

EDGE Certified Foundation Annual Report 2025



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I. Message from the Board

In a year marked by uncertainty and shifting narratives around workplace diversity, fairness and inclusion, one question stood out: is progress holding?

The evidence suggests that it is. Across organizations and geographies, progress continues. Incremental and uneven, but visible in how employees perceive the importance of gender equality as both a credible leadership signal and a clear business case. Our own longitudinal data point to resilience rather than retreat. Support for gender equality has not disappeared, it has become more sensitive to context, and therefore more dependent on how organizations act.

Research from partner organizations points in the same direction. [Equileap's 2026 Gender Equality Report & Ranking](#) of nearly 3,500 publicly listed companies in developed markets shows that overall gender equality performance has improved, even as progress remains uneven across markets. Similarly, [OMFIF's Gender Balance Index 2026](#) indicates that financial institutions are making modest but meaningful gains in senior leadership representation, despite increased scrutiny of diversity and inclusion.

What this points to is a shift in how progress is sustained. Progress does not follow automatically from intent or commitment alone. It depends, in part, on the broader policy environment. It also depends on how organizations operate in practice, how opportunities are allocated, how performance is assessed, how careers develop over time, and how progress is measured and reviewed.

It is in this context that the EDGE Standards Version 6 were approved and introduced in 2025. The review process confirmed both the continued relevance of the EDGE Standards and the strength of the system that supports them. Feedback from the independent Technical Committee and broader stakeholder group was notably strong, reflecting the rigour, structure, and credibility of the process.

Equally important was the work undertaken during the year to ensure that EDGE Standards Version 6 is fully operational. From updating certification requirements to preparing auditors and partners, the focus was on enabling consistent application and building confidence across the certification ecosystem.



"Support for gender equality has not disappeared, it has become more sensitive to context, and therefore more dependent on how organizations act."

This work now allows organizations to engage with the updated EDGE Standards with clarity and assurance.

In parallel, we reached a significant milestone: over 1000 EDGE Certificates granted globally. This milestone reflects continued demand for frameworks that are rigorous, independent, and grounded in evidence.

Looking ahead, the foundations laid in 2025 will support the next phase of development. A thematic review on artificial intelligence and workplace fairness is now underway, reflecting the growing role of algorithmic decision-making in shaping career outcomes. At the same time, regulatory developments—particularly in pay transparency—are accelerating expectations for measurable, verifiable progress. In response, we are advancing the development of a dedicated EDGE Pay Equity and Transparency Certification, with planned release in 2026.

The year ahead will continue to require focus and clarity. The path forward will be defined by the consistent application of fair, transparent, and accountable systems. Our role remains to support this work through standards that are rigorous, credible, and impactful.

We thank the organizations, partners, and experts who continue to contribute to this effort. Their commitment remains essential to ensuring that progress is not only sustained, but strengthened.



Priya Natarajan

President of the Board



Aniela Unguresan

Founder and Member of
the Board



II. Our Vision, Mission, and Values



OUR VISION

Our vision is to create a world of equal opportunities, a world where men and women are equally valued and respected in all aspects of economic, political, and social life.

OUR MISSION

Our Mission is to use the EDGE Global Certification system to engage organizations across the world in fostering equal career opportunities for women and men across their different gender identities, race/ethnicities, sexual orientations, nationalities, age groups, and working with a disability status.

OUR VALUES

Credibility.
Rigour.
Impact.



III. The EDGE Standards

Advancing Diversity, Fairness, and Inclusion Through the EDGE Standards and Certification System

1. EDGE Certification is the leading global standard for diversity, fairness, and inclusion, centred on a workplace gender and intersectional equity approach. The EDGE Standards and the Certification System are built on four pillars that define success in gender and intersectional equity: Representation across the talent pipeline, pay equity, effectiveness of policies and practices, and inclusiveness of the culture.

1

Representation

2

Pay Equity

3

**Effectiveness
of Policies
& Practices**

4

**Inclusiveness
of the Culture**

As an integral part of the assessment, three sources of information - statistics, policies and practices, and employee experience - are evaluated against the EDGE Standards. Depending on the specific results of each organization, an approved action plan may need to be developed to close identified gaps in the organization.

**HR data from
across the
organization**

**Policies
and practices
that create
the equity
infrastructure**

**Employee
survey that
captures the
workplace
experience**



EDGE Certification currently works with three approved global Certification Bodies.



