



Annual Report¹ – Financial Year 2025

¹ 20 NOVEMBER 2018. — Circular on the implementation of the new joint order of the Brussels-Capital Region and the Joint Community Commission of 14 December 2017
16 MAY 2019. — Joint Decree and Order of the Brussels-Capital Region, the Joint Community Commission and the French Community Commission concerning administrative advertising in Brussels institutions

asbl i-CITY vzw - BRUSSELS DIGITAL & CITIZEN FRIENDLY

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2. List of public contracts awarded in 2025 – Article 7(1) of the Joint Order of 14 December 2017

Ref	PROC	Lot-Cat	Sub-Spec	Name	Conclusion	Amount awarded excluding VAT	Contractor
25 0081	FM			Key points for understanding the legislation governing non-profit organisations	25 November 2003	€136.36	Union of Cities and Municipalities Wallonnes
25 0074	FM			Cookie management on websites	25 October	€29,000	Iubenda
25 0070	FM			Training in public procurement	25 September 2012	€2,130.03	ESIMAP
25 0067	FM	1		GEODP Maintenance	25 December 2002	€12,280.00	SOSELINK
25 0064	FM	1		Training - Digital Communication 2025	15-09-25	€295.00	Kortom vzw
25 0055	FM	1		Cable labels	25 July 2008	€90.91	Amazon EU SARL
25 0053	FM			RAD Studio 12.3 Athens Architect	25 June	€18,795.00	Barnsten B.V.
25 0049	FM			Printer maintenance	25 August	€8,160.00	Dimix
25 0048	FM			uDesk	01-01-25	€29,990.00	ConsultP
25 0047	FM			Mercatus subscription	25 June 2020	€8,264.50	Wolters Kluwer
25 0045	FM			PABX maintenance	16-06-25	€12,000	PROTEL SRL
25 0044	FM			Training on remuneration alternatives	30 May 2025	€1,200.00	BECI
25 0043	FM			Speech for the convention on 2 June	25 May 2006	€1,500.00	I.D. Neuro Srl
25 0042	FM			Mass mailing	25 May 2007	€1,295.51	Bechtle NV
25 0041	FM			Software licences - Access control	25 April 2016	€1,180	Dinec International SA
25 0037	FM			Subscription to legal workshops News	01-06-25	€2,549.00	SD Worx Belgium
25 0036	FM			Talent Management Training	14 May 2025	€1,341.00	EFEB
25 0035	FM			ESX Host Maintenance	25 May 2015	€23,925.60	ECONOCOM
25 0034	FM			May retreat	25 April 2021	€6,517.41	RONCHINNE ESTATE
25 0033	PNDAP			Auditor	25 September 2001	€139,800.00	Callens, Pirenne & Theunissen
25 0031	FM			Subscription to the socialeye service	25 June 2001	€2,167.68	Wolters Kluwer
25 0030	FM			Coaching and support	25 April 2020	€19,800	Manymore

25 0028	FM			Large file transfer solution	25 May 2023	€29,000.00	Proton
25 0026	PNSPP			Excel file conversion	12-12-25	€40,800.00	READ-COOP SCE - Transkribus
25 0025	FM			IT training platform subscription	28-08-25	€19,250.00	UDEMY, INC.
25 0024	FM			HR Books	24-04-25	€88.30	STANDAARD BOEKHANDEL NV
25 0022	FM			Sports After-Work	25 March	€794.84	World Padel Agency SRL
25 0020	FM			Agreement of 2 June	16-04-25	€19,813.00	Brussels Business Hubs (Tanners' Workshops Tanneurs)
25 0019	PNSPP	1		Salary data tool	04-08-25	€26,100.00	Korn Ferry SRL
25 0018	FM			rental of headphones/microphones + hybrid interpreting systems	17-03-25	€8,406.00	Géné Electra
25 0017	FM	1		A3 flatbed scanner	25 May 2006	€3,275.61	REDCORP
25 016	FM			Management & Philosophy Training	26-02-25	€6,705.00	Solvay Brussels School
25 0013	FM			Roll-up backdrop	25-03-25	€3,942.30	Studio Francine
25 0010	FM			Department for Families and Small Businesses	25 February	€199.01	REDCORP
25 0007	FM	1		Assessment of Monitoring Solutions	17-02-25	€26,150.00	Capgemini Belgium SA
25 0006	FM			Catering New Year's Greetings 2025	21-01-25	€5,580.00	Duchateau Catering
25 0001	PCAN	6		Insurance portfolio	18-12-25	€123,360.00	Ethias Insurance
24 0090	FM			Screen printing training	21-01-25	€1,033.02	Productions Associées asbl / SmartBe
24 0089	FM			TBI Repairs	25 January 2020	€29,000.00	Koesio
24 0086	FM	1		Budgeting Tool - HR	25 March 2010	€29,840.00	HR Technical Solutions
24 0085	FM	1		Fruit basket deliveries	25 February 2003	€15,000.00	Meltingpom
24 0081	FM			uDesk Pallas	25 June 2025	€24,305.24	ConsultP
24 0079	FM			Wings Maintenance	25 April 2007	€14,481.75	Wings
24 0071	FM			Audit - Insurance portfolio	25 February 2019	€5,200.00	CARU COMMV
24 0070	PO	2		TVI repair	17-06-25	€200,000.00	Media Service België B.V.B.A.
24 0070	PO	3		TBI Repair	17-06-25	€200,000.00	Media Service België B.V.B.A.
24 0070	PO	1		Acquisition of TVI	14-10-25	€4,600,000.00	Vanerum
24 0065	PO	1		Oracle licences	25-11-25	€542,780.00	Cronos Public Services SA
24 0058	FM			Photo Library Management - Comm VBX	01-01-25	€7,500.00	TakTik

