

2024 Integrated Annual Report

Integrated Data Pack



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Integrated data pack

Capital	Topic	ESRS/ entity-specific	Disclosure requirement	Indicator	Unit	2024	2023	2022
FINANCIAL	Sustained profitable growth			Group sales	mio €	946.6	1,050.1	1,058.3
				Gross profit	mio €	385.4	438.5	412.8
				Gross profit (% of sales)	%	40.7%	41.8%	39.0%
				EBITDA	mio €	120.8	142.5	126.5
				EBITDA margin	%	12.8%	13.6%	12.0%
				OPEX as % of sales	%	34.4%	32.2%	30.3%
				Earnings per share	€	0.71	0.89	0.84
				Dividend	€	0.51	0.48	0.44
				Nominal tax amount paid	mio €	26.3	13.3	6.0
				Effective tax rate	%	18%	18%	18%
	Financial resilience			Total amount paid in dividends to shareholders	k€	44,463	43,243	39,802
				Total amount of share buybacks undertaken	# of shares	1,509,000	491,000	0
				Net financial cash/(debt)	mio €	259.0	241.1	264.0
				Free Cash Flow	mio €	110.3	38.0	13.1
				Equity as % of balance sheet total	%	64.7%	70.0%	67.9%

Integrated data pack

Capital	Topic	ESRS/ entity-specific	Disclosure requirement	Indicator	Unit	2024	2023	2022
MANUFACTURING	Long term asset performance			Product revenues manufactured inhouse on total product & project sales	%	70.2%	65.9%	61.5%
				Countries with a manufacturing facility	#	4	4	4
				ROCE	%	13.6%	17.2%	16.0%
				Inventory turns	#	2.1	2.1	2.1
				Capex (in % of sales)	%	4.5%	5.2%	2.0%

Integrated data pack

Capital	Topic	ESRS/ entity-specific	Disclosure requirement	Indicator	Unit	2024	2023	2022
INNOVATION	Innovation, technology & product portfolio	Entity-specific	-	% of employees in R&D	% of heads	29%	31%	31%
		Entity-specific	-	Number of new patent filings	#	19	16	13
		Entity-specific	-	Number of patents at year-end	#	962	902	550
		Entity-specific	-	R&D spend	mio €	131	132	121
		Entity-specific	-	R&D spend in % of sales	%	13.8%	12.6%	11.4%

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Capital	Topic	ESRS/ entity-specific	Disclosure requirement	Indicator	Unit	2024	2023	2022
PROTECTING EARTH	EU taxonomy	-	-	% revenues eligible for EU Taxonomy alignment	%	89%	89%	90%
		-	-	% revenues aligned under EU Taxonomy alignment	%	42%	45%	27%
		-	-	% capex eligible for EU Taxonomy alignment	%	100%	100%	100%
		-	-	% capex aligned under EU Taxonomy alignment	%	7%	11%	5%
		-	-	% opex eligible for EU Taxonomy alignment	%	76%	77%	72%
		-	-	% opex aligned under EU Taxonomy alignment	%	50%	48%	48%
	Climate change & energy	ESRS	E1-1	Financial resources allocated to action plan (CapEx)	mio €	3,205	-	-
		ESRS	E1-1	Financial resources allocated to action plan (OpEx)	mio €	67,024	-	-
		ESRS	E1-3	Achieved GHG emission reductions (limited scope 2024 vs 2015)	t CO ₂ e	492,267	-	-
		ESRS	E1-4	Absolute value of Scope 1/2 Greenhouse gas emissions reduction (target)	t CO ₂ e	5,955	-	-
		ESRS	E1-4	Absolute value of Scope 3 Greenhouse gas emissions reduction (target 2025)	t CO ₂ e	433,683	-	-
		ESRS	E1-4	Absolute value of total Greenhouse gas emissions reduction (target 2025)	t CO ₂ e	439,638	-	-
		ESRS	E1-4	Absolute value of Scope 1/2 Greenhouse gas emissions (limited scope 2024)	t CO ₂ e	3,557	-	-
		ESRS	E1-4	Absolute value of Scope 3 Greenhouse gas emissions (limited scope 2024)	t CO ₂ e	303,600	-	-
		ESRS	E1-4	Absolute value of total Greenhouse gas emissions (limited scope 2024)	t CO ₂ e	307,157	-	-
		ESRS	E1-4	Percentage of Scope 1/2 Greenhouse gas emissions reduction (limited scope 2024 vs 2015)	%	-67%	-	-
		ESRS	E1-4	Percentage of Scope 3 Greenhouse gas emissions reduction (limited scope 2024 vs 2015)	%	-61%	-	-
		ESRS	E1-4	Percentage of total Greenhouse gas emissions reduction (limited scope vs 2015)	%	-62%	-	-
		ESRS	E1-5	Total energy consumption related to own operations	MWh	35,404	32,905	-
		ESRS	E1-5	Total energy consumption from renewable sources	MWh	24,695	19,808	-
		ESRS	E1-5	Total energy consumption from fossil sources	MWh	10,552	12,801	-
		ESRS	E1-5	Total energy consumption from nuclear sources	MWh	157	296	-
		ESRS	E1-5	Percentage of renewable sources in total energy consumption	%	70%	60%	-
		ESRS	E1-5	Percentage of fossil sources in total energy consumption	%	30%	39%	-
		ESRS	E1-5	Percentage of energy consumption from nuclear sources in total energy consumption	%	0%	1%	-
		ESRS	E1-5	Total energy consumption from activities in high climate impact sectors	MWh	35,404	32,905	-
		ESRS	E1-5	Energy intensity from activities in high climate impact sectors	MWh / mio €	37.4	31.3	-
		ESRS	E1-5	Net revenue from activities in high climate impact sectors	mio €	946.6	1,050	-
		ESRS	E1-5	Net revenue from activities other than in high climate impact sectors	mio €	0.0	0.0	-

