

An aerial photograph of a rugged coastline. In the upper left, a dark, calm body of water meets a shoreline covered in dense green vegetation. Below the vegetation, a sandy beach is visible, followed by a rocky cliff face. Waves are crashing against the base of the cliff, creating a large, white, turbulent mass of water that dominates the lower half of the image. The water in the foreground is a deep, dark blue-green color.

2023

ESSENTIALS

GROUPE  BENETEAU
BRINGING DREAMS TO WATER

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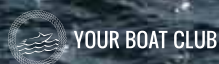
STORIES FROM 2023

2023 was a record year for our Group. Reflecting the outstanding work accomplished together, our extremely solid results confirm our multi-specialist leadership for boats, across our three market segments. Connected boats, sharing economy, alternative propulsion solutions and sustainable materials: aligned with the expectations of our clients and a rapidly changing market, we transform the challenges faced into opportunities. Guided by our mission, Bringing dreams to water, we ramp up our initiatives to enable everyone to realize their dreams on the water.

Around the world. Moving into our 140th year of passion, audacity, conquering spirit and transmission, we are setting out our heading: moving towards increasingly sustainable and accessible boating.

The unique MULTI-SPECIALIST

Monohull and multihull sailing, dayboating for daytime motor sailing, Real Estate on the Water for escape aboard a motoryacht or in 100% electric mode, innovations in use and new-generation solutions... ... From boat building to services, we are bringing all dreams to water, with the market's most comprehensive offering.



Nine exceptional brands and so many possibilities to discover

Welcome on board our House of Brands, which is unique worldwide. Iconic or challengers, our nine brands offer more than boats: experiences on the water for all dreams and all styles, around the world. For day trips and luxury cruises, on oceans or rivers... With 128 models, from 4.5 to 24 meters, from sailing to motor-boats, monohulls or multihulls, we have successfully delivered a 100% client-focused and value-driven strategy. This performance was highlighted in 2023 by the success of 14 new models and the 24 awards won by our brands.

Solutions opening up access to the world of boating

Listening to our clients also means knowing how to take on board the core underlying trends and the emergence of new practices among users. Connected boats, financing solutions, short-term rentals, boat clubs and marinas: in 2023, we ramped up the expansion of our offering to include new services. With 35 bases in operation at boat clubs across the United States (Your Boat Club) and our acquisition of WIZIBOAT for self-service membership-based boat rentals in Europe, we are opening up to the sharing economy.

Increasingly personalized services

In July 2023, the Group acquired a 20% stake in Yacht Solutions, enabling us to continue raising the bar with our high standards of quality and client experience. The owners of our large units now have access to a wide selection of technical equipment and interior fittings, specially designed for their boat models.

All our brands can
be found on
[beneteau-group.com](https://www.beneteau-group.com)



Our performance in 2023 : a solid and sustainable record

Groupe Beneteau

€1,785

billion of revenues
(before IFRS 5)

€182m

NET INCOME
(10.2% of revenues)

€246m

INCOME FROM ORDINARY OPERATIONS
(up +59% from 2022)

€306m

EBITDA

€78m

OF INVESTMENT

-6%

REDUCTION IN CO₂
COMPARED WITH 2022
*CO₂ emission intensity relating to electricity and gas consumption
for the Group's operations (scope 1&2)*

>96,000

HOURS OF TRAINING

1,073

RECRUITMENTS ON
PERMANENT CONTRACTS
around the world

Boat division

World no.1

MONOHULL AND MULTIHULL SAILING

World no.1

40-60 FT MOTORBOATS

European no.1

OUTBOARD MOTORBOATS

€1,465m

OF REVENUES
with 85% on international markets
(up +18% from 2022)

€207m

OF INCOME FROM ORDINARY OPERATIONS
(14.1% of revenues, up +57% from 2022)

24

AWARDS
for our brands

Leisure Homes

European no.1

12,000

LEISURE HOMES SOLD

€39m

INCOME FROM ORDINARY OPERATIONS
(12.3% of revenues, up +72% from 2022)

€320m

REVENUES
(up +24% from 2022)



SHARED INSIGHTS

Sustainable innovation, premiumization, new services.

Our two leaders review 2023 and look ahead to 2024 and the Group's future. Bruno Thivoyon, Groupe Beneteau CEO, and Gianguido Girotti, Group Deputy CEO and Boat Division CEO**

Bruno Thivoyon,
Groupe Beneteau Chief
Executive Officer
and Gianguido Girotti,
Group Deputy Chief
Executive Officer
and Boat Division Chief
Executive Officer



2023 was marked by a robust pace of innovation.

How would you assess Groupe Beneteau's results for 2023?

BT: 2023 was an outstanding year on a number of levels. First of all, in terms of our record results. They confirm our market-leading position for boats. They also highlight the relevance and solidity of our model. They are proof that the shift we made four years ago, with the adoption of our Let's Go Beyond! strategic plan, is delivering a range of bene-

fits and that the premiumization strategy we have been working on is the right one.

Today, these outstanding performances further strengthen our confidence in our ability to accelerate the rollout of our mission: Bringing dreams to water - offering everyone the opportunity to share moments of joy and discovery on the water, while respecting and protecting our marine environment.

What were the key events of 2023 for Groupe Beneteau?

BT: In 2023, with the Board of Directors, we took a major strategic decision to launch the proposed sale of our Housing division*. This initiative aims to further strengthen its position as the European leader in the camping tourism sector, while enabling Groupe Beneteau to focus exclusively on its core business, boats.

Alongside this, 2023 was marked by a robust pace of innovation (more than 14 new boat models), the acceleration of our transformation and our corporate social responsibility commitments, as illustrated in particular by the launch of our B-Equal program, which aims to accelerate gender parity across the Group, as well as our employees' enthusiastic response to The Arch project.

Lastly, this year was also marked by our development on new markets, such as digital and boat rental, with our acquisition of Wiziboat, setting out our commitment to exploring new opportunities for growth.

What can we expect to see in 2024 and 2025?

GG: Following the exceptional performances achieved since 2020, we are looking ahead to 2024 as a transition year with a view to returning to normal during or by the end of 2025. In 2024, we will celebrate the 140th anniversary of Groupe Beneteau, which is now better positioned to adapt to changes in its markets and which, moving forward, is expected to maintain a significantly higher level of profitability than the pre-Covid position. This financial solidity will enable our Group to continue moving forward with

its strategy for product development and sustainable innovation, combined with growth in new services, such as digital and the sharing economy



Groupe Beneteau is now better positioned to adapt to changes in its markets.

