



# ACTIVITY REPORT 2025

Degroof Petercam Foundation

Empower. Society.

# Table of contents

---

6		I. The Foundation
10		II. DPF Award
20		III. The Lab
26		IV. Promoting Philanthropy
30		V. Governance
36		VI. Conclusion
38		VII. Our Partners

---

Bank Degroof Petercam SA, with registered office at Rue de l'Industrie 44, 1040 Brussels, Belgium, ("Degroof Petercam") is responsible for the production and distribution of this document. Bank Degroof Petercam is authorised and supervised by the National Bank of Belgium, Boulevard de Berlaimont 14, 1000 Brussels, and by the Financial Services and Markets Authority (FSMA), rue du Congrès/Congresstraat 12-14, 1000 Brussels, for the protection of investors and consumers.

Responsible editor: Sabine Caudron. Editorial date: June 2026.  
Legal address: Bank Degroof Petercam nv, Nijverheidsstraat 44, 1040 Brussels.  
VAT: BE 0403.212.172 (Company Register Brussels) - FSMA 040460 A.

# Foreword

---

2025 marks an important moment in the ongoing journey of the Degroof Petercam Foundation. This year has been defined by renewed clarity, a strengthened purpose and a growing collective momentum. Guided by our core values, we have continued to act with conviction, ambition and a steadfast commitment to fostering a more inclusive and empowered society.

We were privileged to welcome Sylvie Huret, CEO of Degroof Petercam, as President of the Foundation. Her leadership further brings an even deeper alignment between our philanthropic mission and the broader purpose of Degroof Petercam, reinforcing our shared commitment to contributing positively to society.

Since our inception in 2008, we have been guided by the belief that everyone deserves the opportunity to thrive and realize their full potential. In 2025, we took the time to reflect on our path and progress, embracing a spirit of humility and continuous improvement.

Looking ahead, our flagship DPF Award program will support the growth of three entrepreneurial Belgian non-profit organizations each year, empowering individuals through education, employment and social well-being. By addressing these interconnected dimensions together, and broadening our focus beyond employment alone, we aim to contribute to solutions that are both systemic and sustainable, rooted in the realities of our Belgian ecosystem. We are convinced that by remaining close to our communities – listening, learning, and collaborating – we can forge deeper, and more meaningful partnerships.

Above all, collaboration is at the heart of our work. Philanthropy, by its very nature, is a collective endeavor. Through trust-based partnerships, the active mobilization of our network, and the sharing of our philanthropic expertise, we strive to nurture a vibrant ecosystem of organizations and purpose-driven leaders. We also actively promote a culture of engagement within Degroof Petercam by raising awareness among our colleagues through initiatives such as Micro-Donations and Solidarity Days. Together, we can truly Empower Society and amplify the positive change we seek to create.



“

At Degroof Petercam, we work every day in the interest of our clients and society; our Foundation also embodies this commitment. Just as our investment house empowers clients to realise their ambitions, the Degroof Petercam Foundation empowers people and society to move forward.”

Sylvie Huret, President of Degroof Petercam Foundation and CEO of Degroof Petercam

**Anne-Sophie Pype**

Managing Director Degroof Petercam Foundation

**Sylvie Huret**

President of Degroof Petercam Foundation  
and CEO Degroof Petercam

# I.

## The Foundation

© DUO for a JOB

“

In 2019, we were the first recipients of the DPF Award from the Degroof Petercam Foundation. This represented a turning point for us.”

Frédéric Simonart, Co-founder and CEO, Duo for a Job

# Empower. Society.

Founded in 2008 as a public utility foundation, the Degroof Petercam Foundation is among Belgium's top ten corporate foundations in terms of yearly budget.

## Our mission

In Belgium, it takes around four to five generations for someone born into a low-income family to reach the country's average income level - a reminder that empowerment is not a given, but a long and uncertain journey.

We deliver on our mission through our programs and by sharing our philanthropic expertise and network.

