



6 February 2019

## Elia named 'Top Employer' for the second consecutive year

**Brussels - For the second year in succession, Elia can count itself among the best employers in the country. The Top Employer label is awarded in more than 115 countries to companies that make providing an excellent working environment a top priority. This year there are 64 companies that can count themselves among this group in Belgium. Over the past year, Elia has invested heavily in internationalisation and training. The label is a nice accolade and an additional advantage when it comes to attracting new talent that is in short supply on the labour market.**

In 2018, Elia made a strong commitment to provide more internal training. Accordingly, 60% more training courses have been organised, stepping up language and safety training in particular. In addition, an ambitious internal programme has been worked out to bring about a real culture change, with more attention being paid to feedback and co-creation, among other things. The company's increasing internationalisation is undoubtedly contributing to this, for Elia's acquisition of an additional stake in our German subsidiary 50Hertz means the company is steadily developing into an international group. This is offering Elia's employees extensive international career opportunities. Elia clearly has major pulling power when it comes to attracting fresh talent, because over the past two years, the company has recruited more than 265 new employees at a time when applicants are in very short supply.

Elia's investment in a strong HR policy already became apparent in 2018 when Peter Michiels was named HR Manager of the Year.

### Peter Michiels, Chief Human Resources and Internal Communication Officer Elia

“We've taken numerous initiatives in the HR domain, and that isn't going unnoticed. For Elia, 2018 was an intense year in many different respects. Our company has played a strong social role in managing this winter's energy supply crisis. This calls for great flexibility and commitment on the part of our employees. At the same time, Elia's expansion as an international group will create many fresh opportunities within the company.”

According to the Top Employer jury's report, in 2018 Elia also made major progress in planning and matching the right profiles to the right jobs and performance management. Elia intends to continue its efforts in this domain over the coming year, too. To this end, the company will focus even more closely on its core competencies, but also aspires to play a leading role in digitising the sector, in the interests of consumers. This will also be reflected in a strong HR policy with more vacancies for digital profiles and more training courses on digital skills and technology. To celebrate the Top Employer label, today all Elia employees were pampered by being given something extra in addition to the usual daily piece of fruit.

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## About Top Employer

The Top Employers Institute has certified more than 1,300 organisations in 115 countries. These certified Top Employers are positively impacting the lives of more than 5,000,000 employees worldwide.



# About the Elia Group



## ONE OF EUROPE'S TOP FIVE PLAYERS

The Elia Group is active in electricity transmission. We ensure that generation and consumption are balanced around the clock, supplying 30 million end users with electricity. With subsidiaries in Belgium (Elia) and north-west Germany (50Hertz), we operate 18,600 km of high-voltage connections. As such, our group is one of Europe's top 5. 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.

## WE MAKE THE ENERGY TRANSITION HAPPEN

By expanding international high-voltage connections and integrating ever-increasing amounts of renewable energy generation, the Elia Group promotes both the integration of the European energy market and the decarbonisation of our society. The Elia Group is also innovating its operational systems and developing market products so that new technologies and market parties can access our grid, thus making the energy transition happen.

## IN THE INTEREST OF SOCIETY

As a key player in the energy system, the Elia Group is committed to working in the interest of society. We respond to the rapidly changing energy mix, i.e. the increase in renewable energy, and constantly adapt our transmission grid. We also ensure that investments are made on time and within budget, with a maximum focus on 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 build the energy system of the future.

## INTERNATIONAL FOCUS

In addition to its activities as a transmission system operator, the Elia Group provides various consulting services to international customers through its subsidiary Elia Grid International (EGI). Elia is also part of the Nemo Link consortium that is building the first subsea electrical interconnector between Belgium and Great Britain.

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

[www.elia.be/www.eliagroup.eu](http://www.elia.be/www.eliagroup.eu)

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