

# 2023 Integrated annual report



GRI Content index

## GRI Content index

### Reporting period, cycle and scope

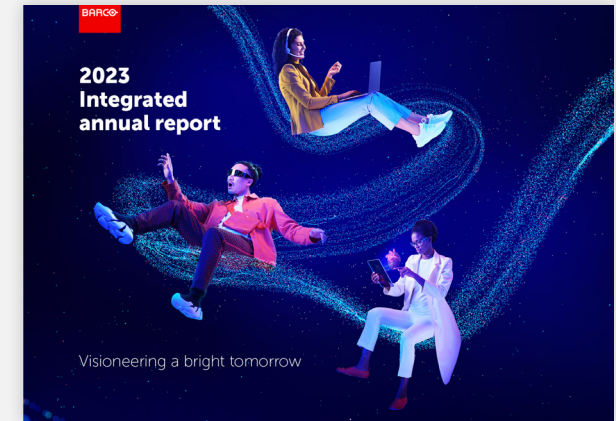
This integrated report provides an overview of our most relevant intentions, achievements and objectives in 2023, unless stated otherwise. The scope of the report is Barco worldwide (same as financial reporting), unless stated otherwise. The report is published annually, coinciding with the financial results. Date of previous report: February 2023.

### GRI standards

This report has been prepared in accordance with the GRI Universal Standards 2021.

### GRI Content index

Pages without prefix refer to the Core integrated report. PPC refers Planet-People-Communities report. FIN refers to Financial report. CCG refers to Corporate governance report. GRI refers to GRI index. IDP refers to the Integrated Data Pack. GLO refers to the Glossary. ASR refers to Assurance report.



This is the GRI Content Index of Barco's 2023 Integrated annual report. Other sections are available via the download center at [ir.barco.com/2023](https://ir.barco.com/2023).

#### CORE

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#### MORE

- [Governance & risk report](#)
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  - [Financial report](#)
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#### ANNEX

- [Integrated Data Pack](#)
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<b>GRI 1 FOUNDATION 2021</b>		
	Publish a GRI content index	GRI/2-7
	Statement of use	GRI/2
<b>GRI 2 GENERAL DISCLOSURES 2021</b>		
2-1	Organizational details	13-15, 85, FIN 12, FIN/21-23
2-2	Entities included in the organization's sustainability reporting	FIN/21-23
2-3	Reporting period, frequency and contact point	GRI/2, FIN/21-23, PPC/87
2-4	Restatements of information	N/A
2-5	External assurance	ASR
2-6	Activities, value chain, and other business relationships	9, 14-15, 56-66, 68-70, CGR/39, FIN/6, FIN/25, PPC/55
2-7	Employees	15, 36, IDP/9, PPC/34, PPC/37
2-8	Workers who are not employees	N/A
2-9	Governance structure and composition	16-17, CGR/4-7, PPC/77
2-10	Nomination and selection of the highest governance body	CGR/7
2-11	Chair of the highest governance body	7, 16, CGR/5-7
2-12	Role of the highest governance body in overseeing the management of impacts	44-45, CGR/8-11, CGR/33-43, PPC/5, PPC/77-78
2-13	Delegation of responsibility for managing impacts	16-17, PPC/77
2-14	Role of the highest governance body in sustainability reporting	PPC/77
2-15	Conflicts of interest	CGR/26
2-16	Communication of critical concerns	CGR/32-43
2-17	Collective knowledge of the highest governance body	CGR/5-6
2-18	Evaluation of the performance of the highest governance body	CGR/11
2-19	Remuneration policies	CGR/12-26
2-20	Process to determine remuneration	CGR/12-26
2-21	Annual total compensation ratio	CGR/25, IDP/11

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2-22	Statement on sustainable development strategy	PPC/3
2-23	Policy commitments	4-7, 18, PPC/3, PPC/40
2-24	Embedding policy commitments	PPC/18-67
2-25	Processes to remediate negative impacts	39-44, 56-66, CGR/33-43, PPC/18-67
2-26	Mechanisms for seeking advice and raising concerns	CGR/30, PPC/62-64
2-27	Compliance with laws and regulations	CGR/42, PPC/32, PPC/39, PPC/53, PPC/56, PPC/61, PPC/63
2-28	Membership associations	PPC/64
2-29	Approach to stakeholder engagement	44, PPC/12, 78
2-30	Collective bargaining agreements	IDP/10
<b>GRI 3 MATERIAL TOPICS 2021</b>		
3-1	Process to determine material topics	44, PPC/5, PPC/14-15, 78
3-2	List of material topics	44, PPC/5, PPC/14-15, 78
3-3	Management of material topics	39-42, CGR/28-43, PPC/12-14, PPC/18-67
<b>GRI 200 ECONOMIC TOPICS</b>		
<b>GRI 201 Economic Performance 2016</b>		
201-1	Direct economic value generated and distributed	FIN/6, FIN/25-38
201-2	Financial implications and other risks and opportunities due to climate change	CGR/41
201-3	Defined benefit plan obligations and other retirement plans	FIN/76-78
201-4	Financial assistance received from government	N/A
<b>GRI 205 Anti-corruption 2016</b>		
205-1	Operations assessed for risks related to corruption	CGR/42
205-2	Communication and training about anti-corruption policies and procedures	CGR/42, PPC/63-64
205-3	Confirmed incidents of corruption and actions taken	PPC/64