### THE DPF AWARD

> MAIN PROGRAM



Scaling entrepreneurial non-profits in Belgium, empowering people through education, employment and social well-being

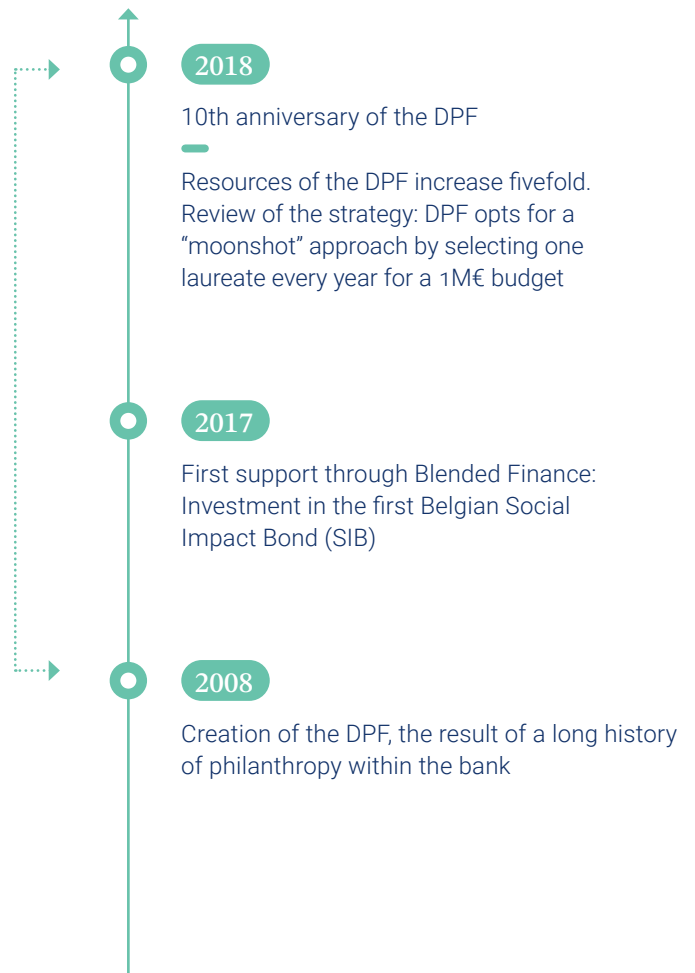
### THE LAB

> 2024-2025 LAB PROGRAM



Reconciling parenthood and employment

Support of 30 innovative projects related to entrepreneurship and education.



# REACTIVE PHILANTHROPY



# STRATEGIC PHILANTHROPY

# II.

## DPF Award



L'Burn, © Nicolas Torres Lozano

In 2025, the DPF pursued its mission primarily through its flagship program, the DPF Award. Through this program, the Foundation selected and financed Europe's most ambitious systemic social innovations aimed at driving sustainable employment. Each year, the winning organization received a one-million-euro donation along with tailored multi-year support.

### **A Moonshot Model**

In 2025, the Laureate received a €1 million grant distributed over five years, providing the long-term financial stability needed to refine and scale high-impact 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 Degroof Petercam and the DPF itself.

### **A Venture Philanthropy Approach**

The DPF Award fosters a close partnership between the Foundation and its Laureates. Our venture philanthropy approach blends multi-year, unrestricted funding with strategic and operational support, helping organizations grow stronger, more resilient, and more impactful over time.



“

As from 2026, three Belgian organizations will be selected each year for their empowerment-focused impact in the fields of education, employment, and social well-being. Together, they will receive a total grant of one million euros, along with five years of tailored non-financial support as part of our venture philanthropy approach.”

Anne-Sophie Pype, Managing Director Degroof Petercam Foundation



84%  
laureates

---

are on track /  
successfully scaled.

89%  
laureates

---

report that DPF was  
key to achieving their  
project goals.

# Jury

In 2025, the jury was represented by the following experts:

	<b>Lieslot Declercq</b>	Co-Founder & CEO of DTeach Online School, Fellow of Belgium's 40 under 40 Alumni, EdTech Fellow Europe (Belgium)
	<b>Frédérick Mathis</b>	Laureate of the DPF Award 2024 as co-founder of Réseau Ecole de la Transition Ecologique (ETRE), CEO of 3PA non-profit (France)
	<b>Wim Adriaens</b>	Ex- CEO of VDAB, Advisor Finance (Belgium)
	<b>Claire Kramme</b>	Managing Director of Rothschild & Co Foundation (BE/FR/UK), former philanthropy advisor (France/ Belgium)
	<b>Olivier Périer</b>	Senior entrepreneur, CEO of SPDG, Board member of the International Polar Foundation (Belgium)
	<b>Bathylle Missika</b>	Head Gender, Philanthropy & Partnerships at OECD Development Center, Advisory Council Member at l'Oreal Fund for Women, Lecturer at Sciences Po (France)
	<b>Arthur Gautier</b>	Associate Professor at ESSEC Business School France, Chair Holder of the ESSEC Philanthropy Chair, Associate Dean for Chairs (France)