2. EDGE Certification is based on objective and measurable evidence of an organization's current status of gender and intersectional equity in its workplace. Audited by an approved independent third-party certification body, it supports the integrity and credibility of data and information, and gives an organization a powerful way to communicate its diversity, fairness, and inclusion commitment and performance.

3. EDGE Certification meets organizations where they are in their diversity, fairness, and inclusion journey. For the EDGE (gender-binary) assessment, four levels of certification are possible, EDGE Assess (recognizing commitment), EDGE Move (showcasing progress), EDGE Advance (reaching milestones), and EDGE Lead (celebrating success). EDGEplus Certification (gender and intersectionality) is an add-on to EDGE (gender-binary) Certification, offering organizations the possibility to analyse data and information related to women and men as diversified groups, to deepen their understanding of, and to measure the intersectionality of gender and other aspects of diversity, such as gender identity, race/ethnicity, age, sexual orientation, disability, and socio-economic background.



EDGE Assess

Recognizing Commitment



EDGE Move

Showcasing Progress



EDGE Advance

Reaching Milestones



EDGE Lead

Celebrating Success

EDGEplus

EDGEplus Certification for showing commitment to intersectional equity



EDGE Certification is distinguished by its rigour and focus on impact, it remains valid for a period of two years.

IV. Workplace Fairness: Persistent Gaps and Structural Barriers

29%

Women remain underrepresented at every stage of the corporate pipeline, making up just 29% of C-suite roles.

mckinsey.com

74

For every 100 men promoted to manager, only 74 women of colour are promoted.

mckinsey.com

21%

Women from socio-economically disadvantaged backgrounds take 21% longer to progress into senior roles than those from more advantaged backgrounds; the gap is smaller for men from similar backgrounds (13%).

[Bridge Group](https://www.bridgegroup.com)

90¢

Full-time working women in OECD countries earn, on average, 90 cents for every dollar earned by men.

[OECD](https://www.oecd.org)

41%

Women's global workforce participation stands at 41.2%, with continued concentration in lower-paying, people-centric sectors.

[World Economic Forum](https://www.weforum.org)

6%

Only 6% of employees report that their employer provides equal parental leave for both parents, despite 60% of women saying this is very important.

[Deloitte](https://www.deloitte.com)

34%

More than one-third of women report experiencing non-inclusive behaviours at work, most commonly microaggressions.

[Deloitte](https://www.deloitte.com)

2 in 5

43% of employees say they would leave their employer if DEI efforts are deprioritized, with even higher rates among women and younger generations.

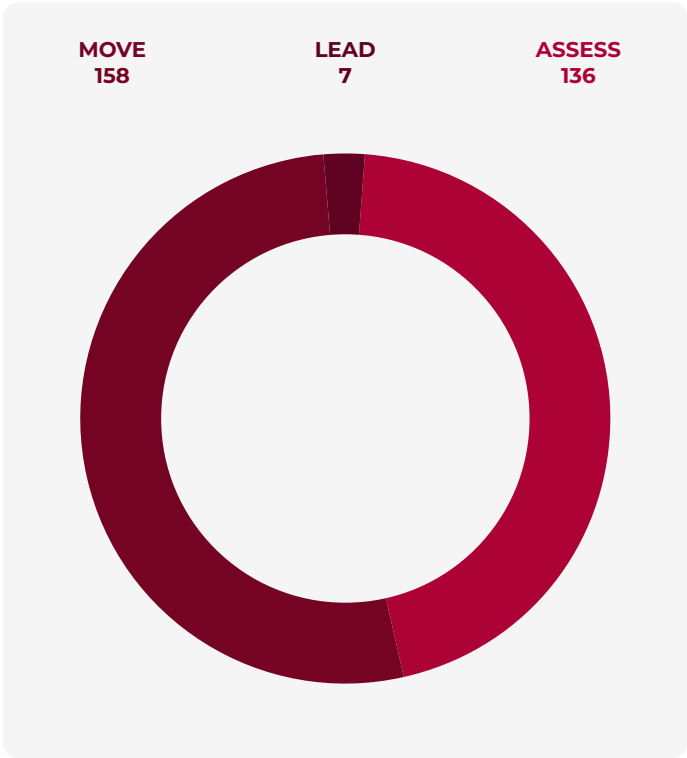
[Catalyst](https://www.catalyst.com)



