**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. LTIFR < 3.5
  - 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 70% 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

### 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

### 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/Royenta/Tefal/Seb/Café/Kupa

### Second life
- Give our products several lives: 
  - > Experiment with business models to give our products a second life

### SUSTAINABLE INNOVATION

### 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

### Logistcs
- 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