

CODE OF ETHICS

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I. Introduction

This Code of Ethics reflects Barco's commitment to conduct business in an ethical and compliant way, applying 4 basic principles:

- We promote a **culture of high integrity**;
- We comply with **the law** and adhere to Barco's **policies and procedures**;
- **We live by example** by being honest, fair, respectful and transparent;
- We hold each **other accountable** and speak up in case of violations of this Code.

The Code applies to all employees, (executive) managers and directors of Barco NV and its subsidiaries (hereafter referred to as "Barco"). We also call on our suppliers, contractors, consultants, distributors, resellers or other channel partners, joint venture members and customers to adhere to this Code. We will integrate the Code or any equivalent code in our contractual arrangements, whenever possible.



Think



Read

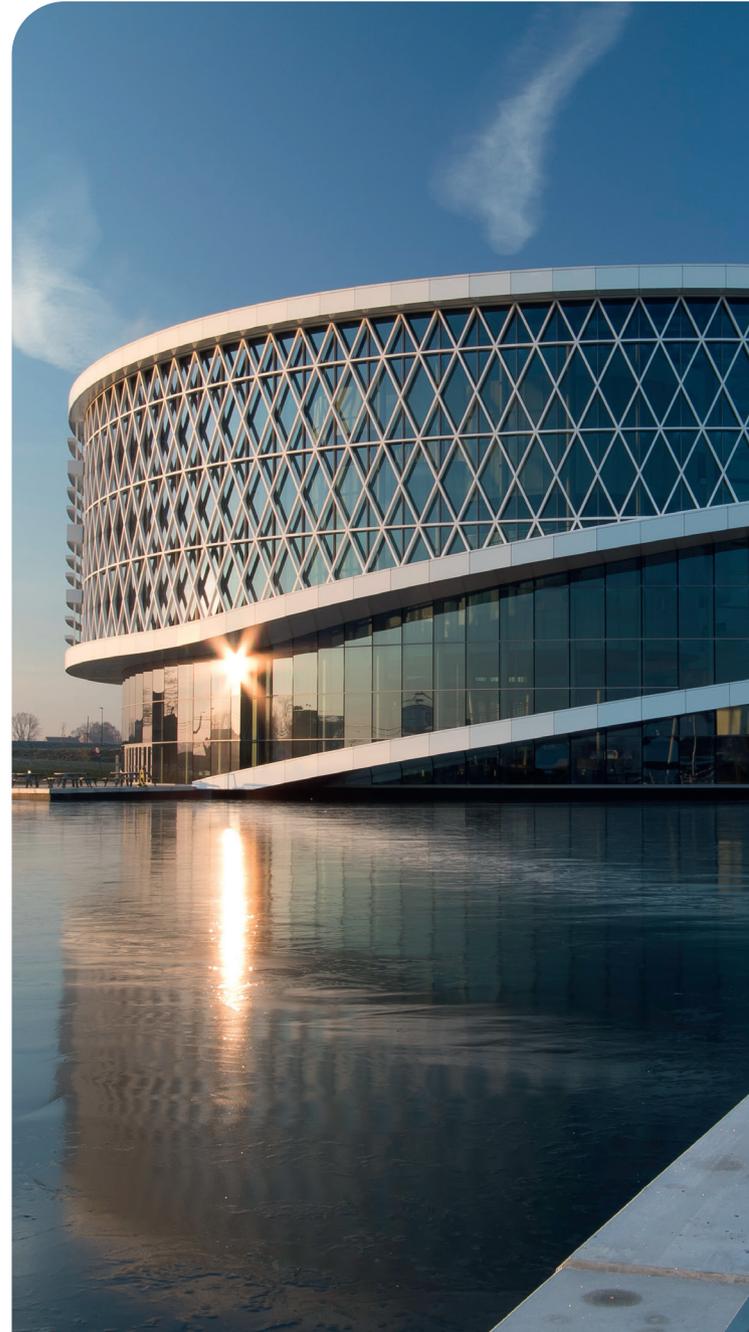


Talk



Act

This Code should be seen as a baseline, or a minimum requirement, which must always be followed unless doing so would violate the law. Similarly, there may be specific internal policies that require more of employees, (executive) managers or directors than required by this Code. In each instance, the stricter legislation or policy must be adhered to.



