



Sustainability report

ARTE®

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Dear reader,

Thank you for taking the time to read our sustainability report.

At Arte, our core vision remains unchanged: true beauty lies not only in the final product, but in every step of the creation process. Guided by a design-driven approach, **we strive to anchor craftsmanship, quality and sustainability ever more deeply in all our activities**. This is not an added ambition, but an essential part of who we are.

The years 2024 and 2025 were marked by further preparation for the Corporate Sustainability Reporting Directive (CSRD). The accompanying European Sustainability Reporting Standards (ESRS) require in-depth, transparent and meticulously gathered information about our impact on people and the environment. The journey toward a fully compliant report is challenging and demands comprehensive data collection, refined processes and structural integration across our organisation.

During this reporting period, we have taken important steps forward. We further professionalised our internal systems, improved data flows and strengthened our sustainability framework. Although these efforts present a complex task, we see this evolution primarily as a driving force—enabling us to deepen our initiatives, sharpen our responsibilities and communicate more clearly with our stakeholders.

Our ambition remains clear: **in the years ahead, we aim to further strengthen our sustainability approach and continue to share our progress transparently**. This report not only reflects the efforts and results we achieved in 2024 and 2025, but also serves as an invitation to continue building together toward a future in which product, people and planet coexist in sustainable harmony.

Steven & Philippe Desart



"Wallcoverings for the ultimate in refinement"

The Arte family business was born out of a vision for beauty. Arte is a designer, manufacturer and distributor of high-end wallcoverings, designing commercial, public and hospitality spaces. In 1981 it all started in Zonhoven (Belgium). Today, we are active in more than 90 countries, with over 115 partners worldwide.



Strategy & business model

Our values

———— Class, Elegance, Quality, Innovation

Since its earliest beginnings, Arte has been driven by a deep passion for exceptional wallcoverings. Our collections offer the perfect solution for the most prestigious interiors — from minimalist and avant-garde to truly exclusive spaces.

With a broad and refined product portfolio, Arte consistently delivers the desired ambience, combining elegance, sophistication and timeless appeal. Our inspiring wallcoverings are suited for both residential and commercial environments and are admired in interiors around the world.

The core values that define Arte — class, elegance, quality and innovation — are embedded throughout every level of our organisation and remain the foundation of everything we create.



Strategy & business model

Our mission and vision

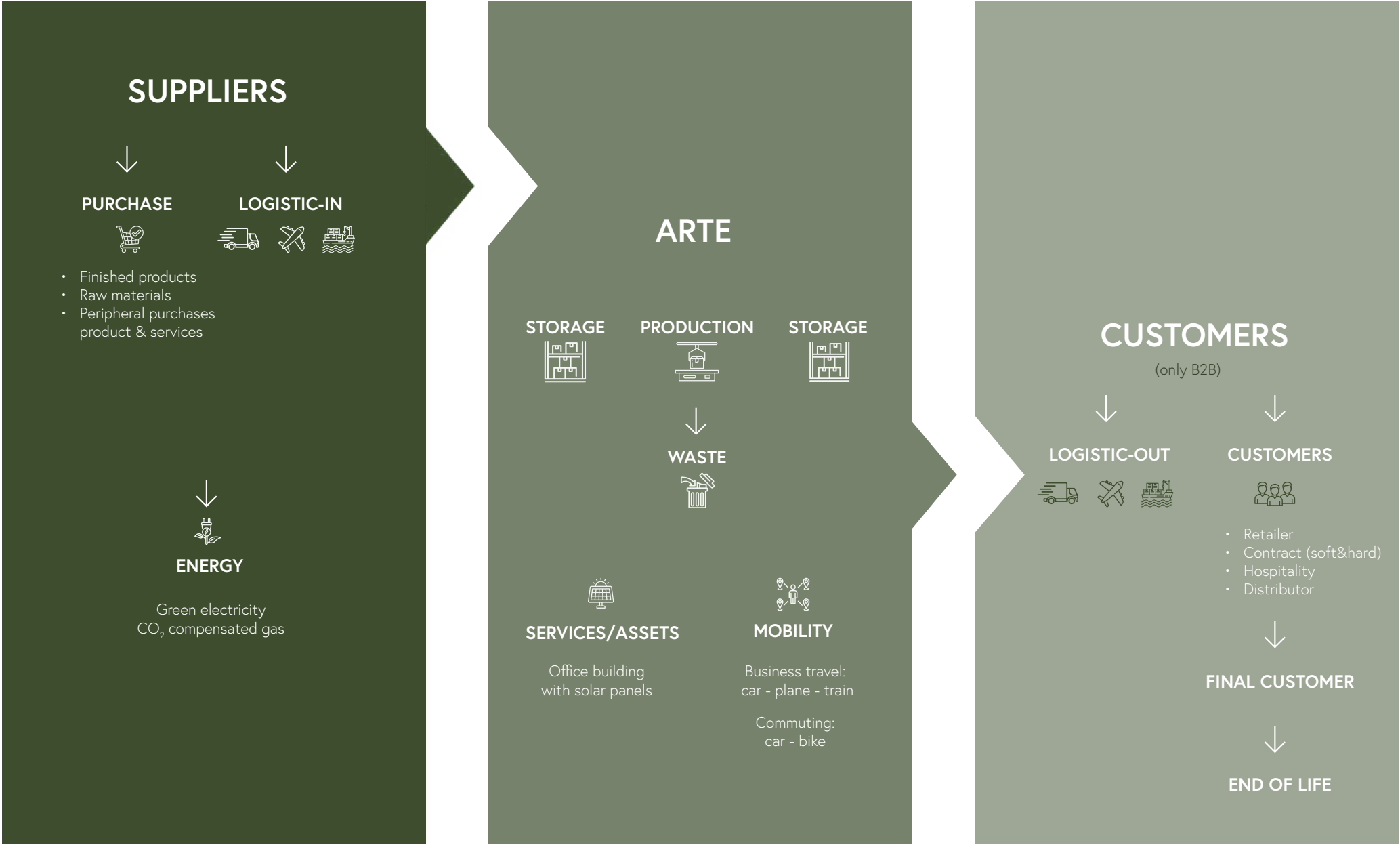
Through its love for sophisticated interiors and the finest materials, **Arte aims to be the world's most passionate trendsetter in high-quality, exclusive wallcoverings for demanding interior specialists and enthusiasts with taste.**

Arte develops and distributes innovative wallcoverings for beautiful residential and commercial interiors all over the globe. Arte is a proud trendsetter. It appeals to a demanding clientele with an affinity for luxury, on the lookout for something extra in sophisticated interiors, made from high-quality materials with groundbreaking design.

We believe that beauty is not only on the outside, but also on the inside. From a vision of beauty, Arte always strives to combine craftsmanship, quality and sustainability in all its activities. Therefore, in line with its sense of social responsibility, Arte is striving for a positive and sustainable combination of design, emotion, people and the environment.

Strategy & business model

Our value chain



Strategy & business model

Our stakeholders

Customers

Arte targets both the retail and the contract/residential market and this through a network of experienced and dedicated resellers, distributors, agents, specifiers and decorators or by direct sale. Sustainability communication is integral to our daily interactions, conducted through direct communication, website updates, email correspondence, and inclusion in our collection books.

Employees and other workers

Our people, both at our headquarters and across our global operations, are at the heart of everything we do, reflecting our commitment to a "clean socially" ethos. We place great emphasis on their well-being and keep them connected and informed through multiple channels — from emails and digital displays to events, presentations, and social media — fostering engagement and a shared sense of purpose.

Public authorities

We adhere to general regulatory requirements set by public authorities, including obtaining environmental permits.

Suppliers

Over the years, we have nurtured long-standing relationships with our suppliers, believing that trust and continuity are the foundation of a responsible supply chain. We engage with them in an open and collaborative way, exploring whether they hold relevant certifications or labels — not as a requirement, but as a shared commitment to our sustainability vision. By fostering these partnerships, we inspire and encourage our suppliers to embrace practices that are both responsible and forward-thinking.

Consumers

Our commitment to sustainability reaches all the way to our end consumers. We strive to offer products that are not only visually captivating but also clean, healthy, and built to last. Through detailed product information on our website and close collaboration with our retailers and distributors, we provide transparency that empowers consumers to make choices aligned with their values — allowing them to bring both beauty and responsibility into their spaces.

Local communities and persons in vulnerable situations

We strive to minimise pollution levels of all kinds (noise, smell, harmful substances...). We engage with communities in our direct production environment by maintaining open communication channels to address any concerns. Beyond this, we invest in projects that not only help offset our environmental impact but also generate positive social value, ensuring that our operations contribute to a healthier and more sustainable world.

