

**Slate of candidates for the
Board of Directors of HERA s.p.a.**

In relation to the Shareholders' Meeting of Hera s.p.a. (the "Company") convened for 29 April 2026, in a single call, at 10.00, in Bologna, at "Spazio Hera" at the Company's registered office, Viale C. Berti 2/4, in order to resolve, among other things, on the appointment of the Company's Board of Directors, the shareholder **Gruppo Società Gas Rimini s.p.a.**, TIN and VAT no. 00126550409, with registered office in Rimini, Via Chiabrera no. 34/D, which represents more than 1% of the shares carrying voting rights at the Ordinary Shareholders' Meeting of Hera s.p.a., in accordance with Article 17 of the Company's Articles of Association, as amended by the transitional provision of the same Articles of Association,

SUBMITS

this slate of candidates for the position of member of the Board of Directors that it intends to propose for appointment by the aforementioned Shareholders' Meeting:

1. Bruno Tani;
2. Antonella Danesi;
3. Mara Bernardini;
4. Demis Diotallevi.

In accordance with the provisions of Article 17 of the Company's Articles of Association, we attach hereto the following documents:

- 1) irrevocable acceptance of office by the candidates;
- 2) certification by the candidates of possession of the requirements for the office, as well as the non-existence of any causes of ineligibility and/or forfeiture from holding the office of director;
- 3) certification by the candidates of possession of the requirements of integrity under Article 147-*quinquies* of Legislative Decree no. 58/1998;
- 4) certification by the candidates of possession of the requirements of independence established by *Article 147-ter*, paragraph 4, of Legislative Decree no. 58/1998 and those provided for by the Self-Regulatory Code drawn up by the Corporate Governance Committee of Borsa Italiana s.p.a.;
- 5) curriculum vitae and identity document of the candidates.

Bologna, 30.03.2026

Gruppo Società Gas Rimini s.p.a.

[signature]

(Micaela Dionigi - Chair)

**PROXY FOR THE SUBMISSION OF THE SLATE OF CANDIDATES FOR THE OFFICE OF MEMBER OF THE
BOARD OF DIRECTORS OF HERA S.P.A.**

In relation to the Shareholders' Meeting of HERA s.p.a. (the "Company") convened for 29 April 2026 in a single call, at 10.00, in Bologna, at the "Hera Space" at the Company's registered office, viale C. Berti 2/4 in order to resolve, inter alia, on the appointment of the company's Board of Directors, the shareholder **Gruppo Società Gas Rimini s.p.a**, representing over 1% of the shares with voting rights in the Ordinary Shareholders' Meeting of Hera s.p.a., in accordance with the provisions of Article 17 of the Company's Articles of Association, as amended by the transitional rule of the same Articles of Association

HEREBY AUTHORISES

Bruno Tani, born in Sogliano al Rubicone (FC) on 18/09/1949, TIN TNABRN49P181779O, to submit the slate of candidates for the office of member of the Board of Directors of Hera s.p.a. proposed by Gruppo Società Gas Rimini s.p.a. to the registered office of Hera s.p.a. Bologna, 30 March 2026

Yours faithfully,

(Micaela Dionigi - Chair)

[signature]

Certification of percentage held in Hera s.p.a.

In relation to the Shareholders' Meeting of HERA s.p.a. (the "Company") convened in a single call for 10.00 on 29 April 2026 in Bologna, at "Spazio Hera" in the Company's registered office, Viale C. Berti 2/4, in order to resolve, among other things, on the appointment of the Company's Board of Directors,

WHEREAS

the shareholder **Gruppo Società Gas Rimini s.p.a.**, TIN and VAT no. 00126550409, with registered office in Rimini, Via Chiabrera no. 34/D, representing over 1% of the shares with voting rights in the Ordinary Shareholders' Meeting of Hera s.p.a., is submitting a slate of candidates for the Board of Directors in accordance with the provisions of Article 17 of the Company's Articles of Association

HEREBY DECLARE

- that, as of the date of submitting the slate of candidates for the Board of Directors, it owns 30,771,269 ordinary shares of Hera s.p.a., equal to 2.065825% of the Company's share capital, registered in the register of enhanced voting rights.

Rimini, 30 March 2026

[signature]

(Micaela Dionigi - Chair)

Certification of non-existence of agreements or links

Gruppo Società Gas Rimini S.p.A., with registered office in Rimini, Via Chiabrera 34/D, in relation to the Shareholders' Meeting of HERA s.p.a. (the "Company") convened in a single call for 10.00 on 29 April 2026 in Bologna, at "Spazio Hera" in the Company's registered office, Viale C. Berti Pichat 2/4, in order to resolve, among other things, on the appointment of the company's Board of Directors,

WHEREAS

The undersigned company, which holds a total of more than 1% of the shares with voting rights at the Ordinary Shareholders' Meeting, is submitting a slate of candidates for the Board of Directors of the Company in accordance with Article 17 of the Company's Articles of Association

HEREBY DECLARE

- the non-existence of agreements or links of any kind with other shareholders who have submitted other slates;

Rimini, 30 March 2026

[signature]

(Chair - Micaela Dionigi)

**DECLARATION OF IRREVOCABLE ACCEPTANCE OF THE OFFICE OF DIRECTOR
SHAREHOLDERS' MEETING OF 29 APRIL 2026**

I, Bruno Tani, born in Sogliano al Rubicone on 18 September 1949, TIN TNABRN49P181779O, as candidate for appointment as member of the Board of Directors of Hera s.p.a., with registered office in Viale Carlo Berti Pichat 2/4, 40127 Bologna, registered in the Bologna Companies Register under no. 04245520376, pursuant to and for the purposes of Article 17 of the Articles of Association,

HEREBY DECLARE

- that I possess the requirements for the office;
- that I am not aware of the existence of any causes of ineligibility for and/or forfeiture of the position of director;
- that I possess the requirements of integrity under Article 147-*quinquies* of Legislative Decree no. 58/1998;
- that I possess the requirements of independence established by Article 147-*ter*, paragraph 4, of Legislative Decree no. 58/1998 and those provided for by the Corporate Governance Code drawn up by the Corporate Governance Committee of Borsa Italiana s.p.a.;
- that I accept, should I be appointed pursuant to Article 17 of the Articles of Association, the position of director of Hera s.p.a.;
- that I will not revoke this acceptance of office, if I am appointed pursuant to Article 17 of the Articles of Association.

Please find enclosed a copy of my CV and photocopy of my identity document.

Rimini, 30 March 2026

Yours faithfully,

[signature]

(Bruno Tani)

Curriculum Vitae of Mr. BRUNO TANI

PERSONAL DETAILS

- Date of birth : 18/09/1949
- Place of birth : Sogliano al Rubicone
- Nationality : Italian



EDUCATION

- Qualification : Degree in Electrical Engineering
- 1973 (November) : Faculty of Engineering University of Bologna
- Language skills : English good
- Computer skills: Windows Operating System - Office

EMPLOYMENT HISTORY

- From 1/11/1973 to 31/01/1976 employed at SIR in Milan as a petrochemical plant designer.
- Since 1/2/1976 employee of Società Gas Rimini S.p.A.
- From 1/1/1980 General Manager of Società Gas Rimini S.p.a.
- From November 2006 to October 2017 President of ANIGAS (now PROXIGAS) Associazione Nazionale Industriali Gas

CURRENT POSITION

Vice Chair and Chief Executive Officer of Gruppo Società Gas Rimini S.p.A. - Rimini
Member of the BoD of GasRimini Holding S.p.a. - Rimini
Chief Executive Officer of City Gas Bulgaria EAD - SOFIA (Bulgaria)
CEO of Technoterm Engineering EAD - SOFIA (Bulgaria)
Member of the Board of Directors of HERA S.p.A.
Member of the Board of Directors of HERA TRADING S.r.l.
Member of the Board of Directors of HERA COMM S.r.l.
Chair of the Board of Statutory Auditors of D.G. Holding S.p.A.

PROFESSIONAL ACTIVITY

Design of natural gas distribution plants in about 35 Italian municipalities.

PUBLICATIONS AND CONFERENCES

Numerous publications in specialised magazines in the gas sector and speaker in important conferences on local public services.
Rimini, 30/03/2026

Bruno Tani *[signature]*

I authorise the processing of my personal data in accordance with Law 675/96 as subsequently amended.

