

2021 SUSTAINABILITY PERFORMANCE REPORT



8. Sustainability Performance Report

During FY 2021, Groupe Beneteau targeted progress with taking its sustainable development stakes into consideration in its business strategy and operations. The strategies mapped out through to 2025 with the *Let's Go Beyond!* plan now incorporate the CSR action program, which is based around three pillars: Oceans, Crew and Responsible Model.

Within the Board of Directors, the Ethics and CSR Committee oversees the implementation of Groupe Beneteau's CSR policy. This sustainability performance report was presented to the Audit Committee for approval.

The Management Board is responsible for overseeing the CSR strategy, while the management and coordination of this approach with the various activities are entrusted to the Corporate and Financial Communications Department.

"This sustainability performance report presents the progress made in connection with BENETEAU S.A. joining the United Nations Global Compact. I declare that I support the Ten Principles of the United Nations Global Compact concerning respect for human rights, international labor standards, environmental protection and anti-corruption". Jérôme de Metz, Chairman and Chief Executive Officer.

8.1 Business model

Groupe Beneteau operates in two areas: building and marketing recreational boats with an ambition to further develop its activities relating to boat services; building and marketing leisure homes and alternative forms of accommodation for campsites.

Following a year marked by the consequences of the Covid-19 pandemic in 2020, 2021 saw very strong growth in the levels of interest in recreational boating. Market demand was particularly strong in the dayboating sector (motorboats under 40 feet). This use of boats locally makes it possible to get away with family and friends without being affected by the travel restrictions in place for many holiday destinations and countries.

The segment for motoryachts over 40 feet - Real Estate on the Water - also saw increased demand, offering large volumes for comfortable living and trips on board.

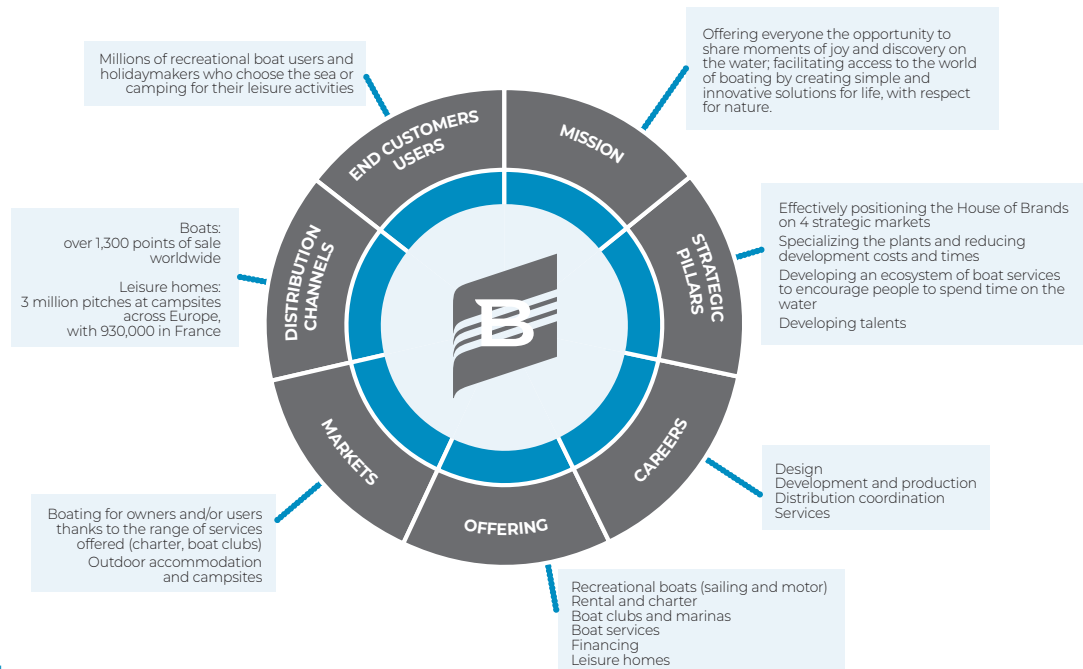
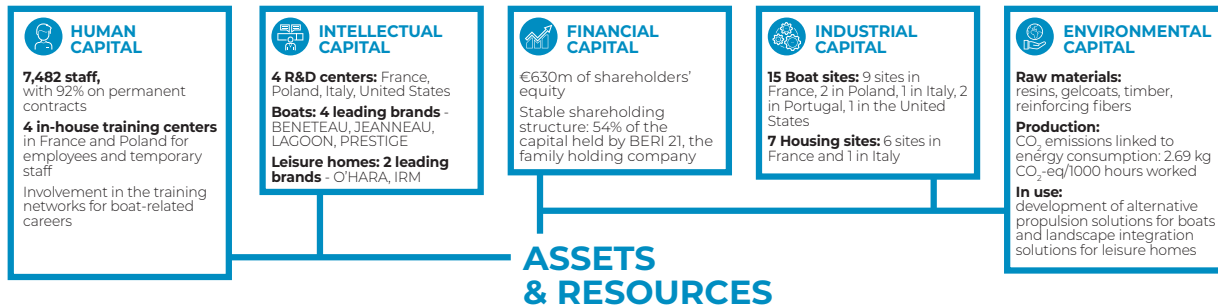
In the sailing sector, sales of monohull and multihull cruising models to retail customers through the dealership networks offset the temporary contraction in orders from charter professionals (charters, with or

without crew), which were significantly affected by the travel restrictions and the health constraints in place at watersports centers around the world. Making it possible to enjoy occasional use of boats without actually owning them, the rental sector is continuing to show a promising consumption trend.

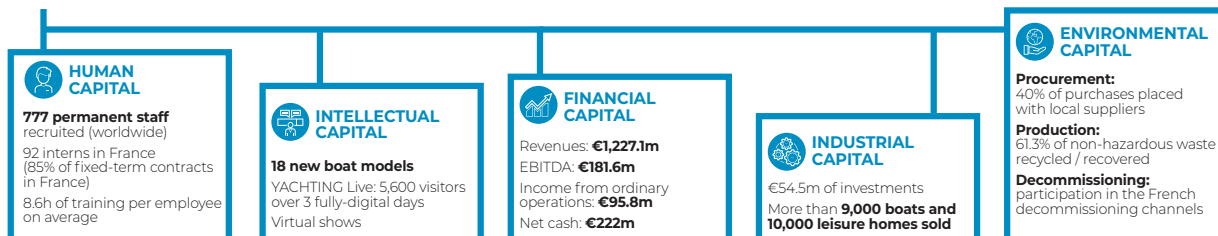
In North America, demand was particularly strong on the Dayboating segment. The use of boat clubs - with motorboats, primarily for a day, through a system of annual boat club memberships - has also continued to develop. In line with the *Let's Go Beyond!* strategic plan, Groupe Beneteau acquired minority interests in the charter (Dream Yacht Charter and Navigare Yachting), boat club and marina (Your Boat Club) sectors in 2021.

In 2021, the Boat division represented 85% of the Group's revenues, with the remaining 15% generated by the Housing division. The Group also has a financing activity for its two divisions, through SGB Finance, in which it has a 49% stake.

BUSINESS MODEL



2021 ACHIEVEMENTS



VALUE FOR STAKEHOLDERS

EMPLOYEES (COMPENSATION) €360M	EMPLOYEES (PERFORMANCE-RELATED BONUSES AND PROFIT-SHARING) €20.4M	SHAREHOLDERS (DIVIDENDS PAID IN 2022) €24.8M
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8.2 Analysis of non-financial stakes and risks

Groupe Beneteau bases its analysis of non-financial stakes and risks on the materiality matrix and the mapping of the risks relating to Groupe Beneteau's activities, which were both carried out during FY 2018-19. The materiality matrix was developed with the internal stakeholders (including executives, employees, shareholders, employee representative partners) and external stakeholders (including customers, users, dealers, suppliers, training partners, civil society, non-profits, public authorities) who helped identify and prioritize the various non-financial stakes. The risk mapping was carried out by the internal control department. 12 priority stakes were identified.

In 2020, following the Covid-19 pandemic, the health risk was added to the 12 non-financial stakes presented below. These 13 stakes are based on the combined analysis of the risks identified by the materiality matrix and the risk mapping process. The review of the non-financial stakes and risks during FY 2021 confirmed this list of stakes.

The risks relating to the fight against food insecurity and respect for animal welfare, as well as the risks relating to responsible, fair and sustainable nutrition, have not been analyzed because they are not considered to have any direct or indirect links with Groupe Beneteau's activities.

Social and societal	Environment	Anti-corruption	Human rights	Anti-tax evasion
1. Ensuring a safe and healthy work environment for our employees	6. Ensuring the safety of industrial operations	11. Ensuring ethical business practices	12. Safeguarding human rights and fundamental freedoms; combating discrimination, gender inequality and harassment	13. Protecting the company against risks relating to tax evasion and fraud
2. Ensuring product quality for consumer safety	7. Reducing the environmental impact of our products during their use			
3. Developing the skills required for the company's sustainable performance	8. Reducing the environmental impact of our industrial operations			
4. Attracting talents and further strengthening the appeal of careers in the boat sector	9. Developing responsible procurement and long-term supplier relations			
5. Managing health risks effectively to safeguard employees' health and ensure business community	10. Contributing to the deconstruction channels			

8.3 Core ESG stakes

8.3.1 SOCIAL AND SOCIETAL

STAKE 1: ENSURING A SAFE AND HEALTHY WORK ENVIRONMENT FOR OUR EMPLOYEES

Description of the risk

Protecting the physical integrity and ensuring the safety of each employee is an absolute priority for Groupe Beneteau. The main risks relate to the industrial activities and concern exposure to hazardous chemical agents and dusts, manual load handling operations at workstations, falls from height, plant organization and product configuration aspects.