Financial institutions

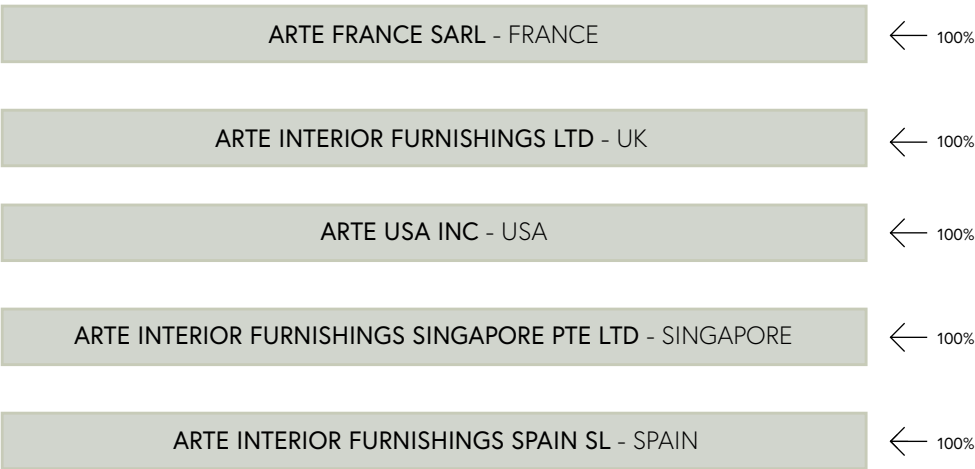
As important stakeholders, we recognise the significance of communicating our sustainability efforts to financial institutions. By proactively addressing their sustainability requirements and concerns, we maintain a positive relationship with banks and ensure continued support for our business initiatives.

About this report

Scope

The figure presents an overview of the group structure of Arte NV as a part of Murco. Murco NV is the financial holding company that supports Arte NV through services like IT, Finance, Legal and HR. Arte NV is the daughter company that includes most of the group's activities, the creative heart of the group.

In establishing the report's scope, we ensure alignment with the ESRS guidelines, which require companies to report on a consolidated level, in line with financial reporting. Therefore, this report was established on a group level. Where data for a specific topic is not available or not reported at group level, this is explicitly indicated in the relevant section of the report. Going forward, Arte will refer to our entire group.



About this report

Sector

At Arte, as editors, manufacturers, and distributors of wallcoverings, we recognize the role our company plays within the broader interior design and construction landscape. While our products go beyond traditional construction materials, they remain essential elements that enhance both the aesthetic appeal and functionality of any space.

Our wallcoverings are closely intertwined with the construction sector. Even though we are not directly involved in traditional construction work, our products contribute significantly to creating beautiful and comfortable interiors. **We prioritize meeting high environmental and quality standards, ensuring our wallcoverings are both durable and low-impact.**

By upholding these standards, we believe we can make a meaningful contribution across multiple sectors, demonstrating that thoughtful design and responsible production can leave a lasting positive mark on the spaces we help shape.

"We prioritize meeting environmental and quality standards to ensure that our products have a low environmental impact and are long lasting."



Sustainability Governance Model

Administrative, management and supervisory bodies (AMS) responsible for sustainability

The bodies primarily responsible for sustainability within the company are the Board of Directors and the Executive Committee. Additionally, the managers from the different departments play a significant role, mainly in communicating updates from the ground level to these bodies, facilitating decision-making based on these updates. And lastly there is the Operational Team concerning Environmental Social Governance (ESG) topics.

The composition of each group is discussed below.

The Board of Directors consists of three members, including Managing Directors Philippe and Steven Desart and Hans Wilmots (Chairman). Strategic decisions, including those concerning sustainability, are made by the Board of Directors. A meeting with the Board of Directors is held approximately every two months. While there are no fixed agenda topics, sustainability is often discussed given its numerous intersections with the company. It is crucial that sustainability decisions align with the company's overall strategy, which is why it is regularly discussed at this level.

Furthermore, the company has an **Executive Committee** responsible for the day-to-day management and operational oversight of the organisation. The Committee meets monthly to review key operational, financial and strategic matters. Sustainability considerations are structurally integrated into these discussions, ensuring that ESG aspects are embedded in decision-making across all business activities.

Additionally, there is the **ESG Operational Team**, led by the Company Lawyer, who drives sustainability initiatives. The team consists of nine members from different departments, namely: Purchase & Logistics, Marketing, Sales, HR, Design, Operations and the owners. This team was specifically assembled to address ESG matters and to work towards a CSRD compliant report.

AMS bodies: roles and responsibilities

The AMS bodies primarily receive input for board meetings from the operational level, where they are informed about daily operations. Managers gather this information and include it in the meeting agenda. The main responsibility of the Board, the Committee and management is to make decisions based on this information and effectively communicate them to the rest of the organisation.

AMS bodies: skills and expertise

Within Arte, sustainability is more than a policy — it is a continuous learning journey. Our ESG team participated in a general sustainability workshop, while a member of the Executive Committee has completed more in-depth courses to deepen strategic expertise.

We also collaborate with external specialists on key sustainability topics, including carbon assessments, CSRD reporting, and overall sustainability strategy. These partnerships help ensure that Arte stays informed about the latest trends, developments, and best practices in the field.

Beyond sustainability-specific training, we take a proactive approach to learning across the organisation, offering tailored sessions for employees and managers on relevant topics such as cybersecurity. This commitment to ongoing education reflects Arte's dedication to continuous improvement and to remaining well-prepared for emerging challenges and opportunities in sustainability.

Materiality assessment

Methodology

Over the past few years, sustainability has become a clear strategic priority within our organisation. We have grown increasingly aware of our environmental and social impact, as well as the responsibilities that come with it.

Following the publication of our first sustainability report, we took further steps toward alignment with the Corporate Sustainability Reporting Directive (CSRD). Although Arte is no longer legally required to report under the CSRD, we deliberately chose to continue our reporting journey in line with its principles, as we consider transparent and structured sustainability reporting to be an essential part of responsible business conduct.

We adopted a structured, step-by-step approach. A temporary Sustainability Team was established and trained on ESG principles, CSRD requirements and the relevant reporting frameworks. We then mapped all sustainability touchpoints across the organisation and gathered the necessary data to meet the ESRS disclosure requirements.

A key milestone in this process was the execution of a double materiality assessment in line with CSRD requirements. Through internal workshops and in-depth interviews, we identified and assessed sustainability topics from both an impact perspective (our impact on the environment and society) and a financial perspective (risks and opportunities for the company). In addition, external sources were consulted, including peer reports, industry benchmarks and internationally recognised standards such as SASB and GRI, to ensure a broad and forward-looking perspective.

The results of this double materiality assessment formed the foundation for prioritising our material sustainability topics. In this second report, Arte has further elaborated on the topics identified as most material, providing more in-depth analysis, concrete actions and transparent reporting in alignment with the ESRS requirements.



Sustainability topic - ESG

Environment ^(E)

Climate change (E1)

Water & marine resources (E3)

Resource use & circular economy (E5)

Waste management (E5)

In our daily operations, we remain continuously aware of the impact we have on the environment, both as a company and as individuals. While we ensure compliance with applicable legislation, we recognise that reducing our environmental footprint requires a structured and forward-looking approach. In recent years, we have strengthened our efforts by expanding our insights and refining our actions.

Our environmental approach focuses on the key areas of Climate Change, Water & Marine Resources, and Resource Use & Circular Economy. Through these topics, we aim to better understand our impact, improve our performance and take targeted actions that support our ambition towards long-term sustainability.

Environment

Climate change (E1)

Addressing climate change remains a central part of Arte's sustainability strategy. As our understanding of our emissions and their drivers has evolved, we have continued to expand and refine our approach, both in terms of policy development and the actions we take across our operations. Since 2019, we have collected annual emissions data and translated these insights into concrete measures that reduce our impact in areas such as energy use, mobility, logistics and daily operations. Together, these efforts form the foundation for achieving our science-based near-term targets and our broader ambition to reach carbon neutrality.

Environment

Climate change (E1)

— Scope of our GHG emissions

Since 2019, we have annually calculated the greenhouse gas (GHG) emissions of our operations at our headquarters in Zonhoven ('Zonhoven site'). In 2024 and 2025, we expanded this approach to include all European operations, enabling us to calculate a broader carbon footprint for those years.

For consistency and comparability, this statement focuses on the carbon footprint of our Zonhoven site. This is primarily because our climate targets were established in 2019 based on this scope, and maintaining this boundary allows for a clear assessment of our progress over time. In addition, the Zonhoven site represents the largest share of our total emissions and therefore provides a reliable indication of our overall environmental impact.

