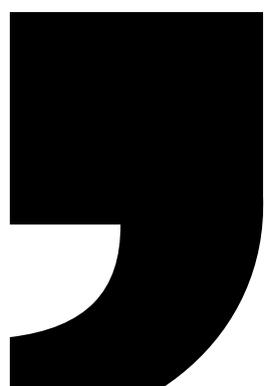


Annexes to the Annual Report 2017



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1. Sustainability programme and ambitions

At Elia Belgium, the following sustainability ambitions were defined by the Executive Committee (Excom) in November 2017:

		AMBITIONS FOR 2020	AMBITIONS FOR 2050
Elia Belgium	Energy grid	Develop a grid which enables the integration of 13% renewable energy or alternatives within the product mix at Belgian level and support the target of 20% renewable energy at European level.	Integrate renewables into both centralised and decentralised systems.
		Ensure that the yearly average interruption time does not exceed the maximum AIT of 2.55 min.	Develop strong grid interconnections together with neighbouring countries.
	Safety	<p>Embed a safety culture at Elia by increasing the safety awareness of employees and contractors in order to:</p> <ul style="list-style-type: none"> – ensure that every employee and contractor knows the principles of the Go for Zero programme – ensure Elia's safety instructions are properly applied – avoid electrical near misses or incidents – increase reporting maturity and reduce the number of injuries. 	Use digitalisation and 'smarter grid' market design to exploit resources in an efficient way.
Elia Belgium	Employees	Embed a safety culture at Elia by increasing the safety awareness of employees and contractors in order to:	Long-term ambitions to be defined at a later stage.
		– ensure that every employee and contractor knows the principles of the Go for Zero programme	
		– ensure Elia's safety instructions are properly applied	
	Environment	– avoid electrical near misses or incidents	Long-term ambitions to be defined at a later stage.
		– increase reporting maturity and reduce the number of injuries.	
	Community	Develop an extended talent and organisational development programme.	Long-term ambitions to be defined at a later stage.
Move towards a new corporate culture with a new vision and ambition.			
Create a high-performance organisation to empower people to take more initiatives and enable quicker decision-making.			
Environment	Deliver a positive impact on society by realising further grid development enabling proper integration of renewable energy into the EU grid of the future.	Long-term ambitions to be defined at a later stage.	
	20% reduction in CO ₂ emissions from our own operations (compared to 2010).		
Community	We deliver the infrastructure of the future and innovate in services that enable the pathway to a reliable and sustainable power system, with the interest of the community at the heart of every decision.	Long-term ambitions to be defined at a later stage.	
	The Elia Group is constantly expanding its dialogue with stakeholders and keeps them informed throughout the entire duration of its projects.		
		We perform the necessary studies and analyses and act as an advisor to the different governments on implementing the energy transition in the interest of society.	

2. Group priorities - Materiality

2.1. Phased approach

The topics identified in these frameworks were assessed by Elia management. The following individuals were involved in preparing the Group materiality matrix:

- Department heads from Elia Belgium
- One department head from 50Hertz
- CEO of Eurogrid Belgium

The department head from 50Hertz who rated the materiality topics took into account the materiality assessment performed among 50Hertz internal stakeholders in 2016. The output of the German assessment was reflected in the input provided for this materiality assessment.

In addition, the topics brought up in the existing stakeholder channels were mapped with this materiality matrix to cross-check the completeness of our exercise.

In a subsequent phase, this materiality matrix will be used as a basis for engaging with external stakeholders.

2.2. Elia's User Group panels

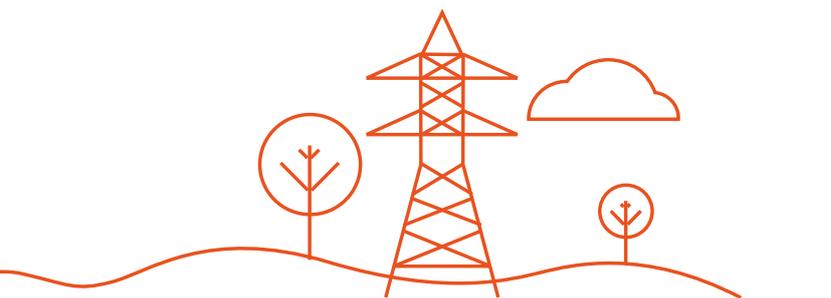
Elia regularly organises User Group panels. These discussion groups allow Elia to maintain an ongoing dialogue with its main customers and partners. Within the Users' Groups, there are three working groups and four task forces. The task forces are set up ad hoc to handle specific issues when necessary. Currently, three of the four task forces are active:

- **BidLadder Task Force:** This task force aims to discuss with all relevant stakeholders the design of a BidLadder market platform allowing market parties to bring available flexibility to the market.
- **Implementation of Strategic Reserves Task Force:** This task force is aimed at informing and consulting market players and stakeholders about all relevant issues linked to the implementation of strategic reserves.
- **Implementation of Network Codes Task Force** (currently inactive): This task force consists of a group of experts set up by the Users' Group to analyse, discuss and make substantive proposals on specific issues and topics related to implementation of the European Network Codes in the Belgian context.
- **CIPU Redesign (iCAROS) Task Force:** This task force aims to discuss topics related to future asset coordination procedures with the relevant stakeholders.

The working groups meet at least once a year and consist of the following:

- **System Operation and European Market Design Working Group:** This working group mainly addresses topics related to the operation of the high-voltage grid, capacity calculation as well as initiatives and developments linked to European integration of electricity markets.
- **Belgian Grid Working Group:** This working group addresses issues associated with the Elia grid and related mechanisms, products and services that are of interest to Elia's customers.
- **Balancing Working Group:** This working group mainly addresses operational, technical and market-related issues in order to prepare Elia for the challenges Elia's balancing market will face in the coming years.

Additionally, four Users' Group plenary meetings are scheduled each year to pass on information about important topics not addressed by the working groups.

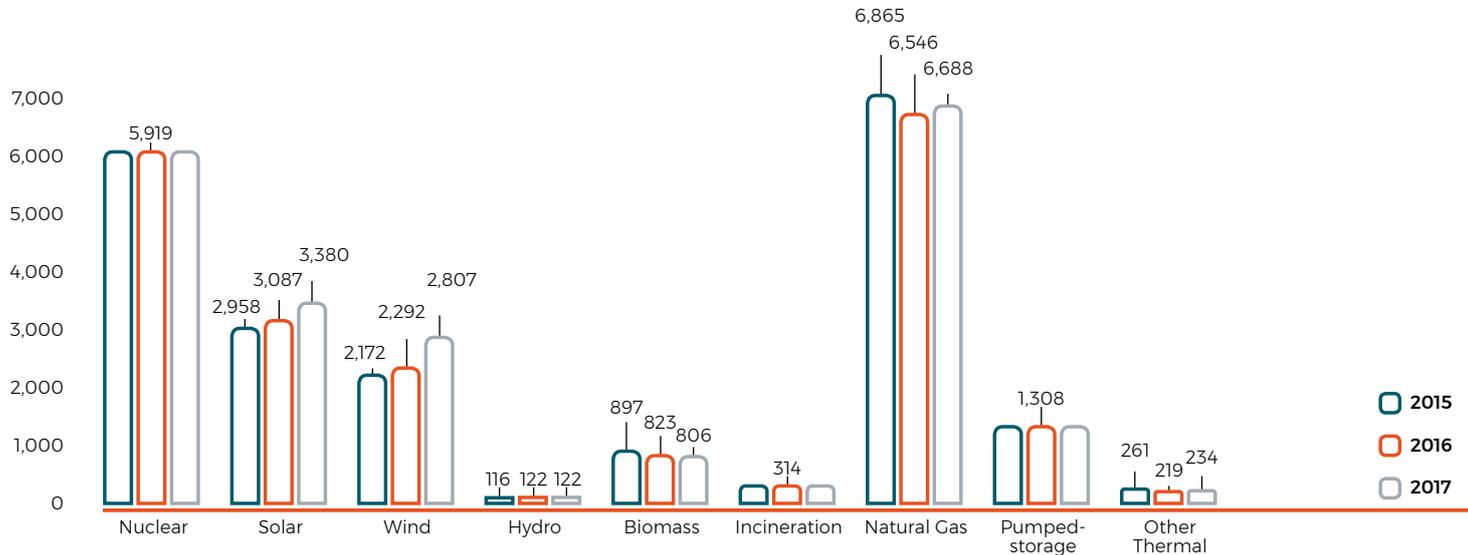


During all of these sessions, topics that are material to the relevant external stakeholders are discussed. An overview of the topics based on the GRI, SASB and ISO 26000 standards can be found in the following table.

Users' Group	Session	Link to material topic
Users' Group plenary meetings	– 30/03/2017 - Clean energy for all Europeans	Transmission services
	– 22/06/2017 - Modular offshore grid	
	– 21/09/2017 - Implementation of network codes	
	– 21/09/2017 - innovation @ Elia	
	– 7/12/2017 - ENTSO-E Winter Outlook 2017-2018	
	– 22/06/2017 - Modular offshore grid	Fair operating practices
	– 22/06/2017 - Elia's view on Belgium's Energy Vision for 2050	
	– 21/09/2017 - Implementation of network codes	
	– 22/06/2017 - Feedback: Balancing WG	Labour practices/employees
	– 30/06/2016 - Customer satisfaction survey	
	– 21/09/2017 - Feedback: Balancing WG & iCAROS TF	
	– 21/09/2017 - innovation @ Elia	
	– 22/06/2017 - Elia's view on Belgium's Energy Vision for 2050	Environment
	– 22/06/2017 - Compensation in kind 2018	
	– 22/06/2017 - Modular offshore grid	
– 30/06/2016 - Customer satisfaction survey		
	– 30/03/2017 - Clean energy for all Europeans	Organisational governance
	– 30/06/2016 - Customer satisfaction survey	
	– 22/06/2017 - Elia's view on Belgium's Energy Vision for 2050	Community involvement & development
	– 30/06/2016 - Customer satisfaction survey	
	– 21/09/2017 - Innovation @ Elia	
System Operation and European Market Design Working Group	– 27/04/2016 - Elia summer outlook (incompressibility risk)	Transmission services
Belgian Grid Working Group	– 1/02/2016 - Status of major Elia infrastructure works	Transmission services
	– 25/03/2016 - Power quality	
	– 19/06/2017 - Large infrastructure projects	
	– 21/04/2017 - Grid losses	
Balancing Working Group	– 7/03/2017 - Implementation of network codes	Fair operating practices
	– 30/11/2017 - Balancing WG	Transmission services
	– 15/05/2017 - Balancing WG	Fair operating practices
	– Status meetings of the Balancing TF	Labour practices/employees