**Compliance is always a shared responsibility.**

All employees, (executive) managers and directors of Barco are directed to comply with, not just the letter, but also the spirit of this Code. Barco's (executive) managers must set the right tone and actively contribute to a culture of integrity. Managers at all levels must know and anticipate the risks, inherent to their area of responsibility, and duly consider the impact of possibly unethical conduct for Barco and its employees.

Barco is committed to educate and empower employees.

This Code can however not address all ethical questions, and one is not expected to make difficult decisions alone. We provide ample resources and channels to ask questions and obtain guidance. Barco University offers awareness trainings via Standards@Work e-learning as well as a selection of in-depth trainings on topics like data protection by design, cybersecurity, anti-bribery or fair competition. On Barco's internal network you can find an overview of the compliance domains relevant for Barco and the colleagues most knowledgeable on these topics to whom you can reach out for help. New employees receive a first intro-

duction into compliance and must complete the online course on the Code as part of their onboarding process. Finally, every year, all managers are requested to familiarize themselves with the Code and to confirm that they do not have any conflicts of interest. All other employees with access to Barco's IT network will be reminded electronically of the importance of the Code and requested to acknowledge receipt of the reminder.

Despite the efforts made, you may still come across a situation that is, or appears to be, in violation with this Code. Violations to the Code are always a cause for concern and must be reported in line with the Reporting Section of this Code.

II. Integrity at work

A. Safe place to work

Everyone deserves a workplace where they feel safe, respected, and appreciated. We strive for sustainable employment by creating a – both physically and mentally - healthy work environment, wherein employees are treated fairly and respectfully, and treat others in the same way.

Through integer behavior, we can foster a safe and inclusive workplace that embraces the diversity of our workforce. A secure workplace is the foundation on which we can build healthy relationships among our employees as well as with our customers, suppliers, shareholders, and broader communities in the society.

Feeling safe at work also entails that everyone should be able to speak up and to raise good faith concerns without fear for retaliation.

Health and safety

Safety always comes first. We comply with local health, safety and environmental laws and our own safety regulations. We are committed to providing a safe and healthy work environment wherever we do business, and to providing the appropriate resources (time, tools, personal protective equipment, first aid assistance, processes, training programs) to allow you to carry out your responsibilities in a safe and healthy way at Barco's or our customers' premises.

Each employee is expected to contribute to a safe workplace, by being alert and applying the health and safety rules, policies, and procedures. We demand that you promptly report any unsafe working conditions and encourage you to suggest any improvement actions.

No harassment

Our communication with one another is always professional, respectful, and free from bias. We promote a work environment free from any intimidating or offensive behavior. This includes verbal, physical, or any other interaction that could be construed as hate speech, trolling, harassment (sexual or otherwise) or bullying, regardless the means of communication.

Inclusion, diversity and non-discrimination

We believe that diversity leads to a greater variety of ideas and ways of looking at things. It helps us to drive innovation and brings us closer to our colleagues and customers.

We are committed to building a culture where everyone can work, grow and thrive, regardless of their gender, race, color, ethnicity, religion, sexual orientation, age, pregnancy, national origin, marital status, disability, veteran status or any other characteristic unrelated to Barco's legitimate business interests.

Likewise, we are committed to complying with the applicable laws and company policies relating to equal opportunity and non-discrimination, including recruitment, hiring, compensation, job assignment, promotion and termination.

Work life balance

We want everyone to have a good day at work and to be able to achieve an optimal balance between high performance and a healthy, happy, and fulfilling private life. We do not create a work environment which may cause psychosocial stress and watch out for colleagues who feel overloaded at work or due to pressures outside of work. We offer support when needed.

Industrial relations

Barco respects the employees' rights to establish or join trade unions and representative organizations of their own choosing. We will provide facilities to employees' representatives and engage in constructive negotiations with such representatives with a view to reaching collective bargaining agreements on terms and conditions of employment. Barco does not tolerate any kind of child, forced or compulsory labor, either in its own manufacturing activities or those of its suppliers.