# Laureate DPF AWARD 2025: L’Burn



Winning the DPF Award is a major milestone for L’Burn. This support enables us to further develop our franchise model, marking a significant turning point for our organization. With this award, we hope to explore expanding our initiative into Belgium. Together, we can change the lives of many women and contribute to a more inclusive and sustainable society.”

Anne-Sophie Vives, Founder of L’Burn (Laureate, DPF Award 2025)



## About

**L’Burn is the 2025 winner of the award.** Founded in 2019 by Anne-Sophie Vives, L’Burn emerged from the mutual aid community “Les BURN’ettes,” created to support women experiencing burnout. L’Burn supports women in their socio-professional reintegration through a multidisciplinary system and holistic approach combining peer helpers and burnout professionals. The organization offers a comprehensive program that includes individual support, workshops, and company training to prevent relapse and destigmatize burnout. The program concludes with a return to work and immersion in companies trained in burnout prevention and inclusion. The organization also conducts research to improve burnout detection for a quicker diagnosis and better care.

## What is their ambition?

L’Burn strives to increase beneficiaries by 20x in 5 years, expand regional branches as well as extend its model to Belgium, and develop an online platform for self-assessment and follow-up. They also aim to train 30x more companies and coordinate with medical-social actors.

## What is their impact?

Since its creation, L’Burn has supported 1,000 women navigating burnout and has built a national peer-support network led by women. The organization has also played a key role in advancing the recognition of female burnout as a significant public health issue. Today, L’Burn operates with a team of nine employees and a wider ecosystem that includes health professionals, a scientific committee, and a community of peer caregivers - former beneficiaries who now support others.



# Finalists DPF Award 2025

---

## The Tipping Point



The Tipping Point leverages new technology, including AI, and internationally based mentors to guide teenagers in discovering their talents, making informed career decisions, and building purpose to ensure equal access to knowledge and inspiration, regardless of geography or background. The organization offers a curriculum focused on soft and digital skills (including AI empowerment), and mindset development. The program includes live collective mentoring video sessions (web app), workshops and a mobile app to provide up-to-date information and skills training in the classroom, empowering both students and teachers with new technology.



## Mozaïk Group



Mozaïk RH was created as a recruitment agency dedicated to young graduates from disadvantaged backgrounds in France to encourage economic inclusion. To develop their systemic impact, they created a non-profit organization which focuses on reducing employment discrimination and promoting economic inclusion. The organization provides coaching, training, and mentoring programs to improve job accessibility, and operates a digital recruitment platform, MozaikTalents.com, to match job offers with candidates based on soft skills. The organization collaborates with universities, companies, and public institutions to create systemic impact and ensure equal access to employment opportunities.



## Vollpension



Vollpension operates as a social business in Austria, employing underprivileged seniors in community cafés to provide supplemental income and foster intergenerational connections. They offer a welcoming environment styled like “grandma’s” living room. In addition, they spread awareness on old age, poverty, and loneliness through online (e.g., content studio) and offline channels (e.g., cafés).



# III.

## The Lab



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

© Generated by AI

As part of the 2024-2025 Lab program, three projects were chosen to advance solutions for reconciling parenthood and employment in Belgium: BB Welcome by Impactoo (childcare), Petit Vélo Jaune (inclusive support for families), and Be Family Belgium in collaboration with La Ligue des Familles (work-life balance).

### Our support

Each project received both financial and non-financial support to strengthen its long-term development. The non-financial support consisted of nine months of tailored assistance in fundraising, partnership building, impact measurement, and visibility, delivered in collaboration with Make.Org Foundation. In addition, each initiative received €50,000 in funding.



With the Lab, our goal was to address a pressing societal challenge in Belgium: the reconciliation of parenthood and employment.

