

WHISTLEBLOWING POLICY

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1. PURPOSE

The purpose of this procedure is to regulate the management of the process of receiving, analysing and processing Reports of possible Violations.

Following the introduction of Legislative Decree 24/2023 transposing the Whistleblowing Directive, Artemide updated this procedure and introduced a cloud platform for making reports in order to ensure secure reporting procedures and the necessary confidentiality protections for whistleblowers and reported persons required by law.

2. SCOPE OF APPLICATION

This Policy has regulatory content and the value of an operational tool for all Artemide Group Companies.

The implementation plan of this procedure envisages a progressive coverage of all subsidiaries. To check its current application, see Annex 1. In the course of the procedure, these companies will be referred to simply as "Artemide or Artemide Group".

Each amendment and update of the Policy is approved by the Board of Directors of Artemide Group S.p.A. and is then distributed to the Group companies to which it applies.

This procedure supplements the Organisation, Management and Control Models pursuant to Legislative Decree 231/01 of the various Italian companies of the Artemide Group and is reviewed at least every three years.

3. DEFINITIONS

REPORTING: means the written or oral communication of information or suspicions based on violations that have been committed or may be committed within Artemide.

VIOLATION: conduct, acts or omissions that harm the public interest or the integrity of the public administration or private entity, as specified in Article 2(a) of Legislative Decree 24/2023. Furthermore, Artemide has extended the scope of the reports to any breach of internal Group policies and procedures.

INFORMATION ON VIOLATIONS: information, including reasonable suspicions, concerning violations committed or that, on the basis of concrete elements, could be committed in the organisation with which the reporter or the person making the complaint to the judicial or accounting authority has a relevant legal relationship, as well as elements concerning conduct aimed at concealing such violations

REPORTER: the natural person who makes the report or public disclosure of information on violations acquired in the context of his/her work context.

Retaliation: any conduct, act or omission, even if only attempted or threatened, occurring by reason of the report, the complaint to the judicial or accounting authority or public disclosure and which causes or may cause to the reporting person or to the person lodging the complaint, directly or indirectly, unjust damage

REPORTED PERSON or PERSON INVOLVED: the natural or legal person mentioned in the internal or external report or in the public disclosure as the person to whom the breach is attributed or as a person otherwise implicated in the reported or publicly disclosed breach.

MANAGER OF REPORTS: a person/office/internal/external body composed of personnel specifically trained for the management of the internal reporting channel in line with the provisions of Art. 4 of Leg. Legislative Decree 24/2023 and specifically appointed/charged by the Company.

ADDRESSEES: for the purposes of this Procedure, the following are meant, as better identified below: the Company's employees; all the Company's stakeholders; the reporting person; the reported person; the manager of the report and any corporate functions involved in the consequent activities

FACILITATOR: a natural person who assists a reporting person in the reporting process, operating within the same work context and whose assistance must be kept confidential.

REPORTING: means the communication to the Reporting Party on how the Report has been or will be handled.

PLATFORM: the software for the implementation and management of the Company's internal reporting channel pursuant to Legislative Decree 24/2023

WHISTLEBLOWING: this refers to the process of reporting offences involving violations under Legislative Decree 24/2023.

4. REPORTS

4.1 What is an alert

A report is the written or oral communication of information or suspicions based on violations of which the reporter has become aware by reason of an employment relationship.

The implementing measure of Directive (EU) 2019/1937, Legislative Decree No. 24 of 10 March 2023, published in the Official Gazette No. 63 of 15 March 2023, refers only to reports relating to the following Breaches:

- A. Violations of national provisions, in particular:
 - a. Administrative, accounting, civil or criminal offences;
 - b. for the Group's Italian companies, unlawful conduct of relevance pursuant to Legislative Decree No. 231 of 8 June 2001, or violations of the Organisation and Management Models, although we would like to remind you that the Supervisory Board's e-mail box for the various companies remains in force, to which specific reports may be made: odvartemidegroup@artemide.com; odvartemideitalia@artemide.com; odvartemidespa@artemide.com.
- B. Infringements of European provisions and in particular:
 - a. offences falling within the scope of European Union or national acts relating to the following areas: public procurement, services, financial products and markets and prevention of money laundering and terrorist financing, product safety and compliance, transport safety, environmental protection, radiation protection and nuclear safety, food and feed safety and animal health and welfare, public health, consumer protection, privacy and protection of personal data, network and information system security;
 - b. acts or omissions affecting the financial interests of the European Union;
 - c. acts or omissions affecting the internal market, including violations of EU competition and state aid rules;
 - d. acts or conduct that frustrate the object or purpose of the provisions of Union acts

Artemide intended to extend the applicability of this procedure and the protections provided for by the Whistleblowing legislation to reports concerning fraud or in any case acts to the detriment of Group companies and/or breaches of internal policies and procedures.