B. Conflicts of interest

In the exercise of our professional duties, we act in the best interest of Barco and place Barco's interests over our own personal interests. We do not engage in activities, which may adversely impact Barco's brand and reputation, and we avoid conflicts of interest.

A conflict of interest arises when an employee or a close relative has a competing interest, making it difficult to fulfill his or her professional duties impartially. This does not necessarily require an improper act. The mere fact that an independent observer might reasonably question that one's actions or decisions may have been influenced by his or her own private interests, is sufficient to give rise to a conflict of interest.

A conflict of interest situation must be promptly disclosed to your line manager, HR Business Partner, Legal Counsel, or local Legal & Compliance responsible. Your disclosure will allow to assess the situation, work out a suitable solution if required, and safeguard not only Barco's but also your own integrity.



C. Use of company assets

Barco's success depends on the preservation and integrity of its assets, be it tangible (products, tools, equipment, supplies, laptops, etc.) or intangible (data, software, know-how, proprietary information, etc.). These assets may only be used for legitimate business purposes and the pursuit of Barco's interests. Personal use of company assets (e.g. laptop, company car, personal protection equipment) made available to the employee on an individual basis, must adhere to the applicable policies.

Intellectual property

Innovation is key for Barco; we invest substantial resources to maintain our position as an innovative technology company.

Intellectual property is thus one of Barco's most valuable assets. It includes patents, trademarks, designs, copyright, know-how, trade secrets and confidential information, such as personnel records, business plans and proposals, capacity and production information, orders and sales results, forecasts and business strategies, customer lists, price lists, supplier data and R&D information, whether marked "confidential" or not.

Barco owns all information, in whatever format, which is created or used in support of its activities. All inventions, ideas, and discoveries, made during the course of, or in connection with, your work, are the property of Barco and cannot be used for your personal benefit. We actively protect our intellectual property and preserve the confidentiality of our data by only sharing with colleagues or third parties the specific data, which they need to know, under the protection of an NDA of similar protective arrangement.

All software must be used in accordance with the applicable license terms and installed on guidance of the IT department. Using software beyond the license terms, or illegally downloaded software exposes Barco to substantial claims for damages or fines. Employees may neither install software weakening the IT security, nor purchase software without aligning with the IT and Procurement department.

Open-source software can only be used if there is a legitimate need thereto and on license terms which do not unreasonably restrict Barco's freedom to operate.