Through a public consultation, we listened to the voices — and 180,000 votes — of Belgian citizens to gain a clearer understanding of the priorities that matter most to families today. Guided by these insights, we worked with the entire ecosystem to turn these priorities into meaningful and concrete solutions”

Anne-Sophie Pype, Managing Director Degroof Petercam Foundation



# Winners Lab Program 2025

---

## BB Welcome by Impactoo



Thousands of families struggle to find childcare, forcing parents - often mothers - to reduce their working hours. A significant number of childcare facilities have shut down, and another 10,000 places are at risk. BB Welcome, in partnership with the Wallonia-Brussels Federation and local municipalities, proposes a viable financing solution to prevent further closures and create new childcare facilities by combining efforts from both the public and private sectors.



© BB Welcome

## Petit Vélo Jaune



Petit Vélo Jaune supports single-parent families, primarily women, who face financial and social difficulties. Through weekly volunteer visits, the initiative aims to reduce isolation, boost self-confidence, and promote autonomy at each individual's own pace. This support helps parents regain control over their lives, opening up new opportunities in employment, education, and social integration.



## Be Family Belgium in collaboration with La Ligue des Familles

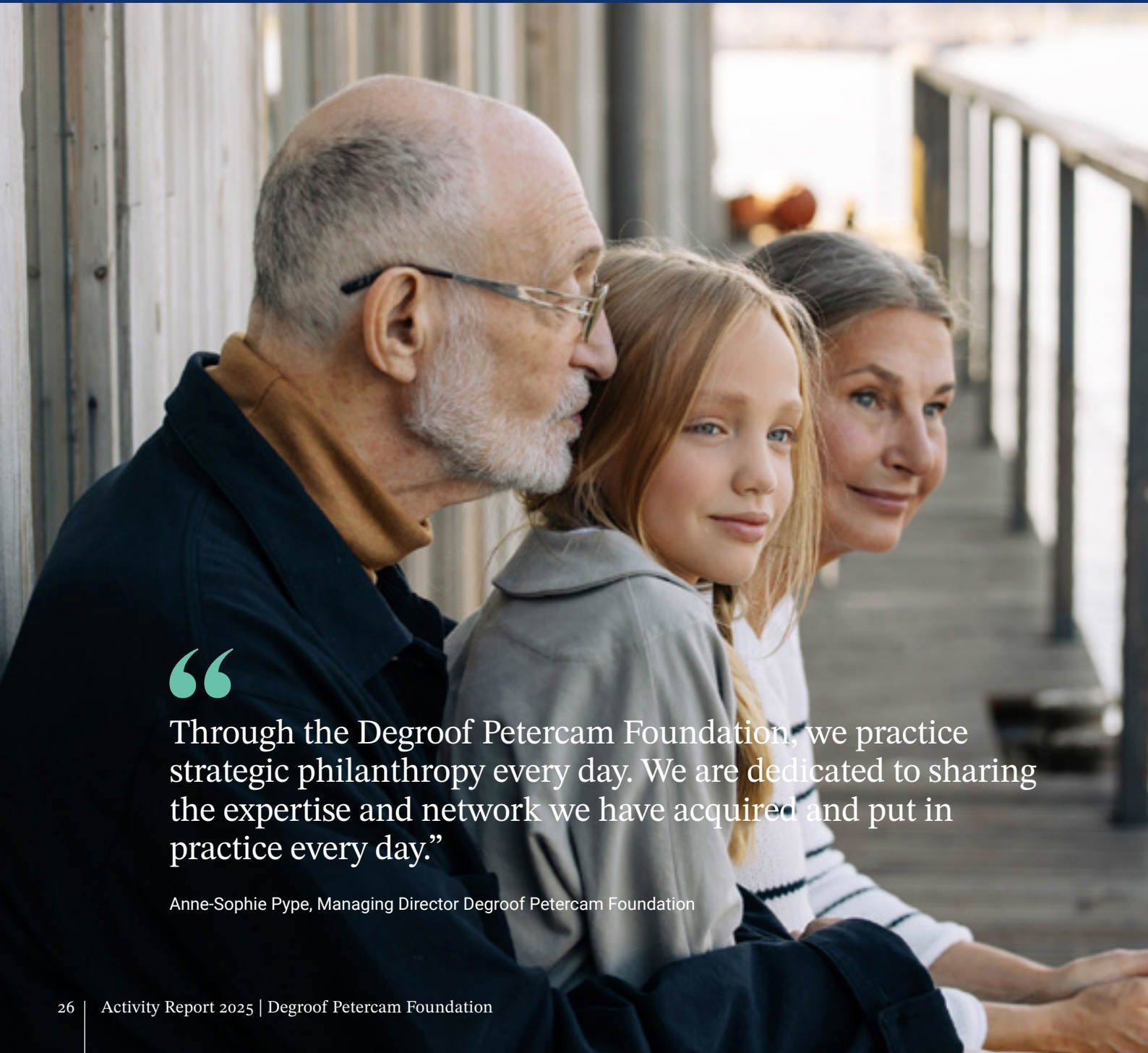


Enabled by Make Mothers Matter, La Ligue des Familles and Be Family have developed a certification program to assess, evaluate, and measure the impact of family-friendly workplace policies. They offer expertise in Corporate Social Responsibility (CSR), diversity and inclusion, and understanding family needs. Together, they advocate for legislative changes to help Belgian parents achieve a better work-life balance.



# IV.

## Promoting Philanthropy



“

Through the Degroof Petercam Foundation, we practice strategic philanthropy every day. We are dedicated to sharing the expertise and network we have acquired and put in practice every day.”

Anne-Sophie Pype, Managing Director Degroof Petercam Foundation

We amplify lasting change by opening our philanthropic expertise and network to stakeholders.

The Degroof Petercam Foundation fosters synergies through:

- ✓ Support for Degroof Petercam's Philanthropy Advisory service
- ✓ Awareness events



**individuals**  
inspired through DPF  
events and Degroof  
Petercam's philanthropy  
advisory services in 2025

## Sharing Philanthropic Expertise and Network

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

