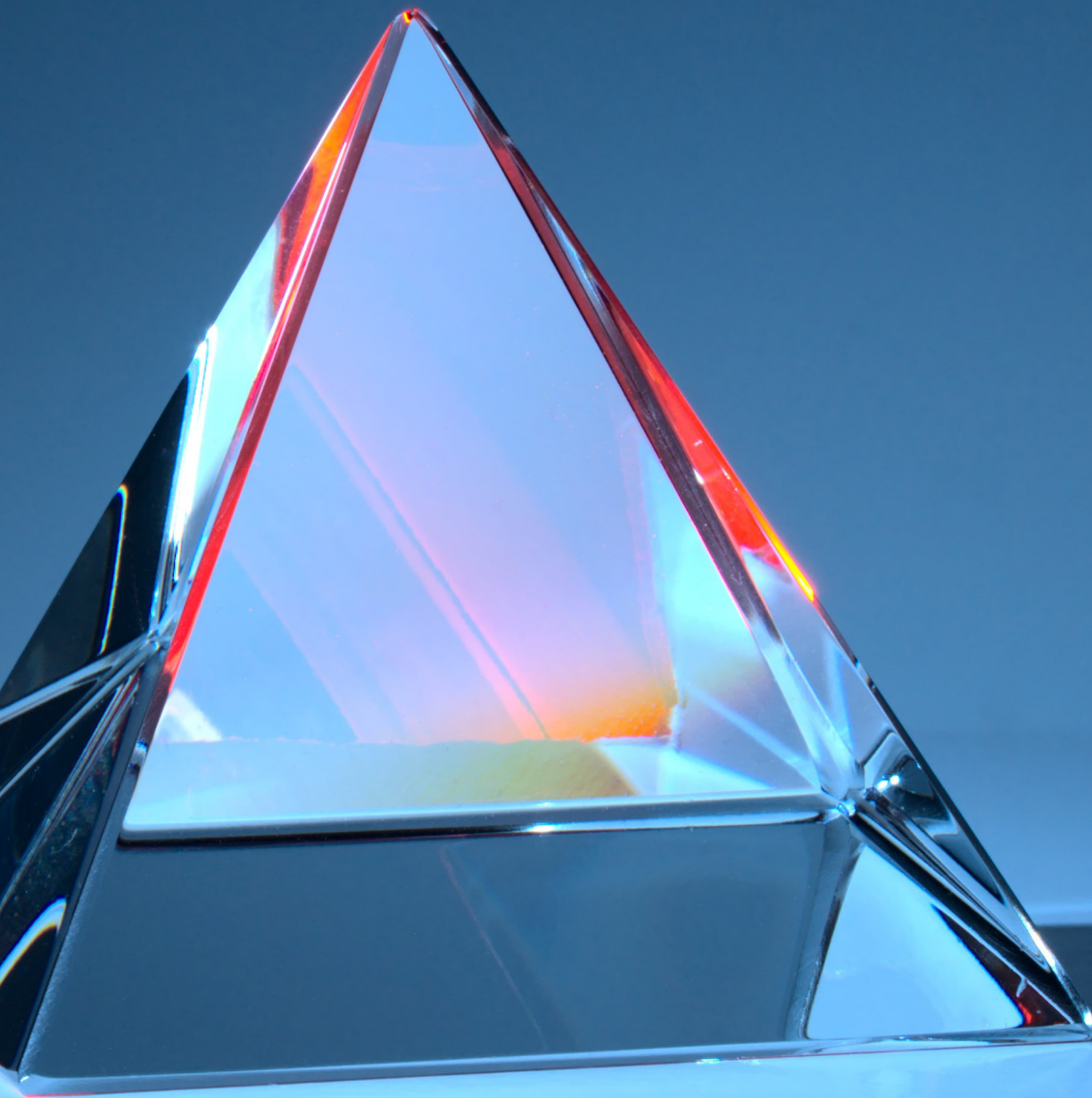


Degroof Petercam Foundation Activity Report 2021



**SUPPORTING SOCIAL
INNOVATIONS
FOR
EMPLOYMENT**



Foreword of our Chairman

« The year 2020 reminded us of the limitedness and vulnerabilities of our human system, challenged by a simple micro-organism. However, in 2021, innovation and collaborative action at the local and international levels proved to be a winning combination and a demonstration of the resilience of our imperfect society. »

With these two years, we came more than ever to the realization that the world is changing rapidly, whether through organic evolution or by exogen shocks – as today's sad actuality is another reminder. Work, employment, and employability, which constitute some of the essential pillars of our communities, are deeply affected by these changes.

Yet, our conviction is that the future challenges that these changes eventually bring will be met through innovation and collaborative action.

This is what we strive to do at the Degroof Petercam Foundation in our mission to support social entrepreneurs by providing solutions in employment.

We are pleased to share with you our activity report for 2021.

Xavier Van Campenhout



Foreword of our Director

« At DPF, we consider employment a right to thrive in society and talent as the basis of a thriving economy. »

Professional activity is, for many of us, a central part of our lives, constructing our social identity, helping us envision our future, making us wake up in the morning, organizing our family lives, and assuring an active role in society. "What are you doing?" is among the first questions asked when meeting someone.

At DPF, we consider employment a right to thrive in society and talent as the basis of a thriving economy. And hence it remains a complex subject to tackle, a system facing cracks and dysfunctions in Europe, as explained in our first study on employment commissioned at Esade Business School. The good news is that we know that solutions exist. At DPF we are privileged to meet some of the most promising social entrepreneurs in this field. They have a vision, a "utopia" that they manage to put into practice to fill in the breaches in the employment system. What we aim through our DPF Award is to help them reach a new level of ambitions and stretch their impact a step further to ultimately reach that "utopia" for employment.

