



ESG REPORT 2024

Engineering reliability. Navigating sustainability.



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Exploring this report

Welcome to the Moteurs Baudouin ESG Report 2024

Building on our 2023 sustainability journey, this year's report highlights our achievements and introduces ambitious new initiatives for a sustainable, thriving future. Explore key projects, insights, and transformative stories that define our commitment to ethical growth. Read from start to finish or jump to topics that inspire you via the interactive menu.

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INTRODUCTION & EXECUTIVE MESSAGE



Summary of our 2024 ESG Journey

For more than a century, Moteurs Baudouin has powered vessels, industries, and communities around the world. In 2024, we continued to honor this legacy while steering boldly toward a more responsible and resilient future.

This ESG Report presents more than performance figures—it reflects how sustainability has become embedded in the way we think, operate, and innovate. Across these pages, we outline how we strengthened environmental stewardship, advanced social initiatives, and reinforced transparent governance.

You will discover how we measured our impacts, why these indicators matter, and how we are turning insights into concrete action. From optimizing our energy and resource use to supporting our workforce and enhancing ethical management, we are building a roadmap where progress and responsibility advance together.

Our 2024 commitments form the foundation for the next phase of our journey—one aligned with international climate goals, evolving societal expectations, and the highest standards of corporate governance.

As we move forward, our ambition remains clear: ensuring that every engine we build contributes not only to performance, but also to preservation and positive impact.



Message from our CEO

"For over a century, Moteurs Baudouin has stood at the crossroads of heritage and innovation—a company built on engineering excellence and driven by the determination to move the world forward. Today, that mission carries a deeper meaning.

This ESG report is not merely a reflection of our actions; it is a declaration of who we aspire to be. We are integrating sustainability into every decision, every engine, and every partnership. Our responsibility goes far beyond powering industries—it extends to protecting the planet, empowering our people, and ensuring that our governance is rooted in transparency and integrity.

The path ahead is challenging, but also full of opportunity. As we continue to evolve, we will remain guided by our values and united by a shared purpose: to build reliable, efficient solutions that contribute to a cleaner, fairer, and more sustainable future.

The power to move the world comes with the responsibility to sustain it—and at Moteurs Baudouin, we accept that responsibility with determination and pride."

Fabrizio Mozzi, Chief Executive Officer



1. COMPANY PROFILE & LEGACY

Moteurs Baudouin: A century of engineering excellence



For over a century, Moteurs Baudouin has stood at the heart of marine propulsion, designing and manufacturing engines defined by robustness, reliability, and innovation. Founded in Marseille by a family of bell founders, our story is one of craftsmanship, precision, and a relentless drive for excellence. What began as a small local enterprise has evolved into a globally recognized brand, trusted to power vessels and critical applications across oceans and continents.

Our legacy of “Robust and Reliable” engineering has earned us long-standing collaborations with some of the world’s leading engine manufacturers, positioning Baudouin as a benchmark name in the maritime industry. Since becoming part of the Weichai Group in 2009, we have strengthened our financial and strategic foundations, accelerating innovation and enabling a bold expansion beyond our marine roots.

Today, Baudouin is diversifying into Power Generation and Industrial sectors, offering flexible, high-performance solutions that meet the evolving global demand for energy reliability and sustainability.

 **Founded in 1918**  **LEARN MORE**
We are Baudouin

SALES/REVENUE

In 2024, Moteurs Baudouin achieved €215 million in sales, reaffirming our position as a trusted partner for marine propulsion, power generation, and sustainable energy solutions and as a company proudly steering toward a more responsible, innovative, and low-carbon future.

 **225 EMPLOYEES**  **CASSIS, FRANCE**

GLOBAL REACH & STRATEGIC PARTNERSHIPS

Moteurs Baudouin operates through a robust worldwide network of distributors spanning over 90 countries, ensuring both global expertise and local responsiveness.

Our success is driven by the dedication of our employees and the strong relationships we maintain with key customers including BTM Co, VITELLI, Hornblower, Piriou, and Xanthis as well as our international suppliers, such as SWEIC and BOSCH. As part of our commitment to sustainability, our sole shareholder, WEICHAI, plays a pivotal role in shaping our responsible and forward-thinking practices.

From Marine to Energy: Moteurs Baudouin's segment-specific expertise



MARINE ENGINES

Rooted in over a century of maritime excellence, Baudouin marine engines power fishing vessels, transport ships, workboats, and pleasure craft worldwide.



POWER GENERATION

Our PowerGen range including POWERKIT and GENSET delivers reliable, high-performance energy solutions for standby, prime, and continuous applications.



INDUSTRIAL ENGINES

Baudouin industrial engines bring our engineering strength to land-based sectors such as construction, agriculture, and specialty vehicles.



SPARE PARTS

Our Components and Spare Parts line supports the full lifecycle of every Baudouin engine. With genuine parts engineered for precision and longevity, we help customers optimize performance, reduce downtime, and extend engine life ensuring Baudouin quality endures long after delivery.



AFTER SALES SERVICE

Our global distribution and after-sales network spans more than 90 countries, providing technical support, maintenance, and training through certified partners. This ensures every Baudouin customer benefits from responsive service, local expertise, and lifetime engine reliability, wherever they operate.



LEARN MORE
*100 years
of Moteurs Baudouin*



A century in motion: Our Milestones



Charles Baudouin founded the company. 1st engine sold: a 5hp petrol engine for boat

1918

Diversification into Power Generation Expansion beyond marine engines into new markets



1950s



Acquisition by Weichai Power. Partnership opens new avenues for growth and development

2009

Launch of PowerKit range for power generation expansion to new segments

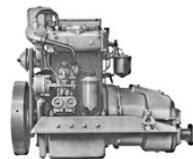


2017

**2025
Expansion**

Expanding into the Industrial, Gensets, and Data Center markets in 2025, while continuing growth in Marine and Power Generation.

1920



Launch of DB & Dk Series
12700 engines sold

1990

Expansion in to Fishing and Passenger markets
Launch of P15 Engine



2010



Launch of M series engines

2020

Introduction of lean burn gas engines and hybrid marine solutions



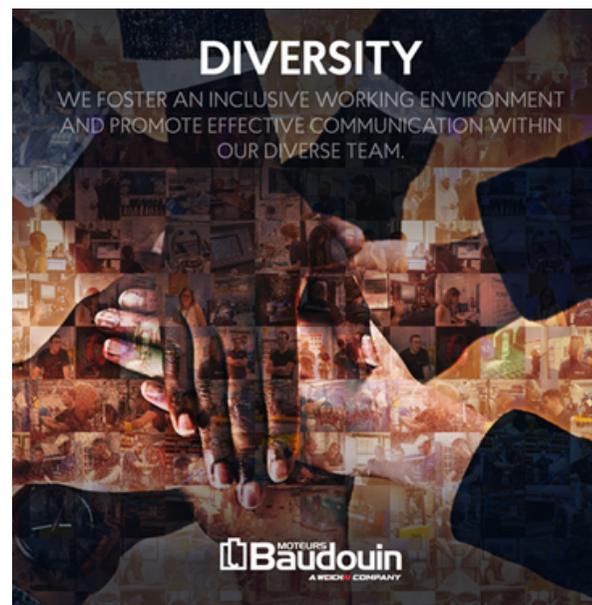
Our core values



Our company acts with integrity, ensuring transparency and trust in every interaction. We strive to exceed expectations, delivering maximum satisfaction to our customers and partners through quality and reliability.



We take ownership of our actions and their impact. By prioritizing excellence, we create lasting value for our company, colleagues, and the communities we serve.



We embrace diverse perspectives, encouraging open communication and collaboration within our team. By fostering an inclusive and supportive environment, we drive innovation, strengthen teamwork, and inspire creativity.

2. ENGINES, POWER, TOMORROW

Engine innovation through sustainability: Charting the course for alternative fuels

KEY MILESTONES & AMBITIONS



2024: PIONEERING HVO TRIALS

Real-world HVO tests launched on M26.3 engines with Alcatraz Cruises & NYC Ferry. First large-scale fleet trials in partnership with Hornblower Marine.

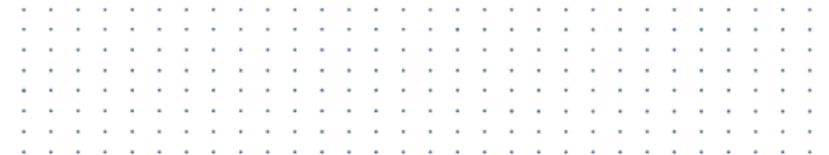


2025: VALIDATION & SCALING UP

Full HVO validation based on performance, durability, and emission data.

Early results: Strong compatibility, with minor combustion-chamber deposits under review.

Long-term vision: Expand HVO compatibility fleet-wide and explore next-gen fuels (biofuels, synthetic fuels, hybrid systems).



PIONEERING LOW-CARBON PROPULSION AT BAUDOUIIN

At Moteurs Baudouin, we are not simply adapting to the energy transition — we are engineering it.

In 2024, we strengthened our commitment to sustainable propulsion by initiating full-scale testing of Hydrotreated Vegetable Oil (HVO), a renewable and significantly lower-carbon alternative to diesel. Our mission: ensure that tomorrow's vessels can operate with the same reliability and power, but with a fraction of the environmental impact.