V. Certified Organizations

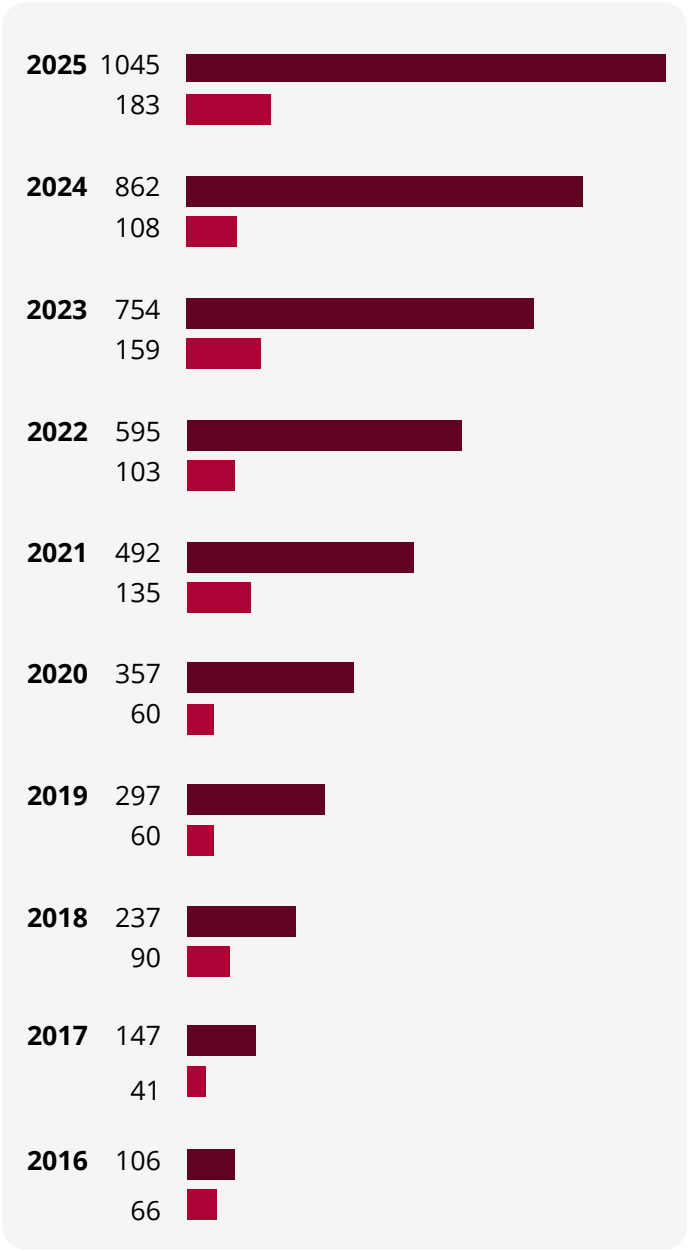
1. Overview of EDGE Certifications

Figure 1. Total valid EDGE Certificates at the end of 2025 by EDGE level.



301 VALID CERTIFICATES IN 2025

Figure 2. Overview of EDGE Certificates granted per year from 2016 – 2025.



CUMULATIVE CERTIFICATES EVER GRANTED
CERTIFICATES GRANTED PER YEAR



2. Geographic Distribution of EDGE Certified Organizations

Figure 1. Overview of EDGE Certified organizations in 2025 by region.

