

ESG INVESTOR DAY



14:00

12
DECEMBER



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the live webcast

[Click here](#)

Executive Summary

01

**ESG
commitment
stemming from
our Mission**

02

**2030 ESG
ambition built
for greater
impact**

03

**Our ESG
pillars with
well defined
roadmaps**

04

**Driving
our extra
financial
performance**

05

Conclusion

06

Q&A

ESG INVESTOR DAY

ESG commitment stemming from our Mission

01

Our Mission

“ Make consumers' everyday lives easier and more enjoyable

&

Contribute to better living all around the world”



“
**Make consumers' everyday lives easier
and more enjoyable**

Durable & circular products
and solutions



Ethics, diversity & inclusion



Healthy and homemade
cooking



Value chain due diligence



&
**Contribute to
better living
all around
the world**

”



Health & Well being

Growing ESG commitment and actions



Creation of a tinsmith's workshop in Selongey

1857



Sustainable Development Department Creation

2004



1st cookware range of 100% recycled aluminum

2010



1st Charity Week

2014



SCIENCE BASED TARGETS
DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

Carbon neutrality by 2050

2018



Strategic & ESG Committee

2020

2022

2003



2007



Groupe SEB Foundation

2012

Code of Ethics
First Eco Design policy



2015



2018-2023



2021



2023

Reforestation project near Selongey

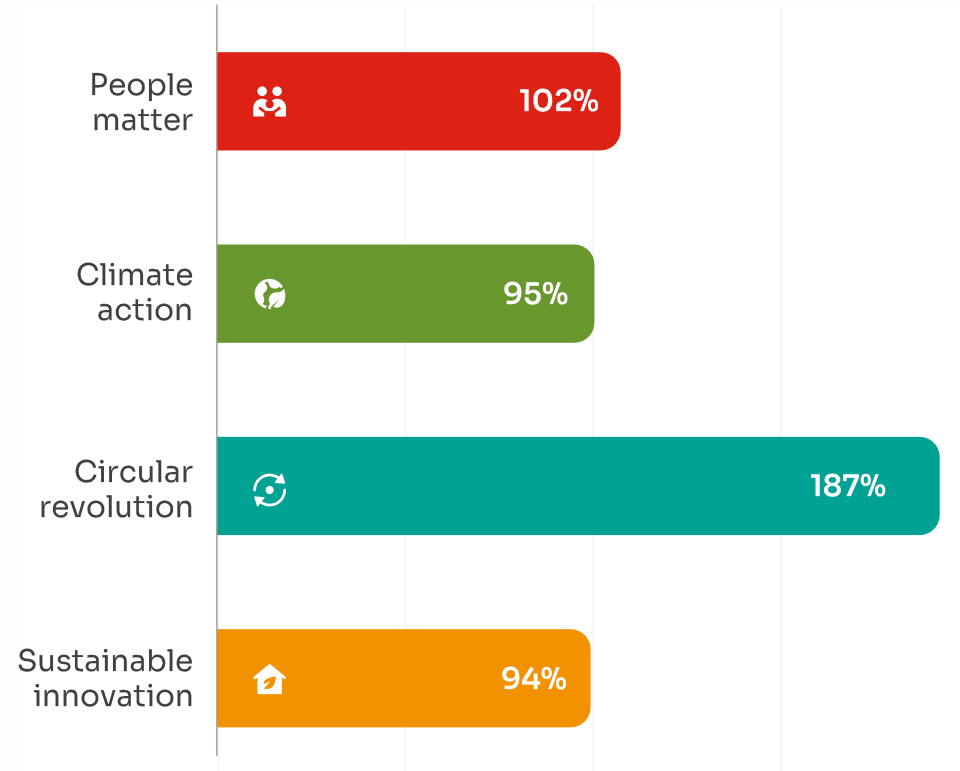


ESG INVESTOR DAY

2030 ESG ambition built for greater impact

02

Positive outcome of our 2018-2023 ESG Ambition



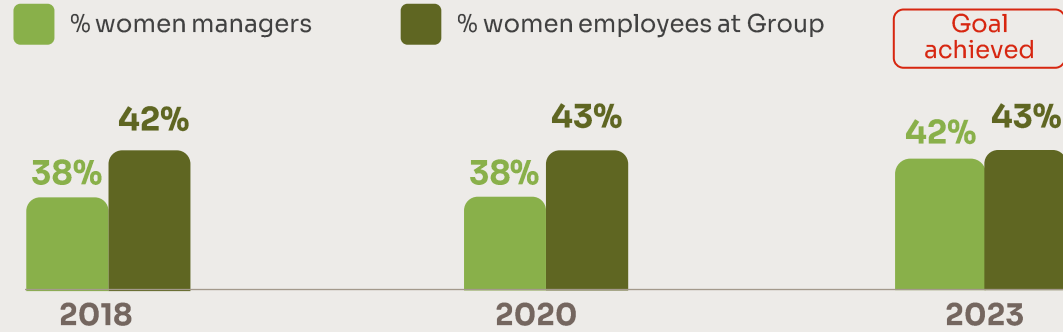
Overall completion* rate of

119% Vs 20 KPIs at end 2023

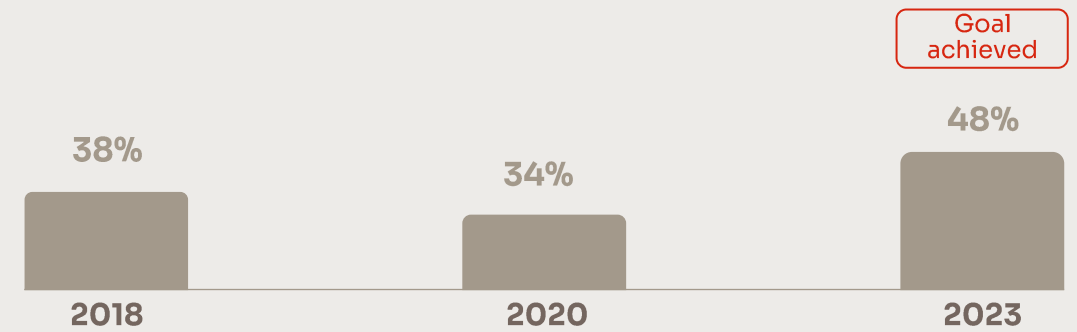
(* each KPI is worth 1:1)

Major achievements on ambitious targets

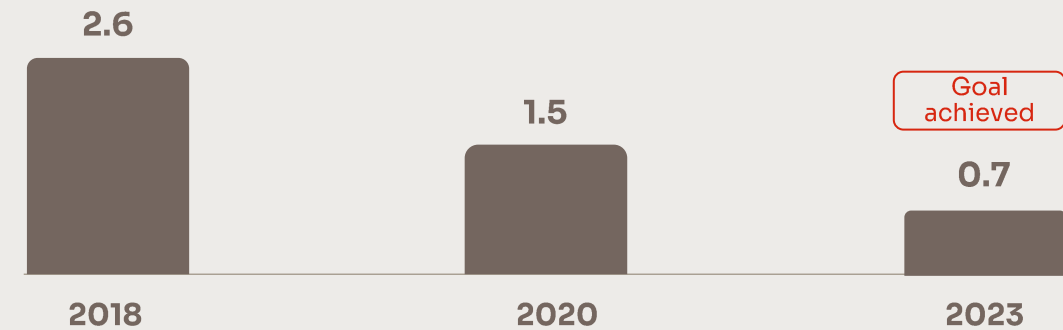
Increase in the percentage of women in management target balance vs % women in the Group



Products/packaging with growing percentage of recycled materials target 50%



Sharp reduction in lost-time injuries target <1



Reduction in Scope 1 & 2 carbon intensity SBTi target -40% vs. 2016 (kg CO₂/unit produced)



Group's growth strategy

Strengthen our leadership in Consumer

Become a reference player in Professional

Supported by a strong ESG roadmap for greater impact and value creation
by 2030

Built on 4 ESG pillars fully integrated into the business

AMBITION

2024

—

2030

Make consumers'
everyday lives easier and more enjoyable
& contribute to better living all around the world



ACT
FOR NATURE



ACT AS A LEADER
IN CIRCULAR
ECONOMY



ACT
FOR ALL

ACT RESPONSIBLY & ETHICALLY

ESG INVESTOR DAY

Our ESG pillars with well defined roadmaps

03



Act for nature

Act for nature

Our 2030/2050 vision

Achieve **net-zero by 2050**, to contribute to **contain global warming within +1.5°C**.