24 0051	PNSPP			Hosting, maintenance and support	25 August 2008	€140,000.00	CBLUE
24 0044	PNSPP			cleaning service team management software	25 September 2016	€140,000.00	Stilog
24 0042	PNSPP			Digitisation of iconographic documents	01-01-25	€20,661.16	iGuana
24 0039	PNSPP			HRA	01-01-25	€403,000.00	SOPRA HR SOFTWARE
24 0033	PO	1		Purchase of management software for educational establishments	18-02-25	€650,000.00	Scolares ASBL (formerly INFODIDAC)
24 0033	PO	2		Purchase of management software for schools	18-02-25	€150,000.00	PLANTYN NV
24 0033	PO	3		Procurement of management software for schools	25 February 2018	€150,000.00	Scolares ASBL (formerly INFODIDAC)
24 0033	PO	4		Purchase of management software for schools	18-02-25	€35,000.00	ARTOSO
24 0032	FM			Management contract evaluation	28-01-25	€28,500.00	BDO
24 0030	PO	1		IP Website Hosting	25 March 2011	€1,000,000.00	Cartesoft SARL
23 0108	PO	1		Service contract for the implementation of an LMS-type e-learning platform for the staff of the City of Brussels	06-01-25	€500,000.00	Bechtle
23 0087	SUB	1	13	Training - AZURE - AZ900	25 August 2004	€4,270.00	Orsys Belgium SPRL
23 0087	SUB	1	14	TOGAF TRAINING + CERTIFICATION	25 August	€12,980.00	Orsys Belgium SPRL
23 0046	PNDAP	1		Electronic management solution for student and daily records for PMS centres - IP Maintenance	25 January 2007	€180,000.00	Acstone SA/NV
23 0004	SUB	3	17001	'Effective Change Management'	14-03-25	€3,000.00	D-NA
23 0004	SUB	5	18001	'Managing aggression in my team'	25 April 2007	€3,150.00	CRESEPT
23 0004	SUB	3	15001	'Giving feedback effectively'	25 April 2007	€2,200.00	Management and People Development
23 0004	SUB	5	16001	'Interpersonal communication'	25 April 2007	€3,150.00	CRESEPT
23 0004	SUB	5	18002	'Non-violent communication'	25 April 2007	€3,150.00	CRESEPT
23 0004	SUB	5	18003	'First Aid Refresher Course'	25 April 2007	€560.00	CRESEPT
23 0004	SUB	4	4	Prince 2	25 February 2018	€1,350.00	B2B LEARNING