When thinking of employment, we tend to project all the problems surrounding it. What changed with our Laureate 2021 "Ticket For Change"? Employment is no longer seen as the problem to tackle but as the solution to shift towards a new economy. Leading talents towards meaningful careers in the green, social, circular, and sustainable economy can be the most powerful leverage for a sustainable economic transition and bring back a sense of purpose and usefulness to workers. And the more you find your purpose at work, the more you are involved in your job, the more you are eager to learn, reskill and ultimately thrive and shatter the glass ceiling. With Ticket For Change, we relate very clearly to DPF's vision.

Besides this fantastic third Laureate, 2021 has been an exciting year for the team and the board, always looking to push DPF's impact further. This led to new mission-related impact investments, a reflection on our "systemic impact," the release of a first academic study, plans to work on the knowledge of DPF, and the active role we can play in the employment sector alongside other players.

Finally, as a corporate foundation, we are pleased to see that many colleagues from Degroof Petercam are willing to be involved in our actions and that 2021 has been a prosperous year to invent new ways of working together.

I wish you a good reading, and I hope that our work will inspire you as much as it inspires us.

Silvia Steisel

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I. About the Foundation

The Degroof Petercam Foundation (DPF) was founded in 2008 as a Public Interest Foundation and is now one of the largest foundations in Belgium. We aim to increase our impact even further with an innovative and entrepreneurial mindset.

Our Foundation focuses on innovative solutions in the employment sector because we believe employment is the seed of prosperity, and we can reach a systemic impact in this field. These solutions focus on developing skills for the future, contributing to creating future jobs by making entrepreneurship more attractive, and offering help to people who find it more challenging to get a job.

2,5

million

unemployed people in the three countries we are active in (Belgium, France, and Luxembourg)

(Source: Eurostat, 2022)

14

million

unemployed people in Europe

(Source: Eurostat, 2022)

214

million

unemployed people worldwide

(source: ILO, 2022)

Our vision

We believe in a sustainable, inclusive society in which all people have a chance to thrive through a job.

Our mission

We support social entrepreneurs and innovators scaling their employment solutions.

Our organizational model – Theory of Change

To maximize the impact of the Degroof Petercam Foundation and to create a clear path to reach our vision, we have developed a robust roadmap of our Theory of Change. This allows the Foundation to map the actions and investments that need to be made to achieve the short and long-term results as well as our long-term goals.

The common thread throughout the report is the Theory of Change we composed.

WHAT we AIM

Our objectives

The long-term impact we want to have in the world is based on our mission and vision.

The growth and widespread of social innovations having a systemic impact on employment:

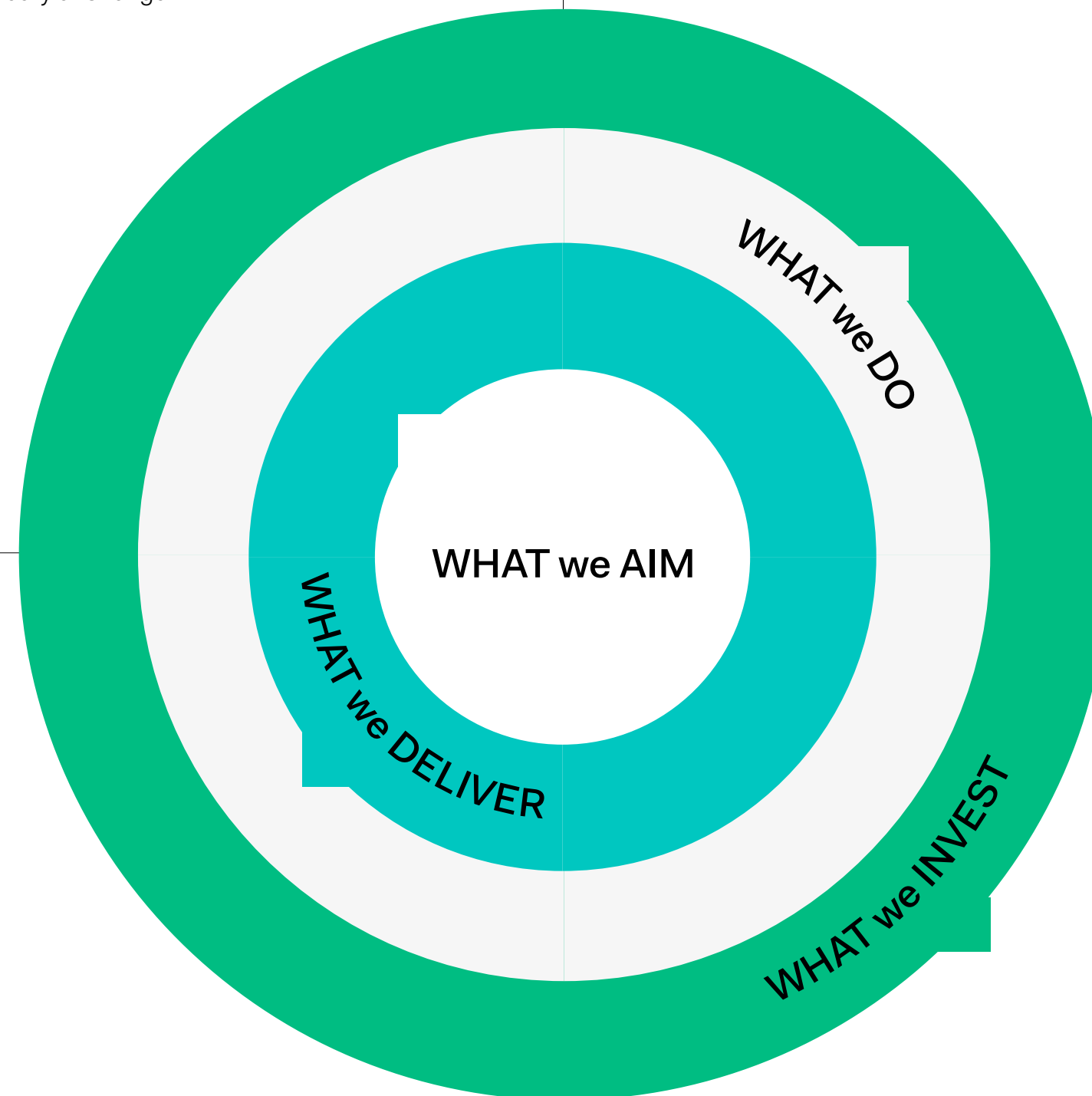
- o Influence policies
- o Reach a significant portion of a target group
- o Work as a multiplier of social impact
- o Being copied widely
- o Serve as a reference on a specific issue and share knowledge

