

Ena banka  
ena  
 UniCredit

2016

Letno poročilo  
Annual Report

Dobrodošli v  
 UniCredit Bank

Smo enostavna vseevropska komercialna banka s povsem integriranim poslovanjem s podjetji in investicijskim bančništvom, ki svoji obsežni bazi strank ponuja edinstveno poslovno mrežo v zahodni, srednji in vzhodni Evropi.

Zagotavljamo lokalno strokovno znanje in hkrati tudi mednarodni doseg. Spremljamo in podpiramo 25 milijonov strank po vsem svetu in jim omogočamo dostop do naših vodilnih bank na 14 ključnih evropskih trgih in 18 državah drugod po vsem svetu.

Naša vizija je postati "ena Banka, ena UniCredit".

Vse, kar počnemo za uresničitev naše vizije, temelji na naših petih osnovnih načelih.

Naša glavna prednostna naloga, vsako minuto dneva, je služiti svojim strankam po svojih najboljših močeh (Stranka je na prvem mestu).

Da bi to uresničili, se zanašamo na kakovost in predanost naših sodelavcev (Razvoj ljudi), ter na naše sposobnosti za sodelovanje in ustvarjanje sinergij v okviru "ene Banke, ene UniCredit" (Sodelovanje in sinergije).

Prevzemamo prave vrste tveganj (Upravljanje s tveganji), hkrati pa smo zelo disciplinirani pri izvajanju naše strategije (Izvedba in disciplina).

Dobrodošli v  
 **UniCredit Bank**



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## Finančni kazalniki

	Banka			Skupina		
	2016	2015	2014	2016	2015	2014
<b>Izkaz finančnega položaja (v 1.000 EUR)</b>						
Bilančna vsota	2.571.213	2.545.039	2.578.732	2.642.950	2.629.645	2.578.732
Vloge nebančnega sektorja, merjene po odplačni vrednosti	1.754.696	1.820.485	1.368.511	1.753.418	1.818.132	1.368.511
Vloge pravnih in drugih oseb, ki opravljajo dejavnost	1.173.419	1.272.010	852.556	1.172.141	1.269.657	852.556
Vloge prebivalstva	581.277	548.475	515.955	581.277	548.475	515.955
Kreditni nebančnemu sektorju, merjeni po odplačni vrednosti	1.745.593	1.689.346	1.743.570	1.801.272	1.755.857	1.743.570
Kreditni pravnim in drugim osebam, ki opravljajo dejavnost	1.023.596	974.550	1.023.251	1.070.569	1.030.527	1.023.251
Kreditni prebivalstvu	721.997	714.796	720.319	730.703	725.330	720.319
Kapital	245.776	256.434	244.001	263.641	270.371	244.001
Oslabitve finančnih sredstev	106.801	187.129	200.700	121.385	204.683	200.700
Rezervacije	9.807	11.608	7.116	10.171	12.290	7.116
Obseg zunajbilančnega poslovanja	3.954.899	4.493.457	2.927.580	3.954.899	4.493.457	2.927.580
<b>Izkaz poslovnega izida (v 1.000 EUR)</b>						
Čisti obrestni prihodki	41.938	44.846	48.626	45.090	46.740	48.626
Čisti neobrestni prihodki	31.265	31.790	21.596	33.362	32.179	21.596
Promet (čisti obrestni in čisti neobrestni prihodki)	73.203	76.636	70.222	78.452	78.919	70.222
Stroški dela	(23.031)	(22.515)	(22.259)	(24.003)	(23.223)	(22.259)
Drugi administrativni stroški	(10.997)	(11.779)	(11.720)	(11.346)	(11.859)	(11.720)
Amortizacija	(5.722)	(4.974)	(5.113)	(6.893)	(5.692)	(5.113)
Oslabitve in rezervacije	(17.997)	(25.795)	(30.517)	(15.362)	(27.975)	(30.517)
Poslovni izid pred obdavčitvijo	15.456	11.573	613	20.848	10.170	613
Davek od dohodka pravnih oseb	(1.592)	(1.896)	(14)	(3.056)	(1.449)	(14)
<b>Izkaz drugega vseobsegajočega donosa (v 1.000 EUR)</b>						
Drugi vseobsegajoči donos pred obdavčitvijo	6.703	3.263	18.899	6.703	3.263	18.899
Davek iz dohodka pravnih oseb od drugega vseobsegajočega donosa	(1.603)	(507)	(3.212)	(1.603)	(507)	(3.212)
<b>Zaposleni</b>						
Število zaposlenih na dan 31. 12.	545	556	563	561	600	563
Število zaposlenih v ekvivalentu polnega delovnega časa na dan 31. 12.	498,8	514,1	516,0	517,8	549,0	516,0
<b>Delnice</b>						
Število delničarjev	1	26	25	1	26	25
Nominalna vrednost delnice (v EUR)	4,17	4,17	4,17	4,17	4,17	4,17
Knjigovodska vrednost delnice (v EUR)	50,28	52,46	49,92	53,93	55,31	49,92
Število delnic	4.888.193	4.888.193	4.888.193	4.888.193	4.888.193	4.888.193
<b>Kapital</b>						
Količnik navadnega lastniškega temeljnega kapitala	15,4 %	20,2 %	17,5 %	15,8 %	19,5 %	17,5 %
Količnik temeljnega kapitala	15,4 %	20,2 %	17,5 %	15,8 %	19,5 %	17,5 %
Količnik skupnega kapitala	15,6 %	22,0 %	19,7 %	16,1 %	21,1 %	19,7 %
<b>Kvaliteta sredstev in prevzetih obveznosti</b>						
Oslabitve finančnih sredstev, merjenih po odplačni vrednosti in rezervacije za prevzete obveznosti / razvrščene aktivne bilančne in razvrščene zunajbilančne postavke	3,8 %	6,7 %	7,0 %	3,9 %	7,1 %	7,0 %
<b>Profitabilnost</b>						
Obrestna marža	1,6 %	1,6 %	1,8 %	1,7 %	1,7 %	1,8 %
Marža finančnega posredništva	2,8 %	2,8 %	2,6 %	2,9 %	2,8 %	2,6 %
Donos na aktivo po davkih (ROA)	0,5 %	0,3 %	0,0 %	0,7 %	0,3 %	0,0 %
Donos na kapital pred davki (ROE)	6,2 %	4,6 %	0,3 %	7,9 %	4,0 %	0,3 %
Donos na kapital po davkih	5,6 %	3,9 %	0,3 %	6,7 %	3,4 %	0,3 %
<b>Stroški poslovanja</b>						
Operativni stroški / povprečna aktiva	1,5 %	1,4 %	1,5 %	1,6 %	1,4 %	1,5 %
<b>Likvidnost</b>						
Likvidna sredstva / kratkoročne finančne obveznosti do nebančnega sektorja, merjene po odplačni vrednosti	46,7 %	51,5 %	43,9 %	47,0 %	51,6 %	43,9 %
Likvidna sredstva / povprečna aktiva	25,0 %	30,4 %	21,7 %	24,1 %	29,8 %	21,7 %
<b>Prejete javne subvencije (v 1.000 EUR)</b>	175	51.509	61.951	175	51.509	61.951

# Nagovor izvršnega direktorja matične skupine UniCredit

“Ponosen sem, da imam priložnost voditi skupino UniCredit. Moja vodstvena ekipa in jaz smo v celoti zavezani k temu, da postane skupina UniCredit ena najprivlačnejših bank v Evropi.”

**Jean Pierre Mustier**

Izvršni direktor



Spoštovani delničarji!

Glede na to, da je tole moje prvo pismo vam, našim delničarjem, vam želim povedati, kako ponosen in počaščen sem, da imam priložnost voditi skupino UniCredit. Moja vodstvena ekipa in jaz smo v celoti zavezani k temu, da postane skupina UniCredit ena najprivlačnejših bank v Evropi in da ustvarimo trajno dodano vrednost za vse naše deležnike.

Leto 2016 je bilo zelo razgibano leto za evropske finančne storitve, med drugim tudi za italijanski bančni sektor. To nas je vodilo, skupaj s hitro razvijajočim se vedenjem in pričakovanji strank ter potrebo po preoblikovanju in krepitvi Banke, da smo v začetku julija začeli s poglobljenim strateškim pregledom.

Naše temeljne prednostne naloge so krepitev in optimizacija kapitalskega položaja Skupine, izboljšanje dobičkonosnosti, zagotovitev stalnega preoblikovanja poslovanja, ohranitev prožnosti, da bi lahko izkoristili priložnosti, ki ustvarjajo vrednost, nadaljnje zmanjšanje stroškov, povečanje navzkrižne prodaje in predvsem nadaljnje izboljšanje obvladovanja tveganj.

Sedaj imamo en izvršilni organ upravljanja, eno tesno povezano vodstveno ekipo, ki jo vodi izvršni direktor in jo sestavljajo vodje ključnih dejavnosti in geografskih območij v skupini UniCredit, z enim samim generalnim direktorjem, pristojnim za vse poslovne dejavnosti. Zdaj obstaja ena Banka, ena UniCredit.

Preden smo predstavili rezultate strateškega pregleda Transformacija 2019, ki predstavlja začetek dolgoročnega postopka preobrazbe banke, smo sprejeli drzne ukrepe za okrepitev naših kapitalskih kazalnikov. To smo storili z dogovorom o prodaji družb Pioneer in Pekao ter z optimizacijo našega sodelovanja v banki Fineco, kot tudi z izboljšanjem

kakovosti sredstev z obravnavo naših preteklih težav z zmanjšanjem tveganja nedonosnega portfelja, vrednega 17,7 milijarde evrov.

Osnovno sporočilo pregleda Transformacija 2019 je, da je UniCredit enostavna vseevropska komercialna banka, s sodobnim področjem poslovanja s podjetji in investicijskim bančništvom, ki svoji obsežni bazi strank nudi edinstveno zahodno-, srednjo- in vzhodnoevropsko mrežo ter konkurenčne prednosti, ki jih bomo še nadgrajevali.

Načrt temelji na proaktivni samopomoči. Ključni vzvodi načrta, stroški in tveganja so v celoti pod nadzorom vodstva. Namen tega je zagotoviti največje možno ustvarjanje vrednosti za vse naše deležnike, hkrati pa zmanjšati tveganje pri izvajanju.

Zmanjšali smo tveganje bilance skozi enkratne rezervacije za posojila v višini 8,1 milijarde evrov v letu 2016, zaradi česar se je izboljšala pokritost. S tem bomo znatno izboljšali kakovost naših sredstev.

Zelo strogo obvladovanje tveganj je še en ključni sestavni del načrta, da bi še dodatno izboljšali kakovost prihodnjega odobranja posojil s ciljem, da bi stroške tveganja naše Skupine znižali na približno 49 bazičnih točk do konca leta 2019.

Preoblikovanje poslovnih procesov bo našim ekipam omogočalo več časa za stranke, zagotovilo boljše storitve in vodilo v tekoče neto letno zmanjšanje stroškov v višini 1,7 milijarde evra od leta 2019 naprej. Razmerje med stroški in prihodki Skupine se bo zmanjšalo za več kot 9,5 odstotne točke na manj kot 52 odstotkov.

Vendar pa bo posledica omenjenega preoblikovanja tudi odhod številnih sodelavcev, ki bodo zapustili Skupino, predvsem skozi zgodnje upokojitve in prostovoljne zapustitve delovnih mest. Prizadevali si bomo, da bomo vsakogar obravnavali z največjim spoštovanjem in dostojanstvom, da bi jim olajšali

prehodno obdobje. Vsem, ki bodo zapustili naše vrste, se zahvaljujem za njihov prispevek Banki. V prihodnje bomo imeli veliko vitkejši vendar močan usmerjevalni korporativni center, ki bo vodil poslovanje Skupine in zagotavljal prevzemanje odgovornosti preko nabora ključnih kazalnikov uspešnosti na ravni Skupine.

Upoštevajoč trenutno okolje nizkih obrestnih mer in prevladujoče gospodarske okoliščine je naš cilj doseči donosnost opredmetenega kapitala (RoTE) nad 9 odstotki v letu 2019.

Količnik kapitala CET 1 bo v letu 2019 presegel 12,5 odstotka.

Cilji pregleda Transformacija 2019 so oprijemljivi, pragmatični in temeljijo na konzervativnih predpostavkah. Kot ekipa smo v celoti zavezani k temu, da jih dosežemo, pri čemer so interesi vodstva v celoti usklajeni z interesi delničarjev.

Da bi dosegli načrtovane cilje in občutno okrepili kapitalski položaj Skupine v skladu z najboljšimi globalnimi sistemsko pomembnimi finančnimi institucijami v svojem razredu, je bila predlagana dokapitalizacija skozi izdajo delnic v višini 13 milijard evrov.

Želim izkazati spoštovanje tudi našim zaposlenim, katerim se zahvaljujem za njihovo stalno predanost. To je šele začetek naše poti preoblikovanja, za uspeh in ustvarjanje vrednosti pa se lahko zahvalimo le našim ekipam.

S spoštovanjem,

Jean Pierre Mustier  
Izvršni direktor  
UniCredit S.p.A.





# Nagovor predsednika uprave Banke

“Dosegli smo izboljšanje ključnih kazalnikov uspeha in, kar zadeva dobiček po obdavčitvi, zabeležili enega najboljših konsolidiranih rezultatov v 25 letih prisotnosti Banke na slovenskem trgu. Med drugim je rasel naš tržni delež na področju kreditov, uspešno smo upravljali s stroški, izboljšali razmerje med krediti in depoziti ter sklepali nova partnerstva na področju lizinga.”

**Stefan Vavti**

Predsednik uprave



Spoštovane dame in gospodje,  
cenjeni poslovni partnerji!

V letu 2016 se je nadaljevala stabilizacija slovenskega gospodarstva, ki je raslo v skladu z dogajanjem v mednarodnem okolju, z napovedano realno stopnjo rasti BDP okoli 2 %. Gospodarska aktivnost se je dodatno okrepila zaradi dobrega izvoza in povečane potrošnje gospodinjestev. Zasebna potrošnja je kazala znake okrepitve zaradi znatnega izboljšanja razmer na trgu dela in povečanega optimizma potrošnikov. Povpraševanje po posojilih s strani podjetij je kljub navedenemu še naprej upadalo, na področju poslovanja s prebivalstvom pa smo zaznali rahel preobrat v pozitivno smer, kar je povezano z večjim zaupanjem potrošnikov in tudi zgodovinsko nizkimi nominalnimi obrestnimi merami.

Za Banko je bilo tudi leto 2016 zahtevno, vendar poslovno uspešno. Obseg konsolidirane bilančne vsote smo povečali za 13 milijonov evrov, na skupaj 2,643 milijarde evrov. V razmerah, ko se je bilančna vsota celotnega slovenskega bančnega sektorja še naprej krčila, se je v naši Banki tržni delež vseh kreditov do strank povzpел iz 8,3 % na 8,5 %. Depoziti, ki so nam jih zaupale stranke, so v Banki nekoliko višji kot celoten obseg kreditov strank, s čimer smo dodatno izboljšali razmerje med krediti in depoziti v naši poslovni bilanci.

Skupina je v letu 2016 v primerjavi z letom poprej še enkrat izboljšala poslovni izid in dosegla dobiček pred obdavčitvijo v višini 20,9 milijona evrov, kar v primerjavi z letom 2015 predstavlja več kot 100-odstotno rast. Podobno je rasel tudi dobiček po obdavčitvi na letni ravni (17,8 milijona evrov v letu 2016 v primerjavi z letom 2015, ko smo zabeležili 8,7 milijona evrov čistega dobička po obdavčitvi). Takšen rezultat je posledica dobrega upravljanja s stroški (ti so bili nekoliko višji predvsem zaradi povečanih davščin) in nižjih oslabitev na letni ravni, pri čemer so tako obrestni kot tudi neobrestni prihodki beležili rahel padec, kar je posledica intenzivnega konkurenčnega boja med bankami in posledično nižjih marž.

Količnik kapitalske ustreznosti (CET1) je konec leta 2016 znašal 16 %, kljub izplačilu dividend lastnikom v skupnem znesku 29,6 milijona evrov. To je vsekakor dobra osnova za našo nadaljnjo organsko rast v letu

2017 in naprej ter pozitiven signal trgu, ki že nekaj časa varnost bank povezuje tudi z izpolnjevanjem zahtev glede kapitalne ustreznosti.

Uspešno smo sklepali nova partnerstva na področju lizinga. Konsolidacija Banke in družbe UniCredit Leasing je v letu 2016 doprinesla štiri milijone evrov čistega dobička, rast poslovanja na področju lizinga pa je nad povprečjem trga. Vodenje bančnih in lizing poslov pod eno streho predstavlja pomembno dodano vrednost za naše stranke, saj smo z združitvijo še povečali paleto finančnih rešitev, ki jih lahko ponudimo.

Zahvaljujoč izpolnjevanju naših obljub smo s storitvami, ki jih opravlja več kot 550 sodelavk in sodelavcev, samo v letu 2016 pridobili več kot 8.000 novih strank. Zavedamo se, da je bolj kot njihovo število pomembno njihovo zadovoljstvo, zato smo bili še posebej veseli rezultatov neodvisne raziskovalne agencije TNS. Ta je namreč pokazala, da nas stranke, tako fizične osebe kot tudi podjetja, še vedno uvrščajo v sam vrh bank, s katerimi so najbolj zadovoljne. Več kot to, 47 % naših strank priporoča naše storitve naprej, kar je bistveno več od povprečja trga.

S svojim poslovanjem smo v letu 2016 ponovno pridobili več laskavih nazivov, med drugim naziv »Najboljša tuja banka v Sloveniji« po presoji revije EMEA Finance ter naziv »Najboljša banka za upravljanje z denarnimi sredstvi v Sloveniji« po mnenju ugledne revije Euromoney.

Z vsemi našimi dejanji želimo pokazati, da se zavedamo vpliva, ki ga imamo na družbo, in odgovornosti, ki jo nosimo, saj verjamemo, da je to edina prava pot pri graditvi trdnih in uspešnih dolgoročnih odnosov. Tudi zato smo uspehe delili s tistimi, ki imajo manj priložnosti od nas in po svojih zmožnostih podpirali projekte, ki jim odpirajo vrata do oskrbe ali znanja. Z donacijami smo podprli dnevni center za otroke in mladostnike, otrokom iz družin na socialnem obrobju smo omogočili udeležbo na športnih aktivnostih in taborih, povezali smo se tudi s centrom Vidim cilj, ki spodbuja slepe in otroke z različnimi razvojnimi posebnostmi, da so telesno aktivni in se redno ukvarjajo s športom. Ponovno smo finančno in z zbiranjem različnih izdelkov za družine in otroke podprli program Botrstvo, ki poteka pod okriljem Zveze prijateljev mladine Moste – Polje, s katero nas veže dolgoletno partnerstvo.

Kot že vrsto let smo tudi lansko leto s sponzorskimi sredstvi podprli izbrane kulturne, poslovne in izobraževalne dogodke. Kot del matične skupine

UniCredit smo sodelovali pri podpori vrhunškega nogometnega dogodka, UEFA Champions League in UEFA Europa League.

Vse od leta 1991, ko je bila Banka ustanovljena kot prva tuja banka v samostojni Sloveniji, postavljamo stranke v ospredje vseh naših razmišljanj in dejanj. Uspešno smo prestali težavno obdobje globalne finančne krize in njenega odmeva v slovenskem gospodarskem okolju; z lastnimi močmi, brez lastniške ali državne pomoči.

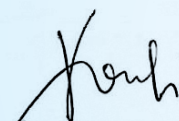
Tudi v prihodnje želimo biti vaša prva izbira. Zavedamo se, da se od bank in drugih storitvenih dejavnosti pričakuje več, bolje in hitreje. Prav zato je in bo v prihodnje digitalizacija poslovanja ena ključnih aktivnosti tako v okviru naše Banke kot tudi na ravni skupine UniCredit. Kljub vsem naporom in uspehom, vključno z digitalno transformacijo naših notranjih procesov in tržnih pristopov, pa še vedno velja, da je osebni kontakt s strankami zelo pomemben. Kljub večjemu številu ponudnikov se osnovne potrebe strank niso spremenile. Še naprej v očeh strank štejejo predvsem varnost, medsebojno zaupanje in dostop do finančnih virov za rast ali vzdrževanje poslovanja.

Naš cilj še naprej ostaja iskanje načinov za izboljšanje naših storitev. Tudi zato stranke večkrat pozitivno presenetimo, bodisi z našimi kompetencami, postavljanjem strank v središče naše pozornosti bodisi z našo proaktivnostjo pri iskanju rešitev za njihove finančne izzive. Prizadevamo si razumeti naše stranke in jih podpreti pri doseganju njihovih ciljev. Če uspe njim, bo uspelo tudi nam – stati in obstati.

Zaradi partnerstev, ki jih uspešno gradimo z vami, kot tudi zaradi mednarodnega zaledja smo lani proslavili 25 let uspešnega poslovanja v Sloveniji. Leta 1991 smo začeli kot »greenfield« na področju poslovanja s podjetji, danes pa s paleto rešitev lahko ponudimo finančno partnerstvo tudi fizičnim osebam in institucijam. Vsega tega pa ne bi mogli doseči sami. Zato se iskreno zahvaljujemo vsem našim strankam, lastnikom in sodelavcem za izkazano zaupanje. Po svojih najboljših močeh ga bomo opravičevali in poskušali presežati pričakovanja tudi v prihodnje.

V imenu Uprave,

**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:	<a href="http://www.unicreditbank.si">www.unicreditbank.si</a>
Elektronska pošta:	<a href="mailto:info@unicreditgroup.si">info@unicreditgroup.si</a>
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
Transakcijski račun odprt pri UniCredit Banka Slovenija d.d.:	SI56 2900 0190 0030 037
Swift:	BACXSI22

**Opomba:**

V nadaljevanju letnega poročila pomeni poimenovanje

Skupina = UniCredit Banka Slovenija d.d. kot matična družba in UniCredit Leasing, d.o.o. kot odvisna družba

Matična skupina UniCredit = mednarodna skupina UniCredit

# Predstavitev UniCredit Leasing, d.o.o.

Sedež: Šmartinska 140  
SI-1000 Ljubljana  
Slovenija

Telefon: + 386 1 6010 000  
Faks: + 386 1 5206 035

Spletna stran: [www.unicreditleasing.si](http://www.unicreditleasing.si)  
Elektronska pošta: [office@unicreditleasing.si](mailto:office@unicreditleasing.si)

Osnovna dejavnost: dejavnost finančnega zakupa  
Šifra dejavnosti: K/64.910  
Leto ustanovitve: 2001

Direktor: Igor Živanović  
Registrirana: pri Okrožnem sodišču v Ljubljani  
št. reg. vl. 061/13475200

Osnovni kapital: 25.039.658,00 EUR  
Matična številka: 1628852

Identifikacijska številka: SI23445033

Transakcijski račun odprt pri  
UniCredit Banka Slovenija d.d.: SI56 2900 0005 5064 332  
Swift: BACXSI22

# Organi upravljanja UniCredit Banka Slovenija d.d.

## Uprava

Član	Funkcija	Datum nastopa	Datum prenehanja funkcije
Stefan Vavti	Predsednik uprave	17. julij 2012	n.a.
Jana Benčina Henigman	Članica uprave	19. junij 2012	30. junij 2016
Damijan Dolinar	Član uprave	5. julij 2011	n.a.
Hedvika Usenik	Članica uprave	17. februar 2016	n.a.
Günter Friedl	Član uprave	17. februar 2016	n.a.
Sergio Marino	Član uprave	17. februar 2016	n.a.

## Nadzorni svet

Član	Funkcija	Datum nastopa	Datum prenehanja funkcije
Martin Klauzer	Predsednik nadzornega sveta	24. april 2007	n.a.
Heinz Karl Tschiltsch	Član nadzornega sveta	8. september 2010	31. maj 2016
Franco Andreetta	Član nadzornega sveta	9. februar 2009	n.a.
Mariya Mihaylova Lerch	Članica nadzornega sveta	1. maj 2014	n.a.
Francesco Slocovich	Član nadzornega sveta	2. januar 2013	31. december 2016
Giuseppe Verrascina	Član nadzornega sveta	9. februar 2009	n.a.
Marco Lotteri	Član nadzornega sveta	3. junij 2016	n.a.

## Revizijska komisija

Član	Funkcija	Datum nastopa	Datum prenehanja funkcije
Giuseppe Verrascina	Predsednik revizijske komisije	27. september 2009	n.a.
Franco Andreetta	Član revizijske komisije	3. maj 2010	n.a.
Mariya Mihaylova Lerch	Članica revizijske komisije	28. julij 2015	n.a.

## Komisija za tveganja

Član	Funkcija	Datum nastopa	Datum prenehanja funkcije
Heinz Karl Tschiltsch	Predsednik komisije za tveganja	28. julij 2015	31. maj 2016
Marco Lotteri	Predsednik komisije za tveganja	28. julij 2016	n.a.
Martin Klauzer	Član komisije za tveganja	28. julij 2015	n.a.
Mariya Mihaylova Lerch	Članica komisije za tveganja	28. julij 2015	n.a.

## Komisija za imenovanja

Član	Funkcija	Datum nastopa	Datum prenehanja funkcije
Martin Klauzer	Predsednik komisije za imenovanja	28. julij 2015	n.a.
Heinz Karl Tschiltsch	Član komisije za imenovanja	28. julij 2015	31. maj 2016
Mariya Mihaylova Lerch	Članica komisije za imenovanja	28. julij 2015	n.a.
Marco Lotteri	Član komisije za imenovanja	28. julij 2016	n.a.

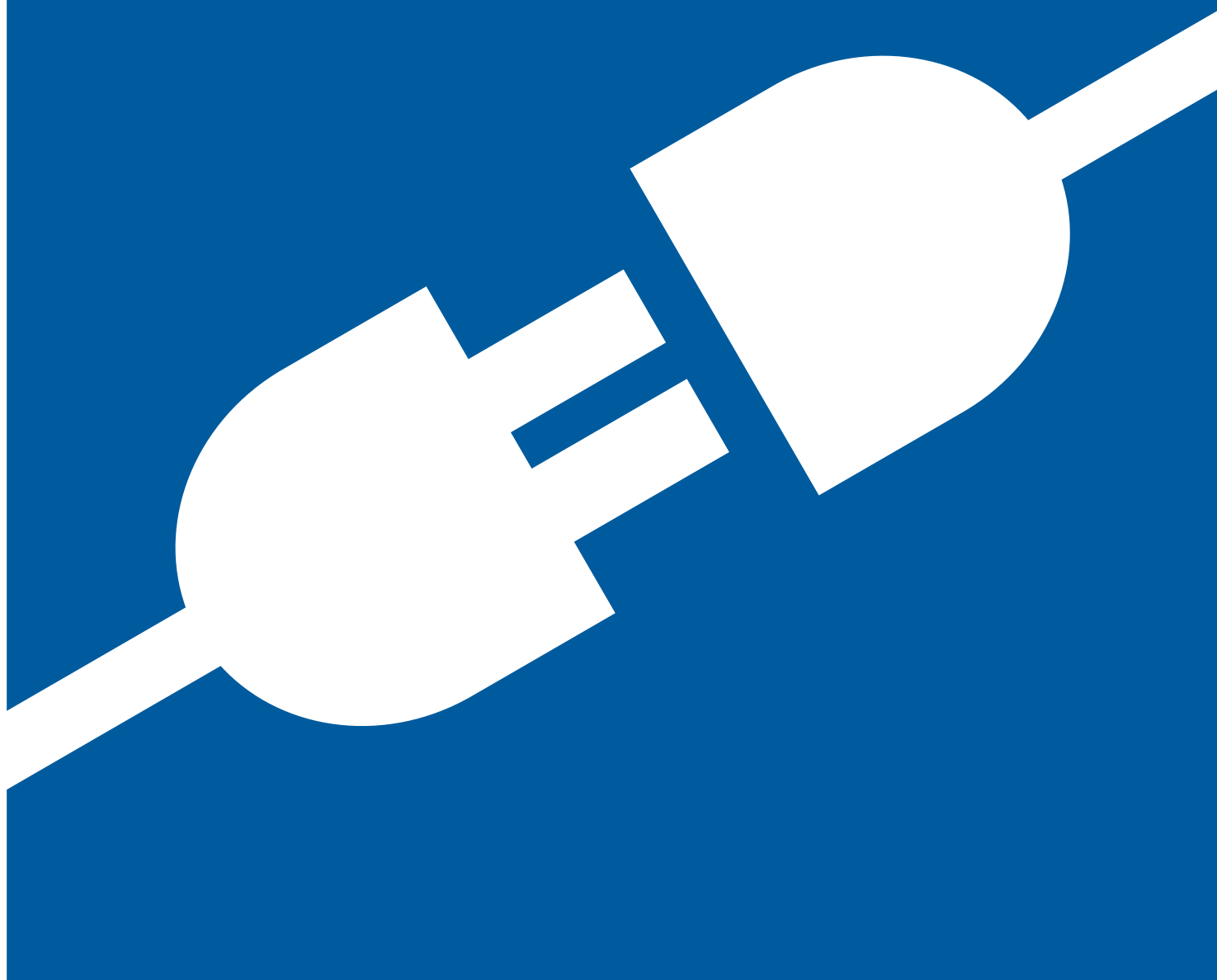
## Komisija za prejemke

<b>Član</b>	<b>Funkcija</b>	<b>Datum nastopa</b>	<b>Datum prenehanja funkcije</b>
Mariya Mihaylova Lerch	Predsednica komisije za prejemke	28. julij 2015	n.a.
Heinz Karl Tschiltsch	Član komisije za prejemke	28. julij 2015	31. maj 2016
Martin Klauzer	Član komisije za prejemke	28. julij 2015	n.a.
Marco Lotteri	Član komisije za prejemke	28. julij 2016	n.a.

## Posloводство

Član	Funkcija	Datum nastopa	Datum prenehanja funkcije
Igor Živanović	Direktor	1. januar 2016	n. a.

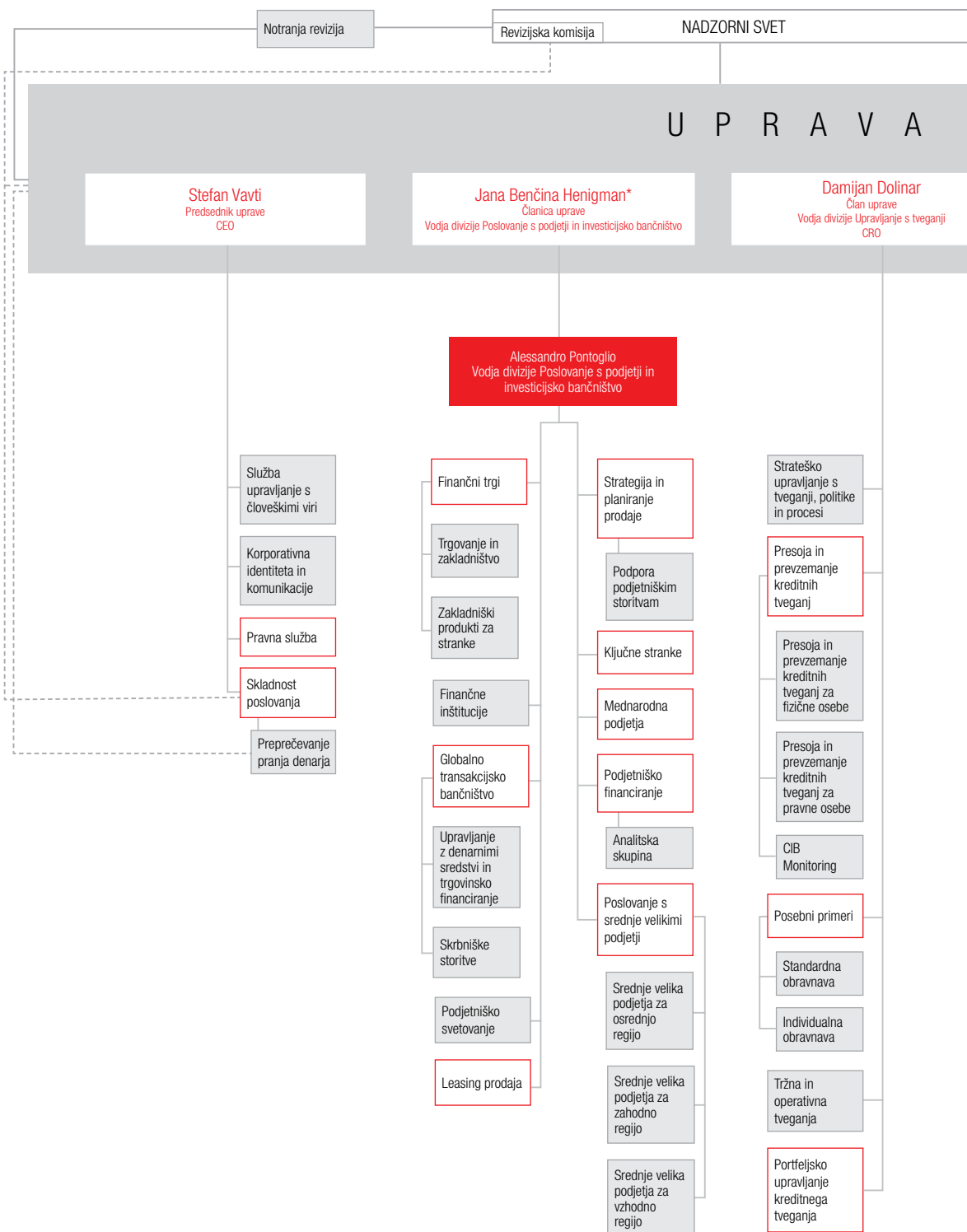
# Cooperation & Synergies



Naša sposobnost sodelovanja in ustvarjanja sinergij med oddelki in različnimi geografskimi območji je tisto, kar nas naredi edinstvene in kar nam omogoča, da smo "Ena Banka, ena UniCredit". Smo resnično vseevropska banka in brezhibno delujemo na ravni celotne Skupine.



# Organizacijska shema Banke



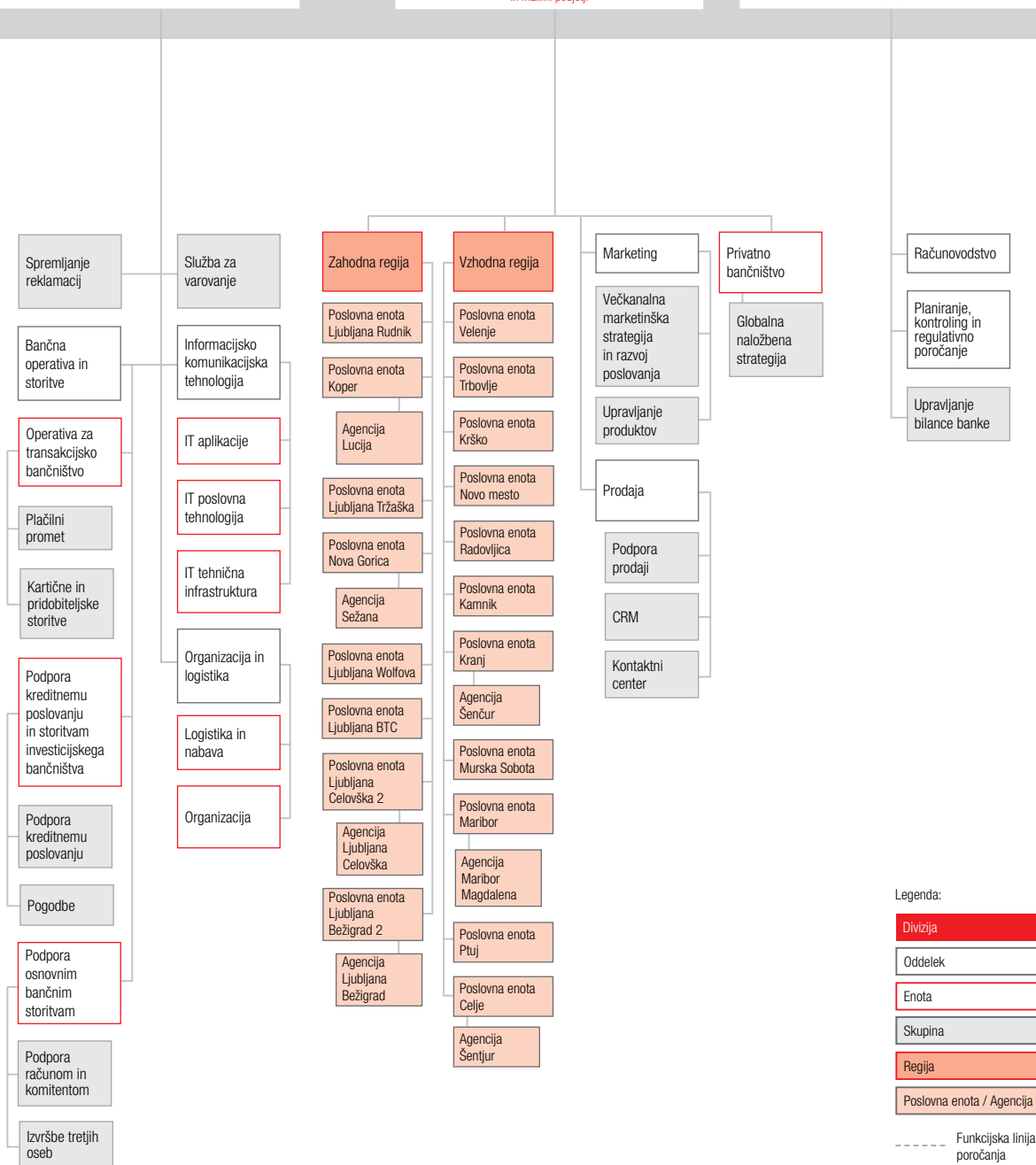
\* Do 30. 6. 2016 - Jana Benčina Henigman, članica uprave in vodja divizije Poslovanje s podjetji in investicijsko bančništvo

# BANKA

**Sergio Marino**  
Član uprave  
Vodja divizije Globalne bančne storitve

**Hedvika Usenik**  
Članica uprave  
Vodja divizije Poslovanje s prebivalstvom  
in malimi podjetji

**Günter Friedl**  
Član uprave  
Vodja divizije Finance  
CFO



# Poslovna mreža

**Poslovna enota Ljubljana BTC**

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

**Poslovna enota Ljubljana Bežigrad**

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

**Agencija Ljubljana Bežigrad**

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

**Poslovna enota Ljubljana Celovška**

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

**Agencija Ljubljana Celovška**

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

**Poslovna enota Ljubljana Rudnik**

Jurčkova cesta 231  
SI - 1000 Ljubljana  
Tel.: 01 2836 000

**Poslovna enota Ljubljana Tržaška**

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

**Poslovna enota Ljubljana Wolfova**

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

**Poslovna enota Celje**

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

**Poslovna enota Kamnik**

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

**Poslovna enota Koper**

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

**Poslovna enota Kranj**

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

**Poslovna enota Krško**

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

**Agencija Lucija**

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

**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 Nova Gorica**

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

**Poslovna enota Novo mesto**

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

**Poslovna enota Ptuj**

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

**Poslovna enota Radovljica**

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

**Agencija Sežana**

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

**Agencija Šenčur**

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

**Agencija Šentjur**

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

**Poslovna enota Trbovlje**

Ulica 1. junija 2  
SI - 1420 Trbovlje  
Tel.: 03 5612 565

**Poslovna enota Velenje**

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

# Dosežki in dogodki v letu 2016

## JANUAR

**Revija Global Finance je UniCredit podelila naziv »Najboljše privatno bančništvo v državah srednje in vzhodne Evrope«**  
Global Finance, finančna revija s sedežem v ZDA, je v kategoriji Najboljše privatno bančništvo za leto 2015, podelila UniCredit Bank naziv »Najboljše privatno bančništvo v Srednji in Vzhodni Evropi«.

**Kot prvi uvedli dostop v mobilno banko s prstnim odtisom**  
UniCredit Bank je uporabnikom spletne in mobilne banke omogočila vstop v aplikacijo s pomočjo prstnega odtisa.

## FEBRUAR

**Italijansko-slovenski forum**  
UniCredit Banka Slovenija d.d. je sodelovala na mednarodnem srečanju z naslovom »Kako obnoviti voljo do podjetništva: Manjkajoči člen med inovativnostjo in konkurenčnostjo«, ki so ga organizirali Veleposlaništvo Italije v Ljubljani, Urad agencije Ice-ITA, Združenje Italijansko-slovenski Forum in Institut Jozef Stefan.

**Predstavili prenovljeno ponudbo bančnih paketov**  
Finančne potrebe strank se razlikujejo, zato je Banka predstavila prenovljeno ponudbo bančnih paketov z različnim naborom bančnih storitev, od osnovnih do tistih, namenjenih najzahtevnejšim uporabnikom. Stranke lahko izbirajo med tremi različicami paketov (OSNOVNI, SODOBNI ali PREMIUM paket), ki so prilagojeni potrebam in življenjskemu slogu uporabnika, vsem pa je dodana tudi brezplačna asistenca ERGO zavarovalnice.

## MAREC

**Ponudili ugodne stanovanjske in potrošniške kredite**  
UniCredit Bank je predstavila ugodno ponudbo stanovanjskih in potrošniških kreditov, ki so za imetnike Spar plus kartice še posebej ugodni.

**Prejeli zvezdice za kakovost upravljanja vzajemnih skladov**  
Revija Moje finance je že šesto leto zapored vzajemnim skladom dodelila zvezdice za kakovost njihovega upravljanja. Dve nagradi je prejela tudi UniCredit Bank, in sicer za sklade Pioneer Investments Luksemburg.

## APRIL

**Zajtrk finančnih trgov**  
Na tradicionalnem makroekonomskem dogodku UniCredit Bank so ugledni mednarodni in lokalni gostje predstavili svoje poglede na napovedi gospodarskih gibanj in trendov.

## Garancijsko poslovanje v praksi

Poudarek spomladanskega dogodka je bil na predstavitvi praktičnih rešitev garancijskega poslovanja. Udeležili so se ga predstavniki podjetij, ki se pri delu srečujejo s potrebo po različnih vrstah zavarovanj v domačih in mednarodnih poslih.

## MAJ

**Najboljša banka na področju skrbniških storitev**  
Finančna revija Global Finance je Banki podelila naziv »Najboljša banka na področju skrbniških storitev v Sloveniji za leto 2015«.

## Nemški forum

Banka je sodelovala na tradicionalnem dogodku Slovensko-nemške gospodarske zbornice, ki ga organizirajo skupaj s partnerji. Tema okrogle mize so bili načini pridobivanja finančnih sredstev za vstop na nemški trg ter načini za zavarovanje izvoznih poslov v Nemčijo.

## JUNIJ

**Podelili nagrado »Zmagovalec slovenskega izvoza«**  
Na Izvozni konferenci, ki je že tretje leto zapored potekala v organizaciji Časnika Finance, je UniCredit Banka Slovenija d.d. podjetju RLS Merilna tehnika iz Komende podelila nagrado »Zmagovalec slovenskega izvoza«.

## Zajtrk Britansko-slovenske gospodarske zbornice

Banka je v sodelovanju z Britansko-slovensko gospodarsko zbornico organizirala poslovni zajtrk na temo neposrednih tujih naložb. Udeležili so se ga številni ugledni predstavniki slovenskega gospodarstva in državnih institucij.

## JULIJ

**Sodelovali na 43. tradicionalnem golf tednu na Bledu**  
UniCredit Banka Slovenija d.d. je poslovne partnerje povabila na UniCredit Bank golf turnir, ki je potekal v okviru 43. tradicionalnega tedna golfa na Bledu.

## AVGUST

**Pomagali otrokom iz socialno šibkih okolij**  
Pred začetkom novega šolskega leta so zaposleni v UniCredit Banka Slovenija d.d. pod okriljem Zveze prijateljev mladine Ljubljana Moste-Polje zbirali šolske potrebščine za otroke.

## OKTOBER

**Finančni dnevi UniCredit Bank**  
Jesen je tradicionalno čas za izobraževalno-družabne Finančne dneve UniCredit Bank. Tokratni, že šesti Finančni dnevi, so potekali pod sloganom »Močnejši smo v partnerstvih«, rdeča nit predavanj in pogovorov pa so bile različne oblike sodelovanja, strateških partnerstev in poslovnih sinergij.

## NOVEMBER

**Izvozni fokus**  
UniCredit Banka Slovenija d.d. je že tri leta zapored partnerica projekta Časnika Finance, Izvozniki.si. V okviru projekta je Banka sodelovala na dveh dogodkih, namenjenih izvozno usmerjenim podjetjem in predstavila rešitve za učinkovitejše mednarodno poslovanje.

## Dosežki in dogodki v letu 2016

### DECEMBER

#### **Managerski koncert**

Banka je s sponzorskimi sredstvi podprla največji dogodek slovenske poslovne javnosti, ki se ga udeležujejo managerji najpomembnejših slovenskih podjetij, politiki in številni veleposlaniki. Praznično vzdušje je pričaral Simfonični orkester RTV Slovenija pod taktirko ameriškega dirigenta Georga Pehlivaniana, za nepozabne spomine pa so poskrbeli violinistki Lana Trotovshek in Ana Julija Mlejnik ter flvtistka Eva-Nina Kozmus. Poslanstvo koncerta je ustvarjati možnosti za razvoj mladih glasbenih talentov.

## Izjava o upravljanju družbe

Za doseganje visoke stopnje transparentnosti upravljanja ter na podlagi izjeme iz 2. točke petega odstavka 70. člena Zakona o gospodarskih družbah UniCredit Banka Slovenija d.d. kot del poslovnega dela letnega poročila podaja naslednjo

### IZJAVO O UREDITVI NOTRANJEGA UPRAVLJANJA

UniCredit Banka Slovenija d.d. uresničuje ureditev notranjega upravljanja, vključno s korporativnim upravljanjem, skladno z zakonodajo, veljavno v Republiki Sloveniji, ob hkratnem upoštevanju svojih internih aktov.

Pri tem UniCredit Banka Slovenija d.d. v celoti upošteva akte iz drugega odstavka 9. člena Zakona o bančništvu<sup>1</sup>.

Z namenom krepitev ureditve notranjega upravljanja pri svojem poslovanju zlasti upoštevamo:

1. določbe veljavnega Zakona o bančništvu, ki opredeljujejo ureditev notranjega upravljanja, zlasti določbe poglavja 3.4 (Sistem upravljanja banke), ter poglavja 6 (Ureditev notranjega upravljanja in ustrežni notranji kapital), v delu zahtev, ki veljajo za banko/hranilnico ali za člane upravljalnega organa,
2. Sklep o ureditvi notranjega upravljanja, upravljalnem organu in procesu ocenjevanja ustreznega notranjega kapitala za banke in hranilnice<sup>2</sup> in
3. Smernice organa EBA, ki urejajo notranje upravljanje, ocenjevanje primernosti članov upravljalnega organa in nosilcev ključnih funkcij ter politike in prakse prejemkov, na podlagi ustreznih sklepov Banke Slovenije o uporabi teh smernic<sup>3</sup>.



Martin Klauzer  
Predsednik nadzornega sveta



Mag. Stefan Vavti  
Predsednik uprave



Mag. Damijan Dolinar, MBA, CFA  
Član uprave



Mag. Günter Friedl, MBA, MAS  
Član uprave



Mag. Hedvika Usenik  
Članica uprave



Sergio Marino  
Član uprave

Hkrati si v čim večji možni meri prizadevamo upoštevati tudi neobvezujoča priporočila iz pisma Banke Slovenije (oznaka 38.20-0288/15-TR z dne 23.10.2015).

S podpisom te izjave se tudi zaveujemo k nadaljnjemu proaktivnemu delovanju za krepitev in promocijo ustrezne ureditve notranjega upravljanja in korporativne integritete v širši strokovni, finančni, gospodarski in drugi javnosti.

Ljubljana, 17. 2. 2017

<sup>1</sup> Zakon o bančništvu (ZBan-2), Uradni list RS, št. 25/15 in 44/16;

<sup>2</sup> Sklep Banke Slovenije o ureditvi notranjega upravljanja, upravljalnem organu in procesu ocenjevanja ustreznega notranjega kapitala za banke in hranilnice, Uradni list RS, št. 73/15 in 49/16;

<sup>3</sup> <http://www.bsi.si/zakoni-in-predpisi.asp?Mapald=1906>

# Gospodarsko okolje v letu 2016

Leta 2016 je slovensko gospodarstvo raslo v skladu z dogajanjem v mednarodnem okolju, z realno rastjo BDP nad 2 %. Gospodarska aktivnost se je dodatno okrepila zaradi povečanega izvoza in povečane potrošnje gospodinjstev. Zasebna potrošnja je kazala znake okrepitve zaradi znatnega izboljšanja razmer na trgu dela in povečanega optimizma potrošnikov. Zasebne naložbe so se še naprej krepile, medtem ko so javne naložbe zaostajale z nižjim obsegom v primerjavi s predhodnim letom zaradi zastoja pri črpanju sredstev EU zaradi prehoda na novi Večletni finančni okvir EU 2014-2020.

Predvidena rast v letu 2017 bo temeljila na rasti izvoza z materialnim prispevkom pričakovanega povečanja domačega povpraševanja. Po zadnjih ocenah bo rast BDP v naslednjih treh letih dosegla 2,5 % in ostala nad povprečjem evrskega območja.

Izboljšanje proračunskega primanjkljaja in meritve dolga je septembra 2016 privedlo do pozitivne spremembe v bonitetni oceni države, pri čemer je bonitetna agencija Fitch zvišala oceno Slovenije na A- s stabilnimi obeti, bonitetna agencija Moody's pa je revidirala napoved na Baa3 s pozitivnimi izgledi. Če se bo, glede na pričakovanja, okolje nizkih obrestnih mer ohranilo za daljše časovno obdobje, potrošnja gospodinjstev okrepila in stopnja absorpcije sredstev EU povečala, se bo javnofinančni primanjkljaj Slovenije v letu 2017 verjetno še dodatno znižal.

Zniževanje cen življenjskih potrebščin se je v prvi polovici leta ustavilo in preusmerilo v rahlo rast, ki je na letnem nivoju po podatkih Statističnega urada RS dosegla 0,5 %. Največ so k letni inflaciji prispevale višje cene hrane, telefonskih in internetnih storitev ter pogonskega goriva. Pričakovanja za leto 2017 vsebujejo ob višjih cenah surovin in hitrejšem okrevanju potrošnje gospodinjstev višjo raven inflacije, ki pa naj bi ostala pod 2 %.

Razmere v bančnem sektorju so se v letu 2016 še naprej izboljševale v smislu kakovosti sredstev, medtem ko je likvidnost bančnega sistema ostala ugodna. Strukturna sestava virov financiranja za banke se je vztrajno spreminjala v korist vlog nebančnega sektorja in preseгла 70 %.

Zelo nizke obrestne mere za vloge, tako v Sloveniji kot tudi v evrskem območju kot celoti, so vodile k menjavi vezanih vlog za vpogledne. V okolju nizkih obrestnih mer lahko pričakujemo nadaljnje spremembe v strukturi zapadlosti v korist vpoglednih vlog, kar negativno vpliva na banke in še povečuje pomen učinkovitega upravljanja z likvidnostjo.

Med letom se je obseg kreditov podjetjem nebančnega sektorja v primerjavi z obdobjem iz prejšnjega leta skrčil predvsem zaradi manjšega povpraševanja po bančnih posojilih na domačem trgu. Po drugi strani je kreditiranje gospodinjstev naraščalo, kar je primarno povezano z izboljšanjem pogojev financiranja.

Kljub upadu slabih posojil v primerjavi s predhodnim letom so možnosti za oživitev bančnih posojil omejene z razdolževanjem, ki je še vedno v teku. Krčenje obsega posojil v kombinaciji s pritiski na obrestne mere bo še naprej velik izziv za bančni sektor v letu 2017.

# Poslanstvo in vrednote

## Poslanstvo

Sodelavci matične 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.

## Vrednote

Naš skupek vrednot – delimo si jih vsi zaposleni v matični skupini UniCredit – temelji na poštenosti kot pogoju trajnosti, kar omogoča, da dobiček preoblikujemo v vrednoto za vse naše deležnike. Ta skupek vrednot izhaja iz naše Listine o vrednotah, ki predstavlja osnovo vsega, kar počnemo. Naše vrednote so:

- Poštenost – imamo enoten visok standard za vse, kar počnemo; le-ta 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.



# Poudarki

UniCredit je močna vseevropska bančna skupina s preprostim modelom komercialnega bančništva, integriranim poslovanjem s podjetji in investicijskim bančništvom ter razvejano poslovno mrežo v zahodni, srednji in vzhodni Evropi, ki ji zaupa 25 milijonov zadovoljnih strank. Lokalno znanje, mednarodne izkušnje in prisotnost na 14 ključnih evropskih trgih ter 18 drugih državah po svetu strankam omogočajo dostop do vodilnih lokalnih bank. Evropska bančna mreža matične skupine UniCredit pokriva Italijo, Nemčijo, Avstrijo, Bosno in Hercegovino, Bolgarijo, Hrvaško, Češko, Madžarsko, Romunijo, Rusijo, Slovaško, Slovenijo, Srbijo in Turčijo.

## Finančni poudarki (v mio EUR)<sup>1</sup>

Prihodek iz poslovanja

**18.801**

Čisti dobiček (izguba)

**(11.790)**

Kapital

**39.336**

Skupna sredstva

**859.533**

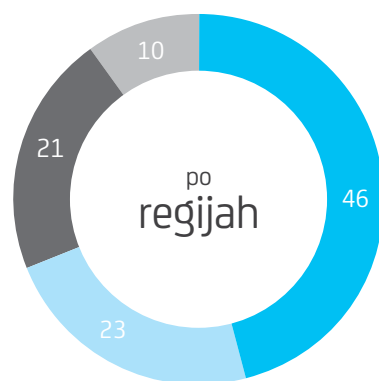
Količnik temeljnega kapitala Tier 1\*

**11,15 %**

## Prihodki<sup>1</sup> (%)



- Komercialno bančništvo Italija
- Divizija SVE
- Poslovanje s podjetji in investicijsko bančništvo
- Komercialno bančništvo Nemčija
- Komercialno bančništvo Avstrija
- Zbiranje sredstev



- Italija
- Nemčija
- SVE
- Avstrija

1. Podatki na dan 31. december 2016. Zaradi njihove klasifikacije v kategorijo »Ustavljeno poslovanje« so bili po stanju na dan 31. december 2016 v skladu z MSRP5 sredstva/obveznosti in dobiček/izguba družb Bank Pekao S.A., Pioneer Global Asset Management S.p.A. in njihovih podrejenih podjetij pripoznani kot sledi:

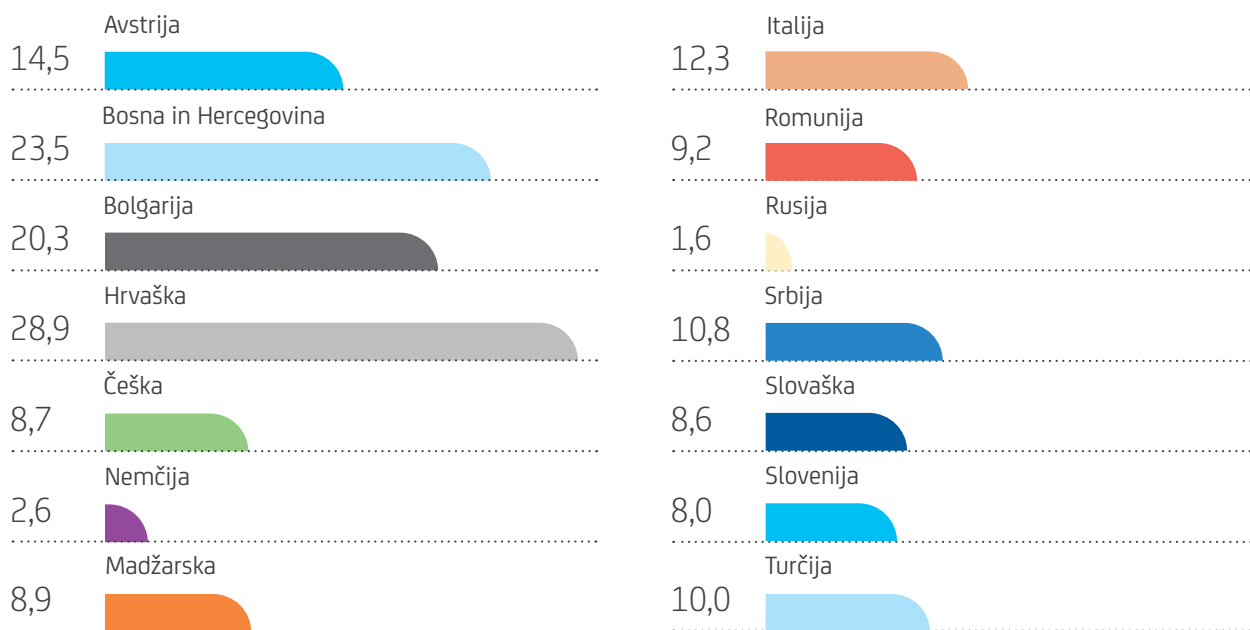
- v Bilanci stanja v postavki "Nekratkoročna sredstva v posesti za prodajo in ustavljeno poslovanje" in "Obveznosti uvrščene v skupine za odtujitev in razvrščene kot v posesti za prodajo";
- v Izkazu poslovnega izida v postavki "Dobiček (izguba) po obdavčitvi iz naslova ustavljenega poslovanja";
- pretekla obdobja so bila ustrezno popravljeno prikazana, da se poveča primerljivost.

\* Polno obremenjen količnik CET1 v višini 11,15 % po dokapitalizaciji, nad 12 %, če vključujemo transakcije z družbama Pioneer in Pekao. Prehodni količnik CET1 v višini 11,49 % po dokapitalizaciji.

## Mednarodna prisotnost<sup>2</sup>

Avstrija  
Bosna in Hercegovina  
Bolgarija  
Hrvaška  
Češka  
Nemčija  
Madžarska  
Italija  
Romunija  
Rusija  
Srbija  
Slovaška  
Slovenija  
Turčija

## Tržni delež<sup>3</sup> (%)



2. Dne 8. decembra 2016 je matična skupina UniCredit ("UCG") vstopila v zavezujoč dogovor z družbama PZU SA in PFR (Poljski razvojni sklad) o prodaji 32,8-odstotnega deleža v družbi Bank Pekao (Poljska), istega dne pa je objavila tudi prodajo preostalih 7,3 % preko tržne transakcije. Divizija SVE vključuje le 11 držav, v katerih Skupina deluje preko poslovnih enot. Azerbajdžan, Estonija, Latvija in Litva so izključene.

3. Tržni deleži v smislu celotnih posojil na dan 31. december 2016. Vir: Podatki podjetij, nacionalne centralne banke.

# Ena banka, ena UniCredit Transformacija 2019

Zahtevno poslovno okolje, ki ga zaznamujejo vse večji pritiski regulatorjev ter dolgotrajno obdobje nizke rasti in nizkih obrestnih mer, je botrovalo poglobljenemu strateškemu pregledu vseh pomembnejših področij v Banki. Osredotočili smo se na vprašanja, kako okrepiti in optimizirati kapitalski položaj skupine UniCredit, zmanjšati tveganja, izboljšati dobičkonosnost ter zagotoviti neprestano preoblikovanje našega dela, na način, ki omogoča večjo osredotočenost na stranke, nadaljnje zmanjševanje stroškov ter še boljše sodelovanje med članicami skupine UniCredit pri podpori strankam, ki delujejo mednarodno. Naštete cilje je potrebno zasledovati ob hkratnem ohranjanju fleksibilnosti, da lahko istočasno izkoristimo priložnosti, ki ustvarjajo vrednost, ter nadalje izboljšujemo naše upravljanje s tveganji.

Zato so cilji strateškega načrta Transformacija 2019 pragmatični, oprijemljivi, dosegljivi, temeljijo pa na konservativnih predpostavkah, ki so povezane s petimi strateškimi stebri, opredeljenimi v nadaljevanju:

- **okrepiti in optimizirati kapital** tako, da bomo primerljivi z najboljšimi iz skupine globalnih sistemsko-pomembnih finančnih ustanov,
- **izboljšati kakovost sredstev** s proaktivnim pristopom do zmanjševanja tveganja,
- **preoblikovati model poslovanja**, krepiti našo osredotočenost na stranke ob hkratnem poenostavljanju in optimiziranju produktov in storitev,
- **povečati vrednost komercialnega bančništva**, pri čemer koristimo potencial naših dobrih odnosov s strankami iz segmenta poslovanja s prebivalstvom ter naš status prve banke v podjetjih v zahodni Evropi, gradimo na našem vodilnem položaju v srednji in vzhodni Evropi ter stremimo k povečanju navzkrižne prodaje med poslovnimi področji in državami,
- **postaviti vitek**, vendar močan upravljavski Korporativni center na ravni matične skupine, vzpostavitev ključnih kazalnikov uspešnosti (KPI), ki bodo konsistentni za celotno matično skupino in ki bodo usmerjali poslovanje in izboljšali odgovornost.

Zaradi takšne transformacije bo matična skupina lahko izkoristila več priložnosti za dolgoročne dobičke ter delovala kot enostavna vseevropska komercialna banka s povsem integriranim Poslovanjem s podjetji in investicijskim bančništvom ter edinstveno mrežo v zahodni, srednji in vzhodni Evropi.



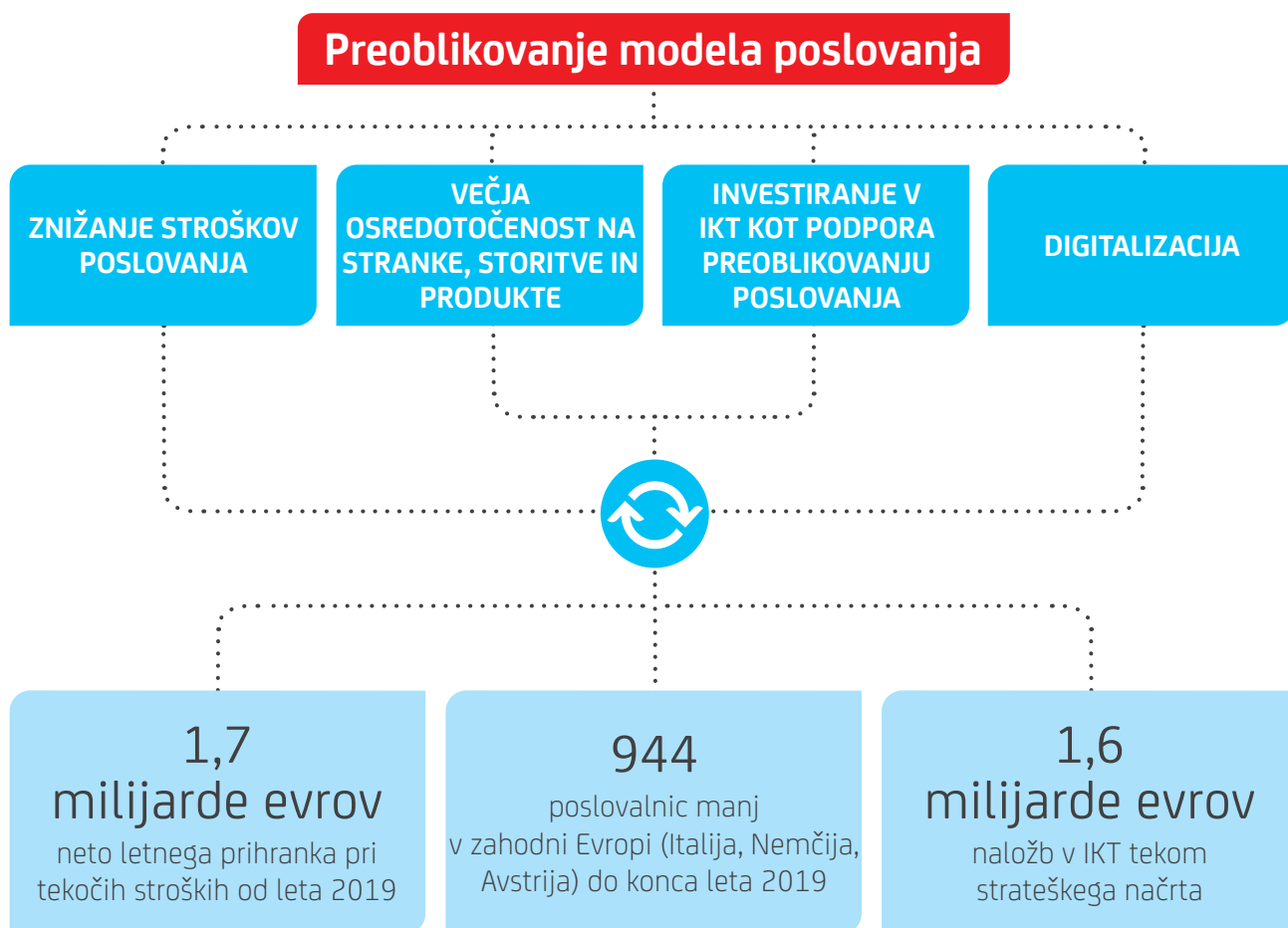
# Preoblikovanje našega modela poslovanja

Transformacija poslovnega modela matične skupine je eden od najpomembnejših ključnih stebrov strateškega načrta UniCredit za obdobje 2017-2019. Namen transformacije je dodatna krepitev naše osredotočenosti na stranke, izboljšanje storitev in produktov ob hkratnem poenostavljanju naše strukture in povečevanju učinkovitosti.

Digitalizacija nam bo omogočila transformacijo in doseganje nižjih ter vzdržnih stroškov.

Glavne aktivnosti vključujejo:

- preoblikovanje celovitih procesov ter zniževanje stroška "upravljanja banke" z izkoriščanjem prednosti našega globalnega poslovanja ter ekonomije obsega,
- krepitev osredotočenosti na stranke z nadaljnjim izboljševanjem uporabniške izkušnje, izvajanjem standardizacije produktov ter večjo angažiranostjo v dejavnostih, ki so namenjene strankam,
- naložbe v informacijsko komunikacijsko tehnologijo, ki bodo podprle poslovno transformacijo z večjo digitalizacijo, tehnološkimi izboljšavami sistemov ter tekoče posodobitve infrastrukture.



## Vodstvo matične skupine UniCredit



**JEAN PIERRE  
MUSTIER**

Izvršni direktor



**GIANNI FRANCO  
PAPA**

Glavni direktor



**GIANPAOLO  
ALESSANDRO**

Vodja Pravne  
pisarne -  
Sekretar uprave



**CARLO  
APPETITI**

Vodja Skladnosti  
poslovanja



**GIANFRANCO  
BISAGNI**

Namestnik vodje divizije  
Poslovanje s podjetji in  
investicijsko bančništvo



**ANDREA  
CASINI**

Namestnik glavnega  
direktorja za Italijo



**PAOLO  
CORNETTA**

Vodja kadrovske  
službe



**RANIERI  
DE MARCHIS**

Namestnik vodje  
Operacij



**MASSIMILIANO  
FOSSATI**

Vodja Upravljanja  
s tveganji



**ALESSANDRO  
FOTI**

Vodja Pridobivanja  
investitorjev

# Customers First



Služiti strankam na najboljši možen način – to je naša prednostna naloga, prav vsako minuto dneva. Zagotavljamo rešitve za širok nabor potreb, tako na področju osebnih financ kot tudi za podjetnike in podjetja. Naši produkti in storitve temeljijo na resničnih potrebah naših strank, njihov cilj pa je ustvarjati vrednost tako za posameznike kot tudi za podjetja.



# Finančni rezultati

## Finančni rezultati Banke

### Izkaz vseobsegajočega donosa za leto 2016

Leto 2016 je bilo za Banko zelo uspešno, saj je zabeležila 13,9 milijona evrov čistega dobička po obdavčitvi (leta 2015: 9,7 milijona evrov) ter poleg tega 5,1 milijona evrov drugega vseobsegajočega donosa po obdavčitvi (leta 2015: 2,8 milijona evrov).

V letu 2016 so čisti prihodki Banke od obresti dosegli 41,9 milijona evrov, kar predstavlja padec za 2,9 milijona evrov (oziroma za 6,5 %) v primerjavi s preteklim letom. Prihodki od obresti so padli sorazmerno manj kot odhodki za obresti, saj je Banka optimizirala strukturo svojih obveznosti.

V trenutnih težkih tržnih razmerah je Banka zaslužila 22,9 milijona evrov čistih opravnin, kar predstavlja padec v višini 2,1 milijona evrov oziroma za 0,8 % v primerjavi z letom poprej. Najbolj stabilni so ostali prihodki od opravnin iz opravljanja plačilnih storitev in iz kreditnih poslov.

Realizirani čisti dobički v postavki "Realizirani dobički in izgube iz finančnih sredstev in obveznosti, ki niso merjeni po pošteni vrednosti skozi izkaz poslovnega izida", so znašali 11,3 milijona evrov. Znesek je več kot podvojen v primerjavi s čistimi dobički doseženimi leta 2015. V to postavko sodi v glavnem 8,3 milijona evrov dobička, ki je bil realiziran s prodajo obveznic razpoložljivih za prodajo in 3,6 milijona evrov dobička realiziranega pri prodaji delnic Visa Europe, prav tako iz portfelja razpoložljivega za prodajo. Čiste izgube iz kreditov znašajo 0,6 milijona evrov.

V letu 2016 je Banka ustvarila dobiček iz trgovanja vključno s tečajnimi razlikami v višini 3,7 milijona evrov (v letu 2015: dobiček v višini 2,6 milijona evrov). Čisti dobiček iz nakupa in prodaje tujih valut vključno s tečajnimi razlikami je znašal 3,1 milijona evrov (v letu 2015: izguba v višini 1,8 milijona evrov). Čisti dobički iz trgovanja z izvedenimi finančnimi instrumenti so padli na 0,4 milijona evrov (v letu 2015: dobiček 4,4 milijona evrov). Čisti dobički iz trgovanja z vrednostnimi papirji so narasli na 0,2 milijona evrov (v letu 2015: 0,02 milijona evrov).

V letu 2016 so "Spremembe poštene vrednosti pri obračunavanju varovanj pred tveganji" prinesle 6,8 milijona evrov izgube (v letu 2015: izguba v višini 0,1 milijona evrov). Na čisti rezultat leta 2016 je dodatno vplivala uvedba varovanja poštene vrednosti. Iz tega naslova je bilo zabeleženih 0,4 milijona evrov izgube. Leta 2016 je bilo terminiranih precej obrestnih zamenjav (IRS-ov) iz portfelja za varovanje denarnih tokov. Terminacije so povzročile 5,8 milijona evrov izgube.

Zahvaljujoč strogemu upravljanju stroškov je Banka v letu 2016 uspela ohraniti administrativne stroške na enaki ravni kot v preteklem

letu, in sicer na ravni 34,0 milijona evrov (v letu 2015: 34,3 milijona evrov, kar predstavlja padec za 0,8 % na letni ravni). Največji relativni porast je bil zabeležen pri stroških zavarovanj, saj je Banka ponovno pričela vplačevati dodatno pokojninsko zavarovanje zaposlenih. Največji relativni letni prihranek pa je Banka dosegla pri stroških svetovalnih storitev.

Stroški amortizacije so v letu 2016 narasli na 5,7 milijona evrov (v letu 2015: 5,0 milijona evrov), saj je Banka preverila dobe uporabnosti opredmetenih in neopredmetenih sredstev.

Banka je oblikovala rezervacije v skupni višini 0,6 milijona evrov (v letu 2015: 4,7 milijona evrov). Za svoje zunajbilančno poslovanje je Banka sprostila rezervacije v višini 1,6 milijona evrov, za pravno nerešene tožbe pa v znesku 0,4 milijona evrov. Rezervacije za morebitne izgube so bile oblikovane v višini 2,6 milijona evrov.

Banka je oblikovala 17,4 milijona evrov oslabitev za kredite, kar je 17,6 % manj kot v preteklem letu. V letu 2016 se je obseg slabih kreditov zmanjšal iz 310,4 milijona evrov na 159,4 milijona evrov, saj je Banka prodala del portfelja, nekatere prej nedonosne terjatve pa so postale donosne. Oslabitve finančnih sredstev razpoložljivih za prodajo niso bile potrebne (v letu 2015: 0,1 milijona evrov).

Banka je zaključila poslovno leto 2016 s čistim dobičkom v višini 13,9 milijona evrov, kar predstavlja 43,3-odstotni letni porast.

V okviru postavke "Drugi vseobsegajoči donos" je Banka pripoznala 5,1 milijona evrov dobička po obdavčitvi. K temu so največ prispevali dobički v zvezi z varovanjem denarnih tokov, in sicer 4,2 milijona evrov po obdavčitvi (v letu 2015: 2,0 milijona evrov). Dobički v zvezi s finančnimi sredstvi, razpoložljivimi za prodajo, so znašali 0,9 milijona evrov po obdavčitvi (v letu 2015: 0,6 milijona evrov).

V letu 2016 je bilo prodanih kar nekaj vrednostnih papirjev. Njihovo pozitivno vrednotenje je bilo preneseno v izkaz poslovnega izida v znesku 8,2 milijona evrov. Vrednotenje preostalega in novega portfelja, ki je predstavljal stanje ob koncu leta, se je povečalo za 9,9 milijona evrov. Nanj je pomembno vplival zmanjšan kreditni razpon za Republiko Slovenijo, kar je botrovalo višjim tržnim cenam državnih obveznic.

### Izkaz finančnega položaja za leto 2016

UniCredit Banka Slovenija d.d. je v letu 2016 rahlo povečala svojo bilančno vsoto, in sicer za 26,2 milijona evrov (oziroma za 1,0 %); leta je konec leta znašala 2.571,2 milijona evrov.

Ob koncu leta 2016 je postavka "Denar v blagajni, stanje na računih pri centralnih bankah in vpogledne vloge pri bankah" znašala 309,3 milijona evrov, kar je za 36,0 milijona evrov več kot ob koncu ta poprej.

Obseg finančnih sredstev, namenjenih trgovanju, je bil konec leta

2016 sestavljen izključno iz pozitivne poštene vrednosti izvedenih finančnih instrumentov za trgovanje. Znašal je 20,1 milijona evrov (ob koncu leta 2015: 16,4 milijona evrov).

Finančna sredstva, razpoložljiva za prodajo, so ob koncu leta 2016 dosegla 432,9 milijona evrov, od tega 409,1 milijona evrov v obveznicah, preostalih 23,9 milijona evrov pa v lastniških instrumentih. Obveznice so bile prodane tekom leta za neto 21,4 milijona evrov (kar pomeni zmanjšanje obsega za 0,5 %). Spremembe poštene vrednosti so povečale njihov obseg za 0,8 milijona evrov.

Banka je v letu 2016 vpeljala varovanje poštene vrednosti. Posledično postavka "Izvedeni finančni instrumenti, namenjeni varovanju" poleg pozitivne sedanje vrednosti zamenjav (swaps), ki jih je Banka imela v lasti, da bi varovala svoje denarne tokove, predstavlja tudi pozitivno sedanjo vrednost zamenjav v portfelju za varovanje poštene vrednosti. Sedanja vrednost zamenjav za varovanje denarnih tokov je ostala stabilna na ravni 10,1 milijona evrov (10,2 milijona evrov ob koncu leta 2015), medtem ko je pozitivna sedanja vrednost zamenjav v portfelju za varovanje poštene vrednosti prispevala 0,9 milijona evrov.

Krediti so ob koncu leta 2016 znašali 1.764,0 milijona evrov, kar predstavlja povečanje za 17,6 milijona evrov na letni ravni (oziroma za 1,0 %). Obseg kreditov bankam se je znižal za 30,9 milijona evrov, medtem ko so krediti strankam porasli za 56,2 milijona evrov. Njihov bruto obseg se je zmanjšal za 17,8 milijona evrov, njihove oslabitve pa so se zmanjšale za 74,0 milijona evrov v primerjavi s koncem leta 2015.

Ena od obveznic, pripoznanih med sredstvi v posesti do zapadlosti, je zapadla. Posledično se je obseg sredstev v posesti do zapadlosti v letu 2016 prepolovil na 7,1 milijona evrov.

Banka ima v lasti opredmetena osnovna sredstva v znesku 4,8 milijona evrov, kar predstavlja znižanje za 1,1 milijona evrov v primerjavi z letom 2015; povečanja zaradi nakupov so bila več kot nevtralizirana z amortizacijo.

Med neopredmetenimi sredstvi Banka pripozna programsko opremo v znesku 16,6 milijona evrov. Kupljena je bila nova programska oprema v vrednosti 1,9 milijona evrov, amortizirana pa v višini 4,0 milijona evrov.

Banka nima terjatev za davek. Padec odloženih terjatev za davek v znesku 0,7 milijona evrov izhaja iz padca odloženih terjatev za davek, pripoznanih v kapitalu v višini 1,6 milijona evrov, medtem ko so se odloženi davki, pripoznani v izkazu poslovnega izida povečali za 0,9 milijona evrov, saj se bo davčna stopnja prihodnje leto povečala iz 17 % na 19 %.

Finančne obveznosti, namenjene trgovanju, vsebujejo izključno negativno sedanjo vrednost izvedenih finančnih instrumentov. Banka ima zaprte trgovalne pozicije, zato se je negativna sedanja vrednost izvedenih finančnih instrumentov povišala relativno enako kot pozitivna (razkrito med sredstvi, omenjeno zgoraj) z 16,6 milijona

evrov ob koncu leta 2015 na 20,3 milijona evrov ob koncu leta 2016. Obseg izvedenih finančnih instrumentov, namenjenih varovanju, na strani obveznosti predstavlja negativno sedanjo vrednost zamenjav (swaps), s katerimi Banka varuje svoje denarne tokove v višini 49,1 milijona evrov (73,2 milijona evrov ob koncu leta 2015). Negativna sedanja vrednost zamenjav za varovanje poštene vrednosti je zanemarljiva.

Finančne obveznosti, merjene po odplačni vrednosti, so ob koncu leta 2016 znašale 2.240,6 milijona evrov, kar predstavlja porast za 55,1 milijona evrov v letu 2016. Banka je poplačala podrejene obveznosti v višini 30,1 milijona evrov, povečala obveznosti do bank v višini 149,9 milijona evrov ter zmanjšala vloge strank v znesku 65,8 milijona evrov.

Z uvedbo varovanja poštene vrednosti je med obveznostmi Banke uvedena nova postavka "Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem" v višini 1,3 milijona evrov.

Banka je dobro kapitalizirana in izkazuje količnik kapitalske ustreznosti v višini 15,6 %.

## Finančni rezultati Skupine

### Izkaz vseobsegajočega donosa za leto 2016

Družba UniCredit Leasing, d.o.o. je v letu 2016 zabeležila dobiček po obdavčitvi v višini 3,9 milijona evrov (za namene konsolidacije je bila v letu 2015 vključena razlika med dobičkom po obdavčitvi ob koncu leta in v prvih sedmih mesecih leta v višini -1,0 milijona evrov). Čisti dobiček Skupine za leto 2016 je znašal 17,8 milijona evrov (v letu 2015: 8,7 milijona evrov).

Odvisna družba UniCredit Leasing, d.o.o. je k dobičku Skupine prispevala 3,2 milijona evrov čistih prihodkov od obresti in 0,2 milijona evrov čistih provizij.

Pri postavki "Drugi čisti poslovni dobički" je zabeležen čisti dobiček iz naslova najemnih poslov v višini 1,5 milijona evrov.

Administrativni stroški Skupine so za 1,3 milijona evrov višji, amortizacija pa za 1,2 milijona evrov višja v primerjavi z administrativnimi stroški in amortizacijo Banke.

Oslabitve za kredite (večinoma za finančne najeme) so bile sproščene v višini 2,3 milijona evrov; rezervacije so bile prav tako sproščene, in sicer v višini 0,3 milijona evrov.



## Finančni rezultati

### Izkaz finančnega položaja za leto 2016

Ob koncu leta 2016 je bilančna vsota družbe UniCredit Leasing d.o.o. znašala 172,8 milijona evrov. Če izključimo medsebojne postavke, je bilančna vsota Skupine višja od bilančne vsote Banke za 71,7 milijona evrov.

Posojila so v izkazu Skupine za 59,8 milijona evrov višja od posojil v izkazu Banke. Opredmetena osnovna sredstva so višja za 2,4 milijona evrov. V konsolidiranem izkazu finančnega položaja so naložbene nepremičnine, kar zajema nepremičnine, ki so predmet operativnega najema, zabeležene v višini 2,7 milijona evrov (ob koncu leta 2015: 7,6 milijona evrov).

Med obveznostmi Skupine je glavni dodatek k obveznostim Banke postavka "Kreditni bank" v višini 53,1 milijona evrov in kapital v višini 17,9 milijona evrov.

Na dan 31. december 2016 Skupina izkazuje količnik kapitalske ustreznosti v višini 16,1 %.

### Dogodki po datumu poročanja

Banka in Skupina po datumu poročanja nista zaznali pomembnejših poslovnih dogodkov, ki bi vplivali na računovodske izkaze Banke in Skupine za leto 2016 ali ki bi zahtevali dodatna razkritja v teh računovodskih izkazih.

# People Development



Naš uspeh je odvisen od kakovosti in privrženosti naših sodelavcev. Zato se tako energično zavzemamo za razvoj in krepitev moči naših timov. Moramo si prizadevati pritegniti in obdržati najboljše talente, hkrati pa moramo oblikovati in ohranjati takšno okolje in kulturo, v katerih naši zaposleni lahko rastejo, se razvijajo in dosežajo svoj polni potencial.

# Poslovanje banke na različnih segmentih

## Poslovanje s prebivalstvom in malimi podjetji

### SPLOŠEN PREGLED

V letu 2016 je bila prednostna naloga Banke nadaljnji razvoj sodobnih bančnih poti in storitev. Prvi korak na tem področju je bila prenova spletne strani in spletne Online banke ter nadgradnja funkcionalnosti Mobilne banke GO!. Nova zasnova je uporabnikom prijazna in jim zagotavlja enostavno navigiranje na tabličnih računalnikih in pametnih telefonih. V aplikaciji Mobilna banka GO! je od konca leta na voljo nova funkcionalnost »Slikaj in plačaj«, ki uporabnikom omogoča plačilo položnic, ki jih prejmejo v papirnati obliki, z uporabo kamere na pametnem telefonu.

Konkurenčno delovanje v digitalni areni je ena od prioritet Banke in odgovor na naraščajoče potrebe strank po enostavnih, naprednih in uporabnikom prijaznih sodobnih tržnih poti. Pričakovanja kupcev se spreminjajo od osebne pristopa, do stalnega 24/7 dostopa preko digitalnih kanalov. Na področju prebivalstva imamo skoraj 31.000 aktivnih uporabnikov Online banke in nekaj manj kot 15.000 aktivnih uporabnikov aplikacije Mobilna banka GO!. V zadnjem letu se je število strank, ki uporabljajo mobilno banko, povečalo za 18 odstotkov.

Banka bo tudi v prihodnjih letih vlagala v novo tehnologijo, ki bo omogočala digitalno transformacijo, boljše poznavanje strank in učinkovito zadovoljitev potreb strank. V pilotnih poslovnih enotah so bile v letu 2016 uspešno vpeljane podpisne tablice, v naslednjem letu pa bo elektronsko podpisovanje dokumentacije omogočeno v vseh poslovnih enotah Banke, kar bo občutno pripomoglo k zmanjšanju papirne dokumentacije in pospešitvi procesov.

Da bi strankam omogočila varno, hitro in enostavno plačevanje na prodajnih mestih, je Banka nadgradila Maestro kartice z brezstično tehnologijo.

Razvoj sodobnih bančnih poti bo tudi v letu 2017 poglavitna prioriteta Banke, ki jo bodo občutile tudi stranke. Celoten proces naročila preprostejših bančnih storitev, kot so transakcijski račun, debetne/kreditne kartice in potrošniška posojila bodo lahko opravile preko digitalnih kanalov, brez obiska poslovalnice. Zahtevnejše storitve kot so svetovanja o naložbah ali stanovanjskem financiranju pa bodo stranke še naprej opravljale v poslovnih enotah.

### SEGMENTI IN PRODUKTI

#### Segment poslovanja s prebivalstvom

Na področju osebnih bančnih paketov smo izvedli prenovu in iz šestih paketov smo oblikovali tri. Z različnim naborom storitev, od osnovnih, do tistih, namenjenih naprednim uporabnikom, so novi bančni paketi prilagojeni potrebam in življenjskemu slogu uporabnikov. Vsem paketom smo v sodelovanju z zavarovalnico ERGO dodali brezplačno asistenco na domu in na cesti.

Uvedli smo brezstično Maestro kartico, ki prinaša pohitritev plačevanja, krajše čakanje pred blagajno in večjo varnost, saj med plačevanjem kartica ostane v rokah imetnika, kar mu zagotavlja popoln nadzor nad porabo. Imetnikom kreditnih kartic smo ponudili možnost brezplačne zamenjave PIN številke na katerem koli bankomatu UniCredit Bank.

Skozi celo leto smo bili na bančnem trgu prisotni kot eden najugodnejših ponudnikov stanovanjskih in potrošniških kreditov, med drugim smo v sodelovanju s trgovcem Spar imetnikom Spar Plus kartice predstavili še posebej ugodno ponudbo kreditov in plačilno-kreditnih kartic VISA. Jesenski čas smo posvetili promociji kreditov za poplačilo obstoječih kreditnih obveznosti in s tem v času relativno nizkih obrestnih mer obstoječim in novim strankam ponudili možnost znižanja kreditnih obveznosti.

Prav tako smo nadaljevali ekskluzivno partnerstvo z blagovno znamko Apple ter večletno uspešno partnerstvo z Zdravniško zbornico Slovenije.

Za naše zadovoljne stranke smo prenovili priporočilni program in priporočiteljem ponudili poenostavljen in hitrejši način priporočanja, dopolnili pa smo ga z ugodnostjo Midva, ki priporočitelju ali priporočeni osebi prinaša 50-odstotni popust na mesečno vodenje bančnega paketa.

#### Segment poslovanja z malimi podjetji

Ponudbi poslovnih paketov smo dodali nov paket 2v1, ki je namenjen manjšim in cenovno občutljivim samostojnim podjetnikom, saj vključuje dva ločena transakcijska računa, osebnega in poslovnega, za ceno enega. Tako kot pri segmentu fizičnih oseb smo tudi za pravne osebe uvedli brezstično Maestro kartico.

Segmentu podjetij z zdravo poslovno bilanco smo ponudili Kredit Ekspres, s katerim se lahko podjetje finančno okrepi hitro in preprosto z enim samim obiskom banke in brez dodatne dokumentacije.

#### Privatno bančništvo

Privatno bančništvo predstavlja najvišji segment strank (fizičnih oseb), ki jim Banka, poleg klasičnih bančnih storitev, ponuja različne investicijske rešitve, s katerimi lahko stranke dosežejo bolj primerno razporeditev svojega premoženja.

Glavno vodilo pri skrbi za finančno premoženje strank v Privatnem bančništvu je iskanje optimalne razporeditve celotnega premoženja za posamezno stranko glede na njene potrebe in pričakovanja. Pri določanju ustreznih rešitev in reakcij na spremenljive razmere na finančnih trgih Banka izkorišča obsežna znanja in resurse v okviru matične skupine UniCredit, ki v obliki globalne naložbene strategije za posamezen profil stranke določa, kakšna je njena najprimernejša razporeditev v danem trenutku.

Najbolj pomembna storitev v Privatnem bančništvu je storitev upravljanja portfeljev, ki jo uspešno dopolnjujemo tudi z drugimi

investicijskimi produkti in rešitvami. V letu 2016 smo v segmentu Privatnega bančništva nadaljevali z visoko rastjo na vseh ključnih področjih delovanja – tako po obsegu finančnih sredstev strank pri Banki, kot tudi po skupnem številu strank in ustvarjenih prihodkih.

## OBETI

V letu 2017 bomo nadaljevali z razvojem sodobnih bančnih poti in storitev. Strankam bomo predstavili nove funkcionalnosti tako v spletni Online banki kot tudi v aplikaciji Mobilna banka GO! Delovanje v digitalni areni je namreč ena od prioritet Banke, zato bomo tudi naše poslovanje preusmerjali na napredne in uporabnikom prijazne sodobne tržne poti. V okviru večkanalnega marketinškega pristopa bomo strankam zagotavljali enako kakovost storitev, ne glede na vstopno točko.

Ohranjanje tržnega deleža na področju kreditiranja, zlasti prebivalstva in segmenta malih podjetij, ostaja prioriteta Banke tudi v letu 2017. Ambiciozno postavljeni so cilji za rast števila strank, tudi s pomočjo »end-to-end« digitalne prodaje transakcijskih računov in potrošniških kreditov. Naše delovanje usmerjamo v zagotavljanje in izboljševanje kakovosti storitev, skladnost poslovanja, poenostavitev produktne police in procesov.

## Poslovanje s podjetji in investicijsko bančništvo

### SPLOŠEN PREGLED

UniCredit Banka Slovenija d.d. ponuja različne rešitve na enem mestu, ki so v skladu z najvišjimi poslovnimi standardi. Kot del ene izmed največjih evropskih finančnih skupin lahko našim strankam ponudimo globalno izkušnjo v kombinaciji z razumevanjem lokalnih posebnosti.

Na področju poslovanja s podjetji in investicijskega bančništva smo si v letu 2016 prizadevali za dolgoročne odnose z našimi strankami in jim ponujali celovite rešitve, ki spodbujajo njihove poslovne načrte. Pri širitvi čezmejnega poslovanja je našim strankam v pomoč edinstven model storitev, en svetovalec, ki je kontaktna oseba na vseh geografskih področjih, kjer matična skupina UniCredit deluje.

Kot pomemben partner v mednarodnem poslovanju menimo, da prispevamo k napredku v slovenskem gospodarstvu tudi z zagotavljanjem znanja in razumevanja trendov, ki bi lahko predstavljali priložnosti za poslovni razvoj. UniCredit Banka Slovenija d.d. podpira in spodbuja slovenska izvozna in uvozna podjetja, med drugim s pomočjo partnerstva v projektu Izvozniki.si, kjer smo aktivno sodelovali že tretje leto zapored.

V letu 2016 si je Banka prek notranjih in zunanjih sinergij prizadevala, da bi poenostavila določene postopke in pospešila proces ustvarjanja in izvajanja idej, s končnim ciljem stalnega izboljševanja kakovosti storitev. V zvezi s tem smo vzpostavili več projektov za zagotovitev visokokakovostne uporabniške izkušnje in sprejeli agilni pristop za doseganje učinkovitosti in pospešitev v korist naših strank.

Poslovne sinergije in strateška partnerstva so bila tudi glavna tema tradicionalnega dogodka Finančni dnevi UniCredit Bank, kjer smo predstavili pomen partnerstev, njihove različne oblike in primere dobrih praks.

Zadovoljstvo strank je naša prednostna naloga in ga zato redno merimo s pomočjo zunanje raziskovalne agencije. Rezultati kažejo, da je zadovoljstvo naših strank v povprečju višje od celotnega trga in od povprečnega zadovoljstva glavnih konkurentov, in naša prizadevanja bomo še naprej usmerjali v področja, ki jih naše stranke obravnavajo kot najpomembnejša. Verjamemo, da je naš celostni pristop k stranki, tako s segmentnega kot produktnega vidika, pravilen.

Velika potrditev naših prizadevanj so tudi nagrade, ki smo jih prejeli od prestižnih finančnih revij na mednarodni ravni. Leta 2016 je bila UniCredit Banka Slovenija d.d. izbrana za Najboljšega ponudnika skrbniških storitev v Sloveniji s strani revije Global Finance. Uredništvo revije Global Finance je na podlagi tržnih raziskav, strokovnih virov in podatkov bank izbrala zmagovalce med institucijami, ki zanesljivo zagotavljajo najboljše storitve na lokalnih in regionalnih trgih.

## FINANČNI REZULTATI

Medtem ko so se gospodarske razmere v Sloveniji še naprej izboljševale in so podjetja že tretje leto zapored ustvarjala visoke dobičke, se to še ni prelevilo v močnejši investicijski cikel, temveč je prispevalo k finančnemu presežku, ki je bil v veliki meri usmerjen k zmanjšanju dolga ali povečanju vpoglednih vlog pri poslovnih bankah. To velja tudi za UniCredit Banka Slovenija d.d., kjer so se vpogledne vloge podjetij povečale za 21 %, medtem ko so se posojila strankam, izključujoč prebivalstvo, zmanjšala za 1 % v primerjavi s predhodnim letom. Čeprav je to zmanjšanje nižje od 7-odstotnega znižanja v celotnem bančnem sektorju, pa so se zaradi močnega pritiska s strani podjetij za bodisi zmanjšanje ali refinanciranje njihovega dolga v kombinaciji z okoljem nizkih obrestnih mer za nova posojila znatno zmanjšali obrestni prihodki divizije Poslovanje s podjetji in investicijsko bančništvo. Ta trend se bo po pričakovanjih nadaljeval tudi v letu 2017, čeprav počasneje.

Leta 2016 je divizija Poslovanje s podjetji in investicijsko bančništvo že tretje leto zapored preseglja ciljni dobiček pred obdavčitvijo, ki je dosegel 65 % celotnega dobička Banke pred obdavčitvijo. Glavni razlog za dober rezultat je izboljšanje kakovosti kreditnega portfelja in zato nižje slabitve od pričakovanega.

Divizija Poslovanje s podjetji in investicijsko bančništvo bo še naprej iskala alternativne možnosti za nadomestitev izgube prihodkov, ki izhajajo iz nižjih obresti na posojila. Ponudba storitev z visoko dodano vrednostjo, navzkrižna prodaja produktov in storitev za pokrivanje celotnega spektra potreb strank in povečanje neobrestnih prihodkov bo tudi v prihodnosti ostala naša strategija. Kot del matične skupine UniCredit, ki je ena od evropskih sistemsko pomembnih bank, bo Banka še naprej financirala izvedljive projekte, ki prispevajo k razvoju lokalnega gospodarstva, hkrati pa ohranjala disciplino pri upravljanju s tveganji in cenovni politiki.

# Poslovanje Banke na različnih segmentih

## Financiranje in svetovanje

Kljub težkemu okolju nizkih obrestnih mer in razdolževanja podjetij, je UniCredit Banka Slovenija d.d. na področju financiranja še naprej zasledovala visoke kreditne standarde, za katere verjamemo, da so predpogoj za trajnostno poslovanje in dolgoročno partnerstvo z našimi strankami. Kljub temu nam je uspelo povečati tržni delež pri posojilih strankam, izključujoč prebivalstvo, na 7,9 % ob koncu leta 2016 v primerjavi s 7,4 % v letu poprej.

V segmentu velikih podjetij smo bili prisotni pri izdaji več kompleksnih mednarodnih sindiciranih posojil, pri čemer smo v sodelovanju s strokovnjaki za sindiciranje matične skupine UniCredit uspešno združili lokalno in mednarodno znanje in izkušnje.

V segmentu srednje velikih podjetij smo sledili cilju postati primarna banka za celotne finančne potrebe naših strank. Uvedba posojil s fiksno obrestno mero, ki našim strankam omogočajo nespremenljivost finančnih obveznosti, je bila dobrodošla dopolnitev naše ponudbe produktov.

V segmentu mednarodnih podjetij smo bili uspešni pri podpori naših strank z različnimi vrstami bančnih rešitev, okrepili pa smo svoj tržni položaj kot vodilna mednarodna banka za tuja podjetja v Sloveniji, kot tudi za čezmejno sodelovanje za domače stranke, ki poslujejo na mednarodnih trgih.

Leto 2016 je bilo za Banko še eno uspešno leto na področju podjetniškega svetovanja. Eden izmed glavnih dosežkov je bilo svetovanje trgovskemu podjetju Mercator pri prodaji skupine Intersport poljskemu skladu zasebnega kapitala Enterprise Investors. Tudi v letu 2017 bo naša ekipa strokovnjakov še naprej zagotavljala dragocene nasvete našim strankam in potencialnim vlagateljem, pri čemer bo izkoristila vodilni položaj matične skupine UniCredit na področju investicijskega bančništva.

## Globalno transakcijsko bančništvo

Leta 2016 smo povečali število transakcij kot tudi tržne deleže na področju trgovskega financiranja in kartičnega poslovanja. Izboljšali smo uporabniško izkušnjo s centralizacijo in pospešitvijo procesa izdaje garancij. Velik obseg vpoglednih vlog je dokaz, da Banka ostaja zanesljiv partner svojim strankam.

Na področju storitev z vrednostnimi papirji je Banka uspela povečati število svojih strank in obdržala naziv Najboljši ponudnik storitev z vrednostnimi papirji v Sloveniji, ki ga podeljuje revija Global Finance. Leto 2017 bo prineslo izvajanje T2S infrastrukture, enotne vseevropske platforme v lasti centralnih bank Evrosistema, namenjene poravnavi poslov z vrednostnimi papirji, ki naj bi prinesla veliko sprememb v sektorju. Seveda pa bosta kakovost storitev in skrb za naše stranke ostali prednostni nalogi.

## Produkti in finančni trgi

Tržno aktivnost je najbolj zaznamovala močna rast cen državnih obveznic zaradi nadaljnjega ožanja kreditnega pribitka. Temu je

botrovalo tako podaljšanje monetarne politike kvantitativnega sproščanja s strani Evropske centralne banke, kot tudi pozitivni obeti in izboljšanje bonitetne ocene Republike Slovenije. Trgi so na splošno pokazali močno odpornost na razdiralne trenutke leta (Brexit) in si uspešno opomogli od sicer izrazito slabega začetka leta.

Na področju produktov finančnih trgov za stranke nam je uspelo ohraniti drugo mesto med slovenskimi bankami s stabilnim 14-odstotnim tržnim deležem na področju vlog podjetij. Na področju produktov za zavarovanje pred tržnim tveganjem so stranke večinoma uporabljale produkte za zavarovanje pred deviznim tveganjem, medtem ko je bilo povpraševanje po zavarovanju dolgoročne obrestne mere zaradi oblike krivulje donosa nizko.

