



YOUR CANDIDACY

PREPARE YOUR TEAM

CFC BEST FINANCE TEAM

PRICELESS IDEAS, VALUABLE RETURN

Why Best Finance Team of the Year?

inancial management comprises a vast multitude of components. The environment within which you have to implement your policy is becoming increasingly complex. Too often, the association with technical aspects is insufficiently appreciated, as is the one with bookkeeping, money and figures, the IT basis, the processes, and the rules of the game. They ensure that an organisation uses its means in such a way that it can realise its objectives effectively and efficiently.

Those activitities, processes and rules are man-made, in the first place. **It is the employees** – not the figures – **that enable the continuing professionalisation of financial management**. Financial management is the result of the optimal efforts of a team working like a well-oiled machine.

We highlight this fact with the election of the Best Finance Team of the Year.

The various awards are the crowning achievement of the efforts of the CFO and his colleagues. It is not the individual who takes the spotlight, it is **the entire team**. Idolisation of individual people is not part of it.

Unfortunately, we must deter CFOs and finance employees who are looking for personal acclaim and prestige. For CFOs who are able to appreciate the dedication of their staff, there is no better way to do this than through participation in this candidacy.

Mature and professional financial management is crucial for a company's growth and prosperity. Our different awards pay a great deal of attention to the eventual accomplishments of the finance department: Which business insights and creative solutions does it offer? How robust is the foundation of the efficiency and innovation within the department? These are determining factors for a company that loves to set course for a healthy future.

Sometimes, achievements are due to one or only a handful of employees. That is perfectly fine if it concerns – for example – a highly specialised project. The Best Finance Team of the Year awards also call attention to less visible contributions toward a project's success.

The specific content of the project can be broad or diverse, and can be distributed across several years or even describe the evolution and various developments in finance over a longer period. **The main criterion is** – and we will keep repeating this – **that the finance department is the initiator and/or driving force behind the story.**

We guarantee that competing for the Best Finance Team of the Year award is the best possible team-building activity and will definitely motivate your employees to endeavour more!









- a good team. Fortunately! And you also say that often, right? Great! But your employees deserve some extra recognition occasionally. Rapidly evolving (digital) challenges often cause annoying worries for your finance department. A nomination for the award of Best Finance Team of the Year can make up for a lot.
- 2. You consult with your team. You inform your people about your plans and that will evoke strong responses.

 No wonder. This is quite a compliment you are lavishing on them. The atmosphere in the group is bound to skyrocket. And that will boost productivity.
- after all, nothing ever brings you to a stop and submit your candicacy for the Best Finance

 Team of the Year award in writing (by e-mail, of course!). Any questions left that you would rather ask in person than in an e-mail? Call Maïté Holvoet at 0495 17 24 25, and he will bring you the clarity you need.

Take a look at your calendar.

Three dates are important:

MARCH 22TH 2024

Deadline for providing us with all the info (see hereafter).

APRIL 18TH 2024

Meet the jury. This will take about half an hour. **MAY 16TH 2024**

Award ceremony with evening programme.

- 5. Brainstorming within your entire team. Schedule some time to figure out with your team which elements you certainly want to feature in the candidacy.
- 6. Contact our editorial team. We will pick a date on which we will meet with you and/or your team for an informative and interactive conversation. Don't hesitate to raise as many issues as you want.
- 7. You will receive your portfolio soon after the interview. It presents and supports your candidacy. Read it at your leisure, correct it or supplement it. Feel free to add extra documents. Together, we will make sure that we will have all the materials by March 22th 2024.
- 8. Meet the jury. The members of the jury will expect you and/or (delegates from) your team in Brussels for an informative meeting. You will have no more than 7 slides. You will have half an hour to emphasise certain aspects of your case and to address questions from the jury.
- 9. Fingers crossed from now On. Possibly, a photographer and/or video team will stop by at your office. The tension is building.
- 10. May 16th, le moment suprême. A true joy for finance professionals, an audience of 1,000, good food, a unique guest speaker. An evening to remember. There is a genuine chance that you and your team will take one of the awards home with you!







Which awards are given?

The jury will use objectively measurable criteria to separate the candidates into two categories at the start. A Best Finance Team award will be handed out in each of the following categories:

BEST FINANCE TEAM OF THE YEAR

LARGE ORGANISATIONS

BEST FINANCE TEAM OF THE YEAR

SMALL AND MEDIUM ORGANISATIONS

BELFIUS ESG AMBITION AWARD

FINANCE AND SUSTAINABILITY









Best Finance Team of the Year award

In the intricate web of modern businesses, the Finance Department stands as a pillar of stability and a guardian of financial health. It plays a pivotal role in ensuring the long-term success and sustainability of a company. While often hidden in the background, this department is the unsung hero that enables a company to navigate the complex financial landscape and make informed decisions.