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Capital	Topic	ESRS/ entity-specific	Disclosure requirement	Indicator	Unit	2024	2023	2022
		ESRS	E1-5	Renewable energy production	MWh	1,222	468	-
		ESRS	E1-5	Non-renewable energy production	MWh	0	0	-
		ESRS	E1-5	Consumption of purchased or acquired electricity, heat, steam, and cooling from renewable sources	MWh	23,473	19,341	-
		ESRS	E1-5	Consumption of purchased or acquired electricity, heat, steam, or cooling from fossil sources	MWh	1,299	1,806	-
		ESRS	E1-5	Consumption of self-generated non-fuel renewable energy	MWh	1,222	468	-
		ESRS	E1-5	Fuel consumption from coal and coal products	MWh	0	0	-
		ESRS	E1-5	Fuel consumption from crude oil and petroleum products	MWh	4,324	6,210	-
		ESRS	E1-5	Fuel consumption from natural gas	MWh	4,928	4,785	-
		ESRS	E1-5	Fuel consumption from other fossil sources	MWh	0	0	-
		ESRS	E1-5	Fuel consumption from renewable sources	MWh	0	0	-
		ESRS	E1-6	Gross Scope 1 greenhouse gas emissions	t CO ₂ e	2,640	3,064	-
		ESRS	E1-6	Percentage of Scope 1 GHG emissions from regulated emission trading schemes	%	0%	0%	-
		ESRS	E1-6	Gross location-based Scope 2 greenhouse gas emissions	t CO ₂ e	8,410	7,289	-
		ESRS	E1-6	Gross market-based Scope 2 greenhouse gas emissions	t CO ₂ e	917	1,331	-
		ESRS	E1-6	Gross Scope 3 greenhouse gas emissions	t CO ₂ e	538,011	524,120	-
		ESRS	E1-6	Total GHG emissions	t CO ₂ e	541,568	528,515	-
		ESRS	E1-6	Total GHG emissions (location-based) per net revenue	t CO ₂ e/mio €	580	509	-
		ESRS	E1-6	Total GHG emissions (market-based) per net revenue	t CO ₂ e/mio €	572	503	-
		ESRS	E1-6	Net revenue used to calculate GHG intensity	mio €	946.6	1,050.0	-
		ESRS	E1-6	Net revenue other than used to calculate GHG intensity	mio €	0.0	0.0	-
		ESRS	E1-6	Scope 3-1 Purchased goods & services	t CO ₂ e	175,806	170,603	-
		ESRS	E1-6	Scope 3-2 Capital goods	t CO ₂ e	13,421	20,198	-
		ESRS	E1-6	Scope 3-3 Fuel and energy-related Activities not in scope 1/2	t CO ₂ e	1,902	1,838	-
		ESRS	E1-6	Scope 3-4 Upstream transportation and distribution	t CO ₂ e	36,210	34,446	-
		ESRS	E1-6	Scope 3-5 Waste generated in operations	t CO ₂ e	202	223	-
		ESRS	E1-6	Scope 3-6 Business travelling	t CO ₂ e	8,058	4,795	-
		ESRS	E1-6	Scope 3-7 Employee commuting	t CO ₂ e	2,441	2,946	-
		ESRS	E1-6	Scope 3-8 Upstream leased assets	t CO ₂ e	434	448	-
		ESRS	E1-6	Scope 3-9 Downstream transportation	t CO ₂ e	2,539	3,085	-