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<b>GRI 206 Anti-competitive behavior 2016</b>		
206-1	Legal actions for anti-competitive behavior, anti-trust, and monopoly practices	PPC/64
<b>GRI 207 Tax 2019</b>		
207-1	Approach to tax	FIN/42, FIN/53-55
207-2	Tax governance, control, and risk management	CGR/28-32
207-3	Stakeholder engagement and management of concerns related to tax	FIN/86
207-4	Country-by-country reporting	FIN/42, FIN/53-55, FIN/86
<b>GRI 300 ENVIRONMENTAL TOPICS</b>		
<b>GRI 301 Materials 2016</b>		
301-1	Materials used by weight or volume	GLO/9, IDP/6, PPC/30-31
<b>GRI 302 Energy 2016</b>		
302-1	Energy consumption within the organization	35, GLO/8, IDP/7, PPC/21
302-2	Energy consumption outside of the organization	35, GLO/8, IDP/7, PPC/25
302-3	Energy intensity	35, GLO/8, IDP/7, PPC/21
302-4	Reduction of energy consumption	PPC/21, PPC/29
302-5	Reductions in energy requirements of products and services	35, GLO/8, IDP/6, PPC/29
<b>GRI 303 Water and effluents 2018</b>		
303-3	Water withdrawal	GLO/12, IDP/8
<b>GRI 305 Emissions 2016</b>		
305-1	Direct (Scope 1) GHG emissions	GLO/8, IDP/7, PPC/22, PPC/24
305-2	Energy indirect (Scope 2) GHG emissions	GLO/8, IDP/7, PPC/21
305-3	Other indirect (Scope 3) GHG emissions	GLO/8, IDP/7, PPC/22-25
305-4	GHG emissions intensity	35, GLO/8, IDP/7, PPC/20
305-5	Reduction of GHG emissions	35, PPC/20, PPC/22-25

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<b>GRI 306 Waste 2020</b>		
306-2	Management of significant waste-related impacts	PPC/26-27, PPC/30-32
306-3	Waste generated	GLO/12, IDP/, PPC/30-32
306-4	Waste diverted from disposal	GLO/11, IDP/8, PPC/30-32
306-5	Waste directed to disposal	GLO/5, GLO/9, GLO/11, IDP/8, PPC/30-32
<b>GRI 308 Supplier Environmental Assessment 2016</b>		
308-1	New suppliers that were screened using environmental criteria	GLO/4, IDP/12, PPC/56-58
<b>GRI 400 SOCIAL TOPICS</b>		
<b>GRI 401 Employment 2016</b>		
401-1	New employee hires and employee turnover	IDP/9
<b>GRI 403 Occupational Health &amp; Safety 2018</b>		
403-1	Occupational health and safety management system	GLO/5
403-2	Hazard identification, risk assessment, and incident investigation	PPC/38
403-3	Occupational health services	PPC/38
403-4	Worker participation, consultation, and communication on occupational health and safety	GLO/5, IDP/10, PPC/38
403-5	Worker training on occupational health and safety	IDP/9, PPC/43
403-6	Promotion of worker health	PPC/38, PPC/43
403-7	Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	PPC/53
403-9	Work-related injuries	IDP/9, PPC/38
<b>GRI 404 Training and Education 2016</b>		
404-1	Average hours of training per year per employee	36, IDP/6, PPC/38
404-2	Programs for upgrading employee skills and transition assistance programs	PPC/38
404-3	Percentage of employees receiving regular performance and career development reviews	IDP/9

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<b>GRI 405 Diversity and equal opportunity 2016</b>		
405-1	Diversity of governance bodies and employees	36, GLO/5, IDP/10, PPC/37
<b>GRI 406 Non-discrimination 2016</b>		
406-1	Incidents of discrimination and corrective actions taken	PPC/64
<b>GRI 413 Local communities 2016</b>		
413-1	Operations with local community engagement, impact assessments, and development programs	IDP/, PPC/65-67
<b>GRI 414 Supplier social assessment 2016</b>		
414-1	New suppliers that were screened using social criteria	GLO/4, IDP/12, PPC/56-58
<b>GRI 415 Public policy 2016</b>		
415-1	Political contributions	PPC/64
<b>GRI 416 Customer health and safety 2016</b>		
416-1	Assessment of the health and safety impacts of product and service categories	PPC/52-54
416-2	Incidents of non-compliance concerning the health and safety impacts of products and services	GLO/9, IDP/11, PPC/53
<b>GRI 418 Customer privacy 2016</b>		
418-1	Substantiated complaints concerning breaches of customer privacy and losses of customer data	GLO/9, IDP/11, PPC/61

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