Limit our impact on biodiversity and planet resources

Make consumers' everyday lives easier and more enjoyable & contribute to better living all around the world



ACT FOR NATURE



Climate



Water



Substances



ACT AS A LEADER
IN THE CIRCULAR
ECONOMY




ACT
FOR ALL

ACT RESPONSIBLY & ETHICALLY


Groupe SEB carbon footprint

2023 Carbon footprint: 18m tCO₂ eq




31%

Purchasing
(Scope 3.1)



1%

Production
(Scope 1&2)




2%

Logistics
(Scope 3.4)



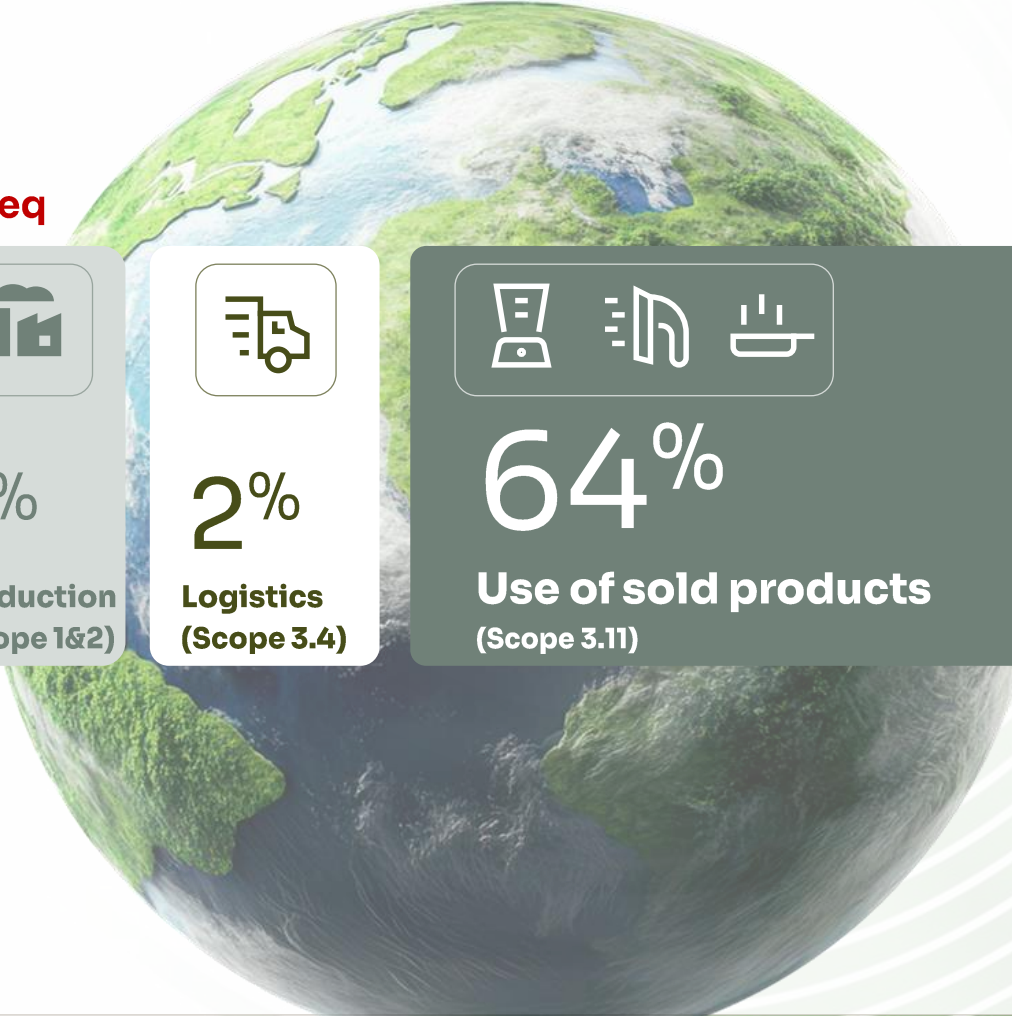
64%

Use of sold products
(Scope 3.11)



2%

Other Scope 3
of which IT & mobility



A more ambitious decarbonization trajectory

ACT FOR NATURE

Climate

Validated by the SBTi on 12/12/2024

Targets approved

To contain global warming
within +1.5°C by 2050



SCIENCE
BASED
TARGETS

DRIVING AMBITIOUS CORPORATE CLIMATE ACTION

THE NET
ZERO
STANDARD

APPROVED NET-ZERO TARGETS



COP21 · CMP11
PARIS 2015
UN CLIMATE CHANGE CONFERENCE

Decarbonization trajectory towards net-zero by 2050

ACT FOR NATURE

Climate

2030

Vs. 2021

2050

Vs. 2021

**Production sites**

Scopes 1&2

-42%**-90%****Logistics**

Scopes 3

-25%**-90%****Purchased materials****Product usage**

Our levers to reduce our own emissions

ACT FOR NATURE **Climate**

Production sites

Scope 1&2 **-42% by 2030**



Anchor energy sobriety

Invest in high efficiency industrial equipments

Invest in renewable energies

Our levers to reduce our own emissions

ACT FOR NATURE

Climate

Production sites | Anchor energy sobriety

Scope 1&2

-42% by 2030



Exhaustive tracking of equipment consumptions to maximize energy saving

Energy management system already in place in **all Groupe SEB sites** (ISO 50001 or internal standard equivalent)

Energy monitoring tool developed internally to monitor energy consumption at equipment level

→ **20% energy savings achieved in 2024** vs. 2021 in our production sites already equipped (14 sites already deployed)

2027 target:
Tool further deployment to cover >90% of energy consumption

Our levers to reduce our own emissions

ACT FOR NATURE

Climate

Production sites | Invest in high efficiency industrial equipments

Scope 1&2

-42% by 2030



Leverage new technologies to maximize energy efficiency in our industrial processes

Electrical Injection Molding Machines (IMM):

- 50% of SDA* energy consumption
- New equipment = up to 75% energy savings

→ **30% total energy savings** achieved by replacing most of our IMM park in Cajica factory in Colombia in 2023/2024

2027 target:
25% of Injection Molding Machines to be of latest generation

Our levers to reduce our own emissions

ACT FOR NATURE

Climate

 **Production sites** | Invest in renewable energies

Scope 1&2

-42% by 2030



- 7 sites already equipped with renewable energy installations (solar panels or biomass energy)
-
- more than 75,000 m² solar panels
- Cajica certified carbon neutral*

Focusing renewable energy projects on most emitting locations

In China, ambitious project pipeline:

- Additional **300,000m²** solar panels by 2030
- **Covering 25%** of the electricity consumption of those sites

