



Institute of
Internal Auditors
Belgium



The Institute of Internal
Auditors of Belgium
Annual Report
2024

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Message to our members

Sofie Pollet & Cedric Hamaekers

2024 was a remarkable year. After years of significant changes and major projects like the ECIIA Conference, the appointment of a new CEO, the move to our new offices in Diegem & the launch of our new website, 2024 was the start for many new initiatives.

“ In May, we had the pleasure of welcoming a newly appointed Board of Directors. ”

In May, we had the pleasure of welcoming a newly appointed Board of Directors. The call for candidates exceeded all expectations: no fewer than 15 talented and committed professionals came forward for just nine open positions. This record number of candidates reflects the vibrant community we have built together and the growing trust in the direction IIA Belgium is taking.

The appointment of the new board members was not an endpoint, but the beginning of a broader collaboration. We are especially pleased to share that many of the non-elected candidates have remained closely involved with IIA Belgium. Their continued engagement, whether in communities or events, reflects the inclusive spirit we champion and the shared belief in our mission.

In September, the newly composed board came together for a strategic two-day off-site session. More than just a planning exercise, it served as a moment of reflection and renewed ambition. Out of this retreat, a comprehensive strategic plan emerged—one that sets a clear and purposeful direction for the years ahead.

At the heart of this plan lies a renewed focus on our members. We launched a broad membership survey to understand the evolving needs of both members and non-members. This input will be critical in ensuring our future actions remain relevant, valuable, and responsive to the expectations of our community.

“ A major focus of our strategy is to establish and support a vibrant IIA Belgium Ambassadors Community. ”

A major focus of our strategy is to establish and support a vibrant IIA Belgium Ambassadors Community. Our ambassadors will act as connectors—serving as the eyes and ears of the organization in the field, sharing key messages, and inspiring engagement. To equip them for this role, we are defining their responsibilities, providing them with tailored messaging, and offering training and support to help them succeed.



We are also intensifying our efforts to connect with external stakeholders. A mapping of key organizations—including Guberna, ISACA, IBR, NBB, FSMA, Febelfin, and others—has been initiated, along with outreach efforts to align our interests and objectives. These initiatives are coordinated closely with ECIIA and IIA Global, ensuring a consistent and strategic voice for internal audit on both national and international levels.

“We are currently developing a digital platform that will allow members to connect informally, exchange ideas, and support one another professionally.”

Strengthening our sense of community remains a priority. We are currently developing a digital platform that will allow members to connect informally, exchange ideas, and support one another professionally. This complements our efforts to foster networking opportunities through events that blend professional insights with informal exchanges—helping members get to know one another and feel part of something bigger, starting with our communities: Young Professionals, Small & Large Audit Shops and the CAE Club.

Our engagement with the academic world is also expanding. We are investing in university and college outreach, including guest lectures, the development of training materials, and the promotion of internship opportunities. Alongside this, we are preparing to launch a mentorship program that will support the next generation of internal auditors and create rewarding opportunities for experienced professionals to give back.

“We are investing in university and college outreach, including guest lectures, the development of training materials, and the promotion of internship opportunities.”

Finally, we believe deeply in the power of co-creation. That’s why we are inviting members to help shape our content agenda, define relevant themes, and work together on projects that strengthen community bonds. Whether through knowledge-sharing platforms, testimonials, or podcasts, we want to ensure our members’ voices are heard and amplified.

These strategic efforts are interconnected and mutually reinforcing. Together, they form a coherent roadmap that brings our mission to life: to serve and support internal auditors in Belgium with relevance, excellence, and impact.

“We are inviting members to help shape our content agenda, define relevant themes, and work together on projects that strengthen community bonds.”

As we reflect on 2024, we do so with gratitude. To our members, thank you for your trust, your dedication, and your belief in the power of internal audit. To our partners, thank you for your continuous support. To our ambassadors, thank you for representing IIA Belgium with energy, creativity, and commitment. You are the backbone of our community.

We are excited to move forward—together.

Sincerely,

Sofie Pollet & Cédric Hamaekers

President and CEO, The Institute of Internal Auditors Belgium



Message to our members

From IIA Global

As we reflect on the milestones of the past year, we are proud to share a renewed sense of global alignment, progress, and purpose for the internal audit profession. At the heart of this evolution is the release of the new Global Internal Audit Standards, effective since January 2024. These standards represent the culmination of more than three years of research and global consultation with stakeholders across 155 countries. Designed to meet the complex demands of a fast-changing world, they provide a flexible, principle-based framework that elevates both consistency and adaptability in practice. The Standards have already been downloaded over 600,000 times and are now available in 24 languages—including French and Dutch—making them immediately accessible to our members in Belgium.

