



# ACTIVITY REPORT 2024

## Degroof Petercam Foundation

SUPPORTING SOCIAL INNOVATIONS  
FOR EMPLOYMENT

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## Foreword of the Chairman

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2024 was a challenging year, with growing political tensions and increasing pressure on the nonprofit sector. In such times, I believe that a foundation must remain optimistic – and we are.”

At the Degroof Petercam Foundation (DPF), we continue to draw strength from our core belief in the transformative power of employment. This belief drives us to support the most innovative organisations that are committed to creating sustainable and meaningful employment opportunities for all.

At the DPF, we try to foster a culture of innovation and continuous improvement – a mindset that guides our work across all activities. In 2024, we notably launched the Lab, a new Belgian program alongside our flagship European DPF award Program, aimed at proactively identifying and addressing key employment-related challenges specific to Belgium.

This year also marked an important transition with the arrival of Anne-Sophie Pype as Managing Director. She succeeded Silvia Steisel, who, after more than nine successful years at the helm of the DPF, chose to direct her philanthropic commitment into new projects. We feel incredibly fortunate to have welcomed Anne-Sophie as our new head. Her strategic vision and leadership have already proven invaluable in strengthening our mission and amplifying our impact. At the same time, the integration of the Degroof Petercam bank into the Indosuez family – and by extension into the broader Crédit Agricole community – marks a new chapter.

As I write these lines, I prepare to pass the baton to Sylvie Huret, CEO of Degroof Petercam Bank. I had the privilege of guiding the DPF in its mission for the past ten years and contributing to its evolution into the philanthropic actor it is today. As Degroof Petercam enters a new chapter, so too does the DPF, entering a new phase of leadership. I am particularly proud of the progress we have made and excited to see the next cycle unfold, one that holds great promises to deepening our impact, while staying true to our DNA of effective impact, innovation, and unwavering support for social entrepreneurs – I couldn't have hoped for a better successor!



Xavier Van Campenhout,  
Chairman Degroof Petercam Foundation

“

At the DPF, we believe in a society where everyone has the opportunity to thrive through meaningful employment. We all share a basic human need to be recognised, valued, and to have dreams — and employment is a powerful way to meet those needs.”



**Anne-Sophie Pype**, Managing Director Degroof Petercam Foundation



# Foreword of our Managing Director

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Since joining the DPF in August 2024, I have been energized each day by the opportunity to contribute to a mission that closely aligns with my own values. It is a privilege to drive impact and work alongside a committed team and board, and to build synergies with the organisations, the bank and the entire ecosystem.

A highlight of 2024 was awarding the DPF Award to Réseau Être, an organisation that helps young people build sustainable career paths.

Another important step in 2024 was the official launch of our Lab program, focused on reconciling parenthood and employment in Belgium. With Belgium ranking 3rd out of 42 countries for parental burnout and the lack of effective solutions to balance work and family life, we felt compelled to act. We adopted a collaborative approach, as we believe that only by working together, solutions can be provided — thank you to tens of thousands of citizens, as well as the institutions, associations, foundations and social entrepreneurs who contributed.

Finally, I also want to thank Xavier for his ten years of dedication to the DPF. Working alongside him these past months has been a privilege — his leadership, commitment to excellence, and human approach have been instrumental in shaping the DPF into what it is today.

I hope this report gives you a clear picture of our work and inspires you as much as it inspires us.

# I.

## About the Foundation



# Degroof Petercam Foundation

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Established in 2008 as a public utility foundation, the Degroef Petercam Foundation (DPF) is now among Belgium's ten largest foundations.

## 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**.



# II.

## Objectives





In the pursuit of fostering social innovation and systemic transformation within the employment sector, the DPF aligns its vision with the UN Sustainable Development Goals (SDG) Framework, with a particular focus on **SDG number 8**: “Promote sustained, inclusive and sustainable **economic growth**, full and productive employment and **decent work for all**”.