WHAT we DELIVER

Our outcomes, results

The outputs/results we will achieve in the mid-term
We select, empower and help innovative employment solutions operate on a larger scale:

- o We strive for a collaborative impact
- o We help reach more beneficiaries
- o We help replicate the solution and enhance its impact
- o We help build legitimacy with the public sector



WHAT we DO

Our activities

The activities we run in the short term.
We deployed a specific strategy

- o We select the most promising social innovators in the field of employment in Belgium, France & Luxembourg
- o We offer a financial and tailored non-financial support to the projects
- o We work in the social sector to improve efficiency
- o We share our knowledge with other philanthropists

WHAT we INVEST

Our input, investment

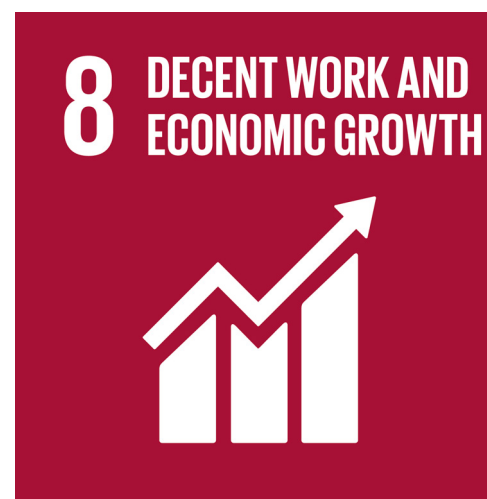
In the short term, the inputs we have are key resources that enable our activities.

- o We offer a 5 years support to the projects
- o We grant a budget of €1Million per project
- o We guarantee the projects 300h of coaching from the Foundation and the Group as a non-financial support
- o A team of 3 persons and human resources of Degroof Petercam group are dedicated to support
- o We share our network and knowledge with the projects.

II. Objectives

In the long run, the Degroof Petercam Foundation aims to enable social innovation, reaching for systemic change in the field of employment, in line with the UN Sustainable Development Goal 8: "Promote sustained, inclusive and sustainable economic growth, full and productive employment and decent work for all" with a particular focus on Belgium, France, and Luxembourg.

Given the vast scope of the employment sector, we focus on three main pillars that the Foundation identified as crucial to achieving sustainable impact:



- Developing the skills for the future: Both soft and hard skills are paramount in the current job market.



- Contributing to job creation by supporting entrepreneurship: Stimulate start-ups and entrepreneurs, often the biggest innovators in the market, and stimulate economic growth.



- Helping those with more difficult access to jobs: Lifting boundaries from people towards meaningful employment.



Following its mission, the Foundation expects the organizations to reach a certain level of maturity and end-game. The end-game is to be understood as the ultimate goal for the organization's impact - from scaling to enabling positive social impact. Six solutions of end-game exist to reach the most significant impact possible: becoming open-source, replicating its solution to the biggest numbers, being adopted by the government, being adopted by the market, achieving its primary mission by solving the problem tackled, becoming a sustained service (Gugelev & Stern, 2015).

DPF ambitions to accompany the supported organizations in their journey.

III. Core activities

To achieve our objectives in the long run and reach a positive systemic change in the employment sector, the Foundation put in place several activities in the short term to support the innovations brought forward by non-profits and social entrepreneurs, both financially and non-financially. This will allow them to scale up their operations, grow their impact, strengthen their organization and reach a sustainable business model with a clear end game.

The Foundation takes on both a bottom-up approach by supporting organizations from the field with the help of the DPF Award and a top-down approach by funding research and getting a holistic view of the employment problem. This research sketches the outlines of where to deepen our future impact and grows the knowledge of our partner organizations.

To reach these results, the Foundation carries forward two core activities:

- The Degroof Petercam Foundation Award
- Knowledge Sharing

Support of
30 innovative
projects
related to
entrepreneurship
and education

2008

Creation of DPF

2017

First support through Blended Finance: Investment in the first Belgian Social Impact Bond (SIB)

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 and grant to Duo for a Job, first laureate of the DPF Award

2020

Selection and grant to 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 and grant to Ticket For Change

The publication of our first study on employment

Degroof Petercam Foundation Award

To support social entrepreneurs and innovators who provide solutions that benefit employment and sustainable prosperity, the Degroof Petercam Foundation created the DPF Award. This Award is the flagship of the Foundation and yearly selects one Laureate who will be granted 1 million euros spread for five years of support. In addition, two runner-ups receive a one-shot grant of 50.000 euros, and three other finalists receive a one-shot grant of 20.000 euros.

The Degroof Petercam Foundation follows a venture philanthropy strategy throughout the five-year program by keeping a very close relationship with its Laureates to support their growth. This means that the Foundation offers each Laureate tailor-made non-financial support in addition to the unrestricted financial support it is providing. They are given access to the network of Degroof Petercam and that of the Degroof Petercam Foundation. Further, they are offered expertise in various subjects ranging from finance, legal, and communication to HR and digital.

The Foundation bi-annually organizes monitoring meetings to review the objectives and achievements of both the Laureates and DPF. These meetings enable a clear view of the Laureates' evolution regarding their goals and scale-up strategy. It also allows the Foundation to define and improve the non-financial support the Laureates receive.

In this way, the Foundation can directly impact the supported organizations and indirectly impact the beneficiaries targeted by those organizations.

