

INDIVIDUAL COMMITMENTS 2026



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Company overview

Groupe SEB is a French family-owned company with nearly 170 years of history and a leading global player in the small domestic equipment market. In 2025, the Group generated €8.2 billion in revenue and operated in more than 150 countries.

The Consumer Division, which accounts for the vast majority of the Group's revenue, includes cookware and small domestic appliances, with the latter representing the largest share of the business. The Professional Division focuses on coffee machines and equipment for the hospitality and foodservice sectors.

The Group relies on a portfolio of international brands, including Moulinex, Rowenta, Krups, Tefal, WMF and Calor, as well as strong local brands, and pursues a strategy focused on innovation, international expansion and strengthening its positions in key markets.

Materiality analysis

As part of the implementation of the Corporate Sustainability Reporting Directive (CSRD), Groupe SEB conducted a double materiality assessment to identify both its impacts on the environment and the risks and opportunities associated with its business activities. Groupe SEB's double materiality assessment is available in the [2025 Universal Registration Document](#) (pages 142-145).

This assessment highlights the importance of environmental issues for Groupe SEB and their cross-cutting links with biodiversity. While biodiversity itself was not identified as a material topic under the ESRS E4 Biodiversity and Ecosystems standard, several of the Group's priority environmental topics correspond to direct or indirect pressures on ecosystems. This nevertheless demonstrates that biodiversity considerations are effectively integrated into the Group's overall management of its environmental impacts.

In addition, in 2024 the Group assessed its biodiversity footprint using the Global Biodiversity Score (GBS) methodology. This analysis helped quantify and further characterize the pressures exerted on biodiversity, while showing that these impacts are predominantly indirect and concentrated upstream in the value chain. It also provided a deeper understanding of the nature and drivers of the Group's main biodiversity impacts.

In particular, the assessment highlights the predominant contribution of climate change impacts, both upstream and downstream across the value chain. It also identifies significant pressures associated with resource use, particularly water withdrawals within operations and throughout upstream activities. The extraction and processing of raw materials also constitute a major source of pressure due to the impacts generated by upstream processes, from resource extraction through to transformation.

The biodiversity footprint assessments conducted using the Global Biodiversity Score (GBS) methodology show that the main pollution-related impacts occur upstream in the value chain, primarily during the extraction and processing of metals. Based on the results of these assessments, PFAS, including PTFE, do not constitute a material issue from the perspective of the Group's biodiversity footprint.

Protecting consumer health and preserving the environment remain key priorities for Groupe SEB. In this context, the Group is committed to providing all stakeholders with transparent information based on the best available scientific knowledge. To this end, a dedicated explanatory note on PFAS and PTFE has been included in this document. Its purpose is to provide the background information necessary to understand the topic and to present the actions implemented by the Group at each stage of its value chain in a clear and accessible manner.

These two complementary approaches have enabled the Group to prioritize its strategic issues while refining its operational understanding and related action plans. They are fully aligned with the Nature pillar of Groupe SEB's 2024-2030 ESG Ambition (described in the [2025 Universal Registration Document](#), pages 41-59), which is dedicated to reducing the environmental footprint of the Group's activities and preserving ecosystems, and is supported by detailed operational action plans.

This pillar is notably reflected in targets to reduce greenhouse gas emissions, decrease resource consumption, particularly water use, and promote circular economy practices. The Group also implements concrete actions to reduce its pressures on biodiversity, including pollution and waste reduction initiatives, the eco-design of long-lasting and repairable products, and the deployment of local initiatives aimed at protecting and restoring ecosystems.

Changes in commitments

The Group established nine commitments in 2021 and is updating them for the first time in 2026. In 2025, Groupe SEB published an assessment of the commitments made in 2021. The renewed commitments now cover the 2026-2030 period.

Our previous commitments were structured around four main pillars:

- Fighting plastic pollution
- Preserving natural resources
- Reducing greenhouse gas (GHG) emissions
- Developing biodiversity-related projects

These commitments have been revised to align with the Group's material issues, as identified through the double materiality assessment updated in 2025 as part of the CSRD process. The 2024-2030 ESG ambition and its associated action plans are designed to address, as a priority, the Group's most significant risks and impacts, particularly those for which the Group has direct levers for action, while maintaining a high level of ambition to reduce environmental impacts across the value chain.