**8** DECENT WORK AND  
ECONOMIC GROWTH



# Theory of Change: Our organizational model

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## OUTCOMES



- ✓ Game-changing innovative organizations tackle root causes
- ✓ Changed policies and norms
- ✓ Collaboration between social, public, and private actors

## OUTPUTS



- ✓ Support for strong talent and leaders in the organizations we back
- ✓ Helping organizations build legitimacy with the public sector
- ✓ Increasing visibility and recognition of supported organizations
- ✓ Enabling organizations to expand their beneficiary reach
- ✓ Sharing of best practices
- ✓ Increasing knowledge of the philanthropic sector
- ✓ Collaborative impact
- ✓ DPF's model and supported organizations inspire others
- ✓ Reporting on problems and solutions for selected themes

“

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

## INPUTS & ACTIVITIES

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

- ✓ Identifying innovative organizations focused on employment in the EU
- ✓ Due diligence of >40 projects and selection of jury members
- ✓ Offering tailor-made financial and non-financial support
- ✓ Organizing events and peer-exchanges
- ✓ Sharing DPF network
- ✓ Developing knowledge on employment and philanthropy
- ✓ Providing a lab for initiating innovations in Belgium
- ✓ Improving the efficiency of philanthropy in Belgium

**Key resources that enable our activities**

- ✓ Experienced and innovation-driven team of 4 persons
- ✓ DPF & DP network and communication channels
- ✓ 15+ years of experience
- ✓ Budget >1M€ grants p.a.
- ✓ Multiyear support (5y)
- ✓ Unrestricted support
- ✓ Non-financial support