 Sites with Solar panels

 Projects



* Local certification

Our levers to reduce our indirect emissions

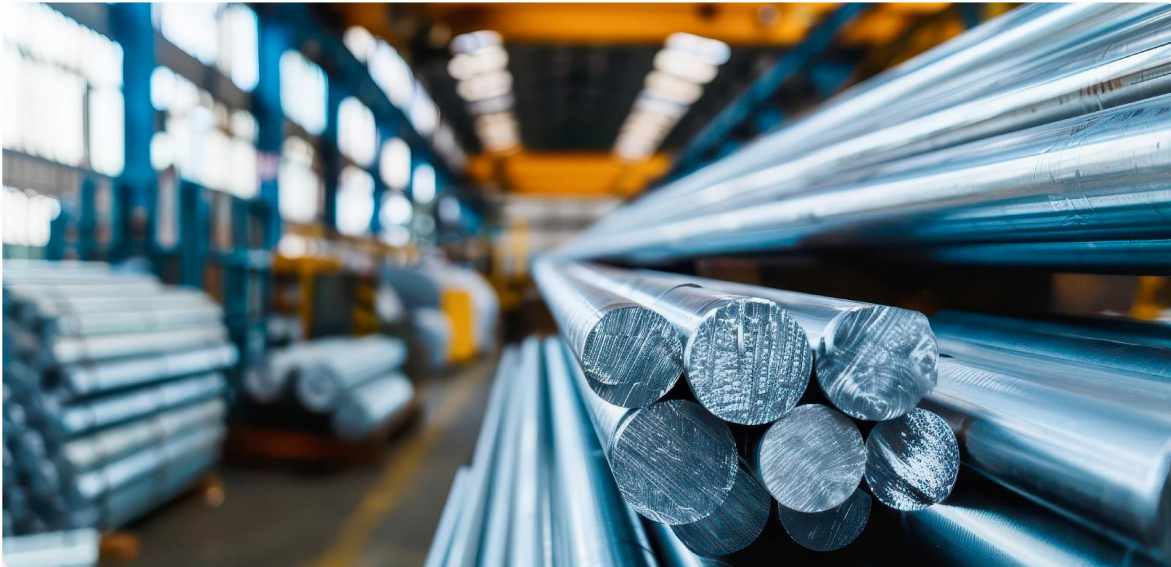
ACT FOR NATURE

Climate

 Purchased materials

Scope 3

-25% by 2030



Continue to increase recycled raw materials usage



From 48% to 60% in 2030



Embark our suppliers in the energy efficiency journey



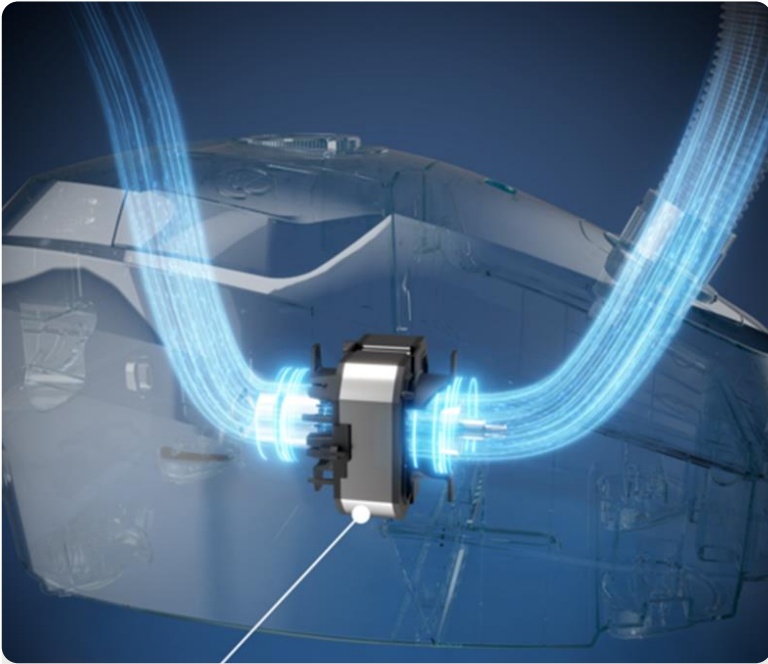
500 key suppliers decarbonization program to achieve -1.4m tCO₂ eq. (vs. 2021)

Our levers to reduce our indirect emissions

ACT FOR NATURE **Climate**

Product usage

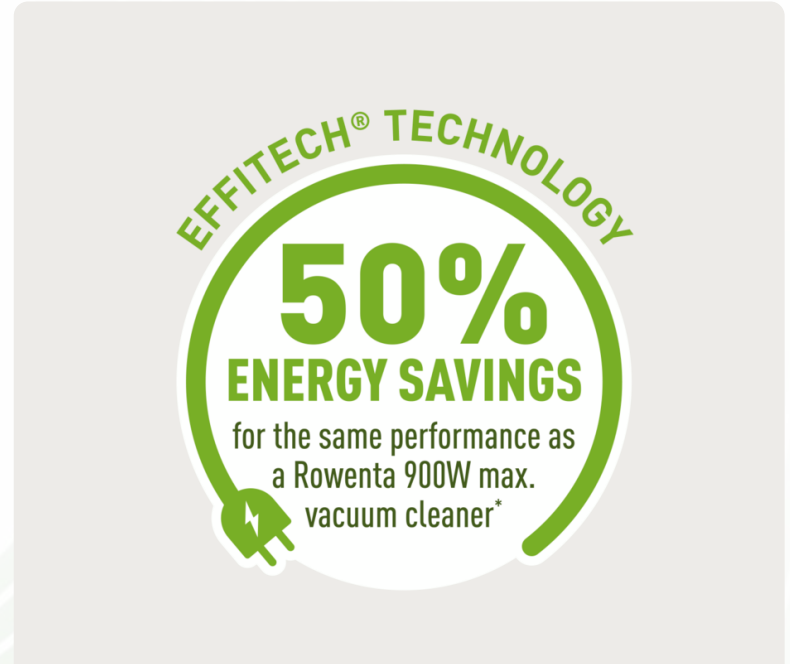
Scope 3 **-25% by 2030**



Technical innovations



Smart solutions



Consumer guidance

Our levers to reduce our indirect emissions

ACT FOR NATURE Climate

Product usage | Technical innovations

Scope 3 -25% by 2030

Technical innovations to lower the energy consumption of our products



With no compromise on performance...

Ex : Effitech motors

Vacuum cleaners
Up to **50%** less energy

Fans
Up to **65%** less energy



Ex : Boiler isolation

Pro coffee machine
10% less energy



...or even better performance

Ex : Faster heating system

Toasters
50% faster while using **30%** less energy



Our levers to reduce our indirect emissions

ACT FOR NATURE Climate

Product usage | Smart solutions Scope 3 -25% by 2030

Smart solutions encouraging more sustainable ways of using our products



Eco-modes

Ex : Linen Care

Steam iron
Up to **30%** less energy



Steam station
Up to **45%** less energy



Adjustment to needs

Ex : Kettles

Temperature selection
Just reach the °C needed
20% average less energy



One cup indicator
Just heat the quantity needed,
35% average less energy



Water consumption reduction roadmap

ACT FOR NATURE

Water

Water consumption

-25% by 2030



Water management already in place in all Groupe SEB sites (ISO 14001) to deploy optimization measures and water sobriety

Proven **track record** and **best practices**

- Rumilly process optimization (-35% in 3 years)
- Selongey washing tunnels (-70% in 2023)

Clear roadmap to achieve our -25% ambition by 2030

- **New washing tunnels** (Omegna, Canonsburg...)
- **100% closed loop** for all our sites cooling systems
- **Maximizing** water recycling

Highest standards for substances management way beyond regulatory constraints

ACT FOR NATURE

Substances

 **ECHA**
EUROPEAN CHEMICALS AGENCY

 **efsa**
EUROPEAN FOOD SAFETY AUTHORITY

 **FDA**

 **World Health Organization**

 **RoHS**

 **REACH**



Rigorous screening process of substances of concern worldwide

Based on external agencies (ECHA, EFSA, FDA, WHO)
& most advanced regulations (REACH, ROHS)

Systematic risk assessment of exposure

Proactive reduction ahead of regulation

Cadmium and lead ban in cookware coating since 1994,
Complete PFOA phase out in our suppliers' processes since 2012,
8 years before EU ban

Silicone mould for bakeware phase out since end 2023



Act as a leader
in circular economy

Act as a leader in circular economy

Our 2030/2050 vision

Lead and further **accelerate the development of circular economy** in our sector

Pioneer and invest in all 3 phases:
Reduce, Reuse and Recycle

Make consumers' everyday lives easier and more enjoyable & contribute to better living all around the world



ACT FOR NATURE



ACT AS A LEADER
IN CIRCULAR
ECONOMY



Eco-design



Product refurbishment
business model



ACT
FOR ALL

ACT RESPONSIBLY & ETHICALLY

Our eco design practice at the center of our circular economy strategy



Eco-design practice



Recyclability



Recycled materials



**Quality + Repairability
= Durability**

5

**eco-design
drivers**

CIRCULAR ECONOMY

Eco-design



**Product energy
efficiency**



Eco-packaging

Eco-design practice

CIRCULAR ECONOMY

Eco-design



Quality + **Repairability**
= Durability



Recyclability



Product energy
efficiency



Recycled
materials

5
eco-design
drivers



Eco-packaging

First, our products are developed to last...

