million euros in 2013. The effect of initial recognition of credit value adjustment (CVA) and debt value adjustment (DVA) for trading derivatives in 2013 compared to 2014 equals the difference between both years' derivatives trading result. This resulted in 3.1 million euros of loss in 2013. Excluding this effect, the Bank's trading result in both years was stable.

Both in 2013 and in 2014, the item "Fair value adjustments in hedge accounting" was affected solely by CVA and DVA with a loss of 1.2 million euros in 2014 compared to a gain in the amount of 2.6 million euros in 2013 (initial recognition).

The item "Other operating net loss" amounted to 0.7 million euros in both years.

Due to tight cost management the Bank managed to decrease its administrative costs from 35.0 million euros in 2013 by 1.0 million euros to 34.0 million euros in 2014 (representing a decrease of 2.9 % year-on-year).

The depreciation expenses remained stable at 5.1 million euros.

Provisions were built in the amount of 1.2 million euros, which is 2.7 million euros (or by 69.5 %) less than the year before. The Bank created no additional provisions for its off-balance-sheet items, which represented the majority of the provisions in 2013. Provisions in 2014 were built for pending legal cases, potential losses, severance and jubilee salaries.

In 2014, the Bank created 28.6 million euros of impairments for loans which is 48.2 % less than in the previous year. The volume of non-performing loans declined in 2014 from 352.4 million euros to 339.6 million euros. The impairments of available-for-sale financial assets (AFS) amounted to 0.8 million euros (compared to 19.5 million euros in 2013).

The Bank closed its financial year 2014 with a net profit of 0.6 million euros and is thus reporting a significant turnaround of its financial result given a 39.2 million euros of loss reported in 2013.

Within the item "Other Comprehensive Income" the Bank recognized 15.7 million euros after tax. Valuation gains for available-for-sale financial assets (AFS) contributed the majority of it, namely 11.8 million euros (14.2 million euros before taxes). The Comprehensive Income was significantly affected by a decreased credit spread for the Republic of Slovenia, which resulted in higher market price of government bonds. Valuation gains for cash flow hedges contributed 3.7 million euros and actuarial gains 0.2 million euros.

Statement of Financial Position for the Year 2014

UniCredit Banka Slovenija d.d. increased its balance sheet volume in 2014 by 90.2 million euros (or by 3.6 %), amounting to 2,578.7 million euros at the year-end.

The volume of financial assets held for trading comprises at the 2014 year-end solely of positive fair value of derivatives held for trading. It amounted to 16.4 million euros and is higher by 1.2 million euros (or by 7.8 %) year-on-year. At the end of the preceding year it consisted also of securities held for trading in the amount of 0.2 million euros.

At the end of 2014, the available-for-sale financial assets (AFS) amounted to 354.4 million euros, of which 354.1 million euros were in bonds, and the remaining 0.2 million euros in equity instruments. Bonds were purchased during the year for 114.3 million euros net (increase of the volume by 50.7 %). Additional 14.3 million euros of

increase derives from their increased value. The equity instruments were sold for 24.7 million euros and they were impaired by 0.8 million euros.

The item "Derivatives – hedge accounting" represents positive present value of swaps, which the Bank held to hedge its cash flows. It amounted to 11.9 million euros at year-end, which represents an increase by 4.9 million euros compared to the end of 2013.

Loans and receivables amounted to 1,797.2 million euros at the end of 2014, which represents a decrease of 116.5 million euros year-on-year (or by 6.1 %). Loans to customers amounted to 1,743.6 million euros net of impairments. Their gross volume declined by 121.6 million euros and their impairments increased by 30.3 million euros compared to the end of the year 2013. The majority of the decrease relates to long-term loans and among them to loans to corporates and private customers. The volume of loans to public sector increased. Impairments at year-end represent 10.0 % of the gross volume of loans to customers (7.9 % at the year-end 2013).

The Bank didn't change its held-to-maturity (HTM) financial assets in 2014.

The Bank owns property, plant and equipment in the amount of 7.3 million euros, representing a decrease of 1.8 million euros compared to the year 2013; the additions were more than offset by depreciation.

Within intangible assets the Bank recognizes solely software in the amount of 18.8 million euros. Its volume slightly decreased in 2014. New software was purchased in the amount of 2.5 million euros and was amortized or written-off in the amount of 3.2 million euros.

The Bank has no current tax assets left. The decrease in the deferred tax assets in the amount of 3.2 million euros derives from gains recognized within other comprehensive income.

Financial liabilities held for trading comprise solely of negative present value of derivatives. They amounted to 17.2 million euros at the end of 2014 as well as at the end of 2013.

The volume of derivatives – hedge accounting on the liabilities – represents a negative present value of swaps, which the Bank held to hedge its cash flows. It amounted to 53.4 million euros at the end of 2014 with a year-on-year increase of 6.1 million euros.

Financial liabilities measured at amortized cost amounted to 2,253.0 million euros at the end of 2014, which represents an increase of 67.1 million euros in 2014 compared to 2013. The Bank repaid its liabilities towards banks in the amount of 25.7 million euros. Deposits from customers, which amounted to 1,368.5 million euros, increased by 91.7 million euros or by 7.2 %.

The Bank is soundly capitalized and shows the capital adequacy ratio (CAR) of 19.7 %, which means an improvement by 2.8 percentage points compared to the year 2013.

Bank Segment's Performance Review

Retail and Small Business Banking

GENERAL OVERVIEW

In the segment of retail and small business banking, we exceeded most of set objectives in 2014. In the field of retail lending, we maintained 8.9 % market share despite the challenging macroeconomic conditions. In the field of retail deposits, we also made a step forward in 2014 and increased our market share to 3.5 %, with the highest increase being in our market share in the demand deposits. Also, we again increased our market share in the field of card business and POS acquiring this year.

As in previous years, 2014 continued the trend of acquiring new customers, so that we increased the total number of customers to more than 137,000. We provide our customers with banking services through a network of 28 branches and agencies across the country. In addition to our business network, other channels are also becoming increasingly important, including our call center and direct banking, especially Online b@nka, and more recently the Mobile Bank Go!, which is becoming increasingly popular with the rapid growth of the share of smart phones. Technological developments, especially in the field of electronics, computers and the Internet, are lightning fast and radically changing all aspects of our lives and habits. Our online and mobile banks are therefore among our highest priorities, so we are constantly working on their development.

The quality of services remains our guideline and one of our key commitments. To this end, we carry out annually an in-depth customer satisfaction survey, which has confirmed for many consecutive years that we enjoy good reputation and trust in the eyes of our customers. Also, by using mystery shopping, we check the fulfillment of the set quality standards of service and, if necessary, constantly improve them. In 2014, we acquired most of our new customers on the basis of the recommendations of the existing satisfied customers, therefore creating value for customers and their satisfaction will continue to be one of our main commitments and guidelines also in the future. For this purpose, we also continued our banking school and training for all employees and thereby contributed to the consolidation of expertise to ensure proper advice to our clients.

One of our key guidelines is also simplifying operations. As a result, we direct a lot of energy into simplifying key processes, as well as a whole range of minor improvements that also have an impact on the quality of service. In 2014, we simplified the deposit process for the retail and small business segment and made the first steps towards simplifying the loan process for small businesses. We have also simplified the process for approving and booking of overdrafts for customers.

In 2014, we have deepened our cooperation with our partners – ERGO Life Insurance Company and Generali Insurance Company, with which we offer high quality and competitive insurance services to customers and with Pioneer Investments SA company, with

which we cooperate in the field of mutual funds. We also continued several years of successful partnership with the Medical Chamber of Slovenia, and towards the end of 2014, we entered into a new exclusive partnership with the Apple brand.

SEGMENTS AND PRODUCTS

Retail banking segment

In the field of retail banking, UniCredit Banka Slovenija d.d. operates with over 125,000 customers, to whom we offer a comprehensive range of quality banking services. We constantly adapt our offer to the needs of our customers, while also making sure that the solutions are clear, transparent and simple for them.

In 2014, we devoted special attention to the development of modern distribution channels in this segment. Customers were offered Slovenian and English versions of the updated Mobile bank Go! with the FastPay function and M-token, which is an integral part of the Go! application and replaces the physical generator of passwords, which was until now the only possibility for entering and signing orders in Online B@nka.

In addition, we have also developed ePristop web application that allows easy opening of an account online, thus further simplifying bank replacement for potential new customers.

The range of services in the field of savings was supplemented in 2014 with a new product – Multi-savings account, which responds to the challenges of time as well as customer demands and needs. It offers both liquidity and competitive interest rate in one account.

In cooperation with ERGO Life Insurance Company we have provided customers with the fifth version of investment-linked life insurance Moj Garant. We also introduced new risk life insurance ERGO Protect, which is a good choice for those who want to protect their loved ones against unforeseen events. In cooperation with Generali Insurance Company, we also updated the property insurance Paket Dom. In the area of investment, we upgraded our product range with standardized management of ETF portfolios and Pioneer Investments mutual funds portfolios, which are a good choice for customers who want to focus a part of their savings on the capital markets or seek regular savings in mutual funds.

Small business banking segment

In order to improve the quality of service, we redesigned the customer servicing model in the small business banking segment in 2014. We established six business centers (in Ljubljana, Maribor, Kranj, Celje, Koper and Novo mesto), which are specialized in providing quality services for more demanding customers in this segment and which combine the consultants with the most experience in working with this customer segment. Customers who need basic banking services can use any of the business units for their operations. We also provided small businesses with the option of opening an account through a web application ePristop.

In addition to the updating of the service model, we introduced some simplifications in the process of approving and monitoring loans in the small business segment in 2014, which we want to further upgrade in 2015.

Similarly to the retail segment, we also introduced a welcome program for small businesses. The latter is conceived as a systematic way of servicing new customers during the first three months, which are crucial in sustaining and increasing customer satisfaction.

Private banking

Private banking represents a segment of customers (natural persons), to whom the Bank offers solutions designed to manage financial assets in the amount of over 400,000 euros.

The guiding principle of the Private banking segment in UniCredit Banka Slovenija d.d. is the search for the optimal distribution of total assets for each client depending on their financial goals and expectations. In determining the suitable solutions and appropriate responses to changing conditions in the financial markets, the Bank derives from the global investment strategy (GIS) which determines for each customer profile what is the most appropriate allocation at any given time.

The reputation enjoyed by private bankers and methodologically consistent asset managers, has contributed to the dynamic growth of the segment in 2014.

FUTURE FORECAST

In 2015, our strategy will be aimed at maintaining market share in loans and further increasing its market share in deposits, especially in the retail segment. Again, we have set ourselves ambitious objectives in terms of growth in the number of customers both in the retail and small business segments. Our efforts will continue to focus on the provision and improvement of quality of services, compliance of operations, simplification of our product range and processes and further development of modern distribution channels, especially Online b@nka, Mobile Bank Go! and our website.

Corporate and Investment Banking

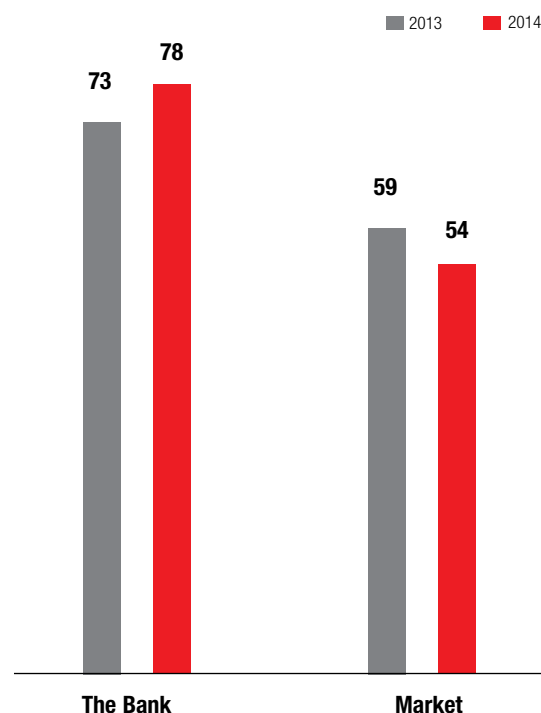
GENERAL OVERVIEW

In 2014, the situation in the Slovenian economy gradually began to improve and the economic growth was again, for the first time after two years, positive and higher than expected. The main factor in the recovery of gross domestic product was exports, especially their rapid growth in the first nine months, despite the relatively weak demand of our main trading partners. Other major determinants of economic activities, with the exception of import growth, only partially followed the growth of exports. Domestic demand has not changed significantly, but it can be expected that with the improved mood it will gradually grow next year.

In 2014, the volume of loans of Slovenian banks to non-banking sector, irrespective of the gradual recovery in economic activity and stabilization of the situation in the Slovenian banking system, continued to decline. Up to and including November 2014, the volume of domestic banks' loans to non-financial corporations net decreased by 1.2 billion euros, which is a quarter less than in the same period last year (transfer to BAMC not taken into account). Continued emergence of corporate deleveraging and restrained demand for working capital loans and investment loans was thus also felt by the Corporate and Investment Banking division for the second consecutive year.

Customer satisfaction with UniCredit Banka Slovenija d.d., however, has grown as compared to the previous year in spite of market uncertainty and harsh conditions, while customer satisfaction in the corporate banking segment on the Slovenian market on average fell. Compared to the satisfaction with other banks on the Slovenian market, customer satisfaction in 2014 was the highest with UniCredit Banka Slovenija d.d., as confirmed by the results of independent customer satisfaction survey conducted by an internationally recognized market research agency TNS.

TRI*M INDEX - 2013 to 2014



*(Note: Customer satisfaction survey for UniCredit Banka Slovenija d.d. is conducted by the international market research agency TNS.)

Bank Segment's Performance Review

We are aware that customer satisfaction is significantly affected by the credibility of banking advisors, bank reliability and long-term relationships with clients and that success in the market can only be achieved when business partners really know each other. In the past year, we have therefore devoted a lot of time to personnel training, acquaintance with clients and exchange of experience. During the year, the employees were included in the Bank Academy, which incorporates product, processes and sales skills, while focusing on the client and their needs.

In 2014, we organized a number of events for companies, with the aim of presenting macroeconomic conditions and solutions, which provide for more rational operations in the current market situation. We have actively participated as supporters of the project Izvozniki.si, shared knowledge, organized events, enabled connections between the Slovenian exporters and thus strove to contribute towards the establishment of a healthy, strong and open economic environment. Export orientation and international operations were also the focus of our corporate magazine Azimut, which we use to publish experience, challenges, problems and solutions of Slovenian companies when operating abroad.

We strengthened our support to clients in their international activities, with a number of internal projects and activities, and within the concept of cross-border solutions, we offered businesses a unified principle of operation, and shortened and more favorable conditions for carrying out international payment transactions within the UniCredit.

The quality of a wide range of services at UniCredit Banka Slovenija d.d. is evidenced by numerous prestigious awards received from respectable financial magazines, which we take to be an exceptional recognition for us. As a very strong regional player in the investment banking, we have a leading role in the CEE countries. In 2014, we were selected as the best bank in the area of cash management in Slovenia and the CEE (Euromoney), the best bank for custodial services in Slovenia and the CEE (Global Finance), while in the region of Central and Eastern Europe, we received an award for the best bank in the field of trade financing and supplier financing (Global Finance).

FINANCIAL RESULTS

Also in 2014, the Corporate and Investment Banking division achieved good results as compared to the overall banking sector. This year it has generated revenue of 51 million euros, which is 1 % less than in the previous year.

Despite the recovery of the Slovenian economic activity in 2014, credit demand of the healthy core of the private sector remained reserved in that period. By continuing stabilization of the banking system, the volume of corporate financing also decreased by 6 % and at the end of 2014 amounted to just under 1.1 billion euros. The average volume of customer loans decreased by 11 % in 2014. Notwithstanding this, we have maintained a high customer focus and

we have cooperated intensively with those who have healthy business cores and good prospects for development.

We are particularly proud of 751 million euros in collected customer deposits by the Corporate and Investment Banking division. In 2014, namely, the average volume of deposits of our customers grew by as much as 28 %, and consequently improved the ratio of loans to deposits in our Division. High growth in deposits confirms the good partnership relationships with clients and their high confidence in our Bank, both in its stability and security.

SEGMENTS AND PRODUCTS

For customer needs, we developed three sets of banking services. Within the work scope of Corporate and Investment Banking, the Bank provides companies with financing and other traditional banking products. Global Transaction Banking provides services in the areas of cash management and foreign trade financing and custodial services, while within the work scope of Products and Financial Markets, the Bank provides banking services to financial institutions, brokerage, treasury products, trading for its own account and offers corporate finance services and project financing.

Despite a gradual improvement in economic activity, the loan demand of the Slovenian companies remained weak, especially the demand for long-term loans due to the postponement of business investments. Amid the continued deleveraging process, high financial leverage still prevented the economy from successful and rapid restructuring of its own funding.

We consistently follow high credit standards because we believe that it is the only way to achieve both sustainable operations and development of the businesses we are funding, as well as of our Bank. Despite the fact that we want to finance companies with the potential for development while also being a good partner to our clients, we recorded a negative growth rate in the volume of loans in 2014 in the area of corporate and investment banking for the second consecutive year. The loan volume of funding in 2014 on average decreased by 11 %, but the decline was significantly lower than in the previous year.

In 2014, the Corporate and Investment Banking division generated from total financing approximately 23 million euros in interest income, which represents 45 % of its total revenue.

Global Transaction Banking

In the previous year, we actively developed transaction banking and cash management, offered services and product solutions in the areas of trade financing and documentary operations and provided global custodial services for corporate clients and financial institutions. In the area of transaction banking, we created revenue of 16 million euros in 2014.

While taking into account customer needs and legal requirements in the area of cash management, we implemented solutions in 2014

for the final transition to SEPA. We have again increased the number of transactions and our market share in payment transactions. High volumes avista have once again proved that UniCredit Banka Slovenija d.d. is a reliable partner to its clients.

Keeping clients' satisfaction in mind we carried out performance improvements of our electronic banking systems and back-office payment systems. Thus, our customers can manage transaction banking services more effectively. The latter was also recognized by our clients, since, based on the Euromoney Cash Management Survey, UniCredit Banka Slovenija d.d. was again selected as the best bank in the area of cash management in Slovenia in 2014, and UniCredit was chosen as the best bank in the area of cash management in Central and Eastern Europe.

In the area of trade financing, we have prepared several events for our clients in order to spread knowledge and present options which we offer to exporters and companies doing business internationally. We have successfully offered standard banking solutions and services including guarantees, letters of credit (including "stand-by" credit) and solutions for documentary operations, as well as supplier financing and purchase of receivables.

In the field of custodial services, UniCredit Banka Slovenija d.d. was very successful in 2014 and remained one of the leading providers of custody services for foreign investors. We were also successful in obtaining domestic investors, by means of which we increased customer assets by more than 60 %.

Further development of transaction banking with a strong focus on customer needs and satisfaction remains one of the key strategic objectives of the Bank.

Products and Financial Markets

The year 2014 was marked by a wide variety of actions of the European Central Bank, from lowering of key interest rates to increasing the quantity of money in circulation through banking operations, all with the aim of promoting the European economy. Due to excess liquidity, the euro government bond yields recorded again and again historically low levels constantly throughout the year. Slovenia was no exception to this, and despite the initial speculation about the financial collapse of the country, it followed the trend of declining interest rates. The Bank reacted timely to the market conditions and constantly increased portfolio of government bonds, interest income and the capital invested. Interest rate position represents the largest share in the trading portfolio of the Bank and is largely responsible for the trading result.

In the area of products for hedging against market risks, a demand for products to protect the exchange rate risk has increased. Despite the fact that the price of insurance against interest rate risk is the lowest in history, the demand for these products continues to be low.

FUTURE FORECAST

According to forecasts, we can expect further recovery in economic activity in Slovenia in 2015, which will be associated with further growth in exports and the gradual improvement in private consumption. However, the recovery could somewhat slow down, unless the weak domestic demand of our major trading partners as well as the geopolitical tensions improve. In 2015, we expect further stabilization of the situation in the Slovenian banking system. However, given the fact that it takes about two years of economic growth to show in loan growth, we do not yet expect a rapid recovery in lending activity in 2015.

The strategy of the Corporate and Investment Banking division of UniCredit Banka Slovenija d.d. will remain adapted to the harsh market conditions. In doing so, we will continue to focus on maintenance of our excellent relationships with clients, promotion of good projects, care for employees and sustainable growth. The key pillars of the strategy are solid and will continue to remain as follows:

- Keeping clients in the focus of our efforts and attention,
- Maintaining customer satisfaction and also increasing it as compared to other banks,
- Targeted acquisition of new clients,
- Improving profitability of operations,
- Healthy and sustainable growth both in terms of revenue as well as in terms of total assets,
- Development and improvement of services and products tailored to the needs of clients,
- Development of employee knowledge, transfer of good practices within the Bank and the UniCredit, and increasing employee satisfaction,
- Improving process efficiency of operations and
- Consistent compliance with the regulatory requirements.

Global Banking Services

Over the years, the mission of the Global Banking Services division has been on one hand sound, safe and efficient functioning of all banking operations, and on the other assuring the technological readiness of the Bank to meet current and emerging needs of its customers.

In 2014, the Global Banking Services division continued to focus on internal efficiencies and optimizations with the objective of sustaining the Bank's superior service quality, while aiming at cost/income improvement, as well as at assuring the highest safety and reliability of operations. The Division operates on three main pillars: Operations, Information Technology and Communication, and Organization & Logistics. Additionally, since the end of 2014 dedicated teams for security and complaint management were established within the Division.

Bank Segment's Performance Review

Operations

The Operations department is the largest part of the Global Banking Services division, performing back office activities for commercial, transactional and core banking. Process improvement remained the focus for this area, coordinated under a program managed by specialized staff, trained under the Lean Six Sigma methodology. This approach assures continuous improvement of internal processes that would help eliminate non-value-added items and, when applied across the entire organization, release resources to customer facing and know-your-customer activities. A special tool enabling measuring of productivity KPIs, which allows the Bank to better analyze efficiency, resource allocation and performance, supports the methodology.

The Bank achieved major optimizations on a number of processes. Time of booking of guarantees was reduced by 75 %, by implementing end-to-end automation of data from front-end systems to the general ledger. The process of contract preparation for corporate clients was fully automated by introducing a new application that reduces operational risk and enables controls throughout the end-to-end contract preparation.

Despite a significant increase in security operations, generated by increase of business volumes, the Bank managed to keep resource absorption at the same level by introducing several process automations while at the same time implementing stronger controls over documentation flows. Similarly for the payments area, while the Bank kept on growing business volumes on all fronts (payments, cards and POS traffic), the Operations department managed to assure controls and compliance, to introduce superior fraud management tools and methodologies, and support the introduction of new services such as contactless POS terminals.

As clients remain in the center of our focus, the Operations department introduced several changes in contract management to enable faster and better services for clients by reducing waiting time and improving the task delegation process through introduction of dedicated task management tool. In cooperation with ICT, the Bank in fact implemented a new centralized system, and keeps on extending it through a phased approach. The system enables higher level of automation and centralized process management. It replaced several applications with one integral solution, thus simplifying usage as well as maintenance and developments. Furthermore, the Bank redesigned the framework of managing open tasks, automatically allocating queues to the best-at-the-moment operator, without manual intervention of employees previously needed.

Last but not least, the Operations department actively participated in the implementation of measures aimed at keeping the highest compliance with evolving regulations, such as EMIR, FACTA and anti-money-laundering, given the increasingly complex context of financial transactions.

Information Communication Technology (ICT)

Following its long-term strategy, the ICT department kept upgrading

the Bank's technological landscape, with the target of creating an efficient and interconnected set of applications, supported by a stable and safe infrastructure able to meet evolving needs of the Bank's customers and the industry productivity benchmarks.

Among business developments for corporate clients, the Bank upgraded its workflow for corporate lending to a new and improved version, and implemented a new pension-fund management system with high level of automation and reliability, to support further business development. Additionally, the ICT locally implemented the new Group's solution for derivative business. Within the project, optimization of related reporting system was achieved as well, seeking efficiencies in consistency with the general Bank's focus.

With regards to retail clients, many system enhancements were implemented with the goal of raising efficiency, simplicity and data quality. The overdraft process was redesigned and streamlined by up to 70 %, thus repaying the initial ICT investment in less than six months.

In the area of electronic banking, the Bank invested in increased reliability of the system with a new three-tier infrastructure for Ebank, implemented several upgrades required by the SEPA regulation, integrated Online banking with document management system, developed security SMS for fraud prevention and E-forms, for our customer safety and convenience. As for payments, the ICT department implemented several upgrades in order to reduce transaction-processing time that eventually produced more than 50 % faster processing, with a parallel increase of controls over suspicious transactions, as required by regulations.

Further automation through the document management system supported the provision of documents to customers through electronic channels, thus not only reducing printing and costs, but also improving the overall customer experience by providing all relevant documents seamlessly through online banking.

Organization & Logistics

After coordinating the reorganization of 2013, aimed at creating a leaner structure, the Organization & Logistics department shifted its focus to projects aimed at efficiency and productivity gains, and even increased cost management priority.

The Project Management Office successfully led various and critical projects, supporting the major migrations to the new ICT applications as well as cross-functional transformational efforts. The office coordinated the consolidation of Head Office, from three locations into one and including UniCredit Leasing, which resulted in total head office space decreasing by 20 % and consequently lowering operational costs by 18 % and rental costs by 16 % in 2014. Major milestones were also the certification of internal rules for archiving by the Archive of the Republic of Slovenia which enabled legal validity of e-archived documents and therefore supported the ongoing transition to paperless operations, and the bank Asset Quality Review, strongly supported by the Project Management Office. In order to

support strategic business development, the Organization department coordinated a project to maximize synergies with its leasing operations, successfully obtaining the license for leasing business. In addition, it run the implementation of the Group target "Markets and Treasury" ICT platform, tailored to handle the business at best while assuring compliance with regulatory requirements, industrialization drivers and the Group harmonization.

As anticipated, cost management efforts delivered a positive contribution to the Bank's improved bottom line. Excluding the influence of indirect taxes and duties, costs showed positive trends in almost all areas, particularly in consulting and professional services, rental costs, and external credit recovery expenses, despite an increase of workload for workout. Procurement ensured transparency and cost-efficiency thanks to centralized governance, and diligent tender processes, being involved in more than 240 negotiations and 4.3 million euros of spending volumes.

Security Office

While aiming at the highest security standards and facing constantly evolving risk environment, the Bank kept investing in this area. Particularly, and in cooperation with the ICT department, our ATM network was upgraded, a new identity management system was defined integrating new human resources system, access control and other user management related systems, and the technical infrastructure of networks, servers, operating and monitoring systems upgraded with the aim of increasing their security and the Bank resilience to potential discontinuities.

At the end of the year, the Security department was reorganized into a single team, reporting directly to the Division Head and Management Board member, in order to further align with the Group's security best practices, increase focus on business continuity and crisis management, information protection, fraud and loss prevention.

Managing Business Risks

Risk Management

Risk management culture is one of the key building blocks of UniCredit Banka Slovenija d.d. operations. We believe that ambitious goals with regard to indicators of profitability, reputation, quality and, ultimately, the risk management culture, are closely intertwined with each other. In order to achieve its high ambitions in a sustainable manner, the Bank has focused its work on all the areas mentioned. In this context, having an appropriate risk management culture is not merely one of the objectives, but a key prerequisite for achieving the Bank's goals in all areas. From this perspective, risk management is relevant to the Bank as a whole and to all its employees in all areas.

From a professional-managerial perspective, the Risk Management division plays a central role in risk management within the Bank. The risks to which the Bank pays special attention are, among others, credit risk, market risks, liquidity risk, operational risk, strategic risk, reputational risk and business risk. A detailed description of risk management from the organizational and procedural point of view and in terms of the most important indicators of risk management can be found in the Overall Risk Management chapter.

The environment in which UniCredit Banka Slovenija d.d. conducted its operations in 2014 was characterized by recovery of the international financial markets' trust in the Slovenian sovereign debt and consequently by decrease and stabilization of yields on sovereign risk. Profound transformation of the Slovenian banking system, which started already in late 2013 through the capital increase for five Slovenian banks by the government and through the start of transfer of non-performing assets to the Bank Asset Management Company (BAMC), continued throughout 2014. The process of transferring non-performing assets to the BAMC continued, additional increase of capital for one of the aforementioned banks was carried out and also the increase of capital for the sixth bank – which thus became 100 % government owned – was realized. Consequently, the banks operating under special regulatory regime with special regulatory limitation of operations hold more than a half of credit exposure to corporate and retail clients in Slovenia. Almost half of the nominal value of non-performing loans in the country was owned by BAMC. Those changes brought along many challenges, which influenced both the situation on the loans origination market as well as the area of restructuring of problematic credit exposures in the Slovenian economy.

In 2014, the Bank formed 30.5 million euros of impairments and provisions for credit risk, which is approximately 38 % less than in 2013. The decrease is a consequence of the fact that – despite demanding environment – the volume of the Bank's problematic or non performing exposure towards the corporate and retail clients slightly decreased in 2014, namely from 352 million euros as of the end of 2013 to 340 million euros, while in the same period in the entire banking system this volume increased in 2014 (not taking into consideration transfers to BAMC). In addition to traditionally strong Bank's focus on managing non performing loans, the trend of general improvement of cooperation among stakeholders in restructuring also

contributed to the decrease of problematic claims. Additionally, the decrease is a consequence of adoption of the Slovenian restructuring principles in March 2014; UniCredit Banka Slovenija d.d. played an important role in designing those principles. Since the end of 2013, the coverage of impaired loans with loan loss provisions has thus increased from 45.9 % to 56.2 % as of year-end 2014 which additionally increased the security of the Bank's business.

From a strategic perspective, the Bank's long-term orientation towards security as a foundation for healthy banking was again confirmed in 2014. The Internal Rating Based approach (hereinafter referred to as the IRB) for the calculation of credit risk capital requirements with its strict default definition rules, enables the Bank to faster identify a potential deterioration in the portfolio and to respond to it more quickly. The classification of credit assets used by the Bank is more conservative and therefore stricter than regulatory requirements, which provides additional safety in the Bank's operations.

