

2024

SUSTAINABILITY REPORT
EXCERPT FROM
THE ANNUAL FINANCIAL REPORT

GROUPE  BENETEAU

BRINGING DREAMS TO WATER



Sustainability Report

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PREAMBLE

This section has been revised this year to comply with the European Union's Corporate Sustainability Reporting Directive (CSRD - 2022/2464/EU).

This section presents Groupe Beneteau's core commitments and the resulting achievements in terms of sustainable development.

This sustainability report was presented to the CSR Committee for review and was approved by the Board of Directors.

1. General information

1.1 CSR at the heart of the Group's strategy [SBM-1]

COMPANY'S ACTIVITY

Following the sale of its leisure home production business, Groupe Beneteau realigned itself around the boat sector in 2024. Its core business is the building and marketing of recreational boats¹.

A global market leader for recreational boats, Groupe Beneteau, through its Boat division's nine brands, offers nearly 135 models serving its customers' diverse navigational needs and uses, from sailing to motorboating, monohulls and catamarans.

As a multispecialist for boats, the Group is present on three major market segments:

- Dayboating to enjoy simple days on motorboats under 14 meters
- Motor Yachting to live on board a motorboat combining comfort and a sense of escape.
- Monohull or Multihull Sailing to experience the joy of sailing in harmony with nature.

In 2024, the Group recorded €1 billion of revenues, with 55% distributed through dealers in Europe, 26% in North America, 10% in the rest of the world, and 9% with charter firms with a global footprint.

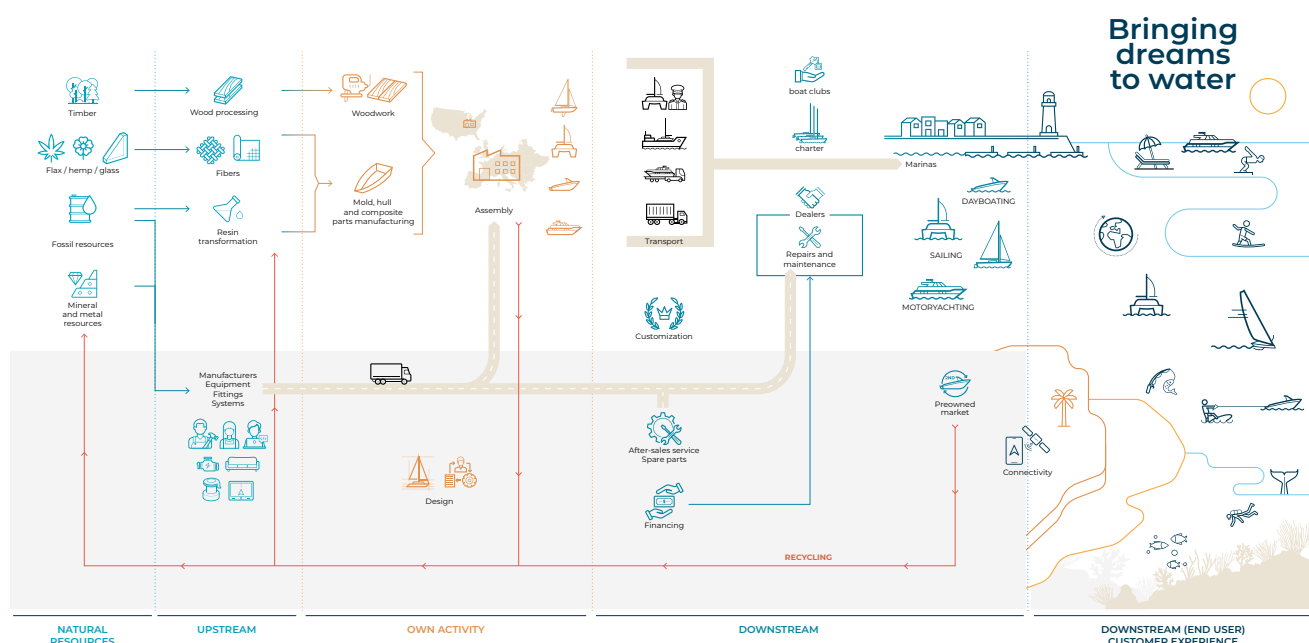
Through its Boating Solutions division, the Group is also present in the boat club, charter, marina, digital and financing sectors.

With its international industrial capabilities, the Group employs around 6,500 people, primarily in France (69%), Poland (19%), Italy, Portugal, Tunisia and the United States.

The key developments from FY 2024 are presented in the "Business and performance" section of the 2024 Annual Financial Report and summarized in the model opposite.

The Group's ambition is to make boating more sustainable and accessible, through its products, as well as the development of activities relating to boat services. The Group will present its new strategic plan during 2025.

VALUE CHAIN



¹ NACE code 30.12, covered in §3.3 of the European taxonomy (Manufacture of low carbon technologies for transport)

The value chain presented shows the Group's position within its ecosystem. This is split into three main categories:

- Upstream (referred to as "Upstream" or "up" in the rest of this report): the Group's suppliers (including nearly 1,500 direct suppliers) who provide either raw materials (wood, resin, fiberglass, etc.) representing almost half of the incoming physical flows, or manufactured equipment (engines, masts, electronic systems, furnishing equipment, etc.). Transporters of these goods are also included in the upstream section;
- The Group (referred to as "Own Operations" or "oo" in the rest of this report): production sites, including upstream facilities (joinery, prototyping), molding and assembly units, as well as product development and design units, and other support functions;

- Downstream (referred to as "Downstream" or "dw" in the rest of this report): firstly, the dealer network (nearly 1,200 points of sale in over 80 countries) and charter professionals (Charters, Boat Clubs) that purchase the Group's boats, along with transporters responsible for their delivery by sea or by road. Secondly, financing organizations, marinas and service companies. Lastly, the hundreds of thousands of owners and millions of recreational users sailing on boats produced by the Group spanning various types of usage and market segments (dayboating, motor yachting or sailing).

Boat recycling centers, which are developing, are also incorporated as a feedback loop within the value chain.

The flow of spare parts and maintenance, as well as the organization of boat shows, are part of the ecosystem, but are not considered to be part of the Group's value chain.

BUSINESS MODEL

Our assets and resources



Clients

- **18 brands and services:** 9 boat brands, 9 services.
- Millions of recreational boat users and holidaymakers who trust us.



Employees

- **6,419** people employed in 7 countries around the world, with their diverse profiles and professions supporting our innovation and performance.
- **84%** feel proud to be part of our Group.
- **4** in-house training centers (France and Poland).



Innovation

- **€68m** invested in 2024.
- **4 R&D centers** (France, Poland, Italy and the US).



Partners and suppliers

- **>1,200** dealers around the world.
- **>1,800** direct suppliers.
- Including around **170** strategic suppliers under contract.



Environnement

- **84%** of the boat activity ISO 14001 certified.



Solid financial structure

- **€886m** of shareholders' equity.
- **€357m** of net cash.

Bringing dreams to water

As the only multispecialist for boats, we offer the market's most comprehensive boating experience, bringing our clients' dreams to life and enabling them to enjoy time on the water, wherever they are in the world, while charting a course toward more sustainable boating.

BOATS

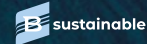
- Dayboating segment
- Motor yachting segment
- Monohull and Multihull Sailing segment



SERVICES

- Boat rental
- Financing solutions
- Boat clubs and marinas
- Digital experiences

Our CSR approach



Engaged Crew Preserved Oceans Ethical Growth



Our strategic priorities

#1 PREMIUMIZATION

Value-driven growth strategy. Excellence of our brands and products. Client experience.

#2 : ACCESSIBILITY

Development strategy through renewing an accessible entry-level offering.

#3 OPERATIONAL EFFICIENCY

Safety - Quality - Efficiency of our production systems worldwide.

#4 SUSTAINABLE INNOVATION

Alternative propulsion solutions. Naval architecture. New recycled or recyclable materials.

#5 SERVICES

Financing, rental and customization services for clients.

Our value creation in 2024



Bringing dreams to water

- **9** new boat models.
- **14** nominations & awards (incl. 3 linked to our Sustainable Development innovations).
- **>10,500** boats equipped with the SEANAPPS solution.



Including, developing and engaging our staff

- **88,000** hours of training (13h on average per employee).
- **No.1** employer in Vendée.
- **276** permanent staff recruited worldwide.
- **€327m** of salaries and payroll taxes.
- Launch of **B-EQUAL**, a dedicated program to accelerate parity.



Building a sustainable future with our suppliers and partners

- **56%** of our suppliers assessed in line with the ECOVADIS approach (vs. 41% in 2023).
- **371 M€** of purchases consumed.



Preserving biodiversity and the oceans

- **-24%** reduction in the CO₂ emission intensity
- **>800** (-24% vs 2023) staff and partners covered by initiatives to raise awareness of global warming through the Climate Fresk, the 2 Ton Fresk and the green transition seminar The Arch.
- **61 t** of recyclable or bio-attributed resins (vs. 26 t in 2023) and **25%** hemp in our composite small parts.
- **10** boat models offered with alternative propulsion systems.
- **67%** of non-hazardous waste recycled / recovered.
- **71%** of timber with certified origins, including 51% from environmentally-managed forests.



Sharing value

- **€76m** of income from ordinary operations.
- **€18m** of current dividends (to be paid out in 2025).
- **€20m** of profit-sharing and company performance bonuses.



Helping drive regional economic and social development

- **€1.2m** of contributions through donations (incl. nearly €0.8m of equipment to SOS Ukraine).
- **€43m** of taxes paid.

B-SUSTAINABLE PROGRAM

Groupe Beneteau decided to ramp up its transformation to support more sustainable boating by launching the B-SUSTAINABLE program in 2022. Approved by the Management Board and the Board of Directors, this medium- and long-term plan is in line with the Group's *Let's Go Beyond!* strategy. It helps set the heading for all of the employees and stakeholders to actively commit to and engage in sustainable boating.

The B-SUSTAINABLE program is built around three pillars:

- "Ethical Growth" aims to ensure the development of ethical and responsible growth;
- "Engaged Crew" has the double ambition to further strengthen the Group's attractive positioning as an employer, continuously improving workplace safety conditions, developing skills and promoting diversity, in addition to retaining talents;
- "Preserved Oceans" is focused on reducing the impacts of activities on the environment, integrating our products into the circular economy, combating global warming and protecting the marine ecosystem.

The B-SUSTAINABLE program contributes, on the scale of the Group's ecosystem, to the achievement of 14 of the 17 United Nations Sustainable Development Goals (see SDG appendix). Particularly sensitive to the stake relating to good health and wellbeing (SDG 3) and a fair world based on ethical business practices (SDG 16), Groupe Beneteau makes a strong contribution, on the scale of its industry, to support access to decent work (SDG 8) and sustainable production and consumption (SDG 12). The Group also aims to further strengthen its impact to combat climate change (SDG 13) and promote the protection of the marine ecosystem (SDG 14).

To track its roadmap for progress, the Group has drawn up quantified and transformational objectives for 2025 or 2030, covering the main sections of these three pillars. The double materiality assessment carried out in 2024 confirmed the materiality of the stakes from the B-SUSTAINABLE program. For the stakes involved with protecting biodiversity, the Group has added an objective to increase the sourcing of timber with certified origins, managed under its "Responsible Procurement" approach. The specific objectives, policies and action plans are detailed in the relevant sections of this report.

MAIN ACHIEVEMENTS IN 2024

Despite the sharp contraction in business, Groupe Beneteau continued moving forward with its roadmap for more sustainable boating and maintained its robust development across all its pillars and its value chain.

For the Ethical Growth pillar, nearly 56% of the Group's purchases in 2024 were placed with suppliers whose CSR approach has been formally assessed (+15pts vs. 2023). The Procurement Department also strengthened its timber sourcing approach, illustrated by 71% sourced with certified origins, including 51% from environmentally-managed forests (+4pts vs. 2023 like-for-like). To further strengthen its Ethics & Compliance approach, a corruption

risk mapping was carried out in line with AFA recommendations. Lastly, a new Quality 2030 roadmap was drawn up and approved to continuously improve and ensure user safety and product quality. Specifically, this will be supported by the introduction of the Net Promoter Score (NPS) to measure client satisfaction.

For the Engaged Crew pillar (human resources section), the Group's efforts have focused on preserving skills, providing training (13h per employee) and rolling out the B-Equal initiative, accelerating parity within the Group. The accident frequency rate did not improve this year, primarily due to the disruption resulting from the fluctuations in activity and the integration of the Tunisian business unit into the scope. Nevertheless, the teams capitalized on the lower level of activity to accelerate the rollout of the second phase of training from the B-SAFE program, with this training already showing positive results in Portugal for instance.

In terms of the Preserved Oceans pillar, the premiumization strategy, the strengthening of the Sailing activities and the development of the catamaran offering within the Motor business enabled the Group to reduce its global CO₂ emission intensity from ~910tCO₂/M€ in 2022 to ~660tCO₂eq/M€ in 2024. This year was marked in particular by five major innovations:

- Through their naval architecture, the foiling FOURWINNS Twin Hull 36 and the BENETEAU Swift Trawler 54 reduce their drag by nearly 20%, and therefore their fuel consumption, while offering increased stability on the water;
- Combining hybrid electric propulsion fitted as standard with an innovative hull architecture, the Island Cruising boat reduces in-use CO₂ emission intensity by nearly 50%, while significantly increasing its on-board comfort levels and living space. Winning the 2024 Boat Builder Award in the Eco-Focused Boat of the Year category, this concept will be industrialized in 2025 and respond to the strong interest expressed at the Düsseldorf show by charter companies and many boat users;
- In terms of the circularity of materials, the Group completed its first project to renovate a catamaran over 60 feet with the Lagoon 620 NEO in 2024, and also deployed recyclable Elium© resin at its longstanding industrial site in St-Gilles-Croix-de-Vie.

The continued industrialization of all these innovative solutions, through the choice of materials used, integrating bio-based and recyclable elements, as well as the selection of alternative propulsion solutions and the optimization of its boat architecture solutions, aims to make the ambition to reduce CO₂ emission intensity by 30% by 2030 accessible and positive for the Group's clients.

Under this environmental pillar, significant progress was also made at the industrial sites in a number of areas, making it possible for instance to reduce the CO₂ emissions relating to gas and electricity consumption (down 26%). With the certification of the second Polish site, 84% of the activity (measured in terms of hours worked) is now carried out in accordance with the ISO14001 environmental standard.

AWARDS AND RECOGNITION RELATING TO SUSTAINABLE DEVELOPMENT IN THE BOAT INDUSTRY

Groupe Beneteau's efforts to design more sustainable boats were recognized by its peers once again this year.

In terms of innovations and developments with materials, the Sun Fast 300D, the first series racing boat built with recyclable resin, won the British Yachting Award in the Performance Yacht of the Year category in 2024. This award follows those already received by Groupe Beneteau and its partners over the past three years, including the Boat Builder Award in the Sustainability Project of the Year category (2022 and 2023), as well as two awards for the First44, the first boat made using Elixir® recyclable resin.

The boat industry also recognized the innovation, industrialization and release of groundbreaking solutions focused on alternative propulsion systems and naval architecture. Following the DELPHIA 11 and the FOUR WINNS brand's H2E model, the first 100% electric boats on the Motor Yachting and Dayboating segments, named Boat of the Year in 2022 and 2023 respectively, the Island Boat concept was recognized with the IBI and METS Trade Boat Builder Award in the Eco-Focused Boat of the Year category in 2024. This concept will be industrialized in 2025 and respond to the strong interest expressed at the Düsseldorf show by charter companies and large numbers of boat users.

EXTERNAL CSR ASSESSMENTS

Since 2022, Groupe Beneteau has had its CSR approach assessed by recognized third parties with a view to identifying areas for progress.

Gaia Rating (Ethifinance): since 2009, Gaia Rating has conducted an annual data collection campaign covering most of the listed SMEs and mid-market firms in France. Based on this information, companies are rated on their level of transparency and performance. The ratings are based on a framework of around 140 demanding and quantitative criteria covering environment, social, governance and external stakeholder pillars. This framework evolves each year based on the results from previous years and emerging CSR risks. In 2024, the Group achieved a score of 73/100, up 3 points from 2023 and 21 points compared with 2022. The Group outperformed various benchmark indexes in terms of the three social, environment and external stakeholder pillars.

EcoVadis: founded in 2007, EcoVadis is a recognized rating agency focused on sustainability and corporate social responsibility (CSR). Today, it covers a network of more than 90000 companies that are committed to sustainable development. Before rolling out a CSR assessment approach for its suppliers, the Group wanted to undergo the EcoVadis assessment itself. In 2024, Groupe Beneteau achieved a score of 70/100, up 15 points from its previous assessment (2022). This performance earned the Group a silver medal, awarded to the top 15% of the companies assessed, recognizing the Group's sustained efforts and actions.

The findings from these various assessments have made it possible to identify areas for progress, particularly in terms of documentation on the policies and the actions put in place, which the Group gradually updates.

B-SUSTAINABLE ROADMAP

Stake (ESRS)	SDG	Key performance indicator (KPI)	Scope	Unit	2022	2023	2024	Objective	Sustainability report section
ETHICAL GROWTH									
Establishing an exemplary positioning for ethics and compliance (G1)	16	Number of alerts confirmed	Group	unit	6	26	19	na	4.1
	16	Ethics & Compliance training rate for target populations	Group	%	24%	94%	97%	>95%	4.1
Ensuring product quality for the safety of end users (S4)	8	Reducing warranty costs, as % of revenues	Boat Div.	%	0.64%	0.50%	0.54%	<0.45% (2025)	3.3
Developing responsible procurement and long-term supplier relations (G1-2, S2, E4)	17	Percentage of production purchases placed with CSR-assessed suppliers	Boat Div.	%	24%	41%	56%	>50% (2025)	4.2
	15	Percentage of timber from environmentally-managed forests	Boat Div.	%		47%	51%	>80% (2030)	2.4
ENGAGED CREW									
Ensuring a safe and healthy work environment for employees (S1)	3	Frequency rate for occupational accidents for staff	Group	per million hours worked	16.2	17.8	15.0	<13.8 (2025)	3.1.1
Attracting and retaining talents and further strengthening the appeal of careers in the boat sector (S1)	8	Staff turnover rate	Group	%	11.1%	7.0%	9.1%	<8% (2025)	3.1.2
Developing the skills required for the company's sustainable performance (S1)	4	Staff training rate	Group	h/FTE	8.9	12.9	13.1	>15h/pers. (2030)	3.1.3
Further strengthening gender equality and promoting diversity and inclusion (S1)	5	Gender equality index (EGAPRO)	Business units >100 people	/100		87	85	>90 (2025)	3.1.4
	5	Proportion of women in the management teams	Group	%		21%	23%	>40% (2030)	3.1.4
PRESERVED OCEANS									
Opening up to the circular economy in the sectors on which the Group operates, from eco-design to end-of-life (E5)	9	Production line for boats with recyclable resin (2025)	Boat Div.	unit	0	proto	1 line	1 line (2025)	2.2
	12	Recycling of non-hazardous waste >70% (2025)	Group	%	66%	73%	67%	>70% (2025)	2.2
Reducing the environmental impact of industrial operations (E2)	12	Reducing VOC emissions in the air	Group	kg/'000h	92.0	87.7	74.5	<83 (-10%) (2025)	2.3
Reducing greenhouse gas emissions (E1)	13	CO ₂ emissions relating to electricity & gas consumption	Plants	tCO ₂ eq /'000h	2.62	2.41	2.39	<1.83 (-30%) (2030)	2.1.1
	13	Alternative propulsion solutions	Boat Div.	%	1%	7%	8%	100% (2030)	2.1.2
	13	Global CO ₂ emissions (Scope 1, 2 and 3)	Boat Div.	tCO ₂ eq /M€	913	733	663	-30% (2030)	2.1
Contributing to protecting the marine ecosystem (E4)	14	Number of boats connected	Boat Div.	units	1 722	7 433	10 513	20,000 (2025)	na

1.2 Steering the CSR approach [GOV-1,2,3,4,5]

1.2.1 CSR COMMITTEE AND OPERATIONAL ORGANIZATION [GOV-1, GOV-2]

The CSR steering organization makes it easier to take into account social, societal and environmental stakes within a short, medium and long-term vision. Since 2022, the Group has further strengthened its CSR governance in order to ensure better alignment between the Group's CSR ambitions and its action plans.

All the information concerning the composition, roles and expertise of the various governance bodies is presented in *section 6 - Corporate governance* of the annual financial report. A specific focus on the role of these bodies in sustainability governance is presented below.

Board of Directors:

In accordance with the Afep Medef Code, which Groupe Beneteau refers to, the CSR strategy, specifically, but not exclusively in terms of climate aspects, is at the heart of the missions of its Board of Directors. It approves the strategic focuses proposed by the Executive Leadership Team and takes into account environmental and societal matters in its strategic reviews.

At December 31, 2024, the Board of Directors comprised eight non-executive members, including five independent directors (62.5%) and one director representing employees. The presence of family directors ensures that economic and societal stakes are taken into account with a medium / long-term focus. The gender parity rate of 50% within the Board of Directors, and its chairmanship by Ms Catherine Pourre, illustrate how gender equality is championed at the highest level within the Group.

CSR Committee: the specialist Ethics Committee saw its missions expanded in 2020 to include corporate social responsibility (CSR), and it became the CSR Committee in 2022. Since 2024, this committee has been chaired by Sébastien Moynot, an independent member. It has seven members. This committee reviews the Group's strategy, ambitions and commitments relating to corporate social responsibility. The committee reviews the double materiality assessment and approves the materiality thresholds. It also reviews the action plans associated with the various IROs, the corresponding objectives, and their annual progress. The approval of the sustainability report and certain missions, such as the SAPIN II and POTIER compliance work, as well as the monitoring of impacts, risks and opportunities, are shared with the Audit and Risk Committee.

The CSR Committee received training on CSRD requirements in 2023 and monitors changes in the regulations during its quarterly meetings. These meetings also enable the Committee to keep informed about changes in standards and regulations across the Group's value chain (e.g. European deforestation regulation). The CSR Committee's self-assessment, carried out in 2024, confirmed that the committee has the expertise required to effectively perform its mission. It may also capitalize on the Group's internal expertise, drawing on the members of the CSR steering committee, particularly regarding life cycle assessments and related environmental issues.

The Chairman of the CSR Committee informs the Board of Directors about the work carried out and developments with the action plans relating to the IROs to ensure that they are taken into account in the Group's strategic decisions. The reports on the CSR Committee's work are distributed to the members of the Board of Directors.

The CSR Committee's main activities during FY 2024 are presented in *Section 6 - Corporate governance*.

The Management Board, made up of four executive members, draws up the CSR roadmap and reviews progress.

CSR Coordinator: reporting to the Group Chief Executive Officer, the CSR Coordinator proposes the changes to be made in connection with the CSR roadmap based on stakeholders' expectations, the double materiality assessment and the resulting strategic pillars. They support the business lines and coordinate the various action plans with a view to achieving the objectives set. They oversee the double materiality matrix process and are responsible for monitoring and tracking the IROs.

CSR Steering Committee: led by the CSR Coordinator, with seven permanent members, the CSR Steering Committee monitors progress with the action plans and accelerates the initiatives with a view to achieving the objectives set. Every quarter, it reports on its work to the Management Board and the CSR Committee. The steering committee also ensures communication with Group employees, by organizing quarterly webinars for instance.

1.2.2 INTEGRATION OF SUSTAINABILITY-RELATED PERFORMANCE IN INCENTIVE SCHEMES [GOV-3]

There are three incentive mechanisms whose performance criteria are partially linked to sustainability stakes. These are approved and updated by the Appointments, Compensation and Governance Committee.

- The annual variable compensation (AVC) of certain executives incorporates individual objectives relating to the rollout of the pillars from the B-Sustainable program. In 2024, 6% of the AVC for corporate officers was linked to the objective to reduce the accident frequency rate (Stake S1). From 2025, a 5% target will be linked to achieving the reduction in Scope 1 & 2 carbon emissions intensity (see objective from Stake E1) and will be rolled out for all executive-grade staff (cadres).
- Long-term variable compensation (LTVC) includes two sustainability criteria, for 15% each: the workplace accident

frequency rate (Stake S1 - employee health and safety) and product quality (Stake S4). From 2025, the new performance share plans will also include an environmental criterion linked to carbon emissions (Stake E1).

- The profit-sharing agreement, which applies to all employees in the Boat division's French business units (including management), includes 30% for a criterion linked to improving the workplace accident frequency rate (Stake S1). For 2024, the achievement of 87% of the target set will be reflected in the payment of €649 per employee in 2025, representing a total of nearly €2.7m.

For further details on the conditions for compensation for corporate officers and administrative bodies, refer to section 6 of the annual financial report.

1.2.3 DUE DILIGENCE [GOV-4]

A United Nations Global Compact signatory since December 2020, Groupe Beneteau is particularly committed to respecting the following:

- Principles set out by the Universal Declaration of Human Rights,
- International Labour Organization (ILO) fundamental conventions,
- Anti-corruption legislation,
- United Nations and OECD guidelines for multinational enterprises.

Each Groupe Beneteau employee is required to comply with the national laws and regulations in force. If a country's regulations are more restrictive than a rule stipulated by Groupe Beneteau, these national regulations take precedence.

To ensure compliance with this international framework, the Group has put in place a vigilance plan that meets the obligations set by French Law 2017-399 of March 27, 2017 relating to the duty of vigilance for parent companies and companies that subcontract work. This is presented in section 4 of chapter 2 "Risk factors & control environment".

Core elements of due diligence	Sections in the Sustainability Report
a) Embedding due diligence in governance, strategy and business model	GOV-1; GOV-2; SBM-1; SBM-3
b) Engaging with affected stakeholders in all key steps of the due diligence process	SBM-2; IRO-1
c) Identifying and assessing negative impacts	IRO-1; SBM-3
d) Taking action to mitigate these negative impacts	Actions plans for the Stakes: E1, E2, E4, E5, G1, S1, S2, S4
e) Tracking the effectiveness of these efforts and communicating	Objectives for the Stakes: E1, E2, E4, E5, G1, S1, S2, S4

1.2.4 RISK MANAGEMENT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING [GOV-5]

AUDIT AND INTERNAL CONTROLS OVER SUSTAINABILITY REPORTING

The main characteristics of the risk management and internal control system are presented in chapter 2 "Risk Factors and control environment" of the annual financial report.

The Group risk analysis is updated each year with a mapping. This mapping makes it possible to identify the main risks, anticipate the mitigation measures required, and monitor their implementation.

The following ESG risks have been identified as part of the Group risk analysis:

- Developments relating to the market, demand and uses (changes in uses linked to environmental considerations, inflation in raw material and energy costs)
- Product quality (consumer safety in particular),
- Corruption or fraud risks,
- Risks relating to regulatory developments, particularly environmental regulations,
- Risk of occupational accidents or illnesses,
- Risk of discrimination, harassment and sexist behavior,
- Risk relating to difficulties attracting, developing and retaining talents / expertise.

The risks relating to the sustainability information identified by the Group are as follows:

- Mandatory data points not included in the report;
- Errors with the scope for metrics or calculating quantitative information;
- Difficulty obtaining certain information, particularly quantitative data, within the required timeframe;
- Non-compliance of qualitative information with ESRS requirements;
- Non-verifiable nature of the information provided.

With regard to controlling the quantitative sustainability information, the data collected for each business unit is consolidated in a CSR reporting platform. First- and second-level controls are carried out, including year-on-year comparative analyses. The data collected at Group level are drawn primarily from tools used to monitor the

Group's processes (quality cost, number of alerts, Scope 3 carbon footprint).

The following process has been put in place to address the risks identified:

- Identification of mandatory data points by the project team, and assignment of each risk to one or more recognized contributors with authority on the issue at Group level;
- Definition of "protocol sheets" describing the scope and collection process, as well as the methods for calculating or estimating each quantitative item of information;
- Assistance for contributors to interpret requirements and verify the compliance of qualitative information;
- Verification of the existence of supporting evidence.

Weekly monitoring of data collection has been ensured by the project team.

For qualitative information, the process owners - members of the CSR Steering Committee - have ensured that it meets the minimum disclosure requirements (MDRs) and other data points for each material stake. A summary was presented to the Management Board and the CSR Committee.

ISO MANAGEMENT SYSTEMS

To continuously improve its working practices, Groupe Beneteau capitalizes on the following international frameworks: ISO 9001 (quality management), ISO 14001 (environmental management) and ISO 50001 (energy performance management).

After achieving its first ISO 9001 certification in 2022, the CNB production site in Bordeaux (France) expanded its approach and achieved ISO 14001 and ISO 50001 certification in 2023. In 2024, the second production site in Poland achieved its first ISO 14001 certification.

The certifications of the subsidiaries indicated below were all renewed in FY 2024.

The production sites in the United States, Italy, Portugal and Tunisia are not certified. The Group plans to gradually support this certification approach in these subsidiaries from 2026.

ISO certification of the Boat division's production sites

Production sites (Boat division)	ISO 9001 Quality management	ISO 14001 Environmental management	ISO 50001 Energy performance improvement
France: SPBI	Yes - AFNOR	Yes - AFNOR	Yes - AFNOR
France: CNB	Yes - AFNOR	Yes - AFNOR	Yes - AFNOR
Poland: Ostroda	Yes - DNV-GL	Yes - DNV-GL	No
Poland: Delphia	Yes - DNV-GL	Yes - DNV-GL	No
Certified activity (% of hours worked)	84%	84%	62%

1.3 Identification and management of impacts, risks and opportunities [IRO-1, SBM-2, SBM-3]

1.3.1 MAPPING OF STAKEHOLDERS [SBM-2]

Groupe Beneteau believes that listening and dialogue with the members of its business ecosystem are factors that help drive performance and reduce risks with a view to building sustainable growth.