Therefore, alerts may also concern:

- information on conduct aimed at concealing the above violations;
- breaches of internal policies and procedures;
- unlawful activities that have not yet taken place but which the whistleblower reasonably believes may take place in the presence of concrete, precise and concordant elements;
- well-founded suspicions, substantiated by circumstantiated facts and perhaps documentation collected.

In case of doubts as to whether a report should be made, the Head of Internal Audit or the members of the Supervisory Bodies may be contacted directly.

The reasons which prompted the person to report, whistleblow or publicly disclose are irrelevant for the purposes of dealing with the report and protection from retaliatory measures. It is however understood that whistleblowing reports are not considered to be those concerning

a challenge, claim or request linked to an interest of a personal nature of the reporter, as further specified in the next paragraph.

4.1.1 Reports not protected by whistleblowing rules

Reports are excluded from whistleblowing protections:

- Complaints, claims or requests linked to an interest of a personal nature of the reporting person or of the person lodging a complaint with the judicial authority that relate exclusively to his or her individual employment relationship, or to his or her employment relationship with hierarchically superior figures. This excludes, for example, reports concerning labour disputes and pre-litigation phases, discrimination between colleagues, interpersonal conflicts between the reporting person and another worker or with hierarchical superiors, reports concerning data processing carried out in the context of the individual employment relationship in the absence of injury to the public interest or to the integrity of the public administration or private body;
- Reports of violations where already mandatorily regulated by the European Union or national acts indicated in Part II of the Annex to the Decree or by national acts that constitute implementation of the European Union acts indicated in Part II of the Annex to Directive (EU) 2019/1937, even if not indicated in Part II of the Annex to the Decree.
- Reports of national security breaches, as well as of procurement relating to defence or national security aspects, unless these aspects are covered by relevant secondary EU law.

Information on reportable or reportable infringements does not include information that is clearly unsubstantiated, information that is already fully in the public domain, and information acquired only on the basis of rumours or unreliable rumours (so-called "rumour mill").

Possible sanctions are envisaged in accordance with the relevant CCNL in the event of Reports made with malice or gross negligence, or which prove to be false, unfounded, defamatory or otherwise made with the sole purpose of harming the Company, the reported person or other persons concerned by the Report.

It is specified that in cases of sending prohibited Reports, the confidentiality of the Whistleblower's identity as well as the other whistleblower protection measures provided by the Company will not be guaranteed.

4.2 Who can make a report

Information on violations must relate to conduct, acts or omissions of which the reporter or whistleblower has become aware in the work context.

The persons who may make a report and to whom the rule reserves the protections afforded by the new rules are:

- <u>Employed persons, including:</u>
 - Workers whose employment relationship is governed by Legislative Decree No. 81/2015. These are, for example, part-time, intermittent, fixed-term, supply, apprenticeship and ancillary employment relationships;
 - Workers who perform occasional services (whose employment relationship is governed by Article 54-bis of Decree-Law No. 50/2017, conv. with mm.ii. by Law No. 96/2017).
- <u>Self-employed persons</u> working for private-sector entities, including:
 - Self-employed workers referred to in Chapter I of Law No. 81/2017. These are workers with self-employment relationships governed by Title III of Book V of the Civil Code, including work contracts referred to in Article 2222 of the same Civil Code;
 - Holders of a cooperation relationship under Article 409 of the Code of Procedure civil law. This refers to the relationships indicated in No. 3 of the aforementioned provision, i.e. agency, commercial representation and other collaboration relationships resulting in the performance of continuous and coordinated work, mainly personal, even if not of a subordinate nature. For example, lawyers, engineers, designers who provide their work for Artemide by organising it autonomously (para-subordinate relationship);
 - Holders of a collaboration relationship referred to in Article 2 of Legislative Decree No. 81/2015. These are - pursuant to para. 1 of the aforementioned provision collaborations organised by the principal that take the form of exclusively personal and continuous work, the manner of performance of which is organised by the principal. This also applies if the manner of performance is realised by means of digital platforms.
- <u>Freelancers and consultants</u> working in the private sector who may be in a privileged position to report violations they witness.
- Paid and unpaid <u>trainees who</u> work at Artemide who are in any case at risk of suffering retaliation for having reported violations. Retaliation against these individuals could take the form, for example, of no longer using their services, giving them negative work references, or otherwise damaging their reputation or career prospects.
- <u>Shareholders who are natural persons holding shares in one of the private sector entities</u>, where the latter take on a corporate form. These are those who become aware of violations that are reported in the exercise of their rights as shareholders in the company.
- <u>Persons with functions of administration, management, control, supervision or representation</u>, even where such functions are exercised de facto at Artemide. These are persons connected in a broad sense to the organisation in which the violation occurs and in which they exercise certain functions, even in the absence of a regular investiture (de facto exercise of functions). They may be, for example, members of the Boards of Directors, even without executive positions, or members of the Supervisory Bodies (SB).

