

**press release**

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## **Hera Group in the 2022 Bloomberg Gender-Equality Index**

*This year, for the third year in a row, Hera has been included in the international index assessing gender equality, diversity and inclusion*

The Hera Group has confirmed its status as one of the world's most inclusive companies, attentive to gender equality and promoting diversity. In 2022, the Group has indeed been included, for the third consecutive time, in the Bloomberg Gender-Equality Index, confirming and improving its results in all areas analysed. Hera stands out most importantly for its transparency in disclosure on these issues, as well as its inclusive corporate culture and its attention towards women in many areas, including equal pay.

The Group obtained an overall score slightly above 80%, a significant increase over the previous year and better than both the sector average and the Italian companies analysed. This year, the index included 418 listed companies from 45 countries, selected from over 11,700, reflecting the international financial community's growing interest towards companies with outstanding diversity policies.

Hera's presence in the 2022 Bloomberg Gender-Equality Index confirms the attention it has always reserved for these issues, following a path it has enhanced over time. Diversity policies are in fact an integral part of Hera's business strategies. For over 10 years, a company Diversity Manager, accompanied by a team of female and male colleagues from different areas, has been committed to promoting diversity both inside and outside the Group, supporting initiatives intended to raise awareness and support, and developing projects geared towards these priorities.

At Hera, promoting diversity, inclusion and people development is also central to human resource management. Professional growth takes place regardless of gender, and equal access is ensured by meritocratic systems that are guaranteed to be applied, with compensation and benefits tools linked to performance, role complexity and market comparisons. The Group counts 32.6% of women in roles of responsibility and, more generally, a 26.7% share of female staff, higher than the national average for the sector (2020 data).

As further proof of the Group's attention to these topics, it has also been included for some time in the Refinitiv "Diversity & Inclusion Index" and, boasting a position of world leadership in its sector, in the Dow Jones Sustainability Index World and Europe, the authoritative stock exchange index for evaluating social responsibility, which brings together the companies with the best sustainability performance in the world.

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