

Our corporate partners

Women on Board partners with companies that support the development of female board leadership both within their organisation and society at large

Diamond Partners



Gold Partners



Silver Partners





ASBL Women on Board VZW

**General Assembly
4 July 2023**

Agenda

17:00 Welcome **Gaëlle Helsmoortel**

Chair of Women on Board

17:05 Opening **Ludivine Pilate**

CEO Puilaetco

17:15 **General Assembly**

18:00 Guest Speaker **Alison Inglesa**

Architecte-experte de La Royale Belge

19:00 Networking Drink



Gaëlle Helsmoortel

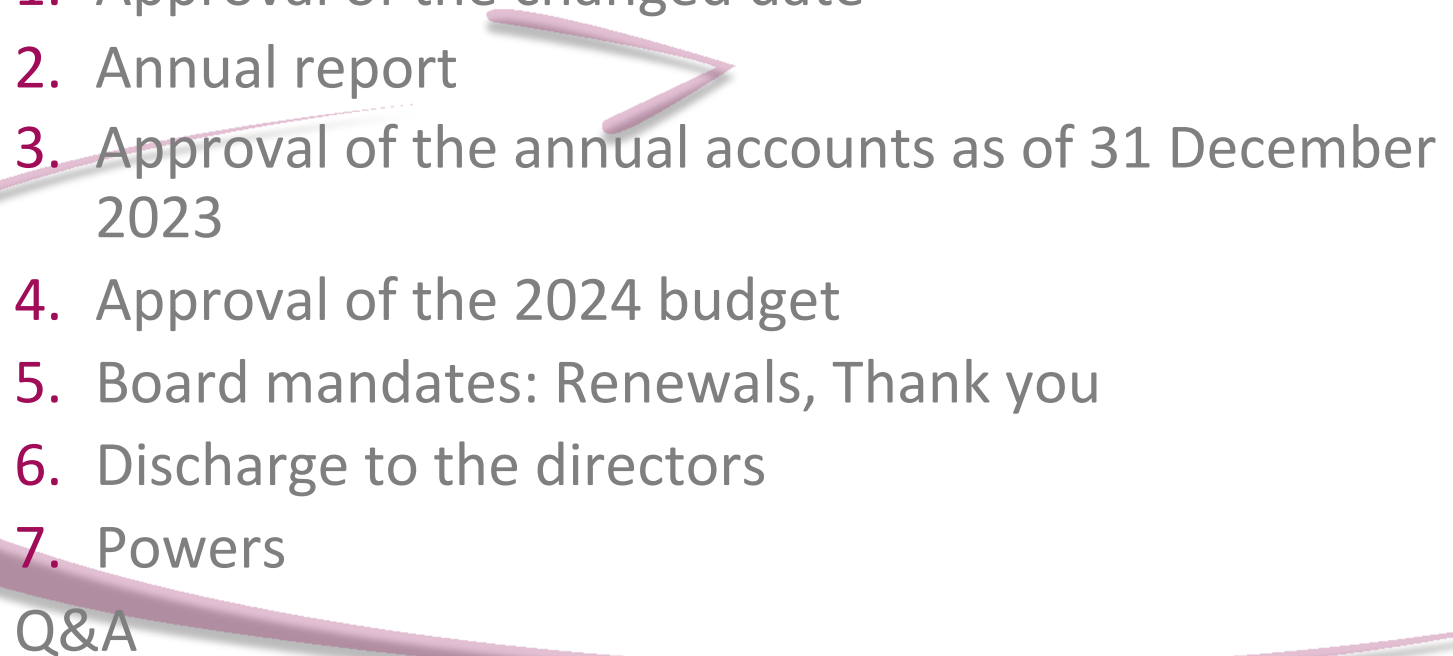
Chairwoman of
Women on Board



Ludivine Pilate
CEO Puilaetco

Member of Women on
Board

Agenda General Assembly

1. Approval of the changed date
 2. Annual report
 3. Approval of the annual accounts as of 31 December 2023
 4. Approval of the 2024 budget
 5. Board mandates: Renewals, Thank you
 6. Discharge to the directors
 7. Powers
- Q&A
- 