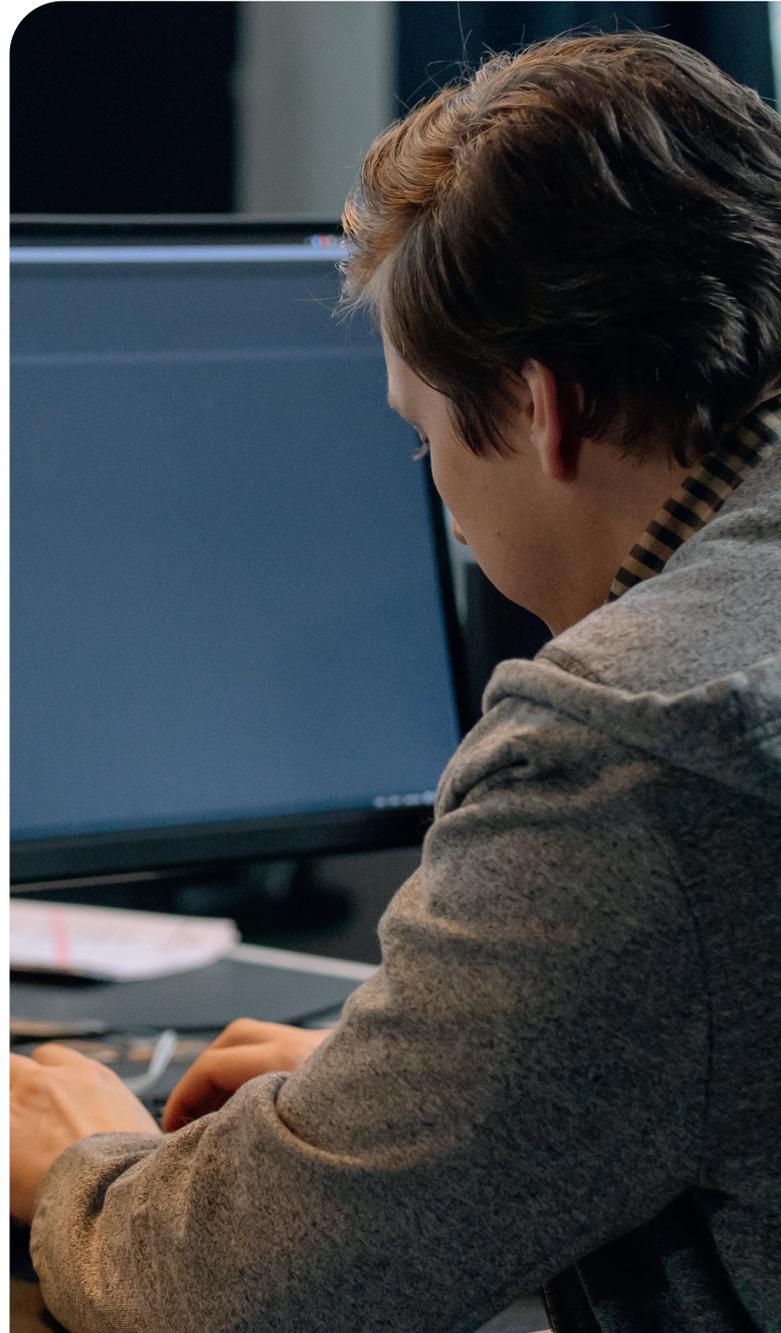
Barco respects the intellectual property of its customers, suppliers, distributors, resellers and other channel partners, and competitors. You are responsible for maintaining the confidentiality of any third-party confidential information entrusted to you.

When leaving Barco, you have a continuing (and often legal) duty to protect Barco's confidential information and to return all information, whatever its format, to Barco. You may be held liable for any benefit gained from improper use of confidential information or any damages sustained by Barco because of improper disclosure of such information.

D. Digital conduct

Policies on information security are set by the IT Department. Moreover, the Code of Digital Conduct sets behavioral rules for the use of internet, email, and social media by employees.

Barco's IT-network, email and other computer infrastructure should primarily be used for professional purposes and the pursuit of Barco's interest, both at the office and at home (if applicable). Barco's IT-network, e-mail and other computer infrastructure should never be used to access, send, receive, or download content that is inappropriate.



Social media

Barco supports the use of social media and trusts its employees to act on and deal with social media in a responsible way. When using social media in a professional context, you should always consider the following principles:

- Be transparent: Always use your real name when interacting on social media
- Disclose your affiliation: Tell your readers that you work for Barco when relevant
- Be honest: Do not create false perceptions of yourself or your expertise, nor represent yourself or Barco in a misleading way
- Be respectful
- Respect copyright and confidentiality
- Be careful with images
- Stick to your area of expertise

Social media users are always personally liable for the content of the information they post thereon. You must be aware that such information will remain in the public domain for a very long time, may be hard to remove, and can have important consequences for you and Barco.

Protection of personal data

In today's society, data protection and privacy are increasingly important to all of us as individuals. It is also increasingly important for Barco to hold itself up to the highest standards in relation to protecting personal data. Respecting privacy is not just a matter of compliance with laws, but also a fundamental value for Barco.

Barco records may contain personal data, such as an address, age, gender, medical records or even an IP address used by an individual. Barco collects, uses, processes, and holds such personal data responsibly, lawfully, and carefully. We build data protection and security into the design of our products and services and employ appropriate safeguards to protect personal data against unauthorized usage or disclosure.

Barco is subject to the laws designed in various jurisdictions to protect and secure personal data. You must assist in ensuring compliance with these data protection and privacy laws by only collecting, processing, or transferring personal data of employees, employees of customers and suppliers, or any other individual in compliance with applicable data protection and privacy laws.

This implies that you can only collect personal data for a specific legitimate purpose. Moreover, you should not retain superfluous personal data, use personal data for other purposes than the one for which you originally collected them, or keep them longer than required for their useful purpose.