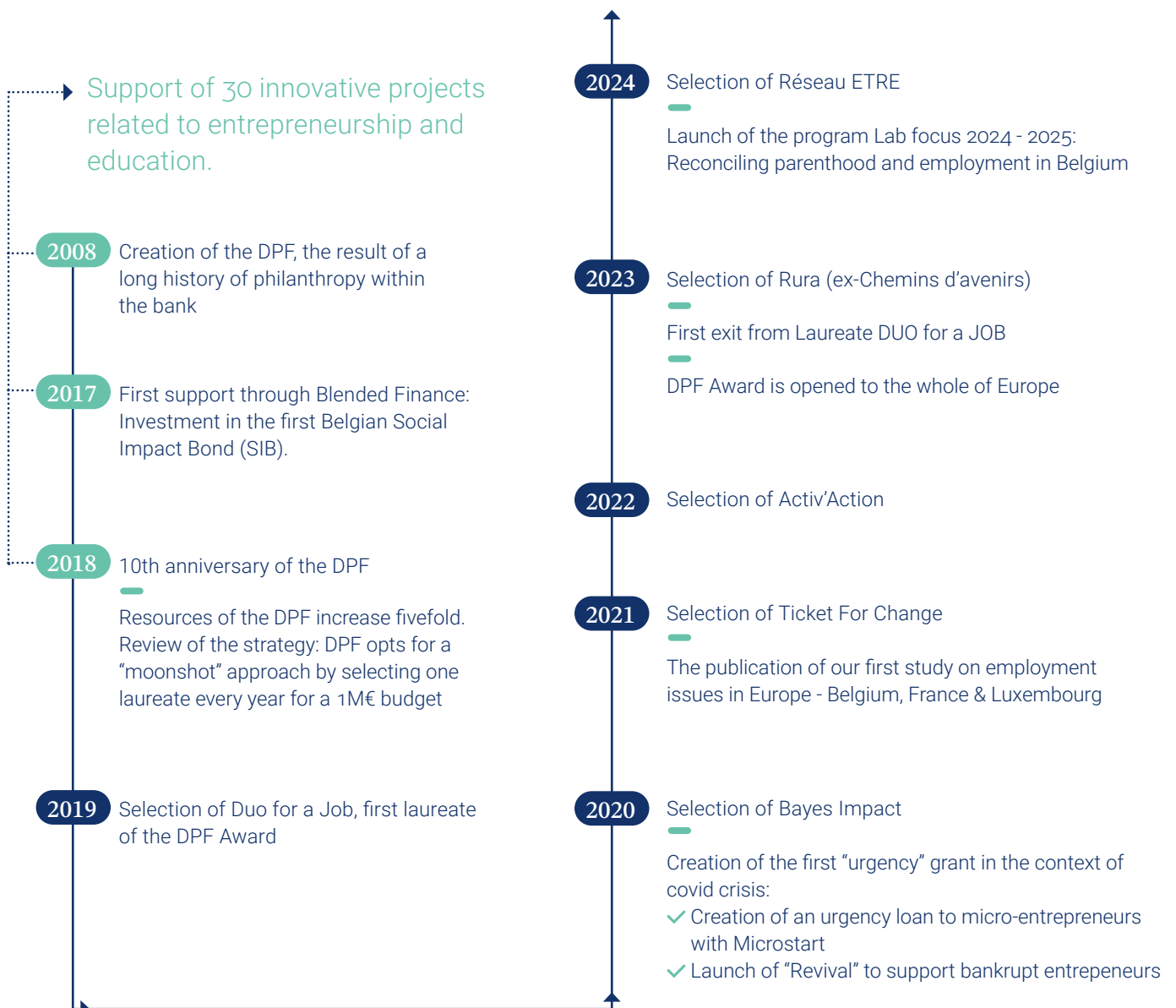


# III.

## Core Activities



The DPF has two main programs:



# IV.

## DPF Award





# DPF Award

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Through its main program, the DPF Award, the DPF selects and finances Europe's most ambitious systemic social innovations that drive sustainable employment. Each year, the winning organization receives a donation of one million euros and tailored support over five years.

## A Moonshot Approach

The winner (known as the Laureate) receives an unrestricted €1 million grant spread over five years. This provides crucial financial stability to help them refine and scale their impactful solutions.

## A Network and Support System

The DPF recognizes the value of ongoing support. Laureates benefit from a tailored package of non-financial support throughout the five-year program. This includes access to the extensive networks of both the Degroof Petercam Group and the DPF itself.

## A Trust-based Journey

The DPF Award fosters a close partnership between the DPF and the Laureates. Regular meetings are held every six months to track progress and achievements, limiting time spent on reporting. These discussions allow for a clear picture of the Laureate's development towards their goals and their strategy for expansion. This two-way communication also enables the DPF to adapt its tailored non-financial support to best meet the Laureate's evolving needs.

# DPF Award 2024

1 Laureate	<ul style="list-style-type: none"><li>✓ Financial support of €1 million</li><li>✓ Five years of support</li><li>✓ Tailor-made extra-financial support and access to the DPF community and network</li></ul>
5 Finalists	<ul style="list-style-type: none"><li>✓ Financial support of €50k each</li><li>✓ Opportunity to benefit from our network</li></ul>

The selection process of the DPF Award consists of **five phases**.

Timeline	Phases	Results
First phase	<b>Nomination</b> of potential laureates by nominators within our network of foundations, philanthropists, social entrepreneurs and professionals in the sector.	75+ candidates
Second phase	<b>Online application</b> to gain deeper insight in the nominated organizations and their solution.	35+ candidates
Third phase	<b>Phone interviews</b> for a first deep dive into each of the remaining organizations (focus on financial monitoring).	15 candidates
Fourth phase	<b>Field visits</b> for a second deep dive enabling the DPF to meet the whole team and the different stakeholders of the organizations.	9 candidates
Final phase	Independent <b>Jury</b> during which the Laureate is selected.	6 candidates: 1 laureate 5 finalists

Throughout the whole process, the DPF takes into account the following eligibility criteria:

## Structure

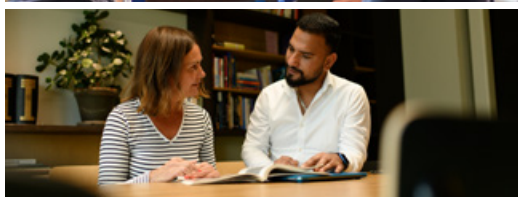
- ✓ Aligns with at least one of our four priorities below
- ✓ Non-profit organization (foundation, NGO, association)
- ✓ Should not be a funding provider (i.e. no grant maker foundations or assimilated)
- ✓ Operational for at least two years and has proven track record of its impact
- ✓ Based and have impact in the EU
- ✓ At a critical growth point and scale-up phase
- ✓ Able to interact and provide information in English

## Mission alignment

Acknowledging the expansive nature of the employment landscape, the DPF concentrates on four priority areas deemed essential for realizing enduring impact:



Developing the skills of tomorrow



Facilitating universal access to employment



Promoting a fair job market



Supporting jobcreators

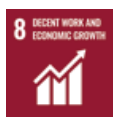


# Jury

In 2024, the jury was represented by the following experts:

	<b>Dr. Bouchra Rahmouni</b>	Chairwoman Director of Social Innovation Lab & CoopLab, Full Professor at Africa Business School – University Mohammed VI Polytechnique
	<b>Florence Lepoivre</b>	Cabinet Director of the Deputy Prime Minister and Minister of the Economy and Employment
	<b>Salomé Berlioux</b>	Co-founder and CEO of Rura (ex-Chemins d’avenirs), Laureate of the DPF Award 2023
	<b>Jean-philippe Courtois</b>	Executive Vice President and President, National Transformation Partnerships at Microsoft, philanthropist co-founder of the Live for Good Foundation
	<b>Luc Lallemand</b>	Board member, C-suite executive & Chairman of several large employers, Chairman of the Robert Foundation for Sustainability
	<b>Jo Wuytack</b>	Group Sustainability Manager at Degroof Petercam, Board Member at DPF

# Laureate DPF AWARD 2024: Réseau Etre



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With this support we will be able to launch three initiatives that are currently beyond our scope. We will enhance existing training organizations throughout Europe by seamlessly integrating green skills into their programs. Furthermore, we aim to establish the ETRE certification, and lastly, we are excited to be broadening our network at European level.”

Frédéric Mathis, co-founder of Réseau ETRE (Laureate, DPF Award 2024)



## About

**Réseau ETRE is the 2024 winner of the award.** The first ETRE school (Les Écoles de la Transition Écologique) was founded in 2017, and developed into a network of schools in 2020, the current Réseau ETRE. Through this school network, the French non-profit organization offers **free training courses to young people facing difficult circumstances**. These courses equip them with practical skills relevant to the ecological transition. The ETRE schools tackle a dual challenge, addressing both social and societal needs. By acquiring the necessary **soft and hard skills for the ecological transition**, young individuals can discover possible career paths while actively contributing to shaping the world of tomorrow.

## What is their end-game strategy?

To replicate and provide **certification** of franchise programs and training services, and to serve as a **center of excellence**.

## What is their impact?

Structured as a social franchise, the Réseau ETRE network currently spans 20 educational institutions, with no intentions of halting its expansion. The objective is to support 10,000 young individuals annually by 2028. To achieve this, the network plans to **open an ETRE school in every French department**, thereby equipping as many young people as possible with tomorrow's skills.

Additionally, there's an ambition to launch a **European franchise network**, with plans to establish **10 ETRE schools outside France** within five years, making the timing of the DPF Award support pivotal.

# Finalists DPF Award 2024

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## ACTA VISTA



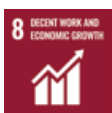
Acta Vista is tipping the job rehabilitation sector in France by designing an integrated market-based process whose success lies in the **combination of professional qualification and social support with real work experience on renowned built heritage**. Acta Vista recruits and trains unemployed or precarious people in heritage restoration trades through on-site work and professional qualifications, provides individual support into employment, and restores prestigious heritage buildings using Eco methods. Acta Vista is not a standard rehabilitation center. Indeed, it is a social innovation as it turned the professional sector of historical eco-restoration heritage into an employment support, recruiting people with no prerequisites. This is a whole **new way of doing integration work**: by giving the most precious in the hands of the most excluded. This sense of pride and excellence is the turnkey for mobilizing for employment one of the most complex groups.

To know more about Acta Vista scan the QR code on top.



© ACTA VISTA - JC Verchère

## SOCIAL BUILDER



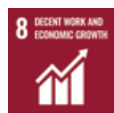
Social Builder is dedicated to **empowering women to thrive in the digital economy** and ensure they will not be left behind by the rapid digitalization. Currently, the digital sector is characterized by a mainly male audience. Social Builder's solution enables the tech sector to gain in diversity in terms of human resources but also to fill the gap between the employment needs and the lack of workforce available. The organization wants to create awareness among women about the job opportunities in the digital sector and inspire them to pursue a training in this field. They also want to increase the digital capabilities of women and increase the female presence in the digital employment sector. Social Builder supports women in France in their professional insertion through innovative women-centered, co-constructive & holistic practices.

To know more about Social Builder scan the QR code on top.



**ACTING TO EMPOWER ALL WOMEN  
TO THRIVE IN THE DIGITAL ECONOMY**

SEA RANGER SERVICE

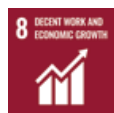


Sea Ranger Service is a social enterprise held by a foundation that has **created job opportunities for young people by addressing a social problem** in a specific context - coastal areas - and linking it to an environmental problem. Rooted in the Netherlands, their innovative approach includes the **development of the Sea Ranger profession operating on a low emission sailing vessel for new offshore tasks** such as surveying, monitoring, conservation, and ecological regeneration. After 1 year, the young people trained can transition into sustainable maritime jobs.