## OBETI

V letu 2017 bomo še naprej ponujali kakovostne bančne storitve in podpirali slovensko gospodarsko rast z različnimi projekti in rešitvami. Naš poslovni model bomo dalje razvijali, da zagotovimo dostopnost, preglednost in trajnostno poslovanje Banke. Naša želja je, da ostanemo med največjimi posojilodajalci v segmentu podjetij, hkrati pa ponudimo našim strankam uporabne in sodobne bančne rešitve. Želimo biti močna lokalna banka s pomembnim mednarodnim odtisom.

Najpomembnejša in najdragocenejša vrednost pri našem delu je zadovoljna stranka, njene potrebe in zahteve. Skladno s tem bo Banka nadaljevala z investicijami v projekte, ki bodo še dodatno izboljšali uporabniško izkušnjo, pri tem pa bomo težili k poenostavitvi in nenehnim izboljšavam.

## Globalne bančne storitve

### Bančna operativa in storitve

Oddelek Bančna operativa in storitve je del divizije Globalne bančne storitve, ki je odgovoren za opravljanje zalednih aktivnosti za komercialno, transakcijsko in osnovno bančništvo.

Ker so stranke v središču naše pozornosti, smo v oddeleku Bančna operativa in storitve uvedli, v sodelovanju s prodajnimi ekipami, več sprememb postopkov, ki omogočajo hitrejšo izvedbo, boljše svetovalne storitve in krajše čakalne dobe za stranke, zlasti pri pripravi pogodb in postopku izdaje garancij. Da bi zadovoljili potrebe zunanjih strank, smo uvedli več notranjih pogodb o ravni storitev, ki opredeljujejo zahtevano kakovost storitev v zvezi s pripravo pogodb, odpiranjem strank in odzivnim časom pri preiskavah.

Banka se je še naprej osredotočala na stalno izboljševanje notranjih procesov po pristopu Lean Six Sigma, ki nam pomaga odpravljati korake brez dodane vrednosti v procesnem ciklu, s čimer povečuje učinkovitost in kakovost. Digitalizacija ročne obdelave je še naprej igrala pomembno vlogo pri preoblikovanju zalednih procesov, da postanejo bolj stroškovno učinkoviti in zmanjšajo operativno

tveganje. Zmanjšali smo ročne postopke več obračunskih in poravnalnih procesov, povezanih s hipotekarnimi krediti, računi, plačili in vrednostnimi papirji, in s tem nadaljujemo tudi pri postopku upravljanja z zavarovanji. Poleg tega nam uvedba programske opreme, ki podpira več procesnih korakov, omogoča zbiranje internih podatkov o uspešnosti procesov, ki podpirajo upravljanje kakovosti procesov. Z analizo temeljnih vzrokov ponovnega dela razumemo potrebo po izboljšavah procesa in možnosti za zmanjšanje stroškov slabe kakovosti zaradi ponovnega dela.

Strategija Banke je nenehen razvoj in nadgradnja znanj sodelavcev. Z uvedbo bolj racionalizirane organizacije, zlasti na področju transakcijskega bančništva, se osredotočamo na doseganje notranjih sinergij, spodbujamo izmenjavo znanja in izgradnjo močnih ekip strokovnjakov, ki imajo znanje, da obvladajo rastoče število vhodnih kanalov izdelka, in se učinkovito odzovejo na spreminjajoče se poslovne zahteve.

Učenje je ključ do uspeha v prihodnosti in vzdrževanja skladnosti z vedno večjim številom relevantnih zakonskih zahtev. Oddelek Bančna operativa in storitve je aktivno sodeloval pri izvajanju ukrepov, katerih cilj je ohranitev upoštevanja razvijajočih se predpisov, kot so EMIR, MIFID, T2S, SEPA, FACTA, CRS in predpisi proti pranju denarja, zaradi vse bolj kompleksnega konteksta finančnih transakcij.

### **Informacijsko komunikacijska tehnologija (IKT)**

V letu 2016 je področje IKT v skladu z zastavljeno strategijo delovalo v smeri zagotavljanja podpore poslovnim in podpornim službam Banke s ciljem zadostiti potrebam in pričakovanjem naših strank. Največ pozornosti je bilo namenjene optimizaciji poslovnih sistemov in procesov ter nadgradnji obstoječe informacijsko komunikacijske infrastrukture.

Uspešno smo zaključili projekt odpiranja transakcijskih računov v paketu z ostalimi pripadajočimi produkti za fizične osebe.

Uveden je bil avtomatiziran vpogled v podatke strank na Sisbon strani in uspešno zamenjan obstoječ sistem za upravljanje s komitenti fizičnih oseb, kar je prineslo hitrejše delovanje s poudarkom na višji kakovosti podatkov strank. Obenem je bil avtomatiziran tudi postopek pregleda strank za potrebe preprečevanja pranja denarja.

V izbranih poslovnih enotah Banke je bila uspešno izpeljana testna faza vpeljave podpisnih tablic, zato jih Banka v začetku leta 2017 uvaja v celotno poslovno mrežo.

Strankam smo pred koncem leta ponudili brezstično plačilno kartico Maestro, nadaljujemo pa tudi s prehodom na brezstične kartice Visa in Mastercard ter obročne kreditne kartice. Na področju elektronskega poslovanja smo v celoti prenovili spletno stran Banke in elektronsko banko za fizične osebe ter uvedli več nadgrajenih mobilne aplikacije.

V sklopu projekta integracije lizing poslovanja v Banko smo uspešno izpeljali migracijo strank, pripravo lizing podatkovne baze za namen

poročanja in analiz, ter ostalih prilagoditev sistemov za namen enovitega pregleda nad stranko.

Zaključili smo projekt Efino 2, ki se je osredotočil na optimizacijo zalednega poslovanja s poudarkom na optimizaciji procesov in avtomatizaciji knjiženja ter poročanja.

Z reorganizacijo podpore smo dvignili raven storitve za sodelavce v Banki, kar se je tudi odrazilo v višjem zadovoljstvu zaposlenih s storitvami in podporo IKT. Veliko smo vlagali v razvoj kadrov in organizacijo delovanja s ciljem doseči večjo učinkovitost pri razvoju aplikacij in sistemov. Tako smo izpeljali intenzivna izobraževanja za uvedbo agilnega pristopa pri razvoju novih produktov, kar tudi že izvajamo v praksi.

### **Organizacija in logistika**

Banka je uspešno prestala presojo notranje organizacije s strani matične skupine UniCredit in izvedla digitalizacijo dela nalog s področja organizacije.

V letu 2016 je bilo uspešno zaključenih kar nekaj projektov tako s področja regulatornih zahtev kot tudi s področja optimizacije in učinkovitosti poslovanja. Med drugim je bil zaključen projekt konsolidacije Banke in Leasinga, ki je rezultiral v povečanju sinergij na področju prodaje in v optimizaciji stroškov. V metode projektnega vodenja je Banka uspešno vpeljala načelo agilnega projektnega vodenja in ga podprla tudi z izpeljavo dodatne optimizacije poslovnih prostorov Banke.

Z ustreznim nadzorovanjem stroškov je Banka uspela ohraniti želeno raven stroškov in amortizacije, s čimer je pozitivno prispevala k uspešnemu poslovnemu rezultatu. Pozitivni trendi se odražajo na več področjih, še posebej pri svetovalnih storitvah in stroških najema poslovnih prostorov.

Prav tako je Banka uspešno izvedla več drugih izboljšav oz. optimizacij kot so denimo posodobitev varnostne opreme, vključno z implementacijo sistema za zaznavanje naprednih groženj, optimizacija stroškov komunikacijskih povezav do poslovnih enot in stacionarne VoIP telefonije, sanitarne opreme, optimizacija upravljanja in vzdrževanja prostorov na sedežu Banke, vzdrževanje specifične bančne opreme. Nabava je bila vključena v več kot 250 pogajanj z obsegom zaključenih pogajanj v višini 8,73 milijona evrov in oceno prihranka v višini 350.000 evrov.

## **Služba za varovanje**

UniCredit Banka Slovenija d.d. področju varnosti namenja veliko pozornosti. Tudi v letu 2016 je Banka v okviru Službe za varovanje sledila smernicam matične skupine UniCredit in izvajala naloge iz letnega načrta dela.

## Poslovanje Banke na različnih segmentih

Velik poudarek je bil na ocenjevanju vplivov in zahtev novih evropskih regulativ, ki so zelo obsežne in zahtevajo krepitev delovanja tudi na področju varovanja ter vpeljavo novih varnostnih postopkov in orodij.

S področja informacijske varnosti velja izpostaviti nakup opreme za zaznavo naprednih groženj e-mail in internetnega prometa in varnostno nadgradnjo bankomatov zoper nove trende zlorab.

Na področju neprekinjenega poslovanja je Banka implementirala zahteve iz smernic in politik matične skupine UniCredit, tako z vidika organizacijskih pravil in postopkov kot tudi z vidika načrtovanja in izvedbe testiranja postopkov, za kar je prejela potrditev matične skupine UniCredit.



# 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 njihovemu razvoju posvečamo veliko pozornost.

### KOMUNICIRANJE S SODELAVCI

Naši sodelavci delovanje Banke predstavljajo navzven in so ključni dejavniki graditve ugleda v očeh ostalih deležnikov. Z aktivnostmi, ki smo jih izvajali v letu 2016, 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.

O aktualnih temah smo zaposlene tudi v letu 2016 obveščali s pismi uprave, tedenskimi PR e-novicami, preko interne spletne strani Banke ter osebno, na srečanjih sodelavcev. Jeseni smo izvedli srečanje zaposlenih z upravo in s ključnimi vodji Banke z namenom predstavitve poslovnih rezultatov Banke, okolja in trendov ter pomembnih smernic za prihodnost. Predstavniki najvišjega vodstva Banke so bili na razpolago tudi za dodatna vprašanja, mnenja in komentarje sodelavcev, ki so se srečanja udeležili. Nadaljevali smo z obveščanjem zaposlenih o aktualnem dogajanju s področja kadrovskih programov in projektov, o kariernih možnostih v Banki in matični skupini, ne pozabljamo pa tudi na različne skupine zaposlenih, ki so tako ali drugače dalj časa odsotni in jim redno pošiljamo posebne izdaje bančnih e-novic: »Pozdravi iz službe« so namenjeni sodelavkam in sodelavcem, ki so dalj časa odsotni, bodisi na porodniškem dopustu oziroma zaradi zdravstvenih težav, e-novice »Pozdravi iz Slovenije« pa so namenjene našim sodelavcem in sodelavkam, ki svojo kariero nadaljujejo v obliki napotitve v tujino. 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 matične 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

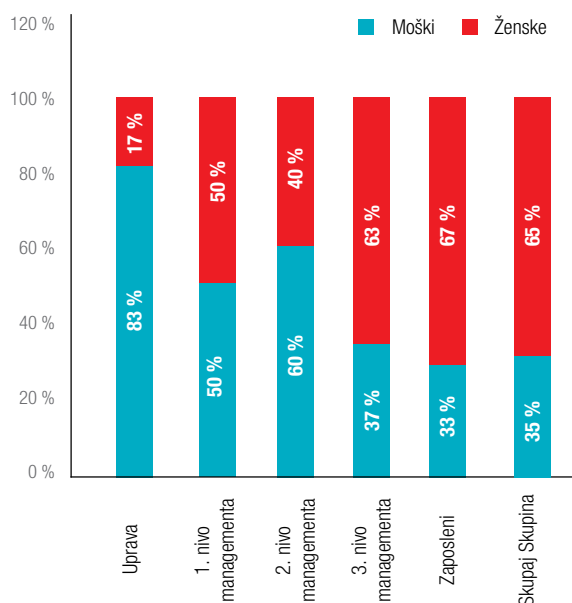
V skladu z interno politiko matične skupine UniCredit pri procesu zaposlovanja sledimo načelu enakosti, ki je poleg transparentnosti osnovno vodilo in kandidatom zagotavlja enake možnosti zaposlovanja ne glede na spol ali druge osebne okoliščine.

V matični skupini UniCredit velja prepričanje, da raznolika delovna sila spodbuja pluralnost vidikov in inovativnost ter prispeva k ustvarjanju pozitivnega delovnega okolja. Ker se zavedamo, da je pot do privzemanja kulture vključevanja dolga in zapletena, smo v okviru matične skupine UniCredit zavezani k priznavanju enakega dostojanstva in enakih priložnosti za vse zaposlene, ne glede na starost, spol, invalidnost, spolno usmerjenost in kakršne koli osebne

značilnosti in okoliščine, kot so osebna in korporativna kultura, geografsko poreklo in kraj bivanja, vera, pogodba o zaposlitvi, poklicna vloga in položaj znotraj organizacije. Kar zadeva kategorijo spola, je matična skupina prepričana, da bi v tem pogledu bolj uravnotežene delovne skupine na vseh ravneh organizacije pripomogle k uspešnejši rasti v hitro spreminjajoči se globalni družbi, s čimer bi ustvarjali vrednost za naše stranke, za skupnosti, v katerih živimo in za naše delničarje. Globalna politika o enakosti spolov zato posebej obravnava enakost med spoloma. Njen cilj je ustvariti pravično, spoštljivo in vključujoče delovno okolje, kjer so zaposleni cenjeni na podlagi lastnih zaslug in kjer ima vsak enake priložnosti za karierno napredovanje in uspeh, ne glede na spol. Politika opredeljuje načela in smernice za promocijo postopkov in praks na področju človeških virov, ki spodbujajo načrtovanje po spolu uravnotežene vodstvene strukture, v kateri so moški in ženske zastopani v takem razmerju, kot je razmerje števila zaposlenih in kjer je prispevek pripadnikov obeh spolov v postopkih odločanja na vseh ravneh organizacije enakovredno cenjen.

Povprečna starost zaposlenih v Skupini je 40 let. Strukturo zaposlenih po spolu sestavlja 65 % žensk in 35 % moških, pri čemer razmerje glede na leto 2015 ostaja nespremenjeno. Skrb za raznolikost med zaposlenimi se kaže med drugim tudi v mešani strukturi zaposlenih (med njimi je namreč 7 tujcev ali 1 %, kar je posledica programov razvoja vodij znotraj matične skupine) in strukturi vodij po spolu, saj je v vodstveni strukturi razmerje med moškimi in ženskami uravnoteženo, in sicer znaša 49 % moških in 51 % žensk.

KADROVSKA STRUKTURA PO SPOLU (SKUPINA)





# Družbena odgovornost

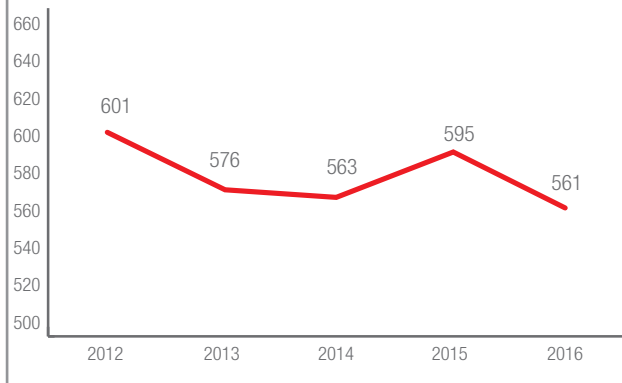
V obdobju zadnjih let Skupina racionalizira zunanje zaposlovanje in namenja vse več pozornosti notranjemu zaposlovanju ter še posebej spodbuja meddivizijsko prehajanje znanj in veščin. Usmeritev na notranji trg dela se v zadnjih letih odraža tudi v zmanjšanem številu novih zaposlenih, pri čemer se kljub vsemu osredotočamo na nove mlade sodelavce, ki jim nudimo pripravništvo.

Povprečno je bilo v Banki v letu 2016 zaposlenih 559 zaposlenih, na dan 31. 12. 2016 je ta številka znašala 545 sodelavk in sodelavcev. V UniCredit Leasing, d.o.o. je povprečno število zaposlenih znašalo 20 zaposlenih, konec leta 2016 pa 16 zaposlenih. Konsolidirano število zaposlenih je tako v povprečju znašalo 579 zaposlenih, na dan 31. 12. 2016 pa 561 zaposlenih.

V letu 2016 v primerjavi s predhodnim letom beležimo v Banki 2-odstotno znižanje števila zaposlenih. V UniCredit Leasing, d.o.o. se je v primerjavi z letom poprej glede na izvedeno integracijo z Banko število zaposlenih bistveno znižalo, pri čemer je kar nekaj zaposlenih prešlo v Banko. Gledano konsolidirano, kot Skupina beležimo 5,7-odstotno znižanje števila zaposlenih, kar je predvsem posledica že omenjenega usmerjanja na notranji trg dela, kot tudi dodatne optimizacije in avtomatizacije procesov ter načina dela.

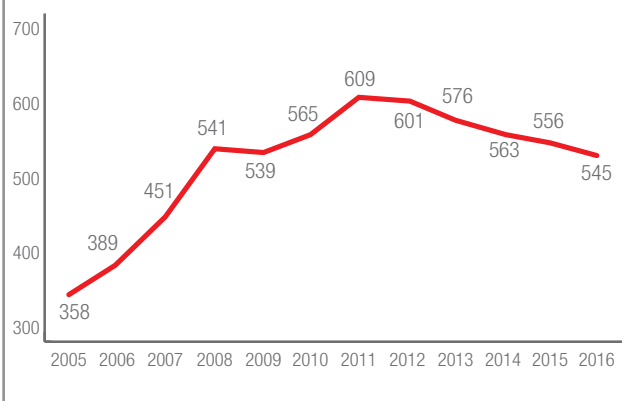
Poleg redno zaposlenih sodelavcev smo v letu 2016 za občasna dodatna dela angažirali v povprečju 40 študentov.

ŠTEVILO ZAPOSLENIH V SKUPINI (2012-2016)



V Skupini je 243 zaposlenih več kot 10 let, od tega 79 več kot 20 let. V letu 2016 je bilo na dan 31. 12. 2016 na porodniškem dopustu 20 sodelavk (3,6 % celotne populacije zaposlenih), skozi leto je bilo na mesec povprečno 23 sodelavk na porodniškem dopustu. Skupno se je našim sodelavcem in sodelavkam v letu 2016 rodilo 31 otrok. 20 sodelavcev je koristilo tudi očetovski dopust (54 % več kot leto poprej, ko je pravico koristilo 13 sodelavcev). Na podlagi Zakona o starševskem varstvu in družinskih prejemkih (ZSDP-1) 37 zaposlenih delo opravlja s skrajšanim delovnim časom.

ŠTEVILO ZAPOSLENIH V BANKI



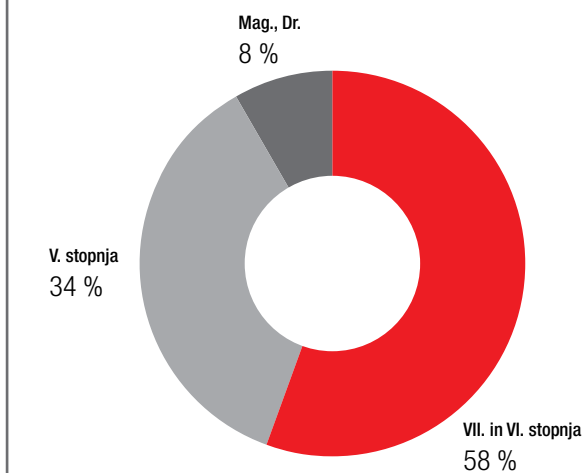
V letu 2016 je sedem zaposlenih pridobivalo znanje in izkušnje v okviru začasne napotitve na delo v tujini (pet sodelavcev v Republiki Avstriji in dva sodelavca v Italiji).

Skupaj 97 % sodelavk in sodelavcev je zaposlenih po kolektivni pogodbi, preostali pa po individualni. V letu 2016 se nam je skupaj pridružilo 24 novih sodelavcev. Na dan 31. 12. 2016 je Skupina imela 51 zaposlenih za določen čas, od tega 2 pripravnika, kar je 3,9 % zaposlenih za določen čas.

## IZOBRAZBENA STRUKTURA V BANKI

Skupina in njeni zaposleni posvečajo veliko pozornost znanju in izobrazbi, kar potrjuje podatek, da je v Skupini 8 % zaposlenih z magisterijem ali doktoratom, 58 % zaposlenih z višjo in visoko strokovno oziroma univerzitetno izobrazbo, 34 % zaposlenih pa ima srednjo izobrazbo. Izobrazbena struktura ostaja na približno enaki ravni kot preteklo leto.

IZOBRAZBENA STRUKTURA ZAPOSLENIH V BANKI



## USPOSABLJANJE IN IZOBRAŽEVANJE

V letu 2016 je Banka za eksterno izobraževanje namenila 0,12 % sredstev od skupnih prihodkov, znesek, porabljen v izobraževalne namene, pa se je v primerjavi s prejšnjim letom nekoliko zmanjšal. Poleg udeležbe na izobraževanjih, ki jih nudi matična skupina UniCredit in zunanji ponudniki izobraževanj, Banka v zadnjem obdobju v bistveno večji meri spodbuja prenos znanj v okviru internih bančnih šol in treningov, vse pogosteje pa uporablja 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.

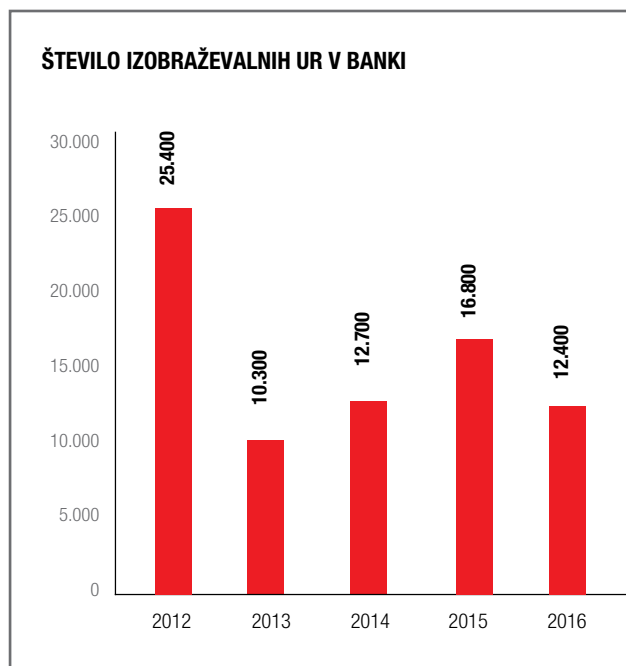
Divizija Poslovanje s prebivalstvom in malimi podjetji je že v preteklosti na podlagi različnih potreb segmentnih svetovalcev oblikovala Retail bančno šolo. Pod vodstvom internega trenerja so v preteklem letu potekale številne izobraževalne aktivnosti, ki so jih izvajali interni in zunanji izvajalci. Svetovalci so bili vključeni v praktično naravnane delavnice prodajnih veščin, poleg treninga vodstvenih veščin pa so se vodje dodatno usposabljali tudi za funkcijo trenerja in »coach-a«. Zaposleni v prodajni mreži so se redno udeleževali internih procesnih in produktivnih treningov, velika pozornost pa je bila namenjena izobraževanju s področja preprečevanja pranja denarja in financiranja terorizma. Poleg Retail bančne šole so potekala tudi ostala redna izobraževanja, ki so bila dodana na podlagi trenutnih potreb v okviru poslovanja poslovnih enot.

Predvsem s pomočjo internih strokovnjakov poteka za svetovalce v diviziji Poslovanje s podjetji in investicijsko bančništvo CIB Akademija, ki je ponudila številna koristna in uporabna znanja. Gre za večletni projekt, ki spodbuja profesionalni in strokovni razvoj zaposlenih s področja poslovanja s podjetji, pa tudi iz drugih delov Banke. Izobraževanja so zasnovana praktično, produkti pa so predstavljeni preko študij primerov, pogostih vprašanj svetovalcev in strank, vključujejo vidike stranke, celoten proces od povpraševanja do sklenitve posla, glavne prednosti produkta oz. storitve in značilnosti pogodbenega razmerja. Seveda pa je bila v okviru CIB Akademije obvezna izobraževalna vsebina tudi skladnost poslovanja in preprečevanje pranja denarja.

Skupaj je bilo v letu 2016 izvedenih skoraj 12.400 ur izobraževanja. V povprečju se je vsak zaposleni izobraževal 24 pedagoških ur, pri

čemer je bil povprečni strošek za izobraževanje na zaposlenega 166 evrov.

ŠTEVILO IZOBRAŽEVALNIH UR V BANKI



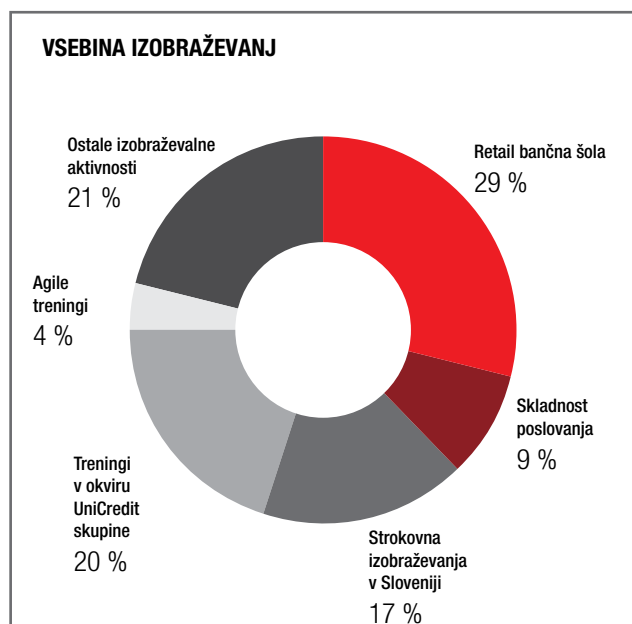
Vsebine, ki so jih pokrivala izobraževanja, so bile predvsem bančno strokovne narave. V skladu s smernicami matične skupine UniCredit je bil v Banki imenovan Agile manager, posledično pa je bilo večje število zaposlenih vključenih v treninge agilnega načina razmišljanja, delovanja in projektnega vodenja. V okviru e-izobraževanja so bili vsi zaposleni povabljeni k opravljanju spletnih tečajev s področja skladnosti poslovanja, preprečevanja pranja denarja in financiranja terorizma, varovanja osebnih podatkov, varovanja informacijskega sistema ter hrambe dokumentarnega gradiva. E-usposabljanja s področja varnosti in zdravja pri delu ter varstva pred požarom se je udeležilo preko 100 sodelavcev, novi sodelavci pa so opravili tudi tečaj iz varnosti informacijskega sistema. Razmerje med spletnim učenjem in klasičnim izobraževanjem je v letu 2016 znašalo že 1 : 5.

Delež internih izobraževanj je bil preko 40-odstoten, pri čemer je bila največja pozornost namenjena produktnim, procesnim in splošnim izobraževanjem, treningom s področja skladnosti poslovanja ter kratkim, aktualnim »četrtkovim izobraževanjem«.

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 41-krat, v letu 2016 pa se ga je udeležilo 16 sodelavcev.

Na področju licenc so v preteklem letu štirje sodelavci izpolnili pogoje za pridobitev dovoljenja za opravljanje poslov zavarovalnega posredovanja, trije za trženje investicijskih skladov in eden za borzno

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posredovanje. Skupno je imelo ob koncu leta 2016 v Banki dovoljenje za trženje vzajemnih skladov 109 sodelavcev, za zavarovalno posredovanje 78 sodelavcev, borzno licenco pa ima 18 sodelavcev.

V skupni kvoti izobraževalnih ur predstavljajo izobraževalne aktivnosti v okviru interne Retail bančne šole kar 29 %, treningi pri matični skupini UniCredit preko 20 %, strokovna izobraževanja pri ponudnikih v Sloveniji sledijo s 17 %, treningi s področja skladnosti poslovanja predstavljajo 9-odstotni delež skupne kvote, na usposabljanje za agilno delovanje in projektno vodenje odpade 4 % skupne kvote, preostalih 25 % pa predstavljajo ostala, predvsem interna izobraževanja.

## RAZVOJ ZAPOSLENIH IN NAGRAJEVANJE

Skupina že vrsto let sistematično skrbi za razvoj ključnih kadrov, in sicer s pomočjo dveh razvojnih programov, ki potekata na ravni matične skupine in lokalne Banke: Executive Development Plan (EDP), gre za program, ki skrbi za razvoj vodij, in Talent Management Review (TMR), ki skrbi za razvoj talentov. Pri slednjem je predpogoj za odkrivanje talentov seveda vedno opredelitev, kaj štejeemo za talent. Prepričani smo, da imajo vsi zaposleni nek talent, vendar se v okviru programa TMR osredotočamo na identificiranje in razvijanje vodstvenih sposobnosti. Preko TMR programa si namreč Banka in Skupina na premišljen in sistematičen način prizadevata zagotoviti kontinuiteto vodstva na ključnih položajih in spodbujata individualni napredek zaposlenih.

V letu 2016 smo podobno kot v letu poprej identificirali 34 perspektivnih kadrov – talentov, kar predstavlja 6 % celotne populacije in jih tekom leta usposabljali ter pripravljali na morebitne bodoče vodstvene vloge. V program razvoja ključnih kadrov (EDP) je bilo vključenih 5,7 % zaposlenih (vodstvena struktura), kar je za 0,3 odstotne točke manj kot v letu prej.

Znotraj matične skupine UniCredit obstaja veliko možnosti za dodatno usposabljanje in izobraževanje v mednarodnih skupinah in mednarodnem okolju. Omeniti velja program »CEE has no boundaries«, ki je namenjen mednarodni mobilnosti talentov in pridobivanju oz. deljenju konkretnih delovnih izkušenj v smislu »on-the-job« učenja in razvoja.

V letu 2016 pa so v matični skupini UniCredit prav tako potekali 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 matične skupine UniCredit.

Za razvoj zaposlenih sistematično skrbimo tudi s pomočjo sistema »Performance management« (Upravljanje z delovno učinkovitostjo). Sistem 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 definirata razvojno in karierno pot zaposlenega ter ocenjevalnega razgovora, ki prav tako poteka enkrat letno, kjer je bistveno posredovanje povratne informacije o uspešnosti za preteklo delo, še posebej pa pravilno in sistematično usmerjanje in razvijanje zaposlenih na pravih področjih za naprej. 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 spremembo kolektivne pogodbe delavcev UniCredit Banka Slovenija d.d., ki je pričela veljati s 1. 7. 2015, so nastale določene spremembe tudi v sistemu upravljanja z delovno uspešnostjo. Spremembe temeljijo predvsem na smernicah matične skupine UniCredit v zvezi s politiko nagrajevanja delovne uspešnosti ter naši skupni želji po doseganju oziroma preseganju zastavljenih ciljev. Z novim pristopom želimo ustrezno nagraditi dosežke in napore sodelavcev, hkrati pa jih dodatno spodbujamo h proaktivnosti. Navsezadnje slednje od nas pričakujejo tudi naše stranke. Posebno pozornost namenjamo tudi sistemu nagrajevanja sodelavcev v prodajni mreži.

Že v letu 2015 smo na podlagi sistema matične skupine UniCredit oblikovali sistem nagrajevanja za posebne kategorije zaposlenih na podlagi novih zakonskih predpisov. Sistem definira oblikovanje skupnega fonda variabilnih prejemkov, definira posebne kazalnike, ki služijo kot mehanizem za preverjanje, ali velja t. i. pogoj malusa, načine nadaljnjih prilagoditev skupnega fonda variabilnih prejemkov

ter shemo odloženih izplačil. Izplačilo variabilnega prejemka je razdeljeno v faze, tako da sovпада z ustreznim časovnim obdobjem tveganja, pri čemer na ta način zagotavljamo primerno porazdelitev variabilnega prejemka, ki se veže na rezultate, v denarju in v instrumentih, takoj in s časovnim zamikom ter upošteva obvezno obdobje zadržanja.

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 matične skupine UniCredit že od leta 2006 izvajamo raziskavo o zadovoljstvu zaposlenih (People Survey). Anketo izvajamo redno na dve leti, v vmesnem času pa enkrat letno merimo »utrip« zadovoljstva zaposlenih s kratkimi raziskavami zadovoljstva in tako leto za leto merimo napredek pri naših prizadevanjih za ohranitev in povečanje uspešnosti poslovanja ter za ustvarjanje delovnega okolja, v katerem zaposleni lahko izražajo svoje potenciale. Povratne informacije nam tako pomagajo izboljšati kakovost odnosov in zadovoljstvo naših sodelavcev ter posledično tudi strank.

Zadnja raziskava v sklopu matične skupine UniCredit je potekala od 20. septembra do 11. oktobra 2016, ko smo sodelavce povabili, da svoja zaznavanja Banke in določenih aspektov delovnega okolja ocenijo s pomočjo spletne ankete. Rezultate je Skupina prejela konec leta 2016 in so trenutno v fazi evalvacije, generalno pa odražajo refleksijo zaposlenih glede transformacijskih sprememb, ki jih Skupina intenzivno uvaja v zadnjem letu. Na podlagi raziskave bo pripravljen ustrezen akcijski načrt ključnih aktivnosti za dvig zadovoljstva zaposlenih, pri čemer je Skupina že izdelala načrt podrobnejšega in ciljno usmerjenega komuniciranja zaposlenim z vidika bolj učinkovitega informiranja in neposredne komunikacije.

## CERTIFIKAT "DRUŽINI PRIJAZNO PODJETJE"

V Banki smo ponosni 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 koriščenje izrednega plačanega dopusta. Staršem, ki uvajajo otroke v vrtec, omogočamo fleksibilno organizacijo delovnega časa v tednu uvajanja. Sodelavke in sodelavci imajo, če se odločijo za krajši delovni čas v skladu z zakonom, po vrnitvi s porodniškega dopusta možnost krajšega delovnika in jim nudimo za 4-urni delovnik 55-odstotno plačilo plače.

Vsem sodelavcem Banke omogočamo tudi svetovanje na področju medosebnih odnosov v službenem in zasebnem življenju. Možnost psihološkega svetovanja oz. »life coaching-a« 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 dopusta za izvajanje prostovoljnega dela v eni od neprofitnih organizacij.

V okviru polnega certifikata smo se v letu 2014 obvezali implementirati tri dodatne ukrepe, kar smo v letih 2015 in 2016 tudi storili, in sicer smo se v večji meri posvetili ukrepom s področja varovanja zdravja, med ukrepe vpeljali pooblaščenca za vprašanja enakih možnosti ter organizirali dan odprtih vrat za naše najmlajše (otroke naših zaposlenih).

## SKRB ZA ZAPOSLENE

Načrtno spremljanje zdravstvenega stanja je naša obveza, zaveza ter hkrati izražena skrb za sodelavce. Tudi v preteklem letu smo v skladu z zakonodajo izvajali predhodne oz. obdobjne zdravniške preglede, v novembru pa smo na sedežu Banke že tradicionalno poskrbeli za možnost cepljenja proti sezonski 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. To poteka od leta 2014 v elektronski obliki (e-learning), kar sodelavcem omogoča večjo fleksibilnost pri opravljanju izobraževanja kot tudi preizkusa znanja.

Banka skrbi za zaposlene, njihovo zdravje in dobro počutje na več načinov. V okviru projekta Promocija zdravja na delovnem mestu, ki ga je izvajal Zavod za varstvo pri delu, so se v letu 2016 zainteresirani sodelavci lahko vključili v vodene vadbe fitnesa, teka in nordijske hoje. Poleg tega so strokovnjaki medicine dela in športa pripravili zanimiva predavanja o pomenu zdravega prehranjevanja ter načinih obvladovanja stresa v vsakdanjem življenju. V septembru so se aktivnosti v okviru projekta Promocija zdravja na delovnem mestu, ki je trajal eno leto, uspešno zaključile.

Tudi v letu 2016 so se zaposleni vključevali v športne aktivnosti ter druženje preko športnega društva Tilda, ki je organiziralo športne dogodke, sofinanciralo kulturne prireditve ter skrbelo za druženje ob novem letu in nekaterih drugih priložnostih.

## Odnos do strank

Zadovoljna stranka je temelj uspeha vsakega podjetja. Posebno skrb za dober odnos s strankami pa naj bi namenjali v finančno

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storitveni panogi, saj bančne storitve zaradi višje stopnje tveganja in negotovosti, temeljijo predvsem na zaupanju in dobri osebni izkušnji.

Ko govorimo o kakovosti, ugotovimo, da jo stranke lahko razumejo po svoje, drugače kot jo dojemamo ponudniki storitev in produktov. Pomembno pa je vedeti, da zaznavanje kakovosti vpliva na to, ali bo stranka z banko razvila dolgoročen odnos. Dojemanje kakovosti skozi osebno izkušnjo v stranki sproži prijetne ali manj prijetne občutke, ti pa vplivajo na stopnjo njenega zadovoljstva. Zavedamo se, da stranke zaznavajo kakovost storitve preko različnih kanalov. Zato posebno skrb namenjamo celostni podobi naše Banke, ki se izraža tudi preko marketinških in komunikacijskih gradiv, poslovnega prostora, podobe in poslovnega obnašanja svetovalcev in seveda tudi preko kakovosti ter cene naših produktov in storitev. Celostna podoba je osebna izkaznica našega podjetja, z njo komuniciramo navzven in navznoter ter pripovedujemo o svoji kulturi, izdelkih in storitvah.

Vsako leto z raziskavo zadovoljstva strank, ki jo izvaja mednarodno priznana tržno-raziskovalna agencija TNS, preverjamo zadovoljstvo naših strank. V okviru te raziskave se v zadnjih letih posebej posvečamo vprašanju, kako verjetno bi nas stranke priporočale svojim prijateljem, znancem ali poslovnim partnerjem. Tudi v letu 2016 se lahko ponovno pohvalimo, da smo najboljši na trgu in da nas kar polovica obstoječih strank priporoča naprej.

Že kar nekaj let preverjamo kakovost naših storitev tudi preko raziskave »Skrivni nakup«, s katero želimo pridobiti realen posnetek našega delovanja in standardov kakovosti, ki smo jih postavili v Banki. S to raziskavo, ki jo v naših poslovnih enotah izvajamo dvakrat letno, pridobimo dragocene povratne informacije, na podlagi katerih lahko ustrezno ukrepamo, se trudimo postati boljši in navsezadnje izboljšujemo uporabniško izkušnjo naših strank.

Del celostne podobe so tudi pravila poslovnega obnašanja, ki predstavljajo podjetje navzven. S poznavanjem in upoštevanjem standardiziranih oblik poslovnega obnašanja izražamo medsebojno upoštevanje in spoštovanje, hkrati pa stremimo k učinkovitemu poslovanju ter odličnosti naših storitev. Že pred leti smo v Banki postavili standarde odnosov s strankami, ki zagotavljajo enako kakovost storitve za vse stranke, ne glede na čas in lokacijo opravljanja storitve, kar vodi v pomembno diferenciacijo blagovne znamke UniCredit. Standardi odnosov s strankami so del poslovnega obnašanja, so zbirka splošnih ter temeljnih načel, pravil, smernic, s katerimi zagotavljamo poslovno odličnost in ohranjamo kakovost naših storitev. V lanskem letu smo standarde osvežili in dodali določene vsebine, ki pomagajo našim svetovalcem v poslovnih enotah bolje graditi poslovna razmerja, hitreje uresničevati cilje in navsezadnje gojiti pristnejše ter bolj iskrene odnose.

Priročnik »Standardi odnosov s strankami« pa je kot vodnik za vidno in nevidno komunikacijo namenjen tudi vsem ostalim zaposlenim v UniCredit Bank, saj prav vsak sodelavec s svojim delom, poslovnim vedenjem in z vrednotami, ki jih živi, pomembno prispeva v mozaik celostne podobe naše Banke. Merila te podobe gojimo vsi zaposleni, z razumevanjem in upoštevanjem pisanih in nepisanih pravil kažemo

strokovno zrelost, hkrati pa pripomoremo k osebnemu zadovoljstvu in poslovnemu uspehu.

Sodelavci v Banki delujemo v dveh vlogah; kot zaposleni in kot stranke Banke. Kot zaposleni ustvarjamo in razvijamo produkte ter prispevamo k zagotavljanju in ohranjanju kakovosti našega delovanja, kot stranke pa hkrati nastopamo kot uporabniki naših storitev. Ker smo prvi, ki verjamemo v lastne produkte, smo tudi v lanskem letu v Banki nadaljevali s projektom »V slogi je moč«, preko katerega lahko priporočamo naše prijatelje, znance ali poslovne partnerje in tako nastopamo kot UniCredit ambasadorji ter skrbimo za rast našega poslovanja. Seveda pa v veliki meri za širjenje dobrega glasu skrbijo zadovoljne stranke, ki priporočajo našo Banko svojim znancem in prijateljem. Ugodnost »Dober nasvet« je namenjena vsem obstoječim strankam, ki želijo priporočiti novo stranko. Priporočanje je enostavno, število priporočil je neomejeno, za vsako uspešno priporočilo pa nagradimo priporočitelja in priporočenca.

Tudi v letu 2016 smo se trudili in poglobljali poslovni odnos s podjetji, s katerimi gradimo dolgoročne odnose. S pobudo CIB-RET še vedno želimo poskrbeti za zaposlene v naših partnerskih podjetjih, zato jim ponujamo bančne produkte in storitve po posebno ugodnih pogojih.

Digitalna doba je tu, digitalna tehnologija pa je že globoko vpeta v naše službeno in zasebno življenje. Naloga vseh nas je, da napredne tehnološke novosti sprejmemo in čim bolj integriramo v naše poslovanje. V Banki se zavedamo, da stranke manj pogosto prihajajo v naše poslovne enote zaradi klasičnih bančnih storitev kot so plačevanje položnic, nakazila ali dvigi gotovine, saj veliko lahko opravijo v mirnem okolju svojega doma ali kjerkoli na poti. Prav to jim danes omogočamo z naprednimi rešitvami, kot sta spletna banka in mobilna banka, hkrati pa se zavedamo dejstva, da stranka obišče poslovno enoto takrat, ko pričakuje ustrezno strokovno pomoč pri reševanju zahtevnejših ali bolj kompleksnih vprašanj. Z naraščanjem deleža pametnih telefonov raste tudi uporaba mobilnega bančništva, kar opažamo tudi v UniCredit Banka Slovenija d.d. V lanskem letu smo tako predstavili še eno novost za naše stranke, ki jim bo olajšala uporabniško izkušnjo pri plačevanju položnic. Imetniki Android in iOS naprav lahko od konca lanskega leta z novo funkcionalnostjo »Slikaj in plačaj« ter z uporabo kamere na svojem pametnem telefonu, izvedejo plačilo položnic, prejetih v tiskani obliki. V letu 2017 bomo možnost tovrstnega plačevanja razširili tudi za Windows Phone in tablične računalnike.

Digitalna tehnologija nam po drugi strani omogoča neomejeno komunikacijo s strankami preko različnih kanalov; telefona, spletne ali mobilne banke, bankomatov, elektronske pošte ali spletne strani. V letu 2016 smo popolnoma prenovili in uspešno predstavili novo spletno stran Banke. Vizualna podoba nove spletne strani sledi sodobnim trendom, hkrati pa stranki ponuja hitre in kakovostne informacije, ki jih potrebuje. Tudi spletna banka je zaživela v novi podobi in z dodanimi funkcionalnostmi ponuja napredno uporabniško izkušnjo. Komunikacijo s strankami gojimo tudi preko družbenih medijev in tako ustvarjamo ter krepimo zunanjo podobo Banke.



Digitalni razvoj in napredne tehnološke rešitve spreminjajo banko kot jo poznamo danes. Današnja banka pa se spreminja tudi zato, ker se hkrati spreminjajo stranke, njihove potrebe, predvsem pa njihova pričakovanja glede dostopnosti storitev, odzivnosti in hitrosti. Intenzivnosti in načina spremembe bančnega okolja verjetno ne moremo z gotovostjo napovedovati, vendar pa se v Banki zavedamo, da bomo le s prilagodljivostjo in z razumevanjem sprememb ter s hkratnim uvajanjem inovativnih naprednih rešitev lahko zadovoljili potrebe in pričakovanja trga ter ustvarjali dodano vrednost za stranke, sodelavce in okolje, v katerem živimo in poslujemo.

## Odnosi z mediji

Zavedamo se, da so dobri odnosi z mediji pomembna sestavina ugleda in prepoznavnosti Banke v javnosti. Predstavniki sedme uglede in prepoznavnosti Banke v javnosti. Predstavniki sedme 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 2016 smo prejeli 215 sklopov novinarskih vprašanj in se pojavili v 1.264 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 matične skupine UniCredit ter jim na ta način odpirali vrata do informacij o dogajanju na finančnih trgih iz prve roke.

Odgovorno opravljamo vlogo izobraževalca javnosti o finančnih temah tudi s pomočjo povabil novinarjem s področja gospodarstva na Euromoney konference, katerih sponzor je tudi matična skupina UniCredit, 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 Banke in predstavnikov matične skupine UniCredit, na ta način pa tkemo pozitivne povezave s tem pomembnim segmentom naše družbe.

## Odnosi z dobavitelji

Skladno z Listino o vrednotah in Politiko nabave (Global Procurement Charter) matične 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, imamo v Banki centraliziran nabavni proces. Za evidentiranje zahtevkov in dokumentiranje ponudb ponudnikov uporabljamo spletno aplikacijo, ki jo zagotavlja matična skupina UniCredit. Glede na naravo povpraševanja povabimo k sodelovanju več ponudnikov, pri izbiri najustrežnejšega dobavitelja pa upoštevamo vnaprej določene kriterije. Pri obravnavanju ponudb smo uvedli merila za izbor dobaviteljev, kjer poleg cene praviloma upoštevamo še druge kriterije, kot so kakovost, plačilni pogoji, garancija, poprodajne aktivnosti, ocena dosedanjega sodelovanja s ponudnikom, vzajemno sodelovanje z Banko, družbena odgovornost (zeleni nabava) in podobno.

V letu 2016 smo dodatno vpeljali novi funkciji upravljalca zavarovanj in upravljalca zunanjih izvajalcev (outsourcing and insurance management), ki zagotavljata dodatne kontrole in preglednost poslovanja.

Skladno s Protikorupcijsko politiko matične skupine UniCredit opravljamo skrbne preglede dobaviteljev. Z namenom varovanja zaupnih podatkov (poslovne skrivnosti) z dobavitelji pred začetkom poslovnega sodelovanja podpišemo 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

V letu 2016 je Banka v okviru matične skupine UniCredit vstopila v osmo sezono sponzorstva UEFA Champions League, s čimer je krepila ugled in zavedanje blagovne znamke. Obstoječim in potencialnim strankam se je Banka približala z nogometno obarvanimi oglaševalskimi akcijami, nagradnimi igrami za vstopnice in gostitvijo pomembnih strank na nogometnih tekmah.

Z namenom aktivnega mreženja in ustvarjanja novih prodajnih priložnosti je Banka med športnimi dogodki podprla tudi dva golf turnirja, WAGC 2016 in 43. Golf teden na Bledu.

Banka je peto leto zapored nadaljevala tudi partnerstvo z Zdravniško zbornico Slovenije ter zdravnikom – fizičnim osebam kot tudi zdravnikom z lastno prakso ponudila privlačno ponudbo izbranih bančnih produktov.

Sponzorsko je sodelovala pri poslovnem dogodku B4B v organizaciji podjetja Bisnode, ki je poslovni javnosti, s poudarkom na majhnih in srednje velikih podjetjih, ponudilo navdihujoče govorce in odlične poslovne zgodbe ter možnost aktivnega mreženja z namenom spodbujanja in razvoja posla.

S podporo projekta Izvozniki.si časnika Finance je Banka finančno in vsebinsko pripomogla pri gradnji zdravega in odprtega gospodarskega okolja, ki omogoča uspešen razvoj slovenskih izvoznih podjetij,

## Družbena odgovornost

slovenske države in družbe. Portal Izvozniki.si je namenjen povezovanju slovenskih izvoznikov in predstavlja vir koristnih informacij, dobrih praks, poslovnih zgodb ter izkušenj izvoznikov.

K pospeševanju izvoza je Banka pripomogla tudi s pokroviteljstvom Slovensko-italijanskega foruma, Slovensko-nemške gospodarske zbornice in Gospodarske zbornice Slovenije. Banka je kot dolgoletna partnerica Združenja Manager prispevala tudi k razvoju slovenskega managementa in konkurenčnosti gospodarstva.

V predbožičnem času je Banka podprla tradicionalni 24. Managerski koncert, osrednji kulturni, družabni in donatorski dogodek slovenske poslovne javnosti, katerega poslanstvo je ustvarjati možnosti za razvoj mladih glasbenih talentov. Na koncertu so pod taktirko Georga Pehlivaniana nastopili Simfonični orkester RTV Slovenija ter solisti violinistki Lana Trotovšek in Ana Julija Mlejnik ter flavtistka Eva-Nina Kozmus.

### Donacije

Prizadevanja za podporo in vračanje okolju, v katerem deluje, Banka usmerja predvsem v podporo dobrodelni dejavnosti, in sicer za pomoč otrokom in mladostnikom z manj priložnostmi, športu ter družbeno koristnim dejavnostim.

Z donacijo je Banka pomagala Dnevnu centru Pika, ki zagotavlja brezplačno ustvarjalno popoldansko in počitniško varstvo otrok ter podprla pobudo Plavalnega kluba Olimpija, ki je skupini otrok iz socialno šibkih okolij omogočil brezplačen tečaj plavanja v Ljubljani. Nogometnemu klubu Bravo in košarkarskemu klubu Medvode je Banka podarila sredstva v sklad za kritje stroškov udeležbe na tekmah za socialno neprivilegirane otroke.

Društvu Morsko doživetje je Banka prispevala sredstva za pomoč pri izvedbi brezplačnega poletnega tabora za otroke iz mreže Varnih hiš. Humanitarna organizacija Slovenska Karitas se je povezovalno vključila v pomoč žrtvam rušilnega potresa, ki je 25. avgusta 2016 prizadel Italijo, za pomoč ljudem, ki jih je potres prizadel, pa je Banka namenila donacijo.

Banka je prispevala sredstva Rdečemu križu Slovenije za pomoč pri organizaciji mednarodnega tekmovanja usposobljenosti ekip Prve pomoči FACE 2016.

Donacijo je Banka namenila tudi ustvarjalcem slovenskega dokumentarnega filma »Houston, imamo problem!«, da bi dosegel prepoznavnost v tekmah za mednarodne nagrade.

Že enajsto leto zapored je Banka z novoletno donacijo podprla humanitarne in družbeno koristne projekte. Tako je Zvezi prijateljev mladine Ljubljana Moste Polje, s katero Banka neguje dolgoletno partnerstvo, z donacijo v okviru Botrstva v Sloveniji otrokom iz socialno šibkih okolij zagotovila topel šolski obrok. Vseslovenski projekt

Botrstvo v Sloveniji so z lastnimi denarnimi sredstvi podprli tudi sodelavci, ki so tudi med letom z zbiranjem šolskih potrebščin, knjig in hrane pomagali otrokom iz socialno šibkih družin pod okriljem Zveze prijateljev mladine Ljubljana Moste Polje.

Banka je namenila donacijo tudi centru Vidim cilj, ki slepe in slabovidne otroke, mladostnike in odrasle spodbuja k športnim dejavnostim in prispeva k ozaveščenosti širše javnosti o aktivnem vključevanju vseh športnikov.

# Poročilo nadzornega sveta

## Splošne ugotovitve

Nadzorni svet UniCredit Banka Slovenija d.d. je v letu 2016 spremljal in nadziral tekoče poslovanje Banke in Skupine (v nadaljevanju: Banka), 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 aktih. 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, zlasti novega Zakona o sistemu jamstva za vloge in Zakona o reševanju in prisilnem prenehanju bank, 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 2016 je prišlo do spremembe v sestavi nadzornega sveta Banke. Po odstopu namestnika predsednika nadzornega sveta Banke Heinza Karla Tschiltscha dne 31. maja 2016 je bil na skupščini Banke dne 3. junija 2016 za člana nadzornega sveta za obdobje od 3. junija 2016 do 30. aprila 2017 imenovan Marco Lotteri. Za novo imenovanega člana nadzornega sveta 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 pristojnim regulatorjem. Nadalje je dne 31. decembra 2016 odstopil član nadzornega sveta Francesco Slocovich. Nadzorni svet Banke tako šteje pet članov, in sicer ga sestavljajo Martin Klauzer (predsednik), Marco Lotteri (namestnik predsednika), Franco Andreetta, Mariya Mihaylova Lerch in Giuseppe Verrascina. Navkljub specifični lastniški strukturi, v kateri je 100-odstotni lastnik Banke UniCredit S.p.A., trije člani nadzornega sveta, Franco Andreetta, Francesco Slocovich (z upoštevanjem njegovega dejanskega članstva v nadzornem svetu Banke v skoraj celotnem poslovnem letu 2016) in Giuseppe Verrascina, niso zaposleni v matični skupini UniCredit, ampak so kot zunanji strokovnjaki s področja računovodstva in finančnega poslovanja tudi v letu 2016 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 nasprotja interesov. Matična skupina UniCredit ima sicer oblikovane ustrezne mehanizme za obvladovanje in reševanje morebitnih nasprotij interesov, če bi do njih kljub vsemu prišlo.

Nadzorni svet Banke se je v letu 2016 sestal in odločal na štirih rednih sejah. Vsi člani nadzornega sveta so se udeležili četrte seje nadzornega sveta, medtem ko je svojo udeležbo na prvi seji opravičil Heinz Karl Tschiltsch, na drugi seji je svojo udeležbo opravičil Francesco Slocovich in na tretji seji Giuseppe Verrascina. 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 vsi 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 razprave. Prav tako so se člani nadzornega sveta redno izobraževali in izpopolnjevali na področjih, ki so pomembna za kakovostno in učinkovito izvrševanje nalog, še posebej na področju nove bančne regulative in MSRP 9.

Nadzorni svet je podrobno preučil vsakokrat predloženo gradivo in poročila revizijske in ostalih komisij 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. Pri spremljanju poslovanja Banke je nadzorni svet pridobil in preučil tako gradiva s podatki o poslovanju Banke same, kakor tudi njene odvisne družbe UniCredit Leasing, d.o.o. Nadzorni svet tako ocenjuje, da je svoje delo v letu 2016 opravil kakovostno in na najvišji etični ravni, s profesionalno skrbnostjo, skladno z veljavno zakonodajo ter notranjimi pravili matične skupine UniCredit.

## Pomembnejše odločitve nadzornega sveta

Na svoji 67. redni seji, 25. februarja 2016, je nadzorni svet med drugim sprejel letno poročilo o poslovanju Banke za leto 2015, na podlagi predloga revizijske komisije predlagal skupščini Banke imenovanje zunanjega revizorja, podal mnenje k letnemu poročilu notranje revizije o notranjem revidiranju za leto 2015 in sprejel Sklep o oblikovanju bilančnega dobička v poslovnem letu 2015 ter Sklep o uporabi čistega dobička v poslovnem letu 2015. Seznanil se je z revizorjevim poročilom pooblaščenice revizijske družbe za leto 2015, na katerega ni imel pripomb, ter potrdil vse ostale dokumente, o katerih je nato odločala skupščina Banke 20. aprila 2016.

Nadzorni svet je na 68. redni seji, ki je potekala 3. maja 2016, potrdil pravila upravljanja matične skupine UniCredit in strategijo matične skupine UniCredit za upravljanje s tveganji, veljavno tudi za Banko, spremembe organizacijske strukture Banke ter rezultate Banke za prvo četrtletje.

Na 69. redni seji, ki je potekala 28. julija 2016, je nadzorni svet imenoval novega člana nadzornega sveta Banke Marca Lotterija za namestnika predsednika nadzornega sveta Banke, predsednika komisije za tveganja ter člana komisije za prejemke in komisije za imenovanja, ter potrdil spremembe organizacijske strukture Banke, pravila upravljanja matične skupine UniCredit, veljavna tudi za Banko, in polletne rezultate Banke.

Člani nadzornega sveta so 4. novembra 2016 na 70. redni seji imenovali novega člana uprave Alessandra Pontoglia, odgovornega za divizijo Poslovanje s podjetji, potrdili spremembe organizacijske



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strukture Banke ter rezultate Banke za tretje četrtletje. Za novo imenovanega člana uprave je komisija za imenovanja v skladu s politiko Banke glede ocenjevanja članov uprave, nadzornega sveta in nosilcev ključnih funkcij (Fit & Proper Policy) in Sklepom o ureditvi notranjega upravljanja, upravljalnem organu in procesu ocenjevanja ustreznega notranjega kapitala za banke in hranilnice izvedla postopek ocene njegove primernosti.

Nadzorni svet je sodeloval pri sprejemanju vseh ukrepov in aktivnosti, ki so bili potrebni za uresničevanje skupne poslovne politike matične skupine UniCredit. Potrdil je plan razvoja in temelje poslovne politike ter finančni načrt Banke za leto 2016, sprejel in nadziral izvajanje splošnih načel politik prejemkov, podal soglasje k določitvi organizacije sistema notranjih kontrol in okvirnega letnega programa službe notranje revizije in nadziral primernost postopkov in učinkovitost delovanja službe notranje revizije. Prav tako je podrobno spremljal odgovornost Banke na aktualne razmere v gospodarstvu, potek in zaključek projekta odprodaje portfelja slabih terjatev Banke skladno s priporočili in usmeritvami Banke Slovenije, Evropske centralne banke kot tudi matične skupine UniCredit ter redno prejemal obvestila notranje revizije o realizaciji s strani nadzornega sveta potrjenega programa dela, o njenih ugotovitvah ter o pregledih zunanjih nadzornih institucij. Redno in ažurno je v skladu s profilom tveganosti Banke spremljal višino potrebnih in oblikovanih slabitev in rezervacij, problematiko negativnih obrestnih mer in nasploh neto obrestnih prihodkov Banke ter obravnaval ugotovitve in priporočila nadzornih organov Banke. Posebno pozornost je posvetil tudi spremljanju izpostavljenosti komitentov Banke, ki imajo kredite pri Banki najete v švicarskih frankih, ter posledicami in ukrepi Banke v zvezi s tem, vključno s stanjem prejetih tožb proti Banki v zvezi s krediti, vezanimi na švicarski frank.

## Delovanje komisij nadzornega sveta

Revizijska komisija nadzornega sveta Banke se je v letu 2016 sestala na 5 rednih sejah (zaporedne številke sej od 38 do 42). Kot posvetovalno telo nadzornega sveta, ki ga sestavljajo predsednik Giuseppe Verrascina, član Franco Andreetta in članica Mariya Mihaylova Lerch, 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 ustreznih struktur zaposlenih v oddelku notranje revizije.

Komisija za tveganja, ki je bila ustanovljena v letu 2015, se je v letu 2016 sestala na petih rednih in eni izredni seji (zaporedne številke sej od 1 do 6). Kot posvetovalno telo nadzornega sveta, ki ga sestavljajo

Marco Lotteri kot predsednik ter Mariya Mihaylova Lerch in Martin Klauzer kot člana, komisija za tveganja zlasti svetuje nadzornemu svetu glede splošne nagnjenosti Banke k prevzemanju tveganj in strategije upravljanja tveganj ter preverja, ali se v sistemu prejemkov upoštevajo tveganje, kapital, likvidnost, verjetnost in časovni razpored prihodkov Banke kot tudi, ali so cene produktov Banke združljive s poslovnim modelom in strategijo upravljanja tveganj Banke. Prav tako redno obravnava in pregleduje kreditne izpostavljenosti, ki so v odobritveni pristojnosti nadzornega sveta ter aktualne tematike, vezane na upravljanje s tveganji, obravnavane pred regulatorji in revizorji.

Komisija za imenovanja, ki je bila prav tako ustanovljena v letu 2015, se je v letu 2016 sestala na dveh sejah. Slednje sestavljajo Martin Klauzer kot predsednik, Mariya Mihaylova Lerch kot članica in Marco Lotteri kot član. Njena glavna naloga je, da priporoči nadzornemu svetu kandidate za člane uprave, skupščini Banke pa kandidate za člane nadzornega sveta, pri čemer upošteva 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 ureditvi notranjega upravljanja, upravljalnem organu in procesu ocenjevanja ustreznega notranjega kapitala za banke in hranilnice, nadalje da ocenjuje strukturo, velikost, sestavo in uspešnost delovanja uprave in nadzornega sveta ter pregleduje politiko uprave glede izbire in imenovanja primernih kandidatov za člane višjega vodstva Banke.

Komisijo za prejemke sestavljajo Mariya Mihaylova Lerch kot predsednica in Martin Klauzer ter Marco Lotteri kot člana. Ustanovljena je bila v letu 2015, v letu 2016 pa se je sestala na eni seji. Ta podaja ocene politik in praks prejemkov, pripravlja predloge odločitev uprave oziroma nadzornega sveta v zvezi s prejemki in nadzoruje prejemke oseb, ki opravljajo vodstvene funkcije glede upravljanja tveganj in zagotavljanja skladnosti poslovanja.

## Uporaba čistega in bilančnega dobička za leto 2016

Uprava Banke je nadzornemu svetu predložila v obravnavo Sklep o uporabi čistega dobička v poslovnem letu 2016 v višini 13.882.422,68 evrov in predlog Sklepa o oblikovanju bilančnega dobička v poslovnem letu 2016 v višini 13.919.334,84 evrov. Uprava Banke je predlagala, da se čisti dobiček Banke razdeli delničarju. Uprava Banke je tudi predlagala, da nadzorni svet in skupščina v skladu s svojimi pristojnostmi sprejmeta predlagani Sklep o oblikovanju bilančnega dobička v poslovnem letu 2016.

Nadzorni svet je sprejel Sklep o uporabi čistega dobička za leto 2016, soglašal s predlogom uprave o oblikovanju bilančnega dobička za leto 2016 in priporočil Skupščini, da ga sprejme v predlagani obliki.

## Letno poročilo 2016

Uprava Banke je pripravila letno poročilo o poslovanju UniCredit Banka Slovenija d.d. (vključno s konsolidiranim letnim poročilom za Skupino) v letu 2016 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 2016 ter dodatno revizorjevo poročilo o izpolnjevanju pravil o upravljanju s tveganji v Banki iz 1. odstavka 90. člena Zakona o bančništvu, ki ju je sestavila pooblaščen 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 2016 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 2016 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 2016 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 2016 izpolnila vse zakonske zahteve. Na temelju rednega spremljanja poslovanja Banke in navedenih preverjanj je nadzorni svet potrdil letno poročilo o poslovanju Banke v letu 2016.

V revizorjevem poročilu o pregledu računovodskih izkazov za poslovno leto 2016, 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 2016 ter dodatnim revizorjevim poročilom o izpolnjevanju pravil o upravljanju s tveganji za leto 2016 in nanju nima pripomb.

Nadzorni svet



Martin Klauzer  
predsednik nadzornega sveta

# Izjava o odgovornosti

Uprava je odgovorna za pripravo posamičnih in konsolidiranih računovodskih izkazov za poslovno leto. Ti morajo resnično in pošteno prikazovati premoženjsko stanje banke UniCredit Banka Slovenija d.d. in Skupine UniCredit Banka Slovenija ob koncu poslovnega leta ter njuna finančna in poslovna izida za to leto. Uprava je posamične in konsolidirane 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 2016, dosledno uporabila ustrezne računovodske usmeritve in jih podprla z utemeljenimi in previdnimi presojami in ocenami ter zagotovila skladnost z vsemi računovodskimi standardi, o katerih meni, da so pomembni.

Uprava je odgovorna zagotoviti, da Banka in Skupina vodita računovodske evidence, ki z razumno natančnostjo razkrivajo finančni položaj Banke in Skupine 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 Skupine in za preprečevanje in odkrivanje prevar in drugih nepravilnosti.

V imenu uprave

Mag. Stefan Vavti  
Predsednik uprave

Mag. Damijan Dolinar, CFA  
Član uprave

Mag. Hedvika Usenik  
Članica uprave

Mag. Günter Friedl, MBA, MAS  
Član uprave

Sergio Marino  
Član uprave

Ljubljana, 17. februar 2017

# Poročilo neodvisnega revizorja

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## POROČILO NEODVISNEGA REVIZORJA lastnikom družbe UNICREDIT BANKE SLOVENIJE d.d.

### Mnenje

Revidirali smo priložene računovodske izkaze gospodarske družbe UNICREDIT BANKE SLOVENIJE d.d. (v nadaljevanju 'družba'), ki vključujejo izkaz finančnega položaja na dan 31. decembra 2016, izkaz poslovnega izida, izkaz drugega vseobsegajočega donosa, izkaz sprememb lastniškega kapitala in izkaz denarnih tokov za tedaj končano leto ter pojasnila k računovodskim izkazom, vključno s povzetkom bistvenih računovodskih usmeritev. Pregledali smo tudi poslovno poročilo.

Po našem mnenju priloženi računovodski izkazi v vseh pomembnih pogledih pošteno predstavljajo finančni položaj družbe UNICREDIT BANKE SLOVENIJE d.d. na dan 31.12.2016 ter njen poslovni izid in denarne tokove za tedaj končano leto v skladu z mednarodnimi standardi računovodskega poročanja (MSRP), kot jih je sprejela Evropska unija (v nadaljevanju 'MSRP').

### Osnova za mnenje

Revizijo smo opravili v skladu z mednarodnimi standardi revidiranja (MSR). Naše odgovornosti na podlagi teh standardov so podrobneje opisane v odstavku *Revizorjeva odgovornost za revizijo računovodskih izkazov* našega poročila. V skladu s Kodeksom etike za računovodske strokovnjake, ki ga je izdal Odbor za mednarodne standarde etike za računovodske strokovnjake (Kodeks IESBA), ter etičnimi zahtevami, ki se nanašajo na revizijo računovodskih izkazov v Sloveniji, potrjujemo svojo neodvisnost od družbe in izpolnjevanje vseh drugih etičnih obveznosti v skladu s temi zahtevami in Kodeksom IESBA. Verjamemo, da so pridobljeni revizijski dokazi zadostna in ustrezna podlaga za naše mnenje.

### Druge informacije

Druge informacije vključujejo poslovno poročilo, ki je sestavni del letnega poročila družbe, vendar ne vključujejo računovodskih izkazov in revizorjevega poročila o njih. Za druge informacije je odgovorno poslovodstvo.

Naše mnenje o računovodskih izkazih se ne nanaša na druge informacije.

Naša odgovornost v povezavi z opravljeno revizijo računovodskih izkazov je druge informacije prebrati in pri tem presoditi, ali so pomembno neskladne z računovodskimi izkazi, zakonskimi zahtevami ali našim poznavanjem, pridobljenim pri revidiranju, oziroma ali se kako drugače kažejo kot pomembno napačne. Prav tako ocenimo, ali so druge informacije v vseh pomembnih pogledih pripravljene v skladu z veljavno zakonodajo in predpisi, predvsem, ali so z njimi skladne z vidika uradnih zahtev in postopka za pripravo drugih informacij v kontekstu pomembnosti, torej ali bi lahko kakršnakoli neskladnost s temi zahtevami vplivala na presoje, ki temeljijo na teh drugih informacijah.

Na podlagi opravljenih postopkov in v obsegu, v katerem to lahko ocenimo, poročamo o naslednjem:

- Druge informacije, ki opisujejo dejstva, ki so predstavljena tudi v računovodskih izkazih, so v vseh pomembnih pogledih skladne z računovodskimi izkazi.
- Druge informacije so pripravljene v skladu z veljavno zakonodajo oziroma predpisi.

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 <http://www2.deloitte.com/si/en/pages/about-deloitte/articles/about-deloitte.html>.

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# Poročilo neodvisnega revizorja

Poleg tega smo dolžni na podlagi našega znanja in razumevanja družbe, ki smo ju pridobili med revizijo, poročati tudi o tem, ali druge informacije vsebujejo kakršnekoli pomembno napačne navedbe dejstev. Nekatere druge informacije so del poslovnega poročila, vendar do datuma revizorjevega poročila še niso bile odobrene s strani nadzornega sveta in bodo potrjene kasneje in sicer poročilo nadzornega sveta, izjava o upravljanju s tveganji ter izjava o upravljanju družbe.

Na podlagi izvedenih postopkov v povezavi z drugimi informacijami, ki smo jih pridobili, pomembno napačnih navedb dejstev nismo zaznali.

## **Odgovornosti posloводства in nadzornega sveta za računovodske izkaze**

Posloводство je odgovorno za pripravo in pošteno predstavitev teh računovodskih izkazov v skladu z MSRP 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.

Posloводство je pri pripravi računovodskih izkazov odgovorno za oceno sposobnosti družbe, da nadaljuje kot delujoče podjetje, za razkritje zadev, povezanih z delujočim podjetjem, in uporabo predpostavke delujočega podjetja kot podlago za računovodenje, razen če namerava družbo likvidirati ali zaustaviti poslovanje oziroma nima druge realne možnosti, kot da napravi eno ali drugo.

Nadzorni svet je odgovoren za nadzor nad procesom računovodskega poročanja v družbi in za potrditev revidiranega letnega poročila.

## **Revizorjeva odgovornost za revizijo računovodskih izkazov**

Naš cilj je pridobiti sprejemljivo zagotovilo o tem, da računovodski izkazi kot celota ne vsebujejo pomembno napačnih navedb zaradi prevare ali napake, in izdati revizorjevo poročilo, ki vključuje naše mnenje. Sprejemljivo zagotovilo je visoka stopnja zagotovila, ki pa ni jamstvo, da bo revizija v skladu z mednarodnimi standardi revidiranja (MSR) vedno odkrila pomembno napačne navedbe, če te obstajajo. Napačne navedbe lahko izhajajo iz prevare ali napake in se smatrajo za pomembne, če je mogoče upravičeno pričakovati, da posamično ali skupaj vplivajo na gospodarske odločitve uporabnikov, sprejete na podlagi teh računovodskih izkazov.

Med izvajanjem revidiranja v skladu z MSR uporabljamo strokovno presojo in ohranjamo poklicno nezaupljivost. Prav tako:

- Prepoznamo in ocenimo tveganja pomembno napačne navedbe v računovodskih izkazih, bodisi zaradi prevare ali napake, oblikujemo in izvajamo revizijske postopke kot odziv na ocenjena tveganja ter pridobivamo zadostne in ustrezne revizijske dokaze, ki zagotavljajo podlago za naše mnenje. Tveganje, da ne bomo odkrili pomembno napačne navedbe, ki izvira iz prevare, je večje od tveganja neodkritja pomembno napačne navedbe zaradi napake, saj prevara lahko vključuje skrivne dogovore, ponarejanje, namerno opustitev, zavajajoče prikazovanje ali izogibanje notranjim kontrolam.
- Opravimo postopke preverjanja in razumevanja notranjih kontrol, ki so pomembne za revizijo, z namenom oblikovanja revizijskih postopkov, ki so okoliščinam primerni, vendar ne z namenom izraziti mnenje o učinkovitosti notranjih kontrol družbe.
- Presodimo ustreznost uporabljenih računovodskih usmeritev in sprejemljivost računovodskih ocen ter z njimi povezanih razkritij posloводства.
- Na podlagi pridobljenih revizijskih dokazov o obstoju pomembne negotovosti glede dogodkov ali okoliščin, ki zbujejo dvom v spodobnost organizacije, da nadaljuje kot delujoče podjetje, sprejmemo sklep o ustreznosti poslovske uporabe predpostavke delujočega podjetja kot podlage računovodenja. Če sprejmemo sklep o obstoju pomembne negotovosti, smo dolžni v revizorjevem poročilu opozoriti na ustreznost razkritja v računovodskih izkazih ali, če so takšna

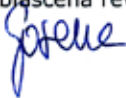
razkritja neustrezna, naše mnenje prilagoditi. Revizorjevi sklepi temeljijo na revizijskih dokazih, pridobljenih do datuma izdaje revizorjevega poročila, vendar poznejši dogodki ali okoliščine lahko povzročijo prenehanje organizacije kot delujočega podjetja.

- Ovrednotimo splošno predstavitev, strukturo in vsebino računovodskih izkazov, vključno z razkritji, in ocenimo, ali računovodski izkazi predstavljajo zadevne posle in dogodke na način, da je dosežena poštena predstavitev.

Nadzorni svet med drugim obveščamo o načrtovanem obsegu in časovnem okviru revizije ter pomembnih revizijskih ugotovitvah, vključno s pomembnimi pomanjkljivostmi notranjih kontrol, ki smo jih zaznali med našo revizijo.

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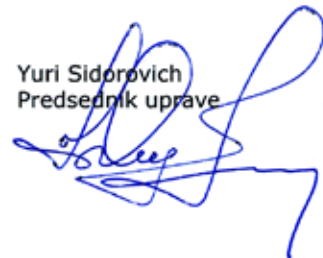
Anja Gorenc  
Pooblaščenka revizorka



**Deloitte.**

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Ljubljana, Slovenija 3

Yuri Sidorovich  
Predsednik uprave



Ljubljana, 17 februar 2017

# Poročilo neodvisnega revizorja

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## POROČILO NEODVISNEGA REVIZORJA lastnikom družbe UNICREDIT BANKE SLOVENIJE d.d.

### Mnenje

Revidirali smo priložene konsolidirane računovodske izkaze gospodarske družbe UNICREDIT BANKE SLOVENIJE d.d. in njenih odvisnih družb (v nadaljevanju 'skupina'), ki vključujejo konsolidiran izkaz finančnega položaja na dan 31. decembra 2016, konsolidiran izkaz poslovnega izida, konsolidiran izkaz drugega vseobsegajočega donosa, konsolidiran izkaz sprememb lastniškega kapitala in konsolidiran izkaz denarnih tokov za tedaj končano leto ter pojasnila h konsolidiranim računovodskim izkazom, vključno s povzetkom bistvenih računovodskih usmeritev. Pregledali smo tudi poslovno poročilo.

Po našem mnenju priloženi konsolidirani računovodski izkazi v vseh pomembnih pogledih pošteno predstavljajo konsolidirani finančni položaj skupine na dan 31.12.2016 ter njen konsolidiran poslovni izid in konsolidirane denarne tokove za tedaj končano leto v skladu z mednarodnimi standardi računovodskega poročanja (MSRP), kot jih je sprejela Evropska unija (v nadaljevanju 'MSRP').

### Osnova za mnenje

Revizijo smo opravili v skladu z mednarodnimi standardi revidiranja (MSR). Naše odgovornosti na podlagi teh standardov so podrobneje opisane v odstavku *Revizorjeva odgovornost za revizijo konsolidiranih računovodskih izkazov* našega poročila. V skladu s Kodeksom etike za računovodske strokovnjake, ki ga je izdal Odbor za mednarodne standarde etike za računovodske strokovnjake (Kodeks IESBA), ter etičnimi zahtevami, ki se nanašajo na revizijo računovodskih izkazov v Sloveniji, potrjujemo svojo neodvisnost od družbe in izpolnjevanje vseh drugih etičnih obveznosti v skladu s temi zahtevami in Kodeksom IESBA. Verjamemo, da so pridobljeni revizijski dokazi zadostna in ustrezna podlaga za naše mnenje.

### Druge informacije

Druge informacije vključujejo poslovno poročilo, ki je sestavni del letnega poročila skupine, vendar ne vključujejo konsolidiranih računovodskih izkazov in revizorjevega poročila o njih. Za druge informacije je odgovorno poslovodstvo.

Naše mnenje o konsolidiranih računovodskih izkazih se ne nanaša na druge informacije.

Naša odgovornost v povezavi z opravljeno revizijo konsolidiranih računovodskih izkazov je druge informacije prebrati in pri tem presoditi, ali so pomembno neskladne s konsolidiranimi računovodskimi izkazi, zakonskimi zahtevami ali našim poznavanjem, pridobljenim pri revidiranju, oziroma ali se kako drugače kažejo kot pomembno napačne. Prav tako ocenimo, ali so druge informacije v vseh pomembnih pogledih pripravljene v skladu z veljavno zakonodajo in predpisi, predvsem, ali so z njimi skladne z vidika uradnih zahtev in postopka za pripravo drugih informacij v kontekstu pomembnosti, torej ali bi lahko kakršnakoli neskladnost s temi zahtevami vplivala na presoje, ki temeljijo na teh drugih informacijah.

Na podlagi opravljenih postopkov in v obsegu, v katerem to lahko ocenimo, poročamo o naslednjem:

- Druge informacije, ki opisujejo dejstva, ki so predstavljena tudi v računovodskih izkazih, so v vseh pomembnih pogledih skladne z računovodskimi izkazi.
- Druge informacije so pripravljene v skladu z veljavno zakonodajo oziroma predpisi.

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Družba članica Deloitte Touche Tohmatsu Limited

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Poleg tega smo dolžni na podlagi našega znanja in razumevanja skupine, ki smo ju pridobili med revizijo, poročati tudi o tem, ali druge informacije vsebujejo kakršnekoli pomembno napačne navedbe dejstev. Nekatere druge informacije so del poslovnega poročila, vendar do datuma revizorjevega poročila še niso bile odobrene s strani nadzornega sveta in bodo potrjene kasneje in sicer poročilo nadzornega sveta, izjava o upravljanju s tveganji ter izjava o upravljanju družbe.

Na podlagi izvedenih postopkov v povezavi z drugimi informacijami, ki smo jih pridobili, pomembno napačnih navedb dejstev nismo zaznali.

#### **Odgovornosti posloводства in nadzornega sveta za konsolidirane računovodske izkaze**

Posloводство je odgovorno za pripravo in pošteno predstavitev teh konsolidiranih računovodskih izkazov v skladu z MSRP in za takšen notranji nadzor, ki je po mnenju posloводства potreben za pripravo konsolidiranih računovodskih izkazov, ki ne vsebujejo pomembno napačne navedbe zaradi prevare ali napake.

Posloводство je pri pripravi konsolidiranih računovodskih izkazov odgovorno za oceno sposobnosti družbe, da nadaljuje kot delujoče podjetje, za razkritje zadev, povezanih z delujočim podjetjem, in uporabo predpostavke delujočega podjetja kot podlago za računovodenje, razen če namerava družbo likvidirati ali zaustaviti poslovanje oziroma nima druge realne možnosti, kot da napravi eno ali drugo.

Nadzorni svet je odgovoren za nadzor nad procesom računovodskega poročanja v družbi in za potrditev revidiranega letnega poročila.

#### **Revizorjeva odgovornost za revizijo konsolidiranih računovodskih izkazov**

Naš cilj je pridobiti sprejemljivo zagotovilo o tem, da konsolidirani računovodski izkazi kot celota ne vsebujejo pomembno napačnih navedb zaradi prevare ali napake, in izdati revizorjevo poročilo, ki vključuje naše mnenje. Sprejemljivo zagotovilo je visoka stopnja zagotovila, ki pa ni jamstvo, da bo revizija v skladu z mednarodnimi standardi revidiranja (MSR) vedno odkrila pomembno napačne navedbe, če te obstajajo. Napačne navedbe lahko izhajajo iz prevare ali napake in se smatrajo za pomembne, če je mogoče upravičeno pričakovati, da posamično ali skupaj vplivajo na gospodarske odločitve uporabnikov, sprejete na podlagi teh konsolidiranih računovodskih izkazov.

Med izvajanjem revidiranja v skladu z MSR uporabljamo strokovno presojo in ohranjamo poklicno nezaupljivost. Prav tako:

- Prepoznamo in ocenimo tveganja pomembno napačne navedbe v konsolidiranih računovodskih izkazih, bodisi zaradi prevare ali napake, oblikujemo in izvajamo revizijske postopke kot odziv na ocenjena tveganja ter pridobivamo zadostne in ustrezne revizijske dokaze, ki zagotavljajo podlago za naše mnenje. Tveganje, da ne bomo odkrili pomembno napačne navedbe, ki izvira iz prevare, je večje od tveganja neodkritja pomembno napačne navedbe zaradi napake, saj prevara lahko vključuje skrivne dogovore, ponarejanje, namerno opustitev, zavajajoče prikazovanje ali izogibanje notranjim kontrolam.
- Opravimo postopke preverjanja in razumevanja notranjih kontrol, ki so pomembne za revizijo, z namenom oblikovanja revizijskih postopkov, ki so okoliščinam primerni, vendar ne z namenom izraziti mnenje o učinkovitosti notranjih kontrol skupine.
- Presodimo ustreznost uporabljenih računovodskih usmeritev in sprejemljivost računovodskih ocen ter z njimi povezanih razkritij posloводства.
- Na podlagi pridobljenih revizijskih dokazov o obstoju pomembne negotovosti glede dogodkov ali okoliščin, ki zbuja dvom v spodobnost organizacije, da nadaljuje kot delujoče podjetje, sprejmemo sklep o ustreznosti poslovodske uporabe predpostavke delujočega podjetja kot podlage računovodenja. Če sprejmemo sklep o obstoju pomembne negotovosti, smo dolžni v revizorjevem poročilu opozoriti na ustrezna razkritja v konsolidiranih računovodskih izkazih ali, če so takšna razkritja neustrezna, naše mnenje prilagoditi. Revizorjevi sklepi temeljijo na



# Poročilo neodvisnega revizorja

revizijskih dokazih, pridobljenih do datuma izdaje revizorjevega poročila, vendar poznejši dogodki ali okoliščine lahko povzročijo prenehanje organizacije kot delujočega podjetja.

- Ovrednotimo splošno predstavitev, strukturo in vsebino konsolidiranih računovodskih izkazov, vključno z razkritji, in ocenimo, ali konsolidirani računovodski izkazi predstavljajo zadevne posle in dogodke na način, da je dosežena poštena predstavitev.
- Pridobivamo zadostne in ustrezne revizijske dokaze v povezavi z računovodskimi izkazi družb v skupini oziroma njihovimi poslovnimi dejavnostmi, da bi lahko izrazili mnenje o konsolidiranih računovodskih izkazih. Odgovorni smo za vodenje, nadziranje in izvajanje revizije skupine. Revizijsko mnenje je izključno naša odgovornost.

Nadzorni svet med drugim obveščamo o načrtovanem obsegu in časovnem okviru revizije ter pomembnih revizijskih ugotovitvah, vključno s pomembnimi pomanjkljivostmi notranjih kontrol, ki smo jih zaznali med našo revizijo.

DELOITTE REVIZIJA d.o.o.

Anja Gorenc  
Pooblaščenka revizorka



**Deloitte.**  
DELOITTE REVIZIJA D.O.O.  
Ljubljana, Slovenija 2

Yuri Sidorovich  
Predsednik uprave



Ljubljana, 17 februar 2017

# Simple Pan-European Commercial Bank



Smo enostavna vseevropska komercialna banka s polno angažiranim podjetniškim in investicijskim bančništvom. Bogatijo nas različne kulture in lokalno znanje, vsi pa delimo isto vizijo: ena Banka, ena UniCredit. Prav zato imamo vedno pripravljene rešitve za mednarodne potrebe naših strank. Ne glede na to, ali gre za trgovanje ali druge bančne storitve, lahko pomagamo: z našimi poglobljenimi lokalnimi znanji in našo edinstveno mrežo v zahodni, srednji in vzhodni Evropi preko katere delamo za stranke v Evropi in širše. V celoti smo opremljeni za zadovoljevanje potreb strank tako na domačih trgih kot tudi širše.

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# Izkaz finančnega položaja

EUR 1.000		Banka		Skupina	
Vsebina	Pojasnilo	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Denar v blagajni, stanje na računih pri centralnih bankah in vpogledne vloge pri bankah	1	309.308	273.340	311.313	273.376
Finančna sredstva, namenjena trgovanju	2	20.118	16.371	20.118	16.371
Finančna sredstva, razpoložljiva za prodajo	3	432.924	455.291	432.924	455.291
Izvedeni finančni instrumenti, namenjeni varovanju	4	10.995	10.228	10.995	10.228
Kreditni	5	1.763.959	1.746.324	1.823.786	1.814.091
Kreditni bankam		14.660	45.520	14.660	45.520
Kreditni strankam		1.745.593	1.689.346	1.801.272	1.755.857
Druga finančna sredstva		3.706	11.458	7.854	12.714
Finančna sredstva v posesti do zapadlosti	6	7.127	13.266	7.127	13.266
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	7	40	-	40	-
Opredmetena osnovna sredstva	8	4.823	5.909	7.184	9.672
Naložbene nepremičnine	9	-	-	2.689	7.568
Neopredmetena sredstva	10	16.644	18.793	16.927	19.009
Dolgoročne naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb	11	1	1	-	-
Terjatve za davek od dohodkov pravnih oseb	12	4.516	5.233	7.775	8.756
Terjatve za davek		-	-	358	-
Odložene terjatve za davek		4.516	5.233	7.417	8.756
Druga sredstva	13	758	283	2.072	2.017
<b>SKUPAJ SREDSTVA</b>		<b>2.571.213</b>	<b>2.545.039</b>	<b>2.642.950</b>	<b>2.629.645</b>
Finančne obveznosti, namenjene trgovanju	14	20.463	16.578	20.463	16.578
Izvedeni finančni instrumenti, namenjeni varovanju	15	49.105	73.229	49.105	73.229
Finančne obveznosti, merjene po odplačni vrednosti	16	2.240.643	2.185.524	2.293.348	2.254.205
Vloge bank in centralnih bank		233.773	200.393	233.773	200.393
Vloge strank		1.754.696	1.820.485	1.753.418	1.818.132
Kreditni bank in centralnih bank		232.389	115.846	285.514	185.391
Podrejene obveznosti		-	30.101	-	30.101
Druge finančne obveznosti		19.785	18.699	20.643	20.188
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	17	1.263	-	1.263	-
Rezervacije	18	9.807	11.608	10.171	12.290
Obveznosti za davek od dohodkov pravnih oseb	19	2.465	-	2.465	145
Obveznosti za davek		2.465	-	2.465	145
Druge obveznosti	20	1.691	1.666	2.494	2.827
<b>SKUPAJ OBVEZNOSTI</b>		<b>2.325.437</b>	<b>2.288.605</b>	<b>2.379.309</b>	<b>2.359.274</b>
Osnovni kapital	21	20.384	20.384	20.384	20.384
Kapitalske rezerve	22	107.760	107.760	107.760	107.760
Akumulirani drugi vseobsegajoči donosi	23	19.078	13.978	19.078	13.978
Rezerve iz dobička	24	84.635	84.635	98.573	99.528
Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	25	13.919	29.677	17.846	28.721
<b>SKUPAJ KAPITAL</b>		<b>245.776</b>	<b>256.434</b>	<b>263.641</b>	<b>270.371</b>
<b>SKUPAJ OBVEZNOSTI IN KAPITAL</b>		<b>2.571.213</b>	<b>2.545.039</b>	<b>2.642.950</b>	<b>2.629.645</b>

V izkazu Skupine je kapital v celoti kapital lastnikov obvladujoče Banke.

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

Mag. Stefan Vavti  
Predsednik uprave

Mag. Damijan Dolinar, CFA  
Član uprave

Mag. Günter Friedl, MBA, MAS  
Član uprave

Mag. Hedvika Usenik  
Članica uprave

Sergio Marino  
Član uprave

## Izkaz vseobsegajočega donosa

## Izkaz poslovnega izida

Vsebina	Pojasnilo	Banka		Skupina	
		2016	2015	2016	2015
Prihodki iz obresti	26	58.452	69.477	62.415	71.892
Odhodki za obresti	27	(16.514)	(24.631)	(17.325)	(25.152)
<b>Čiste obresti</b>		<b>41.938</b>	<b>44.846</b>	<b>45.090</b>	<b>46.740</b>
Prihodki iz dividend	28	8	5	8	5
Prihodki iz opravnin (provizij)	29	30.421	34.191	30.814	34.364
Odhodki za opravnine (provizije)	30	(7.492)	(9.159)	(7.713)	(9.350)
<b>Čiste opravnine (provizije)</b>		<b>22.929</b>	<b>25.032</b>	<b>23.101</b>	<b>25.014</b>
Realizirani dobički / izgube iz finančnih sredstev in obveznosti, ki niso merjeni po pošteni vrednosti skozi izkaz poslovnega izida	31	11.281	5.422	11.330	5.255
Čisti dobički / izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju	32	3.192	4.390	3.192	4.390
Spremembe poštene vrednosti pri obračunavanju varovanj pred tveganji	33	(6.763)	(139)	(6.763)	(139)
Čisti dobički / izgube iz tečajnih razlik	34	470	(1.761)	447	(1.789)
Čisti dobički / izgube iz odprave pripoznanja sredstev brez nekratkoročnih sredstev v posesti za prodajo	35	(82)	(708)	(77)	(708)
Drugi čisti poslovni dobički / izgube	36	228	(452)	1.745	210
Administrativni stroški	37	(34.028)	(34.294)	(35.349)	(35.082)
Amortizacija	38	(5.722)	(4.974)	(6.893)	(5.692)
Rezervacije	39	(606)	(4.696)	(300)	(5.216)
Oslabitve	40	(17.391)	(21.099)	(15.062)	(22.759)
Čisti dobički / izgube iz nekratkoročnih sredstev v posesti za prodajo	41	2	1	379	(59)
<b>DOBIČEK / IZGUBA IZ REDNEGA POSLOVANJA</b>		<b>15.456</b>	<b>11.573</b>	<b>20.848</b>	<b>10.170</b>
Davek iz dohodka pravnih oseb	42	(1.592)	(1.896)	(3.056)	(1.449)
<b>ČISTI DOBIČEK / IZGUBA POSLOVNEGA LETA</b>		<b>13.864</b>	<b>9.677</b>	<b>17.792</b>	<b>8.721</b>
Osnovni in popravljani dobiček / izguba na delnico (EUR)	25	2,84	1,98	3,64	1,78

V izkazu Skupine je čisti dobiček v celoti dobiček lastnikov obvladujoče Banke.

## Izkaz drugega vseobsegajočega donosa

Vsebina	Pojasnilo	Banka		Skupina	
		2016	2015	2016	2015
<b>Čisti dobiček / izguba poslovnega leta po obdavčitvi</b>		<b>13.864</b>	<b>9.677</b>	<b>17.792</b>	<b>8.721</b>
<b>Drugi vseobsegajoči donos po obdavčitvi</b>	<b>23</b>	<b>5.100</b>	<b>2.756</b>	<b>5.100</b>	<b>2.756</b>
<b>Postavke, ki ne bodo prerazvrščene v poslovni izid</b>		<b>(5)</b>	<b>152</b>	<b>(5)</b>	<b>152</b>
Aktuarski čisti dobički / izgube v zvezi s pokojninskimi načrti z določenimi zaslužki		-	126	-	126
Davek iz dohodka pravnih oseb v zvezi s postavkami, ki ne bodo prerazvrščene v poslovni izid		(5)	26	(5)	26
<b>Postavke, ki se lahko pozneje prerazporedijo v poslovni izid</b>		<b>5.105</b>	<b>2.604</b>	<b>5.105</b>	<b>2.604</b>
Dobički / izgube v zvezi z varovanjem denarnih tokov (uspešni del varovanja)	23	5.050	2.443	5.050	2.443
Dobički / izgube iz prevrednotenja, izkazani v kapitalu		5.050	2.443	5.050	2.443
Dobički / izgube v zvezi s finančnimi sredstvi razpoložljivimi za prodajo	23	1.653	694	1.653	694
Dobički / izgube iz prevrednotenja, izkazani v kapitalu		9.876	694	9.876	694
Prenos dobičkov / izgub v poslovni izid		(8.223)	-	(8.223)	-
Davek iz dohodka pravnih oseb v zvezi s postavkami, ki se lahko pozneje prerazvrstijo v poslovni izid	23	(1.598)	(533)	(1.598)	(533)
<b>VSEOBSEGAJOČI DONOS POSLOVNEGA LETA PO OBDAVČITVI</b>		<b>18.964</b>	<b>12.433</b>	<b>22.892</b>	<b>11.477</b>

V izkazu Skupine je vseobsegajoči donos po obdavčitvi v celoti vseobsegajoči donos lastnikov obvladujoče Banke.

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

  
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Sergio Marino  
Član uprave

# Izkaz sprememb lastniškega kapitala

Banka  
2016

Vsebina	Akumulirani drugi vseobsegajoči donos							Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	Skupaj kapital
	Osnovni kapital	Kapitalske rezerve	Varovanje denarnih tokov	Finančna sredstva razpoložljiva za prodajo	Aktuarski čisti dobički / izgube za pokojninske programe	Rezerve iz dobička			
<b>ZAČETNO STANJE V POSLOVNEM OBDOBJU</b>	20.384	107.760	(3.262)	16.729	511	84.635	29.677	256.434	
Vseobsegajoči donos poslovnega leta po obdavčitvi	-	-	4.169	936	(5)	-	13.864	18.964	
Izplačilo (obračun) dividend	-	-	-	-	-	-	(29.622)	(29.622)	
<b>KONČNO STANJE V POSLOVNEM OBDOBJU</b>	20.384	107.760	907	17.665	506	84.635	13.919	245.776	
<b>BILANČNI DOBIČEK POSLOVNEGA LETA</b>							13.919	13.919	

2015

Vsebina	Akumulirani drugi vseobsegajoči donos							Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	Skupaj kapital
	Osnovni kapital	Kapitalske rezerve	Varovanje denarnih tokov	Finančna sredstva razpoložljiva za prodajo	Aktuarski čisti dobički / izgube za pokojninske programe	Rezerve iz dobička			
<b>ZAČETNO STANJE V POSLOVNEM OBDOBJU</b>	20.384	107.760	(5.290)	16.153	359	104.335	300	244.001	
Vseobsegajoči donos poslovnega leta po obdavčitvi	-	-	2.028	576	152	-	9.677	12.433	
Razporeditev čistega dobička v rezerve iz dobička	-	-	-	-	-	300	(300)	-	
Razporeditev rezerv iz dobička v zadržani dobiček	-	-	-	-	-	(20.000)	20.000	-	
<b>KONČNO STANJE V POSLOVNEM OBDOBJU</b>	20.384	107.760	(3.262)	16.729	511	84.635	29.677	256.434	
<b>BILANČNI DOBIČEK POSLOVNEGA LETA</b>							29.677	29.677	

## Izkaz sprememb lastniškega kapitala

Skupina  
2016

Vsebina	Akumulirani drugi vseobsegajoči donos							Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	Skupaj kapital
	Osnovni kapital	Kapitalske rezerve	Varovanje denarnih tokov	Finančna sredstva razpoložljiva za prodajo	Aktuarski čisti dobički / izgube za pokojninske programe	Rezerve iz dobička			
<b>EUR 1.000</b>									
<b>ZAČETNO STANJE V POSLOVNEM OBDOBJU</b>	20.384	107.760	(3.262)	16.729	511	99.528	28.721	270.371	
<b>Vseobsegajoči donos poslovnega leta po obdavčitvi</b>	-	-	4.169	936	(5)	-	17.792	22.892	
Izplačilo (obračun) dividend	-	-	-	-	-	-	(29.622)	(29.622)	
Razporeditev čiste izgube UniCredit leasing d.o.o. v rezerve iz dobička	-	-	-	-	-	(955)	955	-	
<b>KONČNO STANJE V POSLOVNEM OBDOBJU</b>	20.384	107.760	907	17.665	506	98.573	17.846	263.641	
<b>BILANČNI DOBIČEK POSLOVNEGA LETA</b>							17.846	17.846	

2015

Vsebina	Akumulirani drugi vseobsegajoči donos							Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	Skupaj kapital
	Osnovni kapital	Kapitalske rezerve	Varovanje denarnih tokov	Finančna sredstva razpoložljiva za prodajo	Aktuarski čisti dobički / izgube za pokojninske programe	Rezerve iz dobička			
<b>EUR 1.000</b>									
<b>ZAČETNO STANJE V POSLOVNEM OBDOBJU</b>	20.384	107.760	(5.290)	16.153	359	104.335	300	244.001	
<b>Vseobsegajoči donos poslovnega leta po obdavčitvi</b>	-	-	2.028	576	152	-	8.721	11.477	
Razporeditev čistega dobička v rezerve iz dobička	-	-	-	-	-	300	(300)	-	
Razporeditev rezerv iz dobička v zadržani dobiček	-	-	-	-	-	(20.000)	20.000	-	
Nakup UniCredit leasing d.o.o.	-	-	-	-	-	14.893	-	14.893	
<b>KONČNO STANJE V POSLOVNEM OBDOBJU</b>	20.384	107.760	(3.262)	16.729	511	99.528	28.721	270.371	
<b>BILANČNI DOBIČEK POSLOVNEGA LETA</b>							28.721	28.721	

Kapital je v celoti kapital lastnikov obvladujoče Banke.

