

ANNUAL
REPORT
2024

2024,
Reconnecting,
Realigning,
Reinforcing



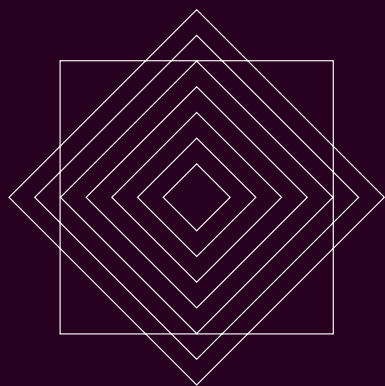


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Foreword

INNOVATING AGAINST THE TIDE?

2024 was a year of surprising progress: in technology, in collaboration, in vision. Many were bracing themselves for a slowdown in the pace of innovation due to economic uncertainties and geopolitical pressures, but in fact we saw the opposite happening. Organisations throughout Belgium – often new players and clients – invested heavily in new technologies and processes. At Sirris, we were ready. As an innovation partner that **listens, connects and supports progress**, we grew along with these organisations with new initiatives, stronger networks and a real impact on the ground.

LISTENING TO INDUSTRY

Our role as a collective innovation centre was stronger than ever. We **breathed new life into our Strategic Committee** in order to take a deep dive into the key technological challenges of today and tomorrow together with industry representatives, focusing on urgent themes such as generative AI and the energy transition. Each session brought industrial experts, technology partners and strategic thinkers together round the table. This approach – with broad consultation, in-depth dialogue and direct input from on the ground

... in order to take a deep dive into the key technological challenges of today and tomorrow together with industry representatives ...

– makes a difference. The outcome was not a non-binding reflection, but the **practical incorporation of findings into our Sirris portfolio** and our action plan, laying the foundations for the future.

BRINGING INNOVATION CLOSER TO HOME

We also had an impact **locally**. In 2024, we opened new hubs in Genk, Kortrijk and Charleroi. Each of these is embedded in local ecosystems and has a clear mission: to make innovation tangible. With our 4.0 demonstrators, we give businesses a concrete and accessible insight into what technological transformation looks like in practice. And it works: businesses see not just what is possible, but how it works in their actual situation. This rooted approach **reduces the impediments to change, accelerates decisions and makes Sirris even more pivotal to industrial innovation**.

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FOREWORD

COMBINING KNOWLEDGE IN ORDER TO INCREASE THE PACE

We **continued to grow internally as a team** by recruiting new experts. But our unique approach is more important than our headcount: we bring together specialists in their field and technology experts to form effective duos who develop innovative solutions together. Sometimes this is done internally, and sometimes in collaboration with external knowledge partners and universities.

This **flexible, multidisciplinary effectiveness** means we can tackle challenges that don't have a ready-made answer, but require a collective solution.

AND NOW? FORWARD.

In 2025, we will pursue this path further, with **more talent, extra infrastructure and even more partnerships**. At the same time, we will continue to build on an ambitious master plan that focuses on the future of both **products** and **production environments** – from smart products to smart factories. We are turning insights from industry into hands-on actions with a horizon of 2050. By doing so, Sirris remains the binding force behind industrial innovation.

... our unique approach is more important than our headcount: we bring together specialists in their field and technology experts to form effective duos ...

INTERESTED IN HOW THIS ACTUALLY TOOK SHAPE IN 2024? YOU WILL SOON FIND OUT IN THE FIRST ISSUE OF SIRRIS INNOVATION FORWARD MAGAZINE: PACKED WITH INSPIRATION, REAL BUSINESS STORIES AND A LOOK AHEAD TO THE FUTURE.