In terms of the main challenges facing the Group, you like to highlight the importance of our client experience. What concrete steps are being taken in this area?

GG: As a major player in the boat industry, we effectively aim to drive the transformation of our sector. At the heart of our Group's strategy, two major challenges: sustainability and accessibility. Or how to open up access to the sea as widely as possible, on a sustainable basis, without compromising on our experience in any way! Innovation will be crucial and, as always, our best ally. The premiumization that we have been rolling out for the past four years is enabling us to introduce innovations and to validate them in terms of technical aspects and the client experience, with a view to then offering them on all our products. This is the case for example with the alternative propulsion solutions that we offer for our boats. They

support our objective to reduce our CO₂ intensity levels by 30%, while providing a new on-board experience, with silence. Concerning the environment, there is also a real revolution underway in terms of user practices with the connectivity of boats, which is already progressing within the Group with around 8,000 boats connected to our Seanapps app, as well as boat rental, which offers another way of bringing dreams to water without being an owner.

How would you like to acknowledge the work accomplished by your teams, and what message would you like to share with them for the future?

BT/GG: These very good results have been achieved thanks to the quality of the work accomplished and the dedication shown by our teams. We would like to thank them for their outstanding commitment. Over 140 years, the Group has risen to a number of different challenges to establish itself as a global leader for boats and the only multi-specialist in its sector. Their passion and determination have been the pillars around which we have built our success, transforming our challenges into opportunities and our ambitions into realities.

While we are proud to celebrate our past achievements, we are looking ahead to the future with confidence and determination. To our teams, we say: by continuing to be passionate, daring, conquering, by constantly adapting, by innovating, there is no obstacle that we cannot overcome, no dream that we cannot achieve.

* Pending the French competition authorities' response

Creating value across all our activities

Check out our Sustainability Performance Report
[beneteau-group.com](https://www.beneteau-group.com)

Our assets and resources



Clients

- **21** brands and services: 9 boat, 9 service and 3 leisure home brands.
- Millions of recreational boat users and holidaymakers who trust us.



Employees

- **8,130** 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

- **€78m** invested in 2023.
- **4** R&D centers (France, Poland, Italy and the US).



Partners and suppliers

- **1,200** dealers around the world.
- **171** strategic suppliers under contract.



Environment

- **75%** of the boat activity ISO 14001 certified.



Solid financial structure

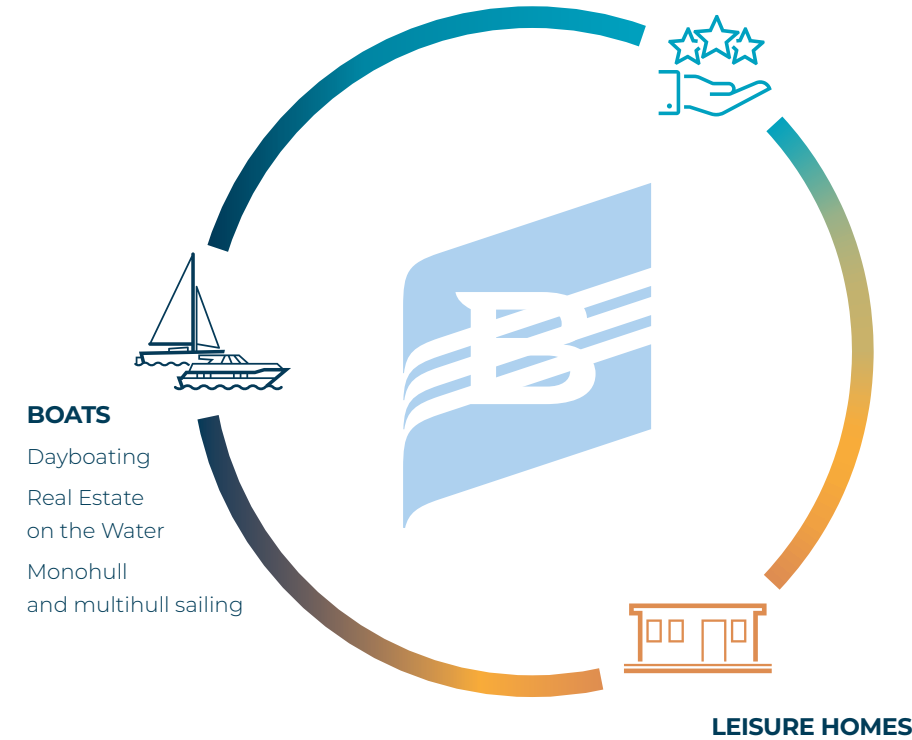
- **€858m** of shareholders' equity.
- **€247m** of net cash.

Our activities

The only multi-specialist for boats, we offer the market's most comprehensive boating experience and meet the expectations of our clients all the way through to leisure homes.

BOATING SOLUTIONS

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



BOATS

- Dayboating
- Real Estate on the Water
- Monohull and multihull sailing

LEISURE HOMES

Our strategic priorities

#1 PREMIUMIZATION

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

#2 OPERATIONAL EFFICIENCY

- Safety - Quality - Efficiency of our production systems worldwide.

#3 SUSTAINABLE INNOVATION

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

#4 SERVICES AND ACCESSIBILITY

- Extended range of services
- New business lines

Our dedicated CSR approach  sustainable

#1
Engaged Crew

#2
Preserved Oceans

#3
Ethical Growth

Agile governance driving progress

In a rapidly changing world, we once again demonstrated the solidity of our model and the relevance of our value-driven growth strategy this year. Our governance is designed to be transversal and agile. It helps drive progress as a team and encourages direct dialogue to support efficient and effective decisions.

Supporting our long-term vision

Board of Directors at December 31, 2023

Made up of members of Groupe Beneteau's founding family and independent directors, it approves the company's strategies and investment policy. Aligned with a long-term vision, it ensures that the Group's value creation incorporates the social and environmental stakes relating to its activity.

54,4%

this is the amount of capital held by our majority family shareholding structure.

Chairman of the Board of Directors
Yves Lyon-Caen

Vice-Chairman of the Board of Directors
Louis-Claude Roux

Director
Annette Roux

Observers
Claude BRIGNON
Luc DUPE
Christian DE LABRIFFE

Independent members
Anne LEITZGEN
Marie-Hélène DICK
Sébastien MOYNOT
Catherine POURRE

Director representing employees
Clément BOYENVAL



Group Management Committee

Made up of 66 members of the Top Management team from our Boat activities and the Group's transversal functions, this strategic pool meets on a monthly basis to share the company's results and progress with its major projects.