Approval of the changed date

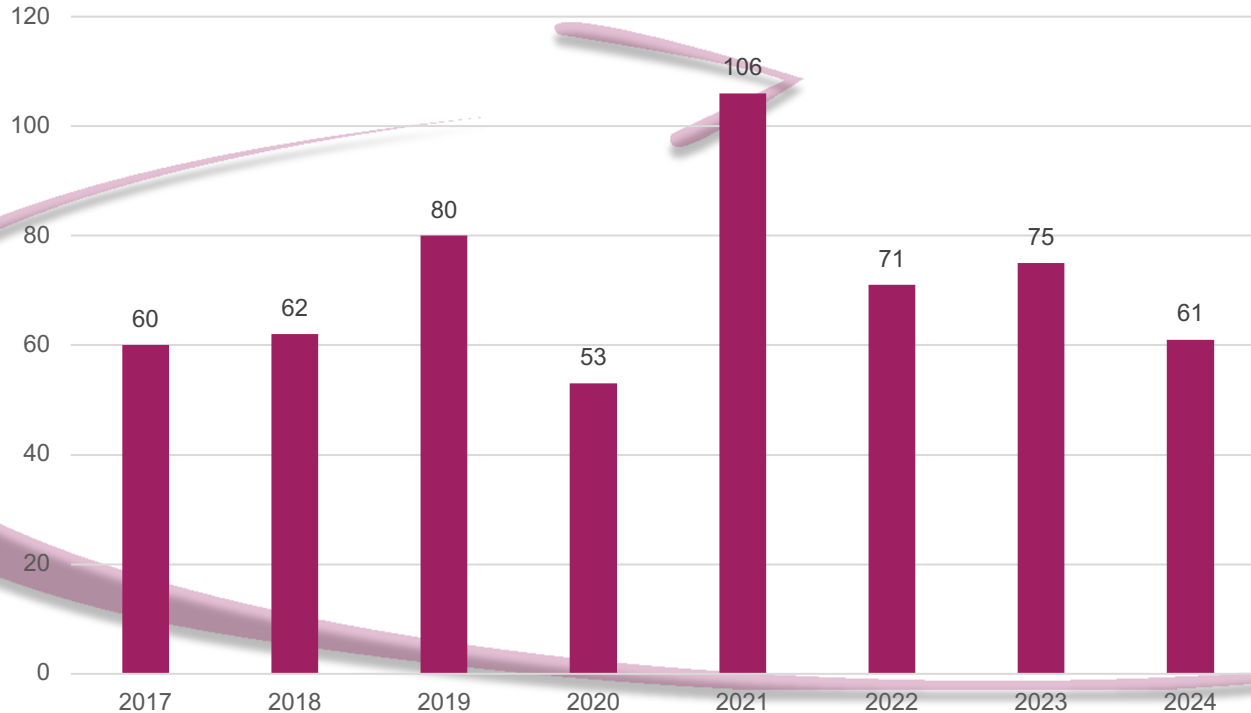


Annual Report

- nominations
- numbers
- partners and activities

Number of Board Nominations by our members*

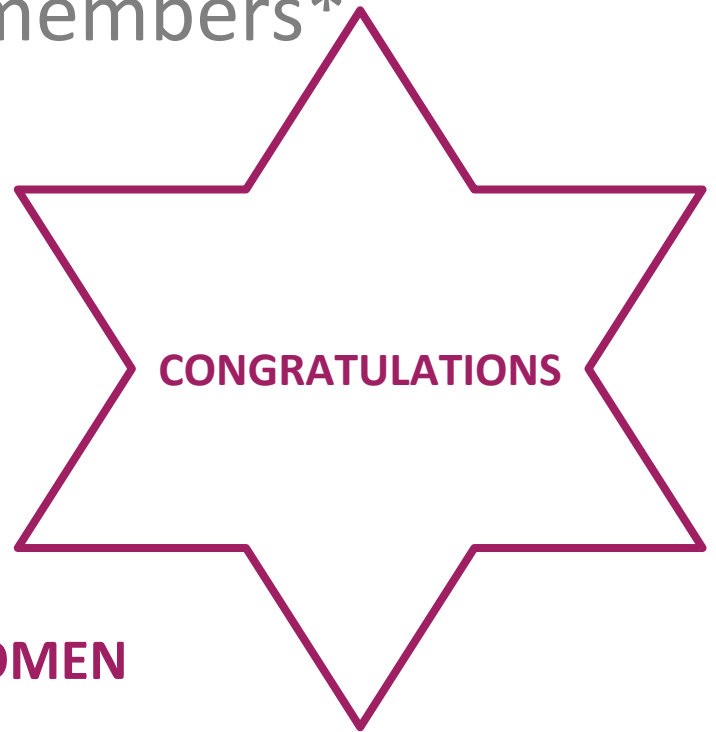
Board Nominations



*Based on the information reported by our members in June 2024

61 New Nominations by 46 members*

- Board Member
- Chairperson
- Board Committee
- Advisory Committee



**YOUR SUCCESS STORIES STRENGTHEN
THE BRAND VALUE OF WOMEN
ON BOARD**

*Based on the information reported by our members in June 2024

61 New Mandates for Women on Board

First Name	Last Name	Company	Position taken
Inge	Boets	Ter Wind Invest (ECS)	Board Member
Brigitte	Boone	Wereldhave Belgium	Chairperson
Fabienne	Bryskère	Copains Group	Chairperson
Lien	Callens	Novable	Chairperson
Ann	Caluwaerts	FTI BV	Board Member
Françoise	Chombar	Smart Photonics	Board Member
Lutgardis	Claes	SIS	Board Member
Dominique	Clerbois	Nature et Progrès Belgique	Board Member, Chairperson
Cécile	Coune	SECUREX GROUP	Board Member
Cécile	Coune	Fédération Belge des Fondations Philantropiques	Board Member, Chairperson

61 New Mandates for Women on Board

First Name	Last Name	Company	Position taken
Catalina	Daniels	Responsum NV	Chairperson
Jocelyn	Darbroudi	Antwerp Spring Festival	Board Member
Nathalie	De Ceulaer	DeMaestros vzw	Board Member
Hadewig	De Corte	Rosas	Board Member
Hilde	De Jonghe	Kinderfonds Ronald McDonald	Board Member
Hilde	De Jonghe	VIRA	Board Member
Hilde	De Jonghe	Federale Overheidsdienst Justitie	Lid van de Federale Bemiddelingscommissie
Beatrice	de Mahieu	Chapter Zero Brussels	Board Member
Beatrice	de Mahieu	Akkanto	Board Member

