




HERA S.p.A.

Name of the organisation:	HERA S.p.A.	
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Description of the Organisation

Born in 2002 out of the aggregation of 11 municipal companies operating in Emilia-Romagna, first corporation of its kind nationwide, over time **Hera S.p.A.** has embarked on a journey of consistent and balanced growth, incorporating other companies active in the same areas. Hera, publicly listed since 2003, turned 15 on 1st November 2017 and is now among the nation's largest multi-utilities, working mainly in the environment (waste management), water (aqueduct, sewerage and purification) and energy (electricity, gas distribution and sales, energy services) sectors. Other services offered include public lighting and telecommunications. Its range of activities undergoes continuous and constant development, and reflects the five levers on which the Group's strategic orientation is founded: growth, efficiency, excellence, innovation and agility.

Within the national landscape, the leadership of our Group lies in the figures: more than 9,000 employees work to offer tailor-made services for customers and businesses and to meet the needs of 4.2 million citizens in 311 municipalities located in Emilia-Romagna, Veneto, Friuli-Venezia Giulia, Marche and Tuscany.

Sustainability has always played a key role in Hera's strategy ever since its establishment. The approach adopted by the Group is based on integrating sustainability in its planning and control systems and, therefore, in the management of functions linked to its business activities. This aspect has been effectively implemented through a balanced scorecard system involving all the company management and with our constant commitment to stakeholder reporting, as confirmed by the sustainability report.

In 2016, Hera began a process aimed at designing the Group's approach to the Creation of Shared Value and reached its own definition of CSV (Creating Shared Value) consistent with the nature of its business.

The aim is to further integrate sustainability into our business activities and to direct both our strategy and sustainability reporting to the urgencies dictated by the 2030 UN Agenda. Thanks to this process, the Hera Group has reshaped its approach towards corporate social responsibility, which no longer focuses on the



“what” and “how” of the company but on its “why”, becoming a beacon that inspires strategy and guides innovation, with a more positive, direct and systematic impact on competitiveness, reputation and involvement. https://eng.gruppohera.it/group/social_responsibility/sr/

Founded in 2011 with the aim of further developing the skills and behaviors of excellence within the Group, HerAcademy is Hera Group Corporate University. Through the comparison with the best successful experiences, the contribution of important territorial academic realities and the involvement of reference stakeholders, Hera Group proposes experiences of cooperation and exchange of knowledge that can help workers to develop new skills by transforming work into a source of satisfaction and pride and helping to make Hera a successful company.

Hera Trading S.r.l. is a company owned by Hera S.p.a, which handles procurement and sales of natural gas, electricity, transportation capacity, green certificates, energy and emissions securities and operational management of currency and/or commodity risk on local and international markets. It was established in 2004 to take advantage of the opportunities created in European energy markets as a result of liberalisation. Hera Trading operates at the Italian Virtual Exchange Point for gas and at the main European hubs (Baumgarten in Austria, NCG in Germany and TTF in the Netherlands), while in the electricity sector, in addition to being on the Italian electricity exchange, it operates in the French, Swiss, German, Austrian and Slovenian markets.

Hera Trading recently signed a long-term agreement with the Shah Deniz consortium to buy gas from Azerbaijan via the Trans Adriatic Pipeline (TAP), with supplies expected to arrive by 2019/2020.

Hera Trading has EFET agreements with all the major counterparts in the European gas and electricity markets, as well as with the major Italian operators.

Role of the Organisation in the project

Hera has an important role in the preparation WP concerning the stakeholder’s consultation and surveys (WP2). Moreover, it collaborates to the implementation WP3 and leads the preparation WP6 concerning the analysis and the development of the professional module.

For that concerns WP2 Hera supports UNIBO in the arrangement of a stakeholder’s consultation survey, evaluation of the survey and first discussion of learning outcomes by a virtual meeting internal of the consortium, for planning of brainstorming activities and definition of the new educational methodologies to implement, for organizing a discussion about how to implement the novel educational methodologies and analysis of the requested technology (by a virtual conference).

In WP3 Hera will coordinate with UNIBO in order to collect the information coming from all the partners concerning the specific national programmes, existing double degrees among partners and the basic structure of the learning outcomes, mobility paths, ECTS provided, it will takes part to the commission to select the students admitted to the two summer school/training/full-immersion experience and provides teaching activities in the Summer Training in Katowice (M21) and will work with UNIBO to edit a final draft of the basic structure of the learning outcomes and basic structure of the course based on the opinion of the partnership and to prepare first draft of Consortium Agreement.

Moreover, Hera is the main organizer with University of Katowice (UEK), of the summer training placed in Katowice (M21) to test some module and the new educational methodologies projected in WP2. On the other hand, the role of Hera in WP6 is to coordinate with WU in order to detect specific needs of the industries in terms of competences to be conveyed by the new professional module based on the results of the stakeholders’ consultation (WP2). Moreover, also the partners from industry will be asked to comment



on the professional skills required in their organizations, as well as the possible new/innovative methods to best transfer those skills. During the whole project duration, they will be asked to make suggestions for further improvements (WP7).

From an operational point of view Hera want to support students proposing different topics to develop (as subject of master thesis or training stages), which are so important for its daily activity, below some of them:

- Structured derivatives products to hedge both market and volumetric risk nested into complex power and gas portfolio.
- Financial “substitutes” of real assets such as pipelines, power plants..etc.

Implement trading strategies to reply the following question: how to manage volatility and correlation trading with structured products?

Contact Person’s Experience and Expertise

Organizational Development and Learning Sr. Manager - HR and Organization Holding Department.

Managing a team of 8 people and currently:

- responsible for corporate learning processes and coordination, with main following responsibilities: responsible for organizational development and learning processes of Market and Holding central departments areas (about 2.000 employees)
- focused on digital transformation corporate program, with particular reference to change management and cultural and organizational development issues