The risks are assessed and ranked based on their severity, frequency and occurrence. Undesired events (near-miss accidents, treatments applied, accidents with or without time off work, occupational illnesses, fire outbreaks, spillage, etc.) are systematically recorded and analyzed. Action plans are rolled out to prevent them from reoccurring.

Policy and objective

Adopted in 2016, the multi-year safety action plan BSAFE is deployed at all the sites in France and the US. The Italian subsidiaries are rolling out similar programs. With a 2022 target to achieve a 20% reduction versus the 2020 frequency rate of 21.13 (i.e. 21.8), FY 2021 had an interim target to reduce the 2020 frequency rate by 10% (i.e. 19). To achieve this collective target, each production site is set an individual safety target.

Regular assessments (in-house by the sites and external by the experts appointed) are carried out to assess the level of maturity and progress points for each site. These

assessments lead to collective action plans for the Group or site-specific plans.

Actions rolled out in 2021

The BSAFE program is based on training the management team and developing safety awareness among all employees, including permanent and temporary staff, apprentices and interns. The B-SAFE ambassadors receive a full day of training, while staff have a half-day session. The key message with the BSAFE training is responsibility: collective responsibility, because safety is everyone's concern, and individual responsibility, because everyone has a role to play in this area. The safety dialogue reviews are a core part of this program, providing opportunities for exchanges between operators and managers on safety aspects.

In addition to the standard regulatory training courses (CACES¹ for handling, electrical accreditations, etc.), programs are offered covering safety guidelines and risks, the use of hazardous materials, how to act and behave, and chemical risk prevention for the Boat division's composites activity.

2021 results

Since 2016, 38 B-SAFE ambassadors have been trained in France. The production sites did not record any major industrial accidents in 2021.

Key performance indicators

Accident frequency²

Group scope	BSAFE target	2021 (12 months)	2019-20 (16 months)	2015-16 reference year
Employee frequency rate	19 in 2021 21.8 in 2022	22.27 +5.4% year-on-year -32% vs. reference year	21.13	32.7
Employee severity rate	NA	1.5	1.19	1.63

1 CACES: Certificate of Fitness for Safe Driving (Certificat d'Aptitude à la Conduite d'Engins en Sécurité)

2 Exclusively for companies with production activities

France scope	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
Days of absence due to occupational illness	18,152 -0.8% vs. 2019-20	18,298 +38% vs. 2018-2019	13,228

STAKE 2: ENSURING PRODUCT QUALITY FOR CONSUMER SAFETY

Description of the risk

In the boating sector, quality is a particularly crucial safety issue for consumers and end users due to the conditions in which boats are used. Looking beyond the aesthetic considerations with perceived quality, the non-quality risks for the Boat division are linked directly to potential safety risks for end users.

Policy and objective

The Boat division's quality policy is based on a multi-year roadmap that aims to improve quality in four areas: product quality, development quality, supplier purchases quality and production quality. On a day-to-day basis, the critical non-quality points are analyzed and managed according to their impact on consumer safety. This dynamic loop approach aims to rapidly integrate corrections in the model development and/or production phases. When developing a new model, all of the boat's critical safety functions are approved by the quality teams. These teams also accompany the water launches for a particular model's first units in order to carry out quality audits on the boats during sea trials under the conditions that they would be used in by customers.

For procedures concerning purchases that are considered to be sensitive or critical from a quality and consumer safety perspective, suppliers are selected based on a matrix with recommendations covering the quality and safety criteria expected. In the event of production issues relating to equipment that has been purchased, the supplier concerned is involved in addressing and resolving the issues with a view to preventing the quality risk from occurring again.

During the boat building process, the intermediate and final quality controls are intended to identify and correct any defects. Groupe Beneteau's in-house training centers make it possible to train and accredit operators for all operations involving risks for the boat's compliance.

To guarantee the safety of its boats throughout their use, the Groupe Beneteau's brands offer technical training programs for the dealer networks over several days, provided at its in-house training centers and led by the after-sales service and training center teams, with certain suppliers also involved. The brands all have a dedicated mobile after-sales service team who visit dealers

worldwide to provide them with support and training on technical aspects.

In the Housing division, the quality approach is rolled out with an industrial monitoring plan based on compulsory checkpoints throughout the production process: safety, functional and design checks during production and on existing products. Upstream from production, qualification tests are carried out to validate all the components and products.

Actions rolled out in 2021

During the year, the ISO 9001 certification for quality management was renewed for all of the subsidiaries concerned, which represent around 85% of the Boat division's revenues. To apply for certification in May 2022, the Bordeaux site carried out the relevant preparation actions in 2021.

Groupe Beneteau's in-house training centers share technical know-how and issue certificates, valid for three years, for activities and operations that involve quality and/or safety risks, such as installing gas circuits and gluing portlights or decks.

The Boat development teams increasingly work on a co-design basis with suppliers for the Group's new models. Each year, a supplier quality audit schedule is drawn up, covering a dozen suppliers. The schedule is based on the significance and critical nature of the suppliers (including quality aspects). The procurement and quality teams carry out these supplier quality audits together and determine a quality rating. These actions are all intended to reduce the non-quality risk resulting from purchases and the average change in the overall rating for suppliers is improving, with nearly 80% of the strategic suppliers awarded an A rating. This rating and the corresponding action plan are monitored on a monthly basis by the management team, with a detailed analysis for strategic suppliers. Suppliers with a high non-compliance rate are also subject to specific follow-up and monitoring. During this year, the work of the technical correspondents from the after-sales service teams covering the various brands around the world continued to be significantly disrupted as a result of the health crisis and the major travel restrictions in place. Insofar as possible, the teams continued to provide their support remotely, using videoconferencing and other tools.

Key performance indicator

The indicator set up in 2021 to track quality performance is based on the warranty costs recorded in relation to the total volume of sales. The warranty costs include the cost of the time spent by the after-sales service teams and the cost of replacement parts. In 2021, the ratio was reduced by -4.4%, compared with a 2021 target of -5% in relation to the 2019 reference figure.

STAKE 3: DEVELOPING THE SKILLS REQUIRED FOR THE COMPANY'S SUSTAINABLE PERFORMANCE

Description of the risk

For the industrial activity to build recreational boats and leisure homes, Groupe Beneteau's challenge is to develop professional skills with a view to limiting the risk of non-quality, which could result in products that involve risks for end users.

Policy and objective

Groupe Beneteau's human development policy is focused on developing know-how and internal mobility pathways. More than 50% of the employees promoted have come through internal mobility transfers. The sustainable performance stakes aim to accompany and support staff throughout their careers, helping retain skills within the company.

More specifically, the skills development plan has been created to support Groupe Beneteau's priority areas: technical know-how, industrial excellence, managerial efficiency, quality and safety awareness¹.

Technical know-how

With professions that are complex and specific to the boat industry, Groupe Beneteau has set up its own technical training centers in Vendée and Bordeaux in France, as well as in the US and Poland. They make it possible to share technical boat building know-how (molding with composite materials, boat assembly and installation) and also provide training for staff from the product development teams and engineers when they join the Group.

In France, the trainers are all former operators, with extensive experience, ensuring that the Group's culture,

fine craftsmanship and industrial know-how can be passed on.

The training catalogue covers more than 100 topics and new modules are added each year to take on board technological innovations for the boats built by the Group.

Industrial excellence

Alongside the technical know-how and quality training programs, two project management and methods career development pathways are offered respectively for staff from the plant methods and product development launch methods teams, as well as for project managers.

Actions rolled out in 2021

To facilitate the transfer of know-how, 25 staff in France benefited from a mentor training program to support young people in 2021.

The disruption of activities linked to the health crisis (working from home, absenteeism, government measures) resulted in significant disruption to the past year's training schedules. Some courses were not able to go ahead. The teams therefore focused in priority on the mandatory training courses. Some training actions that were initially scheduled for in-person sessions were adapted to be provided online.

This disruption also contributed to changes in the way employees work. A remote work agreement was signed in France, offering the possibility to work remotely for two days per week. A training course on remote management was offered for the managers.

For staff changing sites and/or activities, a dedicated training plan was put in place.

¹ The training actions focused on safety and quality are presented respectively under Stakes 1 and 2 in this sustainability performance report for 2021.

Key performance indicator

Number of hours of training per employee (permanent contracts)	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
France	9.37	9.34	10.9
Group scope	8.56	8.37	NA (errors in historical data)

STAKE 4: ATTRACTING TALENTS AND FURTHER STRENGTHENING THE APPEAL OF CAREERS IN THE BOAT SECTOR

Description of the risk

Careers in industry and particularly boat building are generally not very well known by members of the public and young people in particular. With limited visibility as an employer, this sector struggles to promote itself and attract talents for the careers available with boat building.

Policy and objective

To support the generational transition (retirements) and accompany the growth in business in all the countries where it operates, Groupe Beneteau applies a proactive recruitment policy in all of its employment hubs. The aim is to raise awareness and promote the careers available with boat building in order to attract talents to this sector and to Groupe Beneteau in particular.