While often hidden in the background, the realisations of the finance team, are very worthwhile to loop back on. The initiatives that finance takes to support the business, to promote efficiency, to navigate in a rapidly changing environment, to implement new technologies and to tackle new challenges, deserve to be mentioned. And the teams who realise those initiatives, are quite deserving of a place in the spotlights.

To compete for the Best Finance Team of the Year awards, is to recognize the efforts made by the finance team and to give them credit for their realisations.

All finance teams can compete for the award: from the smallest to the largest. Based on the submissions, we make a differentiation into two categories and thus hand over two awards. These are the Best Finance Team of the Year – SME Award, and the Best Finance Team of the Year – Large organisations Award.

Our jury will screen the portfolio's of all participating teams and will evaluate them on a number of criteria, such as the impact on the business, the team effort, the innovative character (in the context of the company), ...









ASSESSMENT CRITERIA FOR THE BEST FINANCE TEAM OF THE YEAR AWARD

- Evaluation of the created solution in its entirety and/or the outlined development and professionalisation of finance
- Was it a team effort or rather an individual consultancy-driven initiative?
- If it concerns a multidisciplinary project: Was the finance team initiator and leader?
- What is the result of the project in terms of best or advanced practices?
- Did the project result in efficiency improvements to the operation of the finance department and/or the entire company?
- What is the added value of the project for the entire organisation?
- What is the project's impact on the company's management?
- To what extent did the project take the stakeholders into account (human and market)?
- How innovative is the project overall, and also particularly in the context of the company (background, complexity, culture, and so on) in which it was achieved?
- How are the project's know-how and knowledge preserved among the team members?
- What does the project's follow-up look like?



The Belfius ESG Ambition Award

When a company wants to properly answer its sustainability challenges and integrate sustainability into its strategy, the finance team has to meet its role at the table. Not only to ensure compliance with ESG-reporting, but also to translate the decisions into KPI's, accelerate innovations, assess investement decisions or to think about new concepts for measuring, reporting and creating awareness.

Whoever is driving a company's sustainable transition, finance teams are always part of this journey. That is precisely why we want to highlight their explicit role with the Belfius ESG Ambition Award. This to recognize and acknowledge their added value, and to inspire other companies to take a step towards a sustainable future.

To compete for the Belfius ESG Ambition Award, the finance department must play a clear role in the organisation's sustainability initiatives. The specific content of a project can be very broad. All SDGs can serve as a basis for participating.

The professional judges of panel will look for the added value of the finance function in the sustainability initiatives and see what impact it has on the company's policy. How did the finance function manage to translate all this into KPIs and reporting? To what extent is the finance team an example and source of inspiration for other companies in the sustainability strategy of its company?

How to participate?

As a participant in Best Finance Team of the Year, you can also compete for this Belfius ESG Ambition Award. When developing your case, we will devote a separate chapter to the role of the finance function in your company's sustainability initiatives. During the jurymeeting, you will have the opportunity to meet the panel members for the Belfius ESG Ambition Award and pitch your case.

Belfius' love for sustainable entrepreneurs is strong. Sustainable change is necessary for companies and for current and future generations. Efforts for a sustainable world really make the difference. And deserve to be featured! Hence this new award. As the main sponsor of Best Finance Team of the Year, Belfius calls on finance teams to submit projects with a sustainable character. The panel members will decide which project will receive the second Belfius ESG Ambition Award at the closing event!







Your participation portfolio

Our editorial team will take care of compiling your portfolio.

Your efforts will be kept to a minimum and the same holds for the amount of time we will ask you to spend. However, **your input will be crucial.**

The editor will structure his or her interview on the basis of the following approach:

- To which domains of finance does your project(s) or development(s) pertain?
- Describe the objective you had in mind at the start of the project or completed development.
- · What made the realisation of the objective special or particularly complex?
- How did you and your team accomplish the project or development? What were its main milestones?
- What were the main obstacles and difficulties?
 How did finance influence the company as a whole through this project or development?
- What have been the chief results so far?
- Do you already have any follow-up steps on the radar?
- What makes your candidacy special? Why should the Best Finance Team of the Year award end up in your display cabinet?
- Do you have any other relevant and fascinating news that can boost your candidacy? Don't hold back!

What the jury wants is a good view of the environment in which your company operates and of what your finance department looks like. Prepare a script containing some financial core data, a list of the company's activities, an organogram and specifically for the finance role, a detailed who-is-who and who-does-what.