Groupe Beneteau's stakeholders are varied and dispersed, particularly with the international distribution of its brands and the locations of its distributors and industrial sites. Listening, dialogue and consultation aspects are handled locally by the various management teams with their own stakeholders. This decentralized organization enables these exchanges to be taken into account with a very operational focus.

Groupe Beneteau's stakeholders, their expectations, and the forms of dialogue established by the Group with them are presented in the table below.

The CSR Committee is regularly informed of the main expectations of the Group's stakeholders and incorporates the outcomes of stakeholder dialogue into its strategic planning. In 2024 for instance, the CSR Committee reviewed the action plan relating to the employee engagement and satisfaction surveys, as well as the rollout of the Net Promoter Score based on client satisfaction surveys. The priority actions identified through these surveys have been incorporated into the Group's strategy and are monitored as part of the B-Sustainable program.

Group stakeholders	Stakeholders' expectations	Means of dialogue
Distributors and consumers	Offering of quality products that are safe for use on the water; Product innovations; Transparent information on product characteristics; Enjoyment of time on the water; Good value for money;	Satisfaction surveys (see Stake S4) Dealer events Boat shows
Employees and unions	Social dialogue; Training, mobility and employability; Wellbeing at work; Occupational health and safety; Work-life balance; Fair pay; Equal opportunities and non-discrimination;	Satisfaction and engagement survey (2 years) Social and Economic Committee (CSE) Monthly information, quarterly CSR webinars
Suppliers and subcontractors	Fair and sustainable business relationships; Impartial selection; Fair remuneration; Respect for contractual commitments and terms of payment;	Trade shows (e.g. Metstrade, JEC, boat shows) Procurement Symposium Calls for tenders Responsible Procurement Policy
Shareholders	Value creation; Economic sustainability; Effective management of reputation risks;	Roadshows & forums Investor dialogue
Public authorities and institutions	Compliance with laws and regulations; Civic engagement; Anti-corruption; Anti-tax evasion;	Exchanges with national and regional authorities Exchanges with regulatory and supervisory bodies
NGOs	Collaboration or challenges on common issues, particularly relating to the protection of the marine ecosystem;	Local or international partnerships Employee volunteering Website and social media
Regional stakeholders	Compliance with regulations; Effective management of industrial risks and disruption relating to the production sites; Engagement in local sustainable development projects; Creation of direct jobs and professional integration; Economic benefits;	Recruitment fairs Exchanges with local authorities
Professional organizations	Support for the sector's development.	Participation in the FIN and APER boards of directors Involvement in working groups (particularly standardization of life cycle assessments)

In addition, all stakeholders may engage in dialogue via the whistleblowing system platform available at alert.beneteau-group.com

1.3.2 METHODOLOGY FOR IDENTIFYING IROS [IRO-1]

In June 2024, Beneteau launched a double materiality assessment to ensure alignment with European regulatory requirements (CSRD).

This process was based on the standards known at the time of designing the approach. It is important to note that the proposed methodology is continually evolving with the publication of new texts, and it is still developing. The process may therefore be further refined with future updates, taking into account future publications from legislators and the ESRS. The conclusions from this work effectively cover all the core principles for carrying out a double materiality assessment.

The double materiality assessment was carried out at the level of the entire Beneteau Group, with support from an external consultancy (BL Evolution). Only the activities for which Beneteau is a minority shareholder were excluded from the analysis. The study took into account all the locations where Groupe Beneteau operates and covered the entire value chain.

The double materiality assessment was built in seven stages:

- Identification of the potentially material Impacts, Risks and Opportunities for Beneteau across each topic, subtopic and sub-subtopic of ESRS 1 AR 16;
- Preliminary scoring of the Impacts, Risks and Opportunities by the external consultancy and the project team;
- Stakeholder consultations in the form of interviews to score each IRO;
- Review of three sector benchmarks (SASB, Shift's Red Flags and UNEP-FI);
- Assessment of IRO materiality according to the dimensions required by ESRS 1;
- Grouping of IROs by CSR stake and structuring them within a matrix;
- Challenging and approval of the double materiality assessment by the Steering Committee and the CSR Committee.

The process for carrying out this double materiality assessment was audited by an independent third party.

IDENTIFICATION OF IROS

The first stage involved a comprehensive review of the subtopics or sub-subtopics defined in the general requirements of ESRS 1 AR 16 under the CSRD.

Exclusion of non-relevant topics

During the initial stages of this process, certain subtopics or sub-subtopics from ESRS 1 AR 16 that were deemed not relevant to Groupe Beneteau's activity and its value chain were excluded.

These are listed below and followed by an explanation of the Group's rationale for their exclusion:

- E2 Pollution - "Pollution of living organisms and food resources": the Group is not involved in activities relating to food resources. The potential indirect impacts on pollution affecting living organisms are covered by the risks identified relating to the pollution of air, water and soil;
- E2 Pollution - "Substances of very high concern": the Group's activities and activities across its value chain make little or no use (<0.1% mass/mass) of substances of very high concern;
- E3 Water and marine resources (subtopic "Marine resources"): "Water abstraction" and "Water discharges": the activities of Groupe Beneteau and its value chain do not require marine water abstraction, or only to a negligible extent, and result in minimal or no discharges;
- E4 Biodiversity and ecosystems - "Climate change" and "Direct exploitation": these two subtopics are covered elsewhere, the former under E1 and the latter under E5 - "Resource inflows, including resource use";
- S3 Affected communities: only the sub-subtopics "Water and sanitation" and "Land-related impacts" were analyzed, as the Group's activities are not linked to the other topics;
- S4 Consumers and end users - "Freedom of expression": the Group's activities have no significant impact on the freedom of expression of their clients or end users.

The risks relating to the fight against food insecurity and the stakes relating to respect for animal welfare, responsible, fair and sustainable nutrition, the promotion of participation in exercise and sport, and the promotion of the link between the nation and the armed forces have not been analyzed because they are not considered to have any direct or indirect links with the Group's activities.

Identification of IROs

After excluding the topics, subtopics and sub-subtopics from ESRS 1 AR 16 that are not relevant to Groupe Beneteau's activity and its value chain, the IROs were identified based on internal documentation and a benchmark of three peers. This list of the subtopics and sub-subtopics retained, along with the list of IROs, was presented, reviewed and refined by the project team and the members of the steering committee.

A total of 193 risks and opportunities, and 151 positive and negative impacts were identified across 73 of the 89 sub-subtopics proposed by the ESRS.

For each IRO, time horizons were defined in line with the criteria from ESRS 1, distinguishing between short-term (less than 1 year), medium-term (1-5 years), and long-term (more than 5 years) horizons. These estimates were based on sectoral studies and the Group's information. The relevant part of the value chain considered or impacted was also identified for each IRO on the same basis.

ASSESSMENT AND CLASSIFICATION OF IMPACTS, RISKS AND OPPORTUNITIES

Preliminary scoring of the IROs

The preliminary scoring of potential Impacts, Risks and Opportunities was based in particular on the following:

- Results of the employee satisfaction survey for employee-related stakes;
- Life cycle assessments of the four main product families (Monohull Sailing, Multihull Sailing, Dayboating and Motor Yachting) for environmental impacts;
- Group risk mapping, which is regularly updated by the Internal Control and Compliance Department, for assessing the financial risks (see §2 "Risk factors and control environment").

The UNEP-FI, SASB and Shift's Red Flags frameworks were reviewed for the main sectors concerned by the Group's value chain to help determine the magnitude rating (impact and financial materiality).

Methodology for assessment

The prioritization of the IROs was assessed from the two perspectives of double materiality: the impact perspective and the financial perspective.

The impact perspective assesses the positive or negative, actual or potential impacts of the company's activities on people, society and the environment, linked to its direct activities or its upstream and downstream value chain. Under ESRS 1 – AR 10, impacts should be assessed across the following dimensions:

- The severity of the impact, i.e.:
 - Magnitude: level of criticality (ranging from none to very high);
 - Scope: part of the value chain concerned (from very localized to global);
 - Irremediability of the impact (from easily remediable to irremediable – applicable to negative impacts only);
- Likelihood of occurrence (from unlikely to actual).

The financial perspective assesses the risks and opportunities that may positively or negatively affect the company's business model, development, performance and position, in the short, medium or long term, and therefore create or erode value for Beneteau. Under ESRS 1 – AR 10, risks and opportunities should be assessed based on the following:

- Magnitude (from minimal to very high): level of severity of the risks / opportunities;
- Likelihood of occurrence of risks and opportunities (from unlikely to actual).

The two dimensions of materiality (impact and financial) were analyzed separately, but over the same timeframe.

The methodology for defining the scale is based on a 0 to 5 rating for each dimension assessed. The final score, corresponding to the magnitude for the financial

dimension and to the severity for the impact dimension, is then multiplied by the likelihood.

In the case of a potential negative impact on human rights, the severity of the impact takes precedence over its likelihood.

All the IROs were scored independently from the mitigation measures implemented by the Group; in other words, the materiality analysis was carried out based on the gross impacts, risks and opportunities.

Stakeholder consultation

In addition to the 50 or so internal stakeholders involved in the Group risk mapping process, 10 stakeholders were interviewed regarding the IROs identified and their preliminary scores, in line with their areas of expertise. They make up a representative panel of Groupe Beneteau's functions and activities. The internal stakeholders (including executives, employees and employee representatives), external stakeholders (representatives of dealers, suppliers, shareholders and public authorities) and external experts (covering the life cycle assessments for our products, as well as the social and environmental regulations applying to the Group's operations) all contributed to this process. During these interviews, the stakeholders were also asked to identify any potential omissions from the IROs from their perspective.

APPROVAL OF THE MATERIALITY THRESHOLD

Once finalized, the double materiality analysis was submitted to the Management Board. The Management Board checked the consistency between this analysis and the Group's risk scores. Any inconsistencies were discussed and subsequently led to adjustments in the materiality assessment. Each topic and certain IROs were reviewed individually, as some of the scores calculated do not always perfectly reflect the prevalence of a risk or impact.

Lastly, the double materiality assessment was reviewed by the CSR Committee during two sessions in October and December 2024.

For this first reporting process, the Management Board proposed a materiality threshold, approved by the CSR Committee, making it possible to identify 61 IROs as material and focus the reporting on around 20 priority sub-subtopics.

The list of IROs considered material is presented in the SBM-3 section.

Non-material topics

Based on the life cycle assessments (LCA) for the value chain and the low level of water consumption for the Group's operations (79,417 m³, i.e. 76m³/M€ of revenues), ESRS E3 was not considered material by the Group. Water consumption is linked to sanitation use for employees, carrying out water-tightness testing, cleaning boats and replenishing the test tanks. These tanks are refilled approximately once every three

years. The water used comes primarily from the public network. 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.

The Group also carried out an analysis of its sites in relation to areas of water stress using the WRI Atlas. The most exposed plants are located in Vendée, where procedures are in place to maintain operations in compliance with regulations during periods of drought (e.g. suspending boat cleaning activities).

Although Stake E3 is not material in the double materiality assessment, the Group acts as a responsible company to limit the impact associated with its operations.

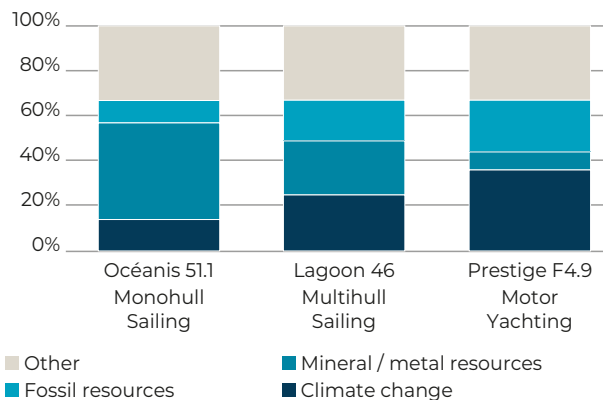
Due to the lower assessed impact of the stakes relating to personal data and the Group's positive impact on protecting the marine ecosystem, these two topics, previously presented in the sustainability performance report (DPEF), are not considered to be material for this sustainability report.

1.3.3 MATERIAL IROS AND LINK TO THE STRATEGY [SBM-3]

All of the material IROs listed below have been grouped together around the Group's priority stakes and incorporated into the B-Sustainable program. This strategic transition is underway and is being supported by the entire value chain, from suppliers to consumers and recycling stakeholders.

In terms of environmental topics, the main stakes within the Group's value chain concern:

- Greenhouse gas (GHG) emissions,
- Depletion of mineral / metal resources,
- Use of fossil resources.



According to the results of the life cycle assessments (LCA), these three indicators together account for two-thirds of the environmental impact of the Group's products. The other 13 impacts measured each represent less than 8% of the single score calculated using the PEF methodology. Although these have a lower level of materiality in terms of environmental impacts, increasing regulatory requirements related to pollution control and the duty of vigilance across its upstream chain could have an impact on the Group. Lastly, the assessment of the gross risk, without taking into account existing prevention and mitigation policies and actions, leads the Group to report atmospheric pollutant emissions as material due to the impacts on human health.

In terms of employee-related aspects, the Group's material impacts on its workforce, as well as its dependencies on the workforce, are reflected in four key

stakes already identified in the DPEF sustainability statement:

- Protecting the integrity and ensuring the safety of each employee, in addition to improving the wellbeing of each individual in the workplace;
- Attracting and retaining the talents required for its development and further strengthening the sense of pride at being part of the Group;
- Developing skills and ensuring the successful transfer of know-how throughout career paths;
- Further strengthening gender equality and promoting diversity and inclusion.

Downstream in its value chain, the safety conditions provided by its products represent a major stake for Groupe Beneteau due to the conditions in which boats are used. Upstream, the potential negative impacts classed as material in the boat industry will be reviewed in light of EcoVadis' assessments and the Group's supplier mapping.

With regard to governance stakes, the main business conduct stakes already identified in the DPEF sustainability performance report can also be seen in the double materiality assessment, while the Responsible Procurement approach adopted by the Group would make it possible to maintain long-term relationships with suppliers and benefit from long-term partnerships, particularly in terms of innovation.

For an overview of the policies and actions put in place or underway, refer to the sections on each topic under ESRS.

Each impact, risk or opportunity listed below is connected to the strategy or business model. It results either directly from the nature of the products marketed and the activities involved in their production, or from the (direct or indirect) relationships with stakeholders across the value chain.

ESRS	Subtopic / Sub-subtopic	Description	I/R/O	Time horizon	Value chain
E1 Climate change	Climate change mitigation	Contribution to the acceleration of climate change and the increase in extreme weather events	Negative impact	ST	up / dw
		Indirect contribution to biodiversity loss (ocean acidification, species extinction)	Negative impact	ST	up / dw
		Risk of regulatory non-compliance (changes in national or European regulations), potentially leading to financial penalties	Risk	ST	oo
		Loss of market appeal or market shares due to growing client sensitivity to environmental issues and the emergence of alternative, more environmentally-friendly activities	Risk	MT	oo
		Image risk / loss of attractiveness as an employer with a highly motorized Dayboating or Motor Yachting activity	Risk	MT	oo
		Diversification with low-carbon offerings: development of alternative propulsion, increase in share of sailing models, etc.	Opportunity	MT / LT	oo
	Energy	Development of the Retrofit activity for the Group or our dealers	Opportunity	MT	oo / dw
		Energy consumption from the Group's own activities and upstream value chain, contributing to increased GHG emissions and consequently to climate change acceleration and biodiversity loss	Negative impact	ST	up / oo
		Energy consumption by end users, contributing to increased GHG emissions and consequently to climate change acceleration and biodiversity loss: boat fuels, etc.	Negative impact	ST	dw
		Economic risk: depletion of fossil resources potentially disrupting activities	Risk	LT	dw
		Market opportunity: marketing of products with lower energy consumption or alternative energy sources (electric boats, alternative propulsion), meeting client expectations	Opportunity	MT / LT	oo
E2 Pollution	Air pollution	Potential contribution to human health degradation (carcinogenic or toxic substances, endocrine disruptors) and environmental degradation	Negative impact	ST	oo
		Risk of increased regulatory requirements leading to significant compliance investments (VOCs)	Risk	ST	oo
E4 Biodiversity and ecosystems	Impacts and dependencies on ecosystem services	Economic risks linked to disruptions in the supply chain for raw materials (timber, leather, minerals, etc.)	Risk	LT	up
E5 Circular economy	Resource inflows, including resource use	Contribution to the depletion of finite natural and mineral resources (timber, metals, oil)	Negative impact	ST	up / dw
		Regulatory risk related to the use of raw materials likely to generate environmental and social impacts across the value chain (duty of vigilance, CS3D)	Risk	MT	up
		Economic risk: raw material supply disruption (resource depletion, climate change) and raw material price volatility	Risk	MT	up
		Cost reduction through the implementation of a circular approach and therefore lower resource consumption	Opportunity	MT	oo
		Market opportunity: development of eco-designed products (recycled and recyclable materials, bio-based materials, etc.)	Opportunity	MT	oo
				LT	oo

ESRS	Subtopic / Sub-subtopic	Description	I/R/O	Time horizon	Value chain
S1 Own workforce	Resource outflows related to products and services	Waste reduction and recyclability, helping reduce pressure on resource extraction	Positive impact		
		Market opportunity: development of alternative offerings (extended warranties, repairs, leasing, pre-owned)	Opportunity	ST	oo
	Working conditions	Impact on the teams' mental and physical health (exposure to chemical agents, handling operations, etc.)	Negative impact	ST	oo
		Serious workplace accidents and fatalities	Negative impact	ST	oo
		Financial risk: employee engagement and productivity (increased turnover, employee disengagement and reduced productivity), training costs for new hires, loss of skills and knowledge	Risk	ST	oo
		Reputational risk internally, leading to employee demotivation, and externally, damaging the employer brand and hindering the recruitment of new talents	Risk	ST	oo
		Employee engagement and productivity risk (demotivation, increased turnover, disengagement and reduced productivity)	Risk	MT	oo
		Reputational risk damaging the employer brand and hindering the recruitment of new talents	Risk	MT	oo
		Lack of productivity and departures if employees' aspirations are not taken into consideration	Risk	MT	oo
		Risk of non-compliance with workers' rights, potentially leading to financial penalties	Risk	MT	oo
		Financial risk: High medical and social costs, reduced productivity, and less attractive employer brand due to increased psychosocial risks, occupational accidents and prolonged absences, especially in plants	Risk	ST	oo
		Reputational opportunity linked to job creation and retention in local areas	Opportunity	ST	oo
		Improved productivity and employee engagement (sense of belonging)	Opportunity	ST	oo
		Employer brand attractiveness and employee retention	Opportunity	MT	oo
		Employee engagement and productivity risk (demotivation, increased turnover, disengagement and reduced productivity)	Risk	MT	oo
		Reputational risk damaging the employer brand and sales, and hindering the recruitment of new talents	Risk	MT	oo
		Risk of regulatory non-compliance potentially leading to financial penalties (OETH), particularly in the event of complaints or legal proceedings	Risk	ST	oo
		Skills not aligned with the activity's requirements	Risk	MT	oo
		Employer brand attractiveness and employee retention supported by an inclusive working environment (sense of belonging)	Opportunity	MT	oo
		Improved productivity and competitive advantage (skills development, employee flexibility and adaptability to change)	Opportunity	MT	oo
S2 Workers in the value chain	Secure employment	Worsening of precarious working conditions and social inequalities (difficulty accessing housing, inability to obtain bank loans, etc.)	Negative impact	MT	up
	Health and safety	Impact on the health (physical and mental) and safety of workers in partners across the value chain (suppliers, subcontractors, distributors), notably due to non-compliance with ILO principles	Negative impact	ST	up

ESRS	Subtopic / Sub-subtopic	Description	I/R/O	Time horizon	Value chain
		Regulatory non-compliance (duty of vigilance, CS3D), potentially leading to financial penalties	Risk	MT	up
		Risk of product non-compliance potentially leading to:			
S4 Consumers and end-users	Health and safety	> A reputational risk resulting in a loss of appeal in response to client expectations > Financial losses (recall costs, after-sales service, and potential litigation)	Risk	ST	oo
	Management of relationships with suppliers, including payment practices	Creation and maintenance of long-term supplier relationships, enabling the development of sustainable partnerships (up - LT)	Opportunity	LT	up
G1 Governance	Corruption and bribery: prevention and detection, including training	Acts of corruption impacting society (health, safety, equality, democracy) (up/dw - MT)	Negative impact	MT	up / dw
	Corruption and bribery: incidents	Increased inequalities (impacting the most vulnerable, particularly smaller economic stakeholders)	Negative impact	MT	up / dw
G Specific stakes	Fraud and money laundering	Risk of regulatory non-compliance potentially leading to financial penalties, and damaging the Group's image and stakeholder relationships	Risk	ST	oo / dw

Among governance stakes, the fraud risk is subject to a specific additional disclosure.

Among the material IROs, a certain number are sometimes repeated under different sub-subtopics. To ensure clarity, these have been consolidated at subtopic level in the table above.

1.4 Basis for preparation [BP-1, BP-2]

The sustainability information has been prepared in accordance with the European Union's Corporate Sustainability Reporting Directive (2022/2464/EU), in the context of the initial application of the legal and regulatory requirements. This first reporting exercise is characterized by uncertainties regarding the interpretation of the texts, the lack of established practices or comparative data, and the challenges relating to data collection. The Group has made every effort to apply the standard requirements set out in the ESRS, as applicable on the date when the sustainability statement was prepared, based on the information available and within the sustainability reporting timeframes. The Group draws attention to the following facts, limitations and potential future developments:

- The sustainability statement has been prepared and presented in accordance with the requirements of the ESRS and the regulations applicable, including the French transposition of the CSRD;
- Improved understanding of the requirements may emerge as implementation guidelines or additional questions and answers are released;
- Estimates may be refined in future reporting periods as more relevant information becomes available;
- There is currently limited information available to assess certain benchmarks within the boat industry, and these may only emerge as more entities begin reporting and disclosure practices become established;
- Internal control practices related to sustainability reporting will be further strengthened in future reporting periods;
- Comparisons gradually becoming available following the first year of reporting would make the information more useful; and
- The sustainability statement must indicate the key judgments made and thresholds used to apply the relative materiality assessment process. The double materiality assessment is expected to improve over time.

REPORTING SCOPE

This sustainability report has been prepared on a scope consistent with that of the Group's consolidated financial statements.

The companies included in the sustainability reporting framework at December 31, 2024 are:

- The French companies,
- The companies located in Poland, the United States, Italy, Portugal, Hong Kong and, since 2024, Tunisia.

Following the Housing division's sale during the year, Bio Habitat's French and Italian entities are no longer reported. The Group notes that the Housing activity was not eligible under the EU Taxonomy, that its Scope 1 and 2 greenhouse gas emissions represented less than 5% of the

Group's total emissions, that the employee-related information is primarily presented based on the year-end workforce, and that many of the indicators identified in the 2023 DPEF sustainability statement were already limited to the Boat division scope.

The Group has not identified any entities under operational control, as defined by the CSRD, for which it would be required to report in addition to its financial consolidation scope.

The double materiality assessment covered the Group's entire value chain, as described in the "value chain" subsection of §1.1 of this report. The information relating to the Group's upstream or downstream chain is therefore included in this report, to the extent that it is material and available.

This report does not include any deliberate omissions of any specific information relating to the Group's intellectual property, its know-how or the results of its innovations. The Group has not used the exemption from disclosure of impending developments or matters in the course of negotiation, as provided for in articles 19a(3) and 29a(3) of Directive 2013/34/EU.

SCOPE FOR INDICATORS

The data cover the period from January 1 to December 31, 2024 or represent a snapshot as at December 31, 2024; when historical information is available and the calculation methods are aligned with ESRS requirements, the data are indicated for the last three years in order to provide readers with a view of the Group's progress.

As the Group sold the Housing business during the year, it is not taken into account for 2024 in this report. For the indicators reported for a Group scope, the Housing division data are consolidated through to 2023. To make it easier to read changes in the indicators, they are also presented exclusively for the "Boat division" scope.

If certain indicators do not cover all of this scope, the scope concerned will be indicated in the indicator title.

Various indicators are considered non-material for some companies from the Group scope that do not have production activities. As such, these indicators do not cover the full scope. This notably concerns various environmental indicators and indicators relating to purchases from suppliers that exclusively concern companies with production activities ("Production sites" scope).

As some entity-specific data are required by French regulations (gender equality index, rate of employees with disabilities), the international companies have been excluded from the scope of certain indicators or periods to ensure the relevance and reliability of the data published. The French scope corresponds to 69% of the Group's workforce for 2024. When this "France" scope is indicated, it exclusively concerns Boat activities for the previous years.

The data presented meet the legal requirements concerning sustainability reporting for businesses; they cover all of Groupe Beneteau's business units and subsidiaries, as consolidated in its annual financial report (see section 3.4 of §4 of the annual financial report).

INDICATOR COLLECTION PROCEDURE

The Group indicators presented in the sustainability report have been determined in accordance with ESRS standards, unless indicated otherwise. The indicators published and not covered by an ESRS, or for which the definition differs from that in the ESRS, are identified as "entity-specific" and detailed in the methodological note for the corresponding section.

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 supervised and analyzed by the CSR leaders, who coordinate the preparation of the sustainability 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.

The Group distinguishes between the priority areas for improvement identified in the double materiality matrix, which correspond to target indicators associated with quantified objectives on the one hand, and on the other hand, the plans to improve and monitor impacts, risks and opportunities tracked with key figures.

The time horizons defined in this report are determined based on the criteria from ESRS 1. These horizons are short term (less than 1 year), medium term (1 to 5 years) or long term (more than 5 years). The Group does not use different time horizons in this report.

DATA ESTIMATES AND UNCERTAINTIES

Information regarding sources of uncertainty and the estimates contained in this report is detailed in the methodological notes associated with each ESRS.

The main sources of uncertainty relate to information from the upstream and downstream value chain identified as material by the Group (particularly Scope 3 for GHG), as well as the total mass of material inflows and outflows for the Group. Improvements in the accuracy of these data are supported in particular by the deployment of the Seanapps app for the downstream part related to boat usage, as well as the rollout of a new ERP system for managing material flows. The Group notes that the statistical weighting at global level gives a reliability rate for the Greenhouse Gas Emissions Inventory (GHG Inventory) for scopes 1, 2 and 3 of plus or minus 17%, in line with industry practices.

UNAVAILABILITY

Despite the efforts made, certain data points were not able to be reported for FY 2024:

- The indicators relating to the reparability of products and the total quantity of material inflows (see §2.2 linked to ESRS E5). For the latter, the assumption retained is that the quantities of inflows are generally equivalent to the outflows;
- The calculation of market-based Scope 2 emissions, as the Group has not set up specific electricity purchase contracts or does not have access to supplier data.

In accordance with the transitional provisions, the Group does not report the financial effects of material risks and opportunities (particularly SBM-3, E1-9, E2-6, E5-6).

ADJUSTMENT OF CERTAIN DATA

To ensure alignment with the recommendations from the European regulations (CSRD), the definition of days off work following an occupational accident has been reviewed. This harmonization retroactively affects the data from previous years. At Group level for FY 2023, the severity rate for the Boat division would be increased by +7% (i.e. from 0.90 to 0.97). Considering the limited materiality of this change, the historical data have not been corrected in the report.

The hours of training for the American business units were not able to be consolidated in 2023. The number of hours of training per employee for the year is therefore calculated excluding the average headcount in the United States for this year. In 2024, the number of hours of training for the Boat division would have been 13.6h per employee on a like-for-like basis (vs. 13.2h reported).

The rules for calculating the volatile organic compound (VOC) emission rates were refined in 2024 for the French sites following discussions with the relevant authorities, in order to take into account the processes and the types of use associated with each product. Applying these new calculation rules to 2023 would reduce the corresponding emissions by around 3%. Considering the limited materiality of this methodological change and the complexity of implementing this detailed methodology, the Group's other subsidiaries have continued to apply the calculation based on average emission factors for each product family. The historical data have not been corrected in the report.

Discrepancies concerning the quantity of non-hazardous waste recovered for energy have been identified for FY 2023. For the Boat division, the total quantity of waste per million hours worked would be adjusted from 1,387 tons to 1,429 tons, while the non-hazardous waste recovery rate for 2023 would be adjusted from 67.3% to 68.4%. The historical data have not been corrected in the report.

The Committee noted that the management of substances of concern is subject to a strict HSEE policy regarding the qualification of the materials and components sourced, as well as product transportation and employee health, in accordance with European regulations. The Group does not currently have an

appropriate information system in place to consolidate the quantities of these substances contained in the various items sourced.

Lastly, to comply with ESRS, the hours worked by subcontractors at production sites have been included in the definition of hours worked from 2024. These represent

approximately 2% of the total hours worked. The data expressed in hours worked for 2023 have been revised for the Boat division to include subcontracting hours to ensure better comparability with 2024.

INCORPORATION BY REFERENCE

Information	Code	Annual financial report section
Risk management and internal controls over sustainability reporting	ESRS 2 - GOV-5	Chapter 2 - sections 1 and 2
Whistleblowing procedure and protection of whistleblowers	ESRS G1-1, 10.a) and 10.c) ESRS S1-3 ESRS S2-3	Chapter 2 - section 4.4
Identity, experience and expertise of administrative bodies	ESRS 2 - GOV-1 and GOV-2 ESRS G1 - GOV-1	Chapter 6 - section 1
Compensation system for executive corporate officers	ESRS 2 - GOV-3 ESRS E1 - GOV-3	Chapter 6 - sections 2 and 3
Policy for preventing risks of environmental incidents at operational sites	ESRS E2-1 15.c)	Chapter 2 - section 2.2.2

2. Environmental information

With its position in the recreational boat sector, the Group is mobilized for sustainable and responsible boating. The Group wants to accelerate the eco-design of its products and limit their environmental impact throughout their life cycle. To better identify and reduce the environmental impacts of its products, Groupe Beneteau uses the life cycle assessments of boats as a decision-support tool.