**DECLARATION OF IRREVOCABLE ACCEPTANCE OF THE OFFICE OF DIRECTOR
SHAREHOLDERS' MEETING OF 29 APRIL 2026**

I, Antonella Danesi, born in Ravenna on 19/05/1959, TIN DNS NNL 59E59 H1990, as candidate for appointment as member of the Board of Directors of Hera s.p.a., with registered office in Viale Carlo Berti Pichat 2/4, 40127 Bologna, registered in the Bologna Companies Register under no. 04245520376, pursuant to and for the purposes of Article 17 of the Articles of Association,

HEREBY DECLARE

- that I possess the requirements for the office;
- that I am not aware of the existence of any causes of ineligibility for and/or forfeiture of the position of director;
- that I possess the requirements of integrity under Article 147-*quinquies* of Legislative Decree no. 58/1998;
- that I possess the requirements of independence established by Article 147-*ter*, paragraph 4, of Legislative Decree no. 58/1998 and those provided for by the Corporate Governance Code drawn up by the Corporate Governance Committee of Borsa Italiana s.p.a.;
- that I accept the position of director of Hera s.p.a. should I be appointed pursuant to Article 17 of the Articles of Association;
- that I will not revoke this acceptance of office if I am appointed pursuant to Article 17 of the Articles of Association.

Please find enclosed a copy of my CV and photocopy of my identity document.

Rimini, 30 March 2026

Yours faithfully,
[signature]
(Antonella Danesi)

CURRICULUM VITAE

**SELF-DECLARATION IN LIEU OF CERTIFICATION OR
AFFIDAVIT**

**(Articles 46 and 47 of Italian Presidential Decree no. 445 of 28
DECEMBER 2000)**

I, Antonella Danesi, under my own responsibility, hereby certify the following information:

Personal Details

Name Surname: **DANESI ANTONELLA**

Place and date of birth: RAVENNA on 19/05/1959

TIN: DNS NNL 59E59 H199O

Profession

Chartered Accountant since July 1994 – registered with the Register of Chartered Accountants and Accounting Experts of Forlì under no. 286/A since 22 July 1994.

Statutory Auditor since 26 May 1999, published in the Official Gazette 1999.

Bankruptcy trustee since 1996

Court-appointed Receiver at the Court of Forlì

Court-appointed Liquidator at the Court of Forlì

Court-appointed expert for the Court of Appeal of Bologna – Regional Court of Justice – Court of Forlì – Ravenna – Public Prosecutor’s Office and GIP Office of the Court of Forlì since 2002.

Manager for over-indebtedness procedures and expert in negotiated settlement procedures.

Business consultant and advisor

Financial advisor in the context of composition with creditors procedures – debt restructuring pursuant to Article 182-bis of the Bankruptcy Law – pursuant to Articles 23, 40, 44 and 57 of the Code of Corporate Crisis and Insolvency (CCCI) and Italian Law no. 3/2012 on over-indebtedness.

From 11 February 2022 (renewed from 9 January 2025) she was appointed and

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reconfirmed as Chair of the Board of Directors of **Livia Tellus Romagna Holding S.p.A.** (LTRH), a company owned by the Municipality of Forlì and by the other municipalities belonging to the Union of Municipalities of Forlì Romagna. LTRH in turn holds interests in companies, including local public service companies, in order to ensure the coordinated and unified implementation of administrative and economic action within the system of local authorities, in pursuit of the public interest objectives represented by the shareholder municipalities.

Furthermore, she held the position of Sole Director in 2022:

- a) of **FORLIFARMA S.P.A.**, a company that manages nine municipal pharmacies owned by the municipalities of Forlì Romagna.
- b) of **FMI S.r.l., Forlì Mobilità Integrata**, which is responsible for the management and planning of mobility (cycle zones – limited traffic zones), parking and parking management, video surveillance of the Municipality of Forlì, planning of public parking facilities, access to limited traffic zones, etc., owned by the Municipality of Forlì.

Professional experience: the undersigned owns a professional firm (tax and business consultancy), carries out the profession of Chartered Accountant in Forlì, providing consultancy and bookkeeping services for 86 companies. The firm where she carries out her professional activity is located in Forlì, Via Jacopo Allegretti 17. In her professional activity she is assisted by three employees, two colleagues and six external contractors. She also holds a 95% interest in Service Studio S.a.s. di Danesi – Data Processing Centre.

PERSONAL SKILLS AND ABILITIES

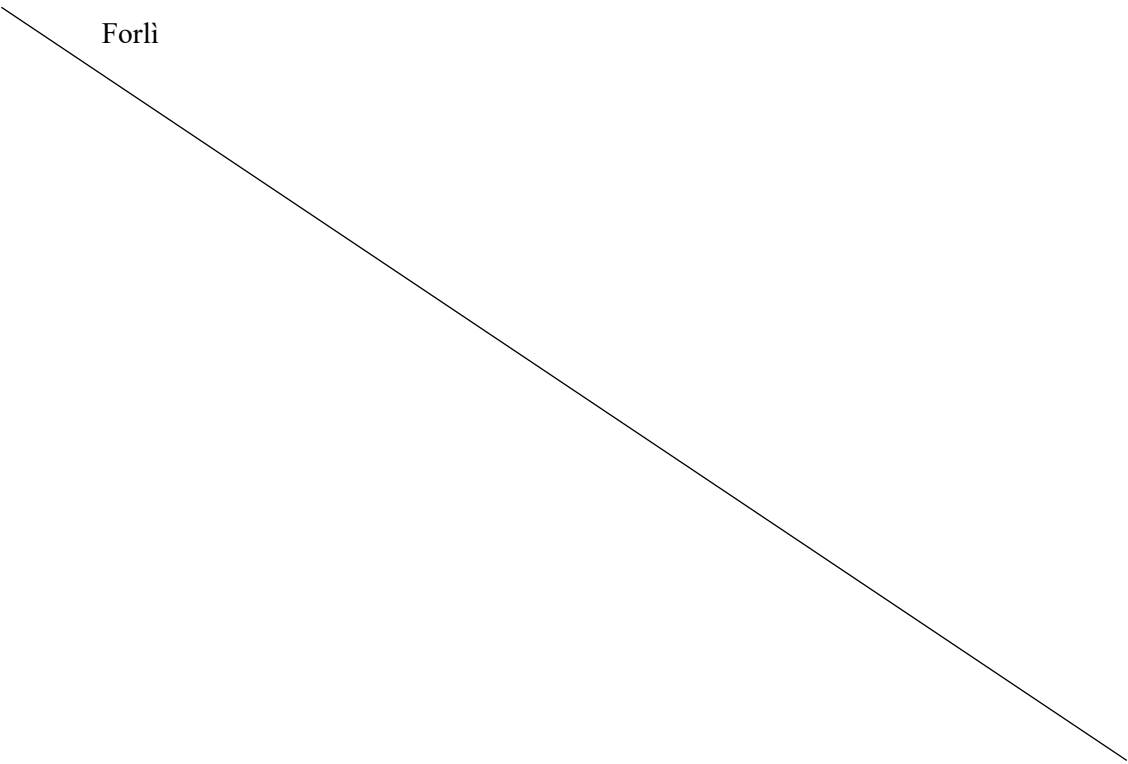
In the course of my professional career I have gained experience in various types of activities, with particular reference to local SMEs, and have also provided legal advisers of companies with consultancy and specialised services in the following areas:

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- ◆ ACCOUNTING SERVICES Sole proprietorships, partnerships, limited liability companies, cooperative companies.
- ◆ DEBT RESTRUCTURING – Various out-of-court engagements received during professional practice for negotiations with creditors, also in support of external legal advisers.
- ◆ BUSINESS CRISIS – Various professional engagements as attestor and advisor.
- ◆ OVER-INDEBTEDNESS Participation in qualifying courses for registration with the OCC.
- ◆ BANKING RELATIONSHIP VALUATIONS – Various out-of-court engagements for econometric assessments of current accounts and loans, various appointments as technical consultant of a party in judicial proceedings against credit institutions.
- ◆ BUSINESS VALUATIONS – Numerous appointments as court-appointed expert in company valuations, quantification of damages, etc.
- ◆ **Appointments received from the Court of Forlì – Bankruptcy Division:**
 - Bankruptcy Trustee of “Bankruptcy no. 2440/1996 of the Court of Forlì
 - Bankruptcy Trustee of “Bankruptcy no. 2521/97 of the Court of Forlì
 - Bankruptcy Trustee of “Bankruptcy no. 14/2002 of the Court of Forlì
 - Bankruptcy Trustee of “Bankruptcy no. 15/2002 of the Court of Forlì
 - Bankruptcy Trustee of “Bankruptcy no. 09/2004 of the Court of Forlì
 - Bankruptcy Trustee of “Bankruptcy no. 09/2004 of the Court of Forlì
 - Bankruptcy Trustee of “Bankruptcy no. 10/2004 of the Court of Forlì
 - Bankruptcy Trustee of “Bankruptcy no. 51/2004 of the Court of Forlì
 - Bankruptcy Trustee of “Bankruptcy no. 39/2006 of the Court of Forlì
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- Bankruptcy Trustee of “Bankruptcy no. 63/2010 of a joint-stock company of the Court of Forlì
- Bankruptcy Trustee of “Bankruptcy no. 12/2012 of the Court of Forlì
- Bankruptcy Trustee of “Bankruptcy no. 95/2014 of the Court of Forlì
- Bankruptcy Trustee of “Judicial Liquidation no. 17/2025 of the Court of Forlì