Specialized Committees

Strategic Committee, Audit and Risk Committee, Appointments and Compensation Committee, CSR Committee: they provide outstanding support to bring the Group's strategy to life and make it clearly visible for all its stakeholders.



Incorporating environmental and social stakes into our governance is essential for our future.

Yves LYON-CAEN
Chairman of the CSR Committee

Bruno THIVOYON
Groupe Beneteau Chief Executive Officer

Gianguido GIROTTI
Group Deputy Chief Executive Officer
Boat Division Chief Executive Officer

Calixte DE LA MARTINIERE
Group Chief Human Resources,
Transformation and Corporate
Communications Officer

Nicolas RETAILLEAU
Group Chief Financial Officer

Supporting our transformation

Management Board at December 31, 2023

It sets the Group's strategic and operational objectives, while sharing the priorities and helping build stronger understanding of cross-business issues throughout the Group.

Bringing dreams to water*

**Bringing dreams to water means shaping a growing range of new on-board experiences. Covering all expectations, for occasional sailors and dedicated enthusiasts, for boat owners and renters, for all generations. It is this conviction that has guided us across four generations and inspires us to push the boundaries of innovation each day.*

Leading the way forward for more sustainable and accessible boating, combining our engaged crew with ethical growth and preserved oceans.

#1
INNOVATING TO
EXPERIENCE
THE SEA
DIFFERENTLY

#2
INNOVATING TO
PRESERVE THE
OCEANS

#3
INNOVATING TO
ENGAGE THE
COLLECTIVE

Bouche de Bonifacio nature reserve, Santa Giulia Beach, Corsica, France



#1
**Innovating
to experience
the sea differently**

We want to accompany a whole new generation of sailors, moving towards recreational boating through the sharing economy. Fans of the high seas with zero constraints, occasional sailors, on-demand users without any commitments... For them, in 2023, we continued to explore new territories!

“

**By 2025, we are targeting
20,000 connected boats.**

Connected boat, improved experience

All our brands adopted this in 2023: our SEANAPPS app is revolutionizing and strengthening the experiences available on board. It connects owners' new or used boats to more than 500 dealers around the world. Thanks to its navigation history and outstanding levels of maintenance, it helps extend a boat's lifespan and better understand its user's expectations.

8,000

This is the number of our boats equipped with the SEANAPPS app in 2023, all brands combined and worldwide. A symbolic milestone that marks the start of a new era: continuously improving on-board experiences through connectivity.

Short-term rental, alternative to ownership

In the United States, people have access to our 35 boat rental bases through YOUR BOAT CLUB, which has been part of Groupe Beneteau since 2021. In 2023, we acquired WIZIBOAT, enabling us to meet the specific expectations of European boat users. WIZIBOAT gives them access to rentals with a membership-based solution that is already available at 30 bases in France. Target for these two boat clubs: 10,000 members within the next five years!

**Sustainable development objectives
targeted by these actions:**





Gianguido Girotti
Group Deputy Chief Executive Officer
Boat Division Chief Executive Officer



Éric Levet
Naval architect at Marc Lombard
Yacht Design Group

Looking ahead to tomorrow's boat

With a deep transformation on the horizon, recreational boating is being guided by sustainability and changing uses. Gianguido Girotti, Group Deputy CEO, and Eric Levet, naval architect with Marc Lombard Yacht Design Group, share their visions for tomorrow's boat. Will they be easier to sail? Smarter and more autonomous? How will the spaces on board and the way boats are used evolve? Here, they share their insights looking ahead to 2050...



Illustration generated by artificial intelligence

going one step further with our clients to optimise their dreams.

What will boats look like in 2050?

GCG: 25 years from now, we will be able to communicate with our boats. They will interact one way or another with us, offering a program to satisfy what we want to do each day! I believe that we are moving into a new era. An era in which AI or artificial intelligence will further increase the ability to make boats easier to use, safer and quicker, enabling us to focus on our on-board experience and en-

joying our time on the water! Over the past 50 years, huge progress has been made in terms of safety and technology. And it will not stop here. In fact, quite the opposite. Within the Group, smart boating is already a reality with SEANAPPS: we collect and analyze, with total security, thousands of items of data from our 9,000 boats connected with this app. This is enabling us to better understand our clients' habits and how they use their boats with a view to meeting their needs more



Illustration generated by artificial intelligence

effectively. How we think about and analyze all of this information is becoming increasingly precise and qualitative. For tomorrow, our proximity and our ability to adapt to our clients will be essential

How will the ways boats are used evolve?

EL: The evolution of practices and uses (long-distance trips, summer cruising plans, more sedentary floating home) will drive us to optimize the facilities and services provided. And then there is the crucial issue of reducing the impacts (primarily CO₂). Whether they are linked to the building of boats, their use, their maintenance, their potential transformation or their decommissioning at the end of their life. These issues are already leading to changes in today's boats. For years, Groupe Beneteau has been carrying out research and development work that will benefit these future boats. It has made major progress by deploying new more sustainable materials, such as natural hemp fiber or biosourced resin. In ad-

dition to the use of Elium® resin, which looks very promising following the tests on small boats such as the First 44, Mini 6.50 or Sun Fast 30 One Design.

Energy self-sufficiency when moored, with all the necessary comfort (hot water, fridges, etc.), will be essential with a view to limiting CO₂ emissions. The concepts of reducing energy or limiting electric power will be central to the technical installations of equipment for future boats with a view to limiting their impact. The concept of "electrical load balancing" (optimizing the use of the electrical sources on board) will be important in terms of our sailing culture to ensure "good use and good practices". Users will need to be taught that we can "do a lot with less", by not running everything at the same time, ensuring greater range with a reduced impact.

What would be your ideal boat for the future?

GCG: For me, a monohull yacht able to deliver both sailing performance and enjoyment, while being fitted with

technologies that further improve the comfort on board. When moored and when sailing.

EL: My ideal boat is many things! If it is a sailing yacht, it will have minimal equipment, with good sails, be very enjoyable at the helm and be comfortable enough to spend several days and nights living on board. This could be a future Sun Odyssey or 35-foot Oceanis! And if it is a motorboat, it would be a "cabin boat", very energy-efficient, with discrete lines, and very comfortable when moored up. A boat for exploring, to slow down and contemplate the beauty of the coasts, with minimal impact.



