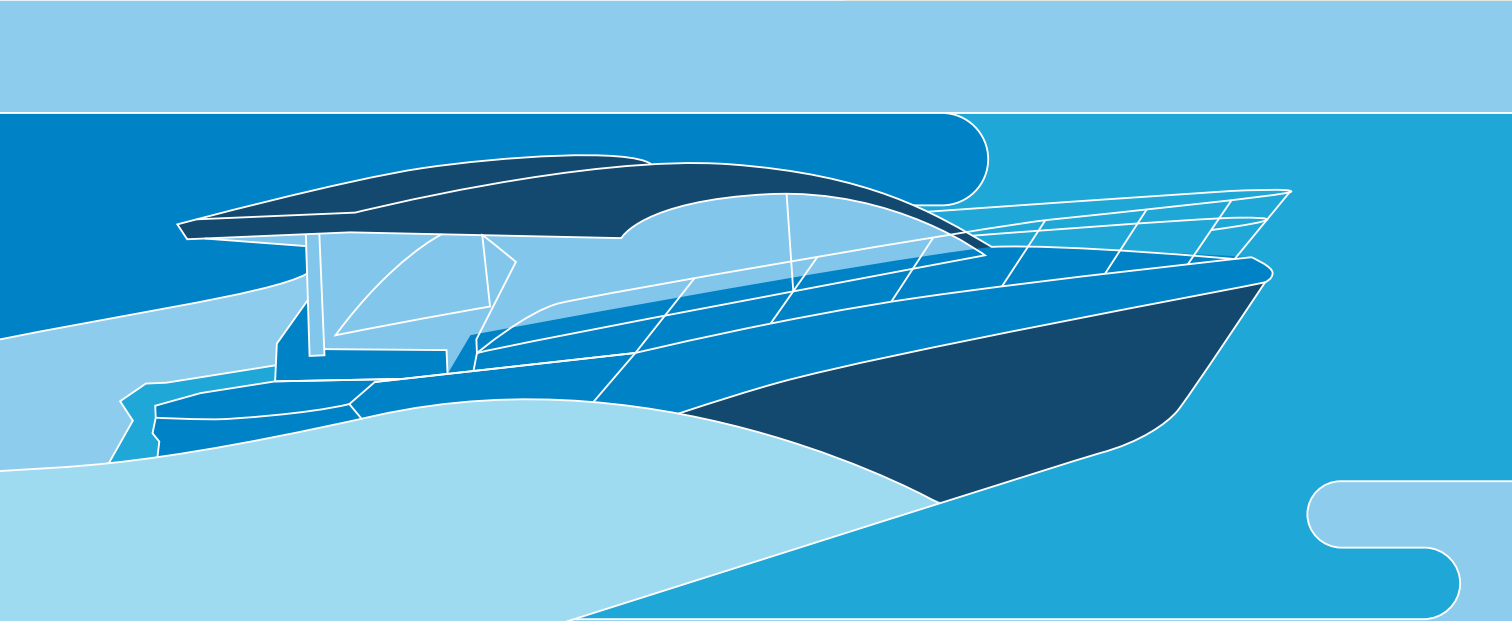


NEW horizons

2021 ESSENTIALS



GROUPE  BENETEAU



MEETING THE CHALLENGES FACED WITH THE CRISES
AND COLLECTIVELY OPENING UP NEW HORIZONS,
TO RESPOND TO ALL THE DESIRES FOR FREEDOM,
ALL THE DESIRES TO ENJOY TIME ON BOARD BOATS...



NEW HORIZONS



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05 / 06 INSIGHTS

From the industrial transformation to the management of the cyberattack, as well as the latest new models and innovations, Jérôme de Metz looks back on 2021, a year of significant contrasts and major achievements.

07 / 08 STRATEGY

Focus on the Let's Go Beyond! plan, with the House of Brands, an industrial strategy that is ramping up and the move into services in order to better accompany the whole range of expectations for boat users.

09 / 22 OPENING UP HORIZONS

From sailing to motorboats, cruising for a day or longer, new models designed to embrace and enjoy life on the water.

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Key figures, know-how, review of the key developments that marked 2021.

