

Board Expertise

Solid infrastructures for a long-term sustainable strategy

Photo by Silvia Camporesi: construction phase of the biomethane plant of Sant'Agata Bolognese

Industry Experience

Name	Role	Description of Industry* Experience
Cristian Fabbri	Executive Chairman	✓ Management industry experience: Market Group Manager and responsible for the Group's activities in the energy markets since 2014 (all activities related to electricity production, trading, sales of electricity and gas and value-added services, management of the relationships with energy customers and administered services (water and waste management), and the district heating business). From 2009 to 2023 he was CEO of Hera Comm, Estenergy and Ascotrade (all companies operating in utility/energy sector)
Orazio Iacono	Chief Executive Officer	✓ Management industry experience: Chief Operating Officer Sustainable Infrastructures ('22 SAIPEM a company operating in energy and infrastructure sectors), Senior Advisor ('21 OAKTREE CAPITAL MANAGEMENT) with a view to environmental, social and economic financial sustainability and has a long experience in developing public and primary services infrastructures (TRENITALIA)
Tommaso Rotella	Vice Chairman - Independent Member	
Fabio Bacchilega	Independent Member	✓ Management industry experience: executive Chairman of Con.Ami, a local multi-utility operating in the water, energy networks, waste, tlc, renewable businesses
Gianni Bessi	Non-Independent Member	✓ Management industry experience: employee of Hera since 2008, currently on long term leave. Government industry experience: since 2020 is Member of the Regional Assembly of Emilia-Romagna for the Territory, Environment and Mobility Committee and responsible on several laws, including the Waste Management Plan 2022-2027 and the Regional Energy Plan 2022-2024. In 2000/2001, as member of the Cabinet Office of the Minister of Industry, Trade and Craft Trade he was part of the Technical Secretariat with responsibility for local public services and energy
Enrico Di Stasi	Non-Independent Member	✓ Government industry experience: political delegate for the Municipality of Bologna with responsibility in Atersir (Territorial Agency of Emilia Romagna for Water and Waste Services)
Grazia Ghermandi	Independent Member	✓ Academia industry experience: Full Professor of Environmental Health Engineering at Unimore University, a degree that focuses on sustainability development, waste management and environmental risk monitoring.
Alessandro Melcarne	Independent Member	
Milvia Mingozi	Independent Member	
Marina Monassi	Independent Member	✓ Management industry experience: from 2006 to 2011, General Manager of AcegasAps, a multi-utility company in the Northeast of Italy operating both in environmental and water services and gas and energy distribution
Monica Mondardini	Independent Member	
Francesco Perrini	Independent Member	✓ Research industry experience: between 2008 and 2015 he carried out research on the utility sector within two scientific committees: Top Utility "Independent Italian Think-Tank on Italian utilities" and that of the Ministry of Economic Development were carried out research on energy efficiency and on local public services.
Paola Gina Maria Schwizer	Independent Member	
Bruno Tani	Independent Member	✓ Management industry experience: he is an expert on Gas business sector, being currently General Manager of Società Gas Rimini Spa. He is also Managing Director of ADRIGAS Spa, City Gas Bulgaria EAD and Technoterm Engineering EAD. During his long professional activity, he has designed natural gas distribution systems in about 35 Italian municipalities. Consulting industry experience: between 2013 and 2014, she was Principal of Bain & Company, a leader in "European Energy practice", where she supported both Italian utilities and oil&gas companies involved in international expansion operations. As Associate Principal of McKinsey & Company between 2000 and 2013, she was a key member of the European practice "Electric Power and Natural Gas", with particular focus on issues related to renewable energy and distribution networks. She took also part in projects to define market strategies, organisational restructuring and operational performance improvement plans, including "Industry vision 2020" (innovation plans for utility development) and the implementation of lean approaches for water, electricity and gas distribution and transmission networks.
Alice Vatta	Independent Member	✓
Total	10	
Independent member	13	62%
Total BoD members	15	80%

* Industry Expertise applicable to Hera Multi-utility business refer to: public services, network infrastructures, Gas activities, Electricity activities, Energy efficiency services (ESCO), renewable energy sources, Water management, Waste treatment including (including innovative chemical treatments processes), Environmental care, Waste logistic activities, soil remediation, Telecommunication, Data management services, District Heating, commercial activities on commodities and services, commercial activities.

