



## Nearly 20,000 new employees will join the EDF Group in 2024

In 2024, the EDF Group has been increasing recruitment to meet its long-term requirements for industrial, technical and digital skills.

Almost 20,000 new employees will be joining the EDF Group in France:

- 10,000 employees on permanent contracts;
- 4,500 on work-study programmes;
- and 5,000 interns.

EDF Group's companies will recruit around 4,500 permanent employees in the nuclear power industry in France, up to 1,000 employees in the renewable energy sector (hydropower plants, EDF Renewables and EDF ENR), 3,000 in energy services (most of them at Dalkia), and 1,500 in Enedis<sup>1</sup> networks. In addition, EDF will maintain its strong commitment to the entry of young people in the workforce, with almost 10,000 new interns and work-study participants.

### Men and women committed to the energy transition

The EDF Group is making a major contribution to the energy transition through the relaunch of the nuclear programme, the development of renewable energies, and the prospect of renewed investment in hydropower. In order to meet this major challenge, the EDF Group is recruiting and has been running recruitment campaigns throughout France since February. Nearly 15% of the applicants recruited in 2024 for the EDF Group in France will have a high-school vocational diploma, 45% a high-school diploma plus 2/3 years of further study, and 40% a diploma from a school of engineering or a university. Once they have completed their training, the work-study participants and interns at EDF will be priority candidates for recruitment for permanent positions in technical roles.

EDF is also looking for professionals with experience outside the Group, particularly in technical fields such as in the maintenance and operation of production sites, project management for the nuclear programme, digital technology, and energy services.

This recruitment is based on inclusiveness and gender diversity. For example, at EDF SA, the proportion of new female employees has risen from 25% to 30% in two years. This trend is set to grow. Similarly, EDF is reaffirming its commitment to employing people with disabilities, including in its technical specialisms.

These new recruits will join the 179,000 employees of the EDF Group committed to building a Net Zero energy future with electricity and innovative solutions and services, to help save the planet and drive wellbeing and economic development.

On joining EDF, employees are offered a wide range of career paths. From their first day at work and throughout their career within the Group, they receive support in skill development and in the options for geographical and role-to-role mobility.

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<sup>1</sup> Public electricity distribution network, operating independently, as defined in the Energy Code.

**Caroline Chanavas, Group Executive Vice-President, Human Resources, stresses:** *"The energy transition presents a major industrial challenge: the skills challenge. The EDF Group is working hard every day to meet this challenge by offering exciting professions and career paths in companies that are working to serve the French people. With a focus on developing the skills of tomorrow, we are also committed to diversity in our recruitment, particularly of women, who have an integral role to play in technical sectors."*

**About EDF**

The EDF Group is a key player in the energy transition, as an integrated energy operator engaged in all aspects of the energy business: power generation, distribution, trading, energy sales and energy services. The Group is a world leader in low-carbon energy, with a low carbon output of 434TWh, a diverse generation mix based mainly on nuclear and renewable energy (including hydropower). It is also investing in new technologies to support the energy transition. EDF's *raison d'être* is to build a net zero energy future with electricity and innovative solutions and services, to help save the planet and drive well-being and economic development. The Group supplies energy and services to approximately 40.9 million customers <sup>(1)</sup> and generated consolidated sales of €139.7 billion in 2023.

*(1) Customers are counted per delivery site. A customer can have two delivery points.*

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**EDF SA**

22-30 avenue de Wagram  
75382 Paris cedex 08 - France  
Capital of €2,084,365,041  
552 081 317 R.C.S. Paris  
[www.edf.fr](http://www.edf.fr)

**Contacts****Press :**

[service-de-presse@edf.fr](mailto:service-de-presse@edf.fr) / 01 40 42 46 37

**Investors :**

[edf-irteam@edf.fr](mailto:edf-irteam@edf.fr)