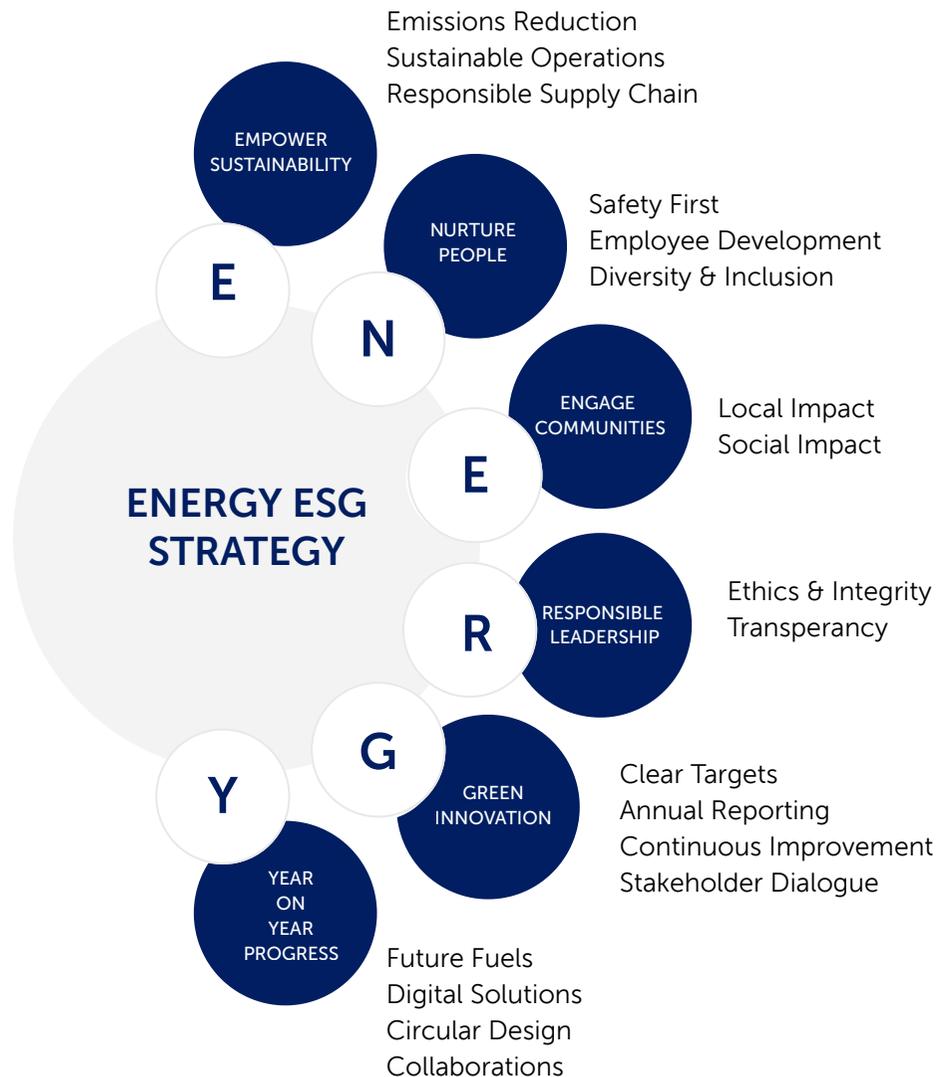
These tests, conducted on our M26.3 engines, marked a decisive turning point in our decarbonization roadmap.

By integrating sustainability into innovation, we are redefining what marine engines can achieve in a climate-conscious world.



LEARN MORE
M26.3 product video

3. ENERGY ESG STRATEGY



Our sustainability ambition

At Moteurs Baudouin, we are driven by a clear and unwavering ambition: to stand at the forefront of the global energy transition. Our vision extends far beyond compliance—we aspire to lead a new era of cleaner, smarter, and more responsible propulsion. In alignment with the European Green Deal and France’s Stratégie Nationale Bas-Carbone (SNBC), we are firmly committed to achieving carbon neutrality by 2050.

This commitment is not merely a long-term target; it is a guiding principle that shapes every technological choice, every investment, and every innovation we pursue.

By transforming our operations and products with sustainability at their core, we are charting a course toward a decarbonized future—one where performance, resilience, and environmental responsibility move forward together.

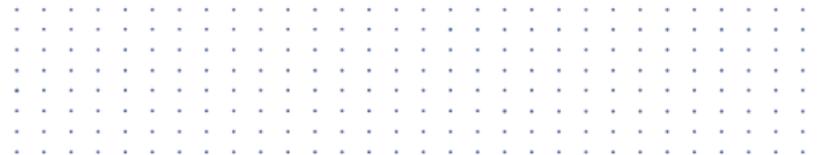


Anchored in global standards and local regulations

Our ESG journey is not built in isolation. It is shaped by a rigorous set of national laws, European regulations, and international standards that ensure our actions are credible, comparable, and future-ready.

The Moteurs Baudouin ENERGY Strategy captures our ambition — but its strength comes from its alignment with the frameworks that define responsible business worldwide.

By grounding our actions in these recognized standards, we ensure that every commitment is traceable, every disclosure is verifiable, and every step forward is aligned with global expectations for sustainable industry leadership.



NATIONAL & EU REGULATIONS, OUR COMPLIANCE BACKBONE

As a French industrial manufacturer operating globally, Moteurs Baudouin aligns its environmental actions with the most relevant national and EU frameworks.

French Requirements

- Loi Énergie Climat guides our 2050 decarbonization commitments.
- Mandatory BEGES Carbon Reporting: Ensures transparency of Scopes 1, 2, and 3 emissions.
- Alignment with the Stratégie Nationale Bas-Carbone (SNBC): Integrates our operations into the national roadmap for climate neutrality.

European Regulations

- Corporate Sustainability Reporting Directive (CSRD): we are preparing to meet full requirements through structured governance and data systems.
- European Sustainability Reporting Standards (ESRS): our ESG actions and KPIs are progressively mapped against ESRS environmental, social, and governance criteria.
- EU Taxonomy: we assess how our activities contribute to climate mitigation and adaptation under the European classification system.



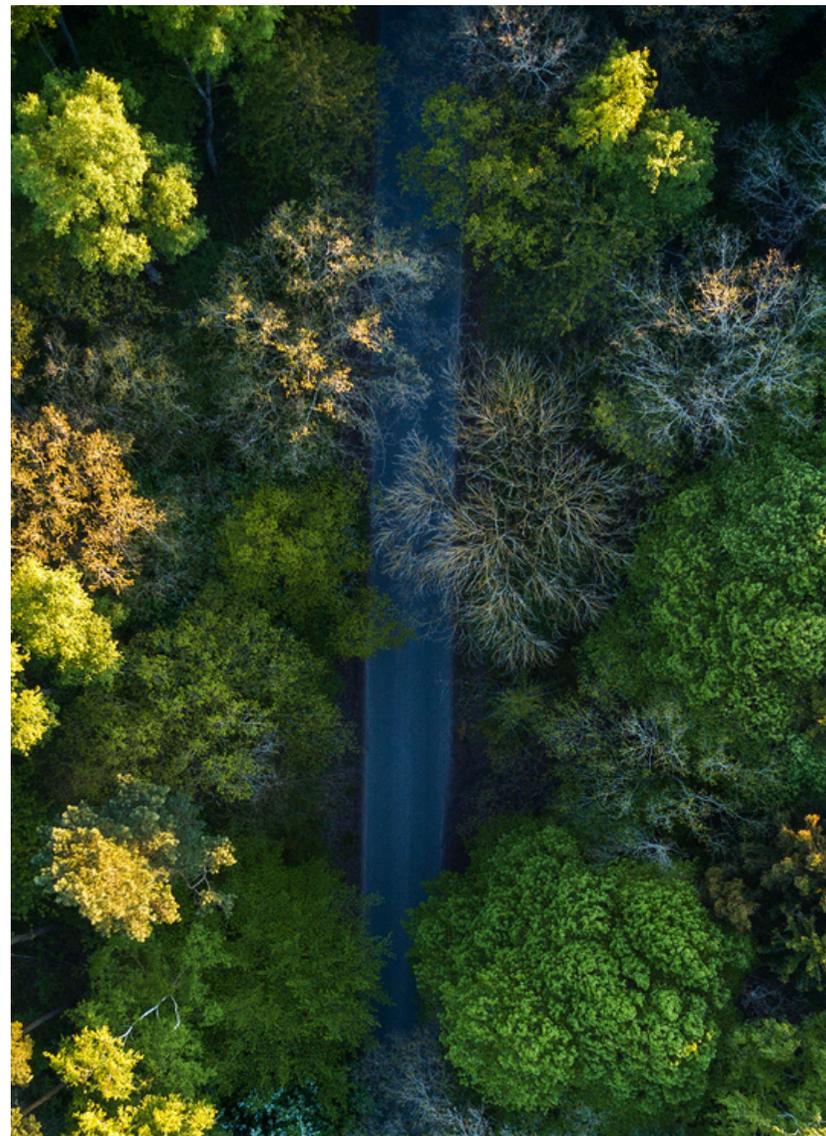
GLOBAL STANDARDS & VOLUNTARY COMMITMENTS

Our ambition extends further than regulation. Baudouin aligns with international sustainability benchmarks that define best practice:

- GRI Standards structure our reporting on energy, water, emissions, and waste.
- UN Global Compact principles guide our commitments on human rights, labor, environment, and anti-corruption.
- TCFD Recommendations inform how we assess and govern climate-related risks.
- UN Sustainable Development Goals (SDGs) anchor our ENERGY strategy in global priorities for people.

This alignment ensures that our strategy is globally recognizable, stakeholder-ready, and consistent with international expectations.

By embedding these national, European, and global frameworks into our strategy, we ensure that every environmental or social commitment is backed by strong governance, reliable data, and transparent disclosure.



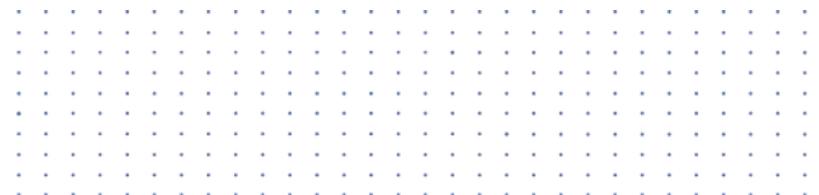


Living within our planet's boundaries

At Moteurs Baudouin, we recognize that every revolution of our engines connects to something far greater — the planet that sustains us.

The concept of planetary boundaries, developed by researchers at the Stockholm Resilience Centre, reminds us that Earth operates within delicate thresholds.