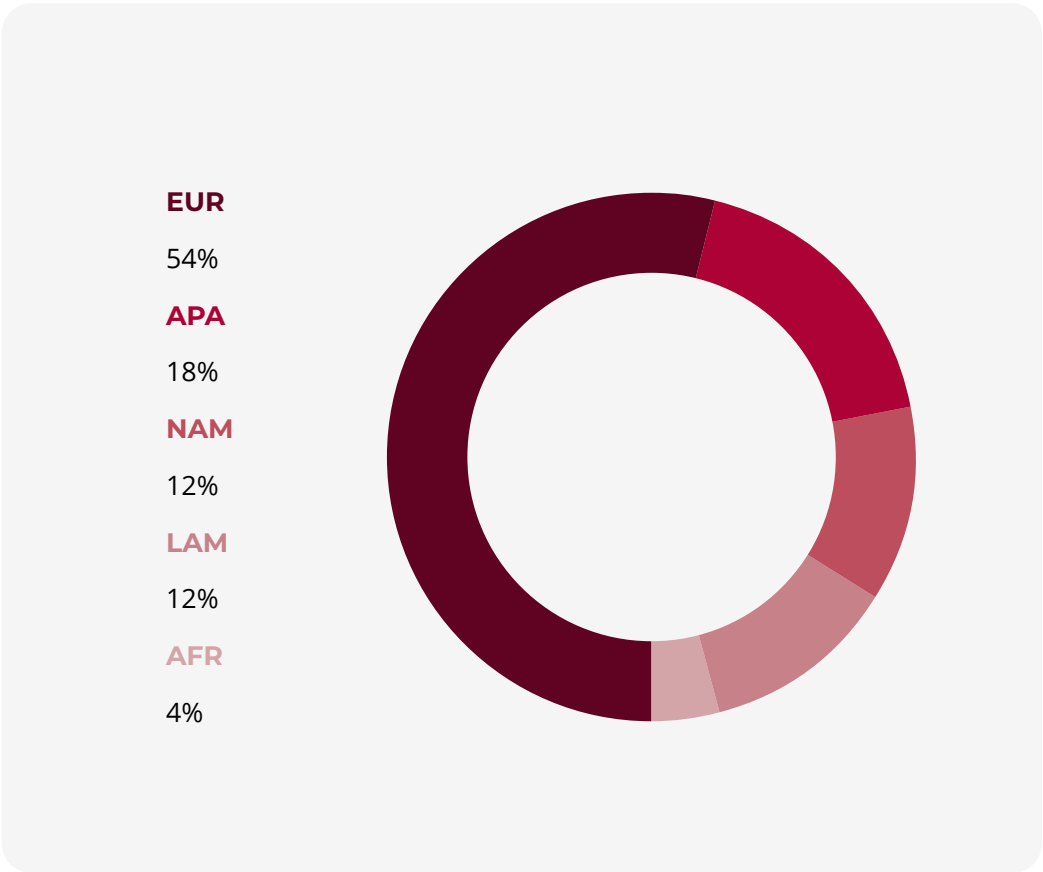


Figure 2. Overview of EDGE Certified organizations in 2025 by Country.



VI. EDGE Standards Version 6

The EDGE Standards Version 6 were approved by the EDGE Certified Foundation Board in March 2025 following a comprehensive review of the EDGE Standards and Certification Requirements to ensure their continued relevance, scientific rigour, and fitness for purpose. The updated EDGE Certification Requirements were published on 1 October 2025 and became effective for certifying organizations from 1 January 2026.

In 2025, the focus was on preparing the full EDGE Certification system for implementation. This included updating the suite of certification documentation and developing training for auditors, EDGE Strategy, and other partners to support consistent application of the EDGE Standards Version 6 and build confidence in their use.

These efforts ensured that Version 6 is not only methodologically robust, but also operationally ready, allowing organizations to apply the Standards in practice with clarity and consistency from the outset.

The updated Standards continue to:

1. Drive measurable, lasting impact
2. Reflect evidence-based practices
3. Ensure clarity, consistency, and usability
4. Remain aligned with global expectations for credible certification systems

Version 6 reinforces the EDGE Certification system as a structured and credible framework for translating commitments on diversity, fairness, and inclusion into measurable, verifiable outcomes.

New in Version 6: Socio-Economic Background

Research shows that socio-economic background can shape access to opportunity and career progression. EDGE Standards Version 6 introduces it as a measurable dimension within EDGEplus Certification, enabling organizations to understand how it intersects with gender across key workplace outcomes.



VII. Key Highlights from 2025

1. 1000+ EDGE Certificates Granted Globally

In December 2025, EDGE Certified Foundation reached a significant milestone of over 1000 EDGE Certificates granted to large organizations across 77 countries and 46 industry sectors. This milestone reflects the continued global adoption of independent, third-party certification in workplace fairness, for organizations seeking structured, measurable approaches to diversity, fairness, and inclusion.



2. Expert Dialogues on Workplace Fairness

Over the course of 2025, EDGE Certified Foundation hosted three EDGETalks with leading global experts, offering perspectives on how organizations can advance workplace fairness through systems design, legal clarity, and effective talent management. These discussions featured:

- [Prof. Iris Bohnet](#) (Professor of Business and Government and Co-Director of the Women and Public Policy Program at Harvard Kennedy School and Member of the EDGE Certified Foundation Academic And Scientific Council), on data-driven approaches to designing fair workplaces, emphasizing how embedding fairness into organizational systems and processes can drive measurable and lasting change;
- [Chai Feldblum](#) (Civil Rights Advocate and Scholar, former Commissioner of the Equal Employment Opportunity Commission in the United States) on navigating the evolving legal landscape of workplace fairness in the United States, highlighting the importance of maintaining compliant, evidence-based practices in a more complex regulatory environment;
- [Prof. Emilio J. Castilla](#) (NTU Professor of Management and Professor of Work and Organization Studies at the MIT Sloan School of Management and Member of the EDGE Certified Foundation Academic And Scientific Council) on the “meritocracy paradox” and why talent management systems often fail to deliver equitable outcomes, underscoring the need for clear criteria, accountability, and continuous monitoring.