Herman
Derache

Managing
Director



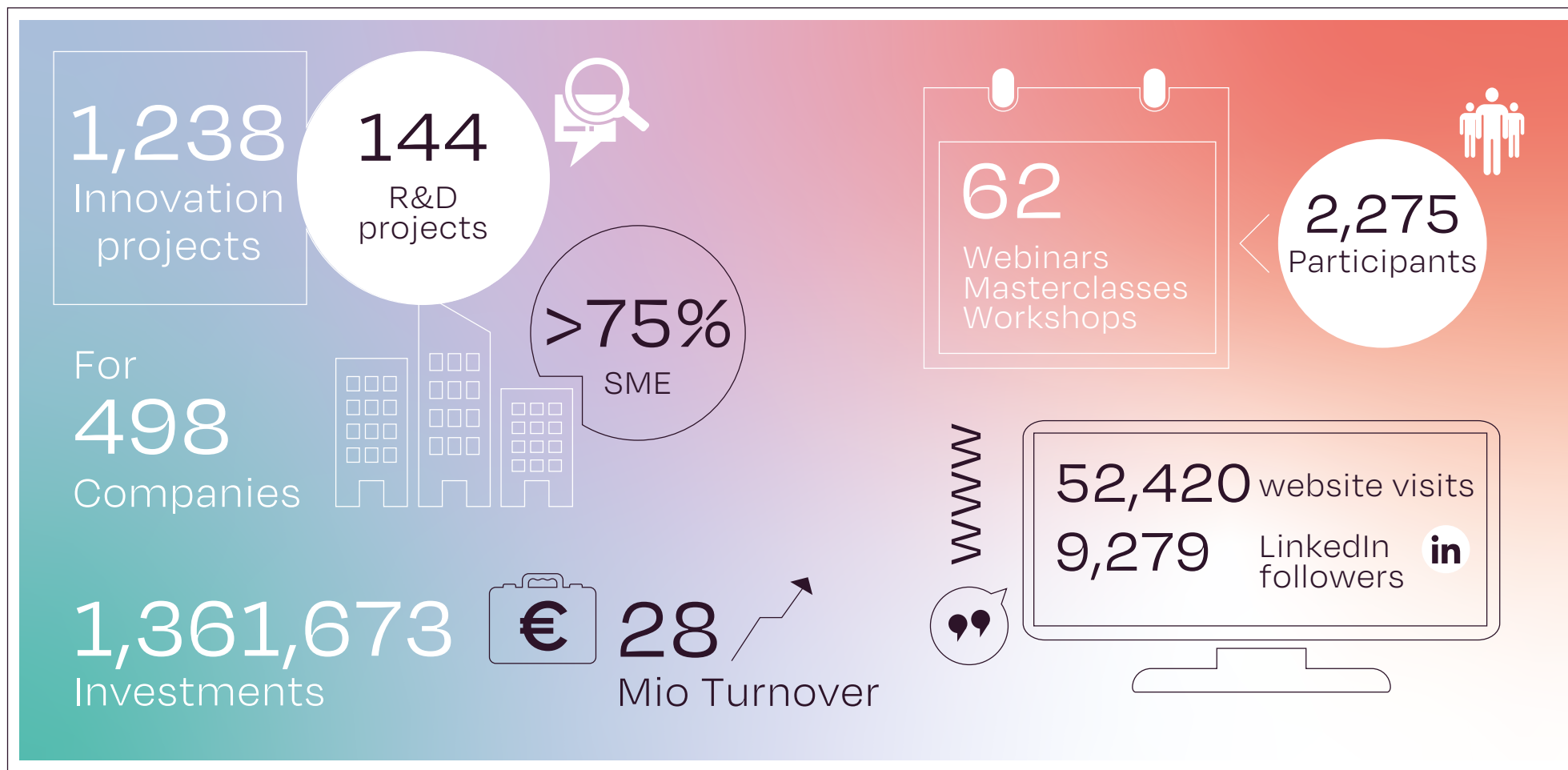
Jeroen
Deleu

Director Strategy
& Corporate
Development



Facts & Figures 2024

FACTS & FIGURES 2024





Innovation
forward



Innovation forward

As the innovation centre for and by the technological industry, Sirris is the reference for technology adoption and innovation. For all companies who are looking for practical and pragmatic support, to shape their business – now and in the near future.

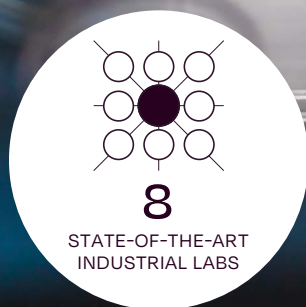
To turn technological innovation projects into a success stories, companies need to master a growing number of disciplines. A daunting challenge for many companies, which is why Sirris is here to help. Together we reduce the risk and successfully enable innovation challenges.