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Capital	Topic	ESRS/ entity-specific	Disclosure requirement	Indicator	Unit	2024	2023	2022
		ESRS	E1-6	Scope 3-10 Processing of sold products	t CO ₂ e	0	0	-
		ESRS	E1-6	Scope 3-11 Use of sold products	t CO ₂ e	254,787	253,592	-
		ESRS	E1-6	Scope 3-12 End-of-life treatment of sold products	t CO ₂ e	1,229	2,129	-
		ESRS	E1-6	Scope 3-13 Downstream leased assets	t CO ₂ e	4,465	2,845	-
		ESRS	E1-6	Scope 3-14 Franchises	t CO ₂ e	0	0	-
		ESRS	E1-6	Scope 3-15 Investments	t CO ₂ e	36,519	26,971	-
		ESRS	E1-6	Percentage of GHG Scope 3 calculated using primary data	%	6%	-	-
		ESRS	E1-7	Total amount of carbon credits outside value chain planned to be cancelled in future	m ³ t CO ₂	0	-	-
		ESRS	E1-7	Total amount of carbon credits outside value chain that are verified against recognised quality standards and cancelled	m ³ t CO ₂	2,819	-	-
	Sustainable product lifecycle management	Entity-specific	-	% revenues from products with Barco ECO label (hardware & software)	%	68%	65%*	50%*
		Entity-specific	-	% of new products released with Barco ECO label (hardware and software)	%	86%	90%	63%
		Entity-specific	-	# of LCAs finished	#	4	-	-
		Entity-specific	-	% of active components covered by Full Materials Declarations	%	84%	83%	84%
		Entity-specific	-	% of (manufacturing) sites covered by a certified environmental management system	%	100%	100%	100%
	Circular economy & waste	ESRS	E5-4	Overall total weight of products and technical and biological materials used	kg	4,868,794	-	-
		ESRS	E5-4	Percentage of biological materials (and biofuels used for non-energy purposes)	%	13.4%	-	-
		ESRS	E5-4	Percentage of secondary reused or recycled components, secondary intermediary products and secondary materials	%	0.2%	-	-
		ESRS	E5-4	The absolute weight of secondary reused or recycled components, secondary intermediary products and secondary materials used to manufacture the undertaking's products and services (including packaging)	kg	7,307	-	-
		ESRS	E5-5	Total Waste generated	tons	1,776	1,510	-
		ESRS	E5-5	The rates of recyclable content in products & their packaging	%	19%	-	-
		ESRS	E5-5	Non-recycled waste	tons	338.5	356.5	-
		ESRS	E5-5	Percentage of non-recycled waste	%	19.1%	23.6%	-
		ESRS	E5-5	Total amount of radioactive waste	tons	0.0	0.0	-
		ESRS	E5-5	Total amount of hazardous waste	tons	8.0	26.0	-
		ESRS	E5-5	Hazardous waste directed to disposal	tons	5.2	8.5	-
		ESRS	E5-5	Hazardous waste directed to disposal by incineration	tons	5.2	8.5	-

* Denominator was calculated as product+project sales in 2022/2023

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Capital	Topic	ESRS/ entity-specific	Disclosure requirement	Indicator	Unit	2024	2023	2022
		ESRS	E5-5	Hazardous waste directed to disposal by landfilling	tons	0.0	0.0	-
		ESRS	E5-5	Hazardous waste directed to disposal by other disposal operations	tons	0.0	0.0	-
		ESRS	E5-5	Hazardous waste diverted from disposal	tons	2.8	17.5	-
		ESRS	E5-5	Hazardous waste diverted from disposal due to other recovery operations	tons	0.0	0.0	-
		ESRS	E5-5	Hazardous waste diverted from disposal due to preparation for reuse	tons	0.0	0.0	-
		ESRS	E5-5	Hazardous waste diverted from disposal due to recycling	tons	2.8	17.5	-
		ESRS	E5-5	Non-hazardous waste directed to disposal	tons	333.2	348.0	-
		ESRS	E5-5	Non-hazardous waste directed to disposal by incineration	tons	298.5	311.2	-
		ESRS	E5-5	Non-hazardous waste directed to disposal by landfilling	tons	34.7	36.7	-
		ESRS	E5-5	Non-hazardous waste directed to disposal by other disposal operations	tons	0.0	0.0	-
		ESRS	E5-5	Non-hazardous waste diverted from disposal	tons	1,434.6	1,136.1	-
		ESRS	E5-5	Non-hazardous waste diverted from disposal due to other recovery operations	tons	21.6	10.7	-
		ESRS	E5-5	Non-hazardous waste diverted from disposal due to preparation for reuse	tons	0.0	0.0	-
		ESRS	E5-5	Non-hazardous waste diverted from disposal due to recycling	tons	1,413.0	1,125.4	-
		Entity-specific	-	% of revenues in countries with Barco return and recycling programs	%	69%	69%	65%