In a 2026 context marked by an uncertain external environment and the Group's plan to return to profitable growth, Groupe SEB has prioritized, in the short term, the reduction of impacts associated with its value chain. Nevertheless, the Group continues to monitor the reforestation initiatives already launched in order to assess their long-term outcomes, while strengthening awareness-raising efforts, particularly around nature-based solutions. The Group does not rule out contributing again to new biodiversity initiatives when conditions are conducive.

The Group's commitments have therefore been structured around the following priorities:

- Reducing the environmental footprint of our sites
- Reducing climate-related pressures through a Net-Zero 2050 pathway validated by the SBTi¹
- Making circular economy a key lever for resource preservation
- Engaging and training employees on biodiversity-related issues

Among the commitments presented below, some build upon and strengthen the commitments made in 2021, including commitments that have not yet been fully achieved. These are identified by an arrow pointing up. New commitments are identified with the « NEW » label.

¹ The Science Based Targets initiative (SBTi) is an international initiative that provides a recognized methodological framework for developing and assessing companies' greenhouse gas (GHG) emissions reduction targets, in line with available scientific knowledge and the ambitions of the Paris Agreement.

REDUCE the environmental footprint of our sites

1.1 Reduce gross water consumption²



KPI / Indicator: water consumption volume

Objectif SMART: reduce gross water consumption by 25% by 2030 compared with 2021 [in 2025, water consumption decreased by 27.4% compared with the 2021 baseline]³

Scope: all Group production sites

Deadline: end of 2030

Common commitments: #1, 3, 5, 10

1.2 Reduce waste generation

NEW

KPI / Indicator: weight of waste generated

Objectif SMART: reduce waste generation by 10% by 2030 compared with 2021 [in 2025, waste generation decreased by 12.66%, mainly due to temporary factors]³

Scope: all Group production sites

Deadline: end of 2030

Common commitments: #1, 3, 5, 10

1.3 Increase waste recovery

NEW

KPI / Indicator: share of non-hazardous waste (excluding metals) recovered through reuse, recycling or energy recovery, out of total non-hazardous waste

Objectif SMART: achieve a 90% recovery rate for non-hazardous waste (excluding metals) by 2030 [in 2025, the recovery rate for non-hazardous waste reached 83.1%]

Scope: all Group production sites

Deadline: end of 2030

Common commitments: #1, 3, 5, 10

2. Gross water consumption corresponds to the total volume of water withdrawn from all available sources (surface water, groundwater, distribution networks and other sources).

3. This reduction exceeds our 2030 target but is not yet considered structural and therefore requires sustained efforts to maintain this downward trajectory over the long term.

REDUCE climate change-related impacts by following a Net-Zero 2050 trajectory validated by the SBTi

2.1 Reduce Scope 1 and 2 GHG emissions



KPI / Indicator: GHG emissions in tCO₂eq

SMART Objective: reduce Scope 1 and 2 GHG emissions by 42% compared with 2021 (in 2025, Scope 1 and 2 emissions decreased by 23% compared with 2021)

Scope: all consolidated Group entities (excluding recent acquisitions for which data are not yet available)

Deadline: end of 2030

Common commitments: #1, 2, 3, 4, 10

2.2 Reduce Scope 3 GHG emissions⁴



KPI / Indicator: GHG emissions in tCO₂eq

SMART Objective: reduce Scope 3⁴ GHG emissions by 25% compared with 2021 (in 2025, Scope 3 emissions decreased by 8.9% compared with 2021)

Scope: all consolidated Group entities (excluding recent acquisitions for which data are not yet available)

Deadline: end of 2030

Common commitments: #1, 2, 3, 4, 10

2.3 Achieve Net-Zero by 2050, as defined by the SBTi

KPI / Indicator: GHG emissions in tCO₂eq

SMART Objective: reduce the Group's Scope 1, 2 and 3 GHG emissions by 90% by 2050

Scope: all consolidated Group entities (excluding recent acquisitions for which data are not yet available)

Deadline: end of 2050

Common commitments: #1, 2, 3, 4, 10

4. Corresponding to emissions from Scope 3.1 – Purchased Goods and Services, Scope 3.4 – Upstream Transportation and Distribution, and Scope 3.11 – Use of Sold Products, representing 81% of Groupe SEB's total emissions in 2025.

