

PRESS RELEASE | Brussels, 05/02/2020

## Elia named Top Employer again after enhancing its expertise in various areas of HR

Brussels – Elia has been named one of the best employers in Belgium for the third year in a row. The Top Employer label is awarded in 119 countries and regions to companies committed to providing an excellent working environment for their employees. A total of 72 Belgian companies received the distinction this year. Over the past year, Elia has focused strongly on improving digitalisation of the HR management process and developing its corporate culture. As well as being wonderful recognition for all its hard work, the accolade will also make the company more attractive to new talent.



*Elia's overall progress as a Top Employer is very encouraging. For the past few years, we've been putting in place a diverse HR team made up of people from Elia's business sector, staff with a strong HR background and individuals whose talents lie more in new technologies. This team has enabled us to undertake a raft of initiatives. In 2019, we worked hard to promote the corporate culture, including at our German subsidiary 50Hertz. It takes courage to change and evolve, but we shouldn't be afraid of change, even if it means updating processes that have worked very well in the past. We've also invested heavily in technology in order to continue our transformation into a digital, cutting-edge company.*

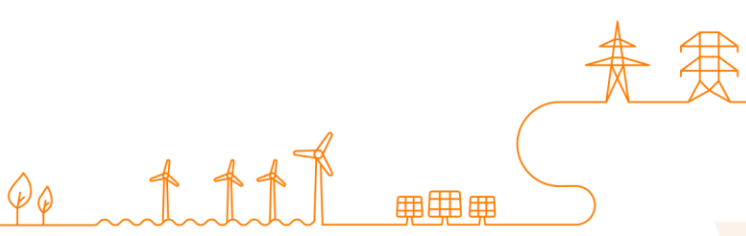


**Peter Michiels, Elia's Chief HR and Internal Communication Officer**

### Elia among Belgium's top three improvers

Elia saw a significant increase in its overall score and was one of the top three performers in Belgium in this respect. According to the Top Employer jury's report, Elia improved its performance in many areas (talent strategy, workforce planning, on-boarding, training, performance management, leadership development, career management and culture), but its greatest progress was in compensation and benefits and talent acquisition.

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#### Elia Transmission Belgium

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## Looking for tomorrow's profiles today


We want to improve our performance still further in these areas in the future. After all, we operate in a rapidly changing society and sector, and it is essential for us to anticipate changes. Elia has hired over 300 new employees in recent years, not only to offset retirements but also to keep pace with the company's transformation. We have therefore focused our talent search on profiles that will enable us to develop the services the market will need going forward.

## About Top Employer

Established more than 25 years ago, the Top Employers Institute has certified over 1,600 organisations in 119 countries and regions. These Certified Top Employers positively impact the lives of over 6,900,000 employees globally.



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## About the Elia Group

### One of Europe's top five players

The Elia Group is active in electricity transmission, ensuring that generation and consumption are balanced at all times. We supply 30 million end users with electricity and manage 18,990 km of HV lines via our subsidiaries in Belgium (Elia) and north-east Germany (50Hertz). As such, our Group is one of Europe's top five system operators. With a reliability level of 99.999%, we give society a robust power grid, which is important for socio-economic prosperity. We also aspire to be a catalyst for a successful energy transition towards a reliable, sustainable and affordable energy system.

### Achieving the energy transition

By expanding international high-voltage connections and integrating ever-increasing amounts of renewable energy, the Elia Group promotes both the integration of the European energy market and the decarbonisation of our society. At the same time, innovation is reshaping the Group's operational systems and we are developing new market products to enable the latest technologies and new market players to access our system. In this way, the Elia Group is making the energy transition happen.

### In the interests of society

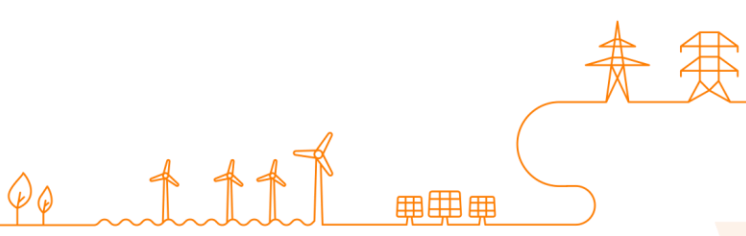
As a key player in the energy system, the Elia Group is committed to working in the interests of society. We are constantly adapting our transmission grid to the rapidly changing energy mix, incorporating ever more renewable energy. We also ensure that investments are made on time and within budget and guarantee maximum safety. When we carry out our projects, we manage stakeholders proactively by establishing two-way communication with all affected parties very early on in the development process. We also offer our expertise to our sector and relevant authorities to help build the energy system of the future.

### International focus

In addition to serving as a transmission system operator in Belgium and Germany, the Elia Group provides consultancy services to international customers via Elia Grid International (EGI). Elia is also a member of the Nemo Link consortium, which operates the first subsea electricity interconnector between Belgium and Great Britain. The Elia Group operates under the legal entity Elia Transmission Belgium, a listed company whose core shareholder is the municipal holding company Publi-T.

**For more information, visit [eliagroup.eu](https://www.eliagroup.eu).**

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