“At the heart of this evolution is the release of the new Global Internal Audit Standards, effective since January 2024.”

One of the central pillars of our future vision is *Internal Audit: Vision 2035 – Creating Our Future Together*. This strategic initiative emphasizes the increasingly critical role of internal auditors as trusted advisors within their organizations, encouraging practitioners to move beyond assurance to contribute more directly to strategy, governance, and transformation. Developed with input from more than 7,000 stakeholders worldwide, Vision 2035 offers a forward-looking blueprint that aligns strongly with the ambitions and practices of European auditors, and we encourage all members of IIA Belgium to engage with it actively.

“One of the central pillars of our future vision is *Internal Audit: Vision 2035 – Creating Our Future Together*.”

In the realm of advocacy, our global team continues to support national institutes by developing frameworks that strengthen the positioning of internal audit across public and private sectors. A key achievement was the publication of the Global Public Policy Position Paper and the draft Internal Audit Model Act, which aim to provide consistent guidance for policymakers while enhancing the profession's recognition and influence worldwide. These tools are intended to support the kind of strategic outreach and institutional partnerships that IIA Belgium is actively pursuing in its own environment.

“A key achievement was the publication of the *Global Public Policy Position Paper* and the *draft Internal Audit Model Act*.”



On the talent front, we celebrated the awarding of over 200,000 CIA® certifications globally, underscoring the continued relevance of the designation in setting the gold standard for internal audit excellence. The updated CIA syllabus is now fully aligned with the new Standards and better reflects the global practice of internal auditing today. IIA Global is also expanding its Internal Audit Education Programs to more than 150 institutions worldwide, creating new opportunities for students across Europe to join and shape our profession.

“ On the talent front, we celebrated the awarding of over 200,000 CIA® certifications globally. ”

Finally, our work to support the profession's readiness for the future has included initiatives on AI adoption, the publication of a new Quality Assessment Manual, and global coordination on strategic planning and pricing—all aimed at helping national institutes like IIA Belgium serve their members more effectively and consistently.

Together, we are part of a truly global movement — one that is elevating the value of internal audit across all sectors and regions. We thank the members of IIA Belgium for their contributions to this shared mission and encourage you to remain engaged, informed, and inspired as we shape the future of the profession together.

Sincerely,

Katleen Seeuws

VP Standards and Guidance -The Institute of Internal Auditors Inc.

Isabel Derison

Director of the Global Board of the Institute of Internal Auditors





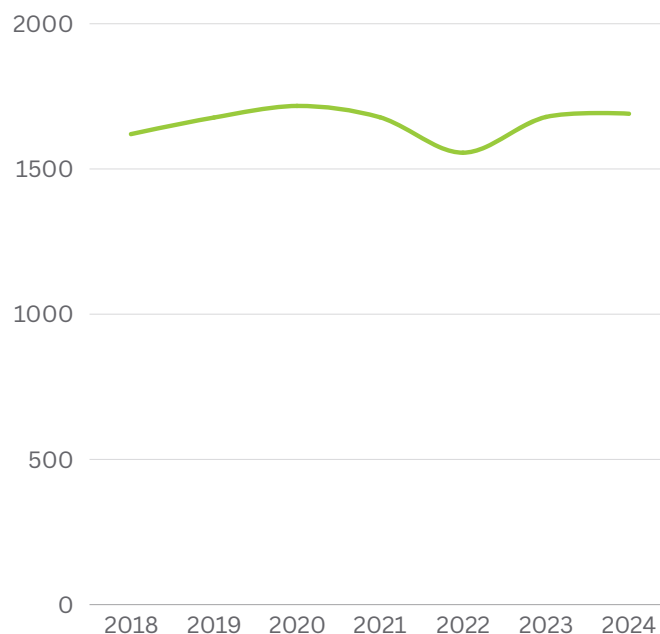
IIA Belgium at glance

	2019	2020	2021	2022	2023	2024
Membership						
Total members	1677	1717	1678	1556	1679	1690
Growth rate	3.4%	2.3%	-2.3%	-7.8%	7.3%	0.7%
Total groups	150	152	160	165	150	141
Total companies/ organizations	343	347	323	358	320	330
Certifications						
New CIAs	22	23	24	36	29	27
New CRMAs	5	3	4	1	2	1
New IAPs			-	1	3	2
Events						
Training days	73.5	90.5	148	86	89	76
Training sessions	32	45	52	46	45	46
Training participants	420	395	434	251	319	313
Participants per training	13.1	8.7	8.4	5.4	7	6.8
Conferences	1	0	0	1	1	1
Round table, meetings and workshops	22	25	18	25	19	19
European pooling trainings 2024						
Training days	-	-	-	-	-	61.5
Training sessions	-	-	-	-	-	30
Training participants	-	-	-	-	-	74
Participants per training	-	-	-	-	-	2.4
Employees						
Full time	1	2	3	4	3	3
Part time	2	1	1	0	1	1
Students	0	1	0	0	0	0
Freelance		-	-	1	1	0

