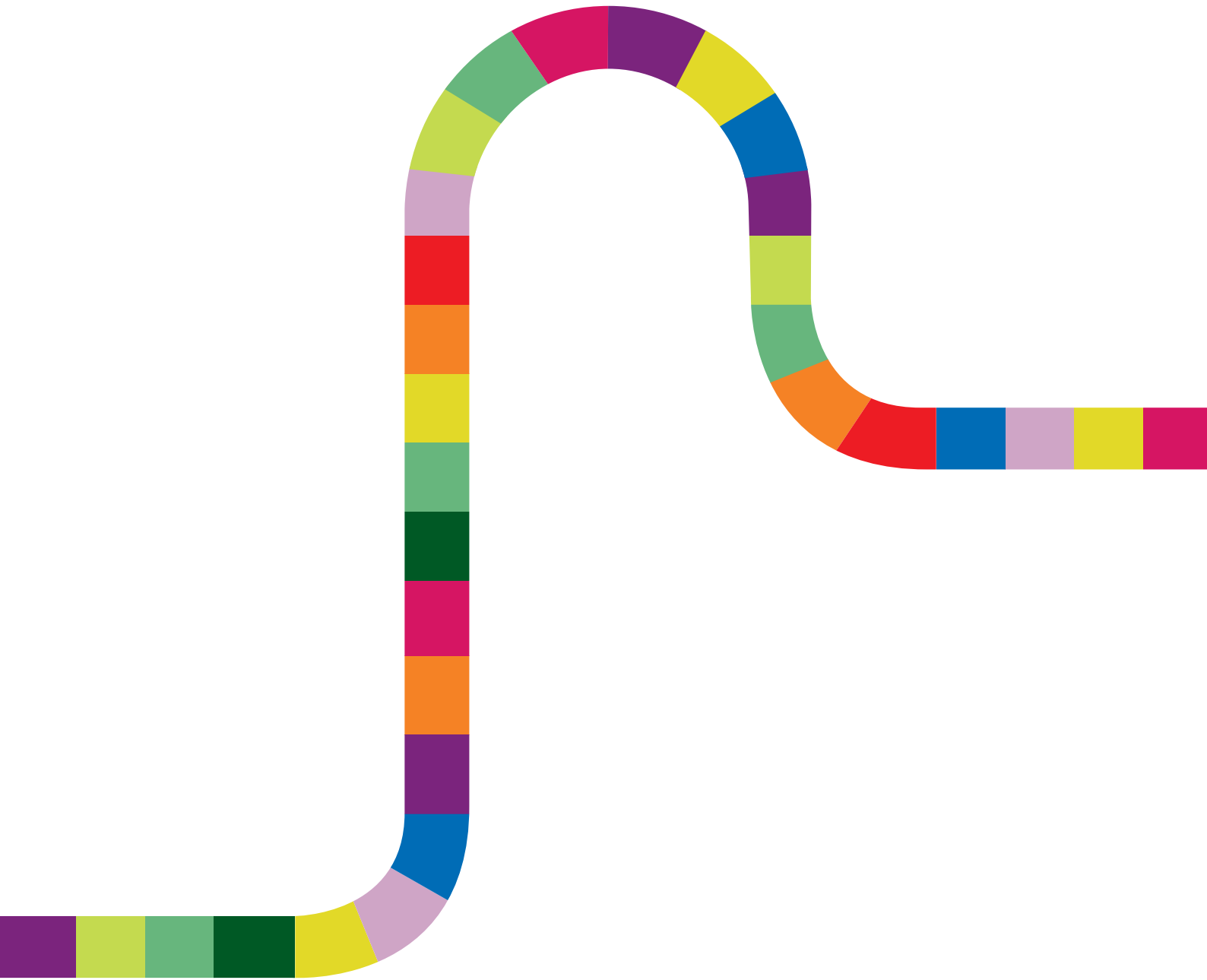




Za vse,
kar življenje
prinese.



Vsi vemo, da v življenju lahko naletimo na veliko presenečenj. Številna so pozitivna, ne pa vsa. Zato potrebujemo banko, zanesljivega partnerja, ki nam lahko pomaga soočati se z vsem, kar življenje prinese.

Ker je prav vsakdanje življenje navdih letošnjega letnega poročila, tudi njegova grafična podoba ponazarja nekatere najbolj prijetne vidike človeškega življenja ter tudi nekatere manj prijetne trenutke. Fotografije tako predstavljajo celo vrsto nasprotij, naša naslovnica pa ponuja kalejdoskop trenutkov, ki jih črpamo iz našega vsakdana.

Takšno je pač življenje. Od vznemirljivega do običajnega, od pričakovanega do nepričakovanega - življenje je vedno polno sprememb in neprestano prinaša nove izzive.

UniCredit je tukaj, da ponudi roko v pomoč.

Naš posel je veliko več kot ponujanje bančnih produktov in upravljanje transakcij. Razumemo potrebe naših strank kot posameznikov, družin in podjetij. Naš cilj je ponujati rešitve za vsakodnevne težave, s katerimi se ljudje soočajo. To pomeni ponujati jim konkretne odgovore - iz dneva v dan, za vsako stranko posebej, glede na njene individualne potrebe.

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Nagovor predsednika nadzornega sveta



“ Do leta 2015 se želimo uvrstiti med vodilne tri banke, s katerimi so stranke najbolj zadovoljne v vseh državah v katerih poslujemo. Med najboljše tri želimo priti tudi po zavzetosti sodelavcev, ugledu, tržni kapitalizaciji in storitvah čezmejnega poslovanja. ”

Spoštovani!

V letu 2010 se je finančna skupina UniCredit soočila s spremenjenimi razmerami na trgu, prevetrilo pa se je tudi vodstvo. Po odhodu Alessandra Profuma, ki je na položaju predsednika uprave finančne skupine UniCredit preživel desetletje in pol, sem bil imenovan za njegovega naslednika. Banka je bila razcepljena med tako imenovano skupino Fondazione - dolgoletnimi italijanskimi strateškimi vlagatelji, ki imajo v lasti ne več kot 15 % delnic finančne skupine UniCredit, vendar imajo večino v upravnem odboru - in mednarodno širitvijo v zadnjem desetletju, ki se je začela leta 1999 s prevzemom poljske banke Bank Pekao. V minulih dveh letih - obdobju, ki je bilo porazno za bančništvo po vsem svetu - pa Banka kljub vsemu ni izgubila niti enega samega evra vrednosti za delničarje, ter zavzema mesto med vodilnimi tremi bankami (pogosto celo vodilno) v večini držav, kjer se naša mreža razprostira. Strategija mednarodne širitve, ki smo jo zasledovali v preteklosti, se je izkazala za pravilno z vidika generiranja dobičkonosnosti. Poleg tega je finančna skupina UniCredit izjemno močno prisotna v nekaterih izmed najbolj zdravih evropskih gospodarstev: v Turčiji z 10 % rastjo BDP v prvi polovici leta 2010, v Rusiji in na Poljskem, obeh s 4 % rastjo BDP. Po odstopu Alessandra Profuma so se pojavila tudi vprašanja, ali bi lahko skupina Fondazione zagotovila dodatni kapital finančni skupini UniCredit, če bi ga slednja potrebovala, oziroma ali bi bila pripravljena na nadaljnjo razvedenitev svojih deležev, če ne bi mogla vložiti dodatnega kapitala. Naša Skupina nima takojšnjih potreb po kapitalu, skladnost z zahtevami Basla III pa je popolnoma jasna. Res pa je, da se je upravljanje s kapitalom temeljito spremenilo v vseh bankah, ne le v finančni skupini UniCredit.

Pred dvema letoma so nekateri vlagatelji govorili, da smo vodilna banka v srednji in vzhodni Evropi (SVE) ter da bomo umrli skupaj s temi gospodarstvi. Po dveh letih je zanimivo videti, da so se

v obdobju nedavnih skrbi v zvezi z vladnimi dolgovi razponi državnih obveznic držav regije SVE razširili precej manj kot tisti v zahodni Evropi. SVE je za nas izredno strateško pomembna regija, ki bo poganjala uspeh finančne skupine UniCredit, mi pa bomo postopoma namenili več kapitala za vlaganja v razvoj naše mreže na tem področju, saj tu vidimo našo prihodnost. Več kot 70 % prihodkov Skupine v tej regiji namreč prihaja s petih trgov, za katere verjamemo, da kažejo najboljši potencial - Turčija, Rusija, Poljska, Češka in Hrvaška. Banka se pozicionira kot aktiven lokalni igralec v vseh izmed naštetih držav. Tudi v Sloveniji v letu 2011 načrtujemo dodatno, 50 % povečanje obstoječega števila poslovnih enot z novimi enotami, s katerimi želimo priti še bližje našim strankam. Zavedamo se, da je pri finančnem posredništvu prav osebni stik tisti, ki ga tehnologija, pa naj bo še tako napredna, nikoli ne bo zamenjala v celoti. Še več. Naše stranke in potencialne stranke (pa tudi vse ostale deležnike) smo z novim poslanstvom, ki smo se mu zavezali preteklo leto, postavili še bolj v ospredje. Verjamemo, da je prav naša zavzetost naša največja prednost. Predvsem zaradi nje smo danes vodilna evropska banka z več kot 10.000 poslovnimi enotami v 22 državah. Naša mednarodna prisotnost sega na 50 trgov, kjer svoje bančno znanje in nasvete deli več kot 162.000 naših sodelavcev. Kljub krizi in še bolj skrbnemu ravnanju s stroški in naložbami ostajamo globoko zavezani izobraževanju sodelavcev, saj želimo tudi v prihodnje biti prvi in najbolj kredibilen finančni svetovalec našim strankam. Prav tako še naprej posvečamo posebno skrb ugledu naše Banke, saj želimo upravičiti zaupanje tistih, ki nam omogočate, da vsak dan odločno stopamo po poti uresničevanja vaših in naših poslovnih želja in ciljev.

Bančno poslovanje se spreminja, zato moramo biti sposobni istočasnega prilagajanja novim potrebam podjetij in posameznikov, če želimo še naprej ostati pred konkurenco. Zato trdimo, da za našim deklariranim »realnim bančništvom« stojimo tudi z dejanji. Smo in želimo ostati vodilna evropska banka, s katero je preprosto poslovati, ki strankam podaja konkretne odgovore in storitve, ki omogočajo soočanje z vsakodnevnimi izzivi in priložnostmi.

Do leta 2015 se želimo uvrstiti med vodilne tri banke, s katerimi so stranke najbolj zadovoljne, v vseh državah, v katerih poslujemo. Med najboljše tri želimo priti tudi po zavzetosti sodelavcev, ugledu, tržni kapitalizaciji in storitvah čezmejnega poslovanja. Tudi s pomočjo UEFA Champions League, našega trenutno najbolj odmevnega sponzorstva, želimo postati ena od treh najbolj znanih evropskih bančnih blagovnih znamk, ki bo sinonim za svojevrsten poslovni model, odlične produkte, neprimerljivo kakovost in strokovnost sodelavcev zaradi razumljivih in konkretnih odgovorov, ki jih ponujamo našim strankam pri njihovih vsakdanjih izzivih.

Da smo pri uresničitvi zastavljenih ciljev na dobri poti, nam omogočajo naši poslovni partnerji, stranke in vlagatelji, ki so nam zaupali svoja sredstva. Veseli smo dejstva, da je teh vedno več in da smo uspeli prepričati mnoge nove kljub težjim oz. spremenjenim

razmeram, v katerih trenutno poteka bančno poslovanje. Zahvala gre tudi našim dobaviteljem, ki nam znajo prisluhni, ko nanje prenašamo želje naših strank, da bi jih skupaj oblikovali v produkte in storitve. Predvsem pa se želim za zavzetost zahvaliti našim sodelavkam in sodelavcem, ki zaupanje, ki nam ga izkazujejo stranke in poslovni partnerji, vsak dan upravičujejo z dejanji. Še naprej se bomo trudili, da bomo posamezniku prijazen delodajalec in družini prijazno podjetje ter da bi sodelavcem lahko ponudili dovolj možnosti za uresničitev potencialov, osebni razvoj in napredovanje.

Federico Ghizzoni
Predsednik nadzornega sveta
UniCredit Banka Slovenija d.d.

Ljubljana, februar 2011

Nagovor predsednika uprave



“ Izhajajoč iz gospodarskih gibanj na domačem in na tujih trgih kot tudi iz doseženih rezultatov v celotnem bančnem sektorju v Sloveniji lahko ugotovimo, da je bilo poslovanje UniCredit Banka Slovenija d.d. zelo uspešno. ”

Spoštovane dame in gospodje, cenjeni poslovni partnerji!

Gospodarske razmere na tujih kot tudi na domačem trgu so bile v letu 2010 še vedno v veliki meri odraz svetovne finančne krize, velikega nezaupanja med poslovnimi partnerji in globokih sprememb na deviznih trgih. Kljub temu je v letu 2010 gospodarska rast po velikih padcih leto poprej oživela, predvsem zaradi rastoče mednarodne menjave kot tudi počasnega oživljanja domače potrošnje. Medtem ko so se razmere na kapitalskih trgih umirile in ponovno pokazale prve znake optimizma in rasti, so dogodki na deviznih trgih opozorili predvsem na vprašanja zunanjih in notranjih neravnovesij v nekaterih državah članicah Evropske monetarne unije (EMU), predvsem pa na visoko raven javnega dolga. Vse to je imelo za posledico velika tečajna nihanja, ki so se v končni fazi odražala tako v bilancah posameznih držav kot tudi v rezultatih ostalih tržnih udeležencev. V takih razmerah so skušale posamezne države članice EMU z različnimi ukrepi zmanjšati tovrstna tveganja, hkrati pa so primerne rešitve iskale na ravni celotne Evropske unije, delno tudi s pomočjo denarne politike, ki jo vodi Evropska centralna banka (ECB). Denarna politika ECB si je na eni strani prizadevala za primerno likvidnost na trgu, na drugi strani pa je skrbela tudi za finančno stabilnost finančnih posrednikov, predvsem bank, da bi na ta način povečala zaupanje tržnih udeležencev in hkrati zmanjšala predvsem tržna tveganja. Lahko ugotovimo, da je s politiko obrestne mere, ki je bila vse leto stabilna, pomembno pripomogla k oživljanju gospodarske aktivnosti, obenem pa je skrbela, da je cenovna stabilnost ostala v okviru postavljenih ciljev. Vse to ima pomemben vpliv tako na dohodkovno kot tudi na investicijsko politiko.

Razmere na domačem trgu so bile še vedno pod negativnim vplivom velikega padca bruto domačega proizvoda (- 8,1 %), ki se je zgodil leto poprej, vendar pa so se pojavili tudi pozitivni signali, ki so prihajali s tujih trgov, v obliki vse večjega tujega povpraševanja.

Slednje je imelo za posledico rast domače industrijske proizvodnje in posledično tudi rast izvoza. Ugotovimo lahko torej, da je bila tekoča dinamika BDP v Sloveniji že od prvega četrletja leta 2009 zelo podobna kot v evro območju. Največja razlika, ki jo je bilo zaznati, je pri naložbah, ki so v evro območju rasle, medtem ko so se pri nas, predvsem tiste v osnovna sredstva, celo realno znižale (za 9,3 %). Temeljne vzroke za negativna gibanja lahko iščemo v več smereh:

- Doživeli smo nadaljnji padec gradbenih naložb, ki so v preteklem letu dosegle najnižjo vrednost v času trajanja krize. Le naložbe v tehnologijo so zabeležile simbolično rast.
- Oviro novim naložbam je v številnih podjetjih predstavljalo dejstvo, da je razmerje med lastniškim in posojilnim kapitalom zelo neugodno. Bolj natančno, kriza je vplivala na razvrednotenje premoženja, medtem ko je dolžniški kapital ostal nominalno nespremenjen. To pomeni, da je sedanja raven zadolžitve objektivna ovira za najemanje novih posojil, hkrati pa obstoječi lastniki nimajo svežega kapitala, s pomočjo katerega bi ob kombinaciji z dolžniškim omogočili financiranje novih naložb. Ob tem naj dodamo, da je zaupanje do tujih lastnikov oziroma solastnikov v nekaterih okoljih še vedno dokaj nestabilno, podobne pa so tudi razmere do potencialnih domačih lastnikov. Ugotoviti moramo, da iz tega zornega kota tudi država kot solastnik v pomembnih podjetjih ni pokazala ustreznega interesa oziroma ni bila vzgled za nova sopartnerstva in pozitiven razvoj dogodkov.
- Domači bančni sektor ni odigral spodbujevalne vloge, ker se je sam soočal z veliko kreditno izpostavljenostjo v velikih finančnih skupinah, ki so zaradi krize zašle v težave. To je imelo za posledico dolžniško zamudo pri vračanju kreditov, v številnih primerih pa so se banke soočale celo z nesolventnostjo in nevrčanjem kreditov s strani dolžnikov, nekatera podjetja pa so celo končala v stečajju. Podobnim dogodkom smo bili priče tudi v gradbenem sektorju, kjer se je kriza celo poglobila.

Nadalje lahko ugotovimo, da je v evro območju hitreje rasla tudi potrošnja prebivalstva, vendar je bila razlika bistveno manjša (v Sloveniji je bila potrošnja gospodinjstev za 0,4 odstotka nižja kot v letu 2009).

Pri rasti potrošnje države je bila razlika med evro območjem in Slovenijo nepomembna, kar na splošno pomeni, da je bila zaradi proračunskih omejitev in varčevalnega programa tudi investicijska aktivnost države bistveno zmanjšana oziroma le simbolična.

Na podlagi takih domačih in tujih »terms of trade« se je tudi domači bančni sistem soočal z vrsto novih dejstev in težav, ki so se kazali predvsem v naslednjem:

- Domači primarni viri, torej finančna sredstva, ki jih bankam zaupajo prebivalstvo in podjetja, so zabeležili letno rast v višini približno 4 %. To je bistveno manj kot pred finančno krizo, kar pa je razumljivo tako za prebivalstvo kot tudi za podjetja. Prebivalstvo

se je namreč soočalo z bistveno višjo stopnjo brezposelnosti in s tem z nižjimi dohodki, rezultati poslovanja v podjetjih pa so bili slabši kot v predhodnem obdobju. Nižja rast varčevanja ob hkratnem nezaupanju na denarnih trgih med finančnimi posredniki in posledično manjše medbančno financiranje sta imela za posledico rast pasivnih obrestnih mer. Rast slednjih je bila bistveno večja kot v drugih državah evro območja oziroma so bile tovrstne razlike v Sloveniji med 1,5 in 2,5 odstotne točke. Upoštevajoč dejstvo, da je bila v Sloveniji do konca leta 2010 v veljavi državna garancija brez omejitve zneskov za tovrstne vloge, so tolikšne obrestne razlike še bolj nenavadne. Tako je bilo za varčevalce najpomembnejše vprašanje, kdo ponuja višjo nominalno obrestno mero, saj je tveganje vračila depozita prevzela država. Odgovor lahko iščemo predvsem v tem, da je razmerje med krediti nebančnemu sektorju in depoziti, zbranimi od tega sektorja, v Sloveniji zelo neugodno in je presegllo 140 odstotkov. Drugi del odgovora, ki pojasnjuje manjšo rast varčevanja pri bankah, pa se kaže v rasti vlog v vzajemne sklade, ki je bila 9 %. To je dokaz, da se zaupanje, povezano s pričakovani po višjih donosih, počasi vrača med vlagatelje. Ko govorimo o primarnih virih, velja omeniti tudi dejstvo, da je raven finančnih sredstev na vpogled v bankah v Sloveniji nekoliko višja kot v evro območju. To pomeni, da je obrestna marža, ki jo na tem segmentu virov obračuna banka, v največji meri v korist vseh tistih domačih bank, ki imajo dolgoletno tradicijo v poslovanju s prebivalstvom ali pa so bile prevzete s strani tujih bank. Prav slednje dejstvo je potrebno omeniti predvsem zato, ker se nenehno ponavljajo zmotne ugotovitve, da banke v tuji lasti razpolagajo z bistveno cenejšimi viri. Ko govorimo o nebančnih virih, ne smemo prezreti dejstva, da je država del finančnih sredstev, ki jih je pridobila na podlagi izdanih obveznic na mednarodnih trgih, plasirala pretežno v obliki kratkoročnih depozitov v domačem bančnem sistemu, bolj ali manj po kriteriju tržne udeležbe bank.

- Med viri, s katerimi razpolagajo banke, so velikega pomena medbančni viri oziroma t.i. »funding«, ki so se v letu 2010 dodatno skrčili. Razlogi za krčenje so kratkoročni aranžmaji, pa tudi želja bank, da se zmanjša tovrstna soodvisnost. Tu velja omeniti tudi, da so tri banke plasirale na mednarodnem trgu srednjeročne oziroma dolgoročne obveznice, vendar v kombinaciji z državno garancijo.
- Med viri, ki so jih banke uporabljale, so bila tudi sredstva ECB, pridobljena predvsem s tremi letnimi tenderji in so med letom predstavljala nekaj manj kot desetino primarnih virov.
- V okviru bančnega premoženja je bil pretežni del slednjega v obliki financiranja nebančnega sektorja podjetij in prebivalstva. Financiranje podjetij je v neto znesku že drugo leto zapored zabeležilo rahel padec, medtem ko je bila pri segmentu prebivalstva dosežena približno 7 % rast, predvsem zaradi nakupa nepremičnin v obliki hipotekarnih kreditov. Za kreditne terjatve bank sta bili v letu 2010 pomembni še dve dejstvi: da so kreditojemalci

Nagovor predsednika uprave

zaradi krize banke naprošali za konverzijo kratkoročnih kreditov v srednje in dolgoročne, kar je imelo za posledico, da se je delež kratkoročnih kreditov skrčil za približno 10 %, še pomembnejše pa je bilo to, da je vrsta podjetij, predvsem finančnih holdingov in skupin ter gradbenih podjetij, prišla v velike likvidnostne težave in težave s solventnostjo. To je povzročilo dolžniške zamude, nezmožnost odplačil obresti in glavnice, prestrukturiranje dolga in v številnih primerih tudi stečaj dolžnikov. Velik del bančne izpostavljenosti je povezan s financiranjem velikih privatizacijskih projektov, ki jim je kriza »prekrižala račune«, s tem pa tudi številnim bankam. Posledice takega razvoja dogodkov so najbolj vidne v rezultatih celotnega bančnega sektorja, ki se kažejo predvsem v naslednjih parametrih:

- stagnacija rasti bilančne vsote;
- več kot 60 % rast slabitev kreditnih terjatev in rezervacij;
- dodatno krčenje dobička, ki je bil manjši za dve tretjini v primerjavi z letom 2009;
- dodaten padec donosa na kapital, iz skromnih 2,9 % v letu 2009, na simboličnih 0,9 %.

Izhajajoč iz navedenih gospodarskih gibanj na domačem in na tujih trgih kot tudi iz doseženih rezultatov v celotnem bančnem sektorju v Sloveniji lahko ugotovimo, da je bilo poslovanje UniCredit Banka Slovenija d.d. zelo uspešno. Dosegli in celo presegli smo namreč zastavljene cilje, kar se kaže predvsem v naslednjih konkretnih rezultatih:

- Celotni prihodki Banke so dosegli 16,3 % rast, medtem ko je bila rast v bančnem sektorju le 3 %.
- Operativni dobiček Banke v višini 36,4 milijona evrov je zrasel za 35,3 %.
- Čisti dobiček Banke pred obdavčitvijo je znašal 15,8 milijona evrov, kar pomeni, da je zrasel za 40,6 %. Kot smo že omenili, se je v bančnem sistemu zmanjšal za dve tretjini.
- Slabitve in rezervacije Banke so znašale 20,2 milijona evrov in so zrasle za 19,0 %, pri čemer naj dodamo, da je le naša Banka med vsemi bankami v Sloveniji pridobila soglasje in potrditev Banke Slovenije, da z letom 2011 vstopa v model Basel II, t.i. naprednega pristopa pri obravnavanju tveganj. To je pomenilo, da je morala UniCredit Banka Slovenija d.d. oblikovati rezervacije tudi za kredite, ki se odplačujejo skladno s sklenjenimi pogodbami, in sicer v višini 4 milijonov evrov.
- V okviru tako ustvarjenega dobička imajo največji delež čiste obresti, ki so dosegle raven 53,0 milijonov evrov oziroma so zrasle za 35,8 %, medtem ko je bil znesek neobrestnih prihodkov 22,1 milijona evrov in je bil za 13,0 % nižji v primerjavi z letom poprej.
- Celotni stroški poslovanja so dosegli raven 39,1 milijona evrov in so zabeležili 7,9 % rast, delno zaradi večje amortizacije ter zaradi novih zaposlitev, povezanih s ponudbo dodatnih bančnih produktov.

Za tako dosežene rezultate gre v prvi vrsti zahvala vsem našim partnerjem, ki so nam izkazali zaupanje, na podlagi katerega je

Banka pridobila ustrezne finančne vire. Kasneje jih je plasirala različnim fizičnim in pravnim osebam, pretežno v obliki različnih kreditnih aranžmajev kot tudi v nekaterih drugih oblikah. Banka je kljub krizi ohranila dominantno mesto na trgu z različnimi izvedenimi finančnimi instrumenti, hkrati pa je bila tudi na trgu kapitala med najpomembnejšimi igralci.

Nadaljnja zahvala gre tudi našim lastnikom, ki že vrsto let z nespremenjeno politiko razpolaganja z dobičkom slednjega v celoti vlagajo nazaj in s tem krepijo materialno bazo Banke ter formalno omogočajo dodatno organsko rast, hkrati pa so temeljni steber za finančno stabilnost in primerno kapitalsko ustreznost Banke.

Zahvala gre vsem članom nadzornega sveta in članom kontrolnega odbora za različne analize in razprave, za nasvete pri iskanju rešitev, povezanih s konkretnimi poslovnimi problemi in s strateškimi vprašanji. Ob tej priložnosti se želim še posebej zahvaliti predsedniku nadzornega sveta, gospodu Federicu Ghizoniju, ki je oktobra 2010 postal tudi predsednik uprave celotne skupine UniCredit, za njegovo osebno zavzemanje pri aktivnostih, ki jih je naša Banka izvajala na domačem in na tujih trgih.

Moja zahvala kot tudi zahvala celotne uprave Banke je še posebej namenjena vsem sodelavkam in sodelavcem, ki s svojim znanjem in izkušnjami predstavljajo najpomembnejši »živi kapital Banke«. Prav oni ustvarjajo in soustvarjajo rezultate naše Banke in celotne finančne skupine UniCredit ter predstavljajo temelj zaupanja, ki se iz leta v leto krepi tako z vidika vedno večjega števila poslovnih partnerjev kot tudi z vidika doseganja rezultatov. Kakovost opravljenih storitev finančnega posredništva, ki temelji na standardih visokih etičnih načel, tlakuje pot zaupanju, ki je pri denarju, kjerkoli v svetu, najpomembnejše. Brez zaupanja so še tako mamljive ponudbe le mrtva črka na papirju. Zato prav zaupanje ostaja naš adut tudi v prihodnje, saj bo le s tem zagotovljena tudi nadaljnja prosperiteta Banke.

Dr. France Arhar
Predsednik uprave
UniCredit Banka Slovenija d.d.

Ljubljana, februar 2011

Za vse, kar življenje prinese.



Predstavitev UniCredit Banka Slovenija d.d.

Sedež: Šmartinska 140
SI-1000 Ljubljana
Slovenija

Telefon: + 386 1 5876 600
Brezplačna telefonska številka: 080 88 00
Faks: + 386 1 5876 684

Spletna stran: www.unicreditbank.si
Elektronska pošta: info@unicreditgroup.si
Osnovna dejavnost: drugo denarno posredništvo
Šifra dejavnosti: K/64.190
Leto ustanovitve: 1991

Predsednik nadzornega sveta: Federico Ghizzoni
Registrirana: pri Okrožnem sodišču v Ljubljani
št. reg. vl. 1/10521/00

Osnovni kapital: 16.258.321,26 EUR
Matična številka: 5446546

Identifikacijska številka: SI59622806
Poravnalni račun pri Banki Slovenije: 01000-0002900092
Swift: BACXSI22

Organi upravljanja Banke

Nadzorni svet

Član	Funkcija	Datum nastopa	Datum prenehanja funkcije
Federico Ghizzoni ¹	Predsednik nadzornega sveta	25. april 2007	n.a.
Herbert Hangel	Namestnik predsednika nadzornega sveta	25. april 2007	29. april 2010
Martin Klauzer ²	Član nadzornega sveta	24. april 2007	n.a.
Wolfgang Edelmüller	Član nadzornega sveta	24. april 2007	16. april 2010
Franco Andreetta	Član nadzornega sveta	9. februar 2009	n.a.
Giuseppe Verrascina	Član nadzornega sveta	9. februar 2009	n.a.
Heinz Karl Tschiltsch	Član nadzornega sveta	8. september 2010	n.a.
Alessio Pomasan	Član nadzornega sveta	29. april 2010	n.a.

Uprava

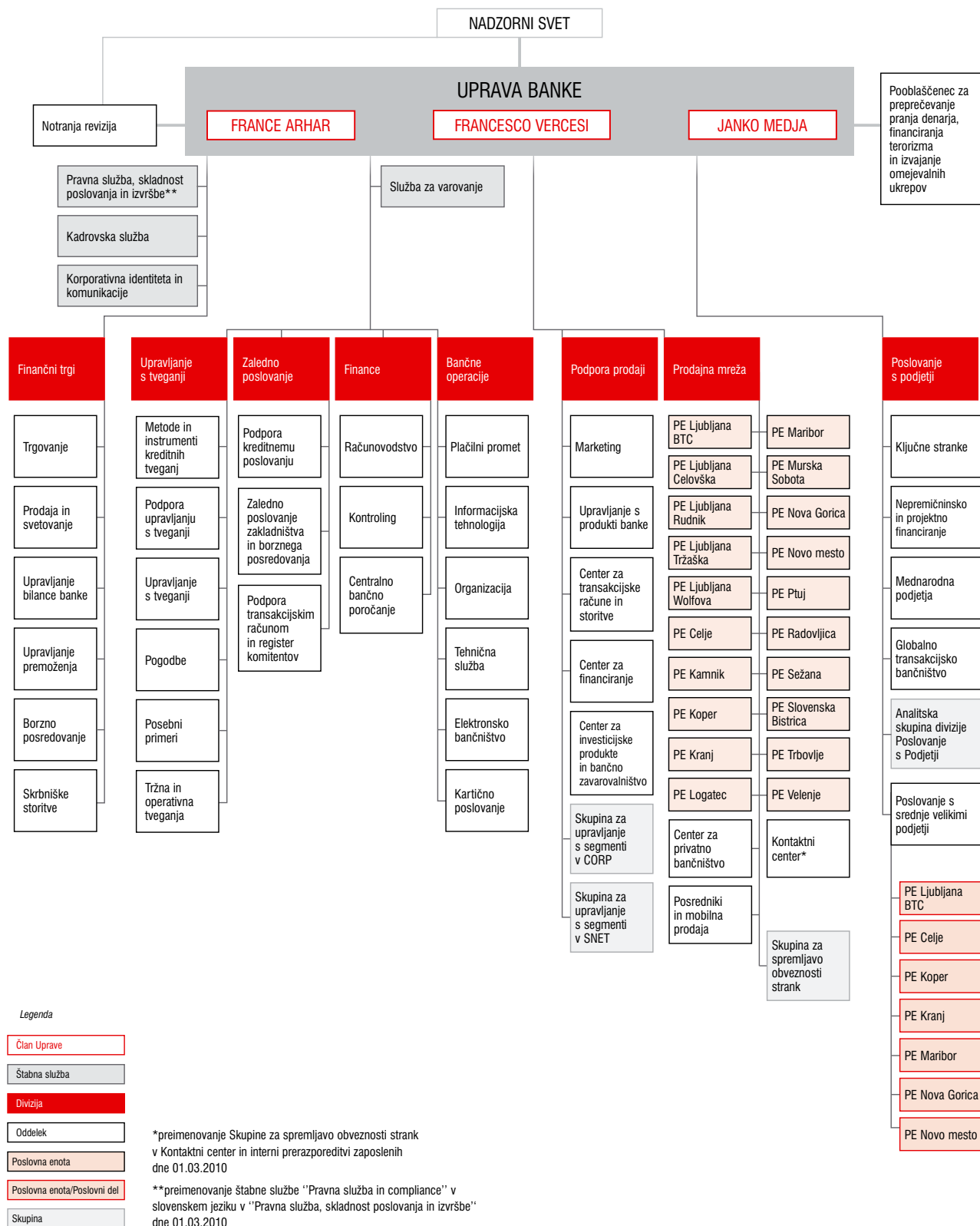
Član	Funkcija	Datum nastopa	Datum prenehanja funkcije
Dr. France Arhar	Predsednik uprave	1. junij 2003	n.a.
Janko Medja, MBA	Član uprave	16. september 2008	n.a.
Francesco Vercesi	Član uprave	20. oktober 2009	n.a.

1 Predsednik nadzornega sveta Federico Ghizzoni je 18. 1. 2011 podal izjavo, da z 31. 3. 2011 odstopa s funkcije Predsednika nadzornega sveta Banke.

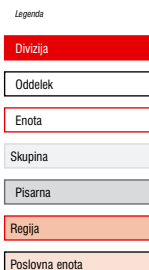
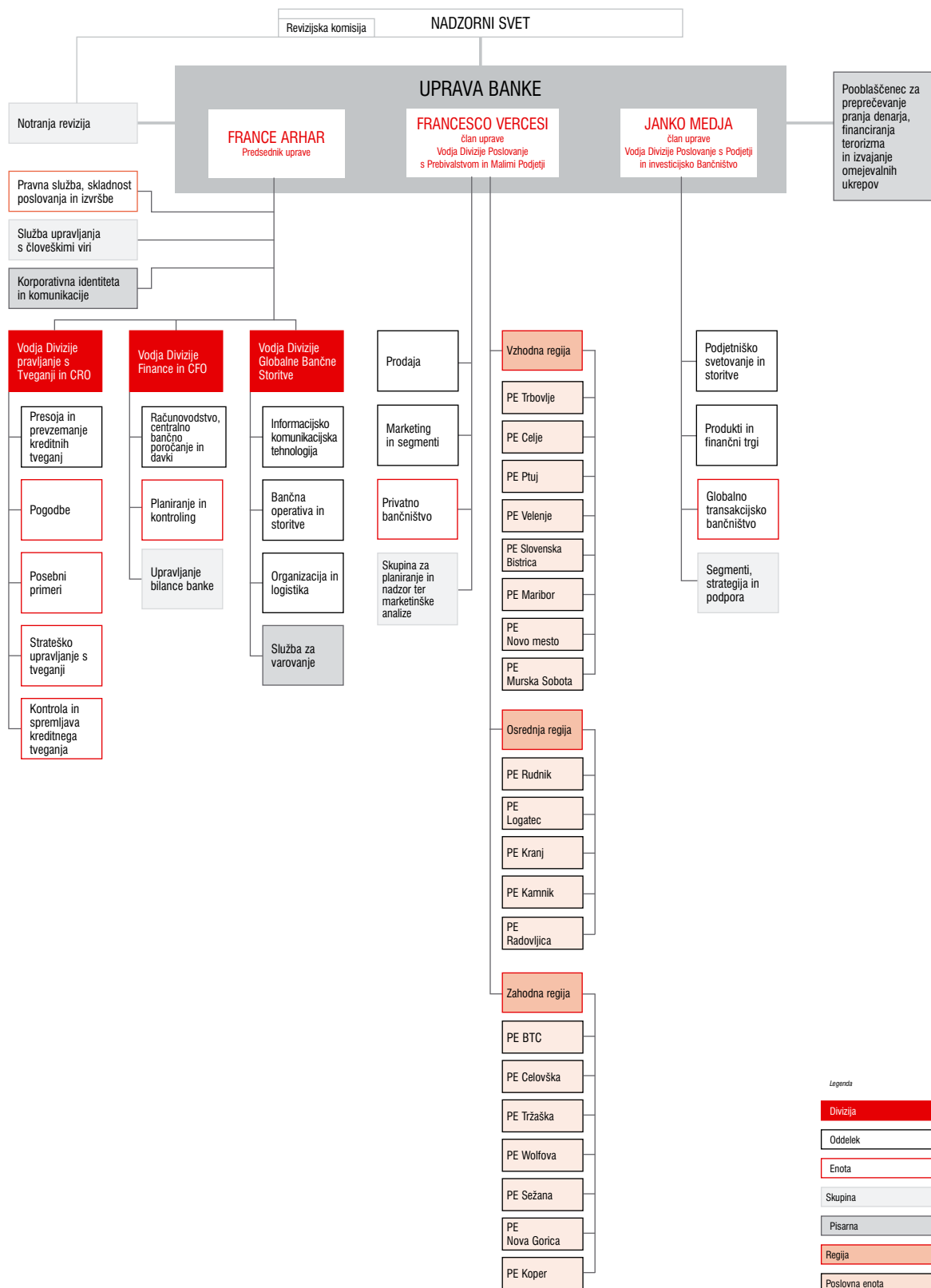
2 Član nadzornega sveta Martin Klauzer je bil 3. 5. 2010 imenovan na funkcijo Namestnika predsednika nadzornega sveta Banke.

Organizacijska shema

Veljavno do 30. aprila 2010



Veljavno od 1. maja 2010



PE Ljubljana BTC

Šmartinska 140, SI - 1000 Ljubljana
Tel.: 01 5876 707

PE Ljubljana Celovška

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

PE Ljubljana Rudnik

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

PE Ljubljana Tržaška

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

PE Ljubljana Wolfova

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

PE Celje

Aškerčeva 14, SI - 3000 Celje
Tel.: 03 4252 479

PE Kamnik

Ljubljanska cesta 4b, SI - 1240 Kamnik
Tel.: 01 8396 500

PE Koper

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

PE Kranj

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

PE Logatec

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

PE Maribor

Svetozarevska 6, SI - 2000 Maribor
Tel.: 02 2285 320

PE Murska Sobota

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

PE Nova Gorica

Tolminskih puntarjev 2b, SI - 5000 Nova Gorica
Tel.: 05 3383 130

PE Novo mesto

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

PE Ptuj

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

PE Radovljica

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

PE Sežana

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

PE Slovenska Bistrica

Trg svobode 21, SI - 2310 Slovenska Bistrica
Tel.: 02 8051 972

PE Trbovlje

Ulica 1. junija 2, SI - 1420 Trbovlje
Tel.: 03 5612 561

PE Velenje

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

Za vse, kar življenje prinese.



Dosežki in dogodki v letu 2010

JANUAR

Nova strategija in izvrstno delo se obrestujeta

Finančna skupina UniCredit je v državah srednje in vzhodne Evrope prejela tri prestižne nagrade ugledne revije Global Finance, in sicer za najboljšo banko za storitve plačilnega prometa in depozite, za najboljšo banko za upravljanje z likvidnimi sredstvi ter za najboljšo banko za upravljanje z denarnimi sredstvi.

»Medijski Champions League«

V znamenju odličnega sodelovanja v letu 2009 ter kot povabilo k učinkoviti komunikaciji tudi v letu 2010 je UniCredit Banka Slovenija d.d. za novinarje priredila srečanje, ki se je tematsko povezovalo s sponzorstvom finančne skupine UniCredit - "medijski Champions League". Na že skoraj tradicionalno druženje bančnikov s predstavniki medijev so prišli tudi nogometaši Zveze namiznega nogometa Slovenije, ki so novinarjem pred tekmo pokazali nekaj trikov. Otroci Zveze prijateljev mladine, ki smo jim namenili novoletno donacijo, so predstavnikom medijev narisali slike z nogometnimi motivi. Novinarji so slike razobesili v svojih uredništvih.

FEBRUAR

Dva slovenska otroka na igrišče pospremila nogometaše UEFA Champions League

UniCredit Banka Slovenija d.d. je organizirala nagradno igro, v okviru katere sta bila izbrana dva dečka, ki sta pospremila na igrišče nogometaše nogometnega kluba Internazionale Milano. Za mesto spremljevalcev se je potegovalo skoraj 300 otrok iz vse Slovenije.

S svojimi mnenji pomagali pri izboljšanju organizacijske klime

Sodelavcem smo ponudili možnost, da z izpolnjevanjem ankete o zadovoljstvu - People Survey 2010 - izrazijo svoje mnenje in sodelujejo pri izboljšanju poslovanja Banke. Na podlagi rezultatov smo pripravili akcijski načrt in ga tekom leta 2010 uresničevali. Raziskava že več let poteka v vseh 22 državah, v katerih je finančna skupina UniCredit prisotna.

Zbirali za žrtve potresa na Haitiju

Klicu na pomoč žrtvam katastrofalnega potresa na Haitiju sta se odzvali tudi finančna skupina UniCredit in fundacija Unidea. K solidarnostni akciji smo povabili tudi sodelavce v lokalni Banki.

MAREC

Eno leto brezplačne uporabe izbranih bančnih storitev

V sodelovanju s filmom "Prestopno leto" smo pripravili istoimensko prodajno akcijo, s katero smo povabili vse nove stranke, da pristopijo k partnerju, s katerim bodo zanesljivo zadovoljne. UniCredit Banka Slovenija d.d. je vsem potencialnim strankam v sklopu akcijske ponudbe omogočila eno leto brezplačne uporabe izbranih bančnih storitev.

Kombinirani depozit: varna in donosna naložba

Ponudbo naših bančnih produktov smo razširili z novostjo, ki smo jo poimenovali Kombinirani depozit in je sestavljen iz dveh depozitov z različnima ročnostima. Nova naložbena priložnost je bila primerna za vlagatelje, ki iščejo privlačen in inovativen način plemenitenja sredstev, saj omogoča izplačilo glavnice v dveh delih, s tem pa dostop do dela vplačanih sredstev že med obdobjem vezave. Prva polovica vplačanega zneska, za katero vlagatelj prejme 5-odstotno letno obrestno mero, se povrne po enem letu, skupaj z obrestmi, natečenimi v tem obdobju. Druga polovica zneska bo za obdobje petih let obrestovana po variabilni - vnaprej neznan - obrestni meri, vezani na gibanje borznega indeksa delnic največjih evropskih podjetij (DJ Euro Stoxx 50). Vlagateljem po preteku 5-letnega obdobja zagotavljamo najmanj izplačilo 100 odstotkov druge polovice vložene zneska. Vpisno obdobje se je zaključilo 6. maja 2010.

Javnosti predstavili naše poslovne rezultate v letu 2009

V letu 2009 smo na več področjih preseglili zastavljene cilje. Marca 2010 smo naše poslovne rezultate predstavili javnosti in ob tej priložnosti novinarje povabil na tiskovno konferenco. Naša bilančna vsota je zrasla za 13 % in dosegla raven 3,2 milijarde evrov, kar je Banko uvrstilo na četrto mesto v Sloveniji.

Iskali nove talente za magistrske programe v bančništvu

Zbirali smo prijave za tretjo generacijo mednarodnega MBA študija za področje bančništva za prebivalstvo in magistrski program New Europe Master za področji bančništva in podjetništva. Mladim talentom, ki želijo graditi mednarodno kariero v bančnem sektorju, smo s tem ponudili priložnost za poglobljeno izobraževanje v enem izmed dveh magistrskih programov, ki jih je lansirala finančna skupina UniCredit v sodelovanju z izkušenimi partnerji. Štipendije so segale do višine 25.000 EUR.

Otroci sodelavcev spoznali Petro Majdič

Otroke naših sodelavcev smo povabili na obisk v Banko. V poslovni enoti BTC smo jim med drugim pokazali, kako deluje bankomat, skupaj z njimi smo šteli kovance. Posebno presenečenje je bil prihod »skrivnega gosta«, Petre Majdič, ki jo UniCredit Banka Slovenija d.d. že nekaj let podpira s sponzorskimi sredstvi. Risbe otrok o obisku v Banki smo kasneje razstavili na vidnem mestu.

Predstavili novo poslanstvo

S sodelavci smo delili informacije o novi organizacijski shemi in našem novem poslanstvu, ki v ospredje našega razmišljanja in delovanja postavlja stranke.

APRIL

Skupščina delničarjev UniCredit Banka Slovenija d.d.

Na skupščini delničarjev Banke sta bila sprejeta poslovna politika in načrt razvoja za leto 2010, podeljena je bila razrešnica članom uprave in nadzornega sveta za leto 2009, bilančni dobiček pa je bil v

celoti prerazporejen v druge rezerve iz dobička.

Omejena serija MasterCard kartic z UEFA Champions League dizajnom

Ponudbo plačilnih kartic smo razširili z ekskluzivno kartico MasterCard z UEFA Champions League dizajnom, s katero so stranke med drugim lahko pridobile tudi ugodnejši potrošniški kredit. Prvih 100 imetnikov kartice smo nagradili, istočasno pa je potekala tudi nagradna igra za plazma televizor.

Našli nadomestne babice in dedke

V UniCredit Banka Slovenija d.d. smo z novoletno donacijo Zvezi prijateljev mladine Slovenije omogočili organizacijo letovanja »Sožitje generacij«, kjer so počitnice aktivno preživljali socialno prikrajšani otroci iz vse Slovenije in prostovoljci - upokojeni strokovnjaki (učitelji, socialni delavci in psihologi). Po enotedenskih počitnicah si je vsak izmed otrok izbral svojega nadomestnega dedka ali babico, ki je z otrokom ohranil stik tudi v nadaljevanju in ga bo bodril na njegovi poti k boljšemu jutri. Med sodelavci, strankami, poslovnimi partnerji in širšo javnostjo smo iskali upokojene učitelje, socialne delavce, psihologe, ki so bili kot prostovoljci pripravljeni aktivno sodelovati tudi na prihodnjih letovanjih otrok.

Zbirali še uporabne športne pripomočke

Da bi nekaterim socialno prikrajšanim otrokom pričarali delček neobremenjenega in aktivnega počitniškega vzdušja, smo se sodelavci UniCredit Banka Slovenija d.d. ponovno povezali z Zvezo prijateljev mladine Slovenije pri zbiranju uporabnih športnih pripomočkov, družabnih iger in didaktičnih igrač. Vse to smo zbirali v naših poslovnih enotah po vsej državi.

Zajtrkovali na finančnem trgu

Naše stranke in ostalo zainteresirano javnost smo povabili na dogodek z naslovom Zajtrk finančnih trgov, kjer so jim strokovnjaki finančne skupine UniCredit postregli z idejami s področja zakladništva in predstavili vpliv ekonomske krize na zunanjetrgovinsko poslovanje.

S poslovnimi partnerji iskali nove priložnosti za sodelovanje

Poglobili smo dobre odnose z našimi poslovnimi partnerji, načrtali smo nove smernice, izmenjavali najboljše prakse ter odkrivali nove priložnosti za sodelovanje. Srečanje je s svojim znanjem obogatil dr. Franz-Christopher Zeitler, podpredsednik Deutsche Bundesbank. S pomočjo udeležencev smo srečanju dali tudi humanitarno noto, saj smo za vsakega udeleženca Fundaciji za pomoč otrokom nakazali znesek v višini 20 evrov.

MAJ

Našli UniCredit šampione

Zaposlene v finančni skupini UniCredit smo vključili v sponzorstvo UEFA champions League. Pod naslovom »Being UniCredit Champion«

je potekalo tekmovanje o poznavanju finančne skupine UniCredit. V petih krogih so bili izbrani finalisti iz vsake države, ki so si ogledali finalni nogometni spektakel v Madridu.

JUNIJ

Strankam omogočili prevzem odgovornosti z novim zavarovalnim produktom

V ponudbo smo dodali paket življenjskega zavarovanja kreditorejmalcev pod imenom »Moja odgovornost« z enostavnim postopkom sklenitve v vseh poslovnih enotah Banke. S produktom smo strankam ponudili zaščito za družinske člane v času odplačevanja kredita, zavarovanje za primer naravne in nezgodne smrti ter možnost priključitve nezgodnega zavarovanja za primer trajne invalidnosti s plačilom enkratne ugodne premije.

Prenovili ponudbo depozitov

Strankam smo z novim depozitnim produktom ponudili brezskrben odhod na počitnice, medtem ko se njihov denar plemeniti. Omogočili smo jim 3-odstotno fiksno letno obrestno mero za 6-mesečni depozit in hiter dostop do gotovine na potovanju z ekskluzivno kartico MasterCard z UEFA Champion League dizajnom. Še vedno strankam omogočamo tudi brezplačne dvige z BA Maestro v Sloveniji in v državah Evropske monetarne unije (EMU) ter na vseh bankomatih članic finančne skupine UniCredit tudi izven EMU.

Javno smo pozvali k zbiranju ponudb za nakup delnic NLB

Začeli smo s postopkom javnega zbiranja ponudb za nakup delnic družbe Nova Ljubljanska banka d.d., Ljubljana, zaradi izvrševanja zavarovanja iz določenega bančnega posla. Javni poziv se je navezoval na nakup paketa 153.461 rednih imenskih kosovnih delnic NLB, ki je predstavljal 1,72 % delnic NLB.

Prejeli nagrado za dosežke na področju skrbništva nad vrednostnimi papirji

Revija Global Finance je finančni skupini UniCredit podelila nagrado za izjemne dosežke na področju skrbništva nad vrednostnimi papirji v srednji in vzhodni Evropi. Ameriška finančna revija je izbrala finančno skupino UniCredit za »Best Sub-Custodian 2010«.

Navijali so z UniCredit Bank

Obiskovalcem tekem v številnih lokalih po Sloveniji smo omogočili ogled spektakularnih tekem v številnih lokalih. Z ogrevanjem so lahko pričeli še pred finalom UEFA Champions League tako, da so se pomerili v ročnem nogometu.

Timski duh obrodil sadove tudi na športnem področju

Z osvojitvijo skupnega drugega mesta smo ponovno dosegli dober rezultat na letnih športnih igrah slovenskih bančnikov. Ponovno so se odlično odrezale naše sodelavke, saj so bile skupno prve, moški pa so osvojili skupno tretje mesto. Več kot 140 sodelavcev, ki so se v letu 2010 udeležili letnih iger, kot športniki ali pa kot neutrudni

Dosežki in dogodki v letu 2010

navijači, je ponovno dokazalo, da smo med slovenskimi bankami v samem vrhu tudi na športnem področju.

Tradicionalnega olimpijskega teka v Logatcu se je udeležila tudi Petra Majdič

500 tekačev je preteklo 3 km, najbolj vztrajni pa 10 km. Petra Majdič je imela na dogodku polne roke dela, saj so jo otroci in družine zasuli z željami po podpisu. Organizirano je bilo tudi fotografiranje pred panojem UniCredit Banka Slovenija d.d., promotorke so delile letake in obiskovalce vabile, da se pomerijo v ročnem nogometu. Sodelavci so obenem poskrbeli za predstavitev poslovne enote v Logatcu.

Priredili prvo možgansko nevihto

Vsi sodelavci finančne skupine UniCredit v 22 državah so prejeli elektronsko vabilo za sodelovanje na Online platformi Skupine. Spletna možganska nevihta je nov virtualni projekt, namenjen izmenjavi mnenj in idej v različnih tematskih forumih.

Ustanovili UCTAM upravljanje d.o.o.

Novoustanovljena družba je specializirana za pridobivanje, prodajo in/ali upravljanje sredstev (nepremičnin, deležev v družbah, itd.), ki izvirajo iz zapadlih izpostavljenosti UniCredit Banka Slovenija d.d. Direktorja družbe sta postala Miloš Vignjevič in Friedrich Buza, podjetje pa je del skupine UniCredit Turn-Around Management GmbH (UCTAM) s sedežem na Dunaju. Družba je bila ustanovljena kot posledica finančne krize, saj so se temeljni ekonomski pogoji bistveno spremenili. Ocene tržnih vrednosti, ki so bile narejene v času odločitev o naložbah, torej pred izbruhom krize, v nekaterih primerih ne držijo več, zato so s pomočjo novoustanovljenega podjetja začasno prevzeli lastništvo nad nepremičninami in deleži v družbah, ki kažejo dobre možnosti za preobrat.

Zbirali stare knjige za otroke

V vseh poslovnih enotah v Sloveniji smo v duhu slogana »Stara knjiga za nov nasmeh« zbirali še uporabne knjige in učne pripomočke. Knjige smo otrokom z manj priložnostmi podarili na četrtem Luninem festivalu.

Izobraževali smo o fotovoltaiki

Finančna skupina UniCredit ima na področju izvedbe in financiranja projektov s področja fotovoltaike v EU dolgoletne izkušnje. Ker je v prihodnje pričakovati razcvet tovrstnih projektov, smo za potencialne vlagatelje organizirali srečanje s strokovnjaki s tega področja.

JULIJ

Javno objavljeni rezultati stres testa

Testiranje, v katerega je bila vključena tudi finančna skupina UniCredit, je vodil Odbor evropskih bančnih nadzornikov v sodelovanju z Evropsko centralno banko in Banko Italije. Skupina je podprla javno objavo rezultatov z besedami, da je to pomemben korak k odpravljanju dvomov v evropski bančni sistem. Finančna

skupina UniCredit je bila z rezultati, ki jih je na testu dosegla, zadovoljna, saj so potrdili kakovost postopkov upravljanja s tveganji, ki jim sledi. Stres test sicer le dopolnjuje postopke upravljanja tveganja in programe rednega testiranja, ki so vzpostavljeni v finančni skupini UniCredit.

Novinarje pozvali k prijavi za nagrado "Pisanje za SVE"

V okviru akcije finančne skupine UniCredit smo tudi slovenske novinarje pozvali k oddaji prispevkov za natečaj »Pisanje za SVE«. Nagrada za novinarsko odličnost za poročanje o dogodkih na področju srednje in vzhodne Evrope je znašala 5.000 evrov. Zaželeni so bili predvsem prispevki, ki so se osredotočali na različne meje in predsodke v Evropi in so pripomogli k njihovem preseganju.

AVGUST

Raztegnili poletje

S poletnim potrošniškim kreditom smo strankam omogočili takojšnje razpolaganje s sredstvi, s tem pa brezskrbno poletje z dvomesečnim odlogom odplačevanja. Kredit je bil namenjen tistim, ki so potrebovali dodatna sredstva na računu za "last minute" počitnice, novo pohištvo, avto, šolnino in podobno.

SEPTEMBER

Alessandro Profumo ponudil odstop z mesta glavnega izvršnega direktorja

Upravni odbor finančne skupine UniCredit in Alessandro Profumo so se na podlagi smernic, ki jih je izrazil odbor, strinjali, da je po 15 letih čas za menjavo vodstva. Alessandro Profumo je zato ponudil svoj odstop z mesta glavnega izvršnega direktorja Skupine, ki ga je Svet sprejel in se mu obenem zahvalil za odlične rezultate, ki jih je dosegel. Poudarili so, da se je pod vodstvom Profuma družba razvila iz lokalnega igralca v eno izmed največjih evropskih bančnih skupin. Tržna kapitalizacija se je v tem času povečala iz 1,5 na približno 37 milijard evrov. Celo v času globalne finančne krize je finančna skupina UniCredit ostala dobičkonosna v vseh kvartalnih. S temi dosežki so bili postavljeni dobri temelji za trajnostno prihodnost Skupine.

Pomagali sodelavcem, prizadetim v poplavih

Tudi med nami so bili posamezniki in družine, ki so jim poplave povzročile velike skrbi in stroške. Sodelavci so tako dali pobudo, da bi prispevali poljubne zneske in jim finančno pomagali pri sanaciji povzročene škode. Znotraj Banke so potekale tudi druge aktivnosti za pomoč kolegom v stiski.

200 UniCreditovcev prenavljalo otroški počitniški dom v Kranjski Gori

Vsako leto, od preimenovanja Banke dalje, se sodelavci konec poletja zberemo na praznovanju rojstnega dne. Tako smo tokrat zabavno združili s koristnim in odšli prenavljat dom, v katerem letujejo otroci z manj priložnostmi. Vsi člani uprave so se na

dogodku pomerili v kreativnem izzivu postavljanja igralnih hišk za otroke. Sodelavci Banke so po otvoritvi vsake od njih z referendumom izbrali najboljšo. To je bila le še ena od aktivnosti, s katerimi smo dokazali, da zapisano družbeno odgovornost, živimo tudi v praksi. Prenovljena dela so potekala pod vodstvom enega najboljših slovenskih športnih plezalcev, Klemena Bečana, kasneje pa se je udeležencem pridružil tudi pokojni Jure Robič, ki je nekaj navdušenih kolesarjev (vsako leto namreč veliko število sodelavcev pride na dogodek s kolesom) pospremil na pot na Vršič.

Ponudili še eno dobro priložnost

Ponudbo naložbenih produktov smo razširili z naložbenim življenjskim zavarovanjem "Moja priložnost". Strankam smo ponudili 100 % izplačilo vplačanih sredstev, udeležbo na donosnosti indeksa S&P BRIC 40 z do 125 % izplačilom doseženega donosa, možnost 10 % bonusa na vplačilo v primeru pozitivnih trendov ter 110 % izplačilo zavarovalnega kritja za primer smrti zavarovanca. Minimalno enkratno vplačilo premije v višini 4.000 evrov so stranke lahko vpisale do konca novembra 2010.

Nove naložbene strategije

Predstavili smo nove naložbene strategije investicijskih skladov družbe za upravljanje Pioneer Investments, prilagojene naložbenim ciljem posameznega tipa vlagatelja – dinamičnega, harmoničnega ali preudarnega. Strankam z njimi omogočamo optimalno razpršitev premoženja, izbiro obročnega in/ali enkratnega vplačila sredstev, brezplačen prehod med skladi ter izredna vplačila.

OKTOBER

Imenovan nov glavni izvršni direktor finančne skupine UniCredit

Federico Ghizzoni, sicer predsednik nadzornega sveta UniCredit Banka Slovenija d.d. in odgovoren za poslovanje Skupine v državah srednje in vzhodne Evrope, je postal nov glavni izvršni direktor finančne skupine UniCredit.

Bonus depozit za varno plemenitenje sredstev

Strankam smo ponudili dvojni bonus depozit – varno naložbo, namenjeno vsem, ki so želeli varno oplemeniniti denarna sredstva in obenem poskrbeti za svojo in varnost svojih najbližjih. Med lastnostmi produkta so stranke lahko našle fiksno letno obrestno mero, ne glede na nihanja finančnih trgov, depozit so lahko sklenile za krajše obdobje 6 oziroma 12 mesecev ali za 2 leti, s sklenitvijo dvojnega bonus depozita pa hkrati poskrbele za varnost z brezplačnim zavarovanjem pred nepredvidljivimi dogodki.

NOVEMBER

Brezplačno obiskali muzeje

Sodelavce, njihove partnerje in družinske člane smo ob Dnevu umetnosti finančne skupine UniCredit povabili na dve zanimivi

lokaciji; v Narodni muzej in Moderno galerijo na ogled aktualnih razstav. Obenem so vsi sodelavci finančne skupine UniCredit in njihove družine lahko na ta dan brezplačno obiskali številne galerije in muzeje tudi v sosednjih državah. Na Dan umetnosti želimo spodbujati izražanje inovativnosti in odprtosti ter sodelavcem ponuditi priložnost za užitek in osebno rast.

Praznična ponudba potrošniških kreditov

Predstavili smo svežo ponudbo potrošniških kreditov, med katerimi so lahko potrošniki izbrali ugodnost po svoji meri – kredit, ki je po trajanju in višini obroka najbolj ustrejal njihovim potrebam. Krediti so bili namenskega ali nenamenskega značaja; za oddih v toplih krajih, zimske počitnice, novoletna darila, nakup avtomobila, nakup drugih dobrin višje vrednosti in podobno.

Prejeli nagrado za družbeno odgovornost

Inštitut za razvoj družbene odgovornosti in Slovensko društvo za odnose z javnostmi sta pod častnim pokroviteljstvom predsednika Republike Slovenije dr. Danila Türka in v partnerskem sodelovanju s številnimi strokovno-interesnimi organizacijami razglasila prejemnike Slovenske nagrade za družbeno odgovornost – Horus 2010. Zmagovalka razpisa Horus 2010 je v kategoriji velikih podjetij postala UniCredit Banka Slovenija d.d. Poslanstvo Slovenske nagrade za družbeno odgovornost je spodbujati celovitost v razmišljanju, inovativnost v delovanju in odgovornost pri poslovanju slovenskih podjetij. Z razpisom za nagrado so želeli poiskati in nagraditi najbolj celovite pristope podjetij k družbeni odgovornosti.

Postali eden od vodilnih desetih izobraževalcev

Družba Planet GV je v sodelovanju z Inštitutom za izobraževalni management Sofos na konferenci Izobraževalni management 2010 podelila priznanja desetim slovenskim podjetjem oziroma organizacijam, ki sistematično vlagajo v izobraževanje in usposabljanje zaposlenih, med katerimi je bila izbrana tudi naša Banka. Namen priznanj je predstavitev najboljših slovenskih podjetij, ki sistematično vlagajo v znanje, hkrati pa spodbuda za še hitrejši razvoj izobraževalne prakse in izboljšanje ugleda izobraževalne funkcije.

Zajtrkovali na finančnem trgu

Naše stranke in ostalo zainteresirano javnost smo povabili na zajtrk finančnih trgov, kjer so jim strokovnjaki finančne skupine UniCredit in predstavnik Ministrstva za finance postregli z informacijami o dogajanju na lokalnem in mednarodnih trgih, trendih gibanja tečajev, obrestnih merah in informacijami o blagovnih instrumentih za lažje sprejemanje odločitev pri vsakdanjem poslovanju.

Poslovne partnerje povabili na delovno kosilo

Podjetnike, ki se ukvarjajo z zunanjetrgovinskim poslovanjem in se soočajo z novimi izzivi in priložnostmi, smo povabili na kosilo. Strokovnjaki finančne skupine UniCredit so jim predstavili makroekonomsko situacijo in vizijo zunanjetrgovinskega

Dosežki in dogodki v letu 2010

poslovanja. Tudi tokrat smo v naše vrste povabili gosta iz tujine. Tako je svoje izkušnje z gosti delil Lutz Diederichs, član uprave za področje poslovanja s podjetji in investicijskega bančništva iz HypoVereinsbank.

DECEMBER

Javno naznanili širitev poslovne mreže

V UniCredit Banka Slovenija d.d. se na otvoritve novih enot v letu 2011 že intenzivno pripravljamo, prav tako že poteka tudi izbor in uvajanje sodelavcev za delo v novih poslovnih enotah.

Banka Slovenije potrdila pripravljenost za uporabo naprednega pristopa za izračun kapitalske zahteve za kreditno tveganje

Banka Slovenije je izvedla pregled pripravljenosti Banke na uvedbo naprednega pristopa za izračun kapitalske zahteve za kreditno tveganje na podlagi notranjih bonitetnih sistemov (t.i. IRB pristop) in pripravljenost Banke na nov pristop tudi potrdila. UniCredit Banka Slovenija d.d. je s tem postala prva banka v Sloveniji, ki bo v letu 2011 pričela z uporabo IRB pristopa.

Nova metodologija alokacije kapitalske zahteve za operativno tveganje po naprednem pristopu

Banka Slovenije je na podlagi pregleda v mesecu septembru in oktobru izdala pozitivno mnenje glede uporabe nove metodologije alokacije kapitalske zahteve za operativno tveganje na ravni finančne skupine UniCredit, ki je bolj občutljivo na dejanski profil tveganosti posamezne enote. Banka Slovenije je ocenila, da je UniCredit Banka Slovenija d.d. primerno vključena v proces uvedbe nove metodologije porazdelitve, saj na osnovi porazdelitev in politik finančne skupine UniCredit zadovoljivo izpolnjuje zahtevane kvalifikacijske kriterije za uporabo naprednega pristopa na posamični podlagi.

Pridobili certifikat Družini prijazno podjetje

Skupina podjetij, med njimi tudi UniCredit Banka Slovenija d.d., ki se je odločila izboljšati usklajevanje poklicnega in zasebnega življenja svojih sodelavcev, je prejela certifikat Družini prijazno podjetje. Doslej smo v Banki uvedli že veliko novosti, ki sodelavcem pomagajo usklajevati poklicno in zasebno življenje. Nekateri izmed njih so denimo delovni čas z izbiro prihoda in odhoda, otroški časovni bonus in druge, ki so jih sodelavke in sodelavci v raziskavi navedli kot najpomembnejše. S projekti, ki jih nameravamo uvesti v prihodnosti, želimo omogočiti, da bi bilo usklajevanje službenega in družinskega življenja čim lažje in čim bolj prilagojeno željam sodelavcev.

Potrdili partnerstvo s Slovensko filharmonijo

UniCredit Banka Slovenija d.d. je že deveto leto zapored pomagala orkestru Slovenske filharmonije pri nakupu novih koncertnih instrumentov. Konec leta 2010 smo z donacijo pomagali pri nakupu

dveh koncertnih viol. V vseh letih sodelovanja pa je zven orkestra Slovenske filharmonije bogatejši za koncertni klavir, violončela, nekaj izjemnih koncertnih violin ter violi.

Razstava umetniških slik pomurskih likovnih umetnikov v poslovni enoti Murska Sobota

Pomurskim umetnikom smo ponudili priložnost za predstavitev njihovih del. Umetniške slike pomurskih likovnih umetnikov iz zasebne zbirke Robina Kozarja smo razstavili v naši poslovni enoti v Murski Soboti.

Slovenskim podjetjem omogočili dostop do najsodobnejših rešitev na področju upravljanja z likvidnostjo skupine

Uvedli smo razširjeno paleto storitev s področja mednarodnega upravljanja z denarnimi sredstvi za slovenska podjetja s hčerinskimi družbami v tujini. Rešitve združevanja denarnih sredstev smo podprli s tehnično rešitvijo, ki obljublja preboj na področju upravljanja z mednarodno likvidnostjo podjetij. Po novem sta tako za skupine podjetij, prisotne v več državah, na voljo dve različici mednarodnega združevanja denarnih sredstev, ki omogočata prilagojeno mednarodno upravljanje z likvidnostjo povezanih podjetij. Pri tem upoštevamo specifične želje matičnega podjetja in potrebe podjetij v tujini po dodatnih sredstvih. Podjetje lahko storitev uporablja tudi, če partnerska banka, s katero v tujini sodeluje, ni članica finančne skupine UniCredit.

Karierne možnosti predstavili na zaposlitvenem sejmju

V začetku decembra smo možnosti razvoja kariere predstavili na zaposlitvenem sejmju Moje delo. Kandidatom in sodelavcem lahko ponudimo profesionalen razvoj v Sloveniji, prav tako pa lahko izkoristijo tudi možnosti, ki jih ponuja finančna skupina UniCredit za tiste, ki želijo graditi mednarodno kariero.

Financirali priklop prve sončne elektrarne

Prispevali smo k čistejšemu okolju, saj je bila decembra na električno omrežje priklopljena prva sončna elektrarna, ki jo je financirala Banka. Elektrarna nazivne moči 408 kWp je postavljena na strehi Embalažno-grafičnega podjetja EGP v Škofji Loki. Sončna elektrarna lahko proizvede 410.000 kWh električne energije na letni ravni, kar zadostuje za oskrbo 115 gospodinjstev.

Že peto leto namesto novoletnih daril dobra dejanja

Z novoletno donacijo smo namesto nakupa novoletnih daril za poslovne partnerje omogočili organizacijo medijskega tabora otrok v počitniškem domu v Kranjski Gori in brezskrbno letovanje otrok na Debelem rtiču. Temeljni cilj projektov je opremiti otroke s pozitivnimi življenjskimi vrednotami, spoštovanjem do drugega, razvojem empatije, človekoljubja in pripravljenostjo na delitev znanj. Obenem smo v vseh enotah Banke v Sloveniji ponovno zbirali igrače, knjige in pripomočke za ustvarjanje, da bi z njimi ob prehodu v novo leto prinesli nasmeh otrokom z manj priložnostmi.

Gospodarsko okolje v letu 2010

Slovensko gospodarstvo je v letu 2010 ponovno začelo rasti po močnem krčenju v letu pred tem. Žal je bilo okrevanje zelo počasno in nekateri sektorji še naprej stagnirajo oziroma se krčijo. Število brezposelnih je decembra 2010 preseglo 110.000. Industrijska proizvodnja je v prvi polovici leta 2010 hitro rasla, a se je trend občutno umiril v drugi polovici leta. Medletna rast proizvodnje je bila primerljiva s povprečjem 27 držav članic EU (EU27), a bistveno nižja od gonilne sile gospodarskega okrevanja Evrope - Nemčije. Sektor, kjer se krčenje še kar nadaljuje, je gradbeništvo, kjer upada število zaposlenih kot tudi število in vrednost projektov. Recesija gradbenega sektorja v Sloveniji v letu 2010 je bila tudi ena višjih med članicami EU27.

Slabšanje kakovosti bančne aktive je preseglo vsa pričakovanja, kar je povzročilo izjemen porast rezervacij in oslabitev. Nizka boniteta slovenskega bančnega sistema je istočasno omejevala mednarodne vire financiranja, kar je skupaj botrovalo nizki rasti kreditne aktivnosti. Medletna stopnja rasti posojil nebančnemu sektorju je do novembra dosegala le 2,1 %; od tega so rasla posojila gospodinjstvom in državi, medtem ko se je obseg posojil nefinančnim družbam zmanjševal, in sicer do novembra za 0,8 %. V dvanajstih mesecih leta 2010 so slovenske banke oblikovale za 757 milijonov evrov dodatnih oslabitev in rezervacij, kar je skoraj dve tretjini več kot leto prej. Dobiček bančnega sektorja je predvsem zato do novembra 2010 dosegal le petino dobička prejšnjega leta.

Ljubljanska borza je v letu 2010 še naprej beležila izredno nizek promet in še nižje cene delnic v kotaciji. Promet na borzi se je glede na leto 2009 sicer povečal za 3,7 %, vendar je to še vedno izjemno nizko glede na leta pred krizo. Indeks SBI TOP je na letni ravni upadel za kar 13,47 % in je kazal povsem obraten trend glede na glavne svetovne indekse (DAX: +16,06 %; DOW: +11,02 %; FTSE: +9,00 %). Delež nerezidentov v tržni kapitalizaciji delnic Ljubljanske borze se je v letu 2010 dvignil na 9,8 % glede na leto 2009, ko je znašal 7,4 % vendar je to bolj posledica padca domačega povpraševanja kot pa povečanega interesa tujih vlagateljev.

Predpostavke UMAR in napovedi izbranih ustanov za gospodarsko rast v letih 2010 in 2011

	2010			2011		
	IMAD Sep 2010	IMF Okt 2010	UniCredit Jan 2011	IMAD Sep 2010	IMF Okt 2010	UniCredit Jan 2011
EMU	1,4	1,7	1,7	1,3	1,5	1,4
Nemčija	2,5	3,3	3,5	1,7	2,0	2,5
ZDA	2,9	2,6	2,9	2,8	2,3	3,0
Velika Britanija	1,3	1,7	1,8	2,0	2,0	1,9
Rusija	4,0	4,0	3,4	4,2	4,3	4,3

Vir: UMAR, Jesenska napoved 2010; IMF, World Economic Outlook, oktober 2010; UniCredit, Friday Notes
Opomba: IMF - Mednarodni denarni sklad

Izbrani makroekonomski kazalci za Slovenijo za obdobje od 2005 do 2012

	2005	2006	2007	2008	2009	2010	2011*	2012*
Bruto domači proizvod (realne stopnje rasti v %)	4,5	5,9	6,9	3,7	(-8,1)	0,9	2,5	3,1
BDP na prebivalca, v EUR (tekoče cene in tekoči tečajji)	14.369	15.467	17.123	18.450	17.331	17.602	18.240	19.087
Registrirana stopnja brezposelnosti (%)	10,2	9,4	7,7	6,7	9,1	10,7	11,0	10,6
Inflacija (indeks cen življ. potrebščin, konec leta) (%)	2,3	2,8	5,6	2,1	1,8	1,9	2,2	2,3

Vir: Statistični urad RS, UMAR, Jesenska napoved 2010

Poslanstvo, vizija in strategija

Naša zavzetost je naša prednost

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

V okviru finančne skupine UniCredit to zavzetost uresničujemo vsakodnevno, skozi prizadevanja in znanje naših 162.000 sodelavcev v 22 državah, ki skupaj tvorijo največjo bančno mrežo v srednji in jugovzhodni Evropi.

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

Poslanstvo in vizija

V letu 2010 smo se zavezali uresničevanju novega poslanstva.

Sodelavci finančne 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.

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

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

Vrednote

Skupek vrednot, ki si jih delimo vsi zaposleni v finančni skupini UniCredit, temelji na poštenosti kot pogoju trajnosti, kar omogoča, da dobiček preoblikujemo v vrednoto za vse naše deležnike. Znotraj finančne skupine UniCredit delujemo po naslednjih vrednotah, ki izhajajo iz naše Listine o vrednotah:

- Poštenost — imamo enoten visok standard za vse, kar počnemo;

le-ta se uporablja za vse enako in brez diskriminacije.

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

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

Upravljanje na osnovi vrednot ter preglednost rezultatov

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

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

Divizijski poslovni model

Poslovni model finančne skupine UniCredit temelji na specializaciji za določene segmente strank. Za poslovne dejavnosti, kot so investicijsko bančništvo, trgovanje, mednarodno poslovanje s podjetji ali upravljanje sredstev, je očitno, da so potrebe strank, storitveni modeli ali tržni segmenti medsebojno bolj podobni izven meja države kot pa znotraj domače tržne aktivnosti. Kljub temu verjamemo, da enako velja tudi za poslovanje s prebivalstvom v okolju industrializiranega bančništva, vendar ob hkratnem upoštevanju lokalnih tržnih posebnosti.

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

Pri upravljanju s sredstvi si pomagamo z znanjem podjetja Pioneer Investments, ki je eden vodilnih igralcev v globalnem merilu.

Globalna divizija bančnih storitev v okviru finančne skupine UniCredit nam zagotavlja podporo pri ohranjanju stroškovne učinkovitosti in pri odkrivanju sinergij skozi harmonizacijo informacijske tehnologije, nabavo na ravni Skupine in načrtovanje procesov.

Trajnostni uspeh

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

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

Finančni rezultati

Splošen pregled poslovanja

POUDARKI

Leto 2010 je zaznamovalo počasno okrevanje po finančni krizi, kar je v glavnem vplivalo na kreiranje višjega operativnega dobička, po drugi strani pa na dodatno oblikovanje rezervacij za slabše kredite. Slednje je bilo potrebno, saj slovensko gospodarstvo potrebuje še nekaj časa za popolno okrevanje. Vzporedno s tem so bili administrativni stroški nenehno pod strogim nadzorom.

Bančni sektor je še vedno pod vplivom nizke likvidnosti, kar je prispevalo k visokim likvidnostnim stroškom in omejitvam financiranja. Kar zadeva nove aktivnosti kreditiranja, je slovenski bančni sektor zaradi previdnosti in omejitev resursov zavzel previden pristop pri alociranju svojega kapitala. To je posledično povzročilo zmanjšanje pripravljenosti na prevzemanje novih tveganj in na financiranje gospodarstva.

Ne glede na takšno makroekonomsko okolje in nadaljevanje težav, s katerimi se je soočala bančna industrija v letu 2010, se je UniCredit Banka Slovenija d.d. uspešno kosala z izzivi in posledično izboljšala svojo dobičkonosnost.

Leta 2010 je bil operativni prihodek za 16,3 % višji kot leto prej in je dosegel 75 milijonov evrov. Banka je dosegla dobre rezultate na vseh poslovnih področjih. Skladno s pričakovanji se je dobro razvijala donosnost osnovne dejavnosti poslovanja s strankami.

Skladno s konceptom kreiranja vrednosti se je Banka osredotočila na strukturno izboljšanje rezultatov. Tako kot tudi že v prejšnjih letih se je Banka osredotočila na posle, za katere ni potrebno zagotavljati veliko kapitala, kot so denimo bančne storitve in poslovanje s strankami. Pri odobravanju novih kreditov je Banka poskušala doseči minimalno maržo, ki krije vse stroškovne dejavnike in hkrati zagotovi zahtevani donos na kapital. Kreiranje vrednosti se meri po ekonomski dodani vrednosti (EVA), ki poleg tradicionalnih meril dobičkonosnosti upošteva tudi strošek kapitala. Ta koncept zagotavlja optimalno alokacijo kapitala znotraj poslovnih področij.

Izkaz poslovnega izida za leto 2010

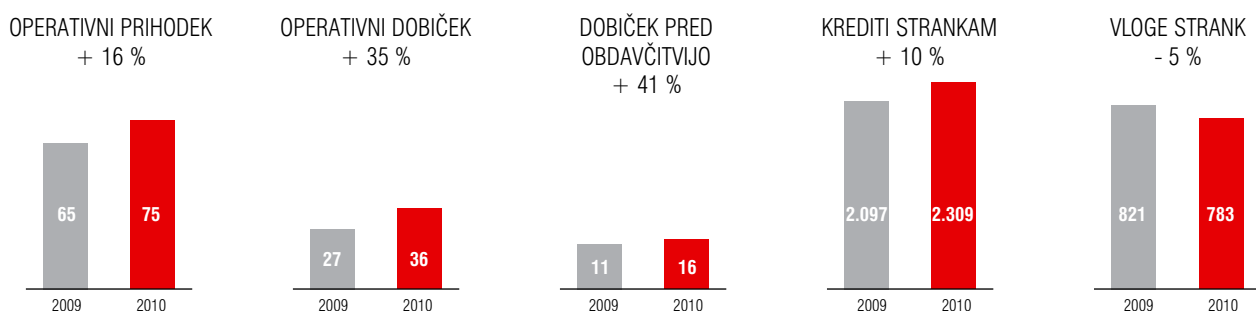
Čisti obrestni prihodi in dividende so se v primerjavi s preteklim letom povečali s 40,67 milijona evrov na 55,29 milijona evrov, kar pomeni 36 % rast. Od tega je prihodek od dividend v letu 2010 znašal 2,29 milijona evrov, v letu 2009 pa 1,64 milijona evrov. V letu 2010 so bili glavni razlog za višje obrestne prihodke predvsem večji obseg kreditov strankam in nižje obrestne mere na trgu, ki so, zahvaljujoč strukturi bilance stanja, imeli pozitiven učinek na obrestne prihodke in odhodke. Banka se je prav tako prilagodila spremenjenim tržnim pogojem z izboljšanjem strategije pridobivanja sredstev. Slednje je bil glavni razlog za upad obrestnih odhodkov v letu 2010, ki pozitivno vplivajo na višje čiste obresti.

Kljub dejstvu, da so bile marže pri kreditih pod velikim cenovnim konkurenčnim pritiskom in v znamenju povečanih stroškov likvidnosti, je Banka povečala prihodek od marž pri kreditih zaradi spremenjenih pogojev poslovanja. Marže na kreditih podjetjem so v letu 2010 še naprej rasle in so prevzele povečane stroške likvidnosti, ki jih je Banka plačevala.

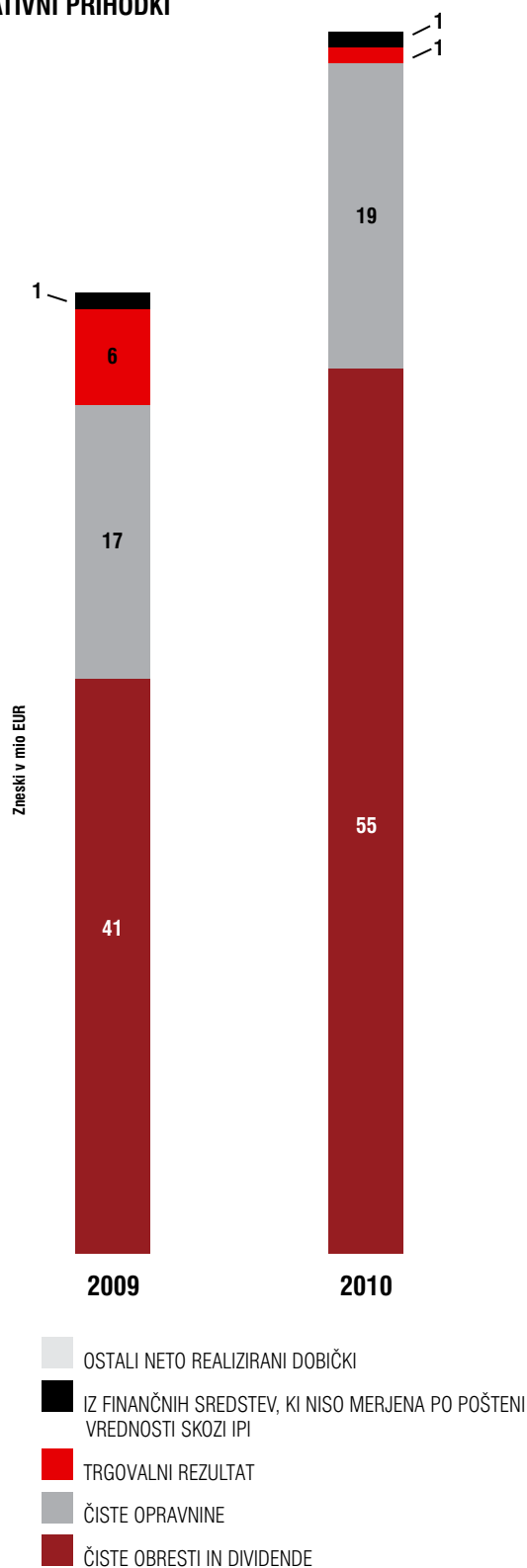
Čiste provizije so v letu 2010 zrasle za 10,1 % in dosegle 18,74 milijona evrov (leta 2009, ki je bilo rekordno leto, so znašale 17,02 milijona evrov). Razlog za takšno zvišanje so rešitve »po meri« ter osredotočanje Banke na stranke, kar je posledično prineslo privlačne produkte in konkurenčne storitve. Provizije iz naslova poslov z vrednostnimi papirji in skrbniških poslov so se kljub gospodarski krizi povečale za 42,4 % in so tako znašale 5,03 milijona evrov.

Provizije od kreditnih poslov so se znižale s 6,28 milijona evrov v letu 2009 na 5,46 milijona evrov v letu 2010. Na področju poslovanja s podjetji Banka pripoznava približek koncepta učinkovitega donosa z razmejevanjem provizij na postavki obrestnih prihodkov. To pa ne velja za poslovanje s prebivalstvom.

V skladu s pričakovanju Banke so bile provizije od plačilnega prometa v državi in s tujino na podobni ravni kot leto poprej. Tako je ta kategorija v letu 2010 znašala 5,29 milijona evrov v primerjavi s 5,11 milijona evrov v letu 2009.



OPERATIVNI PRIHODKI



V letu 2010 so realizirani dobički in izgube iz finančnih sredstev in obveznosti, ki niso merjeni po pošteni vrednosti skozi izkaz poslovnega izida, znašali 0,65 milijona evrov, kar v primerjavi z visokim rezultatom iz leta 2009 pomeni zmanjšanje za 0,72 milijona evrov. Znotraj te pozicije Banka izkazuje rezultat prodaje kapitalskih naložb in obveznic, razpoložljivih za prodajo, kot tudi odpise vrednosti kreditov, pripoznanih po metodi veljavnih obresti in o njihovih poplačilih.

Trgovalni rezultat, ki vključuje tako trgovalne dejavnosti za račun Banke kot tudi dobičke, ustvarjene iz poslovanja z izvedenimi finančnimi instrumenti za stranke, je v letu 2010 upadel in dosegel 0,80 milijona evrov dobička (2009: 5,75 milijona evrov). Od tega so izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju, znašale 3,77 milijona evrov, kar predstavlja padec v višini 4,61 milijona evrov. Strm padec je posledica povečevanja kreditnih premij na obvezniškem trgu. Dobički in izgube iz finančnih sredstev in obveznosti, pripoznanih po pošteni vrednosti skozi izkaz poslovnega izida, so se znižali z 0,14 milijona evrov na 0,01 milijona evrov, medtem ko je čisti prihodek iz tečajnih razlik znašal 4,59 milijona evrov in je torej ostal ne enaki, visoki ravni iz leta 2009, ko je znašal 4,77 milijona evrov.

Banka je poročala o izgubi v višini 0,36 milijona evrov (2009: izguba v višini 0,37 milijona evrov) iz odprave pripoznanja sredstev brez kratkoročnih sredstev v posesti za prodajo. Znotraj te pozicije Banka poroča o dobičkih in izgubah iz odprave pripoznanja nepremičnin, opreme in neopredmetenih sredstev.