Our methodology follows the Greenhouse Gas (GHG) Protocol, ensuring a consistent and comparable accounting approach.

Scope boundary and activities included in the GHG inventory:

Scope 1 (direct emissions):

- combustion of natural gas for heating,
- fuel use from company vehicles,
- refrigerant losses from cooling systems.

Scope 2 (indirect emissions from purchased energy):

- electricity consumption at our site,
- electricity used for charging company vehicles.

Scope 3 (other indirect emissions):

- business travel,
- employee commuting,
- fuel and energy-related activities,
- operational waste.

Environment

Climate change (E1)

— Emission Figures

The following table presents Arte's GHG emissions from 2019 through 2025 of our site in Zonhoven, showing our progress over the years.

Scope	2019	2020	2021	2022	2023	2024	2025
Scope1	1.010,4	813,7	940,0	901,7	822,2	702,9	679,4
Company cars	254,7	170,5	155,0	154,2	140,5	111,1	79,1
Natural gas	621,2	514,0	655,9	600,4	534,2	591,8	600,3
Refrigerant losses	134,5	129,2	129,0	147,2	147,5	0,00	0,0
Scope2	274,6	26,9	0,0	0,5	2,5	8,3	26,5
Purchased electricity (grey)	274,6	26,9	0,0	0,5	2,5	8,3	26,5
Scope3	675,1	499,8	537,8	606,9	559,8	709,0	790,2
Business Travels	207,6	18,7	33,9	172,6	124,3	173,3	170,3
Commuting	157,0	164,0	150,5	133,6	144,8	152,9	190,1
Upstream scope1&2	189,7	213,5	239,7	215,9	159,8	172,8	171,0
Waste	120,7	103,6	113,7	84,8	131,0	210,0	258,8
Total	1.960,1	1.340,4	1.477,8	1.509,1	1.384,5	1.420,2	1.496,1

Environment

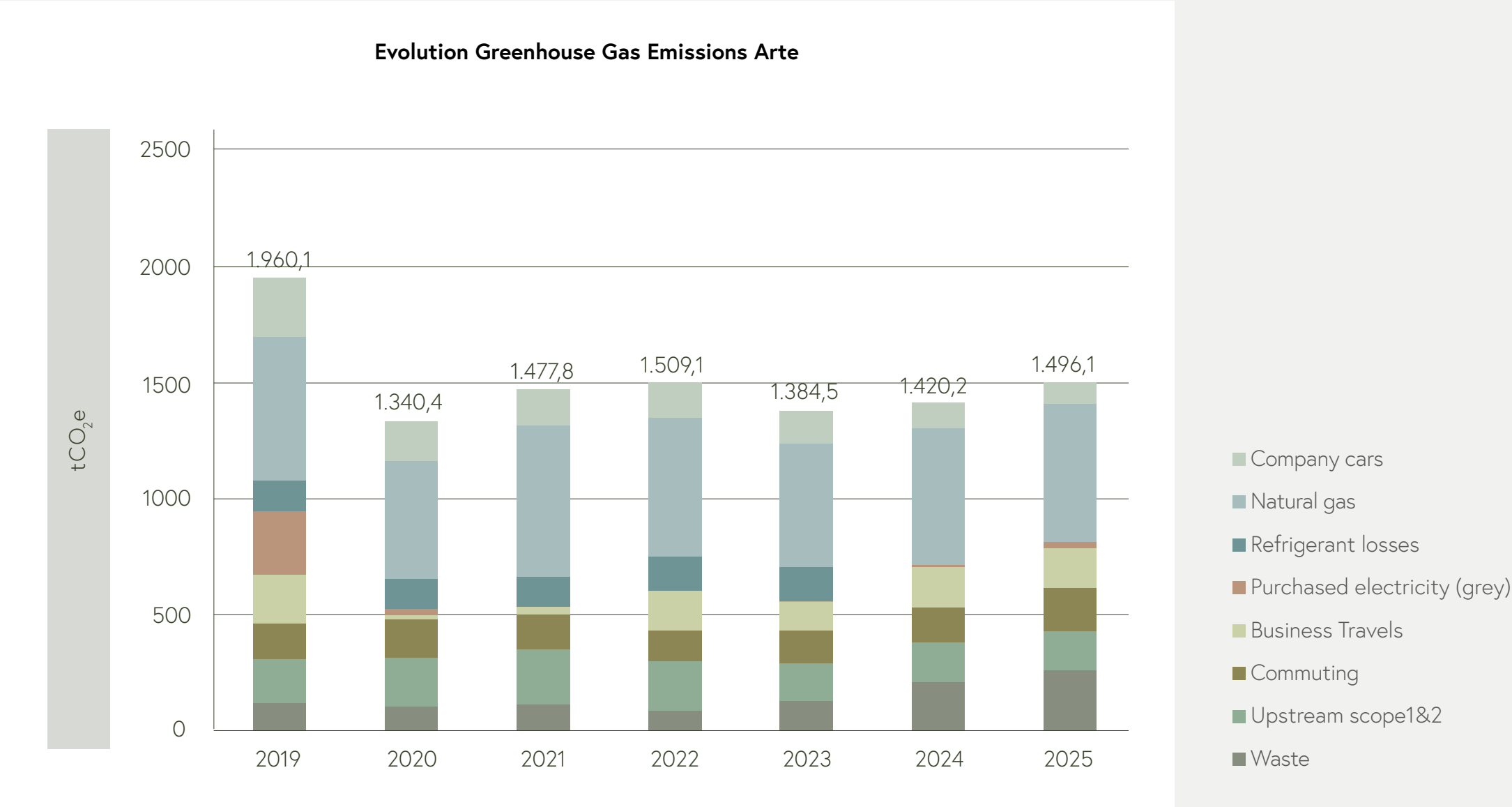
Climate change (E1)

Emission Figures

The evolution of our greenhouse gas emissions mainly reflects operational developments within our Zonhoven site. Variations within **Scope 1** are primarily linked to production volumes and organisational expansion. For example, the increase in natural gas consumption is directly related to higher production output at our Zonhoven facility, where we have increasingly focused on producing collections in-house. This reflects a structural shift in our operations rather than a decline in efficiency.

Within **Scope 2**, an increase in electricity consumption was reported in 2024 and 2025. This is linked to an estimated share of electricity used for charging electric company cars at employees' homes, which was conservatively assumed to originate from non-renewable sources. This approach ensures a cautious and transparent accounting of our indirect emissions.

The more pronounced fluctuations in **Scope 3** emissions are mainly driven by our waste disposal. In 2025, substantial volumes of obsolete stock was disposed of, leading to a temporary rise in waste-related emissions. Furthermore, due to an increase of production volume in our Zonhoven facility, our waste levels increased simultaneously as well. These events, should therefore be considered when interpreting year-on-year changes.



Environment

Climate change (E1)

Our Targets

In 2019, we established our near-term targets to reduce Scope 1, 2 and 3 emissions of our operations in Zonhoven. These targets remain unchanged and continue to align with the Science Based Targets initiative (SBTi) requirements for keeping global temperature rise within 1,5°C. Our ambition is supported by a reduction pathway that assumes an average annual company growth of 2%.

To stay on track, we aim to reduce our emissions by at least 4,2% per year between the base year 2019 and the target year 2030. This reduction rate reflects the minimum trajectory needed to meet our science-based climate ambition and is consistent with our commitment to reach carbon neutrality no later than 2030.

"Arte commits to reduce its absolute scope 1 & 2 emissions by 47% and absolute scope 3 emissions by 28% by 2030 from a 2019 base year."