Membership

Rank	Organization/Company	Members
1	European Commission + related entities	419
2	BNP Paribas Fortis	83
3	Service Public de Wallonie	51
4	Euroclear	46
5	Audit Vlaanderen	44
6	Belfius Bank	35
7	ING	34
8	OCM-CDZ	32
9	FIA	31
10	NBB	31

Table 1: Top 10 group memberships for 2024



Graph 1: Membership progress 2018-2024

Jubilees & Honorees

Jubilees		
Years	Members	
25	Françoise	Delruelle
	Erik	Anne
	Diana	Damien
	Fanny	De Lannoy
	Valérie	Van Royen
Years	Members	
20	Paulo Jose	Loureiro
	Bruno	Jeandrain
	Gunter	Schryvers
	Tom	Verdurme
	Stefan	Vranken
	Alain	Vanmeerhaeghe
	Filip	Talpe
	Chantal	Gournon
	Vladislav	Lourtchenko

Table 2: Members celebrating their 20th and 25th jubilees.

Congratulations to our members for reaching their **20** and **25 year jubilees** as members of IIA Belgium. It's an incredible achievement to have dedicated such a substantial portion of your professional lives to the field of internal auditing.

Here's to their remarkable accomplishments and continued success in your careers!

Honoree Members	
Louis	Nys
Arthur	Konings
Frans	Wuytack
Chantal	Pierre
Jean-Pierre	Garitte
Harold	Van Koeckhoven
Georges	Dupont

Table 3: Honoree Members

Thank you to our founding members!

With heartfelt gratitude, we honor our founding members whose vision and dedication laid the foundation of IIA Belgium. Your contributions continue to inspire and shape our community.

🙏 We also extend our deepest condolences to the family of Georges Dupont, one of our founding members who recently passed away. His legacy remains an integral part of our story, and he will be fondly remembered.



Balance Sheet

Combined figures

	2023	2024
Assets		
Fixed Assets	119,423	100,982
Inventories	20,238	4,097
Accounts Receivables	157,066	124,171
Bank Account	438,484	654,652
Accruals	17,552	38,671
Total Assets	752,763	922,573
Liabilities		
Reserves and retained earnings	571,207	512,628
Results of the year	-70,979	129,989
Reserve social liabilities	35,000	35,000
Equity	535,228	677,617
Provision social liabilities	0	0
Accounts Payable	197,551	172,490
Deferred Income	19,984	72,466
Other Payables	0	0
Total Liabilities	752,763	922,573

P&L

	Revenue 24	Cost 24	Result 24	Budget 24
Individual membership fees	46,806	0.00	46,806	46,000
Group Membership Fees	190,268	0.00	190,268	184,000
EC Membership Fees	43,195	0.00	43,195	41,754
CAE Club Membership	48,125	-9,610	38,514	47,126
Membership Fees Global & Other	0.00	-46,501	-46,501	-50,000
			272,283	268,880
Inhouse Trainings	24,418	-8,372	16,045	37,500
Master Class Internal Audit Essentials	78,600	-29,930	48,669	43,600
Public Trainings (incl IFACI)	358,835	-175,469	183,365	167,435
Annual Conference	52,875	-46,988	5,886	0.00
Free events	0	0		-25,000
Audit Software Watchday	25,000	-3,872	21,127	8,000
Exam Fees	47,556	-20,429	27,126	14,228
			302,220	245,763
EQA	35,400	-17,550.00	17,850	10,600
			17,850	10,600
	0	0		
Job offers	9,900	0.00	9,900	11,000
Book sales	51,833	-49,815	2,018	7,182
Sponsorship	41,000	0.00	41,000	50,000
Advocacy	0.00	-4,615.00	-4,615	-20,000
			48,303	48,182
Rental	176	-54,304	-54,127	-50,000
Utilities & Office Supplies	0.00	-29,648	-29,648	-35,000
Finance, Tax & Insurance	0.00	-7,745	-7,745	-6,000
Travel & Accomodation	0.00	-10,343	-10,343	-20,000
Accountant & Revisor	0.00	-18,372	-18,372	-20,000
Marketing	0.00	-16,921	-16,921	-15,000
Catering Expenses	0.00	-37,107	-37,107	-40,000
Staff	1,912	-340,091	-338,179	-340,024
Depreciation	0.00	-22,433	-22,433	-25,000
Payment Differences	6,057	-3,811	2,246	-1,000
Legal Fees	0.00	-8,349	-8,349	-10,000
Various	56,209	-25,893	30,315	-10,000
			-510,668	-572,024
	1,118,169	-988,180	129,989	1,402