Risk & Crisis Management Experience

Name	Role	Description of Risk & Crisis Management Experience	
Cristian Fabbri	Executive Chairman		
Orazio Iacono	Chief Executive Officer		
Tommaso Rotella	Vice Chairman - Independent Member	✓	Between 2016 and 2024 he has been Chairman of the Supervisory Body (ex Legislative Decree 231/2001) in seven different companies and participated in the study team for the drafting and practical implementation of numerous organizational models (as is analysis, gap analysis, risk assessment, protocols and training).
Fabio Bacchilega	Independent Member		
Gianni Bessi	Non-Independent Member		
Enrico Di Stasi	Non-Independent Member		
Grazia Ghermandi	Independent Member	✓	At Unimore she is currently in charge for the research on the dynamics and impacts of air pollutants; In 2010 and 2013, court-appointed expert witness on the impact on air quality of PM10 particulate matter from the construction site of Bologna High Speed Railway Stations (the 3rd most important in Italy). She has been managing researcher for several studies on global climate change for the University of Modena.
Alessandro Melcarne	Independent Member		
Milvia Mingozi	Independent Member		
Marina Monassi	Independent Member	✓	From 2006 to 2011 was Vice-President and member of the Control and Risk Committee of Unicredit Corporate Banking
Monica Mondardini	Independent Member		
Francesco Perrini	Independent Member	✓	Since 2017, Chairman of the Advisory Board of the Commission "Business crisis, restructuring and recovery", at the Order of Chartered Accountants and Accounting Experts of Milan.
Paola Gina Maria Schwizer	Independent Member	✓	Since 2003, she has been Professor of Economics of Financial Intermediaries at Parma University and has held the "Risk management and value creation in banks" course for the Master's Degree in Finance and Risk Management and E-banking; She is the author of several publications, including "Internal governance. New rules, experiences and best practices for the organization of banks' internal controls" and "The determination of reputational risk in the banking sector".
Bruno Tani	Independent Member		
Alice Vatta	Independent Member		
Total		6	
Independent member	13	46%	
Total BoD members	15	40%	

Finance Experience

Name	Role	Description of Finance Experience	
Cristian Fabbri	Executive Chairman		
Orazio Iacono	Chief Executive Officer		
Tommaso Rotella	Vice Chairman - Independent Member	✓	Partner of the law firm "Zaccaria, Rotella and Partners", has 20 years experience in tax law consultancy for enterprises. Graduated in law, he has three master's degrees: Transfer Pricing, International Taxation, and VAT and customs in international trade.
Fabio Bacchilega	Independent Member	✓	He has a degree in Economics and Commerce from Bologna University and a Master's in "Business Management" from the SDA Bocconi Business Management School. He was also Chairman of a Bank Foundation at Imola
Gianni Bessi	Non-Independent Member		
Enrico Di Stasi	Non-Independent Member		
Grazia Ghermandi	Independent Member		
Alessandro Melcarne	Independent Member	✓	Associate professor (permanent) of Economics and Business Administration (Université Paris Nanterre); he earned a PhD in Economics from Turin University and he is the author of publications in scientific journals and books on economic analysis.
Milvia Mingozi	Independent Member		
Marina Monassi	Independent Member	✓	From 2018 to 2020 Auditor of the Local Authorities of Friuli-Venezia Giulia and Alternate Auditor of Poste Tributi in liquidation
Monica Mondardini	Independent Member	✓	She graduated with a degree in Statistical and Economic Sciences from Bologna University. From 2010 to 2021 she was an independent director of Crédit Agricole S.A.
Francesco Perrini	Independent Member	✓	Chartered accountant, auditor and, since 2006, full professor of "Economics and Business Management" at the Department of Management and Technology of Bocconi University in Milan. He is also Director of the courses in "Strategic Analysis, ESG and Financial Valuation", "Strategic Finance" and "Business Administration and Management",
Paola Gina Maria Schwizer	Independent Member		
Bruno Tani	Independent Member		
Alice Vatta	Independent Member	✓	She worked at the International Finance Corporation - World Bank in Washington DC (USA)
Total		7	
Independent member	13	54%	
Total BoD members	15	47%	

