

2022
Integrated
annual report

Integrated
Data Pack

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This is the Integrated Data Pack 2022.
 This is an appendix to the 2022 Annual Report. Other sections are available via the download center at ir.barco.com/2022.

CORE

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Integrated Data Pack

This Integrated Data Pack document contains a full set of metrics (financial and non-financial) with the respective performance results over the last 3 years. These metrics are organized per Capital and (material) topic.

This document is being updated every year and released together with the Annual Report. For definitions on the indicators, see the [Glossary](#).

Capital	Topic	Indicator	Unit	2022	2021	2020
FINANCIAL	Sustained profitable growth	Group sales	mio €	1,058.3	804.3	770.1
		Gross profit	mio €	412.8	287.5	283.8
		Gross profit (% of sales)	%	39.0	35.7	36.9
		EBITDA	mio €	126.5	58.5	53.6
		EBITDA margin	%	12.0	7.3	7.0
		OPEX as % of sales	%	30.3	33.0	34.5
		Earnings per share	€	0.84	0.10	-0.05
		Dividend	€	0.44	0.40	0.378
		Nominal tax amount paid	mio €	6	8	10
		Effective tax rate	%	18	18	0
	Financial resilience	Total amount paid in dividends to shareholders	k€	39,802	33,388	33,354
		Total amount of share buybacks undertaken	# of shares	-	600,000	-
		Net financial cash/(debt)	mio €	264.0	309.7	193.5
		Free Cash Flow	mio €	13.1	78.0	-35.9
		Equity as % of balance sheet total	%	67.9	66.5	68.5

Capital	Topic	Indicator	Unit	2022	2021	2020
MANUFACTURED	Long term asset performance	% make	%	61.5	66.2	69.6
		Countries with a manufacturing facility	#	4	4	4
		ROCE	%	16.0	4.4	3.0
		Inventory turns	#	2.1	2.4	2.3
		Capex (in % of sales)	%	2.0	2.3	1.9

Capital	Topic	Indicator	Unit	2022	2021	2020
INTELLECTUAL	Innovation management	Number of patents at year-end	#	550	504	461
		Number of new patent filings	#	13	17	9
		% of employees in R&D	% of heads	30.5	30.1	28.5
		R&D spend	mio €	121	101	103
		R&D spend (in % of sales)	%	11.4	12.6	13.3
		Innovation awards	#	3	11	8

Capital	Topic	Indicator	Unit	2022	2021	2020
PLANET	EU taxonomy	% revenues eligible for EU Taxonomy alignment	%	90.3	91.0	-
		% revenues aligned under EU Taxonomy alignment	%	27.0	-	-
		% capex eligible for EU Taxonomy alignment	%	100	100	-
		% capex aligned under EU Taxonomy alignment	%	4.8	-	-
		% opex eligible for EU Taxonomy alignment	%	100	100	-
		% opex aligned under EU Taxonomy alignment	%	47.7	-	-
	Environmental management system	% of (manufacturing) sites covered by a certified environmental management system	%	100	100	100
	Product stewardship	% of new products released with Barco ECO label (hardware)	%	63	65	48
		Revenues from products with Barco ECO label	mio € revenues	476.1	226.2	178.9
		% revenues from products with Barco ECO label (hardware)	%	50	31	26
		Energy efficiency index of sold products relative versus base year 2015	#	0.73	0.70	0.73
		Greenhouse gas emissions of sold products (product use emissions) (relative)	Tonnes CO ₂ e /mio € revenues	272.4	296.9	306.7
		Material use (absolute)	kg	3,715,435	3,235,416	2,736,305
		Material use (relative)	kg /mio € revenues	3,511	4,441	3,935
% of new products released with recycled plastics (hardware)		%	12	35	4	
% of revenues in countries with Barco return and recycling programs	%	65	25	26		
% of active components covered by Full Material Declarations	%	83.6	82.5	82.0		