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

Mag. Stefan Vavti  
Predsednik upraveMag. Damijan Dolinar, CFA  
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Članica upraveSergio Marino  
Član uprave

# Izkaz denarnih tokov

EUR 1.000		Banka		Skupina	
Vsebina		2016	2015	2016	2015
<b>A.</b>	<b>DENARNI TOKOVI PRI POSLOVANJU</b>				
<b>a)</b>	<b>Čisti poslovni izid pred obdavčitvijo</b>	<b>15.456</b>	<b>11.573</b>	<b>20.848</b>	<b>10.170</b>
	Amortizacija	5.722	4.974	6.893	5.692
	Oslabitev / (odprava oslabitve) finančnih sredstev, razpoložljivih za prodajo	-	145	-	145
	Oslabitev / (odprava oslabitve) kreditov	19.900	23.174	16.672	24.646
	Oslabitev opredmetenih osnovnih sredstev, naložbenih nepremičnin, neopredmetenih dolgoročnih sredstev in drugih sredstev	9	670	204	863
	Čisti (dobički) / izgube iz tečajnih razlik	(470)	1.761	(448)	1.789
	Neto (dobički) / izgube iz finančnih sredstev v posesti do zapadlosti	5.619	(626)	5.619	(626)
	Neto (dobički) / izgube pri prodaji opredmetenih osnovnih sredstev in naložbenih nepremičnin	(2)	(2)	(216)	(2)
	Drugi (dobički) / izgube iz financiranja	721	1.359	721	1.359
	Druge prilagoditve čistega poslovnega izida pred obdavčitvijo	(835)	4.768	(1.086)	5.293
	<b>Denarni tokovi pri poslovanju pred spremembami poslovnih sredstev in obveznosti</b>	<b>46.120</b>	<b>47.796</b>	<b>49.207</b>	<b>49.329</b>
<b>b)</b>	<b>(Povečanja) / zmanjšanja poslovnih sredstev (brez denarnih ekvivalentov)</b>	<b>(14.935)</b>	<b>(34.499)</b>	<b>(2.662)</b>	<b>59.711</b>
	Čisto (povečanje) / zmanjšanje finančnih sredstev, namenjenih trgovanju	127	(41)	127	(41)
	Čisto (povečanje) / zmanjšanje finančnih sredstev, razpoložljivih za prodajo	24.064	(100.382)	24.064	(100.382)
	Čisto (povečanje) / zmanjšanje kreditov	(37.180)	62.892	(26.033)	156.256
	Čisto (povečanje) / zmanjšanje izvedenih finančnih sredstev, namenjenih varovanju	(1.431)	1.660	(1.431)	1.660
	Čisto (povečanje) / zmanjšanje drugih sredstev	(515)	1.372	612	2.218
<b>c)</b>	<b>Povečanja / (zmanjšanja) poslovnih obveznosti</b>	<b>63.502</b>	<b>(86.056)</b>	<b>47.167</b>	<b>(183.001)</b>
	Čisto povečanje / (zmanjšanje) finančnih obveznosti, namenjenih trgovanju	(147)	38	(147)	38
	Čisto povečanje / (zmanjšanje) vlog in najetih kreditov, merjenih po odplačni vrednosti	83.795	(91.741)	67.819	(188.030)
	Čisto povečanje / (zmanjšanje) izvedenih finančnih obveznosti, namenjenih varovanju	(21.433)	7.911	(21.433)	7.911
	Čisto povečanje / (zmanjšanje) drugih obveznosti	1.287	(2.264)	928	(2.920)
<b>č)</b>	<b>Denarni tokovi pri poslovanju (a+b+c)</b>	<b>94.687</b>	<b>(72.759)</b>	<b>93.713</b>	<b>(73.961)</b>
<b>d)</b>	<b>(Plačani) / vrnjeni davek na dohodek pravnih oseb</b>	<b>-</b>	<b>-</b>	<b>(1.344)</b>	<b>-</b>
<b>e)</b>	<b>Neto denarni tokovi pri poslovanju (č+d)</b>	<b>94.687</b>	<b>(72.759)</b>	<b>92.369</b>	<b>(73.961)</b>
<b>B.</b>	<b>DENARNI TOKOVI PRI NALOŽBENJU</b>				
<b>a)</b>	<b>Prejemki pri naložbenju</b>	<b>532</b>	<b>537</b>	<b>7.206</b>	<b>2.305</b>
	Prejemki pri prodaji opredmetenih osnovnih sredstev in naložbenih nepremičnin	12	17	6.686	1.785
	Drugi prejemki iz naložbenja	520	520	520	520
<b>b)</b>	<b>Izdatki pri naložbenju</b>	<b>(2.507)</b>	<b>(4.233)</b>	<b>(4.858)</b>	<b>(4.799)</b>
	(Izdatki pri nakupu opredmetenih osnovnih sredstev in naložbenih nepremičnin)	(618)	(666)	(2.864)	(666)
	(Izdatki pri nakupu neopredmetenih sredstev)	(1.889)	(3.566)	(1.994)	(4.132)
	(Izdatki pri nakupu naložb v kapital pridruženih, skupaj obvladovanih in odvisnih družb)	-	(1)	-	(1)
<b>c)</b>	<b>Neto denarni tokovi pri naložbenju (a-b)</b>	<b>(1.975)</b>	<b>(3.696)</b>	<b>2.348</b>	<b>(2.494)</b>
<b>C.</b>	<b>DENARNI TOKOVI PRI FINANCIRANJU</b>				
<b>a)</b>	<b>Izdatki pri financiranju</b>	<b>(59.723)</b>	<b>-</b>	<b>(59.723)</b>	<b>-</b>
	(Plačane dividende)	(29.622)	-	(29.622)	-
	Odplačila podrejenih obveznosti)	(30.101)	-	(30.101)	-
<b>b)</b>	<b>Neto denarni tokovi pri financiranju (a-b)</b>	<b>(59.723)</b>	<b>-</b>	<b>(59.723)</b>	<b>-</b>
<b>Č.</b>	<b>Učinki spremembe deviznih tečajev na denarna sredstva in njihove ustreznike</b>	<b>1.485</b>	<b>5.839</b>	<b>1.485</b>	<b>5.839</b>
<b>D.</b>	<b>Čisto povečanje denarnih sredstev in denarnih ustreznikov (Ae+Bc)</b>	<b>32.989</b>	<b>(76.455)</b>	<b>34.994</b>	<b>(76.455)</b>
<b>E.</b>	<b>Denarna sredstva in njihovi ustrezniki na začetku obdobja (Pojasnilo 43)</b>	<b>282.387</b>	<b>353.003</b>	<b>282.387</b>	<b>353.003</b>
<b>F.</b>	<b>Denarna sredstva in njihovi ustrezniki na koncu obdobja (Č+D+E) (Pojasnilo 43)</b>	<b>316.861</b>	<b>282.387</b>	<b>318.866</b>	<b>282.387</b>


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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 2016 je imela Banka skupno 26 poslovnih enot po vsej Sloveniji. Banka je hčerinska banka UniCredit S.p.A. s sedežem v Milanu, Piazza Gae Aulenti 3 - Tower A, Italija, ki je tudi matična banka matične skupine. Izkazi Banke so del konsolidiranih izkazov matične skupine UniCredit, ki so dosegljivi na [www.unicredit.it](http://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 5. členu ZBan-2:

- sprejemanje depozitov in drugih vračljivih sredstev;
- 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 (lizing, najem) dajanje sredstev v zakup, pri katerem se na zakupnika prenesejo vsa bistvena tveganja in koristi, ki izhajajo iz lastninske pravice nad sredstvom zakupa, pri čemer je prenos lastninske pravice na zakupnika mogoč, ne pa nujen;
- 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 kapitalne 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 6. členu ZBan-2:

- 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 31. januarja 2017.

## Povzetek pomembnih računovodskih usmeritev

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

### IZJAVA O SKLADNOSTI

Računovodski izkazi Banke in Skupine so bili pripravljani v skladu z Mednarodnimi 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 pripravljani 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.

### KONSOLIDIRANI RAČUNOVODSKI IZKAZI

Banka je v letu 2015 postala 100-odstotni lastnik družbe UniCredit Leasing d.o.o. ter pripravlja tudi konsolidirane računovodske izkaze, ki vključujejo računovodske izkaze UniCredit Banka Slovenija d.d. kot matične banke ter računovodske izkaze UniCredit Leasing, d.o.o. kot odvisne družbe.

Računovodske usmeritve odvisne družbe so poenotene z računovodskimi usmeritvami Banke. Učinki medsebojnih postavk so v celoti izločeni. Prihodki in odhodki odvisne družbe so vključeni v konsolidirane računovodske izkaze od datuma, ko jo je Banka začela obvladovati, torej od 31. julija 2015 dalje.

Odvisna družba:

Firma: UNICREDIT LEASING, leasing, d.o.o.

Skrajšana firma: UNICREDIT LEASING, d.o.o.

Sedež: Šmartinska cesta 140, 1000 Ljubljana

Lastni kapital na dan 31. december 2016: 17.866 tisoč evrov

Poslovni izid v letu 2016: 3.927 tisoč evrov

Odvisna družba je v 100-odstotni lasti Banke.

### 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 in Skupina redno pregledujeta 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.

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 dejavnikih, 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) Oslabitev in rezervacije

##### **Oslabitev finančnih sredstev po odplačni vrednosti in rezervacije za zunajbilančne obveznosti**

Skupina ima natančno določen postopek in notranjo politiko za spremljanje finančnih sredstev in rezervacij za prevzete obveznosti ter oblikovanje oslabeitev. Pri politiki za oblikovanje oslabeitev Skupina sledi smernicam matične skupine, sklepu Banke Slovenije o oblikovanju izgub iz kreditnega tveganja bank in hranilnic in MSRP.

Skladno z 10. členom Sklepa o oblikovanju izgub iz kreditnega tveganja bank in hranilnic 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 učinkovite obrestne mere. Učinkovita obrestna mera je 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. Izračun vključuje vsa prejeta in dana nadomestila ter zneske v skladu s pogodbo.

Višina rezervacije za prevzete obveznosti po zunajbilančnih postavkah je enaka pričakovani izgubi na podlagi ocenjenih kazalnikov PD (Probability of Default – verjetnost neplačila), EAD (Exposure at Default – izpostavljenost ob dogodku naplačila) in LGD (Loss given Default – izguba ob neplačilu). Diskontna mera ne sme vključevati tveganj, zaradi katerih so že bili prilagojeni prihodnji denarni tokovi.

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 in zunanjih informacij. Interno so stranke na podlagi posameznih verjetnosti neplačila razvrščene v 26 bonitetnih razredov.

Skupina uporablja dva pristopa za oblikovanje oslabeitev – skupinski in posamični.

Pri strankah, kjer ni pripoznanih pomembnih zamud s poravnavo obveznosti, Skupina oblikuje skupinske oslabeitve na podlagi razvrščanja strank v bonitetne razrede. Pri izračunavanju potrebe za skupinske slabitve vodstvo Skupine upošteva dejavnike kot so kakovost posojil, velikost portfelja in ekonomske dejavnike, vključno z analizo pretekle plačilne discipline v teh razredih. Oslabeitve za nastale vendar še ne izkazane izgube (IBNR, Incurred but not reported) se knjižijo na mesečni ravni, temeljijo pa na kakovosti portfelja. IBNR tako predstavljajo splošne oslabeitve.

Posamične oslabeitve Skupina oblikuje (na ravni stranke ali posla) ob upoštevanju spodnjih kriterijev:

- v okviru ocenjevanja denarnih tokov Skupina 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 Skupino iz te naložbe;
- informacije, ki imajo lahko vpliv na izpad prejetih odplačil za Skupino.

Za stranke iz segmenta poslovanja s podjetji, ki pomembno zamujajo s poravnavo obveznosti, se oslabeitev finančnih sredstev v Banki ocenjujejo posamično, za segmente poslovanja s prebivalstvom pa skupinsko oziroma posamično v primeru, ko Banka oceni izpostavljenost kot pomembno. UniCredit Leasing, d.o.o. oblikuje posamične oslabeitve portfeljsko za vse izpostavljenosti, razen za stranke z izpostavljenostjo nad 200 tisoč evrov, ki jih obravnava individualno.

Skupina ocenjuje kvaliteto strank dnevno in na podlagi tega vsaj enkrat mesečno oblikuje potrebne oslabeitve in rezervacije. Celoten postopek je urejen z internimi navodili in ima ustrezno informacijsko podporo.

# Povzetek računovodskih usmeritev

## Oslabitev finančnih sredstev razpoložljivih za prodajo

Isti nepristranski dokazi kažejo tudi na oslabiljenost finančnih sredstev, ki so na razpolago za prodajo. Izguba zaradi oslabilve se pripozna, kadar pride do pomembnega ali dolgotrajnega padca poštene vrednosti pod nabavno vrednost teh finančnih sredstev. Banka kot objektivni dokaz o oslabilvi 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 in Skupina v letu 2016 nista spremenili računovodskih usmeritev.

## NOVI STANDARDI TER OBSTOJEČI STANDARDI, SPREMENJENI V LETU 2016

V tekočem računovodskem obdobju veljajo naslednje spremembe obstoječih standardov in nova pojasnila, ki jih je izdal Odbor za mednarodne računovodske standarde (OMRS) in sprejela EU:

- Spremembe MSRP 10 »Konsolidirani računovodski izkazi«, MSRP 12 »Razkritje deležev v drugih družbah« in MRS 28 »Naložbe v podjetja in skupne podvige« - Naložbena podjetja: Uporaba izjeme pri konsolidaciji, ki jih je EU sprejela 22. septembra 2016 (veljajo za letna obdobja, ki se pričnejo 1. januarja 2016 ali pozneje);
- Spremembe MSRP 11 »Skupne ureditve« - Obračunavanje pridobitve deležev pri skupnem delovanju, ki jih je EU sprejela 24. novembra 2015 (velja za letna obdobja, ki se začnejo 1. januarja 2016 ali pozneje);
- Spremembe MRS 1 »Predstavljanje računovodskih izkazov« – Pobuda za razkritje, ki jih je EU sprejela 18. decembra 2015 (velja za letna obdobja, ki se pričnejo 1. januarja 2016 ali pozneje);
- Spremembe MRS 16 »Opredmetena osnovna sredstva« in MRS 38 »Neopredmetena sredstva« – Pojasnilo sprejemljivih metod amortizacije, ki jih je EU sprejela 2. decembra 2015 (velja za letna obdobja, ki se začnejo 1. januarja 2016 ali pozneje);
- Spremembe MRS 16 »Opredmetena osnovna sredstva« in MRS 41 »Kmetijstvo« - Kmetijstvo: Rodne rastline – kot jih je sprejela EU 23. novembra 2015 (velja za letna obdobja, ki se začnejo 1. januarja 2016 ali pozneje);
- Spremembe MRS 19 »Zasluzki zaposlenec« - Programi z določenimi zasluzki: Prispevki zaposlenec, ki jih je EU sprejela 17. decembra 2014 (velja za letna obdobja, ki se pričnejo 1. februarja 2015 ali kasneje);
- Spremembe MRS 27 »Ločeni računovodski izkazi« – Kapitalna metoda pri ločenih računovodskih izkazih, ki jih je EU sprejela 18. decembra 2015 (velja za letna obdobja, ki se pričnejo 1. januarja 2016 ali pozneje);
- 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, MSR 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 2012-2014)«, ki izhajajo iz letnega projekta za izboljšanje MSRP (MSRP 5, MSRP 7, MRS 19 in MRS 34), predvsem z namenom odpravljanja neskladnosti in razlage besedila, ki jih je EU sprejela 15. decembra 2015 (spremembe je treba uporabljati za letna obdobja, ki se začnejo 1. januarja 2016 ali pozneje),

Sprejetje teh sprememb obstoječih standardov in pojasnil ni povzročilo pomembnih sprememb v računovodskih usmeritvah Banke in Skupine.

## IZDANI, Vendar še ne uveljavljeni standardi in pojasnila

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

- MSRP 9 »Finančni instrumenti«, ki ga je EU sprejela 22. novembra 2016 (velja za letna obdobja, ki se začnejo 1. januarja 2018 ali pozneje);
- MSRP 15 »Prihodki iz pogodb s kupci« in spremembe MSRP 15 »Datum začetka veljavnosti MSRP 15«, ki ga je EU sprejela 22. septembra 2016 (velja za letna obdobja, ki se začnejo 1. januarja 2018 ali pozneje).

Banka in Skupina analizirata vpliv MSRP 9 in se pripravljata na njegovo uvedbo. Učinke je pričakovati predvsem:

- pri pripoznavanju oslabilcev, za katere MSRP 9 prinaša novo metodo glede na pričakovano izgubo in s tem zahteva zgodnejše pripoznanje pričakovanih kreditnih izgub ter
- pri pripoznavanju lastnega kreditnega tveganja, pri katerem MSRP 9 odpravlja nestabilnost poslovnega izida zaradi sprememb v kreditnem tveganju iz naslova obveznosti, ki se merijo po pošteni vrednosti (v primeru Banke izvedeni finančni instrumenti). Dobički iz naslova zmanjšanja lastnega kreditnega tveganja ne bodo več pripoznani v poslovnem izidu.

Hkrati je še vedno neregulirano obračunavanje varovanja pred tveganji v zvezi s portfeljem finančnih sredstev in obveznosti, katerega načel EU še ni sprejela.

## Pripoznanje oslabilcev

MSRP 9 določa, da Banka za namen ocenjevanja kreditnih izgub finančna sredstva, merjena po odplačili vrednosti in finančna sredstva, merjena po pošteni vrednosti prek drugega vseobsegajočega donosa, po stanju na dan poročanja razvrsti v eno izmed naslednjih skupin:

- izpostavljenosti v 1. skupini, pri katerih še ni nastlalo pomembno povečanje kreditnega tveganja in za katere se oslabilve izmerijo na podlagi pričakovanih kreditnih izgub v 12-mesečnem obdobju;
- izpostavljenosti v 2. skupini, pri katerih se je kreditno tveganje v obdobju od začetnega pripoznanja do datuma poročanja pomembno povečalo in za katere se oslabilve izmerijo na podlagi pričakovanih kreditnih izgub v celotnem obdobju trajanja;
- izpostavljenosti v 3. skupini, ki so v položaju neplačila.

Za izračun pričakovanih izgub bosta Banka in Skupina oblikovali lastno metodologijo, ki temelji na parametrih tveganja: verjetnosti neplačila (PD), izgubi ob neplačilu (LGD) in konverzijskem faktorju (CF).

### Razvrstitev in merjenje

MSRP 9 uvaja nov pristop razvrščanja finančnih sredstev. Razvrstitev v kategorije finančnih sredstev je odvisna od značilnosti pogodbenih denarnih tokov in poslovnega modela Banke in Skupine za to finančno sredstvo.

Pretežna večina kreditov, kot tudi finančnih sredstev v posesti do zapadlosti, bo merjena po odplačni vrednosti, saj imata Banka in Skupina namen prejemati pogodbene denarne tokove, ne pa njihovo prodajo ter denarni tokovi predstavljajo izključno plačilo glavnice in obresti.

Banka ima namen, da bodo obstoječa dolžniška finančna sredstva, razpoložljiva za prodajo, uvrščena v poslovni model, katerega namen je prejemanje denarnih tokov ali prodaja, denarni tokovi pa predstavljajo izključno plačilo glavnice in obresti, zato bodo ta sredstva merjena po poštenu vrednosti skozi drugi vseobsegajoči donos.

Lastniški instrumenti, ki so trenutno uvrščeni med finančna sredstva, razpoložljiva za prodajo, bodo merjeni po poštenu vrednosti skozi poslovni izid, razen če bo Banka pri začetnem pripoznanju sprejela nepreklicno odločitev, da bodo kasnejše spremembe poštene vrednosti pripoznane v drugem vseobsegajočem donosu.

### Uvedba MSRP 9

Banka in Skupina aktivno pripravljata uvedbo MSRP 9. Projekt uvedbe je razdeljen po področjih, divizija Finance je odgovorna za področje razvrstitve in merjenja, divizija Upravljanje s tveganji pa za področje oslabitev.

Na področju razvrstitve in merjenja je zaključeno preverjanje ali denarni tokovi predstavljajo izključno plačilo glavnice in obresti. Na področju oslabitev poteka vpeljava metodologije Skupine za izračun pričakovanih kreditnih izgub.

Aktivnosti na področju prilagajanja procesov zahtevam MSRP 9 ter uvedbe informacijske podpore pa še potekajo.

### NOVI STANDARDI IN SPREMEMBE OBSTOJEČIH STANDARDOV, KI JIH JE IZDAL OMRS, VENDAR JIH EU ŠE NI SPREJELA

Trenutno se MSRP, kot jih je sprejela EU, ne razlikujejo bistveno od predpisov, ki jih je sprejel OMRS, z izjemo naslednjih novih standardov in sprememb obstoječih standardov, ki na dan 31. januar 2017 niso bili potrjeni za uporabo v EU:

- MSRP 14 »Zakonsko predpisani odlog plačila računov« (velja za letna obdobja, ki se začnejo 1. januarja 2016 ali pozneje) – Evropska komisija je sklenila, da ne bo pričela postopka potrjevanja tega vmesnega standarda ter da bo počakala na izdajo njegove končne verzije;
- MSRP 16 »Najemi« (velja za letna obdobja, ki se začnejo 1. januarja 2019 ali pozneje),

- Spremembe MSRP 2 »Plačilo na podlagi delnic« – Razvrščanje in merjenje plačilnih transakcij na podlagi delnic (veljajo za letna obdobja, ki se začnejo 1. januarja 2018 ali pozneje);
- Spremembe MSRP 4 »Zavarovalne pogodbe« – Uporaba MSRP 9 »Finančni instrumenti« skupaj z MSRP 4 »Zavarovalne pogodbe« (veljajo za letna obdobja, ki se začnejo 1. januarja 2018 ali pozneje, oz. ob prvi uporabi MSRP 9 »Finančni instrumenti«);
- Spremembe MSRP 10 »Konsolidirani računovodski izkazi« in MRS 28 »Naložbe v pridružena podjetja in skupne podvige« – Prodaja ali prispevanje sredstev med vlagateljem in njegovim pridruženim podjetjem oz. skupnim podvigom, ter nadaljnje spremembe (datum pričetka veljavnosti je odložen za nedoločen čas do zaključka raziskovalnega projekta v zvezi s kapitalsko metodo);
- Spremembe MSRP 15 »Prihodki iz pogodb s kupci« – Pojasnila k MSRP 15 »Prihodki iz pogodb s kupci« (veljajo za letna obdobja, ki se začnejo 1. januarja 2018 ali pozneje);
- Spremembe MRS 7 »Izkaz denarnih tokov« – Pobuda za razkritje (velja za letna obdobja, ki se pričnejo 1. januarja 2017 ali pozneje);
- Spremembe MRS 12 »Davki iz dobička« - Pripoznavanje odloženih terjatev za davek iz naslova nerealiziranih izgub (velja za letna obdobja, ki se pričnejo 1. januarja 2017 ali pozneje);
- Spremembe MRS 40 »Naložbene nepremičnine« – Prenos naložbenih nepremičnin (velja za letna obdobja, ki se pričnejo 1. januarja 2018 ali pozneje);
- Spremembe različnih standardov »Izboljšave MSRP (obdobje 2014-2016)«, ki izhajajo iz letnega projekta za izboljšanje MSRP (MSRP 1, MSRP 12 in MRS 28), predvsem z namenom odpravljanja neskladnosti in razlage besedila (spremembe MSRP 12 veljajo za letna obdobja, ki se začnejo 1. januarja 2017 ali pozneje, spremembe MSRP 1 in MRS 28 pa veljajo za letna obdobja, ki se začnejo 1. januarja 2018);
- OPMSRP 22 »Transakcije in predplačilo nadomestila v tuji valuti« (velja za letna obdobja, ki se pričnejo 1. januarja 2018 ali pozneje).

Skupina predvideva, da uvedba teh novih standardov in sprememb obstoječih standardov v obdobju začetne uporabe ne bo imela pomembnega vpliva na njene računovodske izkaze, razen MSRP 16. Z njegovo uvedbo se bo povečala bilančna vsota Banke, saj ima Banka več poslovnih prostorov v operativnem najemu.

### PREVEDBA TUJE VALUTE

Funkcijska in predstavitvena valuta: Postavke v računovodskih izkazih so za leti 2016 in 2015 evidentirane v evrih, ki so funkcijska in predstavitvena valuta Skupine.

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 Skupine na dan poročanja, so bili naslednji:



## Povzetek računovodskih usmeritev

Valuta	31. 12. 2016	31. 12. 2015
CHF	1,0739	1,0835
USD	1,0541	1,0887

**POBOTANJE FINANČNEGA SREDSTVA IN FINANČNE OBVEZNOSTI**

Finančna sredstva in finančne obveznosti so pobotane in je njihova čista vrednost izkazana v izkazu finančnega položaja le, kadar obstaja pravno uresničljiva pravica pobotati pripoznane zneske ter se namerava poravnati čisti znesek ali unovčiti sredstvo in hkrati poravnati obveznost.

**FINANČNA SREDSTVA**

Skupina uvršča finančna sredstva v naslednje skupine:

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

Skupina razvrsti finančna sredstva v te skupine ob začetnem pripoznanju.

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

Skupina odpravi pripoznanje finančnih sredstev, kadar so potekle pogodbene 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 Skupina ohrani pravice do obvladovanja tveganj, jih pripozna kot ločeno sredstvo oziroma obveznost.

Skupina odpravi pripoznanje finančnih obveznosti, kadar so pogodbene obveznosti izpolnjene, potečejo oziroma so drugače prekinjene.

**a) Finančna sredstva po pošteni vrednosti skozi poslovni izid**

V to skupino so uvrščena sredstva, ki so uvrščena kot v posesti za trgovanje ter tista, ki jih Skupina po začetnem pripoznanju označi po pošteni 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 pošteni 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.

Skupina 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«.

- Skupina označi finančna sredstva po začetnem pripoznanju po pošteni 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 pošteni 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 pošteni vrednosti skozi poslovni izid, da bi se s tem izognili napakam pri predstavitvi ekonomske vsebine transakcije. Skupina ugotavlja pošteno vrednost posojila najmanj enkrat mesečno. V letih 2016 in 2015 Skupina ni pripoznala posojil, merjenih po pošteni 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 Skupina namerava prodati takoj ali kratkoročno, ki se uvrstijo kot v posesti za trgovanje, in tistih, ki jih Skupina po začetnem pripoznanju označi po pošteni vrednosti skozi poslovni izid;
- tistih, ki jih Skupina 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. Skupina 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 oslabljenih posojil in terjatev so pripoznani, če Skupina pričakuje njihovo plačilo.

V poglavju Uporaba ocen in predpostavk je opredeljeno, kako Skupina oslabi posojila in terjatve.

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 Skupina 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 Skupina 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 Skupina 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 Skupina 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 Skupine do plačila.

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

### IZVEDENI FINANČNI INSTRUMENTI

V svojem rednem poslovanju Skupina 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 termenske pogodbe (forward), zamenjave (swap) in opcije (option). Skupina 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. Poštena vrednost izvedenih finančnih instrumentov vključuje prilagoditve zaradi kreditnega tveganja nasprotne stranke, tveganja financiranja, stroškov zaprtja pozicije in OIS diskontiranja. 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«.

Vsi izvedeni finančni instrumenti se izkazujejo 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 matične skupine za področje Finančni trgi in zakladništvo.

### VAROVANJE PRED TVEGANJEM

#### a) Varovanje poštene vrednosti pred tveganjem

V skladu z MRS 39 varovanje poštene vrednosti pred tveganjem predstavlja varovanje pred izpostavljenostjo spremembam poštene vrednosti pripoznanega sredstva ali obveznosti ali nepripoznane trdne obveze ali določenega dela takšnega sredstva, obveznosti ali trdne obveze, ki jo je mogoče pripisati posameznemu tveganju in lahko vpliva na poslovni izid.

Skupina varuje posamezna finančna sredstva ali finančne obveznosti ter portfelj finančnih sredstev ali finančnih obveznosti. MRS 39 ne dovoljuje varovanja čiste vrednosti, ki vključuje sredstva in obveznosti.

Skupina uporablja kot instrumente za varovanje obrestne zamenjave. Dobiček ali izguba iz ponovnega merjenja instrumenta za varovanje pred tveganjem po pošteni vrednosti ali valutno sestavino njegove knjigovodske vrednosti se takoj pripozna v poslovnem izidu. Če se varovano postavko sicer meri po nabavni vrednosti, se za dobiček ali izgubo pri varovani postavki, ki ga / jo je mogoče pripisati varovanemu tveganju, prilagodi knjigovodsko vrednost varovane postavke in se dobiček ali izgubo pripozna v poslovnem izidu. Če je pred tveganjem varovana postavka finančno sredstvo, razpoložljivo za prodajo, se dobiček ali izguba, pripisljiva varovanemu tveganju, pripozna v poslovnem izidu in ne v izkazu drugega vseobsegajočega donosa.

Pri varovanju poštene vrednosti pred tveganjem spremembe izpostavljenosti portfelja finančnih sredstev ali finančnih obveznosti tveganjem zaradi sprememb obrestnih mer, se zahteva v odstavku zgoraj izpolni tako, da se dobiček ali izgubo, ki se lahko pripíše varovani postavki, predstavi v eni sami vrstični postavki v sredstvih oz. obveznostih.

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Skupina preneha obračunavati varovanje pred tveganjem, če

- instrument za varovanje pred tveganjem preneha veljati ali se proda, odpove ali izkoristi
- varovanje pred tveganjem ne zadošča več sodilom za obračunavanje varovanja pred tveganjem
- Skupina prekliče označitev.

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). 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 pošteni 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 učinkoviti del, ki ga je mogoče pripisati varovanju, in na neučinkoviti 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 nasprotne stranke, se pripoznajo v izkazu poslovnega izida, v postavki »Spremembe poštene vrednosti pri obračunavanju varovanj pred tveganji«.

Skupina 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.

Skupina 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. Skupina 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. 2016	31. 12. 2015
Zgradbe	33 let	33 let
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.

Skupina preverja vrednost svojih opredmetenih osnovnih in neopredmetenih dolgoročnih sredstev, da bi prepoznala, ali utegnejo biti oslabiljena. Če obstajajo znamenja oslabiljenosti, Skupina 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, Skupina 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.

## NALOŽBENE NEPREMIČNINE

UniCredit Leasing d.o.o. in posledično Skupina ima v lasti nepremičnine z namenom pridobivanja najemnin. Ob začetnem pripoznanju so merjene po nabavni vrednosti in se amortizirajo z istimi stopnjami amortizacije kot opredmetena osnovna sredstva.

## NALOŽBE V KAPITAL ODVISNIH, PRIDRUŽENIH IN SKUPAJ OBVLADOVANIH DRUŽB

Naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb, ki niso uvrščene na aktivni trg in katerih poštena vrednost ne more biti zanesljivo izmerjena, so merjene po nabavni vrednosti.

## NAJEMI

### a) Skupina v vlogi najemodajalca

Skupina daje sredstva v finančni najem. Pri finančnem najemu se večina tveganj in koristi, povezanih z lastništvom predmeta najema, prenese na najemnika. Sedanja vrednost bodočih najemnin se pripozna kot terjatev iz naslova finančnega najema v postavki Krediti. Prihodki izražajo stalno obdobjno stopnjo donosnosti čiste najemodajalčeve naložbe v finančni najem.

UniCredit Leasing, d.o.o. daje sredstva tudi v poslovni najem, zato je Skupina v vlogi najemodajalca tudi pri poslovnih najemih. Sredstva, ki so predmet poslovnega najema, so v izkazu finančnega položaja prikazana v postavki Naložbene nepremičnine, če so nepremičnine oz. v postavki Opredmetena osnovna sredstva, če so premičnine. Amortizirajo se enakomerno med trajanjem najema. Tudi prihodki od najemnin (razen plačil, prejetih za opravljene storitve, kot sta zavarovanje in vzdrževanje), se pripoznajo enakomerno med trajanjem najema v postavki Drugi čisti poslovni dobički / izgube.

### b) Skupina v vlogi najemnika

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

## DRUGA SREDSTVA

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

## FINANČNE OBVEZNOSTI

Skupina meri finančne obveznosti po odplačni vrednosti, razen postavk »Finančne obveznosti, namenjene trgovanju« in »Izvedeni finančni instrumenti, namenjeni varovanju – obveznosti«, ki izkazujejo negativno tržno vrednost izvedenih finančnih instrumentov in ju Skupina meri po pošteni 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 Skupina 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 Skupina udeležena oziroma obstaja nevarnost, da bo udeležena;
- druge dogodke, za katere je zelo verjetno, da bo Skupina 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.

Skupina sestavi izkaz denarnih tokov po posredni metodi. Za prikaz denarnih tokov pri poslovanju Skupina poslovni izid pred obdavčitvijo dopolni z učinki naslednjih nedenarnih 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 Skupina 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

Skupina svojim zaposlenim izplačuje jubilejne nagrade in odpravnine ob upokojitvi. Zaposleni so upravičeni do jubilejnih nagrad, če so pri svojem delodajalcu neprekinjeno zaposleni določeno časovno obdobje. Do odpravnin so upravičeni tisti zaposleni, ki se upokojijo in so bili pred tem v Banki oz. v družbi UniCredit Leasing, d.o.o. zaposleni določeno minimalno časovno obdobje.

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; za leto 2016 znaša le-ta 1,75 %, za 2015 pa 2,25 %;
- ocenjeno povečanje prihodnjih plač;
- stopnje smrtnosti – tabela smrtnosti v Sloveniji v letih 2000 – 2002;
- fluktuacija zaposlenih na podlagi zabeleženih podatkov o



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- zaposlenih v prejšnjih letih;
- starost ob upokojitvi: 65 let za moške in 63 let za ženske (65 let ne glede na spol v izračunu za leto 2015);
- tekoči podatki o zaposlenih (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.

Skupina 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 matična 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 matične skupine. Plačilne transakcije so poravnane s kapitalom. V skladu z MSRP so članice matične skupine UniCredit, 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 zadržani dobiček vključno s čistim dobičkom 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 pogoje 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.

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.

## OBRETNI PRIHODKI IN ODHODKI

V izkazu poslovnega izida se obrestni prihodki in odhodki pripoznajo v ustreznem obdobju po metodi veljavnih (efektivnih) obresti. Obrestni prihodki od nedonosnih terjatev se pripoznajo, ko so plačani.

## 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, Skupina razmejuje. Provizije, ki so vključene v izračun efektivne obrestne mere, so pripoznane med obrestnimi prihodki oz. odhodki.

## 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 2016 in 2015 je davčna stopnja za davek od dohodkov pravnih oseb 17 %, za odložene davke pa za leto 2015 17 %, za leto 2016 pa 19 %, kolikor bo znašala davčna stopnja v letu 2017.

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.

Skupina mora plačevati različne posredne davke iz poslovanja. Ti so vključeni kot sestavina administrativnih stroškov. 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 komisijjskih poslov v izkazu poslovnega izida Banke.

## REGULATORNE ZAHTEVE

Za Skupino veljajo regulatorne zahteve Banke Slovenije. Ti predpisi vključujejo limite in druge omejitve, ki se nanašajo na zahteve za minimalno kapitalno ustreznost, klasifikacijo posojil in zunajbilančnih obveznosti in rezervacij za kritje kreditnega tveganja, likvidnosti, obrestnih in deviznih pozicij. Prav tako pojasnila o poslovanju po pooblastilu in o posredniškem poslovanju zahteva Banka Slovenije, ne zahtevajo jih MSRP. Na dan 31. december 2016 sta bila Skupina 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 Skupine;
- 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 Skupine in podjetja, ki imajo s Skupino 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	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
<b>Denar v blagajni</b>	<b>12.586</b>	<b>11.831</b>	<b>12.586</b>	<b>11.831</b>
<b>Stanja pri centralni banki</b>	<b>19.761</b>	<b>86.922</b>	<b>19.761</b>	<b>86.922</b>
Obvezne rezerve pri centralni banki	19.761	86.922	19.761	86.922
<b>Vpogledne vloge pri bankah</b>	<b>276.961</b>	<b>174.587</b>	<b>278.966</b>	<b>174.623</b>
<b>Skupaj</b>	<b>309.308</b>	<b>273.340</b>	<b>311.313</b>	<b>273.376</b>

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.

### Vpogledne vloge pri bankah

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Bruto vrednost	276.975	174.597	278.980	174.633
Oslabitve	(14)	(10)	(14)	(10)
<b>Skupaj - Neto vrednost</b>	<b>276.961</b>	<b>174.587</b>	<b>278.966</b>	<b>174.623</b>

### Oslabitve vpoglednih vlog pri bankah

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
<b>Začetno stanje</b>	<b>(10)</b>	-	<b>(10)</b>	-
Oblikovane oslabitve	(3)	(10)	(3)	(10)
Negativne tečajne razlike	(1)	-	(1)	-
<b>Končno stanje</b>	<b>(14)</b>	<b>(10)</b>	<b>(14)</b>	<b>(10)</b>

## Pojasnilo 2: Finančna sredstva, namenjena trgovanju

Pojasnilo se za obe leti nanaša na Banko in na Skupino

EUR 1.000	31. 12. 2016			31. 12. 2015		
	Raven 1	Raven 2	Skupaj	Raven 1	Raven 2	Skupaj
<b>Kredit</b>	<b>20</b>	-	<b>20</b>	<b>16</b>	-	<b>16</b>
<b>Izvedeni finančni instrumenti namenjeni trgovanju</b>	-	<b>20.098</b>	<b>20.098</b>	-	<b>16.355</b>	<b>16.355</b>
Terminske pogodbe (Forward)	-	9.359	9.359	-	5.420	5.420
Opcije (Option)	-	94	94	-	129	129
Zamenjave (Swap)	-	10.645	10.645	-	10.806	10.806
<b>Skupaj</b>	<b>20</b>	<b>20.098</b>	<b>20.118</b>	<b>16</b>	<b>16.355</b>	<b>16.371</b>

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

### Gibanje dolžniških vrednostnih papirjev

EUR 1.000	2016	2015
<b>Začetno stanje</b>	-	-
<b>Povečanje</b>	<b>115.146</b>	<b>59.781</b>
Nakup	115.146	59.781
<b>Zmanjšanje</b>	<b>(115.146)</b>	<b>(59.781)</b>
Prodaja/unovčenje	(115.146)	(59.781)
<b>Končno stanje</b>	-	-

### Gibanje lastniških vrednostnih papirjev

EUR 1.000	2016	2015
<b>Začetno stanje</b>	-	-
<b>Povečanje</b>	<b>15</b>	<b>66</b>
Nakup	15	66
<b>Zmanjšanje</b>	<b>(15)</b>	<b>(66)</b>
Prodaja/unovčenje	(15)	(66)
<b>Končno stanje</b>	-	-

## Pojasnilo 3: Finančna sredstva, razpoložljiva za prodajo

Pojasnilo se za obe leti nanaša na Banko in na Skupino

EUR 1.000	31. 12. 2016				31. 12. 2015			
	Raven 1	Raven 2	Raven 3	Skupaj	Raven 1	Raven 2	Raven 3	Skupaj
Delnice in deleži	-	22.897	958	23.855	-	22.871	2.685	25.556
Obveznice, Republika Slovenija	-	350.424	-	350.424	-	371.485	-	371.485
Obveznice, enote centralne ravni države	-	-	-	-	4.550	-	-	4.550
Obveznice, banke	-	46.405	-	46.405	-	53.700	-	53.700
Obveznice, podjetja	-	12.240	-	12.240	-	-	-	-
<b>Skupaj</b>	-	<b>431.966</b>	<b>958</b>	<b>432.924</b>	<b>4.550</b>	<b>448.056</b>	<b>2.685</b>	<b>455.291</b>

### Gibanje lastniških vrednostnih papirjev

EUR 1.000	2016		2015	
	Skupaj	Raven 3	Skupaj	Raven 3
<b>Začetno stanje</b>	<b>25.556</b>	<b>2.685</b>	<b>232</b>	<b>219</b>
<b>Povečanje</b>	<b>1.020</b>	<b>994</b>	<b>25.491</b>	<b>2.611</b>
Nakup	766	766	23.025	145
Tečajne razlike	225	225	-	-
Pozitivno vrednotenje - pripoznano v izkazu drugega vseobsegajočega donosa	29	3	2.466	2.466
<b>Zmanjšanje</b>	<b>(2.721)</b>	<b>(2.721)</b>	<b>(167)</b>	<b>(145)</b>
Prodaja / unovčenje	(2.556)	(2.556)	(13)	-
Tečajne razlike	(165)	(165)	-	-
Negativno vrednotenje - pripoznano v izkazu poslovnega izida, postavka Oslabitve	-	-	(145)	(145)
Negativno vrednotenje - pripoznano v izkazu drugega vseobsegajočega donosa	-	-	(9)	-
<b>Končno stanje</b>	<b>23.855</b>	<b>958</b>	<b>25.556</b>	<b>2.685</b>

Vsi dobički in izgube za raven 3 se nanašajo na sredstva, ki so v stanju 31. decembra 2015 in 2016.

## Pojasnila k računovodskim izkazom

## Gibanje dolžniških vrednostnih papirjev

EUR 1.000	2016		2015	
	Skupaj	Raven 3	Skupaj	Raven 3
<b>Začetno stanje</b>	<b>429.735</b>	-	<b>354.128</b>	-
<b>Povečanje</b>	<b>259.869</b>	-	<b>233.349</b>	-
Nakup	247.336	-	228.405	-
Pozitivno vrednotenje - pripoznano v izkazu drugega vseobsegajočega donosa	12.533	-	4.944	-
<b>Zmanjšanje</b>	<b>(280.535)</b>	-	<b>(157.742)</b>	-
Prodaja / unovčenje	(268.768)	-	(149.155)	-
Negativno vrednotenje - pripoznano v izkazu drugega vseobsegajočega donosa	(11.767)	-	(8.587)	-
<b>Končno stanje</b>	<b>409.069</b>	-	<b>429.735</b>	-

## Pojasnilo 4: Izvedeni finančni instrumenti, namenjeni varovanju - sredstva

Pojasnilo se za obe leti nanaša na Banko in na Skupino

EUR 1.000	31. 12. 2016	31. 12. 2015
	Raven 2	Raven 2
Varovanje poštene vrednosti	868	-
Varovanje denarnih tokov	10.127	10.228
<b>Skupaj</b>	<b>10.995</b>	<b>10.228</b>

## Pojasnilo 5: Krediti

## Kreditni bankam

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Kratkoročni krediti	11.284	39.044	11.284	39.044
Dolgoročni krediti	-	1.002	-	1.002
Terjatve iz danih jamstev bankam	3.376	5.474	3.376	5.474
<b>Skupaj</b>	<b>14.660</b>	<b>45.520</b>	<b>14.660</b>	<b>45.520</b>

Banka ni pripoznala oslabitev za kredite bankam niti na dan 31. december 2015 niti na dan 31. december 2016, ker ni bilo znamenj oslabitve.

**Kreditni strankam****Banka**

EUR 1.000	31. 12. 2016			31. 12. 2015		
	Bruto vrednost	Oslabitev	Neto vrednost	Bruto vrednost	Oslabitev	Neto vrednost
<b>Kreditni</b>						
<b>Kratkoročni</b>	<b>193.917</b>	<b>(17.042)</b>	<b>176.875</b>	<b>175.967</b>	<b>(45.578)</b>	<b>130.389</b>
Podjetja	112.878	(13.527)	99.351	133.465	(39.401)	94.064
Finančne institucije	50.521	(7)	50.514	7.892	(193)	7.699
Javni sektor	199	-	199	216	-	216
Prebivalstvo	27.466	(2.854)	24.612	29.896	(4.216)	25.680
Samostojni podjetniki	2.783	(645)	2.138	4.154	(1.429)	2.725
Neprofitni izvajalci storitev gospodinjstvom	70	(9)	61	344	(339)	5
<b>Dolgoročni</b>	<b>1.658.046</b>	<b>(89.449)</b>	<b>1.568.597</b>	<b>1.693.776</b>	<b>(134.941)</b>	<b>1.558.835</b>
Podjetja	595.483	(51.986)	543.497	666.407	(97.871)	568.536
Finančne institucije	83.849	(20.230)	63.619	82.645	(1.776)	80.869
Javni sektor	253.260	(140)	253.120	207.814	(172)	207.642
Prebivalstvo	714.036	(16.651)	697.385	720.926	(31.810)	689.116
Samostojni podjetniki	9.286	(337)	8.949	13.605	(3.274)	10.331
Neprofitni izvajalci storitev gospodinjstvom	2.132	(105)	2.027	2.379	(38)	2.341
<b>Finančni najem</b>						
<b>Dolgoročni</b>	<b>123</b>	<b>(2)</b>	<b>121</b>	<b>124</b>	<b>(2)</b>	<b>122</b>
Podjetja	123	(2)	121	124	(2)	122
<b>Skupaj</b>	<b>1.852.086</b>	<b>(106.493)</b>	<b>1.745.593</b>	<b>1.869.867</b>	<b>(180.521)</b>	<b>1.689.346</b>

Stanje kreditov zaposlenim na dan 31. december 2016 znaša 21.253 tisoč evrov, na dan 31. december 2015 pa je znašalo 21.895 tisoč evrov.

## Pojasnila k računovodskim izkazom

## Skupina

EUR 1.000	31. 12. 2016			31. 12. 2015		
	Bruto vrednost	Oslabitve	Neto vrednost	Bruto vrednost	Oslabitve	Neto vrednost
<b>Kreditni</b>						
<b>Kratkoročni</b>	<b>144.016</b>	<b>(17.068)</b>	<b>126.948</b>	<b>169.262</b>	<b>(45.620)</b>	<b>123.642</b>
Podjetja	112.883	(13.527)	99.356	133.510	(39.443)	94.067
Finančne institucije	589	(7)	582	1.142	(193)	949
Javni sektor	199	-	199	216	-	216
Prebivalstvo	27.492	(2.880)	24.612	29.896	(4.216)	25.680
Samostojni podjetniki	2.783	(645)	2.138	4.154	(1.429)	2.725
Neprofitni izvajalci storitev gospodinjstvom	70	(9)	61	344	(339)	5
<b>Dolgoročni</b>	<b>1.608.569</b>	<b>(89.495)</b>	<b>1.519.074</b>	<b>1.614.628</b>	<b>(135.095)</b>	<b>1.479.533</b>
Podjetja	595.698	(52.028)	543.670	666.531	(97.995)	568.536
Finančne institucije	34.072	(20.230)	13.842	3.286	(1.776)	1.510
Javni sektor	253.261	(140)	253.121	207.814	(172)	207.642
Prebivalstvo	714.097	(16.655)	697.442	721.013	(31.840)	689.173
Samostojni podjetniki	9.309	(337)	8.972	13.605	(3.274)	10.331
Neprofitni izvajalci storitev gospodinjstvom	2.132	(105)	2.027	2.379	(38)	2.341
<b>Finančni najem</b>						
<b>Kratkoročni</b>	<b>586</b>	<b>(76)</b>	<b>510</b>	<b>4.570</b>	<b>(3.470)</b>	<b>1.100</b>
Podjetja	586	(76)	510	3.216	(2.161)	1.055
Javni sektor	-	-	-	1	-	1
Prebivalstvo	-	-	-	479	(446)	33
Samostojni podjetniki	-	-	-	874	(863)	11
<b>Dolgoročni</b>	<b>167.849</b>	<b>(13.109)</b>	<b>154.740</b>	<b>164.136</b>	<b>(12.554)</b>	<b>151.582</b>
Podjetja	137.557	(11.282)	126.275	128.716	(11.774)	116.942
Javni sektor	1.614	-	1.614	2.152	-	2.152
Prebivalstvo	9.251	(602)	8.649	10.730	(286)	10.444
Samostojni podjetniki	19.407	(1.225)	18.182	22.538	(494)	22.044
Neprofitni izvajalci storitev gospodinjstvom	20	-	20	-	-	-
<b>Skupaj</b>	<b>1.921.020</b>	<b>(119.748)</b>	<b>1.801.272</b>	<b>1.952.596</b>	<b>(196.739)</b>	<b>1.755.857</b>

Stanje kreditov zaposlenim na dan 31. december 2016 znaša 21.625 tisoč evrov, na dan 31. december 2015 pa je znašalo 22.961 tisoč evrov.

## Oslabitve kreditov strankam

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
<b>Začetno stanje</b>	<b>(180.521)</b>	<b>(193.234)</b>	<b>(196.739)</b>	<b>(193.234)</b>
Oblikovane oslabitve	(31.980)	(62.482)	(34.872)	(64.541)
Oslabitve v začetni konsolidaciji	-	-	-	(14.747)
Negativne tečajne razlike	(5.293)	(11.140)	(5.293)	(11.140)
Oblikovane oslabitve, ki zmanjšujejo čiste obresti	(14.709)	(12.551)	(14.709)	(12.551)
Odpravljene oslabitve	8.134	40.681	13.989	41.269
Odpravljene oslabitve zaradi odpisa	88.294	38.695	88.294	38.695
Pozitivne tečajne razlike	5.121	9.180	5.121	9.180
Odpravljene oslabitve, ki povečujejo čiste obresti	24.461	10.330	24.461	10.330
<b>Končno stanje</b>	<b>(106.493)</b>	<b>(180.521)</b>	<b>(119.748)</b>	<b>(196.739)</b>



## Finančni najem

EUR 1.000	Banka				Skupina			
	31. 12. 2016		31. 12. 2015		31. 12. 2016		31. 12. 2015	
	Bruto naložba v najem	Sedanja vrednost terjatev za najmanjšo vsoto najemnin	Bruto naložba v najem	Sedanja vrednost terjatev za najmanjšo vsoto najemnin	Bruto naložba v najem	Sedanja vrednost terjatev za najmanjšo vsoto najemnin	Bruto naložba v najem	Sedanja vrednost terjatev za najmanjšo vsoto najemnin
V največ letu dni	39	34	27	25	48.097	43.363	64.259	51.657
V več kot letu dni in ne več kot 5 letih	92	88	103	97	98.936	92.800	90.239	76.550
V več kot 5 letih	-	-	-	-	20.221	19.347	28.660	24.473
<b>Skupaj</b>	<b>131</b>	<b>122</b>	<b>130</b>	<b>122</b>	<b>167.254</b>	<b>155.510</b>	<b>183.158</b>	<b>152.680</b>

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Nezasluženi finančni prihodek	9	6	11.744	30.478
Popravek vrednosti neizterljivih terjatev za najmanjše najemnine	(2)	(2)	(13.185)	(16.024)

Banka in Skupina nimata nezajamčene preostale vrednosti, pripisane v korist najemodajalca in možnih najemnin, pripoznanih kot prihodki v obdobju.

## Druga finančna sredstva

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Terjatve za provizije (opravnine)	719	1.356	719	1.356
Oslabitev provizij (opravnin)	(45)	(113)	(45)	(113)
Prehodno nezaračunani prihodki za bančne produkte	719	627	719	627
Terjatve iz naslova zapadlih izvedenih finančnih instrumentov	312	10.969	312	10.969
Oslabitev terjatev iz naslova zapadlih izvedenih finančnih instrumentov	(263)	(6.495)	(263)	(6.495)
Terjatve v obračunu	1.850	4.009	1.850	4.009
Druga finančna sredstva	414	1.105	5.891	3.697
Oslabitev drugih finančnih sredstev	-	-	(1.329)	(1.336)
<b>Skupaj</b>	<b>3.706</b>	<b>11.458</b>	<b>7.854</b>	<b>12.714</b>

## Oslabitev drugih finančnih sredstev

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
<b>Začetno stanje</b>	<b>(6.608)</b>	<b>(7.466)</b>	<b>(7.944)</b>	<b>(7.466)</b>
Oblikovane oslavitve	(490)	(279)	(490)	(279)
Oslabitev v začetni konsolidaciji	-	-	-	(1.343)
Odpravljene oslavitve	6.790	1.137	6.797	1.144
<b>Končno stanje</b>	<b>(308)</b>	<b>(6.608)</b>	<b>(1.637)</b>	<b>(7.944)</b>

Večina oslabeitev drugih finančnih sredstev je bila ukinjena zaradi prodaje le-teh.

## Pojasnila k računovodskim izkazom

## Pojasnilo 6: Finančna sredstva v posesti do zapadlosti

Pojasnilo se za obe leti nanaša na Banko in na Skupino

EUR 1.000	31. 12. 2016	31. 12. 2015
Obveznice, Republika Slovenija	7.127	13.266
<b>Skupaj</b>	<b>7.127</b>	<b>13.266</b>

## Gibanje

EUR 1.000	2016	2015
<b>Začetno stanje</b>	<b>13.266</b>	<b>13.160</b>
<b>Povečanje</b>	<b>312</b>	<b>626</b>
Nakup	312	626
<b>Zmanjšanje</b>	<b>(6.451)</b>	<b>(520)</b>
Unovčenje	(6.451)	(520)
<b>Končno stanje</b>	<b>7.127</b>	<b>13.266</b>

## Pojasnilo 7: Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem - terjatve

Pojasnilo se za obe leti nanaša na Banko in na Skupino

EUR 1.000	31. 12. 2016	31. 12. 2015
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem - terjatve	40	-
<b>Skupaj</b>	<b>40</b>	<b>-</b>

## Pojasnilo 8: Opredmetena osnovna sredstva

## Banka

EUR 1.000	2016				Skupaj
	Vlaganja v tuje objekte	Računalniška oprema	Druga oprema	Oprema v pripravi	
<b>Nabavna vrednost</b>					
<b>Začetno stanje</b>	<b>10.612</b>	<b>6.088</b>	<b>6.132</b>	<b>372</b>	<b>23.204</b>
Povečanje	49	-	-	570	619
Prenos iz opreme v pripravi	-	633	300	(933)	-
Izločitev	(3)	(380)	(187)	-	(570)
<b>Končno stanje</b>	<b>10.658</b>	<b>6.341</b>	<b>6.245</b>	<b>9</b>	<b>23.253</b>
<b>Amortizacijski popravek vrednosti</b>					
<b>Začetno stanje</b>	<b>7.554</b>	<b>4.919</b>	<b>4.822</b>	<b>-</b>	<b>17.295</b>
Amortizacija za leto	704	583	397	-	1.684
Izločitev	(2)	(379)	(168)	-	(549)
<b>Končno stanje</b>	<b>8.256</b>	<b>5.123</b>	<b>5.051</b>	<b>-</b>	<b>18.430</b>
<b>Čista knjigovodska vrednost</b>					
<b>Začetno stanje</b>	<b>3.058</b>	<b>1.169</b>	<b>1.310</b>	<b>372</b>	<b>5.909</b>
<b>Končno stanje</b>	<b>2.402</b>	<b>1.218</b>	<b>1.194</b>	<b>9</b>	<b>4.823</b>

EUR 1.000	2015					Skupaj
	Vlaganja v tuje objekte	Računalniška oprema	Druga oprema	Oprema v pripravi		
<b>Nabavna vrednost</b>						
<b>Začetno stanje</b>	<b>11.148</b>	<b>6.136</b>	<b>6.307</b>	<b>78</b>	<b>23.669</b>	
Povečanje	14	-	-	654	668	
Prenos iz opreme v pripravi	-	250	110	(360)	-	
Izločitev	(550)	(298)	(285)	-	(1.133)	
<b>Končno stanje</b>	<b>10.612</b>	<b>6.088</b>	<b>6.132</b>	<b>372</b>	<b>23.204</b>	
<b>Amortizacijski popravek vrednosti</b>						
<b>Začetno stanje</b>	<b>7.147</b>	<b>4.559</b>	<b>4.636</b>	<b>-</b>	<b>16.342</b>	
Amortizacija za leto	764	657	449	-	1.870	
Izločitev	(357)	(297)	(263)	-	(917)	
<b>Končno stanje</b>	<b>7.554</b>	<b>4.919</b>	<b>4.822</b>	<b>-</b>	<b>17.295</b>	
<b>Čista knjigovodska vrednost</b>						
<b>Začetno stanje</b>	<b>4.001</b>	<b>1.577</b>	<b>1.671</b>	<b>78</b>	<b>7.327</b>	
<b>Končno stanje</b>	<b>3.058</b>	<b>1.169</b>	<b>1.310</b>	<b>372</b>	<b>5.909</b>	

#### Skupina

EUR 1.000	2016						Skupaj
	Vlaganja v tuje objekte	Računalniška oprema	Druga oprema	Oprema v pripravi	Oprema, ki je predmet poslovnega najema	Oprema, ki je predmet poslovnega najema, v pripravi	
<b>Nabavna vrednost</b>							
<b>Začetno stanje</b>	<b>10.641</b>	<b>6.210</b>	<b>6.242</b>	<b>372</b>	<b>7.365</b>	<b>-</b>	<b>30.830</b>
Povečanje	49	-	-	570	-	1.205	1.824
Prenos iz opreme v pripravi	-	633	300	(933)	1.205	(1.205)	-
Izločitev	(18)	(502)	(297)	-	(3.398)	-	(4.215)
<b>Končno stanje</b>	<b>10.672</b>	<b>6.341</b>	<b>6.245</b>	<b>9</b>	<b>5.172</b>	<b>-</b>	<b>28.439</b>
<b>Amortizacijski popravek vrednosti</b>							
<b>Začetno stanje</b>	<b>7.561</b>	<b>5.029</b>	<b>4.909</b>	<b>-</b>	<b>3.659</b>	<b>-</b>	<b>21.158</b>
Amortizacija za leto	706	591	402	-	993	-	2.692
Izločitev	(8)	(497)	(259)	-	(1.831)	-	(2.595)
<b>Končno stanje</b>	<b>8.259</b>	<b>5.123</b>	<b>5.052</b>	<b>-</b>	<b>2.821</b>	<b>-</b>	<b>21.255</b>
<b>Čista knjigovodska vrednost</b>							
<b>Začetno stanje</b>	<b>3.080</b>	<b>1.181</b>	<b>1.333</b>	<b>372</b>	<b>3.706</b>	<b>-</b>	<b>9.672</b>
<b>Končno stanje</b>	<b>2.413</b>	<b>1.218</b>	<b>1.193</b>	<b>9</b>	<b>2.351</b>	<b>-</b>	<b>7.184</b>

## Pojasnila k računovodskim izkazom

EUR 1.000	2015						
	Vlaganja v tuje objekte	Računalniška oprema	Druga oprema	Oprema v pripravi	Oprema, ki je predmet poslovnega najema	Oprema, ki je predmet poslovnega najema, v pripravi	Skupaj
<b>Nabavna vrednost</b>							
<b>Začetno stanje</b>	<b>11.148</b>	<b>6.136</b>	<b>6.307</b>	<b>78</b>	-	-	<b>23.669</b>
Povečanje	14	-	-	654	-	522	1.190
Povečanje ob začetni konsolidaciji	29	124	113	-	9.354	-	9.620
Prenos iz opreme v pripravi	-	250	110	(360)	522	(522)	-
Izločitev	(550)	(300)	(288)	-	(2.511)	-	(3.649)
<b>Končno stanje</b>	<b>10.641</b>	<b>6.210</b>	<b>6.242</b>	<b>372</b>	<b>7.365</b>	-	<b>30.830</b>
<b>Amortizacijski popravek vrednosti</b>							
<b>Začetno stanje</b>	<b>7.147</b>	<b>4.559</b>	<b>4.636</b>	-	-	-	<b>16.342</b>
Povečanje ob začetni konsolidaciji	6	106	85	-	3.715	-	3.912
Amortizacija za leto	765	663	453	-	591	-	2.472
Izločitev	(357)	(299)	(265)	-	(647)	-	(1.568)
<b>Končno stanje</b>	<b>7.561</b>	<b>5.029</b>	<b>4.909</b>	-	<b>3.659</b>	-	<b>21.158</b>
<b>Čista knjigovodska vrednost</b>							
<b>Začetno stanje</b>	<b>4.001</b>	<b>1.577</b>	<b>1.671</b>	<b>78</b>	-	-	<b>7.327</b>
<b>Končno stanje</b>	<b>3.080</b>	<b>1.181</b>	<b>1.333</b>	<b>372</b>	<b>3.706</b>	-	<b>9.672</b>

Skupina na dan 31. december 2016 nima pogodbenih obveznosti za pridobitev opredmetenih osnovnih sredstev (na dan 31. december 2015 ni imela pogodbenih obveznosti za pridobitev opredmetenih osnovnih sredstev). Pri vlaganjih v tuje objekte Skupina nima možnosti prodaje teh, prav tako nobenih drugih pogodbenih obveznosti v zvezi z njimi. Skupina ni zastavila svojih opredmetenih osnovnih sredstev.

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

## Pojasnilo 9: Naložbene nepremičnine

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
<b>Nabavna vrednost</b>				
<b>Začetno stanje</b>	-	-	<b>8.887</b>	-
Povečanje - začetna konsolidacija	-	-	-	9.133
Povečanje	-	-	846	-
Izločitev	-	-	(6.936)	(27)
Oslabitev	-	-	-	(219)
<b>Končno stanje</b>	-	-	<b>2.797</b>	<b>8.887</b>
<b>Amortizacijski popravek vrednosti</b>				
<b>Začetno stanje</b>	-	-	<b>1.319</b>	-
Povečanje - začetna konsolidacija	-	-	-	1.243
Amortizacija za leto	-	-	126	103
Izločitev	-	-	(1.337)	(27)
<b>Končno stanje</b>	-	-	<b>108</b>	<b>1.319</b>
<b>Čista knjigovodska vrednost</b>				
<b>Začetno stanje</b>	-	-	<b>7.568</b>	-
<b>Končno stanje</b>	-	-	<b>2.689</b>	<b>7.568</b>

Poštena vrednost naložbenih nepremičnin na dan 31. december 2016 znaša 4.295 tisoč evrov (na dan 31. december 2015 10.387 tisoč evrov) in je zasnovana na vrednotenju neodvisnega ocenjevalca. Prodajljivost naložbenih nepremičnin ni z ničimer omejena.

Družba UniCredit Leasing d.o.o. je v letu 2016 zanje prejela 353 tisoč evrov (v zadnjih petih mesecih leta 2015 247 tisoč evrov) najemnin in imela z njimi 82 tisoč evrov stroškov (v zadnjih petih mesecih leta 2015 38 tisoč evrov). Stroški se v celoti nanašajo na nepremičnine, ki so ustvarile prihodke od najemnin v tem obdobju.

Gre za nepremičnine, ki so bile odvzete najemjemalec in bi se z iztrženimi zneski poravnale njihove neporavnane terjatve. UniCredit Leasing d.o.o. nima pogodbenih zavez za nakupovanje, izdelovanje ali razvijanje naložbenih nepremičnin ali pa za popravila, vzdrževanje ali izboljšave.

## Pojasnilo 10: Neopredmetena dolgoročna sredstva

### Banka

EUR 1.000	2016			2015		
	Neopredmetena dolgoročna sredstva v uporabi	Neopredmetena dolgoročna sredstva v pripravi	Skupaj	Neopredmetena dolgoročna sredstva v uporabi	Neopredmetena dolgoročna sredstva v pripravi	Skupaj
<b>Nabavna vrednost</b>						
<b>Začetno stanje</b>	<b>32.476</b>	<b>5.515</b>	<b>37.991</b>	<b>31.757</b>	<b>3.974</b>	<b>35.731</b>
Povečanje	-	1.889	1.889	-	3.566	3.566
Prenos iz opreme v pripravi	2.948	(2.948)	-	2.025	(2.025)	-
Izločitev	-	-	-	(1.306)	-	(1.306)
<b>Končno stanje</b>	<b>35.424</b>	<b>4.456</b>	<b>39.880</b>	<b>32.476</b>	<b>5.515</b>	<b>37.991</b>
<b>Amortizacijski popravek vrednosti</b>						
<b>Začetno stanje</b>	<b>19.198</b>	-	<b>19.198</b>	<b>16.929</b>	-	<b>16.929</b>
Amortizacija za leto	4.038	-	4.038	3.104	-	3.104
Izločitev	-	-	-	(835)	-	(835)
<b>Končno stanje</b>	<b>23.236</b>	-	<b>23.236</b>	<b>19.198</b>	-	<b>19.198</b>
<b>Čista knjigovodska vrednost</b>						
<b>Začetno stanje</b>	<b>13.278</b>	<b>5.515</b>	<b>18.793</b>	<b>14.828</b>	<b>3.974</b>	<b>18.802</b>
<b>Končno stanje</b>	<b>12.188</b>	<b>4.456</b>	<b>16.644</b>	<b>13.278</b>	<b>5.515</b>	<b>18.793</b>

## Pojasnila k računovodskim izkazom

## Skupina

EUR 1.000	2016			2015		
	Neopredmetena dolgoročna sredstva v uporabi	Neopredmetena dolgoročna sredstva v pripravi	Skupaj	Neopredmetena dolgoročna sredstva v uporabi	Neopredmetena dolgoročna sredstva v pripravi	Skupaj
<b>Nabavna vrednost</b>						
<b>Začetno stanje</b>	<b>32.866</b>	<b>5.515</b>	<b>38.381</b>	<b>31.757</b>	<b>3.974</b>	<b>35.731</b>
Povečanje - začetna konsolidacija	-	-	-	346	-	346
Povečanje	-	1.994	1.994	-	3.610	3.610
Prenos iz opreme v pripravi	2.995	(2.995)	-	2.069	(2.069)	-
Izločitev	-	-	-	(1.306)	-	(1.306)
<b>Končno stanje</b>	<b>35.861</b>	<b>4.514</b>	<b>40.375</b>	<b>32.866</b>	<b>5.515</b>	<b>38.381</b>
<b>Amortizacijski popravek vrednosti</b>						
<b>Začetno stanje</b>	<b>19.372</b>	<b>-</b>	<b>19.372</b>	<b>16.929</b>	<b>-</b>	<b>16.929</b>
Povečanje - začetna konsolidacija	-	-	-	161	-	161
Amortizacija za leto	4.076	-	4.076	3.117	-	3.117
Izločitev	-	-	-	(835)	-	(835)
<b>Končno stanje</b>	<b>23.448</b>	<b>-</b>	<b>23.448</b>	<b>19.372</b>	<b>-</b>	<b>19.372</b>
<b>Čista knjigovodska vrednost</b>						
<b>Začetno stanje</b>	<b>13.494</b>	<b>5.515</b>	<b>19.009</b>	<b>14.828</b>	<b>3.974</b>	<b>18.802</b>
<b>Končno stanje</b>	<b>12.413</b>	<b>4.514</b>	<b>16.927</b>	<b>13.494</b>	<b>5.515</b>	<b>19.009</b>

Skupina kot neopredmetena dolgoročna sredstva pripoznava izključno programsko opremo. Nima znotraj Skupine ustvarjenih neopredmetenih sredstev. Banka ima na dan 31. december 2016 za 1.235 tisoč evrov pogodbenih obveznosti za pridobitev neopredmetenih osnovnih sredstev (na dan 31. december 2015: 1.926 tisoč evrov).

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

### Pojasnilo 11: Dolgoročne naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Naložbe v kapital odvisnih družb	1	1	-	-
<b>Skupaj</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>-</b>



## Pojasnilo 12: Terjatve za davek od dohodkov pravnih oseb

EUR 1.000	Banka			Skupina		
	31. 12. 2016	31. 12. 2015	Učinek v letu 2016	31. 12. 2016	31. 12. 2015	Učinek v letu 2016
<b>Terjatve za davek</b>	-	-	-	<b>358</b>	-	<b>358</b>
<b>Odložene terjatve za davek</b>	<b>4.516</b>	<b>5.233</b>	<b>(717)</b>	<b>7.417</b>	<b>8.756</b>	<b>(1.339)</b>
Pripoznanje v izkazu poslovnega izida	8.926	8.039	887	11.827	11.562	265
Kreditni bankam in strankam, ki niso banke	3	3	-	2.694	2.987	(293)
Finančna sredstva, razpoložljiva za prodajo	56	247	(191)	56	247	(191)
Opredmetena in neopredmetena osnovna sredstva, naložbene nepremičnine	39	76	(37)	214	615	(401)
Rezervacije	129	120	9	164	120	44
Investicije	334	108	226	334	108	226
Izguba	8.365	7.485	880	8.365	7.485	880
Pripoznanje v kapitalu	(4.410)	(2.806)	(1.604)	(4.410)	(2.806)	(1.604)
Rezervacije	(53)	(47)	(6)	(53)	(47)	(6)
Varovanje denarnih tokov	(213)	668	(881)	(213)	668	(881)
Finančna sredstva, razpoložljiva za prodajo	(4.144)	(3.427)	(717)	(4.144)	(3.427)	(717)
<b>Skupaj</b>	<b>4.516</b>	<b>5.233</b>	<b>(717)</b>	<b>7.775</b>	<b>8.756</b>	<b>(981)</b>

### Prenesena davčna izguba

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
<b>Začetno stanje</b>	<b>44.027</b>	<b>47.185</b>	<b>44.027</b>	<b>47.185</b>
Zmanjšanje	-	(3.158)	-	(3.158)
<b>Končno stanje</b>	<b>44.027</b>	<b>44.027</b>	<b>44.027</b>	<b>44.027</b>

## Pojasnilo 13: Druga sredstva

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Predujmi	5	8	589	515
Nevračunani stroški in odhodki	683	258	841	543
Prehodno nezaračunani prihodki	52	-	-	-
Zaloge	-	-	624	942
Druge terjatve	18	17	18	17
<b>Skupaj</b>	<b>758</b>	<b>283</b>	<b>2.072</b>	<b>2.017</b>

## Pojasnila k računovodskim izkazom

## Pojasnilo 14: Finančne obveznosti, namenjene trgovanju

Pojasnilo se za obe leti nanaša na Banko in na Skupino

EUR 1.000	31. 12. 2016		31. 12. 2015	
	Raven 1	Raven 2	Raven 1	Raven 2
<b>Izvedeni finančni instrumenti, namenjeni trgovanju</b>	-	<b>20.343</b>	-	<b>16.574</b>
Terminske pogodbe (Forward)	-	3.314	-	6.018
Opcije (Option)	-	93	-	124
Zamenjave (Swap)	-	16.936	-	10.432
<b>Ostale finančne obveznosti, namenjene trgovanju</b>	<b>120</b>	-	<b>4</b>	-
<b>Skupaj</b>	<b>120</b>	<b>20.343</b>	<b>4</b>	<b>16.574</b>

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

## Pojasnilo 15: Izvedeni finančni instrumenti, namenjeni varovanju - obveznosti

Pojasnilo se za obe leti nanaša na Banko in na Skupino

EUR 1.000	31. 12. 2016	31. 12. 2015
	Raven 2	Raven 2
Varovanje poštene vrednosti	47	-
Varovanje denarnih tokov	49.058	73.229
<b>Skupaj</b>	<b>49.105</b>	<b>73.229</b>

## Pojasnilo 16: Finančne obveznosti, merjene po odplačni vrednosti

## Vloge bank in centralnih bank

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Vloge bank na vpogled	6.774	5.100	6.774	5.100
Kratkoročne vloge bank	71.765	40.026	71.765	40.026
Dolgoročne vloge bank	155.234	155.267	155.234	155.267
<b>Skupaj</b>	<b>233.773</b>	<b>200.393</b>	<b>233.773</b>	<b>200.393</b>

## Kreditni bank in centralnih bank

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Dolgoročni krediti centralne banke	170.000	78.124	170.000	78.124
Dolgoročni krediti bank	62.389	37.722	115.514	107.267
<b>Skupaj</b>	<b>232.389</b>	<b>115.846</b>	<b>285.514</b>	<b>185.391</b>

## Vloge strank

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
<b>Na vpogled</b>	<b>1.135.577</b>	<b>965.915</b>	<b>1.134.299</b>	<b>963.562</b>
Podjetja	616.405	516.565	616.405	516.565
Finančne institucije	56.864	89.703	55.586	87.350
Javni sektor	86.946	79.092	86.946	79.092
Prebivalstvo	345.153	258.423	345.153	258.423
Samostojni podjetniki	24.977	16.243	24.977	16.243
Neprofitni izvajalci storitev gospodinjstvom	5.232	5.889	5.232	5.889
<b>Kratkoročne vloge</b>	<b>257.053</b>	<b>376.340</b>	<b>257.053</b>	<b>376.340</b>
Podjetja	140.341	196.847	140.341	196.847
Finančne institucije	6.766	25.854	6.766	25.854
Javni sektor	27.313	12.702	27.313	12.702
Prebivalstvo	79.747	132.019	79.747	132.019
Samostojni podjetniki	109	6.013	109	6.013
Neprofitni izvajalci storitev gospodinjstvom	2.777	2.905	2.777	2.905
<b>Dolgoročne vloge</b>	<b>362.066</b>	<b>478.230</b>	<b>362.066</b>	<b>478.230</b>
Podjetja	83.387	30.426	83.387	30.426
Finančne institucije	19.288	5.740	19.288	5.740
Javni sektor	97.084	278.097	97.084	278.097
Prebivalstvo	156.377	158.033	156.377	158.033
Samostojni podjetniki	1.100	1.575	1.100	1.575
Neprofitni izvajalci storitev gospodinjstvom	4.830	4.359	4.830	4.359
<b>Skupaj</b>	<b>1.754.696</b>	<b>1.820.485</b>	<b>1.753.418</b>	<b>1.818.132</b>

## Podrejene obveznosti

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Podrejene obveznosti do bank	-	30.101	-	30.101
<b>Skupaj</b>	<b>-</b>	<b>30.101</b>	<b>-</b>	<b>30.101</b>

Banka je v letu 2016 poplačala obe podrejeni posojili.

## Druge finančne obveznosti

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Sredstva za nakazilo v tujino	4.323	1.221	4.323	1.221
Obveznosti za provizije	75	48	75	48
Obveznosti v obračunu	5.462	6.547	5.462	6.547
Obveznosti do dobaviteljev	941	1.054	1.019	1.173
Vnaprej vračunani odhodki in stroški	6.300	6.645	6.569	6.739
Prejeti predujmi in varščine	-	-	446	1.131
Druge poslovne obveznosti	2.684	3.184	2.749	3.329
<b>Skupaj</b>	<b>19.785</b>	<b>18.699</b>	<b>20.643</b>	<b>20.188</b>

## Pojasnila k računovodskim izkazom

## Pojasnilo 17: Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem - obveznosti

Pojasnilo se za obe leti nanaša na Banko in na Skupino

EUR 1.000	31. 12. 2016	31. 12. 2015
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem - obveznosti	1.263	-
<b>Skupaj</b>	<b>1.263</b>	-

## Pojasnilo 18: Rezervacije

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Za pravno nerešene tožbe	1.238	4.024	1.238	4.024
Za jubilejne nagrade in odpravnine	769	787	769	787
Za zunajbilančne obveznosti	5.200	6.797	5.200	6.797
Druge rezervacije	2.600	-	2.964	682
<b>Skupaj</b>	<b>9.807</b>	<b>11.608</b>	<b>10.171</b>	<b>12.290</b>

Banka je bila po stanju na dan 31. december 2016 kot tožena stranka vključena v 26 sodnih sporov, v katerih tožeče stranke uveljavljajo tožbene zahtevke proti Banki v skupni višini 5,6 milijona evrov (na dan 31. december 2015: 11,4 milijona evrov). Družba UniCredit Leasing, d.o.o. je bila kot tožena stranka vključena v dva sodna spora, v katerih tožeče stranke uveljavljajo tožbene zahtevke proti družbi v skupni višini 4,9 milijona evrov (na dan 31. december 2015: 5,2 milijona evrov). V skladu z oceno verjetnosti izida je Skupina oblikovala ustrezne rezervacije za zadevne pravne spore.

Banka  
2016

EUR 1.000	Za pravno nerešene tožbe	Za jubilejne nagrade in odpravnine	Za zunajbilančne obveznosti	Druge rezervacije	Skupaj
<b>Začetno stanje</b>	<b>4.024</b>	<b>787</b>	<b>6.797</b>	-	<b>11.608</b>
<b>Povečanje</b>	-	<b>92</b>	<b>2.219</b>	<b>2.600</b>	<b>4.911</b>
Pripoznano v izkazu poslovnega izida	-	92	2.219	2.600	4.911
<b>Zmanjšanje</b>	<b>(2.786)</b>	<b>(110)</b>	<b>(3.816)</b>	-	<b>(6.712)</b>
Poraba rezervacij	(2.374)	(33)	-	-	(2.407)
Sprostitev rezervacij pripoznana v izkazu poslovnega izida	(412)	(77)	(3.816)	-	(4.305)
<b>Končno stanje</b>	<b>1.238</b>	<b>769</b>	<b>5.200</b>	<b>2.600</b>	<b>9.807</b>

Na podlagi pogodbe o prodaji portfelja nedonosnih terjatev je Banka oblikovala rezervacije za potencialne terjatve strank.

## 2015

EUR 1.000	Za pravno neresene tožbe	Za jubilejne nagrade in odpravnine	Za zunajbilančne obveznosti	Druge rezervacije	Skupaj
<b>Začetno stanje</b>	<b>1.419</b>	<b>882</b>	<b>4.508</b>	<b>307</b>	<b>7.116</b>
<b>Povečanje</b>	<b>2.605</b>	<b>74</b>	<b>3.409</b>	<b>498</b>	<b>6.586</b>
Pripoznavo v izkazu poslovnega izida	2.605	74	3.409	497	6.585
Tečajne razlike	-	-	-	1	1
<b>Zmanjšanje</b>	<b>-</b>	<b>(169)</b>	<b>(1.120)</b>	<b>(805)</b>	<b>(2.094)</b>
Poraba rezervacij	-	(43)	-	(38)	(81)
Sprostitev rezervacij pripoznana v izkazu poslovnega izida	-	-	(1.120)	(767)	(1.887)
Sprostitev rezervacij pripoznana v kapitalu	-	(126)	-	-	(126)
<b>Končno stanje</b>	<b>4.024</b>	<b>787</b>	<b>6.797</b>	<b>-</b>	<b>11.608</b>

## Skupina

### 2016

EUR 1.000	Za pravno neresene tožbe	Za jubilejne nagrade in odpravnine	Za zunajbilančne obveznosti	Druge rezervacije	Skupaj
<b>Začetno stanje</b>	<b>4.024</b>	<b>787</b>	<b>6.797</b>	<b>682</b>	<b>12.290</b>
<b>Povečanje</b>	<b>-</b>	<b>92</b>	<b>2.219</b>	<b>2.600</b>	<b>4.911</b>
Pripoznavo v izkazu poslovnega izida	-	92	2.219	2.600	4.911
<b>Zmanjšanje</b>	<b>(2.786)</b>	<b>(110)</b>	<b>(3.816)</b>	<b>(318)</b>	<b>(7.030)</b>
Poraba rezervacij	(2.374)	(33)	-	(12)	(2.419)
Pripoznavo v izkazu poslovnega izida	(412)	(77)	(3.816)	(306)	(4.611)
<b>Končno stanje</b>	<b>1.238</b>	<b>769</b>	<b>5.200</b>	<b>2.964</b>	<b>10.171</b>

## 2015

EUR 1.000	Za pravno neresene tožbe	Za jubilejne nagrade in odpravnine	Za zunajbilančne obveznosti	Druge rezervacije	Skupaj
<b>Začetno stanje</b>	<b>1.419</b>	<b>882</b>	<b>4.508</b>	<b>307</b>	<b>7.116</b>
<b>Povečanje</b>	<b>2.605</b>	<b>74</b>	<b>3.409</b>	<b>1.180</b>	<b>7.268</b>
Pripoznavo v izkazu poslovnega izida	2.605	74	3.409	1.022	7.110
Povečanje ob začetni konsolidaciji	-	-	-	157	157
Tečajne razlike	-	-	-	1	1
<b>Zmanjšanje</b>	<b>-</b>	<b>(169)</b>	<b>(1.120)</b>	<b>(805)</b>	<b>(2.094)</b>
Poraba rezervacij	-	(43)	-	(38)	(81)
Sprostitev rezervacij pripoznana v izkazu poslovnega izida	-	-	(1.120)	(767)	(1.887)
Sprostitev rezervacij pripoznana v kapitalu	-	(126)	-	-	(126)
<b>Končno stanje</b>	<b>4.024</b>	<b>787</b>	<b>6.797</b>	<b>682</b>	<b>12.290</b>

## Pojasnilo 19: Obveznosti za davek od dohodkov pravnih oseb

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Obveznosti za davek	2.465	-	2.465	145
<b>Skupaj</b>	<b>2.465</b>	<b>-</b>	<b>2.465</b>	<b>145</b>

## Pojasnila k računovodskim izkazom

## Pobot

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
<b>Obveznosti za davke</b>	-	-	13	-
<b>Odložene obveznosti za davke</b>	<b>4.417</b>	<b>3.525</b>	<b>4.417</b>	<b>3.525</b>
Akumulirani drugi vseobsegajoči donos, finančna sredstva, razpoložljiva za prodajo	4.151	3.478	4.151	3.478
Akumulirani drugi vseobsegajoči donos, varovanje denarnih tokov	213	-	213	-
Akumulirani drugi vseobsegajoči donos, aktuarski čisti dobički / izgube za pokojninske programe	53	47	53	47
<b>Skupaj</b>	<b>4.417</b>	<b>3.525</b>	<b>4.430</b>	<b>3.525</b>

## Pojasnilo 20: Druge obveznosti

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Pasivne časovne razmejitve	1.183	1.328	1.790	2.057
Obveznosti za davke in prispevke	508	338	704	770
<b>Skupaj</b>	<b>1.691</b>	<b>1.666</b>	<b>2.494</b>	<b>2.827</b>

## Pojasnilo 21: Osnovni kapital

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Navadne delnice - vpis prebivalstva	-	1	-	1
Navadne delnice - vpis tuje banke	20.384	20.383	20.384	20.383
<b>Skupaj</b>	<b>20.384</b>	<b>20.384</b>	<b>20.384</b>	<b>20.384</b>

Osnovni kapital Banke na dan 31. december 2016 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.

## Pojasnilo 22: Kapitalske rezerve

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Vplačani presežek kapitala	91.736	91.736	91.736	91.736
Kapitalske rezerve, nastale iz splošnega prevrednotevalnega popravka kapitala	16.024	16.024	16.024	16.024
<b>Skupaj</b>	<b>107.760</b>	<b>107.760</b>	<b>107.760</b>	<b>107.760</b>



## Pojasnilo 23: Akumulirani drugi vseobsegajoči donos

Pojasnilo se za obe leti nanaša na Banko in na Skupino

EUR 1.000	31. 12. 2016	31. 12. 2015
Akumulirani drugi vseobsegajoči donos, varovanje denarnih tokov	907	(3.262)
Akumulirani drugi vseobsegajoči donos, finančna sredstva, razpoložljiva za prodajo	17.665	16.729
Akumulirani drugi vseobsegajoči donos, aktuarski čisti dobički / izgube za pokojninske programe	506	511
<b>Skupaj</b>	<b>19.078</b>	<b>13.978</b>

### Akumulirani drugi vseobsegajoči donos, varovanje denarnih tokov

EUR 1.000	2016	2015
<b>Začetno stanje</b>	<b>(3.262)</b>	<b>(5.290)</b>
Bruto vrednost	(3.931)	(6.374)
Odloženi davek	669	1.084
<b>Povečanje</b>	<b>4.169</b>	<b>2.028</b>
Bruto vrednost	5.050	2.443
Odloženi davek	(881)	(415)
<b>Končno stanje</b>	<b>907</b>	<b>(3.262)</b>
Bruto vrednost	1.119	(3.931)
Odloženi davek	(212)	669

### Akumulirani drugi vseobsegajoči donos, finančna sredstva, razpoložljiva za prodajo

EUR 1.000	2016	2015
<b>Začetno stanje</b>	<b>16.729</b>	<b>16.153</b>
Bruto vrednost	20.155	19.461
Odloženi davek	(3.426)	(3.308)
<b>Povečanje</b>	<b>9.773</b>	<b>6.150</b>
Bruto vrednost	12.563	7.410
Odloženi davek	(2.790)	(1.260)
<b>Zmanjšanje</b>	<b>(8.837)</b>	<b>(5.574)</b>
Bruto vrednost	(10.910)	(6.716)
Odloženi davek	2.073	1.142
<b>Končno stanje</b>	<b>17.665</b>	<b>16.729</b>
Bruto vrednost	21.808	20.155
Odloženi davek	(4.143)	(3.426)

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

EUR 1.000	2016	2015
<b>Začetno stanje</b>	<b>511</b>	<b>359</b>
Bruto vrednost	557	431
Odloženi davek	(46)	(72)
<b>Povečanje</b>	<b>(5)</b>	<b>152</b>
Bruto vrednost	-	126
Odloženi davek	(5)	26
<b>Končno stanje</b>	<b>506</b>	<b>511</b>
Bruto vrednost	557	557
Odloženi davek	(51)	(46)

## Pojasnila k računovodskim izkazom

## Pojasnilo 24: Rezerve iz dobička

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Zakonske rezerve	1.307	1.307	1.307	1.307
Druge rezerve iz dobička	83.328	83.328	97.266	98.221
<b>Skupaj</b>	<b>84.635</b>	<b>84.635</b>	<b>98.573</b>	<b>99.528</b>

Druge rezerve iz dobička Skupine vključujejo slabo ime iz naslova začetne konsolidacije UniCredit Leasing d.o.o. v višini 14.893 tisoč evrov.

### Pojasnilo 25: Zadržani dobiček / izguba (vključno s čistim dobičkom / izgubo poslovnega leta)

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Čisti dobiček / (izguba) poslovnega leta	13.864	9.677	17.791	8.721
Zadržani dobiček	55	-	55	-
Razporeditev v / iz rezerv iz dobička	-	20.000	-	20.000
<b>Skupaj</b>	<b>13.919</b>	<b>29.677</b>	<b>17.846</b>	<b>28.721</b>

#### Bilančni dobiček Banke

EUR 1.000	2016	2015
Čisti dobiček / (izguba) poslovnega leta	13.864	9.677
Preneseni čisti dobiček	55	-
Razporeditev iz rezerv iz dobička	-	20.000
<b>Bilančni dobiček</b>	<b>13.919</b>	<b>29.677</b>
Delitev čistega dobička poslovnega leta	(13.864)	(9.629)
Delitev čistega dobička preteklih let	(18)	(19.993)
Prenos v naslednje leto	37	55

V letu 2016 je bilo delničarjem izplačanega 29.622 tisoč evrov bilančnega dobička leta 2015. Uprava je predlagala nadzornemu svetu in skupščini Banke, da se del bilančnega dobička leta 2016 v višini 13.882 tisoč evrov razdeli med delničarje, preostali del bilančnega dobička pa ostane nerazporejen.

#### Osnovni in popravljene dobiček na delnico

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
(1) Čisti dobiček poslovnega leta	13.864	9.677	17.791	8.721
(2) Število delnic	4.888.193	4.888.193	4.888.193	4.888.193
(3) Tehtano povprečno število delnic v letu	4.888.193	4.888.193	4.888.193	4.888.193
<b>(4) Dobiček na delnico v evrih (1) / (3)</b>	<b>2,84</b>	<b>1,98</b>	<b>3,64</b>	<b>1,78</b>

Osnovni in popravljene dobiček na delnico sta enaka.

## Pojasnila k izkazu poslovnega izida

### Pojasnilo 26: Prihodki iz obresti

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
Obresti iz finančnih sredstev, namenjenih trgovanju	4.467	5.150	4.467	5.150
Obresti iz izvedenih finančnih instrumentov, namenjenih varovanju	3.036	5.091	3.036	5.091
Obresti iz finančnih sredstev, razpoložljivih za prodajo	8.346	10.334	8.346	10.334
Obresti iz danih kreditov	38.600	38.782	42.563	41.197
Bankam	168	176	168	176
Strankam	38.432	38.606	42.395	41.021
Obresti iz danih oslabljenih kreditov	2.248	8.979	2.248	8.979
Strankam	2.248	8.979	2.248	8.979
Obresti iz finančnih sredstev v posesti do zapadlosti	391	626	391	626
Negativne obresti od obveznosti	1.364	515	1.364	515
<b>Skupaj</b>	<b>58.452</b>	<b>69.477</b>	<b>62.415</b>	<b>71.892</b>

### Pojasnilo 27: Odhodki za obresti

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
Obresti za finančne obveznosti do centralne banke	59	132	59	132
Obresti za finančne obveznosti, namenjene trgovanju	4.740	5.083	4.740	5.083
Obresti iz izvedenih finančnih instrumentov, namenjenih varovanju	2.801	6.402	2.801	6.402
Obresti za finančne obveznosti, merjene po odplačni vrednosti	7.977	12.219	8.788	12.740
Bank	3.321	4.398	4.079	4.911
Strank	4.656	7.821	4.709	7.829
Negativne obresti od terjatev	937	795	937	795
<b>Skupaj</b>	<b>16.514</b>	<b>24.631</b>	<b>17.325</b>	<b>25.152</b>

Obrestni odhodki za podrejeni dolg znašajo 45 tisoč evrov v letu 2016 (609 tisoč evrov v letu 2015).

### Pojasnilo 28: Prihodki iz dividend

Pojasnilo se za obe leti nanaša na Banko in na Skupino

EUR 1.000	2016	2015
Dividende iz finančnih sredstev, razpoložljivih za prodajo	8	5
<b>Skupaj</b>	<b>8</b>	<b>5</b>

## Pojasnila k računovodskim izkazom

## Pojasnilo 29: Prihodki iz opravnin (provizij)

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
Opravnine iz poslov z vrednostnimi papirji	5.989	7.782	5.989	7.782
Opravnine iz danih jamstev	2.840	3.672	2.829	3.672
Opravnine iz opravljanja plačilnih storitev - vodenje transakcijskih računov	2.660	2.707	2.660	2.707
Opravnine iz opravljanja plačilnih storitev - izvrševanje plačil	5.387	5.171	5.387	5.171
Opravnine iz opravljanja plačilnih storitev - kartično poslovanje	4.810	4.999	4.810	4.999
Opravnine iz opravljanja drugih plačilnih storitev	1.638	1.548	1.638	1.548
Opravnine iz kreditnih in najemnih poslov	4.850	4.675	5.254	4.848
Opravnine iz investicijskega svetovanja	1.680	2.675	1.680	2.675
Opravnine iz drugih poslov	567	962	567	962
<b>Skupaj</b>	<b>30.421</b>	<b>34.191</b>	<b>30.814</b>	<b>34.364</b>

## Pojasnilo 30: Odhodki za opravnine (provizije)

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
Opravnine od opravljenih plačilnih storitev - kartično poslovanje	2.512	2.391	2.512	2.391
Opravnine od opravljenih drugih plačilnih storitev	2.212	2.544	2.216	2.551
Opravnine od opravljenih posredniških in komisijskih poslov	1.221	1.217	1.221	1.217
Opravnine od opravljenih storitev za investicijsko svetovanje	188	1.213	188	1.213
Opravnine od opravljenih drugih storitev	1.359	1.794	1.576	1.978
<b>Skupaj</b>	<b>7.492</b>	<b>9.159</b>	<b>7.713</b>	<b>9.350</b>

## Pojasnilo 31: Realizirani dobički / izgube iz finančnih sredstev in obveznosti, ki niso merjeni po pošteni vrednosti skozi izkaz poslovnega izida

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
<b>Realizirani dobički</b>	<b>13.357</b>	<b>6.406</b>	<b>13.406</b>	<b>6.406</b>
Iz dolžniških vrednostnih papirjev, razpoložljivih za prodajo	8.288	5.388	8.288	5.388
Iz lastniških vrednostnih papirjev, razpoložljivih za prodajo	3.621	66	3.621	66
Iz kreditov	1.396	499	1.396	499
Iz drugih finančnih sredstev in obveznosti	52	453	101	453
<b>Realizirane izgube</b>	<b>(2.076)</b>	<b>(984)</b>	<b>(2.076)</b>	<b>(1.151)</b>
Iz dolžniških vrednostnih papirjev, razpoložljivih za prodajo	(37)	(105)	(37)	(105)
Iz lastniških vrednostnih papirjev, razpoložljivih za prodajo	(81)	-	(81)	-
Iz kreditov	(1.958)	(73)	(1.958)	(73)
Iz drugih finančnih sredstev in obveznosti	-	(806)	-	(973)
<b>Skupaj</b>	<b>11.281</b>	<b>5.422</b>	<b>11.330</b>	<b>5.255</b>

## Pojasnilo 32: Čisti dobički / izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju

Pojasnilo se za obe leti nanaša na Banko in na Skupino

EUR 1.000	2016	2015
Čisti dobički iz trgovanja z vrednostnimi papirji	175	23
Čisti dobički pri nakupu in prodaji tujih valut	2.580	(75)
Čisti dobički / izgube iz izvedenih finančnih instrumentov	437	4.442
<b>Skupaj</b>	<b>3.192</b>	<b>4.390</b>

## Pojasnilo 33: Spremembe poštene vrednosti pri obračunavanju varovanj pred tveganji

Pojasnilo se za obe leti nanaša na Banko in na Skupino

EUR 1.000	2016	2015
Spremembe poštene vrednosti izvedenih finančnih instrumentov za varovanje skupine finančnih instrumentov pred tveganjem spremembe obrestne mere	864	-
Spremembe poštene vrednosti izvedenih finančnih instrumentov za varovanje denarnih tokov skupine finančnih instrumentov - neuspešni deli - makro	(6.404)	(139)
Čisti izid iz varovanih postavk - spremembe poštene vrednosti varovane skupine finančnih instrumentov pred tveganjem spremembe obrestne mere	(1.223)	-
<b>Skupaj</b>	<b>(6.763)</b>	<b>(139)</b>

## Pojasnilo 34: Čisti dobički / izgube iz tečajnih razlik

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
Dobički iz tečajnih razlik	185.108	359.709	185.274	359.779
Izgube iz tečajnih razlik	(184.638)	(361.470)	(184.827)	(361.568)
<b>Skupaj</b>	<b>470</b>	<b>(1.761)</b>	<b>447</b>	<b>(1.789)</b>

## Pojasnilo 35: Čisti dobički / izgube iz odprave pripoznanja sredstev brez nekratkoročnih sredstev v posesti za prodajo

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
Dobički iz odprave pripoznanja	-	-	5	-
Izgube iz odprave pripoznanja	(82)	(708)	(82)	(708)
<b>Skupaj</b>	<b>(82)</b>	<b>(708)</b>	<b>(77)</b>	<b>(708)</b>

## Pojasnila k računovodskim izkazom

## Pojasnilo 36: Drugi čisti poslovni dobički / izgube

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
<b>Dobički</b>	<b>2.278</b>	<b>1.345</b>	<b>4.211</b>	<b>2.385</b>
Dobički iz operativnih tveganj	4	17	128	75
Prihodki iz povrnjenih stroškov za delavce napotene v tujino	1.025	1.000	1.138	1.000
Prihodki iz najemov	138	167	1.277	1.147
Ostali dobički	1.111	161	1.668	163
<b>Izgube</b>	<b>(2.050)</b>	<b>(1.797)</b>	<b>(2.466)</b>	<b>(2.175)</b>
Članarine	(70)	(73)	(70)	(73)
Izgube iz operativnih tveganj	(39)	(199)	(180)	(260)
Sklad za reševanje bank	(1.405)	(1.472)	(1.405)	(1.472)
Odhodki iz najemov	-	-	(160)	(92)
Ostale izgube	(536)	(53)	(651)	(278)
<b>Skupaj</b>	<b>228</b>	<b>(452)</b>	<b>1.745</b>	<b>210</b>

## Pojasnilo 37: Administrativni stroški

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
Stroški dela	23.031	22.515	24.003	23.223
Ostali administrativni stroški	10.997	11.779	11.346	11.859
<b>Skupaj</b>	<b>34.028</b>	<b>34.294</b>	<b>35.349</b>	<b>35.082</b>

## Stroški dela

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
Bruto plače	16.253	16.413	16.936	16.929
Dajatve za socialno zavarovanje	1.236	1.238	1.285	1.275
Dajatve za pokojninsko zavarovanje	1.505	1.497	1.583	1.544
Druge dajatve, odvisne od bruto plač	29	57	39	61
Nadomestilo za prevoz in za prehrano	1.338	1.367	1.391	1.407
Variabilni del plače	1.152	1.015	1.218	1.032
Drugi stroški dela	1.518	928	1.551	975
<b>Skupaj</b>	<b>23.031</b>	<b>22.515</b>	<b>24.003</b>	<b>23.223</b>

### Ostali administrativni stroški

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
Stroški najemnin in zakupnin	2.047	2.205	2.052	2.211
Stroški informacijskega sistema	2.447	2.218	2.519	2.257
Stroški poštnine in komunikacije	1.207	1.356	1.267	1.386
Stroški svetovalnih in revizijskih storitev	1.260	1.931	1.285	1.939
Ostale storitve drugih	737	743	884	717
Stroški reklame	971	1.169	972	1.171
Stroški izobraževanja	117	133	117	133
Stroški materiala	627	683	635	686
Stroški vzdrževanja, upravljanja in varovanja opredmetenih osnovnih sredstev	776	845	796	855
Stroški zavarovanja	533	203	537	207
Stroški službenih poti	129	146	136	150
Stroški nadzora	146	147	146	147
<b>Skupaj</b>	<b>10.997</b>	<b>11.779</b>	<b>11.346</b>	<b>11.859</b>

Stroški svetovalnih in revizijskih storitev vključujejo stroške revizije računovodskih izkazov za leto 2016 v višini 157 tisoč evrov revizijske hiše Deloitte revizija d.o.o.

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

Najmanjša vsota najemnin, ki bi jih Banka morala plačati v največ letu dni, je 1.944 tisoč evrov, v več kot letu dni in ne več kot petih letih 1.442 tisoč evrov in v več kot petih letih 181 tisoč evrov (leta 2015: 2.077 tisoč evrov v največ letu dni, v več kot letu dni in ne več kot petih letih 1.656 tisoč evrov in v več kot petih letih 310 tisoč evrov).

### Pojasnilo 38: Amortizacija

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
<b>Amortizacija opredmetenih osnovnih sredstev</b>	<b>1.684</b>	<b>1.870</b>	<b>2.692</b>	<b>2.472</b>
Amortizacija vlaganj v tuje objekte	704	764	706	765
Amortizacija računalniške opreme	583	657	591	663
Amortizacija ostale opreme	397	449	1.395	1.044
<b>Amortizacija neopredmetenih dolgoročnih sredstev</b>	<b>4.038</b>	<b>3.104</b>	<b>4.075</b>	<b>3.117</b>
<b>Amortizacija naložbenih nepremičnin</b>	<b>-</b>	<b>-</b>	<b>126</b>	<b>103</b>
<b>Skupaj</b>	<b>5.722</b>	<b>4.974</b>	<b>6.893</b>	<b>5.692</b>

### Pojasnilo 39: Rezervacije

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
Za pravno nerešene tožbe	(413)	2.605	(413)	2.605
Za jubilejne nagrade in odpravnine	15	74	15	74
Druge rezervacije	2.600	(270)	2.294	250
Za zunajbilančne obveznosti	(1.596)	2.287	(1.596)	2.287
<b>Skupaj</b>	<b>606</b>	<b>4.696</b>	<b>300</b>	<b>5.216</b>



## Pojasnila k računovodskim izkazom

## Pojasnilo 40: Oslabitve

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
<b>Oslabitve finančnih sredstev, merjenih po odplačni vrednosti</b>	<b>(70.745)</b>	<b>(17.741)</b>	<b>(73.973)</b>	<b>(16.276)</b>
Povečanje	32.473	62.771	35.099	64.830
Kreditni	31.980	62.482	34.606	64.541
Druga finančna sredstva	493	289	493	289
Zmanjšanje	(103.218)	(80.512)	(109.072)	(81.106)
Kreditni	(96.428)	(79.375)	(102.282)	(79.962)
Druga finančna sredstva	(6.790)	(1.137)	(6.790)	(1.144)
<b>Odpisi finančnih sredstev, merjenih po odplačni vrednosti</b>	<b>88.136</b>	<b>38.695</b>	<b>88.988</b>	<b>38.695</b>
Odhodki iz odpisov	88.294	38.695	89.159	38.695
Prihodki iz odpisanih terjatev	(158)	-	(171)	-
<b>Oslabitve finančnih sredstev, razpoložljivih za prodajo</b>	<b>-</b>	<b>145</b>	<b>-</b>	<b>145</b>
Povečanje	-	145	-	145
<b>Oslabitve naložbenih nepremičnin</b>	<b>-</b>	<b>-</b>	<b>47</b>	<b>195</b>
Povečanje	-	-	47	195
<b>Skupaj</b>	<b>17.391</b>	<b>21.099</b>	<b>15.062</b>	<b>22.759</b>

## Pojasnilo 41: Čisti dobički / izgube iz nekratkoročnih sredstev v posesti za prodajo

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
Dobički iz nekratkoročnih sredstev v posesti za prodajo	2	1	396	34
Izgube iz nekratkoročnih sredstev v posesti za prodajo	-	-	(17)	(93)
<b>Skupaj</b>	<b>2</b>	<b>1</b>	<b>379</b>	<b>(59)</b>

## Pojasnilo 42: Davek iz dohodka pravnih oseb

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
Tekoči davek	2.479	-	3.321	(83)
Odloženi davek	(887)	1.896	(265)	1.532
<b>Skupaj</b>	<b>1.592</b>	<b>1.896</b>	<b>3.056</b>	<b>1.449</b>

Znesek davka iz dohodka pravnih oseb v celoti vpliva na dividende delničarjev Banke, ki so predvidene za izplačilo.