FOR AND BY THE TECHNOLOGICAL INDUSTRY

This approach results in more than **1,200** innovation projects a year, working for and with **1,500** companies – the majority SMEs. From technological advice to custom innovation projects, from a wide range of publications, training courses and masterclasses to tailored innovation management.

150 experts, industrial labs
with high-tech infrastructure
and an extensive network

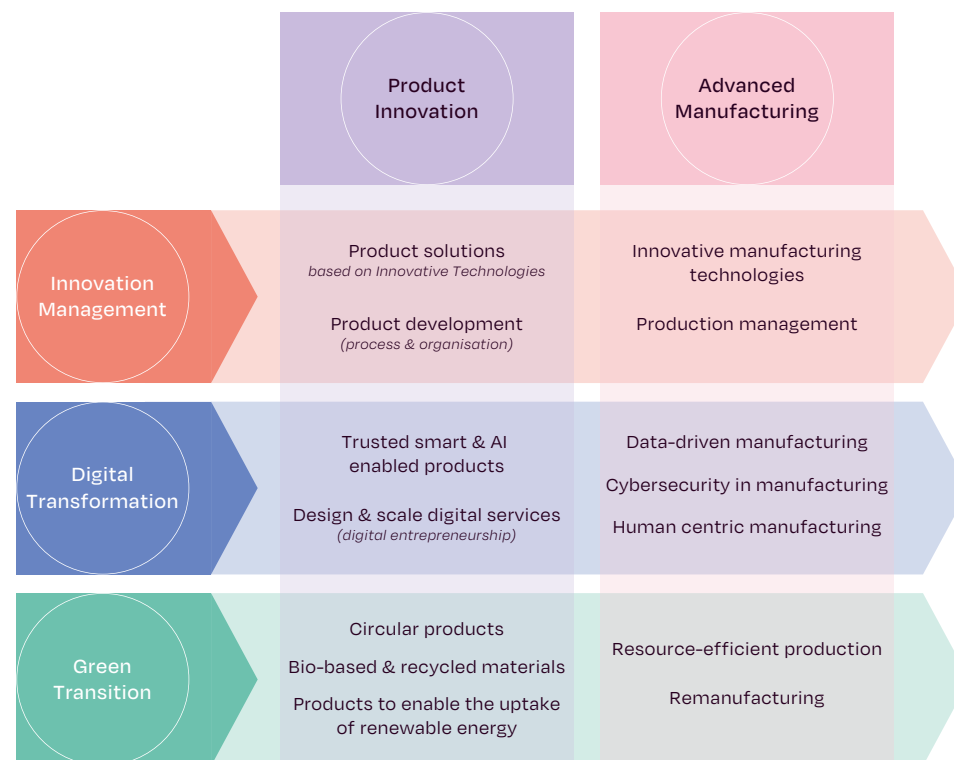
Sirris has **150 experts** working in multidisciplinary teams, on a wide range of innovation projects for companies, large and small alike. We help companies introduce and adopt technological innovations – in a concrete and practical way.