To know more about Sea Ranger Service scan the QR code on top.



## HELLO EUROPE

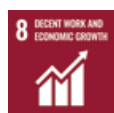


Hello Europe, **part of Ashoka's** global Hello World initiative, aims to shift narratives and paradigms around migration **to recognize people on the move as changemakers and contributors** across 18 European countries. With Hello Europe, they want to use employment as a key to change migration figures. As philanthropic players and convenors, they have a role of bringing together civil society, employers, policymakers, and academics to promote good practices and solutions. They spread new frameworks that convey migration as a chance for the European economy and society – when organized around employment which is the best way to answer the integration subject through. Their innovation lies in what they call the “ecosystem approach”, a role of easing, intensive collaboration led by proven social entrepreneurs, to ensure action-driven results.

To know more about Hello Europe scan the QR code on top.



## WAKE UP CAFÉ



Wake Up Café (WKF) provides, in close collaboration with the Justice department and prison administration, tailored assistance to **former inmates** («Wakeurs») in 8 locations in France, both during imprisonment and after release, **to help them reintegrate socially and professionally**. To combat re-offending and relieve prison overcrowding, they offer support and assistance to those who want to change their lives to successful rehabilitation. WKF's innovation lies in the personalized, 360-degree support for Wakeurs to overcome integration barriers in the workplace, including societal norms and soft skills. Their approach prioritizes engagement, personal development, and sustained support through individual and collective assistance inside and outside prison without time limits. WKF's locations are welcoming and encourage community support. Their **focus is on the individual's well-being and long-term positive societal integration**.

To know more about Wake Up Café scan the QR code on top.





# IV.

## The Lab



**How can we reconcile parenthood  
and work in Belgium?**

**PARTICIPATE IN THE CONSULTATION**



# Lab Program

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## What is it?

In 2024, the 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 and supporting 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 development<sup>1</sup>.
- ✓ Women in Belgium are three times more likely to face job poverty - 40% work part-time compared to 12% of men<sup>2</sup>.
- ✓ In both the Wallonia-Brussels Federation<sup>3</sup> and Flanders<sup>4</sup>, 6 out of 10 parents are unable to find a childcare spot for their child.

## How does DPF make a difference?

This is a proactive program that aims to solve different employment-related problems in Belgium, using a specific approach and method for each one. The first topic we are working on is parenthood and employment.

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.

<sup>1</sup> Burnout Parental.com - 'Parental Burnout Around the Globe: A 42-Country Study'.

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

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

<sup>4</sup> Opgroeien.be - 'Plaatsen en locaties opvang baby's en peuters' - end 2023.

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.

## How to reconcile parenthood and work in Belgium?

**A popular consultation launched by the DPF to better reconcile parenthood and professional life was successfully conducted in May and June 2024. Broadcast throughout Belgium, the consultation gathered nearly 180,000 votes and identified 9 concrete possible solutions that can be further developed.**

### BROAD MOBILIZATION

The consultation generated great interest and gathered more than 180.000 votes on potential solutions to tackle this topic in a concrete way. Via a platform specialized in collecting citizen opinions on social issues, participants could agree or disagree on numerous ideas.

In-depth analysis led to the identification of nine most popular solutions, which were then divided into three themes: childcare, family support and the implementation of measures at work.

### THREE THEMES, NINE SOLUTIONS

#### 1. About childcare and education

Several popular ideas and priority needs of parents concerned childcare and education:

- ✓ Improving access, quality and affordability of childcare services;
- ✓ The creation of day care in the workplace;
- ✓ Improving after-school childcare programs;
- ✓ Empowering childcare entrepreneurs.

#### 2. About more inclusive support for families

The need to put in place more inclusive measures to support families was also raised:

- ✓ Better support for single parents;
- ✓ Strengthening support for families with specific needs;
- ✓ Mental health support for new parents.

#### 3. About parental leave and hours

The third theme is undoubtedly the most important in the eyes of citizens:

- ✓ Improving parental leave policies;
- ✓ Adapting work schedules and corporate culture to family needs.