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. Their main environmental impacts are linked to the choice of raw materials implemented for their production, their use (means of propulsion) and their end-of-life.

The Group takes action in the following key areas, involving its stakeholders, with a view to:

1. Contributing to reducing greenhouse gas emissions;
2. Opening up to the circular economy on its markets, from eco-design to managing the end of life of its products;
3. Reducing the environmental impact of its industrial activities;
4. Promoting respect for and the protection of biodiversity, and particularly the marine ecosystem, which is the natural environment in which the Group's products operate (even if the impact of the Group's activity on this ecosystem is not currently considered material within the double materiality assessment).

LIFE CYCLE ASSESSMENTS AS A DECISION-SUPPORT TOOL

Life cycle assessments (LCA) are a standardized assessment method (ISO 14040 and 14044) making it possible to determine the environmental impacts of a boat throughout its life cycle, from the extraction of the raw materials required for its manufacturing to its end-of-life treatment (deconstruction, recycling, etc.), and its navigation, maintenance and transportation phases.

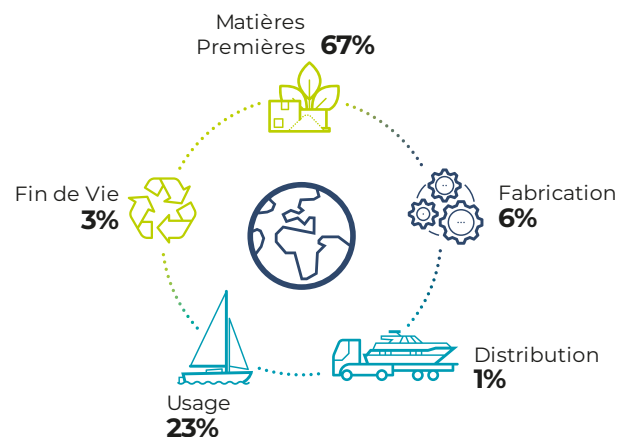
In 2022, supported by an independent consulting firm, the Group completed two full life cycle assessments for the Boat division's products: one for a monohull sailing yacht (Jeanneau Yacht 60) and another for an outboard motorboat (Merry Fisher 795).

These initial analyses made it possible to confirm the priorities for Groupe Beneteau's innovation policy and to quantify the impact of each technical initiative carried out within the Group. The development teams are working on three areas to design new models, while minimizing their environmental impacts throughout their life cycle:

- Improving the boat's overall performance thanks to naval architecture and engineering aspects (propulsion system, energy efficient comfort on board);
- Limiting the consumption of raw materials and using more sustainable materials (composites, timber, recycled or bio-based plastics) to build the boats;
- Optimizing the production processes to ensure effective control over the environmental impact of production.

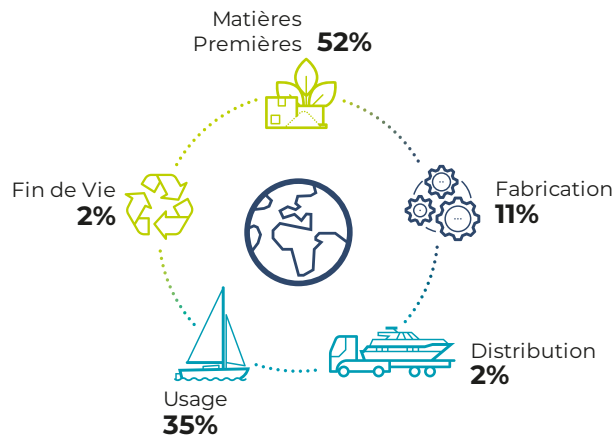
In 2023, the Group carried out a full life cycle assessment on the Oceanis 51.1 in the monohull segment. This study, more in-depth than the previous two, made it possible to determine the impacts associated with the main stages of this boat's life cycle through 16 different environmental

criteria, in line with the European Commission's recommendations (PEF Guide). The quality of the data collected with this analysis and the methodology used were reviewed as part of a critical analysis carried out by external experts for the Group. The findings from this analysis, presented below, enable the Group to extrapolate the environmental impact of all its monohull sailing models.



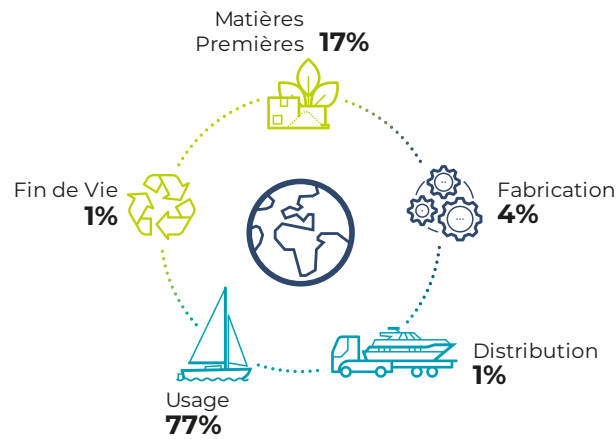
In 2024, the Group carried out life cycle assessments on two other products that are representative of its market segments: the Lagoon 46 for sailing catamarans and the Prestige F4.9 for the Motor Yachting segments.

The results show that the importance of each phase of these cycles differs in terms of impact depending on the markets addressed, notably due to the form of propulsion and boat usage. This is reflected in a different policy for developing solutions / products depending on the segments and uses.



Breakdown of the environmental impact of the Lagoon 46

The Group also contributed to the standardization work on the Life Cycle Assessment calculation methodology launched in 2023 for France. This standardization was completed in 2024 and extended to European level, under the coordination of EBI (European Boating Industry). This work was carried out with the various stakeholders, including the various national federations.



Breakdown of the environmental impact of the Prestige F4.9

2.1 Reducing greenhouse gas emissions [ESRS E1]

DESCRIPTION OF THE STAKE AND THE CORRESPONDING IROS [E1-SBM3, E1-IRO1]

Climate change is one of the main challenges faced today, and all stakeholders are invited to reduce the greenhouse gas emissions that they generate, while adapting in order to anticipate the consequences of climate change for their activities. As on a macroeconomic scale, Groupe Beneteau is aware that the cost of inaction would over time be significantly higher than that of the action plans that it is putting in place to decarbonize its production activities and those relating to the use of its boats.

Groupe Beneteau is setting out its commitments from today to reducing its direct GHG emissions and wants to ramp up its contribution to the reduction of Scope 3 emissions for its activity, now fully eligible under the European taxonomy for climate change mitigation (see §2.5 of this Sustainability Report).

The double materiality assessment led to the identification of the following impacts, risks and opportunities regarding climate change mitigation and energy, based on the same time horizons as for ESRS 2.

Negative impacts

Contribution to the acceleration of climate change and the increase in extreme weather events (up / dw)	Short term
Indirect contribution to biodiversity loss (up / dw)	Short term
Energy consumption by end users (dw)	Short term

Opportunities

Market opportunity linked to the diversification of low-carbon offerings and the marketing of products with lower energy consumption or using alternative energies that meet client expectations (oo)	Medium / Long term
Development of the Retrofit activity for the Group and its dealers (oo / dw)	Medium term

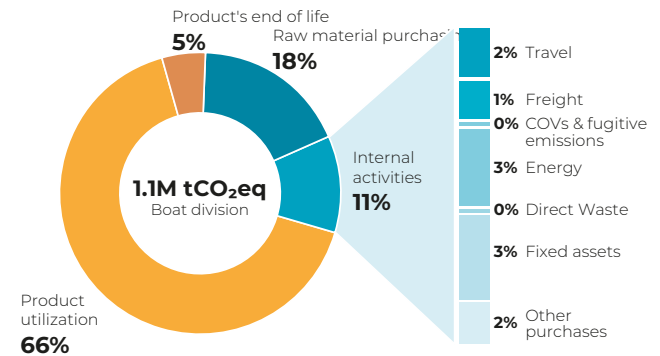
Risks

Risk of regulatory and financial non-compliance (oo)	Short term
Image risk and potential loss of activity on the market (oo)	Medium term
Image risk and loss of employer attractiveness (oo)	Medium term
Economic risk linked to energy prices (dw)	Long term

Greenhouse gas emissions inventory

In 2023, Groupe Beneteau carried out a comprehensive carbon footprint review for its Boat business (Scopes 1, 2 & 3) across the entire life cycle of its products ("cradle to grave"). Under the GHG Protocol, the total emissions

relating to the manufacturing and use over 30 years of the approximately 8,500 boats produced in 2022 represent nearly 1.1 million tons of CO₂ equivalent, giving an intensity of around 0.9 tCO₂eq per thousand euros of revenues.



The results of this comprehensive review corroborate the findings from the first life cycle assessments (see dedicated section in the introduction to this §2). The boat use phase is the main source of greenhouse gas emissions (66%), with significant variations depending on the type of boat and the scenarios for its use. This proportion varies between 40% for a monohull sailing yacht (used on average just over one month per year) and nearly 70% for an outboard motorboat (around 36h of engine use per year). The main CO₂ emissions relating to supplies (18%) are generated for nearly 40% by the raw materials required for composites. The emissions associated with the Group's operations (transport, staff travel, waste, energy consumed) represent 12% of the footprint, with around 3% for scope 1 & 2 emissions.

The Group draws readers' attention to the high level of uncertainty involved with certain assumptions, and particularly those concerning consumption when in use. Globally, the statistical weighting makes it possible to estimate the reliability of this footprint at more or less 17%. The analysis of the data collected through the fleet of around 10,000 boats equipped with Seanapps and the ongoing life cycle assessments on products for the various market segments will enable the Group to gradually refine the reliability of this footprint review. The Group confirms that this inventory does not include CO₂ emissions relating to spare parts and to boat users traveling to boat shows or navigation sites.

Climate change adaptation [E1.SBM-3]

Faced with the impacts of climate change, and looking beyond the stakes involved with reducing greenhouse gas emissions, the Group carried out a study in 2023 on the physical climate-related risks covering all of its operational sites. This assessment was carried out with support from an external consultancy, taking into account two IPCC scenarios: an intermediate scenario for temperatures to

rise by an average of +2.4°C by 2100 (SSP2 -4.5) and a pessimistic scenario for temperatures to rise by +4°C by 2100 (SSP5 - 8.5), compared with the current risk.

Seven of the 13 climate risks identified were considered to be most relevant in relation to the activities and the locations of the sites. Various tools, such as DRIAS, Géorisques, Climate Central MeteoBlue, VigieEau and BRGM, have been used to carry out a fine-grained analysis of the French sites. These tools were supplemented with climate data from the IPCC Atlas and Climate Adapt for the international sites (Italy, Portugal, Poland, United States, Tunisia). Each site's level of exposure to the various climate contingencies was therefore able to be determined with forecasts looking ahead to 2050 based on the two scenarios selected.

The levels of risks were assessed based on two main elements for analysis: each site's level of exposure to the various hazards, in addition to a level of vulnerability for each site faced with each hazard. The latter is assessed based on a hazard's potential impact on the sites and their activities, factoring in the specific climate risk mitigation action plans already put in place. The combination of each site's level of exposure and level of vulnerability to the various climate hazards makes it possible to determine the materiality of each physical risk.

The main risks identified as potentially impacting activities are the increase in the scale and frequency of the flooding risk for the Bordeaux site (particularly in combination with rising sea levels) and the exceptional flooding risk concerning the Saint-Hilaire de Riez woodwork facility. The conditions for operations could also be affected by heat waves and, to a lesser extent, drought-related water restrictions.

After consulting with the operational managers concerned, particularly those at the most exposed sites, adaptation plans are already in place and various measures are already taken internally to manage and prevent these risks in the short term. Further adaptation actions could be considered to mitigate the impact of these longer-term risks taking into account the increase in their scale and frequency.

As part of the double materiality assessment, these physical risks were not assessed as exceeding the materiality threshold.

TRANSITION PLAN AND CARBON TRAJECTORY [EI-1]

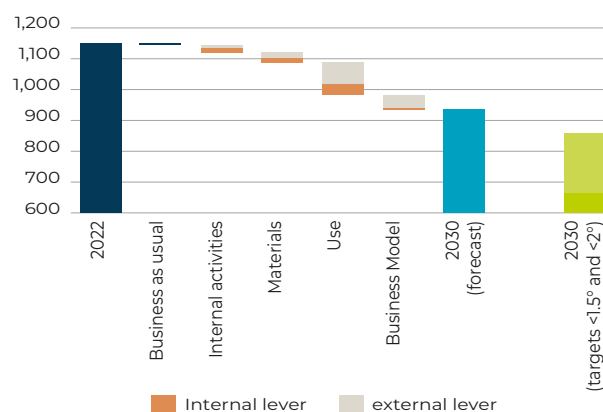
Following this inventory, the Group quantified the initial components of a medium- and long-term roadmap and developed its first carbon trajectory looking ahead to 2030. For this analysis, the Group estimated that a recovery in activity by 2030 would offset the reduction in emissions observed between 2022 and 2024, all other things being equal ("business as usual"), i.e. excluding changes in scope and before taking into account the emissions reduction actions presented below.

The actions identified for reducing the scope 1&2 emissions confirm that the Group is on track with a view to reducing the physical intensity of these emissions by

30% between 2022 and 2030 (see §2.1.1 below). Although they have different levels of maturity, these key areas for action are aligned with a 1.5°C trajectory for scope 1 and 2 looking ahead to 2030. An assessment of the financial resources required to support this transition is underway and is expected to be covered by a budget of a few million euros of investments on average per year.

The Group is also continuing to assess various areas for progress in relation to scope 3 with a view to achieving its ambition of reducing the intensity in terms of revenues by 30% for all its carbon emissions by 2030. The first areas for action identified at this stage would make it possible to target an 18% reduction in the Group's gross emissions by 2030, with a reduction of 210ktCO₂eq to reach around 930ktCO₂eq. Without waiting for the qualification of additional areas for action to align its Scope 3 transition plan with a 2°C trajectory, the Group is already moving forward with an action plan to support the fight against global warming, focused primarily on:

- Reducing fossil fuel consumption during the in-use phase for boats (alternative propulsion systems, naval architecture, etc.), targeting a reduction of ~110ktCO₂eq by 2030 (see §2.1.2),
- Using more sustainable materials and reducing waste (also see §2.2), targeting a reduction of ~25ktCO₂eq by 2030,
- Improving the energy performance of its sites and mobilizing its employees to reduce the impact of internal activities (see §2.1.1), targeting a reduction of ~25ktCO₂eq by 2030 (~15ktCO₂ for scope 1&2),
- Developing new business models, such as the retrofit offerings and the use-based economy, particularly through Boat Club and weekly rental activities, enabling boats to be pooled and reducing the emission intensity per day of use, targeting a reduction of ~50ktCO₂eq by 2030.



These key areas for action depend for approximately one-third on decisions and action plans led at Group level, for around one-third on public initiatives (including the decarbonization of the energy mix in the various countries and the availability of biofuels for the boat sector (with an assumption for accessibility set at 10%), and lastly, for one final third on changes in practices within the value chain, both upstream (reducing the emission factors of materials) and downstream (particularly increasing boat user awareness of the impact of cruising speeds on consumption levels).

This transition plan is an integral part of the B-Sustainable program, one of the pillars of the Group's strategy. This plan and these commitments are overseen by the Management Board and were presented to the CSR Committee in October 2024. Progress with the action plans will be specifically reviewed at least once a year, and a second time during the annual performance review.

Based on the life cycle assessments of its products, in 2023 the Group put in place a CO₂ emissions indicator from the first product development stages and incorporated an in-house carbon price, set at €100/tCO₂eq, for calculating the return on investment for these new projects.

2.1.1 REDUCING ENERGY CONSUMPTION ACROSS PRODUCTION SITES

POLICY AND OBJECTIVE

In connection with its HSEE Safety, Quality, Environment and Energy policy, the Group adopts an operational management approach for energy performance that is aligned as closely as possible with the various uses and promotes the design and purchasing of efficient equipment in order to contribute to climate change mitigation.

This policy is rolled out at all the production sites through action plans to improve their 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.

These continuous improvement plans are certified in line with the international standard ISO 50001 for all of the Boat division's plants in France.

The Group is committed to reducing direct emissions (scope 1 & 2), and it aims to ensure alignment with France's national low carbon strategy and contribute to the European ambition to be carbon neutral by 2050. A global climate action plan is currently being drawn up to confirm the actions that will enable the Group to achieve these objectives.

The monthly oversight of this policy is led by the Operations Director, a member of the Boat division's Management Committee.

CLIMATE-LINKED REMUNERATION POLICY [E1-GOV-3]

As explained in section GOV-3, the compensation policy did not explicitly include any criteria relating to the reduction of greenhouse gas emissions until 2024. From 2025, the objective to reduce the carbon emissions intensity of scope 1 & 2 will be incorporated into the variable compensation of Group executives and managers. Achieving a 5% reduction during the year will make it possible to secure up to 5% of the variable target. An objective relating to this indicator is also expected to be included in the next long-term incentive plan, with the corresponding policy to be submitted for approval at the General Meeting.

ACTION PLAN AND RESOURCES COMMITTED

Actions rolled out and results achieved in 2024

The operational energy consumption monitoring plans enabled the Group to reduce its electricity and gas consumption by nearly 24% between 2023 and 2024 (excluding the impact of the divestment of the Housing business) and the intensity of its direct emissions by 3% for the Boat division (2.39 tCO₂/1000h worked in 2024 vs. 2.47 in 2023).

Work to install the first section of photovoltaic carport canopies in France was completed in 2024, with all the sites from this phase brought online, representing a capacity of 4,372 kWp and a surface area of nearly 20,000 sq.m. In 2024, all of the carport canopies produced nearly 660 MWh.

In 2024, the Group set up a centralized energy consumption monitoring system using dedicated software. All of the meters for our gas and electricity suppliers at the French plants were connected, enabling accurate consumption figures to be reported for the sites. In addition, the central technical management system meters have been gradually connected up. As a result, more than 1,500 data points are now reported in the software, including related data such as weather conditions.

Weekly monitoring reports are generated automatically and sent to the site and facilities manager.

In 2024, more than €1m was also invested to renovate the production infrastructures and improve their energy performance (roof repairs, acquisition of variable-speed compressors with heat recovery).

In the United States, the Group rolled out an action plan for reducing the American plant's energy consumption, including a system to manage the site's heating.

Outlook

Groupe Beneteau is continuing to work on its global roadmap with a view to reducing the intensity of its direct CO₂ emissions by 30% by 2030, with a particular focus on Poland and the molding sites in France in 2025.

The Group will also continue rolling out management tools and continuous improvement approaches at its other production sites outside of France.

In addition, the roof repair work will continue in France.

TARGET INDICATORS

Carbon dioxide (CO₂) emissions relating to electricity and gas consumption ("entity-specific" indicator)

	Reference year (2017- 18)	2022	2023	2024	Target (2030)
Boat division					
CO ₂ emissions relating to electricity and gas consumption (tCO ₂ eq)	32,177	32,190	30,670	22,625	
CO₂ emissions intensity (tCO₂eq / 1000 hours worked)	2.77	2.62	2.41	2.39	1.83
CO ₂ emissions intensity (tCO ₂ eq/m€ of revenues)	29.4	25.7	20.9	21.9	
Group					
CO ₂ emissions relating to electricity and gas consumption (tCO ₂ eq)	33,716	33,391	31,796	22,625	
Intensity of CO₂ emissions (tCO₂eq / 1000 hours worked)	2.50	2.31	2.15	2.39	
CO ₂ emissions intensity (tCO ₂ eq/m€ of revenues)	26.2	22.1	17.8	21.9	

* CO₂ emissions relating to electrical energy and natural gas consumption are calculated using emission factors from ADEME (including upstream emissions and the plant's combustion). Scope 1 & 2 emissions for the Boat division based on the GHG Protocol methodology represented 32,079 tCO₂eq in 2022, 30,834 tCO₂eq in 2023 and 23,058 tCO₂eq in 2024.

The Group has set itself a target to reduce its physical intensity by 5% per year through to 2030, in order to align its direct emissions with a 1.5°C trajectory, independently from changes in its activity. Historically, the scope covers the total CO₂ emissions linked to electricity and gas

consumption, which have been robustly measured since the reference year. From 2024, the Group is targeting this same reduction objective across its entire scope for Scope 1 & 2 emissions.

Other key figures [E1-5]

ESRS ID	Indicator (in MWh LHV) – Scope for Group production sites	2022	2023	2024
Energy consumption				
E1-5_01	Total energy consumption	147,536	146,579	111,289
Total electricity consumption		48,940	47,780	33,999
E1-5_14	Electricity consumption from fossil sources			8,519
	Electricity consumption from nuclear sources			20,893
E1-5_07	Consumption of electricity purchased or acquired from renewable sources			4,085
E1-5_08	Consumption of self-generated non-fuel renewable electricity			502
E1-5_12	Fuel consumption from natural gas	98,595	92,925	67,951
E1-5_11	Fuel consumption from crude oil and petroleum products	na	na	9,338
Energy mix				
E1-5_02	Total energy consumption from fossil sources	na	na	85,809
E1-5_15	Percentage of fossil sources (%)			77%
E1-5_03	Total energy consumption from nuclear sources	na	na	20,893
E1-5_04	Percentage of consumption from nuclear sources (%)			19%
E1-5_05	Total renewable energy consumption	5,204	5,292	4,587
E1-5_09	Percentage of renewable sources (%)	3.5%	3.6%	4.1%
Energy production				
E1-5_17	Renewable energy produced at Group sites	-	-	707

The Group does not consume fuel from coal (E1-5_10) or other fossil sources (E1-5_13). The Group is not at this stage able to identify the percentage of fuel consumed by its own activities that comes from renewable sources (E1-5_06).

In 2024, the Group confirms that all its reported activities fall are classed as sectors with high climate impacts, as detailed in the section on the European Taxonomy. The reporting scope for sustainability data is aligned with the financial scope. As such, the indicators relating to the high climate-impact sector are the same as the energy consumption indicators reported in the table above.

Methodology note**Energy consumption**

Total quantity of electricity (GWh) or gas (GWh HHV) 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 the emissions relating to electricity and gas consumption. The emission factors are taken from the ADEME carbon footprint base. These factors take into account upstream emissions and combustion levels for the facility.

2.1.2 REDUCING IN-USE EMISSIONS**POLICY AND OBJECTIVE**

To reduce its indirect emissions, Groupe Beneteau's priority area for action is to work on the motorized propulsion of its boats. In addition to naval architecture and engineering aspects, which make it possible to reduce the boats' weight and design hulls with less drag with a view to reducing engine consumption levels when in use, the Product Marketing, R&D and Procurement teams are working on alternative propulsion solutions, while improving comfort on board by reducing engine noise.

Groupe Beneteau is continuing to move forward with its research and actively monitoring emerging developments,

particularly concerning energy storage methods (batteries, hydrogen, e-fuels, etc) and conversion systems (chargers, fuel cells, electric machines, etc.).

The Group aims to offer silent solutions with zero emissions (during the in-use phase) across all the boat ranges, including the largest units. To achieve this, the integrated systems must make it possible to ensure energy self-sufficiency and offer propulsion in line with users' needs. To meet these requirements, the Group needs to carry out work on the hybridization of engine systems, combining the energy density provided by thermal systems with the reduced noise levels and CO₂ emissions (during the in-use phase) associated with electric engine systems.

The Group is committed to developing and commercially promoting alternative propulsion solutions across all of its models by 2030. The DELPHIA brand even aims to offer a 100% electric range by 2025.

ACTION PLAN AND RESOURCES COMMITTED

Actions rolled out and results achieved in 2024

In 2023, Groupe Beneteau continued to develop its partnerships with Torqeedo and Vision Marine with a view to offering alternative propulsion solutions across each of its four market segments: Dayboating, Motor Yachting, Monohull and Multihull Sailing.

In 2024, Group Beneteau developed a new slow-cruising boat concept for the charter market and private owners, making it possible to reduce in-use greenhouse gas emissions by 50%. To achieve this, the Group developed its first low-voltage (48V) series hybrid propulsion system. This system integrates batteries supplied by MG and pods from the Fisher Panda brand. Combined with the optimized integration of photovoltaic panels on the roof, this system enables users to decarbonize their time on the water, while supporting their on-board experience (comfort, air-conditioning, etc.). This concept is set to be presented in 2025 to assess whether there is a viable market for this type of boat use.

In 2024, in the sailing segment, the BENETEAU and JEANNEAU brands continued to release new models, with six available in 100% electric versions. The pod solution developed with Torqeedo, with its 12kW peak output, is primarily adapted for monohull sailing yachts under 40 feet.

In terms of outboard motorboats, Groupe Beneteau linked up with the company Vision Marine to develop 130kW outboard engines and offer them on the FOUR WINNS brand's inland waterways range. The first boat from this range (FOUR WINNS H2e) was released for sale at the Düsseldorf and Miami shows in 2023. The studies conducted in 2024 highlighted the limitations of such a system, particularly in Europe, as it does not allow fast charging to be

put in place. As a result, the focus in 2024 shifted to mapping available solutions capable of supporting fast charging and offering CE certification. 2025 is expected to enable the Group to test these new solutions.

Lastly, the DELPHIA brand continued moving forward with the electrification of its range of boats for inland waterways. Following its launch of the D11 model, available with 100% electric propulsion in 2022, the brand released its second model (D10).

In 2024, the hybridization work carried out with our strategic partner Volvo was finalized. The findings from this research show that the parallel hybrid solution is technically viable, but can only be offered on larger units due to its cost. Work to integrate this type of propulsion will continue moving forward in 2025, particularly on the Lagoon range.

Outlook

The Group will continue working to qualify alternative propulsion solutions, such as "series hybrid" and "parallel hybrid" solutions, to be able to offer alternative solutions across all the market segments. These solutions will need to be accompanied by systems making it possible to better manage the energy available on board. When these stages to identify and ensure the reliability of the various systems have been completed, the Group will ramp up the integration of these propulsion systems in its product plan and the marketing of the new models.

Alongside this, the Group will continue moving forward with its naval architecture initiatives to reduce the consumption of its models, illustrated by the integration of foils to reduce drag on the small power catamarans.

Lastly, thanks to the deployment of Seanapps, the Group will be able to effectively adjust the features of its product offering and reduce on-board consumption, while improving the comfort provided for clients.

It is important to note that some engines compatible with the use of biofuels are already available on the Group's boats.

TARGET INDICATOR [E1-4]

	Reference year (2022)	2023	2024	Target (2030)
Total GHG emissions in revenue intensity (tCO ₂ eq/M€)	913	733	663	639
Total GHG emissions (tCO ₂ eq)	1,142	1,076	686	
% of models with alternative propulsion available	1%	7%	8%	100%

Due to significant fluctuations in activity, the Group has decided to monitor the intensity of its CO₂ emissions in relation to revenues as the target indicator for its carbon trajectory. In 2024, the premiumization strategy, the strengthening of the Sailing activities and the development of the catamaran offering within the Motor business enabled the Group to reduce its global CO₂ emission intensity from ~910tCO₂/M€ in 2022 to ~660tCO₂/M€ in 2024.

To steer its direct contribution to the Scope 3 carbon trajectory, the Group has also decided to monitor as a target indicator the number of models marketed with an alternative propulsion system. In 2023, eight new models were launched with a version offering an electric propulsion or hybrid system (seven sailing models, two models from the Delphia brand and one outboard boat model). In 2024, the addition of a new boat concept enabled the Group to validate a low-voltage series hybrid chain.

Other key figures [E1-6]

Boat division scope (in thousand tons of CO ₂ eq)	Reference year 2022	2023	2024
Gross GHG emissions - Scope 1	24	23	17
Gross GHG emissions - Scope 2 (location-based)	8	7	6
Gross GHG emissions - Scope 3	1,110	1,045	663
1. Purchased goods and services	228	208	132
2. Capital goods	35	47	35
3. Fuel- and energy-related emissions (not included in Scope 1 or 2)	5	5	4
4. Upstream freight transport and distribution	8	7	4
5. Waste generated	2	2	1
6. Business travel	8	3	3
7. Employee commuting	12	12	10
9. Downstream freight transport and distribution	8	7	4
11. Use of products sold	753	709	442
12. End-of-life of products sold	51	46	28
Total gross GHG emissions - Scope 1, 2 & 3 (location-based)	1,142	1,076	686
Gross GHG emissions intensity relative to revenues (tCO₂eq/M€)	913	733	663

Apart from photovoltaic energy production at its French production sites, the Group has not entered into any renewable energy supply contracts and primarily sources energy from public utilities. At this stage, Scope 2 emissions are therefore calculated exclusively with a location-based approach.

The Group is focusing its efforts on reducing emissions and did not purchase any carbon credits or fund any carbon offset mechanisms in 2024. As a result, the Group does not report on ESRS E1-7.

Methodology note

Updating of the Scope 3 carbon footprint

For 2023 and 2024, the Boat activity's full carbon footprint was updated based on the same assumptions as the 2022 carbon footprint (product lifetime, optional feature adoption rate, annual engine use duration, energy consumption at berth, etc.). The material mixes were assumed to remain stable across each market segment, along with the various Scope 3 emission factors.

Emissions intensity relative to revenues

The net revenues used to calculate CO₂ emissions intensity correspond to the Boat division's revenues, i.e. the revenues reported in the Group's financial statements for 2023 and 2024, and the amount disclosed in Note 4 of the consolidated financial statements for 2022.

