

Gender Equality Index 2026

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Groupe Beneteau announces for its 2 French subsidiaries their scores relating to the French FY2025 index of equality between women and men:

- Construction Navale Bordeaux increases by 4 points, rising from 89 to 93/100
- SPBI S.A. releases a score of 87/100 and decreased by 2 points compared to the previous year



Indicators

In France, the Gender Equality Index measures wage gaps between women and men to end the unjustified pay gaps between women and men.

The five indicators used by the French Government to construct the index and their respective weighting are:

- the pay gap
- the difference in the distribution of pay increases
- the spread of promotions
- the percentage of employees receiving a pay increase on their return from maternity leave
- the number of women and men in the company top 10 wages

The results obtained by each French subsidiary for each of these 5 indicators are available in the table below.

Indicator	Maximum number of points per indicator	SPBI	Construction Navale Bordeaux
1. Pay gap (%)	40	39	39
2. Difference in the distribution of pay increases (in % points)	20	20	20
3. Promotion gap (in % points)	15	15	10
4. Employees receiving a pay increase on their return from maternity leave (%)	15	Incalculable	Incalculable
5. Number of persons from under-represented gender category in the company top 10 wages	10	0	5
Total calculable indicators	85	74	79
2026 Gender Index (FY2025)	100	87	93

The indicator for increased maternity leave returns (out of 15 points) cannot be calculated for 2025 for our two entities, given the absence of an annual salary review campaign. The highest remuneration indicator (indicator 5) remains unchanged between 2024 and 2025.

In 2024, Groupe Beneteau created its own internal index to track the effectiveness of its B-EQUAL program, since its launch in 2023.

It takes its inspiration from Egapro (a French index that measures professional equality) by taking into account pay gaps and the proportion of women in the highest pay brackets, and enriches it with:

- the addition of its international entities
- the integration of the gender mix
- a breakdown by major professions and business units

ABOUT GROUPE BENETEAU

Founded in Vendée 140 years ago by Benjamin Bénéteau, Groupe Beneteau is today a world leader in the boating industry. With an international industrial presence spanning 16 production sites and a worldwide commercial network, the Group generated revenue of €1 billion in 2024 and has a workforce of more than 7000 employees mainly in France, United States, Poland, Italy, Portugal, and Tunisia.

True to its mission – Bringing dreams to water – Groupe Beneteau designs and builds boats and services to make every experience on the water truly unique. Through its nine brands, its Boat division offers more than 135 boat models craft to meet the diverse needs and sailing projects of its customers, whether sailing or motoring, monohull or catamaran . Through its Boating Solutions division, the Groupe Beneteau is also involved in services covering daily or weekly boat hire, marinas, the digital sector and financing.

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