



ESG AMBITION 2024-2030



ACT FOR BETTER LIVING





Within Groupe SEB we have always believed that tomorrow is written every day. In every house, every café, every place where we live, where we have our habits. Aware of the challenges of our time, we choose to act, as we have always done.

For nature. For the circular economy. For all.

By offering solutions that help people live better.

By designing products that last over time.

By innovating to reduce their impact on the environment.

Thus actively leading the transition of our industry.

This is our commitment.

Act for better living, today and tomorrow.

**To make consumers' everyday
lives easier and more enjoyable and
contribute to better living around the world**



**Act
for Nature**

Climate

Water

Substances



**Act as a leader for
Circular Economy**

Eco-Design

Refurbishment
business model



**Act
for All**

Employees

Suppliers

Consumers

Communities

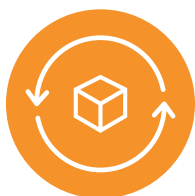


Act Responsibly & Ethically



ACT FOR NATURE

Combating climate change and preserving biodiversity and natural resources are vital priorities. Through innovations in our industrial sites and products, we aim to significantly reduce our greenhouse gas emissions and achieve SBTi Net-Zero by 2050, the most international and demanding commitment on climate objective, to limit global warming to +1,5°C. We will also take action to reduce further our water consumption and biodiversity footprint.



ACT AS A LEADER FOR CIRCULAR ECONOMY

Resources conservation and waste reduction are major challenges at each phase of our product life cycle and engage us to further Reduce, Reuse and Recycle. We will accelerate on eco-design to keep minimising the environmental footprint of our products, while building on that expertise to lead the way in circular economy with breakthrough initiatives.



ACT FOR ALL

Because our responsibility extends to our entire value chain, we are committed to a safe and inclusive working environment, responsible purchasing, promotion of sustainable consumption and support for local communities.



ACT RESPONSIBLY & ETHICALLY

A commitment that is fundamental to our approach: guiding how we conduct our business activities with our stakeholders, and aligned with our values.



WE ACT FOR NATURE

by intensifying our efforts to **achieve Net-Zero** by 2050 and to **minimise our impact** on biodiversity and natural resources.

REDUCING THE ENVIRONNEMENTAL FOOPRINT OF OUR PRODUCTS



IMPROVEMENT OF ENERGY EFFICIENCY

with no compromise on performance with the Wattelse project.

2 types of actions:

- Technical innovations:
For example, Effitech motors enable vacuum cleaners to save up to 50% in energy consumption and fans to save 65%.



- Deployment of nudges to encourage more sustainable consumer behaviour, such as 'eco-mode' options that can save 30% energy on irons, or one-cup indicator on kettles to boil only the volume needed.

INCREASED PROCUREMENT OF RECYCLED MATERIALS

for our products and packaging to reduce GHGs, combat the depletion of the planet's resources and limit waste. For example by accelerating on:

- recycled aluminium (-90% CO₂ emissions*), with full cookware ranges made with 100% recycled aluminium.



- recycled plastics (-70% CO₂ emissions*) thanks to the deployment of our Optiplastic tool, to identify easily recycled alternatives when developing new products, or to projects like ORPplast which allowed the co-development of a coloured recycled ABS plastic with our suppliers.



*vs virgin materials

REDUCING THE ENVIRONMENTAL IMPACT OF OUR INDUSTRIAL ACTIVITIES

ENERGY SOBRIETY:

deployment of an internal tool (DSM Energy) which integrates energy, production and weather sensors to monitor and optimize the energy consumption of our sites.

MODERNISATION OF EQUIPMENT:

for example replacement of our injection moulding machines.⁽¹⁾

INVESTMENT IN RE-NEWABLE ENERGY:

our sites are gradually equipped with solar panels⁽²⁾ and/or biomass boilers.⁽³⁾

WATER CONSERVATION,

thanks to new washing tunnels,⁽⁴⁾ closed-loop and recycling operations at each step of production of water resources.

ECO-LOGISTIC with optimized units volumes and logistic networks, and alternatives modes of transport.



(1)



(2)



(3)



(4)



CLIMATE

GHG emissions linked to our factories (Scopes 1&2)



2030 targets

-42% vs. 2021

GHG emissions linked to procurement of materials, transport and distribution, and use of products by consumers (Scope 3)