3. Network operation

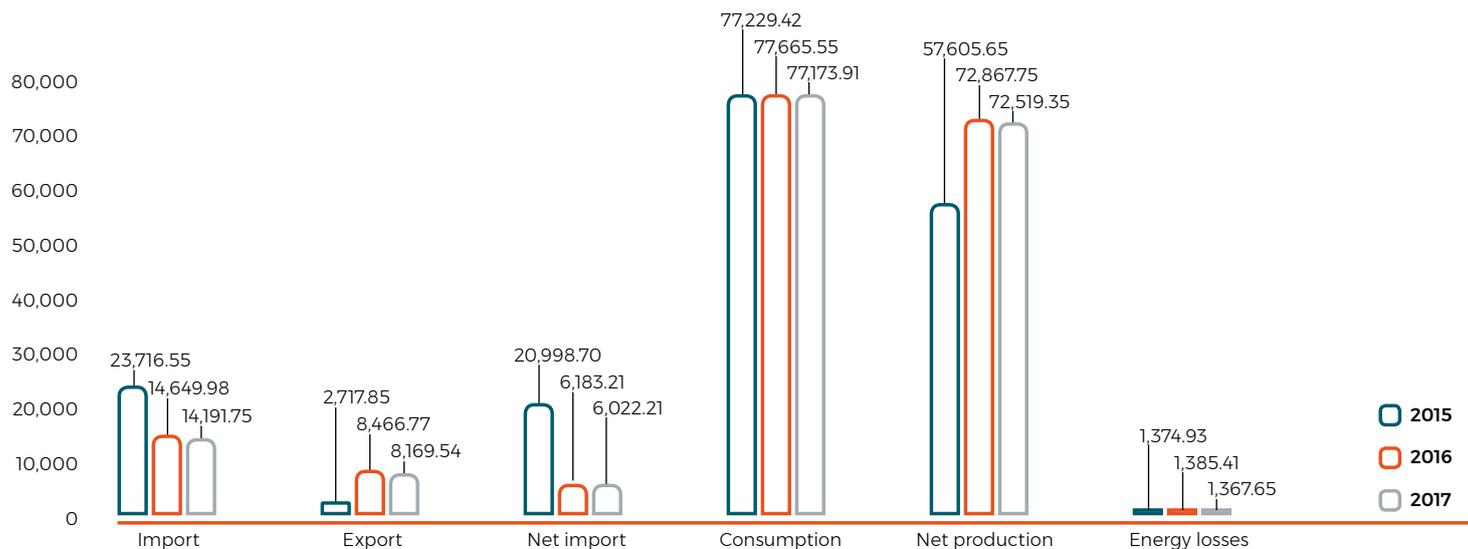
3.1. Evolution of installed capacity (Elia Belgium)



Nuclear installed capacity will remain stable until the first decommissioning, which is scheduled for 2022.

The installed capacity of **renewable energy sources**, such as solar and wind, has increased and is expected to increase further in the coming years. Elia acts as a market facilitator and in this role works hard to ensure the grid is prepared to integrate new renewable energy.

3.2. Energy balance (Elia Belgium)

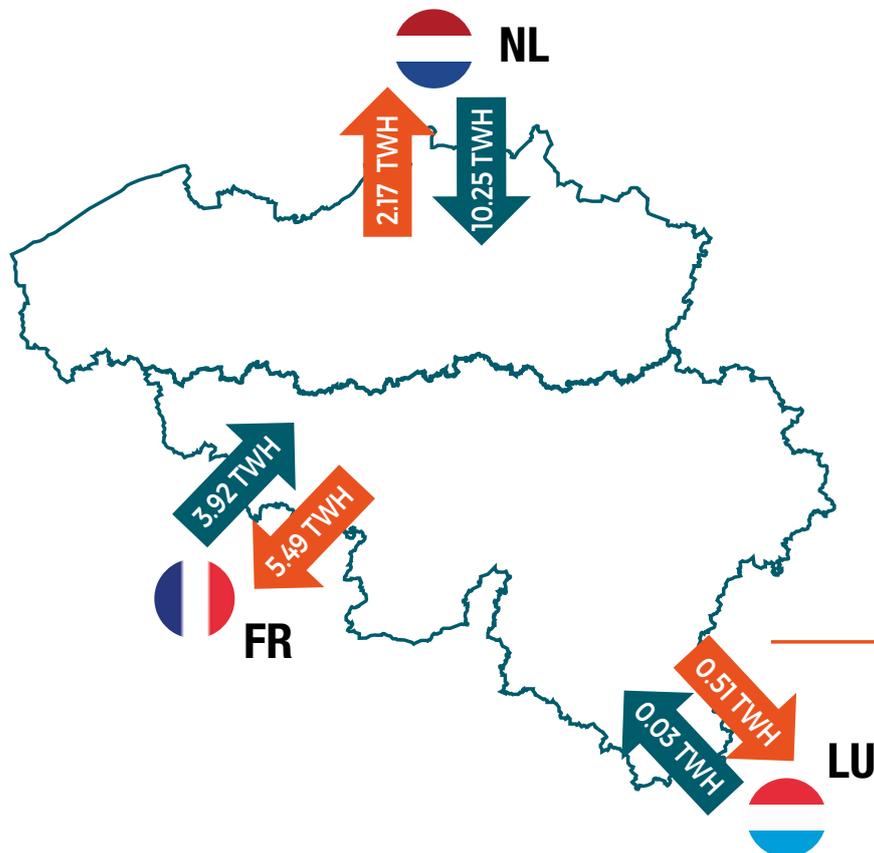


Consumption decreased slightly by 0.6% in 2017 compared to 2016, with 77,173.91 GWh of energy consumed in 2017. This decrease can be explained by the downward trend in both import and export. **Net production** of energy decreased slightly by 0.5%, down 348.40 GWh to 72,519.35 GWh. **Energy losses** have remained stable over the years, with 1,367.65 GWh of energy lost in 2017.

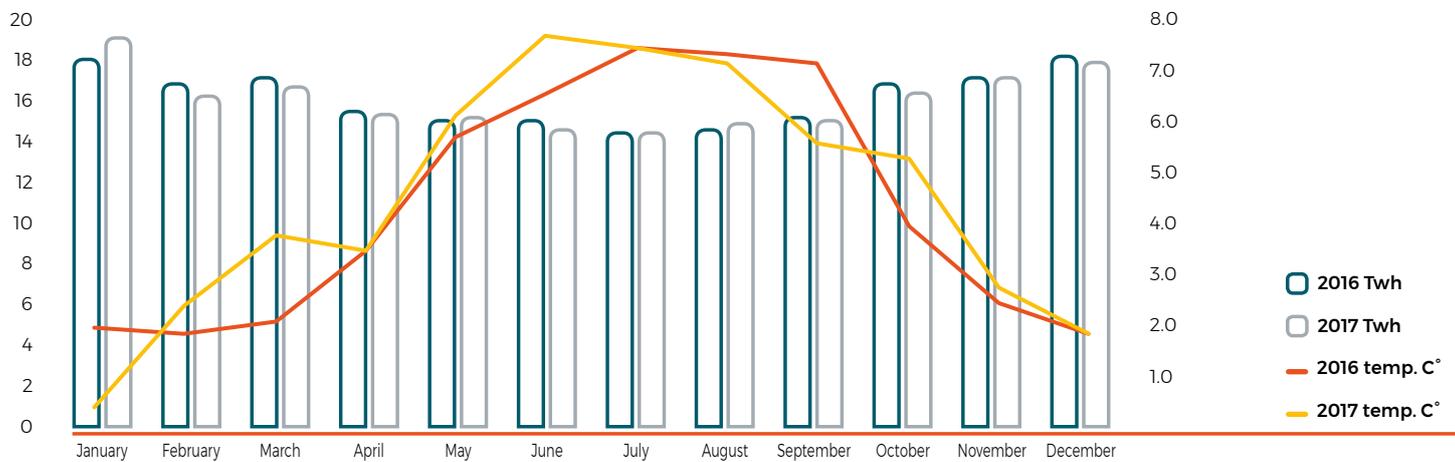
3.3. Energy balance (Elia Belgium - 2017)



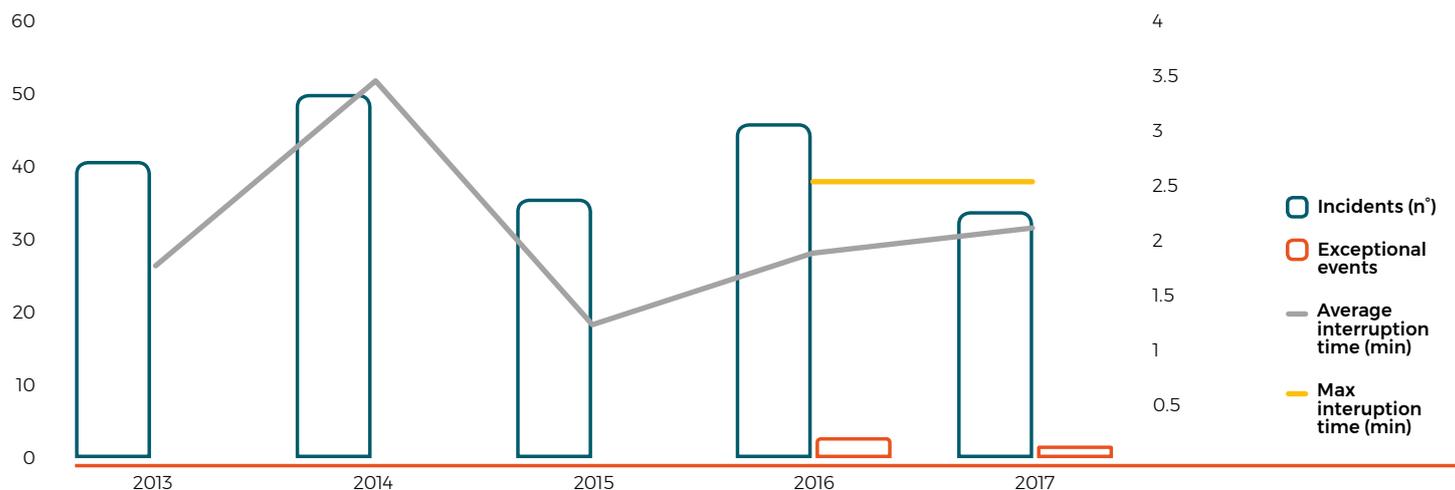
3.4. Cross border exchange Belgium (Twh) (Elia Belgium - 2017)



3.5. Evolution of consumption (Twh) (Elia Belgium)



3.6. Grid interruptions (Elia Belgium)

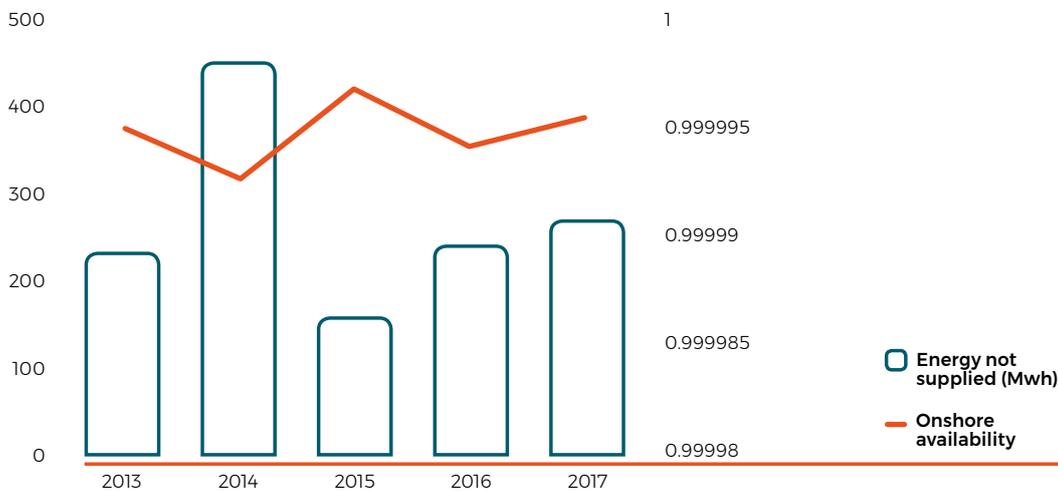


This graph shows the **interruptions for which Elia is responsible**. Any interruptions caused by customer errors, thunderstorms, third parties, birds, etc. are not considered here. Furthermore, only incidents that resulted in a customer interruption time of more than three minutes are included.

