

PRESS RELEASE | 20 JANUARY 2022

## Elia named Top Employer for the fifth year in a row, obtaining higher scores in several categories

**BRUSSELS** – Elia has been named one of the best employers in Belgium for the fifth year in a row. The Belgian transmission system operator obtained higher scores in several categories, rising from an overall rating of 78% to 87%, with the biggest advances being made in the 'diversity and inclusion' and 'leadership' categories. The Top Employer label is awarded to companies committed to providing an excellent working environment for their employees. A total of 84 Belgian companies were awarded it this year. The accolade serves as recognition for the hard work of all of Elia's staff during what has been a difficult period.

*Elia Group is undergoing a full transformation. In order to tackle something as complex as the energy transition, you need a broad group of people to rely on. We will always remain a very technical company, but we are now also looking for new people with very specific areas of expertise. In the future, the focus will mainly be on the areas of 'offshore' and 'digitalisation'. If you want to decarbonise society, Elia is the ideal place to make an impact. We treat our people with care and are therefore very pleased that our score has improved significantly.*

**Chris Peeters, CEO Elia Group**

### Elia obtains its best overall score to date

The Top Employer judges awarded Elia an overall score of 87%. Whilst Elia's progress is reflected most significantly in the 'diversity and inclusion' and 'leadership' categories (for which our scores increased by 40% and 38% respectively), the judges' report also confirms our company's excellence in terms of employer branding, talent acquisition and values - three areas for which we were awarded the maximum score of 100%. The other strengths of our human resources policy highlighted in the report are strategy (93.33%), change management (95.43%) and onboarding (98.49%).

### Contacts

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Elia Transmission Belgium SA/NV

### Uncertain environment requires more leadership

The judges praised Elia's new leadership programme, which aims to better respond to the challenges raised by the energy transition by putting a greater emphasis on employees' personal initiatives. Government decisions to incorporate more renewable energy into the system are creating a new and uncertain environment that we must learn to live with – but this is also pushing us to take steps to innovate. To that end, this new leadership programme enables Elia employees to develop their own vision of the future through specific and innovative initiatives and gives them much more space to do so. It broadens the spectrum of skills that can be deployed to tackle the full complexity of future electricity systems.

### A fair share of talent

Another category in which Elia made the most progress is 'diversity and inclusion', for which it scored 58.85%. Elia saw major growth in this area last year and would like to keep making progress on it. It is critically important to know where the barriers and obstacles to this category lie. We want to systematically break through the glass ceilings present in many parts of the organisation. To that end, we carried out an internal analysis of diversity, equity and inclusion (DEI), which has enabled us to pinpoint areas for improvement and develop specific actions to take. It is essential that we raise everyone's awareness of DEI at all levels within the company. This in-depth work is being carried out by our DEI ambassadors, relevant working groups and external experts.

### 100 new hires despite COVID-19 pandemic

In 2021, Elia hired 100 new employees and in January 2022 alone, 35 new members of staff will be joining us. Society is changing and, as the operator of the electricity transmission grid, we are growing and evolving along with those changes. We are playing a major role in the energy transition and this is attracting talented individuals. This will enable us to achieve our growth ambitions and it is the reason we undertake active recruitment practices.

### About the Top Employer label

Established more than 30 years ago, the Top Employers Institute has certified over 1,691 organisations in 120 countries. These Certified Top Employers have a positive impact on the lives of over 7,000,000 employees globally.

***Our motto at Elia is: There can't be a Top Employer without Top Employees! We would like to thank all of our employees for their hard work over the past year. All of our staff have shown great resilience, whether during the floods in Wallonia or in dealing with the COVID-19 crisis.***

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## About the Elia Group

### One of Europe's top five TSOs

Elia Group is a key player in electricity transmission. We ensure that production and consumption are balanced around the clock, supplying 30 million end users with electricity. Through our subsidiaries in Belgium (Elia) and northeastern Germany (50Hertz), we operate 19,276 km of high-voltage connections, meaning that we are one of Europe's top 5 transmission system operators. With a reliability level of 99.99%, we provide society with a robust power grid, which is important for socioeconomic prosperity. We also aspire to be a catalyst for a successful energy transition, helping to establish a reliable, sustainable and affordable energy system.

### We are making the energy transition happen

By expanding international high-voltage connections and incorporating ever-increasing amounts of renewable energy into our grid, we are promoting both the integration of the European energy market and the decarbonisation of society. We also continuously optimise our operational systems and develop new market products so that new technologies and market parties can access our grid, thus further facilitating the energy transition.

### In the interest of society

As a key player in the energy system, Elia Group is committed to working in the interest of society. We are responding to the rapid increase in renewable energy by constantly adapting our transmission grid. We also ensure that investments are made on time and within budget, with a maximum focus on safety. In carrying out our projects, we manage stakeholders proactively by establishing two-way communication channels between all relevant parties very early on in the development process. We also offer our expertise to different players across the sector in order to build the energy system of the future.

### International focus

In addition to our activities as a transmission system operator, we provide various consulting services to international customers through our third subsidiary, Elia Grid International (EGI). Elia (in Belgium) is also part of the Nemo Link consortium, which operates the first subsea electrical interconnector between Belgium and the UK.

The legal entity Elia Group is a listed company whose core shareholder is the municipal holding company Publi-T.

**More information:** [eliagroup.eu](http://eliagroup.eu)

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