Our editor will put all this information together in a portfolio that you will then read, check, complete and adapt as you see fit. Do not forget:

The deadline by which you must have sent it all back to us is March 22th 2024.



TIP:

Let us know your enthusiastic Yes, I do! as soon as possible. The sooner we can plan the interview, the more time you will have to read and complete it at your leisure. We owe it to the high quality of your preparation (why not make a list all the main points right now) when we create a gem of a portfolio for you.





Our commitment to you, your commitment to us

- You will free up some time to help our editors compile your portfolio. In practice, that translates into 1.5 to 2 hours for an interview
- You will read the portfolio, correct it, adapt it. The deadline for returning it is: March 22th.
- You and your people are prepared to happily say cheese when our photographer asks you to. We will make a short film or animation about your company and your team. You are delighted to cooperate in this effort.
- Your portfolio will not be published, but a one-page summary will be. You will read it and check it before we publish.
- You will step up for a lively conversation with our jury on April 18th.
- On May 16th, we will announce the winners during the festive award ceremony (see hereafter), but we hope your full team will be present.
- Your team was honoured with an award? Fantastic! Our editors will have exclusivity, as specialised publication medium, for an in-depth interview with you.
- A true winner will happily cooperate to announce his win to other media, to the extent this is appropriate (newspapers, radio, TV, etc.).

Presence at the award ceremony

The event around the award ceremony is by far the most important finance community event of the year and is therefore well attended. Of course your team and candidacy are central to the organization and so we hope that you and the whole team will be present at the event.

We want to arrange this as follows:

We ask for a contribution to the costs 2500 euro / table of 10 people. Of course we also support the "team aspect" at the event and all team members can take a seat at the same table.

TIP:

Striving to become the Best Finance Team of the Year is – by far – the greatest team building effort conceivable. Engage all your employees for the "moment suprême". Make sure that you and your entire team are present at the award ceremony. Ending up among the winners is a major boost for the entire team!







Jury composition

The jury's composition is broad and balanced so that all possible considerations and viewpoints will be part of the evaluation of all cases. The broad support for a decision guarantees that the right selection is made and this adds considerable value to the award. The diversity of the jury safeguards the independence and objectivity of the decision.

MEMBERS OF THE JURY BFT



Tom Bamelis, Ackermans & Van Haaren



Hugues Pirotte, professor ULB



Sandra De Kerckhove. CFO Iris Group



Ann Desender, CFO Barco



Herman Van Steenstraeten, CFO Vandemoortele



Karen Van Griensven, **CFO** Melexis



Sophie De Maesschalk, CFO Effect Photonics



Erik Peeters, CFO VPK



Els Neirynck, CFO The Fertility Partnership



Jean-Philippe Michaux, **CFO Puratos**



Sam Strijckmans, CEO Nitto



Nicolas De Clerq, CFO MiDiagnostics



Stefan Verstraete, CFO TomTom



Kathleen Vandeweyer, Independent board member at Ageas, Renewi, Vantiva, fedrus, ...



Edith Azoury, CFO Grand Hopital de Charleroi



Filip Merckx, CFO Imec



Carl Peeters, CFO Ahlers



Nico Verhulst, CFO Van Mossel



Olivier Guinée. CFO DSV



Yvan Absil, CFO Noshaq



MEMBERS OF THE JURY FOR THE BELFIUS ESG AMBITION AWARD

Bart Dierynck, TIAS



Jean-Marie Vanderstichele, Upgrade Estaten

Lies Bouten, IESEG



Michèle Adams, Energyvision

Pierre Stevens, Milcobel





Valérie Limpens, Head of Sustainability bij Belfius

If one of these jury members has a formal link with your company (director's mandate, adviser etc.), it should not stop you from taking part. The jury member concerned will be excluded from the final deliberations in the award category you and your team are nominated for.







The jury has the noble task of screening all participating cases and to evaluate them based on a number of criteria. The jury will read a written report on the case in advance (see hereafter). However, the participating teams will also present their case to the jury in person, with ample opportunity to provide additional information. The meeting will take place on Thursday April 18th 2024 in Brussels. The deliberations of the jury are secret and the winners will only be announced at the award ceremony on Thursday May 16th 2024.

Meet the jury

We invite all teams to illustrate their candidacy to the full jury on Thursday April 18th 2024. This meeting will take place in Brussels. Taking everyone's busy calendars into account, we will schedule time slots of exactly 30 minutes:

- No more than 10 minutes ex cathedra explanation (using up to 7 slides).
- No more than 20 minutes for questions and answers.