3. Engagement with European Union Stakeholders

Throughout 2025, EDGE Certified Foundation actively engaged with key institutional stakeholders in the European Union on advancing workplace fairness and transparency. This included participation in a high-level EU workshop contributing to the development of the [EU Gender Equality Strategy 2026–2030](#), with a focus on the role of certification in supporting equitable and competitive workplaces. As the EU strengthens its policy framework across key areas including employment, leadership, AI-related risks, and pay transparency, EDGE Certified Foundation will continue to engage with institutional stakeholders through 2026.



4. Forbes Council Thought Leadership on Diversity, Fairness, and Inclusion

As a member of the Forbes Business Council, EDGE Certified Foundation founder Aniela Unguresan continued to contribute thought leadership on workplace diversity, fairness, and inclusion. Her 2025 articles explored the role of leadership, accountability, and long-term commitment in advancing workplace fairness. Over the course of the year, her published contributions examined:

- [The role of leadership in driving lasting and systemic change in organizations;](#)
- [The importance of embedding diversity, fairness, and inclusion as a core component of business resilience and long-term value creation;](#)
- [Why inclusive leadership remains a critical management approach to engaging talent, aligning culture, and driving sustainable performance;](#)
- [The risks of superficial approaches to inclusion and the need for sustained, credible action.](#)

These contributions reflect an ongoing commitment to advancing rigorous, evidence-based dialogue on workplace fairness, emphasizing that meaningful progress requires both strong leadership and measurable, sustained action.



5. Collaboration with Certification Bodies

Throughout 2025, EDGE Certified Foundation continued to work closely with its approved certification bodies—[FLOCERT](#), [Intertek](#), and [SGS](#)—to ensure the consistent and rigorous application of the EDGE Standards globally. This collaboration included strengthening alignment on updated requirements, supporting internal capability building through annual calibration training, and enhancing external communication on EDGE Certification.

All three certification bodies contributed to raising awareness of EDGE Certification through their respective communication channels. Intertek hosted global internal training sessions and delivered two external webinars focused on translating workplace fairness into measurable impact. SGS similarly engaged external stakeholders through a webinar highlighting Lavazza Group's EDGE Certification journey, in collaboration with EDGE Strategy.

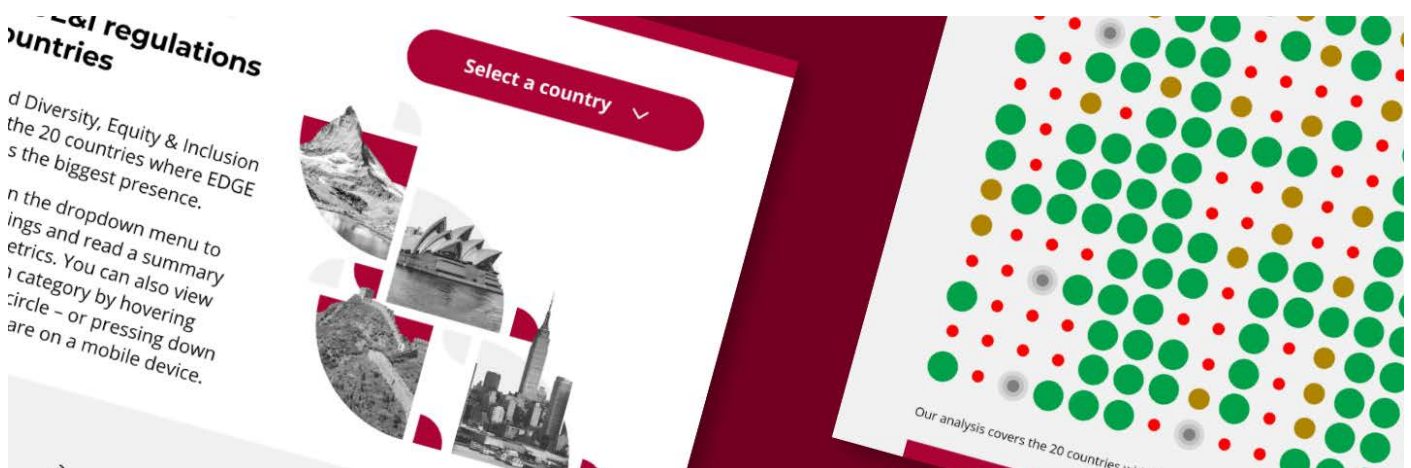
These efforts reflect the important role our approved certification bodies play in maintaining the quality, credibility, and global reach of the EDGE Certification system.