Environment

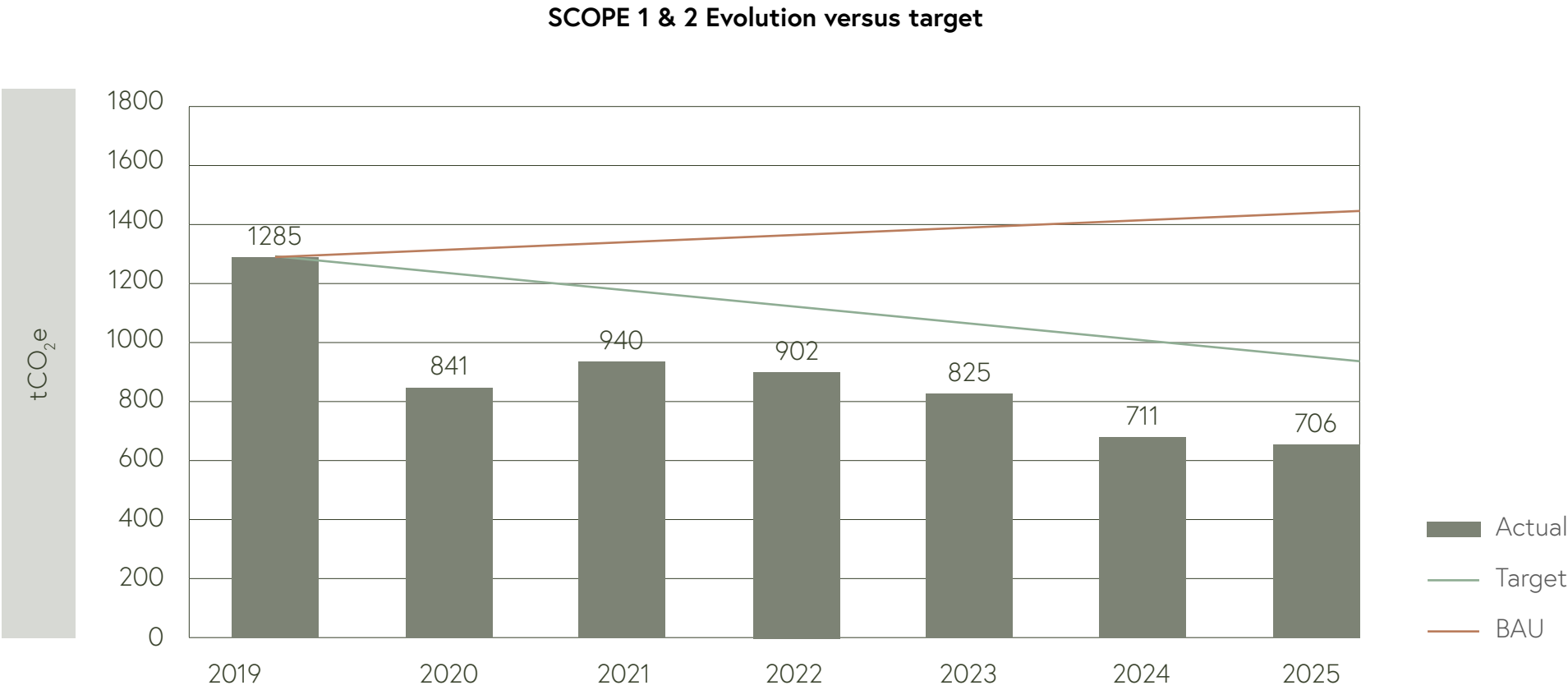
Climate change (E1)

Our Targets

Scope 1 & 2: Evolution versus target

Our progress toward our 2030 near-term science-based target for Scope 1 and 2 emissions remains well ahead of the required reduction pathway. In 2025, we achieved a 0,7% reduction in Scope 1 and 2 emissions compared to 2024. Since the base year 2019, our emissions have decreased by approximately 45%, declining from 1.285 tCO₂e to 706 tCO₂e.

This places our performance significantly below the target trajectory defined for our science-based pathway. To meet our 2030 near-term target of a 46,2% reduction compared to 2019 (691 tCO₂e), only a limited additional reduction is required over the coming years, provided that the current level of performance is maintained.



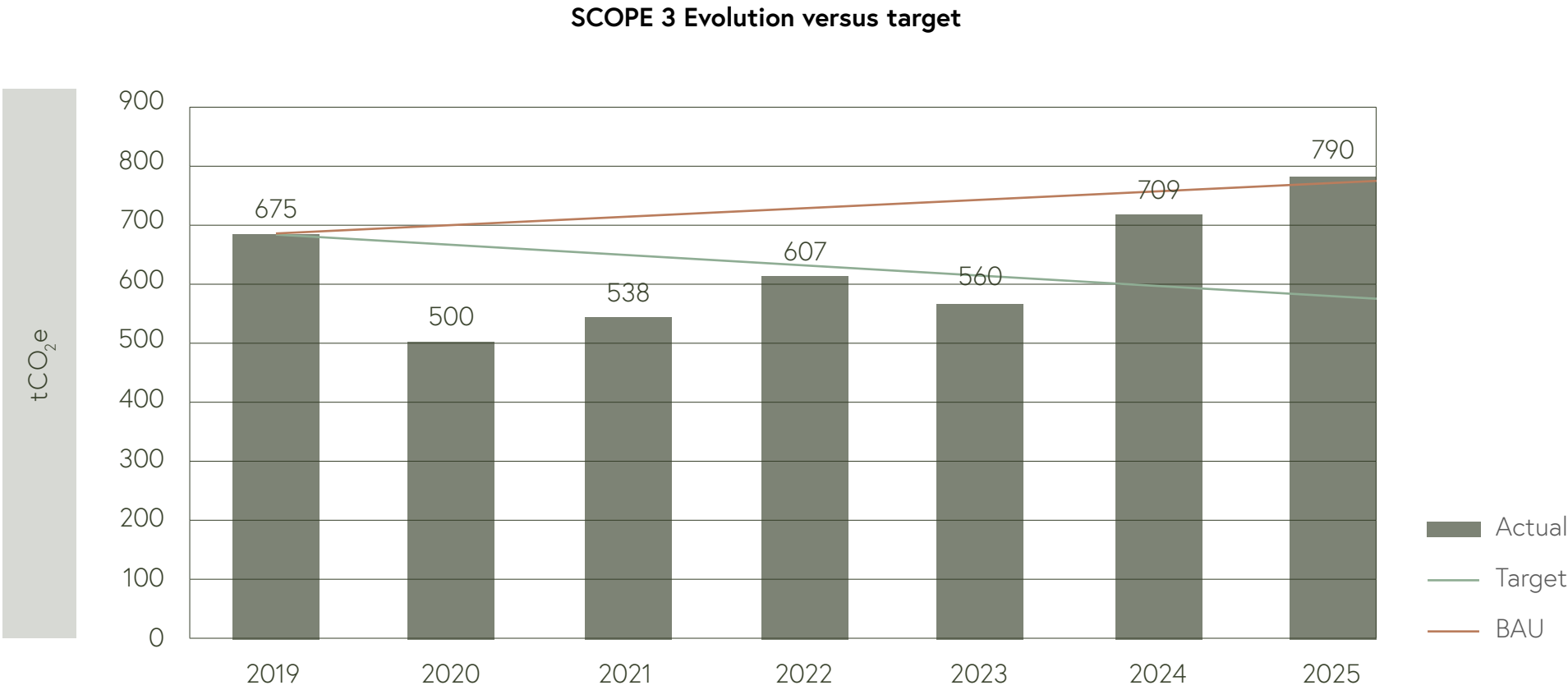
Environment

Climate change (E1)

Our Targets

Scope 3:
Evolution versus target

While Arte is progressing toward its near-term targets for Scope 1 and 2, additional attention is required for Scope 3 emissions. It is important to note that our Scope 3 near-term target covers only a limited set of categories (business travel, employee commuting, waste and upstream Scope 1 and 2 emissions). In 2025, emissions within these categories increased to 790 tCO₂e, compared to 560 tCO₂e in 2023. Compared to the 2019 base year (675 tCO₂e), emissions within the scope of our target are currently around 17% higher, highlighting the need for continued focus on commuting, business travel and waste. To meet our 2030 near-term target, Scope 3 emissions must be reduced by 27,5% relative to 2019. Strengthening the measures in these areas will be essential to realigning our progress with the reduction pathway.



Environment

Climate change (E1)

Our Actions

Over the past years, we have strengthened our efforts to lower our carbon footprint across energy use, mobility, logistics and day-to-day operations. Earlier measures form the basis of our current approach, but in 2024 we expanded these actions and set new commitments for the coming decade. The overview below outlines both our progress and the steps still ahead.

Energy and Renewable Production

At Arte, renewable energy has long been a cornerstone of our reduction strategy. In 2021, we installed 2.038 solar panels at our site in Zonhoven, producing around 500.000 kWh annually and covering roughly 30% of our electricity consumption. The remaining electricity is supplied as certified green energy through Power Purchase Agreements (PPAs) with energy producers. For natural gas, we continue to rely on suppliers that guarantee green gas through CO₂-compensated products. These measures remain an important foundation of our emissions pathway.

In 2024, we advanced this strategy further.

- All Arte sites now operate entirely on green electricity.
- We strengthened energy efficiency practices by limiting idle electricity use, including switching off drying ovens and production machinery between batches.
- LEDlightinghasbeenfullyimplementedinourproductionareas.

