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Degroof Petercam Foundation

DEGROOF PETERCAM FOUNDATION



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Degroof Petercam Foundation

The Degroef Petercam Foundation (DPF) was founded in 2008 as a Public Interest Foundation and is now among the 10 largest foundations in Belgium.

8th

Sustainable Development Goal

Decent work and economic growth





Our vision

We believe in **employment** as the cornerstone of **sustainable prosperity in our society**.



Our mission

We support the **most innovative organizations** that **contribute to sustainable and fair employment**.



Two key programs

DPF AWARD

« **Venture Philanthropy** »

Through its main program, the DPF Award, the DP Foundation **selects** and finances the most ambitious **systemic social innovations** in **Europe** for sustainable employment.

LAB

« **Innovative collaborative philanthropy** »

The Lab aims to **develop innovative solutions** to employment issues in **Belgium**.

Timeline of the Foundation

Support for numerous innovative projects related to the environment, entrepreneurship and education

2008

Creation of the DPF, the result of a long history of philanthropy within the bank

2018

10th anniversary of the Foundation
Resources of the foundation increase fivefold. Review of the strategy: DPF opts for a "moonshot" approach by selecting one laureate every year for a 1M€ budget

2019

Selection of Duo for a Job, first laureate of the DPF Award

2020

Selection of Bayes Impact
Creation of the first "urgency" grant in the context of covid crisis:
✓ Creation of an urgency loan to micro-entrepreneurs with Microstart
✓ Launch of "Revival" to support bankrupt entrepreneurs



2021

Selection of
Ticket For Change

The publication of
our first study on
employment issues
in Europe - Belgium,
France & Luxembourg

2022

Selection of
Activ'Action

2023

Selection of Rura
(ex-Chemins d'avenirs)

First exit from Laureate
DUO for a JOB

DPF Award is opened
to the whole of Europe

2024

Selection of
Réseau ETRE

Launch of the program
Lab focus 2024 - 2025:
Reconciling parenthood
and employment in
Belgium

2025

Selection of L'Burn

Selection of 3 winners
of The Lab:

- ✓ BB Welcome
- ✓ Label
- ✓ Le Petit Vélo Jaune

DPF AWARD



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DPF Award: 1 winner each year

Through its main program, the DPF Award, the DP Foundation **selects** and funds the most ambitious **systemic social innovations** in **Europe** aimed at sustainable employment. Each year, a winning organization receives a donation of one million euros and personalized support for five years.

1

winner

1

million

euro financial support

5

years

extra-financial
support



How does the DPF work?

Degroof Petercam Foundation chooses to work with social entrepreneurs and innovators who provide solutions that benefit employment and the sustainable prosperity. The Foundation has therefore created the DPF Award, which is granted to a project every year.

Selection process

- ✓ Shortlist of organizations by a network of professional nominators
- ✓ Online preselection
- ✓ Phone calls
- ✓ Field visit
- ✓ Final selection by an independent jury

Eligibility criteria

- ✓ Aligned with at least one of the four priority areas
- ✓ Non-profit organization (foundation, NGO, association)
- ✓ Not a funding provider
- ✓ Has existed for at least two years with demonstrated impact
- ✓ Based in and making an impact within the EU
- ✓ In a growth or expansion phase
- ✓ Able to communicate and provide information in English



Réseau ETRE - @Zélia Mézailles



Strategy

Degroof Petercam Foundation identifies four types of interventions which can help address employment challenges.

Skill-building: develop skills that fit the needs of the labor market.

Fostering entrepreneurship: stimulate entrepreneurship as a powerful driver of economic growth.

Connecting talent with jobs: aim for a more inclusive employment market.

Promoting fair labor: work towards a labor market with fair working conditions.

How? Formal training, customized education, re-skill programs, experiential learning, lifelong learning.

How? Formal education geared towards entrepreneurship, vocational training, mentorship, promoting and upgrading the status of entrepreneurs, reducing social and financial risks.

How? Career guidance, job search support, placement support, training, flexible working models.

How? Preventing burnout, ensuring suitable work, and fostering an inclusive work environment.

Winner of the DPF Award 2019: DUO for a JOB

In 2019, Duo for a Job was awarded a 1 million euro grant spread over 5 years. The objective of this partnership is to help the organization expand its activities throughout Europe, starting in France.



DUO for a JOB pairs young job-seekers having a migrant background with experienced workers (50 years and older) who can assist them in finding a job. The non-profit organization serves both young people and potential mentors. Founded in Brussels in 2013, it has expanded its reach to Antwerp, Ghent, and Liège, and is now present in France and the Netherlands.