The Bank's safety indicators improved again in 2014. Thus, the Tier 1 capital adequacy ratio at the end of 2014 was 17.6 %, while the capital adequacy ratio was 19.7 %. This means that the Bank is prepared for the possibility of further growth and for possible further shocks in the market. From the point of view of greater liquidity independence, the Bank continued the path set in 2012. Consequently, important liquidity indicators also showed improvement in 2014. Thus, the ratio between loans and deposits from customers that are not banks amounted to 1.27 as of 31 December 2014, compared to the 1.48 ratio as of 31 December 2013. The structural liquidity ratio over one year was 1.17 at the end of 2014.

We expect the year 2015 will be a challenge from the banking system's revenue perspective, in particular due to the following reasons: previous contraction of the banking system assets; currently still very shy economic reforms by the Slovenian politics; fragile macroeconomic environment in the euro zone; and still overly segmented and saturated banking market in Slovenia. As a consequence, in order to ensure adequate returns in the risk management field, we will pay particular attention to the recovery of most problematic claims, to further improvement of the early warning system and even faster reactions with the goal of decreasing inflow of new problematic exposures. At the same time, we will focus on increasing efficiency of the credit risk approval process. After several years of turbulences and crisis management, we expect that the time has come when focus on sustainable risk management will again be in the center. Therefore, in our operations, we will focus specifically on achieving target values of the risk appetite framework key indicators, such as capital adequacy indicators, market risk indicators, country risk indicators, liquidity risk indicators, credit risk, profitability and operational risk.

Technology
is for young
people.

Young people
of all ages.

The future is for everyone.

Simplicity and clarity appeal to all of us. That's way UniCredit created **Subito Banca via Internet**, a practical online banking interface with common sense graphics, intuitive navigation buttons and large fonts. We are making our online services easy to use even by people unfamiliar with new technologies. We are offering solutions based on the preferences of more than 300 customers over the age of 60, collected during workshops and laboratories in Italy. We are proof that you can always innovate in a new way.



Corporate Sustainability

Relations with Employees

We are aware that our employees are the source of power, energy, and knowledge that contribute to achieving the Bank's long-term goals and satisfaction of customers and peers. Therefore, we pay careful attention to their personal development.

COMMUNICATION WITH EMPLOYEES

Our colleagues reflect the Bank's operations and are the key factor in building respect in the eyes of other stakeholders. With activities that we performed also in 2014 we wanted to show colleagues that their contribution matters, is welcome, and appreciated.

Through internal communication we emphasized the connection of sales and non-sales units and joint commitment to reaching the same goal – realization of the Bank's goals. With active communication and realization of the projects, such as the UniCredit Day (in the past under the name The Integrity Charter Day), the UniQuest perspective employees educational program, the program for identification and development of the Bank's key employees (EDP – Executive Development Plan) for leaders and the TRM program (Talent Management Review) for talents with leadership potential, informing about opportunities of education and employment within the Bank or the Group, and other projects (of which quite a few took place in all the countries where the Group is present), we made connections also with the UniCredit group.

In 2014, we kept our employees informed about current topics by using letters from the Management Board, personal letters, e-mails, the Bank's intranet page, and personally through meetings of employees. In October 2014, at three locations across Slovenia meetings of employees with the Management Board and the Bank's key leaders took place, with the aim to present the situation which the Bank was facing, environment, trends and important guidelines for the future. The representatives of the Bank's highest management were always available for additional questions, opinions and comments from the employees who attended those meetings.

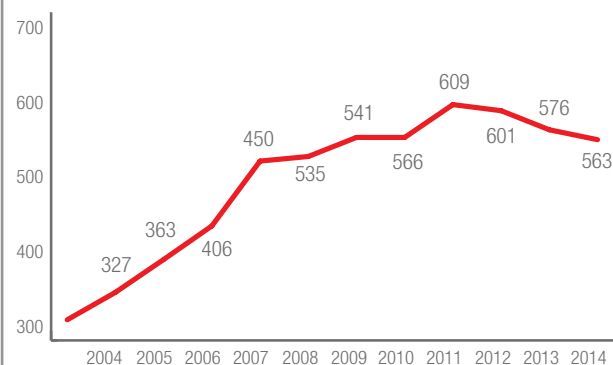
Within the framework of the Human Resources Management department, we continued informing our colleagues about recent development in the field of HR programs and projects, whereby we don't forget also different categories of employees who are absent for a longer period of time for different reasons. We regularly send them special issues of banking news: "News for new parents" are intended for female and male employees on maternity leave, "Bank's news" for employees who have been absent for a longer period of time due to health issues, while "Expat news" are intended for those who continue their career on an assignment abroad in the form of secondment. In this way, we aim to keep in touch with employees, to share with them useful information and current events in the Bank and to enable them easier reintegration into the working environment. Since we are a part of the international network and some employees are seconded to our Bank from other members of the UniCredit group, we prepared a special manual to welcome them in English (UniCredit Bank »Expat

Survival Kit«), in order to make their transition into the new working environment as smooth as possible and to familiarize them with local culture and habits.

NUMBER OF EMPLOYEES AND EMPLOYMENT

In line with the UniCredit group's internal policy, in the area of hiring we follow the principle of equality which is – in addition to transparency – the key principle which provides equal employment opportunities to all applicants for employment, regardless of gender or other personal circumstance.

NUMBER OF EMPLOYEES THROUGH YEARS



In the last years, in addition to external hiring, the Bank has been paying increasing attention to internal hiring and in particular to boosting inter-divisional transfer of knowledge and skills. In recent years, the focus on "internal labor market" has resulted in decreased number of new employees coming to the Bank from the external market. In 2014 as compared to the preceding year, we recorded a 2.3 % drop in the number of employees, which is result of the aforementioned internal knowledge transfer as well as of optimization and automatization of processes and work. In addition to full-time employees, in 2014 we have additionally engaged 40 students on average for part-time additional tasks.

The average age of the Bank's employees is currently 40 years. The gender structure of the staff employed by the Bank comprises of 64.3 % of women and 35.7 % men – the gender ratio has changed by 0.8 percentage points in favor of women as compared to 2013.

We take care of diversity among our employees, which is also reflected in the mixed employee structure (namely, six employees or 1 % are expatriates, which is a result of the employee development programs within the Group) and a balanced structure of managers by gender, as there are 51 % men and 49 % women and at all levels of the management structure. The gender ratio at management level remains roughly at the last year's level (50 % / 50 %).

In 2014, eight employees were acquiring new knowledge and experience on temporary assignments abroad (seven employees in Austria and one employee in Italy).

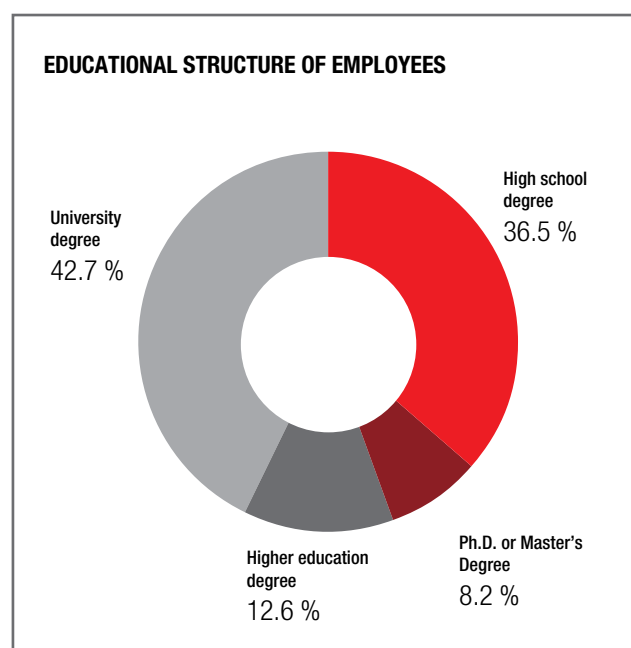
In total, 97 % of employees are employed on the basis of a collective contracts and the others on the basis of individual agreements.

In 2014, 41 new employees joined our ranks in total. On 31 December 2014, the Bank had 38 fixed-term employees, of which seven trainee employees, which is a total of 6.7 % of fixed-term employees over the year.

There were 184 employees employed with the Bank for more than 10 years, of which 67 for more than 20 years. In 2014, out of those employed as of 31 December on average 47 women were on maternity leave throughout the year (8.2 % of the total employee population), and 46 children in total were born to our employees. 12 colleagues took paternity leave. Pursuant to the Parental Protection and Family Benefits Act (Official Gazette of the Republic of Slovenia, no. 26/2014), 27 employees work part-time.

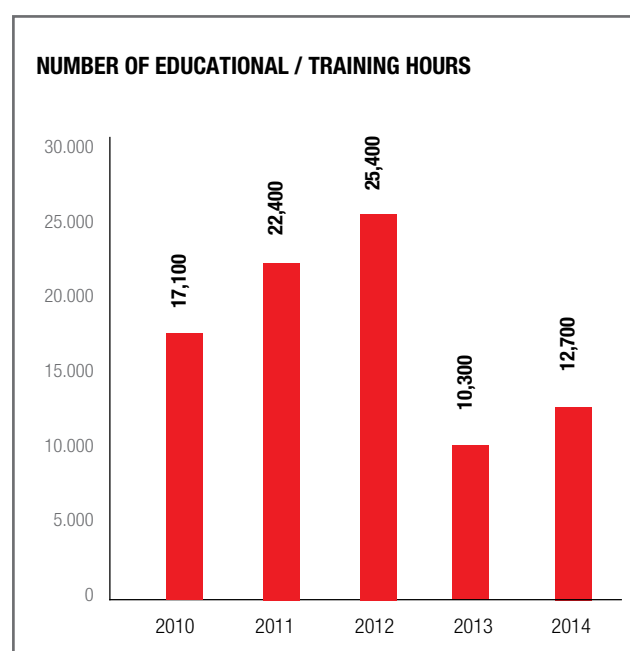
EDUCATIONAL STRUCTURE

The Bank and its employees pay particular attention to knowledge and education, as evidenced by available data showing that 8 % of our employees hold a Master's degree; 65.3 % of employees hold higher or university education degrees, while 36.5 % of employees have high school diplomas. Education structure has thus remained on approximately same level as in the preceding year.



TRAINING AND EDUCATION

In 2014, the Bank allocated 0.067 % of total revenue toward employee training, while the amount spent for educational purposes decreased as compared to previous years. This is a result of cost optimization due to difficult economic conditions and decreased level of hiring in relation to earlier years, when the Bank had opened business units, making it necessary to train new employees. It is necessary to emphasize, however, that recently the Bank has been promoting the transfer of knowledge within the internal banking schools and trainings, while also introducing a more modern and cost-effective educational method – e-learning.



The key to long-term cooperation with customers is a professional relationship, which requires continuous employee training. The Bank has therefore established a comprehensive training program that provides the necessary skills to different profiles of advisors for a variety of customer needs. We are aware that the expected level of knowledge of employees can only be achieved through organized and planned education. Constant changes in the market, adjustment of offer to customers and the development of applications and products require permanent education of bank employees. Through education, we want to provide advisors with the necessary knowledge and skills to work effectively with customers. Education includes product knowledge, knowledge of applications, the legislative area, as well as practical knowledge. Training programs are conducted by internal and external contractors, and with them, the Bank also seeks to increase the motivation and loyalty of employees.

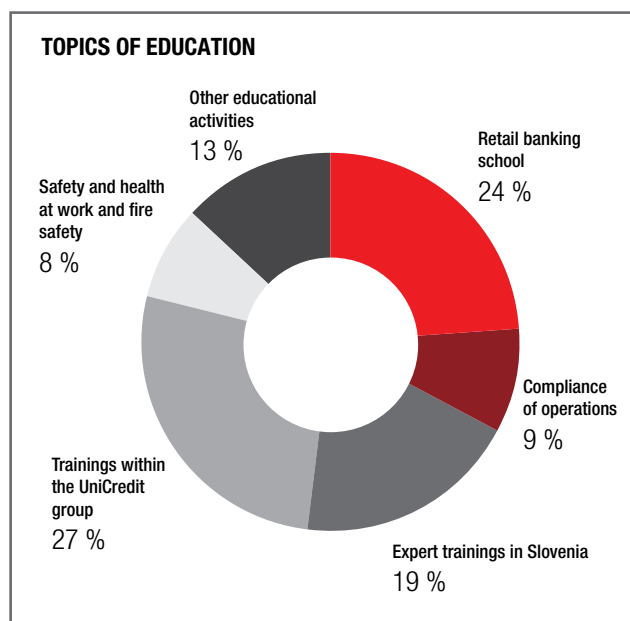
Based on different needs of segments of consultants, the Retail and Small Business Banking division formed Retail Banking School, which is divided into different educational programs. All programs include theory, offer, documentation and tools needed to sell banking

Corporate Sustainability

products. The new topic last year was the Risk Academy, which is comprised of six different modules and it is intended primarily for heads of branches and agencies. The goal of the program is to raise level of awareness in the field of risk, to improve know-how about loan products and by doing so to reduce possibility of concluding bad loan transactions. In addition to Retail Banking School, we have also implemented other regular trainings, which were added based on the current needs of business units operations.

The CIB Academy, which is implemented for employees in the Corporate and Investment Banking division with the help of internal associates, provided a number of helpful and useful trainings during the year. This is a multi-annual project that encourages professional development of advisors in the field of corporate banking. Trainings are designed practically; products are presented through case studies, frequently asked questions of consultants and customers, including customer perspective, the entire process from demand to the conclusion of the transaction, the main advantages of the product or services and characteristics of the contractual relationship.

In 2014, we conducted a total of 12,700 hours of educational and training activities (which is 23 % more than the total number of educational hours in 2013). The average was 24 teaching hours per employee, with an average cost of education and training per employee amounting to 90 euros. The topics covered by training and educational activities included mostly banking specific topics. In the context of e-learning, all employees were included in web seminars in the field of compliance of operations and protection of personal data. Over 250 employees attended the e-training in the area of safety and health at work and fire safety, while new employees were also included in the seminar on the IT system security. The volume of e-learning increased sharply in 2014; for this reason, in the last year the ratio between e-learning and classic education stood as high as 21 : 79.



The share of internal trainings amounted to over 44 %, with the greatest attention given to trainings on products and processes (a total of approximately 79 % of all internal trainings) and to seminars on compliance of operations (a total of 21 % of all internal trainings).

The introductory seminar "Welcome Amongst the Best", the purpose of which is faster and easier inclusion of the new employees, as well as their acquaintance with the vision and strategy of the main organizational units and their roles in the Bank, has been conducted in the Bank since 2004. The seminar has been conducted 39 times since its launch; 39 employees attended it in 2014.

In the area of licenses, 5 employees passed the exam of expert knowledge necessary for performing insurance brokerage operations and 6 for the sale of investment funds in the last year. As of the end of 2014, there were a total of 100 employees holding a license for the sale of mutual funds, 74 employees had a license for insurance brokerage, and 16 employees had a stock exchange license.

Within the total quota of training and educational hours, the trainings within the Group represent 27 %, the internal Retail Banking School has a 24 % share, followed by expert trainings in Slovenia with 19 %, trainings related to compliance of operations with 9 %, while the educational topics of safety and health at work and fire safety have an 8 % share, while the remaining 13 % covers other, primarily internal trainings.

EMPLOYEE DEVELOPMENT AND REMUNERATION

For several years now, the Bank has been systematically taking care of the development of key employees through two development programs, which are carried out at the Group's level as well as at individual bank's level: the Executive Development Plan – EDP (development of leaders) and through the Talent Management Review program – TMR (development of talents).

In 2014, we identified 35 gifted employees – talents, which represents 6.2 % of the total population (0.6 percentage points more than in the preceding year) and trained them for leadership roles in the future throughout the year.

6.5 % of employees (the leadership structure) were included into the Executive Development Plan (EDP) program, which is 1.3 percentage points more than in the preceding year.

Within the Group there are many opportunities for additional training and education in international teams and in an international environment. The UniQuest program is primarily intended for talents and aiming at finding and developing young experts from across the Group. Each employee can submit the application for this program; however, the acceptance is based on meeting specific criteria and successfully passing the admission procedure and assessment. The program's advantage is that selected candidates have the opportunity to work on real business projects of the Group for one year. Up until

now, nine employees from our Bank managed to qualify for the program. The opportunity for development of perspective employees and experts is offered also by another programs of the Group entitled "CEE has no boundaries." This is a project aimed at ensuring the international mobility of talents and at acquiring and sharing specific work experiences in the form of "on-the-job" learning and development. In 2014, various post-graduate and master's programs were conducted at the Group level, which offered additional expertise in investment and corporate banking and retail banking, available also for external candidates

The essence of all these programs is to ensure the continuous development of the employees, their skills and knowledge and to ensure the provision of new generations of capable leaders and experts who will provide long-term stability and growth for the Bank and the entire Group.

We systematically take care of employee development also with the help of the "Performance Management" system, which is IT supported with local application and is basically comprised of two parts – annual personal (development) interview whereby the leader and employee set goals once per year and evaluation interview which takes place twice a year (mid-year evaluation and joint full-year evaluation at year end), where the key element is to provide feed-back information on work success and in particular accurate and systematic directing and developing of employees in the right areas. The application enables better efficiency of implementation, all information in one place and better transparency.

The annual development interview represents a foundation for employee development and we consider it to be a competitive advantage, as assessment of quantitative and qualitative objectives as well as behavior and skills is the foundation for such an interview. The result of performance management is better familiarity with the goals and strategy of the Bank and of the individual organizational units, exchange of opinions regarding success at work and therefore greater employee satisfaction.

In 2014, we upgraded with particular attention the remuneration system for employees in the direct sales network. With the new approach, we aim to adequately and often award our employees' achievements and efforts, while at the same time additionally motivating them for proactivity (do everything and "a little bit more"). After all, this is what our customers expect from us.

We believe that with the "Performance Management" system we contribute to the sustainability of operations and to ensuring the achievement of positive results in the long run.

SURVEY ON EMPLOYEE SATISFACTION

Within the UniCredit group, we have been conducting a survey on employee satisfaction (People Survey) since 2006, which presents the key element of our model of managing employees and their skills and knowledge. We conduct the survey regularly, every two

years, and in the meantime, once per year, we measure a »pulse« of employee satisfaction with short satisfaction surveys. Thus, year after year we measure the progress we have made in our efforts to maintain and increase business success and create a comfortable working environment, where employees can fully express their potential. On the other hand, feedback helps us to improve the quality of relations and the satisfaction of our employees and, as a consequence, of our clients.

The last comprehensive survey at the Group level took place at the end of 2013, when we invited our colleagues to evaluate their perception of the Bank and of certain aspects of the working environment via a web survey. Based on these results, the Bank prepared the action plan, which focused on three main areas as follows:

- a) Clarity and transparency of the Bank's strategic goals,
- b) Clear methodology of performance management and employee development,
- c) Development of leaders' leadership skills.

The success of implementing these measures will be evident from the next survey, which will be conducted in January 2015. For the latter, we also aim to increase the number of respondents in the survey, as in this way we can best identify actual level of satisfaction within the Bank.

"FAMILY-FRIENDLY COMPANY" CERTIFICATE

We are proud of the fact that in 2014 we obtained the full "Family-friendly Company" Certificate. In line with this, we pay a lot of attention to families and to helping the employees balance their professional and private lives. Among the measures that were already implemented, we must highlight the children bonus which means that all the parents whose children first start school are given the option to accompany their children to school on the first day of school and are given special paid leave. Parents, who are starting to introduce their children to kindergarten, can organize their working hours in a flexible manner during the week of introduction to kindergarten. In addition, pursuant to the legislation in force, our female and male employees who should opt for shorter work day can do so after returning from maternity leave and we encourage them to choose a 4-hour work day with a 55 % salary. All the Bank's employees are also offered counseling in the area of interpersonal relationships at work and in their private life. Psychological counseling or »life coaching« was enabled by the Bank to offer its employees the possibility of help in situations which are not necessarily directly related to the working environment but which can impact motivation, commitment and interpersonal relationships in the working environment. Being aware of the importance of social responsibility, the Bank also offers its employees the possibility of an extra day payable to do voluntary work.

Within the full certificate framework, in 2014 we committed to implement three new measures. Namely, we will focus more attention

Corporate Sustainability

to measures in the area of health protection, we are introducing the Equal Opportunities Officer position and an open day for our youngest ones (children of our employees).

TAKING CARE OF VALUES

Since we are increasingly aware that clients should be placed into the focus of our attention, in 2014 on the occasion of the UniCredit Day and in the discussion on our values (fairness, trust, respect, transparency, freedom of action and reciprocity), we focused particularly on their true needs and we were thinking how to achieve a positive influence on clients. On this day, we organized workshops, where we exchanged examples from practice and talked about the topic of sustainable operations. Each group submitted proposals on how to improve our operations and what the members of each group would do in order to achieve the Bank's better operations.

The Ombudsman position, which has been established in the Bank since 2007 (and since 2006 in the Group), allows the employees independent submission of potential complaints relating to breaches of the Integrity Charter caused by acts or behavior among employees or between the employees and the Bank. By doing this, we aim to accelerate solutions of interpersonal conflicts and difficulties, to encourage cooperation at work, and to create synergies among members of the Group. The Ombudsman deals with topics such as discrimination in the work place, discrimination based on subjective criteria, intentional information withholding, mobbing, sexual harassment, stalking and so on.

In 2011, the role of the Bank's Ombudsman was assumed by Polona Zupančič Ban, while Mojca Gošler was appointed Deputy Ombudsman. Both Ombudsmen know the Bank and its employees very well as they were employed by the Bank for many years and can thus more easily cooperate in the resolution of potential cases. The number of recorded cases has been decreasing year by year; in 2014, the cases were mostly related to changes in the Bank's organization and optimization of processes. All cases were successfully resolved through discussions and discovering new, different aspects of the situation.

TAKING CARE OF EMPLOYEES

Systematic monitoring of our employees' health is our obligation and commitment as well as our expressed support of employees. In line with the legislation, during last year we thus conducted preliminary or periodic medical examinations and in the second half of November, we traditionally provided our employees with the option for a flu vaccination. Additionally, the Bank takes out a group insurance against accidents for all its employees.

Education activities regarding safety and health at work and fire protection are also a component of professional training of all employees. As prescribed by the law, we therefore organize the trainings required in this context every year. Every employee must attend such trainings as soon as possible after commencing their employment and these skills must be periodically renewed in

accordance with our Safety Statement with Risk Assessment. In 2014, we have introduced an e-learning format for those topics, which enables employees' greater flexibility regarding the conduction of training as well as taking a test.

Employees have an average of 25.8 days' leave. The holiday allowances in 2014 amounted to 90 % of the average salary in the Republic of Slovenia in previous month, which is 10 % higher than defined by the Collective agreement for the banking sector in Slovenia.

The Bank cares for employees, their health, well-being and social life also through the sports association Tilda by organizing sports events, co-financing cultural performances and sports activities and get-togethers for the New Year, visit by the Santa Clause for children of employees, sports day for employees and summer picnic.

Client Relations

In the segment of retail and small business banking, the quality of services, creating value for customers and customer satisfaction remain our key guidelines when doing business.

The results of customer satisfaction survey again placed us at the top of the Slovenian banking sector in 2014, thus confirming for several years in a row that we enjoy good reputation and trust in the eyes of our customers. In mature, competitive and economically demanding environment customers are our greatest strength. They prove us their trust and loyalty on a daily basis, by recommending new customers via the "I recommend UniCredit Bank" recommendation program. Through the letter, we wish to thank our existing satisfied customers for their recommendations, while at the same time awarding new customers with a gift as an acknowledgment for their trust. By continuous provision of set standards in our relations with customers we achieve quality through which we aim to differentiate on the market. The results of the mystery shopping – where mystery shoppers assess the quality of the Bank's services with the highest possible grade – confirm that we know how to listen to our customers' needs and how to react adequately to their wishes and expectations.

In order to ensure quality of relations with our customers, in 2014 we continued with the banking school and trainings of all employees and in that way we contributed to strengthening expert knowledge for providing adequate advisory to customers.

With regards to the welcome program, which we introduced for retail segment as early as in 2013 and for small businesses in 2014, we made a step forward in building personal relationships with customers. The program is conceived as a systematic way of servicing new customers during the first three months, which are – as indicated by research – crucial in sustaining and increasing customer satisfaction. With this program, on one hand we take care of ensuring

high quality, personal and expert services, while on the other hand it helps us to better understand the expectations and needs of new customers and consequently to prepare tailor-made offer of products and services.

Retail customers were offered a new product in the field of savings – Multi-savings account, which responds to the challenges of time as well as customer demands and needs. It offers both full liquidity and competitive interest rate in one account. In cooperation with ERGO Life Insurance Company we presented also a new risk life insurance ERGO Protect, which is intended for the protection of a family in case of major losses. We have successfully provided customers with the fifth version of investment-linked life insurance Moj Garant. In the investments area, we upgraded our product range with standardized management of ETF portfolios and Pioneer Investments mutual funds portfolios, which are a good choice for one-time investments for those who want to focus a part of their savings on the capital markets. In 2014, we redesigned the customer servicing model in the small business banking segment. We established business centers which combine the consultants with the most experience in working with this customer segment. The goal of business centers is to ensure greater customer satisfaction and higher level of service quality, in particular for more demanding customers with higher volume of transactions and with the need for more demanding banking services. On the other hand, customers who need basic banking services can use any of the Bank's business units for their operations.

In 2014, our customers were offered the Slovenian and English versions of the updated mobile application Go! with the FastPay function and M-token. M-token as a generator of passwords for entry and for signing in the web bank was provided to customers as an integral part of the Go! application which is designed specifically for tablets. In addition, we have developed ePristop web application that allows easy opening of an account online. By using ePristop web application customers can open a classic bank account as part of a package, Multi savings account or a business account for entrepreneurs and small businesses. The customers who are users of the Online b@nka web bank can now conclude deposits and can themselves initiate the activation procedure for the GO! Mobile banking application, they can activate the E-račun (E-invoice) service, safety SMS message or they can themselves cancel or activate paper statements. In addition to physical generator of passwords, which has up until now been the only option for entering and signing in the Online b@nka web bank, besides the aforementioned M-token we also introduced the SMS-token service, by which the customers choose the most suitable and handy option for themselves. In order to ensure security and provide new services, in 2014 we upgraded the hardware and software for our ATM network which ensures compliance with the PCI-DSS standard.

Technological developments, especially in the field of electronics, computers and the Internet, are lightning fast and radically changing all aspects of our lives and habits. Our online and mobile banks are therefore among our highest priorities, so we are constantly working on their development. In the future, user experience should further

improve, while the Bank should become even friendlier and literally "at hand" to users of internet, smart phones and tablets. Visiting a bank's branch should become less and less necessary when it comes to everyday banking operations and increasingly the choice for those who require a direct, physical contact with bank experts when searching for advice.

Media Relations

We realize that good relations with the media are an important factor when building a good image and ensuring visibility of the Bank in the eyes of the public. Media representatives are still who the public, including our existing and potential clients, truly trust. In our communication with them, we strive for professionalism, responsiveness and proactivity in terms of informing the public about issues that might be of interest to them.

In 2014, we received 488 sets of questions from journalists and appeared in 2,186 media reports. Throughout the year, media were promptly updated on the events in the Bank, on new products, awards received, charity events etc. Journalists were invited to selected events for clients, where we hosted the visible representatives of the Bank or UniCredit group analysts. In this way, we opened the door to first-hand information about the current situation in the financial markets. We remain responsible in our role as educator of the public on financial topics, also by inviting business journalists to the Euromoney conferences, sponsored by the Group, which always organizes a well-attended press event on the occasion and presents analysis results of one of the most interesting segments of the economy.

We often offer extensive information on topics that the journalists are interested in and help them make their contributions more professional. We give them access to experts, local banks' management boards and representatives of the Group. In this way, we create positive connections with this important segment of our society. The reactions from the media confirm that with preparation of our activities we are heading into the right direction.

Relations with suppliers

In line with the Integrity Charter and the Global Procurement Charter of UniCredit, the Bank builds a relationship with suppliers based on transparency, mutual respect and trust, while taking into consideration ethical and legislative norms.

In order to ensure greater transparency and cost effectiveness, in 2010 we launched the centralization of the procurement process. In 2013, we started using a web application for registering requests for proposals and proposals of suppliers. At each tender, we invite several (at least three) suppliers and we choose the most appropriate one.

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For processing proposals, we have introduced the criteria for selection of suppliers, where – in addition to price – we also consider other criteria, such as for instance quality, terms of payment, warranty, after sales activities, evaluation of past cooperation with a supplier, mutual cooperation with the Bank, and social responsibility (green procurement).

In line with the Anti-corruption Policy of UniCredit, in 2014 we started performing anti-corruption due diligence of our suppliers. With the goal of protecting confidential data (business secret), prior to starting business cooperation with a supplier, the Bank signs a nondisclosure agreement.

When selecting its suppliers, the Bank is unbiased, as this is the only way to build relationships with suppliers which would present our competitive advantage and a foundation for solid mutual cooperation.

Sponsorships

The project Izvozniki.si by the Finance magazine was aimed at connecting Slovenian exporters, gathering information and promoting export-relevant ideas. By supporting this project, the Bank contributed both financially and in terms of content to the establishment of a healthy, robust and open economic environment in the field of corporate banking, which promotes successful development of the Slovenian export companies as well as the country and society at large. As a partner of the Manager Association, the Bank has contributed to the development of management in Slovenia and thus to the success and increased competitiveness of the Slovenian economy.

For the purposes of small and medium-sized enterprises, the Bank supported the B4B business event, which was organized by the company Bisnode and offered the business community an additional business incentive with lectures, debates and the chance for active networking.

The Bank also sponsored one of the most important summer events in our capital, Verdi's Requiem, organized by the Ljubljana Festival. The conductor Riccardo Muti brought together the Slovenian Philharmonic Orchestra and many other artists from different countries. In the period before Christmas, the Bank sponsored the traditional 22nd Managers' Concert, which featured the performances of the RTV Slovenia Symphony Orchestra and young musical talents, under the baton of maestro George Pehlivanian. Every year, a significant portion of the profits is donated to young artists.