Looking ahead, we are looking to replace older cooling systems with units using lower-impact refrigerants (R32), helping to

reduce indirect emissions from building operations. Furthermore, we are conducting research on the feasibility to replace natural gas with biogas. At the moment the purchase of biogas is not yet feasible in Belgium.

Employee Mobility and Commuting

Mobility remains a significant source of our emissions. Our transition to electric company vehicles began in earlier years, and in 2024 we accelerated this shift. We continue to replace conventional company cars with electric models during regular renewal cycles, and each year a larger share of our fleet becomes fully electric. By the end of 2026, we aim to fully electrify our company car fleet, wherever technically and operationally feasible.

We also encourage employees to choose more sustainable commuting options. Through our cafeteria plan and bike allowance, we support cycling as an alternative to car use, and we promote the use of public transport where possible.

Business Travel

As an international company with global customers and suppliers, we aim to limit our travel impact wherever possible. The measures introduced in earlier years such as favouring online meetings, preferring train travel for neighbouring countries and combining multiple visits into one mission, continue to guide our travel policy.

In 2024, we strengthened this approach by integrating travel reduction into our broader emissions planning. We encourage our teams to reflect critically on the necessity of each trip and to choose the most energy-efficient travel mode available.

At the same time, we recognize a key limitation in this approach: for our high-end products, physical, face-to-face presentations remain essential. These products are best experienced in person, where clients can fully see, touch, and appreciate their quality and craftsmanship. As such, while we continue to reduce unnecessary travel, certain journeys remain indispensable to delivering the level of experience our products require.

Environment

Climate change (E1)

Our Actions

Operational Improvements

Several smaller measures introduced over recent years continue to help us reduce our daily emissions:

- we improved recycling practices, including recycling non-woven membrane materials;
- we increased teleworking opportunities, aiming for 15% of working days;
- we reduced energy waste during production activities;
- we strengthened awareness among employees on energy-efficient behaviour.

In 2024, we expanded these efforts, and we continue to monitor energy use to detect idle consumption while promoting careful use of equipment and resources across Arte. Furthermore, in 2025, we implemented waste-stream optimisation measures alongside a sensitisation campaign, both of which are expected to reduce overall waste generation and lower our Scope 3 waste-related emissions in the coming years.

At the same time, we recognise that increased production levels may inherently lead to a rise in total waste volumes. This underscores the importance of continuously improving waste management practices and investing in waste reduction strategies to mitigate the environmental impact of our growth.

Transport of Goods and Logistics

Logistics remains an important contributing factor to our carbon footprint, but is not included in the scope of our targets. Nevertheless earlier measures, such as encouraging customers to bundle orders and optimising internal transport flows, continue to play an important role.

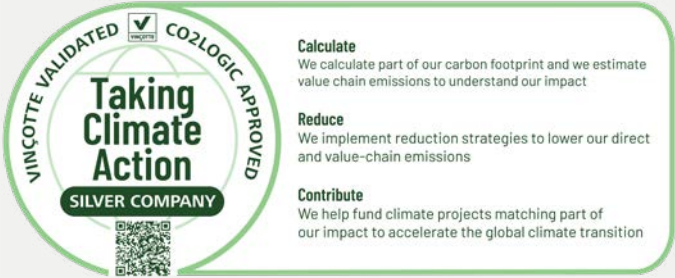
One of our next steps, is to set up an assessment of our transport flows. This will allow us to develop a targeted action plan to reduce freight emissions & costs, improve loading efficiency and identify routes or processes where emissions can be avoided or reduced.

These future improvements will complement the efforts already underway, such as enhancing coordination with transport partners and avoiding partial or unnecessary shipments.

Environment

Climate change (E1)

CO₂ Neutral Label



As Arte, we were awarded the internationally recognized CO₂ Neutral Label by the independent climate expert CO₂ logic, a division of South Pole. This prestigious label is earned through a rigorous annual audit of our comprehensive climate strategy. The Silver Label includes Scope 1,2, and partial Scope 3 emissions (covering the categories business travel, commuting, operational waste, and upstream Scope 1 and 2 emissions). The awarding of this label is verified by third-party certification, ensuring credibility and accountability in our carbon footprint reduction efforts.



Environment

Climate change (E1)

———— CO₂-Compensation

As part of our journey toward carbon neutrality, we continue to prioritise the reduction of greenhouse gas emissions at the source. Transitioning to renewable energy, improving efficiency and addressing emissions across our value chain remain our primary focus. At the same time, we recognise that certain residual emissions cannot be fully eliminated in the short term.

For these remaining emissions, CO₂ compensation is used as a complementary measure. It does not replace our reduction efforts, but rather supports our broader climate strategy by addressing emissions that are currently unavoidable. We therefore invest in certified climate projects that meet recognised quality standards and deliver measurable environmental benefits.

We currently support two certified climate projects: the **Genneia wind power project** in

Argentina and the **Forest Azul Restoration project**. The Genneia project contributes to the expansion of renewable energy capacity, helping to reduce reliance on fossil fuels and avoid greenhouse gas emissions. The Forest Azul Restoration project focuses on restoring native forests, enhancing carbon sequestration while promoting biodiversity and strengthening local ecosystems. An up-to-date overview of the climate projects we support is available on our website in the "Sustainability" section.

By selecting compensation projects that align with our sustainability objectives, we aim to ensure that our contributions deliver both climate and broader environmental value. CO₂ compensation remains a deliberate and carefully considered element of Arte's climate approach, applied only after all feasible emission reduction measures have been assessed and implemented.



Environment

Water & marine resources (E3)

Our Policy

We apply **a pragmatic approach** to water management, **focusing on responsible water use, effective treatment and the prevention of pollution across our operations**. At Arte, we prioritise the use of municipal water over groundwater, as stable and consistent water quality is essential for our ink formulations. This choice helps safeguard product quality while reducing potential risks linked to groundwater variability.

Within our production processes, water consumption is carefully monitored and limited to essential activities such as ink preparation and equipment cleaning. We favour the use of water-based inks wherever possible, reducing reliance on solvents and lowering environmental risks associated with their use. To minimise environmental impact and ensure compliance with discharge regulations, we operate a physicochemical wastewater

treatment installation. This system removes ink particles from wastewater before it is discharged into the public sewage network, significantly reducing the risk of water pollution.

In addition, Arte has implemented a rainwater management system, consisting of two wadis. These natural infiltration systems collect rainwater, promote gradual infiltration into the soil and support groundwater recharge. The collected rainwater also serves as a reserve for fire extinguishing purposes, contributing to site safety.



Environment

Water & marine resources (E3)

Our Actions

We continuously review our water management practices **to identify opportunities for improvement**. This includes regular assessments of water consumption, quality controls and conservation measures aimed at increasing efficiency and reducing environmental impact.

In 2024, we strengthened this approach by improving the level of detail in our water monitoring systems. This allows us to better track consumption trends over time and supports more informed decision-making.

Environment

Water & marine resources (E3)

Our Water Usage Metrics

The table below presents Arte's total annual water consumption for 2023, 2024 and 2025, expressed in cubic metres (m³).

For 2023 and 2024, the reported figures are based exclusively on invoices received from our water supplier. These invoices are partially calculated on estimated consumption, meaning the reported figures reflect invoiced rather than fully measured water use.

From 2025 onwards, we have strengthened our monitoring approach by introducing internal water meter readings. As a result, water consumption is now tracked based on actual measured data, providing a more accurate and reliable representation of our usage.

The higher water consumption observed in 2025 is mainly linked to construction activities at our site, in particular the installation of a loading dock and the access road. These activities required a significant, but temporary, use of water. This increase is therefore considered incidental and does not reflect a structural change in our operational water consumption.

Total water consumption - volume (m³)		
2023	2024	2025
3.808 m³	3.833 m³	5.786 m³

Environment

Resource Use and Circular Economy (E5)

Resource Inflows and Use

Our Approach

At Arte, we take a deliberate and responsible approach to the use of materials throughout our value chain. **We focus on selecting resources that combine quality, durability and environmental responsibility, ensuring that the materials used in our products contribute to long-term value rather than short-term consumption.** From the base layer that provides structural integrity to the top layer that defines the final appearance, each component is chosen with care.

Our approach to resource use is closely linked to circular economy principles. By prioritising durable materials, responsible sourcing and continuous innovation in inks, adhesives and packaging, we aim to reduce environmental impact while maintaining the quality and aesthetic standards that define Arte's products.

Our Actions

Arte's resource inflows can be broadly grouped into three categories: base layers, top layers and other supporting materials.