6. EquiNations: Tracking Legislative Frameworks for Workplace Fairness

In 2025, EDGE Certified Foundation updated [EquiNations](#), its analysis of diversity, fairness, and inclusion legislative frameworks across the 20 countries with the highest number of EDGE Certified organizations. This ongoing research examines how national legislation supports protection against discrimination across key dimensions, including gender identity, race/ethnicity, nationality, sexual orientation, age, and disability.

The update, published in April 2025, focused on the evolving role of age in workforce participation, particularly employment trends for workers aged 55–64. It highlights the growing importance of age-inclusive policies as ageing populations reshape labour markets and reinforces the need to address the intersection of age and gender in workplace practices.



Appendix

EDGE Lead Certified organizations at 31/12/2025

Allianz Malaysia Berhad •

Caisse de dépôt et placement du Québec – CDPQ +

Euler Hermes Germany SA •

L'Oréal Brazil +

One Allianz Ayudhya Thailand •

Takeda Distribuidora Ltda – Brazil +

Zurich Colombia Seguros S.A.

+ EDGEplus Certified • Global Certification HQ Entity

EDGE Move Certified organizations at 31/12/2025

African Development Bank +

Alfa Laval Technologies AB - Business Unit Brazed & Fusion Bonded Heat Exchanger

Allianz Argentina Compania de Seguros S.A. •

Allianz Australia Insurance Ltd •

Allianz Benelux S.A. •

Allianz Brazil •

Allianz Bulgaria •

Allianz China Life Insurance Co., Ltd •

Allianz Colombia (Allianz Seguros S.A.) •

Allianz Compania de Seguros y Reaseguros SA •

Allianz Deutschland Gruppe •

Allianz Elementar Versicherungs-AG (Austria) •

Allianz France •

Allianz Global Corporate & Specialty SE (France) •

Allianz Global Corporate & Specialty SE (Germany) •

Allianz Global Corporate & Specialty SE (UK) •

Allianz Global Risk Canada •

Allianz Global Risk US •

Allianz Holdings PLC •

Allianz Investment Management SE, Germany •

Allianz Ireland p.l.c. •

Allianz Italy S.p.A. •

Allianz Nederland Groep N.V. •

Allianz Partners - Reunion Island (AWP Réunion SAS) •

Allianz Partners Canada •

Allianz Partners Greece •

Allianz Partners India (AWP Assistance India Private Limited) •

Allianz Partners Italia (AWP P&C S.A.) •

Allianz Partners United States •

Allianz Pojistovna, a.s. •

Allianz SE •

Allianz SE Reinsurance Germany

Allianz Services Germany •

Allianz Services India Private Limited •

Allianz Services Mauritius •

Allianz Services SRL, Romania •

Allianz Sigorta A.S. •

Allianz Slovenska poistovna a.s. •

Allianz Suisse Versicherungs-Gesellschaft AG •

Allianz Technology SE, Germany •

Allianz Technology SE, Hungary •

Allianz Technology SE, India •

Allianz Technology SE, Spain •

Allianz Technology Thailand Co., Ltd •

AP Solutions GmbH, French branch •

Avangrid (Iberdrola) •

AWP Assistance UK Ltd •

AWP Australia Pty Ltd •

AWP Austria GmbH AWP P&C S.A. •

AWP Espana P&C S.A. •

AWP Health & Life SA, Ireland •



