

**press release**

Bologna, 09 March 2023

## **Top Utility 2023: Hera ranks first for training**

*The recognition came today in Milan, during the eleventh edition of the Prize that analyses and valorises the performance of the most important Italian companies in the utility sector.*

The Hera Group, one of Italy's leading multi-utility companies with over 9,000 employees, has always focused on developing its personnel and considered training as a key element. This commitment has now earned the Group first place in the "Training" category of the eleventh edition of the Top Utility award, which each year analyses and valorises the evolution and performance of the 100 largest utilities operating in Italy in the electricity, gas, water and waste management sectors.

Hera received the Top Utility Training prize "for the completeness of its training programmes in terms of topics covered and duration, as well as for the attention given to employees' needs for in-depth training, based on their different characteristics and tasks". The award ceremony was held today in Milan, during the Top Utility Analysis conference entitled "Global Challenges, Local Responses".

### **Training and developing skills, to rise to future challenges**

Hera continues to show its extensive and concrete commitment to corporate training and people development policies, which are one of the Group's cornerstones. In 2022 alone, 97% of Hera's workforce, including the most operational part, was involved in courses totalling over 270 thousand hours, equivalent to roughly 30 hours of training per capita, well above the sector average. The Group guides its choices with an eye to the future, not only in terms of professional growth and skills development, but also with a view to acquiring talented people who can make a contribution to meeting tomorrow's challenges, first and foremost the energy and environmental transition.

One key element in this area continues to be the Group's corporate university, HerAcademy, founded in 2011 with the purpose of generating new knowledge and responding to trends seen in the context, including debate on current issues and collaborations with leading national and international institutions.

"For the Hera Group, investment in training and people development has always been fundamental to guaranteeing the maximum efficiency and quality of the services offered in the areas served", comments **Tomaso Tommasi di Vignano, Executive Chairman of the Hera Group**. "People are one of our company's main resources and our attention towards them is reflected in the quality of their work and in opportunities for growth, with individual internal career paths and development opportunities. We aim to give full value to talent and always seek to acquire new people with skills ranging from the technical-operational sphere to topics such as ethical values and corporate culture, quality, safety and the environment, and of course digitalisation."

### **The Hera Group's good practices rewarded once again**

Throughout the history of this award, the Hera Group has been rewarded with many recognitions: in addition to winning as Overall Top Utility in 2012 and 2022, Hera was awarded in 2014 and 2019 in the communication category, in 2015 and 2018 in the sustainability category and in 2021 in that for gender equality and diversity and inclusion policies.