Our expertise

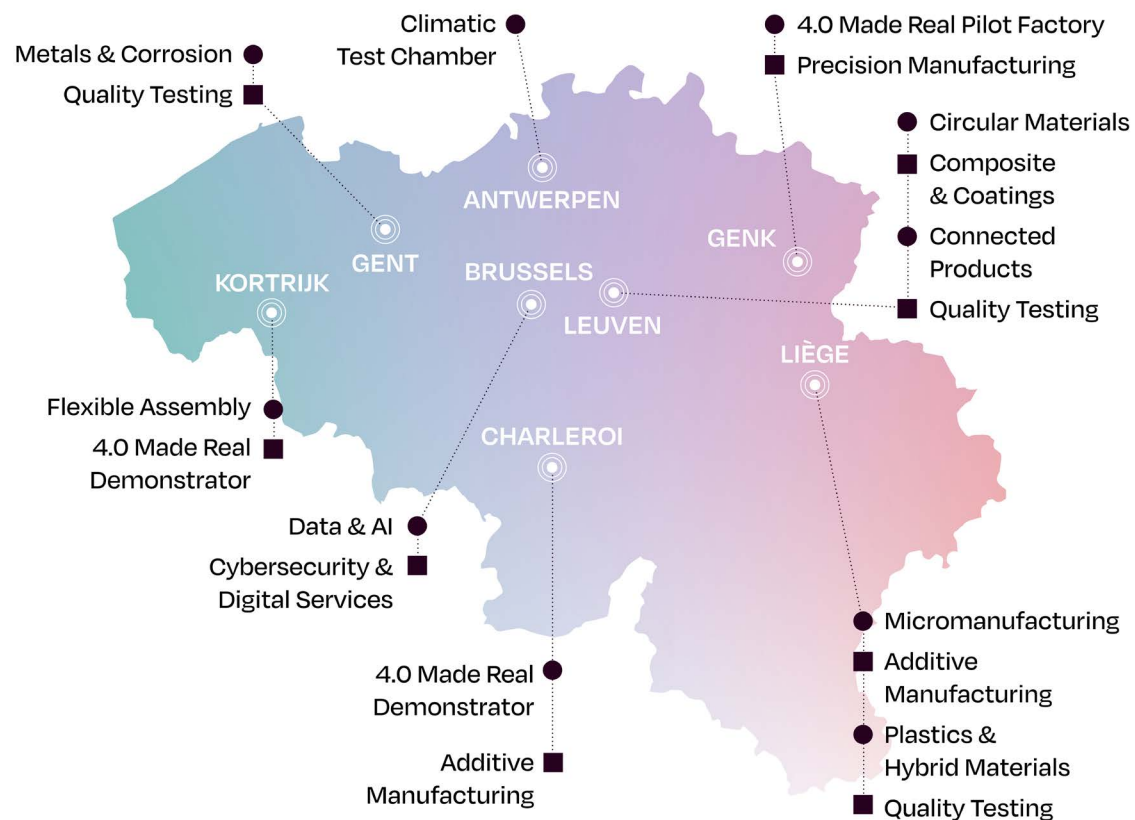
Our expertise spans both product innovation and advanced manufacturing. We approach the challenges twofold: from the point of view of innovation management and from the point of view of the dominant transformations of the moment, the digital and green transitions. This results in state-of-the-art capabilities in in about twenty domains, addressing the collective challenges of the companies in the sector.



Our infrastructure

Our industrial labs with high-tech infrastructure, located all over Belgium, offer the option of carrying out proofs of concept, feasibility studies, experiments with prototypes and pilot lines and running comprehensive sets of technical tests. This “test before invest” approach significantly increases the chances of successfully implementating new technologies.

Innovation is co-creative. Sirris collaborates with an extensive network of university labs, research centres, government agencies, clusters and other partners. These collaborations yearly result in 130 national and international joint R&D projects, across the various fields of expertise – allowing us to accelerate building knowledge across the themes that are relevant to industry in our sector.



Trusted & neutral companion

As the collective centre of the Belgian technological industry, founded by Agoria in 1949, we operate as a non-profit organisation. Our objective is to support achieving sustainable economic growth in Belgium, by helping companies to reap the benefits of technological innovation.

The intellectual property of the innovative application or solutions we work on always stays within the companies we work with and for.

Sirris currently counts 2,500 member companies with 95% satisfied customers each year. The drive towards the continuous improvement of our operations is emphasised by our ISO 9001-2015 quality management certification.