2.2 Opening up to the circular economy in the boat industry, from eco-design to end-of-life [ESRS E5]

DESCRIPTION OF THE STAKE AND THE CORRESPONDING IROS

The current level of consumption of resources will not be able to continue in the future, due to both economic reasons (growing geopolitical tensions and extraction costs) and environmental reasons (depletion of natural resources, climate change, degradation of ecosystems). According to the double materiality assessment, the negative impact of the Group's activity relating to the consumption of finite

natural and mineral resources is primarily reflected in the short, medium and long term in the upstream value chain, while the negative impact for the depletion of fossil resources is linked mainly to fuel consumption in the downstream value chain (impact covered in section E1).

The risk associated with this stake is primarily economic and concerns the Group's upstream value chain over the medium term: the increasing scarcity of resources could result in the Group being unable to source raw materials

and therefore to produce our boats. There is also a regulatory risk, as the use of these raw materials may generate significant environmental impacts.

To ensure sustainable growth, Group Beneteau aims to rationalize its use of materials, which will be renewable when possible. For this, the Group works, from the upstream phase, with its suppliers of raw materials and components to maximize the integration of bio-based, recyclable and/or recycled components. This work is continuing to move forward on the naval architecture of our hulls, with a view to reducing the fuel consumption associated with propulsion. Over the long term, this represents a positive impact for the Group, as reducing its waste and increasing its recyclability help reduce the pressure on resource extraction.

Ultimately, all of these strategic approaches are further supported with actions aimed at extending the lifespan of

boats (refit activity) and/or facilitating their dismantling and recycling.

The organized decommissioning of boats, and the recycling of the materials for which this is possible, is a key stake for the development of a true circular economy. It prevents the presence of boats that are obsolete and out-of-use in unauthorized areas and makes it possible to capitalize on the materials recovered. In the short term / medium term, this represents a market opportunity for the Group's own operations: the development of eco-designed products and alternative offerings. Setting up a circular economy would also enable the Group to reduce its consumption of resources and therefore, in the medium term, lower its costs.

For recreational boats, end-of-life typically occurs around 40 years after their construction.

2.2.1 RATIONALIZING THE USE OF RAW MATERIALS

POLICY AND OBJECTIVE [E5-1]

In terms of weight, composite materials make up around 40% of the recreational boats built by Groupe Beneteau, included in their structural parts and all of the components for their hoods. After launching a characterization of the resins and fibers that it uses, Groupe Beneteau has identified four areas for innovation:

- Developing and using a biosourced resin for the injection or infusion production of small and large components;
- Offering recyclable resins instead of the polyester resins currently used. As these polyester resins are thermoset, i.e. infusible and insoluble, they are non-recyclable. The Group aims to replace the resins currently used at the plants with fusible materials (thermoplastic behavior), making it possible to separate, at the end-of-life stage, the fibers from the resin, and therefore facilitate their respective recycling, which would notably result in a reduction in CO₂ emissions at the end of the life cycle;
- Promoting and increasing the use of plant-based fibers and particularly hemp, whose characteristics offer a number of environmental benefits. 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;
- Working on the reuse and/or recycling of fiberglass in partnership with the Group's longstanding suppliers. There are two possibilities to be capitalized on. The first involves reusing fabric offcuts generated during our company's internal cutting phase. As these materials have not been in contact with resin, they can be more easily upcycled. The second solution involves reprocessing fibers that have been in contact with our resin. This requires prior pyrolysis to separate the resin from the fibers. This area is currently under development. It could be industrialized in the near future.

Although the Group has not formalized a dedicated policy in this area, these core pillars summarize the approach put in place by the Group to adopt a rationalized use of resource inflows.

The deployment of this policy is communicated to external stakeholders at boat shows and through the awards received. Innovations that have been industrialized and commercialized are listed in the technical specifications of the boats.

In addition, timber is used to produce interior fixtures and fittings for the boats, as well as to reinforce their structure. This natural resource accounts for approximately 10% to 15% of the total weight of the materials used for boat construction. The Group has set itself a target to increase the proportion of timber from forests certified as sustainably managed (also see stake E4 – Biodiversity).

ACTION PLAN AND RESOURCES COMMITTED [E5-2]

Actions rolled out and results achieved in 2024

Following several technical trials carried out with the alternative resins (recyclable thermoplastics, bio-based polyester), Groupe Beneteau first assessed a 14% bio-based resin for manufacturing small parts, making it possible to reduce the CO₂ emissions from this resin by 10%. This solution was industrialized in 2022 and is used for more than 30,000 parts per year within the Group. In 2023, Groupe Beneteau continued with its efforts, increasing the bio-based percentage of some of its resins for small parts. This rate increased from 14% to 35% in July 2023, ultimately enabling the Group to reduce the CO₂ emissions associated with this resin by 29%. The deployment of this work continued moving forward in 2024.

Following three years of co-development with Arkema, Groupe Beneteau built the world's first ever production

boat with recyclable resin. The First 44 was unveiled at the Nautic Paris Boat Show in December 2022. 2023 saw the industrial scaling of this solution on the JEANNEAU Sun Fast 300D (offshore racing sailboat) to demonstrate the reliability of this new resin under demanding conditions. The first series production line for boats using recyclable resins had already made it possible to build 34 sailing units at the Cheviré site by the end of 2024. This material is continuing to be rolled out internally at the Group's historic Saint-Gilles-Croix-de-Vie yard. Two Oceanis Yacht 60s were built using Elium in 2024.

Another alternative solution was deployed at the Group's facilities in 2024, based on the principle of bio-attribution (ISCC+ certification of our supplier). It incorporates 100% bio-attributed Styrene, which represents 45% of the total material content. This Low Carbon polyester makes it possible to reduce the CO₂ impact of the polyester by 9%. It is already being used on the Lagoon 82, 67, 60, 55 and 51 models (representing around 28 tonnes of materials in 2024).

In terms of natural fibers, in 2022, the Group's teams assessed the integration of up to 14% hemp fibers in the fibers used to produce non-structural parts, such as hoods. The industrialization of this process in 2023 made it possible to incorporate these natural fibers into 25% of the small parts produced in France.

In addition, the Group is working on the recycling and reuse of its fiberglass, whether or not it is contaminated with other elements. This work was recognized with a Sustainability Award during a ceremony at the METS show, as part of the Boat Builders Awards (see §1.6).

Groupe Beneteau has also worked on the standardization of the Life Cycle Assessment (LCA) methodology for recreational boats. After developing an initial methodology

in 2023 with the French boating industry federation (FIN) and other French stakeholders, this was shared at European level. In 2024, in consultation with EBI, the national and European federations, and industry stakeholders from across Europe, this methodology was expanded and refined.

Outlook

Groupe Beneteau will continue with its life cycle assessment work in the Motor Yachting and multihull sailing segments. These studies will make it possible to prioritize the solutions to be rolled out with a view to reducing the environmental impacts of the various stages in a boat's life.

After leading the standardization of Life Cycle Assessments (LCA) at national then European levels, Groupe Beneteau aims to continue with this work globally by involving international and North American organizations.

Groupe Beneteau will continue rolling out the low carbon resin, which contains up to 45% bio-based and/or recycled materials.

In 2024, Groupe Beneteau worked jointly with Owens Corning and Chomarar on the recycling of glass fibers. This solution will be scaled up for industrial use in 2025. Ultimately, it will help prevent fibers being sent to landfill locally.

In 2025, Groupe Beneteau is partnering with leading industrial players (Veolia, Arkema, Chomarar, Composite Recycling and Owens Corning) to offer a circular economy model for composites in the boat building sector. More information about this initiative can be found in the corresponding press release: [Industrial alliance for circular boat building](#).

TARGET INDICATOR

Groupe Beneteau set up its first series production line in Cheviré for building sailing models with recyclable resin. In 2024, following the launch of this series, 34 boats were produced at this site. Two Oceanis Yacht 60 units were produced using this same resin at the Saint-Gilles-Croix-de-Vie site.

Following the achievement of this objective to industrialize this recyclable resin, the Group is looking into a new medium-term indicator measuring the rate of bio-based, recycled or recyclable materials on board its boats.

Other key figures [E5-4]

ESRS ID	Indicator (in tons)	2024
E5-4_02	Purchase of raw materials (resin & fiber)	11,717
E5-4_02	Purchase of raw materials (timber)	5,390
E5-4_03	% of bio-based materials (estimated)	14%
E5-4_04	Quantity of purchased materials identified as recycled	1,039
E5-4_05	% of recycled materials or components estimated (estimated)	3%

Methodology note

In connection with its carbon footprint review, the Boat division estimated the various inflows and outflows of materials (finished products and waste) and checked the consistency of purchases of input materials by

extrapolating the mass reviews carried out for the life cycle assessments covering these core business segments.

Since 2023, the Group has reported key figures associated with ESRS E5 on resource use and the circular economy.

For finished products, the main impact indicator commonly used in the recreational boat industry is a boat's light craft mass (m_{LC}). This data, defined by the EN ISO 8666: 2020 standards and verified by accreditation bodies for each boat model before its market release, corresponds to the empty mass of a boat equipped with the minimum fittings required for navigation. The actual mass of the finished products is generally 10% to 20% higher than the light mass on average depending on the segments, taking into account the options chosen by end clients. In 2024, the combined light craft mass (m_{LC}) of the boats produced was nearly 24,000 tons.

In terms of inflows, the main raw materials sourced by the Group are the materials intended for composites (fibers, resins, gelcoats), which represent more than 40% of the mass of the boats, as well as timber for interior fittings (10% to 15% of the boats' mass). The other inflows primarily concern manufactured products or equipment. According

to the life cycle assessments, metals and plastics account for 15–20% and 10–15% respectively. Only the categories of products intended for composites, the timber or components such as the keels or masts can at this stage be collected, or reliably converted, in terms of their mass. For 2024, the mass of purchases associated with these product categories represented nearly 18,000 tons. The percentage of materials whose renewable origins (bio-based or recycled) were able to be identified represented nearly 5,000 tons, equivalent to one third of these categories of purchases. This identifiable share represents between 15% and 20% of the total estimated mass of outflows (products and waste). The contribution primarily reflects the recycled metals and wood used in the keels and rigging. Moreover, the Group has already sourced 22 tons of recyclable resins. This share is expected to increase, particularly with the industrialization of the Group's innovations relating to composites.

For calculating indicators E5-4_03 and E5-4_04, the Group initially assumes that the total inflow of resources is equal to the estimated outflow of resources.

2.2.2 CONTRIBUTING TO THE DECONSTRUCTION CHANNELS

POLICY AND OBJECTIVE [E5-1]

For many years, Groupe Beneteau has been actively engaged in the decommissioning sectors. While the Group does not have a formalized policy in this area, it has helped structure the decommissioning sector in France, actively contributes to the work carried out by the eco-organization, and sits on its governing body.

Created by the French boating industry federation (FIN) in 2009 and accredited by the French State in 2019, the APER¹ - association for environmentally responsible recreational boating - is the only eco-organization in the world dedicated to the end of life of recreational boats. Today, the APER has 102 companies as members - manufacturers and importers - which represent nearly 90% of the French market. Nearly 13,000 boats have been decommissioned since September 2019 and more than 30 decommissioning centers are currently operational.

ACTION PLAN AND RESOURCES COMMITTED [E5-2]

Actions rolled out and results achieved in 2024

In addition to its major financial contribution relating to its activity bringing products to the market (€920,000 in 2024 vs. €580,000 in 2023), 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.

By December 31, 2024, 13,080 boats had been decommissioned since the APER was launched in 2019, including more than 3,000 in 2024 alone.

Outlook

Groupe Beneteau, part of the APER's governance bodies, actively supported this eco-organization with a view to renewing its accreditation in 2024 for handling the decommissioning of boats at the end of their lives. This renewal involves several challenges, including increasing the numbers decommissioned and taking into account part of the transport for boats at the end of their lives.

The APER and Composite Recycling signed a partnership agreement with a view to deploying mobile units with independent energy supplies for the pyrolysis-based treatment of composite waste resulting from the decommissioning of recreational boats. After being separated from the resin and cleaned, the glass fibers will be able to be used again for manufacturing recreational boats or many other products. The first mobile unit is expected to be set up at Saint Herblain, located just outside of Nantes, at the start of 2025. Following this pilot phase, these arrangements will be adapted to the industrial scale of the decommissioning centers. A strategic partnership is currently being developed between all the stakeholders involved in the value chain (producer, resin and fiber chemists, Composite Recycling, and a dismantling company).

¹ More information is available online at <https://www.recyclermonbateau.fr/>.

TARGET INDICATOR

Percentage of the target achieved for 20,000 boats to be decommissioned in 2024 by the APER: 13,080 boats, i.e. 65% of the target.

Other key figures

ESRS ID	Indicator	2023	2024
Entity-specific	Amount of eco-contributions paid by the Group to the eco-organization APER (France scope - €'000)	580	920

Currently, there is no standard methodology for calculating boat reparability or recycling rates, and no average values are therefore available for the boat industry.

2.2.3 ENSURING EFFECTIVE CONTROL OVER AND REDUCING WASTE GENERATION

POLICY AND OBJECTIVE [E5-1]

To ensure effective control over the generation of non-hazardous waste relating to its industrial operations, the Group applies a "4R" approach (Reduce, Reuse, Recycle, Reclaim). 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. Where possible, the Group aims to minimize the generation of hazardous waste (acetone-contaminated waste, WEEE and batteries), which, in most cases, is incinerated with energy recovery systems by providers.

Waste management is an integral part of the Group's HSEE policy, as described in E2, and is covered by procedures that are available to all employees. This policy is aligned with the ISO 14001 approach deployed by the Group.

In line with the ambition to reduce the quantity of waste disposed of and the commitment to continuous improvement, the target indicator below is incorporated into the three CSR objectives associated with its multi-currency medium-term financing agreement.

ACTION PLAN AND RESOURCES COMMITTED [E5-2]

Actions rolled out and results achieved in 2024

In 2024, some initial tests were conducted with a startup to identify a new outlet for resin waste and particularly Elium resin.

In connection with its ISO14001 certification approach, the second site in Poland further strengthened its waste recycling approach, diverting 50% of its waste from disposal in 2024.

Outlook

In 2025, the Group will launch a fiberglass fabric recyclability project and will also continue harmonizing and sharing "4R" best practices across all of its sites with a view to reducing its waste.

In the medium term, the Group will also continue moving forward with pathways for recovering hazardous waste.

TARGET INDICATOR [E5-3]

Non-hazardous waste recycling and recovery rate - Production sites	Reference year (2011-12)	2022	2023	2024	Target (2025)
Boat division (France)	58%	77%	84%	81%	
Boat division (global)		58%	68%	67%	>70%
Group scope	na	66%	73%	67%	

The Group's ambition is to reduce the quantity of waste disposed of. The main target indicator set is the recycling and recovery rate for non-hazardous waste. This corresponds to the ratio between the quantity of this waste not disposed of (as defined by the standard and reported in E5-5.08) and the total quantity of this non-hazardous

waste generated during the year (as reported under E5-5.07). The 2012 reference year corresponds to the year when the ISO 14001 approach was launched at the Boat division's French sites. In 10 years, the rate has increased from 58% to 77% for the French scope. The Group is targeting a recycling and recovery rate of over 70% for non-

hazardous waste across the entire scope for 2025. Compared with a baseline of 58% at global level in 2022, this rate reached 67% in 2024 (81% for the French sites).

The 5-point decrease between 2023 and 2024 at Group level is linked to the change in scope following the Housing division's sale.

Other key figures [E5-5]

ESRS ID	Indicator (quantity in tons for the reporting year)	2022	2023	2024
E5-5_07	Total amount of waste generated	22,064	25,385	11,142
	Of which, non-hazardous waste (NHW)	20,591	23,185	9,452
E5-5_15	Of which, hazardous waste (HW)	1,473	2,201	1,690
E5-5_10	Total amount of waste not recycled	na	15,239	6,383
E5-5_11	Percentage of waste not recycled (%)	na	60%	57%
Entity-specific	Non-hazardous waste recovery / recycling rate	66%	73%	67%
Entity-specific	Waste recovery / recycling rate (NHW + HW)	na	75%	68%
Entity-specific	Total quantity of waste per million hours worked for the reporting year (t/million h)	1,529	1,682	1,179

ESRS ID	Indicator (quantity in tons for the reporting year)	2024	Hazardous waste (HW)	Non-hazardous waste (NHW)
E5-5_07	Total amount of waste generated	11,142	1,690	9,452
	Amount of waste not disposed of	7,626	1,327	6,299
E5-5_08	Amount of waste reused	182		182
	Amount of waste recycled or recovered for materials	4,577	589	3,987
	Amount of waste recovered for energy	2,867	738	2,129
	Amount of waste disposed of	3,516	362	3,154
E5-5_09	Amount of waste disposed of through incineration	105	105	-
	Amount of waste disposed of through landfill	3,205	72	3,132
	Amount of waste disposed of through another disposal operation	206	185	21
E5-5_10	Total amount of waste not recycled	6,383		
E5-5_11	Percentage of waste not recycled (%)	57%		
E5-5_16	Total amount of radioactive waste	-		
Entity-specific	Waste recovery / recycling rate	68%	79%	67%

Methodology note

Waste

The quantities of waste reported correspond to the volumes leaving the geographical perimeter of the production sites. The quantities expressed in tons correspond to the values invoiced by providers during the reporting period.

Types of waste

The main categories of waste are:

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

Types of treatment

The classification of waste is based on European codes.

A brief description is given below:

- Reuse: direct use of waste, without applying any techniques to process it, such as the reuse of pallets for instance.
- Recycling: reprocessing of materials or substances contained in waste through a production technique 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.
- Recovery: use of waste to replace an element or material (material recovery) or to produce an energy source (energy recovery).
- Burial: storage underground or disposal in landfill.

2.3 Reducing the environmental impact of industrial operations [ESRS E2]

DESCRIPTION OF THE STAKE AND THE CORRESPONDING IROS [E2.IRO-1]

As an industrial group, Groupe Beneteau is aware of the environmental impact of its operations relating to the production of recreational boats, and is constantly looking to reduce its footprint in line with its environmental management programs.

For its own operations, the activities with the most significant environmental impacts are subject to impact assessments, overseen by local authorities (ICPE regulated environmental protection facilities in France). Consultations, particularly with affected communities, are conducted for all major projects or modifications with potential impacts when legally required. With respect to air, water and soil pollution, the Group adheres to the regulations and guidelines issued by local government bodies and agencies, which define frameworks based on consultations in the field with the stakeholders concerned. These consultations are carried out in connection with changes to processes when preparing applications for authorizations to operate industrial sites.

For its double materiality assessment, the Group consulted its HSEE experts to assess the stakes relating to its own operations, and incorporated the impacts of its products relating to pollution through life cycle assessments (LCAs). Air pollution was classed as a material stake for the Group, due to its polluting emissions of Volatile Organic Compounds (VOCs) from the composite activities (use of resins, gelcoats, adhesive sealants and solvents) and woodwork activities (varnishing wood), which are specific to the activity building recreational boats. Firstly, these emissions may in the short term impact the health and safety of employees who may be exposed to them, and they are classed as a material impact before considering the mitigation measures deployed by the Group (employee health and safety stake covered in SI). This stake is also classed as material due to the risk of a potential increase

in regulatory requirements, which could result in significant investments to maintain the level of compliance of operations.

POLICY AND OBJECTIVE [E2-1]

Since 2012, the Group has structured its Environment policy around the ISO 14001 international standard, which aims to reduce an organization's environmental impact, while addressing the expectations of its various stakeholders. To monitor the application of ISO 14001 and internal environmental protection standards, the Group conducts internal audits at its industrial sites. In addition, annual external audits are carried out by an accredited third party at the certified sites.

Over the coming years, the scope for certified sites is expected to increase. The Group's Environment policy is an integral part of its HSEE policy and is accessible to all employees. It is led by the Operations Director, who is a member of the Boat division's Management Committee, and is supervised by the HSEE Director.

This Environment policy covers various key areas, including:

- Reducing the consumption of raw materials and ensuring effective control over waste generation (stake covered in the E5 section);
- Improving the energy efficiency of production sites (stake covered in the E1 section);
- Managing chemical products and reducing pollutant emissions, particularly volatile organic compounds, as described below;
- Risk management plan to prevent and limit the risks of accidents with environmental impacts (fire outbreak, accidental pollution, etc.). For further details, see the "Risk factors and control environment" section;

- Water management plans. While the production activity consumes relatively low levels of water resources, water management plans are drawn up for the French and Polish sites and the continuous improvement action plans are audited as part of the ISO 14001 certification process.

Volatile organic compound emissions

To reduce the pollutant emissions linked to volatile organic compounds (VOCs), the Group has increased its use of lower-emission injection techniques (closed mold) and infusion techniques (under cover sheets) over more than a decade, and focused on resins and adhesive sealants with low levels of styrene. Contact resin consumption levels have been divided by 10. In accordance with the regulations in force in France, the material assessments and solvent management plans are communicated to the relevant authorities.

Managing chemical products

Concerning the chemical products used within the Group, in addition to ensuring that all the products used are compliant with the REACH Regulation, an accreditation procedure is in place, making it possible to ensure that all new products have been approved by the occupational medicine team, the Health, Safety, Environment and Energy (HSEE) Department, and the Group laboratory. Specifically, this prior approval makes it possible to check the risks relating to the health of staff using this product, the risks for the safety of the sites where it will be used, and the environmental hazards and risks under both normal conditions for the product's use and storage, as well as in the event of accidents. This procedure is being supported with work alongside the in-house laboratory to gradually replace the most hazardous substances.

TARGET INDICATORS [E2-3]

Volatile organic compound (VOC) emissions

Boat division scope	2022	2023	2024	Target (2025)
VOC emissions at production sites (kg / 1,000 hours worked)	92.0	87.7	74.5	82.8

The target to reduce VOC emissions by 10% by 2025 is calculated in relation to FY 2022. This target was set by the Management Board and presented to the CSR Committee. It is aligned with France's national atmospheric pollutant

ACTION PLAN AND RESOURCES COMMITTED [E2-2]

Actions rolled out and results achieved in 2024

As acetone is the most commonly used solvent at the production sites, the Boat division further strengthened its acetone management plan with a view to improving the regeneration potential of this product. For instance, at a pilot site, the Group rolled out an approach to reuse contaminated acetone internally for non-sensitive operations such as rinsing tools. This initiative made it possible to reduce acetone consumption and the corresponding emissions at this site in 2024.

The Group continued moving forward with its varnish replacement program to increase the proportion of water-based varnishes and reduce VOC emissions, particularly in the solid timber woodwork unit at its Les Herbiers industrial site.

In 2024, the second Polish plant further strengthened its environmental approach, achieving its first ISO 14001 certification.

Outlook

The Group will continue working to standardize the use of infusion / injection techniques by gradually rolling them out on smaller models and will assess the possibilities for replacing solvents (acetone).

The Group will continue rolling out its varnish replacement program with a view to increasing the proportion of water-based varnishes and reducing the corresponding VOC emissions.

Other key figures [E2-4]

ESRS ID	Indicator - Boat division scope	2022	2023	2024
E2-4_02	Volatile organic compound (VOC) emissions (tons)	1,490	1,297	704
E2-5_02	Resin & gelcoat consumption (tons)	13,297	12,174	6,744
Entity-specific	Percentage of the activity carried out at ISO 14001-certified sites (% of hours worked)	64%	75%	84%

Excluding the impact of the actions presented above, contributing to reducing emission intensity, the main

changes in the key figures based on gross values are linked to the changes in boat production activity in 2024.

Methodology note

Most of the environmental indicators are presented as a ratio in relation to the number of hours worked, which include the hours for temporary staff.

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.

Historically, emissions have been assessed by calculating a material assessment based on the quantities of products consumed containing VOCs for each production site. 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 Émissions 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).

In 2024, the method for calculating VOC emissions was revised by the relevant French authorities. The new protocol, deployed at the French sites, calculates the level of emissions based on the application process (spraying, contact, injection, etc.), as well as the styrene and solvent content of each item. Emissions are calculated based on the quantities of products purchased during the reporting period, net of the quantities of waste or products regenerated (e.g. acetone). The impact of this change in the method applied represents a 3% variance for 2023 for the French sites concerned. Given the limited difference, the historical methodology continues to be applied to calculate the emissions of subsidiaries in other countries.

Resin and gelcoat consumption

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

2.4 Contributing to protecting biodiversity [ESRS E4]

DESCRIPTION OF THE STAKE AND THE CORRESPONDING IROS [E4.IRO1, E4.SBM-3, E4-1]

Groupe Beneteau recognizes that climate change and the extraction of resources are drivers with direct impacts on biodiversity loss. To mitigate the impact of these pressure factors, the Group implements policies and action plans to reduce GHG emissions across its value chain (see §2.1 - ESRS E1) and prevent the overexploitation of natural resources (see §2.2 - ESRS E5).

Excluding these two sub-subtopics, the double materiality assessment identified, in the long term, a material risk upstream from its value chain concerning its supply chain for raw materials (timber, leather, minerals, etc.). This section therefore reports on the Group's timber sourcing policy, as well as the related action plans and indicators.

The Group has also taken into consideration the potential impact of its own operations on biodiversity. The Group owns 220 hectares of land, with more than 75% in France. Nine of the 10 sites in France are classed as regulated environmental protection facilities (ICPE¹). Each new industrial project is reviewed with the State services, making it possible to inform the services concerned of any changes made, particularly concerning the stakes in terms of impacts on biodiversity. None of these sites are located in any protected natural areas. Only

the Bordeaux site is located on the boundary of a Natura 2000 site (FR7200700 site in La Garonne) and it is compliant with the regulations in force. In its double materiality assessment, this stake concerning the Group's own operations was not considered to be material. Nevertheless, as a responsible company, the Group seeks to minimize the impacts of its sites on biodiversity, notably through its Environment policy.

The Group's impact on biodiversity within its downstream value chain was also not considered to be material. However, this stake, covered in the 2023 sustainability performance report (DPEF), continues to be monitored by the Group. Groupe Beneteau builds awareness among its clients on environmentally responsible boating by equipping its boats with the connected app *Seanapps*, which provides maintenance advice and shares videos on good environmental practices. In addition, the LAGOON brand is supporting several ecological initiatives, such as mapping plastic waste with drones, replanting coral in Indonesia, and scientific expeditions to preserve the oceans. Lastly, Groupe Beneteau has also made a commitment, within Alliance Posidonia, to a collective approach to value, communicate and take action to preserve Posidonia seagrass in the Mediterranean.

The resilience of the Group's business model and its current strategy faced with the systemic stakes relating to biodiversity has not yet been assessed.

¹ Installation Classée pour la Protection de l'Environnement (regulated environmental protection facilities)

2.4.1 BIODIVERSITY PRESERVATION (UPSTREAM)

POLICY AND OBJECTIVE [E4-2]

Aware of the economic risk associated with disruption to its timber supply chain, the Group will adopt a formalized timber sourcing policy in 2025, supplementing its general Responsible Procurement policy. This will be aligned with the new European deforestation regulation (EUDR), effective from 2026.

European Union. However, it faces challenges to source rare species, such as teak, doussie and iroko. Moreover, certification costs for small producers, such as those supplying non-controversial French-origin poplar, represent a further challenge.

In 2024, 80% of the solid wood and 70% of the plywood purchased was covered by a recognized certification of origin.

ACTION PLAN AND RESOURCES COMMITTED [E4-3]

Actions rolled out and results achieved in 2024

Groupe Beneteau sources veneers from suppliers managing forest concessions in Africa and Gabon and Cameroon in particular. It also prioritizes local supplies, with more than 38% of its timber originating from the

Outlook

The Timber Procurement policy will be published in 2025. No new suppliers will be approved without certification, and the due diligence loop will be completed to cover 100% of our suppliers.

Groupe Beneteau aims for over 80% of the timber used to be FSC or PEFC certified by 2030.

TARGET INDICATOR [E4-5]

Entity-specific indicator - Boat division scope	2023	2024	Target (2030)
Percentage of timber from certified sustainably managed forests (%)	47%	51%	>80%

Groupe Beneteau aims to source more than 80% of the timber used from certified sustainably managed forests (FSC or PEFC) by 2030. This objective will be assessed with the Group's suppliers to take into account the constraints

involved with sourcing exotic resources and the forest management certification costs for small producers of non-controversial origin products (e.g. French poplar).

Methodology note

Timber from certified forests

There are two types of forest certification: forest management certification (with FSC® and PEFC as the main labels) and legality certification (with OLB and TLV as the most widespread), which is based on compliance with the laws applied in the country of production and

incorporates the traceability principles. Timber with certified origins refers to timber purchased during the year from forests certified under one of these two certification schemes. Timber from sustainably managed forests refers to timber purchased during the year from forests whose management is certified with a label like FSC® or PEFC.

2.5 Application of the European Taxonomy

2.5.1 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. In the delegated acts¹, the European Commission established the technical screening criteria for determining the conditions under which an economic activity qualifies as contributing substantially to each of the six environmental objectives and for determining whether this economic activity causes no significant harm to any of the other environmental objectives.

For the 2024 reporting period, Article 8 of the delegated act² requires the Group, as a non-financial parent company,

to report the proportion of economic activities that are taxonomy-eligible and related to the six environmental objectives in total revenues, 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 determines the KPIs for Taxonomy alignment and eligibility in accordance with the legal requirements, as presented in the methodology note below.