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Capital	Topic	ESRS/ entity-specific	Disclosure requirement	Indicator	Unit	2024	2023	2022
ENGAGING PEOPLE	Own workforce	ESRS	S1-6	Average number of employees	# FTE	3,189	3,372	3,200
		ESRS	S1-6	Number of employee who have left undertaking	# heads	478	-	-
		ESRS	S1-6	Number of employees (at year-end)	# heads	3,243	3,360	3,302
		Entity-specific	-	Number of employees (at year-end)	# FTE	3,135	3,256	3,202
		ESRS	S1-6	Number of full-time employees	# heads	2917	3037	3013
		ESRS	S1-6	Number of non-guaranteed employees	# heads	0	-	-
		ESRS	S1-6	Number of part-time employees	# heads	326	-	-
		ESRS	S1-6	Percentage of employee turnover	% of heads	14.7%	-	-
		Entity-specific	-	Internal mobility (% of vacancies filled internally)	% of heads	27%	25%	17%
		Entity-specific	-	Employee wages and benefits (personnel costs)	mio €	291.0	307.0	289.3
		Entity-specific	-	Employer contributions to pensions or other retirement plans	mio €	14.0	14.0	12.6
		Entity-specific	-	Number of new (external) hires	# heads	247	429	655
		ESRS	S1-7	Number of non-employees in own workforce	# FTE	157	-	-
		ESRS	S1-7	Number of non-employees in own workforce - people provided by undertakings primarily engaged in employment activities	# FTE	109	-	-
		ESRS	S1-8	Percentage of employees in country (EEA) covered by workers' representatives	% of heads	97%	-	-
		ESRS	S1-8	Percentage of its employees covered by collective bargaining agreements are within coverage rate by country (in the EEA)	% of heads	98%	-	-
		ESRS	S1-10	Adequate wages by country	% of heads	100%	-	-
		ESRS	S1-17	# severe human right incidents connect to own workforce (e.g., forced labour , human trafficking or child labour)	#	0	-	-
		ESRS	S1-17	# severe human right incidents connect to own workforce that are cases of non respect of UN Guiding Principles and OECD Guidelines for Multinational Enterprises	#	0	-	-
		ESRS	S1-17	#complaints filed through channels for own workforce to raise concerns	#	0	-	-
		ESRS	S1-17	#complaints filed to National Contact Points for OECD Multinational Enterprises	#	0	-	-
		ESRS	S1-17	#incidents of discrimination including harassment	#	0	-	-
		ESRS	S1-17	Amount of fines, penalties & damages for the incidents for severe human rights issues and incidents connected to own workforce	#	0	-	-
		ESRS	S1-17	Amount of material fines, penalties, compensation in damages as result of violations regarding social and human rights factors	#	0	-	-

