



## Elia named Top Employer for the eighth time

**BRUSSELS | Elia is once again one of Belgium's Top Employers. This label is awarded to companies committed to providing an excellent working environment for their employees. This is the eighth consecutive year that the transmission system operator has earned this accolade, achieving an overall score of 90.87%. This year, the jury highlighted the dimensions associated with the *digitalisation and flexibility of our HR processes*, with Elia achieving the maximum score each time. Elia showed the strongest growth in *People Strategy, Digital HR, and Employee Listening*. These excellent results also confirm our company's attractiveness and are a significant acknowledgement of Elia and all our employees.**

### Elia achieves 100% in seven dimensions

This year, Elia was awarded top marks in seven dimensions, including *Business Strategy, Leadership, Employer Branding, and Talent Acquisition, once again achieving full marks*. The Top Employer jury also praised Elia's excellent work in recent years on digitalising our HR processes and making them more flexible ('*Shape*'). The three corresponding dimensions (namely *Organisation & Change, Digital HR, and Work Environment*) also received the highest score.

### Continuous improvement

Our overall score remains above 90%, slightly up on 2024 (90.74%). We saw the biggest improvement in People Strategy, with our score rising by 8.81% to 91.67%. Our Employee Listening score also increased by 8.28% to 73.79%. Our third significant improvement was in Digital HR, with Elia now receiving top marks thanks to a 7.5% increase.

### Overall score of 97% for our company's attractiveness

The jury once again awarded very high scores for the dimensions relating to our company's attractiveness (overall score of 97.4%), which is well above average. The electrification of society is under way, and Elia's activities are at the heart of this change. Our leading role in the energy transition is attracting many talented people. Our attractiveness as a company is crucial, as we will need many new employees to overcome a range of challenges in the future. Elia Transmission Belgium plans to recruit 600 more people in the coming years.

### About Top Employer

Established more than 30 years ago, the Top Employers Institute has certified over 2,300 organisations in 121 countries/regions. These Top Employers have a positive impact on the lives of 12 million employees globally.

**As we like to say at Elia: "There can't be a Top Employer without Top Employees!" We would like to thank all of our employees for the efforts they've made 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 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 that is important for socio-economic 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 consulting services to international customers through its subsidiary Elia Grid International. In recent years, the Group has launched new non-regulated activities such as re.alto – the first European marketplace for the exchange of energy data via standardised energy APIs – and WindGrid, a subsidiary which will continue to expand the Group's overseas activities, contributing to the development of offshore electricity grids in Europe and beyond.

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

[eliagroup.eu](http://eliagroup.eu)

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