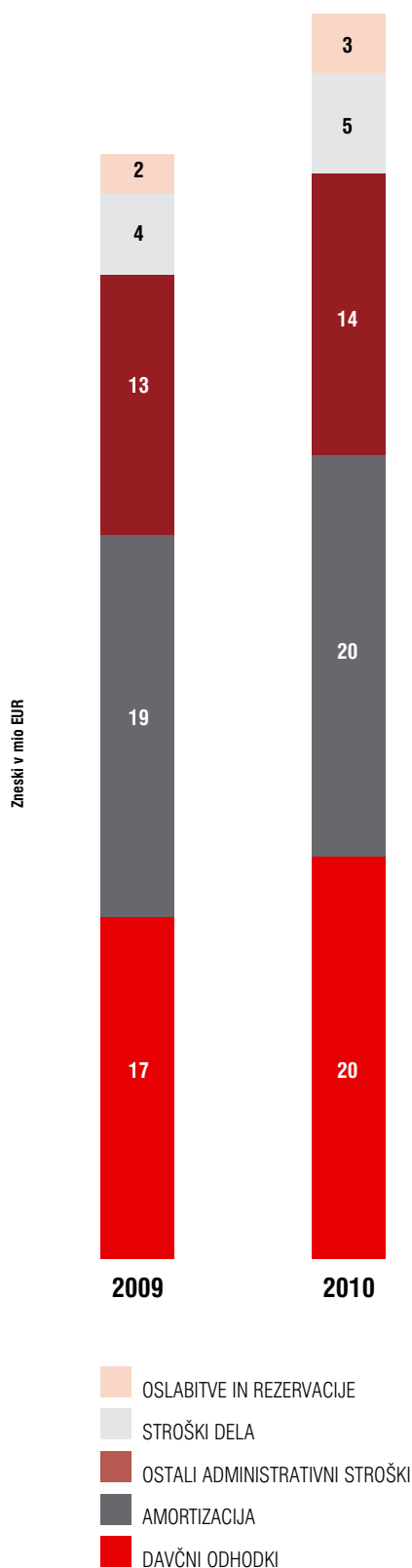
Zaradi povečanega obsega poslovanja, dodatnih zaposlenih in inflacije so se v letu 2010 administrativni stroški Banke in amortizacija povečali za 2,88 milijona evrov oziroma za 8 %. Banka nenehno povečuje svojo produktivnost in učinkovitost ter tako ohranja potrebo po novih zaposlenih na nizki ravni. Poleg tega se je Banka v letu 2010 osredotočila na marketinške dejavnosti, ki so podprle širitev mreže poslovalnic in povečevale prepoznavnost blagovne znamke UniCredit. Banka je ob tem svoje administrativne stroške upravljala skrbno in previdno.

Stroški zaposlenih so se povečali z 18,74 milijona evrov v letu 2009 na 20,35 milijona evrov v letu 2010. Glavni razlogi za povečanje so dodatni zaposleni, prilagoditev plač glede na inflacijo ter povečan delež stroškov zaposlenih, ki se veže na variabilno plačilo in nagrajevanje z bonusi zaradi izboljšane dobičkonosnosti Banke. Ob koncu leta 2010 je Banka imela 521,3 zaposlena za polni delovni čas (2009: 504,8), povprečno pa je v tem letu za Banko delalo 517,7 zaposlenih za polni delovni čas (2009: 500,6). Banka je zvišala tudi stroške izobraževanja za 12 % na raven 374 tisoč evrov v letu 2010 (2009: 335 tisoč evrov).

Ostali administrativni stroški so se v letu 2010 povečali za 1,13 milijona evrov na 14,13 milijona evrov, kar je 8,7-odstotno

Finančni rezultati

ODHODKI



povečanje, medtem ko se je amortizacija povečala s 4,44 milijona evrov v letu 2009 na 4,59 milijona evrov v letu 2010, kar predstavlja 3,3-odstotno povečanje.

UniCredit Banka Slovenija d.d. optimizira izgube zaradi oslabitve finančnih sredstev z najsodobnejšimi metodami za obvladovanje tveganj in z osredotočanjem na stranke z visoko kreditno sposobnostjo. V letu 2010 so dodatne slabitve sredstev, vključno z rezervacijami, znašale 20,19 milijona evrov (2009: 16,97 milijona evrov), kar pomeni povečanje v višini 3,23 milijona evrov in je posledica prilagajanja tržnim razmeram in oblikovanja 6,20 milijona evrov dodatnih IBNR rezervacij za stranke, ki v roku poravnajo svoje obveznosti (2009: 1,90 milijona evrov).

Operativni dobiček (dobiček pred oslavitvami, rezervacijami in obdavčitvijo) je znašal 36,35 milijona evrov in je zrasel za 9,49 milijona evrov (35,3 %) v primerjavi z letom 2009.

V letu 2010 je Banka dosegla dobiček pred obdavčitvijo v višini 15,81 milijona evrov v primerjavi z 11,25 milijona evrov v letu 2009, kar pomeni povečanje v višini 4,56 milijona evrov oziroma za 40,6 %.

V okviru odhodkov za davke v višini 2,67 milijona evrov (2009: 2,45 milijona evrov) Banka beleži tekoče davke v višini 2,56 milijona evrov (2009: 1,94 milijona evrov) in dobiček iz naslova odloženih davkov v višini 0,10 milijona evrov (2009: 0,51 milijona evrov izgube).

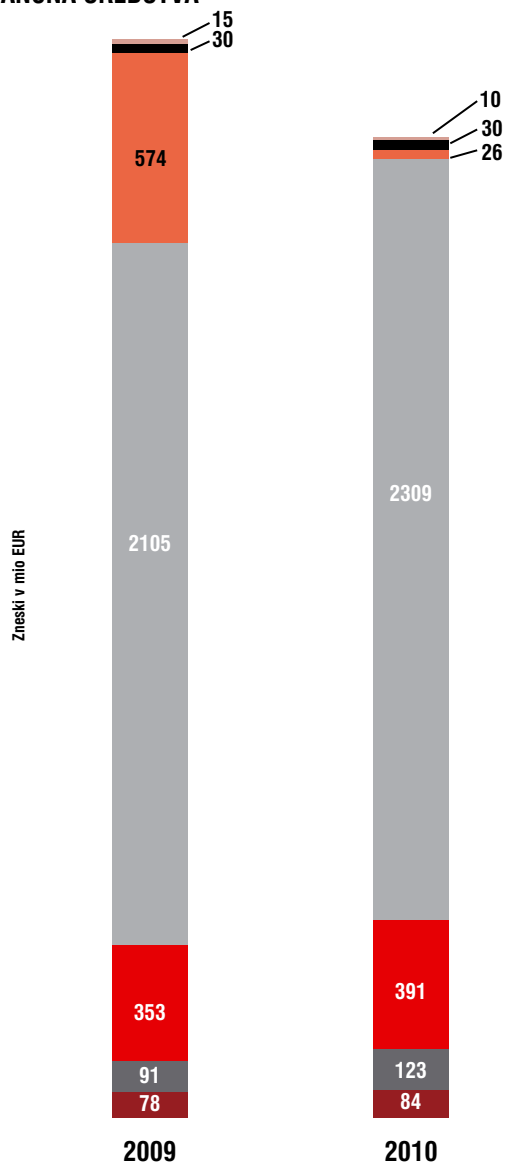
Čisti dobiček poslovnega leta znaša 13,15 milijona evrov v primerjavi z 8,80 milijona evrov v letu 2009, kar predstavlja povečanje v višini 4,35 milijona evrov oziroma 49,4 %.

Bilanca stanja za leto 2010

V skladu s svojo strategijo je UniCredit Banka Slovenija d.d. zavezana k dobičkonosni rasti. Posledično Banka ne verjame, da je rast bilančne vsote sama po sebi dobro merilo poslovanja. Leta 2010 se je bilančna vsota Banke zmanjšala za 271,88 milijona evrov ali za 8,3 % na 2.996,49 milijona evrov. Glavni razlog za zmanjšanje je dejstvo, da je likvidnostna situacija na trgu bolj stabilna ter da se je Banka odločila, da ne bo ohranjala več sredstev pri centralni banki niti pri Bank Austria AG, ki je likvidnostno središče finančne skupine UniCredit za Slovenijo. Namen teh ukrepov je bil zagotoviti zadostno količino denarnih sredstev v kateremkoli trenutku. Vloge bank so se zmanjšale za 535,48 milijona evrov.

Po drugi strani pa je Banka nadaljevala z aktivnim financiranjem strank, ki niso banke. Tako so se tovrstni krediti iz 2.099,10 milijona evrov v letu 2009 povečali na 2.309,16 milijona evrov v letu 2010.

FINANČNA SREDSTVA



- DENAR IN STANJE NA RAČUNIH CB
- SREDSTVA NAMENJENA TRGOVANJU IN IZVEDENI FIN. INSTR.
- RAZPOLOŽLJIVA ZA PRODAJO
- KREDITI STRANKAM
- KREDITI BANKAM
- V POSESTI DO ZAPADLOSTI
- DRUGA SREDSTVA

* Postavka »Kreditni strankam« vključuje tako kredite, merjene po odplačni vrednosti, kot tiste, merjene po pošteni vrednosti skozi izkaz poslovnega izida.

Povečanje je rezultat višjega povpraševanja po kreditih in splošnega izboljšanja gospodarskih pogojev. Kreditiranje nebančnega sektorja predstavlja 77 % skupne bilančne vsote (2009: 64 %).

Postavka »Denar v blagajni in stanje na računih pri centralni banki« se je v letu 2010 povečala za 6,29 milijona evrov na 84,32 milijona evrov.

Za prodajo razpoložljiva finančna sredstva so se v letu 2010 povečala s 352,61 milijona evrov na 390,75 milijona evrov. Pozicija je sestavljena iz kapitalskih naložb Banke, likvidnega portfelja, pozicij kreditnih premij pri obveznicah podjetij in bank ter delnic v podjetjih. Slednje ima Banka namen prodati, saj jih je pridobila kot rezultat unovčenja zavarovanj kreditov.

Posojila in terjatve do bank so se znižali s 573,67 milijona evrov v letu 2009 na 25,64 milijona evrov. Največji del te razlike izhaja iz kratkoročnih pozicij, kar je posledica stabilizacije likvidnostnih razmer na trgu ter namere Banke, da bo ohranjala manj razpoložljivih likvidnih sredstev.

Finančne naložbe v posesti do zapadlosti, kjer ima UniCredit Banka Slovenija d.d. obveznice lokalne banke, so znašale 29,89 milijona evrov in so primerljive z letom 2009, ko so znašale 29,77 milijona evrov.

Povečanje opredmetenih osnovnih sredstev in neopredmetenih sredstev z 22,15 milijona evrov na 24,03 milijona evrov odraža naložbe Banke v poslovno infrastrukturo.

Zmanjšanje s 14,83 milijona evrov na 9,89 milijona evrov pri drugih sredstvih in davčnih terjatvah je v glavnem posledica terjatev v obračunu iz naslova prodaje vrednostnih papirjev.

V letu 2010 ni bilo finančnih obveznosti do centralne banke v primerjavi z letom 2009, ko je ta postavka znašala 120,63 milijona evrov. Slednje je odražalo znesek repo transakcij, ki jih je Banka sklenila s centralno banko iz razlogov financiranja.

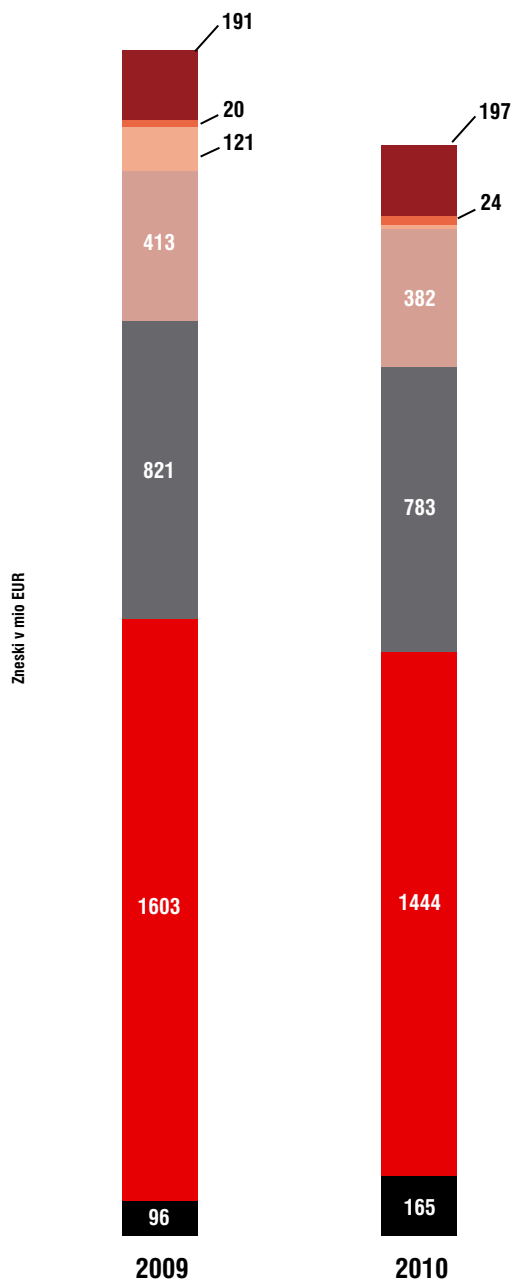
Finančne obveznosti, namenjene trgovanju, so se v letu 2010 povečale za 68,59 milijona evrov in so dosegle vrednost 164,88 milijona evrov. Pozicija je sestavljena izključno iz negativne tržne vrednosti izvedenih finančnih instrumentov, s katerimi Banka trguje s strankami.

Zmanjšanje na strani sredstev je bilo večinoma financirano s finančnimi obveznostmi, merjenimi po odplačni vrednosti, ki so se zmanjšale z 2.836,58 milijona evrov v letu 2009 na 2.608,92 milijona evrov do konca leta 2010.

Vloge strank so se rahlo znižale, in sicer za 37,93 milijona evrov na raven 782,83 milijona evrov.

Finančni rezultati

FINANČNE OBVEZNOSTI



- SKUPAJ KAPITAL
- DRUGE OBVEZNOSTI
- DO CENTRALNE BANKE
- KREDITI BANK (vključene podrejene obveznosti)
- VLOGE STRANK
- VLOGE BANK
- IZVEDENI FINANČNI INSTRUMENTI

Da bi ohranila dovolj kapitala in spoštovala uredbe Banke Slovenije glede kapitalske ustreznosti, Banka ohranja 30,15 milijona evrov podrejenih obveznosti (2009: 30,13 milijona evrov).

Delniški kapital se je v letu 2010 na eni strani povečal za preneseni dobiček iz leta 2009 in na drugi strani zmanjšal zaradi nižjega presežka za prevrednotenje. Zaradi financiranja prihodnje rasti in tudi zato, da bo delovala skladno s predpisi Banke Slovenije, ki se nanašajo na kapitalsko ustreznost, bo Banka zadržala celotni dobiček leta 2010 in ne bo izplačala dividend. Delniški kapital znaša 197,05 milijona evrov (2009: 191,22 milijona evrov).

Poslovanje Banke na različnih segmentih

Poslovanje s prebivalstvom in malimi podjetji

SPLOŠEN PREGLED

Na področju poslovanja s prebivalstvom in malimi podjetji je bilo leto 2010 za UniCredit Banka Slovenija d.d. zopet zelo uspešno, saj smo kljub težkim makroekonomskim pogojem uspeli doseči večino zastavljenih ciljev. Skupno število strank se je povečalo na več kot 92.500, še posebej pa smo bili uspešni v segmentu malih podjetij, kjer smo načrtovane prihodke presegle za 15 %.

Na področju stanovanjskih kreditov smo svoj tržni delež povečali na 13 %, medtem ko so depoziti gospodinjstev narasli za skoraj 20 %.

Tako kot v prejšnjih letih je zadovoljstvo strank tudi v letu 2010 ostalo na najvišji ravni. V okviru metodologije zadovoljstva strank v finančni skupini UniCredit že vrsto let poteka poglobljena raziskava zadovoljstva strank z našo Banko in s konkurenčnimi bankami na slovenskem trgu. Ta raziskava nam je tudi letos potrdila, da smo banka, s katero so stranke na slovenskem trgu najbolj zadovoljne. Tudi v prihodnje nameravamo prisluhniti našim strankam in neprestano vlagati v kakovost storitev ter tako zadostiti pričakovanjem in željam strank z zagotavljanjem optimalnih rešitev za njihove individualne potrebe.

Zaradi ekonomskih pogojev smo se nenazadnje tudi močno osredotočili na upravljanje s tveganji. Brezposelnost pri prebivalstvu ter finančne težave pri malih podjetjih so bili razlogi, zaradi katerih se je podobno kot leto poprej tudi v letu 2010 povečalo število strank, ki so s težavo odplačevale svoje kreditne obveznosti. Zato smo z namenom polnega upoštevanja regulativnih zahtev IBNR povečali rezervacije iz naslova kreditnega tveganja za 15 %. V skladu z našimi standardi družbene odgovornosti podjetij smo z razumevanjem prisluhnili strankam ter jim s strokovnim nasvetom in z različnimi vrstami prestrukturiranj finančnih obveznosti pomagali prebroditi težave.

SEGMENTI IN PRODUKTI

Ker želimo kar najbolje razumeti potrebe posameznih segmentov strank in jim ponuditi zanje ustrezne produkte in storitve, smo v letu 2010 reorganizirali področje marketinga v tri segmente: segment družinskega bančništva, segment osebne bančništva in segment malih podjetij. V okviru oddelka Marketing in segmenti smo poleg tega oblikovali tudi posebno skupino, ki se ukvarja z razvojem sodobnih tržnih kanalov in drugo, ki je odgovorna za tržno komuniciranje.

Segmenta družinskega in osebne bančništva

V letu 2010 smo oblikovali novo storitev – osebno bančništvo, ki je namenjena zahtevnejšim strankam, zlasti tistim, ki poleg klasičnih bančnih storitev potrebujejo tudi nasvet, kako in kam naložiti svoja sredstva glede na svojo večjo zmožnost varčevanja. Pri tem

smo posebno pozornost namenili izboru in izobraževanju osebnih bančnikov, ki izpolnjujejo najvišje lokalne standarde. Posebej za stranke osebne bančništva smo oblikovali tudi nov Elitni paket, ki strankam prinaša vrsto prednosti kot so črna BA Maestro kartica z višjim osnovnim limitom, neomejeno število transakcij preko izbranega bančnega kanala, posebne ugodnosti pri najemanju kreditov in pri naložbenih produktih ter dodatne ugodnosti naših poslovnih partnerjev. Z razvojem nove storitve pričakujemo, da bomo v prihodnje postali prva izbira za zahtevnejše stranke, ki od banke in od osebnega bančnika pričakujejo več.

V letu 2010 smo bili zelo aktivni tudi na področju depozitov in naložbenih produktov, saj smo skupaj z našimi mednarodnimi in priznanimi partnerji bistveno razširili ponudbo naložbenih možnosti za stranke. S privlačno in konkurenčno ponudbo depozitov smo uspeli povečati skupen obseg depozitov glede na leto prej za skoraj 20 %. Poleg zanimivih kombinacij produktov kot je naložbeni dvojček, pri katerem stranka del sredstev naloži v klasični depozit, del pa v druge naložbene produkte, smo v sodelovanju z zavarovalnico Generali d.d. kot prva banka v Sloveniji razvili bonus depozit, ki je kombinacija vezanega depozita in nezgodnega zavarovanja. Produkt je namenjen predvsem tistim strankam, ki želijo poleg vezave klasičnega depozita svoji družini v primeru nepredvidenih dogodkov zagotoviti še dodatno varnost.

Leto 2010 je bilo zelo pozitivno leto na področju življenjskih zavarovanj, kjer UniCredit Banka Slovenija d.d. sodeluje z zavarovalnico Ergo, institucionalnim panevropskim partnerjem finančne skupine UniCredit. V letu 2010 smo prodali 1.600 zavarovalnih polic, kar je skoraj enkrat več kot v letu poprej. Za stranke, ki iščejo naložbe z možnostjo višjih donosov, vendar po drugi strani ne želijo prevzeti tveganja izgube dela naloženih sredstev, smo med drugim razvili produkt Moja priložnost z omejenim vpisnim obdobjem.

V sodelovanju z družbo za upravljanje Pioneer Investments smo pripravili tri različne naložbene strategije, ki so prilagojene naložbenim ciljem in nagnjenosti do tveganja posameznega vlagatelja: dinamični, harmonični, preudarni. Ti profili se uporabljajo kot referenca, kadar naše stranke izkoristijo prednosti vzajemnih skladov kot obliko naložbe v okviru svoje osebne porazdelitve sredstev.

Tako kot v preteklih letih, ko smo postali znani kot banka s konkurenčno ponudbo kreditnih produktov, smo tudi v letu 2010 na tem področju zabeležili dobre rezultate. Skupen obseg kreditov smo v primerjavi s preteklim letom uspeli povečati za več kot 20 %, pri čemer smo bili posebej uspešni na področju stanovanjskih kreditov, kjer smo naš tržni delež povečali na 12,9 %. Na področju potrošniškega kreditiranja smo zaznali rahel upad povpraševanja, ki ga delno povežujemo z nadaljevanjem negativnih makroekonomskih izgledeov.

Poslovanje Banke na različnih segmentih

Da bi zagotovili varnost za tiste kreditnojemalce, ki želijo sebe in svojece zavarovati pred kreditnimi obveznostmi v primeru nepredvidenega dogodka, smo v sodelovanju z zavarovalnico Ergo razvili življenjsko zavarovanje kreditnojemalca Moja odgovornost, ki se je izkazalo kot ponudba pomembne vrednosti za naše kreditnojemalce, tako pri stanovanjskih kot tudi pri potrošniških kreditih.

Na področju kartičnih produktov smo strankam ponudili novo MasterCard kartico z UEFA Champions League dizajnom ter nadgradili in poenostavili Visa plačilno-kreditno kartico, ki jo stranke zdaj lahko uporabljajo bodisi kot plačilno bodisi kot kreditno kartico. Zaradi naših prizadevanj na tem področju smo zabeležili 16-odstotno rast števila kartic glede na leto poprej.

Privatno bančništvo

Privatno bančništvo ponuja storitve najvišjemu segmentu strank, ki imajo na razpolago vsaj 400.000 evrov premoženja za naložbe. V letu 2010 smo segment privatnega bančništva reorganizirali po navodilih in standardih celotne finančne skupine UniCredit. Da bi našim strankam posredovali kakovostne informacije o finančnih trgih, smo oddelek Upravljanje premoženja preimenovali v Globalna naložbena strategija in ga organizacijsko približali poslovni mreži.

Glavna lastnost naših storitev je celovito osebno svetovanje, ki zahteva čas za temeljito analizo potreb strank ter optimalno ponudbo individualnih finančnih rešitev. Finančno načrtovanje, upravljanje premoženja, aktivno naložbeno svetovanje, redni pregled portfeljev in informacije o finančnih trgih predstavljajo glavne storitve tega segmenta.

Tudi za segment Privatno bančništvo trdno verjamemo, da smo banka odličnosti predvsem zaradi lokalnega znanja in virov finančne skupine UniCredit, ki je na voljo našim strankam.

Finančna skupina UniCredit je eden večjih upravljavcev premoženja v Evropi in vodilni igralec v regiji SVE, saj upravlja z več kot 12 milijardami evrov sredstev. Dostop do globalnih finančnih trgov ter znanja, ki jih ponuja finančna skupina UniCredit, predstavljajo jasne prednosti za naše stranke.

Segment malih podjetij

Segment malih podjetij (pravnih oseb, katerih promet ne presega 1,5 milijona evrov) je leto 2010 zaključil zelo uspešno, saj smo načrtovane prihodke presegle za 15 %. Skupno število strank se je povečalo na skoraj 6.000, kar pomeni 18-odstotno povečanje števila strank glede na leto 2009. Svoje znanje smo dopolnjevali s sodelovanjem s podjetji in Slovenskim podjetniškim skladom ter Evropsko investicijsko banko, s čimer smo strankam v letu 2010 ponudili ugodne vire dolgoročnega financiranja.

Aktivni smo bili tudi pri podpori lokalnih skupnosti, saj smo v sodelovanju s Slovensko obrtno-podjetniško zbornico pripravili

izobraževalne dogodke za mala in srednje velika podjetja, in sicer v Kranju, Kopru, Celju, Novem mestu in Mariboru. Dogodki so bili zelo dobro obiskani in so naleteli na zelo pozitiven odziv udeležencev.

OBETI

Leto 2011 začnemo z zelo ambicioznimi načrti. Uspešno poslovanje poslovnih enot, ki smo jih odprli v preteklih treh letih, nam daje dodatno zaupanje v strategijo širjenja poslovne mreže. V letu 2011 načrtujemo odprtje desetih novih poslovnih enot, prav tako pa bomo posebno pozornost posvetili nadaljnjemu razvoju sodobnih tržnih poti.

Z ohranjanjem visoke kakovosti naših storitev in najvišjega zadovoljstva strank, z nadaljnjim nenehnim izboljševanjem ponudbe ter širjenjem poslovne mreže trdno verjamemo, da bomo postali prva izbira za stranke v Sloveniji ne glede na njihove bančne potrebe: od dnevnega poslovanja, varčevanja in naložb do pomoči pri financiranju.

Poslovanje s podjetji in investicijsko bančništvo

SPLOŠEN PREGLED

Leto 2010 so zaznamovali znaki počasnega okrevanja slovenskega gospodarstva, ki so jih še naprej spremljali zahtevne razmere na trgu, težave nekaterih panog in podjetij, predvsem pa negotovost glede prihodnosti. Tudi razmere v bančnem sektorju so še naprej ostale zahtevne, saj so se banke soočale s povečanim deležem slabih terjatev in omejenim obsegom kreditno sposobnih povpraševanj. Bančni sektor je postrl kreditne standarde, kar je dodatno vplivalo na zniževanje rasti bilančne vsote in odobrenih posojil. Skupen obseg kreditov slovenskega bančnega sektorja je do konca 2010 dosegel 39.143 milijonov evrov, kar pomeni 1,2 % medletni upad. Obseg kreditov podjetjem se je glede na 2009 zmanjšal za 2,6 % in dosegel 19.649 milijonov evrov. Banke so politiko obrestnih marž prilagodile poslabšanju bonitete strank, ob tem pa se je delež prihodkov iz naslova obrestnih prihodkov glede na neobrestne prihodke še povečal. Zaradi povišanega kreditnega tveganja so se bistveno povečevale tudi rezervacije v bančnem sektorju, ki po eni strani natančneje odražajo sprejeta tveganja, deloma pa tudi popravljajo v preteklosti premalo konzervativno oblikovane rezervacije.

Po drugi strani so finančni trgi pozdravili napore držav in naddržavnih organizacij za umirjanje napetosti na gospodarskem in fiskalnem področju, hkrati pa so obvezniški in z obveznicami povezani trgi kaznovali povečano kreditno tveganje (nekaterih) držav. Zviševanje zahtevane donosnosti nekaterih državnih obveznic je zato v letu 2010 doseglo rekordne ravni, ki so imele pomemben vpliv na številne obvezniške portfelje.

Specifične tržne razmere so krojile tudi poslovanje UniCredit Banka Slovenija d.d. V letu 2010 je Banka v okviru reorganizacije poslovanja združila segmenta poslovanja s podjetji in investicijskega bančništva v divizijo Poslovanje s podjetji in investicijsko bančništvo, s čimer sta se povezali prej ločeni, a vsebinsko izjemno povezani enoti, ki s svojimi produkti in storitvami skrbita za segment podjetij in institucij. Divizija Poslovanje s podjetji in investicijsko bančništvo je zahtevnim razmeram navkljub v letu 2010 dosegla dobre rezultate. Prihodki tega segmenta so preseгли lanske za 6,6 %. Hkrati se je povečal tudi obseg kreditov podjetjem, ki je konec leta 2010 dosegel 1.360 milijonov evrov.

SEGMENTI IN PRODUKTI

Divizijo Poslovanje s podjetji in investicijsko bančništvo od leta 2010 naprej vsebinsko sestavljajo tri zaokrožene, a med seboj smiselno povezane celote, ki s svojimi produkti in storitvami skrbijo za potrebe podjetij. V okviru Podjetniškega svetovanja in storitev Banka podjetjem nudi financiranje in druge klasične bančne produkte. Globalno transakcijsko bančništvo ponuja storitve s področja upravljanja z denarnimi sredstvi in zunanje-trgovinskega financiranja ter skrbniške storitve, v okviru Produktov in finančnih trgov pa Banka nudi storitve za finančne institucije, borzno posredovanje, zakladniške produkte in trguje za račun Banke.

Podjetniško svetovanje in storitve

Na področju podjetniškega svetovanja in storitev je bilo tudi sicer zahtevno leto 2010 uspešno, saj je Banka dosegla dobre rezultate in z vidika ustvarjenih prihodkov ponovno presegla zastavljene načrte. Na tem področju so bili prihodki Banke kar 22 odstotkov nad rezultatom iz leta 2009. Poudariti velja predvsem izjemno rast prihodkov na področju poslovanja s srednje velikimi slovenskimi podjetji, ki je v letu 2010 dosegla kar 45 odstotkov. Banka je torej na področju podjetniškega svetovanja in storitev zadržala svoj tržni položaj glede na ostale banke, kar v obstoječih razmerah in ob bolj konzervativni politiki na področju kreditnega tveganja predstavlja pomemben uspeh.

Dosledno upoštevanje bonitete podjetij, zadostnega denarnega toka za poplačilo obveznosti in kakovosti ponujenih zavarovanj je temeljno vodilo Banke pri odločanju o vstopu v nove posle. Zaradi bolj konzervativnega pristopa k širitvi portfelja in želje po ohranitvi kakovostnega portfelja Banke se je tržni delež UniCredit Banka Slovenija d.d. na področju podjetniškega svetovanja in storitev glede na predhodno leto nekoliko zmanjšal. Pri tem pa je pomembno, da je Banka tudi v letu 2010, ko je celotni slovenski bančni sektor na področju financiranja podjetij zastal, povečala obseg kreditov do podjetij za 2 % glede na leto 2009. Tudi v prihodnje strategija Banke ostaja enaka: Banka bo še naprej vstopala le v posle, ki so kakovostni in zagotavljajo zadosten denarni tok za poplačilo obveznosti, hkrati pa nudijo ustrezno razmerje med donosom in sprejetimi tveganji. Seveda pa se bomo še naprej trudili izpolniti pričakovanja podjetij.

Da smo pri izpolnjevanju pričakovanih podjetij, ki so že naše stranke, uspešni, potrjujejo tudi rezultati ankete o zadovoljstvu strank, ki so vsako leto bolj spodbudni. Iz njih lahko ugotovimo, da UniCredit Banka Slovenija d.d. na področju poslovanja s podjetji uspešno zadovoljuje potrebe strank, tako s širokim naborom produktov za različne potrebe svojih strank kot tudi s strankam prilagojenimi rešitvami in odličnim, partnerskim odnosom do strank. Z uspehi želimo nadaljevati tudi v prihodnje, zato bomo še naprej skrbeli za razvoj produktov in storitev, ki bodo zadovoljevali potrebe podjetij, kakor tudi za dobre odnose s strankami.

Obseg kreditov do podjetij se je v letu 2010, kljub zahtevnim pogojem na trgu in konzervativnemu pristopu k odobravanju financiranja, povečal za 27,4 milijona evrov. Rast je izhajala iz povečevanja financiranja v segmentu srednje velikih podjetij, ki je obseg kreditov povečal kar za 22 %. Na drugi strani so viri sredstev do podjetij ostali na približno enaki ravni kot v letu 2009. Banka je imela konec leta 2010 za 283,7 milijona evrov depozitov podjetij.

Globalno transakcijsko bančništvo

Področje globalnega transakcijskega bančništva predstavlja enega izmed tistih stebrov, v okviru katerega Banka stalno razvija nove produkte po meri strank. To področje sestavljajo naslednji enakopravni stebri poslovanja s strankami: Upravljanje z denarnimi sredstvi, Trgovinsko in izvozno financiranje ter dokumentarni posli in Skrbniške storitve. Glede na prejšnje leto so se prihodki na tem področju povečali za 75 % in s tem močno presegli zastavljene cilje.

K odličnim rezultatom so prispevali vsi trije stebri globalnega transakcijskega bančništva, predvsem pa izjemni rezultati s področja skrbniških storitev, ki je bilo zelo uspešno kljub krizi na kapitalskih trgih. Tako so se sredstva strank pod skrbništvom povečala za 50 % in so konec decembra 2010 presegla 4,6 milijarde evrov. Ustvarjeni neto prihodki iz naslova skrbniških storitev so bili v letu 2010 za 67 % višji kot v letu 2009. Glavni razlog za porast sredstev v skrbništvu je povečanje naložb tujih vlagateljev v obveznice Republike Slovenije. K povečanju sredstev pa so pripomogle tudi povečane aktivnosti nekaterih globalnih skrbnikov na slovenskem trgu. Banka je bila tudi v letu 2010 vodilna banka v Sloveniji na področju skrbniških storitev za tuje vlagatelje.

Na področju upravljanja z denarnimi sredstvi smo v letu 2010 uvedli novo storitev zbiranja denarnih sredstev (t.i. cashpooling) za slovenska podjetja s hčerinskimi družbami v tujini. Storitve je zaradi svoje tehnične naprednosti prva takšne vrste v Sloveniji. Med prvimi v Sloveniji svojim poslovnim strankam ponujamo tudi storitev izmenjave e-računov, ki bo v prihodnjih letih korenito spremenila način poslovanja vseh podjetij. Na področju trgovinskega in izvoznega financiranja pa smo v letu 2010 obstoječim storitvam financiranja izvoza v sodelovanju s SID, odkupom terjatev in dokumentarnim poslom dodali še storitev financiranja dobaviteljev (t.i. supply chain finance, service).

Poslovanje Banke na različnih segmentih

Produkti in finančni trgi

V segmentu produktov in finančnih trgov je Banka beležila slabše rezultate od lanskih. Razlog za poslabšanje je predvsem v zaostrenih okoliščinah na finančnih trgih. UniCredit Banka Slovenija d.d. namreč svoj portfelj sestavlja konzervativno, večinoma iz obveznic in na obrestne mere vezanih produktov, ki pa so v preteklem letu utrpeli rekorden upad vrednosti, še posebej zato, ker smo bili prvič od vzpostavitve EMU soočeni s krizo na ravni posameznih držav članic (Grčija, Irska, Španija). Spričo takšnega stanja na trgu je vpliv rezultata iz trgovanja negativen in bistveno vpliva na nedoseganje zastavljenih ciljev, ki ga niso mogli odpraviti niti dobri rezultati iz drugih delov področja. Rezultat iz trgovanja je vplival tudi na rezultat Banke na področju neobrestnih prihodkov. Ti so se v celotni diviziji zaradi negativnega rezultata iz trgovanja glede na leto 2009 znižali, a so podatki kot takšni nekoliko zavajajoči, saj so se klasični neobrestni prihodki (provizije) glede na leto 2009 dejansko povečali za 2,9 milijona evrov. Ob izločitvi vpliva rezultata iz trgovanja je rast neobrestnih prihodkov Banke v segmentu poslovanja s podjetji in investicijskega bančništva glede na leto 2009 dosegla 25,6 %.

Na delniških trgih in trgih izvedenih finančnih instrumentov je bilo leto 2010 še vedno obdobje visoke nestanovitnosti in odvisnosti trgov od dnevnih novic o uspešnosti ukrepov za umirjanje krize in znakov okrevanja. Glavni svetovni delniški indeksi so se dvignili iz nizkih ravni prejšnjega leta, hkrati pa je bilo zaradi zahtevnih gospodarskih razmer in posledično slabše bonitete manj strank primernih za uporabo nekaterih bolj tveganih finančnih produktov. Poslovanje Ljubljanske borze je zaznamoval bistven upad prometa (ta se je glede na predhodno leto skoraj prepolovil), ne glede na to pa je UniCredit Banka Slovenija d.d. tudi v letu 2010 vodila na področju navadnih poslov borznega posredovanja. Banka je pri navadnih poslih posredovala v skoraj petini (17,5 %) prometa Ljubljanske borze, v skupnem prometu (ki upošteva tudi posle s svežnji) pa je Banka dosegla še vedno vodilni 14,4-odstotni delež.

V letu 2010 je bila Banka zelo uspešna z vidika odnosov s strankami na področju finančnih trgov in produktov. Banka je uspešno izvedla dva mandata za izdajo obveznic strank v skupni vrednosti 850 milijonov evrov.

OBETI

V letu 2011 je pričakovati nadaljnje okrevanje globalnega gospodarstva, oživitve naložb in potrošnje. Tudi v Sloveniji se bo po napovedih gospodarska rast močneje obudila in se dvignila na 2,5 odstotka. Posledično je moč pričakovati, da bo kreditni krč popustil, čeprav bodo banke še naprej vztrajale pri strožjih kreditnih standardih in s tem poskušale znižati vpliv potencialnih rezervacij na svoje dobičke. Za banke bo zato še toliko bolj pomembna uspešnost pri odkrivanju dobrih novih poslov in tudi zagotavljanju ustrezne strukture financiranja. Ker je osnovno vodilo za Banko vstopanje v posle, ki so kakovostni, zagotavljajo zadosten denarni tok za plačilo obveznosti in hkrati nudijo ustrezna razmerja med donosom

in tveganji, tudi v prihodnje pričakujemo zmerno rast kreditnega obsega Banke, ki bo še naprej temeljila na kakovosti.

Na področju globalnega transakcijskega bančništva bomo tudi v prihodnje razvijali produkte in storitve, ki kar najbolj ustrezajo trenutnim potrebam strank in tako zagotavljali najboljši nabor storitev za podjetja. Celovita rešitev za stranke bo še naprej ostala ključno vodilo Banke, poudarek pa bo na nadaljevanju razvoja elektronskih poti poslovanja ter podpora Banke podjetjem v celotni dobaviteljski verigi. Na področju skrbniških storitev se bomo potrudili, da bomo s ponudbo novih storitev in dvigom kakovosti obstoječih storitev zadržali vodilno vlogo pri skrbniških storitvah tujim finančnim ustanovam.

Na področju finančnih trgov bo po napovedih tudi leto 2011 polno nestanovitnosti in negotovosti, ki pa se bo ob podpori boljših gospodarskih obetov umirjala. Posledično pričakujemo tudi postopno izboljšanje rezultatov na področju produktov in finančnih trgov, ki bo podkrepjeno z nadaljnjim razvojem po potrebah strank krojenih storitev, poglobljenega znanja in odličnih odnosov.

UniCredit Banka Slovenija d.d. bo tudi v prihodnje sledila ambicioznim ciljem na področju poslovanja s podjetji in investicijskega bančništva, in sicer:

- z nadaljnjo rastjo prihodkov, donosnosti in izboljšanjem razmerja med prihodki in povprečno tehtano tvegano aktivo;
- s ciljnimi pridobivanjem novih strank;
- z ohranjanjem strank v središču naših naporov in pozornosti;
- z nadaljnjim povečevanjem zadovoljstva strank v primerjavi z drugimi bankami in glede na preteklo obdobje;
- z ohranitvijo oziroma doseganjem vodilnega mesta na področju nekaterih produktov kot so upravljanje z denarnimi sredstvi, instrumenti za zmanjševanje tveganj, instrumenti kapitalskih trgov, projektno financiranje in drugih;
- z doslednim upoštevanjem regulatornih zahtev;
- z izboljšanjem notranjih procesov v smislu povečanja učinkovitosti poslovanja in še višje kakovosti storitev za stranke, z razvijanjem znanj, izkušenj in zadovoljstva ekipe, kar je pogoj za dolgoročno uspešnost.

Zaledno poslovanje

V okviru reorganizacije Banke je bila maja 2010 izpeljana integracija podpornih aktivnosti v novonastali diviziji Globalne bančne storitve (GBS - Global Banking Services). Reorganizacija UniCredit Banka Slovenija d.d. je potekala skladno s smernicami matične banke. Sprememba bančne organiziranosti iz produktne v procesno zagotavlja usmeritev vsakega organizacijskega dela Banke v polno servisiranje strank ob visoki stroškovni učinkovitosti. Uskladitev organizacijskega modela omogoča Banki izrabo prednosti velike bančne skupine in zagotavlja enotne procese znotraj Banke.

Znotraj divizije so se oblikovali trije oddelki, in sicer: Informacijsko-komunikacijska tehnologija (ICT), Organizacija in logistika ter Bančna operativa in storitve. V oddelku Informacijsko-komunikacijska tehnologija so centralizirane vse aktivnosti, ki se nanašajo na razvoj in podporo informacijskih rešitev ter komunikacijske infrastrukture. V oddelku Organizacija in logistika so centralizirane dejavnosti, ki so povezane z organiziranostjo Banke, z upravljanjem projektnega in procesnega portfelja, z upravljanjem s prostori Banke, splošnim servisom in nabavo. V oddelku Bančna operativa in storitve so centralizirane aktivnosti plačilnega prometa, podpora upravljanju s podatki strank, računi in gotovino, podpora kreditnemu poslovanju ter podpora borznemu posredovanju, zakladništvu in upravljanju z loro/nostro računi.

Informacijska podpora poslovanju

Na področju informacijske podpore poslovanju je bilo leto 2010 za UniCredit Banka Slovenija d.d. v znamenju nadaljevanja aktivnosti na avtomatizaciji poslovnih procesov, nadgradnje orodij za upravljanje z dokumenti, uvajanja informacijske podpore IRB baselskim standardom ter razvoja dodatnih storitev pri kartičnem, plačilnem in e-bančnem poslovanju.

Dvigovanje ravni storitev in odzivnosti ter zviševanje produktivnosti kompleksnih poslovnih procesov z njihovo informatizacijo (uvajanje t.i. »workflow« orodij), ki je bilo sproženo v letu 2008, se je v letu 2010 intenzivno nadaljevalo in razširilo na nova področja. Zaključena je bila implementacija podpore za proces odobravanja hipotekarnih kreditov za prebivalstvo ter proces za upravljanje komitentov. Projekt informatizacije procesa odobravanja potrošniških kreditov je v zaključni fazi s predvidenim prehodom v redno uporabo marca 2011. Vsi procesi so v osnovi povezani z dokumentnim sistemom Banke.

Podpora Basel II standardom ocene kapitalske ustreznosti, ki so sinhronizirani na ravni celotne Skupine, je bila ena najpomembnejših prednostnih nalog IT razvoja tudi v letu 2010. Uvedena je bila vrsta razširitev informacijskega sistema (vrednotenje in spremljanje tveganosti strank, nadzor nad zavarovanji kreditnih poslov, nadzor nad poplačili slabih terjatev), za celovito zbiranje in nadzor podatkov pa smo nadgrajevali centralno skladišče podatkov, ki je trenutno predvsem namenjeno obdelavi Basel II povezanih informacij. Del tega je tudi vzpostavitev sistema za nadzor in obvladovanje kakovosti podatkov.

Pri uveljavitvi enotnega območja plačil v evrih (SEPA) je Banka v SEPA shemo aprila 2010 prenesla vse trajne naloge, julija 2010 smo podprli uporabo čezmejnih SEPA direktnih bremenitev ter novembra 2010 implementirali nov univerzalni plačilni nalog.

Razvoj novih storitev s področja kartičnega poslovanja je stalnica Banke. V letu 2010 smo pri Maestro karticah začeli uporabljati nove

DDA čipe (višja stopnja varnosti in znižanje tveganj). Banka je tudi zaključila »3D secure issuing« razvoj, ki je namenjen večji varnosti ob uporabi plačevanja s kartico preko spleta.

Na področju elektronskega bančništva je UniCredit Banka Slovenija d.d. v letu 2010 uvedla uporabo e-računov v E-bank sistemu. V Online b@nki so bile razvite storitve za podpro poslovanja srednjih in velikih podjetij (elektronski izpiski, uvoz nalogov, distribuirano podpisovanje), vzpostavljena pa je bila tudi podpora oglaševanju (dodan oglasni prostor na vhodni strani, omogočeno pošiljanje oblikovanih sporočil določenim skupinam uporabnikov).

V letu 2010 smo z novo aplikacijo optimizirali delo na področju izvršb, nadgrajen je bil sistem za pošiljanje poročil Banki Slovenije ter izpeljan prenos telefonije iz analogne na IP tehnologijo.

V letu 2011 bo Banka nadaljevala s projekti informacijske podpore poslovnim in zalednim procesom ter z aktivnostmi pri podpori Basel II standardom. Ena od ključnih usmeritev pa bo tudi razvoj novih tehnologij ali spremenjena uporaba obstoječih zaradi dviga stroškovne učinkovitosti.

Organizacija in logistika

V letu 2010 je Banka vzporedno upravljala s 25 večjimi projekti, ki so bili predvsem usmerjeni na uvajanje novih storitev za stranke ter implementacijo zahtev regulatorjev. Delež projektov, ki jih je morala Banka sprožiti zaradi zahtev regulatorjev, se je v zadnjih dveh letih povečal in znaša že okrog 60 %.

Optimizacija procesov je stalnica, ki ji je Banka sledila tudi v letu 2010. V ospredju so bili procesi povezani s podporo IRB baselskim standardom in podporo nekaterim produktom (izvedeni finančni instrumenti in skrbništva). V letu 2010 je tudi finančna skupina UniCredit naredila korak naprej k poenotenju procesov in pripravila nov koncept upravljanja s procesi ter novo procesno matriko. Oba koraka sta pomembna za poenotenje vseh procesov znotraj članic Skupine.

V letu 2010 sta bili uspešno izpeljani prenovi poslovnih enot Nova Gorica in Trbovlje. V Novem mestu sta bili urejeni dodatni pisarni za poslovanje z malimi podjetji. V večjem številu poslovnih enot Banke so bila preurejena svetovalna mesta, ki po novem omogočajo več zasebnosti pri poslovanju s komitentii. Glede na načrte o širitvi poslovne mreže Banke v letu 2011 smo v letu 2010 sprožili intenzivno iskanje ustreznih lokacij za nove poslovalnice ter izvedli razpis za izvajalce njihove izgradnje.

Da bi povečali varnost poslovanja in zmanjšali operativna tveganja, je bilo izpeljano sidranje vseh dnevno-nočnih trezorjev Banke. Nekateri dnevno-nočni trezorji so bili nadomeščeni z novimi.

Poslovanje Banke na različnih segmentih

Bančna operativa in storitve

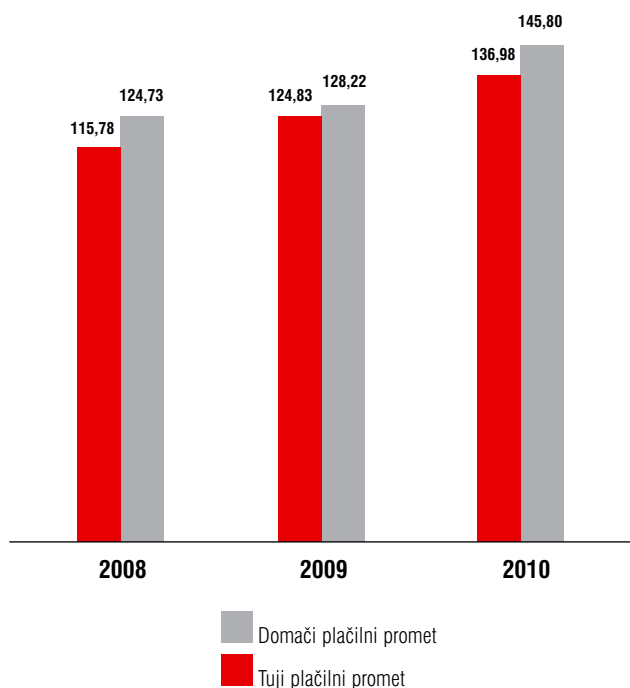
V letu 2010 smo nadaljevali z integracijo zalednih aktivnosti ter se usmerjali v avtomatizacijo procesov za dosego večje učinkovitosti in bolj kakovostne podpore za naše stranke.

Integrirali smo upravljanje z gotovinskim poslovanjem (podpora odvodov in dotacij iz poslovnih enot do centralnega trezorja) in centralizirali podporo depositnemu poslovanju za fizične osebe. V sklopu avtomatizacije procesov smo v zaključni fazi implementacije nove sistemske podpore za odpiranje strank, njihovih transakcijskih računov, priklopov e-bančnih rešitev in naročanja plačilnih, debetnih in kreditnih kartic. Ta sistemska rešitev omogoča večjo učinkovitost in kakovost ter zagotavlja skladnost z zahtevami zakonodaje tako na področju podatkov kot dokumentov.

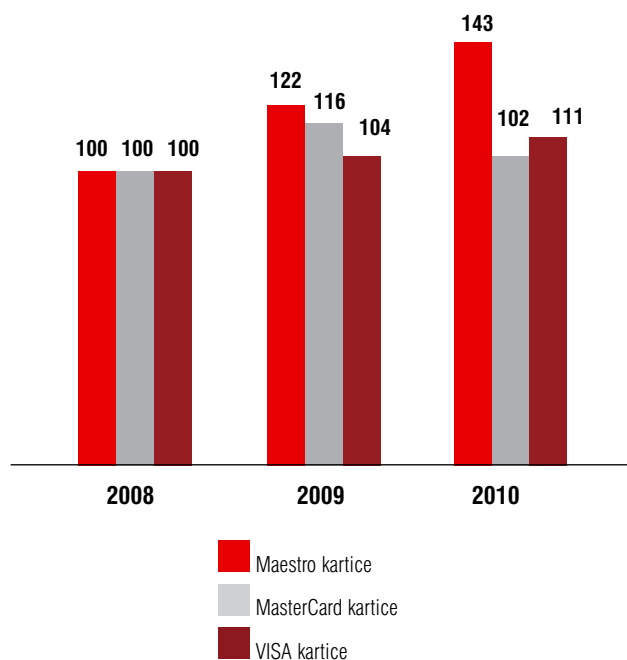
Na področju podpore zakladništvu in borznemu posredovanju se je zaradi večje učinkovitosti in kakovosti razvilo več sistemskih in procesnih kontrol. Ob koncu leta 2010 je bila implementirana sistemska povezanost analitične in knjigovodske aplikacije za avtomatizacijo knjiženja sredstev strank, ki jih ima Banka v upravljanju. Prav tako je v teku implementacija sistemske podpore za avtomatizacijo knjiženja zakladniških poslov denarnega trga.

Na področju podpore kreditnemu poslovanju je bilo izvedenih več sistemskih rešitev za izboljšanje kakovosti podatkov o zavarovanjih.

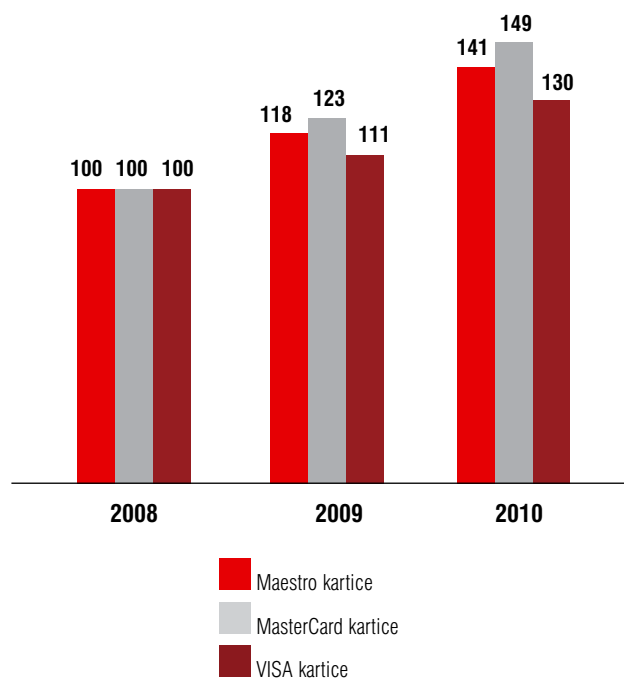
INDEKS RASTI ŠTEVILA TRANSAKCIJ V DOMAČEM IN TUJEM PLAČILNEM PROMETU (v %)



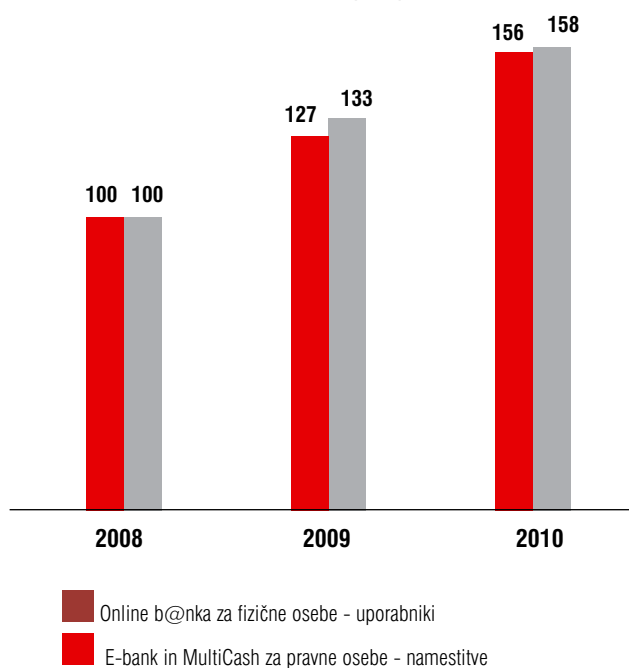
OBSEG KARTIČNIH TRANSAKCIJ (v %)



RAST OBSEGA KARTIC (v %)



ELEKTRONSKO BANČNIŠTVO - PRIRASTEK PO SISTEMIH IN UPORABNIKIH (v %)



Nadgrajen je bil postopek opominjanja ter izvedene potrebne procesne prilagoditve s ciljem pridobitve soglasja Banke Slovenije za uporabo Basel II IRB pristopa. Uvedena je bila sistemska povezanost analitične in knjigovodske aplikacije za avtomatizirano knjiženje stanovanjskih kreditov zavarovanih s hipoteko.

Plačilni promet so v letu 2010 ponovno zaznamovale zakonske spremembe. Tako je bila v okviru uvedbe enotnega območja plačil v evrih (SEPA) izvedena uporaba UPN obrazca in vzpostavitev ter izvrševanje pasivne udeležbe v čezmejnih SEPA direktnih bremenitvah.

Rast števila transakcij se je v letu 2010 nadaljevala tako v domačem kot tudi v čezmejnem in mednarodnem plačilnem prometu. Pri tem se je delež elektronsko posredovanih plačilnih nalogov povečal v vseh segmentih.

Razvoj novih storitev na področju kartičnega poslovanja se je nadaljeval tudi v letu 2010. Uporabnikom plačilnih kartic MasterCard smo omogočali varnejše spletno nakupovanje z uporabo 3-D Secure. Področje varnosti je še dopolnil prehod na novo generacijo kartičnega čipa s podporo DDA. Trend rasti transakcij, opravljenih s karticami izdanimi s strani banke, se je nadaljeval tudi v letu 2010.

Na področju elektronskega bančništva je UniCredit Banka Slovenija d.d. v letu 2010 nadaljevala razvoj predvsem na področju novih

storitev in produktov v obstoječih sistemih. Elektronsko banko za pravne osebe smo prilagodili novim SEPA zahtevam in vpeljali nov produkt — e-račun. Še naprej se uspešno nadaljuje trend povečevanja deleža uporabnikov elektronskega bančništva.

Izzivi leta 2011

V letu 2010 se je bančno posredništvo v Sloveniji soočalo z vrsto težav, ki so bile posledica gospodarske in finančne krize in so se odražale predvsem v naslednjih posledicah:

- krčenje bilančne vsote,
- zmanjšano financiranje nebančnega sektorja,
- hitro rastoč delež slabih kreditov,
- rastoče obrestne marže,
- majhna rast celotnih prihodkov in
- dodaten padec bančnega dobička.

Čeprav je UniCredit Banka Slovenija d.d. v različnih segmentih poslovanja dosegla bistveno boljše rezultate od vrste tekmecev in od celotne bančne skupnosti, ima trden namen rezultate v prihodnjem letu še izboljšati, predvsem na naslednje načine:

- Glede na bistven padec kreditiranja nebančnega sektorja v zadnjih dveh letih si bo Banka prizadevala s selektivnim in skrbnim pristopom, z različnimi krediti, zadovoljiti potrebe po finančnih virih posameznikov, malih in srednjih podjetij kot tudi večjih skupin. Pri tem bo temeljno vodilo Banke analiza vseh vrst tveganj in dolgoročna vzdržnost pri konkurenčnem nastopu na trgu. Hkrati s tem bo Banka skupaj z obstoječimi pogodbenimi partnerji iskala optimalne možnosti glede na dane razmere na trgu, v zvezi z modifikacijo veljavnih pogodb, da bi ublažili vplive krize in prispevali k doseganju boljših rezultatov.
- Odprtost slovenskega gospodarstva oziroma mednarodna menjava ostaja tudi v prihodnje eden temeljnih kamnov za nadaljnjo prosperiteto države. Zato si bo Banka prizadevala na temelju sinergije in sodelovanja znotraj celotne finančne skupine UniCredit v še večji meri podpreti tovrstne aranžmaje, tako s klasičnim »trgovskim financiranjem« kot tudi z drugimi produkti, ki jih je razvila Skupina in postajajo vse pomembnejši temelj rasti prihodkov, tako pri pogodbenih partnerjih kot tudi pri Banki sami.
- Da bi se Banka še bolj približala fizičnim kot tudi vsem vrstam pravnih subjektov, bo nadaljevala z razvojem poslovne mreže, ki je bil zaradi krize konec leta 2008 začasno ustavljen. Kriza je dodatno pokazala, kako pomembna je tesna povezava med dvema poslovnima partnerjema. Zato je motiv za dejansko prisotnost na različnih novih lokacijah še toliko večji. Banka se zaveda pomena in podpore informacijske tehnologije, hkrati pa tudi dejstva, da je osebni stik s partnerji še vedno najpomembnejši, saj se temeljno

Poslovanje Banke na različnih segmentih

zaupanje ustvarja in ostaja med ljudmi. Ne glede na slednje si bo Banka prizadevala z dodatnimi vlaganji v informacijsko tehnologijo še izboljšati bančno ponudbo, tako z vidika informacijske podpore kot tudi z vidika kakovosti in hitrosti opravljanja posameznih transakcij.

- Banka bo dodatno skrb posvetila razvoju privatnega bančništva, ki v zadnjem času - tudi ob spoznanjih finančne krize - postaja še pomembnejše. Finančna skupina UniCredit, ki ima na tem področju bogate izkušnje in ugled, bo s svojim znanjem in obstoječo mrežo še dodatna osnova za večjo izbiro produktov in hkrati za večjo varnost. Prav varnost pa postaja po spremembi predpisov v Sloveniji glede varovanja depozitov še pomembnejši element pri različnih naložbenih odločitvah posameznikov.
- Konsolidacija javnih financ zahteva od države še boljše upravljanje z obstoječim dolgom, hkrati pa tudi dodaten angažma na mednarodnih trgih pri pridobivanju optimalnih finančnih virov. Banka si bo prizadevala na podlagi dosedanjega uspešnega sodelovanja z državo na tem področju tudi v prihodnje, skupaj s celotno finančno skupino UniCredit, za primerno informiranje trga zaradi čim bolj uspešnega plasiranja obveznic oziroma organiziranja bančnega sindikata. Podoben namen bo Banka imela tudi pri finančni podpori posameznim večjim projektom, ki jih država namerava realizirati na področju infrastrukture.
- Nestanovitni kapitalski in devizni trgi so prinesli med tržne udeležence marsikatera nova spoznanja, včasih tudi grenka in nepričakovana. Zato si bomo prizadevali s pomočjo izvedenih finančnih instrumentov tovrstna tržna tveganja čimbolj omejiti, predvsem pri dolgoročnih poslih, da bi bil končni rezultat za obe pogodbeni stranki čim boljši.
- Namen Banke bo tudi dodatno vlagati v znanje zaposlenih, saj so tovrstne naložbe med najpomembnejšimi, tako z vidika Banke kot tudi z vidika bančnega partnerstva, ki potrebuje profesionalno in kakovostno storitev oziroma nasvet. Banka se zaveda, da je odličnost poslovanja, ki temelji na najvišjih etičnih standardih in odgovornosti, najboljše povabilo tudi vsem tistim, s katerimi Banka v tem trenutku še ne posluje, ima pa namen tudi z njimi začeti poslovno sodelovanje.
- Družbena odgovornost za blaginjo vseh deležnikov in lokalnih skupnosti bo tudi v prihodnje pomembna skrb vseh zaposlenih v Banki. Zavedamo se namreč, da zaupanje tlakuje pot skupnemu in širšemu, zato si bomo prizadevali, da se krepí in pripelje do še boljših rezultatov, ki bodo v zadovoljstvo obeh partnerjev.

premagovati, da bi bili skupni rezultati na ravni celotne države ponovno vedno boljši. Le z boljšimi rezultati bomo uspešneje nastopali na domačem kot tudi na tujih trgih in s tem postali še bolj privlačni za dodatne lastninske naložbe, podprte z različnimi oblikami financiranja. Zavezana tem ciljem si bo Banka v letu 2011 prizadevala doseči najboljše rezultate.

Zavedamo se, da so spremenjeni »terms of trade« - kot rezultat svetovne krize in dodatno lokalnih posebnosti - bistveno vplivali na rezultate vseh tržnih udeležencev. Zato nam morajo biti spoznanja zadnjih dveh let dodatna vzpodbuda in napotek, kako ovire najbolje

Obvladovanje poslovnih tveganj

Upravljanje s tveganji

V letu 2010 se je potrdilo dejstvo, da upravljanje s tveganji ostaja med temelji bančnega poslovanja. Kljub nenehnemu razvoju in izpopolnjevanju pristopa k upravljanju s tveganji kot tudi k upravljanju s kapitalom banke ni moč vedno z gotovostjo predvideti vseh bodočih tržnih dogodkov. To še posebej velja za dogodke izredne narave. Za upravljanje s tveganji v UniCredit Banka Slovenija d.d. skrbi divizija Upravljanje s tveganji.

Skladno s pričakovanji je bilo leto 2010 z vidika kreditnih tveganj izzivov polno leto. Preventivni in korektivni ukrepi, ki jih je Banka izvedla ob začetku finančne in ekonomske krize v letih 2008 in 2009, so v povezavi s preudarno kreditno politiko Banko obranili pred pomembnejšo izpostavljenostjo v odnosu do gradbenega sektorja kot tudi do finančnih holdingov v težavah. Ne glede na to pa se je v letu 2010 pomembno povečal obseg problematičnih izpostavljenosti tako v poslovanju s podjetji kot v bančništvu s prebivalstvom.

Banka je na poslabšano splošno kreditno sposobnost v okolju odgovorila s prenovo poročanja o kreditnih tveganjih, s čimer naj bi pridobila popolnejše in bolj pravočasne informacije, ki omogočajo hitrejšo odzivanje na opozorilne signale. Banka je implementirala avtomatsko orodje za spremljanje zgodnjih opozorilnih signalov. Okrepila je enoto za prestrukturiranje naložb in izterjavo. Banka je prav tako ločila procesa prestrukturiranja in izterjave z namenom povečati osredotočenost in izplen iz posamezne aktivnosti.

Junija 2010 je Banka uvedla nov model ocenjevanja IBNR slabitev za neproblematični del portfelja z namenom odgovoriti na spremembe v kreditni sposobnosti okolja.

V letu 2010 je Banka oblikovala za 20,54 milijona evrov dodatnih neto oslabitev, kar predstavlja več kot 1,5-kratnik v primerjavi z načrtom in 5 milijonov evrov več kot v predhodnem letu. Povečanje je posledica splošnega poslabšanja gospodarskega okolja. Skoraj tretjina novo ustvarjenih oslabitev izhaja iz oblikovanja IBNR¹ slabitev. Dobra tretjina pa je posledica oblikovanja slabitev na treh največjih problematičnih naložbah. Skladno s splošno povečanimi stroški tveganj je UniCredit Banka Slovenija d.d. pravočasno pristopila h korekciji cene za prevzemanje kreditnih tveganj.

V letu 2010 je UniCredit Banka Slovenija d.d. nadaljevala z uporabo standardiziranega pristopa k izračunu zahtevanega kapitala za kreditna tveganja. Konec leta 2010 pa je Banka Slovenije potrdila pripravljenost UniCredit Banka Slovenija d.d. za pričetek uporabe naprednejšega F-IRB² pristopa s 1. januarjem 2011. UniCredit Banka Slovenija d.d. bo tako prva banka v Sloveniji, ki bo pričela z uporabo

IRB pristopa. Banka je trdno prepričana, da slednje s strateškega vidika pomeni pomembno primerjalno prednost pri aktivnem oblikovanju kakovosti kreditnega portfelja Banke.

Trenutno stanje v gospodarskem okolju in še posebej kratkoročne napovedi so še vedno izpostavljene pomembnim negotovostim. Razlike v trenutni in pričakovani gospodarski rasti med posameznimi segmenti slovenskega gospodarstva so očitne. Če je leto 2010 predstavljalo pomemben preizkus v primerjavi s preteklimi leti, bo leto 2011 po pričakovanjih Banke polno novih izzivov, s katerimi se bo potrebno spoprijeti, predvsem zaradi vpliva težav pri velikih podjetjih in skupinah na mala in srednje velika podjetja.

Zato se bo Banka še naprej osredotočala na ustrezna prestrukturiranja problematičnih izpostavljenosti, obenem pa bo nadaljevala z izboljševanjem svojih kreditnih procesov kot tudi z aktivnostmi spremljanja kreditnega portfelja. Na področju tržnih in operativnih tveganj se bo Banka še naprej osredotočala na ohranjanje visoke ravni spremljanja tveganj v skladu z veljavno zakonodajo in predpisi kot tudi razvojem znotraj finančne skupine UniCredit.

Strategija prevzemanja tveganj v letu 2011 bo temeljila na previdnem povečevanju izpostavljenosti z namenom generiranja zadostnih prihodkov za ohranjanje in povečevanje sposobnosti Banke za pokrivanje pričakovanih in nepričakovanih izgub.

1 IBNR je kratica za angleški izraz Incurred But Not Reported, ki označuje skupinske slabitve za delujoč portfelj.

2 F-IRB je angleška kratica za Foundation Internal Rating Based pristop.

Družbena odgovornost

UniCredit Banka Slovenija d.d. si kot del finančne skupine UniCredit¹, vodilne evropske banke, prizadeva biti samoiniciativna in aktivna na področju družbene odgovornosti tudi in še posebej v času nestanovitnih razmer na trgu. Zdaj je pravi čas za vzpostavitev in dodatno graditev zaupanja in dokaz, da Banka strankam stoji ob strani tudi v težjih časih. Naša prednost je zavzetost pri iskanju najboljših rešitev za vse deležnike. Enakopravnost, preglednost, spoštovanje, vzajemnost in svoboda delovanja pa so tiste vrednote, ki jim pri svojem družbeno odgovornem delovanju še posebej vestno sledimo.

Za Banko je ključno, da si v javnosti — tako lokalno kot tudi znotraj Skupine — ustvarja zaupanje, ga s svojimi dejanji utrjuje in tudi na primeren način komunicira. Še toliko bolj je slednje pomembno v časih, ko so razmere na trgih izredno spremenljive in ko poslovni partnerji iščejo najbolj varne in stabilne rešitve ter sogovornike.

Gradimo dobro klimo v podjetju, saj želimo najboljšim sodelavcem ponuditi dovolj izzivov in udobno delovno okolje. Naše delovanje nadgrajujemo v skladu z vrednotami, ki smo jih zapisali v Listini o vrednotah, ki je skupna vsem članicam finančne skupine UniCredit.

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 odsevajo navzven in so ključni dejavniki graditve ugleda v očeh ostalih deležnikov. Z aktivnostmi, ki smo jih izvajali tudi v letu 2010, smo jim želeli pokazati, da je njihov prispevek pomemben, dobrodošel in cenjen.

S komunikacijo smo poudarjali povezanost prodajnih in neprodajnih enot ter skupno zavezanost k istemu cilju - uresničevanju ciljev Banke. Z aktivno komunikacijo in izvedbo projektov kot so Dan Listine o vrednotah, Dan kulture, z zbiranjem donacij s strani zaposlenih pod okriljem fundacije Unidea, s programom izobraževanja perspektivnih kadrov UniQuest, z obveščanjem o možnostih izobraževanja in zaposlitve v Skupini ter z drugimi projekti (od teh jih je kar nekaj potekalo v vseh državah, kjer je Skupina prisotna), smo tkali povezave tudi s finančno skupino UniCredit.

¹ Skupina UniCredit že od leta 2000 pripravlja poročilo o svoji družbeni odgovornosti. UniCredit Banka Slovenija d.d. se v poročilu s podatki pojavlja od leta 2007 dalje v sklopu držav srednje in vzhodne Evrope (http://www.unicreditgroup.eu/en/Sustainability/Sustainability_report.htm?sParam=2008&sParam1). Poročilo o družbeni odgovornosti Skupine za leto 2008 je bilo v skladu z zahtevami GRI3 in s stopnjo ustreznosti na nivoju B+. V podrobnostih razkriva aktivnosti, ki jih izvaja Skupina in prikaže povezave med strategijami za družbeno odgovornost in odnosi z deležniki. Deveto poročilo po vrsti vključuje naslednje države: Italija, Nemčija, Avstrija, Poljska, Bolgarija, Hrvaška, Češka, Romunija, Rusija, Srbija, Slovaška, Slovenija in Madžarska, kjer je v članicah Skupine približno 114.000 zaposlenih.

O aktualnih temah smo zaposlene obveščali s pismi uprave, osebnimi pismi, elektronsko pošto, s prenovo intranetne strani Banke ter osebno, na srečanjih z zaposlenimi. Aktivno smo se vključevali tudi v pripravo spletnega mesečnika, ki je začel izhajati v vseh državah regije srednje in vzhodne Evrope znotraj Skupine, četrtno pa smo izdajali lokalne interne novice z imenom KomUNIkacija.

S sodelavci in skupaj z družbama UniCredit Leasing d.o.o. in UniCredit CAIB Slovenija d.o.o., drugima dvema članicama Skupine v Sloveniji, smo se srečali v Kranjski Gori na praznovanju tretje obletnice našega novega imena. V duhu kombinacije zabave in družbeno koristnega dela smo se lotili prenove doma, v katerem letujejo otroci z manj priložnostmi. Vsi člani uprave so se na dogodku pomerili v kreativnem izzivu postavljanja igralnih hišk za otroke. Sodelavci Banke so po otvoritvi vsake od hišk z referendumom izbrali najboljšo. To je bila le še ena od aktivnosti, s katerimi smo dokazali, da družbeno odgovornost, ki jo imamo zapisano, živimo tudi v praksi. Prenovitevna dela so potekala pod vodstvom enega najboljših slovenskih športnih plezalcev, Klemena Bečana, kasneje pa se je udeležencem pridružil tudi pokojni Jure Robič in nekaj navdušenih kolesarjev (vsako leto namreč veliko število sodelavcev pride na dogodek s kolesom) pospremil na pot na Vršič.

Ob uspešno zaključenih posebnih projektih, ki so zahtevali tudi veliko osebnega prizadevanja, se je vodstvo Banke ključnim sodelavcem osebno zahvalilo. S tem smo poudarili njihovo vlogo pri projektih ter nagradili njihova prizadevanja.

Pri komunikaciji s sodelavci so moči in znanje združili štabni službi Korporativna identiteta in komunikacije ter Služba za upravljanje s človeškimi viri in oddelek Marketing. Z izpeljanimi aktivnostmi smo prispevali k povečanju vpetosti sodelavcev v življenje Banke, k večji pripadnosti in motivaciji za uspešno nadaljnje delo.

RAST ŠTEVILA ZAPOSLENIH IN ZAPOSLOVANJE

UniCredit Banka Slovenija d.d. zagotavlja kandidatom za zaposlitev enake možnosti zaposlovanja ne glede na spol ali drugo osebno okoliščino. V zadnjih petih letih (od leta 2006 do 2010) se je število zaposlenih v UniCredit Banka Slovenija d.d. neto povečalo za 296 sodelavcev. Največjo rast smo zabeležili v letu 2008, ko smo kljub razburkanim razmeram na trgu izvedli enega največjih naložbenih projektov in odprli 6 novih poslovalnic (»Branch expansion« projekt). V letu 2011 pa glede na načrte, pripravljene v drugi polovici leta 2010 za naslednje 5-letno obdobje, zopet predvidevamo nadaljevanje organske rasti z novimi poslovnimi enotami.

Število zaposlenih je od začetka leta 2009 stabilnejše kot v preteklih obdobjih. UniCredit Banka Slovenija d.d. je na začetku leta 2010 zaposlovala 541, konec leta pa 566 sodelavcev. Mesečno smo v povprečju dodatno angažirali še 35 študentov. Prirast zaposlenih v zadnjem letu znaša torej 4,4 %.



Povprečna starost zaposlenih v Banki je 36 let. Strukturo zaposlenih po spolu sestavlja 62,5 % žensk in 37,5 % moških, pri čemer razmerje glede na leto 2009 ostaja približno enako. Skrbimo tudi za raznolikost med zaposlenimi, kar se kaže med drugim v mešani strukturi zaposlenih (med zaposlenimi so namreč 3 tujci ali 0,5 %, kar je posledica programov razvoja zaposlenih znotraj Skupine) in strukturi vodij po spolu, saj je v vodstvenih strukturah na vseh ravneh 51,5 % žensk in 48,5 % moških. Po kolektivni pogodbi je skupaj zaposlenih 97,7 % zaposlenih.

V letu 2010 se nam je pridružilo 56 novih sodelavcev, 31 pa jih je Banko zapustilo (od tega 1 upokojitev). Z novimi zaposlenimi smo sklenili 29 pogodb za določen čas, 9 pogodb za pripravništvo, ostale zaposlitve pa so bile za nedoločen čas. Povprečno je imela Banka mesečno preko leta 78 zaposlenih za določen čas in 7 zaposlenih pripravnikov, kar je skupaj 15 % zaposlenih za določen čas. Odstotek zaposlenih za določen čas se je v primerjavi s koncem leta 2009 povečal za 2,4 odstotni točki. V Banki so 3 zaposleni skupaj več kot 10 let in 3 več kot 20 let, ter ena delavka več kot 30 let. V letu 2010 je bilo na porodniškem dopustu povprečno tekom celega leta 36 porodnic (6,3 % celotne populacije zaposlenih), skupaj pa se je našim sodelavcem in sodelavkam rodilo 40 otrok. 17 očkov je koristilo tudi očetovski dopust.

Glede na odločitev Banke, da bo v letu 2011 odpirala nove enote, načrtujemo povečano zaposlovanje predvsem različnih profilov svetovalcev za delo s strankami.

IZOBRAZBENA STRUKTURA

Veliko pozornost Banka in njeni zaposleni posvečajo znanju in izobrazbi, kar potrjuje podatek, da je v Banki 6 % zaposlenih z doktoratom oziroma magisterijem (povišanje za 1 odstotno točko glede na leto 2009), 50,9 % zaposlenih z višjo, visoko strokovno oziroma univerzitetno izobrazbo (povišanje za 0,3 odstotne točke), 43,1 % zaposlenih pa ima srednjo izobrazbo (znižanje za 1,3

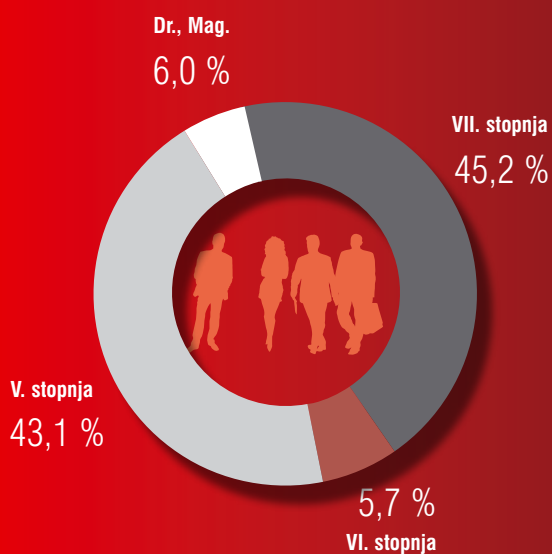
odstotne točke v primerjavi z letom 2009). Trend kaže na zviševanje izobrazbene strukture v prid visoke strokovne oziroma univerzitetne stopnje.

USPOSABLJANJE IN IZOBRAŽEVANJE

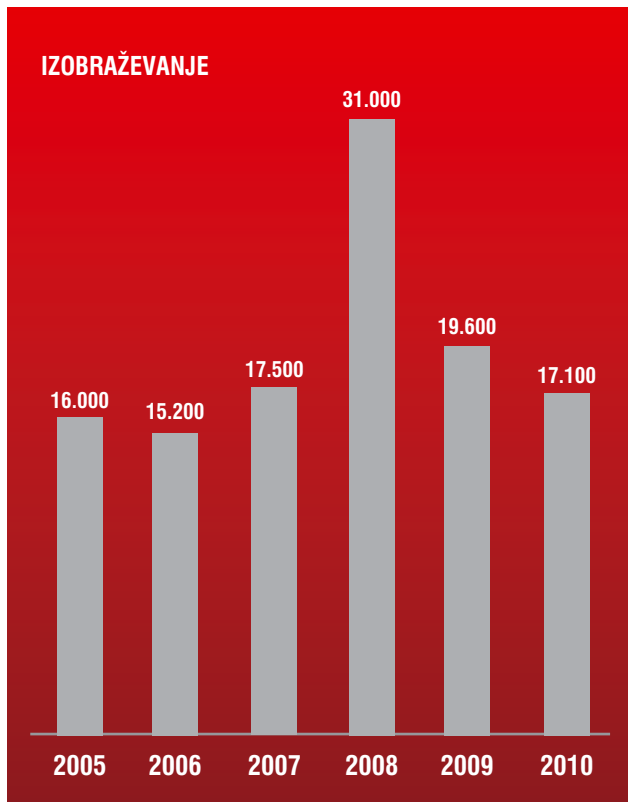
V letu 2010 je Banka za izobraževanje namenila 0,34 % sredstev od skupnih prihodkov, znesek, porabljen v izobraževalne namene, pa je ostal na ravni predhodnega leta. Ne glede na precej omejena sredstva je Banka uspela zadostiti najpomembnejšim izobraževalnim potrebam, za kar je bila nagrajena tudi z uvrstitvijo med izbrance »TOP 10 izobraževalni management 2010«. To priznanje, ki ga vsako leto prejme deset organizacij v Sloveniji, ki sistematično vlagajo v znanje, podeljuje družba Planet GV v sodelovanju z Inštitutom za izobraževalni management Sofos. V letu 2010 se je Banka tudi prvič odločila, da bo finančno pomagala zaposlenim, ki študirajo ob delu, v primeru, če izpolnjujejo pogoje za subvencije. Iz tega naslova je Banka namenila 8.450 evrov, finančno pa je s tem priskočila na pomoč petim zaposlenim, od katerih trije študirajo na Fakulteti za komercialne in poslovne vede (dva na dodiplomskem in eden na podiplomskem programu), dva sodelavca pa sta vpisala doktorski študij, eden prava in drugi matematike.

Skupaj je bilo v letu 2010 izvedenih preko 17.100 ur izobraževanja. V povprečju se je vsak zaposleni izobraževal 33 pedagoških ur, pri čemer je bil povprečni strošek za izobraževanje na zaposlenega 418

IZOBRAZBENA STRUKTURA ZAPOSLENIH



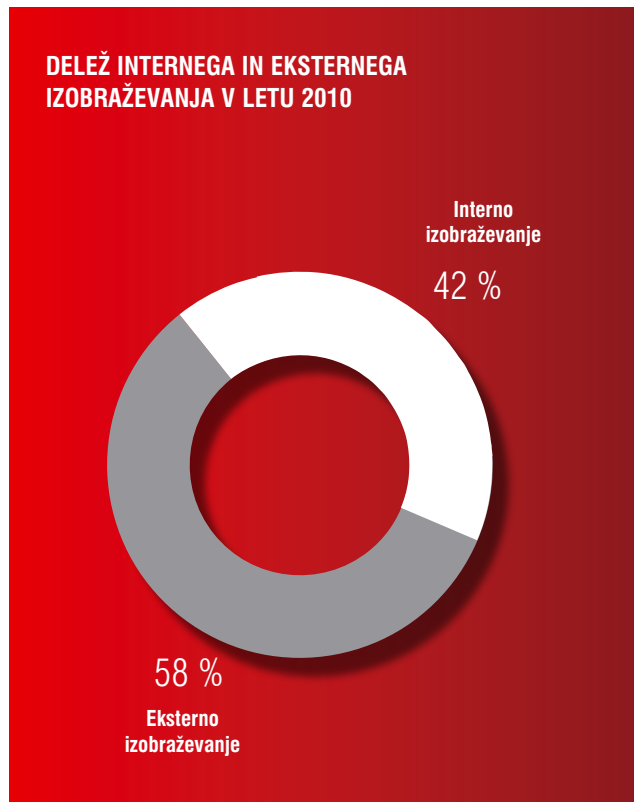
Družbena odgovornost



evrov. Vsebine, ki so jih pokrivala izobraževanja, so tako bančno strokovna kot izobraževanja na področju prodajnih tehnik, veščin vodenja ter izpopolnjevanja jezikovnih znanj. V letu 2010 smo izvedli dva nova modula Akademije vodenja, ki sta obravnavala tematiki čustvene inteligence pri vodenju ter vodstvenega komuniciranja, za nove vodje pa smo ponovili tri že izvedene module in sicer »Komuniciranje vizije, strategije in poslovnih ciljev«, »Sprejemanje in posredovanje feedbacka« in »Stili vodenja«.

Delež internih izobraževanj je znašal 42 % (30-odstotno zvišanje glede na leto 2009), pri čemer so bile pokrite naslednje vsebine: produktna in procesna izobraževanja (skupaj približno 68 % vseh internih izobraževanj), uvajalni seminar za novozaposlene »Dobrodošli med najboljšimi« (skupaj 11 % vseh internih izobraževanj), prodajne in komunikacijske veščine (skupaj 11 % vseh internih izobraževanj) ter preprečevanje pranja denarja in financiranja terorizma (skupaj 10 % vseh internih izobraževanj).

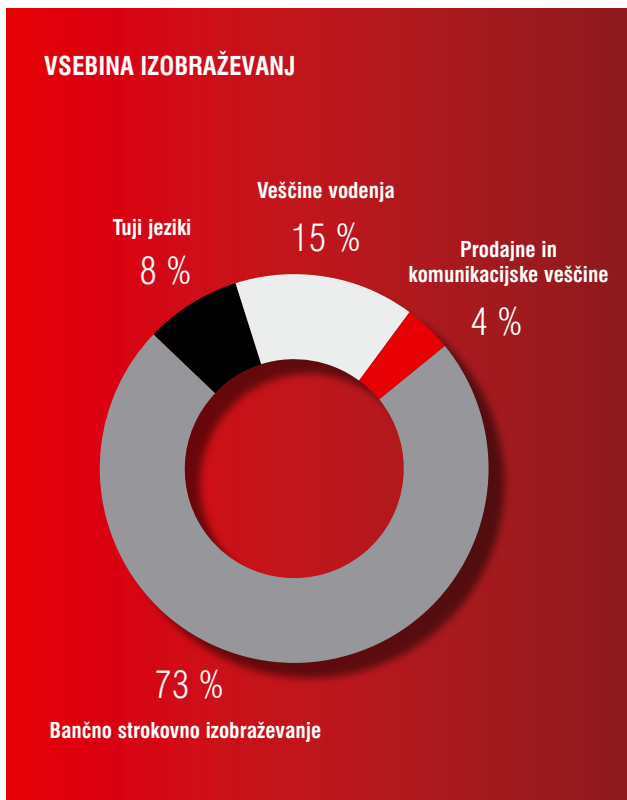
Uvajalni seminar »Dobrodošli med najboljšimi«, katerega namen je hitrejša in lažja vključitev novo zaposlenih sodelavcev ter spoznavanje vizije in strategije glavnih organizacijskih enot ter njihovih vlog v podjetju, poteka v Banki že od leta 2004. Seminar je bil od svojega začetka izveden že 29-krat, v letu 2010 pa se ga je v treh ponovitvah udeležilo 43 sodelavcev. Temu seminarju je bilo namenjenih 4,5 % pedagoških ur vsega izobraževanja.