The **maximum interruption time** is the reference value used for calculating the average interruption time (AIT) incentive. Based on a seven-year average, this value was introduced in 2015 and validated by CREG for four years. This reference value will be reviewed in 2019.

Exceptional events represent the number of natural disasters, storms or other climatological circumstances, nuclear or chemical accidents, explosions, and so on resulting in an interruption that **lasted more than three minutes**. Exceptional events only occurred in 2016 and 2017. Between March 2012 and June 2016, there were no major events leading to customer interruptions.

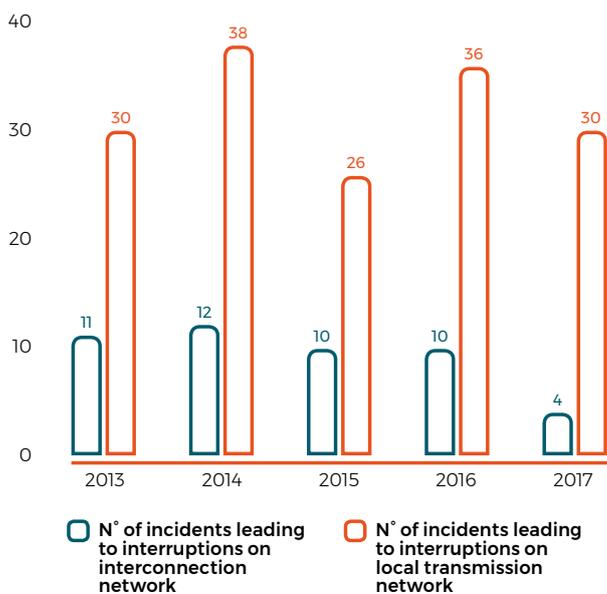
3.7. Non-supplied energy (Elia Belgium)



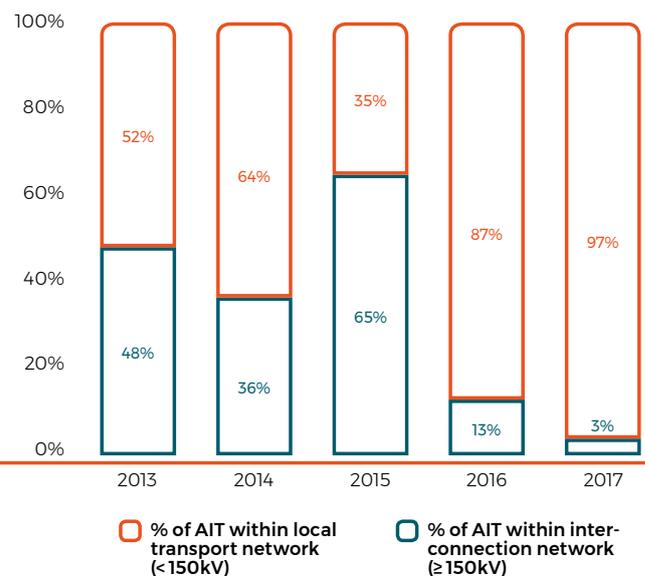
Onshore availability represents the availability of the interface points between the Elia grid and the customer's grid. It takes into account all the interruptions caused by intrinsic risks (weather, third parties, animal outside building, etc.) or by internal Elia problems (e.g. material failure, human error) which lasted more than three minutes, but excludes interruptions directly caused by Elia's customers. This onshore availability is calculated as $1 - (\text{AIT (intern Elia + intrinsic risk)} / \text{\#min in the year})$. **Energy not supplied** concerns all energy not supplied to our customers during interruptions caused by internal Elia problems which lasted more than three minutes. However, it does not take into account the impact of major events.

3.8. Quality of service split by voltage (Elia Belgium)

INTERRUPTIONS SPLIT HIGH AND LOW VOLTAGE



SPLIT OF AIT PER NETWORK



The majority of **interruptions** take place on the local transmission network as most customers are connected to the local transmission grid rather than the interconnection grid. There is no trend explaining changes in the average interruption time (AIT) repartition.

4. Infrastructure management

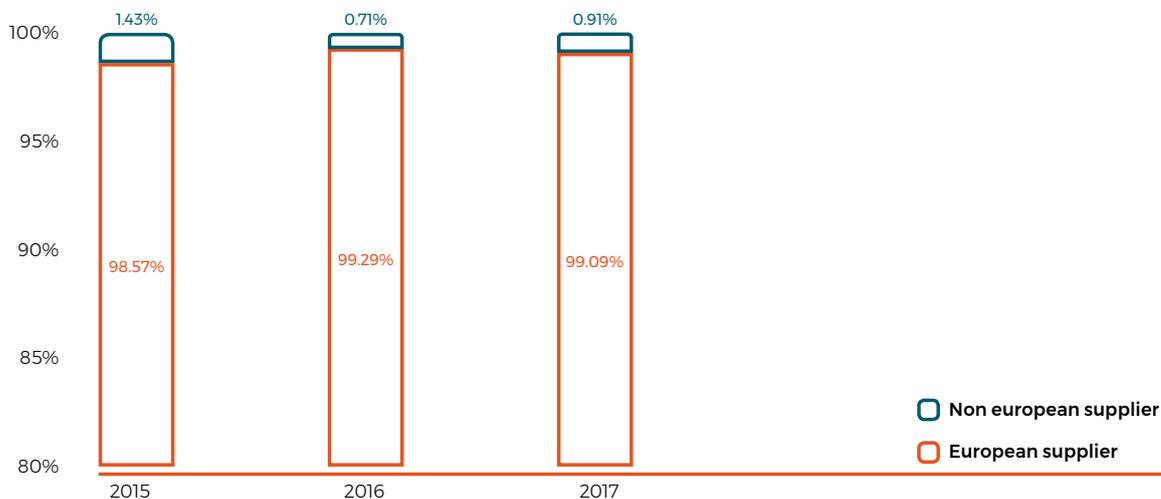
4.1. Supply chain management

Elia has to comply with the **European tendering rules**. The application of these rules and other internal guidelines ensure that every supplier is treated in a non-discriminatory and transparent way and that the information sent is treated confidentially. The **selection of the suppliers** and the award of the different contracts are based on the **evaluation of multiple criteria's**. The exposure to some social or environmental risks is mitigated by the fact that every purchase is performed by a multifunctional team, including specific representatives from environmental and/ or safety representatives. Depending on the purchase, the selection and awarding criteria's are adapted to ensure that the selected supplier has a supply chain that is compliant with the objectives and values of Elia. CSR elements are integrated in the tendering contract, as well as within the general purchasing conditions, which are signed by the suppliers.

4.2. Number of suppliers in Belgium - EU vs non- EU

	2015	2016	2017
Number of suppliers EU	2,325	2,282	2,374
Number of suppliers non EU	95	74	92

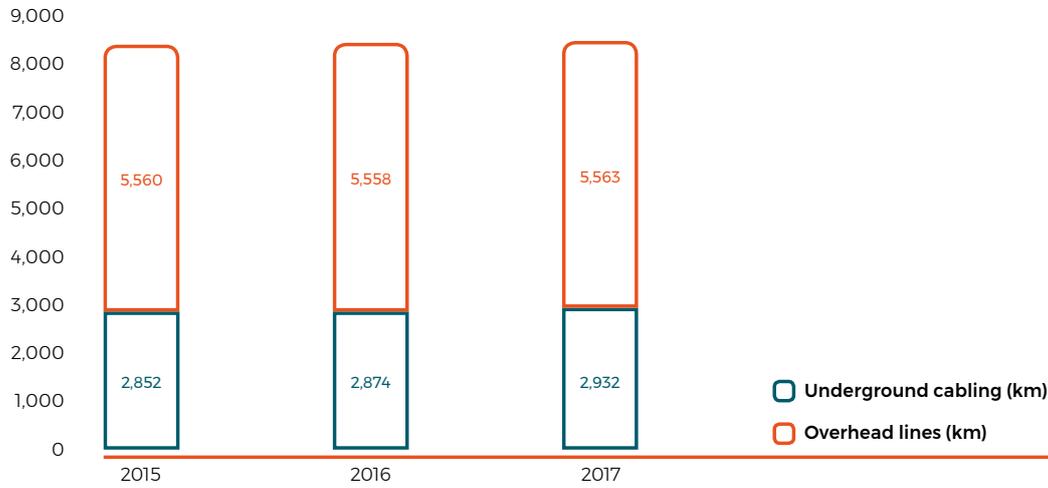
4.3. Split of yearly spend in Belgium within EU vs non-EU



The procurement outside the EU countries is today very limited and the environmental impact is taken into account in the criteria's. For the spend in 2017, 84.5% of the total purchases within non-EU countries were in the UK (the UK is an EU country, it just doesn't have the single currency) and Switzerland and 7% within the US. Therefore, Elia complies with the high EU or Belgian standards in terms of environment, social responsibility and worker wellbeing. Moreover, the evaluation of the safety aspects is done separately since it is crucial for Elia to have suppliers on board that share the same view on the importance of safety.

