

AGENCY	LAST REPORT HIGHLIGHTS	AGENCY WEBSITE
Sustainalytics	The company is considered an outperformer on ESG issues compared to its industry peers. This stems from its outperformance on environmental and governance issues and leading position on social issues. Rated 20 th out of 188, has an overall ESG score of 79	https://www.sustainalytics.com/our-solutions/#esgintegration
MSCI	The company has undertaken initiatives to improve its water resource management program, which is well aligned with its commitments and targets. Also, the company has become more energy efficient, backed by an increase in its use of renewable energy to generate power. Hera is rated A since 2017.	https://www.msci.com/esg-ratings
CDP	The Group is committed to the reduction of greenhouse gas emissions and gradually align its performance with the International recommendations. In 2019, Hera achieved level B on an A–D scale, above both the European and worldwide averages (level C) for the oil and gas sector.	https://www.cdp.net/en/companies-discloser
RobecoSAM by S&P Global	In 2019, Hera earned a first-time Total Score of 68, besting the Multi and Water Utilities (MUW) Industry Average (48) by a wide margin and ranking in the 79th percentile of multi and water utilities companies. Furthermore, Hera ranked 7th amongst the 30 companies assessed across the MUW Industry.	https://www.robecosam.com/en/media/press-releases/2019/dow-jones-sustainability-indices-review-results-2019.html
Integrated Governance Index	In the 2019 edition, the Hera Group maintained its leadership in the special category dedicated to sustainable finance and ranked fourth overall, improving on last year's result. Of particular importance in achieving the result were the Group's policies on diversity and inclusion, issues of ever-increasing interest to the financial community, both nationally and internationally	http://www.esgbusiness.it/lindex/
2020 Bloomberg Gender-Equality Index	Hera among the 325 most committed public companies to promote gender equality across five dimensions. The overall performance of Hera is good, especially regarding female leadership and talent pipeline, sexual harassment policies and pro-women brand.	https://www.bloomberg.com/company/press/bloombergs-2020-gender-equality-index-expands-to-include-325-public-companies-globally/
Refinitiv Diversity & Inclusion 2019	Hera, with a score of 75, came in third in Italy and 14th globally. The Groups has been confirmed as the leading multi-utility worldwide in this classification. In the Diversity & Inclusion (D&I) Index (worldwide) Hera ranked as follows: 14/2410. See previous report: D&I 2018 report	https://www.refinitiv.com/en/media-center/press-releases/2019/september/refinitiv-announces-the-2019-d-and-i-index-top-100-most-diverse-and-inclusive-organizations-globally
Thomson Reuters Top 100 Global Energy Leaders	Where there are new drivers for growth and success. These criteria and drivers are reshaping what it means to be a leader in the energy industry. Trusted answers and a holistic view of each organization in the energy space are more important than ever. That's why we developed a first-of-its-kind ranking methodology.	https://www.thomsonreuters.com/en/products-services/energy/top-100.html