3.1 Extend the lifespan of our products by ensuring their reparability **KPI / Indicator:** share of reparable products**SMART Objective:** maintain 90% of products guaranteed to be reparable for 15 years at an affordable cost⁶**Scope:** consumer small domestic appliance business, excluding Supor-branded products⁵**Deadline:** end of 2030**Common commitments:** #1, 103.2 Increase the share of low-carbon materials (recycled or bio-based materials) in our products to reduce pressure on resources **KPI / Indicator:** share of low-carbon materials in the total volume of direct purchases (metals, components, plastics and cardboard), expressed as a percentage of mass purchased (%)**SMART Objective:** reach 60% low-carbon materials in direct purchasing by 2030 [in 2025, the share of low-carbon materials in direct purchasing was 52%]**Scope:** Group Direct Purchasing**Deadline:** end of 2030**Common commitments:** #1, 103.3 Deploy a national collection network to supply the “Aluminum loop”⁷, by structuring a complete value chain through partnerships in order to reduce pressure on resources and pollution **KPI / Indicator:** number of collection points**SMART Objective:** expand the “Aluminium loop” network to 2,500 collection points in France by 2027 [in 2025, the network comprised 1,700 collection points]**Scope:** France**Deadline:** end of 2027**Common commitments:** #1, 7, 9, 10

5. Supor is a major Groupe SEB brand in the Chinese cookware and small domestic appliance market. Products marketed under this brand are excluded from the scope of this target due to local specificities, particularly regarding consumption habits and the maturity of repair-related practices and approaches.

6. The Group's reparability approach is based on a progressive roadmap: launched in 2008 and structured in 2015 with a commitment to ensure the availability of spare parts for 10 years, with the objective of ensuring reparability at an affordable cost for 15 years for more than 90% of consumer small domestic appliances. It is supported by an operational system comprising a stock of 7.5 million spare parts (50,000 references), a worldwide network of 6,200 repairers, and dedicated services (repair packages and self-repair). “Affordable cost” means that the cost of repair is less than one-third of the price of a new product. The 90% threshold, which deliberately does not cover all products, is due to technical limitations specific to certain product categories incorporating evolving technologies that may quickly become obsolete or too costly.

7. Groupe SEB launched the “Aluminium Loop” project, a circular economy initiative aimed at structuring a dedicated system for the collection, sorting and recycling of pans and cookware, regardless of brand. The scheme is developed through an ecosystem of partners to establish territorial coverage, optimize logistics and promote the reintegration of recycled aluminium into the manufacture of new cookware, thereby creating a complete circular loop.

3.4 Maintain scientific watch on PFAS and PTFE

NEW

KPI / Indicator: annual scientific monitoring of the effects of PFAS and PTFE on biodiversity

SMART Objective:

In line with its environmental policy (explained in its ESRS E2 report), Groupe SEB will continue its monitoring of scientific knowledge, expert assessments and regulatory developments relating to PFAS and PTFE. The explanatory information will be updated to reflect the most up-to-date state of knowledge and applicable reference frameworks.

Scope: Group/Worldwide

Deadline: 2027 and annually thereafter

Common commitments: #1, 7, 9, 10

3.5 Eliminate virgin plastic secondary packaging

KPI / Indicator: share of packs without virgin plastic secondary packaging

SMART Objective: achieve 100% of packs without virgin plastic secondary packaging [in 2025, 89% of packs were free of virgin plastic secondary packaging]

Scope: Group, excluding the Supor subsidiary and the Professional business

Deadline: end of 2030

Common commitments: #1, 10

3.6 Develop sales of refurbished products⁸

NEW

KPI / Indicator: share of revenue generated from sales of refurbished products

SMART Objective: achieve 3% to 5% of revenue from sales of refurbished across the target geographies⁹ [launched in April 2025, the refurbished product offering is still in its early stages, which explains its contribution of less than 1% of revenue at the end of 2025]

Scope: Small domestic appliances

Deadline: end of 2030

Common commitments: #1, 10

8. The Groupe SEB refurbishment center in Is-sur-Tille (Côte-d'Or, France) was inaugurated in 2025. It receives returned products, tests and cleans them, repairs them when necessary, and puts them back on sale at reduced prices.