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BENETEAU

PLC with a share capital of € 8,278,984

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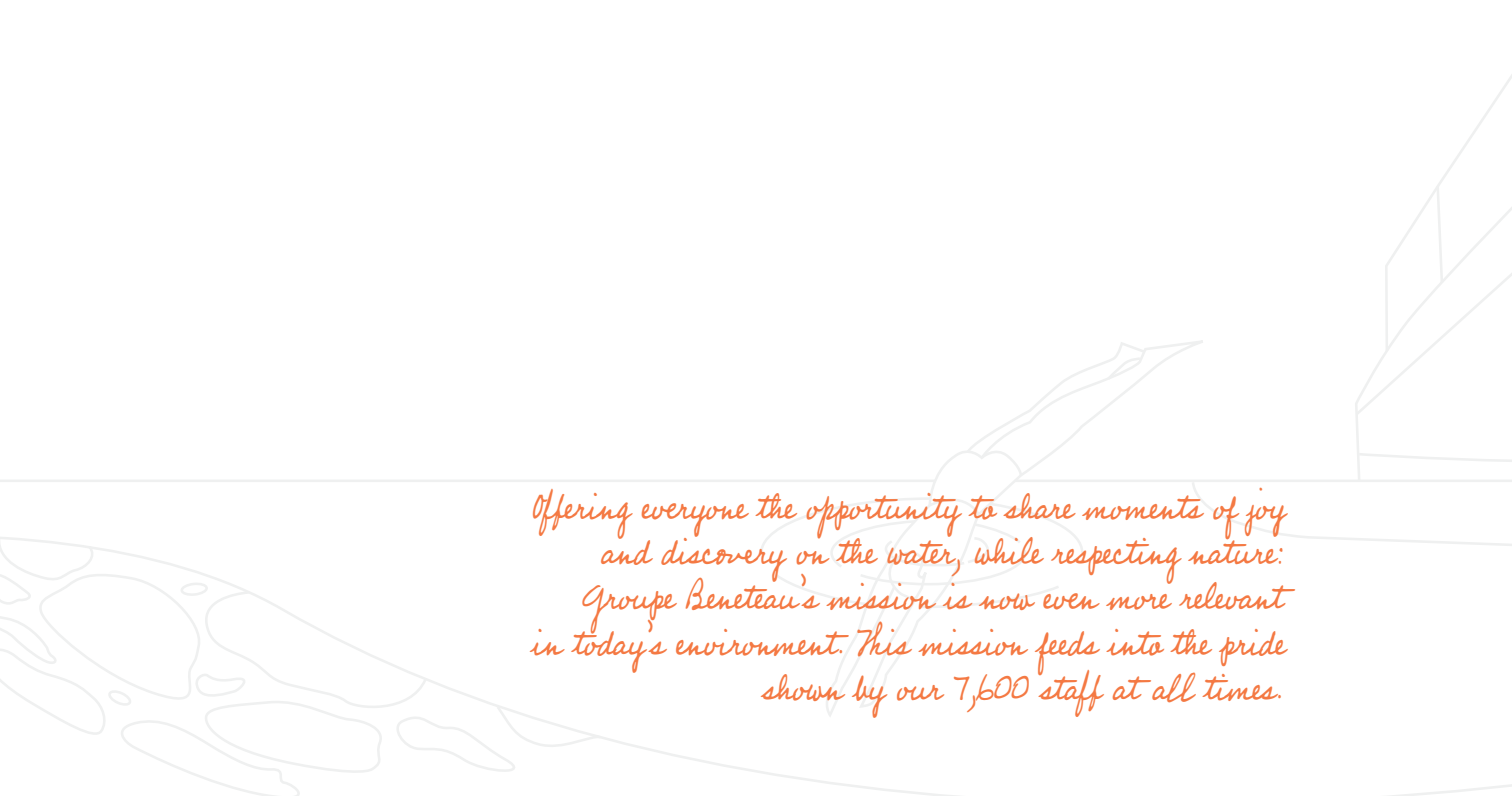
16 bd de la Mer, C.S. 43319, 85803 Saint-Gilles-Croix-de-Vie (France)



Jérôme de Metz
— CHAIRMAN AND CEO

“
A record
performance
**thanks to
the efforts
made by
everyone!**

2021 WAS MARKED BY MAJOR CONTRASTS, BUT ONE
OF THE STANDOUT FEATURES WAS ALL OF THE
EFFORTS MADE BY EVERYONE, ENABLING US TO
ACHIEVE OUR BEST OPERATIONAL PERFORMANCE
SINCE THE RECORD YEAR OF 2008!



Offering everyone the opportunity to share moments of joy and discovery on the water, while respecting nature: Groupe Beneteau's mission is now even more relevant in today's environment. This mission feeds into the pride shown by our 7,600 staff at all times.

The start of the year was marked by a serious cyberattack that paralyzed all of our activities for several weeks, including, most significantly, our production capabilities and our product development teams. This was followed by an unprecedented global crisis affecting logistics and supply chains, which we have not yet emerged from.

However, alongside this, this desire to enjoy time on the water and in the open air, close to nature, has continued to develop and grow, encouraging our customers to get on board.

These developments were seen across all of our brands, further strengthened through a large number of new models, features and innovations, from SEANAPPS, our connected boat solution, to DELPHIA's fully electric yacht range and our new flood-resistant leisure homes... This resulted in a very strong order book and our best level of income from ordinary operations for 13 years.

From an industrial perspective, our footprint evolved in 2021, with the deployment of a new plant for the Housing Division in Sainte-Hermine in record time, replacing the Luçon facility that was destroyed by a major fire in August 2021. For the Boat Division, the

specialization of our plants based on the size of the boats produced is continuing to progress, and two new production sites in Portugal were added to the Group's industrial scope in response to the strong demand for motorboats in the Dayboating segment.

Continuing to implement the Let's Go Beyond! strategic plan, Groupe Beneteau took its first steps in the world of recreational boat-related services. In 2021, we took up minority, but significant positions in the boat charter companies Dream Yacht Charter and Navigare Yachting, as well as Your Boat Club in the United States. These initiatives reflect our interest in this large population of recreational boat users who enjoy spending time on the water without wanting to buy a boat. From sailing to motorboats, with or without a skipper, for two hours or a whole year, the future looks bright for charters...

So, Groupe Beneteau is once again in great shape... Time for me to hand over the helm to the next generation: a new governance structure is being put in place, based on separating the Chairman and Chief Executive Officer roles and appointing two people who will work in tandem to lead the Group forward: Bruno Thivoyon as Group CEO and Gianguido Girotti as CEO of the Boat Division.

STRATEGY

A year of deep transformations

WHILE 2021 WAS MARKED BY THE DISRUPTION AND CRISES, GROUPE BENETEAU CONTINUED MOVING FORWARD WITH THE HEADING SET OUT THROUGH ITS LET'S GO BEYOND! STRATEGIC PLAN. THE RESULTS ARE PROMISING ON EVERY LEVEL: HOUSE OF BRANDS, NEW MODELS, CONNECTED BOAT, INDUSTRIAL DEVELOPMENT AND MOVE INTO SERVICES WITH CHARTERS, BOAT CLUBS AND MARINAS.

The House of Brands

With strong positions across the sailing and motorboat markets, Groupe Beneteau has successfully repositioned its strategic brands around four markets: Dayboating, Real Estate on the Water, Monohull Cruising and Multihull Cruising.