Discover the full interview on rapport-activite.beneteau-group.com

#2 Innovating to preserve the oceans

To reduce our environmental impact, we adopted an increasingly daring approach in 2023. From designing to decommissioning our boats, we transformed our ideas into robust and mature solutions. Without compromising on the quality of the on-board experience, we continued moving forward with our commitment to helping preserve biodiversity and the marine ecosystem.

In 2023, Groupe Beneteau's emissions relating to its electricity and gas consumption were reduced by 5% compared with 2022, with a 7% reduction in the intensity per hour worked. The Group also announced that it was ramping up this ambition to cover its entire scope 1, 2 and 3 footprint.

Life cycle assessment: like a compass guiding our decisions

In 2023, we continued working to map the CO₂ emissions relating to our products. The in-depth analysis of our boat life cycles is helping drive our innovation approach. It is enabling us to understand where the CO₂ emissions are located for each model: from a sailing boat to a motorboat, we can adapt the solutions with a view to reducing the environmental impact across the entire chain.

Naval architecture for smart design

Improving how the boat glides over the water to reduce its hull's drag and therefore the motive power requirements. The Group worked on this solution in 2023 and applied it for the new Prestige M8. Result: dividing the energy consumption by two. This proves that performance can be combined with reduced energy consumption.

Technological innovations and sustainable opportunities

From 14% in 2022 to 35% in 2023, we more than doubled the quantity of biosourced materials in our polyester resin. We also tested the recyclable resin Elium®, then integrated it on an industrial scale. We are committed to offering alternative propulsion systems on 100% of our lineup by 2030. Full electric, series hybrid for sailing or parallel hybrid on large units: a solution for each use.

-30%

This is the target for reducing our CO₂ emission intensity by 2030.

Sustainable development objectives targeted by these actions:



Elium® revolution

opening boats up to the circular economy

This is a groundbreaking step that we are proud of: in 2023, after four years of a partnership with Arkema, we successfully used the Elium® resin on an industrial scale. Recyclable, it is a future alternative to traditional resins, supporting the eco-design of our boats.



10 boats designed using the Elium® resin in 2023 across Groupe Beneteau.

Resin combining performance and sustainability

The Elium® resin has the same properties as traditional resins like polyester. But with the major advantage of being recyclable. It can be separated from the rest of the composite through pyrolysis, then recovered during the decommissioning phase, to then be used for other applications. Hulls, decks, bridges, helms, masts, foiling wings... Bringing boats back to life!

Production processes revolution

Upstream from the challenge of decommissioning, we aim to ultimately use 20% to 30% of this recycled resin in our production process. In 2022, a first proof of concept was launched with the Elium® resin's use for the Beneteau First 44. In 2023, operations were relaunched at the Cheviré yard (Nantes) to produce the Mini 6.50 and transition from a laboratory to an industrial facility. The results were sufficiently convincing to launch a series with the Jeanneau Sun Fast 30 OD, working with Multiplast and Mer Concept.



REPORT

« We produced the world's first recyclable boat series »

In 2023, at the legendary Cheviré yard, Angélique Perocheau and her team successfully built the Jeanneau Sun Fast 30 One Design: the world's first series sailing yacht made with 100% recyclable Elium® resin.

Who are you Angélique Perocheau?

Following six years in molding and draping at one of Groupe Beneteau's production sites, I am now a team leader and Elium® resin infuser at the Cheviré yard. And I am someone who believes that we need to evolve and change with our times! So, when I was approached to take on this challenge, I said yes straight away.

20% recycled resin in the Jeanneau Sun Fast 30 OD.

What are the specific features of the Sun Fast 30 One Design?

Developed working closely with the architects from VPLP Design and the Multiplast yard, the Sun Fast 30 One Design is a 30-foot sailing yacht with outstanding performance capabilities. Innovative, powerful and versatile, it has been designed to make offshore racing more accessible and more fun, as well as more sustainable. It is the first series yacht produced using recyclable composites!

How is this a major advance in terms of moving towards responsible boating?

Being able to make a boat that is so beautiful, robust and affordable, while also 100% recyclable, is already a major advance. Achieving this on an industrial scale is simply unprecedented. And it is opening up a new era. We have shown that the Elium® resin delivers the same robustness and performance as polyester. With a revolutionary and unique property of recyclability. From its hull to the deck and structure, the Jeanneau Sun Fast 30 OD is first and foremost aligned with the boat building standards that will apply over the next 10 to 15 years! Groupe Beneteau is opening up a new phase in the history of sailing. We will bring offshore racing closer to everyone who wants to go quickly on the water, combined with comfort and sustainability, as well as affordability.



Discover the full interview on rapport-activite.beneteau-group.com

Being able to make a boat that is so beautiful, robust and affordable, while also 100% recyclable, is already a major advance. Achieving this on an industrial scale is simply unprecedented.



Alternative propulsion solutions

ramping up the on-board experience and reducing in-use emissions

To gradually replace the thermal engines on our boats, a number of alternative solutions exist and are still to be explored. They must be thought out to adapt to all uses and all models. In 2023, we launched 10 new boats featuring electric or hybrid propulsion systems.



“
The DELPHIA brand aims to be 100% electric by 2025.

Proactive business intelligence working towards zero emissions

To offer silent boating experiences and zero in-use emissions, including on board the largest units, our teams carry out ongoing research and business intelligence work. New ways of storing energy (batteries, hydrogen, e-fuels, etc.) and conversion systems (chargers, fuel cells, electric machines, etc.) are part of our priority focus areas with a view to accelerating the integration and marketing of more environmentally virtuous propulsion systems.

Brands and partners committed and engaged

Six new 100% electric models were released by our BENETEAU and JEANNEAU brands in 2023. Our FOUR WINNS brand introduced the market's first series production 100% electric bow-rider. With this innovation, we are paving the way for more responsible dayboating on the American market through electric boats with outboard engines. The DELPHIA brand has continued moving forward with the electrification of its range of boats for inland waterways and released its second 100% electric model (the D10).

Targeting 100% alternative propulsion systems by 2030

At the end of 2023, seven sailing yachts, two models from the DELPHIA brand and one outboard boat model were launched, fitted with electric or hybrid engines. By 2030, we aim to have 100% of our models equipped with a view to reducing energy consumption on board, while improving the experience and comfort for our clients. The deployment of connected boats with SEANAPPS will enable us to adjust our offering and help achieve this. The DELPHIA brand is targeting 100% electric by 2025.