AWP Mexico SA de CV •	City Bank PLC	Iveco Group Brazil + •
AWP P&C SA Branch Poland •	Companhia de Seguros Allianz Portugal, S.A. •	Iveco Group Germany + •
AWP P&C Saint Ouen Sucursala Bucuresti •	Council of Europe Development Bank	Iveco Group Spain + •
AWP Service Brazil LTDA •	CPP Investments + •	Laboratorios Siegfried +
AWP Services Thailand Co. Ltd •	CPP Investments - UK + •	L'Oréal Australia
AXA Investment Managers Germany + •	Danper Trujillo SAC	L'Oréal Canada +
AXA Investment Managers S.A. + •	Decathlon Canada + •	L'Oréal India
AXA Investment Managers UK + •	Decathlon España + •	L'Oréal Russia (JSC L'Oréal)
AXA Investment Managers US + •	Decathlon Sports India + •	L'Oréal Singapore Pte Ltd
Banca d'Italia +	ENGIE Brasil Participações •	L'Oréal USA +
Banco de México	ENGIE Energía Chile •	Maxport Limited Vietnam
Banque Lombard Odier & Cie SA +	ENGIE Energía Perú •	Metafinanz Informationssysteme GmbH •
Banque Pictet & Cie (Europe) SA + •	ENGIE México •	Moncler (Shanghai) Commercial Co. Ltd •
Banque Pictet & Cie SA + •	ENGIE North America +	Moncler France S.à.r.l. •
Boston Scientific Medizintechnik +	ENGIE Romania SA	Moncler Korea •
Capgemini Americas Inc. + •	Euler Hermes Belgium •	Moncler S.p.A. (Industries S.p.A.) •
Capgemini Brasil + •	Euler Hermes France •	Moncler USA Inc •
Capgemini Canada + •	Euler Hermes Italy SA •	MTN Nigeria Communications PLC
Capgemini France + •	Euler Hermes Netherlands •	Neoenergia S/A •
Capgemini Germany + •	Euler Hermes Poland •	Nextcare Claims Management LLC (Dubai) •
Capgemini Maroc + •	Euler Hermes Romania •	Nextcare Lebanon SAL •
Capgemini Poland + •	Euler Hermes UK •	OCP Group
Capgemini Technology Services India Limited + •	Euler Hermes United States •	OECD +
Capgemini The Netherlands + •	European Bank for Reconstruction and Development (EBRD) +	Pictet Asset Management Ltd. + •
Capgemini UK plc + •	Fédération Internationale de l'Automobile +	PT Asuransi Allianz Life Indonesia •
Carbones del Cerrejón	Glencore Operations South Africa (Pty) LTD (Coal Division) +	PT Asuransi Allianz Utama Indonesia •
Caribbean Development Bank	Iberdrola España S.A.U. •	Radio Télévision Suisse (RTS)
Chevron U.S.A. Inc. +	Iberdrola S.A. •	Ringier AG +
CIH Bank	International Finance Corporation (global)	SC Allianz Tiriac Asigurari SA •



ScottishPower •

Société Générale Marocaine de
Banques

Standard Chartered Bank BKC
Branch Mumbai

Standard Chartered Bank Sri
Lanka

Standard Chartered Bank UK +

Standard Chartered Ghana PLC

Standard Chartered Global
Business Services Private

Limited +

Swiss Life Asset Managers
Deutschland + •

Swiss Life Asset Managers
France + •

Swissquote Bank SA

TAG Heuer US + •

Takeda Pharmaceuticals
International - Singapore branch

TUiR Allianz Polska S.A. •

UniCredit Bank AG Germany + •

UniCredit Bank Czech Republic
and Slovakia •

UniCredit Bank Romania •

United Nations Development
Programme UNDP +

United Nations Population Fund
- UNFPA +

World Bank Group (global)

Zurich Ireland

**EDGE Assess Certified
organizations at 31/12/2025**

Aditya Birla Fashion and Retail
Ltd. (ABFRL)

