

PRESS RELEASE

IT and Insurance: the Ethias Group confirms its position as a leading employer in Belgium

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With a double *Top Employer* certification — the sixth consecutive year for NRB and the fifth year for Ethias — the Ethias Group confirms its position as a leading employer in Belgium. Active in two key sectors of the economy, insurance and IT, the Group stands out through results well above sector benchmarks, a steady increase in employee engagement and a sustained ability to attract and develop talent.

One Group, two areas of expertise, one employer standard

This dual recognition places both Ethias and NRB in the **Top 10 of the 82 companies** certified *Top Employer* in Belgium this year, with results consistently exceeding the benchmarks of their respective sectors.

It reflects the strength and consistency of HR practices across the Ethias Group, in both insurance and IT activities, with a clear ambition to deploy high and shared standards in terms of wellbeing, flexibility and talent development.

Ethias, Belgium's third-largest insurer in both Life and Non-Life, has received the label for the fifth consecutive year.

Its subsidiary NRB, a specialist in IT solutions and a leading technology partner, has been certified *Top Employer* for the sixth consecutive year.

Despite operating in very different professional environments, the Group demonstrates that the same high level of ambition can be applied to skills development, talent management and leadership culture.

*“Being recognised as a *Top Employer*, in both insurance and IT, is not an end in itself. It is the result of clear and deliberate choices that place people at the heart of our development. It reflects in particular our strong Belgian roots, local decision-making centres and a long-term investment in the skills of the women and men who bring the Group to life, in Belgium and internationally. In a context of profound economic, technological and societal transformation, our responsibility is to create quality jobs, offer career prospects and contribute, through our*

activities, to a more resilient and more human economy.”

— **Philippe Lallemand, CEO of Ethias and Chairman of the Board of NRB**

“At Group level, our priority is clear: to offer every employee a transparent career path and consistent recognition. These results show that when we listen and act together, we create a lasting, positive and trust-based dynamic, focused on talent development and able to support our ambitions across very different but complementary businesses.”

— **Julien Balistreri, Chief People & Organisation Officer, Ethias Group**

A key employment player in Belgium

With more than 2,000 employees at Ethias and 3,670 at NRB (including subsidiaries), the Ethias Group represents a major employment hub in Belgium, at the crossroads of insurance and IT. In 2025, Ethias recruited 201 talents and NRB 300, illustrating the attractiveness of both companies and their structuring role in the Belgian economy.

Historically rooted in the Liège region, where the headquarters of Ethias and NRB are located, the Ethias Group has a nationwide presence through several sites and regional offices. NRB also deploys its activities internationally, actively contributing to employment and economic dynamism well beyond its local footprint.

In a transforming labour market, the Group confirms its role as a provider of sustainable jobs, offering career development, training and mobility in professions with high societal and technological impact. The Group reaffirms its commitment to continue recruiting and training, offering opportunities to a wide range of profiles and investing in the development of its employees' skills.

NRB: an IT employer at the heart of technological challenges

In a highly competitive IT market, the *Top Employer* certification confirms NRB's commitment to a demanding continuous improvement approach, centred on people, performance and constant adaptation to changes in the world of work.

The company strives to create a professional environment based on trust, skills development, wellbeing and responsibility, in line with current employee expectations and future technological challenges.

“At NRB, we believe that a high-performing company is first and foremost one that supports its employees, gives meaning to their work and creates an environment in which everyone feels recognised, heard and respected. In a constantly evolving technological environment, it is essential to combine high standards, agility and attention to people. The Top Employer

certification recognises this commitment to continuously improve our practices in order to combine performance, wellbeing and responsibility.”

— Laurence Mathieu, CEO of NRB

In 2025, NRB recruited **300 talents** and plans to maintain this pace in 2026. The company is actively seeking profiles eager to put their expertise at the service of major technological challenges, particularly in data, artificial intelligence, cybersecurity and cloud.

Ethias: a leading employer in a competitive sector

The *Top Employer* certification confirms Ethias's ability to continuously evolve in line with employee expectations and changes in its businesses. It is based on recognised practices in attractiveness, talent development and cohesion around the company's values, within a dynamic of continuous improvement.

This recognition is also supported by a participatory approach, involving employees in organisational changes and day-to-day transformations.

“At Ethias, we primarily seek to improve teams’ daily working lives in a very concrete way: smoother decision-making, more collaboration and tools that truly support the work. It is these actions, built together with employees, that explain the trust and engagement measured today.”— Syl Arnols, Head of Human Resources

Flexibility in work organisation is also one of the levers of attractiveness and retention implemented by Ethias, within a balanced approach combining autonomy, team cohesion and collective performance.

Ethias plans to maintain a strong recruitment pace in the coming years. After hiring 201 talents in 2025, the company expects to recruit around 250 external profiles in 2026, to support the evolution of its activities and the development of its network, notably with the opening of new offices.

These recruitments will cover both management and support functions, as well as specialised profiles in actuarial and quantitative fields. At the same time, Ethias continues to develop new expertise related to artificial intelligence, data and emerging technological uses, at the heart of the transformation of its businesses.

Recognition confirmed by employee engagement

The results of the Ethias Engagement Survey 2025 further reinforce this external recognition.

- 91% of employees say they are satisfied working at Ethias
- 85% would recommend the company as an employer
- 85% say they are proud to work there

Overall engagement reaches **nearly 80%**, up compared to previous years and above Belgian benchmarks.

This positive momentum is supported in particular by work environments redesigned in recent years to foster collaboration, wellbeing and adaptation to new ways of working.

NRB – Key figures

- **3,670** employees (including subsidiaries)
- **11 years and 4 months** average seniority
- **22% / 78%** women / men
- **1.5%** internal mobility rate

Ethias – Key figures

- **1,997** employees + **8** Executive Committee members
- **16 years and 2 months** average seniority
- **52.5% / 47.5%** women / men
- **7%** internal mobility

About NRB

With sales of €638.3 million in 2024 and more than 3,670 employees, the NRB Group is one of Belgium's leading ICT players. It supports private and public European organisations in all their technological needs, drawing on the expertise of its teams, a solid ecosystem and a sovereign approach. NRB S.A. offers comprehensive solutions in six key areas: infrastructure, mainframe, software, AI & data, cybersecurity and digital consulting. The Group is active in large companies, the healthcare sector, local authorities as well as SMEs and public bodies. NRB is shaping the digital future for a more connected, secure, inclusive and sustainable society, by putting technology at the service of everyday life.

Website: www.nrb.be
Pictures are available on [Photos](#) to download | [NRB](#)

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