1 new Laureate per year

- Financial support of €1 million over five years
- 5 years of support
- 300 hours of non-financial support and the opportunity to benefit from our networks

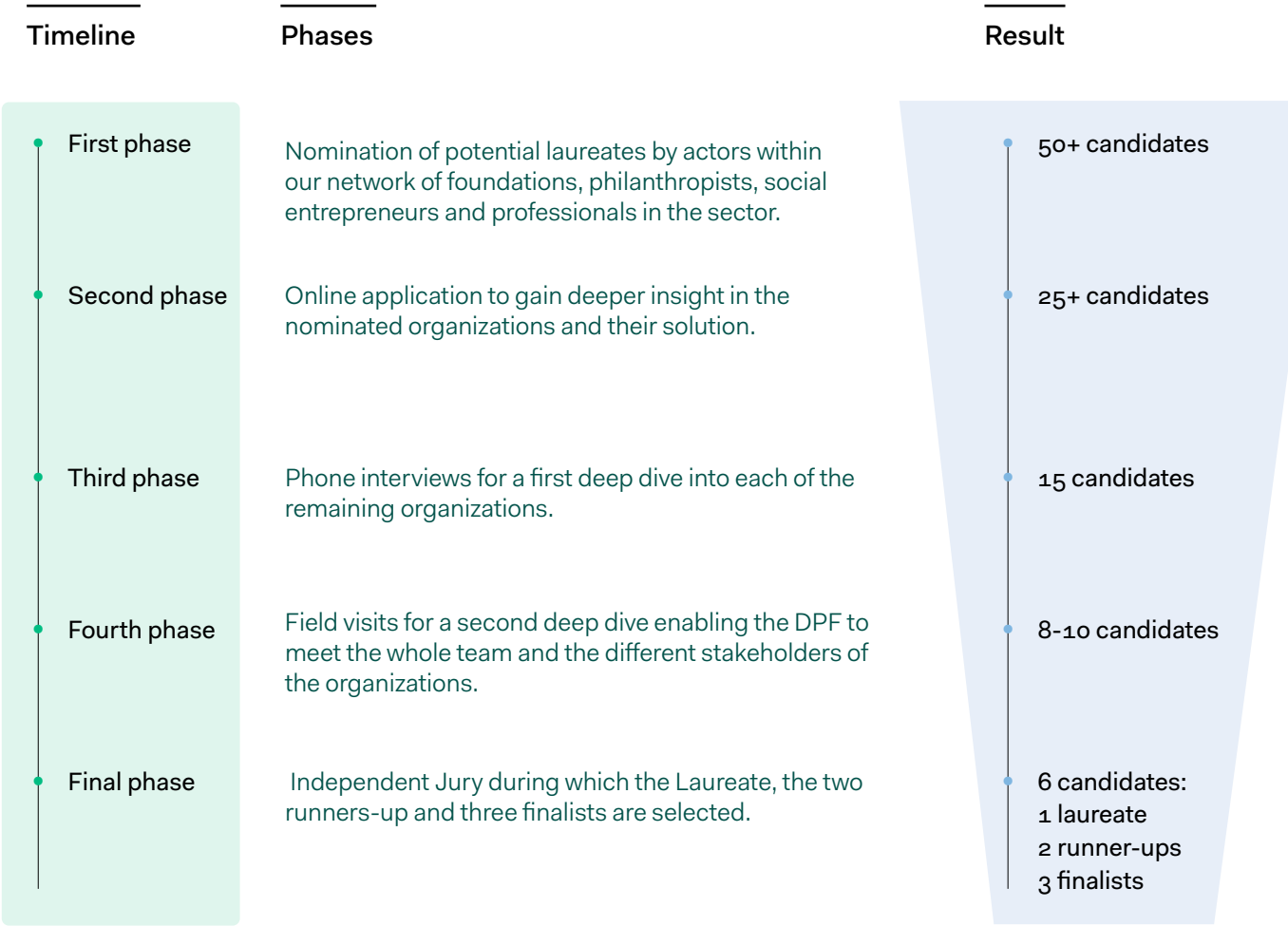
2 new runners-up

- Financial support of 50.000 euros
- Non-financial support and the opportunity to benefit from our network

3 finalists each year

- Financial support of 20.000 euros
- Non-financial support and the opportunity to benefit from our network

Before entering the portfolio of the Degroof Petercam Foundation, there is a rigorous selection process consisting of five phases. The goal is to find and select the most likely organization to scale up and have a systemic impact in the employment sector.



Throughout the whole process, the Degroof Petercam Foundation holds into account four basic selection criteria being:

- o Scope: Skills, entrepreneurship, and job accessibility
- o Innovation: An outstanding solution with the potential to reach systemic change
- o Geography: Impact in Belgium, France, and/or Luxembourg
- o Maturity: Organization with a first proven impact and potential to scale-up

Jury

In 2021, the jury was represented by the following specialists:



Pierre Gurdjian

Philanthropy Partner of the RVVZ Foundation and President of the Board of Directors of the Université Libre de Bruxelles.



Véronique Peterbroeck

CEO of Fondation Jean-François Peterbroeck, director of “En Avant les Enfants Belgium” and of the “Maggy Barankitse Foundation”.



Wim Adriaens

Managing director of VDAB.



Stephanie Hospital

Tech entrepreneur and the CEO and founder of OneRagtime.



Etienne Denoël

Board member of the Degroof Petercam Foundation, CEO of the non-profit “Agir pour l’Enseignement”, member of the board of Fondation pour l’Enseignement.



Paul Duan

Co-founder and president of Bayes Impact, the winner of the DPF Award in 2020.



Yvette Verleisdonk

Board member of the Degroof Petercam Foundation and Partner at Aurion.

After the selection process that ran from 2020 to 2021, the newly selected Laureate for the Degroof Petercam Award is Ticket For Change. This organization will be joining the two other Laureates of the program, Duo for a Job and Bayes Impact. Both have seen significant growth since joining our program, and we envision the same for Ticket for Change.

The two runners-ups are ArmenTeKort and Gojob, and the three finalists are Fondation Crésus, Chance, and Sport dans la Ville.