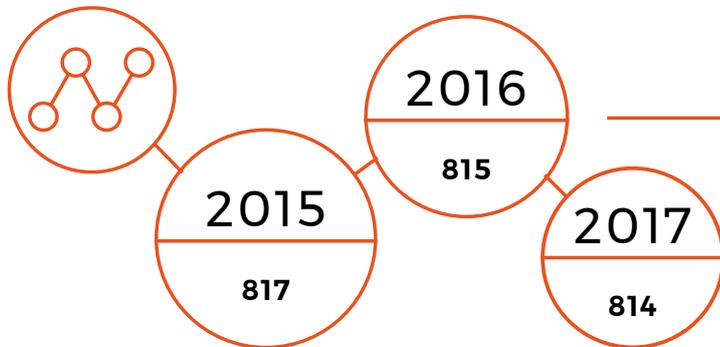
There is only limited impact on human rights violation for Elia as Elia's activities are mainly based within Europe. Also the number of non-EU suppliers for Elia Belgium is limited to 92 of 2,374 suppliers and spending is even limited to 0.91% of the all total spending. The large majority of purchases in non-EU countries are IT and consultancy related. The same selection and awarding criteria are used as for the non- EU suppliers.

4.4. Total circuit length in km (Elia Belgium)



The length of **overhead lines and underground cabling has remained stable over the years**. No substantial increase in line length is expected as Elia is investing in the replacement of existing lines.

4.5. Number of substation locations (Elia Belgium)

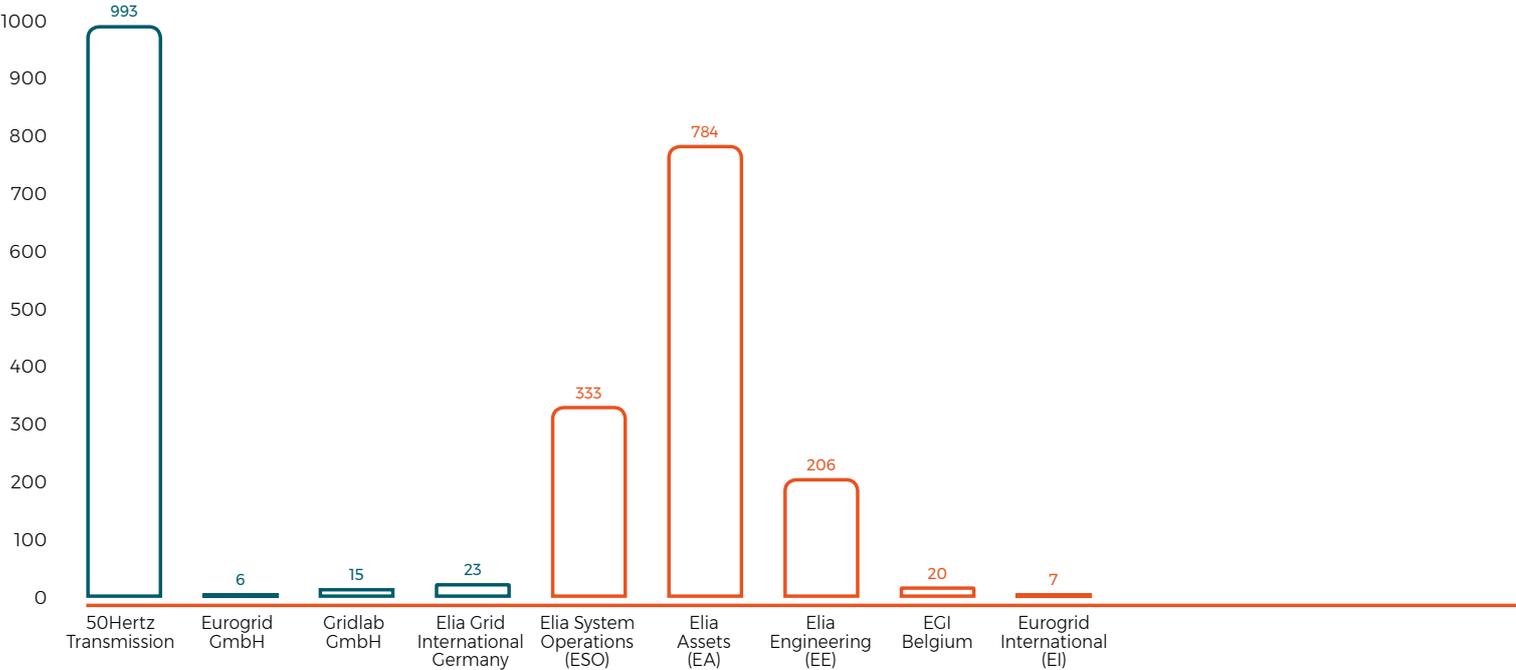


Overall, the **number of substations has remained stable**, although some low-voltage (<70kV) local transmission substations are being replaced by substations for the interconnection network.

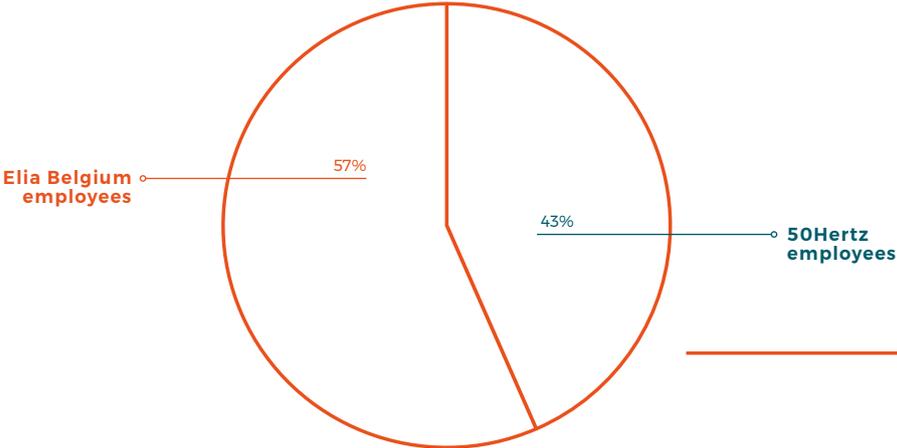
5. HR

5.1. Total headcount (Elia Group - 2017)

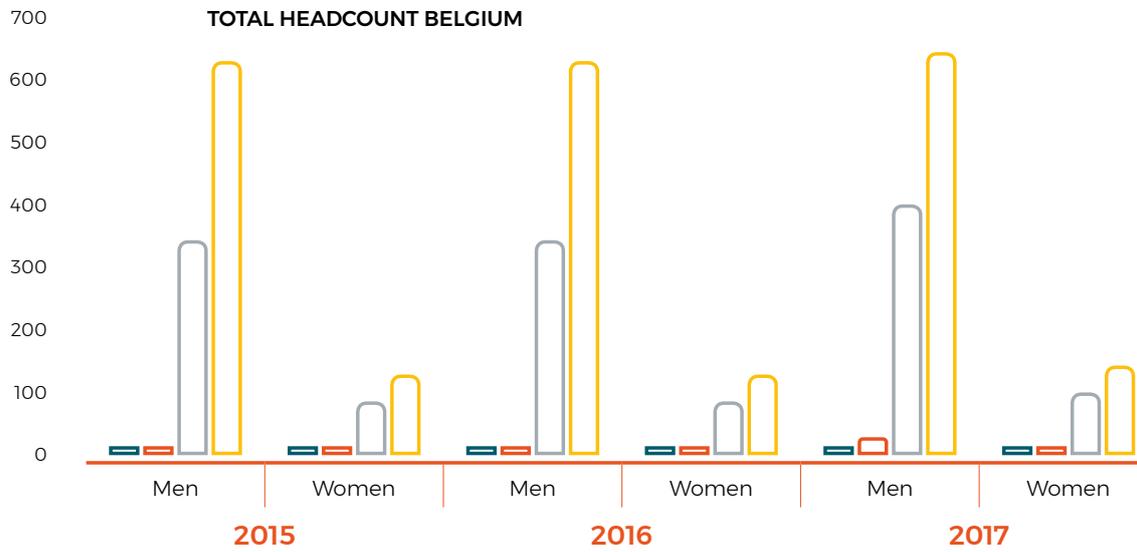
5.1.1. Breakdown by company



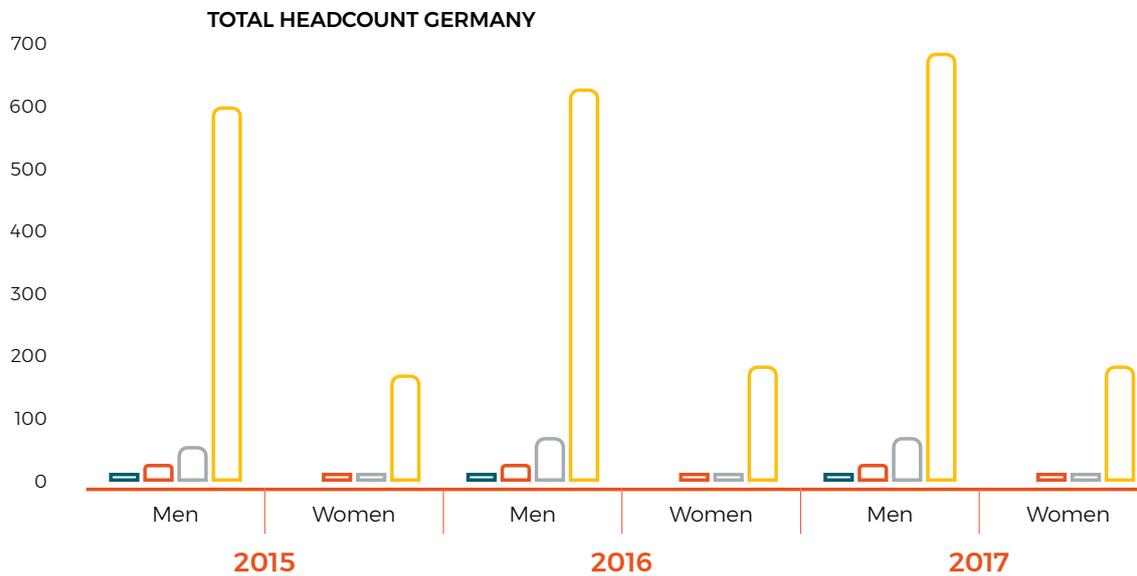
5.1.2. Breakdown by country (Elia Group - 2017)



5.1.3. Breakdown by responsibility level and gender (Elia Group) - GRI 102-41



	2015		2016		2017	
	Men	Women	Men	Women	Men	Women
Director	4	2	4	3	5	3
Senior Manager	24	6	25	5	28	5
Direct leaders	354	85	352	89	405	105
White collars	638	135	643	131	656	143

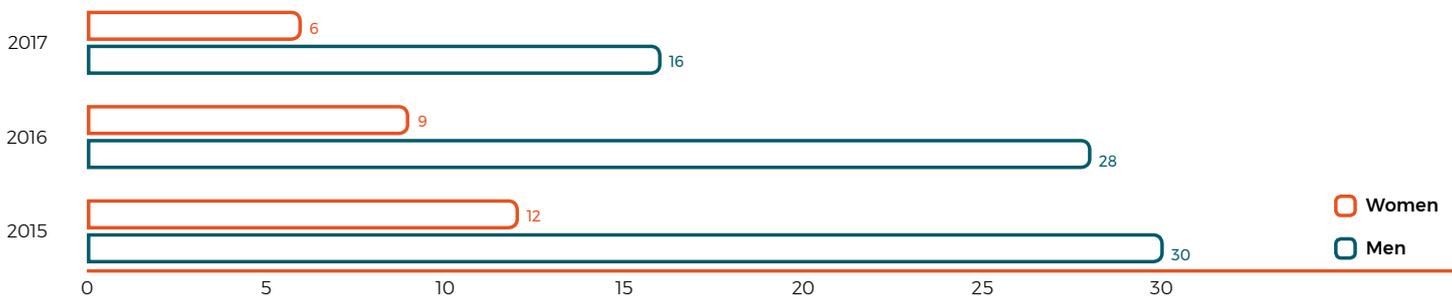


	2015		2016		2017	
	Men	Women	Men	Women	Men	Women
Director	7	0	7	0	8	0
Senior Manager	35	4	36	5	34	6
Direct leaders	62	12	72	14	78	15
White collars	619	184	649	193	699	197

Overall, we can see that 21% of German and 18% of Belgian employees are female. For direct leaders and above, 14% of German and 20% of Belgian employees are female. In 2017, 77% of German employees and all Belgian employees were covered by collective bargaining agreements.