In particular, Artemide Group personnel may make reports not only when the legal relationship is ongoing, but also when the legal relationship has not yet begun, if information on breaches was acquired during the selection process or in other pre-contractual stages, and during the probationary period. It may also make reports after the termination of the legal relationship if information on breaches was acquired before the termination of the legal relationship.

4.3 Content of the report

Reports must be circumstantiated and based on precise and concordant factual elements. The Whistleblower must provide all the possible elements in his knowledge, useful to enable the persons in charge to proceed with the due and appropriate checks and verifications to confirm the validity of the reported facts, although it is not essential that the Whistleblower has sufficient evidence to prove the reported fact.

To this end, below are the elements that reports should preferably contain:

- The Group company where the violation was detected;
- The particulars of the person making the report, indicating the position or function held within the company;
- A clear and complete description of the facts being reported;
- If known, the circumstances of time and place in which the reported facts were committed;
- If known, the personal details or other elements enabling the identification of the person who perpetrated the reported offence (e.g. the job title or the sector in which he/she carries out the activity), or the persons who contributed to the commission of the offence;
- An indication of any other persons who may report on the facts being reported;
- Any documents that can confirm the accuracy of the reported facts;
- Any other information that may provide useful feedback on the existence of the reported facts.

If what has been reported is not adequately substantiated, the report handler may request additional elements from the reporter through the dedicated channel.

4.4 Channels for reporting

Reports must be transmitted through the channels provided for this purpose. The relevant legislation identifies different types of channels:

- 1. Internal channels set up by Artemide
- 2. External channel at ANAC
- 3. Public disclosures
- 4. Reporting to the judicial authority

This procedure refers to internal channels only. For more information on the use of external channels, please refer to the ANAC website (https://www.anticorruzione.it//del.311.2023.linee.guida.whistleblowing).

The choice of whistleblower channel is not left to the discretion of the whistleblower, since as a priority the use of the internal channel must be favoured and, only as a secondary measure, access to the other channels is possible, starting with the external channel at Anac and, only if it is not satisfactory, to the other channels provided.

Internal channels set up by Artemide

Artemide has made several specific channels available to Group employees and third parties for making reports:

1. Report **in written form via** Artemide's IntegrityLine **platform**, which can be reached via the Artemide website at https://www.artemide.com/it/whistleblowing.

2. Reporting **in oral form, through the voicemail box on Artemide**'s IntegrityLine platform accessible via the Artemide website at https://www.artemide.com/it/whistleblowing, with the possibility of voice distortion to allow anonymity to be maintained.

Annex 2 contains operating instructions for using Artemide's IntegrityLine platform, although its use is guided and entirely intuitive.

The reporting channels provided by the Supervisory Bodies of the Group's Italian companies also remain in place:

- odvartemidegroup@artemide.com
- odvartemidespa@artemide.com
- odvartemideitalia@artemide.com
- Mail address: c/o Avvara Padovani, Studio Legale Padovani Viale Bianca Maria, 13, 20122 Milan (Italy).

4.5 Anonymous reports and their handling

Whistleblowers report violations through the appropriate channels, also anonymously, as soon as they become aware of the events giving rise to them.