Tudi v letu 2010 smo izvajali program upravljanja s talenti, katerega je 15 mladih perspektivnih sodelavcev zaključilo s pripravo treh aktualnih projektov: »Collateral management«, »Easy to deal with« in »E-novice«. V okviru programa razvoja talentov je bila poleti izvedena 2-dnevna delavnica, namenjena graditvi in razvoju timskega dela (t.i. teambuilding) na temo »Vloga vodje v timu«. Jeseni nas je v Sloveniji obiskal trener Kerr Wells, ki za potrebe bank v Skupini izvaja treninge vodenja in je za naše talente pripravil 3-dnevno delavnico »Leadership 4 Results«, za vodje pa »Giving and Receiving Feedback«, oboje v angleškem jeziku. Svetovalci in analitiki s področja poslovanja s podjetji pa so sodelovali v zanimivi 3-dnevni simulacijski poslovni igri »Decision Base«, ki sta jo vodila trenerja iz UniCredit Banke na Dunaju.

Na področju licenc je v preteklem letu 17 sodelavcev opravilo izpit za prodajo investicijskih skladov, 16 sodelavcev pa je uspešno opravilo preizkus strokovnih znanj, potrebnih za opravljanje poslov zavarovalnega posredovanja. Skupno je imelo ob koncu leta 2010 v Banki dovoljenje za trženje vzajemnih skladov 99 sodelavcev, za zavarovalno posredovanje 53 sodelavcev, borzno licenco pa ima 11 sodelavcev.

V skupni kvoti izobraževalnih ur je bilo 73 % ur namenjenih bančnim strokovnim izobraževanjem, 15 % ur pa je bil delež usposabljanja za uporabo vodstvenih veščin in sposobnosti, 4 % ur pokriva izpopolnjevanje na področju prodajnih in komunikacijskih spretnosti,



za izobraževanje s področja tujih jezikov pa je bilo namenjenih 8 % od skupne kvote izobraževalnih ur.

RAZVOJ ZAPOSLENIH IN NAGRAJEVANJE

Banka že nekaj let sistematično skrbi za razvoj ključnih kadrov (s pomočjo programa Executive Development Plan – EDP) in perspektivnih kadrov (Talent Management Review – TMR), kar vodimo na ravni celotne Skupine ter skozi program razvoja talentov, ki smo ga do leta 2010 izvajali na lokalni ravni. Za leto 2011 pa smo lokalni program razvoja talentov in TMR združili v skupni program razvoja talentov.

Tako kot v letu 2009 smo tudi v letu 2010 identificirali skupino potencialnih mladih strokovnjakov in jih usposabljali za vodstvene vloge v prihodnosti. Program je zaključilo 14 strokovnjakov in potencialnih mladih vodij. Program razvoja talentov je tako v 2 letih zaključilo dobrih 5 % zaposlenih. V program razvoja ključnih kadrov je vključenih dobrih 8 % zaposlenih, in sicer celotna vodstvena struktura, vključno z verjetnimi nasledniki za posamezno funkcijo.

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.

Znotraj Skupine obstaja izredno veliko možnosti za dodatno

usposabljanje in izobraževanje v mednarodnih ekipah in mednarodnem okolju. V letu 2011 potekajo različni podiplomski in magistrski programi, ki ponujajo dodatna znanja na področju investicijskega in podjetniškega bančništva in poslovanja s prebivalstvom. Skupina izvaja tudi program Uniquest, v katerega se lahko prijavi vsak zaposleni in po prestopu postopku izbora v enem letu skupaj s kolegi in kolegicami iz Skupine eno leto deluje na realnih poslovnih projektih Skupine. Iz naše Banke se je vsako leto v ta program uspelo uvrstiti enemu zaposlenemu, tako da imamo v svojih vrstah štiri »uniquesterje«, ki so po uspešno zaključenem programu vedno obvezni člani skupine naslednje generacije talentov.

Za razvoj zaposlenih skrbimo sistematično tudi s pomočjo sistema ciljnega vodenja, katerega ključne značilnosti so skupno postavljanje ciljev (vodja – zaposleni) z vsakim zaposlenim ter medletno ocenjevanje ter posredovanje povratne informacije o uspešnosti pri delu.

Letni razvojni pogovor kot del ciljnega vodenja 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 ciljev je večja seznanjenost s cilji in strategijo Banke ter posameznimi organizacijskimi enotami in s tem večje zadovoljstvo. Hkrati je sistem nagrajevanja vezan na doseganje ciljev posameznika.

V letu 2010 je na podlagi razvojnih programov, ciljnega vodenja, letnih razvojnih programov in potreb Banke skupaj napredovalo dobrih 20 % zaposlenih, od tega skoraj 7 % vertikalno, ostali pa horizontalno.

RAZISKAVA O ZADOVOLJSTVU ZAPOSLENIH

Od leta 2006 v okviru finančne skupine UniCredit izvajamo raziskavo o zadovoljstvu zaposlenih, ki predstavlja ključen element našega modela upravljanja z zaposlenimi in njihovimi sposobnostmi in znanji. Anketo izvajamo vsako leto in tako leto za letom merimo napredek pri naših prizadevanjih za ohranitev in povečanje uspešnosti poslovanja ter za ustvarjanje prijetnega delovnega okolja, v katerem zaposleni lahko polno izražajo svoje potenciale, povratne informacije pa nam pomagajo izboljšati tudi kakovost odnosov in zadovoljstvo naših sodelavcev.

V letu 2010 je v raziskavi sodelovalo več kot 134.000 zaposlenih iz celotne Skupine in z nami delilo svoje občutke in misli v zvezi s profesionalnim življenjem v Skupini. V UniCredit Banka Slovenija d.d. je bil odstotek udeležbe 81 %, kar je odraz visoke zavzetosti naših zaposlenih, ki predstavlja eno izmed naših glavnih prednosti.

Rezultati raziskave, ki je potekala v januarju 2010, so pokazali, da so v primerjavi s prejšnjim letom zaznave zaposlenih glede posameznih vidikov delovanja Banke ostale na enaki ravni kot preteklo leto ali pa so se le rahlo spremenile.

Družbena odgovornost

Na podlagi pridobljenih podatkov in analize ključnih gonilnikov zavzetosti za našo Banko smo izpostavili glavna področja, ki se jim bomo še bolj kot do sedaj posvečali v letu 2011. Rezultate letošnje raziskave o zadovoljstvu smo objavili na intranetni strani, o konkretnih razlogih za rezultate pa smo se pogovorili na fokusnih delavnicah, ki jih je vodila služba Upravljanje s človeškimi viri. V okviru teh delavnic smo tudi zbirali predloge, kaj lahko vsi skupaj naredimo, da spremenimo določen vidik delovanja Banke in našega počutja v njej. Velik poudarek je bil na tem, da smo vsi soodgovorni za počutje nas samih in s tem tudi za delovanje celotne Banke. Tudi na podlagi rezultatov teh srečanj je potekal usmerjeni pogovor vodstva (uprava in vodje divizij ter štabnih služb) o kritičnih področjih in pripravi akcijskega načrta s ključnimi aktivnostmi za spremembo, kjer je bil poseben poudarek na področju komunikacije, upravljanja z delovno uspešnostjo in vodenja.

Vse spremembe in ukrepe smo prepletli s poudarjanjem samoizobraževanja, promocijo vseh izobraževalnih aktivnosti znotraj Banke in tudi znotraj Skupine. V skladu s to naravnostjo smo zelo ponosni tudi na interno knjižnico, v kateri imamo že več kot 100 enot, njihovo število pa vztrajno raste.

V letu 2010 smo nadaljevali tudi z Akademijo vodenja, ki vodjem zagotavlja pridobivanje znanj s pomočjo trenerjev iz prakse in vsebuje vsebine, ki smo jih opredelili v kompetenčnem modelu vodij. Bolj smo se (in se še bomo) posvetili temu, da so izobraževanja vezana na dejanske potrebe zaposlenih in organizacijskih enot in se določijo med letnimi razvojnimi pogovori, osredotočili pa smo se tudi na razvoj vodstvenega potenciala mladih talentov Banke.

Konec leta 2009 smo prvič v okviru Skupine izvedli interno raziskavo o zadovoljstvu zaposlenih s kadrovskimi storitvami. Na podlagi rezultatov te raziskave smo v letu 2010 izvedli mnoge aktivnosti, med drugim je bil dan poudarek na kadrovske komunikacije (vzpostavili smo kadrovske komunikacijske strategije, pričeli z izdajanjem kadrovskega časopisa z imenom HRMD novičke, objavo zanimivih kratkih člankov o komunikaciji za vsakdanjo rabo). Poleg tega redno mesečno obveščamo o zanimivih izobraževanjih v prihodnjem mesecu, pričeli smo z delavnicami za vodje pod naslovom »Managers as HR Champions« in uvedli skrbnika posameznega razpisa za prosto delovno mesto, da lahko sam proces izbora kadrov teče hitreje in bolj transparentno.

V letu 2010 smo na temeljih iz prejšnjih let nadaljevali z dobrimi praksami, med katerimi je tudi zajtrk z upravo. Svoje misli, poglede in predloge so z upravo delili zaposleni v diviziji Globalne bančne storitve, starši večjega števila otrok, predstavniki generacije Y in zaposleni z inovativnimi idejami o spremembah, ki bi jih lahko uvedli. Z namenom spoznavanja delovanja službe Upravljanje s človeškimi viri smo v jeseni 2010 začeli z neformalnim druženjem, in sicer smo sodelavce iz različnih enot povabili na jutranjo kavico in neformalen klepet z naslovom »Prideš?«.

Še posebej smo ponosni na dejstvo, da smo bili decembra 2010 med prejemniki certifikata Družini prijazno podjetje in smo se tako pridružili vrsti uspešnih podjetij, ki so že pridobila ta naziv. V skladu s tem veliko pozornost posvečamo družinam in usklajevanju službenega in družinskega življenja naših zaposlenih. Med ukrepi, ki smo jih že izvedli, velja izpostaviti otroški bonus, ki pomeni, da smo vsem staršem, katerih otroci so s prvim septembrom prvič sedli v šolske klopi, omogočili spremljanje otrok v šolo in jim omogočili izredni dopust. V skladu s to vizijo bomo posamezne ukrepe uresničevali tudi naslednja leta. Poleg tega spodbujamo sodelavke, da se odločajo za 4-urni delovnik po vrnitvi iz porodniške odsotnosti s 65-odstotnim izplačilom plače. Med ostalimi ukrepi, ki smo jih že uvedli, velja omeniti še premični delovnik, že nekaj let pa za najmlajše poskrbimo tudi z obiskom Božička ter čestitko z darilcem ob rojstvu.

Zaposleni v zalednih službah so se o delovanju enot lahko poučili na Dnevu v poslovni enoti, v okviru katerega so nekateri zaposleni en dan preživeli v poslovni enoti. Seveda je tudi zaposlene v poslovnih enotah zanimalo, kako poteka delovni dan v zalednih službah. Tako so nekateri zaposleni iz enot en dan preživeli na sedežu Banke in se tako spoznali z našim delom. Oba dneva sta v veliki meri pripomogla, da bolje razumemo delovanje posamezne enote in njen pomen, prav tako pa smo vidno izboljšali medsebojno sodelovanje.

SKRB ZA VREDNOTE

Tudi v letu 2010, natančneje 24. septembra, smo se ob Dnevu vrednot posvetili vrednotam (enakopravnost, zaupanje, spoštovanje, preglednost, svoboda delovanja, vzajemnost), ki posamezniku pomagajo pri delu in ga podpirajo v delovanju do naših deležnikov (zaposlenih, lokalnih skupnosti, delničarjev in strank). Na ta dan smo si na delavnicah izmenjevali zgodbe " primere iz prakse, kjer so se konkretni zaposleni oziroma organizacijske enote izkazale z delovanjem v duhu vrednot naše Banke. Tako smo na podlagi 15 izbranih zgodb izbrali zmagovalno zgodbo izkazovanja spoštovanja in medsebojnega sodelovanja različnih enot znotraj Banke.

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

Imenovali smo namestnico ombudsmanke. Obe ombudsmanki sta nekdanji zaposleni, upokojenki, tako da Banko in zaposlene zelo dobro poznata in tako lažje sodelujeta pri reševanju morebitnih

primerov. V letu 2010 sta ombudsmanki zabeležili 15 primerov, ki so se nanašali na kršitve vrednot preglednost, spoštovanje in enakopravnost. Zabeležili sta več primerov v zvezi z nadlegovanjem na delovnem mestu, pomanjkljivo komunikacijo znotraj ali med organizacijskimi enotami, pomanjkljivo preglednostjo pri ocenjevanju uspešnosti ter pri internih premestitvah.

Večina primerov je bila uspešno rešenih skozi pogovor in odkrivanje novih, drugačnih pogledov na situacijo.

SKRB ZA ZAPOSLENE

Načrtno spremljanje zdravstvenega stanja je naša obveza in zaveza ter hkrati izražena skrb za sodelavce. Tekom preteklega leta smo tako opravili 146 predhodnih oz. obdobjnih zdravniških pregledov, konec oktobra pa že tradicionalno poskrbeli za možnost cepljenja proti gripi, ki se ga v povprečju udeleži 10 % zaposlenih in ga organiziramo na sedežu Banke. Hkrati Banka tudi vse zaposlene 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 Varnost in zdravje pri delu ter varstvo pred požarom, ki se ga morajo udeležiti vsi zaposleni čim prej po zaposlitvi in znanje obnavljati v skladu z našo Izjavo o varnosti z oceno tveganja vsakih 5 let. Tekom leta 2010 so se ga udeležili 103 sodelavci in sodelavke.

Odstotek odsotnosti zaradi bolezni je ostal na približno enaki ravni kot v lanskem letu oziroma se je malenkost zvišal, in sicer iz 3,4 % na 3,5 %. Povišanje pripisujemo izredno mladi strukturi zaposlenih in posledičnemu dejstvu, da je izjemno veliko mladih družin z majhnimi otroci (delež nege za družinske člane predstavlja 15,9 % skupnih bolniških dni).

Zaposleni imajo povprečno 25 dni dopusta, višina regresa za dopust pa je 17 % višja kot znaša najvišji znesek, ki je še oproščen plačevanja prispevkov.

Zahvaljujoč mladi populaciji zaposlenih v Banki smo tudi letos prispevali k porastu števila prebivalstva, saj smo zabeležili, tako kot že v preteklih treh letih, povečanje števila porodnic. Tako je bilo konec leta 2010 na porodniškem dopustu kar 36 sodelavk (6,3 % vseh zaposlenih). V letu 2010 se je našim zaposlenim rodilo 40 otrok. Tudi zato se bomo v prihodnje posvečali ustvarjanju okolja, prijaznega do usklajevanja službenih in zasebnih obveznosti.

Skrb za tretje življenjsko obdobje uresničujemo skozi možnost vključitve v dodatno pokojninsko zavarovanje, ki jo izkorišča 67 % zaposlenih. To je glede na starostno strukturo in seznanjenost o demografski situaciji v povezavi s pokojninskimi zgledi razumljivo.

Vsa omenjena skrb pa se odraža tudi v uspešnem ohranjanju stopnje

fluktucije na sprejemljivi ravni glede na demografske razmere in glede na razmere na trgu dela. Tako se je stopnja fluktucije znižala iz 8,09 % v letu 2008, na 6,08 % v letu 2009 (posledica nestabilnega trga dela, saj se je brezposelnost v Sloveniji zvišala za 50 % v primerjavi z letom 2008) in še na nižjo raven v letu 2010, in sicer na 5,6 %.

Za zaposlene, njihovo zdravje in dobro počutje ter druženje pa skrbimo še z organizacijo športnih dogodkov, sofinanciranjem kulturnih prireditev ter športnih aktivnosti ter druženjem ob novem letu, obisku Božička za otroke zaposlenih, športnem dnevu za zaposlene, poletnem pikniku, pa tudi preko športnega društva »Tilda«. Slednje deluje v okviru Banke, vanj pa je včlanjenih 437 zaposlenih (78 % vseh zaposlenih), 18 študentov ter 9 upokojencev, sicer pa so storitve, ki jih društvo omogoča, na voljo vsem zaposlenim.

Odnos do strank

V letu 2010 smo bili, tako kot tudi leto prej, soočeni s specifičnimi razmerami na finančnih trgih, katerim smo se pri oblikovanju in izvedbi marketinške strategije uspešno prilagajali. Izbranim ciljnim segmentom smo ponudili več celovitih tržno-komunikacijskih akcij ter jim preko oglaševanja ali direktne pošte predstavili ponudbo potrošniških kreditov, bančnih paketov in plačilnih kartic, varčevalnih, naložbenih in zavarovalnih produktov ter drugih finančnih storitev. Na ta način smo z obstoječimi strankami gradili dolgoročen odnos, potencialne stranke pa smo skušali spodbuditi k zamenjavi banke.

Kot člani finančne skupine UniCredit smo nadaljevali s sponzorstvom UEFA Champions League v sezoni 2009/2010. Preko nogometno obarvanih akcij smo za posamezne segmente oblikovali posebne ponudbe ter se obstoječim in potencialnim strankam predstavili v športnem duhu s pomočjo Nogometnega bančnega paketa, omejene serije plačilne kartice MasterCard z UEFA Champions League motivom, varčevalnih in naložbenih produktov, nagradnih iger, direktne pošte, promocije v poslovnih enotah in na številnih družabnih dogodkih. Privrženci nogometa so se z našo blagovno znamko tudi v letu 2010 redno spogledovali na nogometnih tekmah, predvsem preko televizijskih sprejemnikov, nekateri pa tudi v živo.

Kot sponzor UEFA Champions League smo nekaterim našim strankam v lanskem letu omogočili posebno doživetje - ogled finala UEFA Champions League v Madridu. Prav posebno izkušnjo pa smo omogočili dvema otrokoma, ki sta februarja 2010 v spremstvu staršev odpotovala na ogled tekme osmine finala UEFA Champions League v Milano, kjer sta na večerno tekmo pospremila največje nogometne zvezdnike. Tudi v letošnjem letu nadaljujemo s podobnimi akcijami, saj želimo stranke za izkazano zaupanje nagraditi s prav posebnim doživetjem.

Družbena odgovornost

V letu 2010 smo uvedli ekskluzivno storitev osebnega bančništva, ki je namenjena strankam z zahtevnejšimi finančnimi pričakovanji. Storitev temelji na osebni in celoviti obravnavi finančnih potreb strank, ki jim s strokovnimi nasveti osebnega bančnega svetovalca skušamo pomagati pri izbiri ustreznih bančnih in drugih finančnih produktov. Na ta način smo utrdili pozicioniranje blagovne znamke UniCredit Bank, ki se odlikuje po sodobnosti in drugačnosti ter izraziti usmerjenosti v aktivnega posameznika, ki mu želimo pomagati pri uresničevanju njegovih želja, ambicij in ciljev.

Za poslovne partnerje divizije Poslovanje s podjetji in investicijsko bančništvo smo organizirali več zanimivih informativnih dogodkov. Najodmevnejša dogodka za stranke sta bila pomladansko in jesensko srečanje najuglednejših poslovnih partnerjev in nekaterih najvidnejših predstavnikov slovenskega gospodarstva, ki so v turbulentnem času finančne krize obravnavali aktualne teme in oblikovali skupno mnenje o relevantnosti različnih projektov za razvoj slovenskega gospodarstva.

Tradicionalni finančni zajtrki so bili posvečeni predstavitvi denarnih instrumentov ter trendov gibanja tečajev in obrestnih mer na lokalnem ter mednarodnih finančnih trgih, beseda pa je med drugim tekla tudi o sekundarnem trgu državnih obveznic in ceni zadolževanja države.

V sodelovanju z Obrtno-podjetniško zbornico Slovenije smo v petih slovenskih mestih pripravili Finančne dneve, na katerih so pravni in finančni strokovnjaki v ospredje postavili aktualne vsebine in problematike, s katerimi se podjetja srečujejo pri poslovanju v gospodarsko zahtevnejših razmerah ter jih seznanili, kako upravljati s terjatvami in tako izboljšati poslovanje podjetja.

Poleg tega smo za stranke organizirali dogodek na temo obnovljivih virov energije, v sodelovanju s podjetjem Ernst & Young smo izpeljali delavnico o davčnem in finančnem svetovanju v okviru poslovnega paketa Planet. S podjetjem Verlag Dashofer smo organizirali izobraževalni dogodek, kjer smo obravnavali tematiko z naslovom »Kaj želimo izvedeti iz letnih poročil?«.

Leto 2010 smo zaokrožili s tradicionalnim novoletnim koncertom v Slovenski filharmoniji.

V reviji za stranke Azimut smo združevali strokovne teme in teme povezane z življenjskim slogom novodobnega poslovneža.

Tako kot v preteklih letih smo se ciljnim segmentom v letu 2010 približali prek različnih komunikacijskih kanalov in jim predstavili zanimive in njihovim potrebam prilagojene bančne produkte. S sodobnim tržnim komuniciranjem smo dokazali, da smo prodorna in k potrošniku usmerjena Banka.

Odnosi z mediji

Sedma sila je in vedno bo eden od virov informacij, ki jim javnost, in s tem tudi naše potencialne in obstoječe stranke, najbolj zaupa. Zavedamo se, da so mediji zato pomemben dejavnik pri izgradnji prepoznavnosti in ugleda Banke. Po rezultatih raziskav so avtorski članki novinarjev štiri do sedemkrat bolj kredibilni od plačanega oglaševanja, zato si pri komuniciranju z novinarji prizadevamo za proaktivnost, strokovnost, odzivnost v skladu s postavljenimi roki, dostopnost sogovornikov za izjave in pojasnila ter s tem za graditev dolgoročnih odnosov s predstavniki medijskih hiš. Dobro sodelovanje z mediji se je nedvomno odrazilo tudi v interesu medijev za poročanje o Banki.

V znamenju odličnega sodelovanja v letu 2009 in kot povabilo k učinkoviti komunikaciji tudi v 2010 smo za novinarje priredili srečanje, ki se je tematsko povezovalo s sponzorstvom finančne skupine UniCredit medijski »UEFA Champions League«. Na že skoraj tradicionalno druženje bančnikov s predstavniki medijev so prišli tudi nogometaši Zveze namiznega nogometa Slovenije, ki so novinarjem pred tekmo pokazali nekaj trikov. Otroci Zveze prijateljev mladine, ki smo jim namenili novoletno donacijo, so predstavnikom medijev narisali slike z nogometnimi motivi, ki so jih razobesili v svojih uredništvih.

V letu 2010 smo prejeli skupaj 660 sklopov novinarskih vprašanj, pripravili smo preko 50 člankov v obliki oglasnih sporočil in skoraj 70 sporočil za medije. Novinarje smo skozi vse leto ažurno obveščali o dogajanju v Banki in informacije ter fotografije dogodkov in oseb objavljali tudi v medijskem središču na spletni strani. Vzpostavili smo in aktivno začeli upravljati svojo prisotnost v enem od družabnih medijev. Z odprtim pristopom smo svojo medijsko prisotnost v letu 2010 uresničevali v 3.032 objavah.

Na tiskovni konferenci, ki smo jo organizirali pomladi 2010, smo medijem predstavili naše poslovne rezultate, ki smo jih dosegli v letu 2009. Slovenske novinarje smo povabili k sodelovanju pri projektu finančne skupine UniCredit – Novinarska nagrada za poročanje o SVE. Nekaj novinarjem smo omogočili udeležbo na konferenci Euromoney oz. EBRD, ki ju je podprla finančna skupina UniCredit. Aktivno smo jih vabili tudi na določene dogodke za stranke, predvsem take, kjer smo govorili o trendih v gospodarstvu.

Odnos do lokalnih skupnosti

Poslovne enote Banke so na podlagi poznavanja lokalnega okolja in na lastno pobudo samostojno komunicirale z lokalnim trgom prek različnih komunikacijskih kanalov in tako izvajale lokalne dogodke, direktni marketing, sponzorsko in donatorsko sodelovale na športnih, dobrodelnih in kulturnih prireditvah, ki so potekale v njihovi lokalni skupnosti. Z direktno pošto in drugimi aktivnostmi smo prispevali k intenzivnosti komuniciranja akcij in ponudbe Banke.

ŠTEVILO OBJAVLJENIH PRISPEVKOV



Sponsorstva in donacije

Za UniCredit Banka Slovenija d.d. družbena odgovornost pomeni graditev dolgoročnega partnerskega odnosa z našimi javnostmi. Med slednje sodijo naši sodelavci, naše stranke, naši dobavitelji, vlagatelji in lokalne skupnosti, v katerih delujemo. K družbeni odgovornosti Banke na področju donacij in sponzorstev poskušamo na čim več načinov vključevati tudi naše stranke in sodelavce.

Za ustvarjanje trajne vrednosti in nadaljnji razvoj smo s sponzorstvi in donacijam podprli predvsem projekte na področju kulture in športa, pomagali smo socialno šibkim in prikrajšanim otrokom, ter osveščali o odgovornem okoljskem ravnanju na nacionalni ravni.

Spomladi 2010 so otroci iz socialno šibkih družin in socialno izključeni otroci skupaj z upokojenimi učitelji, pedagogi in drugimi strokovnjaki preživeli teden dni na taboru Sožitje generacij. Tam so si otroci našli nadomestne babice in dedke, s katerimi so ohranili stike tudi po vrnitvi domov. Nadomestni stari starši jih tudi po končanem taboru bodrijo na njihovi poti k boljšemu jutri.

UniCredit Banka Slovenija d.d. je s skladi Pioneer Investments sodelovala tudi v tretji humanitarni akciji revije Moje finance, ki se ji je pridružilo veliko družb za upravljanje. Akcija zbiranja sredstev, ki je potekala pod imenom »So otroci boljši od borznih gurujev«, je bila namenjena socialno prikrajšanim otrokom pod okriljem Zveze prijateljev mladine.

Podprli smo aktivnosti društva SILA za izvedbo bazarja, katerega izkupiček je namenjen za dobrodelne namene. UniCredit Banka

Slovenija d.d. je sodelovala kot donator za podporo humanitarnih aktivnosti v varnih hišah. Finančno smo podprli izvedbo tabora Mlade korenine, ki je bil namenjen socialno izključenim otrokom z manj priložnosti, ter humanitarne projekte kot so Rdeči noski (zbiranje odpadnih kartuš in denarnih prispevkov v poslovni mreži Banke), Zdravniki brez meja (zbiranje korekcijskih očal v poslovni mreži Banke) in zbiranje plastičnih zamaškov v dobrodelni namen (za nakup invalidskih vozičkov in pripomočkov za otroke). Za boljše zdravstveno varstvo žensk smo Zdravstvenemu domu Maribor prispevali sredstva za nakup mamografa. Sredstva za nujna popravila smo darovali tudi Centru za usposabljanje Elvire Vatovec v Divači. Ob posledicah hudih poplav smo solidarno finančno pomoč za žrtve poplav namenili trem občinam, in sicer Ljubljani, Zagorju in občini Dobropolje. Prav tako smo sodelavci in Banka združili moči in zbrali prispevek za sodelavce, ki so jih poplave najbolj prizadele.

Finančno smo pomagali Inštitutu za matematiko, fiziko in mehaniko pri izvedbi izobraževalne konference iz zahtevnejših matematičnih metod v finančah, ter Društvu ekonomistov Maribor za izvedbo posveta Razvojne spremembe – pot za izhod iz krize. Kot glavni pokrovitelj smo podprli izvedbo Finančnih dni za izobraževanje in informiranje članov Obrtne zbornice po vsej Sloveniji.

Slovenska fundacija za trajnostni razvoj, Umanotera, je pripravila okoljevarstveni izobraževalni projekt »Planet sprememb v rokah mladih – Vrstniško izobraževanje o podnebni spremembi, aktivnem državljanstvu in trajnostnem razvoju«, ki mu z donacijo pomaga tudi UniCredit Banka Slovenija d.d.. Pridružili smo se donatorjem največje vseslovenske čistilne akcije »Očistimo Slovenijo v enem dnevu« in k aktivni udeležbi v akciji privabili sodelavce po vsej Sloveniji.

Družbena odgovornost

Že deveto leto zapored smo darovali Slovenski filharmoniji za nakup novih glasbil, tokrat za koncertni violi. Ustanovi Gallus, ki skrbi za talentirane mlade glasbenike, smo namenili donacijo za izvajanje njihovih aktivnosti. Kot sponzor smo sodelovali pri mednarodnem festivalu uličnega gledališča Ana Desetnica v Ljubljani. Za ohranjanje kulturne in naravne dediščine smo z donacijo podprli aktivnosti Ustanove dr. Šiftarjeva fundacija.

Na športnem področju smo podprli izvedbo kolesarske dirke »Velika nagrada Kranja«. Že več let smo ponosni sponzorji slovenskih nordijskih smučarskih reprezentanc na čelu z uspešno tekačico Petro Majdič. Sponzorsko sodelujemo tudi s HDD Tilia Olimpija. Finančna skupina UniCredit je leta 2009 sklenila partnerstvo in je ponosni sponzor evropske nogometne lige prvakov UEFA Champions League za obdobje treh let.

Ob zaključku leta 2010 je UniCredit Banka Slovenija d.d. z donacijo omogočila Zvezi prijateljev mladine Slovenije organizacijo medijskega tabora, kjer bodo socialno prikrajšani otroci iz vse Slovenije v počitniškem domu v Kranjski Gori kreativno preživljali počitnice in odkrivali svoje talente ob ustvarjanju video predstavitev. Z donacijo Rdečemu križu Slovenije pa smo omogočili organizacijo letovanja otrok z manj priložnosti na Debelem rtiču. Ob zaključku leta smo sodelavci in naše stranke po poslovnih enotah zbirali stare knjige in igrače v okviru akcije z naslovom »Stare knjige in igrače za nov nasmeh«. Zbrane knjige, družabne igre in igrače smo namenili otrokom pod okriljem Zveze prijateljev mladine in Rdečega križa Slovenije.

Da so naša prizadevanja naravna v pravo smer, je potrdila tudi slovenska nagrada za družbeno odgovornost Horus 2010, ki smo jo prejeli konec leta 2010.

Za vse, kar življenje prinese.



Poročilo nadzornega sveta

Nadzorni svet UniCredit Banka Slovenija d.d. je v letu 2010 spremljal in nadziral tekoče poslovanje Banke, dosežene finančne rezultate ter delo njene uprave skladno s svojimi pooblastili, pristojnostmi in dolžnostmi, opredeljenimi v Statutu Banke, Zakonu o gospodarskih družbah in Zakonu o bančništvu. Na rednih sejah nadzornega sveta je uprava Banke člane nadzornega sveta obveščala o vseh pomembnih poslovnih dogodkih v Banki in o drugih aktivnostih, povezanih s poslovanjem Banke, o ekonomskem in političnem okolju, pomembnejših zakonskih spremembah, ki so vplivale na poslovanje Banke, ter o doseženih finančnih rezultatih Banke v primerjavi s sprejetim finančnim načrtom poslovanja. Uprava Banke je nadzorni svet redno obveščala tudi o pričakovanih finančnih rezultatih do konca finančnega leta in o njihovem uresničevanju.

V letu 2010 je prišlo do sprememb v sestavi nadzornega sveta Banke. Na podlagi odstopne izjave je dne 16. aprila 2010 prenehala funkcija člana nadzornega sveta Wolfgangu Edelmüllerju. Dne 29. aprila 2010 je na podlagi odstopne izjave in razrešitve prenehala funkcija namestnika predsednika nadzornega sveta Herbertu Hangelu. Na skupščini Banke dne 29. aprila 2010 je bil za člana nadzornega sveta za obdobje do 24. 04. 2011 imenovan Alessio Pomasan. Dne 8. septembra 2010 je bil na skupščini Banke za člana nadzornega sveta za obdobje do 24. 04. 2011 imenovan še Heinz Karl Tschiltsh. Nadzorni svet Banke tako šteje 6 članov, in sicer ga poleg prej omenjenih članov sestavljajo še Federico Ghizzoni (predsednik), Martin Klauzer (namestnik predsednika), Franco Andreetta in Giuseppe Verrascina. Navkljub specifični lastniški strukturi, v kateri je skoraj 100-odstotni lastnik Banke UniCredit Bank Austria AG, večinski lastnik slednje pa UniCredit S.p.A., dva člana nadzornega sveta (Franco Andreetta in Giuseppe Verrascina) nista zaposlena v Skupini, ampak sta kot zunanja strokovnjaka s področja računovodstva in finančnega poslovanja tudi v letu 2010 prispevala k bolj kakovostnemu in preglednejšemu delu nadzornega sveta. Člani nadzornega sveta niso osebno, posredno ali neposredno udeleženi v lastniški strukturi niti niso v kakršnemkoli poslovnem odnosu z Banko, tako da ne more prihajati do konflikta interesov. Finančna skupina UniCredit ima sicer oblikovane ustrezne mehanizme za obvladovanje in reševanje morebitnih konfliktov interesov, če bi do njih kljub vsemu prišlo.

Nadzorni svet Banke se je v letu 2010 sestel in odločal na šestih rednih sejah. Vsi člani nadzornega sveta so se udeležili tretje in četrte redne seje nadzornega sveta, medtem ko sta svojo udeležbo na prvi seji opravičila Herbert Hangel in Martin Klauzer, na drugi Giuseppe Verrascina ter na peti in šesti Federico Ghizzoni. 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.

Nadzorni svet je redno preverjal svoje delo, kar je še dodatno

doprineslo k strokovnosti in kakovosti njegovega dela. Nadzorni svet tako ocenjuje, da je svoje delo v letu 2010 opravil s profesionalno skrbnostjo, skladno z veljavno zakonodajo ter notranjimi pravili finančne skupine UniCredit.

Pomembnejše odločitve nadzornega sveta

Na svoji 39. redni seji, 8. marca 2010, je nadzorni svet med drugim sprejel letno poročilo o poslovanju Banke za leto 2009, na podlagi predloga revizijske komisije predlagal skupščini Banke imenovanje zunanjega revizorja, podal mnenje k letnemu poročilu notranje revizije o notranjem revidiranju za leto 2009, sprejel sklep o uporabi čistega dobička in soglašal s predlogom uprave za uporabo bilančnega dobička Banke za leto 2009. Seznanil se je z revizorjevim poročilom pooblaščenice revizijske družbe za leto 2009, na katerega ni imel pripomb, ter potrdil vse ostale dokumente, o katerih je nato odločala skupščina Banke dne 29. aprila 2010.

Nadzorni svet je na 40. redni seji, ki je potekala 3. maja 2010, potrdil spremembe Poslovnika uprave Banke in rezultate Banke za prvo četrtletje. Na 41. redni seji, ki je potekala 22. junija 2010, je nadzorni svet potrdil poročilo Banki Slovenije o vzpostavitvi pristopa na podlagi notranjih bonitetnih sistemov in sklep o zmanjšanju števila prokuristov Banke. Dne 27. julija 2010 so se člani nadzornega sveta na 42. redni seji med drugim seznanili z ugotovitvami in priporočili revizijske komisije glede poslovanja Banke z izvedenimi finančnimi instrumenti ter potrdili polletne rezultate Banke. Na 43. redni seji dne 14. oktobra 2010 je nadzorni svet potrdil rezultate Banke za tretje četrtletje. Dne 29. novembra 2010 se je nadzorni svet na 44. seji v letu 2010 seznanil z dodatnimi kapitalskimi zahtevami v naslednjem poslovnem letu zaradi uvedbe pristopa na podlagi notranjih bonitetnih sistemov.

Nadzorni svet je sodeloval pri sprejemanju vseh ukrepov in aktivnosti, ki so bili potrebni za uresničevanje skupne poslovne politike nadrejenih bančnih skupin. Potrdil je plan razvoja in temelje poslovne politike Banke za leto 2010. Prav tako je podrobno spremljal priprave in aktivnosti Banke za začetek uporabe pristopa na podlagi notranjih bonitetnih sistemov pri vrednotenju kapitalskih zahtev za kreditno tveganje. Nadzorni svet je redno prejemal obvestila notranje revizije o realizaciji programa dela in o svojih ugotovitvah ter o pregledih zunanjih nadzornih institucij.

Delovanje revizijske komisije nadzornega sveta

Revizijska komisija nadzornega sveta Banke se je v letu 2010 sestala

na šestih rednih sejah (zaporedne številke sej od 9 do 14). Kot posvetovalno telo nadzornega sveta, katerega sestavljajo predsednik Giuseppe Verrascina, član Franco Andreetta in neodvisni zunanji član Živko Bergant, ima revizijska komisija v okviru svojega delovanja ocenjevalno, (po)svetovalno in predlagalno funkcijo, pri čemer pomaga nadzornemu svetu pri izpolnjevanju njegovih dolžnosti in pristojnosti v zvezi z naslednjimi vsebinami: s primernostjo in učinkovitostjo bančnih postopkov notranje kontrole, kar vključuje ugotavljanje in merjenje tveganj ter upravljanje s tveganji; s skladnostjo z zakonodajo, pravili in politikami, ki urejajo delovanje Banke; s primernostjo računovodskih standardov, ki se uporabljajo pri pripravi računovodskih izkazov; s primernostjo in neodvisnostjo zunanjih bančnih revizorjev ter z zagotavljanjem zaposlenih v oddelku notranje revizije.

Uporaba čistega in bilančnega dobička za leta 2010

Uprava Banke je nadzornemu svetu v letu 2011 predložila v obravnavo Sklep o uporabi čistega dobička poslovnega leta 2010 v višini 13.146.276,81 evrov in predlog Sklepa o uporabi bilančnega dobička poslovnega leta 2010 v višini 6.573.138,41 evrov. Uprava Banke je predlagala, da se zaradi načrtovanega povečevanja obsega poslovanja v letu 2011 in prihodnjih letih v skladu s sprejetimi srednjeročnimi načrti Banke ter za zagotavljanje predpisane kapitalске ustreznosti Banke, čisti dobiček Banke ne uporabi za razdelitev delničarjem ali drugim osebam, ampak se v celoti razporedi v druge rezerve Banke. Uprava Banke je tudi predlagala, da nadzorni svet in skupščina delničarjev v skladu s svojimi pristojnostmi sprejmeta predlagani Sklep o uporabi bilančnega dobička poslovnega leta 2010. S sprejemom takega predloga bo omogočena nadaljnja rast Banke.

Nadzorni svet je sprejel Sklep o uporabi čistega dobička za leto 2010, soglašal s predlogom uprave o uporabi bilančnega dobička za leto 2010 in priporočil skupščini delničarjev, da ga sprejme v predlagani obliki.

Letno poročilo 2010

Uprava Banke je pripravila letno poročilo o poslovanju UniCredit Banka Slovenija d.d. v letu 2010 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 2010 ter dodatno revizorjevo poročilo o izpolnjevanju pravil o upravljanju s tveganji v Banki iz prvega odstavka 211. člena Zakona o bančništvu, ki ju je sestavila pooblaščen revizorska družba KPMG Slovenija 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 2010 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 2010 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 2010 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 2010 izpolnila vse zakonske zahteve. Na temelju rednega spremljanja poslovanja Banke in navedenih preverjanj je nadzorni svet potrdil letno poročilo o poslovanju Banke v letu 2010.

V revizorjevem poročilu o pregledu računovodskih izkazov za poslovno leto 2010, 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 2010 ter dodatnim revizorjevim poročilom o izpolnjevanju pravil o upravljanju s tveganji za leto 2010 in nanju nima pripomb.

Federico Ghizzoni
Predsednik nadzornega sveta
UniCredit Banka Slovenija d.d.

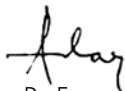
Izjava o odgovornosti

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

Uprava je pri pripravi računovodskih izkazov v letnem poročilu za leto, ki se je končalo 31. decembra 2010, 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 vodi računovodske evidence, ki z razumno natančnostjo razkrivajo finančni položaj Banke in s katerimi je mogoče zagotoviti, da so računovodski izkazi v vseh pomembnejših pogledih skladni s predpisi Vlade Republike Slovenije, predpisi in navodili Banke Slovenije ter z mednarodnimi standardi računovodskega poročanja. Uprava je v splošnem odgovorna tudi za sprejetje ukrepov, ki so razumno potrebni za zaščito premoženja Banke in za preprečevanje in odkrivanje prevar in drugih nepravilnosti.

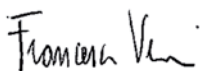
V imenu uprave



Dr. France Arhar
Predsednik uprave



Janko Medja, MBA
Član uprave



Francesco Vercesi
Član uprave



Yilmaz Arisoy, MBA
Finančni direktor

Ljubljana, 17. februar 2011

Poročilo neodvisnega revizorja



Poročilo neodvisnega revizorja

Unicredit Banka Slovenija d.d.

Revidirali smo priložene računovodske izkaze banke Unicredit Banka Slovenija d.d., ki vključujejo izkaz finančnega položaja na dan 31. decembra 2010, izkaz poslovnega izida, izkaz vseobsegajočega donosa, izkaz sprememb lastniškega kapitala in izkaz denarnih tokov za tedaj končano ter povzetek bistvenih računovodskih usmeritev in druge pojasnjevalne opombe.

Odgovornost posloводства za računovodske izkaze

Posloводство je odgovorno za pripravo in pošteno predstavitev teh računovodskih izkazov v skladu z Mednarodnimi standardi računovodskega poročanja, kot jih je sprejela EU in za tako notranje kontroliranje, kot je v skladu z odločitvijo posloводства potrebno, da omogoči pripravo računovodskih izkazov, ki ne vsebujejo pomembno napačne navedbe zaradi prevare ali napake.

Revizorjeva odgovornost

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

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

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

Mnenje

Po našem mnenju so računovodski izkazi v vseh pomembnih pogledih poštena predstavitev finančnega stanja banke Unicredit Banka Slovenija d.d. na dan 31. decembra 2010 ter njenega poslovnega izida in denarnih tokov za tedaj končano leto v skladu z Mednarodnimi standardi računovodskega poročanja, kot jih je sprejela EU.

Druge zadeve

V skladu z zahtevo Zakona o gospodarskih družbah (ZGD - 1) in Zakonom o bančništvu potrjujemo, da so informacije v poslovnem poročilu skladne s priloženimi računovodskimi izkazi.

Manja Hejja, univ. dipl. ekon.

pooblaščen revizor

KPMG SLOVENIJA,

podjetje za revidiranje, d.o.o.

Borja Drobnic, univ. dipl. ekon.

pooblaščen revizor

partner

Ljubljana, 17. februar 2011

KPMG Slovenija, d.o.o.

Računovodski izkazi

Finančni kazalniki	53
Izkaz finančnega položaja	54
Izkaz vseobsegajočega donosa	55
Izkaz sprememb lastniškega kapitala	56
Izkaz denarnih tokov	57
Povzetek računovodskih usmeritev	58
Pojasnila k računovodskim izkazom	66


Finančni kazalniki

	2010	2009	2008
Izkaz finančnega položaja (v 1.000 EUR)			
Bilančna vsota	2.996.486	3.267.368	2.891.241
Vloge nebančnega sektorja	782.825	820.753	642.287
Vloge pravnih in drugih oseb	486.270	566.662	423.463
Vloge prebivalstva	296.555	254.091	218.824
Kreditni nebančnemu sektorju	2.309.160	2.099.091	2.064.458
Kreditni pravnim in drugim osebam	1.498.513	1.441.169	1.486.958
Kreditni prebivalstvu	810.647	657.922	577.500
Kapital	197.049	191.217	179.172
Oslabitev kreditov, merjenih po odplačni vrednosti	61.721	37.549	25.471
Rezervacije	2.117	2.478	1.166
Obseg zunajbilančnega poslovanja	5.068.424	5.169.843	5.327.214
Izkaz poslovnega izida (v 1.000 EUR)			
Čisti obrestni prihodki	53.000	39.030	45.117
Čisti neobrestni prihodki	22.070	25.513	19.355
Stroški dela	(20.347)	(18.741)	(18.648)
Drugi administrativni stroški	(14.128)	(13.006)	(14.366)
Amortizacija	(4.588)	(4.443)	(3.548)
Oslabitev in rezervacije	(20.194)	(16.965)	(6.993)
Poslovni izid pred obdavčitvijo	15.812	11.248	23.527
Davek od dohodka pravnih oseb	(2.666)	(2.450)	(5.044)
Zaposleni			
Število zaposlenih na dan 31. 12.	566	541	535
Delnice			
Število delničarjev	26	26	26
Nominalna vrednost delnic (v EUR)	4,17	4,17	4,17
Knjigovodska vrednost delnic (v EUR)	50,54	49,04	45,95
Število delnic	3.898.878	3.898.878	3.898.878
Kapital			
Količnik kapitalske ustreznosti	10,1 %	10,3 %	9,5 %
Kvaliteta sredstev in prevzetih obveznosti			
Oslabitev finančnih sredstev, merjenih po odplačni vrednosti in rezervacije za prevzete obveznosti / razvrščene aktivne bilančne in razvrščene zunajbilančne postavke	2,2 %	1,3 %	0,9 %
Profitabilnost			
Obrestna marža	1,8 %	1,3 %	1,8 %
Marža finančnega posredništva	2,5 %	2,2 %	2,7 %
Donos na aktivo pred davki (ROA)	0,5 %	0,4 %	1,0 %
Donos na kapital pred davki (ROE)	8,1 %	6,1 %	13,6 %
Donos na kapital po davkih	6,7 %	4,8 %	10,6 %
Stroški poslovanja			
Operativni stroški / povprečna aktiva	1,3 %	1,2 %	1,5 %
Likvidnost			
Povprečna likvidna sredstva/povprečne kratkoročne vloge nebančnega sektorja	42,1 %	37,9 %	28,7 %
Povprečna likvidna sredstva/povprečna aktiva	8,9 %	9,2 %	6,7 %

Izkaz finančnega položaja

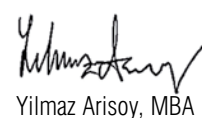
EUR 1.000			
Vsebina	Pojasnilo	31. 12. 2010	31. 12. 2009
Denar v blagajni in stanje na računih pri centralni banki	1	84.316	78.021
Finančna sredstva, namenjena trgovanju	2	117.940	85.190
Finančna sredstva, pripoznana po pošteni vrednosti skozi izkaz poslovnega izida	3	-	6.366
Finančna sredstva, razpoložljiva za prodajo	4	390.750	352.608
Izvedeni finančni instrumenti, namenjeni varovanju	5	4.874	5.672
Krediti	6	2.334.802	2.672.757
Krediti bankam		25.642	573.666
Krediti strankam		2.309.160	2.099.091
Finančna sredstva v posesti do zapadlosti	7	29.886	29.773
Nekratkoročna sredstva v posesti za prodajo	8	-	65
Opredmetena osnovna sredstva	9	8.995	9.530
Neopredmetena dolgoročna sredstva	10	15.032	12.621
Terjatve za davek od dohodkov pravnih oseb	11	3.634	2.498
Terjatve za davek		-	822
Odložene terjatve za davek		3.634	1.676
Druga sredstva	12	6.257	12.267
SKUPAJ SREDSTVA		2.996.486	3.267.368
Finančne obveznosti do centralne banke	13	-	120.633
Finančne obveznosti, namenjene trgovanju	14	109.352	82.290
Izvedeni finančni instrumenti, namenjeni varovanju	15	55.524	13.992
Finančne obveznosti, merjene po odplačni vrednosti	16	2.608.917	2.836.581
Vloge bank		1.443.842	1.602.586
Vloge strank		782.825	820.753
Krediti bank		352.102	383.113
Podrejene obveznosti		30.148	30.129
Rezervacije	17	2.117	2.478
Obveznosti za davek od dohodkov pravnih oseb	18	2.408	1.253
Obveznosti za davek		921	-
Odložene obveznosti za davek		1.487	1.253
Druge obveznosti	19	21.119	18.924
SKUPAJ OBVEZNOSTI		2.799.437	3.076.151
Osnovni kapital	20	16.258	16.258
Kapitalske rezerve	21	61.885	61.885
Presežek iz prevrednotenja	22	(7.496)	(182)
Rezerve iz dobička (vključno z zadržanim dobičkom)	23	119.829	108.857
Čisti dobiček poslovnega leta	24	6.573	4.399
SKUPAJ KAPITAL		197.049	191.217
SKUPAJ OBVEZNOSTI IN KAPITAL		2.996.486	3.267.368

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


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Izkaz vseobsegajočega donosa

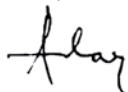
Izkaz poslovnega izida

EUR 1.000			
Vsebina	Pojasnilo	31. 12. 2010	31. 12. 2009
Prihodki iz obresti	25	116.886	118.606
Odhodki za obresti	26	(63.886)	(79.576)
Čiste obresti		53.000	39.030
Prihodki iz dividend	27	2.290	1.638
Prihodki iz opravnin (provizij)	28	22.591	20.413
Odhodki za opravnine (provizije)	29	(3.854)	(3.390)
Čiste opravnine (provizije)		18.737	17.023
Realizirani dobički/izgube iz finančnih sredstev in obveznosti, ki niso merjeni po pošteni vrednosti skozi izkaz poslovnega izida	30	647	1.364
Čisti dobički/izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju	31	(3.771)	834
Dobički/izgube iz finančnih sredstev in obveznosti, pripoznanih po pošteni vrednosti skozi izkaz poslovnega izida	32	(11)	144
Čisti dobički/izgube iz tečajnih razlik	33	4.585	4.773
Čisti dobički/izgube iz odprave pripoznanja sredstev brez nekratkoročnih sredstev v posesti za prodajo	34	(364)	(372)
Drugi čisti poslovni dobički/izgube	35	(24)	109
Finančni in poslovni prihodki in odhodki		75.089	64.543
Administrativni stroški	36	(34.475)	(31.747)
Amortizacija	37	(4.588)	(4.443)
Rezervacije	38	346	(1.354)
Oslabitve	39	(20.540)	(15.611)
Čisti dobički/izgube iz nekratkoročnih sredstev v posesti za prodajo	40	(19)	(140)
DOBIČEK IZ REDNEGA POSLOVANJA		15.813	11.248
Davek iz dohodka pravnih oseb	41	(2.666)	(2.450)
ČISTI DOBIČEK POSLOVNEGA LETA		13.147	8.798
Dobiček na delnico (EUR)	24	3,37	2,26

Izkaz drugega vseobsegajočega donosa

Vsebina	Pojasnilo	2010	2009
		EUR 1.000	
Čisti dobiček/izguba poslovnega leta po obdavčitvi		13.147	8.798
Drugi vseobsegajoči donos po obdavčitvi	22	(7.314)	3.248
Čisti dobički/izgube, pripoznani v presežku iz prevrednotenja v zvezi z varovanjem denarnih tokov (uspešni del varovanja)	22	(2.746)	(1.228)
Dobički/izgube, pripoznani v presežku iz prevrednotenja		(2.746)	(1.228)
Čisti dobički/izgube, pripoznani v presežku iz prevrednotenja v zvezi s finančnimi sredstvi razpoložljivimi za prodajo	22	(6.397)	5.342
Dobički/izgube, pripoznani v presežku iz prevrednotenja		(6.397)	5.259
Prenos dobičkov/izgub iz presežka prevrednotenja v poslovni izid		-	83
Davek iz dohodka pravnih oseb od drugega vseobsegajočega donosa	22	1.829	(866)
VSEOBSEGAJOČI DONOS POSLOVNEGA LETA PO OBDAVČITVI		5.833	12.046

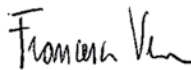
Pojasnila k računovodskim izkazom so sestavni del slednjih in jih je treba brati skupaj z njimi.




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Član uprave



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Yilmaz Arisoy, MBA
Finančni direktor

Izkaz sprememb lastniškega kapitala

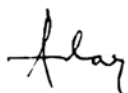
2010

Vsebina	Osnovni kapital	Kapitalske rezerve	Presežek iz prevrednotenja			Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	Skupaj kapital
			Varovanje denarnih tokov	Finančna sredstva razpoložljiva za prodajo	Rezerve iz dobička		
ZAČETNO STANJE V POSLOVNEM OBDOBJU	16.258	61.885	(5.183)	5.001	108.857	4.399	191.217
Vseobsegajoči donos poslovnega leta po obdavčitvi	-	-	(2.197)	(5.118)	-	13.147	5.832
Razporeditev čistega dobička v rezerve iz dobička	-	-	-	-	10.972	(10.972)	-
KONČNO STANJE V POSLOVNEM OBDOBJU	16.258	61.885	(7.380)	(117)	119.829	6.574	197.049
BILANČNI DOBIČEK POSLOVNEGA LETA						6.574	6.574

2009

Vsebina	Osnovni kapital	Kapitalske rezerve	Presežek iz prevrednotenja			Zadržani dobiček / izguba vključno s čistim dobičkom / izgubo poslovnega leta	Skupaj kapital
			Varovanje denarnih tokov	Finančna sredstva razpoložljiva za prodajo	Rezerve iz dobička		
ZAČETNO STANJE V POSLOVNEM OBDOBJU	16.258	61.885	(4.148)	719	95.216	9.242	179.172
Vseobsegajoči donos poslovnega leta po obdavčitvi	-	-	(1.035)	4.282	-	8.798	12.045
Razporeditev čistega dobička v rezerve iz dobička	-	-	-	-	13.641	(13.641)	-
KONČNO STANJE V POSLOVNEM OBDOBJU	16.258	61.885	(5.183)	5.001	108.857	4.399	191.217
BILANČNI DOBIČEK POSLOVNEGA LETA						4.399	4.399

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Izkaz denarnih tokov

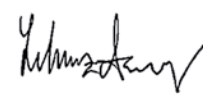
EUR 1.000			
Oznaka	Vsebina	2010	2009
A.	DENARNI TOKOVI PRI POSLOVANJU		
a)	Čisti poslovni izid pred obdavčitvijo	15.812	11.248
	Amortizacija	4.588	4.443
	Oslabitev/(odprava oslabitve) finančnih sredstev v posesti do zapadlosti	20.540	15.611
	Čisti (dobički)/izgube iz tečajnih razlik	4.585	(4.773)
	Neto (dobički)/izgube iz finančnih sredstev v posesti do zapadlosti	(81)	(53)
	Neto (dobički)/izgube pri prodaji opredmetenih osnovnih sredstev in naložbenih nepremičnin	70	-
	Neto (dobički)/izgube pri prodaji neopredmetenih dolgoročnih sredstev	5	-
	Drugi (dobički)/izgube iz financiranja	(9.637)	(129)
	Neto nerealizirani dobički v kapitalu oz. presežku iz prevrednotenja iz finančnih sredstev, razpoložljivih za prodajo (brez učinka odloženega davka)	(6.397)	5.342
	Neto nerealizirani dobički v kapitalu oz. presežku iz prevrednotenja iz varovanja denarnih tokov pred tveganji (brez učinka odloženega davka)	(2.746)	(1.228)
	Druge prilagoditve čistega poslovnega izida pred obdavčitvijo	(361)	1.354
	Denarni tokovi pri poslovanju pred spremembami poslovnih sredstev in obveznosti	26.379	31.815
b)	(Povečanja) / zmanjšanja poslovnih sredstev (brez denarnih ekvivalentov)	(108.119)	(122.626)
	Čisto (povečanje)/zmanjšanje finančnih sredstev, namenjenih trgovanju	4.226	686
	Čisto (povečanje)/zmanjšanje finančnih sredstev, pripoznanih po pošteni vrednosti skozi izkaz poslovnega izida	6.482	10.320
	Čisto (povečanje)/zmanjšanje finančnih sredstev, razpoložljivih za prodajo	7.873	(156.377)
	Čisto (povečanje)/zmanjšanje kreditov	(150.421)	(8.195)
	Čisto (povečanje)/zmanjšanje drugih sredstev	23.720	30.939
c)	Povečanja / (zmanjšanja) poslovnih obveznosti:	(385.719)	392.690
	Čisto povečanje/(zmanjšanje) finančnih obveznosti do centralne banke	(120.633)	(80.000)
	Čisto povečanje/(zmanjšanje) vlog in najetih kreditov, merjenih po odplačni vrednosti	(266.600)	474.464
	Čisto povečanje/(zmanjšanje) drugih obveznosti	1.514	(1.774)
č)	Denarni tokovi pri poslovanju (a + b + c)	(467.459)	301.879
d)	(Plačani) / vrnjeni davek na dohodek pravnih oseb	(1.837)	(5.017)
e)	Neto denarni tokovi pri poslovanju (č + d)	(469.296)	296.861
B.	DENARNI TOKOVI PRI NALOŽBENJU		
a)	Prejemki pri naložbenju	65	266
	Prejemki iz nekratkoročnih sredstev ali obveznosti v posesti za prodajo	65	266
b)	Izdatki pri naložbenju	(6.540)	(7.411)
	(Izdatki pri nakupu opredmetenih osnovnih sredstev in naložbenih nepremičnin)	(1.510)	(2.196)
	(Izdatki pri nakupu neopredmetenih dolgoročnih sredstev)	(5.031)	(5.215)
c)	Neto denarni tokovi pri naložbenju (a-b)	(6.475)	(7.144)
C.	DENARNI TOKOVI PRI FINANCIRANJU		
a)	Prejemki pri financiranju	-	10.000
	Prejemki od izdanih podrejenih obveznosti	-	10.000
b)	Izdatki pri financiranju	-	-
c)	Neto denarni tokovi pri financiranju (a-b)	-	10.000
D.	Učinki spremembe deviznih tečajev na denarna sredstva in njihove ustreznike	813	1.854
E.	Učinki spremembe poštene vrednosti na denarna sredstva in njihove ustreznike	(2.111)	570
F.	Čisto povečanje denarnih sredstev in denarnih ustreznikov (Ae + Bc + Cc)	(475.771)	299.717
G.	Denarna sredstva in njihovi ustrezniki na začetku obdobja	692.658	390.517
H.	Denarna sredstva in njihovi ustrezniki na koncu obdobja (D + E + F + G)	215.590	692.658

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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 2010 je imela Banka skupno dvajset poslovalnic po vsej Sloveniji. Banka je hčerinska banka UniCredit Bank Austria AG. Matična banka Skupine je UniCredit S.p.A s sedežem v Rimu, A. Specchi, 16, Italija.

UniCredit Banka Slovenija d.d. ima dovoljenje za opravljanje bančnih storitev po 7. členu Zakona o bančništvu (Uradni list RS, št. 131/06; v nadaljevanju: ZBan-1). Bančne storitve zajemajo sprejemanje depozitov od javnosti ter dajanje kreditov za svoj račun.

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

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

- sprejemanje depozitov;
- dajanje kreditov, ki vključuje:
 - potrošniške kredite,
 - hipotekarne kredite,
 - odkup terjatev z regresom ali brez njega (factoring),
 - financiranje komercialnih poslov, vključno z izvoznim financiranjem na podlagi odkupa z diskontom in brez regresa dolgoročnih nezapadlih terjatev, zavarovanih s finančnim instrumentom (forfeiting);
- storitve plačilnega prometa po ZPlaP, razen storitev upravljanja plačilnih sistemov;
- izdajanje in upravljanje plačilnih instrumentov (na primer kreditnih kartic in potovalnih čekov);
- 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 in storitve v zvezi z združitvami in nakupom podjetij;
- upravljanje z naložbami in svetovanje v zvezi s tem;
- investicijske ter pomožne investicijske storitve in posli.

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

- posredovanje pri prodaji zavarovalnih polic po zakonu, ki ureja zavarovalništvo;
- skrbniške storitve po zakonu, ki ureja investicijske sklade in družbe za upravljanje.

Objavljene računovodske izkaze je Uprava Banke potrdila 25. januarja 2011.

Povzetek pomembnih računovodskih usmeritev

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

IZJAVA O SKLADNOSTI

Nekonsolidirani računovodski izkazi so bili pripravljene v skladu z Mednarodnimi standardi računovodskega poročanja (MSRP) in pojasnili, ki jih je objavil Odbor za mednarodne računovodske standarde (International Accounting Standards Board, IASB) in jih je sprejela Evropska unija. Z dnem objave teh računovodskih izkazov se MSRP-ji, kot jih je sprejela Evropska unija, ne razlikujejo od MSRP-jev, kot jih je objavil IASB, razen za instrumente, za katere v skladu z MRS 39 velja obračunavanje varovanja pred tveganjem, ki ga Evropska unija ni sprejela. Banka ne uporablja instrumentov, za katere bi veljalo obračunavanje varovanja pred tveganjem v skladu z MRS 39. Tako morebiten sprejem MRS 39 s strani Evropske unije na dan bilance stanja tudi v delu obračunavanja varovanja pred tveganjem ne bi imel učinka na priložene računovodske izkaze Banke.

Računovodski izkazi so pripravljene v skladu z MSRP, pri čemer so kot podlaga za merjenje uporabljene izvirne vrednosti, razen ob merjenju nekaterih finančnih instrumentov, kjer so kot podlaga za merjenje uporabljene njihove pošteno vrednosti.

Banka nima odvisnih ali pridruženih podjetij, ki bi jih obvladovala, zato ni zavezana k pripravi konsolidiranih računovodskih izkazov.

UPORABA OCEN IN PREDPOSTAVK

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

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

a) Opredelitev pošteno vrednosti

Banka dnevno vrednoti izvedene finančne instrumente, finančna sredstva, namenjena trgovanju, kot tudi finančna sredstva, razpoložljiva za prodajo, na pošteno vrednost instrumenta. Opredelitev pošteno 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.

Banka uporablja naslednje metode opredelitve pošteno vrednosti:

- kotirana cena na delujočem trgu za identičen instrument;
- metode vrednotenja, ki temeljijo na pomembnih dejavnikih, kot

so kotirane cene na delujočem trgu za podobne instrumente ali metode vrednotenja, kjer lahko vse pomembne dejavnike neposredno ali posredno opazimo na trgu.

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

- Raven 1: poštena vrednost je določena kot kotirana cena (nepriprilagojena) na delujočih trgih za enaka sredstva ali obveznosti
- Raven 2: poštena vrednost je določena z vložki poleg kotiranih cen, vključenih v nivo 1, ki so neposredno (to je kot cene) ali posredno (to je kot izpeljani iz cen) zaznavni za sredstvo ali obveznosti
- Raven 3: poštena vrednost je določena z vložki za sredstvo ali obveznost, ki ne temeljijo na zaznavnih tržnih podatkih; Banka določa pošteno vrednost s pomočjo modela.

b) Oslabitev

Za stranke iz segmenta poslovanja s podjetji in segmenta poslovanja s prebivalstvom, ki pomembno zamujajo s poravnavo obveznosti, se slabitve finančnih sredstev ocenjujejo posamično, in sicer glede na primerno oceno sedanje vrednosti pričakovanega denarnega toka. Pri ocenjevanju denarnih tokov Banka presoja finančno poslovanje stranke kot tudi njeno preteklo plačilno (ne)disciplino in način odplačevanja. Ocena vrednosti zavarovanja, ki se upošteva pri izračunu slabitev, temelji na izkušnjah Banke in pridobljenih cenitvah, če in ko je to mogoče. Banka uporablja tudi različne faktorje zavarovanja v smislu konzervativnega pristopa k vrednotenju razpoložljivih zavarovanj. Slabitve se oblikujejo mesečno, postopek pa je urejen z internimi navodili in ima ustrezno informacijsko podporo. Organi pristojni za upravljanje s kreditnim tveganjem odobrijo vsako slabitev sredstev glede na vrednost, skladno z izračunano oceno denarnih tokov.

Pri strankah, kjer ni znakov za oblikovanje posamičnih slabitev, Banka uporablja skupinsko ocenjevanje za oblikovanje slabitev. Le-te zajemajo kreditne izgube, ki se nanašajo na portfelj kreditov. Pri izračunavanju potrebe za skupinske slabitve vodstvo Banke upošteva tudi dejavnike kot so kakovost posojil, velikost portfelja in ekonomske dejavnike vključno z analizo pretekle plačilne discipline v teh razredih. Slabitve za nastale, vendar še ne izkazane izgube (IBNR) se izračunavajo na mesečni ravni, temeljijo pa na kakovosti portfelja in na tako imenovanem obdobju evidentiranja izgube (loss detection period).

SPREMEMBE RAČUNOVODSKIH USMERITEV

Banka v letu 2010 ni spreminjala računovodskih usmeritev.

IZDANI, Vendar še ne uveljavljeni standardi in pojasnila

Številni novi standardi, dopolnitve standardov in pojasnila za leto, ki se je končalo na dan 31. december 2010, še ne veljajo in jih Banka pri pripravi računovodskih izkazov ni upoštevala:

- Spremenjen MRS 24 Razkrivanje povezanih strank (v veljavi od 1. januarja 2011).

V skladu s spremembo so državne ustanove oproščene razkrivanja poslov s povezano stranko ter odprtih stanj, vključno z obvezami do:

- (a) vlade, ki usmerja, skupno obvladuje ali ima pomemben vpliv na poročajočo družbo; in do
- (b) druge družbe, ki se obravnava kot povezana družba, ker ista vlada usmerja, skupno obvladuje ali ima pomemben vpliv na poročajočo in drugo družbo.

Spremenjen standard zahteva posebna razkritja, če poročajoča družba uveljavi to izvetje oz. izjemo.

Standard tudi na novo definira pojem povezane stranke, kot posledica novih povezav (npr. pridružena podjetja obvladujočega družbenika in obvladovanih družb, ali skupaj obvladovanih družb s strani vodilnih).

Spremenjen MRS 24 za Banko ni pomemben, saj le-ta ni vladna ustanova, spremenjena definicija povezane družbe pa ne bo rezultirala v novih povezavah, ki jih bo potrebno razkriti v računovodskih izkazih.

- Dopolnilo k OPMSRP 14 MRS 19 - Omejitev sredstva določenega zaslužka, minimalne zahteve financiranja in njihove medsebojne povezanosti (v veljavi od 1. januarja 2011)
Dopolnilo OPMSRP 14 določa računovodsko obravnavanje predplačil, ki so potrebna v primeru minimalne zahteve financiranja. V skladu z dopolnili, mora družba pripoznati določena predplačila kot sredstva na podlagi dejstva, da ima družba iz tega naslova bodoče gospodarske koristi, in sicer v obliki zmanjšanja čistih izdatkov v prihodnjih letih, ko bi plačila iz naslova minimalne zahteve financiranja bila obvezna.

Dopolnilo OPMSRP 14 za Banko ni pomembno, saj le-ta nima pokojninskih načrtov z opredeljeno višino pokojnine.

- OPMSRP 19 Poravnava finančnih obveznosti s kapitalskimi instrumenti (v veljavi od 1. julija 2010)
Pojasnilo določa, da se kapitalski instrumenti, ki jih družba izda upniku za poravnavo finančne obveznosti v celoti ali delno obravnavajo kot plačano nadomestilo v skladu z 41. členom MRS 39.

Kapitalski instrumenti, izdani upniku za poravnavo finančne obveznosti v celoti ali delno, se na začetku izmerijo po njihovi pošteni vrednosti, razen če te poštene vrednosti ni mogoče zanesljivo izmeriti. V tem primeru je treba kapitalske instrumente izmeriti tako, da izražajo pošteno vrednost poravnane finančne obveznosti. Razliko med knjigovodsko vrednostjo poravnane finančne obveznosti (ali delom poravnane finančne obveznosti) in plačanim nadomestilom je treba pripoznati v poslovnem izidu.

Banka med letom ni izdala kapitalskih instrumentov za poravnanje finančnih obveznosti. Pojasnilo tako ne vpliva na primerjalne zneske v konsolidiranih računovodskih izkazih Banke na dan 31. december

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2010. Ker se pojasnilo navezuje zgolj na posle, ki se bodo zgodili v prihodnosti, ni mogoče vnaprej določiti učinkov pojasnila.

- Dopolnilo k MRS 32 Finančni instrumenti: Predstavljanje - Razvrščanje izdanih pravic (v veljavi od 1. februarja 2010)
V skladu z dopolnilom so pravice, opcije ali nakupni boni za pridobitev določenega števila lastnih kapitalskih instrumentov podjetja v zameno za določen znesek v kateri koli valuti, kapitalski instrumenti, če podjetje vsem svojim obstoječim lastnikom istega razreda ponudi sorazmerno pravice, opcije ali nakupne bone lastnih neizpeljanih kapitalskih instrumentov je potrebno pravice, opcije ali nakupne bone za nakup določenega števila lastnih kapitalskih instrumentov družbe.

Dopolnila k MRS 32 za Banko niso pomembna, saj le-ta ni nikoli izdala te vrste finančnih instrumentov.

PREVEDBA TUJE VALUTE

Funkcijska in predstavitevna valuta: Postavke v računovodskih izkazih so za leti 2010 in 2009 evidentirane v evrih, ki so funkcijska in predstavitevna valuta Banke.

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

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

Promptni menjalni tečaji, ki so bili uporabljeni pri pripravi bilance stanja Banke na dan poročanja, so bili naslednji:

Valuta	31. 12. 2010	31. 12. 2009
CHF	1,2504	1,4836
USD	1,3362	1,4406

FINANČNA SREDSTVA

Banka 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. Banka razvrsti finančna sredstva v te skupine ob začetnem pripoznanju.

Vsa finančna sredstva, s katerimi Banka razpolaga, so pripoznana ter je njihovo pripoznanje odpravljeno ob upoštevanju datuma trgovanja razen posojil in terjatev, ki so pripoznani 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.

Banka 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 Banka ohrani pravice do obvladovanja tveganj, jih pripozna kot ločeno sredstvo oziroma obveznost.

Banka 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 Banka 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 izpeljani 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 približno enaka tečaju na organiziranem trgu borznih vrednostnih papirjev ali izračunana s sprejemljivim modelom vrednotenja. Model poštene vrednosti upošteva krivuljo obrestne zamenjave in premijo za kreditno tveganje za določen dolžniški vrednostni papir. Premija za kreditno tveganje se določi s pomočjo primerljivih obveznic z enako zapadlostjo.

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

- Banka označi finančna sredstva po začetnem pripoznanju po pošteni vrednosti skozi poslovni izid, ker ta oznaka znatno zmanjša nedoslednost merjenja, ki bi sicer izhajala iz merjenja izpeljanega 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. Banka ugotavlja pošteno vrednost posojila najmanj enkrat mesečno.

b) Posojila in terjatve

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

- tistih, ki jih Banka namerava prodati takoj ali kratkoročno, ki se uvrstijo kot v posesti za trgovanje, in tistih, ki jih Banka po začetnem pripoznanju označi po pošteni vrednosti skozi poslovni izid;
- tistih, ki jih Banka po začetnem pripoznanju označi kot razpoložljiva za prodajo;
- tistih, za katere imetnik morda ne dobi povrnjene skoraj celotne pripoznane začetne naložbe, vendar ne zaradi poslabšanja kreditne sposobnosti, ki se uvrstijo kot na razpolago za prodajo.

Banka na datum vsakega poročanja oceni, ali obstaja kakšno znamenje, da utegne biti sredstvo oslabiljeno. Če obstaja kakršnokoli tako znamenje, oceni nadomestljivo vrednost sredstva.

Za vsa posojila se uporablja individualna presoja finančnih sredstev, razen za fizične osebe, kjer se uporablja ocena kakovosti portfelja finančnih sredstev.

c) Finančne naložbe v posesti do zapadlosti v plačilo

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

Finančne naložbe v posesti do zapadlosti v plačilo se izkazujejo po odplačni vrednosti.

Banka na datum vsakega poročanja oceni, ali obstaja kakšno znamenje, da utegne biti sredstvo oslabiljeno. Če obstaja tako znamenje, oceni nadomestljivo vrednost sredstva.

d) Za prodajo razpoložljiva finančna sredstva

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

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

tečaj/denarni tok, prilagojenih tako, da odražajo specifične okoliščine izdajatelja.

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

IZPELJANI FINANČNI INSTRUMENTI

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

Izpeljani finančni instrumenti se v bilanci stanja na začetku pripoznajo po odplačni vrednosti in se pozneje izmerijo po pošteni vrednosti. Poštene vrednosti so določene na podlagi objavljenih cen na delujočem trgu, z uporabo modelov diskontiranih denarnih tokov ali uporabo modelov za opsijsko vrednotenje, odvisno od posameznega izpeljanega finančnega instrumenta. Spremembe poštene vrednosti izpeljanih finančnih instrumentov, ki ne predstavljajo instrumentov za varovanje pred tveganjem, se izkazujejo v postavki »Čisti dobički/izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju«.

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

Poštena vrednost valutnih izvedenih finančnih instrumentov je njihova tržna cena v sistemu Wall Street, poštena vrednost obrestnih izvedenih finančnih instrumentov pa tržna cena v sistemu OPUS. Pošteno vrednost izvedenih finančnih instrumentov na lastniške vrednostne papirje ter blagovnih izvedenih finančnih instrumentov pa Banki posreduje Bayerische Hypo- und Vereinsbank AG, München.

INSTRUMENTI ZA VAROVANJE PRED TVEGANJEM

a) Varovanje poštene vrednosti pred tveganjem

V letu 2010 Banka ni izvajala varovanja poštene vrednosti pred tveganjem.

b) Varovanje denarnih tokov pred tveganjem

V skladu z MSRP varovanje denarnih tokov služi varovanju pred negotovimi (variabilnimi) denarnimi tokovi v prihodnje. S tem

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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 bilanci stanja, 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, nižji ali enaki denarnim tokovom pred tveganjem varovane postavke (postavk). Učinkoviti deli so pripoznani neposredno v kapitalu (Presežek iz prevrednotenja, 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.

Banka se poslužuje varovanja denarnih tokov za upravljanje s tveganji obrestnih mer na agregirani osnovi. Izvedeni finančni instrumenti se ne povezujejo s posameznimi transakcijami.

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

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

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

Dobe koristnosti sredstev so razkrite v naslednji tabeli:

	31. 12. 2010	31. 12. 2009
Vlaganje v tuje objekte	10 let	10 let
Računalniška oprema	4 leta	4 leta
Pohištvo, naprave in motorna vozila	4 do 10 let	4 do 10 let
Neopredmetena dolgoročna sredstva - programska oprema	5 let	5 let

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

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

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

Banka občasno preverja vrednost svojih opredmetenih osnovnih in neopredmetenih dolgoročnih sredstev, da bi prepoznala, ali utegnejo biti oslabiljena. Kadar in zgolj kadar je nadomestljiva vrednost sredstva manjša od njegove knjigovodske vrednosti, Banka zmanjša knjigovodsko vrednost na njegovo nadomestljivo vrednost. Takšno zmanjšanje je izguba zaradi oslabitve.

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

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

DRUGA SREDSTVA

Druga sredstva sestavljajo časovne razmejitve, provizije, ki ne sodijo v izračunavanje odplačne vrednosti finančnih sredstev in druga sredstva, ki niso izkazana v ostalih postavkah.

FINANČNE OBVEZNOSTI

Banka pripozna finančne obveznosti po pošteni vrednosti. Po začetnem pripoznanju jih izmeri po odplačni vrednosti z uporabo metode veljavnih obresti.

Banka doslej še ni pripoznala finančnih obveznosti po pošteni vrednosti skozi poslovni izid.

Postavka »Finančne obveznosti, namenjene trgovanju« izkazuje negativno tržno vrednost izpeljanih finančnih instrumentov.

REZERVACIJE

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

Rezervacije se oblikujejo za:

- potencialne izgube v zvezi s tveganji, ki izhajajo iz zunajbilančnih postavk,

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

IZKAZ DENARNIH TOKOV

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

UGODNOSTI ZAPOSLENIH

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

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 bilance stanja znani tržni donosi obveznic, katerih izdajatelji so družbe iz evroobmočja,
- ocenjeno povečanje prihodnjih plač,
- ocenjeno povečanje jubilejnih nagrad,
- stopnje smrtnosti – tabela smrtnosti v Sloveniji v letih 2000-2002,
- fluktuacija zaposlenih na podlagi zabeleženih podatkov o zaposlenih v Banki v prejšnjih letih,
- starost ob upokojitvi: 59 let za ženske in 61 let za moške,
- tekoči podatki o zaposlenih v Banki (trajanje zaposlitve, starost, spol, povprečni zaslužki),
- povprečna mesečna plača v Republiki Sloveniji,
- v primeru, da je na dan, za katerega je narejen izračun, zgoraj navedena starost ob upokojitvi že dosežena ali presežena, se predpostavlja upokojitev čez šest mesecev.

Znesek obvez, ki izhajajo iz jubilejnih nagrad in odpravnin zaposlenim, je pripoznan kot sedanja vrednost pričakovanih prihodnjih plačil. Aktuarski dobički in izgube so pripoznani v poslovnem izidu. Aktuarski dobički in izgube, ki izvirajo iz izkustvene prilagoditve in iz učinkov sprememb aktuarskih predpostavk ter presegajo 10 % sedanje vrednosti obveze za določene zasluzke in 10 % poštene vrednosti kakršnihkoli sredstev programa, se pripoznajo v izkazu poslovnega izida postopno v pričakovani povprečni preostali delovni dobi zaposlenih.

Banka plačuje prispevke za pokojninsko zavarovanje v skladu z zakonodajo. Prispevki predstavljajo stroške v obdobju, na katerega se nanašajo, in so v izkazu poslovnega izida prikazani med stroški dela. Finančna skupina UniCredit je vzpostavila srednje- do dolgoročni

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

Kriteriji izračuna poštene vrednosti za s kapitalom poravnane delniške opcije: Poštena vrednost je bila izračunana z uporabo »Hull and White« modela. Model temelji na trinomialnem drevesu cenovne distribucije z uporabo Boyleovega algoritma in ocenjuje zgodnjo verjetnost izpolnitve na temelju determinističnega modela, ki je povezan z doseganjem tržne vrednosti delnice, kar je enako izpolnitvenemu večkratniku cene in verjetnosti, da jih bo upravičenec odtujil v obdobju moratorija neizvršljivosti opcij. Kriteriji izračuna poštene vrednosti delnice: Poštena vrednost je bila izračunana na podlagi tržne vrednosti delnice zmanjšana za sedanjo vrednost dividend, ki se nanašajo na obdobje od podelitve do izvršitve pravice.

Odmerno obdobje za delnice je 1 leto, odmerno obdobje za delniške opcije pa štiri leta. Pravice iz naslova podeljenih delnic je možno uveljaviti v 5 mesecih po koncu odmerne obdobja, iz naslova delniški opcij pa v 6 do 10 letih po koncu odmerne obdobja.

DELNIŠKI KAPITAL

Delniški kapital je sestavljen iz vpoklicanega osnovnega kapitala, kapitalskih rezerv, presežka iz prevrednotenja (presežka iz prevrednotenja pri poslih z vrednostnimi papirji, razpoložljivimi za prodajo, in varovanja denarnih tokov), rezerv iz dobička in čistega dobička poslovnega leta.

DOBIČEK NA DELNICO

Banka je predstavila dobiček na delnico za svoje navadne (kosovne) delnice. Dobiček na delnico je izračunan kot kvocient med dobičkom ali izgubo ter povprečnim številom delnic v obdobju.

Banka nima prednostnih delnic ali drugih zamenljivih instrumentov, zato je popravljen čisti dobiček na delnico enak izračunanemu dobičku na delnico.

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.

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

Povzetek računovodskih usmeritev

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 obresti.

IZGUBE ZARADI OSLABITVE POSOJIL IN TERJATEV

Banka oceni na vsak dan bilance stanja, ali obstaja kak nepristranski dokaz o morebitni oslabilnosti finančnega sredstva. Če takšni dokazi obstajajo, Banka izmeri znesek izgube kot razliko med knjigovodsko vrednostjo in sedanjo vrednostjo pričakovanih prihodnjih denarnih tokov razobresteni po izvorni veljavni obrestni meri sredstva. Vrednost izgube se pripozna v poslovnem izidu.

PRIHODKI IN ODHODKI IZ PROVIZIJ

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

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).

Trenutna davčna stopnja za davek od dobička pravnih oseb je 20 % (za leto 2009: 21 %). Za odložene davke je bila uporabljena stopnja 20 % (za leto 2009: 20 %), ki predstavlja stopnjo davka od dohodkov pravnih oseb za leto 2011.

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

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 povrjnjeni v prihodnjih obdobjih glede na odbitne začasne razlike,

prenos neizrabljenih davčnih izgub v naslednja obdobja in prenos neizrabljenih davčnih dobropisov v naslednja obdobja.

Banka mora plačevati različne posredne davke iz poslovanja. Ti so vključeni kot sestavina administrativnih stroškov.

POSLOVANJE PO POOBLASTILIH

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

POROČANJE PO ODSEKIH

Banka se ni odločila, da bi razkrila računovodske informacije po odsekih, ker se z njenimi delnicami ne trguje javno ter ne izdaja lastniških ali dolžniških vrednostnih papirjev na javnih trgih.

REGULATORNE ZAHTEVE

Za Banko veljajo regulatorne zahteve Banke Slovenije. Ti predpisi vključujejo limite in druge omejitve, ki se nanašajo na zahteve za minimalno kapitalsko ustreznost, klasifikacijo posojil in zunajbilančnih obveznosti in rezervacij za kritje kreditnega tveganja, likvidnosti, obrestnih in deviznih pozicij. 31. decembra 2010 sta bila Banka in njeno poslovanje v vseh pomembnih pogledih usklajena z zakonodajnimi zahtevami.

POVEZANE OSEBE

Povezane osebe so:

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

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

Za vse, kar življenje prinese.



Pojasnila k računovodskim izkazom

Pojasnila k izkazu finančnega položaja

Pojasnilo 1: Denar v blagajni in stanje na računih pri centralni banki

EUR 1.000	31. 12. 2010	31. 12. 2009
Denar v blagajni	13.174	12.454
Stanja pri centralni banki	71.142	65.567
Obvezne rezerve pri centralni banki	19.142	25.567
Druga sredstva pri centralni banki	52.000	40.000
Skupaj	84.316	78.021

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.

Obveznosti, ki so vključene v osnovo za obvezne rezerve in za katere se uporablja pozitivna stopnja rezerv 2,00 %:

- vloge čez noč,
- vloge z dogovorjeno dospelostjo do dveh let,
- vloge na odpoklic z odpovednim rokom do dveh let,
- dolžniški vrednostni papirji z dogovorjeno dospelostjo do dveh let.

Obveznosti, ki so vključene v osnovo za obvezne rezerve in za katere se uporablja stopnja rezerv, enaka 0,00 %:

- vloge z dogovorjeno dospelostjo več kot dve leti,
- vloge na odpoklic z odpovednim rokom več kot dve leti,
- repo posli,
- dolžniški vrednostni papirji z dogovorjeno dospelostjo več kot dve leti.

Izračunane obvezne rezerve po stanju na dan 31. december 2010 znašajo 13.532 tisoč evrov. Banka mora izpolniti zahteve v obdobju od 9. februarja 2011 do 8. marca 2011.

Pojasnilo 2: Finančna sredstva, namenjena trgovanju

EUR 1.000	31. 12. 2010			31. 12. 2009		
	Raven 1	Raven 2	Skupaj	Raven 1	Raven 2	Skupaj
Lastniški vrednostni papirji	596	-	596	191	-	191
Delnice, podjetja	596	-	596	191	-	191
Dolžniški vrednostni papirji	22	403	425	2.644	4.671	7.315
Obveznice, Republika Slovenija	-	403	403	-	4.671	4.671
Obveznice, enote centralne ravni države	22	-	22	2.644	-	2.644
Kreditni	272	-	272	531	-	531
Izvedeni finančni instrumenti namenjeni trgovanju	-	116.647	116.647	-	77.153	77.153
Terminske pogodbe (Forward)	-	608	608	-	118	118
Opcije (Option)	-	33.838	33.838	-	34.330	34.330
Zamenjave (Swap)	-	82.201	82.201	-	42.705	42.705
Skupaj	890	117.050	117.940	3.366	81.824	85.190

V računovodskih izkazih na dan 31. december 2009 je Banka aktivne časovne razmejitev iz spot poslov v znesku 531 tisoč evrov izkazovala med drugimi sredstvi, v letu 2010 pa jih je začela pripoznavati med krediti, namenjenimi trgovanju. Zaradi zagotavljanja primerljivosti s podatki za leto 2010, so tudi podatki na dan 31. december 2009 ustrezno prilagojeni.