« Looking into hybrid propulsion with our end users is helping drive progress for recreational boats »

Unveiled at the Düsseldorf show in 2023, the Jeanneau NC37 is a concept boat fitted with a hybrid electric propulsion system. Our engine partner Volvo Penta trusted us with this pilot project based on a groundbreaking methodology: media, clients and dealers were invited to take part in the tests in Sweden to share their opinions and expectations. Erik Stromberg, Group Power and Motor Yacht Product Director, shares his insights.

“
We have really brought the general publi into the design process.

Why and how did this collaboration come about?

Thermal engines make it possible to go quickly and cover significant distances, while hybrid electric offers an augmented experience on the water, combined with being more respectful of the marine environment. However, very few players on the market offer this. For sustainable innovation, Volvo Penta is one of our longstanding partners. This pilot project was an outstanding opportunity to help accelerate together the transformation of recreational boating.



What are the main advantages of this boat fitted with an electric hybrid system?

The experience on the water is quieter and more intuitive, handling is more responsive and docking maneuvers are facilitated by the precision joystick and electric assistance system. This is particularly appreciated when docking and leaving port! The battery also enables you to continue enjoying all the comfort on board without running the

thermal engine when stopped or at anchor: which results in less CO₂ emissions locally. In November 2023, the Jeanneau NC 37 was recognized with a Best of Boat award!



Discover the full interview on rapport-activite.beneteau-group.com

Setting out commitments all the way through to decommissioning

To reduce our environmental impact, we embrace our commitments all the way through to the end of our boats' lives, alongside players from our decommissioning channel.

74% of all boat components are recovered.

Understanding the impacts of each model

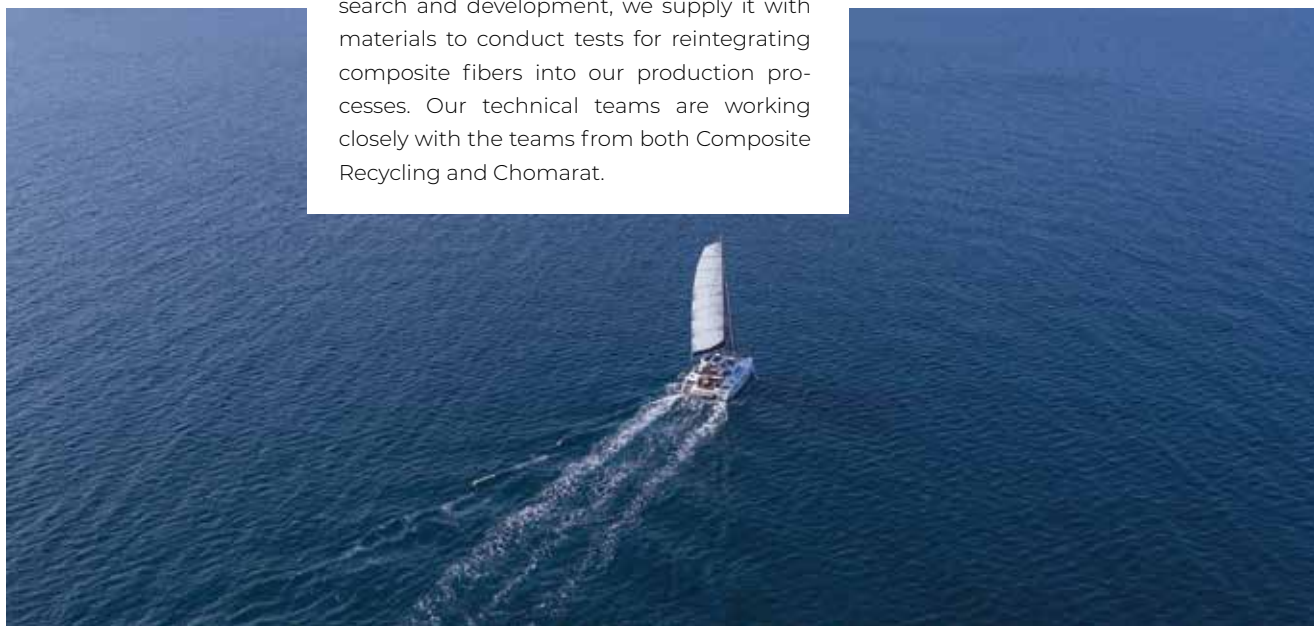
In 2023, we continued working to map the CO₂ emissions relating to our products. The life cycle assessment of our various boats is like a compass guiding our decisions for increasingly sustainable innovation. It enables us to build more in-depth understanding of the impacts of a model and different uses with a view to identifying relevant solutions.

Bringing our boats back to life

Composite Recycling is a startup that is working to recycle composites when boats reach the end of their life. In 2023, we made a joint investment in this structure with our partner Chomarat. With an approach focused on research and development, we supply it with materials to conduct tests for reintegrating composite fibers into our production processes. Our technical teams are working closely with the teams from both Composite Recycling and Chomarat.

Focus on harmonization

To enable the French recreational boat decommissioning sector to be as sustainable as possible, all the stakeholders within the boat industry have a role to play. And we take our role very seriously. We are working alongside the APER and the Fédération des Industries Nautiques to ensure that the end of a boat's life is looked into from the moment it is launched on the market. With them, we are working to promote the emergence of European legislation concerning the extended responsibility of boat producers and the management of their end of life in all Union countries.



PORTRAIT

« We want to offer a European future for our channel »

The only eco-organization in the world dedicated to the end of life of recreational boats, the APER - association for environmentally responsible recreational boating - has been working with the boat industries since 2019. In 2023, alongside its Chief Executive, Ivana Lazarevic, Groupe Beneteau continued building on its commitment to the future of this channel.

Who are you Ivana Lazarevic?

I have been the APER's Chief Executive since January 1, 2023. My mission is to continue moving forward with the deployment of our French decommissioning sector for recreational boats at the end of their lives.

What is an end-of-life boat?

It is a boat with an average age of 40 to 50 years that no longer has any residual resale value. It is considered to be beyond repair and can no longer be used on the water, and its owner wants to get rid of it, but cannot find a buyer. The total figure is difficult to estimate because we are talking about boats that have built up over time.