Note that all technicians in Belgium and Germany are considered as white-collar workers. Consequently, there are no blue-collar workers.

5.2 Leavers by gender (Elia Belgium)



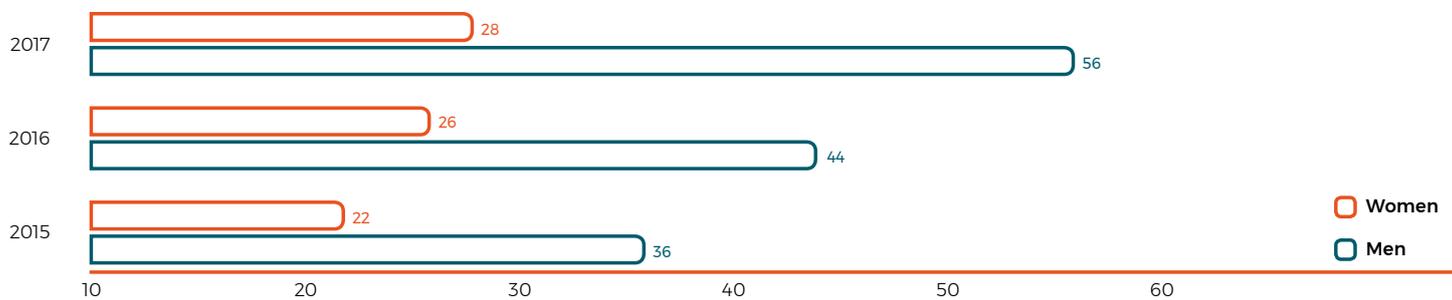
The number of employees leaving Elia has fallen over the years. In 2017, only 22 employees left the company, of which 6 were women and 16 were men. In terms of employee turnover, 2.6% of women left the Elia Group, compared with 1.6% of men. Employees aged between 30 and 50 were the biggest group of leavers. A third were younger than 30 and the remaining 10% were over 50.

Calculation method

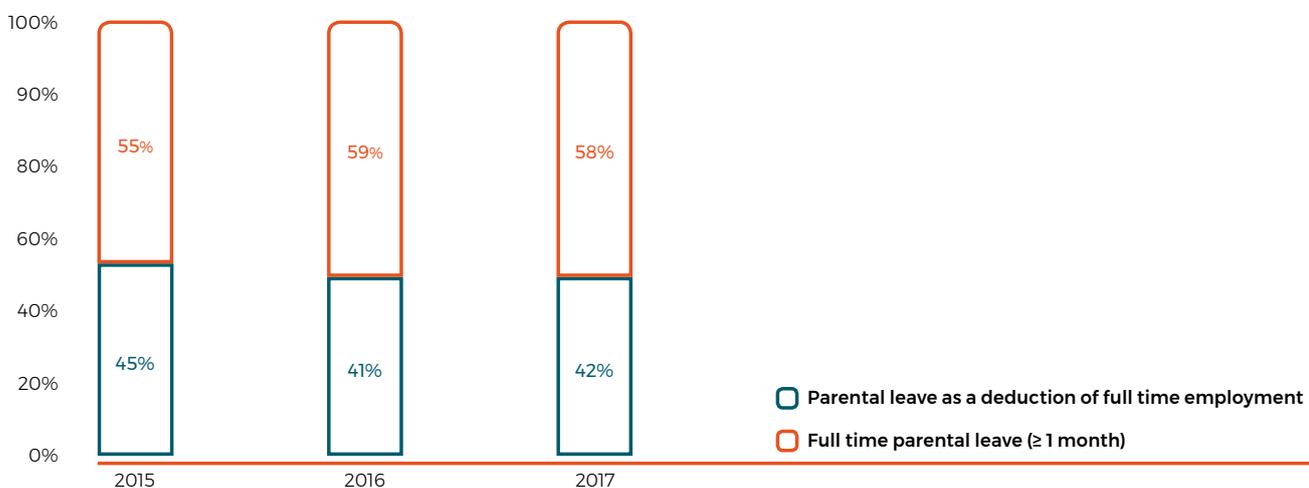
The number of leavers is determined based on all employees leaving the company as a result of dismissal or resignation from 1 January to 31 December of the year concerned. Retiring employees are excluded from the scope. Employee turnover is determined based on all leavers divided by the total headcount on 31 December of the previous year. The employee turnover by age category is based on all leavers in the respective age category, divided by the total headcount on 31 December of the previous year.

5.3. Parental leave (Elia Belgium)

5.3.1. Gender split



5.3.2. Split by type of parental leave



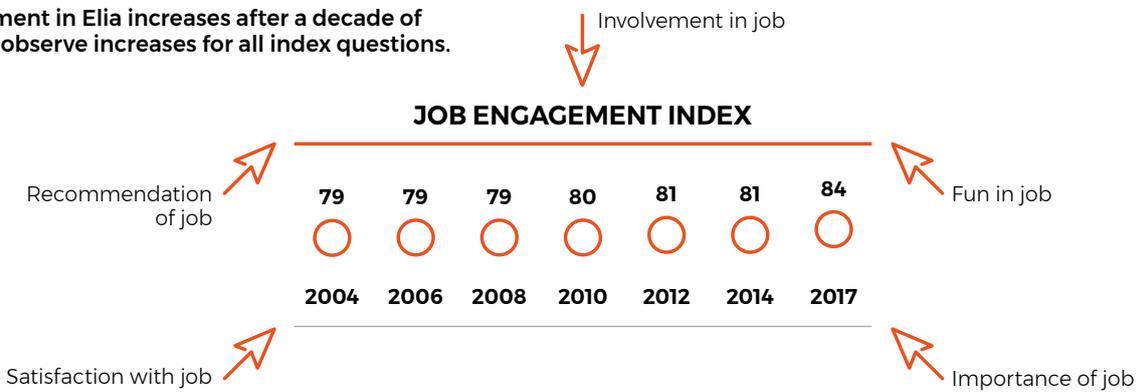
In 2017, **84 employees took parental leave**, which is an increase compared to 2016. Of the employees taking parental leave, 58% opted for full-time parental leave while 42% took their parental leave as a reduction of their weekly working schedule. Interestingly, **66% of the employees who took parental leave in 2017** were men. We are also seeing an increase in the number of men taking parental leave each year.

5.4. Employee survey (Elia Belgium)

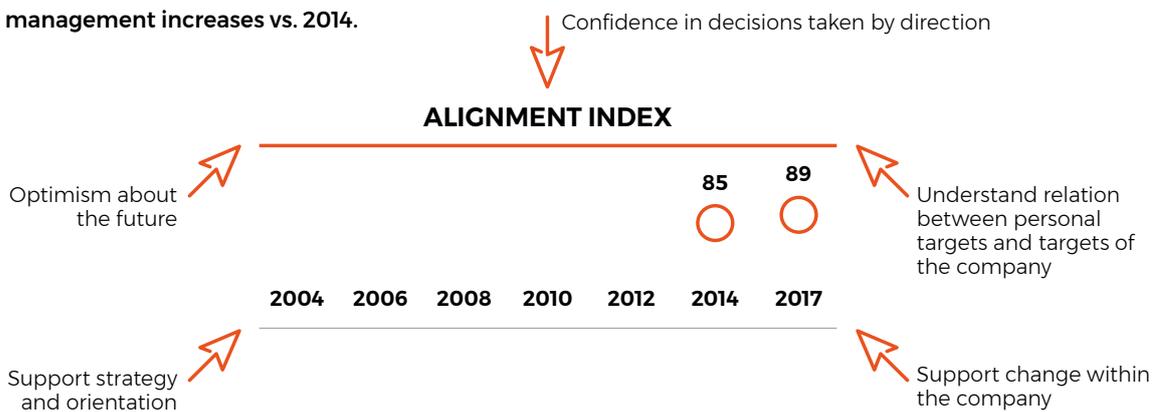
Commitment towards Elia clearly keeps increasing in 2017.



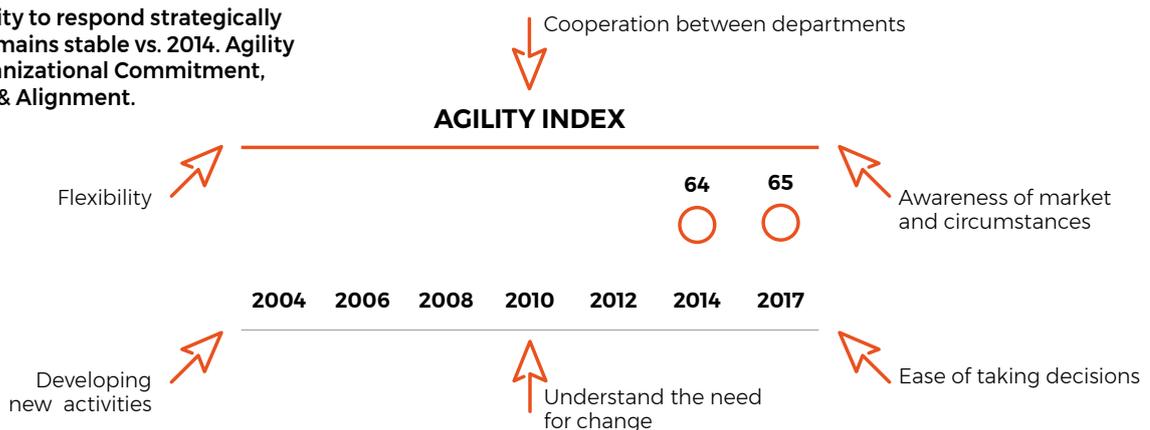
Job Engagement in Elia increases after a decade of stability. We observe increases for all index questions.