« In 2021, thanks to the key support of the Degroof Petercam Foundation, we have been able to define our replication strategy, to experiment through the first collaborations in Belgium and Italy and to structure a team to take this ambitious development internationally from 2022.»

Anne-Maryse, Joséphine and Madeleine - Leading international development at Ticket for Change

Laureate 2021: Ticket for change

Ticket for Change is a french non-profit organization founded by Matthieu Dardaillon and Joséphine Bouchez in 2014.

The organization wants to accelerate the transition towards a more sustainable and inclusive economy through employment.

[Presentation video of Ticket for Change](#)

What is their impact?

Ticket For Change has developed a methodology that empowers everyone to direct their talents toward positive change through their jobs. Concretely, via various tailored programs, they accompany entrepreneurs in creating jobs with a social and environmental vocation. They support leaders & employees in transforming jobs into a more impactful organization. They guide unemployed people or people in transition to find meaningful employment. These activities aim to create a generation

of changemakers and transform business models. In 2021, 151.800 people were directly impacted by following their programs, and 62 companies partnered with Ticket for Change. In addition, their impact assessment shows that 186.200 people have been indirectly impacted by their actions.

+150.000

PEOPLE IMPACTED DIRECTLY

In 2021, Ticket for Change clearly defined its strategy to scale up its impact through replication in various geographies via open access to its methodology and tools. Ticket for Change envisioned this replication strategy collaborating with all their stakeholders, namely their beneficiaries, experts, foundations, and social entrepreneurs.

What is their end-game strategy?

The end-game strategy of Ticket For Change is to not be of use anymore, turning their methodology and strategy open source, available to people, companies, and influencing governments. In this way, they bring their knowledge and expertise to a higher level creating true systemic change.

How does DPF support Ticket For Change?

The DPF Award will support Ticket For Change in its expansion in Europe, starting with Belgium and Luxembourg. Therefore, the Foundation will help Ticket For Change with their replication strategy to reach the most beneficiaries possible and become 'millionaires in impact' and help them make their solution the professional norm.

Runner-ups & finalists 2021



ARMEN TEKORT

Armen Te Kort is a Belgian non-profit organization co-founded in 2014 by Theo Vaes and Marijke Moens. It aims to eradicate embedded and generational poverty (the bottom 10% poorest in Belgium). Partnering with system dynamics engineers, they mapped the root causes of structural poverty and designed it as a vicious circle starting with the personal deprivation leading. Low self-esteem and therefore no expectations or aspirations lead to social exclusion and even more deprivation. This cycle embeds the poverty that repeats itself, also known as the “poverty trap.”

Through a specific mentoring program with volunteers trained as masters in employment called “buddies,” ATK aims at breaking the circle of poverty by unlocking negative perceptions poor people tend to have of themselves. As a result, their beneficiaries gain enough mental readiness and self-esteem to start looking for a job or to start an education course.



GOJOB FOUNDATION

Gojob is a social enterprise and a pioneer of online temping in France, founded in 2015 by Pascal Lorne. Its mission is to offer a job with a decent salary, real social protection, and a capacity to progress to anyone who wants a job.

Through the Gojob Foundation, they developed the Talent Academy program that aims to give the NEETs (Not in Employment, Education, or Training) the right training on hard and soft skills to ensure their recruitment and access to entry-level jobs and long term employability. The Gojob Foundation developed a digital solution to identify candidates who are not in employment, evaluate their skills, train them for a job, and get a certification of the skills they acquired for free. They use the most innovative, catchy training techniques adapted to the NEETs public.

CHANCE

CHANCE

Chance was co-founded by Ludovic de Gromard and Clémence Coghlan in 2015 with the ambition to build the most advanced career orientation system. In line with this goal, they developed a three-month online coaching path that is available and affordable to everyone. This should allow their solution to reach the least to the most privileged people within society. And their status states that at least 25% of their coaching beneficiaries earn less than 1400 euros/month. Their method intertwines psychology and technology by combining 24h of self-coaching videos and 6h of individual video coaching with a professional coach. This enables a real tailor-made program for each user with a human approach while using accurate data about each talent. This combination of tech and human allows Chance to offer the best quality at the lowest possible price, making it accessible to those who need it the most



CRÉSUS®

FONDATION CRÉSUS

Fondation Cresus is a French non-profit organization that was created in 1992. Its mission is to provide support and preventive measures for financial exclusion and over-indebtedness situations. It is intended to provide financial skills and raise awareness to anyone interested or active in entrepreneurship. Cresus developed educational programs named Dilemme, based on eponymous serious games. Among Dilemme's programs, they launched Dilemme Entrepreneurs, consisting of a board game to teach how to deal with finances in the context of entrepreneurship in a ludic way. Dilemme Entrepreneurs game is animated by volunteers from a network of ambassadors who share their negative experiences to recycle them into positive teachings. This network is involved in promoting entrepreneurship or teaching management, thereby ensuring that these key notions permeate the entire entrepreneurship ecosystem. These trainers on their turn train new trainers which makes it scalable in a smart and cost-efficient way.



SPORT DANS LA VILLE

French non-profit active since 1998, Sport dans la Ville (SDLV) is present in 46 urban, low-income neighborhoods in France and launched a new program named Passe Décisive. The Passe Décisive program is based on a simple concept: find and reach the NEETs through sports, offer a quick, hands-on training followed by a guarantee of a job, and support employers when they recruit NEETs to enhance their chances of success. It is specially dedicated for the NEETs, accompanied by a dedicated and specialized team. The long-term goal of SDLV through Passe Décisive is to put at least 50% of youths in a sustainable job (+6 months contracts, permanent contract, work-link training, professional insertion contract), and at least 60% of them get professional training.

Laureate 2020: Bayes Impact

Bayes Impact is a French NGO co-founded by Paul Duan in 2014 which aims to tackle a range of social issues with the help of AI-backed technology. To tackle the problem of unemployment and facilitate access to it, they developed BOB, a free and open-source tool relying on artificial intelligence and powerful algorithms to help people find a job in a personalized manner. This tool is offered as a public service.