“

We are very proud and thrilled that our project has been selected. The financial aid will allow us to expand our project across Europe. What motivates us? Through our mentoring program, we aim to foster and increase interactions between different cultures and generations while creating jobs. ”

Matthieu Le Grelle and Frédéric Simonart, both founders and managers of DUO for a JOB - April 2019

Winner of the DPF Award 2020: Bayes Impact

The Degroof Petercam Foundation awarded Bayes Impact a grant of 1 million euro, spread over five years. This partnership aims to help Bayes Impact grow internationally and launch their 'Bob' program in multiple countries, starting with Belgium.

Bayes Impact is a French NGO that uses technology to address social issues. Among the various problems our society is struggling with, Bayes Impact focuses on facilitating access to employment. How? By means of its public service called "Bob", a free and open source tool using artificial intelligence and powerful algorithms to help individuals find jobs in a personalized manner.





“

It is a privilege to be awarded the Degroof Petercam Foundation's Grand Prize", says Paul Duan. "Thanks to this substantial support, 'Bob' will be provided with additional resources enabling us to accelerate its internationalization and to increase its capacity to accompany job seekers affected by the economic crisis. The partnership we offer to the public sector consists of reinventing their services with new technologies. It is there that our impact can become exponential.”

Paul Duan, the founder and president of Bayes Impact - April 2020

Winner of the DPF Award 2021: Ticket for Change

The Degroof Petercam Foundation is donating 1 million euros to Ticket for Change, spread over 5 years. In addition to this financial support, Ticket for Change can also count on the expertise and network of the Foundation to grow internationally, starting with Belgium and Luxembourg. With its approach to social and environmental issues, Ticket for Change is creating a ripple effect that can uniquely and effectively promote the transition to a sustainable economy.



Founded in France, Ticket for Change offers training and tools that allow individuals to use their talents to address today's social and environmental challenges. Since 2014, it has been mentoring entrepreneurs who create jobs with a social or environmental objective, as well as supporting executives and employees who want to give their jobs a new twist to generate more impact. Finally, the organization assists job seekers and people in transition in finding meaningful employment. All of these initiatives clearly demonstrate Ticket for Change's main objective: to reconcile employment and positive impact.



© Laetitia Striffling



“

We are very honored by this recognition which demonstrates the relevance of our initiative. The Degroof Petercam Fondation Award will allow us to move faster on the international map. This will allow us, among other things, to launch new initiatives in Belgium. ”

Matthieu Dardaillon, president and co-founder with Joséphine Bouchez of Ticket for Change - April 2021

Winner of the DPF Award 2022: **Activ'Action**

Activ'Action is the winner of the fourth edition of the Degroof Petercam Foundation prize. This organisation will benefit from a grant of one million euros, spread over five years, as well as access to the Foundation's expertise and network.



Activ'Action aims to transform the job search period into an opportunity to expand one's network, improve employment skills, carry out projects and try out new abilities through its free and collaborative workshops. Its unique methodology focuses on a catalog of 15 soft skills (oral fluency, teamwork, active listening, etc.) that are essential for today's world and tomorrow's challenges. This project responds to a societal need, acknowledging that unemployment has a negative impact on soft skills and behavioral aptitudes (self-confidence, social cohesion, optimism, perseverance, ambition, etc.), which are paramount for the job market.



“

We are particularly honored and enthusiastic about this recognition, which demonstrates the necessity of our action towards the job market. With the help of 50 team members and 50 volunteers across Belgium and France, we strive to transform professional transition phases into opportunities for development rather than destructive personal experiences. This award from the Degroof Petercam Foundation allows us to significantly accelerate the systemic change we aim to achieve, notably with the creation of an office in Belgium, thus contributing to meeting our objective of reaching 10.000 job seekers per year. ”

Emilie Schmitt, co-founder and Managing Director of Activ'Action - April 2022

Winner of the DPF Award 2023 :

Rura (ex-Chemins d'avenirs)

In 2023, Chemins d'avenirs won the Degroof Petercam Foundation's fifth award. Based in France, Chemins d'avenirs is a non-profit organization that promotes equal opportunities for youth in rural and sparsely populated areas.

Founded in 2016, this French non-profit addresses territorial disparities, a growing concern across Europe. The organization aims for systemic change on two fronts. First, it supports youth from rural areas to realize their full potential through a comprehensive support program that includes mentoring. Second, it combines scientific research with advocacy to raise awareness of these issues among governments, educational institutions, and businesses.