IT Cybersecurity Experience

Name	Role	Description of IT Cybersecurity Experience
Cristian Fabbri	Executive Chairman	
Orazio Iacono	Chief Executive Officer	
Tommaso Rotella	Vice Chairman - Independent Member	
Fabio Bacchilega	Independent Member	
Gianni Bessi	Non-Independent Member	
Enrico Di Stasi	Non-Independent Member	
Grazia Ghermandi	Independent Member	
Alessandro Melcarne	Independent Member	
Milvia Mingozi	Independent Member	
Marina Monassi	Independent Member	
Monica Mondardini	Independent Member	
Francesco Perrini	Independent Member	
Paola Gina Maria Schwizer	Independent Member	✓ She is a Professor in the Master's Degree in Finance and Risk Management, where she teaches topics like risk management, e-banking, cybersecurity and data protection for financial institutions, fintech. She also holds a number of scientific positions in Italian and foreign universities and is the author of many publications, including "Internal governance. New rules, experiences and best practices for the organization of banks' internal controls" and "The determination of reputational risk in the banking sector".
Bruno Tani	Independent Member	
Alice Vatta	Independent Member	✓ Between 2014 and 2018, she worked at C3.ai, operating in Italy as C3 Energy Italy, among the world leaders in the Platform-as-a-Service (PaaS) provider sector. Their technological solutions are used to design, develop and implement software applications (SaaS), including Big Data, predictive and IoT applications to support the digital transformation of enterprises. Her key responsibilities included contributing to the value growth of the Enel Group (Italian energy company that is among the leading global integrated players in the electricity and gas sectors) with the launch of numerous IoT solutions in distribution and generation businesses, including the implementation of predictive and fraud identification software.
Total		2
Independent member	13	15%
Total BoD members	15	20%

ESG Experience

Name	Role	Description of ESG Experience	
Cristian Fabbri	Executive Chairman		
Orazio Iacono	Chief Executive Officer	✓	Senior Advisor for OAKTREE CAPITAL MANAGEMENT from an ESG point of view (environmental, social and economic financial sustainability). Responsible for the Shared Value and Sustainability department at Hera.
Tommaso Rotella	Vice Chairman - Independent Member		
Fabio Bacchilega	Independent Member		
Gianni Bessi	Non-Independent Member		
Enrico Di Stasi	Non-Independent Member		
Grazia Ghermandi	Independent Member	✓	She is Unimore's representative to the National PhD programme in Sustainable Development and Climate Change. She is member delegate with responsibility in the sustainability field for the University of Modena. She is also scientific director for agreements with ARPA ER Environmental Protection Agency of the Emilia-Romagna Region.
Alessandro Melcarne	Independent Member		
Milvia Mingozi	Independent Member		
Marina Monassi	Independent Member	✓	She has been a member of various technical-scientific committees for the evaluation of environmental impacts and the protection of the sea. Author of several scientific publications in the environmental sector, with a focus on environmental protection, marine pollution and ecosystem defence.
Monica Mondardini	Independent Member		
Francesco Perrini	Independent Member	✓	Member of the Ethics and Sustainability Committee; he was a member of the Scientific Committee and of the Promoting Group of the CSR and social innovation exhibition. At Bocconi University he was the Rector's Delegate both for the internal development of CSR and for the Presidency of the Sustainability Committee. He was also Director of CReSV (Research Center on Sustainability and Value)
Paola Gina Maria Schwizer	Independent Member	✓	She has gained ESG expertise through numerous academic roles, including Chair of the Graduate Program in Economics of Environment and Culture at the Universities of Lecce and as a member of the Teaching Board of the Doctoral Program in Economics and Mgmt of Innovation and Sustainability at the Universities of Parma and of Ferrara
Bruno Tani	Independent Member		
Alice Vatta	Independent Member	✓	Chairman of the Ethics and sustainability committee in Hera; She works also for the Business Performance Institute (BPI), a consulting firm that designs and implements human capital development programs. She is also a member of Angels4Women, an association of business angels based in Milan that promotes female entrepreneurship to address diversity issues.
Total		6	
Independent member	13	38%	
Total BoD members	15	40%	