23 0004	SUB	4	8	Professional Scrum Master (PSM I)	25 February 2011	€1,080.00	B2B LEARNING
23 0004	SUB	2	13	External coaching preceded by feedback 360	14-01-25	€3,548.75	Management and People Development
23 0004	SUB	5	14	Refresher course in first aid for the workplace	25 January 2017	€560	CRESEPT
23 0004	SUB	5	19	Wellbeing - Burnout Prevention	25 March 2017	€3,150.00	CRESEPT
23 0004	SUB	5	16002	'Assertiveness'	25 April 2007	€3,150.00	CRESEPT
23 0004	SUB	5	16003	'Stress management at an individual level'	25 April 2007	€3,150.00	CRESEPT
23 0004	SUB	3	15003	'Managing teams in a hybrid environment'	25 April 2007	€2,200.00	Management and People Development
23 0004	SUB	3	15002	'Conflict management'	25 April 2007	€3,100.00	Progress Consulting
23 0004	SUB	3	17002	'Time Management and Delegation'	25 April 2007	€2,200.00	Management and People Development
22 0002	MODIF	1		Maintenance and support of time and attendance, visitor management and access control	25 April 2001	€11,981.79	IDtech
21 0161	MODIF	1		Digitisation of planning permission documents, environmental and other plans.	18-06-25	€257,255.00	Vanden Broele Productions BV
21 0145	SUB	1	72	External Resources 2 - Lot 1 (Technical Architect)	25/12/04	€171,215.85	NSI IT SOFTWARE & SERVICES
21 0145	SUB	1	63	External Resources 2 - Lot 1 (Technical Architect)	31-01-25	€172,710.00	AfinIT Consulting
21 0145	SUB	1	66	External Resources 2 - Lot 1 (Technical Senior Architect)	31-01-25	€171,908.00	NSI IT SOFTWARE & SERVICES
21 0145	SUB	1	67	External Resources 2 - Lot 1 (Technical Architect)	25 February 2020	€172,710.00	AfinIT Consulting
21 0145	SUB	1	73	External Resources 2 - Lot 1 (Technical Architect)	25/12/04	€171,416.00	AfinIT Consulting
21 0145	SUB	2	68	External Resources 2 - Lot 2 (Designer UX/UI) - RITM0066445	25-04-25	€85,522.00	AfinIT Consulting
21 0145	SUB	1	69	External Resources 2 - Lot 1 (Solution Senior Architect)	25 May 2020	€183,520.00	Oniryx SPRL
21 0145	SUB	1	64	External Resources 2 - Lot 1 (Technical Architect)	31-01-25	€171,676.00	NSI IT SOFTWARE & SERVICES

21 0145	SUB	2	65	External Resources 2 - Lot 2 (Analyst Developer)	31-01-25	€15,101.80	AfinIT Consulting
21 0145	SUB	1	74	External Resources 2 - Lot 1 (Solution Senior Architect)	25/12/16	€119,040.00	Oniryx SPRL
21 0145	SUB	1	70	External Resources 2 - Lot 1 (Technical Architect)	21-11-25	€171,215.85	NSI IT SOFTWARE & SERVICES
21 0145	SUB	1	71	External Resources 2 - Lot 1 (Technical Architect)	25/12/04	€171,215.85	NSI IT SOFTWARE & SERVICES
20 0071	MODIF			Contract amendment	25 April 2002	€29,841.80	Partner
20 0041	MODIF			Bicycle and scooter lease	22-03-25	€19,000.00	Team Cyclis
20 0021	SUB	8	294	External Resources - Lot 8 (System Engineer)	25 February 2020	€161,862.80	Contraste Europe
20 0021	SUB	12	295	External Resources - Lot 12 (Project Manager)	25 March 2014	€161,640.00	NSI IT SOFTWARE & SERVICES
20 0021	SUB	6	296	External Resources - Lot 6 (Business Consultant in RPA/AI/Analytics)	25 March 2014	€104,396.80	NRB
20 0021	SUB	8	297	External Resources - Lot 8 (Helpdesk Operator)	25 March 2014	€110,000.00	Capgemini Belgium SA
20 0021	SUB	8	298	External Resources - Lot 8 (Helpdesk Operator)	25 March 2014	€110,000.00	Capgemini Belgium SA
20 0021	SUB	8	299	External Resources - Lot 8 (Helpdesk Operator)	25 March 2014	€110,000.00	Capgemini Belgium SA
20 0021	SUB	7	292	External Resources - Lot 7 (Technical HRIS Analyst)	25 March 2012	€1,497,600.00	SOPRA HR SOFTWARE
20 0021	SUB	13	286	External Resources - Lot 13 (System Senior Engineer)	25 January 2021	€174,000.00	Inetum Realdolmen
20 0021	SUB	5	288	External Resources - Lot 5 (Data Analyst)	31-01-25	€142,277.40	NSI IT SOFTWARE & SERVICES
20 0021	SUB	4	289	External Resources - Lot 4 (Functional Analyst)	31-01-25	€137,136.00	Contraste Europe
19 0029_1	PCAN			Document Generator (& Communication gateway) - Contract amendment	25/12/11	€80,371.00	Realdolmen

3. Study trips and conferences abroad involving expenditure borne by the public body in which members of the management body participated in 2025 in the course of their duties

None

4. List of grants awarded in 2025

None

5. List of studies carried out on behalf of the administrative authority in 2025

Evaluation of the management contract awarded to BDO for an amount of €28,500.00 excluding VAT.