The logo for Rura, featuring the word "Rura" in a bold, black, sans-serif font. The letter 'R' is stylized with a thick stroke and a curved bottom. The 'u' is also bold and has a thick stroke. The 'a' is lowercase and has a thick stroke. The letters are closely spaced.



The reality of this territorial divide extends beyond France; it reflects a deeper European-scale rupture. ”

Salomé Berlioux – Founder and Managing Director of Chemins d’avenir - April 2023

Winner of the DPF Award 2024 : Réseau ETRE

In 2024, Réseau ETRE received the sixth Degroof Petercam Foundation Award. Réseau ETRE (Ecological Transition Schools) offers professional training to youth in the field of ecological transition.



The ETRE network manages and develops a franchise system of ETRE schools. These new-generation schools are free and open to all young people aged 16-25 and train them in green professions. One of the network's missions is to emphasize the importance of investing in vocational training for youth to support the ecological transition.

ETRE advocates in Paris and Brussels to ensure manual labor and green professions receive the recognition they deserve so that training does not become a weak link in the ecological transition.



“

The ETRE Schools aim to tackle both social and societal challenges: by learning ecological transition skills through hands-on experience, young people find their professional path while actively engaging in building a sustainable future. ”

Frédéric Mathis, Co-founder of ETRE Schools - April 2024

Winner of the DPF Award 2025 : L'Burn

L'Burn wins the 2025 Degroof Petercam Foundation Award: A new start for women facing burnout

Founded in 2019 by Anne-Sophie Vives, the L'Burn association supports women suffering from burnout—especially those who have not received help from their employer or medical and social services.

L'Burn works to raise awareness, prevent burnout, and provide training, with a particular focus on women. Through research, advocacy, and direct support, the organization strives for better recognition and management of burnout in women while promoting their social and professional reintegration.

The logo for L'Burn, featuring a stylized 'L' followed by the word 'BURN' in a bold, black, sans-serif font.



Receiving the DPF Award is a significant recognition for L'Burn. With this support, we can structure our franchise model, marking a true turning point for our organization. We will also gain visibility by leveraging the Foundation's network and the Degroof Petercam Group. Together, we have the power to transform the lives of many women and promote a more inclusive and sustainable society. ”

Anne-Sophie Vives, founder and Managing Director of the L'Burn association - February 2025

THE LAB



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Lab Program

What is it?

In 2024, the Degroof Petercam Foundation (DPF) launched a second program, The Lab, focusing exclusively on Belgium. For The Lab, we proactively identify a pressing employment-related issue in Belgium with the goal of developing innovative solutions through research, experimentation, collaboration, and funding of civil society actors.

Know-how for innovative employment solutions in Belgium

- ✓ Building on the lessons learned from the DPF Award
- ✓ Addressing complex societal issues that require concrete, innovative solutions

Proactive approach

- ✓ Proactively identifying employment-related challenges.
- ✓ DPF acts as an initiator and facilitator of a test-and-trial methodology, following an iterative process.



Why is this important?

The issue chosen by The Lab is the balance between **parenthood and employment in Belgium**. The lack of suitable solutions for work-life balance has far-reaching societal consequences, extending beyond just employers and parents.

- ✓ Belgium ranks third worldwide in parental burnout rates, with severe consequences for both parental health and child development¹.
- ✓ Women in Belgium are three times more likely to face job poverty - 40% work part-time compared to 12% of men².
- ✓ In both the Wallonia-Brussels Federation³ and Flanders⁴, 6 out of 10 parents are unable to find a childcare spot for their child.

¹ Burnout Parental.com - 'Parental Burnout Around the Globe: A 42-Country Study'.

² Statbel.fgov.be - 'Slight decrease in part-time employment for women, not for men' - 27 March 2024.

³ IWEPS 'Accueil préscolaire et taux de couverture' (ONE and Statbel - figures as at 2022).

⁴ Opgroeien.be - 'Plaatsen en locaties opvang baby's en peuters' - end 2023.

How does DPF make a difference?

Given the complex and interconnected nature of this challenge, fragmented solutions are no longer sufficient. That is why DPF has introduced Belgium's first five-step collaborative philanthropy program, bringing together civil society and key stakeholders.

This five-step approach fosters concrete solutions by:

- ✓ Building a broad coalition of stakeholders committed to taking action.
- ✓ Engaging Belgian citizens on a large scale through an AI-driven consultation platform.
- ✓ Using collective intelligence through collaborative workshops to identify key levers for impact and turn ideas into action.
- ✓ Selecting the most impactful projects, supported by an ecosystem of funders, experts, and operational partners.
- ✓ Financing and accelerating promising projects to ensure they align with public needs and long-term sustainability.



