

press release

Bologna, 13 October 2025

Hera Group in the global Top 10 of the Diversity & Inclusion Index - No. 1 among Italian companies

For the tenth consecutive year, the multi-utility is ranked among the 100 most inclusive companies worldwide and reaches 10th place overall—first among Italian companies—in FTSE Russell's (formerly Refinitiv) international index, which assesses more than 16,500 listed companies.

It's a "ten out of ten" for Hera Group in the 2025 edition of the FTSE Diversity & Inclusion Index managed by FTSE Russell, part of the London Stock Exchange Group. The multi-utility has secured 10th place globally, the only Italian company in the Top 10, out of a universe of more than 16,500 listed companies, marking its tenth consecutive presence in the index that recognizes companies most active in policies on diversity, equity, inclusion, and people development. This result confirms the strength of a systemic approach based on an organizational model that integrates wellbeing, distributed leadership, and continuous learning, creating a fair, inclusive, and development-oriented working environment. People are central to the company's strategy—a principle that guides the Group's decisions and fuels its ability to generate a positive impact on served areas and communities.

About the index

The FTSE Diversity & Inclusion Index identifies each year the 100 listed companies with the best global performance on DE&I topics. The methodology is based on 24 indicators across four key areas - diversity, inclusion, people development, and the absence of significant controversies - and relies exclusively on publicly available data. The data used for the 2025 edition are updated as of 30 June and refer to the previous fiscal year and the first half of the current year.

Hera's intersectional approach

In 2025, the Group further strengthened its commitment by launching a new digital training pathway on the MyAcademy platform focused on preventing harassment and violence and on reinforcing a culture of respect. The program - developed from focus groups with around 200 employees - is part of a two-year, intersectional plan that also addresses inclusive language, neurodiversity, parenting, and longevity. Hera also joined the PARI network ("Together against gender violence") as founding member, further reinforcing the Group's role in promoting safe, inclusive workplaces.

Global recognition for ESG leadership

The FTSE Diversity & Inclusion Index result adds to other major international recognitions that, in 2025, confirmed Hera Group among global leaders in sustainability. Equileap, an independent provider specializing in measuring gender equality, ranked Hera in the global Top 10 of the Utilities sector and 9th overall for ESG performance out of more than 6,000 assessed companies, awarding the Gold Seal 2025. S&P Global confirmed Hera—for the fifth consecutive year—in the Top 1% of the Multi & Water Utility sector within the Sustainability Yearbook, and the Group ranked first in its sector in both the Dow Jones Sustainability Europe & World Index. Sustainalytics, a Morningstar company, also included Hera Group among the Top-Rated Companies globally for excellent management of sector-specific ESG risks (environmental, social, and governance).