NON-PROFIT
ORGANISATION



ISO CERTIFIED



IP STAYS
IN COMPANY

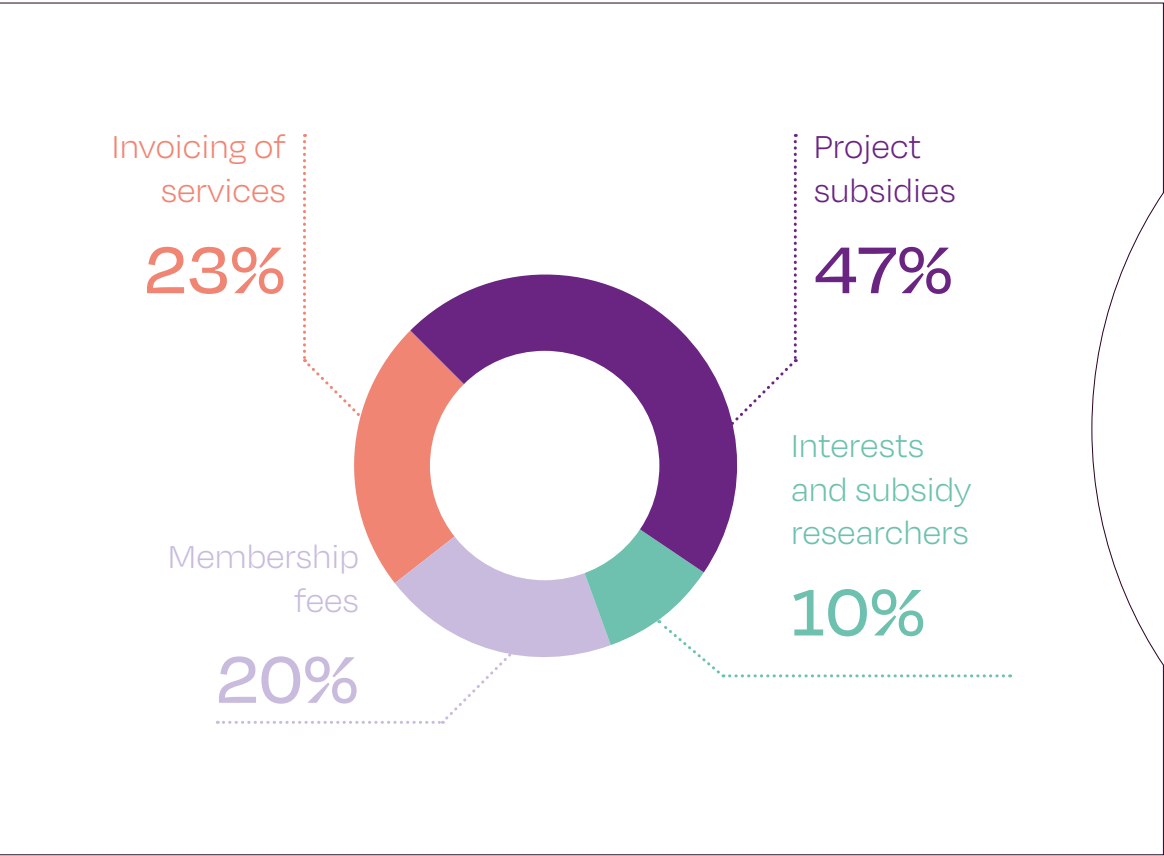


70 YEARS
OF HANDS-ON
EXPERIENCE



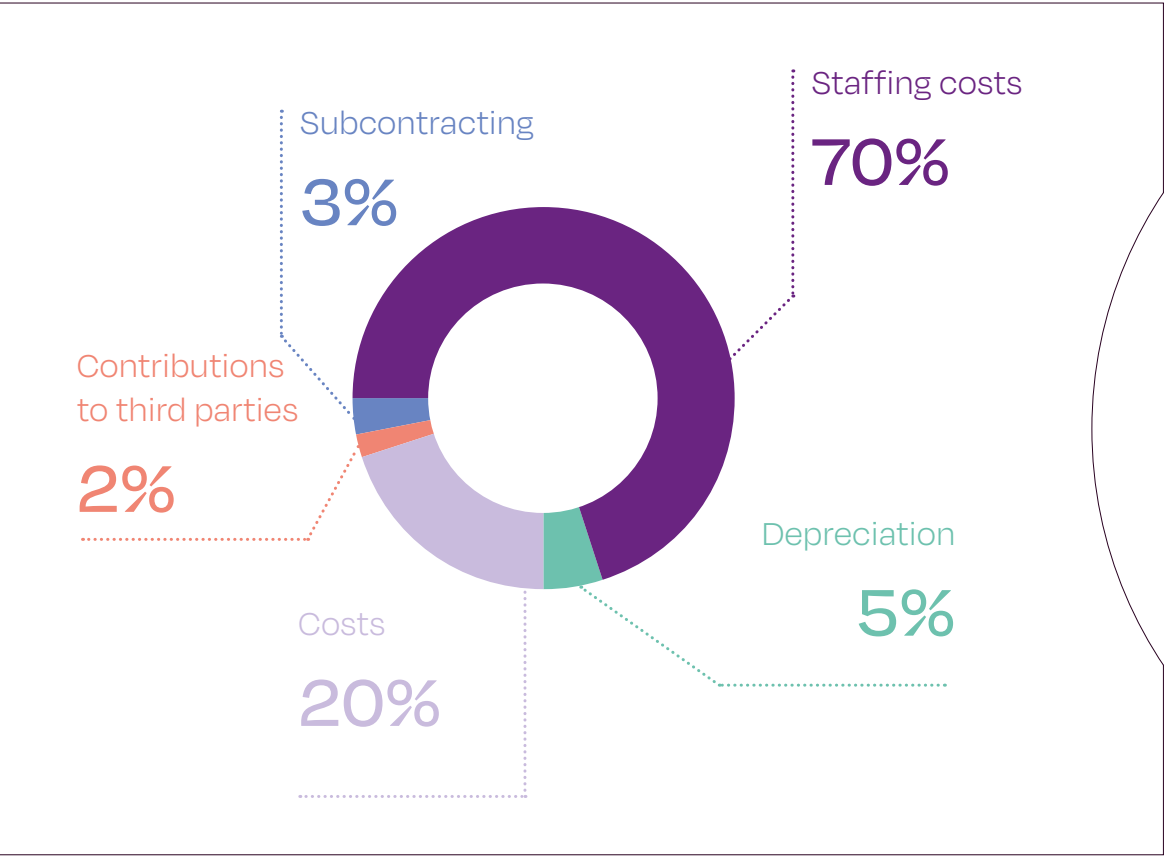
Finances 2024

#Breakdown of income



	% 2024	euro 2024
Membership fees	20%	€ 5 672 049,16
Invoicing of services	23%	€ 6 514 060,23
Project subsidies	47%	€ 12 954 246,74
Interests and subsidy researchers	10%	€ 2 630 046,90
Total INCOME	100%	€ 27 770 403,02

#Cost breakdown



	% 2024	euro 2024
Staffing costs	70%	€ 19 157 247,31
Costs	20%	€ 5 573 584 85
Subcontracting	3%	€ 710 898,89
Contributions to third parties	2%	€ 638 634,38
Depreciation	5%	€ 1 173 318,81
Total COST	100%	€ 27 253 684,24



Representatives

#MEMBERS OF THE GENERAL COUNCIL

MEMBERS APPOINTED BY AGORIA

CHAIRMAN

René Branders
CEO, FIB Belgium SA, Tubize

MEMBERS

Marnix Botte (until 30/09/2024)
Senior Director Transformation Programs,
Nokia, Antwerp

Arnout Vetsuydens
Manager Innovation Programs
Barco SA, Kortrijk

Fabrice Brion
CEO, I-Care

Marc De Baere
General Manager, JSR Micro SA, Leuven

Tim Berckmoes
CEO, ABC, NV (Anglo Belgian Corporation),
Gent

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General Director,
Agoria Vlaanderen, Brussels

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Managing Director, Pedeo SA, Oudenaarde

Grégory Reichling
CEO, Cilyx, Seraing

Peter Bos
Chief Technology Officer
Schröder, Liège

Brieuc Janssens de Varebeke
Manager, Agoria Brussels, Brussels

Vincent Lekeux
Managing Director, Metakor SA, Heule, Kortrijk

François Macq
Managing Director, Macq SA, Brussels

Dominique Maes
Manager Technology, Vandewiele SA, Marke,
Kortrijk

Laurent Forget
Chief Industrial & Technology Officer,
FN Herstal, Herstal

Werner Coppys
Director Innovation Manager, 3E

Nicolas Poulet
Deputy Managing Director, JTEKT Torsen
Europe SA, Strep-Bracquegnies

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Director, Agoria Wallonia, Brussels