[Presentation video of Bayes Impact](#)



What is their impact?

27.600

USERS IN FRANCE, IN 2021

With their solution BOB, Bayes Impact aims to cost-efficiently deliver quality coaching to reintegrate job seekers back into the market.

2021 was a successful year of growth for Bayes Impact with new partnerships all over Europe, including Belgium, the Netherlands, the United Kingdom, and the United States (Detroit and New Jersey), in combination with the launch of a new product in France, Jobflic, a platform to accompany job seekers to the discovery of careers and professional training.

What is their end-game?

Bayes Impact aims to facilitate worldwide adoption of the BOB tool by government bodies, reinventing employment public service offering.

How does DPF support Bayes Impact?

The Degroof Petercam Foundation aims to help Bayes Impact grow internationally and launch BOB in multiple countries, starting with Belgium. Further, the DPF Award enables Bayes Impact to invest further in its R&D to accelerate the distribution of BOB to its beneficiaries and put in place a sustainable and self-financed business model.

Laureate 2019: Duo for a job

Duo for a job is a non-profit organization founded in Brussels in 2013 by Matthieu Le Grelle and Frédéric Simonart. The organization matches young job-seekers having a migrant background, the mentees, with experienced workers (50 years and plus) who can assist them in finding a job, the mentors.

[Presentation video of Duo for a job](#)



What is their impact?

+1000

PEOPLE REACHED IN 2021
FOR BELGIUM AND FRANCE

Duo for a Job aims to eradicate inequalities in accessing the labor market for young people with immigrant backgrounds and take advantage of the knowledge accumulated by more experienced workers.

What is their end-game?

Ultimately, Duo for a Job aims to make its solution available to other European countries by replicating its model in different cities and sharing its best practice and strategy with organizations tackling similar problems.

The resulting intergenerational and intercultural encounters make it possible to break down prejudices and combat discrimination while re-establishing social bonds and a sense of community.

For Duo for a Job, 2021 focused on growth. First, they found new regional funders in Flanders and France. They also strengthened and grew their team to expand to Rotterdam, Marseille, and Verviers and increased their visibility in these cities among public services. Further, despite the digital/covid context, they found new partners. In 2021 alone, they could accompany more than a thousand people across Belgium and France. Since 2012, Duo for a job has created 4250 Duos, with 940 in Belgium and 210 in France.

How does DPF support Duo for a job?

The Degroof Petercam Foundation supports the organization with the geographical expansion of its activities throughout Europe, starting in France. Further, by leveraging the network of the employees and the clients of Degroof Petercam, we aim to increase the number of committed mentors.

« Despite the fallout from the Covid crisis, the Foundation's Laureates have shown themselves to be resilient and able to adapt quickly. They succeeded in turning this situation into an opportunity by digitizing and reaching a wider audience while never losing in the quality of their programs. »

Florence Desmarets, Impact & Program Manager Degroof Petercam Foundation.

Knowledge Sharing

On top of the DPF Award, the Degroof Petercam Foundation wants to create a top-down view of the employment sector and accelerate innovative solutions by generating knowledge and investing in research and development in the sector. The results will serve as the guidelines for the future decisions of the Foundation and will sharpen the expertise of our partners.

For this reason, the Foundation has collaborated with the ESADE university since 2019 to conduct a study on “Employment and Job Creation in Belgium, France, and Luxembourg: analysis, vulnerable groups, and solutions.”

The primary purpose of this study is for the DPF to learn about the complexity of employment: how the sector is organized, what are the main covered subjects by public initiatives, and the complementarity of the private solutions. It also enables us to further establish priorities and identify the most pressing problems on which to focus.

The study was concluded by the end of 2021, and the results were published and publicly made available on our website.

The key findings of the research are the following:

- Prevalence of programs targeted at youth, consistent with them being among the vulnerable cohorts identified.
- Under-representation of programs targeting women and people with an immigrant background are among the most vulnerable groups identified.
- Public and private interventions coincide with counseling and training as the most frequent ones, consistent with the diagnosis of low skills being one of the barriers to integration into labor markets. However, more could be done to address the skills match for the future labor market.
- More individualized approaches are necessary for some of these vulnerable groups.
- The lack of public information on the effectiveness of the different types of “Active Labor Market Policies” reviewed is consistent, although private initiatives seem to be strengthening their data gathering efforts.



IV. Other activities

Alongside its core activities, the Foundation manages two additional programs :

- o Lateral Program
- o Employee Social Engagement Program

Both programs have their own particular impact and were put in place to remain reactive to the changing situations in the field and engage more with the employees of the Degroef Petercam Group.

Lateral Program

Apart from the DPF Award Program, the Foundation holds dear to helping earlier-stage organizations in the employment sector, specifically in Belgium. This support is characterized by its opportunity-based approach in response to an emergency or to fill a market's gap. It also allows the Foundation to follow a "test and learn" approach to innovative philanthropy techniques, as our support can take the form of a zero-interest loan, a bridge loan, a social impact bond, or collective impact initiatives.

Collective impact



In 2021, the Degroef Petercam Foundation granted 100.000 euros to Story-me. Story-me envisions improving the entrepreneurial competencies of the next generation in the Brussels Region and reducing the youth unemployment rate. The initiative aims to support youth enrolled in qualifying education to help them better define their professional project and take action to help them take charge of their social integration.

They aim to achieve this through three programs. First, Story-me accompanies schools and their teachers in the training of students. Second, they organize a range of activities for pupils in the 2nd grade of high school to better understand the job market. Third, they offer a trajectory of activities to 3rd-grade high school pupils dedicated to discovering themselves, the discovery of professions, and the development of their own projects.

Story-me is the fruit of a collective initiative of several Belgian foundations working on education, entrepreneurship, and employment topics and have pooled their financial resources, experience, and time. In 2021, after a successful 3 years pilot project, Story-me was officially launched in a dozen schools in Brussels.