2.5.2 GROUPE BENETEAU'S TAXONOMY-ELIGIBLE ACTIVITIES

PRINCIPAL ACTIVITY

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

In its analysis, the Group 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 economic 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 (Manufacturing, repairing, maintaining, retrofitting, repurposing or upgrading [...] sea and coastal freight water transport vessels, vessels for port operations and auxiliary activities, that are not dedicated to transporting fossil fuels).

As it sold its other Leisure Homes business during the year, the Group does not have any other economic activity that represents a relevant emissions source.

In addition, following an analysis of Annexes I, II, III and IV of the Delegated Environment Regulation (EU) 2023/2486, the Group did not identify any eligible activities corresponding to the activities mentioned in the delegated acts for the other four environmental objectives. In 2024, the Group did not carry out any commercial repair and refurbishment activities that would be eligible for the objective to transition to a circular economy. The recreational boat building activities and leisure home production activities are also not part of the sectors listed by the European regulations concerning the sustainable use and protection of water resources and marine resources, the prevention and reduction of pollution, or the protection and restoration of biodiversity and ecosystems.

The proportion of taxonomy-eligible economic activities within the Group's 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, 2024 to December 31, 2024. The denominator for the turnover KPI is based on the Group's consolidated net revenues in accordance with IAS 1.82 (a). In accordance with IFRS 5, revenues for the Housing division (sold in 2024) are excluded.

As a result, the key performance indicator for the eligibility of revenues came to 100% for 2024.

CAPITAL EXPENDITURE (CAPEX)

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 FAQs 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 €69.3m and concerns the Boat division's investments, including those resulting from business combinations (vs. €83.2m in 2023);

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 €1.9m for the year ended December 31, 2024 (vs. €2.6m in 2023).

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.

¹ *Climate Delegated Regulation (EU) 2021/2139 of June 4, 2021 (and Regulation (EU) 2023/2485 amending the Climate Delegated Regulation of June 27, 2023), Regulation (EU) 2022/1214 – Complementary Delegated Act on Gas and Nuclear of March 9, 2022, Environmental Delegated Regulation (EU) 2023/2486 of June 27, 2023, and the various FAQs.*

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 total amount of investments comprising acquisitions and changes in the basis for consolidation, as reported in Note 7.4.1. to the Group's consolidated financial statements, came to €71.2m for the year ended December 31, 2024 (vs. €89.6m in 2023).

As a result, the key performance indicator for the eligibility of capital expenditure came to 100% (vs. 93% in 2023).

OPERATING EXPENDITURE (OPEX)

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 identified €25.4m of eligible operating expenditure relating to the amount of non-capitalized costs linked 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.

This eligible operating expenditure represents 3% of the total operating expenditure. The Group's operating expenditure primarily concerns manufacturing costs (purchases of raw materials or industrial costs) which do not result in the generation of a substantial amount of eligible expenditure. The Group therefore chose to use the exemption for the key performance indicator relating to operating expenditure.

2.5.3 ANALYSIS OF ALIGNMENT WITH THE EUROPEAN TAXONOMY

Among its eligible activities, Groupe Beneteau considers that the production of sailing boats and the production of 100% electric motorboats meet the technical criterion for a substantial contribution to climate change mitigation. However, to be aligned, these activities must not cause any significant harm to any of the other environmental objectives. Groupe Beneteau considers that its activities that are not produced at ISO 14001 certified sites must be excluded at this stage as a result of the compliance documentation required to satisfy the DNSH criteria. The alignment of these activities is therefore analyzed exclusively for the French and Polish sites, which nevertheless account for more than 95% of boat sales.

SUBSTANTIAL CONTRIBUTION

Annex I to the Delegated Regulation states that the technical screening criteria making it possible to determine that an economic activity contributes substantially to climate change mitigation are:

(j) *inland passenger water transport vessels that:*

- i) i) have zero direct (tailpipe) CO₂ emissions;
- ii) until December 31, 2025, are hybrid and dual fuel vessels using at least 50% of their energy from zero direct (tailpipe) CO₂ emission fuels or plug-in power for their normal operation;
- (...)

m) *sea and coastal passenger water transport vessels, not dedicated to transporting fossil fuels, that:*

- i) have zero direct (tailpipe) CO₂ emissions;
- ii) until December 31, 2025, are hybrid and dual fuel vessels that derive at least 25% of their energy from zero direct (tailpipe) CO₂ emission fuels or plug-in power for their normal operation at sea and in ports;

iii) until December 31, 2025, the vessels have an attained Energy Efficiency Design Index (EEDI) value 10% below the EEDI requirements applicable on April 1, 2022 if the vessels are able to run on zero direct (tailpipe) CO₂ emission fuels or on fuels from renewable sources.

In terms of the technical screening criteria, the Energy Efficiency Design Index (EEDI) is a standard introduced by the International Maritime Organization (IMO) for commercial boats and does not apply to recreational boats.

In view of these technical screening criteria, Groupe Beneteau has determined the following conclusions:

1. The production of boats that are powered exclusively by sails or 100% electric propulsion systems is automatically considered to be an activity that contributes substantially to climate change mitigation.
2. For the "passenger vessels on inland waterways" and the "sea and coastal passenger water transport vessels" with conventional or parallel hybrid engines, these technical screening criteria enable the regulation to be applied without any major ambiguities concerning the non-aligned nature.
3. However, for the "sea and coastal passenger water transport vessels" with sails and with hybrid engines fitted as standard, the absence of a precise definition concerning the technical criteria relating to the recreational boat activity does not make it possible to reach a conclusion.

In the absence of a precise definition concerning the technical criteria relating to the recreational boat activity, Groupe Beneteau has therefore adopted the position to consider in the short term that all sailing yachts, as defined by ISO (EN ISO 8666:2002, Small craft - Principal data), meet the technical criterion because they are powered primarily by the wind. With the Group's support, the European Boating Industry (EBI) organization drew up a position

paper to clarify these technical criteria and proposed several possible solutions for incorporating sailing yachts and series hybrid motorboats into the current regulation with a more robust and harmonized approach. To the best of our knowledge, the relevant authorities have not at this stage provided clarifications in this area.

Lastly, Groupe Beneteau has not identified any activity with a substantial contribution to climate change adaptation.

DO NO SIGNIFICANT HARM (DNSH) PRINCIPLES

For all the economic activities for which the Group is able to demonstrate a substantial contribution to climate change mitigation, the DNSH (Do No Significant Harm) principles were assessed, starting with the sites where these economic activities are carried out. For the activities carried out at sites that are not ISO 14001 certified, it was not materially possible to provide DNSH compliance documentation.

Climate change adaptation

Faced with the impacts of climate change, and looking beyond the stakes involved with reducing greenhouse gas emissions, companies must carry out preparations to further strengthen their resilience with a view to maintaining their operations and viability over the long term.

A preliminary study of climate risks, as indicated in Annex A of the Climate Delegated Act, was carried out for the Group's Boat division.

The climate risk assessment was carried out taking into account two IPCC scenarios: an intermediate scenario for temperatures to rise by an average of +2.4°C by 2100 (SSP2 -4.5) and a pessimistic scenario for temperatures to rise by +4°C by 2100 (SSP5 - 8.5), compared with the current risk.

Seven of the 13 climate risks identified were considered to be most relevant in relation to the activities and the locations of the sites. Various tools, such as DRIAS, Géorisques, Climate Central MeteoBlue, VigieEau and BRGM, have been used to carry out a fine-grained analysis of the French sites. These tools were supplemented with climate data from the IPCC Atlas and Climate Adapt for the international sites (Italy, Portugal, Poland, United States, Tunisia). Each site's level of exposure to the various climate contingencies was therefore able to be determined with forecasts looking ahead to 2050 based on the two scenarios selected.

The levels of risks were assessed based on two main elements for analysis: each site's level of exposure to the various hazards, in addition to a level of vulnerability for each site faced with each hazard. The latter is assessed based on a hazard's potential impact on the sites and their activities, factoring in the specific climate risk mitigation action plans already put in place. The combination of each site's level of exposure and level of vulnerability to the various climate hazards makes it possible to determine the materiality of each physical risk.

The main risks identified as potentially impacting activities at the French sites are the increase in the scale and frequency of the flooding risk for the Bordeaux site (particularly in combination with rising sea levels) and the exceptional flooding risk concerning the Saint-Hilaire de Riez woodwork facility. The conditions for operations could also be affected by heat waves and, to a lesser extent, drought-related water restrictions.

After consulting with the operational managers concerned, particularly those at the most exposed sites, it was found that adaptation plans are already in place and various measures are already taken internally to manage and prevent these risks in the short term. Further adaptation actions could be considered to mitigate the impact of these longer-term risks taking into account the increase in their scale and frequency.

Sustainable use and protection of water and marine resources

In the context of the ISO 14001 approach, water management plans have been drawn up and the continuous improvement approach is subject to an external audit each year. No major observations were raised in this area by the external audits carried out. The ISO 14001 certification of the French and Polish sites was therefore renewed for 2024. For the French production sites, this evaluation is reinforced through ICPE declarations for regulated environmental protection facilities¹.

Transition to a circular economy

The boats produced by the Group have a lifespan of 30 to 40 years, with composite hulls that are easy to repair.

For the development of its boats, Groupe Beneteau has adopted an eco-design approach to help improve the recyclability of its boats at the end of their life (particularly recyclable thermoplastic resin). This innovation approach has been recognized within the boat industry. The Group is committed to industrializing its manufacturing processes (see the stake relating to eco-design and decommissioning presented in this sustainability report in §2.2 ESRS E5).

The Group is also continuing to move forward with its approach to ensure increased recyclability for its waste management. The non-hazardous waste recycling and recovery rate came to 67% for the Group in 2024, with 81% for the French sites (see §2.2 ESRS E5).

Lastly, the Health, Safety, Environment and Energy (HSEE) Department leads the process to monitor and control substances of concern and their traceability throughout the life cycle of the products manufactured (see §2.3 ESRS E2).

Pollution prevention and control

The Group's pollution prevention and control policy is presented in the ESRS E2 section and complies with criteria (a) to (e) of Annex C of Delegated Regulation (EU) 2021/2139.

¹ Installation Classée pour la Protection de l'Environnement (regulated environmental protection facilities)

The Group's activity does not involve the manufacturing, placing on the market or use of substances such as (a) persistent organic pollutants (POPs), (b) mercury and mercury compounds, or (c) ozone-depleting gases. Electronic products (d) are sourced in accordance with the RoHS Directive. To the best of the Group's knowledge, it does not use any chemical products containing substances of very high concern (SVHC) (e) representing more than 0.1% of the weight of these items. In rare cases, the Group may source equipment containing SVHCs that represent more than 0.1% of the weight of items, such as in the case of lead batteries. The Group has checked that no suitable alternatives are available and that such substances are used under controlled conditions and in compliance with the regulations applicable.

With regard to the final paragraph of criterion (f), referring to substances of concern (SoC), there is currently no harmonized European list encompassing all such substances, including self-classified ones, nor any applicable regulations requiring them to be tracked and declared. Given the uncertainty surrounding the scope of substances to be analyzed, and in order to comply with this new requirement, the Group has made its best efforts by conducting an analysis (on a sample of the main products used in the manufacturing process) based on harmonized substances meeting the criteria set out in Annex VI of Regulation (EC) 1272/2008 for the categories of hazards listed in Article 57 of Regulation (EC) 1907/2006 (REACH Regulation).

These substances are used in accordance with a rigorous process ensuring the compliance of the transportation, use and management of hazardous materials. The HSEE Department and the innovation teams, in partnership with the Group's suppliers, work to identify and, if possible, replace the substances identified in Article 57 of REACH when they represent more than 0.1% of the boat's mass.

Note that the requirements of Annex C of Delegated Regulation (EU) 2021/2139 may be amended by the "Omnibus" initiative announced by the European Commission (draft published in February 2025), which aims to simplify several directives and regulations, including the Taxonomy.

Considering this uncertainty, the Group cannot rule out the possibility that the assessment of DNSH (Do No Significant Harm) criteria may evolve and that certain economic activities currently classed as aligned with the Taxonomy may no longer qualify for this.

Protection and restoration of biodiversity and ecosystems

All of the French production sites are classed as ICPE regulated environmental protection facilities¹. An environmental impact assessment (EIA) has been carried out for each production site over the last 10 years, and each new industrial project is reviewed with the State services, making it possible to inform the services concerned of any changes made. No feedback has been received that would call into question this DNSH compliance.

In addition, none of these sites are located in the scope of a protected natural area or a Natura 2000 site. Only the Bordeaux site is located on the boundary of a Natura 2000 site (FR7200700 site in La Garonne) and this site is compliant with the regulations in force.

MINIMUM SAFEGUARDS

The final stage concerning the activities' alignment with the Taxonomy relates to their compliance with the Minimum Safeguards (MS). The MS include all the procedures implemented to ensure that economic activities are carried out in alignment with:

- The OECD Guidelines for Multinational Enterprises - OECD (2011) (OECD MNE Guidelines);
- The United Nations Guiding Principles on Business and Human Rights (UNGP), including the principles and rights set out in the eight fundamental conventions identified in the Declaration of the International Labour Organization on Fundamental Principles and Rights at Work; and
- The International Bill of Human Rights.

Groupe Beneteau has been a signatory of the United Nations Global Compact since December 2020. The entire Group is committed to incorporating the 10 principles for ethical business into its strategy and operations. This commitment is set out in the first section of the sustainability report and a cross-reference table is appended to make it easier to read the various sections illustrating how these principles are incorporated into the Group's CSR approach. Groupe Beneteau is also subject to the duty of vigilance under the French Potier 2 Act, as presented in the "Vigilance plan" section of the "Risk factors and control environment" chapter. Lastly, these principles are incorporated into the Group's Code of Ethics.

As explained in the "Risk factors" section, the Group exercises a reasonable level of diligence based on the risks, incorporating this dimension into its risk management system with a view to identifying, preventing or mitigating the actual or potential negative impacts,

Human rights (including employment rights)

The Group is historically present in Europe (France, Poland, Portugal, Italy) and the United States for its industrial activity, and operates in the Asia-Pacific region from a commercial representative office in Hong Kong. In 2023, the Group acquired a controlling interest in the Tunisian-based yard Magic Yachts and appointed a team to lead this subsidiary's integration in line with the Group's policies.

As described in the "Vigilance plan" section of the "Risk factors and control environment" chapter, 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.

Anti-corruption and fraud risks

Anti-corruption is a core pillar of Groupe Beneteau's compliance approach. The Group has therefore drawn up an anti-corruption policy and put in place procedures to prevent corruption risks, as presented in the "Ethics and compliance" section of this sustainability report. A whistleblowing procedure is deployed as part of the Group's duty of vigilance and presented in the "Vigilance plan" section of the "Risk factors and control environment" chapter.

Tax risk

The fight against tax fraud and tax evasion is a major focus within the CSR approach. Groupe Beneteau has defined policies and put in place a control environment and processes, as presented in the "Risk factors and control environment" section, in order to effectively protect itself

against tax risks and comply with tax legislation in the countries where the Group operates. Illustrating this, Groupe Beneteau is not subject to any DAC6 declarations and the effective tax rate in the main countries where it operates is aligned with the standard rate.

Fair competition

The Group has incorporated business ethics aspects into its Code of Ethics and Code of Conduct, and carries out initiatives to raise employees' awareness accordingly (see the "Ethics and compliance" section of this sustainability report).

The Group has not recorded provisions for any expenses relating to disputes underway concerning business ethics or compliance issues, and it has not been subject to any legal proceedings or any convictions for any breach of anti-corruption laws, cases of tax fraud or unfair competition.

In addition, the Ethics and Compliance department has used an external tool to ensure that no members of its Board of Directors or Management Board and no representatives of the various subsidiaries have been convicted by the courts for any infringement relating to the risks mentioned above.

2.5.4 KEY PERFORMANCE INDICATORS (KPIs)

2024 SUMMARY

Key performance indicators	2022 (€m)	2022 (%)	2023 (€m)	2023 (%)	2024 (€m)	2024 (%)
Revenues	1508	100%	1785	100%	1034	100%
Aligned	370	25%	618	35%	486	47%
Unaligned eligible	881	58%	847	47%	549	53%
Non-eligible	257	17%	320	18%	0	0%
Capital expenditure	74	100%	90	100%	71	100%
Aligned	10	13%	29	32%	21	30%
Unaligned eligible	54	73%	54	61%	50	70%
Non-eligible	10	14%	6	7%	0	0%
Operating expenditure						Exemption

* Revenues before the application of IFRS 5 concerning the restatement of the Housing division under "Operations held for sale" (see 5.2)

The progress with the alignment of the activities in 2024 is attributable to:

1. The change in scope linked to the sale of the Housing business in 2024 (whose sales and investments had been reported as non-eligible for 2022 and 2023)
2. A more favorable mix in terms of sales of sailing models, which represented 48% of total sales in 2024 (vs. 46% in 2023)
3. The ISO 14001 certification of the second Polish site in 2024, whose activities producing sailing units contribute substantially to climate change mitigation and can now be reported as aligned.

TABLE 1 - REVENUES

Proportion of revenues from products or services associated with Taxonomy-aligned economic activities (after the application of IFRS 5 for the Housing division, restated under "Operations held for sale")

Substantial contribution criteria	Year			Substantial contribution criteria						DNSH Criteria ('Does Not Significantly Harm') (h)									
Economic activities	"Code(s)" (a)"	Turnover	Proportion of turnover, year N	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Bio-diversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Bio-diversity	Minimum safeguards	Proportion of Taxonomy aligned (A.1) or eligible (A.2) turnover, year N-1	Category enabling activity	Category transitional activity
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Low-carbon manufacturing technology for transport	CCM 3.3	485.7	47%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	35%	E	
Turnover of environmentally sustainable activities (Taxonomy-aligned) (A.1)		485.7	47%	47%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	35%		
Of which Enabling		485.7	47%	47%	0%	0%	0%	0%	0%								35%	E	
Of which Transitional			0%														%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
Low-carbon manufacturing technology for transport	CCM 3.3	548.7	53%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								47%		
			0%																
Turnover of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		548.7	53%	53%	0%	0%	0%	0%	0%								47%		
Total Turnover of Taxonomy eligible activities (A.1 + A.2) (A)		1034.4	100%	100%	0%	0%	0%	0%	0%								82%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
Turnover of Taxonomy-non-eligible activities (B)		-	0%																
Total (A + B)		1034.4	100%																

TABLE 2 - CAPITAL EXPENDITURE (CAPEX)

Proportion of capital expenditure from products or services associated with Taxonomy-aligned economic activities (after the application of IFRS 5 for the Housing division, restated under "Operations held for sale")

Substantial contribution criteria	Year			Substantial contribution criteria						DNSH Criteria ('Does Not Significantly Harm') (h)									
Economic activities	Code(s) (a)	CAPEX	Proportion of CapEx, year N	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Bio-diversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Bio-diversity	Minimum safeguards	Proportion of Taxonomy aligned (A.1.) or eligible (A.2.) CapEx, year N-1	Category enabling activity	Category transitional activity
A. TAXONOMY-ELIGIBLE ACTIVITIES																			
A.1. Environmentally sustainable activities (Taxonomy-aligned)																			
Manufacture of low carbon technologies for transport	CCM 3.3	19.4	27%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	29%	E	
Installation, maintenance and repair of energy efficiency equipment	CCM 7.3	1.6	2%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	2%	E	
Installation, maintenance and repair of electric vehicle charging stations within buildings (and in parking spaces physically attached to buildings)	CCM 7.4	0.2	0%	Y	N/EL	N/EL	N/EL	N/EL	N/EL	Y	Y	Y	Y	Y	Y	Y	0%	E	
CapEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)		21.2	30%	30%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	32%		
Of which Enabling		21.2	30%	30%	0%	0%	0%	0%	0%	Y	Y	Y	Y	Y	Y	Y	32%	E	
Of which Transitional			0%														%		T
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																			
Low-carbon manufacturing technology for transport	CCM 3.3	49.9	70%	EL	N/EL	N/EL	N/EL	N/EL	N/EL								61%		
			0%																
CapEx of Taxonomyeligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)		49.9	70%	70%	0%	0%	0%	0%	0%								70%		
CapEx of Taxonomy eligible activities (A.1+A.2) (A)		71.2	100%	100%	0%	0%	0%	0%	0%								93%		
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																			
CapEx of Taxonomy-noneligible activities (B)		-	0%																
Total (A + B)		71.2	100%																

TABLE 3 - OPERATING EXPENDITURE (OPEX)

Proportion of capital expenditure from products or services associated with Taxonomy-aligned economic activities

Substantial contribution criteria	Year			Substantial contribution criteria						DNSH Criteria ('Does Not Significantly Harm') (h)											
Economic activities	Code(s) (a)	OPEX	Proportion of Opex, year N	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Bio-diversity	Climate change mitigation	Climate change adaptation	Water	Pollution	Circular economy	Bio-diversity	Minimum safeguards	Proportion of Taxonomy aligned (A.1) or eligible (A.2) OPEX, year N-1	Category enabling activity	Category transitional activity		
Text		in million €	%	Y; N; N/ EL (b) (c)	Y; N; N/ EL (b) (c)	Y; N; N/ EL (b) (c)	Y; N; N/ EL (b) (c)	Y; N; N/ EL (b) (c)	Y; N; N/ EL (b) (c)	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E	T		
A. TAXONOMY-ELIGIBLE ACTIVITIES																					
A.1. Environmentally sustainable activities (Taxonomy-aligned)																					
Activity 1		0	0%							Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N					
...			0%							Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%				
...			0%							Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%				
OpEx of environmentally sustainable activities (Taxonomy-aligned) (A.1)	0	0%	%	%	%	%	%	%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%				
Of which Enabling			0%	%	%			%	%	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%	E			
Of which Transitional			0%							Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	Y/N	%		T		
A.2 Taxonomy-Eligible but not environmentally sustainable activities (not Taxonomy-aligned activities) (g)																					
Text				EL; N/ EL (f)	EL; N/ EL (f)	EL; N/ EL (f)	EL; N/ EL (f)	EL; N/ EL (f)	EL; N/ EL (f)												
Activity 1 (e)			0%																		
...			0%																		
OpEx of Taxonomy-eligible not but not environmentally sustainable activities (not Taxonomy-aligned activities) (A.2)	0	0%	%	%	%	%	%	%	%								%				
Total OpEx of Taxonomy eligible activities (A.1 + A.2) (A)																					
0		0%	0%	0%	0%	0%	0%	0%	0%								%				
B. TAXONOMY-NON-ELIGIBLE ACTIVITIES																					
Turnover of Taxonomy-non-eligible activities (B)		0	0%																		
Total (A + B)		25.4	0%																		

TABLE 4 - GAS AND NUCLEAR TABLE

Row		Nuclear energy-related activities
1	The undertaking carries out, funds or has exposures to research, development, demonstration and deployment of innovative electricity generation facilities that produce energy from nuclear processes with minimal waste from the fuel cycle.	No
2	The undertaking carries out, funds or has exposures to construction and safe operation of new nuclear installations to produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production, as well as their safety upgrades, using best available technologies.	No
3	The undertaking carries out, funds or has exposures to safe operation of existing nuclear installations that produce electricity or process heat, including for the purposes of district heating or industrial processes such as hydrogen production from nuclear energy, as well as their safety upgrades.	No
Fossil gas-related activities		
4	The undertaking carries out, funds or has exposures to construction or operation of electricity generation facilities that produce electricity using fossil gaseous fuels.	No
5	The undertaking carries out, funds or has exposures to construction, refurbishment, and operation of combined heat/cool and power generation facilities using fossil gaseous fuels.	No
6	The undertaking carries out, funds or has exposures to construction, refurbishment and operation of heat generation facilities that produce heat/cool using fossil gaseous fuels.	No

3. Societal information

3.1 “Engaged Crew” pillar [ESRS S1]

GROUPE BENETEAU CREW IN 2024 [S1-SMB3]

Founded in Vendée 140 years ago by Benjamin Bénéteau, Groupe Beneteau is first and foremost a project focused on people, a collective adventure, that brings together men and women, in their great diversity, around four core values: passion, audacity, conquering spirit, transmission. The Group firmly believes that an engaged crew is what makes it so strong.

In a rapidly changing employment market, the Group therefore wants to develop an inspiring and uniting social model, which reconciles the demands for performance with the expectations of its employees with a view to attracting, developing and retaining, across all levels of responsibilities, the talents that it needs to meet the challenges of even more sustainable boating.

In 2024, against the backdrop of a slowdown in the Boat business, the Group's workforce was reduced to 6,419 employees (versus 7,145 at end-2023, excluding the Housing division, which was sold during FY 2024), with a significant reduction in the use of temporary staff (160 temporary staff in 2024, down from more than 800 at end-2023, excluding the Housing division).

As an international industrial group, operators make up 74% of its crew. More than 90% of the workforce is based in Europe (including 69% in France and 18% in Poland), with 4% in the United States and 2% in Tunisia.

In terms of employee-related aspects, Groupe Beneteau's material impacts on its workforce, as well as its dependencies on the workforce, are reflected in several priority stakes:

1. Protecting the integrity and ensuring the safety of each employee, in addition to improving the wellbeing of each individual in the workplace. This stake concerns the Group's impact on the mental and physical health of its teams, as well as serious workplace accidents. The potential risks for the Group's reputation (internal and external), productivity, engagement, non-compliance risks and the corresponding financial risks were identified during the double materiality assessment.
2. Attracting and retaining the talents required for its development and further strengthening the sense of pride at being part of the Group. The Group's actions to keep jobs in the regions where it operates, further strengthen productivity and engagement, and therefore improve the attractive positioning of its employer brand are viewed as opportunities.
3. Developing skills and ensuring the successful transfer of know-how throughout career paths in order to improve the sense of belonging and mitigate the risks

relating to the loss of skills and knowledge, as well as the costs involved with training new staff.

4. Further strengthening gender equality and promoting diversity and inclusion. This stake covers the risks identified relating to employee engagement and productivity, the Group's employer brand (with an impact on recruitment), and the potential risk of regulatory non-compliance. The development of employees' skills, their flexibility and their adaptability to change, as well as their sense of belonging, enable the Group to view the attractive positioning of its employer brand, as well as the improvement of productivity and the resulting competitive advantages, as opportunities.

In its double materiality assessment, the Group did not identify the risks of forced labor or child labor within its operations as material. Through its pay and social policy, which exceeds the minimum standards in the countries where it operates, the Group does not report on the issue of adequate wages.

The Group includes in its reporting all employees under fixed-term or permanent contracts with a consolidated Group company.

GENERAL POLICY [S1-1]

To address these stakes, the Group's Human Resources (HR) policy is structured around seven pillars:

1. Working conditions, primarily prioritizing safety and good working conditions (Stake #1);
2. Pride in belonging to the Group and the products and services that it provides (Stake #2);
3. Employment and skills development, focused on continuous learning and diversified career paths (Stake #3);
4. Diversity and inclusion, driven by the conviction that bringing diverse talents together improves performance (Stake #4);
5. Management, taking care to build confidence and trust and to be exemplary to set high standards, providing a sense of direction and purpose (across all stakes);
6. Compensation, recognizing and rewarding individual and collective performance (Stake #2);
7. Management-employee relations, promoting a good quality of social dialogue and a constructive partnership (across all stakes).

This HR policy, which applies to all employees across the Group, is led at Management Board level by the Chief Human Resources, Transformation and Corporate Communications Officer, and its implementation is overseen by the Human Resources Director.

This policy is supported by a Code of Conduct (see the ESRS G1 section on the Ethics and Compliance Policy), which is available to all employees on the Group intranet. These two internal frames of reference are aligned with the Group's approach in terms of respect for human rights, in line with the principles from the United Nations Global Compact, which it signed up to in 2020 (see §1.2.4 of this report).

PROCESSES FOR ENGAGING [S1-2]

Social dialogue is a key element for the balance developed within Groupe Beneteau, with the genuine and visible commitment shown by all the stakeholders to engage in the various exchanges based around mutual respect, listening, transparency and full compliance with the laws and regulations applicable, in the best interests of the company and all its employees.

The Human Resources Director ensures the quality of and follow-up on the outcomes from dialogue with its staff. This takes place with employee representatives, and the Group also communicates directly through roadshows and monthly newsletters. In France and Poland, a social and economic committee meeting is held every month, and a number of extraordinary meetings took place during 2024.

At end-December 2024, more than 90% of the Group's staff were covered by company, establishment and/or collective branch-level agreements at regional and/or national level. A similar proportion of employees is represented within the framework of its social dialogue.

In France, 25 collective agreements were signed and filed with DIRECCTE, the French Regional Department of

Enterprise, Competition, Consumer Affairs, Labor and Employment, in FY 2024.

In 2023, the Boat division conducted an internal survey of all its staff across all the various countries, in order to assess employee satisfaction with their work environment, relations between colleagues and management, the organization and work-life balance aspects, as well as communication and information. This survey will be carried out again every two years.

By inviting its employees to share their feedback, Groupe Beneteau is demonstrating that it listens to its workforce, values their opinions, and implements the action plans required to further strengthen employee engagement and motivation with a view to fostering a positive and productive work environment.

PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR OWN WORKERS TO RAISE CONCERNS [S1-3]

Employees, acting as whistleblowers, may report unethical behavior or misconduct - either anonymously or not - via the dedicated whistleblower platform "alert.beneteau-group.com", launched six years ago, exposing illegal or dangerous conduct that might pose a threat to individuals, the economy, society, the State or the environment. Each report triggers an investigation, and the case is handled impartially and independently.

For further information on this whistleblowing system and how reports are managed, refer to §4.4 of section 2 of the annual report: "Risk factors and control environment".

These whistleblowing arrangements are supplemented by the standard internal reporting channels, which include the management team, Human Resources, employee representatives, the Ethics and Compliance Department and the network of Ethics and Compliance correspondents.