AIA Sri Lanka

Air-e S.A.S E.S.P

Alfa Laval - San Bonifacio site

Allianz Direct Versicherungs AG,
Germany •

Allianz Direct Versicherungs AG,
Netherlands •

Allianz Direct Versicherungs AG,
Spain •

Allianz Hungaria Zrt •

Allianz Life Insurance Company
of North America •

Allianz Partners Germany •

Allianz Partners International
Assistance Services (Beijing) Co.
Ltd •

Allianz Partners Multiasistencia
Espana (SERCOMA,



Multiasistencia and Sigma) •	Avolta Hong Kong - Retail + •	Decathlon Belgium + •
Allianz Technology GmbH (Austria) •	Avolta India - Food & Beverage + •	Decathlon Brasil + •
Allianz Technology of America, Inc •	Avolta India Bangalore - Retail + •	Decathlon Chile S.p.A. + •
Allianz Technology SAS, France •	Avolta India Cochin - Retail + •	Decathlon China + •
Allianz Technology SE, Switzerland •	Avolta Italy - Food & Beverage + •	Decathlon Czech Republic + •
Allianz Technology SE, UK •	Avolta Italy - Retail + •	Decathlon Digital + •
AP EAU LLC, UAE •	Avolta Macau - Retail + •	Decathlon France Logistics + •
AP Solutions GmbH •	Avolta Miami - Retail + •	Decathlon France Magasins + •
Asian Infrastructure Investment Bank - AIIB	Avolta Netherlands - Food & Beverage + •	Decathlon Germany + •
Audemars Piguet (France) SA •	Avolta Spain - Retail + •	Decathlon Hungary + •
Audemars Piguet (Hong Kong) Ltd •	Avolta Switzerland - Food & Beverage + •	Decathlon Industrial Processes + •
Audemars Piguet (Japan) Ltd •	Avolta Switzerland - Global Headquarters + •	Decathlon Italy + •
Audemars Piguet (Marketing) SA, Switzerland •	Avolta Switzerland - Retail + •	Decathlon Poland + •
Audemars Piguet (North America) Inc. •	Avolta United Kingdom - Food & Beverage + •	Decathlon Portugal + •
Audemars Piguet (Singapore) Pte Ltd •	Avolta United Kingdom - Retail + •	Decathlon Romania + •
Audemars Piguet Watches (Shanghai) Trading Company Ltd, China •	Avolta Uruguay - Retail + •	Decathlon Services United + •
Avolta Argentina - Retail + •	Avolta USA - Food & Beverage + •	Decathlon Sports United + •
Avolta Belgium - Food & Beverage + •	Avolta USA - Retail + •	Decathlon Thailand + •
Avolta Brazil - Retail + •	Avolta Vietnam - Food & Beverage + •	Decathlon UK + •
Avolta Canada - Food & Beverage + •	Banco Central del Paraguay	Egis Canada Ltd +
Avolta Canada - Retail + •	Banco de la República (Colombia)	ENGIE Germany
Avolta Dominican Republic - Retail + •	Banco Solidario	Esprinet Italy •
Avolta France - Food & Beverage + •	Borçelik Çelik Sanayii Ticaret A.S.	Esprinet Spain •
Avolta France - Retail + •	Carte Noire SAS	Ferrer (Grupo Ferrer Internacional S.A.) +
Avolta Germany - Food & Beverage + •	Cemex México +	FONPLATA Banco de Desarrollo +
	Datasite LLC •	Genomma Lab Internacional SAB de CV +
	Datasite UK Ltd. •	Grupo Aeroportuario del Pacífico SA de CV +
	Decathlon Bangladesh + •	Industries Yield S.R.L. (Moncler Romania) •



International Federation of Red
Cross and Red Crescent Societies
- IFRC +

Iveco Group Czech Republic + •

Iveco Group France + •

Iveco Group Italy + •

KazFoodProducts LLC
(plus 4 subsidiaries)

Korzinka Anglesey Food Limited
Liability Company

Lavazza France

Lavazza North America Inc. +

Lavazza Professional UK +

L'Oréal Indonesia and Yasulor

Luigi Lavazza Deutschland
GmbH

Luigi Lavazza S.p.A. +

MANE +

Mars Italia S.p.A. +

Metalsa, S.A.P.I. de C.V. +

Moncler Japan Corporation •

NEPI Investment Management •

NMB Bank

PT PLN (Persero)

Regional SAB de CV

Rhodes PNG Ltd

Rockcastle Poland •

Sephora Canada Beauty Inc. +

Sephora USA +

Sofia Commercial Centre Eood •

Standard Chartered Bank Kenya

Swiss Life Asset Managers
Switzerland + •

TAG Heuer Australia •

TAG Heuer China •

TAG Heuer France •

TAG Heuer Germany •

TAG Heuer Japan •

TAG Heuer Switzerland •

TAG Heuer UK •

TEAM Marketing AG +

Tiffany & Co. France

Tiffany & Co. UK +

UniCredit Bank Austria AG + •

UniCredit Bank Bulgaria •

UniCredit Bank Hungary •

UniCredit Bank Serbia •

UniCredit Italian Perimeter + •

Wadi Group

Zagrebačka banka d.d.
(UniCredit Bank Croatia) •



EDGE Certified Foundation
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