Beyond these limits, the balance that sustains life — and every industry that depends on it — begins to unravel.



This understanding shapes our responsibility as engineers, manufacturers, and global citizens. It is not only about producing engines that perform — it is about ensuring that every innovation contributes to a world where performance and preservation coexist.

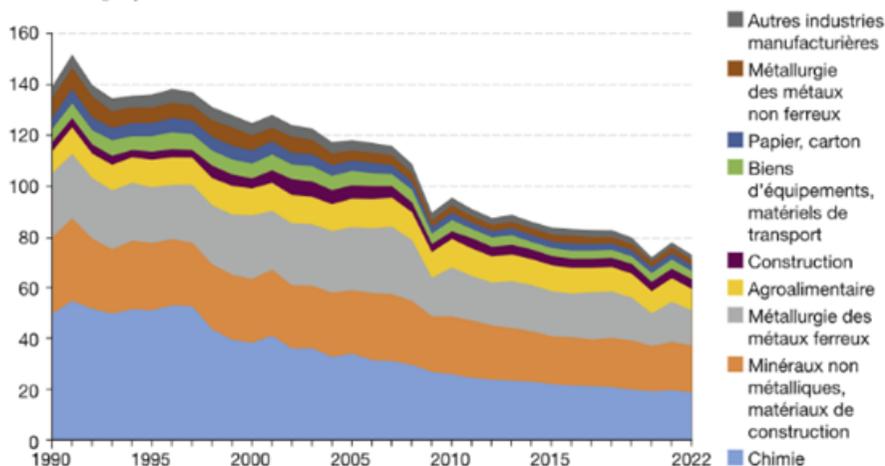
Guided by this conviction, Moteurs Baudouin is committed to identifying and implementing concrete, sustainable actions that reduce our environmental footprint and strengthen our resilience. The challenges of climate change, resource scarcity, and biodiversity loss are not distant threats — they are immediate realities that affect the very industries we serve: maritime transport and energy generation.

In France, industrial emissions are steadily declining — evidence that transformation is possible when innovation meets determination.

As part of this movement, we are reinforcing our contribution to the national and European low-carbon transition through better energy management, process optimization, and circular practices. The past few years have accelerated this awakening. Rising energy costs, climate disruptions, and global crises have exposed the fragility of our systems — but they have also sparked a new era of responsibility.

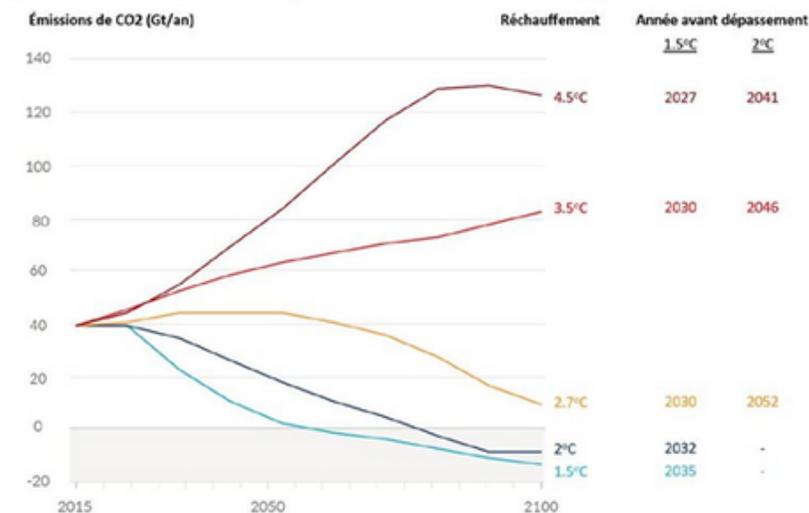
ÉMISSIONS DE GES DANS L'INDUSTRIE MANUFACTURIÈRE ET LA CONSTRUCTION EN FRANCE

En Mt CO₂ éq



At Baudouin, we are embracing this moment to advance toward energy autonomy,

Scénarios d'émissions de CO₂ et leur impact en termes de réchauffement climatique



Source: IPCC, Sixth Assessment Report.

Invest in cleaner technologies, and rethink how we design, test, and deliver our products. .

Even in areas where our impact is limited, such as water use, we take a proactive stance. Our closed-loop water reuse system for engine testing reduces dependence on freshwater resources and prevents unnecessary waste.

Looking ahead, Baudouin's environmental roadmap aligns with the IPCC's net-zero scenario — peaking global emissions before 2025 and halving them by 2030.

Achieving this vision means accelerating our transition toward renewable energy, energy efficiency, and electrification — all of which are directly linked to our purpose: designing engines that power progress, without compromising the planet.

From risk to resilience: Transforming environmental challenges into strategic advantages

UNDERSTANDING ESG RISKS

Moteurs Baudouin acknowledges that climate-related and ESG risks have the potential to affect both our business resilience and our stakeholders' trust. Following the recommendations of the Task Force on Climate-related Financial Disclosures (TCFD), we assess risks through four dimensions: Governance, Strategy, Risk Management, and Metrics/Targets. This approach ensures that ESG factors are not treated as externalities, but as core business considerations.

TYPES OF RISKS CONSIDERED

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WE DISTINGUISH BETWEEN:

Transition Risks

Linked to the shift toward a low-carbon economy, including evolving regulations, customer expectations, and technological disruption.

Physical Risks

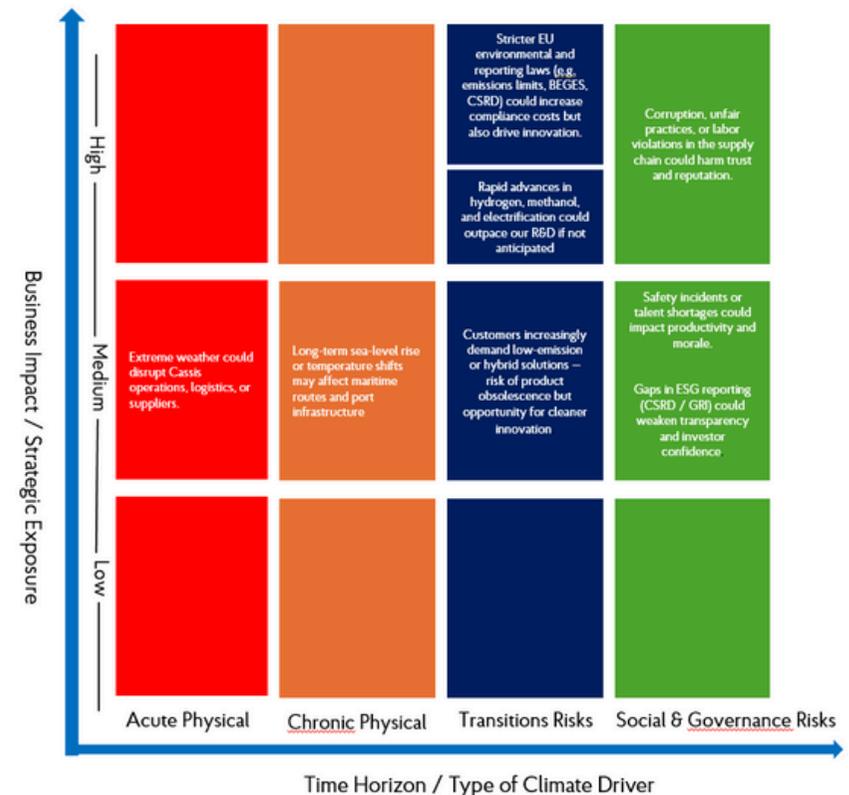
Linked to climate change impacts such as extreme weather events, which may disrupt operations or supply chains.

Social & Governance Risks

Social & Governance Risks : Linked to workforce safety, diversity, ethics, and compliance, which shape our long-term license to operate.

OUR RESPONSE

By mapping ESG risks, we not only identify potential threats but also uncover opportunities for innovation, efficiency, and competitive advantage. This alignment with UN Sustainable Development Goals (SDGs) ensures our actions contribute to global priorities while safeguarding our operations



ESG Standards and Certifications: our roadmap to alignment and leadership



2024

LAYING THE FOUNDATIONS

EcoVadis Certified (2024)
Enhanced data reliability for energy, water, waste, and GHG inventories (Scopes 1, 2, 3).
Fully compliant with BEGES and aligned with France's SNBC decarbonization pathway.
Reporting structured around GRI Standards for global transparency.
Prepared for ISO 14001 certification (2025).

2025

PREPARATION AND ALIGNMENT

CSRD/ESRS compliance preparation and internal capability building.
Strengthened ESG governance across QHSE, HR, Procurement, Finance & Strategy.
Enhanced Sustainable Procurement Policy for ethical supplier relationships.
Improved internal monitoring for accurate, transparent disclosures.

2026

VERIFICATION AND LEADERSHIP

CSRD-aligned Gap Analysis & Double Materiality Assessment.
First Life Cycle Assessment (LCA) for selected engines.
Engagement with CDP and SBTi for climate-aligned decarbonization.
Third-party verification of ESG data.

At Moteurs Baudouin, we believe that environmental responsibility and industrial excellence go hand in hand. As we continue to build a more resilient, transparent, and sustainable business, we are progressively aligning our practices with international ESG frameworks and recognized management standards.

This structured approach will ensure that our environmental and social commitments are not only measurable but also verifiable and impactful.

Moteurs Baudouin is entering a new chapter — one where sustainability, innovation, and responsibility move forward together with purpose and ambition.

The years ahead represent more than regulatory milestones; they mark a profound transformation in how we design, operate, collaborate, and contribute to society.

Our commitment is clear: build engines that respect the planet, empower people, and uphold the highest standards of ethics and governance.

With a century of heritage and a forward-looking mindset, Moteurs Baudouin is ready to accelerate its sustainability journey — and drive positive change across the marine, power generation, and industrial sectors for decades to come.

