

# Environmental Policy - Artisti AS

*Adopted by the Artisti AS board on 29 June 2024. The policy replaces the previous Quality and Environment Policy.*

*Last updated: March 11, 2026.*

Artisti AS has a strong commitment to environmental management, and we are committed to being drivers both internally and externally to integrate environmental considerations into all parts of our business. Our goal is to minimize our environmental impact through conscious choices in everyday life, in product development and in our purchases of goods and services.

Artisti shall establish and maintain a systematic environmental management process that ensures continuous improvement, measurement of relevant environmental indicators and documented follow-up of our environmental goals.

## Scope

This policy applies to:

- All employees of Artisti AS
- The board and management of Artisti AS
- Temporary employees and hired resources
- Suppliers, manufacturers and other partners where relevant

Our commitments:

### Compliance with legal requirements

We shall ensure that our operations comply with relevant laws, regulations and other requirements related to the environment and sustainability at all times.

### Strengthen environmental awareness among employees

Through information, awareness-raising and training, we shall promote a culture in which our employees make active choices to reduce the environmental impact of their daily work.

### Preventive work in the supply chain

We shall work preventively in collaboration with our suppliers and choose partners who share our environmental ambitions. This means setting requirements for environmentally friendly products and services.

We expect our suppliers to have systems for proper waste management, reduction of emissions and responsible use of resources.

### Efficient waste management and resource management

We are committed to having an efficient waste management system in our own operations. This means that we will:

- Follow the waste hierarchy: prevention, reuse, material recycling, energy recovery and, as a last resort, proper disposal.
- Sort all generated waste in accordance with applicable requirements and local return schemes.
- Ensure that all waste is delivered to approved reception and recycling facilities.
- Reduce the amount of residual waste through systematic improvement work.
- Work to increase the degree of sorting and material recycling.

- Measure and follow up waste quantities annually.

We have established source sorting solutions for, among other things, cardboard, paper, plastic, glass and metal, WEEE, hazardous waste and residual waste.

#### **Inform and influence our customers**

We will actively inform our customers about environmental concerns and contribute to a more circular consumption pattern through concrete measures for reuse, collection, recycling and waste reduction.

#### **Prioritizing eco-labeled and recycled products**

When developing products and purchasing, we will prioritize eco-labeled or environmentally adapted products and materials and work closely with suppliers to select the most sustainable solutions. We will increase the proportion of products with a documented lower environmental footprint and offer a wider range of environmentally friendly alternatives to our customers.

#### **Environmentally friendly cooperation**

We will be an active contributor to environmental improvement in our industry.

This involves:

- Cooperation with return schemes and partners in the collection of textiles and materials, where we measure and report the quantities collected.
- Sharing knowledge and experience about sustainable solutions with customers and partners.
- Working to increase the share of circular services and contribute to reduced waste in the value chain.
- Working to reduce waste generation and increase material recycling in our own operations and in the value chain.

#### **Our environmental goals:**

##### **90% of direct imports from China to be via sea freight by 2030**

We will increase the use of sea freight to reduce transport-related emissions, with a goal that 90% of our import transport from China will be via sea by 2030. We will use carriers with low-emission solutions with emissions accounting.

##### **Reduce electricity consumption by 25% by 2030**

We commit to reducing our energy consumption by 25% by 2030, compared to 2019, through energy efficiency and conscious energy use.

##### **Reduce plastic packaging by 50% by 2030**

We will halve the use of plastic packaging by 2030 compared to 2019, by choosing more environmentally friendly packaging materials and solutions.

##### **Increase the proportion of products with recycled materials**

By 2030, a minimum of 30% of our products will be manufactured entirely or partly from recycled materials.

##### **Collection of textile materials**

We will increase our collected textile volume by 25% by 2030 (compared to baseline 2024).

##### **Reduce residual waste and increase sorting rate**

We will work to reduce residual waste per employee and maintain a high sorting rate. Waste volumes will be measured and monitored annually as part of our environmental work.

Through these measures and goals, Artisti AS will contribute to a more sustainable future and be a responsible, environmentally conscious player in our industry.