Barco provides a wide variety of training on data protection and data security compliance. Make sure that you are familiar with the data protection procedures and governance model at Barco. Should you suspect a breach of personal data, you should report this immediately to dataprotection@barco.com or the Data Protection Officer.

III. Integrity in business

Integrity is a prerequisite for sustainable business. We act openly and ethically in all our interactions and conduct business in an integer, fair, and honest way. We compete in our markets based on the quality and value of our products and services. We do not use inappropriate methods to entice suppliers, customers, or other stakeholders in any way.

Failure to abide by these principles puts us at risk. Our reputation and strong brand may be tainted. Moreover, regulators and courts may impose sanctions, including administrative or criminal fines, not just on Barco but also its directors, managers and employees.



A. Anti-bribery and corrupt practices

Barco strictly prohibits bribes, kickbacks, private commissions, hidden profit-sharing commissions or any other form of benefits in exchange for some type of preferential treatment or improper service, whether by employees or our business partners.

Employees and business partners must never promise, authorize, or provide a payment or benefit that is intended to improperly influence a government official, healthcare professional, or any other person, including commercial entities and individuals, in exercising their duties.

Even in countries where such activities may not be expressly prohibited by law and may be seen as part of the local business culture, it is absolutely prohibited by the Code.

In our dealings with professionals employed by or affiliated with government or regulatory authorities, particular care must be taken to ensure that such dealings comply with all applicable laws, regulations, professional requirements or industry codes of conduct or practice, including local transparency and anti-kickback regulations.

B. Gifts, entertainment

Barco believes in decisions based on objective considerations and merits. Gifts should never influence, or give the appearance of influencing, one's ability to make impartial business decisions.

Consequently, we are principally not allowed to give or accept gifts, entertainment, personal discounts, or other favors.

By way of exception, certain business courtesies or amenities are acceptable, if they:

- Are generally considered customary in the relevant business community and seen as a mere gesture of goodwill
- Are linked to a clear, legitimate business purpose;
- Are in all aspects reasonable and appropriate, taking into account the particular context (e.g. New Year, religious, cultural or sportive festivity, major project milestone achievement, closing of an important transaction)
- Comply with the policies, codes of conduct, regulations and laws which may exist in certain jurisdictions or industry sectors (e.g. healthcare providers).

Other courtesies or amenities must be communicated immediately to your manager. Courtesies which cannot reasonably be returned for reasons of practicality (e.g. perishable goods, excessive administrative burden) or cultural politeness will be considered Barco's property and will be administered for the benefit of the company. Such gifts can, for example, be used for charity donations or employee raffles.

Gifts in cash can never be given or accepted.

Attendance of business dinners, lunches, seminars or other social events in the normal course of business is allowed, if your manager approves.

C. Inside information

Inside information is information of a precise nature, which has not been made public, relating, directly or indirectly, to Barco, and which, if it were made public, would be likely to have a significant effect on the price of its shares. It is prohibited to disclose inside information, regardless of whether it applies to Barco or another listed company. If you receive inside information, you must inform the Compliance department hereof and take appropriate actions to maintain the confidential nature thereof.

Using inside information for trading, or tipping others to trade, is both unethical, and a violation of the law. Indeed, directors, employees, and certain service providers, together with their close relatives, of a listed company like Barco are subject to specific laws on inside information.

The Market Abuse Prevention Policy, available on Barco's internal network, translates in a concise and readable manner the rules regarding inside information and insider dealing. It applies to directors and the executive management, including persons closely associated with them, as well as anyone working for Barco who may have access to inside information. Persons involved in insider dealing, either by personally engaging in trading or by disclosing confidential information to others, may be subject to immediate dismissal and legal prosecution. Because of the complexity of inside information and insider dealing, and the severity of the punishments involved, you must seek the advice of the Compliance Department on questions regarding this subject.



D. Accounting and financial information

Barco records and classifies its transactions and assets correctly and implements appropriate controls to represent its financial data accurately, in accordance with generally accepted and approved accounting principles, practices and procedures and applicable government regulations. It is essential that the integrity, accuracy and reliability of our books, records and financial statements are maintained.