These teams preceded you

11.11.11 - A SCHULMAN - AB INBEV - ABLYNX - ACATRIS - ACCENT - ACCOR HOTELS -ACTIEF INTERIM - ADHESIA - AGFA EUROPE - AGFA- GEVAERT - AGORIA - AHLERS - ALCA-DIS - ALCATEL LUCENT - ALCOPA - ALD AUTOMOTIVE - ALIANCE - ALKEN-MAES - ALLIANZ BELGIUM - ALPRO - APOTHEEK DE LINDEBOOM - ARCALIUS GROEP ARGENTA ARMONEA -ARVESTA - ATHLON - CAR LEASE AVIAPARTNER - AZELIS GROUP - AZ SINT-MAARTEN - BALTA BANKSYS - BARCO - BEFIMMO - BEKAERT - BELGACOM - BELGIAN INTERNATIONAL CARPETS BIAC - BNP PARIBAS FINANCE - BNP PARIBAS FORTIS - BOREALIS - BORZEE - BPOST - BREPOLS BRUSSEL AIRPORT - BRUSSELS AIRLINES - BRUSSELS PHILHARMONIC - BT BENELUX - BUSI-NESS & DECISION - BW ASSE - CARTAMUNDI GROUP - CEGEKA - CELYAD - CERTIS - CHIREC CLEAR2PAY - COCA COLA - COLRUYT - COMBELL - CONNECT GROUP - CORIALIS - DE JAEGER/ BRONTECH - DE LIIN - DE POST - DECEUNINCK - DECKERS DRUK DEKRA - DELHAIZE - DEVAN CHEMICALS - DIES DISTRIBUTION SPRL - DOCCLE - DOMO - DP WORLD - DUVEL MOORTGAT EASI ECHO NV - ECS2XL - EDF LUMINUS - EFICO - ELIA - ENECO - ENI - ESSENTIEL - ESSERS EUROCLEAR - FAMILIEHULP - FEDEX - FOD MOBILITEIT EN VERVOER - FRANKI FOUNDATI-ONS - FRIESLAND FOODS PROFESSIONAL - GALLOO HOLDING - GARANTIEFONDS REIZEN GEMEENTE MOL - GEMEENTE OVERPELT - GEMEENTE SINT-KATELIJNE WAVER - GEMEENTE ZWALM - GENK (STAD EN OCMW) - GEVERS GIMV - GLACIO/IJSBOERKE - GRAND HOPITAL DE CHARLEROI - GREENYARD - GROEP GENK - GROUP GALLOO - GROUP VAN MOER LOGISTICS HAYS - HONEYWELL - IGEPA - IKANO - IKO EUROPE - IMERYS - INCOFIN - INCUBAID - INDA-VER - INFRABEL INNOVEX - INTRUM JUSTITIA - ISS - ITALO SUISSE - JBC - JETAIR JOHNSON CONTROLS - KINEPOLIS - KMDA - LAGARDÈRE TRAVEL RETAIL BELGIUM - LAMPIRIS - LEASE-PLAN-LIDL - LIPPENS PAINTS - MELEXIS - MENSURA/ADHESIA - MERCATOR PRESS - METALLO CHIMIQUE - METRIS - MLOZ MOBISTAR - MONTEA - MOORTGAT - MSF BELGIUM - NAPOLEON GAMES - NIKO - NU SKIN - OCMW ANTWERPEN - OCMW HASSELT - OLV ZIEKENHUIS AALST OMEGA PHARMA - ONTEX - ORES - P2P HUB RANDSTAD PROFESSIONALS - PARKWINDS -PEPSICO - PETERCAM - PHILIPS BELGIË PINGUIN LUTOSA - PIONEER - PITTSBURGH CORNING EUROPE NV - PROTIME - PROXIMUS - QRF - RANDSTAD - REAL SOFTWARE - RECTICEL - RE-NOTEC - RETAIL ESTATES - RODE KRUIS VLAANDEREN - ROULARTA MEDIA GROUP RTBF - RTL SARA LEE COFFEE & TEA BELGIUM - SARENS - SCA PACKAGING - SCANSOURCE NV - SD WORX SECURITAS - SENIOR LIVING GROUPSEPIA NV - SHOWPAD - SIEMENS ENTERPRISE COMMUNI-CATIONS NV - SIMIM - SITA SITA REMEDIATION - SODEXO - SOLVAY - SPAAS KAARSEN - SPA-DEL - SPICERS SPIE - STAD BRUGGE - STAD GEEL - STAD GENT - STAD ZOTTEGEM - STEELFORCE STUART ENERGY - STUDIO 100 - TAMINCO - TBP ELECTRONICS BELGIUM - TEAMLEADER TELENET - TESSENDERLO GROUP - THALYS - THOMAS COOK BELGIUM - TNT - TOM&CO -TRANSMARE - TRUVO - UCB - UMICORE - UNIVEG - UPGRADE ESTATE - USG PEOPLE BELGIUM UZ GENT UZA - VAN DE VELDE NV - VAN GANSEWINKEL - VAN HOOREBEKE - TIMBER NV VAN HOUT - VANBREDA INTERNATIONAL - VANDEMOORTELE - VANDEVELDE - VAN MARC-KE - VDAB - VERMANT - VIB - VICTAULIC - VILLE DE CHARLEROI - VITAZ - VK GROEP - VMW VOLKSWAGEN BANK - VOLVO CONSTRUCTION EQUIPMENT - VPK PACKAGING - VRIJE UNIVERSITEIT BRUSSEL - WATER-LINK - WHAT'S COOKING - WOONHAVEN ANTWERPEN -WORLDLINE - WURTH - WYMAR INTERNATIONAL - XIOR ZENITEL - ZNA