How do you work with Groupe Beneteau?

Since 2019, any company that builds or sells recreational boats has a regulatory obligation (Extended Producer Responsibility) to be part of a dedicated eco-organization. Groupe Beneteau has chosen to centralize its decommissioning approach with the APER. Among other aspects, it contributes to the sharing of R&D initiatives for this sector, like any other organization can do. And it wanted to go even further to be involved in the discussions, positioning itself as APER President. We are working

together and with other stakeholders to find new composite recycling solutions, maximize the materials recovered from boats, expand the network and help educate clients. We are also working on the management of transport and logistics flows: essential for ensuring the transition to sustainable boating.

10,000 boats decommissioned since 2019.

What are the challenges for this sector today?

Our sector is gaining recognition as a European model to be followed, and its long-term viability is crucial for ensuring that it continues to be virtuous. We need to align the market stakeholders, the Federation, the eco-organization and the public authorities. With Erwan Faoucher, Groupe Beneteau CSR Innovation & Research Director and APER President, we will continue to drive dialogue forward at European level. The outlook is optimistic.



It offers a solution for owners who do not know what to do with their recreational boats that are at the end of their lives, and thanks to the eco-contribution included in the sales price for new boats, the organizations bringing products to the market fund the decommissioning of old boats and ensure that the boats released on the market today will be covered by the sector when they reach the end of their life.



#3 Innovating to engage the collective

We have a major, far-reaching project, but it is nothing without a crew to deploy it. We are continuously adapting our activities and our model to respond to our transformation challenges and the stakes involved. As part of this major adventure, our teams and partners showed in 2023 their outstanding ability to ensure our collective success. With an ethical approach.

75% of our employees are satisfied with their working environment and 80% are proud to work for Groupe Beneteau.

Audacity as a source of shared progress

From innovation with social dialogue to the significant reduction in the accident frequency rate and the groundbreaking collaborative approaches established between all our stakeholders: our advances unite us together and enable us to progress. In 2023, with our employee representative partners, we built a working time adjustment agreement that is unique within our sector. It will make it possible to adapt activities at our production sites to the boat market's significant fluctuations, while effectively safeguarding both jobs and skills. In terms of safety, the work accomplished together and the collective sense of responsibility embraced by all our staff enabled our Boat division to reduce its occupational accident frequency rate by 9% (versus 2022). These efforts will continue moving forward with dedication, but the figures are encouraging: according to our latest opinion survey in 2023, 75% of our staff are satisfied with their work environment, while 80% feel proud to work for Groupe Beneteau!

Parity, mobility, diversity!

2023 was marked in particular by our strong initiatives to promote gender parity, including the launch of our in-house program B-EQUAL. The Women Leaders taskforce helped drive progress on the issue of women leadership within the Group. Other key developments this year included the training provided for managers on sexual and sexist harassment, our signing up to the #STOPE program to combat everyday sexism in the workplace, and the global rollout of our gender equality index. For the Group, promoting diversity also means supporting all career paths: in France, more than 150 career development changes were recorded within the Group in 2023. As for Julie Morin, molding supervisor in Vendée: "From a temporary fabric operator position to a permanent role as a gap leader and then working as a supervisor: this outstanding progress has been possible thanks to all the training provided and the focus on transmitting skills and know-how".

This is the number of staff whose commitment and dedication our Group (including 1,073 who joined us on permanent contracts and 106 on work-based training programs). Across 7 countries, 74% of them are operators and embody all our company's industrial know-how.

8,130

staff at
31 Décembre, 2023

Sustainable development objectives
targeted by these actions:



The Arch

and Climate Fresks: groundbreaking awareness initiatives inspiring stakeholders to take action

To contribute to sustainable boating, building awareness on climate stakes among all our stakeholders is a priority. Our employees and partners shared some innovative experiences this year: from getting on board for a seminar focused on the green transition to taking part in a Climate Fresk workshop, our Group is committed to boating that is more respectful of the planet, oceans and people.

All aboard for the climate: wide-scale mobilization with THE ARCH

The ARCH has established itself as a pioneering and powerful action to build awareness, bringing together businesses, employees, solution providers, citizens and associations around the climate emergency. As the event's marine partner, we linked up with more than 3,000 people who share our commitment to finding new sustainable ways to move forward, on board the Euribia liner, to promote 100 solutions for the planet.

Production operators, experts, sales teams, partners, suppliers... We wanted to bring our entire ecosystem on board for this adventure, working together to build our CSR roadmap for 2030. On their return, our "archers" shared their experience in-house with more than 700 staff. We even organized a special event with "The ARCH 2" to scale up this initiative.



Growing individual and collective awareness within our Group

At the end of 2023, more than 500 of our staff were made more aware of the climate challenges and stakes involved after the Climate Fresk initiative was rolled out in-house. To lead these workshops, 18 ambassador employees have now been trained on this method. Iwona Iwasko, management controller at our Polish site, was able to share this experience.

« Looking at protecting the environment during a financial seminar is quite unusual! » And this was a first within the Group. More than 45 staff from France and other countries took part. In addition to building our collective awareness, the workshop helped us become aware of how our day-to-day choices impact the environment. While also identifying practical solutions for how to reduce these

impacts. Thanks to these workshops, we can contribute on our scale to the Group's CSR strategy, and this has never been done before! »

Working together towards more sustainable boating to transform our sector

On June 7, 2023, a delegation of the Group's staff and partners was welcomed in Brussels by Catherine Chabaud, a European Member of Parliament and keen sailor. An exceptional opportunity to represent our company and help meet the environmental challenges and stakes involved at European level.

Three core pillars from our roadmap were presented: supporting sailing as a sustainable propulsion solution, accompanying the changes in the way recreational boats are used, and offering a European future for successful French initiatives such as the APER decommissioning channel.

Our Group is committed to mobilizing its entire ecosystem for the green transition. These initiatives highlight our determination to building a future in which innovation and collaboration support more sustainable boating.



Discover the full interview on rapport-activite.beneteau-group.com



« Reducing our impacts: a shared challenge »

Chomarat, specialized in composite materials and technical textiles, has been working with our teams for over 30 years. In 2023, this partner won the gold medal awarded by Ecovadis, a global sustainability rating platform. We aim to have 50% of our suppliers aligned with this approach by 2050. Let's hear from Myriam Faure, communications manager, and Vincent Chaulvy, sales manager.

Your 2023 Ecovadis score of 71/100 was recognized with a gold medal: what does this represent for you?