False, misleading, incomplete, inaccurate or artificial entries on Barco's books and records are strictly prohibited.

We expect you to demonstrate financial integrity in processing accounting and financial data. Special attention should go to:

- Inappropriate acceleration or deferral of expenses or revenues: timely and complete processing of transactions is required;
- Revenue and order recognition: orders and revenue can only be recognized if all conditions are met with regard to company policies;
- Improper, misleading, incomplete or fraudulent documentation: everyone is responsible for processing and maintaining proper and accurate financial documentation.

Business records also pertain to expenses, and travel records, target appraisals, invoices, market research and control tests. Regular audits are organized to ensure compliance.

Failure to keep records in good order can result in serious consequences. Barco is committed to retaining records in a consistent, systematic, and reliable manner so that they can be retrieved promptly when required for legal, regulatory or operational reasons.

Barco provides policies relevant to the retention of company records, which are based on specific regulatory requirements or corporate guidelines. You need to comply with these local records retention policies.

E. Integrity towards customers

Barco seeks productive, ethical, and transparent relationships with its distributors, resellers, other channel partners and customers. Therefore, you need to act ethically and fairly in these relationships.



Focus on quality

Barco strives to provide high quality products and services. Everyone involved in the research, development, manufacture and deployment of our products and services has a responsibility to ensure that design, assembly, testing, installation, maintenance and repair meet the required professional and scientific standards. In this way, Barco and the customer are assured of the quality level that we strive for.



Advertising

Barco products need to succeed based on their quality and performance and our reputation as a company, rather than through false or offending promotional activities. Neither deceptive advertising nor questionable promotional activity can ever be justified.



Knowing your customer

Barco expects its employees, in charge of developing and maintaining customer relationships, to know their customers, and to ascertain that in particular the intermediaries like distributors, resellers or other channel partners are in good standing, have the proper professional qualifications and expertise to distribute and (re-)sell Barco's products and services, and apply the same ethical standards as laid down in this Code. It is important that we identify any real or perceived risks associated with our customers or business partners. By collecting this information and vetting our channel partners we can assess the legitimacy and appropriateness of our interactions with these parties.



F. Integrity towards suppliers

Barco bases its supplier relationships on the fundamental concepts of honesty, fairness, respect, and non-discrimination. We are committed to establishing long term relationships with our suppliers. All relationships should therefore be handled in an equitable manner in the interest of all parties concerned.

Employees must award orders on behalf of Barco in an objective, neutral and fair manner, hereby ensuring that all suppliers are treated equally and competition among suppliers is not restricted due to tailor-made specifications, different response times or selective disclosure of relevant information.

Conflicts of interest situations such as excessive gifts, kick-backs, etc. are a key risk area when dealing with suppliers.

On the other hand, Barco expects its suppliers to apply the same ethical standards by underwriting and abiding by the Responsible Business Alliance ('RBA') Code of Conduct.



G. Integrity towards government

The principles we apply in our relationships with customers or suppliers are not fundamentally different from those to be applied in our interactions with government officials. We act ethically, transparently, and truthfully, and cooperate with government officials in a constructive and respectful way.

However, contrary to conducting business with private companies, interactions, and certainly transactions with governmental entities or state-owned companies are often heavily regulated, thus requiring a more stringent approach and follow-up.

Dealing with government and government officials

We do not directly or indirectly offer, promise to pay, or authorize the payment of money or anything of value to a government official to win or retain business or favorable treatment. Nobody should take unfair advantage of government officials through manipulation, concealment, abuse of privileged information, misrepresentation of material facts, or other unfair dealings.

Governmental requests or audits

Governmental authorities may request information or conduct an investigation on site. Prior to providing them with information or giving access to the site, you should verify that the officials have a right to do so. You must immediately inform your manager and the Legal Department as soon as you become aware of any investigation or audit by a governmental authority. It is Barco's policy to cooperate with such investigation or audit, while preserving our rights. Therefore, each employee is required to cooperate with any governmental investigation or audit in close concert with the Legal Department.

Public procurement

Barco products are sometimes directly or indirectly purchased by public entities or state-owned companies. Therefore, we require strict observance of the laws and regulations governing public procurement.