Base Layer

The base layer, or backing, provides the structural foundation of our wallcoverings and is made from paper, non-woven fabric or textile. Our primary focus is on quality and durability, as longer product lifespans directly reduce the need for replacement and additional resource use.

To strengthen responsible sourcing, particularly for wood-based materials, we continue to increase the share of FSC®-certified paper and non-woven fabrics. At our Zonhoven site, 100% FSC®-certified non-woven backing is already used. In addition, we aim to maximise the internal reuse of unprinted non-woven material generated during production.

We also closely follow regulatory developments, such as the EU Deforestation Regulation (EUDR), and assess how these requirements may further influence our sourcing practices.

Top layer

For the top layer of our wallcoverings, we offer a broad range of material options, allowing us to balance aesthetic quality, performance and durability. These include paper, natural materials such as silk, grasses, shells, jute and wood, which align with our preference

for natural aesthetics and generally have a lower environmental impact.

We also work with vinyl, a material valued for its durability, washability and water-resistant properties. Vinyl wallcoverings typically have a long lifespan of 10 to 15 years, which reduces the need for frequent replacement. In addition, vinyl is recyclable, and our partners provide the necessary certifications to support its responsible use.

Other materials used in our top layers include polyester, wood and a variety of textiles, further expanding the range of functional and design possibilities.

Other resource inflows

In addition to base and top layers, other important resource inflows include inks, adhesives and packaging:

- Inks: All inks used by Arte are water-based, significantly reducing the need for solvents. We exclusively use inks that do not contain heavy metals or cadmium-based stabilisers, both in-house and through selected suppliers.
- Adhesives: Several years ago, we transitioned to adhesives that are approximately 40% water-based, reducing the use of chemical substances. All

adhesives are produced in Belgium through a close partnership and are packaged in fully recyclable containers.

- Packaging: Our packaging consists of cardboard boxes containing 50% recycled filling material and paper tape. We intend to develop a procurement policy (focused on our packaging) in the coming years that promotes a more sustainable way of sourcing raw materials.

Additional resource inflows include office supplies, IT equipment, machinery, marketing materials and product samples. For some of these inflows we implement small practical measures that contribute to reduced resource use:

- Printing for daily operations is kept to a minimum through digital workflows and the use of dual screens for administrative employees.
- Most promotional materials, including brochures, sample cards and collection books, are printed on FSC®-certified paper.

Environment

Waste Management (E5)

Our Engagement

Our Policy

At Arte, we recognise our responsibility to contribute to a more sustainable and environmentally responsible economy. As a company active in the wallcoverings sector, we are aware that our activities can have environmental impacts, particularly through material use and waste generation. We therefore aim to minimise these impacts through responsible procurement practices and structured waste management.

We acknowledge that inefficient waste management may lead to environmental pressure as well as increased costs and reduced operational efficiency. To address these risks, we focus on limiting waste generation where feasible, improving sorting and collection practices, and ensuring compliance with all applicable waste-related legislation.

While certain waste streams are unavoidable in an office and production environment, we are committed to continuous improvement. We aim to minimise waste, ensure proper collection and treatment, and regularly review our practices. This policy applies to all Arte activities, locations and employees, with a primary focus on the headquarters, where most waste streams are generated, and is reviewed at least every five years to ensure continued relevance.

Our Actions

At Arte, waste management is guided by the waste hierarchy, with a clear focus on prevention, reuse and recycling before recovery and disposal. Over recent years, we have implemented a broad set of practical measures aimed at reducing waste generation, improving sorting practices and increasing the reuse and recycling of materials across our operations.

Implemented Actions

A range of measures has already been put in place to support responsible waste management in both our office and production environments. Waste is carefully sorted in the staff canteen, and the use of single-use materials has been reduced through the introduction of reusable inox tableware and cups. In production and warehouse areas, reusable cardboard cups are used for beverages, and PET bottles are avoided by providing tap water and water chillers.

Within our production processes, we actively promote reuse and recycling. Unprinted non-woven fabric is reused wherever possible, and a structured collection system has been implemented for non-woven fabric remains generated during production. These materials, previously disposed of as bulk waste, are now separated

and recycled. Products affected by production errors are not automatically discarded; instead, they are repurposed where feasible, for example by offering them to employees at a reduced price. Samples provided to customers are often made from production remnants, and collection books from discontinued ranges are reused or donated for creative purposes.

We also take care of specific waste streams. Electronic equipment is collected by a specialised partner, ensuring that materials are reused or recycled responsibly. Digitisation has been further supported by providing screen-based employees with dual monitors to reduce the need for printing. In offices, waste collection has been standardised to ensure clear sorting guidelines and efficient handling by cleaning teams.

Actions to be implemented

While these measures form a solid foundation, we recognise that further improvements are needed in the coming years. From 2025 onwards, we refine the sorting of wood waste by distinguishing between raw and processed wood, replacing the current single-container approach. We also plan to re-evaluate and optimise waste management practices at workstations in the

warehouse, production areas, technical service and workshop. This includes improving the use of existing infrastructure, such as the cardboard press and plastic baler, supported by clearer procedures.

In addition, we will continue to raise awareness among employees to reduce sorting errors and non-conformities during waste collection. We will also review our waste collection and processing partners to ensure continued alignment with our waste management objectives. Finally, a limited but specific waste policy will be developed for Arte's branches, where waste streams are mainly household-related.

Through these ongoing and planned actions, we aim to further strengthen our waste management practices and support a more resource-efficient and responsible way of producing our products across Arte.

Environment

Waste Management (E5)

Our Metrics

Below, a detailed overview of our waste management metrics is presented. As shown in the table, the total volume of recycled waste increased in 2025 compared to 2024. This increase is mainly explained by a higher amount of wallpaper waste, resulting from unsold clearance materials that were disposed of through appropriate recycling channels. In addition, wood waste is reported in greater detail this year following an improved separation of wood streams, which also contributed to the higher recycling figures. Paper and cardboard waste increased in line with higher production volumes, while smaller increases in organic and glass waste further contributed to the overall rise in recycled volumes.

At the same time, the amount of waste sent for incineration decreased significantly. This reduction is primarily linked to improved waste sorting practices and the absence of construction-related waste, as major building works were completed in 2024. Consequently, less mixed and non-recyclable waste was generated. Waste sent to landfill decreased slightly, mainly due to a lower volume of residues from water treatment processes.

Amount of kg's of waste			
Process Method	2023	2024	2025
Recycling	136.910	239.262	324.983
Incineration	104.439	137.691	100.615
Landfill	59.060	59.720	57.480
Other *	4.354	5.085	838
Total	304.763	441.758	483.916

*Other process methods include: oil recovery and waste used as fuel in other industries



Sustainability topic - ESG

Social ^(S)

Own workforce (S1)

At Arte, our people remain at the core of our organisation. As we continue to grow, we are committed to fostering a safe, healthy, and engaging workplace. In this report, we further strengthen our approach to social sustainability, focusing on key topics such as Health and Safety, Work-Life Balance, and Employee Well-being, supported by clear policies, measurable targets, and continuous improvement initiatives.

At the same time, we continue to build a resilient organisation by investing in our workforce and maintaining a responsible approach towards the individuals and communities connected to our operations.

Social

Own workforce (S1)

Characteristics & Diversity

At Arte, our people are at the heart of everything we do. **As a family-owned company with global reach, we take pride in cultivating a workplace where craftsmanship, creativity, and collaboration thrive.** This section of the report provides insight into the composition and characteristics of our workforce, reflecting both the diversity and the unity that defines Arte's culture.

We present an overview of our employees by gender, country, and age group. These indicators help us monitor progress, ensure equality of opportunity, and maintain a balanced and inclusive organization across all levels. Understanding who we are as a team is an essential step toward fostering long-term social sustainability within Arte and beyond.

Arte's workforce reflects a balanced gender & age distribution, demonstrating the company's commitment to equality and inclusion across all levels of the organization. The majority of our employees are based at our headquarters in Zonhoven, Belgium, where design, production, procurement & logistics, customer services and support functions (as HR, Finance, IT and Legal) are located. In addition, Arte operates branches in several countries around the world, ensuring close collaboration with local markets and customers. Most of our employees work under permanent contracts, reflecting the company's focus on long-term employment, mutual trust, and stability.