61 New Mandates for Women on Board

First Name	Last Name	Company	Position taken
Martine	De Rouck	Patronale Life NV	Board Member
Martine	De Rouck	TINC Manager NV	Board Member
Els	Demeester	LCL	Chairperson
Els	Demeester	Connect+ (part of the Heylen Group)	Board Member
Kristel	Deroover	Delaware Consulting International CV	Board Member
Isaline	Desclée	CHU Helora	Board Member
Colette	Dierick	Belfius	Chairperson, Advisory Committee
Sabine	Everaet	Datatec Limited	Board Member
Sandrine	Gobbesso	Unicef Belgium	Board Member
Leen	Gysen	Flanders Special Venues NV	Board Member
Pascale	Hendrickx	Hydrohm	Advisory Committee

*Based on the information reported by our members in June 2024

61 New Mandates for Women on Board

First Name	Last Name	Company	Position taken
Evelyne	Heyvaert	Tasco - 3P	Board Member
Evelyne	Heyvaert	TCOG holding	Board Member
Evelyne	Heyvaert	GDW Group	Chairperson
Laurence	Janssens	SOPARTEC S.A.	Board Member
Durdona	Kadirova	Independent Board member nominated by FMO	Board Member, Advisory Committee
Roberte	Kesteman	Royal Belgian Football Association	Board Member
Nathanaelle	Kiekens	Concertgebouw Brugge	Chairperson
Laurence	Lambert	Société publique de Gestion de l'Eau (SPGE)	Chairperson
Laurence	Lambert	Namur Invest	Board Member
Sophie	Lambrighs	Urban Tech Hub	Advisory Committee

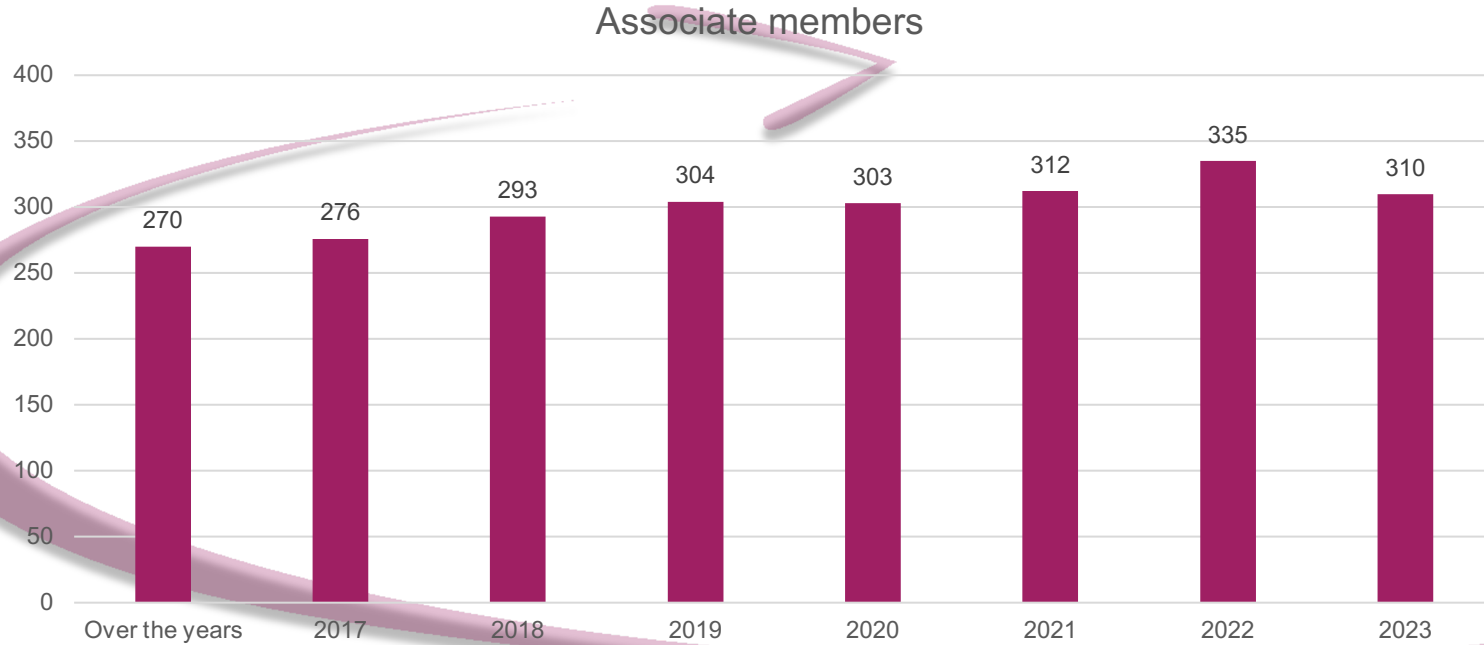
61 New Mandates for Women on Board

First Name	Last Name	Company	Position taken
Patricia	Laureys	Dressr	Board Member
Caroline	Limbosch	BeCode asbl	Board Member
Ingrid	Maes	PMV - Flanders Future Tech Fund	Investment committee
Christiane	Malcorps	A Seat At The Table	Board Member
Christiane	Malcorps	Mentes	Chairperson
Christiane	Malcorps	European Spinning Group	Advisory Committee
Nathalie	Mazy	Convivium asbl	Board Member
Béatrice	Moës	Présence	Advisory Committee
Valerie	Morel	ONTOFORCE NV	Board Member
Trees	Paelinck	UNICEF Belgium	Board Member