3.1.1 ENSURING A SAFE AND HEALTHY WORK ENVIRONMENT FOR EMPLOYEES

DESCRIPTION OF THE STAKE AND THE CORRESPONDING IROS [S1-SBM3]

Protecting the physical and mental integrity of each employee is one of Groupe Beneteau's core values. A lack of a safe working environment may negatively impact both employees and temporary staff, potentially leading to short- and long-term physical or mental health issues. The majority of workplace accidents and occupational illnesses are linked to the industrial activities. The main risks include exposure to hazardous chemical agents, sawdust, composite dusts, handling operations, falls from height or at ground level, plant organization and product configuration aspects. These risks may, over the medium term, impact both productivity and the attractiveness of the employer brand in the event of rising workplace accident rates and prolonged absences.

POLICY AND OBJECTIVE [S1-1]

Groupe Beneteau's health and safety policy is an integral part of its QHSEE policy.

This policy involves putting in place action plans in all of the Group's business units to reduce health and safety risks, helping prevent the onset of occupational illnesses and reduce the number of accidents, as well as their severity. Undesired events (near-miss accidents, treatments applied, accidents with or without time off work, occupational illnesses, etc.) are systematically recorded. Depending on their potential or actual severity, these events are analyzed and prevention measures are updated to prevent them from reoccurring.

This policy is rolled out through a multi-year safety program known as B-SAFE.

The B-SAFE 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 two days of training and can then train the Group's employees in the plants and offices. Since 2016, more than 38 B-SAFE ambassadors have been trained in France. The key message with the B-SAFE 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.

The B-SAFE program is currently being rolled out across all Groupe Beneteau's sites. By the end of 2024, it had been deployed in the Group's French, Italian, Tunisian and Portuguese business units.

In France, this safety culture is also being put in place through the production systems, with safety as one of their core pillars. This framework defines the resources and processes to put in place to achieve the levels of excellence. An annual self-assessment is carried out by the site, along with an assessment by the internal auditors, to approve the site's level and the areas for improvement to be put in place.

The Group's production systems are overseen by the Group Operations Director, with the implementation of the Safety section led by the HSEE Director.

In addition to the standard regulatory training courses (CACES or in-house accreditations for handling, electrical accreditations, etc.), the Group carries out initiatives to build health and safety awareness in various areas: the use of hazardous materials, how to act and behave, and chemical risk prevention.

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.

Since 2022, the profit-sharing agreements for the Boat division's French business units have incorporated the frequency rate for occupational accidents resulting in time off work. In this context, communication is shared with all employees. In addition, the Group publishes regulatory annual reports (e.g. CSSCT / OHSa).

ACTION PLAN AND RESOURCES COMMITTED [S1-4]

Actions rolled out and results achieved in 2024

In 2024, Groupe Beneteau rolled out the B-Safe2 module at its French plants. This module to raise awareness follows on from the module launched in 2016, reinforcing the importance of the safety culture in our professional and personal lives – safety does not stop at the factory gate.

B-Safe was also launched in Portugal, including a dedicated B-Safe week to build employee awareness around the Group's 10 golden safety rules. This initiative contributed to a reduction in Portugal's frequency rate by nearly 50%.

Alongside this, the Group continued rolling out the "TMS Pro" initiative with the CARSAT pension and occupational health fund for the Pays de la Loire region, which aims to reduce the impact of musculoskeletal disorders and develop the performance of businesses (increasing efficiency, reducing absenteeism, ensuring better social cohesion, etc.).

As part of this continuous improvement drive, an ergonomic boat design guide was developed and will be applied for various boat launches in 2025.

Lastly, the Group continued moving forward with its investments to improve workplace health and safety conditions, representing a total of €1.8m in 2024.

Outlook

Looking ahead to 2025, the priority areas for action will be as follows:

- Deployment of the ergonomic guide focused on the design phase for new products;
- Continued rollout of the B-Safe program across all the Group's subsidiaries;
- Work in the French business units to reduce the occupational accident frequency rates for temporary staff;
- Ongoing primary prevention of occupational illnesses and particularly musculoskeletal disorders (TMS Pro approach);
- Prevention of risks relating to the electrification of boats, and particularly the deployment of lithium batteries for propulsion and on-board comfort.

TARGET INDICATORS [S1-5]

Frequency rate for occupational accidents resulting in time off work for staff (S1-14_05)	Reference year (2015-16)	2022	2023	2024	Objective (2025)
Boat division		14,5	13.1	15.1	12.3
Group scope*	32.7	16.2	17.8	15.0	13.8

* The Housing business is included in the Group's scope until 2023. The difference between the Group scope and the Boat division in 2024 is linked to the number of accidents and the number of hours worked for Group functions.

Following the significant reduction in the frequency rate in 2022, the Management Board set a new target in 2023 for 2025, reducing the average frequency rate by 5% each year. In connection with the profit-sharing agreement, this objective is reviewed each year with the employee representatives, but it was not adjusted in this report.

In 2024, although certain production sites were affected by organizational changes and changes in the pace of operations, the frequency rate for accidents resulting in time off work came to 13.2 excluding Tunisia for the Boat

division's employees, virtually the same result as in 2023. Including the Tunisian site, which was not consolidated in 2023, the frequency rate for occupational accidents resulting in time off work was 15.1 for the Boat division's employees.

For France, this rate is significantly lower than the levels observed in France by CARSAT in 2022 (23.6 for the F national technical committee (CTN F) - including timber-related activities).

OTHER KEY FIGURES [S1-14]

ESRS ID	Indicator (Group scope)	2022	2023	2024
S1-14_04	Number of occupational accidents for Group employees	194	216	131
	Number of occupational accidents for temporary staff	213	158	46
	Total number of occupational accidents for the Group's entire workforce	407	374	177
S1-14_05	Occupational accident rate for Group employees	16.2	17.8	15.0
	Occupational accident rate for temporary staff	80.3	56.0	66
	Occupational accident rate for the Group's entire workforce	27.9	25.0	14.6
Entity-specific	Occupational accident severity rate for Group employees	1.14	1.11	1.18
Entity-specific	Absenteeism rate relating to occupational accidents / illnesses	1.51%	1.47%	1.43%

ESRS ID	Indicator	2024
S1-14_01	Percentage of employees who are covered by the Group's health and safety management system	77%
	Percentage of temporary staff who are covered by the Group's health and safety management system	99%
	Percentage of the workforce covered by the Group's health and safety management system	78%
S1-14_02	Number of fatalities as result of work-related injuries and work-related ill health of employees during the reporting year	0
S1-14_03	Number of fatalities as result of work-related injuries and work-related ill health of other workers (temporary staff and subcontractors) working on site during the reporting year	0
S1-14_06	Number of cases of recordable work-related ill health of Group employees	na
S1-14_07	Number of days lost to work-related accidents related to Group employees	10,267
S1-14_08	Number of cases of recordable work-related ill health of temporary staff	na
S1-14_09	Number of days lost to work-related accidents related to temporary staff	1,058

Methodology note

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. In 2024, the number of days off work is calculated on a calendar day basis.

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. For 2024, the scope covers the employees and other workers (temporary staff and subcontractors) working on site.

3.1.2 ATTRACTING AND RETAINING TALENTS AND FURTHER STRENGTHENING THE APPEAL OF CAREERS IN THE BOATING SECTOR

DESCRIPTION OF THE STAKE AND THE CORRESPONDING IROS [S1-SBM3]

Employees today are more focused on looking for meaningful work and a better work-life balance. Moreover, the careers available with boat building are still not very well known among the general public, young people and women in particular.

To support the generational transition at its most mature sites and enable it to achieve the sustainable growth that it is targeting, Groupe Beneteau faces a challenge on two levels: retaining talents and recruiting new staff, while incorporating more women into our workforce.

The double materiality assessment showed that these stakes could, in the short and medium term, represent a risk for the Group by lowering productivity and employee engagement levels. The policies put in place by the Group aim to transform them into opportunities by improving employees' level of engagement and sense of belonging, and therefore productivity.

POLICY AND OBJECTIVE [S1-1]

Pillars 2 and 6 of the Group's general HR policy specifically address the challenges identified.

To retain its best employees and attract new talents, Groupe Beneteau carries out a range of actions with a view to promoting the professions and careers available within the Group, while further strengthening the sense of pride at being part of it. These actions include internal communication promoting individual and collective successes, a pay system (fixed and variable) that is fair, motivating and balanced, a good quality of social dialogue, and various training programs (see § 3.1.3). Groupe Beneteau also put in place an employee referral system, which enabled 34 new staff to join the Group.

The Group continues to engage with young people by taking part in job fairs and giving presentations at high schools, vocational colleges and higher education centers to promote its career paths and offer contracts for work-based study programs, internships and employment opportunities.

To facilitate the welcome and onboarding of new staff, each subsidiary has put in place an onboarding program

and pathway, covering both permanent and temporary staff, working with the in-house or external training centers, which provide the technical and safety courses.

ACTION PLAN AND RESOURCES COMMITTED [S1-4]

Actions rolled out and results achieved in 2024

In 2024, the Group recruited 386 staff (276 on permanent contracts and 110 on fixed-term contracts), while at the same time 1,198 staff left the Group (end of contract, resignations and retirements).

Considering the context in 2024, and particularly the reduction in activity, the number of interns decreased compared with previous years: 34 new work-based training contracts were set up in 2024 in France, keeping the number of people on work-based training contracts at 81 at year-end (vs. 106 at end-2023).

Various actions were renewed with a view to strengthening the possibilities offered for Group employees to "spend time on the water", navigate and try out boats. Two boats from the "staff fleet" were renewed, with the introduction of a First 24 and a Sun Loft 47.

Although it slowed down in 2024, the employee referral program launched in 2022 was maintained: it made it possible to recruit more than 34 candidates in France over the year.

In 2024, Groupe Beneteau continued to support the Boating Careers Campus (Campus des Métiers du Nautisme) initiatives, helping increase the visibility of boat industry careers with middle school students, thanks in particular to the Group's presence at 11 shows and fairs, with key actions including its participation in the marine and river employment week in the Pays de Loire region.

The Group's 140th anniversary was celebrated virtually with the United Heroes platform, offering an opportunity to digitally launch the "B Awards" through various challenges (running, team games, etc.). A total of 1,200 employees from all countries combined registered on the platform.

Faced with the challenging economic context in 2024, Groupe Beneteau rolled out a range of adaptation measures, while safeguarding its capacity to bounce back. In France, Italy and Portugal, the furlough arrangements enabled employees to retain nearly 80% of their net pay. In the United States, Poland and Tunisia, the Group continued to cover the various social protection systems and decided to maintain a large part of employee compensation to offset the absence of local support mechanisms.

Alongside all these actions, at the end of 2023, the Group negotiated a working time adjustment agreement that was implemented in 2024. This agreement aims to enable the Company to adapt to slowdowns in activity, while preserving jobs and retaining skills.

Outlook

In 2025, in a challenging and uncertain economic environment, the Group is focusing in priority on retaining

talents more than recruiting, although certain permanent positions (hiring or fixed-term contract conversion) may be offered and staff may be recruited for roles in which skills are scarce.

A mentoring program will be launched to support women with their career development.

Alongside this, Groupe Beneteau will continue rolling out its profit sharing program over the medium term in order to have mechanisms for sharing value in place in all of the Group's business units.

Lastly, to support the reputational opportunity linked to job creation and retention in local areas, as identified in the double materiality assessment, Groupe Beneteau will ramp up the visibility, both internally (retention) and externally (attraction), of its CSR commitments and achievements to respond to the search for meaningful activities observed in the world of work.

TARGET INDICATOR [S1-5]

Permanent staff turnover rate (%) (Entity-specific)	Reference year (2018-19)	2022	2023	2024	Target (2025)
Group scope (excluding Housing)		11.4%	7.3%	9.1%	< 8%
Group scope	8.1%	11.1%	7.0%	9.1%	< 8%

* The Housing business is included in the Group's scope until 2023.

The rate increased in 2022 as a result of the departures under the employment protection plan (PSE) arrangements relating to the adaptation measures adopted in 2020. Excluding the impact of the PSE employment protection plan, the Group turnover rate for 2022 would have been 9.5%.

Other key figures

ESRS ID	Indicator - Group scope	2022	2023	2024
S1-6_11	Number of employees who left the Group during the reporting period	1,357	1,111	1,198
S1-6_12	Percentage of employee turnover (ESRS S1 method)	18.1%	14.1%	16.8%
Entity-specific	Permanent staff turnover rate excluding natural departures	11.1%	7.0%	9.1%
Entity-specific	Absenteeism rate (all causes combined)	9.3%	8.5%	8.3%

The reduction in the absenteeism rate for 2023 and 2024 compared with 2022 is linked primarily to the lower number of hours of absence due to illness.

Methodology note

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. Unlike the methodology applied by ESRs to calculate the turnover rate, this indicator excludes departures for natural reasons (retirement or death) and temporary staff.

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.

3.1.3 DEVELOPING THE SKILLS REQUIRED FOR THE COMPANY'S SUSTAINABLE PERFORMANCE

DESCRIPTION OF THE STAKE AND THE CORRESPONDING IROS [S1-SBM3]

There are few "academic" training programs available covering the very specific professions involved with building and selling recreational boats.

Initial training programs, continuing professional development and internal mobility pathways are key factors that enable Groupe Beneteau to keep its teams' knowledge and know-how at the levels of expertise required, at the risk of being unable to carry out its activities over the medium term.

POLICY AND OBJECTIVE [S1-I]

Groupe Beneteau's employee development policy is focused on developing know-how and internal mobility pathways on the one hand, in addition to the targeted training programs adapted for all of its staff.

Every year for managers (cadres), and every two years for non-managers (non cadres), the career development and performance review is a key moment to carry out a "career" review that is structured around various aspects, including the person's interests in progressing in the Group's professions, to identify their potential functional or geographical mobility goals, and to define the priority actions for each person to develop their skills.

The training catalogue covers more than 350 topics and - including around 100 for the In-house Training Centers - and new modules are added every year to take on board technological innovations for the boats built by the Group.

More specifically, the skills development plan has been created to support Groupe Beneteau's transformation around four priority areas: technical know-how, industrial excellence, managerial efficiency, quality and safety awareness¹. Since 2022, a fifth section has been incorporated relating to corporate social responsibility (raising awareness on Ethics & Compliance, environmental stakes, etc.), which also includes dedicated modules on

employees' personal development (learning about digital tools, "Climate Fresk" and "2 ton" workshops, etc.).

The skills development plan is reviewed each year with an iterative approach for the French scope. The five priority training areas are amended and updated with the requirements of each function / activity in order to offer relevant training actions at the end of the year. The individual needs identified during annual appraisals also feed into the skills development plan. A prioritization phase (needs and budget) takes place in April between management and human resources managers, with the skills development plan rolled out through to the end of the year. The implementation of the skills development plan from the previous year and the plan for the current year is presented to the trade union representatives during the annual training committee meeting in order to collect their feedback.

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.

Industrial excellence

Alongside the technical know-how and quality training programs, two project management and methods career development pathways are offered respectively for staff

¹ The training actions focused on safety and quality are presented respectively in §3.1 and §2.2 of this sustainability report.

from the plant methods and product development launch methods teams, as well as for project managers.

Managerial efficiency

Pathways for developing leadership and managerial skills are offered to both new and experienced managers. For instance, the DISC Insights training module presents a method to help managers to better understand their colleagues and also learn more about themselves with a view to having respectful, productive and positive working relations. It also makes it possible to develop a unique “common language” to help overcome challenges and resolve conflicts.

In September each year, a People Review process makes it possible to identify potential candidates for succession planning to cover each key position within the company, especially for the most critical skills.

ACTION PLAN AND RESOURCES COMMITTED [SI-4]

Actions rolled out and results achieved in 2024

In France, the rollout of a new tool to digitalize training management enables managers to play a more proactive role in building skills development plans for their teams, while the HR and Training teams will be able to monitor training management more effectively (organization of sessions, management of reminders, monitoring of participation, satisfaction questionnaires, etc.). This tool also incorporates the digitalization of the performance review. Lastly, this tool supports a finer-grained approach to recording and ensuring the traceability of the training actions carried out, while providing employees with access to their full training history since joining the Beneteau Group.

In 2024, more than 88,000 training hours were provided to over 6,000 employees (around 89% of the workforce). Training costs totaled over €3.5m (more than 2% of total payroll).

Since the DISC Insights training module was launched in 2022, 508 staff have been trained (including 177 in 2024) in 57 sessions led by the HR teams internally (including 17 in 2024). To continue building on this program's ambition, seven new DISC trainers were certified.

For the French business units, against the backdrop of a reduction in the budget in 2024, training delivered by in-house trainers played a key role. For instance, 9,667 trainees completed a course led by an internal business trainer or the in-house training center, while 2,631 attended sessions with an external trainer.

To improve the recognition of its employees' technical skills, in 2023 the Group officially launched its “expertise pathway” alongside the managerial development pathway. This program's launch led to the meeting of the first Group Technical Leaders Committee, which comprises 29 experts covering all of the Group's technical activities. In 2024, considering the context and the prioritization of activities, the program was slowed down.

In connection with its new training section focused on CSR, the Group further strengthened staff awareness of climate issues and stakes, thanks to the Climate Fresk workshops. These three-hour workshops offer an excellent way of easily understanding the stakes involved with global warming and looking into individual and collective possibilities for reducing our carbon impact (more information on <https://climatefresk.org/>). Since this initiative was launched, around 20 employees have been trained as facilitators, and their involvement has made it possible to raise awareness among more than 800 staff across the Group's various departments and sites. In 2024, the Group also launched a “2 ton workshop” training module, attended by more than 120 employees, enabling them to measure the impact of targeted actions on their carbon footprint.

Lastly, to support the ERP's launch at the Bordeaux subsidiary, IFS training was provided to 379 employees, representing 1,723 hours of training across 42 specific modules.

Outlook

The Group will continue rolling out the DISC Insights training module to train an additional 300 managers approximately in 2025 across all the sites.

The Group will also continue rolling out the Climate Fresk workshops and “2 ton” workshops, in France and in its international subsidiaries. Aware of its responsibility to bring on board its entire ecosystem, the Group will encourage the ambassadors to expand this approach to include the Group's external stakeholders.

A specific training program will support the new ERP's deployment for key users, pilots and end-users, particularly for the French entity SPBI in 2025.

2025 will be a year of preparations for the upturn in activities and also the rollout of a new strategic plan for Groupe Beneteau; supporting these elements, the skills development plan will need to serve as a powerful tool to help maintain and develop our employees' skills.

TARGET INDICATOR [S1-5]

Number of hours of training per employee	2015-2016 reference year	2022	2023	2024	Target (2025)
French scope	12	10.5	13.9	14.8	
Boat division scope	na	9.2	14.0	13.2	>15
Group scope	na	8.9	12.9	13.1	

To align with ESRS, the number of hours of training has covered all employees since 2023, and no longer just permanent staff.

OTHER KEY FIGURES [S1-13]

ESRS ID	Indicator	2023	2024
S1-13_04	Average number of hours of training per employee	12.9	13.1
S1-13_03	Average number of hours of training for women	na	12.1
S1-13_03	Average number of hours of training for men	na	13.6
Entity-specific	Number of hours of training	96,272	88,286
Entity-specific	Percentage of employees trained	74%	89%

Methodology note**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 headcount.

Percentage of employees trained

Number of employees, including permanent and temporary staff, who have completed at least one training course during the year, in relation to the Group's total workforce.

3.1.4 FURTHER STRENGTHENING GENDER EQUALITY AND PROMOTING DIVERSITY AND INCLUSION**DESCRIPTION OF THE STAKE AND THE CORRESPONDING IROS [S1-SBM3]**

On account of its diverse professions and the wide range of skills required for the successful performance of its activities, it is absolutely vital that diversity, particularly in terms of gender equality within the Group, is seen as a major asset by everyone. It contributes to a healthy workplace environment and, ultimately, our collective performance.

Groupe Beneteau mobilizes its employees to ensure that recruitment practices and policies, remuneration, employment conditions, access to training and career progress are based exclusively on the requirements relating to the work, skills and results and are free from any discrimination based on gender for instance.

While Groupe Beneteau has always sought to promote diversity and inclusion looking beyond strict regulatory compliance, the Group may still face short- and medium-

term regulatory non-compliance risks, potentially leading to financial penalties (OETH, Rixain Law).

POLICY AND OBJECTIVE [S1-1]

Present in Europe (France, Poland, Italy and Portugal), Tunisia and the United States, and also in the Asia-Pacific region for its industrial and commercial activities, Groupe Beneteau is committed - in all these geographies - to respecting and safeguarding human rights and fundamental freedoms in all activities, and it requires its partners to make these same commitments (see Responsible Procurement).

Groupe Beneteau is opposed to all forms of discrimination, harassment and inequality in terms of opportunities or treatment and gender inequality. The Code of Ethics and Code of Conduct set out the framework for this policy for employees worldwide, with the Supplier Code of Conduct covering its partners.

The whistleblowing procedure rolled out across Groupe Beneteau (see §4.4 of the “Risk factors and control environment” section of the Annual Financial Report, and the “Ethics and compliance” stake under the Ethical Growth pillar) enables employees and third parties to report any potential cases of discrimination or harassment.

Within Groupe Beneteau, equal opportunities is approached from four angles:

- Gender equality: with women comprising 32% of its workforce, Groupe Beneteau has a gender diversity rate that is generally higher than the industrial sector average (<30%). This diversity rate has been gradually improving across all socio-professional categories for several years, but is still insufficient, particularly among managerial staff, where the rate is 29.1%. Fully aware of the positive impact generated by a more balanced gender diversity rate, Groupe Beneteau launched the B-Equal program in December 2023. This parity accelerator program aims to achieve the following three objectives:

1. Combating sexist comments and behavior and sexual harassment, with a strong “zero tolerance” principle in this area;
2. Working towards parity and equity in all activities, targeting zero pay gaps for equivalent value work, and aiming to have 40% women within the Group by 2030;
3. Developing high-potential women, with the ambition to reach at least 40% women in the management bodies by 2030.

- Age: 29% of Groupe Beneteau's employees are aged 50 and over (with 14% over 55). The Group is committed to securing their end-of-career phase, with a particular focus on their working conditions, in addition to developing an approach to capitalize on the knowledge that they have built up.
- Disability: in addition to the legal constraints concerning the AGEFIPH association that manages the French fund supporting the integration of disabled people, Groupe Beneteau wants to gradually facilitate the employment of people with disabilities and ensures that they have a safe and healthy workplace environment.
- Multiculturality: present in seven countries, Groupe Beneteau is attentive to this diversity within its teams.

ACTION PLAN AND RESOURCES COMMITTED [S1-4]

Actions rolled out and results achieved in 2024

The B-Equal program covers all of the Group's business units. It is led by a committee comprising 12 members who meet once a month to implement the action plan. This action plan was approved upstream by the Management Board and was presented to the CSR Committee in June 2024. This was then taken up by each of the six B-EQUAL working groups (45 people) and/or the various Human Resources departments across the Group.

In 2024, the main actions carried out were as follows:

Combating sexism and sexual and sexist harassment:

- Signing up to the #StOpE initiative on January 25, 2024 alongside 300 other organizations and companies in France (seven out of eight commitments from the charter fulfilled, with a minimum requirement to commit to one action per year);
- 47 training sessions for managers between 2023 and 2024, with 435 managers trained on the legal aspects of harassment;
- Second awareness campaign covering all the countries in March 2024 with the theme “Dare to Report!”;
- Establishing an internal procedure for handling alerts within the Human Resources Department;
- Publishing the Quick User Guide – “What to do in case of harassment?”, available to French employees in November 2024.

Working towards parity and equity in all activities:

- “Egapro” deployed internationally, with an average of 85/100 across the Group's entire scope in 2024;
- Monitoring of new gender-based indicators: absenteeism rate, gender diversity rate, equity by classification, turnover rate, and salary increase rate;
- Creation of a Groupe Beneteau index incorporating three key measures (gender diversity, equity, and share of top earners), calculated at both business unit and operational organization levels;
- Participation in drafting the workplace gender equality agreement, signed on December 12, 2024 with the union organizations;
- Specific individual salary adjustment campaign covering the blue-collar workforce in France in September 2024;
- Presentation of B-EQUAL during the Lagoon brand convention in November 2024 to promote gender diversity in the sales teams;
- 100% women-only discussion groups organized at two production sites in May and November 2024;
- Drawing up the parenting charter (scheduled for publication in 2025).

Developing high-potential women:

- Drawing up the mentoring program (scheduled to be released in 2025).

Outlook

In line with the three priorities from the B-EQUAL program, and aware of the stagnation in certain indicators, Groupe Beneteau will continue rolling out the following actions in 2025:

- New communication and training campaigns to tackle sexual and sexist harassment will be scheduled, following the various surveys carried out with staff at the beginning of 2025. Plans are also in place to communicate on gender-related cognitive biases;
- Translation, adaptation and distribution of the Quick User Guide in subsidiaries outside of France;

- Signing up to the #StOpE initiative again and implementing the final commitment in spring 2025: carrying out a survey to assess the impact of the actions;
- Once again, the Group will focus specifically on the individual pay rise campaign to eliminate the pay gaps that still exist between women and men for an equivalent position;
- Organizing new discussion groups at additional production sites and/or administrative headquarters in France to be open to and aligned with women's expectations;
- Building a communications kit for use by the brands and business units to foster greater gender diversity on

the pontoons and in the sales teams: gender parity as a business driver;

- Launching the mentoring program in France to enable more women to access leadership roles;
- Distributing the Parenting Charter to better take into account the work-life balance, with the guiding principle that maternity or paternity should not be an obstacle to career development;
- Further strengthening communications for International Women's Rights Day, focused on "Daring as a Woman" to give more visibility to women and fully take on board the principle that skills do not have a gender.

TARGET INDICATORS [S1-5]

Normalized gender equality index (Entity-specific)	Reference year (2019)	2022	2023	2024	Target (2025)
France - SPBI	79/100	89/100	89/100	89/100	
France - Construction Navale Bordeaux	77/100	93/100	94/100	89/100	>90/100
Group average	na	na	87/100	85/100	

The gender equality index, measured for the Group's French subsidiaries since 2019, was rolled out for all of the Group's business units in 2023. This index, based on five criteria, helps assess the progress made with various targeted action plans, such as setting up dedicated

budgets for pay rises and signing an agreement on pay rises for people returning from maternity leave. The Group average is weighted based on the headcount of subsidiaries with more than 100 employees.

Gender diversity rate

ESRS ID	Gender diversity rate	2022	2023	2024	Target (2030)
S1-6_01	Boat division scope	31.8%	32.9%	32.4%	
S1-6_01	Group scope	30.4%	31.2%	32.4%	
S1-9_02	Executive bodies	0%	0%	10%	>40%
Entity-specific	Group Management Committee (GMC)	na	21%	23%	

Following the Housing division's sale in 2024, the executive bodies comprise the members of the Management Board and the Boat division's Management Committee. These bodies included one woman out of 10 executives at December 31, 2024, with a gender diversity rate of 10%.

At December 31, 2024, the Group Management Committee (GMC) included 17 women out of 75 executives, with a gender diversity rate of 23%. The GMC is made up of the staff with the highest levels of responsibility within the Group, including members of the executive bodies.

Other key figures [S1-9, S1-12]

Gender distribution in executive bodies

ESRS ID	Indicator	2024
S1-9_01	Number of women in executive bodies	1
	Total headcount of executive bodies	10

Percentage of female staff by status (entity-specific indicator)	2022	2023	2024
Employees / operatives	30.3%	31.0%	32.7%
Technicians and supervisors	32.2%	33.7%	32.7%
Managers and related	26.9%	28.2%	29.1%
Group scope total	30.4%	31.2%	32.4%

Breakdown of the workforce by age

ESRS ID	Age ranges	In number	As a percentage
S1-9_03	Under the age of 30	815	13%
S1-9_04	Between 30 and 50	3,754	58%
S1-9_05	Over 50	1,850	29%
	Total	6,419	100%

Persons with disabilities (S1-12)

Indicator - French scope	2021	2022	2023
Number of units of value recognized for people with disabilities	352	331	307
% of the average French headcount	7.1%	6.4%	5.1%

Methodology note

Gender equality index

The gender equality index is calculated using the same methodology recommended by the French Ministry of Labor for calculating the Egapro Index.

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.

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 2024 are therefore not available, and the number of units of value reported at December 31, 2023 corresponds to the submission filed with URSSAF in May 2024 by the French business units.

3.1.5 EMPLOYEE-RELATED DATA AND METHODOLOGY NOTE

S1-6 – CHARACTERISTICS OF THE GROUP'S EMPLOYEES

Workforce by professional category (entity-specific)

Group scope	2022	2023	2024
Employees / operatives	5,856	5,991	4,575
Technicians and supervisors	1,389	1,429	1,218
Managers and related	639	710	626
Headcount	7,884	8,130	6,419

Number of employees by gender (S1-6_01)

	2022	2023	2024
Women	2,394	2,540	2,078
Men	5,490	5,590	4,341
Headcount- Group	7,884	8,130	6,419
% women	30%	31%	32%

Number of employees by country (S1-6_04)

Headcount per country – permanent and fixed- term contracts	2022	2023	2024
France	5,160	5,476	4,421
Poland	1,724	1,552	1,198
United States	532	406	264
Portugal	170	208	217
Italy	290	278	155
Tunisia	0	202	156
Hong Kong	8	8	8
Headcount- Group	7,884	8,130	6,419

Number of employees by contract and by gender (S1-6_07)

	Permanent contracts	Temporary (fixed-term contracts)	2024
Women	1,931	147	2,078
Men	4,087	254	4,341
Other	0	0	0
Headcount- Group	6,018	401	6,419

Number of employees by contract and by region (S1-6_08)

	Permanent contracts	Temporary (fixed-term contracts)	2024
France	4,320	101	4,421
Other European Economic Area countries	1,428	142	1,570
Non-European Economic Area countries	270	158	428
Headcount - Group	6,018	401	6,419

Staff turnover rate

ESRS ID	Indicator - Group scope	2022	2023	2024
S1-6_11	Number of employees who left the Group during the reporting period	1,357	1,111	1,198
S1-6_12	Percentage of employee turnover (ESRS S1 method)	18.1%	14.1%	16.8%

S1-8 - Collective bargaining coverage and social dialogue

ESRS ID	Indicator	2024
S1-8_01	Percentage of employees covered by collective bargaining agreements	89%
S1-8_02	France	100%
S1-8_02	Of which, Poland	66%
S1-8_03	Of which, non-European Economic Area countries	36%

The countries with over 50 employees and representing more than 10% of the Group's total headcount are France and Poland. All of the employees in these countries are covered by workers' representatives (S1-8_06).

