



Elia is named “Top Employer” for sixth time in a row and makes significant progress in sustainability-related areas

BRUSSELS | Elia has been named as one of Belgium’s ‘best employers’ for the sixth year in a row. The Belgian transmission system operator’s score improved even further compared with last year, since its overall score increased from 86% to 88%. Elia was noted as having made the most progress in sustainability-related areas. The Top Employer label is awarded to companies which are committed to providing an excellent working environment for their employees. This year, 87 Belgian companies were rewarded with the label. This award is a great recognition of the work put in by all of our employees.

“Top employees make a top employer! Together, we are committed to an organisational culture that is focused on the wellbeing of our employees with a strong sustainable approach and the desire to play a key role in the energy transition and decarbonisation of society. We have an important societal mission to fulfil and are always looking for new staff to help us achieve it. The challenges of the future in our sector will be ever-more complex and technical, and also more exciting. I am proud of the confirmation of our role as a top employer - the award provides excellent recognition for the work and significant commitment of all our staff!”

Claire Tomasina, Head of Human Resources at Elia

Elia achieves its best overall score

The Top Employer judges awarded Elia an overall score of 88%. Whilst Elia’s most notable progress was made in the area of sustainability - specifically, in ‘diversity and inclusion’ (up 13.53%) and ‘sustainability’ (up 11.67%) - the report published by the judges also confirmed our company’s excellent positioning in terms of employer branding, talent acquisition and business strategy - three areas for which we obtained the maximum score of 100%. The other strengths of our HR policy that were highlighted in the report are onboarding (98.3%), change organisation (97.58%) and learning (95%).

Results linked to our ActNow programme

Elia’s biggest improvements in 2022 are the direct result of the implementation of ActNow, our sustainability programme, over the last few years. ActNow focuses on five key dimensions in line with the United Nations Sustainable Development Goals (SDG). Through this programme, Elia is committed to decarbonising the electricity sector and our own business activities (Dimension 1). Diversity, equity and inclusion will be key factors for us to



achieve our future ambitions (Dimension 2). Elia is working to increase biodiversity around our high-voltage substations and lines by developing different projects with local partners. The aim is to limit the environmental impact of our infrastructure as much as possible (Dimension 3). We are also constantly working to improve the health and safety of employees and contractors (Dimension 4). Lastly, good governance have been put in place to ensure the long-term sustainable success of our company (Dimension 5). The scores that rose the most over the past few years - related to the areas of diversity and inclusion, sustainability and ethics and compliance - confirm that we are moving in the right direction.

98 new employees in 2022 to help us fulfil our mission

In 2022, Elia hired 98 new employees, and in January 2023 alone, we will be welcoming 29 new staff in total. The society is changing rapidly and, as a transmission system operator, we are evolving in the midst of these changes. We are playing a major role in the energy transition and this attracts talented employees to us. This will enable us to achieve our ambitions in terms of our growth and is also why we regularly seek out new skilled individuals from the labour market.

About the Top Employers Institute

Established over 30 years ago, the Top Employers Institute has certified over 1,857 organisations in 123 countries/regions. These certified Top Employers have a positive impact on the lives of more than 8,000,000 employees worldwide.

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 efforts over the past year.

About 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 the north and east of Germany (50Hertz), we operate 19,192 km of high-voltage connections, meaning that Elia Group is 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 its activities as a transmission system operator, Elia Group provides various consulting services to international customers via its subsidiary Elia Grid International. Recently, Elia Group launched new non-regulated activities such as re.alto, the leading European market platform for the exchange of energy-related data via standardised APIs in the energy field, and WindGrid, a subsidiary that will continue to develop Elia Group's activities abroad, contributing to the expansion of offshore electricity grids in Europe and beyond.

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

eliagroup.eu

For further information, please contact:

Corporate Communication

Jean Fassiaux (FR) | M +32 474 46 87 82 | jean.fassiaux@elia.be

Marie-Laure Vanwanseele (NDL) | M +32 499 86 51 58 | marielau.re.vanwanseele@elia.be

Marleen Vanhecke (EN) | M +32 486 49 01 09 | marleen.vanhecke@elia.be

Elia Transmission Belgium SA/NV

Boulevard de l'Empereur 20 | Keizerslaan 20 | 1000 Brussels | Belgium