4. ENVIRONMENTAL STEWARDSHIP

Water Management: Preserving a shared resource

At Moteurs Baudouin, water is more than a utility — it is a shared global resource and an essential element of sustainable industrial operations.

While engine manufacturing is not inherently water-intensive, responsible water stewardship remains a key component of our environmental strategy. Effective water management ensures operational continuity, protects local ecosystems, and supports the resilience of the communities in which we operate.



We recognize water as a material environmental topic, and our reporting follows the GRI 303: Water and Effluents standard and contributes directly to the United Nations Sustainable Development Goal (SDG) 6 – Clean Water and Sanitation.



  **WATER CONSUMED** **616 m³**

CONSUMPTION DETAILS

TEST BENCH

Moteurs Baudouin uses a water cycling system during test bench operations, reusing water across tests to cut consumption and minimize waste (details on the next page).

PROCESS WATER

This water is used for the test bench's cooling towers and engine lifting. The daily consumption is 8–9 m³, resulting in an annual total of about 2,112 m³, based on 22 working days per month.

OTHER USES

Includes water for fire suppression, irrigation, sanitation and potable use, with a daily consumption of approximately 5 to 6 m³.

ESG Standards and Certifications: our roadmap to alignment and leadership

CLOSED-LOOP COOLING SYSTEM: INNOVATION IN ACTION

A flagship initiative of our water management strategy is the closed-loop cooling system used during engine testing at our Cassis facility.

This system continuously treats, filters, and recirculates water within the cooling circuits, maintaining optimal thermal performance while drastically reducing freshwater withdrawal.

KEY HIGHLIGHTS



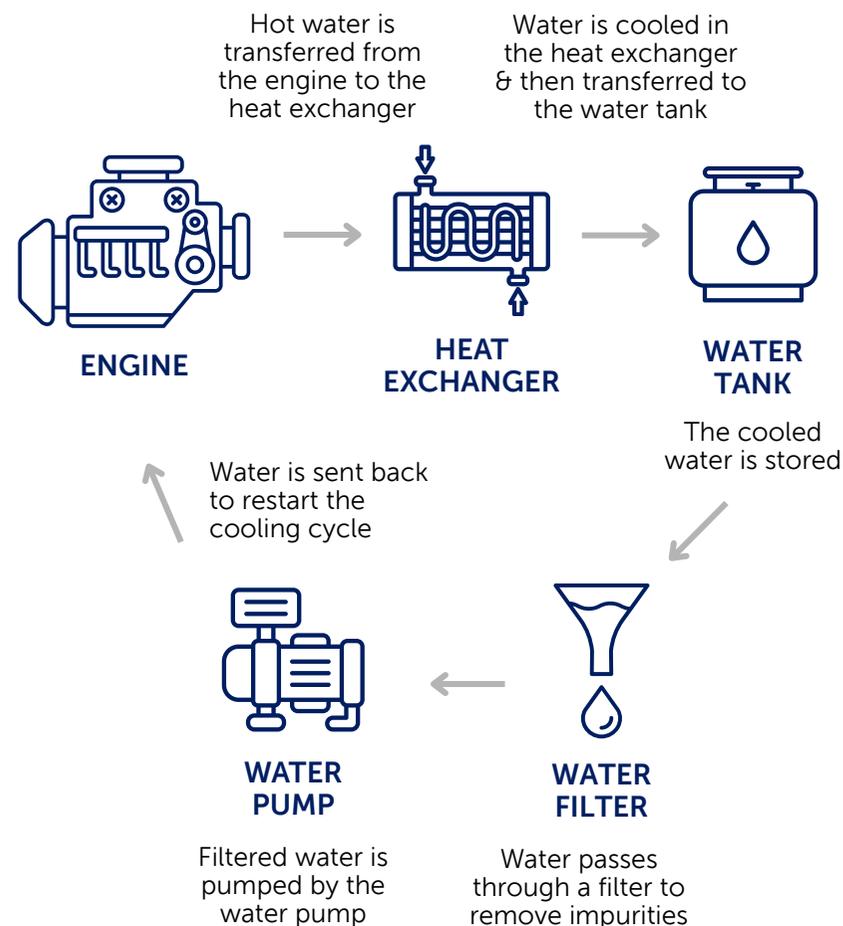
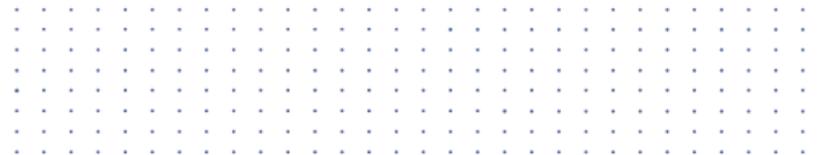
141,000 m³ of fresh water saved annually vs traditional systems



Less reliance on municipal water, stronger drought resilience

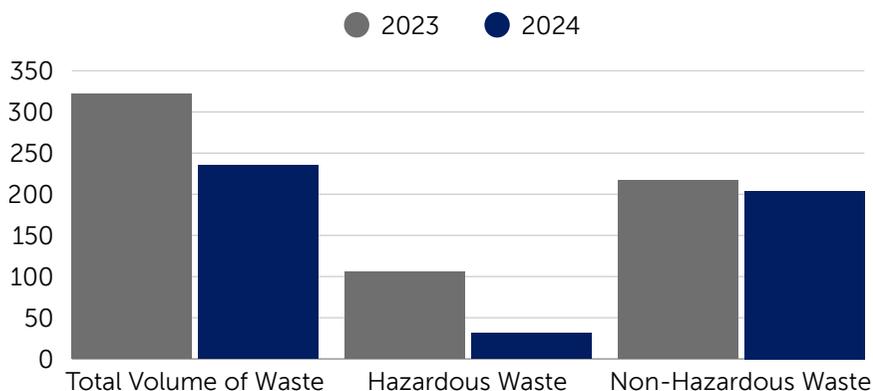


Lower costs, higher efficiency in water supply and treatment



Waste management: Driving circular efficiency

At Moteurs Baudouin, effective waste management is not just a compliance obligation — it is a fundamental pillar of our environmental strategy and our journey toward a circular economy.



As an industrial manufacturer, we understand our responsibility to minimize waste at every stage of production, from material sourcing to end-of-life treatment, and to continuously reduce our environmental footprint.

27.02% Reduction in Total Waste Volume in 2024

31 Tonnes of Hazardous Waste

204 Tonnes of Non - Hazardous Waste

CIRCULAR ECONOMY COMMITMENT

Moteurs Baudouin integrates waste management as a core environmental strategy, aligning with the GRI 306: Waste standard and supporting UN SDGs 12 (Responsible Consumption) and 13 (Climate Action)—transforming waste into a resource for sustainability.

2023 BASELINE ACHIEVEMENT

Established the first comprehensive waste accounting, categorizing all waste streams (hazardous and non-hazardous) per French regulations, setting the foundation for measurable reduction and recovery targets.

HAZARDOUS WASTE SAFETY

All hazardous waste (solvents, oils, residues) is managed by licensed contractors, ensuring full compliance, traceability, and environmental safety.

NON-HAZARDOUS WASTE FOCUS

Metals, packaging, and paper are prioritized for recycling and responsible disposal, reinforcing the shift toward a circular economy.



Energy Efficiency and Decarbonization: Powering Sustainable Performance 1/2

At Moteurs Baudouin, energy is at the heart of what we do – we design engines that move industries forward. Yet, we recognize that true innovation also means reducing the environmental cost of power.

Energy management is therefore one of our most material environmental priorities, driving both our carbon reduction strategy and our long-term operational competitiveness.



Our commitment is guided by GRI 302: Energy, the ISO 50001 Energy Management System framework, and global goals such as UN SDG 7 (Affordable and Clean Energy) and SDG 13 (Climate Action).

By improving our energy efficiency and progressively integrating renewable sources, we aim to reduce our carbon footprint and strengthen our resilience in the face of the global energy transition.

OUR COMMITMENT

Energy is at the heart of Moteurs Baudouin's operations. As a manufacturer of high-performance engines, we understand that every kilowatt consumed is an opportunity for efficiency, innovation, and climate action. Through the findings of our 2024 regulatory energy audit (conforming to NF EN 16247-1/3/5 standards), we are laying the foundation for a long-term energy transition strategy that will make our Cassis site more efficient, resilient, and aligned with ISO 50001 best practices.



KEY AUDIT FINDINGS

The audit identified multiple areas for rapid improvement.



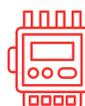
40% energy savings

Reprogramming compressors to reduce idle consumption



Big savings

Repairing leaks in the compressed air network



Install energy meters

Installing energy meters across key stations (compressors, machining, testing, paint booths)



Optimize heating

Adding insulation and optimizing heating circuits

Implementing all identified measures could save approximately €25,000 annually and cut CO₂ emissions by 8.9 tonnes.

Energy Efficiency and Decarbonization: Powering Sustainable Performance 2/2

2023 BASELINE: MEASURING OUR ENERGY FOOTPRINT

In 2023, Moteurs Baudouin recorded its total energy consumption across production facilities, testing benches, and administrative operations – setting a baseline year for continuous improvement.

This baseline serves as the foundation for establishing measurable reduction targets and tracking the integration of renewable energy sources in the years ahead.

OUR ROADMAP FOR ENERGY EXCELLENCE



2025 - 2026

Implement full energy metering across production and utilities.