Anonymous Whistleblowers should be aware that their report may entail greater difficulties of investigation, as it may be more complicated for the addressee to keep in contact with the anonymous Whistleblower and to ask, where necessary, for his/her cooperation. In any case, a Whistleblower who does not conceal his or her identity will have his or her identity protected, as better specified in the 'PROTECTIONS' section.

Artemide's IntegrityLine platform guarantees is a specific multilingual platform that allows and guides the reporting in written form, anonymising both the sender and any documents that may be attached, cleaning them of any metafiles. The platform is structured in such a way that all information relating to the report and its subsequent handling never leaves the platform, thus enjoying appropriate security safeguards.

Through the platform it is also possible to make a voice report, which is also completely anonymous as the software distorts the voice and makes it unrecognisable.

When the report is saved, the platform assigns an identification code and requires the reporter to enter a password: this will create the reporter's personal credentials with which he/she will be able to access the platform again to view the report acceptance, the various communications with the reporting manager, and to view the conclusion of any investigations. The credentials and passwords, as well as the data maintained in the platform are encrypted so as to be inaccessible to anyone not in possession of the credentials.

It is forbidden, in any case:

- ✓ the use of insulting expressions
- ✓ sending Reports for purely defamatory or slanderous purposes
- ✓ sending Reports that relate exclusively to aspects of private life, without any direct or indirect connection with the reported person's business/professional activity
- ✓ sending Reports of a discriminatory nature, insofar as they refer to sexual, religious or political orientation or to the racial or ethnic origin of the reported person
- ✓ the sending of Reports made for the sole purpose of harming the reported person.

Reports that are prohibited or in any case made with malice or gross negligence or that are clearly unfounded shall be sanctioned in accordance with the company's disciplinary system.

The IT platform guarantees the absolute anonymity of the Reporting Party (including the impossibility of computer tracking). Should the reporter wish to reveal his or her identity, he or she may do so only in the course of reporting, and in any case the Reporting Manager is obliged to keep the identity of the reporter and the reporter confidential.

4.6 Management of Reports

The management of the reporting channels is entrusted to an independent director of the Artemide Group and to the Group Internal Audit manager, both of whom are identified and appointed by the Board of Directors of the Artemide Group, external to the corporate organisation and possess the characteristics of autonomy, independence and impartiality.

The Reporting Manager is obliged to comply with indications that the legislator has laid down to ensure both an efficient and timely handling of the report and the protection of the reporting persons.

In particular, the Reporting Manager must:

- issue the reporting person with an acknowledgement of receipt of the report within seven (7) days from the date of receipt;
- maintain interlocutions with the reporting person;
- ensure proper follow-up to reports received;
- update within three (3) months of receipt of the report on the status of the report;
- provide feedback to the reporter at the end of the investigation.

All reports are subjected to a preliminary analysis carried out by the Reporting Manager in order to verify the existence of the requirements set out in the procedure, i.e. to determine whether or not they fall within the scope of whistleblowing.

In particular, proper follow-up implies, firstly, respecting reasonable timeframes and

the confidentiality of the data, an assessment of the existence of the essential requirements of the report in order to assess its admissibility and thus be able to grant the whistleblower the safeguards provided for.

In fact, the Reporting Manager may deem the report inadmissible by informing the Reporting Officer through the appropriate channels if:

- finds that the Alert is manifestly unfounded due to the absence of factual elements justifying investigation;
- ascertains the generic content of the report of offence such that it does not allow the facts to be understood, or reports of offences accompanied by inappropriate or irrelevant documentation
- falls within one of the cases identified in paragraph 1.1.4 Reporting not protected by the whistleblowing rules.

The Reporting Manager must mandatorily involve the Chairman of each of the Supervisory Bodies of the Italian companies of Artemide if the Report concerns a breach referable to one of the Organisation, Management and Control Models.

Once the admissibility of the report has been assessed, the Reporting Manager involves a corporate structure not involved in the report, maintaining the confidentiality of the identity of the reported person and of the reporter and of all the elements that might contribute to their possible identification, and starts the internal investigation of the reported facts or conduct in order to assess their existence.

In order to carry out the investigation, the Reporting Manager may initiate a dialogue with the Whistleblower, asking him/her for clarifications, documents and further information, always through the dedicated channel in the IT platforms or even in person. Where necessary, it may also acquire deeds and documents from other offices, avail itself of their support, involve third persons through hearings and other requests, always taking care that the protection of the confidentiality of the reporter and of the reported person is not compromised.