The leading brands - BENETEAU, JEANNEAU, PRESTIGE and LAGOON - and the high-potential brands - FOUR WINNS, WELLCRAFT, SCARAB, DELPHIA and EXCESS - are aligning their various ranges, with models from 14 to 80 feet.

The only multi-specialist boat group

With unique market coverage thanks to effectively positioned brands and models

NEW HORIZONS



BOAT DIVISION

2021 revenues

€1.04Bn

2021 income from ordinary operations

€84.7M

1,255
POINTS OF SALE
WORLDWIDE

The House of Brands enables each of our brands to express their full potential, whether they are market leaders or high-potential. I strongly believe in our branding, our outstanding distribution networks and the work accomplished by our teams to continue to grow all of our brands.

Gianguido Girotti

— DEPUTY CEO, BRAND AND PRODUCT STRATEGY



seanapps

CONNECT YOUR BOAT FREE YOUR MIND

Opening up connected boats for everyone

Designed in partnership with Sentinel Marine Solutions, SEANAPPS is already fitted as standard on several BENETEAU, JEANNEAU and PRESTIGE models. This solution will be available on all of the boats built by Groupe Beneteau by 2025.

Unveiled at the Cannes Yachting Festival in 2021, this major innovation is a game-changing solution for the world of boats. Whether you want to check your fuel and battery charge levels, or schedule maintenance operations, it helps you streamline and safeguard your boat's maintenance requirements simply and easily.

Each customer will be able to benefit from a full navigation logbook, with performance details, real-time boat GPS information and position alerts, real-time updates on the status of the boat's various systems thanks to the 35 sensors on board, and the digital version of the owner's manual directly on the app.



BENETEAU Swift Trawler 41 Fly fitted with SEANAPPS



ON THE HORIZON at Cannes: vision and innovation

STRATEGY

A YEAR OF DEEP TRANSFORMATIONS (CONTD.)

Industrial strategy focused on specialization



Following on from the capacity investments made in Vendée and Bordeaux, the Cholet site saw its production organization rethought and realigned with a view to increasing flexibility and accelerating training for new staff. At Poiré-sur-Vie, the new sailing yacht development and building methods benefit from full-scale trials in a dedicated unit.

CHOLET, FRANCE
Increased flexibility



Specialized in yachts over 60 feet with luxurious finishings, the Monfalcone site has continued to move forward with its transformation, setting up a unit enabling it to produce its own composite parts, which were previously subcontracted. In 2021, the site built and successfully launched the first BENETEAU Grand Trawler 62 and the JEANNEAU Yacht 60, as well as the motoryachts designed by MONTE CARLO YACHTS and the superyachts from CNB Yachts.

MONFALCONE, ITALY
New areas of expertise

CAMPOS & GANDRA, PORTUGAL
Industrial hub

With the acquisition of the Starfisher and Rodman Lusitania yards, Groupe Beneteau has created a third industrial hub, in Portugal, supporting its operations in Poland and the US. Focused on 25 to 40-foot motorboats, this hub will be ramped up to produce 1,000 boats each year and employ around 700 people.





Desire to spend time on the water

Getting away from it all with friends and family has become an essential need for many people. From day trips to longer cruises, demand has been particularly strong for boat charter companies and boat clubs.

In 2021, Groupe Beneteau built closer links with the key charter operators – Dream Yacht Charter and Navigare Yachting – as well as Your Boat Club in the United States. Online, Band of Boats is helping people to enjoy boats the way they like and continuing to develop its services.

35 years
OF A PARTNERSHIP



Purchase and sale
OF PRE-OWNED
AND NEW BOATS ONLINE

Charter
AROUND
THE WORLD

DREAM YACHT
CHARTER



NAVIGARE YACHTING
EXPERIENCE TOGETHER



Boat clubs
and marinas



YOUR BOAT CLUB

27 bases already
in the US



BENETEAU
BOAT CLUB



in France
and Europe



Opening up Horizons

Inspired by dreams of freedom, the Groupe Beneteau brands are developing new models and innovations for enjoying time away from it all, on the water and in the open air.

From time at sea or on lakes to boat experiences for new consumers, the desire to spend time on the water is shared with friends and family, across all markets.





OPENING UP HORIZONS

 **DAYBOATING**

Enjoying unforgettable days

MEETING UP WITH FAMILY AND FRIENDS TO SHARE UNFORGETTABLE DAYS ON THE WATER: THAT IS THE PROMISE DELIVERED ON WITH THE MOTORBOATS UP TO 40 FEET.




New Horizon range

The iconic American brand FOUR WINNS has developed a new vision for its Horizon range. The first model from this series, the H4, reinterprets the bowrider concept, incorporating modern attributes into this sophisticated range. With its unprecedented comfort, eye-catching design choices and Cognac-style upholstery, hand made in Cadillac, you need to step on board to believe it.

FOUR WINNS H4



NEW HORIZONS


North America
over **50%** of sales
IN 2021



We are delighted with our BL 7.5, this is our third Jeanneau boat and it is perfect for our plans to head out for a day, with the fridge option, or to enjoy some watersports with family and friends.

Pascal

— JEANNEAU CAP CAMARAT 7.5 BOW RIDER OWNER

market



Europe
JEANNEAU
and BENETEAU



BENETEAU
Antares 8



BENETEAU

The ultimate family weekender

An iconic range on the dayboating segment, the new Antares 8 from BENETEAU offers better conditions on board, with a range of new leisure features. More versatile and innovative, with its cruising or fishing versions, it is designed for all situations on the water: from fun moments with friends for a day through to family trips over several days.



JEANNEAU

Jeanneau DB/43

A leading brand on the day cruising and weekender markets, with its Cap Camarat and Merry Fisher ranges, JEANNEAU is moving into the premium segment for luxury dayboats with its first DB/43 model. This is a unique boat on the market, combining its exclusive style and meticulous finishing with its unrivaled capacity for life on board. In line with JEANNEAU's values of habitability and seaworthiness, the DB/43 offers maximum pleasure on board. Launched in spring 2022, it has already enjoyed great success in Europe.

