ARTELIA'S AI CHARTER

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SUMMARY

ARTELIA Artificial Intelligence Charter 3
1. Our commitment 3
2. Our scope 3
3. Definitions 3
4. Our principles for responsible AI 4
5. Transparency & Human Oversight 4
6. Security, Confidentiality and Data Governance 4
7. Regulatory compliance & Intellectual property 5
8. Risk Management 5
9. Governance 5
10. Innovation & Generative AI 6
11. Competence & Awareness 6
12. Continuous improvement 6

ARTELIA Artificial Intelligence Charter

1. Our commitment

ARTELIA is committed to developing and using Artificial Intelligence responsibly, securely and ethically to support its engineering, consulting and project delivery activities.

Artificial Intelligence is an opportunity to improve the quality of our services, enhance innovation and support our employees while maintaining the trust of our clients, partners and stakeholders.

To support this commitment, ARTELIA has established an AI governance framework ensuring that Artificial Intelligence systems are deployed, monitored and continuously improved in accordance with applicable legal, security and ethical requirements.

This Charter applies to the development, procurement, deployment and use of Artificial Intelligence across the ARTELIA Group and reflects ARTELIA's commitment to responsible AI towards its clients, partners, employees and stakeholders.

This Charter is intended to communicate ARTELIA's principles and commitments regarding the responsible use of Artificial Intelligence. It is provided for information purposes only and does not create any contractual obligation, warranty, representation or commitment towards any third party. In the event of any inconsistency between this Charter and the terms of a contract entered into by ARTELIA, the provisions of the applicable contract shall prevail.

2. Our scope

This Charter applies to:

- all ARTELIA entities worldwide;
- all employees, managers, temporary workers and contractors;
- Artificial Intelligence systems developed internally;
- Artificial Intelligence services provided by third parties;
- Generative AI solutions used for professional activities.
- Additional internal procedures may complement this Charter where necessary.

3. Definitions

For the purpose of this Charter:

Artificial Intelligence (AI) refers to technologies capable of performing tasks that normally require human intelligence, such as reasoning, learning, generating content or supporting decision-making.

Artificial Intelligence System refers to a machine-based system designed to operate with varying levels of autonomy and capable of generating outputs such as predictions, recommendations, content or decisions that influence physical or digital environments.

Generative AI refers to Artificial Intelligence capable of generating text, images, code, models or other content from user instructions.

Human Oversight refers to the ability of competent individuals to review, validate, challenge, modify or reject AI-generated outputs whenever appropriate.

4. OUR PRINCIPLES FOR RESPONSIBLE AI

ARTELIA applies the following principles to all Artificial Intelligence systems used or developed within the Group.

Artificial Intelligence shall be used in a manner that is ethical, transparent and aligned with ARTELIA's values. AI supports human expertise and decision-making but never replaces human responsibility.

ARTELIA also seeks to:

- minimise bias and promote fairness;
- protect confidentiality, privacy and intellectual property;
- ensure appropriate human oversight;
- manage AI-related risks throughout the AI lifecycle;
- promote accountability, responsible governance and continuous improvement;
- support sustainable and responsible engineering practices while respecting fundamental rights.

5. TRANSPARENCY & HUMAN OVERSIGHT

ARTELIA promotes an appropriate level of transparency regarding the use of Artificial Intelligence.

Where appropriate, clients or stakeholders may be informed when Artificial Intelligence has materially contributed to engineering analyses, reports or other professional deliverables.

Outputs generated by Artificial Intelligence are subject to appropriate human review before being used for engineering, business or client activities. AI-generated outputs shall never be considered authoritative without appropriate human verification.

Human oversight includes the ability to review, challenge, modify, reject or override AI-generated outputs where appropriate.

6. SECURITY, CONFIDENTIALITY AND DATA GOVERNANCE

Artificial Intelligence systems shall be used in accordance with ARTELIA's cybersecurity, information security and data protection requirements. Confidential, sensitive and client information is protected throughout the AI lifecycle.

Only AI solutions approved by ARTELIA may be used for professional purposes involving confidential, restricted or client information.

Users shall not enter confidential or sensitive information into unauthorized Artificial Intelligence services.

ARTELIA applies appropriate data governance principles throughout the AI lifecycle.

These principles include:

- data minimisation;
- purpose limitation;
- secure storage;
- controlled access;
- retention management;
- secure deletion.

Personal data shall be processed in accordance with applicable legislation.

7. REGULATORY COMPLIANCE & INTELLECTUAL PROPERTY

ARTELIA is committed to complying with applicable laws and regulations governing Artificial Intelligence, personal data protection, intellectual property and cybersecurity in every country where it operates.

ARTELIA continuously monitors the evolution of applicable Artificial Intelligence regulations and adapts its governance framework where appropriate.

ARTELIA respects intellectual property rights in the development and use of Artificial Intelligence.

Artificial Intelligence shall not be used in a manner that infringes copyrights, patents, trademarks or applicable licensing obligations.

Generated content shall be reviewed where appropriate before professional use.

8. RISK MANAGEMENT

AI-related risks, including cybersecurity, data protection, bias, reliability, explainability, misuse, legal and reputational risks, are identified, assessed and managed through ARTELIA's governance and risk management framework.

AI-related incidents shall be reported through ARTELIA's established reporting processes.

9. GOVERNANCE

ARTELIA has established an AI governance framework that defines responsibilities for the secure, responsible and cost-effective use of Artificial Intelligence throughout the Group.

This framework supports:

strategic oversight of AI initiatives;

evaluation and approval of AI solutions;

monitoring of AI-related risks;

monitoring of AI adoption and continuous improvement;

promotion of best practices across the Group.

Only approved Artificial Intelligence solutions may be used for ARTELIA's professional activities.

Governance also includes the assessment and approval of third-party Artificial Intelligence solutions, the management of AI-related operating costs and the periodic review of the AI governance framework.

10. INNOVATION & GENERATIVE AI

ARTELIA recognises the opportunities offered by Generative Artificial Intelligence while acknowledging its limitations.

Users shall:

critically review generated outputs;

validate technical information before use;

avoid entering confidential information into unauthorized AI services;

use only approved Generative AI solutions.

ARTELIA develops Artificial Intelligence solutions, including AI assistants and AI agents, to support engineering, project delivery and business performance while ensuring that these solutions remain subject to appropriate governance, security and human oversight.

The Group also conducts research and development activities with academic and industrial partners to advance the responsible use of Artificial Intelligence for engineering and construction.

11. COMPETENCE & AWARENESS

ARTELIA promotes the development of AI skills across the Group through training, awareness programmes and the sharing of best practices, ensuring that employees understand both the opportunities and the limitations of Artificial Intelligence.

Training programmes may also cover regulatory developments, cybersecurity, responsible AI, prompt engineering and the effective use of AI assistants and AI agents.

12. CONTINUOUS IMPROVEMENT

ARTELIA regularly reviews and continuously improves its AI governance framework to reflect technological developments, regulatory changes, operational experience and emerging cybersecurity risks.

This includes the periodic review of governance processes, approved AI solutions and responsible AI practices to ensure that ARTELIA's use of Artificial Intelligence remains secure, effective and aligned with its values.