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INSOLVENCY PROCEEDINGS	Docket no.	Qualification
CENTRO TIPOGRAFICO FORLIVese	2440/1996	Trustee
TASSI D'ERVIS- IMMOBILIARE AMICA	2521/1997	Trustee
CONSORZIO TRANS LEDER	14/2002	Trustee
EUROPE SERVICE SRL	15/2002	Trustee
FOR-NOT SRL	9/2004	Trustee
TOWER SRL IN LIQ.NE	9/2004	Trustee
GISAR SNC DI MORETTI LORIS & C	9/2004	Trustee
MORETTI LORIS	9/2004	Trustee
CALBUCCI GENESIO	9/2004	Trustee
FORTE SRL	51/04	Trustee
BAIR SRL	03/06/2022	Trustee
IMMOBILIARE D'ELIA SRL	39/06	
BUILDING & SERVICE SRL	39/06	Trustee
COOPERA SOC CONS A R.L.	39/06 - 22/4/2007	Trustee
DE ROSA MARIO	39/06 - 22/4/2007	Trustee
D'ELIA DARIO	39/06 - 22/4/2007	Trustee
D'ELIA SALVATORE	39/06 - 22/4/2007	Trustee
EUROSAPORI D'ELIA SAS	39/06 - 22/4/2007	Trustee
FORLÌ COSTRUZIONI SRL	39/06 - 22/4/2007	Trustee
FORTUNA SRL	39/06 - 22/4/2007	Trustee
G&G IMMOBILIARE SRL	39/06 - 22/4/2007	Trustee
GENERAL SERVICE SAS	39/06 - 22/4/2007	Trustee
GRUPPO D'ELIA SPA	39/06 - 22/4/2007	Trustee
PALAZZO BIONDI SRL	39/06 - 22/4/2007	Trustee
SOCIETA' DI FATTO	39/06 - 22/4/2007	Trustee
SOEMS SPA IN LIQ	63/10	Trustee
NOVELLI ALFREDO	.12/12	Trustee
A.T.I. SRL	95/14	Trustee
PACKAGING SRL IN LIQ		Assistant Trustee
TUBES SPAIN LIQ		Assistant Trustee
Judicial Liquidation AUTOTRASPORTI CARESTIA sas	17/2025	Trustee
Judicial Liquidation CARESTIA Maurizio in proprio	17/2025	Trustee

Appointments received from the Court of Forlì as Judicial Commissioner

- Judicial Commissioner of “Comp. with creditors no. 12/2014 of the Court of Forlì – SAN VITTORE COSTRUZIONI S.R.L.
- Judicial Commissioner of “Comp. with creditors no. 28/2015 of the Court of Forlì – E-BOX S.R.L.
- Judicial Commissioner of “Comp. with creditors no. 31/2015 of the Court of Forlì SOC. COOP. TRASCOOP A.R.L.
- Judicial Commissioner of “Comp. with creditors no. 16/2016 of the Court of Forlì – ROMAGNA CAVE S.R.L.
- Liquidation Commissioner of “Comp. with creditors no. 17/2017 of the Court of Forlì – CONCORDATO L. & B. S.R.L.

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Appointments received as company liquidator:

APPOINTMENT AS COMPANY LIQUIDATOR BY COURT	
SAKURA SNC DI YE WEIFU IN LIQ.	closed
FORMIFICIO FORLIVESE SRL	closed
CMC SRL IN LIQ	closed
MICROCLIMA SNC	closed
APPOINTMENT FOR VOLUNTARY LIQUIDATION	
PAZZI SRL A S.U IN LIQ	closed
PRONTO SPURGO S.R.L.	pending

Appointments received as financial advisor to companies:

FINANCIAL ADVISOR - restructuring agreement procedures Article 182-bis Bankruptcy Law – Article 57 CCCI – Articles 40-44 CCCI and Article 23 CCCI		
PAZZI SRL IN LIQUIDAZIONE c.p.	.02/2009	Approved
EDILCERAMICA S.P. A. c.p.	.05/2012	Approved
COMPAGNONE ARREDAMENTI SNC c.p.	.11/2011	Approved
CO.GE.RO SRLIN CONC - c.p.	.20/2012	Approved
ANGELO GRASSI & C SNC - c.p.	30/2014	Approved
COADIUTORE - CONCORDATO TOGNI GIANCARLO SRL	38/2014	Approved
COADIUTORE DOTI INTILANGELO GIANCARLO- TOGNI COSTRUZION	.05/2015	Approved
CORAL S.R.L.	.05/2014	Approved
S.C.O.T. SOC COSTR OFELIO TORRI SRL c.p.	.35/2014	Approved
SANITERMICA DI ROSETTI - c.p.	.08/2017	Approved
CONCORDATO ALDINI GUIDO - c.p.		procedure opened and withdrawn
SACCHETTI NELLO SRL - C.P.	21/2013	Approved
SERVIM SRL SOC UNIPERSONALE C.P.	24/2015	closed
PARCO LEVANTE S.R.L.	.05/2020	approved
FEGIM S.R.L. - Accordo di ristrutturazione 182 bis l.f.	.03/2021	approved
GRUPPO BAGIONI AZIENDE AGRICOLE composizione negoziata		pending
AGRI GROUP SRL AZ.AGR	949/18	APPROVED
FATTORIE GUGLIELMI S.PA.	2004	BANKRUPT
GRUPPO ARRIGONI - CONCORDATO FALLIMENTARE	2012	not approved
SIMA SPA	2020	approved
ALMA SRL COMPOSIZIONE NEGOZIATA EX ART. 23 CCII	2025	SUCCESSFULLY COMPLETED
EGM SRL COMPOSIZIONE NEGOZIATA EX ART. 23 CCII	2026	SUCCESSFULLY COMPLETED

◆ Appointments received as attesting professional for recovery plans**ATTESTING PROFESSIONAL – CERTIFICATIONS PURSUANT TO ARTICLE 67, PARAGRAPH 3, BANKRUPTCY LAW**

MANINVEST SRL	13/2015
RESIDENZE VISCONTI SRL	.02/2016

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- ◆ **Appointments received from the Court of Forlì – Cesena, Civil Division, Court of Ravenna – Court of Appeal of Bologna – Business Court of Bologna and the Regional Court of Justice:**
 - Court-Appointed Expert: from 2002-2026 **210 appointments (4 pending).**

- ◆ **Appointments received from the Court of Forlì, GIP and Public Prosecutor's Office Division:**
 - Court-appointed expert of the GIP in matters of usury, 2014;
 - Technical consultant to the Public Prosecutor for corporate crimes – false corporate disclosures – bankruptcy offences – offences of breach of fiduciary duty (1 pending).

- ◆ **Appointments received as party-appointed technical consultant in civil proceedings:**