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
Dobiček / izguba pred davki	15.456	11.573	20.848	10.170
Teoretični davek (17 %)	2.628	1.967	3.544	1.729
Zmanjšanje davka	(248)	(1.111)	(1.644)	(1.111)
za zmanjšanje prihodkov	(2)	(2)	(1.014)	(2)
za davčno priznanje odhodkov preteklih let	(246)	(1.109)	(630)	(1.109)
Povečanje davka za nepriznane odhodke	115	124	615	279
Odloženi davek	(887)	1.896	(265)	1.532
Vzpostavitev in odprava začasnih razlik	(887)	1.896	(265)	1.532
Ostale prilagoditve	(16)	(980)	806	(980)
<b>Skupaj</b>	<b>1.592</b>	<b>1.896</b>	<b>3.056</b>	<b>1.449</b>

## Pojasnila k izkazu denarnih tokov

### Pojasnilo 43: Denarni ustrezniki

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Denar v blagajni	12.586	11.832	12.586	11.832
Obvezne rezerve pri centralni banki	19.761	86.922	19.761	86.922
Vpogledne vloge pri bankah	276.974	174.597	278.979	174.597
Kreditni bankam z zapadlostjo do 3 mesece	7.540	9.036	7.540	9.036
<b>Skupaj</b>	<b>316.861</b>	<b>282.387</b>	<b>318.866</b>	<b>282.387</b>

## Pojasnila k zunajbilančnemu poslovanju v skladu z zahtevami Banke Slovenije

### Pojasnilo 44: Zunajbilančno poslovanje

Pojasnilo se za obe leti nanaša na Banko in na Skupino.

EUR 1.000	31. 12. 2016	31. 12. 2015
Garancije	201.216	200.197
Kreditni limiti in kreditne linije	536.256	464.533
Upniki po spot poslih	33.713	9.423
Nazivna vrednost izvedenih finančnih instrumentov	3.183.714	3.819.304
<b>Skupaj</b>	<b>3.954.899</b>	<b>4.493.457</b>

#### Gibanje garancij

EUR 1.000	2016	2015
<b>Začetno stanje</b>	<b>200.197</b>	<b>247.273</b>
<b>Povečanje</b>	<b>163.555</b>	<b>144.488</b>
Nove garancije	161.740	142.164
Tečajne razlike	1.815	2.324
<b>Zmanjšanje</b>	<b>(162.536)</b>	<b>(191.564)</b>
Izplačilo garancij	(188)	(375)
Ugasnjene garancije	(160.558)	(189.098)
Tečajne razlike	(1.790)	(2.091)
<b>Končno stanje</b>	<b>201.216</b>	<b>200.197</b>

## Pojasnila k računovodskim izkazom

## Izvedeni finančni instrumenti

EUR 1.000	31. 12. 2016	31. 12. 2015
Terminske pogodbe (Forward in Futures)	241.480	311.482
Obrestne opcije (Option)	14.201	34.664
Obrestne zamenjave (Swap)	2.531.452	3.107.526
Namenjene trgovanju	587.339	721.331
Namenjene varovanju	1.944.113	2.386.195
Valutne zamenjave (Swap)	395.913	364.230
Namenjene trgovanju	220.057	165.897
Namenjene varovanju	175.856	198.333
Blagovne zamenjave	668	1.402
<b>Skupaj</b>	<b>3.183.714</b>	<b>3.819.304</b>

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

## Pojasnilo 45: Poslovanje po pooblastilu

Pojasnilo se za obe leti nanaša na Banko in na Skupino.

## Bilanca stanja iz poslovanja po pooblastilu

EUR 1.000	31. 12. 2016	31. 12. 2015
Denarna sredstva strank za posredovanje s finančnimi instrumenti	8.855	4.015
Terjatve iz poslov gospodarjenja s finančnimi instrumenti	43.423	39.284
Terjatve po skrbniških poslih	7.900.720	10.267.744
Terjatve do KDD za prodane finančne instrumente	2	130
Terjatve do drugih poravnalnih sistemov in institucij za prodane finančne instrumente (kupcev)	7.299	977
Terjatve iz poravnalnega poslovanja	97	2.347
Terjatve iz drugih poslov v tujem imenu in za tuj račun	189.499	226.566
<b>Skupaj sredstva</b>	<b>8.149.895</b>	<b>10.541.063</b>
Obveznosti do strank iz denarnih sredstev in finančnih instrumentov	52.278	43.299
Obveznosti do KDD za kupljene finančne instrumente	96	2.347
Obveznosti do drugih poravnalnih sistemov in institucij za kupljene finančne instrumente (dobaviteljev)	7.907.925	10.266.495
Obveznosti do banke za provizije, stroške ipd.	-	9
Obveznosti iz poravnalnega poslovanja	97	2.347
Obveznosti iz drugih poslov v tujem imenu in za tuj račun	189.499	226.566
<b>Skupaj obveznosti</b>	<b>8.149.895</b>	<b>10.541.063</b>

## Pojasnilo 46: Posredniško poslovanje

Pojasnilo se za obe leti nanaša na Banko in na Skupino.

EUR 1.000	31. 12. 2016	31. 12. 2015
<b>Terjatve poravnalnega oz. transakcijskih računov za sredstva strank</b>	<b>7.951.444</b>	<b>10.308.135</b>
Iz finančnih instrumentov	7.944.143	10.307.028
Do KDD oz. obračunskega računa banke za prodane finančne instrumente	2	130
Do drugih poravnalnih sistemov in institucij za prodane finančne instrumente (kupcev)	7.299	977
<b>Denarna sredstva strank</b>	<b>8.855</b>	<b>4.015</b>
Na poravnalnem računu za sredstva strank	1.799	1.950
Na transakcijskih računih bank	7.056	2.065
<b>Skupaj sredstva</b>	<b>7.960.299</b>	<b>10.312.150</b>
<b>Obveznosti poravnalnega oz. transakcijskih računov za sredstva strank</b>	<b>7.960.299</b>	<b>10.312.150</b>
Do strank iz denarnih sredstev in finančnih instrumentov	52.278	43.299
Do KDD oz. obračunskega računa banke za kupljene finančne instrumente	96	2.347
Do drugih poravnalnih sistemov in institucij za kupljene finančne instrumente (dobaviteljev)	7.907.925	10.266.495
Do banke oz. poravnalnega računa za provizije, stroške, ipd.	-	9
<b>Skupaj obveznosti</b>	<b>7.960.299</b>	<b>10.312.150</b>
<b>Zabilančna evidenca</b>	<b>7.944.143</b>	<b>10.307.028</b>
<b>Finančni instrumenti, ločeno po storitvah</b>	<b>7.944.143</b>	<b>10.307.028</b>
Gospodarjenje s finančnimi instrumenti	43.423	39.284
Skrbniški posli	7.900.720	10.267.744

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

EUR 1.000	2016	2015
<b>Prihodki iz opravnin (provizij) v zvezi z investicijskimi in pomožnimi investicijskimi storitvami in posli za stranke</b>	<b>7.670</b>	<b>10.457</b>
Sprejemanje, posredovanje in izvrševanja naročil	60	110
Gospodarjenje s finančnimi sredstvi	453	463
Izvedba prvih ali nadaljnjih prodaj brez obveznosti odkupa	101	1.084
Skrbništvo in sorodne storitve	5.376	6.125
Svetovanje podjetjem glede kapitalske sestave, poslovne strategije in sorodnih zadev ter svetovanje in storitve v zvezi z združitvijo in nakupi podjetij	1.680	2.675
<b>Odhodki iz opravnin (provizij) v zvezi z investicijskimi in pomožnimi investicijskimi storitvami in posli za stranke</b>	<b>1.366</b>	<b>1.901</b>
Opravnine v zvezi z borzo vrednostnih papirjev in njej podobnimi organizacijami	1.366	1.901

## Pojasnila k računovodskim izkazom

## Pojasnilo 47: Povezane stranke

Banka je hčerinska banka UniCredit S.p.A. s sedežem v Milanu, ki ima v lasti 100,0 % delnic Banke in je hkrati matična banka Skupine.

V svojem običajnem poslovanju Banka sklepa številne transakcije z drugimi članicami matične 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	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
<b>Kredit</b>	<b>380.841</b>	<b>268.950</b>	<b>283.284</b>	<b>183.228</b>
Uprava	446	469	526	566
Ključno ravnateljsko osebje	239	259	319	504
Matična banka	4.046	160.159	4.046	160.186
Ostale povezane osebe v skupini UniCredit	375.996	107.941	278.276	21.820
Ostale povezane osebe	114	122	117	152
<b>Izvedeni finančni instrumenti</b>	<b>14.405</b>	<b>16.396</b>	<b>14.405</b>	<b>16.396</b>
Matična banka	-	6	-	6
Ostale povezane osebe v skupini UniCredit	14.405	16.390	14.405	16.390
<b>Druga sredstva</b>	<b>59</b>	<b>8</b>	<b>7</b>	<b>8</b>
Matična banka	7	-	7	-
Ostale povezane osebe v skupini UniCredit	52	8	-	8
<b>Skupaj sredstva</b>	<b>395.305</b>	<b>285.354</b>	<b>297.696</b>	<b>199.632</b>
<b>Finančne obveznosti, merjene po odplačni vrednosti</b>	<b>213.964</b>	<b>191.016</b>	<b>255.653</b>	<b>245.695</b>
Uprava	85	288	120	408
Ključno ravnateljsko osebje	11	32	93	117
Matična banka	52.004	185.650	52.004	242.477
Ostale povezane osebe v skupini UniCredit	161.591	4.572	203.163	2.219
Ostale povezane osebe	273	474	273	474
<b>Izvedeni finančni instrumenti</b>	<b>66.017</b>	<b>83.756</b>	<b>66.017</b>	<b>83.756</b>
Matična banka	1	187	1	187
Ostale povezane osebe v skupini UniCredit	66.016	83.569	66.016	83.569
<b>Druge obveznosti</b>	<b>1.380</b>	<b>1.808</b>	<b>1.480</b>	<b>1.807</b>
Matična banka	463	221	563	221
Ostale povezane osebe v skupini UniCredit	917	1.587	917	1.586
<b>Skupaj obveznosti</b>	<b>281.361</b>	<b>276.580</b>	<b>323.150</b>	<b>331.258</b>

Za leto 2016 se podatki v vrstici »Matična banka« nanašajo na UniCredit S.p.A, za leto 2015 pa na UniCredit Bank Austria AG.

Kredit bankam v matični skupini vključujejo vloge na vpogled, vezane vloge in kredite. So nezavarovani in sklenjeni z variabilno ali s fiksno obrestno mero po tržnih pogojih.

### Izkaz poslovnega izida

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
<b>Prihodki iz obresti</b>	<b>2.426</b>	<b>385</b>	<b>1.628</b>	<b>113</b>
Uprava	5	3	6	3
Ključno ravnateljsko osebje	3	4	4	8
Matična banka	9	-	9	-
Ostale povezane osebe v skupini UniCredit	2.409	375	1.607	98
Ostale povezane osebe	-	4	1	4
<b>Odhodki za obresti</b>	<b>7.848</b>	<b>11.791</b>	<b>7.848</b>	<b>13.009</b>
Uprava	-	2	-	3
Ključno ravnateljsko osebje	-	-	-	1
Matična banka	17	5.366	17	6.604
Ostale povezane osebe v skupini UniCredit	7.829	6.417	7.829	6.396
Ostale povezane osebe	2	6	2	6
<b>Prihodki iz opravnin (provizij)</b>	<b>758</b>	<b>424</b>	<b>746</b>	<b>424</b>
Matična banka	100	-	100	-
Ostale povezane osebe v skupini UniCredit	658	424	646	424
<b>Odhodki za opravnine (provizije)</b>	<b>466</b>	<b>1.375</b>	<b>466</b>	<b>1.385</b>
Matična banka	11	197	11	207
Ostale povezane osebe v skupini UniCredit	455	1.178	455	1.178
<b>Čisti dobički / izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju</b>	<b>(8.935)</b>	<b>25.872</b>	<b>(8.935)</b>	<b>25.872</b>
Matična banka	(847)	6.811	(847)	6.811
Ostale povezane osebe v skupini UniCredit	(8.088)	19.061	(8.088)	19.061
<b>Spremembe poštene vrednosti pri obračunavanju varovanj pred tveganji</b>	<b>(5.540)</b>	<b>(138)</b>	<b>(5.540)</b>	<b>(138)</b>
Ostale povezane osebe v skupini UniCredit	(5.540)	(138)	(5.540)	(138)
<b>Drugi poslovni dobički</b>	<b>1.186</b>	<b>976</b>	<b>1.031</b>	<b>1.017</b>
Matična banka	979	745	979	745
Ostale povezane osebe v skupini UniCredit	207	231	52	272
<b>Administrativni stroški</b>	<b>2.343</b>	<b>2.482</b>	<b>2.631</b>	<b>2.397</b>
Matična banka	320	5	320	5
Ostale povezane osebe v skupini UniCredit	2.023	2.477	2.311	2.392

Za leto 2016 se podatki v vrstici »Matična banka« nanašajo na UniCredit S.p.A, za leto 2015 pa na UniCredit Bank Austria AG.

### Izplačila povezanim strankam

EUR 1.000	Banka		Skupina	
	2016	2015	2016	2015
<b>Izplačila upravi</b>	<b>619</b>	<b>525</b>	<b>695</b>	<b>690</b>
Plače in drugi osebni prejemki	619	525	695	690
<b>Izplačila članom nadzornega sveta</b>	<b>65</b>	<b>61</b>	<b>65</b>	<b>62</b>
<b>Izplačila drugim zaposlenim z individualno pogodbo</b>	<b>1.768</b>	<b>1.519</b>	<b>1.984</b>	<b>1.519</b>
Plače in drugi osebni prejemki	1.768	1.519	1.984	1.519
<b>Skupaj</b>	<b>2.452</b>	<b>2.105</b>	<b>2.744</b>	<b>2.271</b>
Število članov uprave na dan 31.12.	5	4	6	6
Število članov nadzornega sveta na dan 31.12.	6	6	6	6
Število zaposlenih z individualno pogodbo na dan 31.12.	18	18	21	18

# Pojasnila k računovodskim izkazom

V letu 2016 je bilo povprečno 19 zaposlenih z individualno pogodbo.

V letu 2016 so člani uprave Banke prejeli: mag. Jana Benčina Henigman, ki je bila članica uprave do 30. junija 2016 78 tisoč evrov fiksnega izplačila, 43 tisoč evrov variabilnega izplačila in 1 tisoč evrov drugih prejemkov; mag. Damijan Dolinar, CFA, 165 tisoč evrov fiksnega izplačila, 44 tisoč evrov variabilnega izplačila ter 4 tisoč evrov drugih prejemkov; Sergio Marino, ki je postal član uprave 17. februarja 2016 134 tisoč evrov fiksnega dela izplačila in 16 tisoč evrov variabilnega dela izplačila ter mag. Hedvika Usenik, ki je postala članica uprave 17. februarja 2016, 89 tisoč evrov fiksnega izplačila, 17 tisoč evrov variabilnega dela izplačila in 4 tisoč evrov drugih prejemkov.

Mag. Stefan Vavti, predsednik uprave, in mag. Günter Friedl, MBA, MAS, član uprave, kot napotena delavca matične banke v skladu s pravili matične skupine prejemata prejemke za opravljanje funkcije v Banki neposredno s strani matične banke in v letu 2016 nista prejela nobenih dodatnih plačil s strani Banke.

V letih 2015 in 2016 ni bilo izplačil po programu nagrajevanja z delnicami in delniškimi opcijami.

Člani nadzornega sveta so prejeli: Giuseppe Verrascina 30 tisoč evrov nadomestila, Franco Andretta 25 tisoč evrov nadomestila ter Francesco Slocovich 11 tisoč evrov nadomestila.

## Transakcije Banke z odvisno družbo UniCredit Leasing, d.o.o.

### Stanja v izkazu finančnega položaja

EUR 1.000	31. 12. 2016	31. 12. 2015
Krediti	99.737	86.121
Dolgoročne naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb	1	1
Druga sredstva	52	-
Finančne obveznosti, merjene po odplačni vrednosti	1.278	2.353

### Prihodki oz. odhodki v letu 2016 in v obdobju od 31. julija 2015 do 31. decembra 2015

EUR 1.000	2016	2015
Prihodki iz obresti	1.532	277
Prihodki iz opravil (provizij)	11	-
Drugi čisti poslovni dobički / izgube	288	65
Administrativni stroški	(20)	(8)

## Pojasnilo 48: Dogodki po datumu poročanja

Banka in Skupina po datumu poročanja nista zaznali pomembnejših poslovnih dogodkov, ki bi vplivali na računovodske izkaze Banke in Skupine za leto 2016 ali ki bi zahtevali dodatna razkritja v teh računovodskih izkazih.



# Risk Management

Če želimo biti uspešni v tistem, kar počnemo, moramo sprejemati tveganja, ki pa jih moramo hkrati tudi strogo upravljati. V celoti se moramo zavedati posledic svojih odločitev. Tveganja moramo sprejemati, vendar je potrebno sprejemati prava tveganja. Zato pa je potrebno pri poslovanju uporabljati striga merila upravljanja s tveganji.

## Izjava upravljalnega organa o ustreznosti ureditev upravljanja tveganj

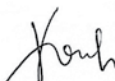
V skladu z alinejo e) 435. člena uredbe EU št. 575/2013 Evropskega parlamenta in Sveta o bonitetnih zahtevah za kreditne institucije in investicijska podjetja (CRR) upravljalni organ – uprava (ki jo zastopajo: mag. Stefan Vavti, predsednik uprave, mag. Damijan Dolinar, član uprave, mag. Günter Friedl, član uprave, mag. Hedvika Usenik, članica uprave in Sergio Marino, član uprave) in nadzorni svet (ki ga zastopa predsednik nadzornega sveta Martin Klauzer), s podpisom te izjave potrjujeta ustreznost ureditve upravljanja tveganj, ki je v organizacijski shemi Banke samostojno področje.

Sistem upravljanja tveganj ustreza profilu tveganosti Banke in strategiji Banke ter sposobnosti prevzemanja tveganj.

Ljubljana, 17. 2. 2017



Martin Klauzer  
Predsednik nadzornega sveta



Mag. Stefan Vavti  
Predsednik uprave



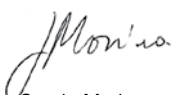
Mag. Damijan Dolinar, CFA  
Član uprave



Mag. Hedvika Usenik  
Članica uprave



Mag. Günter Friedl, MBA, MAS  
Član uprave



Sergio Marino  
Član uprave

# Bančna tveganja

## Celovito upravljanje s tveganji

Skupina skladno z načeli matične 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.

Skupina 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 matični skupini UniCredit. Na ta način podpira enotnost procesov upravljanja in nadzora nad tveganji v celotni matični skupini UniCredit.

Osrednje aktivnosti upravljanja s tveganji v Skupini vodi divizija Upravljanje s tveganji. Le-ta je neodvisna od poslovnih enot Skupine 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 Skupine, 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 Skupine, 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 Skupine. Odbor se ukvarja tudi z upravljanjem kapitala Skupine; ima pregled nad razvojem kapitalske 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 in internimi akti matične skupine UniCredit 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. Proces in načela presoje in odločanja o posamičnih kreditnih izpostavljenostih so določeni v ustreznih internih smernicah in navodilih. Kreditni odbor delegira odobritvene pristojnosti za nižje kreditne izpostavljenosti do pravnih in do fizičnih oseb določenim nosilcem individualne kreditne pristojnosti. Proces odločanja v hčerinski družbi teče skladno s procesi in politikami Banke.

### 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 Skupine. Odbor za operativna tveganja je pristojen tudi za preverjanje, ali sta merjenje in sistem nadzora operativnega tveganja močno integrirana v dnevni proces obvladovanja tveganj Skupine. Odbor se sestaja najmanj štirikrat na leto.

### Upravljanje tveganj

Skupina 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 Skupine. 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 Skupine presojamo z vidika obsega prevzetih tveganj. Obseg prevzetih tveganj je opredeljen z različnimi kazalniki, ki jih Skupina in matična skupina UniCredit letno pregledata in ustrezno spremenita in je sestavni del procesa planiranja. Banka ima za vsak kazalnik določeno ciljno vrednost (h kateri stremi s svojim poslovanjem) ali t.i. sprožilno vrednost (trigger) ali določen limit.

# Bančna tveganja

Kazalniki so naslednji:

- Na področju kapitalne ustreznosti so na eni strani omejitve in pravila podani s strani regulatorja in na drugi strani s strani matične skupine. Skupina tako na mesečni ravni spremlja gibanje količnika skupnega kapitala in temeljnega kapitala, količnik kapitalnega vzvoda in količnik obsega prevzemanja tveganj.
- Na področju kreditnega tveganja Skupina spremlja pričakovano izgubo glede na izpostavljenost ob neplačilu in minimalno pokritost kreditne izpostavljenosti z oslabitvami in »cost of risk«.
- Deželno tveganje, kjer spremljamo izpostavljenost do države.
- Na področju tržnih tveganj Skupina spremlja tvegano vrednost v trgovalni knjigi, največjo dovoljeno izgubo v trgovalni in bančni knjigi in neto obrestno občutljivost.
- Na področju dobičkonosnosti, kjer Skupina želi obvladovati nestanovitnost v zasluških in dosega vzdržno rast, spremlja tako kazalnik prihodkov iz poslovanja na tveganjem prilagojeno aktivo, operativne stroške na tveganjem prilagojeno aktivo in kazalnik Earning at Risk (tveganje dobičkonosnosti)
- Na področju likvidnosti so za Skupino pomembni kazalniki kratkoročne likvidnosti, strukturne likvidnosti in količnik likvidnostnega kritja.
- Na področju operativnega tveganja pa Skupina spremlja pričakovano izgubo 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 oziroma je verjetnost plačila nizka skladno z Direktivo CRD IV in Uredbo CRR ter veljavnimi internimi akti Skupine. 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, posojanja oziroma izposoje vrednostnih papirjev ali blaga, posle kreditiranja za povečanje trgovalnega portfelja in posle z dolgim rokom poravnave.
- Tveganje listninjenja, kateremu Skupina ni izpostavljena.

Glavni cilj upravljanja s kreditnim tveganjem je doseganje oziroma ohranjanje visoke kakovosti in razpršenosti kreditnega portfelja. Skupina sprejema in upravlja kreditno tveganje skladno z internimi akti. Postopki upravljanja kreditnega tveganja potekajo na ravni posamezne transakcije, stranke in portfelja na podlagi postopkov, struktur in pravil, ki usmerjajo, vodijo in standardizirajo ocenjevanje ter upravljanje kreditnega tveganja skladno z načeli in prakso Skupine. Aktivnosti so usmerjene v analizo glavnih sestavin kreditnega tveganja in njihovega časovnega razvoja z namenom pravočasnega odkrivanja znakov poslabšanja ter pravočasnega in ustreznega ukrepanja.

Razdelitev odgovornosti med matično skupino in Banko glede upravljanja kreditnega tveganja je opredeljena v pravilih Skupine ter zagotavlja skladnost okvirja upravljanja s kreditnim tveganjem Skupine z regulatornimi zahtevami, ki jih je Skupina zavezana spoštovati.

Pravila Skupine za usmerjanje, vodenje in standardizacijo ocenjevanja in upravljanja kreditnega tveganja so opredeljena na ravni Skupine skladno z regulatornimi zahtevami in dobro prakso Skupine. Pravila dopolnjujejo politike, ki se nanašajo na posamezna poslovna področja, segmente, transakcije, itd.

Strategije kreditnega tveganja Skupine so učinkovit instrument za upravljanje s kreditnim tveganjem ter so sestavni del procesov oblikovanja letnega plana in nagnjenosti Skupine k prevzemanju tveganj. Na podlagi makroekonomskih scenarijev, predvidevanj glede posamezne gospodarske panoge in poslovnih strateških pobud, strategije kreditnega tveganja opredeljujejo nabor smernic in operativnih ciljev za poslovanje s posameznim poslovnim segmentom.

### Merjenje kreditnih tveganj

Temelj vsakega kreditnega odobritvenega procesa je podrobna obravnava vsake kreditne izpostavljenosti povezane s stranko. Skupina pri procesu odobravanja svojih naložb upošteva tako verjetnost dogodka neplačila obveznosti posamezne stranke kot tudi tveganje povezano z

različnimi vrstami izpostavljenosti. Pri merjenju kreditnega tveganja Skupina izračunava boniteto na podlagi verjetnosti dogodka neplačila obveznosti posamezne stranke. Za del kreditnega portfelja pravnih oseb Banka ocenjuje parameter tveganja verjetnost neplačila (PD) skladno z Direktivo CRD IV in Uredbo CRR. S tem se je Skupina zavezala, da bo postopno uvedla IRB pristop za vse pomembne izpostavljenosti. Skupina z namenom učinkovitega in statistično podprtega merjenja kreditnih tveganj pripravlja in spremlja modele skladno s prej omenjeno direktivo in uredbo ter smernicami matične skupine.

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

#### Primerjava med interno bonitetno skupino in zunanjo bonitetno oceno

Interna bonitetna skupina*	S&P	Moody's	Fitch
1		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

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Denar v blagajni, stanje na računih pri centralnih bankah in vpogledne vloge pri bankah	309.308	273.340	311.313	273.376
Finančna sredstva, namenjena trgovanju	20.118	16.371	20.118	16.371
Finančna sredstva, razpoložljiva za prodajo	432.924	455.291	432.924	455.291
Izvedeni finančni instrumenti, namenjeni varovanju	10.995	10.228	10.995	10.228
Kreditni	1.870.452	1.926.845	1.943.534	2.010.830
Kreditni bankam	14.660	45.520	14.660	45.520
Kreditni strankam	1.852.086	1.869.867	1.921.020	1.952.596
Druga finančna sredstva	3.706	11.458	7.854	12.714
Finančna sredstva v posesti do zapadlosti	7.127	13.266	7.127	13.266
Druga sredstva	758	283	2.072	2.017
<b>Skupaj sredstva</b>	<b>2.651.682</b>	<b>2.695.624</b>	<b>2.728.083</b>	<b>2.781.379</b>

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

#### Zunajbilančno poslovanje, ki nosi kreditno tveganje

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
Garancije	207.726	214.785	207.726	214.785
Kreditni, limiti in kreditne linije	529.875	449.945	529.875	449.945
Upniki po spot poslih	33.713	9.423	33.713	9.423
Nazivna vrednost izvedenih finančnih instrumentov	3.186.906	3.819.304	3.186.906	3.819.304
<b>Skupaj</b>	<b>3.958.221</b>	<b>4.493.457</b>	<b>3.958.221</b>	<b>4.493.457</b>

# Bančna tveganja

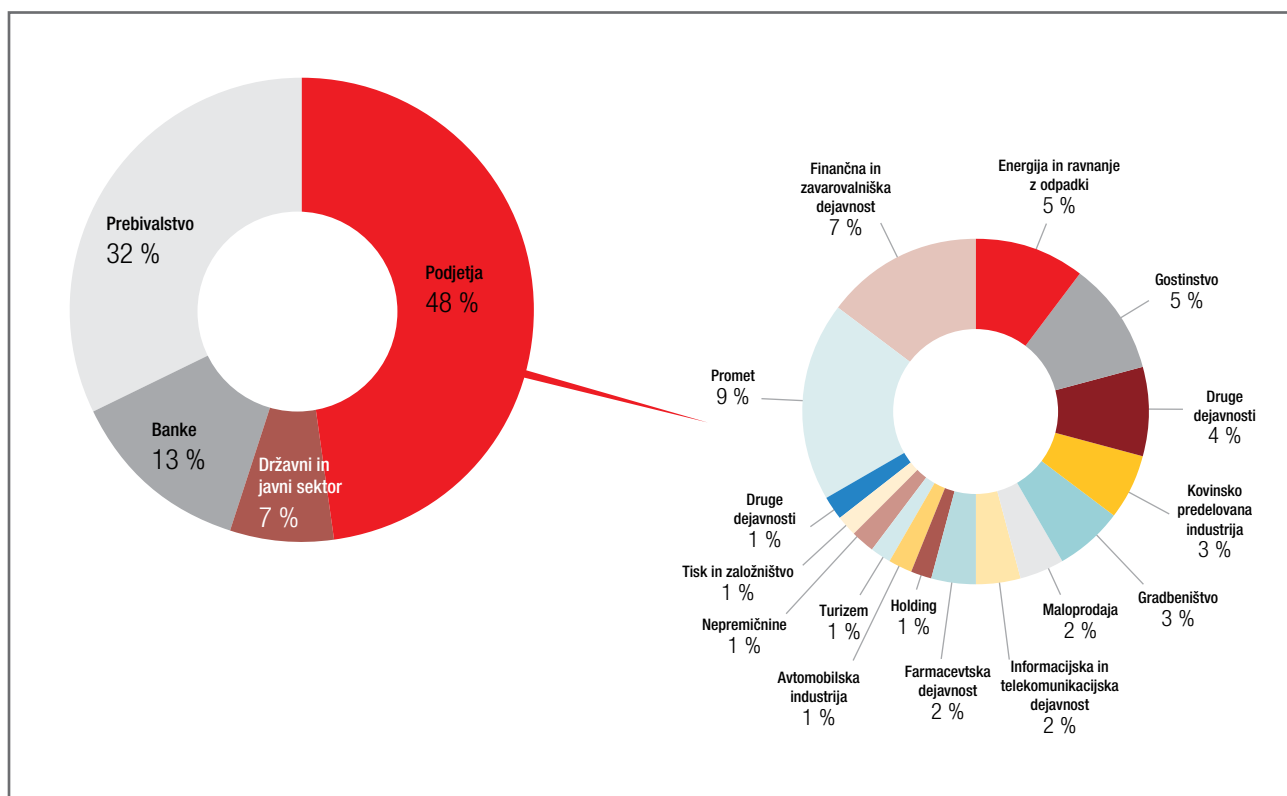
Skupina in Banka sama sta z vidika deželnega tveganja iz naslova finančnih sredstev, namenjenih trgovanju, razpoložljivih za prodajo in v posesti do zapadlosti, izpostavljeni samo do Slovenije.

## Analiza kreditnega portfelja

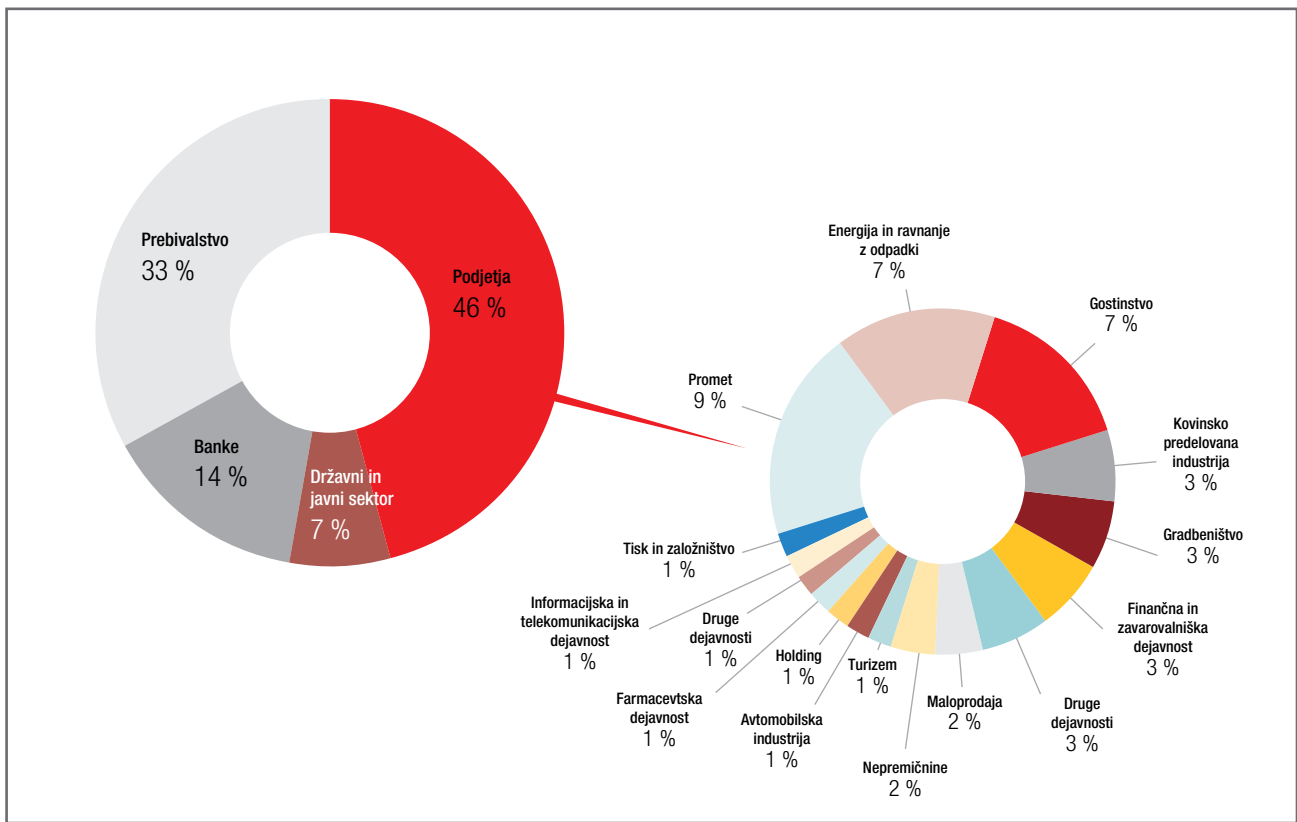
Po stanju na dan 31. december 2016 je Banka izkazovala 1,19-odstotno znižanje v višini 22,5 milijona evrov v segmentu kreditne izpostavljenosti do nebančnega sektorja. Največjo rast kot posledico dodatnega kreditiranja je v nebančnem sektorju Banka dosegla v segmentu farmacevtske dejavnosti in sicer 16,4 milijona evrov, kar predstavlja 59,3-odstotno povečanje glede na prejšnje opazovano obdobje. Največji upad kot posledico zmanjšane kreditiranja pa je Banka zabeležila v segmentu nepremičninskih dejavnosti, in sicer za 13,4 milijona evrov, kar predstavlja 31,4-odstotno zmanjšanje glede na prejšnje obdobje. Na celotnem kreditnem portfelju Banke, ki vključuje bančne in nebančne terjatve, je Banka zabeležila zmanjšanje portfelja v višini 18,7 milijona evrov, kar predstavlja 0,9-odstotno zmanjšanje v primerjavi s koncem leta 2015.

Kreditni portfelj Skupine do bančnega in nebančnega sektorja se je glede na konec leta 2015 zmanjšal v višini 29,8 milijona evrov oziroma za 1,3-odstotne točke. Izpostavljenost skupine na dan 31. 12. 2016 je tako 2.246 milijonov evrov kreditne izpostavljenosti do nebančnega in bančnega sektorja.

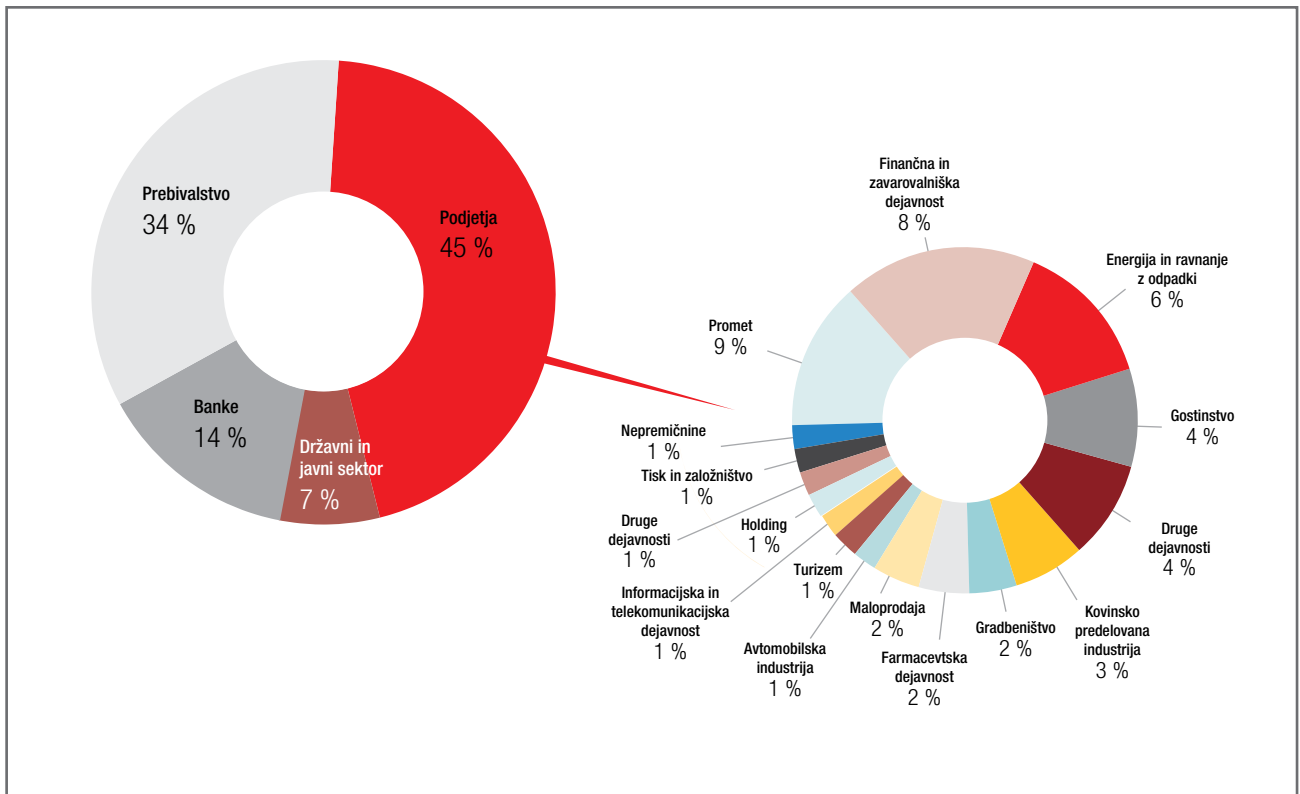
## Segmentna razdelitev kreditnega portfelja Skupine na dan 31. 12. 2016



Segmentna razdelitev kreditnega portfelja Skupine na dan 31. 12. 2015



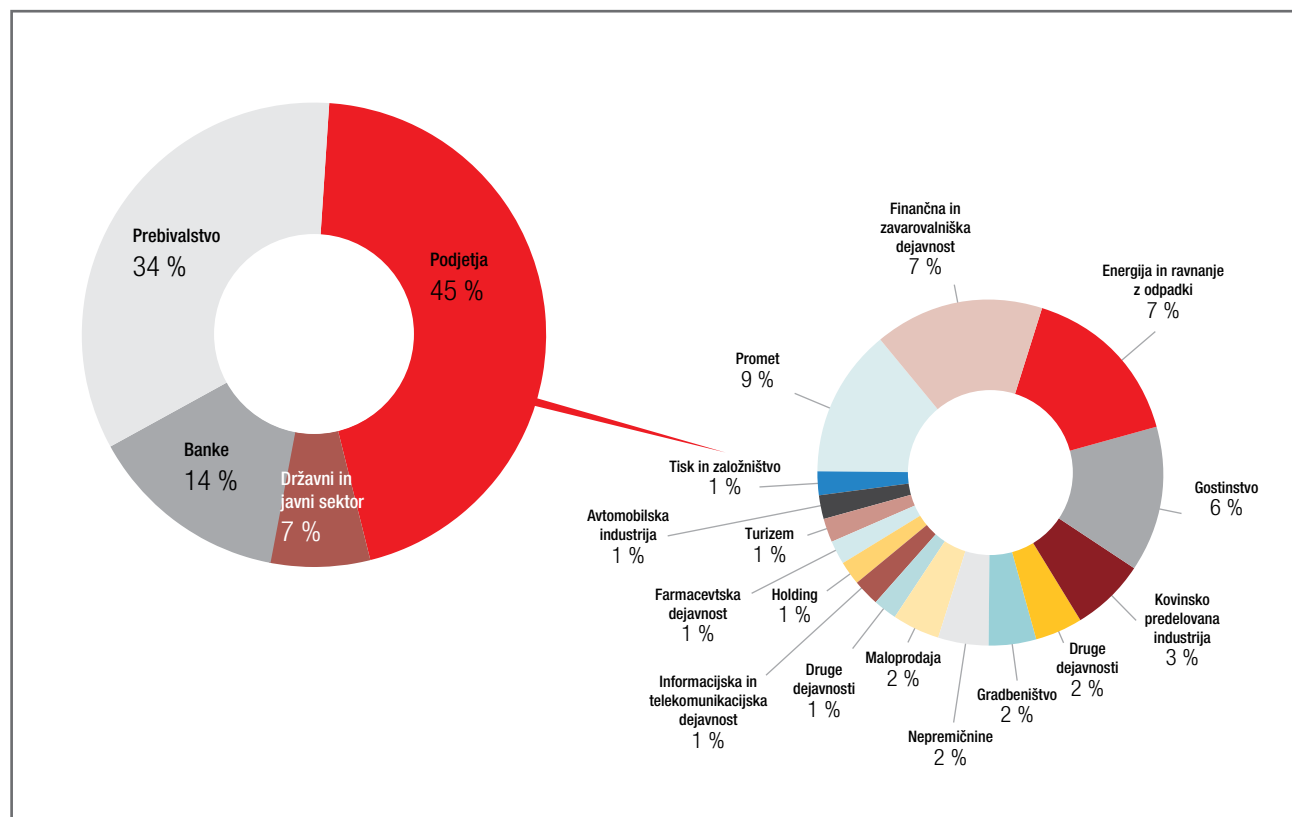
Segmentna razdelitev kreditnega portfelja Banke na dan 31. 12. 2016





## Bančna tveganja

## Segmentna razdelitev kreditnega portfelja Banke na dan 31. 12. 20 15



## Delitev celotnega kreditnega portfelja Skupine po geografski lokaciji

	Izpostavljenost (EUR 1.000)		Rast v %
	31. 12. 2016	31. 12. 2015	
Slovenija	1.812.275	1.901.109	(5)
Avstrija	256.156	160.485	60
Hrvaška	89.898	81.636	10
Nizozemska	28.576	33.114	(14)
Švica	14.470	31.251	(54)
Nemčija	12.578	16.889	(26)
Luksemburg	7.247	4.740	53
Srbija	6.587	8.135	(19)
Italija	5.944	3.988	49
Madžarska	5.710	3.512	63
Ruska federacija	3.409	6.599	(48)
Drugo	5.482	28.837	(81)
<b>Skupaj</b>	<b>2.248.332</b>	<b>2.280.294</b>	<b>(1)</b>

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. Zaradi zaokroževanja se vsote včasih ne ujemajo.

### Delitev celotnega kreditnega portfelja Banke po geografski lokaciji

	Izpostavljenost (EUR 1.000)		Rast v %
	31. 12. 2016	31. 12. 2015	
Slovenija	1.737.899	1.815.805	(-4)
Avstrija	256.156	160.485	60
Hrvaška	89.890	81.618	10
Nizozemska	28.576	33.114	(-14)
Švica	14.470	31.251	(-54)
Nemčija	12.578	16.889	(-26)
Luksemburg	7.247	4.740	53
Srbija	6.587	8.135	(-19)
Italija	5.944	3.988	49
Madžarska	5.710	3.512	63
Ruska federacija	3.409	6.599	(-48)
Drugo	5.482	28.837	(-81)
<b>Skupaj</b>	<b>2.173.947</b>	<b>2.194.973</b>	<b>(-1)</b>

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

### Tehnike za zmanjševanje kreditnega tveganja

Z namenom zmanjševanja potencialnih izgub zaradi plačilne nesposobnosti dolžnikov Skupina 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 izdala skupina UniCredit, je Skupina 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 dolžnik preneha z odplačevanjem pogodbenih obveznosti. S tem namenom poleg analize kreditne sposobnosti in plačilne sposobnosti kreditnojemalca Skupina izvaja tudi vrednotenje in analizo zavarovanj.

V skladu z zakonodajo je matična skupina UniCredit 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 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 Skupine.

Skupina 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 poročstva fizičnih in pravnih oseb, garancije bank, jamstva države, zavarovalnic (t.i. osebna kreditna zavarovanja).

Skupina daje 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 Skupini boljši vpogled v trenutno stanje in dejansko vrednost kreditnega zavarovanja.

## Bančna tveganja

**Struktura kreditnega portfelja Skupine 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	Izpostavljenost		Zavarovanje	
	31. 12. 2016		31. 12. 2015	
1	47.220	45.109	54.961	50.252
2	357.769	263.082	245.671	194.985
3	353.846	176.458	358.456	175.230
4	414.248	317.082	448.578	303.325
5	295.776	170.210	189.290	107.655
6	165.628	73.362	181.327	96.431
7	63.653	31.143	65.532	33.842
8	44.240	35.499	56.168	46.082
Slabe naložbe	176.267	61.134	357.203	128.680
Neklasificirane stranke	11.159	807	14.903	2.365
<b>Skupaj</b>	<b>1.929.808</b>	<b>1.173.886</b>	<b>1.972.089</b>	<b>1.138.846</b>

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. Zaradi zaokroževanja se vsote včasih ne ujemajo.

**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	Izpostavljenost		Zavarovanje	
	31. 12. 2016		31. 12. 2015	
1	47.220	45.109	54.961	50.252
2	357.067	262.483	244.522	194.946
3	351.426	174.562	348.875	168.389
4	481.070	296.024	514.806	288.305
5	225.983	114.593	148.742	82.849
6	125.594	46.253	143.332	70.584
7	54.044	24.596	58.502	28.350
8	42.725	34.489	47.836	38.541
Slabe naložbe	159.134	55.243	310.288	98.007
Neklasificirane stranke	11.159	807	14.903	2.365
<b>Skupaj</b>	<b>1.855.423</b>	<b>1.054.160</b>	<b>1.886.768</b>	<b>1.022.588</b>

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. Zaradi zaokroževanja se vsote včasih ne ujemajo.

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

EUR 1.000 Klasifikacija bank	Izpostavljenost	Zavarovanje	Izpostavljenost	Zavarovanje
	31. 12. 2016		31. 12. 2015	
1	13.429	-	39.608	-
2	284.758	-	255.921	-
3	3.658	-	2.396	953
4	12.692	-	9.278	-
5	209	-	536	-
6	-	-	-	-
7	-	-	-	-
8	-	-	-	-
Slabe naložbe	-	-	-	-
Neklasificirane stranke	375	-	466	-
<b>Skupaj</b>	<b>315.120</b>	<b>-</b>	<b>308.205</b>	<b>953</b>

Opomba: Znesek izpostavljenosti v tabeli je izražen v bruto vrednosti in ne vključuje oslabeitev. Druga finančna sredstva in stanja pri centralni banki iz izkaza 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	Izpostavljenost	Zavarovanje	Izpostavljenost	Zavarovanje
	31. 12. 2016		31. 12. 2015	
1	13.429	-	39.608	-
2	284.758	-	255.921	-
3	375	-	2.396	953
4	12.692	-	9.278	-
5	209	-	536	-
6	-	-	-	-
7	-	-	-	-
8	-	-	-	-
Slabe naložbe	-	-	-	-
Neklasificirane stranke	375	-	466	-
<b>Skupaj</b>	<b>311.837</b>	<b>-</b>	<b>308.205</b>	<b>953</b>

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

**Zneski zavarovanj Skupine glede na vrste zavarovanj vrednoteno po tržni ceni**

EUR 1.000 Vrste zavarovanj	31. 12. 2016	31. 12. 2015
Znesek zavarovanja z nepremičninami	1.650.200	1.752.212
Znesek zavarovanja s premičninami	71.010	65.694
Znesek zavarovanja z nepreklicnimi jamstvi RS	247.670	263.406
Znesek zavarovanja z bančnimi vlogami	22.575	11.846
Druge vrste zavarovanj	36.745	29.339
<b>Skupaj</b>	<b>2.028.200</b>	<b>2.122.497</b>

Opomba: Tabela ne vključuje osebnih poroštev in poroštev pravnih oseb. Zaradi zaokroževanja se vsote včasih ne ujemajo.

## Bančna tveganja

## Zneski zavarovanj Banke glede na vrste zavarovanj vrednoteno po tržni ceni

EUR 1.000		
Vrste zavarovanj	31. 12. 2016	31. 12. 2015
Znesek zavarovanja z nepremičninami	1.574.669	1.673.775
Znesek zavarovanja s premičninami	-	-
Znesek zavarovanja z nepreklicnimi jamstvi RS	247.670	263.406
Znesek zavarovanja z bančnimi vlogami	22.575	11.846
Druge vrste zavarovanj	26.116	20.637
<b>Skupaj</b>	<b>1.871.030</b>	<b>1.969.663</b>

Opomba: Tabela ne vključuje osebnih poroštev in poroštev pravnih oseb. Zaradi zaokroževanja se vsote včasih ne ujemajo.

Vrednost zavarovanj se je v letu 2016 v primerjavi z letom 2015 znižala zaradi:

- prilagoditve vrednosti nepremičnin v segmentu fizičnih in pravnih oseb skladno z rednim procesom prevrednotenja;
- poplačil kreditov, zavarovanih s poslovnimi nepremičninami ter
- zniževanja drugih vrst zavarovanj.

## Politika Skupine glede oslabeitev in rezervacij

Skupina je v svojih internih dokumentih podrobno določila postopke, metodologije in politike tako za spremljanje kakovosti portfelja finančnih sredstev kot tudi za oblikovanje ustreznih oslabeitev ter rezervacij za prevzete obveznosti. Pri politiki za oblikovanje oslabeitev Skupina sledi Direktivi CRD IV in Uredbi CRR ter zahtevam mednarodnih standardov računovodskega poročanja, kot jih je sprejela EU (v nadaljevanju: MSRP).

Skupina uporablja dva pristopa za oblikovanje oslabeitev – skupinski in posamični. Dodatno se, kot je obrazloženo spodaj, oslabeitve delijo na specifične in splošne oslabeitve.

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

Posamične oslabeitve Skupina oblikuje (na ravni stranke ali posla) ob upoštevanju naslednjih kriterijev:

- v okviru ocenjevanja denarnih tokov Skupina 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 Skupino iz te naložbe;
- informacije, ki imajo lahko vpliv na izpad prejetih odplačil za Skupino.

V segmentu poslovanja s prebivalstvom Banka izračunava specifične oslabeitve in rezervacije skupinsko. 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 oslabeitve 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 in obenem ni nastal katerikoli drugi dogodek tveganja neplačila, Skupina na podlagi razvrščanja strank v bonitetne razrede oblikuje splošne oslabeitve. Splošne oslabeitve se izračunavajo skupinsko, pri čemer Skupina upošteva dejavnike kot so kakovost posojil, velikost portfelja in ekonomske dejavnike, vključno z analizo pretekle plačilne discipline v posameznih bonitetnih razredih. Oslabeitve 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.

Skupina redno spremlja razvoj kreditnega portfelja in pokritost z oslabeitvami in rezervacijami v obliki rednih in izrednih poročil in o tem poroča vodstvu. Prav tako Skupina izvaja nadzor na ravni stranke za tiste stranke, ki zamujajo s plačili.

Skupina je 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 poravnavanja 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.

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

Klasifikacija strank, ki niso banke	Skupina					
	31. 12. 2016			31. 12. 2015		
	Izpostavljenost	Oslabitve	Zavarovanje	Izpostavljenost	Oslabitve	Zavarovanje
1	47.220	7	45.109	54.961	10	50.284
2	357.769	104	263.082	245.671	85	195.034
3	353.846	261	176.458	358.456	295	175.316
4	414.248	467	317.082	448.578	571	303.663
5	295.776	2.473	170.210	189.290	857	107.711
6	165.628	2.100	73.362	181.327	2.322	96.525
7	63.653	1.914	31.143	65.532	2.306	33.863
8	44.240	1.954	35.499	56.168	2.678	46.093
Slabe naložbe	176.267	111.728	61.134	357.203	195.170	128.694
Neklasificirane stranke	11.159	390	807	14.903	399	2.369
<b>Skupaj</b>	<b>1.929.808</b>	<b>121.399</b>	<b>1.173.886</b>	<b>1.972.089</b>	<b>204.693</b>	<b>1.139.553</b>

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.

Zaradi zaokroževanja se vsote včasih ne ujemajo.

### 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 ter oslabitve

Klasifikacija strank, ki niso banke	Banka					
	31. 12. 2016			31. 12. 2015		
	Izpostavljenost	Oslabitve	Zavarovanje	Izpostavljenost	Oslabitve	Zavarovanje
1	47.220	7	45.109	54.961	10	50.284
2	357.067	104	262.483	244.522	85	194.995
3	351.426	260	174.562	348.875	291	168.475
4	481.070	410	296.024	514.806	537	288.643
5	225.983	2.197	114.593	148.742	694	82.906
6	125.594	1.663	46.253	143.332	1.941	70.677
7	54.044	1.661	24.596	58.502	2.127	28.372
8	42.725	1.879	34.489	47.836	2.041	38.552
Slabe naložbe	159.134	98.243	55.243	310.288	179.014	98.020
Neklasificirane stranke	11.159	390	807	14.903	399	2.369
<b>Skupaj</b>	<b>1.855.423</b>	<b>106.815</b>	<b>1.054.160</b>	<b>1.886.768</b>	<b>187.138</b>	<b>1.023.294</b>

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.

Zaradi zaokroževanja se vsote včasih ne ujemajo.

## Bančna tveganja

**Struktura kreditnega portfelja Skupine do bank, glede na boniteto stranke in pripadajoče zavarovanje vrednoteno po tržni ceni prilagojeno glede na izpostavljenost posameznega kredita ter oslabitve**

EUR 1.000	Skupina					
	Izpostavljenost		Oslabitve	Zavarovanje	Izpostavljenost	
	31. 12. 2016		31. 12. 2015		Oslabitve	Zavarovanje
Klasifikacija Bank						
1	13.429	2	-	39.608	6	-
2	284.758	-	-	255.921	-	-
3	3.658	-	-	2.396	2	943
4	12.692	11	-	9.278	-	-
5	209	-	-	536	2	-
6	-	-	-	-	-	-
7	-	-	-	-	-	-
8	-	-	-	-	-	-
Slabe naložbe	-	-	-	-	-	-
Neklasificirane stranke	375	-	-	466	-	-
<b>Skupaj</b>	<b>315.120</b>	<b>14</b>	<b>-</b>	<b>308.205</b>	<b>11</b>	<b>943</b>

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. Zaradi zaokroževanja se vsote včasih ne ujemajo.

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

EUR 1.000	Banka					
	Izpostavljenost		Oslabitve	Zavarovanje	Izpostavljenost	
	31. 12. 2016		31. 12. 2015		Oslabitve	Zavarovanje
Klasifikacija Bank						
1	13.429	2	-	39.608	6	-
2	284.758	-	-	255.921	-	-
3	375	-	-	2.396	2	943
4	12.692	11	-	9.278	-	-
5	209	-	-	536	2	-
6	-	-	-	-	-	-
7	-	-	-	-	-	-
8	-	-	-	-	-	-
Slabe naložbe	-	-	-	-	-	-
Neklasificirane stranke	375	-	-	466	-	-
<b>Skupaj</b>	<b>311.837</b>	<b>14</b>	<b>-</b>	<b>308.205</b>	<b>11</b>	<b>943</b>

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. Zaradi zaokroževanja se vsote včasih ne ujemajo.

Kreditna izpostavljenost z oblikovanimi specifičnimi oslavitvami 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 Skupine, dolжник več kot 90 dni zamuja s plačilom katerekoli pomembne kreditne izpostavljenosti, Skupina odobri prestrukturiranje problematične izpostavljenosti, Skupina obravnava izpostavljenost kot nedonosno oziroma Skupina vloži predlog za sodno izterjavo ali se nad dolžnikom začne stečajni postopek.

Banka izkazuje 61,9-odstotno (za 4,2 odstotne točke več kot ob koncu leta 2015) pokritost kreditne izpostavljenosti, ki je razvrščena v zamudo nad 90 dni ali izpolnjuje kateregakoli izmed drugih kriterijev za problematično kreditno izpostavljenost, z oslavitvami. Po stanju na dan 31. december 2016 se je vrednost problematične kreditne izpostavljenosti v primerjavi s preteklim letom znižala za 151,2 milijona evrov oziroma za 48,7 % na vrednost 159,1 milijona evrov. Višina oslavitve oblikovanih za problematične izpostavljenosti se je zmanjšala za 80,5 milijona



evrov, oziroma za 45 % in je znašala 98,5 milijona evrov. Od vseh oslabitev, ki so bile oblikovane za problematične izpostavljenosti, 16,41% predstavljajo oslabitve na podlagi skupinskih oslabitev, ostalo so posamične oslabitve.

Skupina izkazuje 63,6-odstotno 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 2016 se je vrednost problematične kreditne izpostavljenosti v primerjavi s preteklim letom znižala za 180,9 milijona evrov oziroma za 50,7 % na vrednost 176,27 milijona evrov. Višina oslabitev oblikovanih za problematične izpostavljenosti se je zmanjšala za 83,1 milijona evrov, oziroma za 42,6 % in je znašala 112,0 milijona evrov. Od vseh oslabitev, ki so bile oblikovane za problematične izpostavljenosti, 28,70 % predstavljajo oslabitve na podlagi skupinskih oslabitev, ostalo so posamične oslabitve.

Skladno z zakonsko obvezo skrbnega upravljanja s tveganji in skladno s priporočili in usmeritvami Banke Slovenije, Evropske centralne banke kot tudi skupine UniCredit ima Banka različne strategije na področju upravljanja s slabimi terjatvami. Eno izmed pomembnih orodij, ki jih predvideva veljavna zakonodaja, je prodaja slabih terjatev. Banka je pristopila k projektu prodaje slabih terjatev in posledično je bila po trdih, a profesionalnih pogajanjih, dosežena dobra cena za banko, ki obenem odraža dobro upravljan portfelj. Banka je v tem postopku prodala za 107 milijonov evrov slabih terjatev.

## Kakovost kreditnega portfelja

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

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
<b>Dnevi zamude</b>				
Nezapadle terjatve	1.695.335	1.574.161	1.753.541	1.614.886
Zapadle do 30 dni	876	2.183	39.177	37.073
Zapadle od 30 do 60 dni	28	64	8.826	6.540
Zapadle od 60 dni do 90 dni	50	71	971	2.115
<b>Skupaj</b>	<b>1.696.289</b>	<b>1.576.480</b>	<b>1.802.515</b>	<b>1.660.614</b>

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.

Opomba: Zaradi zaokroževanja se vsote včasih ne ujemajo.

Skupina za namene internega poročanja deli slabe terjatve v naslednje skupine po klasifikaciji Banke Italije:

- Slabe terjatve (skupina Bad) – v to skupino Banka umešča terjatve, ki so slabe, stranke pa nesolventne, kar pa ni bilo nujno prepoznano s strani sodišč.
- Dvomljive terjatve (skupina UTP) – 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.
- Zapadle terjatve (skupina Past Due) – izpostavljenost do strank, ki niso vključene v ostali dve kategoriji in ki zamujajo s svojimi obveznostmi za več kot 90 dni in manj kot 180 dni.

### Izpostavljenost po skupinah slabih terjatev

EUR 1.000	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
<b>Razred Banke Italije</b>				
Zapadle terjatve (skupina: Past Due)	497	5.220	3.368	15.732
Dvomljive terjatve (skupina: UTP)	107.499	131.278	112.917	158.112
Slabe terjatve (skupina: BAD)	57.825	173.790	66.655	183.359
<b>Skupaj</b>	<b>165.822</b>	<b>310.288</b>	<b>182.940</b>	<b>357.203</b>

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 opredeljeno 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 Skupina 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 volatilnosti, 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 95 % percentil.

### Kreditno tveganje nasprotne stranke za Skupino glede na boniteto strank za izvedene finančne instrumente

EUR 1.000 Bonitetni razred	Banka		Skupina	
	31. 12. 2016	31. 12. 2015	31. 12. 2016	31. 12. 2015
1	-	-	-	-
2	28.173	21.456	28.173	21.456
3	143	2.172	143	2.172
4	489	1.388	489	1.388
5	174	21	174	21
6	536	386	536	386
7	829	1.145	829	1.145
8	-	-	-	-
Slabe naložbe	-	14	-	14
Nerazvrščene stranke	-	-	-	-
<b>Skupaj</b>	<b>30.345</b>	<b>26.583</b>	<b>30.345</b>	<b>26.583</b>

Opomba: Zaradi zaokroževanja se vsote včasih ne ujemajo.

Izpostavljenost v izvedenih finančnih instrumentih se je v primerjavi z letom 2015 povečala za 14,2 %.

## Tržna tveganja

Skupina 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 Skupine tržnim tveganjem

EUR 1.000		
Sredstva	31. 12. 2016	31. 12. 2015
Denar v blagajni in stanje na računih pri centralni banki	311.313	273.376
Finančna sredstva, namenjena trgovanju	20.118	16.371
Finančna sredstva, razpoložljiva za prodajo	432.924	455.291
Izvedeni finančni instrumenti, namenjeni varovanju	10.995	10.228
Kreditni	1.823.786	1.814.091
Finančna sredstva v posesti do zapadlosti	7.127	13.266
Dolgoročne naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb	-	-
<b>Skupaj</b>	<b>2.606.263</b>	<b>2.582.623</b>
<b>Obveznosti</b>		
Finančne obveznosti do centralne banke	-	-
Finančne obveznosti, namenjene trgovanju	20.463	16.578
Izvedeni finančni instrumenti, namenjeni varovanju	49.105	73.229
Finančne obveznosti, merjene po odplačni vrednosti	2.293.348	2.254.205
Rezervacije	10.171	12.290
<b>Skupaj</b>	<b>2.373.087</b>	<b>2.356.302</b>

### Izpostavljenost Banke tržnim tveganjem

EUR 1.000		
Sredstva	31. 12. 2016	31. 12. 2015
Denar v blagajni in stanje na računih pri centralni banki	309.308	273.340
Finančna sredstva, namenjena trgovanju	20.118	16.371
Finančna sredstva, razpoložljiva za prodajo	432.924	455.291
Izvedeni finančni instrumenti, namenjeni varovanju	10.995	10.228
Kreditni	1.763.959	1.746.324
Finančna sredstva v posesti do zapadlosti	7.127	13.266
Dolgoročne naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb	1	1
<b>Skupaj</b>	<b>2.544.432</b>	<b>2.514.821</b>
<b>Obveznosti</b>		
Finančne obveznosti do centralne banke	-	-
Finančne obveznosti, namenjene trgovanju	20.463	16.578
Izvedeni finančni instrumenti, namenjeni varovanju	49.105	73.229
Finančne obveznosti, merjene po odplačni vrednosti	2.240.643	2.185.524
Rezervacije	9.807	11.608
<b>Skupaj</b>	<b>2.320.018</b>	<b>2.286.939</b>

# Bančna tveganja

## Metode obvladovanja tržnih tveganj

Obvladovanje tržnih tveganj vključuje vse dejavnosti, povezane s posli zakladništva in upravljanja strukture bilance Skupine. 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 Skupini 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 Skupine, Banke in Leasinga 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 trgovalne izgube. Limiti so določeni v skladu s planiranim dobičkom in z zmožnostjo sprejemanja tveganj. Med splošne limite za tržna tveganja Skupina uvršča:
  - Limit največje dovoljene izgube, ki je definiran kot 60-dnevni kumulativni seštevek ekonomskega poslovnega izida trgovalne enote;
  - Meje, ki so definirane za testiranja 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 pooblaščenici za prevzemanje in spreminjanje pozicij.

Limite v Skupini 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.

Skupina uporablja standardizirani pristop za izračun kapitalske zahteve za tržna tveganja. Interno se za merjenje izpostavljenosti tržnim tveganjem uporablja metodologija matične skupine, 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 Skupina uporablja IMOD model, ki so ga razvili v matični skupini. Matična 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 kapitalske zahteve (IRC), celotna mera tveganja (CRM), specifična za portfelj s korelacijo trgovanja (CTP), tvegana vrednost za izjemne situacije (sVaR)).

Model tvegane vrednosti, ki ga Skupina 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-odstotno stopnjo zaupanja. Poleg tvegane vrednosti (VaR) Skupina dnevno spremlja izpostavljenost obrestnim tveganjem po metodologiji obrestnih razmikov in izpostavljenost Skupine 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 Skupini 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. Skupina analizira učinke analiz občutljivosti ter stresnih scenarijev na rezultate poslovanja Skupine in neto ekonomsko vrednost Skupine. 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, Banka uporablja sistem MARCONIS, ki so ga razvili v matični skupini. Sistem MARCONIS v celoti in sistematično pregleduje tržno usklajenost vsake posamezne transakcije zakladništva. V letu 2016 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-odstotni stopnji zaupanja, so za leto 2016 na višjih ravneh kot predhodno leto, zaradi večjega portfelja obveznic. Spodnja tabela prikazuje tako tvegano vrednost (skupni VaR) izračunano z upoštevanjem celotne izpostavljenosti Skupine/Banke, kot tudi za posamezne komponente tvegane vrednosti (VaR), ki izhajajo iz izpostavljenosti Skupine/Banke tveganju lastniških finančnih instrumentov (EQ VaR), izpostavljenosti kreditnemu tveganju dolžniških vrednostnih papirjev (Spread VaR) ter obrestnemu (IR VaR) in valutnemu (FX VaR) tveganju.

#### Tvegana vrednost za Skupino

EUR 1.000	Tvegana vrednost 2016			Tvegana vrednost 2015		
	Minimum	Maksimum	Povprečje	Minimum	Maksimum	Povprečje
IR VaR	515	1.167	735	489	547	526
Spread VaR	1.737	3.619	2.335	1.142	2.340	1.801
FX VaR	5	216	46	2	100	11
EQ VaR	2	2	2	17	20	17
<b>Skupni VaR</b>	<b>1.660</b>	<b>3.913</b>	<b>3.033</b>	<b>988</b>	<b>2.375</b>	<b>1.688</b>

#### Tvegana vrednost za Banko

EUR 1.000	Tvegana vrednost 2016			Tvegana vrednost 2015		
	Minimum	Maksimum	Povprečje	Minimum	Maksimum	Povprečje
IR VaR	515	1.167	735	488	547	526
Spread VaR	1.737	3.619	2.335	1.142	2.340	1.801
FX VaR	5	216	46	2	96	10
EQ VaR	2	2	2	17	20	17
<b>Skupni VaR</b>	<b>1.660</b>	<b>3.913</b>	<b>3.044</b>	<b>988</b>	<b>2.375</b>	<b>1.690</b>

Banka za namene internega upravljanja s tržnimi tveganji dodatno spremlja tvegano vrednost izračunano ločeno za trgovalno in bančno knjigo. V letu 2016 je povprečna tvegana vrednost izračunana na osnovi pozicij, ki so namenjene trgovanju, znašala 30.000 evrov, povprečna tvegana vrednost izračunana za pozicije v bančni knjigi pa 3.020.000 evrov.

V okviru upravljanja obrestnega tveganja se Skupina 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 Skupine v valutah, ki tukaj niso prikazane, je minimalno.

#### Učinki premika obrestne krivulje v Skupini za eno bazično točko

EUR	31. 12. 2016						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	(1.331)	(5.483)	(537)	(227)	(104)	(7.682)	(4.375)	(13.038)	6.917
EUR	(13.616)	2.162	4.860	78.633	(13.564)	58.475	66.407	12.809	26.603
USD	-	140	21	-	-	161	195	93	154
<b>Skupaj</b>	<b>(14.945)</b>	<b>(3.337)</b>	<b>4.353</b>	<b>78.406</b>	<b>(13.668)</b>	<b>50.809</b>	<b>58.800</b>	<b>2.663</b>	<b>19.821</b>

## Bančna tveganja

## Učinki premika obrestne krivulje v Skupini za eno bazično točko

EUR	31. 12. 2015						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	(130)	(6.994)	(1.178)	(672)	(151)	(9.125)	(966)	(13.584)	6.820
EUR	(14.330)	(3.325)	(7.273)	6.026	(15.629)	(34.532)	6.018	(74.084)	37.873
USD	(3)	121	41	-	-	159	611	15	152
<b>Skupaj</b>	<b>(14.463)</b>	<b>(10.199)</b>	<b>(8.395)</b>	<b>5.354</b>	<b>(15.781)</b>	<b>(43.483)</b>	<b>1.487</b>	<b>(82.462)</b>	<b>44.541</b>

## Učinki premika obrestne krivulje v Banki za eno bazično točko

EUR	31. 12. 2016						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	(1.341)	(5.483)	(537)	(227)	(104)	(7.692)	(4.385)	(13.044)	6.930
EUR	(12.936)	2.274	5.036	78.734	(13.564)	59.544	67.479	10.422	25.750
USD	-	140	21	-	-	161	195	93	154
<b>Skupaj</b>	<b>(14.276)</b>	<b>(3.225)</b>	<b>4.528</b>	<b>78.507</b>	<b>(13.668)</b>	<b>51.866</b>	<b>59.861</b>	<b>94</b>	<b>18.954</b>

## Učinki premika obrestne krivulje v Banki za eno bazično točko

EUR	31. 12. 2015						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	(139)	(6.994)	(1.178)	(672)	(151)	(9.135)	(997)	(13.574)	6.817
EUR	(13.399)	(5.502)	(7.217)	6.047	(15.630)	(35.700)	11.641	(72.714)	36.481
USD	(3)	121	41	-	-	159	611	15	152
<b>Skupaj</b>	<b>(13.541)</b>	<b>(12.375)</b>	<b>(8.339)</b>	<b>5.375</b>	<b>(15.781)</b>	<b>(44.661)</b>	<b>7.522</b>	<b>(81.628)</b>	<b>43.145</b>

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 Skupine. V primeru, da omenjena sprememba obrestnih mer absorbira več kot 20 odstotkov 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 navzgor za 2 odstotni točki ob koncu leta 2016 absorbiral približno 5,5 % kapitala Skupine (6,0% kapitala Banke), kar je občutno pod mejno vrednostjo 20 odstotkov. Trenutna investicija lastniškega kapitala je pri testiranju upoštevana kot odprta izpostavljenost tveganju.

Banka 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 matične 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 2016 je izračunani učinek obrestnega šoka +100 bazičnih točk znašal 5.912.742 evrov in -6.138.711 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 2016 obrestna občutljivost v EUR ostaja glavni dejavnik tveganja, občutljivost ekonomske vrednosti Skupine/Banke na obrestne šoke se je povečala, posebno v primeru vzporednih premikov krivulje obrestnih mer, kar je razvidno iz spodnje tabele.

#### Analiza občutljivosti neto ekonomske vrednosti na obrestno tveganje v Skupini

Scenarij	Faktor tveganja	Rezultati stresnih scenarijev (EUR) 31. 12. 2016			Rezultati stresnih scenarijev (EUR) 31. 12. 2015		
		EUR	CHF	USD	EUR	CHF	USD
		vzporedni premik -200b.t.	(12.276.357)	1.608.633	(39.650)	7.269.806	1.922.976
vzporedni premik +200b.t.	11.380.108	(1.571.102)	38.640	(6.491.943)	(1.867.245)	28.178	
vzporedni premik -100b.t.	(6.031.141)	799.462	(19.529)	3.516.952	954.257	(14.894)	
vzporedni premik +100b.t.	5.806.151	(790.087)	19.389	(3.322.096)	(940.334)	14.167	
premik Primer 1	(917.066)	-	-	(687.770)	-	-	
premik Primer 2	677.591	-	-	(270.994)	-	-	

#### Analiza občutljivosti neto ekonomske vrednosti na obrestno tveganje v Banki

Scenarij	Faktor tveganja	Rezultati stresnih scenarijev (EUR) 31. 12. 2016			Rezultati stresnih scenarijev (EUR) 31. 12. 2015		
		EUR	CHF	USD	EUR	CHF	USD
		vzporedni premik -200b.t.	(12.492.511)	1.610.783	(39.650)	7.505.970	1.925.037
vzporedni premik +200b.t.	11.592.342	(1.573.249)	38.640	(6.726.283)	(1.869.295)	28.178	
vzporedni premik -100b.t.	(6.138.711)	800.537	(19.529)	3.634.808	955.286	(14.894)	
vzporedni premik +100b.t.	5.912.742	(791.160)	19.389	(3.439.496)	(941.360)	14.167	
premik Primer 1	(876.408)	-	-	(727.872)	-	-	
premik Primer 2	651.525	-	-	(228.125)	-	-	

Portfelj dolžniških vrednostnih papirjev Banke združuje predvsem obveznice prvorazrednih izdajateljev, ki so uvrščene v kategorijo papirjev razpoložljivih za prodajo ali kategorijo papirjev v posesti do zapadlosti. UniCredit Leasing, d.o.o. v svoji bilanci nima portfelja dolžniških vrednostnih papirjev. 84 % portfelja obveznic Banke na dan 31. december 2016 predstavljajo 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 terminskimi 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

EUR	31. 12. 2016					Letni max, min, povprečje			
	Od 6 mesecev					Skupaj	Letni maksimum	Letni minimum	Absolutno povprečje
	Zapadlost	Do 6 mesecev	do 2 leti	2 leti do 7 let	nad 7 let				
Skupaj		2.378	1.968	61.286	150.403	216.035	144.588	277.357	228.736

#### Učinki spremembe kreditne premije vseh izdajateljev za eno bazično točko

EUR	31. 12. 2015					Letni max, min, povprečje			
	Od 6 mesecev					Skupaj	Letni maksimum	Letni minimum	Absolutno povprečje
	Zapadlost	Do 6 mesecev	do 2 leti	2 leti do 7 let	nad 7 let				
Skupaj		1.807	4.994	96.989	39.765	143.555	102.394	296.236	121.248



# Bančna tveganja

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 2016 rezultirala v izgubi v višini 38,9 milijona evrov, ob upoštevanju sedanje vrednosti pozicije Banke v obveznicah, katerih izdajatelj je Republika Slovenija.

Skupina za namene upravljanja valutnega tveganja poleg tvegane vrednosti (FX VaR) dnevno spremlja in nadzira izpostavljenost Skupine v posameznih tujih valutah, vključno s primerjavo dejanske dnevne izpostavljenosti z določenimi limiti za posamezno valuto. Skupina je med letom 2016 imela materialne pozicije izključno v pomembnejših tujih valutah, kar je predstavljeno v spodnji tabeli.

## Odprta devizna pozicija za Skupino

EUR 1.000	2016		2015	
	Letni maksimum v kratki poziciji	Letni maksimum v dolgi poziciji	Letni maksimum v kratki poziciji	Letni maksimum v dolgi poziciji
CHF	(2.276)	2.747	(4.849)	1.839
GBP	(225)	340	(403)	428
JPY	(20)	74	(37)	18
USD	(1.219)	4.782	(3.181)	4.808

## Odprta devizna pozicija za Banko

EUR 1.000	2016		2015	
	Letni maksimum v kratki poziciji	Letni maksimum v dolgi poziciji	Letni maksimum v kratki poziciji	Letni maksimum v dolgi poziciji
CHF	(2.066)	2.747	(3.523)	1.839
GBP	(255)	340	(403)	428
JPY	(20)	74	(37)	18
USD	(1.219)	4.782	(3.181)	4.808

**Bilančne postavke za Skupino v različnih valutih na dan 31. 12. 2016**

<b>EUR 1.000</b>					
<b>Vsebina</b>	<b>EUR</b>	<b>CHF</b>	<b>USD</b>	<b>Ostale valute</b>	<b>Skupaj</b>
Denar v blagajni in stanje na računih pri centralnih bankah in vpogledne vloge pri bankah	292.646	8.753	4.586	5.328	311.313
Finančna sredstva, namenjena trgovanju	7.624	-	3.446	9.048	20.118
Finančna sredstva, razpoložljiva za prodajo	432.095	-	829	-	432.924
Izvedeni finančni instrumenti, namenjeni varovanju	10.995	-	-	-	10.995
Kredit	1.618.288	199.488	2.272	3.738	1.823.786
Kredit bankam	10.923	-	-	3.737	14.660
Kredit strankam	1.599.516	199.488	2.268	-	1.801.272
Druga finančna sredstva	7.849	-	4	1	7.854
Finančna sredstva v posesti do zapadlosti	7.127	-	-	-	7.127
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	40	-	-	-	40
Opredmetena osnovna sredstva	7.184	-	-	-	7.184
Naložbene nepremičnine	2.689	-	-	-	2.689
Neopredmetena sredstva	16.927	-	-	-	16.927
Dolgoročne naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb	-	-	-	-	-
Terjatve za davek od dohodkov pravnih oseb	7.775	-	-	-	7.775
Terjatve za davek	358	-	-	-	358
Odložene terjatve za davek	7.417	-	-	-	7.417
Druga sredstva	2.055	-	17	-	2.072
<b>SKUPAJ SREDSTVA</b>	<b>2.405.445</b>	<b>208.241</b>	<b>11.150</b>	<b>18.114</b>	<b>2.642.950</b>
Finančne obveznosti, namenjene trgovanju	8.007	127	3.566	8.763	20.463
Izvedeni finančni instrumenti, namenjeni varovanju	10.762	38.343			49.105
Finančne obveznosti, merjene po odplačni vrednosti	2.238.265	9.926	34.981	10.176	2.293.348
Vloge bank in centralnih bank	231.217	110	407	2.039	233.773
Vloge strank	1.702.578	9.647	33.118	8.075	1.753.418
Kredit bank in centralnih bank	285.514	-	-	-	285.514
Podrejene obveznosti	-	-	-	-	-
Druge finančne obveznosti	18.956	169	1.456	62	20.643
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	1.263	-	-	-	1.263
Rezervacije	10.156	-	5	10	10.171
Obveznosti za davek od dohodkov pravnih oseb	2.465	-	-	-	2.465
Obveznosti za davek	2.465	-	-	-	2.465
Druge obveznosti	2.486	1	3	4	2.494
<b>SKUPAJ OBVEZNOSTI</b>	<b>2.273.404</b>	<b>48.397</b>	<b>38.555</b>	<b>18.953</b>	<b>2.379.309</b>
Osnovni kapital	20.384	-	-	-	20.384
Kapitalske rezerve	107.760	-	-	-	107.760
Akumulirani drugi vseobsegajoči donos	19.078	-	-	-	19.078
Rezerve iz dobička (vključno z zadržanim dobičkom)	98.573	-	-	-	98.573
Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	17.846	-	-	-	17.846
<b>SKUPAJ KAPITAL</b>	<b>263.641</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>263.641</b>
<b>SKUPAJ OBVEZNOSTI IN KAPITAL</b>	<b>2.537.045</b>	<b>48.397</b>	<b>38.555</b>	<b>18.953</b>	<b>2.642.950</b>

## Bančna tveganja

## Bilančne postavke za Skupino v različnih valutah na dan 31. 12. 2015

EUR 1.000					
Vsebina	EUR	CHF	USD	Ostale valute	Skupaj
Denar v blagajni in stanje na računih pri centralnih bankah in vpogledne vloge pri bankah	228.302	22.661	17.350	5.063	273.376
Finančna sredstva, namenjena trgovanju	8.965	2	3.040	4.364	16.371
Finančna sredstva, razpoložljiva za prodajo	455.291	-	-	-	455.291
Izvedeni finančni instrumenti, namenjeni varovanju	10.228	-	-	-	10.228
Kredit	1.576.126	236.751	1.214	-	1.814.091
Kredit bankam	44.510	8	1.002	-	45.520
Kredit strankam	1.518.903	236.742	212	-	1.755.857
Druga finančna sredstva	12.713	1	-	-	12.714
Finančna sredstva v posesti do zapadlosti	13.266	-	-	-	13.266
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	-	-	-	-	-
Opredmetena osnovna sredstva	9.672	-	-	-	9.672
Naložbene nepremičnine	7.568	-	-	-	7.568
Neopredmetena sredstva	19.009	-	-	-	19.009
Dolgoročne naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb	-	-	-	-	-
Terjatve za davek od dohodkov pravnih oseb	8.756	-	-	-	8.756
Terjatve za davek	-	-	-	-	-
Odložene terjatve za davek	8.756	-	-	-	8.756
Druga sredstva	1.998	-	19	-	2.017
<b>SKUPAJ SREDSTVA</b>	<b>2.339.181</b>	<b>259.414</b>	<b>21.623</b>	<b>9.427</b>	<b>2.629.645</b>
Finančne obveznosti, namenjene trgovanju	9.377	7	2.887	4.307	16.578
Izvedeni finančni instrumenti, namenjeni varovanju	17.774	55.455	-	-	73.229
Finančne obveznosti, merjene po odplačni vrednosti	2.206.836	7.988	35.074	4.307	2.254.205
Vloge bank in centralnih bank	199.735	23	489	146	200.393
Vloge strank	1.772.143	7.723	34.275	3.991	1.818.132
Kredit bank in centralnih bank	185.391	-	-	-	185.391
Podrejene obveznosti	30.101	-	-	-	30.101
Druge finančne obveznosti	19.466	242	310	170	20.188
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	-	-	-	-	-
Rezervacije	12.283	-	5	2	12.290
Obveznosti za davek od dohodkov pravnih oseb	145	-	-	-	145
Obveznosti za davek	145	-	-	-	145
Druge obveznosti	2.818	1	3	5	2.827
<b>SKUPAJ OBVEZNOSTI</b>	<b>2.249.233</b>	<b>63.451</b>	<b>37.969</b>	<b>8.621</b>	<b>2.359.274</b>
Osnovni kapital	20.384	-	-	-	20.384
Kapitalske rezerve	107.760	-	-	-	107.760
Akumulirani drugi vseobsegajoči donos	13.978	-	-	-	13.978
Rezerve iz dobička (vključno z zadržanim dobičkom)	99.528	-	-	-	99.528
Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	28.721	-	-	-	28.721
<b>SKUPAJ KAPITAL</b>	<b>270.371</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>270.371</b>
<b>SKUPAJ OBVEZNOSTI IN KAPITAL</b>	<b>2.519.604</b>	<b>63.451</b>	<b>37.969</b>	<b>8.621</b>	<b>2.629.645</b>

**Bilančne postavke Banke v različnih valutah na dan 31. 12. 2016**

<b>EUR 1.000</b>					
<b>Vsebina</b>	<b>EUR</b>	<b>CHF</b>	<b>USD</b>	<b>Ostale valute</b>	<b>Skupaj</b>
Denar v blagajni in stanje na računih pri centralnih bankah in vpogledne vloge pri bankah	290.641	8.753	4.586	5.328	309.308
Finančna sredstva, namenjena trgovanju	7.624	-	3.446	9.048	20.118
Finančna sredstva, razpoložljiva za prodajo	432.095	-	829	-	432.924
Izvedeni finančni instrumenti, namenjeni varovanju	10.995	-	-	-	10.995
Kreditni	1.557.261	200.688	2.272	3.738	1.763.959
Kreditni bankam	10.923	-	-	3.737	14.660
Kreditni strankam	1.542.637	200.688	2.268	-	1.745.593
Druga finančna sredstva	3.701	-	4	1	3.706
Finančna sredstva v posesti do zapadlosti	7.127	-	-	-	7.127
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	40	-	-	-	40
Opredmetena osnovna sredstva	4.823	-	-	-	4.823
Naložbene nepremičnine	-	-	-	-	-
Neopredmetena sredstva	16.644	-	-	-	16.644
Dolgoročne naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb	1	-	-	-	1
Terjatve za davek od dohodkov pravnih oseb	4.516	-	-	-	4.516
Terjatve za davek	-	-	-	-	-
Odložene terjatve za davek	4.516	-	-	-	4.516
Druga sredstva	741	-	17	-	758
<b>SKUPAJ SREDSTVA</b>	<b>2.332.508</b>	<b>209.441</b>	<b>11.150</b>	<b>18.114</b>	<b>2.571.213</b>
Finančne obveznosti, namenjene trgovanju	8.007	127	3.566	8.763	20.463
Izvedeni finančni instrumenti, namenjeni varovanju	10.762	38.343	-	-	49.105
Finančne obveznosti, merjene po odplačni vrednosti	2.184.870	10.616	34.981	10.176	2.240.643
Vloge bank in centralnih bank	231.217	110	407	2.039	233.773
Vloge strank	1.703.166	10.337	33.118	8.075	1.754.696
Kreditni bank in centralnih bank	232.389	-	-	-	232.389
Podrejene obveznosti	-	-	-	-	-
Druge finančne obveznosti	18.098	169	1.456	62	19.785
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	1.263	-	-	-	1.263
Rezervacije	9.792	-	5	10	9.807
Obveznosti za davek od dohodkov pravnih oseb	2.465	-	-	-	2.465
Obveznosti za davek	2.465	-	-	-	2.465
Druge obveznosti	1.683	1	3	4	1.691
<b>SKUPAJ OBVEZNOSTI</b>	<b>2.218.842</b>	<b>49.087</b>	<b>38.555</b>	<b>18.953</b>	<b>2.325.437</b>
Osnovni kapital	20.384	-	-	-	20.384
Kapitalske rezerve	107.760	-	-	-	107.760
Akumulirani drugi vseobsegajoči donosi	19.078	-	-	-	19.078
Rezerve iz dobička (vključno z zadržanim dobičkom)	84.635	-	-	-	84.635
Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	13.919	-	-	-	13.919
<b>SKUPAJ KAPITAL</b>	<b>245.776</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>245.776</b>
<b>SKUPAJ OBVEZNOSTI IN KAPITAL</b>	<b>2.464.618</b>	<b>49.087</b>	<b>38.555</b>	<b>18.953</b>	<b>2.571.213</b>

## Bančna tveganja

## Bilančne postavke Banke v različnih valutah na dan 31. 12. 2015

EUR 1.000					
Vsebina	EUR	CHF	USD	Ostale valute	Skupaj
Denar v blagajni in stanje na računih pri centralnih bankah in vpogledne vloge pri bankah	228.266	22.661	17.350	5.063	273.340
Finančna sredstva, namenjena trgovanju	8.965	2	3.040	4.364	16.371
Finančna sredstva, razpoložljiva za prodajo	455.291	-	-	-	455.291
Izvedeni finančni instrumenti, namenjeni varovanju	10.228	-	-	-	10.228
Kredit	1.507.540	237.570	1.214	-	1.746.324
Kredit bankam	44.518	-	1.002	-	45.520
Kredit strankam	1.451.565	237.569	212	-	1.689.346
Druga finančna sredstva	11.457	1	-	-	11.458
Finančna sredstva v posesti do zapadlosti	13.266	-	-	-	13.266
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	-	-	-	-	-
Opredmetena osnovna sredstva	5.909	-	-	-	5.909
Naložbene nepremičnine	-	-	-	-	-
Neopredmetena sredstva	18.793	-	-	-	18.793
Dolgoročne naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb	1	-	-	-	1
Terjatve za davek od dohodkov pravnih oseb	5.233	-	-	-	5.233
Terjatve za davek	-	-	-	-	-
Odložene terjatve za davek	5.233	-	-	-	5.233
Druga sredstva	264	-	19	-	283
<b>SKUPAJ SREDSTVA</b>	<b>2.253.756</b>	<b>260.233</b>	<b>21.623</b>	<b>9.427</b>	<b>2.545.039</b>
Finančne obveznosti, namenjene trgovanju	9.377	7	2.887	4.307	16.578
Izvedeni finančni instrumenti, namenjeni varovanju	17.774	55.455	-	-	73.229
Finančne obveznosti, merjene po odplačni vrednosti	2.137.341	8.802	35.074	4.307	2.185.524
Vloge bank in centralnih bank	199.735	23	489	146	200.393
Vloge strank	1.773.682	8.537	34.275	3.991	1.820.485
Kredit bank in centralnih bank	115.846	-	-	-	115.846
Podrejene obveznosti	30.101	-	-	-	30.101
Druge finančne obveznosti	17.977	242	310	170	18.699
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	-	-	-	-	-
Rezervacije	11.601	-	5	2	11.608
Obveznosti za davek od dohodkov pravnih oseb	-	-	-	-	-
Obveznosti za davek	-	-	-	-	-
Druge obveznosti	1.657	1	3	5	1.666
<b>SKUPAJ OBVEZNOSTI</b>	<b>2.177.750</b>	<b>64.265</b>	<b>37.969</b>	<b>8.621</b>	<b>2.288.605</b>
Osnovni kapital	20.384	-	-	-	20.384
Kapitalske rezerve	107.760	-	-	-	107.760
Akumulirani drugi vseobsegajoči donosi	13.978	-	-	-	13.978
Rezerve iz dobička (vključno z zadržanim dobičkom)	84.635	-	-	-	84.635
Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	29.677	-	-	-	29.677
<b>SKUPAJ KAPITAL</b>	<b>256.434</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>256.434</b>
<b>SKUPAJ OBVEZNOSTI IN KAPITAL</b>	<b>2.434.184</b>	<b>64.265</b>	<b>37.969</b>	<b>8.621</b>	<b>2.545.039</b>

## 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. UniCredit Leasing, d.o.o. ne sklepa transakcij iz naslova izvedenih finančnih instrumentov.

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).

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

Banka 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. 2016

EUR 1.000	Znesek pogodbe		Vrednotenje (pozitivno)		Vrednotenje (negativno)	
	Trgovalna knjiga	Bančna knjiga	Trgovalna knjiga	Bančna knjiga	Trgovalna knjiga	Bančna knjiga
<b>1. IFI vezani na obrestno mero</b>	<b>604.732</b>	<b>1.944.113</b>	<b>7.595</b>	<b>10.995</b>	<b>7.979</b>	<b>10.763</b>
a) Obrestne opcije	14.201	-	94	-	93	-
b) Enovalutne zamenjave obrestnih mer	587.339	1.944.113	7.501	10.995	7.886	10.763
c) Standardizirane terminske pogodbe	3.192	-	-	-	-	-
<b>2. Transakcije povezane z vrednostnimi papirji</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
a) Opcije vezane na lastniške vrednostne papirje	-	-	-	-	-	-
<b>3. IFI vezani na tujo valuto in zlato</b>	<b>461.537</b>	<b>175.856</b>	<b>12.474</b>	<b>-</b>	<b>12.336</b>	<b>38.343</b>
a) Valutne opcije	-	-	-	-	-	-
b) Medvalutne zamenjave obrestnih mer	220.057	175.856	3.114	-	9.022	38.343
c) Terminski posli na tuje valute	241.480	-	9.360	-	3.314	-
<b>4. IFI vezani na blago</b>	<b>668</b>	<b>-</b>	<b>29</b>	<b>-</b>	<b>28</b>	<b>-</b>
<b>5. Ostali IFI</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Skupaj</b>	<b>1.066.937</b>	<b>2.119.969</b>	<b>20.098</b>	<b>10.995</b>	<b>20.343</b>	<b>49.105</b>

## Bančna tveganja

## Obseg izvedenih finančnih instrumentov na dan 31. 12. 2015

EUR 1.000	Znesek pogodbe		Vrednotenje (pozitivno)		Vrednotenje (negativno)	
	Trgovalna knjiga	Bančna knjiga	Trgovalna knjiga	Bančna knjiga	Trgovalna knjiga	Bančna knjiga
<b>1. IFI vezani na obrestno mero</b>	<b>755.995</b>	<b>2.386.195</b>	<b>8.953</b>	<b>10.228</b>	<b>9.365</b>	<b>17.775</b>
a) Obrestne opcije	34.664	-	129	-	124	-
b) Enovalutne zamenjave obrestnih mer	721.331	2.386.195	8.824	10.228	9.241	17.775
<b>2. Transakcije povezane z vrednostnimi papirji</b>	-	-	-	-	-	-
a) Opcije vezane na lastniške vrednostne papirje	-	-	-	-	-	-
<b>3. IFI vezani na tujo valuto in zlato</b>	<b>477.379</b>	<b>198.333</b>	<b>7.391</b>	-	<b>7.197</b>	<b>55.455</b>
a) Valutne opcije	-	-	-	-	-	-
b) Medvalutne zamenjave obrestnih mer	165.897	198.333	1.970	-	1.179	55.455
c) Terminski posli na tuje valute	311.482	-	5.421	-	6.018	-
<b>4. IFI vezani na blago</b>	<b>1.402</b>	-	<b>12</b>	-	<b>12</b>	-
<b>5. Ostali IFI</b>	-	-	-	-	-	-
<b>Skupaj</b>	<b>1.234.776</b>	<b>2.584.529</b>	<b>16.356</b>	<b>10.228</b>	<b>16.574</b>	<b>73.229</b>

## Likvidnostno tveganje

Likvidnostno tveganje je tveganje, da Skupina / 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.

Skupina 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.

Skupina 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;
- s sistemom likvidnostnih kazalnikov za zgodnje opozarjanje na potencialen začetek likvidnostne krize.

Glavni komponenti upravljanja z likvidnostnim tveganjem v Skupini 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 Skupina razume upravljanje likvidnosti znotraj delovnega dne in upravljanje z dnevnimi potrebami po refinanciranju Skupine. 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 Skupina 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 Skupina vzpostavljen limitni sistem za zapadlosti do treh mesecev z dnevnim spremljanjem koriščenja 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. Prekomerna strukturna neskladja so preprečena s spremljanjem položaja na ravni posameznih valut, kar hkrati znižuje občutljivost Skupine na položaj trga medvalutnih zamenjav. Količnike strukturne likvidnosti ter izpostavljenosti glede na limite Skupina 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 stresnega scenarija, ki je definiran kot kombinacija negativnega razvoja dogodkov na celotnem bančnem trgu (kriza na trgu) in krize imena specifične 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. Testiranje kombiniranega stresnega scenarija se izvaja tedensko, rezultati testiranja 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 definiranem stresnem scenariju.

### Letni načrt financiranja

Skupina pripravlja letni načrt financiranja enkrat letno z namenom ohranjanja primerne 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 Skupine. V tem kontekstu predstavlja letni načrt financiranja zelo pomembno vlogo pri celovitem upravljanju z likvidnostjo Skupine. 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 Skupine zahteva poseben pristop pri upravljanju Skupine. V primeru likvidnostne krize je ključno, da Skupina na novo nastale razmere reagira hitro in na ta način minimizira morebitne negativne krizne učinke. Namen politike upravljanja z likvidnostjo v zaostrenih likvidnostnih razmerah je zagotoviti ustrezen model upravljanja Skupine v takšnih situacijah.

Eden izmed osnovnih elementov te politike je krizni načrt, ki je sestavljen iz nabora možnih ukrepov, ki so Skupini 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

Skupina je skozi celotno leto 2016 vzdrževala ustrezen likvidnostni profil. Glavni vir financiranja so bili depoziti strank, poleg tega pa je bil v letu 2016 pomemben vir financiranja likvidnostni center pri UniCredit Bank Austria AG, Dunaj, kjer se Skupina financira po tržnih pogojih.

Skupina 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.