Dolžniški vrednostni papirji

EUR 1.000	2010	2009
Začetno stanje	7.315	28.252
Povečanje	864.619	649.030
Nakup	864.619	649.030
Zmanjšanje	(871.509)	(669.967)
Prodaja/unovčenje	(871.412)	(669.498)
Negativno vrednotenje	(97)	(469)
Končno stanje	425	7.315

Lastniški vrednostni papirji

EUR 1.000	2010	2009
Začetno stanje	191	-
Povečanje	662	216
Nakup	662	216
Zmanjšanje	(257)	(25)
Prodaja/unovčenje	(231)	-
Negativno vrednotenje	(26)	(25)
Končno stanje	596	191

Pojasnilo 3: Finančna sredstva, pripoznana po pošteni vrednosti skozi izkaz poslovnega izida

EUR 1.000	31. 12. 2010 Raven 3	31. 12. 2009 Raven 3
Kreditni	-	6.366
Skupaj	-	6.366

Pojasnila k računovodskim izkazom

Gibanje

EUR 1.000	2010	2009
Začetno stanje	6.366	16.730
Povečanje	532	1.138
Novi krediti	189	651
Pozitivno vrednotenje	-	145
Tečajne razlike	343	342
Zmanjšanje	(6.898)	(11.502)
Poplačila	(6.562)	(11.167)
Negativno vrednotenje	(121)	-
Tečajne razlike	(215)	(335)
Končno stanje	-	6.366

Pojasnilo 4: Finančna sredstva, razpoložljiva za prodajo

EUR 1.000	31. 12. 2010				31. 12. 2009			
	Raven 1	Raven 2	Raven 3	Skupaj	Raven 1	Raven 2	Raven 3	Skupaj
Delnice in deleži	50.735	-	229	50.964	53.698	-	229	53.927
Obveznice, Republika Slovenija	-	132.452	-	132.452	-	163.160	-	163.160
Obveznice, enote centralne ravni države	44.757	-	-	44.757	35.487	-	-	35.487
Obveznice, banke	47.354	106.892	8.331	162.577	-	87.043	12.991	100.034
Skupaj	142.846	239.344	8.560	390.750	89.185	250.203	13.220	352.608

Na dan 31. december 2010 ima Banka 148.931 tisoč evrov obveznic vključenih v Sklad finančnega premoženja pri Banki Slovenije, 197 tisoč evrov naložb v vrednostne papirje za zajamčene terjatve vlagatelja po Zakonu o trgu finančnih instrumentov ter 5.896 tisoč evrov naložb v vrednostne papirje za zagotavljanje likvidnih sredstev, potrebnih za izplačilo zajamčenih vlog po sistemu jamstva za vloge v Republiki Sloveniji.

Gibanje delnic in deležev

EUR 1.000	2010		2009	
	Skupaj	Raven 3	Skupaj	Raven 3
Začetno stanje	53.927	229	282	282
Povečanje	-	-	61.861	-
Nakup	-	-	61.176	-
Pozitivno vrednotenje in tečajne razlike	-	-	685	-
Zmanjšanje	(2.963)	-	(8.216)	(53)
Prodaja/unovčenje	-	-	(8.163)	-
Negativno vrednotenje	(2.963)	-	(53)	(53)
Končno stanje	50.964	229	53.927	229

Gibanje obveznic

EUR 1.000	2010		2009	
	Skupaj	Raven 3	Skupaj	Raven 3
Začetno stanje	298.681	12.991	217.107	30.225
Povečanje	129.827	26	127.212	93
Nakup	129.746	-	121.856	-
Pozitivno vrednotenje	81	26	5.356	93
Zmanjšanje	(88.722)	(4.686)	(45.638)	(17.327)
Prodaja/unovčenje	(84.791)	(4.587)	(44.987)	(17.290)
Negativno vrednotenje	(3.931)	(99)	(651)	(37)
Končno stanje	339.786	8.331	298.681	12.991

Prerazvrstitve

EUR 1.000	31. 12. 2010		Vrednost na dan prerazvrstitve		31. 12. 2009	
	Knjižna vrednost	Poštena vrednost	Knjižna vrednost	Poštena vrednost	Knjižna vrednost	Poštena vrednost
Finančna sredstva, namenjena trgovanju, prerazvrščena v za prodajo razpoložljiva sredstva	88.752	88.752	95.531	95.531	89.733	89.733

Če Banka ne bi opravila prerazvrstitev finančnih sredstev, bi bil njen izkaz poslovnega izida drugačen na naslednji postavki in v naslednji vrednosti:

EUR 1.000	31. 12. 2010	31. 12. 2009
Čisti dobički/izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju	(981)	3.323

Pojasnilo 5: Izvedeni finančni instrumenti, namenjeni varovanju - sredstva

EUR 1.000	31. 12. 2010	31. 12. 2009
	Raven 2	Raven 2
Varovanje denarnih tokov pred tveganjem	4.874	5.672
Skupaj	4.874	5.672

Pojasnila k računovodskim izkazom

Pojasnilo 6: Krediti

Kreditni bankam

EUR 1.000	31. 12. 2010	31. 12. 2009
Vloge na vpogled	6.941	62.719
Kratkoročni krediti	3.473	477.222
Dolgoročni krediti	7.273	21.184
Terjatve iz danih jamstev bankam	7.955	12.541
Skupaj	25.642	573.666

Banka ni pripoznala oslabitev za kredite bankam niti na dan 31. december 2009 niti na dan 31. december 2010.

V računovodskih izkazih na dan 31. december 2009 so bile terjatve iz naslova post-financiranja v skupnem znesku 12.541 tisoč evrov kategoriji "Druga sredstva", v letu 2010 pa jih je Banka začela pripoznavati med krediti bankam. Zaradi zagotavljanja primerljivosti s podatki za leto 2009, je Banka te terjatve in oslabitve tudi v stanjih na dan 31. december 2009 prenesla med kredite bankam.

Kreditni strankam

EUR 1.000	31. 12. 2010			31. 12. 2009		
	Bruto vrednost	Oslabitve	Neto vrednost	Bruto vrednost	Oslabitve	Neto vrednost
Kratkoročni	365.127	(17.211)	347.916	312.578	(11.406)	301.172
Podjetja	302.020	(13.261)	288.759	254.139	(8.788)	245.351
Finančne institucije	19.609	(235)	19.374	29.500	-	29.500
Javni sektor	252	-	252	339	-	339
Prebivalstvo	27.868	(3.493)	24.375	21.964	(2.618)	19.346
Tuji rezidenti	15.378	(222)	15.156	6.636	-	6.636
Dolgoročni	2.005.754	(44.510)	1.961.244	1.824.072	(26.153)	1.797.919
Podjetja	906.972	(28.115)	878.857	904.004	(12.979)	891.025
Finančne institucije	31.882	(281)	31.601	59.929	-	59.929
Javni sektor	201.092	(22)	201.070	129.861	-	129.861
Prebivalstvo	801.686	(15.413)	786.273	651.595	(13.019)	638.576
Tuji rezidenti	64.122	(679)	63.443	78.683	(155)	78.528
Skupaj	2.370.881	(61.721)	2.309.160	2.136.650	(37.559)	2.099.091

Kreditni podjetjem vključujejo tudi kredite samostojnim podjetnikom.

Stanje kreditov zaposlenim na dan 31. december 2010 znaša 22.264 tisoč evrov, na dan 31. december 2009 pa je znašalo 17.534 tisoč evrov.

Na dan 31. december 2010 ima Banka v Sklad finančnega premoženja pri Banki Slovenije vključenih 91.863 tisoč evrov kreditov.

V računovodskih izkazih na dan 31. december 2009 so bile terjatve za provizije v znesku 66 tisoč evrov ter njihove oslabitve v znesku 9 tisoč evrov ter terjatve v obračunu iz naslova plačilnih kartic v znesku 2.111 tisoč evrov izkazane v kategoriji "Druga sredstva", v letu 2010 pa jih je Banka začela pripoznavati med krediti. Zaradi zagotavljanja primerljivosti s podatki za leto 2010, je Banka te terjatve in oslabitve tudi v stanjih na dan 31. december 2009 prenesla med kredite in njihove oslabitve.

Oslabitve

EUR 1.000	2010	2009
Začetno stanje	(37.559)	(25.471)
Povečanje	(47.870)	(27.621)
Zmanjšanje	23.708	15.533
Končno stanje	(61.721)	(37.559)

Pojasnilo 7: Finančna sredstva v posesti do zapadlosti

EUR 1.000	31. 12. 2010	31. 12. 2009
Obveznice, banke	29.886	29.773
Skupaj	29.886	29.773

Gibanje

EUR 1.000	2010	2009
Začetno stanje	29.773	29.721
Povečanje	542	145
Nakup	542	145
Zmanjšanje	(429)	(93)
Unovčenje	(429)	(93)
Končno stanje	29.886	29.773

Na dan 31. december 2010 ima Banka celoten portfelj finančnih sredstev v posesti do zapadlosti vključenih v Sklad finančnega premoženja pri Banki Slovenije.

Prerazvrstitve

EUR 1.000	31. 12. 2010		Vrednost na dan prerazvrstitve		31. 12. 2009	
	Knjižna vrednost	Poštena vrednost	Knjižna vrednost	Poštena vrednost	Knjižna vrednost	Poštena vrednost
Finančna sredstva, namenjena trgovanju, prerazvrščena v sredstva v posesti do zapadlosti	29.886	29.861	29.640	29.640	29.773	29.765

Če Banka ne bi opravila prerazvrstitev finančnih sredstev, bi bil njen izkaz poslovnega izida drugačen na naslednji postavki in v naslednji vrednosti:

EUR 1.000	2010	2009
Čisti dobički/izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju	96	(8)

Pojasnilo 8: Nekratkoročna sredstva v posesti za prodajo

EUR 1.000	31. 12. 2010	31. 12. 2009
Sredstva prejeta za poplačilo terjatev v posesti za prodajo	-	65
Skupaj	-	65

Pojasnila k računovodskim izkazom

Pojasnilo 9: Opredmetena osnovna sredstva

EUR 1.000	2010				Skupaj
	Vlaganja v tuje objekte	Računalniška oprema	Druga oprema	Oprema v pripravi	
Nabavna vrednost					
Začetno stanje	9.068	4.112	5.538	175	18.893
Povečanje	574	-	-	969	1.543
Prenos iz opreme v pripravi	-	511	464	(975)	-
Izločitev	-	(358)	(332)	-	(689)
Končno stanje	9.642	4.264	5.671	170	19.747
Amortizacijski popravek vrednosti					
Začetno stanje	3.919	2.991	2.453	-	9.363
Amortizacija za leto	738	558	678	-	1.974
Izločitev	-	(356)	(229)	-	(585)
Končno stanje	4.657	3.193	2.902	-	10.752
Čista knjigovodska vrednost					
Začetno stanje	5.149	1.121	3.085	175	9.530
Končno stanje	4.985	1.071	2.769	170	8.995

EUR 1.000	2009				Skupaj
	Vlaganja v tuje objekte	Računalniška oprema	Druga oprema	Oprema v pripravi	
Nabavna vrednost					
Začetno stanje	8.054	4.146	5.195	114	17.509
Povečanje	1.116	-	-	1.097	2.213
Prenos iz opreme v pripravi	-	441	594	(1.036)	-
Izločitev	(102)	(475)	(251)	-	(828)
Končno stanje	9.068	4.112	5.538	175	18.894
Amortizacijski popravek vrednosti					
Začetno stanje	3.192	2.847	1.938	-	7.977
Amortizacija za leto	825	617	676	-	2.118
Izločitev	(98)	(473)	(161)	-	(732)
Končno stanje	3.919	2.991	2.453	-	9.363
Čista knjigovodska vrednost					
Začetno stanje	4.862	1.299	3.257	114	9.532
Končno stanje	5.149	1.121	3.085	175	9.530

Banka nima pogodbenih obveznosti za pridobitev opredmetih osnovnih sredstev. Pri vlaganjih v tuje objekte Banka nima možnosti prodaje le-teh, prav tako nobenih drugih pogodbenih obveznosti v zvezi z njimi. Banka ni usredstvila stroškov izposojanja povezanih z opredmetenimi osnovnimi sredstvi.

Pojasnilo 10: Neopredmetena dolgoročna sredstva

EUR 1.000	2010	2009
Nabavna vrednost		
Začetno stanje	26.939	24.907
Povečanje	5.025	5.180
Izločitev	-	(3.148)
Končno stanje	31.964	26.939
Amortizacijski popravek vrednosti		
Začetno stanje	14.318	14.903
Amortizacija za leto	2.614	2.325
Izločitev	-	(2.910)
Končno stanje	16.932	14.318
Čista knjigovodska vrednost		
Začetno stanje	12.621	10.004
Končno stanje	15.032	12.621

Banka kot neopredmetena dolgoročna sredstva pripoznava izključno programsko opremo. Nima znotraj Banke ustvarjenih neopredmetenih sredstev kot tudi ne usredstvenih stroškov izposojanja povezanih z neopredmetinimi osnovnimi sredstvi. Banka ima v višini 1.048 tisoč evrov pogodbenih obveznosti za pridobitev neopredmetih osnovnih sredstev (na dan 31. december 2009: 115 tisoč evrov).

Banka je v letu 2010 namenila 1.202 tisoč evrov za raziskave v razvoj (v letu 2009: 1.777 tisoč evrov) namenjenih izboljšavam obstoječih poslovnih procesov in tehnološkim rešitvam.

Banka ni usredstvila stroškov izposojanja, ki bi se nanašali na neopredmetena dolgoročna sredstva.

Pojasnilo 11: Terjatve za davek od dohodkov pravnih oseb

EUR 1.000	31. 12. 2010	31. 12. 2009
Terjatve za davek	-	822
Odložene terjatve za davek	3.634	1.676
Sredstva/obveznosti namenjena trgovanju	75	181
Kreditni bankam in strankam, ki niso banke	16	21
Finančna sredstva, razpoložljiva za prodajo	17	17
Opredmetena in neopredmetena osnovna sredstva	18	22
Rezervacije	147	137
Presežek iz prevrednotenja, varovanje denarnih tokov	1.845	1.296
Presežek iz prevrednotenja, finančna sredstva, razpoložljiva za prodajo	1.516	2
Skupaj	3.634	2.498

Pojasnila k računovodskim izkazom

EUR 1.000	31. 12. 2010	31. 12. 2009	Učinek v letu 2010
Odložene terjatve za davek	3.634	1.676	1.958
Pripoznanne v kapitalu	3.361	1.298	2.063
Pripoznanne v izkazu poslovnega izida	273	378	(105)
Odložene obveznosti za davek (pojasnilo 18)	1.487	1.253	234
Pripoznanne v kapitalu	1.487	1.253	234
Čiste odložene terjatve / obveznosti za davek	2.147	423	1.724
Pripoznanne v kapitalu	1.874	45	1.829
Pripoznanne v izkazu poslovnega izida	273	378	(105)

Pojasnilo 12: Druga sredstva

EUR 1.000	31. 12. 2010	31. 12. 2009
Terjatve v obračunu	1.212	215
Nevračunani stroški in nezaračunani prihodki	299	341
Terjatve za provizije (opravnine)	558	615
Oslabitev provizij (opravnin)	(6)	(9)
Terjatve za dane predujme	29	32
Terjatve iz naslova zapadlih izvedenih finančnih instrumentov	5.358	13.921
Oslabitev terjatev iz naslova izvedenih finančnih instrumentov	(1.604)	(3.566)
Druga sredstva	411	718
Skupaj	6.257	12.267

Druga sredstva so v računovodskih izkazih na dan 31. december 2009 vključevala tudi terjatve iz naslova post-financiranja v znesku 12.541 tisoč evrov, terjatve za provizije v znesku 66 tisoč evrov ter njihove oslavitve v znesku 9 tisoč evrov, terjatve v obračunu iz naslova plačilnih kartic v znesku 2.111 tisoč evrov in aktivne časovne razmejitve iz spot poslov v znesku 531 tisoč evrov. Zaradi zagotavljanja primerljivosti s podatki za leto 2010, ko je Banka terjatve iz naslova post-financiranja pripoznavala med krediti bankam, aktivne časovne razmejitve iz spot poslov med finančnimi sredstvi, namenjenimi trgovanju, ostale zgoraj navedene terjatve pa med krediti strankam, so tudi podatki na dan 31. december 2009 ustrezno prilagojeni.

Oslabitev provizij (opravnin)

EUR 1.000	2010	2009
Začetno stanje	(9)	(13)
Povečanje	(14)	(10)
Zmanjšanje	17	14
Končno stanje	(6)	(9)

Oslabitev ostalih sredstev

EUR 1.000	2010	2009
Začetno stanje	(3.566)	(34)
Povečanje	(1.647)	(3.578)
Zmanjšanje	3.609	46
Končno stanje	(1.604)	(3.566)

Pojasnilo 13: Finančne obveznosti do centralne banke

EUR 1.000	31. 12. 2010	31. 12. 2009
Kratkoročni dolgovi iz kreditov iz primarne emisije ob zastavi vrednostnih papirjev	-	120.633
Skupaj	-	120.633

Med finančnimi obveznostmi do centralne banke ima Banka vključena sredstva iz Sklada finančnega premoženja pri Banki Slovenije in je upravičena do zadolževanja po pogojih, skladnih s cilji monetarne politike centralne banke. Na dan 31. december 2010 teh sredstev ni črpala.

Pojasnilo 14: Finančne obveznosti, namenjene trgovanju

EUR 1.000	31. 12. 2010		31. 12. 2009	
	Raven 1	Raven 2	Raven 1	Raven 2
Izvedeni finančni instrumenti namenjeni trgovanju	-	109.074	-	81.765
Terminske pogodbe (Forward)	-	843	-	543
Opcije (Option)	-	33.838	-	34.330
Zamenjave (Swap)	-	74.393	-	46.892
Ostale finančne obveznosti, namenjene trgovanju	278	-	525	-
Skupaj	278	109.074	525	81.765

V računovodskih izkazih na dan 31. december 2009 je Banka pasivne časovne razmejitev iz spot poslov v znesku 525 tisoč evrov izkazovala med drugimi obveznostmi, v letu 2010 pa jih je začela pripoznavati med obveznostmi, namenjenimi trgovanju. Zaradi zagotavljanja primerljivosti s podatki za leto 2010, so tudi podatki na dan 31. december 2009 ustrezno prilagojeni.

Pojasnilo 15: Izvedeni finančni instrumenti, namenjeni varovanju - obveznosti

EUR 1.000	31. 12. 2010	31. 12. 2009
	Raven 2	Raven 2
Varovanje denarnih tokov pred tveganjem	55.524	13.992
Skupaj	55.524	13.992

Pojasnila k računovodskim izkazom

Pojasnilo 16: Finančne obveznosti, merjene po odplačni vrednosti

Vloge bank

EUR 1.000	31. 12. 2010	31. 12. 2009
Na vpogled	8.254	12.428
Kratkoročne vloge	966.227	1.144.155
Dolgoročno vloge	469.361	446.003
Skupaj	1.443.842	1.602.586

Kreditni bank

EUR 1.000	31. 12. 2010	31. 12. 2009
Dolgoročni krediti	352.102	383.113
Skupaj	352.102	383.113

Vloge strank

EUR 1.000	31. 12. 2010	31. 12. 2009
Na vpogled	323.338	274.444
Podjetja	183.307	147.363
Finančne institucije	7.646	4.043
Javni sektor	5.131	4.998
Prebivalstvo	99.168	90.112
Tuji rezidenti	28.086	27.928
Kratkoročne vloge	310.020	439.817
Podjetja	71.117	90.245
Finančne institucije	10.654	30.928
Javni sektor	131.025	225.324
Prebivalstvo	83.402	69.465
Tuji rezidenti	13.822	23.855
Dolgoročne vloge	149.467	106.492
Podjetja	14.750	4.427
Finančne institucije	1.053	1.053
Javni sektor	11.703	1.452
Prebivalstvo	113.985	94.514
Tuji rezidenti	7.976	5.046
Skupaj	782.825	820.753

Vloge podjetij vključujejo tudi vloge samostojnih podjetnikov.

Podrejene obveznosti

EUR 1.000	31. 12. 2010	31. 12. 2009
Podrejene obveznosti do bank	30.148	30.129
Skupaj	30.148	30.129

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

Pojasnilo 17: Rezervacije

EUR 1.000	31. 12. 2010	31. 12. 2009
Za pravno nerešene tožbe	119	119
Za jubilejne nagrade in odpravnine	1.005	880
Za operativna tveganja - pranje denarja	14	14
Za potencialne izgube	-	931
Za zunajbilančne obveznosti	979	534
Skupaj	2.117	2.478

2010

EUR 1.000	Za pravno nerešene tožbe	Za jubilejne nagrade in odpravnine	Za operativna tveganja - pranje denarja	Potencialne izgube	Za zunajbilančne obveznosti	Skupaj
Začetno stanje	119	880	14	931	534	2.478
Povečanje	-	141	-	-	1.788	1.929
Zmanjšanje	-	(16)	-	(931)	(1.343)	(2.290)
Poraba rezervacij	-	(16)	-	-	-	(16)
Sprostitev rezervacij	-	-	-	(931)	(1.343)	(2.274)
Končno stanje	119	1.005	14	-	979	2.117

2009

EUR 1.000	Za pravno nerešene tožbe	Za jubilejne nagrade in odpravnine	Za operativna tveganja - pranje denarja	Potencialne izgube	Za zunajbilančne obveznosti	Skupaj
Začetno stanje	5	794	14	-	353	1.166
Povečanje	119	127	-	931	816	1.993
Zmanjšanje	(5)	(41)	-	-	(635)	(681)
Poraba rezervacij	-	(41)	-	-	-	(41)
Sprostitev rezervacij	(5)	-	-	-	(635)	(640)
Končno stanje	119	880	14	931	534	2.478

Pojasnilo 18: Obveznosti za davek od dohodkov pravnih oseb

EUR 1.000	31. 12. 2010	31. 12. 2009
Obveznosti za davek	921	-
Odložene obveznosti za davek	1.487	1.253
Presežek iz prevrednotenja, finančna sredstva, razpoložljiva za prodajo	1.487	1.253
Skupaj	2.408	1.253

Pojasnila k računovodskim izkazom

Pojasnilo 19: Druge obveznosti

EUR 1.000	31. 12. 2010	31. 12. 2009
Obveznosti v obračunu iz prodaje vrednostnih papirjev	10.546	54
Ostale obveznosti v obračunu	1.046	8.446
Pasivne časovne razmejitve	5.809	5.595
Obveznosti do dobaviteljev	1.454	2.241
Obveznosti iz bruto plač	1.323	1.160
Obveznosti za davke in prispevke	441	457
Obveznosti za provizije (opravnine)	247	75
Druge obveznosti	253	896
Skupaj	21.119	18.924

V računovodskih izkazih na dan 31. december 2009 je Banka pasivne časovne razmejitve iz spot poslov v znesku 525 tisoč evrov izkazovala med drugimi obveznostmi, v letu 2010 pa jih je začela pripoznavati med obveznostmi, namenjenimi trgovanju. Zaradi zagotavljanja primerljivosti s podatki za leto 2010, so tudi podatki na dan 31. december 2009 ustrezno prilagojeni.

Pojasnilo 20: Osnovni kapital

EUR 1.000	31. 12. 2010	31. 12. 2009
Navadne delnice - vpis prebivalstva	1	1
Navadne delnice - vpis tuje banke	16.257	16.257
Skupaj	16.258	16.258

Osnovni kapital Banke na dan 31. december 2010 znaša 16.258.321 evrov in je razdeljen na 3.898.878 navadnih imenskih kosovnih delnic, ki so v celoti vplačane. Vsaka primarna kosovna delnica zagotavlja imetniku pravico do enega glasu pri sprejemanju sklepov na skupščini Banke, pravico do dela dobička (dividende) ter pravico do ustreznega dela preostalega premoženja po likvidaciji ali stečaju Banke.

Banka za leti 2010 in 2009 ni izplačala dividend.

Pojasnilo 21: Kapitalske rezerve

EUR 1.000	31. 12. 2010	31. 12. 2009
Vplačani presežek kapitala	45.861	45.861
Kapitalske rezerve, nastale iz splošnega prevrednotevalnega popravka kapitala	16.024	16.024
Skupaj	61.885	61.885

Pojasnilo 22: Presežek iz prevrednotenja

EUR 1.000	31. 12. 2010	31. 12. 2009
Presežek iz prevrednotenja, varovanje denarnih tokov	(7.380)	(5.183)
Presežek iz prevrednotenja, finančna sredstva, razpoložljiva za prodajo	(116)	5.001
Skupaj	(7.496)	(182)

Presežek iz prevrednotenja, varovanje denarnih tokov

EUR 1.000	2010	2009
Začetno stanje	(5.183)	(4.148)
Bruto vrednost	(6.479)	(5.251)
Odloženi davek	1.296	1.103
Povečanje	-	11
Bruto vrednost	-	11
Odloženi davek	-	-
Zmanjšanje	(2.197)	(1.046)
Bruto vrednost	(2.746)	(1.239)
Odloženi davek	549	193
Končno stanje	(7.380)	(5.183)
Bruto vrednost	(9.225)	(6.479)
Odloženi davek	1.845	1.296

Presežek iz prevrednotenja, finančna sredstva, razpoložljiva za prodajo

EUR 1.000	2010	2009
Začetno stanje	5.002	719
Bruto vrednost	6.252	910
Odloženi davek	(1.250)	(191)
Povečanje	417	5.111
Bruto vrednost	521	6.170
Odloženi davek	(104)	(1.059)
Zmanjšanje	(5.535)	(828)
Bruto vrednost	(6.919)	(828)
Odloženi davek	1.384	-
Končno stanje	(116)	5.002
Bruto vrednost	(146)	6.252
Odloženi davek	30	(1.250)

Delnice v skupni vrednosti 53.098 tisoč evrov, ki jih je Banka pridobila iz prekinjenih reodkupnih pogodb, so medsebojno povezane z medbančnim dogovorom o delitvi dobička. Zato Banka obravnava dobičke ali izgube iz naslova teh delnic povezano kot paket. Morebitne izgube bo pripoznala v izkazu poslovnega izida, če bo skupna poštena vrednost teh delnic pomembno nižja od njihove skupne nabavne cene.

Pojasnila k računovodskim izkazom

Pojasnilo 23: Rezerve iz dobička (vključno z zadržanim dobičkom)

EUR 1.000	31. 12. 2010	31. 12. 2009
Zakonske rezerve	1.294	1.294
Druge rezerve iz dobička	118.535	107.563
Skupaj	119.829	108.857

Pojasnilo 24: Čisti dobiček poslovnega leta

EUR 1.000	31. 12. 2010	31. 12. 2009
Čisti dobiček poslovnega leta	13.147	8.798
Razporeditev v rezerve iz dobička	(6.574)	(4.399)
Skupaj	6.573	4.399

Dobiček na delnico

EUR 1.000	31. 12. 2010	31. 12. 2009
(1) Čisti dobiček poslovnega leta	13.147	8.798
(2) Število delnic	3.898.878	3.898.878
(3) Dobiček na delnico v evrih (1) / (2)	3,37	2,26

Osnovni in popravljeni dobiček na delnico sta enaka, ker Banka nima popravljajlnih možnostnih instrumentov.

Pojasnila k izkazu poslovnega izida

Pojasnilo 25: Prihodki iz obresti

EUR 1.000	2010	2009
Obresti iz stanj na računih pri centralni banki	174	216
Obresti iz finančnih sredstev, namenjenih trgovanju	23.099	19.261
Obresti iz finančnih sredstev, pripoznanih po pošteni vrednosti skozi izkaz poslovnega izida	189	651
Obresti iz izvedenih finančnih instrumentov, namenjenih varovanju	8.483	6.210
Obresti iz finančnih sredstev, razpoložljivih za prodajo	10.080	10.625
Obresti iz danih kreditov	70.090	77.974
Bankam	1.034	3.380
Strankam	69.056	74.594
Obresti iz danih oslabljenih kreditov	3.303	2.013
Strankam	3.303	2.013
Obresti iz finančnih sredstev v posesti do zapadlosti	430	810
Obresti iz drugih finančnih sredstev	1.038	847
Skupaj	116.886	118.606

Pojasnilo 26: Odhodki za obresti

EUR 1.000	2010	2009
Obresti iz stanj na računih pri centralni banki	603	2.207
Obresti iz finančnih sredstev, namenjenih trgovanju	22.389	18.361
Obresti iz izvedenih finančnih instrumentov, namenjenih varovanju	8.235	7.296
Obresti iz prejetih kreditov in vlog	32.646	51.701
Bank	24.677	40.161
Strank	7.969	11.540
Obresti iz drugih finančnih obveznosti	13	11
Skupaj	63.886	79.576

Obrestni odhodki za podrejeni dolg znašajo 768 tisoč evrov v letu 2010 (712 tisoč evrov v letu 2009).

Pojasnilo 27: Prihodki iz dividend

EUR 1.000	2010	2009
Dividende iz finančnih sredstev, razpoložljivih za prodajo	2.290	1.638
Skupaj	2.290	1.638

Pojasnila k računovodskim izkazom

Pojasnilo 28: Prihodki iz opravnin (provizij)

EUR 1.000	2010	2009
Opravnine od danih jamstev	1.789	1.306
Opravnine od plačilnega prometa	5.287	5.110
Opravnine od posredniških in komisijskih poslov	447	295
Opravnine od poslov z vrednostnimi papirji	5.033	3.535
Opravnine od kreditnih poslov	5.455	6.283
Opravnine za druge storitve	4.580	3.884
Skupaj	22.591	20.413

Pojasnilo 29: Odhodki za opravnine (provizije)

EUR 1.000	2010	2009
Opravnine za bančne storitve	2.385	2.271
Opravnine za posredniške in komisijske posle	145	171
Opravnine za posle z vrednostnimi papirji	963	620
Opravnine za storitve plačilnega prometa	361	327
Skupaj	3.854	3.390

Pojasnilo 30: Realizirani dobički/izgube iz finančnih sredstev in obveznosti, ki niso merjeni po pošteni vrednosti skozi izkaz poslovnega izida

EUR 1.000	2010	2009
Realizirani dobički	1.238	1.908
Iz finančnih sredstev, razpoložljivih za prodajo	1.166	1.874
Iz kreditov	72	14
Iz drugih finančnih sredstev in obveznosti	-	21
Realizirane izgube	(591)	(544)
Iz finančnih sredstev, razpoložljivih za prodajo	(285)	(443)
Iz kreditov	(306)	(81)
Iz drugih finančnih sredstev in obveznosti	-	(20)
Skupaj	647	1.364

V postavki "Realizirani dobički iz finančnih sredstev, razpoložljivih za prodajo" Banka v letu 2010 izkazuje dobičke iz prodaje obveznic (v letu 2009 iz prodaje kapitalske naložbe v podjetju Petrol d.d. v višini 1.824 tisoč evrov ter v podjetju Sava d.d. v višini 48 tisoč evrov).

Pojasnilo 31: Čisti dobički/izgube iz finančnih sredstev in obveznosti, namenjenih trgovanju

EUR 1.000	2010	2009
Čisti dobički iz trgovanja z vrednostnimi papirji	984	599
Čisti dobički pri nakupu in prodaji tujih valut	(4.136)	295
Čisti dobički iz izvedenih finančnih instrumentov	(619)	(59)
Skupaj	(3.771)	834

Pojasnilo 32: Dobički/izgube iz finančnih sredstev in obveznosti, pripoznanih po pošteni vrednosti skozi izkaz poslovnega izida

EUR 1.000	2010	2009
Čisti dobički iz kreditov po pošteni vrednosti skozi izkaz poslovnega izida	(11)	144
Skupaj	(11)	144

Pojasnilo 33: Čisti dobički/izgube iz tečajnih razlik

EUR 1.000	2010	2009
Dobički iz tečajnih razlik	498.182	324.361
Izgube iz tečajnih razlik	(493.597)	(319.588)
Skupaj	4.585	4.773

Pojasnilo 34: Čisti dobički/izgube iz odprave pripoznanja sredstev brez nekratkoročnih sredstev v posesti za prodajo

EUR 1.000	2010	2009
Izgube iz odprave pripoznanja	(364)	(372)
Skupaj	(364)	(372)

Pojasnila k računovodskim izkazom

Pojasnilo 35: Drugi čisti poslovni dobički/izgube

EUR 1.000	2010	2009
Dobički	163	294
Dobički iz sprostite vnaprej vračunanih stroškov	104	51
Dobički iz operativnih tveganj	17	197
Ostali dobički	42	46
Izgube	(187)	(185)
Članarine	(87)	(95)
Izgube iz operativnih tveganj	(41)	(39)
Ostale izgube	(59)	(51)
Skupaj	(24)	109

Pojasnilo 36: Administrativni stroški

Stroški dela

EUR 1.000	2010	2009
Bruto plače	14.402	13.339
Dajatve za socialno zavarovanje	1.164	1.046
Dajatve za pokojninsko zavarovanje	1.374	1.264
Druge dajatve, odvisne od bruto plač	40	10
Drugi stroški dela	3.367	3.082
Skupaj	20.347	18.741

Banka prikazuje v letu 2010 med stroški dela strošek za neizkoriščene dopuste v višini 59 tisoč evrov (9 tisoč evrov v letu 2009).

Stanje obveznosti iz naslova s kapitalom poravnanih plačilnih transakcij znaša 116 tisoč evrov na dan 31. december 2010 (119 tisoč evrov na dan 31. december 2009). Strošek s kapitalom poravnanih plačilnih transakcij v letu 2010 znaša 24 tisoč evrov (44 tisoč evrov v letu 2009).

Delnice in delniške opcije

	2010		2009	
	Izpolnitvena količina	Povprečna izpolnitvena cena	Izpolnitvena količina	Povprečna izpolnitvena cena
Začetno stanje				
Delnice	28.685	4,08	35.165	4,03
Delniške opcije	116.181	0,97	116.181	0,97
Podeljene v letu				
Delnice	669	2,95	-	-
Delniške opcije	3.064	0,90	-	-
Odvzete v letu				
Delnice	10.564	4,86	-	-
Uveljavljene v letu				
Delnice	-	-	6.480	3,80
Delniške opcije	27.000	1,05	-	-
Zapadle v letu	-	-	-	-
Končno stanje				
Delnice	18.789	3,42	28.685	4,08
Delniške opcije	92.245	0,94	116.181	0,97
Možne za uveljavitev na dan 31. 12.	-	-	-	-

Ostali administrativni stroški

EUR 1.000	2010	2009
Odhodki za nepremičnine, vzete v poslovni najem	2.222	2.173
Storitve za računalniško in programsko opremo	2.281	2.204
Komunikacijske storitve	1.552	1.710
Stroški svetovalnih in revizijskih storitev	2.102	1.389
Ostale storitve drugih	1.053	740
Stroški reklame	1.665	1.592
Stroški izobraževanja	374	335
Stroški materiala	451	474
Stroški vzdrževanja osnovnih sredstev	832	880
Stroški zavarovanja	600	611
Stroški za službena potovanja	260	195
Ostali stroški	736	703
Skupaj	14.128	13.006

Stroški svetovalnih in revizijskih storitev vključujejo stroške revizije računovodskih izkazov za leto 2010 v višini 113 tisoč evrov revizijske hiše KPMG Slovenija, podjetje za revidiranje, d.o.o. Nadalje so vključeni stroški iste revizijske hiše za revizijo skrbniških poslov v višini 8 tisoč evrov. Stroški davčnega svetovanja družbe Ernst & Young Svetovanje d.o.o. so znašali 8 tisoč evrov.

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 2.087 tisoč evrov, v več kot letu dni in ne več kot petih letih 2.290 tisoč evrov in v več kot petih letih 862 tisoč evrov (leta 2009: 2.124 tisoč evrov v največ letu dni).

Pojasnila k računovodskim izkazom

Pojasnilo 37: Amortizacija

EUR 1.000	2010	2009
Amortizacija opredmetenih osnovnih sredstev	1.974	2.119
Amortizacija vlaganj v tuje objekte	738	826
Amortizacija računalniške opreme	558	617
Amortizacija ostale opreme	678	675
Amortizacija neopredmetenih dolgoročnih sredstev	2.614	2.325
Skupaj	4.588	4.443

Pojasnilo 38: Rezervacije

EUR 1.000	2010	2009
Za pravno nerešene tožbe	-	(114)
Za jubilejne nagrade in odpravnine	(141)	(127)
Za potencialne izgube	931	(931)
Za zunajbilančne obveznosti	(444)	(181)
Skupaj	346	(1.354)

Pojasnilo 39: Oslabitve

EUR 1.000	2010	2009
Oslabitve finančnih sredstev, razpoložljivih za prodajo	-	83
Oslabitve finančnih sredstev, merjenih po odplačni vrednosti	20.540	15.528
Povečanje	43.817	29.569
Kredit	42.185	25.972
Opravnine	5	19
Ostala sredstva	1.627	3.578
Zmanjšanje	(23.277)	(14.041)
Kredit	(19.670)	(13.995)
Opravnine	(16)	(14)
Ostala sredstva	(3.591)	(32)
Skupaj	20.540	15.611

Oslabitve finančnih sredstev in rezervacije za prevzete obveznosti po zunajbilančnih postavkah Banka oblikuje v skladu z Mednarodnimi standardi računovodskega poročanja. Tako Banka za oblikovanje oslabitev za najboljše stranke uporablja portfeljski pristop in metodologijo »Incurred But Not Reported (IBNR)«. Na preostalem delu portfelja Banka oblikuje oslabitve na individualni osnovi (na ravni stranke ali posla) ob upoštevanju spodnjih kriterijev:

- zamuda pri plačilih glavnice, obresti in/ali drugih odpravnin, dogovorjenih po pogodbi;
- težave z denarnimi tokovi;
- kršitve posojilnih pogojev ali pogojev;
- stečaj ali drugi pravni postopki, ki imajo lahko za posledico izgubo za Banko iz te naložbe;
- informacije, ki imajo lahko vpliv na izpad prejetih odplačil za Banko.

Pri posamičnem ocenjevanju izgub iz kreditnega tveganja Banka potrebno oslabitev finančnega sredstva izračuna kot razliko med knjigovodsko in nadomestljivo vrednostjo. Slednjo izračuna z diskontiranjem pričakovanih prihodnjih denarnih tokov ob uporabi efektivne obrestne mere, pri čemer upošteva pričakovane denarne tokove iz unovčljivih zavarovanj. Prav tako Banka pri odpravi oslabitev upošteva zgornje kriterije in način izračuna.

Pojasnilo 40: Čisti dobički/izgube iz nekratkoročnih sredstev v posesti za prodajo

EUR 1.000	2010	2009
Dobički iz nekratkoročnih sredstev v posesti za prodajo	14	22
Izgube iz nekratkoročnih sredstev v posesti za prodajo	(33)	(162)
Skupaj	(19)	(140)

Pojasnilo 41: Davek iz dohodka pravnih oseb

EUR 1.000	2010	2009
Tekoči davek	2.562	1.938
Odloženi davek	104	511
Skupaj	2.666	2.450

EUR 1.000	2010		2009	
	Stopnja		Stopnja	
Dobiček pred davki		15.812		11.248
Teoretični davek	20,00 %	3.162	21,00 %	2.362
Zmanjšanje davka za zmanjšanje prihodkov	(4,55 %)	(719)	(6,85 %)	(771)
Povečanje davka za nepriznane odhodke	2,12 %	336	4,24 %	477
Odloženi davek	0,66 %	104	4,54 %	511
Sprememba davčne stopnje	0,00 %	-	0,37 %	42
Vzpostavitev in odprava začasnih razlik	0,66 %	104	4,17 %	469
Ostale prilagoditve	(1,37 %)	(217)	(1,15 %)	(129)
Skupaj	16,86%	2.666	21,78%	2.450

Pojasnila k računovodskim izkazom

Pojasnila k izkazu denarnih tokov

Pojasnilo 42: Denarni ustrezniki

EUR 1.000	31. 12. 2010	31. 12. 2009
Denar v blagajni	13.174	12.454
Obvezne rezerve pri centralni banki	19.142	25.567
Druge vloge pri centralni banki	52.000	40.000
Finančna sredstva, namenjena trgovanju	403	4.671
Finančna sredstva, razpoložljiva za prodajo	120.522	70.026
Kreditni bankam z zapadlostjo do 3 mesece	10.349	539.940
Skupaj	215.590	692.658

Finančna sredstva, namenjena trgovanju in finančna sredstva, razpoložljiva za prodajo, predstavljajo obveznice Republike Slovenije.

Pojasnila k zunajbilančnemu poslovanju

Pojasnilo 43: Zunajbilančno poslovanje

EUR 1.000	31. 12. 2010	31. 12. 2009
Finančne garancije	105.251	47.962
Storitvene garancije	79.747	64.954
Kreditni limiti in kreditne linije	224.066	278.985
Upniki po spot poslih	15.167	42.104
Akreditivi	187	5.778
Upniki za zastavljene vrednostne papirje za obveznosti banke	6.093	120.728
Nazivna vrednost izvedenih finančnih instrumentov	4.637.913	4.609.332
Skupaj	5.068.424	5.169.843

Garancije

EUR 1.000	31. 12. 2010	31. 12. 2009
Začetno stanje	112.916	145.171
Povečanje	213.885	133.186
Nove garancije	202.608	115.698
Tečajne razlike	11.277	17.488
Zmanjšanje	(141.803)	(165.441)
Izplačilo garancij	(1.740)	(672)
Ugasnjene garancije	(127.693)	(140.132)
Tečajne razlike	(12.370)	(24.637)
Končno stanje	184.998	112.916

Izvedeni finančni instrumenti

EUR 1.000	31. 12. 2010	31. 12. 2009
	Raven 2	Raven 2
Terminske pogodbe (Forward in Futures)	81.293	282.531
Obrestne opcije (Option)	390.615	649.085
Valutne opcije (Option)	617.818	781.131
Ostale opcije (Option)	355	-
Obrestne zamenjave (Swap)	3.321.351	2.884.432
Namenjene trgovanju	1.557.180	2.005.696
Namenjene varovanju	1.764.171	878.736
Valutne zamenjave (Swap)	218.731	-
Blagovne zamenjave	7.749	12.153
Skupaj	4.637.913	4.609.332

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

Pojasnilo 44: Poslovanje po pooblastilu

Bilanca stanja iz poslovanja po pooblastilu

EUR 1.000	31. 12. 2010	31. 12. 2009
Denarna sredstva strank za posredovanje s finančnimi instrumenti	6.133	5.955
Terjatve iz poslov posredovanja s finančnimi instrumenti	533	76
Terjatve iz poslov gospodarjenja s finančnimi instrumenti	6.525	4.569
Terjatve po skrbniških poslih	4.750.683	3.154.032
Terjatve do KDD za prodane finančne instrumente	263	95
Terjatve iz poravnalnega poslovanja	473	-
Terjatve iz drugih poslov v tujem imenu in za tuj račun	258.807	336.775
Skupaj sredstva	5.023.417	3.501.502
Obveznosti do strank iz denarnih sredstev in finančnih instrumentov	4.763.603	3.164.651
Obveznosti do KDD za kupljene finančne instrumente	532	76
Obveznosti do banke za provizije, stroške ipd.	2	-
Obveznosti iz poravnalnega poslovanja	473	-
Obveznosti iz drugih poslov v tujem imenu in za tuj račun	258.807	336.775
Skupaj obveznosti	5.023.417	3.501.502

Pojasnila k računovodskim izkazom

Pojasnilo 45: Posredniško poslovanje

EUR 1.000	31. 12. 2010	31. 12. 2009
Terjatve poravnalnega oz. transakcijskih računov za sredstva strank	4.758.004	3.158.772
Iz finančnih instrumentov	4.757.741	3.158.677
Do KDD oz. obračunskega računa banke za prodane finančne instrumente	263	95
Denarna sredstva strank	6.133	5.955
Na poravnalnem računu za sredstva strank	5.238	3.867
Na transakcijskih računih bank	895	2.088
Skupaj sredstva	4.764.137	3.164.727
Obveznosti poravnalnega oz. transakcijskih računov za sredstva strank	4.764.137	3.164.727
Do strank iz denarnih sredstev in finančnih instrumentov	4.763.603	3.164.651
Do KDD oz. obračunskega računa banke za kupljene finančne instrumente	532	76
Do banke oz. poravnalnega računa za provizije, stroške, ipd.	2	-
Skupaj obveznosti	4.764.137	3.164.727
Zabilančna evidenca	4.757.741	3.158.677
Finančni instrumenti, ločeno po storitvah	4.757.741	3.158.677
Sprejemanje, posredovanje in izvrševanje naročil	533	76
Gospodarjenje s finančnimi instrumenti	6.525	4.569
Skrbniški posli	4.750.683	3.154.032

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

EUR 1.000	31. 12. 2010	31. 12. 2009
Prihodki iz opravnin (provizij) v zvezi z investicijskimi in pomožnimi investicijskimi storitvami in posli za stranke	5.033	3.535
Sprejemanje, posredovanje in izvrševanja naročil	620	652
Gospodarjenje s finančnimi sredstvi	175	160
Izvedba prvih ali nadaljnjih prodaj brez obveznosti odkupa	437	574
Skrbništvo in sorodne storitve	3.801	2.149
Odhodki iz opravnin (provizij) v zvezi z investicijskimi in pomožnimi investicijskimi storitvami in posli za stranke	982	643
Opravnine v zvezi s KDD družbo in njej podobnimi organizacijami	535	313
Opravnine v zvezi z borzo vrednostnih papirjev in njej podobnimi organizacijami	447	330

Pojasnilo 46: Povezane stranke

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

V svojem običajnem poslovanju Banka sklepa številne transakcije z drugimi članicami finančne 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:

Bilanca stanja

EUR 1.000	31. 12. 2010	31. 12. 2009
Kredit	26.777	533.841
Uprava	1	2
Ključno ravnateljsko osebje	320	330
Ožji družinski člani ključnega ravnateljskega osebja	4	3
Matična banka	5.309	514.038
Ostale povezane osebe v skupini UniCredit	21.143	19.468
Izvedeni finančni instrumenti	22.149	16.759
Ostale povezane osebe v skupini UniCredit	22.149	16.759
Druga sredstva	10	1.064
Matična banka	7	48
Ostale povezane osebe v skupini UniCredit	3	1.015
Skupaj sredstva	48.936	551.664
Finančne obveznosti, merjene po odplačni vrednosti	1.734.861	1.855.312
Uprava	453	422
Ključno ravnateljsko osebje	51	19
Ožji družinski člani ključnega ravnateljskega osebja	17	21
Matična banka	1.728.720	1.735.149
Ostale povezane osebe v skupini UniCredit	5.620	119.701
Izvedeni finančni instrumenti	157.670	86.369
Ostale povezane osebe v skupini UniCredit	157.670	86.369
Druge obveznosti	1.422	4.214
Matična banka	63	2.008
Ostale povezane osebe v skupini UniCredit	1.359	2.206
Skupaj obveznosti	1.893.953	1.945.894

Kredit dani ključnemu ravnateljskemu osebju se sklepajo po običajnih poslovnih pogojih. Krediti bankam v Skupini vključujejo vloge na vpogled, vezane vloge in kredite. So nezavarovani in sklenjeni z variabilno ali s fiksno obrestno mero.

Pojasnila k računovodskim izkazom

Izkaz poslovnega izida

EUR 1.000	2010	2009
Prihodki iz obresti	1.021	2.832
Uprava	-	2
Ključno ravnateljsko osebje	6	12
Matična banka	787	1.626
Ostale povezane osebe v skupini UniCredit	228	1.192
Odhodki za obresti	22.758	36.413
Uprava	14	14
Ožji družinski člani ključnega ravnateljskega osebja	15	-
Matična banka	22.714	21.866
Ostale povezane osebe v skupini UniCredit	15	14.532
Prihodki iz opravnin (provizij)	1.320	1.155
Matična banka	651	381
Ostale povezane osebe v skupini UniCredit	669	774
Odhodki za opravnine (provizije)	655	978
Matična banka	466	712
Ostale povezane osebe v skupini UniCredit	189	266
Administrativni stroški	2.851	1.702
Matična banka	59	-
Ostale povezane osebe v skupini UniCredit	2.792	1.702
Razmejitev za nekoristen dopust	7	8
Uprava	3	8
Ključno ravnateljsko osebje	4	-
Rezervacije za jubilejne nagrade in odpravnine	9	5
Uprava	6	1
Ključno ravnateljsko osebje	3	4

Izplačila povezanim strankam

EUR 1.000	2010	2009
Izplačila upravi	642	657
Plače in drugi osebni prejemki	608	623
Zavarovalne premije	34	34
Izplačila članom nadzornega sveta	57	17
Izplačila drugim zaposlenim z individualno pogodbo	776	542
Plače in drugi osebni prejemki	776	542
Skupaj	1.475	1.216
Število članov uprave na dan 31. 12.	3	3
Število članov nadzornega sveta na dan 31. 12.	6	6
Število zaposlenih z individualno pogodbo na dan 31. 12.	13	10

V letu 2010 je bilo povprečno dvanajst zaposlenih z individualno pogodbo.

V letu 2010 so člani uprave Banke prejeli: dr. France Arhar 190 tisoč evrov fiksnega dela izplačila, 41 tisoč evrov variabilnega dela izplačila ter 2 tisoč evrov drugih prejemkov; Janko Medja 140 tisoč evrov fiksnega dela izplačila, 20 tisoč evrov variabilnega dela izplačila ter 2 tisoč evrov drugih prejemkov; Francesco Vercesi 123 tisoč evrov fiksnega dela izplačila, 25 tisoč evrov za namen prispevkov plačanih v tujini in 39 tisoč evrov variabilnega dela izplačila. Zavarovalne premije so bile plačane za dr. Franceta Arharja v znesku 20 tisoč evrov, za Janka Medjo ter Francesca Vercesija pa po 7 tisoč evrov.

Člani nadzornega sveta so prejeli: Giuseppe Verrascina 28 tisoč evrov nadomestila ter Franco Andretta 18 tisoč evrov nadomestila.

Pojasnilo 47: Dogodki po poročevalskem obdobju

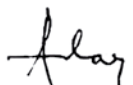
Banka po poročevalskem obdobju ni zaznala pomembnejših poslovnih dogodkov, ki bi vplivali na poslovanje Banke.

Pojasnilo 48: Pravne tožbe

Banka je bila po stanju na dan 31. december 2010 kot tožena stranka vključena v pet sodnih sporov, v katerih tožeče stranke uveljavljajo tožbene zahtevke v skupni višini 7,6 milijona evrov (na dan 31. december 2009: 6,4 milijona evrov). Tožbeni zahtevki so v vseh petih sporih po mnenju Banke v celoti neutemeljeni, zato Banka iz tega naslova ne pričakuje pomembnih odhodkov. V skladu s pravili stroke je Banka oblikovala ustrezne rezervacije za pravne spore.


Pojasnilo 49: Izjava o oškodovanju

UniCredit Banka Slovenija d.d. kot članica finančne skupine UniCredit v svojem običajnem poslovanju izvaja številne transakcije z drugimi članicami Skupine. Le-te se izvajajo po običajnih tržnih pogojih in nimajo negativnega vpliva na priložene računovodske izkaze. V skladu s 545. členom Zakona o gospodarskih družbah podajamo izjavo, da v letih 2010 in 2009 ni bilo opravljenih škodljivih poslov ali drugih dejanj, ki bi povzročila oškodovanje Banke.


Dr. France Arhar
Predsednik uprave


Janko Medja, MBA
Član uprave


Francesco Vercesi
Član uprave


Yilmaz Arisoy, MBA
Finančni direktor

Bančna tveganja

Celovito upravljanje s tveganji

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

- kreditno tveganje (vključujoč tveganje nasprotne stranke),
- tržno tveganje (tečajno in obrestno tveganje ter tveganje trgovanja z lastniškimi vrednostnimi papirji),
- likvidnostno tveganje,
- operativno tveganje,
- poslovno tveganje,
- tveganje na področju nepremičnin in
- tveganja iz naslova deležev in kapitalskih udeležb Banke.

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

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

ODBOR ZA UPRAVLJANJE BILANCE BANKE (ALCO)

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

KREDITNI ODBOR

Za namene odobranja posamičnih kreditnih izpostavljenosti je v Banki vzpostavljena dvostopenjska struktura kreditnih odborov. Raven odločanja je določena z zneski predlagane potencialne kreditne izpostavljenosti do posamezne osebe oziroma skupine povezanih oseb. V kreditnih odborih na obeh ravneh sta prisotna vsaj predstavnika iz področja za upravljanje s tveganji in iz področja prodajnih enot. Seje obeh ravni kreditnih odborov praviloma potekajo dvakrat na teden. Procesi in načela presoje in odločanja o posamičnih kreditnih izpostavljenostih so določeni v ustreznih internih smernicah in navodilih. Odobritvene pristojnosti za nižje kreditne izpostavljenosti do pravnih in do fizičnih oseb kreditni odbor najvišje ravni delegira določenim nosilcem individualne kreditne pristojnosti.

ODBOR ZA OPERATIVNA TVEGANJA

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

SPREJEMANJE TVEGANJ

V napredni postavitvi bančnega posla mora biti poslovanje s strankami obravnavano brez obrestnega, valutnega in likvidnostnega tveganja. Zato je nujna določitev jasnih izhodišč za oblikovanje cen za posojila in depozite strank, s čimer zagotavljamo jasne ločitve prejemkov poslovanja s strankami od funkcije internega upravljanja s sredstvi in obveznostmi banke. Tržno in likvidnostno tveganje sta prek tržnega sistema transfernih cen prenesena na enote, ki nosijo tveganje. To omogoča, da se tržno in likvidnostno tveganje ter pribitke pripiše bančnim divizijam v skladu z načelom vzročnosti. Produkti in finančni trgi je znotraj UniCredit Banka Slovenija d.d. edina enota, ki ima odgovornost za obvladovanje tržnih tveganj. Oddelek Upravljanje bilance banke upravlja z likvidnostnim tveganjem in poroča neposredno izvršnemu direktorju za finance (CFO). Oddelek Produkti in finančni trgi in oddelek Upravljanje bilance banke sta odgovorna za optimiziranje celostne strukture ročnosti in donosa Banke.

OBSEG PREVZETIH TVEGANJ

Strateški cilji Banke se presojujejo z vidika obsega prevzetih tveganj, ki je opredeljen:

- z vidika kapitalske ustreznosti, kjer so na eni strani omejitve in pravila podani s strani regulatorja in na drugi strani željeni obseg prevzetih tveganj s strani bančne skupine;

- z vidika dobičkonosnosti v primerjavi s prevzetimi tveganji, kjer Banka želi obvladovati nestanovitnost v zasluhkih in dosegati vzdržno rast;
- z vidika refinanciranja in likvidnosti, ki se zagotavlja s strani strank, preostali del pa pretežno s strani skupine.

Kreditno tveganje

Kreditno tveganje pomeni tveganje nastanka izgube zaradi neizpolnitve obveznosti dolžnika do banke. Vrste kreditnih tveganj so:

- Tveganje neplačila: dogodek neplačila nastopi, ko stranka več kot 90 dni zamuja s plačilom katerekoli pomembnejše kreditne obveznosti do banke.
- Deželno tveganje pomeni tveganje izgube, ki jo lahko utrpi 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 deprecijacije ali devalvacije. Slednjemu UniCredit Banka Slovenija d.d. ni izpostavljena.
- 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 enak gospodarski sektor oziroma geografsko območje ali istovrstni posli.
- Tveganje nasprotne stranke
- Tveganje listninjenja, ki mu Banka ni izpostavljena.

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

MERJENJE KREDITNIH TVEGANJ

Temelj vsakega kreditnega odobritvenega procesa je podrobna obravnava vsake kreditne izpostavljenosti povezane z nasprotno stranko. Banka pri procesu odobravanja svojih naložb upošteva tako boniteto nasprotne stranke kot tudi tveganje, povezano z različnimi vrstami izpostavljenosti. Pri merjenju kreditnega tveganja Banka za pravne osebe izračunava boniteto, na podlagi katere ugotavlja tudi verjetnost neplačila obveznosti. Poleg določanja bonitete se ocenjuje tudi izpostavljenost in možnost povračila, ki temelji na predvidevanjih o razpoložljivih denarnih tokovih.

Boniteta je določena na podlagi finančnih podatkov, kvalitativnih dejavnikov in opozorilnih signalov. Banka uporablja deset glavnih razvrstitev bonitete z dodatno delitvijo v podrazrede. Lestvica finančne skupine UniCredit vključuje skupno 28 različnih bonitetnih razredov, ki so kalibrirani upoštevajoč lokalne značilnosti. Spodnja tabela prikazuje primerjavo med interno bonitetno skupino in zunanjo bonitetno oceno.

Primerjava med interno bonitetno skupino in zunanjo bonitetno oceno

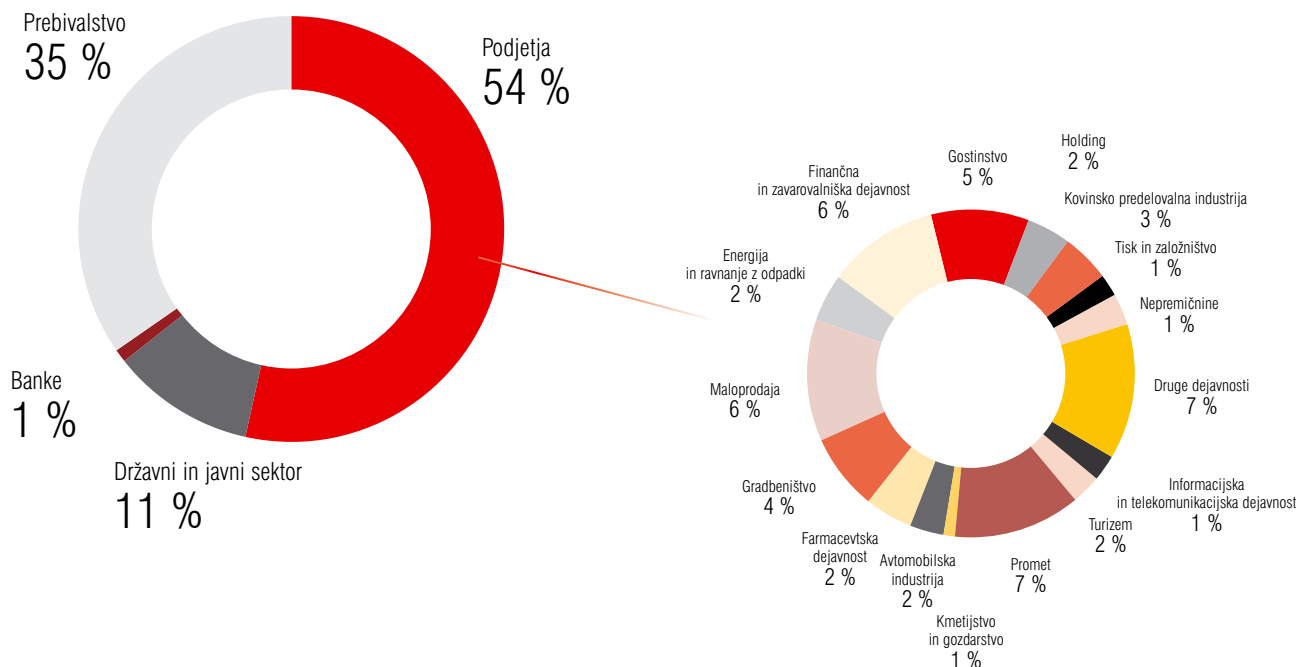
Interna bonitetna skupina	S&P	Moody's	Fitch
1	AAA / AA+ / AA / AA-	Aaa / Aa1 / Aa2 / Aa3	AAA / AA+ / AA / AA-
2	A+ / A / A-	A1 / A2 / A3	A+ / A / A-
3	BBB+ / BBB	Baa1 / Baa2	BBB+ / BBB
4	BBB- / BB+	Baa3 / Ba1	BBB- / BB+
5	BB	Ba2	BB
6	BB- / B+	Ba3 / B1	BB- / B+
7	B	B2	B
8	B- / CCC / CC	B3 / Caa / Ca	B-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

ANALIZA KREDITNEGA PORTFELJA

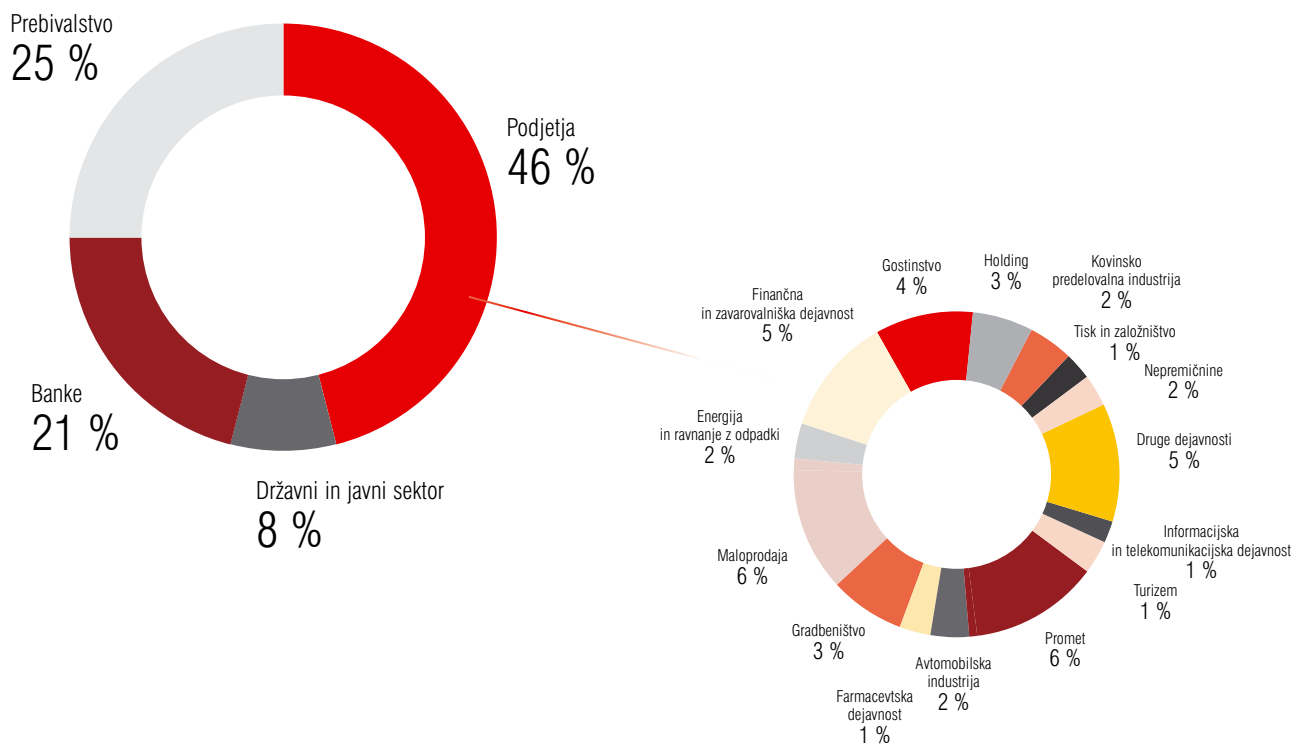
Po stanju na dan 31. december 2010 je Banka izkazovala 11 % rast v segmentu izpostavljenosti do nebančnega sektorja v višini 236 milijonov evrov. Največjo rast je Banka dosegla v segmentu poslovanja s prebivalstvom, kjer je bila rast 24 %. Za celotni bilančni portfelj Banke, ki vključuje bančne in ne-bančne terjatve, je Banka izkazovala padec v višini 299 milijonov evrov, kar predstavlja 11 % padec v primerjavi s koncem leta 2009. Padec je odraz zmanjšanja izpostavljenosti do bank v višini 535 milijonov evrov.

Bančna tveganja

Segmentna razdelitev kreditnega portfelja Banke na dan 31. 12. 2010



Segmentna razdelitev kreditnega portfelja Banke na dan 31. 12. 2009



Delitev celotnega kreditnega portfelja Banke po geografski lokaciji

Izpostavljenost glede na geografsko lokacijo	Izpostavljenost (mio EUR)		Rast
	31. 12. 2010	31. 12. 2009	v %
Slovenija	2.289,99	2.074,57	10 %
EU (brez Slovenije)	27,59	560,13	(95 %)
Republike nekdanje Jugoslavije	58,21	60,64	(4 %)
Drugo	20,73	14,98	38 %
Skupaj	2.396,52	2.710,32	(12 %)

Opomba: Znesek izpostavljenosti v tabeli je izražen v bruto vrednosti in ne vključuje oslabitev.

Izpostavljenost do subjektov, ki so rezidenti Evropske unije, se je občutno zmanjšala zaradi zmanjšanja izpostavljenosti do tujih bank.

KREDITNO ZAVAROVANJE

Da bi zmanjšala kreditno tveganje, Banka uporablja tudi zavarovanja. Tako je oblikovala interno politiko o kreditnih zavarovanjih, v kateri so opredeljene posamezne vrste stvarnih in osebnih zavarovanj ter postopki ugotavljanja in spremljanja primernosti in materialne vrednosti.

Najpogostejše vrste zavarovanj so:

- hipoteke na stanovanjske in poslovne nepremičnine,
- zastava premičnin,
- vloge na vpogled,
- zastava finančnih instrumentov (npr. obveznice, delnice) ter
- jamstva in garancije.

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

Struktura kreditnega portfelja Banke do strank, ki niso banke, glede na boniteto stranke in pripadajoče zavarovanje

mio EUR	Izpostavljenost		Zavarovanje	
	31. 12. 2010		31. 12. 2009	
Klasifikacija strank, ki niso banke				
1	243,33	183,78	246,04	205,11
2	497,29	217,58	295,50	90,77
3	251,84	164,53	287,08	168,18
4	264,03	163,28	335,52	197,88
5	334,51	127,76	373,53	148,93
6	231,51	54,52	312,68	102,48
7	272,91	128,87	91,02	35,10
8	107,54	32,59	51,76	22,72
Slabe naložbe	159,85	43,24	112,31	55,10
Neklasificirane stranke	8,06	1,04	31,21	1,08
Skupaj	2.370,87	1.117,19	2.136,65	1.027,35

Opomba: Znesek izpostavljenosti v tabeli je izražen v bruto vrednosti in ne vključuje oslabitev.

Bančna tveganja

Struktura kreditnega portfelja Banke glede na boniteto stranke in pripadajoče zavarovanje

mio EUR Klasifikacija bank	Izpostavljenost		Zavarovanje	
	31. 12. 2010		31. 12. 2009	
1	8,73	0,00	462,23	0,00
2	0,70	0,00	23,01	0,00
3	7,31	6,87	6,85	0,00
4	7,78	6,91	15,18	5,00
5	0,13	0,00	0,01	10,02
6	0,25	0,00	0,81	0,00
7	0,00	0,00	0,00	0,00
8	0,00	0,00	0,00	0,00
Slabe naložbe	0,00	0,00	0,00	0,00
Neklasificirane stranke	0,74	0,00	65,57	0,00
Skupaj	25,64	13,78	573,66	15,02

Opomba: Znesek izpostavljenosti v tabeli je izražen v bruto vrednosti in ne vključuje oslabitev.

POLITIKA BANKE GLEDE SLABITEV IN REZERVACIJ

Banka ima natančno določen postopek in notranjo politiko glede spremljanja portfelja ter glede oblikovanja slabitev. Politika za oblikovanje oslabitev je v skladu s sklepom Banke Slovenije o oblikovanju izgub iz kreditnega tveganja bank in hranilnic. Oslabitev finančnih sredstev in rezervacije za prevzete obveznosti po zunajbilančnih postavkah Banka oblikuje v skladu z mednarodnimi standardi računovodskega poročanja. Tako Banka za oblikovanje oslabitev za najboljše stranke uporablja portfeljski pristop in metodologijo »Incurred But Not Reported (IBNR)«. Na preostalem delu portfelja Banka oblikuje oslabitve na individualni osnovi (na ravni stranke ali posla) ob upoštevanju spodnjih kriterijev:

- zamuda pri plačilih glavnice, obresti in/ali drugih odpravnin, dogovorjenih po pogodbi;
- težave z denarnimi tokovi;
- kršitve posojilnih pogodb ali pogojev;
- stečaj ali drugi pravni postopki, ki imajo lahko za posledico izgubo za Banko iz te naložbe;
- informacije, ki imajo lahko vpliv na izpad prejetih odplačil za Banko.

Pri posamičnem ocenjevanju izgub iz kreditnega tveganja Banka potrebno oslabitev finančnega sredstva izračuna kot razliko med knjigovodsko in nadomestljivo vrednostjo. Slednjo izračuna z diskontiranjem pričakovanih prihodnjih denarnih tokov ob uporabi efektivne obrestne mere, pri čemer upošteva pričakovane denarne tokove iz unovčljivih zavarovanj.

Banka redno spremlja razvoj kreditnega portfelja in pokritost z rezervacijami, kar v obliki rednih in izrednih poročil poroča višjemu vodstvu. Prav tako Banka izvaja monitoring na ravni stranke, za tiste stranke, ki zamujajo s plačili. Tako je Banka uvedla tri statute, ki določajo, katera enota znotraj Banke se ukvarja s posamezno stranko.

- »Kredit na opazovanju«: Ta status 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 oddelek Upravljanje s tveganji zahteva vzpostavitev posebnih načrtov aktivnosti s strani poslovnih divizij v Banki.
- »Prestrukturiranje«: V takih primerih si Banka prizadeva prestrukturirati izpostavljenost do stranke z namenom, da se stranki pomaga vzpostaviti status poravnave obveznosti brez zamud, kakor tudi minimizirati potencialno izgubo za Banko. Te aktivnosti izvaja oddelek Posebni primeri v sodelovanju s poslovnimi divizijami.
- »Posebni primeri«: Ta status 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 oddelek Posebni primeri.

Izpostavljenost Banke do strank, ki niso banke, glede na njihovo boniteto

mio EUR Klasifikacija strank, ki niso banke	Izpostavljenost	Oslabitev	Zavarovanje	Izpostavljenost	Oslabitev	Zavarovanje
	31. 12. 2010			31. 12. 2009		
1	243,33	0,03	183,78	246,04	0,00	205,11
2	497,29	0,18	217,58	295,50	0,02	90,77
3	251,84	0,35	164,53	287,08	0,05	168,18
4	264,03	0,44	163,28	335,52	0,13	197,88
5	334,51	1,05	127,76	373,53	0,33	148,93
6	231,51	1,40	54,52	312,68	0,27	102,48
7	272,91	3,86	128,87	91,02	1,00	35,10
8	107,54	2,61	32,59	51,76	1,20	22,72
Slabe naložbe	159,85	51,63	43,24	112,31	34,56	55,10
Neklasificirane stranke	8,06	0,17	1,04	31,21	0,00	1,08
Skupaj	2.370,87	61,72	1.117,19	2.136,65	37,56	1.027,35

Kreditna izpostavljenost z oblikovanimi slabitvami na ravni stranke ali posla je po smernicah določil baselskih standardov vsaka izpostavljenost, ko se zgodi eden ali več »dogodkov neplačila«: majhna verjetnost, da bo dolžnik poravnal svoje kreditne obveznosti do banke, dolžnik več kot 90 dni zamuja s plačilom katerekoli pomembne kreditne izpostavljenosti do banke, banka odobri prestrukturiranje problematične izpostavljenosti, banka obravnava izpostavljenost kot nedonosno oziroma banka vložil predlog za stečajni postopek zoper dolžnika ali podoben predlog v zvezi z dolžnikovo kreditno obveznostjo do banke.

Banka izkazuje 32,3 % pokritost problematične kreditne izpostavljenosti s slabitvami. Upoštevajoč zavarovanje je pokritost na portfelju slabih naložb 59,4 %. Po stanju na dan 31. december 2010 se je vrednost problematične kreditne izpostavljenosti v primerjavi s preteklim letom povečala za 47,5 milijona evrov oziroma za 42,3 % na vrednost 160 milijonov evrov. Višina slabitev, oblikovanih za problematične izpostavljenosti, se je povečala za 17 milijonov evrov oziroma za 49,4 % in je znašala 51,6 milijona evrov.

KREDITNO TVEGANJE NASPROTNE STRANKE

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

Za upravljanje s kreditnim tveganjem nasprotne stranke UniCredit Banka Slovenija d.d. uporablja interni model, ki temelji na pristopu simulacije. Izpostavljenost do posamezne nasprotne stranke ugotavljamo s pomočjo simulacije razvoja vrednosti portfelja poslov, sklenjenih s stranko. Prihodnja vrednost portfelja se izračuna na podlagi scenarijev, zasnovanih na triletni časovni vrsti volatilnosti in korelacij faktorjev tveganja.

Kot trenutna izkoriščenost limita oziroma izpostavljenost do nasprotne stranke se upošteva maksimum 97,5 % kvantilov posameznih časovnih točk v prihodnosti.

Bančna tveganja

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

mio EUR Bonitetni razred	Izpostavljenost tveganju nasprotne stranke	
	31. 12. 2010	31. 12. 2009
1	43,45	34,88
2	26,74	21,66
3	2,04	3,57
4	1,30	5,27
5	2,56	32,72
6	8,47	27,45
7	59,01	1,38
8	15,87	2,49
Slabe naložbe	8,61	1,19
Skupaj	168,05	130,59

Tržna tveganja

UniCredit Banka Slovenija d.d. je pri svojem poslovanju izpostavljena tržnim tveganjem. Gre za tveganje, da bi poštena vrednost ali prihodnji denarni tokovi finančnega instrumenta lahko nihali 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.

METODE OBVLADOVANJA TRŽNIH TVEGANJ

Obvladovanje tržnih tveganj vključuje vse dejavnosti, povezane s posli zakladništva in upravljanja strukture bilance Banke. Pozicije tveganja se ugotavljajo vsaj enkrat dnevno in analizirajo s strani neodvisne enote za obvladovanje tveganj, ki jih tudi primerja z odobrenimi limiti, določenimi s strani ALCO odbora.

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

ALCO odbor vsaj enkrat letno določi limite za tržna tveganja Banke v tesnem sodelovanju z ustreznimi enotami UniCredit Bank Austria AG, Dunaj. Celoten sklop pravil za poslovanje zakladništva in upravljanje tržnih tveganj je določen v Pravilniku za zakladništvo in je razdeljen na tri dele (splošni del, posebni del in del, ki velja za UniCredit Banka Slovenija d.d.). Izpostavljenost tržnim tveganjem lahko spreminjajo le tisti, ki so pooblaščenici za prevzemanje in spreminjanje pozicij.

Za spremljanje izpostavljenosti tržnim tveganjem UniCredit Banka Slovenija d.d. uporablja model NORISK, ki ga je razvil oddelek Strateško upravljanje tveganj znotraj UniCredit Bank Austria AG Dunaj in se v UniCredit Banka Slovenija d.d. uporablja že več let.

Posodobitev in izpopolnjevanje, ki ga izvaja oddelek Strateško upravljanje tveganj na Dunaju, vključuje pregledovanje modela kot del postopkov testiranja za nazaj, integracije novih izdelkov in prilagajanja sistema splošnim tržnim dogajanjem.

V tem smislu je bil tudi v UniCredit Banka Slovenija d.d. vzpostavljen postopek uvajanja produktov, v katerem enota za obvladovanje tveganj skupaj s prodajnimi enotami igra odločilno vlogo pri odobritvi novih produktov.

Model za obvladovanje tveganj NORISK na osnovi agregiranih podatkov vsak dan zagotavlja najpomembnejše parametre tveganj za poslovanje zakladništva.

Osnovno orodje, ki se uporablja za merjenje in nadzor izpostavljenosti tržnemu tveganju, je tvegana vrednost (v nadaljevanju: VaR). Predstavlja ocenjeno izgubo, ki bo nastala na določenem portfelju v določenem času (obdobje izračuna) zaradi negativnega gibanja na trgu z določeno

verjetnostjo (stopnja zaupanja). VaR za interno merjenje tveganj temelji na enodnevnem obdobju izračuna in 99-odstotnem intervalu zaupanja. Poleg VaR se izračunava tudi sedanja vrednost bazične točke (pvbp) in učinki spremembe kreditne premije vseh izdajateljev. Za obvladovanje tveganj se uporabljajo limiti bazične točke glede na valuto in zapadlost, vsote bazičnih točk po segmentu valute in/ali zapadlosti (vsota vrednosti absolutnih točk).

Drugi dejavniki, ki so prav tako pomembni, so volumni, vezani na izjemne situacije in limiti za posamezne pozicije. Dodatni elementi sistema limitov so limiti največje dovoljene izgube. Spremljanje trendov pri dobičkih/izgubah zagotavlja zgodnje odkrivanje morebitnih nabranih izgub iz določenih pozicij.

Informacije, ki se dodatno zagotavljajo ALCO in upravi, so še redni izračuni izjemnih scenarijev. Takšni izjemni scenariji temeljijo na predpostavkah ekstremnih premikov posameznih parametrov tržnih tveganj. UniCredit Banka Slovenija d.d. analizira učinke teh gibanj in motenj v likvidnosti specifičnih produktov in dejavnikov tveganja na njene rezultate poslovanja in neto pozicijo aktive. Predpostavke ekstremnih gibanj so odvisne od valute in likvidnosti, Banka pa jih določa v tesnem sodelovanju z oddelkom Strateško upravljanje tveganj v UniCredit Bank Austria AG, Dunaj na diskrecijski osnovi. Rezultati izjemnih situacij se upoštevajo pri določanju in revidiranju limitov.

Poleg rezultatov modela obvladovanja tveganj se tudi podatki o prihodkih zakladništva izračunavajo in sporočajo vsakodnevno. Ti podatki so predstavljeni za določeno časovno obdobje in se primerjajo z načrtovanimi podatki. Poročanje vključuje sestavine, ki se odražajo v neto prihodkih po Mednarodnih standardih računovodskega poročanja (v nadaljevanju: 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 skladni s trgom, UniCredit Banka Slovenija d.d. uporablja sistem MARCONIS, ki so ga razvili v UniCredit Bank Austria AG Dunaj. Sistem MARCONIS v celoti in sistematično pregleduje tržno usklajenost vsake posamezne transakcije enote Produkti in finančni trgi. V letih 2010 in 2009 ni bilo sklenjenih poslov, ki bi bili končno ocenjeni kot neskladni s trgom.

OBRETNOSTNO TVEGANJE, VALUTNO TVEGANJE, TVEGANJA IZ NASLOVA TRGOVANJA Z LASTNIŠKIMI VREDNOSTNIMI PAPIRJI IN TVEGANJE KREDITNEGA RAZPONA

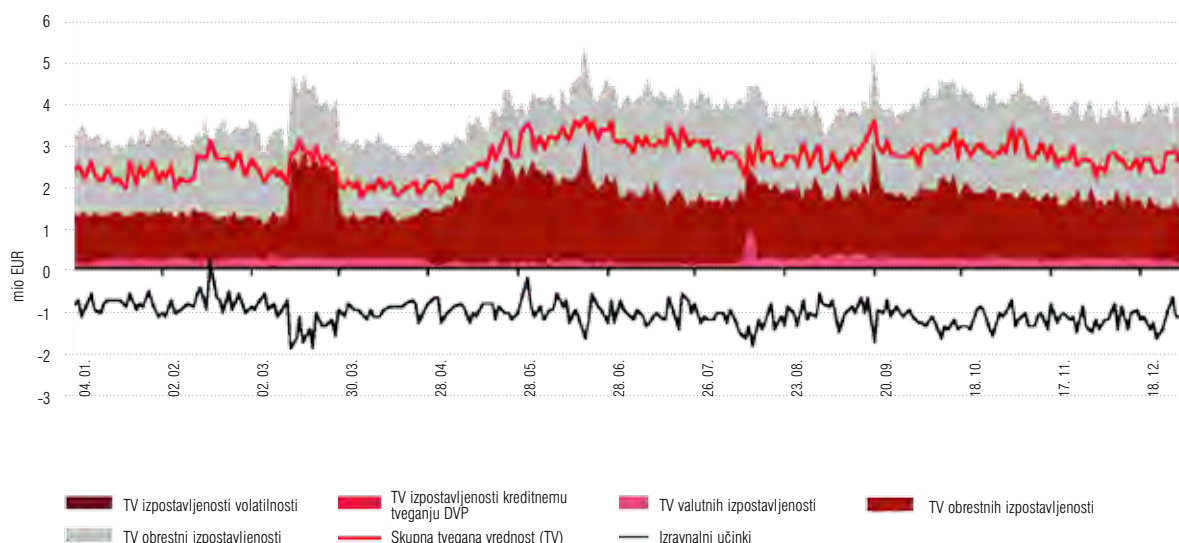
Rezultati na tvegani vrednosti temelječega internega modela, ki predpostavlja enodnevno obdobje posesti in 99-odstotno stopnjo zaupanja, so za leto 2010 na ravneh, ki so primerljive z rezultati za predhodno leto. Primerjava izračunov tvegane vrednosti za leto 2010 z izračuni za leto 2009 je prikazana v spodnji tabeli. V izračunih so upoštevane izpostavljenosti tveganju lastniških finančnih instrumentov, izpostavljenosti kreditnemu tveganju dolžniških vrednostnih papirjev (DVP) ter obrestne in valutne izpostavljenosti Banke.

Var UniCredit Banka Slovenija d.d. 2009 - 2010

EUR 1.000	Tvegana vrednost 2010			Tvegana vrednost 2009		
	Minimum	Maksimum	Povprečje	Minimum	Maksimum	Povprečje
Slovenija	1.718,50	3.625,95	2.638,38	1.446,20	4.844,50	2.824,70

Bančna tveganja

Gibanje tvegane vrednosti v UniCredit Banka Slovenija d.d. v letu 2010



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

Razmerje med obrestnim tveganjem v bančni knjigi in kapitalom banke, vzpostavljeno v okviru regulative Basel II, od Banke zahteva primerjavo spremembe v tržni vrednosti bančne knjige kot posledice premika obrestne krivulje za 2 odstotni točki s kapitalom banke. 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 scenarijev izjemnih situacij so pokazali, da bi nenaden premik obrestnih mer za 2 odstotni točki absorbiral približno 3,8 % kapitala Banke, kar je občutno pod mejno vrednostjo 20 %. Trenutna investicija lastniškega kapitala je pri testiranju upoštevana kot odprta izpostavljenost tveganju.

Učinki premika obrestne krivulje za eno bazično točko v letu 2010

EUR	31. 12. 2010						Letni max, min, povprečje		
	Do 1 meseca	1 do 3 mesece	3 mesece do 1 leto	1 do 5 let	Nad 5 let	Skupaj	Letni maksimum	Letni minimum	Absolutno povprečje
CHF	132	(139)	(1.449)	(420)	(985)	(2.862)	3.139	(7.300)	2.064
EUR	(218)	(6.263)	(15.317)	(11.584)	24.096	(9.284)	36.859	(16.252)	12.335
USD	(20)	(27)	455	7	0	415	1.891	(135)	1.438
Skupaj	372	6.429	17.244	12.011	25.082	12.585	37.030	69	15.886

Učinki premika obrestne krivulje za eno bazično točko v letu 2009

EUR	31. 12. 2009						Letni max, min, povprečje		
	Do 1 meseca	1 do 3 mesece	3 mesece do 1 leto	1 do 5 let	Nad 5 let	Skupaj	Letni maksimum	Letni minimum	Absolutno povprečje
CHF	(58)	(248)	(1.968)	590	91	(1.592)	2.944	(8.435)	2.629
EUR	(65)	2.134	(6.892)	4.370	6.051	5.599	29.803	(22.110)	9.085
USD	(34)	9	110	1.049	467	1.600	2.352	(275)	1.879
Skupaj	163	2.393	9.040	6.009	6.610	8.858	33.591	63	13.649

Portfelj dolžniških vrednostnih papirjev Banke združuje predvsem obveznice prvorazrednih izdajateljev, ki so uvrščene bodisi v kategorijo trgovanih vrednostnih papirjev, kategorijo papirjev razpoložljivih za prodajo ali kategorijo papirjev v posesti do zapadlosti. 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 v letu 2010

EUR	31. 12. 2010					Letni max, min, povprečje			
	Zapadlost	Do 6 mesecev	Od 6 mesecev do 2 leti	2 leti do 7 let	nad 7 let	Skupaj	Letni maksimum	Letni minimum	Absolutno povprečje
Skupaj		(1.554)	(20.396)	(113.088)	(12.590)	147.628	161.556	111.857	141.786

Učinki spremembe kreditne premije vseh izdajateljev za eno bazično točko v letu 2009

EUR	31. 12. 2009					Letni max, min, povprečje			
	Zapadlost	Do 6 mesecev	Od 6 mesecev do 2 leti	2 leti do 7 let	nad 7 let	Skupaj	Letni maksimum	Letni minimum	Absolutno povprečje
Skupaj		(1.223)	(25.660)	(83.240)	(10.707)	120.830	171.287	105.661	131.655

Banka je zgoraj opisane pristope, zasnovane na analizi občutljivosti na posamezne dejavnike tveganja, razširila s testiranjem scenarijev izjemnih situacij za vse materialne komponente tržnega tveganja. Mesečno potekata izračun in ovrednotenje učinkov tako tistih scenarijev, ki jih predpisuje Basel II, kot tudi scenarijev, ki jih je ločeno identificirala finančna skupina UniCredit. Učinki raznovrstnih potencialnih sprememb obrestnih mer, deviznih tečajev ter premij za kreditno tveganje se izračunavajo tako za trgovalno kot tudi bančno knjigo.