Consult the citizen consultation's results and full report:



## WORKSHOPS

Based on this popular consultation, thirty interviews and nine workshops - with over sixty organizations - were conducted, which allowed us to transform citizen will into concrete solutions.

## 25 PROJECT APPLICATIONS

Subsequently, an open call for projects invited the workshop participants to submit their initiatives, resulting in 25 official applications in December 2024.

**In 2025, three winning projects will be selected. Each of these projects will receive not only financial support of fifty thousand euros, but also nine months of extra-financial support from Make.org Foundation to accelerate their projects.**





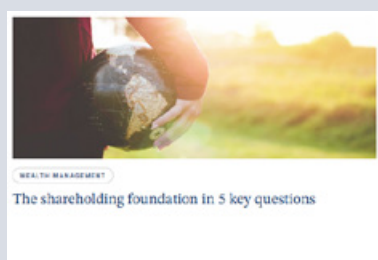
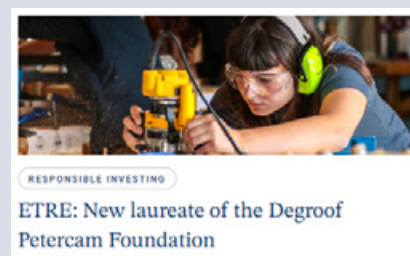
# V. Varia



# Knowledge Sharing

The DPF's team fosters a culture of knowledge sharing through several methods.

**THOUGHT LEADERSHIP:** We publish informative articles on the DP's blog, notably a series of articles on philanthropy and finance.



**INTERNAL KNOWLEDGE EXCHANGE:** We organize monthly meetings within the Degroof Petercam Group to encourage open dialogue and exchange of ideas on philanthropy best practices. Moreover, in 2024 the DPF team delivered training to 305 Degroof Petercam employees on philanthropy, in the framework of DP sustainable. Additionally, the DPF collaborated with Degroof Petercam Group on various projects such as Sustainable Stories.

**ACTIVE PARTICIPATION TO THE BROADER PHILANTHROPY COMMUNITY:** We actively participate in the European philanthropy landscape by attending conferences, speaking at events, participating in studies and collaborating with various working groups. More specifically we are part of the following networks:

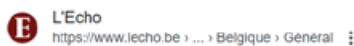


ESADE Center for Social Impact, Impact Europe, Belgian Federation of Philanthropic Foundations, Philea - Philanthropy Europe Association and "Association des Grantmakers". By sharing our experience and knowledge with the wider community, we can share best practices in philanthropy.



DPF Managing Director, Anne-Sophie Pype participated in a panel discussion with Sabine Caudron (Head of Private Banking) and Véronique Rosseels (Head of PB Risk & Control and Client Center), for the alumni network of Solvay Brussels School of Economics and Management and Ecole Polytechnique de Bruxelles.

The event, titled **"Women in Leadership: Female Leaders Share Their Secrets to Success"**, served as a powerful platform for discussing the journey of women in leadership in traditionally male-dominated industries.



**La Fondation Degroof Petercam veut mieux soutenir les ...**

3 sept. 2024 — La Fondation Degroof Petercam veut mieux soutenir les parents qui travaillent · La création de crèches sur le lieu de travail est une suggestion ...



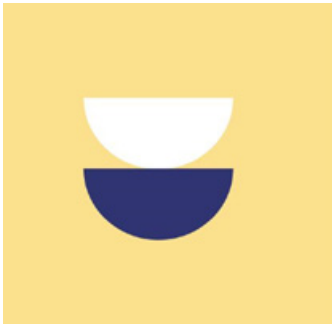
For its newest Lab program, DPF initiated a large-scale citizen consultation on **reconciling parenthood and work in Belgium**.

Scan the QR code to access the full articles.



ESSEC Business School conducted a comprehensive **Business Case** on the DPF, focusing on our strategy and unique approach.

A webinar was organized and promoted by the French collective Initiative Racines, which unites actors from philanthropy, social innovation, and research to make 'systemic change' accessible and transform philanthropy practices for greater societal impact.



# Lateral Initiatives: Story-me



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In 2021, the DPF committed to supporting Story-me with up to 300.000 euros in funding between 2021 and 2027.

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.

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-year pilot project, Story-me was officially launched in a dozen schools in Brussels.

In 2024, the DPF pursued its support of Story-me.