S1-16 - Compensation metrics

ESRS ID	Indicator	2024
S1-16_01	Gender pay gap (ESRS S1 method)	-9%
S1-16_02	Annual total remuneration ratio	25.7

SI-17 Incidents, complaints and severe human rights impacts

ESRS ID	Indicator - Scope for Group employees	2024
SI-17_01	Number of incidents of discrimination (including harassment)	8
SI-17_05	Amount of fines, penalties and compensation for damages as result of incidents of discrimination (including harassment)	0
SI-17_08	Number of severe human rights issues and incidents (forced labor or child labor)	0
SI-17_11	Amount of fines, penalties and compensation for severe human rights issues and incidents (forced labor or child labor)	0

The numbers of incidents or complaints presented in the table above reflect the number of reports made via the Group's ethical whistleblowing system concerning its employees in 2024, independently from their review status or the findings from the investigation.

At December 31, 2024, the Group was not involved in any complaints filed with the OECD National Contact Points (NCPs) for Responsible Business Conduct.

METHODOLOGY NOTE

The terms “employees”, “staff”, “workforce” and “headcount” refer to all people with an employment contract (permanent or fixed-term) with a consolidated Group company. Unless indicated otherwise, temporary staff are excluded from the workforce reporting scope.

Each employee is counted as one unit, regardless of their contractual working hours (or activity rate). Headcount figures are based on the data reported at the end of the reporting period.

3.2 Workers in the value chain [ESRS S2]

DESCRIPTION OF THE STAKE AND THE CORRESPONDING IROS [S2-SBM3]

In its double materiality assessment, potential short- and medium-term negative impacts on the health and safety of workers in the upstream value chain and secure employment due to the macroeconomic context were identified as a result of the size and dependency of certain stakeholders within the boat industry's upstream value chain. For this first double materiality assessment, the Group was not able to carry out a specific assessment for its partners. As a result, these potential negative impacts are considered material at this stage.

In connection with the changes to regulations under the Corporate Sustainability Due Diligence Directive (CS3D) at European level, the Group has identified a potential risk of financial penalties in the event of non-compliance with its due diligence obligations concerning respect for human rights in its upstream value chain.

Workers in the upstream chain are primarily those employed by suppliers. Subcontractors working at Group sites account for only 2% of the total hours worked by the Group's employees and temporary staff.

According to the double materiality assessment, the stakes relating to workers in the upstream chain have not been classed as material for the Group.

POLICY [S2-1]

To prevent the negative impacts and risks relating to workers within its value chain, the Group has a Vigilance Plan (detailed in section 2 of the annual report), a Supplier Code of Conduct and a Responsible Procurement policy (see the “Responsible Procurement” section).

This specific code of conduct for its suppliers and subcontractors sets out the social, societal and environmental commitments required by the Group, based on the Group Code of Ethics. It specifically addresses human rights, fundamental freedoms, and workplace health and safety. It is aligned with the commitments made by the Group, which has been a signatory of the United Nations Global Compact since 2020 (see section 1.2.4 of this report).

This Supplier Code of Conduct is available in seven languages (French, English, Italian, Spanish, Polish, German, Chinese) on the Group's website. Where relationships with suppliers are governed by a contract, adherence to this code of conduct is included in the general terms and conditions.

PROCESS FOR DIALOGUE WITH SUPPLIERS [S2-2]

Groupe Beneteau engages in dialogue with its suppliers through their executive representatives.

The Group is part of the French boating industry federation (FIN), which enables it to indirectly collect the views of workers in the value chain.

The Group also takes part in events such as Metstrade in Amsterdam, JEC World and various boat shows, where stakeholders from across the value chain are directly or indirectly represented.

PROCESSES TO PREVENT, MITIGATE AND REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR VALUE CHAIN WORKERS TO RAISE CONCERNS [S2-3]

The Group uses ratings such as EcoVadis for its risk mapping, including workers within the value chain, to detect human rights violations.

The Group's whistleblowing procedure is accessible to all value chain workers, ensuring complete confidentiality. These arrangements are detailed in §4.4 of chapter 2 of the annual financial report.

ACTION PLAN AND RESOURCES COMMITTED [S2-4]

In 2024, the main actions focused on the widespread implementation of the EcoVadis assessment approach, as described in the "Responsible Procurement" section.

At December 31, 2024, to the best of the Group's knowledge, it did not have supply contracts with any supplier convicted of serious human rights violations (forced labor, child labor).

As set out in the Ethics & Compliance section, the due diligence procedure for third-party suppliers will be adapted in 2025 to incorporate the "360° monitoring" tool available on the EcoVadis platform.

TARGET INDICATORS [S2-5]

The key performance indicator corresponds to the share of purchases placed with suppliers whose CSR approach is assessed by a third party such as EcoVadis. As this assessment includes not only the rights of workers in the value chain, but also environmental and governance stakes, it is reported in the "Responsible Procurement" section.

3.3 Ensuring product quality for consumer safety [ESRS S4]

DESCRIPTION OF THE STAKE AND THE CORRESPONDING IROS [S4.SBM-3]

The safety conditions provided by its boats represent a major stake for Groupe Beneteau. The Group's clients have strong expectations, with no willingness to compromise.

In the boating sector in particular, quality is a response to the major safety expectations of consumers and end users due to the conditions in which boats are used.

Groupe Beneteau is aware that there is no such thing as zero risk, but positions safety at the heart of the design of its boats and works closely with all the stakeholders across its value chain. It therefore stands out as a manufacturer that deserves to be trusted by all of its users.

This material stake directly affects the Group's own operations in the short term:

- Potential impact on boat user safety;
- Financial risk (warranty costs including any costs for recalls, after-sales service and potential litigation);
- Opportunity or risk linked to the reputation of the brands, reflected in increased or decreased attractiveness faced with client expectations.

POLICY AND OBJECTIVE [S4-1]

The Boat division's quality policy is based on a multi-year roadmap looking ahead to 2030, which aims to improve the quality of the boats delivered to our clients, ensuring their safety and reliability, while improving the satisfaction of end-users. It applies to suppliers and the entire Group, from boat design through to shipment.

This roadmap was approved by the Management Board and presented to the CSR Committee in 2024.

Quality management is aligned with the ISO 9001 standard. All of the Boat division's French and Polish sites are certified, representing more than 80% of the total activity in terms of hours worked.

Alongside this, the Quality Department is involved in the Product Committee, enabling it to raise alerts and plan for corrective measures when developing new models.

The 2030 Quality Roadmap was drawn up with the client at the heart of the Group's activities, ensuring a clear focus on safe boats delivering lasting quality. It is structured around four core pillars: safe boats, reliable boats, perceived quality and client satisfaction. This roadmap is also based around three key success factors: innovation and development, industrial capabilities (enhanced quality management and best practices), and technical business expertise.

From design to shipment

When developing a new model, all of the boat's critical safety functions are approved by the quality teams. They also accompany the building of the first boat and carry out the first sea / water trials for any new model to conduct quality audits on the boats under the conditions that they would be used in by clients.

During boat building, the quality controls in place throughout the production process make it possible to identify and correct the non-quality points and analyze them based on their impact on consumer safety. This dynamic loop approach aims to rapidly integrate the corrections required.

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. 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. 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. The quality rating and the corresponding action plan are monitored each month by the management team, with a detailed analysis for the 180 suppliers that they consider to be strategic. Suppliers with a high non-compliance rate are also subject to specific follow-up and monitoring. (Also see the "Responsible Procurement" section)

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. The training content is continuously evolving and progressively incorporates the new technologies developed by the Group.

PROCESSES FOR ENGAGING WITH CONSUMERS AND END-USERS ABOUT IMPACTS [S4-2]

To guarantee the safety of its boats during their use, 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 teams, with certain suppliers also involved.

The after-sales service policy is overseen by the Group's sales department and implemented by each brand. Its mission is to ensure that the products delivered function correctly within the framework of the warranty, as well as client satisfaction, through technical assistance and the corresponding services. It also aims to raise alerts, where necessary, relating to the quality of the products delivered. To achieve this, it is based around three core principles:

- Supporting the distributors and clients (launching / commissioning, provision of technical and maintenance guides),
- Responding to queries and resolving defects with the products delivered (handling of requests and claims, interventions and repairs, anticipation and coordination of recall or alert campaigns),

- Overseeing the partners (involving and coordinating, training and engaging).

To better take into account its clients' expectations, the Group is supported by its client-centric approach, a restructuring of its satisfaction surveys, including the deployment of the Net Promoter Score (NPS), particularly at the time of or following the delivery of its boats, and the exchanges established between its clients and its staff.

The NPS survey response rate reached around 25% for the brands that launched this initiative in 2023, and the initial results highlight the consistency of the Quality Roadmap.

PROCESSES TO REMEDIATE NEGATIVE IMPACTS AND CHANNELS FOR CONSUMERS AND END-USERS TO RAISE CONCERNS [S4-3]

To address negative impacts, the Group bases its approach on its after-sales service policy. Interventions are carried out either through a dedicated in-house team that is dispatched to dealerships or through training for the dealer teams. Within the scope of the product warranty, or beyond this, the Group provides the instructions required to bring the product into line with requirements.

If a major risk is identified for client safety, the Group may notify maritime authorities and/or initiate recall campaigns in accordance with the regulations applicable on its markets, such as the EU General Product Safety Regulation (GPSR) in Europe or through the US Coast Guard Boating Safety Division in the United States.

The Group's Quality Roadmap and after-sales service policy are available to employees in the internal documentation system and are detailed in the products' general terms and conditions of sale for end-users.

ACTION PLAN AND RESOURCES COMMITTED [S4-4]

Actions rolled out and results achieved in 2024

The analysis of points relating to the safety of our clients was further strengthened in order to implement corrective actions as quickly as possible, improve our design and production standards, and enhance the content of the training provided in-house.

The focus on new developments was also further strengthened in order to ensure better approval for new elements and better control over the handling of critical points encountered during developments.

Taking into account feedback from clients in the last few years, the Group launched two new projects in 2022 relating to electrical risks and noises / vibrations on the boats.

In terms of electrical risks, a number of functions and business units were involved in this project with a view to handling the risks faced and training all the teams concerned. In this area, the review at end-2024 shows a reduction in the number of events compared with 2023. The Group will continue rolling out training in this area in 2025, with a particular focus on the deployment of electric propulsion systems.

The noise / vibration reduction project was covered by targeted initiatives in 2024, including the more widespread integration of measures from the sea trials, making it possible to implement the corrections expected. The project will be rolled out more widely from 2025.

The Boat development teams increasingly work on a co-design basis with suppliers for the Group's new models. The procurement and quality teams carry out supplier quality audits together and determine a quality rating. In 2023, the supplier rating target was not met (66% of suppliers rated A, versus a target of over 70%, and 27% of suppliers rated C, with a target of less than 20%). An action plan was rolled out with the suppliers concerned and monitored, as presented in the monthly supplier quality assurance report. It consists of a reinforced audit plan and a much more demanding approach to monitor and follow up on corrective actions.

The effectiveness of the action plan and the remediation process is reviewed by the Management Board as part of the ISO 9001 approach and is audited each year by an independent third party for the renewal of this certification. In 2024, all the certified sites successfully renewed their certification.

Outlook

The quality roadmap's priorities for 2025 are as follows:

"Safe Boat" pillar:

Continuing to roll out the Electric Risks project and implementing the Structure project, further strengthening our employees' skills in both of these areas through additional training in our training centers, and an even more robust development and approval process for the first boats.

"Reliable Boat" pillar:

Improving the connected systems and adopting a more dynamic treatment of client feedback concerning the reliability of their equipment.

"Perceived Quality" pillar:

Extending the noise / vibration reduction project.

Starting up a project on the quality of wood finishing.

"Client Satisfaction" pillar:

The NPS (Net Promoter Score) principle has been retained as a tool for measuring client satisfaction.

2025 must enable the Group to ramp up this indicator to cover all its brands, improve the process for capitalizing on data, and feed into our Quality Roadmap for the coming years.

Lastly, the Group is continuing to roll out the ISO 9001 standard. Since 2024, actions have been launched at the Italian site in order to prepare it for its certification in 2026. The first assessments are underway at the American and Portuguese sites, and actions are being put in place to ensure convergence, in the medium term, with the requirements for certification.

TARGET INDICATORS [S4-5]

Boat division	Reference year (2019)	2022	2023	2024	Target (2025)
12-month warranty costs (% of revenues)	0.69%	0.64%	0.50%	0.54%	0.45% (-10% vs. 2023)
Warranty costs for all years		1.38%	1.43%	1.74%	

The indicators used to track quality performance are based on warranty costs (i.e. the cost of approved warranty claims) relative to the annual volume billed for our boats. The warranty costs include the cost of labor and parts required for processing claims, as well as the inherent costs involved with the operation (removing the boat from the water, storage costs, rental of buildings and structures required for the operations).

The 12-month warranty cost exclusively records the warranty costs for the year following the delivery of boats in order to clearly measure the effectiveness of the actions put in place.

The indicator covering warranty costs for all years measures the proportion of warranty claims received during the first year and in subsequent years.

Following the significant reduction in its warranty costs in 2023, the Boat division decided to maintain its annual reduction target of 5% and therefore revised its objective for 2025 to 0.45%.

In 2024, while warranty costs decreased in value terms by 25% over 12 months and by 15% across all the years, the significant contraction in revenues negatively impacted the ratio.

For 2025, the Group aims to improve these target indicators by 5% compared with 2024.

4. Business conduct disclosures

A family-owned group for more than four generations, Groupe Beneteau's model has been built around long-term foundations and aims to develop with a view to benefiting everyone. The Group firmly believes that shared growth is a driving force for collective progress and that value creation cannot be achieved at the expense of the safety of boat users or fundamental human rights.

The Group wants to develop in an ethical and exemplary way, in line with a sustainable and responsible model that reflects its values and commitments, always looking to achieve a fair balance in its relationships with its partners: dealers, suppliers, local communities or end clients.

A Global Compact signatory since December 2020, the Group takes action collectively with its stakeholders around three core stakes:

1. Establishing an exemplary positioning for ethics and compliance;

2. Ensuring product quality for optimum safety for all users of boats produced by the Group (reported in §3.3 - ESRS S4);

3. Further strengthening its responsible relations with its partners, particularly its suppliers, and linking up with players that are innovative and committed to a sustainable development approach.

In addition, compliance with the Sapin II Act and the French Duty of Vigilance Act on the one hand, and the General Data Protection Regulation on the other hand, has reinforced the requirement to position business ethics at the heart of the Group's activities worldwide.

The Board of Directors, through its CSR Committee and, specifically regarding business conduct matters, its Audit and Risk Committee, ensures the monitoring of ethical issues and oversees their development through the Ethical Growth pillar of the B-Sustainable strategy. The work of the various committees, along with the expertise of the directors, is presented in §1.1 of section 6 of the annual financial report.

4.1 Establishing an exemplary positioning for ethics and compliance [ESRS G1-1,3,4]

DESCRIPTION OF THE STAKE AND THE CORRESPONDING IROS

Following the double materiality assessment, the most material stakes for the Group in terms of business conduct are as follows:

- Corruption and bribery,
- Fraud and money laundering (in the downstream chain),
- Long-term relationships with stakeholders (dealers and suppliers).

These first two stakes present the regulatory non-compliance risks potentially leading to financial penalties, and damaging the Group's image and stakeholder relationships.

The management of relationships with suppliers is seen as an opportunity for the Group to establish and maintain a long-term relationship with its suppliers, helping build sustainable partnerships. This stake is covered in §2.2 "Responsible Procurement".

As part of the double materiality assessment, the protection of personal data was not identified as

exceeding the materiality threshold in terms of its impact. This issue, previously covered in the 2023 sustainability performance report, is still a risk for the Group and is now reported in section 2 "Risk factors and control environment" of this annual financial report.

Combating corruption and bribery

Acts of corruption may expose companies, their managers and each of their employees to disciplinary measures, such as legal proceedings, fines or even the loss of contracts.

Anti-corruption is therefore a priority for Group Beneteau and it is committed to taking action to combat corruption in all its forms: integrity is one of the Group's ethical principles.

Groupe Beneteau builds awareness among its employees to detect and prevent corruption risks, and focuses in particular on its business partners (suppliers, dealers) that are located in countries that are classed as at risk of corruption or that carry out activities which the Group considers to potentially involve risks. The main risks that it

has identified in relation to its third-party dealers concern the monetization / leak of confidential information concerning development projects, money laundering and the financing of terrorism, which it could unknowingly be seen as complicit in.

Combating fraud and money laundering

Even if a company applies a transparent tax policy and is not present in any countries that are considered to be tax havens, it may face, due to the location of its distribution activities, external tax evasion or tax fraud risks, which it does not under any circumstances want to be complicit in.

Groupe Beneteau therefore takes action internally to protect itself against all forms of tax fraud, and externally to prevent it from involuntarily acting as a facilitator for tax fraud by its clients.

POLICY AND OBJECTIVE [G1-1, G1-3]

The framework for this stake is built around a Code of Ethics and Code of Conduct, which both apply to all of the Group's employees. This framework has been supplemented with the adoption of the Supplier Code of Conduct, which is shared when setting up contracts with subcontractors (see stake concerning responsible procurement, §2.2).

These frames of reference are signed by the Chairwoman of the Board of Directors and the Chief Executive Officer. The Compliance and Ethics Director is responsible for updating them and monitoring their deployment.

The Group's Ethics and Compliance program is presented once a year to the CSR Committee, and on an ad hoc basis whenever specific situations require this Committee's attention.

The Group wants to develop an ethical culture and ethical practices each day. Awareness or training actions cover these aspects at all levels. The Group expects its managers to have a positive knock-on effect on their teams' attitudes, behaviors and choices and to be particularly attentive to the fight against corruption, tax fraud and tax evasion, in addition to ensuring respect for human rights. The Group ensures a particularly strong focus on both training for its management team and the alerts that may be escalated.

The Group's Code of Ethics and Code of Conduct are available on its corporate website. All of the policies are available to employees on the Group intranet, and a software platform integrating the Group's processes enables them to be monitored, updated and benefit from feedback from the field.

Combating corruption

Since 2018, the policies and organization have been adjusted to ensure compliance with French Law 2016-1691 of December 9, 2016, known as "Sapin 2", and take into

account the recommendations of the French anti-corruption agency (AFA):

- A Group anti-corruption policy forms the cornerstone of the Group's compliance program, designed to prevent and combat all forms of public or private corruption;
- The corruption risks were mapped for the first time in 2018, and updated in 2024, making it possible to define a program for ensuring compliance;
- An Ethics Committee, which was expanded in 2022 and became the CSR Committee, governed by a Code of Ethics, was set up to ensure the efficiency and effectiveness of these arrangements;
- A whistleblowing platform "alert.beneteau-group.com" can be accessed by employees on the intranet and by all stakeholders from the Group website; alerts can be reported in six languages (French, English, Italian, Polish, Portuguese and Slovenian); the alerts are received simultaneously, and with complete confidentiality, by the Group Compliance and Ethics Director and the Group Human Resources Director, as well as by a correspondent for the local business unit (generally its CEO), who decide together on how to handle them;
- In France, the sexist behavior and harassment correspondents are trained by a human resources manager, accompanied by an external provider;
- In Poland, 100% of employees have been trained, by the local compliance correspondent, to use the dedicated whistleblowing platform, which is exclusively for issues escalated by employees in our Polish business units. This system complements the Group-level whistleblowing arrangements;
- The Code of Conduct has been reinforced with Group policies concerning conflicts of interest and gifts and business courtesies;
- An assessment of the country and activity risks is reviewed each year, taking into consideration Transparency International's Corruption Perceptions Index (CPI);
- A procedure has been put in place for selecting and setting up contracts with third parties (dealers, suppliers or subcontractors), taking into account the risks linked to the country where they are located, as well as their activities and their shareholding structure. Since 2022, the procedure has been further strengthened by setting up an outsourced "integrity due diligence" assessment for high-risk third parties due to their location, activity, nationality, and/or banking arrangements;
- Anti-corruption due diligence questionnaires are made available online to third parties that are considered to involve risks due to their location and/or activity;
- The Group is supported by an external tool making it possible to identify third parties that involve risks (sanctions, politically exposed persons (PEP), negative press coverage);
- The contracts with our third-party dealers include a specific anti-corruption and money laundering clause;
- The online or in-person training courses on Groupe Beneteau's anti-corruption program are 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).

Tackling tax evasion and tax fraud

Although the Group has not formalized a dedicated policy on preventing tax evasion and tax fraud, this stake is incorporated into the sales process, under the responsibility of the sales department.

The boat sales model is based on a distribution network made up of independent dealers. Due diligence checks are carried out depending on the potential client'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.

The approval procedure for a third-party dealer includes systematic checks of financial flows.

Groupe Beneteau systematically works with providers that use business intelligence tools to carry out reinforced due diligence in connection with projects to acquire interests in other companies.

ACTION PLAN AND RESOURCES COMMITTED

Actions rolled out and results achieved in 2024

In 2024, the Group continued rolling out its anti-corruption arrangements:

- Updating the corruption risk mapping (identification of risks and applicability depending on the Group's business units);
- Conducting awareness actions with internal communications, led by the Compliance and Ethics Director, in connection with international days: Whistleblowers Day (June 23), Ethics Day (October 16), and Anti-Corruption Day (December 10):
 - On World Whistleblowers Day, a quiz was offered to all of the Group's employees in French and English. 97% of respondents were aware of our whistleblowing

channel alert.beneteau-group.com or the ethics@beneteau-group.com mailbox, managed by the Compliance and Ethics Director, for escalating issues;

- On International Anti-Corruption Day, all employees were invited to take part in a quiz with various scenarios. More than 95% of respondents were able to recognize a corruption situation, and over 70% were aware of the sanctions and penalties involved.

The members of the Group Management Committee (GMC), procurement and the plant management committees were asked to report their conflict-of-interest situations (none, potential or actual). Out of the 125 responses received, one potential conflict-of-interest case was escalated and followed up on.

As of December 31, 2024, the Group's distribution network comprised more than 1,200 points of sale around the world. 58 dealers are located in countries considered high-risk for corruption and/or tax evasion, including six in jurisdictions on the list of countries classed as uncooperative for tax purposes by the European Union. In 2024, the Group engaged three external providers to conduct three integrity due diligence assessments, covering one longstanding dealer and two potential end clients. The findings from these studies made it possible to confirm the continuation of the business relationship and secure the sales to these two end clients.

Outlook

Following on from the corruption risk mapping work, remediation plans will be set out and monitored for each Group business unit in 2025 and 2026.

The Group will launch online training programs with the in-house tool B-One (LMS) for the French scope and with an online platform for the scope covering other countries in the following areas: corruption, conflicts of interest, gifts and business courtesies. The aim is to train more than 95% of the target employees by 2026.

The Code of Ethics and Code of Conduct will be gradually rolled out in the Tunisian business unit.

The due diligence procedure for third-party suppliers will be adapted to incorporate the Ecovadis approach.

TARGET INDICATORS

Entity-specific indicators - Group scope	2022	2023	2024	Target (2025)
Number of alerts confirmed	6	26	19	na
% Ethics & Compliance training for target populations	24%	94%	97%	>95%

In 2024, 20 alerts were handled, including one concerning the Housing business that was sold. Out of the 19 alerts relating to the new Group scope, eight concerned harassment cases, two related to conflicts of interest, one concerned non-compliance with personal data protection, and eight involved breaches of the Code of Conduct. Only one alert was linked to a suspected corruption case, which, after investigation, turned out to be a failure to comply with the third-party due diligence process. These alerts were received either via the dedicated platform in France and Poland or by email.

In 2021, the Group provided more than 600 training sessions on preventing and detecting corruption. By the end of December 2024, 97% of the people targeted (including over 80% of local leadership teams in France) had once again been covered by awareness initiatives through training on the Group's Ethics program or specific actions to help raise awareness. In 2025, in line with the action plan drawn up following the updating of the corruption risk map, new dedicated training modules will be added to the training system and rolled out more widely in the French business units.

Other key figures [G1-4]

ESRS ID	Indicator	2024
G1-4_01	Number of convictions for violation of anti-corruption laws	0
G1-4_02	Amount of fines for violation of anti-corruption laws	0
G1-4_04	Number of confirmed incidents of corruption	0

4.2 Developing responsible procurement and long-term supplier relations [ESRS G1-2]

DESCRIPTION OF THE STAKE AND THE CORRESPONDING IROS

Suppliers play a key role in Groupe Beneteau's success. The development of sustainable partnerships over the long term represents an opportunity for the Group. To build sustainable relationships with them, the Group wants to share its commitments to sustainable growth with its suppliers, as notably set out by the 10 Global Compact principles, which it has signed up to. Alongside this, compliance with the French Duty of Vigilance law has made it even more necessary for the Group to monitor its suppliers and encourage them to respect its social and environmental commitments, as well as those relating to respect for human rights.

As part of the double materiality assessment, the risk relating to terms of payment with suppliers was not considered material, and the Group does not present the

data points from ESRS G1-6 in this report. As a responsible company, the Group is committed to limiting this risk, particularly with regard to small and medium-sized enterprises. The French business units, which account for nearly three-quarters of the Group's external purchases, comply with the French economic modernization law (LME) and manage terms of payment for suppliers of listed items through purchase orders. The deployment of a new IT system will, in the medium term, make it possible to cover all suppliers.

POLICY AND OBJECTIVE

Groupe Beneteau's Responsible Procurement policy aims to promote the application of the corporate social responsibility principles with all of its stakeholders across its supply chain. The Group wants to ensure that, irrespective of their local context, its suppliers share its commitments and contribute to the achievement of its CSR ambitions.

This policy is overseen by the Procurement Department, with support from the Operations Director. It is included in the Group's contractual clauses and is available on the intranet and internet sites.

This policy is built around four core pillars:

1. Shared commitments: the Supplier Code of Conduct, available in seven languages (French, English, Italian, Spanish, Polish, German, Chinese), is the key frame of reference for this responsible procurement policy. It defines the Group's expectations in relation to its suppliers and subcontractors for all categories of purchases. The Procurement function is directly involved in this policy's implementation and the purchasers must issue the Supplier Code of Conduct during consultations and invitations to tender or at the start of business relationships in order to confirm their commitment to respecting this code, as set out with a contractual clause. The recommendations presented in the code do not represent an exhaustive list, but enable the Group's suppliers to assess their performance levels in relation to its expectations.
2. Focus on local sourcing: when possible, Groupe Beneteau develops a network of local suppliers and is committed to maintaining this strong regional presence for all of its production sites, across all the various geographies.
3. Innovation approach in partnership with its suppliers: Groupe Beneteau's Responsible Procurement policy guides it to select materials that are consistent with its environmental and social commitments (also see the section on eco-design for products - ESRS E5). The Boat development teams work closely with their suppliers to adopt an eco-design approach for the new models.
4. Detailed supplier quality mapping: the Group views its suppliers as essential partners within its Quality policy (also see the ESRS S4 section). Suppliers are selected based on a matrix of recommendations incorporating 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. 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. The procurement and quality teams carry out these supplier quality audits together and determine a quality rating, which is monitored on a monthly basis by the management team, with a detailed analysis for the 180 strategic suppliers. Suppliers with a high non-compliance rate are also subject to specific follow-up and monitoring.

ACTION PLAN AND RESOURCES COMMITTED

Actions rolled out and results achieved in 2024

Despite the challenges linked to the slowdown in production activity, the Group continued to promote its

Responsible Procurement policy. The campaign launched in May 2023 encouraging suppliers and subcontractors to get themselves assessed by Ecovadis (or any other equivalent organization) made it possible to achieve a 56% coverage rate for the Boat division by the end of 2024 (+15% vs 2023), reflecting the strong support and good level of maturity across the panel of suppliers. As a result, the objective initially set out to reach 50% of purchases placed with assessed suppliers by 2025 was achieved ahead of schedule, and the ambition to cover 80% by 2030 is on track. This assessment, based on 21 criteria, grouped together in four themes (Ethics, Labor and Human Rights, Environment and Sustainable Procurement), enables each supplier to obtain a rating and strategic areas for improvement which the Procurement teams can coordinate them around.

The Ecovadis approach concerns not only suppliers, but also the Procurement teams, who benefited, throughout 2024, from Ecovadis Academy training sessions, enabling them to consolidate their responsible procurement knowledge. They are therefore better positioned to incorporate them for suppliers with a view to accompanying and supporting their progress. The teams also held joint workshops to draw up the Responsible Procurement Strategy, the operational extension of the Responsible Procurement Policy.

In addition, the Group prioritizes, where possible, local suppliers for its production purchases to set out its strong local roots, especially in France; in 2024, they represented 39% of production purchases (vs. 38% in 2023).