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Capital	Topic	ESRS/ entity-specific	Disclosure requirement	Indicator	Unit	2024	2023	2022
	Talent & career development	ESRS	S1-13	% employees participated in performance & career reviews by gender	% of heads	F: 50% / M: 63%	63%	67%
		ESRS	S1-13	Average number of training hours per person / gender for employees	h	F: 19.9 / M: 20.4	15.8	12.3
		Entity-specific	-	Average training investment per employee	€	1,249	1,080	-
		Entity-specific	-	% employees trained in Standards@Work (white collars & blue collars)	% of heads	98%	99%**	99%**
	Diversity & inclusion	ESRS	S1-9	Number of employees (head count) at top management level	# heads	13	-	-
		ESRS	S1-9	Number of employees (head count) between 30 and 50 years old	# heads	1,993	-	-
		ESRS	S1-9	Number of employees (head count) over 50 years old	# heads	964	-	-
		ESRS	S1-9	Number of employees (head count) under 30 years old	# heads	286	-	-
		ESRS	S1-9	Percentage of employees at top management level	% of heads	0.4%	0.4%	
		ESRS	S1-9	Percentage of employees between 30 and 50 years old	% of heads	61%	60%	61%
		ESRS	S1-9	Percentage of employees over 50 years old	% of heads	30%	29%	29%
		ESRS	S1-9	Percentage of employees under 30 years old	% of heads	9%	11%	10%
		Entity-specific	-	% women in Board	% of heads	38%	43%	50%
		Entity-specific	-	% women in Core Leadership Team	% of heads	15%	14%	14%
		Entity-specific	-	% women in senior management	% of heads	19%	18%	19%
		Entity-specific	-	Average age of the workforce	#	44	43	43
		Entity-specific	-	Number of nationalities in the global workforce	#	68	-	-
		ESRS	S1-16	Gender pay gap (%)	% of heads	See table Social 3C	-	-
		ESRS	S1-16	Gender pay gap breakdown by employee category and/or country/segment	% of heads	See table Social 3C	-	-
		ESRS	S1-16	Annual total remuneration ratio	#	13	-	-
	Employee engagement	Entity-specific	-	Employee Engagement Score	%	73.0%	-	-
	Employee health, safety & wellbeing	ESRS	S1-14	%own workforce covered by health & safety system	% of heads	49%	-	-
		Entity-specific	-	Lost time injury frequency rate (per 1 000 000 hours worked) employees (manufacturing sites)	#	0.6	1.6	1.4
		Entity-specific	-	Lost Time Injury Severity rate (per 1000 hours worked) employees (manufacturing sites)	#	0.03	0.03	0.03
		Entity-specific	-	Rate of absenteeism (Belgium only)	%	3.6%	3.1%	2.7%
		Entity-specific	-	Total work-related fatalities employees and contractors	#	0	0	0

** Scope in 2022/2023 was only white collar workers

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Capital	Topic	ESRS/ entity-specific	Disclosure requirement	Indicator	Unit	2024	2023	2022
EMPOWERING SOCIETY	Corporate governance & strategy	ESRS	G1-3	% of functions at risk covered by training programmes (for anti-bribery and corruption)	%	11.4%	-	-
		ESRS	G1-4	Amount of fines for violation of anti-corruption and anti- bribery laws	#	0	-	-
		ESRS	G1-4	Number & nature of confirmed incidents of corruption or bribery	#	0	-	-
		ESRS	G1-4	Number incidents relating to contracts with business partners that were terminated or not renewed due to violations to corruption or bribery	#	0	-	-
		ESRS	G1-4	Number of confirmed incidents in which own workers were dismissed/disciplined for corruption or bribery	#	0	-	-
		ESRS	G1-4	Number of convictions for violation of anti-corruption and anti- bribery laws	#	0	-	-
		ESRS	G1-6	Average number of days to pay invoice from date when contractual or statutory term of payment starts to be calculated	#	61	-	-
		ESRS	G1-6	Number of outstanding legal proceedings for late payments	#	0	-	-
		ESRS	G1-6	Percentage of payments aligned with standard payment terms	%	80%	-	-
	Responsible & resilient supply chain	Entity-specific	-	% in-scope suppliers that responded to Conflict Minerals Reporting Template	%	100%	100%	100%
		Entity-specific	-	% of production spend covered by contracts with sustainability clause (MSA, signed T&Cs, PA)	%	82%	88%	85%
		Entity-specific	-	% of production spend covered by signed Barco supplier code of conduct	%	81%	90%	84%
		Entity-specific	-	% of production spend covered by supplier sustainability score	%	77%	81%	71%
		Entity-specific	-	Number of major (key, key+, core) suppliers (covering x% of production spend)	#	177 (90.0%)	175 (93.9%)	159 (86.9%)
		Entity-specific	-	Number of supplier quality audits	#	50	47	37
	Product quality, safety & security	Entity-specific	-	% of (development and manufacturing) sites covered by a certified quality management system	%	100%	100%	100%
		Entity-specific	-	Nr of recalls with barco healthcare products & services reported to competent authorities	#	1	0	0
		Entity-specific	-	Nr of Safety incidents with barco products & services reported to competent authorities	#	0	0	0
		Entity-specific	-	Nr of Security incidents with barco products & services reported to competent authorities	#	0	-	-
	Information security & data protection	Entity-specific	-	Average cybersecurity maturity Cyfun score	#	2.71	-	-
		Entity-specific	-	Extension of the scope of the ISO27001 certificate	#	Yes	-	-
		Entity-specific	-	Nr of data / GDPR / personal data breaches reported to data protection authorities	#	0	0	0
	Customer experience	Entity-specific	-	Customer Net Promoter Score (relationship NPS)	#	54	48	44

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