2021 ESSENTIALS



JEANNEAU DB/43,
more than you expect.



OPENING UP HORIZONS



REAL ESTATE ON THE WATER

Freedom and space on board, with added innovations

LIFE ON THE WATER IS BECOMING MORE SPACIOUS, MORE COMFORTABLE, MORE SILENT. FROM ELECTRIC BOATS ON LAKES TO TRAWLERS AT SEA, THE 40 TO 80-FOOT UNITS ARE BECOMING INCREASINGLY COMFORTABLE LIVING SPACES.



BENETEAU

18 meters dedicated to cruising

With its Grand Trawler 62, BENETEAU has further strengthened its Swift Trawler range, building on the success of its highly practical, functional and spacious boats. This luxury unit includes the SEANAPPS solution as standard, with this innovation enabling owners, their dealers and the brand to track their boat's performance, plan ahead for maintenance operations and access the integrated maintenance logbook. This model was named European Powerboat of the Year in 2022.



BENETEAU
Grand Trawler 62

NEW HORIZONS



Discover the
Grand Trawler 62
in images



JEANNEAU

WITH THE LEADER AND NC RANGES,
ENJOY SPORTY OR LEISURELY
CRUISING.

Electric propulsion
no noise, no emissions,
just silent cruising

Welcome to
the DELPHIA
world



DELPHIA D11



Mindful Cruising

DELPHIA's repositioning around boats for inland waterways with an electric and hybrid fleet has been guided by a focus on mindful cruising. Slowly and silently, the new DELPHIA D11 glides around the most beautiful landscapes and welcomes family and friends on board. With its spacious volumes and easy handling, the model is available as a FlyLounge or Sedan and is designed to comfortably welcome up to 10 people on board.



For me, luxury is all about the pleasure you experience when faced with beauty. I find this sense of fulfillment when I see certain exceptional paintings, as well as each time I step on board our Prestige 680. It is a magnificent blend of design, perfection and elegance.

Mark

— PRESTIGE 680 OWNER

2021 ESSENTIALS



PRESTIGE X60



Where the sea feels like home

Voluminous living spaces, natural light and easy flow of movement on board are the core concepts that guided the design process for the new X60. It incorporates the architectural lines and volumes behind the success of the X-Line range's flagship, the X70. Completely open, the infinity cockpit offers breathtaking ocean views. Like all of the PRESTIGE models, it also features the SEANAPPS solution.

Four ranges, four inspirations

F-LINE Flybridge

X-LINE Infinity

S-LINE Sport

M-LINE Powercat

OPENING UP HORIZONS



MONOHULL SAILING

Wind, sea, pleasure, a boat for each project

BENETEAU AND JEANNEAU, THE WORLD LEADERS FOR SAILING YACHTS, HAVE DEVELOPED A RANGE OF MODELS FROM 14 TO 65 FEET WITHIN WHICH EVERY SAILOR WILL BE ABLE TO FIND THE BOAT OF THEIR DREAMS.

CRUISING

BENETEAU Oceanis, from 30 to 60 feet
JEANNEAU Sun Odyssey, from 38 to 49 feet
JEANNEAU Yacht, from 51 to 65 feet

REGATTA RACING

BENETEAU First, from 14 to 53 feet
JEANNEAU Sun Fast, from 33 to 36 feet

OFFSHORE RACING

Figaro BENETEAU 3



JEANNEAU

Elegant cruising

With their high-end features, the JEANNEAU Yacht 60 and 65 showcase all of the know-how built up by Groupe Beneteau's French and Italian teams.

With its extensive choice of deck and interior customizations, the JEANNEAU Yacht 65 adapts to its owner's dreams and remains in touch with them thanks to the SEANAPPS solution, fitted as standard. Alongside its outstanding range capacity for longer trips, it offers unrivaled comfort when moored.

JEANNEAU
Yacht 65



JEANNEAU
Sun Odyssey 380



Smooth sailing

With its modern lines, the JEANNEAU Sun Odyssey 380 is the latest member of this iconic range. Its interior design reveals astonishing potential for a yacht of this size.

99

We expected to be impressed, but you and the Beneteau team went above and beyond what we could have hoped for. When we saw our boat, we had tears in our eyes. It is so beautiful!

Bill

— BENETEAU OWNER



BENETEAU

Mission accomplished for BENETEAU

BENETEAU has successfully risen to the challenge to deliver a competitively priced unit under 10 meters! Sleeker and lighter, with more sail area and more space in the bow than its predecessor, the BENETEAU Oceanis 34.1 is designed for cruising in total comfort, with its ergonomic features and fluid circulation on board.



n°1

WORLDWIDE, IN EUROPE AND AMERICA



60%

global market share



PRESENT on all segments from 14 to 65 feet

BENETEAU Oceanis 34.1





MULTIHULL SAILING

Whether you want to simply relax or instead sail around the globe, catamarans are increasingly popular!

STABLE, SPACIOUS AND WELCOMING, CRUISING CATAMARANS ARE NOW THE PREFERRED BOAT FOR ADVENTURES ON THE WATER. FROM THE MEDITERRANEAN TO THE CARIBBEAN, THE SEYCHELLES AND POLYNESIA, THEY ARE THE BOATS FOR THE MOST BEAUTIFUL HOLIDAYS, LONG CROSSINGS AND UNFORGETTABLE MEMORIES.



Hybrid model for EXCESS

EXCESS has stood out with its focus on sustainable innovation, through its EXCESS 15 Hybrid prototype, recognized with the 2021 Boat Builder Award for best collaborative solution between a boat builder and its supply chain partner. The E-Lab prototype has already covered over 3,000 nautical miles, trialing the technical solutions, the various blade configurations and the hydrogeneration capabilities, designed to generate power while sailing.

