2023 and further

A full hand of new initiatives and projects

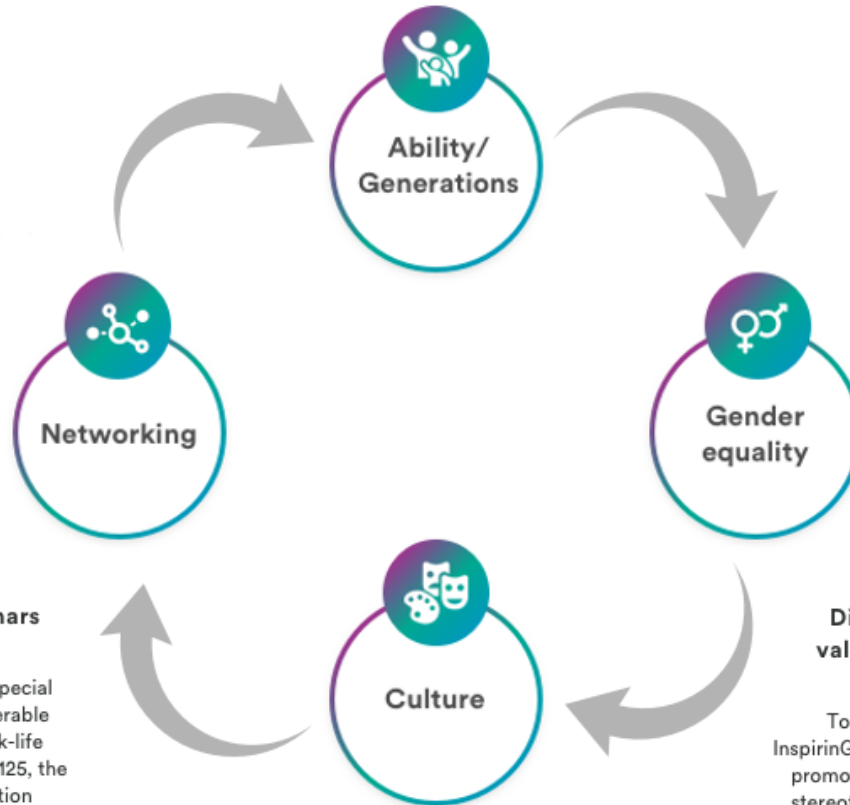## Networking, from inside to outside: dialogue with stakeholders

Discussions focused on D&I issues for innovative new thinking. Strengthening ties and relations with the local area to raise awareness and promote an inclusive culture, making communities become active partners.

The commitment to raising awareness and promoting a culture of diversity, internally and externally, continues in 2023, by further strengthening the networking of stakeholders.

Support for women's issues and discomforts

Integration of benefits into the corporate welfare system to support women. Internal awareness-raising activities on the concept of "Ageless Talents" (over 50).

In cooperation with Europa Donna, an association that supports women with breast cancer, Hera will integrate HEXTRA, the company welfare system, with the possibility of booking preventive medical checkups and screenings, nutritional consults, healthy eating lessons, agreements with gyms, etc.

Ability/ Generations

Gender equality

Networking

Culture

In-house DE&I seminars and activities

On inclusion issues, with special attention to the most vulnerable groups. Promotion of work-life balance. Launching UNI PdR125, the gender equality certification process.

Thematic seminars to raise awareness for a more aware management of the "new normal", everyday and working life, to which people are currently are called to respond to, to keep the pace without excluding anyone.

Dissemination and valorisation of STEM principles

To support gender equality InspirinGirls Valore D ValueD4STEM to promote the overcoming of gender stereotypes and to disseminate the importance of scientific culture.

In continuity with Group's activities, particular attention continue be paid to STEM issues and the gender gap that is often associated with it. Hera will be the promoter and spokesperson of positive examples that can stimulate the corporate world (considering both inside and outside reality) also by acting on the territory favoring the new generations.