



BELIZE ELECTRICITY LIMITED

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BEL Seeks Guidance From High Court on Severance Matters

Belize Electricity Limited (BEL) advises its Customers and the public that the Company remains committed to the fair and equitable treatment of all employee claims for severance, and to ensuring clarity and consistency in how the recent ruling of the Caribbean Court of Justice (CCJ) on severance obligations is interpreted and applied by BEL.

In furtherance of this commitment, BEL is in the process of initiating proceedings in the High Court to seek declaratory relief. The Company anticipates that the Court's guidance will assist in establishing a clear and consistent framework for addressing severance claims going forward.

As part of these proceedings, BEL intends to present a representative sample of existing severance claims to the Court in order to obtain determinations on the proper application of the CCJ's ruling, as well as the relevant law, to BEL's specific circumstances.

By proactively seeking the Court's direction, BEL aims to ensure that its actions are fully aligned with the law and grounded in transparency and fairness.

The well-being and fair treatment of employees remain a priority for BEL. The Company is committed to engaging respectfully and constructively with all stakeholders as this matter progresses.

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