Poleg tvegane vrednosti se spremlja tudi odprta valutna pozicija za vsako valuto posebej. Banka je imela večje odprte pozicije le v pomembnejših valutah.

Odprta devizna pozicija v letu 2010

EUR 1.000		
Valuta	max. kratka pozicija	max. dolga pozicija
AUD	(71)	44
CAD	(14)	111
CHF	(4,760)	1,810
GBP	(1,131)	370
JPY	(1,982)	30
USD	(2,557)	2,998

EUR 1.000

Odprta devizna pozicija v letu 2009

EUR 1.000		
Valuta	max. kratka pozicija	max. dolga pozicija
AUD	(76)	120
CAD	(33)	102
CHF	(4.453)	600
GBP	(1.060)	500
JPY	(1.018)	744
USD	(1.694)	4.689

Bančna tveganja

Finančni instrumenti merjeni po pošteni vrednosti glede na različne ravni na zadnji dan poročanja, 2010

EUR 1.000	Raven 1	Raven 2	Raven 3	Skupaj
Finančna sredstva, namenjena trgovanju	890	117.050	-	117.940
Finančna sredstva, pripoznana po pošteni vrednosti skozi izkaz poslovnega izida	-	-	-	-
Finančna sredstva, razpoložljiva za prodajo	142.846	239.344	8.560	390.750
Izvedeni finančni instrumenti, namenjeni varovanju - sredstva	-	4.874	-	4.874
Skupaj	143.736	361.268	8.560	513.564
Finančne obveznosti, namenjene trgovanju	278	109.074	-	109.352
Izvedeni finančni instrumenti, namenjeni varovanju - obveznosti	-	55.524	-	55.524
Skupaj	278	164.598	-	164.876

Finančni instrumenti merjeni po pošteni vrednosti glede na različne ravni na zadnji dan poročanja, 2009

EUR 1.000	Raven 1	Raven 2	Raven 3	Skupaj
Finančna sredstva, namenjena trgovanju	3.366	81.824	-	85.190
Finančna sredstva, pripoznana po pošteni vrednosti skozi izkaz poslovnega izida	-	-	6.366	6.366
Finančna sredstva, razpoložljiva za prodajo	89.185	250.203	13.220	352.608
Izvedeni finančni instrumenti, namenjeni varovanju - sredstva	-	5.672	-	5.672
Skupaj	92.551	337.699	19.586	449.836
Finančne obveznosti, namenjene trgovanju	525	81.765	-	82.290
Izvedeni finančni instrumenti, namenjeni varovanju - obveznosti	-	13.992	-	13.992
Skupaj	525	95.757	-	96.282

Bilančne postavke v različnih valutah za 31. 12. 2010

EUR 1.000				
Postavka	EUR	CHF	Ostalo	Skupaj
Denar v blagajni in stanje na računih pri centralni banki	82.920	383	1.014	84.316
Finančna sredstva, namenjena trgovanju	117.096	130	714	117.940
Finančna sredstva, pripoznana po pošteni vrednosti skozi izkaz poslovnega izida	-	-	-	-
Finančna sredstva, razpoložljiva za prodajo	390.750	-	-	390.750
Izvedeni finančni instrumenti, namenjeni varovanju	4.874	-	-	4.874
Krediti	1.865.442	458.915	10.446	2.334.802
Krediti bankam	17.492	796	7.354	25.642
Krediti strankam	1.847.950	458.119	3.092	2.309.160
Finančna sredstva v posesti do zapadlosti	29.886	-	-	29.886
Nekratkoročna sredstva v posesti za prodajo	-	-	-	-
Opredmetena osnovna sredstva	8.995	-	-	8.995
Neopredmetena dolgoročna sredstva	15.032	-	-	15.032
Terjatve za davek od dohodkov pravnih oseb	3.634	-	-	3.634
Terjatve za davek	0	-	-	0
Odložene terjatve za davek	3.634	-	-	3.634
Druga sredstva	1.668	4.552	37	6.257
SKUPAJ SREDSTVA	2.520.297	463.979	12.210	2.996.486
Finančne obveznosti do centralne banke	-	-	-	-
Finančne obveznosti, namenjene trgovanju	108.204	664	484	109.352
Izvedeni finančni instrumenti, namenjeni varovanju	16.948	38.577	-	55.524
Finančne obveznosti, merjene po odplačni vrednosti	2.358.644	233.383	16.890	2.608.917
Vloge bank	1.340.884	102.580	378	1.443.842
Vloge strank	763.903	2.410	16.512	782.825
Krediti bank	223.708	128.394	-	352.102
Podrejene obveznosti	30.148	-	-	30.148
Rezervacije	2.117	-	-	2.117
Obveznosti za davek od dohodkov pravnih oseb	2.408	-	-	2.408
Obveznosti za davek	921	-	-	921
Odložene obveznosti za davek	1.487	-	-	1.487
Druge obveznosti	20.727	375	17	21.119
SKUPAJ OBVEZNOSTI	2.509.047	272.998	17.391	2.799.437
Osnovni kapital	16.258	-	-	16.258
Kapitalske rezerve	61.885	-	-	61.885
Presežek iz prevrednotenja	(7.496)	-	-	(7.496)
Rezerve iz dobička (vključno z zadržanim dobičkom)	119.829	-	-	119.829
Čisti dobiček poslovnega leta	6.573	-	-	6.573
SKUPAJ KAPITAL	197.049	-	-	197.049
SKUPAJ OBVEZNOSTI IN KAPITAL	2.706.096	272.998	17.391	2.996.486
Zunajbilančne obveznosti	4.078.143	868.699	121.581	5.068.424

Bančna tveganja

Bilančne postavke v različnih valutah na dan 31. 12. 2009

EUR 1.000				
Postavka	EUR	CHF	Ostalo	Skupaj
Denar v blagajni in stanje na računih pri centralni banki	76.810	501	710	78.021
Finančna sredstva, namenjena trgovanju	82.236	218	2.205	84.659
Finančna sredstva, pripoznana po pošteni vrednosti skozi izkaz poslovnega izida	5.372	994	0	6.366
Finančna sredstva, razpoložljiva za prodajo	352.608	0	0	352.608
Izvedeni finančni instrumenti, namenjeni varovanju	5.672	0	0	5.672
Kreditni	2.181.310	460.168	16.571	2.658.049
Kreditni bankam	545.484	124	15.517	561.125
Kreditni strankam	1.635.826	460.044	1.054	2.096.924
Finančna sredstva v posesti do zapadlosti	29.773	0	0	29.773
Nekratkoročna sredstva v posesti za prodajo	65	0	0	65
Opredmetena osnovna sredstva	9.530	0	0	9.530
Neopredmetena dolgoročna sredstva	12.621	0	0	12.621
Terjatve za davek od dohodkov pravnih oseb	2.498	0	0	2.498
Terjatve za davek	822	0	0	822
Odložene terjatve za davek	1.676	0	0	1.676
Druga sredstva	27.468	5	33	27.506
SKUPAJ SREDSTVA	2.785.963	461.886	19.519	3.267.368
Finančne obveznosti do centralne banke	120.633	0	0	120.633
Finančne obveznosti, namenjene trgovanju	78.615	835	2.315	81.765
Izvedeni finančni instrumenti, namenjeni varovanju	13.992	0	0	13.992
Finančne obveznosti, merjene po odplačni vrednosti	2.620.758	201.891	13.932	2.836.581
Vloge bank	1.564.256	37.291	1.039	1.602.586
Vloge strank	805.615	2.245	12.893	820.753
Kreditni bank	220.758	162.355	0	383.113
Podrejene obveznosti	30.129	0	0	30.129
Rezervacije	2.478	0	0	2.478
Obveznosti za davek od dohodkov pravnih oseb	1.253	0	0	1.253
Obveznosti za davek	0	0	0	0
Odložene obveznosti za davek	1.253	0	0	1.253
Druge obveznosti	17.920	657	872	19.449
SKUPAJ OBVEZNOSTI	2.855.649	203.383	17.119	3.076.151
Osnovni kapital	16.258	0	0	16.258
Kapitalske rezerve	61.885	0	0	61.885
Presežek iz prevrednotenja	(182)	0	0	(182)
Rezerve iz dobička (vključno z zadržanim dobičkom)	108.857	0	0	108.857
Čisti dobiček poslovnega leta	4.399	0	0	4.399
SKUPAJ KAPITAL	191.217	0	0	191.217
SKUPAJ OBVEZNOSTI IN KAPITAL	3.046.866	203.383	17.119	3.267.368
Zunajbilančne obveznosti	4.237.854	820.003	111.986	5.169.843

IZVEDENI FINANČNI INSTRUMENTI

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

V vsaki od navedenih kategorij Banka dodatno razlikuje med instrumenti, s katerimi se trguje na prostem trgu (OTC) in instrumenti, s katerimi se trguje na priznanih borzah. Večino portfelja izvedenih finančnih instrumentov Banke še vedno predstavljajo instrumenti, s katerimi se trguje na prostem trgu (OTC), le manjši del predstavljajo termenske pogodbe na obveznice kot produkti, s katerim se trguje na priznani borzi. Med letom je Banka instrument aktivno uporabljala pri upravljanju svoje obrestne pozicije. Navedeno je razvidno iz spodnjih preglednic, ki prikazujejo razdelitev vseh izvedenih finančnih instrumentov glede na preostali čas do zapadlosti.

UniCredit Banka Slovenija d.d. uporablja izvedene finančne instrumente tudi za optimizacijo strukture 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.

Bančna tveganja

Obseg izvedenih finančnih instrumentov za 31. 12. 2010

mio EUR	Znesek pogodbe Preostala zapadlost				Vrednotenje		Znesek pogodbe		Vrednotenje (pozitivno)		Vrednotenje (negativno)	
	< 1 leto	1-5 let	> 5 let	Skupaj	pozitivno	negativno	Bančna knjiga	Trgovalna knjiga	Bančna knjiga	Trgovalna knjiga	Bančna knjiga	Trgovalna knjiga
	Skupaj	2,252	1,945	796	4,993	121	164	1,726	3,268	4	117	55
od katerih: OTC produkti	2,252	1,945	791	4,987	121	164	1,726	3,262	4	117	55	109
od katerih: produkti s katerimi se trguje na priznanih borzah	-	-	6	6	-	-	-	6	-	-	-	-
A. Izvedeni finančni instrumenti, vezani na obrestno mero	1.698	1.213	598	3.510	32	38	1.514	1.996	4	28	17	21
OTC produkti:	1.698	1.213	593	3.504	32	38	1.514	1.990	4	28	17	21
Dogovori o obrestni meri	-	-	-	-	-	-	-	-	-	-	-	-
Terminski posli na obrestne mere	-	-	-	-	-	-	-	-	-	-	-	-
Enovalutne zamenjave obrestnih mer	1.425	856	440	2.720	31	36	1.514	1.206	4	26	17	19
Kupljene obrestne opcije	137	179	77	392	2	-	-	392	-	2	-	-
Prodane obrestne opcije	137	179	77	392	-	2	-	392	-	-	-	2
Drugi podobni instrumenti, vezani na obrestno mero	-	-	-	-	-	-	-	-	-	-	-	-
Produkti, s katerimi se trguje na priznanih borzah	-	-	6	6	-	-	-	6	-	-	-	-
Terminske pogodbe na obrestno mero	-	-	6	6	-	-	-	6	-	-	-	-
Opcijske terminske pogodbe, vezane na obrestno mero	-	-	-	-	-	-	-	-	-	-	-	-
B. Izvedeni finančni instrumenti, vezani na tujo valuto	538	731	198	1.467	87	125	212	1.255	-	88	38	87
OTC produkti:	538	731	198	1.467	87	125	212	1.255	-	88	38	87
Terminski posli na tuje valute	284	-	-	284	6	6	-	284	-	6	-	6
Medvalutne zamenjave obrestnih mer	15	370	179	563	50	88	212	351	-	50	38	50
Kupljene valutne opcije	128	192	11	330	32	-	-	330	-	32	-	-
Prodane valutne opcije	112	170	9	291	-	32	-	291	-	-	-	32
Drugi podobni izvedeni finančni instrumenti	-	-	-	-	-	-	-	-	-	-	-	-
Produkti, s katerimi se trguje na priznanih borzah	-	-	-	-	-	-	-	-	-	-	-	-
Terminske pogodbe na tujo valuto	-	-	-	-	-	-	-	-	-	-	-	-
Opcijske terminske pogodbe, vezane na tujo valuto	-	-	-	-	-	-	-	-	-	-	-	-
C. Transakcije povezane z vrednostnimi papirji	-	-	-	-	-	-	-	1	-	-	-	-
OTC produkti:	-	-	-	-	-	-	-	1	-	-	-	-
Zamenjave, vezane na vrednostne papirje	-	-	-	-	-	-	-	-	-	-	-	-
Kupljene opcije, vezane na lastniške vrednostne papirje	-	-	-	-	-	-	-	-	-	-	-	-
Prodane opcije, vezane na lastniške vrednostne papirje	-	-	-	-	-	-	-	-	-	-	-	-
Druge pogodbe povezane z vrednostnimi papirji	-	-	-	-	-	-	-	-	-	-	-	-
Produkti, s katerimi se trguje na priznanih borzah	-	-	-	-	-	-	-	-	-	-	-	-
Terminske pogodbe, vezane na vrednostne papirje	-	-	-	-	-	-	-	-	-	-	-	-
Opcijske terminske pogodbe, vezane na vrednostne papirje	-	-	-	-	-	-	-	-	-	-	-	-
D. Kreditni in ostali izvedeni finančni instrumenti	16	-	-	16	1	-	-	16	-	1	-	-
OTC produkti:	16	-	-	16	1	-	-	16	-	1	-	-
Kreditna zamenjava	-	-	-	-	-	-	-	-	-	-	-	-
Zamenjava skupnih donosov	-	-	-	-	-	-	-	-	-	-	-	-
Ostali kreditni izvedeni finančni instrumenti	-	-	-	-	-	-	-	-	-	-	-	-
Ostali izvedeni finančni instrumenti (blagovni)	16	-	-	16	1	-	-	16	-	1	-	-

Obseg izvedenih finančnih instrumentov 31. 12. 2009

mio EUR	Znesek pogodbe				Vrednotenje		Znesek pogodbe		Vrednotenje (pozitivno)		Vrednotenje (negativno)		
	Preostala zapadlost				Skupaj	pozitivno	negativno	Bančna knjiga	Trgovalna knjiga	Bančna knjiga	Trgovalna knjiga	Bančna knjiga	Trgovalna knjiga
	< 1 leto	1-5 let	> 5 let										
Skupaj	2,137	2,588	599	5,324	83	96	903	4,421	6	77	14	82	
od katerih: OTC produkti	2,135	2,588	599	5,322	83	96	903	4,418	6	77	14	82	
od katerih: produkti s katerimi se trguje na priznanih borzah	2	-	-	2	-	-	-	2	-	-	-	-	
A. Izvedeni finančni instrumenti, vezani na obrestno mero	1,251	2,204	568	4,023	42	51	843	3,180	6	36	13	38	
OTC produkti:	1,249	2,204	568	4,021	42	51	843	3,178	6	36	13	38	
Dogovori o obrestni meri	-	-	-	-	-	-	-	-	-	-	-	-	
Terminski posli na obrestne mere	-	-	-	-	-	-	-	-	-	-	-	-	
Enovalutne zamenjave obrestnih mer	1,182	1,223	318	2,723	36	46	843	1,880	6	31	13	33	
Kupljene obrestne opcije	34	491	125	649	5	-	-	649	-	5	-	-	
Prodane obrestne opcije	34	491	125	649	-	5	-	649	-	-	-	5	
Drugi podobni instrumenti, vezani na obrestno mero	-	-	-	-	-	-	-	-	-	-	-	-	
Produkti, s katerimi se trguje na priznanih borzah	2	-	-	2	-	-	-	2	-	-	-	-	
Terminske pogodbe na obrestno mero	2	-	-	2	-	-	-	2	-	-	-	-	
Opcijske terminske pogodbe, vezane na obrestno mero	-	-	-	-	-	-	-	-	-	-	-	-	
B. Izvedeni finančni instrumenti, vezani na tujo valuto	861	383	31	1,276	39	42	60	1,216	-	39	1	42	
OTC produkti:	861	383	31	1,276	39	42	60	1,216	-	39	1	42	
Terminski posli na tuje valute	277	1	-	278	2	5	-	278	-	2	-	5	
Medvalutne zamenjave obrestnih mer	20	166	31	217	8	9	60	157	-	8	1	8	
Kupljene valutne opcije	293	108	-	401	29	-	-	401	-	29	-	-	
Prodane valutne opcije	271	109	-	380	-	29	-	380	-	-	-	29	
Drugi podobni izvedeni finančni instrumenti	-	-	-	-	-	-	-	-	-	-	-	-	
Produkti, s katerimi se trguje na priznanih borzah	-	-	-	-	-	-	-	-	-	-	-	-	
Terminske pogodbe na tujo valuto	-	-	-	-	-	-	-	-	-	-	-	-	
Opcijske terminske pogodbe, vezane na tujo valuto	-	-	-	-	-	-	-	-	-	-	-	-	
C. Transakcije povezane z vrednostnimi papirji	-	-	-	-	-	-	-	-	-	-	-	-	
OTC produkti:	-	-	-	-	-	-	-	-	-	-	-	-	
Zamenjave, vezane na vrednostne papirje	-	-	-	-	-	-	-	-	-	-	-	-	
Kupljene opcije, vezane na lastniške vrednostne papirje	-	-	-	-	-	-	-	-	-	-	-	-	
Prodane opcije, vezane na lastniške vrednostne papirje	-	-	-	-	-	-	-	-	-	-	-	-	
Druge pogodbe povezane z vrednostnimi papirji	-	-	-	-	-	-	-	-	-	-	-	-	
Produkti, s katerimi se trguje na priznanih borzah	-	-	-	-	-	-	-	-	-	-	-	-	
Terminske pogodbe, vezane na vrednostne papirje	-	-	-	-	-	-	-	-	-	-	-	-	
Opcijske terminkse pogodbe, vezane na vrednostne papirje	-	-	-	-	-	-	-	-	-	-	-	-	
D. Kreditni in ostali izvedeni finančni instrumenti	25	-	-	25	2	2	-	25	-	2	-	2	
OTC produkti:	25	-	-	25	2	2	-	25	-	2	-	2	
Kreditna zamenjava	-	-	-	-	-	-	-	-	-	-	-	-	
Zamenjava skupnih donosov	-	-	-	-	-	-	-	-	-	-	-	-	
Ostali kreditni izvedeni finančni instrumenti	-	-	-	-	-	-	-	-	-	-	-	-	
Ostali izvedeni finančni instrumenti (blagovni)	25	-	-	25	2	2	-	25	-	2	-	2	

Bančna tveganja

Likvidnostno tveganje

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

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

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

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

KRA TKOROČNA LIKVIDNOST

Pod kratkoročno komponento upravljanja z likvidnostnim tveganjem Banka razume vidika likvidnosti znotraj delovnega dne ter dnevnih potreb po refinanciranju Banke. Prvi je osredotočen na dostop do zadostne likvidnosti tekom dne za pokrivanje vseh obveznosti do plačilnih in poravnalnih sistemov ter vključuje sprotno spremljanje obsežnejših plačil in velikosti zavarovanja v plačilnih sistemih.

Dnevne potrebe po refinanciranju Banka pokriva z aktivnim sodelovanjem na medbančnem trgu v skladu z njihovim vsakokratnim gibanjem ter razvoj identificiranih v mesečnem načrtu refinanciranja. Dnevno nadziranje presežkov in primanjkljajev v kratkoročni likvidnosti zagotavlja, da so potrebe po refinanciranju vsak dan in preko vsakega prihodnjega časovnega obdobja omejene.

Da bi zagotovili kontinuiteto poslovanja med obdobji izredno negativnega razvoja dogodkov, Banka izvaja testiranje izjemnih situacij na področju kratkoročne likvidnosti za širok nabor potencialnih scenarijev. Testiranje poteka mesečno in definira krizo imena ter znižanje kreditne bonitete med možnimi scenariji, specifičnimi za banko. Izmed scenarijev, ki prizadenejo celotni bančni trg, sta kot najpomembnejša obravnavana scenarij napake v plačilnem ali poravnalnem sistemu ter scenarij motenj v delovanju trgov refinanciranja. Z oblikovanjem zadostnega obsega virov financiranja Banka zagotavlja, da njene potencialne kapacitete za refinanciranje v vsakem od scenarijev presegajo ugotovljene potrebe po likvidnosti.

STRUKTURNA LIKVIDNOST

Upravljanje s strukturno likvidnostjo je komplement medbančno orientiranemu okviru kratkoročne likvidnosti. Pokriva razširjen časovni horizont od zapadlosti preko noči do končnih zapadlosti dolgoročnih sredstev in obveznosti banke ter obravnava vidike časa do zapadlosti, valutne usklajenosti ter koncentracije. Celotna strukturna likvidnost se tekoče analizira v standardnem scenariju likvidnosti ter scenarijih likvidnostne krize na trgu in likvidnostne krize specifične za banko. Prekomerna strukturna neskladja so preprečena s spremljanjem položaja na ravni posameznih valut, kar hkrati znižuje občutljivost banke na položaj trga medvalutnih zamenjav.

Celovita samoocena različnih možnosti refinanciranja Banke je vedno na voljo v zadnji verziji izjave o likvidnostni politiki.

Upravljanje s strukturno likvidnostjo ni omejeno le na celotni likvidnostni položaj, ampak obravnava razvoj postavk tudi na ravni posameznih produktov. Predvsem so pomembni volumni odobrenih kreditnih linij, vpoglednih vlog in varčevalnih računov ter volumni na novo odobrenih kreditov. V skladu z rastočim pomenom depozitov strank kot stabilnega in zanesljivega vira financiranja je Banka izboljšala interni proces upravljanja vpoglednih vlog in varčevalnih računov z vpeljavo statističnega modela, ki temelji na opaženih značilnostih teh produktov.

Banka pri svojem poslovanju s strankami upošteva likvidnostne stroške. Vsakokratni veljavni stroški bremenijo oziroma so na podlagi oportunitetnega pristopa, pripisani različnim produktom na strani sredstev in obveznosti, ki vplivajo na likvidnost. V sedanjem procesu upravljanja to zagotavlja ustrezno raven cen produktov Banke.

OCENA LIKVIDNOSTNEGA POLOŽAJA OB KONCU LETA

Kljub težki situaciji na globalnem in lokalnem trgu je Banka skozi celotno leto 2010 vzdrževala ustrezen likvidnostni profil. Glavni vir financiranja poleg primarnih virov ostaja likvidnostni center v UniCredit Bank Austria AG, Dunaj, kjer se Banka financira po likvidnostnih stroških finančne skupine UniCredit. Banka kot zaščito pred kakršnimkoli nepredvidenim denarnim odtokom vzdržuje portfelj likvidnih sredstev, ki vključujejo obveznice Republike Slovenije in ga lahko odproda ali zastavi v zavarovanje v primeru potreb po dodatni likvidnosti.

Bilanca stanja po zapadlosti na dan 31. 12. 2010

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 centralni banki	84.316	32.316	52.000	-	-	-	-
Finančna sredstva, namenjena trgovanju	117.940	-	11.784	5.713	10.039	76.115	14.289
Finančna sredstva, pripoznana po pošteni vrednosti skozi izkaz poslovnega izida	-	-	-	-	-	-	-
Finančna sredstva, razpoložljiva za prodajo	390.750	-	53	3.885	50.337	114.590	221.885
Izvedeni finančni instrumenti, namenjeni varovanju	4.874	-	3	147	2.037	1.754	933
Krediti	2.334.802	6.941	112.025	99.942	417.877	919.882	778.135
Krediti bankam	25.642	6.941	361	662	4.634	12.233	811
Krediti strankam, ki niso banke	2.309.160	-	111.664	99.280	413.243	907.649	777.324
Finančna sredstva v posesti do zapadlosti	29.886	-	-	3	9.991	19.892	-
Nekratkoročna sredstva v posesti za prodajo	-	-	-	-	-	-	-
Opredmetena osnovna sredstva	8.995	-	-	-	-	-	8.995
Neopredmetena dolgoročna sredstva	15.032	-	-	-	-	-	15.032
Terjatve za davek od dohodkov pravnih oseb	3.634	-	-	-	-	3.634	-
Terjatve za davek	-	-	-	-	-	-	-
Odložene terjatve za davek	3.634	-	-	-	-	3.634	-
Druga sredstva	6.257	-	6.017	55	61	89	35
Skupaj sredstva (1)	2.996.486	39.257	181.882	109.745	490.342	1.135.956	1.039.304
Finančne obveznosti do centralne banke	-	-	-	-	-	-	-
Finančne obveznosti, namenjene trgovanju	109.352	-	11.545	1.207	12.845	74.741	9.014
Izvedeni finančni instrumenti, namenjeni varovanju	55.524	-	171	15	1.739	10.305	43.294
Finančne obveznosti, merjene po odplačni vrednosti	2.608.917	331.593	446.356	521.864	579.201	589.995	139.908
Vloge bank	1.443.842	8.254	202.735	451.016	463.846	287.991	30.000
Vloge strank, ki niso banke	782.825	323.339	242.921	70.050	105.291	40.390	834
Krediti bank	352.102	-	552	798	10.064	261.614	79.074
Podrejene obveznosti	30.148	-	148	-	-	-	30.000
Rezervacije	2.117	-	62	9	197	817	1.032
Obveznosti za davek od dohodkov pravnih oseb	2.408	-	-	-	921	1.487	-
Obveznosti za davek	921	-	-	-	921	-	-
Odložene obveznosti za davek	1.487	-	-	-	-	1.487	-
Druge obveznosti	21.119	-	15.886	532	2.468	1.900	333
Osnovni kapital	16.258	-	-	-	-	-	16.258
Kapitalske rezerve	61.885	-	-	-	-	-	61.885
Presežek iz prevrednotenja	(7.496)	-	-	-	-	-	(7.496)
Rezerve iz dobička (vključno z zadržanim dobičkom)	119.829	-	-	-	-	-	119.829
Čisti dobiček poslovnega leta	6.573	-	-	-	-	-	6.573
Skupaj obveznosti in kapital (2)	2.996.486	331.593	474.020	523.627	597.371	679.245	390.630
Neuskkljenost (1)-(2)	-	(292.336)	(292.138)	(413.882)	(107.029)	456.711	648.674

Bančna tveganja

Bilanca stanja po zapadlosti na dan 31. 12. 2009

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 centralni banki	78.021	78.021	-	-	-	-	-	-
Finančna sredstva, namenjena trgovanju	84.659	-	11.668	5.101	31.806	29.226	6.858	
Finančna sredstva, pripoznana po pošteni vrednosti skozi izkaz poslovnega izida	6.366	-	801	31	1.549	3.926	59	
Finančna sredstva, razpoložljiva za prodajo	352.608	-	58	34.317	4.935	118.908	194.390	
Izvedeni finančni instrumenti, namenjeni varovanju	5.672	-	16	1.678	1.531	1.918	529	
Kreditni	2.658.049	62.719	328.578	252.398	550.524	793.496	670.334	
Kreditni bankam	561.125	62.719	233.384	169.584	88.593	5.359	1.486	
Kreditni strankam, ki niso banke	2.096.924	-	95.194	82.814	461.931	788.137	668.848	
Finančna sredstva v posesti do zapadlosti	29.773	-	-	2	18	29.753	-	
Nekratkoročna sredstva v posestvi za prodajo	65	-	-	-	-	65	-	
Opredmetena osnovna sredstva	9.530	-	-	-	-	-	9.530	
Neopredmetena dolgoročna sredstva	12.621	-	-	-	-	-	12.621	
Terjatve za davek od dohodkov pravnih oseb	2.498	-	-	-	822	1.676	-	
Terjatve za davek	822	-	-	-	822	-	-	
Odložene terjatve za davek	1.676	-	-	-	-	1.676	-	
Druga sredstva	27.506	-	15.869	2.528	964	8.137	8	
Skupaj sredstva (1)	3.267.368	140.740	356.990	296.055	592.149	987.105	894.329	
Finančne obveznosti do centralne banke	120.633	-	-	-	120.633	-	-	
Finančne obveznosti, namenjene trgovanju	81.765	-	3.339	6.961	33.812	28.963	8.690	
Izvedeni finančni instrumenti, namenjeni varovanju	13.992	-	435	2.923	427	2.016	8.191	
Finančne obveznosti, merjene po odplačni vrednosti	2.836.581	286.871	615.339	818.250	263.904	469.336	382.881	
Vloge bank	1.602.586	12.428	350.466	661.514	164.587	333.591	80.000	
Vloge strank, ki niso banke	820.753	274.443	264.155	155.991	42.121	83.313	730	
Kreditni bank	383.113	-	589	745	57.196	52.432	272.151	
Podrejene obveznosti	30.129	-	129	-	-	-	30.000	
Rezervacije	2.478	-	189	33	1.081	525	650	
Obveznosti za davek od dohodkov pravnih oseb	1.253	-	-	-	-	1.253	-	
Obveznosti za davek	-	-	-	-	-	-	-	
Odložene obveznosti za davek	1.253	-	-	-	-	1.253	-	
Druge obveznosti	19.449	-	14.231	281	2.258	2.176	503	
Osnovni kapital	16.258	-	-	-	-	-	16.258	
Kapitalske rezerve	61.885	-	-	-	-	-	61.885	
Presežek iz prevrednotenja	(182)	-	-	-	-	-	(182)	
Rezerve iz dobička (vključno z zadržanim dobičkom)	108.857	-	-	-	-	-	108.857	
Čisti dobiček poslovnega leta	4.399	-	-	-	-	-	4.399	
Skupaj obveznosti in kapital (2)	3.267.368	286.871	633.533	828.448	422.115	504.269	592.132	
Neuskkljenost (1)-(2)	-	(146.131)	(276.543)	(532.393)	170.034	482.836	302.197	

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 prištevamo tudi pravna tveganja, izključena pa so strateška tveganja in tveganja ugleda.

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

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

UPRAVLJALCI OPERATIVNEGA TVEGANJA

Celotna organizacija ter razdelitev pristojnosti in odgovornosti na področju upravljanja operativnega tveganja z vidika ocenjevanja/merjenja, spremljanja in obvladovanja operativnega tveganja je v UniCredit Banka Slovenija d.d. definirana na način, ki omogoča/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 debato o možnih izboljšavah procesov/produktov/sistemov znotraj Banke. Na osnovi poročil o operativnem tveganju 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.

Funkcija upravljanja operativnega tveganja poteka znotraj samostojne skupine za operativno tveganje, v okviru divizije Upravljanje s tveganji, v tesnem sodelovanju z ostalimi upravitelji operativnega tveganja, ki so imenovani za vsako poslovno divizijo in štabno službo. Skupina za operativno tveganje zagotavlja redno kontrolo nad operativnim tveganjem in je odgovorna za identifikacijo, ocenjevanje, nadzor in zmanjševanje ter kontrolo operativnega tveganja. Skupina je vključena tudi v postopek vpeljave novih produktov. Upravitelji operativnega tveganja so odgovorni za vzpostavitev ustreznih ukrepov za zmanjšanje in preprečevanje operativnega tveganja ter sklenitev morebitnega zavarovanja pred tveganjem.

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 finančne skupine UniCredit. Model uporablja kombinacijo notranjih podatkov, zunanjih podatkov, analize scenarijev in dejavnikov, ki odražajo poslovno okolje in notranje kontrole.

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

Mreža neodvisnih funkcij in skupin, ki so vključene v upravljanje in kontrolo tveganj, zagotavlja upravi Banke zadostne informacije za upravljanje z operativnim tveganjem. Poročilo upravljalcev operativnega tveganja zagotavlja pravočasne in zadostne informacije, saj vsebuje informacije o dejanskih izgubah iz naslova operativnih tveganj kot tudi ukrepe za zmanjšanje operativnega tveganja. Namen tovrstnega

Bančna tveganja

poročanja je omogočiti upravi in višjemu vodstvu, da obdrži izpostavljenost operativnemu tveganju na ustrezno nizki ravni za vsako poslovno področje ter da se o pomembnih dilemah pogovarja tudi na višji ravni vodstva Banke.

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

Zbiranje škodnih dogodkov

Škodni dogodki se zbirajo od leta 2002 in so pomagali pri:

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

Aktivnosti identifikacije, beleženja, zbiranja, potrjevanja in poročanja škodnih dogodkov so organizirane decentralizirano, na nivoju posamezne divizije, znotraj posameznega oddelka ali skupine znotraj oddelka. Banka zbira vse izgube in dobičke, ki so povezani z dogodki operativnih tveganj, z zneskom nad 100 EUR in vse potencialne izgube nad 10.000 EUR. Vsak dogodek operativnega tveganja se uvrsti v eno izmed sedmih kategorij tveganja po Basel II standardih (ORX standard):

- notranja goljufija,
- zunanja goljufija,
- praksa zaposlenih iz delovnega razmerja in varstva pri delu,
- stranke, produkti in negativna poslovna praksa,
- poškodbe fizičnih sredstev,
- prekinitve poslovanja in napake v sistemih,
- 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.

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, scenarijev ter analizi notranjih kontrol in strokovnjakovih pobudah za procese, mnenju notranje revizije ter spremembah v poslovnemu okolju.

Analiza scenarijev

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

Interna ocena

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

Cilj letne interne ocene je identifikacija glavnih značilnosti posameznih operativnih tveganj, ki so specifični za naše okolje in ocenjevanje

ustreznosti vzpostavljenega kontrolnega okolja. V primeru ugotovljenih pomanjkljivosti se izdelava akcijski načrt za implementacijo dodatnih kontrol/ukrepov, vključno z določitvijo odgovornih enot za njihovo izvedbo in spremljanje, skladno z načrtanim časovnim okvirjem.

NAČRTOVANE AKTIVNOSTI ZA LETO 2011

Glavne aktivnosti na področju operativnega tveganja bodo v letu 2011 osredotočene na:

- dodatno izboljšanje kakovosti notranjih podatkov, saj postaja kakovost podatkov še toliko bolj pomembna z vpeljavo nove metodologije alokacije kapitalske zahteve za operativno tveganje na ravni finančne skupine UniCredit;
- dodatno povečanje zavedanja o operativnem tveganju na vseh ravneh v Banki in nadaljnje ustvarjanje okolja, v katerem so škodni dogodki obravnavani kot priložnosti za izboljšanje notranjih procesov.

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. Pravno tveganje in tveganje skladnosti poslovanja s predpisi sta tveganji nastanka škode zaradi kršitve ali neusklajenosti z zakoni, podzakonskimi akti, pravili, predpisi, dogovori, dobro bančno prakso ali etičnimi normami. Banka je izpostavljena pravnemu metodološkemu tveganju, ki predstavlja tveganje nastanka izgube zaradi sprejetih metod, s katerimi želimo zavarovati premoženje Banke pred zahtevki drugih ali zavarovati Banko pred obveznostjo plačati škodo ali povračila drugim in za katere metode se izkaže, da niso zadostne. Dodatno je Banka izpostavljena tudi operativnemu pravnemu tveganju, ki nastane v teku sklepanja bančnih poslov in s katerim si Banka naloži obveznosti, ki niso bile predvidene oz. so večje od predvidenih ali pa se izkaže, da so bile terjatve oz. pravice manjše ali izkazane v nižji vrednosti kot je bilo pričakovano v času sklepanja poslov.

Banka je izpostavljena tudi tveganju neskladnosti, ki je tveganje zakonskih sankcij, ukrepov nadzornih organov, finančnih izgub ali izgube ugleda, ki jih lahko Banka utрпи zaradi nenamerne ali namerne neskladnega ravnanja z zakoni, zunanjimi in notranjimi predpisi, standardi in kodeksi.

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 minimalnih standardov za njihovo upravljanje kot tudi z zagotavljanjem skladnosti z aktivnim nadzorom.

Politika obvladovanja pravnih tveganj in tveganja skladnosti je vpeljana skozi identifikacijo in ponavljajoče preglede področij, kjer je bilo ugotovljeno oz. je prisotno tovrstno tveganje, določitev odgovornosti za razvoj ustreznih postopkov za upravljanje in zmanjševanje tveganj in skozi vzpostavitev postopkov za nadzor skladnosti, upoštevajoč zahtevane minimalne 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 izredno majhno število pravnih postopkov/sporov, ki so še v teku.

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 dohodkov in stroškov brez upoštevanja izrednih postavk. Spremembe obsega poslovanja so rezultat nepričakovanega razvoja tržnih gibanj, nepričakovanega vedenja strank ali novih tržnih udeležencev/produktov.

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

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

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

Tveganja iz naslova deležev in kapitalskih udeležb Banke

UniCredit Banka Slovenija d.d. ni aktivna pri dolgoročnih naložbah v delnice za svoj račun z namenom, da bi realizirala kratkoročno trgovanje

Bančna tveganja

ali bistvena dolgoročna povečanja vrednosti. Deleži Banke so bodisi tesno povezani z njenim poslovanjem (SWIFT, Bankart, itd.) ali pa rezultat poskusov prestrukturiranja. Zato UniCredit Banka Slovenija d.d. ne vidi potrebe po aktivnem pristopu pri upravljanju s tovrstnim tveganjem.

Tveganja na področju nepremičnin

UniCredit Banka Slovenija d.d. beleži le manjšo izpostavljenost na področju financiranja nepremičnin in ne vplaga v nepremičnine.

Informacija v zvezi s tretjim stebrom (Pillar 3)

V skladu s pravno ureditvijo glede tretjega stebra (Pillar 3) in dejstvom, da je UniCredit Banka Slovenija d.d. konsolidirana v finančno skupino UniCredit, je Banka dolžna razkriti informacije o upravljanju s kapitalom, o razpoložljivem kapitalu in kapitalski zahtevi za različne kategorije tveganja.

Upravljanje s kapitalom

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

Ekonomski kapital se izračuna za preteklo obdobje, in sicer vsake tri mesece, vendar se spremlja tudi v okviru letnega procesa načrtovanja. Kapitalna zahteva in ponudba kapitala se spreminjata skozi čas, zato Banka zagotovi, da kapitalna zahteva (ki izhaja predvsem iz poslovnih načrtov in napovedi o profilu tveganja v povezavi z makroekonomskimi scenariji) ne preseže ponudbe kapitala ter da se ponudba kapitala (na katero vplivajo zlasti načrtovane transakcije s kapitalom in pričakovani dobički) ohrani na določeni ravni, ki omogoča Banki kritje izračunanih 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 faktor, 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 99,97 %. Celotno odgovornost za prepoznavanje tveganj in ocene stopnje tveganj prevzema ALCO.

Poleg ekonomskega vidika mora Banka izpolnjevati tudi pravne predpise določene z Basel II sporazumom in slovensko zakonodajo.

Regulatorni kapital za kreditno, tržno in operativno tveganje mora ustrezati kapitalski zahtevi, medtem ko bilančni kapital (temeljni kapital, dodatni kapital 1 in dodatni kapital 2) predstavlja dejanski kapital Banke. Uprava Banke redno spremlja kapitalsko ustreznost, o kateri poroča Banki Slovenije vsake tri mesece. Banka Slovenije zahteva, da vse banke ohranijo stopnjo skupnega regulatornega kapitala (stopnja kapitalске ustreznosti), ki po mednarodnem dogovoru znaša najmanj 8 % tveganjem prilagojenih zneskov.

Spodnja tabela predstavlja kratek pregled sestave regulatornega kapitala in stopnjo kapitalске ustreznosti ob koncu let 2010 in 2009. Količnik kapitalске ustreznosti je padel iz 10,29 % ob koncu leta 2009 na 10,05 % ob koncu leta 2010.

Izračun kapitala in kapitalske zahteve

EUR 1.000 Postavka	31. 12. 2010	31. 12. 2009
SKUPAJ KAPITAL (za namen kapitalske ustreznosti)	203.670	199.196
TEMELJNI KAPITAL	173.670	169.196
Vplačani osnovni kapital	16.258	16.258
Kapitalske rezerve	61.885	61.885
Rezerve in zadržani dobiček ali izguba	119.829	108.857
(-) Ostale odbitne postavke temeljnega kapitala	(22.412)	(17.804)
(-) Neopredmetena dolgoročna sredstva	(15.032)	(12.621)
(-) Druge deželno specifične odbitne postavke	(7.380)	(5.183)
Razlika med izkazanimi oslavitvami in rezervacijami po MSRP in sklepom o ocenjevanju izgub	-	-
Drugi PP	7.380	5.183
DODATNI KAPITAL I	30.000	30.000
Podrejeni dolg I	30.000	30.000
SKUPAJ TEMELJNI KAPITAL (za namen kapitalske ustreznosti)	173.670	169.196
SKUPAJ DODATNI KAPITAL I (za namen kapitalske ustreznosti)	30.000	30.000
Bruto znesek podrejenega dolga I	30.000	30.000
Minimalni osnovni kapital	5.000	5.000
KAPITALSKE ZAHTEVE	162.138	154.818
VSOTA KAPITALSKIH ZAHTEV ZA KREDITNO TVEGANJE, TVEGANJE NASPROTNE STRANKE IN TVEGANJE ZARADI ČASOVNE NEUSKLAJENOSTI PLAČILA IN IZROČITVE	154.940	148.036
Standardizirani pristop (SA)	154.940	148.036
SA kategorije izpostavljenosti brez pozicij listinjenja	154.940	148.036
Enote centralne ravni države ali centralne banke	-	-
Enote regionalne ali lokalne ravni držav	4.514	3.292
Osebe javnega sektorja	3.461	2.655
Institucije	3.904	5.244
Podjetja	68.903	74.328
Bančništvo na drobno	55.337	45.897
Zavarovano z nepremičninami	3.074	2.066
Zapadle postavke	5.800	3.383
Regulatorno zelo tvegane izpostavljenosti	4.756	5.758
Ostale izpostavljenosti	5.191	5.413
TVEGANJE PORAVNAVE	-	-
VSOTA KAPITALSKIH ZAHTEV ZA POZICIJSKO TVEGANJE, VALUTNO TVEGANJE IN TVEGANJE SPREMEMB CEN BLAGA	1.232	1.605
Pozicijsko tveganje, valutno tveganje in tveganje sprememb cen blaga izračunano po standardiziranih pristopih	1.232	1.605
Dolžniški finančni instrumenti	1.161	1.582
KAPITALSKA ZAHTEVA ZA OPERATIVNO TVEGANJE	5.966	5.177
Standardizirani pristop	-	-
Napredni pristop	5.966	5.177
DRUGE IN PREHODNE KAPITALSKE ZAHTEVE	-	-
Ostale deželno specifične kapitalske zahteve	-	-
Presežek (+) / primanjkljaj (-) kapitala	41.532	44.378
Količnik kapitalske ustreznosti (%)	10,05 %	10,29 %

For whatever life brings.



Everyone knows that life can be surprising. Many of these surprises are good things. Some are not so good. That is why people need their bank to be a reliable partner, helping them to deal with whatever life brings.

Because this year's report is inspired by real life, its graphics portray some of life's more pleasant aspects, as well as a few of its less enjoyable features. Thus, the images present a range of contrasts, and our cover offers up a kaleidoscope of moments drawn from daily life.

That is simply how life works. From the exciting to the ordinary, from the expected to the unanticipated, life is always changing and makes demands on all of us.

And UniCredit is here to lend a hand.

Our job is about more than offering products and managing transactions. It is about understanding the needs of our customers as individuals, families and enterprises. Our goal is to deliver solutions for the everyday issues that people face. This means providing them with concrete answers — day by day, customer by customer, need by need.

Preface by the Chairman of the Supervisory Board



“ By 2015, we wish to rank among the top three banks in terms of customer satisfaction in all the countries we operate in. We also want to be among the top three banks for people engagement, reputation, market capitalization and cross-border business. ”

To our valued shareholders:

In 2010, UniCredit was faced with changed market conditions, as well as changes in management. Following Alessandro Profumo's departure as CEO of UniCredit after a decade and a half at the top, I was appointed as his successor. The Bank had become torn between the so-called Fondazione group – longstanding Italian strategic investors who own no more than 15 % of UniCredit's shares but hold a majority on the board of directors – and its breakneck international expansion over the last decade, starting with the acquisition of Bank Pekao in Poland in 1999. The Bank has not lost its shareholders a single euro during the past two years, a time that has been so devastating for global banking, and holds top-three (and often top) market share positions in most of the countries where it operates. The international expansion strategy which we have pursued in the past was fundamentally correct in terms of generating profitability. In addition, UniCredit has a particularly strong presence in some of Europe's healthiest economies – Turkey, with 10 % GDP growth in the first half of 2010, Russia and Poland, both with 4 % GDP growth. Following Mr Profumo's departure, there were questions over whether the Fondazione were able to provide additional capital for UniCredit if needed, or willing to see further dilution of their shares if they could not invest extra equity. Our Group has no immediate capital needs, and compliance with the Basel III requirements as drafted is perfectly straightforward. Nonetheless, the nature of capital management has changed fundamentally for all banks, not just for UniCredit.

Two years ago, some investors were saying that we were the leading bank in the Central and Eastern European (CEE) economies, and that we would die with them. Two years later, it is interesting to see that spreads on CEE government bonds have widened much less than those in Western Europe during the recent market fears over sovereign debt. So, CEE is a highly strategic region for us that will drive the success

of UniCredit, and we will progressively allocate more capital to it for this reason — it is our future. More than 70 % of the Group's revenues in the region derive from five markets that we believe show the best potential — Turkey, Russia, Poland, the Czech Republic and Croatia. The Bank is positioning itself to be an active local player in each of these countries. In 2011, we also plan an additional 50 % increase to the existing number of branches in Slovenia with additional branches, wishing to come even closer to our clients. We are aware that in financial intermediation, personal contact will never be completely replaced by even the most advanced technology. Moreover, we put even more emphasis on our clients and potential clients (and all other stakeholders) with the new mission which we adopted last year. We believe that our commitment is our biggest advantage. It is the main reason why we are a major European bank with over 10,000 branches in 22 countries. Our international presence extends to 50 markets, where over 162,000 of our employees share their banking knowledge and advice. Despite the crisis and even more prudent cost management and investments, we remain strongly committed to employee education in order to remain the top and most credible financial advisor to our clients, as well as to the special care for the reputation of our Bank, as we wish to justify the trust of the people who enable us to walk with determination on our path of realizing your and our business wishes and objectives every day.

Banking operations are changing, so we must be capable of adapting to the new needs of businesses and individuals at the same time, if we wish to remain ahead of the competition. Therefore, we claim that we support our declared »real-life banking« also with our actions. We are and wish to remain a leading European bank, which is easy to deal with, whose people deliver concrete answers and services which provide real benefits to the challenges and opportunities customers face in real-life today.

By 2015, we wish to rank among the top three banks in terms of customer satisfaction in all the countries we operate in. We also want to be among the top three banks for people engagement, reputation, market capitalization and cross-border business. With the help of the UEFA Champions League, currently our most high-profile sponsorship, we also wish to become one of the top three most recognized European banking brands, renowned for its unique business model, product excellence, unmatched quality and professionalism of its people and the ability to give specific answers to the everyday needs of our customers.

We are well on our way to realizing our set objectives, and this is made possible by our business partners, customers and investors who have entrusted us with their assets. We are happy to see that they are becoming more numerous and that we have managed to persuade many new ones, despite the more difficult or changed conditions in which banking operations currently run. We would also like to thank our suppliers, who know how to listen to us when we communicate to them the wishes of our customers in order to form

them together into products and services. I would especially like to thank our employees who justify the trust shown by our customers and business partners every day with their actions. In the future, we will keep trying to be an individual-friendly employer and a family-friendly organization and to offer our employees sufficient opportunities to realize their potentials, personal development and advancement.

Federico Ghizzoni
Chairman of the Supervisory Board
UniCredit Banka Slovenija d.d.

Ljubljana, February 2011

Statement by the Chairman of the Management Board



“ Having taken into consideration the economic trends on the domestic and foreign markets, as well as achieved results of the entire banking sector in Slovenia, we can see that operations of UniCredit Banka Slovenija d.d. were very successful. ”

Dear ladies and gentlemen, respected business partners,

In 2010, economic conditions in foreign and domestic markets were still to a large extent a reflection of the global financial crisis, considerable lack of trust among business partners and profound changes in foreign exchange markets. Despite this, 2010 saw a revival of economic growth after considerable falls of the year before, mostly due to the growing foreign exchange as well as slow revival of domestic consumption. While conditions on capital markets stabilized and again showed the first signs of optimism and growth, events on foreign exchange markets mostly highlighted questions of external and internal imbalances in certain member states of the Economic and Monetary Union (EMU), and especially the high level of public debt. All this resulted in considerable currency fluctuations which in the end were reflected both in the balance of payments of individual countries, as well as in the results of other market participants. In such conditions, individual member states of the EMU tried various measures to decrease such risks, while also looking for suitable solutions both on the level of the entire EU and partly with the help of the monetary policy led by the European Central Bank (ECB). On the one hand, the ECB monetary policy strove for suitable liquidity on the market and on the other hand, it provided for the financial stability of financial intermediaries, especially banks, in order to increase the trust of market participants, while decreasing primarily market risks. It is evident that it made an important contribution towards reviving economic activity with its interest rate policy, while on the other hand ensuring that price stability remained within set objectives. This has an important effect on both the income and investment policy.

Conditions in the domestic market were on the one hand still under the negative influence of the considerable fall of the gross domestic product (-8.1 %), which occurred the year before, and on the other

hand under the influence of positive signals which came from foreign markets in the form of increasing foreign demand. The latter resulted in the growth of the domestic industrial production and consequently export growth. In other words, it is evident that since the first quarter of 2009, the current GDP dynamics in Slovenia has been similar to that in the Eurozone. The biggest noticeable difference was with investments, which grew in the Eurozone, while in Slovenia investments, mostly those in fixed assets, even decreased in real terms (by 9.3 %). Basic reasons for negative trends can be found in different directions:

- We have undergone a further drop in construction investments which last year reached the lowest point during crisis. Only investments in technology recorded symbolic growth.
- An obstacle to new investment, in numerous companies, was the fact that the ratio between equity and debt capital was very unfavorable. More precisely, the crisis affected devaluation of property, while debt capital remained nominally unchanged. This means that the current level of debt is an objective obstacle for taking out new loans, while on the other hand the existing owners do not have fresh capital which would help them - in combination with debt capital - to provide financing of new investments at the same time. We should add that trust towards foreign owners or co-owners is still relatively unstable in certain environments, and there are similar conditions for potential domestic owners. It is necessary to observe that in this aspect the government - as a co-owner in important companies - also failed to show suitable interest or provide a model for new co-partnerships and positive development of events.
- Domestic banking sector failed to play the role of a promoter, since it was facing its own considerable credit exposure in large financial groups which ran into difficulties due to the crisis. This resulted in delays in loan repayments and in many cases banks even faced insolvency and non-repayment of loans by debtors, some of which even ended in bankruptcy. We also saw similar events in the construction sector, which plunged into an even deeper crisis.

Furthermore, it is evident that the Eurozone saw faster growth of consumer spending, but the difference was considerably smaller (in Slovenia, household spending was by 0.4 % lower than in 2009).

As regards growth of the government consumption, the difference between the Eurozone and Slovenia was negligible, which generally means that due to budget restraints and saving program, the government investment activity was also considerably decreased or merely symbolic.

On the basis of such domestic and foreign »terms of trade«, the

domestic banking system also faced a range of new facts and difficulties, which were reflected especially in the following:

- Domestic primary resources, i.e. financial funds which were entrusted to banks by the retail clients and businesses, recorded growth in the amount of approximately 4 %. This marks a considerable decrease as compared to the period before the crisis, which is understandable for both retail clients and businesses. Namely, retail clients faced a considerably higher unemployment rate and thus lower income, while operating results in businesses were poorer than in the previous period. Lower growth of savings, together with lack of trust among financial intermediaries on monetary markets and consequently decreased inter-bank financing, resulted in growth of deposit interest rate. Growth of the latter was considerably bigger than in other countries in the Eurozone or such differences ranged between 1.5 and 2.5 percentage point. Taking into consideration the fact that until the end of 2010 Slovenia had a valid government guarantee without limitation of amounts for such deposits, such interest rate differentials are even more unusual. Thus savers were most interested in who offered the highest nominal interest rate, since the risk of deposit repayment was taken by the government. The answer can mostly be found in the fact that the ratio between loans to the non-banking sector and deposits collected from this sector is very unfavorable in Slovenia and has exceeded 140 %. The other part of the answer which explains the decreased growth of savings in banks is indicated in the growth of deposits into mutual funds, which was 9 %. This is a proof that trust regarding expectations of higher returns is slowly returning among investors. When we speak of primary sources, it is important to mention that the level of sight financial resources in banks is somewhat higher in Slovenia than in the Eurozone. This means that interest margin, which is charged in this segment by the bank, is mostly for the benefit of all the domestic banks which have extensive tradition in retail operations or were taken over by foreign banks. The latter fact is necessary to be mentioned especially because it is continually wrongly found that banks in foreign ownership have considerably cheaper resources at their disposal. When we talk about non-banking resources, we should not overlook the fact that the government placed part of financial resources, which it acquired from bonds issued on international markets, mainly in the form of short-term deposits in the domestic banking system, more or less according to the criterion of market participation of banks.
- Among resources available to banks, inter-bank resources or "funding" are very important, and they were additionally reduced in 2010. The reasons for the reduction are, on the one hand, short-term arrangements and on the other wishes of banks to reduce such inter-dependence. It should also be mentioned that three banks placed medium-term or long-term bonds on

Statement by the Chairman of the Management Board

international markets, but in combination with a government guarantee.

- Among the sources used by banks were also resources of the European Central Bank, mostly acquired by three annual tenders and representing approximately less than a tenth of primary sources during the year.
- As regards bank assets, most of them were in the form of financing of non-banking sector – businesses and retail clients. Corporate financing net amount has recorded a slight fall for the second consecutive year, while the retail segment achieved an approximately 7 % growth, especially for the purposes of purchasing immovable assets in the form of mortgage loans. As regards credit receivables, another two facts were important in 2010: Due to the crisis, borrowers asked banks for conversion of short-term loans into medium-term and long-term loans, which resulted in the reduction of the share of short-term loans by approximately 10 %, and more importantly, considerable liquidity and solvency issues of several businesses, mostly financial holdings and groups, as well as construction businesses. This in turn caused debt delays, incapacity for interest and principal repayment, debt restructuring and, in numerous cases, also debtors' bankruptcy. A large part of bank exposure is linked to the financing of large privatization projects, which were, together with numerous banks, blocked by the crisis. Consequences of such developments are mostly evident in the results of the entire banking sector, which are mostly reflected in the following parameters:
 - Stagnation of the volume of assets growth;
 - Over 60 % growth of impairments of credit receivables and provisions;
 - Additional reduction of profit, which was lower by two thirds as compared to 2009;
 - Additional drop in return on capital, from 2.9 % in 2009, to a symbolic 0.9 % in 2010.

Having taken into consideration the economic trends on the domestic and foreign markets, as well as achieved results of the entire banking sector in Slovenia, we can see that operations of UniCredit Banka Slovenija d.d. were very successful. We have not only reached but also exceeded our set objectives, which is mostly reflected in the following specific results:

- The Bank's total income grew by 16.3 %, while growth in the banking sector amounted to only 3 %.
- The Bank's operating profit grew by 35.3 % and amounted to 36.4 million euros.
- The Bank's pre-tax profit amounted to 15.8 million euros, which means it grew by 40.6 %. As mentioned before, it decreased in the banking system by two thirds.
- Impairments and provisions of the Bank amounted to 20.2

million euros and grew by 19.0 %, whereby it should be added that only our Bank, among all the banks in Slovenia, acquired the approval and confirmation of the Bank of Slovenia to enter, in the following year, the Basel II model, the so-called internal rating advanced approach to risk management. This meant that UniCredit Banka Slovenija d.d. had to form provisions also for loans which are repaid in accordance with the concluded agreements, namely in the amount of 4 million euros.

- Within thus created profit, net interest represents the largest share; namely, they reached 53.0 million euros or grew by 35.8 %, while the amount of non-interest income was 22.1 million euros and was lower by 13.0 % as compared to the year before.
- Total costs of operations amounted to 39.1 million euros and recorded a 7.9 % growth partially due to depreciation and new employments related to the offer of additional bank products.

First and foremost, we have to thank our partners for the results thus achieved, who have shown us their trust, on the basis of which the Bank acquired adequate financial resources. The latter were then placed to individuals and legal entities, mainly in the form of various loan arrangements, as well as in some other forms. The Bank retained, despite the crisis, a dominant place in the market with derivatives, while also being among the most important players on the capital market.

Further thanks go to our owners, who for a number of years have formally enabled, with their constant profit distribution policy – the latter is being re-invested and is thus strengthening the material basis of the Bank – additional organic growth, while at the same time providing the foundation for its financial stability and suitable capital adequacy.

We would also like to thank all the members of the Supervisory Board as well as the members of the Audit Committee for various analyses and discussions, for advice in the search of solutions related to actual business issues as well as strategic questions. We would also like to take this opportunity to give special thanks to the Chairman of the Supervisory Board, Mr. Federico Ghizzoni, who also became the Chairman of the Management Board of UniCredit in October 2010, for his personal commitment regarding activities which our Bank implemented on the domestic and foreign markets.

And finally, on behalf of the entire Management Board and myself, I would especially like to thank all the employees who represent the most important "living capital of the Bank" by contributing their knowledge and experience. They are the ones who create and co-create the results of our Bank as well as the entire UniCredit and represent the foundation of trust which is strengthened with the passing years – both as regards the increasing number of business partners as well as regarding achievement of results. The quality of performed services of

financial intermediation, which is based on the standards of high ethical principles, paves the way towards trust, which is of utmost importance when it comes to money, no matter where in the world. Without trust, even the most tempting offers are only dead letters on paper. This is why trust remains our main asset also in the future, as this is the only way to ensure further prosperity of the Bank.

Dr. France Arhar
Chairman of the Management Board
UniCredit Banka Slovenija d.d.

Ljubljana, February 2011

About UniCredit Banka Slovenija d.d.

Headquarters: Šmartinska 140
SI - 1000 Ljubljana
Slovenia

Telephone: + 386 (0)1 5876 600
Toll-free telephone number: 080 88 00
Fax: + 386 (0)1 5876 684

Website: www.unicreditbank.si
E-mail: info@unicreditgroup.si

Main activity: Other monetary intermediation
Activity code: K/64.190
Established in: 1991

Chairman of the Supervisory Board: Federico Ghizzoni

The Bank is legally registered: with the District Court in Ljubljana
under Reg. No.: 1/10521/00

Share capital: 16,258,321.26 EUR
Reg. no.: 5446546
VAT ID no.: SI 59622806

Settlement account: 01000-0002900092
Swift: BACXSI22

Governing Bodies

Supervisory Board

Name	Board member	Beginning of term of office	Termination of term of office
Federico Ghizzoni ¹	Chairman of the Supervisory Board	25 April 2007	n.a.
Herbert Hangel	Deputy Chairman of the Supervisory board	25 April 2007	29 April 2010
Martin Klauzer ²	Member of the Supervisory Board	24 April 2007	n.a.
Wolfgang Edelmüller	Member of the Supervisory Board	24 April 2007	16 April 2010
Franco Andreetta	Member of the Supervisory Board	9 February 2009	n.a.
Giuseppe Verrascina	Member of the Supervisory Board	9 February 2009	n.a.
Heinz Karl Tschiltsch	Member of the Supervisory Board	8 September 2010	n.a.
Alessio Pomasan	Member of the Supervisory Board	29 April 2010	n.a.

Management Board

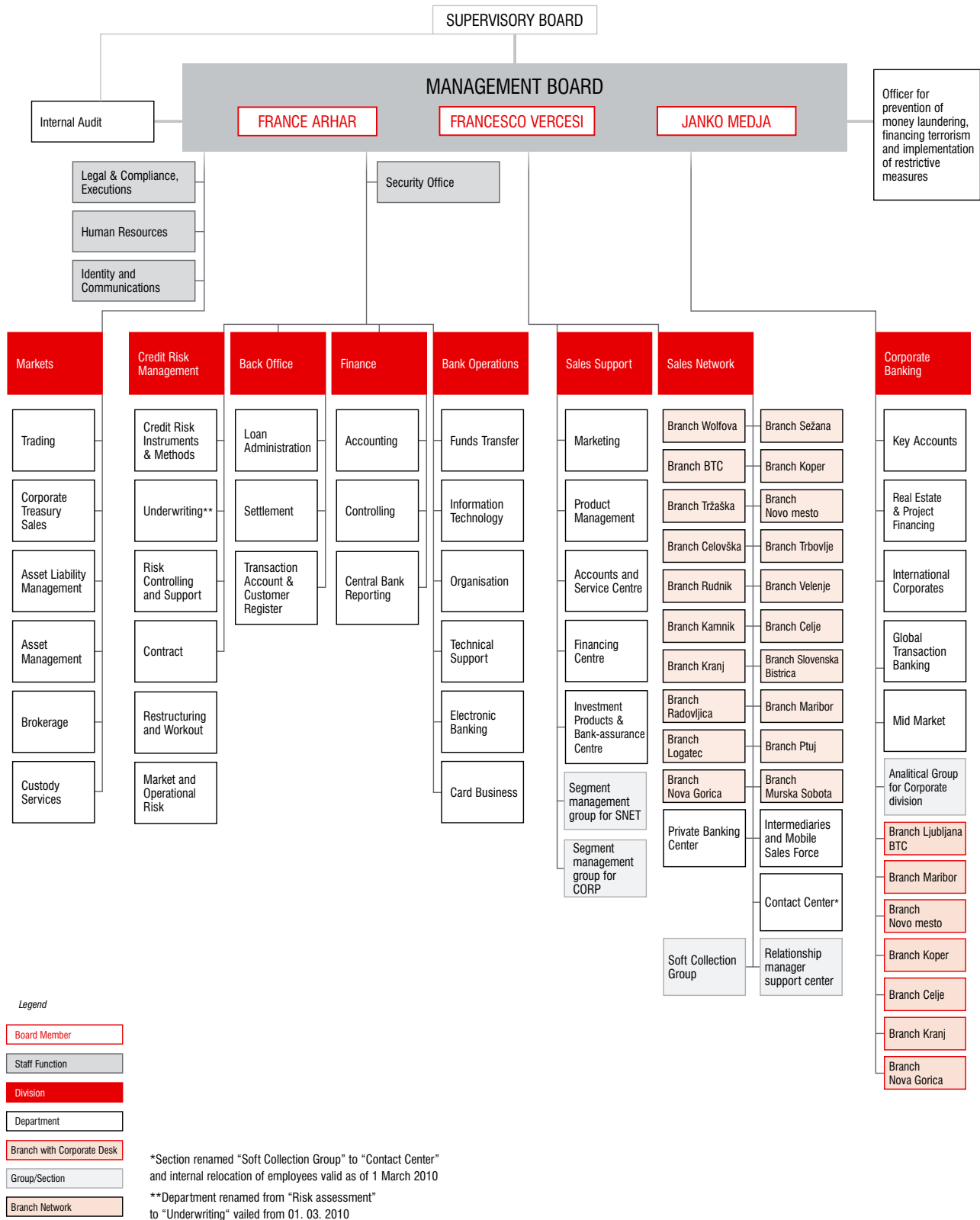
Name	Board member	Beginning of term of office	Termination of term of office
Dr. France Arhar	Chairman of the Management Board	3 June 2003	n.a.
Janko Medja, MBA	Member of the Management Board	16 September 2008	n.a.
Francesco Vercesi	Member of the Management Board	20 October 2009	n.a.

¹ On 18 January 2011, the Chairman of the Supervisory Board Federico Ghizzoni submitted a statement that as of 31 March 2011 he shall withdraw from the position of the Chairman of the Bank's Supervisory Board.

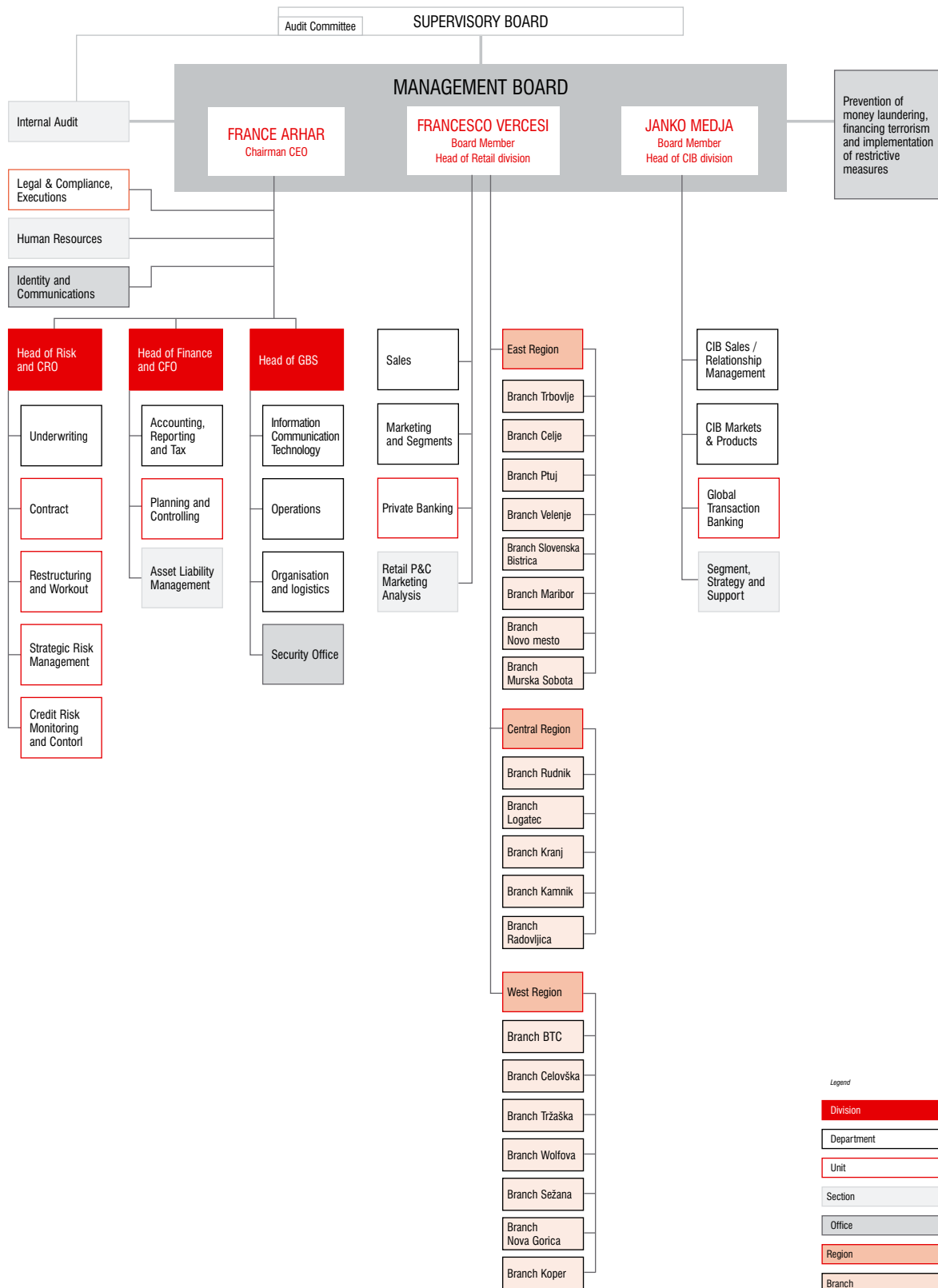
² On 3 May 2010, the Member of the Supervisory Board, Martin Klauzer, was appointed the Deputy Chairman of the Bank's Supervisory Board

Organisational Structure

Valid until 30 April 2010



Valid from 1 May 2010



Branch Network

Branch Ljubljana BTC

Šmartinska 140, SI - 1000 Ljubljana
Phone: + 386 (0)1 5876 719

Branch 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

Aškerčeva 14, SI - 3000 Celje
Phone: + 386 (0)3 4252 479

Branch Kamnik

Ljubljanska cesta 4b, SI - 1240 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 Logatec

Tržaška cesta 32, SI - 1370 Logatec
Phone: + 386 (0)1 7591 940

Branch Maribor

Svetozarevska 6, SI - 2000 Maribor
Phone: + 386 (0)2 2285 320

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 130

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

Branch Sežana

Partizanska 37a, SI - 6210 Sežana
Phone: + 386 (0)5 7314 589

Branch Slovenska Bistrica

Trg svobode 21, SI - 2310 Slovenska Bistrica
Phone: + 386 (0)2 8051 972

Branch Trbovlje

Ulica 1. junija 2, SI - 1420 Trbovlje
Phone: + 386 (0)3 5612 561

Branch Velenje

Šaleška 20a, SI - 3320 Velenje
Phone: + 386 (0)3 8987 300

For whatever life brings.



Achievements and Events in 2010

JANUARY

New Strategy and Excellent Work Yield Return

UniCredit received three prestigious prizes that are awarded to Central and Eastern European countries by the Global Finance magazine for: the best bank for payment transaction services and deposits, the best bank for float management, and the best bank for cash management.

Media “Champions League”

As a sign of the previous year's excellent cooperation and as an invitation to efficient communication in 2010, UniCredit Banka Slovenija d.d. organized an event for journalists on the topic of UniCredit's sponsorship of the UEFA Champions League. This already traditional networking of bankers and media representatives was also attended by players from the Slovenia Table Football Association, who showed some tricks to journalists before the match. Children of the Friends of Youth Association, to whom we gave a New Year's donation, drew pictures with football themes for media representatives, who hung them in their editorial offices.

FEBRUARY

Two Slovenian Children Accompanied UEFA Champions League Football Players to the Field

UniCredit Banka Slovenija d.d. organized a contest in cooperation with MasterCard. The two boys selected accompanied football players of the FC Internazionale Milano to the field. Almost 300 children from all around Slovenia applied.

Expressed Opinions to Help Improve Organizational Atmosphere

We offered our employees the possibility of completing a satisfaction survey - People Survey 2010 - to express their opinions and help improve the Bank's internal climate. Based on the results, we prepared an action plan which we implemented during the year. The survey was conducted in all 22 countries where UniCredit has been present for several years.

Collected Donations to Help Haiti Earthquake Victims

UniCredit and the Unidea Foundation responded to the call for help from the victims of Haiti's devastating earthquake. We also invited colleagues at the local Bank to join the humanitarian initiative.

MARCH

One Year's Free Use of Selected Banking Services

Along with promotion of the movie “Leap Year”, we prepared an offer with the same name to invite all new clients to approach a partner with whom they will undoubtedly be satisfied. Within the offer, UniCredit Banka Slovenija d.d. provided a year's free use of selected banking services to all potential clients.

Combined Deposit: Safe and Profitable Investment

We expanded our offer with a new product called Combined Deposit, composed of two deposits with different maturities. The new investment opportunity was intended for investors seeking an attractive and innovative way of investing their assets; it enables payment of the principal in two parts and therefore allows access to a part of the paid-up assets during the deposit period. The first half of the paid sum, for which an investor receives a 5-percent annual interest rate, shall be returned after one year with the interest accrued during this period. Interest on the second half of the sum will be paid for a period of five years at a variable (not known in advance) interest rate tied to the trends of the share index of the biggest European companies (DJ Euro Stoxx 50). After the end of the five-year period, the investors will be guaranteed a payment of 100 % of the second half of the invested sum. The entry period ended on 6 May 2010.

Presented our Business Results for 2009

We exceeded our set goals in many areas. In March, we presented our business results to the public and invited journalists to a press conference. Our volume of assets increased by 13 %, thus reaching the level of 3.2 billion euros.

Sought New Talents for Master's Programs in Banking

We gathered applications for the third generation of the international MBA in the area of retail banking and the New European Master's program for the areas of banking and entrepreneurship. With this we offer young talents, who want to build their international career in the banking sector, opportunities for in-depth education in one of the two master's programs launched by UniCredit in cooperation with experienced partners. Scholarships amounted to 25,000 euros.

Children of Our Employees Met Petra Majdič

We invited our youngsters to visit the Bank. At our BTC Branch we showed them how ATMs work and counted coins. A special surprise was the arrival of a “mysterious guest”, Petra Majdič, who has been sponsored by UniCredit Banka Slovenija d.d. for several years. Later, we exhibited photos of children dawn after their visit.

Presented our New Mission

We shared information about a new organizational scheme and our new mission of placing customers in the center of our profession commitment.

APRIL

General Meeting of Shareholders of UniCredit Banka Slovenija d.d.

At the General Meeting of the Bank's shareholders the business policy and development plan for 2010 were approved. Discharge was provided to the Members of the Management Board and Supervisory Board for 2009, and the profit was entirely allocated to other profit reserves.

Limited Edition of MasterCard with UEFA Champions League Design

We expanded our range of payment cards with an exclusive MasterCard with the UEFA Champions League design, which also enabled clients to obtain more favorable consumer loans and an exclusive MasterCard; the first 100 holders of the card were rewarded.

Found Substitute Grandmothers and Grandfathers

We gave a New Year's donation to the Slovenian Friends of Youth Association, enabling them to organize a "Generation Symbiosis" holiday for children from socially deprived families throughout Slovenia and volunteers - retired experts, teachers, social workers and psychologists. At the end of a one-week holiday, each of the children chose their substitute grandfather or grandmother who will also keep in touch with the child in the future, and encourage them on their way to a better tomorrow. Among the employees, clients, business partners and broader public, we looked for teachers, social workers and psychologists who were also prepared to actively cooperate as volunteers in future holidays with these children.

Collected Usable Sports Equipment

To create carefree and active holiday spirit for some socially deprived children, the employees at UniCredit Banka Slovenija d.d. again collaborated with the Slovenian Friends of Youth Association in collecting sports equipment, party games and educational toys at our business units.

Financial Markets Breakfast

Our clients and other interested members of public were invited to the Financial Markets Breakfast, where the experts of UniCredit served them with treasury ideas and presented the impact of the economic crisis on foreign trade operations.

First Business Lunch with our Partners

We deepened partnerships with our business partners, set new guidelines, exchanged the best practices and discovered new cooperation opportunities. Franz-Christopher Zeitler, vice-president of Deutsche Bundesbank, enriched the meeting with his extensive knowledge. With the participants' help, we also gave the meeting a humanitarian touch, as we transferred a sum of 20 euros on behalf of each participant to the Foundation for Help to Children.

MAY

UniCredit Champions

We included employees of UniCredit in the UEFA Champions League sponsorship. A competition entitled "Being UniCredit Champions" was held, which tested knowledge about UniCredit. Finalists from each country were selected in five rounds and were rewarded with a visit to the final football spectacle in Madrid.

They Cheered with UniCredit Bank

We enabled visitors to attend spectacular matches in many bars around Slovenia. They could start warming up before the UEFA Champions League final by competing in table football. Several clients of UniCredit Bank were given the possibility to attend the UEFA Champions League final in Madrid on 22 May.

JUNE

Enabled Clients to Assume Responsibility with New Insurance Product

We enriched our offers with a borrowers' life insurance package called "My responsibility" with a simple entry procedure in all the Bank's branches. The product provided the clients with protection for family members during the loan payment time, natural and accidental death insurance, and the possibility of connecting permanent disability accident insurance with the payment of a single attractive premium.

Renewed Deposit Offer

With a new deposit product, we offered our clients the freedom to depart for their holidays while their assets were invested. We provided them with a 3-percent fixed annual interest rate for a six-month deposit and quick access to cash during their holiday using the exclusive MasterCard with the UEFA Champions League design. Our clients have the possibility of free withdrawals at all UniCredit members' ATMs.

Announced Public Offering for NLB Shares

We began the procedure of publicly offering shares of Nova Ljubljanska Banka d.d., Ljubljana, due to the implementation of insurance from a certain banking transaction. The public offer was connected with the purchase of a package of 153,461 ordinary non-par value NLB shares, representing 1.72 % of NLB shares.

Received Award for Achievements Related to Securities Custody

The Global Finance magazine conferred UniCredit an award for outstanding achievements in the area of securities custody in Central and Eastern Europe. The US financial magazine selected UniCredit as "Best Sub-Custodian 2010".

Team Spirit Brought Results also in the Sports Area

Ending in second place, we again achieved good results at the annual sport games for Slovenian bankers. Our female employees once more attained excellent results as they won first place, while our male team finished third. The over 140 employees who were at the annual games, either as participants or tireless cheerers, once again proved that we are also at the very top in sports among the Slovenian banks.

Achievements and Events in 2010

Petra Majdič Participated in Traditional Olympic Running Event in Logatec

Five hundred runners ran 3 km, and the most ambitious ones ran 10 km. Petra Majdič had her hands full as children and families were eager to get her signature. Photoshooting was organized in front of UniCredit Bank sign. Promoters distributed leaflets and welcomed guests to compete in table football. At the same time, our employees gave a presentation of the Logatec business unit.

Innovation Jam Organized Online Across the Group

All employees in 22 countries received an electronic invitation to cooperate at the online platform of UniCredit. The online brainstorm is a new virtual project intended to exchange opinions and foster ideas on various topics related to innovations.

UCTAM Founded

This newly founded company specializes in collection, sale and/or management of assets (real estate, shares in companies, etc.) arising from the matured exposures of UniCredit Banka Slovenija d.d. The directors of the company are Miloš Vignjevič and Friedrich Buza, and the company is a part of UniCredit Turn-Around Management GmbH (UCTAM), with its base in Vienna. The company was founded as a consequence of the financial crisis, which substantially changed certain fundamental economic conditions. Estimates of market values, which were made during the time of decisions about investments, i.e. before the outbreak of the crisis, are no longer valid in some cases; therefore, ownership of real estate and shares in companies that show good opportunities for a change will be temporarily assumed through the newly founded company.

Collected Old Books for Children

We also collected old books and learning material in all Slovenian business units, under the slogan "Old book for a new smile" We handed the books to disadvantaged children at the 4th Moon Festival.

Educated About Photovoltaics

UniCredit has many years of experience in the area of implementation and financing of photovoltaics projects in the EU. Since such projects are expected to prosper in the future, we organized a meeting with experts in this area for potential investors.

JULY

Public Announcement of Stress Test Results

The test, which included UniCredit, was organized by the Committee of European Banking Supervisors in cooperation with the European Central Bank and the Bank of Italy. The Group supported the public announcement of results by saying it was an important step towards the elimination of doubts regarding the European banking system. UniCredit was satisfied with its test results, as they confirmed the quality of the risk management procedures it follows. The stress test

is used only to fulfill the risk management procedures and regular testing programs established in UniCredit.

Invited Journalists to Apply for "Writing for CEE"

Within UniCredit's action, we also called upon Slovenian journalists to enter the competition "Writing for CEE". The award for journalistic excellence in reporting on events related to Central and Eastern Europe amounted to 5,000 euros. The articles should focus on various barriers and prejudice in Europe, and overcoming them.

AUGUST

Extended Summer

With our summer consumer loans, we enabled our clients' immediate use of assets, ensuring them a carefree summer with a two-month moratorium on repayment. The loan was intended for those who needed additional funds on their accounts for last minute holidays, new furniture, a car, tuition fees, etc.

SEPTEMBER

Alessandro Profumo Tendered His Resignation from the Position of CEO

Based on guidelines expressed by the Supervisory Board, the Management Board of UniCredit and Alessandro Profumo agreed it was time to change leadership after 15 years. Therefore, Alessandro Profumo offered his resignation from the position of CEO of UniCredit, which the Supervisory Board accepted while thanking him for the excellent results he had achieved. They pointed out that under Profumo's leadership the Company developed from a completely local actor into one of the largest European banking groups. During that time, market capitalization increased from 1.5 to approximately 37 billion euros. And even during the global financial crisis, UniCredit remained profitable in all quarters of the year. These achievements served as a sustainable base for the Group's future.

Helped Our Employees Affected by Floods in Slovenia

Floods caused real anxiety and costs to some of our employees and their families. Our employees took the initiative to make donations for them and contribute to repairing the damage. The Bank also carried out other activities to help colleagues in need.

200 Employees Renovated a Children's Holiday Home in Kranjska Gora

Every year since the Bank was renamed, employees gathered at the end of the summer to celebrate its birthday. This time we gathered fun with a good cause, as we renovated a holiday home for children from socially deprived families. All members of the Management Board competed in the creative challenge of making playhouses for children. After each playhouse was opened, the employees voted for the best ones. This was just one of the activities to prove that we live out our social responsibility. The renovation works were

carried out under the leadership of one of the best Slovenian sport climbers Klemen Bečan. Later, the deceased Jure Robič joined the participants and accompanied some enthusiastic cyclists (a large number of employees come to the event by bicycle every year) on the path to Vršič.

Offered Another Good Opportunity

We expanded our list of investment products with "My Opportunity" investment life insurance. We offered our clients a 100 % payment of paid-up assets, participation in S&P BRIC 40 index return with up to 125 % payment of achieved return, the possibility of a 10 % bonus on payment in the case of positive trends, and a 110 % payment of insurance cover in the case of the insured's death. Clients could enter a minimum single premium payment totaling 4,000 euros by the end of November 2010.

New Investment Strategies

We presented new investment strategies of the investment funds of the Pioneer Investments management company, which are adapted to the investment goals of an individual type of investor - Dynamic, Balanced or Prudent. With these strategies we enable clients optimal asset dispersion, the selection of an installment and/or single payment of assets, free switching between funds and extraordinary payments.

OCTOBER

New CEO of UniCredit Appointed

Federico Ghizzoni, the Chairman of the Supervisory Board of UniCredit Banka Slovenija d.d. and the Head of the Group's CEE banking operations, became the CEO of UniCredit.

Bonus Deposit for Safe Assets Increase

We offered clients a "Bonus" deposit - a safe investment intended for everybody wanting their finances to increase safely while at the same time taking care of their safety and the safety of their dearest ones. Clients could choose among various features of the product: a fixed annual interest rate irrespective of the fluctuation on financial markets, a short-term deposit for a period of 6 or 12 months, or for two years. With the Bonus deposit, clients' safety was also provided for with free contingency insurance.

NOVEMBER

Free Visits to Museums

On the UniCredit's Art Day we invited our employees, along with their partners and family members, to visit two interesting locations - the National Museum and the Modern Gallery - to see current exhibitions. UniCredit employees and their families were also given an opportunity to visit many galleries and museums in neighboring countries. On the Art Day, we wish to encourage innovation and openness, and offer employees an opportunity for pleasure and personal growth.

Holiday Offer of Consumer Loans

We presented a fresh offer of consumer loans, among which consumers could choose a tailor-made benefit, a loan which would suit their needs in terms of duration and amount. The loans could be used for: summer vacations, winter vacations, holiday gifts, purchase of a car or other high value goods.

Received Award for Corporate Responsibility

Under the solemn sponsorship of the President of the Republic of Slovenia, Danilo Türk, the Institute for the Development of Social Responsibility and the Public Relations Society of Slovenia announced, in partnership with many expert interest organizations, the winners of the Slovenian Social Responsibility Award - Horus 2010. The winner in the category of large companies became UniCredit Banka Slovenija d.d. The mission of the Slovenian Social Responsibility Award is to promote integrity in thinking, innovation in functioning and responsibility in the business operations of Slovenian companies. The competition was used as a way to find and reward the most comprehensive approaches of companies to social responsibility.

Became One of the Top Ten Educators

At the 2010 Education Management Conference, Planet GV and the Sofos Institute for Education Management awarded ten Slovenian companies or organizations that systematically invest in the education and training of employees, among which our Bank was also selected. The purpose of the awards was to present the best Slovenian companies that systematically invest in knowledge; at the same time it was encouragement for an even greater development of educational practice and an increase in the reputation of the educational function.