Alignment with management increases vs. 2014.



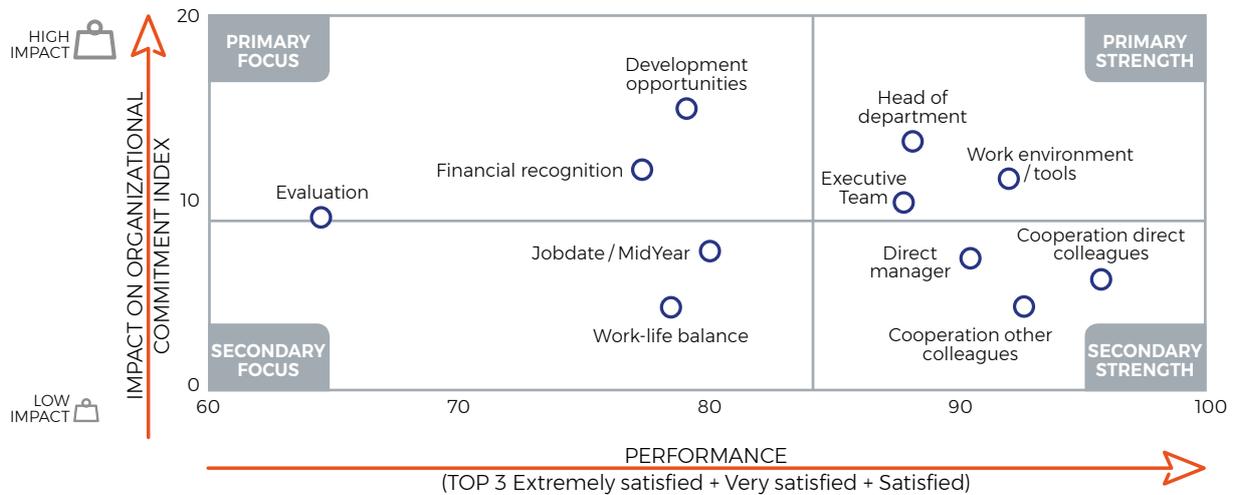
Agility (or the ability to respond strategically to uncertainty) remains stable vs. 2014. Agility is lower than Organizational Commitment, Job Engagement & Alignment.



Ratio dedicated/detached improves vs. 2014. The company trend is one towards higher organizational commitment and dedication.



From an employee engagement perspective, primary focus of HR should be with evaluation, development opportunities & financial recognition.



PRIMARY FOCUS AREAS

Development opportunities

- Marginal positive trends for most aspects related to development opportunities
- Biggest threat is lack of perceived opportunity for promotion, especially observed with smaller units. 31% hopes to be promoted in 2018
- Attrition risk remains very low

Evaluation

- Negative trend for overall satisfaction on evaluation
- Link between evaluation and reward is primary focus point, especially within Infrastructure Development where it is linked with lower perceived objectivity of feedback

Financial recognition

- Satisfaction on financial recognition remains stable vs. 2014.
- Biggest driver is alignment between salary and performance
- Some employees seem to be suspicious about their salary vs. that of their peers. Especially within Infrastructure Development there's a lot of negativity concerning salary vs. peers

SECONDARY FOCUS AREAS

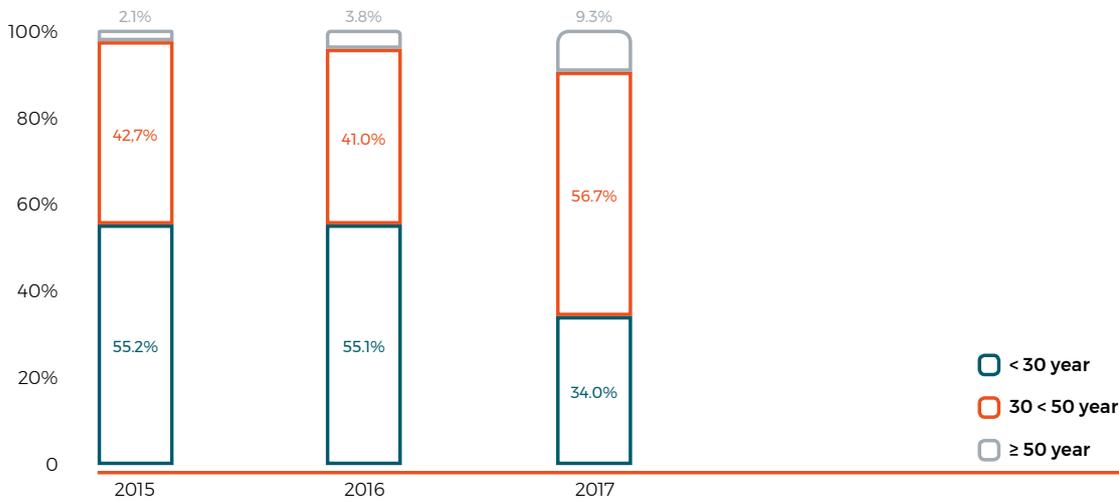
Jobdate / MidYear

- Satisfaction on jobdate / MidYear remains similar vs. 2014. There's some disagreement about its usefulness.
- Main improvement point is the level of actions taken to support development (especially within Infrastructure Development)

Work-life balance

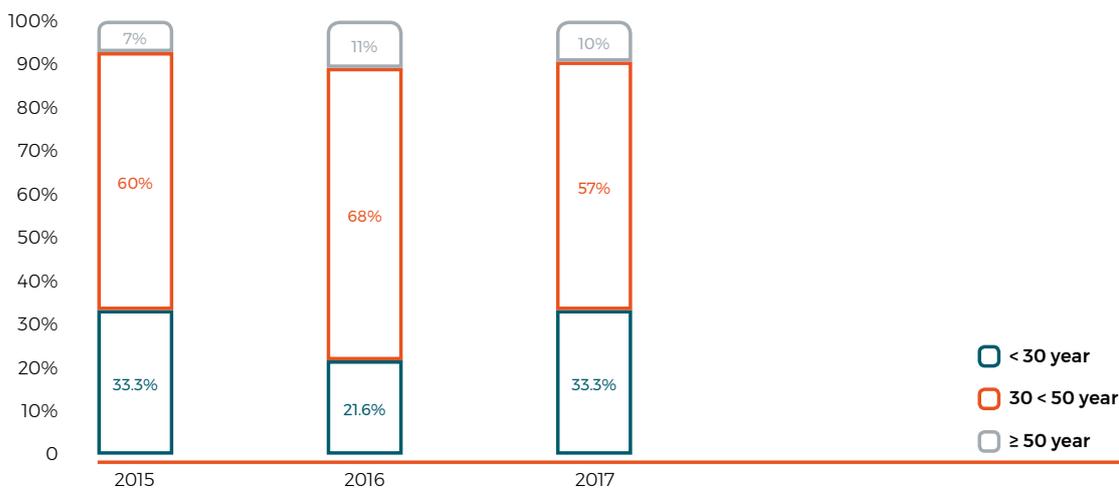
- Satisfaction on work-life balance decreases vs. 2014. Workload is perceived as less feasible
- Satisfaction on work-life balance is heavily impact by the attention Elia gives to it, which is in for improvement for some employees
- There are specific concerns related to work-life balance within the different units: CM&S: workload as such; Infrastructure Development: home-work commute; within some smaller units: distribution of work within the team

5.5. New hires per age category (Elia Belgium)

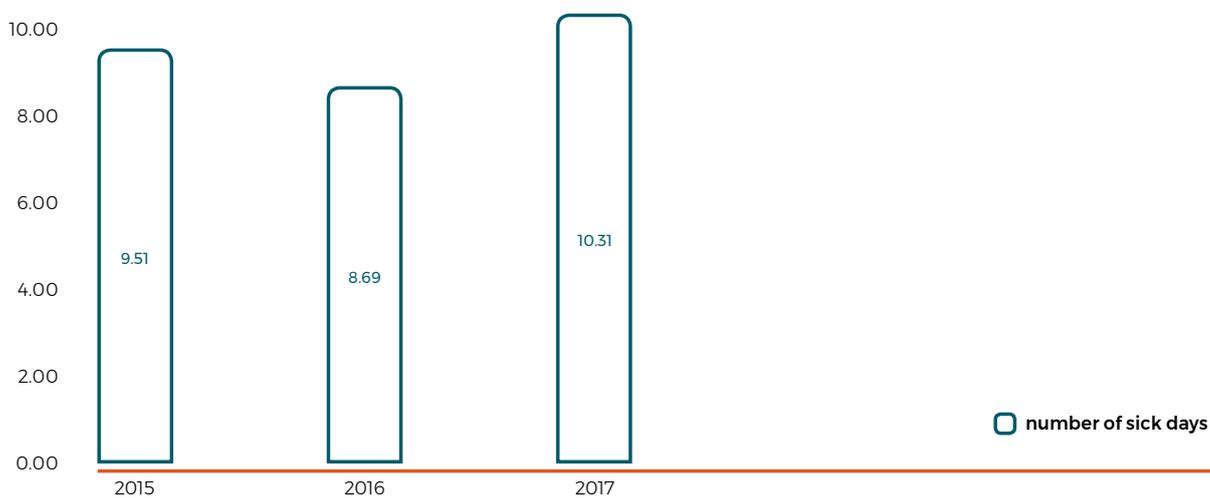


These graphs on new hires include all new employees within the planned budget and all the employees that were recruited as additions to the original budget. Changes in positions are not included.