“



The STORY-ME project has demonstrated its relevance in helping students to take a positive career path, by learning to get to know themselves better, (re)gaining confidence, discovering useful and exciting but often little-known professions, and building their personal project.”

Olivier Remels  
Managing Director Fondation pour l'Enseignement

# VI.

## Resources



# Human Resources

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## Governance

Although not involved in the operational work, the Board of directors of the DPF defines and overlooks the mission, vision and the strategy. Usually, the Board meets four times a year, with some possible extra sessions. They review the progress of the operations, based on the reporting provided by the management team. This ensures that the strategy is continuously validated and that the organizations supported by the DPF 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.



> From left to right

### Sabine Caudron

Board Member Degroof Petercam Foundation  
Head of Private Banking Degroof Petercam

### Etienne Denoël

Board Member Degroof Petercam Foundation  
CEO NGO Agir pour l'Enseignement

### Anne-Sofie Indekeu

Board Member Degroof Petercam Foundation  
Senior Legal Counsel Degroof Petercam

### Anne-Sophie Pype

Managing Director Degroof Petercam Foundation

### Xavier Van Campenhout

Chairman Degroof Petercam Foundation

### Yvette Verleisdonk

Board Member Degroof Petercam Foundation  
Associate Aurion

### Jo Wuytack

Board Member Degroof Petercam Foundation  
Group Sustainability Manager Degroof Petercam



# Operational team



> From left to right

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**Anne-Sophie Pype**  
Managing Director  
Degroof Petercam Foundation  
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**Vanessa Speleers**  
Junior Program Manager  
Degroof Petercam Foundation  
v.speleers@degroofpetercam.com

## Did you know?

We were thrilled to announce the appointment of Anne-Sophie Pype as new Managing Director at Degroof Petercam Foundation in 2024!

With a track record in business development and life-long passion for creating a positive impact, Anne-Sophie brings a wealth of experience and a fresh perspective to our team.

# Financial statements

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The Degroof Petercam Group covers all HR expenses and provides an additional annual grant of €125,000 to the foundation. Additionally, the DPF can receive donations, enabling the Group's clients to contribute philanthropically. Since 2016, DPF's capital has grown through annual donations from Degroof Petercam and significant unsolicited contributions from client legacies. This financial support has allowed the DPF to expand its reach, structure its activities more effectively and refine its strategy to maximize its impact on employment. All assets of the DPF are managed by Degroof Petercam.

DPF ensures its societal impact by adhering to strict environmental, social and governance (ESG) criteria, avoiding investments in certain sectors and prioritizing impact-first funds that align with its mission. The DPF is committed to addressing employment in all its dimensions, including how its assets and investments are managed. To reinforce this commitment, DPF has established an impact investment committee to align its private equity investments with its employment-focused social goals, in line with Sustainable Development Goal 8.

Furthermore, up to 15% of DPF's financial assets are deployed to long term impact investments, aligned with its vision and mission.