Table 1: Information about the amount of employees per gender*

Gender	Amount of employees (head count)
	2025
Man	110
Woman	108
Other	0
Not reported	0
Total	218

*Data for the whole Arte Group

Table 2: Information about the amount of employees per country*

Country	Amount of employees (head count)
	2025
Belgium	164
France	12
UK	7
Netherlands	8
Spain	7
Singapore	4
USA	12
Germany	4

*Data for the whole Arte Group

Table 3: Distribution of employees by age group*

Age Group	Amount of employees in head count	Amount of employees in percentage
	2025	
Under 30 years old	37	16,22%
30-50 years old	118	51,75%
Over 50 years old	73	32,02%

*Data for the whole Arte Group

Social

Own workforce (S1)

Health & Safety

Arte is committed to ensuring the health, safety, and well-being of all employees. We manage risks and opportunities through a structured prevention system consisting of a five-year Overall Prevention Plan (OPP) and an Annual Prevention Plan (APP). The OPP defines long-term priorities, while the APP sets concrete yearly measures, responsibilities, and timing.

Compliance with these principles is a responsibility we address through close collaboration with our various stakeholders, including our own workforce and external partners working on site at Arte.

Scope & focus areas

Our Health and Safety policy applies to every activity, site, and worker. Our headquarters in Zonhoven, Belgium - comprising production, warehouse, workshop, and offices, - forms the core of our operations, complemented by international branches that mainly serve as showrooms or small offices.

For 2026-2030, our key focus areas are:

- 1. Occupational safety
- 2. Fire prevention
- 3. Psychosocial well-being
- 4. Ergonomics
- 5. Occupational hygiene
- 6. Environment
- 7. Health

Metrics

Table 6: Number and rate of recordable work-related accidents

Work-related accidents			
	2023	2024	2025
Whole number	6	4	4
Frequency rate	34,88	18,80	17,45
Actual severity rate		0,17	0,49

Table 7: Number of days lost due to work-related injuries/ill health and fatalities

Work-related accidents			
	2023	2024	2025
Whole number	57	36	133

Table 8: Fatalities as a result of work related injuries and work-related ill health (broken down between own workforce and other workers working on Arte's site)*

Work-related accidents			
	2023	2024	2025
Own Workforce	0	0	0
Other Workers	0	0	0
Total	0	0	0

*Based on the information in the annual prevention report for the Zonhoven headquarters

Definitions of terms:

'The frequency rate' = The ratio of the total number of accidents (in the workplace) resulting in death or total incapacity of at least one day, excluding the day of the accident, to the number of hours of exposure to the risk, multiplied by 1000000 (to get a workable figure).

'The actual severity rate' = The ratio of the number of calendar days actually lost due to occupational accidents (at the workplace), to the number of hours of exposure to the risk, multiplied by 1000.

'Work-related'= Work-related injuries and work-related ill health arise from exposure to hazards at work (For example, a person in the workforce who suffers a heart attack while at work, is not connected with work).

'Work-related ill health'= Include acute, recurring, and chronic health problems caused or aggravated by work conditions or practices.

'Number of days lost'= The number of days lost such that the first full day and last day of absence are included. The days that the individual was not scheduled for work also have to be included (ex. Weekends and public holidays).

'Other workers working on Arte's sites' = Workers who are not on Arte's payroll. These could be for example workers from another company within Arte's value chain.

Social

Own workforce (S1)

Health & Safety

Targets

Prevention check

To monitor progress on health and safety, Arte uses the 'Prevention Check', a tool available on the platform of our External Service for Protection and Prevention at Work, Liantis. This prevention barometer is completed every six months and provides a structured assessment of Arte's safety performance and prevention measures.

Since autumn 2023, the tool has been used systematically to monitor improvements in our safety management. Arte's overall safety score increased from 71% in October 2023 to 85% in 2024 (measured in January 2025), reaching 89% by the end of 2025.

Arte aims to achieve a 90% safety score by 2028. This target will be reviewed in line with the priorities and actions defined in our Global Prevention Plan (GPP).

Frequency rate and the Actual severity rate (see table 6)

Arte aims to maintain both the frequency rate and the actual severity rate of workplace accidents below the levels recorded in our sector in previous years. Performance against this objective is assessed annually, allowing us to monitor whether our accident rates remain below the sector benchmark and to adjust prevention measures where necessary.

In 2024, Arte recorded a significantly lower frequency rate than the sector average, and this figure declined further in 2025, reflecting continued improvements in workplace safety.

For the actual severity rate, Arte also remained well below the

sector average in 2024. In 2025, the severity rate increased compared to the previous year due to one serious workplace accident resulting in a prolonged period of work incapacity. Despite this isolated incident, Arte's severity rate remains well below the sector average, which remains an important and positive outcome.

Actions

At Arte, we take proactive measures to safeguard the health, safety, and well-being of our employees, focusing on prevention, awareness, and continuous improvement.

A dynamic risk management system forms the foundation of our continuous improvement approach. Through regular workplace inspections, task-specific risk analyses, and systematic monitoring of incidents, we continuously refine and optimize our prevention practices.

Over the next five years, we will strengthen training, maintain up-to-date equipment policies and inspection registers, and improve warehouse safety and fire prevention. We will also address psychosocial risks, enhance ergonomic conditions, and ensure proper management of chemical and asbestos registers.

In addition, we will provide trained first aid responders, organise job-specific medical examinations, and develop a prevention policy for our branches, supporting a safe and healthy workplace where our people can thrive.

Through these efforts, we aim to deliver measurable improvements in workplace safety while creating sustainable value for our people and stakeholders.

"Number one priority
in our organization,
are our employees."



Social

Own workforce (S1)

Work-life Balance

At Arte, we believe that a healthy work-life balance is essential for the well-being, creativity, and long-term engagement of our employees. Building on the foundations established with the implementation of the Right to Disconnect, mandated by the law of 3 October 2022, we have continued to apply the same thoughtful approach in our daily operations.

This policy ensures that employees can fully disconnect from work-related communications outside their designated working hours. Our management team actively promotes awareness around this principle and supports a culture in which rest, personal time, and professional performance are in balance.

To safeguard this balance, Arte maintains clear guidelines. Employees are encouraged

to plan their work realistically, use out-of-office messages when unavailable, and rely on backup arrangements during holidays to ensure continuity without compromising personal time. Professional contact outside working hours is discouraged, except in urgent cases, and weekend email protocols are in place to treat messages received during weekends as if received on Monday.

This structured and respectful approach to work-life balance continues to prove effective. It helps prevent work-related stress, fosters a supportive company culture, and is reflected in Arte's consistently low employee turnover rates.



Social

Own workforce (S1)

Employee Well-being

The more impactful policy

In September 2025, an anonymous employee well-being survey was conducted at Arte's headquarters in Zonhoven. The survey collected responses at departmental level only, ensuring confidentiality while allowing for targeted analysis. The overall response rate reached 71% at organisational level. Of the 16 departments operating at the site, 14 achieved a response rate considered statistically representative.

The survey results were analysed and subsequently presented to senior management. Based on these insights, a tailored action plan was developed for each department. Both the survey outcomes and the corresponding action plans were communicated to the relevant stakeholders to enable effective follow-up and implementation.

A department-level evaluation of progress and impact is planned after the summer of 2026 to assess changes in well-being indicators and the effectiveness of the measures taken. The implementation of the action plans is primarily the responsibility of each department's line manager, ensuring ownership and alignment with day-to-day operations. The HR and Prevention departments act in a supporting and coaching capacity, providing guidance where needed and monitoring progress to ensure that agreed action points are actively addressed and embedded within the organisation.

One shot of happiness

Good physical and mental health is a valuable asset. Colleagues who are fit, both physically and mentally, are less likely to be absent due to illness. They tend to feel more motivated, have greater energy at work, and experience lower levels of stress. As a result, they are more likely to feel happy and spread this positivity to their families, colleagues, and even to our customers and suppliers.

Promoting wellbeing, along with fostering social connectedness, forms the cornerstone of ArteForYou. ArteForYou (AFY) is a team of 'ARTEsians' committed to the well-being of their colleagues. The core team of AFY ("Ambassadors") consists of eleven enthusiasts who meet once a month to distribute and develop the activities they planned at the beginning of the year.

We focus on the following domains: Sport & Exercise, Healthy Work Environment, and Relaxation & Entertainment, where

we aim to offer our colleagues a mix of both small and large initiatives.

In recent years, the following initiatives have been implemented:

- Monthly fruit distribution
- Poem displayed on our company screens for Poetry Day
- Workshop on flower arranging led by a colleague
- After Work Fridays from May to September. We have our own "drinks truck" that we open after work on Fridays (weather permitting) to kick off the weekend together.
- "Dwars Door Hasselt" running event
- Week of Work Happiness featuring numerous daily activities
- Compliment Day
- A quiz in the style of a TV quiz show
- We also organize several activities to support charitable causes 'De Warmste Week'.

