

TERNA CERTIFIED AS A “2026 TOP EMPLOYER”

The accolade shows the strength of the People Strategy adopted by the Group led by Giuseppina Di Foggia, in support of the 2024-2028 Industrial Plan

Rome, 15 January 2026 – Terna, the manager of Italy's national transmission grid, is a **2026 Top Employer** according to the certification programme run by the Top Employers Institute, a body that evaluates and celebrates exceptional global standards in companies' Human Resource strategies.

The accolade, which has been awarded to the Group led by Giuseppina Di Foggia for the second consecutive year, is a testament to the approach taken by Terna which, with its **People Strategy**, places people at the heart of company transformation, strengthening the link between the development of skills, the attraction of young professionals and the capacity to fulfil the 2024-2028 Industrial Plan. In this context, the People Strategy acts as a strategic lever to support growth, innovation, and reliability in the national electricity system, by securing the finest skills and know-how. In fact, Terna has bolstered its commitment to attracting top talent with the ambitious goal of swelling the company's ranks by 1,400 people over the course of the plan. The Group already numbers around 7,000 people to date, with over 800 hires in 2025. Given these numbers, predictions are that the target will be met a year earlier than the original deadline.

The Group's focus on people, in line with many other initiatives, also extends to their well-being. Terna believes firmly in working by objectives and supports flexibility and a balance between personal and professional lives, including through the implementation of smart-working for up to 10 days per month. Much consideration is also dedicated to young families with childcare provided at the Rome headquarters, a benefit which is also extended to the rest of the organisation through a contribution issued by Terna to parents throughout the country, in the amount of 60% of the monthly nursery fee.

Recently, the company has launched an engagement initiative through the Employee Resources Group (ERG), allowing employees to put forward their ideas to improve company projects and processes. The first of these focused on parents, with the goal of improving the experience of new mums and dads, particularly as they come back to work after parental leave. Over the course of 2025, a significant programme dedicated to well-being and personal balance was also launched, offering individual sessions via an online platform with professionals who help people in overcoming psychological difficulties, improving their time management and supporting new parents as they return to the workplace.

The survey conducted for the purposes of the 2026 Top Employer certification involved the entirety of Terna's Human Resources department across the board. Among other things, exceptional performances were noted in the following sectors: Attraction, for the strategic work on the

employee value proposition and on-boarding; Development, for the Group's new talent development process; and Engagement, for the new off-boarding programme and for the employee listening strategy. In general, the company has improved in all areas considered.