### Razkritje obremenitev sredstev Skupine na dan 31. 12. 2016

EUR 1.000				
Sredstva	Knjigovodska vrednost obremenjenih sredstev	Poštena vrednost obremenjenih sredstev	Knjigovodska vrednost neobremenjenih sredstev	Poštena vrednost neobremenjenih sredstev
Sredstva institucije poročevalke	202.490	-	2.441.807	-
Vloge na vpogled	-	-	280.243	-
Lastniški instrumenti	-	-	23.856	23.855
Dolžniški vrednostni papirji	77	77	416.119	416.336
Kreditni razen vlog na vpogled	202.414	-	1.641.126	-
Druga sredstva	-	-	80.463	-



## Bančna tveganja

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	170.000	185.282
Ostali viri obremenitve	-	17.208
<b>Skupaj viri obremenitve</b>	<b>170.000</b>	<b>202.490</b>

## Razkritje obremenitev sredstev Banke na dan 31. 12. 2016

EUR 1.000				
Sredstva	Knjigovodska vrednost obremenjenih sredstev	Poštena vrednost obremenjenih sredstev	Knjigovodska vrednost neobremenjenih sredstev	Poštena vrednost neobremenjenih sredstev
Sredstva institucije poročevalke	202.490	-	2.368.723	-
Vloge na vpogled	-	-	276.961	-
Lastniški instrumenti	-	-	23.856	23.855
Dolžniški vrednostni papirji	77	77	416.119	416.336
Kreditni razen vlog na vpogled	202.414	-	1.581.325	-
Druga sredstva	-	-	70.462	-

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	170.000	185.282
Ostali viri obremenitve	-	17.208
<b>Skupaj viri obremenitve</b>	<b>170.000</b>	<b>202.490</b>

## Razkritje obremenitev sredstev Skupine na dan 31. 12. 2015

EUR 1.000				
Sredstva	Knjigovodska vrednost obremenjenih sredstev	Poštena vrednost obremenjenih sredstev	Knjigovodska vrednost neobremenjenih sredstev	Poštena vrednost neobremenjenih sredstev
Sredstva institucije poročevalke	98.162	-	2.531.484	-
Vloge na vpogled	-	-	261.545	-
Lastniški instrumenti	-	-	25.556	25.556
Dolžniški vrednostni papirji	12.496	12.496	430.504	429.706
Kreditni razen vlog na vpogled	85.665	-	1.728.441	-
Druga sredstva	-	-	85.437	-

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	660.441	98.085
Ostali viri obremenitve	76	76
<b>Skupaj viri obremenitve</b>	<b>660.518</b>	<b>98.162</b>

#### Razkritje obremenitev sredstev Banke na dan 31. 12. 2015

EUR 1.000				
Sredstva	Knjigovodska vrednost obremenjenih sredstev	Poštena vrednost obremenjenih sredstev	Knjigovodska vrednost neobremenjenih sredstev	Poštena vrednost neobremenjenih sredstev
Sredstva institucije poročevalke	98.162	-	2.446.877	-
Vloge na vpogled	-	-	261.509	-
Lastniški instrumenti	-	-	25.556	25.556
Dolžniški vrednostni papirji	12.496	12.496	430.504	429.706
Kreditni razen vlog na vpogled	85.665	-	1.660.674	-
Druga sredstva	-	-	68.634	-

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	660.441	98.085
Ostali viri obremenitve	76	76
<b>Skupaj viri obremenitve</b>	<b>660.518</b>	<b>98.162</b>

## Bančna tveganja

## Bilanca stanja Skupine po zapadlosti na dan 31. 12. 2016

EUR 1.000		Na	Do 1	Od 1 - 3	Od 3 - 12	Od 1 - 5 let	Nad 5 let
Vsebina	Skupaj	vpogled	meseca	mesecev	mesecev		
Denar v blagajni in stanje na računih pri centralnih bankah in vpogledne vloge pri bankah	311.308	311.308	-	-	-	-	-
Finančna sredstva, namenjena trgovanju	20.118	-	10.212	770	2.459	1.407	5.270
Finančna sredstva, razpoložljiva za prodajo	492.943	-	621	3.018	61.677	142.858	284.769
Izvedeni finančni instrumenti, namenjeni varovanju	10.995	-	169	511	164	4.561	5.590
Krediti	1.960.842	622	104.447	71.091	274.337	761.631	748.714
Krediti bankam	14.674	-	7.779	1.041	4.585	1.269	-
Krediti strankam	1.938.314	622	93.220	70.050	265.573	760.135	748.714
Druga finančna sredstva	7.854	-	3.448	-	4.179	227	-
Finančna sredstva v posesti do zapadlosti	7.469	-	-	280	-	7.189	-
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	40	-	-	-	-	-	40
Opredmetena osnovna sredstva	7.184	-	-	-	-	-	7.184
Naložbene nepremičnine	2.689	-	-	-	281	2.408	-
Neopredmetena dolgoročna sredstva	16.927	-	-	-	-	-	16.927
Dolgoročne naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb	-	-	-	-	-	-	-
Terjatve za davek od dohodkov pravnih oseb	7.775	-	-	-	358	7.417	-
Terjatve za davek	358	-	-	-	358	-	-
Odložene terjatve za davek	7.417	-	-	-	-	7.417	-
Druga sredstva	2.072	-	66	1.418	114	468	6
<b>Skupaj sredstva (1)</b>	<b>2.840.362</b>	<b>311.930</b>	<b>115.515</b>	<b>77.088</b>	<b>339.390</b>	<b>927.939</b>	<b>1.068.500</b>
Finančne obveznosti, namenjene trgovanju	20.463	-	10.021	932	2.442	1.735	5.333
Izvedeni finančni instrumenti, namenjeni varovanju	49.105	-	7.282	1.036	141	34.956	5.690
Finančne obveznosti, merjene po odplačni vrednosti	2.299.730	1.141.074	148.707	86.998	378.844	433.918	110.189
Vloge bank in centralnih bank	234.437	6.775	1.925	164	70.573	105.000	50.000
Vloge strank	1.755.757	1.134.299	132.180	81.374	293.507	113.152	1.245
Krediti bank in centralnih bank	288.893	-	593	4.152	9.438	215.766	58.944
Podrejene obveznosti	-	-	-	-	-	-	-
Druge finančne obveznosti	20.643	-	14.009	1.308	5.326	-	-
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	1.263	-	-	-	-	-	1.263
Rezervacije	10.171	166	121	575	3.473	5.494	342
Obveznosti za davek od dohodkov pravnih oseb	2.465	-	-	-	2.465	-	-
Obveznosti za davek	2.465	-	-	-	2.465	-	-
Druge obveznosti	2.494	-	127	821	271	691	584
Osnovni kapital	20.384	-	-	-	-	-	20.384
Kapitalske rezerve	107.760	-	-	-	-	-	107.760
Akumulirani drugi vseobsegajoči donos	19.078	-	-	-	-	-	19.078
Rezerve iz dobička (vključno z zadržanim dobičkom)	98.573	-	-	-	-	-	98.573
Zadržani dobiček / izguba (vključno s čistim dobičkom / izgubo poslovnega leta)	17.846	-	-	-	13.882	37	3.927
<b>Skupaj obveznosti in kapital (2)</b>	<b>2.649.332</b>	<b>1.141.240</b>	<b>166.258</b>	<b>90.362</b>	<b>401.518</b>	<b>476.831</b>	<b>373.123</b>
<b>Neusklajenost (1)-(2)</b>	<b>191.030</b>	<b>(829.310)</b>	<b>(50.743)</b>	<b>(13.274)</b>	<b>(62.128)</b>	<b>451.108</b>	<b>695.377</b>

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

**Bilanca stanja Banke po zapadlosti na dan 31. 12. 2016**

EUR 1.000		Na	Do 1	Od 1 - 3	Od 3 - 12	Od 1 - 5 let	Nad 5 let
Vsebina	Skupaj	vpogled	meseca	mesecev	mesecev		
Denar v blagajni in stanje na računih pri centralnih bankah in vpogledne vloge pri bankah	309.304	309.304	-	-	-	-	-
Finančna sredstva, namenjena trgovanju	20.118	-	10.212	770	2.459	1.407	5.270
Finančna sredstva, razpoložljiva za prodajo	492.943	-	621	3.018	61.677	142.858	284.769
Izvedeni finančni instrumenti, namenjeni varovanju	10.995	-	169	511	164	4.561	5.590
Kreditni	1.889.279	-	99.626	117.132	251.175	694.063	727.283
Kreditni bankam	14.674	-	7.779	1.041	4.585	1.269	-
Kreditni strankam	1.870.899	-	88.382	116.091	246.576	692.567	727.283
Druga finančna sredstva	3.706	-	3.465	-	14	227	-
Finančna sredstva v posesti do zapadlosti	7.469	-	-	280	-	7.189	-
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	40	-	-	-	-	-	40
Opredmetena osnovna sredstva	4.823	-	-	-	-	-	4.823
Naložbene nepremičnine	-	-	-	-	-	-	-
Neopredmetena dolgoročna sredstva	16.644	-	-	-	-	-	16.644
Dolgoročne naložbe v kapital odvisnih. pridruženih in skupaj obvladovanih družb	1	-	-	-	-	-	1
Terjatve za davek od dohodkov pravnih oseb	4.516	-	-	-	-	4.516	-
Terjatve za davek	-	-	-	-	-	-	-
Odložene terjatve za davek	4.516	-	-	-	-	4.516	-
Druga sredstva	758	-	118	52	114	468	6
<b>Skupaj sredstva (1)</b>	<b>2.756.890</b>	<b>309.304</b>	<b>110.746</b>	<b>121.763</b>	<b>315.589</b>	<b>855.062</b>	<b>1.044.426</b>
Finančne obveznosti, namenjene trgovanju	20.463	-	10.021	932	2.442	1.735	5.333
Izvedeni finančni instrumenti, namenjeni varovanju	49.105	-	7.282	1.036	141	34.956	5.690
Finančne obveznosti, merjene po odplačni vrednosti	2.243.701	1.142.352	148.366	81.990	369.761	400.182	101.050
Vloge bank in centralnih bank	234.437	6.775	1.925	164	70.573	105.000	50.000
Vloge strank	1.757.035	1.135.577	132.180	81.374	293.507	113.152	1.245
Kreditni bank in centralnih bank	232.444	-	252	2	355	182.030	49.805
Podrejene obveznosti	-	-	-	-	-	-	-
Druge finančne obveznosti	19.785	-	14.009	450	5.326	-	-
Spremembe poštene vrednosti skupine varovanih postavk pred obrestnim tveganjem	1.263	-	-	-	-	-	1.263
Rezervacije	9.807	167	121	210	3.473	5.494	342
Obveznosti za davek od dohodkov pravnih oseb	2.465	-	-	-	2.465	-	-
Obveznosti za davek	2.465	-	-	-	2.465	-	-
Druge obveznosti	1.691	-	126	19	271	691	584
Osnovni kapital	20.384	-	-	-	-	-	20.384
Kapitalske rezerve	107.760	-	-	-	-	-	107.760
Akumulirani drugi vseobsegajoči donos	19.078	-	-	-	-	-	19.078
Rezerve iz dobička	84.635	-	-	-	-	-	84.635
Zadržani dobiček / izguba (vključno s čistim dobičkom / izgubo poslovnega leta)	13.919	-	-	-	13.882	37	-
<b>Skupaj obveznosti in kapital (2)</b>	<b>2.574.271</b>	<b>1.142.519</b>	<b>165.916</b>	<b>84.187</b>	<b>392.435</b>	<b>443.095</b>	<b>346.119</b>
<b>Neusklajenost (1)-(2)</b>	<b>182.619</b>	<b>(833.215)</b>	<b>(55.170)</b>	<b>37.576</b>	<b>(76.846)</b>	<b>411.967</b>	<b>698.307</b>

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

## Bančna tveganja

## Bilanca stanja Skupine po zapadlosti na dan 31. 12. 2015

EUR 1.000		Na	Do 1	Od 1 - 3	Od 3 - 12	Od 1 - 5 let	Nad 5 let
Vsebina	Skupaj	vpogled	meseca	mesecev	mesecev		
Denar v blagajni in stanje na računih pri centralnih bankah in vpogledne vloge pri bankah	273.376	273.376	-	-	-	-	-
Finančna sredstva, namenjena trgovanju	16.371	-	4.891	1.077	2.113	4.463	3.827
Finančna sredstva, razpoložljiva za prodajo	501.305	-	696	89.376	19.926	197.348	193.959
Izvedeni finančni instrumenti, namenjeni varovanju	10.228	-	-	368	695	3.992	5.173
Krediti	1.961.741	1.443	116.282	61.461	370.540	744.938	667.077
Krediti bankam	45.562	-	1.118	1.569	39.531	3.344	-
Krediti strankam	1.903.465	1.406	103.624	58.798	330.966	741.594	667.077
Druga finančna sredstva	12.714	37	11.540	1.094	43	-	-
Finančna sredstva v posesti do zapadlosti	13.921	-	-	6.527	-	7.394	-
Opredmetena osnovna sredstva	9.672	-	117	235	847	2.322	6.151
Naložbene nepremičnine	7.568	-	21	41	188	1.002	6.316
Neopredmetena dolgoročna sredstva	19.009	-	3	6	25	132	18.843
Dolgoročne naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb	-	-	-	-	-	-	-
Terjatve za davek od dohodkov pravnih oseb	8.756	-	-	-	-	8.756	-
Odložene terjatve za davek	8.756	-	-	-	-	8.756	-
Druga sredstva	2.017	-	737	54	113	1.072	41
<b>Skupaj sredstva (1)</b>	<b>2.823.964</b>	<b>274.819</b>	<b>122.747</b>	<b>159.145</b>	<b>394.447</b>	<b>971.419</b>	<b>901.387</b>
Finančne obveznosti, namenjene trgovanju	16.578	-	4.762	1.051	2.055	4.883	3.827
Izvedeni finančni instrumenti, namenjeni varovanju	73.229	-	-	2.278	18.231	40.636	12.084
Finančne obveznosti, merjene po odplačni vrednosti	2.260.217	977.724	235.977	110.931	551.617	316.183	67.785
Vloge bank in centralnih bank	201.167	5.101	194	188	40.684	105.000	50.000
Vloge strank	1.823.159	972.623	222.636	102.270	403.279	120.309	2.042
Krediti bank in centralnih bank	185.556	-	44	8.312	101.366	60.874	14.960
Podrejene obveznosti	30.147	-	147	-	-	30.000	-
Druge finančne obveznosti	20.188	-	12.956	161	6.288	-	783
Rezervacije	12.290	-	1.184	694	2.364	6.910	1.138
Obveznosti za davek od dohodkov pravnih oseb	145	-	-	-	145	-	-
Obveznosti za davek	145	-	-	-	145	-	-
Druge obveznosti	2.827	-	72	144	1.230	852	529
Osnovni kapital	20.384	-	-	-	-	-	20.384
Kapitalske rezerve	107.760	-	-	-	-	-	107.760
Akumulirani drugi vseobsegajoči donos	13.978	-	-	-	-	-	13.978
Rezerve iz dobička (vključno z zadržanim dobičkom)	99.528	-	-	-	-	-	99.528
Zadržani dobiček / izguba (vključno s čistim dobičkom / izgubo poslovnega leta)	28.721	-	-	-	9.677	19.044	-
<b>Skupaj obveznosti in kapital (2)</b>	<b>2.635.657</b>	<b>977.724</b>	<b>241.995</b>	<b>115.098</b>	<b>585.319</b>	<b>388.508</b>	<b>327.013</b>
<b>Neusklajenost (1)-(2)</b>	<b>188.307</b>	<b>(702.905)</b>	<b>(119.248)</b>	<b>44.047</b>	<b>(190.872)</b>	<b>582.911</b>	<b>574.374</b>

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

**Bilanca stanja Banke po zapadlosti na dan 31. 12. 2015**

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	273.340	273.340	-	-	-	-	-
Finančna sredstva, namenjena trgovanju	16.371	-	4.891	1.077	2.113	4.463	3.827
Finančna sredstva, razpoložljiva za prodajo	501.305	-	696	89.376	19.926	197.348	193.959
Izvedeni finančni instrumenti, namenjeni varovanju	10.228	-	-	368	695	3.992	5.173
Kreditni	1.879.815	-	111.594	58.881	361.720	707.281	640.339
Kreditni bankam	45.562	-	1.118	1.569	39.531	3.344	-
Kreditni strankam	1.822.795	-	99.121	57.252	322.146	703.937	640.339
Druga finančna sredstva	11.458	-	11.355	60	43	-	-
Finančna sredstva v posesti do zapadlosti	13.921	-	-	6.527	-	7.394	-
Opredmetena osnovna sredstva	5.909	-	-	-	-	-	5.909
Naložbene nepremičnine	-	-	-	-	-	-	-
Neopredmetena dolgoročna sredstva	18.793	-	-	-	-	-	18.793
Dolgoročne naložbe v kapital odvisnih, pridruženih in skupaj obvladovanih družb	1	-	-	-	-	-	1
Terjatve za davek od dohodkov pravnih oseb	5.233	-	-	-	-	5.233	-
Odložene terjatve za davek	5.233	-	-	-	-	5.233	-
Druga sredstva	283	-	61	54	113	14	41
<b>Skupaj sredstva (1)</b>	<b>2.725.199</b>	<b>273.340</b>	<b>117.242</b>	<b>156.283</b>	<b>384.567</b>	<b>925.725</b>	<b>868.042</b>
Finančne obveznosti, namenjene trgovanju	16.578	-	4.762	1.051	2.055	4.883	3.827
Izvedeni finančni instrumenti, namenjeni varovanju	73.229	-	-	2.278	18.231	40.636	12.084
Finančne obveznosti, merjene po odplačni vrednosti	2.191.535	980.076	235.365	106.530	539.515	277.475	52.574
Vloge bank in centralnih bank	201.167	5.101	194	188	40.684	105.000	50.000
Vloge strank	1.825.511	974.975	222.636	102.270	403.279	120.309	2.042
Kreditni bank in centralnih bank	116.011	-	44	4.005	89.264	22.166	532
Podrejene obveznosti	30.147	-	147	-	-	30.000	-
Druge finančne obveznosti	18.699	-	12.344	67	6.288	-	-
Rezervacije	11.608	-	1.184	694	2.263	6.329	1.138
Obveznosti za davek od dohodkov pravnih oseb	-	-	-	-	-	-	-
Obveznosti za davek	-	-	-	-	-	-	-
Druge obveznosti	1.666	-	53	102	634	466	411
Osnovni kapital	20.384	-	-	-	-	-	20.384
Kapitalske rezerve	107.760	-	-	-	-	-	107.760
Akumulirani drugi vseobsegajoči donos	13.978	-	-	-	-	-	13.978
Rezerve iz dobička (vključno z zadržanim dobičkom)	84.635	-	-	-	-	-	84.635
Zadržani dobiček / izguba (vključno s čistim dobičkom / izgubo poslovnega leta)	29.677	-	-	-	9.677	20.000	-
<b>Skupaj obveznosti in kapital (2)</b>	<b>2.551.050</b>	<b>980.076</b>	<b>241.364</b>	<b>110.655</b>	<b>572.375</b>	<b>349.789</b>	<b>296.791</b>
<b>Neuskajenost (1)-(2)</b>	<b>174.149</b>	<b>(706.736)</b>	<b>(124.122)</b>	<b>45.628</b>	<b>(187.808)</b>	<b>575.936</b>	<b>571.251</b>

Opomba: V tabeli so prikazane 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		Poštena vrednost 2016	Poštena vrednost 2016	Knjigovodska vrednost 2015	Poštena vrednost 2015	Poštena vrednost 2015
Vsebina	Knjigovodska vrednost 2016	Raven 2	Raven 3		Raven 2	Raven 3
<b>Sredstva</b>						
Denar v blagajni in stanje na računih pri centralni banki	309.308	-	309.308	273.340	-	273.340
Finančna sredstva v posesti do zapadlosti	7.127	7.344	-	13.266	13.104	-
Kreditni bankam	14.660	5.420	9.232	45.520	247	45.234
Kreditni strankam, ki niso banke	1.614.146	955.051	766.887	1.557.899	938.429	764.361
<b>Skupaj</b>	<b>1.945.241</b>	<b>967.815</b>	<b>1.085.427</b>	<b>1.890.025</b>	<b>951.780</b>	<b>1.082.935</b>
<b>Obveznosti</b>						
Finančne obveznosti do centralne banke	-	-	-	-	-	-
Podrejene obveznosti	-	-	-	30.101	-	29.323
Vloge bank	233.773	234.240	2.997	200.393	56.799	140.419
Vloge strank, ki niso banke	1.754.696	868.460	884.805	1.820.485	622.461	1.194.588
<b>Skupaj</b>	<b>1.988.469</b>	<b>1.102.700</b>	<b>887.802</b>	<b>2.050.979</b>	<b>679.260</b>	<b>1.364.330</b>

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 neplačila. 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 politik in postopkov za ocenjevanje in upravljanje z operativnim tveganjem in učinkovitim kontrolnim 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 izkoriščeni. Najpomembnejše orodje pri omejevanju in zmanjševanju tveganja in dejanskih izgub je širitev kulture zavedanja o operativnem tveganju na vseh ravneh v Banki.

Od julija 2015, ko je Banka prejela soglasje oz. »Odločbo o izdaji dovoljenja za pridobitev kvalificirane naložbe v družbi UniCredit Leasing, d.o.o.« s strani Banke Slovenije, je 100 % lastnica podjetja UniCredit Leasing, d.o.o., kar pomeni, da od avgusta 2015 dalje okvir za poročanje in upravljanje z operativnim tveganjem ter učinkovitim kontrolnim okoljem zajema celotno Skupino.

### 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 Banki definirana na način, ki omogoča in zagotavlja pravočasno evidentiranje ter poročanje nastalih dogodkov operativnega tveganja, pravočasno vpeljavo 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 matični skupini UniCredit je ključni organ odbor za operativno tveganje, ki zaseda vsako četrtoletje. Odbor ima funkcijo spremljanja in svetovanja na naslednjih področjih: profili in dejavniki tveganja; odobritev in spremembe upravljaljskega in kontrolnega okolja za operativna tveganja, vključno z morebitnimi akcijskimi načrti, procesi in zahtevami za kontrolo kakovosti podatkov in informacijske tehnologije; 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 ravni celotne matične skupine, 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 matični 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 matični skupini; strategije v zvezi z zavarovanji in zavarovalnimi policami na področju matične skupine; odobritev in spremljanje bistvenih sprememb metodologije za merjenje in upravljanje ter kontrolo operativnih tveganj.

V matični skupini UniCredit je bila konec oktobra 2016 vpeljana nova organizacijska struktura za področje operativnega tveganja in tveganja ugleda, ki je uvedla neposredno koordinacijo posameznih bank matične skupine v okviru posebne enote v matični skupini UniCredit. Ta enota je odgovorna za določitev postopkov in smernic za ugotavljanje, ocenjevanje in kontrolo na področju operativnega tveganja in tveganja ugleda (vključno z operativnim tveganjem v povezavi s kreditnim in tržnim tveganjem ter tveganjem v povezavi z informacijsko in komunikacijsko tehnologijo banke) ter spremljanje njihovega pravnega izvajanja s strani posameznih bank v matični skupini UniCredit.



# Bančna tveganja

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. Vključena je 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 predstavitve 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 kapitalske zahteve za operativno tveganje. Napredni model izračuna kapitalske zahteve za operativno tveganje so razvili na ravni matične skupine. 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 matične 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.

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.

## Načrt neprekinjenega poslovanja

Banka je v letu 2016 intenzivno nadaljevala z aktivnostmi na področju neprekinjenega poslovanja. Posodobila je načrt neprekinjenega poslovanja za primer kriznih razmer v skladu s politikami matične skupine.

Načrt neprekinjenega poslovanja določa ukrepe za zagotavljanje primernega odziva in ustreznega omejevanja izgube banke v primeru motenj poslovno kritičnih procesov banke. Slednje se določi na osnovi ocenjevanja vpliva poslovnega učinka na Banko in tudi na matično skupino ter z ocenjevanjem ranljivosti glede na verjetnost motenosti procesa glede na historične podatke in ostale informacije razpoložljive lastniku procesa in upravljavcu načrta neprekinjenega poslovanja.

Načrt neprekinjenega poslovanja upošteva šest kriznih scenarijev in sicer:

- nerazpoložljivost/nedostopnost poslovnih prostorov,
- nerazpoložljivost kritičnega osebja, nerazpoložljivost IT sistemov,
- nerazpoložljivost javnih dobrin/storitev,
- nerazpoložljivost kritične dokumentacije in
- nerazpoložljivost kritičnih dobaviteljev oz. ponudnikov storitev.

Dodatno je Banka v letu 2016 vključila v postopek ocene neprekinjenega poslovanja tudi ocenjevanje dobaviteljev.

## 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 razumevanju o vključenosti/povezanosti različnih tveganj v poslovni proces.

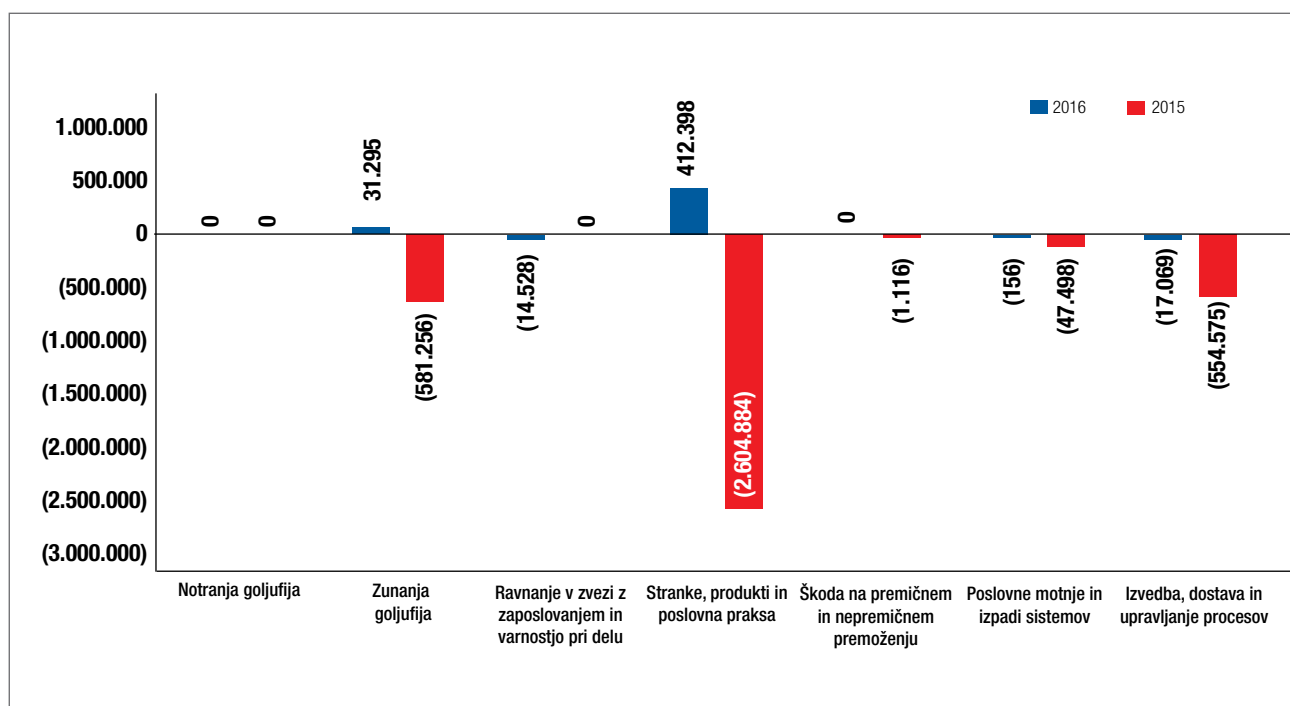
Aktivnosti identifikacije, beleženja, zbiranja, potrjevanja in poročanja škodnih dogodkov so organizirane decentralizirano, na ravni organizacijskih enot v Banki. Banka zbira vse izgube in dobičke, ki so povezani z dogodki operativnih tveganj, z zneskom nad 100 evrov in vse potencialne

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 identifikaciji tveganj v posameznih procesih, ki temeljijo na 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 matični skupini ter zunanje dogodke iz baze ORX, prekoračitve pri indikatorjih tveganja,

# Bančna 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 matične skupine in z regulatornimi zahtevami za uporabo naprednega pristopa za merjenje kapitalske zahteve za operativno tveganje. Metodologije matične skupine za merjenje tveganega kapitala in sistemov za informacijsko tehnologijo banke so usklajene s standardi matične skupine. 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 izdelata akcijski načrt za implementacijo dodatnih kontrol/ukrepov, vključno z določitvijo odgovornih enot za njihovo izvedbo in spremljanje, skladno z začrtanim 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 so bila ta tveganja ugotovljena. Določene so odgovornosti za razvoj ustreznih postopkov za upravljanje in zmanjševanje tveganj, vzpostavljeni pa so tudi ustrezni postopki 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 majhno število pravnih postopkov/sporov, ki se vodijo proti banki. 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 med drugim vpeljan tudi sistem nadzora konfliktov interesov, sistem obveščanja o kršitvah (t.i. whistleblowing), 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.

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 Skupine

Skupina 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 tesno povezani z njenim poslovanjem (Sklad za reševanje bank, VISA SWIFT, Bankart, itd.).

## Tveganja na področju nepremičnin

Skupina ne vlaga namensko v nepremičnine, ima pa nekaj nepremičnin v lasti iz naslova prekinitve leasing pogodb, vendar to tveganje glede na obseg ocenjuje kot nematerialno.

## Upravljanje s kapitalom

V okviru procesa ocenjevanja ustreznega notranjega kapitala se Skupina 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 ga spremljamo tudi v okviru letnega procesa načrtovanja. Kapitalska zahteva in razpoložljivi kapital se spreminjata skozi čas, zato Skupina 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 99,89 %. Celotno odgovornost za prepoznavanje tveganj in ocene stopnje tveganj prevzema ALCO.

Poleg ekonomskega vidika mora Skupina 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 na konsolidirani osnovi, o kateri poroča Banki Slovenije vsake tri mesece. Banka Slovenije zahteva, da vse banke ohranijo stopnjo skupnega regulatornega kapitala (stopnja kapitalске ustreznosti), ki po mednarodnem dogovoru znaša najmanj 8 % tveganjem prilagojenih zneskov.

Naslednji tabeli predstavljata kratek pregled sestave regulatornega kapitala in stopnjo kapitalске ustreznosti ob koncu let 2016 in 2015. Količnik skupnega kapitala Banke je padel iz 22,04 % ob koncu leta 2015 na 15,62 % ob koncu leta 2016. Znižanje količnika kapitalске ustreznosti je v veliki meri posledica poplačila podrejenega dolga, izplačila dividende ter hkratnega povečanja zneska skupne izpostavljenosti tveganjem. Količnik temeljnega kapitala Banke pa je padel iz 20,24 % ob koncu leta 2015 na 15,36 % ob koncu leta 2016. Banka je skozi celotno opazovano obdobje izpolnjevala predpisane kapitalске zahteve s strani regulatorja in hkrati povečala varnost poslovanja.

## Bančna tveganja

## Izračun kapitala in kapitalske zahteve Skupine

EUR 1.000		31. 12. 2016	31. 12. 2015
Oznaka	Postavka		
<b>1</b>	<b>KAPITAL</b>	<b>207.961</b>	<b>245.010</b>
<b>1.1</b>	<b>TEMELJNI KAPITAL</b>	<b>204.786</b>	<b>226.400</b>
<b>1.1.1</b>	<b>NAVADNI LASTNIŠKI TEMELJNI KAPITAL</b>	<b>204.786</b>	<b>226.400</b>
<b>1.1.1.1</b>	<b>Kapitalski instrumenti, sprejemljivi kot navaden lastniški temeljni kapital</b>	<b>128.143</b>	<b>128.143</b>
1.1.1.1.1	Vplačani osnovni kapital	20.384	20.384
1.1.1.1.3	Kapitalske rezerve	107.760	107.760
<b>1.1.1.2</b>	<b>Rezerve in zadržani dobiček ali izguba</b>	<b>13.993</b>	<b>119.528</b>
1.1.1.2.1	Zadržani dobiček preteklih let	13.993	119.528
1.1.1.2.2	Priznan dobiček ali izguba	-	-
1.1.1.2.2.1	Dobiček ali izguba, ki pripada nadrejenim lastnikom	17.791	8.721
1.1.1.2.2.2	(-) Del dobičkov med letom ali čistih dobičkov poslovnega leta, ki ni priznan	(17.791)	(8.721)
<b>1.1.1.3</b>	<b>Akumulirani drug vseobsegajoči donos</b>	<b>18.573</b>	<b>13.467</b>
<b>1.1.1.4</b>	<b>Druge rezerve</b>	<b>84.635</b>	<b>-</b>
1.1.1.9	Prilagoditve navadnega lastniškega temeljnega kapitala zaradi bonitetnih filtrov	(375)	-
<b>1.1.1.9.5</b>	<b>(-) Prilagoditve vrednosti zaradi zahtev po preudarnem vrednotenju</b>	<b>(375)</b>	<b>-</b>
<b>1.1.1.11</b>	<b>(-) Druga neopredmetena sredstva</b>	<b>(16.928)</b>	<b>(19.009)</b>
<b>1.1.1.12</b>	<b>(-) Odložene terjatve za davek, ki se nanašajo na prihodnji dobiček in ne izhajajo iz začasnih razlik, zmanjšanih za povezane obveznosti za davek</b>	<b>(4.558)</b>	<b>(4.578)</b>
<b>1.1.1.13</b>	<b>(-) Primanjkljaj popravkov zaradi kreditnega tveganja glede n pričakovane izgube v okviru pristopa IRB</b>	<b>(66)</b>	<b>(118)</b>
<b>1.1.1.16</b>	<b>(-) Presežek odbitka od postavk dodatnega temeljnega kapitala nad dodatnim temeljnim kapitalom</b>	<b>(6.784)</b>	<b>(11.441)</b>
<b>1.1.1.26</b>	<b>Druge prehodne prilagoditve navadnega lastniškega temeljnega kapitala</b>	<b>(9.324)</b>	<b>406</b>
<b>1.1.1.28</b>	<b>Sestavine ali odbitki navadnega lastniškega temeljnega kapitala - drugo</b>	<b>(2.523)</b>	<b>-</b>
<b>1.1.2.9</b>	<b>Druge prehodne prilagoditve dodatnega temeljnega kapitala</b>	<b>(6.784)</b>	<b>(11.441)</b>
<b>1.1.2.10</b>	<b>Presežek odbitka od postavk dodatnega temeljnega kapitala nad dodatnim temeljnim kapitalom (odbito v navadnem lastniškem temeljnem kapitalu)</b>	<b>6.784</b>	<b>11.441</b>
<b>1.2</b>	<b>DODATNI KAPITAL</b>	<b>3.175</b>	<b>18.610</b>
<b>1.2.1</b>	<b>Kapitalski instrumenti in podrejeni dolgovi, sprejemljivi kot dodatni kapital</b>	<b>-</b>	<b>16.484</b>
1.2.1.1	Vplačani kapitalski instrumenti in podrejeni dolgovi	-	16.484
1.2.1.1*	Pojasnjevalna postavka: Kapitalski instrumenti in podrejeni dolgovi, ki niso sprejemljivi	-	13.516
<b>1.2.5</b>	<b>Presežek rezervacij nad sprejemljivimi pričakovanimi izgubami v okviru pristopa IRB</b>	<b>3.188</b>	<b>2.162</b>
<b>1.2.10</b>	<b>Druge prehodne prilagoditve dodatnega kapitala</b>	<b>(13)</b>	<b>(35)</b>
<b>2</b>	<b>ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM</b>	<b>1.294.082</b>	<b>1.160.222</b>
<b>2.1</b>	<b>ZNESKI TVEGANJU PRILAGOJENIH IZPOSTAVLJENOSTI ZA KREDITNO TVEGANJE, KREDITNO TVEGANJE NASPROTNE STRANKE IN TVEGANJE ZMANJŠANJA VREDNOSTI TER PROSTE IZROČITVE</b>	<b>1.181.402</b>	<b>1.027.839</b>
<b>2.1.1</b>	<b>Standardizirani pristop (SA)</b>	<b>650.026</b>	<b>667.576</b>
2.1.1.1	Kategorije izpostavljenosti na podlagi standardiziranega pristopa brez pozicij v listinjenju	650.026	667.576
1.1.1.1.01	Izpostavljenosti do enot centralne ravni držav ali centralnih bank	7.552	548
2.1.1.1.02	Izpostavljenosti do enot regionalne ali lokalne ravni držav	26.643	25.815
2.1.1.1.03	Izpostavljenosti do subjektov javnega sektorja	18.919	4.942
2.1.1.1.06	Izpostavljenosti do institucij	35	3.777
2.1.1.1.07	Izpostavljenosti do podjetij	95.284	68.231
2.1.1.1.08	Izpostavljenosti na drobno	311.356	327.969
2.1.1.1.09	Izpostavljenosti, zavarovane s hipotekami na nepremičnine	149.688	131.392

2.1.1.1.10	Neplačane izpostavljenosti	28.061	79.510
2.1.1.1.13	Terjatve do institucij in podjetij s kratkoročno bonitetno oceno	2.000	-
2.1.1.1.14	Kolektivni naložbeni podjemi (KNP)	3.279	1.349
2.1.1.1.15	Lastniški instrumenti	110	110
2.1.1.1.16	Druge postavke	7.100	23.932
<b>2.1.2</b>	<b>Pristop na podlagi notranjih bonitetnih ocen (IRB)</b>	<b>531.376</b>	<b>360.264</b>
2.1.2.1	Pristopi IRB, kadar se ne uporabljajo lastne ocene LGD ali konverzijski faktorji	514.428	351.067
2.1.2.1.02	Izpostavljenosti do institucij	116.005	31.669
2.1.2.1.03	Izpostavljenosti do podjetij - MSP	130.870	104.432
2.1.2.1.05	Izpostavljenosti do podjetij - Drugo	267.553	214.966
2.1.2.3	Lastniški instrumenti po pristopu IRB	2.549	9.197
2.1.2.4	Druga sredstva iz naslova nekreditnih obveznosti	14.398	-
<b>2.2</b>	<b>ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM PORAVNAVE/IZROČITVE</b>	<b>-</b>	<b>-</b>
<b>2.3</b>	<b>ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM ZA POZICIJSKO IN VALUTNO TVEGANJE TER TVEGANJE SPREMEMBE CEN BLAGA</b>	<b>707</b>	<b>53</b>
<b>2.3.1</b>	<b>Znesek izpostavljenosti tveganjem za pozicijsko in valutno tveganje ter tveganje spremembe cen blaga, izračunan po standardiziranih pristopih</b>	<b>707</b>	<b>53</b>
2.3.1.1	Doizniški instrumenti, s katerimi se trguje na borzi	707	53
<b>2.4</b>	<b>ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM ZA OPERATIVNO TVEGANJE (OpR)</b>	<b>111.974</b>	<b>131.043</b>
2.4.2	OpR standardizirani (STA)/alternativni standardizirani (ASA) pristop	15.008	23.995
2.4.3	OpR napredni pristopi za merjenje (AMA)	96.965	107.049
<b>2.6</b>	<b>ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM ZA PRILAGODITEV KREDITNEGA VREDNOTENJA</b>	<b>-</b>	<b>1.287</b>
<b>2.7</b>	<b>ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM V ZVEZI Z VELIKIMI IZPOSTAVLJENOSTMI V TRGOVALNI KNJIGI</b>	<b>-</b>	<b>-</b>
<b>2.8</b>	<b>ZNESKI DRUGIH IZPOSTAVLJENOSTI TVEGANJEM</b>	<b>-</b>	<b>-</b>
<b>3</b>	<b>Presežek (+)/primanjkljaj (-) skupnega kapitala</b>	<b>104.434</b>	<b>152.192</b>
<b>3a</b>	<b>Količnik skupnega kapitala</b>	<b>16,07 %</b>	<b>21,12 %</b>
<b>3b</b>	<b>Količnik temeljnega kapitala</b>	<b>15,82 %</b>	<b>19,51 %</b>

Mag. Stefan Vavti  
Predsednik uprave

Mag. Damijan Dolinar, CFA  
Član uprave

Mag. Günter Friedl, MBA, MAS  
Član uprave

Mag. Hedvika Usenik  
Članica uprave

Sergio Marino  
Član uprave

## Bančna tveganja

## Izračun kapitala in kapitalske zahteve Banke

EUR 1.000		31. 12. 2016	31. 12. 2015
Oznaka	Postavka		
<b>1</b>	<b>KAPITAL</b>	<b>194.582</b>	<b>230.584</b>
<b>1.1</b>	<b>TEMELJNI KAPITAL</b>	<b>191.376</b>	<b>211.722</b>
<b>1.1.1</b>	<b>NAVADNI LASTNIŠKI TEMELJNI KAPITAL</b>	<b>191.376</b>	<b>211.722</b>
<b>1.1.1.1</b>	<b>Kapitalski instrumenti, sprejemljivi kot navaden lastniški temeljni kapital</b>	<b>128.143</b>	<b>128.143</b>
1.1.1.1.1	Vplačani kapitalski instrumenti	20.384	20.384
1.1.1.1.3	Vplačani presežek kapitala	107.760	107.760
<b>1.1.1.2</b>	<b>Rezerve in zadržani dobiček ali izguba</b>	<b>55</b>	<b>104.635</b>
1.1.1.2.1	Zadržani dobiček preteklih let	55	104.635
1.1.1.2.2	Priznan dobiček ali izguba	-	-
1.1.1.2.2.1	Dobiček ali izguba, ki pripada nadrejenim lastnikom	13.864	9.677
1.1.1.2.2.2	(-) Del dobičkov med letom ali čistih dobičkov poslovnega leta, ki ni priznan	(13.864)	(9.677)
<b>1.1.1.3</b>	<b>Akumulirani drug vseobsegajoči donos</b>	<b>18.573</b>	<b>13.467</b>
<b>1.1.1.4</b>	<b>Druge rezerve</b>	<b>84.635</b>	<b>-</b>
<b>1.1.1.9</b>	<b>Prilagoditve navadnega lastniškega temeljnega kapitala zaradi bonitetnih filtrov</b>	<b>(375)</b>	<b>-</b>
1.1.1.9.5	(-) Prilagoditve vrednosti zaradi zahtev po preudarnem vrednotenju	(375)	-
<b>1.1.1.11</b>	<b>(-) Druga neopredmetena sredstva</b>	<b>(16.644)</b>	<b>(18.793)</b>
<b>1.1.1.12</b>	<b>(-) Odložene terjatve za davek, ki se nanašajo na prihodnji dobiček in ne izhajajo iz začasnih razlik, zmanjšanih za povezane obveznosti za davek</b>	<b>(4.450)</b>	<b>(4.578)</b>
<b>1.1.1.13</b>	<b>(-) Primanjkljaj popravkov zaradi kreditnega tveganja glede na pričakovane izgube v okviru pristopa IRB</b>	<b>(7)</b>	<b>(118)</b>
<b>1.1.1.16</b>	<b>(-) Presežek odbitka od postavk dodatnega temeljnega kapitala nad dodatnim temeljnim kapitalom</b>	<b>(6.659)</b>	<b>(11.311)</b>
<b>1.1.1.26</b>	<b>Druge prehodne prilagoditve navadnega lastniškega temeljnega kapitala</b>	<b>(9.504)</b>	<b>277</b>
<b>1.1.1.28</b>	<b>Sestavine ali odbitki navadnega lastniškega temeljnega kapitala - drugo</b>	<b>(2.390)</b>	<b>-</b>
<b>1.1.2.9</b>	<b>Druge prehodne prilagoditve dodatnega temeljnega kapitala</b>	<b>(6.659)</b>	<b>(11.311)</b>
<b>1.1.2.10</b>	<b>Presežek odbitka od postavk dodatnega temeljnega kapitala nad dodatnim temeljnim kapitalom (odbito v navadnem lastniškem temeljnem kapitalu)</b>	<b>6.659</b>	<b>11.311</b>
<b>1.2</b>	<b>DODATNI KAPITAL</b>	<b>3.206</b>	<b>18.862</b>
<b>1.2.1</b>	<b>Kapitalski instrumenti in podrejeni dolgovi, sprejemljivi kot dodatni kapital</b>	<b>-</b>	<b>16.484</b>
1.2.1.1	Vplačani kapitalski instrumenti in podrejeni dolgovi	-	16.484
<b>1.2.1.1*</b>	<b>Pojasnjevalna postavka: Kapitalski instrumenti in podrejeni dolgovi, ki niso sprejemljivi</b>	<b>-</b>	<b>13.516</b>
<b>1.2.5</b>	<b>Presežek rezervacij nad sprejemljivimi pričakovanimi izgubami v okviru pristopa IRB</b>	<b>3.207</b>	<b>2.413</b>
<b>1.2.10</b>	<b>Druge prehodne prilagoditve dodatnega kapitala</b>	<b>(1)</b>	<b>(35)</b>
<b>2</b>	<b>ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM</b>	<b>1.245.537</b>	<b>1.046.120</b>
<b>2.1</b>	<b>ZNESKI TVEGANJU PRILAGOJENIH IZPOSTAVLJENOSTI ZA KREDITNO TVEGANJE, KREDITNO TVEGANJE NASPROTNE STRANKE IN TVEGANJE ZMANJŠANJA VREDNOSTI TER PROSTE IZROČITVE</b>	<b>1.147.865</b>	<b>937.732</b>
2.1.1	Standardizirani pristop (SA)	613.306	535.547
2.1.1.1	Kategorije izpostavljenosti na podlagi standardiziranega pristopa brez pozicij v listinjenju	613.306	535.547
1.1.1.1.01	Izpostavljenosti do enot centralne ravni držav ali centralnih bank	299	548
2.1.1.1.02	Izpostavljenosti do enot regionalne ali lokalne ravni držav	26.303	25.416
2.1.1.1.03	Izpostavljenosti do subjektov javnega sektorja	18.919	4.942
2.1.1.1.06	Izpostavljenosti do institucij	35	62
2.1.1.1.07	Izpostavljenosti do podjetij	126.530	31.184
2.1.1.1.08	Izpostavljenosti na drobno	279.503	289.759
2.1.1.1.09	Izpostavljenosti, zavarovane s hipotekami na nepremičnine	134.501	123.126

2.1.1.1.10	Neplačane izpostavljenosti	23.829	48.184
1.1.1.1.14	Kolektivni naložbeni podjemi (KNP)	3.279	1.349
2.1.1.1.15	Lastniški instrumenti	110	110
2.1.1.1.16	Druge postavke	-	10.865
<b>2.1.2</b>	<b>Pristop na podlagi notranjih bonitetnih ocen (IRB)</b>	<b>534.559</b>	<b>402.185</b>
2.1.2.1	Pristopi IRB, kadar se ne uporabljajo lastne ocene LGD ali konverzijski faktorji	517.611	392.988
2.1.2.1.02	Izpostavljenosti do institucij	116.005	31.669
2.1.2.1.03	Izpostavljenosti do podjetij - MSP	130.870	146.353
2.1.2.1.05	Izpostavljenosti do podjetij - Drugo	270.736	214.966
2.1.2.3	Lastniški instrumenti po pristopu IRB	2.549	9.197
2.1.2.4	Druga sredstva iz naslova nekreditnih obveznosti	14.398	-
<b>2.2</b>	<b>ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM PORAVNAVE/IZROČITVE</b>	<b>-</b>	<b>-</b>
<b>2.3</b>	<b>ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM ZA POZICIJSKO IN VALUTNO TVEGANJE TER TVEGANJE SPREMEMBE CEN BLAGA</b>	<b>707</b>	<b>53</b>
2.3.1	Znesek izpostavljenosti tveganjem za pozicijsko in valutno tveganje ter tveganje spremembe cen blaga, izračunan po standardiziranih pristopih	707	53
2.3.1.1	Dolžniški instrumenti, s katerimi se trguje na borzi	707	53
<b>2.4</b>	<b>ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM ZA OPERATIVNO TVEGANJE (OpR)</b>	<b>96.965</b>	<b>107.049</b>
2.4.2	OpR standardizirani (STA)/alternativni standardizirani (ASA) pristop	-	-
2.4.3	OpR napredni pristopi za merjenje (AMA)	96.965	107.049
<b>2.6</b>	<b>ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM ZA PRILAGODITEV KREDITNEGA VREDNOTENJA</b>	<b>-</b>	<b>1.287</b>
<b>2.7</b>	<b>ZNESEK SKUPNE IZPOSTAVLJENOSTI TVEGANJEM V ZVEZI Z VELIKIMI IZPOSTAVLJENOSTMI V TRGOVALNI KNJIGI</b>	<b>-</b>	<b>-</b>
<b>2.8</b>	<b>ZNESKI DRUGIH IZPOSTAVLJENOSTI TVEGANJEM</b>	<b>-</b>	<b>-</b>
<b>3</b>	<b>Presežek (+)/primanjkljaj (-) skupnega kapitala</b>	<b>94.939</b>	<b>146.894</b>
<b>3a</b>	<b>Količnik skupnega kapitala</b>	<b>15,62 %</b>	<b>22,04 %</b>
<b>3b</b>	<b>Količnik temeljnega kapitala</b>	<b>15,36 %</b>	<b>20,24 %</b>

Mag. Stefan Vavti  
Predsednik uprave

Mag. Damijan Dolinar, CFA  
Član uprave

Mag. Günter Friedl, MBA, MAS  
Član uprave

Mag. Hedvika Usenik  
Članica uprave

Sergio Marino  
Član uprave





We are a simple pan-European commercial bank with a fully plugged in Corporate & Investment Banking, delivering our unique Western, Central and Eastern European network to our extensive client franchise.

We offer local expertise as well as international reach. We accompany and support our 25 million clients globally, providing them with unparalleled access to our leading banks in 14 core markets as well as to another 18 countries worldwide.

Our vision is to be “One Bank, One UniCredit”.

Everything we do to implement our vision is based on our Five Fundamentals.

Our top priority, every minute of the day, is to serve our customers the very best we can (Customers First).

To do this, we rely on the quality and commitment of our people (People Development), and on our ability to cooperate and generate synergies as “One Bank, One UniCredit” (Cooperation & Synergies).

We take the right kind of risk (Risk Management) whilst being very disciplined in executing our strategy (Execution & Discipline).

Life is full of ups and downs.  
We're there for both.

Welcome to  
 **UniCredit Bank**



# Financial Indicators

	Bank			Group		
	2016	2015	2014	2016	2015	2014
<b>Statement of Financial Position (EUR '000)</b>						
Volume of assets	2,571,213	2,545,039	2,578,732	2,642,950	2,629,645	2,578,732
Deposits, customers	1,754,696	1,820,485	1,368,511	1,753,418	1,818,132	1,368,511
Deposits, legal and other entities	1,173,419	1,272,010	852,556	1,172,141	1,269,657	852,556
Deposits, private customers	581,277	548,475	515,955	581,277	548,475	515,955
Loans, customers	1,745,593	1,689,346	1,743,570	1,801,272	1,755,857	1,743,570
Loans, legal and other entities	1,023,596	974,550	1,023,251	1,070,569	1,030,527	1,023,251
Loans, private customers	721,997	714,796	720,319	730,703	725,330	720,319
Equity	245,776	256,434	244,001	263,641	270,371	244,001
Impairment of assets, measured at amortised cost	106,801	187,129	200,700	121,385	204,683	200,700
Provisions	9,807	11,608	7,116	10,171	12,290	7,116
Off-balance-sheet items	3,954,899	4,493,457	2,927,580	3,954,899	4,493,457	2,927,580
<b>Statement of Income (EUR '000)</b>						
Net interest income	41,938	44,846	48,626	45,090	46,740	48,626
Net non-interest income	31,265	31,790	21,596	33,362	32,179	21,596
Turnover (net interest income and net non-interest income)	73,203	76,636	70,222	78,452	78,919	70,222
Staff costs	(23,031)	(22,515)	(22,259)	(24,003)	(23,223)	(22,259)
Other administrative costs	(10,997)	(11,779)	(11,720)	(11,346)	(11,859)	(11,720)
Depreciation	(5,722)	(4,974)	(5,113)	(6,893)	(5,692)	(5,113)
Impairments and provisions	(17,997)	(25,795)	(30,517)	(15,362)	(27,975)	(30,517)
Net income before taxes	15,456	11,573	613	20,848	10,170	613
Corporate income tax	(1,592)	(1,896)	(14)	(3,056)	(1,449)	(14)
<b>Statement of Other Comprehensive Income (EUR '000)</b>						
Other comprehensive income before tax	6,703	3,263	18,899	6,703	3,263	18,899
Income tax on other comprehensive income	(1,603)	(507)	(3,212)	(1,603)	(507)	(3,212)
<b>Employees</b>						
Number of employees on 31 December	545	556	563	561	600	563
Number of full time equivalents on 31 December	498.8	514.1	516.0	517.8	549.0	516.0
<b>Shares</b>						
Number of shareholders	1	26	25	1	26	25
Nominal value (EUR)	4.17	4.17	4.17	4.17	4.17	4.17
Book value (EUR)	50.28	52.46	49.92	53.93	55.31	49.92
Number of shares	4,888,193	4,888,193	4,888,193	4,888,193	4,888,193	4,888,193
<b>Equity</b>						
Common Equity Tier 1 ratio (CET1)	15.4 %	20.2 %	17.5 %	15.8 %	19.5 %	17.5 %
Tier 1 ratio	15.4 %	20.2 %	17.5 %	15.8 %	19.5 %	17.5 %
Capital adequacy ratio (CAR)	15.6 %	22.0 %	19.7 %	16.1 %	21.1 %	19.7 %
<b>Asset Quality and Commitments</b>						
Impairment of assets measured at amortised cost and provision / Sorted assets and sorted off-balance-sheet positions	3.8 %	6.7 %	7.0 %	3.9 %	7.1 %	7.0 %
<b>Profitability</b>						
Interest margin	1.6 %	1.6 %	1.8 %	1.7 %	1.7 %	1.8 %
Margin of financial brokerage	2.8 %	2.8 %	2.6 %	2.9 %	2.8 %	2.6 %
Return on assets after taxes	0.5 %	0.3 %	0.0 %	0.7 %	0.3 %	0.0 %
Return on equity before taxes	6.2 %	4.6 %	0.3 %	7.9 %	4.0 %	0.3 %
Return on equity after taxes	5.6 %	3.9 %	0.3 %	6.7 %	3.4 %	0.3 %
<b>Operating costs</b>						
Operating costs / average assets volume	1.5 %	1.4 %	1.5 %	1.6 %	1.4 %	1.5 %
<b>Liquidity</b>						
Liquid assets / short-term deposits non-banks measured at amortised cost	46.7 %	51.5 %	43.9 %	47.0 %	51.6 %	43.9 %
Liquid assets / average assets	25.0 %	30.4 %	21.7 %	24.1 %	29.8 %	21.7 %
<b>Public Subsidies Received (EUR '000)</b>						
	175	51,509	61,951	175	51,509	61,951

# Chief Executive Officer's Message

“I am proud to have the opportunity to lead UniCredit. My management team and I are fully committed to making UniCredit one of the most attractive banks in Europe.”

**Jean Pierre Mustier**

Chief Executive Officer



Dear Shareholders,

As this is my very first letter to you, I would like to say how proud and honored I am to have the opportunity to lead UniCredit and that my management team and I are fully committed to making UniCredit one of the most attractive banks in Europe and to creating recurring value for all our stakeholders.

2016 was an eventful year for European financial services, including the Italian banking sector. This, coupled with rapidly evolving client behaviors and expectations and the need to transform and strengthen the Bank, led us to launch an in depth strategic review in early July.

Our core priorities are to reinforce and optimize the Group's capital position, improve profitability, ensure continuous transformation of operations, maintain flexibility to seize value creating opportunities, further reduce costs, increase cross selling and above all further improve risk discipline.

There is now one executive governing body, one closely knit management team, led by the CEO and composed of the leaders of the key activities and geographies within UniCredit, with one single General Manager in charge of all businesses activities. There is now One Bank, One UniCredit.

Before we presented the outcome of the strategic review, Transform 2019, which is the beginning of a long-term transformative process for the Bank, we took bold actions to strengthen our capital ratios. We did so by agreeing the sales of Pioneer and Pekao and by optimizing our participation in Fineco as well as improving our asset quality by addressing our Italian legacy issues through the de-risking of a 17.7 billion euro non performing portfolio.

Transform 2019's core message is that UniCredit is a simple pan-European commercial bank, with a fully plugged in Corporate and Investment Banking, delivering a unique Western, Central and Eastern European network to its extensive client franchise; competitive advantages - on which we shall build.

The plan is based on pro-active self-help. Key levers of the plan, cost and risk, are fully under management control. This to ensure maximum value creation for all our stakeholders while reducing execution risk.

We de-risked the balance sheet by taking an 8.1 billion euro one-off provision in 2016 resulting in boosted coverage. This will significantly improve our asset quality.

Very strong risk discipline is another key component of the plan, this to further improve the quality of future origination with the objective to bring our group cost of risk down to about 49 bps by end 2019.

The transformation of business processes will allow our teams more client facing time, provide a better service and leading to a recurring 1.7 billion euro net annual cost reduction as of 2019. Group cost income ratio will decrease by more than 9.5 percentage points to below 52 per cent.

However, this transformation will also lead to a number of colleagues leaving the Group, primarily through early retirements and voluntary redundancies. We shall endeavor to treat everyone concerned with the utmost respect and dignity to facilitate their transition. My thanks for the contribution they have made to the Bank.

Going forward we will have a much leaner but strong steering corporate centre to drive Group performance and ensure accountability through a set of Group-wide KPIs.

Taking the current low rate environment and prevailing economic context into account, our objective is to reach a RoTE above 9 per cent in 2019.

Fully loaded CET1 will be above 12.5 per cent in 2019.

The Transform 2019 targets are tangible pragmatic and based on conservative assumptions. As a team we are fully committed to achieving them with management's interests fully aligned with shareholders'.

In order to achieve the plan targets and to significantly strengthen the Group's capital position in line with best-in-class global SIFIs, a 13 billion euro rights issue was proposed.

Let me also pay tribute to our employees and thank them for their ongoing commitment. This is only the beginning of our transformative journey and it is thanks to our teams, that we will be successful and create value.

Sincerely,

**Jean Pierre Mustier**  
Chief Executive Officer  
UniCredit S.p.A.



# Statement by the Chairman of the Management Board

“We achieved improvements in our key performance indicators and, in terms of profit after tax, recorded one of the best consolidated results in 25 years of presence in the Slovenian market. Among others, our market share in loans increased, we successfully managed costs, improved the ratio of loans to deposits, and concluded new partnerships in the field of leasing.”

## **Stefan Vavti**

Chairman of the Management Board



Dear Ladies and Gentlemen,  
esteemed Business Partners,

The year 2016 marked a continued stabilization of the Slovenian economy, which grew with an estimated real GDP growth rate of around 2 %. The drivers of growth have continued to be exports and for the first time in the last several years increased household consumption. Private consumption has shown signs of strength due to a significant improvement in labor market conditions and increased consumer sentiment. The demand for corporate loans continued to decline in the whole banking sector, while in the retail segment we noticed a slightly positive development, which coincides also with historically low nominal interest rates.

The year 2016 was a challenging year for the Bank, but it was in the end also successful in terms of performance. Consolidated total assets increased by 13 million, to a total of 2.643 billion euros. Against the background of the Slovenian banking sector continuous consolidation, our Bank's market share of all loans to clients increased from 8.3 % to 8.5 %. Deposits entrusted to us by our clients are slightly higher in the Bank than the total volume of client loans, thus bringing our loan to deposit ratios at targeted levels.

In 2016, as compared to the previous year, the Group once again improved its operating profit and achieved profit before tax of 20.9 million euros, which, compared to 2015, represents a doubling. Profit after tax also grew on an annual basis (17.8 million euros in 2016, as compared to 2015, when we recorded EUR 8.7 million euros). Such an outcome is the result of sound cost management and lower impairments, whereby both net interest and non-interest income recorded a decline compared to last year, as a result of intense competition between banks and consequently lower spreads.



At the end of 2016, the capital adequacy ratio (CET1) amounted to 16 %, despite the payment of dividends to shareholders in the total amount of 29.6 million euros during 2016. The high capital ratio represents a good foundation for our plans to continue our organic growth in 2017 and beyond. It is also a strong signal to the market and the wider public.

We successfully concluded new partnerships in the field of leasing. In 2016, the consolidation of the Bank and UniCredit Leasing contributed with four million euros net profit, and the growth of our leasing business is above the market averages. The management of banking and leasing transactions under one roof represents significant added value to our clients, since by combining both, we have further increased the range of financial solutions we can offer.

By fulfilling our promises we have gained, in 2016 only, over 8,000 new customers. We are aware that the satisfaction of our clients is very important, so we were particularly pleased with the results provided by the independent research agency TNS. The research has clearly exposed that our clients, both individuals and companies, still place our Bank at the top of the range. In addition to that, 47 % of our clients recommended our services further, which is significantly higher than the market average.

As a result of our endeavors, we were again awarded with several awards in 2016, including the one of being "Best Foreign Bank in Slovenia" according to the EMEA Finance magazine and "Best Bank for Cash Management in Slovenia", according to the Euromoney magazine.

We want to demonstrate with all our actions that we are aware of the impact we have on society and the responsibility we have to the community. This is another reason why we share our successes with those who are less privileged than us. With donations we supported the Center for children and adolescents, we enabled children from socially disadvantaged families to participate in sports activities and camps, and we connected with the "Vidim cilj" center that supports the blind and visually impaired children and adults. We have traditionally engaged in the donation project taking place under the auspices of the Friends of Youth Association of Ljubljana Moste – Polje.

Last year, we provided sponsorships to selected cultural, business and educational events. As part of the parent group UniCredit we supported the prominent football tournament UEFA Champions League and UEFA Europa League.

Ever since 1991, when the Bank was established as the first foreign bank in independent Slovenia, we have put our clients in the centre of all our thoughts and activities. We successfully managed a difficult period of global economic and financial stress and its repercussions on the Slovenian economic environment - on our own merit, without shareholder or government financial support.

We want to remain the first choice of our target customers also in the future. We are aware that we need to provide more, better and faster in the future. For this very reason, the digital transformation of our operations has been and will be one of the key activities going forward, both within the Bank as well as at the level of the whole parent group UniCredit. Despite this, the basic needs of clients have not changed. The clients still consider security, mutual trust and access to financial resources for growth of operations as being very important.

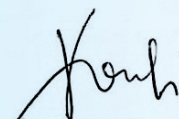
Our goal continues to be searching for ways to improve our services. This is also why we consistently try to positively surprise our clients. We strive to understand our clients and support them in achieving their goals. When they succeed, we will succeed as well.

Last year we celebrated 25 years of successful business in Slovenia. In 1991, we started as a "greenfield" in corporate banking, while today our range of solutions enables us to offer financial partnerships also to individuals and institutions. We could not have achieved all this without our stakeholders. Therefore, we sincerely thank all our clients, owners and employees for their trust. We will continue to do our best to justify and exceed your expectations.

On behalf of the Management Board,

**Stefan Vavti, M. Sc.**

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:	<a href="http://www.unicreditbank.si">www.unicreditbank.si</a>
E-mail:	<a href="mailto:info@unicreditgroup.si">info@unicreditgroup.si</a>
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 opened at UniCredit Banka Slovenija d.d.:	SI56 2900 0190 0030 037
Swift:	BACXSI22

Note:

Within the Annual Report the following terms mean

The Group = UniCredit Banka Slovenija d.d. as a parent company and UniCredit Leasing, d.o.o. as a subsidiary

The parent group UniCredit = international UniCredit

# About UniCredit Leasing, d.o.o.

Headquarters: Šmartinska 140  
SI - 1000 Ljubljana  
Slovenia

Telephone: + 386 (0)1 6010 000  
Fax: + 386 (0)1 5206 035

Website: [www.unicreditleasing.si](http://www.unicreditleasing.si)  
E-mail: [office@unicreditleasing.si](mailto:office@unicreditleasing.si)

Main activity: Financial leasing  
Activity code: K/64.910  
Established in: 2001

Director: Igor Živanović  
Legally registered: with the District Court in Ljubljana  
under Reg. No.: 061/13475200

Share capital: 25,039,658.00 EUR  
Reg. no.: 1628852000

VAT ID no.: SI 23445033  
Transactional account opened with  
UniCredit Banka Slovenija d.d.: SI56 2900 0005 5064 332  
Swift: BACXSI22

# Governing Bodies of UniCredit Banka Slovenija d.d.

## Management Board

Name	Function	Beginning of term of office	Termination of term of office
Stefan Vavti	Chairman of the Management Board	17 July 2012	n.a.
Jana Benčina Henigman	Member of the Management Board	19 June 2012	30 June 2016
Damijan Dolinar	Member of the Management Board	5 July 2011	n.a.
Hedvika Usenik	Member of the Management Board	17 February 2016	n.a.
Günter Friedl	Member of the Management Board	17 February 2016	n.a.
Sergio Marino	Member of the Management Board	17 February 2016	n.a.

## Supervisory Board

Name	Function	Beginning of term of office	Termination of term of office
Martin Klauzer	Chairman of the Supervisory Board	24 April 2007	n.a.
Heinz Karl Tschiltsch	Member of the Supervisory Board	8 September 2010	31 May 2016
Franco Andreetta	Member of the Supervisory Board	9 February 2009	n.a.
Mariya Mihaylova Lerch	Member of the Supervisory Board	1 May 2014	n.a.
Francesco Slocovich	Member of the Supervisory Board	2 January 2013	31 December 2016
Giuseppe Verrascina	Member of the Supervisory Board	9 February 2009	n.a.
Marco Lotteri	Member of the Supervisory Board	3 June 2016	n.a.

## Audit Committee

Name	Function	Beginning of term of office	Termination of term of office
Giuseppe Verrascina	Chairman of the Audit Committee	27 September 2009	n.a.
Franco Andreetta	Member of the Audit Committee	3 May 2010	n.a.
Mariya Mihaylova Lerch	Member of the Audit Committee	28 July 2015	n.a.

## Risk Committee

Name	Function	Beginning of term of office	Termination of term of office
Heinz Karl Tschiltsch	Chairman of the Risk Committee	28 July 2015	31 May 2016
Marco Lotteri	Chairman of the Risk Committee	28 July 2016	n.a.
Martin Klauzer	Member of the Risk Committee	28 July 2015	n.a.
Mariya Mihaylova Lerch	Member of the Risk Committee	28 July 2015	n.a.

## Nomination Committee

Name	Function	Beginning of term of office	Termination of term of office
Martin Klauzer	Chairman of the Nomination Committee	28 July 2015	n.a.
Heinz Karl Tschiltsch	Member of the Nomination Committee	28 July 2015	31 May 2016
Mariya Mihaylova Lerch	Member of the Nomination Committee	28 July 2015	n.a.
Marco Lotteri	Member of the Nomination Committee	28 July 2016	n.a.

## Remuneration Committee

<b>Name</b>	<b>Function</b>	<b>Beginning of term of office</b>	<b>Termination of term of office</b>
Mariya Mihaylova Lerch	Chairman of the Remuneration Committee	28 July 2015	n.a.
Heinz Karl Tschiltsch	Member of the Remuneration Committee	28 July 2015	31 May 2016
Martin Klauzer	Member of the Remuneration Committee	28 July 2015	n.a.
Marco Lotteri	Member of the Remuneration Committee	28 July 2016	n.a.

# Governing Bodies of UniCredit Leasing, d.o.o.

## Management

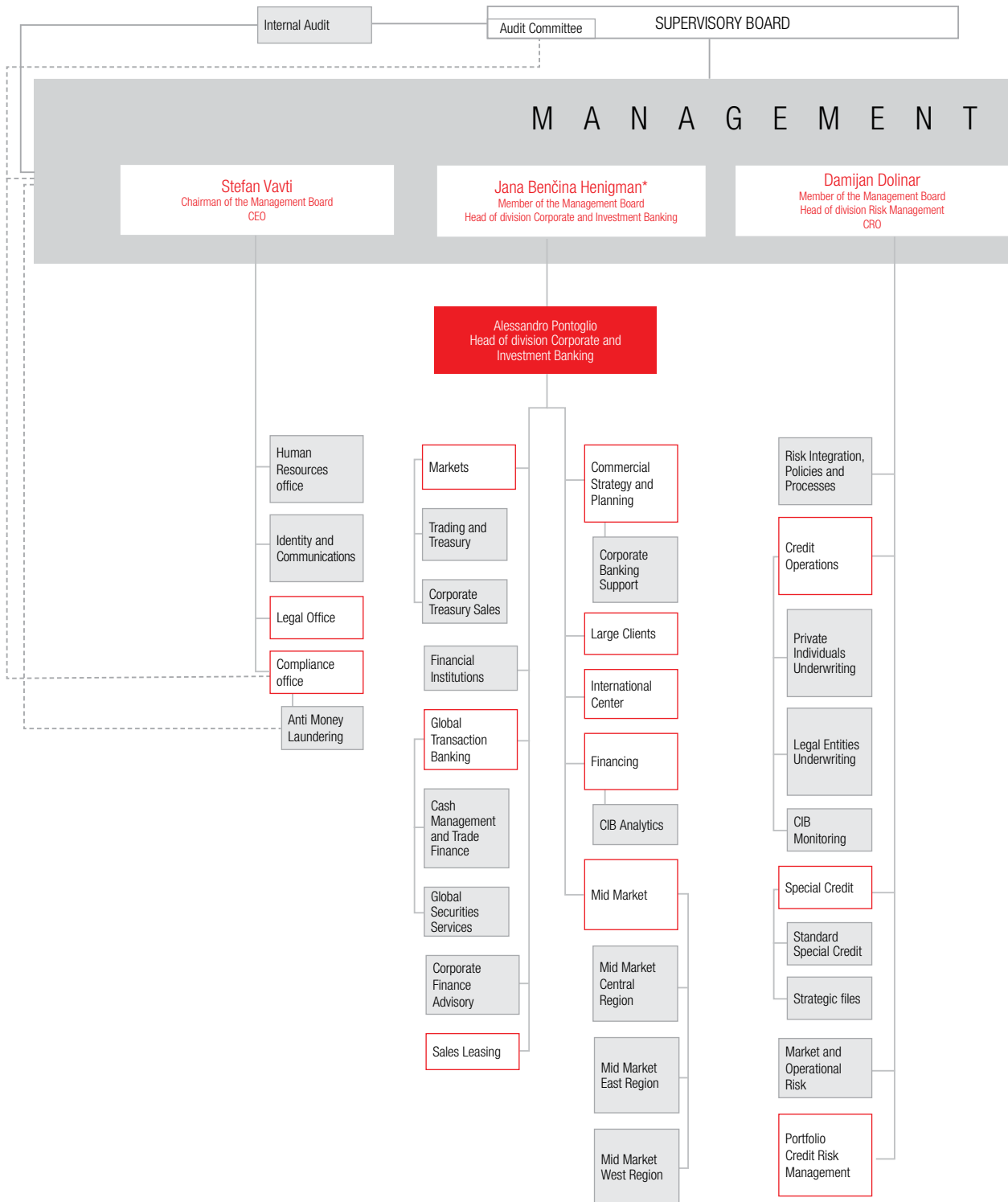
<b>Name</b>	<b>Function</b>	<b>Beginning of term of office</b>	<b>Termination of term of office</b>
Igor Živanović	Director	1 January 2016	n.a.

# Execution & Discipline



We know that to do well we must be extremely disciplined in the execution of everything we do. In addition to our strategic plan, we have performance measures in place which provide all our teams with clear targets and regularly follow-up on progress to ensure we are always on track.

# Organizational Structure of the Bank



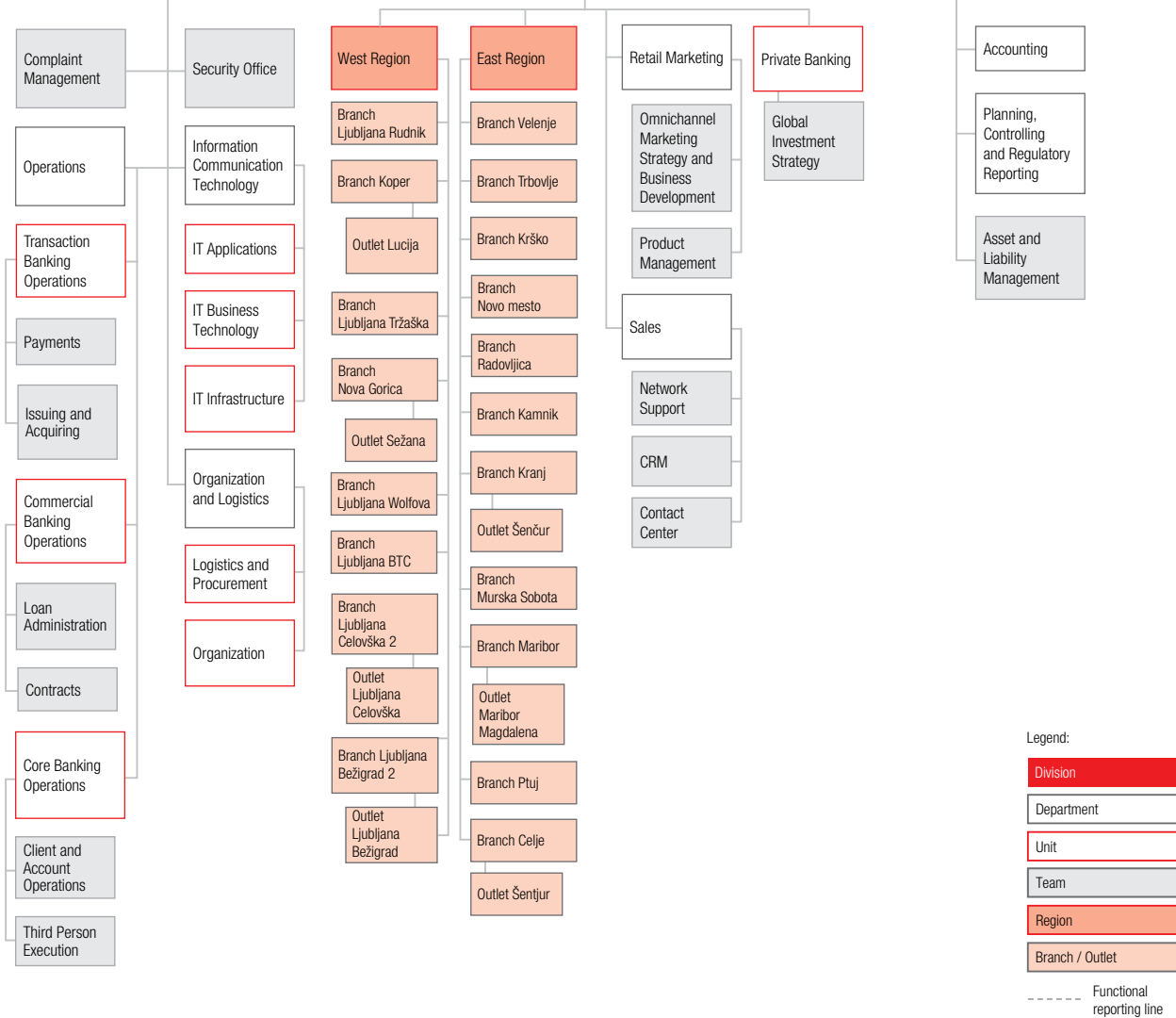
\*Until 30 June 2016 – Jana Benčina Henigman, Member of the Management Board and Head of Corporate and Investment Banking division

# B O A R D

**Sergio Marino**  
Member of the Management Board  
Head of division Global Banking Services

**Hedvika Usenik**  
Member of the Management Board  
Head of division Retail

**Günter Friedl**  
Member of the Management Board  
Head of division Finance  
CFO





# Branch Network

## Branch Ljubljana BTC

Šmartinska 140  
SI - 1000 Ljubljana  
Phone: +386 (0)1 5876 600

## Branch Ljubljana Bežigrad

Dunajska cesta 177  
SI - 1000 Ljubljana  
Phone: +386 (0)1 6011 100

## Agency Ljubljana Bežigrad

Dunajska cesta 47  
SI - 1000 Ljubljana  
Phone: +386 (0)1 2528 430

## Branch Ljubljana Celovška

Celovška 111  
SI - 1000 Ljubljana  
Phone: +386 (0)1 2528 460

## Agency Ljubljana Celovška

Celovška 150  
SI - 1000 Ljubljana  
Phone: +386 (0)1 5000 546

## Branch Ljubljana Rudnik

Jurčkova cesta 231  
SI - 1000 Ljubljana  
Phone: +386 (0)1 2836 000

## Branch Ljubljana Tržaška

Tržaška 19  
SI - 1000 Ljubljana  
Phone: +386 (0)1 2410 364

## Branch Ljubljana Wolfova

Wolfova 1  
SI - 1000 Ljubljana  
Phone: +386 (0)1 5876 472

## Branch Celje

Prešernova 8  
SI - 3000 Celje  
Phone: +386 (0)3 4252 479

## Branch Kamnik

Ljubljanska cesta 4b  
SI - 1241 Kamnik  
Phone: +386 (0)1 8396 500

## Branch Koper

Pristaniška 12  
SI - 6000 Koper  
Phone: +386 (0)5 6101 010

## Branch Kranj

Na skali 1  
SI - 4000 Kranj  
Phone: +386 (0)4 2018 180

## Branch Krško

Ulica 11. novembra 53  
SI - 8273 Leskovec pri Krškem  
Phone: +386 (0)7 6006 070

## Agency Lucija

Obala 112  
SI - 6320 Portorož  
Phone: +386 (0)5 6006 080

## Branch Maribor

Ulica škofa Maksimilijana Držečnika 6  
SI - 2000 Maribor  
Phone: +386 (0)2 2285 320

## Agency Maribor Magdalena

Žolgarjeva ulica 19  
SI - 2000 Maribor  
Phone: +386 (0)2 6005 650

## Branch Murska Sobota

Trg zmage 5  
SI - 9000 Murska Sobota  
Phone: +386 (0)2 5341 440

## Branch Nova Gorica

Tolminskih puntarjev 2b  
SI - 5000 Nova Gorica  
Phone: +386 (0)5 3383 140

## Branch Novo mesto

Glavni trg 20  
SI - 8000 Novo mesto  
Phone: +386 (0)7 3737 400

## Branch Ptuj

Ulica heroja Lacka 1  
SI - 2250 Ptuj  
Phone: +386 (0)2 7980 340

## Branch Radovljica

Gorenjska cesta 24  
SI - 4240 Radovljica  
Phone: +386 (0)4 5971 630

## Agency Sežana

Partizanska 37  
SI - 6210 Sežana  
Phone: +386 (0)5 7314 589

## Agency Šenčur

Poslovna cona A 2  
SI - 4208 Šenčur pri Kranju  
Phone: +386 (0)4 6002 160

## Agency Šentjur

Cesta Leona Dobrotinška 3  
SI - 3230 Šentjur pri Celju  
Phone: +386 (0)3 6005 680

## Branch Trbovlje

Ulica 1. junija 2  
SI - 1420 Trbovlje  
Phone: +386 (0)3 5612 565

## Branch Velenje

Šaleška 20  
SI - 3320 Velenje  
Phone: +386 (0)3 8987 300

# Achievements and Events in 2016

## JANUARY

### **Global Finance Magazine Awarded UniCredit with the Title of »The Best Private Banking in Central and Eastern Europe«**

Global Finance, financial magazine based in the USA, awarded UniCredit, in the category of Best Private Banking in 2015, the title of Best Private Banking in Central and Eastern Europe.

### **The First to Introduce Fingerprint Access to Mobile Bank**

UniCredit Bank enabled the users of online and mobile banking to enter the application using their fingerprint.

## FEBRUARY

### **Italian-Slovenian Forum**

UniCredit Bank participated in the international meeting entitled "How to Restore the Interest for Entrepreneurship: the Missing Link Between Innovation and Competitiveness", organized by the Embassy of Italy in Ljubljana, the Italian Trade Agency Office, the Italian-Slovenian Forum Association and the Jožef Stefan Institute.

### **Presented Renewed Offer of Banking Packages**

Financial needs of clients vary, so the Bank presented a renewed offer of banking packages with a varied range of banking services, from basic to those aimed at the most demanding users. Clients can choose among three versions (BASIC, MODERN or PREMIUM package), tailored to the needs and lifestyle of the user, and they all also include free assistance by ERGO insurance.

## MARCH

### **Offered Affordable Housing and Consumer Loans**

UniCredit Bank presented an affordable offer of housing and consumer loans, offering particularly favorable housing and consumer loans for Spar plus card holders.

### **Received Stars for the Quality of Mutual Funds Management**

For the sixth consecutive year, Moje Finance magazine awarded stars to mutual funds for the quality of their management. UniCredit Bank also received two awards for Pioneer Investments Luxembourg funds.

## APRIL

### **Financial Breakfast**

At the traditional macroeconomic event of UniCredit Bank renowned international and local guests presented their views on forecasts of economic flows and trends.

### **Guarantee Operations in Practice**

The focus of the spring event was the presentation of practical solutions for guarantee operations. It was attended by representatives of companies whose work involves the need for various types of insurance products in domestic and international transactions.

## MAY

### **Best Bank for Custodian Services**

The financial magazine Global Finance awarded the Bank the title "Best Bank for Custodian Services in Slovenia for 2015".

### **German Forum**

The Bank participated in the traditional event of the Slovenian-German Chamber of Commerce, which is organized jointly with partners. The round table discussion was focused on ways of obtaining financial resources for entering the German market as well as ways to insure export transactions to Germany.

## JUNE

### **Presented the »Winner of Slovenian Exports« Award**

At the Export Conference, organized by the newspaper Finance for the third consecutive year, UniCredit Bank presented RLS Merilna tehnika from Komenda with the "Winner of Slovenian Exports" award.

### **Breakfast of the British-Slovenian Chamber of Commerce**

The Bank organized, in cooperation with the British-Slovenian Chamber of Commerce, a business breakfast on the topic of foreign direct investment. It was attended by many distinguished representatives of the Slovenian economy and national institutions.

## JULY

### **Participated in the 43rd Traditional Golf Week at Bled**

The UniCredit Bank invited business partners to the UniCredit Bank golf tournament, which was held as part of the 43<sup>rd</sup> Traditional Golf Week at Bled.

## AUGUST

### **Helped Children from Disadvantaged Social Backgrounds**

Before the start of the new school year, the employees of UniCredit Banka collected school supplies for children under the auspices of the Friends of Youth Association Ljubljana Moste-Polje.

## OCTOBER

### **UniCredit Bank's Financial Days**

The autumn is traditionally the time for educational and social Financial Days of UniCredit Bank. On this occasion, the sixth Financial Days were held under the slogan "We are Stronger in Partnerships", and the common theme of the lectures and talks were various forms of cooperation, strategic partnerships and business synergies.

## NOVEMBER

### **Export Focus**

For three consecutive years, UniCredit Bank has been a partner of Finance newspaper project, Izvozniki.si. Within the Project, the Bank participated in two events dedicated to the export-oriented companies and presented solutions for more efficient international operations.

## Achievements and Events in 2016

### DECEMBER

#### **Managers' Concert**

The Bank used sponsorship funds to support the largest event of the Slovenian business public, attended by the top managers of the most important Slovenian companies, politicians and a number of ambassadors. A festive atmosphere was created by the RTV Slovenia Symphony Orchestra under the baton of an American conductor George Pehlivanian, while unforgettable memories were provided by violinists Lana Trotošek and Ana Julija Mlejnik, as well as flautist Eva-Nina Kozmus. The mission of the concert is to create opportunities for developing young musical talents.

# Corporate Governance Statement

For the purpose of achieving a high level of governance transparency and on the basis of the exception under point 2 of paragraph 5, Article 70 of the Companies Act, UniCredit Banka Slovenija d.d. provides, as a part of the Annual report, the following

## STATEMENT ON INTERNAL GOVERNANCE ARRANGEMENTS

UniCredit Banka Slovenija d.d. implements internal governance arrangements, including corporate governance, in accordance with the legislation applicable in the Republic of Slovenia, while also taking into account their internal regulations.

In doing so, UniCredit Banka Slovenija d.d. fully respects the acts referred to in the second paragraph of Article 9 of the Banking Act<sup>1</sup>.

In order to strengthen internal governance arrangements, we particularly take into account in our operations:

1. The provisions of the applicable Banking Act, which define the internal governance arrangements, in particular the provisions of Chapter 3.4 (Governance System of a Bank), and Chapter 6 (Internal Governance Arrangements and Internal Capital Adequacy), in the part of the requirements that apply to a bank / savings bank or the members of the governing body,
2. The Regulation on Internal Governance Arrangements, the Governing Body and the Internal Capital Adequacy Assessment Process for Banks and Savings Banks<sup>2</sup> and

3. EBA guidelines governing the internal governance, assessment of the suitability of the members of the Governing Body and key function holders, and remuneration policies and practices, on the basis of the relevant regulations of the Bank of Slovenia on the application of these guidelines<sup>3</sup>.

At the same time, we strive to take into account, to the greatest extent possible, the non-binding recommendations contained in the letter of the Bank of Slovenia (code 38.20-0288/15-TR of 23 October 2015).

By signing this statement, we also commit to further proactive action for enhancing and promoting the appropriate arrangements of internal governance and corporate integrity in the wider professional, financial, economic and other public.

Ljubljana, 17 February 2017



Martin Klauzer  
Chairman of the  
Supervisory Board



Stefan Vavti, M. Sc.  
Chairman of the  
Management Board



Damijan Dolinar, M. Sc., CFA  
Member of the  
Management Board



Günter Friedl, M. Sc., MBA, MAS  
Member of the  
Management Board



Hedvika Usenik, M. Sc.  
Member of the  
Management Board



Sergio Marino  
Member of the  
Management Board

<sup>1</sup> Banking Act (ZBan-2), Official Gazette of RS, No. 25/15 and 44/16.

<sup>2</sup> Regulation of the Bank of Slovenia on Internal Governance Arrangements, the Governing Body and the Internal Capital Adequacy Assessment Process for Banks and Savings Banks, Official Gazette of RS, No. 73/15 and 49/16.

<sup>3</sup> <http://www.bsi.si/zakoni-in-predpisi.asp?Mapald=1906>.

# Economic Environment in 2016

In 2016, the Slovenian economy grew in line with the developments in the international environment, with projected real GDP growth above 2 %. The economic activity strengthened further as a result of strong exports and rising household consumption. Private consumption showed a stronger rebound amid a significant improvement in labour market conditions and increased consumer optimism. Private investments continued to strengthen, while public investments were lagging behind with volumes lower than the previous year due to a standstill in the absorption of the EU funds upon the transition to the new European financial framework 2014-2020.

The projected growth in 2017 will rely on growth in exports with material contribution of the expected increase in the domestic demand. According to the latest estimates, the GDP growth over the next three years will reach 2.5 % and will stay above the Euro area average.

The improving budget deficit and debt metrics led to positive revision in September 2016 of the credit rating of the country, whereas Fitch upgraded Slovenia's rating to A- with stable outlook and Moody's revised the outlook to Baa3 positive. With expectations of the low interest rates environment to be maintained for a longer period of time, stronger household consumption, and a higher absorption rate of the EU funds, Slovenia's fiscal deficit is likely to shrink further in 2017.

The decline in consumer prices in the first half of the year stopped and diverted into a slight growth, which according to the Statistical Office of the Republic of Slovenia on an annual basis reached 0.5%. The annual inflation was mostly a consequence of higher prices of food, telephone and internet services, and motor fuel. Expectations for 2017 include besides higher prices of raw material and a faster recovery of household consumption higher level of inflation, which is expected to remain below 2 %.

The situation in the banking sector continued to improve in 2016 in terms of asset quality, whereas the banking system liquidity remained favourable. The structural composition of sources of funding for banks was steadily changing in favour of non-banking sector deposits, reaching 70 %.

Very low deposit rates both in Slovenia and the Euro area as a whole led to switching from fixed-term to sight deposits. In the low interest rate environment further changes in the maturity breakdown in favour of sight deposits can be expected, which negatively impacts the banks and increases the importance of effective liquidity management.

During the year, the volume of loans to non-banking sector corporates contracted year on year mainly as a result of the weaker demand for bank loans on the domestic market. On the opposite, the household lending was growing, primary linked to the improvement of the financing conditions.

Despite the decline in non-performing loans as compared to the previous year, the scope for a rebound in bank lending is limited, with deleveraging still ongoing. The contraction in loan volumes in combination with the pressure on the interest rates will continue to be a significant challenge for the banking sector in 2017.

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#### SOURCES:

Bank of Slovenia, UMAR, UniCredit Economics & FI/FX Research

# Mission and Strategy

## Mission

We the 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.

## Values

Our set of values – shared throughout the parent group UniCredit – 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.

# Highlights

UniCredit is a strong pan-European Group with a simple commercial banking model and a fully plugged in Corporate and Investment Bank (CIB), delivering its unique Western, Central and Eastern European network to its extensive 25 million strong client franchise. UniCredit offers local expertise as well as international reach and accompanies and supports its clients globally, providing clients with unparalleled access to leading banks in its 14 core markets as well as an another 18 countries worldwide. UniCredit European banking network includes Italy, Germany, Austria, Bosnia and Herzegovina, Bulgaria, Croatia, Czech Republic, Hungary, Romania, Russia, Slovakia, Slovenia, Serbia and Turkey.

## Financial Highlights<sup>1</sup>

Operating income

**18,801** mln euros

Net profit (loss)

**(11,790)** mln euros

Shareholder's equity

**39,336** mln euros

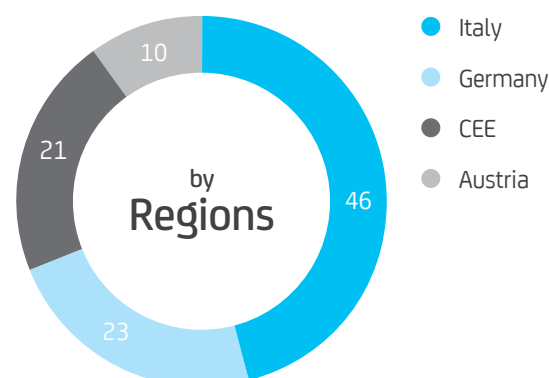
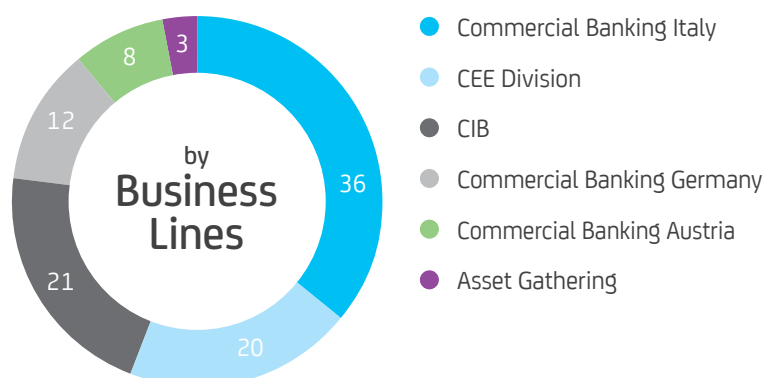
Total assets

**859,533** mln euros

Common Equity Tier 1 ratio\*

**11.15 %**

## Revenues<sup>1</sup> (%)



1. Data as at 31 December 2016. As at 31 December 2016, in accordance with IFRS5, the assets / liabilities and the profit / loss of Bank Pekao S.A., Pioneer Global Asset Management S.p.A. and their subgroups' companies, as a result of their classification as "discontinued operations", were recognized:

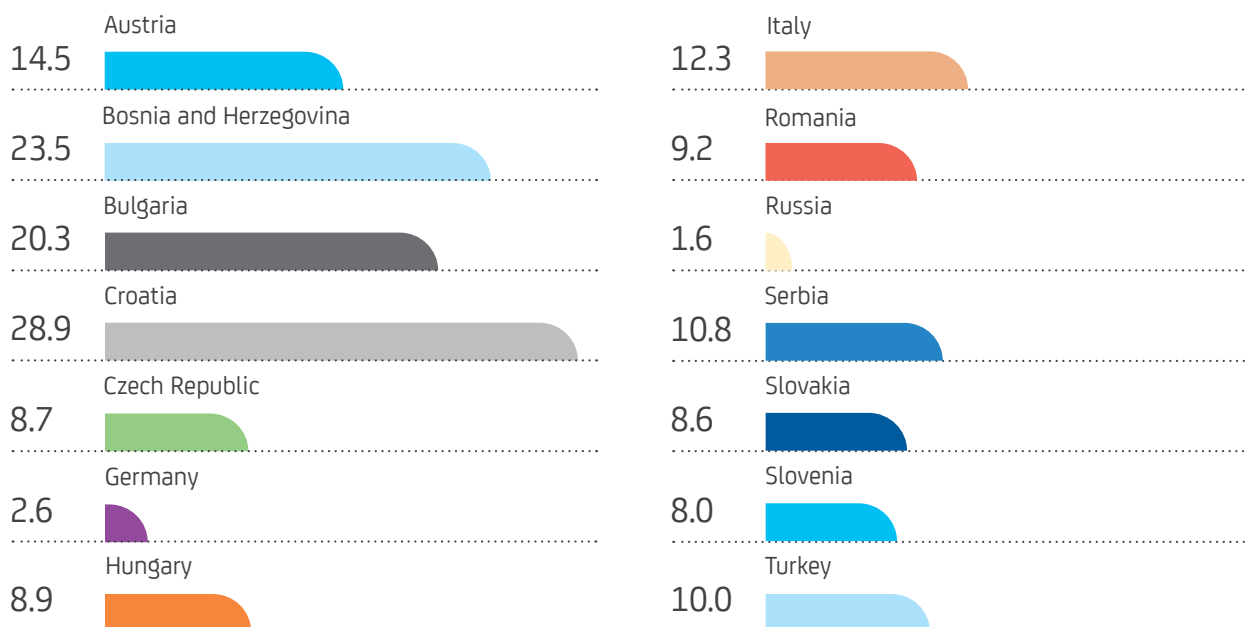
- in Balance Sheet under items "Non-current assets and disposal groups classified as held for sale" and "Liabilities included in disposal groups classified as held for sale";
- in Income Statement under item "Profit (loss) after tax from discontinued operation";
- the previous periods were restated accordingly to increase comparability.

\* Fully loaded CET1 ratio at 11.15 % post capital increase, above 12 % including Pioneer and Pekao deals. CET1 ratio transitional at 11.49 % post capital increase.

## International Presence<sup>2</sup>

Austria  
 Bosnia and Herzegovina  
 Bulgaria  
 Croatia  
 Czech Republic  
 Germany  
 Hungary  
 Italy  
 Romania  
 Russia  
 Serbia  
 Slovakia  
 Slovenia  
 Turkey

## Market Shares<sup>3</sup> (%)



2. On 8 December 2016, UniCredit entered into a binding agreement with PZU SA and PFR (Polish Development Fund) for the sale of a 32.8 % stake in Bank Pekao (Poland) and, on the same date, it announced the disposal of the remaining 7.3 % via a market transaction. The CEE division includes only the 11 countries in which the Group operates through Retail branches. Accordingly, Azerbaijan, Estonia, Latvia and Lithuania have been excluded.

3. Market Shares in terms of Total Loans as at 31 December 2016. Source: Company data, National Central Banks.



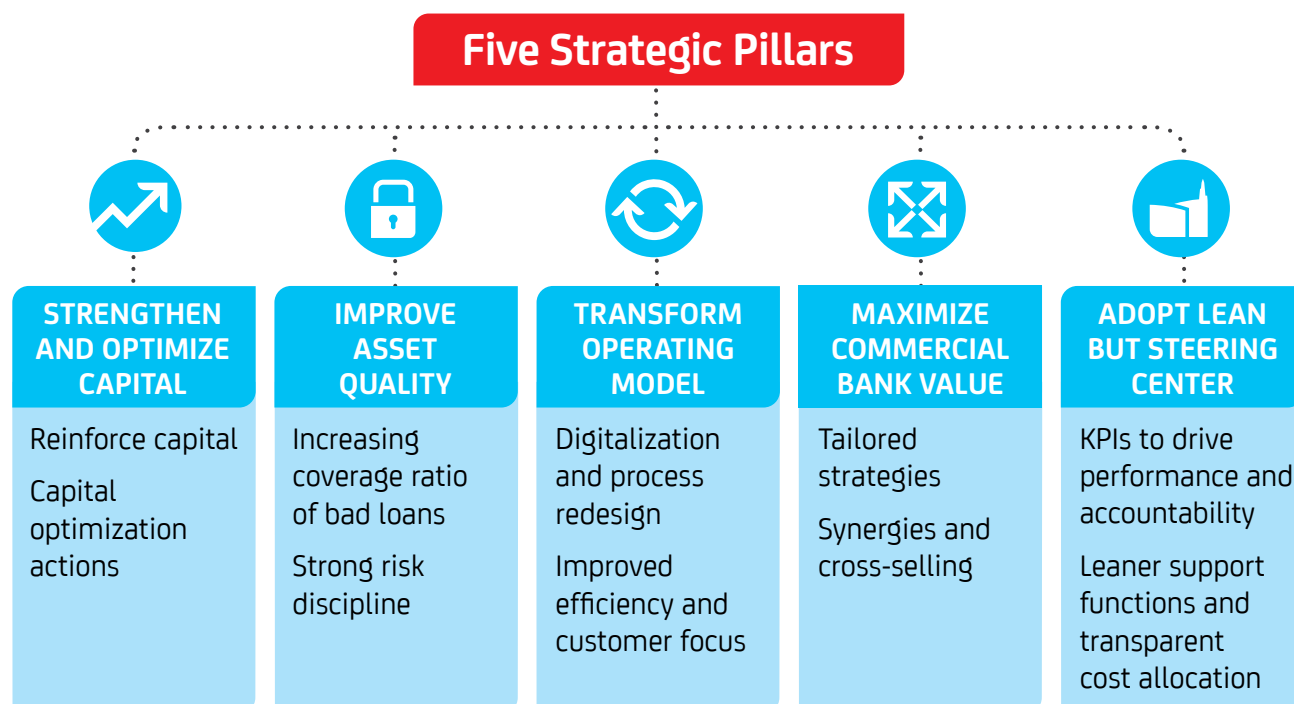
# One Bank, One UniCredit Transform 2019

A challenging business environment marked by greater regulatory pressure and a lengthy period of low growth and low interest rates has prompted a deep strategic review of every major area of the bank. More specifically, the review has focused on how to reinforce and optimize the Group's capital position, reduce the risk profile of the balance sheet, improve profitability, and ensure that operations are transformed continuously in ways that enable increased client focus, further cost reductions and cross-selling across Group entities. These goals are to be pursued while maintaining the flexibility to seize value-creating opportunities and while improving risk discipline still further.

Hence, the Transform 2019 strategic plan targets are pragmatic, tangible and achievable and are based on conservative assumptions associated with five strategic pillars defined as follows:

- Strengthen and optimize capital to align capital ratios with the best in class G-SIFIs;
- Improve the asset quality, addressing Italian legacies via a proactive balance sheet de-risking;
- Transform the operating model, strengthening our client focus while simplifying and streamlining products and services;
- Maximize commercial bank value, capitalizing on the potential of our retail client relationships and our status as the “go-to” bank for corporate clients in Western Europe while building on our leadership position in Central and Eastern Europe and increasing cross-selling across business lines and countries;
- Adopt a lean but strong steering Group Corporate Center, establishing consistent Groupwide KPIs to drive performance and improve accountability.

This transformation will enable the Group to take advantage of future opportunities and generate long-term profits, functioning successfully as a simple pan-European commercial bank with a fully plugged in CIB and a unique network in Western, Central and Eastern Europe.