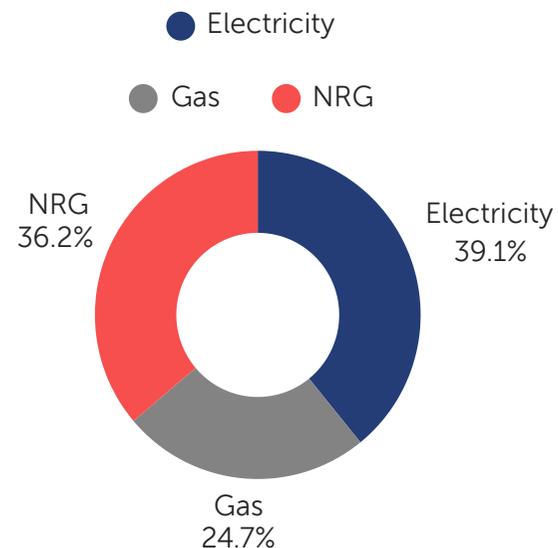


2026 - 2027

Introduce digital dashboards to monitor energy consumption per process.
Define renewable energy integration options based on feasibility and cost-benefit analysis.

UNDERSTANDING OUR ENERGY FOOTPRINT

Energy Consumption



Our energy footprint reflects the operational realities of an industrial manufacturer, with electricity, natural gas, and NRG forming the core of our consumption profile. The donut chart highlights how each energy source contributes to our total usage and helps us better understand where to focus efficiency and decarbonization efforts. While this mix is still dominated by conventional energy sources, it provides a clear baseline from which we will drive improvement.

Looking ahead, Moteurs Baudouin is committed to progressively reducing its reliance on fossil energy by increasing the share of renewable electricity, upgrading equipment to improve energy efficiency, and implementing more precise monitoring systems across our facilities. This foundation will guide our future carbon-reduction roadmap and support the transition to cleaner, more resilient operations.



Circular Economy and Sustainable Supply Chain

At Moteurs Baudouin, sustainability extends beyond our walls — it begins with every component we source and every product we deliver.

We are progressively embedding circular economy principles across our operations to minimize resource use, prevent waste, and promote durability throughout the engine life cycle.

Our ambition is to evolve from a traditional linear model — produce, use, discard — to a regenerative system that values repair, reuse, and recycling.

This transformation touches every stage of our value chain: design, procurement, production, packaging, and logistics.

SUSTAINABLE SUPPLY CHAIN MANAGEMENT

Moteurs Baudouin aims to ensure that its supply chain reflects the same values of responsibility and integrity that guide its own operations.

Our future Supplier Code of Conduct will set clear expectations on ethical business conduct, labor practices, human rights, and environmental performance.

We plan to integrate ESG evaluation criteria into supplier selection and monitoring processes — encouraging partners to reduce emissions, manage waste responsibly, and adopt energy-efficient practices.

Through closer collaboration and transparent communication, we will promote continuous improvement among our suppliers and reinforce our contribution to a more sustainable industrial ecosystem.

A VISION FOR FUTURE

2030 Vision



Moteurs Baudouin is committed to eliminating waste and transitioning from a "take-make-waste" model to a restorative, circular system by 2030.

Focus on Longevity



Products will be designed for durability, ensuring resources are perpetuated and waste is minimized.

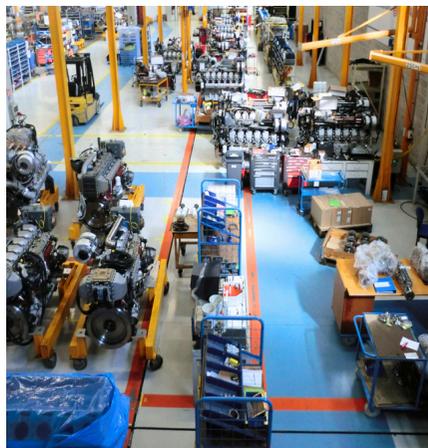
Eco-Design and Sustainable Packaging

Reducing our environmental footprint also means rethinking how our products are made and delivered.

Moteurs Baudouin plans to progressively introduce eco-design principles that favor recyclable materials, reduce packaging volume, and increase the use of renewable or reusable packaging solutions.

Packaging optimization will not only reduce waste generation and transport emissions but also improve the efficiency of our logistics chain.

By engaging with our suppliers and logistics partners, we aim to create a system where every package has a second life — supporting both cost savings and resource preservation.



LIFE CYCLE ASSESSMENT (LCA): DESIGNING FOR A CIRCULAR FUTURE

A key step in our environmental strategy is the introduction of Life Cycle Assessment (LCA) across our product lines.

This scientific approach will allow us to evaluate the environmental footprint of our engines — from raw material extraction to manufacturing, use, and end-of-life.

The insights gained from LCA will guide product innovation, helping us to:

- Identify opportunities to reduce carbon intensity across the value chain.
- Improve energy and material efficiency in production and design.
- Strengthen eco-design principles for future engine generations.
- Support transparent communication with customers and stakeholders through verified environmental data.

Ultimately, LCA will help Moteurs Baudouin align with EU sustainability regulations (CSRD, ESRS, Taxonomy) and international frameworks such as the Science Based Targets initiative (SBTi) — positioning our company as a leader in responsible manufacturing for the marine, PowerGen, and industrial sectors.

5. QHSE EXCELLENCE

Engineering trust, powering responsibility

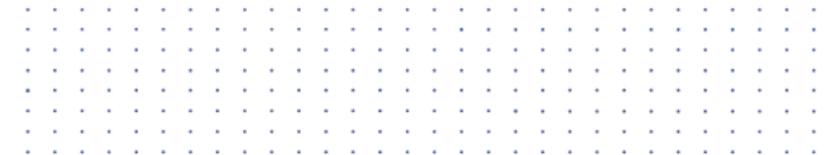
At Moteurs Baudouin, excellence is not a department, it's a culture.

For more than a century, the name Baudouin has stood for precision, endurance, and dependability. Today, that legacy extends beyond engineering mastery — it includes a steadfast commitment to Quality, Health, Safety, and Environment (QHSE).

We believe that true industrial leadership lies in mastering not just the mechanics of performance, but the ethics of how performance is achieved.

Our QHSE vision is not limited to compliance — it is a strategic promise: to design, produce, and deliver our engines with the utmost respect for people, for the planet, and for the generations that will inherit both.

In a rapidly changing world where sustainability is no longer optional.



QUALITY: THE BLUEPRINT OF CONFIDENCE

Quality is the first expression of our integrity.

Each Baudouin engine reflects not only the precision of our engineering but the discipline of our processes and the commitment of our teams.

Our approach to quality management is built on the principle of continuous improvement. We plan to strengthen this system further through alignment with the ISO 9001 Quality Management Standard, ensuring full control and traceability across every stage — from supplier sourcing to customer delivery.

TRAINING & AWARENESS PROGRAMS

To strengthen our safety and environmental culture, we've launched targeted capacity-building programs:

- 2024: Rolled out the Health & Safety Training Program
- 2025: Introducing a new Safety & Environmental Awareness Plan —advancing risk prevention, safe behaviors, and employee engagement in sustainability.

Certifications

Moteurs Baudouin upholds the highest standards in Quality, Health, Safety, and Environment (QHSE).



Currently ISO 9001 certified for quality management.



Ahead of our 2025 audit, we are pursuing ISO 14001 certification to formalize our environmental management and align with global standards.



Achieved the EcoVadis 2024 certification and we plan to uphold and enhance our performance in the years ahead.



Health & Safety: a culture of care

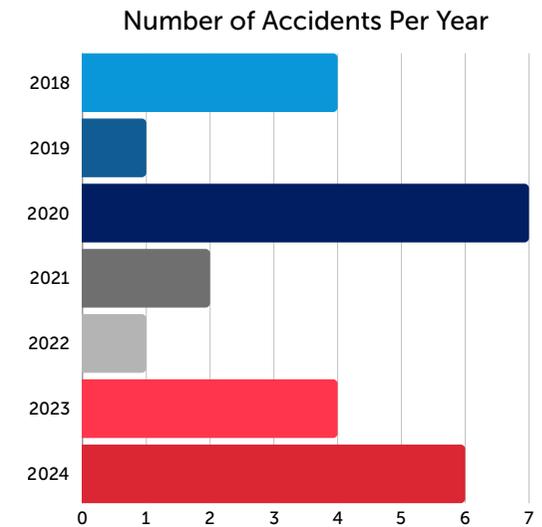
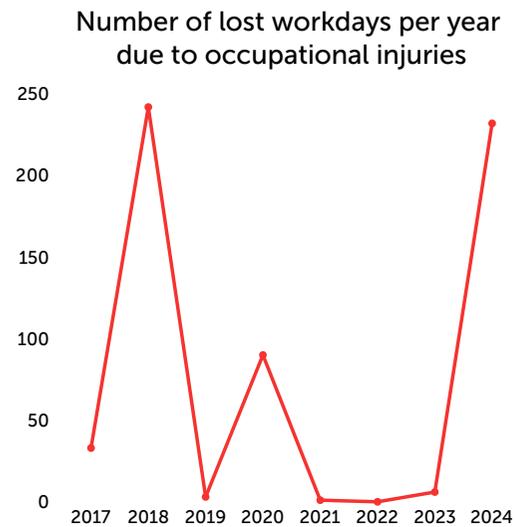
Behind every machine are the hands, hearts, and minds that make it.

At Moteurs Baudouin, we believe that protecting our people is the most powerful form of performance. We are cultivating a “Zero Accident” culture, where safety is not just a rule — it’s a shared responsibility, a daily reflex, and a moral commitment.

To ensure transparency and drive continuous improvement, two key performance indicators are monitored at group level:

- Number of workplace accidents per year
- Number of lost workdays per year due to occupational injuries

These indicators provide a measurable view of safety performance and are used to guide preventive actions, strengthen operational controls, and support the well-being of our workforce.



6. SOCIAL RESPONSIBILITY

Promoting employee well-being & inclusion: People at the heart of our future

WELCOMING AND DEVELOPING TALENT: A LIFELONG JOURNEY

Our Human Resources Policy, aligned with GRI 401 (Employment) and GRI 404 (Training & Education), ensures that every employee embarks on a structured and supportive journey from day one. We prioritize:

- **Seamless Onboarding:** A comprehensive integration process that helps new colleagues quickly adapt to our culture, values, and operational excellence.
- **By investing in our people,** we equip them to thrive in an ever-evolving industry and drive innovation that propels our company forward.
- **Continuous Learning:** Regular training programs in technical, digital, and leadership skills to support lifelong development and career growth.
- **Transparent Career Paths:** Clear opportunities for advancement, ensuring employees can envision and achieve their professional aspirations within Moteurs Baudouin.