Actions rolled out in 2021

From summer 2021, Groupe Beneteau relaunched its "Become a Boat Builder" (Deviens constructeur nautique) campaign through a dedicated website (deviensconstructeurnautique.fr), presenting the training offered, including pre-recruitment programs, which are fully reimbursed and covered, as well as events offering opportunities for candidates to talk directly with recruiters.

Working with the Pôle Emploi employment agency and Mission Locale centers in the towns where its production sites are located, Groupe Beneteau carried out seven recruitment operations in 2021.

In 2021, a referral program was set up, looking to position employees as ambassadors to contribute to recruitment drives.

Groupe Beneteau is continuing to develop apprenticeship and work-based training programs for all of its activities, with a particular focus on production operator roles.

The boating qualifications and careers campus, which is chaired by Groupe Beneteau, covers three key areas: the attractive positioning of careers and training opportunities, the effective alignment between the training offered and the skills required by businesses, as well as collaborative projects and actions. The Campus regularly carries out actions in the Pays de Loire region to promote careers in boat building, such as taking part in various regional career fairs (Salon de l'étudiant, Semaine de l'emploi maritime, employment-training fairs, etc.).

For the 2021-22 school year, around 100 students from eight middle schools in the Pays de Loire region enrolled for the Sea Introduction Certificate launched by the Campus in 2020. An online platform with educational resources and a fun approach was set up to enable the students to train themselves on the 40 hours of theory content. The 40 hours of discovery are carried out over various weeks thanks to meetings, visits, etc.

2021 results

Thanks to an active recruitment policy at all of its sites, Groupe Beneteau recruited 777 people on permanent contracts and 583 on fixed-term contracts during the year.

Around 60 new work-based training contracts were set up for the start of the new academic year in 2021 in France, within the Boat division, taking the number of people on work-based training contracts up to 92 at year-end 2021.

Key performance indicator

France scope - at year-end	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
Number of people on work-based training contracts	92	62	128
Percentage of fixed-term contracts in France	85%	80%	85%

STAKE 5: MANAGING THE HEALTH CRISIS EFFECTIVELY IN ORDER TO SAFEGUARD EMPLOYEES' HEALTH AND ENSURE BUSINESS CONTINUITY

Description of the risk

In the context of Groupe Beneteau, the health risk may result in operations being disrupted due to the unavailability of employees and, by extension, skilled replacements, which may also lead to a safety and quality risk. The Covid-19 health crisis affected all of the sites and all of the countries where the Group operates.

Policy and objective

The business continuity plan rolled out in response to the Covid-19 pandemic aimed to define the technical and organizational actions enabling the absenteeism rate to be kept within limits making it possible to maintain production activities at each site.

In 2021, the actions adopted the previous year continued to be rolled out: adapting the working times and organization in the plants, putting in place new guidelines for the use of communal areas at the production sites, and applying the health protocols and prevention measures. This prevention approach includes setting up communication and guidelines for staff and at workplaces, and providing appropriate personal protective equipment (masks, hand sanitizer, disinfection kits), in addition to cleaning and disinfecting workspaces and shared resources. When they were able to carry out their

missions remotely, staff continued to work from home for all activities, across all the subsidiaries and the various countries.

The Covid-19 Steering Committee, set up at Group level, has monitored developments with the health crisis each week. This Committee checks that the prevention measures applied are effective and recommends possible improvements. A Covid-19 memo is sent out every week to all employees.

2021 actions and results

The Covid-19 Steering Committee has monitored changes in the number of positive Covid-19 cases and contacts every week since March 2020. The incidence rate and mortality rate criteria for the regions concerned have guided the level of protection put in place depending on the vulnerability of each site.

At the production sites, the Covid-19 health crisis has required specific measures to be put in place, making it necessary to adapt certain operational processes and quality procedures, without altering their scope.

Every week, a dedicated communication was shared with all staff, indicating the practices and rules to be followed within the company. During the year, Groupe Beneteau did not record any Covid-19 clusters at its sites.

Key performance indicators

Absenteeism rate Group scope	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
Illness	7.36%	5.82%	5.69%
Occupational accident / illness	1.63%	0.58%	1.14%
Other ¹	0.42%	0.34%	0.71%
Total absenteeism rate	9.41%	7.33%	7.54%

¹ Maternity leave, leave for personal reasons, unjustified absences

8.3.2 ENVIRONMENT

STAKE 6: ENSURING THE SAFETY OF INDUSTRIAL OPERATIONS

Description of the risk

Ensuring the safety and therefore the reliability and continuity of industrial operations requires prevention and protection actions to be carried out that cover the main risks, i.e. outbreak of fire, spillage and accidental pollution linked to fires.

Policy and objective

For the Boat division and the Leisure Homes division, the Health, Safety, Environment and Energy (HSEE) Departments work, both at each site and centrally, on risk prevention with a view to ensuring the effective management of the processes and activities that are essential to the safety of products and people.

The prevention actions, such as passive defense measures (fireproof construction) and active defense measures (anti-spill barriers, firefighting resources, etc.), contribute to a primary prevention of the risk. They are combined with organizational measures (management of flammable liquids, fire permit checks, creation of in-house fire response teams) and training programs for dedicated staff and other employees (during onboarding, for first responders or for the first people to observe a fire) in order to help prevent unwanted events (fire, fire outbreak) or contain them as quickly as possible. If an unwanted event occurs, the protective systems in place help ensure that its impact is limited (annual exercises, deployment and checking of sprinklers and smoke evacuation systems, partitioning, monthly fire inspections, half-yearly inspection of retention areas, etc.).

The prevention and protection policy rolled out was approved when the insurer was changed for the Boat and Housing activities. Excluding the level of risk relating to site-specific natural disasters (riverside or coastal locations, seismic zone, forest fire), the level of prevention is considered to be consistent within the Boat and Housing divisions.

The internal emergency plans for the various sites are regularly updated and tested. Formalized exchanges are carried out with the local emergency services. These visits make it possible to effectively understand the environments at the various sites and to respond more effectively in the event of an incident. The dedicated instructions for emergency situations are displayed at the entrance to the sites to supplement the arrangements in place and ensure a quicker response (access, isolating valves, risk areas, etc.).

All the sites have the capacity to contain a potential spillage accident, leak or fire extinction water thanks to the equipment in place (e.g. water-tight discharge areas, secure storage areas, shutter mechanisms, containment ponds, intervention kits and oil interceptors). This equipment is further enhanced each year to improve the prevention of spillage risks and is monitored.

For new construction operations (new sites, extensions or changes to existing sites), the protection systems are scaled in accordance with the potential risks. The receipt of this equipment is approved by the French national prevention and protection center (CNPP) in France. All of the Housing division sites are compliant with the APSAD regulations R4-5-7-18-19, and certificates of compliance are issued.

Actions rolled out in 2021

In the Boat division, 11 of the 12 sites in France are classed as regulated environmental protection facilities (ICPE¹). In the Housing division, six sites are classed as ICPE facilities. Each new industrial project is reviewed with the State services, making it possible to inform the services concerned of any changes made.

The "ETARE" plans for listed facilities are reported to the local and regional emergency services. Regular exercises are carried out with these emergency services to improve their ability to intervene at sites that they are already familiar with. Weekly tests to check that the fire sprinkler systems are working correctly are carried out at each production site and audits are regularly conducted to ensure that these checks are correctly followed up on.

In France, the Boat and Housing divisions are working closely with their insurers to look into new industrial projects and securing existing activities. Facilities are visited at all the sites, making it possible to highlight good practices and points for progress to be acted on with a view to reaching the levels of safety required for the entire Boat division. The HSEE manager is responsible for the environmental management program, overseen by the HSEE Department.

The Housing division reviewed its safety arrangements. A safety visit is carried out during the annual shutdowns at all of the sites in order to prevent any risks of malicious actions or fires breaking out. The division has also put a number of arrangements in place, including: setting up a specific cabinet for charging portable electrical equipment, setting up electrical shutdowns during non-

¹ Installation classée pour la protection de l'environnement

working hours, creating specific charging facilities for equipment that needs to be charged during non-working hours, defining a “security standard”, modifying the cabinets for chemical products, replacing the lighting with LEDs, etc.

In August 2021, the Housing division's industrial site in Luçon (Vendée) was affected by a fire. Several assessments were carried out following the fire to analyze the air, water and soil quality. The findings ruled out any

risk of contamination with asbestos and other chemical residues relating to any physical-chemical decomposition. The various fauna, flora and soil samples collected did not reveal any non-compliance cases. The teams have continued to carry out air and water checks in order to rule out any risk over time. This site's production activity was transferred to a neighboring site (Ste Hermine). All of the 122 staff concerned were able to resume their activity at the new site when it started up on January 3, 2022.

Key performance indicator

During FY 2021, the Housing division did not record any fire incidents. The environmental and industrial impact was managed effectively to ensure no impact for third parties.

STAKE 7: REDUCING THE ENVIRONMENTAL IMPACT OF OUR PRODUCTS DURING THEIR USE

Description of the risk

With particularly long lifespans and useful lives (30 to 40 years on average), recreational boats are used on seas, lakes and rivers around the world. The main environmental impacts relating to their use concern their propulsion systems and the gas emissions and noise generated by petrol or diesel combustion engines, as well as the composition and frequency of their antifouling paint, the wastewater generated on board and the behavior of users when navigating, moored or in port.