6. Detailed statement of attendance at meetings, remuneration and benefits of any kind, as well as entertainment expenses granted to the public representatives of the non-profit organisation i-CITY in 2025

List of proxies – General Meeting (GM) and Board of Directors (BoD) of the partners

Surname	First name	represented by	Start of term	End of term	
City of Brussels		Dirk LEONARD	12/07/2022	30/06/2025	Executive Committee/General Assembly
City of Brussels		Emilie DUPONT	1 July 2025		OA/AG
Brussels Public Social Welfare Centre		Rita GLINEUR	23/08/2022		OA/AG
Brussels-Capital Region		Nicolas LOCOGE	18 March 2021	25/05/2025	OA/AG
Brussels-Capital Region		Marnic TACK	25 May 2025	13/11/2025	OA/AG
Brussels-Capital Region		Yves DELVAUX	13/11/2025		OA/AG
BAKKALI	Saïda		21/01/2020	20/05/2025	OA / AG
DAUMAS	Nastassia		25/10/2022	25/02/2025	OA /AG
DIALLO	Satina Cellou		21 January 2020		OA / AG
DOESSELAERE	Thomas		17 May 2023	20/05/2025	OA / AG
HULSBOSCH	Erik		21/01/2020	20/05/2025	OA / AG
LIONDJO	Eden		19/03/2024	20/05/2025	OA/AG
BUGGENHOUT	Clementine		1 December 2024		OA/AG
DE GUCHT	Frédéric		20/05/2025		OA/AG
HIDALGO	Laura		24/11/2025		AG
QENDRESA	Gerlica		20/05/2025		OA/AG
BEN ABDELMOUMEN	Anas		20/05/2025		AG
RAMAUT	Sarah		25/05/2025		AG

NUINO	Ismaël	20/05/2025	OA/AG
OURIAGHLI	Mohamed	20/05/2025	OA/AG
GELAS	Isabelle	20/05/2025	OA/AG
GILLES	Jean-Louis	08/09/2025	OA/AG
MOUDDEN	Zaccaria	2 June 2025	

7. Attendance fees – first quarter 2025

P > Present
 R > Represented
 A > Absent
 Gross attendance fee: €95.86

	Date	Date	Date	Number of tokens to pay	GROSS	WITHHOLDING TAX	NET
	21 Jan	18 Feb	18 March				
CITY	OA	OA	OA				
Clémentine Buggenhout	P	P	P	0			
Ms Eden Liondjo	A	P	P	2	191.72	53.68	138.04
Ms Saïda Bakkali	P	P	P	3	287.58	80.52	207.06
Mr Cellou Diallo	P	A	P	2	191.72	53.68	138.04
Mr Thomas Doesselaere	A	A	A	0			
Mr Erik Hulsbosch	P	P	P	3	287.58	80.52	207.06
Ms Nastassia Daumas	P	P		2	191.72	53.68	138.04
Mr Dirk Leonard	A	A	A				
REGION							
Mr Nicolas Locoge	P	A	A	1	95.86	47.93	47.93
CPAS							
Ms Rita Glineur	P	P	P	3	287.58	80.52	207.06

8. Directors' fees – second quarter 2025

P > Present
R > Represented A > Absent
Gross attendance fee: 95.86

Name	Date	Date	Date	Date	Date	Number of tokens to pay	GROSS	WITHHOLDING TAX	NET
	22 Apr	20 May	20 May	17 June	17 June				
CITY	OA	AG	OA	AG	OA				

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Clémentine Buggenhout	P	R	R	P	P	0			
Ms Eden Liondjo	P					1	95.86	26.84	69.02
Ms Saïda Bakkali	P					1	95.86	26.84	69.02
Mr Cellou Diallo	P	P	P	A	A	3	287.58	80.52	207.06
Mr Thomas Doesselaere	A					0			
Mr Erik Hulsbosch	P					1	95.86	26.84	69.02
Mr Frédéric de Gucht		P	P	P	p	4	383.44	107.36	276.08
Ms Qendresa Gerlica		A	A	p	p	2	191.72	53.68	138.04
Mr Anas Ben Abdelmoumen		R		R		0			
Ms Sarah Ramaut		P		P		0			
Mr Ismael Nuino		P	P	A	A	0			
Mr Mohamed Ouriaghli		P	P			2	191.72	53.68	138.04
Ms Isabelle Gelas		P		P		2	191.72	53.68	138.04
Mr Dirk Leonard	R	P	P	A	A	0			
REGION									
Marnix Tack	A	P	P	P	p	4	383.44	191.72	191.72
CPAS									
Ms Rita Glineur	P	P	P	P	p	1	95.86	26.84	69.02

