



press release

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Diversity and inclusion: Hera receives 2021 Top Utility prize

Yet another recognition for the Group in this area. This prize, which analyses and valorises the best performances of Italy's public service companies, was awarded today during the digital conference for its ninth edition

Attention towards gender equality, care given to diversity and inclusion: these issues are at the centre of the Hera Group's strategies and corporate culture. This has been recognised among others by Top Utility, which today, during its digital conference, awarded to the Group first place in the Diversity category "for its efforts in making policies favouring diversity, inclusion and social responsibility". Currently at its ninth edition, Top Utility analyses and valorises the changes made and performance shown by Italy's 100 largest utilities on a yearly basis.

Ranking as Top Utility in the Diversity category comes as recognition for the numerous initiatives introduced by the Hera Group, applied not only to its corporate culture but also to the management and development of its human resources.

One example lies in the meritocratic systems planned and measured to be concrete applied, with compensation tools and benefits focused on performance, complexity in professional roles and market comparisons, regardless of characteristics involving gender or generation. The ensuing career paths see a growing percentage of women in roles of responsibility, now coming to roughly 30%.

The attention given to these issues and the approach taken towards them by businesses is, furthermore, increasingly important for the international financial community, with investors showing growing interest towards listed companies with excellent policies in this area. For this reason as well, Hera has integrated these aspects within its Business plan, and provides transparent information on them each year in its sustainability report.

"We are committed to making the Hera Group a place where everyone can feel 'well' and included", remarks **Susanna Zucchelli, Diversity Manager and Water Director at Hera**. "A place where everyone knows they can make their own contribution to important projects that enrich the communities served, aiming at quality and favouring collaboration and communication. This is a company to which younger generations as well can look with interest as regards their future career. Receiving these recognitions gratifies us, motivates us and encourages us to do even better, to make our company a truly enabling party, developing and integrating these issues within the social fabric."

Hera's leadership has also been recognised by other important awards. First and foremost, the Top Employer certification, achieved for the 12th consecutive year, confirming in 2021 as well the Hera Group's top ranking overall in Italy. For years, furthermore, Hera has been included in the Bloomberg Gender-Equality Index and is among the leading companies in the Refinitiv Diversity & Inclusion Index.

<https://eng.gruppohera.it/group/>

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