

OUR OBJECTIVES FOR 2023

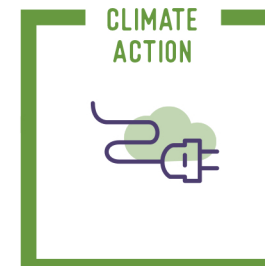
Social, health & safety foundation	Promote the good health of employees	> 100% of employees covered by the Wecare@SEB social foundation
	Ensure a safe and healthy working environment	> Divide the number of workplace accidents with lost time* by at least 2, i.e. LTIRi < 1.5
		> 100% of industrial sites certified on health and safety standards - OHSAS 18001/ISO 45001
Fairness & diversity	Guarantee equality and fair treatment between all employees	> 30% of women hold management positions > Achieve parity between the % of women managers and the % of women in the Group
Quality of life at work	Offer a quality life at work, balanced with personal life	> Reach 75% on the GPTW question: "Overall, I can say it's a really good place to work"
Solidarity	Encourage employee civic engagement	> 100% of our countries are involved in a sponsorship programme



Recycled materials	Increase the share of recycled materials in products	> x2 100% recycled plastic in our products in France
		> 50% recycled materials in our products/packaging
Repairability	Increase the share of repairable products	> over 90% of 10-year SDA repairable products for Moulinex/Rowenta/Tefal/Seb/Calor/Krups
Second life	Give our products several lives	> Experiment with business models to give our products a second life

Better homelife	Improve the ergonomics of our products	> Develop 1 product range with an inclusive design
	Improve indoor air quality	> Create 1 awareness-raising programme around a healthy home

Cooking for good	Make home-made products for all easier	> 1 programme to make home-made products accessible to all
	Promote healthy and sustainable eating	> 1 charter promoting healthy and sustainable eating for the recipes associated with our products



Factories	Reduce the carbon impact of our factories	> - 40% carbon intensity on our factories > 100% of industrial sites certified under the ISO 14001 environmental management standard
Logistics	Reduce the carbon impact of transporting our products	> - 10% carbon intensity for transporting our products
Products & packaging	Reduce the carbon impact of using our products	> -15% carbon intensity on the energy consumption of our products
	Minimise the environmental impact of product packaging	> Eco-Packaging: 0 expanded polystyrene 90% recycled fibres 0 plastic packaging