Capital	Topic	Indicator	Unit	2022	2021	2020
	Climate change & energy	Total greenhouse gas emissions (absolute)	Tonnes CO ₂ e	330,424	281,874	277,335
		Total greenhouse gas emissions (relative)	Tonnes CO ₂ e /mio € revenues	266.2	350.5	360.1
		Greenhouse gas emissions scope 1 (absolute)	Tonnes CO ₂ e	3,057	3,256	3,145
		Greenhouse gas emissions scope 2 (absolute)	Tonnes CO ₂ e	783	459	215
		Greenhouse gas emissions scope 3 incl. product use emissions (absolute)	Tonnes CO ₂ e	277,898	278,160	273,975
		Greenhouse gas emissions of our own operations	Tonnes CO ₂ e /mio € revenues	39.8	53.6	53.4
		Greenhouse gas emissions infrastructure	Tonnes CO ₂ e /mio € revenues	2.9	4.0	3.8
		Greenhouse gas emissions mobility	Tonnes CO ₂ e /mio € revenues	6.7	7.0	8.3
		Greenhouse gas emissions logistics	Tonnes CO ₂ e /mio € revenues	30.2	42.7	41.3
		Energy consumption in own operations (absolute)	MWh	31,560	31,345	26,442
		Energy consumption in own operations (relative)	MWh/mio € revenues	29.9	39.0	34.3
		% energy consumption from renewable sources	%	57	52	54
		Total electricity consumption (absolute)	MWh	18,297	16,747	14,570
		% electricity from renewable sources	%	99	98	97
		Waste management	Total solid waste (absolute)	Tonnes	1,282	1,131
	Total solid waste (relative)		Tonnes/mio € revenues	1.2	1.4	2.5
	Total hazardous waste (absolute)		Tonnes	17.6	27.4	31.0
	% hazardous waste of solid waste		%	1.4	2.4	1.2

Capital	Topic	Indicator	Unit	2022	2021	2020
		Recycled & composted solid waste (absolute)	Tonnes	806.0	659.4	1,007.2
		Recycled & composted solid waste (relative)	Tonnes/mio € revenues	0.8	0.8	1.3
		Landfilled waste (absolute)	Tonnes	131.8	174.0	561.7
		Landfilled waste (relative)	Tonnes/mio € revenues	0.1	0.2	0.7
		% waste to landfill	%	10	15	29
		Recycling & composting rate of solid waste	%	63	58	52
	Water	Water withdrawal (absolute)	m ³	37,973	35,323	38,666

Capital	Topic	Indicator	Unit	2022	2021	2020
PEOPLE		Number of employees at the end of the financial year (heads)	# heads	3,302	3,141	3,303
		Number of employees at the end of the financial year (FTEs)	# FTEs	3,202	3,039	3,211
		Number of new (external) hires	# heads	655	384	374
		Permanent workforce at the end of the financial year (heads)	# heads	3,013	2,882	2,996
		Non-permanent workforce at the end of the financial year directly employed by Barco (heads, fixed-term contracts + temporary work + apprenticeship)	# heads	394	307	325
		Employee wages and benefits (personnel costs)	mio €	289	241	235
		Employer contributions to pensions or other retirement plans	mio €	13	13	13
	Employee engagement	Employee Net Promoter Score	#	16	-	-
		Voluntary turnover rate	% of heads	10.6	10.5	9.6
		Number of iGemba improvement suggestions per operator	#	6.3	5.5	4.1
	Learning & Development	Average training hours per employee	# hours	12.2	10.5	11.3
		% of employees having received training	% of heads	91	89	85
		Average training investment per employee	€	318.6	302.0	353.5
		Internal mobility (% of vacancies filled internally)	%	17	20	20
		% of employees who received Annual performance review, or regular feedback/check-in session(s)	% of heads	62	58	59
	Employee health, safety & wellbeing	Lost Time Injury Frequency rate (per 1,000,000 hours worked) employees	#	1.44	1.59	2.44
		Lost Time Injury Severity rate (per 1,000 hours worked) employees	#	0.03	0.07	0.07
		Total work-related fatalities (employees and contractors)	#	0	0	0
		% employees trained in Standards@Work Safety (white collars)	% of heads	98.7	99.6	99.4
		Rate of absenteeism	%	2.7	2.7	3

