

press release

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Hera Top Employer for the 13th time

Once again among Italy's highest ranked employers, this year second place overall among companies nationwide for outstanding human resource management, Hera has reached its first milestone of the new year, which marks its twentieth anniversary. Training, welfare and digitalisation among the Group's strong points

The start of a new year is always an occasion to look back in time, but even more so to look forward, taking a look at results and focusing on new objectives. In 2022, this is all the more true for the Hera Group, since this year marks the twentieth anniversary of its establishment. This is why receiving Top Employer certification for the 13th consecutive year, a sign of excellence in human resource management, is even more significant.

Hera, after gaining recognition as the best company in 2020 and 2021, has found its place on the podium this year as well, ranking second overall in Italy among the 1,600 companies analysed by the Dutch Top Employer Institute.

How? Over the years, Hera has provided itself with the best technologies, projects and initiatives to invest in the skills and well-being of its workers and select the most interesting talent on the market.

One aspect which is increasingly crucial on the workplace as well, especially considering the changes in external contexts, is the care given to relations, which must be seen as real capital. Hera has decided to invest in this area, through means including training and corporate culture. HerAcademy, the Hera Group's corporate university, plays a leading role in this field, and at the end of last year it organised a conference entitled "The evolution of social and relational dynamics for the 'rebirth' of work", an event which called on leading figures from the world of business, academics and professionals. The goal was to compare experiences and practices, demonstrating that only by being part of a solid and motivated team is it possible to meet the challenges awaiting us outside and inside organisations.

Moreover, the Hera Group has always stood out for its organisational methods, promoting agility in work, safety and the value given to the uniqueness of people, all within a context highly exposed to change.

Alongside the increasing importance of training and welfare, along with a corporate culture dedicated to the inclusion of diversity, Hera has proven able to meet the challenge of digitalising services and therefore professional activities. Within this process, which is now in full swing and covers all company activities, even the most operational, employees have been accompanied but above all listened to, trying to understand and share their needs.

Overall, this commitment has been recognised by the workers themselves, as shown by the latest employee climate survey, in which 82% of the company's workforce took part and in which the company achieved excellent results. 16 years after the first survey, the overall

satisfaction index has risen by more than 20 points, reaching 71 on a scale of 1 to 100. All of this testifies to the effectiveness of the steps towards improvement introduced following numerous communication initiatives.

“For us, 2022 promises to be a very important year, encouraging us to look to the future with confidence, feeling proud of what we have done so far”, states **Hera Group Executive Chairman Tomaso Tommasi di Vignano**. “Ours is a twenty-year journey that began from local communities, from the people who live in them and to whom we provide essential services, but which has even more distant roots in the many companies out of which the Hera Group was born in 2002. It was very clear to us that our workers deserved to be at centre stage, because their skills and motivation are crucial to ensuring the continuity and constantly increasing quality of our services. This is why recognition as a Top Employer is so important: we have achieved this goal for 13 years, but we want to continue to take pride in it and invest in it, without ever taking it for granted. We will continue to promote the development of the idea of our organisation as a community and as a social environment, by constantly investing in the growth of our people.”

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