61 New Mandates for Women on Board

First Name	Last Name	Company	Position taken
Saskia	Schatteman	Ebusco	Board Member
Saskia	Schatteman	Chapter Zero Brussels	Board Member
Caroline	Stout	Ekonomika Alumni vzw	Board Member
Caroline	Stout	VVVuur vzw	Board Member
Marie	Theunissen	Comité d'audit - Actiris	Chairperson
Christel	Van den Eynden	Lex Mundi Pro Bono Foundation	Board Member
Susanne	van Dootingh	Nuveen Luxembourg UCI II SICAV S.A.	Board Member
Ramona	Wilmes	2ForTheShow	Board Member
Ramona	Wilmes	Telos Climate Fund	Advisory Committee, Investment Committee
Leen	Zwaenepoel	Vlaams Energiebedrijf (VEB)	Board Member
Leen	Zwaenepoel	Amonis OFP	Board Member

Associate members growth



The Admission Committee

ANN CATTELAÏN



BAUDOÛIN DESCHAMPS



CHRISTIANE FRANCK



XAVIER DE WALQUE



ROBERT VAN DER EIJK



INGRID DE POORTER



DANIEL FALQUE



FRANÇOISE ROELS

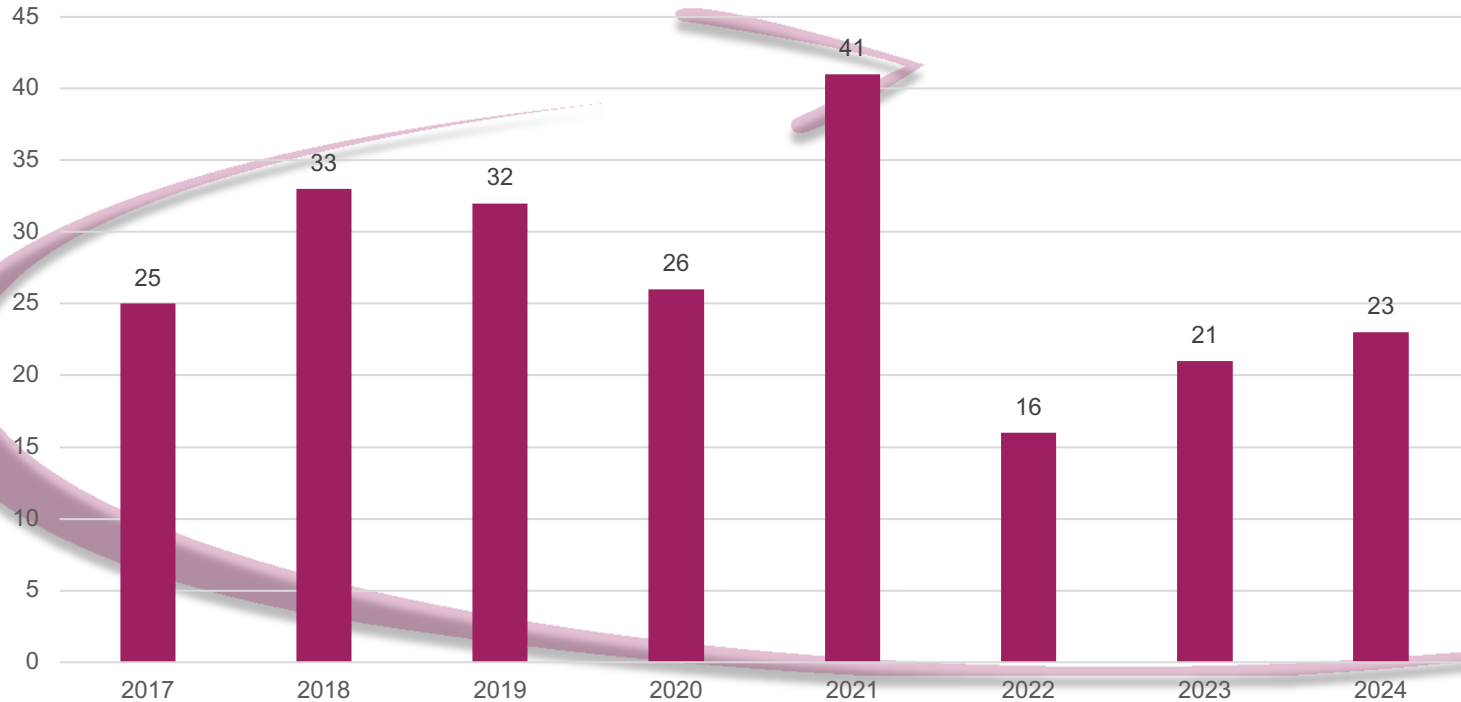


JEAN VAN DEN EYNDE



Number of Open Board Mandates sent via WoB

Open Board Mandates





Corporate Partnerships

Our 26 corporate partners

Women on Board partners with companies that support the development of female board leadership both within their organisation and society at large

Diamond Partners



Gold Partners



Silver Partners





BE
PUBLIC
GROUP

New Diamond
Corporate Partner



QUOTE



Anne-Sophie Vankemmelbeke
Partner



Jennifer Granado Aranzana
Managing Associate



We at Linklaters Belgium are immensely proud to announce our partnership with Women on Board, an organization that echoes our core values of gender diversity and the empowerment of women in leadership positions.



