



press release

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Hera a Top Employer for the 14th consecutive year

Early 2023 sees Hera confirmed among the best companies in human resource management, thanks in particular to substantial investments in welfare, training and skills development.

“It is in challenging times that excellence comes to the fore”, comments David Plink, CEO of the Top Employers Institute, while granting the Top Employers 2023 certification, one of the main international awards for companies that meet high standards in human resource management. This reflection sums up the complex events seen over the last two years, which have caused considerable instability for many companies. This is not the case for the Hera Group, which has been certified as a Top Employer for the 14th consecutive time, standing out for its job policies and ranking among the top 3 in Italy out of 1,600 companies analysed.

The well-being of people, training, professional growth and transformation of skills are the main strengths that have allowed Hera to receive this prestigious award. It was conferred by the Institute based in Holland, a global body certifying corporate excellence in the HR field, after a close analysis that becomes increasingly selective every year and concerns specific parameters such as adequate salaries, working conditions, career opportunities, corporate culture, training and people development.

With its pioneering vision, concrete decisions and increasing investments in human resources and training, Hera continues to take on the challenges of change, aiming at developing new skills and competencies. In this sense, a central role is played by HerAcademy, the corporate University founded precisely with the desire to generate new knowledge in response to the trends seen in the context, including an ongoing debate on current issues and collaborations with major national and international institutions. All training activities for Hera’s over 9,000 employees fall within this scope, so that continuous learning and people development are at the heart of the strategy, in line with the growing demand for profiles capable of overcoming the challenges of the transitions currently underway (digital, energy and environmental). In 2022 alone, 97% of the corporate population, including the most operational ones, attended training courses, totalling approximately 270 thousand hours, or roughly 30 hours of training per capita, well above the sector average.

In line with this same vision, and above all as a response to the challenge of the energy transition, the Hera Group has also launched a major talent acquisition campaign throughout Italy in recent months. The goal is to select and train, in collaboration with ManpowerGroup, 300 new resources with technical and operational profiles and include them, within 2023, in the Group’s various companies and in supplier companies.

Training and valorising people is all the more effective when it is accompanied by the well-being and professional satisfaction of workers. The Hera Group is well aware of this and, even when faced by the complex events we are currently experiencing, it continues to insist on safety, productivity and quality of work, as is demonstrated by the recent renewal of the supplementary corporate contract for 2022-2024. In addition to significant investments in the welfare plan, to make the working and family spheres more



compatible, the new contract provides, for example, for the introduction of measures in favour of pregnant workers, parents with children up to 6 years of age and those assisting elderly parents, without forgetting Hera's initiatives in favour of gender policies.

"This year as well, being recognized by the Top Employers Institute as one of the best companies for our personnel policies fills us with pride", comments the **Executive Chairman of the Hera Group, Tomaso Tommasi di Vignano**. "Reaching this goal encourages us to do even better, ever more convinced that enhancing the people of the Group and continuing to invest in their professional growth, making them an integral part of the transformations of our time, also guarantees corporate solidity, quality in the services we provide and positive repercussions for the local areas served."

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