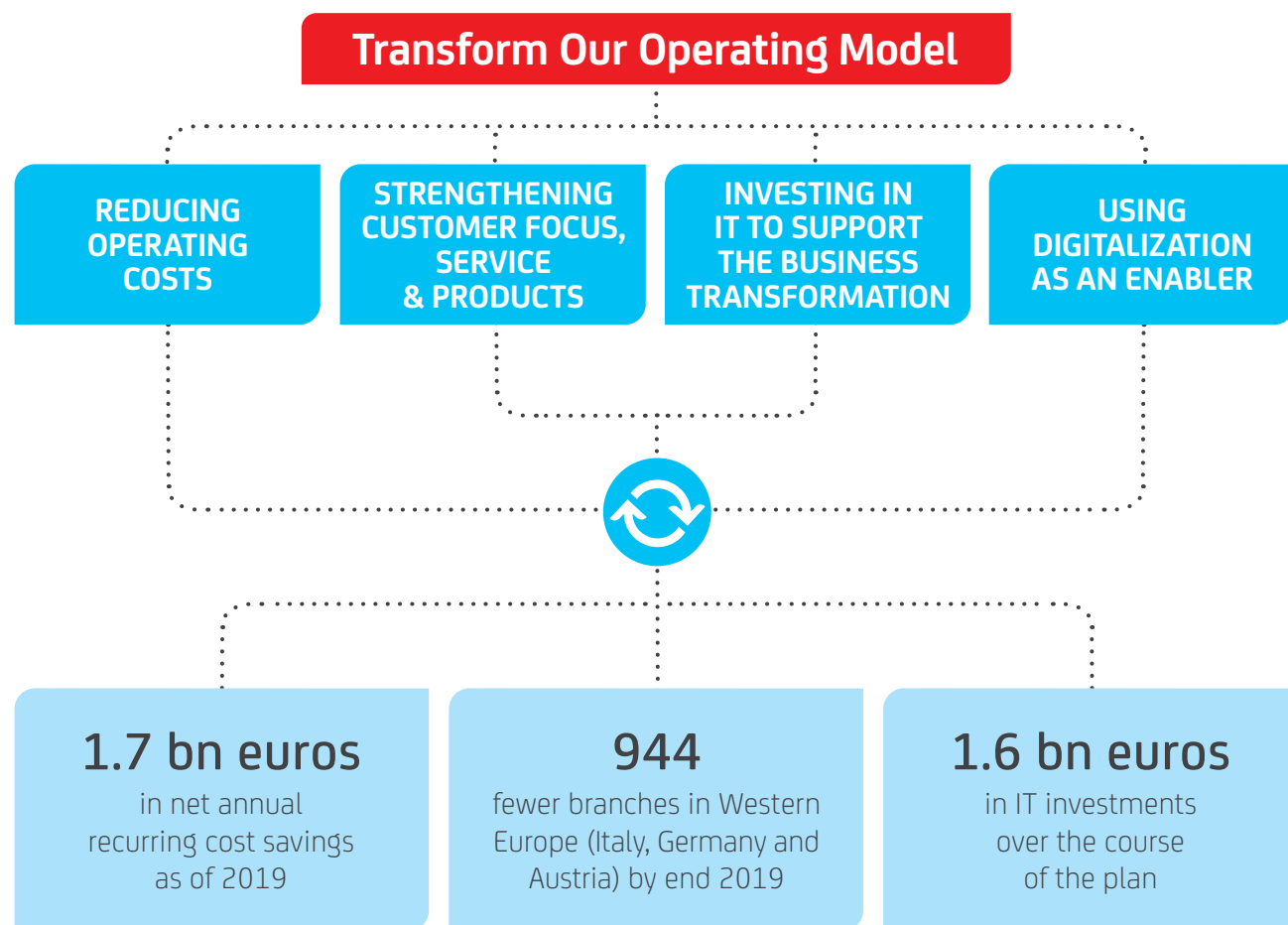
# Transform Our Operating Model

Among the key pillars of UniCredit's strategic plan for 2017-2019, one of the most important objectives is the transformation of the Group's operating model. The purpose of this is to strengthen our customer focus, service and products while simplifying our structure and increasing our efficiency.

Digitalization will enable the transformation and make it possible to achieve a lower sustainable cost base.

The main initiatives include:

- Redesigning end-to-end processes and lowering the cost of "running the Bank" by leveraging our global operations and developing economies of scale;
- Strengthening client focus by further improving the customer experience, carrying out product standardization, and engaging in more client-facing activities;
- Investments in IT that will support the business transformation with greater digitalization, the technological improvement of core systems, and ongoing infrastructure updates.



# Executive Management Committee



**JEAN PIERRE  
MUSTIER**

Chief Executive  
Officer



**GIANNI FRANCO  
PAPA**

General Manager



**GIANPAOLO  
ALESSANDRO**

Head of Group Legal  
- Secretary of the  
Board of Directors



**CARLO  
APPETITI**

Group Compliance  
Officer



**GIANFRANCO  
BISAGNI**

Co-Head of CIB  
Division



**ANDREA  
CASINI**

Co-Head Italy



**PAOLO  
CORNETTA**

Head of Group  
Human Capital



**RANIERI  
DE MARCHIS**

Co-Chief Operating  
Officer



**MASSIMILIANO  
FOSSATI**

Group Chief Risk  
Officer



**ALESSANDRO  
FOTI**

Head of Asset  
Gathering

# One Bank, One UniCredit.



**A shared vision based on [Five Fundamentals](#).**

As a strong pan-European Group with leading banks in 14 core markets, and operations in another 18 countries, we perfectly embody our vision to be “One Bank, One UniCredit”. A simple pan-European commercial bank enriched by multiple cultures where everybody shares the same vision and are guided by our Five Fundamentals: Customers First, People Development, Execution & Discipline, Cooperation & Synergies and Risk Management.

# Financial Results

## Financial Results of the Bank

### Statement of Comprehensive Income for the Year 2016

The year 2016 was a very successful one for the Bank, evidencing 13.9 million euros of net profit after tax (in 2015: 9.7 million euros) and in addition 5.1 million euros of other comprehensive income after tax (in 2015: 2.8 million euros).

In 2016, the net interest income of the Bank amounted to 41.9 million euros, which represents a decrease of 2.9 million euros (or 6.5 %) compared to the previous year. Interest income dropped proportionally less than interest expenses as the Bank continued with the optimization of structure of its liabilities.

In the current demanding market situation, the Bank earned 22.9 million euros on fee and commission net income, which represents a decrease of 2.1 million euros or by 0.8 % compared to the preceding year. The fee income from payment services and from loan transactions remained the most stable one.

Recognized net gains within the item "Realized gains and losses on financial assets and liabilities not measured at fair value through profit or loss" amounted to 11.3 million euros. The amount has more than doubled compared to net gains achieved in 2015. This item comprises mainly of 8.3 million euros of profits realized by selling available-for-sale (AFS) bonds and of 3.6 million euros of profits realized by selling Visa Europe shares, also from available-for-sale portfolio. Net losses from loans amount to 0.6 million euros.

In 2016, the Bank realized a gain with trading including foreign exchange differences of 3.7 million euros (in 2015: a gain of 2.6 million euros). Net gains on purchase and sale of foreign currencies including foreign exchange differences turned to a net gain of 3.1 million euros (in 2015: loss of 1.8 million euros). Net gains on derivatives trading dropped to 0.4 million euros (in 2015: a gain of 4.4 million euros). Net gains on securities trading increased to 0.2 million euros (in 2015: 0.02 million euros).

In 2016, "Fair value adjustments in hedge accounting" resulted in 6.8 million euros of net loss (in 2015: net loss of 0.1 million euros). The net result of 2016 was additionally affected by the implementation of fair value hedge. It resulted in a loss of 0.4 million euros. In 2016, several IRSs in cash flow hedge portfolio were terminated. Terminations resulted in net loss of 5.8 million euros.

Due to disciplined cost management the Bank managed to keep its administrative costs at the same level as in the preceding year, namely at 34.0 million euros (in 2015: 34.3 million euros, representing a decrease of 0.8 % year-on-year). The highest proportional increase was evidenced in insurance costs, as the Bank began to pay voluntary supplementary pension insurance for employees again. The highest

proportional year-on-year saving was achieved through the costs for consulting services.

The depreciation expenses increased to 5.7 million euros in 2016 (5.0 million euros in 2015) as the Bank reviewed useful lives of its tangible and intangible assets.

Provisions were built in the total net amount of 0.6 million euros (4.7 million euros in 2015). The Bank released provisions for its off-balance-sheet items in the amount of 1.6 million euros and for pending legal cases in the amount of 0.4 million euros. Provisions for potential losses were created in the amount of 2.6 million euros.

The Bank created impairments for loans in the amount of 17.4 million euros which is 17.6 % less than in the previous year. The volume of non-performing loans declined in 2016 from 310.4 million euros to 159.4 million euros as the Bank sold part of the portfolio and recovered some previously non-performing loans to performing. No impairments of available-for-sale financial assets (AFS) were needed in 2016 (in 2015: 0.1 million euros).

The Bank closed its financial year 2016 with a net profit of 13.9 million euros, representing an increase of 43.3 % year-on-year.

Within the item "Other Comprehensive Income" the Bank recognized additional 5.1 million euros of profit after tax. Valuation gains for cash flow hedges contributed the majority of it, namely 4.2 million euros after tax (in 2015: 2.0 million euros). Valuation gains for available-for-sale financial assets (AFS) amounted to 0.9 million euros (in 2015: 0.6 million euros).

In 2016, several securities were sold. Their positive valuation was transferred to profit and loss in the amount 8.2 million euros. The valuation of remaining and new portfolio, which represented balance as of year-end increased by 9.9 million euros. It was significantly affected by a decreased credit spread for the Republic of Slovenia, which resulted in higher market prices of government bonds.

### Statement of Financial Position for the Year 2016

UniCredit Banka Slovenija d.d. increased slightly its balance sheet volume in 2016, namely by 26.2 million euros (or by 1.0 %), amounting to 2,571.2 million euros at the year-end.

At the end of 2016, the item "Cash, cash balances with the Central Bank and demand deposits to banks" amounted to 309.3 million euros which is 36.0 million euros more than at the end of the preceding year.

The volume of financial assets held for trading comprised at the 2016 year-end solely of positive fair value of derivatives held for trading. It amounted to 20.1 million euros (at the year-end 2015: 16.4 million euros).

At the end of 2016, the available-for-sale financial assets (AFS) amounted to 432.9 million euros, of which 409.1 million euros were held in bonds, and the remaining 23.9 million euros were held in equity instruments. Bonds were sold during the year for 21.4 million euros net (volume decrease by 0.5 %). The changes in fair value increased their volume by 0.8 million euros net.

In 2016, the Bank implemented fair value hedge. Therefore, the item "Derivatives – hedge accounting" represents beside positive present value of swaps, which the Bank held to hedge its cash flows, also positive present value of swaps in fair value hedge portfolio. Present value of swaps in cash flow hedge remained stable at 10.1 million euros (10.2 million euros at year-end 2015), while positive present value of swaps in fair value hedge portfolio contributed 0.9 million euros.

Loans and receivables amounted to 1,764.0 million euros at the end of 2016, which represents an increase of 17.6 million euros year-on-year (or by 1.0 %). Loans to banks decreased by 30.9 million euros while loans to customers increased by 56.2 million euros. Their gross volume declined by 17.8 million euros and their impairments decreased by 74.0 million euros compared to the end of the year 2015.

One of the bonds in held-to-maturity (HTM) portfolio matured. As the result, the volume of held-to-maturity financial assets was almost halved in 2016 to 7.1 million euros.

The Bank owns property, plant and equipment in the amount of 4.8 million euros, representing a decrease of 1.1 million euros compared to the year 2015; the additions were more than offset by depreciation.

Within intangible assets the Bank recognizes software in the amount of 16.6 million euros. The new software was purchased in the amount of 1.9 million euros and was amortized in the amount of 4.0 million euros.

The Bank has no current tax assets. The amount of deferred tax assets decreased in the amount of 0.7 million euros due to a decline of deferred tax assets balancing equity in the amount of 1.6 million euros while deferred tax assets balancing the Statement of Income increased in the amount of 0.9 million euros as tax rate for the following year will increase from 17 % to 19 %.

Financial liabilities held for trading comprise solely of negative present value of derivatives. Since the Bank has closed trading positions their negative value increased in the same proportion as their positive value (disclosed within assets, mentioned above), from 16.6 million euros at the year-end 2015 to 20.3 million euros at the year-end 2016.

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 in the amount of 49.1 million euros (73.2 million euros at year-end 2015). Negative present value of swaps in fair value hedge is negligible.

Financial liabilities measured at amortized cost amounted to 2,240.6 million euros at the end of 2016 which represents yearly increase of 55.1 million euros in 2016. The Bank repaid its subordinated loan in the amount of 30.1 million euros, increased its liabilities towards banks in the amount of 149.9 million euros and repaid deposits from customers in the amount of 65.8 million euros.

With the implementation of fair value hedge a new item appeared among liabilities – "Fair value changes of the hedged items in portfolio interest rate risk" in the amount of 1.3 million euros.

The Bank is soundly capitalized and reports the capital adequacy ratio (CAR) of 15.6 %.

## Financial Results of the Group

### Statement of Comprehensive Income for the Year 2016

The company UniCredit Leasing d.o.o. recorded a profit after tax in the amount of 3.9 million euros in 2016 (for consolidation purposes in 2015 the difference between profit after tax at year-end and in the first seven months in the amount of -1.0 million euros was included). The Group's net profit for 2016 amounts to 17.8 million euros (8.7 million euros in 2015).

The Leasing subsidiary contributed 3.2 million euros of net interest income and 0.2 million euros of net fee income to the Group profit.

Within the item "Other operating net income" there was evidenced net income deriving from leasing business in the amount of 1.5 million euros.

The Group's administrative costs are higher by 1.3 million euros and depreciation by 1.2 million euros compared to the administrative costs and depreciation of the Bank.

Impairments for loans (mainly finance leases) were released in the amount of 2.3 million euros; provisions were also released, the latter in the amount of 0.3 million euros.

### Statement of Financial Position for the Year 2016

At 2016 year-end the balance sheet volume of the company UniCredit Leasing d.o.o. amounted to 172.8 million euros. Excluding the intragroup assets and liabilities, the Group's balance sheet volume is by 71.7 million euros higher than the balance sheet volume of the Bank.



## Financial Results

In consolidated financial statements loans are higher by 59.8 million euros than in financial statements of the Bank. Property, plant and equipment are higher by 2.4 million euros. In the consolidated Statement of Financial Position investment property, which comprises of immovables subject to operating leases, the amount of 2.7 million euros is recorded (7.6 million euros as at year-end 2015).

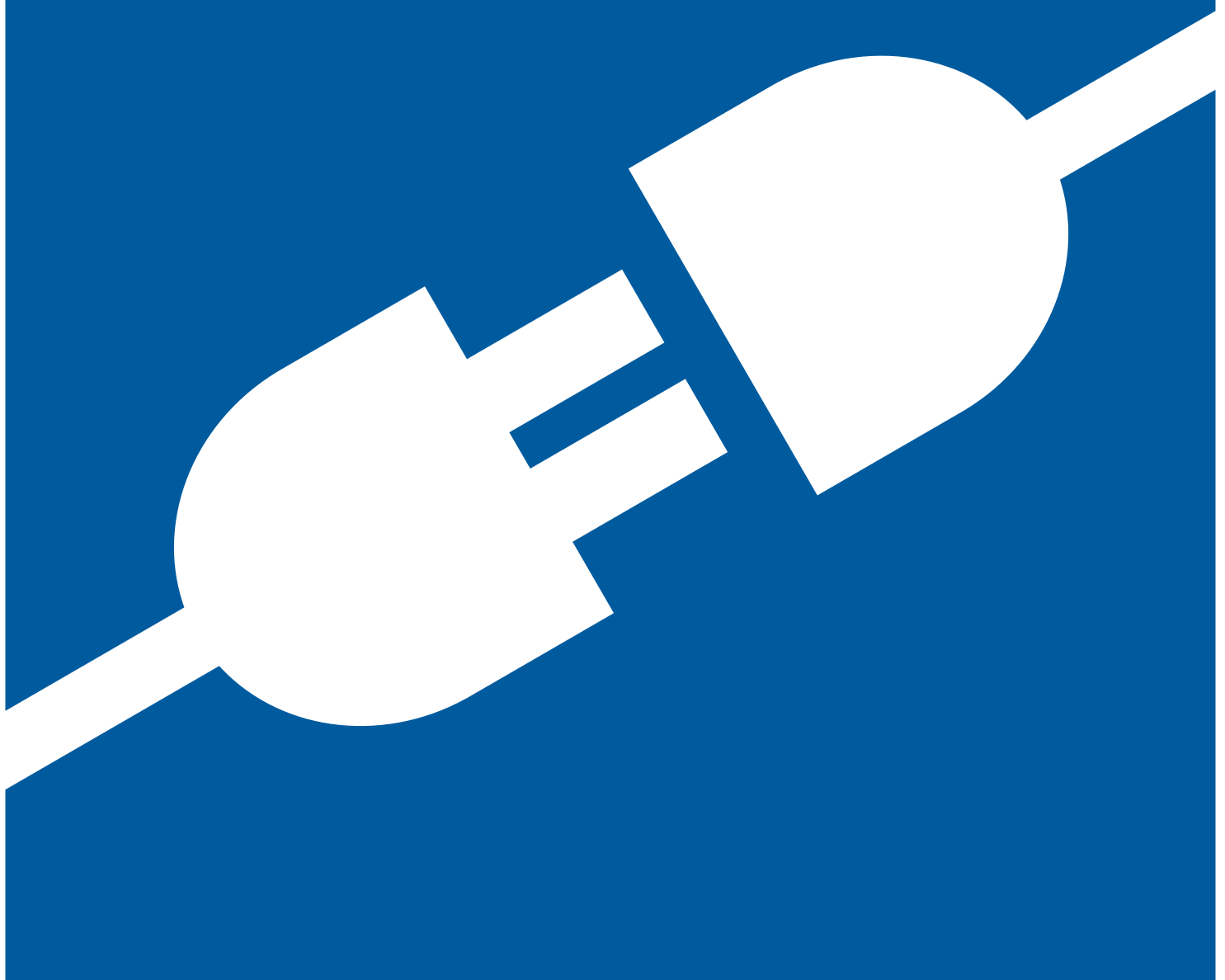
Among the Group's liabilities the main addition to the liabilities of the Bank is the item "Loans from banks" in the amount of 53.1 million euros and equity in the amount of 17.9 million euros.

As of 31 December 2016 the Group reports the capital adequacy ratio (CAR) of 16.1 %.

### Events after the reporting period

After the end of the reporting period, the Bank and the Group did not detect any major events that would affect their Financial Statements for 2016 or that would require disclosures in these Financial Statements.

# Cooperation & Synergies



Our ability to cooperate and generate synergies across departments and geographies is what makes us unique and allows us to be “One Bank, One UniCredit”. We are a true pan-European bank and we work seamlessly across the Group.



# Bank Segment's Performance Review

## Retail and Small Business Banking

### GENERAL OVERVIEW

In 2016, the Bank's priority was further development of modern banking channels and services. The first step in this area was redesigning the website and online bank, as well as upgrading of the Mobile bank GO! functionalities. The new design is user-friendly and provides users with easy navigation on tablets and smart phones. As of the end of last year, the Mobile Bank GO! application features a new functionality "Scan and Pay", which allows users to pay bills received in paper form by using the camera on their smart phone.

Competitive operations in the digital arena are one of the priorities of the Bank and a response to the growing needs of clients for simple, advanced and user-friendly modern market channels. Clients' expectations are changing from a personal approach to a permanent 24/7 access via digital channels. In the retail segment, we have almost 31,000 active Online bank users and slightly less than 15,000 active Mobile bank GO! users. In the past year the number of clients using the mobile bank increased by 18 percent.

In the coming years as well, the Bank will continue to invest in new technologies which will enable digital transformation, a better understanding of clients and effective response to client needs. In the year 2016, we successfully introduced signature pads in pilot branches, and in 2017, all branches will enable electronic signature of documents, which will help to significantly reduce paper documents and speed up the processes.

In order to enable clients secure, fast and simple payments at points of sale, the Bank upgraded Maestro payment cards with contactless technology.

In 2017, the development of modern banking channels will remain the primary task of the Bank, which will also be felt by the clients. Our clients will be able to execute the entire process of ordering simpler banking services, such as opening of transaction accounts, ordering payment/credit cards and consumer loans, through digital channels without having to visit a branch. Clients will continue to carry out advanced services, including advice on investment and housing financing, personally in the branches.

### SEGMENTS AND PRODUCTS

#### Retail banking segment

We redesigned our personal banking packages and formed three out of six former packages. With a range of various services, from basic to those intended for advanced users, the new banking packages are tailored to the needs and the lifestyle of users. In partnership with the ERGO insurance company, we supplemented all the packages with free assistance at home and on the road.

We introduced contactless Maestro card, which allows faster payment, shorter waiting times in front of the cash register and

increased security, as the payment card remains in the hands of the holder during payment, which guarantees complete control over its use. We offered the credit card holders the option of a free PIN replacement at any UniCredit Bank ATM.

Throughout the year, we were present in the banking market as one of the most favorable providers of housing and consumer loans. Among other things, we presented, in cooperation with the retailer, particularly favorable offer of loans and VISA credit card for Spar Plus card holders. In autumn, we paid particular attention to the promotion of loans for repaying the existing credit obligations and thus, at a time of relatively low interest rates, provided the existing and new customers with the possibility of reducing their credit obligations.

We also continued our exclusive partnership with the Apple brand and several years of successful partnership with the Chamber of Doctors.

For our satisfied customers, we renewed our recommendation program and offered recommenders a simplified and faster way of recommending and we supplemented it with Midva (Us two) benefit, which provides the recommender or the recommended person with a 50-percent discount on the monthly management fee of their banking package.

#### Small business banking segment

We supplemented our offer of corporate packages with a new package 2in1, which is designed for smaller price-sensitive individual entrepreneurs, as it includes two separate transaction accounts, a personal and corporate one, for the price of one. As in the segment of private individuals, we also introduced contactless Maestro card for legal entities.

In the segment of companies with a strong balance sheet, we provided Credit Express, which can strengthen the company financially quickly and easily – with a single visit to the Bank and without any additional documents.

#### Private banking

Private banking represents the highest segment of customers (individuals), to whom the Bank, in addition to traditional banking services, offers different investment solutions designed for customers to meet adequate investment distribution of their assets.

The guiding principle of the Private banking segment, when taking care of customers' financial assets, is the search for optimal distribution of total assets for each client depending on their needs and expectations. In determining the suitable solutions and appropriate responses to changing conditions in the financial markets, the Bank uses extensive know-how and resources of the parent group UniCredit which in a form of global investment strategy determines the most appropriate allocation at any given time for each customer profile.

Portfolio management is the most important service in Private banking, which we have been successfully upgrading also with other

investment products and solutions. In 2015, in the Private banking segment we continued with high growth in all key areas of operations – both in terms of volume of customers' financial assets in our Bank as well as in terms of total number of customers and created revenues.

## FUTURE FORECAST

In 2017, we will continue with the development of modern banking channels and services. Clients will be presented with new functionalities both in the Online bank as well as in the Mobile bank GO! application. Doing business in the digital arena is one of the priorities of the Bank; therefore, we will redirect our operations towards advanced and user-friendly modern market channels. In the framework of multi-channel marketing approach, we will provide our clients with the same quality of service regardless of their entry point.

The Bank's priority in 2017 will continue to be maintaining its market share in lending, particularly in the retail segment and the small and medium-size business segment. We have ambitious targets for growth in customer numbers, also with help of "end-to-end" digital sales of transaction accounts and consumer loans. We focus our efforts on the provision and improvement of quality of service, compliance of operations and simplification of our product range and processes.

## Corporate and Investment Banking

### GENERAL OVERVIEW

UniCredit Banka Slovenija d.d. offers a variety of solutions at one place that are in accordance with the highest business standards. Being part of one of the largest European financial groups, we are in a position to provide our customers with global experience combined with understanding of local specifics.

In the segment of Corporate and Investment Banking, in 2016 we continued to invest in long-term relationships with our customers, providing them with comprehensive service in support of their business ambitions. Our unique service model with one relationship manager as a single point of contact in all the geographies where UniCredit operates supported our customers in the expansion of their cross-border business operations.

Being an important partner in international business, we trust we are contributing to the progress in the Slovenian economy by providing knowledge and understanding of trends, which might represent development business opportunities. In order to support and promote the Slovenian export and import companies, UniCredit Bank Slovenija d.d., for the third consecutive year, has been an important partner of the Izvozniki.si project.

In 2016, the Bank leveraged on internal and external synergies in order to simplify the processes and speed up idea generation and

implementation with the ultimate goal to constantly improve the quality of the services. In this respect, we have set up several projects to insure high quality customer experience. Also, agile approach has been adopted to achieve efficiencies and speed-up for the benefit of our customers.

Business synergies and strategic partnerships were also the main topic of this year's traditional event, UniCredit Bank Financial Days, where the importance of partnerships, their various forms and examples of best practice were presented.

Customer satisfaction is our main priority and it is therefore being measured regularly with the support of an external research agency. The results show that the satisfaction of our customers is on average higher than for the total market and main peers, and we will continue our investments in the areas perceived as most important by our customers. We believe our service model with cross-functional responsibility towards the customer, both from product specialists and segment coverage professionals, is the right one.

Another great acknowledgement of our efforts are the awards received by the prestigious financial magazines at the international level. In 2016, UniCredit Bank was selected as the Best Securities Services Provider in Slovenia by Global Finance. Global Finance's editorial board, using market research, inputs from expert sources and entry information from banks, selected the winners from the institutions that reliably provide the best services in local markets and regions.

### FINANCIAL RESULTS

While the economic situation in Slovenia continued to improve with companies generating high profits for three years now, this has not yet translated into stronger investment cycle but has contributed to a financial surplus largely directed towards debt reduction or increase of sight deposits with commercial banks. This is also true for UniCredit Banka Slovenija d.d., where corporate sight deposits have increased by 21 %, while loans to customers excluding retail segment have decreased by 1 % as compared to the previous year. While this decrease is below 7-percent decrease in the banking sector as a whole, the strong pressure from corporate clients to either reduce or refinance their debt in combination with low interest rate environment for new loans have resulted in significant decrease of interest income of Corporate and Investment Banking division. This trend is expected to continue in 2017, albeit at a reduced pace.

In 2016, for a third year in a row, the Corporate and Investment Banking division exceeded targeted profit before tax, reaching 65 % of the Bank's overall profit before tax. The main contributions to the strong result come from improved credit portfolio and thus lower than anticipated net write-down on loans.

The Corporate and Investment Banking division will continue to search for alternative opportunities to replace loss in revenues resulting from the decrease of loan interest income. Offering high value added

# Bank Segment's Performance Review

services, cross-selling of additional products and services to cover the full spectrum of customer needs and boost non-interest income will remain a strategy going forward. Being part of the Group which is one of the European systemically important banks UniCredit Banka Slovenija will continue to finance viable projects contributing to the development of local economy, while maintaining risk and pricing discipline.

## Financing and Advisory

Despite difficult environment of low interest rates and corporate deleveraging UniCredit Banka Slovenija d.d. has continued to follow high credit standards which we believe are the prerequisite for sustainable business and long-term partnership with our customers. Even so we have managed to increase our market share in loans to customers excluding retail to 7.9 % and the end of 2016 compared to 7.4 % a year before.

In the Large Corporates segment, we were successful in completing several international syndicated facilities, combining local expertise and experience together with the parent group UniCredit syndication desk to originate and execute a wide variety of complex financing structures.

The Mid Corporates segment focused on being the primary bank for our customers' entire financing needs. The introduction of fixed rate loan offer which enables our customers to fix their monthly obligations was a welcome addition to our product offer.

In the International Corporates segment, we were successful in supporting our clients with different types of bank solutions and we strengthened our market position as a leading international bank for foreign companies in Slovenia as well for cross-border cooperation for clients doing business internationally.

2016 was another successful year for UniCredit Banka Slovenija d.d. in the field of Corporate Finance Advisory. One of its major achievements was the advisory to Mercator/Agrokor in the sale of 100-percent stake in Intersport, bought by the Polish private equity Enterprise Investors. In 2017, our expert team will continue to provide valuable advice to our corporate customers and potential investors, leveraging on the leading position of the parent group UniCredit in the investment banking field.

## Global Transaction Banking

In 2016, we increased the number of transactions as well as market shares in the area of traditional trade finance and card business. We improved client experience by centralizing and speeding up the guarantee process. High volume of sight deposits proved that the Bank remains a reliable partner for our customers.

In the area of securities services, the Bank managed to increase the number of customers and kept the title of Best Securities Services Provider in Slovenia awarded by the Global Finance magazine. 2017 will bring the implementation of T2S infrastructure, a single pan-

European platform for securities settlement in central bank money, which is expected to facilitate a lot of changes to the industry, while preserving the quality of service. Nevertheless, the quality of service and working in our clients' best interest will remain a priority.

## Products and Financial Markets

Market activity was dominated by strong rally in government securities due to further tightening of sovereign credit spread. This was caused not only by prolonged monetary policy of Quantitative easing by the European Central Bank but also by positive outlook and rating upgrades of the Republic of Slovenia. The markets showed generally strong resilience to disruptive moments during the year (Brexit) and managed to bounce back from what was otherwise a disappointing start of the year.

In the area of financial market products for customers we managed to maintain our second place among the Slovenian banks with a stable 14-percent market share in corporate deposits. In the field of products for hedging against market risk, customers mostly used products for FX risk hedging, while demand for long-term interest rate hedging was low due to almost flat EUR yield curve.

## FUTURE FORECAST

In 2017, we will continue to offer high quality banking services and to support the Slovenian economic growth with the projects and solutions offered. Our business model will further develop to ensure bank accessibility, transparency and sustainability. It is our ambition to remain among the key lenders in the corporate segment, while offering our clients useful and modern banking solutions. We want to be perceived as a strong local bank with significant international footprint.

Satisfied customers, their needs and requirements are the most important and valuable asset in our business. Accordingly, the Bank will continue to invest in projects which further enhance customer experience, by simplifying and constantly improving our value proposition.

## Global Banking Services

### Operations

The Operations department is part of the Global Banking Services division, responsible for performing back office activities for commercial, transactional and core banking.

As clients are at the center of our focus, the Operations department in cooperation with sales teams introduced several process changes enabling faster execution, better advisory services and shorter waiting time especially in contract preparation and guarantee issuance process. To meet external clients' needs we have introduced several internal service level agreements (SLAs) defining a required service quality regarding contract preparation, client opening and investigation response time.

The Bank's focus remained continuous improvement of internal processes following the Lean Six Sigma approach which helps us to eliminate waste in the end to end process, and to increase efficiency and quality. The digitalization of manual processing remained important in transforming back office processes in order to become more cost effective and reduce operational risk. We have reduced manual operations of several accounting and settlement processes related to mortgage loans, accounts, payments and securities and we are continuing to do so for collateral booking process. In addition, the introduction of workflow software allows us to collect internal process performance data supporting process quality management. By analysing root causes of rework, we understand the need for process improvements and potential to reduce cost of poor quality driven by rework.

The Bank's strategy is to continuously evolve and improve knowledge of our colleagues. By introducing leaner organization, especially in the area of transaction banking, we focus on achieving internal synergies, promoting knowledge sharing and building strong teams of experts having skills to handle an increasing volume of product-channel transactions and payments and respond effectively to the changing business requirements.

Learning is the key to future success and maintaining compliance with the increasing number of relevant regulatory requirements. The Operations department actively participated in the implementation of measures aimed at keeping the compliance with evolving regulations, such as EMIR, MIFID, T2S, SEPA, FACTA, CRS and anti-money-laundering, given the increasingly complex context of financial transactions.

### **Information Communication Technology (ICT)**

In 2016, the ICT worked, in line with the set strategy, towards providing support for business and support services of the Bank with the aim of meeting the needs and expectations of our clients. The focus was on the optimization of business systems and processes and on the upgrading of the existing ICT infrastructure.

We successfully completed the project of opening transaction accounts bundled with other related products for individuals.

We introduced automated access to client data on Sisbon page and successfully replaced the existing system for managing individual customers, which brought faster performance with an emphasis on better quality of client data. At the same time, the client review process was also automated for the purpose of preventing money laundering.

Selected branches of the Bank successfully completed the test phase of introducing signature pads, so in early 2017 the Bank is introducing them across the entire business network.

Before the end of the year, we offered contactless Maestro payment card to our clients, and we will also continue the transition to contactless Visa and MasterCard cards as well as installment credit

cards. In the field of electronic commerce, we have fully redesigned the Bank website and electronic banking for individuals and introduced several upgrades of the mobile application.

Within the project of introducing leasing operations in the Bank, we successfully completed client migration, preparation of the lease database for reporting and analyses, as well as other adjustments to the systems for the purpose of a uniform overview of the client.

We completed the Efino 2 project, which focused on the optimization of back office operations, with an emphasis on the process optimization and automation of bookkeeping and reporting.

With a reorganization of the support, we have raised the level of service for staff in the Bank, which was also reflected in higher employee satisfaction with the ICT services and support. Much has been invested in the development of human resources and organization of operations with the aim of achieving greater efficiency in the development of applications and systems. Thus, we conducted intensive training for introducing the agile approach in the development of new products, which we have already carried out in practice.

### **Organization & Logistics**

The Bank has successfully undergone the assessment of internal organization by the parent bank and conducted the digitalization of the part of tasks in the area of organization.

In the year 2016, several projects were successfully concluded both in the area of regulatory requirements as well as in the area of optimization and operations efficiency. Among others, the project of consolidation of the Bank and Leasing was concluded resulting in the increase of synergies in the area of sales and in cost optimization. The Bank successfully introduced among its methods of project management the principle of agile project management which it supported with the implementation of additional optimization of the Bank's business premises.

With adequate cost management, the Bank succeeded in maintaining the required level of costs and depreciation, thus delivering a positive contribution to the Bank's successful bottom line. Positive trends are evident in several areas, particularly in consulting services and rental costs.

The Bank also successfully carried out several other improvements and optimizations such as the modernization of security equipment, including the implementation of the system for identifying advanced threats, optimization of costs for communication links to branches and fixed VoIP telephony, of plumbing equipment, optimization of management and maintenance of premises at the Bank's headquarters, maintaining specific banking equipment. Procurement was involved in more than 250 negotiations with 8.73 million euros of spending volumes and 350,000 euros of estimated savings.

# Bank Segment's Performance Review

## Security Office

UniCredit Banka Slovenija d.d. focuses a lot of attention to security. In 2016, in the framework of its Security Office the Bank continued to follow the parent group's guidelines and was carrying out the tasks set out in the annual plan.

Key emphasis was on assessing impacts and requirements of new European regulations, which prove to be extensive and require strengthening of operations also in the area of security and introduction of new security procedures and tools.

In the area of Information Security, it is worth highlighting the purchase of equipment for identifying advanced threats in email and internet communications and security upgrade of ATMs against new trends of Black Box attacks.

In the area of business continuity the Bank implemented the requirements from guidelines and policies of the parent group UniCredit, both from the aspect of organizational rules and procedures as well as from the aspect of planning and performing the procedure testing for which it received the Group's confirmation.



# Corporate Sustainability

## Relations with Employees

At UniCredit Banka Slovenija d.d. 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 development.

### COMMUNICATION WITH EMPLOYEES

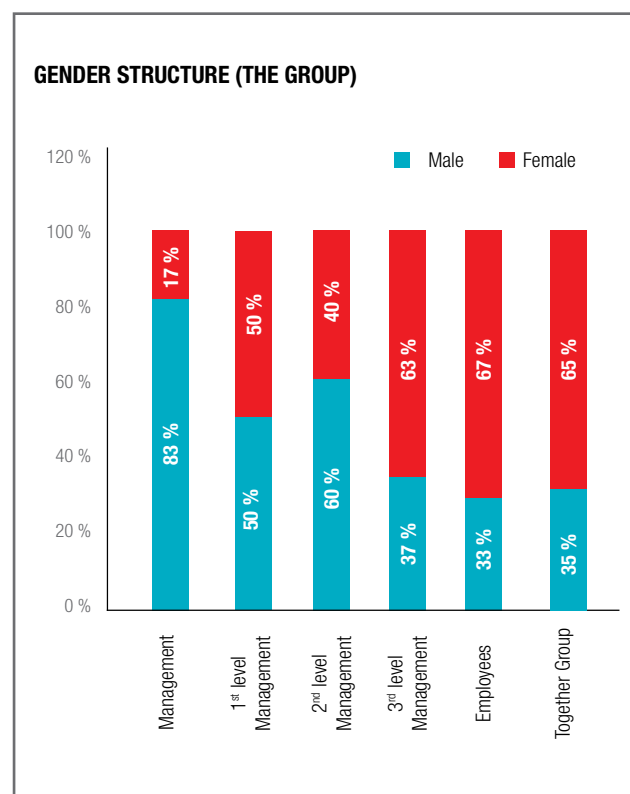
Our colleagues reflect the Bank's operations and are the key factor in building respect in the eyes of other stakeholders. With activities that we performed also in 2016 we wanted to show colleagues that their contribution matters, is welcome, and appreciated. Through internal communication we emphasized the connection of sales and non-sales units and joint commitment to reaching the same goal – realization of the Bank's goals.

In 2016, we kept our employees informed about current topics by using letters from the Management Board, weekly PR e-news, through the Bank's intranet page, and personally through meetings of employees. In the autumn a meeting of employees with the Management Board and the Bank's key leaders took place, with the aim to present the Bank's business results, 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 the meeting. We continued informing our colleagues about recent development in the field of HR programs and projects, we inform the employees about career opportunities in the Bank and the parent group UniCredit, 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: "Greetings from work" are intended for female and male employees who have been absent for a longer period of time, either on maternity leave or absent due to health issues, while "Greetings from Slovenia" 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 parent group UniCredit, 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 parent 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.

At the parent group UniCredit, we are convinced that diverse workforce stimulates the plurality of opinions and innovation as well as contributes to the creation of a positive working environment. Since we are aware that the path to embracing the culture of inclusion is long and complicated, we at the parent group are committed to respecting equal dignity and equal opportunities for all employees, regardless of age, gender, disability, sexual orientation and any personal characteristic or circumstance such as personal and corporate culture, geographic origin and place of residence, religion, employment contract, career role and position within an organization. Regarding the gender category, the parent group is convinced that from this point of view more balanced working groups at all organizational levels would contribute to more successful growth in a rapidly changing global society, thus creating value for our customers, for communities in which we live and for our shareholders. Thus, this policy deals in particular with the gender equality. Its goal is to create a fair, respectful and inclusive working environment, where employees are appreciated based on their own merits and where everyone has equal opportunities for career advancement and success, regardless of gender. The policy defines principles and guidelines for the promotion of procedures and practices in the area of human resources which motivate the planning of gender balanced managerial structure. In the latter, men and women are represented in a such a ratio which reflects the ratio of number of employees and where the contribution of both genders in the decision making procedures at all organizational levels is equally appreciated.



# Corporate Sustainability

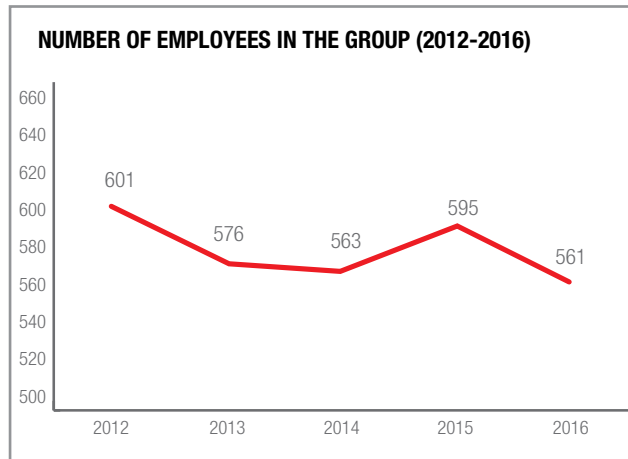
The average age of the Group's employees is 40 years. The gender structure of the staff comprises of 65 % of women and 35 % men – the gender ratio has remained practically unchanged as compared to 2015. We take care of diversity among our employees, which is also reflected in the mixed employee structure (namely, seven employees or 1 % are expatriates, which is a result of the employee development programs within the parent group UniCredit) and a balanced structure of managers by gender, as the gender ratio at management level is balanced and amounts to 49 % men and 51 % women.

In the last years, the Bank has been rather streamlining external hiring and 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 labour market has resulted in decreased number of new employees, whereby we however focus on new young employees to whom we offer traineeship.

In the year 2016, there were on average 559 employees employed with the Bank, and as of 31 December 2016 that number stood at 545 female and male employees. At UniCredit Leasing, d.o.o. the average number of employees amounted to 20, and as of the year end 2016 there were 16 employees. The consolidated number of employees thus amounted to an average of 579 employees and as of 31 December 2016 there were 561 employees.

In 2016 as compared to the preceding year, we recorded a 2-percent drop in the number of employees. At UniCredit Leasing, d.o.o. the number of employees decreased significantly as compared to the preceding year in the light of carried our integration with the Bank, whereby a significant number of employees went over to the Bank. On a consolidated basis, as a Group we record a 5.7-percent drop in in the number of employees, which is primarily a result of the aforementioned focus on internal labour market as well as of additional optimization and automatization of processes and work.

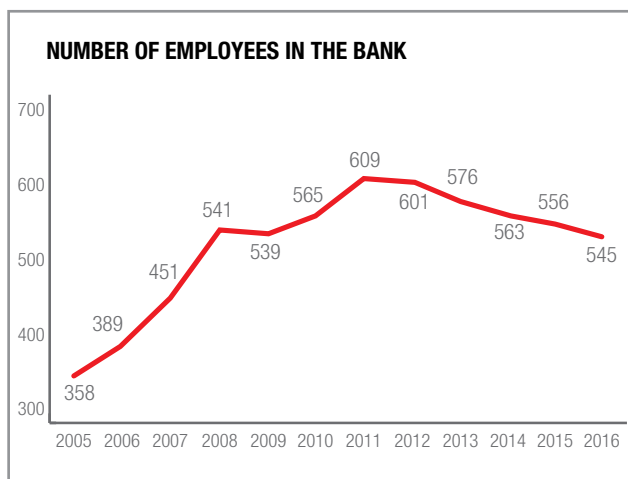
In addition to full-time employees, in 2016 we have additionally engaged 40 students on average for part-time additional tasks.



In 2016, seven employees were acquiring knowledge and experience on temporary assignments abroad (five employees in the Republic of Austria and two employees in Italy).

In total, 97 % of employees are employed on the basis of a collective agreement and the others on the basis of individual agreements. In 2016, 25 new employees joined our ranks in total. On 31 December 2016, the Group had 51 fixed-term employees, of which two trainee employees, which is a total of 3.9 % of fixed-term employees over the year.

There were 243 employees employed with the Group for more than 10 years, of which 79 for more than 20 years. In 2016, out of those employed as of 31 December 20 women were on maternity leave (3.6 % of the total employee population) and throughout the year there were on average 23 women on maternity leave per month. 31 children in total were born to our employees. 20 colleagues took paternity leave (54 % more than the previous year when this benefit was used by 13 colleagues). Pursuant to the Parental Protection and Family Benefits Act (Official Gazette of the Republic of Slovenia, no. 26/2014), 37 employees work part-time.

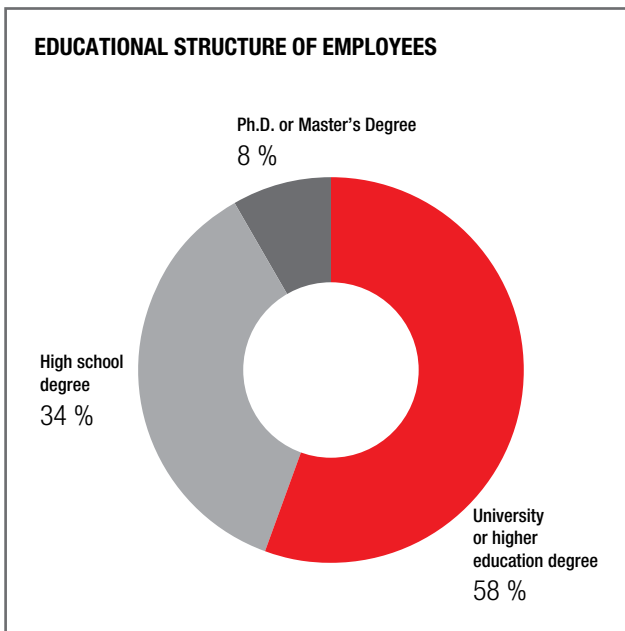


## EDUCATIONAL STRUCTURE

The Group and its employees pay particular attention to knowledge and education, as evidenced by available data showing that 8 % of the Group's employees hold a Master's or Ph.D. degree; 58 % of employees hold higher or university education degrees, while 34 % of employees have high school diplomas. Education structure has thus remained on approximately same level as in the preceding year.

## TRAINING AND EDUCATION

In 2016, the Bank allocated 0.12 % of total revenue toward external training, while the amount spent for educational purposes somewhat decreased as compared to previous years. In addition to participation at trainings offered by the parent group UniCredit or by external providers of trainings, recently the Bank has been promoting to a significantly larger extent the transfer of knowledge within the internal



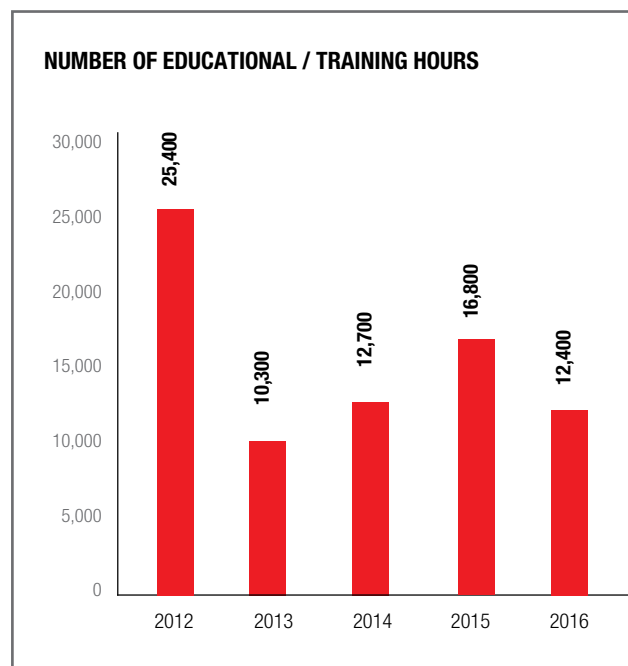
banking schools and trainings, while also using a more modern and cost-effective educational method – web learning.

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 the different needs of segments consultants, the Retail and Small Business Banking division formed Retail Banking School. Under the guidance of an internal coach last year numerous educational activities were carried out by internal and external providers. Consultants participated in practically oriented sales skills workshops, while the heads – in addition to leadership skills trainings – were additionally trained for the function of a trainer or coach. Furthermore, employees in the sales network regularly participated in internal process or product trainings, while we also paid a lot of attention to education in the field of prevention of money laundry and financing terrorism. In addition to the 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 experts, provided a number of helpful and useful trainings. This is a multi-annual project that encourages professional and expert development of employees in the field of corporate banking and also from other Bank's departments. 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. Of course, compliance of operations and prevention of money laundering were mandatory educational topics within the CIB Academy.

In 2016, we conducted a total of 12,400 hours of educational and training activities. The average was 24 teaching hours per employee, with an average cost of education and training per employee amounting to over 166 euros.

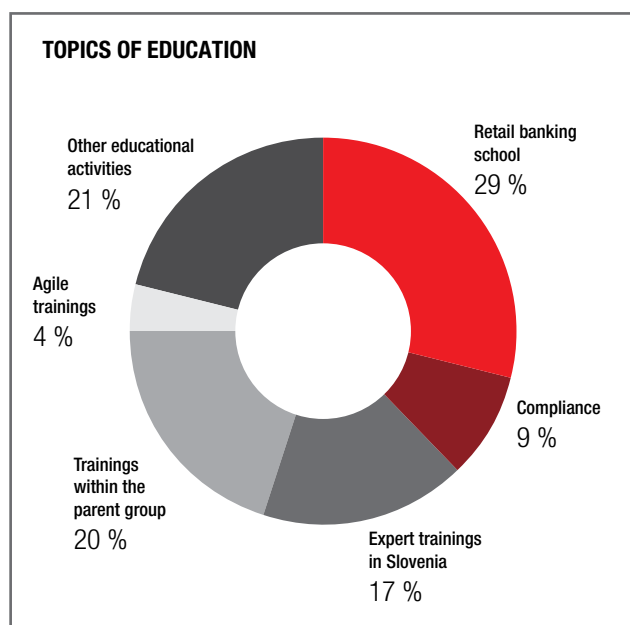


The topics covered by training and educational activities included mostly banking specific topics. In line with the Group's guidelines, the Agile manager was appointed at the Bank and consequently a larger number of employees were included into trainings of agile thinking, acting and project management. In the context of e-learning, all employees were invited to participate in web seminars in the field of compliance of operations, prevention of money laundering and financing terrorism, protection of personal data, protection of IT system and retention of documentary material. Around 100 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. In 2016, the ratio between e-learning and traditional education stood as high as 1 : 5.



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The share of internal trainings amounted to over 40 %, with the greatest attention given to trainings on products and processes and general trainings and to trainings on compliance of operations as well as to short, up-to-date “Thursday 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 41 times since its launch; 16 employees attended it in 2016.

In the area of licenses, last year four employees met the criteria for obtaining the licence for performing insurance mediation operations, ten for the marketing of investment funds and one for stock market mediation. As of the end of 2016, there were a total of 109 employees holding a license for the sale of mutual funds, 78 employees had a license for insurance mediation, and 18 employees had a stock exchange license.

Within the total quota of training and educational hours, the trainings within the internal Retail Banking School represent as much as 29 %, trainings with the parent group UniCredit over 20 %, followed by expert trainings with providers in Slovenia with 17 %, trainings related to compliance of operations with 9 % of the total quota, trainings for agile acting and project management with 4 % of the total quota, while the remaining 25 % covers other, primarily internal trainings.

## EMPLOYEE DEVELOPMENT AND REMUNERATION

For several years now, the Group has been systematically taking care of the development of key employees through two development

programs, which are carried out at the parent group UniCredit 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). For the latter, a prerequisite for finding talents is of course always a definition what is considered as a talent. We are convinced that each employee has some kind of talent. However, in the framework of the TMR program we focus on identifying and developing leadership skills. Namely, by means of the TMR program the Bank and the parent group UniCredit aim in a deliberate and systematic way to ensure the continuity of leadership on key positions and to motivate individual progress of employees.

In 2016, similar to the preceding year we identified 34 gifted employees – talents, which represents 6 % of the total population and trained them for leadership roles in the future throughout the year. 5.7 % of employees (the leadership structure) were included into the Executive Development Plan (EDP) program, which is a 0.3 percentage point less than in the preceding year.

Within the parent group UniCredit there are many opportunities for additional training and education in international teams and in an international environment. The “CEE has no boundaries” program should be mentioned aimed at international mobility of talents and at acquiring and sharing specific work experiences in the form of “on-the-job” learning and development.

In 2016, various post-graduate and master’s programs were conducted at the parent group UniCredit 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 parent group UniCredit.

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 and define the developmental and career path of the employee once per year and evaluation interview which also takes place once per year, 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 behaviour 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.

With the change of the collective agreement for the employees of UniCredit Banka Slovenija d.d., which entered into force on 1 July 2015, certain changes occurred also in the system of managing job performance. The changes are based primarily on the parent group UniCredit guidelines regarding the job performance remuneration and on our common goal to achieve or exceed the set goals. With the new approach we want to adequately remunerate the achievements and efforts of our employees, while at the same time motivating them for proactivity. Finally, the latter is what our customers expect from us. Also, we pay particular attention to the system of remuneration for our employees in the sales network.

Based on the parent group's system, in 2015 we created the remuneration system for special categories of employees based on the new legislative regulations. The system defines the creation of a joint fund for variable compensation, it defines special indicators serving as a mechanism for verifying whether the so called malus condition applies, methods of further adjustment of a joint fund for variable compensation and the deferred payment scheme. The payment of variable compensation is divided into phases, so that it correlates with the appropriate risk time horizon, whereby in this way we ensure adequate distribution of variable compensation which is linked to results, in cash and in instruments, immediately and with time delay, and by taking into consideration the mandatory retention period.

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 parent group UniCredit, we have been conducting a survey on employee satisfaction (People Survey) since 2006. 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 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 survey at the parent group UniCredit level took place from 20 September until 11 October 2016, when we invited our colleagues to evaluate their perception of the Bank and of certain aspects of the working environment via a web survey. The parent group UniCredit received the results at the end of 2016 and they are currently in the evaluation phase. Generally, they show employees' reflection regarding the transformational changes which the parent group UniCredit has been intensively introducing in the last year. Based on the survey, adequate action plan of key activities will

be prepared for growth of employees' satisfaction, whereby the parent group UniCredit has prepared a plan of detailed and targeted communications with employees from the perspective of more effective informing and direct communication.

## "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 counselling in the area of interpersonal relationships at work and in their private life. Psychological counselling 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 in one of the non-for-profit organizations.

Within the full certificate framework, in 2014 we committed to implement three new measures which we realized in 2015 and 2016. Namely, we focused more attention to measures in the area of health protection, we introduced the Equal Opportunities Officer position and organized an open day for our youngest ones (children of our employees).

## 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 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

# Corporate Sustainability

trainings required in this context every year, namely the training Fire protection and safe and healthy work. 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. The latter has been carried out since 2014 in the electronic format (e-learning) which enables employees' greater flexibility regarding the conduction of training as well as taking a test.

The Bank cares for its employees, their health and well-being in many ways. In the framework of the project »Promotion of health at work place« carried out by the Institute of Occupational Safety, in the year 2016 interested employees were able to participate in organized fitness, jogging and Nordic walking. In addition, experts in the field of occupational and sports medicine prepared interesting lectures on the importance of healthy eating and options for stress management in everyday life. The activities in the framework of the project »Promotion of health at work place« which lasted for one year were successfully completed in September.

Also in 2016, the employees participated in sports activities and networking through the sports association Tilda. The latter organized sports events, co-financed cultural performances and took care of get-togethers for the New Year and at several other occasions.

## Client Relations

A satisfied customer is the foundation of success of every business. Special care for good client relations should be dedicated in the financial services sector, as banking services are based primarily on trust and good personal experience due to a higher degree of risk and uncertainty.

When we talk about quality, we find that the clients may understand it in their own way, in a different manner than perceived by the service and product providers. It is important to remember that quality perception affects whether a client will develop a long-term relationship with the bank. Perception of quality through personal experience initiates pleasant or less pleasant feelings in a customer, which in turn affect their degree of satisfaction. We are aware that clients perceive the quality of service through various channels. Therefore, special attention is paid to the corporate image of our Bank, which is also reflected through marketing and communication materials, office space, image and business etiquette of our relationship managers and of course also through the quality and price of our products and services. Our corporate image is the identity card of our company, which we use to communicate externally and internally and tells about our culture, products and services.

Each year, we use a customer satisfaction survey conducted by an internationally recognized market research agency TNS to check the satisfaction of our clients. In the context of this survey, we specifically focused, in recent years, on the question of how likely the customers

would recommend us to their friends, acquaintances or business partners. Also in 2016, we can again proudly say that we are the best in the market and that as much as half of our existing customers recommend us to other people.

We have been checking the quality of our services for several years, also through "Mystery Shopping", which we use to obtain a realistic snapshot of our performance and quality standards we have established at our Bank. This research, conducted by our branches twice a year, is used to gain valuable feedback on the basis of which we can take appropriate action, strive to become better and ultimately improve the user experience of our clients.

The corporate image also includes the rules of business conduct, which represent the company externally. By knowing and observing the standardized forms of business conduct, we express mutual consideration and respect, while striving for efficient operations and excellence of our services. Years ago, our Bank set the standards for client relations that provide the same quality of service to all clients, regardless of time and location of service provision, which leads to significant differentiation of the UniCredit brand. Standards of client relations are part of business behaviour and are a collection of general and fundamental principles, rules and guidelines to help ensure business excellence and maintain the quality of our services. In the past year, we overhauled our standards and added specific content to help our relationship managers to build better business relationships, to attain the objectives faster, and ultimately cultivate more genuine and sincere relationships.

The "Standards of Client Relations" manual is also intended to be a guide for both visible and invisible communication for the rest of the UniCredit Bank employees, as every employee makes an important contribution to the mosaic of the corporate image of our Bank with their work, business behaviour and values. The criteria of this image are nurtured by all employees and with an understanding and appreciation of written and unwritten rules we show professional maturity, while contributing to personal fulfilment and business success.

Workers in the Bank operate in two roles; as employees and as clients of the UniCredit Bank. As employees, we create and develop products and contribute to ensuring and maintaining the quality of our operations, but as clients we also act as users of our services. We are the first to believe in our own products, so the Bank continued, also in the last year, the project "Strength in Unity", through which we can recommend our friends, acquaintances or business partners and thus act as the UniCredit ambassadors, while providing for the growth of our operations. However, our good reputation is mostly spread by our satisfied customers who recommend our Bank to their acquaintances and friends. The "Good Advice" benefit is intended for all existing clients who wish to recommend a new client. Recommending is easy, the number of recommendations is unlimited and for each successful recommendation we reward both the recommender and the recommended person.

Also in 2016, we tried to strengthen our business ties with companies we are building long-term relationships with. With the CIB-RET initiative, we still want to take care of the employees of our partner companies, so we offer them banking products and services at particularly favourable conditions.

The digital era is here and the digital technology is already deeply embedded in our business and private life. It is our task to accept the advanced technological innovations and integrate them as much as possible into our operations. Our Bank is aware that our clients come less often into our branches for the purpose of traditional banking services such as paying bills, deposits or cash withdrawals, as many of them can be performed in the quiet environment of their home or anywhere on the go. We enable them to do that by means of advanced solutions, such as online and mobile bank, while also being aware of the fact that a clients visit a branch when they expect professional assistance in resolving more advanced or complex issues. With an increasing share of smart phones, the use of mobile banking is also growing, which is also the case in our Bank. In the past year, we thus introduced yet another innovation for our clients, which will facilitate the user experience when paying bills. From the end of last year, the owners of Android and iOS devices may use a new functionality, "Scan and Pay" to execute payment of bills received in printed form. In 2017, this type of payment option will also be extended to Windows Phones and tablets.

On the other hand, digital technology allows us unlimited communication with clients through various channels; phone, online or mobile bank, ATMs, e-mail or website. In 2016, we completely redesigned and successfully launched the Bank's new website. The visual image of the new website follows modern trends, while providing clients with fast and quality information they need. Our online bank was overhauled with a new image and added functionalities to offer advanced new experience. We also nurture our communication with clients through social media and thus create and strengthen the external image of the Bank.

Digital development and advanced technology solutions are changing the Bank as we know today. The Bank of today is also changing due to simultaneous changes in clients, their needs and especially their expectations regarding the availability of services, responsiveness and speed. We probably cannot predict with certainty the intensity and mode of changes in the banking environment, but the Bank is aware of the fact that only with flexibility and understanding of the changes and the simultaneous introduction of innovative advanced solutions can we meet the needs and expectations of the market and create added value for clients, employees and the environment in which we live and operate.

## Media Relations

We are aware that good relations with the media are an important element of reputation and 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 2016, we received 215 sets of questions from journalists and appeared in 1,264 media reports. Throughout the year, through press releases 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 parent group, which always organizes a well-attended press event on the occasion and presents the results on the analysis of economic trends.

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 bank management board and representatives of the parent group. In this way, we create positive connections with this important segment of our society.

## Relations with Suppliers

In line with the Integrity Charter and the Global Procurement Charter of the parent group UniCredit, the Bank builds a relationship with suppliers based on transparency, mutual respect and trust, while also taking into consideration other ethical and legislative norms.

In order to ensure greater transparency and cost effectiveness, the Bank has a centralized procurement process. The Bank uses a web application provided by the parent group UniCredit for registering requests for proposals and documenting proposals of suppliers. According to the nature of request we invite for cooperation several suppliers and select the most appropriate one according to the predefined criteria. In the processing of proposals, we introduced the criteria for selection of suppliers, where – in addition to the price – we also consider other criteria, such as 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 2016, we introduced new functions of outsourcing and insurance management, which provide additional controls and transparency of operations.

In line with the Anti-Corruption Policy of the parent group UniCredit,

# Corporate Sustainability

we perform due diligence of our suppliers. With the goal of protecting confidential data (business secret), the Bank signs a nondisclosure agreement prior to starting business cooperation with a supplier. When selecting its suppliers, the Bank is unbiased, as this is the only way to make the relationships with suppliers our competitive advantage and a foundation for solid mutual cooperation.

## Sponsorships

As a member of the parent group UniCredit, in 2016 the Bank entered into its 8th season of sponsorship of the UEFA Champions League, thus strengthening its reputation and enhancing the awareness of the brand. The Bank approached its existing and potential clients with football-themed advertising campaigns, prize contests for tickets and by hosting important customers at football matches.

With the goal of active networking and creating new sales opportunities, among other sports events the Bank supported also two golf tournaments, WAGC 2016 and 43rd Golf week in Bled.

For the fifth consecutive year, the Bank continued its partnership with the Medical Chamber of Slovenia. It offered physicians – private individuals and doctors who have a private practice attractive offer of selected banking products.

As a sponsor, the Bank participated in the B4B business event organized by the company Bisnode. The latter offered the business community, with emphasis on small and medium-sized enterprises, inspiring lecturers, and excellent business cases as well as chance for active networking aimed at stimulating and developing business.

By supporting the Finance magazine's project Izvozniki.si the Bank contributed both financially and in terms of content to the establishment of a healthy and open economic environment which promotes successful development of the Slovenian export companies as well as the country and society at large. The portal izvozniki.si is intended for connecting the Slovenian exporters and it represents a source of useful information, best practices, case studies and exporters' experience.

The Bank contributed to the promotion of exports also through the sponsorship of the Slovenian-Italian forum, the Slovenian-German Chamber of Commerce and the Slovenian Chamber of Commerce. As a partner of the Manager Association for many years, the Bank also contributed to development of the Slovenian management and to the competitiveness of its economy.

In the period before Christmas, the Bank supported the traditional 24th Managers' Concert – a central cultural, networking and donor event of the Slovenian business audience whose mission is to create opportunities for the development of young music talents. The concert featured the performances of the RTV Slovenia Symphony Orchestra under the baton of maestro George Pehlivanian as well as soloists:

violinists Lana Trotošek and Ana Julija Mlejnik and flautist Eva-Nina Kozmus.

## Donations

The Bank's efforts to support and give back to the environment in which it operates are mainly focused on supporting charitable activities to help underprivileged children and youth, as well as sports and socially beneficial events.

The Bank made a donation to help Pika Day Center which provides free creative afternoon and holiday childcare and supported the initiative of the Olimpija Swimming Club which provided a group of children from socially disadvantaged backgrounds with a free swimming course in Ljubljana. The Bank made a contribution to Bravo football club and Medvode basketball club fund to cover the cost for participating at matches for underprivileged children.

The Bank contributed funds to the Morsko Doživetje Association, to help with the implementation of a free summer camp for children from the Safe house network. Slovenian humanitarian organization Karitas provided integrative involvement in assisting the victims of the devastating earthquake that struck Italy on 25 August 2016 and the Bank made a donation to help people who were affected by the earthquake.

The Bank contributed funds to the Slovenian Red Cross for assistance in organizing international competition of First Aid FACE 2016 teams' qualification.

The Bank also gave a donation to the creators of the Slovenian documentary film "Houston, we have a problem!" in order to achieve visibility in the competition for international awards.

For the eleventh consecutive year, the Bank made a New Year donation to support humanitarian and socially beneficial projects. Thus, the Bank made a donation to the Friends of Youth Association of Ljubljana Moste Polje, with which it enjoys a long-standing partnership, to provide children from socially disadvantaged backgrounds with a hot school meal within the "Sponsorship in Slovenia" project. The humanitarian project Sponsorship in Slovenia was also supported by our colleagues with their own funds and they also helped children from socially deprived families under the auspices of the Friends of Youth Association of Ljubljana Moste Polje by collecting school supplies, books and food.

The Bank also contributed funds to the "Vidim cilj" center, which encourages blind and visually impaired children, adolescents and adults to practice sports activities and contributes to the awareness of the general public about the active involvement of all athletes.



# Report from the Supervisory Board

## General

In 2016, the Supervisory Board of UniCredit Banka Slovenija d.d. monitored and oversaw the current business operations of the Bank and the Group (here in after jointly: the Bank), the financial results attained and the work of its 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 based on the provisions in force of 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, in particular the new Deposit Guarantee Scheme Act and the Resolution and Compulsory Dissolution of Credit Institutions Act; 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 their fulfilment.

In 2016, several changes occurred in the structure of the Bank's Supervisory Board. Following the resignation of the Deputy Chairman of the Supervisory Board Heinz Karl Tschiltsch on 31 May 2016, at the Bank's Annual Meeting of Shareholders on 3 June 2016 Marco Lotteri was appointed as the member of the Supervisory Board for the period from 3 June 2016 until 30 April 2017. In line with the Bank's Fit & Proper Policy, the assessment procedure regarding suitability and adequacy for the newly appointed member of the Supervisory Board was carried out and sent to the regulatory body. Further on, on 31 December 2016 the member of the Supervisory Board Francesco Slocovich resigned. The Supervisory Board of the Bank is thus composed of five members, namely: Martin Klauzer (Chairman), Marco Lotteri (Deputy Chairman), Franco Andreetta, Mariya Mihaylova Lerch and Giuseppe Verrascina. Despite the specific ownership structure, whereby UniCredit S.p.A. is a 100-percent owner of the Bank, three Supervisory Board members (Franco Andreetta, Francesco Slocovich – by taking into consideration his actual membership in the Bank's Supervisory Board almost throughout the entire fiscal year 2016 – and Giuseppe Verrascina) are not employed with the parent group UniCredit, 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 2016. Moreover, the members of the Supervisory Board 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, the parent group UniCredit has all the adequate mechanisms to control and solve potential conflicts of interest, should they occur.

In the year 2016, the Bank's Supervisory Board met and adopted resolutions at four regular meetings. All members of the Supervisory

Board were present at the fourth regular meeting, while Heinz Karl Tschiltsch excused his absence at the first meeting, Francesco Slocovich excused his absence at the second meeting and Giuseppe Verrascina excused his absence 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. Also, members of the Supervisory Board regularly participated in trainings and education in the fields which are important for high-quality and effective fulfilment of tasks, in particular in areas of the new banking regulations and IFRS 9.

The Supervisory Board thoroughly examined respective submitted materials and reports of the Supervisory Board Audit Committee and other committees 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. During monitoring the Bank's operations, the Supervisory Board obtained and analysed both the materials containing data on the performance of the Bank itself as well as of its affiliated company Unicredit Leasing, leasing, d.o.o. The Supervisory Board therefore deems its work in 2016 as quality and on high ethical standing, professional and in line with the valid legislation and internal rules of the parent group UniCredit.

## Important Supervisory Board Decisions

At its 67th regular meeting, on 25 February 2016, the Supervisory Board adopted the Annual Report of the Bank's operations for 2015, 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 2015, and adopted the Resolution on creation of accumulated profit and the Resolution on the use of the net profit for the fiscal year 2015. It was briefed about the Auditor's report of the Authorized Auditing Company for 2015, to which it had no comments, and approved all other documents, on whereupon the General Meeting of Shareholders of the Bank made decisions on 20 April 2016.

At the 68th regular meeting, which took place on 3 May 2016, the Supervisory Board approved the parent group's Governance Rules and the UniCredit Group's strategy of managing risks, valid also for the Bank, changes of the Bank's organizational structure and the Bank's first quarter results.

At the 69th regular meeting, which took place on 28 July 2016, the Supervisory Board appointed the Bank's new member of the

# Report from the Supervisory Board

Supervisory Board Marco Lotteri as the Deputy Chairman of the Supervisory Board, the Chairman of the Risk committee and member of the Remuneration Committee and the Nomination Committee, and approved the changes of the Bank's organizational structure, the parent group's Governance Rules and the Bank's results for the first half year.

On 4 November 2016, at their 70th regular meeting the Supervisory Board members appointed the new Management Board member Alessandro Pontoglio, responsible for the Corporate and investment banking division, approved the changes of the Bank's organizational structure and approved the Bank's results for the third quarter. In line with the Bank's Fit & Proper Policy and the Regulation on internal governance arrangements, the governing body and the internal capital adequacy assessment process for banks and savings banks the Nomination Committee conducted the procedure of assessment of his adequacy.

The Supervisory Board participated in the adoption of all measures and activities required to implement the overall business policy of the parent group UniCredit. It approved the development plan and the Bank's basic business policies as well as the Bank's financial plan for 2016. It also adopted and controlled the implementation of the general principles of the compensation policy, rendered its approval on ascertainment of organisation of the internal controls system and framework annual program of the Internal Audit department and oversaw the adequacy of procedures and efficiency of the Internal Audit department functioning. The Supervisory Board also closely monitored the response of the Bank to the current developments in the economy, course and completion of the project of selling the non-performing assets portfolio in line with the recommendations and guidelines by the Bank of Slovenia, the European Central Bank and the parent group UniCredit. 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 Bank's risk profile, the Supervisory Board closely monitored the amount of necessary and formed impairments and provisions, the issue of negative interest rates and in general of the Bank's net interest revenues and discussed the findings and recommendations by the bodies of the regulatory supervision of the Bank. The Supervisory Board paid particular attention to monitoring the exposure of the Bank's clients with loans in Swiss francs and the consequences and the Bank's measures regarding it, including the status of received actions against the Bank related to loans linked to Swiss franc.

## Operations of the Supervisory Board Committees

The Audit Committee of the Bank's Supervisory Board had five regular meetings in 2016 (consecutively numbered from 38 to 42). As an advisory body of the Supervisory Board, which consisted of Giuseppe

Verrascina (Chairman), Franco Andreetta (member) and Mariya Lerch Mihaylova (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.

The Risk committee which was established in 2015 had five regular meetings and one extraordinary meeting in 2016 (consecutively numbered from 1 to 6). As an advisory body of the Supervisory Board, which consists of Marco Lotteri (Chairman) and Mariya Mihaylova Lerch and Martin Klauzer (members), the Risk Committee particularly provides advice to the Supervisory Board regarding the Bank's general tendency to assume risks and risk management strategies and verifies whether in the compensation system the following is being considered: risk, capital, liquidity, probability and time arrangement of the Bank's revenues as well as whether the prices of the Bank's products are in line with the business model and the strategy of managing the Bank's risks. Also, the Risk committee regularly deals with and reviews credit exposures which are under the Supervisory Board's approval competence as well as current topics related to risk management which are dealt with together with regulators and auditors.

The Nomination Committee which was also established in 2015 had two meetings in 2016. The latter consists of Martin Klauzer (Chairman) and Mariya Mihaylova Lerch and Marco Lotteri (members). Its main task is to recommend the Supervisory Board the candidates for the Management Board members and to recommend to the Bank's Annual Meeting of Shareholders the candidates for the Supervisory Board members, whereby it considers the Bank's Fit & Proper Policy, required by the EBA Guidelines on assessing adequacy of members of management or supervision bodies and holders of key functions and the Regulation of the Bank of Slovenia on internal governance arrangements, the governing body and the internal capital adequacy assessment process for banks and savings banks. Furthermore, it assesses the structure, size, composition and success of functioning of the Management Board and the Supervisory Board and reviews the Management Board's policy regarding selection and appointment of adequate candidates for members of the Bank's management.

The Compensation Committee consists of Mariya Mihaylova Lerch (Chairwoman) and Martin Klauzer and Marco Lotteri (members). It was established in 2015, and in 2016 it had one meeting. The Committee provides assessment of compensation policies and practices prepares proposals of the Management Board or the Supervisory Board decisions regarding compensation and supervises the compensation

of persons performing managerial functions regarding the risk management and ensuring compliance of operations.

## Use of Net Profit and Accumulated Profit for Fiscal Year 2016

The Bank's Management Board presented for discussion to the Supervisory Board the Resolution on the use of the net profit for the year 2016 in the amount of 13,882,422.68 euros and the draft Resolution on the creation of accumulated profit for the year 2016 in the amount of 13,919,334.84 euros. The Management Board proposed that the Bank's net profit be distributed to the shareholder. The Bank's Management Board also proposed that the Supervisory Board and the General Meeting of Shareholders adopt the proposed Resolution on the creation of accumulated profit for the year 2016, in accordance with their powers.

The Supervisory Board adopted the Resolution on the use of the net profit for 2016, approved the Management Board's proposal for the creation of accumulated profit for the year 2016, and recommended to adopt it in the proposed form at the General Meeting of Shareholders.

## Annual Report for 2016

The Bank's Management Board prepared the Annual Report on the business operations of UniCredit Banka Slovenija d.d. (including the consolidated Annual Report of the Group) in 2016 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 2016 and an additional Audit report on meeting the criteria for managing risks in the bank from the first paragraph of Article 90 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 2016, 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 2016, 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 believes that in 2016 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 ensured 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 2016. 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 2016. The Audit Report on the review of the financial statements for the fiscal year 2016, 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 Supervisory Board was briefed about the Bank's Audit Report for 2016 and about an additional Audit report on meeting the criteria for risk management for 2016 and has no objections thereto.

The Supervisory Board



Martin Klauzer  
Chairman of the Supervisory Board



# Statement of Responsibility

The Management Board is responsible for preparing individual and consolidated financial statements for the financial year. These should give a true and fair view of the state of affairs of UniCredit Banka Slovenija d.d. and of the Group as of the end of the financial year and of the profit or loss and cash flow for that year. The Management Board has prepared individual and consolidated financial statements in line with the going-concern principle.

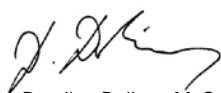
In preparing the financial statements in the Annual Report for the year ended on 31 December 2016, the Management Board has used appropriate accounting policies, consistently applied and supported them by reasonable and prudent judgments and estimates, and ensured that all accounting standards which they consider significant have been followed.

The Management Board has the responsibility for ensuring that the Bank and the Group keeps accounting records which disclose with reasonable accuracy the Bank's and the Group'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 Board



Stefan Vavti, M.Sc.  
Chairman of the Management Board



Damijan Dolinar, M. Sc., CFA  
Member of the Management Board



Hedvika Usenik, M. Sc.  
Member of the Management Board



Günter Friedl M.Sc., MBA, MAS  
Member of the Management Board



Sergio Marino  
Member of the Management Board

Ljubljana, 17 February 2017

# Report of Auditors

# Deloitte.

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## INDEPENDENT AUDITOR'S REPORT to the owners of UNICREDIT BANKA SLOVENIJA d.d.

### Opinion

We have audited the accompanying financial statements of the company UNICREDIT BANKA SLOVENIJA d.d. (hereinafter 'the Company'), which comprise the statement of financial position as at 31 December 2016, and the income statement, statement of other comprehensive income, statement of changes in equity and cash flow statement for the year then ended, and notes to the financial statements, including a summary of significant accounting policies. The Business Report was also reviewed.

In our opinion, the accompanying financial statements present fairly, in all material respects, the financial position of UNICREDIT BANKA SLOVENIJA d.d. as at 31 December 2016, and its financial performance and its cash flows for the year then ended in accordance with the International Financial Reporting Standards as adopted by the EU (hereinafter 'IFRSs').

### Basis for Opinion

We conducted our audit in accordance with the International Standards on Auditing (ISA). Our responsibilities under those standards are further described in *the Auditor's Responsibilities for the Audit of the Financial Statements* section of our report. We are independent of the Company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) and other ethical requirements that are relevant to our audit of the financial statements in Slovenia, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

### Other Information

The other information comprises the Business Report, which is an integral part of the Annual Report of the Company, but does not include the financial statements and our auditor's report thereon. Management is responsible for the other information. Our opinion on the financial statements does not cover the other information.

In connection with our audit of the financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the financial statements, legal requirements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. In addition, we assess whether the other information has been prepared, in all material respects, in accordance with applicable law or regulation, in particular, whether the other information complies with law or regulation in terms of formal requirements and procedure for preparing the other information in the context of materiality, i.e. whether any non-compliance with these requirements could influence judgments made on the basis of the other information.

Based on the procedures performed, to the extent we are able to assess it, we report that:

- The other information describing the facts that are also presented in the financial statements is, in all material respects, consistent with the financial statements; and
- The other information is prepared in compliance with applicable law or regulation.

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Deloitte revizija d.o.o. - The company is registered with the Ljubljana District Court, registration no. 1647105 - VAT ID SI62560085 - Nominal capital EUR 74,214.30.

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# Report of Auditors

In addition, our responsibility is to report, based on the knowledge and understanding of the Company obtained in the audit, on whether the other information contains any material misstatement of fact. Some other information which is a part of the Business Report has not been approved by the Supervisory Board by the date of this auditor's report and will be approved later; this information refers to the Supervisory Board Report, Risk Management Statement, and Corporate Governance Statement.

Based on the procedures we have performed on the other information obtained, we have not identified any material misstatement of fact.

## **Responsibilities of Management and Supervisory Board for the Financial Statements**

Management is responsible for the preparation and fair presentation of the financial statements in accordance with IFRSs, 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.

In preparing the financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Supervisory Board is responsible for overseeing the Company's financial reporting process and for overseeing the preparation of financial statements and for approving the audited Annual Report.

## **Auditor's Responsibilities for the Audit of the Financial Statements**

Our objectives are to obtain reasonable assurance about whether the financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Company's internal controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the Company's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw attention in our auditor's report to the related disclosures in the financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the financial statements, including the disclosures, and whether the financial statements represent the underlying transactions and events in a manner that achieves fair presentation.

With Supervisory Board we communicate the planned scope and timing of the audit and significant findings from the audit, including significant deficiencies in internal control we have identified during our audit.

DELOITTE REVIZIJA d.o.o.

Anja Gorenc  
Certified Auditor

Yuri Sidorovich  
President of the Board

*For signature please refer to the original  
Slovenian version.*

Ljubljana, 17 February 2017

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

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**INDEPENDENT AUDITOR'S REPORT  
to the owners of UNICREDIT BANKA SLOVENIJA d.d.**

**Opinion**

We have audited the accompanying consolidated financial statements of the company UNICREDIT BANKA SLOVENIJA d.d. and its subsidiaries (hereinafter 'the Group'), which comprise the consolidated statement of financial position as at 31 December 2016, and the consolidated income statement, consolidated statement of other comprehensive income, consolidated statement of changes in equity and consolidated cash flow statement for the year then ended, and notes to the consolidated financial statements, including a summary of significant accounting policies. The Business Report was also reviewed.

In our opinion, the accompanying consolidated financial statements present fairly, in all material respects, the consolidated financial position of the Group as at 31 December 2016, and its consolidated financial performance and its consolidated cash flows for the year then ended in accordance with the International Financial Reporting Standards as adopted by the EU (hereinafter 'IFRSs').

**Basis for Opinion**

We conducted our audit in accordance with the International Standards on Auditing (ISA). Our responsibilities under those standards are further described in *the Auditor's Responsibilities for the Audit of the Consolidated Financial Statements* section of our report. We are independent of the Company in accordance with the International Ethics Standards Board for Accountants' Code of Ethics for Professional Accountants (IESBA Code) and other ethical requirements that are relevant to our audit of the financial statements in Slovenia, and we have fulfilled our other ethical responsibilities in accordance with these requirements. We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

**Other Information**

The other information comprises the Business Report, which is an integral part of the Annual Report of the Group, but does not include the consolidated financial statements and our auditor's report thereon. Management is responsible for the other information.

Our opinion on the consolidated financial statements does not cover the other information.

In connection with our audit of the consolidated financial statements, our responsibility is to read the other information and, in doing so, consider whether the other information is materially inconsistent with the consolidated financial statements, legal requirements or our knowledge obtained in the audit, or otherwise appears to be materially misstated. In addition, we assess whether the other information has been prepared, in all material respects, in accordance with applicable law or regulation, in particular, whether the other information complies with law or regulation in terms of formal requirements and procedure for preparing the other information in the context of materiality, i.e. whether any non-compliance with these requirements could influence judgments made on the basis of the other information.

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Deloitte revizija d.o.o. - The company is registered with the Ljubljana District Court, registration no. 1647105 - VAT ID SI62560085 - Nominal capital EUR 74,214.30.

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Based on the procedures performed, to the extent we are able to assess it, we report that:

- The other information describing the facts that are also presented in the financial statements is, in all material respects, consistent with the financial statements; and
- The other information is prepared in compliance with applicable law or regulation.

In addition, our responsibility is to report, based on the knowledge and understanding of the Group obtained in the audit, on whether the other information contains any material misstatement of fact. Some other information which is a part of the Business Report has not been approved by the Supervisory Board by the date of this auditor's report and will be approved later; this information refers to the Supervisory Board Report, Risk Management Statement, and Corporate Governance Statement.

Based on the procedures we have performed on the other information obtained, we have not identified any material misstatement of fact.

### **Responsibilities of Management and Supervisory Board for the Consolidated Financial Statements**

Management is responsible for the preparation and fair presentation of the consolidated financial statements in accordance with IFRSs, and for such internal control as management determines is necessary to enable the preparation of consolidated financial statements that are free from material misstatement, whether due to fraud or error.

In preparing the consolidated financial statements, management is responsible for assessing the Company's ability to continue as a going concern, disclosing, as applicable, matters related to going concern and using the going concern basis of accounting unless management either intends to liquidate the Company or to cease operations, or has no realistic alternative but to do so.

Supervisory Board is responsible for overseeing the Group's financial reporting process and for overseeing the preparation of financial statements and for approving the audited Annual Report.

### **Auditor's Responsibilities for the Audit of the Consolidated Financial Statements**

Our objectives are to obtain reasonable assurance about whether the consolidated financial statements as a whole are free from material misstatement, whether due to fraud or error, and to issue an auditor's report that includes our opinion. Reasonable assurance is a high level of assurance, but is not a guarantee that an audit conducted in accordance with ISAs will always detect a material misstatement when it exists. Misstatements can arise from fraud or error and are considered material if, individually or in the aggregate, they could reasonably be expected to influence the economic decisions of users taken on the basis of these consolidated financial statements.

As part of an audit in accordance with ISAs, we exercise professional judgment and maintain professional scepticism throughout the audit. We also:

- Identify and assess the risks of material misstatement of the consolidated financial statements, whether due to fraud or error, design and perform audit procedures responsive to those risks, and obtain audit evidence that is sufficient and appropriate to provide a basis for our opinion. The risk of not detecting a material misstatement resulting from fraud is higher than for one resulting from error, as fraud may involve collusion, forgery, intentional omissions, misrepresentations, or the override of internal control.
- Obtain an understanding of internal control relevant to the audit 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 Group's internal controls.
- Evaluate the appropriateness of accounting policies used and the reasonableness of accounting estimates and related disclosures made by management.
- Conclude on the appropriateness of management's use of the going concern basis of accounting and, based on the audit evidence obtained, whether a material uncertainty exists related to events or conditions that may cast significant doubt on the entity's ability to continue as a going concern. If we conclude that a material uncertainty exists, we are required to draw

# Report of Auditors

attention in our auditor's report to the related disclosures in the consolidated financial statements or, if such disclosures are inadequate, to modify our opinion. Our conclusions are based on the audit evidence obtained up to the date of our auditor's report. However, future events or conditions may cause the entity to cease to continue as a going concern.

- Evaluate the overall presentation, structure and content of the consolidated financial statements, including the disclosures, and whether the consolidated financial statements represent the underlying transactions and events in a manner that achieves fair presentation.
- Obtain sufficient appropriate audit evidence concerning the financial statements of group companies or their business activities in order to express an opinion on the consolidated financial statements. We are responsible for conducting, overseeing and performing the audit of the Group. We have sole responsibility for the audit opinion expressed.

With Supervisory Board we communicate the planned scope and timing of the audit and significant findings from the audit, including significant deficiencies in internal control we have identified during our audit.

DELOITTE REVIZIJA d.o.o.

Anja Gorenc  
Certified Auditor

Yuri Sidorovich  
President of the Board

*For signature please refer to the original  
Slovenian version.*

**Deloitte.**

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

Ljubljana, 17 February 2017

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Our top priority, every minute of the day, is to serve our customers the very best we can. We provide solutions for a wide variety of different personal finance and enterprise business needs. Our products and services are based on our customer's real needs and aimed at creating value for both individuals and businesses.



# Financial Statements

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# Statement of Financial Position

Item	Note	Bank		Group	
		31/12/2016	31/12/2015	31/12/2016	31/12/2015
Cash, cash balances with the Central Bank and demand deposits to banks	1	309,308	273,340	311,313	273,376
Financial assets held for trading	2	20,118	16,371	20,118	16,371
Available-for-sale financial assets	3	432,924	455,291	432,924	455,291
Derivatives - hedge accounting	4	10,995	10,228	10,995	10,228
Loans and receivables	5	1,763,959	1,746,324	1,823,786	1,814,091
To banks		14,660	45,520	14,660	45,520
To customers		1,745,593	1,689,346	1,801,272	1,755,857
Other financial assets		3,706	11,458	7,854	12,714
Held-to-maturity financial assets	6	7,127	13,266	7,127	13,266
Fair value changes of the hedged items in portfolio interest rate risk	7	40	-	40	-
Property, plant and equipment	8	4,823	5,909	7,184	9,672
Investment property	9	-	-	2,689	7,568
Intangible assets	10	16,644	18,793	16,927	19,009
Investments in subsidiaries, associates and joint ventures	11	1	1	-	-
Tax assets	12	4,516	5,233	7,775	8,756
Current tax assets		-	-	358	-
Deferred tax assets		4,516	5,233	7,417	8,756
Other assets	13	758	283	2,072	2,017
<b>TOTAL ASSETS</b>		<b>2,571,213</b>	<b>2,545,039</b>	<b>2,642,950</b>	<b>2,629,645</b>
Financial liabilities held for trading	14	20,463	16,578	20,463	16,578
Derivatives - hedge accounting	15	49,105	73,229	49,105	73,229
Financial liabilities measured at amortised cost	16	2,240,643	2,185,524	2,293,348	2,254,205
Deposits from banks and central banks		233,773	200,393	233,773	200,393
Deposits from customers		1,754,696	1,820,485	1,753,418	1,818,132
Loans from banks and central banks		232,389	115,846	285,514	185,391
Subordinated liabilities		-	30,101	-	30,101
Other financial liabilities		19,785	18,699	20,643	20,188
Fair value changes of the hedged items in portfolio interest rate risk	17	1,263	-	1,263	-
Provisions	18	9,807	11,608	10,171	12,290
Tax liabilities	19	2,465	-	2,465	145
Current tax liabilities		2,465	-	2,465	145
Other liabilities	20	1,691	1,666	2,494	2,827
<b>TOTAL LIABILITIES</b>		<b>2,325,437</b>	<b>2,288,605</b>	<b>2,379,309</b>	<b>2,359,274</b>
Share capital	21	20,384	20,384	20,384	20,384
Share premium	22	107,760	107,760	107,760	107,760
Fair value reserves	23	19,078	13,978	19,078	13,978
Reserves from profit	24	84,635	84,635	98,573	99,528
Retained earnings including profit / loss from current year	25	13,919	29,677	17,846	28,721
<b>TOTAL EQUITY</b>		<b>245,776</b>	<b>256,434</b>	<b>263,641</b>	<b>270,371</b>
<b>TOTAL LIABILITIES AND EQUITY</b>		<b>2,571,213</b>	<b>2,545,039</b>	<b>2,642,950</b>	<b>2,629,645</b>

In the Group's Statement, the equity as a whole is the equity of the Bank's shareholders. The notes form an integral part of the financial statements.



Stefan Vavti, M. Sc.  
Chairman of the  
Management Board



Damijan Dolinar, M. Sc., CFA  
Member of the  
Management Board



Günter Friedl, M. Sc., MBA, MAS  
Member of the  
Management Board



Hedvika Usenik, M. Sc.  
Member of the  
Management Board



Sergio Marino  
Member of the  
Management Board

# Statement of Comprehensive Income

## Statement of Income

EUR '000	Item	Note	Bank		Group	
			2016	2015	2016	2015
	Interest income	26	58,452	69,477	62,415	71,892
	Interest expense	27	(16,514)	(24,631)	(17,325)	(25,152)
	<b>Interest net income</b>		<b>41,938</b>	<b>44,846</b>	<b>45,090</b>	<b>46,740</b>
	Dividend income	28	8	5	8	5
	Fee and commission income	29	30,421	34,191	30,814	34,364
	Fee and commission expenses	30	(7,492)	(9,159)	(7,713)	(9,350)
	<b>Fee and commission net income</b>		<b>22,929</b>	<b>25,032</b>	<b>23,101</b>	<b>25,014</b>
	Realised gains and losses on financial assets and liabilities not measured at fair value through profit or loss	31	11,281	5,422	11,330	5,255
	Gains and losses on financial assets and liabilities held for trading	32	3,192	4,390	3,192	4,390
	Fair value adjustments in hedge accounting	33	(6,763)	(139)	(6,763)	(139)
	Exchange gains / (losses)	34	470	(1,761)	447	(1,789)
	Gains and losses on derecognition of assets other than held for sale	35	(82)	(708)	(77)	(708)
	Other operating net income / (loss)	36	228	(452)	1,745	210
	Administrative costs	37	(34,028)	(34,294)	(35,349)	(35,082)
	Depreciation	38	(5,722)	(4,974)	(6,893)	(5,692)
	Provisions	39	(606)	(4,696)	(300)	(5,216)
	Impairments	40	(17,391)	(21,099)	(15,062)	(22,759)
	Profit or loss from non-current assets held for sale	41	2	1	379	(59)
	<b>PROFIT / LOSS BEFORE TAX</b>		<b>15,456</b>	<b>11,573</b>	<b>20,848</b>	<b>10,170</b>
	Corporate income tax	42	(1,592)	(1,896)	(3,056)	(1,449)
	<b>NET PROFIT / LOSS FOR THE FINANCIAL YEAR</b>		<b>13,864</b>	<b>9,677</b>	<b>17,792</b>	<b>8,721</b>
	Basic and diluted earning per share (EUR)	25	2.84	1.98	3.64	1.78

In the Group's Statement, the net profit as a whole is a net profit of the Bank's shareholders.

## Statement of Other Comprehensive Income

EUR '000	Item	Note	Bank		Group	
			2016	2015	2016	2015
	<b>Net profit or loss for the financial year after tax</b>		<b>13,864</b>	<b>9,677</b>	<b>17,792</b>	<b>8,721</b>
	<b>Other comprehensive income after tax</b>	<b>23</b>	<b>5,100</b>	<b>2,756</b>	<b>5,100</b>	<b>2,756</b>
	<b>Items that will not be reclassified to profit or loss</b>		<b>(5)</b>	<b>152</b>	<b>(5)</b>	<b>152</b>
	Actuarial gains (losses) on defined benefit pension plans		-	126	-	126
	Income tax relating to items that will not be reclassified		(5)	26	(5)	26
	<b>Items that may be reclassified to profit or loss</b>		<b>5,105</b>	<b>2,604</b>	<b>5,105</b>	<b>2,604</b>
	Cash flow hedges (effective portion)	23	5,050	2,443	5,050	2,443
	Valuation gains (losses) taken to equity		5,050	2,443	5,050	2,443
	Available-for-sale financial assets	23	1,653	694	1,653	694
	Valuation gains (losses) taken to equity		9,876	694	9,876	694
	Transferred to profit or loss		(8,223)	-	(8,223)	-
	Income tax relating to components of other comprehensive income	23	(1,598)	(533)	(1,598)	(533)
	<b>TOTAL COMPREHENSIVE INCOME FOR THE YEAR AFTER TAX</b>		<b>18,964</b>	<b>12,433</b>	<b>22,892</b>	<b>11,477</b>

In the Statement of the Group is comprehensive income after tax as a whole comprehensive income of the Bank's shareholders. The notes form an integral part of the financial statements.



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Chairman of the  
Management Board



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Hedvika Usenik, M. Sc.  
Member of the  
Management Board



Sergio Marino  
Member of the  
Management Board

# Statement of Changes in Equity

Bank  
2016

Item	Fair value reserves							Retained earnings including profit / loss from current year	Total Equity
	Share capital	Share premium	Cash flow hedge	Available-for-sale financial assets	Actuarial gains (losses) on defined benefit pension plans	Reserves from profit			
<b>OPENING BALANCE FOR THE REPORTING PERIOD</b>	20,384	107,760	(3,262)	16,729	511	84,635	29,677	256,434	
Total comprehensive income for the year, net of income tax	-	-	4,169	936	(5)	-	13,864	18,964	
Appropriation of (accounting for) dividends	-	-	-	-	-	-	(29,622)	(29,622)	
<b>CLOSING BALANCE FOR THE REPORTING PERIOD</b>	20,384	107,760	907	17,665	506	84,635	13,919	245,776	
<b>BALANCE SHEET AVAILABLE PROFIT FOR FINANCIAL YEAR</b>							13,919	13,919	

2015

Item	Fair value reserves							Retained earnings including profit / loss from current year	Total Equity
	Share capital	Share premium	Cash flow hedge	Available-for-sale financial assets	Actuarial gains (losses) on defined benefit pension plans	Reserves from profit			
<b>OPENING BALANCE FOR THE REPORTING PERIOD</b>	20,384	107,760	(5,290)	16,153	359	104,335	300	244,001	
Total comprehensive income for the year, net of income tax	-	-	2,028	576	152	-	9,677	12,433	
Transfer of net profit to reserves from profit	-	-	-	-	-	300	(300)	-	
Transfer from reserves from profit to retained earnings	-	-	-	-	-	(20,000)	20,000	-	
<b>CLOSING BALANCE FOR THE REPORTING PERIOD</b>	20,384	107,760	(3,262)	16,729	511	84,635	29,677	256,434	
<b>BALANCE SHEET AVAILABLE PROFIT FOR FINANCIAL YEAR</b>							29,677	29,677	

## Statement of Changes in Equity

Group  
2016

Item	Fair value reserves							Retained earnings including profit / loss from current year	Total Equity
	Share capital	Share premium	Cash flow hedge	Available-for-sale financial assets	Actuarial gains (losses) on defined benefit pension plans	Reserves from profit			
<b>OPENING BALANCE FOR THE REPORTING PERIOD</b>	20,384	107,760	(3,262)	16,729	511	99,528	28,721	270,371	
<b>Total comprehensive income for the year, net of income tax</b>	-	-	4,169	936	(5)	-	17,792	22,892	
Appropriation of (accounting for) dividends	-	-	-	-	-	-	(29,622)	(29,622)	
Transfer of net profit to reserves from profit	-	-	-	-	-	(955)	955	-	
<b>CLOSING BALANCE FOR THE REPORTING PERIOD</b>	20,384	107,760	907	17,665	506	98,573	17,846	263,641	
<b>BALANCE SHEET AVAILABLE PROFIT FOR FINANCIAL YEAR</b>							17,846	17,846	

2015

Item	Fair value reserves							Retained earnings including profit / loss from current year	Total Equity
	Share capital	Share premium	Cash flow hedge	Available-for-sale financial assets	Actuarial gains (losses) on defined benefit pension plans	Reserves from profit			
<b>OPENING BALANCE FOR THE REPORTING PERIOD</b>	20,384	107,760	(5,290)	16,153	359	104,335	300	244,001	
<b>Total comprehensive income for the year, net of income tax</b>	-	-	2,028	576	152	-	8,721	11,477	
Transfer of net profit to reserves from profit	-	-	-	-	-	300	(300)	-	
Transfer from reserves from profit to retained earnings	-	-	-	-	-	(20,000)	20,000	-	
Purchase of UniCredit leasing d.o.o.	-	-	-	-	-	14,893	-	14,893	
<b>CLOSING BALANCE FOR THE REPORTING PERIOD</b>	20,384	107,760	(3,262)	16,729	511	99,528	28,721	270,371	
<b>BALANCE SHEET AVAILABLE PROFIT FOR FINANCIAL YEAR</b>							28,721	28,721	

In the Group's Statement, the equity as a whole is equity of the Bank's shareholders.  
The notes form an integral part of the financial statements.