At Moteurs Baudouin, our employees represent far more than a workforce — they are the engine of innovation, reliability, and excellence.

In our journey toward a more sustainable future, we recognize that true progress depends on empowered, skilled, and respected people.

Guided by the UN Global Compact Principles (1–6), the Universal Declaration of Human Rights, and the French Labour Code, Moteurs Baudouin aims to strengthen its human capital strategy to foster a workplace built on respect, inclusion, and continuous development.

Fostering a culture of inclusion: Diversity as our strength

Diversity and inclusion are not just ideals—they are strategic imperatives that fuel creativity, problem-solving, and business success. In line with GRI 405 (Diversity & Equal Opportunity) and ESRS S1 (Own Workforce), we are committed to cultivating an environment where every voice is heard, respected, and empowered.

Our inclusive policies span:

- Recruitment: Ensuring diverse talent pools and unbiased hiring practices.
- Parental Leave & Flexible Work: Supporting work-life balance for all employees.
- Accessibility: Creating a workplace that accommodates everyone, regardless of physical ability.
- Anti-Discrimination: Zero tolerance for bias, ensuring equal opportunities for growth and recognition.

We believe that diverse teams generate the most innovative solutions, benefiting our customers, communities, and the broader industry.



OUR ETHICAL COMMITMENTS: UPHOLDING HUMAN RIGHTS AND DIGNITY

Our Moteurs Baudouin Ethics Charter, rooted in French law and international conventions such as the ILO Core Labour Standards, formalizes our pledge to:

- Zero tolerance for discrimination, harassment, or unethical labor —respect and safety first.
- Protect privacy, ensure transparency, and build trust with personal data.
- Empower employees through open dialogue, education, and growth opportunities.
- Always Uphold health, safety, and ethical labor

These principles are non-negotiable and reflect our dedication to ethical excellence in everything we do.

LOOKING AHEAD: EMPOWERING THE BAUDOUIIN COMMUNITY



LEARN MORE
What Does Cultural Diversity Means at Baudouin

- Set clear Diversity & Inclusion targets to drive equal opportunities across all levels of the organization.
- Launch annual employee engagement surveys to capture real feedback and shape continuous improvement.
- Expand mental-health and well-being programs, including confidential support services and enhanced ergonomic workspaces.
- Roll out company-wide ESG awareness sessions to ensure every employee understands their role in our sustainability ambition.

Promoting quality of work life (QWL): Building a workplace where people thrive

At Moteurs Baudouin, the Quality of Work Life (QWL) initiative brings together all actions designed to enhance the well-being of our employees while strengthening the overall performance of the company. We believe that a healthy, motivating, and supportive work environment is not only a moral responsibility — it is a strategic asset.

A workplace where people feel valued and engaged enables us to:

- Strengthen the sense of belonging, empowering our employees to become true ambassadors of our employer brand.
- Improve retention and reduce turnover, ensuring that the expertise within our teams continues to grow.
- Protect the physical and mental health of our workforce by lowering absenteeism — with the ambition to reach the national benchmark of 15% in France

QWL is a cornerstone of our HR vision and a major pillar of our CSR approach. By prioritizing employee satisfaction and professional fulfillment, we reinforce both our internal culture and our attractiveness as an employer.

ENHANCING QUALITY OF WORK LIFE: KEY COMMITMENTS

- Support work–life balance through a teleworking agreement enabling eligible employees in France to work remotely one day per week.
- Strengthen team spirit and positive workplace relations by fostering collaboration, respect, and mutual support across all teams.
- Promote continuous development through training, performance reviews, and targeted skills-building initiatives.



OUR APPROACH IN A FEW WORDS

At Moteurs Baudouin, clear and transparent communication underpins our Quality of Work Life strategy.

By ensuring that every employee understands the company's challenges, priorities, and shared objectives, we create a workplace where people feel informed, empowered, and aligned.

This collective engagement strengthens cohesion, enhances motivation, and reinforces the connection between individual contributions and our long-term success.

EMPLOYEE WELL-BEING AT THE HEART OF OUR CULTURE

Our commitment to workplace quality extends beyond infrastructure. In line with our CSR approach, we place strong emphasis on employee well-being, team cohesion, and quality of life at work.

To support this, Moteurs Baudouin has allocated €50,000 to the Social Club, financing:

- Five annual company-wide events, including a major corporate evening
- Four sports activities, promoting health, collaboration, and team spirit

These initiatives strengthen belonging and foster a positive, dynamic culture where employees feel valued and motivated to excel.

A modern, inspiring workspace: Creating the conditions for excellence

At Moteurs Baudouin, we believe that the working environment is far more than a physical space — it is a catalyst for well-being, collaboration, and performance. A modern, pleasant, and functional workspace directly contributes to employee satisfaction, talent retention, and the long-term competitiveness of our company.

With this vision in mind, our Cassis headquarters underwent a full renovation in 2023–2024, transforming the site into a warmer, more efficient, and more engaging workplace tailored to the needs of a growing and evolving organisation.



A REIMAGINED WORKPLACE DESIGNED FOR PEOPLE

The renovation, representing a total investment of €367,385, reflects our commitment to providing employees with a high-quality professional environment that supports creativity, comfort, and operational excellence.

KEY IMPROVEMENTS INCLUDE

1st Floor: A more welcoming and functional space

- Creation of a modern café area, encouraging informal discussions and team bonding.
- A new visitor meeting room, offering a professional and comfortable space for external partners.
- Renovation of the entrance floor and restrooms (financed by the Town Hall of Cassis).
- Expansion of the R&D department with 10 new offices, a dedicated meeting room, and new partitions for better workflow and acoustic comfort.
- Creation of the “Grand Bleue” meeting room and relocation of the company infirmary to enhance accessibility.

Second Floor: Optimized layout for key functions

- Full redesign of the KAM area and new working spaces for Sales, IT, and Finance teams.
- Installation of an additional modern meeting room.
- Relocation and optimization of the Human Resources department, improving accessibility and organisational flow.

Mezzanine: Reinforcing operational efficiency

Refurbishment of the Quality and Service offices, creating a more efficient environment for transversal coordination and customer-focused activities.



Empowering our people through continuous development

At Moteurs Baudouin, we believe that a company's strength lies in the growth of its people. Employee development is not an administrative process — it is a strategic priority that shapes our culture, performance, and long-term resilience.

Our approach is built on five pillars: integration, performance recognition, sustained professional fulfillment, skills development, and continuous training. These principles guide every action we take to help our employees thrive at every stage of their career.

A STRUCTURED AND SUPPORTIVE START: INTEGRATION THAT SETS THE TONE

A successful career begins with a successful onboarding experience.

To support new colleagues effectively, Moteurs Baudouin has implemented an enhanced two-week induction program, tailored for all departments and complemented by individualized support.

- In 2024, we conducted 12 onboarding sessions, reflecting our commitment to welcoming and empowering new talent.
- Our structured integration roadmap ensures that newcomers understand our culture, processes, expectations, and long-term strategic vision from day one.

These efforts demonstrate our dedication not only to integrating employees, but to ensuring they feel equipped, supported, and valued as part of the team.



STRENGTHENING PERFORMANCE THROUGH DIALOGUE AND FEEDBACK

Performance recognition and constructive feedback are essential to unlocking employee potential.

Our annual evaluation campaign, launched in December 2023 and completed in March 2024, provided an opportunity to:

- Review performance in a transparent and supportive framework
- Identify skill gaps and opportunities for development
- Adjust integration strategies based on personalised feedback
- Strengthen alignment between individual goals and company priorities

This process helps ensure that every employee is on a clear, meaningful, and motivating career path.

BUILDING SKILLS FOR TODAY AND TOMORROW

A Comprehensive and Future-Ready Training Strategy

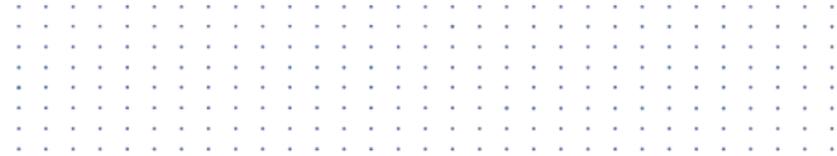
Mandatory Training

Ensures compliance, safety, and operational excellence with regulations and certifications.

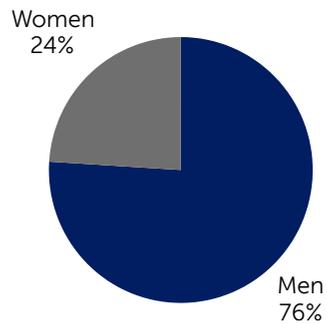
Optional & Developmental Training

Builds skills, leadership, and adaptability for career growth and innovation.