We have had various single-hull sailing yachts and chartered a lot of catamarans, and we were looking for more sailing performance. We came across EXCESS and were won over: all the benefits of a catamaran, while sailing really well! The best of both worlds!

Marco et Lizzy

EXCESS 11 OWNERS

EXCESS 15 Hybrid



Find the complete interview of Marco and Lizzy in video



A 360° experience

A world leader on the cruising catamaran market, LAGOON is offering a 360° experience at sea with its 55 model. Whether close to the water, in its spacious cockpit or on its bow, this new model offers unrivaled views of the sea. Available with four to six cabins, it includes two spectacular skylights that bring the stars and the sun inside.

Committed to protecting coastal environments

In partnership with AnimaMundi, LAGOON owners have been offered drones to film plastic waste while they are sailing. With over 6,000 LAGOON catamarans on the seas around the world, the owners community is effectively positioned to support this participatory approach to collect data on plastic waste at sea.

LAGOON
WORLD
n°1
for cruising
catamarans

30
years

6,000
CATAMARANS
on the seas
around the globe



LEISURE HOMES

Engaged and innovative leadership

LOOKING BEYOND THE VARIOUS ASPECTS LINKED TO THE GENERAL ECONOMIC ENVIRONMENT AND HEALTH SITUATION, 2021 WAS STRONGLY MARKED BY A CLEAR DESIRE TO TAKE ON NEW CHALLENGES. WITH ITS THREE ICONIC BRANDS O'HARA, IRM AND COCO SWEET, THE HOUSING DIVISION SUCCESSFULLY DEMONSTRATED ITS CAPACITY FOR INNOVATION TO RESPOND TO MARKET DEMANDS AND SET OUT ITS POSITION AS THE EUROPEAN MARKET LEADER.

O'HARA

Garden Side, a groundbreaking new collection

In 2020, the O'HARA brand confirmed its positioning with the launch of Garden Side and its dual aspect layout, which has already been adopted by many campsites. With its design blending art deco and jungle features, the brand has launched a groundbreaking new collection for the leisure home sector.

Design and nature take center stage: pure, daring, comfortable and intimate are the four core words behind its approach. The 844 two-bed model, fitted with the Garden Side bay windows, illustrates this with its new exterior design and interior ambiance. Once again, O'HARA has excelled to combine elegance and design for its leisure homes.



NEW HORIZONS

O'Hara's Garden Side model has helped us to modernize our campsite. It has enabled us to reach more premium customer segments and diversify our offering.



Mark

— BRENKBERG CAMPSITE OWNER, NETHERLANDS

3 brands

O'HARA

IRM
IDEAL RESIDENCE MODEL

Coco
Sweet

HOUSING DIVISION
2021 revenues
€182.4M

€11.1M 2021 income
from ordinary
operations

9,468
leisure homes
DELIVERED





Dive into the test pool with WATERPROOF



Resumption of operations in Sainte-Hermine

Following the fire at the Luçon plant in August 2021, BIO HABITAT successfully bounced back and recreated a leisure home plant in just four months, located around 12km away from its initial site. Following several months of investment, in January 2022, with pride and satisfaction, 90 staff moved into the new Sainte-Hermine (France) facility and launched its first leisure home production line. A new start, but above all a clear ambition set out by the BIO HABITAT teams, looking to produce even more in order to respond to the growing demand from all campsites, while adapting to a constantly evolving market.



WATERPROOF, a revolution by IRM

In line with its positioning, the IRM brand is continuing to design leisure homes that are reliable, cost-effective and, above all, sustainable. In a specific climate context marked by increased flooding in "at risk" areas, the official partner of the French camping industry federation (FNHPA) has once again shown its capacity for innovation and developed a pioneering solution, WATERPROOF.

Far more than just a leisure home, this innovation is a response to a major ecological challenge that campsite managers face each year, as well as a source of safety and security for rental fleets to protect property and people. All of the leisure home's components have been rethought and replaced with solutions that can withstand a one-meter rise in water levels, while retaining all of the standard features for its use: adopting water-resistant materials, positioning elements higher up, fitting adapted insulation and ventilation...

This innovation has proven very popular and been widely adopted, and was recognized at the SETT D'OR innovation awards in Montpellier in 2021.

GREEN the 100% eco-design leisure home

In 2021, IRM continued to build on its ambition to be the first brand to commit to the environment by setting out its GREEN version: an ideal balance between ecology and economy.

While all of the brand's leisure homes are already recyclable, water-saving and energy-efficient, created with timber from environmentally-managed forests, its commitment to the planet goes even further with this new model. It is structured around three core pillars to fundamentally reduce its environmental impact, using natural raw materials (BIOFIB plant-based wool), recycled materials (80% recycled fibers) and energy-saving materials.

