

PRESS RELEASE | 18 January 2023



Elia is named "Top Employer" for the seventh time in a row and makes significant progress in wellbeing at work and Diversity, Equity and Inclusion

BRUSSELS | Elia has been named as one of Belgium's 'best employers' for the seventh year in a row. The Belgian transmission system operator's score improved even further compared with last year, since its overall score increased from 88% to 90%. The Top Employer label is awarded to companies which are committed to providing an excellent working environment for their employees. While the effects of ActNow, our sustainability program, are once again being felt very strongly, the jury highlighted Elia's qualities in terms of wellbeing at work and Diversity, Equity and Inclusion. All the aspects that make our company attractive also received very high scores. This year, 87 Belgian companies were awarded with the label. This award is a great recognition of the work put in by Elia and all of our employees.

"We are immensely proud of the progress we have made, thanks, in particular, to our integrated campaign on microaggressions, our Women's Network and multiple interactive sessions with external experts on Diversity, Equity and Inclusion. In this way, we aim to create not only awareness but also a safe and inclusive workplace for all. We are also aware of the big steps we still have to take and we will start working on them in 2024."

Barbara Verhaegen, Manager Internal & Digital Communication Elia & Culture Office Elia Group

"Being Top Employer for the seventh time, a few months after also winning the Trends Impact Award for Wellbeing, is a huge boost for the efforts we are all making together to make Elia a company where psychosocial and physical wellbeing are not empty terms. We aspire to a corporate culture in which everyone can be themselves and where colleagues take care of each other. In short, we make the wellbeing of our employees a priority."

Sabine De Weghe, Elia Wellbeing Team Manager

Elia obtains an overall score of 90%

The Top Employer judges awarded Elia an overall score of 90%. The strongest area of improvement was in the working environment, with the considerable increase of 23.7%. The three other most significant areas of increase were Leadership (9.03%), Rewards and Recognition (10.62%) and Diversity, Equity and Inclusion (11.74%). In addition to these strong gains, the jury also awarded our company a number of top scores (100%), for example, in corporate, organisational & change strategy, employer branding, and talent acquisition. Sustainability also scored very highly (97.36%). The two strongest increases were due to the hard work of the Diversity & Inclusion and Wellbeing teams.



Strong appeal to meet the many challenges of our sector

The society we live in is changing. Electrification is on the move and as an electricity transmission system operator, we are at the heart of these changes. We are playing a major role in the energy transition, and that is attracting talent. This will enable us to realise our ambitions for growth, which is also why we are very active on the job market. We will need a lot of new recruits in the future to carry out our tasks successfully. Elia plans to recruit 500 people over the next four years. The jury awarded very high scores to the aspects relating to the overall attractiveness of our company (overall score of 98.7%). That is an increase of 14%, which bodes very well for the future.

About Top Employer

Established over 30 years ago, the Top Employers Institute has certified 2,200 organisations in 122 countries/regions. These "Top Employers" have a positive impact on the lives of 9,000,000 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

Elia Group is a key player in electricity transmission. We ensure that production and consumption are balanced around the clock. We supply 30 million end users with electricity and manage 19,192km of high-voltage connections via our subsidiaries in Belgium (Elia) and north-east Germany (50Hertz), meaning that we are one of Europe's top five 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

The Elia group promotes the integration of the European energy market and the decarbonisation of our society by increasing the use of international high-voltage connections and incorporating ever-increasing amounts of renewable energy. 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 interests 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.

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

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