OF	CUSTOMER	DOCKET NO.	COUNTERPARTY
03/03/2005	NANNI GILBERTO CAMERANI CARLA	RGE 112/92 8/93	CASSA RURALE ARTIGIANA ORA BANCA FORLÌ
16/03/2015	D'ANGELO-PICCIOLO	325/02	ITALDRAGHE SPA
02/03/2005	COOP AGR 2000 A R.L.	VALUATION REPORT	
20/04/2005	PRIMI LORENA	General Register 702/03	DRUSIAN-AL CENACOLO
27/04/2005	VENTURI ROSELLA	1023/95	VENTURI NEVIO AND LORENZO
31/05/2005	MAGALOTTI RENATO	30/89	IFIP IMM.RE
11/11/2005	BENEDETTI ARRIGO	112/97-167/97-103/99	ALBERTI NELLO
16/11/2005	MISEROCCHI TERESA	1955/98	BELLINI COLASURDO
18/05/2006	CARMETAL SOC COOP A R.L. IN L.C.A.	285/2003+2363/2003	INTESA BCI GESTIONE CREDITI
23/05/2006	GIUNCHI LUCA-MARCO	12422/02	IMMOBILIARE ELENA + OTHERS
30/05/2006	BARCIA GIOVANNI	374/04	QUATERMASTER S&A
13/07/2006	GIUNTI MIRANDOLA GIULIANA AUREL	RGE 152/96 + 88/88	ALBERTI NELLO/BENEDETTI ARRIGO
19/09/2006	FALL ROMAGNA SPED SRL	2371/05	BRIGLIADORI IMERIO
07/03/2007	BRINI SILVIA E STEFANIA FRANCESCHI	867/05	C.T.I. COMPLEMENTI TOSCANI INTERNI SRL
19/03/2007	ROBINSON SAS	1706/03	PORTOFIDO SNC CAPPELLI
28/06/2007	DI BIASI MARIA	616/05	MINU' SRL
05/09/2007	TESEO FINANCE SRL	1599/05	BIPIELLE SOC GEST CREDITO
14/12/2007	TECNOGIVEX SPA	562/04	SORGENTE
19/12/2007	ROCCHI ETTORE	449/05	ROCCHI MARCELLO
04/01/2008	CONSORZIO RAVENNATE	2387/06	SIGLA SOC COOP IN L.C.A.
11/04/2008	MACRO SOC COOP	VALUATION REPORT	
21/05/2008	SAE DI POLETTI VLADIMINO SNC	TAX REPRESENTATION	
09/06/2008	MORETTI MARZIO	ACCOUNTING REPORT	TRENTADUE FRANCESCA + ALTRI
09/07/2008	AVV PIER UGO MALTONI	ACCOUNTING REPORT	BIPIELLE/TESEO FINANCE
23/10/2008	MARINO SEBASTIANO	ACCOUNTING REPORT	PLANETA ANNA MARIA
31/10/2008	IVAS INDUSTRIA VERNICI SPA	ACCOUNTING REPORT	1822/05 BON DONNO SPEED SRL
13/05/2009	MAESTRI RENATO	291/02	PRACONI ELIDE
25/08/2009	ERIS FINANCE SRL	180,181,182-02	UNICREDIT
25/08/2009	ERIS FINANCE SRL	180-181-182-183-02	BERARDI LAMA SEBA
25/08/2009	ERIS FINANCE SRL	183/02	BERARDI LAMA SEBA
25/08/2009	ASPRA FINANCE SPA	715/07	F.C.M. SRL

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25/08/2009	LA GIRFFE DI FARNETI	SWORN VALUATION REPORT	
25/08/2009	ALLIANZ SPA	General Register 1843/2004	AMADORI ALEX
25/08/2009	ALLIANZ SPA	General Register 1490/2002	CASADEI RIGHINI MARIA
15/09/2009	VERMOCCHI AGOSTINO SAS	General Register 61/07	MCQUAY ITALIA SPA
29/10/2009	FALL AZ AGR PICCHI	General Register 3977/04	EUROVO SPA
31/10/2009	GASPARE GIULIANA	641/07	SERVADEI ALESSANDRO
21/10/2010	TESEO FINANCE SRL	1599/05	BIPIELLE
25/10/2010	DEL VECCHIO FRANCESCO	581/07	PETOSCINA VALENTINA
10/03/2010	MAJA FINANCE SRL	536/05	MINGOZZI MILVIA
19/03/2010	MAJA FINANCE SRL	3278/04	CENTRO MEDICO B&B SAS
19/03/2010	MAJA FINANCE SRL	5436/04	BIPIELLE SOC GEST CRED
19/03/2010	MAJA FINANCE SRL	4752/05	I.LM DI IORIZZO CASSA RISP PISA
19/03/2010	MAJA FINANCE SRL	668/05	BANCA POPOLARE ITALIANA SPA
04/08/2010	ANTARES SNC	60/05	CAMOMILLA SPA
30/08/2010	POLLINI SPA	1219/07	GIADA SRL
30/09/2010	CAMOMILLA SPA	60/05	ANTARES SNC
28/02/2011	FRIGORENT SRL	782/08	MCC MEDIO CREDITO CENTRALE
31/10/2011	LUCHERINI FRANCO	160/08	MELIS NINO
12/03/2013	ALIVAL SPA	789/11	RADUANO LUCIANO CASEIFICIO PASCOLI
25/03/2013	SUFFO ALESSANDRO	51/11	GRECI INDUSTRIA ALIMENTARE SPA
15/11/2013	CO.EL.ME SRL IN LIQ	ACQUISITION OF BUSINESS UNIT	
21/02/2014	GESCO CONS COP	540/2008	BALDACCI
03/06/2014	IDRO.SART GROUP SPA	VALUATION REPORT	BOZZOLA SPA-IDRO.SART GROUP SPA
10/12/2014	HOTELLERIE SERVICE SRL IN LIQ	1220/2011	MEDRI SRL
11/02/2015	CAMPRI GIOVANNI	1324/11	B POP ANCONA
08/07/2015	UNIGEST SRL	PARTY TECHNICAL REPORT	
23/07/2015	F.LLI GIORGI SRL	LIQ.NE RAMO AZIENDA	
06/08/2015	ANZIVINO CIRO LUCA	8980/13	MARIO ZAVATTA GIULIO D'ANGELO
10/08/2015	FALL ALUROLL SRL	BUSINESS UNIT VALUATION	
12/11/2015	LUCA ATANASSIO	115/11	AMATI ASSUNTA
12/11/2015	PIERI ANGELO	PARTY TECHNICAL REPORT	
14/11/2015	ECO SRL	ARBITRATION PROCEEDINGS	ECOVABIDENTE /LAGHI-SCAVONE
04/04/2016	NARDI ORIETTA	100811/13	FRATICELLI GIOVANNI
26/06/2016	FALL TO SOLIDEA SRL	2970/12	
13/06/2017	CHEEIN JOSE' ARIEL	2001/14	DEBORAH COLA REALE MUTUA ASS NI
10/07/2017	PUBLIC PROSECUTOR'S OFFICE	5500/14	EXPERT RG 2751-07 GIP 3728-07
06/09/2017	NEW BASKET AURORA	2028/16	LIBERTAS GREEN SCIUMBATA
05/10/2017	FASE ENGINEERING SPA	BUSINESS VALUATION	
09/01/2018	CAPPELLINI	761/14	CANDUCCI SERGIO & MARIO SNC
14/02/2018	TECNOLUCE SAS	5945/14	GHSAMESTIERI SRL
19/03/2018	DURANTI CESARE	11926/16	NEW GARDEN SRL
10/04/2018	FALL ALDINI GUIDO & C SAS	15/2015	
11/05/2018	ALLIANZ SPA ASS.NI	341/14	ROSATI STEFANO-FABIO ROSSI
21/05/2018	AZ AGR PALLOTTI PAOLO	4989/2013	GF SPA CONSORTILE SOC AGR
23/07/2018	GIUSEPPE E MARIA ANGELAN MASTARA [truncated]	PARTY TECHNICAL REPORT	
24/07/2018	GIOVANNI GURIOLI	5185/14	CASADEI ELGA
13/02/2019	AZ AGR PALLOTTI	4989/13	G.F SPA CONS AGR
18/02/2019	CASA DEI ELGA	5185/14	GURIOLI GIOVANNI
03/05/2019	LIQ QUERZOLI	4410/18	CREDITO DI ROMAGNA
03/05/2019	BERTOZZI FABIO	589/17	SAMMONTANA SPA SOC.S.U
10/10/2019	ISOLDI HOLDING SPA IN LIQ	3526/13	ASQUINO SRL
04/12/2019	F.LLI MARONI SNC	858/18	CASSA DI RISPARMIO DI CESENA
10/03/2020	CAREA SOC COOP	3046/2018	RANIERI
09/07/2020	GNANI GIANNI	3354/16	GANGAROSSA-ASS NI GENERALI
08/10/2020	ARTEMISIA IMM.RE SRL IN LIQ	5414/14	POLETTI /BCC
29/10/2020	TRENTA MARCELLO	1747/2017	ANNA MARIA MARCONI
30/10/2020	FULGOR	1936/18	LA MURA
20/07/2020	ERRANI SUSANNA	401/17+1701/18	ERRANI
02/07/2021	COURT OF FORLI	911/18	ADRIA ASS NI BANDINI BARBARA

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06/10/2021	TECHNOGYM SPA	2774/18	COLONNA HOLIDAYS
05/11/2021	UNICREDIT BANCA	3533/19	NIGI
14/12/2021	NIGI GIORGIO	3533/19	UNICREDIT