**EVENTS:** We organize awareness events, such as Masterclasses, to share knowledge and encourage dialogue.

**SUPPORT TO PHILANTHROPY ADVISORY:** We put the philanthropic expertise of the Degroof Petercam Foundation at the disposal of stakeholders and clients of Degroof Petercam.

We also organize regular meetings with the colleagues of Degroof Petercam to encourage open dialogue and exchange on philanthropy best practices.

**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 and Philea - Philanthropy Europe Association. By sharing our experience and knowledge with the wider community, we can share best practices in philanthropy.

**EMPLOYEE SOCIAL ENGAGEMENT:** In collaboration with Degroof Petercam, we encourage employees to engage in philanthropy through the organization of Solidarity Days and the promotion of the Micro-Donation program. Through these initiatives, we aim to foster dialogue, raise awareness, and strengthen a culture of philanthropy within the organization.





During our masterclass “Scaling for non-profits”, we welcomed non-profits, foundations, philanthropists, and social impact professionals. This inspiring morning, build around the study Scalomètre that was co-financed by DPF, was dedicated to one crucial question: How can non-profits scale effectively while preserving their DNA?

The event featured a keynote by Isabelle Hoyaux and a panel discussion including previous DPF Award and Lab winners.

DPF Managing Director, Anne-Sophie Pype, introduced the Foundation at the Degroof Petercam event on Resilience and passed on the word to Vinciane Gautier, General Coordinator of Le Petit Vélo Jaune.



DPF Managing Director Anne-Sophie Pype participated in an inspiring Degroof Petercam roundtable bringing together leaders from the social impact ecosystem. Centered on the theme “Entrepreneurship with Impact”, the discussion provided an open space for participants to share their projects, exchange experiences, and reflect on the challenges of driving meaningful impact.

Degroof Petercam Foundation organised a family-friendly event focused on the question “How can parenthood and work be better reconciled in Belgium?”. This topic is at the heart of the 2024–2025 Lab program and was the focus of an unprecedented public consultation conducted across Belgium to identify concrete solutions. On this occasion, DPF presented the winners of the Lab program.



V.

# Governance



“

Strong governance is the cornerstone of a resilient foundation. I believe that as board members, our role is not only to support, but also to challenge and question - bringing a complementary perspective that strengthens decisions and raises standards.”