MF: In 2022, we achieved Ecovadis silver status. Followed by gold in 2023! Before 2020, our commitment was guided primarily by the compliance demands set by our clients. Today, we see Ecovadis as a real tool to help us make improvements. As the benchmark frame of reference for the industrial sector, it pushes us to formalize our approach more effectively. The publication of our first CSR report in 2023 illustrates this.

How do you share this commitment with Groupe Beneteau?

MF: In 2023, we had a lot of discussions with Groupe Beneteau's Procurement teams about our environmental, social and governance results and how we could continue to improve them. Ecovadis highlights our strengths and weaknesses, and helps us to better document our actions relating to the end-of-life policy for our products. This is very reassuring for clients and helps us structure our approach.

VC: Our teams are working together



71/100
2023 Ecovadis
rating of
our supplier
Chomarat.

to develop more environmentally responsible products: using natural fibers, reintegrating our fiberglass offcuts... The idea of using hemp came about through our partnership with Groupe Beneteau's technical teams. Continuing to improve the carbon footprint of the composite parts used is a shared challenge to help ensure our success together. We will only be able to achieve this goal if we have strong partnership-based relations in place and shared values that enable us to work on the core issues faced.

What is your ambition for 2024?

MF: Maintaining our Ecovadis gold rating! It is becoming more and more demanding each year. So, we are planning ahead to respond to this.

VC: And continuing to build on our collaboration with Groupe Beneteau to go even further with the development of environmentally responsible solutions. Together, we are already looking into how to recover fabric offcuts on the boat production lines so that they can be reused!



PORTRAIT

« Parity: more than a requirement, a natural progression »

Emmanuelle Teillet is Head of Management Control for Groupe Beneteau. In 2023, backed by the Executive Leadership Team and with the support of 25 female staff, she became the chairwoman of B-EQUAL: the new in-house program to accelerate parity.

374 managers were trained in France in 2023 on the prevention of harassment.



What is B-EQUAL and how did this initiative come about?

B-EQUAL is our new in-house program to accelerate gender diversity and parity. It was launched in line with our Chief Executive Officer's commitment to developing women leaders within our company. We started off by creating a working group of 25 women. And we quickly wanted to go further. Because, with the pace at which improvements are progressing, it would take 169 years to reach gender equality in the workplace! This is unimaginable for a daring Group like ours. Parity, more than a requirement, must be a natural progression.

What specific actions were rolled out within the Group in 2023?

Our roadmap sets out four objectives: immediately ensuring zero tolerance for sexism and harassment, ending pay gaps from 2024 for equivalent value work, ensuring at least 40% women within the Group and reaching 30% women in our executive structures by 2027. In France, 374 managers were trained in 2023 on the prevention of sexual and psychological harassment in the workplace. We also rolled out an in-house communications campaign in France, Portugal, Poland, Italy and the United States. Around 50 people were brought together every two months in six mixed working groups to look at issues such as parenting, diversity, equity, leadership, harassment and even sisterhood. Alongside this, the Group joined the 270 signatories of the #StOpE initiative, led by the French association of diversity managers (AFMD), to tackle everyday sexism. A very strong commitment. And we will continue building on this. Our staff are ready on an individual level. And collectively, we will continue to ramp up.



Discover the full interview on rapport-activite.beneteau-group.com



PORTRAIT

« Housing division reinvents itself faced with environmental challenges »

The European leader for leisure homes, our Group's Housing division is naturally positioned at the forefront of this new paradigm. Florence Bugeon, Sales and Marketing Director at BIO HABITAT, looks back on the transformation of the camping sector and how BIO HABITAT has successfully innovated to offer its clients products that are in line with the current environmental challenges.

Could you tell us about how the camping market is evolving and BIO HABITAT is embracing these new dynamics?

FB : The camping sector has seen rapid growth for years, establishing itself as the preferred holiday format in France, with more than 140 million overnight stays in 2023. This is also a sector that is seeing major changes, paving the way for new offers for clients, from family camping to slow camping and even themed camping. We are fully aligned with these dynamics with our clients to develop accommodation that is both attractive and environmentally responsible. Our research is guided by digital, comfort, landscape integration and safety aspects.

How is BIO HABITAT incorporating environmental stakes into its product offering?

FB : The environmental concerns in the camping tourism sector relate primarily to two core areas. First of all, the impacts relating to climate change, such as fires and flooding, involve significant challenges and require solutions that are adapted to the circumstances. Another core stake concerns energy and water

consumption, and it is essential to find solutions for how to reduce these levels.

At BIO HABITAT, we have a longstanding commitment to the environment. It goes back around 15 years when we first achieved our ISO 14001 certification. As a leader, we are recognized for not only our environmental experience, but also our ability to offer innovative solutions that are effectively aligned with the challenges faced today.

What recent innovations have you developed to respond to the new environmental challenges and the stakes involved?

FB : Today, with the environmental emergency facing our industry, we need to reinvent ourselves. A study on the life cycle of leisure homes found that 78% of their environmental impact is linked to their use. BIO HABITAT has decided to devote 100% of its energy to reducing the energy consumed by holidaymakers. This led to the launch of HATHA, the first passive leisure home!

With 45% less energy losses, 49% less water consumption and 76% less electricity consumption overall, we are adopting a groundbreaking vision by firmly focusing on tomorrow's leisure home. We

are targeting low-carbon performance in both the construction phase and the in-use phase for leisure homes, and we will continue to build on our progress over the coming years.



Discover the full interview on rapport-activite.beneteau-group.com

Stories from 2023

Small messages for big actions: the year's key developments as seen by our teams, who we are incredibly proud of.



Discover the full news on presse.beneteau-group.com

A 100% ISO adventure

« With commitment and dedication, we can go a long way. And we proved this by meeting the collective challenge of achieving ISO 14001 (environment) and 50001 (energy) certification for 100% of our French sites in 2023. It is our high standards, demonstrated by each and every one of us, that enable us to constantly progress with effectively managing our environmental impacts... without ever compromising on quality! »

Vanessa
Energy Environment Expert
(Bordeaux - France)



ENSAAMA scaling up

« Students from the ENSAAMA School of Art & Design showed their creativity by creating full-scale mock-ups of our boats: that happened this year in our workshops! With the theme of boating 3.0, boats for living, 24 young people and their teachers imagined, with us, new solutions for tomorrow's boats. A great moment highlighting the strength of this collaboration through the Beneteau Foundation over the past six years. »

Cyril
Project Leader, Beneteau Foundation
(Paris, BERI 21 headquarters - France)



The Lagoon 42 family celebrates its 1000th member!