Capital	Topic	Indicator	Unit	2022	2021	2020
	Diversity & inclusion	% women overall	% of heads	29.1	27.1	27.6
		% women in senior management	% of heads	19	16	17
		% women in Core Leadership Team	% of heads	14	13	13
		% women in Board	% of heads	50	50	29
		% employees < 30 yrs	% of heads	10	9	9
		% employees > 30 yrs < 50 yrs	% of heads	61	63	67
		% employees > 50 yrs	% of heads	29	28	24
		Average age of the workforce	#	43	43	43
		Number of nationalities in the global workforce	#	48	44	44
	Labor practices & human rights	% employees covered by formal collective agreements	% of heads	100	100	100
		% of the total workforce across all locations represented in formal joint management-worker health & safety committees	% of heads	51	52	51

Capital	Topic	Indicator	Unit	2022	2021	2020
COMMUNITIES	Customer engagement	Customer Net Promoter Score (relationship NPS)	#	44	47	47
	Product quality, safety & security	Number of incidents of non-compliance regarding the health and safety impacts of products and services	#	0	0	0
		% employees trained in Standards@Work Quality (white collars)	% of heads	99.8	99.7	99.8
		% of (development and manufacturing) sites covered by a certified quality management system	%	100	100	94
		Number of notifications about potential vulnerabilities (including duplicates) in products or services, reported by customers, ethical hackers and third-party pen-testers contracted by Barco	#	289	267	116
	Information security & data protection	Number of data / GDPR / privacy incidents reported to data protection authorities	#	0	0	0
		Average cybersecurity maturity (NIST CSF) score	#	2.66	2.23	2.19
		Number of product lines in scope of ISO 27001	#	2	2	2
		% employees trained in Standards@Work Cybersecurity (white collars)	% of heads	99.6	99.6	98.5
		% employees trained in Standards@Work Data protection (white collars)	% of heads	99.7	99.7	98.5
	Business ethics	% employees trained in Standards@Work (white collars)	% of heads	99	99	98
		% employees trained in Standards@Work Ethics (white collars)	% of heads	99.4	99.9	98.5
		Number of incidents reported via ethics mailbox	#	9	8	10
	Corporate governance	Average remuneration per FTE employee	k€	88.3	75.0	65.6
		Total CEO Compensation	k€	1,289.6	1,086.0	1,262.7
		Highest CEO compensation / Lowest employee compensation in legal entity Barco nv (euros/euros)	ratio	21.1	26.2	30.0
		Number of non-executive Board members / Number of Board members excluding employee representatives	ratio	4/6	4/6	5/6
		% independent directors	% of heads	67	50	50
		% non-Belgian members in the Core Leadership Team	% of heads	27	38	47

Capital	Topic	Indicator	Unit	2022	2021	2020
		Participation rate Annual General Meeting	%	57	51	64
		Average % of 'For' votes in Annual General Meeting	%	88	88	91
		Average total attendance rate at Board and Committee meetings	%	100	99	99
	Responsible supply chain management	Number of major (key, key+, core) suppliers (covering X% of production spend)	# (%)	159 (87)	144 (84)	142 (81)
		Days payment outstanding (average payment term of suppliers)	#	68	80	53
		Number of supplier quality audits	#	37	41	35
		% of production spend covered by signed Barco supplier code of conduct	%	84	83	83
		% of production spend covered by contracts with sustainability clause (MSA, signed T&Cs, PA)	%	85	89	88
		% of production spend covered by supplier sustainability score	%	70.9	58.2	43.8
		% of new production suppliers screened using social and environmental criteria	%	100	100	-
		% in-scope suppliers that responded to Conflict Minerals Reporting Template	%	100	100	100
		Community engagement	Community investment	€	38,527	198,000

Group management

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