



AMENDMENT No 2

TO THE

INTERNATIONAL GROUP SAVINGS PLAN

SEB GROUP COMPANIES

Introduction

This Amendment to the International Group Savings Plan (the “IGSP” or the “Plan”) is established by SEB S.A, a French *société anonyme* (or joint stock company) for the benefit of the employees of the participating companies of the SEB Group for which the registered headquarters are located outside of France.

The IGSP was initially established in 2012. The purpose of the IGSP is to enable the employees of the foreign companies of the SEB Group that have become members of the IGSP to participate in the employee shareholding transactions carried out by SEB S.A.

The characteristics of each employee shareholding transaction are determined and communicated to eligible employees upon each transaction in accordance with, in particular, the terms and conditions of such transactions as set by the corporate bodies of SEB S.A.

Article 1 – Amendment of the IGSP

Appendix 1 of the IGSP shall be updated by SEB S.A. following the execution of this Amendment.

Appendix 2 of the IGSP shall be updated as follows:

The characteristics of the 2024 employee shareholding transaction (the “**HORIZON 2024 plan**”) are as follows :

Beneficiaries:

The employees/staff members of the Member Companies who can participate in the IGSP under the HORIZON 2024 plan are those who can justify having at least three months seniority as of October 7, 2024.

Methods of Payment – Maximum and Minimum Investment:

Specified for each country in the “local supplement” prepared for such country, subject to a minimum payment equal to the subscription price of one share or the equivalent in local currency.

Investment vehicle

An FCPE called “SEB RELAIS 2024” has been created and approved by the French *Autorité des Marchés Financiers* (AMF) on April 2nd 2024, in order to receive subscription amounts paid into the HORIZON 2024 plan (other than for countries in which shares are acquired directly). The Key Information Document (KID) of this FCPE is hereby added to Appendix 2 of the IGSP and its terms are incorporated here by reference (investment objective, acting parties, supervisory board, etc.).

The “SEB RELAIS 2024” FCPE is to be merged with the “SEB International” FCPE shortly after the end of the offering process.

Subscription period

The plan will be open for subscription from September 23, 2024 to October 7, 2024, unless modified by the Company.

Matching contribution

Groupe SEB Member Companies matches voluntary contributions with an amount up to EUR 600, under the following conditions:

Employees invest up to EUR 200	Employees receive a matching contribution equal to 200% of their investment, i.e. up to EUR 400
Employees invest between EUR 200.01 and EUR 400	Employees receive a matching contribution equal to 100% of their investment, i.e. up to EUR 200
Maximum matching contribution	EUR 600

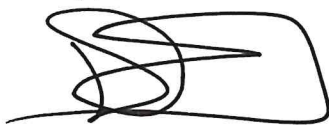
For countries in which shares are acquired directly, the Beneficiaries can only acquire whole shares. Any fraction will be rounded down. Then, the total of the Beneficiary’s personal investment and the matching contribution must correspond to a whole number of shares.

Article 2 – Validity

The validity of this Amendment shall be limited to the HORIZON 2024 plan.

Amendments or cancellation declarations will be communicated to the employees of the Member Companies in accordance with the terms and conditions set forth in Article 9 of the IGSP.

Ecully, on 18 July, 2024.



SEB S.A.
Stanislas de Gramont,
Chief Executive Officer