9. The target geographies are France, Belgium, Germany, Spain, Portugal, Italy and the Netherlands.

4.1 Engage our suppliers through our Responsible Purchasing Charter¹⁰

NEW

KPI / Indicator: % of suppliers that have signed the Responsible Purchasing Charter

SMART Objective: achieve a 100% signature rate for the Responsible Purchasing Charter among our suppliers by 2030 [in 2025, the signature rate was 89%]

Scope: direct suppliers and finished product suppliers

Deadline: end of 2030

Common commitments: #2, 4, 8

4.2 Raise employee awareness of biodiversity issues

NEW

KPI / Indicator: number of environmental/biodiversity awareness initiatives per year (conferences or internal campaigns)

SMART Objective: organize at least two initiatives per year (conferences, webinars and/or internal events) aimed at informing employees about biodiversity-related issues, particularly impacts on ecosystems, critical dependencies, risks to resources and nature-based solutions, relying on accessible formats that encourage stakeholder engagement

Scope: 12,000 connected employees

Deadline: each year until 2030

Common commitments: #6, 8

4.3 Train employees on biodiversity issues through an e-learning module

NEW

KPI / Indicator: digital module made available

SMART Objective: provide, as part of the digital ESG training program, an e-learning module dedicated to biodiversity-related issues, aimed at developing operational skills and covering both fundamental concepts and specific topics, with a knowledge assessment at the end of the course

Scope: 12,000 connected employees

Deadline: end of 2027

Common commitments: #8

10. Groupe SEB's Responsible Purchasing Charter constitutes a binding framework, the signature of which (89% at the end of 2025) is a prerequisite for collaboration, particularly for suppliers of strategic products. It formalizes the supplier requirements according to environmental, social and ethical standards throughout the value chain. Its application is monitored through supplier integration processes, a risk classification of suppliers and periodic independent audits. In the event of non-compliance, corrective action plans and sanctions may be applied. In parallel, a dedicated support programme targets the most strategic suppliers to improve their ESG practices and enhance their environmental performance.

APPENDIX

Explanatory Note: Management of Substances of Concern by Groupe SEB, with a focus on PTFE

Per- and polyfluoroalkyl substances (PFAS) are a broad family comprising several thousand fluorinated substances. They are used in numerous industrial and consumer applications because of sought-after properties such as resistance to heat, chemicals, water and grease.

However, PFAS do not constitute a homogeneous group. This family includes substances whose chemical structures, physicochemical properties and risk profiles may differ significantly. Scientific knowledge and regulatory concerns therefore vary depending on the PFAS categories considered.

Two main categories can be distinguished:

- **Non-polymeric PFAS**, generally of low molecular weight, which notably include certain substances that are now widely studied because of their persistence in the environment, mobility and capacity to accumulate in living organisms. These compounds are the primary focus of regulatory authorities and environmental health stakeholders today.
- **Fluoropolymers**, which are very high molecular weight polymeric materials. Their properties, environmental behaviour and biological fate differ significantly from those of non-polymeric PFAS.

Groupe SEB uses polytetrafluoroethylene (PTFE) in certain non-stick coatings. PTFE belongs to the fluoropolymer family. It is composed of long molecular chains that are particularly stable, giving it technical properties sought after for cookware, notably its non-stick performance and heat resistance.

Although PTFE belongs to the PFAS family in the chemical sense of the term, it falls within the fluoropolymer category, whose properties and exposure profiles differ from those of the non-polymeric PFAS that are currently the main focus of regulatory discussions.