The Bank also supported the prestigious and world-renowned 2014 OCWC Global conference, which explored the topic of open education and freely accessible content. The event was organized by the Jožef Stefan Institute and the Slovenian-Italian forum, set up by the Embassy of the Republic of Italy.

Our cooperation with the Medical Chamber of Slovenia was designed to meet the needs of private individuals and doctors who have a private practice, for which the Bank prepared attractive offers of selected banking services and organized various educational events.

As a member of UniCredit, in autumn of 2014, the Bank entered its sixth season of sponsorship of the UEFA Champions League, thus strengthening its reputation and enhancing the awareness of the brand as well as of the prestigious sponsorship. The Bank approached its existing and potential clients with the advertising campaign and numerous prize contests, which allowed some lucky winners to attend football matches. The Bank also supported the hockey club HDD Olimpija, which competed in the National Championship and the EBEL league.

Donations

The Bank allocated part of the funds from the monthly compensations of the package Neprofitni to the children and their mothers who have found shelter in the Gorenjske safe house, which were used to buy food and emergency supplies. In cooperation with the Friends of Youth Association Ljubljana Moste Polje, the Bank made a donation to help a family who found themselves in dire need, because of an illness. The Bank also supported a charity campaign by volunteers who helped with some final work on a new house for a financially underprivileged family, under the auspices of the Friends of Youth Association of Šentjur, which provided them with better living conditions. Once again, our employees collected school supplies, books, toys and food to help children from socially disadvantaged families under the auspices of the Friends of Youth Association of Ljubljana Moste Polje. The Bank also helped the victims of the disastrous floods in Serbia and Bosnia and Herzegovina, with a donation to the Foundation of Ana and Vlade Divac and the Mozaik Foundation and also donated funds for our associates in Bosnia and Herzegovina who have lost their homes in the floods. The Bank made a donation to the Red Cross of Croatia, to help people affected by the severe flooding in Croatia. The employees of the Bank also collected financial resources, food and other material assistance.

In 2014, an ice storm devastated huge areas of forest in Slovenia that are extremely important for the conservation of the climate, the fauna and the environment. The Bank teamed up with the Scout Association of Slovenia and supported its pan-Slovenian campaign "Reforestation After the Sleet" with a donation for the purchase of 3,500 tree seedlings. The employees of the Bank will also be actively involved in the reforestation in Postojna.

In order to give young talented football players from socially disadvantaged families the chance to participate in a summer football camp, the Bank, in collaboration with the Friends of Youth Association Ljubljana Moste Polje, made a donation to the young athletes, who trained with the best coaches.

The Bank also supported the charitable activities of the Women's Rotary Club Nike to help disadvantaged children and adolescents. The Youth Health and Summer Resort Debeli rtič provides curative and preventive health programs for children and adolescents. To make the programs possible in the future, the Bank donated part of its Christmas donations to the Red Cross, which went toward the implementation of vacation programs for children from socially disadvantaged families in Debeli rtič. The Bank's employees also made personal donations to support the humanitarian project "Sponsorship in Slovenia". Many of our employees' children also donated part of the money that they received at the end of the year in the form of a Santa Claus voucher, to their peers under the auspices of the Friends of Youth Association Ljubljana Moste Polje. The Association, which enjoys a long-standing partnership with the Bank, was also the recipient of its New Year's humanitarian donation for the national project "Sponsorship in Slovenia".

Report from the Supervisory Board

General

In 2014, the Supervisory Board of UniCredit Banka Slovenija d.d. regularly monitored and oversaw the current business operations of the Bank, the financial results attained and the work of the Management Board, in accordance with its powers, authorizations and duties as set out in the Articles of Association of the Bank and in the Rules of Procedure of the Supervisory Board, as well as in the Companies Act and the Banking Act and respective executive regulations. At the Supervisory Board's regular sessions, the Bank's Management Board kept the members of the Supervisory Board informed of the following issues: all important business events in the Bank and other activities related to the Bank's operating business; the economic and political environment; important changes of legislation that affected the Bank's operating business; and the Bank's achieved financial results as compared to the adopted financial plan of operations. The Management Board also regularly informed the Supervisory Board about the expected financial results until the end of the fiscal year and about end results.

In 2014, there was a change in the structure of the Bank's Supervisory Board. On 30 April 2014, the term of office expired to all the then members of the Bank's Supervisory Board. At the Bank's General Meeting on 23 April 2014, the following among them were appointed again for the period from 1 May 2014 until 30 April 2017: Martin Klauzer, Heinz Karl Tschiltsch, Franco Andreetta, Francesco Slocovich and Giuseppe Verrascina. Mariya Mihaylova Lerch was a newly appointed member for the aforementioned period. In line with the Bank's Fit & Proper Policy, the assessment procedure regarding suitability and adequacy for the reappointed members of the Supervisory Board as well as for the newly appointed member was carried out and also sent to the Bank of Slovenia. The Supervisory Board of the Bank is thus composed of six members, namely Martin Klauzer (Chairman), Heinz Karl Tschiltsch (Deputy Chairman), Franco Andreetta, Mariya Mihaylova Lerch, Francesco Slocovich and Giuseppe Verrascina. Despite the specific ownership structure, whereby UniCredit Bank Austria AG is almost a 100 % owner of the Bank and UniCredit Bank Austria AG's majority owner is UniCredit S.p.A., three Supervisory Board members (Franco Andreetta, Francesco Slocovich and Giuseppe Verrascina) are not employed with the UniCredit group, but as external experts in the area of accounting and financial business contributed to a high-quality and transparent performance of the Supervisory Board in the year 2014. Moreover, the members are not personally, directly or indirectly, involved in the ownership structure nor are they in any business relationship with the Bank, thus avoiding any potential conflicts of interest. Nonetheless, UniCredit group has all the adequate mechanisms to control and solve potential conflicts of interest, should they occur.

In the year 2014, the Bank's Supervisory Board met and adopted resolutions at four regular meetings. All members of the Supervisory Board were present at the second and fourth regular meeting, while the following members excused their absence: Giuseppe Verrascina at the first meeting and Heinz Karl Tschiltsch at the third meeting.

In line with legal provisions, its powers as set out in the Articles of Association and in accordance with the Bank's need for efficient work, individual resolutions were also adopted at Supervisory Board correspondence sessions and subsequently presented and validated during the next regular meeting of the Supervisory Board. All decisions or resolutions of the Supervisory Board were adopted unanimously, whereas the members of the Supervisory Board, present at individual meetings, expressed with arguments their standpoints with regard to their adoption and actively participated in the discussion.

The Supervisory Board thoroughly examined respective submitted materials and reports of the Supervisory Board Audit Committee and requested their supplementations when necessary. Moreover, the Supervisory Board verified its activities on a regular basis and thus additionally contributed to the expertise and quality of its work. The Supervisory Board therefore deems its work in 2014 as quality and on high ethical standing, professional and in line with the valid legislation and internal rules of the UniCredit group.

Important Supervisory Board Decisions

At its 59th regular meeting, on 25 February 2014, the Supervisory Board adopted the Annual Report of the Bank's operations for 2013, proposed to the Bank's General Meeting of Shareholders the nomination of an External Auditor on the basis of the Audit Committee proposal, provided its opinion on the Internal Audit unit's Annual Report on internal audit for 2013, and adopted the Resolution on covering loss for the fiscal year 2013. It was briefed about the Auditor's report of the Authorized Auditing Company for 2013, to which it had no comments, and approved all other documents, on whereupon the General Meeting of Shareholders of the Bank made decisions on 23 April 2014. At the same meeting, the Supervisory Board extended the terms of office to the member of the Management Board Damijan Dolinar. In line with the Bank's Fit & Proper Policy, the assessment procedure regarding suitability and adequacy for the reappointed member of the Management Board was carried out and also sent to the Bank of Slovenia.

At the 60th regular meeting, which took place on 29 April 2014, the Supervisory Board approved the UniCredit group's Governance Rules, valid also for the Bank, familiarized itself with the overall project of operating costs decrease, emphasized the Bank's focus on increase of non-interest income, and approved the Bank's results for the first quarter. On 29 July 2014, at their 61st regular meeting, the members of the Supervisory Board met for the first time in new composition and they confirmed the sale or acceptance of the acquisition offer for shares of Mercator, d.d., which the Bank had owned, and approved the Bank's half-year results. At its 62nd regular meeting on 27 October 2014, the Supervisory Board approved the UniCredit Governance Rules, valid also for the Bank, and the Bank's third quarter results.

The Supervisory Board participated in the approval of all measures and activities required to implement the overall business policy of the parent banking groups. It approved the development plan and the Bank's basic business policies as well as the Bank's financial plan for 2014, overall compensation policy and it rendered its approval on ascertainment of organisation of the internal controls system. The Supervisory Board also closely monitored the response of the Bank to the current developments in the economy, the participation of the Bank in the restructuring procedures, including the Bank's participation in creation of the Slovenian principles regarding financial restructuring of debt in the economy within the framework of the Banks Association of Slovenia. Moreover, the Supervisory Board was regularly informed about the implementation of the Internal Audit plan of work, approved by the Supervisory Board, and its findings, as well as the inspections conducted by external supervisory institutions. In line with the adopted Bank's Fit & Proper Policy, required by the EBA's guidelines on assessing adequacy of members of management bodies or supervisory bodies and holders of key functions and by the Bank of Slovenia's Regulation on the diligence of members of the management and supervisory boards of banks and savings banks, the Supervisory Board was acquainted with its implementation. The Supervisory Board has regularly and promptly, in line with the Bank's risk profile, closely monitored the amount of necessary and formed impairments, as well as activities of the Bank with regard to restructuring and recovery of financial receivables, and discussed the findings and recommendations by the Bank's supervisory bodies.

Operations of the Supervisory Board Audit Committee

The Audit Committee of the Bank's Supervisory Board had four regular meetings in 2014 (consecutively numbered from 29 to 32). As an advisory body of the Supervisory Board, which consisted of Giuseppe Verrascina (Chairman), Franco Andreetta (member) and Živko Bergant (independent external member), the Audit Committee's operations include assessing, advisory and proposing functions, whereby it supports the Supervisory Board in the fulfilment of its duties and responsibilities regarding: the adequacy and effectiveness of the Bank's internal control procedures, including the assessment and measurement of risks and risk management; the compliance with legislation, rules and policies governing the Bank's operations; the adequacy of accounting standards used for the preparation of financial statements; the adequacy and independence of the external bank auditors and the assurance of an adequate employee structure within the Internal Audit unit.

Use of Net Profit and Accumulated Profit for Fiscal Year 2014

The Bank's Management Board presented for discussion to the Supervisory Board the Resolution on the use of the net profit for the fiscal year 2014 in the amount of 599,239.28 euros and the draft

Resolution on the use of the accumulated profit for the fiscal year 2014 in the amount of 299,619.64 euros. Given the adopted mid-term plan of the Bank and with a view to meeting the adequate capital adequacy requirements, the Management Board proposed that the Bank's net profit be allocated, in its entirety, to other Bank reserves instead of being distributed to the shareholders or other persons. The Bank's Management Board also proposed that the Supervisory Board and the General Meeting of Shareholders adopt the proposed Resolution on the use of the net profit for the fiscal year 2014, in accordance with their powers. The adoption of such resolution will allow for the Bank's stable future growth.

The Supervisory Board adopted the Resolution on the use of the net profit for 2014, approved the Management Board's proposal for the use of the accumulated profit for 2014, and recommended to adopt it in the proposed form at the General Meeting of Shareholders.

Annual Report for 2014

The Bank's Management Board prepared the Annual Report on the business operations of UniCredit Banka Slovenija d.d. in 2014 and presented it to the Supervisory Board for review within the legally prescribed deadline. Together with the Annual Report, the Supervisory Board also received the Audit Report on the review of the financial statements for the fiscal year 2014 and an additional Audit report on meeting the criteria for managing risks in the bank from the first paragraph of Article 211 of the Banking Act, both prepared by the certified auditing company Deloitte revizija d.o.o.

The Supervisory Board reviewed the Annual Report, submitted by the Bank's Management Board. It established that the Annual Report was consistent with the reports and information on the Bank's performance in 2014, as well as with the reports on the economic and political environment in which the Bank operated and which were presented to the Supervisory Board during the course of the fiscal year. Comparing the Annual Report with the audited financial statements for the fiscal year 2014, the Supervisory Board established that the financial results presented in the Annual Report were consistent with the Audit Report. Based on the Bank's Management Board's reports, the Supervisory Board believe that in 2014 the Management Board took into consideration findings and recommendations by the internal audit and by external auditors and that they carried out all necessary activities for their fulfilment or endured that all necessary activities would be carried out. In the opinion of the Supervisory Board, both the Management Board and the Supervisory Board fulfilled all their legal requirements in the fiscal year 2014. Based on the regular monitoring of the Bank's operations and the above mentioned reviews, the Supervisory Board approved the Annual Report on the Bank's business operations in 2014.

The Audit Report on the review of the financial statements for the fiscal year 2014, which was presented to the Supervisory Board along with the Annual Report, also includes the opinion of the certified auditor. The certified auditor issued an unqualified opinion. The

Report from the Supervisory Board

Supervisory Board was briefed about the Bank's Audit Report for 2014 and about an additional Audit report on meeting the criteria for risk management for 2014 and had no objections thereto.



The Supervisory Board:
Martin Klauzer
Chairman of the Supervisory Board

Statement of Responsibility

The Management is responsible for preparing the financial statements for the financial year. These give a true and fair view of the state of affairs of UniCredit Banka Slovenija d.d. as of the end of the financial year and of the profit or loss and cash flow for that year. The financial statements are prepared on a going-concern basis.

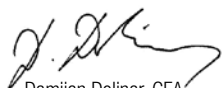
In preparing the financial statements in Annual Report for the year ended 31 December 2014, the Management has used appropriate accounting policies, consistently applied and supported them by reasonable and prudent judgments and estimates, and ensured that all accounting standards which they consider significant have been followed.

The Management has the responsibility for ensuring that the Bank keeps accounting records which disclose with reasonable accuracy the Bank's financial position and which enable the Management to ensure that the financial statements comply in all material respects with the regulations of the Government of the Republic of Slovenia, the Central Bank of Slovenia and the International Financial Reporting Standards as adopted by the EU. The Management also has a general responsibility to take such steps as are reasonably required to safeguard the assets of the Bank and to prevent and detect any fraud and other irregularities.

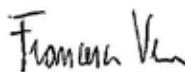
On behalf of the Management



M.Sc. Stefan Vavti
Chairman of the Management Board



Damijan Dolinar, CFA
Member of the Management Board



Francesco Vercesi, MBA
Member of the Management Board



M.Sc. Jana Benčina-Henigman
Member of the Management Board



Günter Friedl M.Sc., MBA, MAS
Chief Financial Officer

Ljubljana, 4 February 2015

Report of Auditors



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INDEPENDENT AUDITOR'S REPORT to the owners of UNICREDIT BANKA SLOVENIJA d.d.

Report on the Financial Statements

We have audited the accompanying financial statements of the bank Unicredit Banka Slovenija d.d. (hereinafter: the "bank"), which comprise the statement of financial position as at 31 December 2014, and the income statement, statement of other comprehensive income, statement of changes in equity and cash flow statement for the year then ended, and a summary of significant accounting policies and other explanatory notes.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards as adopted by the EU and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with the International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance as to whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the bank's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the bank's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Ime Deloitte se nanaša na Deloitte Touche Tohmatsu Limited, pravno osebo, ustanovljeno v skladu z zakonodajo Združenega kraljestva Velike Britanije in Severne Irske (v izvirniku »UK private company limited by guarantee«), in mrežo njenih članic, od katerih je vsaka ločena in samostojna pravna oseba. Podroben opis pravne organiziranosti združenja Deloitte Touche Tohmatsu Limited in njenih družb članic je na voljo na www.deloitte.com/si/nasa-druzba.

Member of Deloitte Touche Tohmatsu Limited

Opinion

In our opinion, the financial statements give a true and fair view of the financial position of the bank as at 31 December 2014, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards as adopted by the EU.

Report on Other Legal and Regulatory Requirements

The management is also responsible for the preparation of the business report in accordance with the requirements of the Companies Act (ZGD-1). Our responsibility is to provide an assessment of whether the business report is consistent with the audited financial statements. Our procedures have been conducted in accordance with the International Standard on Auditing 720 and are limited solely to assessing of whether the business report is consistent with the audited financial statements. In our opinion, the business report is consistent with the audited financial statements.

DELOITTE REVIZIJA d.o.o.

Katarina Kadunc
Certified Auditor

Deloitte.
DELOITTE REVIZIJA D.O.O.
Ljubljana, Slovenija 3

Yuri Sidorovich
President of the Board

For signature please refer to the original Slovenian version.

Ljubljana, 24 February 2015

Financial Statements

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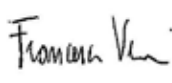
Statement of Financial Position

EUR '000			
Item	Note	31/12/2014	31/12/2013
Cash, cash balances with the Central Bank and demand deposits to banks	1	350,279	245,530
Financial assets held for trading	2	16,368	15,394
Available-for-sale financial assets	3	354,360	251,352
Derivatives - hedge accounting	4	11,950	7,008
Loans and receivables	5	1,797,196	1,913,724
To banks		41,484	13,245
To customers		1,743,570	1,895,472
Other financial assets		12,142	5,007
Held-to-maturity financial assets	6	13,160	13,053
Property, plant and equipment	7	7,327	9,163
Intangible assets	8	18,802	19,472
Tax assets	9	7,637	11,868
Current tax assets		-	1,004
Deferred tax assets		7,637	10,864
Other assets	10	1,653	1,993
TOTAL ASSETS		2,578,732	2,488,557
Financial liabilities held for trading	11	17,239	17,188
Derivatives - hedge accounting	12	53,415	47,356
Financial liabilities measured at amortised cost	13	2,253,031	2,185,970
Deposits from banks and central banks		425,935	323,731
Deposits from customers		1,368,511	1,276,833
Loans from banks and central banks		411,250	539,141
Subordinated liabilities		30,110	30,117
Other financial liabilities		17,225	16,148
Provisions	14	7,116	6,137
Other liabilities	15	3,930	4,191
TOTAL LIABILITIES		2,334,731	2,260,842
Share capital	16	20,384	20,384
Share premium	17	107,760	107,760
Fair value reserves	18	11,222	(4,465)
Retained earnings	19	104,335	104,036
Net profit / loss for the year	20	300	-
TOTAL EQUITY		244,001	227,715
TOTAL LIABILITIES AND EQUITY		2,578,732	2,488,557

The notes form an integral part of the financial statements.



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Günter Friedl M.Sc., MBA, MAS
Chief Financial Officer

Statement of Comprehensive Income

Statement of Income

EUR '000			
Item	Note	2014	2013
Interest income	21	82,345	90,255
Interest expense	22	(33,719)	(41,866)
Interest net income		48,626	48,389
Dividend income	23	5	5
Fee and commission income	24	31,726	28,652
Fee and commission expenses	25	(6,991)	(5,198)
Fee and commission net income		24,735	23,454
Realised gains and losses on financial assets and liabilities not measured at fair value through profit or loss	26	(2,765)	(130)
Gains and losses on financial assets and liabilities held for trading	27	3,179	(694)
Fair value adjustments in hedge accounting	28	(1,159)	2,570
Exchange gains / (losses)	29	(1,301)	(523)
Gains and losses on derecognition of assets other than held for sale	30	(434)	(95)
Other operating net income / (loss)	31	(666)	(721)
Administrative costs	32	(33,979)	(34,977)
Depreciation	33	(5,113)	(5,052)
Provisions	34	(1,205)	(3,948)
Impairments	35	(29,312)	(75,647)
Profit or loss from non-current assets held for sale	36	2	(24)
PROFIT / LOSS BEFORE TAX		613	(47,393)
Corporate income tax	37	(14)	8,194
NET PROFIT / LOSS FOR THE FINANCIAL YEAR		599	(39,199)
Basic and diluted earning per share (EUR)	20	0.12	(8.02)

Statement of Other Comprehensive Income

EUR '000			
Item	Note	2014	2013
Net profit or loss for the financial year after tax		599	(39,199)
Other comprehensive income after tax	18	15,687	14,272
Items that will not be reclassified to profit or loss		171	188
Actuarial gains (losses) on defined benefit pension plans		205	227
Income tax relating to items that will not be reclassified		(34)	(39)
Items that may be reclassified to profit or loss		15,516	14,084
Cash flow hedges (effective portion)	18	4,477	3,200
Valuation gains (losses) taken to equity		4,477	3,200
Available-for-sale financial assets	18	14,217	13,769
Valuation gains (losses) taken to equity		13,583	(5,765)
Transferred to profit or loss		634	19,534
Income tax relating to components of other comprehensive income	18	(3,178)	(2,885)
TOTAL COMPREHENSIVE INCOME FOR THE YEAR AFTER TAX		16,286	(24,927)

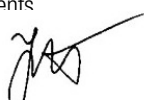
The notes form an integral part of the financial statements



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Statement of Changes in Equity

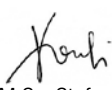
2014

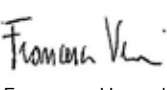
EUR '000		Fair value reserves					Net profit / loss for the year	Total Equity	
		Share capital	Share premium	Cash flow hedge	Available-for-sale financial assets	Actuarial gains (losses) on defined benefit pension plans			Retained earnings
Item									
OPENING BALANCE FOR THE REPORTING PERIOD		20,384	107,760	(9,006)	4,353	188	104,036	-	227,715
Total comprehensive income for the year, net of income tax		-	-	3,716	11,800	171	-	599	16,286
Transfer of net profit to retained earnings		-	-	-	-	-	299	(299)	-
CLOSING BALANCE FOR THE REPORTING PERIOD		20,384	107,760	(5,290)	16,153	359	104,335	300	244,001
BALANCE SHEET AVAILABLE PROFIT FOR FINANCIAL YEAR								300	300

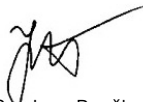
2013

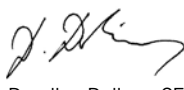
EUR '000			Fair value reserves			Retained earnings	Net profit / loss for the year	Total Equity
Item	Share capital	Share premium	Cash flow hedge	Available-for-sale financial assets	Actuarial gains (losses) on defined benefit pension plans			
OPENING BALANCE FOR THE REPORTING PERIOD	20,384	107,760	(11,662)	(7,075)	-	141,679	537	251,623
Total comprehensive income for the year, net of income tax	-	-	2,656	11,428	188	-	(39,199)	(24,927)
Transfer of net profit to retained earnings	-	-	-	-	-	(38,662)	38,662	-
Other (merger UniCredit CAIB Slovenija, d.o.o.)	-	-	-	-	-	1,019	-	1,019
CLOSING BALANCE FOR THE REPORTING PERIOD	20,384	107,760	(9,006)	4,353	188	104,036	-	227,715
BALANCE SHEET AVAILABLE PROFIT FOR FINANCIAL YEAR							-	-

The notes form an integral part of the financial statements.


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Günter Friedl M.Sc., MBA, MAS
Chief Financial Officer

Statement of Cash Flows

EUR '000		
Positon	2014	2013
A. CASH FLOWS FROM OPERATING ACTIVITIES		
a) Total profit or loss before tax	613	(47,393)
Depreciation	5,113	5,052
Impairments / (reversal of impairments) of financial assets available-for-sale	783	19,534
Impairments / (reversal of impairments) of loans and receivables	28,529	56,113
Impairments of tangible assets, investment property, intangible fixed assets and other assets	423	38
Net (gains) / losses from exchange differences	1,301	523
Net (gains) / losses from financial assets held to maturity	(627)	(643)
Net (gains) / losses from sale of tangible assets and investment properties	(5)	(5)
Other (gains) / losses from financing activities	5,918	3,073
Other adjustments to total profit or loss before tax	(1,386)	1,284
Cash flow from operating activities before changes in operating assets and liabilities	40,662	37,576
b) (Increases) / decreases in operating assets (excl. cash and cash equivalents)	(12,737)	243,278
Net (increase) / decrease in financial assets held for trading	441	93
Net (increase) / decrease in financial assets available for sale	(89,574)	(81,660)
Net (increase) / decrease in loans and receivables	80,998	319,533
Net (increase) / decrease in assets-derivatives - hedge accounting	(4,943)	7,135
Net (increase) / decrease in other assets	341	(1,823)
c) (Increases) / decreases in operating liabilities	67,721	(263,521)
Net (increase) / decrease in financial liabilities held for trading	(80)	(436)
Net increase / (decrease) in deposits, loans and receivables measured at amortised cost	58,475	(253,889)
Net (increase) / decrease in liability-derivatives - hedge accounting	9,587	(9,685)
Net increase / (decrease) in other liabilities	(261)	489
d) Cash flow from operating activities (a+b+c)	95,646	17,333
e) Income taxes (paid) refunded	1,001	290
f) Net cash flow from operating activities (d+e)	96,647	17,623
B. CASH FLOWS FROM INVESTING ACTIVITIES		
a) Receipts from investing activities	539	553
Receipts from the sale of tangible assets and investment properties	19	33
Other receipts from investing activities	520	520
b) Cash payments on investing activities	(3,041)	(3,769)
(Cash payments to acquire tangible assets and investment properties)	(502)	(612)
(Cash payments to acquire intangible assets)	(2,539)	(3,157)
c) Net cash flow from investing activities (a-b)	(2,502)	(3,216)
C. Effects of change in exchange rates on cash and cash equivalents	4,337	(3,431)
D. Net increase in cash and cash equivalents (Af+Bc)	94,145	14,407
E. Opening balance of cash and cash equivalents (Note 38)	254,521	243,545
F. Closing balance of cash and cash equivalents (C+D+E) (Note 38)	353,003	254,521

The notes form an integral part of the financial statements.


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Chief Financial Officer

Summary of Accounting Policies

General Information

UniCredit Banka Slovenija d.d. is a commercial bank incorporated in Slovenia. It provides a wide variety of financial services to corporate and individual customers. The Bank was registered as a joint-stock company on 24 January 1991. The Bank's legal address is Šmartinska 140, Ljubljana, Slovenia. On 31 December 2014, the Bank was operating a total of 28 branches throughout Slovenia. The Bank is a subsidiary of UniCredit Bank Austria AG. The ultimate parent company of the Group is UniCredit S.p.A. with registered office in Milan, Piazza Gae Aulenti 3 - Tower A, Italy. Bank's Financial Statements are part of consolidated Financial Statements of UniCredit group, which can be seen on <https://www.unicredit.it/>.

UniCredit Banka Slovenija d.d. has authorization to perform banking services pursuant to Article 7 of the Banking Act (hereinafter referred to as: the ZBan-1). Banking services include accepting deposits from the public and granting loans for its own account.

The Bank has an authorization to perform mutually recognized and additional financial services.

The Bank may perform the following mutually recognized financial services, pursuant to Article 10 of the ZBan-1:

- Accepting deposits;
- Granting loans, including:
 - Consumer loans,
 - Mortgage loans,
 - Factoring (with or without recourse),
 - Financing of commercial transactions, including forfeiting;
- financial leasing: financial leasing of assets of which the duration approximately equals the expected useful life of the asset which is the object of the lease and for which the lessee acquires most of the benefit from the use of the asset and accepts the full risk of the transaction;
- Payment services;
- Issuing and management of other payment instruments;
- Issuing guarantees and other commitments;
- Trading for own account or for account of customers in:
 - Money market instruments,
 - Foreign exchange, including currency exchange transactions,
 - Financial futures and options,
 - Exchange and interest-rate instruments,
 - Transferable securities;
- Participation in the issuance of securities and services related to such issues;
- Advice to undertakings on capital structure, business strategy and related issues and advice as well as services related to mergers and the purchase of undertakings;
- Portfolio management and advice;
- Investment and ancillary investment services and operations.

The Bank may perform the following additional financial services, pursuant to Article 11 of the ZBan-1:

- Insurance brokerage in accordance with the law governing the insurance business;
- Custodian services according to the law governing investment

- funds and management companies;
- Provision of financial leasing and
- Intermediation in the sale and buying-in of investment diamonds and in the sale of investment gold.

These unconsolidated financial statements were approved for issue by the Management Board on 3 February 2015.

Summary of Significant Accounting Policies

The principal accounting policies applied in the preparation of these financial statements are set out below. These policies have been consistently applied to both years presented.

STATEMENT OF COMPLIANCE

These financial statements have been prepared in accordance with the International Financial Reporting Standards and interpretations approved by the International Accounting Standards Board (IASB) as adopted by the European Union (hereinafter referred to as: IFRS).

BASIS FOR MEASUREMENT

These financial statements are prepared in accordance with IFRS, whereby basis for measurement is historical cost, except for measurement of financial assets held for trading, financial assets designated at fair value through profit or loss, available-for-sale financial assets and all derivatives, where basis for measurement is their fair value.

USE OF ESTIMATES AND JUDGMENTS

The preparation of financial statements requires the Management to make judgments, estimates and assumptions that affect the application of accounting policies and the reported amounts of assets, liabilities, income and expenses. Actual results may differ from these estimates.

Estimates and underlying assumptions are reviewed on an ongoing basis. Revisions to accounting estimates are recognized in the period in which the estimate is revised and in any future periods affected.

(a) Determining Fair Values

The Bank revalues on a daily basis its derivatives, trading assets as well as the available-for-sale portfolio to the fair value of the instrument. However, the determination of fair value for these financial instruments requires the use of valuation techniques in case there is no observable market price. For financial instruments which trade infrequently and have little price transparency, the fair value is less objective and requires a varying degree of judgment depending on different factors.

According to the definition of the fair value, in line with IFRS 7, the Bank classifies financial assets in three levels, which are:

- Level 1: Quoted price on open market for identical instrument is used as fair value.
- Level 2: Fair value is determined using the valuation models, which

Summary of Accounting Policies

are based primarily on market data. Level 2 includes also financial assets whose fair value is based on the quoted price for an identical instrument, but for which there is no active market.