According to the BOATCYCLE European study¹ published in 2012, a boat's in-use phase is estimated to account for 93% of the greenhouse gas emissions generated by motorboats during their lifecycle. This proportion is 64% for sailing yachts. Groupe Beneteau has launched lifecycle analysis studies with a view to identifying potential areas for improvement.

Policy and objective

To better identify and reduce the environmental impacts of its products, Groupe Beneteau decided in 2021 to use the lifecycle analyses of boats as a decision-support tool. From the boat design phase, the teams work in three areas with a view to reducing the environmental impact of recreational boats: how their naval architecture and engineering (including their propulsion system) can improve the boats' overall performance levels; how to limit the consumption of raw materials and use more sustainable materials² (composites, timber, recycled or bio-sourced plastics); how to offer more comfort on board, while reducing energy consumption.

Naval architecture and engineering make it possible to reduce the boats' weight and design hulls that improve their buoyancy with a view to reducing engine consumption levels at sea. On-board energy management

covers renewable energy production (solar panels, wind power) and storage, as well as the choice of more energy-efficient equipment.

Communication to encourage best practices for the upkeep, maintenance and environmentally responsible use of boats is essential in order to limit the environmental impact of recreational boats. Groupe Beneteau's various brands regularly distribute messages for boat users aimed at raising their awareness. The boat maintenance manuals include the environmental best practices to be adopted for boat use, upkeep and maintenance.

The Housing division's eco-design approach is based on choosing environmentally-friendly materials, energy-efficient equipment and solutions that facilitate decommissioning, based in particular on the following aspects: choice of materials and components (phthalate-free products, timber from PEFC certified and environmentally-managed forests, recyclable steel, glass wool and cladding), optimization of leisure home water and energy consumption (LED lighting, A or A+ rated appliances, centralized technical management solutions for energy, outdoor lighting timers), simple cleaning and maintenance, landscaping integration of homes, optimization of leisure home deployment (reversibility, waste generated), reduction of impacts relating to upstream and downstream transportation.

Actions rolled out in 2021

In 2021, the R&D teams selected the IT tool that will make it possible to carry out lifecycle analyses (LCA) for all aspects of boat models. As this tool is under development, Groupe Beneteau is involved as a key contributor on account of the diversity and complexity of the models that it develops each year.

¹ See the European Commission site: https://webgate.ec.europa.eu/life/publicWebsite/index.cfm?fuseaction=search.dspPage&n_proj_id=3455

² See Stake 8 – Reducing the environmental impact of our industrial operations

Alongside this, the R&D teams carried out targeted analyses of boat subcomponents (e.g. natural fibers / glass fibers, recycled plastics / non-recycled plastics) making it possible to determine their respective environmental impacts and choose the most sustainable materials. Various tests are underway with suppliers to validate the use of recycled materials in the composition of sails and external fabrics (biminis).

The Product Marketing, R&D and Procurement teams made concrete progress with several projects for new electric propulsion models (motorboat, multihull and monohull sailing yacht).

Repositioned to offer a range of electric boats designed and developed to limit the environmental impact of using boats on inland waterways, the DELPHIA brand completed its development of the 100% electrically-powered D11 model. The prototype was built, tested and approved in 2021, making it possible to launch the model's sales in 2022.

In September 2021 at the Cannes Yachting Festival, the EXCESS brand presented its EXCESS 15 Hybrid prototype

(sail catamaran), representing a step forward for electric propulsion, efficient on-board energy management and overall savings on fossil fuel consumption. The BENETEAU brand presented the electric version of its Oceanis 30.1 prototype (monohull sailing yacht).

In 2021, the Housing division introduced a GREEN version of its IRM, O'Hara and BHI models. This version uses natural raw materials (wall and ceiling insulation with BIOFIB plant-based wool from French environmentally-friendly agriculture, worktop and table top in bamboo, Douglas fir timber cladding); materials from recycling (curtains with 80% recycled fibers, mattress with wadding made from recycled PET bottles); energy-efficient materials (photovoltaic panels, low-emission glazing¹, white roof limiting temperature rises in the leisure homes).

To further strengthen the landscape integration of leisure homes at the natural sites where they are located, and limit what may be considered as their visual pollution, the Housing division has worked with its supplier to jointly develop a 3D printed outer skin making it possible to reproduce the surrounding mineral or plant environment.

Key performance indicator

As several lifecycle analyses are underway in the Boat and Housing divisions, the key performance indicators will be reported subsequently.

STAKE 8: REDUCING THE ENVIRONMENTAL IMPACT OF OUR INDUSTRIAL OPERATIONS

Description of the risk

The industrial operations manufacturing products account for a significant percentage of the greenhouse gas emissions (the other significant percentage is linked to the use phase). As part of its environmental management programs, Groupe Beneteau looks to reduce the environmental impact of its industrial operations relating to the production of recreational boats and leisure homes.

Policy and objective

The areas for work making it possible to limit the environmental impact of production operations and greenhouse gas emissions are based on reducing the consumption of raw materials, improving the energy efficiency of production sites, reducing greenhouse gas and pollutant emissions, and ensuring effective control over waste generation. To date, Groupe Beneteau does not have a climate change policy.

Part of this objective to reduce the environmental impact of industrial operations is covered by the design choices for boats, which make it possible to limit the consumption

of raw materials and use more sustainable materials (composites, timber from sustainably managed forests, bio-sourced or recycled plastics). For boat production, the environmental management program defines the framework for the actions carried out at the production sites. These actions are then checked in connection with the ISO 9001, 14001 and 50001 certifications, which are based on environmental analysis, setting up improvement plans with significant impacts, and setting objectives with a view to respecting commitments for the certified sites in France and Poland. Over the coming years, the scope for certified sites is expected to increase.

The Housing division is following an ISO 14001 approach, although without aiming to renew its certification.

Timber is used to produce interior fixtures and fittings for the boats and leisure homes, as well as their timber frames. Timber is a renewable resource and the Group aims to optimize its consumption and increase the percentage of timber from environmentally-managed forests in order to ensure the sustainability of resources.

¹ The low-emission glazing provides a high level of thermal insulation and reduces heat loss.

Actions rolled out in 2021

The actions rolled out concern the following aspects: consumption of raw materials, energy performance, VOC emissions and waste.

With regard to the consumption of raw materials, the Group is continuing to deploy more efficient machines, making it possible to limit resin and gelcoat consumption during injection and infusion. Non-structural composite parts (hoods) have been produced for certain boat models using natural fibers instead of fiberglass. The use of these fibers, which are produced and processed locally, consume less water and fit between the cycles of crops intended for people and animals, is in line with Groupe Beneteau's commitment to researching and finding sustainable solutions.

Resin characterization work has also been launched for the various resins (recyclable thermoplastics, biosourced polyester). Several trials have been carried out on non-structural boat parts with a view to deploying these practices for production operations from 2022.

The Group is rolling out actions at all the production sites to improve energy performance, including: thermal insulation of buildings (roofing or cladding) when they are subject to work, centralized monitoring of energy (setting up central technical management systems and operational monitoring of energy consumption), installation of destratifiers (ensuring better consistency of heat and avoiding heat loss in the molding units, which represent 60% of gas consumption), detection of compressed air leaks (monitoring of consumption levels and checking of installations, because compressed air represents 10% of energy consumption), optimization of ventilation in the units, installation of LED lighting, integration of energy performance criteria into purchases, optimization of heating use, rollout of a vehicle booking and ride-sharing system, and employee awareness actions. For the Boat plants in the Pays de Loire region (France), the target is to improve energy performance by 3%.

Pollutant emissions are linked primarily to volatile organic compounds (VOC) with the composite activities (use of resins, gelcoats, adhesive sealants and solvents) and woodwork activities (varnishing wood) for building recreational boats. Each year, the Group sets itself a target to reduce its emissions compared with the previous year. It is putting in place the following actions in two areas:

- Composite materials: focusing in priority on injection and infusion techniques, replacing resins and adhesive sealants with low-styrene products, reducing acetone consumption;
- Timber: reducing consumption of solvent-based varnishes (replacement with water-based varnishes).

Each year, the material assessments and solvent management plans are communicated on with the stakeholders concerned. Over the past 10 years, contact resin consumption levels were reduced by a factor of 10 thanks to the use of lower-emission resins and technologies. Year after year, this has made it possible to improve employee health and safety, while reducing VOC emissions.

To ensure effective control over waste generation with its industrial operations, the Group aims to manage waste production effectively by reducing its consumption of materials, increasing its recovery and recycling rate for non-hazardous waste and certain hazardous waste products, and adopting solutions to reduce the transportation of waste.

Waste management focuses on recycling actions, then waste recovery, limiting its transfer to landfill and the generation of hazardous waste. All of the sites sort their waste, with various channels for recovery and reclamation, particularly for packaging (cardboard, plastics, metals) and timber. The non-hazardous waste that cannot be recycled is used to produce energy (incineration). Each ton of waste processed enables the provider to produce 30KWh of electricity. Actions are rolled out to increase hazardous waste recovery (regeneration of acetone-contaminated waste, WEEE and batteries, recycling or reuse of containers after washing, decontamination and recycling of steel from containers). Most of the hazardous waste is incinerated with energy recovery systems by our providers.

2021 results

In 2021, all of the ISO 9001, 14001 and 50001 certifications were renewed.

Key performance indicators

Most of the environmental indicators are presented as a ratio in relation to the number of hours worked, which include temporary staff. VOC and CO₂ emissions increased in 2021. The data on raw materials, water and energy consumption is appended.