« In total, 12 schools, 142 teachers and educators, 26 classes, and 416 pupils have begun the Story-me journey. The Foundation committed to supporting them for nine years with up to 300.000 euros spread over the period. »

Project Manager Story-me

12

schools

142

teachers and educators

26

classes

416

pupils

Employee Social Engagement Program

The Degroof Petercam Foundation is committed to promoting philanthropy within the Degroof Petercam Group and involving its employees through three different initiatives. Each of these initiatives offers employees of the bank the opportunity to directly impact non-profits, their beneficiaries, and the environment.

Solidarity days

The Solidarity Days offer employees the possibility to spend one full working day supporting a social and/or environmental project.

In 2021, around 200 colleagues participated in the program. They supported 10 different organizations: Natuurpunt, Le Centre Tilou, Les Salanganes, Reforest Action, Rode Kruis, Croix Rouge, Blood Collect, Opération Thermos, Club Hockey Royal Daring. The activities proposed during the Solidarity Days range from cleaning up plastic waste after the floods in the summer of 2021 in Wallonia. And promoting social cohesion, helping disabled people or youth from the underserved neighborhood for better social cohesion, to preparing and serving fresh soup to homeless people in Brussels. In addition, we also organized a bike tour around Belgium to raise

200

colleagues

We also organized a photo contest to further involve employees in our activities. The winning picture was taken at Centre Tilou.

« “The resident is fascinated by the garbage truck and - as every Thursday - stopped to watch it. He and Michael are having a true bonding moment around this situation. It touched me because we could feel a sincere connection between them from the beginning of the day. Seeing them amazed by such a mundane situation puts a lot into perspective. It was a magical moment for him, and I was lucky enough to capture it.»

Nicolas Torres Lozano



Skills-based sponsorship

Through the Skills-Based Sponsorship program, the Foundation offers employees within the Group the opportunity to dedicate up to 3 days per year of their working time to a charitable cause by sharing their competencies, expertise, and experience.

Our colleagues experienced rich social and human adventures with coaching missions at Toolbox, and mentoring missions at Team4Job, Singa, Fondation Portray, or Bibliothèques Sans Frontières.

Micro-donation

Through the micro-donation program, employees from the Group can choose to make a monthly automated donation from their salaries to one social and/or environmental organization, which is voted on by all participants. The total amount gathered is doubled by the Degroof Petercam Group. In 2021, around 200 employees participated in the program, and the total granted amount was 32.258 euros. Both the collected amount and the number of employees involved increased compared to 2020. The project which was finally selected for the micro-donation was River CleanUp.

The project which was finally selected for the micro-donation was River CleanUp. In 2021, around 200 employees participated in the program, and the total granted amount was 32.258 euros. Both the collected amount and the number of employees involved increased compared to 2020.

« Our Employee Social Engagement initiatives are deeply rooted in the DNA of Degroof Petercam. Solidarity Days, for example, have been institutionalized for several years and allow our employees to help non-profit organizations for a whole day. More recently, we have launched the "Mécénat De Compétences" (Skills-Based Sponsorship) to help other associations throughout the year through the skills of our employees. In addition to offering their time and talents, employees can also allocate a portion of their monthly salary to associations through "micro-donations." These initiatives are a true cement for an even stronger commitment of our employees to our institution.»

Jean-Marc Verbist, Head Group Chief HR Officer Degroof Petercam

« Despite the gloomy weather, we were delighted to find ourselves in a good atmosphere for a concrete project with a positive impact in the forest of Luxembourg. I also appreciated the visit to the forest with Reforest'Action, which made us aware of the problems of biodiversity that we encounter in our continental forests.»

Marie Melikov, Senior Estate Planner Banque Degroof Petercam Luxembourg

V. Resources

Human Resources

Governance

Although not involved in the operational work, the Board of directors of the Degroof Petercam Foundation defines and overlooks the mission, vision, and the strategy that needs to be taken to achieve them. Further, they review the progress of the operations regularly based on the reporting provided by the management team. In this way, as proposed by the managing director, the strategy is continuously validated, and the organizations supported by the Foundation are in line with the long-term objectives.

In addition, the Board consults on the allocation of the financial resources followed by the Foundation. This entails the overall asset management strategy, which follows a sustainable investment policy aligned with its philanthropic mission.



Xavier Van Campenhout

Chairman Degroof Petercam Foundation | Since 2015



Bruno Colmant

Board Member Degroof Petercam Foundation & Head Group Private Banking Degroof Petercam | Since 2021



Jean-Marc Verbist

Board Member Degroof Petercam Foundation & Head Group Chief HR Officer | Since 2014



Marie Melikov

Board Member Degroof Petercam Foundation & Estate Planning and Philanthropy International Desk | Since 2021



Silvia Steisel

Managing Director Degroof Petercam Foundation | Since 2015



Etienne Denoël

Board Member Degroof Petercam Foundation & CEO NGO Agir pour l'Enseignement | Since 2018



Yvette Verleisdonk

Board Member Degroof Petercam Foundation & Partner Aurion | Since 2021

Operational team

All the activities of the Foundation are managed by a purpose-driven and entrepreneurial team.



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Supported by



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Financial resources

The Foundation receives 0.30% of the net result of the Degroof Petercam Group, with a minimum of 250.000 euros per year. 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. Today the Foundation annually deploys an impact budget exceeding 1 million euros.

All assets of the Foundation are managed by Degroof Petercam.

The Foundation manages its impact on society by avoiding investments in specific sectors, applying strict environmental, social, and governance (ESG) criteria, and investing in impact first funds directly in line with the mission of the Foundation. 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. According to this vision, we invested in the Regenero impact fund. This fund was launched by Degroof Petercam in collaboration with Quadia and focuses on three main pillars: sustainable food, energy efficiency, and circular products and materials intending to promote the social and environmental transition.