Linklaters

- Two new Golden Corporate Partners
- One new Silver Partner



We also lost two partners
Capgemini
NN



baloise



Women
on board

The logo consists of the text "Women on board" in a grey, sans-serif font. The word "Women" is on the top line and "on board" is on the bottom line. A maroon-colored graphic element, a thick curved line that starts under the 'W' and ends under the 'd', arches around the text. A maroon chevron symbol is positioned above the 'W'.



Women on Board Belgium Members

 Private Listed

LinkedIn
Women on
Board
Members
Group

Advisory Group
on
Communication



LinkedIn best posts 2023

Women on Board Belgium
4,877 followers
1mo

"Women on Board is the link between companies and organisations that are looking for strong members for their board of directors and women who can offer such expertise."

That's how Women on Board's General Manager, **Trees Paelinck**, describes what we do.

Trees became Women on Board's General Manager more than 7 years ago. She's a true veteran when it comes to Boards of Directors and she'd like to help you become one as well.

Are you looking for a new board member? Are you interested to become Women on Board member? Contact info@womenonboard.be **European Women on Boards (EWOB)** **#womenonboard**

#boardofdirectors #boards #diversity #inclusion

Video by **Sofie Peeters** from **Republic Group**



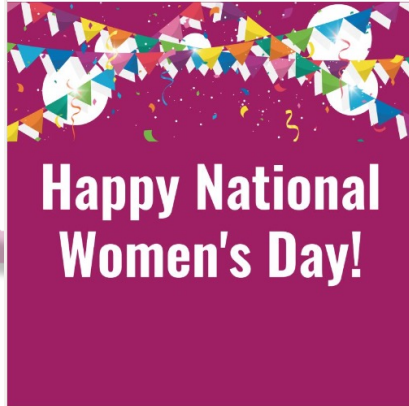
CC BY You and 103 others

2 comments · 7 reposts

Women on Board Belgium
4,887 volgers
4 d · Bevekt

Happy National Women's Day wished to all Belgian women! Did you know that the first women's day in our country took place on 11 November 1972? There were heated debates, including on the professional position of women, work-life balance and the wage gap. More than 50 years later, we celebrate the great strides made. Our member base of more than 300 senior female professionals is growing, as is the demand from organisations and companies for strong, female leaders. Enjoy your day, ladies! **#womensday #genderdiversity #womenonboard**

Vertaling weergeven



CC BY Ann Van Mullem en 114 anderen

4 reposts

Women on Board Belgium
4,878 followers
6d

Women on Track to the top!
Meet the members of Women on Track, a community of potential future members of Women on Board, who wish to grow professionally, enjoy a networking opportunity and reflect on a role as a potential future board member. Thank you **Griet Helsen** and **Liza Rosen** at PwC Belgium for your sponsoring and trust, **Greg Renders** for your support and **Cofinimmo** @The Gradient for hosting our first working session.



CC BY Anna Lauwaerts and 167 others

2 comments · 10 reposts

Women on Board Belgium
4,887 volgers
1 mo

Yesterday we had the pleasure of watching a captivating film on the career of **Marin Alsop** as a conductor, followed by a thought-provoking talk on women in the arts featuring **Gilles Leduc**, **Reinilde Leyens**, and **Sandra Wilkens**. The networking drink and dinner that followed was a great opportunity to connect with like-minded individuals. A big thank you to **Renaud Vandeplass**, **Alessandra de Bernardo**, **Olivier van Rymenant** and **Barbara Charlier** from **BNP Paribas - Securities Services** for making the event possible! **#WomenInArts #BNPParibas #Networking #Boards #Genderdiversity #womenonboards**

Vertaling weergeven



CC BY Maria Pia De Caro en 95 anderen

6 commentaren · 4 reposts

Women on Board Belgium
5,180 followers
9mo

No women on board, **Tomorrowland**? De raad van bestuur, waarin enkel de stichtende broers **Manu Beers** en **Michiel Beers** zetelden, wordt nu aangevuld door vijf extra witte, mannelijke bestuurders. Ongetwijfeld sterke profi...see more

See translation



Vijf nieuwe bestuurders voor Tomorrowland
debestuurder.be · 1 min read

CC BY 293

27 comments · 8 reposts

Women on Board Belgium
4,915 volgers
2 mo

Together at the Ambasciata d'Italia in Belgio, this lovely group of women, to exchange best practices and decide concrete actions on Diversity and Inclusion with a bilateral commitment and impact. Thank you **H.E. Federica Favi**, Italian Ambassador in Belgium, for this initiative and hosting us! **Antonella Fioravanti Irene Zancanaro Irene Fellin Beatrice de Mahieu Silvia Gandus Theodora Gentzis Trees Paelinck** **#diversity #genderequality #inclusion**

Vertaling weergeven



CC BY Sofie Peeters en 151 anderen

4 commentaren · 6 reposts

LinkedIn less successful posts

Women on Board Belgium
4.915 volgers
3 mnd • 6

📌 The new school year starts this week! That is why we highlight the commitment of our member **Christiane Malcorps** to the Board of Directors of **Teach for Belgium**. Through well focused teacher training and support, Teach for Belgium wants to offer equal educational opportunities to every child in Belgium, regardless of their socio-economic background.