Volatile organic compound (VOC) emissions

Scope - Production sites	2022 target	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)	2015-16 (12 months)
Production site VOC emissions	77.5	92.9	78.3	79.2	110
kg / 1000 hours worked		+18.6%	-1.2%	-7%	

Carbon dioxide (CO₂) emissions

Scope - Production sites	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
CO ₂ emissions linked to energy consumption	2.69	2.51	2.41
kgCO ₂ eq / 1000 hours worked	+11.6%	+4%	

Non-hazardous waste recycling / recovery rate

Non-hazardous waste recycling and recovery rate - Production sites	2022 target	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
France	75%	72.4%	80.5%	72.4%
Group	66.3%	61.3%	65.6%	65.3%

STAKE 9: DEVELOPING RESPONSIBLE PROCUREMENT AND LONG-TERM SUPPLIER RELATIONS**Description of the risk**

As the contracting authority, Groupe Beneteau ensures that its suppliers make a positive contribution to social and environmental commitments, and that they respect human rights.

Policy and objective

With its suppliers, Groupe Beneteau is committed to a sustainable development approach, ensuring ethical business practices. The Procurement function is a key player within the CSR strategy of Groupe Beneteau, which wants to establish long-term, trust-based relationships with its suppliers and subcontractors. The Group's responsible procurement policy engages all stakeholders across its value chain.

Actions rolled out in 2021

Several members of the Boat division's Procurement team were trained on responsible purchasing in 2021.

Groupe Beneteau continued to promote its Supplier Code of Conduct, which is available in seven languages (French, English, Italian, Spanish, Polish, German, Chinese), with all of its production subcontractors and suppliers. Strategic

1 See Stake 2 – Ensuring product quality for consumer safety

suppliers and all new suppliers are asked to sign the Supplier Code of Conduct.

As a result of the health crisis and the travel difficulties, certain Supplier Quality Assurance audits, focused on quality, environmental and social criteria, were not able to be carried out and were rescheduled¹.

To ensure effective understanding of its core strategic pillars, Groupe Beneteau brought together its Boat division's main suppliers during the Purchasing Symposium held alongside the Nautic Paris Boat Show in December 2021. Product innovation aspects with an environmental focus were widely covered in order to encourage co-development projects with its suppliers on stakes such as the sustainability and recyclability of materials or energy generation.

Created through a co-development with its suppliers, the EXCESS 15 Hybrid sail catamaran represents a major step forward towards electric propulsion, efficient on-board energy management and overall savings on fossil fuel consumption. The prototype was presented at the Cannes Yachting Festival in September, then recognized in the Boat Builder Awards in November 2021.

As part of its eco-design approach, the Housing division applies a responsible procurement policy for materials

and components with a view to limiting the environmental impact of leisure homes¹.

Key performance indicator

Percentage of production purchases placed with local suppliers in France: 39%

STAKE 10: CONTRIBUTING TO THE DECONSTRUCTION CHANNELS

Description of the risk

In France, two eco-organizations - APER and Eco Mobil-Home - are respectively in charge of the decommissioning channels for recreational boats and leisure homes at the end of their lives. Recreational boats reach the end of their lives 40 years after being built, while leisure homes have a lifespan of a dozen years.

Policy and objective

For many years, Groupe Beneteau has been actively engaged in the decommissioning sectors. In France, where the decommissioning sectors are structured, it actively participates in the work carried out by the two eco-organizations and sits on their executive bodies.

To date, APER is the only eco-organization in the world specialized in the deconstruction of decommissioned boats, and no other countries have put similar obligations in place for the boat sector. The French sector aims to decommission 20,000 to 25,000 boats by 2023.

Actions rolled out in 2021

In addition to its major financial contribution relating to its activity bringing products to the market, Groupe Beneteau is actively involved in the governance of the eco-organization APER through three representatives on its Board of Directors, including two members who were also elected to be part of its Office, including the role of Chairman.

2021 results

In 2021, APER decommissioned 2,392 recreational boats in France, with the participation of around 100 member companies (companies that bring products to the market) and 26 treatment centers.

Since it was set up in 2019, APER has decommissioned a total of 4,014 boats.

Key performance indicator

Percentage of the target achieved for 20,000 boats to be decommissioned by 2023: 20%

The Covid-19 pandemic has led to a one-year delay with the implementation of this objective.

8.3.3 ANTI-CORRUPTION

STAKE 11: ENSURING ETHICAL BUSINESS PRACTICES

Description of the risk

Ensuring ethical business practices is necessary for Groupe Beneteau to carry out its activities in a responsible way in relation to all of its stakeholders, in all countries. This requires it to assess all of its commercial partners (suppliers, dealers) and subcontractors. The Boat activity's subcontractors primarily concern mold production, fiberglass cutting and timber parts production. The main risks concern the monetization / leak of confidential information concerning development projects, money laundering and the financing of terrorism, as well as risks relating to the legacy responsibility inherited from these subcontractors.

Policy and objective

The framework created by the Code of Ethics and Code of Conduct, which apply to all of the Group's employees, was further strengthened with the adoption of the Supplier Code of Conduct (see Stake 5 concerning responsible procurement). The procedure to set up contracts with subcontractors, suppliers or dealers for the Boat business is subject to the risk assessment relating to the activity (chemical products, timber, upholstery, transport, construction, secondment of production staff, intellectual services for architects and designers, fleets) and the country where they are based. This approach is also applied for the Housing division.

¹ See Stake 7 - Reducing the environmental impact of our products

Actions rolled out in 2021

The online training course on Groupe Beneteau's anti-corruption program was provided in three languages - French, English and Polish - for managers in all of the business units, as well as all of the teams with the most

exposure to the corruption risk (Procurement, Customs, Finance, Sales and Sales Administration).

2021 results

In total, 641 staff were trained in France, Italy, Poland and the United States, representing 88% of the target group.

Key performance indicators

All of the executives¹ present at December 31, 2021 were trained on the corruption risk.

Percentage of strategic suppliers that have signed the Supplier Code of Conduct: To date, 68% in the Boat division and 66% in the Housing division.

8.3.4 HUMAN RIGHTS**STAKE 12: SAFEGUARDING HUMAN RIGHTS AND FUNDAMENTAL FREEDOMS; COMBATING DISCRIMINATION, GENDER INEQUALITY AND HARASSMENT****Policy and objective**

Present in Europe (France, Poland, Italy) and the United States for its industrial activity, and operating in the Asia-Pacific region from a commercial representative office in Hong Kong, Groupe Beneteau is committed to respecting and safeguarding human rights and fundamental freedoms in all activities and with all of its stakeholders. The Code of Ethics, Code of Conduct and whistleblowing procedure apply to all employees worldwide and set out the fundamental framework for this commitment. The Supplier Code of Conduct also includes the aspects relating to human rights and fundamental freedoms.

Groupe Beneteau is opposed to all forms of discrimination, harassment and inequality in terms of opportunities or treatment and gender inequality. The Group is also moving forward with actions to support people with disabilities and professional restrictions, and is committed to ensuring a safe and healthy work environment within which each employee can fulfill their potential.

Actions rolled out in 2021

The Group set up a toll-free number in France offering free and anonymous access to a psychologist to address potential difficulties.

2021 results

No alerts were recorded in these areas with the whistleblowing system.

The ethics and compliance whistleblowing arrangements have been rolled out across Groupe Beneteau. They enable employees and third parties to report any breaches or infringements of ethics, in accordance with the French Sapin II law of December 9, 2016, relating to transparency, the fight against corruption and the modernization of economic life, and the French Duty of Vigilance law of March 27, 2017, relating to the duty of vigilance for parent companies and companies that subcontract work.

Alerts may be reported in several languages with the online platform: alert.beneteau-group.com.

Key performance indicators**Gender equality index (France)**

Subsidiaries - France	At end-2021	At end-2020	At end-2019
SPBI	79/100	89/100	79/100
Construction Navale Bordeaux	83/100	77/100	77/100
BIO Habitat	54/65*	92/100	88/100

* Two of the five indicators were not able to be calculated in 2021, as detailed below

Indicators	Max. number of points/indicator	SPBI	Construction Navale	BIO Habitat
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¹ This training included two members of the Board of Directors.

Bordeaux				
1. Pay gap (%)	40	39	38	39
2. Individual pay rise gaps (% points)	20	10	20	NA
3. Promotion gaps (% points)	15	15	5	10
4. Percentage of employees awarded pay rises when returning from maternity leave (%)	15	15	15	NA
5. Number of employees whose gender is under-represented among the top 10 earners	10	0	5	5
Gender equality index (FY 2021)	100	79	83	54/65

The index rating (out of 100 points) is calculated for the Groupe Beneteau subsidiaries based on five indicators: the gender pay gap, the individual pay rise gap, the promotion gap, the number of employees awarded pay rises when returning from maternity leave, and parity among the top 10 earners.

Women represent 29.6% of the Group's global workforce and this percentage has been progressing for the past three years. This percentage is consistent with the data published by the French national statistics office (INSEE) for the manufacturing industry.

People with disabilities (France)¹

France scope at year-end	at Dec 31, 2020	at Aug 31, 2019	at Aug 31, 2018
Number of units of value recognized for people with disabilities	353	365	370.1
% of the average French headcount	6.7%	6.9%	7.0%

8.3.5 ANTI-TAX EVASION

STAKE 13: PROTECTING THE COMPANY AGAINST RISKS RELATING TO TAX EVASION AND FRAUD

Description of the risk

This stake covers two risks: tax fraud and tax evasion. Internally, this involves protecting against tax fraud within the company, while externally, it involves preventing the Group from involuntarily acting as a facilitator for tax fraud by its customers.