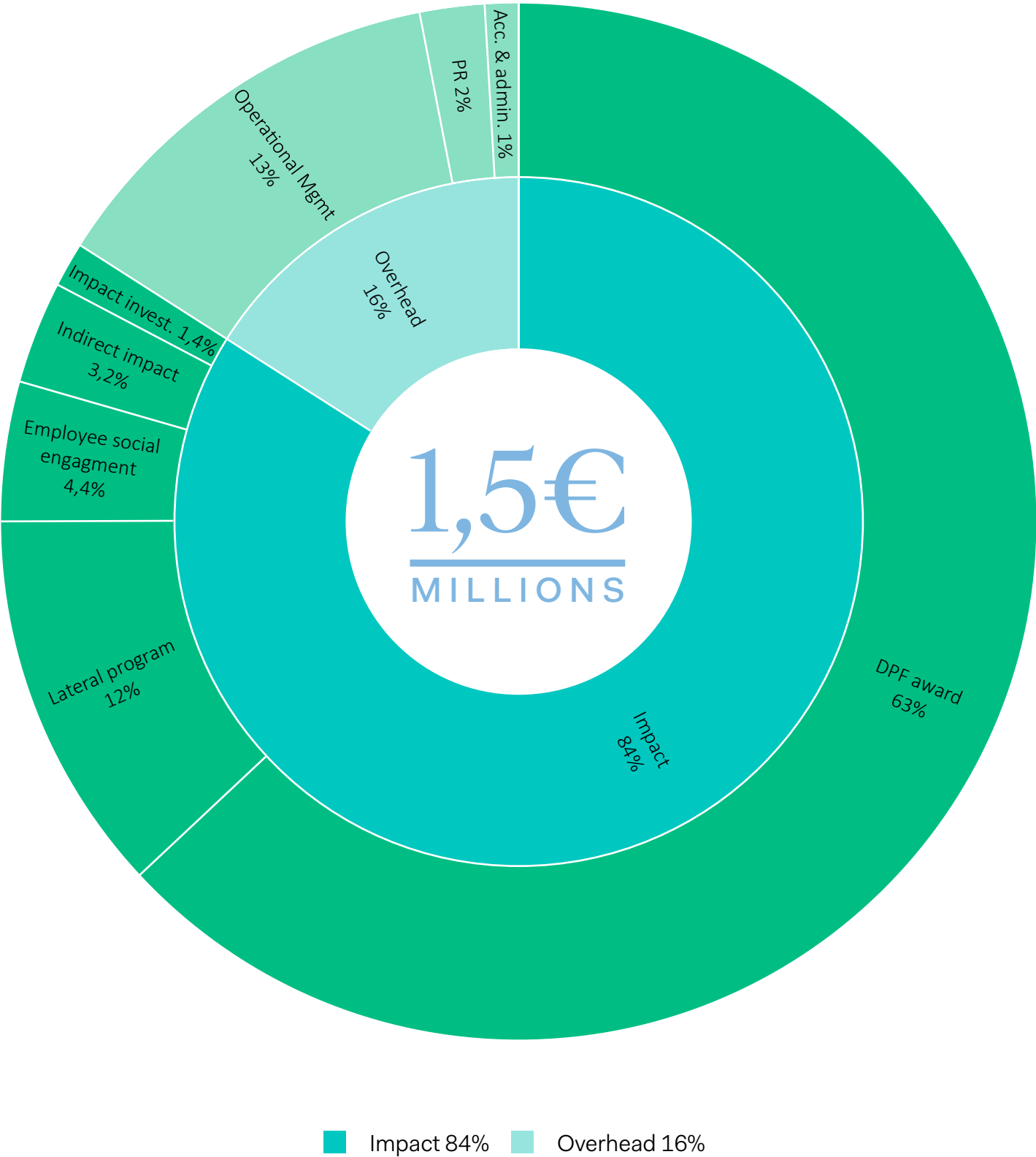
Budget

Following the mission of the Degroof Petercam Foundation, the major part of the budget is to be used for impact. Therefore, a rule was put in place where a maximum of 25% can be spent on overhead costs.

In 2021, the total expenses exceeded 1.5 million euros, of which 84% was dedicated to impacting costs. The impact expenses mainly consist of the costs directed to the DPF Award, the Lateral Program, and the Employee Social Engagement Program. It also involves the indirect impact referring to our investment in research and development to strengthen the expertise of the Foundation and its partners. Further, a small portion of the budget is used as an impact investment, representing a social impact bond to Mission Locale de Forest we have been committed to since 2018. The remaining 16% for overhead costs was dedicated to accounting & audit, operational management, and public relations costs.

The Foundation's accounts are audited every year and can be found on the website of Crossroad Bank for Enterprises.

FINANCIAL REPARTITION





VI. Looking Ahead

Moving into 2022, the Degroof Petercam Foundation aims to continue improving its impact and therefore has set several objectives related to both the core activities and the other activities.

First and foremost, we want to support the three Laureates in the best way possible with a tailor-made approach. For the Laureate of 2021, Ticket for Change, the Foundation will help them in their replication strategy by spreading their 'Call for Talent' around Belgium and Europe. Bayes Impact is looking to reinforce its positioning in the tech4good sector for foundations supporting internationalization and scale-up. Our support will be about accompanying them on the positioning and leveraging our network for them. Lastly, given that Duo for a Job will exit the DPF Award program in 2023, the focus of 2022 will lie in constructing a solid exit strategy.

Furthermore, the research paper results gave the Foundation an overarching view of the employment & unemployment specter. Specific issues were raised and will be the starting point for new investments to generate more focused studies and further share with players active in the sector.

Lastly, the Foundation aims to deepen its ties with Degroof Petercam Group by involving more colleagues through the Employee Social Engagement program. This will lead to a more thorough knowledge of the philanthropic sector among the bank employees. In addition, this should result in strengthened non-financial support for the Laureates. In short, The Degroof Petercam Foundation intends to strengthen its impact, sharpen its knowledge and deepen its relations in 2022.

VII. Our partners

Our partners

DPF Award Laureates



Employee Social Engagement



Lateral program



Network



Contact

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