H. Integrity in competition

Barco is committed to free, fair and open business competition, and is equally committed to competing ethically and in compliance with the laws that foster competition in the marketplace. In most countries there are competition or antitrust laws that regulate the activities of companies in the marketplace to safeguard fair competition.

Competition laws:

- Prohibit agreements or understandings between competitors that undermine competition;
- Regulate the behavior of companies that have a dominant position in the market;
- Require prior review and in some instances clearance for mergers, acquisitions and certain other transactions, to prevent transactions that would substantially reduce competition.

Barco will compete vigorously in the marketplace based on the merits of our products and services, our pricing and the customer loyalty we earn. We collect competitive information through proper public or other lawful channels but do not use information that was obtained illegally or improperly by others, including through misrepresentation, invasion of property or privacy, or coercion. We will make independent pricing and marketing decisions and will not improperly coordinate our activities, neither directly with competitors, nor indirectly via business partners.

While working with distributors and resellers, we respect the independence of our distribution network and refrain from limiting competition through pricing or exclusivity arrangements.



I. International trade compliance

The international trade of goods and services is not entirely free. The import or (re-)export of certain goods or technologies may be subject to governmental authorizations, such as an import or export license. Moreover, the sale and supply of hardware, software, documents or technical data to industry sectors or end-users in certain countries may be regulated or even embargoed.

Barco is committed to compliance with all applicable trade, export control and customs laws and regulations. We have developed policies and procedures governing the relevant aspects of cross-border transactions and train our employees to be mindful of suspicious transactions due to unclear, vague or incomplete information about the end-use, the identity of the end-user, delivery dates and locations and financial flows.

IV. Integrity as corporate citizen



A. Human rights

Barco respects the internationally recognized human rights and does not use child or forced labor in any of our global operations or facilities. We do not tolerate unacceptable worker treatment such as exploitation of children, physical punishment, abuse or involuntary servitude.

B. Sustainability

Barco is committed to the protection of the environment, endorsing the principles of sustainable use and minimum impact. We are sensitive to the impact of our operations on the local community and the cultural setting within which we are active. Compliance starts with applying the relevant legislation and regulations, approved codes and good environmental practices as the basis of our environmental management system.

Our ambition is to make sustainability an integral part of our business. Barco aspires to a sustainability leadership position in its operations, products and solutions. Therefore, we have adopted a sustainability charter as an essential part of our strategy to futureproof our business. Commitment of all employees is crucial to drive Barco's ambition towards this sustainable leadership.

A prudent and conscious use of energy is embedded in our way of operating and designing. This includes the conservation and efficient use of energy, the introduction of renewable energy whenever feasible, the conservation of natural resources, recycling and attempt for source reduction. Barco launches products, systems and services on the market that are safe, energy efficient and can be reused or recycled.

C. Charity

Improving the quality of life in our local communities is important for us, and therefore we support educational, health, social, cultural, civil and environmental initiatives and encourage employee's involvement. All participation in charity activities, sponsorship and donations on behalf of Barco should be approved in advance by the Corporate Marketing department.

D. Political participation

Barco observes neutrality with regard to political parties. Our funds or assets cannot be used for political campaigns. We respect the rights of employees to participate in personal political activities which are in line with local law. However, when speaking on public issues, you should always avoid giving the impression that you are speaking or acting on Barco's behalf.



E. External communication

Barco is fully aware of its responsibilities and duties towards the public and communities in which it operates. We are committed to acting as a driving force in those communities and to being good citizens and neighbors in all locations where we do business.

Communication with the public

Barco strives to communicate with the public in an accurate and consistent way. To be sure that we comply with the law while still protecting our confidentiality and interests, only those who are specifically trained, and whose job responsibilities include communication with the public or media may represent Barco before the public. If you receive an inquiry, either verbal or written, from an outside contact about a company matter, you must direct the inquiry to the Corporate Marketing department, or, if the enquiry relates to financial or investor related matters, to the Investors Relations department.