Audit Opinion

STATUTORY AUDITOR'S REPORT TO THE GENERAL ASSEMBLY OF IIA BELGIUM VZW FOR THE YEAR ENDED DECEMBER 31 2024

In our opinion, the financial statements give a true and fair view of the Association's net equity and financial position as at 31 December 2024, as well as of its results for the year then ended, in accordance with the financial reporting framework applicable in Belgium.

Zandhoven, April 24, 2025
VCLJ Bedrijfsrevisoren BV
Commissaris
Vertegenwoordigd door
Lieve Mertens
Bedrijfsrevisor



Budget 2025

	Revenue	Cost	Result
Individuel membership fees	44,500	0	44,500
Group Membership Fees	199,835	0	199,835
EC Membership Fees	42,309	0	42,309
CAE Club Membership	41,815	0	41,815
Membership Fees Global & Other	0	-48,900	-48,900
			279,559
Inhouse Trainings	24,418	-7,450	16,968
Master Class Internal Audit Essentials	73,200	-27,500	45,700
Public Trainings (incl IFACI)	420,000	-205,000	215,000
Annual Conference	60,000	-60,000	0
Audit Software Watchday	0	0	0
Exam Fees	45,000	-29,250	15,750
			293,418
EQA	68,100	-31,500	36,600
			36,600
Job offers	10,000	0	10,000
Book sales	37,634	-24,352	13,283
Sponsorship	75,000	0	75,000
Advocacy	0	-50,000	-50,000
			48,283
Rental	0	-60,000	-60,000
Utilities & Office Supplies	0	-21,000	-21,000
Finance, Tax & Insurance	0	-9,000	-9,000
Travel & Accomodation	0	-25,000	-25,000
Accountant & Revisor	0	-19,559	-19,559
Marketing	0	-20,000	-20,000
Catering Expenses	0	-55,000	-55,000
Staff	0	-341,557	-341,557
Depreciation	0	-26,947	-26,947
Payment Differences	3,002	-4,207	-1,205
Legal Fees	0	0	0
Various	1,610	-25,853	-24,243
			-603,511
		Results:	54,349

Meet the team

Staff members



CEDRIC HAMAEKERS
CEO



THANASIS DINAS
MARKETING
OFFICER



EMINE ORHAN
MEMBERSHIP &
ACCOUNTING
OFFICER



JOHN WEEMAELS
OFFICE MANAGER

Board members



SOFIE POLLET
PRESIDENT



NICOLAS DENEWET
VICE-PRESIDENT



NICOLAS LECOMTE
TREASURER



AN VANDERHULST
SECRETARY



MARIE-HÉLÈNE
BILLWATSCH



EVELINE CARDON



GUDRUN GLORIEUX



VERA VANDERHEYDEN



SARAH
VANPEPERSTRAETE

Ambassadors



**ASTRID DE
KEYZER**



**FRANCINE
DUBLET**



NICOLE INAMA



ROBERT KAY



ELISE MATHY



MURIEL VAN LOO



**PIETER-JAN
VERSCHUEREN**

IIA Global Representatives



ISABEL DERISON
GLOBAL BOARD OF
DIRECTORS IIA



NICOLAS DENEWET
GLOBAL GUIDANCE
COUNSEL IIA



KATHLEEN MEGANCK
ECIIA BOARD
MEMBER



CEDRIC HAMAEKERS
INSTITUTE
RELATIONS
COMMITTEE

Testimonials

Katleen Seeuws

VP Standards & Guidance



"Being part of the IIA Global community provides you access to unlimited resources for example the Standards, additional guidance and many articles & publications. You also have access to the IIA Certification program, and I know that IIA Belgium offers trainings to support you with your CIA and CRMA exams. Each year we organize elections for our committees at the IIA Global, and we want to have representation from the different countries, so there you have a good opportunity to join us the headquarters and have more impact on the Internal Audit profession."