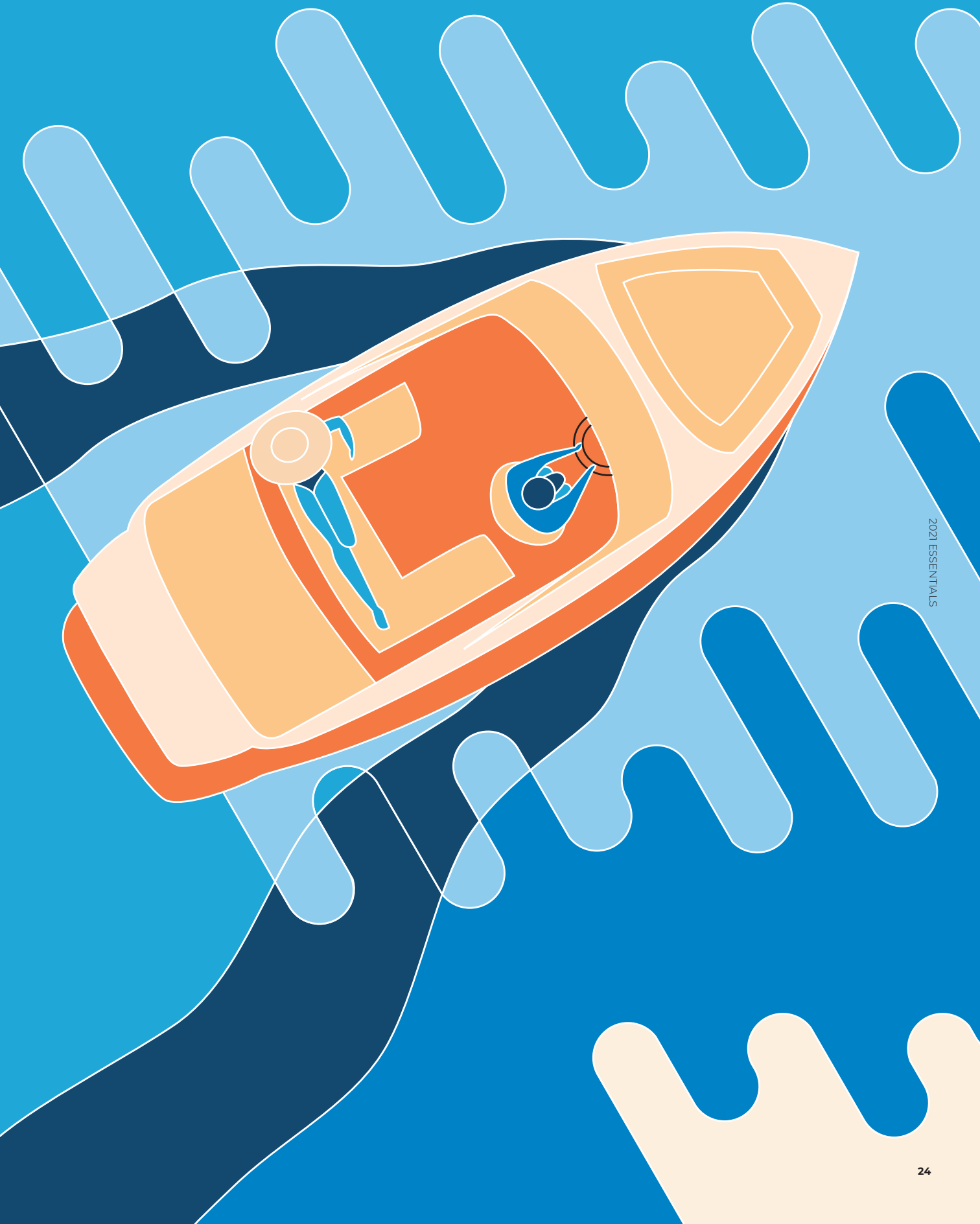
The market-leading IRM brand is continuing to attract and surprise with its extensive innovations. What can we expect to see in 2022?

world leader for boats

NEW HORIZONS



Adaptability and flexibility to meet the human, industrial, commercial and logistics challenges resulting from the unprecedented crises seen in 2021. Our outstanding teams, suppliers and partners all contributed to help us ensure a positive and robust global response.



LANDMARKS

An outstanding Group

Human and intellectual capital



4 R&D centers

France, Poland, Italy, United States



5 in-house training centers

France, Poland, Portugal, Italy, United States

4 world-leading boat brands



4 high-potential brands



7,482 employees worldwide

92% of employees on permanent contracts



NEW HORIZONS

B-SAFE
B-SAFE program,
your safety,
our priority

FRANCE 2021 gender equality index

54/65
BIO Habitat

79/100
SPBI

83/100
Construction Navale Bordeaux

70% men
30% women (Group workforce)

CAMPUS DES MÉTIERS ET DES QUALIFICATIONS
Nautisme Pays de la Loire

Part of the Pays de Loire Region (France) Boating Qualifications and Careers Campus

Financial and economic capital

- €1,227.1M**
revenues
- €181.6M**
EBITDA
- €95.8M**
income from ordinary operations
- €73.4M**
net income (Group share)
- €222.4M**
net cash
- €360M**
staff compensation
- €20.40M**
employee profit-sharing



Over 1,255
points of sale worldwide
(boats)

22 production sites



15 R&D and production sites for boats
9 in France, 2 in Poland,
1 in the US, 1 in Italy,
2 in Portugal

7 production sites for leisure homes
6 in France, 1 in Italy



Environmental and societal capital

United Nations Global Compact signatory



THE GLOBAL GOALS

39%
of production purchases placed with local suppliers
(France)



71%
of timber sourced from environmentally-managed and certified forests

100%
of certifications renewed
ISO 9001, 14001 et 50001
(France, Poland)

75%
of non-hazardous waste recycled and recovered (France)



Member of the eco-organizations **APER** and **Eco-MH** (France)



LANDMARKS

A year focused on bouncing back

COVID AND THE SUCCESSIVE LOCKDOWNS LED TO A STRONG DESIRE FOR FREEDOM AROUND THE WORLD. FOLLOWING A DIFFICULT PERIOD, THE ORDER BOOKS PICKED UP AGAIN FOR THE BOAT AND HOUSING BUSINESS LINES IN 2021. RECRUITMENT CAMPAIGNS WERE LAUNCHED IN FRANCE AND OTHER COUNTRIES TO ACCOMPANY THIS UPTURN IN ACTIVITY LEVELS.

Work-based training to transmit know-how

In 2021, the Group continued building on its commitment to young people with the #ChooseYourInternship - #ChoisisTonAlternance - campaign, signing more than 80 new contracts for the Boat Division and eight for the Housing Division. Involving major stakes for the Group, work-based training programs make it possible to not only transmit know-how and provide training for careers in boat building, but also help the young people who are working with us to take their first steps in their careers.