9. Directors' fees – third quarter 2025

P > Present
 R > Represented A >
 Absent
 Na> Not applicable
 Gross attendance fee: 95.86

Name	Date	Date	No. of tokens to be paid	GROSS	WITHHOLDING TAX	NET
	08 July	1 Sept				
CITY	OA	OA				

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Clémentine Buggenhout	P	P	0			
Mr Cellou Diallo	P	P	2	191.72	53.68	138.04
Mr Frédéric de Gucht	P	A	1	95.86	26.84	69.02
Ms Qendresa Gerlica	A	R	0			
Mr Anas Ben Abdelmoumen			0			
Mr Ismael Nuino	A	A	0			
Mr Mohamed Ouriaghli	P	P	2	191.72	53.68	138.04
Ms Isabelle Gelas						
Jean-Louis Gilles	P	P	2	191.72	53.68	138.04
Zaccaria Moudden						
Laura Hidalgo						
Ms Emilie Dupont	P	P	0			
REGION						
Marnix Tack	P	P	2	191.72	98.86	98.86
CPAS						
Ms Rita Glineur	P	P	0	0	0	0

P > Present
R > Represented A > Absent
Gross fee: €95.86. From 24 November, the amount increased to €127.66 gross

10. Attendance fees – fourth quarter 2025

Name	Date	Date	Date	Date	Number of tokens to pay	GROSS	WITHHOLDING TAX	NET
	06 Oct	3 Nov	24 Nov	8 Dec				
CITY	OA	OA	AG	OA				
Clémentine Buggenhout	P	P	P	P	4	447.04	136.14	310.90
Mr Cellou Diallo	P	P	A	A	2	191.72	53.68	138.04
Mr Frédéric de Gucht	A	A	A	A	0			

Ms Qendresa Gerlica	P	P	A	P	3	319.38	94.91	224.47
Mr Anas Ben Abdelmoumen			R		0			
Ms Sarah Ramaut			P		0			
Mr Ismael Nuino	A	A	A	A	0			
Mr Mohamed Ouriaghli	P	P	R	P	3	319.38	94.91	224.47
Ms Isabelle Gelas	P	P	P	P	4	447.04	136.14	310.90
Jean-Louis Gilles	P	P	P	P	4	447.04	136.14	310.90
Zaccaria Moudden	P	P	P	P	4	447.04	136.14	310.90
Laura Hidalgo			P		1	127.66	41.23	86.43
Ms Emilie Dupont	P	R	P	P	0			
REGION								
Marnix Tack	P				1	95.86	26.88	69.02
Yves Delvaux		P	P	P	3	351.18	109.03	241.88
CPAS								
Ms Rita Glineur	A	R	R	P	0			

11. Directors' fees – annual totals for 2025

	No. of attendance fees payable	GROSS	WITHHOLDING TAX	NET
CITY				
Clémentine Buggenhout	4	447.04	136.14	310.90
Ms Eden Liondjo	3	287.58	80.52	207.06
Ms Saïda Bakkali	4	383.44	107.36	276.08
Mr Cellou Diallo	9	862.74	241.56	621.18
Mr Thomas Doesselaere	0			
Mr Erik Hulsbosch	4	383.44	107.36	276.08
Ms Nastassia Daumas	2	191.72	53.68	138.04
Mr Frédéric de Gucht	5	479.3	134.2	345.1
Ms Qendresa Gerlica	5	511.1	148.59	362.51
Mr Anas Ben Abdelmoumen	0			
Ms Sarah Ramaut	0			
Mr Ismael Nuino	0			
Mr Mohamed Ouriaghli	7	702.82	202.27	500.55
Ms Isabelle Gelas	6	638.76	189.83	448.94
Jean-Louis Gilles	6	638.76	189.82	448.94
Zaccaria Moudden	4	447.04	136.14	310.9
Laura Hidalgo	1	127.66	41.23	86.43
Ms Emilie Dupont	0			
Mr Dirk Leonard	0			
REGION				
Mr Nicolas Locoge	1	95.86	47.43	47.43
Marnix Tack	7	671.02	317.46	359.60
Yves Delvaux	3	351.18	109.03	241.88

CPAS				
Ms Rita Glineur	4	383.44	107.36	276.08