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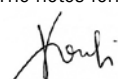


Sergio Marino  
Member of the  
Management Board

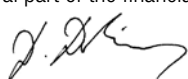
# Statement of Cash Flows

EUR '000	Item	Bank		Group	
		2016	2015	2016	2015
<b>A.</b>	<b>CASH FLOWS FROM OPERATING ACTIVITIES</b>				
<b>a)</b>	<b>Total profit or loss before tax</b>	<b>15,456</b>	<b>11,573</b>	<b>20,848</b>	<b>10,170</b>
	Depreciation	5,722	4,974	6,893	5,692
	Impairments / (reversal of impairments) of financial assets available-for-sale	-	145	-	145
	Impairments / (reversal of impairments) of loans and receivables	19,900	23,174	16,672	24,646
	Impairments of tangible assets, investment property, intangible fixed assets and other assets	9	670	204	863
	Net (gains) / losses from exchange differences	(470)	1,761	(448)	1,789
	Net (gains) / losses from financial assets held to maturity	5,619	(626)	5,619	(626)
	Net (gains) / losses from sale of tangible assets and investment properties	(2)	(2)	(216)	(2)
	Other (gains) / losses from financing activities	721	1,359	721	1,359
	Other adjustments to total profit or loss before tax	(835)	4,768	(1,086)	5,293
	<b>Cash flow from operating activities before changes in operating assets and liabilities</b>	<b>46,120</b>	<b>47,796</b>	<b>49,207</b>	<b>49,329</b>
<b>b)</b>	<b>(Increases) / decreases in operating assets (excl. cash and cash equivalents)</b>	<b>(14,935)</b>	<b>(34,499)</b>	<b>(2,662)</b>	<b>59,711</b>
	Net (increase) / decrease in financial assets held for trading	127	(41)	127	(41)
	Net (increase) / decrease in financial assets available for sale	24,064	(100,382)	24,064	(100,382)
	Net (increase) / decrease in loans and receivables	(37,180)	62,892	(26,033)	156,256
	Net (increase) / decrease in assets-derivatives - hedge accounting	(1,431)	1,660	(1,431)	1,660
	Net (increase) / decrease in other assets	(515)	1,372	612	2,218
<b>c)</b>	<b>(Increases) / decreases in operating liabilities</b>	<b>63,502</b>	<b>(86,056)</b>	<b>47,167</b>	<b>(183,001)</b>
	Net (increase) / decrease in financial liabilities held for trading	(147)	38	(147)	38
	Net increase / (decrease) in deposits, loans and receivables measured at amortised cost	83,795	(91,741)	67,819	(188,030)
	Net (increase) / decrease in liability-derivatives - hedge accounting	(21,433)	7,911	(21,433)	7,911
	Net increase / (decrease) in other liabilities	1,287	(2,264)	928	(2,920)
<b>d)</b>	<b>Cash flow from operating activities (a+b+c)</b>	<b>94,687</b>	<b>(72,759)</b>	<b>93,713</b>	<b>(73,961)</b>
<b>e)</b>	<b>Income taxes (paid) refunded</b>	<b>-</b>	<b>-</b>	<b>(1,344)</b>	<b>-</b>
<b>f)</b>	<b>Net cash flow from operating activities (d+e)</b>	<b>94,687</b>	<b>(72,759)</b>	<b>92,369</b>	<b>(73,961)</b>
<b>B.</b>	<b>CASH FLOWS FROM INVESTING ACTIVITIES</b>				
<b>a)</b>	<b>Receipts from investing activities</b>	<b>532</b>	<b>537</b>	<b>7,206</b>	<b>2,305</b>
	Receipts from the sale of tangible assets and investment properties	12	17	6,686	1,785
	Other receipts from investing activities	520	520	520	520
<b>b)</b>	<b>Cash payments on investing activities</b>	<b>(2,507)</b>	<b>(4,233)</b>	<b>(4,858)</b>	<b>(4,799)</b>
	(Cash payments to acquire tangible assets and investment properties)	(618)	(666)	(2,864)	(666)
	(Cash payments to acquire intangible assets)	(1,889)	(3,566)	(1,994)	(4,132)
	(Cash payment for the investment in subsidiaries, associates and joint ventures)	-	(1)	-	(1)
<b>c)</b>	<b>Net cash flow from investing activities (a-b)</b>	<b>(1,975)</b>	<b>(3,696)</b>	<b>2,348</b>	<b>(2,494)</b>
<b>C.</b>	<b>CASH FLOWS FROM FINANCING ACTIVITIES</b>				
<b>a)</b>	<b>Cash payments on financing activities</b>	<b>(59,723)</b>	<b>-</b>	<b>(59,723)</b>	<b>-</b>
	(Dividends paid)	(29,622)	-	(29,622)	-
	(Cash repayments of subordinated liabilities)	(30,101)	-	(30,101)	-
<b>b)</b>	<b>Net cash flow from financing activities (a-b)</b>	<b>(59,723)</b>	<b>-</b>	<b>(59,723)</b>	<b>-</b>
<b>Č.</b>	<b>Effects of change in exchange rates on cash and cash equivalents</b>	<b>1,485</b>	<b>5,839</b>	<b>1,485</b>	<b>5,839</b>
<b>D.</b>	<b>Net increase in cash and cash equivalents (Af+Bc)</b>	<b>32,989</b>	<b>(76,455)</b>	<b>34,994</b>	<b>(76,455)</b>
<b>E.</b>	<b>Opening balance of cash and cash equivalents (Note 43)</b>	<b>282,387</b>	<b>353,003</b>	<b>282,387</b>	<b>353,003</b>
<b>F.</b>	<b>Closing balance of cash and cash equivalents (Č+D+E) (Note 43)</b>	<b>316,861</b>	<b>282,387</b>	<b>318,866</b>	<b>282,387</b>

The notes form an integral part of the financial statements.



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# 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 2016, the Bank was operating a total of 26 branches throughout Slovenia. The Bank is a subsidiary of UniCredit S.p.A. with registered office in Milan, Piazza Gae Aulenti 3 - Tower A, Italy, which is also the ultimate parent company of the Group. The Bank's Financial Statements are part of consolidated Financial Statements of the parent group UniCredit, which can be seen on [www.unicredit.it](http://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 5 of the ZBan-2:

- Accepting deposits and other repayable funds;
- Granting loans, including:
  - Consumer loans,
  - Mortgage loans,
  - Factoring (with or without recourse),
  - Financing of commercial transactions, including forfeiting;
- Financial leasing: giving assets in leasing, where all material risks and benefits which derive from ownership rights over assets, are transferred to the lessee, whereby transfer of the ownership right to the lessee is possible but not inevitable;
- 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 6 of the ZBan-2:

- 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 and consolidated financial statements were approved for issue by the Management Board on 31 January 2017.

## 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 the 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.

### CONSOLIDATED FINANCIAL STATEMENTS

In 2015, the Bank became a 100-percent owner of the company UniCredit Leasing d.o.o. Therefore, it prepares also consolidated financial statements. They comprise of the financial statements of UniCredit Banka Slovenija d.d. as a parent company and of the financial statements of UniCredit Leasing d.o.o. as a subsidiary.

The accounting policies of the subsidiary are uniform with the accounting policies of the Bank. The intragroup assets and liabilities are eliminated in full. The income and expenses of a subsidiary are included in the consolidated financial statements from the date the Bank gained control, namely from 31 July 2015 onwards.

Subsidiary:

Company name: UNICREDIT LEASING, leasing, d.o.o.

Abbreviated name: UNICREDIT LEASING, d.o.o.

Address: Šmartinska cesta 140, 1000 Ljubljana

Own equity on 31 December 2016: 17,866 thousand euros

Profit for 2016: 3,927 thousand euros

Bank's direct share in the subsidiary's equity: 100 %

### 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, as follows:

- 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 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) Impairments and provisions

##### **Impairments of financial assets measured at amortized cost and provisions for off-balance-sheet items**

The Group has a defined procedure and internal policy for monitoring financial assets and provisions for assumed obligations and forming impairments. In its policy of forming impairments, the Group follows the guidelines of the parent Group, the Bank of Slovenia's Decision on the assessment of loss from credit risks of banks and saving banks and the IFRS.

In line with Article 10 of the Decision on the assessment of loss from credit risks of banks and saving banks, the impairment of a financial asset represents 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 flows through the expected lifetime of a financial asset, or when appropriate, a shorter period to the net carrying amount of

a financial asset. The calculation includes all received and given fees and amounts in accordance with the contract.

The amount of provision for assumed obligations per off-balance-sheet items equals expected loss based on assessed indicators PD (Probability of Default), EAD (Exposure at Default) and LGD (Loss given Default). The discount rate should not include risks because of which future cash flows were already adjusted.

The Bank monitors customers' rating based on the data obtained from their application with the Bank and data obtained for existing clients based on their operations with the Bank and external information. Internally, the clients are classified into 26 credit rating classes depending on their probability of default.

The Group uses two approaches for impairments – individual and portfolio approach.

For clients where there are no significant delays with settlement of obligations, the Group forms collective impairments based on classification of customers into credit rating classes. When calculating the need for collective impairments, the Management of the Group 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 (IBNR) losses are booked on a monthly basis, based on portfolio quality. IBNR thus represents general impairments.

The Group forms individual impairments (on a client or transaction level) by taking into consideration the following criteria:

- In estimating these cash flows, the Group 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 Group;
- Information that might have impact on shortfall of received repayments to the Group.

For corporate customers which are in significant delay with the settlement of their obligations the impairments of financial assets at the Bank are assessed individually, while in the retail segment they are assessed on portfolio basis or individually in case when the Bank assesses the exposure as significant. UniCredit Leasing d.o.o. forms individual impairments on a portfolio basis for all exposures, except for the customers with the exposure of over 200 thousand euros which are treated individually.

The Group assesses customer quality on a daily basis and based on this at least once per month it forms necessary impairments and provisions. The entire procedure is regulated with the internal instruction and has adequate IT support.

##### **Impairments of available-for-sale financial assets**

Some objective evidence also indicate the impairment of financial assets available for sale. A loss due to impairment is recognized when a significant or long-term decline in fair value occurs below the

## Summary of Accounting Policies

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 2016, the Bank and the Group did not change their accounting policies.

### NEW AND AMENDED STANDARDS IN 2016

The following amendments to the existing standards and new interpretations issued by the International Accounting Standards Board (IASB) and adopted by the EU are effective for the current reporting period:

- Amendments to IFRS 10 "Consolidated Financial Statements", IFRS 12 "Disclosure of Interests in Other Entities" and IAS 28 "Investments in Associates and Joint Ventures" - Investment Entities: Applying the Consolidation Exception - adopted by the EU on 22 September 2016 (effective for annual periods beginning on or after 1 January 2016);
- Amendments to IFRS 11 "Joint Arrangements" – Accounting for Acquisitions of Interests in Joint Operations – adopted by the EU on 24 November 2015 (effective for annual periods beginning on or after 1 January 2016);
- Amendments to IAS 1 "Presentation of Financial Statements" – Disclosure Initiative - adopted by the EU on 18 December 2015 (effective for annual periods beginning on or after 1 January 2016),
- Amendments to IAS 16 "Property, Plant and Equipment" and IAS 38 "Intangible Assets" – Clarification of Acceptable Methods of Depreciation and Amortisation – adopted by the EU on 2 December 2015 (effective for annual periods beginning on or after 1 January 2016);
- Amendments to IAS 16 "Property, Plant and Equipment" and IAS 41 "Agriculture" – Bearer Plants – adopted by the EU on 23 November 2015 (effective for annual periods beginning on or after 1 January 2016);
- 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),
- Amendments to IAS 27 "Separate Financial Statements" – Equity Method in Separate Financial Statements - adopted by the EU on 18 December 2015 (effective for annual periods beginning on or after 1 January 2016);
- Amendments to various standards "Improvements to IFRSs (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

2012-2014)" resulting from the annual improvement project of IFRS (IFRS 5, IFRS 7, IAS 19 and IAS 34) primarily with a view to removing inconsistencies and clarifying wording – adopted by the EU on 15 December 2015 (amendments are to be applied for annual periods beginning on or after 1 January 2016).

The adoption of these amendments to the existing standards has not led to any changes in the Bank's and the Group's accounting policies.

### NEW STANDARDS AND INTERPRETATIONS NOT YET ADOPTED

At the date of authorisation of these financial statements, the following new standards and amendments to standards issued by the IASB and adopted by the EU are not yet effective:

- IFRS 9 "Financial Instruments" – adopted by the EU on 22 November 2016 (effective for annual periods beginning on or after 1 January 2018),
- IFRS 15 "Revenue from Contracts with Customers" and amendments to IFRS 15 "Effective date of IFRS 15" - adopted by the EU on 22 September 2016 (effective for annual periods beginning on or after 1 January 2018).

The Bank and the Group analyse the effect of IFRS 9 and are preparing for its adoption. The effects are anticipated first of all in:

- Recognition of impairments, where IFRS 9 has introduced a new, expected loss impairment model that will require more timely recognition of expected credit losses and
- Recognition of own credit risk where IFRS 9 removes the volatility in profit or loss that was caused by changes in the credit risk of liabilities elected to be measured at fair value (in case of the Bank derivatives). This change in accounting means that gains caused by the deterioration of an entity's own credit risk on such liabilities are no longer recognised in profit or loss.

At the same time, hedge accounting regarding the portfolio of financial assets and liabilities, whose principles have not been adopted by the EU, is still unregulated.

### Classification and measurement

IFRS 9 introduces new approach on classification of financial assets. Classification in categories of financial assets depends on characteristics of contractual cash flows and business model of the Bank and the Group for this financial asset.

The majority of loans and held-to-maturity financial assets will be measured at amortised cost as the Bank and the Group have the purpose to collect contractual cash flows and not their sale and cash flows represent solely payments of principal and interest.

The Bank has the purpose, that current debt instruments within available-for-sale financial assets will be held within a business model whose objective is achieved by both collecting contractual cash flows and selling financial assets and cash flows of those assets are solely payments of principal and interest, therefore they will be measured at fair value through other comprehensive income.

Equity instruments within current available-for-sale financial assets will be measured at fair value through profit or loss unless the Bank will make an irrevocable election at initial recognition that subsequent changes in fair value will be recognized in other comprehensive income.

### Recognition of impairments

IFRS 9 sets three segments within which financial assets at amortized costs and financial assets at fair value through other comprehensive income are assigned on each reporting date. These stages are:

- Stage 1, where are financial assets with no significant increase in credit risk and impairment amount is measured with 12-month expected credit loss,
- Stage 2, where are financial assets with significant increase in credit risk since initial recognition and impairment amount is measured with lifetime expected credit loss,
- Stage 3, where are credit impaired assets.

The Bank and the Group have developed methodology for expected loss calculation based on the risk following parameters: probability of default (PD), loss given default (LGD) and conversion factor (CF).

### Implementation of IFRS 9

The Bank and the Group are actively involved in implementation of IFRS 9. The project of implementation is divided by implementation areas, Finance division is responsible for classification and measurement and Risk Management division for impairment.

Within Classification and measurement stream the Bank and the Group finished testing whether cash flows are solely payments of principal and interest. Within the impairment stream the Bank is implementing the Group methodology for expected credit loss calculation.

The activities on adjustment of business processes to the requests of IFRS 9 and implementation of IT support are still ongoing.

### NEW STANDARDS AND AMENDMENTS TO THE EXISTING STANDARDS ISSUED BY THE IASB BUT NOT YET ADOPTED BY THE EU

At present, IFRS as adopted by the EU do not significantly differ from regulations adopted by the IASB except for the following new standards, amendments to the existing standards and new interpretation, which were not endorsed for use in EU as of 31 January 2017:

- IFRS 14 “Regulatory Deferral Accounts” (effective for annual periods beginning on or after 1 January 2016) – the European Commission has decided not to launch the endorsement process of this interim standard and to wait for the final standard;
- IFRS 16 “Leases” (effective for annual periods beginning on or after 1 January 2019);
- Amendments to IFRS 2 “Share-based Payment” – Classification and Measurement of Share-based Payment Transactions (effective for annual periods beginning on or after 1 January 2018);
- Amendments to IFRS 4 “Insurance Contracts” – Applying IFRS 9 Financial Instruments with IFRS 4 Insurance Contracts (effective for

annual periods beginning on or after 1 January 2018 or when IFRS 9 “Financial Instruments” is applied first time);

- Amendments to IFRS 10 “Consolidated Financial Statements” and IAS 28 “Investments in Associates and Joint Ventures” - Sale or Contribution of Assets between an Investor and its Associate or Joint Venture and further amendments (effective date deferred indefinitely until the research project on the equity method has been concluded);
- Amendments to IFRS 15 “Revenue from Contracts with Customers” - Clarifications to IFRS 15 Revenue from Contracts with Customers (effective for annual periods beginning on or after 1 January 2018);
- Amendments to IAS 7 “Statement of Cash Flows” – Disclosure Initiative (effective for annual periods beginning on or after 1 January 2017);
- Amendments to IAS 12 “Income Taxes” – Recognition of Deferred Tax Assets for Unrealised Losses (effective for annual periods beginning on or after 1 January 2017);
- Amendments to IAS 40 “Investment Property” – Transfers of Investment Property (effective for annual periods beginning on or after 1 January 2018);
- Amendments to various standards “Improvements to IFRSs (cycle 2014-2016)” resulting from the annual improvement project of IFRS (IFRS 1, IFRS 12 and IAS 28) primarily with a view to removing inconsistencies and clarifying wording (amendments to IFRS 12 are to be applied for annual periods beginning on or after 1 January 2017 and amendments to IFRS 1 and IAS 28 are to be applied for annual periods beginning on or after 1 January 2018);
- IFRIC 22 “Foreign Currency Transactions and Advance Consideration” (effective for annual periods beginning on or after 1 January 2018).

The Group anticipates that the adoption of these new standards and amendments to the existing standards will have no material impact on the financial statements of the Group in the period of initial application, except IFRS 16. Its adoption will increase balance sheet of the Bank, as it has several offices in operating lease.

### FOREIGN CURRENCY TRANSLATION

Functional and presentation currency: Items included in the financial statements for both years, 2016 and 2015, are measured in euros, which is the Group’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 Group’s balance sheet as of the reporting date were as follows:

# Summary of Accounting Policies

Currency	31/12/2016	31/12/2015
CHF	1.0739	1.0835
USD	1.0541	1.0887

## OFFSETTING FINANCIAL ASSET AND FINANCIAL LIABILITY

Financial asset and financial liability are offset and their net amount is presented in the Statement of Financial Position only when there is a legally enforceable right to offset the recognized amounts and it is intended either to settle on a net basis, or to realize the asset and settle the liability simultaneously.

## FINANCIAL ASSETS

The Group 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 Group determines the classification of its investments at initial recognition.

All financial assets held by the Group are recognized and derecognized using settlement date accounting. When a financial asset is recognized initially, the Group 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 Group 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 Group is recognized as a separate asset or liability.

The Group 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 Group 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 Group includes unrealized gains and losses in the 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 Group'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 Group determines the fair value of loans at least once per month. In 2015 and 2016, the Group 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 Group intends to sell immediately or in the short term, which are classified as held for trading, and those that the Group upon initial recognition designates as at fair value through profit or loss;
- Those that the Group 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 Group 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.

Interest income on impaired loans and receivables is recognized if the Group expects its payment.

In the chapter "Use of estimates and judgments" it is defined how the Group impairs them.

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 Group 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 Group 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. Since 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 Group assesses 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 Group's right to receive payment is established.

In the chapter "Use of estimates and judgments" it is defined how the Group impairs them.

## DERIVATIVE FINANCIAL INSTRUMENTS

In the normal course of business, the Group 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 Group 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. Fair value of derivative financial instruments includes adjustments for the counterparty credit risk, funding risk, close-out costs and

OIS discounting. 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 Parent Group's "Markets and Treasury" IT platform.

## HEDGING

### a) Fair Value Hedge

In accordance with IAS 39 fair value hedge is hedge of the exposure to changes in fair value of a recognised asset or liability or an unrecognised firm commitment, or an identified portion of such an asset, liability or firm commitment, that is attributable to a particular risk and could affect profit or loss.

The Group hedges a single financial assets or financial liabilities and a portfolio of financial assets or financial liabilities. IAS 39 does not permit designation of a net amount including assets and liabilities.

The Group uses as hedging instruments interest rate swaps. The gain or loss from remeasuring the hedging instrument at fair value is recognised in profit or loss. If the hedged item is otherwise measured at cost, the gain or loss on the hedged item attributable to the hedged risk adjusts the carrying amount of the hedged item and is recognised in profit or loss. Recognition of the gain or loss attributable to the hedged risk in profit or loss instead in other comprehensive income applies if the hedged item is an available-for-sale financial asset.

For a fair value hedge of the interest rate exposure of a portion of a portfolio of financial assets or financial liabilities, the requirement in paragraph above may be met by presenting the gain or loss attributable to the hedged item either in a single separate line item within assets or liabilities.

The Group discontinues prospectively the hedge accounting if:

- the hedging instrument expires or is sold, terminated or exercised
- the hedge no longer meets the criteria for hedge accounting
- the Group revokes the designation

### 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 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.



## Summary of Accounting Policies

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.

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. 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 Group 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 Group 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 Group 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:

	31/12/2016	31/12/2015
Buildings	33 years	33 years
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 Group 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 Group assesses whether property, plant and equipment and intangible assets may be impaired. If impairment indicators exist, the Group 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.

### INVESTMENT PROPERTY

UniCredit Leasing d.o.o. and consequently the Group own property for earning rents. They are at initial recognition measured at cost and are amortized with the same depreciation rates as Property, plant and equipment.

### INVESTMENTS IN SUBSIDIARIES, ASSOCIATES AND JOINT VENTURES

The investments in subsidiaries, associates and joint ventures, which are not quoted, and their fair value cannot be reliably measured, are valued at cost.

### LEASES

#### a) The Group as lessor

The Group provides assets under finance leases. In case of finance lease substantially all the risks and rewards incidental to legal ownership are transferred to the lessee. Net investment in the lease is recognized as assets held under a finance lease in item Loans and receivables. Finance income reflects a constant periodic rate of return on the lessor's net investment in the finance lease.

UniCredit Leasing d.o.o. provides also assets under operating leases. As a consequence, the Group is the lessor also under operating lease. Assets subject to operating leases are recognized in Statement of Financial Position as Investment property, if they are immovable or as Property, plant and equipment, if they are movables. They are depreciated on a straight-line basis over the lease term. Also lease income (excluding receipts for services provided such as insurance and maintenance) is recognised on a straight-line basis over the lease

term in item "Other operating net income / (loss)".

b) The Group as lessee

The Group has its premises under an operating lease. Lease payments are recognised as an expense on a straight-line basis over the lease term.

## 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 Group 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 Group 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 Group prepares the Statement of Cash Flows using the indirect method. To present cash flows in its operation, the Group 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 Group 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 Group 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 their employer for a defined period of time. The employees are entitled to receive severance payments if they are employed by the Bank or by the Leasing until their retirement age and were employed by the Bank or by the Leasing for a minimum defined period.

Present value of the obligations for payment of jubilee awards and severance payments is calculated by an independent qualified actuary using the projected unit credit method. The key actuarial assumptions included in the calculation of the obligation are the following:

- The discount rate determined by reference to the market yields as of the balance sheet date on corporate bonds for the Euro-zone; it amounts to 1.75 % for 2016 and 2.25 % for 2015;
- Estimated future salary increases;
- Mortality rates – Slovenian mortality table 2000-2002;
- Fluctuation (termination without payment) depending on past experience in service time;
- Retirement age: 63 years for women and 65 years for men (65 years notwithstanding the gender for 2015);
- Current employee data (the length of employment, age, gender, average salary);
- Average monthly salary in the Republic of Slovenia.

The amount of obligations arising from jubilee awards and severance payments is recognized as present value of expected future cash outflows. The actuarial gains and losses for severance payments are recognized in the Fair value reserves.

The Group 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 parent 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 to encourage affiliation and motivation of selected managers and employees to achieve strategic goals of the parent 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 retained earnings including income from current year are payable.



## Summary of Accounting Policies

### 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. Interest income on non-performing claims is recognized, when paid.

### 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. Fees and commissions included in calculation of effective interest rate are recognized within interest income and expense.

### 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).

For years 2015 and 2016, the corporate income tax rate for current tax is 17 % whereas for deferred tax 17 % for year 2015 and 19 % for year 2016, what will be corporate income tax rate in year 2017.

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 Group is subject to various indirect operating taxes. These are included as a component of administrative expenses. The financial services tax is deducted from income, to which it relates.

### 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 Group 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 2016, the Group and its operations were 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 Group;
- 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 Group and enterprises that have a member of key management in common with the Group.

In considering each possible related-party relationship, attention is directed to the substance of the relationship and not merely to the legal form.

# 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	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
<b>Cash</b>	<b>12,586</b>	<b>11,831</b>	<b>12,586</b>	<b>11,831</b>
<b>Balances with the Central Bank</b>	<b>19,761</b>	<b>86,922</b>	<b>19,761</b>	<b>86,922</b>
Minimum reserve with the Central Bank	19,761	86,922	19,761	86,922
<b>Demand deposits to banks</b>	<b>276,961</b>	<b>174,587</b>	<b>278,966</b>	<b>174,623</b>
<b>Total</b>	<b>309,308</b>	<b>273,340</b>	<b>311,313</b>	<b>273,376</b>

The European Central Bank (ECB) requires credit institutions established in the 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.

#### Demand deposits to banks

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Gross value	276,975	174,597	278,980	174,633
Impairment	(14)	(10)	(14)	(10)
<b>Net value - Total</b>	<b>276,961</b>	<b>174,587</b>	<b>278,966</b>	<b>174,623</b>

#### Impairment on demand deposits to banks

EUR '000	Bank		Group	
	2016	2015	2016	2015
<b>Opening Balance</b>	<b>(10)</b>	-	<b>(10)</b>	-
Increases	(3)	(10)	(3)	(10)
Losses on foreign exchange differences	(1)	-	(1)	-
<b>Closing Balance</b>	<b>(14)</b>	<b>(10)</b>	<b>(14)</b>	<b>(10)</b>

### Note 2: Financial assets held for trading

For both years, the Note refers to the Bank and to the Group.

EUR '000	31/12/2016			31/12/2015		
	Level 1	Level 2	Total	Level 1	Level 2	Total
<b>Loans</b>	<b>20</b>	-	<b>20</b>	<b>16</b>	-	<b>16</b>
<b>Derivatives held for trading</b>	-	<b>20,098</b>	<b>20,098</b>	-	<b>16,355</b>	<b>16,355</b>
Forwards	-	9,359	9,359	-	5,420	5,420
Options	-	94	94	-	129	129
Swaps	-	10,645	10,645	-	10,806	10,806
<b>Total</b>	<b>20</b>	<b>20,098</b>	<b>20,118</b>	<b>16</b>	<b>16,355</b>	<b>16,371</b>

All financial assets held for trading were designated as such upon initial recognition.

## Notes on the Financial Statements

## Annual changes, debt instruments

EUR '000	2016	2015
<b>Opening Balance</b>	-	-
<b>Increases</b>	<b>115,146</b>	<b>59,781</b>
Purchase	115,146	59,781
<b>Decreases</b>	<b>(115,146)</b>	<b>(59,781)</b>
Sales / Redemption	(115,146)	(59,781)
<b>Closing Balance</b>	-	-

## Annual changes, equity instruments

EUR '000	2016	2015
<b>Opening Balance</b>	-	-
<b>Increases</b>	<b>15</b>	<b>66</b>
Purchase	15	66
<b>Decreases</b>	<b>(15)</b>	<b>(66)</b>
Sales / Redemption	(15)	(66)
<b>Closing Balance</b>	-	-

## Note 3: Available-for-sale financial assets

For both years, the Note refers to the Bank and to the Group.

EUR '000	31/12/2016				31/12/2015			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
Equity instruments	-	22,897	958	23,855	-	22,871	2,685	25,556
Bonds, Republic of Slovenia	-	350,424	-	350,424	-	371,485	-	371,485
Bonds, central government units	-	-	-	-	4,550	-	-	4,550
Bonds, banks	-	46,405	-	46,405	-	53,700	-	53,700
Bonds, corporates	-	12,240	-	12,240	-	-	-	-
<b>Total</b>	-	<b>431,966</b>	<b>958</b>	<b>432,924</b>	<b>4,550</b>	<b>448,056</b>	<b>2,685</b>	<b>455,291</b>

## Annual changes, equity instruments

EUR '000	2016		2015	
	Total	Level 3	Total	Level 3
<b>Opening Balance</b>	<b>25,556</b>	<b>2,685</b>	<b>232</b>	<b>219</b>
<b>Increases</b>	<b>1,020</b>	<b>994</b>	<b>25,491</b>	<b>2,611</b>
Purchase	766	766	23,025	145
Gains on foreign exchange differences	225	225	-	-
Positive changes in fair value - recognized in other comprehensive income	29	3	2,466	2,466
<b>Decreases</b>	<b>(2,721)</b>	<b>(2,721)</b>	<b>(167)</b>	<b>(145)</b>
Sales / Redemption	(2,556)	(2,556)	(13)	-
Losses on foreign exchange differences	(165)	(165)	-	-
Negative changes in fair value - recognized in Statement of Income, item Impairment	-	-	(145)	(145)
Negative changes in fair value - recognized in other comprehensive income	-	-	(9)	-
<b>Closing Balance</b>	<b>23,855</b>	<b>958</b>	<b>25,556</b>	<b>2,685</b>

The whole amount of income for level 3 refers to assets, which are included in the balance as of 31 December 2015 and 2016.

### Annual changes, debt instruments

EUR '000	2016		2015	
	Total	Level 3	Total	Level 3
<b>Opening Balance</b>	<b>429,735</b>	-	<b>354,128</b>	-
<b>Increases</b>	<b>259,869</b>	-	<b>233,349</b>	-
Purchase	247,336	-	228,405	-
Positive changes in fair value - recognized in other comprehensive income	12,533	-	4,944	-
<b>Decreases</b>	<b>(280,535)</b>	-	<b>(157,742)</b>	-
Sales / Redemption	(268,768)	-	(149,155)	-
Negative changes in fair value - recognized in other comprehensive income	(11,767)	-	(8,587)	-
<b>Closing Balance</b>	<b>409,069</b>	-	<b>429,735</b>	-

### Note 4: Derivatives - hedge accounting

For both years, the Note refers to the Bank and to the Group.

EUR '000	31/12/2016	31/12/2015
	Level 2	Level 2
Fair value hedge	868	-
Cash flow hedge	10,127	10,228
<b>Total</b>	<b>10,995</b>	<b>10,228</b>

### Note 5: Loans and receivables

#### Loans and receivables to banks

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Short-term loans	11,284	39,044	11,284	39,044
Long-term loans	-	1,002	-	1,002
Claims arising from pledged collateral	3,376	5,474	3,376	5,474
<b>Total</b>	<b>14,660</b>	<b>45,520</b>	<b>14,660</b>	<b>45,520</b>

The Bank did not recognize any impairment on Loans and receivables to banks neither on 31 December 2015 nor on 31 December 2016 as there was no evidence for impairment.

## Notes on the Financial Statements

## Loans and receivables to customers

## Bank

EUR '000	31/12/2016			31/12/2015		
	Gross value	Impairment	Net value	Gross value	Impairment	Net value
<b>Loans</b>						
<b>Short-term</b>	<b>193,917</b>	<b>(17,042)</b>	<b>176,875</b>	<b>175,967</b>	<b>(45,578)</b>	<b>130,389</b>
Corporates	112,878	(13,527)	99,351	133,465	(39,401)	94,064
Financial institutions	50,521	(7)	50,514	7,892	(193)	7,699
Public sector	199	-	199	216	-	216
Private customers	27,466	(2,854)	24,612	29,896	(4,216)	25,680
Sole traders	2,783	(645)	2,138	4,154	(1,429)	2,725
Non-profit institutions serving households	70	(9)	61	344	(339)	5
<b>Long-term</b>	<b>1,658,046</b>	<b>(89,449)</b>	<b>1,568,597</b>	<b>1,693,776</b>	<b>(134,941)</b>	<b>1,558,835</b>
Corporates	595,483	(51,986)	543,497	666,407	(97,871)	568,536
Financial institutions	83,849	(20,230)	63,619	82,645	(1,776)	80,869
Public sector	253,260	(140)	253,120	207,814	(172)	207,642
Private customers	714,036	(16,651)	697,385	720,926	(31,810)	689,116
Sole traders	9,286	(337)	8,949	13,605	(3,274)	10,331
Non-profit institutions serving households	2,132	(105)	2,027	2,379	(38)	2,341
<b>Finance lease</b>						
<b>Long-term</b>	<b>123</b>	<b>(2)</b>	<b>121</b>	<b>124</b>	<b>(2)</b>	<b>122</b>
Corporates	123	(2)	121	124	(2)	122
<b>Total</b>	<b>1,852,086</b>	<b>(106,493)</b>	<b>1,745,593</b>	<b>1,869,867</b>	<b>(180,521)</b>	<b>1,689,346</b>

On 31 December 2016, the balance of loans to employees amounted to 21,253 thousand euros and to 21,895 thousand euros on 31 December 2015.

Group

EUR '000	31/12/2016			31/12/2015		
	Gross value	Impairment	Net value	Gross value	Impairment	Net value
<b>Loans</b>						
<b>Short-term</b>	<b>144,016</b>	<b>(17,068)</b>	<b>126,948</b>	<b>169,262</b>	<b>(45,620)</b>	<b>123,642</b>
Corporates	112,883	(13,527)	99,356	133,510	(39,443)	94,067
Financial institutions	589	(7)	582	1,142	(193)	949
Public sector	199	-	199	216	-	216
Private customers	27,492	(2,880)	24,612	29,896	(4,216)	25,680
Sole traders	2,783	(645)	2,138	4,154	(1,429)	2,725
Non-profit institutions serving households	70	(9)	61	344	(339)	5
<b>Long-term</b>	<b>1,608,569</b>	<b>(89,495)</b>	<b>1,519,074</b>	<b>1,614,628</b>	<b>(135,095)</b>	<b>1,479,533</b>
Corporates	595,698	(52,028)	543,670	666,531	(97,995)	568,536
Financial institutions	34,072	(20,230)	13,842	3,286	(1,776)	1,510
Public sector	253,261	(140)	253,121	207,814	(172)	207,642
Private customers	714,097	(16,655)	697,442	721,013	(31,840)	689,173
Sole traders	9,309	(337)	8,972	13,605	(3,274)	10,331
Non-profit institutions serving households	2,132	(105)	2,027	2,379	(38)	2,341
<b>Finance lease</b>						
<b>Short-term</b>	<b>586</b>	<b>(76)</b>	<b>510</b>	<b>4,570</b>	<b>(3,470)</b>	<b>1,100</b>
Corporates	586	(76)	510	3,216	(2,161)	1,055
Public sector	-	-	-	1	-	1
Private customers	-	-	-	479	(446)	33
Sole traders	-	-	-	874	(863)	11
<b>Long-term</b>	<b>167,849</b>	<b>(13,109)</b>	<b>154,740</b>	<b>164,136</b>	<b>(12,554)</b>	<b>151,582</b>
Corporates	137,557	(11,282)	126,275	128,716	(11,774)	116,942
Public sector	1,614	-	1,614	2,152	-	2,152
Private customers	9,251	(602)	8,649	10,730	(286)	10,444
Sole traders	19,407	(1,225)	18,182	22,538	(494)	22,044
Non-profit institutions serving households	20	-	20	-	-	-
<b>Total</b>	<b>1,921,020</b>	<b>(119,748)</b>	<b>1,801,272</b>	<b>1,952,596</b>	<b>(196,739)</b>	<b>1,755,857</b>

On 31 December 2016, the balance of loans to employees amounted to 21,625 thousand euros and to 22,961 thousand euros on 31 December 2015.

**Impairment on loans and receivables to customers**

EUR '000	Bank		Group	
	2016	2015	2016	2015
<b>Opening Balance</b>	<b>(180,521)</b>	<b>(193,234)</b>	<b>(196,739)</b>	<b>(193,234)</b>
Increases	(31,980)	(62,482)	(34,872)	(64,541)
Impairment at initial consolidation	-	-	-	(14,747)
Losses on foreign exchange differences	(5,293)	(11,140)	(5,293)	(11,140)
Increases recognized as interest expense	(14,709)	(12,551)	(14,709)	(12,551)
Decreases	8,134	40,681	13,989	41,269
Decreases due to write-offs	88,294	38,695	88,294	38,695
Gains on foreign exchange differences	5,121	9,180	5,121	9,180
Decreases recognized as interest income	24,461	10,330	24,461	10,330
<b>Closing Balance</b>	<b>(106,493)</b>	<b>(180,521)</b>	<b>(119,748)</b>	<b>(196,739)</b>

## Notes on the Financial Statements

## Finance lease

EUR '000	Bank				Group			
	31/12/2016		31/12/2015		31/12/2016		31/12/2015	
	Gross investment in the lease	Present value of minimum lease payments	Gross investment in the lease	Present value of minimum lease payments	Gross investment in the lease	Present value of minimum lease payments	Gross investment in the lease	Present value of minimum lease payments
Not later than one year	39	34	27	25	48,097	46,363	64,259	51,657
Later than one year and not later than five years	92	88	103	97	98,936	92,800	90,239	76,550
Later than five years	-	-	-	-	20,221	19,347	28,660	24,473
<b>Total</b>	<b>131</b>	<b>122</b>	<b>130</b>	<b>122</b>	<b>167,254</b>	<b>155,510</b>	<b>183,158</b>	<b>152,680</b>

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Unearned finance income	9	6	11,744	30,478
Accumulated allowance for uncollectible minimum lease payments receivable	(2)	(2)	(13,185)	(16,024)

The Bank and the Group don't have unguaranteed residual values accruing to the benefit of the lessor and also not contingent rents recognised as income in the period.

## Other financial assets

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Claims for fees	719	1,356	719	1,356
Impairment on claims for fees	(45)	(113)	(45)	(113)
Accrued income	719	627	719	627
Claims arising from past due derivatives	312	10,969	312	10,969
Impairment of past due derivatives	(263)	(6,495)	(263)	(6,495)
Claims arising from the settlement of transactions	1,850	4,009	1,850	4,009
Other financial assets	414	1,105	5,891	3,697
Impairment on other financial assets	-	-	(1,329)	(1,336)
<b>Total</b>	<b>3,706</b>	<b>11,458</b>	<b>7,854</b>	<b>12,714</b>

## Impairment on other financial assets

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
<b>Opening Balance</b>	<b>(6,608)</b>	<b>(7,466)</b>	<b>(7,944)</b>	<b>(7,466)</b>
Increases	(490)	(279)	(490)	(279)
Impairment at initial recognition	-	-	-	(1,343)
Decreases	6,790	1,137	6,797	1,144
<b>Closing Balance</b>	<b>(308)</b>	<b>(6,608)</b>	<b>(1,637)</b>	<b>(7,944)</b>

The majority of the decrease in impairment on other financial assets derives from their sale.



## Note 6: Held-to-maturity financial assets

For both years, the Note refers to the Bank and to the Group.

EUR '000	31/12/2016	31/12/2015
Bonds, Republic of Slovenia	7,127	13,266
<b>Total</b>	<b>7,127</b>	<b>13,266</b>

### Annual changes

EUR '000	2016	2015
<b>Opening Balance</b>	<b>13,266</b>	<b>13,160</b>
<b>Increases</b>	<b>312</b>	<b>626</b>
Purchase	312	626
<b>Decreases</b>	<b>(6,451)</b>	<b>(520)</b>
Redemption	(6,451)	(520)
<b>Closing Balance</b>	<b>7,127</b>	<b>13,266</b>

## Note 7: Fair value changes of the hedged items in portfolio interest rate risk - assets

For both years, the Note refers to the Bank and to the Group.

EUR '000	31/12/2016	31/12/2015
Fair value changes of the hedged items in portfolio interest rate risk - assets	40	-
<b>Total</b>	<b>40</b>	<b>-</b>

## Note 8: Property, plant and equipment

### Bank

EUR '000	2016				Total
	Leasehold improvements	Computer hardware	Other equipment	Work in progress	
<b>Cost</b>					
<b>Opening Balance</b>	<b>10,612</b>	<b>6,088</b>	<b>6,132</b>	<b>372</b>	<b>23,204</b>
Additions	49	-	-	570	619
Transfer from work in progress	-	633	300	(933)	-
Disposals	(3)	(380)	(187)	-	(570)
<b>Closing Balance</b>	<b>10,658</b>	<b>6,341</b>	<b>6,245</b>	<b>9</b>	<b>23,253</b>
<b>Depreciation</b>					
<b>Opening Balance</b>	<b>7,554</b>	<b>4,919</b>	<b>4,822</b>	<b>-</b>	<b>17,295</b>
Depreciation for the year	704	583	397	-	1,684
Disposals	(2)	(379)	(168)	-	(549)
<b>Closing Balance</b>	<b>8,256</b>	<b>5,123</b>	<b>5,051</b>	<b>-</b>	<b>18,430</b>
<b>Net book value</b>					
<b>Opening Balance</b>	<b>3,058</b>	<b>1,169</b>	<b>1,310</b>	<b>372</b>	<b>5,909</b>
<b>Closing Balance</b>	<b>2,402</b>	<b>1,218</b>	<b>1,194</b>	<b>9</b>	<b>4,823</b>

## Notes on the Financial Statements

EUR '000	2015				Total
	Leasehold improvements	Computer hardware	Other equipment	Work in progress	
<b>Cost</b>					
<b>Opening Balance</b>	<b>11,148</b>	<b>6,136</b>	<b>6,307</b>	<b>78</b>	<b>23,669</b>
Additions	14	-	-	654	668
Transfer from work in progress	-	250	110	(360)	-
Disposals	(550)	(298)	(285)	-	(1,133)
<b>Closing Balance</b>	<b>10,612</b>	<b>6,088</b>	<b>6,132</b>	<b>372</b>	<b>23,204</b>
<b>Depreciation</b>					
<b>Opening Balance</b>	<b>7,147</b>	<b>4,559</b>	<b>4,636</b>	<b>-</b>	<b>16,342</b>
Depreciation for the year	764	657	449	-	1,870
Disposals	(357)	(297)	(263)	-	(917)
<b>Closing Balance</b>	<b>7,554</b>	<b>4,919</b>	<b>4,822</b>	<b>-</b>	<b>17,295</b>
<b>Net book value</b>					
<b>Opening Balance</b>	<b>4,001</b>	<b>1,577</b>	<b>1,671</b>	<b>78</b>	<b>7,327</b>
<b>Closing Balance</b>	<b>3,058</b>	<b>1,169</b>	<b>1,310</b>	<b>372</b>	<b>5,909</b>

## Group

EUR '000	2016						Total
	Leasehold improvements	Computer hardware	Other equipment	Work in progress	Equipment, which is subject to operating lease	Equipment which is subject to operating lease, in progress	
<b>Cost</b>							
<b>Opening Balance</b>	<b>10,641</b>	<b>6,210</b>	<b>6,242</b>	<b>372</b>	<b>7,365</b>	<b>-</b>	<b>30,830</b>
Additions	49	-	-	570	-	1,205	1,824
Transfer from work in progress	-	633	300	(933)	1,205	(1,205)	-
Disposals	(18)	(502)	(297)	-	(3,398)	-	(4,215)
<b>Closing Balance</b>	<b>10,672</b>	<b>6,341</b>	<b>6,245</b>	<b>9</b>	<b>5,172</b>	<b>-</b>	<b>28,439</b>
<b>Depreciation</b>							
<b>Opening Balance</b>	<b>7,561</b>	<b>5,029</b>	<b>4,909</b>	<b>-</b>	<b>3,659</b>	<b>-</b>	<b>21,158</b>
Depreciation for the year	706	591	402	-	993	-	2,692
Disposals	(8)	(497)	(259)	-	(1,831)	-	(2,595)
<b>Closing Balance</b>	<b>8,259</b>	<b>5,123</b>	<b>5,052</b>	<b>-</b>	<b>2,821</b>	<b>-</b>	<b>21,255</b>
<b>Net book value</b>							
<b>Opening Balance</b>	<b>3,080</b>	<b>1,181</b>	<b>1,333</b>	<b>372</b>	<b>3,706</b>	<b>-</b>	<b>9,672</b>
<b>Closing Balance</b>	<b>2,413</b>	<b>1,218</b>	<b>1,193</b>	<b>9</b>	<b>2,351</b>	<b>-</b>	<b>7,184</b>

EUR '000	2015						
	Leasehold improvements	Computer hardware	Other equipment	Work in progress	Equipment, which is subject to operating lease	Equipment which is subject to operating lease, in progress	Total
<b>Cost</b>							
<b>Opening Balance</b>	<b>11,148</b>	<b>6,136</b>	<b>6,307</b>	<b>78</b>	-	-	<b>23,669</b>
Additions	14	-	-	654	-	522	1,190
Increase at initial consolidation	29	124	113	-	9,354	-	9,620
Transfer from work in progress	-	250	110	(360)	522	(522)	-
Disposals	(550)	(300)	(288)	-	(2,511)	-	(3,649)
<b>Closing Balance</b>	<b>10,641</b>	<b>6,210</b>	<b>6,242</b>	<b>372</b>	<b>7,365</b>	-	<b>30,830</b>
<b>Depreciation</b>							
<b>Opening Balance</b>	<b>7,147</b>	<b>4,559</b>	<b>4,636</b>	-	-	-	<b>16,342</b>
Increase at initial consolidation	6	106	85	-	3,715	-	3,912
Depreciation for the year	765	663	453	-	591	-	2,472
Disposals	(357)	(299)	(265)	-	(647)	-	(1,568)
<b>Closing Balance</b>	<b>7,561</b>	<b>5,029</b>	<b>4,909</b>	-	<b>3,659</b>	-	<b>21,158</b>
<b>Net book value</b>							
<b>Opening Balance</b>	<b>4,001</b>	<b>1,577</b>	<b>1,671</b>	<b>78</b>	-	-	<b>7,327</b>
<b>Closing Balance</b>	<b>3,080</b>	<b>1,181</b>	<b>1,333</b>	<b>372</b>	<b>3,706</b>	-	<b>9,672</b>

The Group has no contractual commitments for the acquisition of property, plant and equipment as of 31 December 2016 (as of 31 December 2015: no contractual commitments for the acquisition of property, plant and equipment). The Group cannot sell the leasehold improvements and has no other contractual commitments related to them. The Group did not pledge its property, plant and equipment.

As the Group does not have any borrowing costs related to property, plant and equipment, it did not capitalize them.

## Note 9: Investment property

EUR '000	Bank		Group	
	2016	2015	2016	2015
<b>Cost</b>				
<b>Opening Balance</b>	-	-	<b>8,887</b>	-
Additions - initial consolidation	-	-	-	9,133
Additions	-	-	846	-
Disposals	-	-	(6,936)	(27)
Impairment	-	-	-	(219)
<b>Closing Balance</b>	-	-	<b>2,797</b>	<b>8,887</b>
<b>Depreciation</b>				
<b>Opening Balance</b>	-	-	<b>1,319</b>	-
Additions - initial consolidation	-	-	-	1,243
Depreciation for the year	-	-	126	103
Disposals	-	-	(1,337)	(27)
<b>Closing Balance</b>	-	-	<b>108</b>	<b>1,319</b>
<b>Net book value</b>				
<b>Opening Balance</b>	-	-	<b>7,568</b>	-
<b>Closing Balance</b>	-	-	<b>2,689</b>	<b>7,568</b>

## Notes on the Financial Statements

On 31 December 2016, fair value of investment property amounted to 4,295 thousand euros (on 31 December 2015: 10,387 thousand euros) and it is based on a valuation by an independent appraiser. There are no restrictions on the realisability of investment property.

In 2016, UniCredit Leasing d.o.o. received rental income in the amount of 353 thousand euros (in the last five months of the year 2015: 247 thousand euros) and it had direct operating expenses in the amount of 82 thousand euros (in the last five months of the year 2015: 38 thousand euros). The whole amount of direct operating expenses refers to investment property, which generated rental income in this period.

Investment property was dispossessed from lessees and with the amounts got unsettled claims towards them would be covered. UniCredit Leasing d.o.o. has no contractual obligations to purchase, construct or develop investment property or for repairs, maintenance or enhancements.

## Note 10: Intangible assets

## Bank

EUR '000	2016			2015		
	Intangible assets in use	Intangible assets in progress	Total	Intangible assets in use	Intangible assets in progress	Total
<b>Cost</b>						
<b>Opening Balance</b>	<b>32,476</b>	<b>5,515</b>	<b>37,991</b>	<b>31,757</b>	<b>3,974</b>	<b>35,731</b>
Additions	-	1,889	1,889	-	3,566	3,566
Transfer from work in progress	2,948	(2,948)	-	2,025	(2,025)	-
Disposal	-	-	-	(1,306)	-	(1,306)
<b>Closing Balance</b>	<b>35,424</b>	<b>4,456</b>	<b>39,880</b>	<b>32,476</b>	<b>5,515</b>	<b>37,991</b>
<b>Amortization</b>						
<b>Opening Balance</b>	<b>19,198</b>	-	<b>19,198</b>	<b>16,929</b>	-	<b>16,929</b>
Amortization	4,038	-	4,038	3,104	-	3,104
Disposal	-	-	-	(835)	-	(835)
<b>Closing Balance</b>	<b>23,236</b>	-	<b>23,236</b>	<b>19,198</b>	-	<b>19,198</b>
<b>Net book value</b>						
<b>Opening Balance</b>	<b>13,278</b>	<b>5,515</b>	<b>18,793</b>	<b>14,828</b>	<b>3,974</b>	<b>18,802</b>
<b>Closing Balance</b>	<b>12,188</b>	<b>4,456</b>	<b>16,644</b>	<b>13,278</b>	<b>5,515</b>	<b>18,793</b>

**Group**

EUR '000	2016			2015		
	Intangible assets in use	Intangible assets in progress	Total	Intangible assets in use	Intangible assets in progress	Total
<b>Cost</b>						
<b>Opening Balance</b>	<b>32,866</b>	<b>5,515</b>	<b>38,381</b>	<b>31,757</b>	<b>3,974</b>	<b>35,731</b>
Additions - initial consolidation	-	-	-	346	-	346
Additions	-	1,994	1,994	-	3,610	3,610
Transfer from work in progress	2,995	(2,995)	-	2,069	(2,069)	-
Disposal	-	-	-	(1,306)	-	(1,306)
<b>Closing Balance</b>	<b>35,861</b>	<b>4,514</b>	<b>40,375</b>	<b>32,866</b>	<b>5,515</b>	<b>38,381</b>
<b>Amortization</b>						
<b>Opening Balance</b>	<b>19,372</b>	<b>-</b>	<b>19,372</b>	<b>16,929</b>	<b>-</b>	<b>16,929</b>
Additions - initial consolidation	-	-	-	161	-	161
Amortization	4,076	-	4,076	3,117	-	3,117
Disposal	-	-	-	(835)	-	(835)
<b>Closing Balance</b>	<b>23,448</b>	<b>-</b>	<b>23,448</b>	<b>19,372</b>	<b>-</b>	<b>19,372</b>
<b>Net book value</b>						
<b>Opening Balance</b>	<b>13,494</b>	<b>5,515</b>	<b>19,009</b>	<b>14,828</b>	<b>3,974</b>	<b>18,802</b>
<b>Closing Balance</b>	<b>12,413</b>	<b>4,514</b>	<b>16,927</b>	<b>13,494</b>	<b>5,515</b>	<b>19,009</b>

Intangible assets solely comprise computer software. The Group has no internally generated intangible assets. The contractual commitments for acquisition of intangible assets amount to 1,235 thousand euros (1,926 thousand euros on 31 December 2015).

As the Group does not have any borrowing costs related to the intangible assets, it did not capitalize them.

## Note 11: Investments in subsidiaries, associates and joint ventures

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Investments in subsidiaries	1	1	-	-
<b>Total</b>	<b>1</b>	<b>1</b>	<b>-</b>	<b>-</b>

## Notes on the Financial Statements

## Note 12: Tax assets

EUR '000	Bank			Group		
	31/12/2016	31/12/2015	Effect in 2016	31/12/2016	31/12/2015	Effect in 2016
<b>Current tax assets</b>	-	-	-	<b>358</b>	-	<b>358</b>
<b>Deferred tax assets</b>	<b>4,516</b>	<b>5,233</b>	<b>(717)</b>	<b>7,417</b>	<b>8,756</b>	<b>(1,339)</b>
Balance Statement of Income	8,926	8,039	887	11,827	11,562	265
Loans to banks and loans to customers	3	3	-	2,694	2,987	(293)
Available-for-sale financial assets	56	247	(191)	56	247	(191)
Property, plant and equipment, Intangible assets, Investment property	39	76	(37)	214	615	(401)
Provisions	129	120	9	164	120	44
Investments	334	108	226	334	108	226
Loss	8,365	7,485	880	8,365	7,485	880
Balance equity	(4,410)	(2,806)	(1,604)	(4,410)	(2,806)	(1,604)
Fair value reserves, Provisions	(53)	(47)	(6)	(53)	(47)	(6)
Fair value reserves, Cash flow hedge	(213)	668	(881)	(213)	668	(881)
Fair value reserves, Available-for-sale financial assets	(4,144)	(3,427)	(717)	(4,144)	(3,427)	(717)
<b>Total</b>	<b>4,516</b>	<b>5,233</b>	<b>(717)</b>	<b>7,775</b>	<b>8,756</b>	<b>(981)</b>

## Tax loss carried forward

EUR '000	Bank		Group	
	2016	2015	2016	2015
<b>Opening Balance</b>	<b>44,027</b>	<b>47,185</b>	<b>44,027</b>	<b>47,185</b>
Decrease	-	(3,158)	-	(3,158)
<b>Closing Balance</b>	<b>44,027</b>	<b>44,027</b>	<b>44,027</b>	<b>44,027</b>

## Note 13: Other assets

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Claims arising from given prepayments	5	8	589	515
Deferred expenses	683	258	841	543
Accrued income	52	-	-	-
Stock	-	-	624	942
Other assets	18	17	18	17
<b>Total</b>	<b>758</b>	<b>283</b>	<b>2,072</b>	<b>2,017</b>

## Note 14: Financial liabilities held for trading

For both years, the Note refers to the Bank and to the Group.

EUR '000	31/12/2016		31/12/2015	
	Level 1	Level 2	Level 1	Level 2
<b>Derivatives held for trading</b>	-	<b>20,343</b>	-	<b>16,574</b>
Forwards	-	3,314	-	6,018
Options	-	93	-	124
Swaps	-	16,936	-	10,432
<b>Other financial liabilities held for trading</b>	<b>120</b>	-	<b>4</b>	-
<b>Total</b>	<b>120</b>	<b>20,343</b>	<b>4</b>	<b>16,574</b>

All financial liabilities held for trading were designated as such upon initial recognition.

## Note 15: Derivatives - hedge accounting

For both years, the Note refers to the Bank and to the Group.

EUR '000	31/12/2016	31/12/2015
	Level 2	Level 2
Fair value hedge	47	-
Cash flow hedge	49,058	73,229
<b>Total</b>	<b>49,105</b>	<b>73,229</b>

## Note 16: Financial liabilities measured at amortised cost

### Deposits from banks and central banks

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
On demand from banks	6,774	5,100	6,774	5,100
Short-term deposits from banks	71,765	40,026	71,765	40,026
Long-term deposits from banks	155,234	155,267	155,234	155,267
<b>Total</b>	<b>233,773</b>	<b>200,393</b>	<b>233,773</b>	<b>200,393</b>

### Loans from banks and central banks

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Long-term loans from central banks	170,000	78,124	170,000	78,124
Long-term loans from banks	62,389	37,722	115,514	107,267
<b>Total</b>	<b>232,389</b>	<b>115,846</b>	<b>285,514</b>	<b>185,391</b>



## Notes on the Financial Statements

## Deposits from customers

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
<b>On demand</b>	<b>1,135,577</b>	<b>965,915</b>	<b>1,134,299</b>	<b>963,562</b>
Corporates	616,405	516,565	616,405	516,565
Financial institutions	56,864	89,703	55,586	87,350
Public sector	86,946	79,092	86,946	79,092
Private customers	345,153	258,423	345,153	258,423
Sole traders	24,977	16,243	24,977	16,243
Non-profit institutions serving households	5,232	5,889	5,232	5,889
<b>Short-term deposits</b>	<b>257,053</b>	<b>376,340</b>	<b>257,053</b>	<b>376,340</b>
Corporates	140,341	196,847	140,341	196,847
Financial institutions	6,766	25,854	6,766	25,854
Public sector	27,313	12,702	27,313	12,702
Private customers	79,747	132,019	79,747	132,019
Sole traders	109	6,013	109	6,013
Non-profit institutions serving households	2,777	2,905	2,777	2,905
<b>Long-term deposits</b>	<b>362,066</b>	<b>478,230</b>	<b>362,066</b>	<b>478,230</b>
Corporates	83,387	30,426	83,387	30,426
Financial institutions	19,288	5,740	19,288	5,740
Public sector	97,084	278,097	97,084	278,097
Private customers	156,377	158,033	156,377	158,033
Sole traders	1,100	1,575	1,100	1,575
Non-profit institutions serving households	4,830	4,359	4,830	4,359
<b>Total</b>	<b>1,754,696</b>	<b>1,820,485</b>	<b>1,753,418</b>	<b>1,818,132</b>

## Subordinated liabilities

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Subordinated liabilities to banks	-	30,101	-	30,101
<b>Total</b>	<b>-</b>	<b>30,101</b>	<b>-</b>	<b>30,101</b>

In 2016, the Bank repaid both subordinated loans.

## Other financial liabilities

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Assets for cross-border payment transfers	4,323	1,221	4,323	1,221
Liabilities for fees	75	48	75	48
Liabilities arising from settlement of transactions	5,462	6,547	5,462	6,547
Liabilities to suppliers	941	1,054	1,019	1,173
Accrued expenses	6,300	6,645	6,569	6,739
Received prepayments and warranties	-	-	446	1,131
Other financial liabilities	2,684	3,184	2,749	3,329
<b>Total</b>	<b>19,785</b>	<b>18,699</b>	<b>20,643</b>	<b>20,188</b>

## Note 17: Fair value changes of the hedged items in portfolio interest rate risk - liabilities

For both years, the Note refers to the Bank and to the Group.

EUR '000	31/12/2016	31/12/2015
Fair value changes of the hedged items in portfolio interest rate risk - liabilities	1,263	-
<b>Total</b>	<b>1,263</b>	<b>-</b>

## Note 18: Provisions

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
For pending legal cases	1,238	4,024	1,238	4,024
For jubilee awards and severance	769	787	769	787
For off-balance-sheet items	5,200	6,797	5,200	6,797
Other provisions	2,600	-	2,964	682
<b>Total</b>	<b>9,807</b>	<b>11,608</b>	<b>10,171</b>	<b>12,290</b>

On 31 December 2016, there were 26 pending litigations towards the Bank amounting to a total of 5.6 million euros in which the Bank was involved as a defendant (on 31 December 2015: 11.4 million euros). The company UniCredit Leasing, d.o.o. was involved as defendant in two pending litigations amounting to a total of 4.9 million euros (on 31 December 2015: 5.2 million euros). In line with the assessment of their outcome, the Group formed adequate provisions for litigations.

### Bank 2016

EUR '000	For pending legal cases	For jubilee awards and severance	For off-balance-sheet items	Other provisions	Total
<b>Opening Balance</b>	<b>4,024</b>	<b>787</b>	<b>6,797</b>	<b>-</b>	<b>11,608</b>
<b>Increases</b>	<b>-</b>	<b>92</b>	<b>2,219</b>	<b>2,600</b>	<b>4,911</b>
Balance Statement of Income	-	92	2,219	2,600	4,911
<b>Decreases</b>	<b>(2,786)</b>	<b>(110)</b>	<b>(3,816)</b>	<b>-</b>	<b>(6,712)</b>
Use of provisions	(2,374)	(33)	-	-	(2,407)
Decreases balance Statement of Income	(412)	(77)	(3,816)	-	(4,305)
<b>Closing Balance</b>	<b>1,238</b>	<b>769</b>	<b>5,200</b>	<b>2,600</b>	<b>9,807</b>

Based on the concluded transaction for sale of portfolio of non-performing receivables provisions were built for potential customers' claims.

### 2015

EUR '000	For pending legal cases	For jubilee awards and severance	For off-balance-sheet items	Other provisions	Total
<b>Opening Balance</b>	<b>1,419</b>	<b>882</b>	<b>4,508</b>	<b>307</b>	<b>7,116</b>
<b>Increases</b>	<b>2,605</b>	<b>74</b>	<b>3,409</b>	<b>498</b>	<b>6,586</b>
Balance Statement of Income	2,605	74	3,409	497	6,585
Exchange rate differences	-	-	-	1	1
<b>Decreases</b>	<b>-</b>	<b>(169)</b>	<b>(1,120)</b>	<b>(805)</b>	<b>(2,094)</b>
Use of provisions	-	(43)	-	(38)	(81)
Decreases balance Statement of Income	-	-	(1,120)	(767)	(1,887)
Decreases balance equity	-	(126)	-	-	(126)
<b>Closing Balance</b>	<b>4,024</b>	<b>787</b>	<b>6,797</b>	<b>-</b>	<b>11,608</b>

## Notes on the Financial Statements

**Group  
2016**

EUR '000	For pending legal cases	For jubilee awards and severance	For off-balance sheet items	Other provisions	Total
<b>Opening Balance</b>	<b>4,024</b>	<b>787</b>	<b>6,797</b>	<b>682</b>	<b>12,290</b>
<b>Increases</b>	-	<b>92</b>	<b>2,219</b>	<b>2,600</b>	<b>4,911</b>
Balance Statement of Income	-	92	2,219	2,600	4,911
<b>Decreases</b>	<b>(2,786)</b>	<b>(110)</b>	<b>(3,816)</b>	<b>(318)</b>	<b>(7,030)</b>
Use of provisions	(2,374)	(33)	-	(12)	(2,419)
Balance Statement of Income	(412)	(77)	(3,816)	(306)	(4,611)
<b>Closing Balance</b>	<b>1,238</b>	<b>769</b>	<b>5,200</b>	<b>2,964</b>	<b>10,171</b>

**2015**

EUR '000	For pending legal cases	For jubilee awards and severance	For off-balance sheet items	Other provisions	Total
<b>Opening Balance</b>	<b>1,419</b>	<b>882</b>	<b>4,508</b>	<b>307</b>	<b>7,116</b>
<b>Increases</b>	<b>2,605</b>	<b>74</b>	<b>3,409</b>	<b>1,180</b>	<b>7,268</b>
Balance Statement of Income	2,605	74	3,409	1,022	7,110
Increase at initial consolidation	-	-	-	157	157
Exchange rate differences	-	-	-	1	1
<b>Decreases</b>	-	<b>(169)</b>	<b>(1,120)</b>	<b>(805)</b>	<b>(2,094)</b>
Use of provisions	-	(43)	-	(38)	(81)
Balance Statement of Income	-	-	(1,120)	(767)	(1,887)
Decreases balance equity	-	(126)	-	-	(126)
<b>Closing Balance</b>	<b>4,024</b>	<b>787</b>	<b>6,797</b>	<b>682</b>	<b>12,290</b>

## Note 19: Tax liabilities

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Current tax liabilities	2,465	-	2,465	145
<b>Total</b>	<b>2,465</b>	<b>-</b>	<b>2,465</b>	<b>145</b>

**Offsetting**

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
<b>Current tax liabilities</b>	-	-	<b>13</b>	-
<b>Deferred tax liabilities</b>	<b>4,417</b>	<b>3,525</b>	<b>4,417</b>	<b>3,525</b>
Fair value reserves, Available-for-sale financial assets	4,151	3,478	4,151	3,478
Fair value reserves, Cash flow hedge	213	-	213	-
Fair value reserves, Actuarial gains (losses) on defined benefit pension plans	53	47	53	47
<b>Total</b>	<b>4,417</b>	<b>3,525</b>	<b>4,430</b>	<b>3,525</b>

## Note 20: Other liabilities

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Accrued expenses and deferred income	1,183	1,328	1,790	2,057
Liabilities for taxes and contributions	508	338	704	770
<b>Total</b>	<b>1,691</b>	<b>1,666</b>	<b>2,494</b>	<b>2,827</b>

## Note 21: Share capital

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Ordinary shares - subscribed by privates	-	1	-	1
Ordinary shares - subscribed by foreign banks	20,384	20,383	20,384	20,383
<b>Total</b>	<b>20,384</b>	<b>20,384</b>	<b>20,384</b>	<b>20,384</b>

On 31 December 2016, the Bank's share capital amounted to 20,383,765 euros and was comprised of 4,888,193 pieces of ordinary 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.

## Note 22: Share premium

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Payments in excess of nominal amounts of paid-up shares	91,736	91,736	91,736	91,736
Share premium reserve	16,024	16,024	16,024	16,024
<b>Total</b>	<b>107,760</b>	<b>107,760</b>	<b>107,760</b>	<b>107,760</b>

## Note 23: Fair value reserves

For both years, the Note refers to the Bank and to the Group.

EUR '000	31/12/2016	31/12/2015
Fair value reserves, Cash flow hedge	907	(3,262)
Fair value reserves, Available-for-sale financial assets	17,665	16,729
Fair value reserves, Actuarial gains (losses) on defined benefit pension plans	506	511
<b>Total</b>	<b>19,078</b>	<b>13,978</b>

## Notes on the Financial Statements

## Fair value reserves, Cash flow hedge

EUR '000	2016	2015
<b>Opening Balance</b>	<b>(3,262)</b>	<b>(5,290)</b>
Gross value	(3,931)	(6,374)
Deferred taxes	669	1,084
<b>Increases</b>	<b>4,169</b>	<b>2,028</b>
Gross value	5,050	2,443
Deferred taxes	(881)	(415)
<b>Closing Balance</b>	<b>907</b>	<b>(3,262)</b>
Gross value	1,119	(3,931)
Deferred taxes	(212)	669

## Fair value reserves, Available-for-sale financial assets

EUR '000	2016	2015
<b>Opening Balance</b>	<b>16,729</b>	<b>16,153</b>
Gross value	20,155	19,461
Deferred taxes	(3,426)	(3,308)
<b>Increases</b>	<b>9,773</b>	<b>6,150</b>
Gross value	12,563	7,410
Deferred taxes	(2,790)	(1,260)
<b>Decreases</b>	<b>(8,837)</b>	<b>(5,574)</b>
Gross value	(10,910)	(6,716)
Deferred taxes	2,073	1,142
<b>Closing Balance</b>	<b>17,665</b>	<b>16,729</b>
Gross value	21,808	20,155
Deferred taxes	(4,143)	(3,426)

## Fair value reserves, Actuarial gains (losses) on defined benefit pension plans

EUR '000	2016	2015
<b>Opening Balance</b>	<b>511</b>	<b>359</b>
Gross value	557	431
Deferred taxes	(46)	(72)
<b>Increases</b>	<b>(5)</b>	<b>152</b>
Gross value	-	126
Deferred taxes	(5)	26
<b>Closing Balance</b>	<b>506</b>	<b>511</b>
Gross value	557	557
Deferred taxes	(51)	(46)

## Note 24: Reserves from profit

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Mandatory reserves	1,307	1,307	1,307	1,307
Other reserves from profit	83,328	83,328	97,266	98,221
<b>Total</b>	<b>84,635</b>	<b>84,635</b>	<b>98,573</b>	<b>99,528</b>

Other reserves from profit for the Group include the goodwill deriving from initial consolidation of the company UniCredit Leasing d.o.o. in the amount of 14,893 thousand euros.

## Note 25: Retained earnings including profit / loss from current year

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Net profit for the year	13,864	9,677	17,791	8,721
Retained earnings	55	-	55	-
Transfer to / from reserves from profit	-	20,000	-	20,000
<b>Total</b>	<b>13,919</b>	<b>29,677</b>	<b>17,846</b>	<b>28,721</b>

### Balance sheet available profit of the Bank

EUR '000	2016	2015
Net profit for the year	13,864	9,677
Retained earnings from previous years	55	-
Transfer from reserves from profit	-	20,000
<b>Balance sheet available profit</b>	<b>13,919</b>	<b>29,677</b>
Distribution of dividends from current year's profit	(13,864)	(9,629)
Distribution of dividends from profit of the previous years	(18)	(19,993)
Transfer to the following year	37	55

In the year 2016 29,622 thousand euros of balance sheet available profit was distributed among the shareholders. The Management Board proposed to the Supervisory Board and to the General Meeting of Shareholders of the Bank that part of the accumulated profit in the amount of 13.882 thousand euros shall be distributed among the shareholders. The rest of the accumulated profit remains undistributed.

### Basic and diluted earnings per share

EUR 1.000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
(1) Net profit for the year	13,864	9,677	17,791	8,721
(2) Number of shares	4,888,193	4,888,193	4,888,193	4,888,193
(3) Weighted number of shares in the year	4,888,193	4,888,193	4,888,193	4,888,193
<b>(4) Earnings per share in euros (1) / (3)</b>	<b>2.84</b>	<b>1.98</b>	<b>3.64</b>	<b>1.78</b>

Basic and diluted earnings per share are the same.

## Notes on the Financial Statements

## Notes on the Statement of Income

## Note 26: Interest income

EUR '000	Bank		Group	
	2016	2015	2016	2015
Interest on financial assets held for trading	4,467	5,150	4,467	5,150
Interest on derivatives used for hedging	3,036	5,091	3,036	5,091
Interest on financial assets available for sale	8,346	10,334	8,346	10,334
Interest on loans and receivables	38,600	38,782	42,563	41,197
To banks	168	176	168	176
To customers	38,432	38,606	42,395	41,021
Interest from impaired loans	2,248	8,979	2,248	8,979
To customers	2,248	8,979	2,248	8,979
Interest on financial assets held to maturity	391	626	391	626
Negative interest on liabilities	1,364	515	1,364	515
<b>Total</b>	<b>58,452</b>	<b>69,477</b>	<b>62,415</b>	<b>71,892</b>

## Note 27: Interest expense

EUR '000	Bank		Group	
	2016	2015	2016	2015
Interest on Central Bank deposits and loans	59	132	59	132
Interest on financial liabilities held for trading	4,740	5,083	4,740	5,083
Interest on derivatives used for hedging	2,801	6,402	2,801	6,402
Interest on received deposits and loans	7,977	12,219	8,788	12,740
Paid to banks	3,321	4,398	4,079	4,911
Paid to customers	4,656	7,821	4,709	7,829
Negative interest in assets	937	795	937	795
<b>Total</b>	<b>16,514</b>	<b>24,631</b>	<b>17,325</b>	<b>25,152</b>

Interest expense for subordinated loans amounted to 45 thousand euros for 2016 (in 2015: 609 thousand euros).

## Note 28: Dividend income

For both years, the Note refers to the Bank and to the Group.

EUR '000	2016	2015
Dividends from financial assets available for sale	8	5
<b>Total</b>	<b>8</b>	<b>5</b>



## Note 29: Fee and commission income

EUR '000	Bank		Group	
	2016	2015	2016	2015
Fees from transactions with securities	5,989	7,782	5,989	7,782
Fees from guarantees	2,840	3,672	2,829	3,672
Fees from performing payment services – maintenance of transaction accounts	2,660	2,707	2,660	2,707
Fees from performing payment services – payments	5,387	5,171	5,387	5,171
Fees from performing payment services – card operations	4,810	4,999	4,810	4,999
Fees from performing other payment services	1,638	1,548	1,638	1,548
Fees from loan and lease transactions	4,850	4,675	5,254	4,848
Fees from corporate finance advisory	1,680	2,675	1,680	2,675
Fees from other transactions	567	962	567	962
<b>Total</b>	<b>30,421</b>	<b>34,191</b>	<b>30,814</b>	<b>34,364</b>

## Note 30: Fee and commission expenses

EUR '000	Bank		Group	
	2016	2015	2016	2015
Fees for performed payment services – card operations	2,512	2,391	2,512	2,391
Fees for performed other payment services	2,212	2,544	2,216	2,551
Fees for performed agency services and commission operations	1,221	1,217	1,221	1,217
Fees for performed services for corporate finance advisory	188	1,213	188	1,213
Fees for performed other services	1,359	1,794	1,576	1,978
<b>Total</b>	<b>7,492</b>	<b>9,159</b>	<b>7,713</b>	<b>9,350</b>

## Note 31: Realised gains and losses on financial assets and liabilities not measured at fair value through profit or loss

EUR '000	Bank		Group	
	2016	2015	2016	2015
<b>Realised gains</b>	<b>13,357</b>	<b>6,406</b>	<b>13,406</b>	<b>6,406</b>
On available-for-sale financial assets, debt instruments	8,288	5,388	8,288	5,388
On available-for-sale financial assets, equity instruments	3,621	66	3,621	66
On loans	1,396	499	1,396	499
On other financial assets and liabilities	52	453	101	453
<b>Realised losses</b>	<b>(2,076)</b>	<b>(984)</b>	<b>(2,076)</b>	<b>(1,151)</b>
On available-for-sale financial assets, debt instruments	(37)	(105)	(37)	(105)
On available-for-sale financial assets, equity instruments	(81)	-	(81)	-
On loans	(1,958)	(73)	(1,958)	(73)
On other financial assets and liabilities	-	(806)	-	(973)
<b>Total</b>	<b>11,281</b>	<b>5,422</b>	<b>11,330</b>	<b>5,255</b>

## Notes on the Financial Statements

## Note 32: Gains and losses on financial assets and liabilities held for trading

For both years, the Note refers to the Bank and to the Group.

EUR '000	2016	2015
Net gains on securities trading	175	23
Net gains on purchase and sale of foreign currencies	2,580	(75)
Net gains / losses on derivatives	437	4,442
<b>Total</b>	<b>3,192</b>	<b>4,390</b>

## Note 33: Fair value adjustments in hedge accounting

For both years, the Note refers to the Bank and to the Group.

EUR '000	2016	2015
Changes in fair value of derivatives used for hedging group financial instruments against interest rate risk	864	-
Changes in fair value of derivatives used for hedging cashflows of group financial instruments - ineffective portion - macro	(6,404)	(139)
Changes in fair value of group financial instruments hedged against interest rate risk	(1,223)	-
<b>Total</b>	<b>(6,763)</b>	<b>(139)</b>

## Note 34: Exchange gains / (losses)

EUR '000	Bank		Group	
	2016	2015	2016	2015
Gains on foreign exchange differences	185,108	359,709	185,274	359,779
Losses on foreign exchange differences	(184,638)	(361,470)	(184,827)	(361,568)
<b>Total</b>	<b>470</b>	<b>(1,761)</b>	<b>447</b>	<b>(1,789)</b>

## Note 35: Gains and losses on derecognition of assets other than held for sale

EUR '000	Bank		Group	
	2016	2015	2016	2015
Gains on derecognition	-	-	5	-
Losses on derecognition	(82)	(708)	(82)	(708)
<b>Total</b>	<b>(82)</b>	<b>(708)</b>	<b>(77)</b>	<b>(708)</b>

## Note 36: Other operating net income / (loss)

EUR '000	Bank		Group	
	2016	2015	2016	2015
<b>Gains</b>	<b>2,278</b>	<b>1,345</b>	<b>4,211</b>	<b>2,385</b>
Gains on operational risk	4	17	128	75
Refund of expenses for delegates abroad	1,025	1,000	1,138	1,000
Gains on leases	138	167	1,277	1,147
Other gains	1,111	161	1,668	163
<b>Losses</b>	<b>(2,050)</b>	<b>(1,797)</b>	<b>(2,466)</b>	<b>(2,175)</b>
Memberships	(70)	(73)	(70)	(73)
Losses on operational risk	(39)	(199)	(180)	(260)
Bank Resolution Fund	(1,405)	(1,472)	(1,405)	(1,472)
Losses on leases	-	-	(160)	(92)
Other losses	(536)	(53)	(651)	(278)
<b>Total</b>	<b>228</b>	<b>(452)</b>	<b>1,745</b>	<b>210</b>

## Note 37: Administrative costs

EUR '000	Bank		Group	
	2016	2015	2016	2015
Staff costs	23,031	22,515	24,003	23,223
Other administrative costs	10,997	11,779	11,346	11,859
<b>Total</b>	<b>34,028</b>	<b>34,294</b>	<b>35,349</b>	<b>35,082</b>

### Staff costs

EUR '000	Bank		Group	
	2016	2015	2016	2015
Gross salaries	16,253	16,413	16,936	16,929
Contributions for social security	1,236	1,238	1,285	1,275
Contributions for pension insurance	1,505	1,497	1,583	1,544
Other contributions levied on gross salaries	29	57	39	61
Allowance for transport to work and for meals	1,338	1,367	1,391	1,407
Variable salaries	1,152	1,015	1,218	1,032
Other staff costs	1,518	928	1,551	975
<b>Total</b>	<b>23,031</b>	<b>22,515</b>	<b>24,003</b>	<b>23,223</b>

## Notes on the Financial Statements

## Other administrative costs

EUR '000	Bank		Group	
	2016	2015	2016	2015
Operating leasehold on premises	2,047	2,205	2,052	2,211
IT services	2,447	2,218	2,519	2,257
Post and communication	1,207	1,356	1,267	1,386
Consulting and auditing services	1,260	1,931	1,285	1,939
Other outsourced services	737	743	884	717
Marketing	971	1,169	972	1,171
Training	117	133	117	133
Material costs	627	683	635	686
Costs of fixed assets maintenance and security	776	845	796	855
Insurance	533	203	537	207
Travel costs	129	146	136	150
Supervision costs	146	147	146	147
<b>Total</b>	<b>10,997</b>	<b>11,779</b>	<b>11,346</b>	<b>11,859</b>

Consulting and auditing services include the audit of the financial statements for 2016 in the amount of 157 thousand euros provided by Deloitte revizija d.o.o..

The Bank rents several 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 1,944 thousand euros, payments to be paid later than in one year and not later than in five years 1,442 thousand euros and payments to be paid later than in five years 181 thousand euros (in 2015: 2,077 thousand euros not later than in one year, payments to be paid later than in one year and not later than in five years 1,656 thousand euros and payments to be paid later than in five years 310 thousand euros).

## Note 38: Depreciation

EUR '000	Bank		Group	
	2016	2015	2016	2015
<b>Depreciation of property, plant and equipment</b>	<b>1,684</b>	<b>1,870</b>	<b>2,692</b>	<b>2,472</b>
Depreciation of leasehold improvements	704	764	706	765
Depreciation of computer hardware	583	657	591	663
Depreciation of other equipment	397	449	1,395	1,044
<b>Amortisation of intangible assets</b>	<b>4,038</b>	<b>3,104</b>	<b>4,075</b>	<b>3,117</b>
<b>Depreciation of investment property</b>	<b>-</b>	<b>-</b>	<b>126</b>	<b>103</b>
<b>Total</b>	<b>5,722</b>	<b>4,974</b>	<b>6,893</b>	<b>5,692</b>

## Note 39: Provisions

EUR '000	Bank		Group	
	2016	2015	2016	2015
For pending legal cases	(413)	2,605	(413)	2,605
For severance and jubilee salaries	15	74	15	74
For potential losses	2,600	(270)	2,294	250
For off-balance-sheet items	(1,596)	2,287	(1,596)	2,287
<b>Total</b>	<b>606</b>	<b>4,696</b>	<b>300</b>	<b>5,216</b>

## Note 40: Impairments

EUR '000	Bank		Group	
	2016	2015	2016	2015
<b>Impairment of financial assets, measured at cost</b>	<b>(70,745)</b>	<b>(17,741)</b>	<b>(73,973)</b>	<b>(16,276)</b>
Increase	32,473	62,771	35,099	64,830
Loans	31,980	62,482	34,606	64,541
Other financial assets	493	289	493	289
Decrease	(103,218)	(80,512)	(109,072)	(81,106)
Loans	(96,428)	(79,375)	(102,282)	(79,962)
Other financial assets	(6,790)	(1,137)	(6,790)	(1,144)
<b>Write-offs of financial assets, measured at cost</b>	<b>88,136</b>	<b>38,695</b>	<b>88,988</b>	<b>38,695</b>
Write-offs	88,294	38,695	89,159	38,695
Income from written-off claims	(158)	-	(171)	-
<b>Impairment of available-for-sale financial assets</b>	<b>-</b>	<b>145</b>	<b>-</b>	<b>145</b>
Increase	-	145	-	145
<b>Impairment on investment property</b>	<b>-</b>	<b>-</b>	<b>47</b>	<b>195</b>
Increase	-	-	47	195
<b>Total</b>	<b>17,391</b>	<b>21,099</b>	<b>15,062</b>	<b>22,759</b>

## Note 41: Profit or loss from non-current assets held for sale

EUR '000	Bank		Group	
	2016	2015	2016	2015
Profit from non-current assets held for sale	2	1	396	34
Loss from non-current assets held for sale	-	-	(17)	(93)
<b>Total</b>	<b>2</b>	<b>1</b>	<b>379</b>	<b>(59)</b>

## Notes on the Financial Statements

## Note 42: Corporate income tax

EUR '000	Bank		Group	
	2016	2015	2016	2015
Current tax	2,479	-	3,321	(83)
Deferred tax	(887)	1,896	(265)	1,532
<b>Total</b>	<b>1,592</b>	<b>1,896</b>	<b>3,056</b>	<b>1,449</b>

The amount of corporate income tax entirely affects the dividends, which are proposed to be paid to the shareholders of the Bank.

EUR '000	Bank		Group	
	2016	2015	2016	2015
Profit / loss before taxes	15,456	11,573	20,848	10,170
Theoretical tax (17 %)	2,628	1,967	3,544	1,729
Tax decrease	(248)	(1,111)	(1,644)	(1,111)
For deductible income	(2)	(2)	(1,014)	(2)
Previous taxes revocation	(246)	(1,109)	(630)	(1,109)
Tax on non-deductible expenses	115	124	615	279
Deferred taxes	(887)	1,896	(265)	1,532
Adjustment for the calculated deferred taxes	(887)	1,896	(265)	1,532
Other adjustments	(16)	(980)	806	(980)
<b>Total</b>	<b>1,592</b>	<b>1,896</b>	<b>3,056</b>	<b>1,449</b>

## Notes to the Statement of Cash Flows

## Note 43: Cash and Cash equivalents

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Cash	12,586	11,832	12,586	11,832
Minimum reserve with the Central Bank	19,761	86,922	19,761	86,922
Demand deposits to banks	276,974	174,597	278,979	174,597
Loans to banks with maturity up to 3 months	7,540	9,036	7,540	9,036
<b>Total</b>	<b>316,861</b>	<b>282,387</b>	<b>318,866</b>	<b>282,387</b>

Notes to the Commitments and other Off-balance-sheet Items  
in line with the Bank of Slovenia requirements

## Note 44: Commitments and other Off-balance-sheet Items

For both years, the Note refers to the Bank and to the Group.

EUR '000	31/12/2016	31/12/2015
Guarantees	201,216	200,197
Committed credit and overdraft lines	536,256	464,533
Creditors on spot business	33,713	9,423
Notional amount of derivatives	3,183,714	3,819,304
<b>Total</b>	<b>3,954,899</b>	<b>4,493,457</b>

### Annual changes, guarantees

EUR '000	2016	2015
<b>Opening Balance</b>	<b>200,197</b>	<b>247,273</b>
<b>Increases</b>	<b>163,555</b>	<b>144,488</b>
Issued guarantees	161,740	142,164
Exchange rate differences	1,815	2,324
<b>Decreases</b>	<b>(162,536)</b>	<b>(191,564)</b>
Redemption	(188)	(375)
Expired guarantees	(160,558)	(189,098)
Exchange rate differences	(1,790)	(2,091)
<b>Closing Balance</b>	<b>201,216</b>	<b>200,197</b>

### Derivatives

EUR '000	31/12/2016	31/12/2015
Forwards and futures	241,480	311,482
Interest options	14,201	34,664
Interest swaps	2,531,452	3,107,526
Held for trading	587,339	721,331
Held for hedging	1,944,113	2,386,195
Currency swaps	395,913	364,230
Held for trading	220,057	165,897
Held for hedging	175,856	198,333
Commodity swaps	668	1,402
<b>Total</b>	<b>3,183,714</b>	<b>3,819,304</b>

The Bank discloses the explanation regarding the uncertainty relating to the financial derivatives through the analysis of the counterparty risk, in the chapter Risk report. The Bank's intention is also to close most of the positions out of derivative business.

## Note 45: Fiduciary activities

For both years, the Note refers to the Bank and to the Group.

EUR '000	31/12/2016	31/12/2015
Cash from clients for brokerage with financial instruments	8,855	4,015
Receivables from managing financial instruments	43,423	39,284
Receivables from custody business	7,900,720	10,267,744
Receivables from the Central Securities Clearing Corporation for sold financial instruments	2	130
Receivables from settlement systems and institutions for sold financial instruments (buyers)	7,299	977
Receivables from settlement business	97	2,347
Receivables from other businesses on behalf and for account of third parties	189,499	226,566
<b>Assets total</b>	<b>8,149,895</b>	<b>10,541,063</b>
Liabilities to customers from money and financial instruments	52,278	43,299
Liabilities to the Central Securities Clearing Corporation for financial instruments bought	96	2,347
Liabilities to other settlement systems and institutions for purchased financial instruments (suppliers)	7,907,925	10,266,495
Liabilities to bank for commissions, expenses, etc.	-	9
Liabilities from settlement business	97	2,347
Liabilities from other businesses on behalf and for account of third parties	189,499	226,566
<b>Liabilities total</b>	<b>8,149,895</b>	<b>10,541,063</b>



## Notes on the Financial Statements

## Note 46: Agency services

For both years, the Note refers to the Bank and to the Group.

EUR '000	31/12/2016	31/12/2015
<b>Claims of settlement and transaction accounts for client assets</b>	<b>7,951,444</b>	<b>10,308,135</b>
From financial instruments	7,944,143	10,307,028
To the Central Securities Clearing Corporation or to bank's clearing account for sold financial instruments	2	130
To the settlement systems and institutions for sold financial instruments (buyers)	7,299	977
<b>Clients' cash</b>	<b>8,855</b>	<b>4,015</b>
On settlement account for clients' funds	1,799	1,950
On banks' transaction accounts	7,056	2,065
<b>Assets total</b>	<b>7,960,299</b>	<b>10,312,150</b>
<b>Liabilities of settlement account or transaction accounts for clients' funds</b>	<b>7,960,299</b>	<b>10,312,150</b>
To clients from cash and financial instruments	52,278	43,299
To the Central Securities Clearing Corporation or to Bank's clearing account for purchased financial instruments	96	2,347
To other settlement systems and institutions for purchased financial instruments (suppliers)	7,907,925	10,266,495
To the bank or the bank's settlement account for commissions, expenses, etc.	-	9
<b>Liabilities total</b>	<b>7,960,299</b>	<b>10,312,150</b>
<b>Off-balance-sheet items</b>	<b>7,944,143</b>	<b>10,307,028</b>
<b>Clients' financial instruments, itemised by services</b>	<b>7,944,143</b>	<b>10,307,028</b>
Managing financial instruments	43,423	39,284
Custodian services	7,900,720	10,267,744

## Income and expenses from fees related to investment services and businesses

EUR '000	2016	2015
<b>Income from fees and commission related to investment and subsidiary investment services and businesses for clients</b>	<b>7,670</b>	<b>10,457</b>
Reception, intermediary, and execution of orders	60	110
Management of financial instruments	453	463
Initial public offering and subsequent sales without obligation to buy	101	1,084
Custodian and related services	5,376	6,125
Consultancy to undertakings on capital structure, industrial strategy and related matters, and advice and services relating to mergers and acquisitions of undertakings	1,680	2,675
<b>Expenses from fees and commission related to investment and auxiliary investments services and businesses for clients</b>	<b>1,366</b>	<b>1,901</b>
Fees related to the Central Securities Clearing Corporation and to similar organizations	1,366	1,901

## Note 47: Related parties

The Bank is a subsidiary of UniCredit S.p.A., incorporated in Milan, which owns 100.0 % of the Bank's shares and is ultimate parent of the Group.

The Bank enters into several banking transactions with other members of the parent group UniCredit, 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	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
<b>Loans</b>	<b>380,841</b>	<b>268,950</b>	<b>283,284</b>	<b>183,228</b>
Management Board	446	469	526	566
Key management personnel	239	259	319	504
Parent company	4,046	160,159	4,046	160,186
Other companies within UniCredit	375,996	107,941	278,276	21,820
Other related parties	114	122	117	152
<b>Derivatives</b>	<b>14,405</b>	<b>16,396</b>	<b>14,405</b>	<b>16,396</b>
Parent company	-	6	-	6
Other companies within UniCredit	14,405	16,390	14,405	16,390
<b>Other assets</b>	<b>59</b>	<b>8</b>	<b>7</b>	<b>8</b>
Parent company	7	-	7	-
Other companies within UniCredit	52	8	-	8
<b>Total assets</b>	<b>395,305</b>	<b>285,354</b>	<b>297,696</b>	<b>199,632</b>
<b>Financial liabilities measured at amortised cost</b>	<b>213,964</b>	<b>191,016</b>	<b>255,653</b>	<b>245,695</b>
Management Board	85	288	120	408
Key management personnel	11	32	93	117
Parent company	52,004	185,650	52,004	242,477
Other companies within UniCredit	161,591	4,572	203,163	2,219
Other related parties	273	474	273	474
<b>Derivatives</b>	<b>66,017</b>	<b>83,756</b>	<b>66,017</b>	<b>83,756</b>
Parent company	1	187	1	187
Other companies within UniCredit	66,016	83,569	66,016	83,569
<b>Other liabilities</b>	<b>1,380</b>	<b>1,808</b>	<b>1,480</b>	<b>1,807</b>
Parent company	463	221	563	221
Other companies within UniCredit	917	1,587	917	1,586
<b>Total liabilities</b>	<b>281,361</b>	<b>276,580</b>	<b>323,150</b>	<b>331,258</b>

In 2016, the amounts in item "Parent company" refer to UniCredit S.p.A. and in 2015 to UniCredit Bank Austria AG.

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 at market price.

## Notes on the Financial Statements

## Statement of Income

EUR '000	Bank		Group	
	2016	2015	2016	2015
<b>Interest income</b>	<b>2,426</b>	<b>385</b>	<b>1,627</b>	<b>113</b>
Management Board	5	3	6	3
Key management personnel	3	4	4	8
Parent company	9	-	9	-
Other companies within UniCredit	2,409	375	1,607	98
Other related parties	-	4	1	4
<b>Interest expense</b>	<b>7,848</b>	<b>11,791</b>	<b>7,848</b>	<b>13,009</b>
Management Board	-	2	-	3
Key management personnel	-	-	-	1
Parent company	17	5,366	17	6,604
Other companies within UniCredit	7,829	6,417	7,829	6,396
Other related parties	2	6	2	6
<b>Fee and commission income</b>	<b>758</b>	<b>424</b>	<b>746</b>	<b>424</b>
Parent company	100	-	100	-
Other companies within UniCredit	658	424	646	424
<b>Fee and commission expenses</b>	<b>466</b>	<b>1,375</b>	<b>466</b>	<b>1,385</b>
Parent company	11	197	11	207
Other companies within UniCredit	455	1,178	455	1,178
<b>Gains and losses on financial assets and liabilities held for trading</b>	<b>(8,935)</b>	<b>25,872</b>	<b>(8,935)</b>	<b>25,872</b>
Parent company	(847)	6,811	(847)	6,811
Other companies within UniCredit	(8,088)	19,061	(8,088)	19,061
<b>Fair value adjustments in hedge accounting</b>	<b>(5,540)</b>	<b>(138)</b>	<b>(5,540)</b>	<b>(138)</b>
Other companies within UniCredit	(5,540)	(138)	(5,540)	(138)
<b>Other operating income</b>	<b>1,186</b>	<b>976</b>	<b>1,031</b>	<b>1,017</b>
Parent company	979	745	979	745
Other companies within UniCredit	207	231	52	272
<b>Administrative costs</b>	<b>2,343</b>	<b>2,482</b>	<b>2,631</b>	<b>2,397</b>
Parent company	320	5	320	5
Other companies within UniCredit	2,023	2,477	2,311	2,392

In 2016, the amounts in item "Parent company" refer to UniCredit S.p.A. and in 2015 to UniCredit Bank Austria AG.

## Remuneration paid

EUR '000	Bank		Group	
	2016	2015	2016	2015
<b>Remuneration paid to the Management Board</b>	<b>619</b>	<b>525</b>	<b>695</b>	<b>690</b>
Salaries and other short-term benefits	619	525	695	690
<b>Remuneration paid to the Supervisory Board members</b>	<b>65</b>	<b>61</b>	<b>65</b>	<b>62</b>
<b>Remuneration paid to other employees with an individual contract</b>	<b>1,768</b>	<b>1,519</b>	<b>1,984</b>	<b>1,519</b>
Salaries and other short-term benefits	1,768	1,519	1,984	1,519
<b>Total</b>	<b>2,452</b>	<b>2,105</b>	<b>2,744</b>	<b>2,271</b>
Number of the Management Board members as of 31 December	5	4	6	6
Number of the Supervisory Board members as of 31 December	6	6	6	6
Number of other employees with an individual contract as of 31 December	18	18	21	18

In 2016, there were on average 19 employees with an individual contract.

In 2016, the Management Board Members received the following amounts: Jana Benčina Henigman, M. Sc. who was member of the Management Board till 30 June 2016: 78 thousand euros of fixed salary, 43 thousand euros of variable salary and 1 thousand euros of other remuneration; Damijan Dolinar, M. Sc. CFA: 165 thousand euros of fixed salary, 44 thousand euros of variable salary and 4 thousand euros of other remuneration; Sergio Marino, who became member of the Management Board on 17 February 2016: 134 thousand euros of fixed salary and 16 thousand euros of variable salary; Hedvika Usenik, M. Sc. who became member of the Management Board on 17 February 2016: 89 thousand euros of fixed salary, 17 thousand euros of variable salary and 4 thousand euros of other remuneration.

Stefan Vavti, M. Sc., the Chairman of the Management Board, and Günter Friedl, M. Sc., MBA, MAS, member of the Management Board were receiving remuneration for conducting a function in the Bank directly from the parent bank as the parent's bank seconded employees in accordance with the parent group's rules. In 2016, they didn't receive any additional payments from the Bank.

In the years 2015 and 2016 there were no payments received in line with share options and performance shares program.

The Supervisory Board Members received as follows: Giuseppe Verrascina: 30 thousand euros of compensation paid, Franco Andretta: 25 thousand euros of compensation paid and Francesco Slocovich 11 thousand euros of compensation paid.

### Transactions of the Bank with its subsidiary UniCredit Leasing d.o.o.

#### Balances in Statement of Financial Position

EUR '000	31/12/2016	31/12/2015
Loans and receivables	99,737	86,121
Investments in subsidiaries, associates and joint ventures	1	1
Other assets	52	-
Financial liabilities measured at amortised cost	1,278	2,353

#### Income / expense in 2016 and in the period from 31 July 2015 till 31 December 2015

EUR '000	2016	2015
Interest income	1,532	277
Fee and commission income	11	-
Other operating net income / (loss)	288	65
Administrative costs	(20)	(8)

### Note 48: Events after the reporting period

After the end of the reporting period, the Bank and the Group did not detect any major events that would affect their Financial Statements for 2016 or that would require disclosures in these Financial Statements.

# Declaration on the Adequacy of Risk Management Arrangements

In accordance with Article 435(e) of the Regulation (EU) No. 575/2013 of the European Parliament and of the Council on prudential requirements for credit institutions and investment firms (CRR), the governance body – the Management Board (represented by: Stefan Vavti, M. Sc., Chairman of the Management Board, Damijan Dolinar, M. Sc. CFA, Member of the Management Board, Günter Friedl, M. Sc., Member of the Management Board, Hedvika Usenik, M. Sc., Member of the Management Board, Sergio Marino, Member of the Management Board), and the Supervisory Board, represented by the Chairman Martin Klauzer, confirm, by signing this Declaration, the adequacy of the arrangements of risk management which is an independent area in the Bank's organizational structure.

The risk management system corresponds to the Bank's risk profile and strategy as well as to the ability to assume risks.

Ljubljana, 17 February 2017



Martin Klauzer  
Chairman of the Supervisory Board



Stefan Vavti, M. Sc.  
Chairman of the Management Board




Mag. Damijan Dolinar, M. Sc., CFA  
Member of the Management Board



Hedvika Usenik, M. Sc.  
Member of the Management Board



Günter Friedl M. Sc., MBA, MAS  
Member of the Management Board



Sergio Marino  
Member of the Management Board

# Risk Report

## Overall Risk Management

In line with the parent group UniCredit perspective, the Group 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 Group 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 parent group CEE risk management practice and of course supports the parent group's efforts to establish uniform Group-wide risk management and control procedures.

Risk management activities of the Group are steered 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 high level committees, 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 the Group, 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 the overall Group 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 and internal acts of the parent group, the Supervisory Board 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. The approval process is also setup for UniCredit Leasing, d.o.o in line with the Bank policies.

### Operational Risk Committee (OpRisk Committee)

The OpRisk Committee is responsible for effective oversight over operational risk exposure. The OpRisk Committee maintains 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 Group has defined clear pricing basis for customer loans and deposits, to enable a clear separation of client business benefit from the internal funds management function of the Group. Within the Group, 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 Group'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 Group and also within the parent group.

# Risk Report

The risk appetite framework process is integrated in the budgeting process. For each indicator, the Group 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 Group monitors on monthly basis the total capital ratio, Core Tier 1 ratio, leverage ratio and risk taking capacity.
- From the credit risk perspective closely observed indicators are expected loss in % (expected loss/exposure in default) and coverage on impaired and cost of risk ratio.
- From the country risk perspective, the Group 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 Group aims to manage the volatility of earnings and to maintain sustainable growth. Indicators that are monitored are the following: net operating profit in relation to risk weighted assets, operating costs in relation to risk weighted assets and earnings at risk.
- From the liquidity perspective, the important indicators for the Group are the following: short-term liquidity, structural liquidity and liquidity coverage ratio
- From the operational risk point of view the Group monitors expected loss on operational risk.

## 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 to the Group or only small possibility of payment exists in accordance with European Union Directive CRD IV and the European Union Regulation CRR and valid internal rulebooks of the Group. 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 Group is not exposed.

The main objective of managing credit risk is to reach and obtain a high quality and dispersion of credit portfolio. The Group manages credit risk in line with its internal rules. Procedures of managing credit risk are performed on a single transaction level, single client level and on a portfolio level through procedures, structures and rules, that steer, govern and standardize the assessment and management of credit risk, in line with the Group principles and best practice. The activities are aimed at analysing the main components of credit risk and their temporal evolution, in order to be able to detect promptly any symptoms of deterioration and, therefore, take appropriate corrective actions.

Specific credit governance rules define the allocation of responsibilities and mechanisms of interaction between the Holding Company and the Group with respect to credit risk management topics and ensure compliance of the overall Group credit risk management framework with the regulatory framework to which the Holding Company is subject to.

The parent group UniCredit-wide rules and principles for guiding, governing and standardizing the credit risk assessment and management are defined on the Group level, in line with the regulatory requirements and Group best practice. The general rules are supplemented by policies governing defined subjects (business areas, segment activities, type of counterpart / transaction, etc.).

The Group Credit Risk strategies are an effective instrument for governing credit risk, contributing to the setting of the Group ambitions within the Budget process in coherence with the Group Risk Appetite, of which they are an integral part. Starting from the macroeconomic scenario, the outlook at industry level and the business strategy initiatives, Credit Risk Strategies define a set of guidelines and operative targets for the business segments.

### Measuring credit risk

The foundation of credit approval process is a detailed risk assessment of every credit exposure associated with counterparty. The Group'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 Group 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 European Union Directive CRD IV and the European Union Regulation CRR. In line with this act the Group committed to implement the IRB approach for all important exposures. With clear goal of effective and statistically confirmed credit risk measurement the Group builds and validates all models in accordance with previously mentioned Regulation and the Parent Group's guidelines.