- Level 3: Fair value is determined using the valuation models, which are based primarily on unobservable inputs. An input qualifies as an observable input if it is directly observable as a market price or may be derived from an observable price. Examples of Level 3 inputs are historical volatility or interest rates for currencies and maturities for which there are no observable financial instruments. If the value of a financial instrument is based on non-observable inputs, the value of these inputs at the end of the reporting period may be selected from a range of reasonable possible alternatives. For the purpose of preparing the financial statements, the reasonable values selected for such nonobservable inputs are in line with prevailing market conditions and the Bank's valuation verification approach.

(b) Impairment

Impairment of financial assets measured at amortized cost

The Bank has a defined procedure and internal policy for portfolio monitoring and impairments. Internal policy on impairments is in line with the Bank of Slovenia regulations. Impairments of on-balance-sheet assets and off-balance-sheet assets are conducted according to the IFRS standards.

The Bank uses two approaches and methodologies for impairments – individual and portfolio approach.

Impairment allowances on financial assets relating to legal entities individually significant past due exposures are evaluated individually, while for private individuals segments impairments are assessed on portfolio basis, based upon best estimate of the present value of the expected cash flows. In estimating these cash flows, the Bank assesses counterparty's financial situation, past repayment discipline and repayment schedules. Monthly assessment represents basis for booking impairments; the procedure is covered by guidelines and is supported by IT solutions.

Bank assesses specific impairments using individual approach (on a client or transaction level) by taking into consideration the following:

- In estimating these cash flows, the Bank evaluates counterparty's financial situation, past repayment discipline and repayment pattern;
- Eventual breakage of loan contracts or conditions;
- Bankruptcy or any other legal proceedings that can result in loss for the Bank;
- Information that might have impact on received repayments to the Bank.

The impairment of a financial asset is the difference between the carrying amount and the recoverable amount. The recoverable amount is defined as the present value (discounted value) of estimated future cash flows with the application of the original effective interest rate. The effective interest rate is the interest rate that exactly discounts estimated future cash payments or

receipts through the expected lifetime of the financial asset, or when appropriate, a shorter period to the net carrying amount of the financial asset.

The projected cash flows from the exercise of collateral (best-quality collateral, adequate collateral and real estate and movable property collateral) are taken into consideration in the calculation of the impairments.

UniCredit Banka Slovenija d.d. is using Application and Behavioral scoring for assessing credit rating in private individuals segments, resulting in 26 rating classes with assigned probabilities of default. Bank is assessing specific impairments on portfolio level at least on monthly basis. Based on portfolio quality, parameters relevant for Expected loss calculation on single client level are computed.

The Bank uses a collective assessment based on risk classes for customers who are not individually significant, or for customers, who are individually significant, but with no signs for individual impairment. Impairment allowances cover credit losses inherent in portfolios of loans and advances. When assessing the need for collective loss allowances, the Management considers factors such as credit quality, portfolio size and economic factors including analysis of past repayment discipline in those classes. Impairments for "Incurred but not reported" events are calculated on a monthly basis, based on portfolio quality and so-called loss detection period. IBNR (Incurred but not reported) are generic impairments.

The need for possible impairment of Held-to-maturity financial assets is assessed if there is objective evidence of impairment, such as significant financial difficulty of the issuer, economic or legal reasons relating to the borrower's financial difficulty, if it is becoming probable that the borrower will enter bankruptcy and if other data observed indicate that there is a measurable decrease in the estimated future cash flows.

Impairment of available-for-sale financial assets

If such objective evidence has been incurred, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows. A loss due to impairment is recognized when a significant or long-term decline in fair value occurs below the purchase value of those financial assets. The same objective evidence indicates the impairment of available-for-sale financial assets. The Bank uses a significant or long lasting decrease of fair value below its purchase value as objective evidence of impairment of available-for-sale equity instruments. Whenever the Bank determines on such basis that financial asset is impaired, the entire valuation loss of that instrument is recognized in the Statement of Income.

More details can be found in the Risk report.

CHANGES IN ACCOUNTING POLICIES

In 2014, the Bank did not change its accounting policies.

In line with the Regulation on changes of the Regulation on the Books of Account and Annual Reports of Banks and Savings Banks, the Bank changed its Statement of Financial Position as follows:

- Demand deposits to banks which were in preceding year reported within the item »Loans and receivables to banks« are in 2014 part of the item »Cash, cash balances with the Central Bank and

demand deposits to banks« (in the preceding year, the item was named »Cash and cash balances with the Central Bank«)

- Long-term loan from central bank is part of the item »Loans from banks and central banks« (in the preceding year, the item was named »Loans from banks«), and was in preceding year reported within the item »Liabilities to central banks«. The letter was abolished.

The effects of restatement on balances on 31 December 2013 are the following:

EUR '000			The amount of restatement among positions	
Item	Note	31/12/2013 Audited Statement		31/12/2013
Cash, cash balances with the Central Bank and demand deposits to banks	1	135,258	110,272	245,530
Loans and receivables	5	2,023,996	(110,272)	1,913,724
o/w To banks		123,517	(110,272)	13,245
Liabilities to central banks	-	253,226	(253,226)	-
Financial liabilities measured at amortised cost	13	1,932,744	253,226	2,185,970
o/w Loans from banks and central banks		285,915	253,226	539,141

NEW AND AMENDED STANDARDS IN 2014

The following standards, amendments to the existing standards and interpretations issued by the International Accounting Standards Board (IASB) and adopted by the EU are effective for annual periods beginning on or after 1 January 2014:

- IFRS 10 "Consolidated Financial Statements", adopted by the EU on 11 December 2012,
- IFRS 11 "Joint Arrangements", adopted by the EU on 11 December 2012,
- IFRS 12 "Disclosures of Interests in Other Entities", adopted by the EU on 11 December 2012,
- IAS 27 (revised in 2011) "Separate Financial Statements", adopted by the EU on 11 December 2012,
- IAS 28 (revised in 2011) "Investments in Associates and Joint Ventures", adopted by the EU on 11 December 2012,
- Amendments to IFRS 10 "Consolidated Financial Statements", IFRS 11 "Joint Arrangements" and IFRS 12 "Disclosures of Interests in Other Entities" – Transition Guidance, adopted by the EU on 4 April 2013,
- Amendments to IFRS 10 "Consolidated Financial Statements", IFRS 12 "Disclosures of Interests in Other Entities" and IAS 27 (revised in 2011) "Separate Financial Statements" – Investment Entities, adopted by the EU on 20 November 2013,
- Amendments to IAS 32 "Financial instruments: presentation" – Offsetting Financial Assets and Financial Liabilities, adopted by the EU on 13 December 2012,
- Amendments to IAS 36 "Impairment of assets" - Recoverable Amount Disclosures for Non-Financial Assets, adopted by the EU on 19 December 2013,

- Amendments to IAS 39 "Financial Instruments: Recognition and Measurement" – Novation of Derivatives and Continuation of Hedge Accounting, adopted by the EU on 19 December 2013.

The adoption of these amendments to the existing standards has not led to any changes in the Bank's accounting policies.

NEW STANDARDS AND INTERPRETATIONS NOT YET ADOPTED

At the date of authorisation of these financial statements the following standards, amendments to the existing standards and interpretations issued by the IASB and adopted by the EU were in issue but not yet effective:

- Amendments to various standards "Improvements to IFRS (cycle 2010-2012)" resulting from the annual improvement project of IFRS (IFRS 2, IFRS 3, IFRS 8, IFRS 13, IAS 16, IAS 24 and IAS 38) primarily with a view to removing inconsistencies and clarifying wording - adopted by the EU on 17 December 2014 (amendments are to be applied for annual periods beginning on or after 1 February 2015),
- Amendments to various standards "Improvements to IFRSs (cycle 2011-2013)" resulting from the annual improvement project of IFRS (IFRS 1, IFRS 3, IFRS 13 and IAS 40) primarily with a view to removing inconsistencies and clarifying wording - adopted by the EU on 18 December 2014 (amendments are to be applied for annual periods beginning on or after 1 January 2015),
- Amendments to IAS 19 "Employee Benefits" - Defined Benefit Plans: Employee Contributions - adopted by the EU on 17 December 2014 (effective for annual periods beginning on or after 1 February 2015),

Summary of Accounting Policies

- IFRIC 21 "Levies" adopted by the EU on 13 June 2014 (effective for annual periods beginning on or after 17 June 2014).

The Bank anticipates that the adoption of these standards, amendments to the existing standards and interpretations will have no material impact on the financial statements of the Bank in the period of initial application.

FOREIGN CURRENCY TRANSLATION

Functional and presentation currency: Items included in the financial statements for both years, 2014 and 2013, are measured in euros, which is the Bank's functional and presentation currency.

Transactions and balances: Foreign currency transactions are translated into the functional currency using the European Central Bank exchange rates at the dates of transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognized in the Statement of Income except when deferred in equity as qualifying cash flow hedges and available-for-sale investments.

Forward transactions denominated in a foreign currency are translated into euro using the forward rate.

The spot rates of exchange used in preparation of the Bank's balance sheet as of the reporting date were as follows:

Currency	31/12/2014	31/12/2013
CHF	1.2024	1.2276
USD	1.2141	1.3791

FINANCIAL ASSETS

The Bank classifies its financial assets into the following categories:

- Financial assets at fair value through profit or loss,
- Loans and receivables,
- Held-to-maturity investments, and
- Available-for-sale financial assets.

The Bank determines the classification of its investments at initial recognition.

All financial assets held by the Bank are recognized and derecognized using settlement date accounting. When a financial asset is recognized initially, the Bank measures it at its fair value plus, in the case of a financial asset not-at-fair-value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial asset.

The Bank derecognizes a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred. Any interest in transferred financial assets that is created or retained by the Bank is recognized as a separate asset or liability.

The Bank derecognizes a financial liability when its contractual obligations are discharged or cancelled or expire.

(a) Financial Assets at Fair Value through Profit or Loss

This category contains financial assets held for trading and those which are upon initial recognition designated by the Bank as at fair value through profit or loss.

- A financial asset is classified as held for trading if it is acquired or incurred principally for the purpose of selling or repurchasing in the near term or if it is a part of portfolio of identified financial instruments that are managed together and for which there is evidence of a recent actual pattern of short-term profit-taking. Derivatives are also categorized as held for trading unless they are designated as hedging instruments.

Subsequent to the initial recognition, these financial assets are accounted for and stated at their fair value, which is the price quoted on recognized stock exchanges or calculated by valuation models. The fair value model separates the interest rate risk and the credit spread for a particular security. The credit spread gets updated regularly according to the benchmark and frequency agreed for the single name.

The Bank includes unrealized gains and losses in Statement of Income, line "Gains and losses on financial assets and liabilities held for trading". Interest earned on trading securities is accrued on a daily basis and reported in "Interest income" in the Statement of Income.

- The Bank's financial assets are designated at fair value through profit or loss when doing so significantly reduces measurement inconsistencies that would arise if the related derivatives were treated as held for trading and the underlying financial instruments were measured at effective interest method.

Loans measured at fair value through profit or loss are fixed-rate loans which are hedged at the loans' reference rate with interest rate swaps. Loans are designated at their fair value through profit or loss in order to avoid a mismatch in the presentation of the economic content of a transaction. The change in fair value of loans is based on a marked to model methodology on a monthly basis. In 2013 and 2014, the Bank did not designate loans measured at fair value through profit or loss.

(b) Loans and Receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market, other than:

- Those that the Bank intends to sell immediately or in the short term, which are classified as held for trading, and those that the Bank upon initial recognition designates as at fair value through profit or loss;
- Those that the Bank upon initial recognition designates as available-for-sale; or

- Those for which the holder may not recover substantially all of its initial investment, other than because of credit deterioration.

Loans and receivables are reported at amortized cost. The Bank recognizes loans and receivables on the settlement date or when it becomes a part of contractual provisions in a financial instrument and derecognizes them on the settlement date or when the contractual rights to the cash flows from the financial asset expire.

In the chapter "Use of estimates and judgments" it is defined how the Bank impairs them.

Interest income on impaired loans and receivables is impaired in the same percentage as the principle.

Loans and receivables include also the item "Other financial assets": these are receivables for fees outside the scope of calculation of the amortized cost of financial assets, accrued revenue for banking products, receivables for sold financial assets, trade receivables and receivables in the settlement of business relationships.

(c) Held-to-maturity Investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturities that the Bank has the positive intention and ability to hold to maturity.

Held-to-maturity investments are measured at amortized cost. In the chapter Use of estimates and judgments it is defined how the Bank impairs them.

(d) Available-for-sale Financial Assets

Available-for-sale financial assets are those non-derivative financial assets that are designated as available for sale or are not classified as loans and receivables, held-to-maturity investments or financial assets at fair value through profit or loss. This portfolio includes both equity and debt securities.

Subsequent to their initial recognition, available-for-sale financial assets are re-measured at their fair value. As the market value as quoted on the stock exchange regularly doesn't reflect the fair value of a bond the fair value of the securities is determined with the fair value model which separates the interest rate risk and the credit spread for a particular security. The credit spread gets updated regularly according to the benchmark and frequency agreed for the single name. The Bank assessed fair value of non-quoted equity instruments by using appropriate models.

A fair value change on an available-for-sale financial asset is recognized directly in the Statement of Other Comprehensive Income, except for impairment losses and foreign exchange gains and losses, until the financial asset is derecognized, at which time the cumulative gain or loss previously recognized in equity is recognized in Statement of Income. However, interest calculated are accrued daily using the effective interest method and are recognized in Statement of Income. Dividends on an available-for-sale equity instrument are recognized

in Statement of Income when the Bank's right to receive payment is established.

In the chapter "Use of estimates and judgments" it is defined how the Bank impairs them.

DERIVATIVE FINANCIAL INSTRUMENTS

In the normal course of business, the Bank is a party to contracts for derivative financial instruments, which represent a very low initial investment compared to the notional value of the contract. The derivative financial instruments used include interest rate, currency and commodity forward, swap, and option contracts. These financial instruments are used by the Bank to hedge interest rate risk and currency exposures associated with its transactions in financial markets, to open its positions actively and to sell those instruments to the customers.

Derivative financial instruments are recognized at their fair value. Fair values are obtained from quoted market prices, discounted cash flow models and options pricing models as appropriate and adjusted for the counterparty credit risk. Changes in the fair value of derivative financial instruments that do not qualify for hedge accounting are recognized in the "Gains and losses on financial assets and liabilities held for trading" as they arise.

All derivatives are carried as assets when the fair value is positive and as liabilities when the fair value is negative.

Fair value of interest and currency derivatives is their market price in the front-end system Murex. Murex is the Group's "Markets and Treasury" IT platform.

HEDGING INSTRUMENTS

a) Fair Value Hedge

In the year 2014, the Bank had not implemented fair value hedging.

b) Cash Flow Hedge

In accordance with the IFRS, cash flow hedges serve to hedge uncertain (variable) cash flows in the future. For this purpose, interest cash flows of the hedged items and related derivatives designated as hedging instruments are projected into the future (forecasted transactions). The hedge relates to the exposure to variability in cash flows associated with recognized assets or a recognized liabilities or a planned or forecasted transaction (or portions of the three) which will affect reported net income. In the case of cash flow hedge accounting, the hedging instrument is recognized at its fair value.

The hedged items are interest cash flows (forecasted transactions) of underlying transactions. The underlying transactions in a cash flow hedge may be any customer or securities transaction, on the assets side or on the liabilities side of balance sheet, in which the interest rate is sensitive to changes in money market rates. Hedging instruments are any derivatives that can hedge the exposure to variability in the relevant cash flows.

Summary of Accounting Policies

Changes in fair value are separated into an effective portion attributable to the hedge and an ineffective portion not attributable to the hedge. A hedge is considered as effective if, for each time bucket, the netted cash flows associated with the hedging instruments are in range 80 % to 125 % to the cash flows of the hedged item(s). The effective portions are recognized directly in equity (Fair value reserves, Cash flow hedge). The ineffective portion of the gain or loss on the hedging instrument is recognized in the Statement of Income. In order to avoid ineffectiveness, projections are made, especially for limits and potential causes of ineffectiveness. The Market Risk department runs an efficiency test at the end of each month. Changes in the fair value of derivative financial instruments arising from the counterparty credit risk are recognized in the Statement of Income, in item "Fair value adjustments in hedge accounting".

The Bank discontinues the hedge accounting when the hedging instrument is terminated. The cumulative gain or loss on the hedging instrument that has been recognized in other comprehensive income from the period when the hedge was effective is reclassified from equity to profit or loss in the same period during which the forecasted cash flows affect profit or loss.

Cash flow hedge is used by the Bank for managing interest rate risk in accordance with IAS 39.83. The derivatives are not attributed to individual transactions.

PROPERTY, PLANT AND EQUIPMENT AND INTANGIBLE ASSETS

Property, plant and equipment as well as intangible assets are initially recognized at cost. The Bank has chosen for measurement after recognition cost model, which means that an asset is carried at its cost less any accumulated depreciation and any accumulated impairment losses.

Depreciation is calculated on a straight-line basis. Land and assets in the course of construction are not depreciated.

The useful lives are set out below:

	31/12/2014	31/12/2013
Leasehold improvements	10 years	10 years
Hardware	4 - 6 years	4 - 6 years
Furniture, devices and motor vehicles	4 - 10 years	4 - 10 years
Intangible assets - software	7 years	7 years

The Bank periodically reviews the useful life and amends the period of depreciation if appropriate.

Leasehold improvements are capitalized and depreciated over the lesser of their useful life or the remaining lease term on a straight-line basis.

If of a minor nature, repairs and renewals are charged to the Statement of Income when the expenditure is incurred.

The Bank assesses whether property, plant and equipment and intangible assets may be impaired. If impairment indicators exist, the Bank carries out the impairment test and estimates the recoverable amount (higher of fair value less costs to sell or value in use). If the recoverable amount of an asset is less than its carrying amount, the carrying amount of the asset is reduced to its recoverable amount. That reduction is an impairment loss.

A reversal of an impairment loss for an asset is recognized immediately in Statement of Income.

The carrying amount of an item of property, plant and equipment is derecognized on disposal or when no future economic benefits are expected from its use or disposal. The gain or loss arising from derecognition of an item is included in Statement of Income when the item is derecognized. The gain or loss arising from derecognition of an asset is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item.

OTHER ASSETS

Other assets consist of inventories, receivables for granted advances and other assets that are not disclosed under any other item.

FINANCIAL LIABILITIES

The Bank measures financial liabilities at amortized cost, except "Financial liabilities held for trading" and "Derivatives – hedge accounting", which represent negative market value of derivatives and are measured at fair value.

Other financial liabilities include liabilities for fees outside the scope of calculation of amortized cost of financial liabilities, liabilities for purchased financial assets, liabilities in the account from business relationships, liabilities to suppliers and other business liabilities corresponding to the definition of a financial instrument.

PROVISIONS

A provision is recognized when the Bank has a present obligation as a result of a past event and when it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of obligation.

Provisions are recognized for the following:

- Potential losses relevant to the risks resulting from off-balance-sheet items;
- Jubilee awards and severance payments;
- Pending or threatened litigation;
- Other events, where the possibility of the outflow of the financial assets is very high.

STATEMENT OF CASH FLOWS

For the purpose of the Statement of Cash Flows, cash is defined as cash in hand and current accounts with banks, including the compulsory minimum reserve with the Bank of Slovenia. Cash equivalents are short-term, highly liquid investments that are readily convertible to known amounts of cash and which are subject to an insignificant risk of changes in value.

The Bank prepares the Statement of Cash Flows using the indirect method. To present cash flows in its operation, the Bank complements the total profit or loss before tax with the effect of the following non-cash positions: depreciation, impairment, gains and losses from exchange differences, gains and losses from financial assets held to maturity, gains and losses from sale of tangible and intangible assets, from financing activities, net unrealized gains in fair value reserves from financial assets available for sale and from hedging of cash flows against risks. In accordance with the Decision on books of account and annual reports of banks and savings banks, the Bank uses the direct method to present cash flows in investing and cash flows in financing, regardless of the fact that it prepares the statement of cash flows using the indirect method.

EMPLOYEE BENEFITS

The Bank provides its employees with jubilee awards and severance payments. The employees are entitled to claim jubilee awards in circumstances where they have been employed by the Bank for a defined period of time. The employees are entitled to receive severance payments if they are employed by the Bank until their retirement age and were employed by the Bank for a minimum defined period. Benefits are calculated only for full-time employees.

Valuations of these obligations are carried out by independent qualified actuaries using projected unit credit method. The actuarial parameter and assumptions included in the calculation of the obligation are:

- Discount rate determined by reference to market yields as of the balance sheet date on corporate bonds for the Euro-zone;
- Estimated future salary increases;
- Mortality rates – Slovenian mortality table 2000-2002;
- Fluctuation (termination without payment) depending on the Bank's past experience in service time;
- Retirement age: 65 years notwithstanding the gender;
- The Bank's most recent employee data (the length of employment with the Bank, age, gender, average salary);
- Average monthly salary in the Republic of Slovenia.

These obligations are measured at present value of future cash outflows. The actuarial gains and losses for severance payments are recognized in the Fair value reserves.

The Bank additionally provides short-term benefits to its employees such as contributions to retirement pension insurance and recognizes the costs of these contributions as incurred.

SHARE-BASED PAYMENT

In accordance with IFRS 2, the Group established a medium/long-term share options and performance shares program, granting equity instruments by UniCredit Italiano S.p.A. The program was established in order to encourage affiliation and motivation of selected managers and employees to achieve strategic goals of the Group. Share-based payment transactions are equity-settled. In compliance with the IFRS, the subsidiaries, whose employees have been granted equity instruments by the parent company, must pay the latter for the allocation granted to their employees.

SHAREHOLDERS' EQUITY

Shareholders' equity is composed of paid-in share capital, share premium, fair value reserves (fair value reserves from financial assets available-for-sale, fair value reserves from cash flow hedge and for actuarial gains and losses on severance payments), reserves from profit, retained earnings and net profit for the year. Only net profit of the year is payable.

FINANCIAL COMMITMENTS AND CONTINGENCIES

Off-balance-sheet commitments from guarantees, both financial and service, represent irrevocable obligations that the Bank will make payments in the event a customer cannot fulfil its obligations vis-à-vis third parties. They are measured in accordance with IAS 37 until criteria for recognition in the Statement of Financial Position is met.

A documentary letter of credit is an irrevocable undertaking of the issuing bank acting at the request of a customer (buyer) to make payment to the beneficiary (seller) or to pay or accept bills of exchange drawn by the beneficiary against stipulated documents, provided all terms and conditions of the letter of credit are complied with. The documentary letters of credit are collateralized depending on the creditworthiness of the customer and on the same basis as guarantees or loans.

The primary purpose of unused credit facilities (loan commitments) is to ensure that funds are available to a customer as required. Commitments to grant loans issued by the Bank represent issued loan commitments and the unused part of approved overdraft loans.

The risk associated with off-balance-sheet financial commitments and contingent liabilities is assessed similarly as for loans to customers taking into account the financial position and activities of the entity to which the Bank issued the guarantee and taking into account the collateral obtained.

INTEREST INCOME AND EXPENSE

Interest income and expense are recognized in the Statement of Income using the effective interest method.

FEE AND COMMISSION INCOME AND EXPENSE

Fees and commissions are in principle recognized upon completion of the underlying transaction. Fees and commissions charged for longer periods are being accrued.

LEASES

The Bank has its premises under an operating lease. Lease payments are recognised as an expense on a straight-line basis over the lease term.

TAXATION

Taxes are calculated in accordance with the Corporate Income Tax regulations. Generally, the taxable profit is based on the profit or loss recognized in the Statement of Income prepared pursuant to the IFRS. It is adjusted for tax purposes as follows from the tax regulations.

Tax expense (tax income) comprises current tax expense (current tax income) and deferred tax expense (deferred tax income).

Summary of Accounting Policies

For 2013 and 2014, the corporate income tax rate for current and deferred taxes is 17 %.

Deferred taxes are provided for temporary differences arising between the tax bases of assets and liabilities and their carrying amount in Statement of Financial Position.

Deferred tax liabilities are the amounts of income taxes payable in future periods in respect of taxable temporary differences.

Deferred tax assets are the amounts of income taxes recoverable in future periods in respect of deductible temporary differences, the carry-forward of unused tax losses and the carry-forward of unused tax credits.

The Bank is subject to various indirect operating taxes. These are included as a component of administrative expenses. The bank levy is recognized in the item "Other operating net income". The financial services tax is deducted from income, to which it relates.

In considering each possible related-party relationship, attention is directed to the substance of the relationship and not merely the legal form.

FIDUCIARY ACTIVITIES AND AGENCY SERVICES

Assets managed by the Bank in its capacity as a nominee, trustee or agent are not assets of the Bank and are accordingly not part of the Bank's financial statements. Fee income, which the Bank earns by providing these services, is recognized as Fee from agency services and commission operations in the Bank's Statement of Income.

REGULATORY REQUIREMENTS

The Bank is subject to the Bank of Slovenia's regulatory requirements. These regulations include limits and other restrictions pertaining to minimum capital adequacy requirements, the classification of loans and off-balance-sheet commitments and provisioning to cover credit risk, liquidity, interest rate, and foreign currency position. Notes on fiduciary activities and agency services are also required by the Bank of Slovenia, not by IFRS. As of 31 December 2014, the Bank was in compliance with all regulatory requirements.

RELATED PARTIES

Related parties are those counterparties that represent:

- Enterprises that directly, or indirectly through one or more intermediaries, control, or are controlled by, or are under common control by, the reporting enterprise;
- Key management personnel, that is, those persons having the authority and responsibility for planning, directing and controlling the activities of the Bank;
- Close members of the families of such individuals, who include that person's children and spouse or domestic partner, children of that person's spouse or domestic partner; and dependants of that person or that person's spouse or domestic partner;
- Enterprises in which a substantial interest in the voting power is owned directly or indirectly by any person described above or over which such a person is able to exercise a significant influence. This includes enterprises owned by directors or major shareholders of the Bank and enterprises that have a member of key management in common with the Bank.

Notes on the Financial Statements

Notes on the Statement of Financial Position

Note 1: Cash, cash balances with the Central Bank and demand deposits to banks

EUR '000	31/12/2014	31/12/2013
Cash	12,497	13,127
Balances with the Central Bank	18,661	122,131
Minimum reserve with the Central Bank	18,661	82,130
Other balances with the Central Bank	-	40,001
Demand deposits to banks	319,121	110,272
Total	350,279	245,530

The European Central Bank (ECB) requires credit institutions established in participating Member States to hold minimum reserves; they are to be held on accounts with the ECB and participating national central banks. It is essential that credit institutions hold their balances only with the participating national central banks.

Liabilities owed to any other credit institution and participating national central bank and liabilities owed to the ECB shall be excluded from the reserve base.

The Bank's minimum reserve calculated based on volumes as of 31 December 2014 amounts to 16,237 thousand euros.

Note 2: Financial assets held for trading

EUR '000	31/12/2014			31/12/2013		
	Level 1	Level 2	Total	Level 1	Level 2	Total
Equity instruments	-	-	-	75	-	75
Shares, foreign banks	-	-	-	1	-	1
Shares, other foreign issuers	-	-	-	74	-	74
Debt instruments	-	-	-	-	136	136
Bonds, Republic of Slovenia	-	-	-	-	136	136
Loans	3	-	3	1	-	1
Derivatives held for trading	-	16,365	16,365	-	15,182	15,182
Forwards	-	35	35	-	1,499	1,499
Options	-	44	44	-	62	62
Swaps	-	16,286	16,286	-	13,621	13,621
Total	3	16,365	16,368	76	15,318	15,394

All financial assets held for trading were designated as such upon initial recognition.

Annual changes, debt instruments

EUR '000	2014	2013
Opening Balance	136	135
Increases	350,540	91,989
Purchase	350,540	91,989
Decreases	(350,676)	(91,988)
Sales / Redemption	(350,676)	(91,988)
Closing Balance	-	136

Notes on the Financial Statements

Note 3: Available-for-sale financial assets

EUR '000	31/12/2014				31/12/2013			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
Equity instruments	13	-	219	232	24,706	-	1,065	25,771
Bonds, Republic of Slovenia	-	291,132	-	291,132	-	153,427	-	153,427
Bonds, central government units	13,448	-	-	13,448	21,558	-	-	21,558
Bonds, banks	-	49,548	-	49,548	-	50,596	-	50,596
Total	13,461	340,680	219	354,360	46,264	204,023	1,065	251,352

Annual changes, equity instruments

EUR '000	2014		2013	
	Total	Level 3	Total	Level 3
Opening Balance	25,771	1,065	35,644	1,058
Increases	29	-	9,668	7
Purchase	-	-	7	7
Positive changes in fair value and exchange rate differences	29	-	9,661	-
Decreases	(25,568)	(846)	(19,541)	-
Sales / Redemption	(24,722)	-	-	-
Negative changes in fair value - recognized in Statement of Income, item Impairment	(783)	(783)	(19,534)	-
Negative changes in fair value - recognized in other comprehensive income	(63)	(63)	(7)	-
Closing Balance	232	219	25,771	1,065

Annual changes, debt instruments

EUR '000	2014		2013	
	Total	Level 3	Total	Level 3
Opening Balance	225,581	-	278,449	8,377
Increases	213,023	-	99,456	-
Purchase	198,510	-	94,727	-
Positive changes in fair value - recognized in other comprehensive income	14,513	-	4,729	-
Decreases	(84,476)	-	(152,324)	(8,377)
Sales / Redemption	(84,214)	-	(152,224)	(8,369)
Negative changes in fair value - recognized in other comprehensive income	(262)	-	(100)	(8)
Closing Balance	354,128	-	225,581	-

Note 4: Derivatives – hedge accounting

EUR '000	31/12/2014	31/12/2013
	Level 2	Level 2
Cash flow hedge	11,950	7,008
Total	11,950	7,008

Note 5: Loans and receivables

Loans and receivables to banks

EUR '000	31/12/2014	31/12/2013
Short-term loans	37,744	9,157
Long-term loans	1,798	3,832
Claims arising from pledged collateral	1,942	256
Total	41,484	13,245

The Bank did not recognize any impairment on Loans and receivables to banks neither on 31 December 2013 nor on 31 December 2014 as there was no evidence for impairment.