Mark Dekeyser

Senior Internal Auditor - IIA Bel Trainer



"I joined IIA Belgium, to spice up my life. Let's face it, connecting with auditors is way more thrilling than watching Netflix. IIA Belgium is a community where Internal Auditors share knowledge but also they share a good laugh - because who said Internal Auditors aren't funny? The IIA Belgium trainings are creating value in my professional life by providing insights and knowledge crucial to become a senior Internal Auditor."

Gauthier Brun

IT Internal Audit Lead



"Attending trainings at IIA Belgium helps you elevate your skills and remain up to date with the latest trends in Internal Audit. Plus, you get the opportunity for networking and meeting with other Internal Auditors to exchange insights and good practices. I also think it is really important to get certified to get the minimum knowledge in specific areas."

Helen Montero Valdiviezo

Internal Auditor



"I work as an internal auditor at the Ghent University Hospital. I find the Masterclass Internal Audit Essentials very useful. You learn the basic concepts and the entire audit process step by step. You get tips & tricks and best practices to become a good auditor from both the guest speakers and the fellow students. Every week you learn something new that you can apply in your daily work."

Sahana Ganesh

Internal Auditor



"I work at KPMG and I'm currently taking a masterclass on internal auditing in Belgium. The sessions are interactive, allowing us to engage in discussions and solve problems together, which makes learning effective and engaging. Coming from India, I'm also gaining a unique view on how auditing practices differ between India and Belgium. This exposure is broadening my professional perspective. Additionally, the masterclass is a great place for networking. I've had the chance to connect with peers and experts, building relationships that will be important for my career."

Social Media Performance

LinkedIn

(April 2024-April 2025)

1.443

Page visitors

755

Unique Visitors



1.918

Total followers

283

New Followers



84.640

Total impressions*



7.168

Clicks



2.002

Reactions

81

Comments

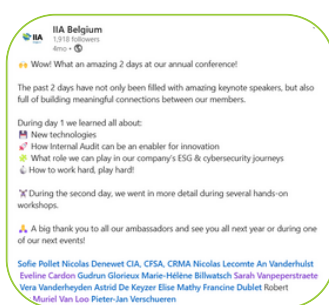
10,9%

Engagement rate

60

Reposts

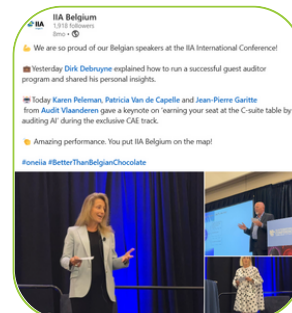
TOP 5 posts based on engagement rate**:



60%



43%



38%



37%



36%

*Shows the reach and visibility of our content.

**Percentage of people who interact with our content (likes, comments, shares, clicks). Above 7% is considered excellent.

Social Media Performance

Instagram

1.414

Viewers

226

Accounts reached



201

Total followers

18

New Followers



879

Impressions

2,98%

Engagement rate



21

Likes

23

Interactions

19

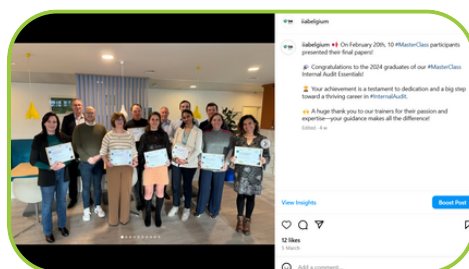
Accounts engaged

3

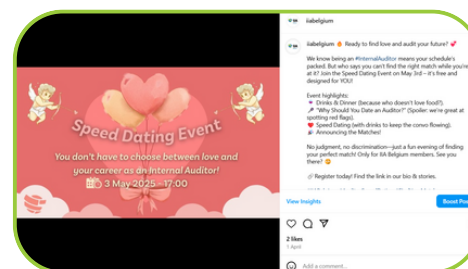
Clicks



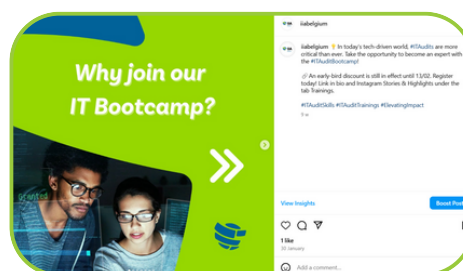
TOP 5 posts based on engagement rate:



15,19%



3,39%



2,17%