Developing my knowledge and putting it into practice was essential, and I have had the opportunity to do this each day thanks to my work-based training program. Every day, I am discovering and learning a bit more about the world of business, which is really rewarding!

Donatien

— HR MANAGEMENT INTERN

#RejoinsNous (#JoinUs)



Launched in July 2021, the #JoinUs - #RejoinsNous - campaign showcased our employees and invited them to share their insights. This collection of testimonials from men and women who are working in our activities shows the many different facets of our areas of know-how, from composites to assembly, electricity, plumbing, joinery and logistics. A number of recruitment actions were rolled out: the production sites opened their doors to candidates, after-work sessions were held with our partners to identify the right profiles, and job dating sessions made it possible to bring candidates and recruiters together.



#RejoinsNous videos

Our careers presented by the men and women working in them

Before, I was an accounting secretary. Today, I build boats.

Anne

— COMPOSITES OPERATOR

Around the world



POLAND

Throughout the year, the events organized by the teams at Ostroda and Olecko made it possible to support and unite our teams during key moments for the company: Christmas, Mardi Gras, Boat Builders Day.

ITALY

At the Monfalcone site, 2021 was a year of transformation. To launch the new facility, 20 operators were trained to start up the composite parts production unit. The teams shared a number of great moments together, including the Christmas meal.



Internal mobility

The internal mobility program set up in 2021 has paved the way for a number of career changes. Some people have changed roles, while others have changed sites, or even done both at the same time.



I have always been very keen on mobility, because I find it really rewarding to change jobs and work with different people. Often, you end up crossing paths again, between different sites, which facilitates exchanges.

Tony

— ASSEMBLY GAP LEADER

Governance

Board of Directors



1



2



3



4



5



6



7



8



9



10



11

1/ Jérôme de Metz
Chairman

2/ Louis-Claude Roux
Vice-Chairman
Strategic Committee Chairman
BERI 21 Management Board Chairman

3/ Annette Roux
Director
Beneteau Foundation Chairwoman
BERI 21 Supervisory Board Chairwoman

4/ Anne Leitzgen
Independent member
SCHMIDT GROUPE Chairwoman

5/ Yves Lyon-Caen
French Boating Industry Federation (FIN) Chairman, French Recreational Boating Confederation (CNP) Chairman

6/ Sébastien Moynot
Independent member representing BPI France Investissements, Appointments, Compensation and Governance Committee Chairman

7/ Catherine Pourre
Independent member
Audit and Risk Committee Chairwoman

8/ Clément Boyenval
Director representing employees

9/ Claude Brignon
Ethics and CSR Committee Chairman
Observer

10/ Luc Dupé
Observer

11/ Christian de Labriffe
Observer

Governance changes

From June 17, 2022, Bruno Thivoyon will take over from Jérôme de Metz as Groupe Beneteau's Chief Executive Officer and Gianguido Girotti will become Chief Executive Officer of the Group's Boat Division. Having drawn up and rolled out the Let's Go Beyond! strategic plan alongside Jérôme de Metz, they will continue moving forward with its implementation and adapt it in line with market developments. Lastly, Yves Lyon-Caen will become Chairman of the Board of Directors.

Director representing employees

This is one of the measures set out by the French PACTE Law to ensure the representation of employees in companies' management and governance structures. Appointed in 2021, Clément Boyenval joined the Board of Directors as the director representing the Group's employees. In this role, he is actively involved in the Board of Directors' work and takes part in its decisions by voting.

Clément Boyenval graduated from engineering school and is a project leader with the Human Resources and Transformation Department. He is currently working on the ERP change project for the Boat Division.

Clément joined Groupe Beneteau's Boat Division in 2011 as a structural calculation engineer for development projects. He then worked as a composites R&D engineer, before heading up the materials performance project from 2018 to 2019.

Management Board

1/ Jérôme de Metz

Chief Executive Officer

2/ Gianguido Girotti

Deputy CEO, Brand and Product Strategy, Boat Division

3/ Bruno Thivoyon

Chief Financial Officer

4/ Jean-Paul Chapeleau

Deputy CEO, Industrial Operations and Development, Boat Division

5/ Calixte de la Martininière

Chief HR and Transformation Officer



1



2



3



4



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LANDMARKS

Milestones

2021



January YACHTING LIVE

From January 15 to 17, 2021, three fully digital days brought together more than 5,600 visitors around the BENETEAU, EXCESS, JEANNEAU and LAGOON brands, with customer testimonials, exchanges with experts and boat presentations.



February CYBERATTACK

On February 19, a cyberattack forced the Group to slow down certain production activities and shut them down in some cases. The joint efforts by the various teams and IT experts enabled operations to gradually start up again from February 26.

March CAMPING 4.0

Offering an immersive experience at the heart of the IRM, COCO SWEET and O'HARA ranges. Groupe Beneteau's Housing Division brands are able to offer their customers an innovative experience thanks to a fully digital platform launched at the start of 2021.



April #ChoisisTonAlternance (ChooseYourInternship)

More than 60 work-based training contracts, particularly for production roles, in Pays de Loire and Bordeaux, were set up for the start of the new academic year in autumn 2021. These programs are essential in order to transmit unique know-how, provide training for careers in boat building and support the professional integration of young people.



June WORLD OCEANS DAY

The teams from BENETEAU and SUZUKI organized a cleanup operation at Sion-sur-l'Océan beach in Vendée. They collected around 240 liters of waste in total across a 1.2km stretch of this beach.





July
#RejoinsNous (JoinUs)

To accompany the strong upturn in activity levels, Groupe Beneteau launched its #JoinUs (#RejoinsNous) campaign. This provides insights into the many different features of boat building careers, through testimonials from the men and women who work in them each day.

