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APPROVAL BY SEB SA COMBINED SHAREHOLDERS' MEETING OF MAY 20, 2025 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 20, 2025, which was held at 28 George V– 75008 Paris, approved without amendment the remuneration policy for all executive officers as presented under SEB S.A. 2024 Universal Registration Document (Chapter 3.5, pages 105 and following) as follows:

Resolutions	Results of the votes
Resolution n°9: Approval of the remuneration policy for the Chairman of the Board of Directors for 2025	Approved at 84,59%
Resolution n°10: Approval of the remuneration policy for the Chief Executive Officer for 2025	Approved at 94,46%
Resolution n°11: Approval of the remuneration policy for Directors for 2025	Approved at 99,19%

Next key dates – 2025

23 July after market closes	<u>H1 2025 sales and results</u>
23 October after market closes	<u>9M 2025 sales and financial data</u>

World reference in Small Domestic Equipment and professional coffee machines, Groupe SEB operates with a unique portfolio of 40 top brands (including Tefal, Seb, Rowenta, Moulinex, Krups, Lagostina, All-Clad, WMF, Emsa, Supor), marketed through multi-format retailing. Selling more than 400 million products a year, it deploys a long-term strategy focused on innovation, international development, competitiveness, and client service. Present in over 150 countries, Groupe SEB generated sales of €8.3bn in 2024 and has more than 32,000 employees worldwide.

SEB S.A. ■