Loans and receivables to customers

EUR '000	31/12/2014			31/12/2013		
	Gross value	Impairment	Net value	Gross value	Impairment	Net value
Short-term loans	223,439	(69,455)	153,984	227,103	(57,977)	169,126
Corporates	180,422	(55,586)	124,836	183,065	(44,227)	138,838
Financial institutions	8,558	(7,827)	731	9,190	(7,757)	1,433
Public sector	16	(2)	14	252	(1)	251
Private customers	30,662	(4,206)	26,456	30,269	(4,317)	25,952
Sole traders	3,322	(1,473)	1,849	3,840	(1,261)	2,579
Non-profit institutions serving households	459	(361)	98	487	(414)	73
Long-term loans	1,713,365	(123,779)	1,589,586	1,831,263	(104,917)	1,726,346
Corporates	730,651	(90,651)	640,000	820,206	(75,523)	744,683
Financial institutions	3,913	(1,448)	2,465	4,039	(760)	3,279
Public sector	237,469	(211)	237,258	227,905	(271)	227,634
Private customers	722,113	(28,250)	693,863	756,791	(25,255)	731,536
Sole traders	16,599	(3,195)	13,404	19,422	(3,078)	16,344
Non-profit institutions serving households	2,620	(24)	2,596	2,900	(30)	2,870
Total	1,936,804	(193,234)	1,743,570	2,058,366	(162,894)	1,895,472

On 31 December 2014, the balance of loans to employees amounted to 20,888 thousand euros and to 22,383 thousand euros on 31 December 2013.

Impairment on loans and receivables to customers

EUR '000	2014	2013
Opening Balance	(162,894)	(106,751)
Increases	(65,685)	(77,878)
Losses on foreign exchange differences	(1,921)	(3,916)
Increases recognized as interest expense	(5,595)	(3,731)
Decreases	37,086	22,648
Gains on foreign exchange differences	1,559	4,181
Decreases recognized as interest income	4,216	2,553
Closing Balance	(193,234)	(162,894)

Notes on the Financial Statements

Other financial assets

EUR '000	31/12/2014	31/12/2013
Claims for fees	1,096	939
Impairment on claims for fees	(43)	(16)
Accrued income	181	125
Claims arising from past due derivatives	14,055	10,812
Impairment of past due derivatives	(7,423)	(7,521)
Claims arising from the settlement of transactions	2,750	469
Other financial assets	1,526	199
Total	12,142	5,007

Impairment on other financial assets

EUR '000	31/12/2014	31/12/2013
Opening Balance	(7,537)	(6,654)
Increases	(1,067)	(2,200)
Decreases	1,138	1,317
Closing Balance	(7,466)	(7,537)

Note 6: Held-to-maturity financial assets

EUR '000	31/12/2014	31/12/2013
Bonds, Republic of Slovenia	13,160	13,053
Total	13,160	13,053

Annual changes

EUR '000	2014	2013
Opening Balance	13,053	12,930
Increases	627	642
Purchase	627	642
Decreases	(520)	(519)
Redemption	(520)	(519)
Closing Balance	13,160	13,053

Note 7: Property, plant and equipment

EUR '000	2014				Total
	Leasehold improvements	Computer hardware	Other equipment	Work in progress	
Cost					
Opening Balance	12,189	5,838	6,347	151	24,525
Additions	100	-	-	404	504
Transfer from work in progress	-	371	106	(477)	-
Disposals	(1,141)	(73)	(146)	-	(1,360)
Closing Balance	11,148	6,136	6,307	78	23,669
Depreciation					
Opening Balance	7,167	3,941	4,254	-	15,362
Depreciation for the year	890	688	510	-	2,088
Disposals	(910)	(70)	(128)	-	(1,108)
Closing Balance	7,147	4,559	4,636	-	16,342
Net book value					
Opening Balance	5,022	1,897	2,093	151	9,163
Closing Balance	4,001	1,577	1,671	78	7,327

EUR '000	2013				Total
	Leasehold improvements	Computer hardware	Other equipment	Work in progress	
Cost					
Opening Balance	12,218	5,270	6,483	481	24,452
Additions	31	-	-	582	613
Transfer from work in progress	-	836	76	(912)	-
Disposals	(60)	(268)	(212)	-	(540)
Closing Balance	12,189	5,838	6,347	151	24,525
Depreciation					
Opening Balance	6,286	3,573	3,846	-	13,705
Depreciation for the year	908	632	591	-	2,131
Disposals	(27)	(264)	(183)	-	(474)
Closing Balance	7,167	3,941	4,254	-	15,362
Net book value					
Opening Balance	5,932	1,697	2,637	481	10,747
Closing Balance	5,022	1,897	2,093	151	9,163

The Bank has no contractual commitments for the acquisition of property, plant and equipment on 31 December 2014 (on 31 December 2013: 16 thousand euros). The Bank cannot sell the leasehold improvements and has no other contractual commitments related to them.

As the Bank does not have any borrowing costs related to property, plant and equipment, it did not capitalize them.

Notes on the Financial Statements

Note 8: Intangible assets

EUR '000	2014	2013
Cost		
Opening Balance	43,550	40,404
Additions	2,540	3,157
Disposal	(10,359)	(11)
Closing Balance	35,731	43,550
Amortization		
Opening Balance	24,078	21,168
Amortization	3,025	2,921
Disposal	(10,174)	(11)
Closing Balance	16,929	24,078
Net book value		
Opening Balance	19,472	19,236
Closing Balance	18,802	19,472

Intangible assets solely comprise computer software. The Bank has no internally generated intangible assets. The contractual commitments for acquisition of intangible assets amount to 914 thousand euros (287 thousand euros on 31 December 2013).

As the Bank does not have any borrowing costs related to the intangible assets, it did not capitalize them.

Note 9: Tax assets

EUR '000	31/12/2014	31/12/2013	Effect in 2014
Current tax assets	-	1,004	(1,004)
Deferred tax assets	7,637	10,864	(3,227)
Balance Statement of Income	9,935	9,950	(15)
Loans to banks and loans to customers	4	7	(3)
Available-for-sale financial assets	1,332	4,926	(3,594)
Property, plant and equipment, Intangible assets	28	22	6
Provisions	127	130	(3)
Research and development, investments	422	251	171
Loss	8,022	4,614	3,408
Balance equity	(2,298)	914	(3,212)
Fair value reserves, Provisions	(73)	(39)	(34)
Fair value reserves, Cash flow hedge	1,083	1,845	(762)
Fair value reserves, Available-for-sale financial assets	(3,308)	(892)	(2,416)
Total	7,637	11,868	(4,231)

On 31 December 2014, the Bank recognized tax loss carried forward in the amount of 47,185 thousand euros. It increased in 2014 by 20,106 thousand euros.

Note 10: Other assets

EUR '000	31/12/2014	31/12/2013
Claims arising from given prepayments	6	18
Deferred expenses	148	94
Accrued income	-	1,029
Other assets	1,499	852
Total	1,653	1,993

Note 11: Financial liabilities held for trading

EUR '000	31/12/2014		31/12/2013	
	Level 1	Level 2	Level 1	Level 2
Derivatives held for trading	-	17,233	-	17,183
Forwards	-	3,184	-	132
Options	-	44	-	62
Swaps	-	14,005	-	16,989
Other financial liabilities held for trading	6	-	5	-
Total	6	17,233	5	17,183

All financial liabilities held for trading were designated as such upon initial recognition.

Note 12: Derivatives – hedge accounting

EUR '000	31/12/2014	31/12/2013
	Level 2	Level 2
Cash flow hedge	53,415	47,356
Total	53,415	47,356

Note 13: Financial liabilities measured at amortised cost

Deposits from banks and central banks

EUR '000	31/12/2014	31/12/2013
On demand from banks	7,913	7,792
Short-term deposits from banks	190,007	57,167
Long-term deposits from banks	228,015	258,772
Total	425,935	323,731

Loans from banks and central banks

EUR '000	31/12/2014	31/12/2013
Long-term loans from central banks	252,509	253,226
Long-term loans from banks	158,741	285,915
Total	411,250	539,141

Notes on the Financial Statements

Deposits from customers

EUR '000	31/12/2014	31/12/2013
On demand	715,514	585,516
Corporates	386,966	243,820
Financial institutions	51,543	147,536
Public sector	53,710	26,284
Private customers	202,455	157,387
Sole traders	17,555	8,624
Non-profit institutions serving households	3,285	1,865
Short-term deposits	485,186	464,338
Corporates	225,101	236,176
Financial institutions	49,956	49,558
Public sector	24,050	35,139
Private customers	178,585	140,799
Sole traders	3,926	259
Non-profit institutions serving households	3,568	2,407
Long-term deposits	167,811	226,979
Corporates	19,957	16,722
Financial institutions	1,216	10,670
Public sector	8,093	2,770
Private customers	134,915	194,169
Sole traders	98	104
Non-profit institutions serving households	3,532	2,544
Total	1,368,511	1,276,833

Subordinated liabilities

EUR '000	31/12/2014	31/12/2013
Subordinated liabilities to banks	30,110	30,117
Total	30,110	30,117

In 2008, the Bank signed a subordinated loan facility agreement for ten years in the amount of 20,000 thousand euros with loan interest rate EURIBOR + 1.1 %.

In 2009, the Bank signed an additional subordinated loan facility agreement for 10,000 thousand euros with loan interest rate EURIBOR + 3 %. Both facility amounts were signed with UniCredit Bank Austria AG, Vienna and are fully drawn.

Other financial liabilities

EUR '000	31/12/2014	31/12/2013
Assets for cross-border payment transfers	2,201	2,866
Liabilities for fees	29	209
Liabilities arising from settlement of transactions	2,821	4,731
Liabilities to suppliers	904	1,074
Accrued expenses	4,475	3,761
Other financial liabilities	6,795	3,507
Total	17,225	16,148

Note 14: Provisions

EUR '000	31/12/2014	31/12/2013
For pending legal cases	1,419	607
For severance and jubilee salaries	882	1,010
For off-balance sheet items	4,508	4,520
Other provisions	307	-
Total	7,116	6,137

2014

EUR '000	For pending legal cases	For severance and jubilee salaries	For off-balance sheet items	Other provisions	Total
Opening Balance	607	1,010	4,520	-	6,137
Increases	1,210	98	3,096	307	4,711
Balance Statement of Income	1,210	98	3,096	307	4,711
Decreases	(398)	(226)	(3,108)	-	(3,732)
Use of provisions	-	(20)	-	-	(20)
Decreases balance Statement of Income	(398)	(1)	(3,108)	-	(3,507)
Decreases balance equity	-	(205)	-	-	(205)
Closing Balance	1,419	882	4,508	307	7,116

2013

EUR '000	For pending legal cases	For severance and jubilee salaries	For off-balance sheet items	Total
Opening Balance	398	1,190	855	2,443
Increases	209	81	4,602	4,892
Balance Statement of Income	209	75	4,602	4,886
Balance equity	-	6	-	6
Decreases	-	(261)	(937)	(1,198)
Use of provisions	-	(28)	-	(28)
Decreases balance Statement of Income	-	(1)	(937)	(938)
Decreases balance equity	-	(232)	-	(232)
Closing Balance	607	1,010	4,520	6,137

Note 15: Other liabilities

EUR '000	31/12/2014	31/12/2013
Accrued expenses and deferred income	1,788	2,210
Liabilities for taxes and contributions	2,142	1,981
Total	3,930	4,191

Note 16: Share capital

EUR '000	31/12/2014	31/12/2013
Ordinary shares - subscribed by privates	1	1
Ordinary shares - subscribed by foreign banks	20,383	20,383
Total	20,384	20,384

On 31 December 2014, the Bank's share capital amounted to 20,383,765 euros and was comprised of 4,888,193 pieces of ordinary

Notes on the Financial Statements

non-par-value shares, which are fully paid. Each primary non-par-value share entitles its holder to one vote when concluding decisions at the Bank's General Meeting of Shareholders, to share in profit (dividend) and to appropriate share in remaining assets after the Bank's liquidation or bankruptcy.

The Bank had not paid out dividends for years 2014 and 2013.

Note 17: Share premium

EUR '000	31/12/2014	31/12/2013
Payments in excess of nominal amounts of paid-up shares	91,736	91,736
Share premium reserve	16,024	16,024
Total	107,760	107,760

Note 18: Fair value reserves

EUR '000	31/12/2014	31/12/2013
Fair value reserves, Cash flow hedge	(5,290)	(9,006)
Fair value reserves, Available-for-sale financial assets	16,153	4,353
Fair value reserves, Actuarial gains (losses) on defined benefit pension plans	359	188
Total	11,222	(4,465)

Fair value reserves, Cash flow hedge

EUR '000	2014	2013
Opening Balance	(9,006)	(11,662)
Gross value	(10,851)	(14,051)
Deferred taxes	1,845	2,389
Increases	3,716	2,656
Gross value	4,477	3,200
Deferred taxes	(761)	(544)
Closing Balance	(5,290)	(9,006)
Gross value	(6,374)	(10,851)
Deferred taxes	1,084	1,845

Fair value reserves, Available-for-sale financial assets

EUR '000	2014	2013
Opening Balance	4,353	(7,075)
Gross value	5,244	(8,525)
Deferred taxes	(891)	1,450
Increases	12,070	11,517
Gross value	14,542	13,876
Deferred taxes	(2,472)	(2,359)
Decreases	(270)	(89)
Gross value	(325)	(107)
Deferred taxes	55	18
Closing Balance	16,153	4,353
Gross value	19,461	5,244
Deferred taxes	(3,308)	(891)

Fair value reserves, Actuarial gains (losses) on defined benefit pension plans

EUR '000	2014	2013
Opening Balance	188	-
Gross value	226	-
Deferred taxes	(38)	-
Increases	171	193
Gross value	205	232
Deferred taxes	(34)	(39)
Decreases	-	(5)
Gross value	-	(6)
Deferred taxes	-	1
Closing Balance	359	188
Gross value	431	226
Deferred taxes	(72)	(38)

Note 19: Retained earnings

EUR '000	31/12/2014	31/12/2013
Mandatory reserves	1,307	1,307
Other reserves from profit	103,028	102,729
Total	104,335	104,036

Note 20: Net profit / loss for the year

EUR '000	31/12/2014	31/12/2013
Net profit / loss for the year	599	(39,199)
Transfer to reserves from profit	(299)	39,199
Total	300	-

On 31 December 2014, the Management Board decided to build other reserves from profit in the amount of half of net profit for the year in line with the Companies Act (Article 230(3)). On 31 December 2013, the Bank deducted the amount of the loss for the year from Other reserves from profit.

Basic and diluted earnings per share

EUR '000	31/12/2014	31/12/2013
(1) Net profit for the year	599	(39,199)
(2) Number of shares	4,888,193	4,888,193
(3) Weighted number of shares in the year	4,888,193	4,888,193
(4) Earnings per share in euros (1) / (3)	0.12	(8.02)

Basic and diluted earnings per share are the same.

Notes on the Financial Statements

Notes on the Statement of Income

Note 21: Interest income

EUR '000	2014	2013
Interest on deposits placed with the Central Bank	90	85
Interest on financial assets held for trading	5,347	7,600
Interest on derivatives used for hedging	4,846	6,068
Interest on financial assets available for sale	10,742	9,339
Interest on loans and receivables	50,093	58,860
To banks	221	147
To customers	49,872	58,713
Interest from impaired loans	10,601	7,660
To customers	10,601	7,660
Interest on financial assets held to maturity	626	643
Total	82,345	90,255

Note 22: Interest expense

EUR '000	2014	2013
Interest on Central Bank deposits and loans	417	1,403
Interest on financial liabilities held for trading	5,238	7,435
Interest on derivatives used for hedging	7,584	7,600
Interest on received deposits and loans	20,480	25,428
Paid to banks	7,107	9,127
Paid to customers	13,373	16,301
Total	33,719	41,866

Interest expense for subordinated loans amounted to 683 thousand euros for 2014 (in 2013: 649 thousand euros).

Note 23: Dividend income

EUR '000	2014	2013
Dividends from financial assets available for sale	5	5
Total	5	5

Note 24: Fee and commission income

EUR '000	2014	2013
Fees from transactions with securities	6,355	5,108
Fees from guarantees	4,228	4,285
Fees from performing payment services – maintenance of transaction accounts	3,118	3,213
Fees from performing payment services – payments	5,463	5,425
Fees from performing payment services – card operations	3,524	2,414
Fees from performing other payment services	1,621	2,086
Fees from loan transactions	5,050	5,414
Fees from corporate finance advisory	1,343	321
Fees from other transactions	1,024	386
Total	31,726	28,652

Note 25: Fee and commission expenses

EUR '000	2014	2013
Fees for performed payment services – card operations	2,111	1,610
Fees for performed other payment services	1,636	1,307
Fees for performed agency services and commission operations	1,016	787
Fees for performed services for corporate finance advisory	634	67
Fees for performed other services	1,594	1,427
Total	6,991	5,198

Note 26: Realised gains and losses on financial assets and liabilities not measured at fair value through profit or loss

EUR '000	2014	2013
Realised gains	4,455	660
On available-for-sale financial assets, debt instruments	2,929	563
On available-for-sale financial assets, equity instruments	1,342	-
On loans	12	44
On other financial assets and liabilities	172	53
Realised losses	(7,220)	(790)
On available-for-sale financial assets, debt instruments	(17)	(558)
On loans	(7,203)	(232)
Total	(2,765)	(130)

In 2014, the Bank concluded several recovery procedures and it consequently wrote-off higher volumes of loans than in 2013.

Notes on the Financial Statements

Note 27: Gains and losses on financial assets and liabilities held for trading

EUR '000	2014	2013
Net gains on securities trading	172	154
Net gains on purchase and sale of foreign currencies	1,697	969
Net gains / losses on derivatives	1,310	(1,817)
Total	3,179	(694)

Note 28: Fair value adjustments in hedge accounting

EUR '000	2014	2013
Changes in fair value of derivatives used for hedging cashflows of group financial instruments - ineffective portion - macro	(1,159)	2,570
Total	(1,159)	2,570

Note 29: Exchange gains / (losses)

EUR '000	2014	2013
Gains on foreign exchange differences	118,762	232,709
Losses on foreign exchange differences	(120,063)	(233,232)
Total	(1,301)	(523)

Note 30: Gains and losses on derecognition of assets other than held for sale

EUR '000	2014	2013
Losses on derecognition	(434)	(95)
Total	(434)	(95)

Note 31: Other operating net income / (loss)

EUR '000	2014	2013
Gains	1,331	1,103
Gains on operational risk	10	12
Refund of expenses for bank's delegates abroad	1,200	1,029
Other gains	121	62
Losses	(1,997)	(1,824)
Memberships	(60)	(75)
Bank levy	(1,673)	(1,613)
Other losses	(264)	(136)
Total	(666)	(721)

Note 32: Administrative costs

EUR '000	2014	2013
Staff costs	22,259	22,640
Other administrative costs	11,720	12,337
Total	33,979	34,977

Staff costs

EUR '000	2014	2013
Gross salaries	16,413	16,687
Contributions for social security	1,150	1,172
Contributions for pension insurance	1,393	1,415
Other contributions levied on gross salaries	49	50
Allowance for transport to work and for meals	1,341	1,338
Variable salaries	962	849
Other staff costs	951	1,129
Total	22,259	22,640

In 2014, the Bank decreased the expenses for unused holidays in the amount of 37 thousand euros (in 2013: expense 1 thousand euros).

Other administrative costs

EUR '000	2014	2013
Operating leasehold on premises	2,213	2,298
IT services	2,254	2,183
Communication	1,362	1,383
Consulting and auditing services	2,097	2,432
Other outsourced services	713	706
Marketing	1,069	1,049
Training	80	97
Material costs	264	261
Costs of fixed assets maintenance	662	544
Insurance	188	524
Travel costs	140	110
Other costs	678	750
Total	11,720	12,337

Consulting and auditing services include the audit of the financial statements for 2014 in the amount of 107 thousand euros provided by Deloitte revizija d.o.o.. Deloitte revizija d.o.o. performed also the audit of custody business which amounted to 24 thousand euros.

The Bank rents a number of branches and office premises. Rental contracts usually run for up to 15 years with the option to renew or cancel them.

The future minimum lease payments to be paid not later than in one year amount to 2,193 thousand euros, payments to be paid later than in one year and not later than in five years 2,256 thousand euros and payments to be paid later than in five years 433 thousand euros (in 2013: 2,218 thousand euros not later than in one year, payments to be paid later than in one year and not later than in five years 2,255 thousand euros and payments to be paid later than in five years 573 thousand euros).

Notes on the Financial Statements

Note 33: Depreciation

EUR '000	2014	2013
Depreciation of property, plant and equipment	2,088	2,131
Depreciation of leasehold improvements	890	908
Depreciation of computer hardware	688	632
Depreciation of other equipment	510	591
Amortisation of intangible assets	3,025	2,921
Total	5,113	5,052

Note 34: Provisions

EUR '000	2014	2013
For pending legal cases	812	209
For severance and jubilee salaries	98	74
For potential losses	307	-
For off-balance sheet items	(12)	3,665
Total	1,205	3,948

Note 35: Impairment

EUR '000	2014	2013
Impairment of financial assets, measured at cost	28,529	56,113
Increase	66,752	80,078
Loans	65,685	77,878
Other financial assets	1,067	2,200
Decrease	(38,223)	(23,965)
Loans	(29,883)	(22,416)
Other financial assets	(1,137)	(1,317)
Reversal of impairments due to write-offs	(7,203)	(232)
Impairment of available-for-sale financial assets	783	19,534
Increase	783	19,534
Total	29,312	75,647

The majority of impairments of available-for-sale financial assets referred in 2013 to one of the equity instruments, which was sold in 2014 (see also Note 3).

Note 36: Profit or loss from non-current assets held for sale

EUR '000	2014	2013
Profit from non-current assets held for sale	5	6
Loss from non-current assets held for sale	(3)	(30)
Total	2	(24)

Note 37: Corporate income tax

EUR '000	2014	2013
Deferred tax	14	(8,194)
Total	14	(8,194)

EUR '000	2014	2013
Profit / loss before taxes	613	(47,393)
Theoretical tax (17 %)	104	(8,057)
Tax decrease	(3,731)	(18)
for deductible income	(3)	(2)
previous taxes revocation	(3,728)	(16)
Tax on non-deductible expenses	195	3,466
Deferred taxes	3,403	(3,580)
Change of tax rate	-	17
Adjustment for the calculated deferred taxes	3,403	(3,597)
Other adjustments	43	(5)
Total	14	(8,194)

Notes to the Statement of Cash Flows

Note 38: Cash and Cash equivalents

EUR '000	31/12/2014	31/12/2013
Cash	12,497	13,127
Minimum reserve with the Central Bank	18,661	82,130
Other balances with the central bank	-	40,001
Demand deposits to banks	319,121	110,272
Loans to banks with maturity up to 3 months	2,724	8,991
Total	353,003	254,521

Notes to the Commitments and other Off-balance-sheet Items in line with the Bank of Slovenia requirements

Note 39: Commitments and other Off-balance-sheet Items

EUR '000	31/12/2014	31/12/2013
Guarantees	247,273	279,663
Committed credit and overdraft lines	322,535	325,708
Creditors on spot business	3,544	6,179
Notional amount of derivatives	2,354,228	3,073,717
Total	2,927,580	3,685,267

Notes on the Financial Statements

Annual changes, guarantees

EUR '000	2014	2013
Opening Balance	279,663	329,793
Increases	139,822	166,470
Issued guarantees	138,924	165,470
Exchange rate differences	898	1,000
Decreases	(172,212)	(216,600)
Redemption	(2,423)	(950)
Expired guarantees	(169,106)	(214,561)
Exchange rate differences	(683)	(1,089)
Closing Balance	247,273	279,663

Derivatives

EUR '000	31/12/2014	31/12/2013
Forwards and futures	109,243	83,404
Interest options	38,927	177,103
Currency options	-	1,334
Other options	710	710
Interest swaps	1,810,250	2,424,452
Held for trading	598,236	740,202
Held for hedging	1,212,014	1,684,250
Currency swaps	395,098	386,480
Held for trading	196,765	197,604
Held for hedging	198,333	188,876
Commodity swaps	-	234
Total	2,354,228	3,073,717

The explanation regarding an indication of uncertainties relating to the financial derivatives is done within the analysis of the counterparty risk, chapter Risk report. The Bank's intention is also to close most of the positions out of derivative business.

Note 40: Fiduciary activities

EUR '000	31/12/2014	31/12/2013
Cash from clients for brokerage with financial instruments	5,213	3,336
Receivables from managing financial instruments	28,540	19,422
Receivables from custody business	8,487,040	5,281,706
Receivables from the Central Securities Clearing Corporation for sold financial instruments	44	1,708
Receivables from settlement systems and institutions for sold financial instruments (buyers)	1,837	829
Receivables from settlement business	2,546	1,709
Receivables from other businesses on behalf and for account of third parties	189,676	82,361
Assets total	8,714,896	5,391,071
Liabilities to customers from money and financial instruments	33,755	22,758
Liabilities to the Central Securities Clearing Corporation for financial instruments bought	2,546	1,465
Liabilities to other settlement systems and institutions for purchased financial instruments (suppliers)	8,486,364	5,282,768
Liabilities to bank for commissions, expenses, etc.	9	10
Liabilities from settlement business	2,546	1,708
Liabilities from other businesses on behalf and for account of third parties	189,676	82,362
Liabilities total	8,714,896	5,391,071

Note 41: Agency services

EUR '000	31/12/2014	31/12/2013
Claims of settlement and transaction accounts for client assets	8,517,461	5,303,665
From financial instruments	8,515,580	5,301,128
To the Central Securities Clearing Corporation or to bank's clearing account for sold financial instruments	44	1,708
To the settlement systems and institutions for sold financial instruments (buyers)	1,837	829
Clients' cash	5,213	3,336
On settlement account for clients' funds	1,693	488
On banks' transaction accounts	3,520	2,848
Assets total	8,522,674	5,307,001
Liabilities of settlement account or transaction accounts for clients' funds	8,522,674	5,307,001
To clients from cash and financial instruments	33,755	22,758
To the Central Securities Clearing Corporation or to Bank's clearing account for purchased financial instruments	2,546	1,465
To other settlement systems and institutions for purchased financial instruments (suppliers)	8,486,364	5,282,768
To the bank or the bank's settlement account for commissions, expenses, etc.	9	10
Liabilities total	8,522,674	5,307,001
Off-balance-sheet items	8,515,580	5,301,128
Clients' financial instruments, itemised by services	8,515,580	5,301,128
Managing financial instruments	28,540	19,422
Custodian services	8,487,040	5,281,706

Notes on the Financial Statements

Income and expenses from fees related to investment services and businesses

EUR '000	2014	2013
Income from fees and commission related to investment and subsidiary investment services and businesses for clients	6,376	5,107
Reception, intermediary, and execution of orders	212	302
Management of financial instruments	455	265
Initial public offering and subsequent sales without obligation to buy	621	63
Custodian and related services	5,088	4,477
Expenses from fees and commission related to investment and auxiliary investments services and businesses for clients	1,449	903
Fees related to the Central Securities Clearing Corporation and to similar organizations	1,440	341
Fees related to the stock exchange and similar organizations	9	562

Note 42: Related parties

The Bank is a subsidiary of UniCredit Bank Austria AG Vienna, incorporated in Austria, which owns 99.99 % of the Bank's shares. The remaining shares are owned by the Slovenian legal entities and private individuals. The ultimate parent of the Group is UniCredit S.p.A., Italy.

The Bank enters into a number of banking transactions with other members of the Group, which includes granted and received loans and deposits, buying and selling foreign currency as well as derivatives.

The volumes of related-party transactions and related income and expenses are stated as follows:

Statement of Financial Position

EUR '000	31/12/2014	31/12/2013
Loans	353,072	113,351
Management Board	306	318
Key management personnel	266	194
Parent company	336,138	98,328
Other companies within UniCredit	16,293	14,510
Other related parties	69	1
Derivatives	15,464	7,266
Parent company	288	-
Other companies within UniCredit	15,176	7,266
Other assets	3	1,038
Parent company	3	888
Other companies within UniCredit	-	150
Total assets	368,539	121,655
Financial liabilities measured at amortised cost	549,347	586,270
Management Board	356	225
Key management personnel	25	11
Parent company	535,928	579,705
Other companies within UniCredit	12,713	6,150
Other related parties	325	179
Derivatives	67,371	64,293
Parent company	28	66
Other companies within UniCredit	67,343	64,227
Other liabilities	1,261	1,230
Parent company	294	443
Other companies within UniCredit	967	787
Total liabilities	617,979	651,793

Loans to banks within the Group include demand deposits, time deposits and loans to banks. They are unsecured and carry partially variable and partially fixed interest rates.

Statement of Income

EUR '000	2014	2013
Interest income	282	811
Management Board	3	3
Key management personnel	5	4
Parent company	127	87
Other companies within UniCredit	143	717
Other related parties	4	-
Interest expense	14,384	16,961
Management Board	5	4
Parent company	6,345	8,075
Other companies within UniCredit	8,029	8,878
Other related parties	5	4
Fee and commission income	968	1,441
Parent company	434	795
Other companies within UniCredit	534	646
Fee and commission expenses	760	473
Parent company	164	152
Other companies within UniCredit	596	321
Gains and losses on financial assets and liabilities held for trading	10,942	13,685
Parent company	565	705
Other companies within UniCredit	10,377	12,980
Fair value adjustments in hedge accounting	(1,159)	2,570
Other companies within UniCredit	(1,159)	2,570
Other operating income	1,225	1,052
Parent company	980	890
Other companies within UniCredit	245	162
Administrative costs	2,728	2,906
Parent company	11	51
Other companies within UniCredit	2,717	2,855

Remuneration paid

EUR '000	2014	2013
Remuneration paid to the Management Board	569	549
Salaries and other short-term benefits	564	520
Insurance premiums	5	29
Remuneration paid to the Supervisory Board members	66	65
Remuneration paid to other employees with an individual contract	1,059	1,198
Salaries and other short-term benefits	1,059	1,198
Total	1,694	1,812
Number of the Management Board members as of 31 December	4	4
Number of the Supervisory Board members as of 31 December	6	6
Number of other employees with an individual contract as of 31 December	14	14

In 2014, there were on average thirteen employees with an individual contract.