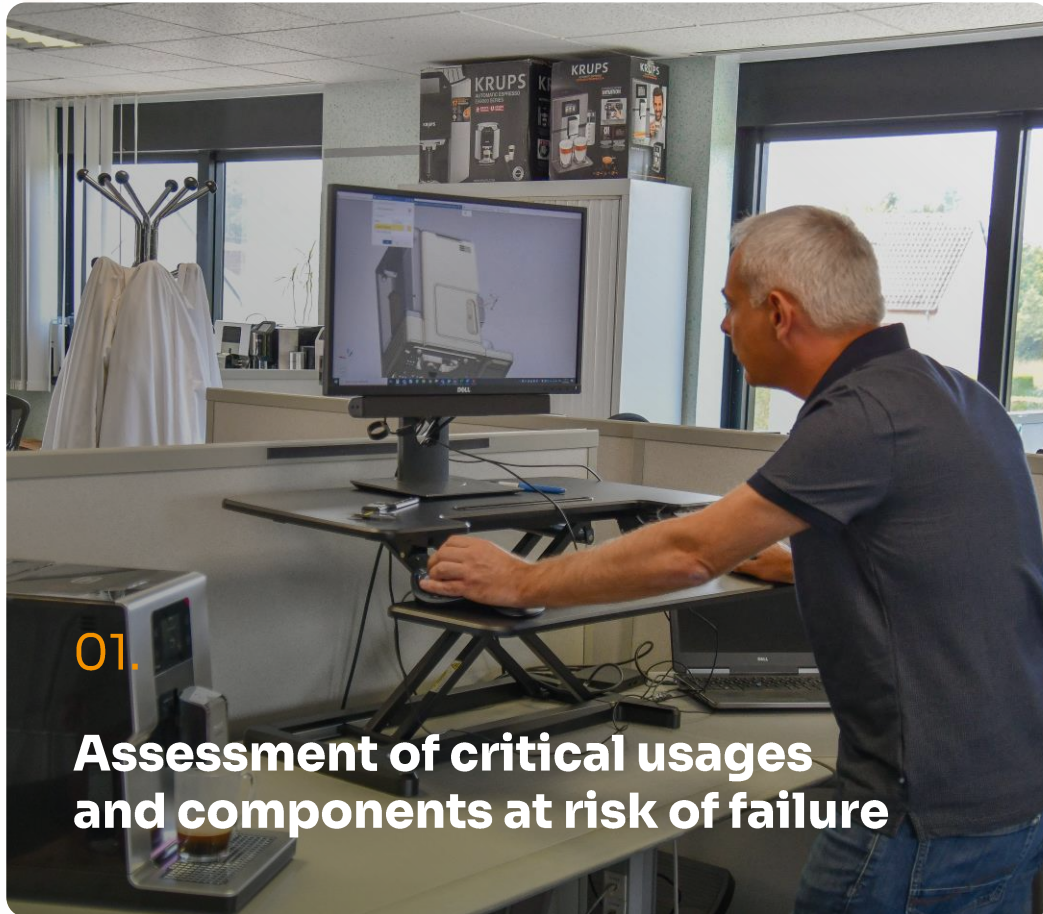
CIRCULAR ECONOMY

Eco-design



Repairability

Our products are developed to last, thanks to robust design and quality testing process



01.

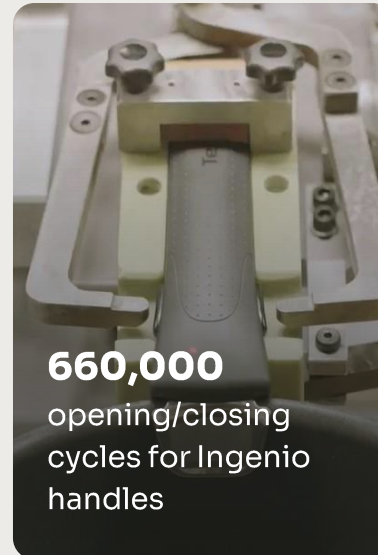
Assessment of critical usages and components at risk of failure

* Tests run in 2023

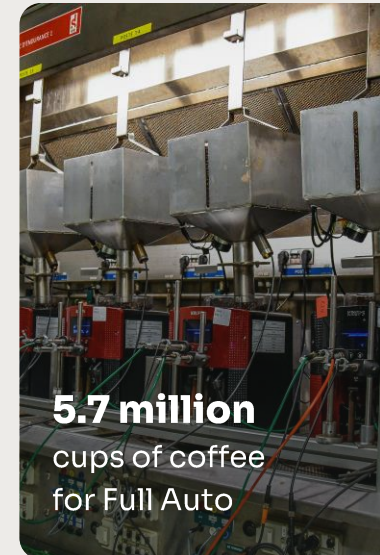
02.

Intensive life tests in product development process

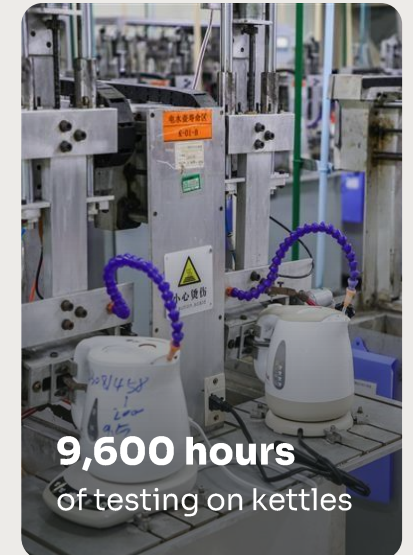
EXAMPLES*

**660,000**

opening/closing
cycles for Ingenio
handles

**5.7 million**

cups of coffee
for Full Auto

**9,600 hours**

of testing on kettles

...and are repairable, a high & historical commitment

CIRCULAR ECONOMY

Eco-design



Repairability



>90%

of electrical appliances with a 15 years
repairability at fair price commitment*



7.5m

spare parts
in stock



50,000

spare parts
references



6,200

repair centers
worldwide

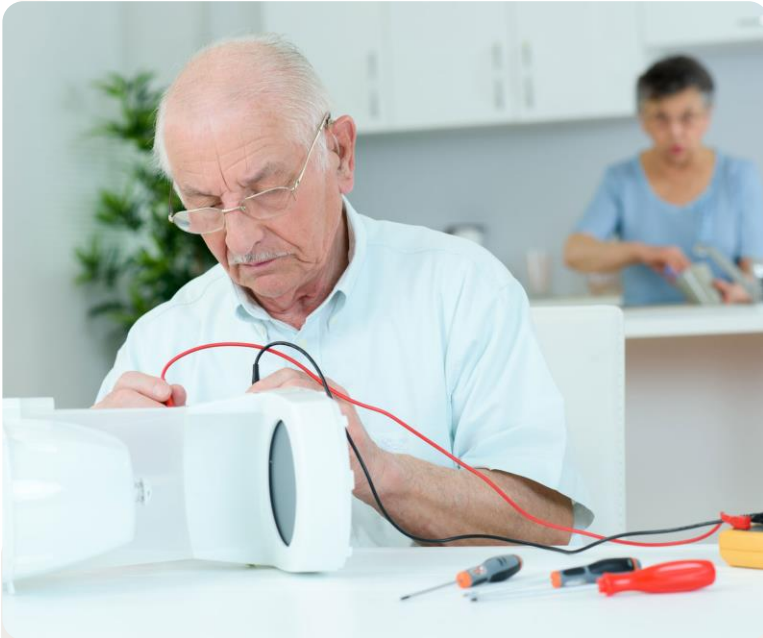
* except for Supor in China, which ensures repairability but without a 15-year commitment