Sylvie Huret, President of Degroof Petercam Foundation and CEO of Degroof Petercam

#### Did you know?



We are delighted to announce the appointment of Steven Serneels as an independent board member, effective from 2026. He brings a wealth of complementary expertise. His experience at the intersection of business, impact finance, and philanthropy will further enrich board discussions—strengthening decision-making and consistently raising standards.

# The board

---

The board is composed of both internal and independent members and plays a key role in ensuring the success of the foundation's mission. Meeting at least four times a year, the board defines and oversees DPF's strategy.

Although not involved in operational work, the board reviews progress based on reporting from the management team to ensure that the strategy is continuously validated and that supported organizations remain aligned with long-term objectives.

The board also consults on the allocation of financial resources, including the overall asset management strategy, which follows a sustainable investment policy consistent with the Foundation's 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

## Sylvie Huret

President of Degroof Petercam Foundation  
CEO of Degroof Petercam

## Yvette Verleisdonk

Board Member Degroof Petercam Foundation  
Partner Aurion Law

## Jo Wuytack

Board Member Degroof Petercam Foundation  
Group Sustainability Manager Degroof Petercam

# Operational team

---



> From left to right

## **Alice Convent**

Impact and Program Manager  
Degroof Petercam Foundation  
[a.convent@degroofpetercam.com](mailto:a.convent@degroofpetercam.com)

## **Sabrina Koesharto**

Program Coordinator  
Degroof Petercam Foundation  
[s.koesharto@degroofpetercam.com](mailto:s.koesharto@degroofpetercam.com)

## **Anne-Sophie Pype**

Managing Director  
Degroof Petercam Foundation  
[as.pype@degroofpetercam.com](mailto:as.pype@degroofpetercam.com)

## **Vanessa Speleers**

Impact and Program Manager  
Degroof Petercam Foundation  
[v.speleers@degroofpetercam.com](mailto:v.speleers@degroofpetercam.com)

# Financial statements

---

Since its creation in 2008, DPF's capital has grown through yearly contributions from Degroof Petercam and significant client legacies and donations. In addition to its philanthropic programs, a portion of DPF's capital is allocated to impact investments, supporting companies and funds that contribute positively to its mission, society and the environment.

The Foundation's capital is managed by Degroof Petercam according to strict environmental, social, and governance (ESG) standards, avoiding certain sectors and prioritizing investments that are consistent with its mission and values.

DPF's accounts are audited annually and publicly available through the Crossroads Bank for Enterprises.