Financial Markets Breakfast

Our clients and other interested members of public were invited to the Financial Markets Breakfast, where experts from UniCredit and a representative of the Ministry of Finance served them with information on events in the local and international markets, currency trends, interest rates and information on commodity instruments for easier decision-making regarding day-to-day transactions.

Second Business Lunch with Our Partners

We invited entrepreneurs, who are engaged in foreign trade operations and are facing new challenges and opportunities, for lunch. Experts from UniCredit introduced the macroeconomic situation and the vision of foreign trade operations to them. Again, a guest from abroad was invited; Lutz Diederichs, member of the Management Board of Corporate & Investment Banking at HypoVereinsbank, shared his experience with the guests.

Achievements and Events in 2010

DECEMBER

Public Announcement of Expansion

UniCredit Banka Slovenija d.d. is in intensive preparations for the openings of new branches in 2011. Employees are being selected and introduced to their work in the new units.

Bank of Slovenia Confirmed Readiness to enter Foundation IRB Approach for Capital Requirement Calculation

The Bank of Slovenia reviewed the readiness of the Bank for the introduction of advanced approach for capital requirement for credit risk based upon internal rating based approach (IRB approach) and also confirmed the Bank's readiness for the new approach. This has made UniCredit Banka Slovenija d.d. the first bank in Slovenia to start using the IRB approach in 2011.

New Methodology of Capital Requirement Allocation for Operational Risk by the Advanced Measurement Approach

The Bank of Slovenia based on the examinations done in September and October issued positive opinion on new allocation mechanism of capital requirement for operational risk which is more sensitive to the effective risk profile of each legal entity. The Bank of Slovenia estimated that the Bank is adequately involved in the process of introducing the new distribution methodology, as based on guidelines and policies by the UniCredit it satisfactorily fulfills the required qualification criteria for use of the advanced approach on individual basis.

Obtained Family-friendly Company Certificate

A group of companies, including our Bank, that has decided to improve balance between the professional and private life of its employees, has received the Family-friendly Company Certificate. So far, the Bank has introduced many novelties, some of which are flexible working hours, children time bonus, and others which our employees indicated in the survey as being the most important. The projects we aim to introduce in the future are focused on making coordination of work and family life as easy and as adapted to the wishes of employees as possible.

Confirmed Partnership with the Slovenian Philharmonic Orchestra

For the ninth consecutive year, UniCredit Banka Slovenija d.d. helped the Slovenian Philharmonic Orchestra with the purchase of new concert instruments. At the end of 2010, we gave a donation to help buy two concert violas. During our years of cooperation, the sound of the Slovenian Philharmonic Orchestra has been enriched by a concert piano, violoncello, some exceptional concert violins and two violas.

Exhibition of Paintings by Pomurje Artists in the Murska Sobota Branch

We gave artists from Pomurje an opportunity to show their work. Paintings from Robin Kozar's personal collection were exhibited in our branch in Murska Sobota.

Enabling Slovenian Companies Access to State-of-the-art Solutions Related to the Group's Liquidity Management

We introduced an extended range of services related to the international management of funds for Slovenian companies with subsidiaries abroad. We supported the cash pooling solutions with a technical solution that promises breakthroughs in the area of managing international liquidity of companies. Groups of companies present in several countries can use two versions of international pooling of funds, which enable tailor-made international management of liquidity-connected companies. In this case, specific wishes of the parent company and the needs of companies abroad for additional assets are considered. A company can also use such a service if a partner bank with which it cooperates abroad is not a member of UniCredit.

Presented Career Opportunities at Career Fair

We presented career development possibilities at the Career Fair. We showed that we can offer candidates and our employees professional development in the Slovenian branch of the Bank; they can also use the possibilities offered by UniCredit for those wishing to build an international career.

Financed Start-up of First Solar Power Station

We contributed to a cleaner environment. In December, the first solar power station financed by the Bank was connected to the electrical network. The power station, with a nominal power of 408 kWp, is situated on the roof of the Packaging and Graphic Company EGP in Škofja Loka. The solar power station can generate 410,000 kWh of electrical energy at an annual level, which is enough to supply 115 households.

Good Deeds Instead of New Year Presents for the Fifth Successive Year

Instead of buying New Year's gifts for business partners, we gave a New Year's donation to enable the organization of a children's media camp at a holiday home in Kranjska Gora and a carefree holiday for children in Debeli Rtič. The basic goal of these projects is to equip children with positive life values and mutual respect, help develop empathy, human kindness and provide them with knowledge. We again collected toys and books in all the units of UniCredit Banka Slovenija d.d. across Slovenia to bring smiles to the faces of socially deprived children in the New Year.

Economic Environment in 2010

In 2010, the Slovenian economy started to grow again after the strong decline of the year before. Unfortunately, the recovery was very slow and certain sectors are still stagnating or shrinking. In December 2010, the number of unemployed exceeded 110,000. Industrial production grew quickly in the first half of 2010, but the trend significantly slowed in the second half of the year. Year-on-year production growth was comparable to the average of the 27 EU Member States (EU27), but was significantly lower than that of the driving force of the economic recovery – Germany. The sector in which the decline continues is construction, where the number of employees is decreasing together with the number and value of projects. The recession in the construction sector in Slovenia in 2010 was also one of the highest among the EU27 members.

The decreased quality of bank assets exceeded all expectations and caused exceptional growth of provisions and impairments. At the same time, the low credit rating of the Slovenian banking system limited international financing sources, which together contributed to the low growth of credit activity. The year-on-year growth rate of loans to the non-banking sector had only reached 2.1 % by November; of those, loans to households and the government grew, while the extent of loans to non-banking sector had decreased by 0.8 % by November. During twelve months of 2010, Slovenian banks formed almost 757 million euros worth of additional impairments and provisions, which is almost two thirds more than

the year before. Mostly due to this, the banking sector profit had reached only a fifth of the profit of the previous year by November 2010.

In 2010, the Ljubljana Stock Exchange continued to record a low volume of transactions and even lower prices of shares listed. Stock exchange transactions increased by 3.7 % compared to 2009, but this is still exceptionally low compared to the years before the crisis. The SBI TOP index dropped on the annual level by as much as 13.47 % and showed a totally reversed trend compared to the main global indexes (DAX: +16.06 %; DOW: +11.02 %; FTSE: +9.00 %). The share of non-residents in the market capitalization of the Ljubljana Stock Exchange grew to 9.8 % in 2010 compared to 2009, when it amounted to 7.4 %, but this was more the result of domestic demand than increased interest of foreign investors.

IMAD'S assumptions and international institutions' forecasts for the economic growth in 2009 and 2010

	2010			2011		
	IMAD Sep 2010	IMF Oct 2010	UniCredit Jan 2011	IMAD Sep 2010	IMF Oct 2010	UniCredit Jan 2011
EMU	1.4	1.7	1.7	1.3	1.5	1.4
Germany	2.5	3.3	3.5	1.7	2.0	2.5
USA	2.9	2.6	2.9	2.8	2.3	3.0
United Kingdom	1.3	1.7	1.8	2.0	2.0	1.9
Russia	4.0	4.0	3.4	4.2	4.3	4.3

Source: IMAD, Autumn forecast 2010; IMF, World Economic Outlook, October 2010; UniCredit, Friday Notes

Note: IMF - International Monetary Fund

Selected macroeconomic indicators for Slovenia, 2005 to 2012

	2005	2006	2007	2008	2009	2010	2011*	2012*
Gross domestic product (real growth level, in %)	4.5	5.9	6.9	3.7	(8.1)	0.9	2.5	3.1
GDP per capita, in EUR (current prices and current exchange rates)	14,369	15,467	17,123	18,450	17,331	17,602	18,240	19,087
Unemployment rate, registered (in %)	10.2	9.4	7.7	6.7	9.1	10.7	11.0	10.6
Inflation (consumer price index, end of year, in %)	2.3	2.8	5.6	2.1	1.8	1.9	2.2	2.3

Source: IMAD Autumn forecast

Mission, Vision and Strategy

Our Commitment is Our Strength

At UniCredit, our greatest strength is our solid and rigorous commitment – to our customers, to our employees, to our investors, to the communities we operate in, to keeping our core values, to respecting the culture, to achieving high quality in everything we do, and to the sustainable success of our Company.

At UniCredit, this commitment is renewed every day through the efforts and expertise of more than 162,000 employees across 22 countries, who represent the largest banking network and regional coverage in Central and Southeastern Europe.

We are committed to investing in new client relationships and playing an active role in the local communities. By following a sustainable growth path, over the last few years the Bank has been constantly employing new people, thus becoming a reliable and attractive employer for the local environment.

Mission and Vision

In 2010, we committed ourselves to fulfilling the new mission statement: 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.

Our vision is to focus on people as individuals. To achieve this, we aim to enhance our clients' potential and make their plans and ideas come true.

It is our firm belief that every individual has both the right and responsibility to shape his or her own future and that financial expertise of UniCredit Banka Slovenija d.d. can assist people and businesses in doing so, as well as in achieving their full potential. The Bank aims to achieve profitable, sustainable growth in a manner that benefits society as well as our stakeholders.

Values

Our set of values – shared throughout 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 of action – fostering a culture of openness that enables our people to reach their potential and empowers them to achieve more for our customers and our stakeholders.
- We see adherence to these values as a prerequisite for maintaining the confidence placed in the Bank and the Bank's reputation.

Value-based Management and Transparency of Results

The overall management and steering of the Bank is based on the principles of value-based management. In line with UniCredit, the Bank implemented Economic Value Added (EVA) as the main performance measure. EVA measures the profit contribution in excess of the cost of capital and is applied not only at the overall bank level but also is taken into consideration in individual loan decisions. EVA today is seen as a standard performance measure, which combines both growth via the development of risk weighted assets and thus the capital allocation needed and profitability enhancements as value drivers.

The Bank consequently aims to ensure that the capital is invested in those business segments, product areas, and services where the highest added value can be generated. Transparency on value creation and/or value destruction is of utmost importance for achieving sustainable results.

Divisional Business Model

The UniCredit's business model is based on specialization in specific customer segments. For business activities such as investment banking, trading, international corporate banking or asset management, it is clear that customer needs, service models, and market segments are more similar to each other across countries than the national market practice. However, we believe that this also applies to retail banking in an environment of industrialized banking, while still taking into account local market specifics.

In line with our mission, it is our main objective to meet every client's personal needs in accordance with the idea that all business

is local through discretionary or standardized products. However, in creating and developing products we try to unlock the economies of scale on the revenue as well as on the cost side and profit from the membership in the Group. Consequently, also in our Bank, the organizational set-up follows the Group standards and allows knowhow and best-practice transfer throughout the Group.

It also is seen as a competitive advantage to be able to serve customers through an extensive network of leading local banks. We are able to support international group clients operating in the Slovenian market as well as Slovenian customers in their attempts to extend their businesses abroad. In trading and investment banking, we profit from the competencies and placing power of UniCredit Markets and Investment banking.

In asset management, we benefit from the expertise of Pioneer Investments - a global top player.

Global Banking Services, a global UniCredit division, supports us in maintaining cost efficiency and unlocking synergies via IT harmonization and Group-wide procurement or process design.

Sustainable Success

UniCredit Banka Slovenija d.d. is convinced that financial targets can only be reached through sustainable development in line with the following principles:

- We aim to build long-term customer relationships and take account of customer satisfaction in our incentive system.
- Diversity: We want to use all our employees' various talents despite age, gender, religion, health, or sexual orientation.
- Corporate citizenship: We want to be a committed and valuable member of local communities, which is underlined by our donation and sponsorship activities.
- Ecological sustainability: We attach great importance in our current business to ecological sustainability. We encourage and support awareness of the interdependence of environmental topics and the banking business.
- Training, encouragement, and our incentive systems are intended to enable our employees to take an entrepreneurial approach while simultaneously fostering work/life balance.

Financial Results

General Performance Overview

HIGHLIGHTS

The year 2010 was characterized by slow recovery from the financial crisis which mainly affected generation of higher operating income and yet building additional loan loss provisions which were necessary as the Slovenian economy needs some time to fully regenerate. In parallel, administrative costs were constantly under strict control.

The banking sector is still influenced by the low liquidity which contributed to high liquidity costs and limitations of financing. The Slovenian banking sector took controlled approach to new lending activities due to capital adequacy and need for additional capital which consequently decreased its willingness to take new risks and to finance the economy.

Regardless of the macroeconomic environment and continued difficulties the banking industry faced in 2010, UniCredit Banka Slovenija d.d. successfully tackled the challenges and consequently improved its profitability.

In 2010, the operating income was by 16.3 % higher than in the previous year and it amounted to 75 million euros. The Bank achieved good results in all business segments in line with expectations, the profitability of the Bank's core customer business developed well.

In line with the value generation concept, the Bank focused on a structural improvement of its result. As in previous years, the Bank focused on non- or low-capital consuming business, such as banking services and customer business. When granting new loans, the Bank targeted a minimum margin that covers all cost factors and at the same time gives the required return on capital. The value creation is measured via EVA, or the economic value added which implies cost of capital on top of the conventional profitability measures. This concept ensures optimal allocation within business units.

Statement of Comprehensive Income

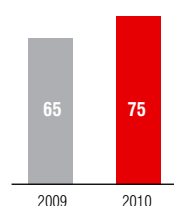
The net interest income and dividends increased year-on-year from 40.67 million euros to 55.29 million euros, which is a 36-percent increase. Thereof the dividend income in 2010 amounted to 2.29 million euros, compared to 1.64 million euros in 2009. In 2010, the major reason for increased interest income was primarily higher volume of loans to customers and lower interest rates on the market, which due to the structure of the balance sheet had a positive effect both on interest income and expense. The Bank also adapted to the changed market conditions by improving the funding strategy which was the main reason for drop of the interest expense in 2010. Despite the fact that loan margins were still under pressure due to competition pricing behavior and influenced by increased liquidity costs, the Bank increased the margin income out of the loan business due to the changed conditions of operations. Corporate loan margins continued to grow in 2010 absorbing the increased liquidity costs payable by the Bank.

The net fee and commission income grew in 2010 by 10.1 % and reached 18.74 million euros (in 2009, which was a record year: 17.02 million euros). Tailor-made solutions as well as the Bank's focus on customers, which resulted in attractive products and competitive service, are reasons for this further increase. Despite economic crisis, security and custody fees increased by 42.4 % and thus amounted to 5.03 million euros.

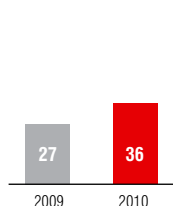
Loan and lending related fees decreased from 6.28 million euros in 2009 to 5.46 million euros in 2010. In the corporate business area, the Bank approximates the effective yield concept by accruing fees within the net interest income. However, this doesn't apply to retail business. In line with the Bank's expectations, payment transaction and foreign trade related fees were at the similar level as in the preceding year. Thus, in 2010 this category amounted to 5.29 million euros as compared to 5.11 million euros in 2009.

In 2010, realized gains and losses on financial assets and liabilities not measured at fair value through profit and loss amounted to 0.65 million euros, which in comparison with strong result in 2009 represents a decrease of 0.72 million euros. Within this position,

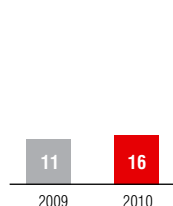
OPERATING INCOME
+ 16 %



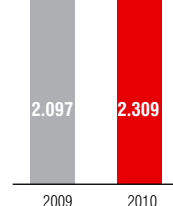
OPERATING PROFIT
+ 35 %



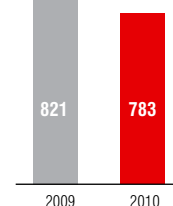
PRE-TAX PROFIT
+ 41 %



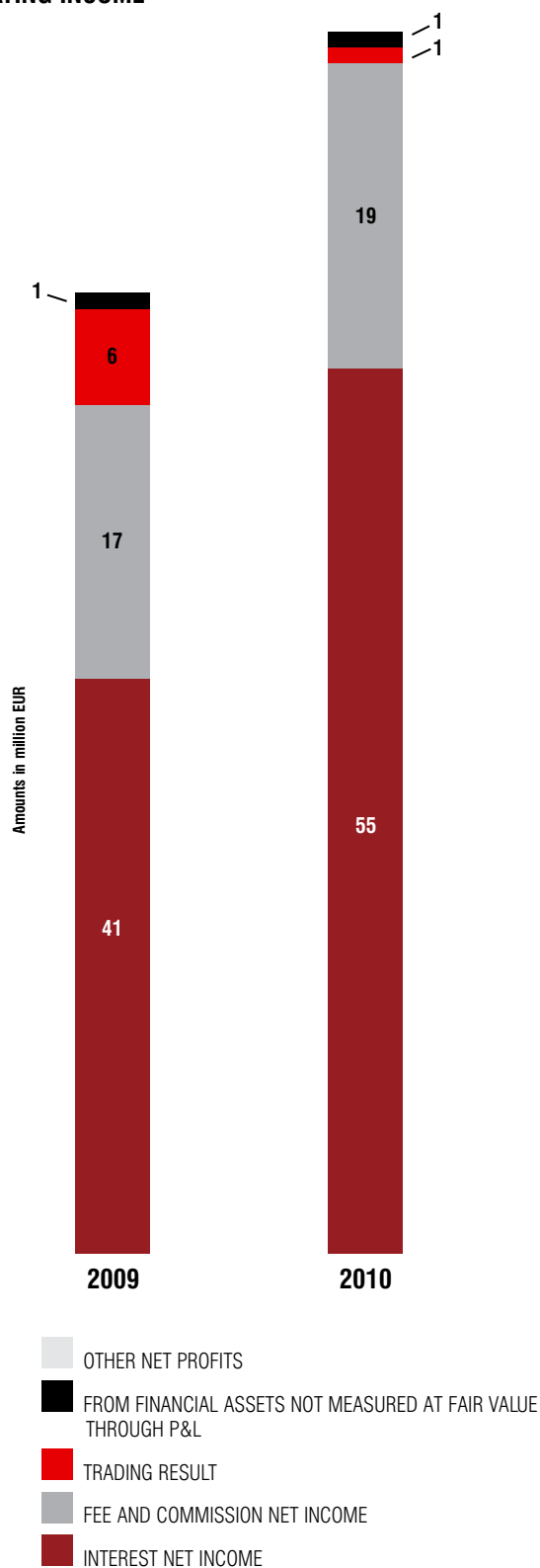
CUSTOMER LOANS
+ 10 %



CUSTOMER DEPOSITS
- 5 %



OPERATING INCOME



the Bank reports the result of the sale of available-for-sale equity investments and bonds as well as the write-offs of loans carried at effective interest method and their recoveries.

Trading result which consists of the trading activities on the Bank's account as well as the profits generated out of customer related derivatives business, dropped in 2010 and reached 0.80 million euros of profit (2009: 5.75 million euros). Thereof, gains and losses on financial assets and liabilities held for trading amounted to 3.77 million euros which is a drop of 4.61 million euros. The sharp decrease is the consequence of the widening of the credit spreads in all asset classes in the bond market. Gains and losses on financial assets and liabilities designated at fair value through profit or loss dropped from 0.14 million euros to 0.01 million euros, whereas net income from exchange differences amounted to 4.59 million euros and remained at similar and strong level as in 2009, when it totaled 4.77 million euros.

The Bank reported a loss of 0.36 million euros (2009: a loss of 0.37 million euros) on derecognition of assets other than held for sale. The Bank reports on this position gains and losses on derecognition of its property and equipment as well as intangible assets.

Due to increased volume of operations, additional employees and inflation, in 2010 the Bank's administrative costs and depreciation increased by 2.88 million euros or by 8.0 %. The Bank is constantly increasing its productivity and efficiency thus keeping the need for new employees at a low level. Additionally, in 2010 the Bank focused on marketing activities, which supported the retail expansion and increased the recognition of UniCredit brand. The Bank managed its administrative costs tightly and cautiously.

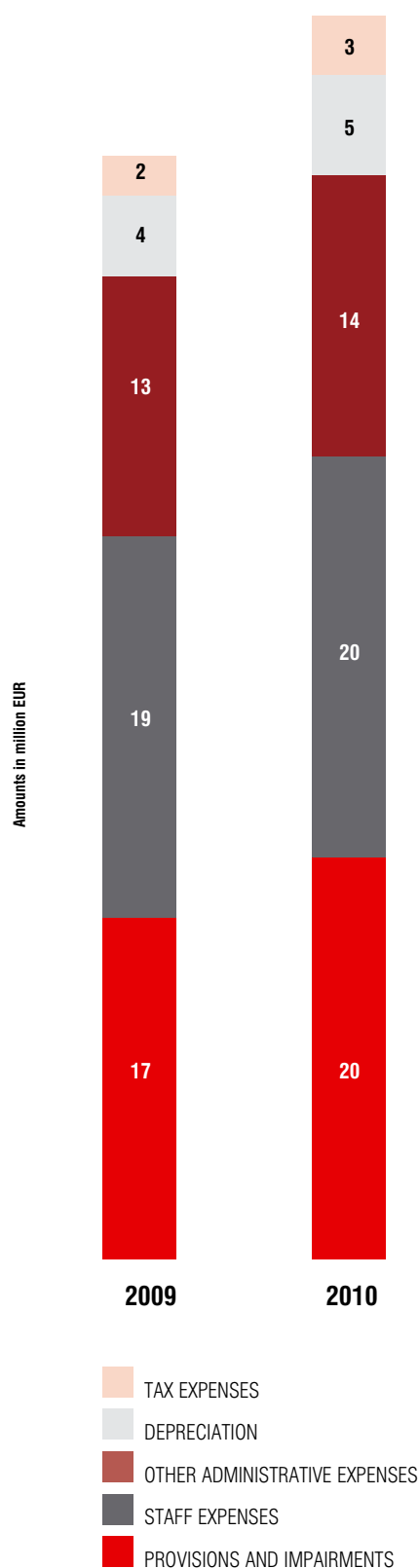
Staff expenses increased from 18.74 million euros in 2009 to 20.35 million euros in 2010. Main reasons for the increase are additional employees, inflation adjustment of the salaries and increased part of staff expenses related to variable and bonus compensation due to the Bank's improved profitability. By the end of 2010, the Bank employed 521.3 full-time employees (2009: 504.8), while in that year on average 517.7 full-time employees (2009: 500.6) worked for the Bank. The Bank also increased its training expenses by 12 % to the level of 374 thousand euros in 2010 (2009: 335 thousand euros).

Other administrative costs increased in 2010 by 1.13 million euros to 14.13 million euros, which is a 8.7-percent increase, while depreciation increased from 4.44 million euros in 2009 to 4.59 million euros in 2010, which is a 3.3-percent increase.

UniCredit Banka Slovenija d.d. optimizes the impairment losses on financial assets by state-of-the-art risk management techniques and a focus on clients with high credit worthiness. In 2010, the impairment of assets including provisions amounted to 20.19

Financial Results

EXPENSES



million euros (2009: 16.97 million euros), which is an increase of 3.23 million euros and is a result of adjusting to market conditions and forming of 6.20 million euros of additional IBNR provisions for performing clients (2009: 1.90 million euros).

Operating profit (profit before impairments and taxes) amounted to 36.35 million euros and increased by 9.49 million euros (35.3 %) compared to the year 2009.

In 2010, the Bank achieved a pre-tax profit of 15.81 million euros, compared to 11.25 million euros in 2009, which is an increase of 4.56 million euros or 40.6 %.

Within the tax expenses of 2.67 million euros (2009: 2.45 million euros), the Bank records current taxes of 2.56 million euros (2009: 1.94 million euros) and a deferred tax profit of 0.10 million euros (2009: 0.51 million euros of loss).

The net profit for the financial year 2010 amounts to 13.15 million euros compared to 8.80 million euros in 2009, which represents an increase of 4.35 million euros or 49.4 %.

Statement of Financial Position

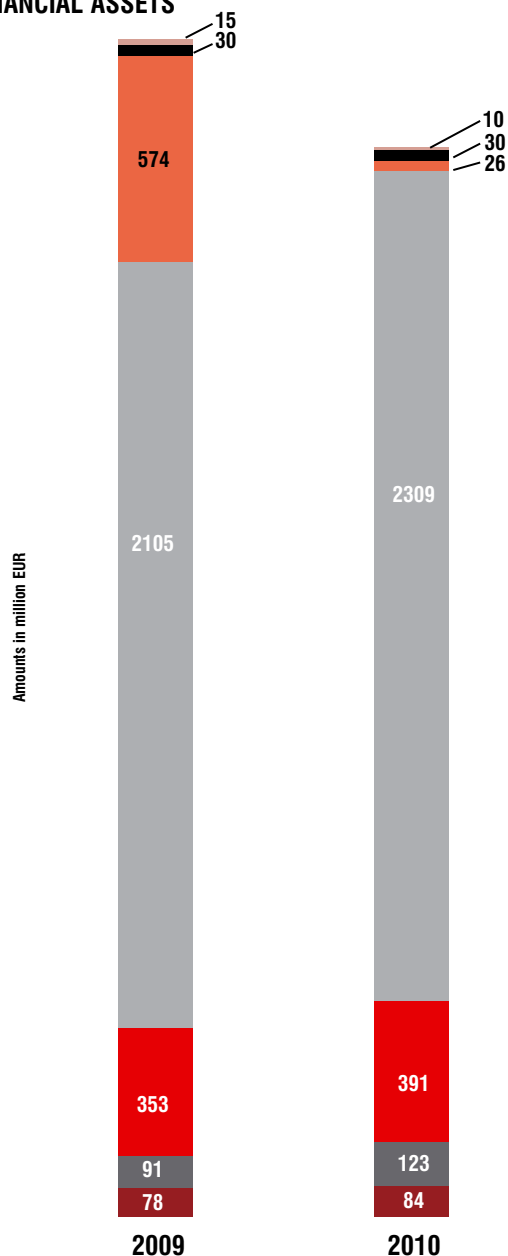
In line with its strategy, UniCredit Banka Slovenija d.d. is committed to profitable growth. Consequently, the Bank doesn't believe that balance sheet growth per se is a good performance measure. In 2010, the Bank's balance sheet dropped by 270.88 million euros or by 8.3 % to 2,996.49 million euros. The main reason for this decrease is that the liquidity situation on the market is more stable and the Bank decided not to keep more cash with the Central Bank as well as with Bank Austria AG which is the UniCredit's liquidity center for Slovenia. The purpose of these measures was to have sufficient amount of cash at any point of time. Deposits to banks were decreased by 548.02 million euros.

On the other hand, the Bank continued to actively finance the non-banking sector, so that loans in this segment increased by 210.06 million euros (in 2009: 32.47 million euros) and amounted to 2,309.16 million euros.

Cash and cash balances with central banks grew in 2010 by 6.29 million euros to 84.32 million euros.

Available-for-sale financial assets increased in 2010 from 352.61 million euros to 390.75 million euros. The position consists of the Bank's capital investments, the liquidity portfolio, as well as some credit spread positions in corporate and bank bonds and stocks in companies. The Bank intends to sell the latter as it acquired them as a result of realization of loan collaterals.

FINANCIAL ASSETS



- OTHER ASSETS
- HELD TO MATURITY
- LOANS AND RECEIVABLES WITH BANKS
- LOANS AND RECEIVABLES WITH CUSTOMERS*
- AVAILABLE FOR SALE
- HELD FOR TRADING
- CASH AND CASH BALANCES WITH CENTRAL BANKS

* The item »Loans to customers« includes loans measured at amortized cost as well as those measured at fair value through profit and loss.

Loans and receivables to banks decreased from 573.67 million euros in 2009 to 25.64 million euros. The major part of this difference is due to short-term positions, as a consequence of the stabilization of the liquidity situation on the market and the Bank's intention to keep less liquidity available.

Loans and receivables to non-banks rose from 2,099.10 million euros to 2,309.16 million euros by the end of the year 2010. The increase was moderate primarily due to higher demand for loans and generally improved economic conditions. This position represents 77 % of the balance sheet (2009: 64 %).

Held to maturity financial investments, where UniCredit Banka Slovenija d.d. owns local bank bonds, amounted to 29.89 million euros and are thus at a comparable level with 2009, when this category amounted to 29.77 million euros.

The increase of tangible and intangible assets from 22.15 million euros to 24.03 million euros reflects the Bank's investments into business infrastructure.

The decrease from 14.83 million euros to 9.89 million euros within other assets and claims for taxes is mainly the result of pending securities transaction.

In 2010, there were no financial liabilities to the Central bank compared to the year 2009 when they amounted to 120.63 million euros, which reflected the amount of repo transactions (repurchase agreements) the Bank concluded for financing reasons with the Central bank.

Financial liabilities held for trading increased in 2010 by 68.59 million euros and amounted to 164.88 million euros. The position comprises solely of the negative market value of derivatives, which is a consequence of customer driven business.

The decrease on the asset side was mainly financed by financial liabilities measured at amortized cost, which decreased from 2,836.58 million euros in 2009 to 2,608.92 million euros by the end of 2010.

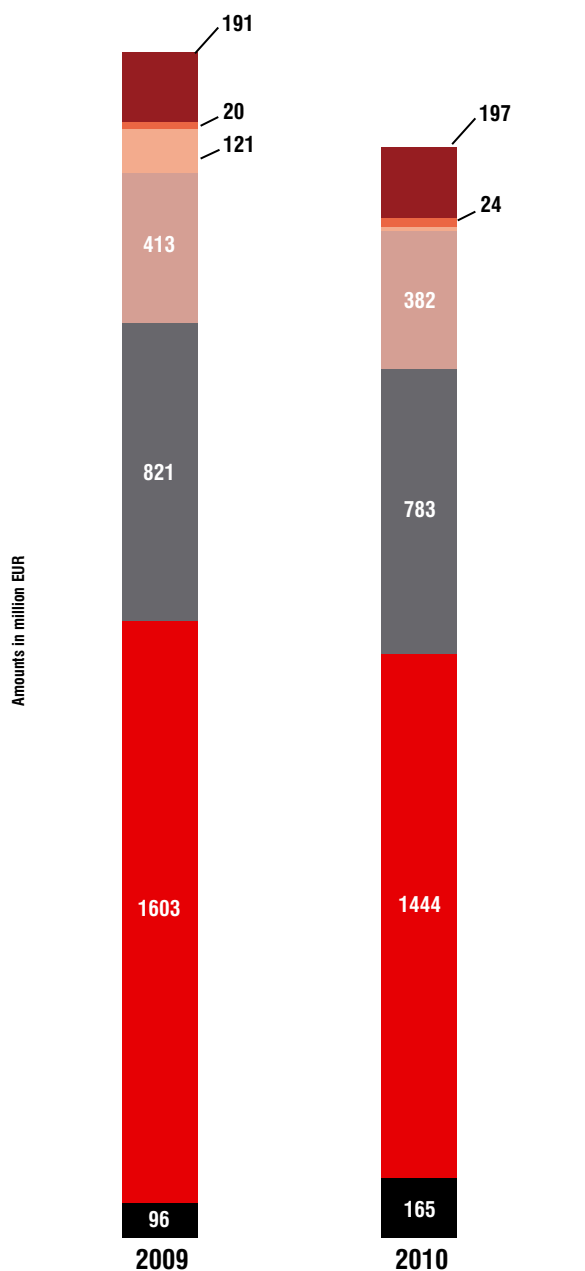
Deposits from customers were slightly decreased by 37.93 million euros to the level of 782.83 million euros.

In order to maintain enough capital and to comply with the Bank of Slovenia's regulation regarding capital adequacy, the Bank holds 30.15 million euros of subordinated liabilities (2009: 30.13 million euros).

The shareholders' equity increased in 2010 by the profit carried forward from 2009 and partly offset by lower revaluation reserve. In order to finance future growth and stay in line with the capital

Financial Results

LIABILITIES



adequacy regulations set by the Bank of Slovenia, the Bank will also retain the full 2010 profit and will not pay dividends. The shareholders' equity amounts to 197.05 million euros (2009: 191.22 million euros).

- TOTAL EQUITY
- OTHER LIABILITIES
- DEPOSITS FROM CENTRAL BANKS
- LOANS FROM BANKS (SUBORDINATED LIABILITIES INCLUDED)
- DEPOSITS FROM CUSTOMERS
- DEPOSITS FROM BANKS
- HELD FOR TRADING

Bank's Segment Performance Review

Retail and Small Business Banking

GENERAL OVERVIEW

2010 was another successful year for UniCredit Banka Slovenija d.d. in the area of retail banking (households and small companies). We managed to achieve the majority of our objectives despite a still challenging macroeconomic environment. The total number of clients increased to over 92,500 and we were particularly successful in the segment of small businesses, where we exceeded the planned revenue by 15 %. In the housing loans segment, we increased our solid market share to 13 %, while deposits from households grew by almost 20 %.

As in the previous years, customer satisfaction remained at the highest level. Within the framework of UniCredit customer satisfaction methodology, we have been implementing for a number of years an in-depth survey of clients' satisfaction with our Bank and with competitive banks on the Slovenian market. The survey confirmed again this year that we are a bank which offers the most satisfaction to clients on the Slovenian market. By listening to our customers and by constantly investing in service quality, we plan to satisfy our clients' expectations and wishes even in the future, by delivering optimal solutions to their individual needs.

Lastly, given the economic environment, we have maintained the highest focus on risk management. Unemployment for individuals and financial difficulties among small businesses were the reasons why the number of clients who had difficulties in meeting their loan obligations increased in 2010, similarly to the year before. For this reason and in order to fully comply with the IBNR regulatory requirements, we increased credit risk provisions by 15 %. In line with our corporate responsibility standards, we listened with understanding to our clients and helped them overcome the problems by offering them expert advice and various types of restructuring solutions for their financial liabilities.

SEGMENTS AND PRODUCTS

Since we strive to understand the needs of individual segments of clients and offer them products and services suitable for them, we reorganized the marketing function into three segments in 2010: the Mass Market segment, the Personal Banking segment and the Small Business segment. Within the Marketing and Segments department we also formed a special group which deals with the development of modern marketing channels and another one responsible for marketing communications.

Mass Market and Personal Banking Segment

In 2010, we formed a new service model - Personal Banking - intended for more demanding clients, especially those who in addition to the classic banking services need advice on where and how to invest their assets, given their higher saving capabilities. Here, we devoted special attention to the selection and education of

our personal bankers, who comply with the highest local standards. We formed a new package - Elite - for our personal banking clients which brings advantages, such as a black BA Maestro card with higher basic overdraft, unlimited number of transactions via a selected banking channel, special advantages in loan taking and investment products and additional benefits from our business partners. With the development of the new service, we expect to become the first choice in the future for clients who expect more from their bank and their personal relationship manager.

In 2010, we also were very active in the area of deposits and investment products, as we significantly expanded our offer of investment opportunities for our clients together with our international and reputable partners. With an attractive and competitive deposit offer, we managed to increase the total amount of deposits by almost 20 % compared to the previous year. In addition to interesting combination of products, such as the Investment Duo (whereby a client invests part of their funds in a classic deposit and the other part in other investment products), in cooperation with the Generali d.d. insurance company we developed - as the first bank in Slovenia - the Bonus deposit which is a combination of a term deposit and an accidental insurance. The product is intended especially for those clients who wish to provide, besides the classic term deposit, additional security for their family in case of unforeseen events.

2010 was a very positive year for our life insurance business. In this area, UniCredit Banka Slovenija d.d. cooperates with ERGO, an institutional pan-European partner of UniCredit. We managed to distribute 1,600 insurance policies in 2010, which is almost double compared to the previous year. We developed, among others, the product (Moja priložnost), with a limited placement period to clients who look for investments with the possibility of higher returns but do not wish to take the risk of losing part of the investment funds.

In cooperation with Pioneer Investments we prepared three different investment strategies adapted to investment objectives and risk tendency of individual investors: Dynamic, Balance and Prudent. These profiles are used as reference when our clients take the advantages of mutual funds as way of investment, within their personal asset allocation.

As in previous years, when we became known as the bank with competitive offer of loan products, we recorded good results in this area also in 2010. We managed to increase the total amount of loans as compared to the year before by more than 20 %. We were particularly successful in the area of housing loans, where we increased our market share to 13 %. In the consumer loans area, we detected a slight drop in demand, partially related to the continued negative macroeconomic outlook.

In order to ensure safety to borrowers who wish to protect themselves

Bank's Segment Performance Review

and their relatives against the loan obligations due to an unforeseen event, we developed borrower's life insurance (Moja odgovornost), again with the ERGO insurance company, which turned to be an important value proposition for our loan takers on both housing and consumer loans.

In the area of cards, while introducing the new MasterCard card with the UEFA Champions League design, we upgraded and simplified Visa payment-credit card, which the clients can use either as payment or credit card. As a result of our focus on this area, we achieved a 16 % growth in number of cards compared to the year before.

Small Businesses Segment

Our Bank's Small Business segment (legal entities with a turnover of less than 1.5 million euros) reported successful performance in 2010. We exceeded the planned revenue by 15 %. The total number of clients has increased to almost 6,000, which is an 18-percent increase as compared to 2009. We have leveraged our know-how with companies and the cooperation with the Slovenian Enterprise Fund and the European Investment Bank, by which we offered our clients favorable sources of long-term financing in 2010.

Private Banking

The Private Banking segment offers services to the highest segment of clients who have at least 400,000 euros of financial assets. In 2010, we reorganized the Private Banking segment according to the guidelines and standards of UniCredit. In order to provide our clients with quality information on financial markets, we renamed our Asset Management department to Global Investment Strategy and moved it closer to the business network as far as organization is concerned.

The main feature of our services is comprehensive personal consultancy, which requires time for a thorough analysis of clients' needs and optimum offer of individual financial solutions. Financial planning, asset management, active investment consultancy, regular portfolio overview and information on financial markets represent the main services of this segment.

Even for the Private Banking segment, we firmly believe that we are the Bank of excellence, thanks to the local know-how and to UniCredit resources available to our customers.

UniCredit is one of the larger asset managers in Europe and the leading player in the CEE region, as it manages over 12 billion euros of assets. Access to global financial markets and expertise offered by UniCredit thus represent clear advantages for our clients.

FUTURE FORECAST

We have entered 2011 with very ambitious goals. Successful operations of branches opened in the past three years give us additional trust in the strategy of business network expansion. In

2011, we plan to open ten new branches and we will devote special attention to further development of modern channels.

By preserving high quality of our services and the highest customer satisfaction, continuously improving our offer and expanding our business network, we firmly believe that we will become the first choice for clients in Slovenia for any of their banking needs, from day-to-day operations, savings and investment needs and eventually financing facilities.

Corporate and Investment Banking

GENERAL OVERVIEW

The year 2010 was marked by signs of slow recovery for the Slovenian economy, which continued to be accompanied by turbulent market conditions, problems in some industries and companies and, most of all, by uncertainty about the future. Conditions in the banking sector remained demanding also, as banks faced an increased share of bad debt and limited volume of demand from entities with solid credit ability. The banking sector tightened its credit standard, which thereby further decreased the growth of the volume of assets and granted loans. By end of December 2010, the total volume of loans by the Slovenian banking sector amounted to 39,143 million euros, which represents a 1.2 % year on year drop. Compared to 2009, the volume of loans to the corporate sector decreased by 2.6 % and amounted to 19.649 million euros. Banks adapted the interest rate policy to clients' decreased credit rating, which further increased the share of interest income compared to non-interest income. Higher credit risk also significantly increased provisions in the banking sector, which on the one hand more accurately reflects the risks taken, and also partially makes up for the under-conservative provisions of the past.

On the other hand, financial markets welcomed the efforts of countries and transnational organizations to decrease the tension in the economic and fiscal area. At the same time, the bond and bond-related markets punished the increased credit risk of (some) countries. Therefore, the required profitability of some sovereign bonds reached record high levels in 2010, which had an important impact on numerous bond portfolios.

Specific market conditions also affected the operations of UniCredit Banka Slovenija d.d. During its 2010 reorganization of operations, the Bank merged the corporate and investment banking segments into the Corporate and Investment Banking division, thereby connecting two previously separated yet, in terms of content, strongly connected units which serve corporate and institutional clients with their products and services. Despite adverse conditions, the Corporate and Investment Banking division achieved strong results in 2010. The Division's revenues exceeded those in 2009 by

6.6 % and reached 44.1 mio EUR. At the same time, the volume of loans to corporates also increased and amounted to 1,360 million euros by the year end.

SEGMENTS AND PRODUCTS

As of 2010, the Corporate and Investment Banking division is composed of three units, which are separate in terms of content, yet logically connected among each other and serving corporate clients with all their needs. Within the Corporate Sales and Relationship Management (CSRM) unit, the Bank offers financing and other classic banking products to companies. The Global Transaction Banking unit provides services related to cash management and import/export financing as well as custody services. Within the Products and Markets unit, the Bank offers services to financial institutions, as well as brokerage, treasury products, and trades for its own account.

Corporate Sales and Relationship Management

In the area of CSRM, even the demanding year 2010 was successful, as the Bank achieved good results, and from the viewpoint of its revenues it again exceeded set goals. In this area, the Bank's revenues were 22 % above the 2009 result. Extreme increase of revenues from transactions with medium-sized companies should be pointed out, for it reached 45 percent in 2010. Therefore, the Bank kept its market position compared to other banks in the CSRM, which represents an important achievement under the current conditions and at the same time under a conservative credit risk policy.

Consistent consideration of companies' credit rating, sufficient cash flow for repayment of obligations, and the quality of collateral offered is the Bank's fundamental guideline when deciding on entering new transactions. Due to more conservative approach to expanding the portfolio and the wish for keeping a quality Bank's portfolio, the market share of UniCredit Banka Slovenija d.d. experienced a slight decrease in the CSRM compared to the previous year. It is important to mention that in 2010, when the entire Slovenian banking sector stagnated in the area of financing corporates, the Bank increased its volume of loans to corporates by 2 % compared to 2009. The Bank's strategy remains the same also in the future: the Bank will continue entering only into quality transactions which guarantee sufficient cash flow for repayment of obligations, and which at the same time offer appropriate ratios between return and risks taken. Also, the Bank will continue doing its best to meet companies' expectations.

The fact that we successfully meet the expectations of the companies, that are already our clients, is confirmed by the customer satisfaction survey results, which are more encouraging every year. We can conclude from the results that in the corporate banking segment UniCredit Banka Slovenija d.d. successfully meets clients' needs, both with its wide range of products for different clients' needs as well as with tailor-made solutions and excellent partnership with clients.

Notwithstanding adverse market conditions and a conservative approach to the approval of financing, the volume of loans to corporates increased by 27.4 million euros in 2010. The growth is a result of increased financing in the segment of medium-sized companies, which augmented the volume of loans by 22 %. On the other hand, liabilities towards corporates remained at roughly the same level as in 2009. As of the end of 2010, the Bank held 283.7 million euros of deposits by corporates.

Global Transaction Banking

The Global Transaction Banking unit represents one of the pillars within which the Bank continuously develops new tailor-made products. This unit is composed of the following equal client business pillars: Cash Management, Trade and Export Financing and Documentary Operations, and Custody Services. Compared to the previous year, the revenues in this area increased by 75 %, thereby strongly exceeding the set goals.

All three pillars of the Global Transaction Banking unit contributed to the excellent results, but in particular the outstanding results in the field of custody services, which was very successful despite the crisis on capital markets. Clients' assets under in custody increased by 50 %, thereby exceeding 4.6 billion euros at the end of December 2010. The custody service net revenues in 2010 were 67 % higher than in 2009. The main reason for more assets under in custody is due to an increase of investments in the Republic of Slovenia bonds by foreign investors. Assets under custody were also higher due to the increased activities of some global custodians on the Slovenian market. In the area of custody services for foreign investors, the Bank retained its leading position also in 2010.

In the area of cash management, in 2010 the Bank introduced a new service for Slovenian companies with subsidiaries abroad, i.e. cash-pooling, which is the first of its kind in Slovenia due to being highly technically advanced. We are among the first in Slovenia to offer clients a service of exchanging e-invoices, which will, in the years to come, radically change the method of business operations in all companies.

In the segment of trade and export financing, in 2010 we added to the existing export financing services in cooperation with SID, factoring and documentary transactions also the supply chain financing services.

Products and Markets

In the products and markets segment, the Bank recorded lower revenues than those of the last year. The reason for the deterioration lies primarily in fiercer conditions in the financial markets. Namely, UniCredit Banka Slovenija d.d. composes its portfolio conservatively, mostly of bonds and interest rate linked products, which suffered a record drop in value last year; in particular because we were, for the first time since the formation of the EMU, faced with the crisis at a national level (e.g. Greece, Ireland, Spain). In view of such market

Bank's Segment Performance Review

conditions, the influence of the trading result was negative and substantially affected the ability to reach set goals, which could not be made up for by good results from other parts of the area. The trading result also affected the Bank's performance in the area of non-interest income. The latter decreased for the entire Division due to the negative trading result compared to 2009. However, such data is somewhat misleading as core non-interest income (fees) compared to 2009 actually increased by 2.9 million euros. When excluding the impact of the trading result, the growth of the Bank's non-interest income in the segment of corporate and investment banking achieved a 25.6-percent growth compared to 2009.

In stock markets and derivatives markets, 2010 remained a period of high volatility and dependence on daily news about the effectiveness of crisis control measures and signs of recuperation. The major global stock indices increased from the previous year's low levels and at the same time the fierce economic conditions and consequently lower credit rating reduced the number of clients apt to use some of the riskier financial products. The performance of the Ljubljana Stock Exchange was characterized by a substantial decrease in volume of transactions (compared to the previous year, it dropped by almost a half). However, irrespective of this UniCredit Banka Slovenija d.d. kept its leading position in the area of normal trades also in 2010. In normal transactions, the Bank was engaged in almost a fifth (17.5 %) of the Ljubljana Stock Exchange turnover, and in overall turnover (considering also block trades), the Bank achieved a still leading 14.4 % share. Finally, in 2010 the Bank was very successful, in terms of client relationships, in the field of financial markets and products. Namely, in 2010 the Bank was also successfully executed two mandates to issue client bonds in the total amount of 850 million euros.

FUTURE FORECAST

In 2011, further recovery of the global economy and the resurrection of investments and consumption are expected. According to forecast, in Slovenia too the economic growth is expected to revive again and rise to 2.5 percent. As a result, we can expect the credit crunch to ease, although banks will keep on insisting on tighter credit standards financing, trying to decrease the impact of potential provisions on their profits. Thereby, success in finding solid new transactions as well as in ensuring suitable structure of financings will be even more important to banks. Since the key guideline of UniCredit Banka Slovenija d.d. is entering high quality transactions, which ensure sufficient cash flow to repay liabilities and at the same time offer the right ratios between return and risks, we expect further moderate growth of the Bank's loan volume, which will remain based on quality.

In the Global Transaction Banking unit, we will continue developing products and services which best suit the current needs of clients and thereby ensure the best range of corporate services.

A comprehensive solution for clients will remain the Bank's basic key strategy, with an emphasis on further development of electronic transactions and the Bank's support to companies in the entire

supply chain. In the field of custody services, we will do our best to retain the leading position in custody services to foreign financial institutions by offering new services and further increasing the quality of the existing ones.

According to forecasts for the next year, financial markets will be full of volatility and uncertainty. However, with better economic prospects it will start settling down. Consequently, we expect also gradual improvement of results in the Products and Markets unit, which will be backed by further development of tailor-made services, in-depth knowledge and excellent relations.

UniCredit Banka Slovenija d.d. will thus continue to follow its ambitious goals in the area of corporate and investment banking, with particular focus on the following:

- Further growth of revenues, profitability and improvement of ratio between revenue and average risk weighted assets;
- Targeted acquisition of new clients;
- Keeping clients in the center of our efforts and attention;
- Further increasing customer satisfaction compared to other banks and to the previous period;
- Maintaining or achieving a leading position in the area of some products, such as cash management, risk reduction instruments, debt capital market instruments, project financing, and others;
- Consistently meeting the regulatory requirements,
- Improving internal processes through better operating efficiency and higher quality of services for clients, and developing the knowledge, experience, and satisfaction of our team, which is a necessary requirement for long-term success.

Global Banking Services

In the framework of the Bank's reorganization, an integration of supporting activities was implemented in May 2010 in the newly established division GBS - Global Banking Services. The reorganization of UniCredit Banka Slovenija d.d. took place in accordance with the guidelines of the parent bank. The change from product to process organization of the Bank ensures orientation of every organization unit of the Bank towards the full service of the Bank clients, with high cost effectiveness. Coordination of the organization model enables the Bank to utilize the advantages of a large banking group and ensures uniform processes within the Bank.

Within the division three departments were formed, namely: Information Communication Technology (ICT), Organization and Logistics, and Bank Operations and Services. The Information and Communication Technology department centralizes all the activities that are related to the development and support of information solutions and communication infrastructure. The Organization and Logistics department centralizes activities related to Bank organization, management of project and process portfolio,

management of Bank premises, general services and purchasing. The Bank's Operations and Services department centralizes activities of payment transactions, support for management of client data, accounts and cash, support for credit operations and support for brokerage, treasury and management of loro/nostro accounts.

IT Support of Operations

In the IT support of operations field, 2010 marked a year of continued activities in automatization of business processes for UniCredit Banka Slovenija d.d., upgrading of document management tools, introducing IT support for the IRB Basel standards and development of additional services in card, payment and e-banking operations.

Increasing the level of services and responsiveness, and increasing productivity of complex business processes by computerization (introduction of the so-called »workflow« tools), which was launched in 2008, continued intensively in 2010 and was extended to new areas. Implementation of support for the process of approving mortgage loans for retail clients and the process of managing principals was finalized. The computerization of the process for approving consumer loans project is in the final stage with the foreseen transition into regular use in March 2011. All the processes are basically linked to the document management system of the Bank.

Support for the Basel II standards of capital adequacy assessment, which are synchronized on the level of the entire Group, is also one of the most important priorities of IT development in 2010. A series of information system expansions was introduced (evaluation and monitoring of client risks, control of loan collateral, control of bad loans payment), while for the integrated collection and monitoring of data, we introduced a central data warehouse, which currently serves primarily the processing of the Basel II related information. A part of it is also establishment of the control system and data quality management.

As for the introduction of the Single Euro Payments Area (SEPA), the Bank transferred all permanent orders into the SEPA scheme in April 2010. In July 2010, we supported the use of cross-border SEPA direct debits and in November 2010, we implemented a new universal payment order.

The development of new services in the area of card operations has been a regular practice within the Bank. In 2010, we started using the new DDA chips (higher level of security and lower risks) in Maestro cards. The Bank also completed the »3D secure issuing« development, which is intended for increased security when making card payments over the internet.

In the area of electronic banking, UniCredit Banka Slovenija d.d. introduced the use of e-invoices in the E-bank system in 2010. At Online b@nk, we developed services for the support of operations for medium and large businesses (electronic bank statements, import of orders, distributed signature) and established support for advertising (added advertisement space on the entry page, enabled sending of formatted messages to certain user groups).

In 2010, we used a new application to optimize work in the area of executions, upgraded the system for sending messages to the Bank of Slovenia and implemented the transfer from analogue telephony to IP technology.

In 2011, the Bank will continue to implement IT support projects for business and back-office processes as well as conduct activities aimed at supporting the Basel II standards. One of the key orientations will also be the development of new technologies or changed use of existing ones for improving cost efficiency.

Organization and Logistics

In 2010, the Bank simultaneously managed 25 larger projects, which were mostly oriented towards the introduction of new services for clients and implementation of regulatory requirements. The share of projects which the Bank had to launch has increased in the last two years and already amounts to around 60 %.

Optimization of processes has been a regular practice, which the Bank followed also in 2010. Processes related to support for the IRB Basel standards and certain products (derivatives and custody) have been in the forefront. In 2010, UniCredit also made a step forward in the integration of processes, and prepared a new concept of process management along with a new process matrix. Both steps are important for the standardization of all the processes within all the members of the Group.

In 2010, renovations of branches in Nova Gorica and Trbovlje were successfully implemented. In Novo mesto, two additional offices for operations with small businesses were arranged. Advisory points in a large number of Bank branches were also rearranged, now offering more privacy in operations with the Bank's customers. According to the plans on the expansion of the Bank's branch network in 2011, we launched an intensive search for suitable locations for the new branches and implemented a tender for applications from contractors for their construction in 2010.

In order to increase security of operations and decrease operational risks, anchoring of all the Bank's day-and-night vaults was implemented. Some day-and-night vaults were replaced by new ones.

Bank's Segment Performance Review

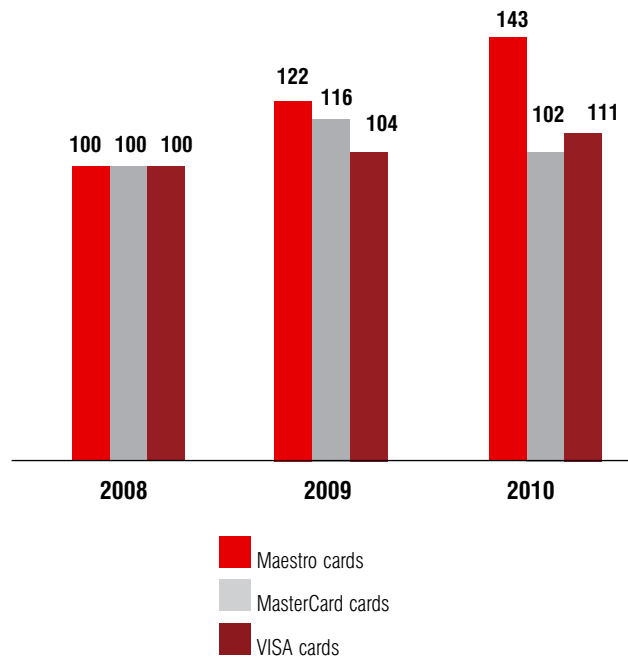
Bank Operations and Services

In 2010, we continued the integration of back-office activities and oriented ourselves towards the automatization of processes in order to achieve increased efficiency and higher-quality support for our clients.

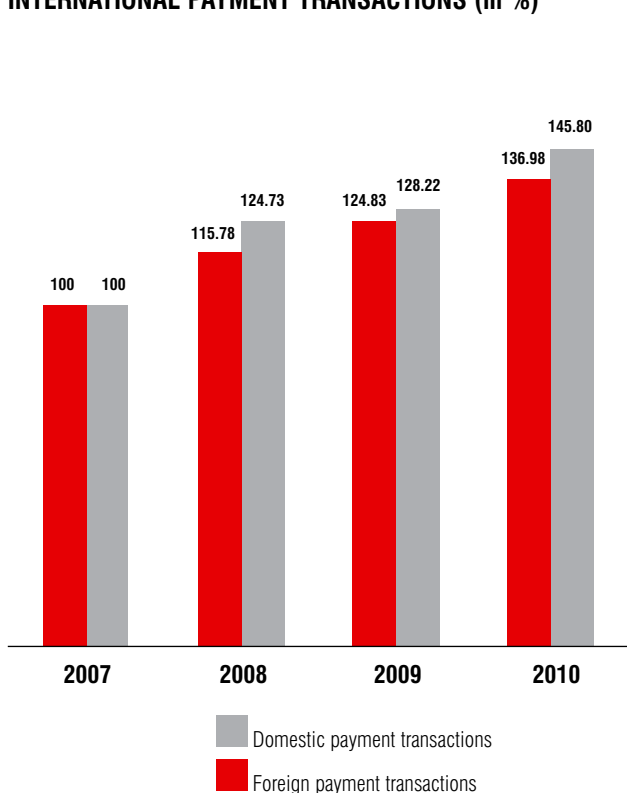
We integrated management with cash operations (support of discharges and grants from branches to the central treasury) and centralized support for deposit operations for natural individuals. Within the automatization of processes, we are in the final stages of implementing a new system support for opening clients, their transaction accounts, connections of e-banking solutions and ordering of payment, debit and credit cards. This system solution provides increased efficiency and quality, and ensures compliance with the legislative requirements both in the area of data and documents.

In the area of treasury and brokerage support, several system and process controls were developed for increased efficiency and quality. At the end of 2010, we implemented a system connection of analytical and book-keeping application for the automatization of booking of clients' funds managed by the Bank. Implementation

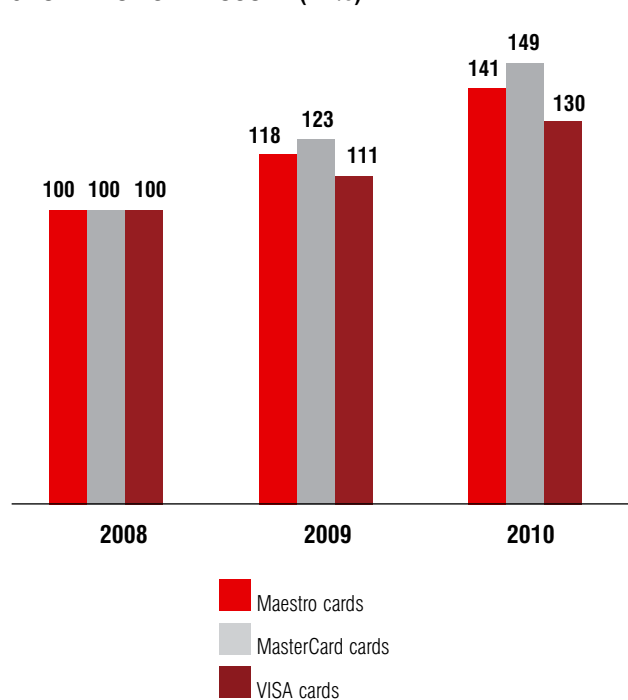
SCOPE OF CARD TRANSACTIONS (in %)



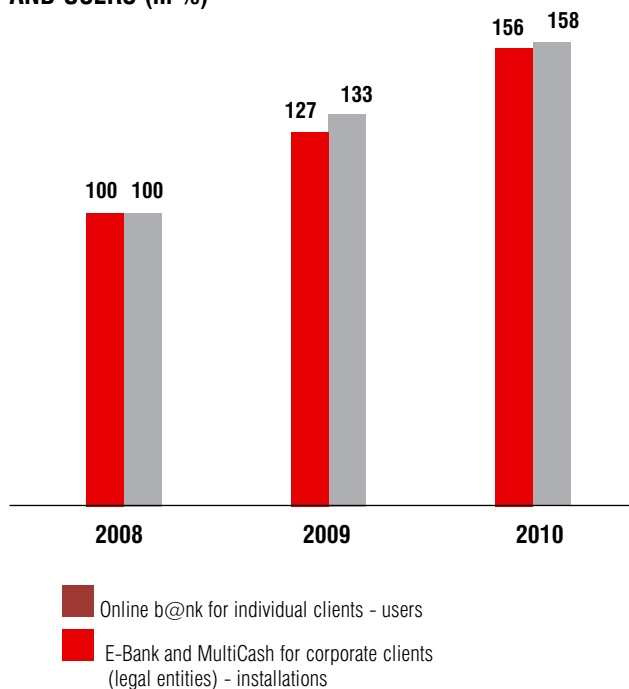
INDEX OF GROWTH IN THE NUMBER OF DOMESTIC AND INTERNATIONAL PAYMENT TRANSACTIONS (in %)



GROWTH OF CARD SCOPE (in %)



ELECTRONIC BANKING - GAIN BY SYSTEMS AND USERS (in %)



of system support for automatization of monetary market booking treasury transactions is also underway.

In the area of support for credit operations, several system solutions were implemented for improving quality of insurance data. The reminder procedure was upgraded and the necessary process adjustments were implemented for the purpose of acquiring the approval of the Bank of Slovenia for using the BASEL II IRB approach. System connection of analytical and book-keeping application for automated booking of housing loans insured by a mortgage was introduced.

Payment transactions were again marked by legislative changes in 2010. Thus, the use of the UPN form as well as the establishment and implementation of passive participation in cross-border SEPA direct debit was implemented in the framework of the introduction of the Single Euro Payments Area (SEPA).

The growth in the number of both domestic as well as cross-border and international payment transactions continued in 2010. The share of electronically submitted payment orders increased in all segments.

Development of new services in the area of card operations continued also in 2010. We provided MasterCard payment card users with more secure online purchases by using 3-D Secure. The area of

security was additionally improved by the transition to the new chip generation with the DDA support. The trend of growth in transactions, carried out with cards issued by the Bank, also continued in 2010.

In the area of electronic banking, UniCredit Banka Slovenija d.d. continued its development, especially in the area of new services and products in the existing systems. We adapted the electronic bank for corporate clients to the new SEPA requirements and introduced a new product - e-invoice. We successfully continued the trend of increasing the share of e-bank users.

Challenges of the Year 2011

In 2010, banking intermediation in Slovenia faced a series of problems, which were caused by the economic and financial crisis and were reflected mainly in the following consequences:

- Contraction of assets,
- Reduced financing of the non-banking sector,
- Rapidly growing share of bad loans,
- Growing interest margins,
- Low growth of total revenues and
- Additional drop of the banking profit.

Although, in different segments, UniCredit Banka Slovenija d.d. achieved significantly better results than a number of its competitors and the entire banking community, it has every intention to even improve its results in the year 2011, mainly in the following manners:

- In view of the substantial fall of the credit facility to the non-banking sector in the last two years, the Bank shall strive to satisfy the needs of individuals, small and medium-sized enterprises as well as larger groups for financial sources by selective and careful approach and different loans. In its effort to satisfy the needs of its customers, the Bank's key orientation shall be the analysis of all types of risks and the long-term sustainability at competitive appearance on the market. At the same time, the Bank shall, together with its existing contractors, search for the optimum opportunities relating to the modification of valid agreements in respect of conditions given on the market in order to mitigate the effects of the crisis and contribute to achieving better results.
- Openness of the Slovenian economy or international trade shall remain one of the foundation stones for further prosperity of the country in the future as well. Thus, the Bank shall strive to support to an even greater extent arrangements of this kind on the basis of synergy and cooperation within the entire UniCredit by traditional "commercial financing" as well as by other products, which the Group has developed and which are becoming an increasingly

Bank's Segment Performance Review

important basis of income growth with contractors as well with the Bank.

- In order for the Bank to get even closer to individuals and all types of legal entities, it shall continue to develop its business network, the development of which was temporarily halted at the end of 2008 due to the crisis. The crisis additionally emphasized the importance of a close connection between two business partners. Therefore, the motivation for the actual presence on different new locations is even greater. The Bank is well aware of the importance and support of information technology, and, at the same time, the fact that personal contact with partners still remains the most important since fundamental trust is formed among people, where it also remains. Irrespective of the above said, the Bank shall strive to even improve its banking offer by additional investments into information technology from the point of view of information support as well as from the point of view of quality and speed of individual transactions.
- The Bank shall devote additional care to development of private banking, which has lately been gaining importance despite the findings of the crisis. UniCredit with its broad experience and reputation in this field shall be additional base for even greater range of products and, at the same time, security, with its knowledge and the existing network. After regulations on deposit protection were amended in Slovenia, security has become an even more important element in different investment decisions taken by individuals.
- Consolidation of public finance requires from the state even better management of the existing debt and, at the same time, an additional arrangement at acquiring optimum financial sources on international markets. The Bank shall strive together with the entire UniCredit, on the basis of the existing successful cooperation with the government in this field, for adequate informing of the market also in the future because of even more successful bond placement or organization of the banking syndications. The Bank shall have a similar intent also in the case of financial support to individual larger projects, which the state is going to realize in the infrastructure field.
- Volatile capital and foreign exchange markets have brought among market participants certain new findings, which were sometimes also bitter and unexpected. Therefore, we shall strive to minimize risks of this type through financial derivatives, particularly in the case of long-term operations, so that the final result would be the best possible for both contracting parties.
- The Bank's intention shall also be additional investment into the knowledge of employees, since such investments are one of the most important ones from the point of view of the Bank as well as from the point of view of the banking partnership, which needs

professional and quality service or advice. The Bank is aware that excellence in operation, which is based on the highest ethical standards and responsibility, is the best invitation also to those, with whom the Bank is not conducting business at present, but has an intention to begin business cooperation with in the future.

- Social responsibility for the prosperity of all participants and local communities shall be an important concern of all the Bank's employees in the future as well. We are aware that trust paves the way to common and wider, therefore, we shall strive for it to strengthen and lead to even better results, which would bring satisfaction to both partners.

We are aware that the changed "terms of trade" - as a result of the global crisis and, additionally, of local peculiarities - have had significant influence on the results of all market participants. Therefore, findings of the last two years must serve as additional encouragement and instruction telling us how to overcome obstacles so that overall results on the country level would nothing but improve. Only with better results shall our performance on the domestic as well as on foreign markets be more successful and thus we shall become even more attractive for further investments supported by different forms of financing. Committed to these objectives, the Bank shall strive to achieve the best results in the year 2011.

Managing Business Risks

Risk Management

The year 2010 continued to show the importance of having a strong focus on risk management and the continuous need to refine risk management practice. While our risk and capital management continuously evolves and improves, there is no guarantee that we can anticipate all market developments — in particular those of an extreme nature — at all times. The risk management of UniCredit Banka Slovenija d.d. is driven by the Risk Management division.

In line with our expectations, the credit risk environment of 2010 proved to be challenging. Preventive and responsive measures taken in the wake of the financial and economic crisis in 2008 and 2009, as well as the Bank's prudent credit policy, have saved the Bank from significant exposure in the construction sector and to troubled financial holdings. Nevertheless, in 2010 the Bank still saw an increase in non-performing volumes and numbers of clients in both corporate and retail segments.

In order to respond to the challenges of the environment characterized by decreasing creditworthiness, the Bank refurbished its risk reporting in order to have more complete and timely information and to be able to respond as soon as possible to any warning signals. The Bank introduced an automated monitoring tool to detect early warning signals. Additional employees joined to the restructuring and workout teams. Restructuring and workout processes were separated from each other in order to increase focus and improve the recovery rates of both.

In June 2010, the Bank introduced a new model for calculating the IBNR¹ provisions for the performing portfolio in order to reflect the changed creditworthiness of the Bank's environment.

In 2010, the Bank built up its impairments stock for an additional 20.54 million euros, more than 1.5 times the budgeted net increase and 5 million euros more than the previous year's net add-on. The increase was mainly driven by the economic developments mentioned. Almost one third of the net impairments is attributed to the IBNR build up, while slightly more than a third is attributed to the three biggest non-performing cases. UniCredit Banka Slovenija d.d. timely responded to the increased risk costs with an overall correction in credit risk pricing.

In 2010, UniCredit Banka Slovenija d.d. continued to use the standardized approach for calculating capital requirements for credit risk. At the end of 2010 however, the Bank of Slovenia confirmed that UniCredit Banka Slovenija d.d. is ready to begin using the F-IRB² approach as of 1 January 2011. UniCredit Banka Slovenija d.d. was thus the first bank in Slovenia to start using the IRB approach. It is

the Bank's firm belief that from a strategic perspective this will give competitive edge in shaping the quality of its credit portfolio.

The current economic situation and, in particular, the short-term outlook are still affected by major uncertainties and there are pronounced differences in the growth momentum among different segments of the Slovenian economy. 2010 has proved to be a test in time. We expect 2011 to present further challenges to be dealt with, in particular due to the impact of difficulties faced by large companies to small- and medium-sized companies.

The Bank will continue to focus on intelligent restructuring of stressed credit exposure, improving its underwriting processes and monitoring activities. Regarding market and operational risk management, the Bank will continue its high quality monitoring of risks in line with the regulatory requirements and developments within UniCredit.

Finally, in terms of risk appetite, a cautious expansion strategy shall be pursued in order to create a sufficient revenue base to maintain and improve the Bank's loss absorption capacity.

¹ IBNR - Incurred But Not Reported, i.e. generic provisions for performing portfolio.

² F-IRB - Foundation Internal Rating Based

Corporate Sustainability

UniCredit Banka Slovenija d.d. as a part of UniCredit, a leading European bank, strives to be proactive in the area of corporate sustainability also and especially in the period of unstable market conditions. Now is the right time to establish and additionally build on the trust and proof that the Bank can stand by its clients also in more difficult times. Our advantage is our commitment to seeking the best solutions for all our stakeholders. Fairness, transparency, respect, reciprocity and freedom to act are the values we follow especially thoroughly in our daily work.

It is essential for the Bank to create trust among the public (both locally as well as within the Group), strengthen it with its actions, and communicate it in a proper manner. It is important to do this in times of extremely volatile market conditions, when business partners seek the safest and most stable solutions and partners.

We are building a positive climate within the Bank, as we wish to provide our top-notch co-workers with enough challenges and comfortable working environment. We constantly upgrade our operations in line with the values of the Integrity Charter, which is common to all members of UniCredit.

Relations with Employees

We are aware that our employees are the source of power, energy, and knowledge that contribute to achieving the Bank's long-term goals and satisfaction of customers and peers. Therefore, we pay careful attention to their personal development.

COMMUNICATION WITH EMPLOYEES

Our colleagues reflect the Bank's operations and are the key factor in building respect in the eyes of other stakeholders. With activities that we performed in 2010 we wanted to show colleagues that their contribution matters, is welcome, and appreciated.

We used communication to emphasize the connection of selling and non-selling points and joint commitment to reaching the same objective - realization of the Bank's goals. With active communication and realization of the projects, such as the Integrity Charter Day, the Art Day, collecting donations by employees under the auspices of the Unidea Foundation, UniQuest perspective employees educational program, informing about other opportunities of education and employment within the Group, and other projects (of which quite a few took place in all the countries where the Group is present), we made connections also with UniCredit.

We kept our employees informed about current topics by using channels such as letters from the Management Board, personal letters, e-mails, redesign of the Bank's intranet page, and personal meetings with employees. We were actively involved in the preparation of on-line monthly newsletter, which was launched in all

the CEE countries of the Group and regularly published local internal news called KomUNikacija.

We met with our colleagues, UniCredit Leasing d.o.o. and UniCredit CAIB Slovenija d.o.o., the other two members of the Group in Slovenia, in Kranjska Gora, where we celebrated the third anniversary of our new name. At this occasion, we combined the useful with the fun by working on the renovation of a vacation home for underprivileged children. Members of the Bank's Management Board competed in the creative challenge of constructing playhouses for the children. At the inauguration of each of the playhouses, the Bank's coworkers picked the best by referendum. This was just one of the activities with which we have proved that we also live by our written corporate sustainability principles. The renovation activities were led by one of the best Slovenian sport climbers, Klemen Bečan. Later on, the participants were joined by the deceased Jure Robič, who accompanied a few enthusiastic cyclists (each year a large number of employees come to the event by bike) on their path to Vršič.

Key employees received personal acknowledgement from the Bank's management for successfully completed special projects which required high personal engagement. By doing this, the Bank emphasized their role during the projects and rewarded their efforts.

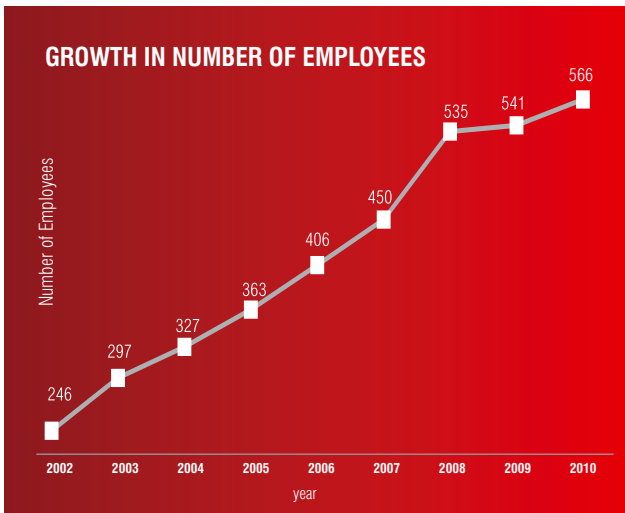
In communication with employees, the Identity and Communications, Human Resources, and Marketing departments joined their forces and contributed to the strengthening of the involvement of employees into the Bank's life, by increasing the feeling of being a part of the Bank and motivating employees for successful further work.

GROWTH IN THE NUMBER OF EMPLOYEES AND HIRING

UniCredit Banka Slovenija d.d. provides equal employment opportunities to all applicants for employment, regardless of gender or other personal circumstance.

In the last five years (from 2006 to 2010), the number of employees at UniCredit Banka Slovenija d.d. has increased net by 296 employees. The highest growth was recorded in 2008, when despite volatile conditions on the market we implemented one of the biggest investment projects and opened six new branches. In 2011, according to the plans prepared in the second half of 2010 for the next five-year period, we once again expect the continuation of organic growth through new business units.

The number of employees has been more stable since the beginning of 2009 than in the previous periods. At the beginning of 2010, UniCredit Banka Slovenija d.d. had 541 employees. By the end of the year, that number had grown to 566 employees. On a monthly basis we have additionally engaged 35 students on average. The growth in number of employees in the last year was 4.4 %.



The average age of the Bank's employees is currently 36 years: 62.5 % of the staff employed by the Bank are women while 37.5 % are men — the gender ratio was unchanged from 2009. We take care of diversity among employees, which is also shown in mixed employee structure (namely, three employees or 0.5 % are expatriates, which is a result of employee development programs within the Group) and the structure of managers by gender, as there are 51.5 % women and 48.5 % men at all levels of the management structure.

In total, 97.7 % of employees are employed on the basis of a collective agreement.

In 2010, 56 new employees joined our ranks, while 31 left the Bank (of which one retirement). We have concluded 29 contracts for fixed-term employment, 9 traineeship contracts, and the remaining employment contracts were concluded for an indefinite period. On average, the Bank had monthly 78 fixed-term employees and 7 trainee employees, which is a total of 15 % of fixed-term employees over the year. The percentage of fixed-term employees has increased by 2.4 percentage points as compared to the end of 2009. There are three employees employed with the Bank for more than 10 years, three employees employed with the Bank more than 20 years and one female employee employed with the Bank for more than 30 years.

In 2010, on average 36 women were on maternity leave throughout the year (6.3 % of the total employee population), and 40 children in total were born to our employees. 17 new fathers took paternity leave.

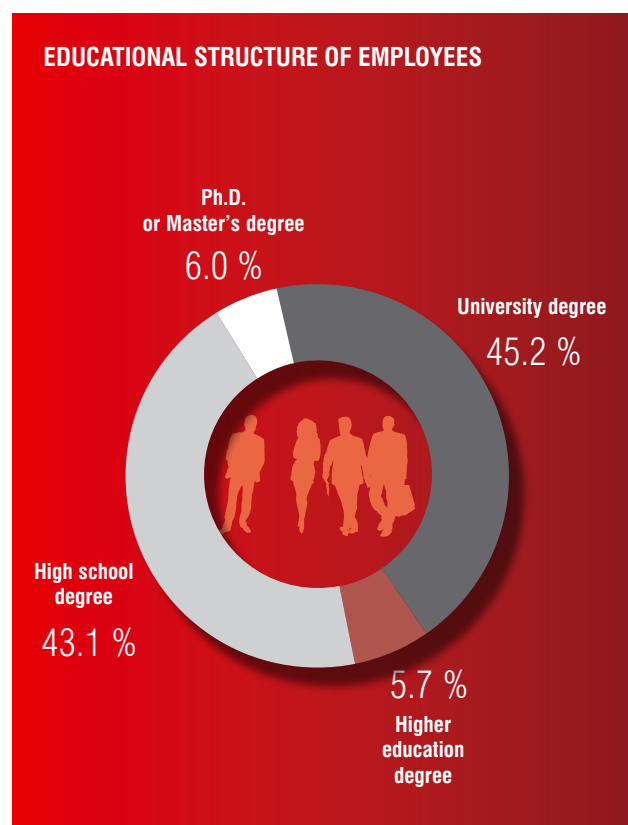
According to the Bank's decision to open new branches in 2011, we plan to increase the number of employees, especially different profiles of advisors to work with the clients.

EDUCATIONAL STRUCTURE

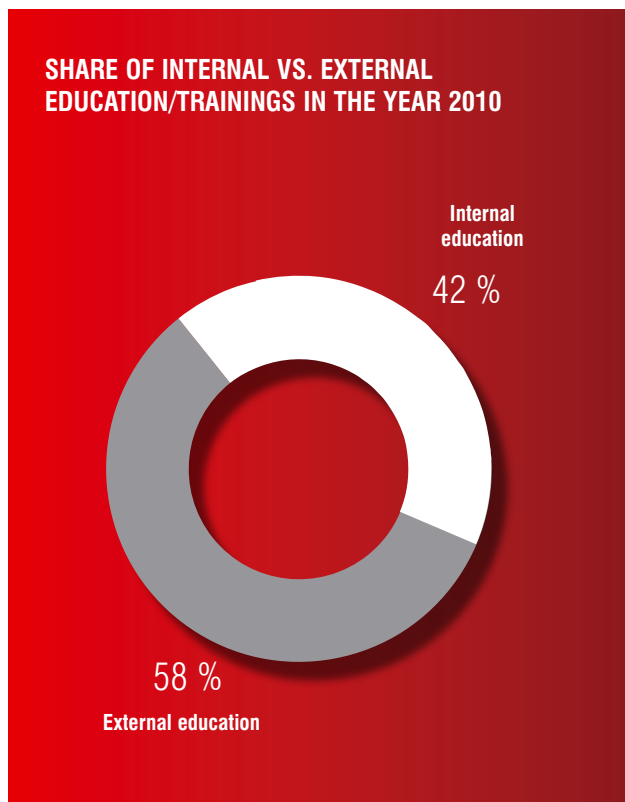
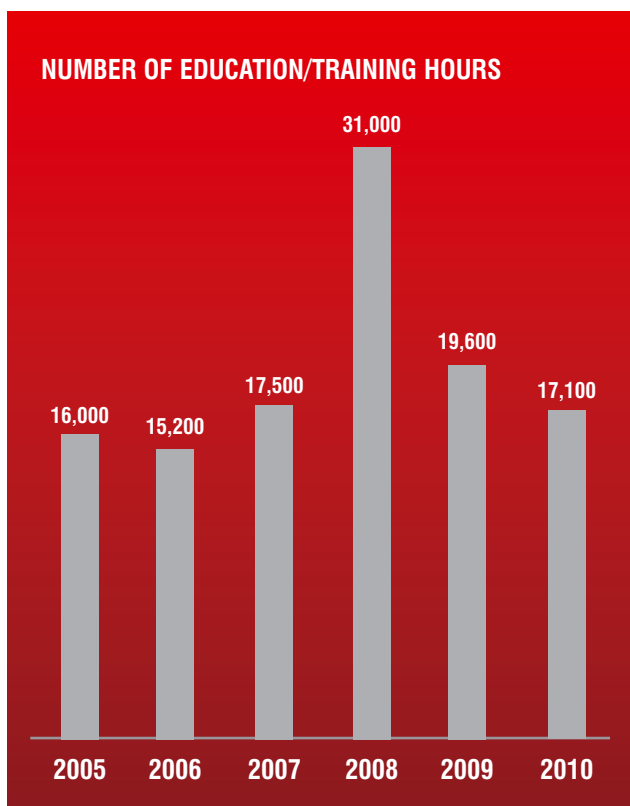
The Bank pays particular attention to knowledge and education, as evidenced by available data showing that 6 % of our employees hold a Ph.D. or Master's degree (an increase of 1 percentage point over 2009); 50.9 % of employees hold higher or university education degrees (up 0.3 percentage point); while 43.1 % of employees have high school diplomas (a 1.3 percentage point decrease over 2009). A trend of an improving education structure is seen, as the level of higher or university education degrees increased.

TRAINING AND EDUCATION

In 2010, the Bank allocated 0.34 % of total revenue toward training of employees, meaning that the amount spent for educational purposes has remained at the level of the previous year. Notwithstanding the very limited resources, the Bank succeeded in meeting the most important educational needs, for which we also received the Top 10 Educational Management 2010 award. The award is granted by Planet GV, in cooperation with the Sofos Institute for Educational Management, to ten Slovenian organizations that systematically invest in knowledge. In 2010, the Bank decided for the first time to financially assist its employees who study part-time, if they qualify for subsidies. For this purpose, the Bank allocated 8,450 euros and financially supported five employees, three of whom are studying at the Faculty of Commercial and Business Sciences (two in the undergraduate and one in the post-graduate program),



Corporate Sustainability



and two of whom are enrolled in doctoral programs, one studying law and the other mathematics.

In 2010, we conducted a total of 17,100 hours of educational and training activities. The average stood at 33 teaching hours per employee with an average cost of education and training per employee amounting to 418 euros. The topics covered by training and educational activities included banking specific topics, as well as sales techniques, management skills, and improving language skills. In 2010, we conducted two new Leadership Academy modules, which covered the topics of emotional intelligence for leadership and leadership communications, while for the new managers we repeated three modules which had already been conducted – “Communicating vision, strategy and business goals”, “Receiving and providing feed-back” and “Management styles”.

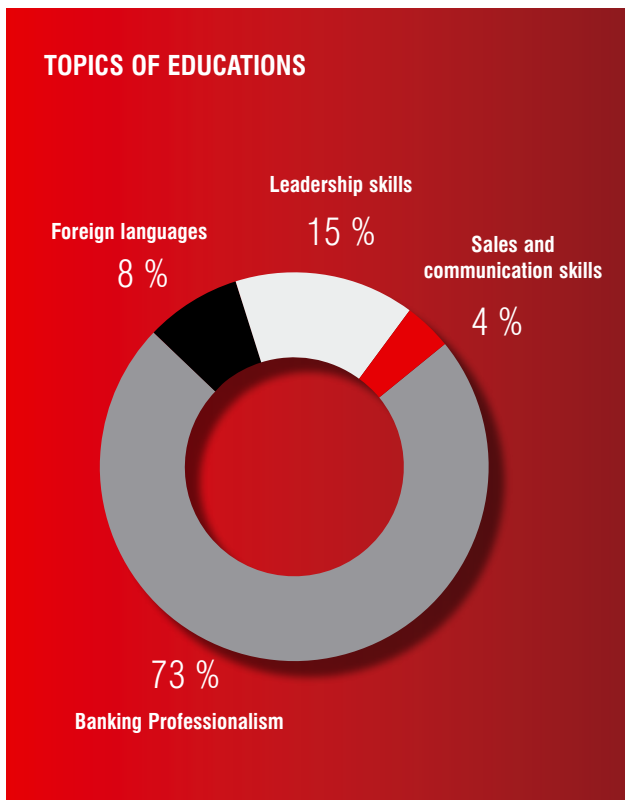
The share of internal trainings was 40 % (representing a 30 % increase compared to 2009) and comprised the following topics: products and processes (a total of approximately 68 % of all internal trainings), the introductory seminar for new employees, titled “Welcome Amongst the Best” (a total of 11 % of all internal trainings), sales and communication skills (a total of 11 % of all internal trainings) and prevention of money laundering and financing terrorism (a total of 10 % of all internal trainings).

The introductory seminar “Welcome Amongst the Best”, the purpose

of which is faster and easier inclusion of the new employees as well as their acquaintance with the vision and strategy of the main organizational units and their roles in the Bank, has been conducted in the Bank since 2004. The seminar has been conducted 29 times since its launch; 43 employees attended in three repeats in 2010. 4.5 % of all training hours were dedicated to this seminar.

In 2010, we continued to implement the Talent Management Program, which was completed by 15 perspective young employees by finishing work on three current projects; “Collateral Management”, “Easy to Deal With” and “E-news”. Within the context of the Talent Development Program, a 2-day teambuilding was organized during the summer on the topic “The role of a team leader”. In autumn, we were visited by the Group trainer, Kerr Wells, who performs management trainings for banks within the Group and who has prepared a 3-day workshop “Leadership 4 Results” for our talents and a workshop entitled “Giving and Receiving Feedback” for the management, both of which were held in English. Advisors and analysts in the field of corporate banking participated in an interesting 3-day business simulation game “Decision Base”, which was led by two trainers from UniCredit Bank in Vienna.

In the area of obtaining licenses in 2010, 17 employees passed the exam for sale of investment funds and 16 employees successfully passed the test of expert knowledge, necessary for performing insurance mediation operations. As of the end of 2010, there was a



total of 99 employees holding a license for sale of investment funds, 53 employees a license for insurance mediation, and 11 employees a stock exchange license.

Within the total training and educational hours, we dedicated 73 % of them to banking professionalism, 15 % to training for the use of leadership skills and abilities, 4 % covers additional training in the area of sales and communication skills and 8 % were dedicated to learning foreign language.