Extended repair services to ease access to reparation



Repairability

CIRCULAR ECONOMY Eco-design



Self-repair



Repair corners



Warranty extension
Repair packs
Technical support

Durability recognized by retailers in SDA

CIRCULAR ECONOMY Eco-design

Repairability

La 7^{ème} édition du
Baromètre du SAV
 FNAC DARTY



N°1



N°1



N°1



N°1

Airfryers example



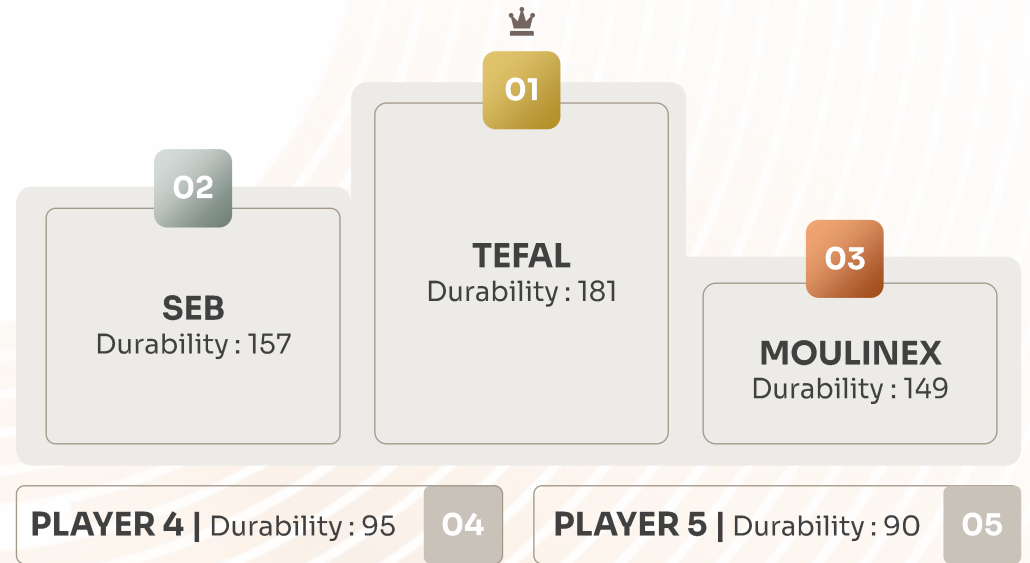
N°1



N°2



N°2



Repairability, key pillar in Professional business

CIRCULAR ECONOMY

Eco-design



Repairability



Spare parts availability 8 years



Preventive maintenance



Worldwide service network,
including its own service
technicians



Eco-design practice

 CIRCULAR ECONOMY

Eco-design



Recyclability



Quality + Repairability
= Durability



Product energy
efficiency



Recycled
materials

5 eco-design drivers



Eco-packaging

High level of recyclability and active support to recycling

CIRCULAR ECONOMY

Eco-design



Recyclability

High recyclability*

	2023	Target 2030	
Cookware	80%	80%	Thanks to endlessly recyclable aluminum
Small Domestic Appliances	80%	85%	Priorities : plastics & metal
Professional (PCM)	89%	90%	

Active support to recycling



Drive Cookware & SDA instore recycling operations



Engage with eco-organisms

* Internal measures

Eco-Design practice

CIRCULAR ECONOMY

Eco-design



Recyclability



Quality + Repairability
= Durability



Product energy
efficiency

5

eco-design drivers



Recycled
materials



Eco-packaging

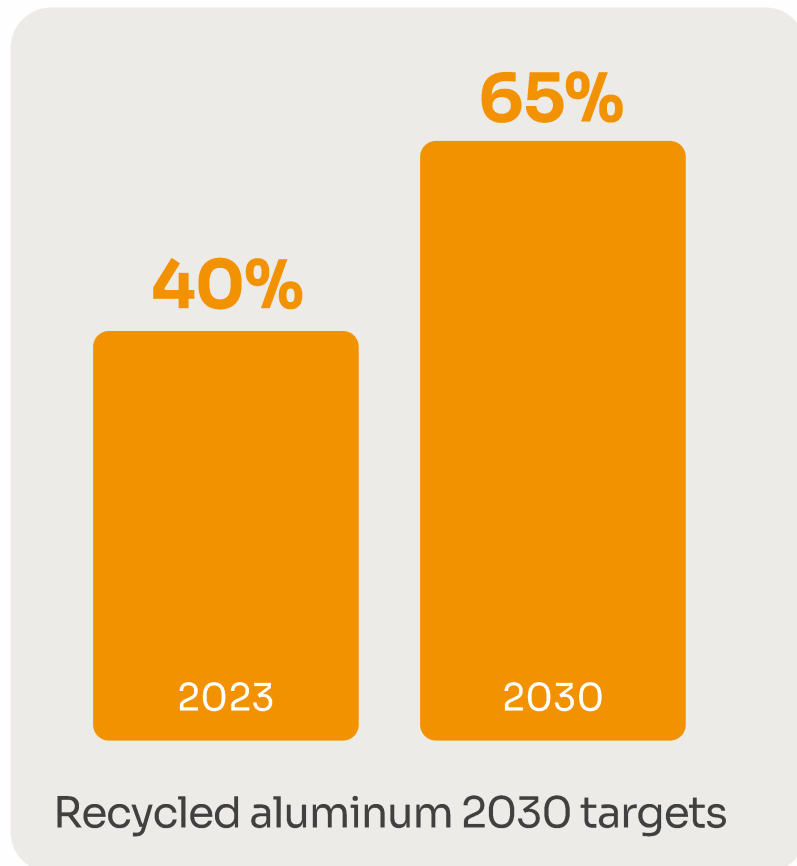
Further increase the use of recycled aluminum



Recycled materials | Eco-packaging

CIRCULAR ECONOMY

Eco-design



Most impactful lever among metals

- **Aluminum: 10%** of our **direct purchasing** & **50%** of associated **carbon emissions**
- Up to **90% CO₂ savings** with recycled aluminum

Already robust in Rumilly and strong acceleration in China

- ~ **50%** recycled aluminum **in Rumilly**
- ~ **30%** recycled aluminum **in Supor** → x3 vs. 2022

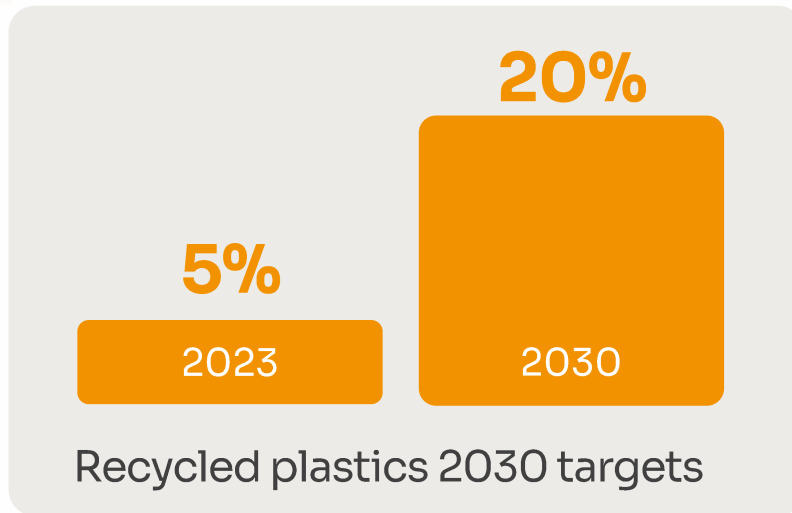
Acceleration on recycled plastics in our products