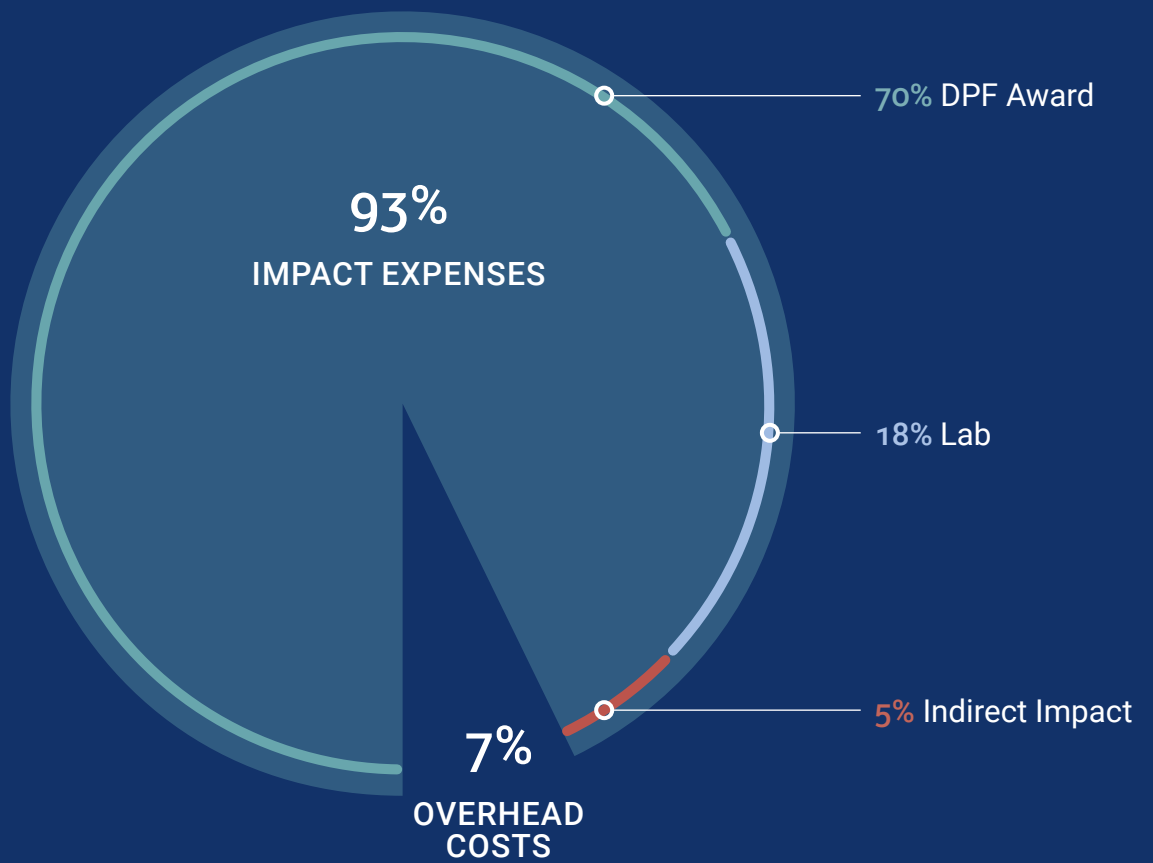
## Budget

A significant portion of DPF's budget is allocated to impact-driven. To ensure financial sustainability, overhead costs are capped at a maximum of 25% of total expenses.

In 2025, total spending was around €1.66 million, with 93% 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 7% for overhead costs was dedicated to accounting & audit, communication, representation, and tax amongst others. Degroof Petercam bears 100% of the direct and indirect salary costs of DPF's team.

## Breakdown total expenses



# VI.

## Conclusion



As we reflect on 2025, we do so with deep pride and gratitude. Throughout the year, our values and our commitment to Empower Society have guided every action, as we have supported organizations empowering individuals to unlock their full potential.

In a world where social cohesion faces growing challenges, we are reminded of the power of collaboration and the strength that emerges from a community of dedicated partners. We extend our heartfelt thanks to the organizations we support, to the employees of Degroof Petercam - our true ambassadors - and to all who contribute to this shared endeavor. Your engagement is fundamental to the impact we achieve together.

Looking ahead, we move forward with energy and determination. Inspired by the organizations and the individuals working on the ground, we will continue to learn, connect and act – confident that, together, we can contribute to lasting and meaningful change.

**Anne-Sophie Pype**

Managing Director Degroof Petercam Foundation

**Sylvie Huret**

President of Degroof Petercam Foundation  
and CEO Degroof Petercam

# VII.

## Our partners

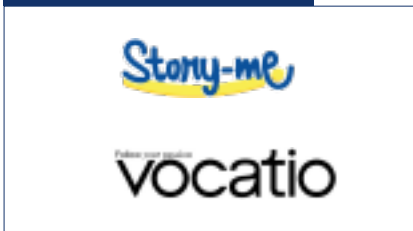
### DPF AWARD LAUREATES



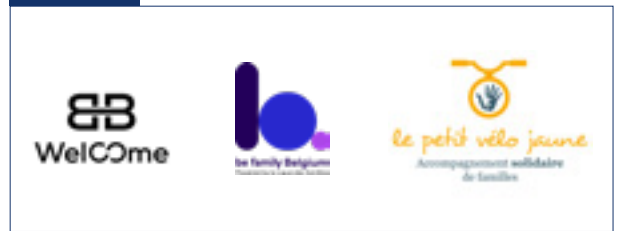
### DPF AWARD FINALISTS



HISTORICAL PROJECTS



THE LAB



NETWORK



### **Degroof Petercam Foundation**

Nijverheidsstraat 44 Rue de l'Industrie  
1040 Brussels  
Belgium  
T +32 2 287 91 11  
foundation@degroofpetercam.com

Currently operating with a team of four and an annual budget of nearly €1.4 million and, the Foundation has granted close to €10 million to philanthropic projects since its creation. To learn more, visit the website:

<https://www.degroofpetercam.com/en-be/foundation>

 <https://be.linkedin.com/showcase/degroof-petercam-foundation>