FT	OF	CUSTOMER	DOCKET NO.	COUNTERPARTY
3	01/03/2005	UNICREDIT BANCA D'IMPRESA SPA	242/2003	CARMETAL
18	24/10/2005	CARISP FO	2136/01	GASPARI DI LALLO
13	01/08/2006	UNICREDIT BANCA SPA	2135/01	GASPARI DI LALLO
4	01/02/2007	BANCA POPOLARE E ROMAGNA	1586/98	CASALI ARNALDO CRED ITALIANO SPA
5	06/02/2007	UNICREDIT BANCA SPA	1586/98	VERNI SERGIO B.POP E ROMAGNA
11	13/04/2007	INTESA BCI	285/03+23	CARMETAL SOC COOP IN L.C.A.
3	04/01/2008	ROMAGNA EST	576/05	ANTONELLI LIGIO
19	16/05/2008	BANCA SARA	2411/05	PASINI UNA
17	25/08/2009	UNICREDIT CORPORATE BANKING SPA	1895/04	FALL NUOVA COPMA SPA IN LIQ
18	25/08/2009	UNICREDIT BANCA SPA	2855/04	RUSSO LUIGI MARSIERO TULLIA
19	25/08/2009	UNICREDIT CORPORATE BANKING SPA	660/06	IDROSOLE SRL
20	25/08/2009	UNICREDIT BANCA D'IMPRESA SPA	977/06	SOR NOVA SRL
22	25/08/2009	UNICREDIT BANCA SPA	894/06	NOVAGA ALESSANDRO +3
23	25/08/2009	UNICREDIT BANCA SPA	4252/08	VENTRUCCI ANTONIO SNC
24	25/08/2009	UNICREDIT BANCA SPA	380/09	G.N.S. DI IRIDI NIVES
25	25/08/2009	BANCA DI CREDITO COOP VO DELLA ROM OCC	1751/05	CICCARELLA VINCENZO
26	25/08/2009	BANCA DI CREDITO COOP VO DELLA ROM OCC	3992/04	PASOTTI LUCIA
27	25/08/2009	BANCA DI CREDITO COOP VO DELLA ROM OCC	1423/06	NICOLARDI ALFONSO
28	25/08/2009	BANCA DI CREDITO COOP VO DELLA ROM OCC	3318/06	CAPPELLETTI MARCO
1	27/01/2010	CARISBO	867/05	C.T.I. COMPLEMENTI TOSCANI
3	03/02/2011	BANCA DI FORLÌ CR COOP VO	2281/07	COSTAMP SRL
6	13/04/2011	UNICREDIT LEASING	782/08	FRIGORENT SRL
8	05/07/2011	CASSA DI RISPARMIO DI CESENA	240/09	NICOLINI FIN PROJECT SPA
1	12/01/2012	CASSA DI RISPARMIO DI CESENA SPA	1554/09	C.I.D. ENGINEERING SRL
4	16/03/2012	B FORLÌ CREDITO COOPERATIVO	2133/08	MANGIMIFICIO CANALI
36	13/11/2012	BANCA POPOLARE DELL'EMILIA ROMAGNA SOC COOP	1913/10	GIORGI SRL
2	18/05/2013	BANCA DI FORLÌ CRED COOP VO	2281/07	COSTAMP SRL
3	18/05/2013	BANCA DI FORLÌ CRED COOP VO	2757/12	ENTERPRISE MARINE SPA
4	18/05/2013	BANCA DI FORLÌ CRED COOP VO	2133/08	MANGIMIFICIO CANALI
5	30/03/2015	BANCA DI CREDITO COOP VO SALA CESENATICO	1153/09	BASEITAU SRL
37	14/11/2015	BANCA DI FORLÌ CR COOP.VO	2942/12	GIUNCHI GIORDANO +A
38	14/11/2015	BANCA DI FORLÌ CR COOP.VO	776/14	CRISTOFORI BRUNO PASI ADELINDA
41	02/12/2015	BANCA DI FORLÌ CR COOP.VO	5237/13	CAMINATI GIUSEPPE
NC1	08/03/2016	BANCA DI FORLÌ CR COOP.VO		STORNO 41
NC2	08/03/2016	BANCA DI FORLÌ CR COOP.VO		STORNO 37
7	08/03/2016	BANCA DI FORLÌ CR COOP.VO	776/14	CRISTOFORI BRUNO PASI ADELINDA
8	08/03/2016	BANCA DI FORLÌ CR COOP.VO	2942/12	GIUNCHI GIORDANO +A
25	14/06/2018	CASSA DI RISPARMIO DI CESENA	5025/13	LOSACCO CARDONE
27	15/06/2018	BANCA POPOLARE E ROMAGNA SOC COOP VA	530/14	BOSCHERINI MOTO DI BOSCHERINI ARNALDO +ALTRI
28	15/06/2018	CRED COOP VO ROMAGNOLO BCC DI CESENA E GATTEO S.C.	915/14	VENTRUCCI TARCISIO
29	11/07/2018	BANCA AGRICOLA COMM LE IST.BANC SAMMARINESE	3605/15	MOSCONI PHONE SRL
13	03/05/2019	CREDITO COOP VO RAVENNATE FORL IMOLESE	318/16	S.T.A.F. SRL
14	03/05/2019	CREDITO COOP VO RAVENNATE FORL IMOLESE	4901/14	TEAM CARS
15	03/05/2019	CREDITO COOP VO RAVENNATE FORL IMOLESE	5435/14	GRECA SAS
16	03/05/2019	CREDITO COOP VO RAVENNATE FORL IMOLESE	2867/14	TAPPI ANTONIO
17	03/05/2019	CREDITO COOP VO RAVENNATE FORL IMOLESE	776/14	CRISTOFORI BRUNO
10	10/03/2020	UNICREDIT BANCA	101665/12	RIO SNC
11	10/03/2020	UNICREDIT BANCA	1604/2009	M.P.B. INGEGNERIA SRL
12	10/03/2020	UNICREDIT BANCA	46300608	IL BENESSERE SRL
13	10/03/2020	UNICREDIT BANCA	2142/2005	SANSONE CARMINE & SAS
14	10/03/2020	UNICREDIT BANCA	1389/2009	AZ AGR SASSI
15	10/03/2020	UNICREDIT BANCA	5789/2003	SERRANO LUIGI
16	10/03/2020	UNICREDIT BANCA	5227/2009	SCHIAVINIA GIANLUCA E CESARE
17	10/03/2020	UNICREDIT BANCA	210/09	AGRIECPACK SRL
18	10/03/2020	UNICREDIT BANCA	1657/12	GIUNCHI GIORDANO + ALTRI

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19	10/03/2020	UNICREDIT BANCA	101665/12	RIO SNC
25	28/05/2020	CREDIT AGRICOLE	858/18	F.LLI MARONI
40	19/11/2020	BCC GESTIONE CREDITI SPA	5414/14	ARTEMISIA IMM.RE SRL/POLETTI

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◆ **Appointments received as Chair of the Board of Directors:**

- a) **Livia Tellus Romagna Holding S.p.A. (LTRH)**, a company owned by the Municipality of Forlì and by the other municipalities belonging to the Union of Municipalities of Forlì Romagna.
- b) **FORLIFARMA S.P.A.**, a company that manages 11 municipal pharmacies owned by the municipalities of Forlì Romagna.
- c) **FMI S.r.l., Forlì Mobilità Integrata**, owned by the Municipality of Forlì.

◆ **Appointments received as member of the Board of Statutory Auditors:**

- 5 boards of statutory auditors, including 2 as standing auditor, 1 as Chair of the Board of Statutory Auditors and 2 as sole auditor.

BOARD OF STATUTORY AUDITORS	
TECNOVESE SPA	Board member
MOTION SPA	Chair of the Board of Statutory
NAV SYSTEM SPA	Board member
VALLI SPA	Chair of the Board of Statutory
DIESSE ARREDAMENTI SPA	Board member
VIOPARTS SPA	Sole Statutory Auditor
CINA SRL	Sole Statutory Auditor
ALMA SPA	Chair of the Board of Statutory

◆ **Appointments received as manager for negotiated settlement of business crisis:**

No. 1 appointment received on 21 June 2023 from the Chamber of Commerce of Bologna as manager for negotiated settlement for a company in the Forlì area.

◆ **Ordinary corporate, company and tax consultancy**

Forlì, 28 March 2026

Yours faithfully.
[signature]
 [seal: [illegible]]
 Antonella Danesi

“Having been duly informed of the contents of Italian Law 675/96 on the protection of privacy, in submitting her professional CV, she consents to the processing of the data contained therein, authorising its disclosure and dissemination in the context of any appointment as statutory auditor.”