Probability of default and credit rating as consequence are determined based on financial data, qualitative factors and warning signals. The Group uses ten major credit rating classes with additional sub-classes. The parent group UniCredit's scale includes in total 26 credit rating classes from 1+ to 10, which are calibrated on local specifics.

### 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 this comparison, the internal ratings were grouped into eight comparable groups; the ninth and tenth group represent defaulted clients and are not included in the table.

### Exposure of on-balance-sheet items to credit risk

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Cash	309,308	273,340	311,313	273,376
Financial assets held for trading	20,118	16,371	20,118	16,371
Available-for-sale financial assets	432,924	455,291	432,924	455,291
Derivatives - hedge accounting	10,995	10,228	10,995	10,228
Loans and receivables	1,870,452	1,926,845	1,943,534	2,010,830
To banks	14,660	45,520	14,660	45,520
To customers	1,852,086	1,869,867	1,921,020	1,952,596
Other	3,706	11,458	7,854	12,714
Held-to-maturity financial assets	7,127	13,266	7,127	13,266
Other assets	758	283	2,072	2,017
<b>Total</b>	<b>2,651,682</b>	<b>2,695,624</b>	<b>2,728,083</b>	<b>2,781,379</b>

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.

### Exposure of off-balance-sheet items to credit risk

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Guarantees	207,726	214,785	207,726	214,785
Committed credit and overdraft lies	529,875	449,945	529,875	449,945
Creditors on spot business	33,713	9,423	33,713	9,423
Notional amount of derivatives	3,186,906	3,819,304	3,186,906	3,819,304
<b>Total</b>	<b>3,958,221</b>	<b>4,493,457</b>	<b>3,958,221</b>	<b>4,493,457</b>



# Risk Report

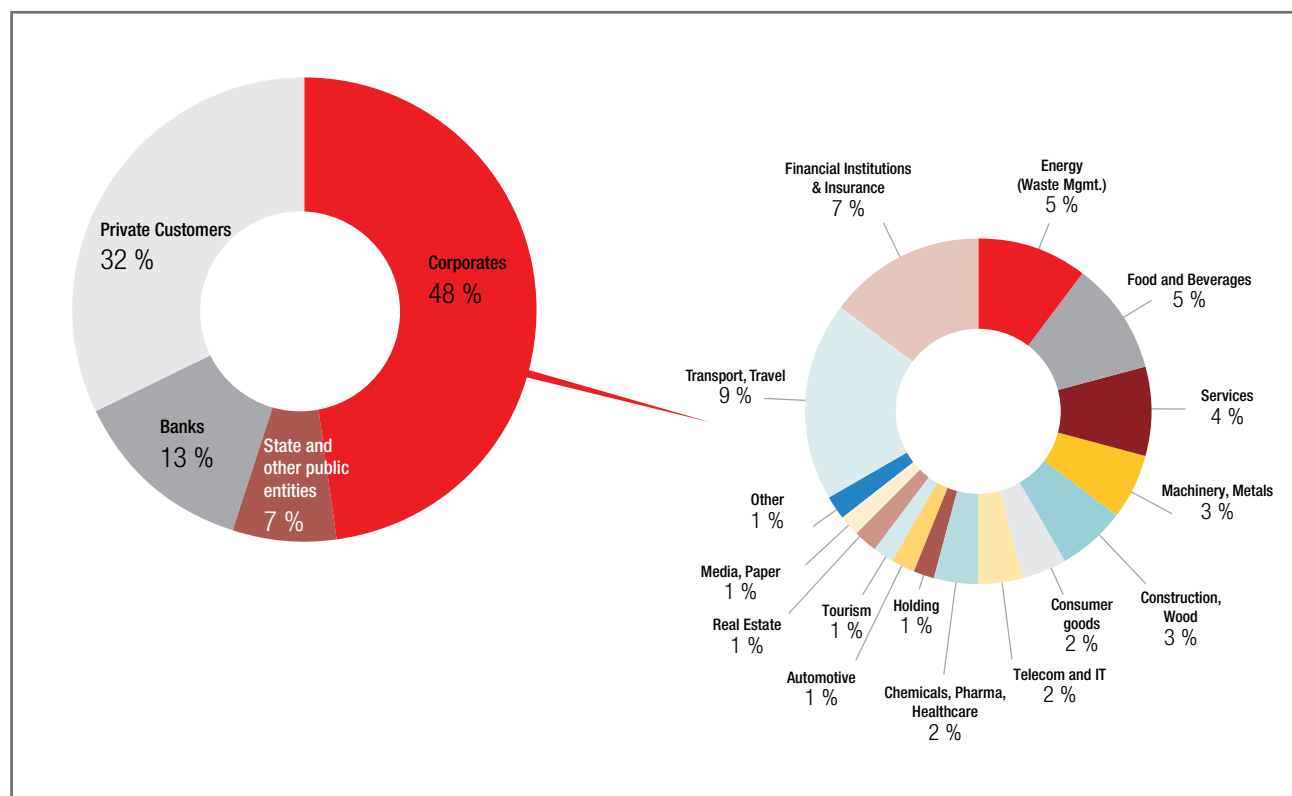
Country risk exposure of the Group and Bank considering financial assets held for trading, available for sale and held to maturity is only related to Slovenia.

## Portfolio analysis

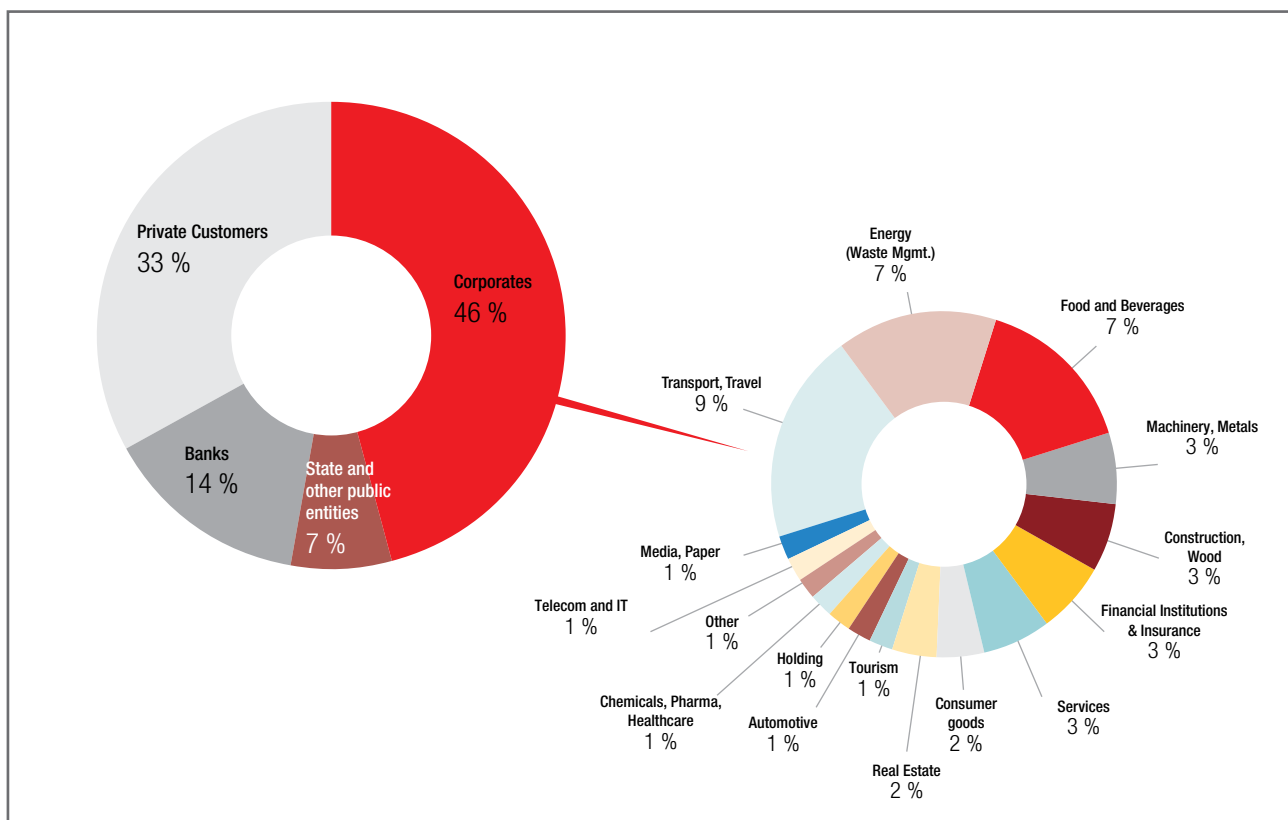
As of the end of December 2016, the Bank's on-balance-sheet outstanding portfolio of non-banking sector claims decreased by 22.5 million euros or by 1.19 % in comparison to the end of year 2015. In the non-banking sector, major growth of volumes occurred due to additional crediting in the sector of Pharmaceutical companies, which grew by 16.4 million euros or by 59.3 %. The Bank faced a decrease due to expired credit's in the real estate sector, which decreased by 13.4 million euros or 31.4 % in comparison to the end of year 2015. The total Bank's on-balance outstanding credit portfolio including banking and non-banking claims decreased by 18.7 million euros or by -9 % compared to the end of previous year.

Group credit portfolio decreased by 29.8 million euros or by 1.3 % in comparison to the previous year. As of 31 December 2016, the credit exposure recorded 2.246 million euros credit exposure to non-banking and banking sector.

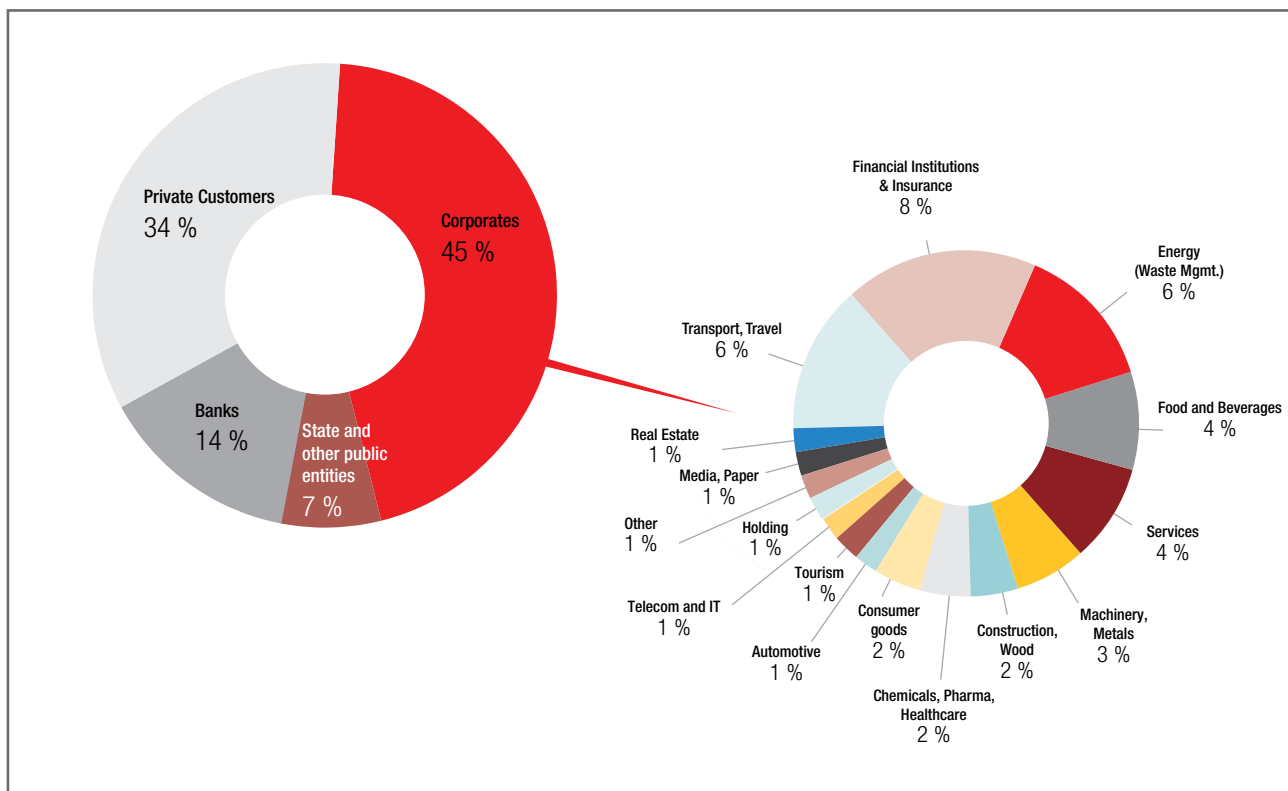
### Group's portfolio segmentation as of 31 December 2016



**Group's portfolio segmentation as of 31 December 2015**

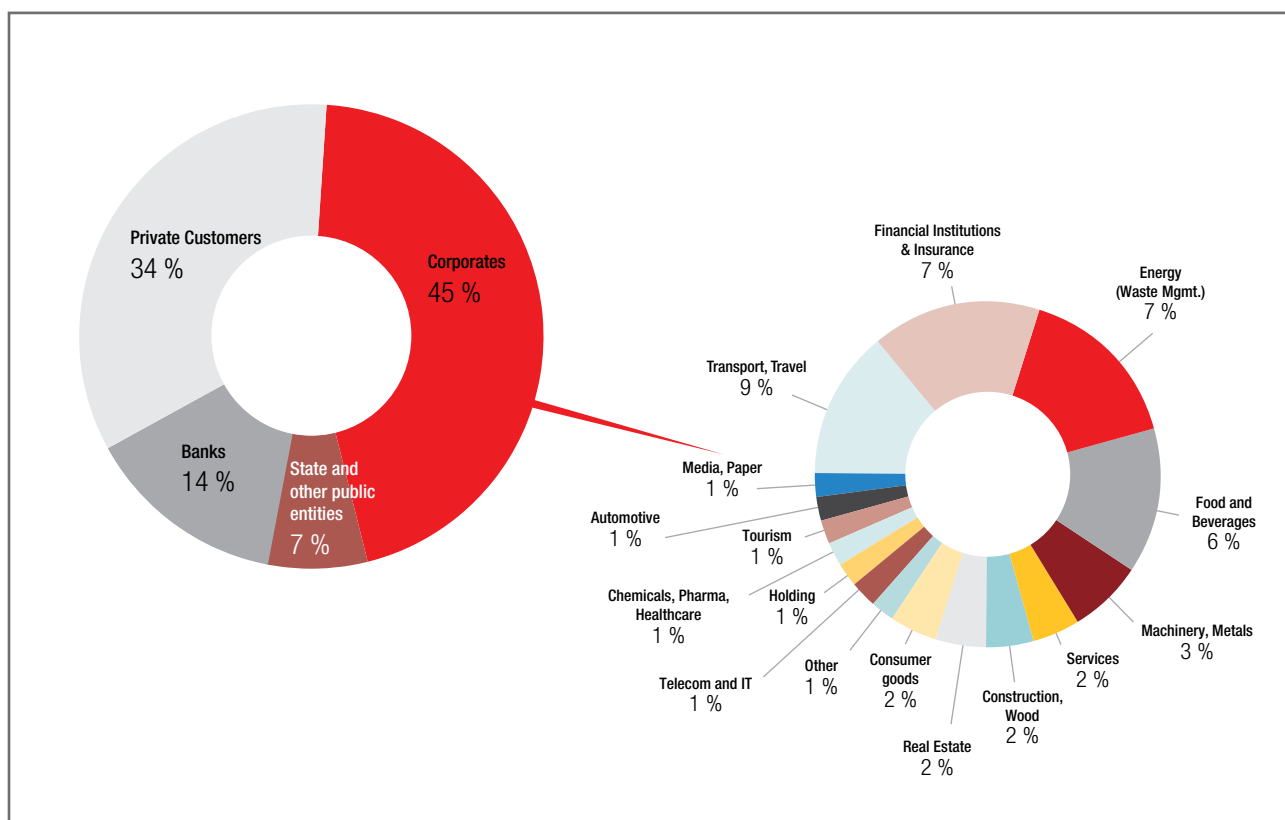


**Bank's portfolio segmentation as of 31 December 2016**



# Risk Report

## Bank's portfolio segmentation as of 31 December 2015



## Geographical split of the Group's portfolio

Credit risk profile by region	Exposure (EUR '000)		Growth in %
	31/12/2016	31/12/2015	
Slovenia	1,812,275	1,901,109	(5 %)
Austria	256,156	160,485	60 %
Croatia	89,898	81,636	10 %
The Netherlands	28,576	33,114	(14 %)
Switzerland	14,470	31,251	(54 %)
Germany	12,578	16,889	(26 %)
Luxemburg	7,247	4,740	53 %
Serbia	6,587	8,135	(19 %)
Italy	5,944	3,988	49 %
Hungary	5,710	3,512	63 %
Russia	3,409	6,599	(48 %)
Other	5,482	28,837	(81 %)
<b>Total</b>	<b>2,248,332</b>	<b>2,280,294</b>	<b>(1 %)</b>

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. The totals sometimes do not match because of rounding.

### Geographical split of the Bank's portfolio

Credit risk profile by region	Exposure (EUR '000)		Growth in %
	31/12/2016	31/12/2015	
Slovenia	1,812,275	1,901,109	(5 %)
Austria	256,156	160,485	60 %
Croatia	89,898	81,636	10 %
The Netherlands	28,576	33,114	(14 %)
Switzerland	14,470	31,251	(54 %)
Germany	12,578	16,889	(26 %)
Luxemburg	7,247	4,740	53 %
Serbia	6,587	8,135	(19 %)
Italy	5,944	3,988	49 %
Hungary	5,710	3,512	63 %
Russia	3,409	6,599	(48 %)
Other	5,482	28,837	(81 %)
<b>Total</b>	<b>2,248,332</b>	<b>2,280,294</b>	<b>(1 %)</b>

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. The totals sometimes do not match because of rounding.

### Credit Risk Mitigation Techniques

The Group uses various credit risk mitigation techniques to reduce potential credit losses in case of the obligor default. In line 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 on the Parent Group level by UniCredit S.p.A., to lay down the Group-wide rules and principles that guide, govern and standardize the credit risk mitigation management.

Following the Parent Group Credit Risk Mitigation Guidelines, the Group 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, the Group 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 the Group 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, the Group 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.

## Risk Report

According to collateral guidelines, collaterals are exposed to a regular reviewing process, either on individual or portfolio basis. Such approach gives the Group a better view of the current status and actual value of collateral.

**Group's exposure toward non-banks clients according to credit rating and allocated market value collateral**

EUR '000	31/12/2016		31/12/2015	
	Exposure	Collateral	Exposure	Collateral
<b>Non-bank customers</b>				
1	47,220	45,109	54,961	50,252
2	357,769	263,082	245,671	194,985
3	353,846	176,458	358,456	175,230
4	414,248	317,082	448,578	303,325
5	295,776	170,210	189,290	107,655
6	165,628	73,362	181,327	96,431
7	63,653	31,143	65,532	33,842
8	44,240	35,499	56,168	46,082
Doubtful and default	176,267	61,134	357,203	128,680
Not rated	11,159	807	14,903	2,365
<b>Total</b>	<b>1,929,808</b>	<b>1,173,886</b>	<b>1,972,089</b>	<b>1,138,846</b>

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 totals sometimes do not match because of rounding.

**Bank's exposure toward non-banks clients according to credit rating and allocated market value collateral**

EUR '000	31/12/2016		31/12/2015	
	Exposure	Collateral	Exposure	Collateral
<b>Non-bank customers</b>				
1	47,220	45,109	54,961	50,252
2	357,067	262,483	244,522	194,946
3	351,426	174,562	348,875	168,389
4	481,070	296,024	514,806	288,305
5	225,983	114,593	148,742	82,849
6	125,594	46,253	143,332	70,584
7	54,044	24,596	58,502	28,350
8	42,725	34,489	47,836	38,541
Doubtful and default	159,134	55,243	310,288	98,007
Not rated	11,159	807	14,903	2,365
<b>Total</b>	<b>1,855,423</b>	<b>1,054,160</b>	<b>1,886,768</b>	<b>1,022,588</b>

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 the Statement of Financial Position are classified as Banks or Clients. The totals sometimes do not match because of rounding.

### Group's exposure toward banks clients

EUR '000 Banks	31/12/2016		31/12/2015	
	Exposure	Collateral	Exposure	Collateral
1	13,429	-	39,608	-
2	284,758	-	255,921	-
3	3,658	-	2,396	953
4	12,692	-	9,278	-
5	209	-	536	-
6	-	-	-	-
7	-	-	-	-
8	-	-	-	-
Doubtful and default	-	-	-	-
Not rated	375	-	466	-
<b>Total</b>	<b>315,120</b>	<b>-</b>	<b>308,205</b>	<b>953</b>

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.

### Bank's exposure toward banks clients

EUR '000 Banks	31/12/2016		31/12/2015	
	Exposure	Collateral	Exposure	Collateral
1	13,429	-	39,608	-
2	284,758	-	255,921	-
3	375	-	2,396	953
4	12,692	-	9,278	-
5	209	-	536	-
6	-	-	-	-
7	-	-	-	-
8	-	-	-	-
Doubtful and default	-	-	-	-
Not rated	375	-	466	-
<b>Total</b>	<b>311,837</b>	<b>-</b>	<b>308,205</b>	<b>953</b>

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.

### Market value of Group's collateral by type of collateral

EUR '000 Collateral Types	31/12/2016	31/12/2015
Mortgage	1,650,200	1,752,212
Movable property	71,010	65,694
Irrevocable commitments of RS	247,670	263,406
Bank deposits	22,575	11,846
Other Collateral	36,745	29,339
<b>Total</b>	<b>2,028,200</b>	<b>2,122,497</b>

Please note that the above collateral does not include guaranties of private individuals and legal entities. The totals sometimes do not match because of rounding.

## Risk Report

## Market value of the Bank's collateral by type of collateral

EUR '000		
Collateral Types	31/12/2016	31/12/2015
Mortgage	1,574,669	1,673,775
Movable property	-	-
Irrevocable commitments of RS	247,670	263,406
Bank deposits	22,575	11,846
Other Collateral	26,116	20,637
<b>Total</b>	<b>1,871,030</b>	<b>1,969,663</b>

Please note that the above collateral does not include guaranties of private individuals and legal entities. The totals sometimes do not match because of rounding.

Compared to 2015, the value of collateral decreased during 2016 due to the following reasons:

- Adjustment of residential real estate collateral to new market values;
- Repayment of loans collateralized by commercial real estate;
- Reduction of other collaterals.

### Impairment and provisioning policies

In its internal regulations, the Group 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 European Union Directive CRD IV and the European Union Regulation CRR. Impairments of on-balance-sheet assets and off-balance-sheet assets are conducted according to the standards adopted by the EU (IFRS).

The Group uses two approaches and methodologies for impairment losses – individual and portfolio approach. As explained further below, the Group 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' segment impairments are assessed on portfolio basis, based on expected loss calculation (EL). In estimating these cash flows, the Group 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 Group assesses specific impairments using individual approach (on a client or transaction level) by taking into consideration the following:

- When estimating these cash flows, the Group 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 Group;
- Information that might have impact on received repayments to the Group.

In cases where there is a low probability of restructuring, future cash flows are calculated using the liquidation scenario. The provisioning requirement is calculated based on 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.

The Group uses the Application and Behavioural scoring for assessing credit rating in private individuals' segment, resulting in 26 rating classes with assigned probabilities of default. The Group assesses specific impairments on portfolio level at least monthly. 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 Group 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 Group 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 monthly, based on portfolio quality and using standard expected loss calculation procedures at client level including the so-called loss detection period.

The Group regularly monitors the portfolio development and the impairments coverage ratio, which is regularly reported to the senior management and to the Management Board. The Group 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 Group 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 has been cancelled and the Restructuring and Workout unit is responsible for the recovery via legal execution possibilities.

#### Group's exposure toward non-bank clients according to their internal rating

EUR '000	Group					
	Exposure	Impairments	Collateral	Exposure	Impairments	Collateral
<b>Non-bank customers</b>	<b>31/12/2016</b>			<b>31/12/2015</b>		
1	47,220	7	45,109	54,961	10	50,284
2	357,769	104	263,082	245,671	85	195,034
3	353,846	261	176,458	358,456	295	175,316
4	414,248	467	317,082	448,578	571	303,663
5	295,776	2,473	170,210	189,290	857	107,711
6	165,628	2,100	73,362	181,327	2,322	96,525
7	63,653	1,914	31,143	65,532	2,306	33,863
8	44,240	1,954	35,499	56,168	2,678	46,093
Doubtful and default	176,267	111,728	61,134	357,203	195,170	128,694
Not rated	11,159	390	807	14,903	399	2,369
<b>Total</b>	<b>1,929,808</b>	<b>121,399</b>	<b>1,173,886</b>	<b>1,972,089</b>	<b>204,693</b>	<b>1,139,553</b>

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. The totals sometimes do not match because of rounding.



## Risk Report

## Bank's exposure toward non-bank clients according to their internal rating

EUR '000	Bank			Bank		
	Exposure	Impairments	Collateral	Exposure	Impairments	Collateral
<b>Non-bank customers</b>	<b>31/12/2016</b>			<b>31/12/2015</b>		
1	47,220	7	45,109	54,961	10	50,284
2	357,067	104	262,483	244,522	85	194,995
3	351,426	260	174,562	348,875	291	168,475
4	481,070	410	296,024	514,806	537	288,643
5	225,983	2,197	114,593	148,742	694	82,906
6	125,594	1,663	46,253	143,332	1,941	70,677
7	54,044	1,661	24,596	58,502	2,127	28,372
8	42,725	1,879	34,489	47,836	2,041	38,552
Doubtful and default	159,134	98,243	55,243	310,288	179,014	98,020
Not rated	11,159	390	807	14,903	399	2,369
<b>Total</b>	<b>1,855,423</b>	<b>106,815</b>	<b>1,054,160</b>	<b>1,886,768</b>	<b>187,138</b>	<b>1,023,294</b>

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. The totals sometimes do not match because of rounding.

## Group's exposure toward bank clients according to their internal rating

EUR '000	Group			Group		
	Exposure	Impairments	Collateral	Exposure	Impairments	Collateral
<b>Banks</b>	<b>31/12/2016</b>			<b>31/12/2015</b>		
1	13,429	2	-	39,608	6	-
2	284,758	-	-	255,921	-	-
3	3,658	-	-	2,396	2	943
4	12,692	11	-	9,278	-	-
5	209	-	-	536	2	-
6	-	-	-	-	-	-
7	-	-	-	-	-	-
8	-	-	-	-	-	-
Doubtful and default	-	-	-	-	-	-
Not rated	375	-	-	466	-	-
<b>Total</b>	<b>315,120</b>	<b>14</b>	<b>-</b>	<b>308,205</b>	<b>11</b>	<b>943</b>

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. The totals sometimes do not match because of rounding.

### Bank's exposure toward bank clients according to their internal rating

EUR '000	Group						
	Exposure		Impairments	Collateral	Exposure		Impairments
Banks	31/12/2016			31/12/2015			
1	13,429	2	-	39,608	6	-	
2	284,758	-	-	255,921	-	-	
3	375	-	-	2,396	2	943	
4	12,692	11	-	9,278	-	-	
5	209	-	-	536	2	-	
6	-	-	-	-	-	-	
7	-	-	-	-	-	-	
8	-	-	-	-	-	-	
Doubtful and default	-	-	-	-	-	-	
Not rated	375	-	-	466	-	-	
<b>Total</b>	<b>311,837</b>	<b>14</b>	<b>-</b>	<b>308,205</b>	<b>11</b>	<b>943</b>	

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. The totals sometimes do not match because of rounding.

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 61.9 % of reported non-performing (NPL) assets, which is classified as 90 days past due or fulfil any other criteria for defaulted credit exposure. During 2016, NPL decreased by 151.2 million euros or by 48.7 % to 159.1 million euros. Loan loss provisions for non-performing loans have decreased by 80.5 million euros or 45 % to 98.5 million euros. Out of all non-performing loans 16.4 % are assessed as portfolio based loan loss provisions.

On average in the Group, loan loss provisions covered 63.3 % of reported non-performing (NPL) assets, which is classified as 90 days past due or fulfil any other criteria for defaulted credit exposure. During 2016, NPL decreased by 180.9 million euros or by 50.7 % to 176.3 million euros. Loan loss provisions for non-performing loans have increased by 83.1 million euros or 42.6 % to 112.- million euros. Out of all non-performing loans 28.7 % are assessed as portfolio based loan loss provisions.

In accordance with consistent risk management and Bank of Slovenia, ECB, and UniCredit Group recommendations the Bank performs different strategies in non-performing exposures (NPE) area. One of important instruments, in line with legislation, is disposal of NPEs. Bank sold 107 million euros of NPEs after hard and successful renegotiations.

### Portfolio quality

#### Performing loans based on days past due classification

EUR '000	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Days overdue				
Performing loans	1,695,335	1,574,161	1,753,541	1,614,886
Overdue receivables up to 30 days	876	2,183	39,177	37,073
Overdue receivables from 30 to 60 days	28	64	8,826	6,540
Overdue receivables from 60 to 90 days	50	71	971	2,115
<b>Total</b>	<b>1,696,289</b>	<b>1,576,480</b>	<b>1,802,515</b>	<b>1,660,614</b>

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. The totals sometimes do not match because of rounding.

# Risk Report

For internal purposes the impaired loans are divided into the following categories:

- Non-performing loans (Bank of Italy class Bad) – 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 (Bank of Italy class Unlikely to pay other than Bad (UTP)) – exposure to borrowers experiencing temporary difficulties, which the Group believes may be overcome within a reasonable period. Doubtful loans are valued on a loan-by-loan basis or portfolio basis.
- Past-due loans (Bank of Italy Past Due) – 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.

## Impaired loans based on Bank of Italy classification

EUR '000 Bank of Italy Class	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
Past-Due loans	497	5,220	3,368	15,732
Unlikely to pay	107,499	131,278	112,917	158,112
Non-performing loans	57,825	173,790	66,655	183,359
<b>Total</b>	<b>165,822</b>	<b>310,288</b>	<b>182,940</b>	<b>357,203</b>

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 95 % percentile.

## Counterparty risk exposures for financial derivatives of the Group by rating class

EUR '000 Rating class	Bank		Group	
	31/12/2016	31/12/2015	31/12/2016	31/12/2015
1	-	-	-	-
2	28,173	21,456	28,173	21,456
3	143	2,172	143	2,172
4	489	1,388	489	1,388
5	174	21	174	21
6	536	386	536	386
7	829	1,145	829	1,145
8	-	-	-	-
Non-performing	-	14	-	14
Not rated	-	-	-	-
<b>Total</b>	<b>30,345</b>	<b>26,583</b>	<b>30,345</b>	<b>26,583</b>

In 2016, the counterparty credit risk exposure increased by 14.2 % as compared to the end of 2015.

## Market Risk

The Group 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. 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.

### Exposure to market risks on Group level

EUR '000		
Content	31/12/2016	31/12/2015
<b>Assets</b>		
Cash and cash balances with central banks	311,313	273,376
Financial assets held for trading	20,118	16,371
Available-for-sale financial assets	432,924	455,291
Derivatives - hedge accounting	10,995	10,228
Loans and receivables	1,823,786	1,814,091
Held-to-maturity financial assets	7,127	13,266
Investments in subsidiaries, associates and joint ventures	-	-
<b>Total</b>	<b>2,606,263</b>	<b>2,582,623</b>
<b>Liabilities</b>		
Deposits from central banks	-	-
Financial liabilities held for trading	20,463	16,578
Derivatives - hedge accounting	49,105	73,229
Financial liabilities measured at amortised cost	2,293,348	2,254,205
Provisions	10,171	12,290
<b>Total</b>	<b>2,373,087</b>	<b>2,356,302</b>

### Bank's exposure to market risks

EUR '000		
Content	31/12/2016	31/12/2015
<b>Assets</b>		
Cash and cash balances with central banks	309,308	273,340
Financial assets held for trading	20,118	16,371
Available-for-sale financial assets	432,924	455,291
Derivatives - hedge accounting	10,995	10,228
Loans and receivables	1,763,959	1,746,324
Held-to-maturity financial assets	7,127	13,266
Investments in subsidiaries, associates and joint ventures	1	1
<b>Total</b>	<b>2,544,432</b>	<b>2,514,821</b>
<b>Liabilities</b>		
Deposits from central banks	-	-
Financial liabilities held for trading	20,463	16,578
Derivatives - hedge accounting	49,105	73,229
Financial liabilities measured at amortised cost	2,240,643	2,185,524
Provisions	9,807	11,608
<b>Total</b>	<b>2,320,018</b>	<b>2,286,939</b>

# Risk Report

## Market Risk Management Techniques

Market risk management includes all activities related to the Group's treasury operations and management of the balance sheet structure. Risk positions are aggregated at least daily, analysed 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 the Group, 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 Group, Bank and Leasing 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 must 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 based on 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 risk positions.

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 to the local ALCO.

The Group 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 (holding period) from an adverse market movement with a specified probability (confidence level). More precisely, for its internal market risk management the Group uses the IMOD risk model, which was developed by the Parent 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 monthly to ALCO. Such stress scenarios are based on assumptions of extreme movements in individual market risk parameters. Group analyses the effect of these fluctuations and a liquidity disruption in specific products and risk factors on the Group'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 considered 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) daily. 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 market conformity of deals, the Bank uses the MARCONIS system, which was developed by the parent group. The MARCONIS system reviews completely and systematically the market conformity of each treasury transaction. In 2016, 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 2016 are at levels comparable to the previous year's results. The VaR figures of the Group/Bank in the table below include interest (IR), foreign exchange (FX), equity (EQ) and spread (Spread) VaR components.

### VaR of the Group

EUR '000	Value at Risk 2016			Value at Risk 2015		
	Minimum	Maximum	Average	Minimum	Maximum	Average
IR VaR	515	1,167	735	489	547	526
Spread VaR	1,737	3,619	2,335	1,142	2,340	1,801
FX VaR	5	216	46	2	100	11
EQ VaR	2	2	2	17	20	17
<b>Total VaR</b>	<b>1,660</b>	<b>3,913</b>	<b>3,033</b>	<b>988</b>	<b>2,375</b>	<b>1,688</b>

### VaR of the Bank

EUR '000	Value at Risk 2016			Value at Risk 2015		
	Minimum	Maximum	Average	Minimum	Maximum	Average
IR VaR	515	1,167	735	488	547	526
Spread VaR	1,737	3,619	2,335	1,142	2,340	1,801
FX VaR	5	216	46	2	96	10
EQ VaR	2	2	2	17	20	17
<b>Total VaR</b>	<b>1,660</b>	<b>3,913</b>	<b>3,044</b>	<b>988</b>	<b>2,375</b>	<b>1,690</b>

For internal monitoring, the Bank additionally splits VaR into Trading Book VaR and Banking Book VaR. In the year 2016, the average Trading book VaR stood at 30,000 euros and the average Banking book VaR amounted to 3,020,000 euros (3,019,000 euros at the Group level).

In the management of interest rate risk, the Group positions itself mainly in EUR, USD and CHF. Exposures in these currencies during 2016 and 2015 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 within the Group

EUR	31/12/2016						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	(1,331)	(5,483)	(537)	(227)	(104)	(7,682)	(4,375)	(13,038)	6,917
EUR	(13,616)	2,162	4,860	78,633	(13,564)	58,475	66,407	12,809	26,603
USD	-	140	21	-	-	161	195	93	154
<b>Total</b>	<b>(14,945)</b>	<b>(3,337)</b>	<b>4,353</b>	<b>78,406</b>	<b>(13,668)</b>	<b>50,809</b>	<b>58,800</b>	<b>2,663</b>	<b>19,821</b>

### Interest rate basis point shift within the Group

EUR	31/12/2015						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	(130)	(6,994)	(1,178)	(672)	(151)	(9,125)	(966)	(13,584)	6,820
EUR	(14,330)	(3,325)	(7,273)	6,026	(15,629)	(34,532)	6,018	(74,084)	37,873
USD	(3)	121	41	-	-	159	611	15	152
<b>Total</b>	<b>(14,463)</b>	<b>(10,199)</b>	<b>(8,395)</b>	<b>5,354</b>	<b>(15,781)</b>	<b>(43,483)</b>	<b>1,487</b>	<b>(82,462)</b>	<b>44,541</b>

# Risk Report

## Interest rate basis point shift within the Bank

EUR Currency	31/12/2016					Total	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		Annual maximum	Annual minimum	Absolute average
CHF	(1,341)	(5,483)	(537)	(227)	(104)	(7,692)	(4,385)	(13,044)	6,930
EUR	(12,936)	2,274	5,036	78,734	(13,564)	59,544	67,479	10,422	25,750
USD	-	140	21	-	-	161	195	93	154
<b>Total</b>	<b>(14,276)</b>	<b>(3,225)</b>	<b>4,528</b>	<b>78,507</b>	<b>(13,668)</b>	<b>51,866</b>	<b>59,861</b>	<b>94</b>	<b>18,954</b>

## Interest rate basis point shift within the Bank

EUR Currency	31/12/2015					Total	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		Annual maximum	Annual minimum	Absolute average
CHF	(139)	(6,994)	(1,178)	(672)	(151)	(9,135)	(997)	(13,574)	6,817
EUR	(13,399)	(5,502)	(7,217)	6,047	(15,630)	(35,700)	11,641	(72,714)	36,481
USD	(3)	121	41	-	-	159	611	15	152
<b>Total</b>	<b>(13,541)</b>	<b>(12,375)</b>	<b>(8,339)</b>	<b>5,375</b>	<b>(15,781)</b>	<b>(44,661)</b>	<b>7,522</b>	<b>(81,628)</b>	<b>43,145</b>

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-percent interest rate shock with the Bank's net capital resources. In case such an interest rate shock absorbs more than 20 % of the Group's net capital resources, the Bank's supervisory authority may require the Bank to take measures to reduce risk.

Stress testing results show that a 2-percent interest rate shock (parallel increase of interest rates) at year end 2016 would absorb about 5,5 % of the Group's net capital resources (6 % of the Bank's capital) which is far below the threshold level of 20 %. The current investment of equity capital is considered 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, the Bank 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 2016, the sensitivity of interest income to an immediate and parallel shift of +100 bps was 5,806,151 euros and -6,031,141 euros for a shift of -100 bps.

Additionally, the Group measures the impact on Net Economic Value of various potential interest rate shocks for the total Group/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 analysed 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 2016 EUR remains the main risk factor, while sensitivity to interest rates increased particularly in parallel shift scenario.

## Sensitivity of Net Economic Value within the Group

Scenario	Risk factor	Stress result (EUR) 31/12/2016			Stress result (EUR) 31/12/2015		
		EUR	CHF	USD	EUR	CHF	USD
parallel -200 bp		(12,276,357)	1,608,633	(39,650)	7,269,806	1,922,976	(41,625)
parallel +200 bp		11,380,108	(1,571,102)	38,640	(6,491,943)	(1,867,245)	28,178
parallel -100 bp		(6,031,141)	799,462	(19,529)	3,516,952	954,257	(14,894)
parallel +100 bp		5,806,151	(790,087)	19,389	(3,322,096)	(940,334)	14,167
turn clockwise		(917,066)	-	-	(687,770)	-	-
turn counter clockwise		677,591	-	-	(270,994)	-	-

### Sensitivity of Net Economic Value within the Bank

Scenario	Risk factor	Stress result (EUR) 31/12/2016			Stress result (EUR) 31/12/2015		
		EUR	CHF	USD	EUR	CHF	USD
parallel -200 bp		(12,492,511)	1,610,783	(39,650)	7,505,970	1,925,037	(41,625)
parallel +200 bp		11,592,342	(1,573,249)	38,640	(6,726,283)	(1,869,295)	28,178
parallel -100 bp		(6,138,711)	800,537	(19,529)	3,634,808	955,286	(14,894)
parallel +100 bp		5,912,742	(791,160)	19,389	(3,439,496)	(941,360)	14,167
turn clockwise		(876,408)	-	-	(727,872)	-	-
turn counter clockwise		651,525	-	-	(228,125)	-	-

The Bank's debt security portfolio mainly comprises bonds from first-class issuers classified as available for sale or held to maturity. UniCredit Leasing d.o.o. does not have any debt securities in its balance sheets. As of 31 December 2016, 84 % 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

EUR	31/12/2016					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
<b>Total</b>	<b>2,378</b>	<b>1,968</b>	<b>61,286</b>	<b>150,403</b>	<b>216,035</b>	<b>144,588</b>	<b>277,357</b>	<b>228,736</b>

### Spread basis point value

EUR	31/12/2015					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
<b>Total</b>	<b>1,807</b>	<b>4,994</b>	<b>96,989</b>	<b>39,765</b>	<b>143,555</b>	<b>102,394</b>	<b>296,236</b>	<b>121,248</b>

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 2016, 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 38.9 million euros.

Besides VaR, Foreign Exchange positioning is also monitored by each currency on aggregated position level. During 2016, the Group held larger positions only in major currencies.

### The Group's open FX position in major currencies

EUR '000	2016		2015	
	Annual maximum in short position	Annual maximum in long position	Annual maximum in short position	Annual maximum in long position
CHF	(2,276)	2,747	(4,849)	1,839
GBP	(225)	340	(403)	428
JPY	(20)	74	(37)	18
USD	(1,219)	4,782	(3,181)	4,808



## Risk Report

## Bank's open FX positions in major currencies

EUR '000 Currency	2016		2015	
	Annual maximum in short position	Annual maximum in long position	Annual maximum in short position	Annual maximum in long position
CHF	(2,066)	2,747	(3,523)	1,839
GBP	(255)	340	(403)	428
JPY	(20)	74	(37)	18
USD	(1,219)	4,782	(3,181)	4,808

**The Group's Balance sheet positions in different currencies as of 31 December 2016**

EUR '000 Content	EUR	CHF	USD	Other	Total
Cash, cash balances with the Central Bank and demand deposits to banks	292,646	8,753	4,586	5,328	311,313
Financial assets held for trading	7,624	-	3,446	9,048	20,118
Available-for-sale financial assets	432,095	-	829	-	432,924
Derivatives - hedge accounting	10,995	-	-	-	10,995
Loans and receivables	1,618,288	199,488	2,272	3,738	1,823,786
To banks	10,923	-	-	3,737	14,660
To customers	1,599,516	199,488	2,268	-	1,801,272
Other financial assets	7,849	-	4	1	7,854
Held-to-maturity financial assets	7,127	-	-	-	7,127
Fair value changes of the hedged items in portfolio interest rate risk	40	-	-	-	40
Property, plant and equipment	7,184	-	-	-	7,184
Investment Property	2,689	-	-	-	2,689
Intangible assets	16,927	-	-	-	16,927
Investments in subsidiaries, associates and joint ventures	-	-	-	-	-
Tax assets	7,775	-	-	-	7,775
Current tax assets	358	-	-	-	358
Deferred tax assets	7,417	-	-	-	7,417
Other assets	2,055	-	17	-	2,072
<b>TOTAL ASSETS</b>	<b>2,405,445</b>	<b>208,241</b>	<b>11,150</b>	<b>18,114</b>	<b>2,642,950</b>
Financial liabilities held for trading	8,007	127	3,566	8,763	20,463
Derivatives - hedge accounting	10,762	38,343	-	-	49,105
Financial liabilities measured at amortised cost	2,238,265	9,926	34,981	10,176	2,293,348
Deposits from banks and central banks	231,217	110	407	2,039	233,773
Deposits from customers	1,702,578	9,647	33,118	8,075	1,753,418
Loans from banks and central banks	285,514	-	-	-	285,514
Subordinated liabilities	-	-	-	-	-
Other financial liabilities	18,956	169	1,456	62	20,643
Fair value changes of the hedged items in portfolio interest rate risk	1,263	-	-	-	1,263
Provisions	10,156	-	5	10	10,171
Tax liabilities	2,465	-	-	-	2,465
Current tax liabilities	2,465	-	-	-	2,465
Other liabilities	2,486	1	3	4	2,494
<b>TOTAL LIABILITIES</b>	<b>2,273,404</b>	<b>48,397</b>	<b>38,555</b>	<b>18,953</b>	<b>2,379,309</b>
Share capital	20,384	-	-	-	20,384
Share premium	107,760	-	-	-	107,760
Fair value reserves	19,078	-	-	-	19,078
Retained earnings	98,573	-	-	-	98,573
Net profit for the year	17,846	-	-	-	17,846
<b>TOTAL EQUITY</b>	<b>263,641</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>263,641</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>2,537,045</b>	<b>48,397</b>	<b>38,555</b>	<b>18,953</b>	<b>2,642,950</b>

## Risk Report

## The Group's Balance sheet positions in different currencies as of 31 December 2015

EUR '000 Content	EUR	CHF	USD	Other	Total
Cash, cash balances with the Central Bank and demand deposits to banks	228,302	22,661	17,350	5,063	273,376
Financial assets held for trading	8,965	2	3,040	4,364	16,371
Available-for-sale financial assets	455,291	-	-	-	455,291
Derivatives - hedge accounting	10,228	-	-	-	10,228
Loans and receivables	1,576,126	236,751	1,214	-	1,814,091
To banks	44,510	8	1,002	-	45,520
To customers	1,518,903	236,742	212	-	1,755,857
Other financial assets	12,713	1	-	-	12,714
Held-to-maturity financial assets	13,266	-	-	-	13,266
Fair value changes of the hedged items in portfolio interest rate risk	-	-	-	-	-
Property, plant and equipment	9,672	-	-	-	9,672
Investment Property	7,568	-	-	-	7,568
Intangible assets	19,009	-	-	-	19,009
Investments in subsidiaries, associates and joint ventures	-	-	-	-	-
Tax assets	8,756	-	-	-	8,756
Current tax assets	-	-	-	-	-
Deferred tax assets	8,756	-	-	-	8,756
Other assets	1,998	-	19	-	2,017
<b>TOTAL ASSETS</b>	<b>2,339,181</b>	<b>259,414</b>	<b>21,623</b>	<b>9,427</b>	<b>2,629,645</b>
Financial liabilities held for trading	9,377	7	2,887	4,307	16,578
Derivatives - hedge accounting	17,774	55,455	-	-	73,229
Financial liabilities measured at amortised cost	2,206,836	7,988	35,074	4,307	2,254,205
Deposits from banks and central banks	199,735	23	489	146	200,393
Deposits from customers	1,772,143	7,723	34,275	3,991	1,818,132
Loans from banks and central banks	185,391	-	-	-	185,391
Subordinated liabilities	30,101	-	-	-	30,101
Other financial liabilities	19,466	242	310	170	20,188
Fair value changes of the hedged items in portfolio interest rate risk	-	-	-	-	-
Provisions	12,283	-	5	2	12,290
Tax liabilities	145	-	-	-	145
Current tax liabilities	145	-	-	-	145
Other liabilities	2,818	1	3	5	2,827
<b>TOTAL LIABILITIES</b>	<b>2,249,233</b>	<b>63,451</b>	<b>37,969</b>	<b>8,621</b>	<b>2,359,274</b>
Share capital	20,384	-	-	-	20,384
Share premium	107,760	-	-	-	107,760
Fair value reserves	13,978	-	-	-	13,978
Retained earnings	99,528	-	-	-	99,528
Net profit for the year	28,721	-	-	-	28,721
<b>TOTAL EQUITY</b>	<b>270,371</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>270,371</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>2,519,604</b>	<b>63,451</b>	<b>37,969</b>	<b>8,621</b>	<b>2,629,645</b>

### The Bank's Balance sheet positions in different currencies as of 31 December 2016

EUR '000 Content	EUR	CHF	USD	Other	Total
Cash, cash balances with the Central Bank and demand deposits to banks	290,641	8,753	4,586	5,328	309,308
Financial assets held for trading	7,624	-	3,446	9,048	20,118
Available-for-sale financial assets	432,095	-	829	-	432,924
Derivatives - hedge accounting	10,995	-	-	-	10,995
Loans and receivables	1,557,261	200,688	2,272	3,738	1,763,959
To banks	10,923	-	-	3,737	14,660
To customers	1,542,637	200,688	2,268	-	1,745,593
Other financial assets	3,701	-	4	1	3,706
Held-to-maturity financial assets	7,127	-	-	-	7,127
Fair value changes of the hedged items in portfolio interest rate risk	40	-	-	-	40
Property, plant and equipment	4,823	-	-	-	4,823
Investment Property	-	-	-	-	-
Intangible assets	16,644	-	-	-	16,644
Investments in subsidiaries, associates and joint ventures	1	-	-	-	1
Tax assets	4,516	-	-	-	4,516
Current tax assets	-	-	-	-	-
Deferred tax assets	4,516	-	-	-	4,516
Other assets	741	-	17	-	758
<b>TOTAL ASSETS</b>	<b>2,332,508</b>	<b>209,441</b>	<b>11,150</b>	<b>18,114</b>	<b>2,571,213</b>
Financial liabilities held for trading	8,007	127	3,566	8,763	20,463
Derivatives - hedge accounting	10,762	38,343	-	-	49,105
Financial liabilities measured at amortised cost	2,184,870	10,616	34,981	10,176	2,240,643
Deposits from banks and central banks	231,217	110	407	2,039	233,773
Deposits from customers	1,703,166	10,337	33,118	8,075	1,754,696
Loans from banks and central banks	232,389	-	-	-	232,389
Subordinated liabilities	-	-	-	-	-
Other financial liabilities	18,098	169	1,456	62	19,785
Fair value changes of the hedged items in portfolio interest rate risk	1,263	-	-	-	1,263
Provisions	9,792	-	5	10	9,807
Tax liabilities	2,465	-	-	-	2,465
Current tax liabilities	2,465	-	-	-	2,465
Other liabilities	1,683	1	3	4	1,691
<b>TOTAL LIABILITIES</b>	<b>2,218,842</b>	<b>49,087</b>	<b>38,555</b>	<b>18,953</b>	<b>2,325,437</b>
Share capital	20,384	-	-	-	20,384
Share premium	107,760	-	-	-	107,760
Fair value reserves	19,078	-	-	-	19,078
Retained earnings	84,635	-	-	-	84,635
Net profit for the year	13,919	-	-	-	13,919
<b>TOTAL EQUITY</b>	<b>245,776</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>245,776</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>2,464,618</b>	<b>49,087</b>	<b>38,555</b>	<b>18,953</b>	<b>2,571,213</b>

## Risk Report

## The Bank's Balance sheet positions in different currencies as of 31 December 2015

EUR '000 Content	EUR	CHF	USD	Other	Total
Cash, cash balances with the Central Bank and demand deposits to banks	228,266	22,661	17,350	5,063	273,340
Financial assets held for trading	8,965	2	3,040	4,364	16,371
Available-for-sale financial assets	455,291	-	-	-	455,291
Derivatives - hedge accounting	10,228	-	-	-	10,228
Loans and receivables	1,507,540	237,570	1,214	-	1,746,324
To banks	44,518	-	1,002	-	45,520
To customers	1,451,565	237,569	212	-	1,689,346
Other financial assets	11,457	1	-	-	11,458
Held-to-maturity financial assets	13,266	-	-	-	13,266
Fair value changes of the hedged items in portfolio interest rate risk	-	-	-	-	-
Property, plant and equipment	5,909	-	-	-	5,909
Investment Property	-	-	-	-	-
Intangible assets	18,793	-	-	-	18,793
Investments in subsidiaries, associates and joint ventures	1	-	-	-	1
Tax assets	5,233	-	-	-	5,233
Deferred tax assets	5,233	-	-	-	5,233
Other assets	264	-	19	-	283
<b>TOTAL ASSETS</b>	<b>2,253,756</b>	<b>260,233</b>	<b>21,623</b>	<b>9,427</b>	<b>2,545,039</b>
Financial liabilities held for trading	9,377	7	2,887	4,307	16,578
Derivatives - hedge accounting	17,774	55,455	-	-	73,229
Financial liabilities measured at amortised cost	2,137,341	8,802	35,074	4,307	2,185,524
Deposits from banks and central banks	199,735	23	489	146	200,393
Deposits from customers	1,773,682	8,537	34,275	3,991	1,820,485
Loans from banks and central banks	115,846	-	-	-	115,846
Subordinated liabilities	30,101	-	-	-	30,101
Other financial liabilities	17,977	242	310	170	18,699
Fair value changes of the hedged items in portfolio interest rate risk	-	-	-	-	-
Provisions	11,601	-	5	2	11,608
Other liabilities	1,657	1	3	5	1,666
<b>TOTAL LIABILITIES</b>	<b>2,177,750</b>	<b>64,265</b>	<b>37,969</b>	<b>8,621</b>	<b>2,288,605</b>
Share capital	20,384	-	-	-	20,384
Share premium	107,760	-	-	-	107,760
Fair value reserves	13,978	-	-	-	13,978
Retained earnings	84,635	-	-	-	84,635
Net profit for the year	29,677	-	-	-	29,677
<b>TOTAL EQUITY</b>	<b>256,434</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>256,434</b>
<b>TOTAL LIABILITIES AND EQUITY</b>	<b>2,434,184</b>	<b>64,265</b>	<b>37,969</b>	<b>8,621</b>	<b>2,545,039</b>

## 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. UniCredit Leasing d.o.o. does not conclude any financial derivatives transaction.

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 2016

EUR '000 Derivative instrument types/Underlyings	Notional		Positive market value		Negative market value	
	Trading book	Bank book	Trading book	Bank book	Trading book	Bank book
<b>1. Debt securities and interest rate indexes</b>	<b>604,732</b>	<b>1,944,113</b>	<b>7,595</b>	<b>10,995</b>	<b>7,979</b>	<b>10,763</b>
a) Options	14,201	-	94	-	93	-
b) Swaps	587,339	1,944,113	7,501	10,995	7,886	10,763
c) Forwards	-	-	-	-	-	-
d) Futures	3,192	-	-	-	-	-
e) Others	-	-	-	-	-	-
<b>2. Equity instruments and stock indexes</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
a) Options	-	-	-	-	-	-
<b>3. Gold and currencies</b>	<b>461,537</b>	<b>175,856</b>	<b>12,474</b>	<b>-</b>	<b>12,336</b>	<b>38,343</b>
a) Options	-	-	-	-	-	-
b) Swaps	220,057	175,856	3,114	-	9,022	38,343
c) Forwards	241,480	-	9,360	-	3,314	-
<b>4. Commodities</b>	<b>668</b>	<b>-</b>	<b>29</b>	<b>-</b>	<b>28</b>	<b>-</b>
<b>5. Other underlyings</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total</b>	<b>1,066,937</b>	<b>2,119,969</b>	<b>20,098</b>	<b>10,995</b>	<b>20,343</b>	<b>49,105</b>

### Notional volume of derivative transactions as of 31 December 2015

EUR '000 Derivative instrument types/Underlyings	Notional		Positive market value		Negative market value	
	Trading book	Bank book	Trading book	Bank book	Trading book	Bank book
<b>1. Debt securities and interest rate indexes</b>	<b>755,995</b>	<b>2,386,195</b>	<b>8,953</b>	<b>10,228</b>	<b>9,365</b>	<b>17,775</b>
a) Options	34,664	-	129	-	124	-
b) Swaps	721,331	2,386,195	8,824	10,228	9,241	17,775
<b>2. Equity instruments and stock indexes</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
a) Options	-	-	-	-	-	-
<b>3. Gold and currencies</b>	<b>477,379</b>	<b>198,333</b>	<b>7,391</b>	<b>-</b>	<b>7,197</b>	<b>55,455</b>
a) Options	-	-	-	-	-	-
b) Swaps	165,897	198,333	1,970	-	1,179	55,455
c) Forwards	311,482	-	5,421	-	6,018	-
<b>4. Commodities</b>	<b>1,402</b>	<b>-</b>	<b>12</b>	<b>-</b>	<b>12</b>	<b>-</b>
<b>5. Other underlyings</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>	<b>-</b>
<b>Total</b>	<b>1,234,776</b>	<b>2,584,529</b>	<b>16,356</b>	<b>10,228</b>	<b>16,574</b>	<b>73,229</b>

# Risk Report

## Liquidity Risk

Liquidity risk is risk that the Group / 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.

The Group 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 Group 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;
- A system of early warning indicators such to anticipate any potential liquidity crisis and give enough time to the Group to restore its safe liquidity profile.

The two main components of the Group'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 Group understands aspects of intraday liquidity and day-to-day funding needs of the Group. The first focuses on ensuring access to sufficient intraday liquidity to meet any obligations the Group 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 short-term liquidity management, volume limits for maturities of up to three months are in place and monitored daily. Volume limits are established on an aggregated level as well as for separate major currencies to keep down the risk of a need for follow-up funding if 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 mid-term as well as long-term liquidity management. It covers an extended time horizon from overnight maturities up to the final maturities of the Group'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 Group'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 test under so-called combined scenario, which is defined as combination of a general negative development in the market environment (market crisis) and a name driven crisis specific for UniCredit Bank. The defined time frame for the stress test is one month. The result of the combined scenario is also an important metric when defining the Bank's risk appetite. The stress testing result is 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 always exceed the funding needs projected within defined scenario.

### Funding Plan

The Funding Plan is prepared on a yearly basis 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 Group. 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 Group 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 to manage the negative effects of liquidity crisis. It governs the management of potential liquidity shocks to the Group 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. Each instrument is to be presented together with its size and potential timing of execution, to improve the Group's liquidity position during crisis period.

## Year-end Assessment of Liquidity

The Group has maintained a strong liquidity profile throughout 2016. Client deposits are primary source of funding. However, important funding source in 2016 remained the liquidity centre at UniCredit Bank Austria AG, Vienna where the Group is funded at the market liquidity.

The Group manages the maturity mismatches by maintaining an adequate liquidity reserve in the form of the ECB eligible loans and securities.

### The Group's disclosure on asset encumbrance as of 31 December 2016

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	202,490	-	2,441,807	-
Loans on demand	-	-	280,243	-
Equity instruments	-	-	23,856	23,855
Debt securities	77	77	416,119	416,336
Loans and advances other than loans on demand	202,414	-	1,641,126	-
Other assets	-	-	80,463	-

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	170,000	185,282
Other sources of encumbrance	-	17,208
<b>Total sources of encumbrance</b>	<b>170,000</b>	<b>202,490</b>

### The Bank's disclosure on asset encumbrance as of 31 December 2016

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	202,490	-	2,368,723	-
Loans on demand	-	-	276,961	-
Equity instruments	-	-	23,856	23,855
Debt securities	77	77	416,119	416,336
Loans and advances other than loans on demand	202,414	-	1,581,325	-
Other assets	-	-	70,462	-



## Risk Report

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	170,000	185,282
Other sources of encumbrance	-	17,208
<b>Total sources of encumbrance</b>	<b>170,000</b>	<b>202,490</b>

## The Group's disclosure on asset encumbrance as of 31 December 2015

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	98,162	-	2,531,484	-
Loans on demand	-	-	261,545	-
Equity instruments	-	-	25,556	25,556
Debt securities	12,496	12,496	430,504	429,706
Loans and advances other than loans on demand	85,665	-	1,728,441	-
Other assets	-	-	85,437	-

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	660,441	98,085
Other sources of encumbrance	76	76
<b>Total sources of encumbrance</b>	<b>660,518</b>	<b>98,162</b>

## The Bank's disclosure on asset encumbrance as of 31 December 2015

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	98,162	-	2,446,877	-
Loans on demand	-	-	261,509	-
Equity instruments	-	-	25,556	25,556
Debt securities	12,496	12,496	430,504	429,706
Loans and advances other than loans on demand	85,665	-	1,660,674	-
Other assets	-	-	68,634	-

EUR '000		
<b>Encumbered assets/collateral received and associated liabilities</b>	<b>Matching liabilities, contingent liabilities or securities lent</b>	<b>Assets, collateral received and own debt securities issued other than covered bonds and ABSs encumbered</b>
Carrying amount of selected financial liabilities	660,441	98,085
Other sources of encumbrance	76	76
<b>Total sources of encumbrance</b>	<b>660,518</b>	<b>98,162</b>

## Risk Report

## The Group's Balance sheet, due to maturity on 31 December 2016

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	311,308	311,308	-	-	-	-	-
Financial assets held for trading	20,118	-	10,212	770	2,459	1,407	5,270
Available-for-sale financial assets	492,943	-	621	3,018	61,677	142,858	284,769
Derivatives - hedge accounting	10,995	-	169	511	164	4,561	5,590
Loans and receivables	1,960,842	622	104,447	71,091	274,337	761,631	748,714
To banks	14,674	-	7,779	1,041	4,585	1,269	-
To customers	1,938,314	622	93,220	70,050	265,573	760,135	748,714
Other financial assets	7,854	-	3,448	-	4,179	227	-
Held-to-maturity financial assets	7,469	-	-	280	-	7,189	-
Fair value changes of the hedged items in portfolio interest rate risk	40	-	-	-	-	-	40
Property, plant and equipment	7,184	-	-	-	-	-	7,184
Investment property	2,689	-	-	-	281	2,408	-
Intangible assets	16,927	-	-	-	-	-	16,927
Investments in subsidiaries, associates and joint ventures	-	-	-	-	-	-	-
Tax assets	7,775	-	-	-	358	7,417	-
Current tax assets	358	-	-	-	358	-	-
Deferred tax assets	7,417	-	-	-	-	7,417	-
Other assets	2,072	-	66	1,418	114	468	6
<b>Total assets (1)</b>	<b>2,840,362</b>	<b>311,930</b>	<b>115,515</b>	<b>77,088</b>	<b>339,390</b>	<b>927,939</b>	<b>1,068,500</b>
Financial liabilities held for trading	20,463	-	10,021	932	2,442	1,735	5,333
Derivatives - hedge accounting	49,105	-	7,282	1,036	141	34,956	5,690
Financial liabilities measured at amortised cost	2,299,730	1,141,074	148,707	86,998	378,844	433,918	110,189
Deposits from banks and central banks	234,437	6,775	1,925	164	70,573	105,000	50,000
Deposits from customers	1,755,757	1,134,299	132,180	81,374	293,507	113,152	1,245
Loans from banks and central banks	288,893	-	593	4,152	9,438	215,766	58,944
Subordinated liabilities	-	-	-	-	-	-	-
Other financial liabilities	20,643	-	14,009	1,308	5,326	-	-
Fair value changes of the hedged items in portfolio interest rate risk	1,263	-	-	-	-	-	1,263
Provisions	10,171	166	121	575	3,473	5,494	342
Tax liabilities	2,465	-	-	-	2,465	-	-
Current tax liabilities	2,465	-	-	-	2,465	-	-
Other liabilities	2,494	-	127	821	271	691	584
Share capital	20,384	-	-	-	-	-	20,384
Share premium	107,760	-	-	-	-	-	107,760
Fair value reserves	19,078	-	-	-	-	-	19,078
Reserves from profit	98,573	-	-	-	-	-	98,573
Retained earnings including profit/loss from current year	17,846	-	-	-	13,882	37	3,927
<b>Total liabilities and equity (2)</b>	<b>2,649,332</b>	<b>1,141,240</b>	<b>166,258</b>	<b>90,362</b>	<b>401,518</b>	<b>476,831</b>	<b>373,123</b>
<b>Inconsistency (1)-(2)</b>	<b>191,030</b>	<b>(829,310)</b>	<b>(50,743)</b>	<b>(13,274)</b>	<b>(62,128)</b>	<b>451,108</b>	<b>695,377</b>

Note: Non-discounted items of the Bank's Statement of financial position are displayed in the table

### The Bank's Balance sheet, due to maturity on 31 December 2016

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	309,304	309,304	-	-	-	-	-
Financial assets held for trading	20,118	-	10,212	770	2,459	1,407	5,270
Available-for-sale financial assets	492,943	-	621	3,018	61,677	142,858	284,769
Derivatives - hedge accounting	10,995	-	169	511	164	4,561	5,590
Loans and receivables	1,889,279	-	99,626	117,132	251,175	694,063	727,283
To banks	14,674	-	7,779	1,041	4,585	1,269	-
To customers	1,870,899	-	88,382	116,091	246,576	692,567	727,283
Other financial assets	3,706	-	3,465	-	14	227	-
Held-to-maturity financial assets	7,469	-	-	280	-	7,189	-
Fair value changes of the hedged items in portfolio interest rate risk	40	-	-	-	-	-	40
Property, plant and equipment	4,823	-	-	-	-	-	4,823
Investment property	-	-	-	-	-	-	-
Intangible assets	16,644	-	-	-	-	-	16,644
Investments in subsidiaries, associates and joint ventures	1	-	-	-	-	-	1
Tax assets	4,516	-	-	-	-	4,516	-
Deferred tax assets	4,516	-	-	-	-	4,516	-
Other assets	758	-	118	52	114	468	6
<b>Total assets (1)</b>	<b>2,756,890</b>	<b>309,304</b>	<b>110,746</b>	<b>121,763</b>	<b>315,589</b>	<b>855,062</b>	<b>1,044,426</b>
Financial liabilities held for trading	20,463	-	10,021	932	2,442	1,735	5,333
Derivatives - hedge accounting	49,105	-	7,282	1,036	141	34,956	5,690
Financial liabilities measured at amortised cost	2,243,701	1,142,352	148,366	81,990	369,761	400,182	101,050
Deposits from banks and central banks	234,437	6,775	1,925	164	70,573	105,000	50,000
Deposits from customers	1,757,035	1,135,577	132,180	81,374	293,507	113,152	1,245
Loans from banks and central banks	232,444	-	252	2	355	182,030	49,805
Subordinated liabilities	-	-	-	-	-	-	-
Other financial liabilities	19,785	-	14,009	450	5,326	-	-
Fair value changes of the hedged items in portfolio interest rate risk	1,263	-	-	-	-	-	1,263
Provisions	9,807	167	121	210	3,473	5,494	342
Tax liabilities	2,465	-	-	-	2,465	-	-
Current tax liabilities	2,465	-	-	-	2,465	-	-
Other liabilities	1,691	-	126	19	271	691	584
Share capital	20,384	-	-	-	-	-	20,384
Share premium	107,760	-	-	-	-	-	107,760
Fair value reserves	19,078	-	-	-	-	-	19,078
Reserves from profit	84,635	-	-	-	-	-	84,635
Retained earnings including profit/loss from current year	13,919	-	-	-	13,882	37	-
<b>Total liabilities and equity (2)</b>	<b>2,574,271</b>	<b>1,142,519</b>	<b>165,916</b>	<b>84,187</b>	<b>392,435</b>	<b>443,095</b>	<b>346,119</b>
<b>Inconsistency (1)-(2)</b>	<b>182,619</b>	<b>(833,215)</b>	<b>(55,170)</b>	<b>37,576</b>	<b>(76,846)</b>	<b>411,967</b>	<b>698,307</b>

Note: Non-discounted items of the Bank's Statement of financial position are displayed in the table.

## Risk Report

## The Group's Balance sheet, due to maturity on 31 December 2015

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	273,376	273,376	-	-	-	-	-
Financial assets held for trading	16,371	-	4,891	1,077	2,113	4,463	3,827
Available-for-sale financial assets	501,305	-	696	89,376	19,926	197,348	193,959
Derivatives - hedge accounting	10,228	-	-	368	695	3,992	5,173
Loans and receivables	1,961,741	1,443	116,282	61,461	370,540	744,938	667,077
To banks	45,562	-	1,118	1,569	39,531	3,344	-
To customers	1,903,465	1,406	103,624	58,798	330,966	741,594	667,077
Other financial assets	12,714	37	11,540	1,094	43	-	-
Held-to-maturity financial assets	13,921	-	-	6,527	-	7,394	-
Property, plant and equipment	9,672	-	117	235	847	2,322	6,151
Investment property	7,568	-	21	41	188	1,002	6,316
Intangible assets	19,009	-	3	6	25	132	18,843
Tax assets	8,756	-	-	-	-	8,756	-
Deferred tax assets	8,756	-	-	-	-	8,756	-
Other assets	2,017	-	737	54	113	1,072	41
<b>Total assets (1)</b>	<b>2,823,964</b>	<b>274,819</b>	<b>122,747</b>	<b>159,145</b>	<b>394,447</b>	<b>971,419</b>	<b>901,387</b>
Financial liabilities held for trading	16,578	-	4,762	1,051	2,055	4,883	3,827
Derivatives - hedge accounting	73,229	-	-	2,278	18,231	40,636	12,084
Financial liabilities measured at amortised cost	2,260,217	977,724	235,977	110,931	551,617	316,183	67,785
Deposits from banks and central banks	201,167	5,101	194	188	40,684	105,000	50,000
Deposits from customers	1,823,159	972,623	222,636	102,270	403,279	120,309	2,042
Loans from banks and central banks	185,556	-	44	8,312	101,366	60,874	14,960
Subordinated liabilities	30,147	-	147	-	-	30,000	-
Other financial liabilities	20,188	-	12,956	161	6,288	-	783
Provisions	12,290	-	1,184	694	2,364	6,910	1,138
Tax liabilities	145	-	-	-	145	-	-
Current tax liabilities	145	-	-	-	145	-	-
Other liabilities	2,827	-	72	144	1,230	852	529
Share capital	20,384	-	-	-	-	-	20,384
Share premium	107,760	-	-	-	-	-	107,760
Fair value reserves	13,978	-	-	-	-	-	13,978
Reserves from profit	99,528	-	-	-	-	-	99,528
Retained earnings including profit/loss from current year	28,721	-	-	-	9,677	19,044	-
<b>Total liabilities and equity (2)</b>	<b>2,635,657</b>	<b>977,724</b>	<b>241,995</b>	<b>115,098</b>	<b>585,319</b>	<b>388,508</b>	<b>327,013</b>
<b>Inconsistency (1)-(2)</b>	<b>188,307</b>	<b>(702,905)</b>	<b>(119,248)</b>	<b>44,047</b>	<b>(190,872)</b>	<b>582,911</b>	<b>574,374</b>

Note: Non-discounted items of the Bank's Statement of financial position are displayed in the table.

### The Bank's Balance sheet, due to maturity on 31 December 2015

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	273,340	273,340	-	-	-	-	-
Financial assets held for trading	16,371	-	4,891	1,077	2,113	4,463	3,827
Available-for-sale financial assets	501,305	-	696	89,376	19,926	197,348	193,959
Derivatives - hedge accounting	10,228	-	-	368	695	3,992	5,173
Loans and receivables	1,879,815	-	111,594	58,881	361,720	707,281	640,339
To banks	45,562	-	1,118	1,569	39,531	3,344	-
To customers	1,822,795	-	99,121	57,252	322,146	703,937	640,339
Other financial assets	11,458	-	11,355	60	43	-	-
Held-to-maturity financial assets	13,921	-	-	6,527	-	7,394	-
Property, plant and equipment	5,909	-	-	-	-	-	5,909
Intangible assets	18,793	-	-	-	-	-	18,793
Investments in subsidiaries, associates and joint ventures	1	-	-	-	-	-	1
Tax assets	5,233	-	-	-	-	5,233	-
Deferred tax assets	5,233	-	-	-	-	5,233	-
Other assets	283	-	61	54	113	14	41
<b>Total assets (1)</b>	<b>2,725,199</b>	<b>273,340</b>	<b>117,242</b>	<b>156,283</b>	<b>384,567</b>	<b>925,725</b>	<b>868,042</b>
Financial liabilities held for trading	16,578	-	4,762	1,051	2,055	4,883	3,827
Derivatives - hedge accounting	73,229	-	-	2,278	18,231	40,636	12,084
Financial liabilities measured at amortised cost	2,191,535	980,076	235,365	106,530	539,515	277,475	52,574
Deposits from banks and central banks	201,167	5,101	194	188	40,684	105,000	50,000
Deposits from customers	1,825,511	974,975	222,636	102,270	403,279	120,309	2,042
Loans from banks and central banks	116,011	-	44	4,005	89,264	22,166	532
Subordinated liabilities	30,147	-	147	-	-	30,000	-
Other financial liabilities	18,699	-	12,344	67	6,288	-	-
Provisions	11,608	-	1,184	694	2,263	6,329	1,138
Tax liabilities	-	-	-	-	-	-	-
Current tax liabilities	-	-	-	-	-	-	-
Other liabilities	1,666	-	53	102	634	466	411
Share capital	20,384	-	-	-	-	-	20,384
Share premium	107,760	-	-	-	-	-	107,760
Fair value reserves	13,978	-	-	-	-	-	13,978
Reserves from profit	84,635	-	-	-	-	-	84,635
Retained earnings including profit/loss from current year	29,677	-	-	-	9,677	20,000	-
<b>Total liabilities and equity (2)</b>	<b>2,551,050</b>	<b>980,076</b>	<b>241,364</b>	<b>110,655</b>	<b>572,375</b>	<b>349,789</b>	<b>296,791</b>
<b>Inconsistency (1)-(2)</b>	<b>174,149</b>	<b>(706,736)</b>	<b>(124,122)</b>	<b>45,628</b>	<b>(187,808)</b>	<b>575,936</b>	<b>571,251</b>

Note: Non-discounted items of the Bank's Statement of financial position are displayed in the table.

## Risk Report

## IFRS13 DISCLOSURE

## Fair value (IFRS 13) disclosure requirements regarding accounting financial instruments portfolios not measured at fair value

EUR '000						
Content	Book value 2016	Fair value 2016 (Level 2)	Fair value 2016 (Level 3)	Book value 2015	Fair value 2015 (Level 2)	Fair value 2015 (Level 3)
<b>Assets</b>						
Cash and cash balances	309,308	-	309,308	273,340	-	273,340
Held-to-maturity investments	7,127	7,344	-	13,266	13,104	-
Loans and receivables with banks	14,660	5,420	9,232	45,520	247	45,234
Loans and receivables with customers	1,614,146	955,051	766,887	1,557,899	938,429	764,361
<b>Total</b>	<b>1,945,241</b>	<b>967,815</b>	<b>1,085,427</b>	<b>1,890,025</b>	<b>951,780</b>	<b>1,082,935</b>
<b>Liabilities</b>						
Deposits from central banks	-	-	-	-	-	-
Subordinated liabilities	-	-	-	30,101	-	29,323
Deposits from banks	233,773	234,240	2,997	200,393	56,799	140,419
Deposits from customers	1,754,696	868,460	884,805	1,820,485	622,461	1,194,588
<b>Total</b>	<b>1,988,469</b>	<b>1,102,700</b>	<b>887,802</b>	<b>2,050,979</b>	<b>679,260</b>	<b>1,364,330</b>

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 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 preparing financial statements, the reasonable values selected for such no 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 internal processes, personnel, technology and infrastructure or caused by external factors other than credit, market and liquidity risk. This definition also includes legal and compliance risk, but excludes strategic and reputational risk.

To monitor, mitigate and control the operational risk, the Bank has established a consistent, value-added framework as a combination of policies and procedures for controlling, measuring and mitigating 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.

Since July 2015, when the Bank received a "Decision on authorization for the qualified investments in the company UniCredit Leasing d.o.o." from the Bank of Slovenia, the Bank has been a 100-percent owner of the company UniCredit Leasing Slovenija d.o.o. Connectivity resulted in set up of joint framework for assessing and managing operational risk and the overall effectiveness of internal control environment for the Group.

### **Operational risk governance system**

The Bank's Management Board 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 ensuring consistency in operational risk policies, proposing interventions according to risks/scenarios reported results, recommending insurance policies where applicable. Based on operational risk reporting, operational risk control procedures are proposed and monitored by the members of the OpRisk Committee.

At the parent group level, the Operational & Reputational Risk Committee is held on a quarterly basis. The Parent Group Operational & Reputational Risks Committee meets with consulting and suggestion functions for the following topics: parent group risk appetite including capitalization targets and capital allocation criteria; initial approval and fundamental modifications of risk control and measurement systems for operational risk, including possible action plans, processes, IT and data quality requirements; overall strategies for operational risk optimization; action plans to address possible critical findings related to risk control and measurement systems resulting from Parent Group Internal Validation and Internal Audit activities, with regard to the internal control system and risk measurement; ICAAP topics on operational risks. The parent group Operational & Reputational Risks Committee meets with approval function for the following topics: special operational and reputational risk policies; corrective actions for balancing the Parent Group operational risk positions; the Parent Group insurance strategies; approval and following fundamental modifications of the methodologies for the measurement and control of operational risk.

The new organizational structure of the Group Operational and Reputational Department has become effective as of the end of October 2016. The new organization follows inclusion of Italian perimeter and the direct coordination of the CEE Legal entities in the Department. The coordination of all Legal entities, including CEE banks, from methodological point of view is covered by Parent Group Operational & Reputational Risk Oversight unit. The unit is responsible for defining the principles and rules for identification, assessment and control of operational risk and reputational risk (including operational risk bordering on credit risk and market risk and ICT risks), and monitoring their correct application by the CEE Legal entities.

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 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 the Bank enables timely identification, management and mitigation of risk exposure, defining a system of responsibilities and controls of the involved structures.

The Bank 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 Parent 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), the Parent Group 's 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.



## Risk Report

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 the Operational Management and Measurement System are: internal and external loss data collection and analysis, scenario analysis and business environment and internal control factors (KRIs).

### Business Continuity Plan

In 2016, the Bank has continued intensively with the update of the Business Continuity Plan correlated to the Crisis Management Plan in accordance with the parent group policies.

The Business Continuity Plan determines actions to achieve adequate levels of Business Continuity with the aim to minimize/ to avoid the losses of the Bank due to disruptions. The latest can be defined based on performed Business impact analyses linked to the Bank and to the parent group as well, and with assessment of vulnerability, considering probability of process disruption and historical data and other available information to the process owner and BC&EICM manager.

The Business Continuity Plan considers the following six crisis scenarios:

- Unavailability of building,
- Unavailability of personnel,
- Unavailability of IT systems,
- Unavailability of utilities,
- Unavailability of critical documentation and
- Unavailability of relevant counterparties and critical suppliers.

In addition, the Bank has included in 2016 also assessment of outsourcers in the Business Continuity process.

### Internal Loss Data Collection

Internal loss data has been collected since 2002 and has helped to:

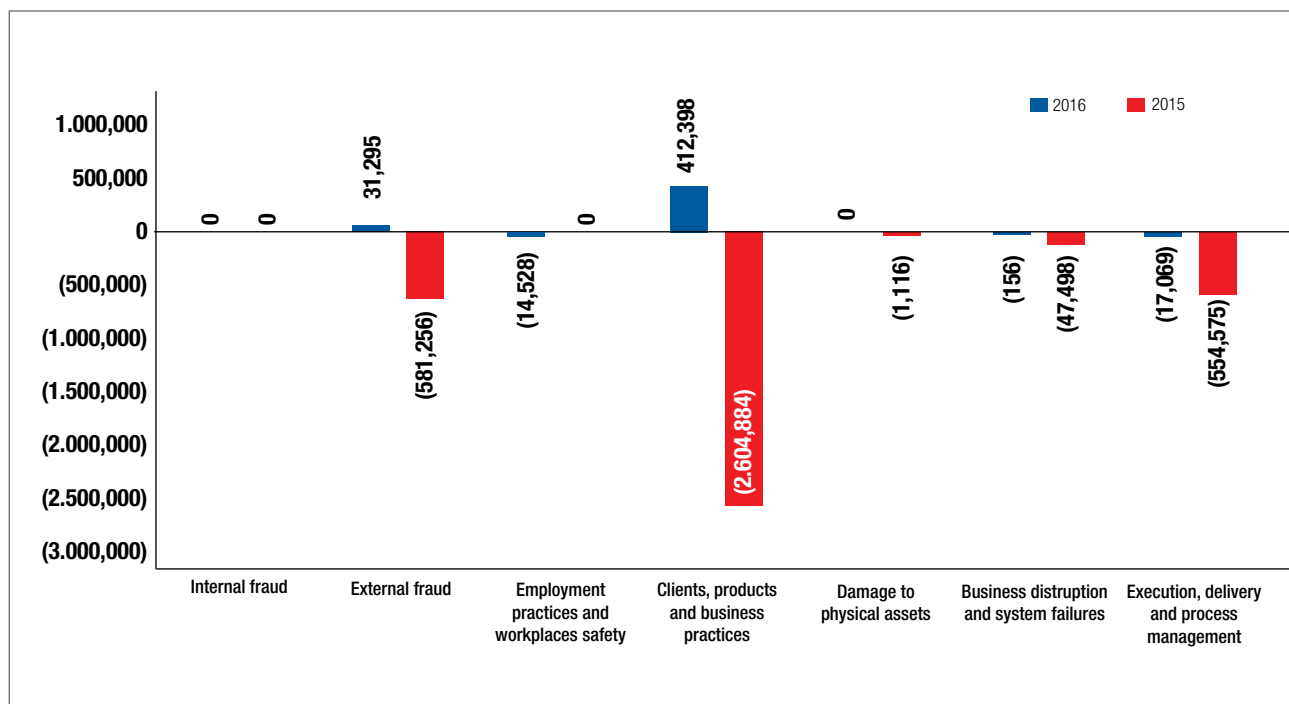
- Spread the awareness of operational risk throughout the Bank;
- Build experience in the operational risk concept and tools;
- Achieve a deeper understanding of the embedded risk in the business process.

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 to ensure completeness of the collected operational risk losses.

### Share of net operational risk loss by event type categories



The Bank must 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 analysing 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 with regulations and the Parent Group standards and the Supervisory requirements for using the AMA. The Parent Group methodologies for measuring and allocating the capital at risk and the IT system are validated at the Parent Group level. 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.

# Risk Report

## 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.

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 management policy is implemented through identification and ongoing review of areas where the legal risk is identified. Responsibility for the development of procedures for management and mitigation of these risks are clearly defined and adequate monitoring procedures are in place, 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 lawsuits which have been filed against it. 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 which the Bank actively manages the compliance risk. Moreover, the Bank has also implemented the system of control of 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 behaviour, 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.

As part of the general income and cost management, the operational management of business risk is the responsibility of individual business units.

## Risks Arising from the Group's Shareholdings and Equity Interests

The Group is not actively making long-term investments in shares on its own account for realizing short-term trading or long-term substantial value increases. The shareholdings of the Bank are either closely related to the Bank's business (Bank resolution fund, SWIFT, Bankart, etc.).

## Real Estate Risk

The Group is not actively investing in real estate itself. The Group has some real estate in possession out of leasing contracts, but based on the low amount, we estimate that this risk is not material for the Group.

## Capital Management

Within the Internal Capital Adequacy Assessment Process (ICAAP), the Group 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 Group 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 Group's specific risk profile in a comprehensive and consistent way. Except for 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 behaviour 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 99.89 %. The overall responsibility for identification of risks and assessment of risk level is with the ALCO.

Besides the economic view, the Group must 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. Consolidated 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 2016 and 2015 is presented in the tables in continuation. The total capital ratio decreased from 22.04 % at the end of 2015 to 15.62 % at the end of 2016 because of repayment of subordinated debt and dividend pay-out in 2016. The Tier 1 ratio decreased from 20.24 % at the end of 2015 to 15.36 % at the end of 2016. 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.

## Risk Report

## The Group's own funds and capital requirements

EUR '000 ID	Item	31 / 12 / 2016	31 / 12 / 2015
<b>1</b>	<b>OWN FUNDS</b>	<b>207,961</b>	<b>245,010</b>
<b>1.1</b>	<b>TIER 1 CAPITAL</b>	<b>204,786</b>	<b>226,400</b>
<b>1.1.1</b>	<b>COMMON EQUITY TIER 1 CAPITAL</b>	<b>204,786</b>	<b>226,400</b>
<b>1.1.1.1</b>	<b>Capital instruments eligible as CET1 Capital</b>	<b>128,143</b>	<b>128,143</b>
1.1.1.1.1	Paid up capital instruments	20,384	20,384
1.1.1.1.3	Share premium	107,760	107,760
<b>1.1.1.2</b>	<b>Retained earnings</b>	<b>13,993</b>	<b>119,528</b>
1.1.1.2.1	Previous years retained earnings	13,993	119,528
1.1.1.2.2	Profit or loss eligible	-	-
1.1.1.2.2.1	Profit or loss attributable to owners of the parent	17,791	8,721
1.1.1.2.2.2	(-) Part of interim or year-end profit not eligible	(17,791)	(8,721)
<b>1.1.1.3</b>	<b>Accumulated other comprehensive income</b>	<b>18,573</b>	<b>13,467</b>
<b>1.1.1.4</b>	<b>Other reserves</b>	<b>84,635</b>	<b>-</b>
1.1.1.9	Adjustments to CET1 due to prudential filters	(375)	-
<b>1.1.1.9.5</b>	<b>(-) Value adjustments due to the requirements for prudent valuation</b>	<b>(375)</b>	<b>-</b>
<b>1.1.1.11</b>	<b>(-) Other intangible assets</b>	<b>(16,928)</b>	<b>(19,009)</b>
<b>1.1.1.12</b>	<b>(-) Deferred tax assets that rely on future profitability and do not arise from temporary differences net of associated tax liabilities</b>	<b>(4,558)</b>	<b>(4,578)</b>
<b>1.1.1.13</b>	<b>(-) IRB shortfall of credit risk adjustments to expected losses</b>	<b>(66)</b>	<b>(118)</b>
<b>1.1.1.16</b>	<b>(-) Excess of deduction from AT1 items over AT1 Capital</b>	<b>(6,784)</b>	<b>(11,441)</b>
<b>1.1.1.26</b>	<b>Other transitional adjustments to CET1 Capital</b>	<b>(9,324)</b>	<b>406</b>
<b>1.1.1.28</b>	<b>CET1 capital elements or deductions - other</b>	<b>(2,523)</b>	<b>-</b>
<b>1.1.2.9</b>	<b>Other transitional adjustments to AT1 Capital</b>	<b>(6,784)</b>	<b>(11,441)</b>
<b>1.1.2.10</b>	<b>Excess of deduction from AT1 items over AT1 Capital (deducted in CET1)</b>	<b>6,784</b>	<b>11,441</b>
<b>1.2</b>	<b>TIER 2 CAPITAL</b>	<b>3,175</b>	<b>18,610</b>
<b>1.2.1</b>	<b>Capital instruments and subordinated loans eligible as T2 Capital</b>	<b>-</b>	<b>16,484</b>
1.2.1.1	Paid up capital instruments and subordinated loans	-	16,484
1.2.1.1*	Memorandum item: Capital instruments and subordinated loans not eligible	-	13,516
<b>1.2.5</b>	<b>IRB Excess of provisions over expected losses eligible</b>	<b>3,188</b>	<b>2,162</b>
<b>1.2.10</b>	<b>Other transitional adjustments to T2 Capital</b>	<b>(13)</b>	<b>(35)</b>
<b>2</b>	<b>TOTAL RISK EXPOSURE AMOUNT</b>	<b>1,294,082</b>	<b>1,160,222</b>
<b>2.1</b>	<b>RISK WEIGHTED EXPOSURE AMOUNTS FOR CREDIT, COUNTERPARTY CREDIT AND DILUTION RISKS AND FREE DELIVERIES</b>	<b>1,181,402</b>	<b>1,027,839</b>
<b>2.1.1</b>	<b>Standardised approach (SA)</b>	<b>650,026</b>	<b>667,576</b>
2.1.1.1	SA exposure classes excluding securitisation positions	650,026	667,576
2.1.1.1.01	Central governments or central banks	7,552	548
2.1.1.1.02	Regional governments or local authorities	26,643	25,815
2.1.1.1.03	Public sector entities	18,919	4,942
2.1.1.1.06	Institutions	35	3,777
2.1.1.1.07	Corporates	95,284	68,231
2.1.1.1.08	Retail	311,356	327,969
2.1.1.1.09	Secured by mortgages on immovable property	149,688	131,392
2.1.1.1.10	Exposures in default	28,061	79,510
2.1.1.1.13	Claims on institutions and corporates with a short-term credit assessment	2,000	-
2.1.1.1.14	Collective investments undertakings (CIU)	3,279	1,349

2.1.1.1.15	Equity	110	110
2.1.1.1.16	Other items	7,100	23,932
<b>2.1.2</b>	<b>Internal ratings based Approach (IRB)</b>	<b>531,376</b>	<b>360,264</b>
2.1.2.1	IRB approaches when neither own estimates of LGD nor Conversion Factors are used	514,428	351,067
2.1.2.1.02	Institutions	116,005	31,669
2.1.2.1.03	Corporates - SME	130,870	104,432
2.1.2.1.05	Corporates - Other	267,553	214,966
2.1.2.3	Equity IRB	2,549	9,197
2.1.2.4	Other non credit-obligation assets	14,398	-
<b>2.2</b>	<b>TOTAL RISK EXPOSURE AMOUNT FOR SETTLEMENT/DELIVERY</b>	<b>-</b>	<b>-</b>
<b>2.3</b>	<b>TOTAL RISK EXPOSURE AMOUNT FOR POSITION, FOREIGN EXCHANGE AND COMMODITIES RISKS</b>	<b>707</b>	<b>53</b>
<b>2.3.1</b>	<b>Risk exposure amount for position, foreign exchange and commodities risks under standardised approaches (SA)</b>	<b>707</b>	<b>53</b>
2.3.1.1	Traded debt instruments	707	53
<b>2.4</b>	<b>TOTAL RISK EXPOSURE AMOUNT FOR OPERATIONAL RISK (OpR )</b>	<b>111,974</b>	<b>131,043</b>
2.4.2	OpR Standardised (STA) / Alternative Standardised (ASA) approaches	15,008	23,995
2.4.3	OpR Advanced measurement approaches (AMA)	96,965	107,049
<b>2.6</b>	<b>TOTAL RISK EXPOSURE AMOUNT FOR CREDIT VALUATION ADJUSTMENT</b>	<b>-</b>	<b>1,287</b>
<b>2.7</b>	<b>TOTAL RISK EXPOSURE AMOUNT RELATED TO LARGE EXPOSURES IN THE TRADING BOOK</b>	<b>-</b>	<b>-</b>
<b>2.8</b>	<b>OTHER RISK EXPOSURE AMOUNTS</b>	<b>-</b>	<b>-</b>
<b>3</b>	<b>Surplus(+)/Deficit(-) of total capital</b>	<b>104,434</b>	<b>152,192</b>
<b>3a</b>	<b>Total capital ratio</b>	<b>16.07 %</b>	<b>21.12 %</b>
<b>3b</b>	<b>T1 Capital ratio</b>	<b>15.82 %</b>	<b>19.51 %</b>



Stefan Vavti, M. Sc.  
Chairman of the  
Management Board



Damijan Dolinar, M. Sc., CFA  
Member of the  
Management Board



Günter Friedl, M. Sc., MBA, MAS  
Member of the  
Management Board



Hedvika Usenik, M. Sc.  
Member of the  
Management Board



Sergio Marino  
Member of the  
Management Board

## Risk Report

## The Bank's own funds and capital requirement

EUR '000 ID	Item	31 / 12 / 2016	31 / 12 / 2015
<b>1</b>	<b>OWN FUNDS</b>	<b>194,582</b>	<b>230,584</b>
<b>1.1</b>	<b>TIER 1 CAPITAL</b>	<b>191,376</b>	<b>211,722</b>
<b>1.1.1</b>	<b>COMMON EQUITY TIER 1 CAPITAL</b>	<b>191,376</b>	<b>211,722</b>
<b>1.1.1.1</b>	<b>Capital instruments eligible as CET1 Capital</b>	<b>128,143</b>	<b>128,143</b>
1.1.1.1.1	Paid up capital instruments	20,384	20,384
1.1.1.1.3	Share premium	107,760	107,760
<b>1.1.1.2</b>	<b>Retained earnings</b>	<b>55</b>	<b>104,635</b>
1.1.1.2.1	Previous years retained earnings	55	104,635
1.1.1.2.2	Profit or loss eligible	-	-
1.1.1.2.2.1	Profit or loss attributable to owners of the parent	13,864	9,677
1.1.1.2.2.2	(-) Part of interim or year-end profit not eligible	(13,864)	(9,677)
<b>1.1.1.3</b>	<b>Accumulated other comprehensive income</b>	<b>18,573</b>	<b>13,467</b>
<b>1.1.1.4</b>	<b>Other reserves</b>	<b>84,635</b>	<b>-</b>
<b>1.1.1.9</b>	<b>Adjustments to CET1 due to prudential filters</b>	<b>(375)</b>	<b>-</b>
1.1.1.9.5	(-) Value adjustments due to the requirements for prudent valuation	(375)	-
<b>1.1.1.11</b>	<b>(-) Other intangible assets</b>	<b>(16,644)</b>	<b>(18,793)</b>
<b>1.1.1.12</b>	<b>(-) Deferred tax assets that rely on future profitability and do not arise from temporary differences net of associated tax liabilities</b>	<b>(4,450)</b>	<b>(4,578)</b>
<b>1.1.1.13</b>	<b>(-) IRB shortfall of credit risk adjustments to expected losses</b>	<b>(7)</b>	<b>(118)</b>
<b>1.1.1.16</b>	<b>(-) Excess of deduction from AT1 items over AT1 Capital</b>	<b>(6,659)</b>	<b>(11,311)</b>
<b>1.1.1.26</b>	<b>Other transitional adjustments to CET1 Capital</b>	<b>(9,504)</b>	<b>277</b>
<b>1.1.1.28</b>	<b>CET1 capital elements or deductions - other</b>	<b>(2,390)</b>	<b>-</b>
<b>1.1.2.9</b>	<b>Other transitional adjustments to AT1 Capital</b>	<b>(6,659)</b>	<b>(11,311)</b>
<b>1.1.2.10</b>	<b>Excess of deduction from AT1 items over AT1 Capital (deducted in CET1)</b>	<b>6,659</b>	<b>11,311</b>
<b>1.2</b>	<b>TIER 2 CAPITAL</b>	<b>3,206</b>	<b>18,862</b>
<b>1.2.1</b>	<b>Capital instruments and subordinated loans eligible as T2 Capital</b>	<b>-</b>	<b>16,484</b>
1.2.1.1	Paid up capital instruments and subordinated loans	-	16,484
<b>1.2.1.1*</b>	<b>Memorandum item: Capital instruments and subordinated loans not eligible</b>	<b>-</b>	<b>13,516</b>
<b>1.2.5</b>	<b>IRB Excess of provisions over expected losses eligible</b>	<b>3,207</b>	<b>2,413</b>
<b>1.2.10</b>	<b>Other transitional adjustments to T2 Capital</b>	<b>(1)</b>	<b>(35)</b>
<b>2</b>	<b>TOTAL RISK EXPOSURE AMOUNT</b>	<b>1,245,537</b>	<b>1,046,120</b>
<b>2.1</b>	<b>RISK WEIGHTED EXPOSURE AMOUNTS FOR CREDIT, COUNTERPARTY CREDIT AND DILUTION RISKS AND FREE DELIVERIES</b>	<b>1,147,865</b>	<b>937,732</b>
2.1.1	Standardised approach (SA)	613,306	535,547
2.1.1.1	SA exposure classes excluding securitisation positions	613,306	535,547
2.1.1.1.01	Central governments or central banks	299	548
2.1.1.1.02	Regional governments or local authorities	26,303	25,416
2.1.1.1.03	Public sector entities	18,919	4,942
2.1.1.1.06	Institutions	35	62
2.1.1.1.07	Corporates	126,530	31,184
2.1.1.1.08	Retail	279,503	289,759
2.1.1.1.09	Secured by mortgages on immovable property	134,501	123,126
2.1.1.1.10	Exposures in default	23,829	48,184
1.1.1.1.14	Collective investments undertakings (CIU)	3,279	1,349
2.1.1.1.15	Equity	110	110

2.1.1.1.16	Other items	-	10,865
<b>2.1.2</b>	<b>Internal ratings based Approach (IRB)</b>	<b>534,559</b>	<b>402,185</b>
2.1.2.1	IRB approaches when neither own estimates of LGD nor Conversion Factors are used	517,611	392,988
2.1.2.1.02	Institutions	116,005	31,669
2.1.2.1.03	Corporates - SME	130,870	146,353
2.1.2.1.05	Corporates - Other	270,736	214,966
2.1.2.3	Equity IRB	2,549	9,197
2.1.2.4	Other non credit-obligation assets	14,398	-
<b>2.2</b>	<b>TOTAL RISK EXPOSURE AMOUNT FOR SETTLEMENT/DELIVERY</b>	<b>-</b>	<b>-</b>
<b>2.3</b>	<b>TOTAL RISK EXPOSURE AMOUNT FOR POSITION, FOREIGN EXCHANGE AND COMMODITIES RISKS</b>	<b>707</b>	<b>53</b>
2.3.1	Risk exposure amount for position, foreign exchange and commodities risks under standardised approaches (SA)	707	53
2.3.1.1	Traded debt instruments	707	53
<b>2.4</b>	<b>TOTAL RISK EXPOSURE AMOUNT FOR OPERATIONAL RISK (OpR )</b>	<b>96,965</b>	<b>107,049</b>
2.4.2	OpR Standardised (STA) / Alternative Standardised (ASA) approaches	-	-
2.4.3	OpR Advanced measurement approaches (AMA)	96,965	107,049
<b>2.6</b>	<b>TOTAL RISK EXPOSURE AMOUNT FOR CREDIT VALUATION ADJUSTMENT</b>	<b>-</b>	<b>1,287</b>
<b>2.7</b>	<b>TOTAL RISK EXPOSURE AMOUNT RELATED TO LARGE EXPOSURES IN THE TRADING BOOK</b>	<b>-</b>	<b>-</b>
<b>2.8</b>	<b>OTHER RISK EXPOSURE AMOUNTS</b>	<b>-</b>	<b>-</b>
<b>3</b>	<b>Surplus(+)/Deficit(-) of total capital</b>	<b>94,939</b>	<b>146,894</b>
<b>3a</b>	<b>Total capital ratio</b>	<b>15.62 %</b>	<b>22.04 %</b>
<b>3b</b>	<b>T1 Capital ratio</b>	<b>15.36 %</b>	<b>20.24 %</b>



Stefan Vavti, M. Sc.  
Chairman of the  
Management Board



Damijan Dolinar, M. Sc., CFA  
Member of the  
Management Board



Günter Friedl, M. Sc., MBA, MAS  
Member of the  
Management Board



Hedvika Usenik, M. Sc.  
Member of the  
Management Board



Sergio Marino  
Member of the  
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