EMPLOYEE DEVELOPMENT AND REMUNERATION

For the last few years, the Bank has been systematically taking care of the development of key employees (through the Executive Development Plan - EDP program) and of perspective employees (through the Talent Management Review - TMR program), implemented on the level of the entire Group, and the Talent Development Program, which has been carried out locally up until 2010. For 2011, we have decided to merge the local Talent Management Program and the TMR together to create a common Talent Development Program.

In 2010, just as in 2009, we have identified a group of potential young experts and trained them for leadership roles in the future. The program was completed by 14 experts and potential young leaders. In two years, the Talent Development Program was thus completed by 5 % of employees in total.

The program for the development of key human resources comprises 8 % of the employees, more precisely, the entire management structure, including the likely successors to the individual functions. The essence of all these programs is to take care of 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.

Within the Group there are many opportunities for additional training and education in international teams and in an international environment. In 2011, various post-graduate and master's programs are in course, which offer additional expertise in investment and corporate banking and retail banking. The Group also offers the UniQuest program, for which every employee can apply and after passing the selection process in one year, they can work together with their Group colleagues on real business projects of the Group for one year. Each year, one employee of our Bank managed to qualify for the program, which means that we now have 4 "Uniquesters", who are always mandatory members of the next generation of talents, after the successful completion of the program.

We systematically take care of employee development also with the help of the Management by Objectives system, the key characteristics of which are: joint objective setting (leader-employee) with each employee and mid-year evaluation as well as providing feedback on work performance.

The annual development interview, as part of the Management by Objectives, represents a foundation for employee development and we consider it to be a competitive advantage, as assessment of quantitative and qualitative objectives as well as behavior and skills is the foundation for such an interview. The result of the Management by Objectives approach is better familiarity with the goals and strategy of the Bank and of the individual organizational units and therefore greater employee satisfaction. At the same time, the remuneration system also is connected to achieving individual goals.

In 2010, based on the development programs, the Management by Objectives system, the annual development programs and the Bank's needs, 20 % of employees in total were promoted, of which almost 7 % vertically, others horizontally.

SURVEY ON EMPLOYEE SATISFACTION

Since 2006, we have been conducting a survey on employee satisfaction (People Survey) within UniCredit, which presents the key element of our model of employee management and their skills and knowledge. Therefore, we conduct the survey each year, and we thus measure continuously the progress we have made in our efforts to maintain and increase business success and create a comfortable working environment, where employees can fully express their potential, while feedback helps us to improve quality of relations and satisfaction of our employees.

Corporate Sustainability

In 2010, over 134,000 employees from the entire UniCredit participated in the People Survey and shared with us their feelings and thoughts regarding their professional lives in the Group. At UniCredit Banka Slovenija d.d., the percentage of participants amounted to 81 % which is a reflection of strong commitment of our employees, which is one of our main advantages.

The results of the survey conducted in January 2010 showed that, compared with the previous year, the perceptions of the employees regarding various aspects of the Bank's operations remained at the same level as last year or changed only slightly.

Based on the gathered information and an analysis of the key drivers of commitment to our Bank, we highlighted the main areas which we will be even more focused on in 2011 than we were before. The results of this year's survey on employee satisfaction were published on our intranet site and we discussed the specific reasons behind the results at our focus workshops, which were led by the Human Resources department. Within these workshops, we also collected suggestions as to what we all can do together to change a particular aspect of the Bank and how we feel as its employees. Much emphasis has been given to the fact that we all share the responsibility for our own well-being and thus also for the functioning of the entire Bank. A focused discussion between the Management (Management Board and heads of divisions and departments) on the critical areas and on the preparation of an action plan with key activities was also based on the results of these meetings, where there was a special emphasis on communication, work performance management and leadership.

All the changes applied and measures taken are intertwined with an emphasis on self-education and promotion of all the educational activities within the Bank and also within the Group. In line with this stance, we are very proud of our internal library, which already counts more than 100 units and is steadily growing.

In 2010, we also continued with the Leadership Academy, which enables leaders to acquire knowledge with the help of trainers from practice and includes topics, defined in the competence model. We have put (and will put also in the future) more emphasis on trainings being related to actual needs of employees and organizational units and defined during annual development interviews, but we have also focused on the development of leadership potential of young talents in the Bank.

At the end of 2009, we conducted the first Group level internal survey on employee satisfaction with human resources services. Based on the results of that survey, we carried out a multitude of activities in the year 2010, including an emphasis on HR communication (we have established an HR communication strategy and started publishing an HR newspaper called HRMD news and interesting short articles on communication in everyday use),

regular monthly briefings on interesting education activities in the coming month, we started a series of workshops for managers under the title "Managers as HR Champions", and introduced the role of administrator of each call for applications for a vacant position, in order to enable the process of staff selection to run faster and be more transparent.

In 2010, on the basis of previous years, we continued with good practices, including the Breakfast with the Management event. The event allowed the employees of the Global Banking Services division, employees with children, representatives of Generation Y and employees with innovative ideas for changes that could be implemented, to share their thoughts, views and proposals with the Management. With the purpose of allowing the employees to gain better familiarity with the activities of the human resources department, in the fall we began hosting informal social events, which consisted of inviting employees from different units to have morning coffee and an informal chat under the title "Are you coming?".

We are especially proud of the fact that we were among the recipients of the Family-friendly Company Certificate in December, joining many successful companies who have already obtained this Certificate. Accordingly, we started to pay much more attention to families and to help the employees balance their professional and private lives. Among the measures that were already implemented, we must highlight the children time bonus, which refers to the fact that all the parents whose children first started school in September, were able to accompany their children to school and were given special leave. In line with this vision, we will continue implementing these individual measures in the following years. In addition, we encourage our female employees to choose a 4-hour work day after returning from maternity leave with a 65 % salary. Among other measures that have already been introduced, we must mention the flexible working hours and for several years now we have been delighting the employees' younger children with a visit from Santa Claus and with congratulations and a little present at their birth.

Back-office employees had the opportunity to learn about the functioning of business units during a day that some back-office employees spent at the business unit. Of course, the employees of the individual business units also wanted to learn about the working day of back-office employees, which is why some employees from the units were invited to spend a day with us at the Bank's headquarters and familiarized themselves with our work. Both days largely contributed to a better understanding of the operations of each unit and its importance and we have also significantly improved cooperation between the units.

VALUES

In 2010, as in previous years, we celebrated the Integrity Charter Day on 24 September 2010, dedicated to the discussion of six values: fairness, trust, respect, transparency, freedom of action, and

reciprocity, which help an individual in their work and support them in their work with our stakeholders (employees, local communities, shareholders and clients). On this day, we organized workshops, where we exchanged “stories” — examples from practice, where concrete employees or organizational units rose to the occasion by working in the spirit of our Bank’s values. From 15 selected stories, we chose a winning story of showing respect and mutual cooperation of different units within the Bank.

The Ombudsman position, which has been established in the Bank since 2007, allows independent submission of potential complaints relating to breaches of the Integrity Charter caused by acts or behavior among employees or between the employees and the Bank. By doing this, we aim to accelerate solutions of interpersonal conflicts and difficulties, to encourage cooperation at work, and to create synergies among members of the Group. The Ombudsman deals with topics such as discrimination in the work place, discrimination based on subjective criteria, intentional information withholding, mobbing, sexual harassment, stalking and so on.

We nominated a deputy of the Ombudsman. Both Ombudsmen are former female employees, retirees, so they know the Bank and its employees very well and can thus more easily cooperate in the resolution of potential cases. In 2010, the Ombudsmen thus recorded 15 cases. The cases were mostly related to breaches of the following values: transparency, respect and equality. Several cases relating to harassment in the workplace, lack of communication within or across organizational units, lack of transparency in evaluating performance and in internal transfers, were recorded. Most cases were successfully resolved by means of discussion and finding new, different views on the situation.

TAKING CARE OF EMPLOYEES

Systematic taking care of and monitoring our employees’ health is both our obligation and a commitment that expresses our support of our employees. In 2010, we thus conducted 146 preliminary or periodic medical examinations and at the end of October, we traditionally provided our employees with the option for a flu vaccination. On average, 10 % of employees takes this option, which is organized at the Bank’s headquarters. Additionally, the Bank takes out a group insurance against accidents for all its employees.

Education activities regarding health and safety at work and fire protection are also a component part of professional training of all employees, therefore we organize the necessary trainings in this area according to the legislation every year. One of these trainings is Health and safety at work and fire protection, which every employee must attend as soon as possible after being employed and these skills must be renewed in accordance with our Safety statement with 5-year risk assessment and in which 103 employees participated in 2010.

Percentage of sick-leave remained close to the level of 2009, but increased minimally from 3.4 % to 3.5 %. The increase can be attributed to the young employee population and consequently to the fact that there are many young families with small children (family member care represents 15.9 % of total sick-leave days).

Employees have an average of 25 days’ leave and the holiday allowances are 17 % higher than the maximum amount that is exempt from the payment of contributions.

Thanks to our young population, we once again contributed to the population growth, as we marked, as in the past three years, an increase in the number of women who gave birth. Namely, at the end of 2010, there were 36 female employees (6.3 % of all employees), who were on pregnancy leave. In 2010, our employees had 40 babies. This is also one of the reasons why we will continue focusing on the creation of an environment friendly to work/ life balance.

Within the framework of our care for the elderly, we also provide the possibility of participating in a voluntary supplemental pension insurance, which is used by 67 % of our employees. This figure is understandable considering the age structure and awareness of our demographic situation in relation to pension forecast.

The above described care for employees is also reflected in successfully maintaining the fluctuation rate at an acceptable level by taking into account the demographic and situation on the labor market. Thus, the fluctuation rate decreased from 8.09 % in 2008 to 6.08 % in 2009 (also the result of the unstable labor market, since unemployment in Slovenia rose by 50 % as compared to 2008) and then to an even lower level of 5.6 % in 2010.

In order to care for our employees, their health and well-being, as well as socializing, we support the following activities: organized sports events, subsidized cultural performances, various sports competitions, New Year’s get-togethers, visits of Santa Claus for children of our employees, sports day for our employees, summer picnic, etc. All these activities are organized through the sports association Tilda, which operates within the Bank framework and which has 437 employee members (78 % of all employees), 18 students and 9 retirees. Otherwise, the services the Association provides are available to all employees.

Client Relations

In 2010, we were, as the year before, faced with the specific conditions on the financial market, which we successfully adapted to in terms of the creation and implementation of our marketing strategy. We provided several marketing-communication offers to selected target segments and presented them with consumer loan, savings, investment and insurance products, as well as other

Corporate Sustainability

financial services, through advertising or direct mail. In this way, we were building a long-term relationship with the existing clients, while we tried to encourage the potential clients to change their bank.

As members of UniCredit, we continued sponsoring the UEFA Champions League in the 2009/2010 season. With football-related promotions, we created special offers for individual segments, and presented our Bank to existing and potential clients in a sporting spirit with the Football Bank Package, a limited series of the MasterCard payment card with the UEFA Champions League logo, savings and investment products, contests, direct mail, promotion at branches and at several social events. In 2010, football fans also regularly encountered our brand at football matches, in particular on TV, and also at live events.

As the sponsor of the UEFA Champions League, we provided some of our clients with a special experience — the attendance at the final of the UEFA Champions League in Madrid. We also provided a special experience to two children accompanied by their parents who traveled to Milan in February 2010 to see the Round of 16 of the UEFA Champions League, where they accompanied some of the biggest football stars to an evening game. We are renewing similar activities in 2011 too, as we wish to thank our clients for their trust with a very special experience.

In 2010, we introduced the exclusive private banking service intended for clients with more demanding financial expectations. The service is based on the personal and comprehensive treatment of the financial needs of our clients, for whom we help select the right banking and other financial products through expert advice by our private bankers. In this way, we have strengthened the UniCredit brand positioning, which is distinguished by being modern and distinct, and also expressively focused on active individuals whose wishes, ambitions and goals we want to help realize.

For business partners of the Corporate and Investment Banking division, we organized various interesting informative events. The best-known events for clients were the spring and fall meetings of the most eminent business partners and some of the most famous representatives of the Slovenian economy, who discussed current topics in this turbulent time of financial crisis and formed a joint opinion on the relevance of various projects for the development of the Slovenian economy.

The traditional financial breakfasts were devoted to the presentation of cash instruments, currency trends and interest rates on local and international financial markets. The secondary market of government bonds and the price of the government borrowing were also covered.

In cooperation with the Chamber of Craft and Small Business of Slovenia, we organized Financial Days in five Slovenian cities, where experts in law and finance examined the current topics and issues

that companies face in their transactions during economically more demanding conditions; we instructed them on how to manage their receivables and therefore improve company's transactions.

Additionally, we organized an event for our clients on the topic of renewable energy sources. In cooperation with Ernst & Young, we organized a workshop on tax and financial advisory within the Planet business package, and we also carried out an educational event with Verlag Dashofer in which we discussed the topic "What we want annual reports to tell us".

We concluded the year 2010 with the traditional New Year's concert at the Slovenian Philharmonic Orchestra.

In the Azimut magazine for clients, we published expert topics connected with the modern professional's lifestyle.

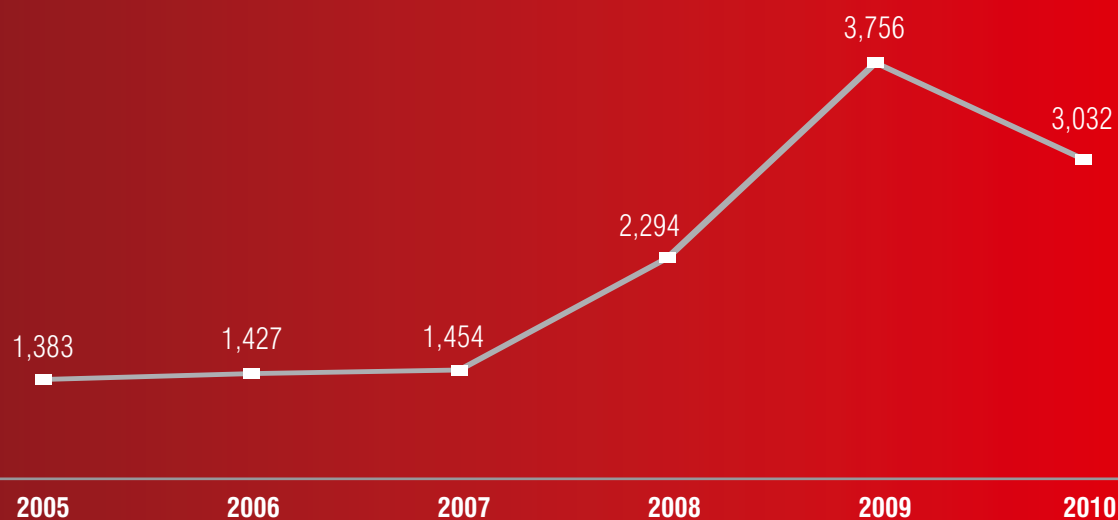
As in previous years, in 2010 we approached our target segments through various communication channels and presented them interesting and tailor-made banking products. With our modern marketing communications, we have proven ourselves to be a strong and client-oriented bank.

Media Relations

The media is and will always remain one of the sources of information most trusted by the public and thus also our potential and existing clients. We are aware the media is an important factor when building the recognition and reputation of the Bank. Results of research show that the authorship articles by journalists are four to seven times more credible than paid advertising, which is why we strive in our communication with journalists for a proactive approach, professionalism, responses in line with set deadlines, availability of collocutors for giving statements and explanations, and thus to build long-term relationships with representatives of media houses. Good cooperation with the media was undoubtedly reflected also in increased interest by the media for reporting on UniCredit Banka Slovenija d.d.

To continue the excellent cooperation during the past year and as an invitation for an effective communication, in 2010 we once again held a meeting with journalists, which was thematically linked to the UniCredit's sponsorship - "Media UEFA Champions League". At this almost traditional gathering of bankers and representatives of the media, we were joined by the members of the Slovenian Table Soccer Association, who showed a few tricks to the journalists before the game. The children of the Slovenian Association of Friends of Youth, to whom this year's donation was given, drew football-themed pictures for the representatives of the media, which they later hanged in their offices.

NUMBER OF PUBLISHED ARTICLES ON THE BANK



In 2010, we received a total of 660 sets of journalist questions, prepared more than 50 articles in the form of PR articles and nearly 70 press releases. Throughout the year, journalists were promptly updated on the events in the Bank and we published information and photographs on events and people also in the press center on our website. We set up and started to actively manage our presence in one of the social media. With an open approach we increased our presence in 2010, through 3,032 publications.

At a press conference organized in spring of 2010, we presented to the media our business results that we achieved in 2009. Slovenian journalists were invited to participate in the UniCredit's project "Journalist award for reporting about CEE". We enabled some journalists to be present at the Euromoney or EBRD conferences, which were supported by UniCredit. The journalists were also invited to certain events for clients, especially the ones where we discuss the economic trends.

Relations with Local Communities

On their own initiative, the Bank's branches were independently communicating with the local market through a variety of communication channels. The branches thus conducted local events, direct marketing, made donations and sponsored sports, charity and cultural events, taking place in their own local communities. Through direct mail and other activities, we contributed to the intensity of communicating these activities and the Bank's offer.

Sponsorships and Donations

For UniCredit Banka Slovenija d.d. social responsibility means building long-term partnerships with our audiences: our employees, clients, suppliers, investors and the local communities in which we operate. Regarding the Bank's donations and sponsorships, we try to include our clients and employees in as many ways as possible.

To create sustainable value and further development, we have supported, with sponsorships and donations, particular projects related to culture and sport. We have helped socially deprived and disadvantaged children and supported responsible environmental management at the national level.

In spring 2010, children from socially deprived families and socially excluded children spent a week at a Generation Symbiosis camp with retired teachers, pedagogues and other experts, where children found their substitute grandmothers and grandfathers with whom they stayed in touch after arriving home. These substitute grandparents have continued encouraging the children on their way to a better tomorrow.

With Pioneer Investments funds, UniCredit Banka Slovenija d.d. also cooperated in the third humanitarian action of the Moje Finance newspaper. Many management companies joined the action. The fund-collection action organized by the Friends of Youth Association under the name "Are Children Better than Stock Exchange Gurus?" was intended for socially deprived children.

We supported the activities of the Slovenian International Ladies

Corporate Sustainability

Association (SILA) in the organization of the Charity Bazaar, the proceeds of which are intended for humanitarian purposes. UniCredit Banka Slovenija d.d. cooperated as a donor to support humanitarian activities in safe houses. We financially supported the organization of the Young Roots Camp intended for socially excluded, deprived children, and humanitarian projects such as Red Noses (collecting waste cartridges and financial contributions in the Bank's branch network), Doctors without Borders (collecting correction glasses in the Bank's branch network) and collecting plastic bottle caps for humanitarian purposes (to buy wheelchairs and equipment for children). To improve the health protection of women, we donated assets to the Maribor Health Center to purchase mammography equipment. We also donated funds for urgent repairs to the Elvira Vatovec Center for Training in Divača. During the consequences of devastating floods in Slovenia, we provided humanitarian financial aid for the victims of the floods to the Municipality of Ljubljana, and the communities of Zagorje and Dobropolje. Furthermore, the employees and the Bank worked shoulder-to-shoulder to collect a contribution for the employees most affected by the floods.

We financially aided the Institute of Mathematics, Physics and Mechanics in carrying out an educational conference on demanding mathematical methods in finance, and the Association of Economists in Maribor in organizing a summit called "Developmental Changes - A Way Out of the Crisis". As the main sponsor, we supported the realization of the Financial Days for educating and informing the members of the Chamber of Commerce throughout Slovenia.

Umanotera, the Slovenian Foundation for Sustainable Development, prepared an environmental protection education project "Planet of Changes in Hands of Youth - Educating Peers on Climate Change, Active Citizenship and Sustainable Development," supported by UniCredit Banka Slovenija d.d. We joined the donors of the largest pan-Slovenian cleaning action "Clean Slovenia in One Day" and encouraged our co-workers throughout Slovenia to actively participate in the event.

For the ninth consecutive year, our donations enabled the Slovenian Philharmonic Orchestra to buy new instruments: this time, two concert violas. We gave a donation to the Gallus institution, to support their activities in taking care of talented young musicians. Moreover, we sponsored the Ana Desetnica International Street Theater Festival in Ljubljana. To preserve the cultural and natural heritage, we gave a donation to support the activities of Dr. Šiftar Foundation.

In the sports field, we supported the organization of the cycling race "Kranj Big Prize". For several years, we have been proud sponsors of the Slovenian Nordic Skiing Teams with the successful ski runner Petra Majdič at the forefront. We are also sponsors of the hockey club HDD Tilia Olimpija. In 2009, UniCredit became a partner and a proud sponsor of the UEFA Champions League for a period of three years.

At the end of 2010, UniCredit Banka Slovenija d.d. made a donation to the Friends of Youth Association of Slovenia for the organization of a media camp where socially deprived children from throughout Slovenia will spend active holidays in a holiday home in Kranjska Gora and discover their talents while making video presentations. Furthermore, we made a donation to the Slovenian Red Cross to organize a summer holiday at Debeli Rtič for deprived children. At the end of the year, the employees and our clients collected old books and toys within the action "Old book for a new smile" in our branches across Slovenia. We gave the collected books, games and toys to children in cooperation with the Friends of Youth Association and the Red Cross of Slovenia.

At the end of the year, we received the Horus 2010 Slovenian Social Responsibility Award, which has confirmed that our endeavors are focused in the right direction.

For whatever life brings.



Report from the Supervisory Board

In 2010, the Supervisory Board of UniCredit Banka Slovenija d.d. regularly monitored and oversaw current business operations of the Bank, financial results attained and work of the Management Board, in accordance with its powers, authorizations and duties as set out in the Articles of Association of the Bank, the Companies Act and the Banking Act. At the Supervisory Board's regular sessions, the Bank's Management Board kept members of the Supervisory Board informed of the following issues: all important business events in the Bank and other activities related to the Bank's operating business; the economic and political environment; important changes of legislation that affected the Bank's operating business; and 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 through the end of the fiscal year and about end results.

In 2010, there were some changes in the structure of the Bank's Supervisory Board. Based on the resignation statement of mag. Wolfgang Edelmüller, his function as the Supervisory Board member ceased on 16 April 2010. Based on the resignation statement and dismissal of mag. Herbert Hangel, his function as the Deputy Chairman of the Supervisory Board ceased on 29 April 2010. At the Bank's General Meeting on 29 April 2010, Alessio Pomasan was appointed as the Supervisory Board member for the period until 24 April 2011. On 8 September 2010, Heinz Karl Tschiltsch was appointed as the Supervisory Board member at the Bank's General Meeting for the period until 24 April 2011 as well. The Supervisory Board of the Bank is thus composed of six members, apart from the above mentioned Pomasan and Tschiltsch, the remaining members include Federico Ghizzoni (Chairman), and mag. Martin Klauzer (Deputy Chairman), Franco Andreetta and Giuseppe Verrascina. Despite the specific ownership structure, whereby UniCredit Bank Austria AG is almost a 100-percent owner of the Bank and its majority owner is UniCredit S.p.A., two Supervisory Board members (Franco Andreetta and Giuseppe Verrascina) are not employed with the Group, but as external experts in the area of accounting and financial business contribute to a high-quality and transparent performance of the Supervisory Board in the year 2010 as well. Moreover, the members are not personally, directly or indirectly, involved in the ownership structure nor are they in any business relationship with the Bank, thus avoiding any potential conflicts of interests. Regardless, UniCredit has all the adequate mechanisms to control and solve potential conflicts of interests, should they occur.

In the year 2010, the Bank's Supervisory Board met and adopted resolutions at six regular meetings. All members of the Supervisory Board were present at the third and fourth regular meeting, while the following members excused their absence: Herbert Hangel and mag. Martin Klauzer at the first meeting, Giuseppe Verrascina at the second meeting and Federico Ghizzoni at the fifth and sixth meeting. In line with legislation 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 the Supervisory Board correspondence sessions and subsequently presented and validated during the next regular meeting of the Supervisory Board.

The Supervisory Board verified its activities on regular basis and thus additionally contributed to expertise and quality of its work. The Supervisory Board therefore deems its work in 2010 as professional and in line with the valid legislation and internal rules of UniCredit.

Important Supervisory Board Decisions

At its 39th regular meeting, on 8 March 2010, the Supervisory Board adopted the Annual Report of the Bank's operations for 2009, proposed to the General Meeting of Shareholders of the Bank nomination of an External Auditor on the basis of the Audit Committee proposal, provided opinion on the Internal Audit unit's Annual Report on internal audit for 2008, adopted the Resolution on use of the net profit for 2009 and approved the Management Board's proposal for the use of accumulated profit for 2009. It was briefed about Auditor's report of the Authorized Auditing Company for 2009, to which it had no comments, and approved all other documents, on whereupon the General Meeting of Shareholders of the Bank made decisions on 29 April 2010.

At the 40th regular meeting, which took place on 3 May 2010, the Supervisory Board approved amendments to the Rules of procedure regarding work of the Bank's Management Board and results of the Bank for the first quarter. On 22 June 2010, at their 41st regular meeting, members of the Supervisory Board approved the Report for the Bank of Slovenia on implementation of internal capital adequacy assessment process and resolution on diminishing the number of Bank's procura holders. At its 42nd regular meeting, on 27 July 2010, the Supervisory Board was briefed about the findings and recommendations of the Audit Committee on the financial derivative instruments operations of the Bank and approved the half-year results of the Bank. At its 43rd regular meeting, on 14 October 2010, the Supervisory Board approved the results of the Bank for the third quarter. On 29 November 2010, at their 44th regular meeting, the Supervisory Board was briefed on the additional capital requirements in the next business year due to implementation of internal capital adequacy assessment process.

The Supervisory Board participated in the approval of all measures and activities required to implement the overall business policy of the parent banking groups. It also approved the development plan and the Bank's basic business policies for 2010. The Supervisory Board also closely monitored the preparations and activities of the Bank for the implementation of internal capital adequacy assessment process with regards to credit risk credit requirements valuation. Moreover, the Supervisory Board was regularly informed about the

implementation of the plan of work of Internal Audit and its findings, as well as the inspections conducted by external institutions.

Operations of the Supervisory Board Audit Committee

The Audit Committee of the Bank's Supervisory Board had six regular meetings in 2010 (consecutive numbers of meetings from 9 to 14). As an advisory body of the Supervisory Board, consisted of Guisepp Verrascina (Chairman), Franco Andreetta (member) and Živko Bergant (independent external member), the Audit Committee's operations include assessing, advisory and proposing functions, whereby it aids the Supervisory Board with the fulfillment of its duties and responsibilities regarding: adequacy and effectiveness of internal audit banking procedures, including assessment and measurement of risks and risk management; compliance with the legislation, rules and policies governing the Bank's operations; adequacy of accounting standards, used for preparation of financial statements; adequacy and independence of external banking auditors and provision of employees within the Internal Audit unit.

Use of Net Profit and Accumulated Profit for Fiscal Year 2010

In 2011, the Bank's Management Board presented for discussion to the Supervisory Board the Resolution on use of the net profit for fiscal year 2010 in the amount of 13,146,276.81 euros and the draft Resolution on use of accumulated profit for fiscal year 2010 in the amount of 6,573,138.41 euros. Given the planned expansion of operations in 2011, and in subsequent years, the Management Board proposed, in accordance with the adopted mid-term plans of the Bank and with a view to meeting the capital adequacy requirements, that the Bank's net profit be allocated, in its entirety, to other Bank reserves instead of being distributed to shareholders or other persons. The Bank's Management Board also proposed that the Supervisory Board and the General Meeting of Shareholders adopt the proposed Resolution on the use of net profit for fiscal year 2010, in accordance with their powers. The adoption of such a resolution will allow for the Bank's future growth.

The Supervisory Board adopted the Resolution on use of the net profit for 2010, approved the Management Board's proposal for the use of accumulated profit for 2010, and recommended to adopt it in the proposed form at the General Meeting of Shareholders.

Annual Report for 2010

The Bank's Management Board prepared the Annual Report on the business operations of UniCredit Banka Slovenija d.d. in 2010 and presented it to the Supervisory Board for review by the legally prescribed deadline. Together with the Annual Report, the Supervisory Board also received the Audit Report on the review of financial statements for the fiscal year 2010 and an additional Audit report on meeting the criteria for managing risks in the bank from the first paragraph of Article 211 of the Banking Act, both prepared by the certified auditing company KPMG Slovenija d.o.o., allowing the Supervisory Board to formulate a position on the Bank's Audit Report.

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 2010, as well as with the reports on the economic and political environment in which the Bank operates 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 2010, the Supervisory Board established that the financial results presented in the Annual Report were consistent with the Audit Report. Having examined the reports, findings and recommendations of the Internal Audit and external auditors, the Bank's Management Board took these recommendations into consideration and carried out the activities necessary for their implementation or ensured their initiation. In the opinion of the Supervisory Board, both the Management Board and the Supervisory Board fulfilled all their legal requirements in the fiscal year 2010. 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 2010.

The Audit Report on the review of the financial statements for the fiscal year 2010, 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 2010 and about an additional Audit report on meeting the criteria for risk management for 2010 and had no objections thereto.

Federico Ghizzoni
Chairman of the Supervisory Board
UniCredit Banka Slovenija d.d.

Statement of Responsibility

The Management is responsible for preparing the financial statements for the financial year. These give a true and fair view of the state of affairs of UniCredit Banka Slovenija d.d. as of the end of the financial year and of the profit or loss and cash flow for that year. The financial statements are prepared on a going-concern basis.

In preparing the financial statements in Annual Report for the year ended 31 December 2010, the Management has used appropriate accounting policies, consistently applied and supported them by reasonable and prudent judgments and estimates, and ensured that all accounting standards which they consider significant have been followed.

The Management has the responsibility for ensuring that the Bank keeps accounting records which disclose with reasonable accuracy the Bank's financial position and which enable the Management to ensure that the financial statements comply in all material respects with the regulations of the Government of the Republic of Slovenia, the Central Bank of Slovenia and the International Financial Reporting Standards as adopted by the EU. The Management also has a general responsibility to take such steps as are reasonably required to safeguard the assets of the Bank and to prevent and detect any fraud and other irregularities.

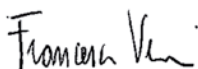
On behalf of the Management



Dr. France Arhar
Chairman of the Management Board



Janko Medja, MBA
Member of the Management Board



Francesco Vercesi
Member of the Management Board



Yilmaz Arisoy, MBA
Chief Financial Officer

Ljubljana, 17 February 2011

Report of Auditors



Independent Auditor's Report

To the Shareholders of Unicredit Banka Slovenija d.d.

We have audited the accompanying financial statements of the bank Unicredit Banka Slovenija d.d., which comprise the statement of financial position as at 31 December 2010, the income statement and the statement of comprehensive income, the statement of changes in equity and the statement of cash flows for the year then ended, and a summary of significant accounting policies and other explanatory information.

Management's Responsibility for the Financial Statements

Management is responsible for the preparation and fair presentation of these financial statements in accordance with International Financial Reporting Standards as adopted by EU, and for such internal control as management determines is necessary to enable the preparation of financial statements that are free from material misstatement, whether due to fraud or error.

Auditor's Responsibility

Our responsibility is to express an opinion on these financial statements based on our audit. We conducted our audit in accordance with International Standards on Auditing. Those standards require that we comply with ethical requirements and plan and perform the audit to obtain reasonable assurance about whether the financial statements are free from material misstatement.

An audit involves performing procedures to obtain audit evidence about the amounts and disclosures in the financial statements. The procedures selected depend on the auditor's judgment, including the assessment of the risks of material misstatement of the financial statements, whether due to fraud or error. In making those risk assessments, the auditor considers internal control relevant to the entity's preparation and fair presentation of the financial statements in order to design audit procedures that are appropriate in the circumstances, but not for the purpose of expressing an opinion on the effectiveness of the entity's internal control. An audit also includes evaluating the appropriateness of accounting policies used and the reasonableness of accounting estimates made by management, as well as evaluating the overall presentation of the financial statements.

We believe that the audit evidence we have obtained is sufficient and appropriate to provide a basis for our audit opinion.

Opinion

In our opinion, the financial statements present fairly, in all material respects, the financial position of the bank Unicredit Banka Slovenija d.d. as at 31 December 2010, and its financial performance and its cash flows for the year then ended in accordance with International Financial Reporting Standards as adopted by EU.


Other matters

As required by the Slovenian Companies Act we herewith confirm that the information in the management report is in conformity with the accompanying financial statements.


 Marija Hejja, B.Sc.Ec.
 Certified Auditor

Ljubljana, 17 February 2011

KPMG SLOVENIJA,
 podjetje za revidiranje, d.o.o.


 Boris Drobnič, B.Sc.Ec.
 Certified Auditor
 Partner

KPMG Slovenija, d.o.o.

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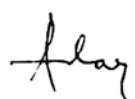
Financial Indicators

	2010	2009	2008
Statement of Financial Position (EUR 1,000)			
Volume of assets	2,996,486	3,267,368	2,891,241
Deposits, customers	782,825	820,753	642,287
Deposits, legal and other entities	486,270	566,662	423,463
Deposits, private customers	296,555	254,091	218,824
Loans, customers	2,309,160	2,099,091	2,064,458
Loans, legal and other entities	1,498,513	1,441,169	1,486,958
Loans, private customers	810,647	657,922	577,500
Equity	197,049	191,217	179,172
Impairment of assets, measured at amortised cost	61,721	37,549	25,471
Provisions	2,117	2,478	1,166
Off-balance sheet items	5,068,424	5,169,843	5,327,214
Statement of Income (EUR 1,000)			
Net interest income	53,000	39,030	45,117
Net non-interest income	22,070	25,513	19,355
Staff costs	(20,347)	(18,741)	(18,648)
Other administrative costs	(14,128)	(13,006)	(14,366)
Depreciation	(4,588)	(4,443)	(3,548)
Impairment and provisions	(20,194)	(16,965)	(6,993)
Net income before taxes	15,812	11,248	23,527
Corporate income tax	(2,666)	(2,450)	(5,044)
Employees			
Number of employees on 31 December	566	541	535
Shares			
Number of shareholders	26	26	26
Nominal value (EUR)	4.17	4.17	4.17
Book value (EUR)	50.54	49.04	45.95
Number of shares for nominal values below			
Number of shares	3,898,878	3,898,878	3,898,878
Equity			
Capital adequacy	10.1 %	10.3 %	9.5 %
Assets Quality and Commitments			
Impairment of assets measured at amortised cost and provision / Sorted assets and sorted off-balance sheet positions	2.2 %	1.3 %	0.9 %
Profitability			
Interest margin	1.8 %	1.3 %	1.8 %
Margin of financial brokerage	2.5 %	2.2 %	2.7 %
Return on assets before taxes	0.5 %	0.4 %	1.0 %
Return on equity before taxes	8.1 %	6.1 %	13.6 %
Return on equity after taxes	6.7 %	4.8 %	10.6 %
Operating costs			
Operating costs / Average assets volume	1.3 %	1.2 %	1.5 %
Liquidity			
Average liquid assets / Average short-term deposits non-banks	42.1 %	37.9 %	28.7 %
Average liquid assets / Average assets	8.9 %	9.2 %	6.7 %

Statement of Financial Position

EUR 1,000 Item	Note	31. 12. 2010	31. 12. 2009
Cash and cash balances with the Central Bank	1	84,316	78,021
Financial assets held for trading	2	117,940	85,190
Financial assets designated at fair value through profit or loss	3	-	6,366
Available-for-sale financial assets	4	390,750	352,608
Derivatives - hedge accounting	5	4,874	5,672
Loans and receivables	6	2,334,802	2,672,757
To banks		25,642	573,666
To customers		2,309,160	2,099,091
Held-to-maturity financial assets	7	29,886	29,773
Non-current assets held for sale	8	-	65
Property, plant and equipment	9	8,995	9,530
Intangible assets	10	15,032	12,621
Tax assets	11	3,634	2,498
Current tax assets		-	822
Deferred tax assets		3,634	1,676
Other assets	12	6,257	12,267
TOTAL ASSETS		2,996,486	3,267,368
Deposits from central banks	13	-	120,633
Financial liabilities held for trading	14	109,352	82,290
Derivatives - hedge accounting	15	55,524	13,992
Financial liabilities measured at amortised cost	16	2,608,917	2,836,581
Deposits from banks		1,443,842	1,602,586
Deposits from customers		782,825	820,753
Loans from banks		352,102	383,113
Subordinated liabilities		30,148	30,129
Provisions	17	2,117	2,478
Tax liabilities	18	2,408	1,253
Current tax liabilities		921	-
Deferred tax liabilities		1,487	1,253
Other liabilities	19	21,119	18,924
TOTAL LIABILITIES		2,799,437	3,076,151
Share capital	20	16,258	16,258
Share premium	21	61,885	61,885
Fair value reserves	22	(7,496)	(182)
Retained earnings	23	119,829	108,857
Net profit for the year	24	6,573	4,399
TOTAL EQUITY		197,049	191,217
TOTAL LIABILITIES AND EQUITY		2,996,486	3,267,368

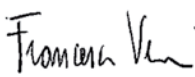
The notes form an integral part of the financial statements.



Dr. France Arhar
Chairman of the Management Board



Janko Medja, MBA
Member of the Management Board



Francesco Vercesi
Member of the Management Board



Yilmaz Arisoy, MBA
Chief Financial Officer

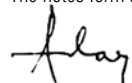
Statement of Comprehensive Income

EUR 1,000 Item	Note	2010	2009
Interest income	25	116,886	118,606
Interest expense	26	(63,886)	(79,576)
Interest net income		53,000	39,030
Dividend income	27	2,290	1,638
Fee and commission income	28	22,591	20,413
Fee and commission expenses	29	(3,854)	(3,390)
Fee and commission net income		18,737	17,023
Realised gains and losses on financial assets and liabilities not measured at fair value through profit or loss	30	647	1,364
Gains and losses on financial assets and liabilities held for trading	31	(3,771)	834
Gains and losses on financial assets and liabilities designated at fair value through profit or loss	32	(11)	144
Exchange differences	33	4,585	4,773
Gains and losses on derecognition of assets other than held for sale	34	(364)	(372)
Other operating net income	35	(24)	109
Administrative costs	36	(34,475)	(31,747)
Depreciation	37	(4,588)	(4,443)
Provisions	38	346	(1,354)
Impairment	39	(20,540)	(15,611)
Profit or loss from non-current assets held for sale	40	(19)	(140)
PROFIT BEFORE TAX		15,813	11,248
Tax expense	41	(2,666)	(2,450)
NET PROFIT FOR THE FINANCIAL YEAR		13,147	8,798
Earning per share (EUR)	24	3.37	2.26

Statement of Other Comprehensive Income

EUR 1,000 Item	Note	2010	2009
Net profit/loss for the financial year, net of income tax		13,147	8,798
Other comprehensive income, net of income tax	22	(7,314)	3,248
Fair value changes from cash flow hedge (effective portion)	22	(2,746)	(1,228)
Gains/losses recognised in fair value reserves		(2,746)	(1,228)
Fair value changes from financial instruments available-for-sale	22	(6,397)	5,342
Gains/losses recognised in fair value reserves		(6,397)	5,259
Fair value reserves transferred to profit or loss		-	83
Income tax on other comprehensive income	22	1,829	(866)
TOTAL COMPREHENSIVE INCOME FOR THE YEAR, NET OF INCOME TAX		5,833	12,046

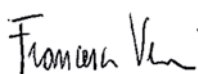
The notes form an integral part of the financial statements.



Dr. France Arhar
Chairman of the Management Board



Janko Medja, MBA
Member of the Management Board



Francesco Vercesi
Member of the Management Board



Yilmaz Arisoy, MBA
Chief Financial Officer

Statement of Changes in Equity

2010

Item	EUR 1,000						
	Share capital	Share premium	Cash flow hedge	Fair value reserves Available-for-sale financial assets	Retained earnings	Net profit for the year	Total equity
OPENING BALANCE FOR THE REPORTING PERIOD	16,258	61,885	(5,183)	5,001	108,857	4,399	191,217
Total comprehensive income for the year, net of income tax	-	-	(2,197)	(5,118)	-	13,147	5,833
Transfer of net profit to retained earnings	-	-	-	-	10,973	(10,973)	-
CLOSING BALANCE FOR THE REPORTING PERIOD	16,258	61,885	(7,380)	(117)	119,830	6,574	197,050
BALANCE SHEET AVAILABLE PROFIT FOR FINANCIAL YEAR						6,574	6,574

2009

Item	EUR 1,000						
	Share capital	Share premium	Cash flow hedge	Fair value reserves Available-for-sale financial assets	Retained earnings	Net profit for the year	Total equity
OPENING BALANCE FOR THE REPORTING PERIOD	16,258	61,885	(4,148)	719	95,216	9,242	179,172
Total comprehensive income for the year, net of income tax	-	-	(1,035)	4,282	-	8,798	12,045
Transfer of net profit to retained earnings	-	-	-	-	13,641	(13,641)	-
CLOSING BALANCE FOR THE REPORTING PERIOD	16,258	61,885	(5,183)	5,001	108,857	4,399	191,217
BALANCE SHEET AVAILABLE PROFIT FOR FINANCIAL YEAR						4,399	4,399

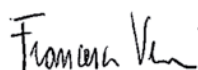
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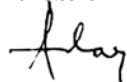


Yilmaz Arisoy, MBA
Chief Financial Officer

Statement of Cash Flow

EUR 1,000			
Item		2010	2009
A. CASH FLOWS FROM OPERATING ACTIVITIES			
a) Total profit or loss before tax		15,812	11,248
Depreciation		4,588	4,443
Impairments / (reversal of impairments) of financial assets held to maturity		20,540	15,611
Net (gains) / losses from exchange differences		4,585	(4,773)
Net (gains) / losses from financial assets held to maturity		(81)	(53)
Net (gains) / losses from sale of tangible assets and investment properties		70	-
Net (gains) / losses from sale of intangible fixed assets		5	-
Other (gains) / losses from financing activities		(9,637)	(129)
Net unrealised gains in fair value reserves from financial assets available for sale (excluding effect of deferred tax)		(6,397)	5,342
Net unrealised gains in fair value reserves from hedging of cash flows against risks (excluding effect of deferred tax)		(2,746)	(1,228)
Other adjustments to total profit or loss before tax		(361)	1,354
Cash flow from operating activities before changes in operating assets and liabilities		26,379	31,815
b) (Increases) / decreases in operating assets		(108,119)	(122,626)
Net (increase) / decrease in financial assets held for trading		4,226	686
Net (increase) / decrease in financial assets designated at fair value through profit or loss		6,482	10,320
Net (increase) / decrease in financial assets available for sale		7,873	(156,377)
Net (increase) / decrease in loans and receivables		(150,421)	(8,195)
Net (increase) / decrease in other assets		23,720	30,939
c) (Increases) / decreases in operating liabilities		(385,719)	392,690
Net increase / (decrease) in financial liabilities to central bank		(120,633)	(80,000)
Net increase / (decrease) in deposits, loans and receivables and debt securities measured at amortised cost		(266,600)	474,464
Net increase / (decrease) in other liabilities		1,514	(1,774)
d) Cash flow from operating activities (a+b+c)		(467,459)	301,879
e) Income taxes (paid) refunded		(1,837)	(5,017)
f) Net cash flow from operating activities (d+e)		(469,296)	296,861
B. CASH FLOWS FROM INVESTING ACTIVITIES			
a) Receipts from investing activities		65	266
Receipts from non-current assets or liabilities held for sale		65	266
b) Cash payments on investing activities		(6,540)	(7,411)
(Cash payments to acquire tangible assets and investment properties)		(1,510)	(2,196)
(Cash payments to acquire intangible fixed assets)		(5,031)	(5,215)
c) Net cash flow from investing activities (a-b)		(6,475)	(7,144)
C. CASH FLOWS FROM FINANCING ACTIVITIES			
a) Cash proceeds from financing activities		-	10,000
Cash proceeds from subordinated liabilities issued		-	10,000
b) Cash payments on financing activities		-	-
c) Net cash flow from financing activities (a-b)		-	10,000
D. Effects of change in exchange rates on cash and cash equivalents		813	1,854
E. Effects of change in fair value on cash and cash equivalents		(2,111)	570
F. Net increase in cash and cash equivalents (Af+Bc+Cc)		(475,771)	299,717
G. Opening balance of cash and cash equivalents		692,658	390,517
H. Closing balance of cash and cash equivalents (D+E+F+G)		215,590	692,658

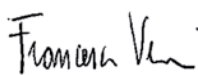
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Summary of Accounting Policies

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 2010, the Bank was operating a total of 20 branches throughout Slovenia. The Bank is a subsidiary of UniCredit Bank Austria AG. The ultimate parent company of the Group is UniCredit S.p.A. with registered office in Rome, A. Specchi, 16, Italy.

UniCredit Banka Slovenija d.d. has authorization to perform banking services pursuant to Article 7 of the Banking Act (Official Gazette of the Republic of Slovenia, No. 131/06; hereinafter referred to as: the ZBan-1). Banking services include accepting deposits from the public and granting loans for its own account.

The Bank has an authorization to perform mutually recognized and additional financial services.

The Bank may perform the following mutually recognized financial services, pursuant to Article 10 of the ZBan-1:

- Accepting deposits;
- Granting loans, including:
 - Consumer loans,
 - Mortgage loans,
 - Factoring (with or without recourse),
 - Financing of commercial transactions, including forfeiting;
- Payment transaction services in accordance with the Payment Transaction Act (hereinafter referred to as: ZPlaP), excluding payment system management services;
- Issuing and management of payment instruments (i.e. credit cards and travellers cheques);
- 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 and services related to mergers and the purchase of undertakings;
- Portfolio management and advice;
- Investment and ancillary investment services and operations.

The Bank may perform the following additional financial services, pursuant to Article 11 of the ZBan-1:

- Insurance brokerage in accordance with the law governing the insurance business;
- Custodian services according to the law governing investment funds and management companies.

These unconsolidated financial statements were approved for issue by the Management Board on 25 January 2011.

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 unconsolidated financial statements have been prepared in accordance with the International Financial Reporting Standards (IFRS) and interpretations approved by the International Accounting Standards Board (IASB) as adopted by the European Union. As of the date of issuing these financial statements, the IFRS as adopted by the European Union do not differ from the IFRS as issued by the IASB, except for portfolio hedge accounting under IAS 39 which has not been approved by the EU. The Bank does not use portfolio hedging and hence has determined that portfolio hedge accounting under IAS 39 would have no impact on the financial statements had it been approved by the EU as of the balance sheet date.

These financial statements are prepared in accordance with the International Financial Reporting Standards (IFRS) under the historical cost convention, except for certain financial instruments measured at fair value.

The Bank has no subsidiaries or associates with controlling interest, therefore it is not obliged to prepare consolidated financial statements.

USE OF ESTIMATES AND JUDGEMENTS

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.

The Bank uses the following methods for determining fair values:

- Quoted market prices in an active market for identical instrument;
- Valuation techniques based on observable inputs such as quoted market prices for similar instruments or valuation techniques where all significant inputs can be directly or indirectly observed from market data.

According to the definition of the fair value, in line with IFRS 7, the Bank classifies financial assets in three levels, which are:

- Level 1: fair value is determined by quoted prices (unadjusted) in active markets for identical assets or liabilities;
- Level 2: fair value is determined by inputs other than quoted prices included within Level 1 that are observable for the asset or liability, either directly (i.e. as prices) or indirectly (i.e. derived from prices);
- Level 3: fair value is determined by inputs for the asset or liability that are not based on observable market data (unobservable inputs); the Bank determines fair value using valuation models.

(b) Impairment

Impairment allowances on financial assets relating to customers, whose repayments significantly defer, are evaluated individually based upon best estimate of the present value of the cash flow that are expected to be received. In estimating these cash flows, the Bank makes judgments about the counterparty's financial situation, past repayment discipline and repayment pattern. Collateral valuations are taken into account of the impairment calculation based on the Bank's experiences and valuations if and when available. The Bank also uses different collateral factors in aspect of conservative approach to the value of available collateral. The Bank creates impairments on a monthly basis; the procedure is covered by guidelines and is supported by IT solutions. Each impaired asset is assessed on its merits, and a work-out strategy and estimate of cash flows considered recoverable are independently approved by the Credit Risk function.

The Bank uses a collective assessment for customers with no signs for individual impairment. Impairment allowances cover credit losses inherent in portfolios of loans and advances. In assessing the need for collective loss allowances, management considers factors such as credit quality, portfolio size and economic factors including analysis of past repayment discipline in those classes. Impairments for "Incurred but not reported" events are calculated on a monthly basis, based on portfolio quality and so-called detection period.

CHANGES IN ACCOUNTING POLICIES

The Bank did not change its accounting policies in 2010.

NEW STANDARDS AND INTERPRETATIONS NOT YET ADOPTED

A number of new standards, amendments to standards and interpretations are not yet effective for the year ended 31 December 2010, and have not been applied in preparing these financial statements:

- Revised IAS 24 Related Party Disclosure (effective for annual periods beginning on or after 1 January 2011)

The amendment exempts government-related entity from the disclosure requirements in relation to related party transactions and outstanding balances, including commitments, with (a) a government that has control, joint control or significant influence over the reporting entity; and (b) another entity that is a related party because the same government has control, joint control or significant influence over both the reporting entity and the other entity.

The revised Standard requires specific disclosures to be provided if a reporting entity takes advantage of this exemption.

The revised Standard also amends the definition of a related party which resulted in new relations being included in the definition, such as associates of the controlling shareholder and entities controlled or jointly controlled by key management personnel.

The revised IAS 24 is not relevant to the Bank's financial statements as the Bank is not a government-related entity and the revised definition of a related party is not expected to result in new relations requiring disclosure in the financial statements.

- Amendment to the IFRIC 14 IAS 19 – The Limit on a Defined Benefit Asset, Minimum Funding Requirements and their Interaction (effective for annual periods beginning on or after 1 January 2011)

The amendment to IFRIC 14 addresses the accounting treatment for prepayments made when there is also a minimum funding requirements (MFR). Under the amendments, an entity is required to recognize certain prepayments as an asset on the basis that the entity has a future economic benefit from the prepayment in the form of reduced cash outflows in future years in which MFR payments would otherwise be required.

The amendment to IFRIC 14 is not relevant to the Bank's financial statements as the Bank does not have any defined benefit plans with minimum funding requirements.

- IFRIC 19 Extinguishing Financial Liabilities with Equity Instruments (effective for annual periods beginning on or after 1 July 2010)

The interpretation clarifies that equity instruments issued to a creditor to extinguish all or part of a financial liability in a 'debt for equity swap' are consideration paid in accordance with the IAS 39.41. The initial measurement of equity instruments issued to extinguish a financial liability is at the fair value of those equity instruments, unless that fair value cannot be reliably measured, in which case the equity instrument should be measured to reflect the fair value of the financial liability extinguished. The difference between the carrying amount of the financial liability (or part of the financial liability) extinguished and the initial measurement amount of equity instruments issued should be recognized in profit or loss.

The Bank did not issue equity to extinguish any financial liability during the current period. Therefore, the Interpretation will have

Summary of Accounting Policies

no impact on the comparative amounts in the Bank's financial statements for the year ending 31 December 2010. Further, since the Interpretation can relate only to transactions that will occur in the future, it is not possible to determine in advance the effects the application of the Interpretation will have.

- Amendment to the IAS 32 Financial Instruments: Presentation – Classification of Rights Issues (effective for annual periods beginning on or after 1 February 2010)

The amendment requires that rights, options or warrants to acquire a fixed number of the entity's own equity instruments for a fixed amount of any currency are equity instruments if the entity offers the rights, options or warrants pro rata to all of its existing owners of the same class of its own non-derivative equity instruments.

The amendments to the IAS 32 are not relevant to the Bank's financial statements as the Bank has not issued such instruments at any time in the past.

FOREIGN CURRENCY TRANSLATION

Functional and presentation currency: Items included in the financial statements for both years, 2010 and 2009, are measured in euros, which is the Bank's functional and presentation currency.

Transactions and balances: Foreign currency transactions are translated into the functional currency using the European Central Bank exchange rates at the dates of transactions. Foreign exchange gains and losses resulting from the settlement of such transactions and from the translation at year-end exchange rates of monetary assets and liabilities denominated in foreign currencies are recognized in the Income Statement except when deferred in equity as qualifying cash flow hedges and available-for-sale investments.

Forward transactions denominated in a foreign currency are translated into euro using the forward rate.

The spot rates of exchange used in preparation of the Bank's balance sheet as of the reporting date were as follows:

Currency	31. 12. 2010	31. 12. 2009
CHF	1.2504	1.4836
USD	1.3362	1.4406

FINANCIAL ASSETS

The Bank classifies its financial assets into the following categories: financial assets at fair value through profit or loss, loans and receivables, held-to-maturity investments, and available-for-sale financial assets. The Bank determines the classification of its investments at initial recognition.

All financial assets held by the Bank are recognized and derecognized using trade date accounting except loans and receivables, which are recognized on settlement date. When a financial asset is recognized

initially, the Bank measures it at its fair value plus, in the case of a financial asset not-at-fair-value through profit or loss, transaction costs that are directly attributable to the acquisition of the financial asset.

The Bank derecognizes a financial asset when the contractual rights to the cash flows from the asset expire, or it transfers the rights to receive the contractual cash flows on the financial asset in a transaction in which substantially all the risks and rewards of ownership of the financial asset are transferred. Any interest in transferred financial assets that is created or retained by the Bank is recognized as a separate asset or liability.

The Bank derecognizes a financial liability when its contractual obligations are discharged or cancelled or expire.

(a) Financial Assets at Fair Value through Profit or Loss

This category contains financial assets held for trading and those which are upon initial recognition designated by the Bank as at fair value through profit or loss.

- A financial asset is classified as held for trading if it is acquired or incurred principally for the purpose of selling or repurchasing in the near term or if it is a part of portfolio of identified financial instruments that are managed together and for which there is evidence of a recent actual pattern of short-term profit-taking. Derivatives are also categorized as held for trading unless they are designated as hedging instruments.

Subsequent to the initial recognition, these financial assets are accounted for and stated at their fair value, which approximates the price quoted on recognized stock exchanges or calculated by acceptable valuation models. The fair value model separates the interest rate risk and the credit spread for a particular security. The credit spread gets updated regularly according to the benchmark and frequency agreed for the single name.

The Bank includes unrealized gains and losses in "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 Income Statement.

- The Bank's financial assets are designated at fair value through profit or loss when doing so significantly reduces measurement inconsistencies that would arise if the related derivatives were treated as held for trading and the underlying financial instruments were measured at effective interest method.

Loans measured at fair value through profit or loss are fixed-rate loans which are hedged at the loans' reference rate with interest rate swaps. Loans are designated at their fair value through profit or loss in order to avoid a mismatch in the presentation of the economic content of a transaction. The change in fair value of loans is based on a marked to model methodology on a monthly basis.

(b) Loans and Receivables

Loans and receivables are non-derivative financial assets with fixed or determinable payments that are not quoted in an active market, other than:

- Those that the Bank intends to sell immediately or in the short term, which are classified as held for trading, and those that the Bank upon initial recognition designates as at fair value through profit or loss;
- Those that the Bank upon initial recognition designates as available-for-sale; or
- Those for which the holder may not recover substantially all of its initial investment, other than because of credit deterioration.

The Bank assesses at each reporting date whether there is any indication that an asset may be impaired. If any such indication exists, the Bank estimates the recoverable amount of the asset.

An individual assessment of financial assets is used for all loans, apart from private customers, where a portfolio assessment of the quality of a financial asset is applied.

(c) Held-to-maturity Investments

Held-to-maturity investments are non-derivative financial assets with fixed or determinable payments and fixed maturities that the Bank has the positive intention and ability to hold to maturity.

Held-to-maturity investments are measured at amortized cost.

The Bank assesses at each reporting date whether there is any indication that an asset may be impaired. If any such indication exists, the Bank estimates the recoverable amount of the asset.

(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 remeasured at their fair value. As the market value as quoted on the stock exchange regularly doesn't reflect the fair value of a bond the fair value of the securities is determined with the fair value model which separates the interest rate risk and the credit spread for a particular security. The credit spread gets updated regularly according to the benchmark and frequency agreed for the single name. The Bank assessed fair value of non-quoted equity instruments by using appropriate ratios rate / gain or rate / cash flow, adjusted for specific circumstances of the issuer.

A gain or loss on an available-for-sale financial asset is recognized directly in equity, through the Statement of Changes in Equity, 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 the Income Statement. However, interest calculated are accrued daily using the effective interest method and are recognized in the Income Statement. Dividends on an available-for-sale equity instrument are recognized in the Income Statement when the Bank's right to receive payment is established.

DERIVATIVE FINANCIAL INSTRUMENTS

In the normal course of business, the Bank is a party to contracts for derivative financial instruments, which represent a very low initial investment compared to the notional value of the contract. The derivative financial instruments used include interest rate, currency and commodity forward, swap, and option contracts. These financial instruments are used by the Bank to hedge interest rate risk and currency exposures associated with its transactions in financial markets, to open its positions actively and to sell those instruments to the customers.

Derivative financial instruments are initially recognized at cost and subsequently remeasured at their fair value. Fair values are obtained from quoted market prices, discounted cash flow models and options pricing models as appropriate. 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 currency derivatives is their market price in the front-end system Wall Street, fair value of interest derivatives is market price in the front-end system OPUS. Fair value of equity and commodity derivatives is provided by Bayerische Hypo- und Vereinsbank AG, München.

HEDGING INSTRUMENTS

a) Fair Value Hedge

In the year 2010, the Bank had not implemented fair value hedging.

b) Cash Flow Hedge

In accordance with the IFRS, cash flow hedges serve to hedge uncertain (variable) cash flows in the future. For this purpose, interest cash flows of the hedged items and related derivatives designated as hedging instruments are projected into the future (forecasted transactions). The hedge relates to the exposure to variability in cash flows associated with recognized assets or a recognized liabilities or a planned or forecasted transaction (or portions of the three) which will affect reported net income. In the case of cash flow hedge accounting, the hedging instrument is recognized at its fair value.

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 smaller than or equal 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 Income Statement. In order to avoid ineffectiveness, projections are made, especially for limits and potential causes of ineffectiveness. The Market Risk department runs an efficiency test at the end of each month.

Cash flow hedges are used by the Bank for managing interest rate risk on an aggregated basis. The derivatives are not attributed to individual transactions.

PROPERTY, PLANT AND EQUIPMENT AND INTANGIBLE ASSETS

Property, plant and equipment as well as intangible assets are initially recognized at cost. The Bank has chosen for measurement after recognition cost model, which means that an asset is carried at its cost less any accumulated depreciation and any accumulated impairment losses.

Depreciation is calculated on a straight-line basis. Land and assets in the course of construction are not depreciated.

The useful lives are set out below:

	31. 12. 2010	31. 12. 2009
Leasehold improvements	10 years	10 years
Hardware	4 years	4 years
Furniture, devices and motor vehicles	4-10 years	4-10 years
Intangible assets - software	5 years	5 years

The Bank periodically reviews the useful life and amends the period of depreciation if appropriate.

Leasehold improvements are capitalized and depreciated over the lesser of their useful life or the remaining lease term on a straight-line basis.

If of a minor nature, repairs and renewals are charged to the Income Statement when the expenditure is incurred.

The Bank assesses whether assets may be impaired. If, and only 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 the Income Statement.

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 the Income Statement when the item is derecognized. The gain or loss arising from derecognition of an asset is determined as the difference between the net disposal proceeds, if any, and the carrying amount of the item.

OTHER ASSETS

Other assets consist of prepaid expenses, accrued income, fees, which are not included in calculation of amortised cost of a financial asset and other assets that are not disclosed under any other item.

FINANCIAL LIABILITIES

Financial liabilities are recognized at fair value. After initial recognition, the Bank measures all financial liabilities at amortized cost using the effective interest method.

The Bank had not yet recognized any financial liabilities at fair value through profit or loss.

The position "Financial liabilities held for trading" represents negative market value of derivatives.

PROVISIONS

A provision is recognized when the Bank has a present obligation as a result of a past event and when it is probable that an outflow of resources embodying economic benefits will be required to settle the obligation and a reliable estimate can be made of the amount of obligation.

Provisions are recognized for the following:

- Potential losses relevant to the risks resulting from off-balance-sheet items;
- Jubilee awards and severance payments;
- Pending or threatened litigation;
- Other events, where the possibility of the outflow of the financial assets is very high.

CASH FLOW STATEMENT

For the purpose of the Cash Flow Statement, 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.

EMPLOYEE BENEFITS

The Bank provides its employees with jubilee awards and severance payments. The employees are entitled to claim jubilee awards in circumstances where they have been employed by the Bank for a defined period of time. The employees are entitled to receive severance payments if they are employed by the Bank until their retirement age and were employed by the Bank for a minimum defined period.

Valuations of these obligations are carried out by independent qualified actuaries using projected unit credit method. The actuarial parameter and assumptions included in the calculation of the obligation are:

- Discount rate determined by reference to market yields as of the balance sheet date on corporate bonds for the Euro-zone;
- Estimated future salary increases;
- Anticipated increase of jubilee awards;
- Mortality rates – Slovenian mortality table 2000-2002;
- Fluctuation (termination without payment) depending on the Bank's past experience in service time;
- Retirement age: 59 for women, 61 for men;
- The Bank's most recent employee data (the length of employment with the Bank, age, gender, average salary);
- Average monthly salary in the Republic of Slovenia;
- If, on the valuation date, the calculated retirement age has already been reached or exceeded, the retirement has been assumed to take place six months after the valuation date.

These obligations are measured at present value of future cash outflows. The gains and losses are recognized in the Income Statement.

Actuarial gains and losses, arising from experience adjustments and from changes in actuarial assumptions, in excess of the greater of ten percent of the value of plan assets or ten percent of the defined benefit obligation, are charged or credited to income over the expected average remaining working life-time of the related employees.

The Bank additionally provides short-term benefits to its employees such as contributions to retirement pension insurance and recognizes the costs of these contributions as incurred.

UniCredit established a medium/long-term share options and performance shares program, granting equity instruments by UniCredit Italiano S.p.A. The program was established in order to encourage affiliation and motivation of selected managers and employees to achieve strategic goals of the Group. Share-based payment transactions are equity-settled. In compliance with the IFRS, the subsidiaries whose employees have been granted equity instruments by the parent company must pay the latter for the allocation granted to their employees.

Fair value calculation criteria for equity-settled stock options: The fair value has been measured by applying the Hull-White model. The

model is based on trinomial tree price distribution using the Boyl's algorithm and estimates the early exercise probability on the basis of a deterministic model connected to reaching a Market Share Value equals to an exercise price-multiple and probability beneficiary's early exit after the end of the vesting period. Fair value calculation criteria for Stocks: Fair value was determined based on the market price of the share, adjusted for the present value of the dividends, entitled from the grant, to the settlement date.

Vesting periods for stocks are one year, vesting periods for the stock options are four years. Granted stocks expire within five months after the end of vesting period, whereas stock options expire in six to ten years after the end of vesting period.

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 and fair value reserves from cash flow hedge), reserves from profit, retained earnings and net profit for the year.

EARNINGS PER SHARE

The Bank presents earnings per share data for its ordinary (par value) shares. Earning per share is calculated by dividing the Bank's profit or loss by the average number of shares outstanding during the period.

The Bank has no preference shares or convertible bonds. Therefore, no diluted earning per share is calculated.

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.

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.

Summary of Accounting Policies

INTEREST INCOME AND EXPENSE

Interest income and expense are recognized in the Income Statement using the effective interest method.

IMPAIRMENT LOSSES ON LOANS AND RECEIVABLES

The Bank assesses at each reporting date whether there is any indication that loan or receivable may be impaired. If such indication exists, the amount of the loss is measured as the difference between the asset's carrying amount and the present value of estimated future cash flows discounted at the asset's original effective interest rate. The amount of the loss is recognized in the Income Statement.

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.

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 Income Statement 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).

The current corporate income tax rate is 20 % (21 % in the year 2009), for deferred taxes 20 % (20 % in the year 2009) was used, which is the corporate income tax in 2011.

Deferred taxes are provided for temporary differences arising between the tax bases of assets and liabilities and their carrying amount on the balance sheet.

Deferred tax liabilities are the amounts of income taxes payable in future periods in respect of taxable temporary differences.

Deferred tax assets are the amounts of income taxes recoverable in future periods in respect of deductible temporary differences, the carry-forward of unused tax losses and the carry-forward of unused tax credits.

The Bank is subject to various indirect operating taxes. These are included as a component of administrative expenses.

FIDUCIARY ACTIVITIES

Assets managed by the Bank in its capacity as a nominee, trustee or agent are not assets of the Bank and are accordingly not included in these financial statements.

SEGMENT REPORTING

The Bank did not decide to disclose segment information as its equity is not publicly traded and it is not in the process of issuing equity or debt securities in public securities markets.

REGULATORY REQUIREMENTS

The Bank is subject to the regulatory requirements of the Bank of Slovenia. 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. As of 31 December 2010, the Bank was in compliance with all the regulatory requirements.

RELATED PARTIES

Related parties are those counterparties that represent:

- Enterprises that directly or indirectly through one or more intermediaries, control, or are controlled by, or are under common control by, the reporting enterprise;
- Key management personnel, that is those persons having the authority and responsibility for planning, directing and controlling the activities of the Bank;
- Close members of the families of such individuals, who include the person's children and spouse or domestic partner, children of the person's spouse or domestic partner; and dependants of that person or that person's spouse or domestic partner;
- Enterprises in which a substantial interest in the voting power is owned directly or indirectly by any person described above or over which such a person is able to exercise a significant influence. This includes enterprises owned by directors or major shareholders of the Bank and enterprises that have a member of key management in common with the Bank.

In considering each possible related-party relationship, attention is directed to the substance of the relationship and not merely to the legal form.

For whatever life brings.



Notes on the Financial Statements

Notes on the Statement of Financial Position

Note 1: Cash and cash balances with the Central Bank

EUR 1,000	31. 12. 2010	31. 12. 2009
Cash	13,174	12,454
Balances with the Central Bank	71,142	65,567
Minimum reserve with the Central Bank	19,142	25,567
Other balances with the Central Bank	52,000	40,000
Total	84,316	78,021

The European Central Bank (ECB) requires credit institutions established in participating Member States to hold minimum reserves; they are to be held on accounts with the ECB and participating national central banks. It is essential that credit institutions hold their balances only with the participating national central banks.

Liabilities owed to any other credit institution and participating national central bank and liabilities owed to the ECB shall be excluded from the reserve base.

A reserve ratio of 2 % shall apply to the following liability categories:

- Overnight deposits;
- Deposits with an agreed maturity up to two years;
- Deposits redeemable at notice up to two years;
- Debt securities issued with an agreed maturity up to two years.

A reserve ratio of 0 % shall apply to the following liability categories:

- Deposits with agreed maturity over two years;
- Deposits redeemable at notice over two years;
- Repos;
- Debt securities issued with an agreed maturity over two years;

The Bank's minimum reserve calculated based on volumes as of 31 December 2010 amounts to 13,532 thousand euros. The Bank must maintain the minimum reserve during the period from 9 February 2011 till 8 March 2011.

Note 2: Financial assets held for trading

EUR 1,000	31. 12. 2010			31. 12. 2009		
	Level 1	Level 2	Total	Level 1	Level 2	Total
Equity instruments	596	-	596	191	-	191
Shares, corporates	596	-	596	191	-	191
Debt instruments	22	403	425	2,644	4,671	7,315
Bonds, Republic of Slovenia	-	403	403	-	4,671	4,671
Bonds, central government units	22	-	22	2,644	-	2,644
Loans	272	-	272	531	-	531
Derivatives held for trading	-	116,647	116,647	-	77,153	77,153
Forwards	-	608	608	-	118	118
Options	-	33,838	33,838	-	34,330	34,330
Swaps	-	82,201	82,201	-	42,705	42,705
Total	890	117,050	117,940	3,366	81,824	85,190

Annual changes, Debt instruments

EUR 1,000	2010	2009
Opening Balance	7,315	28,252
Increases	864,619	649,030
Purchase	864,619	649,030
Decreases	(871,509)	(669,967)
Sales / Redemption	(871,412)	(669,498)
Negative changes in fair value	(97)	(469)
Closing Balance	425	7,315

Annual changes, Equity instruments

EUR 1,000	2010	2009
Opening Balance	191	-
Increases	662	216
Purchase	662	216
Decreases	(257)	(25)
Sales / Redemption	(231)	-
Negative changes in fair value	(26)	(25)
Closing Balance	596	191

In Financial Statements as of 31 December 2009, claims arising from the settlement of spot transactions in the amount of 531 thousand euros are used to be reported among "Other assets". In 2010, the Bank began to recognize them among "Loans held for trading". In order to provide consistent comparative amounts with data for 2010, the Bank restated those claims in balance on 31 December 2009 to "Loans held for trading".

Note 3: Financial assets designated at fair value through profit or loss

EUR 1,000	31. 12. 2010 Level 3	31. 12. 2009 Level 3
Loans	-	6,366
Total	-	6,366

Annual changes

EUR 1,000	2010	2009
Opening Balance	6,366	16,730
Increases	532	1,138
New loans	189	651
Exchange rate differences	343	342
Decreases	(6,898)	(11,502)
Redemption	(6,562)	(11,167)
Negative changes in fair value	(121)	-
Exchange rate differences	(215)	(335)
Closing Balance	-	6,366

Notes on the Financial Statements

Note 4: Available-for-sale financial assets

EUR 1,000	31. 12. 2010				31. 12. 2009			
	Level 1	Level 2	Level 3	Total	Level 1	Level 2	Level 3	Total
Equity instruments	50,735	-	229	50,964	53,698	-	229	53,927
Bonds, Republic of Slovenia	-	132,452	-	132,452	-	163,160	-	163,160
Bonds, central government units	44,757	-	-	44,757	35,487	-	-	35,487
Bonds, banks	47,354	106,892	8,331	162,577	-	87,043	12,991	100,034
Total	142,846	239,344	8,560	390,750	89,185	250,203	13,220	352,608

As of 31 December 2010, the pool of available-for-sale securities eligible for borrowings from the Bank of Slovenia amounts to 148,931 thousand euros, 197 thousand euros investments into securities are kept for guaranteed claims of investors in line with the Financial Instruments Market Act and 5,896 thousand euros investments into securities, which the Bank keeps as liquidity assets for deposits guaranteed under the Deposit Guarantee Scheme.

Annual changes, equity instruments

EUR 1,000	2010		2009	
	Total	Level 3	Total	Level 3
Opening Balance	53,927	229	282	282
Increases	-	-	61,861	-
Purchase	-	-	61,176	-
Positive changes in fair value and exchange rate differences	-	-	685	-
Decreases	(2,963)	-	(8,216)	(53)
Sales / Redemption	-	-	(8,163)	-
Negative changes in fair value	(2,963)	-	(53)	(53)
Closing Balance	50,964	229	53,927	229

Annual changes, bonds

EUR 1,000	2010		2009	
	Total	Level 3	Total	Level 3
Opening Balance	298,681	12,991	217,107	30,225
Increases	129,827	26	127,212	93
Purchase	129,746	-	121,856	-
Positive changes in fair value and exchange rate differences	81	26	5,356	93
Decreases	(88,722)	(4,686)	(45,638)	(17,327)
Sales / Redemption	(84,791)	(4,587)	(44,987)	(17,290)
Negative changes in fair value	(3,931)	(99)	(651)	(37)
Closing Balance	339,786	8,331	298,681	12,991

Reclassification

EUR 1,000	31. 12. 2010		Value on date of reclassification		31. 12. 2009	
	Book value	Fair value	Book value	Fair value	Book value	Fair value
Financial assets reclassified out of trading assets to available-for-sale financial assets	88,752	88,752	95,531	95,531	89,733	89,733

If the Bank would not have made reclassifications of financial assets, the Statement of Income would differ in the following position in the following amount:

EUR 1,000	31. 12. 2010	31. 12. 2009
Gains and losses on financial assets and liabilities held for trading	(981)	3,323

Note 5: Derivatives - hedge accounting

EUR 1,000	31. 12. 2010 Level 2	31. 12. 2009 Level 2
Cash flow hedge	4,874	5,672
Total	4,874	5,672

Note 6: Loans and receivables

Loans and receivables to banks

EUR 1,000	31. 12. 2010	31. 12. 2009
Demand deposits	6,941	62,719
Short-term loans	3,473	477,222
Long-term loans	7,273	21,184
Claims arising from pledged collateral	7,955	12,541
Total	25,642	573,666

The Bank did not recognize any impairment on Loans and receivables to banks neither on 31 December 2009 nor on 31 December 2010.

In Financial Statements as of 31 December 2009, claims arising from pledged collateral due from banks in the amount of 12,541 thousand euros are used to be reported among "Other assets". In 2010, the Bank began to recognize them among "Loans and receivables". In order to provide consistent comparative amounts with data for 2010, the Bank restated those claims in balance on 31 December 2009 to "Loans and receivables to banks".

Notes on the Financial Statements

Loans and receivables to customers

EUR 1,000	31. 12. 2010			31. 12. 2009		
	Gross value	Impairment	Net value	Gross value	Impairment	Net value
Short-term loans	365,127	(17,211)	347,916	312,578	(11,406)	301,172
Corporates	302,020	(13,261)	288,759	254,139	(8,788)	245,351
Financial institutions	19,609	(235)	19,374	29,500	-	29,500
Public sector	252	-	252	339	-	339
Private customers	27,868	(3,493)	24,375	21,964	(2,618)	19,346
Non-residents	15,378	(222)	15,156	6,636	-	6,636
Long-term loans	2,005,754	(44,510)	1,961,244	1,824,072	(26,153)	1,797,919
Corporates	906,972	(28,115)	878,857	904,004	(12,979)	891,025
Financial institutions	31,882	(281)	31,601	59,929	-	59,929
Public sector	201,092	(22)	201,070	129,861	-	129,861
Private customers	801,686	(15,413)	786,273	651,595	(13,019)	638,576
Non-residents	64,122	(679)	63,443	78,683	(155)	78,528
Total	2,370,881	(61,721)	2,309,160	2,136,650	(37,559)	2,099,091

Loans to corporates include loans to sole traders.

The balance of loans to the employees on 31 December 2010 amounts to 22,264 thousand euros and 17,534 thousand euros on 31 December 2009.

As of December 31, the pool of loans eligible for borrowings from the Central banks amounts to 98,063 thousand euros.

In Financial Statements as of 31 December 2009, claims for fees in the amount of 66 thousand euros and their impairment in the amount of 9 thousand euros, claims arising from settlement of payment card transactions in amount of 2,111 thousand euros used to be reported among "Other assets". In 2010, the Bank began to recognize them among "Loans and receivables to customers". In order to provide consistent comparative amounts with data for 2010, the Bank restated those claims also in balance on 31 December 2009 to "Loans and receivables".

Annual changes, Impairment

EUR 1,000	2010	2009
Opening Balance	(37,559)	(25,471)
Increases	(47,870)	(27,621)
Decreases	23,708	15,533
Closing Balance	(61,721)	(37,559)

Note 7: Held-to-maturity financial assets

EUR 1,000	31. 12. 2010	31. 12. 2009
Bonds, banks	29,886	29,773
Total	29,886	29,773

Annual changes

EUR 1,000	2010	2009
Opening Balance	29,773	29,721
Increases	542	145
Purchase	542	145
Decreases	(429)	(93)
Redemption	(429)	(93)
Closing Balance	29,886	29,773

As on December 31, the total volume of the securities, held-to-maturity was in the pool of securities eligible for borrowings from the Central Bank.

Reclassification

EUR 1,000	31. 12. 2010		Value on date of reclassification		31. 12. 2009	
	Book value	Fair value	Book value	Fair value	Book value	Fair value
Financial assets reclassified out of trading assets to held-to-maturity financial assets	29,886	29,861	29,640	29,640	29,773	29,765

If the Bank would not have made reclassifications of financial assets, the Statement of Income would differ in the following position in the following amount:

EUR 1,000	2010	2009
Gains and losses on financial assets and liabilities held for trading	96	(8)

Note 8: Non-current assets held for sale

EUR 1,000	31. 12. 2010	31. 12. 2009
Non-current assets held for sale received as payment of claims	-	65
Total	-	65

Notes on the Financial Statements

Note 9: Property, plant and equipment

EUR 1,000	2010				Total
	Leasehold improvements	Computer hardware	Other equipment	Work in progress	
Cost					
Opening Balance	9,068	4,112	5,538	175	18,893
Additions	574	-	-	969	1,543
Transfer from work in progress	-	511	464	(975)	-
Disposals	-	(358)	(331)	-	(689)
Closing Balance	9,642	4,264	5,671	170	19,747
Depreciation					
Opening Balance	3,919	2,991	2,453	-	9,363
Depreciation for the year	738	558	678	-	1,974
Disposals	-	(356)	(229)	-	(585)
Closing Balance	4,657	3,193	2,902	-	10,752
Net book value					
Opening Balance	5,149	1,121	3,085	175	9,530
Closing Balance	4,985	1,071	2,769	170	8,995

EUR 1,000	2009				Total
	Leasehold improvements	Computer hardware	Other equipment	Work in progress	
Cost					
Opening Balance	8,054	4,146	5,195	114	17,509
Additions	1,116	-	-	1,097	2,213
Transfer from work in progress	-	441	594	(1,036)	-
Disposals	(102)	(475)	(251)	-	(828)
Closing Balance	9,068	4,112	5,538	175	18,893
Depreciation					
Opening Balance	3,192	2,847	1,938	-	7,977
Depreciation for the year	825	617	676	-	2,118
Disposals	(98)	(473)	(161)	-	(732)
Closing Balance	3,919	2,991	2,453	-	9,363
Net book value					
Opening Balance	4,862	1,299	3,257	114	9,532
Closing Balance	5,149	1,121	3,085	175	9,530

The Bank has no contractual commitments for the acquisition of property, plant and equipment. The Bank can not sell the leasehold improvements and has no other contractual commitments related to them. The Bank did not capitalize any borrowing costs related to property, plant and equipment.

Note 10: Intangible assets

EUR 1,000	2010	2009
Cost		
Opening Balance	26,939	24,907
Additions	5,025	5,180
Disposal	-	(3,148)
Closing Balance	31,964	26,939
Amortization		
Opening Balance	14,318	14,903
Amortization	2,614	2,325
Disposal	-	(2,910)
Closing Balance	16,932	14,318
Net book value		
Opening Balance	12,621	10,004
Closing Balance	15,032	12,621

Intangible assets solely comprise computer software. The Bank has no internally generated intangible assets. The contractual commitments for acquisition of intangible assets amount to 1,048 thousand euros (115 thousand euros on 31 December 2009).

The cost for research and development amounts to 1,202 thousand euros (1,777 thousand euros in year 2009), which the Bank has committed to the improvements of the existing business processes and technological solutions.

The Bank did not capitalize any borrowing costs related to the intangible assets.

Note 11: Tax assets

EUR 1,000	31. 12. 2010	31. 12. 2009
Current tax assets	-	822
Deferred tax assets	3,634	1,676
Assets / Liabilities held for trading	75	181
Loans to banks and loans to customers	16	21
Available-for-sale financial assets	17	17
Property, plant and equipment, Intangible assets	18	22
Provisions for severance and jubilee salaries	147	137
Fair value reserves, Cash flow hedge	1,845	1,296
Fair value reserves, Available-for-sale financial assets	1,516	2
Total	3,634	2,498

Notes on the Financial Statements

EUR 1,000	31. 12. 2010	31. 12. 2009	Effect in 2010
Deferred tax assets	3,634	1,676	1,958
Balance equity	3,361	1,298	2,063
Balance Statement of Income	273	378	(105)
Deferred tax liabilities (disclosed in Note 18)	1,487	1,253	234
Balance equity	1,487	1,253	234
Net deferred tax assets / liabilities	2,147	423	1,724
Balance equity	1,874	45	1,829
Balance Statement of Income	273	378	(105)

Note 12: Other assets

EUR 1,000	31. 12. 2010	31. 12. 2009
Other claims arising from settlement of transactions	1,212	215
Deferred expenses and accrued income	299	341
Claims for fees	558	615
Impairment on claims for fees	(6)	(9)
Given advances	29	32
Claims arising from matured derivatives	5,358	13,921
Impairment on derivatives	(1,604)	(3,566)
Other assets	411	718
Total	6,257	12,267

In Financial Statements as of 31 December 2009, claims arising from pledged collateral due from banks in the amount of 12,541 thousand euros, claims for fees in the amount of 66 thousand euros and their impairment in the amount of 9 thousand euros, claims arising from settlement of payment card transactions in the amount of 2,111 thousand euros and claims arising from the settlement of spot transactions in the amount of 531 thousand euros used to be reported among "Other assets". In 2010, the Bank began to recognize claims arising from pledged collateral due from banks among "Loans and receivables to banks", claims arising from the settlement of spot transactions among "Loans held for trading", other above-listed claims among "Loans and receivables to customers". In order to ensure consistent comparative amounts with data for 2010, the Bank restated those claims for 31 December 2009.

Annual changes, Impairment on claims for fees

EUR 1,000	2010	2009
Opening Balance	(9)	(13)
Increases	(14)	(10)
Decreases	17	14
Closing Balance	(6)	(9)

Annual changes, Impairment on other assets

EUR 1,000	2010	2009
Opening Balance	(3,566)	(34)
Increases	(1,647)	(3,578)
Decreases	3,609	46
Closing Balance	(1,604)	(3,566)

Note 13: Deposits from central banks

EUR 1,000	31. 12. 2010	31. 12. 2009
Short-term debts arising from loans and advances from base money supply against pledged securities	-	120,633
Total	-	120,633

Among short-term debts to central banks, the Bank draws funds using the pool of collateral at the Bank of Slovenia under conditions, consistent with the monetary policy of the Central Bank. On 31 December 2010, no loans were drawn.

Note 14: Financial liabilities held for trading

EUR 1,000	31. 12. 2010		31. 12. 2009	
	Level 1	Level 2	Level 1	Level 2
Derivatives held for trading	-	109,074	-	81,765
Forwards	-	843	-	543
Options	-	33,838	-	34,330
Swaps	-	74,393	-	46,892
Other financial liabilities held for trading	278	-	525	-
Total	278	109,074	525	81,765

In Financial Statements as of 31 December 2009, liabilities arising from the settlement of spot transactions in the amount of 525 thousand euros used to be reported among "Other liabilities". In 2010, the Bank began to recognize them among "Financial liabilities held for trading". In order to ensure consistent comparative amounts with data for 2010, the Bank restated those liabilities also in balance on 31 December 2009 to "Financial liabilities held for trading".

Note 15: Derivatives - hedge accounting

EUR 1,000	31. 12. 2010	31. 12. 2009
	Level 2	Level 2
Cash flow hedge	55,524	13,992
Total	55,524	13,992

Notes on the Financial Statements

Note 16: Financial liabilities measured at amortised cost

Deposits from banks

EUR 1,000	31. 12. 2010	31. 12. 2009
On demand	8,254	12,428
Short-term deposits	966,227	1,144,155
Long-term deposits	469,361	446,003
Total	1,443,842	1,602,586

Loans from banks

EUR 1,000	31. 12. 2010	31. 12. 2009
Long-term loans	352,102	383,113
Total	352,102	383,113

Deposits from customers

EUR 1,000	31. 12. 2010	31. 12. 2009
On demand	323,338	274,444
Corporates	183,307	147,363
Financial institutions	7,646	4,043
Public sector	5,131	4,998
Private customers	99,168	90,112
Non-residents	28,086	27,928
Short-term deposits	310,020	439,817
Corporates	71,117	90,245
Financial institutions	10,654	30,928
Public sector	131,025	225,324
Private customers	83,402	69,465
Non-residents	13,822	23,855
Long-term deposits	149,467	106,492
Corporates	14,750	4,427
Financial institutions	1,053	1,053
Public sector	11,703	1,452
Private customers	113,985	94,514
Non-residents	7,976	5,046
Total	782,825	820,753

Deposits from corporates also include deposits from sole traders.

Subordinated liabilities

EUR 1,000	31. 12. 2010	31. 12. 2009
Subordinated liabilities to banks	30,148	30,129
Total	30,148	30,129

In the year 2008, the Bank signed a subordinated loan facility agreement for ten years in the amount of 20,000 thousand euro with loan interest rate Euribor + 1.1 %.

In the year 2009, the Bank signed an additional subordinated loan facility agreement for 10,000 thousand euro with loan interest rate Euribor + 3 %. Both facility amounts were signed with UniCredit Bank Austria AG, Vienna and are fully drawn.