In 2014, the Management Board Members received the following amounts: M.Sc. Jana Benčina Henigman: 117 thousand euros of fixed salary, 27 thousand euros of variable salary and 1 thousand euros of other remuneration; Damijan Dolinar, CFA: 116 thousand euros of fixed salary, 28 thousand euros of variable salary and 1 thousand euros of other remuneration; Francesco Vercesi, MBA: 187 thousand euros of fixed salary and 59 thousand euros of variable salary.

Notes on the Financial Statements

M.Sc. Stefan Vavti, the Chairman of the Management Board, was receiving remuneration for conducting a function in the Bank directly from the parent bank as the parent's bank seconded employee in accordance with the Group's rules. In 2014, he didn't receive any additional payments from the Bank.

In 2013 and 2014 there were no payments received in line with share options and performance shares program.

The Supervisory Board Members received as follows: Giuseppe Verrascina: 31 thousand euros of compensation paid, Franco Andretta: 24 thousand euros of compensation paid and Francesco Slocovich 11 thousand euros of compensation paid.

Note 43: Events after the reporting period

After the end of the reporting period, the Bank did not detect any major events that would affect its Financial Statements for 2014 or that would require disclosures in this Financial Statements.

Note 44: Legal disputes

On 31 December 2014, there were twenty pending litigations towards the Bank amounting together to 11.7 million euros in which the Bank was involved as a defendant (on 31 December 2013: 11.6 million euros). In line with the assessment of their outcome, the Bank formed adequate provisions for litigations (see Note 14).

Note 45: Statement of material effect on the financial statement

UniCredit Banka Slovenija d.d., as a member of the UniCredit group, enters into several business transactions with related parties from the Group. Such transactions are conducted at normal market conditions and have no negative impact in the presented financial statements. In line with 545 paragraph of the Companies Act, we declare that in the years 2014 and 2013 there were no detrimental transactions or other actions done, which would in any way jeopardize the operations of the Bank.

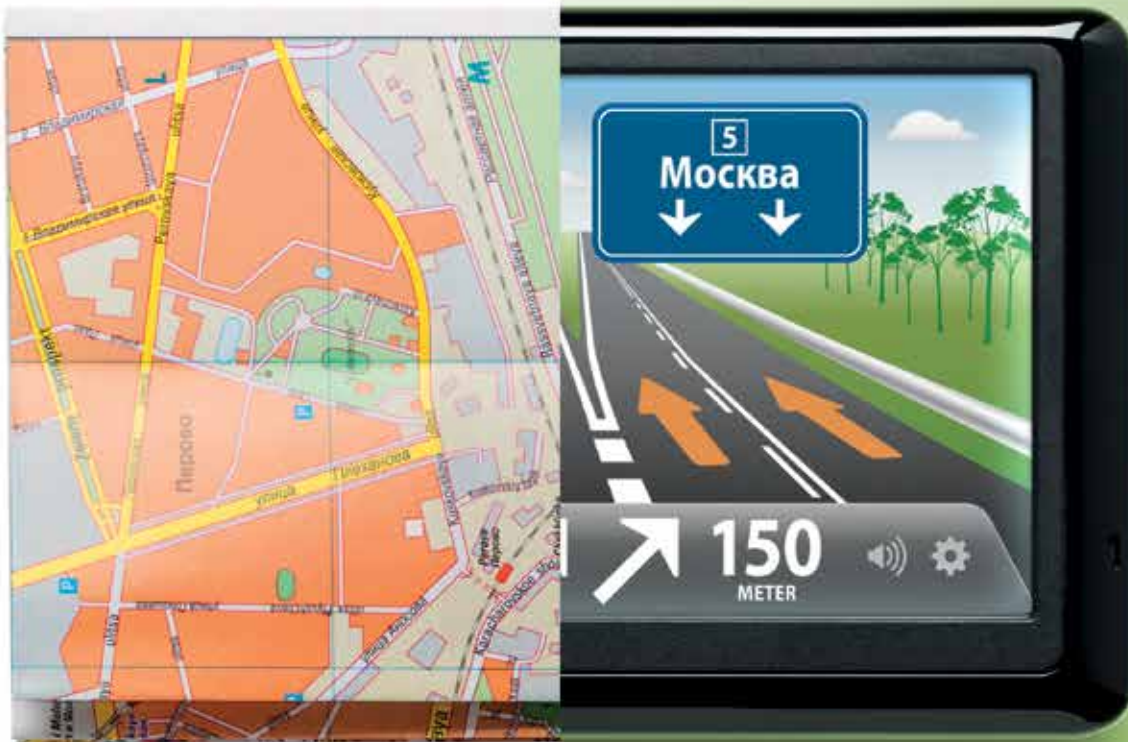
There is
a whole world
to discover.

Better
discover it now.

At home when you're abroad.

Together, we can go far.

UniCredit has more than 8,500 branches and over 147,000 employees in roughly 50 markets across the world. That means we have the tools, the knowledge and the manpower to help your business go international. Our **UniCredit International Centers** gather our most experienced cross-border experts into a single, powerful network that can provide your business with the information and services it needs to succeed abroad. From evaluating investments, to identifying optimal financial solutions and, of course, providing basic banking services, UniCredit is always with you, anywhere you choose to be.



Risk Report

Overall Risk Management

In line with the UniCredit group perspective, UniCredit Banka Slovenija d.d. identifies, measures, monitors, and/or manages the following categories of risk:

- Credit risk;
- Market risk;
- Liquidity risk;
- Operational risk;
- Business risk;
- Reputational risk;
- Strategic risk;
- Capital risk;
- Real estate risk;
- Risks arising from the Bank's shareholdings and equity interests.

The Bank manages its risks as well as its capital in a coordinated manner at all relevant levels within its organization. Furthermore, the risk management framework is part of the UniCredit group's CEE risk management practice and of course supports the UniCredit group's efforts to establish uniform Group-wide risk management and control procedures.

All risk management activities of UniCredit Banka Slovenija d.d. are conducted by the Risk Management division, which is independent from the business units and reports directly to the Chief Risk Officer, who is member of the Management Board. There are three types of committees on the high level, which are central to the risk function: the Assets and Liabilities Committee (ALCO), the Credit Committee and the Operational Risk Committee.

Asset and liability committee (ALCO)

The ALCO, as the overall risk management committee for UniCredit Banka Slovenija d.d., determines the risk management principles in the overall bank risk policy and validates on a regular basis the Bank's risk map. It approves the establishment of limits for all relevant risks and the risk control procedures. ALCO is responsible for the management of the balance-sheet structural positions, controls liquidity and interest rate risk, is informed about loan portfolio and deals with cross-divisional risk management issues arising between sales units and the overall bank management. The ALCO also deals with all issues relating to overall bank risk and capital management. It has an overview of capital adequacy, development of regulatory capital and ratios, economic capital, capital allocation and available financial resources.

Credit committee

For the approval of customer credit exposures, the Bank uses a credit committee. The approval authority is defined by the (potential) exposure amount of the client or the group of clients and its/their rating. In line with the legislation, the Supervisory confirms the decisions, when large exposures occur. In credit committees, representatives of the Risk Management and Sales divisions are present as well as the CEO. Credit committee sessions are held usually weekly. Procedures are prescribed and written down in guidelines and working instructions. Lower exposures and exposures toward private individual clients are organized in the Bank via individual approval rights delegated by the Credit Committee of the Bank.

Operational Risk Committee (OpRisk Committee)

The OpRisk Committee is responsible for effective oversight over operational risk exposure. The OpRisk Committee shall have an overall understanding of the operational risk control framework and of how operational risk affects the company. The OpRisk Committee is also responsible for verifying that the operational risk measurement and control system is closely integrated in the day-to-day risk management process of the Bank. The OpRisk Committee meets at least four times per year.

Risk taking

The Bank has defined clear pricing basis for customer loans and deposits, in order to enable a clear separation of client business benefit from the internal funds management function of the Bank. Within the Bank, the Asset and Liabilities Management unit has the responsibility to manage market and liquidity risk and it reports directly to the CFO. The ALM unit is accountable for optimizing the Bank's overall maturity structure and the return on it.

Risk appetite

The Bank's strategic targets are assessed through risk appetite framework from different perspectives. Risk appetite framework is defined in terms of different key indicators, which are annually reviewed and if necessary changed and redefined by the Bank and also within the Group.

The risk appetite framework process is integrated in the budgeting process. For each indicator, the Bank has defined target value, trigger and limit. The indicators are the following:

- From the capital adequacy perspective the limitations and rules are set by the regulator and on the other side by the Group's risk appetite. The Bank monitors on monthly basis the total capital ratio, Core Tier 1 ratio, Pillar II ratio, leverage ratio and risk taking capacity.
- From the credit risk perspective closely observed indicators are probability of default, expected loss in % (expected loss/exposure in default) and coverage ratio.
- From the country risk perspective the Bank monitors sovereign exposure.
- From the market risk perspective the indicators are defined as value at risk in trading book, trading and bank book warning level and net interest income sensitivity.
- From the profitability and risk perspective the Bank aims to manage the volatility of earnings and to maintain sustainable growth. Indicators that are monitored are the following: operating profit in relation to risk weighted assets, operating costs and earnings at risk.
- From the liquidity perspective the important indicators for the Bank are the following: short-term liquidity, structural liquidity and liquidity coverage ratio
- From the operational risk point of view the Bank monitors operational risk losses.

Credit Risk

Credit risk arises from all transactions that give rise to actual, contingent or potential claims against any counterparty, borrower or obligor.

Credit risk consists of several risk types:

- Default risk is the risk that after 90 days the counterparty fails to meet contractual payment obligations or only small possibility of payment exists in accordance with the legislation of the Bank of Slovenia and valid internal rulebooks of the Bank. The outcome is classification of all the claims with particular client as defaulted.
- Country risk is the risk that the Bank may suffer a loss in any given country, due to any of the following reasons: a possible deterioration of economic conditions, political and social upheaval, nationalization and expropriation of assets, government repudiation of indebtedness, exchange controls and disruptive currency depreciation or devaluation.
- Settlement risk is the risk that the settlement or clearance of transactions will fail. It arises whenever the exchange of cash, securities and/or other assets is not simultaneous.
- Concentration risk is the risk that arises from the overexposure toward single client, single industry or single geographic area.
- Counterparty credit risk means the risk that the counterparty to a transaction could default before the final settlement of the transaction's cash flows. The scope of application are derivative instruments, repurchase transactions, securities or commodities lending or borrowing transactions, long settlement transactions and margin lending transactions.
- Securitization risk toward which the Bank is not exposed.

The main objective of managing credit risk is to reach and obtain a high quality and dispersion of the Bank's credit portfolio. The Bank manages credit risk according to its internal rules. Procedures of managing credit risk are performed on a single transaction level, single client level and on a portfolio level.

Measuring credit risk

The foundation of credit approval process is a detailed risk assessment of every credit exposure associated with counterparty. The Bank's risk assessment procedures consider both probability to default of specific counterparty and the risks related to the specific type of credit facility exposure. When measuring credit risk, the Bank calculates probability of default which also forms basis for calculation of credit rating of specific counterparty. For part of the corporate portfolio, the Bank assesses probability of default (PD) in accordance to the Bank of Slovenia's Regulation for capital requirement for credit risk based on internal rating systems (IRB) for banks and saving institutions. In line with this act the Bank committed to implement the IRB approach for all important exposures. With clear goal of effective and statistically confirmed credit risk measurement the Bank builds and validates all models in accordance with previously mentioned Regulation and the UniCredit group's guidelines.

Probability of default and credit rating as consequence are determined based on financial data, qualitative factors and warning signals. The Bank uses ten major credit rating classes with additional sub-classes. The UniCredit group's scale includes in total 26 credit rating classes from 1+ to 10, which are calibrated on local specifics.

Risk Report

The comparison between internal and external ratings

Internal rating*	S&P	Moody's	Fitch
1	AAA / AA+ / AA / AA-	Aaa / Aa1 / Aa2 / Aa3	AAA / AA+ / AA / AA-
2	A+ / A / A-	A1 / A2 / A3	A+ / A / A-
3	BBB+ / BBB	Baa1 / Baa2	BBB+ / BBB
4	BBB- / BB+	Baa3 / Ba1	BBB- / BB+
5	BB	Ba2	BB
6	BB- / B+	Ba3 / B1	BB- / B+
7	B	B2	B
8	B- / CCC / CC	B3 / Caa / Ca	B- / CCC / CC

* For the purpose of this comparison, the internal ratings were grouped into eight comparable groups; the ninth and tenth groups represent defaulted clients and are not included in the table.

Exposure of on-balance-sheet items to credit risk

EUR '000	31/12/2014	31/12/2013
Cash	12,497	13,127
Financial assets held for trading	16,368	15,394
Available-for-sale financial assets	354,360	251,352
Derivatives - hedge accounting	11,950	7,008
Loans and receivables	2,335,678	2,316,558
To banks	381,157	246,187
To customers	1,954,521	2,070,371
Held-to-maturity financial assets	13,160	13,053
Other assets	1,655	1,993
TOTAL	2,745,668	2,618,485

Please note that the above credit exposure is expressed in terms of gross values not including impaired amounts. Other financial assets and Balances with Central Bank within Statement of Financial Position are classified as Banks or Clients.

Exposure of off-balance-sheet items to credit risk

EUR '000	31/12/2014	31/12/2013
Guarantees	247,273	279,663
Committed credit and overdraft lines	322,535	325,708
Creditors on spot business	3,544	6,179
Notional amount of derivatives	2,354,228	3,073,717
Total	2,927,580	3,685,267

Exposure of financial assets to country risk

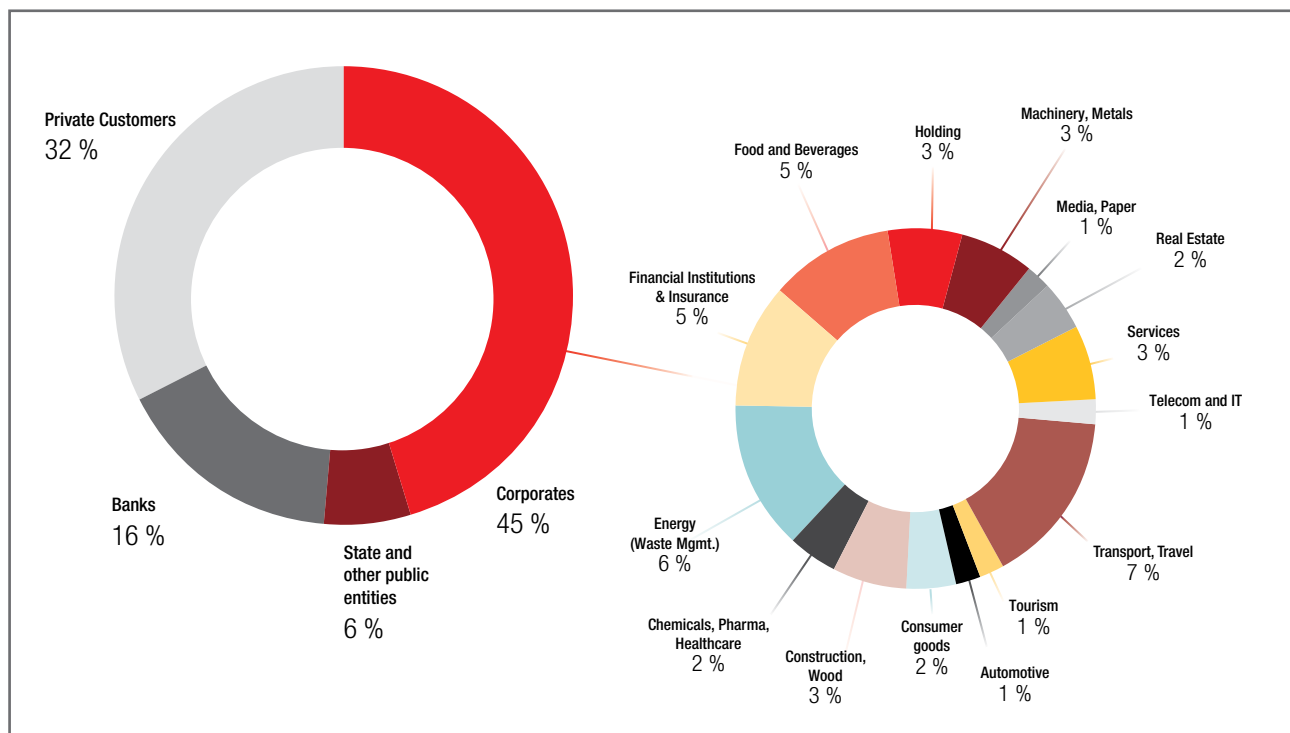
	31/12/2014	31/12/2013
Financial assets held for trading		
Slovenia	100 %	100 %
Available-for-sale financial assets		
Slovenia	100 %	99 %
Germany		1 %
Held-to-maturity financial assets		
Slovenia	100 %	100 %

Portfolio analysis

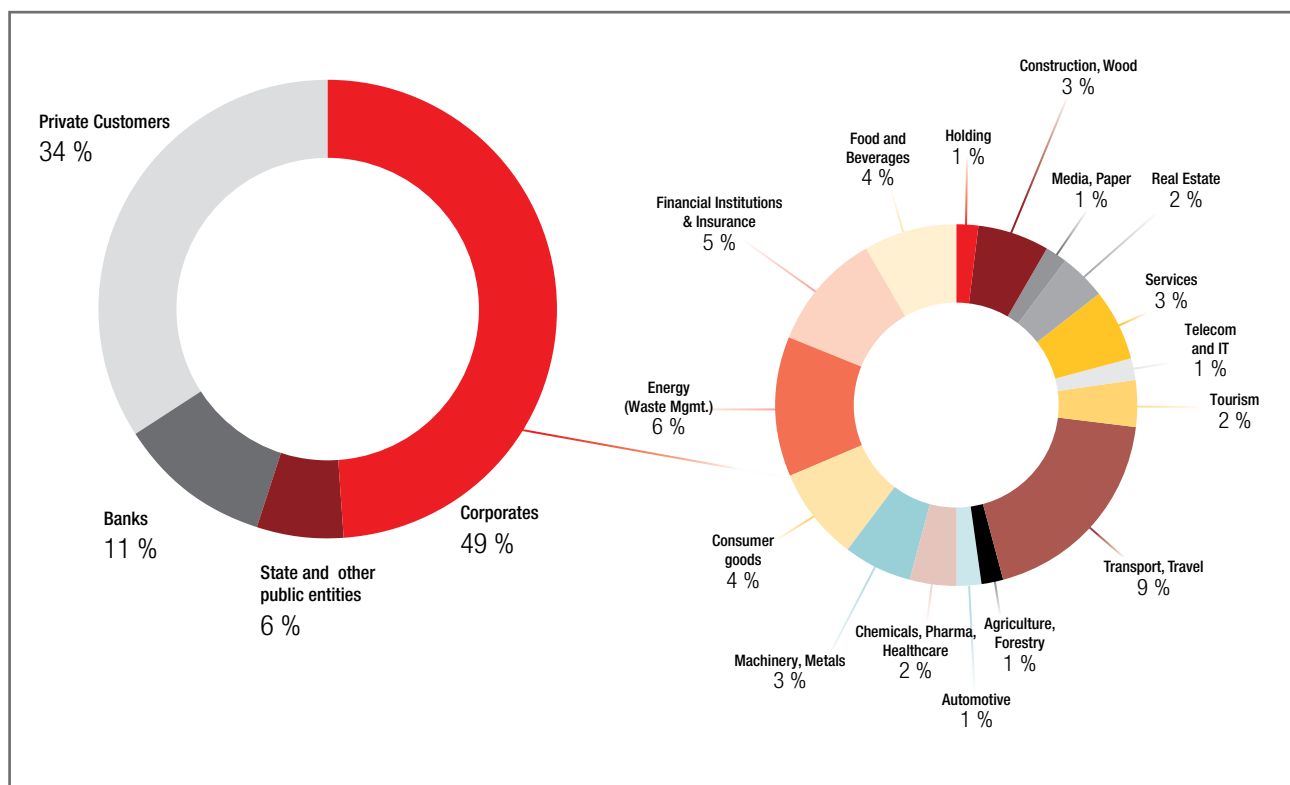
As of the end of December 2014, the Bank's on-balance outstanding portfolio of non-banking sector claims decreased by 116 million euros or by 6 % in comparison to the end of year 2013. In the non-banking sector, major growth of volumes due to new credit was recorded in the sector of pharmaceuticals, which grew by 13 million euros or by 33 %. The Bank faced a decrease due to expired credit in the machinery-metals

sector, which decreased by 17 million euros or 23 % in comparison to the end of year 2013. The total Bank's on-balance outstanding credit portfolio including banking and non-banking claims increased by 19 million euros or by 0.8 % compared to the end of previous year.

The portfolio segmentation as of 31/12/2014



The portfolio segmentation as of 31/12/2013



Risk Report

The geographical split of the Bank's portfolio

Credit risk profile by region	Exposure (EUR '000)		Growth in %
	31/12/2014	31/12/2013	
Slovenia	1,814,877	2,046,143	(11)
Austria	335,362	98,478	241
Croatia	88,752	76,841	16
Netherlands	26,876	29,862	(10)
Bosnia and Herzegovina	14,734	11,497	28
Germany	13,564	15,100	(10)
Serbia	9,986	2,718	267
Italy	6,481	6,690	(3)
Luxemburg	6,343	5,106	24
Hungary	6,103	4,400	39
Russia	2,693	3,354	(20)
Other	9,908	16,369	(39)
TOTAL	2,335,678	2,316,558	1

Please note that the above credit exposure is expressed in terms of gross values not including impaired amounts. Other financial assets and balances with Central Bank within the Statement of Financial Position are classified as Banks or Clients.

Credit Risk Mitigation Techniques

UniCredit Banka Slovenija d.d. uses various credit risk mitigation techniques to reduce potential credit losses in case of the obligor default. Consistently with the European Union Directive CRD IV and the European Union Regulation CRR which enact Basel III as part of the EU banking legislation, the Bank is firmly committed to satisfy the requirements for recognition of Credit Risk Mitigation techniques for regulatory capital purposes, both for internal use in operations and for the purposes of calculating the credit risk capital requirement.

With specific reference to Credit Risk Mitigation, general guidelines are in force, issued by UniCredit S.p.A., to lay down Group-wide rules and principles that guide, govern and standardize the credit risk mitigation management.

Following the General Group Credit Risk Mitigation Guidelines, UniCredit Banka Slovenija d.d. has adopted internal regulations, specifying processes, strategies and procedures for collateral management. In particular such internal regulations detail collateral eligibility, valuation and monitoring rules and ensure the soundness, legal enforceability and timely liquidation of valuable collateral in compliance with the Slovenian legal system.

According to credit policy, collaterals or guarantees can be accepted only to support loans and they cannot serve as a substitute for the borrower's ability to meet obligations. For this reason, in addition to overall analysis of the credit worthiness and of the repayment capacity of borrower, they are subject to specific evaluation and analysis of the support role for the repayment of the exposure.

In line with the legislation, UniCredit Banka Slovenija d.d. implemented valuation, monitoring and reporting of the collateral in line with regulatory time frame and internal guidelines. The management system of credit risk mitigation techniques is embedded in the credit approval process and in the credit risk monitoring process. In case of collaterals, the process of valuation is based on precautionary principles, with reference to the use of "fair market values" and to the application of adequate haircuts to ensure that, in case of liquidation, there are no unexpected losses.

Controls and related responsibilities are duly formalized and documented in internal rules and job descriptions. Furthermore, processes are implemented to control that all the relevant information regarding the identification and evaluation of the credit protection are correctly registered in the system.

Collaterals accepted in support of credit lines granted by UniCredit Banka Slovenija d.d. primarily include:

- Real estate (residential and commercial), movables, financial collateral, pledge of life insurance,
- Personal warranty, surety, bank guarantee, state warranty, insurance.

When accepting credit risk mitigation technique, UniCredit Banka Slovenija d.d. emphasizes the importance of processes and controls of the legal certainty requirements of the protection, as well as the assessment of the suitability of the collateral or guarantee.

According to collateral guidelines, collaterals are exposed to a regular reviewing process, either on individual or portfolio basis. Such approach gives the Bank a better view of the current status and actual value of collateral.

The Bank's exposure toward non-banks clients according to credit rating and allocated market value collateral

EUR '000	31/12/2014		31/12/2013	
Non-bank customers	Exposure	Collateral	Exposure	Collateral
1	39,860	36,132	44,795	42,304
2	239,037	173,813	221,227	188,004
3	365,732	194,485	383,902	209,342
4	423,915	360,455	515,388	375,994
5	173,875	94,336	189,812	109,408
6	152,470	70,247	156,324	81,293
7	128,329	73,352	118,742	101,288
8	79,578	47,149	72,431	48,203
Doubtful and default	339,640	105,569	352,384	148,602
Not rated	12,085	25,405	15,364	3,754
	1,954,521	1,180,944	2,070,371	1,308,191

Please note that the above credit exposure is expressed in terms of gross values not including impaired amounts. Other financial assets and balances with the Central Bank within Statement of Financial Position are classified as Banks or Clients.

The Bank's exposure toward banks clients

EUR '000	31/12/2014		31/12/2013	
Banks	Exposure	Collateral	Exposure	Collateral
1	7,437	0	8,434	0
2	343,515	0	228,637	0
3	21,709	1,708	3,517	2,256
4	7,281	0	55	0
5	1,076	0	5,212	0
6	0	0	54	0
7	0	0	256	255
8	0	0	0	0
Doubtful and default	0	0	0	0
Not rated	139	0	23	0
	381,157	1,708	246,187	2,511

Please note that the above credit exposure is expressed in terms of gross values, Other financial assets and balances with the Central Bank within Statement of Financial Position are classified as Banks or Clients.

Market value of collateral according to types of collateral

EUR '000	31/12/2014	31/12/2013
Collateral Types		
Mortgage	1,726,627	1,954,415
Irrevocable commitments of RS	300,921	308,968
Bank deposits	9,759	146,004
Other Collateral	123,924	136,733
TOTAL	2,161,230	2,546,119

Please note that the above collateral does not include guaranties of private individuals and legal entities.

Risk Report

Compared to 2013, the value of collateral decreased during 2014 due to the following reasons:

- Adjustment of residential real estate collateral to new market values;
- Repayment of loans collateralized by commercial real estate;
- Reduction in amount of collateral received in form of cash deposits from the mother company.

Impairment and provisioning policies

In its internal regulations the Bank has defined detailed procedures, methodologies and policies both for monitoring of portfolio quality and for provisioning. Internal policy on impairments is in line with the Bank of Slovenia regulations. Impairments of on-balance-sheet assets and off-balance-sheet assets are conducted according to the standards adopted by the EU (IFRS).

The Bank uses two approaches and methodologies for impairment losses – individual and portfolio approach. As explained further below, the Bank also distinguishes between specific and generic impairment losses.

Exposures to obligors which are materially past due or for which an event indicating unlikelihood to pay has been identified are classified as impaired and checked for whether an impairment allowance (specific provision) needs to be recognized. Impairment allowances on financial assets representing individually significant past due exposures to legal entities are evaluated individually, based on best estimate of the present value of expected cash flows, while for private individuals segments impairments are assessed on portfolio basis, based on expected loss calculation (EL). In estimating these cash flows, the Bank assesses counterparty's financial situation, past repayment discipline and repayment schedules. Monthly assessment represents basis for booking impairments; the procedure is covered by guidelines and is supported by IT solutions.

The Bank assesses specific impairments using individual approach (on a client or transaction level) by taking into consideration the following:

- When estimating these cash flows, the Bank evaluates counterparty's financial situation, past repayment discipline and repayment pattern;
- Eventual breakage of loan contracts or conditions;
- Bankruptcy or any other legal proceedings that can result in loss for the Bank;
- Information that might have impact on received repayments to the Bank.

In cases where there is a low probability of restructuring, future cash flows are calculated using the liquidation scenario. The provisioning requirement is calculated on the basis of the estimated present value of the liquidation proceeds / recovery percentage.

In particular, the projected cash flows from the exercise of collateral (best-quality collateral, adequate collateral and real estate and movable property collateral) are taken into consideration.

The impairment of a financial asset is the difference between the carrying amount and the recoverable amount. The recoverable amount is defined as the present value (discounted value) of estimated future cash flows with the application of the original effective interest rate. The effective interest rate is the interest rate that exactly discounts estimated future cash payments or receipts through the expected lifetime of the financial asset, or when appropriate, a shorter period to the net carrying amount of the financial asset.

UniCredit Banka Slovenija d.d. uses the Application and Behavioural scoring for assessing credit rating in private individuals segments, resulting in 26 rating classes with assigned probabilities of default. The Bank assesses specific impairments on portfolio level at least on a monthly basis. Based on portfolio quality, parameters relevant for Expected loss calculation on single client level are computed.

Exposures to obligors which are not materially past due and for which no event indicating unlikelihood to pay has been identified are classified as performing. For these exposures the Bank recognizes generic provisions (IBNR – Incurred but not reported by performing) – a collective loss assessment based on risk classes. When assessing the need for collective loss allowances, the Bank considers factors such as credit quality, portfolio size and economic factors including analysis of past repayment discipline in those classes. Impairments for “Incurred but not reported” events are calculated on a monthly basis, based on portfolio quality and using standard expected loss calculation procedures at client level including the so-called loss detection period.

The Bank regularly monitors the portfolio development and the impairments coverage ratio, which is regularly reported to the senior management and to the Management Board. The Bank also performs monitoring on a single client level, for those clients whose payments are overdue. To identify which department is dealing with a specific client, the Bank has adopted three statuses based on riskiness and related activities, namely:

- The “Watch Loan” status means that the client is still performing, but may be endangered according to different warning signals criteria. In such cases, specific action plans are required by the Credit Underwriting unit and set up and executed by the business units.
- The »Restructuring« status: In such a case, the Bank attempts to restructure the exposure towards the client with the aim to bring the client

back to the normal performing status, whereby any potential losses are to be minimized. This activity is led by the Restructuring and Workout unit and assisted by the business units.