CIRCULAR ECONOMY

Eco-design



Recycled materials | Eco-packaging



Act on sourcing & facilitate integration

- Up to **70% CO₂ savings** with recycled plastics
- Collaboration with suppliers to **co-develop new recycled plastics**
- Development of an **internal tool** to identify & substitute **virgin plastic** at design stage



Project of **colored recycled ABS**

Products with **high level of recycled plastics**



37%



52%



70%

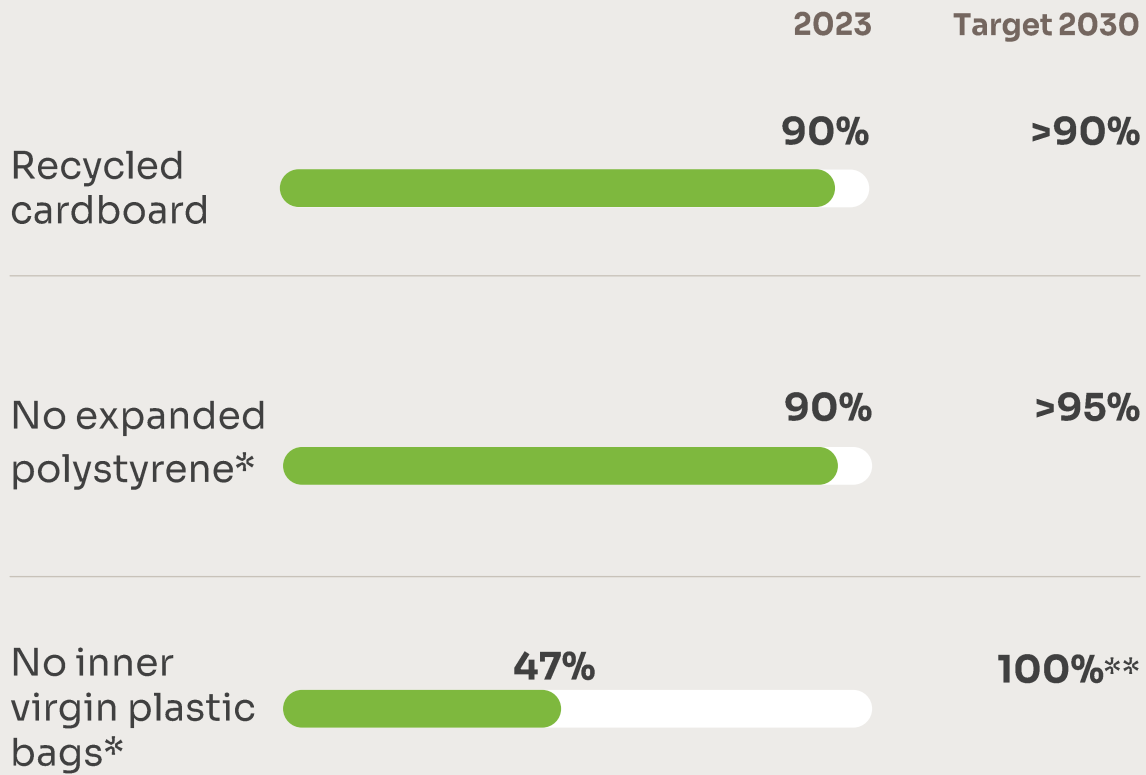
Impact reduction with eco packaging

CIRCULAR ECONOMY

Eco-design



Recycled materials | Eco-packaging



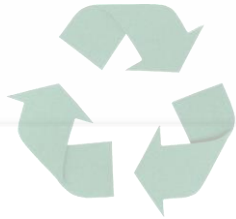
* Ranges launched after 2019 excl. SUPOR brand

** Bags with >50% recycled plastic

Eco-design practice

 CIRCULAR ECONOMY

Eco-design



Recyclability



Quality + Repairability
= Durability



Product energy
efficiency



Recycled
materials

5
eco-design
drivers



Eco-packaging

Eco-design, already an active dimension

CIRCULAR ECONOMY

Eco-design

Embedded in our product development process



Good sales performance of “eco-design positioned” products



Top 10
in GfK hit list*
Full Auto Evidence ECO



20%
of category sales
Green Force Canisters

* GfK – Europe scope YTD June 2024

Ambitious targets on eco design

CIRCULAR ECONOMY **Eco-design**

	 Eco-Design	
	Achieved 2023	Main target 2030
Repairability	SDA 15 years repairable > 90%	
Recyclability	SDA 80%	SDA 85%
Recycled materials*	48%	60%
Eco-packaging	47% no inner plastic bag	100% no inner virgin plastic bag
Product energy efficiency		

Contribute to scope 3 decarbonization 2030 target (SBTi)

-25%

*Metal, components and plastic

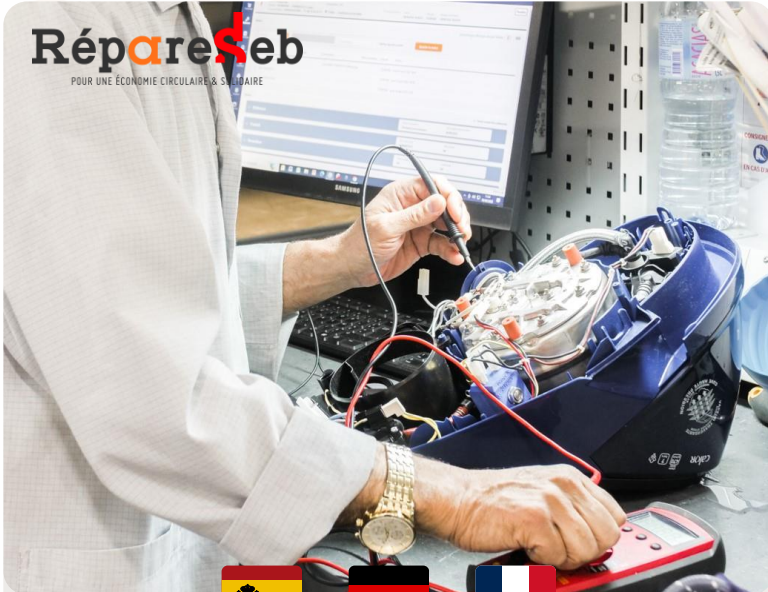


**Develop business model
on product refurbishment**

Refurbish plan, to grow our second-hand business model

CIRCULAR ECONOMY

Eco-design



Strong learning curve
in France, Germany and Spain



Industrial operations
Building of a new centre of
expertise in France

**3 to 5%
of sales***

Clear ambitious sales target
by 2030

*Scope: SDA products in FR/BE/NL/IT/IB/GE - Eligible products: €1.6bn sales.