Antonella Danesi

[signature]

[seal: [illegible]]

**DECLARATION OF IRREVOCABLE ACCEPTANCE OF THE OFFICE OF DIRECTOR
SHAREHOLDERS' MEETING OF 29 APRIL 2026**

I, Mara Bernardini, born in Modena on 9 October 1957, TIN BRNMRA57R49F257M, as candidate for appointment as member of the Board of Directors of Hera s.p.a., with registered office in Viale Carlo Berti Pichat 2/4, 40127 Bologna, registered in the Bologna Companies Register under no. 04245520376, pursuant to and for the purposes of Article 17 of the Articles of Association,

HEREBY DECLARE

- that I possess the requirements for the office;
- that I am not aware of the existence of any causes of ineligibility for and/or forfeiture of the position of director;
- that I possess the requirements of integrity under Article 147-*quinquies* of Legislative Decree no. 58/1998;
- that I possess the requirements of independence established by Article 147-*ter*, paragraph 4, of Legislative Decree no. 58/1998 and those provided for by the Corporate Governance Code drawn up by the Corporate Governance Committee of Borsa Italiana s.p.a.;
- that I accept the position of director of Hera s.p.a. should I be appointed pursuant to Article 17 of the Articles of Association;
- that I will not revoke this acceptance of office if I am appointed pursuant to Article 17 of the Articles of Association.

Please find enclosed a copy of my CV and photocopy of my identity document.

Rimini, 30 March 2026

Yours faithfully,

[signature]

(Mara Bernardini)

CURRICULUM VITAE

[logo]

PERSONAL DETAILS

Name	MARA BERNARDINI
Nationality	Italian
Date of birth	09/10/1957

EDUCATION AND TRAINING

• Dates	<i>November 1976 to July 1980</i>
• Name and type of educational or training institute	<i>Degree in Law from the University of Modena with grade 110 cum laude.</i>
• Main subjects / professional skills covered	<i>Legal and economic subjects</i>
• Qualification obtained	<i>Degree in Law</i> <i>High School Diploma in Classics</i>

PROFESSIONAL EXPERIENCE

Dates	November 1980 - current
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Dates	February 2010 to today.
Name and address of employer	Way@SRL SU and previously Waysas
Type of company or sector	A consulting company in the fields of public transport, local public services, urban regeneration, asset enhancement, complex urban development programmes, social housing, real estate and ethical funds, state property concessions, organisation, personnel planning and assessment processes, cooperation with companies working with institutions, property management, facility management, biomethane.

• Main tasks and responsibilities

Sole Director

The company has in place and/or has provided the following collaborations and consultancy services:

- Sinloc (investee of 12 banking foundations) active in financial arrangement, public-private partnership, urban redevelopment, social housing, technical assistance for PNRR and Structural Funds, energy transition and climate change (since 2013, ongoing) Role: Emilia Romagna/Tuscany and Adriatic Corridor Area Manager
- of Società Gas Rimini: President of SGR Biomethane and Group consultant (since 2020, ongoing)
- Gate Rel, consultant and board member since 19 July 2023, a company operating in the management of collaborative spaces, training, technological innovation, coworking and innovative start-ups
- The company building the Modena Autodrome (Aerautodromo spa) for partner search, activity development and relations with institutions (since 2010 and still active)

Former consultant of:

- CME Consortium, comprising approximately 300 companies in the fields of construction, plant engineering, renovation, urban infrastructure development, renewable energy, global services, partnerships, social housing
- K2Real, a company operating in real estate valuation and due diligence for international operators, banks, asset management companies and funds, investors
- Envent spa of Rome and Milan, a company active in mergers, company acquisitions, listings on the Aim market, internationalisation of companies, corporate restructuring, search for partners in the private and public sectors, advisory activities (since 2012) Nomisma Spa until December 2025
- Real estate funds, AMCs and companies for development programmes, construction works, renewable energy plants, social housing urban regeneration, serviced areas
- Joint enterprises and private companies in the public transport sector (2010/2011/2012)
- Professionals and law, engineering and financial firms for public-private partnerships and public procedures on local public services Tax assessment and collection companies Companies in the energy sector
- Companies working with businesses for subsidised financing
- T.I.E (company in the Chamber of Commerce of Modena, Confindustria Modena, Legacoop and trade associations) set up to build the "Scalo Merci" (freight terminal) in Modena (2012, 2013, 2014 ceased in 2015 due to liquidation of the company)
- Renovo Bioenergy of Mantua: company operating in the biomass energy sector, linked to the Green Star fund, (2011/2016)
- Seda Spa and Consorzio Kgs of Pesaro (years 2010/2012), companies operating in the tax collection sector and services for local and state authorities, general services for public agencies and companies (global service, cartography, master data management, road censuses and territorial control in general, database control, health service copayment management, global service, canteen services, medical appointment management (years 2011-2012)
- Reti s.p.a. - Rome holding company operating in the field of corporate communication, professional training, market surveys, customer surveys, innovation and web marketing, lobbying and public affairs. (2010)

<p>Dates</p> <ul style="list-style-type: none"> • Employer name and address • Type of company or sector • Type of employment <p>• Main tasks and responsibilities</p>	<p>September 1999 - February 2010</p> <p>Municipality of Modena</p> <p>Public Administration</p> <p>General Manager</p> <p>Top management of the Authority, responsible for the planning and management of human and financial resources and the implementation of the programme of investments and public works, responsible for trade union negotiations as head of the public-side negotiating team for managers and the sector, coordinator of cross-sectoral processes involving the Authority's sectors and services, Chair of the Assessment Board, responsible for programme agreements with Ministries, the Region, the Province and Foundations, technical advisor to the Municipal Council for the main institutions and associations representing the various economic categories on cross-sectoral matters, manager responsible for the Authority's shareholdings and the districts of Modena.</p> <p>In my capacity as general manager, I signed the Municipality's annual budgets and works and investments plans, I oversaw the Programme Agreements with Ministries, the State Property Agency, Local Health Authorities and Foundations, and oversaw the financial and asset parts in cooperation with the Finance and assets sectors.</p> <p>These complex acts involved establishing high-level relations and negotiations, as well as the subsequent execution and reporting.</p> <p>In this context, as manager of the investee and subsidiary companies of the Municipality of Modena I conducted important negotiations, such as the sale of important shareholdings in the context of a programme agreement with the company Autostrade (sale of the Municipality of Modena's share in Autobrennero spa) with the associated procedures, implementation of the parts of the agreement and the related financial settlements. I was also:</p> <ul style="list-style-type: none"> - Head of Investee Companies and officer in charge of the listing procedure of Meta S.p.A. - Head of Investee Companies and officer in charge of the merger procedure of Meta S.p.A. with Hera S.p.A. - Head of Investee Companies and officer in charge of the procedure for the sale of the minority stake in the municipal pharmacies company, following the incorporation of such company and the simultaneous public offering of sale to retail shareholders - Head of Investee Companies and officer in charge of the procedure for the selection of the private partner for the provincial transport company (Atcm S.p.A.) - Manager in charge of all the other procedures for the sale of shares, liquidation, capital increase, etc. of all companies of the Municipality of Modena from October 1999 to January 2010. <p>These procedures generated significant revenues that enabled the implementation of complex programmes of asset acquisitions/restructuring and management of cross-sectoral procedures of considerable importance which I also coordinated in my role as General Manager.</p>

<ul style="list-style-type: none"> • Dates • Employer name and address • Type of company or sector • Type of employment • Main tasks and responsibilities 	<p>November 1995 to September 1999</p> <p>ATCM Consortium</p> <p>Consortium among public authorities (47 members, including municipalities and the Province of Modena)</p> <p>General Manager</p> <p>Top management of the Consortium, legal representative, responsible for the planning and management of human and financial resources and the implementation of the investment plan, responsible for trade union negotiations, contact person for member institutions as well as for the Emilia Romagna Region, the Ministry of the Environment and Infrastructures, the National Transport Association and the economic and trade associations involved in local public transport.</p> <p>In this context, I supervised the management of programme and service agreements with the Emilia Romagna Region and their implementation and reporting in cooperation with the Finance and Management sectors.</p>
<ul style="list-style-type: none"> • Dates • Employer name and address • Type of company or sector • Type of employment 	<p>January 1995 to November 1995</p> <p>Local Health Authority of Rimini</p> <p>Health</p> <p>Administrative Manager</p>
<ul style="list-style-type: none"> • Dates • Employer name and address • Type of company or sector • Type of employment 	<p>July 1994 to January 1995</p> <p>Emilia Romagna Region</p> <p>Regional Administration</p> <p>Head of Department for general medicine, paediatrics, nursing homes, pharmaceuticals, sports medicine, external contract specialists and psychiatry.</p>
<ul style="list-style-type: none"> • Dates • Employer name and address • Type of company or sector • Type of employment 	<p>January 1993 to June 1994</p> <p>Local Health Unit No 16 of Bologna</p> <p>Health</p> <p>Extraordinary Administrator</p>
<ul style="list-style-type: none"> • Main tasks and responsibilities 	<p>The three positions described above, two at healthcare companies and one at the Emilia Romagna Region - Department of Health, in the above-mentioned roles, entailed, in order:</p> <ul style="list-style-type: none"> - at Local Health Unit No 16, sole management responsibility in the transition phase from Local Health Units to Local Health Authorities, with the related extraordinary powers conferred by the Regional government on the extraordinary administrators, hence responsibility for the financial and asset resources of the Entity in collaboration with the management offices. - at the Emilia Romagna Region - Department of Health, sector head for outpatient health service planning and management by the Emilia Romagna Region. The role had the direct responsibility, according to the directives of the Regional Health Department and the Regional government, for issuing rules and guidelines to the Local Health Authorities and had direct contact with the regional and provincial representatives of the medical unions, pharmacists, external contracted doctors, nursing homes, etc. and with the General, Administrative and Medical Directors of the Local Health Authorities. The role included participating, for matters within my remit, in the State-Regions Conference, as well as liaising with the Ministry of Health. <p>At the Rimini Local Health Authority, my role as administrative director included technical, administrative and accounting and human resources responsibilities in support of the general manager</p>
<ul style="list-style-type: none"> • Dates • Employer name and address 	<p>November 1980 to January 1993</p> <p>Comunità Montana (Association of Mountain Municipalities) del Frignano - Local Health Unit No 18 - District Committee</p>