Policy and objective

In the Boat division, the sales model is based on a distribution network made up of independent dealers. Due diligence checks are carried out depending on the potential customer's location and activity (dealer or charter professional). Stronger due diligence is systematically applied for any boat orders from third parties that are not Group dealers and/or that have a corporate purpose that is not connected to the boating sector.

In the Housing division, this risk is not significant because sales are handled exclusively through a European network of professional customers.

¹ Data are reported to URSSAF in May for the year ended December 31, i.e. after the publication of the management report. The data for 2021 are therefore not available, and the number of units of value reported in the sustainability performance report at December 31, 2020 corresponds to the submission filed with URSSAF in May 2021 by the French entities (BIO Habitat, Construction Navale Bordeaux and SPBI).

Actions rolled out in 2021

Any new dealer customers for the Boat business are assessed based on their level of risk in relation to their activity and/or the country where they are located. The assessment procedures have been distributed to the sales, sales administration and financial teams for application.

Each renewal of a standard distribution contract now includes an anti-corruption and money laundering clause.

2021 results

The internal control test campaign made it possible to check the application of the due diligence procedure. This campaign's results support ongoing efforts in 2022 to provide information and communicate on the verification best practices applied by third parties.

At December 31, 2021, Groupe Beneteau had six boat dealers (out of 1,255 points of sale worldwide) located in two countries with strong boat tourism sectors and maritime traditions that are included on the list of countries classed as uncooperative for tax purposes by the European Union (Panama and Seychelles).

8.4 Appendix – Non-financial data

8.4.1 HR DATA

HEADCOUNT AT YEAR-END - GROUP SCOPE

Headcount per country - permanent and fixed-term contracts	at Dec 31, 2021	at Dec 31, 2020	at Aug 31, 2019
France	5,050	5,256	5,526
Poland	1,657	1,555	1,668
United States	516	467	811
Italy	250	241	317
Slovenia	NA	NA	40
Hong Kong	9	9	NA
Headcount- Group	7,482	7,528	8,362

Headcount per business line - permanent and fixed-term contracts	at Dec 31, 2021	at Dec 31, 2020	at Aug 31, 2019
BENETEAU SA	39	42	37
Boats - France	4,232	4,441	4,676
Boats - Other countries	2,372	2,215	2,780
Boat headcount	6,604	6,656	7,456
Housing - France	779	773	813
Housing - Other countries	60	57	56
Housing headcount	839	830	869
Group headcount	7,482	7,528	8,362

Breakdown of the workforce by status	at Dec 31, 2021	at Dec 31, 2020	at Aug 31, 2019
Permanent contracts	92%	92.4%	90%
Fixed-term contracts	8%	7.6%	10%

Workforce: permanent, fixed-term and temporary contracts	at Dec 31, 2021	at Dec 31, 2020	at Aug 31, 2019*
Permanent contracts	6,881	6,957	5,376
Fixed-term contracts	601	571	150
Registered headcount	7,482	7,528	5,526
Temporary staff - France	1,015	369	800
Total headcount	8,497	7,897	6,326

* Data exclusively for France

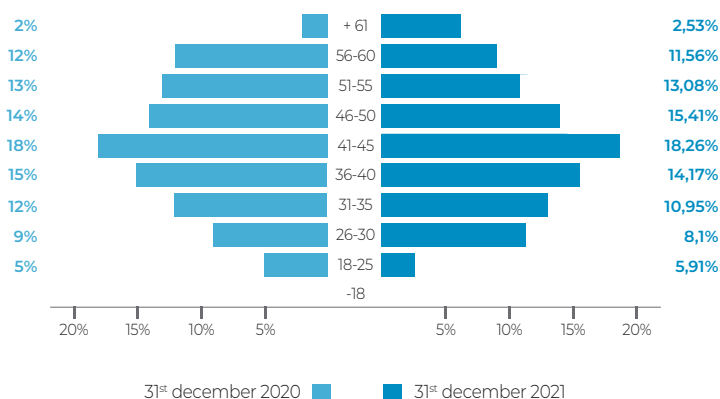
Breakdown of the workforce by category	at Dec 31, 2021	at Dec 31, 2020	at Aug 31, 2019
Employees and operatives	74.3%	74%	73.1%
Other*	25.7%	26%	26.9%

* The "Other" category includes technicians, supervisors and managers.

Percentage of female staff per category	at Dec 31, 2021	at Dec 31, 2020	at Aug 31, 2019
Other*	29.1%	27.9%	28.7%
Employees / operatives	29.7%	28.7%	27.5%
Group scope total	29.6%	28.5%	27.8%

* The "Other" category includes technicians, supervisors and managers.

Age pyramid for Groupe Beneteau employees



ORGANIZATION OF WORKING TIME - GROUP SCOPE

At year-end	at Dec 31, 2021	at Dec 31, 2020	at Aug 31, 2019
Percentage of part-time staff	3.7%	3.9%	3.7%
Staff working nights	155	115	147

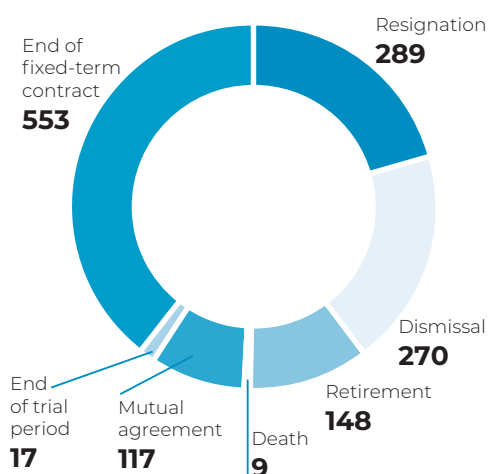
Team-based work, in shifts or overnight, primarily concerns molding / composite activities in the Boat business, in line with the production cycles and processes

used. To be classed as working nights, staff had to work for more than 120 nights during the year.

RECRUITMENTS AND DEPARTURES DURING THE YEAR - GROUP SCOPE

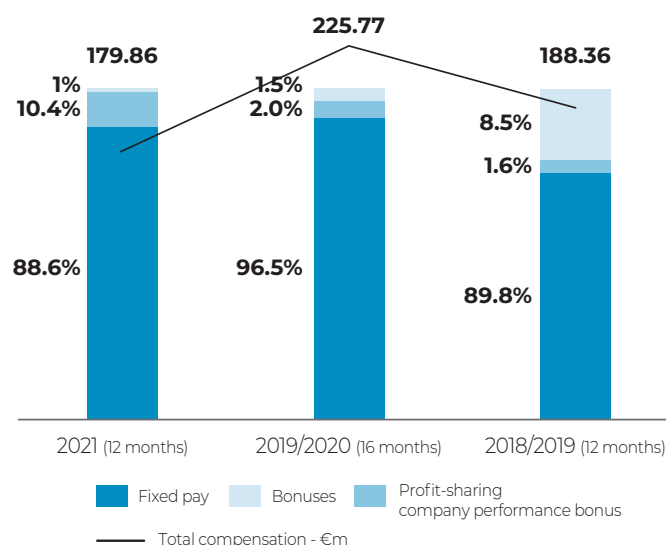
Recruitments	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
Permanent contracts	777	507	1,053
Fixed-term contracts	583	663	643

Reasons for departures for permanent staff - Group scope



Turnover rate - Permanent staff	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
France	8.1%	3.79%	4.51%
Group	10.3%	9.09%	8.09%

COMPENSATION - FRANCE



The compensation policy aims to optimize the balance between the various forms of compensation. It is based around three principles: the market value for positions based on a local market benchmark, the level of inflation and individual performance.

In addition to their fixed pay, staff benefit from a system of profit-sharing and performance-related bonuses;

alongside this, executive-grade staff are entitled to a variable compensation package based, depending on their positions, on the company's results and their individual or commercial performance levels.

Agreements relating to the mandatory annual negotiations were signed in the French companies SPBI, Construction Navale Bordeaux and BIO Habitat in FY 2021.

COLLECTIVE AGREEMENTS - FRANCE

32 collective agreements were signed and filed with DIRECCTE, the French Regional Department of Enterprise, Competition, Consumer Affairs, Labor and Employment, in FY 2021.

USE OF SUBCONTRACTING - GROUP SCOPE

The Boat business subcontracts its composites and joinery operations. In the Housing business, subcontracting primarily concerns furniture, wiring bundles and frameworks. Production purchases with subcontractors

are defined as all the services purchased to replace work in the plants.

For 2021, subcontracting represented the equivalent of 204 FTEs for all of the Group companies.

TACKLING FOOD WASTE

The Group works with external providers for catering services at its production sites. These providers are committed to tackling food waste. Prevention and

awareness actions are carried out by the providers on site, such as setting up food waste composting at the Bordeaux site.

8.4.2 DATA RELATING TO STAKE 2: ENSURING PRODUCT QUALITY FOR CONSUMER SAFETY

CERTIFICATION OF THE BOAT DIVISION'S PRODUCTION SITES

Production sites	ISO 9001 certification Quality management	ISO 14001 Environmental management	ISO 50001 Energy performance improvement
France: SPBI	Yes - AFNOR	Yes - AFNOR	Yes - AFNOR
Poland: Ostroda	Yes - DNV-GL	Yes - DNV-GL	No
Poland: Delphia	Yes - PRS	No	No

The certifications of the subsidiaries indicated above were all renewed in FY 2021. The Bordeaux production site (France) is committed to a process with a view to achieving ISO 9001 certification by 2022. The Cadillac (USA) and Monfalcone (Italy) production sites are not certified.

