

## ENVIRONMENT, HEALTH, SAFETY AND SECURITY PLEDGE

Barco is an international company headquartered in Kortrijk, Belgium, designing and developing visualization and display solutions for professional markets. Barco has its own facilities for Sales and Marketing, Customer Support, R&D and Manufacturing in Europe, North America and Asia Pacific.

We value the safety and health of our employees and our business partners, as well as the responsible use of the environment and natural resources.

We value the physical security and safety of our employees, facilities, assets and data.

This Environment, Health, Safety and Security (EHS<sup>2</sup>) pledge aims at establishing a company policy and related management systems.

We want to minimize the risks of physical and material damage as well as prevent accidents.

We believe that ensuring high levels of health and safety improve the quality and productivity of our employees, products and services. Therefore, we are committed to:

- Health and Safety as an integral part of the responsibility of all managers at all levels.
- Health and Safety in the production process to be as important as productivity and quality.
- Informing all employees about dangerous situations, safe working methods and safety prescriptions relevant to their tasks and duties as well as to the use of all working and safety tools. Adequate attention to health and safety aspects will also be given during training.
- Having all employees acquiring the responsibility to work in a safe manner, to ensure their personal health and safety as well as that of their colleagues. Tidiness is a necessary condition for that safe and healthy working environment.
- Having third party employees (contractors and subcontractors) working for our company complying with our health and safety policies, local legislation and regulations.
- Reporting all accidents, incidents and dangers

Furthermore, we are committed to conduct business in such a way that the environment is respected, preserved and whenever possible improved. Therefore we:

- Ensure a prudent use of energy throughout the business, including conservation and efficient use of energy, and prefer renewable over non-renewable energy sources whenever feasible (Applying the BATNEEC principles (\*)).
- Encourage conservation of natural resources, recycling, source reduction and pollution control to maintain cleaner air, water and soil and to reduce landfill wastes. We share environmental best practices across the company.
- Apply development and manufacturing processes that do not adversely affect the environment.

This includes improving operations and supporting the development of technologies that minimize waste, prevent air, water and land pollution, minimize health and safety risks for our employees and recyclers, and dispose of waste safely and responsibly.

(\* ) BATNEEC: Best Available Technology Not Entailing Excessive Costs

- Introduce products, systems and services in the company's markets that are safe for their intended use, efficient in the use of energy, protective of the environment, and that can be reused, recycled or disposed of safely.
- Comply with applicable legislation and regulations, company standards, approved codes of conduct and good practices.
- Strive to continually improve the company's environmental management system and performance.

We value the company's security, both physical and digital. Therefore, we are committed to:

- Assure the physical safety of persons (employees and visitors).
- Assure the safety, security and protection of data and property, including buildings, equipment and other assets.
- Work according to Security standards (e.g. C-TPAT, AEO) and implement the necessary procedures and installations.
- Implement procedures and awareness programs with regards to business continuity planning, loss prevention and fraud prevention.

To achieve these objectives, we have appointed a Management Representative and a team of EHS<sup>2</sup> officers and we will provide the necessary time and means for the organization.

We expect that Environment, Health & Safety and Security are a constant concern of all employees, suppliers and contractors. All employees should make suggestions and propose improvements.

All employees are responsible for understanding the impacts of this pledge on their day-to-day activities and are encouraged to apply good stewardship both in and beyond their workplace.

This personal attitude, aimed on Environment, Health Safety and Security, should stimulate all employees to be more aware and responsible in their private lives.

## Core leadership team / Executive management

Jan De Witte  
Chief Executive Officer

An Dewaele  
Senior VP - Chief HR Officer

Filip Pintelon  
Senior VP - General Manager  
Healthcare

Nicolas Vanden Abeele  
Senior VP - General Manager  
Entertainment

George Stromeyer  
Senior VP - General Manager  
Enterprise

Stijn Henderickx  
Senior VP - EMEA

Ney Corsino  
Senior VP - Americas

Olivier Croly  
Senior VP - APAC

Xavier Bourgois  
Senior VP - Information Technologies

Kurt Verheggen  
Senior VP - General Counsel

TJ Chang  
Senior VP - China

Johan Heyman  
Senior VP - Organizational Excellence/  
Fit to lead

Wim Buyens  
CEO Cinionic

Rob Jonckheere  
Senior VP Operations

Gerwin Damberg  
Chief Technology Officer