<ul style="list-style-type: none"> • Type of company or sector • Type of employment 	<p>Local authorities Manager - General Secretary</p>
<ul style="list-style-type: none"> • Main tasks and responsibilities 	<p>Sole Manager of the Entity - Responsible for managing human and financial resources; coordinating activities in the areas of agriculture, hydraulics, forestry, health, town planning, related plans and programmes and reporting, together with the relevant offices in coordination with the Region and the Province. Responsible for the Entity's public procedures (tenders and contracts).</p> <p>Since May 2025 she has also held the position of Chair of AS&P, a company held by Sinloc S.p.A., based in Rome, operating in the field of financial instruments, strategic consultancy and technical assistance to Public Administrations and companies</p>

PERSONAL SKILLS AND ABILITIES

MOTHER TONGUE **ITALIAN**

Other languages **ENGLISH**

COMMUNICATION SKILLS AND ABILITIES

Internal and external relations, in relation to the roles held, are a fundamental aspect of my profession.
I have therefore acquired excellent interpersonal skills and abilities.

ORGANISATIONAL SKILLS AND ABILITIES

The many years spent as senior manager of complex structures and charged with developing various organisational processes of entities or sectors and services, as well as a personal interest in the subject matter, have enabled me to acquire organisational skills and abilities appropriate to sector and general management. Moreover, this capacity and ability have been enriched on the side of human and economic resource management by my experience as an assessor gained by chairing assessment boards, by managing the simplification, innovation, and coordination processes associated with my roles as General Manager and as chair of Assessment Boards, which involve weighing and evaluating objectives/outcomes/performance.

TECHNICAL SKILLS AND ABILITIES

Use of the main computer programmes required to perform the role.

OTHER SKILLS AND ABILITIES OFFICES:

I have acquired additional professional skills and knowledge from my past and current experience as a member of the Boards of Directors of the following companies:

- Member of the Board of Directors of Banca Popolare dell'Emilia Romagna from 12 April 2014 to 21 April 2021
- Chair of the Remuneration Committee of Bper from 19 April 2016 to 21 April 2021
- Member of the Appointment Committee of Bper from 21 April 2015 to 21 April 2021
- Member of the Remuneration Committee of Bper since 21 April 2015 - Member of the Supervisory Committee of Bper's Pension Fund from July 2015 to 2021
- Chair of Atrikè Spa from October 2013 to April 2021
- HERA S.p.A. Member of the Board of Directors of Hera spa from January 2006 to 27 April 2017
- Member of the Remuneration Committee of Hera spa from 28 April 2014 to 27 April 2017
- Member of the Board of Directors of Heracomm from 28 May 2014 to 16 May 2017
- Chair of the Fondazione Museo Casa Natale Enzo Ferrari from 3 December 2013 to 20 July 2015
- Chair of Hera Comm (trading company of the Hera Spa group) from 10 May 2011 until 28 May 2014;
- ACANTHO S.p.A. (investee company of the holding company HERA. - Company providing services in the field of technological innovation, telephony, TLC, networks for public administrations, WIFI services, hosting, server farms) from April 2007 to 10 May 2011
- UNIFLOTTE S.r.l. (investee company of the holding company HERA. - Company providing services in the maintenance sector) from April 2007 to July 2009
- HERA Trading S.r.l. (investee company of the holding company HERA. - group trading company) from May 2006 to March 2007
- Meta Service S.r.l., a company that was in charge of the maintenance, management and renewal of the vehicles and containers of META S.p.A.'s environmental service fleet from December 2003 to March 2007

- META S.p.A.: Member of the Board of Directors from May 2003 to December 2005
- Carpi Formazione S.r.l., member of the Board of Directors from December 2000 to 31 December 2004.
- Member of the Remuneration Committee of HERA S.p.A. from July 2009 to May 2011
- Member of the Internal Control Committee of META S.p.A. from May 2003 to December 2005
- Member of the Appointment Committee of Meta S.P.A. from May 2003 to December 2005

Province of Cremona (year 2012)

Member of the tender board for the selection of an AMC to set up a Real Estate Fund for the Province

DRIVING LICENSE(S)

Category B

ADDITIONAL INFORMATION

Selected to be part of the "Ready-for-Board Women" project by PWA Milan for the year 2009.

Selected by the "Marisa Bellisario" Foundation as one of 1,000 from 2,500 CVs to be put forward in the election of Boards of Directors from September 2012, in application of the rule to improve gender balance in company boards.

Participation as Chair and/or Member of tender committees for the award of works and services, for the selection of private company partners.

Participation as Chair and/or Member of committees for the selection of managers and executives, both in public competitions and selections by other means.

Speaker at conferences, training courses and institutional or privately organised initiatives on topics within the remit of the public administration.

Responsibility for procedures and contact person for municipalities on complex procedures on behalf of the Municipality of Modena and for Modena's public shareholders of Meta S.p.A., Hera S.p.A. and ATCM.

MAIN COLLABORATIONS AND LECTURES

- Speaker at the Affari e Finanza initiative - Milan 30 June 1998 on "Trasporti Pubblici alla luce del D.Lgs. 422/97".
- Collaboration and guest lecturer at the Master's Degree in Public Administration at SDA Bocconi and at the Centre of Excellence of the Università Cattolica del Sacro Cuore - July 2000 - at the Università di Piacenza.
- Speaker at the conference "Budget Law, Regions and Local Authorities" organised by the Municipality of Spilamberto (MO) - 30 November 2001.
- Member of the group of private entities and local authorities set up by Conseil-Allaxia that led to the publication of the book "Governing tomorrow: which local authority in 2005?" and presented at the Public Administration FORUM - May 2002.
- Speaker at the Public Administration Forum in Rome on 8 May 2002 on the topic "Women and Management".
- Speaker on the topic "Quality of relationships between authorities and citizens: the experience of the Municipality of Modena" at the meeting and round table organised by the P.A. FORUM "e-Government: how to optimise internal processes and public services to ensure the satisfaction of citizens and businesses" on 16 September 2002.
- Speaker at the conference "New opportunities for local authorities", Dexia Crediop
- Rome, 4 April 2003 – on topics relating to local public services and their reforms.
- Speaker at the U.P.I. (Union of Italian Provinces) initiative - Emilia Romagna "New management for local development - Modernity of local authorities - Services and values, opportunities and risks" - 14 March 2003.
- Speaker at the conference "Sustainable Urban Mobility" - Milan 28 May 2003 for *Il Sole 24 ore - Affari & Finanza*
- Speaker at the seminar "Women Managers in Public Administrations" - Milan 30 October 2003 - organised by Bocconi University.
- Speaker at the Salone delle Autonomie Locali (local authorities meeting) Euro P.A. "Overview of some management methods in place or being considered at the Municipality of Modena" - Rimini 26 March 2004.
- Speaker at the FORUM P.A. "Public Private Partnership in the Governance of Public Administrations" - Rome 10 May 2004.
- Lecturer in the Master's Degree Course of Lecce University on "Organisation, communication and innovation in the Municipality of Modena" - Lecce 4-5 June 2004.
- Speaker at the FACILITY MANAGEMENT FORUM on "Public-private integration in city management" - Rome 23-24 June 2004.
- Speaker at the workshop "Il Progetto Alleanza per lo Sviluppo" organised by Atlantis - Cagliari 1-2 October 2004.
- Speaker at the conference on Federalism (UN FEDERALISMO UTILE AL PAESE. RISORSE E POTERI PER SUPERARE LO STALLO e RILANCIARE lo sviluppo), on the topic "Governance in the management of public services and functions:

outsourcing and the system of publicly held companies" - Viareggio 8 October 2004.