"Teachers can really make a difference in the lives of their pupils, especially those who grow up in deprivation. It is important to train teachers in how to support this specific group. Our multicultural board works very hard with the leadership team to create strategies, financing opportunities and assume an ambassador role in the educational ecosystem. If you want to support our ambitions, I would love to discuss this further with you!"

Check out their website if you want to know more: <https://lnkd.in/gngCp9G> or <https://lnkd.in/eeCK-r8S>.

#education #genderequality #diversity #inclusion #womenonboard #boards #boardsofdirectors #classroommanagement

Vertaling weergeven



U en 26 anderen

1 repost

Women on Board Belgium
4.915 volgers
1 mnd • 6

Congratulations to **Martine Tempels**, a Women on Board member, on her new board function at **Vrije Universiteit Brussel**! Best of luck in creating more diverse universities with stronger ties to other European academic institutions.
#WomenOnBoard #Diversity #EuropeanAcademia

Vertaling weergeven

VUB Vrije Universiteit Brussel
103.890 volgers
2 mnd • 6

📌 Wij en onze EUTOPIA-partners zijn er klaar voor 🙌! Om 15u start onze academische openingszitting in het Europees Parlement. Kan je er niet bij zijn? Volg alles live online 📺: ...meer weergeven



U en 11 anderen

Women on Board Belgium
5.337 volgers
4 mnd • 6

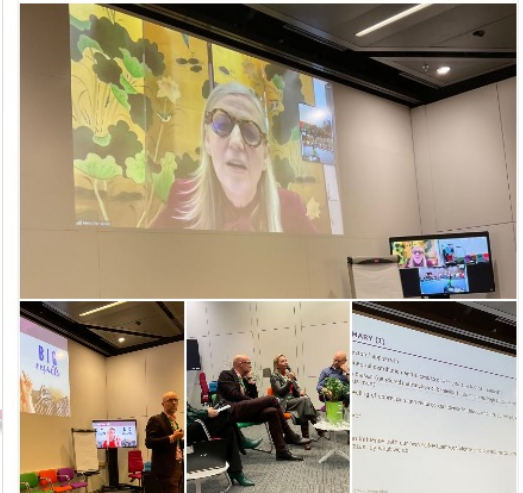
Inspirational event by **Vlerick Alumni Women in Leadership Club**! 📺 #diversity #inclusion

Vertaling weergeven

Marion Debruyne (she/her) • 2e
Dean of Vlerick Business School, Professor in Marketing Strategy & Innovat...
4 mnd • 6

Great keynotes. An amazing workshop. An authentic panel discussion. That was the first event of the **Vlerick Alumni Women in Leadership Club** with the poignant title: Fix the system, not the (wo)men! ...meer weergeven

Vertaling weergeven



U 11

Carte blanche
Gaëlle Helmoortel
Présidente de Women On Board

Les sociétés non cotées devraient aussi avoir 40% d'administratrices

Alors que les sociétés belges cotées comptent déjà 39% d'administratrices, il faut viser à présent 4 administratrices sur 10 dans les conseils des entreprises non cotées.

En Belgique, la loi sur les quotas a presque 13 ans. Elle dispose que les conseils d'administration des sociétés belges cotées en bourse, de la Loterie publique économique et de la Loterie nationale ne peuvent compter plus de deux tiers d'administrateurs du même sexe. Concrètement, cela signifie généralement qu'au moins un tiers des membres de ces conseils doivent être des femmes.

Cette exigence a porté ses fruits. Le récent rapport de l'Institut européen pour l'égalité entre les hommes et les femmes (IEGE) montre que les pays européens qui défendent activement la diversité des genres atteignent également le seuil de 1 sur 3. Il est important de noter que cela s'applique aussi aux pays qui ont des mesures non contraignantes. Notre

pays, par exemple, grâce en partie à sa loi sur les quotas, atteint le cap des 30% d'administratrices, mais il est suivi de près par le Danemark, avec 37%. Ce pays n'a pourtant pris que des mesures «douces» d'incitation.

Au-delà des quotas, la persuasion

Notre organisation Women on Board se retrouve parfaitement dans cette approche danoise, stimulante. En effet, elle prône des passerelles entre le monde des entreprises, d'une part, et les administrations publiques, d'autre part. Notre organisation sensibilise les entreprises aux nombreux avantages et leur trouve le profil adéquat au sein de son réseau de plus de 350 administratrices expérimentées.

Il est toutefois indispensable d'être intrinsèquement convaincu(e) de la valeur ajoutée de la diversité de genre au conseil d'administration. S'il est vrai que nous reconnaissons les progrès accomplis grâce à la loi sur les quotas, nous pensons qu'il est inutile d'imposer des obligations supplémentaires aux entreprises. En revanche, il est utile de les convaincre du contenu, de les encourager et de les motiver. La mission sociale devrait être élargie en ce sens: il convient d'encourager non seulement les

Ce recentrage vers les entreprises non cotées est une tâche beaucoup plus difficile

Tribune
L'Echo
8 mars 2024

How to communicate as a board member in times of crisis



VIDEO NIEUWS

**Marie-Elisabeth Bellefroid volgt
Trees Paelinck op als CEO**

Follow us

Linkedin Women on Board Belgium

- **5664** followers
- **+ 1217** followers in 1 Y

Thanks for making our account visible!