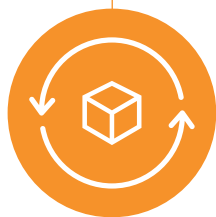


-25% vs. 2021

WATER

Water consumption reduction

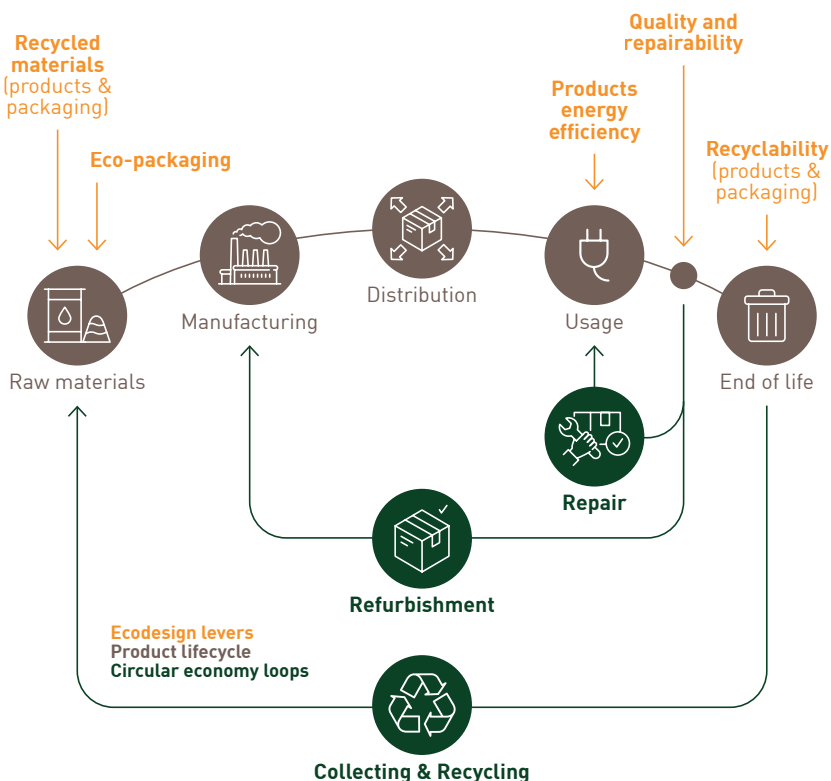
-25% vs. 2021



WE ACT AS A LEADER FOR CIRCULAR ECONOMY

by accelerating and intensifying our eco-design efforts, and driving industry-wide changes with innovative circular services.

● ENHANCING OUR ECODSIGN APPROACH TO CREATE THE CONDITIONS FOR MORE CIRCULARITY



MAINTAIN HIGH LEVEL OF QUALITY AND REPARABILITY

Since 2021 we commit to 15 years reparability at fair price for small domestic appliances, and to 8 years for professional products. We now go further by facilitating economic repair for consumers with innovative initiatives such as repair packages or self-repair guides.

LAUNCHING INNOVATIVE CIRCULAR SERVICES

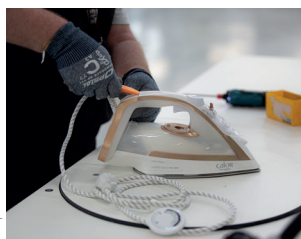
LAUNCH OF WORLD'S FIRST COLLECTION AND RECYCLING PROGRAM for used pots & pans, with innovative recycling process and the ambition of demultiplying the collect points in France.



© Epoka - Romain Saillet



© Epoka - Romain Saillet



IMPLEMENTATION OF OUR OWN EUROPEAN RECONDITIONING FACILITY at Is-sur-Tille and re-furnished products sales model.



ECO-DESIGN

2030 targets

Repairability of Small Domestic Appliances for 15 years at fair price (% of sales)	> 90%
Recyclability of Small Domestic Appliances (% by weight)	> 85%
Recycled materials (% of weight, direct purchases)	60%
No inner virgin plastic bags in packaging	100%

CIRCULAR ECONOMY SERVICES

Refurbished products sales (% of small Domestic Appliances sales)	3%-5% in target geography
Pots & pans collected to be recycled in a closed-loop program	20 million pots & pans by 2027



WE ACT FOR ALL

by **reaffirming our commitment** to put **respect for people** at the **heart of all our actions**.

FOR OUR EMPLOYEES

HIGH STANDARDS

in terms of working conditions and respect of fundamental rights are guaranteed.

OUR WECARE@SEB

programme provides extensive social protection for all employees, regardless of location.

EMPLOYEE SAFETY is our absolute priority

We make sure all sites comply with ISO 45001 standards and awareness training is provided for all employees, with the objective to reach the best standards in the industry in work-accident rate.

DIVERSITY is for us a key driver of performance and innovation,

and our gender equity fundamentals are strong. To accelerate women's representation at managerial positions, we have launched the Gender Balance Acceleration Plan.

WITH OUR SUPPLIERS

OUR RESPONSIBLE PURCHASING

CHARTER sets out strict requirements for responsible procurement, integrating environmental and social commitments.

WE CARRY OUT ON-SITE AUDITS of 100% of our suppliers identified as high risk through an external contractor.

WE BUILD AN ESG PROGRAM to be rolled out for our top 500 suppliers to help them improve their sustainability practices.

FOR CONSUMERS

WE DESIGN SAFE AND HIGHLY QUALITATIVE PRODUCTS:

For example, our Ingenio handles are rigorously tested with 660 000 opening/closing cycles per year.

WE HELP CONSUMERS cook home-made, healthy, and sustainable meals, thanks to our products and services. Over 1,400 new recipes are created each year, catering for emerging trends and needs like zero-waste, vegetarian, and superfoods.

FOR ALL COMMUNITIES

WE SUPPORT PHILANTHROPIC PROJECTS to help people facing exclusion with actions on four main areas: professional integration, education, household equipment and access to a healthy diet, and assistance for people with health issues. For example, over 30,000 children have benefited from the 29 schools created by Supor over 20 years.

EMPLOYEES ARE ENGAGED IN CHARITABLE INITIATIVES, with close to 100 sites involved each year (Charity Week, Charity boost).



EMPLOYEES

2030 targets

Workplace safety (accident at work, LTIR)

< 0,5

Diversity (% women in senior positions)

> 32%

SUPPLIERS

Responsible Purchasing Carter (% of tier 1 suppliers covered)

100%

Supplier engagement in a ESG program
(representing 80% of carbon footprint)

Top 500 *key suppliers*

CONSUMERS

Quality monitoring (% of ISO 9001 certified entities)

100%

THIS IS THE ESSENCE OF OUR AMBITION.

To achieve this goal, each and every one of us has a critical role to play. Every one of our ideas, every one of our actions, from everyday gestures to large-scale projects, drives us forward.

COMMITMENT STARTS WITH US.



GROUPE
SEB