



APPROVAL BY SEB SA COMBINED SHAREHOLDERS' MEETING OF MAY 17, 2023 OF THE REMUNERATION POLICY FOR ALL EXECUTIVE OFFICERS

In accordance with Article R. 22-10-14 IV of the French Commercial Code, the combined Shareholders' Meeting of May 17, 2023, at the Maison de la Chimie – 28 bis rue Saint Dominique 75 007 Paris, approved without amendment the remuneration policy for all executive officers as presented under SEB S.A. 2022 Universal Registration Document (Chapter 2.5, pages 101 and following) as follows:

Resolutions	Results of the votes
Resolution n°12: Approval of the remuneration policy for the Chairman of the Board of Directors for 2023	Approved at 85,68%
Resolution n°13: Approval of the remuneration policy for the Chief Executive Officer for 2023	Approved at 95,95%
Resolution n°14: Approval of the remuneration policy for Directors for 2023	Approved at 99,90%