OUR SUSTAINABLE DEVELOPMENT COMMITMENTS
Driven by the humanist values bequeathed by our founders, we have always endeavoured to uphold a corporate philosophy based on a sense of responsibility, solidarity and commitment. For example, We pioneered the redistribution of the fruits of growth to employees, anticipating the laws on profit-sharing and incentive schemes in the 1960s, but also on the sustainability and repairability of our products at the end of the 2000s.

Convinced that Sustainable Development represents a lever for value creation for territories, but also for our customers and consumers, the Group has been committed for many years to an ethical, economically profitable, socially equitable and environmentally responsible approach.

NEW AMBITIONS TO COMMIT GROUPE SEB BY 2023

Our Sustainable Development strategy was born from extensive internal consultation that involved the Group’s various business lines and countries. Consistent with the UN’s Sustainable Development Goals, it aligns the vision of all the teams, gives the Group the opportunity to become a contributing company at all levels and to pave the way by positively inspiring other economic players.

United Nations Sustainable Development Goals to which Groupe SEB is committed.
Make our products more ergonomic so that everyone can use them regardless of their age or physical condition.

Develop products that purify indoor air:
- Steam vacuum cleaners: clean and wash without detergent
- Air purifiers: capture fine particles and destroy formaldehyde

Ensure compliance with human rights and ethical principles on our sites and those of our suppliers:
- Global Ethics Code training
- Suppliers:
  - Responsible purchasing charter
  - Audits and corrective action plans
- Audits on our sites in high-risk countries

Promote the professional development of each person:
- Promote internal trainings and promotions so that everyone can develop and increase their professional skills throughout their career.
- Guarantee equality and equal treatment between all employees
- Offer a quality working life balanced with personal life

In order to promote citizen engagement, each citizenship can get involved through:
- team solidarity days
- skills sponsorship
- sponsorship of solidarity projects

Empower our customers to adopt sustainable lifestyles thanks to our products and services.

Help everyone to live better in a healthy home, regardless of their age and health.
- Steam vacuum cleaners: clean and wash without detergent
- Air purifiers: capture fine particles and destroy formaldehyde

Support our consumers in eating healthy and gourmet foods, thanks to a "Healthy & Sustainable Recipes Charter" for the hundreds of recipes associated with our products.

Make healthy and tasty home-made food accessible to all.

Promote the professional development of each person:
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430 projects to fight exclusion supported by the Fonds Groupe SEB for 10 years

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CIRCULAR REVOLUTION

SECOND LIFE
- Experiment with product rental
- Develop partnerships that enable the collection, repair and refurbishment of products

REPAIRABILITY
Encourage effective repair of our products:
- Design of products that can be easily dismantled and repaired
- Provision of spare parts for at least 10 years to our network of repairers

95% repairable electrical devices

RECYCLED MATERIALS
Increase the share of recycled raw materials in our products

RECYCLING
Set up operations with our distributor customers to collect used products from consumers

Example of a recycling operation

IN-STORE COLLECTION
GROUPING AND SORTING OF MATERIALS
ALUMINIUM RECYCLING

ECO-LOGISTICS
- Promote alternative modes of transport to roads: waterways, railways
- Optimise loading rates of transport units and packaging sizes

ECO-PACKAGING
Design packaging ensuring their main functions while minimising their environmental impact

ECO-DESIGN
Reduce the environmental impact of our products:
- Increase their duration of use: durability and repairability
  - Use alternative/recycled materials: aluminium, plastic, stainless steel, etc.
  - Reduce their energy consumption without compromising their performance
  - Increase their recyclability

ECO-MANUFACTURING
Optimise the carbon impact of our production sites:
- Reduce energy, water and material consumption
- Reduce and recycle waste
- Promote renewable energies

CLIMATE ACTION
Contribute to the fight against climate change thanks to our low-carbon

ECO-DESIGN
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## OUR TARGETS FOR 2023

<table>
<thead>
<tr>
<th>People Matter</th>
<th>Circular Revolution</th>
<th>Recycled materials</th>
<th>Repairability</th>
<th>Second life</th>
</tr>
</thead>
<tbody>
<tr>
<td>Promote the good health of employees</td>
<td>Increase the share of recycled materials in products</td>
<td>Increase the share of recyclable products</td>
<td>Give our products several lives</td>
<td></td>
</tr>
<tr>
<td>Ensure a safe and healthy working environment</td>
<td>&gt; 100% of employees covered by the Wecare@SEB social foundation</td>
<td>&gt;x2 100% recycled plastic in our products in France</td>
<td>&gt; Over 90% of 10-year SDA repairable products for Moulinex/Rowenta/Tefal/Seb/Calor/Krups</td>
<td></td>
</tr>
<tr>
<td>Guarantee equality and fair treatment between all employees</td>
<td>&gt; Divide the number of workplace accidents with lost time* by at least 2, i.e. LTIR &lt; 1.5</td>
<td>&gt; 50% recycled materials in our products/packaging</td>
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<td></td>
</tr>
<tr>
<td>Offer a quality life at work, balanced with personal life</td>
<td>&gt; 100% of industrial sites certified on health and safety standards - OHSAS 18001/ISO 45001</td>
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<tr>
<td>Encourage employee civic engagement</td>
<td>&gt; 30% of women hold management positions</td>
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<td>Improve the ergonomics of our products</td>
<td>&gt; Achieve parity between the % of women managers and the % of women in the Group</td>
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<tr>
<td>Improve indoor air quality</td>
<td>&gt; Reach 75% on the GPTW question: “Overall, I can say it’s a really good place to work”</td>
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<tr>
<td>Make home-made products for all easier</td>
<td>&gt; 100% of our countries are involved in a sponsorship programme</td>
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<tr>
<td>Promote healthy and sustainable eating</td>
<td>&gt; Develop 1 product range with an inclusive design</td>
<td></td>
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<tr>
<td>&gt; 1 programme to make home-made products accessible to all</td>
<td>&gt; Create 1 awareness-raising programme around a healthy home</td>
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<td>&gt; 1 charter promoting healthy and sustainable eating for the recipes associated with our products</td>
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</tbody>
</table>

### Criteria

- **Protection floor, health and safety**
  - Reduce the carbon impact of our factories
  - > -40% carbon intensity on our factories
  - > 100% de sites industriels certifiés sur la norme de management environnementale ISO 14001

- **Fairness & diversity**
  - Reduce the carbon impact of transporting our products
  - > -10% carbon intensity for transporting our products

- **Quality of life at work**
  - Reduce the carbon impact of using our products
  - > -15% carbon intensity on the energy consumption of our products

- **Solidarity**
  - Minimise the environmental impact of product packaging
  - > Eco-Packaging:
    - -0 expanded polystyrene
    - -90% recycled fibres recycled
    - -0 plastic packaging

### Contact

- [sustainabledevelopment@groupeseb.com](mailto:sustainabledevelopment@groupeseb.com)