- Speaker at the P.A. FORUM on "An alliance for development" - Rome 10 May 2005.
- Speaker at the P.A. FORUM on "Senior public managers between politics and administration: some food for thought" - Rome 11 May 2005.
- Lecturer in the Master's Degree Course of the School of Advanced Studies of Lecce University on "Public Management and e-Government" - Lecce 20-21 May 2005.
- Speaker at the Affari e Finanza initiative on "Creating infrastructure to facilitate the movement of goods and people" - Milan 25 May 2005.
- Speaker at the Seminar on "Public asset companies and facility management" organised by Legautonomie - Viareggio 5 October 2005.
- Speaker at the initiative "Representative Democracies and government" organised by the Municipality of Cesena - Cesena 11 March 2006.
- Speaker at the Network for the University Master Course on Public Management (MMP) on "Presentation of company experiences in personnel assessment" organised by SDA Bocconi - Milan 25 November 2006.
- Speaker at the conference "Local authority planning and service management methods" organised by Confcooperative Federlavoro e Servizi - S. Lazzaro di Savena (BO) 7 December 2006.
- Speaker at the Affari e Finanza initiative on "La valorizzazione del patrimonio immobiliare pubblico — opportunità per Enti Locali e operatori immobiliari" - Milan 8 March 2007.
- Speaker at the Salone delle Autonomie Locali (local authorities meeting) Euro P.A. "Mobility Services: Current Legal Profiles and Future Scenarios" on the topic "Tradition and Innovation of Mobility Actors - in particular Mobility Agencies" - Rimini 31 March 2007.
- Speaker at the Network for the University Master Course on Public Management (MMP) on "Presentation of company experiences in personnel assessment" organised by SDA Bocconi - Milan 2 April 2007.
- Speaker at the conference "Programming and implementing a work plan. Relations with private parties in implementation and management" organised by the Association of building contractors of the province of Modena - Modena 9 May 2007.
- Speaker at the ABI (Italian Banks' Association) conference on 18 and 19 February 2010 in Rome on: "public-private partnership and collaboration with banks"
- Speaker at the Quotidiano Immobiliare conference on 25.2.2010 in Milan "Enhancing public assets"
- Speaker on the draft law on "pink quotas" ("gender balance") in the boards of directors of listed companies and companies with public shareholdings at the Provincial Conference of Female Elected Officials, Modena, 6 June 2011
- Coordinator of the seminar day organised by EIRE entitled: "Enhancing the value of public assets", Milan, 7 June 2011.
- Speaker at the National Assembly of Asstra, Bari 10 June 2011 on the possibilities and opportunities for raising resources for local public transport companies and mobility agencies through innovative approaches (real estate funds and asset valorisation)
- Lecturer at a training course held by Promo Pa - Florence 20 October 2011 on: "Public and private assets in a dynamic vision of public administration"
- Coordinator of a seminar on behalf of the Accademia dello
- Scoltenna, Fiumalbo (MO) held on 20/11/2011 on the topic: "Joint management of functions and services. A challenge for the future of local autonomies"
- Speaker at Potenza on 14/11/2011, organised by Legacoop and local institutions, on the topic: "Innovative tools for the assets of Public Administrations"

- Speaker in Ripamolisani (CB) on 23 January 2012 for the Patto del Matese on the enhancement of public assets.

Modena, 6 March 2026

Mara Bernardini

[signature]

**DECLARATION OF IRREVOCABLE ACCEPTANCE OF THE OFFICE OF DIRECTOR
SHAREHOLDERS' MEETING OF 29 APRIL 2026**

I, Demis Diotallevi, born in Rimini on 1 June 1973, DTLDMS73H01H294G, as candidate for appointment as member of the Board of Directors of Hera s.p.a., with registered office in Viale Carlo Berti Pichat 2/4, 40127 Bologna, registered in the Bologna Companies Register under no. 04245520376, pursuant to and for the purposes of Article 17 of the Articles of Association,

HEREBY DECLARE

- that I possess the requirements for the office;
- that I am not aware of the existence of any causes of ineligibility for and/or forfeiture of the position of director;
- that I possess the requirements of integrity under Article 147-*quinquies* of Legislative Decree no. 58/1998;
- that I possess the requirements of independence established by Article 147-*ter*, paragraph 4, of Legislative Decree no. 58/1998 and those provided for by the Corporate Governance Code drawn up by the Corporate Governance Committee of Borsa Italiana s.p.a.;
- that I accept, should I be appointed pursuant to Article 17 of the Articles of Association, the position of director of Hera s.p.a.;
- that I will not revoke this acceptance of office, if I am appointed pursuant to Article 17 of the Articles of Association.

Please find enclosed a copy of my CV and photocopy of my identity document.

Rimini, 30 March 2026

Yours faithfully,

[signature]

(Demis Diotallevi)

Personal details



Demis Diotallevi
Born in Rimini on 1 June 1973
Nationality: Italian

Language

Italian Mother tongue
English Fluent

Education

Harvard Business School
Boston, USA **Executive Diploma**
"Strategic Negotiation: Dealmaking for the Long Term"
2012

SDA Bocconi
Milan, Italy **Executive MBA (Master of Business Administration)**
Specialisation in Finance and Investment Decision Making
2006
Marks: graduated cum laude

University
Urbino, Italy **Degree in Economics and Business Administration**
(management track)
1998
Marks: graduated 110/110 cum laude
Alumnus of the Year 2016

R. Valturio
Technical Commercial
Institute
Rimini, Italy **Diploma as Accounting Programmer**
1992
Marks: 60/60

Professional Experience

<i>Gruppo Società Gas Rimini S.p.A.</i>	CEO, General Manager from Nov. 2022 to present CFO, Deputy CEO, Deputy General Manager and Head of M&A from 2015 to 2022 CFO, CAO & Head of Business Development from 2007 to 2014 Administrative Director from 2005 to 2006 Head of Administration, Finance and Control from 2004 to 2005 Head of Financial Reporting and Management Control from 2000 to 2003
<i>Metano San Clemente S.r.l.</i>	Executive Assistant and Head of Management Control from 1999 to 2000
<i>Provincia di Rimini - PA</i>	General Secretariat from 1998 to 1999
Other offices	
<i>Gruppo Società Gas Rimini S.p.A.</i>	Director since 2008 and CEO since Nov. 2022
<i>Gasrimini Holding S.p.A.</i>	Director since 2018 and Managing Director since 2024
<i>Utilia Omnicon S.r.l.</i>	Managing Director since 2009
<i>Weedoo S.p.A.</i>	Chair since 2014
<i>SGR Servizi S.p.A.</i>	Director since 2009 and Managing Director since 2012
<i>Astea Energia S.p.A.</i>	Chair and Chief Executive Officer since 2017
<i>SGR EE GEIE</i>	Chair and Managing Director since 2024
<i>SG Energia S.p.A.</i>	Chair and Managing Director since 2018
<i>Sovecar S.r.l.</i>	Chair since 2026
<i>SGR Efficienza Energetica S.r.l.</i>	Incoming Chair (H2) 2026
Other companies with role as Director	

Distretto Tecnologico Trentino - Habitech Since 2025, currently in office
Frigomeccanica Since 2022, currently in office
Conclima Since 2022, currently in office
Intervento Pronto Since 2007, currently in office

Main areas of activity over the years

Strategy Corporate strategy, strategic negotiation, business development
M&A Investment planning, company valuations, advanced business planning integrated with management systems, structuring of extraordinary transactions, complex negotiations with counterparties, structured finance solutions, project finance
HR Strategic Human Resource Management, total reward schemes, teamwork, distributed leadership, managerial entrepreneurship, conflict resolution, counselling & coaching, trade union negotiation
Organisation & Project Management Process-based organisation, business process re-engineering, business process management, systems oriented towards process innovation
Accounting Finance & Control Separate and consolidated financial statements, financial statement analysis, traditional management control, ABC - Activity Based Costing, ABM - Activity Based Management, Balanced Scorecard, fast closing, hedging, procurement, CSR, ESG

I authorise the processing of my personal data pursuant to Legislative Decree no. 196 of 30 June 2003.

Rimini, 27/03/2026

Demis Diotallevi

[signature]
