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**APPROVAL BY SEB SA COMBINED SHAREHOLDERS' MEETING OF
MAY 12, 2026 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 12, 2026, which was held at Pavillon Gabriel, Paris, approved without amendment the remuneration policy for all executive officers as presented under SEB S.A. 2025 Universal Registration Document (Chapter 3.5, pages 126 and following) as follows:

Resolutions	Results of the votes
Resolution n°10: Approval of the remuneration policy for the Chairman of the Board of Directors for 2026	Approved at 82,41%
Resolution n°11: Approval of the remuneration policy for the Chief Executive Officer for 2026	Approved at 82,47%
Resolution n°12: Approval of the remuneration policy for Directors for 2026	Approved at 85,12%

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World reference in Small Domestic Equipment and professional coffee machines, Groupe SEB operates with a unique portfolio of 45 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 revenue of €8.2bn in 2025 and has 32,000 employees worldwide.