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Winner of The Lab 2025: BB Welcome

BB Welcome supports market players and those involved in providing quality childcare to as many families as possible.

Today, thousands of families struggle to find nursery places, forcing one parent—usually the mother—to reduce work hours or pause their career. Many childcare facilities have closed, worsening the situation, and 10,000 non-subsidized places are at risk due to financial instability. Impactoo advocates for an innovative, financially viable funding solution with the Fédération Wallonie-Bruxelles and local municipalities. This aims to halt the loss of childcare places and create a framework for new facilities, combining private sector efficiency with public sector quality guarantees. BB Welcome aims to ensure that the largest possible number of parents can access quality childcare for their children aged 0-3.

Impactoo

BB
WelCome



“

"Impactoo is deeply honored that our project, aimed at addressing the childcare shortage, has been selected by the Degroof Petercam Foundation. This recognition is especially meaningful as it builds on the contributions of thousands of citizens who have helped identify the most relevant priorities for improving work-life balance. ”

Daniel Verougstraete & Philippe Van Ophem, cofounders Impactoo asbl - March 2025

Winner of The Lab 2025: Label

Be Family and the Ligue des Familles have joined forces to launch 'Label,' an initiative designed to enhance work-life balance in Belgium.

With 50% of parents finding full-time work challenging and 82% willing to change jobs for better parental support, concrete solutions are needed. Be Family and la Ligue des Familles propose a labelling process to diagnose and evaluate companies' family policies and measure their impact. Expertise in CSR, D&I, and understanding family needs is offered. Together, efforts are made to evolve laws and facilitate work-life balance for parents in Belgium.





“

We are very excited to launch this label in Belgium. Be Family and La Ligue des Familles have complementary expertise and skills, enabling us to improve work-life balance for employees through a win-win strategy—enhancing both company performance and employee well-being. ”

Françoise Cardoso, President Be Family and Madeleine Guyot, Managing Director la Ligue des Familles - March 2025

Winner of The Lab 2025: Le Petit Vélo Jaune

Le Petit Vélo Jaune supports parents who are struggling by providing a volunteer who visits the family every week for a year to spend a few hours together.

Le Petit Vélo Jaune assists parents who are socially isolated, facing challenges, or living in poverty. This support begins as soon as their journey as new parents starts, sometimes even from the beginning of pregnancy. How? Through weekly meetings between the family and a volunteer, forming a supportive team. The volunteer, known as a team member, visits the family every week for a full year to help with administrative tasks, share experiences, alleviate loneliness, or simply offer a listening ear, much like a good neighbor would.





“

Le Petit Vélo Jaune is delighted to have been selected by the Degroof Petercam Foundation, a valuable support that strengthens our ability to assist single-parent families facing hardship. As Nobel Prize-winning economist Esther Duflo reminds us, restoring agency and empowerment opens new opportunities. Thanks to this support, we help single mothers build a more stable and fulfilling future. ”

Vinciane Gautier, General Director Le Petit Vélo Jaune - March 2025

GOVERNANCE & TEAM





Bringing a new
CUU

Board Members





Sabine Caudron

Board member & Head of Private Banking

Etienne Denoël

Board member & CEO, NGO Agir pour l'enseignement

Anne-Sofie Indekeu

Board member

Anne-Sophie Pype

Board member & Managing Director DPF

Xavier Van Campenhout

Chairman

Yvette Verleisdonk

Board member & Associate Aurion Law

Jo Wuytack

Board member & Group Sustainability Manager

Governance

The Degroof Petercam group covers all the HR expenses and operational cost of the foundation with an **annual grant** of 125000 euro. Moreover, the Foundation is eligible to receive donations that allow the Group's clients to act philanthropically as well. Since 2016, the Foundation's capital has been built by DP annual donations and significantly by clients' legacies. This has helped the Foundation further grow, structure its activities, and strengthen its strategy to achieve a more significant impact in the employment sector. Degroof Petercam Foundation currently has an annual budget close to 1.5 million euro.

The assets of the Foundation are managed by Degroof Petercam. In essence, the Foundation wants to leave a mark on society, by addressing the theme of employment in all its aspects, including when it comes to the Foundation's assets and investments. The Foundation manages its impact on society by avoiding investments in certain sectors and applying strict environmental, social and governance (ESG) criteria.



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