- The “Work-out” status: This status means that the contract with the client is cancelled and the Restructuring and Workout unit is responsible for recovery via legal execution possibilities.

The Bank's exposure toward non-bank clients according to their internal rating

EUR '000	31/12/2014			31/12/2013		
	Exposure	Impairments	Collateral	Exposure	Impairments	Collateral
1	39,860	4	36,132	44,795	6	42,304
2	239,037	49	173,813	221,227	60	188,004
3	365,732	219	194,485	383,902	318	209,342
4	423,915	295	360,455	515,388	597	375,994
5	173,875	517	94,336	189,812	586	109,408
6	152,470	1,611	70,247	156,324	1,500	81,293
7	128,329	4,191	73,352	118,742	2,740	101,288
8	79,578	2,626	47,149	72,431	2,431	48,203
Doubtful and default	339,640	190,798	105,569	352,384	161,563	148,602
Not rated	12,085	391	25,405	15,364	631	3,754
	1,954,521	200,701	1,180,944	2,070,371	170,431	1,308,191

Please note that the above credit exposure is expressed in terms of gross values. Other financial assets and balances with the Central Bank within the Statement of Financial Position are classified as Banks or Clients.

Credit assets are classified and reported as non-performing if one or more of the default criteria under the Basel II are met: full repayment unlikely, interest or principal payments on a material exposure more than 90 days past due, restructuring resulting in a loss to the lender, realization of a loan loss, or opening of bankruptcy proceedings. These advances are classified and reported under non-performing assets.

On average in the Bank, loan loss provisions covered 56.18 % of reported non-performing (NPL) assets, which is classified as 90 days past due or fulfil any other criteria for defaulted credit exposure. During 2014, NPL decreased by 12.7 million euros or by 3.62 % to 339.64 million euros. Loan loss provisions for non-performing loans have increased by 29,235 million euros or 18.1 % to 190.80 million euros. Out of all non-performing loans 15,91% are assessed as portfolio based loan loss provisions.

As of the end of 2014, the amount of outstanding exposures that are not past due and have no loan loss provisions booked was 411.1 million euro (compared to 257 million euro as of the end of 2013). The bulk of the exposure represents deals in the interbank market and deals with the Republic of Slovenia.

Portfolio quality

Performing loans based on days past due classification

EUR '000		
	31/12/2014	31/12/2013
Days overdue		
Performing loans	1,613,377	1,705,537
Overdue receivables up to 30 days	1,023	8,541
Overdue receivables from 30 to 60 days	457	1,034
Overdue receivables from 60 to 90 days	24	2,873
TOTAL	1,614,882	1,717,986

Please note that the above credit exposure is expressed in terms of gross values. Other financial assets and balances with the Central Bank within the Statement of Financial Position are classified as Banks or Clients.

Financial assets which are due and not impaired do not represent any material value for the Bank.

Risk Report

For internal purposes the impaired loans are divided into the following categories:

- Non-performing loans – formally impaired loans, being exposure to insolvent borrowers, even if the insolvency has not been recognized in a court of law, or borrowers in a similar situation. Measurement is on a loan-by-loan or portfolio basis.
- Doubtful loans – exposure to borrowers experiencing temporary difficulties, which the Group believes may be overcome within a reasonable period of time. Doubtful loans are valued on a loan-by-loan basis or portfolio basis.
- Restructured loans – exposure to borrowers with whom a rescheduling agreement has been concluded, including renegotiated pricing at interest rates below market, the conversion of loans / reduction of principal etc.; measurement is on a loan-by-loan basis or portfolio basis.
- Past-due loans – total exposure to any borrower not included in other categories, which at the balance-sheet date has expired facilities or unauthorized overdrafts that are more than 90 days and less than 180 days past due.

EUR '000		
Bank of Italy Class	31/12/2014	31/12/2013
Past-due loans	38,888	55,584
Restructured loans	63,572	48,724
Doubtful loans	43,172	54,607
Non-performing loans	194,007	193,469
TOTAL	339,640	352,384

Please note that the above credit exposure is expressed in terms of gross values. Other financial assets and balances with the Central Bank within the Statement of Financial Position are classified as Banks or Clients.

Counterparty Risk

Credit risk is generally defined as risk of non-performance of counterparts on repaying principal, interest, and/or miscellaneous payments related to obligations out of properties of the transactions. Counterparty credit risk arises when transactions in treasury instruments or securities are concluded with the counterparty.

For the purposes of credit risk management, UniCredit Banka Slovenija d.d. has been using an internal counterparty credit risk model. The exposure of any individual counterparty is evaluated by running a path simulation of its portfolio based on the individual products contained therein. The future present value of the whole portfolio is calculated based on market volatility, correlations between specific risk factors, future cash flows and stress considerations.

The simulation calculations are performed for all major types of transactions, e. g. forward foreign exchange transactions, currency options, interest rate instruments, equity / bond-related instruments, credit derivatives and commodity derivatives. The Bank applies a confidence interval of 95 %.

Counterparty risk exposures for financial derivatives of UniCredit Banka Slovenija d.d. by rating class

Rating class	Counterparty risk exposure (EUR '000)	
	31/12/2014	31/12/2013
1	0	-
2	17,014	11,550
3	4,749	2,605
4	1,635	4,975
5	63	1,085
6	275	7,655
7	1,622	798
8	988	-
Non-performing	2,400	11,448
Not rated	0	2,164
TOTAL	28,746	42,279

In 2014, the counterparty credit risk exposure decreased due to maturities by 32 % as compared to the end of 2013.

Market Risk

UniCredit Banka Slovenija d.d. takes on exposures to market risk, which is the risk that fair value or future cash flows of a financial instrument will fluctuate because of changes in market prices.

Market risks arise from open positions in interest rate, currency, credit spread, commodity and equity products. All of these are exposed to general and specific market movements and changes in the level of volatility of market rates or prices such as interest rates, credit spreads, foreign exchange rates, commodity and equity prices.

The exposure to market risks

EUR '000		
Content	31/12/2014	31/12/2013
Assets		
Cash and cash balances with central banks	350,279	245,530
Financial assets held for trading	16,368	15,394
Available-for-sale financial assets	354,360	251,352
Derivatives - hedge accounting	11,950	7,008
Loans and receivables	1,797,196	1,913,724
Held-to-maturity financial assets	13,160	13,053
Investments in subsidiaries, associates and joint ventures	0	0
TOTAL	2,543,313	2,446,061
Liabilities		
Deposits from central banks	0	0
Financial liabilities held for trading	17,239	17,188
Derivatives - hedge accounting	53,415	47,356
Financial liabilities measured at amortised cost	2,253,031	2,185,970
Provisions	7,116	6,137
TOTAL	2,330,801	2,256,651

Market Risk Management Techniques

Market risk management includes all activities related to the Bank's treasury operations and management of the balance sheet structure. Risk positions are aggregated at least daily, analyzed by the independent market risk management unit and compared with the risk limits set by the ALCO committee. Cash flow hedge is used by the Bank for managing interest rate risk in accordance with IFRS.

At UniCredit Banka Slovenija d.d., market risk management includes ongoing reporting on the risk position, definition of risk limits and limit utilization as well as the daily presentation of results of treasury operations.

The ALCO sets the risk limits for the Bank's market risk activities at least once a year in close cooperation with the respective units at UniCredit Bank Austria AG, Vienna. The entire set of rules for treasury operations and market risk management is laid down in the Financial Markets Rulebook and is divided into three parts (General Part, Specific Part and Unit Parts). To sum up, two sets of limits are defined:

- Global Market Risk limits: these are intended to establish a boundary to the economic capital absorption and to the economic loss accepted for activities under trading activities regime. These limits have to be consistent with the assigned budget of revenues and the defined risk taking capacity. Global Market Risk limits are the following:
 - Loss Warning Level, which is defined as the 60 days rolling period accumulated economic Profit & Loss of a risk taker;
 - Combined Stress Test Warning Level, which represents a potential loss in value of a portfolio calculated on the basis of a distressed scenario;
 - Value at Risk (VaR), which represents the potential loss in value of a portfolio over a defined period for a given confidence interval;
- Granular Market Risk limits: those exist independently of, but act in concert with the Global Market Risk limits; in order to control more effectively and more specifically different risk types, these limits are generally granular sensitivity or stress-related limits. Sensitivities limits represent the change in the market value of a financial instrument due to moves of the relevant market risk factors.

Only authorized risk-takers are permitted to enter into risk positions.

Risk Report

Limits and warning levels are monitored by the local Market Risk function. Breaches are reported, upon occurrence, to the relevant bodies. Consequently, the escalation process is activated in line with the procedures set in the Policy, to establish the most appropriate course of action to restore exposure within the approved limits. Limit breaches are reported both to the local ALCO.

UniCredit Banka Slovenija d.d. uses the standardized approach for calculating capital requirements related to trading positions and thus for regulatory reporting of capital requirement for market risk. However, VaR is used for the internal management of market risk. VaR represents the estimated loss that will arise on a specific portfolio over a specified period of time (holding period) from an adverse market movement with a specified probability (confidence level). More precisely, for its internal market risk management UniCredit Banka Slovenija d.d. uses the IMOD risk model, which was developed by the UniCredit group. Ongoing work on the model consists of regular back testing procedures, integration of new products, model adjustments to general market development, implementation of regulatory requirements (like the one from the Directive 2010/76/EU (CRD III): an incremental risk capital charge (IRC), a comprehensive risk measure (CRM) specific to the correlation trading portfolio (CTP), a stressed value-at-risk (sVaR)).

The model used for the internal management of market risk is based on historical simulation with a 500-day market data time window for scenario generation. VaR is based on a one-day holding period and a confidence interval of 99 %. Besides VaR, present value of the basis point (pvbp) and credit spread basis point are calculated. Basis point limits per currency and maturity band, basis point sums per currency and/or per maturity segment (total of absolute basis point values) and credit spread basis point limit are used for risk management. Based on aggregated data, the IMOD risk management system provides the major risk parameters for treasury operations once a day.

Other factors of equal importance are stress-oriented volume and position limits. Regular stress scenario calculations complement the information provided on a monthly basis to ALCO. Such stress scenarios are based on assumptions of extreme movements in individual market risk parameters. UniCredit Banka Slovenija d.d. analyses the effect of these fluctuations and a liquidity disruption in specific products and risk factors on the Bank's results and net asset position.

These assumptions of extreme movements are dependent on currency and liquidity and are set by the Bank. The results of these stress tests are taken into account also in establishing and reviewing limits.

Additional elements of the limit system are loss-warning level limits. Loss warning level is defined as the 60-day rolling period accumulated economic Profit & Loss and provides an early indication of any accumulation of position losses. The Market Risk unit calculates, compares with current budgeted figures and reports the income data from market risk activities (Profit & Loss) on a daily basis. Reporting covers the components reflected in IFRS-based net income and the marking to market of all investment positions regardless of their recognition in the IFRS-based financial statements (total return).

In order to check the market conformity of deals, UniCredit Banka Slovenija d.d. uses the MARCONIS system, which was developed by UniCredit group. The MARCONIS system reviews completely and systematically the market conformity of each treasury transaction. In 2014 there were no deals concluded which were finally classified as not market conform. In 2012, the MARCONIS system was extended to include another module, and the tool is also used to address the topic of price transparency (determining minimum margins and maximum hedging costs for Corporate Treasury Sales).

Interest Rate, Foreign Exchange, Equity and Spread Risk

The results of the internal model based on VaR (one day holding period, 99 % confidence level) for 2013 are at levels comparable to the previous year's results. The VaR figures of the Bank in the table below include interest (IR), foreign exchange (FX), equity (EQ) and spread (Spread) VaR components.

VaR of UniCredit Banka Slovenija d.d. in 2014 and 2013

EUR '000 Banks	Value at Risk 2014			Value at Risk 2013		
	Minimum	Maximum	Average	Minimum	Maximum	Average
IR VaR	12	452	114	77	453	221
Spread VaR	1,801	3,753	2,720	1,678	3,434	2,653
FX VaR	4	58	19	2	57	17
EQ VaR	20	2,239	1,314	1,235	2,673	2,068
Total VaR	2,313	3,904	3,212	2,071	3,660	2,973

For internal monitoring, UniCredit Banka Slovenija d.d. additionally splits VaR into Trading Book VaR and Banking Book VaR. In the year 2014, the average Trading book VaR stood at 32,000 euros and the average Banking book VaR amounted to 3,197,000 euros.

In the management of interest rate risk, the Bank positions itself mainly in EUR, USD and CHF. Exposures in these currencies during 2014 and 2013 are presented below and include trading book as well as all banking book items. The Bank only ran insignificant positions in currencies other than those presented here.

Interest rate basis point shift in 2014

EUR Currency	31/12/2014						Annual max, min, average		
	Up to 3 months	3 months to 1 year	1 year to 3 years	3 year to 10 years	Over 10 years	Total	Annual maximum	Annual minimum	Absolute average
CHF	(1,009)	(10,597)	8,040	(1,970)	(202)	(5,738)	8,930	(5,643)	366
EUR	(2,433)	3,929	14,723	77,926	(1,366)	92,779	29,884	(9,604)	4,373
USD	6	80	129	0	0	214	93	(336)	6
Total	(3,437)	(5,708)	17,366	75,955	(1,568)	82,609	29,884	(12,365)	3,988

Interest rate basis point shift in 2013

EUR Currency	31/12/2013						Annual max, min, average		
	Up to 3 months	3 months to 1 year	1 year to 3 years	3 year to 10 years	Over 10 years	Total	Annual maximum	Annual minimum	Absolute average
CHF	1,072	(658)	(551)	(1,147)	(527)	(1,811)	1,670	(3,999)	1,328
EUR	(13,934)	(7,402)	(15,180)	34,586	(247)	(2,177)	36,347	(5,267)	19,446
USD	(42)	121	14	0	0	93	93	(336)	105
Total	15,051	8,181	15,745	35,733	774	4,083	36,955	3,923	21,321

The relation between 'interest rate risk in the banking book' and the Bank's capital is established by the European Union Directive CRD IV and the European Union Regulation CRR which enact Basel III as part of the EU banking legislation framework and requires the Bank to compare the change in market value of the banking book after a 2 % interest rate shock with the Bank's net capital resources. In case such an interest rate shock absorbs more than 20 % of the Bank's net capital resources, the Bank's supervisory authority may require the Bank to take measures in order to reduce risk.

Stress testing results show that a 2 % interest rate shock (parallel decrease of interest rates) at year end 2013 would absorb about 1.2 % of the Bank's net capital resources which is far below the threshold level of 20 %. The current investment of equity capital is taken into account as an open risk position.

Besides the European Union Directive CRD IV and the European Union Regulation CRR which enact Basel III as part of the EU banking legislation required sensitivity measure mentioned above, UniCredit Banka Slovenija d.d. measures and monitors according to the Group methodology the Banking Book interest rate risk also with regard to the sensitivity of net interest income (Net Interest Income sensitivity).

Interest rate risk has in case of the Net Interest Income sensitivity an impact on all owned positions up to one year resulting from business and strategic investment decisions (banking book only). On 31 December 2014, the sensitivity of interest income to an immediate and parallel shift of +100 bps was 1,601,617 euros and -603,616 euros for a shift of -100 bps.

Additionally, the Bank measures the impact on Net Economic Value of various potential interest rate shocks for the total bank exposures. The main scenarios which are assessed on monthly basis represent:

- Parallel shift of interest rate curves of +/-200 bps and +/-100 bps;
- Changes in the steepness of the rate curve is analyzed by clockwise turning (increase in short-term rates and a simultaneous fall in long-term rates) and by counter-clockwise turning (short-term rates fall and long-term rates rise).

At the end of 2014 euro remains the main risk factor, but sensitivity to interest rates decreased particularly in parallel shift scenario.

Risk Report

Sensitivity of Net Economic Value

Scenario \ Risk factor	Stress result (EUR) 31/12/2014			Stress result (EUR) 31/12/2013		
	EUR	CHF	USD	EUR	CHF	USD
parallel -200 bp	917,826	917,826	917,826	(2,509,277)	96,282	(2,835)
parallel +200 bp	191,756	191,756	191,756	(300,023)	(168,970)	9,151
parallel -100 bp	918,247	918,247	918,247	(1,025,432)	72,520	(2,835)
parallel +100 bp	89,753	89,753	89,753	(123,004)	(87,449)	4,602
turn clockwise	3,319,294	/	/	(515,499)	/	/
turn counter clockwise	3,035,841	/	/	372,059	/	/

The Bank's debt security portfolio mainly comprises bonds from first-class issuers classified as trading, available for sale or held to maturity. As of 31 December 2014, 83 % of the Bank's bond portfolio represented the Republic of Slovenia government bonds. The Bank regularly monitors the situation on the financial markets and estimates credit ratings of the issuers. As a measure of credit spread risk the Bank daily calculates and monitors the spread basis point value of its portfolios.

Spread basis point value in 2014

EUR Currency	31/12/2014					Annual max, min, average		
	Up to 6 months	6 months to 2 years	2 years to 7 years	Over 7 years	Total	Annual maximum	Annual minimum	Absolute average
Total	0	0	60,764	56,939	117,703	64,027	127,457	97,838

Spread basis point value in 2013

EUR Currency	31/12/2013					Annual max, min, average		
	Up to 6 months	6 months to 2 years	2 years to 7 years	Over 7 years	Total	Annual maximum	Annual minimum	Absolute average
Total	522	28,480	43,087	2,053	74,141	66,364	88,784	77,157

In addition to the sensitivity approach presented above, the Bank measures the impact of credit spread shock on Net Economic value of the Bank for the total bank exposures in Slovenian government bonds.

On 31 December 2014, the scenario of parallel increase of +200 bps of credit spreads on Slovenian government bonds the Bank held would result in a Net Economic Value loss of 22.9 million euros.

Besides VaR, Foreign Exchange positioning is also monitored by each currency on aggregated position level. During 2014, the Bank held larger positions only in major currencies.

Open FX position in major currencies in 2014 and 2013

EUR '000 Currency	2014		2013	
	Annual maximum in short position	Annual maximum in long position	Annual maximum in short position	Annual maximum in long position
CHF	(4,369)	(730)	(2,807)	507
GBP	(1,031)	88	(145)	243
JPY	(1,197)	494	(495)	189
USD	(3,061)	4,007	(929)	3,953

Balance sheet positions in different currencies as of 31 December 2014

EUR '000					
Content	EUR	CHF	USD	Other	Total
Cash and cash balances with the Central Bank	287,088	27,515	30,246	5,430	350,279
Financial assets held for trading	16,362	6	0	0	16,368
Available-for-sale financial assets	354,360	0	0	0	354,360
Derivatives – hedge accounting	11,950	0	0	0	11,950
Loans and receivables	1,523,709	271,534	1,952	1	1,797,196
To banks	39,686	0	1,798	0	41,484
To customers	1,478,094	265,348	128	0	1,743,570
Other financial assets	5,929	6,186	26	1	12,142
Held-to-maturity financial assets	13,160	0	0	0	13,160
Property, plant and equipment	7,327	0	0	0	7,327
Intangible assets	18,802	0	0	0	18,802
Tax assets	7,637	0	0	0	7,637
Other assets	1,637	0	16	0	1,653
TOTAL ASSETS	2,242,033	299,055	32,214	5,431	2,578,732
Financial liabilities held for trading	17,233	6	0	0	17,239
Derivatives – hedge accounting	53,345	70	0	0	53,415
Financial liabilities measured at amortised cost	2,081,906	131,792	35,223	4,110	2,253,031
Deposits from banks	425,703	14	147	71	425,935
Deposits from customers	1,323,603	6,642	34,244	4,022	1,368,511
Loans from banks	286,297	124,953	0	0	411,250
Subordinated liabilities	30,110	0	0	0	30,110
Other financial liabilities	16,193	183	832	17	17,225
Provisions	7,116	0	0	0	7,116
Other liabilities	3,927	1	1	1	3,930
TOTAL LIABILITIES	2,163,528	131,869	35,223	4,112	2,334,731
Share capital	20,384	0	0	0	20,384
Share premium	107,760	0	0	0	107,760
Fair value reserves	11,222	0	0	0	11,222
Retained earnings	104,335	0	0	0	104,335
Net profit for the year	300	0	0	0	300
TOTAL EQUITY	244,001	0	0	0	244,001
TOTAL LIABILITIES AND EQUITY	2,407,529	131,869	35,223	4,112	2,578,732

Risk Report

Balance sheet positions in different currencies as of 31 December 2013

EUR '000					
Content	EUR	CHF	USD	Other	Total
Cash and cash balances with the Central Bank	179,346	9,867	50,706	5,611	245,530
Financial assets held for trading	15,299	16	78	0	15,394
Available-for-sale financial assets	251,352	0	0	0	251,352
Derivatives – hedge accounting	7,006	2	0	0	7,008
Loans and receivables	1,604,810	305,081	3,833	0	1,913,724
To banks	9,413	0	3,832	0	13,245
To customers	1,592,332	303,140	0	0	1,895,472
Other financial assets	3,066	1,940	1	0	5,007
Held-to-maturity financial assets	13,053	0	0	0	13,053
Property, plant and equipment	9,163	0	0	0	9,163
Intangible assets	19,472	0	0	0	19,472
Tax assets	11,868	0	0	0	11,868
Other assets	1,989	0	4	0	1,993
TOTAL ASSETS	2,113,358	314,966	54,621	5,611	2,488,557
Financial liabilities held for trading	17,125	20	43	0	17,188
Derivatives – hedge accounting	47,214	142	0	0	47,356
Financial liabilities measured at amortised cost	1,903,262	164,541	113,193	4,974	2,185,970
Deposits from banks	294,540	28,528	414	249	323,731
Deposits from customers	1,154,763	5,151	112,335	4,583	1,276,833
Loans from banks	408,542	130,599	0	0	539,141
Subordinated liabilities	30,117	0	0	0	30,117
Other financial liabilities	15,301	263	443	141	16,148
Provisions	6,137	0	0	0	6,137
Other liabilities	4,187	0	3	0	4,191
TOTAL LIABILITIES	1,977,926	164,703	113,238	4,974	2,260,842
Share capital	20,384	0	0	0	20,384
Share premium	107,760	0	0	0	107,760
Fair value reserves	(4,466)	1	0	0	(4,465)
Retained earnings	104,036	0	0	0	104,036
Net profit for the year	0	0	0	0	-
TOTAL EQUITY	227,714	1	0	0	227,715
TOTAL LIABILITIES AND EQUITY	2,205,640	164,704	113,238	4,974	2,488,557

Financial Derivatives

Following international recommendations, the Bank classifies its derivatives transactions into interest rate contracts, foreign exchange contracts, securities related transactions and credit and other derivatives based on the underlying financial instrument.

In all the categories, a distinction is made between over-the-counter (OTC) and exchange traded products. Most of the derivatives portfolio is composed of the OTC derivatives.

UniCredit Banka Slovenija d.d. is a business partner in plain-vanilla and structured transactions for corporate customers and promptly closes risk positions which could lead to an excess of the available market risk limits.

UniCredit Banka Slovenija d.d. also uses derivatives for asset and liabilities management.

For portfolio management and risk management purposes, contracts are valued at current prices using recognized and tested models. Market values show the contract values as of the balance sheet date where positive market values of OTC contracts indicate the current default risk arising from the relevant activity.

Notional volume of derivative transactions as of 31 December 2014

EUR '000	Notional		Positive market value		Negative market value	
	Trading book	Bank book	Trading book	Bank book	Trading book	Bank book
1. Debt securities and interest rate indexes	637,163	1,212,014	11,820	11,950	12,240	22,069
a) Options	38,927	0	2	0	2	0
b) Swaps	598,236	1,212,014	11,818	11,950	12,238	22,069
2. Equity instruments and stock indexes	710	0	42	0	42	0
a) Options	710	0	42	0	42	0
3. Gold and currencies	306,008	198,333	4,503	0	4,951	31,346
a) Options	0	0	0	0	0	0
b) Swaps	196,765	198,333	4,468	0	1,767	31,346
c) Forwards	109,243	0	35	0	3,184	0
4. Commodities	0	0	0	0	0	0
5. Other underlyings	0	0	0	0	0	0
Total	943,881	1,410,348	16,365	11,950	17,233	53,415

Notional volume of derivative transactions as of 31 December 2013

EUR '000	Notional		Positive market value		Negative market value	
	Trading book	Bank book	Trading book	Bank book	Trading book	Bank book
1. Debt securities and interest rate indexes	917,306	1,684,250	10,580	7,005	9,897	20,457
a) Options	177,103	0	13	0	13	0
b) Swaps	740,202	1,684,250	10,567	7,005	9,884	20,457
2. Equity instruments and stock indexes	710	0	38	0	38	0
a) Options	710	0	38	0	38	0
3. Gold and currencies	282,342	188,876	4,513	2	7,205	26,899
a) Options	1,334	0	11	0	11	0
b) Swaps	197,604	188,876	3,004	2	7,063	26,899
c) Forwards	83,404	0	1,499	0	132	0
4. Commodities	234	0	51	0	43	0
5. Other underlyings	0	0	0	0	0	0
Total	1,200,592	1,873,126	15,182	7,008	17,183	47,356

Risk Report

Liquidity Risk

Liquidity risk is the risk that the Bank is unable to meet on time its payment obligations associated with its financial liabilities when they fall due or to replace funds when they are withdrawn. The consequence may be the failure to meet obligations to repay depositors and fulfil commitments to lend.

This type of risk is inherent in the banking operations and can be triggered by institution-specific events like a rating downgrade or market-wide events such as system outage or capital and money market disruptions.

UniCredit Banka Slovenija d.d. considers liquidity risk as a central risk in banking business and manages it in a comprehensive and structured manner. Procedures, responsibilities and reporting lines in this area have been laid down in the liquidity policy and include a contingency plan in the event of a liquidity crisis.

The Bank mitigates liquidity risks through:

- Accurate short-term and medium- to long-term liquidity planning, complemented by regular and robust up to date liquidity stress testing;
- Effective Contingency Liquidity Policy with feasible and up-to-date Contingency Action Plan to be executed in case of market crisis;
- Substantial liquidity buffer to face unexpected outflows;

The two main components of the Bank's liquidity risk management are short-term liquidity and structural liquidity management. Both include scenario analysis and stress testing aspects in addition to regular position monitoring and management activities.

Short-Term Liquidity

Under the short-term component of liquidity risk management, the Bank understands aspects of intraday liquidity and day-to-day funding needs of the Bank. The first focuses on ensuring access to sufficient intraday liquidity to meet any obligations the Bank may have to clearing and settlement systems and includes monitoring of major currency payment flows and payment system collateral in real time.

The day-to-day funding is managed by active participation in the interbank market in line with the arising funding needs and developments identified in the monthly funding plan. Daily monitoring of short-term liquidity gaps ensures that on any day there is a limited amount of refinancing required.

For the purpose of short-term liquidity management, volume limits for maturities of up to three months are in place and monitored on a daily basis. Volume limits are established on an aggregated level as well as for separate major currencies in order to keep down the risk of a need for follow-up funding in the event that foreign currency markets dry up.

Structural Liquidity

Structural liquidity management is a complement to the interbank market focused short-term liquidity framework and focuses on medium-term as well as long-term liquidity management. It covers an extended time horizon from overnight maturities up to the final maturities of the Bank's long-term assets and liabilities and takes account of maturity, currency and concentration aspects. Excessive structural mismatches are avoided by currency level monitoring which also confines the Bank's sensitivity to swap market disruptions. The structural liquidity ratios and its exposure against limits are monitored on weekly basis and monthly discussed on ALCO.

Stress Testing

To ensure business continuity during periods of severely adverse developments, the Bank runs liquidity stress tests under several different scenarios. The main scenario is defined as combining a general negative development in the market environment (market crisis) and a name-driven crisis specific for UniCredit bank (combined scenario). The defined time frame for the stress test is one month. The result of the combined scenario is also an important metrics when defining the Bank's risk appetite. The stress testing results are weekly monitored and regularly presented and discussed on ALCO. By securing an appropriate level of funding resources the Bank ensures that its potential refinancing capacities at all times exceed the funding needs projected within defined scenarios.

Funding Plan

The Funding Plan is prepared on a yearly basis in order to maintain a good balance between assets and liabilities. It is based on the analysis of assets and liabilities and their effects on the short-term and structural liquidity position of the bank. As such, the Funding Plan plays a fundamental role in the overall liquidity management. The timely execution of the Funding Plan is being monitored on a continuous basis as part of the monitoring process of development of asset and liabilities.

Contingency Liquidity Policy

Liquidity crisis is a high impact, low probability event. If the liquidity crisis was to occur, it is essential for the Bank to act on time to minimize potentially disruptive consequences of the crisis. Contingency liquidity policy has an objective of ensuring the availability of effective organizational model in order to manage the negative effects of liquidity crisis situation. It governs the management of potential liquidity shocks to the Bank whenever they may arise.

A fundamental part of the Contingency Liquidity Policy is the Contingency Funding Plan. Such plan consists of a set of potential but specific management actions together with a description of liquidity instruments at disposal in a crisis situation. Each instrument is to be presented together with its size and potential timing of execution, in order to improve the Bank's liquidity position during crisis period.

Year-end Assessment of Liquidity

Despite difficult situation on global and local markets, the Bank has maintained a strong liquidity profile throughout 2014. An important funding source remains the liquidity centre at UniCredit Bank Austria AG, Vienna where the Bank refinances at the market liquidity.

The Bank manages the maturity mismatches by maintaining an adequate liquidity reserve in the form of the ECB eligible loans and securities.