If, following the activity carried out, elements of manifest groundlessness of the Report are found, it will be dismissed with adequate justification. If, on the other hand, the Report is found to be well-

founded, it should be immediately referred to the competent internal bodies or external bodies/institutions, each according to its competences.

It is not for the person in charge of handling the report to ascertain individual responsibilities, whatever their nature, nor to carry out legitimacy or substantive checks on the acts and measures adopted by the reported company, on pain of encroaching on the competences of the persons in charge within each company or of the judiciary.

With reference to the 'acknowledgement' to be made within the three-month time limit, it should be noted that this may consist of the announcement of the closure, the opening of an internal investigation and possibly its findings, measures taken to deal with the matter raised, or referral to a competent authority for further investigation.

However, it should be noted that the same feedback, to be given within three months, may also be merely interlocutory, as information may be provided on all the activities described above that are intended to be undertaken and the progress of the investigation.

In the latter case, once the investigation has been completed, the results must in any case be communicated to the reporting person.

Reports made to parties other than the Reporting Manager

The confidentiality of the Whistleblower is protected even if the Report is made by means other than those established in accordance with this procedure, or reaches staff other than the Reporting Manager, to whom, in any case, the Reports must be transmitted without delay.

If the internal Report is submitted to a person other than the Reporting Manager, the Report must be transmitted, within 7 (seven) days of its receipt, to the Reporting Manager. The Reporting Party will be simultaneously informed of the transmission of the Report.

The Report may be submitted to the hierarchical superior, but such a Report cannot be considered as Whistleblowing, in which case it will not be possible for the Whistleblower to benefit from the protections provided for.

4.7 Reporting

Every six months, the Whistleblowings Manager shall provide the Board of Directors of the Artemide Group, the Board of Statutory Auditors and the Supervisory Board pursuant to Legislative Decree 231/01 of the Italian companies of the Artemide Group with a special report summarising the reports received, omitting the personal data of the persons involved, and containing: the number of reports received, the number of reports rejected, managed and the results of the analyses carried out, including the adoption (or failure to adopt) disciplinary measures.

The reports are prepared guaranteeing the anonymity of the persons concerned and consistent with the protections provided to the Whistleblower, those involved and the reported persons.

5. PROTECTION

The protections provided by the whistleblowing legislation consist mainly of:

- in the guarantee of confidentiality and privacy;
- in the prohibition of retaliatory acts.

These safeguards apply:

- a) to the Reporting Party;
- b) to Facilitators;
- c) to relatives working in the same work environment;

- d) to work colleagues of the Whistleblower or of the person who has made a complaint to the judicial or accounting authorities or made a public disclosure, who work in the same work environment as the Whistleblower and who have a usual and current relationship with that person;
- e) entities owned by the whistleblower or the person who filed a complaint with the judicial or accounting authorities or made a public disclosure, or for which those persons work, as well as entities operating in the same work environment as those persons

The processing of personal data carried out pursuant to Directive (EU) 2019/1937, shall be carried out in accordance with Regulation (EU) 2016/679 and Directive (EU) 2016/680. The exchange and transmission of information by the Union institutions, bodies, offices or agencies shall be carried out in accordance with Regulation (EU) 2018/1725.

Right to confidentiality

The law provides for specific confidentiality safeguards whereby the identity of the Whistleblower cannot be disclosed to persons other than those competent to receive or follow up the report. The prohibition to disclose the identity of the whistleblower refers not only to the name of the whistleblower, but also to all the elements of the report from which the identification of the whistleblower can be derived, even indirectly.

The identity of the persons involved and of the persons mentioned in the report is also protected until the conclusion of the proceedings initiated on account of the report, in compliance with the same guarantees provided for in favour of the reporting person.

Consequently, without the express consent of the reporter, they cannot be disclosed:

- identity of the reporter,
- identity of the reported person,
- content of the alert,
- any documents attached to the report.

The Reporting Manager and any other persons involved (e.g. the Supervisory Board or other corporate functions) are required to maintain the utmost confidentiality and to handle reports in such a way as to ensure professionalism, objectivity, third party status and the confidentiality of the activities undertaken to follow up the report.