« Eight years after the first one took to the water, the teams at Bellevigny built the 1000th Lagoon 42 in November 2023: an outstanding industrial achievement, representing around 1,300 hours of work with a range of skills and expertise and more than 3,000 components assembled together. This is the first boat from the LAGOON brand to offer an open cockpit for a unique connection with the water. »

Nicolas
Project Manager, Lagoon
(Bellevigny - France)

Portas abertas: sharing our pride!

« Young and old alike will have a unique memory of our first open day event at our Portuguese site: on May 20, 2023, we were able to show our friends and family where we work and what we do each day, from molding to assembly. We were able to meet our colleagues' families and see all the children's eyes light up when visiting our boats! This event brought together 950 people. Just one year after our site opened, this was a great moment. »

Kathleen, HR Project Manager
(Gandra - Portugal)



Supporting transmission

« Once again this year, the Group's In-house Training Center demonstrated its essential role in terms of ensuring the quality of our products: from onboarding new staff to ramping up the skills of more experienced team members, it is a core pillar supporting our collective success. All the way through to the water! In 2023, we organized 62 outings at sea on board the Beneteau Foundation's boat, Lady Valentine, to train our teams on sailing culture. In total, more than 32,000 hours of training were provided by 15 trainers in France. »

Pierre
In-house Training Center Manager
(Commequiers - France)



Driving recreational boats forward

« In January 2023, the launch of the new Prestige M-line was one of the most fascinating adventures of my 15 years with the Group. Fully developing a groundbreaking concept boat, driving recreational boating forward, with so many dedicated and passionate people: a truly unique experience! Especially when it has enjoyed such success with our clients. »

Rosalie
Marketing Manager
(Dompierre-sur-Yon - France)



Starboard taking off in Italy!

« We are so proud to have launched the Group's new ERP, here in Monfalcone, with the entire team in November 2023. We needed time, patience and a lot of work to successfully complete this major project. Demonstrations, training sessions tailored to each person's needs, bug fixes... On the very first day, 100 logistical and financial transactions were carried out without any errors. And the results can be seen today: the Group now has the boat industry's most advanced ERP. We are ready to support the rollout of Starboard at our other sites. »

Marco
Supply Chain Manager
(Monfalcone - Italy)



Successful handover

« Working on an exceptional boat like the Jeanneau Yachts 55 is like a childhood dream come true. As an intern within the Group on a work-based training program, I am learning to lead rich and varied projects to design increasingly sustainable boats. We are tomorrow's boating world! And this is a magnificent human adventure, for us, the Group's 106 interns. »

Guillaume
Intern - Project Manager
(Givrand - France)



We walked to help beat cancer

« And we will continue to do so! Stepping outside our work environment to get involved and show support alongside women with breast cancer: this was a really strong moment we shared together. I have been supporting this initiative for the past 10 years now. Every year, we see new people join us, and we even have retired staff who come back for this occasion! »

Murielle, Molding Production, La Bégaudière
(Saint-Gilles-Croix-de-Vie - France)

American roadshow delivering a range of benefits

« With the slowdown in our industry, it is reassuring to see that Groupe Beneteau has put plans in place to help us weather the storm. »

Larry
Plant Director
(Cadillac - États-Unis)



At the heart of Bordeaux's naval ecosystem

« Our partnership with the Port of Bordeaux benefits all the yachting stakeholders and the ecosystem of the naval hub that we are part of. The dockside infrastructures, opened up to us, enable us to welcome an international clientele in an environment that is aligned with their expectations. »

Clément
CEO, Construction Navale Bordeaux
(Bordeaux - France)



Grand Pavois, a great VIP moment

« This was a really strong moment for 45 dedicated staff to come together like this, in total immersion, at this show. We were able to enjoy 100% of the client experience and visit the boats, including the two eco-design world firsts: the Jeanneau Sun Fast 30 OD and the Mini 6.5. We realized the full impact of our contributions! »

Élodie
Production Operator (Assembly)
(La Rochelle - France)



Excess Campus: phase 1!

« It is a real privilege to be part of a training session with the brand itself, as well as with all the members of the team who designed the boats and those who fit them out. »

Excess Owner
(Canet-en-Roussillon - France)



Otwórz drzwi: picnic with colleagues

« June 1 is a special day in Poland: it is children's day. And this is the day that we have chosen to bring together our teams and their families for a big picnic each year. Our goal: building connections between colleagues and colleagues' children, integrating new arrivals and thanking all the teams for their great work! »

Marta
Executive Leadership Team, Poland
(Ostroda - Pologne)

Pioneering Jeanneau Odyssey Experience

« Sailing the world's seas on board a Sun Odyssey 410 to protect the environment through education: JEANNEAU changed the lives of five friends united by this shared dream by showing its confidence and trust in us. »

Iñaki,
Skipper with Sail For Tomorrow
(Sailing around the world)



Bringing our boats to life (again)!

« My Beneteau Flyer 5.5 refit project was selected! I had always wanted to buy a boat, but never had the opportunity to make this a reality. Thanks to this competition, I will be able to give my passion this new direction! This is an outstanding initiative by the company, enabling staff to enjoy sailing, while embracing a responsible approach. »

Mireille
Human Resources Manager
(Commequiers - France)

Ugly jumpers, with the magic of Christmas!

« More than 600 people got involved in the competition to win this award! Lots of fun in a great atmosphere, full of imagination, for the 69 teams who signed up. Congratulations to the Lutins de la Logistique team from Cholet for taking first place on the podium! »

Damien
Human Resources Manager
(Cholet - France)



Series of awards for the Group

« Winning 24 awards around the world, our nine boat brands were rewarded for an exceptional year of launching new models. They recognize our Group's capacity for innovation, its designs and its client experience. »

Yann Masselot
(Dompierre-sur-Yon - France)



Discover the full news on
presse.beneteau-group.com

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to the Groupe Beneteau teams and our partners who have
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Groupe Beneteau is the world's first multi-specialist boat group.

Its 21 brands and services offer the market's most comprehensive experience: from recreational boat building to rental services, boat clubs, financing and digital solutions, as well as leisure homes. The Group's 8130 men and women are united around one mission, Bringing dreams to water, for accessible and sustainable boating.

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