Act for all

Act for All

Our 2030/2050 vision

Be a company that is **inclusive for all**,
cares for and develops its employees,
and is **responsible along its value chain**

Make consumers'
everyday lives easier and more enjoyable
& contribute to better living all around the world



ACT FOR NATURE



ACT AS A LEADER
IN THE CIRCULAR
ECONOMY



ACT
FOR ALL



Suppliers



Consumers



Employees



Communities

ACT RESPONSIBLY & ETHICALLY

Reinforced responsible purchasing policy

 ACT FOR ALL

Suppliers



**High standards
in responsible
sourcing**



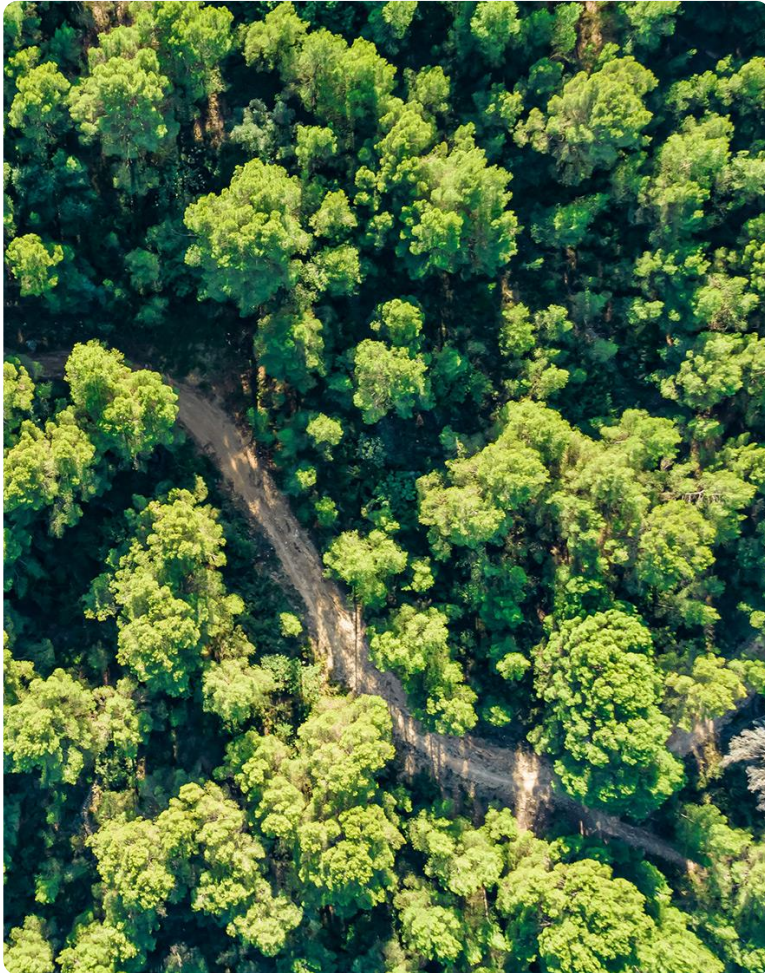
**Top 500
suppliers
strategic plan**



Commit to the highest standards in responsible sourcing

ACT FOR ALL

Suppliers



Purchasing charter coverage

80% coverage of our Direct and Finished Goods suppliers

Tier 1 suppliers requested to engage their **Tier 2 & Tier 3** suppliers

Commitment to **no controversial sourcing** including conflict minerals

Group SEB **whistleblowing** platform accessible to our suppliers

100%
coverage by 2030

ESG criteria in supplier screening

100% of active suppliers being screened

100% of “medium & high risk” assessed on **anti-corruption** based on external standards (Moody’s Compliance Catalyst)

100% of “high risk” externally audited on **social & environmental practices** every 4 years

Additional ESG criteria :
environmental audit, performance on external ratings

Act to engage our 500 strategic suppliers

ACT FOR ALL

Suppliers

📝 New specific program set-up, covering **80% of our CO₂ footprint** coming from purchasing



Increase suppliers' social & environmental standards

Train our suppliers and develop their ESG awareness and contribution

Monitor them on **engaging their own suppliers (Tier 2, 3 ...)**

100%
of Top 500 suppliers enrolled

Proactively engage supplier towards decarbonization

Deploy specific recycled materials taskforce and specific supplier action plan

Drive decarbonization trajectory thanks to End-to-End Digital solution

Encourage them to define **targets validated by SBTi**

-1.4m tCO₂
vs. 2021

Ensure products safety standards and inspire changes in consumers' habits

 ACT FOR ALL

Consumers



**Ensure
consumers
safety**



**Champion
healthy,
home-made
cooking**



**Guide &
accompany
more
sustainable
behaviours**



Ensure consumer safety

ACT FOR ALL

Consumers



Quality management system & product security
in all Groupe SEB sites (ISO 9001)

A robust product recall policy in all geographies

Preventive action plan

★ Keep high level standards

- Maintain **100% entities certified ISO 9001**
- Test at each stage of **product development**
- Systematize **voice of consumers analysis**

Champion healthy, home-made cooking

ACT FOR ALL Consumers

Thanks to our products

Cookeo



Fast & easy

Rice Cooker



Healthier
(-20% carbohydrates)

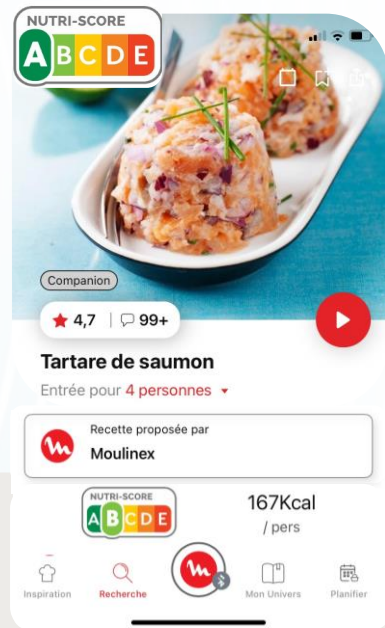
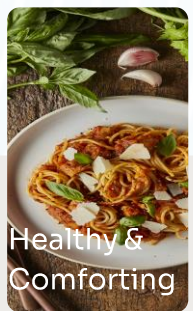
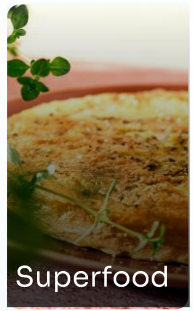
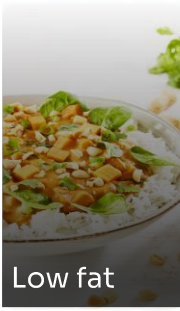
Conservation boxes



Fresh longer

Facilitate “Home Cooking”
Delegation, secure perfect results, reduce waste...

Thanks to our services



Inspire with thousands of recipes
+ 1,400/year

Promote healthy diets

Guide & accompany more sustainable behaviours

ACT FOR ALL Consumers

Just what you need
Heat only the amount of water needed, this will consume less energy and the hot water will be ready much faster.

Energy saving
Use a lid to keep the heat in for faster cooking and boiling, and therefore less energy consumption.

Communicate on virtuous usages

Tefal Easy Fry

COOK UP TO 50% FASTER

SAVE UP TO 70% ENERGY
with air fryers by Tefal

NO PREHEAT NEEDED

*Tests conducted in 2023 on frozen fries

Offer more energy efficient alternatives

Pilot project in East Africa

Develop cleaner & faster alternative to traditional ways of cooking

Act for a better workplace for all employees

 ACT FOR ALL

Employees



**High standard
working conditions**



**Equal opportunities
& development
for all**



Health & safety



**Diversity &
inclusion**



Everyone acts for health & safety

ACT FOR ALL **Employees**



Safety

Target 2030

Health & safety management system in place in all Groupe SEB sites (ISO 45001)



Health:
Global social protection and working conditions program since 2018 (WeCare@Seb)