September
ON THE HORIZON

A unique evening on the beach at Cannes to launch this season by unveiling Groupe Beneteau's core strategic pillars: connected boat, new line-ups, sustainable innovations and service business lines.



**SEANAPPS,
 THE CONNECTED
 BOAT SOLUTION**



A major innovation that will be fitted as standard on all of our boats by 2025, SEANAPPS connects users with their dealer and the brand through a dedicated mobile app. SEANAPPS covers everything, from maintenance to navigation logbooks and online quotes.

**MONFALCONE: COMPOSITES
 UNIT SET UP**

Focused on large units from 65 to 105 feet, the Italian site now has its own facility for producing large composite parts (hulls and decks). The Italian team of around 20 people were trained in-house in France.



November
**2021 BOAT BUILDER AWARD
 FOR THE EXCESS 15**

Winning the award for best collaborative solution between a boat builder and its supply chain partners, EXCESS, Torqeedo and ZF saw their efforts rewarded with the EXCESS 15 Hybrid prototype. The boat was presented at the Cannes Yachting Festival in September 2021.



LANDMARKS

2021 SETT D'OR AWARD FOR IRM WATERPROOF

BIO Habitat was recognized in the 2021 SETT d'Or innovation awards for designing the first leisure home able to withstand flooding up to a height of one meter.



December

INDUSTRIAL HUB CREATED IN PORTUGAL

With its acquisition of the shipyards Starfisher and Rodman Lusitania, Groupe Beneteau has further strengthened its production capacity on the segment for 25 to 30-foot motorboats and established a presence in Portugal.



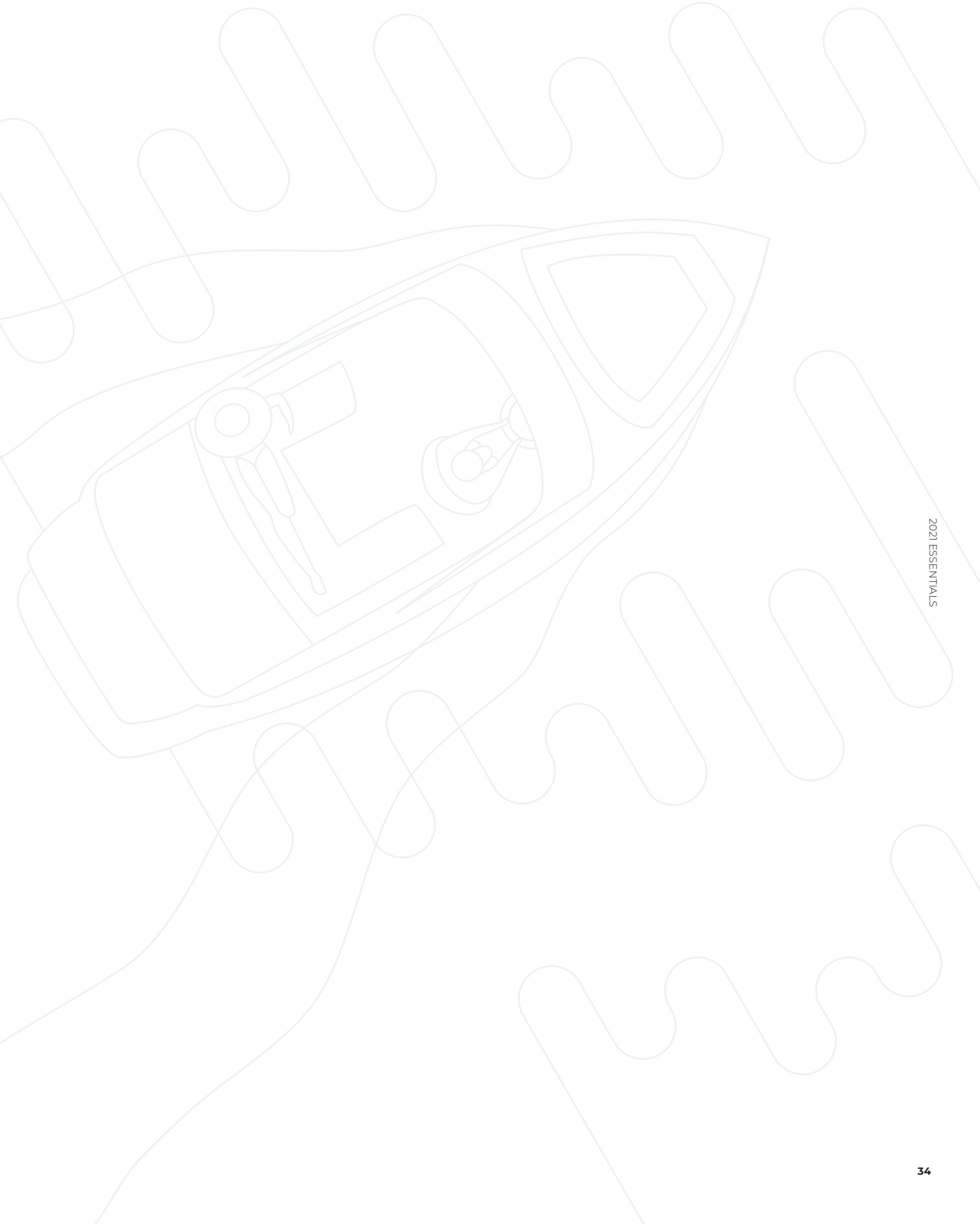
*Moving
forward
in 2022*

January

START OF OPERATIONS AT BIO HABITAT'S SAINTE-HERMINE PLANT

Following the fire at the Luçon site, 90 staff moved into BIO Habitat's new facility in Sainte-Hermine on January 3. They were able to start up the first production line for leisure homes at a site that had been fully developed and fitted out. Its first leisure home came off the production line on January 7, 2022.







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