Mention your membership of Women on Board!



Events with Corporate Partners

WOMEN ON BOARD EVENT

17 OCTOBER 2023

BNP PARIBAS – AUDITORIUM DE MONTAGNE
DU PARC, VIA BARON HORTA 4 – BRUXELLES



Women
on board

The Conductor
Marin Alsop

WOMEN ON BOARD EVENT 2024



4 JUNE 2024



BOZAR, BELGIUM

Women
on board

Histoire de ne pas rire
Surrealisme in België





Are you on board with Cloud Transformation?



Connection Walks with Peers





A look inside RTBF and Casa Kafka Pictures



With Russell
Reynolds Associates
and ING

How to maximize
your chances
to get a board
mandate



Roundtables with Chairwomen of a Board





Women on Track

LEADERSHIP TRANSITION: FROM MANAGER TO LEADER

We are a community of **'Women on Track'**: supportive members of Women on Board, and senior managers at Corporate Partners.

Together we discussed the transition from Manager to Leader, and the importance of our personal value proposition, personal branding and networking, with two inspirational speakers: Martine Van den Poel, Executive Leadership Coach, and Dirk Oosterlinck, Partner at Minds & More, Entrepreneurial leader and experienced consultant.

Based on our insights and discussions, we want to share some advice with other female colleagues in the middle of their career.

1 **Redefine your job & Delegate**

- Be (come) more strategic vs staying operational
- Delegating is key to free up time = resource
- Reallocate your time: how will you allocate differently your 100% week?

2 **Personal branding**

- Be more playful with yourself
 - Mixing your styles and start talking about it
 - Experimenting with your leadership skills
 - Adapting your influencing skills
- Speak up, say what you want, sharing your view
- Be clear of your own narrative: LinkedIn profile, elevator pitch, focus on your passions

3 **Networking across and outside**

- Building your network: broadening new and letting go of old
- Connect to and learn from bigger range of stakeholders
- Reach out to people and dare to ask for advice
- Becoming a Board member: is the sum of different things:
 - Reach out to executive search firms
 - Let people you've worked with in the past know your aspirations
 - Guberna: institute for training board members = Belgium scope
 - INSEAD: Inspiring Board Member program = International scope
 - Every executive program is an accelerator of your career + confidence boost
 - Trust! Build the trust step by step, experimentation, start small



Friends and partners



Embassy Italy

Ambasciatore
d'Italia Federica Favi





Ambassador of the Federal Republic Germany
Martin Kotthaus



Vlaamse Hockey Liga

Meer vrouwen aan het stuur in de sport





Vlerick Alumni Women in Leadership Club

Dirk Oosterlinck



WoB.ua

WOMEN ON BOARDS UKRAINE

Women
on board

Women
on board

Strategic Partners

- Guberna, The Shift, VBO-FEB, BoardCompanions, InclusivePanels, Euronext, VKW Limburg
- Chapter Zero Brussels
- European Women on Board
 - WoB co-founder
 - Collaboration
 - Make each other stronger



board**companions**.org





Annual accounts 2022 Budget 2023

Results end of 2023

2023			
Expenses	Actuals EOY 2023	Budget 2023	Comments
Coordinator & admin fees	-€ 96.712,91	-€ 95.000,00	
Accounting	-€ 6.337,28	-€ 9.000,00	
Internet design & hosting	-€ 9.244,15	-€ 9.000,00	
General expenses	-€ 2.001,12	-€ 11.000,00	
Marketing & Communication	-€ 9.398,27	-€ 25.000,00	
Location	-€ 631,08	-€ 1.400,00	Mediafin The Nine, Servcorp,
Services & other goods	-€ 124.324,81	-€ 150.400,00	
Gross operating Margin	€ 27.508,82	€ 8.600,00	
Depreciation	-€ 206,85	-€ 935,00	
Amount written down on trade debtors	-€ 28.016,21	-€ 4.235,00	
Provisions for other liabilities and charges	€ 10.243,14	-€ 3.224,08	
Various fees	-€ 3.635,90		
Various fees-VAT ratio correction	-€ 5.657,30		
Financial charges	-€ 235,70	-€ 250,00	
Total profit/loss	€ 0,00	-€ 44,08	

Revenues	Actuals EOY 2023	Budget 2023
Membership fees	€ 65.800,00	€ 63.000,00
Trainings		
Sponsorship	€ 85.750,00	€ 95.000,00
other operating income	€ 283,63	€ 1.000,00
Total Turnover	€ 151.833,63	€ 159.000,00

Comments:

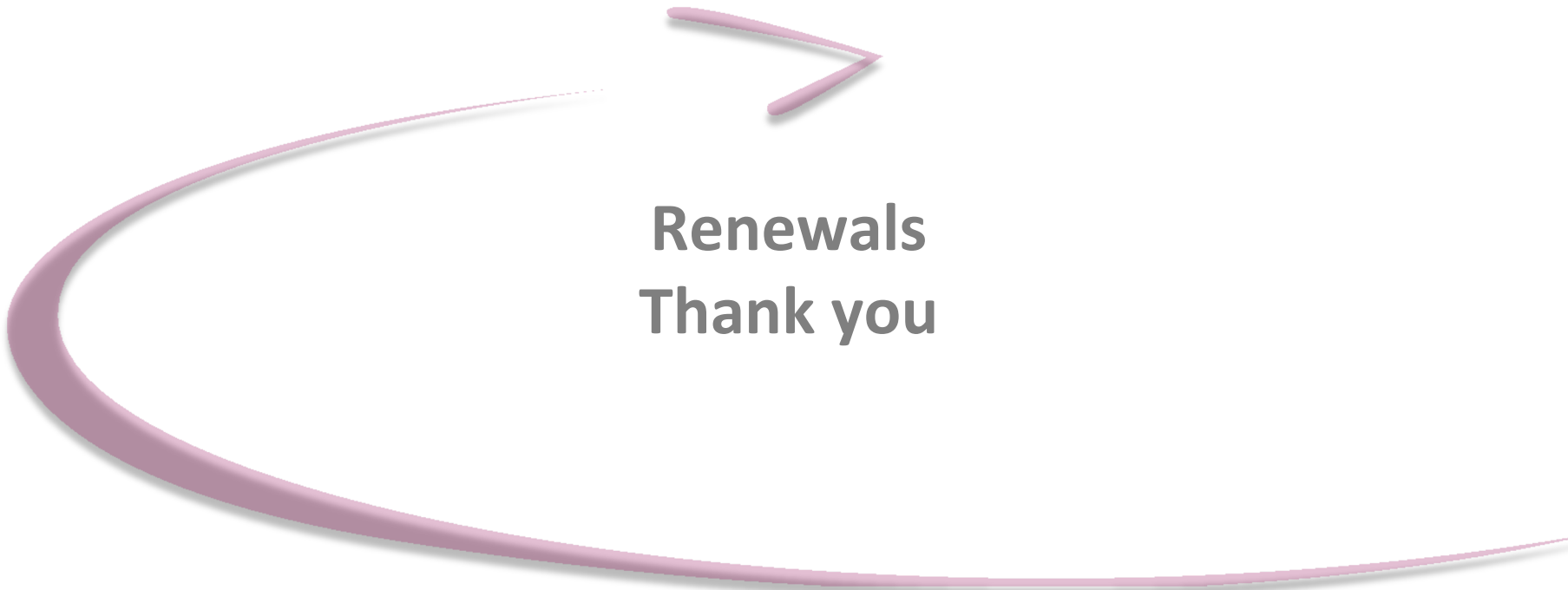
- Reminders regarding unpaid memberships and sponsorships ongoing.
- ⇒ Members and sponsors not paid in consecutive years have been credited for an amount of 28.016, 21 euro.
- New partners: LinkLaters and Baloise
- Transition of bookkeeping from Delca to De Kleine Lantaarn finalized mid July
- VAT ratio: decrease from 84% to 57% which led to an extra TVA reduction of 27%. This was corrected with an impact on the costs of 5.657,30 euro.
- Provisions used for 10.000 euro

Budget and actuals Ytd 2024

2024						
Expenses	Actuals June 2024	Budget 2024	Comments	Revenues	Actuals June 2024	Budget 2024
Coordinator & admin fees	-€ 32.014,59	-€ 100.000,00		Membership fees	€ 3.500,00	€ 65.000,00
Accounting	-€ 2.044,31	-€ 9.000,00		Sponsorship	€ 7.000,00	€ 90.000,00
Internet design & hosting	-€ 8.969,60	-€ 15.000,00		other operating income	€ -	€ 1.000,00
General expenses (small software, resto, other contributions)	-€ 1.028,46	-€ 5.000,00				
Advertisements	-€ 12.679,18	-€ 25.000,00	Mediafin	Total Turnover	€ 10.500,00	€ 156.000,00
Building	-€ 300,92	-€ 1.400,00	The Nine, Servcorp,			
Services & other goods	-€ 57.037,06	-€ 155.400,00				
Gross operating Margin	-€ 46.537,06	€ 600,00				
Depreciation	€ -	-€ 935,00				
Doubtful receivables	€ -	-€ 20.000,00	taking into account credited partners			
Not deductible VAT	€ -	-€ 3.224,08				
Financial charges	-€ 135,10	-€ 250,00				
Total profit/loss	-€ 46.672,16	-€ 23.809,08				

Comments:

- New invoices for payment membership 2024 and sponsorship will mainly be sent as of May 2024 (automatic send after 1 year).
- Focus on increasing sponsorships in order to pay for increased budget and actuals for advertisements (e.g. WOB anniversary)
- Costs of internet design & hosting to be reassessed
- Coordinator fees: 2 months CEO in common
- In doubtful receivables: to consider non paid sponsorships of 2023 to be credited.



**Renewals
Thank you**

Board member renewels for your approval



Gaëlle Helsmoortel



Catherine Rutten

Thank you



Grégoire Dallemagne



Sylvie Van den Eynde

Our Board



Anette Bohm



Bruno Chevolet



Monica De Jonghe



France Delobbe



Thibaut Georin



Ingrid Gonnissen



Gaelle
Helsmoortel



Dirk Oosterlinck



Catherine Rutten



Claire
Vanbergen



Discharge to the directors



Power for publication



Q & A



ILJA BAKKER

- events with corporate partners
- website
- LinkedIn presence
- communication



CHANTAL CABUY

- interviews candidates
- Admission Committee

Welcome Marie-Elisabeth Bellefroid



Architecte-experte de La Royale Belge