Current state of knowledge regarding PTFE

Since its development in the 1940s, PTFE has been the subject of numerous scientific and regulatory assessments. Competent health authorities in Europe, the United States and other regions of the world authorize its use in food-contact materials within a strict regulatory framework. This position is notably shared by several reference bodies, such as the U.S. Food and Drug Administration (FDA), the European Food Safety Authority (EFSA) and Germany's Bundesinstitut für Risikobewertung (BfR), which consider PTFE suitable for authorized food-contact applications.

To date, the many assessments conducted by health authorities and expert organizations have not identified any risk to human health associated with the use of PTFE under the intended conditions of use for food-contact materials and coatings. Available studies further indicate that PTFE exhibits very low chemical reactivity and is not considered bioaccumulative in the human body.

The Group places consumer safety and environmental protection among its highest priorities and takes action across its entire value chain.

Consumer Safety Management

Protecting consumer health is a priority for the Group. To this end, we apply a rigorous approach to the assessment and management of chemical substances, based on available scientific knowledge, assessments by competent health authorities and applicable regulatory requirements.

With regard to PFAS, this approach is based on a differentiated assessment of substances, taking into account their properties, uses and associated risks.

In this respect, we act consistently to stay ahead of national and international regulations concerning the management of substances of concern. This proactive approach notably led the Group to eliminate the use of PFOA from its manufacturing processes as early as 2012, several years before its regulatory ban in Europe and the United States.

Regarding PTFE used in certain non-stick coatings, available scientific data and assessments conducted by competent health authorities have not identified any risk to human health under the intended conditions of use of food-contact materials.

Supply chain risk management

Upstream in its value chain, the Group acts to ensure the compliance of its sourcing and to manage risks associated with the substances used in its products.

This approach relies on the Responsible Purchasing Charter, supplier qualification procedures and specific requirements relating to fluoropolymer materials.

For materials containing PTFE, only suppliers meeting strict requirements may be selected, particularly with respect to chemical composition, technical documentation, test results and regulatory compliance.

These requirements are subject to regular verification throughout the supplier relationship. In addition, regular controls are carried out on raw materials and finished products to verify compliance with applicable requirements and ensure a high level of safety throughout the products' useful life.

Management of impacts related to industrial operations

At the level of the Group's operations, continuous monitoring is carried out regarding PFAS and related regulatory developments, within the broader framework of the management system for substances of concern.

The Group has notably established a mapping of PFAS uses, strengthened its substance assessment and substitution processes for substances of concern, and relies on an environmental management system deployed across all ISO 14001-certified industrial sites.

In accordance with the requirements of the French authorities, PFAS analysis campaigns have been conducted at the relevant ICPE sites and, in coordination with the DREAL Auvergne-Rhône-Alpes, regular monitoring is carried out on water discharges, atmospheric emissions and treatment sludge to ensure compliance of operations and anticipate regulatory developments.

Furthermore, none of the Group's sites is listed among the 225 facilities identified by Générations Futures as having the most concerning PFAS releases in France. According to this analysis, 5.4% of the facilities monitored are responsible for more than 99% of quantified PFAS releases, and no Groupe SEB site is identified among these main emitters.

End-of-Life Product Management Through Innovation

With regard to end-of-life products, the Group continuously seeks solutions to optimize the management of fluoropolymers at end of use and adopts an approach based on innovation and life-cycle assessment.

As part of the «Aluminium loop» project, a major technological barrier has already been overcome through the industrial-scale validation of a process capable of separating non-stick coatings, including PTFE, from their metallic substrate.

This advancement improves aluminium recovery and constitutes an important step toward identifying long-term solutions for managing end-of-life non-stick coatings, a topic that remains a technical challenge for the entire sector.

The Group is currently working with its industrial partners to deploy the most mature solutions available for handling these residues in specialized facilities. At the same time, a research and development programme is continuing in order to identify and qualify long-term solutions, particularly regarding coating treatment and destruction.

Through this approach, the Group contributes to the development of long-term solutions for the end-of-life management of coatings. The advances achieved, which are the subject of patent applications, may also find applications in other sectors using fluoropolymers.

To access the detailed references used, please consult the following document: [Scientific references associated with this publication.](#)