Frequently asked questions and bold answers...

Why is a portfolio required?

Awards for which you are nominated out of the blue or merely on the basis of publicly available information? We don't like those.

The accomplishments of a finance department are not always visible to the world at large. The jury will need detailed information to be able to assess properly what your team stands for. A solid portfolio is indispensible.

Won't submitting a portfolio require a lot of my time, human resources and teeth grinding?

Those – understandably – are the most common questions. But if we had no satisfying comeback to that, we would already have run out of candidates. To be clear: our editorial team will compile the portfolio. We won't need you to spend days, although you and/or a few of your team members will have to tell us your story, of course. We will turn that into a portfolio that you can correct or to which you can add if you feel it is necessary. In detail? To get your full candicacy past the jury, we count on up to 5 hours of your cooperation: 2 hours of interview, 2 hours of reading and checking, 0.5 hours to meet the jury, 0.5 hours for photo and video.

What if your project is not finished yet?

Well. That's an argument to which we have little to say in return. Keep in mind that projects of a financial department are never finished. That applies to the winners of previous years too. There are always new challenges, and improvements to follow.

You have to have the courage to look back and be proud of what you have already realised. Morevover, participating is a highly original way to thank your staff for their efforts and engagement.

Imagine: Your team is the best but there was no real project in the past year?

That is not a problem. To the contrary. We like the candidacy of finance departments that use their development and approach of the past few years as input for the case. It is perfectly possible to highlight a few elements from within that longer period. Unless you and your employees have been sitting back without doing anything in recent years, every team has always sufficient starting points to support its candidacy.

Someone has just left your team. Bad timing, isn't it?

It is a team award. It does not depend on one person. And to keep your team motivated, looking back on its accomplishments – and expressing appreciations for them – will help a great deal.

You just took on a new one, who still has to find his or her way.

So what? Your colleague will know right away that the threshold is high and that he/she has landed in a potential Best Finance Team. The work involved in the candidacy is for our editorial team, anyway. One more team member, or one less, it doesn't matter.

Things have been tough in your sector in recent years.

Whether your company is going through a rough patch or displaying double-digit growth, we will only look at the performance and accomplishments of the finance department. In other words, it is not a company's boundless growth that makes its finance people present a better case, and it's not the opposite either.





There are other, larger companies that are doing really well. You consider your own accomplishments ordinary...

It is a typical characteristic of finance profiles to remain modest and downplay their contributions. "It is all pretty normal, the stuff that we do.' Stop right there. Nothing could be further from the truth. Pride is not out of place, certainly not with regard to your own company. Because that is what it is about. The assessment of the project will take place from within the specific company context.

Anyway, we created different award categories to be able to compare as many cases of a similar maturity and companies of similar sizes.

You would like to remain discrete.

And we will respect that. We will only make those details public that you agree with. In advance, we will make a film or animation about your candidacy. You can rest easy. You won't have to jump onto the stage during the award ceremony to address those one thousand other people in the room. You can stay nicely within your comfort zone during the entire course of events.

You've participated before.

So? Time has not stood still. Matters evolve and new initiatives constantly have to be noticed and evaluated. We have plenty of examples of teams who went to battle twice, or even three times.

THE DEADLINES

YESSSSS

We want to participate!

AS SOON AS POSSIBLE

Submission of completed portfolio

MARCH 22TH 2024

Submission of presentation (slides)

APRIL 18TH 2024

Jury meeting

APRIL 18TH 2024