The confidentiality of the Whistleblower is also guaranteed in the courts:

- within the framework of criminal proceedings, the identity of the reporter is covered by secrecy in the manner and within the limits provided for in Article 329 of the Code of Criminal Procedure.
- within the framework of proceedings before the Court of Auditors, the identity of the reporter cannot be disclosed until the investigation phase is closed.
- within the framework of the disciplinary proceedings, the identity of the Whistleblower cannot be disclosed, if the allegation of the disciplinary charge is based on investigations other than the Whistleblowing, even if consequent to the Whistleblowing. If the charge is based, in whole or in part, on the Report, and it is essential for the accused's defence to know the identity of the Reporting Officer, the Report can be used for the purposes of the disciplinary proceedings only with the express consent of the Reporting Officer.

Prohibition of retaliation

Any form of retaliation, even if only attempted or threatened, is prohibited. In fact, the legislator has adopted a broad notion of retaliation, meaning: 'any conduct, act or omission, even if only attempted or threatened, put in place by reason of the report, the denunciation to the judicial or accounting authorities or the public disclosure, and which causes or may cause to the person making the report, directly or indirectly, unjust damage'.

Therefore, protection against the reporting person extends to the following areas:

By way of example and not limitation, the following constitute retaliatory acts:

- a) dismissal, suspension or equivalent measures;
- b) relegation in grade or non-promotion;
- c) change of duties, change of workplace, reduction of salary, change of working hours;
- d) suspension of training or any restriction of access to it;
- e) negative merit notes or negative references;
- f) the adoption of disciplinary measures or other sanctions, including fines;
- g) coercion, intimidation, harassment or ostracism;
- h) discrimination or otherwise unfavourable treatment;
- i) the failure to convert a fixed-term employment contract into an employment contract of indefinite duration, where the employee had a legitimate expectation of such conversion;
- j) non-renewal or early termination of a fixed-term employment contract;
- k) damage, including to a person's reputation, particularly on social media, or economic or financial harm, including loss of economic opportunities and loss of income;
- inclusion on improper lists on the basis of a formal or informal sectoral or industry agreement, which may result in the person being unable to find employment in the sector or industry in the future;
- m) early termination or cancellation of the contract for the supply of goods or services;
- n) cancellation of a licence or permit;
- o) the request to undergo psychiatric or medical examinations.

5.1 Retention of documentation

The Platform ensures the preservation of the documentation of each Report and its management.

All information and documentation relating to the submission of the report and its management is strictly confidential and stored in the platform, accessible only to the designated personnel, for the period of time allowed by law, as defined in the Privacy Policy and in accordance with the Company's data retention policy.

In particular, internal reports and related documentation are retained for a period not exceeding five (5) years from the date of the communication of the closure of the reporting procedure, without prejudice to longer retention periods determined by procedural and/or legal requirements.

Internal alerts and related documentation are stored in servers located within the European Union.

6. APPROVAL, RATIFICATION AND JUSTIFICATION OF REVISIONS

6.1 Approval and Ratification

	NAME	TITLE / ROLE
Business Owner	Carlotta de Bevilacqua	Managing Director
Reviewer	Paola Pastore	Head of Legal and Corporate Affairs
Reviewer	Valeria Torgano	Human Resources Manager

Reviewer	Francesca Marino	Internal Audit Manager
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6.2 Reasons for revisions

Effective date	Revision number	Reason for revision
29/03/2018	00	First issue
15/12/2022	01	Update with the support of DLA Piper when updating the MOG 231
20/12/2023	02	Update following the entry into force of Legislative Decree D. Lgs. Lgs. 24/2023 transposing the Whistleblowing Directive

ANNEX 1:

ARTEMIDE GROUP COMPANIES ENABLED TO WHISTLEBLOWING SIGNS as at 15 December 2023:

- 1. Artemide Group S.p.A.
- 2. Artemide S.p.A.
- 3. Artemide Italia S.r.l.
- 4. Austria Artemide Handels Gmbh
- 5. Switzerland Artemide Iluminazione SA
- 6. Japan Artemide Japan
- 7. Spain Artemide SA
- 8. China Artemide Trading (Shanghai) Co Ltd
- 9. Hong Kong Artemide Ltd Hong Kong
- 10. Denmark Artemide Scandinavia AS
- 11. USA Artemide Inc USA
- 12. Hungary Artemide A&A Vilagitas es Butor RT
- 13. Asia Pacific
- 14. Balcans.

ANNEX 2: Artemide IntegrityLine Platform Manual