Safety:
Training programs, deployed for both industrial & tertiary sites

★ Lost Time Injury Rate* continuous improvement over the years



<0.5 by 2030

* Number of hours lost per 1,000,000 hours worked

Included in short-term incentive & in profit-sharing

Everyone acts for Diversity

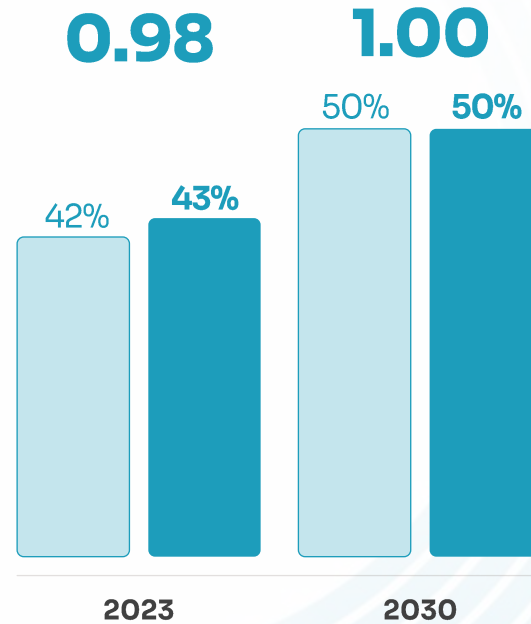
ACT FOR ALL **Employees**



Gender balance

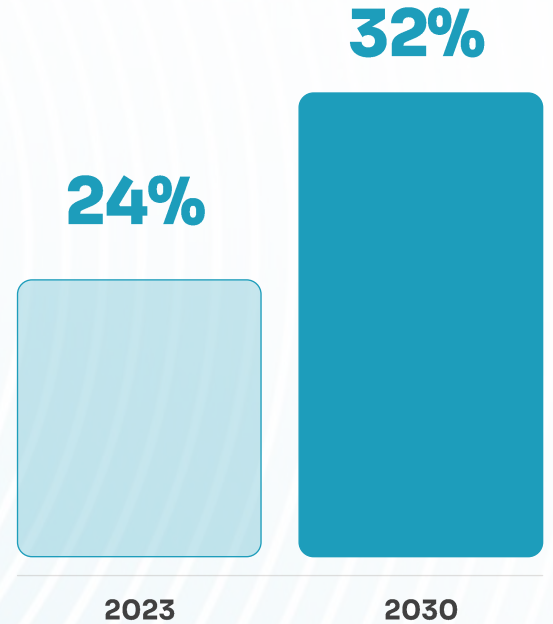
Targets 2030

Ratio target



Total women managers / total women in the Group

- % women managers
- % women in the Group



% of women in senior positions (top 200 worldwide)

Included in long-term incentive

Everyone acts for communities

ACT FOR ALL Communities

Fonds Groupe SEB supports philanthropic projects in line with the SDGs from UN Global Compact

€3,6m donations in 2023

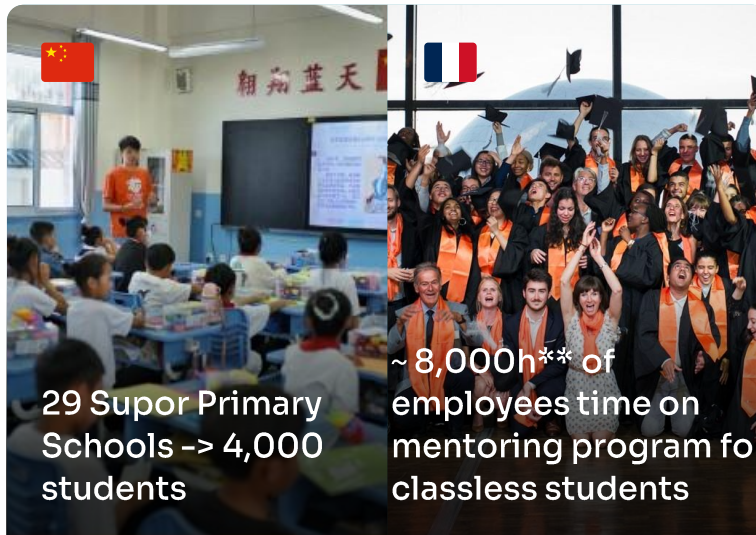
Annual Charity Week : over the past 10 years with thousands of employees participating

3 main domains of actions



Close to 100,000 products donation to Emmaüs*, ~ €2m savings for families

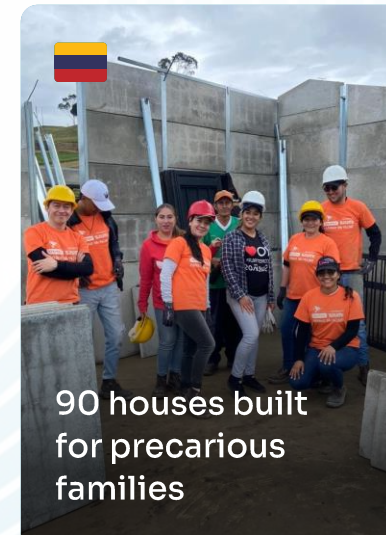
Access to cooking equipment
for healthy cooking at home



29 Supor Primary Schools -> 4,000 students

~ 8,000h** of employees time on mentoring program for classless students

Access to education
for equal opportunities



90 houses built for precarious families

Access to housing
for decent living



Lead partner to raise €1m/year to bring solutions to homeless

*Since 2012

** Since 2015

ESG INVESTOR DAY

Driving our extra financial performance

04

ESG embedded in corporate governance...

Board of Directors

Strategic and ESG Committee
approves the ESG strategy

Governance and Remuneration Committee
defines and monitors ESG incentives

Audit and Compliance Committee
reviews non-financial information



Management

General Management Committee
oversees the execution of the ESG strategy
and CSRD reporting

ESG Steering Committee
oversees the implementation and execution
of the ambition and CSRD reporting

... allowing
for an efficient
implementation
of the CSRD

General Management Committee Sponsorship

Cross-functional Governance



Business Leadership

Responsible for achieving cross-functional goals (including Climate, Resources and Circular Economy)



Sustainable Development Team

Responsible for guidelines, implementation support and monitoring of achievements & reporting



Finance Function

Ensures the accuracy of extra-financial data & its consistency with financial data



IT Function

Manages the implementation of ESG tools required to measure, monitor, report, and audit extra-financial performance

Key ESG KPIs for 2030 roadmap (1/2)



ACT FOR NATURE

Scopes 1 & 2 emission reduction

STI LTI

Scope 3 emission reduction

Water consumption reduction

2030 TARGET

-42% (vs 2021)

-25% (vs 2021)

-25% (vs 2021)



ACT AS A LEADER IN CIRCULAR ECONOMY

SDA products repairable (% of sales)

Average SDA recyclability (% of weight)

Recycled materials (% of weight, direct purchases)

LTI

No inner virgin plastic bags

Refurbished products sales (in % of SDA perimeter)

>90%

>85% (80% in 2023)

60% (48% in 2023)

100% (47% in 2023)

3%–5% in targeted geographies (<1% in 2023)

LTI Included in long-term incentives remuneration

STI Included in short-term incentives remuneration

Key ESG KPIs for 2030 roadmap (2/2)



ACT FOR ALL

SUPPLIERS

Responsible purchasing charter Tier 1 coverage

100%

Key suppliers decarbonization

-1.4m tCO₂ eq. (vs. 2021)

CONSUMER

Quality management – Entities ISO 9001 certified

100%

EMPLOYEES

Workplace accidents (LTIR)

Profit-sharing

STI

<0.5 (vs 0.7 in 2023)

Diversity (women in senior positions)

LTI

>32% (vs 24% in 2023)

Profit-sharing

Included in statutory and discretionary employee profit-sharing France

LTI

Included in long-term incentives remuneration

STI

Included in short-term incentives remuneration

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Conclusion

05

Groupe SEB: a sustainable growth trajectory past, present and future

A clear growth strategy

supported by an ESG ambition and roadmap for greater impact and value creation



Commitment to sustainable development

integrated throughout the organization and beyond

ESG INVESTOR DAY

Q&A

06

Thank you

🕒
14 :00

📅
12
DECEMBER



Access to
the replay

[Click here](#)



Agenda

Key dates _____ 2025

23 January	After market closes	Provisional sales 2024
27 February	Before market opens	Annual results 2024
24 April	After market closes	Q1 2025 sales and financial data
20 May	14:30	Annual General Meeting
23 July	After market closes	H1 2025 sales and results
23 October	After market closes	9-month 2025 sales and financial data

Contacts

Analyst/Investor Relations

Groupe SEB

Financial Communication and Investor Relations
Department

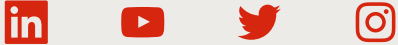
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Appendix

A recognized ESG performance

International ESG standards

Extra-financial rating agencies



Climate change
A-
(2023)

78/100 Platinum
Top 1%
(2023)

48/100
(2024)

Medium risk / 22.1
(2024)

BBB
(2024)

B- Prime
(2024)

80/100
(2024)