5.6. Employee turnover per age category (Elia Belgium)



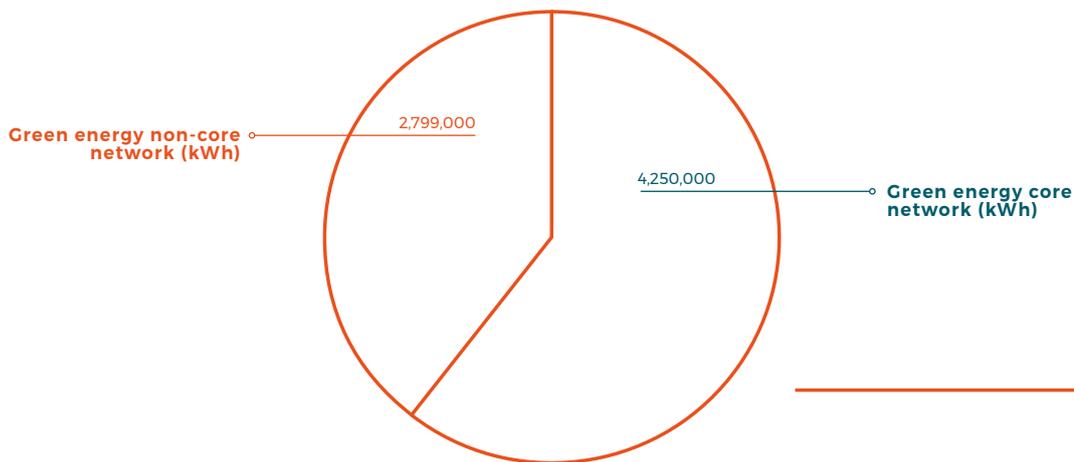
5.7. Average number of sick days per employee (Elia Belgium)



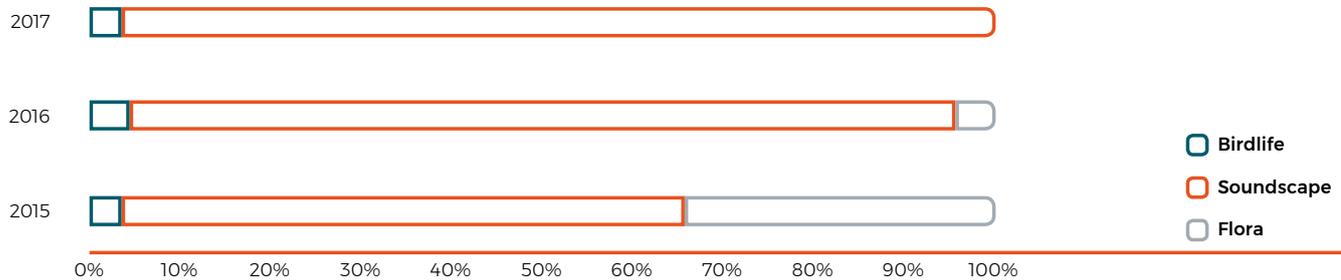
In general, employees had 10 sick days in 2017, which is in line with the previous years. Calculation method: The average sick days per employee is calculated based on the total number of sick days divided by the total headcount on 31 December of the previous year.

6. Public acceptance (focused on environment and biodiversity)

6.1. Energy consumption within the organisation (Elia Belgium - 2017)



6.2. Number of projects for which impact is monitored (Elia Belgium)



6.3. Protecting birds by installing markers (Elia Belgium)

Since 2016, Elia has installed bird markers on 13.62 km of lines.

length in m	Installed in	
	2016	2017
Stevin - Gezelle	—	7,180 m.
Langerlo - Sikel	3,110 m.	—
Rodenhuisse - Langerbrugge	—	2,430 m.
Herderen - Lixhe	900 m.	—
Total	4,010 m.	9,610 m.

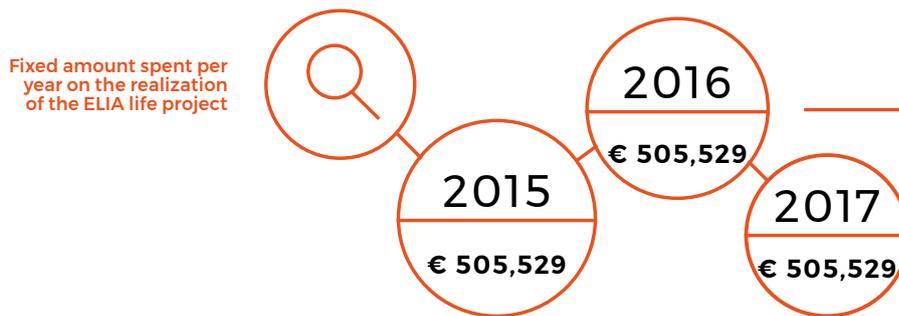
With the help of Belgium's leading environmental associations, Elia has identified the 130 sections of its network of overhead lines that pose the greatest hazard to birdlife. Measuring 200 km in total, they will gradually be fitted with bird anti-collision devices over the next 10 years. If a project is due to take place on these sections, markers will be installed immediately. For sections without projects, we will take advantage of scheduled interventions to fit markers on the conductors or earth wires.

6.4. Sustainable integration of facilities in the Stevin project (Elia Belgium)

During the Stevin project, Elia worked hard to minimise the impact of its facilities on the landscape by planting large numbers of trees and shrubs.

length in m	Planted in		
	2015	2016	2017
Trees (every 10 m)	1,430	3,920	3,560
Pollard (every 7 m)	987	1,302	1,197
Cropped hedge	187	1,385	1,050
Uncropped hedge	577	2,070	1,417
Wooded border	653	1,104	985

6.5. Annual implementation budget for the Elia-RTE LIFE project (Elia Belgium)



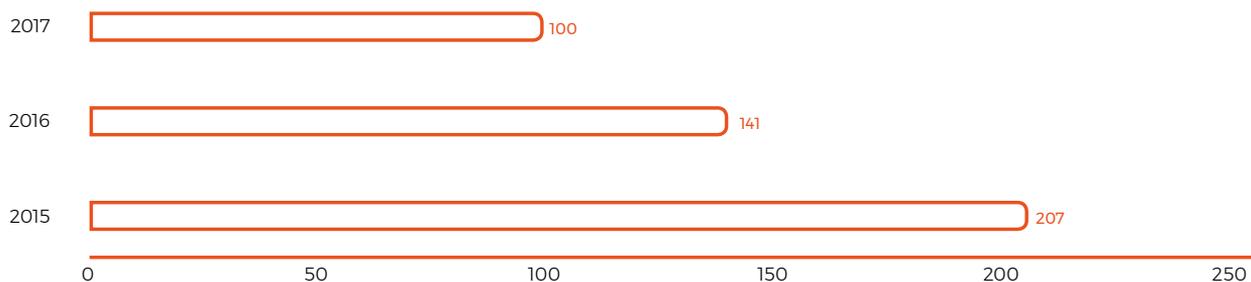
Since 2015, Elia has had a fixed annual budget of €505,529 for the Elia-RTE LIFE project, which seeks to transform the spaces beneath Elia’s high-voltage lines into corridors for diversity. With this budget, Elia is restoring natural habitats for fauna and flora at Natura 2000 and other sites.

The Elia-RTE LIFE project ended in December 2017 but Elia has decided to continue the work by launching LIFE 2, despite no longer receiving funding from the European Commission and the Walloon Region.

6.6. Electromagnetic fields (Elia Belgium)

Upon request, Elia offers free electromagnetic field measurements to the owners of land and buildings located near Elia facilities. Each year, €370,000 is spent on scientific research into the impact of low-frequency magnetic fields.

6.6.1. Number of electromagnetic field measurements performed (Elia Belgium)



6.7. Requests for information handled (Elia Belgium)

	2015	2016	2017
 Received	80	54	56
 Handled	80	54	56

Elia’s central contact centre receives numerous questions about the company’s activities each day, some relating to environmental topics. In 2016, 194 questions about electromagnetic fields (EMFs) were received, and 140 measurements* were performed. For the other 54 requests, only information was provided.

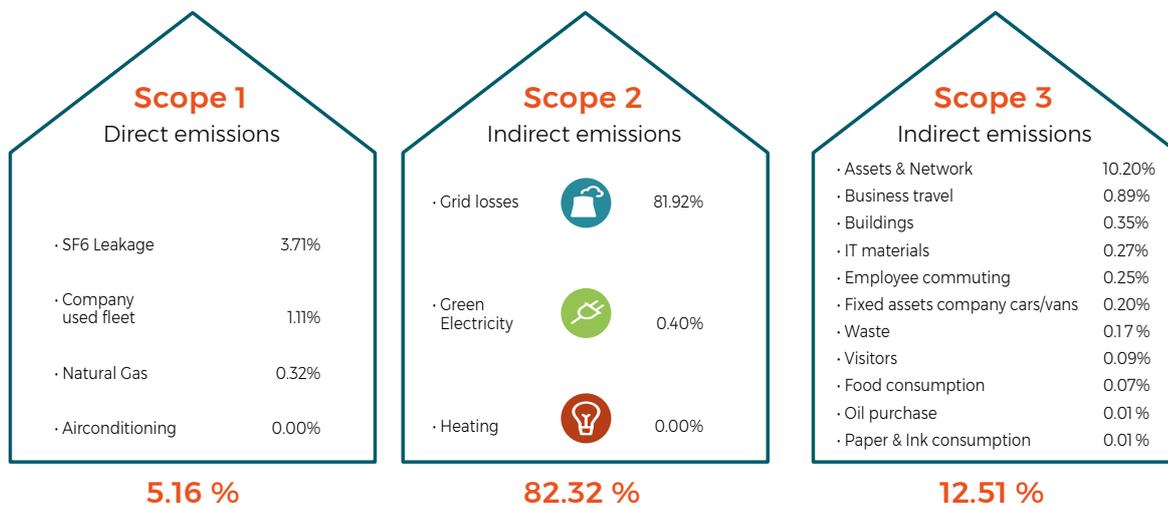
The number of requests was roughly the same in 2016 and 2017, down on the number received in 2015. There is no specific explanation for this difference, but generally speaking we see an increase in requests following media attention and/or the launch of a major grid project.

Each year, €370,000 is spent on scientific research analysing the impact of low-frequency magnetic fields. The amount is fixed as Elia has contracts with the Belgian BioElectroMagnetics Group (BBEMG) and the Electric Power Research Institute (EPRI).

*These measurements are based on third-party requests received at the contact centre.

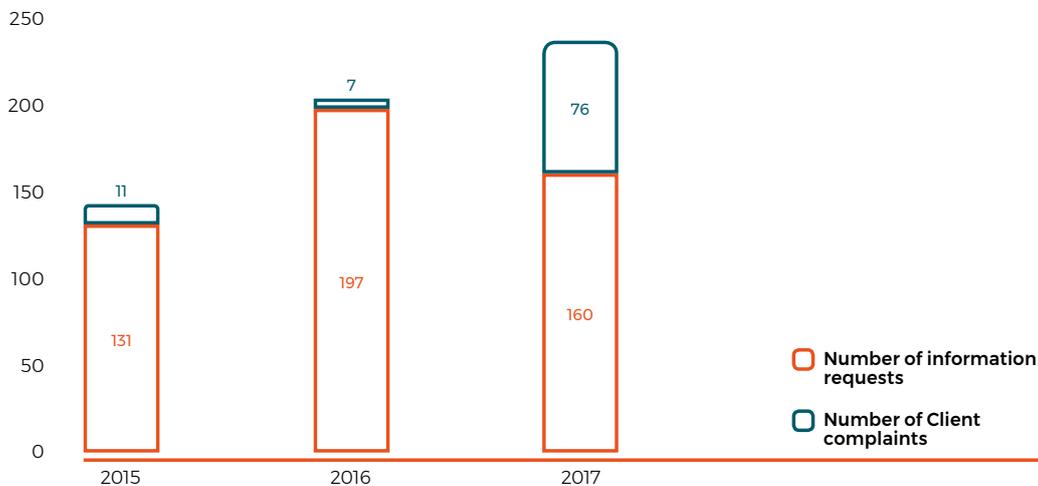
6.8. Carbon assessment (Elia Belgium)

Elia has been conducting a carbon assessment since 2010 to identify direct and indirect emissions from its activities and is taking steps to reduce greenhouse gas emissions from its activities.



