



PRESS RELEASE

ACEA ENTERS THE TOP 20 OF TOP EMPLOYERS ITALIA 2026 FOR THE FIRST TIME

The prestigious recognition was achieved thanks to the Group's cultural transformation journey, confirming its position among Italy's top performers in Human Resources strategies.

Rome, 15 January 2026 – ACEA, Italy's leading water operator, serving 10 million customers, the second largest in Europe and serving 10 million customers abroad, ranked **18th in the TOP 20** of the Top Employers Italia 2026 ranking released by the [Top Employers Institute](#) in collaboration with A&F - La Repubblica.

For the fifth consecutive year, the Group achieved the prestigious recognition through the implementation of engagement initiatives aimed at fostering a highly performing workplace through the engagement and growth of its people. These include Acea Academy, designed to offer training programmes on Leadership, Digitisation, Robotics, Artificial Intelligence and Digital Skills Development.

Active in 131 countries, Top Employers Institute is a global reference authority for HR certification, benchmarking and consulting. The Top Employers programme evaluates and certifies organisations based on the results of the HR Best Practices Survey, which analyses 6 key HR areas, including People Strategy, Work Environment, Talent Acquisition, Learning, Diversity, Equity & Inclusion and Wellbeing.

“The Top Employer 2026 certification best represents the synthesis of a particularly intense year for our People strategy. - said **Fabrizio Palermo, Chief Executive Officer and General Manager of ACEA** – It reflects concrete actions that have strengthened our corporate culture and the engagement of the People who work for our Group. We have developed programmes that address the needs of our People and anticipate market challenges, making a clear choice to strongly support the growth of our talents. We work every day to build an agile organisation, attract specialised profiles and foster the development of those already within the Group. These programmes and projects are part of a strategy that combines business growth with the growth of our People. We are proud of the results achieved and will continue to invest with determination, as innovation, strategy, and the focus on people form the foundations for building an increasingly solid future”.

ACEA is one of the main Italian industrial groups listed on the stock exchange since 1999 and specialized in the management and development of networks and services in the water, energy, and environmental sectors. Active for 116 years, the Group is the leading water operator in Italy and the second largest in Europe, and it also operates internationally in Latin America. ACEA aims to strengthen its position as a primary infrastructure operator focused on regulated businesses. ACEA's people work daily applying sustainability criteria with a forward-looking and strategic approach. The Group creates value for people and communities through its attention to the environment, resources, and local areas.

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