In 2024, 71% of the total quantity of timber purchased by the Boat division came from forests with certification of origin. In 2024, the Group also set itself a target to source more than 80% of the total quantity of timber purchased from certified sustainably managed forests by 2030 (51% in 2024). For more details on this indicator, see section ESRS E4.

Outlook

For timber purchases, a dedicated policy will be drawn up in 2025 to formalize the Group's commitment to making progress with the responsible management of these supplies. This policy will include the commitment to no longer list suppliers of non-certified timber and to complete due diligence loops with 100% of the current panel.

It is structured around actions designed to preserve resources, by securing supply chains through traceability in particular, ensuring strict compliance with the regulatory frameworks (e.g. Lacey Act in the United States, Burmese Teak Embargo).

This same approach will ultimately apply to the rest of the panel across all purchasing categories combined: wherever possible, all new suppliers must be assessed, any new contracts awarded will be reserved for suppliers that have been assessed, and non-assessed suppliers will be gradually phased out.

TARGET INDICATORS

Entity-specific indicator - Boat division scope	2022	2023	2024	Target (2025)
Percentage of purchases placed with CSR-assessed suppliers	24%	41%	56%	>50%

When the supplier assessment project was launched via Ecovadis in May 2023, the project team assessed the indicator for the 2022 reference year. After discussions with representatives from the assessment company, the Group set itself a target to reach more than 50% of its purchases

placed with assessed suppliers by 2025. As set out in the action plan above, the various campaigns promoting initiatives and the quarterly monitoring of the project enabled this target to be exceeded from 2024.

Methodology note

Purchases placed with CSR-assessed suppliers

Percentage of purchases of listed items (in €m) placed with CSR-assessed suppliers. CSR-assessed suppliers are those with an assessment from EcoVadis (or an equivalent body) that is valid as of December 31 of the year, or whose assessment expired less than two years ago.

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.

5. Appendices

5.1 Disclosure requirements in ESRS covered by the undertaking's sustainability statement [IRO-2]

Stake	Corresponding disclosure requirement	Section in this report
ESRS 2	BP-1 - General basis for the preparation of sustainability statements	1.4
	BP-2 – Disclosures in relation to specific circumstances	1.4
	GOV-1 - The role of the administrative, management and supervisory bodies	1.2
	GOV-2 - Information provided to and sustainability matters addressed by the administrative, management and supervisory bodies	1.2
	GOV-3 - Integration of sustainability-related performance in incentive schemes	1.2
	GOV-4 - Statement on due diligence	1.2
	GOV-5 - Risk management and internal controls over sustainability reporting	1.2
	SBM-1 – Strategy, business model and value chain	1.1
	SBM-2 – Interests and views of stakeholders	1.3
	SBM-3 - Material impacts, risks and opportunities and their interaction with strategy and business model	1.3
	IRO-1 - Description of the processes to identify and assess material impacts, risks and opportunities	1.3
	IRO-2 – Disclosure requirements in ESRS covered by the undertaking's sustainability statement	5.1
ESRS E1	E1-1 - Integration of sustainability-related performance in incentive schemes	2.1
	E1-2 – Policies related to climate change mitigation and adaptation	2.1, 2.1.1, 2.1.2
	E1-3 – Actions and resources in relation to climate change policies	2.1.1, 2.1.2
	E1-4 – Targets related to climate change mitigation and adaptation	2.1.1, 2.1.2
	E1-5 – Energy consumption and mix	2.1.1
	E1-6 – Gross Scopes 1, 2, 3 and Total GHG emissions	2.1, 2.1.2
	E1-7 – GHG removals and GHG mitigation projects financed through carbon credits	na
	E1-8 – Internal carbon pricing	na
	E1-9 – Potential financial effects from material physical and transition risks and potential climate-related opportunities	na
ESRS E2	E2-1 – Policies related to pollution	2.3
	E2-2 – Actions and resources related to pollution	2.3

Stake	Corresponding disclosure requirement	Section in this report
	E2-3 – Targets related to pollution	2.3
	E2-4 – Pollution of air, water and soil	2.3
	E2-5 – Substances of concern and substances of very high concern	na
	E2-6 – Anticipated financial effects from pollution-related impacts, risks and opportunities	na
ESRS E3		na
ESRS E4	E4-1 – Transition plan and consideration of biodiversity and ecosystems in strategy and business model	2.4
	E4-2 – Policies related to biodiversity and ecosystems	2.4
	E4-3 – Actions and resources related to biodiversity and ecosystems	2.4
	E4-4 – Targets related to biodiversity and ecosystems	2.4
	E4-5 – Impact metrics related to biodiversity and ecosystems change	2.4
	E4-6 – Anticipated financial effects from biodiversity and ecosystem-related risks and opportunities	na
ESRS E5	E5-1 – Policies related to resource use and circular economy	2.2.1, 2.2.2, 2.2.3
	E5-2 – Actions and resources related to resource use and circular economy	2.2.1, 2.2.2, 2.2.3
	E5-3 – Targets related to resource use and circular economy	2.2.2
	E5-4 – Resource inflows	2.2.1
	E5-5 – Resource outflows	2.2.2, 2.2.3
	E5-6 – Potential financial effects from resource use and circular economy-related impacts, risks and opportunities	na
ESRS S1	S1-1 – Policies related to own workforce	3.1, 3.1.1, 3.1.2, 3.1.3, 3.1.4
	S1-2 – Processes for engaging with own workers and workers' representatives about impacts	3.1
	S1-3 – Processes to remediate negative impacts and channels for own workers to raise concerns	3.1
	S1-4 – Taking action on material impacts on own workforce, and approaches to mitigating material risks and pursuing material opportunities related to own workforce, and effectiveness of those actions	3.1.1, 3.1.2, 3.1.3, 3.1.4
	S1-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	3.1.1, 3.1.2, 3.1.3, 3.1.4
	S1-6 – Characteristics of the undertaking's employees	3.1, 3.1.4, 3.1.5
	S1-7 – Characteristics of non-employee workers in the undertaking's own workforce	na
	S1-8 – Collective bargaining coverage and social dialogue	3.1, 3.1.5

Stake	Corresponding disclosure requirement	Section in this report
	S1-9 – Diversity metrics	3.1.4
	S1-10 – Adequate wages	3.1.5
	S1-11 – Social protection	3.1, 3.1.5
	S1-12 – Persons with disabilities	3.1.4
	S1-13 – Training and skills development metrics	3.1.3
	S1-14 – Health and safety metrics	3.1.1
	S1-15 – Work-life balance metrics	3.1.5
	S1-16 – Compensation metrics (pay gap and total compensation)	3.1.4, 3.1.5
	S1-17 – Incidents, complaints and severe human rights impacts	3.1.4
	S2-1 – Policies related to value chain workers	3.2
ESRS S2	S2-2 – Processes for engaging with value chain workers about impacts	3.2
	S2-3 – Processes to remediate negative impacts and channels for value chain workers to raise concerns	3.2
	S2-4 – Taking action on material impacts on value chain workers, and approaches to managing material risks and pursuing material opportunities related to value chain workers, and effectiveness of those actions	3.2
	S2-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	3.2
ESRS S3		na
ESRS S4	S4-1 – Policies related to consumers and end-users	3.3
	S4-2 – Processes for engaging with consumers and end-users about impacts	3.3
	S4-3 – Processes to remediate negative impacts and channels for consumers and end-users to raise concerns	3.3
	S4-4 – Taking action on material impacts, and approaches to mitigating material risks and pursuing material opportunities related to consumers and end-users and effectiveness of those actions and approaches	3.3
	S4-5 – Targets related to managing material negative impacts, advancing positive impacts, and managing material risks and opportunities	3.3
ESRS G1	G1-1 – Corporate culture and business conduct policies	4.1
	G1-2 – Management of relationships with suppliers	4.2
	G1-3 – Prevention and detection of corruption or bribery	4.1
	G1-4 – Confirmed incidents of corruption or bribery	4.1
	G1-5 – Political influence and lobbying activities	na
	G1-6 – Payment practices	na

5.2 List of datapoints planned in cross-cutting and topical standards that are required by other EU legislation

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Section
ESRS 2 GOV-1 Board's gender diversity paragraph 21 (d)	Indicator number 13 of Table #1 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		1.2.1
ESRS 2 GOV-1 Percentage of board members who are independent paragraph 21 (e)			Commission Delegated Regulation (EU) 2020/1816, Annex II		1.2.1
ESRS 2 GOV-4 Statement on due diligence paragraph 30	Indicator number 10 Table #3 of Annex 1				1.2.3
ESRS 2 SBM-1 Involvement in activities related to fossil fuel activities paragraph 40 (d) i	Indicator number 4 Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 (6), Table 1: Qualitative information on Environmental risk and Table 2: Qualitative information on Social risk	Commission Delegated Regulation (EU) 2020/1816, Annex II		1.1
ESRS 2 SBM-1 Involvement in activities related to chemical production paragraph 40 (d) ii	Indicator number 9 of Table #2 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		1.1
ESRS 2 SBM-1 Involvement in activities related to controversial weapons paragraph 40 (d) iii	Indicator number 14 Table #1 of Annex 1		Delegated Regulation (EU) 2020/1818(7), Article 12(I) Delegated Regulation (EU) 2020/1816, Annex II		1.1
ESRS 2 SBM-1 Involvement in activities related to cultivation and production of tobacco paragraph 40 (d) iv			Delegated Regulation (EU) 2020/1818, Article 12(I) Delegated Regulation (EU) 2020/1816, Annex II.		1.1
ESRS E1-1 Transition plan to reach climate neutrality by 2050 paragraph 14				Regulation (EU) 2021/1119, Article 2(I)	2.1
ESRS E1-1 Undertakings excluded from Paris-aligned Benchmarks paragraph 16 (g)		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book-Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 12.1 (d) to (g), and Article 12.2		
ESRS E1-4 GHG emission reduction targets paragraph 34	Indicator number 4 of Table #2 of	Article 449a Regulation (EU)	Delegated Regulation (EU) 2020/1818, Article		2.1, 2.1.2

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Section
	Annex 1	No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book-Climate Change transition risk: alignment metrics	6		
ESRS E1-5 Energy consumption from fossil sources disaggregated by sources (only high climate impact sectors) paragraph 38	Indicator number 5 Table #1 and Indicator n. 5 Table #2 of Annex 1				2.1.1
ESRS E1-5 Energy consumption and mix paragraph 37	Indicator number 5 of Table #1 of Annex 1				2.1.1
ESRS E1-5 Energy intensity associated with activities in high climate impact sectors paragraphs 40 to 43	Indicator number 6 of Table #1 of Annex 1				2.1.1
ESRS E1-6 Gross Scope 1, 2, 3 and Total GHG emissions paragraph 44	Indicators number 1 and 2 Table #1 of Annex 1	Article 449a; Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 1: Banking book-Climate Change transition risk: Credit quality of exposures by sector, emissions and residual maturity	Delegated Regulation (EU) 2020/1818, Article 5(1), 6 and 8(1)		2.1.2
ESRS E1-6 Gross GHG emissions intensity paragraphs 53 to 55	Indicator number 3 of Table #1 of Annex 1	Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453, Template 3: Banking book-Climate Change transition risk: alignment metrics	Delegated Regulation (EU) 2020/1818, Article 8(1)		2.1.2
ESRS E1-7 GHG removals and carbon credits paragraph 56				Regulation (EU) 2021/1119, Article 2(1)	Not material
ESRS E1-9 Exposure of the benchmark portfolio to climate-related physical risks paragraph 66			Delegated Regulation (EU) 2020/1818, Annex II Delegated Regulation (EU) 2020/1816, Annex II		Not material
ESRS E1-9 Disaggregation of monetary amounts by acute and chronic physical risk paragraph 66 (a) ESRS E1-9 Location of significant assets at material physical risk paragraph 66 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraphs 46 and 47, Template 5: Banking book - Climate change physical risk:			Not material

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Section
		Exposures subject to physical risk.			
ESRS E1-9 Breakdown of the carrying value of its real estate assets by energy-efficiency classes paragraph 67 (c).		Article 449a Regulation (EU) No 575/2013; Commission Implementing Regulation (EU) 2022/2453 paragraph 34, Template 2: Banking book-Climate Change transition risk: Loans collateralized by immovable property - Energy efficiency of the collateral			Not material
ESRS E1-9 Degree of exposure of the portfolio to climate- related opportunities paragraph 69			Commission Delegated Regulation (EU) 2020/1818, Annex II		Not material
ESRS E2-4 Amount of each pollutant listed in Annex II of the E-PRTR Regulation (European Pollutant Release and Transfer Register) emitted to air, water and soil, paragraph 28	Indicator number 8 Table #1 of Annex 1 Indicator number 2 Table #2 of Annex 1 Indicator number 1 Table #2 of Annex 1 Indicator number 3 Table #2 of Annex 1				2.3
ESRS E3-1 Water and marine resources paragraph 9	Indicator number 7 of Table #2 of Annex 1				Not material
ESRS E3-1 Dedicated policy paragraph 13	Indicator number 8 of Table #2 of Annex 1				Not material
ESRS E3-1 Sustainable oceans and seas paragraph 14	Indicator number 12 of Table #2 of Annex 1				Not material
ESRS E3-4 Total water recycled and reused paragraph 28 (c)	Indicator number 6.2 of Table #2 of Annex 1				Not material
ESRS E3-4 Total water consumption in m3 per net revenue on own operations paragraph 29	Indicator number 6.1 of Table #2 of Annex 1				Not material 1.3.2
ESRS 2- SBM 3 - E4 paragraph 16 (a) i	Indicator number 7 Table #1 of Annex 1				Not material 2.4
ESRS 2- SBM 3 - E4 paragraph 16 (b)	Indicator number 10 Table #2 of Annex 1				Not material
ESRS 2- SBM 3 - E4 paragraph 16 (c)	Indicator number 14 of Table #2 of Annex 1				Not material
ESRS E4-2 Sustainable land / agriculture practices or policies paragraph 24 (b)	Indicator number 11 of Table #2 of Annex 1				Not material
ESRS E4-2 Sustainable oceans / seas practices or policies paragraph 24 (c)	Indicator number 12 of Table #2 of Annex 1				non-material
					2.4

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Section
ESRS E4-2 Policies to address deforestation paragraph 24 (d)	Indicator number 15 of Table #2 of Annex 1				
ESRS E5-5 Non-recycled waste paragraph 37 (d)	Indicator number 13 of Table #2 of Annex 1				2.2.3
ESRS E5-5 Hazardous waste and radioactive waste paragraph 39	Indicator number 9 of Table #1 of Annex 1				2.2.3
ESRS 2- SBM3 - S1 Risk of incidents of forced labour paragraph 14 (f)	Indicator number 13 of Table #3 of Annex 1				3.1
ESRS 2- SBM3 - S1 Risk of incidents of child labour paragraph 14 (g)	Indicator number 12 of Table #3 of Annex 1				3.1
ESRS S1-1 Human rights policy commitments paragraph 20	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				3.1
ESRS S1-1 Due diligence policies on issues addressed by the fundamental International Labor Organisation Conventions 1 to 8, paragraph 21			Commission Delegated Regulation (EU) 2020/1816, Annex II		3.1
ESRS S1-1 Processes and measures for preventing trafficking in human beings paragraph 22	Indicator number 11 of Table #3 of Annex 1				3.1
ESRS S1-1 Workplace accident prevention policy or management system paragraph 23	Indicator number 1 of Table #3 of Annex 1				3.1.1
ESRS S1-3 Grievance/complaints handling mechanisms paragraph 32 (c)	Indicator number 5 of Table #3 of Annex 1				3.1
ESRS S1-14 Number of fatalities and number and rate of work-related accidents paragraph 88 (b) and (c)	Indicator number 2 of Table #3 of Annex 1		Commission Delegated Regulation (EU) 2020/1816, Annex II		3.1.1
ESRS S1-14 Number of days lost to injuries, accidents, fatalities or illness paragraph 88 (e)	Indicator number 3 of Table #3 of Annex 1				3.1.1
ESRS S1-17 Incidents of discrimination paragraph 103 (a)	Indicator number 7 of Table #3 of Annex 1				3.1.5
ESRS S2-1 Human rights policy commitments paragraph 17	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex 1				3.2
ESRS S2-1 Policies related to value chain workers paragraph 18	Indicator number 11 and n. 4 Table #3 of Annex 1				3.2
ESRS S3-1 Human rights policy commitments paragraph 16	Indicator number 9 Table #3 of Annex 1 and Indicator number 11 Table #1 of Annex 1				Not material
ESRS S3-1 Non-respect of UNGPs on Business and Human Rights, ILO principles or and OECD guidelines paragraph 17	Indicator number 10 of Table #1 of Annex 1		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (l)		Not material
ESRS S3-4 Human rights issues and incidents paragraph 36	Indicator number 14 of Table #3 of Annex 1				Not material

Disclosure requirement and related datapoint	SFDR reference	Pillar 3 reference	Benchmark regulation reference	EU Climate Law reference	Section
ESRS S4-1 Policies related to consumers and end-users paragraph 16	Indicator number 9 Table #3 and Indicator number 11 Table #1 of Annex I				3.3
ESRS S4-1 Non-respect of UNGPs on Business and Human Rights and OECD guidelines paragraph 17	Indicator number 10 of Table #1 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II Delegated Regulation (EU) 2020/1818, Art 12 (I)		3.3
ESRS S4-4 Human rights issues and incidents paragraph 35	Indicator number 14 of Table #3 of Annex I				3.3
ESRS G1-1 United Nations Convention against Corruption paragraph 10 (b)	Indicator number 15 of Table #3 of Annex I				4.1
ESRS G1-1 Protection of whistle-blowers paragraph 10 (d)	Indicator number 6 of Table #3 of Annex I				4.1
ESRS G1-4 Fines for violation of anti-corruption and anti-bribery laws paragraph 24 (a)	Indicator number 17 of Table #3 of Annex I		Delegated Regulation (EU) 2020/1816, Annex II		2.1
ESRS G1-4 Standards of anti-corruption and anti-bribery paragraph 24 (b)	Indicator number 16 of Table #3 of Annex I				2.1

5.3 Cross-reference tables with the UN Global Compact & SDGs

CROSS-REFERENCE TABLE WITH THE 10 GLOBAL COMPACT PRINCIPLES

Global Compact principles	Document sections	
HUMAN RIGHTS		
Principle 1: Businesses should support and respect the protection of internationally proclaimed human rights;	· Introduction of Engaged Crew	3.1
	· Responsible procurement policy	3.2, 4.2
	· Ensuring no complicity in any violation of human rights and fundamental freedoms	4.1
	· Ensuring a safe and healthy work environment for our employees	3.1.1
	· Promoting diversity and inclusion	3.1.4
Principle 2: Businesses should make sure that they are not complicit in human rights abuses;	· Ensuring no complicity in any violation of human rights and fundamental freedoms	4.1
	· Responsible procurement policy	4.2
INTERNATIONAL LABOR STANDARDS		
Principle 3: Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining;	· Introduction of Engaged Crew	3.1
	· Employee-related indicators - number of agreements signed	3.1.5
Principle 4: Businesses should uphold the elimination of all forms of forced and compulsory labor;	· Ensuring ethical business practices	4.1
	· Responsible procurement policy	4.2
Principle 5: Businesses should uphold the effective abolition of child labor;	· Ensuring ethical business practices	4.1
	· Responsible procurement policy	4.2
Principle 6: Businesses should uphold the elimination of discrimination in respect of employment and occupation;	· Ensuring ethical business practices	4.1
	· Responsible procurement policy	4.2
	· Commitment to diversity and non-discrimination	3.1.4
ENVIRONMENT		
Principle 7: Businesses should support a precautionary approach to environmental challenges;	· Effective management of industrial risks	Section 2
	· ISO 14001 certification	2.3
	· Reducing the impact of products throughout their life cycle	2, 2.1.2, 2.2
	· Reducing the impact of our industrial operations on the environment	2.1.1, 2.2.3, 2.3
Principle 8: Businesses should undertake initiatives to promote greater environmental responsibility;	· Responsible procurement policy	4.2
	· Introduction of "Preserved Oceans"	3.1
	· ISO 14001 certification	2.3
	· Reducing the impact of products throughout their life cycle	2, 2.1.2, 2.2
Principle 9: Businesses should encourage the development and diffusion of environmentally friendly technologies;	· Reducing the impact of our industrial operations on the environment	2.1.1, 2.2.3, 2.3
	· Reducing the impact of products throughout their life cycle	2, 2.1.2, 2.2
	· Reducing the impact of our industrial operations on the environment	2.1.1, 2.2.3, 2.3
ANTI-CORRUPTION		
Principle 10: Businesses should work against corruption in all its forms, including extortion and bribery.	· Ensuring ethical business practices and combating all forms of corruption	4.1
	· Responsible procurement policy	4.2

CROSS-REFERENCE TABLE WITH THE SUSTAINABLE DEVELOPMENT GOALS

SDG	KEY INFORMATION	LINK TO CSRD
Major stake		
	In a socioeconomic context that requires a constant focus on improving productivity, Groupe Beneteau takes particular care to ensure the safety of its employees, avoid any detrimental aspects for their health and enable them to benefit from conditions to ensure their wellbeing at work.	Section 3.1.1
3	Reducing VOC emissions at the production sites is a priority objective for the Group.	Section 2.3
	In the boating sector, quality is a particularly crucial safety issue for end users due to the conditions in which boats are used. All of the Group's boats are designed to ensure the safety of boat users.	Section 3.3
8	At its many sites, around the world, Groupe Beneteau contributes to developing employment by ensuring equal opportunities and promoting stable and sustainable jobs, with fair pay and employment contracts. The Group also engages its employees in its performance through the payment of company performance bonuses, profit sharing and employee shareholding.	Section 3.1.2
	Groupe Beneteau has put in place an eco-design approach for its products to make more responsible choices in terms of materials and production processes. The Group has also been recognized within its industry for the development and industrial-scale integration of recyclable resin.	Section 2, 2.2
12	Groupe Beneteau has launched a life cycle assessment campaign that will gradually cover its various boats.	Section 2
	Groupe Beneteau has launched an approach to reduce its environmental impact, particularly in terms of waste management. The Boat division's main production sites in France and Poland are ISO 14001 certified.	Section 2.2.3
	Groupe Beneteau provides its distributors with an effective after-sales service.	Section 3.3
13	Groupe Beneteau aims to further strengthen its impact on the fight against global warming. The boat manufacturing activities (100% of the Group's revenues since 2024) are eligible for the European Taxonomy. The Group has identified the various sources of GHG emissions for its activities (Scopes 1, 2 & 3) and is putting in place an action plan to reduce them. The Group is committed to developing and commercially promoting alternative propulsion solutions across all its boat models by 2030.	Section 2.1
16	A Global Compact signatory, Groupe Beneteau is committed to promoting and respecting the protection of international human rights, contributing to the elimination of any discrimination relating to employment and occupation, and taking action to combat corruption in all its forms, including extortion and bribery.	Section 4.1 et 3.1.4, Vigilance Plan
Moderate stake		
4	Groupe Beneteau has put in place training programs to support the development of its employees' skills, a factor for long-term success (adaptation, competitiveness, efficiency, etc.). Groupe Beneteau offers different pathways for work-based training programs and internships to enable young people to develop professional skills.	Section 3.1.3
5	Groupe Beneteau mobilizes its employees to ensure that recruitment practices and policies, remuneration, employment conditions, access to training and career progress are based exclusively on the requirements relating to the work, skills and results and are free from any discrimination based on gender for instance.	Section 3.1.4
7	At certain production sites, Groupe Beneteau has launched an energy efficiency approach with a view to continuously and sustainably reducing its energy consumption levels and sources of energy waste. The Group is rolling out a project to install more than 40,000 sq.m of photovoltaic canopies at its production sites in France, and is integrating on-board electricity generation for certain boat models with solar panels or electric engines.	Section 2.1.1
9	Groupe Beneteau is investing in research and development to maintain its know-how and accelerate its transition to a sustainable industry. For instance, the Group jointly developed, over three years, a recycle resin for the production of its boats.	Section 2.2.1
14	Groupe Beneteau is committed to promoting and implementing relevant sustainable actions for protecting the marine environment. In addition to incorporating technological innovations making it possible to reduce impacts on the environment during the in-use phase, the Group is raising awareness among recreational users on boating practices that help preserve and protect the Oceans.	Section 2.4
15	The responsible procurement policy aims to increase the percentage of timber from eco-managed forests (FSC or PEFC certified). Nine of the Boat division's 10 sites in France are classed as ICPE regulated environmental protection facilities.	Section 2.4
	Groupe Beneteau deploys its CSR policy through a partnership-based approach with its suppliers and stakeholders.	Section 1.3.1
17	The Group has launched an action to assess its suppliers with the rating agency Ecovadis. The Group is rolling out a project for photovoltaic canopies in partnership with local stakeholders.	Section 4.2 Section 2.1.1
Limited stake		
6	At certain production sites, Groupe Beneteau has deployed water-saving measures and tracks the indicators for results.	Section 1.3.2
10	Groupe Beneteau is putting in place procedures to reduce inequality between workers (on hiring, at work, in terms of career development and at the end of their contract), particularly in relation to women (see SDG 5) and people with disabilities.	Section 3.1.4
Not concerned		
1, 2, 11	As part of Groupe Beneteau's activities focused on building and marketing recreational boats, it does not contribute to the SDGs aimed at reducing extreme poverty, combating hunger around the world and/or reducing the environmental and sanitation-related footprint of cities, their infrastructures and their operations.	

Produced by: Groupe Beneteau

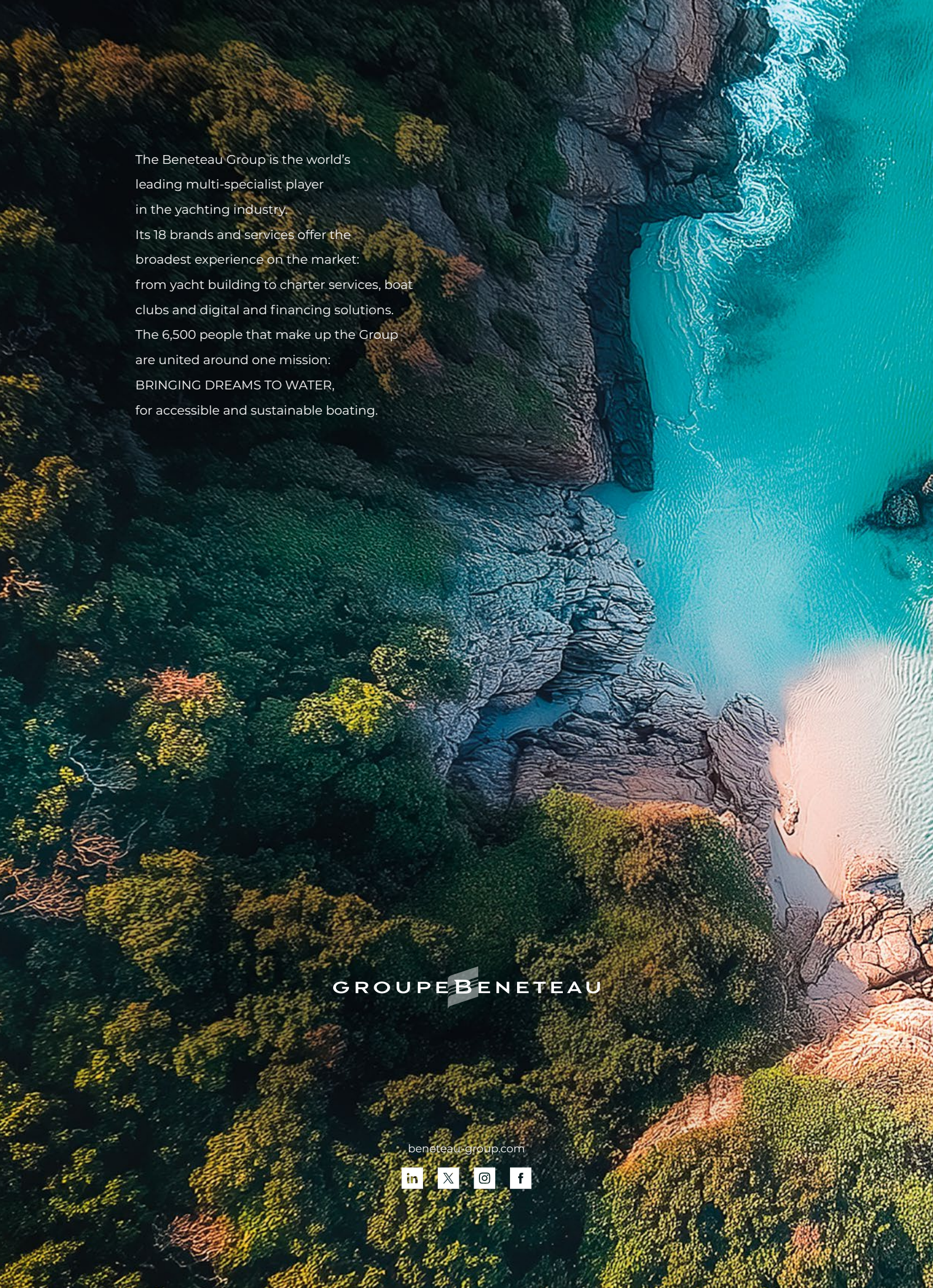
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The Beneteau Group is the world's leading multi-specialist player in the yachting industry. Its 18 brands and services offer the broadest experience on the market: from yacht building to charter services, boat clubs and digital and financing solutions. The 6,500 people that make up the Group are united around one mission: BRINGING DREAMS TO WATER, for accessible and sustainable boating.

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