Our social footprint



GENDER

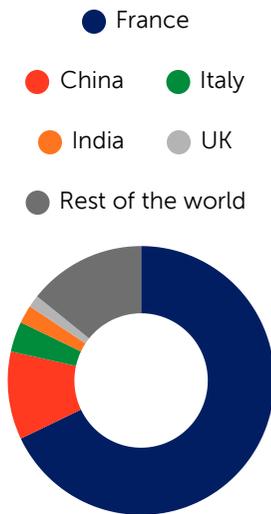


LEARN MORE
Women At Baudouin

NATIONALITIES

France	67.9%
China	10.6%
Italy	3.6%
India	2.2%
Rest of the World	14.2%

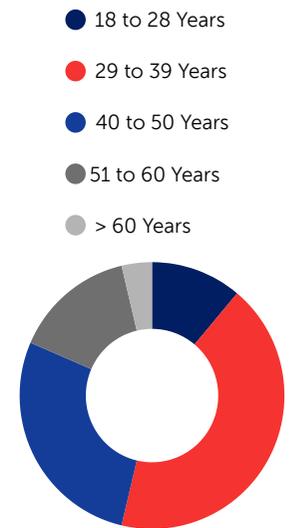
TOTAL NATIONALITIES : 22



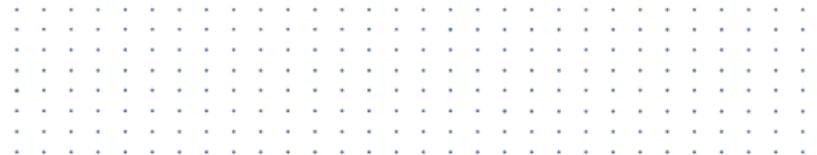
AGE

More than half of the workforce of Moteurs Baudouin was under 40

18 to 28 Years	11.1%
29 to 39 Years	42.6%
40 to 50 Years	27.8%
51 to 60 Years	14.8%
> 60 Years	3.7%



Social roadmap



AXIS	OBJECTIVE	2024 RESULTS
 Equality, Diversity, & Anti-Discrimination	Achieve a score of at least 75 on the gender equality index Reach 35% of women in the total workforce by 2030 Achieve 6% of women in management positions	50 24% 1.3%
 Disability	Aim for 7% of employees in disability situations	4.57%
 Training	Aim for 1 day of training per employee	0.23 DAY
 Health & Safety	Achieve 0 accident by 2030	6

7. GOVERNANCE AND ETHICS

Governance & Ethical Stewardship

At Moteurs Baudouin, governance is more than a system — it is the keel that steadies our journey through transformation and growth.

For over a century, our reputation for robust and reliable engines has been matched by a tradition of integrity and accountability in how we operate.

Today, as we advance toward a more sustainable and transparent future, we are strengthening our governance model to ensure that every decision, process, and partnership reflects the highest ethical standards.

Our governance approach is guided by internationally recognized frameworks, including the UN Global Compact, the OECD Guidelines for Multinational Enterprises, the French Sapin II Law, and the Corporate Sustainability Reporting Directive (CSRD).

By progressively aligning with ESRS and the GRI Standards, we aim to ensure that good governance remains the foundation of responsible performance.



BOARD OF DIRECTORS AND EXECUTIVE LEADERSHIP

Moteurs Baudouin's governance structure is led by a diverse and internationally experienced Board of Directors and Executive Management Team, representing multiple nationalities and areas of expertise.

This diversity of thought enhances innovation and strengthens our ability to anticipate global market and environmental challenges

Under the leadership of Chief Executive Officer Fabrizio Mozzi (Italy), the Board fosters a culture of ethics, transparency, and responsible decision-making.



Governance & Ethical Stewardship



OUR PRINCIPLES AS AN EMPLOYER



Human rights

Respect for fundamental human rights



Health & Safety

Commitment to safe & healthy working conditions



Bullying, harassment & discrimination

Zero tolerance towards these behaviours



Privacy & personal data

Protection of employees' personal information

OUR PRINCIPLES AS A COMPANY



Business integrity

Conducting business with honesty



Fraud prevention

Measures to detect & prevent fraud



Gifts and invitations

Strict regulation to avoid conflicts of interest



Conflicts of interest

Proactive identification & management



Fair Competition

Commitment to fair competition

MOTEURS BAUDOUIIN BOARD OF DIRECTORS



Fabrizio Mozzi (Italian)

As the CEO, Fabrizio Mozzi oversees the company's global strategy and ensures that Moteurs Baudouin upholds its high standards of corporate governance.



Sébastien Peyron (French)

VP Strategy & Engineering : he is responsible for strategy and engineering, aligning technology initiatives with the company's strategic objectives.



Sotirios Giakoumis (Greek)

VP Commercial Operations : Sotirios Giakoumis manages commercial operations, focusing on efficiency and customer satisfaction.



Hengrui Li (Chinese)

CFO: Hengrui Li brings a global perspective to the company's financial management, focusing on compliance and financial performance.



Salima Ababsa (French)

Human Resources Director: she is responsible for talent management and the development of human resources policies focused on inclusion and ethics.



Marie Crevoisier (French)

Financial director : together with Hengrui Li, she oversees the company's finances & IT, ensuring transparency and financial integrity.



Jean-Michel Rousset (French)

Production Director : he ensures high-quality production, with an emphasis on safety and efficiency.



Hang Han (Chinese)

Quality Director : Hang Han ensures that our products and services meet the highest quality standards.



Teodor Tsvetk (Bulgarian)

Aftersales Director (Bulgarian): he manages aftersales services, ensuring customer satisfaction and ongoing support.



Mourad Jarrar (French)

Supply Chain Director : Mourad Jarrar optimises the supply chain, ensuring smooth and efficient logistics.



Mehdi Kebaili (French)

Marine Executive Sales Director (French): Mehdi Kebaili oversees marine operations, ensuring innovative and reliable solutions for our marine customers.



Graziano Calzolari (Italian)

PowerKit Executive Sales Director : Graziano Calzolari heads up PowerKit sales in EMEA, focusing on growth and customer satisfaction.

Diversity of perspective, Unity of purpose

Our leadership team reflects the global character of our markets, representing five nationalities and expertise in engineering, finance, operations, & human resources.

This diversity of perspectives ensures balanced governance and innovation-driven decision-making.

BOARD COMPOSITION

WOMEN	MEN
23.08%	76.92%

ETHNICALLY DIVERSE
46.15%

Upholding human rights across our value chain

A FUNDAMENTAL PILLAR OF OUR CORPORATE RESPONSIBILITY

At Moteurs Baudouin, Respect for Others is more than a value - it is a principle that shapes how we work, how we lead, and how we engage with our partners worldwide.

We are firmly committed to protecting human dignity across our operations and supply chain, ensuring that every individual connected to our company is treated fairly, safely, and ethically. This commitment is embedded in our Code of Conduct, which applies to all employees, suppliers, subcontractors, and service providers.

Our responsibility is clear: combat discrimination, prevent forced and child labour, ensure safe and decent working conditions, and reduce any adverse impacts we may have on local communities. To achieve this, we provide tailored training, enforce strong preventive policies, and actively promote a culture of integrity and accountability throughout the organisation.



GOVERNANCE ANCHORED IN RESPONSIBILITY AND VIGILANCE

The governance of human rights at Moteurs Baudouin is coordinated centrally by our Legal Department and Human Resources Department, who jointly oversee policy deployment, compliance, and monitoring.

These teams collaborate closely with internal stakeholders, ensuring that our commitments are integrated into daily practices in production sites, offices, and supplier interactions

This governance model ensures:

- Consistency across activities
- Rapid identification of risks
- Clear accountability mechanisms
- Continuous improvement and alignment with global best practices

By embedding human-rights governance at the heart of our decision-making, Moteurs Baudouin ensures that ethical responsibility evolves in step with our operational and strategic growth.

Human rights risk mapping: Understanding & mitigating our impacts

RISKS/CRITERIA	PROBABILITY	IMPACT	RISK LEVEL	MITIGATION MEASURES
CHILD LABOUR	LOW	HIGH	HIGH	<ul style="list-style-type: none"> Regular supplier audits Engagement with NGOs
FORCED LABOR	LOW	HIGH	MEDIUM	<ul style="list-style-type: none"> Zero tolerance policy Supplier training/audits
WORKING CONDITIONS	HIGH	HIGH	VERY HIGH	<ul style="list-style-type: none"> Health & safety programs Continuous monitoring & internal audits
DISCRIMINATION & HARASSMENT	MEDIUM	HIGH	HIGH	<ul style="list-style-type: none"> Anti discrimination policy Complaint & investigation mechanisms
FREEDOM OF ASSOCIATION	LOW	MEDIUM	MEDIUM	<ul style="list-style-type: none"> Compliance with international conventions Employee training & awareness
SALARIES & BENEFITS	MEDIUM	HIGH	HIGH	<ul style="list-style-type: none"> Compliance with local laws Fair compensation policies
HEALTH & SAFETY	HIGH	VERY HIGH	VERY HIGH	<ul style="list-style-type: none"> Accident prevention programs Regular safety audits
IMPACT ON LOCAL COMMUNITIES	MEDIUM	HIGH	HIGH	<ul style="list-style-type: none"> Community engagement Environmental & social impact assessments

WHY HUMAN RIGHTS RISK MAPPING MATTERS

- Strategic tool to identify key risks, prevent harm, and ensure transparency.
- Protects employees and communities, aligning with global standards (UN, OECD, ILO, CSRD/ESRS).
- Embeds responsibility into governance, empowering and respecting everyone in our value chain.

Moteurs Baudouin’s human-rights risk map assesses risks based on severity, likelihood, and potential impact.

The map highlights three risk categories:

CRITICAL RISKS

These represent the highest level of concern and require continuous oversight:

Working conditions & Occupational health and safety

→ Managed through dedicated HSE programs, prevention plans, workplace audits, and strict compliance with legal requirements.

HIGH RISKS

Risks that require reinforced control and proactive engagement:

- Child labour and forced labour risks in global supply chains
- Discrimination and harassment
- Inequalities in access to opportunities

MEDIUM RISKS

Requiring structured monitoring and strict compliance:

- Freedom of association & collective bargaining
- Fair working conditions in partners’ facilities

Managed through:

- Zero-tolerance policies
- Supplier screening and contractual clauses
- Alignment with ILO (International Labour Organization) conventions

Integrity at the core: Building trust through governance

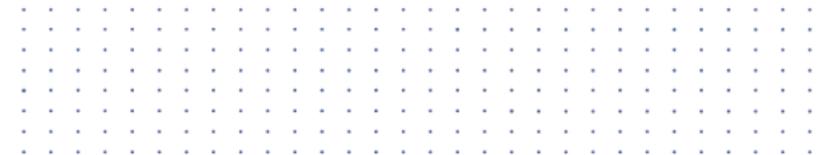
For more than a century, Moteurs Baudouin has earned the trust of its customers, partners, and employees by combining industrial excellence with integrity.