Social

Own workforce (S1)

Communication Channels for own Workforce

The well-being of our employees is key. Should their well-being be compromised, Arte provides numerous platforms for expressing concerns or complaints. The different channels to raise concern or complaints described below are communicated to employees during onboarding and reinforced through different internal communication channels. While management, HR, Legal and the Safety advisor carry the responsibility for ensuring that these procedures are respected and followed.

On an informal level, managers are encouraged to hold team and one-to-one meetings, offering employees opportunities to raise issues. The HR department is always available for matters such as workload, conflicts or stress. Confidential advisors and the Safety advisor are points of contact for psychosocial problems, such as harassment or aggression.

Employees can also turn to an external confidential counsellor-psychologist via Liantis, our external service for occupational health and safety. AFY ambassadors act as contact persons for proposals to strengthen social connectedness.

On a formal level, employees can make use of suggestion boxes, located throughout the buildings if they wish to remain anonymous. Arte also has a whistleblower policy in line with the Belgian Whistleblower Act and the European Directive. This policy gives employees or third parties the opportunity to report breaches of EU law in a safe and protected way. A detailed explanation can be found in the governance section.





Sustainability topic - ESG

Governance ^(G)

Business Conduct (G1)

Strong governance forms the foundation of sustainable business. It creates a basis of trust with customers, suppliers, partners, and society at large.

With the publication of the first sustainability report in 2024, the foundations of our governance approach were laid. Since then, we have taken significant steps to further professionalize and strengthen our governance approach. In 2025, this was anchored with the formalisation of an integrated Code of Conduct. This document brings together values, guidelines and policies that had previously existed and merges them into one clear framework.

This provides guidance to employees in their daily work and supports consistent decision-making and risk management. Today, it forms the backbone of our governance framework and a tangible expression of our ambition to be a responsible and trustworthy company.

The following sections provide a detailed explanation of each of our governance topics.

Governance

Business conduct (G1)

Corporate Culture and Ethics

Our corporate culture is deeply rooted in our identity as a family business. **Employees are the driving force behind our success, and it is our goal that all employees feel good within the Arte Family.** We therefore put great effort into strengthening social bonds within and between people and departments, fostering accessibility and open communication at every level of the company. Everyone working for Arte is expected to actively promote these values. They are clearly communicated in job descriptions, reinforced during onboarding, highlighted on company screens and continuously emphasized by managers.

The open-door policy is essential in this respect. Owners and managers are present on site every day and are accessible to employees. This closeness ensures short communication lines and fosters a culture of transparency. Many executives also work directly among their teams, which further strengthens collaboration and open exchange.

We also invest in social connectedness. Already mentioned in the social section, is the 'ArteForYou' team (AFY), consisting of employees from different departments, organizes initiatives to strengthen solidarity, ranging from sports to entertainment and health-related activities.

Recognition and appreciation are equally important. Anniversaries and birthdays are celebrated, long-term service is rewarded, and during periods of illness or absence, contact with employees is maintained to support their return.

This approach is unique to our family business: we combine hard work with clear boundaries, the right to disconnect, flexible working hours and a competitive benefits package adapted to individual needs. In this way, **we build a culture where quality, creativity and innovation go hand in hand with humanity and care.**

Governance

Business conduct (G1)

Ethical Commitment Towards Suppliers

Arte remains committed to responsible and ethical sourcing practices throughout its supply chain, recognising that certain materials, such as silk, may originate from regions with differing working conditions and standards.

To address this, Arte continues to apply **a practical, hands-on approach when engaging new suppliers.** On-site visits conducted by Arte representatives allow for direct assessment of working conditions and production environments. While not formalised as a policy, this practice relies on managerial experience and judgment, and is considered a key element of our responsible sourcing approach.

We view this as an **ethical commitment to our suppliers,** aimed at promoting fair treatment of workers, healthy production environments, and trust-based relationships. Long-term partnerships remain essential to ensuring mutual reliability and supporting sustainable, mutually beneficial collaboration.

Governance

Business conduct (G1)

Business Integrity Requirements

Responsible growth can only be achieved through integrity. We therefore apply a zero-tolerance policy against corruption, bribery, money laundering and conflicts of interest on all levels. Transparency in business practices is key to maintaining the trust of customers, suppliers, and partners. These expectations are clearly communicated to all employees, while management carries the responsibility to ensure that they are respected and consistently applied in daily operations.

This commitment is supported by clear processes and internal checks. New employees are introduced to a fraud-prevention checklist in the relevant departments that helps identify risks and provides concrete guidelines. Within Finance, the four-eyes principle is applied to key transactions, meaning that - for instance - every critical payment or approval requires a second check. This minimizes errors and prevents misuse. Sensitive data, such as bank account information, is monitored through formal approval flows within the ERP system.

Rules on gifts and invitations are equally strict. They are only acceptable if limited in scope and value, transparent, and customary within local business practices. Items that cannot be shared are raffled among employees, ensuring fairness and avoiding perceptions of favouritism.

These measures demonstrate that integrity is not a formality, but an essential part of our daily practice. **By embedding fairness and accountability in all operations, we ensure that business success and responsible conduct go hand in hand.**

Governance

Business conduct (G1)

Human Rights Policy

Promoting and protecting human rights, democracy and the rule of law are among the founding principles of the European Union and are also embedded in Belgian legislation. At Arte, we ensure that **these regulations are respected within our family of employees**, and we are proud to report that no human rights violations or related fines have occurred. The expectations described below are clearly communicated to employees through the company's labour regulations, and management is responsible for ensuring their implementation and consistent respect.

- Arte guarantees fair wages and benefits, including correct overtime compensation and access to all legally required entitlements, and we ensure that working hours comply with applicable laws while never exceeding international standards.
- Child labour and forced labour are strictly prohibited.
- Respectful treatment is non-negotiable: discrimination or harassment of any kind, whether physical, sexual, verbal or psychological, is not tolerated.
- We provide a safe and healthy workplace supported by procedures, training and preventive measures. A detailed explanation of our Health and Safety policy can be found in the social section.



Governance

Business conduct (G1)

Privacy & Cybersecurity

At Arte, privacy and cybersecurity are considered integral components of our governance framework. We are committed to protecting the personal information of all stakeholders, including employees, customers and partners, and to safeguarding the security of our IT systems.

Our IT Policy serves as the foundation. It regulates internet and e-mail use, social media, software and hardware, and includes guidelines for password management, access protocols, GDPR-compliant data breach procedures, and smartphone use. All employees are informed of these guidelines when joining the company. Monitoring measures may be applied where necessary, always with respect for employees' privacy rights.

We recently developed a comprehensive cybersecurity plan, that was implemented in 2025. This plan includes an Incident Response Team, trained to act quickly and effectively in the event of a cyber incident. The team follows a detailed step-by-step procedure designed to minimize damage and downtime. Awareness and training are central to our approach. Through regular sessions and initiatives such as the phishing academy, we foster a culture of vigilance among employees and suppliers. In this way, we ensure that data protection and digital security are a shared responsibility across the organization.

Governance

Business conduct (G1)

AI Policy

At Arte, **we recognise the opportunities** offered by artificial intelligence, **but we also acknowledge that its use can create significant risks if not handled responsibly.** For this reason, we have chosen to communicate clearly to employees about the potential challenges associated with AI, and to provide guidance on how to use these tools with caution. Our policy on AI is communicated to employees during onboarding, and management is responsible for ensuring that they are understood and respected in daily practice.

The risks linked to AI include the infringement of intellectual property rights, the breach of confidentiality, potential violations of the General Data Protection Regulation (GDPR), and competition issues. Employees are made aware of these areas of concern and are encouraged to exercise judgment whenever considering the use of AI technologies.

With regard to AI chatbots, we ask employees to minimise their use. Where their use is unavoidable, it should only occur on an exceptional basis, and always with a cautious mindset. Employees are reminded to rely on common sense, remain mindful of the risks described, and never compromise confidentiality or compliance when interacting with such tools.

Governance

Business conduct (G1)

Whistleblowing Procedure

Arte remains committed to transparency and integrity across all business activities. Our Whistleblowing procedure provides employees, suppliers, customers, and other stakeholders with a safe and confidential way to report concerns related to unethical behaviour or breaches of internal policies.

Reports can be submitted through multiple channels, including an online platform, email, written form, or in person, with the option to remain anonymous. All reports are managed by designated colleagues via a secure whistleblowing platform, allowing reporters to follow the status of their submission.

The procedure is integrated into Arte's labour regulations and is regularly reviewed to ensure its effectiveness. **It supports our broader commitment to ethical conduct, accountability, and sustainable business practices.**



Sustainability report

ARTE®