Kristof Roelstraete
R&D Manager, Picanol SA, Ypres

Wim Serruys
Director Engineering,
LVD Company SA, Gullegem, Wevelgem

Trudo Motmans
Chairman, Asco Industries, Zaventem

Dirk De Weer
Senior Manager Market Intelligence,
Siemens Business Software SA,
Heverlee, Leuven

Stijn Vanneste
COO, Stow International,
Spiere-Helkijn

MEMBER APPOINTED BY THE FEDERATION OF ENTERPRISES IN BELGIUM (FEB)

Bart Steukers
CEO, Agoria, Brussels

MEMBERS APPOINTED BY WORKERS' ORGANISATIONS

POUR L'UNION GÉNÉRALE BELGE - FGTB

Marc Lenders
Political Secretary, FBTB-Métal, Brussels

Hillal Sor
Secretary General, FGFB, Beez, Namur

POUR LE SYNDICAT CHRÉTIEN GÉNÉRAL - CSC

Dries Van den broeck
Staff member study and education service
ACV-CSC METEA, Brussels

Lahoucine Ourhribel
Secretary General, ACV-CSC Metea, Brussels

MEMBERS CO-OPTED BY THE INDUSTRY

Daniele Carati
Professor ULB/VUB, Brussels

Patrick De Baets
Professor UGent, Gent

Laurent Francis
Professor UCL, Louvain-la-Neuve

Pierre Duysinx
Vice-Rector for Mobility and International
Affairs ULG, Liège

Bert Lauwers
Professor KU Louvain, Heverlee, Leuven

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Bart Candaele
Department head, VLAIO, Brussels

Emmanuel Delhaye
Directeur, Service Public de Wallonie, Namur

Stefaan Sonck Thiebaut
General Director, Innoviris, Brussels

Leo Van de Look
Transition manager, Industrie 4.0, VLAIO,
Brussels

Diederik Van Vaerenbergh
General Advisor, FPS Economy, SMEs,
Selfemployed and Energy, Brussels

#MEMBERS OF THE BOARD OF DIRECTORS

CHAIRMAN AND VICE-CHAIRMAN

René Branders

CEO, FIB Belgium SA, Tubize

Bart Steukers

CEO, Agoria, Brussels

MEMBERS

Marnix Botte (until 30/09/2024)

Senior Director Transformation Programs, Nokia, Antwerp

Arnout Vetsuypens

Manager Innovation Programs Barco SA, Kortrijk

Fabrice Brion

CEO, I-Care

Lahoucine Ourhribel

Secretary General,, ACV-CSC Metea, Brussels

Diederik Van Vaerenbergh

General Advisor, FPS Economy, SMEs, Selfemployed and Energy, Brussels

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Werner Coppys

Director innovation management, 3E

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Andy De Mets

Coordinator external R&D and Innovation Programs, BARCO

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Managing director, Innoviris

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CEO, JTEKT Torsen Europe

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Senior Manager, Business Analytics and Market Intelligence, Siemens

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Directeur, Service Public de Wallonie, Namur

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COO, Stow International

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Manager Technology, Vandewiele nv

Leo Van de Loock

Projectmanager missies en transitie, Vlaio

Lahoucine Ourhribel

Secrétaire général, ACV-CSC METEA

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CEO, Agoria

Arnout Vetsuypens

Manager Technology, Barco

Diederik Van Vaerenbergh

Adviser-generaal, FOD Economie

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CEO, i-care

Marnix Botte

Senior Director, Transformation Programs, Nokia

René Branders

CEO, FIB

#MEMBERS OF GENERAL MANAGEMENT

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Director Strategy & Corporate Development

Herman Derache

Managing Director

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Advanced Manufacturing

Wim Codenier (until 30/04/2024)

Johan De Geyter (from 1/5/2024)
Digitalisation

Jacques Halleux

Product Solutions

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Wallonia

Benjamin Vandeputte

Flanders

Herman Derache

Brussels

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Sophie Frateur

Human Resources

Marina Avau

Organisational change & development HR

Raf Snoekx

Finance

Marie-France Rousseau (until 30/06/2024)

Ann Debaere (from 01/07/2024)
Communication & Marketing

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Head of Business
Development & Innovation

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forward