8.4.3 DATA RELATING TO STAKE 3 - DEVELOPING THE SKILLS REQUIRED FOR THE COMPANY'S SUSTAINABLE PERFORMANCE

France scope - Cost of training / payroll indicator: 0.9%

8.4.4 DATA RELATING TO STAKE 8 - ENVIRONMENTAL IMPACT OF INDUSTRIAL OPERATIONS

CONSUMPTION OF RAW MATERIALS (RESINS, GELCOATS, TIMBER)

The main raw materials used by the Group are resins, gelcoats and timber.

Resins and gelcoats - Boat business*	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
Tons / million hours worked	1,143	1,018	998 -9.1%

* The Housing division's production activity is excluded as it does not consume any resins or gelcoats.

Group scope	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
Percentage of timber from environmentally-managed forests	71.2%	78.45%	Not monitored

WATER CONSUMPTION

Water consumption is linked to the Boat business for filling its test tanks and carrying out water-tightness testing, as well as sanitation purposes. This last area accounts for one quarter of water consumption. The change in total water consumption over the years is linked to the renewal of

water in the test tanks, which are emptied approximately every three years. The water used comes from the public network and wells for certain sites. At the sites where this is possible, water consumption levels are monitored on a regular basis with a view to minimizing the risk of leaks.

Water - Scope: Production sites	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
Cu.m / million hours worked	7,508	9,306	6,743
	-19%	+38%	

SITE ENERGY CONSUMPTION

Electricity is used for production site operations and lighting. Gas is used to heat the industrial buildings and certain administrative buildings.

Scope - Production sites	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
Electricity consumption kWh / 1000 hours worked	3,744	3893	3,620
Gas consumption kWh GCV / 1000 hours worked	8,713	7,453	7,352
			-6.5%
Percentage of renewable electricity	9.63%	6.23%	Not monitored

COMPLIANCE RATE FOR INDUSTRIAL WATER DISCHARGES

All the Group's sites have oil interceptors which are regularly maintained and make it possible to treat water before it is discharged into the natural environment. Water discharges are monitored with regular measurements.

French scope - Production sites	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
Compliance rate	95.5%	96%	93.4%

ENSURING EFFECTIVE CONTROL OVER WASTE GENERATION

Tons of waste generated per million hours worked	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
Production sites - France	2,276	1,756	1,726
Production sites - Group	2,017	1,544	1,435

WASTE TREATMENT

Scope - Production sites Type of waste (tons)	2021 (12 months)	2019-20 (16 months)	2018-19 (12 months)
Recycled non-hazardous waste	5,259	3,933	2,884
Recovered non-hazardous waste	8,891	11,075	10,189
Non-hazardous waste sent for landfill	8,933	7,861	6,936
Hazardous waste	1,359	1,981	1,748
Total quantity of industrial waste	24,442	24,850	21,757

8.5 CSR reporting methodology and scope

REPORTING PROCEDURE

The procedures to be implemented for measuring and reporting on Groupe Beneteau's corporate social responsibility indicators are described and developed in a methodological guide. This guide aims to ensure the reliability of data collection and consistency between the data collected from the various subsidiaries. It is updated each year.

The Group uses software for collecting and consolidating its sustainability reporting information. Data are entered by the various contributors in the software and then checked and analyzed by the CSR leaders, who coordinate the preparation of the sustainability performance report. Various checks, some of which are automatic, are carried out to ensure the reliability of the data. The software collection matrixes and the methodological guide are translated into English for the international subsidiaries.

REPORTING PERIOD

The data collected cover the period from January 1 to December 31, 2021.

REPORTING SCOPE

The "Group scope" refers to the reporting scope that has gradually been extended with a view to covering the Group's financial scope.

The scope for companies included in the CSR reporting framework at December 31, 2021 includes:

- The French companies,
- The companies located in Poland, the United States, Italy and Hong Kong.

GB Portugal, which was acquired in 2021, will be consolidated from FY 2022.

"Production site scope" refers to the reporting scope that comprises the subsidiaries with production activities from the Boat and Housing divisions.

SCOPE FOR INDICATORS

As some of the data reported is required exclusively in France, the companies in other countries were excluded from the scope for certain indicators in order to ensure the relevance and reliability of the data published. The scope for each indicator is presented in the indicator's heading.

The French scope corresponds to 67.5% of the Group's workforce.

Various indicators have been identified as not being relevant for some of the companies from the Group scope and, as such, do not cover the full scope. More specifically, this concerns:

- Safety indicators, environmental indicators and indicators relating to suppliers and subcontractors that exclusively concern companies with production activities (production sites scope),
- The indicator relating to resin and gelcoat consumption: only the companies from the Boat division, which use resins and gelcoats, have been taken into account.

UNAVAILABILITY OF CERTAIN DATA

For certain collection points and certain indicators, certain data items were unavailable at the time of the data collection campaign. In these cases, the data were estimated by applying the ratio from the previous year to the number of hours worked during the reporting period.

CLARIFICATIONS CONCERNING CERTAIN INDICATORS

SOCIAL AND SOCIETAL SECTION

Workforce

This concerns staff linked by an employment contract to one of the companies from the scope, whether they are full-time or part-time, remunerated or non-remunerated positions. The workforce figures taken into consideration are those recorded at December 31.

Staff made available to another company and still employed by a company from the Group scope (seconded staff and expatriates), professional development and apprenticeship contracts, international work placements (VIE), work-based training contracts, staff on maternity, paternity and parental leave, as well as staff on sabbatical leave, unpaid leave, business start-up leave, long-term leave or sick leave are recorded in the workforce. Corporate officers, temporary staff, staff seconded by another company, retired staff, subcontractors and interns are not taken into account here.

Recruitment

A recruitment corresponds to any fixed-term or permanent employment contract entered into during the period in question. Transfers from fixed-term contracts to permanent positions, transfers from professional development contracts to permanent or fixed-term contracts, transfers from temporary contracts to permanent or fixed-term contracts, and transfers from internships to permanent positions are treated as recruitments on permanent contracts. Two successive fixed-term contracts, set up for the same purpose, are counted as two recruitments if there is a break between the two contracts. Otherwise, only one recruitment is recorded. Two successive fixed-term contracts that have been renewed for different reasons are treated as two recruitments. Internal transfers within the Group scope are not considered to be recruitments.

Turnover

Turnover for permanent staff corresponds to departures by permanent employees during the year in question, initiated by the employer or employee, divided by the average permanent headcount for the year. The following reasons for departures are taken into account: resignation, dismissal, breaches of contracts and termination of probation periods.

Permanent headcount

The permanent headcount comprises staff with a permanent employment contract. It therefore excludes people employed by an external company, fixed-term contracts, apprenticeship or professional development contracts and interns.

Absenteeism

The figures cover absences due to illness, occupational illness, part-time arrangements for people receiving treatments, occupational accidents (including time when people have had to stop work on the day of their accident), as well as unpaid absences (leave for personal reasons and unjustified absences). Leave entitlements for family events are excluded. The theoretical number of hours worked corresponds to the number of hours theoretically worked in accordance with the employment contracts, excluding paid leave, "RTT" days off in lieu under the French reduced working week system, and public holidays.

Occupational accidents

Accidents travelling to and from work are not taken into account. Temporary staff, trainees, expatriates and service providers are excluded from this calculation.

Accidents that have only resulted in work being stopped on the day of the accident are not taken into account. Relapses relating to an initial occupational accident are not counted as a new occupational accident. Occupational accidents that have not been recognized by the administrative authorities are not taken into account. Occupational accidents that have been disputed by the employer are taken into account, unless they have not been recognized by the administrative authorities.

Actual time worked

Time worked includes all the hours of presence within the company (including training time, time spent as staff representatives and any time in the infirmary), in addition to time for training outside the company. The theoretical number of hours per day for employees working on a day basis has been defined by each company based on the employee's category.

Number of days off work following an accident

Any cases when employees have to take time off work are taken into account, irrespective of the period for which they may be off work, but the day of the accident itself is not counted, unless the date when the work stoppage is reported coincides with the date of the accident. Days off work during the reporting period relating to relapses following an initial occupational accident are taken into account. In such cases, the day of the relapse is also counted. Days off work following an occupational accident that has not been recognized by the administrative authorities are not taken into account. Days off work following an occupational accident that has been disputed by the employer are taken into account, unless they have not been recognized by the administrative authorities. Days off work are counted on a calendar day basis.

Frequency rate

The frequency rate is the number of occupational accidents resulting in time off work x 1,000,000 / actual number of hours worked.

Severity rate

The severity rate is the number of days off work for occupational accidents x 1,000 / actual number of hours worked.

Training

Training includes any operations provided for a company employee, whether they are provided by an external party or not, and which are subject to a certificate of presence formalized with an attendance sheet and program. The number of hours of training per employee is calculated based on the average permanent headcount.

Number of units of value recognized for people with disabilities

The scope includes people with recognized disabilities in connection with the annual declaration filed with AGEFIPH, the French association for the management of funding for the integration of disabled people (French scope). The number of units of value is calculated on the company scope, including temporary staff and subcontractors.