When referring in any way to Barco or your relationship with Barco when engaging in social media (e.g. Instagram, TikTok, Facebook, LinkedIn, blogs, etc.), you must take in consideration the Code of Digital Conduct. In all cases, you must act transparently, honestly and respectfully and apply the same discretion in your online communication as what would be generally expected in offline communication.

Company disclosures

Barco is required by law to inform the public about its business and financial condition. Every employee participating in the preparation or dissemination of such disclosures, or who knowingly provides information that may be used in the preparation of these disclosures, has a legal and ethical duty to ensure that the content of the disclosures is accurate, complete and timely.

Company disclosures are reviewed and approved by the Investor Relations department before release.

V. Ethical guidance and reporting misconduct





A. Seeking ethical guidance

We strive for a mature and transparent speak-up culture wherein no one should feel uncomfortable with flagging anomalies or raising tough ethical or compliance issues. We encourage you to come forward and to transparently and honestly address possible issues which conflict or may conflict with the principles embedded in this Code. It is our joint responsibility to ensure that such issues can be open for discussion, are properly clarified and, if applicable, are cured with appropriate corrective actions.

B. Reporting misconduct

Barco encourages you to report in good faith suspected or actual unethical conduct by, within or in relation to Barco. If you know about a violation of the Code or have serious grounds to believe that such violation occurred, you must report it. A violation of the Code may also constitute a crime which, in most jurisdictions, must be reported to the authorities. Note that it is extremely important to provide as many details as possible when reporting violations or suspected violations.

Therefore, not reporting known or suspected violations is a severe violation of this Code and can lead to disciplinary actions in accordance with local legislation and/or labor law rules.

For all violations or suspected violations reported, an assessment will be made as to what next steps are required. Barco will investigate diligently any reported behavior that violates or may violate the Code, respecting the principles of due process.

C. Who to contact?



Internal channels

Your primary contact for ethical guidance or reporting a (suspected) violation, is your manager. If you do not feel comfortable talking to your manager, you can reach out to your HR business partner, your local legal and compliance responsible, or any of the legal counsels.



The ethics committee

Barco has created an Ethics Committee composed of senior representatives of the HR, Legal and IT functions, supported by their executive managers. When you feel insufficient attention or response is given to an issue you raised, you can also reach out to the Ethics Committee via email ethics@barco.com.

The Committee will monitor proper follow-up of any request for ethical guidance or report of a violation or suspected violation of the Code. In this respect, please note that each member of the Ethics Committee, in concert with their executive manager, is authorized to contact directly any member of the Board of Directors. This guarantees escalation, where appropriate, to the highest level of the company.



Ethics helpline (whistleblower reports)

In line with the EU Whistleblowers' directive, Barco has set up a whistleblower reporting tool through the assistance of an external service provider ethics.barco.com. You, just like any supplier, contractor, customer, or even third party can use this tool to reach out to Barco and (anonymously) report any violation or suspected violation of any applicable laws and regulations or the Code of Ethics. You will receive a confirmation of receipt of your report within 7 days. Within 3 months after the confirmation of receipt, you will receive feedback on your report.

When a whistleblower report is submitted anonymously through the reporting tool, the identity of the reporter cannot be revealed by anyone.

D. Safeguards upon reporting

Confidentiality

All ethical enquiries and reports of (possible) violations of this Code will be handled confidentially. If you become involved in an ethical enquiry or report, you must keep the details of the enquiry or report, in particular the identity of the requester or reporter as well as of person(s) to whom the request or report may relate, confidential at all stages of the process.

Protection against retaliation

Barco will not retaliate against anyone who, in good faith, notifies us of a violation or potential violation of this Code, nor will we tolerate any intimidation of anybody who reports such a violation. Abuse of the reporting system may however result in disciplinary actions.



VI. Reinforcing the code

Failure to comply with the responsibilities established by this Code may result in disciplinary actions, up to and including termination of employment. The same applies to conduct that is unethical or improper, even if it is not expressly addressed by this Code. Requesting or forcing others to violate the Code is considered as tantamount to violating the Code yourself.

All disciplinary or legal actions, in response to an ethical enquiry or a report of a (possible) violation of this Code, will be taken in strict compliance with the local law to which the person affected by such action is subject.

Realization
Barco corporate marketing

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SVP - General counsel

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