Note 17: Provisions

EUR 1,000	31. 12. 2010	31. 12. 2009
For pending legal cases	119	119
For severance and jubilee salaries	1,005	880
For operational risk - money laundering	14	14
For potential losses	-	931
For off-balance-sheet items	979	534
Total	2,117	2,478

2010

EUR 1,000	For pending legal cases	For severance and jubilee salaries	For operational risk - money laundering	For potential losses	For off-balance sheet items	Total
Opening Balance	119	880	14	931	534	2,478
Increases	-	141	-	-	1,788	1,929
Decreases	-	(16)	-	(931)	(1,343)	(2,290)
Use of provisions	-	(16)	-	-	-	(16)
Other decreases	-	-	-	(931)	(1,343)	(2,274)
Closing Balance	119	1,005	14	-	979	2,117

2009

EUR 1,000	For pending legal cases	For severance and jubilee salaries	For operational risk - money laundering	For potential losses	For off-balance sheet items	Total
Opening Balance	5	794	14	-	353	1,166
Increases	119	127	-	931	816	1,993
Decreases	(5)	(41)	-	-	(635)	(681)
Use of provisions	-	(41)	-	-	-	(41)
Other decreases	(5)	-	-	-	(635)	(640)
Closing Balance	119	880	14	931	534	2,478

Note 18: Tax liabilities

EUR 1,000	31. 12. 2010	31. 12. 2009
Current tax liabilities	921	-
Deferred tax liabilities	1,487	1,253
Fair value reserves, Available-for-sale financial assets	1,487	1,253
Total	2,408	1,253

Notes on the Financial Statements

Note 19: Other liabilities

EUR 1,000	31. 12. 2010	31. 12. 2009
Liabilities arising from settlement of securities	10,546	54
Other liabilities arising from settlement of transactions	1,046	8,446
Accrued expenses and deferred income	5,809	5,595
Liabilities to suppliers	1,454	2,241
Liabilities arising from gross salaries	1,323	1,160
Liabilities for taxes and contributions	441	457
Liabilities for fees	247	75
Other liabilities	253	896
Total	21,119	18,924

In Financial Statements as of 31 December 2009, liabilities arising from the settlement of spot transactions in the amount of 525 thousand euros used to be reported among "Other liabilities". In 2010, the Bank began to recognize them among "Financial liabilities held for trading". In order to ensure consistent comparative amounts with data for 2010, the Bank restated those liabilities also in balance on 31 December 2009 to "Financial liabilities held for trading".

Note 20: Share capital

EUR 1,000	31. 12. 2010	31. 12. 2009
Ordinary shares - subscribed by privates	1	1
Ordinary shares - subscribed by foreign banks	16,257	16,257
Total	16,258	16,258

The Bank's share capital on 31 December 2010 amounts to 16,258,321 euros and is comprised of 3,898,878 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.

The Bank had not paid out dividends for years 2010 and 2009.

Note 21: Share premium

EUR 1,000	31. 12. 2010	31. 12. 2009
Payments in excess of nominal amounts of paid-up shares	45,861	45,861
Share premium account arising from general capital revaluation adjustment	16,024	16,024
Total	61,885	61,885

Note 22: Fair value reserves

EUR 1,000	31. 12. 2010	31. 12. 2009
Fair value reserves, Cash flow hedge	(7,380)	(5,183)
Fair value reserves, Available-for-sale financial assets	(116)	5,001
Total	(7,496)	(182)

Fair value reserves, Cash flow hedge

EUR 1,000	2010	2009
Opening Balance	(5,183)	(4,148)
Gross value	(6,479)	(5,251)
Deferred taxes	1,296	1,103
Increases	-	11
Gross value	-	11
Decreases	(2,197)	(1,046)
Gross value	(2,746)	(1,239)
Deferred taxes	549	193
Closing Balance	(7,380)	(5,183)
Gross value	(9,225)	(6,479)
Deferred taxes	1,845	1,296

Fair value reserves, Available-for-sale financial assets

EUR 1,000	2010	2009
Opening Balance	5,002	719
Gross value	6,252	910
Deferred taxes	(1,250)	(191)
Increases	417	5,111
Gross value	521	6,170
Deferred taxes	(104)	(1,059)
Decreases	(5,535)	(828)
Gross value	(6,919)	(828)
Deferred taxes	1,384	-
Closing Balance	(116)	5,002
Gross value	(146)	6,252
Deferred taxes	30	(1,250)

The equity shares in the amount of 53,098 thousand euros, which the Bank gained as a result of terminated repo transaction, are linked to each other via a profit-sharing agreement among other related banks. Therefore, the gains or losses for these shares are considered in aggregate as a package. A potential loss will be recognized in the Statement of Income only if the total fair value of all shares is substantially lower than the total acquisition value.

Notes on the Financial Statements

Note 23: Retained earnings

EUR 1,000	31. 12. 2010	31. 12. 2009
Mandatory reserves	1,294	1,294
Other reserves from profit	118,535	107,563
Total	119,829	108,857

Note 24: Net profit for the year

EUR 1,000	31. 12. 2010	31. 12. 2009
Net profit for the year	13,147	8,798
Transfer to reserves from profit	(6,574)	(4,399)
Total	6,573	4,399

Earning per share

EUR 1,000	31. 12. 2010	31. 12. 2009
(1) Net profit for the year	13,147	8,798
(2) Number of shares	3,898,878	3,898,878
(3) Earning per share in euros (1) / (2)	3.37	2.26

Basic and diluted earnings per share are the same as the Bank has no dilutive instruments.

Note 25: Interest income

EUR 1,000	2010	2009
Interest on deposits placed with the Central Bank	174	216
Interest on financial assets held for trading	23,099	19,261
Interest on financial assets designated at fair value through profit or loss	189	651
Interest on derivatives used for hedging	8,483	6,210
Interest on financial assets available for sale	10,080	10,625
Interest on loans and receivables	70,090	77,974
To banks	1,034	3,380
To customers	69,056	74,594
Interest from impaired loans	3,303	2,013
To customers	3,303	2,013
Interest on financial assets held to maturity	430	810
Other interest income	1,038	847
Total	116,886	118,606

Note 26: Interest expense

EUR 1,000	2010	2009
Interest on balances with the Central Bank	603	2,207
Interest on financial liabilities held for trading	22,389	18,361
Interest on derivatives used for hedging	8,235	7,296
Interest on received deposits and loans	32,646	51,701
Paid to banks	24,677	40,161
Paid to customers	7,969	11,540
Other interest expenses	13	11
Total	63,886	79,576

Interest expense for subordinated loans amounts to 768 thousand euros for 2010 (712 thousand euros for 2009).

Note 27: Dividend income

EUR 1,000	2010	2009
Dividends from financial assets available for sale	2,290	1,638
Total	2,290	1,638

Note 28: Fee and commission income

EUR 1,000	2010	2009
Fees from collateral granted	1,789	1,306
Fees from payment operations	5,287	5,110
Fees from agency services and commission operations	447	295
Fees from securities business for customers	5,033	3,535
Fees from lending business	5,455	6,283
Other fees	4,580	3,884
Total	22,591	20,413

Note 29: Fee and commission expenses

EUR 1,000	2010	2009
Fees for banking services	2,385	2,271
Fees for carrying out agency and commission operations	145	171
Fees for securities business	963	620
Fees for performing payment operations	361	327
Total	3,854	3,390

Notes on the Financial Statements

Note 30: Realised gains and losses on financial assets and liabilities not measured at fair value through profit or loss

EUR 1,000	2010	2009
Realised gains	1,238	1,908
On available-for-sale financial assets	1,166	1,874
On loans	72	14
On other financial assets and liabilities	-	21
Realised losses	(591)	(544)
On available-for-sale financial assets	(285)	(443)
On loans	(306)	(81)
On other financial assets and liabilities	-	(20)
Total	647	1,364

Within "Realised gains on available-for-sale financial assets" the Bank recognized in 2010 gains on sale of bonds (in 2009 gain realized with sale of equity investment into Petrol d.d., in amount of 1,824 thousand euros and of Sava d.d., in amount to 48 thousand euros).

Note 31: Gains and losses on financial assets and liabilities held for trading

EUR 1,000	2010	2009
Net gains on securities trading	984	599
Net gains on purchase and sale of foreign currencies	(4,136)	295
Net gains on derivatives	(619)	(59)
Total	(3,771)	834

Note 32: Gains and losses on financial assets and liabilities designated at fair value through profit or loss

EUR 1,000	2010	2009
Net gains on loans designated at fair value through profit or loss	(11)	144
Total	(11)	144

Note 33: Exchange differences

EUR 1,000	2010	2009
Gains on foreign exchange differences	498,182	324,361
Losses on foreign exchange differences	(493,597)	(319,588)
Total	4,585	4,773

Note 34: Gains and losses on derecognition of assets other than held for sale

EUR 1,000	2010	2009
Losses on derecognition	(364)	(372)
Total	(364)	(372)

Note 35: Other operating net income

EUR 1,000	2010	2009
Gains	163	294
Gains on release of accrued expense	104	51
Gains on operational risk	17	197
Other gains	42	46
Losses	(187)	(185)
Memberships	(87)	(95)
Losses from operational risk	(41)	(39)
Other losses	(59)	(51)
Total	(24)	109

Note 36: Administrative costs

Staff costs

EUR 1,000	2010	2009
Gross salaries	14,402	13,339
Contributions for social security	1,164	1,046
Contributions for pension insurance	1,374	1,264
Other contributions levied on gross salaries	40	10
Other staff costs	3,367	3,082
Total	20,347	18,741

Included in other staff costs are expenses for unused holidays in the amount of 59 thousand euros (9 thousand euros in 2009).

The accrued expenses for equity settled share based payment (recognized in the Statement of Financial Position) on 31 December 2010 amount to 116 thousand euros (119 thousand euros on December 31 2009). The expense for equity settled share based payment amounts to 24 thousand euros (44 thousand euros in 2009).

Notes on the Financial Statements

Shares and share options

	2010		2009	
	Number of shares / share options	Average exercised price	Number of shares / share options	Average exercised price
Opening Balance				
Shares	28,685	4,08	35,165	4,03
Share options	116,181	0,97	116,181	0,97
Granted in the year				
Shares	669	2,95	-	-
Share options	3,064	0,90	-	-
Forfeited in the year				
Shares	10,564	4,86	-	-
Exercised in the year				
Shares	-	-	6,480	3,80
Share options	27,000	1,05	-	-
Expired in the year				
	-	-	-	-
Closing Balance				
Shares	18,789	3,42	28,685	4,08
Share options	92,245	0,94	116,181	0,97
Exercisable on 31 December				
	-	-	-	-

Other administrative costs

EUR 1,000	2010	2009
Operating leasehold on premises	2,222	2,173
IT services	2,281	2,204
Communication	1,552	1,710
Consulting and auditing services	2,102	1,389
Other outsourced services	1,053	740
Marketing	1,665	1,592
Training	374	335
Material costs	451	474
Costs of fixed assets maintenance	832	880
Insurance	600	611
Travel costs	260	195
Other costs	736	703
Total	14,128	13,006

Consulting and auditing services include the audit of the financial statements for 2010 in the amount of 113 thousand euros provided by KPMG Slovenija, podjetje za revidiranje, d.o.o. The same audit company performed the audit of custody business which amounts to 8 thousand euros. The costs of tax advisory by Ernst & Young Svetovanje d.o.o. amount to 8 thousand euros.

The Bank rents a number of branches and office premises. Rental contracts usually run for up to 15 years with the option to renew or cancel them.

The future minimum lease payments to be paid not later than in one year amount to 2,087 thousand euros, payments to be paid later than in one year and not later than in five years 2,290 thousand euros and payments to be paid later than in five years 862 thousand euros (in 2009 2,124 thousand euros not later than in one year).

Note 37: Depreciation

EUR 1,000	2010	2009
Depreciation of property, plant and equipment	1,974	2,119
Depreciation of leasehold improvements	738	826
Depreciation of computer hardware	558	617
Depreciation of other equipment	678	675
Amortisation of intangible assets	2,614	2,325
Total	4,588	4,443

Note 38: Provisions

EUR 1,000	2010	2009
For pending legal cases	-	(114)
For severance and jubilee salaries	(141)	(127)
For potential losses	931	(931)
For off-balance-sheet items	(444)	(181)
Total	346	(1,354)

Note 39: Impairment

EUR 1,000	2010	2009
Impairment of available-for-sale financial assets	-	83
Impairment of financial assets, measured at cost	20,540	15,528
Increase	43,817	29,569
Loans	42,185	25,972
Fees	5	19
Other assets	1,627	3,578
Decrease	(23,277)	(14,041)
Loans	(19,670)	(13,995)
Fees	(16)	(14)
Other assets	(3,591)	(32)
Total	20,540	15,611

The Bank creates impairments of financial assets and provisions for assumed liabilities by off-balance-sheet items in accordance with the International Financial Reporting Standards. Thus, for creating impairments for the best clients the Bank uses the portfolio approach and the IBNR (Incurred but Not Reported) methodology. On the remaining part of the portfolio, the Bank creates impairments on individual basis (at the client or transaction level) while taking into account the following criteria:

- Delay in contractually agreed payments of principal, interest and/or other fees;
- Cash flow difficulties;
- Breaches of loan covenants or conditions;
- Bankruptcy or any other legal proceedings that can result in loss for the Bank from that investment;
- Information that might have impact on received repayments to the Bank.

Notes on the Financial Statements

In case of individual assessment of losses from credit risk, the Bank calculates the required impairment of financial asset as a difference between the accounting and the replacement value. The latter is calculated by discounting expected future cash flows by using the effective interest rate, whereby it takes into consideration the expected cash flows from cashable collateral.

Also, at reversal of impairments the Bank takes into consideration the criteria listed above and the calculation model.

Note 40: Profit or loss from non-current assets held for sale

EUR 1,000	2010	2009
Profit from non-current assets held for sale	14	22
Loss from non-current assets held for sale	(33)	(162)
Total	(19)	(140)

Note 41: Tax expense

EUR 1,000	2010	2009
Current tax	2,562	1,938
Deferred tax	104	511
Total	2,666	2,450

EUR 1,000	2010		2009	
	Rate		Rate	
Profit before taxes		15,812		11,248
Theoretical tax	20.00 %	3,162	21.00 %	2,362
Tax decrease for deductible income	(4.55 %)	(719)	(6.85 %)	(771)
Tax on non-deductible expenses	2.12 %	336	4.24 %	477
Deferred taxes	0.66 %	104	(4.54 %)	511
Change of tax rate	0.00 %	-	0.37 %	42
Adjustment for the calculated deferred taxes	0.66 %	104	4.17 %	469
Other adjustments	(1.37 %)	(217)	(1.15 %)	(129)
Total	16.86 %	2,66	21.78 %	2,450

Notes to the Statement of Cash Flows

Note 42: Cash and Cash equivalents

EUR 1,000	31. 12. 2010	31. 12. 2009
Cash	13,174	12,454
Minimum reserve with the Central Bank	19,142	25,567
Other balances with the central bank	52,000	40,000
Financial assets held for trading	403	4,671
Available-for-sale financial assets	120,522	70,026
Loans to banks with maturity up to 3 months	10,349	539,940
Total	215,590	692,658

Financial assets held for trading and available-for-sale financial assets comprise the Republic of Slovenia bonds.

Notes to the Off-balance-sheet Items

Note 43: Off-balance-sheet Items

EUR 1,000	31. 12. 2010	31. 12. 2009
Financial guarantees	105,251	47,962
Non-financial guarantees	79,747	64,954
Committed credit and overdraft lines	224,066	278,985
Creditors on spot business	15,167	42,104
Letters of credit	187	5,778
Creditors under pledged securities for the bank's liabilities	6,093	120,728
Notional amount of derivatives	4,637,913	4,609,332
Total	5,068,424	5,169,843

Guarantees

EUR 1,000	2010	2009
Opening Balance	112,916	145,171
Increases	213,885	133,186
Issued guarantees	202,608	115,698
Exchange rate differences	11,277	17,488
Decreases	(141,803)	(165,441)
Redemption	(1,740)	(672)
Expired guarantees	(127,693)	(140,132)
Exchange rate differences	(12,370)	(24,637)
Closing Balance	184,998	112,916

Notes on the Financial Statements

Derivatives

EUR 1,000	31. 12. 2010	31. 12. 2009
	Level 2	Level 2
Forwards and futures	81,293	282,531
Interest options	390,615	649,085
Currency options	617,818	781,131
Other options	355	-
Interest swaps	3,321,351	2,884,432
Held for trading	1,557,180	2,005,696
Held for hedging	1,764,171	878,736
Currency swaps	218,731	-
Commodity swaps	7,749	12,153
Total	4,637,913	4,609,332

The explanations regarding an indication of the uncertainties relating to the financial derivatives is done within analysis of the counterparty risk, chapter Risk report. The Bank's intention is also to close most of the positions out of derivative business.

Note 44: Fiduciary activities

EUR 1,000	31. 12. 2010	31. 12. 2009
Cash from clients for brokerage with financial instruments	6,133	5,955
Receivables from brokerage business with financial instruments	533	76
Receivables from managing financial instruments	6,525	4,569
Receivables from custody business	4,750,683	3,154,032
Receivables with the Central Securities Clearing Corporation for sold financial instruments	263	95
Receivables from settlement business	473	-
Receivables from other businesses on behalf and for account of third parties	258,807	336,775
Assets total	5,023,417	3,501,502
Liabilities to customers from money and financial instruments	4,763,603	3,164,651
Liabilities to the Central Securities Clearing Corporation for financial instruments bought	532	76
Liabilities to bank for commissions, expenses, etc.	2	-
Liabilities from settlement business	473	-
Liabilities from other businesses on behalf and for account of third parties	258,807	336,775
Liabilities total	5,023,417	3,501,502

Note 45: Agency services

EUR 1,000	31. 12. 2010	31. 12. 2009
Claims of settlement and transaction accounts for client assets	4,758,004	3,158,772
From financial instruments	4,757,741	3,158,677
To the Central Securities Clearing Corporation or to bank's clearing account for sold financial instruments	263	95
Clients' cash	6,133	5,955
On settlement account for clients' funds	5,238	3,867
On banks' transaction accounts	895	2,088
Assets total	4,764,137	3,164,727
Liabilities of settlement account or transaction accounts for clients' funds	4,764,137	3,164,727
To clients from cash and financial instruments	4,763,603	3,164,651
To the Central Securities Clearing Corporation or to bank's clearing account for purchased financial instruments	532	76
To the bank or the bank's settlement account for commissions, expenses, etc.	2	-
Liabilities total	4,764,137	3,164,727
Off-balance-sheet items	4,757,741	3,158,677
Clients' financial instruments, itemised by services	4,757,741	3,158,677
Reception, intermediary and execution of orders	533	76
Managing financial instruments	6,525	4,569
Custodian services	4,750,683	3,154,032

Income and expenses from fees related to investment services and businesses

EUR 1,000	31. 12. 2010	31. 12. 2009
Income from fees and commission related to investment and subsidiary investment services and businesses for clients	5,033	3,535
Reception, intermediary and execution of orders	620	652
Management of financial instruments	175	160
Initial public offering and subsequent sales without obligation to buy	437	574
Custodian and related services	3,801	2,149
Expenses from fees and commission related to investment and auxiliary investments services and businesses for clients	982	643
Fees related to the Central Securities Clearing Corporation and to similar organizations	535	313
Fees related to the stock exchange and similar organizations	447	330

Notes on the Financial Statements

Note 46: Related parties

The Bank is a subsidiary of UniCredit Bank Austria AG Vienna, incorporated in Austria, which owns 99.99 % of the Bank's shares. The remaining shares are owned by the Slovenian legal entities and private individuals. The ultimate parent of the Group is UniCredit S.p.A., Italy.

The Bank enters into a number of banking transactions with other members of 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 1,000	31. 12. 2010	31. 12. 2009
Loans	26,777	533,841
Management Board	1	2
Key management personnel	320	330
Close members of the family of key management personnel	4	3
Parent company	5,309	514,038
Other companies within UniCredit	21,143	19,468
Derivatives	22,149	16,759
Other companies within UniCredit	22,149	16,759
Other assets	10	1,064
Parent company	7	48
Other companies within UniCredit	3	1,015
Total assets	48,936	551,664
Financial liabilities measured at amortised cost	1,734,861	1,855,312
Management Board	453	422
Key management personnel	51	19
Close members of the family of key management personnel	17	21
Parent company	1,728,720	1,735,149
Other companies within UniCredit	5,620	119,701
Derivatives	157,670	86,369
Other companies within UniCredit	157,670	86,369
Other liabilities	1,422	4,214
Parent company	63	2,008
Other companies within UniCredit	1,359	2,206
Total liabilities	1,893,953	1,945,894

Loans granted to key management personnel are concluded in line with the Bank's lending policy. Loans to banks within the Group include demand deposits, time deposits and loans to banks. They are unsecured and carry partially variable and partially fixed interest rates.

Statement of Income

EUR 1,000	2010	2009
Interest income	1,021	2,832
Management Board	-	2
Key management personnel	6	12
Parent company	787	1,626
Other companies within UniCredit	228	1,192
Interest expense	22,758	36,413
Management Board	14	14
Close members of the family of key management personnel	15	-
Parent company	22,714	21,866
Other companies within UniCredit	15	14,532
Fee and commission income	1,320	1,155
Parent company	651	381
Other companies within UniCredit	669	774
Fee and commission expenses	655	978
Parent company	466	712
Other companies within UniCredit	189	266
Administrative costs	2,851	1,702
Parent company	59	-
Other companies within UniCredit	2,792	1,702
Accrued costs for unused holidays	7	8
Management Board	3	8
Key management personnel	4	-
Provisions for severance and jubilee salaries	9	5
Management Board	6	1
Key management personnel	3	4

Notes on the Financial Statements

Remuneration paid

EUR 1,000	2010	2009
Remuneration paid to the Management Board	642	657
Salaries and other short-term benefits	608	623
Insurance premiums	34	34
Remuneration paid to the Supervisory Board members	57	17
Remuneration paid to other employees with an individual contract	776	543
Salaries and other short-term benefits	776	543
Total	1,475	1,216
Number of the Management Board members as of 31. 12.	3	3
Number of the Supervisory Board members as of 31. 12.	6	6
Number of other employees with an individual contract as of 31. 12.	13	10

In 2010, there were on average twelve employees with an individual contract.

In 2010, the Management Board members received: dr. France Arhar 190 thousand euros fixed salary, 41 thousand euros variable salary and 2 thousand euros other remuneration; Janko Medja 140 thousand euros fixed salary, 20 thousand euros variable salary and 2 thousand euros other remuneration; Francesco Vercesi 123 thousand euros fixed salary, 25 thousand euros for the purpose of social security contributions paid abroad and 39 thousand euros variable salary. Insurance premiums were paid on behalf of dr. France Arhar in the amount of 20 thousand euros, for Janko Medja 7 thousand euros and Francesco Vercesi 7 thousand euros.

The Supervisory Board members received: Giuseppe Verrascina 28 thousand euros compensation paid and Andretta Franco 18 thousand euros compensation paid.

Note 47: Events after the reporting period

After 31 December 2010, the Bank did not detect any major events that would affect the business.

Note 48: Legal disputes

There have been five pending litigations amounting together to 7.6 million euros in which the Bank has been involved as a defendant on December 31 2010 (on December 31 2009: 6.4 million euros). Claims in all five litigations are in the Bank's opinion entirely unfounded and therefore the Bank does not expect significant expenses in this respect. Furthermore, the Bank has formed adequate impairments and provisions for litigations in line with the professional rules.

Note 49: Statement of material effect on the financial statement

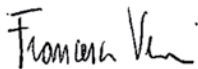
UniCredit Banka Slovenija d.d., as a member of UniCredit, enters into several business transactions with related parties from the Group. Such transactions are conducted at normal market conditions and have no negative impact in the presented financial statements. In line with paragraph 545 of the Companies Act, we declare that in the years 2010 and 2009 there were no detrimental transactions or other actions done, which would in any way jeopardise the operations of the Bank.



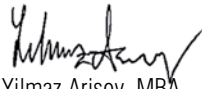
Dr. France Arhar
Chairman of the Management Board



Janko Medja, MBA
Member of the Management Board



Francesco Vercesi
Member of the Management Board



Yilmaz Arisoy, MBA
Chief Financial Officer

Risk Report

Overall Risk Management

In line with UniCredit perspective, UniCredit Banka Slovenija d.d. identifies, measures, monitors, and/or manages the following categories of risk:

- Credit risk;
- Market risk (foreign exchange, interest rate, equity trading and commodity risk);
- Liquidity risk;
- Operational risk;
- Business risk;
- Real estate risk;
- Risks arising from the Bank's shareholdings and equity interests.

The Bank manages its risks as well as its capital in a coordinated manner at all relevant levels within its organization. Furthermore, the risk management framework is part of UniCredit's CEE risk management practice and of course supports UniCredit's efforts to establish uniform Group-wide risk management and control procedures.

All risk management activities of UniCredit Banka Slovenija d.d. are conducted by the Risk Management division, which is independent from the business units and reports to the Management Board and to the CEO (Chairman of the Management Board). There are three types of committees on the high level, which are central to the risk function: the Assets and Liabilities Committee (ALCO), the Credit Committee and the Operational Risk Committee.

ASSET/LIABILITY COMMITTEE (ALCO)

The ALCO, as the overall risk management committee for UniCredit Banka Slovenija d.d., determines the risk management principles in the overall bank risk policy and validates on a regular basis the Bank's risk map. It approves the establishment of limits for all relevant risks and the risk control procedures. ALCO is responsible for the management of the balance-sheet structural positions, controls liquidity and interest rate risk, is informed about loan portfolio and deals with cross-divisional risk management issues arising between sales units and the overall bank management. The ALCO also deals with all issues relating to overall bank risk and capital management. It has an overview of capital adequacy, development of regulatory capital and ratios, economic capital, capital allocation and available financial resources.

CREDIT COMMITTEE

For the approval of customer credit exposures, the Bank uses a two-level credit committee structure, whereas the (potential) exposure amount of the client or the group of clients determines which level of credit committee is responsible for taking the approval decision. In both credit committees, representatives of the Risk Management and Sales divisions are present. Credit committee sessions are held two times per week. Procedures are prescribed and written down in guidelines. Lower exposures and exposures toward private individual clients are organized in the Bank via individual approval rights delegated by the highest level Credit Committee of the Bank.

OPERATIONAL RISK COMMITTEE (OPRISK COMMITTEE)

The OpRisk Committee is responsible for effective oversight over operational risk exposure. The OpRisk Committee shall have an overall understanding of the operational risk control framework and of how operational risk affects the company. The OpRisk Committee is also responsible for verifying that the operational risk measurement and control system is closely integrated in the day-to-day risk management process of the Bank. The OpRisk Committee meets on a bimonthly basis.

RISK TAKING

In the state-of-the-art banking business set-up, client business has to be treated free of interest rate, foreign exchange, and liquidity risk. As a consequence, it is necessary to determine a clear pricing basis for customer loans and deposits, in order to enable a clear separation of client business benefit from the internal funds management function of the Bank. The market and liquidity risks are transferred via a market-based fund transfer pricing system to the risk taking units. This makes it possible to attribute market and liquidity risk and contribution margins to the Bank's business divisions in line with the principle of causation.

Within the Bank, the Markets division is the only unit that has the responsibility to manage market risks. The liquidity risk is managed by the Asset Liability Management Department (ALM department) which reports directly to the CFO. The Markets division and ALM are accountable for optimizing the Bank's overall maturity structure and the return on it.

RISK APPETITE

The Bank's strategic targets are always assessed from three different perspectives (risk appetite framework):

- a) From the capital adequacy perspective, where on one side there are limitations and rules set by the regulator and on the other side there is the Group's risk appetite.
- b) From the profitability and risk perspective, where the Bank wishes to manage the volatility of earnings and to maintain sustainable growth.
- c) From funding and liquidity perspective: liquidity is provided by the customers and the remaining part from the Group.

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.
- 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. Bank is not exposed to this type of risk.
- 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 which arises from the overexposure toward single client, single industry or single geographic area.
- Counterparty credit risk.
- Securitization risk toward which the Bank is not exposed.

The main objective of credit risk management is to reach and obtain high quality and dispersion of the Bank's credit portfolio. The Bank manages credit risk according to its internal rules. The credit risk management procedures are performed on a single transaction level, single client level and on a portfolio level.

MEASURING CREDIT RISK

The foundation of credit approval process is a detailed risk assessment of every credit exposure associated with counterparty. The Bank risk assessment procedures consider both credit rating of the counterparty and the risks related to the specific type of credit facility exposure. When measuring credit risk for corporate clients, the Bank calculates a credit rating which also forms basis for assessment of the probability of default. In addition to determining credit rating, exposure as well as repayment potential is also assessed based on the available cash flow projection.

Credit rating is determined based on financial data, qualitative factors and warning signals. The Bank uses ten major credit rating classes with additional sub-classes. UniCredit's scale includes in total 28 credit rating classes, which are calibrated on local circumstances.

Comparison between internal and external ratings:

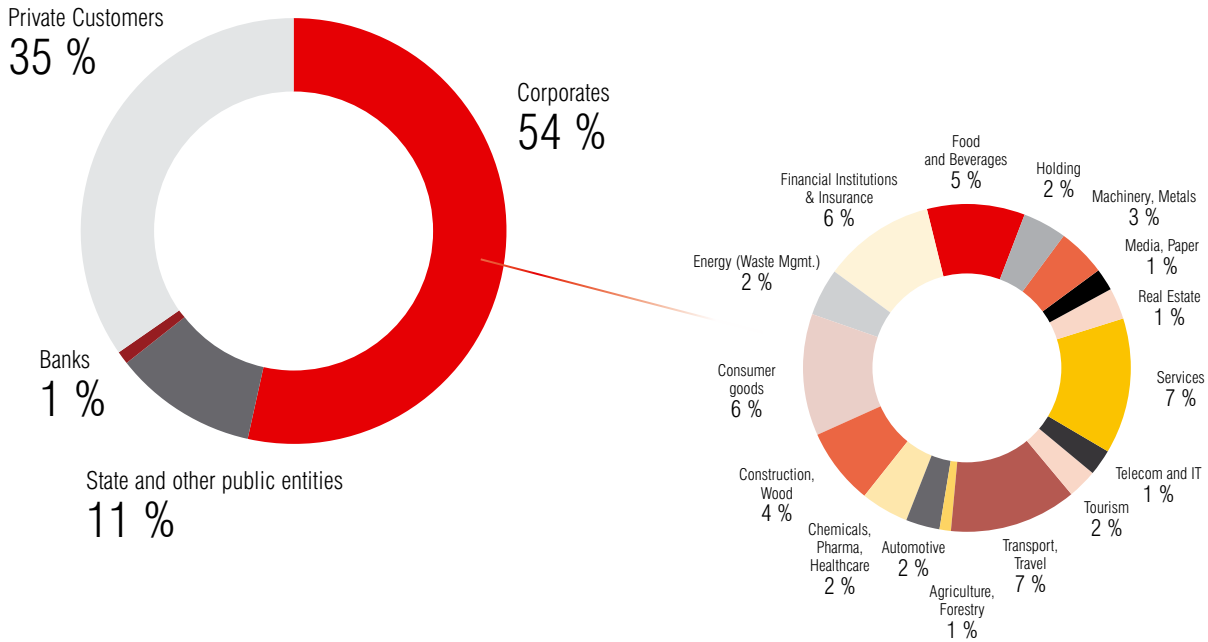
Internal rating	S&P	Moody's	Fitch
1	AAA / AA+ / AA / AA-	Aaa / Aa1 / Aa2 / Aa3	AAA / AA+ / AA / AA-
2	A+ / A / A-	A1 / A2 / A3	A+ / A / A-
3	BBB+ / BBB	Baa1 / Baa2	BBB+ / BBB
4	BBB- / BB+	Baa3 / Ba1	BBB- / BB+
5	BB	Ba2	BB
6	BB- / B+	Ba3 / B1	BB- / B+
7	B	B2	B
8	B- / CCC / CC	B3 / Caa / Ca	B- / CCC /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

PORTFOLIO ANALYSIS

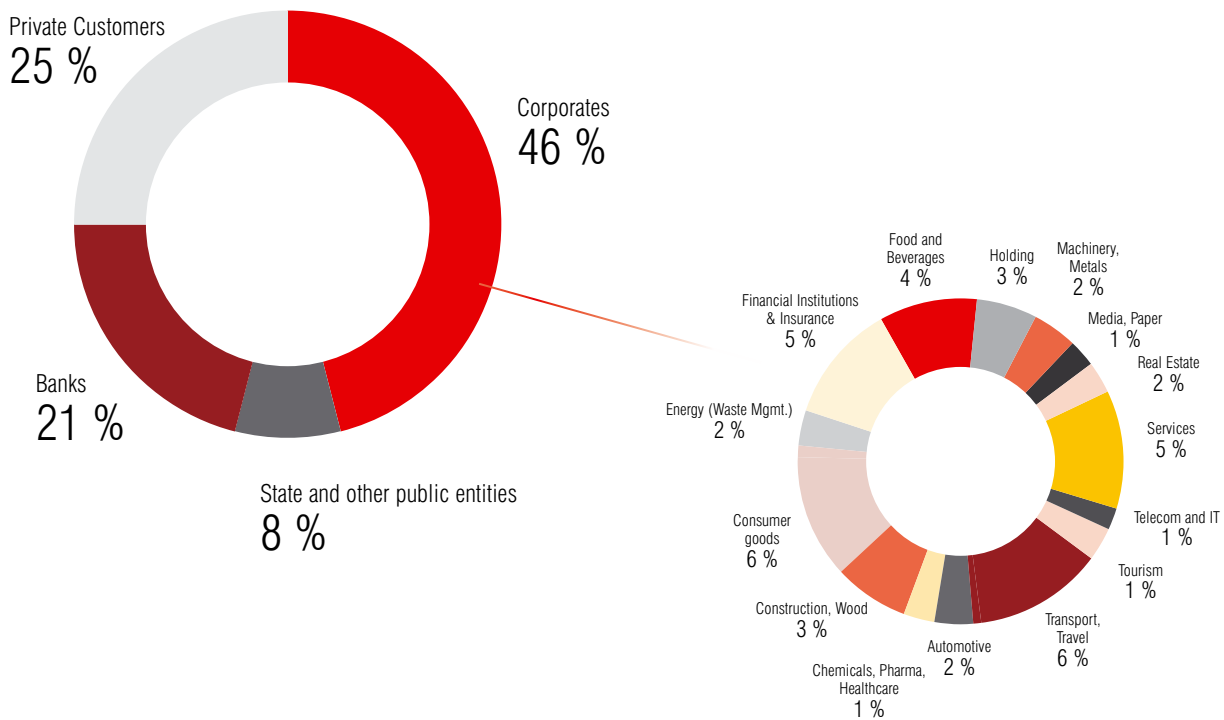
As of the end of December 2009, the Bank's on-balance outstanding portfolio toward non-banking claims grew by 236 million euros or by 11 % compared to the end of the year 2009. Major growth of volumes was in the Households segment, where the Bank grew by 24 %. The total Bank's on-balance outstanding portfolio including banking and non-banking claims decrease by 199 million euros or by 11 % compared to the end of the previous year, which is due to the decrease in the exposure toward banking sector by 535 million euros.

Risk Report

Portfolio segmentation as of 31 December 2010



Portfolio segmentation as of 31 December 2009



Geographical split of the Bank's portfolio

million EUR Credit risk profile by region	Exposure		Growth in %
	31. 12. 2010	31. 12. 2009	
Slovenia	2,289.99	2,074.57	10 %
EU (excluding Slovenia)	27.59	560.13	(95 %)
Countries of former Yugoslavia	58.21	60.64	(4 %)
Other	20.73	14.98	38 %
Total	2,396.52	2,710.32	-12 %

Please note that the above credit exposure is expressed in terms of gross values not including impaired amounts. The decrease in the exposure toward clients in the EU is due to the decrease in the exposure toward banking sector.

COLLATERAL

In order to decrease credit risk exposure, the Bank uses collateral in order to decrease credit risk exposure. The Bank has adopted internal policy regarding the collateral where it defines different types of collaterals and the procedures for monitoring its eligibility and its material value. Major types of collateral are:

- Mortgages over residential and business properties;
- Pledge over movables;
- Pledge over cash deposits;
- Charges over financial instruments (e.g. bonds, shares);
- Guaranties.

According to collateral guidelines, collaterals are exposed to a regular reviewing process, either on individual or portfolio basis. Such approach gives the Bank a better view of the current status and actual value of collateral.

Banks exposure toward non-banks clients

million EUR Non-bank customers	Exposure	Collateral	Exposure	Collateral
	31. 12. 2010		31. 12. 2009	
1	243.33	183.78	246.04	205.11
2	497.29	217.58	295.50	90.77
3	251.84	164.53	287.08	168.18
4	264.03	163.28	335.52	197.88
5	334.51	127.76	373.53	148.93
6	231.51	54.52	312.68	102.48
7	272.91	128.87	91.02	35.10
8	107.54	32.59	51.76	22.72
Doubtful and default	159.85	43.24	112.31	55.10
Not rated	8.06	1.04	31.21	1.08
Total	2,370.87	1,117.19	2,136.65	1,027.35

Please note that the above credit exposure is expressed in terms of gross values not including impaired amounts.

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Banks exposure toward banks clients

million EUR Banks	Exposure		Collateral	
	31. 12. 2010		31. 12. 2009	
1	8.73	0.00	462.23	0.00
2	0.70	0.00	23.01	0.00
3	7.31	6.87	6.85	0.00
4	7.78	6.91	15.18	5.00
5	0.13	0.00	0.01	10.02
6	0.25	0.00	0.81	0.00
7	0.00	0.00	0.00	0.00
8	0.00	0.00	0.00	0.00
Doubtful and default	0.00	0.00	0.00	0.00
Not rated	0.74	0.00	65.57	0.00
Total	25.64	13.78	573.66	15.02

Please note that the above credit exposure is expressed in terms of gross values not including impaired amounts.

IMPAIRMENT AND PROVISIONING POLICIES

The Bank has a defined procedure and internal policy for portfolio monitoring and impairments. Internal policy on impairments is in line with the Bank of Slovenia decree. Impairments of on-balance-sheet assets and off-balance-sheet assets are conducted according to the IFRS standards. For its best clients, the Bank uses the portfolio approach and methodology Incurred but Not Reported (IBNR). For the other clients, the Bank sets impairments using individual approach (on a client or transaction level) taking into consideration the following:

- Delay in contractually agreed payments of principal, interest and/ or other fees;
- Cash flow difficulties;
- Breach of loan covenants or conditions;
- Bankruptcy or any other legal proceedings that can result in loss for the Bank;
- Information that might have impact on received repayments to the Bank.

At individual assessment of the client credit exposure, the Bank calculates the needed impairment as a difference between book value and the recovery value. This is calculated using the discounted cash flows, taking into consideration the future cash flows from collaterals.

The Bank regularly monitors the portfolio development and the coverage ratio, which is regularly reported to the senior management and to the Management Board. The Bank also performs monitoring on a single client level, for those clients whose payments are overdue. To identify which department is dealing with a specific client, the Bank has adopted three statuses, namely:

- 1) 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 department and set up and executed by the business units.
- 2) 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 department and assisted by the business units.
- 3) The "Work-out" status means that the contract with the client is cancelled and the Restructuring and Workout department is responsible for recovery via legal execution possibilities.

Banks exposure toward non-bank clients according to their credit rating

million EUR	31. 12. 2010			31. 12. 2009		
	Exposure	Impairments	Collateral	Exposure	Impairments	Collateral
Non-bank customers						
1	243.33	0.03	183.78	246.04	0.00	205.11
2	497.29	0.18	217.58	295.50	0.02	90.77
3	251.84	0.35	164.53	287.08	0.05	168.18
4	264.03	0.44	163.28	335.52	0.13	197.88
5	334.51	1.05	127.76	373.53	0.33	148.93
6	231.51	1.40	54.52	312.68	0.27	102.48
7	272.91	3.86	128.87	91.02	1.00	35.10
8	107.54	2.61	32.59	51.76	1.20	22.72
Doubtful and default	159.85	51.63	43.24	112.31	34.56	55.10
Not rated	8.06	0.17	1.04	31.21	0.00	1.08
Total	2,370.87	61.72	1,117.19	2,136.65	37.56	1,027.35

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 the non-performing assets.

On average in the Bank, loan loss provisions covered 32.3 % of the reported non-performing (NPL) assets. Taking into consideration also the collateral the coverage ratio is 59.4 %. At the end of December 2010, NPL increased by 47.5 million euros or by 42.3 % to 160 million euros. Loan loss provisions for non-performing loans have increased by 17 million euros or by 49.4 % to 51.6 million euros.

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 or security instruments are concluded with the counterparty.

For the purposes of credit risk management, UniCredit Banka Slovenija d.d. has been using a counterparty credit risk model based on the simulation approach. 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 scenarios representing volatilities and correlations of a three-year time series of risk factors.

The limit utilization is the maximum of the 97.5 % quantiles of each grid point.

Risk Report

Counterparty risk exposures of UniCredit Banka Slovenija d.d. by rating class

million EUR Rating class	Counterparty risk exposure	
	31. 12. 2010	31. 12. 2009
1	43.45	34.88
2	26.74	21.66
3	2.04	3.57
4	1.30	5.27
5	2.56	32.72
6	8.47	27.45
7	59.01	1.38
8	15.87	2.49
Non-performing	8.61	1.19
Total	168.05	130.59

Market Risk

UniCredit Banka Slovenija d.d. takes on exposures to market risks, 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, and commodity and equity products. All of these are exposed to general and specific market movements and changes in the level of volatility of market rates or prices such as interest rates, credit spreads, foreign exchange rates, and commodity and equity prices.

MARKET RISK MANAGEMENT TECHNIQUES

Market risk management includes all activities in connection with the Banks' treasury operations and management of the balance sheet structure. Risk positions are aggregated at least daily, analyzed by the independent market risk management unit and compared with the risk limits set by the ALCO committee.

At UniCredit Banka Slovenija d.d., market risk management includes ongoing reporting on the risk position, limit utilization, and the daily presentation of results of treasury operations.

The ALCO sets the risk limits for the Bank's market risk activities at least once a year in close cooperation with the respective units at UniCredit Bank Austria AG, Vienna. The entire set of rules for treasury operations and market risk management is laid down in the Financial Markets Rulebook and is divided into three parts (General Part, Specific Part and Unit Parts). Only authorized risk-takers are permitted to enter into risk positions.

UniCredit Banka Slovenija d.d. uses for its market risk management the NORISK risk model which was developed by the Strategic Risk Management unit of UniCredit Bank Austria AG, Vienna and has been used for several years by UniCredit Banka Slovenija d.d.. Ongoing refinement work which is done by the above mentioned Strategic Risk Management unit in Vienna includes reviewing the model as part of back-testing procedures, integrating new products and adjusting the system to general market developments.

In this context, at UniCredit Banka Slovenija d.d., a product introduction process has been established in which the Risk Management unit plays a decisive role in approving new products together with the sales units.

Based on aggregated data, the NORISK risk management system provides the major risk parameters for treasury operations once a day.

The principal tool used to measure and control market risk exposures is Value at Risk (VaR). VaR is the estimated loss that will arise on a specific portfolio over a specified period of time (holding period) from an adverse market movement with a specified probability (confidence level). VaR for internal risk measurement is based on a one-day holding period and a confidence interval of 99 %. Besides VaR, the 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.

Other factors of equal importance are stress-oriented volume and position limits. Additional elements of the limit system are loss-warning level limits. Monitoring income trends by means of stop-loss limits provide an early indication of any accumulation of position losses.

Regular stress scenario calculations complement the information provided to ALCO and the Management Board. Such stress scenarios are based on assumptions of extreme movements in individual market risk parameters. UniCredit Banka Slovenija d.d. analyses the effect of these fluctuations and a liquidity disruption in specific products and risk factors on the Bank's results and net asset position.

These assumptions of extreme movements are dependent on currency and liquidity and are set by the Bank in close cooperation with the Strategic Risk Management unit of UniCredit Bank Austria AG, Vienna on a discretionary basis. The results of these stress tests are taken into account in establishing and reviewing limits.

In addition to the risk model results, income data from market risk activities are also determined and communicated on a daily basis. These data are presented over time and compared with current budget figures. Reporting covers the components reflected in IFRS-based net income and the marking to market of all investment positions regardless of their recognition in the IFRS-based financial statements (total return).

In order to check the market conformity of deals, UniCredit Banka Slovenija d.d. uses the MARCONIS system, which was developed by UniCredit Bank Austria AG, Vienna. The MARCONIS system reviews completely and systematically the market conformity of each treasury transaction. Both in 2010 and in 2009, there were no deals concluded which were finally classified as not market conform.

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 2010 are at levels comparable to the previous year's results. The VaR figures for 2010 are compared to the year 2009 figures in the table below and include interest, foreign exchange, equity and spread positions of the Bank.

VaR of UniCredit Banka Slovenija d.d. in 2010 and 2009

EUR 1,000	Value at Risk 2010			Value at Risk 2009		
	Minimum	Maximum	Average	Minimum	Maximum	Average
Slovenia	1,718.50	3,625.95	2,638.38	1,446.20	4,844.50	2,824.70

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VaR development of UniCredit Banka Slovenija d.d. in 2010



In the management of interest rate risk the Bank positions itself mainly in EUR, USD and CHF. Exposures in these currencies during 2010 and 2009 are presented below and include trading book as well as all banking book items. The Bank only ran insignificant positions in currencies other than presented here.

The relation between 'interest rate risk in the banking book' and the Bank's capital established by the Basel II framework requires the Bank to compare the change in market value of the banking book after a 2 % interest rate shock with the Bank's net capital resources. In case such an interest rate shock absorbs more than 20 % of the Bank's net capital resources the Bank's supervisory authority may require the Bank to take measures in order to reduce risk.

Stress testing results show that a 2-percent interest rate shock at year end 2010 would absorb about 3.8 % of the Bank's net capital resources which is far below the threshold level of 20 %. The current investment of equity capital is taken into account as an open risk position.

Interest rate basis point shift in 2010

EUR Currency	31. 12. 2010						Annual max, min, average		
	Up to 1 month	1 month to 3 months	3 months to 1 year	1 year to 5 years	Over 5 years	Total	Annual maximum	Annual minimum	Absolute average
CHF	132	(139)	(1,449)	(420)	(985)	(2,862)	3,139	(7,300)	2,064
EUR	(218)	(6,263)	(15,317)	(11,584)	24,096	(9,284)	36,859	(16,252)	12,335
USD	(20)	(27)	455	7	0	415	1,891	(135)	1,438
Total	372	6,429	17,244	12,011	25,082	12,585	37,030	69	15,886

Interest rate basis point shift in 2009

EUR Currency	31. 12. 2009						Annual max, min, average		
	Up to 1 month	1 month to 3 months	3 months to 1 year	1 year to 5 years	Over 5 years	Total	Annual maximum	Annual minimum	Absolute average
CHF	(58)	(248)	(1,968)	590	91	(1,592)	2,944	(8,435)	2,629
EUR	(65)	2,134	(6,892)	4,370	6,051	5,599	29,803	(22,110)	9,085
USD	(34)	9	110	1,049	467	1,600	2,352	(275)	1,879
Total	163	2,393	9,040	6,009	6,610	8,858	33,591	63	13,649

The Bank's debt security portfolio mainly comprises bonds from first-class issuers classified as trading, available for sale or held to maturity. The Bank regularly monitors the situation on the financial markets and estimates credit ratings of the issuers. In addition to exposures in debt securities, credit spread positions are generated by the Bank's bond future trading activities. As a measure of credit spread risk the Bank daily calculates and monitors the spread basis point value of its portfolios.

Spread basis point value in 2010

EUR Maturity	31. 12. 2010					Annual max, min, average		
	Up to 6 months	6 months to 2 years	2 years to 7 years	Over 7 years	Total	Annual maximum	Annual minimum	Absolute average
Total	(1,554)	(20,396)	(113,088)	(12,590)	147,628	161,556	111,857	141,786

Spread basis point value in 2009

EUR Maturity	31. 12. 2009					Annual max, min, average		
	Up to 6 months	6 months to 2 years	2 years to 7 years	Over 7 years	Total	Annual maximum	Annual minimum	Absolute average
Total	(1,223)	(25,660)	(83,240)	(10,707)	120,830	171,287	105,661	131,655

The sensitivity approaches presented above have been developed further to incorporate stress testing and scenario analysis for all the major market risk components. Each month the Bank runs and reviews Basel II prescribed stress tests as well as tests defined by UniCredit. The impacts of various potential interest rate, foreign currency and credit spread shocks get assessed for both the trading and banking book exposures.

Besides VaR, FX positioning is also monitored by each currency on aggregated position level. Larger positions were only held in major currencies.

Open FX position in major currencies in 2010

EUR 1,000 Currency	max. short	max. long
AUD	(71)	44
CAD	(14)	111
CHF	(4,760)	1,810
GBP	(1,131)	370
JPY	(1,982)	30
USD	(2,557)	2,998

Open FX position in major currencies in 2009

EUR 1,000 Currency	max. short	max. long
AUD	(76)	120
CAD	(33)	102
CHF	(4,453)	600
GBP	(1,060)	500
JPY	(1,018)	744
USD	(1,694)	4,689

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Financial instruments measured at fair value at the end of 2010, by the level in the fair value hierarchy

EUR 1,000	Level 1	Level 2	Level 3	Total
Financial assets held for trading	890	117,050	-	117,940
Financial assets designated at fair value through profit or loss	-	-	-	-
Available-for-sale financial assets	142,846	239,344	8,560	390,750
Derivatives - hedge accounting	-	4,874	-	4,874
Total	143,736	361,268	8,560	513,564
Financial liabilities held for trading	278	109,074	-	109,352
Derivatives - hedge accounting	-	55,524	-	55,524
Total	278	164,598	-	164,876

Financial instruments measured at fair value at the end of 2009, by the level in the fair value hierarchy

EUR 1,000	Level 1	Level 2	Level 3	Total
Financial assets held for trading	3,366	81,824	-	85,190
Financial assets designated at fair value through profit or loss	-	-	6,366	6,366
Available-for-sale financial assets	89,185	250,203	13,220	352,608
Derivatives - hedge accounting	-	5,672	-	5,672
Total	92,551	337,699	19,586	449,836
Financial liabilities held for trading	525	81,765	-	82,290
Derivatives - hedge accounting	-	13,992	-	13,992
Total	525	95,757	-	96,282

Balance sheet positions in different currencies as of 31. 12. 2010

EUR 1,000 Content	EUR	CHF	Other currencies	TOTAL
Cash and cash balances with central banks	82,920	383	1,014	84,316
Financial assets held for trading	117,096	130	714	117,940
Financial assets designated at fair value through profit or loss	-	-	-	-
Available-for-sale financial assets	390,750	-	-	390,750
Derivatives - hedge accounting	4,874	-	-	4,874
Loans and receivables	1,865,442	458,915	10,446	2,334,802
To banks	17,492	796	7,354	25,642
To customers	1,847,950	458,119	3,092	2,309,160
Held-to-maturity financial assets	29,886	-	-	29,886
Non-current assets held for sale	-	-	-	-
Property, plant and equipment	8,995	-	-	8,995
Intangible assets	15,032	-	-	15,032
Tax assets	3,634	-	-	3,634
Current tax assets	0	-	-	0
Deferred tax assets	3,634	-	-	3,634
Other assets	1,668	4,552	37	6,257
TOTAL ASSETS	2,520,297	463,979	12,210	2,996,486
Deposits from central banks	-	-	-	-
Financial liabilities held for trading	108,204	664	484	109,352
Derivatives - hedge accounting	16,948	38,577	-	55,524
Financial liabilities measured at amortized cost	2,358,644	233,383	16,890	2,608,917
Deposits from banks	1,340,884	102,580	378	1,443,842
Deposits from customers	763,903	2,410	16,512	782,825
Loans from banks	223,708	128,394	-	352,102
Subordinated liabilities	30,148	-	-	30,148
Provisions	2,117	-	-	2,117
Tax liabilities	2,408	-	-	2,408
Current tax liabilities	921	-	-	921
Deferred tax liabilities	1,487	-	-	1,487
Other liabilities	20,727	375	17	21,119
TOTAL LIABILITIES	2,509,047	272,998	17,391	2,799,437
Share capital	16,258	-	-	16,258
Share premium	61,885	-	-	61,885
Fair value reserves	(7,496)	-	-	-7,496
Retained earnings	119,829	-	-	119,829
Net profit for the year	6,573	-	-	6,573
TOTAL EQUITY	197,049	-	-	197,049
TOTAL LIABILITIES AND EQUITY	2,706,096	272,998	17,391	2,996,486
Off-balance-sheet items	4,078,143	868,699	121,581	5,068,424

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Balance sheet positions in different currencies as of 31. 12. 2009

EUR 1,000 Content	EUR	CHF	Other currencies	TOTAL
Cash and cash balances with central banks	76,810	501	710	78,021
Financial assets held for trading	82,236	218	2,205	84,659
Financial assets designated at fair value through profit or loss	5,372	994	-	6,366
Available-for-sale financial assets	352,608	-	-	352,608
Derivatives - hedge accounting	5,672	-	-	5,672
Loans and receivables	2,181,310	460,168	16,571	2,658,049
To banks	545,484	124	15,517	561,125
To customers	1,635,826	460,044	1,054	2,096,924
Held-to-maturity financial assets	29,773	-	-	29,773
Non-current assets held for sale	65	-	-	65
Property, plant and equipment	9,530	-	-	9,530
Intangible assets	12,621	-	-	12,621
Tax assets	2,498	-	-	2,498
Current tax assets	822	-	-	822
Deferred tax assets	1,676	-	-	1,676
Other assets	27,468	5	33	27,506
TOTAL ASSETS	2,785,963	461,886	19,519	3,267,368
Deposits from central banks	120,633	-	-	120,633
Financial liabilities held for trading	78,615	835	2,315	81,765
Derivatives - hedge accounting	13,992	-	-	13,992
Financial liabilities measured at amortized cost	2,620,758	201,891	13,932	2,836,581
Deposits from banks	1,564,256	37,291	1,039	1,602,586
Deposits from customers	805,615	2,245	12,893	820,753
Loans from banks	220,758	162,355	-	383,113
Subordinated liabilities	30,129	-	-	30,129
Provisions	2,478	-	-	2,478
Tax liabilities	1,253	-	-	1,253
Current tax liabilities	-	-	-	-
Deferred tax liabilities	1,253	-	-	1,253
Other liabilities	17,920	657	872	19,449
TOTAL LIABILITIES	2,855,649	203,383	17,119	3,076,151
Share capital	16,258	-	-	16,258
Share premium	61,885	-	-	61,885
Fair value reserves	(182)	-	-	(182)
Retained earnings	108,857	-	-	108,857
Net profit for the year	4,399	-	-	4,399
TOTAL EQUITY	191,217	-	-	191,217
TOTAL LIABILITIES AND EQUITY	3,046,866	203,383	17,119	3,267,368
Off-balance-sheet items	4.237.854	820.003	111.986	5.169.843

FINANCIAL DERIVATIVES

Following international recommendations, the Bank classifies its derivatives transactions into interest rate contracts, foreign exchange contracts, securities related transactions and credit and other derivatives based on the underlying financial instrument.

In all the categories, a distinction is made between over-the-counter (OTC) and exchange traded products. Most of the derivatives portfolio is composed of the OTC derivatives only a minor part represent bond futures as an exchange traded product. During the year, the Bank actively used this instrument for interest rate position management purposes. This is evident from the below tables showing a breakdown of all derivatives transactions by the remaining time to maturity.

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 to optimize its balance sheet structure.

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 at the balance sheet date where positive market values of OTC contracts indicate the current default risk arising from the relevant activity.

Risk Report

Total volume of derivative transactions as of 31. 12. 2010

million EUR	Notional amounts Remaining maturity				Market value		Notional amounts		Market value (positive)		Market value (negative)	
	< 1 year	1-5 years	> 5 years	Total	(positive)	(negative)	Banking book	Trading book	Banking book	Trading book	Banking book	Trading book
TOTAL	2,252	1,945	796	4,993	121	164	1,726	3,268	4	117	55	109
of which OTC-products	2,252	1,945	791	4,987	121	164	1,726	3,262	4	117	55	109
of which: exchange-traded products	-	-	6	6	-	-	-	6	-	-	-	-
A. Interest rate contracts	1,698	1,213	598	3,510	32	38	1,514	1,996	4	28	17	21
OTC products	1,698	1,213	593	3,504	32	38	1,514	1,990	4	28	17	21
FRAs	-	-	-	-	-	-	-	-	-	-	-	-
Forward interest rate transactions	-	-	-	-	-	-	-	-	-	-	-	-
Single-currency swaps	1,425	856	440	2,720	31	36	1,514	1,206	4	26	17	19
Interest rate options bought	137	179	77	392	2	-	-	392	-	2	-	-
Interest rate options sold	137	179	77	392	-	2	-	392	-	-	-	2
Other interest rate contracts	-	-	-	-	-	-	-	-	-	-	-	-
Exchange-traded products	-	-	6	6	-	-	-	6	-	-	-	-
Interest rate futures	-	-	6	6	-	-	-	6	-	-	-	-
Options on interest rate futures	-	-	-	-	-	-	-	-	-	-	-	-
B. Foreign exchange contracts	538	731	198	1,467	87	125	212	1,255	-	88	38	87
OTC products	538	731	198	1,467	87	125	212	1,255	-	88	38	87
Forward foreign exchange transactions	284	-	-	284	6	6	-	284	-	6	-	6
Cross-currency swaps	15	370	179	563	50	88	212	351	-	50	38	50
Currency options bought	128	192	11	330	32	-	-	330	-	32	-	-
Currency options sold	112	170	9	291	-	32	-	291	-	-	-	32
Other foreign exchange contracts	-	-	-	-	-	-	-	-	-	-	-	-
Exchange-traded products	-	-	-	-	-	-	-	-	-	-	-	-
Currency futures	-	-	-	-	-	-	-	-	-	-	-	-
Options on currency futures	-	-	-	-	-	-	-	-	-	-	-	-
C. Securities-related transactions	-	-	-	-	-	-	-	1	-	-	-	-
OTC products	-	-	-	-	-	-	-	1	-	-	-	-
Securities swaps	-	-	-	-	-	-	-	-	-	-	-	-
Equity options bought	-	-	-	-	-	-	-	-	-	-	-	-
Equity options sold	-	-	-	-	-	-	-	-	-	-	-	-
Other securities-related contracts	-	-	-	-	-	-	-	-	-	-	-	-
Exchange-traded products	-	-	-	-	-	-	-	-	-	-	-	-
Equity and equity index futures	-	-	-	-	-	-	-	-	-	-	-	-
Equity and equity index options	-	-	-	-	-	-	-	-	-	-	-	-
D. Credit- and other derivatives	16	-	-	16	1	-	-	16	-	1	-	-
OTC products	16	-	-	16	1	-	-	16	-	1	-	-
Credit default swaps	-	-	-	-	-	-	-	-	-	-	-	-
Total return swaps	-	-	-	-	-	-	-	-	-	-	-	-
Other credit derivatives	-	-	-	-	-	-	-	-	-	-	-	-
Other derivatives (commodities)	16	-	-	16	1	-	-	16	-	1	-	-

Total volume of derivative transactions as of 31. 12. 2009

million EUR	Notional amounts			Total	Market value		Notional amounts		Market value (positive)		Market value (negative)	
	Remaining maturity		> 5		(positive)	(negative)	Banking book	Trading book	Banking book	Trading book	Banking book	Trading book
	< 1 year	1-5 years	years									
TOTAL	2,137	2,588	599	5,324	83	96	903	4,421	6	77	14	82
of which OTC-products	2,135	2,588	599	5,322	83	96	903	4,418	6	77	14	82
of which: exchange-traded products	2	-	-	2	-	-	-	2	-	-	-	-
A. Interest rate contracts	1,251	2,204	568	4,023	42	51	843	3,180	6	36	13	38
OTC products	1,249	2,204	568	4,021	42	51	843	3,178	6	36	13	38
FRAs	-	-	-	-	-	-	-	-	-	-	-	-
Forward interest rate transactions	-	-	-	-	-	-	-	-	-	-	-	-
Single-currency swaps	1,182	1,223	318	2,723	36	46	843	1,880	6	31	13	33
Interest rate options bought	34	491	125	649	5	-	-	649	-	5	-	-
Interest rate options sold	34	491	125	649	-	5	-	649	-	-	-	5
Other interest rate contracts	-	-	-	-	-	-	-	-	-	-	-	-
Exchange-traded products	2	-	-	2	-	-	-	2	-	-	-	-
Interest rate futures	2	-	-	2	-	-	-	2	-	-	-	-
Options on interest rate futures	-	-	-	-	-	-	-	-	-	-	-	-
B. Foreign exchange contracts	861	383	31	1,276	39	42	60	1,216	-	39	1	42
OTC products	861	383	31	1,276	39	42	60	1,216	-	39	1	42
Forward foreign exchange transactions	277	1	-	278	2	5	-	278	-	2	-	5
Cross-currency swaps	20	166	31	217	8	9	60	157	-	8	1	8
Currency options bought	293	108	-	401	29	-	-	401	-	29	-	-
Currency options sold	271	109	-	380	-	29	-	380	-	-	-	29
Other foreign exchange contracts	-	-	-	-	-	-	-	-	-	-	-	-
Exchange-traded products	-	-	-	-	-	-	-	-	-	-	-	-
Currency futures	-	-	-	-	-	-	-	-	-	-	-	-
Options on currency futures	-	-	-	-	-	-	-	-	-	-	-	-
C. Securities-related transactions	-	-	-	-	-	-	-	-	-	-	-	-
OTC products	-	-	-	-	-	-	-	-	-	-	-	-
Securities swaps	-	-	-	-	-	-	-	-	-	-	-	-
Equity options bought	-	-	-	-	-	-	-	-	-	-	-	-
Equity options sold	-	-	-	-	-	-	-	-	-	-	-	-
Other securities-related contracts	-	-	-	-	-	-	-	-	-	-	-	-
Exchange-traded products	-	-	-	-	-	-	-	-	-	-	-	-
Equity and equity index futures	-	-	-	-	-	-	-	-	-	-	-	-
Equity and equity index options	-	-	-	-	-	-	-	-	-	-	-	-
D. Credit- and other derivatives	25	-	-	25	2	2	-	25	-	2	-	2
OTC products	25	-	-	25	2	2	-	25	-	2	-	2
Credit default swaps	-	-	-	-	-	-	-	-	-	-	-	-
Total return swaps	-	-	-	-	-	-	-	-	-	-	-	-
Other credit derivatives	-	-	-	-	-	-	-	-	-	-	-	-
Other derivatives (commodities)	25	-	-	25	2	2	-	25	-	2	-	2

Risk Report

Liquidity Risk

Liquidity risk is the risk that the Bank is unable to meet on time its payment obligations associated with its financial liabilities when they fall due or to replace funds when they are withdrawn. The consequence may be the failure to meet obligations to repay depositors and fulfill commitments to lend.

This type of risk is inherent in the banking operations and can be triggered by institution-specific events like a rating downgrade or market-wide events such as system outage or capital and money market disruptions.

UniCredit Banka Slovenija d.d. considers liquidity risk as a central risk in banking business and manages it in a comprehensive and structured manner. Procedures, responsibilities and reporting lines in this area have been laid down in the liquidity policy and include a contingency plan in the event of a liquidity crisis.

The two main components of the Bank's liquidity risk management are short-term liquidity and structural liquidity management. Both include scenario analysis and stress testing aspects in addition to regular position monitoring and management activities.

SHORT-TERM LIQUIDITY

Under the short-term component of liquidity risk management, the Bank understands aspects of intraday liquidity and day-to-day funding needs of the Bank. The first focuses on ensuring access to sufficient intraday liquidity to meet any obligations the Bank may have to clearing and settlement systems and includes monitoring of major currency payment flows and payment system collateral in real time.

The day-to-day funding is managed by active participation in the interbank market in line with the arising funding needs and developments identified in the monthly funding plan. Daily monitoring of short-term liquidity gaps ensures that on any day and over any future time period there is a limited amount of refinancing required.

To ensure business continuity during periods of severely adverse developments, the Bank runs short-term liquidity stress tests for a range of potential scenarios. Stress testing is performed on a monthly basis and defines a name crisis and rating downgrade scenarios among possible UniCredit Bank specific scenarios. Among the market-wide scenarios the settlement or payments system disruption scenario and the funding market disruption scenario are regarded as the most relevant ones. By securing an appropriate level of funding resources the Bank ensures that its potential refinancing capacities at all times exceed the funding needs projected in individual scenarios.

STRUCTURAL LIQUIDITY

Structural liquidity management is a complement to the interbank market focused short-term liquidity framework. It covers an extended time horizon from overnight maturities up to the final maturities of the Bank's long-term assets and liabilities and takes account of maturity, currency and concentration aspects. The overall structural liquidity position is continuously reviewed against a standard scenario and against scenarios of market and bank-specific liquidity crisis. Excessive structural mismatches are avoided by currency level monitoring which also confines the Bank's sensitivity to swap market disruptions.

A comprehensive self-assessment of the Bank's overall funding possibilities is always available in the last version of the liquidity policy statement.

Structural liquidity management is not restricted to the overall liquidity situation but also deals with developments of proprietary and customer positions on product level. The volumes of committed credit lines, volumes of customer sight deposits and savings accounts and volumes of newly approved loans are of particular relevance. Reflecting the growing importance of core customer deposits as a stable and reliable funding source, the Bank improved its sight deposit and savings account liquidity management by implementing an internal model approach based on behavioral characteristics of these products.

Current management of the Bank's customer business takes account of liquidity costs. The applicable rates are debited or (on the basis of an opportunity approach) credited to the various products on the assets and the liabilities side which have an effect on liquidity. In the current controlling process, this ensures the proper pricing of the Bank's business.

YEAR-END ASSESSMENT OF LIQUIDITY

Despite difficult situation on global and local markets, the Bank has maintained a strong liquidity profile throughout 2010. The main source of funding besides the primary funding sources remains the liquidity center at UniCredit Bank Austria AG, Vienna where the Bank refinances at the liquidity costs of UniCredit.

The Bank maintains a portfolio of marketable assets including the Slovenian government bonds that can be sold or funded on a secured basis as protection against any unforeseen interruption to cash flow.

Balance sheet, due to maturity on 31. 12. 2010

EUR 1,000 Content	Total	On demand	Up to 1 month	1 - 3 months	3 - 12 months	1 - 5 years	Over 5 years
Cash and cash balances with central banks	84,316	32,316	52,000	-	-	-	-
Financial assets held for trading	117,940	-	11,784	5,713	10,039	76,115	14,289
Financial assets designated at fair value through profit or loss	-	-	-	-	-	-	-
Available-for-sale financial assets	390,750	-	53	3,885	50,337	114,590	221,885
Derivatives - hedge accounting	4,874	-	3	147	2,037	1,754	933
Loans and receivables	2,334,802	6,941	112,025	99,942	417,877	919,882	778,135
To banks	25,642	6,941	361	662	4,634	12,233	811
To customers	2,309,160	-	111,664	99,280	413,243	907,649	777,324
Held-to-maturity financial assets	29,886	-	-	3	9,991	19,892	-
Non-current assets held for sale	-	-	-	-	-	-	-
Property, plant and equipment	8,995	-	-	-	-	-	8,995
Intangible assets	15,032	-	-	-	-	-	15,032
Tax assets	3,634	-	-	-	-	3,634	-
Current tax assets	-	-	-	-	-	-	-
Deferred tax assets	3,634	-	-	-	-	3,634	-
Other assets	6,257	-	6,017	55	61	89	35
Total assets (1)	2,996,486	39,257	181,882	109,745	490,342	1,135,956	1,039,304
Deposits from central banks	-	-	-	-	-	-	-
Financial liabilities held for trading	109,352	-	11,545	1,207	12,845	74,741	9,014
Derivatives - hedge accounting	55,524	-	171	15	1,739	10,305	43,294
Financial liabilities measured at amortized cost	2,608,917	331,593	446,356	521,864	579,201	589,995	139,908
Time deposits to banks	1,443,842	8,254	202,735	451,016	463,846	287,991	30,000
Time deposits to customers	782,825	323,339	242,921	70,050	105,291	40,390	834
Loans from banks	352,102	-	552	798	10,064	261,614	79,074
Subordinated liabilities	30,148	-	148	-	-	-	30,000
Provisions	2,117	-	62	9	197	817	1,032
Tax liabilities	2,408	-	-	-	921	1,487	-
Current tax liabilities	921	-	-	-	921	-	-
Deferred tax liabilities	1,487	-	-	-	-	1,487	-
Other liabilities	21,119	-	15,886	532	2,468	1,900	333
Share capital	16,258	-	-	-	-	-	16,258
Share premium	61,885	-	-	-	-	-	61,885
Fair value reserves	(7,496)	-	-	-	-	-	(7,496)
Retained earnings	119,829	-	-	-	-	-	119,829
Net profit for the year	6,573	-	-	-	-	-	6,573
Total liabilities and equity (2)	2,996,486	331,593	474,020	523,627	597,371	679,245	390,630
Inconsistency (1)-(2)	-	(292,336)	(292,138)	(413,882)	(107,029)	456,711	648,674

Risk Report

Balance sheet, due to maturity on 31. 12. 2009

EUR 1,000 Content	Total	On demand	Up to 1 month	1 - 3 months	3 - 12 months	1 - 5 years	Over 5 years
Cash and cash balances with central banks	78,021	78,021	-	-	-	-	-
Financial assets held for trading	84,659	-	11,668	5,101	31,806	29,226	6,858
Financial assets designated at fair value through profit or loss	6,366	-	801	31	1,549	3,926	59
Available-for-sale financial assets	352,608	-	58	34,317	4,935	118,908	194,390
Derivatives - hedge accounting	5,672	-	16	1,678	1,531	1,918	529
Loans and receivables	2,658,049	62,719	328,578	252,398	550,524	793,496	670,334
To banks	561,125	62,719	233,384	169,584	88,593	5,359	1,486
To customers	2,096,924	-	95,194	82,814	461,931	788,137	668,848
Held-to-maturity financial assets	29,773	-	-	2	18	29,753	-
Non-current assets held for sale	65	-	-	-	-	65	-
Property, plant and equipment	9,530	-	-	-	-	-	9,530
Intangible assets	12,621	-	-	-	-	-	12,621
Tax assets	2,498	-	-	-	822	1,676	-
Current tax assets	822	-	-	-	822	-	-
Deferred tax assets	1,676	-	-	-	-	1,676	-
Other assets	27,506	-	15,869	2,528	964	8,137	8
Total assets (1)	3,267,368	140,740	356,990	296,055	592,149	987,105	894,329
Deposits from central banks	120,633	-	-	-	120,633	-	-
Financial liabilities held for trading	81,765	-	3,339	6,961	33,812	28,963	8,690
Derivatives - hedge accounting	13,992	-	435	2,923	427	2,016	8,191
Financial liabilities measured at amortized cost	2,836,581	286,871	615,339	818,250	263,904	469,336	382,881
Time deposits to banks	1,602,586	12,428	350,466	661,514	164,587	333,591	80,000
Time deposits to customers	820,753	274,443	264,155	155,991	42,121	83,313	730
Loans from banks	383,113	-	589	745	57,196	52,432	272,151
Subordinated liabilities	30,129	-	129	-	-	-	30,000
Provisions	2,478	-	189	33	1,081	525	650
Tax liabilities	1,253	-	-	-	-	1,253	-
Current tax liabilities	-	-	-	-	-	-	-
Deferred tax liabilities	1,253	-	-	-	-	1,253	-
Other liabilities	19,449	-	14,231	281	2,258	2,176	503
Share capital	16,258	-	-	-	-	-	16,258
Share premium	61,885	-	-	-	-	-	61,885
Fair value reserves	(182)	-	-	-	-	-	(182)
Retained earnings	108,857	-	-	-	-	-	108,857
Net profit for the year	4,399	-	-	-	-	-	4,399
Total liabilities and equity (2)	3,267,368	286,871	633,533	828,448	422,115	504,269	592,132
Inconsistency (1)-(2)	-	(146,131)	(276,543)	(532,393)	170,034	482,836	302,197

Operational Risk

OPERATIONAL RISK FRAMEWORK

Operational risk is the risk of direct or indirect loss arising from a wide variety of causes associated with the bank's processes, personnel, technology and infrastructure, and from external factors other than credit, market and liquidity risk. Operational risk also includes legal risk, but it excludes strategic and reputation risk.

To monitor, mitigate and control the operational risk, the Bank has established a consistent, value-added framework for assessing and managing operational risk and the overall effectiveness of internal control environment. The Bank focuses on proactive identification and mitigation of operational risk and related incidents. The goal is to keep operational risk at appropriate levels, in light of the Bank's financial strength, the characteristics of its businesses, the markets in which it operates, and the competitive and regulatory environment to which it is subject. Key themes are transparency of information, escalation of key issues and accountability for issue resolution.

The Bank's approach to operational risk management is intended to mitigate such losses by supplementing traditional control-based approaches to operational risk with risk measures, tools and disciplines that are risk-specific, consistently applied and utilized. Spread of culture that is aware of operational risk is an essential tool to mitigate the risk and reduce the actual losses.

OPERATIONAL RISK GOVERNANCE SYSTEM

The Management Board of UniCredit Banka Slovenija d.d. has the ultimate responsibility for the effective control over the operational risk exposure. The Management Board in co-ordination with the senior management is also responsible for verifying that the operational risk measurement and control system is closely integrated in the day-to-day risk management process.

At UniCredit Banka Slovenija d.d., the entity responsible for taking decisions on operational risk topics is the Operational Risk Committee (OpRisk Committee). Within the Committee, the risk exposure, the mitigation actions, the measuring and control methodologies and all analyses done on operational risk are reported and discussed. The Committee is responsible for proposing interventions according to risks/scenarios reported results, recommending insurance policies where applicable. Based on operational risk reporting, operational risk control procedures and limits are proposed and monitored.

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.

OPERATIONAL RISK MEASUREMENT SYSTEM

The operational risk governance system of UniCredit Banka Slovenija d.d. enables timely identification, management and mitigation of risk exposure, defining a system of responsibilities and controls of the involved structures.

UniCredit Banka Slovenija d.d. has been using the Advanced Measurement Approach (AMA) for measuring and calculating capital requirement for operational risk since September 2009. An enhanced version of the risk capital model for operational risk has been developed at the Group level and implemented also in our Bank. It uses a combination of internal and external loss data to support statistical modeling of capital requirement estimates, which are then adjusted to reflect qualitative data regarding the operational risk and control environment.

The Bank's operational risk framework is supported by the Application for Risk Gauging Online (ARGO), a group internally designed operational risk software tool. ARGO integrates the individual components of the operational risk management framework into a unified, web-based tool. ARGO enhances the capture, reporting and analysis of operational risk data by enabling risk identification, measurement, monitoring, reporting and analysis to be done in an integrated manner, thereby enabling efficiencies in the Bank's monitoring and management of its operational risk.

A network of independent functions and teams is involved in managing and controlling risks, providing the Management Board with sufficient information on the risk situation and enabling the Management Board to manage risk. The main tool is the Operational Risk Managers Report which provides timely and accurate information, including information about actual operational loss levels as well as mitigation measures. The

Risk Report

purpose of these reports is to enable management to maintain operational risk at appropriate levels within each line of business, to escalate issues.

The main four elements of Operational Management and Measurement System are: internal and external loss data collection and analysis, scenario analysis and business environment and internal control factors (KRIs).

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.

Operational risk losses get regularly reconciled with the Bank's Profit and Loss Statement in order to ensure completeness of the collected operational risk losses.

The Bank has to consider the fact that it always takes numerous measures to manage and reduce operational risk. Implementation of mitigation measures is constantly monitored and new measures are proposed.

Key Risk Indicators (KRI)

Risk indicators are numerical variables whose trend is linked to the processes' operational risk exposure. Risk indicators are ratios or data reflecting the operational risk profile: the value of an indicator should be correlated to changes in risk levels. Monitoring operational risk using indicators will give the Operational Risk Team, process owners and persons directly in charge of the risk management early warning signals. The selection process of indicators involves the Operational Risk Management function and process owners and is based on internal loss data, external events, scenario analysis, experts' suggestion of processes and internal audit, business environment and internal control factors.

Scenario Analysis

The goal of scenario analysis is to assess the Bank's operational risk exposure to high impact and low probability events. The scenarios are defined by analyzing internal losses, external events deemed relevant, key operational risk indicators' trend, processes, products and event types. The experience of process managers and operational risk managers as well as suggestions from internal audit and the senior management is taken into consideration. Results, in terms of worst case scenarios, critical processes, mitigation proposals or impacts on capital at risk are described in specific scenario reports.

Internal Validation

The Bank uses internal validation process and supporting architecture as a dynamic risk management tool. The main objective of the internal validation is to assess the overall soundness and the effectiveness of the Operational Risk Management System as well as the compliance to the Group standards and the Supervisory requirements for using the AMA.

The goal of the internal validation process is to identify the key operational risks specific to our environment and assess the degree to which it maintains appropriate controls. Action plans are developed for control issues identified, and business units are held accountable for tracking and resolving these issues on a timely basis.

PLANNED ACTIVITIES IN 2011

In 2011, the activities with regard to operational risk will focus on the following:

- Further improvement on local data quality as data quality issue will become of even greater importance with the adoption of the new allocation mechanism used for calculation of capital requirement for operational risk.
- Further rising of operational risk awareness on all levels in the bank and to further create the environment where operational risk events are seen as a chance for process improvement and potential mitigation.

Legal and Compliance Risks

Banks are highly regulated financial institutions and constantly supervised by competent authorities as they bring and bear systemic risk. Legal and compliance risks represent risks of loss of earnings arising from violations or non compliance with laws, by-laws, rules, regulations, agreements, prescribed practices, or ethical standards. The Bank faces the legal methodology risk, which is the risk that the methods adopted and steps taken to protect the Bank's assets against claims by others or to protect against liability to pay damages or compensation to others are inadequate. In addition, the Bank is subject to operational legal risk which arises, in the course of the conduct of the Bank's commercial operations, that it incurs obligations or liabilities that were not foreseen, or are greater than were foreseen or that its rights and claims prove to be fewer, or of a lower value, than had been expected.

The Bank is exposed also to the compliance risks, such as the risks of the law sanctions, measures of supervisory authorities, monetary losses or reputational risks, which the Bank shall bear as a consequence of unintentional or intentional (non)compliance with laws, external or internal regulations, standards, codes, etc.

Our objective is to identify, manage, monitor and mitigate legal and compliance risks throughout the Bank. We seek to actively mitigate these risks by identifying them, setting minimum standards for their management as well as ensuring compliance through proactive monitoring.

The legal and compliance risk policy is implemented through identification and ongoing review of areas where legal risk is found to be present, through allocation of responsibility for the development of procedures for management and mitigation of these risks and through establishing of procedures to monitor compliance, taking into account the required minimum standards.

Legal and compliance risks cannot be entirely eliminated or avoided and they are hardly predictable. UniCredit Banka Slovenija d.d. is involved in a very few legal proceedings, which are still pending.

Business Risk

Business risk is defined as adverse, unexpected change in business volume and/or margins that cannot be attributed to other risk types, resulting in fluctuations of revenues and costs, not considering extraordinary items. The changes in business volume result from unexpected development of market trend, unexpected customer behavior or new market participants/products.

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 Bank's Shareholdings and Equity Interests

UniCredit Banka Slovenija d.d. is not actively making long-term investments in shares on its own account for the purpose of realizing short-term trading or long-term substantial value increases. The shareholdings of the Bank are either closely related to the Bank's business (SWIFT; Bankart etc.) or the result of restructuring attempts (out of loans and reverse repo transaction). Hence, UniCredit Banka Slovenija d.d. sees no need for an active risk management approach.

Risk Report

Real Estate Risk

UniCredit Banka Slovenija d.d. only has a minor exposure in real estate financing and does not invest in real estate itself.

Information According to Pillar 3

In line with the regulation on the Pillar 3 and the fact that UniCredit Banka Slovenija d.d. is consolidated into UniCredit, the Bank has to disclose the following information on capital management, available funds and capital requirements for different risk categories.

Capital Management

Within the Internal Capital Adequacy Assessment Process (ICAAP), UniCredit Banka Slovenija d.d. focuses on the economic view of matching the economic capital (capital demand) with the risk-taking capacity (shareholder's equity) in line with 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 demand and capital supply evolve over time, the Bank ensures that on the one side capital demand — mainly driven by business plans and by risk-profile forecasts in combination with macroeconomic scenarios — does not exceed capital supply and on the other side the capital supply — mainly influenced by planned capital transactions and expected profits — is kept at a level to cover the calculated risks at all times.

Economic capital is intended to reflect the Bank's specific risk profile in a comprehensive and consistent way. With the exception of liquidity risk, economic capital is calculated using uniform value-at-risk methods across all types of risk which were mentioned in this risk report. A specific factor taken into account in the required risk capital is business risk, which reflects the influence of external factors such as consumer behavior or competitive situation on the market value of business divisions or subsidiaries. Unexpected losses over a period of one year are calculated with a confidence level of 99.97 %. The overall responsibility for identification of risks and assessment of risk level is with the ALCO.

Besides the economic view, the Bank has to comply with the regulatory requirements set by the Basel II and the Slovenian legislation. Here, the regulatory capital for credit risk, market risk and operational risk accounts for the capital demand, while balance-sheet capital (Tier 1, Tier 2 and Tier 3) constitutes the capital supply side. 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 2010 and 2009 is presented in the table below. The capital adequacy ratio decreased from 10.29 % at the end of 2009 to 10.05 % at the end of 2010.

Own funds and capital requirement

EUR 1,000 Content	31. 12. 2010	31. 12. 2009
TOTAL OWN FUNDS FOR SOLVENCY PURPOSES	203,670	199,196
ORIGINAL OWN FUNDS	173,670	169,196
Paid up capital	16,258	16,258
Share premium	61,885	61,885
Reserves	117,939	108,857
(-) Other deductions from Original Own Funds	(22,412)	(17,804)
(-) Intangible assets	(15,032)	(12,621)
(-) Other country specific deductions to Original Own Funds	(7,380)	(5,183)
Difference between the reported impairments and provisions according to IFRS and the regulation on loss assessment	0	0
Other valuation differences	7,380	5,183
ADDITIONAL OWN FUNDS	30,000	30,000
Subordinated loan capital	30,000	30,000
TOTAL ORIGINAL OWN FUNDS FOR GENERAL SOLVENCY PURPOSES	173,670	169,196
TOTAL ADDITIONAL OWN FUNDS FOR GENERAL SOLVENCY PURPOSES	30,000	30,000
Gross amount of subordinated loan capital	30,000	30,000
Minimum initial capital required	5,000	5,000
CAPITAL REQUIREMENTS	162,138	154,818
TOTAL CAPITAL REQUIREMENTS FOR CREDIT, COUNTERPARTY CREDIT, DILUTION AND DELIVERY RISKS	154,940	148,036
Standardized approach (SA)	154,940	148,036
SA exposure classes excluding securitization positions	154,940	148,036
Central governments or central banks	0	0
Regional governments or local authorities	4,514	3,292
Administrative bodies and non-commercial undertakings	3,461	2,655
Institutions	3,904	5,244
Corporate	68,903	74,328
Retail	55,337	45,897
Secured by real estate property	3,074	2,066
Past due items	5,800	3,383
Items belonging to regulatory high-risk categories	4,756	5,758
Other items	5,191	5,413
SETTLEMENT RISK	0	0
TOTAL CAPITAL REQUIREMENTS FOR POSITION, FOREIGN EXCHANGE AND COMMODITY RISKS	1,232	1,605
Position, foreign exchange and commodity risks under standardized approaches (SA)	1,232	1,605
Traded debt instruments	1,161	1,582
TOTAL CAPITAL REQUIREMENTS FOR OPERATIONAL RISKS (OpR)	5,966	5,177
OpR Standardized (STA) / Alternative Standardized (ASA) approaches	0	0
OpR Advanced measurement approaches	5,966	5,177
OTHER AND TRANSITIONAL CAPITAL REQUIREMENTS	0	0
Other country specific own funds requirements	0	0
Surplus (+) / Deficit (-) of own funds	41,532	44,378
Solvency ratio (%)	10.05 %	10.29 %

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