Disclosure on asset encumbrance on 31 December 2014

EUR '000				
Assets	Carrying amount of encumbered assets	Fair value of encumbered assets	Carrying amount of unencumbered assets	Fair value of unencumbered assets
Assets of the reporting institution	280,394		2,298,338	
Equity instruments	0	0	233	233
Debt securities	11,882	11,882	355,405	354,713
Other assets	268,512		1,942,700	

EUR '000		
Encumbered assets/collateral received and associated liabilities	Matching liabilities, contingent liabilities or securities lent	Assets, collateral received and own debt securities issued other than covered bonds and ABSs encumbered
Carrying amount of selected financial liabilities	252,509	268,512

Risk Report

Balance sheet, due to maturity on 31 December 2014

EUR '000 Content	Total	On demand	Up to 1 month	1 - 3 months	3 - 12 months	1 - 5 years	Over 5 years
Cash, cash balances with the Central Bank and demand deposits to banks	350,279	350,279	0	0	0	0	0
Financial assets held for trading	16,368	0	1,144	798	2,926	7,482	4,018
Available-for-sale financial assets	393,595	0	126	9,407	11,102	272,929	100,031
Derivatives – hedge accounting	11,950	0	7	32	658	1,695	9,558
Loans and receivables	1,956,050	0	97,375	54,398	405,042	715,418	683,817
- to banks	41,530	0	396	968	38,764	1,402	0
- to customers	1,902,378	0	84,901	53,373	366,271	714,016	683,817
- other financial assets	12,142	0	12,078	57	7	0	0
Held-to-maturity financial assets	14,332	0	0	520	0	13,812	0
Property, plant and equipment	7,327	0	0	0	0	0	7,327
Intangible assets	18,802	0	0	0	0	0	18,802
Tax assets	7,637	0	0	0	0	7,637	0
- current tax assets	0	0	0	0	0	0	0
- deferred tax assets	7,637	0	0	0	0	7,637	0
Other assets	1,653	0	46	1,515	85	3	4
Total assets (1)	2,777,993	350,279	98,698	66,670	419,813	1,018,976	823,557
Financial liabilities held for trading	17,239	0	1,144	766	3,314	7,319	4,696
Derivatives – hedge accounting	53,415	0	0	61	1,757	41,859	9,738
Financial liabilities measured at amortised cost	2,260,282	723,427	568,163	324,212	231,280	315,100	98,100
- deposits from banks and central banks	426,973	7,913	140,252	60,225	40,891	82,692	95,000
- deposits from customers	1,373,879	715,514	348,212	88,266	180,702	38,791	2,394
- loans from banks and central banks	412,045	0	66,686	174,530	6,506	163,617	706
- subordinated liabilities	30,160	0	160	0	0	30,000	0
- other financial liabilities	17,225	0	12,853	1,191	3,181	0	0
Provisions	7,116	0	418	193	1,975	3,077	1,453
Other liabilities	3,930	0	71	122	2,266	863	608
Share capital	20,384	0	0	0	0	0	20,384
Share premium	107,760	0	0	0	0	0	107,760
Fair value reserves	11,222	0	0	0	0	0	11,222
Retained earnings	104,335	0	0	0	0	0	104,335
Net profit / loss for the year	300	0	0	0	0	0	300
Total liabilities and equity (2)	2,585,983	723,427	569,796	325,354	240,592	368,218	358,596
Inconsistency (1)-(2)	192,010	(373,148)	(471,098)	(258,684)	179,221	650,758	464,961

Note: Non-discounted items of the Bank's Statement of financial position are displayed in the table.

Balance sheet, due to maturity on 31 December 2013

EUR '000 Content	Total	On demand	Up to 1 month	1 - 3 months	3 - 12 months	1 - 5 years	Over 5 years
Cash, cash balances with the Central Bank and demand deposits to banks	245,532	205,530	40,002	0	0	0	0
Financial assets held for trading	15,398	0	741	552	1,910	11,194	1,001
Available-for-sale financial assets	281,320	0	438	7,298	15,121	194,561	63,902
Derivatives – hedge accounting	7,008	0	136	2	542	1,844	4,484
Loans and receivables	2,086,445	0	131,466	71,989	313,218	800,347	769,425
- to banks	13,266	0	6,249	547	4,898	1,572	0
- to customers	2,068,172	0	120,331	71,329	308,312	798,775	769,425
- other financial assets	5,007	0	4,886	113	8	0	0
Held-to-maturity financial assets	14,746	0	0	520	0	14,226	0
Property, plant and equipment	9,163	0	0	0	0	0	9,163
Intangible assets	19,472	0	0	0	0	0	19,472
Tax assets	11,868	0	0	0	1,004	10,864	0
- current tax assets	1,004	0	0	0	1,004	0	0
- deferred tax assets	10,864	0	0	0	0	10,864	0
Other assets	1,993	0	888	1,049	47	0	9
Total assets (1)	2,692,945	205,530	173,671	81,410	331,842	1,033,036	867,456
Financial liabilities held for trading	17,188	0	660	532	2,700	12,411	885
Derivatives – hedge accounting	47,356	0	16	34	143	33,508	13,655
Financial liabilities measured at amortised cost	2,200,005	593,308	360,563	170,437	235,766	665,699	174,232
- deposits from banks and central banks	325,223	7,792	500	57,223	29,817	74,891	155,000
- deposits from customers	1,287,831	585,516	346,872	112,564	194,396	46,974	1,509
- loans from banks and central banks	540,630	0	27	344	8,702	523,834	7,723
- subordinated liabilities	30,173	0	173	0	0	20,000	10,000
- other financial liabilities	16,148	0	12,991	306	2,851	0	0
Provisions	6,137	0	1,312	391	1,001	2,024	1,409
Other liabilities	4,191	0	1,776	21	289	1,810	295
Share capital	20,384	0	0	0	0	0	20,384
Share premium	107,760	0	0	0	0	0	107,760
Fair value reserves	(4,465)	0	0	0	0	0	(4,465)
Retained earnings	104,036	0	0	0	0	0	104,036
Net profit / loss for the year	0	0	0	0	0	0	0
Total liabilities and equity (2)	2,502,592	593,308	364,327	171,415	239,899	715,452	418,191
Inconsistency (1)-(2)	190,353	(387,778)	(190,656)	(90,005)	91,943	317,584	449,265

Note: Non-discounted items of the Bank's Statement of financial position are displayed in the table.

Risk Report

IFRS13 DISCLOSURE

Hereby we provide fair value (IFRS 13) disclosure requirements regarding accounting financial instruments portfolios not measured at fair value:

EUR '000			
Content	Book value	Fair value (Level 2)*	Fair value (Level 3)**
Assets			
Cash and cash balances	350,279	350,279	
Held-to-maturity investments	13,160	13,938	
Loans and receivables with banks	41,484	37,909	3,580
Loans and receivables with customers	1,594,721	639,359	1,110,850
Total	1,999,644	1,041,485	1,114,430
Liabilities			
Deposits from central banks	0	0	0
Subordinated liabilities	30,110	0	28,746
Deposits from banks	837,185	517,278	310,006
Deposits from customers	1,368,511	351,397	1,018,615
Debt securities in issue	0	0	0
Total	2,235,806	868,675	1,357,367

Financial instruments not carried at fair value are not managed on a fair value basis. For these instruments, fair values are calculated for disclosure purposes only and do not impact the balance sheet or the profit or loss. The fair value calculation is coherent with the Discounted Cash Flows methodologies for the estimation of the present value of financial instruments subject to default risk. The Cash Flows riskiness is taken into account by applying weights to the discount factors so as to consider credit and time value in the spread calculation, which is, in turn, function of the expected and unexpected loss.

* Level 2: Fair value is determined using the valuation models, which are based primarily on market data. Level 2 includes also financial assets whose fair value is based on the quoted price for an identical instrument, but for which there is no active market.

** Level 3: Fair value is determined using the valuation models based primarily on unobservable inputs. An input qualifies as an observable input if it is directly observable as a market price or may be derived from an observable price. The examples of Level 3 inputs are historical volatility or interest rates for currencies and maturities for which there are no observable financial instruments. If the value of a financial instrument is based on non-observable inputs, the value of these inputs at the end of the reporting period may be selected from a range of reasonable possible alternatives. For the purpose of preparing financial statements, the reasonable values selected for such non-observable inputs are in line with prevailing market conditions and the Bank's valuation verification approach.

Operational Risk

Operational Risk Framework

Operational risk is the risk of direct or indirect loss arising from a wide variety of causes associated with a bank's processes, personnel, technology and infrastructure, and from external factors other than credit, market and liquidity risk. Operational risk also includes legal and compliance risk, but it excludes strategic and reputation risk.

To monitor, mitigate and control the operational risk, the Bank has established a consistent, value-added framework for assessing and managing operational risk and the overall effectiveness of internal control environment. The Bank focuses on proactive identification and mitigation of operational risk and related incidents. The goal is to keep operational risk at appropriate levels, in light of the Bank's financial strength, the characteristics of its businesses, the markets in which it operates, and the competitive and regulatory environment to which it is subject. Key themes are transparency of information, escalation of key issues and accountability for issue resolution.

The Bank's approach to operational risk management is intended to mitigate such losses by supplementing traditional control-based approaches to operational risk with risk measures, tools and disciplines that are risk-specific, consistently applied and utilized. Spread of culture that is aware of operational risk is an essential tool to mitigate the risk and reduce the actual losses.

Operational Risk Governance System

The Management Board of UniCredit Banka Slovenija d.d. has the ultimate responsibility for the effective control over the operational risk exposure. The Management Board in coordination with the senior management is also responsible for verifying that the operational risk measurement and control system is closely integrated in the day-to-day risk management process.

At UniCredit Banka Slovenija d.d., the entity responsible for taking decisions on operational risk topics is the Operational Risk Committee (OpRisk Committee). Within the Committee, the risk exposure, the mitigation actions, the measuring and control methodologies and all analyses done on operational risk are reported and discussed. The Committee is responsible for proposing interventions according to risks/scenarios reported results, recommending insurance policies where applicable. Based on operational risk reporting, operational risk control procedures and limits are proposed and monitored by the members of the OpRisk Committee.

At the UniCredit group level, the Group's Operational & Reputational Risk Committee is held in Vienna on a quarterly basis, where all CEE legal entities take part. The Group Operational & Reputational Risks Committee meets with consulting functions for the following topics: risk appetite; structure and definition of limits; modifications of risk control and measurement systems; overall strategies for operational risk optimization; action plans to address possible critical findings related to risk control and measurement systems resulting from Group Internal Validation and Internal Audit activities, with regard to the internal control system and risk measurement; ICAAP topics on operational risks. The Group Operational & Reputational Risks Committee meets with approval function for the following topics: special operational and reputational risk policies; corrective actions for balancing Group operational risk positions; Group insurance strategies; methodologies for the measurement and control of operational risk; single transactions evaluated, when - on an exceptional basis, i.e. in case of reputational risk policies' grey areas - submitted by the relevant competent Committee.

The Management Board is regularly updated on operational risk issues, notified on operational risk cases, operational risk changes as well as relevant breaches of policies.

The Operational Risk unit is independently organized and incorporated within the Risk Management division, working in close cooperation with the operational risk managers from business divisions and staff functions. The Operational Risk team ensures regular control of operational risk and is responsible for the identification, assessment, monitoring and mitigation/control of operational risk. The Team is also involved in the new product implementation process. Operational risk managers are responsible for taking measures to reduce, prevent, or take out insurance against risks. The regular Manager's Day workshop is organized by the Operational Risk unit in order to discuss important topics with the operational risk managers and maintain the level of knowledge and awareness related to the management of operational risk.

Operational Risk Measurement System

The operational risk governance system of UniCredit Banka Slovenija d.d. enables timely identification, management and mitigation of risk exposure, defining a system of responsibilities and controls of the involved structures.

UniCredit Banka Slovenija d.d. has been using the Advanced Measurement Approach (AMA) for measuring and calculating capital requirement for operational risk since September 2009. An enhanced version of the risk capital model for operational risk has been developed at the Group level and implemented also in our Bank. It uses a combination of internal and external loss data to support statistical modelling of capital requirement estimates, which are then adjusted to reflect qualitative data regarding the operational risk and control environment.

The Bank's operational risk framework is supported by the Application for Risk Gauging Online (ARGO), a Group internally designed operational risk software tool. ARGO integrates the individual components of the operational risk management framework into a unified, web-based tool. ARGO enhances the capture, reporting and analysis of operational risk data by enabling risk identification, measurement, monitoring, reporting and analysis to be done in an integrated manner, thereby enabling efficiencies in the Bank's monitoring and management of its operational risk.

A network of independent functions and teams is involved in managing and controlling risks, providing the Management Board with sufficient information on the risk situation and enabling the Management Board to manage risk. As a new body in 2012, the Permanent Workgroup concept (PWG) was set up within the Operational Risk Committee, which provides timely monitoring of risk mitigation actions and escalating any criticalities to the appropriate level of management. The purpose of quarterly reports prepared by the Permanent Workgroup is to enable management to maintain operational risk at appropriate levels within each line of business, to escalate issues and to monitor regularly mitigation actions.

The main four elements of Operational Management and Measurement System are: internal and external loss data collection and analysis, scenario analysis and business environment and internal control factors (KRIs).

Risk Report

Internal Loss Data Collection

The Internal loss data has been collected since 2002 and has helped to:

- Spread the awareness of operational risk throughout the Bank;
- Build experience in the operational risk concept and tools;
- Achieve a deeper understanding of the embedded risk in the business process.

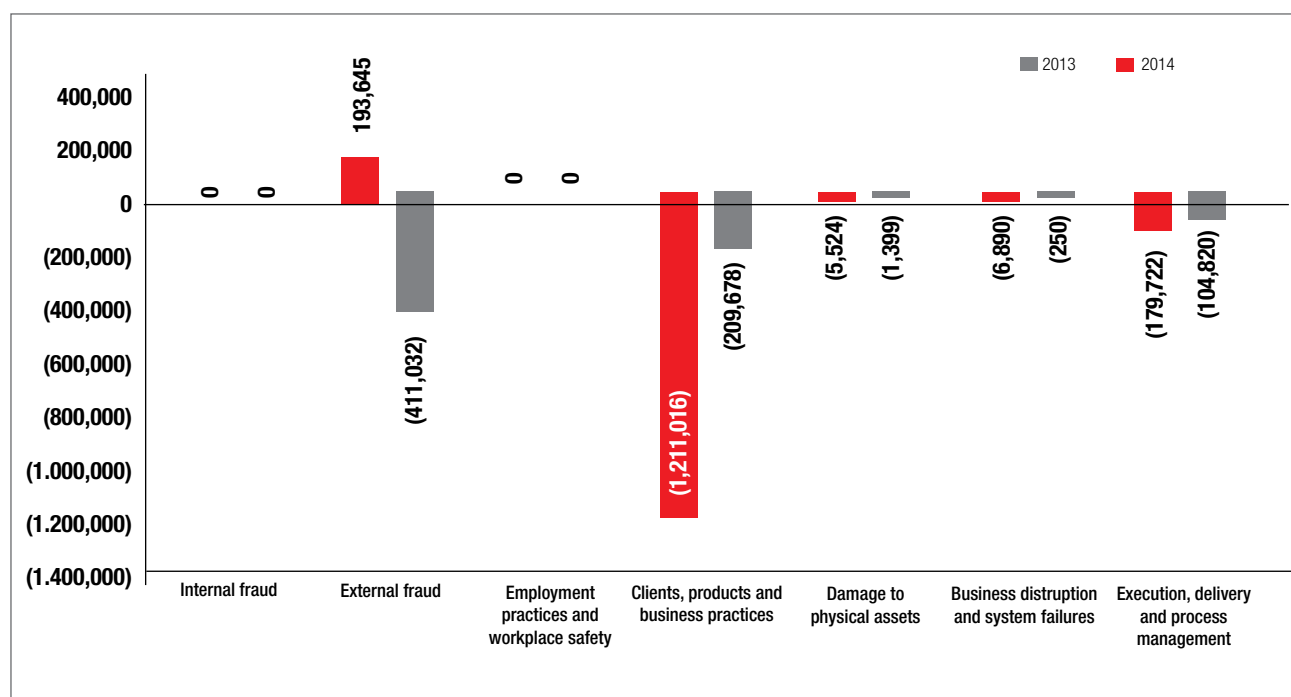
The Internal Loss Data are collected and processed in close coordination and cooperation with other departments and units. The minimum threshold at which an event is recorded is 100 euros of actual loss or 10,000 euros of potential loss. Any losses below these thresholds are not collected.

The operational risk events are allocated in line with operational risk standards to the following seven categories:

- Internal fraud;
- External fraud;
- Employment practices and workplace safety;
- Clients, products and business practices;
- Damage to physical assets;
- Business disruption and system failures;
- Execution, delivery and process management.

Operational risk losses get regularly reconciled with the Bank's Profit and Loss Statement in order to ensure completeness of the collected operational risk losses.

Share of net operational risk loss by event type categories



The Bank has to consider the fact that it always takes numerous measures to manage and reduce operational risk. Implementation of mitigation measures is constantly monitored and new measures are proposed.

Key Risk Indicators (KRI)

Risk indicators are numerical variables whose trend is linked to the processes' operational risk exposure. Risk indicators are ratios or data reflecting the operational risk profile: the value of an indicator should be correlated to changes in risk levels. Monitoring operational risk using indicators will give the Operational Risk Team, process owners and persons directly in charge of the risk management early warning signals. The selection process of indicators involves the Operational Risk Management function and process owners and is based on internal loss data, external data, scenario analysis, experts' suggestion of processes and internal audit, business environment and internal control factors.

Scenario Analysis

The goal of scenario analysis is to assess the Bank's operational risk exposure to high impact and low probability events. The scenarios are defined by analyzing internal losses, external events deemed relevant, key operational risk indicators' trend, processes, products and event types. The experience of process managers and operational risk managers as well as suggestions from internal audit and the senior management is taken into consideration. Results, in terms of worst case scenarios, critical processes, mitigation proposals or impacts on capital at risk are described in specific scenario reports.

Internal Validation

The Bank uses internal validation process and supporting architecture as a dynamic risk management tool. The main objective of the internal validation is to assess the overall soundness and the effectiveness of the Operational Risk Management System as well as the compliance to the Group standards and the Supervisory requirements for using the AMA.

The goal of the internal validation process is to identify the key operational risks specific to our environment and assess the degree to which it maintains appropriate controls. Action plans are developed for control issues identified, and business units are held accountable for tracking and resolving these issues on a timely basis.

Legal and Compliance Risks

Banks are highly regulated financial institutions and constantly supervised by competent authorities as they cause as well as bear systemic risk. The Bank, in its course of business, is exposed to the legal risk and the compliance risk.

The legal risk encompasses risks of loss of earnings arising from violations or non-compliance with laws, by-laws, rules, regulations, agreements, prescribed practices, or ethical standards. On the other hand, the compliance risk is the risk of financial loss, risk of loss of reputation or the occurrence of certain regulatory measures or sanctions caused by the bank's actions that are non-compliant with legislation, other external or internal by-laws and relevant business standards and good-practices.

The Bank is exposed also to the compliance risks, such as the risks of the legal sanctions, measures of supervisory authorities, monetary losses or reputational risks, which the Bank shall bear as a consequence of unintentional or intentional (non)compliance with laws, external or internal regulations, standards, codes, etc.

Our objective is to identify, manage, monitor and mitigate legal and compliance risks that expose the Bank. We seek to actively mitigate these risks by identifying them, setting adequate standards and procedures for their management as well as ensuring compliance through proactive monitoring.

The legal and compliance risk policy is implemented through identification and ongoing review of areas where the legal risk is identified or such risk is present through allocation of responsibility for the development of procedures for management and mitigation of these risks and through establishing of procedures for compliance monitoring, taking into account the required standards.

Legal and compliance risks cannot be entirely eliminated or avoided and they are hardly predictable. In fact, the Bank is involved in few legal cases/proceedings that are not related to the position of the bank in the loan and collateral recovery towards its clients. The Bank has fully established the compliance function which, in addition to the regular assessment of compliance risk, manages also the system of second level management controls, by virtue of which the bank actively manages the compliance risk. Moreover, the Bank has also implemented the system of control for conflict of interests, whistleblowing and anti-corruption measures.

Business Risk

Business risk is defined as adverse, unexpected change in business volume and / or margins that cannot be attributed to other risk types, resulting in fluctuations of revenues and costs, not considering extraordinary items. The changes in business volume result from unexpected development of market trend, unexpected customer behavior, new market participants / products or legal framework.

The calculation of business risk is based on an earnings-at-risk model using historical time series of revenues and costs.

Business risk measurement thus measures the influence of external factors on decline in profits and effect on market value.

Risk Report

As part of the general income and cost management, the operational management of business risk is the responsibility of individual business units.

Risk Arising from the Bank's Shareholdings and Equity Interests

UniCredit Banka Slovenija d.d. is not actively making long-term investments in shares on its own account for the purpose of realizing short-term trading or long-term substantial value increases. The shareholdings of the Bank are either closely related to the Bank's business (SWIFT, Bankart, etc.) or the result of restructuring attempts (out of loans and reverse repo transaction).

The Bank sold the shares of Mercator d.d. in September 2014 (as the Bank's largest capital investment).

Real Estate Risk

UniCredit Banka Slovenija d.d. has no exposure to real estate financing and does not invest in real estate itself.

Capital Management

Within the Internal Capital Adequacy Assessment Process (ICAAP), UniCredit Banka Slovenija d.d. focuses on the economic view of matching the economic capital (capital demand) with the risk-taking capacity (shareholder's equity) in line with the Pillar II of the Basel accord.

The economic capital is calculated retrospectively on a quarterly basis but it is also monitored within the yearly planning process. As both capital requirement and available capital evolve over time, the Bank ensures that on the one side capital requirement – mainly driven by business plans and by risk-profile forecasts in combination with macro-economic scenarios – does not exceed available capital and on the other side the available capital – mainly influenced by planned capital transactions and expected profits – is kept at a level to cover the calculated risks at all times.

Economic capital is intended to reflect the Bank's specific risk profile in a comprehensive and consistent way. With the exception of liquidity risk, economic capital is calculated using uniform value-at-risk methods across all types of risk which were mentioned in this risk report. A specific factor taken into account in the required risk capital is business risk, which reflects the influence of external factors such as consumer behavior or competitive situation on the market value of business divisions or subsidiaries. Unexpected losses over a period of one year are calculated with a confidence level of 99.83 %. The overall responsibility for identification of risks and assessment of risk level is with the ALCO.

Besides the economic view, the Bank has to comply with the Regulation No. 575/2013 of the European Parliament and of the Council of 26 June 2013 on prudential requirements for credit institutions and investment firms (CRR directive) and with the Slovenian legislation. The regulatory capital for credit risk, market risk and operational risk accounts for the capital demand. Capital adequacy is monitored continuously by the Bank's Management and filed with the Bank of Slovenia on a quarterly basis. The Bank of Slovenia requires each bank to maintain a ratio of total regulatory capital to the risk weighted asset (the capital adequacy ratio) at or above the internationally agreed minimum of 8 %.

The structure of the regulatory capital, capital requirements and capital adequacy ratio for 2014 and 2013 is presented in the two tables below. The reason for having two tables (for each year separately) is the CRR directive which entered into force on 1 January 2014. The data for 2013 and 2014 presented below are not completely comparable. The total capital ratio increased from 16.92 % at the end of 2013 to 19.66 % at the end of 2014. Tier 1 ratio increased from 15.55 % at the end of 2013 to 17.54 % at the end of 2014. During the observed period, the Bank was constantly in line with the regulatory capital requirements and at the same time even increased the security of its business.

Own funds and capital requirement as of 31 December 2014

EUR '000		
ID	Label	Amount
1	OWN FUNDS	237,625
1.1	TIER 1 CAPITAL	211,971
1.1.1	COMMON EQUITY TIER 1 CAPITAL	211,971
1.1.1.1	Capital instruments eligible as CET1 Capital	128,143
1.1.1.1.1	Paid up capital instruments	20,384
1.1.1.1.3	Share premium	107,760
1.1.1.2	Retained earnings	104,036
1.1.1.2.1	Previous years retained earnings	104,036
1.1.1.2.2	Profit or loss eligible	0
1.1.1.2.2.1	Profit or loss attributable to owners of the parent	599
1.1.1.2.2.2	(-) Part of interim or year-end profit not eligible	(599)
1.1.1.3	Accumulated other comprehensive income	11,222
1.1.1.11	(-) Other intangible assets	(18,802)
1.1.1.12	(-) Deferred tax assets that rely on future profitability and do not arise from temporary differences net of associated tax liabilities	(2,777)
1.1.1.13	(-) IRB shortfall of credit risk adjustments to expected losses	(71)
1.1.1.16	(-) Excess of deduction from AT1 items over AT1 Capital	(15,070)
1.1.1.26	Other transitional adjustments to CET1 Capital	5,290
1.1.2.9	Other transitional adjustments to AT1 Capital	(15,070)
1.2	TIER 2 CAPITAL	25,654
1.2.1	Capital instruments and subordinated loans eligible as T2 Capital	22,481
1.2.1.1	Paid up capital instruments and subordinated loans	22,481
1.2.1.1*	Memorandum item: Capital instruments and subordinated loans not eligible	7,519
1.2.5	IRB Excess of provisions over expected losses eligible	3,202
1.2.10	Other transitional adjustments to T2 Capital	(28)
2	TOTAL RISK EXPOSURE AMOUNT	1,208,752
2.1	RISK WEIGHTED EXPOSURE AMOUNTS FOR CREDIT, COUNTERPARTY CREDIT AND DILUTION RISKS AND FREE DELIVERIES	1,092,571
2.1.1	Standardised approach (SA)	558,894
2.1.1.1	SA exposure classes excluding securitisation positions	558,894
2.1.1.1.02	Regional governments or local authorities	25,924
2.1.1.1.03	Public sector entities	11,329
2.1.1.1.06	Institutions	91
2.1.1.1.07	Corporates	42,651
2.1.1.1.08	Retail	274,013
2.1.1.1.09	Secured by mortgages on immovable property	132,970
2.1.1.1.10	Exposures in default	49,421
2.1.1.1.15	Equity	110
2.1.1.1.16	Other items	22,385
2.1.2	Internal ratings based Approach (IRB)	533,677
2.1.2.1	IRB approaches when neither own estimates of LGD nor Conversion Factors are used	533,605
2.1.2.1.02	Institutions	75,510
2.1.2.1.03	Corporates - SME	145,087
2.1.2.1.05	Corporates - Other	313,008
2.1.2.3	Equity IRB	71

Risk Report

2.2	TOTAL RISK EXPOSURE AMOUNT FOR SETTLEMENT/DELIVERY	0
2.3	TOTAL RISK EXPOSURE AMOUNT FOR POSITION, FOREIGN EXCHANGE AND COMMODITIES RISKS	400
2.3.1	Risk exposure amount for position, foreign exchange and commodities risks under standardised approaches (SA)	400
2.3.1.1	Traded debt instruments	400
2.4	TOTAL RISK EXPOSURE AMOUNT FOR OPERATIONAL RISK (OpR)	115,703
2.4.3	OpR Advanced measurement approaches (AMA)	115,703
2.6	TOTAL RISK EXPOSURE AMOUNT FOR CREDIT VALUATION ADJUSTMENT	79
2.7	TOTAL RISK EXPOSURE AMOUNT RELATED TO LARGE EXPOSURES IN THE TRADING BOOK	0
2.8	OTHER RISK EXPOSURE AMOUNTS	0
3	Surplus(+)/Deficit(-) of total capital	140,925
3a	Total capital ratio	19.66 %
3b	T1 Capital ratio	17.54 %

Own funds and capital requirement as of 31 December 2013

EUR '000		
ID	Label	Amount
1	TOTAL OWN FUNDS FOR SOLVENCY PURPOSES	222,884
1.1	ORIGINAL OWN FUNDS	212,708
1.1.1.1	Paid up capital	20,384
1.1.1.3	Share premium	107,760
1.1.2.1	Reserves	104,036
1.1.2.6	Valuation differences eligible as original own funds	0
1.1.5	(-) Other deductions from Original Own Funds	(19,472)
1.1.5.1	(-) Intangible assets	(19,472)
1.1.5.4	(-) Other country specific deductions to Original Own Funds	0
1.2	ADDITIONAL OWN FUNDS	26,000
1.2.2.3	Subordinated loan capital	26,000
1.3	(-) DEDUCTIONS FROM ORIGINAL AND ADDITIONAL OWN FUNDS	(15,824)
1.3.8	(-) IRB Provision shortfall	(15,824)
1.4	TOTAL ORIGINAL OWN FUNDS FOR GENERAL SOLVENCY PURPOSES	204,796
1.5	TOTAL ADDITIONAL OWN FUNDS FOR GENERAL SOLVENCY PURPOSES	18,088
2	CAPITAL REQUIREMENTS	105,361
2.1	TOTAL CAPITAL REQUIREMENTS FOR CREDIT, COUNTERPARTY CREDIT, DILUTION AND DELIVERY RISKS	93,919
2.1.1	Standardised approach (SA)	51,830
2.1.1.1a	SA exposure classes excluding securitization positions	0
2.1.1.1b	IRB exposure classes excluding securitization positions	51,830
2.1.1.1b.01	Central governments and central banks	505
2.1.1.1b.02	Institutions	3,378
2.1.1.1b.03	Corporates	6,134
2.1.1.1b.04	Retail	39,942
2.1.1.1b.06	Other non-credit obligation assets	1,871
2.1.2	Internal ratings based Approach (IRB)	42,089
2.1.2.1	IRB approaches when neither own estimates of LGD nor Conversion Factors are used	42,064
2.1.2.1.02	Institutions	3,022
2.1.2.1.03	Corporates	39,042
2.1.2.3	Equity IRB	25
2.2	SETTLEMENT RISK	0
2.3	TOTAL CAPITAL REQUIREMENTS FOR POSITION, FOREIGN EXCHANGE AND COMMODITY RISKS	41
2.4	TOTAL CAPITAL REQUIREMENTS FOR OPERATIONAL RISKS (OpR)	11,401
2.4.3	OpR Advanced measurement approaches	11,401
2.6	OTHER AND TRANSITIONAL CAPITAL REQUIREMENTS	0
3.2	Surplus (+) / Deficit (-) of own funds	117,523
3.2.a	Solvency ratio (%)	16.92 %
	Tier 1 ratio	15.55 %

M.Sc. Stefan Vavti
Chairman of the
Management Board

Francesco Vercesi, MBA
Member of the
Management Board

M.Sc. Jana Benčina Henigman
Member of the
Management Board

Damijan Dolinar, CFA
Member of the
Management Board

Günter Friedl, M.Sc., MBA, MAS
Chief Financial Officer

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