

**press release**

Bologna, 21 June 2018

## **Hera invests in the future: 50 new scholarships for the children of its employees, and 10 to support study experiences abroad**

*In addition to the 40 scholarships of 750 euro each awarded for the second year in a row to the most deserving university students, ten 2,000 euro scholarships were also awarded to high school students to help them participate in study experiences with Intercultura. The initiative, backed by a total investment of 50,000 euro, is part of "HExtRA", the multi-utility's corporate welfare plan*

Hera Group repeated its commitment to support the school-age children of its employees and enriched the programme once again, for 2018. In fact, in addition to the 40 scholarships provided for the second year in a row to the most deserving university students, this year ten more have been added for high school students, who will be able to participate in study experiences abroad in collaboration with the Intercultura foundation.

The initiative, launched to reward scholastic achievement based onto principles of fairness and meritocracy, as well as the ability to rise to challenges right from the educational stage, reached its conclusion today as prizes were awarded during a ceremony held in Bologna, at the Spazio Hera, attended by the Executive Chairman, Tomaso Tommasi di Vignano.

The forty most deserving university students were identified by an excellence ranking drawn up according to the following parameters: being on schedule with the 2016-2017 academic year exam deadlines, the number of credits obtained and the average number of exams passed during the year. The company received more than 170 applications (more than twice as many as last year). Each of the 40 winners (graduates and undergraduates in economics, engineering, humanities and medicine) was awarded an individual scholarship worth 750 euro, for a total of 30,000 euro invested by the company. Among the winners there were also students studying abroad: a way to support a more complex life choice and to stimulate value creation, determined by acquiring experience in a range of settings.

For high school students, on the other hand, the selection was carried out entirely by Intercultura's experts and consisted of aptitude tests, individual and group interviews, a meeting with the family and a health check-up. The ten winners were awarded 2,000 euro grants that will support the cost of attending a one-month study period abroad in Europe (UK, Finland and

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### **USEFUL LINKS**

[www.gruppohera.it](http://www.gruppohera.it)

### **CONTACTS**

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Denmark are the most popular destinations), the US (Washington is the favourite location) and South America (Argentina).

This is just the latest of the education support initiatives included in the "HExtRA" company welfare plan in which the company invested a considerable sum. This is an important response to a priority identified by the Group's employees – including those who do not have children – who consider the company's support to the development of new generations to be a key value. This attention also translates into a further lever to promote the growth of the area Hera serves and that consists in supporting multidisciplinary courses, not strictly linked to the company's reference businesses, but aimed at fostering the creation of a system that is always in step with a constantly evolving environment.

"Our commitment to corporate welfare is based on the conviction that all companies must have at heart the individual and family well-being of its people from an economic and social point of view " commented the Executive Chairman, Tommasi di Vignano. A system that triggers a virtuous circle that generates value not only for the individual but also for the company which can, therefore, count on increasingly motivated personnel. Education, in this sense, has always been an important component in the entire corporate welfare plan. In 2017 alone, it accounted for over 15% of the 3.3 million euro allocated to employees within HExtRA, a plan that last year had a 98% participation rate among the company population of about 9,000 people".

#### **"HExtRA", Hera Group's corporate welfare plan**

In July 2016, Hera Group launched "Hextra", an integrated corporate welfare plan that promotes existing initiatives by harmonising their application across all the areas the multi-utility serves. A single system for all the Group's companies but that is also customisable: in fact, the distinctive feature is the flexible quota that each worker can allocate at will, deciding according to personal and family needs. The amount expected for 2018 is 385 euro (360 euro in 2017). Among the new features added in recent years there is the extension of the initiative to temporary employees that have been with the company for at least six months, as implemented last year, and the possibility, added upon renewal of the Group's Supplementary National Collective Labour Contract, to convert part of a worker's performance bonus into personal services.