As a company operating in complex global markets, we believe that sound governance is the foundation of sustainable growth — the structure that supports responsible decision-making, ethical business practices, and long-term resilience.

THE CODE OF CONDUCT: OUR OPERATING COMPASS

At the heart of our governance system lies the Moteurs Baudouin Code of Conduct — a reference framework that defines how we operate ethically, both internally and throughout our value chain.

It provides a clear and consistent standard for every employee, officer, and business partner, ensuring that our conduct reflects the company's values of trust, integrity, and responsibility.



THE CODE OF CONDUCT COVERS ALL ESSENTIAL DIMENSIONS OF ETHICAL BUSINESS BEHAVIOR:

- Zero tolerance for corruption in any form, supported by internal controls and continuous awareness campaigns
- Ensuring transparent, fair, and lawful business practices across all markets.
- Clear rules to prevent and address potential conflicts between personal and professional interests.
- Protection of personal and corporate information in line with EU GDPR and international cybersecurity standards
- Respecting the rights and dignity of every person in our operations and throughout our supply chain.
- Promoting sustainable practices, responsible resource use, and compliance with environmental laws and standards.

TOWARD A CODE OF ETHICS: SHAPING OUR MORAL COMPASS

Moteurs Baudouin's Code of Ethics will expand on our Code of Conduct, defining the values and principles guiding our decisions, innovation, and stakeholder engagement—rooted in global standards and ethical leadership.

- The Ten Principles of the UN Global Compact (Human Rights, Labour, Environment, Anti-Corruption)
- OECD Guidelines for Multinational Enterprises
- CSRD & ESRS G1 (Governance) requirements on transparency and accountability

The Code of Ethics will be supported by comprehensive training sessions and internal communications to ensure every employee understands not only the rules, but also the values that define Moteurs Baudouin's culture of integrity.



SUPPLIER CODE OF CONDUCT (2025)

This document will formalize our expectations for supplier behavior, covering labour rights, workplace safety, environmental protection, anti-bribery, and fair competition. Suppliers will be required to acknowledge and adhere to these standards as a condition of doing business.

SUSTAINABLE PROCUREMENT POLICY (2026)

This policy will integrate ESG performance criteria into supplier selection, evaluation, and monitoring processes.

It will encourage collaboration, transparency, and innovation within the supply chain — turning procurement into a driver of sustainability.

Our ethical responsibility does not end at our gates — it extends across our entire value chain.

At Moteurs Baudouin, we are developing a sustainable procurement framework to ensure that our suppliers share our commitment to environmental and social responsibility.

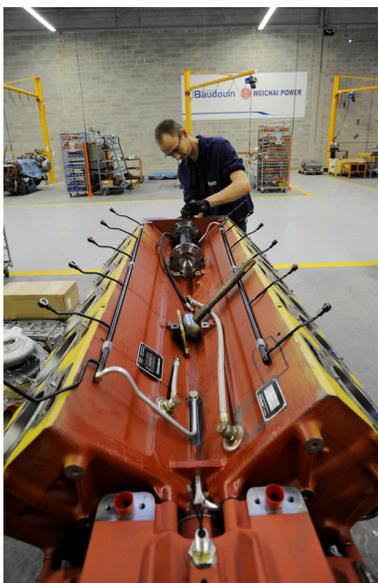
In the longer term, these measures will enable Baudouin to assess supplier performance through sustainability audits, improve traceability, and gradually move toward a fully responsible and circular supply chain.

Responsible Supply Chain: Extending ethics beyond our borders

The highest level of accountability lies with the Board of Directors, which meets quarterly to review company performance across financial, operational, and ESG domains.

Each meeting includes discussions on climate risks, safety, human resources, ethics, and stakeholder engagement, ensuring that sustainability is integrated into the heart of corporate strategy.

OUR GOVERNANCE SYSTEM ALSO INCLUDES:



- Independent audits to verify compliance and data accuracy.
- Internal control systems to prevent risk and ensure continuous improvement.
- ESG-linked performance indicators that will be progressively integrated into executive remuneration and strategic targets.

By combining transparency, independent verification, and strategic alignment, Moteurs Baudouin ensures that governance remains a living, evolving system — one that supports both financial success and social legitimacy.



THE ROAD AHEAD: A CULTURE OF CONTINUOUS IMPROVEMENT

Ethical leadership is not a destination; it is a continuous journey.

Over the coming years, Moteurs Baudouin will:

- Publish its Code of Ethics and provide comprehensive global training.
- Launch the Supplier Code of Conduct and Sustainable Procurement Policy.
- Strengthen the whistle-blower and grievance mechanisms to ensure accessibility and trust.
- Link ESG performance to executive compensation to embed accountability at the leadership level.
- Regularly review and update governance frameworks to align with evolving EU and global regulations (CSRD, ESRS, EU Taxonomy, etc.).

Through these initiatives, Moteurs Baudouin aims to maintain the highest standards of transparency and integrity — ensuring that governance remains the backbone of sustainable growth and stakeholder confidence.



Digital Trust, Data Protection & Cybersecurity Governance

In a rapidly evolving technological landscape, robust data governance is essential to ensuring the trust of our customers, partners, and employees. At Moteurs Baudouin, the protection of information—whether personal, operational, or strategic—is treated as a core governance responsibility, integral to our long-term resilience and transparency.

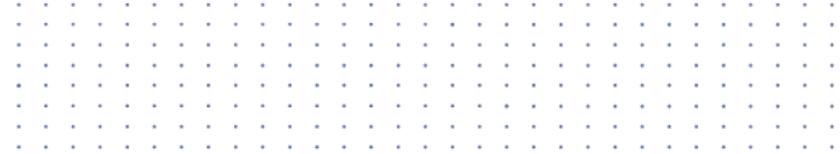
A GOVERNANCE FRAMEWORK BUILT ON DATA INTEGRITY

Moteurs Baudouin manages data protection in accordance with the General Data Protection Regulation (GDPR) and the French Loi Informatique et Libertés. Our internal governance model establishes clear accountability across the organization:

- The Legal Department oversees regulatory compliance, conducts data-processing reviews (registre des traitements), and monitors risks related to personal-data handling.
- The IT & Digital Systems Department ensures the security, resilience, and integrity of our digital infrastructure.
- All employees are trained and reminded regularly of their obligations regarding confidentiality, data minimization, ethical digital behavior, and responsible use of information.

This multi-layered model ensures that data protection is not just a compliance requirement, but a daily operational reflex embedded in our culture.

Shaping a sustainable future together



As Moteurs Baudouin continues its transformation, this report reflects more than our actions – it reflects our ambition. Every improvement in our environmental footprint, every investment in our people, every step toward stronger governance strengthens the foundation on which we will build the next century of innovation.

Our journey is progressive, collaborative, and rooted in responsibility. The initiatives presented here mark an important stage in our evolution, but they are only the beginning. In the years ahead, we will continue to deepen our commitments, expand our capabilities, and accelerate the transition toward more resilient, efficient, and low-carbon solutions.

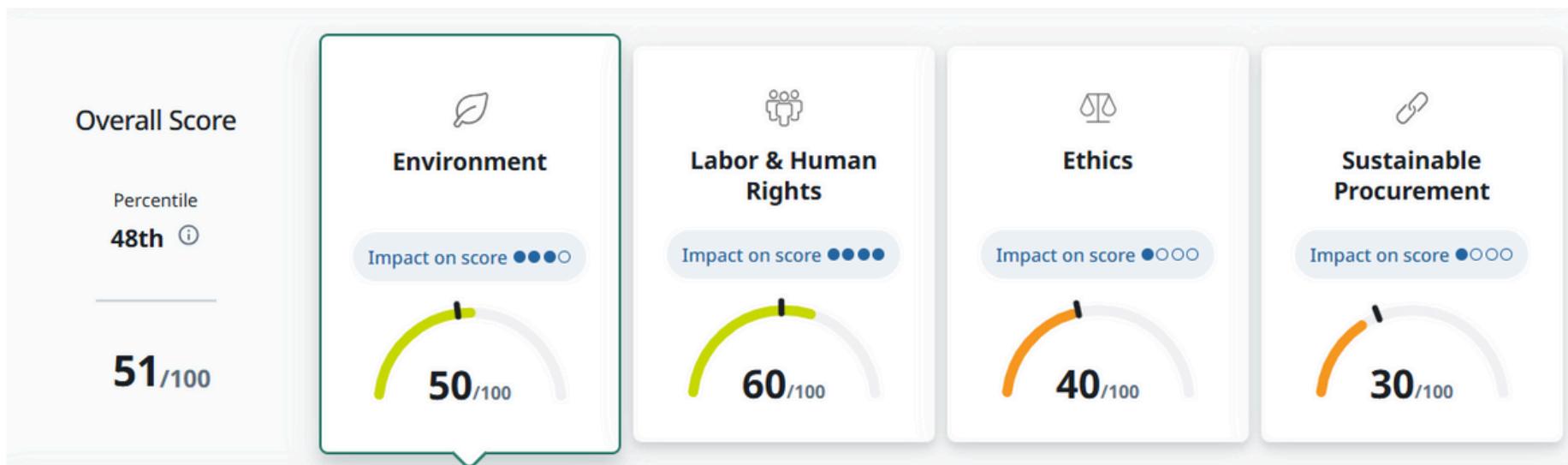
This is how we will honor our heritage, support our customers, and contribute to a sustainable industrial future – one decision, one engine, one partnership at a time.



8. APPENDIX



EcoVadis Scorecard 2024



“Sustainability is not just a goal for Moteurs Baudouin — it is a responsibility we choose to lead with. Every engine we design and every decision we take reflects our commitment to people, to innovation, and to the planet we all share.

By uniting technological excellence with strong human values, we are shaping a future where performance and sustainability move forward together.”

Fabrizio Mozzi

CEO

ESG REPORT 2024



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