## Budget

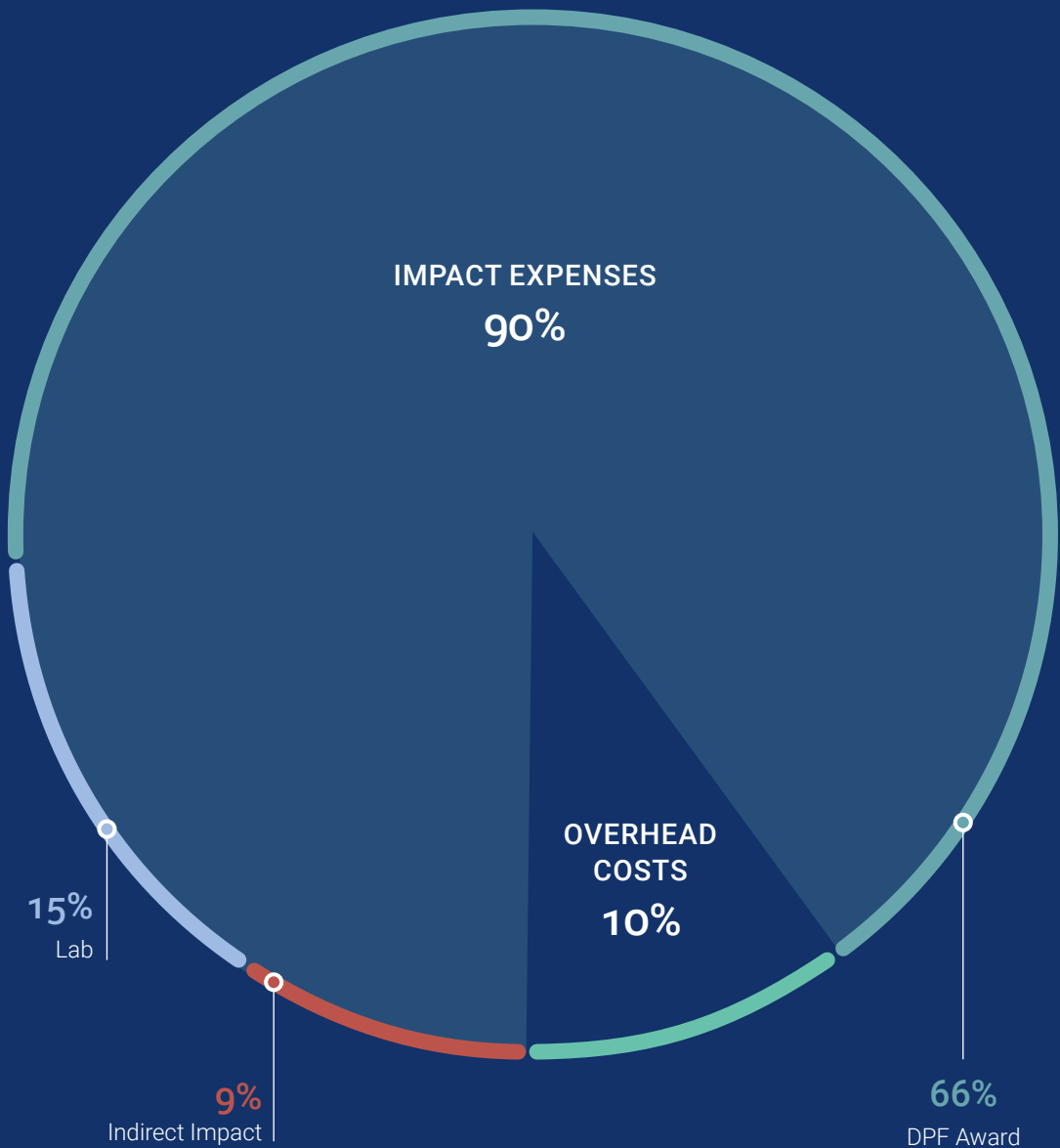
Following the mission of the DPF, a major part of the budget is to be used for impact. Therefore, a rule was put in place where a maximum of 25% can be spent on overhead costs.

In 2024, total spending exceeded €1.45 million, with **90% allocated to impact-related** expenses. These expenses primarily consisted of disbursements to our two flagship programs: the DPF Award and The Lab, most of which to directly fund individual projects. They also include indirect impact expenses, such as investments in research and development aimed at strengthening the expertise of the DPF and its partners.

The remaining **10% for overhead costs** was dedicated to accounting & audit, communication, infrastructure & management, representation, and tax amongst others.

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

# Breakdown total expenses\*



\*excluding HR costs

# VII.

## Conclusion

### Conclusion – Looking ahead

2024 was a rich year in developments for the DPF. We launched the Lab, a program dedicated to tackling employment-related challenges in Belgium, with focus on reconciling parenthood and work. This initiative reached tens of thousands of citizens through a public consultation and mobilized an entire ecosystem, laying the ground for the selection by the DPF of three winning Belgian projects in 2025.

Looking ahead, 2025 will mark a new chapter in the governance of the DPF with the arrival of the new President Sylvie Huret. As CEO of the Degroef Petercam bank, she brings a unique perspective and is well positioned to continue to drive DPF's mission and systemic impact, in close alignment with the philanthropic spirit and values of the bank.

Again, we extend our deepest gratitude to Xavier Van Campenhout for his leadership and commitment. His vision has been instrumental in shaping the DPF in what it is today.

As we look to the future, we are excited to continue driving impact - with ambition, strategic focus and a collaborative spirit.



# VIII.

## Our partners



## DPF AWARD LAUREATES



## DPF AWARD FINALISTS



## LATERAL INITIATIVES



## NETWORK



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