Year	Scope 1 (TeqCo ₂)	Scope 2 (TeqCo ₂)	Scope 3 (TeqCo ₂)
2017	18,087	306,512	43,840
2016	14,086	278,119	40,441
2015	15,318	269,254	40,590

6.9. Client information and complaints requests (Elia Belgium)



These figures represent all information requests and complaints regarding the electric quality of service (power quality). The positive trends between 2015 and 2016 are mainly due to a better internal reporting improved follow-up and the centralisation of requests from DSOs. Complaints were stable in 2015 and 2016. The big increase of complaints in 2017 is due to one incident, which resulted in 61 complaints from DSO users. The decrease in information requests can be explained by a decline in incident numbers (from 445 to 379).

6.9.1. Customer Satisfaction Survey

Every two years, Elia measures the customer satisfaction level among its key stakeholders (distribution system operators, grid users, producers, access responsible parties, User's Group ...). The main objectives of this survey are to provide an overview of the Key Performance Indicators (KPIs) related to service quality and their evolution over time.

The latest surveys were conducted in 2016 with 252 stakeholders. The KPIs measured were the Elia Satisfaction Index, reflecting how stakeholders evaluate the products and services of Elia in general, the Customer Effort Score, reflecting the ease of doing business with Elia, the customer satisfaction regarding account management and image etc. The overall aim is to identify strengths and weaknesses among the different stakeholders in order to further optimize the customer relationship.

With regards to the Elia Satisfaction Index, Elia scored 67%, reflecting the high quality of products and services. The majority of the stakeholders still describe collaboration with Elia as "easy". Compared to 2014, there is a very positive evaluation of Elia's Key Account Managers, with a significant increase in the satisfaction about Elia's ability to think along with its stakeholders. Regarding image, there were stable results for Elia's expertise and communication.

The survey highlighted the strengths that need to be maintained and priorities were set to further improve stakeholder satisfaction.

6.9.2. Requests received & handled at Contact Centre



Each year, Elia receives approximately **75,000 requests for information concerning high-voltage network installations**. These enquiries come from a range of sources including local residents, contractors, engineering firms, public authorities, utilities and project developers. The company has defined **response times**, based on statutory time frames, within which the Contact Centre must answer requests for information. For example, the standard deadline for responding to routine requests is **7 working days** from receipt. In 2017, 99.91% of all requests were answered within the set times.

7. GRI reference table

This annual report has been prepared in accordance with the Global Reporting Initiative (GRI) Standards: Core option. It is the Elia Group's first annual integrated report and covers the period from 1 January 2017 to 31 December 2017.

GRI 102: General information 2017

1. Organizational Profile

102-1	Name of the organization	p. 8-11	
102-2	Activities, brands, products, and services	p. 12-13	
102-3	Location of headquarters	p. 10	
102-4	Location of operations	p. 10	
102-5	Ownership and legal form	p. 11	
102-6	Markets served	p. 14-19	
102-7	Scale of the organization	p. 12-13	
102-8	Information on employees and other workers	Annex part 5	
102-9	Supply chain	p. 2 & p. 40-51	
102-10	Significant changes to the organization and its supply chain	p. 40-51	
102-11	Precautionary Principle or approach	p. 29-37	
102-12	External initiatives	p. 60-63	
102-13	Membership of associations	p. 52-63	

2. Strategy

102-14	Statement from senior decision-maker	p. 4-7	
102-15	Key impacts, risks, and opportunities	p. 4-7	

3. Ethics and integrity

102-16	Values, principles, standards, and norms of behavior	p. 120	
102-17	Mechanisms for advice and concerns about ethics	p. 120	

4. Governance

102-18	Governance structure	p. 102-103	
102-19	Delegating authority	p. 122	

5. Stakeholder engagement

102-40	List of stakeholder groups	p. 2	
102-41	Collective bargaining agreements	Annex part 5.1.3	
102-42	Identifying and selecting stakeholders	p. 25	
102-43	Approach to stakeholder engagement	p. 25 & p. 80	
102-44	Key topics and concerns raised	p. 14-19 & p. 23-25	

6. Reporting principles

102-45	Entities included in the consolidated financial statements	p. 10-11	
102-46	Defining report content and topic Boundaries	p. 23-25	
102-47	List of material topics	p. 23-25	

102-48	Restatements of information		There are no restatements of information provided in previous reports.
102-49	Changes in reporting		The annual report 2017 is the first integrated annual reporting in line with the GRI - Core principles.
102-50	Reporting period		Fiscal year 2017
102-51	Date of most recent report		Annual report 2017
102-52	Reporting cycle		Annual reporting cycle
102-53	Contact point for questions regarding the report		Marleen Vanhecke External Communications & External Relations marleen.vanhecke@elia.be
102-54	Claims of reporting in accordance with the GRI Standards		This Annual report has been prepared in accordance with the GRI Standards: Core option.
102-55	GRI content index	Annex part 7	

GRI 103: Identified Material Aspects and Boundaries

103-1	Explanation of the material topic and its Boundary	p. 23-25	
103-2	The management approach and its components	p. 23-25	
103-3	Evaluation of the management approach	p. 23-25	

GRI 201: Economic performance

201-1	Direct economic value generated and distributed	p. 12-13	
201-2	Financial implications and other risks and opportunities for the organisation's activities due to climate change	p. 12-13 & p. 116-119	

GRI 203: Indirect economic impacts

203-1	Development and impact of infrastructure investments and services supported	p. 28-37	
203-2	Significant indirect economic impacts, including the extent of impacts	p. 28-37	

GRI 204: Procurement practices

204-1	Proportion of spending on local suppliers	Annex part 4.2 & 4.3	
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GRI 205: Anti-Corruption

205-1	Total number and percentage of operations assessed for risks related to corruption and the significant risks identified	p.120-123	
205-2	Communication and training on anticorruption policies and procedures	p.120-123	
205-3	Confirmed incidents of corruption and actions taken		No incidents of corruption occurred during the reporting period.

GRI 206: Anti-competitive behaviour

206-1	Legal actions for anti-competitive behaviour, anti-trust, and monopoly practices		No legal actions pending or completed during the reporting year.
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GRI 302: Energy

302-1	Energy consumption within the organisation	Annex part 6.1	
302-2	Energy consumption outside of the organisation	Annex part 6.1	

GRI 304: Biodiversity			
304-1	Operational sites owned, leased, managed in, or adjacent to, protected areas and areas of high biodiversity value outside protected areas	p. 66-81	
304-2	Significant impacts of activities, products, and services on biodiversity	p. 66-81	
304-3	Habitats protected or restored	p. 66-81	
GRI 305: Emissions			
305-1	Direct greenhouse gas (GHG) emissions (Scope 1)	p. 74-75 Annex part 6.8	
305-2	Energy indirect greenhouse gas (GHG) emissions (Scope 2)	p. 74-75 Annex part 6.8	
305-3	Other indirect greenhouse gas (GHG) emissions (Scope 3)	p. 74-75 Annex part 6.8	
305-5	Reduction of greenhouse gas (GHG) emissions	p. 74-75 Annex part 6.8	
GRI 307: Environmental compliance			
307-1	Non-compliance with environmental laws and regulations		The organisation has not identified any significant non-compliance with environmental laws and/or regulations.
GRI 308: Supplier Environmental Assessment			
308-2	Significant actual and potential negative environmental impacts in the supply chain and actions taken	Annex part 4.1-4.3	
GRI 401: Employment			
401-1	Total number and rates of new employee hires and employee turnover by age group, gender and region	Annex part 5.2 & 5.6	
401-2	Benefits provided to full-time employees that are not provided to temporary or part-time employees, by significant locations of operation		There are no differences between the benefits provided to full-time and part-time employees.
401-3	Return to work and retention rates after parental leave, by gender	Annex part 5.3	
GRI 402: Labor/Management Relations			
402-1	Percentage of total workforce represented in formal joint management - worker health and safety committees that help monitor and advise on occupational health and safety programmes		This body (joint committee) exists in both countries but the percentage of workforce represented is immaterial, less than 1%.
GRI 403: Occupational Health and Safety			
403-2	Type of injury and rates of injury, occupational diseases, lost days, and absenteeism, and total number of work-related fatalities, by region and by gender	p. 31-32 & p. 37	
403-3	Workers with high incidence or high risk of diseases related to their occupation	p. 31-32 & p. 37	
GRI 404: Training and Education			
404-1	Average hours of training per year per employee by gender, and by employee category	p. 86-87	

GRI 405: Diversity and Equal Opportunity

405-1	Composition of governance bodies and breakdown of employees per employee category according to gender, age group, minority group membership, and other indicators of diversity	p. 103 & p. 109 Annex part 5.1.3	
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GRI 406: Non-Discrimination

406-1	Total number of incidents of discrimination and corrective actions taken		The organisation has not identified any incidents of discrimination during the reporting period.
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GRI 416: Customer Health and Safety

416-1	Assessment of the health and safety impacts of product and service categories	p. 28-29 & p. 74	
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services		The organisation has not identified any non-compliance with regulations and/or voluntary codes.

GRI 417: Marketing and Labeling

417	Results of surveys measuring customer satisfaction	p. 89-90	
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GRI 419: Socio economic Compliance

419-1	Monetary value of significant fines for non-compliance with laws and regulations in the social and economic area		During the reporting year the company did not receive any significant fines or non-monetary sanctions for non-compliance with laws and/or regulations in the social and economic area.
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Electric Utilities Specific

EU4	Length of above and underground transmission and distribution lines by regulatory regime	p. 12 & p. 39 Annex part 4.4	
G4-DMA	Management approach to ensure short and long-term electricity availability and reliability	p. 14-19	
G4-DMA	Demand-side management programs including residential, commercial, institutional and industrial programs	p. 14-19	
EU12	Transmission and distribution losses as a percentage of total energy	p. 37 Annex part 6.8	
EN12	Description of significant impacts of activities, products, and services on biodiversity in protected areas and areas of high biodiversity value outside protected area	p. 67-81	
LA4	Report on health and safety performance of contractors and subcontractors working onsite or on behalf of the reporting organisation off site	p. 29-31 & p. 37	
EU28	Power outage frequency	Annex part 3.7, 3.8 & 3.9	
EU29	Average power outage duration	Annex part 3.7, 3.8 & 3.9	