



press release

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Hera in the Top 10 of the Diversity & Inclusion Index

In the international ranking of Refinitiv's 2022 "Diversity & Inclusion Index", the Group is included in the TOP10 globally, becoming the world's leading multi-utility and the top company in Italy for its commitment to diversity and people inclusion and development policies.

The Hera Group has been confirmed as one of the companies most committed to promoting diversity, inclusion and people development. This has been certified once again by Refinitiv's "Diversity & Inclusion Index", whose 2022 edition examined over 12,000 companies worldwide and assigned to the Group a score that places Hera in the TOP10 of the international ranking, now first among multi-utilities and the top Italian company.

The "Diversity & Inclusion Index" is managed by the international financial information giant Refinitiv (formerly Thomson Reuters), and evaluates companies' performance based on an analysis of four areas: diversity, inclusion, people development and controversies related to media exposure. This index is one of the main references for investors, who are taking an increasingly positive look at companies that adopt a Diversity & Inclusion (D&I) policy.

After more than 10 years of projects, activities and initiatives aimed at reducing inequality, enhancing diversity and promoting an inclusive culture, this recognition provides further confirmation of the attention that the Hera Group pays to policies in this area. This approach is confirmed by the Charter for Equal Opportunities and Equality at Work, signed as early as 2009 and matured internally, with the support of the working group led by the Diversity Manager, and later promoted outside the company context as well, to foster increasingly inclusive cities.

This is also demonstrated by Hera's personnel policies: its corporate welfare plan, for example, provides important support for Group employees and their families, with 5.3 million in services used last year alone. Hera also invests in developing internal and customised career paths, with 34% of women in positions of responsibility and, more generally, a female workforce coming to 27.3%, above the national industry average (2021 figures).

Outside the company, numerous initiatives have been developed to improve relations with customers including foreigners or those with disabilities, and to help spread an inclusive culture in society through projects with schools and associations in the areas served.

"Acknowledgements such as this reinforce our daily commitment to encouraging an inclusive culture in the company and in the areas where we operate", comments **Tomaso Tommasi di Vignano, Executive Chairman of the Hera Group**. "Starting from corporate welfare policies and professional development paths, this also includes training, as well as numerous projects to support marginalised and disabled people, collaborating with schools and associations. On the year of our twentieth anniversary, being the leading multi-utility in the world and the top company in Italy in the field of Diversity & Inclusion



represents for us not a point of arrival, but rather an additional reason to continue to improve and to commit ourselves. All of this urges us, indeed, to put our workers and the citizens we serve even more at the centre, also benefiting the younger generations and favouring social equity, always with a view to pursuing the creation of shared value for all stakeholders.”

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