Production purchases with subcontractors

Production purchases with subcontractors are defined as all the services purchased to replace work in the plants.

Local suppliers in France

Local suppliers are suppliers located in the Brittany, Pays de la Loire, Poitou-Charentes and Aquitaine regions of France. The reference address is the billing address.

ENVIRONMENTAL SECTION**ISO 14001 certification**

The sites or subsidiaries taken into account are those with a valid ISO 14001 certificate at December 31 of the year in question. For a multi-site certificate, all the sites are recorded as certified.

Volatile organic compound (VOC) emissions

VOCs or volatile organic compounds concern any organic compound, excluding methane, with a steam pressure of 0.01 kPa or more at a temperature of 293.15 Kelvin or corresponding volatility under specific usage conditions. As a minimum, organic compounds contain the element carbon and one or more of the following elements: hydrogen, halogens, oxygen, sulfur, phosphorus, silicon or nitrogen (with the exception of carbon oxides and inorganic carbonates and bicarbonates). They are emitted either through combustion or evaporation. Emissions are assessed by calculating a material assessment based on the quantities of products containing VOCs. The emission factors are taken from the guide for preparing a framework for effectively managing VOC emissions in the composites sector (Guide de Rédaction d'un Schéma de Maîtrise des Emissions de COV dans le Secteur des Composites), published in 2004 and drawn up with the technical inter-industry center for atmospheric pollution research (CITEPA), the composites and plastics processing industry association (GPIC), the boating industry federation (FIN) and the plastic materials producers union (SPMP).

Waste

The following classification is applied:

- Recycled non-hazardous waste: cardboard, PVC, paper, copper, plastic, scrap metal, plaster,
- Recovered non-hazardous waste: waste timber and sawdust for the Boat business,
- Non-hazardous landfill waste: all other items, inert waste,
- Hazardous waste: glues, paints, resins, batteries, bulbs / neon lighting, medical waste.

Recycling

Reprocessing of materials or substances contained in waste through a production process in such a way that they are used to create or incorporated into new products, materials or substances for their initial purpose or other functions. This includes the reprocessing of organic materials, but notably excludes reclamation for energy, conversion for use as a fuel,

processes involving combustion or use as an energy source, including chemical energy, or backfilling operations.

Reuse

Direct use of waste, without applying any techniques to process it, such as the reuse of pallets for instance.

Recovery

Use of waste to produce an energy source or to replace an element or material.

Burial

Storage underground or disposal in landfill.

Water consumption

Quantity of water specifically used for the site's requirements (domestic or industrial use).

Energy consumption

Total quantity of electricity (kWh) or gas (kWh GCV) purchased or produced and consumed by the sites. With regard to gas consumption, only natural gas is taken into account. Propane consumption is excluded from the calculation.

Greenhouse gas emissions

This concerns energy-related emissions. The emission factors are taken from the ADEME Carbon Base. These factors take into account upstream emissions and combustion levels for the facility.

Resin and gelcoat consumption

Resin and gelcoat consumption is measured based on the quantities consumed during the period in question.

8.6 Application of the European Taxonomy

8.6.1 PRESENTATION OF THE EUROPEAN TAXONOMY

The green taxonomy regulation is a key part of the European Commission's sustainable finance action plan, which aims to reorient capital flows towards a more sustainable economy. The Taxonomy is a classification system for environmentally "sustainable" economic activities.

As the Group is subject to the obligation to publish non-financial information pursuant to Article 29a of Directive 2013/34/EU, Groupe Beneteau is included in the scope of Article 8 of the EU taxonomy regulation and must therefore report to what extent its activities are associated with economic activities classed as sustainable.

The environmental objectives set out in the EU taxonomy regulation are as follows: climate change mitigation, climate change adaptation, sustainable use and protection of water and marine resources, transition to a

circular economy, pollution prevention and control, protection and restoration of biodiversity and ecosystems. To date, technical screening criteria have been determined for the first two objectives relating to the climate through a delegated act¹.

For the 2021 reporting period, Article 8 of the delegated act² covers limited information, i.e. the proportion of taxonomy-eligible and taxonomy-non-eligible economic activities in total revenues, the capital expenditure (CAPEX), and certain operating expenditure (OPEX) (the "KPIs").

The specifications for the KPIs are determined in accordance with Annex I of Article 8 of the delegated act. Groupe Beneteau determined the taxonomy-eligible KPIs in accordance with the legal requirements, as presented in the methodology below.

8.6.2 GROUPE BENETEAU ACTIVITIES

Principal activity

All of the taxonomy-eligible economic activities listed in the Delegated Act relating to the Climate were reviewed.

In our analysis, we took into consideration the FAQ published on February 2, 2022, which states, in question 9, that the technical criteria are not retained to determine the eligibility of the activities covered in article 3.3.

Following an in-depth review involving all of the Group's relevant departments, the principal economic activity eligible for the taxonomy is the manufacture of low carbon technologies for transport, covered in article 3.3.

The activity building recreational boats (NACE code 30.12) is referred to in article 3.3.I of the European regulation, relating to sea and coastal water transport vessels.

¹ Commission Delegated Regulation (EU) 2021/2139 supplementing Regulation (EU) 2020/852 by establishing the technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to climate change mitigation or climate change adaptation and for determining whether this economic activity causes no significant harm to any of the other environmental objectives.

² Commission Delegated Regulation (EU) 2021/2178 supplementing Regulation (EU) 2020/852 by specifying the content and presentation of the information to be disclosed by the undertakings subject to Articles 19 bis or 29 bis of Directive 2013/34/EU regarding environmentally-responsible economic activities, and specifying the methodology to comply with this disclosure requirement.

The Group has not identified any other economic activity as a relevant emissions source.

Eligible economic activity	Description	NACE code	Climate change mitigation	Climate change adaptation
3.3. Manufacture of low carbon technologies for transport	<p>Manufacture, repair, maintenance, retrofitting, repurposing and upgrade of low carbon transport vehicles, rolling stock and vessels.</p> <p>The economic activity manufactures, repairs, maintains, retrofits, repurposes or upgrades [...] sea and coastal freight water transport vessels, vessels for port operations and auxiliary activities, that are not dedicated to transporting fossil fuels.</p>	C30.1	✓	

The proportion of taxonomy-eligible economic activities within our total revenues was calculated as the share of net revenues from products and services associated with the taxonomy-eligible economic activities (numerator) divided by the net revenues (denominator), in each case for the financial year from January 1, 2021 to December 31, 2021. The denominator for the turnover KPI is based on our consolidated net revenues in accordance with IAS 1.82 (a).

Our consolidated net revenues can be reconciled with our financial statements; refer to the income statement and Note 4 in our 2021 annual report ("Net revenues").

As a result, the key performance indicator for turnover came to 85.1%.

Capital expenditure

Groupe Beneteau reviewed the definition of the numerator for the key performance indicator concerning capital expenditure, presented in point 1.1.2.2 of Annex I to the Delegated Regulation and in the draft FAQ published by the European Commission on February 2, 2022 (Question 11), clarifying the eligible capital expenditure.

Groupe Beneteau concluded that:

a) the amount of capital expenditure relating to assets or processes associated with taxonomy-eligible economic activities represents €73.5m and concerns the Boat division's investments, including those resulting from business combinations (notably with regard to the acquisition of Rodman and Starfisher);

B) the amount of capital expenditure subject to a plan aiming to expand taxonomy-eligible economic activities, or aiming to enable taxonomy-eligible economic activities to align with it is zero;

c) the amount of capex concerning the individual measures enabling the target activities to become low-carbon or to lead to greenhouse gas reductions, notably the activities listed in points 6.5 and 7.2 to 7.6 of Annex I to the Climate Delegated Act, as well as the other economic activities listed in the delegated acts adopted pursuant to Article 10(3), Article 11(3), Article 12(2), Article 13(2), Article 14(2) and Article 15(2) of the Taxonomy Regulation represented €1.5m for the year ended December 31, 2021.

Groupe Beneteau reviewed the definition of the denominator for the key performance indicator relating to the capital expenditure presented in point 1.1.2.1 of Annex I to the Delegated Regulation.

The total amount of investments comprising acquisitions and changes in the basis for consolidation, as reported in Note 7.4.1., came to €79.5m for the year ended December 31, 2021.

As a result, the key performance indicator for capital expenditure represented 94.4%.

Operating expenditure

Groupe Beneteau reviewed the definition of the denominator for the key performance indicator concerning the operating expenditure presented in point 1.1.3.2 of Annex I to the Delegated Regulation and in the draft FAQ published by the European Commission on February 2, 2022 (Question 11), clarifying the eligible operating expenditure.

The Group concluded that the amount of non-capitalized costs relating to research and development, building

renovations, short-term leases, maintenance and repairs, as well as any other direct expenditure relating to the daily upkeep of the property, plant and equipment of the company or third parties to which are outsourced the activities required to ensure the continuous, efficient and effective functioning of these assets is negligible.

The Group therefore chose to apply the exemption for the key performance indicator relating to operating expenditure.

8.6.3 KEY PERFORMANCE INDICATORS (KPIs)

Green taxonomy indicators	Proportion of taxonomy-eligible economic activities (%)	Proportion of taxonomy-non-eligible economic activities (%)
Revenues	85.1%	14.9%
Key performance indicator for capital expenditure	94.4%	5.6%
Key performance indicator for operating expenditure		Exemption

This analysis will be revised when the regulations relating to the other environmental objectives are applied.